



HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA  
HOME OF THE COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

# 2022-2023 HERI Faculty Survey

## Institutional Profile, Module Reports, and Theme Reports

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# Truman State University

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Comparison group 1: All Public 4yr Colleges

Comparison group 2: All Public Institutions

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**Institutional Profile Reports**

How to Read the Institutional Profile Reports	<a href="#">H1</a>
a. Full-time Undergraduate Faculty	<a href="#">1A</a>
b. All Respondents	<a href="#">1B</a>
a. Part-time Undergraduate Faculty	<a href="#">Not Applicable</a>
b. Full-time Academic Administrators	<a href="#">2B</a>
c. Graduate Faculty	<a href="#">2C</a>
d. Other Respondents	<a href="#">Not Applicable</a>

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**Module Reports**

How to Read the Module Reports	<a href="#">H2</a>
a. Mentoring Module	<a href="#">Not Applicable</a>
b. Campus Climate Module	<a href="#">3B</a>
c. Spirituality Module	<a href="#">Not Applicable</a>
d. STEM Module	<a href="#">Not Applicable</a>

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**Theme Reports 1**

How to Read the HERI Theme Reports	<a href="#">H3</a>
a. Goals for Undergraduate Education	<a href="#">T1</a>
b. Health and Wellness	<a href="#">T1</a>
c. Professional Practice: Scholarship	<a href="#">T1</a>
d. Professional Practice: Service	<a href="#">T1</a>
e. Professional Practice: Teaching	<a href="#">T1</a>

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**Theme Reports 2**

a. COVID-19	<a href="#">T2</a>
b. Diversity	<a href="#">T2</a>
c. Institutional Support and Resources	<a href="#">T2</a>
d. Interaction with Students	<a href="#">T2</a>

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**Theme Reports 3**

a. Habits of Mind	<a href="#">T3</a>
b. Institutional Priorities	<a href="#">T3</a>
c. Relationship with Administration	<a href="#">T3</a>

d. Satisfaction [T3](#)

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**Appendix**

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

b. List of Participating Institutions for Modules [A2](#)

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**2022-2023 HERI Faculty Survey Instrument**

<https://ucla.box.com/v/Faculty-Survey-Instrument>

### How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your faculty. 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 group data are aggregated responses from the 2022-2023 HERI Faculty 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).

\* Faculty who identify as non-binary, 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.

Sample University	Total			Men			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:										
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
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.

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>What is your current gender identity?</b>										
Man	48.5%	45.8%	44.4%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	51.5%	52.0%	53.1%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	0.0%	1.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	0.0%	0.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total (n)</b>	66	1,886	2,799	32	864	1,243	34	980	1,487	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
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%	
<b>Total(n)</b>	67	1,891	2,807	32	855	1,233	34	974	1,478	
<b>What is your present academic rank?</b>										
Professor	35.8%	33.2%	31.5%	46.9%	41.7%	39.6%	26.5%	26.3%	25.0%	
Associate Professor	26.9%	23.2%	24.7%	18.8%	20.9%	22.9%	32.4%	24.8%	26.0%	
Assistant Professor	34.3%	25.8%	26.3%	34.4%	24.2%	24.6%	35.3%	27.3%	28.0%	
Lecturer	0.0%	10.8%	10.5%	0.0%	7.8%	7.5%	0.0%	13.5%	13.1%	
Instructor	3.0%	6.6%	6.7%	0.0%	5.1%	5.2%	5.9%	7.8%	7.6%	
Graduate Student/Teaching Assistant	0.0%	0.4%	0.2%	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	
<b>Total(n)</b>	67	1,902	2,822	32	863	1,242	34	979	1,486	
<b>What is your tenure status at this institution?</b>										
Tenured	59.7%	57.9%	52.5%	59.4%	63.9%	59.0%	61.8%	52.9%	47.2%	
On tenure track, but not tenured	26.9%	20.0%	18.9%	28.1%	19.5%	19.2%	23.5%	20.0%	18.6%	
Not on tenure track, but institution has tenure system	13.4%	21.9%	27.8%	12.5%	16.5%	21.0%	14.7%	26.6%	33.4%	
Institution has no tenure system	0.0%	0.3%	0.7%	0.0%	0.1%	0.7%	0.0%	0.4%	0.8%	
<b>Total(n)</b>	67	1,894	2,814	32	861	1,240	34	973	1,480	
<b>Are you retired from this institution?</b>										
Yes	0.0%	0.5%	0.5%	0.0%	0.7%	0.6%	0.0%	0.3%	0.4%	
No	100.0%	99.5%	99.5%	100.0%	99.3%	99.4%	100.0%	99.7%	99.6%	
<b>Total(n)</b>	67	1,891	2,810	32	859	1,238	34	970	1,476	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	4.5%	5.5%	5.9%	3.1%	6.0%	6.1%	6.1%	5.4%	6.0%	
Teaching	95.5%	90.7%	88.8%	96.9%	90.0%	88.8%	93.9%	91.1%	88.9%	
Research	0.0%	2.0%	3.6%	0.0%	2.5%	3.9%	0.0%	1.3%	3.2%	
Services to clients and patients	0.0%	0.5%	0.3%	0.0%	0.4%	0.2%	0.0%	0.6%	0.4%	
Other	0.0%	1.4%	1.3%	0.0%	1.2%	1.0%	0.0%	1.5%	1.5%	
<b>Total(n)</b>	66	1,884	2,797	32	854	1,231	33	970	1,474	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	14.9%	34.7%	35.7%	21.9%	37.4%	39.3%	8.8%	32.0%	32.7%	
Very Important	32.8%	34.4%	33.9%	34.4%	34.9%	32.5%	32.4%	34.4%	35.1%	
Somewhat Important	47.8%	24.9%	24.1%	43.8%	23.3%	23.1%	50.0%	26.1%	24.8%	
Not Important	4.5%	6.1%	6.3%	0.0%	4.4%	5.1%	8.8%	7.6%	7.4%	
<b>Total(n)</b>	67	1,880	2,793	32	850	1,227	34	966	1,468	
Mean	2.58	2.98	2.99	2.78	3.05	3.06	2.41	2.91	2.93	
Standard deviation	0.80	0.92	0.92	0.79	0.88	0.91	0.78	0.94	0.93	
Significance	-	***	***	-			-	**	**	
Effect size	-	-0.43	-0.45	-	-0.31	-0.31	-	-0.53	-0.56	
<b>Personally, how important to you is:</b>										
<b>Teaching</b>										
Essential	80.6%	81.5%	80.8%	78.1%	82.5%	81.9%	82.4%	81.3%	80.5%	
Very Important	19.4%	16.7%	17.0%	21.9%	15.7%	16.3%	17.6%	17.0%	17.1%	
Somewhat Important	0.0%	1.6%	2.1%	0.0%	1.5%	1.7%	0.0%	1.5%	2.2%	
Not Important	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	

\* Faculty who identify as non-binary, 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.

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	67	1,888	2,802	32	852	1,230	34	972	1,475	
Mean	3.81	3.79	3.78	3.78	3.81	3.80	3.82	3.79	3.78	
Standard deviation	0.40	0.46	0.47	0.42	0.45	0.45	0.39	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	-0.07	-0.04	-	0.07	0.09	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	19.4%	20.1%	21.8%	18.8%	18.0%	19.2%	20.6%	21.7%	23.8%	
Very Important	50.7%	45.2%	45.0%	43.8%	43.8%	45.1%	58.8%	46.7%	45.4%	
Somewhat Important	28.4%	32.0%	30.5%	34.4%	34.3%	32.1%	20.6%	29.9%	29.0%	
Not Important	1.5%	2.7%	2.6%	3.1%	3.9%	3.5%	0.0%	1.7%	1.8%	
Total(n)	67	1,879	2,793	32	848	1,226	34	967	1,469	
Mean	2.88	2.83	2.86	2.78	2.76	2.80	3.00	2.89	2.91	
Standard deviation	0.73	0.77	0.78	0.79	0.79	0.78	0.65	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.03	-0.03	-	0.15	0.12	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
0	0.0%	4.6%	4.1%	0.0%	4.3%	4.0%	0.0%	5.2%	4.4%	
1	4.5%	6.6%	7.4%	6.3%	7.0%	7.2%	2.9%	6.3%	7.5%	
2	16.4%	15.0%	16.5%	15.6%	15.5%	16.6%	17.6%	14.6%	16.7%	
3	37.3%	32.7%	31.5%	40.6%	33.5%	32.5%	32.4%	31.7%	30.1%	
4	29.9%	24.2%	24.9%	34.4%	23.6%	24.1%	26.5%	24.3%	25.2%	
5 or more	11.9%	16.9%	15.6%	3.1%	16.1%	15.5%	20.6%	17.9%	15.9%	
Total(n)	67	1,903	2,823	32	863	1,242	34	979	1,486	
<b>How many of the courses that you are teaching this term are:</b>										
<b>General education courses</b>										
0	48.4%	55.0%	57.3%	37.9%	54.1%	56.9%	59.4%	56.2%	58.2%	
1-2	48.4%	34.5%	32.4%	55.2%	35.3%	33.5%	40.6%	33.3%	30.8%	
3-4	3.2%	9.1%	8.8%	6.9%	9.0%	8.2%	0.0%	9.2%	9.5%	
5+	0.0%	1.4%	1.4%	0.0%	1.6%	1.4%	0.0%	1.4%	1.6%	
Total(n)	62	1,692	2,512	29	767	1,106	32	869	1,317	
<b>Courses required for an undergraduate major</b>										
0	11.1%	8.8%	9.7%	10.0%	7.4%	8.7%	12.5%	10.3%	11.0%	
1-2	60.3%	50.8%	51.2%	63.3%	51.5%	50.4%	56.3%	49.8%	51.6%	
3-4	27.0%	33.4%	32.8%	26.7%	34.7%	35.1%	28.1%	32.2%	30.6%	
5+	1.6%	7.0%	6.3%	0.0%	6.4%	5.8%	3.1%	7.7%	6.8%	
Total(n)	63	1,735	2,598	30	784	1,135	32	895	1,375	
<b>Other undergraduate credit courses</b>										
0	34.8%	59.5%	59.0%	26.3%	59.8%	58.8%	40.7%	59.2%	59.1%	
1-2	58.7%	33.2%	34.2%	68.4%	33.1%	34.9%	51.9%	33.2%	33.7%	
3-4	6.5%	5.7%	5.2%	5.3%	6.1%	5.4%	7.4%	5.3%	5.2%	
5+	0.0%	1.6%	1.6%	0.0%	0.9%	1.0%	0.0%	2.2%	2.1%	
Total(n)	46	1,471	2,182	19	655	944	27	770	1,165	
<b>Developmental/remedial courses (not for credit)</b>										
0	100.0%	97.0%	96.9%	100.0%	96.9%	96.8%	100.0%	97.0%	96.9%	
1-2	0.0%	2.5%	2.7%	0.0%	3.0%	3.1%	0.0%	2.2%	2.4%	
3-4	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	
5+	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.0%	0.3%	0.4%	
Total(n)	43	1,421	2,116	18	637	917	25	743	1,131	
<b>Graduate courses</b>										
0	66.7%	72.5%	69.8%	62.5%	72.6%	70.1%	70.4%	72.3%	69.5%	
1-2	27.5%	24.7%	27.3%	37.5%	25.4%	27.8%	18.5%	24.2%	26.9%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
3-4	5.9%	2.6%	2.7%	0.0%	1.8%	1.9%	11.1%	3.4%	3.4%	
5+	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	
Total(n)	51	1,526	2,286	24	680	993	27	799	1,216	
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>										
0	77.6%	64.5%	62.7%	65.6%	66.3%	64.2%	88.2%	62.3%	61.1%	
1-2	6.0%	17.1%	18.6%	9.4%	16.5%	17.2%	2.9%	18.1%	20.1%	
3-4	16.4%	14.9%	15.3%	25.0%	13.4%	14.6%	8.8%	16.2%	15.7%	
5+	0.0%	3.5%	3.5%	0.0%	3.8%	4.0%	0.0%	3.5%	3.1%	
Total(n)	67	1,791	2,675	32	819	1,182	34	914	1,402	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
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	92	120	0	38	51	0	52	67	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	100.0%	97.5%	96.5%	100.0%	96.4%	95.6%	100.0%	98.5%	97.2%	
No	0.0%	2.5%	3.5%	0.0%	3.6%	4.4%	0.0%	1.5%	2.8%	
Total(n)	67	1,890	2,807	32	857	1,236	34	970	1,474	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	38.8%	44.0%	46.4%	37.5%	41.7%	44.5%	38.2%	45.8%	47.8%	
No	61.2%	56.0%	53.6%	62.5%	58.3%	55.5%	61.8%	54.2%	52.2%	
Total(n)	67	1,881	2,795	32	856	1,233	34	962	1,465	
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>										
<b>In the past year, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a Very Large Extent	7.7%	24.5%	25.3%	8.3%	26.1%	26.7%	7.7%	23.6%	25.1%	
To a Large Extent	15.4%	19.9%	20.2%	16.7%	21.0%	21.6%	15.4%	19.0%	18.5%	
To Some Extent	30.8%	29.3%	28.6%	41.7%	27.7%	26.9%	15.4%	30.4%	29.7%	
To a Small Extent	19.2%	15.2%	15.2%	25.0%	15.4%	15.0%	15.4%	14.7%	15.5%	
Not at All	26.9%	11.0%	10.7%	8.3%	9.8%	9.9%	46.2%	12.2%	11.1%	
Total(n)	26	828	1,295	12	357	547	13	441	701	
<b>Mentored graduate students</b>										
To a Very Large Extent	26.9%	30.3%	32.9%	16.7%	29.9%	32.8%	38.5%	31.0%	34.1%	
To a Large Extent	19.2%	23.5%	22.9%	25.0%	22.6%	21.4%	15.4%	24.6%	23.9%	
To Some Extent	19.2%	26.0%	25.0%	33.3%	26.0%	26.4%	0.0%	25.1%	23.2%	
To a Small Extent	23.1%	12.8%	12.5%	16.7%	13.0%	12.1%	30.8%	12.1%	12.6%	
Not at All	11.5%	7.5%	6.7%	8.3%	8.5%	7.3%	15.4%	7.3%	6.2%	
Total(n)	26	823	1,291	12	354	546	13	439	698	
<b>Helped graduate students access professional networks</b>										
To a Very Large Extent	15.4%	17.1%	17.0%	8.3%	16.1%	17.1%	23.1%	17.8%	17.2%	
To a Large Extent	15.4%	19.4%	20.3%	16.7%	21.2%	20.6%	15.4%	18.3%	20.1%	
To Some Extent	26.9%	30.7%	30.6%	33.3%	30.6%	29.9%	23.1%	29.9%	30.4%	
To a Small Extent	26.9%	18.0%	18.2%	41.7%	19.0%	19.5%	7.7%	17.6%	17.5%	
Not at All	15.4%	14.9%	14.0%	0.0%	13.0%	13.0%	30.8%	16.4%	14.8%	
Total(n)	26	821	1,283	12	353	539	13	438	697	
<b>Presented with graduate students at conferences</b>										
To a Very Large Extent	3.8%	6.7%	7.9%	0.0%	6.2%	6.6%	7.7%	6.4%	8.5%	
To a Large Extent	0.0%	6.0%	7.5%	0.0%	5.9%	7.4%	0.0%	6.2%	7.8%	
To Some Extent	11.5%	11.7%	12.2%	16.7%	12.4%	12.9%	7.7%	11.5%	12.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
To a Small Extent	3.8%	9.0%	9.4%	8.3%	9.9%	10.5%	0.0%	9.0%	9.1%	
Not at All	80.8%	66.6%	63.0%	75.0%	65.6%	62.7%	84.6%	66.9%	62.7%	
Total(n)	26	820	1,285	12	355	544	13	435	694	
<b>Published with graduate students</b>										
To a Very Large Extent	0.0%	5.0%	6.7%	0.0%	5.7%	7.0%	0.0%	3.9%	6.2%	
To a Large Extent	0.0%	5.1%	6.7%	0.0%	6.0%	7.0%	0.0%	4.6%	6.6%	
To Some Extent	7.7%	10.2%	11.2%	16.7%	11.1%	11.7%	0.0%	9.6%	10.8%	
To a Small Extent	7.7%	8.6%	8.7%	16.7%	10.0%	9.6%	0.0%	7.6%	8.2%	
Not at All	84.6%	71.1%	66.6%	66.7%	67.2%	64.6%	100.0%	74.3%	68.2%	
Total(n)	26	816	1,281	12	351	540	13	436	695	
<b>Included graduate students in research grant writing</b>										
To a Very Large Extent	0.0%	4.4%	5.0%	0.0%	3.7%	3.9%	0.0%	4.6%	5.8%	
To a Large Extent	0.0%	4.2%	4.8%	0.0%	5.7%	5.7%	0.0%	3.0%	4.2%	
To Some Extent	0.0%	8.5%	9.7%	0.0%	9.9%	10.3%	0.0%	7.6%	9.5%	
To a Small Extent	11.5%	8.9%	9.7%	16.7%	10.5%	9.9%	7.7%	7.6%	9.1%	
Not at All	88.5%	74.0%	70.9%	83.3%	70.3%	70.2%	92.3%	77.1%	71.4%	
Total(n)	26	816	1,283	12	353	543	13	433	693	
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>										
0	38.5%	20.0%	20.0%	16.7%	14.3%	17.2%	53.8%	24.7%	22.1%	
1-5	38.5%	52.2%	53.3%	58.3%	58.4%	55.8%	23.1%	46.9%	51.1%	
6-10	11.5%	16.9%	15.7%	16.7%	19.7%	18.4%	7.7%	15.3%	14.1%	
11-20	11.5%	6.3%	7.1%	8.3%	5.1%	6.2%	15.4%	6.9%	7.6%	
21 or more	0.0%	4.5%	3.9%	0.0%	2.5%	2.4%	0.0%	6.2%	5.2%	
Total(n)	26	823	1,292	12	356	548	13	437	697	
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>										
0	46.2%	37.3%	38.2%	50.0%	36.1%	37.9%	46.2%	38.4%	38.5%	
1	23.1%	11.9%	11.8%	25.0%	12.2%	12.3%	23.1%	11.4%	11.3%	
2	7.7%	10.5%	10.3%	16.7%	9.7%	10.8%	0.0%	11.4%	10.3%	
3-4	11.5%	14.6%	14.1%	0.0%	15.1%	14.2%	15.4%	13.9%	13.6%	
5-8	11.5%	12.8%	12.8%	8.3%	14.5%	13.6%	15.4%	11.4%	12.2%	
9 or more	0.0%	12.9%	12.8%	0.0%	12.5%	11.2%	0.0%	13.6%	14.2%	
Total(n)	26	821	1,290	12	352	544	13	440	699	
<b>In the past year, how many master's thesis committees have you chaired?</b>										
0	64.3%	37.9%	37.6%	66.7%	36.4%	37.6%	71.4%	39.5%	38.4%	
1	0.0%	21.2%	21.6%	0.0%	22.2%	23.7%	0.0%	20.3%	19.5%	
2	14.3%	15.5%	15.9%	16.7%	13.8%	13.6%	0.0%	16.6%	17.4%	
3-4	7.1%	15.0%	14.8%	16.7%	19.6%	17.5%	0.0%	10.7%	12.6%	
5-8	14.3%	6.8%	6.5%	0.0%	5.3%	5.3%	28.6%	8.1%	7.7%	
9 or more	0.0%	3.7%	3.5%	0.0%	2.7%	2.4%	0.0%	4.8%	4.4%	
Total(n)	14	515	797	6	225	338	7	271	430	
<b>How many dissertation committees have you served on or are currently serving?</b>										
0	88.5%	78.5%	67.0%	91.7%	79.7%	67.9%	84.6%	77.6%	66.2%	
1	3.8%	10.4%	13.1%	8.3%	8.6%	12.2%	0.0%	11.5%	13.6%	
2	0.0%	3.7%	4.4%	0.0%	3.7%	4.8%	0.0%	3.7%	4.2%	
3-4	0.0%	3.3%	6.3%	0.0%	4.3%	6.7%	0.0%	2.8%	6.1%	
5-8	7.7%	2.6%	5.6%	0.0%	2.6%	5.4%	15.4%	2.8%	6.1%	
9 or more	0.0%	1.5%	3.6%	0.0%	1.1%	3.0%	0.0%	1.6%	3.9%	
Total(n)	26	810	1,276	12	349	539	13	433	692	
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>										
0	66.7%	74.7%	63.9%	100.0%	71.8%	65.3%	50.0%	78.4%	63.8%	
1	33.3%	10.3%	14.1%	0.0%	9.9%	12.7%	50.0%	9.3%	13.8%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
2	0.0%	3.4%	7.2%	0.0%	4.2%	6.9%	0.0%	3.1%	7.8%	
3-4	0.0%	5.7%	9.1%	0.0%	8.5%	9.8%	0.0%	3.1%	8.2%	
5-8	0.0%	2.3%	3.3%	0.0%	2.8%	4.0%	0.0%	2.1%	3.0%	
9 or more	0.0%	3.4%	2.4%	0.0%	2.8%	1.2%	0.0%	4.1%	3.4%	
<b>Total(n)</b>	<b>3</b>	<b>174</b>	<b>418</b>	<b>1</b>	<b>71</b>	<b>173</b>	<b>2</b>	<b>97</b>	<b>232</b>	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for research opportunities</b>										
Strongly Agree	0.0%	17.3%	17.4%	0.0%	17.6%	18.3%	0.0%	17.3%	16.6%	
Somewhat Agree	13.0%	25.8%	28.5%	18.2%	28.4%	31.5%	9.1%	23.6%	25.9%	
Somewhat Disagree	30.4%	27.8%	27.2%	36.4%	27.9%	26.0%	27.3%	27.0%	27.6%	
Strongly Disagree	56.5%	29.1%	26.9%	45.5%	26.1%	24.2%	63.6%	32.0%	29.9%	
<b>Total(n)</b>	<b>23</b>	<b>784</b>	<b>1,231</b>	<b>11</b>	<b>341</b>	<b>524</b>	<b>11</b>	<b>415</b>	<b>663</b>	
Mean	1.57	2.31	2.36	1.73	2.38	2.44	1.45	2.26	2.29	
Standard deviation	0.73	1.07	1.06	0.79	1.05	1.05	0.69	1.09	1.07	
Significance	-	**	***	-	*	*	-	*	**	
Effect size	-	-0.69	-0.75	-	-0.62	-0.68	-	-0.74	-0.79	
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>										
Strongly Agree	26.1%	31.3%	36.0%	27.3%	32.1%	38.5%	27.3%	30.6%	34.3%	
Somewhat Agree	34.8%	34.7%	34.1%	45.5%	35.9%	34.2%	27.3%	33.7%	33.4%	
Somewhat Disagree	13.0%	18.1%	16.7%	9.1%	18.8%	16.4%	18.2%	17.3%	17.0%	
Strongly Disagree	26.1%	15.9%	13.2%	18.2%	13.2%	10.9%	27.3%	18.3%	15.2%	
<b>Total(n)</b>	<b>23</b>	<b>790</b>	<b>1,239</b>	<b>11</b>	<b>340</b>	<b>524</b>	<b>11</b>	<b>421</b>	<b>670</b>	
Mean	2.61	2.81	2.93	2.82	2.87	3.00	2.55	2.77	2.87	
Standard deviation	1.16	1.05	1.03	1.08	1.01	0.99	1.21	1.08	1.05	
Significance	-			-			-			
Effect size	-	-0.19	-0.31	-	-0.05	-0.18	-	-0.20	-0.30	
<b>This graduate program enrolls too few international students</b>										
Strongly Agree	9.1%	13.8%	13.6%	9.1%	13.5%	13.5%	9.1%	13.8%	13.2%	
Somewhat Agree	45.5%	31.3%	30.4%	36.4%	29.4%	28.0%	54.5%	32.4%	32.4%	
Somewhat Disagree	27.3%	35.9%	37.6%	45.5%	37.1%	38.6%	9.1%	35.1%	37.2%	
Strongly Disagree	18.2%	19.0%	18.4%	9.1%	20.0%	19.9%	27.3%	18.6%	17.2%	
<b>Total(n)</b>	<b>22</b>	<b>780</b>	<b>1,219</b>	<b>11</b>	<b>340</b>	<b>518</b>	<b>11</b>	<b>413</b>	<b>658</b>	
Mean	2.45	2.40	2.39	2.45	2.36	2.35	2.45	2.41	2.42	
Standard deviation	0.91	0.95	0.94	0.82	0.95	0.95	1.04	0.95	0.92	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.09	0.11	-	0.04	0.03	
<b>Graduate students work well together in this program</b>										
Strongly Agree	60.9%	40.6%	40.3%	45.5%	39.9%	38.7%	81.8%	41.5%	42.4%	
Somewhat Agree	34.8%	49.0%	49.7%	45.5%	46.9%	48.6%	18.2%	50.6%	50.0%	
Somewhat Disagree	0.0%	8.0%	7.9%	0.0%	9.9%	9.9%	0.0%	6.4%	6.3%	
Strongly Disagree	4.3%	2.4%	2.0%	9.1%	3.2%	2.8%	0.0%	1.4%	1.2%	
<b>Total(n)</b>	<b>23</b>	<b>790</b>	<b>1,233</b>	<b>11</b>	<b>343</b>	<b>527</b>	<b>11</b>	<b>419</b>	<b>662</b>	
Mean	3.52	3.28	3.28	3.27	3.24	3.23	3.82	3.32	3.34	
Standard deviation	0.73	0.71	0.70	0.90	0.76	0.74	0.40	0.66	0.65	
Significance	-			-			-	*	*	
Effect size	-	0.34	0.34	-	0.04	0.05	-	0.76	0.74	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly Agree	0.0%	10.7%	9.5%	0.0%	12.0%	11.2%	0.0%	9.9%	8.0%	
Somewhat Agree	4.3%	21.9%	21.2%	9.1%	21.3%	21.6%	0.0%	23.1%	21.9%	
Somewhat Disagree	43.5%	23.1%	22.1%	45.5%	21.3%	19.9%	36.4%	23.3%	23.0%	
Strongly Disagree	52.2%	44.3%	47.2%	45.5%	45.5%	47.2%	63.6%	43.8%	47.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	23	787	1,238	11	343	527	11	416	666	
Mean	1.52	1.99	1.93	1.64	2.00	1.97	1.36	1.99	1.91	
Standard deviation	0.59	1.04	1.03	0.67	1.07	1.07	0.50	1.03	1.00	
Significance	-	*		-			-	*		
Effect size	-	-0.45	-0.40	-	-0.34	-0.31	-	-0.61	-0.55	
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Strongly Agree	61.9%	41.5%	44.8%	50.0%	38.3%	41.8%	70.0%	44.7%	47.7%	
Somewhat Agree	28.6%	42.1%	40.3%	30.0%	42.5%	41.7%	30.0%	41.6%	39.3%	
Somewhat Disagree	9.5%	11.9%	11.1%	20.0%	14.2%	11.7%	0.0%	9.6%	9.8%	
Strongly Disagree	0.0%	4.5%	3.8%	0.0%	5.0%	4.8%	0.0%	4.1%	3.2%	
Total(n)	21	783	1,229	10	339	521	10	416	664	
Mean	3.52	3.21	3.26	3.30	3.14	3.21	3.70	3.27	3.32	
Standard deviation	0.68	0.82	0.80	0.82	0.84	0.83	0.48	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.38	0.33	-	0.19	0.11	-	0.54	0.49	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly Agree	38.1%	18.4%	19.8%	18.2%	16.9%	18.2%	60.0%	20.8%	21.5%	
Somewhat Agree	33.3%	31.8%	34.0%	36.4%	32.5%	34.9%	30.0%	30.8%	33.5%	
Somewhat Disagree	23.8%	29.1%	28.3%	36.4%	30.5%	28.9%	10.0%	27.6%	27.3%	
Strongly Disagree	4.8%	20.7%	18.0%	9.1%	20.1%	18.0%	0.0%	20.8%	17.7%	
Total(n)	21	779	1,225	11	338	522	10	413	660	
Mean	3.05	2.48	2.56	2.64	2.46	2.53	3.50	2.52	2.59	
Standard deviation	0.92	1.02	1.00	0.92	1.00	0.99	0.71	1.04	1.01	
Significance	-	*	*	-			-	**	**	
Effect size	-	0.56	0.49	-	0.18	0.11	-	0.94	0.90	
<b>Faculty in my department are good mentors for graduate students</b>										
Strongly Agree	47.6%	43.9%	44.6%	40.0%	44.3%	44.2%	60.0%	43.7%	44.8%	
Somewhat Agree	38.1%	43.3%	43.1%	40.0%	41.6%	42.5%	30.0%	45.6%	44.5%	
Somewhat Disagree	14.3%	9.4%	8.9%	20.0%	10.3%	10.1%	10.0%	7.9%	7.3%	
Strongly Disagree	0.0%	3.4%	3.4%	0.0%	3.8%	3.2%	0.0%	2.9%	3.3%	
Total(n)	21	789	1,240	10	341	525	10	419	669	
Mean	3.33	3.28	3.29	3.20	3.26	3.28	3.50	3.30	3.31	
Standard deviation	0.73	0.77	0.77	0.79	0.79	0.77	0.71	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	-0.08	-0.10	-	0.27	0.25	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly Agree	13.6%	2.4%	4.1%	18.2%	2.1%	4.6%	10.0%	2.9%	4.0%	
Somewhat Agree	13.6%	13.1%	15.4%	9.1%	12.8%	14.6%	20.0%	14.1%	16.3%	
Somewhat Disagree	18.2%	34.5%	35.5%	18.2%	35.7%	35.8%	20.0%	33.1%	34.7%	
Strongly Disagree	54.5%	49.9%	45.0%	54.5%	49.4%	44.9%	50.0%	49.9%	45.1%	
Total(n)	22	776	1,220	11	336	519	10	411	657	
Mean	1.86	1.68	1.79	1.91	1.68	1.79	1.90	1.70	1.79	
Standard deviation	1.13	0.79	0.85	1.22	0.78	0.86	1.10	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.23	0.08	-	0.29	0.14	-	0.24	0.13	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly Agree	34.8%	52.4%	47.6%	36.4%	49.1%	45.0%	36.4%	55.4%	50.2%	
Somewhat Agree	21.7%	34.4%	36.8%	18.2%	36.4%	37.7%	18.2%	32.0%	35.5%	
Somewhat Disagree	30.4%	9.7%	11.8%	36.4%	10.9%	13.5%	27.3%	8.9%	10.4%	
Strongly Disagree	13.0%	3.5%	3.8%	9.1%	3.6%	3.8%	18.2%	3.6%	3.9%	
Total(n)	23	781	1,225	11	338	520	11	415	662	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Mean	2.78	3.36	3.28	2.82	3.31	3.24	2.73	3.39	3.32	
Standard deviation	1.09	0.80	0.82	1.08	0.80	0.83	1.19	0.80	0.81	
Significance	-	***	**	-	*		-	**	*	
Effect size	-	-0.73	-0.61	-	-0.61	-0.51	-	-0.83	-0.73	
<b>During the past three years, have you:</b>										
<b>Advised student groups involved in service/volunteer work</b>	56.7%	53.3%	52.9%	50.0%	54.2%	52.3%	64.7%	52.1%	53.6%	Civic Minded Practice
Total(n)	67	1,885	2,799	32	852	1,229	34	970	1,473	
<b>Collaborated with the local community on research/teaching to address their needs</b>	27.3%	47.4%	49.1%	16.1%	46.8%	47.7%	35.3%	47.6%	50.1%	Civic Minded Practice
Total(n)	66	1,880	2,796	31	852	1,229	34	964	1,469	
<b>Conducted research or writing focused on international/global issues</b>	17.9%	31.5%	31.5%	18.8%	34.8%	34.3%	17.6%	28.9%	29.1%	
Total(n)	67	1,880	2,797	32	851	1,229	34	967	1,473	
<b>Conducted research or writing focused on racial or ethnic minorities</b>	23.9%	34.1%	34.1%	18.8%	29.8%	29.5%	29.4%	37.1%	37.5%	
Total(n)	67	1,880	2,795	32	851	1,228	34	967	1,473	
<b>Conducted research or writing focused on women or gender issues</b>	24.2%	28.4%	28.3%	16.1%	20.4%	19.8%	32.4%	34.6%	34.5%	
Total(n)	66	1,874	2,787	31	849	1,225	34	963	1,468	
<b>Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues</b>	14.9%	14.1%	13.6%	12.5%	11.1%	10.2%	17.6%	15.5%	15.2%	
Total(n)	67	1,873	2,784	32	848	1,223	34	965	1,469	
<b>Conducted research or writing focused on biomedical science fields</b>	11.9%	14.5%	14.3%	12.5%	14.9%	15.2%	8.8%	13.7%	13.4%	
Total(n)	67	1,870	2,779	32	847	1,223	34	962	1,462	
<b>Engaged in academic research that spans multiple disciplines</b>	68.7%	66.9%	65.5%	62.5%	70.7%	69.0%	73.5%	63.4%	62.2%	
Total(n)	67	1,878	2,795	32	853	1,231	34	964	1,469	
<b>Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)</b>	43.9%	49.9%	49.5%	46.9%	51.6%	51.4%	42.4%	48.3%	47.9%	
Total(n)	66	1,877	2,793	32	849	1,227	33	965	1,469	
<b>Written research grants</b>	31.3%	40.8%	41.0%	28.1%	41.5%	42.3%	35.3%	39.6%	39.8%	
Total(n)	67	1,868	2,771	32	849	1,220	34	956	1,456	
<b>Received funding for your work from foundations</b>	14.9%	16.9%	19.1%	15.6%	18.6%	21.3%	14.7%	15.1%	17.4%	
Total(n)	67	1,868	2,779	32	848	1,223	34	958	1,460	
<b>Received funding for your work from state or federal government</b>	16.4%	23.9%	24.7%	15.6%	25.8%	26.7%	14.7%	21.8%	22.8%	
Total(n)	67	1,876	2,791	32	850	1,227	34	966	1,471	
<b>Received funding for your work from business or industry</b>	6.0%	9.5%	10.1%	9.4%	12.9%	13.3%	2.9%	6.2%	7.4%	
Total(n)	67	1,875	2,790	32	851	1,228	34	964	1,468	
<b>During the past three years, have you:</b>										
<b>Taught an honors course</b>	21.5%	17.6%	19.2%	23.3%	19.6%	21.4%	20.6%	16.1%	17.6%	
Total(n)	65	1,881	2,793	30	848	1,224	34	970	1,473	
<b>Taught an interdisciplinary course</b>	52.3%	35.2%	35.1%	46.7%	36.4%	36.4%	55.9%	33.1%	33.3%	
Total(n)	65	1,874	2,782	30	843	1,217	34	967	1,469	
<b>Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)</b>	25.0%	13.2%	12.7%	20.0%	10.7%	10.5%	30.3%	15.2%	14.3%	
Total(n)	64	1,871	2,777	30	845	1,219	33	964	1,464	
<b>Taught a service learning course</b>	16.9%	19.8%	20.1%	13.3%	15.9%	16.2%	20.6%	23.1%	23.5%	
Total(n)	65	1,877	2,790	30	849	1,226	34	966	1,469	
<b>Taught a course exclusively online</b>	59.3%	76.8%	76.9%	44.4%	77.5%	77.5%	71.0%	75.8%	75.9%	
Total(n)	59	1,796	2,657	27	810	1,168	31	923	1,393	
<b>Participated in organized activities around enhancing pedagogy or student learning</b>	81.3%	78.5%	78.3%	82.8%	74.6%	73.4%	79.4%	81.8%	82.5%	
Total(n)	64	1,881	2,795	29	847	1,222	34	971	1,476	
<b>Taught a seminar for first-year students</b>	23.1%	17.4%	16.5%	23.3%	18.2%	17.1%	23.5%	16.6%	15.8%	
Total(n)	65	1,866	2,775	30	840	1,213	34	964	1,467	
<b>Participated in the development of curriculum (enhancing an existing course or creating a new course)</b>	86.2%	86.4%	87.8%	83.3%	84.4%	85.8%	88.2%	88.0%	89.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	65	1,884	2,794	30	850	1,224	34	970	1,472	
<b>In the past year, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a Very Large Extent	3.0%	5.9%	5.2%	3.2%	5.7%	5.1%	2.9%	5.8%	5.2%	
To a Large Extent	3.0%	5.4%	5.3%	0.0%	5.3%	5.0%	5.9%	5.6%	5.6%	
To Some Extent	13.6%	12.3%	11.5%	19.4%	11.8%	10.2%	8.8%	12.8%	12.7%	
To a Small Extent	19.7%	9.4%	8.9%	19.4%	10.0%	10.0%	20.6%	9.0%	8.3%	
Not at All	60.6%	67.0%	69.1%	58.1%	67.1%	69.6%	61.8%	66.7%	68.3%	
Total(n)	66	1,858	2,757	31	837	1,210	34	959	1,452	
<b>Published with undergraduates</b>										
To a Very Large Extent	3.1%	2.9%	2.8%	0.0%	3.6%	3.7%	5.9%	2.0%	1.9%	
To a Large Extent	0.0%	4.0%	3.6%	0.0%	5.2%	4.7%	0.0%	2.8%	2.7%	
To Some Extent	6.2%	7.9%	8.0%	6.7%	8.1%	7.9%	5.9%	8.0%	8.4%	
To a Small Extent	10.8%	7.4%	7.2%	13.3%	7.7%	8.2%	8.8%	7.0%	6.2%	
Not at All	80.0%	77.8%	78.3%	80.0%	75.4%	75.5%	79.4%	80.2%	80.8%	
Total(n)	65	1,850	2,747	30	830	1,204	34	958	1,448	
<b>Engaged undergraduates on your research project(s)</b>										
To a Very Large Extent	10.6%	13.9%	12.9%	3.2%	14.1%	13.5%	17.6%	13.2%	12.0%	
To a Large Extent	7.6%	10.1%	9.9%	12.9%	11.9%	11.3%	2.9%	8.9%	8.9%	
To Some Extent	24.2%	16.6%	16.3%	22.6%	19.2%	18.1%	23.5%	14.7%	14.7%	
To a Small Extent	15.2%	11.5%	11.4%	16.1%	13.0%	13.1%	14.7%	9.8%	9.8%	
Not at All	42.4%	47.9%	49.5%	45.2%	41.9%	44.0%	41.2%	53.3%	54.6%	
Total(n)	66	1,832	2,723	31	825	1,196	34	945	1,432	
<b>Worked with undergraduates on their research project(s)</b>										
To a Very Large Extent	22.7%	17.3%	16.7%	19.4%	15.8%	15.3%	26.5%	18.5%	18.1%	
To a Large Extent	10.6%	13.7%	13.3%	12.9%	16.7%	15.3%	8.8%	10.8%	11.0%	
To Some Extent	28.8%	21.7%	20.9%	25.8%	22.9%	22.5%	29.4%	20.7%	19.7%	
To a Small Extent	15.2%	12.5%	13.3%	16.1%	13.9%	14.5%	14.7%	11.7%	12.5%	
Not at All	22.7%	34.8%	35.8%	25.8%	30.7%	32.5%	20.6%	38.2%	38.7%	
Total(n)	66	1,858	2,759	31	837	1,211	34	960	1,454	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	26.2%	18.9%	18.5%	29.0%	21.1%	20.4%	24.2%	17.6%	17.2%	
Good	44.6%	41.4%	40.1%	41.9%	43.3%	41.1%	45.5%	39.5%	39.3%	
Fair	16.9%	12.1%	12.3%	12.9%	11.2%	12.7%	21.2%	12.5%	11.7%	
Poor	1.5%	3.2%	2.7%	3.2%	4.3%	3.5%	0.0%	2.0%	1.9%	
I have not worked with undergraduates on research projects	10.8%	24.4%	26.3%	12.9%	20.0%	22.3%	9.1%	28.4%	30.0%	
Total(n)	65	1,862	2,763	31	838	1,211	33	961	1,457	
<b>How many undergraduates do you currently advise?</b>										
None	9.2%	28.5%	33.5%	12.9%	25.1%	29.6%	6.1%	31.9%	36.9%	
1-5	20.0%	17.4%	17.1%	25.8%	19.5%	19.2%	12.1%	15.5%	15.4%	
6-10	21.5%	11.3%	10.6%	32.3%	12.6%	11.4%	12.1%	10.4%	10.0%	
11-20	29.2%	15.2%	14.1%	19.4%	14.6%	14.2%	39.4%	15.5%	14.1%	
21-30	13.8%	9.8%	9.2%	6.5%	10.3%	9.9%	21.2%	9.2%	8.5%	
31 or more	6.2%	17.8%	15.5%	3.2%	17.9%	15.6%	9.1%	17.4%	15.1%	
Total(n)	65	1,846	2,737	31	834	1,202	33	953	1,443	
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>										
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>										
Frequently	45.6%	55.9%	57.3%	38.5%	51.7%	53.0%	53.3%	59.3%	60.9%	
Occasionally	49.1%	39.5%	38.1%	50.0%	42.1%	40.5%	46.7%	37.4%	36.1%	
Not at All	5.3%	4.6%	4.6%	11.5%	6.2%	6.5%	0.0%	3.3%	3.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	57	1,296	1,787	26	611	825	30	639	897	
Mean	2.40	2.51	2.53	2.27	2.45	2.46	2.53	2.56	2.58	
Standard deviation	0.59	0.58	0.59	0.67	0.61	0.62	0.51	0.56	0.55	
Significance	-			-			-			
Effect size	-	-0.19	-0.22	-	-0.30	-0.31	-	-0.05	-0.09	
<b>Helped them plan their course of study</b>										
Frequently	77.2%	62.7%	63.7%	73.1%	62.1%	62.6%	80.0%	63.2%	65.0%	
Occasionally	21.1%	31.0%	30.0%	23.1%	32.2%	31.3%	20.0%	30.3%	28.8%	
Not at All	1.8%	6.3%	6.2%	3.8%	5.7%	6.1%	0.0%	6.6%	6.3%	
Total(n)	57	1,293	1,784	26	609	823	30	638	896	
Mean	2.75	2.56	2.58	2.69	2.56	2.57	2.80	2.57	2.59	
Standard deviation	0.47	0.61	0.61	0.55	0.60	0.61	0.41	0.61	0.61	
Significance	-	*	*	-			-	*		
Effect size	-	0.31	0.28	-	0.22	0.20	-	0.38	0.34	
<b>Discussed their academic performance</b>										
Frequently	44.6%	54.2%	56.6%	42.3%	52.0%	53.9%	48.3%	56.3%	59.0%	
Occasionally	55.4%	40.1%	37.7%	57.7%	41.7%	39.6%	51.7%	38.5%	36.1%	
Not at All	0.0%	5.8%	5.7%	0.0%	6.3%	6.5%	0.0%	5.2%	4.9%	
Total(n)	56	1,248	1,723	26	588	798	29	615	862	
Mean	2.45	2.48	2.51	2.42	2.46	2.47	2.48	2.51	2.54	
Standard deviation	0.50	0.60	0.60	0.50	0.61	0.62	0.51	0.60	0.59	
Significance	-			-			-			
Effect size	-	-0.05	-0.10	-	-0.07	-0.08	-	-0.05	-0.10	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	53.6%	52.8%	54.0%	42.3%	49.8%	50.5%	65.5%	55.0%	56.8%	
Occasionally	41.1%	41.1%	39.7%	50.0%	45.5%	44.4%	34.5%	37.5%	35.7%	
Not at All	5.4%	6.1%	6.3%	7.7%	4.7%	5.1%	0.0%	7.5%	7.5%	
Total(n)	56	1,295	1,785	26	611	824	29	638	896	
Mean	2.48	2.47	2.48	2.35	2.45	2.45	2.66	2.47	2.49	
Standard deviation	0.60	0.61	0.61	0.63	0.59	0.59	0.48	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.17	-0.17	-	0.30	0.27	
<b>Discussed career and post-graduation goals</b>										
Frequently	63.2%	67.5%	69.0%	50.0%	64.1%	65.7%	76.7%	70.4%	72.2%	
Occasionally	36.8%	30.2%	28.9%	50.0%	33.8%	32.3%	23.3%	26.9%	25.4%	
Not at All	0.0%	2.3%	2.1%	0.0%	2.1%	1.9%	0.0%	2.7%	2.3%	
Total(n)	57	1,297	1,788	26	612	826	30	639	897	
Mean	2.63	2.65	2.67	2.50	2.62	2.64	2.77	2.68	2.70	
Standard deviation	0.49	0.52	0.51	0.51	0.53	0.52	0.43	0.52	0.51	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.23	-0.27	-	0.17	0.14	
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>										
<b>Funded workshops focused on teaching</b>										
Yes	50.8%	53.2%	54.2%	48.3%	44.3%	44.5%	51.6%	60.7%	62.2%	
No	37.7%	41.3%	39.4%	44.8%	50.3%	48.9%	32.3%	34.1%	31.9%	
Not eligible	0.0%	1.0%	1.2%	0.0%	0.5%	0.8%	0.0%	1.3%	1.4%	
Not available	11.5%	4.5%	5.2%	6.9%	4.9%	5.8%	16.1%	3.9%	4.5%	
Total(n)	61	1,771	2,627	29	793	1,147	31	919	1,390	
<b>Funded workshops focused on research skills development</b>										
Yes	9.8%	11.4%	12.7%	13.8%	11.5%	11.9%	6.5%	11.7%	13.6%	
No	55.7%	72.0%	70.6%	62.1%	73.9%	73.7%	51.6%	70.4%	68.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Not eligible	0.0%	1.9%	2.7%	0.0%	0.5%	1.1%	0.0%	3.1%	3.8%	
Not available	34.4%	14.8%	14.0%	24.1%	14.1%	13.3%	41.9%	14.8%	14.2%	
Total(n)	61	1,766	2,616	29	793	1,143	31	916	1,385	
<b>Funded workshops focused on grant writing</b>										
Yes	4.9%	6.5%	7.2%	6.9%	6.0%	6.2%	0.0%	6.9%	8.0%	
No	68.9%	78.9%	77.6%	72.4%	81.7%	81.2%	67.7%	76.6%	75.2%	
Not eligible	0.0%	2.1%	2.7%	0.0%	1.1%	1.8%	0.0%	2.9%	3.3%	
Not available	26.2%	12.5%	12.4%	20.7%	11.1%	10.9%	32.3%	13.6%	13.6%	
Total(n)	61	1,750	2,590	29	783	1,133	31	911	1,370	
<b>Paid sabbatical leave</b>										
Yes	1.6%	8.7%	7.4%	3.4%	8.7%	8.0%	0.0%	8.8%	6.9%	
No	77.0%	65.6%	65.1%	79.3%	70.5%	70.4%	74.2%	62.0%	61.7%	
Not eligible	21.3%	21.9%	23.6%	17.2%	16.9%	17.7%	25.8%	25.6%	27.7%	
Not available	0.0%	3.8%	3.8%	0.0%	3.9%	3.9%	0.0%	3.6%	3.7%	
Total(n)	61	1,770	2,622	29	794	1,147	31	919	1,387	
<b>Travel funds paid by the institution</b>										
Yes	55.7%	53.0%	52.4%	58.6%	53.4%	51.5%	51.6%	53.3%	53.3%	
No	41.0%	41.7%	41.6%	41.4%	42.8%	44.1%	41.9%	40.7%	39.7%	
Not eligible	3.3%	2.4%	2.7%	0.0%	1.5%	1.8%	6.5%	2.9%	3.2%	
Not available	0.0%	2.9%	3.3%	0.0%	2.3%	2.7%	0.0%	3.1%	3.7%	
Total(n)	61	1,740	2,588	29	783	1,135	31	901	1,367	
<b>Internal grants for research</b>										
Yes	11.7%	28.4%	26.9%	3.4%	28.5%	27.0%	20.0%	28.5%	27.1%	
No	83.3%	65.9%	66.2%	89.7%	67.4%	68.1%	76.7%	65.0%	64.9%	
Not eligible	3.3%	3.6%	4.4%	3.4%	2.2%	2.6%	3.3%	4.4%	5.4%	
Not available	1.7%	2.2%	2.5%	3.4%	1.9%	2.3%	0.0%	2.2%	2.5%	
Total(n)	60	1,760	2,606	29	789	1,140	30	913	1,377	
<b>Training for administrative leadership</b>										
Yes	8.5%	11.9%	12.4%	7.1%	12.3%	12.1%	10.0%	11.9%	13.0%	
No	67.8%	73.1%	72.3%	67.9%	74.9%	74.9%	66.7%	71.5%	70.4%	
Not eligible	8.5%	6.1%	6.3%	3.6%	4.1%	4.3%	13.3%	7.4%	7.4%	
Not available	15.3%	8.9%	8.9%	21.4%	8.7%	8.6%	10.0%	9.2%	9.2%	
Total(n)	59	1,741	2,581	28	781	1,128	30	902	1,364	
<b>Training for promoting inclusion and facilitating difficult conversations</b>										
Yes	47.5%	44.3%	46.0%	37.9%	37.1%	37.1%	54.8%	50.3%	53.5%	
No	49.2%	49.9%	48.2%	58.6%	58.0%	58.0%	41.9%	43.9%	40.7%	
Not eligible	0.0%	0.9%	1.0%	0.0%	0.6%	0.7%	0.0%	1.0%	1.0%	
Not available	3.3%	4.9%	4.8%	3.4%	4.3%	4.3%	3.2%	4.9%	4.8%	
Total(n)	61	1,769	2,623	29	792	1,147	31	919	1,387	
<b>Incentives to develop new courses</b>										
Yes	16.4%	16.5%	17.8%	20.7%	16.2%	18.1%	9.7%	16.9%	17.6%	
No	72.1%	67.9%	66.3%	72.4%	71.2%	69.5%	74.2%	65.8%	64.5%	
Not eligible	1.6%	2.3%	2.5%	0.0%	0.9%	1.1%	3.2%	3.0%	3.1%	
Not available	9.8%	13.4%	13.3%	6.9%	11.8%	11.3%	12.9%	14.3%	14.8%	
Total(n)	61	1,764	2,617	29	791	1,146	31	913	1,380	
<b>Incentives to integrate technology into your classroom</b>										
Yes	21.3%	25.9%	23.9%	27.6%	23.9%	22.5%	16.1%	27.7%	24.7%	
No	65.6%	62.0%	63.3%	58.6%	65.6%	66.4%	71.0%	59.6%	61.7%	
Not eligible	1.6%	1.1%	1.4%	3.4%	0.5%	0.7%	0.0%	1.3%	1.6%	
Not available	11.5%	11.0%	11.4%	10.3%	9.9%	10.4%	12.9%	11.5%	11.9%	
Total(n)	61	1,767	2,621	29	794	1,149	31	915	1,383	
<b>Resources to integrate culturally-competent practices into your classroom</b>										
Yes	34.4%	39.7%	39.7%	20.7%	27.4%	27.6%	45.2%	50.1%	49.8%	
No	50.8%	52.0%	51.8%	62.1%	64.5%	64.3%	41.9%	42.2%	42.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Not eligible	0.0%	0.7%	0.8%	0.0%	0.6%	0.7%	0.0%	0.7%	0.7%	
Not available	14.8%	7.5%	7.7%	17.2%	7.4%	7.4%	12.9%	7.0%	7.3%	
Total(n)	61	1,764	2,621	29	792	1,148	31	914	1,384	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	19.7%	20.7%	22.1%	13.8%	16.5%	18.5%	25.8%	24.2%	24.9%	
1-2	29.5%	20.2%	19.5%	34.5%	18.9%	17.5%	22.6%	21.6%	21.3%	
3-4	23.0%	13.1%	12.5%	17.2%	10.9%	10.4%	29.0%	14.8%	13.9%	
5-10	13.1%	19.5%	18.5%	10.3%	21.5%	20.0%	16.1%	18.3%	17.6%	
11-20	9.8%	14.2%	14.1%	17.2%	15.5%	15.8%	3.2%	12.6%	12.6%	
21-50	3.3%	9.8%	10.5%	6.9%	12.6%	13.5%	0.0%	7.2%	8.0%	
51+	1.6%	2.5%	2.8%	0.0%	4.1%	4.3%	3.2%	1.2%	1.7%	
Total(n)	61	1,773	2,631	29	800	1,151	31	916	1,392	
Mean	2.80	3.26	3.26	3.03	3.55	3.55	2.61	3.00	3.02	
Standard deviation	1.47	1.74	1.78	1.55	1.78	1.83	1.41	1.65	1.70	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-0.26	-0.26	-	-0.29	-0.28	-	-0.24	-0.24	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	73.8%	51.8%	52.3%	69.0%	50.2%	51.0%	77.4%	53.3%	53.4%	
1-2	14.8%	27.3%	27.4%	17.2%	27.4%	26.9%	12.9%	27.9%	28.2%	
3-4	4.9%	10.9%	10.9%	6.9%	11.0%	10.9%	3.2%	10.4%	10.5%	
5-10	4.9%	7.9%	7.3%	3.4%	9.0%	8.7%	6.5%	6.8%	6.0%	
11-20	1.6%	1.3%	1.5%	3.4%	1.4%	1.5%	0.0%	1.2%	1.4%	
21-50	0.0%	0.8%	0.8%	0.0%	1.0%	0.9%	0.0%	0.4%	0.5%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	61	1,762	2,617	29	793	1,143	31	914	1,389	
Mean	1.46	1.82	1.81	1.55	1.88	1.86	1.39	1.76	1.75	
Standard deviation	0.92	1.08	1.07	1.02	1.13	1.12	0.84	1.01	1.01	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-0.33	-0.33	-	-0.29	-0.28	-	-0.37	-0.36	
<b>Books, manuals, monographs, or research reports</b>										
None	78.7%	63.9%	64.4%	72.4%	59.0%	60.4%	83.9%	68.4%	68.0%	
1-2	11.5%	23.4%	22.5%	10.3%	25.6%	24.6%	12.9%	21.2%	20.7%	
3-4	4.9%	7.1%	7.3%	6.9%	7.6%	7.5%	3.2%	6.9%	7.0%	
5-10	4.9%	4.0%	4.1%	10.3%	5.8%	5.3%	0.0%	2.3%	3.1%	
11-20	0.0%	0.9%	1.0%	0.0%	1.2%	1.4%	0.0%	0.8%	0.7%	
21-50	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.2%	0.3%	
51+	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	
Total(n)	61	1,741	2,591	29	781	1,130	31	904	1,375	
Mean	1.36	1.57	1.57	1.55	1.67	1.65	1.19	1.47	1.50	
Standard deviation	0.80	0.95	0.97	1.02	1.03	1.03	0.48	0.85	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.22	-	-0.12	-0.10	-	-0.33	-0.34	
<b>Other, such as patents or computer software products</b>										
None	91.8%	90.2%	90.2%	93.1%	85.8%	86.4%	90.3%	94.3%	93.6%	
1-2	3.3%	5.3%	5.3%	3.4%	7.8%	7.2%	3.2%	3.3%	3.7%	
3-4	0.0%	2.1%	2.3%	0.0%	3.2%	3.5%	0.0%	1.0%	1.3%	
5-10	0.0%	1.2%	1.2%	0.0%	1.7%	1.5%	0.0%	0.6%	0.8%	
11-20	1.6%	0.6%	0.4%	0.0%	0.8%	0.5%	3.2%	0.3%	0.3%	
21-50	3.3%	0.4%	0.4%	3.4%	0.5%	0.5%	3.2%	0.2%	0.1%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	61	1,727	2,560	29	774	1,118	31	897	1,358	
Mean	1.26	1.19	1.18	1.21	1.26	1.25	1.32	1.11	1.12	
Standard deviation	1.03	0.70	0.67	0.94	0.80	0.78	1.14	0.55	0.54	
Significance	-			-			-	*	*	
Effect size	-	0.10	0.12	-	-0.06	-0.05	-	0.38	0.37	
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>										
None	78.7%	82.1%	81.5%	69.0%	78.9%	78.8%	87.1%	85.1%	84.4%	
1-2	11.5%	5.2%	5.2%	17.2%	5.6%	5.3%	6.5%	4.8%	5.0%	
3-4	1.6%	3.6%	3.5%	3.4%	4.0%	3.8%	0.0%	3.1%	3.1%	
5-10	4.9%	4.7%	5.0%	6.9%	5.1%	5.1%	3.2%	4.0%	4.5%	
11-20	3.3%	1.9%	2.1%	3.4%	2.4%	2.5%	3.2%	1.6%	1.7%	
21+	0.0%	2.5%	2.7%	0.0%	4.0%	4.4%	0.0%	1.3%	1.2%	
Total(n)	61	1,770	2,627	29	801	1,153	31	914	1,388	
Mean	1.43	1.47	1.49	1.59	1.58	1.60	1.29	1.36	1.38	
Standard deviation	0.99	1.16	1.19	1.09	1.31	1.35	0.90	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	0.01	-0.01	-	-0.07	-0.09	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Solo/Individual</b>										
None	25.0%	28.1%	28.0%	25.0%	26.2%	26.4%	25.0%	30.3%	29.0%	
1-2	58.3%	35.2%	34.2%	50.0%	33.3%	30.8%	75.0%	38.7%	38.8%	
3-4	16.7%	16.3%	18.3%	25.0%	17.0%	20.4%	0.0%	15.1%	16.4%	
5-10	0.0%	13.0%	12.4%	0.0%	14.2%	13.4%	0.0%	10.9%	11.5%	
11-20	0.0%	4.4%	4.5%	0.0%	6.4%	6.5%	0.0%	1.7%	1.6%	
21+	0.0%	3.0%	2.7%	0.0%	2.8%	2.5%	0.0%	3.4%	2.7%	
Total(n)	12	270	404	8	141	201	4	119	183	
Mean	1.92	2.39	2.39	2.00	2.50	2.50	1.75	2.25	2.26	
Standard deviation	0.67	1.30	1.28	0.76	1.34	1.32	0.50	1.24	1.20	
Significance	-			-			-			
Effect size	-	-0.36	-0.37	-	-0.37	-0.38	-	-0.40	-0.43	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Collaborative</b>										
None	15.4%	12.7%	12.2%	11.1%	11.2%	11.9%	25.0%	14.2%	12.9%	
1-2	46.2%	30.0%	29.0%	55.6%	31.7%	28.8%	25.0%	28.3%	29.7%	
3-4	15.4%	20.0%	19.8%	22.2%	15.5%	16.1%	0.0%	24.4%	23.3%	
5-10	15.4%	19.3%	19.2%	11.1%	16.8%	15.7%	25.0%	22.0%	21.8%	
11-20	7.7%	8.7%	10.2%	0.0%	12.4%	14.0%	25.0%	4.7%	6.9%	
21+	0.0%	9.3%	9.6%	0.0%	12.4%	13.6%	0.0%	6.3%	5.4%	
Total(n)	13	300	459	9	161	236	4	127	202	
Mean	2.54	3.09	3.15	2.33	3.25	3.32	3.00	2.94	2.97	
Standard deviation	1.20	1.48	1.49	0.87	1.58	1.62	1.83	1.36	1.34	
Significance	-			-			-			
Effect size	-	-0.37	-0.41	-	-0.58	-0.61	-	0.04	0.02	
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
None	50.8%	31.6%	32.3%	41.4%	26.8%	28.1%	58.1%	35.7%	35.7%	
1	16.4%	15.7%	14.6%	20.7%	15.4%	14.1%	12.9%	16.0%	15.0%	
2	16.4%	14.4%	13.0%	20.7%	16.0%	14.5%	12.9%	13.5%	12.1%	
3	4.9%	12.5%	11.9%	3.4%	13.0%	12.4%	6.5%	12.0%	11.7%	
4	3.3%	7.7%	7.5%	0.0%	8.9%	8.7%	6.5%	6.9%	6.6%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Scholarly Productivity
5	3.3%	5.7%	5.8%	6.9%	5.5%	5.7%	0.0%	5.9%	5.8%	
6	3.3%	3.3%	3.7%	6.9%	3.8%	4.0%	0.0%	2.6%	3.1%	
7-10	0.0%	5.7%	6.5%	0.0%	6.5%	7.2%	0.0%	4.8%	6.0%	
More than 10	1.6%	3.3%	4.6%	0.0%	4.0%	5.3%	3.2%	2.6%	4.0%	
Total(n)	61	1,762	2,614	29	794	1,143	31	914	1,389	
Mean	2.26	3.28	3.40	2.48	3.51	3.61	2.10	3.07	3.22	
Standard deviation	1.82	2.34	2.47	1.86	2.38	2.50	1.80	2.25	2.42	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	-0.44	-0.46	-	-0.43	-0.45	-	-0.43	-0.46	
<b>How many of these professional writings in the past three years were solo-authored?</b>										
None	60.7%	45.4%	44.3%	53.3%	45.7%	44.8%	69.2%	46.0%	44.9%	
1	7.1%	21.7%	22.6%	13.3%	20.3%	21.0%	0.0%	22.6%	23.4%	
2	7.1%	12.8%	13.2%	13.3%	14.3%	14.1%	0.0%	11.8%	12.9%	
3	14.3%	9.7%	8.9%	6.7%	9.0%	8.7%	23.1%	10.7%	9.2%	
4	3.6%	4.0%	4.1%	6.7%	5.2%	5.0%	0.0%	2.8%	3.0%	
5	0.0%	1.9%	2.1%	0.0%	1.0%	1.2%	0.0%	2.4%	2.5%	
6	3.6%	1.3%	1.2%	6.7%	1.1%	1.2%	0.0%	1.1%	1.0%	
7-10	3.6%	1.7%	2.2%	0.0%	1.9%	2.6%	7.7%	1.5%	1.9%	
More than 10	0.0%	1.4%	1.5%	0.0%	1.5%	1.5%	0.0%	1.1%	1.4%	
Total(n)	28	1,090	1,595	15	523	739	13	535	808	
Mean	2.25	2.33	2.37	2.27	2.34	2.38	2.23	2.28	2.31	
Standard deviation	1.96	1.78	1.82	1.83	1.79	1.84	2.17	1.72	1.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.07	-	-0.04	-0.06	-	-0.03	-0.05	
<b>How many of these professional writings in the past three years were co-authored?</b>										
None	16.0%	16.6%	16.5%	15.4%	19.4%	18.1%	16.7%	13.2%	14.5%	
1	32.0%	25.2%	23.8%	38.5%	22.4%	21.2%	25.0%	28.6%	26.5%	
2	28.0%	17.5%	15.8%	30.8%	17.2%	16.2%	25.0%	17.9%	15.7%	
3	0.0%	13.6%	13.7%	0.0%	11.6%	12.6%	0.0%	15.8%	14.9%	
4	4.0%	7.7%	8.0%	0.0%	8.2%	8.0%	8.3%	7.1%	7.9%	
5	8.0%	6.0%	5.8%	7.7%	6.4%	6.3%	8.3%	5.5%	5.1%	
6	4.0%	3.9%	4.5%	7.7%	5.0%	5.0%	0.0%	3.1%	4.1%	
7-10	8.0%	6.2%	7.4%	0.0%	6.0%	7.4%	16.7%	6.4%	7.4%	
More than 10	0.0%	3.1%	4.6%	0.0%	3.7%	5.1%	0.0%	2.4%	3.9%	
Total(n)	25	1,114	1,645	13	535	759	12	546	837	
Mean	3.24	3.54	3.73	2.85	3.58	3.78	3.67	3.50	3.68	
Standard deviation	2.15	2.22	2.36	1.77	2.31	2.42	2.50	2.11	2.29	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.21	-	-0.32	-0.38	-	0.08	0.00	
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	0.0%	4.3%	4.4%	0.0%	3.9%	4.2%	0.0%	4.9%	4.9%	
1-4	8.3%	12.1%	13.5%	10.7%	10.9%	12.0%	6.5%	13.2%	14.8%	
5-8	25.0%	26.1%	26.8%	17.9%	25.1%	27.1%	32.3%	27.3%	26.9%	
9-12	45.0%	35.2%	33.3%	42.9%	36.3%	33.7%	45.2%	33.9%	32.5%	
13-16	11.7%	13.0%	12.3%	10.7%	12.9%	12.4%	12.9%	12.5%	11.9%	
17-20	8.3%	5.4%	4.8%	14.3%	7.0%	5.8%	3.2%	4.3%	4.2%	
21+	1.7%	3.9%	4.9%	3.6%	3.8%	4.7%	0.0%	4.0%	4.9%	
Total(n)	60	1,703	2,523	28	760	1,098	31	886	1,338	
Mean	3.92	3.72	3.69	4.11	3.79	3.74	3.74	3.65	3.64	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	1.09	1.32	1.37	1.29	1.32	1.36	0.89	1.33	1.38	
Significance	-			-			-			
Effect size	-	0.15	0.17	-	0.24	0.27	-	0.07	0.07	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	3.4%	3.3%	0.0%	2.9%	3.1%	0.0%	4.0%	3.7%	
1-4	16.7%	9.2%	9.5%	10.7%	10.2%	10.8%	22.6%	8.3%	8.6%	
5-8	15.0%	21.2%	21.3%	21.4%	22.1%	21.9%	9.7%	21.1%	21.2%	
9-12	25.0%	22.5%	22.1%	21.4%	24.5%	24.3%	29.0%	20.9%	20.3%	
13-16	16.7%	17.0%	16.4%	17.9%	17.3%	16.1%	12.9%	16.9%	17.0%	
17-20	18.3%	12.6%	13.0%	14.3%	10.9%	11.3%	22.6%	14.1%	14.4%	
21+	8.3%	14.0%	14.4%	14.3%	12.1%	12.5%	3.2%	14.6%	14.8%	
Total(n)	60	1,710	2,536	28	763	1,101	31	889	1,347	
Mean	4.30	4.35	4.35	4.46	4.24	4.23	4.13	4.39	4.41	
Standard deviation	1.55	1.64	1.66	1.60	1.59	1.62	1.54	1.68	1.67	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.14	0.14	-	-0.15	-0.17	
<b>Advising or counseling students</b>										
None	3.3%	9.1%	10.0%	3.6%	9.1%	9.7%	3.2%	9.5%	10.3%	
1-4	60.0%	60.8%	59.7%	67.9%	62.1%	61.2%	51.6%	59.5%	58.2%	
5-8	21.7%	20.3%	20.7%	21.4%	19.7%	20.5%	22.6%	20.7%	20.9%	
9-12	11.7%	6.7%	6.7%	7.1%	6.7%	6.3%	16.1%	6.4%	7.1%	
13-16	3.3%	1.6%	1.7%	0.0%	1.3%	1.3%	6.5%	2.0%	2.0%	
17-20	0.0%	0.6%	0.6%	0.0%	0.7%	0.5%	0.0%	0.7%	0.6%	
21+	0.0%	0.8%	0.8%	0.0%	0.4%	0.5%	0.0%	1.1%	0.9%	
Total(n)	60	1,703	2,521	28	760	1,094	31	887	1,342	
Mean	2.52	2.36	2.35	2.32	2.33	2.32	2.71	2.39	2.38	
Standard deviation	0.87	0.94	0.94	0.67	0.88	0.88	1.01	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.17	0.18	-	-0.01	0.00	-	0.32	0.34	
<b>Committee work and meetings</b>										
None	1.7%	4.6%	4.2%	0.0%	5.4%	4.6%	3.2%	4.1%	4.0%	
1-4	51.7%	49.8%	49.6%	64.3%	51.9%	52.2%	41.9%	47.8%	46.9%	
5-8	30.0%	26.4%	27.1%	25.0%	24.7%	26.0%	35.5%	27.8%	28.3%	
9-12	13.3%	11.3%	11.0%	10.7%	11.2%	10.4%	12.9%	11.3%	11.7%	
13-16	1.7%	3.2%	3.7%	0.0%	2.8%	3.3%	3.2%	3.4%	3.9%	
17-20	1.7%	2.2%	2.2%	0.0%	2.1%	1.9%	3.2%	2.5%	2.6%	
21+	0.0%	2.5%	2.2%	0.0%	1.9%	1.6%	0.0%	3.2%	2.6%	
Total(n)	60	1,700	2,520	28	756	1,092	31	887	1,341	
Mean	2.67	2.76	2.76	2.46	2.68	2.68	2.81	2.82	2.83	
Standard deviation	0.91	1.21	1.19	0.69	1.16	1.12	1.05	1.26	1.24	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.19	-0.20	-	-0.01	-0.02	
<b>Research and scholarly writing</b>										
None	25.4%	23.3%	24.6%	25.9%	18.2%	20.2%	25.8%	27.6%	28.5%	
1-4	47.5%	39.1%	37.3%	37.0%	39.5%	37.2%	58.1%	38.9%	37.6%	
5-8	25.4%	19.6%	18.7%	37.0%	21.9%	20.3%	12.9%	17.6%	17.4%	
9-12	1.7%	8.7%	9.5%	0.0%	8.6%	10.1%	3.2%	8.7%	8.9%	
13-16	0.0%	3.9%	4.2%	0.0%	5.1%	5.5%	0.0%	2.6%	2.7%	
17-20	0.0%	2.6%	2.7%	0.0%	2.9%	2.9%	0.0%	2.1%	2.4%	
21+	0.0%	3.0%	3.1%	0.0%	3.7%	3.9%	0.0%	2.5%	2.6%	
Total(n)	59	1,685	2,504	27	752	1,086	31	876	1,331	
Mean	2.03	2.51	2.52	2.11	2.66	2.68	1.94	2.36	2.37	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	0.76	1.43	1.46	0.80	1.47	1.51	0.73	1.37	1.39	
Significance	-	*	*	-			-			
Effect size	-	-0.34	-0.34	-	-0.37	-0.38	-	-0.31	-0.31	
<b>Other creative products/performances</b>										
None	68.3%	69.0%	68.8%	60.7%	67.2%	67.2%	77.4%	70.5%	70.3%	
1-4	20.0%	19.1%	19.2%	21.4%	18.8%	18.3%	16.1%	19.6%	20.1%	
5-8	5.0%	6.8%	6.5%	10.7%	8.0%	8.1%	0.0%	5.7%	5.2%	
9-12	3.3%	2.4%	2.5%	3.6%	2.5%	3.3%	3.2%	2.1%	1.8%	
13-16	0.0%	1.4%	1.5%	0.0%	2.1%	2.0%	0.0%	0.7%	1.1%	
17-20	3.3%	0.8%	0.8%	3.6%	0.7%	0.6%	3.2%	0.9%	0.9%	
21+	0.0%	0.6%	0.7%	0.0%	0.7%	0.6%	0.0%	0.6%	0.6%	
Total(n)	60	1,682	2,490	28	750	1,076	31	877	1,331	
Mean	1.57	1.53	1.54	1.71	1.58	1.58	1.42	1.48	1.48	
Standard deviation	1.11	1.01	1.03	1.18	1.07	1.06	1.06	0.96	0.98	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.12	0.12	-	-0.06	-0.06	
<b>Community or public service</b>										
None	46.7%	39.3%	39.3%	50.0%	42.0%	42.3%	41.9%	37.1%	37.0%	
1-4	40.0%	45.6%	45.9%	42.9%	44.8%	44.2%	38.7%	46.4%	47.5%	
5-8	10.0%	10.2%	9.8%	3.6%	9.7%	9.7%	16.1%	10.5%	9.7%	
9-12	0.0%	2.9%	3.2%	0.0%	2.3%	2.9%	0.0%	3.4%	3.5%	
13-16	3.3%	0.8%	0.8%	3.6%	0.5%	0.4%	3.2%	1.0%	1.1%	
17-20	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	0.0%	0.8%	0.7%	
21+	0.0%	0.6%	0.6%	0.0%	0.4%	0.5%	0.0%	0.8%	0.6%	
Total(n)	60	1,688	2,499	28	754	1,087	31	878	1,326	
Mean	1.73	1.84	1.84	1.64	1.77	1.77	1.84	1.90	1.89	
Standard deviation	0.90	0.95	0.93	0.87	0.86	0.87	0.93	1.01	0.97	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.15	-0.15	-	-0.06	-0.05	
<b>Outside consulting/freelance work</b>										
None	76.7%	76.1%	75.9%	71.4%	75.4%	75.7%	80.6%	77.0%	76.4%	
1-4	18.3%	15.9%	16.3%	28.6%	16.2%	15.4%	9.7%	15.4%	16.7%	
5-8	3.3%	4.2%	4.1%	0.0%	4.1%	4.3%	6.5%	4.3%	3.9%	
9-12	1.7%	2.0%	1.9%	0.0%	2.6%	2.7%	3.2%	1.5%	1.4%	
13-16	0.0%	0.8%	1.0%	0.0%	0.9%	1.3%	0.0%	0.7%	0.7%	
17-20	0.0%	0.5%	0.4%	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	
21+	0.0%	0.5%	0.4%	0.0%	0.4%	0.3%	0.0%	0.5%	0.5%	
Total(n)	60	1,690	2,504	28	759	1,091	31	875	1,328	
Mean	1.30	1.39	1.39	1.29	1.40	1.41	1.32	1.37	1.36	
Standard deviation	0.62	0.88	0.88	0.46	0.89	0.89	0.75	0.86	0.84	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.12	-0.13	-	-0.06	-0.05	
<b>Household/childcare duties</b>										
None	6.7%	10.2%	10.8%	10.7%	15.0%	15.0%	3.2%	6.0%	7.3%	
1-4	18.3%	12.8%	12.8%	25.0%	12.5%	13.8%	12.9%	13.4%	12.0%	
5-8	21.7%	20.8%	20.1%	21.4%	21.2%	19.9%	22.6%	20.2%	20.2%	
9-12	15.0%	16.0%	16.2%	14.3%	17.0%	17.1%	16.1%	15.0%	15.3%	
13-16	6.7%	10.0%	9.9%	10.7%	10.8%	10.6%	3.2%	9.7%	9.5%	
17-20	5.0%	8.7%	8.9%	3.6%	8.4%	8.4%	6.5%	8.8%	9.4%	
21+	26.7%	21.4%	21.3%	14.3%	15.1%	15.1%	35.5%	26.8%	26.4%	
Total(n)	60	1,681	2,487	28	753	1,080	31	872	1,323	
Mean	4.18	4.15	4.13	3.57	3.82	3.80	4.65	4.43	4.41	

Civic Minded Practice

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	2.06	2.00	2.01	1.91	1.96	1.97	2.06	1.99	2.00	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	-0.13	-0.12	-	0.11	0.12	
<b>Serving as a caregiver for another adult</b>										
None	75.0%	80.9%	81.4%	82.1%	86.3%	86.0%	67.7%	76.8%	78.2%	
1-4	15.0%	9.7%	9.9%	10.7%	7.3%	7.9%	19.4%	11.6%	11.5%	
5-8	5.0%	4.2%	4.0%	3.6%	3.5%	3.4%	6.5%	4.6%	4.3%	
9-12	0.0%	2.0%	1.7%	0.0%	1.3%	1.2%	0.0%	2.3%	2.1%	
13-16	3.3%	1.2%	1.1%	0.0%	0.8%	0.6%	6.5%	1.5%	1.4%	
17-20	0.0%	0.5%	0.5%	0.0%	0.3%	0.4%	0.0%	0.8%	0.6%	
21+	1.7%	1.6%	1.3%	3.6%	0.5%	0.6%	0.0%	2.4%	1.9%	
Total(n)	60	1,677	2,478	28	752	1,080	31	870	1,317	
Mean	1.48	1.41	1.38	1.39	1.26	1.26	1.58	1.52	1.46	
Standard deviation	1.13	1.08	1.02	1.20	0.81	0.80	1.09	1.24	1.15	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.16	0.16	-	0.05	0.10	
<b>Other employment outside of academia</b>										
None	85.0%	87.8%	86.9%	82.1%	87.9%	87.6%	87.1%	87.6%	86.5%	
1-4	6.7%	5.8%	6.5%	7.1%	6.7%	6.6%	6.5%	5.1%	6.3%	
5-8	1.7%	2.7%	2.8%	3.6%	1.9%	2.0%	0.0%	3.2%	3.3%	
9-12	0.0%	2.0%	2.1%	0.0%	1.5%	1.6%	0.0%	2.6%	2.7%	
13-16	1.7%	0.5%	0.4%	3.6%	0.5%	0.6%	0.0%	0.5%	0.4%	
17-20	1.7%	0.4%	0.6%	0.0%	0.4%	0.6%	3.2%	0.5%	0.5%	
21+	3.3%	0.8%	0.7%	3.6%	1.2%	1.0%	3.2%	0.6%	0.4%	
Total(n)	60	1,668	2,475	28	750	1,076	31	862	1,315	
Mean	1.45	1.26	1.27	1.50	1.26	1.27	1.42	1.27	1.27	
Standard deviation	1.36	0.87	0.88	1.37	0.91	0.90	1.39	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.22	0.20	-	0.26	0.26	-	0.17	0.18	
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>										
None	3.4%	3.6%	3.5%	3.8%	2.8%	3.1%	3.2%	4.0%	3.8%	
1-4	25.9%	26.5%	27.1%	7.7%	19.4%	21.1%	41.9%	32.6%	32.3%	
5-8	46.6%	32.9%	33.0%	57.7%	34.2%	34.1%	35.5%	31.9%	32.5%	
9-12	12.1%	20.1%	19.6%	15.4%	23.9%	22.0%	9.7%	17.1%	17.4%	
13-16	3.4%	8.0%	7.9%	3.8%	10.1%	9.8%	3.2%	6.0%	6.3%	
17-20	5.2%	4.9%	4.9%	7.7%	4.8%	5.2%	3.2%	4.9%	4.6%	
21+	3.4%	4.1%	3.9%	3.8%	4.8%	4.7%	3.2%	3.4%	3.2%	
Total(n)	58	1,674	2,486	26	749	1,079	31	871	1,324	
Mean	3.16	3.34	3.32	3.46	3.53	3.49	2.90	3.17	3.17	
Standard deviation	1.30	1.38	1.38	1.30	1.37	1.39	1.27	1.37	1.34	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.05	-0.02	-	-0.20	-0.20	
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	100.0%	96.3%	96.0%	100.0%	95.3%	95.0%	100.0%	97.2%	96.8%	
Occasionally	0.0%	3.3%	3.3%	0.0%	3.9%	4.0%	0.0%	2.6%	2.8%	
Not at All	0.0%	0.5%	0.7%	0.0%	0.8%	1.0%	0.0%	0.2%	0.4%	
Total(n)	60	1,685	2,483	28	748	1,074	31	879	1,321	
Mean	3.00	2.96	2.95	3.00	2.95	2.94	3.00	2.97	2.96	
Standard deviation	0.00	0.22	0.24	0.00	0.26	0.28	0.00	0.19	0.20	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Significance	-			-			-			
Effect size	-	0.18	0.21	-	0.19	0.21	-	0.16	0.20	
<b>Support their opinions with a logical argument</b>										
Frequently	73.3%	81.1%	80.4%	82.1%	79.7%	78.8%	67.7%	82.2%	81.5%	
Occasionally	26.7%	17.2%	17.8%	17.9%	18.3%	18.8%	32.3%	16.4%	17.2%	
Not at All	0.0%	1.7%	1.8%	0.0%	2.0%	2.4%	0.0%	1.4%	1.3%	
Total(n)	60	1,684	2,485	28	750	1,077	31	876	1,322	
Mean	2.73	2.79	2.79	2.82	2.78	2.76	2.68	2.81	2.80	
Standard deviation	0.45	0.45	0.45	0.39	0.46	0.48	0.48	0.43	0.43	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	0.09	0.13	-	-0.30	-0.28	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	83.3%	77.0%	77.5%	85.7%	74.4%	74.9%	80.6%	79.4%	79.8%	
Occasionally	16.7%	21.1%	20.4%	14.3%	23.1%	22.2%	19.4%	19.2%	18.7%	
Not at All	0.0%	1.9%	2.1%	0.0%	2.5%	2.9%	0.0%	1.4%	1.5%	
Total(n)	60	1,686	2,491	28	750	1,081	31	879	1,324	
Mean	2.83	2.75	2.75	2.86	2.72	2.72	2.81	2.78	2.78	
Standard deviation	0.38	0.47	0.48	0.36	0.50	0.51	0.40	0.45	0.45	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.28	0.27	-	0.07	0.07	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently	66.7%	68.2%	69.2%	75.0%	65.7%	66.4%	61.3%	70.5%	71.5%	
Occasionally	28.3%	28.3%	26.9%	17.9%	30.4%	28.8%	35.5%	26.6%	25.5%	
Not at All	5.0%	3.5%	3.9%	7.1%	3.9%	4.7%	3.2%	3.0%	3.1%	
Total(n)	60	1,684	2,489	28	749	1,078	31	877	1,324	
Mean	2.62	2.65	2.65	2.68	2.62	2.62	2.58	2.68	2.68	
Standard deviation	0.58	0.55	0.55	0.61	0.56	0.58	0.56	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	0.11	0.10	-	-0.19	-0.19	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	68.3%	70.1%	70.3%	78.6%	67.7%	67.7%	58.1%	71.9%	72.1%	
Occasionally	28.3%	26.0%	25.5%	17.9%	28.0%	27.3%	38.7%	24.5%	24.3%	
Not at All	3.3%	3.9%	4.1%	3.6%	4.3%	4.9%	3.2%	3.5%	3.6%	
Total(n)	60	1,683	2,485	28	749	1,079	31	876	1,319	
Mean	2.65	2.66	2.66	2.75	2.63	2.63	2.55	2.68	2.68	
Standard deviation	0.55	0.55	0.55	0.52	0.56	0.58	0.57	0.54	0.54	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.21	0.21	-	-0.24	-0.24	
<b>Take risks for potential gains</b>										
Frequently	26.7%	37.2%	37.7%	28.6%	35.0%	36.0%	25.8%	38.7%	38.1%	
Occasionally	56.7%	43.4%	42.5%	57.1%	43.9%	42.6%	58.1%	43.4%	43.1%	
Not at All	16.7%	19.3%	19.8%	14.3%	21.1%	21.4%	16.1%	17.9%	18.9%	
Total(n)	60	1,671	2,472	28	743	1,072	31	871	1,314	
Mean	2.10	2.18	2.18	2.14	2.14	2.15	2.10	2.21	2.19	
Standard deviation	0.66	0.73	0.74	0.65	0.74	0.74	0.65	0.72	0.73	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	0.00	-0.01	-	-0.15	-0.12	
<b>Seek alternative solutions to a problem</b>										
Frequently	54.2%	63.7%	64.6%	64.3%	61.8%	62.1%	46.7%	64.8%	66.4%	
Occasionally	44.1%	33.3%	32.2%	32.1%	34.7%	33.9%	53.3%	32.6%	31.0%	
Not at All	1.7%	3.0%	3.2%	3.6%	3.5%	4.0%	0.0%	2.5%	2.6%	
Total(n)	59	1,674	2,469	28	743	1,071	30	873	1,312	
Mean	2.53	2.61	2.61	2.61	2.58	2.58	2.47	2.62	2.64	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	0.54	0.55	0.55	0.57	0.56	0.57	0.51	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.15	-0.15	-	0.05	0.05	-	-0.28	-0.32	
<b>Look up scientific research articles and resources</b>										
Frequently	64.4%	55.7%	55.0%	67.9%	51.9%	50.6%	63.3%	59.2%	59.2%	
Occasionally	25.4%	31.8%	32.5%	14.3%	33.8%	36.1%	33.3%	29.9%	29.5%	
Not at All	10.2%	12.5%	12.5%	17.9%	14.3%	13.4%	3.3%	10.9%	11.3%	
Total(n)	59	1,675	2,475	28	746	1,076	30	872	1,315	
Mean	2.54	2.43	2.43	2.50	2.38	2.37	2.60	2.48	2.48	
Standard deviation	0.68	0.70	0.70	0.79	0.72	0.71	0.56	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.16	0.16	-	0.17	0.18	-	0.18	0.17	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	40.0%	53.4%	53.6%	46.4%	50.1%	51.2%	35.5%	56.0%	55.2%	
Occasionally	55.0%	41.6%	41.2%	46.4%	44.0%	42.6%	61.3%	39.6%	40.2%	
Not at All	5.0%	5.0%	5.2%	7.1%	5.9%	6.2%	3.2%	4.4%	4.6%	
Total(n)	60	1,681	2,484	28	746	1,076	31	877	1,321	
Mean	2.35	2.48	2.48	2.39	2.44	2.45	2.32	2.52	2.51	
Standard deviation	0.58	0.59	0.59	0.63	0.60	0.61	0.54	0.58	0.59	
Significance	-			-			-			
Effect size	-	-0.22	-0.22	-	-0.08	-0.10	-	-0.34	-0.32	
<b>Accept mistakes as part of the learning process</b>										
Frequently	80.0%	78.1%	78.1%	82.1%	73.9%	74.3%	77.4%	81.5%	81.1%	
Occasionally	18.3%	20.1%	20.0%	14.3%	23.5%	22.8%	22.6%	17.4%	17.7%	
Not at All	1.7%	1.7%	1.9%	3.6%	2.6%	2.9%	0.0%	1.1%	1.1%	
Total(n)	60	1,678	2,480	28	744	1,074	31	876	1,319	
Mean	2.78	2.76	2.76	2.79	2.71	2.71	2.77	2.80	2.80	
Standard deviation	0.45	0.46	0.47	0.50	0.51	0.51	0.43	0.43	0.43	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.16	0.16	-	-0.07	-0.07	
<b>Recognize biases that affect their thinking</b>										
Frequently	53.3%	56.8%	57.7%	53.6%	48.2%	50.2%	54.8%	63.4%	63.1%	
Occasionally	41.7%	35.6%	34.4%	42.9%	41.2%	38.8%	38.7%	31.5%	31.5%	
Not at All	5.0%	7.7%	8.0%	3.6%	10.6%	11.0%	6.5%	5.0%	5.5%	
Total(n)	60	1,672	2,475	28	743	1,073	31	872	1,316	
Mean	2.48	2.49	2.50	2.50	2.38	2.39	2.48	2.58	2.58	
Standard deviation	0.60	0.64	0.64	0.58	0.67	0.68	0.63	0.59	0.59	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	0.18	0.16	-	-0.17	-0.17	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	59.3%	62.9%	62.7%	46.4%	57.3%	56.8%	70.0%	67.7%	68.0%	
Occasionally	33.9%	28.1%	27.8%	42.9%	30.7%	30.9%	26.7%	25.9%	25.0%	
Not at All	6.8%	9.0%	9.5%	10.7%	12.0%	12.3%	3.3%	6.4%	7.0%	
Total(n)	59	1,659	2,444	28	736	1,062	30	865	1,298	
Mean	2.53	2.54	2.53	2.36	2.45	2.44	2.67	2.61	2.61	
Standard deviation	0.63	0.66	0.66	0.68	0.70	0.70	0.55	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.13	-0.11	-	0.10	0.10	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	39.0%	48.0%	49.5%	39.3%	43.2%	45.2%	36.7%	52.0%	52.8%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Occasionally	42.4%	36.1%	35.5%	50.0%	36.9%	35.7%	36.7%	35.4%	35.3%	
Not at All	18.6%	15.8%	15.0%	10.7%	19.8%	19.1%	26.7%	12.6%	12.0%	
Total(n)	59	1,653	2,436	28	731	1,055	30	864	1,296	
Mean	2.20	2.32	2.35	2.29	2.23	2.26	2.10	2.39	2.41	
Standard deviation	0.74	0.73	0.73	0.66	0.76	0.76	0.80	0.70	0.69	
Significance	-			-			-	*	*	
Effect size	-	-0.16	-0.21	-	0.08	0.04	-	-0.41	-0.45	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	44.1%	44.7%	45.7%	42.9%	39.5%	40.7%	43.3%	48.2%	49.3%	
Occasionally	44.1%	39.6%	38.5%	46.4%	41.3%	40.0%	43.3%	38.7%	37.4%	
Not at All	11.9%	15.7%	15.8%	10.7%	19.2%	19.3%	13.3%	13.1%	13.3%	
Total(n)	59	1,650	2,433	28	731	1,055	30	861	1,294	
Mean	2.32	2.29	2.30	2.32	2.20	2.21	2.30	2.35	2.36	
Standard deviation	0.68	0.72	0.73	0.67	0.74	0.75	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.16	0.15	-	-0.07	-0.09	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	37.3%	33.1%	32.9%	39.3%	38.7%	38.7%	33.3%	28.0%	27.8%	
Occasionally	33.9%	28.5%	29.4%	21.4%	28.4%	28.6%	46.7%	28.8%	30.4%	
Not at All	28.8%	38.4%	37.7%	39.3%	32.9%	32.7%	20.0%	43.3%	41.8%	
Total(n)	59	1,656	2,441	28	736	1,062	30	862	1,295	
Mean	2.08	1.95	1.95	2.00	2.06	2.06	2.13	1.85	1.86	
Standard deviation	0.82	0.84	0.84	0.90	0.84	0.84	0.73	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.15	0.15	-	-0.07	-0.07	-	0.34	0.33	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	52.5%	70.5%	70.9%	39.3%	64.2%	65.3%	66.7%	75.6%	75.4%	Student-Centered Pedagogy
Most	22.0%	15.3%	15.2%	32.1%	16.6%	16.6%	10.0%	14.3%	14.1%	
Some	23.7%	12.1%	11.9%	28.6%	16.2%	15.0%	20.0%	8.9%	9.4%	
None	1.7%	2.1%	2.0%	0.0%	3.1%	3.1%	3.3%	1.3%	1.2%	
Total(n)	59	1,639	2,413	28	718	1,037	30	863	1,292	
Mean	3.25	3.54	3.55	3.11	3.42	3.44	3.40	3.64	3.64	
Standard deviation	0.88	0.78	0.78	0.83	0.87	0.86	0.93	0.70	0.70	
Significance	-	**	**	-		*	-			
Effect size	-	-0.37	-0.38	-	-0.36	-0.38	-	-0.34	-0.34	
<b>Cooperative learning (small groups)</b>										
All	49.2%	50.6%	51.3%	39.3%	41.3%	42.0%	60.0%	58.3%	59.0%	Student-Centered Pedagogy
Most	23.7%	21.1%	21.2%	25.0%	22.0%	22.2%	20.0%	19.9%	20.0%	
Some	22.0%	22.6%	21.4%	28.6%	27.9%	26.6%	16.7%	18.6%	17.4%	
None	5.1%	5.7%	6.1%	7.1%	8.8%	9.2%	3.3%	3.3%	3.6%	
Total(n)	59	1,635	2,411	28	717	1,037	30	861	1,291	
Mean	3.17	3.17	3.18	2.96	2.96	2.97	3.37	3.33	3.34	
Standard deviation	0.95	0.97	0.97	1.00	1.02	1.03	0.89	0.89	0.89	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	0.00	-0.01	-	0.04	0.03	
<b>Experiential learning/Field studies</b>										
All	3.4%	16.4%	17.5%	0.0%	14.9%	15.6%	6.7%	18.0%	19.2%	Student-Centered Pedagogy
Most	13.6%	16.4%	16.2%	14.3%	14.9%	15.3%	13.3%	17.9%	17.3%	
Some	52.5%	32.5%	31.3%	50.0%	30.6%	29.6%	53.3%	33.6%	32.4%	
None	30.5%	34.6%	35.0%	35.7%	39.6%	39.4%	26.7%	30.5%	31.1%	
Total(n)	59	1,611	2,371	28	705	1,017	30	849	1,272	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Pedagogy
Mean	1.90	2.15	2.16	1.79	2.05	2.07	2.00	2.23	2.25	
Standard deviation	0.76	1.07	1.09	0.69	1.07	1.08	0.83	1.07	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.24	-	-0.24	-0.26	-	-0.21	-0.23	
<b>Performances/Demonstrations</b>										Student-Centered Pedagogy
All	15.3%	18.0%	19.4%	21.4%	18.1%	19.6%	10.0%	17.8%	19.1%	
Most	15.3%	14.9%	15.1%	17.9%	14.2%	13.6%	13.3%	15.7%	16.6%	
Some	37.3%	26.2%	27.2%	28.6%	27.3%	27.8%	46.7%	25.3%	26.5%	
None	32.2%	40.8%	38.4%	32.1%	40.4%	38.9%	30.0%	41.2%	37.8%	
Total(n)	59	1,628	2,394	28	713	1,027	30	859	1,285	
Mean	2.14	2.10	2.15	2.29	2.10	2.14	2.03	2.10	2.17	
Standard deviation	1.04	1.13	1.13	1.15	1.12	1.14	0.93	1.13	1.13	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.01	-	0.17	0.13	-	-0.06	-0.12	
<b>Group projects</b>										Student-Centered Pedagogy
All	18.6%	25.2%	25.1%	17.9%	21.7%	21.6%	20.0%	28.1%	27.8%	
Most	28.8%	20.0%	21.0%	32.1%	20.1%	20.4%	23.3%	19.8%	21.4%	
Some	37.3%	35.6%	34.6%	28.6%	36.3%	36.0%	46.7%	35.4%	33.9%	
None	15.3%	19.2%	19.3%	21.4%	21.8%	22.0%	10.0%	16.8%	16.9%	
Total(n)	59	1,627	2,399	28	710	1,028	30	859	1,287	
Mean	2.51	2.51	2.52	2.46	2.42	2.42	2.53	2.59	2.60	
Standard deviation	0.97	1.07	1.07	1.04	1.06	1.06	0.94	1.07	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.01	-	0.04	0.04	-	-0.06	-0.07	
<b>Extensive lecturing</b>										Student-Centered Pedagogy
All	6.8%	16.1%	15.2%	10.7%	21.3%	19.9%	3.3%	11.7%	11.4%	
Most	37.3%	25.7%	25.2%	32.1%	29.1%	28.9%	40.0%	23.1%	22.3%	
Some	40.7%	36.5%	37.0%	42.9%	33.6%	34.8%	40.0%	39.3%	39.2%	
None	15.3%	21.6%	22.6%	14.3%	16.0%	16.4%	16.7%	25.9%	27.1%	
Total(n)	59	1,628	2,398	28	714	1,029	30	857	1,287	
Mean	2.36	2.36	2.33	2.39	2.56	2.52	2.30	2.21	2.18	
Standard deviation	0.83	0.99	0.99	0.88	1.00	0.99	0.79	0.96	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.03	-	-0.17	-0.13	-	0.09	0.13	
<b>Multiple drafts of written work</b>										Student-Centered Pedagogy
All	8.6%	14.6%	14.8%	7.4%	12.2%	12.3%	10.0%	16.5%	16.8%	
Most	19.0%	19.3%	19.8%	18.5%	17.4%	18.5%	20.0%	20.5%	20.8%	
Some	51.7%	42.2%	41.1%	48.1%	44.9%	42.5%	53.3%	40.0%	39.8%	
None	20.7%	23.8%	24.3%	25.9%	25.5%	26.8%	16.7%	23.0%	22.5%	
Total(n)	58	1,624	2,393	27	713	1,027	30	854	1,283	
Mean	2.16	2.25	2.25	2.07	2.16	2.16	2.23	2.31	2.32	
Standard deviation	0.85	0.98	0.99	0.87	0.94	0.96	0.86	1.00	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.09	-	-0.10	-0.09	-	-0.08	-0.09	
<b>Reflective writing/Journaling</b>										Student-Centered Pedagogy
All	6.8%	16.5%	17.5%	3.6%	11.3%	12.4%	10.0%	21.1%	21.6%	
Most	15.3%	16.6%	16.0%	17.9%	11.9%	12.0%	13.3%	20.5%	19.2%	
Some	42.4%	32.1%	31.7%	32.1%	31.0%	30.2%	50.0%	32.7%	32.9%	
None	35.6%	34.8%	34.8%	46.4%	45.8%	45.3%	26.7%	25.8%	26.3%	
Total(n)	59	1,624	2,395	28	716	1,030	30	850	1,281	
Mean	1.93	2.15	2.16	1.79	1.89	1.92	2.07	2.37	2.36	
Standard deviation	0.89	1.07	1.09	0.88	1.01	1.03	0.91	1.08	1.09	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.10	-0.13	-	-0.28	-0.27	
<b>Community service as part of coursework</b>										
All	0.0%	2.2%	2.3%	0.0%	1.3%	1.6%	0.0%	3.0%	3.0%	Civic Minded Practice
Most	3.4%	6.3%	6.6%	3.6%	3.9%	4.3%	3.3%	8.2%	8.6%	
Some	30.5%	22.6%	22.0%	28.6%	21.1%	21.3%	33.3%	24.3%	23.0%	
None	66.1%	68.9%	69.0%	67.9%	73.7%	72.9%	63.3%	64.5%	65.4%	
Total(n)	59	1,623	2,394	28	714	1,030	30	853	1,282	
Mean	1.37	1.42	1.42	1.36	1.33	1.34	1.40	1.50	1.49	
Standard deviation	0.55	0.71	0.72	0.56	0.61	0.64	0.56	0.77	0.78	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	0.05	0.03	-	-0.13	-0.12	
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	13.6%	14.5%	0.0%	11.3%	13.0%	0.0%	15.6%	15.9%	
Most	6.9%	17.0%	16.8%	7.4%	18.3%	16.7%	6.7%	16.5%	17.6%	
Some	32.8%	27.8%	27.0%	18.5%	24.9%	25.6%	43.3%	29.9%	28.0%	
None	60.3%	41.6%	41.6%	74.1%	45.5%	44.7%	50.0%	38.0%	38.6%	
Total(n)	58	1,633	2,410	27	716	1,036	30	860	1,291	
Mean	1.47	2.03	2.04	1.33	1.95	1.98	1.57	2.10	2.11	
Standard deviation	0.63	1.06	1.08	0.62	1.04	1.07	0.63	1.08	1.09	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.53	-0.53	-	-0.60	-0.61	-	-0.49	-0.50	
<b>Real-life problems</b>										
All	22.0%	41.0%	42.5%	25.0%	37.4%	37.4%	20.0%	43.7%	46.5%	
Most	27.1%	27.7%	28.0%	17.9%	25.6%	28.1%	33.3%	29.1%	27.6%	
Some	42.4%	24.7%	23.2%	46.4%	28.2%	25.7%	40.0%	21.9%	21.4%	
None	8.5%	6.6%	6.3%	10.7%	8.8%	8.7%	6.7%	5.3%	4.5%	
Total(n)	59	1,625	2,396	28	714	1,031	30	853	1,281	
Mean	2.63	3.03	3.07	2.57	2.92	2.94	2.67	3.11	3.16	
Standard deviation	0.93	0.96	0.95	1.00	1.00	0.99	0.88	0.93	0.91	
Significance	-	**	***	-			-	*	**	
Effect size	-	-0.42	-0.46	-	-0.35	-0.37	-	-0.47	-0.54	
<b>Student inquiry to drive learning</b>										
All	13.6%	31.2%	32.9%	17.9%	26.7%	29.1%	10.0%	34.3%	35.6%	
Most	25.4%	29.8%	30.5%	17.9%	28.4%	28.8%	33.3%	30.8%	32.0%	
Some	47.5%	31.1%	29.0%	42.9%	35.2%	32.8%	50.0%	28.2%	26.4%	
None	13.6%	8.0%	7.5%	21.4%	9.8%	9.3%	6.7%	6.7%	6.1%	
Total(n)	59	1,629	2,398	28	716	1,034	30	856	1,282	
Mean	2.39	2.84	2.89	2.32	2.72	2.78	2.47	2.93	2.97	
Standard deviation	0.89	0.96	0.95	1.02	0.97	0.97	0.78	0.94	0.93	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.47	-0.53	-	-0.41	-0.47	-	-0.49	-0.54	
<b>Readings on racial and ethnic issues</b>										
All	13.8%	20.2%	21.0%	10.7%	14.7%	15.4%	17.2%	24.6%	25.5%	
Most	17.2%	15.8%	15.7%	17.9%	12.6%	12.5%	17.2%	18.4%	18.3%	
Some	32.8%	28.8%	28.4%	28.6%	27.2%	27.8%	34.5%	30.6%	29.2%	
None	36.2%	35.3%	34.9%	42.9%	45.5%	44.2%	31.0%	26.5%	27.0%	
Total(n)	58	1,606	2,363	28	707	1,017	29	843	1,265	
Mean	2.09	2.21	2.23	1.96	1.96	1.99	2.21	2.41	2.42	
Standard deviation	1.05	1.13	1.14	1.04	1.08	1.09	1.08	1.12	1.14	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	0.00	-0.03	-	-0.18	-0.18	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Readings on women or gender issues</b>										
All	12.1%	16.8%	16.9%	10.7%	12.2%	13.0%	13.8%	20.2%	19.8%	
Most	15.5%	13.2%	13.4%	14.3%	12.1%	11.0%	17.2%	14.3%	15.4%	
Some	31.0%	28.9%	29.1%	32.1%	25.9%	27.3%	31.0%	31.9%	30.8%	
None	41.4%	41.0%	40.6%	42.9%	49.8%	48.7%	37.9%	33.6%	33.9%	
Total(n)	58	1,601	2,356	28	703	1,010	29	842	1,265	
Mean	1.98	2.06	2.07	1.93	1.87	1.88	2.07	2.21	2.21	
Standard deviation	1.03	1.10	1.10	1.02	1.05	1.05	1.07	1.12	1.11	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.08	-	0.06	0.05	-	-0.13	-0.13	
<b>Supplemental instruction outside of class and office hours</b>										
All	5.2%	16.5%	17.7%	7.1%	14.0%	15.3%	3.4%	18.1%	19.3%	
Most	13.8%	16.8%	17.3%	14.3%	16.6%	17.0%	13.8%	16.9%	17.4%	
Some	58.6%	39.7%	39.0%	57.1%	41.8%	40.8%	58.6%	37.8%	37.4%	
None	22.4%	26.9%	26.0%	21.4%	27.5%	26.9%	24.1%	27.3%	25.9%	
Total(n)	58	1,603	2,357	28	705	1,014	29	842	1,262	
Mean	2.02	2.23	2.27	2.07	2.17	2.21	1.97	2.26	2.30	
Standard deviation	0.76	1.02	1.03	0.81	0.99	1.00	0.73	1.05	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.24	-	-0.10	-0.14	-	-0.28	-0.31	
<b>Student presentations</b>										
All	17.2%	23.0%	24.0%	21.4%	18.4%	19.2%	13.8%	26.4%	27.6%	Student-Centered Pedagogy
Most	20.7%	24.4%	24.7%	21.4%	23.1%	23.1%	20.7%	25.4%	26.0%	
Some	53.4%	38.1%	37.5%	46.4%	41.2%	41.0%	58.6%	36.2%	35.3%	
None	8.6%	14.5%	13.8%	10.7%	17.4%	16.7%	6.9%	12.0%	11.1%	
Total(n)	58	1,609	2,368	28	707	1,017	29	845	1,268	
Mean	2.47	2.56	2.59	2.54	2.42	2.45	2.41	2.66	2.70	
Standard deviation	0.88	1.00	1.00	0.96	0.98	0.98	0.82	1.00	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.12	-	0.12	0.09	-	-0.25	-0.29	
<b>Student evaluations of each others' work</b>										
All	8.6%	12.8%	13.4%	14.3%	9.5%	10.1%	3.4%	15.5%	16.0%	Student-Centered Pedagogy
Most	12.1%	19.1%	19.0%	17.9%	17.3%	17.0%	6.9%	20.5%	20.6%	
Some	58.6%	39.3%	39.1%	42.9%	38.7%	38.5%	72.4%	40.0%	39.6%	
None	20.7%	28.8%	28.5%	25.0%	34.6%	34.5%	17.2%	24.0%	23.7%	
Total(n)	58	1,605	2,361	28	706	1,014	29	843	1,265	
Mean	2.09	2.16	2.17	2.21	2.02	2.03	1.97	2.28	2.29	
Standard deviation	0.82	0.98	0.99	0.99	0.95	0.96	0.63	1.00	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.08	-	0.20	0.19	-	-0.31	-0.32	
<b>Grading on a curve</b>										
All	1.8%	5.6%	5.1%	3.6%	6.9%	6.3%	0.0%	4.3%	3.9%	
Most	5.3%	7.6%	7.5%	3.6%	11.7%	11.0%	6.9%	3.7%	4.4%	
Some	22.8%	17.6%	17.7%	25.0%	21.4%	21.7%	20.7%	14.5%	14.6%	
None	70.2%	69.2%	69.7%	67.9%	60.0%	61.0%	72.4%	77.5%	77.0%	
Total(n)	57	1,601	2,358	28	707	1,016	29	840	1,263	
Mean	1.39	1.50	1.48	1.43	1.66	1.63	1.34	1.35	1.35	
Standard deviation	0.67	0.86	0.84	0.74	0.94	0.91	0.61	0.75	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.11	-	-0.24	-0.22	-	-0.01	-0.01	
<b>Rubric-based assessment</b>										
All	29.3%	47.7%	48.0%	25.0%	37.7%	38.0%	34.5%	55.4%	55.8%	
Most	32.8%	24.6%	24.9%	28.6%	25.3%	26.5%	37.9%	24.0%	23.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Some	31.0%	21.8%	20.8%	35.7%	29.3%	27.3%	24.1%	16.1%	16.1%	
None	6.9%	6.0%	6.2%	10.7%	7.7%	8.3%	3.4%	4.6%	4.4%	
Total(n)	58	1,576	2,317	28	685	990	29	834	1,246	
Mean	2.84	3.14	3.15	2.68	2.93	2.94	3.03	3.30	3.31	
Standard deviation	0.93	0.96	0.96	0.98	0.99	0.99	0.87	0.90	0.90	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.31	-0.32	-	-0.25	-0.26	-	-0.30	-0.31	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	6.9%	14.3%	14.0%	3.6%	11.1%	10.8%	10.3%	16.7%	16.3%	
Most	13.8%	16.6%	16.8%	10.7%	15.1%	15.7%	17.2%	17.4%	17.5%	
Some	39.7%	38.0%	38.4%	39.3%	38.0%	39.2%	37.9%	38.3%	38.1%	
None	39.7%	31.1%	30.8%	46.4%	35.8%	34.4%	34.5%	27.7%	28.1%	
Total(n)	58	1,598	2,354	28	703	1,013	29	839	1,260	
Mean	1.88	2.14	2.14	1.71	2.01	2.03	2.03	2.23	2.22	
Standard deviation	0.90	1.01	1.01	0.81	0.98	0.96	0.98	1.03	1.03	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.26	-	-0.31	-0.33	-	-0.19	-0.18	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	35.6%	55.2%	54.1%	28.6%	46.8%	46.3%	40.0%	61.2%	59.9%	
Occasionally	50.8%	38.3%	39.3%	53.6%	42.9%	43.2%	50.0%	35.3%	36.5%	
Not at All	13.6%	6.5%	6.6%	17.9%	10.3%	10.6%	10.0%	3.6%	3.6%	
Total(n)	59	1,610	2,377	28	709	1,022	30	845	1,273	
Mean	2.22	2.49	2.47	2.11	2.37	2.36	2.30	2.58	2.56	
Standard deviation	0.67	0.62	0.62	0.69	0.66	0.66	0.65	0.56	0.56	
Significance	-	**	**	-	*	*	-	**	*	
Effect size	-	-0.44	-0.40	-	-0.39	-0.38	-	-0.50	-0.46	
<b>Simulations/animations</b>										
Frequently	10.2%	22.1%	23.3%	10.7%	18.1%	20.6%	10.0%	25.2%	25.4%	
Occasionally	49.2%	41.3%	41.0%	42.9%	43.9%	42.2%	53.3%	40.1%	40.7%	
Not at All	40.7%	36.6%	35.7%	46.4%	38.1%	37.2%	36.7%	34.7%	33.9%	
Total(n)	59	1,610	2,373	28	709	1,019	30	845	1,272	
Mean	1.69	1.86	1.88	1.64	1.80	1.83	1.73	1.91	1.92	
Standard deviation	0.65	0.75	0.76	0.68	0.72	0.74	0.64	0.77	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.25	-	-0.22	-0.26	-	-0.23	-0.25	
<b>Online homework or virtual labs</b>										
Frequently	20.3%	44.5%	44.7%	28.6%	41.7%	41.4%	10.0%	46.3%	46.9%	
Occasionally	44.1%	35.5%	34.9%	32.1%	35.5%	35.3%	56.7%	35.4%	34.6%	
Not at All	35.6%	20.0%	20.4%	39.3%	22.8%	23.4%	33.3%	18.3%	18.4%	
Total(n)	59	1,605	2,370	28	707	1,018	30	842	1,270	
Mean	1.85	2.25	2.24	1.89	2.19	2.18	1.77	2.28	2.29	
Standard deviation	0.74	0.77	0.77	0.83	0.78	0.78	0.63	0.75	0.76	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.52	-0.51	-	-0.38	-0.37	-	-0.68	-0.68	
<b>Online discussion boards</b>										
Frequently	12.1%	32.2%	32.4%	14.3%	26.0%	26.2%	10.0%	37.7%	37.6%	
Occasionally	55.2%	40.7%	39.7%	53.6%	40.2%	39.2%	56.7%	40.9%	39.9%	
Not at All	32.8%	27.1%	27.9%	32.1%	33.9%	34.5%	33.3%	21.4%	22.5%	
Total(n)	58	1,607	2,373	28	709	1,022	30	843	1,270	
Mean	1.79	2.05	2.04	1.82	1.92	1.92	1.77	2.16	2.15	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	0.64	0.77	0.78	0.67	0.77	0.78	0.63	0.75	0.76	
Significance	-	*	*	-			-	**	**	
Effect size	-	-0.34	-0.32	-	-0.13	-0.13	-	-0.52	-0.50	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	8.8%	9.8%	0.0%	6.4%	7.7%	0.0%	10.9%	11.8%	
Occasionally	16.9%	21.5%	20.5%	14.3%	18.1%	18.4%	20.0%	24.7%	22.5%	
Not at All	83.1%	69.7%	69.7%	85.7%	75.6%	74.0%	80.0%	64.4%	65.7%	
Total(n)	59	1,606	2,371	28	708	1,019	30	842	1,271	
Mean	1.17	1.39	1.40	1.14	1.31	1.34	1.20	1.47	1.46	
Standard deviation	0.38	0.64	0.66	0.36	0.58	0.61	0.41	0.68	0.70	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.34	-0.35	-	-0.29	-0.33	-	-0.40	-0.37	
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>										
<b>Felt confident in your ability to provide effective instruction exclusively online</b>										
To a Very Large Extent	19.0%	28.3%	27.8%	22.2%	26.2%	25.6%	16.7%	30.2%	29.4%	
To a Large Extent	25.9%	33.9%	33.5%	22.2%	34.2%	34.0%	30.0%	33.9%	33.5%	
To Some Extent	44.8%	28.0%	28.1%	37.0%	28.6%	28.9%	50.0%	27.3%	27.4%	
To a Small Extent	5.2%	6.4%	7.1%	7.4%	6.5%	7.5%	3.3%	5.8%	6.5%	
Not at All	5.2%	3.4%	3.5%	11.1%	4.5%	4.0%	0.0%	2.7%	3.2%	
Total(n)	58	1,599	2,362	27	707	1,018	30	838	1,264	
Mean	3.48	3.77	3.75	3.37	3.71	3.70	3.60	3.83	3.79	
Standard deviation	1.03	1.04	1.05	1.24	1.06	1.06	0.81	1.01	1.04	
Significance	-	*		-			-			
Effect size	-	-0.28	-0.26	-	-0.32	-0.31	-	-0.23	-0.18	
<b>Were concerned about your job security</b>										
To a Very Large Extent	12.1%	7.7%	9.5%	18.5%	7.1%	8.3%	6.7%	7.5%	10.0%	
To a Large Extent	5.2%	6.8%	7.8%	0.0%	6.5%	7.8%	10.0%	7.1%	7.6%	
To Some Extent	19.0%	19.9%	21.0%	11.1%	17.8%	18.1%	26.7%	21.7%	23.2%	
To a Small Extent	20.7%	21.0%	20.0%	29.6%	21.1%	19.5%	13.3%	21.3%	20.7%	
Not at All	43.1%	44.6%	41.7%	40.7%	47.5%	46.4%	43.3%	42.4%	38.5%	
Total(n)	58	1,594	2,353	27	707	1,016	30	835	1,259	
Mean	2.22	2.12	2.23	2.26	2.05	2.12	2.23	2.16	2.30	
Standard deviation	1.38	1.26	1.32	1.48	1.25	1.30	1.30	1.26	1.32	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.17	0.11	-	0.06	-0.05	
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>										
To a Very Large Extent	25.9%	34.3%	32.6%	25.9%	31.8%	30.1%	26.7%	36.1%	34.2%	
To a Large Extent	27.6%	17.4%	17.8%	22.2%	18.0%	18.1%	33.3%	16.8%	17.6%	
To Some Extent	17.2%	19.9%	20.4%	18.5%	20.4%	21.6%	16.7%	20.0%	19.9%	
To a Small Extent	12.1%	8.9%	8.3%	14.8%	9.6%	8.9%	6.7%	7.9%	7.5%	
Not at All	17.2%	19.5%	20.9%	18.5%	20.1%	21.4%	16.7%	19.2%	20.8%	
Total(n)	58	1,585	2,336	27	705	1,011	30	826	1,246	
Mean	3.33	3.38	3.33	3.22	3.32	3.27	3.47	3.43	3.37	
Standard deviation	1.43	1.51	1.51	1.48	1.50	1.50	1.41	1.51	1.52	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.07	-0.03	-	0.03	0.07	
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>										
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>										
Strongly Agree	47.4%	56.0%	56.2%	44.4%	56.3%	55.5%	48.3%	55.6%	56.6%	
Agree	38.6%	35.6%	35.1%	44.4%	36.0%	36.3%	34.5%	35.3%	34.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Disagree	8.8%	5.7%	6.3%	3.7%	5.0%	5.6%	13.8%	6.6%	7.0%	
Strongly Disagree	5.3%	2.6%	2.4%	7.4%	2.8%	2.6%	3.4%	2.5%	2.2%	
Total(n)	57	1,556	2,290	27	686	989	29	816	1,223	
Mean	3.28	3.45	3.45	3.26	3.46	3.45	3.28	3.44	3.45	
Standard deviation	0.84	0.72	0.72	0.86	0.72	0.72	0.84	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.24	-0.24	-	-0.28	-0.26	-	-0.22	-0.24	
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>										
Strongly Agree	33.3%	43.4%	44.7%	33.3%	45.5%	46.5%	34.5%	42.6%	43.8%	
Agree	28.1%	33.1%	31.9%	33.3%	34.5%	32.9%	24.1%	31.7%	31.0%	
Disagree	21.1%	12.2%	11.6%	22.2%	10.4%	10.6%	17.2%	13.0%	12.0%	
Strongly Disagree	17.5%	11.3%	11.7%	11.1%	9.7%	10.0%	24.1%	12.7%	13.2%	
Total(n)	57	1,538	2,258	27	682	982	29	802	1,198	
Mean	2.77	3.09	3.10	2.89	3.16	3.16	2.69	3.04	3.05	
Standard deviation	1.10	1.00	1.01	1.01	0.96	0.97	1.20	1.03	1.04	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.33	-	-0.28	-0.28	-	-0.34	-0.35	
<b>I had access to effective tech support while teaching remotely</b>										
Strongly Agree	13.0%	38.8%	39.7%	8.0%	37.1%	37.4%	17.2%	40.9%	42.1%	
Agree	42.6%	39.1%	39.4%	52.0%	39.2%	40.6%	34.5%	38.4%	38.3%	
Disagree	22.2%	13.8%	13.5%	20.0%	14.8%	14.2%	24.1%	13.0%	12.8%	
Strongly Disagree	22.2%	8.3%	7.4%	20.0%	8.9%	7.8%	24.1%	7.7%	6.8%	
Total(n)	54	1,532	2,250	25	676	969	29	805	1,204	
Mean	2.46	3.08	3.11	2.48	3.05	3.07	2.45	3.12	3.16	
Standard deviation	0.99	0.92	0.90	0.92	0.93	0.91	1.06	0.91	0.89	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.67	-0.72	-	-0.61	-0.65	-	-0.74	-0.80	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Campus leadership provided an appropriate response to the pandemic</b>										
Strongly Agree	23.2%	34.7%	33.5%	18.5%	36.7%	34.3%	25.0%	33.5%	33.3%	
Somewhat Agree	46.4%	44.7%	45.2%	44.4%	42.1%	44.1%	50.0%	46.9%	46.2%	
Somewhat Disagree	17.9%	14.0%	14.0%	25.9%	14.0%	13.7%	10.7%	13.6%	13.9%	
Strongly Disagree	12.5%	6.6%	7.4%	11.1%	7.3%	8.0%	14.3%	6.0%	6.6%	
Total(n)	56	1,540	2,271	27	687	989	28	802	1,206	
Mean	2.80	3.07	3.05	2.70	3.08	3.05	2.86	3.08	3.06	
Standard deviation	0.94	0.86	0.88	0.91	0.89	0.89	0.97	0.84	0.86	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.31	-0.28	-	-0.43	-0.39	-	-0.26	-0.23	
<b>Faculty in my department were adequately prepared for teaching remotely</b>										
Strongly Agree	10.9%	15.2%	15.3%	7.4%	16.6%	15.4%	11.1%	14.8%	15.5%	
Somewhat Agree	34.5%	41.8%	42.0%	33.3%	41.0%	42.1%	37.0%	43.0%	42.7%	
Somewhat Disagree	34.5%	27.0%	27.0%	33.3%	27.9%	27.8%	37.0%	26.0%	26.1%	
Strongly Disagree	20.0%	16.0%	15.7%	25.9%	14.4%	14.7%	14.8%	16.2%	15.7%	
Total(n)	55	1,541	2,267	27	687	986	27	804	1,205	
Mean	2.36	2.56	2.57	2.22	2.60	2.58	2.44	2.56	2.58	
Standard deviation	0.93	0.93	0.93	0.93	0.93	0.92	0.89	0.93	0.93	
Significance	-			-	*	*	-			
Effect size	-	-0.22	-0.23	-	-0.41	-0.39	-	-0.13	-0.15	
<b>My institution's pandemic response prioritized the health and safety of faculty</b>										
Strongly Agree	19.6%	35.4%	33.4%	14.8%	38.0%	35.5%	25.0%	34.5%	32.6%	
Somewhat Agree	39.3%	38.5%	38.0%	37.0%	37.8%	38.2%	39.3%	38.5%	37.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>										
Somewhat Disagree	23.2%	17.1%	18.1%	33.3%	15.1%	16.5%	14.3%	18.4%	19.1%	
Strongly Disagree	17.9%	9.0%	10.5%	14.8%	9.0%	9.8%	21.4%	8.6%	10.6%	
Total(n)	56	1,541	2,267	27	687	989	28	803	1,202	
Mean	2.61	3.00	2.94	2.52	3.05	2.99	2.68	2.99	2.92	
Standard deviation	1.00	0.94	0.97	0.94	0.94	0.96	1.09	0.93	0.97	
Significance	-	**	*	-	**	*	-	-	-	
Effect size	-	-0.41	-0.34	-	-0.56	-0.49	-	-0.33	-0.25	
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>										
Strongly Agree	3.6%	17.5%	18.0%	0.0%	13.5%	14.3%	7.1%	20.8%	20.5%	
Somewhat Agree	26.8%	22.6%	21.9%	22.2%	21.5%	19.4%	32.1%	23.6%	24.2%	
Somewhat Disagree	21.4%	25.1%	25.4%	18.5%	23.5%	25.1%	21.4%	26.5%	25.9%	
Strongly Disagree	48.2%	34.7%	34.7%	59.3%	41.4%	41.3%	39.3%	29.1%	29.4%	
Total(n)	56	1,543	2,271	27	688	989	28	804	1,206	
Mean	1.86	2.23	2.23	1.63	2.07	2.07	2.07	2.36	2.36	
Standard deviation	0.94	1.11	1.11	0.84	1.08	1.08	1.02	1.11	1.11	
Significance	-	*	*	-	*	*	-	-	-	
Effect size	-	-0.33	-0.33	-	-0.41	-0.41	-	-0.26	-0.26	
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>										
Strongly Agree	21.4%	37.0%	36.7%	14.8%	36.5%	35.5%	28.6%	38.7%	38.4%	
Somewhat Agree	39.3%	40.2%	39.3%	48.1%	40.4%	40.3%	32.1%	39.9%	38.6%	
Somewhat Disagree	19.6%	13.4%	14.2%	18.5%	12.1%	13.4%	17.9%	13.8%	14.3%	
Strongly Disagree	19.6%	9.4%	9.9%	18.5%	11.0%	10.7%	21.4%	7.6%	8.7%	
Total(n)	56	1,536	2,258	27	684	982	28	802	1,200	
Mean	2.63	3.05	3.03	2.59	3.02	3.01	2.68	3.10	3.07	
Standard deviation	1.04	0.94	0.95	0.97	0.96	0.96	1.12	0.91	0.93	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.45	-0.42	-	-0.45	-0.44	-	-0.46	-0.42	
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>										
Strongly Agree	73.2%	66.3%	67.5%	70.4%	62.8%	64.2%	75.0%	68.9%	69.8%	
Somewhat Agree	23.2%	29.0%	28.0%	25.9%	32.2%	30.4%	21.4%	26.6%	26.5%	
Somewhat Disagree	3.6%	4.3%	3.9%	3.7%	4.5%	4.6%	3.6%	4.1%	3.1%	
Strongly Disagree	0.0%	0.4%	0.6%	0.0%	0.4%	0.8%	0.0%	0.4%	0.5%	
Total(n)	56	1,543	2,271	27	689	989	28	804	1,207	
Mean	3.70	3.61	3.62	3.67	3.57	3.58	3.71	3.64	3.66	
Standard deviation	0.54	0.59	0.59	0.55	0.60	0.62	0.53	0.58	0.56	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.15	0.14	-	0.17	0.15	-	0.12	0.09	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	16.1%	23.6%	23.0%	18.5%	19.9%	20.4%	14.3%	26.0%	24.7%	
To a Large Extent	25.0%	21.7%	21.5%	22.2%	20.7%	20.2%	28.6%	22.7%	23.0%	
To Some Extent	35.7%	29.1%	29.7%	37.0%	30.3%	29.5%	32.1%	27.9%	29.5%	
To a Small Extent	10.7%	14.8%	14.4%	11.1%	16.6%	16.4%	10.7%	13.8%	13.0%	
Not at All	12.5%	10.8%	11.4%	11.1%	12.5%	13.5%	14.3%	9.5%	9.8%	
Total(n)	56	1,544	2,281	27	680	980	28	810	1,222	
Mean	3.21	3.33	3.30	3.26	3.19	3.18	3.18	3.42	3.40	
Standard deviation	1.22	1.28	1.28	1.23	1.28	1.30	1.25	1.27	1.26	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.07	-	0.05	0.06	-	-0.19	-0.17	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Mental health</b>										
To a Very Large Extent	17.9%	27.5%	27.6%	22.2%	21.8%	21.8%	14.3%	31.3%	31.3%	
To a Large Extent	32.1%	23.3%	23.0%	29.6%	21.1%	21.7%	35.7%	25.4%	24.2%	
To Some Extent	23.2%	25.3%	25.4%	22.2%	26.1%	26.3%	21.4%	24.8%	25.2%	
To a Small Extent	14.3%	13.3%	13.3%	14.8%	17.1%	15.9%	14.3%	10.1%	11.1%	
Not at All	12.5%	10.6%	10.8%	11.1%	13.9%	14.2%	14.3%	8.5%	8.2%	
Total(n)	56	1,536	2,269	27	678	976	28	804	1,214	
Mean	3.29	3.44	3.43	3.37	3.20	3.21	3.21	3.61	3.59	
Standard deviation	1.28	1.30	1.31	1.31	1.33	1.33	1.29	1.26	1.26	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	0.13	0.12	-	-0.32	-0.30	
<b>In-person social interaction</b>										
To a Very Large Extent	12.7%	22.0%	22.4%	14.8%	18.7%	18.8%	11.1%	24.0%	24.4%	
To a Large Extent	25.5%	23.2%	24.0%	33.3%	21.9%	22.7%	18.5%	24.3%	25.2%	
To Some Extent	32.7%	29.2%	28.2%	29.6%	29.9%	29.1%	37.0%	29.2%	28.0%	
To a Small Extent	20.0%	15.1%	14.9%	14.8%	17.0%	16.9%	22.2%	13.5%	13.5%	
Not at All	9.1%	10.4%	10.4%	7.4%	12.4%	12.4%	11.1%	8.9%	8.8%	
Total(n)	55	1,532	2,262	27	675	972	27	805	1,213	
Mean	3.13	3.31	3.33	3.33	3.17	3.19	2.96	3.41	3.43	
Standard deviation	1.16	1.26	1.26	1.14	1.27	1.27	1.16	1.24	1.24	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	0.13	0.11	-	-0.36	-0.38	
<b>Return to in-person teaching</b>										
To a Very Large Extent	17.9%	17.2%	17.4%	18.5%	12.9%	12.2%	17.9%	20.2%	20.7%	
To a Large Extent	21.4%	19.1%	19.7%	25.9%	15.8%	16.1%	14.3%	21.5%	22.3%	
To Some Extent	25.0%	24.5%	24.6%	22.2%	22.3%	24.5%	28.6%	26.7%	25.4%	
To a Small Extent	19.6%	17.2%	16.3%	14.8%	20.7%	19.3%	25.0%	14.5%	14.1%	
Not at All	16.1%	22.0%	22.0%	18.5%	28.3%	27.9%	14.3%	17.1%	17.5%	
Total(n)	56	1,534	2,262	27	676	975	28	806	1,210	
Mean	3.05	2.92	2.94	3.11	2.64	2.65	2.96	3.13	3.14	
Standard deviation	1.34	1.39	1.39	1.40	1.37	1.36	1.32	1.36	1.37	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.34	0.34	-	-0.13	-0.13	
<b>Health of loved ones</b>										
To a Very Large Extent	19.6%	33.7%	34.3%	25.9%	27.8%	28.9%	14.3%	38.4%	38.4%	
To a Large Extent	30.4%	24.1%	24.8%	25.9%	24.2%	25.2%	32.1%	23.9%	24.7%	
To Some Extent	28.6%	23.0%	22.6%	18.5%	23.8%	23.7%	39.3%	22.6%	21.8%	
To a Small Extent	12.5%	13.0%	12.0%	18.5%	16.7%	14.6%	7.1%	10.1%	10.0%	
Not at All	8.9%	6.2%	6.3%	11.1%	7.5%	7.7%	7.1%	5.0%	5.1%	
Total(n)	56	1,535	2,266	27	677	974	28	804	1,213	
Mean	3.39	3.66	3.69	3.37	3.48	3.53	3.39	3.81	3.81	
Standard deviation	1.20	1.24	1.23	1.36	1.26	1.26	1.07	1.19	1.19	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.09	-0.13	-	-0.35	-0.35	
<b>Access to healthcare</b>										
To a Very Large Extent	7.1%	8.8%	8.6%	11.1%	9.1%	9.6%	3.6%	8.4%	7.5%	
To a Large Extent	8.9%	9.7%	10.3%	7.4%	9.1%	10.0%	10.7%	9.5%	10.1%	
To Some Extent	23.2%	21.2%	21.9%	25.9%	20.3%	21.2%	21.4%	21.7%	22.4%	
To a Small Extent	33.9%	26.9%	25.2%	33.3%	27.4%	24.9%	32.1%	27.3%	25.8%	
Not at All	26.8%	33.4%	34.1%	22.2%	34.1%	34.2%	32.1%	33.1%	34.2%	
Total(n)	56	1,540	2,273	27	680	979	28	807	1,216	
Mean	2.36	2.34	2.34	2.52	2.32	2.36	2.21	2.33	2.31	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	1.18	1.27	1.28	1.25	1.28	1.30	1.13	1.26	1.25	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.16	0.12	-	-0.10	-0.08	
<b>The extent to which others wear masks while out in public</b>										
To a Very Large Extent	25.0%	23.6%	24.5%	22.2%	18.7%	18.4%	28.6%	27.3%	28.7%	
To a Large Extent	30.4%	23.2%	22.5%	29.6%	22.6%	23.0%	28.6%	22.8%	21.6%	
To Some Extent	16.1%	23.0%	23.6%	22.2%	22.9%	24.1%	10.7%	23.7%	24.2%	
To a Small Extent	16.1%	14.9%	14.1%	11.1%	16.8%	15.4%	21.4%	13.5%	13.2%	
Not at All	12.5%	15.3%	15.2%	14.8%	19.0%	19.1%	10.7%	12.7%	12.3%	
Total(n)	56	1,538	2,271	27	678	977	28	806	1,216	
Mean	3.39	3.25	3.27	3.33	3.05	3.06	3.43	3.39	3.41	
Standard deviation	1.36	1.37	1.37	1.36	1.38	1.37	1.40	1.35	1.35	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.20	0.20	-	0.03	0.01	
<b>Coping with social isolation</b>										
To a Very Large Extent	5.5%	14.4%	13.7%	7.7%	12.9%	12.0%	3.6%	15.2%	14.8%	
To a Large Extent	20.0%	18.0%	18.5%	30.8%	16.9%	18.2%	10.7%	18.2%	18.3%	
To Some Extent	29.1%	27.0%	27.0%	26.9%	27.4%	26.9%	32.1%	27.2%	27.4%	
To a Small Extent	23.6%	21.8%	22.3%	19.2%	22.1%	22.5%	25.0%	21.8%	22.5%	
Not at All	21.8%	18.8%	18.5%	15.4%	20.7%	20.5%	28.6%	17.6%	17.0%	
Total(n)	55	1,536	2,268	26	680	979	28	802	1,210	
Mean	2.64	2.87	2.86	2.96	2.79	2.79	2.36	2.92	2.91	
Standard deviation	1.19	1.31	1.30	1.22	1.30	1.29	1.13	1.31	1.29	
Significance	-			-			-	*	*	
Effect size	-	-0.18	-0.17	-	0.13	0.13	-	-0.43	-0.43	
<b>Personal finances</b>										
To a Very Large Extent	7.1%	10.5%	11.9%	3.7%	9.7%	11.1%	10.7%	10.5%	11.7%	
To a Large Extent	12.5%	9.4%	9.7%	7.4%	9.6%	9.9%	17.9%	9.3%	9.6%	
To Some Extent	19.6%	20.4%	20.5%	18.5%	17.4%	18.1%	21.4%	23.0%	22.6%	
To a Small Extent	21.4%	23.0%	22.7%	29.6%	23.3%	23.2%	10.7%	22.7%	22.2%	
Not at All	39.3%	36.7%	35.2%	40.7%	40.1%	37.7%	39.3%	34.5%	33.9%	
Total(n)	56	1,536	2,268	27	679	976	28	803	1,213	
Mean	2.27	2.34	2.40	2.04	2.26	2.34	2.50	2.39	2.43	
Standard deviation	1.30	1.33	1.36	1.13	1.33	1.36	1.45	1.32	1.35	
Significance	-			-			-			
Effect size	-	-0.05	-0.10	-	-0.17	-0.22	-	0.08	0.05	
<b>Childcare</b>										
To a Very Large Extent	12.5%	13.8%	13.4%	11.1%	9.6%	9.7%	14.3%	17.2%	16.4%	
To a Large Extent	3.6%	7.0%	7.1%	0.0%	9.2%	8.6%	7.1%	5.2%	6.0%	
To Some Extent	5.4%	6.6%	6.9%	7.4%	7.7%	7.7%	3.6%	5.9%	6.6%	
To a Small Extent	7.1%	6.7%	6.2%	7.4%	7.1%	6.9%	3.6%	6.0%	5.2%	
Not at All	71.4%	65.9%	66.4%	74.1%	66.5%	67.1%	71.4%	65.8%	65.8%	
Total(n)	56	1,532	2,259	27	677	973	28	803	1,209	
Mean	1.79	1.96	1.95	1.67	1.88	1.87	1.89	2.02	2.02	
Standard deviation	1.42	1.50	1.49	1.33	1.40	1.40	1.55	1.57	1.56	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.15	-0.14	-	-0.08	-0.08	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Encourage students to become agents of social change</b>										
Strongly Agree	23.6%	40.7%	42.1%	22.2%	32.6%	33.2%	22.2%	47.1%	48.8%	
Somewhat Agree	50.9%	41.9%	40.9%	44.4%	44.1%	43.6%	59.3%	40.7%	39.6%	
Somewhat Disagree	12.7%	10.2%	10.6%	11.1%	12.0%	12.6%	14.8%	8.6%	8.8%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Civic Minded Values
Strongly Disagree	12.7%	7.1%	6.4%	22.2%	11.3%	10.6%	3.7%	3.7%	2.8%	
Total(n)	55	1,512	2,243	27	666	966	27	794	1,200	
Mean	2.85	3.16	3.19	2.67	2.98	2.99	3.00	3.31	3.34	
Standard deviation	0.93	0.88	0.87	1.07	0.95	0.94	0.73	0.78	0.76	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	-0.35	-0.39	-	-0.33	-0.34	-	-0.40	-0.45	
<b>Prepare students for employment after college</b>										
Strongly Agree	69.1%	71.2%	73.1%	51.9%	68.2%	70.0%	85.2%	74.8%	76.6%	
Somewhat Agree	25.5%	24.7%	23.1%	40.7%	26.6%	25.4%	11.1%	22.2%	20.5%	
Somewhat Disagree	5.5%	3.4%	3.1%	7.4%	4.3%	3.8%	3.7%	2.5%	2.5%	
Strongly Disagree	0.0%	0.7%	0.6%	0.0%	0.9%	0.8%	0.0%	0.5%	0.4%	
Total(n)	55	1,519	2,251	27	669	970	27	797	1,203	
Mean	3.64	3.66	3.69	3.44	3.62	3.65	3.81	3.71	3.73	
Standard deviation	0.59	0.58	0.56	0.64	0.61	0.60	0.48	0.53	0.52	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.09	-	-0.30	-0.35	-	0.19	0.15	
<b>Prepare students for graduate or advanced education</b>										
Strongly Agree	76.4%	53.1%	54.3%	63.0%	47.4%	49.5%	88.9%	58.2%	58.7%	
Somewhat Agree	21.8%	41.2%	40.0%	33.3%	46.3%	44.3%	11.1%	36.6%	36.3%	
Somewhat Disagree	0.0%	4.8%	4.9%	0.0%	5.2%	5.4%	0.0%	4.4%	4.2%	
Strongly Disagree	1.8%	0.9%	0.8%	3.7%	1.0%	0.8%	0.0%	0.8%	0.7%	
Total(n)	55	1,518	2,248	27	669	969	27	797	1,202	
Mean	3.73	3.47	3.48	3.56	3.40	3.43	3.89	3.52	3.53	
Standard deviation	0.56	0.63	0.63	0.70	0.64	0.63	0.32	0.62	0.62	
Significance	-	**	**	-	-	-	-	**	**	
Effect size	-	0.41	0.40	-	0.25	0.21	-	0.60	0.58	
<b>Develop students' moral character</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	30.9%	30.7%	32.6%	18.5%	29.6%	31.7%	44.4%	32.0%	33.6%	
Somewhat Agree	49.1%	50.8%	48.9%	51.9%	49.5%	48.7%	44.4%	51.6%	49.0%	
Somewhat Disagree	14.5%	15.1%	14.9%	18.5%	15.9%	14.5%	11.1%	14.3%	15.1%	
Strongly Disagree	5.5%	3.4%	3.6%	11.1%	5.0%	5.1%	0.0%	2.1%	2.3%	
Total(n)	55	1,511	2,243	27	666	967	27	791	1,197	
Mean	3.05	3.09	3.10	2.78	3.04	3.07	3.33	3.13	3.14	
Standard deviation	0.83	0.77	0.78	0.89	0.81	0.81	0.68	0.73	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.06	-	-0.32	-0.36	-	0.27	0.25	
<b>Provide for students' emotional development</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	16.4%	26.2%	27.8%	7.4%	21.3%	23.0%	25.9%	30.8%	31.9%	
Somewhat Agree	63.6%	49.5%	49.6%	66.7%	49.5%	49.2%	63.0%	49.1%	49.8%	
Somewhat Disagree	14.5%	18.4%	17.1%	14.8%	20.3%	19.4%	11.1%	16.8%	15.1%	
Strongly Disagree	5.5%	5.8%	5.6%	11.1%	8.9%	8.4%	0.0%	3.3%	3.1%	
Total(n)	55	1,508	2,234	27	666	965	27	788	1,190	
Mean	2.91	2.96	2.99	2.70	2.83	2.87	3.15	3.07	3.11	
Standard deviation	0.73	0.82	0.82	0.78	0.86	0.86	0.60	0.78	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.10	-	-0.15	-0.20	-	0.10	0.05	
<b>Help students develop personal values</b>										Undergraduate Education Goal: Personal
Strongly Agree	18.2%	29.7%	31.7%	25.9%	29.3%	30.5%	11.1%	30.1%	32.7%	
Somewhat Agree	63.6%	51.0%	49.3%	55.6%	50.3%	49.6%	70.4%	51.5%	48.8%	
Somewhat Disagree	12.7%	15.4%	15.1%	7.4%	15.1%	14.4%	18.5%	15.3%	15.7%	
Strongly Disagree	5.5%	4.0%	3.9%	11.1%	5.2%	5.5%	0.0%	3.0%	2.8%	
Total(n)	55	1,511	2,239	27	668	967	27	790	1,194	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Personal Development
Mean	2.95	3.06	3.09	2.96	3.04	3.05	2.93	3.09	3.12	
Standard deviation	0.73	0.78	0.78	0.90	0.81	0.82	0.55	0.75	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.18	-	-0.10	-0.11	-	-0.21	-0.25	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										Civic Minded Values
Strongly Agree	34.5%	46.7%	48.1%	29.6%	37.1%	38.1%	40.7%	54.4%	56.1%	
Somewhat Agree	45.5%	38.6%	37.7%	40.7%	41.7%	41.0%	48.1%	36.1%	35.0%	
Somewhat Disagree	14.5%	10.0%	9.7%	18.5%	13.4%	13.0%	11.1%	7.3%	7.2%	
Strongly Disagree	5.5%	4.7%	4.5%	11.1%	7.8%	7.9%	0.0%	2.2%	1.7%	
Total(n)	55	1,508	2,234	27	666	965	27	790	1,192	
Mean	3.09	3.27	3.29	2.89	3.08	3.09	3.30	3.43	3.46	
Standard deviation	0.84	0.83	0.82	0.97	0.90	0.90	0.67	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.24	-	-0.21	-0.22	-	-0.18	-0.23	
<b>Promote students' ability to write effectively</b>										
Strongly Agree	67.3%	65.7%	65.2%	59.3%	61.4%	61.4%	74.1%	69.3%	68.5%	
Somewhat Agree	30.9%	29.0%	29.5%	37.0%	32.2%	31.6%	25.9%	26.4%	27.6%	
Somewhat Disagree	0.0%	4.4%	4.5%	0.0%	5.4%	5.7%	0.0%	3.4%	3.2%	
Strongly Disagree	1.8%	0.9%	0.9%	3.7%	1.0%	1.2%	0.0%	0.9%	0.7%	
Total(n)	55	1,516	2,246	27	668	967	27	795	1,201	
Mean	3.64	3.59	3.59	3.52	3.54	3.53	3.74	3.64	3.64	
Standard deviation	0.59	0.62	0.62	0.70	0.65	0.66	0.45	0.59	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.08	-	-0.03	-0.02	-	0.17	0.17	
<b>Encourage respect for different beliefs</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	47.3%	66.6%	68.5%	37.0%	56.4%	58.2%	55.6%	74.6%	76.4%	
Somewhat Agree	43.6%	28.6%	26.8%	44.4%	36.1%	34.4%	44.4%	22.5%	20.8%	
Somewhat Disagree	1.8%	3.2%	3.3%	3.7%	4.9%	5.0%	0.0%	2.0%	2.0%	
Strongly Disagree	7.3%	1.7%	1.5%	14.8%	2.5%	2.4%	0.0%	0.9%	0.8%	
Total(n)	55	1,513	2,240	27	667	967	27	794	1,196	
Mean	3.31	3.60	3.62	3.04	3.46	3.49	3.56	3.71	3.73	
Standard deviation	0.84	0.64	0.62	1.02	0.71	0.70	0.51	0.55	0.53	
Significance	-	**	***	-	**	**	-	-	-	
Effect size	-	-0.45	-0.50	-	-0.59	-0.64	-	-0.27	-0.32	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Strongly Agree	7.3%	13.6%	14.6%	3.7%	13.4%	14.8%	11.1%	14.1%	14.7%	
Somewhat Agree	43.6%	48.2%	47.0%	51.9%	46.7%	46.4%	37.0%	50.7%	48.6%	
Somewhat Disagree	32.7%	26.1%	26.6%	33.3%	25.8%	25.0%	33.3%	25.4%	27.2%	
Strongly Disagree	16.4%	12.1%	11.8%	11.1%	14.1%	13.8%	18.5%	9.9%	9.6%	
Total(n)	55	1,488	2,205	27	659	955	27	781	1,178	
Mean	2.42	2.63	2.64	2.48	2.59	2.62	2.41	2.69	2.68	
Standard deviation	0.85	0.86	0.87	0.75	0.89	0.90	0.93	0.83	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.24	-0.25	-	-0.12	-0.16	-	-0.34	-0.32	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Strongly Agree	64.8%	75.3%	76.8%	50.0%	66.1%	67.3%	77.8%	82.8%	84.5%	
Somewhat Agree	25.9%	19.7%	18.7%	34.6%	26.2%	25.7%	18.5%	14.6%	13.4%	
Somewhat Disagree	7.4%	3.7%	3.3%	11.5%	5.4%	4.7%	3.7%	2.2%	1.9%	
Strongly Disagree	1.9%	1.3%	1.3%	3.8%	2.3%	2.3%	0.0%	0.4%	0.3%	
Total(n)	54	1,497	2,212	26	663	958	27	787	1,184	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Mean	3.54	3.69	3.71	3.31	3.56	3.58	3.74	3.80	3.82	
Standard deviation	0.72	0.60	0.59	0.84	0.70	0.69	0.53	0.48	0.45	
Significance	-		*	-			-			
Effect size	-	-0.25	-0.29	-	-0.36	-0.39	-	-0.12	-0.18	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Strongly Agree	38.9%	55.3%	58.1%	38.5%	50.0%	51.5%	40.7%	60.2%	63.8%	
Somewhat Agree	53.7%	38.5%	35.7%	53.8%	41.7%	39.8%	51.9%	35.2%	32.1%	
Somewhat Disagree	3.7%	5.1%	5.2%	0.0%	6.5%	6.9%	7.4%	3.9%	3.6%	
Strongly Disagree	3.7%	1.1%	1.0%	7.7%	1.8%	1.8%	0.0%	0.6%	0.4%	
Total(n)	54	1,495	2,209	26	660	954	27	786	1,183	
Mean	3.28	3.48	3.51	3.23	3.40	3.41	3.33	3.55	3.59	
Standard deviation	0.71	0.65	0.64	0.82	0.69	0.70	0.62	0.60	0.58	
Significance	-	*	**	-			-		*	
Effect size	-	-0.31	-0.36	-	-0.25	-0.26	-	-0.37	-0.45	
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Strongly Agree	18.5%	15.6%	15.2%	22.2%	15.5%	16.4%	14.8%	15.4%	13.8%	
Somewhat Agree	53.7%	46.0%	46.2%	44.4%	45.2%	45.2%	63.0%	47.3%	47.4%	
Somewhat Disagree	25.9%	31.9%	30.9%	33.3%	33.4%	31.0%	18.5%	31.2%	31.3%	
Strongly Disagree	1.9%	6.4%	7.8%	0.0%	6.0%	7.4%	3.7%	6.1%	7.6%	
Total(n)	54	1,466	2,164	27	653	943	27	766	1,151	
Mean	2.89	2.71	2.69	2.89	2.70	2.71	2.89	2.72	2.67	
Standard deviation	0.72	0.80	0.82	0.75	0.80	0.83	0.70	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.23	0.24	-	0.24	0.22	-	0.21	0.28	
<b>I try to dispel perceptions of competition in my classroom</b>										
Strongly Agree	34.5%	38.5%	38.3%	37.0%	29.4%	29.6%	33.3%	45.5%	45.2%	
Somewhat Agree	43.6%	38.1%	39.2%	40.7%	41.1%	40.1%	44.4%	36.0%	38.5%	
Somewhat Disagree	20.0%	18.1%	17.8%	18.5%	21.7%	23.1%	22.2%	15.5%	13.7%	
Strongly Disagree	1.8%	5.2%	4.7%	3.7%	7.8%	7.2%	0.0%	3.0%	2.7%	
Total(n)	55	1,472	2,176	27	654	947	27	773	1,162	
Mean	3.11	3.10	3.11	3.11	2.92	2.92	3.11	3.24	3.26	
Standard deviation	0.79	0.88	0.86	0.85	0.90	0.90	0.75	0.82	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.21	0.21	-	-0.16	-0.19	
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>										
Strongly Agree	21.8%	16.2%	16.2%	22.2%	18.0%	18.2%	22.2%	14.8%	14.6%	
Somewhat Agree	25.5%	34.0%	33.0%	29.6%	33.9%	33.0%	22.2%	34.3%	33.2%	
Somewhat Disagree	38.2%	33.2%	33.9%	29.6%	32.2%	33.4%	44.4%	33.5%	34.3%	
Strongly Disagree	14.5%	16.6%	16.8%	18.5%	15.9%	15.3%	11.1%	17.5%	17.9%	
Total(n)	55	1,496	2,204	27	661	954	27	785	1,178	
Mean	2.55	2.50	2.49	2.56	2.54	2.54	2.56	2.46	2.44	
Standard deviation	1.00	0.95	0.95	1.05	0.96	0.96	0.97	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.02	0.02	-	0.11	0.13	
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>										
Strongly Agree	18.2%	32.7%	33.7%	18.5%	30.5%	30.9%	18.5%	34.6%	35.9%	
Somewhat Agree	43.6%	45.1%	44.3%	29.6%	43.9%	43.2%	59.3%	46.1%	45.4%	
Somewhat Disagree	29.1%	16.8%	16.8%	37.0%	18.4%	18.7%	18.5%	15.3%	15.1%	
Strongly Disagree	9.1%	5.4%	5.2%	14.8%	7.2%	7.2%	3.7%	4.0%	3.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	55	1,488	2,195	27	656	947	27	783	1,176	
Mean	2.71	3.05	3.07	2.52	2.98	2.98	2.93	3.11	3.14	
Standard deviation	0.88	0.84	0.84	0.98	0.88	0.89	0.73	0.80	0.80	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.40	-0.43	-	-0.52	-0.52	-	-0.23	-0.26	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly Agree	9.1%	16.5%	16.9%	11.1%	22.3%	23.2%	7.4%	11.7%	11.6%	
Somewhat Agree	43.6%	40.8%	40.1%	51.9%	42.5%	40.6%	37.0%	39.9%	40.0%	
Somewhat Disagree	30.9%	26.7%	26.5%	29.6%	22.9%	23.2%	33.3%	30.4%	29.5%	
Strongly Disagree	16.4%	16.0%	16.6%	7.4%	12.2%	13.0%	22.2%	18.0%	18.8%	
Total(n)	55	1,496	2,207	27	663	957	27	784	1,178	
Mean	2.45	2.58	2.57	2.67	2.75	2.74	2.30	2.45	2.44	
Standard deviation	0.88	0.95	0.96	0.78	0.94	0.96	0.91	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.09	-0.07	-	-0.16	-0.15	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly Agree	13.0%	27.0%	27.3%	18.5%	20.3%	20.4%	7.4%	32.3%	32.5%	
Somewhat Agree	29.6%	28.3%	29.7%	11.1%	24.1%	26.1%	48.1%	32.4%	33.2%	
Somewhat Disagree	24.1%	28.4%	27.8%	22.2%	33.0%	31.8%	25.9%	24.5%	24.5%	
Strongly Disagree	33.3%	16.3%	15.2%	48.1%	22.7%	21.7%	18.5%	10.8%	9.8%	
Total(n)	54	1,489	2,200	27	661	954	27	780	1,175	
Mean	2.22	2.66	2.69	2.00	2.42	2.45	2.44	2.86	2.88	
Standard deviation	1.06	1.04	1.03	1.18	1.05	1.04	0.89	0.99	0.97	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	-0.42	-0.46	-	-0.40	-0.43	-	-0.42	-0.45	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly Agree	3.8%	16.1%	16.7%	3.7%	19.5%	20.4%	4.2%	13.4%	13.5%	
Somewhat Agree	34.6%	45.9%	46.1%	33.3%	46.3%	45.7%	33.3%	45.6%	46.3%	
Somewhat Disagree	30.8%	24.3%	24.4%	37.0%	21.9%	21.7%	25.0%	26.1%	26.8%	
Strongly Disagree	30.8%	13.8%	12.8%	25.9%	12.3%	12.2%	37.5%	14.8%	13.3%	
Total(n)	52	1,447	2,131	27	640	920	24	761	1,144	
Mean	2.12	2.64	2.67	2.15	2.73	2.74	2.04	2.58	2.60	
Standard deviation	0.90	0.91	0.90	0.86	0.91	0.92	0.95	0.90	0.88	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.57	-0.61	-	-0.64	-0.64	-	-0.60	-0.64	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly Agree	5.9%	17.6%	18.2%	7.4%	16.6%	17.5%	4.2%	18.8%	19.1%	
Somewhat Agree	54.9%	55.0%	54.7%	44.4%	55.2%	55.2%	66.7%	54.6%	54.1%	
Somewhat Disagree	25.5%	20.5%	20.8%	29.6%	20.3%	20.1%	20.8%	20.5%	21.3%	
Strongly Disagree	13.7%	6.9%	6.3%	18.5%	7.9%	7.2%	8.3%	6.1%	5.5%	
Total(n)	51	1,410	2,072	27	632	904	24	736	1,105	
Mean	2.53	2.83	2.85	2.41	2.81	2.83	2.67	2.86	2.87	
Standard deviation	0.81	0.79	0.79	0.89	0.81	0.80	0.70	0.79	0.78	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.38	-0.41	-	-0.49	-0.53	-	-0.24	-0.26	
<b>There is a lot of campus racial conflict here</b>										
Strongly Agree	0.0%	5.4%	4.8%	0.0%	3.5%	3.2%	0.0%	7.1%	6.0%	
Somewhat Agree	17.3%	23.4%	22.7%	11.1%	16.4%	15.7%	25.0%	28.6%	27.7%	
Somewhat Disagree	42.3%	44.5%	45.8%	44.4%	45.1%	46.4%	37.5%	44.7%	45.9%	
Strongly Disagree	40.4%	26.7%	26.7%	44.4%	35.1%	34.7%	37.5%	19.6%	20.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	52	1,433	2,103	27	636	910	24	751	1,126	
Mean	1.77	2.08	2.06	1.67	1.88	1.87	1.88	2.23	2.19	
Standard deviation	0.73	0.84	0.83	0.68	0.80	0.79	0.80	0.84	0.83	
Significance	-	**	*	-	-	-	-	*	-	
Effect size	-	-0.37	-0.35	-	-0.26	-0.25	-	-0.42	-0.37	
<b>My research is valued by faculty in my department</b>										
Strongly Agree	21.2%	27.5%	26.8%	25.9%	28.7%	28.2%	12.5%	26.6%	25.7%	Respect
Somewhat Agree	42.3%	43.9%	44.8%	37.0%	46.0%	45.3%	50.0%	42.8%	44.7%	
Somewhat Disagree	23.1%	18.7%	18.7%	25.9%	17.2%	17.8%	20.8%	19.9%	19.4%	
Strongly Disagree	13.5%	9.9%	9.7%	11.1%	8.2%	8.7%	16.7%	10.7%	10.2%	
Total(n)	52	1,420	2,075	27	635	908	24	740	1,101	
Mean	2.71	2.89	2.89	2.78	2.95	2.93	2.58	2.85	2.86	
Standard deviation	0.96	0.92	0.91	0.97	0.89	0.90	0.93	0.93	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.20	-	-0.19	-0.17	-	-0.29	-0.30	
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	53.8%	51.5%	52.0%	59.3%	53.1%	52.3%	45.8%	50.5%	52.1%	Respect
Somewhat Agree	36.5%	35.3%	35.1%	33.3%	34.8%	35.3%	41.7%	36.3%	35.5%	
Somewhat Disagree	1.9%	8.6%	8.3%	0.0%	7.6%	7.9%	4.2%	8.6%	8.1%	
Strongly Disagree	7.7%	4.6%	4.5%	7.4%	4.5%	4.5%	8.3%	4.6%	4.3%	
Total(n)	52	1,460	2,148	27	646	926	24	765	1,151	
Mean	3.37	3.34	3.35	3.44	3.37	3.35	3.25	3.33	3.36	
Standard deviation	0.86	0.82	0.81	0.85	0.81	0.81	0.90	0.82	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.02	-	0.09	0.11	-	-0.10	-0.14	
<b>My service is valued by faculty in my department</b>										
Strongly Agree	51.9%	44.5%	45.5%	44.4%	46.1%	46.7%	58.3%	44.0%	45.1%	Respect
Somewhat Agree	32.7%	36.9%	36.9%	37.0%	38.0%	36.9%	29.2%	36.4%	37.2%	
Somewhat Disagree	5.8%	11.5%	11.0%	7.4%	9.4%	9.8%	4.2%	12.8%	11.5%	
Strongly Disagree	9.6%	7.1%	6.7%	11.1%	6.5%	6.7%	8.3%	6.7%	6.3%	
Total(n)	52	1,458	2,146	27	648	928	24	763	1,149	
Mean	3.27	3.19	3.21	3.15	3.24	3.23	3.38	3.18	3.21	
Standard deviation	0.95	0.90	0.89	0.99	0.87	0.88	0.92	0.90	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.07	-	-0.10	-0.09	-	0.22	0.19	
<b>Faculty are sufficiently involved in campus decision-making</b>										
Strongly Agree	3.8%	9.9%	10.0%	7.4%	10.7%	10.9%	0.0%	9.6%	9.6%	
Somewhat Agree	51.9%	41.9%	42.5%	44.4%	42.3%	42.1%	58.3%	42.1%	43.2%	
Somewhat Disagree	25.0%	28.0%	28.6%	25.9%	26.9%	27.5%	25.0%	28.3%	29.0%	
Strongly Disagree	19.2%	20.1%	18.9%	22.2%	20.1%	19.6%	16.7%	20.0%	18.1%	
Total(n)	52	1,452	2,132	27	643	920	24	760	1,141	
Mean	2.40	2.42	2.44	2.37	2.44	2.44	2.42	2.41	2.44	
Standard deviation	0.85	0.92	0.91	0.93	0.93	0.93	0.78	0.91	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.04	-	-0.08	-0.08	-	0.01	-0.02	
<b>The faculty are typically at odds with campus administration</b>										
Strongly Agree	21.2%	16.2%	15.6%	25.9%	15.2%	16.0%	16.7%	17.1%	15.2%	
Somewhat Agree	46.2%	43.4%	43.7%	44.4%	42.9%	42.5%	45.8%	44.1%	44.8%	
Somewhat Disagree	26.9%	34.9%	35.0%	22.2%	36.3%	36.3%	33.3%	33.5%	33.8%	
Strongly Disagree	5.8%	5.4%	5.7%	7.4%	5.6%	5.2%	4.2%	5.3%	6.2%	
Total(n)	52	1,434	2,108	27	639	915	24	749	1,125	
Mean	2.83	2.71	2.69	2.89	2.68	2.69	2.75	2.73	2.69	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	0.83	0.80	0.80	0.89	0.80	0.80	0.79	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.15	0.18	-	0.26	0.25	-	0.03	0.08	
<b>Faculty here respect each other</b>										Respect
Strongly Agree	26.9%	27.6%	29.0%	25.9%	29.4%	30.7%	29.2%	25.8%	27.5%	
Somewhat Agree	44.2%	55.9%	55.4%	44.4%	52.8%	52.7%	45.8%	59.4%	58.0%	
Somewhat Disagree	21.2%	12.5%	11.9%	25.9%	14.8%	13.0%	12.5%	10.5%	11.1%	
Strongly Disagree	7.7%	4.0%	3.7%	3.7%	3.0%	3.6%	12.5%	4.3%	3.5%	
Total(n)	52	1,455	2,143	27	642	922	24	763	1,149	
Mean	2.90	3.07	3.10	2.93	3.09	3.11	2.92	3.07	3.09	
Standard deviation	0.89	0.75	0.74	0.83	0.74	0.75	0.97	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.23	-0.27	-	-0.22	-0.24	-	-0.21	-0.24	
<b>Administrators consider faculty concerns when making policy</b>										Diversity Climate
Strongly Agree	9.6%	9.1%	9.4%	7.4%	9.8%	9.8%	8.3%	8.8%	9.2%	
Somewhat Agree	34.6%	39.6%	41.8%	37.0%	41.7%	42.7%	33.3%	38.6%	41.9%	
Somewhat Disagree	28.8%	31.0%	29.5%	29.6%	27.5%	27.4%	29.2%	33.0%	30.5%	
Strongly Disagree	26.9%	20.3%	19.3%	25.9%	21.0%	20.1%	29.2%	19.6%	18.4%	
Total(n)	52	1,441	2,115	27	643	919	24	751	1,128	
Mean	2.27	2.37	2.41	2.26	2.40	2.42	2.21	2.37	2.42	
Standard deviation	0.97	0.91	0.90	0.94	0.93	0.92	0.98	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.15	-0.17	-	-0.18	-0.24	
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	7.8%	19.6%	20.0%	7.7%	18.9%	19.1%	8.3%	20.1%	20.5%	
Somewhat Agree	35.3%	45.3%	46.4%	23.1%	49.3%	49.1%	45.8%	42.9%	44.9%	
Somewhat Disagree	39.2%	22.7%	22.2%	50.0%	19.7%	20.4%	29.2%	24.6%	23.4%	
Strongly Disagree	17.6%	12.4%	11.4%	19.2%	12.2%	11.4%	16.7%	12.4%	11.1%	
Total(n)	51	1,445	2,121	26	641	918	24	756	1,135	
Mean	2.33	2.72	2.75	2.19	2.75	2.76	2.46	2.71	2.75	
Standard deviation	0.86	0.92	0.90	0.85	0.90	0.89	0.88	0.93	0.91	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.42	-0.47	-	-0.62	-0.64	-	-0.27	-0.32	
<b>The criteria for advancement and promotion decisions are clear</b>										Diversity Climate
Strongly Agree	32.7%	34.8%	32.0%	37.0%	38.2%	36.0%	25.0%	32.8%	29.4%	
Somewhat Agree	55.8%	42.6%	42.1%	48.1%	42.5%	41.7%	66.7%	42.6%	42.4%	
Somewhat Disagree	1.9%	15.5%	18.0%	3.7%	12.9%	14.8%	0.0%	17.0%	20.0%	
Strongly Disagree	9.6%	7.2%	7.9%	11.1%	6.4%	7.5%	8.3%	7.6%	8.2%	
Total(n)	52	1,447	2,129	27	642	919	24	759	1,142	
Mean	3.12	3.05	2.98	3.11	3.12	3.06	3.08	3.01	2.93	
Standard deviation	0.86	0.89	0.90	0.93	0.87	0.90	0.78	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.08	0.16	-	-0.01	0.06	-	0.08	0.17	
<b>Most of the students I teach lack the basic skills for college level work</b>										Diversity Climate
Strongly Agree	3.8%	13.8%	13.2%	7.4%	13.0%	12.8%	0.0%	14.3%	13.4%	
Somewhat Agree	21.2%	32.9%	34.4%	18.5%	31.0%	33.1%	20.8%	33.9%	35.2%	
Somewhat Disagree	46.2%	41.9%	42.0%	48.1%	43.4%	43.0%	45.8%	41.5%	41.8%	
Strongly Disagree	28.8%	11.4%	10.4%	25.9%	12.6%	11.2%	33.3%	10.2%	9.6%	
Total(n)	52	1,457	2,140	27	645	922	24	763	1,148	
Mean	2.00	2.49	2.51	2.07	2.44	2.48	1.88	2.52	2.52	
Standard deviation	0.82	0.87	0.85	0.87	0.87	0.85	0.74	0.86	0.84	
Significance	-	***	***	-	*	*	-	***	***	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Effect size	-	-0.56	-0.60	-	-0.43	-0.48	-	-0.74	-0.76	
<b>There is adequate support for faculty development</b>										
Strongly Agree	15.4%	19.0%	20.7%	18.5%	19.0%	19.9%	12.5%	19.4%	21.3%	
Somewhat Agree	38.5%	46.4%	45.7%	37.0%	44.6%	44.5%	37.5%	48.0%	47.2%	
Somewhat Disagree	32.7%	22.0%	21.5%	29.6%	22.9%	22.6%	37.5%	20.8%	20.2%	
Strongly Disagree	13.5%	12.6%	12.1%	14.8%	13.5%	13.0%	12.5%	11.8%	11.3%	
Total(n)	52	1,455	2,137	27	643	920	24	763	1,147	
Mean	2.56	2.72	2.75	2.59	2.69	2.71	2.50	2.75	2.78	
Standard deviation	0.92	0.91	0.92	0.97	0.93	0.93	0.88	0.90	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	-0.21	-	-0.11	-0.13	-	-0.28	-0.31	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly Agree	9.8%	12.9%	12.1%	14.8%	10.5%	9.8%	4.2%	14.2%	13.4%	
Somewhat Agree	49.0%	46.7%	46.9%	44.4%	43.3%	43.0%	54.2%	49.3%	50.1%	
Somewhat Disagree	39.2%	35.6%	35.1%	40.7%	40.8%	40.3%	37.5%	32.1%	31.8%	
Strongly Disagree	2.0%	4.8%	5.8%	0.0%	5.5%	6.9%	4.2%	4.4%	4.8%	
Total(n)	51	1,438	2,112	27	638	911	24	756	1,136	
Mean	2.67	2.68	2.65	2.74	2.59	2.56	2.58	2.73	2.72	
Standard deviation	0.68	0.76	0.77	0.71	0.75	0.76	0.65	0.75	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.03	-	0.20	0.24	-	-0.20	-0.19	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly Agree	5.8%	8.0%	8.4%	7.4%	7.8%	8.8%	4.2%	8.5%	8.1%	
Somewhat Agree	34.6%	36.3%	36.4%	37.0%	40.0%	38.4%	29.2%	33.6%	35.1%	
Somewhat Disagree	40.4%	36.1%	36.3%	33.3%	34.6%	35.3%	50.0%	37.7%	37.5%	
Strongly Disagree	19.2%	19.5%	18.9%	22.2%	17.6%	17.4%	16.7%	20.1%	19.4%	
Total(n)	52	1,395	2,042	27	625	894	24	726	1,084	
Mean	2.27	2.33	2.34	2.30	2.38	2.39	2.21	2.31	2.32	
Standard deviation	0.84	0.88	0.88	0.91	0.86	0.87	0.78	0.89	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.08	-	-0.09	-0.10	-	-0.11	-0.13	
<b>Faculty of color are treated fairly here</b>										
Strongly Agree	28.0%	25.9%	26.2%	25.9%	34.3%	34.6%	30.4%	19.2%	19.6%	
Somewhat Agree	54.0%	43.8%	44.0%	59.3%	44.0%	43.6%	47.8%	44.4%	44.9%	
Somewhat Disagree	14.0%	22.7%	23.2%	11.1%	17.5%	17.8%	17.4%	26.5%	27.3%	
Strongly Disagree	4.0%	7.5%	6.6%	3.7%	4.3%	4.0%	4.3%	9.9%	8.2%	
Total(n)	50	1,405	2,061	27	630	904	23	735	1,097	Diversity Climate
Mean	3.06	2.88	2.90	3.07	3.08	3.09	3.04	2.73	2.76	
Standard deviation	0.77	0.88	0.86	0.73	0.83	0.82	0.82	0.88	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.19	-	-0.01	-0.02	-	0.35	0.33	
<b>Women faculty are treated fairly here</b>										
Strongly Agree	26.0%	27.6%	28.4%	25.9%	39.3%	40.0%	26.1%	18.1%	19.3%	
Somewhat Agree	60.0%	43.1%	44.1%	59.3%	42.3%	42.3%	60.9%	44.1%	45.9%	
Somewhat Disagree	10.0%	21.2%	20.6%	11.1%	14.4%	14.3%	8.7%	26.8%	25.4%	
Strongly Disagree	4.0%	8.0%	6.9%	3.7%	3.9%	3.4%	4.3%	11.1%	9.4%	
Total(n)	50	1,430	2,095	27	633	908	23	751	1,121	Diversity Climate
Mean	3.08	2.90	2.94	3.07	3.17	3.19	3.09	2.69	2.75	
Standard deviation	0.72	0.90	0.87	0.73	0.82	0.80	0.73	0.89	0.87	
Significance	-	-	-	-	-	-	-	*	-	
Effect size	-	0.20	0.16	-	-0.12	-0.15	-	0.45	0.39	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>LGBTQ+ faculty are treated fairly here</b>										
Strongly Agree	28.0%	27.9%	28.2%	25.9%	36.8%	37.1%	30.4%	21.0%	21.3%	Diversity Climate
Somewhat Agree	52.0%	47.4%	48.8%	48.1%	43.4%	44.7%	56.5%	51.0%	52.6%	
Somewhat Disagree	20.0%	19.5%	18.9%	25.9%	16.7%	15.7%	13.0%	21.8%	21.3%	
Strongly Disagree	0.0%	5.2%	4.1%	0.0%	3.1%	2.5%	0.0%	6.2%	4.9%	
Total(n)	50	1,387	2,034	27	622	892	23	725	1,082	
Mean	3.08	2.98	3.01	3.00	3.14	3.16	3.17	2.87	2.90	
Standard deviation	0.70	0.83	0.80	0.73	0.80	0.77	0.65	0.81	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.09	-	-0.18	-0.21	-	0.37	0.35	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Increase or maintain institutional affordability</b>										
Highest Priority	26.9%	28.0%	27.8%	29.6%	29.3%	27.5%	25.0%	27.5%	28.5%	Institutional Priority: Commitment to Diversity
High Priority	51.9%	52.1%	52.1%	44.4%	50.4%	51.7%	62.5%	52.8%	52.2%	
Medium Priority	17.3%	16.7%	16.9%	22.2%	16.7%	17.3%	8.3%	16.9%	16.3%	
Low Priority	3.8%	3.2%	3.2%	3.7%	3.5%	3.4%	4.2%	2.9%	3.0%	
Total(n)	52	1,407	2,071	27	627	901	24	735	1,105	
Mean	3.02	3.05	3.04	3.00	3.06	3.03	3.08	3.05	3.06	
Standard deviation	0.78	0.76	0.76	0.83	0.77	0.77	0.72	0.75	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.03	-	-0.08	-0.04	-	0.04	0.03	
<b>Develop a sense of community among students and faculty</b>										
Highest Priority	15.4%	18.1%	19.1%	7.4%	15.8%	17.2%	25.0%	20.1%	20.6%	
High Priority	34.6%	38.6%	39.5%	40.7%	40.7%	40.7%	25.0%	37.3%	39.2%	
Medium Priority	38.5%	29.4%	29.1%	33.3%	29.9%	30.0%	45.8%	28.8%	28.2%	
Low Priority	11.5%	14.0%	12.3%	18.5%	13.6%	12.0%	4.2%	13.8%	12.0%	
Total(n)	52	1,411	2,078	27	626	899	24	737	1,110	
Mean	2.54	2.61	2.65	2.37	2.59	2.63	2.71	2.64	2.68	
Standard deviation	0.90	0.94	0.92	0.88	0.91	0.90	0.91	0.95	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.12	-	-0.24	-0.29	-	0.07	0.03	
<b>Facilitate student involvement in community service</b>										
Highest Priority	5.8%	7.2%	8.0%	3.7%	6.6%	7.7%	8.3%	7.9%	8.4%	Institutional Priority: Civic Engagement
High Priority	30.8%	30.8%	31.0%	14.8%	28.4%	28.2%	45.8%	33.4%	33.8%	
Medium Priority	48.1%	44.3%	43.6%	55.6%	45.6%	45.2%	41.7%	43.0%	42.2%	
Low Priority	15.4%	17.8%	17.5%	25.9%	19.4%	18.8%	4.2%	15.6%	15.7%	
Total(n)	52	1,395	2,057	27	620	893	24	730	1,098	
Mean	2.27	2.27	2.30	1.96	2.22	2.25	2.58	2.34	2.35	
Standard deviation	0.79	0.84	0.85	0.76	0.83	0.85	0.72	0.83	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.04	-	-0.31	-0.34	-	0.29	0.27	
<b>Help students learn how to bring about change in society</b>										
Highest Priority	5.8%	10.0%	10.7%	3.7%	8.2%	8.7%	8.3%	11.3%	12.0%	
High Priority	23.1%	30.3%	29.9%	22.2%	30.2%	28.8%	20.8%	31.2%	31.6%	
Medium Priority	51.9%	39.5%	40.7%	51.9%	39.0%	41.7%	54.2%	40.1%	40.1%	
Low Priority	19.2%	20.2%	18.7%	22.2%	22.6%	20.8%	16.7%	17.4%	16.3%	
Total(n)	52	1,402	2,062	27	623	895	24	734	1,101	
Mean	2.15	2.30	2.33	2.07	2.24	2.25	2.21	2.36	2.39	
Standard deviation	0.80	0.90	0.90	0.78	0.89	0.88	0.83	0.90	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.17	-0.20	-	-0.19	-0.20	-	-0.17	-0.20	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Increase or maintain institutional prestige</b>										Institutional Priority: Increase Prestige
Highest Priority	13.5%	12.0%	12.4%	14.8%	11.0%	11.9%	12.5%	12.7%	12.4%	
High Priority	42.3%	33.8%	34.5%	40.7%	33.6%	33.7%	45.8%	35.0%	36.1%	
Medium Priority	40.4%	35.1%	35.7%	40.7%	35.2%	35.9%	37.5%	35.1%	35.8%	
Low Priority	3.8%	19.1%	17.4%	3.7%	20.2%	18.4%	4.2%	17.2%	15.8%	
Total(n)	52	1,403	2,061	27	625	896	24	732	1,098	
Mean	2.65	2.39	2.42	2.67	2.36	2.39	2.67	2.43	2.45	
Standard deviation	0.76	0.93	0.92	0.78	0.92	0.92	0.76	0.92	0.90	
Significance	-	*		-			-			
Effect size	-	0.28	0.25	-	0.34	0.30	-	0.26	0.24	
<b>Hire faculty "stars"</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	4.0%	4.2%	0.0%	3.2%	3.4%	0.0%	4.4%	4.5%	
High Priority	3.8%	12.4%	13.4%	3.7%	11.2%	11.6%	4.2%	13.6%	15.1%	
Medium Priority	13.5%	28.4%	30.7%	11.1%	27.2%	30.1%	16.7%	30.1%	31.9%	
Low Priority	82.7%	55.3%	51.6%	85.2%	58.4%	55.0%	79.2%	52.0%	48.5%	
Total(n)	52	1,406	2,062	27	625	895	24	735	1,101	
Mean	1.21	1.65	1.70	1.19	1.59	1.63	1.25	1.70	1.76	
Standard deviation	0.50	0.85	0.86	0.48	0.81	0.82	0.53	0.86	0.87	
Significance	-	***	***	-	*	**	-	*	**	
Effect size	-	-0.52	-0.57	-	-0.49	-0.54	-	-0.52	-0.59	
<b>Recruit more traditionally underrepresented students</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.6%	25.0%	26.6%	7.4%	23.0%	24.2%	12.5%	26.5%	28.1%	
High Priority	26.9%	40.4%	41.3%	25.9%	41.6%	42.2%	25.0%	40.1%	41.4%	
Medium Priority	36.5%	26.0%	24.4%	37.0%	27.4%	26.2%	37.5%	24.7%	23.0%	
Low Priority	26.9%	8.5%	7.7%	29.6%	8.0%	7.4%	25.0%	8.8%	7.6%	
Total(n)	52	1,398	2,059	27	623	896	24	729	1,097	
Mean	2.19	2.82	2.87	2.11	2.79	2.83	2.25	2.84	2.90	
Standard deviation	0.95	0.91	0.89	0.93	0.89	0.88	0.99	0.92	0.90	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.69	-0.76	-	-0.76	-0.82	-	-0.64	-0.72	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										Institutional Priority: Increase Prestige
Highest Priority	3.8%	4.8%	4.6%	3.7%	4.7%	5.0%	4.2%	4.8%	4.0%	
High Priority	3.8%	10.4%	10.4%	3.7%	10.1%	10.4%	4.2%	10.6%	10.4%	
Medium Priority	36.5%	24.4%	23.8%	33.3%	25.7%	24.2%	37.5%	23.7%	24.0%	
Low Priority	55.8%	60.4%	61.2%	59.3%	59.5%	60.3%	54.2%	60.9%	61.6%	
Total(n)	52	1,400	2,058	27	622	892	24	734	1,101	
Mean	1.56	1.60	1.58	1.52	1.60	1.60	1.58	1.59	1.57	
Standard deviation	0.75	0.86	0.85	0.75	0.85	0.87	0.78	0.86	0.83	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.09	-0.09	-	-0.01	0.01	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.8%	16.1%	16.7%	7.7%	17.1%	17.2%	12.5%	14.8%	15.7%	
High Priority	21.6%	31.8%	33.1%	26.9%	34.7%	35.6%	12.5%	30.5%	32.1%	
Medium Priority	35.3%	35.0%	34.1%	30.8%	34.1%	34.5%	41.7%	35.4%	33.7%	
Low Priority	33.3%	17.1%	16.1%	34.6%	14.1%	12.7%	33.3%	19.3%	18.5%	
Total(n)	51	1,398	2,054	26	619	888	24	735	1,102	
Mean	2.08	2.47	2.50	2.08	2.55	2.57	2.04	2.41	2.45	
Standard deviation	0.98	0.96	0.95	0.98	0.93	0.92	1.00	0.96	0.97	
Significance	-	**	**	-	*	**	-		*	
Effect size	-	-0.41	-0.44	-	-0.51	-0.53	-	-0.39	-0.42	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										
Highest Priority	11.5%	21.2%	22.4%	11.1%	19.4%	19.9%	12.5%	22.6%	24.3%	
High Priority	17.3%	36.1%	36.6%	18.5%	37.9%	39.1%	12.5%	35.2%	35.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Institutional Priority: Commitment to Diversity
Medium Priority	46.2%	29.7%	28.4%	44.4%	30.8%	29.5%	50.0%	28.6%	27.5%	
Low Priority	25.0%	13.1%	12.5%	25.9%	11.9%	11.5%	25.0%	13.7%	12.9%	
Total(n)	52	1,406	2,064	27	623	895	24	739	1,105	
Mean	2.15	2.65	2.69	2.15	2.65	2.67	2.13	2.67	2.71	
Standard deviation	0.94	0.96	0.96	0.95	0.92	0.92	0.95	0.97	0.98	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.52	-0.56	-	-0.54	-0.57	-	-0.56	-0.59	
<b>Provide resources for faculty to engage in community-based teaching or research</b>	5.8%	10.6%	11.3%	0.0%	8.7%	9.3%	12.5%	12.1%	12.6%	Institutional Priority: Civic Engagement
Highest Priority	11.5%	28.0%	29.0%	14.8%	27.7%	28.8%	8.3%	28.3%	29.3%	
High Priority	53.8%	37.8%	37.1%	59.3%	38.9%	38.4%	45.8%	37.5%	36.5%	
Medium Priority	28.8%	23.6%	22.6%	25.9%	24.8%	23.5%	33.3%	22.1%	21.5%	
Low Priority	19.2%	13.6%	12.7%	22.2%	14.6%	14.0%	16.7%	12.7%	11.4%	
Total(n)	52	1,401	2,056	27	622	891	24	734	1,100	
Mean	1.94	2.26	2.29	1.89	2.20	2.24	2.00	2.31	2.33	
Standard deviation	0.80	0.94	0.94	0.64	0.91	0.92	0.98	0.95	0.95	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.34	-0.37	-	-0.34	-0.38	-	-0.33	-0.35	
<b>Create and sustain partnerships with surrounding communities</b>	7.7%	15.1%	17.1%	0.0%	14.5%	16.3%	16.7%	15.7%	17.5%	Institutional Priority: Civic Engagement
Highest Priority	26.9%	38.3%	38.1%	18.5%	35.0%	35.6%	33.3%	40.9%	40.3%	
High Priority	46.2%	33.0%	32.1%	59.3%	35.9%	34.0%	33.3%	30.7%	30.7%	
Medium Priority	19.2%	13.6%	12.7%	22.2%	14.6%	14.0%	16.7%	12.7%	11.4%	
Low Priority	52	1,401	2,061	27	622	893	24	733	1,101	
Total(n)	2.23	2.55	2.60	1.96	2.49	2.54	2.50	2.60	2.64	
Mean	0.85	0.91	0.91	0.65	0.91	0.93	0.98	0.90	0.90	
Standard deviation	-	*	**	-	**	**	-			
Significance	-	-0.35	-0.41	-	-0.58	-0.62	-	-0.11	-0.16	
Effect size	7.8%	11.4%	13.3%	0.0%	9.5%	11.3%	16.7%	12.7%	14.9%	
Highest Priority	23.5%	29.1%	30.5%	29.6%	30.2%	31.5%	16.7%	28.0%	29.5%	
High Priority	41.2%	38.4%	36.4%	40.7%	38.6%	37.0%	41.7%	38.2%	36.0%	
Medium Priority	27.5%	21.1%	19.8%	29.6%	21.7%	20.3%	25.0%	21.1%	19.6%	
Low Priority	51	1,372	2,020	27	612	879	24	717	1,078	
Total(n)	2.12	2.31	2.37	2.00	2.27	2.34	2.25	2.32	2.40	
Mean	0.91	0.93	0.95	0.78	0.91	0.92	1.03	0.95	0.96	
Standard deviation	-			-			-			
Significance	-	-0.20	-0.26	-	-0.30	-0.37	-	-0.07	-0.16	
Effect size	7.7%	9.8%	10.3%	3.7%	8.5%	9.4%	12.5%	10.4%	10.6%	
Highest Priority	23.1%	27.4%	27.4%	37.0%	28.3%	28.3%	4.2%	26.9%	26.6%	
High Priority	28.8%	36.4%	35.9%	22.2%	35.1%	34.2%	37.5%	38.0%	37.8%	
Medium Priority	40.4%	26.4%	26.5%	37.0%	28.1%	28.0%	45.8%	24.7%	25.0%	
Low Priority	52	1,373	2,019	27	612	879	24	718	1,077	
Total(n)	1.98	2.20	2.21	2.07	2.17	2.19	1.83	2.23	2.23	
Mean	0.98	0.94	0.95	0.96	0.94	0.95	1.01	0.94	0.94	
Standard deviation	-			-			-	*	*	
Significance	-	-0.23	-0.24	-	-0.11	-0.13	-	-0.43	-0.43	
Effect size	19.2%	13.8%	14.3%	14.8%	11.9%	12.3%	25.0%	15.0%	15.3%	
Highest Priority	51.9%	37.8%	37.1%	48.1%	34.7%	34.8%	54.2%	40.5%	39.2%	
High Priority	19.2%	35.4%	35.5%	18.5%	39.6%	38.8%	20.8%	32.4%	33.2%	
Medium Priority	9.6%	12.9%	13.1%	18.5%	13.8%	14.1%	0.0%	12.1%	12.3%	
Low Priority										

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	52	1,390	2,044	27	616	885	24	728	1,093	
Mean	2.81	2.53	2.53	2.59	2.45	2.45	3.04	2.58	2.58	
Standard deviation	0.86	0.89	0.89	0.97	0.87	0.88	0.69	0.89	0.89	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.31	0.31	-	0.16	0.16	-	0.52	0.52	
<b>Develop an appreciation for multiculturalism</b>										
Highest Priority	23.5%	22.2%	24.1%	25.9%	19.4%	20.5%	21.7%	24.3%	26.6%	Institutional Priority: Commitment to Diversity
High Priority	27.5%	39.3%	39.7%	11.1%	39.2%	40.4%	43.5%	39.8%	39.8%	
Medium Priority	35.3%	28.8%	27.5%	44.4%	31.5%	30.1%	26.1%	26.9%	25.6%	
Low Priority	13.7%	9.7%	8.7%	18.5%	10.0%	9.1%	8.7%	9.1%	8.0%	
Total(n)	51	1,397	2,057	27	623	894	23	729	1,098	
Mean	2.61	2.74	2.79	2.44	2.68	2.72	2.78	2.79	2.85	
Standard deviation	1.00	0.91	0.91	1.09	0.90	0.89	0.90	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.14	-0.20	-	-0.27	-0.31	-	-0.01	-0.08	
<b>Prepare students for the workplace</b>										
Highest Priority	32.7%	40.5%	42.0%	29.6%	39.0%	39.1%	37.5%	41.7%	44.4%	
High Priority	44.2%	42.6%	41.5%	37.0%	42.6%	42.1%	50.0%	42.5%	41.0%	
Medium Priority	21.2%	14.1%	13.8%	29.6%	14.6%	15.4%	12.5%	13.7%	12.5%	
Low Priority	1.9%	2.8%	2.6%	3.7%	3.8%	3.3%	0.0%	2.0%	2.1%	
Total(n)	52	1,406	2,067	27	625	897	24	736	1,105	
Mean	3.08	3.21	3.23	2.93	3.17	3.17	3.25	3.24	3.28	
Standard deviation	0.79	0.78	0.78	0.87	0.81	0.81	0.68	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.19	-	-0.30	-0.30	-	0.01	-0.04	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a Very Large Extent	23.1%	23.5%	24.0%	25.9%	23.1%	24.1%	20.8%	24.0%	23.8%	
To a Large Extent	38.5%	34.2%	32.6%	37.0%	37.3%	35.6%	41.7%	31.6%	29.9%	
To Some Extent	25.0%	29.8%	30.2%	22.2%	28.0%	27.6%	29.2%	31.5%	32.7%	
To a Small Extent	7.7%	8.5%	9.1%	11.1%	8.3%	8.9%	0.0%	8.7%	9.5%	
Not at All	5.8%	4.0%	4.1%	3.7%	3.3%	3.9%	8.3%	4.3%	4.1%	
Total(n)	52	1,387	2,043	27	611	881	24	728	1,093	
Mean	3.65	3.65	3.63	3.70	3.69	3.67	3.67	3.63	3.60	
Standard deviation	1.10	1.05	1.07	1.10	1.02	1.05	1.09	1.07	1.07	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.01	0.03	-	0.04	0.07	
<b>Experience close alignment between your work and your personal values</b>										
To a Very Large Extent	23.5%	28.2%	29.2%	26.9%	28.1%	28.7%	20.8%	28.4%	29.6%	
To a Large Extent	43.1%	45.6%	44.4%	50.0%	47.0%	45.6%	37.5%	44.8%	43.5%	
To Some Extent	21.6%	19.4%	19.9%	15.4%	18.3%	19.1%	25.0%	20.6%	20.9%	
To a Small Extent	11.8%	4.8%	4.6%	7.7%	4.7%	4.6%	16.7%	4.5%	4.5%	
Not at All	0.0%	1.9%	1.9%	0.0%	2.0%	1.9%	0.0%	1.6%	1.6%	
Total(n)	51	1,389	2,046	26	613	884	24	728	1,093	
Mean	3.78	3.93	3.94	3.96	3.94	3.95	3.63	3.94	3.95	
Standard deviation	0.94	0.92	0.92	0.87	0.91	0.91	1.01	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	0.02	0.01	-	-0.34	-0.35	
<b>Mentor faculty</b>										
To a Very Large Extent	15.4%	12.0%	12.3%	11.1%	9.9%	10.2%	20.8%	13.8%	14.2%	
To a Large Extent	15.4%	21.9%	22.6%	14.8%	22.8%	23.5%	16.7%	21.6%	22.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
To Some Extent	26.9%	31.8%	32.2%	29.6%	32.4%	32.9%	20.8%	31.5%	31.8%	
To a Small Extent	34.6%	17.6%	16.4%	37.0%	21.3%	19.3%	33.3%	14.6%	14.2%	
Not at All	7.7%	16.7%	16.5%	7.4%	13.6%	14.0%	8.3%	18.6%	17.8%	
Total(n)	52	1,379	2,022	27	605	869	24	727	1,087	
Mean	2.96	2.95	2.98	2.85	2.94	2.97	3.08	2.97	3.00	
Standard deviation	1.20	1.24	1.24	1.13	1.17	1.18	1.32	1.29	1.28	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	-0.08	-0.10	-	0.09	0.06	
<b>Mentor undergraduate students</b>										
To a Very Large Extent	34.6%	36.0%	35.9%	25.9%	35.2%	35.6%	45.8%	36.7%	36.1%	
To a Large Extent	42.3%	31.0%	30.3%	40.7%	29.9%	30.2%	41.7%	31.6%	30.3%	
To Some Extent	21.2%	22.4%	22.6%	29.6%	24.4%	23.3%	12.5%	20.7%	21.6%	
To a Small Extent	1.9%	8.3%	8.4%	3.7%	9.0%	8.5%	0.0%	8.1%	8.7%	
Not at All	0.0%	2.2%	2.8%	0.0%	1.5%	2.4%	0.0%	3.0%	3.3%	
Total(n)	52	1,381	2,036	27	602	873	24	731	1,095	
Mean	4.10	3.90	3.88	3.89	3.88	3.88	4.33	3.91	3.87	
Standard deviation	0.80	1.05	1.08	0.85	1.04	1.06	0.70	1.08	1.10	
Significance	-			-			-		*	
Effect size	-	0.19	0.20	-	0.01	0.01	-	0.39	0.42	
<b>Mentor graduate students</b>										
To a Very Large Extent	13.7%	15.0%	16.5%	14.8%	15.2%	16.5%	13.0%	15.3%	16.8%	
To a Large Extent	9.8%	15.3%	16.0%	3.7%	13.3%	14.6%	13.0%	16.7%	16.9%	
To Some Extent	0.0%	15.3%	16.1%	0.0%	14.7%	15.5%	0.0%	15.6%	16.2%	
To a Small Extent	21.6%	13.9%	13.3%	18.5%	15.2%	14.3%	26.1%	12.8%	12.6%	
Not at All	54.9%	40.5%	38.1%	63.0%	41.7%	39.1%	47.8%	39.6%	37.5%	
Total(n)	51	1,371	2,017	27	607	869	23	718	1,082	
Mean	2.06	2.51	2.59	1.89	2.45	2.55	2.17	2.55	2.63	
Standard deviation	1.49	1.51	1.52	1.48	1.50	1.52	1.50	1.51	1.53	
Significance	-	*	*	-		*	-			
Effect size	-	-0.30	-0.35	-	-0.37	-0.43	-	-0.25	-0.30	
<b>Been mentored by at least one professional in academia</b>										
To a Very Large Extent	15.4%	27.2%	27.5%	11.1%	24.1%	24.7%	20.8%	30.0%	29.7%	
To a Large Extent	32.7%	25.1%	24.0%	37.0%	25.9%	23.9%	29.2%	24.6%	24.1%	
To Some Extent	26.9%	22.6%	23.2%	37.0%	22.8%	23.4%	16.7%	23.1%	23.7%	
To a Small Extent	13.5%	17.4%	17.1%	7.4%	20.0%	19.6%	16.7%	14.9%	15.1%	
Not at All	11.5%	7.7%	8.2%	7.4%	7.2%	8.4%	16.7%	7.4%	7.4%	
Total(n)	52	1,389	2,042	27	610	879	24	731	1,095	
Mean	3.27	3.47	3.45	3.37	3.40	3.37	3.21	3.55	3.54	
Standard deviation	1.22	1.27	1.28	1.04	1.25	1.27	1.41	1.26	1.26	
Significance	-			-			-			
Effect size	-	-0.16	-0.14	-	-0.02	0.00	-	-0.27	-0.26	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a Very Large Extent	5.8%	9.7%	9.5%	7.4%	7.7%	7.7%	4.2%	11.1%	10.7%	
To a Large Extent	13.5%	11.7%	12.1%	7.4%	10.6%	11.5%	20.8%	12.6%	12.5%	
To Some Extent	17.3%	22.4%	23.1%	18.5%	22.3%	22.7%	16.7%	21.9%	23.4%	
To a Small Extent	17.3%	16.5%	16.5%	14.8%	18.3%	17.6%	20.8%	15.2%	15.6%	
Not at All	46.2%	39.8%	38.8%	51.9%	41.1%	40.6%	37.5%	39.2%	37.8%	
Total(n)	52	1,387	2,042	27	611	882	24	730	1,095	
Mean	2.15	2.35	2.37	2.04	2.26	2.28	2.33	2.41	2.43	
Standard deviation	1.30	1.36	1.35	1.32	1.30	1.31	1.31	1.40	1.38	
Significance	-			-			-			
Effect size	-	-0.15	-0.16	-	-0.17	-0.18	-	-0.06	-0.07	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a Very Large Extent	0.0%	0.9%	0.9%	0.0%	0.5%	0.5%	0.0%	1.4%	1.4%	
To a Large Extent	1.9%	2.0%	2.0%	0.0%	2.3%	2.3%	4.2%	1.7%	1.7%	
To Some Extent	1.9%	4.1%	4.0%	3.7%	3.8%	4.0%	0.0%	4.6%	4.1%	
To a Small Extent	7.7%	5.0%	5.4%	7.4%	4.9%	5.2%	8.3%	5.0%	5.3%	
Not at All	88.5%	88.0%	87.7%	88.9%	88.5%	88.1%	87.5%	87.4%	87.4%	
Total(n)	52	1,381	2,032	27	610	879	24	725	1,088	
Mean	1.17	1.23	1.23	1.15	1.21	1.22	1.21	1.25	1.24	
Standard deviation	0.55	0.70	0.70	0.46	0.66	0.66	0.66	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.09	-0.11	-	-0.05	-0.04	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	13.0%	29.7%	30.3%	12.5%	28.2%	28.4%	13.6%	31.4%	32.4%	
Good	58.7%	52.3%	51.3%	62.5%	52.7%	51.1%	54.5%	51.3%	50.8%	
Fair	26.1%	13.9%	14.7%	20.8%	13.5%	15.3%	31.8%	14.1%	14.2%	
Poor	2.2%	4.1%	3.7%	4.2%	5.5%	5.2%	0.0%	3.1%	2.6%	
Total(n)	46	1,115	1,632	24	510	730	22	573	857	
Mean	2.83	3.08	3.08	2.83	3.04	3.03	2.82	3.11	3.13	
Standard deviation	0.68	0.77	0.77	0.70	0.80	0.80	0.66	0.76	0.74	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.32	-	-0.26	-0.25	-	-0.38	-0.42	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	35.3%	44.3%	44.3%	37.0%	42.9%	43.4%	34.8%	45.6%	45.2%	
Good	54.9%	46.7%	46.7%	51.9%	47.1%	46.4%	56.5%	46.3%	46.8%	
Fair	9.8%	7.6%	7.9%	11.1%	8.3%	8.6%	8.7%	7.0%	7.1%	
Poor	0.0%	1.4%	1.1%	0.0%	1.7%	1.6%	0.0%	1.2%	0.8%	
Total(n)	51	1,317	1,921	27	580	834	23	689	1,021	
Mean	3.25	3.34	3.34	3.26	3.31	3.32	3.26	3.36	3.37	
Standard deviation	0.63	0.68	0.67	0.66	0.70	0.70	0.62	0.66	0.65	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.07	-0.09	-	-0.15	-0.17	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	40.9%	44.5%	46.3%	50.0%	43.9%	44.7%	36.4%	46.0%	48.1%	
Good	36.4%	44.2%	43.3%	30.0%	43.9%	43.3%	36.4%	44.1%	43.5%	
Fair	18.2%	9.5%	9.0%	10.0%	10.4%	10.7%	27.3%	8.4%	7.3%	
Poor	4.5%	1.8%	1.4%	10.0%	1.8%	1.4%	0.0%	1.4%	1.1%	
Total(n)	22	780	1,191	10	337	506	11	415	642	
Mean	3.14	3.31	3.34	3.20	3.30	3.31	3.09	3.35	3.39	
Standard deviation	0.89	0.72	0.70	1.03	0.73	0.72	0.83	0.70	0.67	
Significance	-			-			-			
Effect size	-	-0.24	-0.29	-	-0.14	-0.15	-	-0.37	-0.45	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very Satisfied	3.9%	5.6%	6.2%	3.8%	7.7%	7.9%	0.0%	4.0%	4.9%	
Satisfied	25.5%	31.8%	30.4%	23.1%	31.3%	29.3%	29.2%	32.2%	31.3%	
Marginally Satisfied	35.3%	34.1%	33.3%	38.5%	35.8%	34.4%	33.3%	32.9%	32.4%	
Not Satisfied	35.3%	28.4%	30.1%	34.6%	25.2%	28.3%	37.5%	30.9%	31.4%	
Total(n)	51	1,382	2,038	26	611	886	24	726	1,086	
Mean	1.98	2.15	2.13	1.96	2.21	2.17	1.92	2.09	2.10	
Standard deviation	0.88	0.90	0.92	0.87	0.91	0.93	0.83	0.88	0.90	
										Job Satisfaction: Compensation

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Significance	-			-			-			
Effect size	-	-0.19	-0.16	-	-0.27	-0.23	-	-0.19	-0.20	
<b>Health benefits</b>										
Very Satisfied	13.7%	24.6%	25.4%	15.4%	27.3%	27.7%	8.3%	23.2%	24.2%	Job Satisfaction: Compensation
Satisfied	41.2%	45.7%	46.0%	42.3%	45.2%	44.7%	41.7%	45.8%	46.9%	
Marginally Satisfied	31.4%	20.7%	20.9%	26.9%	18.9%	19.4%	37.5%	22.1%	21.8%	
Not Satisfied	13.7%	9.0%	7.7%	15.4%	8.7%	8.1%	12.5%	9.0%	7.1%	
Total(n)	51	1,378	2,033	26	609	885	24	725	1,083	
Mean	2.55	2.86	2.89	2.58	2.91	2.92	2.46	2.83	2.88	
Standard deviation	0.90	0.89	0.87	0.95	0.90	0.89	0.83	0.89	0.85	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.35	-0.39	-	-0.37	-0.38	-	-0.42	-0.49	
<b>Retirement benefits</b>										
Very Satisfied	17.6%	24.7%	23.2%	23.1%	27.6%	25.3%	8.3%	22.9%	21.9%	Job Satisfaction: Compensation
Satisfied	45.1%	48.7%	49.6%	34.6%	46.1%	46.3%	58.3%	51.2%	52.6%	
Marginally Satisfied	27.5%	20.0%	20.5%	30.8%	19.7%	20.9%	25.0%	19.5%	19.6%	
Not Satisfied	9.8%	6.6%	6.7%	11.5%	6.6%	7.5%	8.3%	6.4%	5.9%	
Total(n)	51	1,371	2,018	26	605	875	24	722	1,078	
Mean	2.71	2.92	2.89	2.69	2.95	2.89	2.67	2.91	2.90	
Standard deviation	0.88	0.84	0.83	0.97	0.86	0.87	0.76	0.82	0.80	
Significance	-			-			-			
Effect size	-	-0.25	-0.22	-	-0.30	-0.23	-	-0.29	-0.29	
<b>Opportunity for scholarly pursuits</b>										
Very Satisfied	5.9%	8.8%	9.3%	7.7%	11.3%	10.9%	4.2%	7.0%	7.9%	Job Satisfaction: Compensation
Satisfied	41.2%	37.6%	38.0%	50.0%	40.9%	39.8%	29.2%	35.9%	36.9%	
Marginally Satisfied	33.3%	32.1%	32.5%	30.8%	27.9%	29.4%	37.5%	35.7%	35.5%	
Not Satisfied	19.6%	21.4%	20.3%	11.5%	19.9%	20.0%	29.2%	21.4%	19.6%	
Total(n)	51	1,371	2,019	26	609	882	24	718	1,072	
Mean	2.33	2.34	2.36	2.54	2.44	2.42	2.08	2.28	2.33	
Standard deviation	0.86	0.91	0.91	0.81	0.93	0.93	0.88	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	0.11	0.13	-	-0.23	-0.28	
<b>Teaching load</b>										
Very Satisfied	13.7%	9.1%	9.6%	11.5%	11.6%	12.2%	16.7%	7.2%	7.6%	Job Satisfaction: Compensation
Satisfied	49.0%	43.0%	43.4%	53.8%	45.4%	43.7%	41.7%	42.2%	44.1%	
Marginally Satisfied	29.4%	27.8%	27.8%	26.9%	25.7%	26.9%	33.3%	28.7%	27.8%	
Not Satisfied	7.8%	20.1%	19.2%	7.7%	17.2%	17.2%	8.3%	21.9%	20.5%	
Total(n)	51	1,382	2,037	26	610	885	24	727	1,086	
Mean	2.69	2.41	2.43	2.69	2.51	2.51	2.67	2.35	2.39	
Standard deviation	0.81	0.91	0.91	0.79	0.91	0.92	0.87	0.90	0.89	
Significance	-	*	*	-			-			
Effect size	-	0.31	0.29	-	0.20	0.20	-	0.36	0.31	
<b>Quality of students</b>										
Very Satisfied	31.4%	12.7%	12.7%	30.8%	10.8%	10.3%	33.3%	14.2%	14.4%	
Satisfied	54.9%	46.2%	46.4%	50.0%	44.2%	44.0%	58.3%	48.3%	48.8%	
Marginally Satisfied	11.8%	29.7%	30.0%	15.4%	31.6%	32.1%	8.3%	28.1%	28.3%	
Not Satisfied	2.0%	11.3%	10.9%	3.8%	13.4%	13.6%	0.0%	9.5%	8.6%	
Total(n)	51	1,385	2,041	26	613	889	24	727	1,086	
Mean	3.16	2.60	2.61	3.08	2.52	2.51	3.25	2.67	2.69	
Standard deviation	0.70	0.85	0.84	0.80	0.86	0.85	0.61	0.83	0.82	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.66	0.65	-	0.65	0.67	-	0.70	0.68	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Autonomy and independence</b>										Job Satisfaction: Workplace
Very Satisfied	33.3%	35.9%	36.8%	34.6%	38.2%	37.6%	33.3%	34.0%	36.1%	
Satisfied	47.1%	47.3%	46.2%	50.0%	47.9%	47.0%	41.7%	47.4%	45.8%	
Marginally Satisfied	13.7%	13.0%	12.8%	7.7%	10.4%	11.3%	20.8%	14.9%	14.0%	
Not Satisfied	5.9%	3.8%	4.2%	7.7%	3.6%	4.1%	4.2%	3.7%	4.1%	
Total(n)	51	1,376	2,026	26	608	883	24	724	1,079	
Mean	3.08	3.15	3.16	3.12	3.21	3.18	3.04	3.12	3.14	
Standard deviation	0.84	0.79	0.80	0.86	0.77	0.79	0.86	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.12	-0.08	-	-0.10	-0.13	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very Satisfied	39.2%	37.2%	37.4%	53.8%	40.8%	39.0%	25.0%	35.0%	36.6%	
Satisfied	35.3%	36.8%	36.5%	23.1%	36.5%	37.2%	45.8%	37.3%	36.3%	
Marginally Satisfied	13.7%	13.0%	12.7%	15.4%	10.9%	10.9%	12.5%	14.2%	13.7%	
Not Satisfied	11.8%	13.0%	13.3%	7.7%	11.7%	13.0%	16.7%	13.5%	13.4%	
Total(n)	51	1,385	2,041	26	613	888	24	726	1,086	
Mean	3.02	2.98	2.98	3.23	3.06	3.02	2.79	2.94	2.96	
Standard deviation	1.01	1.01	1.02	0.99	0.99	1.01	1.02	1.01	1.02	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.17	0.21	-	-0.15	-0.17	
<b>Departmental support for work/life balance</b>										
Very Satisfied	10.0%	24.9%	24.7%	15.4%	27.6%	26.2%	4.3%	22.6%	23.6%	
Satisfied	50.0%	41.9%	41.6%	53.8%	42.9%	42.8%	47.8%	42.0%	41.0%	
Marginally Satisfied	26.0%	21.2%	21.1%	23.1%	18.6%	19.1%	26.1%	23.0%	22.3%	
Not Satisfied	14.0%	12.0%	12.6%	7.7%	11.0%	11.9%	21.7%	12.3%	13.1%	
Total(n)	50	1,383	2,039	26	609	885	23	729	1,088	
Mean	2.56	2.80	2.78	2.77	2.87	2.83	2.35	2.75	2.75	
Standard deviation	0.86	0.95	0.96	0.82	0.94	0.95	0.88	0.94	0.96	
Significance	-			-			-	*	*	
Effect size	-	-0.25	-0.23	-	-0.11	-0.06	-	-0.43	-0.42	
<b>Institutional support for work/life balance</b>										
Very Satisfied	3.9%	11.0%	10.9%	7.7%	12.5%	12.4%	0.0%	10.0%	9.9%	
Satisfied	27.5%	36.6%	36.2%	30.8%	40.6%	39.3%	25.0%	33.8%	34.0%	
Marginally Satisfied	35.3%	28.7%	29.4%	30.8%	27.3%	28.6%	41.7%	29.9%	30.1%	
Not Satisfied	33.3%	23.7%	23.4%	30.8%	19.6%	19.7%	33.3%	26.3%	26.0%	
Total(n)	51	1,383	2,037	26	608	882	24	730	1,089	
Mean	2.02	2.35	2.35	2.15	2.46	2.44	1.92	2.28	2.28	
Standard deviation	0.88	0.96	0.96	0.97	0.94	0.94	0.78	0.96	0.96	
Significance	-	*	*	-			-			
Effect size	-	-0.34	-0.34	-	-0.33	-0.31	-	-0.38	-0.38	
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very Satisfied	7.8%	8.3%	8.3%	7.7%	8.7%	9.0%	4.2%	8.0%	7.9%	
Satisfied	27.5%	39.8%	39.5%	38.5%	44.4%	41.8%	16.7%	36.9%	38.1%	
Marginally Satisfied	37.3%	28.8%	28.6%	26.9%	25.9%	27.4%	50.0%	30.8%	29.7%	
Not Satisfied	27.5%	23.1%	23.6%	26.9%	21.0%	21.8%	29.2%	24.2%	24.4%	
Total(n)	51	1,378	2,027	26	610	882	24	723	1,079	
Mean	2.16	2.33	2.33	2.27	2.41	2.38	1.96	2.29	2.29	
Standard deviation	0.92	0.92	0.93	0.96	0.91	0.92	0.81	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.18	-0.18	-	-0.15	-0.12	-	-0.36	-0.36	
<b>Relative equity of salary and job benefits</b>										
Very Satisfied	7.8%	6.7%	6.4%	11.5%	8.9%	8.5%	0.0%	4.6%	4.6%	
Satisfied	25.5%	29.4%	28.1%	23.1%	34.8%	31.3%	29.2%	25.9%	26.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Marginally Satisfied	27.5%	31.4%	30.9%	23.1%	28.3%	29.4%	33.3%	33.1%	32.0%	Job Satisfaction: Workplace
Not Satisfied	39.2%	32.6%	34.6%	42.3%	28.0%	30.9%	37.5%	36.3%	37.2%	
Total(n)	51	1,368	2,016	26	604	875	24	721	1,077	
Mean	2.02	2.10	2.06	2.04	2.25	2.17	1.92	1.99	1.98	
Standard deviation	0.99	0.94	0.94	1.08	0.96	0.96	0.83	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.09	-0.04	-	-0.22	-0.14	-	-0.08	-0.07	
<b>Flexibility in relation to family matters or emergencies</b>										Job Satisfaction: Workplace
Very Satisfied	13.7%	34.2%	35.1%	19.2%	34.8%	34.8%	8.3%	33.7%	35.1%	
Satisfied	52.9%	45.6%	45.3%	50.0%	48.8%	48.1%	54.2%	43.4%	43.4%	
Marginally Satisfied	17.6%	14.9%	14.7%	19.2%	11.6%	12.2%	16.7%	17.5%	16.6%	
Not Satisfied	15.7%	5.2%	5.0%	11.5%	4.8%	4.9%	20.8%	5.5%	4.9%	
Total(n)	51	1,373	2,017	26	606	874	24	722	1,077	
Mean	2.65	3.09	3.10	2.77	3.14	3.13	2.50	3.05	3.09	
Standard deviation	0.91	0.83	0.83	0.91	0.80	0.81	0.93	0.86	0.84	
Significance	-	***	***	-	*	*	-	**	***	
Effect size	-	-0.53	-0.54	-	-0.46	-0.44	-	-0.64	-0.70	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										Job Satisfaction: Workplace
Very Satisfied	11.8%	21.6%	21.8%	15.4%	24.8%	24.2%	8.3%	19.4%	20.1%	
Satisfied	41.2%	48.1%	47.7%	42.3%	49.4%	49.8%	37.5%	47.3%	46.2%	
Marginally Satisfied	27.5%	20.2%	20.5%	26.9%	20.1%	19.8%	29.2%	20.1%	20.9%	
Not Satisfied	19.6%	10.1%	9.9%	15.4%	5.7%	6.2%	25.0%	13.2%	12.8%	
Total(n)	51	1,344	1,982	26	593	858	24	712	1,066	
Mean	2.45	2.81	2.81	2.58	2.93	2.92	2.29	2.73	2.74	
Standard deviation	0.94	0.89	0.89	0.95	0.82	0.83	0.95	0.92	0.92	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.40	-0.40	-	-0.43	-0.41	-	-0.48	-0.49	
<b>Overall job</b>										
Very Satisfied	11.8%	17.6%	17.6%	15.4%	20.1%	19.3%	8.3%	15.9%	16.5%	
Satisfied	41.2%	53.2%	52.5%	38.5%	53.4%	52.2%	45.8%	54.1%	53.4%	
Marginally Satisfied	37.3%	21.9%	23.1%	34.6%	19.1%	21.5%	37.5%	23.3%	23.9%	
Not Satisfied	9.8%	7.2%	6.8%	11.5%	7.4%	7.0%	8.3%	6.8%	6.2%	
Total(n)	51	1,381	2,033	26	611	885	24	725	1,082	
Mean	2.55	2.81	2.81	2.58	2.86	2.84	2.54	2.79	2.80	
Standard deviation	0.83	0.81	0.80	0.90	0.82	0.81	0.78	0.79	0.78	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.33	-	-0.34	-0.32	-	-0.32	-0.33	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										
<b>Managing household responsibilities</b>										
Extensive	22.0%	28.9%	29.1%	15.4%	20.5%	20.9%	30.4%	35.9%	35.6%	
Somewhat	48.0%	51.2%	51.3%	46.2%	55.4%	54.7%	47.8%	47.7%	48.8%	
Not at All	30.0%	19.9%	19.7%	38.5%	24.0%	24.5%	21.7%	16.5%	15.6%	
Total(n)	50	1,355	1,999	26	599	867	23	711	1,066	
Mean	1.92	2.09	2.09	1.77	1.96	1.96	2.09	2.19	2.20	
Standard deviation	0.72	0.69	0.69	0.71	0.67	0.67	0.73	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.25	-0.25	-	-0.28	-0.28	-	-0.14	-0.16	
<b>Review/promotion process</b>										
Extensive	16.7%	20.5%	21.0%	0.0%	16.1%	17.8%	38.9%	23.5%	23.3%	
Somewhat	42.9%	38.1%	39.4%	47.8%	37.7%	37.6%	33.3%	38.9%	41.0%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Not at All	40.5%	41.4%	39.6%	52.2%	46.2%	44.5%	27.8%	37.5%	35.6%	
Total(n)	42	1,152	1,698	23	528	757	18	586	887	
Mean	1.76	1.79	1.81	1.48	1.70	1.73	2.11	1.86	1.88	
Standard deviation	0.73	0.76	0.76	0.51	0.73	0.74	0.83	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.30	-0.34	-	0.32	0.30	
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>										
Extensive	6.8%	9.4%	9.1%	8.3%	5.4%	6.0%	5.3%	11.5%	10.4%	
Somewhat	20.5%	27.7%	27.5%	4.2%	19.0%	18.9%	42.1%	34.2%	34.0%	
Not at All	72.7%	63.0%	63.4%	87.5%	75.6%	75.2%	52.6%	54.3%	55.6%	
Total(n)	44	1,226	1,807	24	536	769	19	646	977	
Mean	1.34	1.46	1.46	1.21	1.30	1.31	1.53	1.57	1.55	
Standard deviation	0.61	0.66	0.66	0.59	0.56	0.58	0.61	0.69	0.68	
Significance	-			-			-			
Effect size	-	-0.18	-0.18	-	-0.16	-0.17	-	-0.06	-0.03	
<b>Committee work</b>										
Extensive	30.0%	19.2%	18.5%	23.1%	15.4%	14.2%	34.8%	21.6%	21.4%	
Somewhat	54.0%	54.2%	55.0%	61.5%	54.5%	55.8%	47.8%	54.8%	55.4%	
Not at All	16.0%	26.6%	26.5%	15.4%	30.1%	30.0%	17.4%	23.6%	23.2%	
Total(n)	50	1,318	1,954	26	585	850	23	691	1,042	Career-Related Stress
Mean	2.14	1.93	1.92	2.08	1.85	1.84	2.17	1.98	1.98	
Standard deviation	0.67	0.67	0.67	0.63	0.66	0.65	0.72	0.67	0.67	
Significance	-	*	*	-			-			
Effect size	-	0.31	0.33	-	0.35	0.37	-	0.28	0.28	
<b>Faculty meetings</b>										
Extensive	18.4%	16.5%	15.7%	7.7%	13.5%	13.4%	27.3%	18.5%	17.5%	
Somewhat	49.0%	46.1%	45.4%	50.0%	48.1%	47.0%	50.0%	44.5%	44.3%	
Not at All	32.7%	37.4%	38.9%	42.3%	38.3%	39.7%	22.7%	36.9%	38.3%	
Total(n)	49	1,336	1,976	26	592	860	22	701	1,053	
Mean	1.86	1.79	1.77	1.65	1.75	1.74	2.05	1.82	1.79	
Standard deviation	0.71	0.70	0.70	0.63	0.68	0.68	0.72	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	-0.15	-0.13	-	0.32	0.36	
<b>Students</b>										
Extensive	20.0%	17.7%	17.4%	11.5%	13.6%	13.5%	30.4%	21.2%	20.6%	
Somewhat	64.0%	57.6%	58.5%	65.4%	57.8%	58.4%	60.9%	57.8%	59.2%	
Not at All	16.0%	24.6%	24.1%	23.1%	28.6%	28.1%	8.7%	20.9%	20.3%	
Total(n)	50	1,364	2,009	26	604	874	23	716	1,070	Career-Related Stress
Mean	2.04	1.93	1.93	1.88	1.85	1.85	2.22	2.00	2.00	
Standard deviation	0.60	0.65	0.64	0.59	0.63	0.63	0.60	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.05	0.05	-	0.34	0.34	
<b>Research or publishing demands</b>										
Extensive	14.9%	20.7%	21.0%	4.0%	14.9%	15.6%	28.6%	25.1%	25.3%	
Somewhat	34.0%	47.1%	47.3%	28.0%	45.4%	45.8%	38.1%	49.2%	48.9%	
Not at All	51.1%	32.1%	31.6%	68.0%	39.8%	38.7%	33.3%	25.7%	25.8%	
Total(n)	47	1,220	1,760	25	571	802	21	610	898	Career-Related Stress
Mean	1.64	1.89	1.89	1.36	1.75	1.77	1.95	1.99	1.99	
Standard deviation	0.74	0.72	0.72	0.57	0.70	0.70	0.80	0.71	0.72	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.35	-0.35	-	-0.56	-0.59	-	-0.06	-0.06	
<b>Institutional procedures and "red tape"</b>										
Extensive	46.0%	31.4%	31.9%	38.5%	30.6%	32.0%	52.2%	32.1%	31.9%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	Career-Related Stress
Somewhat	44.0%	49.5%	48.9%	50.0%	50.2%	49.7%	39.1%	48.8%	48.3%	
Not at All	10.0%	19.1%	19.2%	11.5%	19.2%	18.3%	8.7%	19.0%	19.7%	
Total(n)	50	1,320	1,944	26	588	853	23	688	1,028	
Mean	2.36	2.12	2.13	2.27	2.11	2.14	2.43	2.13	2.12	
Standard deviation	0.66	0.70	0.70	0.67	0.70	0.70	0.66	0.70	0.71	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	0.34	0.33	-	0.23	0.19	-	0.43	0.44	
<b>Teaching load</b>										Career-Related Stress
Extensive	24.0%	26.4%	25.8%	23.1%	23.0%	23.0%	26.1%	28.4%	27.5%	
Somewhat	46.0%	47.3%	48.1%	38.5%	46.8%	45.8%	52.2%	47.9%	50.2%	
Not at All	30.0%	26.3%	26.1%	38.5%	30.3%	31.2%	21.7%	23.7%	22.4%	
Total(n)	50	1,354	1,995	26	601	871	23	708	1,060	
Mean	1.94	2.00	2.00	1.85	1.93	1.92	2.04	2.05	2.05	
Standard deviation	0.74	0.73	0.72	0.78	0.73	0.73	0.71	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.08	-	-0.11	-0.10	-	-0.01	-0.01	
<b>Lack of personal time</b>										Career-Related Stress
Extensive	32.0%	33.3%	32.8%	26.9%	24.5%	24.6%	34.8%	39.9%	39.2%	
Somewhat	46.0%	44.1%	44.2%	38.5%	47.3%	45.5%	56.5%	42.3%	43.7%	
Not at All	22.0%	22.6%	23.0%	34.6%	28.2%	29.9%	8.7%	17.8%	17.0%	
Total(n)	50	1,362	2,007	26	603	874	23	714	1,068	
Mean	2.10	2.11	2.10	1.92	1.96	1.95	2.26	2.22	2.22	
Standard deviation	0.74	0.74	0.74	0.80	0.73	0.74	0.62	0.73	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.00	-	-0.05	-0.04	-	0.05	0.06	
<b>Job security</b>										Career-Related Stress
Extensive	6.3%	7.0%	9.8%	7.7%	6.0%	8.8%	4.8%	7.0%	10.1%	
Somewhat	29.2%	26.9%	29.2%	26.9%	25.7%	27.8%	33.3%	27.9%	30.3%	
Not at All	64.6%	66.1%	61.0%	65.4%	68.3%	63.4%	61.9%	65.1%	59.6%	
Total(n)	48	1,298	1,922	26	584	850	21	673	1,012	
Mean	1.42	1.41	1.49	1.42	1.38	1.45	1.43	1.42	1.50	
Standard deviation	0.61	0.62	0.67	0.64	0.60	0.65	0.60	0.62	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.10	-	0.07	-0.05	-	0.02	-0.10	
<b>Self-imposed high expectations</b>										Career-Related Stress
Extensive	26.5%	33.9%	35.5%	19.2%	30.2%	30.8%	36.4%	37.3%	39.8%	
Somewhat	63.3%	52.9%	51.5%	73.1%	54.1%	53.2%	50.0%	51.8%	49.8%	
Not at All	10.2%	13.2%	13.0%	7.7%	15.7%	16.0%	13.6%	11.0%	10.4%	
Total(n)	49	1,353	1,998	26	597	867	22	711	1,065	
Mean	2.16	2.21	2.22	2.12	2.14	2.15	2.23	2.26	2.29	
Standard deviation	0.59	0.65	0.66	0.52	0.66	0.67	0.69	0.64	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.09	-	-0.03	-0.04	-	-0.05	-0.09	
<b>Increased work responsibilities</b>										Career-Related Stress
Extensive	46.0%	35.1%	36.2%	42.3%	27.5%	28.7%	47.8%	41.6%	42.7%	
Somewhat	36.0%	45.2%	45.4%	42.3%	49.1%	49.0%	30.4%	41.5%	42.1%	
Not at All	18.0%	19.6%	18.4%	15.4%	23.5%	22.3%	21.7%	16.9%	15.2%	
Total(n)	50	1,349	1,990	26	597	864	23	706	1,059	
Mean	2.28	2.15	2.18	2.27	2.04	2.06	2.26	2.25	2.27	
Standard deviation	0.76	0.72	0.72	0.72	0.71	0.71	0.81	0.72	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.18	0.14	-	0.32	0.30	-	0.01	-0.01	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Institutional budget cuts</b>										
Extensive	38.3%	28.7%	30.8%	41.7%	26.3%	29.4%	36.4%	30.6%	32.2%	
Somewhat	46.8%	46.2%	45.3%	54.2%	49.3%	47.3%	40.9%	43.8%	43.8%	
Not at All	14.9%	25.1%	23.9%	4.2%	24.4%	23.2%	22.7%	25.6%	23.9%	
Total(n)	47	1,296	1,914	24	578	839	22	676	1,015	
Mean	2.23	2.04	2.07	2.38	2.02	2.06	2.14	2.05	2.08	
Standard deviation	0.70	0.73	0.74	0.58	0.71	0.72	0.77	0.75	0.75	
Significance	-			-	*	*	-			
Effect size	-	0.26	0.22	-	0.51	0.44	-	0.12	0.08	
<b>Have you been sexually harassed at this institution?</b>										
Yes	6.0%	9.1%	8.2%	3.8%	3.4%	3.1%	8.7%	12.9%	11.7%	
No	94.0%	90.9%	91.8%	96.2%	96.6%	96.9%	91.3%	87.1%	88.3%	
Total(n)	50	1,388	2,056	26	619	901	23	726	1,091	
<b>In the past year, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	58.0%	48.0%	49.3%	53.8%	43.3%	44.7%	60.9%	51.4%	52.8%	
No	42.0%	52.0%	50.7%	46.2%	56.7%	55.3%	39.1%	48.6%	47.2%	
Total(n)	50	1,371	2,027	26	608	886	23	718	1,075	
<b>Considered leaving this institution for another?</b>										
Yes	56.0%	50.8%	51.2%	53.8%	48.9%	49.9%	56.5%	51.1%	51.7%	
No	44.0%	49.2%	48.8%	46.2%	51.1%	50.1%	43.5%	48.9%	48.3%	
Total(n)	50	1,376	2,025	26	611	886	23	720	1,073	
<b>Engaged in public service/professional consulting without pay?</b>										Civic Minded Practice
Yes	48.0%	52.1%	51.5%	38.5%	51.9%	51.6%	56.5%	51.7%	50.9%	
No	52.0%	47.9%	48.5%	61.5%	48.1%	48.4%	43.5%	48.3%	49.1%	
Total(n)	50	1,372	2,024	26	607	882	23	720	1,076	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	6.0%	17.1%	18.6%	3.8%	17.6%	18.3%	8.7%	15.9%	18.6%	
No	94.0%	82.9%	81.4%	96.2%	82.4%	81.7%	91.3%	84.1%	81.4%	
Total(n)	50	1,369	2,020	26	607	881	23	719	1,075	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	4.0%	26.3%	24.2%	3.8%	24.2%	22.3%	4.3%	27.6%	25.3%	
No	96.0%	73.7%	75.8%	96.2%	75.8%	77.7%	95.7%	72.4%	74.7%	
Total(n)	50	1,353	2,007	26	599	876	23	710	1,066	
<b>Do you plan to retire within the next three years?</b>										
Yes	24.0%	11.6%	11.6%	30.8%	13.0%	12.8%	17.4%	10.8%	10.9%	
No	76.0%	88.4%	88.4%	69.2%	87.0%	87.2%	82.6%	89.2%	89.1%	
Total(n)	50	1,359	2,014	26	602	878	23	713	1,071	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	6.0%	10.1%	11.0%	0.0%	4.8%	5.9%	8.7%	14.5%	15.4%	
No	94.0%	89.9%	89.0%	100.0%	95.2%	94.1%	91.3%	85.5%	84.6%	
Total(n)	50	1,363	2,017	26	602	877	23	716	1,074	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	46.0%	35.9%	36.1%	53.8%	37.3%	37.8%	39.1%	35.4%	35.6%	
No	54.0%	64.1%	63.9%	46.2%	62.7%	62.2%	60.9%	64.6%	64.4%	
Total(n)	50	1,364	2,020	26	604	881	23	715	1,074	
<b>Citizenship status:</b>										
U.S. citizen	94.0%	93.4%	93.2%	96.2%	92.9%	92.5%	91.3%	93.8%	93.9%	
Permanent resident (green card)	4.0%	4.8%	4.9%	0.0%	5.3%	5.3%	8.7%	4.5%	4.4%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.0%	1.7%	1.9%	3.8%	1.6%	2.1%	0.0%	1.5%	1.6%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	
Total(n)	50	1,389	2,054	26	619	901	23	727	1,089	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	
Conservative	12.5%	9.1%	8.8%	11.5%	11.1%	10.6%	13.6%	7.2%	7.3%	
Middle-of-the-road	33.3%	32.3%	32.6%	38.5%	35.8%	35.7%	27.3%	30.3%	30.7%	
Liberal	33.3%	44.3%	44.9%	38.5%	40.4%	41.7%	27.3%	48.1%	48.0%	
Far left	20.8%	14.1%	13.3%	11.5%	12.3%	11.5%	31.8%	14.1%	13.8%	
Total(n)	48	1,357	2,002	26	611	884	22	709	1,060	
<b>If given the choice, would you:</b>										
<b>Still come to this institution?</b>										
Definitely yes	20.0%	32.3%	33.2%	19.2%	32.1%	32.4%	21.7%	33.2%	34.3%	
Probably yes	48.0%	41.5%	40.6%	53.8%	42.2%	40.9%	39.1%	41.6%	41.0%	
Not sure	18.0%	14.9%	15.1%	15.4%	13.2%	14.4%	21.7%	15.7%	15.3%	
Probably no	8.0%	7.5%	7.6%	7.7%	8.6%	8.5%	8.7%	5.9%	6.3%	
Definitely no	6.0%	3.8%	3.5%	3.8%	3.9%	3.8%	8.7%	3.6%	3.2%	
Total(n)	50	1,385	2,047	26	614	895	23	726	1,086	
Mean	3.68	3.91	3.93	3.77	3.90	3.90	3.57	3.95	3.97	
Standard deviation	1.08	1.05	1.05	0.99	1.07	1.07	1.20	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.12	-0.12	-	-0.37	-0.39	
<b>Still be a college professor?</b>										
Definitely yes	38.0%	54.8%	54.0%	46.2%	55.8%	55.4%	30.4%	54.5%	52.9%	
Probably yes	38.0%	30.2%	31.0%	34.6%	28.8%	29.5%	39.1%	30.8%	32.1%	
Not sure	22.0%	10.3%	10.5%	19.2%	10.5%	10.7%	26.1%	10.2%	10.6%	
Probably no	2.0%	3.9%	3.7%	0.0%	4.3%	3.7%	4.3%	3.5%	3.6%	
Definitely no	0.0%	0.8%	0.9%	0.0%	0.7%	0.8%	0.0%	1.0%	0.8%	
Total(n)	50	1,379	2,040	26	611	892	23	723	1,082	
Mean	4.12	4.34	4.33	4.27	4.35	4.35	3.96	4.34	4.33	
Standard deviation	0.82	0.87	0.87	0.78	0.88	0.87	0.88	0.87	0.87	
Significance	-			-			-	*	*	
Effect size	-	-0.25	-0.24	-	-0.09	-0.09	-	-0.44	-0.43	
<b>Please select your base institutional salary.</b>										
Less than \$10,000	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-29,999	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.2%	
\$30,000-39,999	0.0%	0.8%	0.6%	0.0%	1.0%	0.7%	0.0%	0.6%	0.6%	
\$40,000-49,999	4.0%	5.7%	5.8%	3.8%	3.8%	4.4%	4.3%	7.1%	6.9%	
\$50,000-59,999	28.0%	13.4%	15.2%	26.9%	9.8%	10.8%	30.4%	16.5%	18.7%	
\$60,000-69,999	30.0%	18.4%	18.9%	26.9%	15.3%	16.1%	30.4%	20.9%	21.4%	
\$70,000-79,999	20.0%	12.8%	15.0%	15.4%	12.0%	14.6%	26.1%	13.9%	15.8%	
\$80,000-89,999	12.0%	12.5%	12.0%	19.2%	12.1%	12.7%	4.3%	12.0%	11.0%	
\$90,000-99,999	2.0%	12.6%	10.7%	3.8%	14.3%	11.9%	0.0%	11.2%	9.8%	
\$100,000-124,999	0.0%	18.7%	15.9%	0.0%	23.4%	20.5%	0.0%	14.8%	12.3%	
\$125,000-149,999	4.0%	4.1%	4.2%	3.8%	6.1%	6.0%	4.3%	2.7%	2.8%	
\$150,000-199,999	0.0%	1.0%	1.2%	0.0%	2.0%	1.9%	0.0%	0.1%	0.5%	
\$200,000-249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	50	1,356	2,007	26	602	877	23	714	1,069	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	0.0%	4.7%	5.7%	0.0%	4.5%	4.6%	0.0%	4.9%	6.5%	
9/10 months	92.0%	75.8%	77.8%	96.2%	78.6%	80.7%	87.0%	73.6%	75.3%	
11/12 months	8.0%	19.5%	16.6%	3.8%	16.9%	14.6%	13.0%	21.5%	18.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Total(n)	50	1,356	2,009	26	604	882	23	712	1,066	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.9%	1.0%	0.0%	1.1%	1.1%	0.0%	0.7%	0.9%	
Master's (M.A., M.S.)	8.0%	13.9%	14.6%	7.7%	8.3%	9.5%	8.7%	18.7%	19.2%	
Terminal Master's (M.F.A., M.B.A.)	6.0%	6.0%	6.1%	7.7%	6.8%	6.8%	4.3%	5.2%	5.3%	
J.D.	2.0%	0.8%	0.8%	0.0%	1.0%	1.0%	4.3%	0.7%	0.7%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Ph.D.	76.0%	71.0%	69.5%	76.9%	77.5%	75.4%	73.9%	65.3%	64.5%	
Professional Doctorate (Ed.D., Psy.D., etc.)	8.0%	6.7%	6.8%	7.7%	4.9%	5.4%	8.7%	8.5%	8.1%	
Other	0.0%	0.7%	1.0%	0.0%	0.3%	0.7%	0.0%	0.8%	1.2%	
Total(n)	50	1,389	2,048	26	618	897	23	727	1,086	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.2%	0.0%	0.2%	0.5%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	1.3%	1.4%	0.0%	0.8%	1.0%	0.0%	1.8%	1.8%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.3%	0.2%	0.0%	0.5%	0.3%	0.0%	0.1%	0.2%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	2.0%	3.5%	3.7%	0.0%	3.1%	3.2%	4.3%	4.0%	4.2%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.1%	1.2%	0.0%	0.7%	0.8%	0.0%	1.5%	1.7%	
Other	0.0%	0.6%	0.8%	0.0%	0.2%	0.7%	0.0%	1.0%	0.9%	
None	98.0%	93.1%	92.5%	100.0%	94.6%	93.5%	95.7%	91.5%	91.2%	
Total(n)	49	1,371	2,016	25	608	880	23	721	1,073	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	11.9%	6.4%	6.2%	12.5%	7.1%	7.2%	11.8%	5.9%	5.4%	
Dean (including Associate or Assistant)	0.0%	1.0%	1.0%	0.0%	1.6%	1.3%	0.0%	0.6%	0.9%	
Vice-president	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	9.0%	10.2%	11.0%	6.3%	10.1%	10.9%	8.8%	10.5%	11.4%	
Not applicable	52.2%	52.5%	51.6%	59.4%	49.9%	49.8%	47.1%	54.7%	53.1%	
Total(n)	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Race/Ethnicity - mark all that apply        (total may add to more than 100%)</b>										
Native American/Alaska Native	1.5%	1.0%	1.1%	3.1%	0.8%	0.7%	0.0%	1.1%	1.3%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	4.5%	3.7%	3.5%	3.1%	3.4%	3.4%	5.9%	4.3%	3.7%	
Filipino/a/x	0.0%	0.2%	0.3%	0.0%	0.1%	0.2%	0.0%	0.3%	0.3%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.7%	0.5%	0.0%	0.5%	0.4%	0.0%	0.9%	0.7%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	2.0%	1.7%	0.0%	2.7%	2.4%	0.0%	1.4%	1.0%	
Other Asian	0.0%	0.3%	0.2%	0.0%	0.6%	0.4%	0.0%	0.1%	0.1%	
African American/Black	0.0%	2.1%	1.8%	0.0%	1.6%	1.4%	0.0%	2.6%	2.1%	
African	0.0%	0.4%	0.5%	0.0%	0.6%	0.6%	0.0%	0.2%	0.5%	
Caribbean	0.0%	0.3%	0.3%	0.0%	0.1%	0.2%	0.0%	0.5%	0.4%	
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
Mexican American/Chicano/a/e/x	0.0%	2.3%	2.3%	0.0%	2.3%	2.7%	0.0%	2.3%	2.1%	
Puerto Rican	0.0%	0.6%	0.4%	0.0%	0.8%	0.6%	0.0%	0.4%	0.3%	
Central American	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.3%	
South American	0.0%	0.7%	0.8%	0.0%	0.9%	1.0%	0.0%	0.6%	0.7%	
Other Hispanic or Latina/o/e/x	0.0%	1.2%	1.3%	0.0%	1.3%	1.4%	0.0%	1.2%	1.2%	
Middle Eastern	1.5%	1.0%	1.0%	3.1%	1.6%	1.4%	0.0%	0.5%	0.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
European	64.2%	52.5%	52.9%	78.1%	52.9%	53.7%	50.0%	53.0%	53.2%	
Other White	7.5%	7.2%	7.2%	3.1%	5.8%	5.7%	11.8%	8.6%	8.5%	
Other	0.0%	1.0%	1.1%	0.0%	1.5%	1.4%	0.0%	0.4%	0.5%	
<b>Total(n)</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Race/Ethnicity Group (with multiple race category)</b>										
Native American/Alaska Native	0.0%	0.0%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	0.6%	
Asian/Pacific Islander	6.1%	8.2%	7.4%	3.8%	8.8%	8.4%	9.1%	7.7%	6.7%	
Black/African American	0.0%	3.0%	2.8%	0.0%	2.2%	2.0%	0.0%	3.9%	3.6%	
Latina/o/e/x	0.0%	3.4%	3.6%	0.0%	3.0%	3.7%	0.0%	3.8%	3.6%	
White	91.8%	78.6%	79.4%	92.3%	77.8%	78.2%	90.9%	79.5%	80.8%	
Other Race/Ethnicity	0.0%	0.7%	0.8%	0.0%	1.0%	0.8%	0.0%	0.1%	0.3%	
Two or More Races/Ethnicities	2.0%	6.0%	5.7%	3.8%	7.2%	6.8%	0.0%	4.9%	4.5%	
<b>Total (n)</b>	49	1,347	1,991	26	600	871	22	711	1,064	
<b>Is English your native language?</b>										
Yes	93.9%	88.4%	89.0%	92.0%	88.0%	88.1%	95.7%	88.5%	89.6%	
No	6.1%	11.6%	11.0%	8.0%	12.0%	11.9%	4.3%	11.5%	10.4%	
<b>Total(n)</b>	49	1,385	2,039	25	617	893	23	724	1,081	
<b>What is your sexual orientation?</b>										
Heterosexual/Straight	87.5%	84.5%	85.7%	96.2%	88.4%	90.1%	77.3%	84.1%	85.1%	
Gay	2.1%	2.6%	2.5%	3.8%	5.9%	5.4%	0.0%	0.0%	0.2%	
Lesbian	4.2%	1.6%	1.4%	0.0%	0.0%	0.0%	9.1%	2.7%	2.3%	
Bisexual	6.3%	4.5%	4.3%	0.0%	2.2%	1.7%	13.6%	6.5%	6.2%	
Queer	0.0%	3.0%	2.7%	0.0%	0.8%	0.6%	0.0%	3.0%	2.7%	
Pansexual	0.0%	1.2%	1.0%	0.0%	0.2%	0.2%	0.0%	1.8%	1.4%	
Asexual	0.0%	0.8%	0.9%	0.0%	0.3%	0.3%	0.0%	1.1%	1.1%	
Not listed above	0.0%	1.9%	1.7%	0.0%	2.2%	1.6%	0.0%	0.8%	0.9%	
<b>Total (n)</b>	48	1,338	1,980	26	596	868	22	711	1,063	
<b>Do you identify as transgender?</b>										
No	100.0%	99.6%	99.4%	100.0%	99.9%	99.9%	100.0%	100.0%	99.9%	
Yes	0.0%	0.4%	0.6%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
<b>Total(n)</b>	66	1,889	2,802	32	862	1,239	34	975	1,480	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	59.1%	55.5%	55.8%	65.2%	52.5%	52.6%	55.0%	57.9%	58.0%	
1	11.4%	18.3%	17.5%	4.3%	17.8%	17.8%	20.0%	18.1%	17.0%	
2	18.2%	18.7%	19.0%	21.7%	21.3%	20.3%	10.0%	17.0%	18.5%	
3	9.1%	6.0%	5.8%	8.7%	6.9%	6.9%	10.0%	5.5%	5.1%	
4+	2.3%	1.5%	1.9%	0.0%	1.5%	2.5%	5.0%	1.4%	1.4%	
<b>Total(n)</b>	44	1,209	1,776	23	539	770	20	634	952	
<b>18 years or older</b>										
0	48.9%	57.6%	58.4%	50.0%	53.8%	54.5%	47.8%	60.0%	61.1%	
1	19.1%	13.2%	12.9%	20.8%	11.3%	11.7%	17.4%	14.8%	13.8%	
2	21.3%	16.8%	17.2%	12.5%	20.4%	20.4%	30.4%	14.2%	15.0%	
3	6.4%	6.8%	7.0%	12.5%	9.2%	8.8%	0.0%	4.8%	5.5%	
4+	4.3%	5.6%	4.5%	4.2%	5.2%	4.5%	4.3%	6.1%	4.6%	
<b>Total(n)</b>	47	1,170	1,738	24	520	758	23	620	932	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	7.1%	6.1%	5.5%	0.0%	5.8%	5.6%	0.0%	6.2%	5.3%	
Satisfied	0.0%	15.5%	13.9%	0.0%	19.2%	17.3%	0.0%	11.8%	10.6%	
Marginally satisfied	7.1%	16.3%	14.5%	14.3%	17.9%	17.3%	0.0%	15.2%	12.5%	
Not satisfied	85.7%	62.1%	66.0%	85.7%	57.1%	59.8%	100.0%	66.9%	71.5%	
<b>Total(n)</b>	14	343	488	7	156	214	6	178	263	
<b>Mean</b>	1.29	1.66	1.59	1.14	1.74	1.69	1.00	1.57	1.50	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
Standard deviation	0.83	0.95	0.92	0.38	0.96	0.95	0.00	0.93	0.89	
Significance	-			-			-			
Effect size	-	-0.39	-0.33	-	-0.63	-0.58	-	-0.61	-0.56	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.6%	0.5%	0.0%	0.9%	0.6%	0.0%	0.4%	0.4%	
\$40,000 - \$49,999	4.3%	5.9%	5.7%	4.0%	3.2%	3.7%	5.0%	8.0%	7.2%	
\$50,000 - \$59,999	26.1%	14.2%	15.5%	24.0%	10.6%	11.5%	30.0%	17.4%	19.1%	
\$60,000 - \$69,999	30.4%	19.8%	20.1%	28.0%	15.7%	16.3%	30.0%	23.2%	23.5%	
\$70,000 - \$79,999	21.7%	12.5%	15.7%	16.0%	12.6%	15.9%	30.0%	13.0%	16.0%	
\$80,000 - \$89,999	10.9%	12.3%	12.0%	20.0%	11.9%	12.6%	0.0%	12.5%	11.4%	
\$90,000 - \$99,999	2.2%	11.9%	10.1%	4.0%	14.7%	11.5%	0.0%	9.4%	8.7%	
\$100,000 - \$124,999	0.0%	17.9%	15.1%	0.0%	22.6%	19.7%	0.0%	13.8%	11.0%	
\$125,000 - \$149,999	4.3%	3.8%	4.1%	4.0%	5.7%	6.0%	5.0%	2.3%	2.4%	
\$150,000 - \$199,999	0.0%	1.0%	1.2%	0.0%	2.1%	2.0%	0.0%	0.0%	0.4%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	1,021	1,552	25	470	704	20	522	801	
Mean	7.37	8.42	8.30	7.56	8.93	8.75	7.15	7.98	7.88	
Standard deviation	1.51	2.07	2.04	1.58	2.08	2.08	1.46	1.96	1.90	
Significance	-	***	**	-	**	**	-			
Effect size	-	-0.51	-0.46	-	-0.66	-0.57	-	-0.42	-0.38	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.4%	0.6%	0.0%	0.0%	0.8%	0.0%	0.7%	0.5%	
\$30,000 - \$39,999	0.0%	1.9%	1.8%	0.0%	2.0%	1.6%	0.0%	1.3%	1.5%	
\$40,000 - \$49,999	0.0%	4.6%	6.3%	0.0%	6.0%	8.7%	0.0%	3.9%	5.2%	
\$50,000 - \$59,999	50.0%	11.1%	14.2%	100.0%	5.0%	7.1%	33.3%	15.0%	18.6%	
\$60,000 - \$69,999	25.0%	14.1%	13.9%	0.0%	13.0%	13.4%	33.3%	15.0%	14.4%	
\$70,000 - \$79,999	0.0%	13.4%	12.1%	0.0%	10.0%	8.7%	0.0%	15.7%	14.4%	
\$80,000 - \$89,999	25.0%	11.8%	11.5%	0.0%	12.0%	11.8%	33.3%	9.8%	9.8%	
\$90,000 - \$99,999	0.0%	15.3%	14.5%	0.0%	14.0%	14.2%	0.0%	16.3%	14.9%	
\$100,000 - \$124,999	0.0%	20.2%	18.4%	0.0%	27.0%	25.2%	0.0%	17.0%	14.9%	
\$125,000 - \$149,999	0.0%	6.5%	5.7%	0.0%	10.0%	7.9%	0.0%	4.6%	4.6%	
\$150,000 - \$199,999	0.0%	0.8%	0.9%	0.0%	1.0%	0.8%	0.0%	0.7%	1.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	262	331	1	100	127	3	153	194	
Mean	7.00	8.73	8.52	6.00	9.17	8.87	7.33	8.50	8.32	
Standard deviation	1.41	2.16	2.23	.	2.20	2.31	1.53	2.11	2.16	
Significance	-			-			-			
Effect size	-	-0.80	-0.68	-	-1.44	-1.24	-	-0.55	-0.46	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1995 or later	0.0%	0.7%	0.6%	0.0%	0.2%	0.1%	0.0%	1.2%	1.0%	
1986 - 1995	8.2%	10.3%	10.5%	7.7%	6.6%	7.0%	9.1%	13.2%	13.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

**Truman State University**

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
1981 - 1985	14.3%	12.7%	13.1%	7.7%	12.2%	11.9%	22.7%	12.8%	14.0%	
1976 - 1980	8.2%	16.7%	16.6%	11.5%	15.8%	15.6%	4.5%	17.4%	17.4%	
1971 - 1975	22.4%	16.0%	15.9%	23.1%	16.7%	17.3%	18.2%	15.9%	15.2%	
1966 - 1970	8.2%	15.9%	15.8%	11.5%	16.3%	15.8%	4.5%	15.3%	15.4%	
1961 - 1965	16.3%	12.7%	12.3%	15.4%	14.6%	13.8%	18.2%	11.3%	11.2%	
1956 - 1960	16.3%	9.3%	9.4%	15.4%	11.1%	10.7%	18.2%	7.8%	8.3%	
1951 - 1955	6.1%	3.8%	3.9%	7.7%	4.3%	5.0%	4.5%	3.5%	3.0%	
1946 - 1950	0.0%	1.5%	1.4%	0.0%	1.7%	1.8%	0.0%	1.3%	1.1%	
1922 - 1945	0.0%	0.4%	0.5%	0.0%	0.5%	0.9%	0.0%	0.3%	0.2%	
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	49	1,303	1,930	26	588	854	22	680	1,023	
<b>Year of first academic appointment:</b>										
1982 or earlier	0.0%	1.3%	1.3%	0.0%	2.0%	1.9%	0.0%	0.8%	0.8%	
1983 - 1987	10.4%	1.9%	1.9%	12.5%	2.9%	3.1%	8.8%	1.0%	0.9%	
1988 - 1992	9.0%	4.8%	4.4%	9.4%	5.1%	4.9%	8.8%	4.4%	3.8%	
1993 - 1997	7.5%	7.2%	7.1%	6.3%	8.7%	9.0%	8.8%	5.8%	5.4%	
1998 - 2002	17.9%	13.5%	12.6%	15.6%	15.0%	14.3%	17.6%	11.9%	11.0%	
2003 - 2007	6.0%	16.2%	15.1%	9.4%	16.5%	15.3%	2.9%	16.0%	14.8%	
2008 - 2012	9.0%	16.6%	17.1%	3.1%	16.1%	17.2%	14.7%	17.3%	17.2%	
2013 - 2017	28.4%	19.1%	20.8%	31.3%	16.3%	17.4%	26.5%	21.8%	23.9%	
2018 or later	11.9%	19.4%	19.9%	12.5%	17.4%	17.0%	11.8%	21.0%	22.2%	
<b>Total(n)</b>	67	1,884	2,800	32	855	1,232	34	973	1,480	
<b>Year of appointment at present institution</b>										
1982 or earlier	0.0%	0.5%	0.5%	0.0%	1.0%	0.9%	0.0%	0.2%	0.1%	
1983 - 1987	4.5%	1.0%	0.8%	6.5%	1.5%	1.3%	2.9%	0.5%	0.3%	
1988 - 1992	6.1%	2.5%	2.3%	9.7%	3.0%	2.5%	2.9%	2.1%	2.1%	
1993 - 1997	12.1%	4.3%	4.4%	6.5%	4.3%	5.0%	17.6%	4.3%	3.9%	
1998 - 2002	16.7%	11.5%	10.5%	16.1%	13.5%	13.0%	14.7%	9.4%	8.4%	
2003 - 2007	6.1%	14.8%	13.7%	9.7%	16.2%	14.9%	2.9%	14.0%	12.8%	
2008 - 2012	4.5%	16.7%	16.6%	3.2%	16.6%	16.4%	5.9%	16.7%	16.6%	
2013 - 2017	28.8%	22.3%	23.5%	25.8%	19.1%	20.0%	32.4%	25.2%	26.5%	
2018 or later	21.2%	26.4%	27.8%	22.6%	24.8%	25.9%	20.6%	27.6%	29.1%	
<b>Total(n)</b>	66	1,851	2,753	31	842	1,217	34	953	1,448	
<b>If tenured, year tenure was awarded</b>										
1982 or earlier	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
1983 - 1987	0.0%	0.7%	0.6%	0.0%	1.1%	1.0%	0.0%	0.2%	0.1%	
1988 - 1992	5.0%	1.0%	1.0%	10.5%	1.9%	2.0%	0.0%	0.2%	0.1%	
1993 - 1997	5.0%	2.9%	3.1%	5.3%	3.6%	3.5%	4.8%	2.0%	2.3%	
1998 - 2002	7.5%	3.9%	5.0%	5.3%	4.1%	5.1%	9.5%	3.6%	4.6%	
2003 - 2007	20.0%	16.1%	16.5%	26.3%	18.9%	19.9%	14.3%	13.1%	12.9%	
2008 - 2012	22.5%	20.5%	20.2%	15.8%	22.1%	21.1%	28.6%	19.3%	19.1%	
2013 - 2017	7.5%	24.0%	23.2%	15.8%	23.4%	22.8%	0.0%	24.7%	24.1%	
2018 or later	32.5%	30.8%	30.4%	21.1%	24.9%	24.5%	42.9%	37.0%	36.7%	
<b>Total(n)</b>	40	1,064	1,431	19	535	710	21	503	681	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.8%	0.9%	0.0%	1.3%	1.6%	0.0%	0.4%	0.4%	
Biological Sciences (General Area 5)	8.2%	7.5%	7.2%	11.5%	8.2%	8.1%	4.5%	7.0%	6.6%	
Business (General Area 6)	4.1%	5.1%	5.4%	3.8%	7.2%	7.4%	4.5%	3.2%	3.5%	
Education (General Area 10 and Specific Discipline 2102)	12.2%	11.1%	12.3%	0.0%	6.3%	8.3%	27.3%	15.8%	15.9%	
Engineering (General Area 11)	0.0%	3.5%	3.1%	0.0%	6.1%	5.3%	0.0%	1.5%	1.5%	
English (General Area 12)	2.0%	6.2%	6.0%	3.8%	5.4%	5.6%	0.0%	6.9%	6.4%	
Health-related (General Area 15)	4.1%	8.2%	7.9%	0.0%	4.1%	3.7%	9.1%	12.0%	11.7%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
History or Political Science (Specific Discipline 3007,3009)	6.1%	5.1%	4.5%	3.8%	7.1%	6.2%	9.1%	3.8%	3.1%	
Humanities (General Area 14,24)	12.2%	4.3%	4.4%	15.4%	4.4%	4.7%	9.1%	4.1%	4.1%	
Fine Arts (General Area 2,4,22)	10.2%	7.1%	7.4%	15.4%	9.4%	9.2%	4.5%	4.9%	5.5%	
Mathematics or Statistics (General Area 18)	12.2%	4.1%	3.8%	11.5%	6.1%	5.3%	9.1%	2.4%	2.6%	
Physical Sciences (General Area 25)	6.1%	6.1%	6.0%	7.7%	7.9%	8.1%	4.5%	4.3%	4.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	8.2%	15.2%	15.5%	7.7%	12.7%	12.0%	9.1%	16.9%	18.2%	
Other Technical (General Area 8,19,28)	2.0%	3.2%	3.4%	3.8%	3.8%	4.7%	0.0%	2.4%	2.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.2%	12.5%	12.1%	15.4%	10.0%	9.9%	9.1%	14.4%	14.0%	
<b>Total(n)</b>	<b>49</b>	<b>1,365</b>	<b>2,003</b>	<b>26</b>	<b>608</b>	<b>876</b>	<b>22</b>	<b>715</b>	<b>1,065</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.7%	0.8%	0.0%	1.3%	1.4%	0.0%	0.1%	0.4%	
Biological Sciences (General Area 5)	10.2%	7.4%	6.8%	15.4%	8.2%	7.9%	4.5%	6.5%	5.9%	
Business (General Area 6)	4.1%	6.8%	6.8%	3.8%	9.2%	9.2%	4.5%	4.5%	4.5%	
Education (General Area 10 and Specific Discipline 2102)	8.2%	6.3%	6.7%	0.0%	4.1%	4.3%	18.2%	8.6%	8.9%	
Engineering (General Area 11)	0.0%	3.1%	2.8%	0.0%	5.9%	5.3%	0.0%	0.8%	0.9%	
English (General Area 12)	8.2%	6.1%	5.7%	7.7%	5.4%	5.4%	9.1%	6.8%	6.0%	
Health-related (General Area 15)	8.2%	10.2%	10.4%	0.0%	4.6%	4.8%	18.2%	15.3%	15.5%	
History or Political Science (Specific Discipline 3007,3009)	6.1%	5.1%	4.4%	3.8%	7.2%	6.2%	9.1%	3.5%	2.8%	
Humanities (General Area 14,24)	10.2%	4.1%	4.2%	15.4%	4.4%	4.5%	4.5%	3.4%	3.8%	
Fine Arts (General Area 2,4,22)	10.2%	7.5%	7.8%	15.4%	9.5%	9.2%	4.5%	5.4%	6.2%	
Mathematics or Statistics (General Area 18)	12.2%	4.9%	4.8%	11.5%	6.2%	5.6%	9.1%	3.5%	4.1%	
Physical Sciences (General Area 25)	6.1%	5.8%	5.7%	7.7%	7.6%	7.8%	4.5%	4.5%	4.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	6.1%	14.0%	14.5%	3.8%	10.7%	10.8%	9.1%	16.4%	17.3%	
Other Technical (General Area 8,19,28)	2.0%	3.3%	3.8%	3.8%	4.4%	5.5%	0.0%	2.1%	2.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.2%	14.9%	14.9%	11.5%	11.2%	12.2%	4.5%	18.4%	17.3%	
<b>Total(n)</b>	<b>49</b>	<b>1,358</b>	<b>1,992</b>	<b>26</b>	<b>609</b>	<b>876</b>	<b>22</b>	<b>707</b>	<b>1,055</b>	
<b>Faculty works in a STEM department</b>										
Yes	28.4%	24.1%	23.5%	31.3%	26.5%	26.0%	23.5%	22.3%	22.0%	
No	71.6%	75.9%	76.5%	68.8%	73.5%	74.0%	76.5%	77.7%	78.0%	
<b>Total(n)</b>	<b>67</b>	<b>1,908</b>	<b>2,828</b>	<b>32</b>	<b>864</b>	<b>1,243</b>	<b>34</b>	<b>980</b>	<b>1,487</b>	
<b>Optional Question 1</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 2</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 3</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Optional Question 4</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 5</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 6</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 7</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 8</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 9</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 10</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 11</b>										
A										
B										
C										
D										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
E										
Total(n)										
<b>Optional Question 12</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 13</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 14</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 15</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 16</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 17</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 18</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 19</b>										
A										
B										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
C										
D										
E										
Total(n)										
<b>Optional Question 20</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 21</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 22</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 23</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 24</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 25</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 26</b>										
A										
B										
C										
D										
E										
Total(n)										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-time Undergraduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Optional Question 27</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 28</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 29</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 30</b>										
A										
B										
C										
D										
E										
Total(n)										

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>What is your current gender identity?</b>										
Man	47.2%	42.8%	41.6%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	51.4%	55.0%	56.1%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	1.4%	0.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	0.0%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	0.0%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total (n)</b>	72	2,565	3,794	34	1,097	1,578	37	1,411	2,127	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	95.9%	83.7%	86.4%	94.1%	85.7%	87.9%	97.2%	82.3%	85.5%	
No	4.1%	16.3%	13.6%	5.9%	14.3%	12.1%	2.8%	17.7%	14.5%	
<b>Total(n)</b>	73	2,580	3,813	34	1,087	1,566	36	1,403	2,114	
<b>What is your present academic rank?</b>										
Professor	35.1%	29.6%	29.1%	44.1%	37.5%	36.5%	27.0%	23.7%	23.7%	
Associate Professor	24.3%	19.9%	21.7%	17.6%	18.0%	20.4%	29.7%	21.1%	22.5%	
Assistant Professor	33.8%	21.4%	22.9%	32.4%	20.2%	21.1%	35.1%	22.4%	24.4%	
Lecturer	2.7%	20.9%	17.0%	2.9%	17.4%	14.0%	2.7%	23.5%	19.1%	
Instructor	4.1%	7.3%	8.7%	2.9%	6.0%	7.4%	5.4%	8.2%	9.5%	
Graduate Student/Teaching Assistant	0.0%	1.1%	0.7%	0.0%	0.9%	0.6%	0.0%	1.2%	0.8%	
<b>Total(n)</b>	74	2,593	3,831	34	1,095	1,576	37	1,410	2,125	
<b>What is your tenure status at this institution?</b>										
Tenured	56.8%	49.9%	46.5%	55.9%	56.5%	53.4%	62.2%	45.0%	41.5%	
On tenure track, but not tenured	27.0%	17.0%	16.6%	26.5%	16.5%	16.3%	21.6%	17.3%	16.8%	
Not on tenure track, but institution has tenure system	16.2%	32.5%	35.9%	17.6%	26.4%	29.2%	16.2%	37.2%	40.7%	
Institution has no tenure system	0.0%	0.6%	1.0%	0.0%	0.6%	1.1%	0.0%	0.6%	1.0%	
<b>Total(n)</b>	74	2,584	3,824	34	1,094	1,575	37	1,402	2,118	
<b>Are you retired from this institution?</b>										
Yes	1.4%	1.3%	1.1%	0.0%	1.4%	1.1%	2.7%	1.2%	1.1%	
No	98.6%	98.7%	98.9%	100.0%	98.6%	98.9%	97.3%	98.8%	98.9%	
<b>Total(n)</b>	74	2,556	3,794	34	1,084	1,565	37	1,386	2,101	
<b><u>PART-TIME ONLY</u></b>										
<b>If given the choice, I would prefer to work full-time at this institution</b>										
Yes	33.3%	63.7%	60.6%	50.0%	61.0%	57.3%	0.0%	65.6%	62.6%	
No	66.7%	36.3%	39.4%	50.0%	39.0%	42.7%	100.0%	34.4%	37.4%	
<b>Total(n)</b>	3	328	411	2	123	157	1	192	238	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
Yes	33.3%	57.4%	54.5%	50.0%	57.3%	51.6%	0.0%	57.3%	55.5%	
No	66.7%	42.6%	45.5%	50.0%	42.7%	48.4%	100.0%	42.7%	44.5%	
<b>Total(n)</b>	3	329	411	2	124	157	1	192	238	
<b>If yes above, how long ago did you pursue a full-time position?</b>										
Currently seeking a position	0.0%	24.5%	24.3%	0.0%	23.9%	22.5%	0.0%	22.9%	22.9%	
Within the last year	0.0%	10.1%	8.6%	0.0%	12.7%	11.3%	0.0%	9.2%	7.6%	
1 to 2 years ago	0.0%	10.1%	10.4%	0.0%	12.7%	11.3%	0.0%	8.3%	9.9%	
3 to 5 years ago	0.0%	18.1%	18.0%	0.0%	12.7%	13.8%	0.0%	22.0%	20.6%	
More than 5 years ago	100.0%	37.2%	38.7%	100.0%	38.0%	41.3%	0.0%	37.6%	38.9%	
<b>Total(n)</b>	1	188	222	1	71	80	0	109	131	
<b>Is your full-time professional career outside academia?</b>										
Yes	100.0%	31.0%	34.2%	100.0%	42.7%	47.5%	100.0%	23.4%	26.1%	
No	0.0%	69.0%	65.8%	0.0%	57.3%	52.5%	0.0%	76.6%	73.9%	
<b>Total(n)</b>	3	329	412	2	124	158	1	192	238	
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>										
<b>My part-time position is an important source of income for me</b>										
Strongly Agree	0.0%	60.3%	54.4%	0.0%	52.8%	46.5%	0.0%	63.7%	58.1%	
Somewhat Agree	33.3%	23.7%	25.2%	50.0%	30.1%	31.2%	0.0%	21.1%	22.9%	

\* Faculty who identify as non-binary, 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.

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Somewhat Disagree	33.3%	8.6%	11.3%	0.0%	8.1%	10.2%	100.0%	8.9%	11.9%	
Strongly Disagree	33.3%	7.4%	9.1%	50.0%	8.9%	12.1%	0.0%	6.3%	7.2%	
Total(n)	3	325	408	2	123	157	1	190	236	
Mean	2.00	3.37	3.25	2.00	3.27	3.12	2.00	3.42	3.32	
Standard deviation	1.00	0.92	0.98	1.41	0.95	1.02	.	0.90	0.94	
Significance	-	*	*	-			-			
Effect size	-	-1.49	-1.28	-	-1.34	-1.10	-	-1.58	-1.40	
<b>Compensation is not a major consideration in my decision to teach part-time</b>										
Strongly Agree	66.7%	13.0%	14.3%	50.0%	14.6%	16.0%	100.0%	10.6%	12.0%	
Somewhat Agree	33.3%	25.6%	27.9%	50.0%	28.5%	32.1%	0.0%	25.0%	26.6%	
Somewhat Disagree	0.0%	26.9%	27.4%	0.0%	26.8%	26.3%	0.0%	27.7%	28.3%	
Strongly Disagree	0.0%	34.6%	30.4%	0.0%	30.1%	25.6%	0.0%	36.7%	33.0%	
Total(n)	3	324	405	2	123	156	1	188	233	
Mean	3.67	2.17	2.26	3.50	2.28	2.38	4.00	2.10	2.18	
Standard deviation	0.58	1.05	1.04	0.71	1.05	1.04	.	1.02	1.03	
Significance	-	*	*	-			-			
Effect size	-	1.43	1.36	-	1.16	1.08	-	1.86	1.77	
<b>Part-time teaching is a stepping-stone to a full-time position</b>										
Strongly Agree	33.3%	16.9%	15.7%	50.0%	15.6%	14.7%	0.0%	18.8%	17.3%	
Somewhat Agree	0.0%	27.9%	27.0%	0.0%	28.7%	26.3%	0.0%	26.6%	26.6%	
Somewhat Disagree	33.3%	23.6%	25.7%	0.0%	25.4%	27.6%	100.0%	24.0%	26.2%	
Strongly Disagree	33.3%	31.6%	31.6%	50.0%	30.3%	31.4%	0.0%	30.7%	30.0%	
Total(n)	3	326	408	2	122	156	1	192	237	
Mean	2.33	2.30	2.27	2.50	2.30	2.24	2.00	2.33	2.31	
Standard deviation	1.53	1.09	1.07	2.12	1.07	1.06	.	1.10	1.08	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	0.19	0.25	-	-0.30	-0.29	
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>										
Strongly Agree	0.0%	39.8%	33.2%	0.0%	39.3%	32.9%	0.0%	39.9%	32.9%	
Somewhat Agree	0.0%	14.6%	11.6%	0.0%	15.6%	12.3%	0.0%	14.4%	11.5%	
Somewhat Disagree	0.0%	8.7%	8.9%	0.0%	9.0%	9.0%	0.0%	9.0%	9.4%	
Strongly Disagree	100.0%	37.0%	46.3%	100.0%	36.1%	45.8%	100.0%	36.7%	46.2%	
Total(n)	3	322	404	2	122	155	1	188	234	
Mean	1.00	2.57	2.32	1.00	2.58	2.32	1.00	2.57	2.31	
Standard deviation	0.00	1.34	1.35	0.00	1.33	1.34	.	1.34	1.34	
Significance	-	*		-			-			
Effect size	-	-1.17	-0.98	-	-1.19	-0.99	-	-1.17	-0.98	
<b>Teaching part-time fits my current lifestyle</b>										
Strongly Agree	33.3%	48.3%	49.9%	50.0%	46.3%	48.4%	0.0%	50.0%	51.1%	
Somewhat Agree	66.7%	34.5%	32.7%	50.0%	40.5%	36.8%	100.0%	31.3%	30.4%	
Somewhat Disagree	0.0%	7.7%	8.4%	0.0%	4.1%	6.5%	0.0%	10.4%	10.1%	
Strongly Disagree	0.0%	9.5%	9.1%	0.0%	9.1%	8.4%	0.0%	8.3%	8.4%	
Total(n)	3	325	407	2	121	155	1	192	237	
Mean	3.33	3.22	3.23	3.50	3.24	3.25	3.00	3.23	3.24	
Standard deviation	0.58	0.95	0.95	0.71	0.90	0.91	.	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.29	0.27	-	-0.24	-0.25	
<b>Full-time positions were not available</b>										
Strongly Agree	33.3%	40.4%	38.5%	50.0%	37.2%	34.6%	0.0%	40.9%	39.7%	
Somewhat Agree	33.3%	24.5%	23.8%	50.0%	29.8%	26.1%	0.0%	22.0%	23.3%	
Somewhat Disagree	33.3%	14.7%	16.8%	0.0%	14.0%	17.6%	100.0%	16.1%	16.8%	
Strongly Disagree	0.0%	20.4%	21.0%	0.0%	19.0%	21.6%	0.0%	21.0%	20.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Total(n)	3	319	400	2	121	153	1	186	232	
Mean	3.00	2.85	2.80	3.50	2.85	2.74	2.00	2.83	2.82	
Standard deviation	1.00	1.16	1.16	0.71	1.12	1.15	.	1.18	1.16	
Significance	-			-			-			
Effect size	-	0.13	0.17	-	0.58	0.66	-	-0.70	-0.71	
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>										
Strongly Agree	66.7%	86.6%	86.6%	50.0%	85.5%	83.5%	100.0%	89.0%	90.3%	
Somewhat Agree	33.3%	10.7%	10.5%	50.0%	12.9%	13.3%	0.0%	8.4%	7.6%	
Somewhat Disagree	0.0%	0.9%	1.0%	0.0%	0.8%	1.3%	0.0%	1.0%	0.8%	
Strongly Disagree	0.0%	1.8%	1.9%	0.0%	0.8%	1.9%	0.0%	1.6%	1.3%	
Total(n)	3	328	411	2	124	158	1	191	237	
Mean	3.67	3.82	3.82	3.50	3.83	3.78	4.00	3.85	3.87	
Standard deviation	0.58	0.53	0.53	0.71	0.45	0.56	.	0.50	0.46	
Significance	-			-			-			
Effect size	-	-0.28	-0.28	-	-0.73	-0.50	-	0.30	0.28	
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>										
Use of private office	0.0%	15.4%	16.3%	0.0%	13.9%	17.0%	0.0%	15.6%	15.0%	
Shared office space	66.7%	59.3%	56.3%	50.0%	60.6%	56.7%	100.0%	59.4%	56.9%	
A personal computer	0.0%	30.8%	29.8%	0.0%	35.8%	34.5%	0.0%	28.3%	27.3%	
An email account	66.7%	90.7%	91.8%	100.0%	92.7%	93.6%	0.0%	90.6%	91.5%	
A phone/voicemail	0.0%	26.4%	26.7%	0.0%	28.5%	29.2%	0.0%	25.9%	25.8%	
Professional development funds	0.0%	11.8%	12.2%	0.0%	11.7%	12.3%	0.0%	11.8%	11.9%	
Printer access (i.e., free printing)	66.7%	59.6%	59.5%	50.0%	59.1%	59.1%	100.0%	59.4%	59.6%	
Parking privileges	66.7%	22.5%	23.2%	100.0%	24.8%	26.3%	0.0%	20.8%	20.8%	
Total(n)	3	364	449	2	137	171	1	212	260	
<b>Please indicate your agreement with the following statements.</b>										
<b>Part-time instructors at this institution:</b>										
<b>Are given specific training before teaching</b>										
Strongly Agree	0.0%	6.4%	7.1%	0.0%	3.3%	4.5%	0.0%	8.9%	8.8%	
Agree	66.7%	27.9%	29.2%	50.0%	30.3%	30.3%	100.0%	27.6%	29.4%	
Disagree	0.0%	24.5%	26.0%	0.0%	31.1%	32.9%	0.0%	20.8%	22.3%	
Strongly Disagree	33.3%	41.1%	37.7%	50.0%	35.2%	32.3%	0.0%	42.7%	39.5%	
Total(n)	3	326	408	2	122	155	1	192	238	
Mean	2.33	2.00	2.06	2.00	2.02	2.07	3.00	2.03	2.08	
Standard deviation	1.15	0.98	0.98	1.41	0.89	0.90	.	1.03	1.02	
Significance	-			-			-			
Effect size	-	0.34	0.28	-	-0.02	-0.08	-	0.94	0.90	
<b>Rarely get hired into full-time positions</b>										
Strongly Agree	0.0%	47.6%	43.1%	0.0%	44.4%	39.0%	0.0%	47.3%	43.8%	
Agree	0.0%	30.6%	30.2%	0.0%	35.0%	34.9%	0.0%	29.8%	28.8%	
Disagree	100.0%	15.8%	20.6%	100.0%	15.4%	21.2%	0.0%	16.0%	20.2%	
Strongly Disagree	0.0%	6.0%	6.1%	0.0%	5.1%	4.8%	0.0%	6.9%	7.3%	
Total(n)	2	317	394	2	117	146	0	188	233	
Mean	2.00	3.20	3.10	2.00	3.19	3.08	.	3.18	3.09	
Standard deviation	0.00	0.91	0.93	0.00	0.88	0.89	.	0.94	0.96	
Significance	-			-			-			
Effect size	-	-1.32	-1.18	-	-1.35	-1.21	-			
<b>Receive respect from students</b>										
Strongly Agree	66.7%	60.4%	61.7%	100.0%	69.6%	66.7%	0.0%	57.1%	60.6%	
Agree	33.3%	32.5%	32.0%	0.0%	26.1%	28.5%	100.0%	35.7%	33.6%	
Disagree	0.0%	5.2%	4.4%	0.0%	2.6%	2.8%	0.0%	4.9%	4.0%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Strongly Disagree	0.0%	1.9%	1.8%	0.0%	1.7%	2.1%	0.0%	2.2%	1.8%	
Total(n)	3	308	384	2	115	144	1	182	226	
Mean	3.67	3.51	3.54	4.00	3.63	3.60	3.00	3.48	3.53	
Standard deviation	0.58	0.69	0.67	0.00	0.63	0.65	.	0.69	0.66	
Significance	-			-			-			
Effect size	-	0.23	0.19	-	0.59	0.62	-	-0.70	-0.80	
<b>Are primarily responsible for introductory classes</b>										
Strongly Agree	0.0%	29.9%	29.2%	0.0%	28.7%	28.8%	0.0%	29.5%	28.0%	
Agree	33.3%	34.6%	34.2%	0.0%	27.0%	28.8%	100.0%	40.0%	38.6%	
Disagree	66.7%	24.7%	27.2%	100.0%	33.6%	33.3%	0.0%	20.0%	24.2%	
Strongly Disagree	0.0%	10.8%	9.4%	0.0%	10.7%	9.2%	0.0%	10.5%	9.3%	
Total(n)	3	324	404	2	122	153	1	190	236	
Mean	2.33	2.84	2.83	2.00	2.74	2.77	3.00	2.88	2.85	
Standard deviation	0.58	0.98	0.96	0.00	0.99	0.97	.	0.95	0.94	
Significance	-			-			-			
Effect size	-	-0.52	-0.52	-	-0.75	-0.79	-	0.13	0.16	
<b>Have no guarantee of employment security</b>										
Strongly Agree	0.0%	56.1%	54.6%	0.0%	50.8%	48.1%	0.0%	57.8%	57.2%	
Agree	33.3%	27.9%	29.4%	0.0%	30.3%	33.8%	100.0%	27.1%	27.1%	
Disagree	33.3%	13.2%	12.8%	50.0%	16.4%	15.6%	0.0%	12.0%	11.9%	
Strongly Disagree	33.3%	2.8%	3.2%	50.0%	2.5%	2.6%	0.0%	3.1%	3.8%	
Total(n)	3	326	405	2	122	154	1	192	236	
Mean	2.00	3.37	3.35	1.50	3.30	3.27	3.00	3.40	3.38	
Standard deviation	1.00	0.82	0.82	0.71	0.83	0.82	.	0.82	0.84	
Significance	-	**	**	-	**	**	-			
Effect size	-	-1.67	-1.65	-	-2.17	-2.16	-	-0.49	-0.45	
<b>Have access to support services (e.g., administrative assistance)</b>										
Strongly Agree	33.3%	35.2%	37.8%	50.0%	33.9%	37.7%	0.0%	36.8%	39.1%	
Agree	66.7%	40.8%	39.3%	50.0%	46.6%	43.7%	100.0%	37.4%	36.2%	
Disagree	0.0%	14.3%	13.7%	0.0%	9.3%	9.3%	0.0%	17.9%	17.0%	
Strongly Disagree	0.0%	9.7%	9.2%	0.0%	10.2%	9.3%	0.0%	7.9%	7.7%	
Total(n)	3	321	402	2	118	151	1	190	235	
Mean	3.33	3.02	3.06	3.50	3.04	3.10	3.00	3.03	3.07	
Standard deviation	0.58	0.94	0.94	0.71	0.92	0.91	.	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.33	0.29	-	0.50	0.44	-	-0.03	-0.08	
<b>Are compensated for advising/counseling students</b>										
Strongly Agree	0.0%	2.2%	2.8%	0.0%	0.0%	1.3%	0.0%	3.8%	4.0%	
Agree	0.0%	11.6%	12.9%	0.0%	12.4%	12.9%	0.0%	11.8%	13.7%	
Disagree	50.0%	26.6%	27.8%	50.0%	33.1%	34.2%	0.0%	23.7%	23.9%	
Strongly Disagree	50.0%	59.6%	56.6%	50.0%	54.5%	51.6%	0.0%	60.8%	58.4%	
Total(n)	2	319	396	2	121	155	0	186	226	
Mean	1.50	1.56	1.62	1.50	1.58	1.64	.	1.59	1.63	
Standard deviation	0.71	0.78	0.81	0.71	0.70	0.75	.	0.84	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.15	-	-0.11	-0.19	-			
<b>Are required to attend meetings</b>										
Strongly Agree	0.0%	13.4%	12.2%	0.0%	9.9%	9.1%	0.0%	15.9%	14.5%	
Agree	66.7%	19.3%	19.6%	50.0%	18.2%	16.2%	100.0%	20.6%	22.2%	
Disagree	33.3%	33.5%	32.8%	50.0%	35.5%	35.1%	0.0%	33.9%	32.5%	
Strongly Disagree	0.0%	33.9%	35.5%	0.0%	36.4%	39.6%	0.0%	29.6%	30.8%	
Total(n)	3	322	403	2	121	154	1	189	234	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	2.67	2.12	2.08	2.50	2.02	1.95	3.00	2.23	2.21	
Standard deviation	0.58	1.03	1.02	0.71	0.97	0.96	.	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.53	0.58	-	0.49	0.57	-	0.74	0.76	
<b>Have good working relationships with the administration</b>										
Strongly Agree	66.7%	37.0%	38.3%	100.0%	37.5%	40.3%	0.0%	37.0%	37.9%	
Agree	33.3%	42.2%	41.5%	0.0%	45.0%	42.9%	100.0%	41.8%	41.3%	
Disagree	0.0%	15.8%	15.3%	0.0%	13.3%	13.0%	0.0%	16.4%	16.2%	
Strongly Disagree	0.0%	5.0%	4.9%	0.0%	4.2%	3.9%	0.0%	4.8%	4.7%	
Total(n)	3	322	405	2	120	154	1	189	235	
Mean	3.67	3.11	3.13	4.00	3.16	3.19	3.00	3.11	3.12	
Standard deviation	0.58	0.85	0.85	0.00	0.81	0.81	.	0.85	0.85	
Significance	-			-			-			
Effect size	-	0.66	0.64	-	1.04	1.00	-	-0.13	-0.14	
<b>Are respected by full-time faculty</b>										
Strongly Agree	50.0%	24.6%	28.4%	50.0%	25.0%	29.6%	0.0%	25.9%	28.5%	
Agree	0.0%	39.6%	39.1%	0.0%	47.5%	45.4%	0.0%	33.3%	34.0%	
Disagree	50.0%	23.1%	22.4%	50.0%	20.0%	19.1%	0.0%	25.4%	25.1%	
Strongly Disagree	0.0%	12.8%	10.2%	0.0%	7.5%	5.9%	0.0%	15.3%	12.3%	
Total(n)	2	321	402	2	120	152	0	189	235	
Mean	3.00	2.76	2.86	3.00	2.90	2.99	.	2.70	2.79	
Standard deviation	1.41	0.97	0.95	1.41	0.86	0.85	.	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.25	0.15	-	0.12	0.01	-			
<b>Are paid fairly</b>										
Strongly Agree	33.3%	5.9%	6.1%	50.0%	5.7%	7.1%	0.0%	6.3%	5.9%	
Agree	66.7%	21.9%	23.6%	50.0%	25.4%	28.2%	100.0%	20.0%	20.8%	
Disagree	0.0%	31.8%	30.7%	0.0%	31.1%	30.1%	0.0%	32.1%	30.9%	
Strongly Disagree	0.0%	40.4%	39.6%	0.0%	37.7%	34.6%	0.0%	41.6%	42.4%	
Total(n)	3	324	407	2	122	156	1	190	236	
Mean	3.33	1.93	1.96	3.50	1.99	2.08	3.00	1.91	1.90	
Standard deviation	0.58	0.93	0.94	0.71	0.93	0.95	.	0.93	0.93	
Significance	-	**	*	-	*	*	-			
Effect size	-	1.51	1.46	-	1.62	1.49	-	1.17	1.18	
<b>Have input in course designs</b>										
Strongly Agree	33.3%	21.9%	26.4%	50.0%	23.1%	29.2%	0.0%	22.0%	25.0%	
Agree	66.7%	38.9%	39.3%	50.0%	41.3%	41.6%	100.0%	37.7%	38.6%	
Disagree	0.0%	21.6%	19.0%	0.0%	20.7%	17.5%	0.0%	22.5%	20.3%	
Strongly Disagree	0.0%	17.6%	15.3%	0.0%	14.9%	11.7%	0.0%	17.8%	16.1%	
Total(n)	3	324	405	2	121	154	1	191	236	
Mean	3.33	2.65	2.77	3.50	2.73	2.88	3.00	2.64	2.72	
Standard deviation	0.58	1.01	1.01	0.71	0.98	0.96	.	1.02	1.01	
Significance	-			-			-			
Effect size	-	0.67	0.55	-	0.79	0.65	-	0.35	0.28	
<b>Are included in faculty governance</b>										
Strongly Agree	0.0%	6.3%	6.8%	0.0%	3.4%	5.3%	0.0%	8.5%	7.8%	
Agree	50.0%	24.1%	25.9%	50.0%	23.1%	27.8%	0.0%	25.0%	25.0%	
Disagree	0.0%	29.4%	30.5%	0.0%	30.8%	29.8%	0.0%	30.3%	32.8%	
Strongly Disagree	50.0%	40.2%	36.8%	50.0%	42.7%	37.1%	0.0%	36.2%	34.5%	
Total(n)	2	316	397	2	117	151	0	188	232	
Mean	2.00	1.97	2.03	2.00	1.87	2.01	.	2.06	2.06	
Standard deviation	1.41	0.95	0.95	1.41	0.89	0.93	.	0.98	0.95	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.15	-0.01	-			
<b>Aside from this institution, at how many other institutions do you teach?</b>										
None	100.0%	56.4%	58.7%	100.0%	58.0%	63.6%	100.0%	54.5%	55.2%	
1	0.0%	27.2%	25.6%	0.0%	21.4%	19.4%	0.0%	31.7%	30.2%	
2	0.0%	10.4%	10.0%	0.0%	13.0%	10.9%	0.0%	8.9%	9.7%	
3 or more	0.0%	6.1%	5.6%	0.0%	7.6%	6.1%	0.0%	5.0%	4.8%	
Total(n)	3	346	429	2	131	165	1	202	248	
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>										
More than three months	66.7%	18.3%	21.6%	100.0%	18.5%	23.2%	0.0%	18.4%	21.1%	
1-3 months	33.3%	43.3%	42.5%	0.0%	40.8%	41.5%	100.0%	45.8%	44.1%	
3-4 weeks	0.0%	20.1%	18.1%	0.0%	24.6%	20.7%	0.0%	16.4%	15.8%	
1-2 weeks	0.0%	13.4%	13.1%	0.0%	11.5%	11.0%	0.0%	14.9%	14.2%	
Less than 1 week	0.0%	4.9%	4.7%	0.0%	4.6%	3.7%	0.0%	4.5%	4.9%	
Total(n)	3	344	426	2	130	164	1	201	247	
Mean	4.67	3.57	3.63	5.00	3.57	3.70	4.00	3.59	3.62	
Standard deviation	0.58	1.09	1.10	0.00	1.06	1.06	.	1.09	1.11	
Significance	-			-			-			
Effect Size	-	1.01	0.95	-	1.35	1.23	-	0.38	0.34	
<b>END OF PART-TIME ONLY</b>										
<b>What is your principal activity in your current position at this institution?</b>										
Administration	4.2%	7.0%	7.6%	2.9%	7.3%	7.6%	5.7%	7.1%	7.9%	
Teaching	95.8%	87.5%	85.0%	97.1%	87.8%	85.4%	94.3%	87.3%	84.7%	
Research	0.0%	1.9%	4.1%	0.0%	2.5%	4.9%	0.0%	1.3%	3.4%	
Services to clients and patients	0.0%	1.1%	1.0%	0.0%	0.8%	0.8%	0.0%	1.2%	1.1%	
Other	0.0%	2.5%	2.3%	0.0%	1.6%	1.3%	0.0%	3.1%	2.9%	
Total(n)	72	2,528	3,755	34	1,071	1,549	35	1,373	2,082	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	13.7%	33.2%	34.4%	20.6%	35.4%	37.8%	8.3%	31.1%	31.8%	
Very Important	35.6%	33.3%	33.2%	35.3%	34.2%	31.7%	33.3%	33.1%	34.6%	
Somewhat Important	46.6%	25.9%	24.9%	44.1%	24.6%	24.3%	50.0%	26.9%	25.3%	
Not Important	4.1%	7.6%	7.4%	0.0%	5.8%	6.2%	8.3%	8.9%	8.3%	
Total(n)	73	2,519	3,746	34	1,066	1,544	36	1,365	2,072	
Mean	2.59	2.92	2.95	2.76	2.99	3.01	2.42	2.87	2.90	
Standard deviation	0.78	0.94	0.94	0.78	0.91	0.93	0.77	0.96	0.95	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.35	-0.38	-	-0.25	-0.27	-	-0.47	-0.51	
<b>Personally, how important to you is:</b>										
<b>Teaching</b>										
Essential	80.8%	80.4%	79.3%	79.4%	80.8%	79.7%	80.6%	80.5%	79.3%	
Very Important	19.2%	17.0%	17.7%	20.6%	16.7%	17.4%	19.4%	16.8%	17.6%	
Somewhat Important	0.0%	2.2%	2.6%	0.0%	2.2%	2.7%	0.0%	2.2%	2.6%	
Not Important	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.5%	0.5%	
Total(n)	73	2,529	3,756	34	1,068	1,546	36	1,373	2,081	
Mean	3.81	3.77	3.76	3.79	3.78	3.77	3.81	3.77	3.76	
Standard deviation	0.40	0.49	0.51	0.41	0.48	0.50	0.40	0.50	0.51	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.02	0.04	-	0.08	0.10	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	22.2%	22.7%	24.2%	23.5%	19.7%	21.2%	20.0%	24.5%	26.0%	
Very Important	50.0%	44.5%	43.9%	41.2%	43.1%	43.6%	60.0%	46.1%	44.7%	
Somewhat Important	26.4%	29.4%	28.7%	32.4%	32.1%	30.7%	20.0%	27.5%	27.3%	
Not Important	1.4%	3.4%	3.3%	2.9%	5.1%	4.5%	0.0%	1.9%	2.1%	
Total(n)	72	2,515	3,740	34	1,061	1,540	35	1,365	2,069	
Mean	2.93	2.87	2.89	2.85	2.77	2.81	3.00	2.93	2.94	
Standard deviation	0.74	0.80	0.80	0.82	0.82	0.82	0.64	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.10	0.05	-	0.09	0.08	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
0	1.4%	8.2%	7.8%	0.0%	7.2%	7.1%	2.7%	9.1%	8.5%	
1	8.1%	10.4%	11.7%	11.8%	10.2%	11.2%	5.4%	10.6%	12.2%	
2	14.9%	15.4%	16.9%	14.7%	15.8%	16.9%	16.2%	15.2%	17.1%	
3	37.8%	29.0%	27.7%	38.2%	30.8%	29.4%	32.4%	27.3%	26.1%	
4	27.0%	20.6%	21.0%	32.4%	20.7%	20.9%	24.3%	20.2%	20.8%	
5 or more	10.8%	16.4%	14.8%	2.9%	15.3%	14.3%	18.9%	17.6%	15.3%	
Total(n)	74	2,591	3,830	34	1,095	1,576	37	1,409	2,125	
<b>How many of the courses that you are teaching this term are:</b>										
<b>General education courses</b>										
0	50.0%	57.8%	60.5%	38.7%	56.7%	59.1%	58.8%	59.1%	62.1%	
1-2	47.1%	32.0%	29.9%	54.8%	33.1%	31.9%	41.2%	30.7%	27.8%	
3-4	2.9%	8.1%	7.7%	6.5%	8.4%	7.5%	0.0%	7.9%	7.9%	
5+	0.0%	2.0%	1.8%	0.0%	1.8%	1.5%	0.0%	2.3%	2.2%	
Total(n)	68	2,208	3,252	31	942	1,346	34	1,192	1,792	
<b>Courses required for an undergraduate major</b>										
0	15.9%	17.4%	19.6%	12.5%	13.0%	15.2%	14.7%	21.2%	23.3%	
1-2	58.0%	46.8%	46.5%	62.5%	49.2%	47.9%	55.9%	44.7%	45.2%	
3-4	24.6%	29.4%	28.2%	25.0%	32.0%	31.6%	26.5%	27.2%	25.4%	
5+	1.4%	6.3%	5.7%	0.0%	5.9%	5.3%	2.9%	6.9%	6.1%	
Total(n)	69	2,245	3,328	32	954	1,369	34	1,215	1,844	
<b>Other undergraduate credit courses</b>										
0	40.4%	62.4%	62.9%	28.6%	62.6%	61.7%	44.8%	62.5%	63.7%	
1-2	53.8%	30.6%	30.8%	66.7%	30.4%	32.1%	48.3%	30.4%	29.8%	
3-4	5.8%	5.2%	4.7%	4.8%	5.5%	4.9%	6.9%	5.0%	4.7%	
5+	0.0%	1.7%	1.6%	0.0%	1.5%	1.3%	0.0%	2.0%	1.8%	
Total(n)	52	1,949	2,881	21	812	1,164	29	1,074	1,620	
<b>Developmental/remedial courses (not for credit)</b>										
0	100.0%	97.2%	97.3%	100.0%	97.4%	97.4%	100.0%	97.0%	97.2%	
1-2	0.0%	2.4%	2.3%	0.0%	2.5%	2.5%	0.0%	2.3%	2.2%	
3-4	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.3%	
5+	0.0%	0.2%	0.2%	0.0%	0.1%	0.1%	0.0%	0.2%	0.3%	
Total(n)	49	1,908	2,815	20	804	1,145	27	1,046	1,579	
<b>Graduate courses</b>										
0	64.9%	67.0%	63.2%	65.4%	69.3%	66.0%	69.0%	65.0%	60.9%	
1-2	24.6%	25.2%	28.5%	34.6%	26.0%	28.5%	17.2%	25.1%	28.9%	
3-4	10.5%	6.6%	7.1%	0.0%	4.3%	4.9%	13.8%	8.1%	8.6%	
5+	0.0%	1.2%	1.2%	0.0%	0.5%	0.6%	0.0%	1.8%	1.6%	
Total(n)	57	2,055	3,063	26	862	1,251	29	1,129	1,712	
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>										
0	75.0%	60.8%	60.3%	61.8%	62.3%	61.1%	88.6%	59.3%	59.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
1-2	8.3%	21.2%	21.7%	14.7%	20.5%	20.7%	2.9%	22.1%	22.7%	
3-4	16.7%	14.4%	14.6%	23.5%	13.6%	14.5%	8.6%	14.8%	14.4%	
5+	0.0%	3.6%	3.5%	0.0%	3.6%	3.7%	0.0%	3.8%	3.3%	
Total(n)	72	2,342	3,482	34	1,006	1,451	35	1,259	1,916	
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>										
Undergraduate credit courses	100.0%	54.8%	48.7%	0.0%	55.6%	51.8%	100.0%	54.7%	47.0%	
Graduate courses	0.0%	11.5%	13.8%	0.0%	17.3%	15.8%	0.0%	8.6%	12.7%	
Developmental/remedial courses	0.0%	0.5%	0.7%	0.0%	1.2%	0.9%	0.0%	0.0%	0.6%	
I do not teach	0.0%	33.2%	36.8%	0.0%	25.9%	31.6%	0.0%	36.7%	39.8%	
Total(n)	1	217	304	0	81	114	1	128	181	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	94.6%	90.2%	88.3%	97.1%	91.2%	89.8%	97.3%	89.5%	87.0%	
No	5.4%	9.8%	11.7%	2.9%	8.8%	10.2%	2.7%	10.5%	13.0%	
Total(n)	74	2,558	3,794	34	1,083	1,564	37	1,386	2,099	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	39.2%	46.5%	49.7%	35.3%	43.0%	46.4%	37.8%	49.1%	52.1%	
No	60.8%	53.5%	50.3%	64.7%	57.0%	53.6%	62.2%	50.9%	47.9%	
Total(n)	74	2,542	3,771	34	1,079	1,557	37	1,374	2,083	
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>										
<b>In the past year, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a Very Large Extent	6.9%	24.5%	25.9%	8.3%	24.4%	26.4%	7.1%	24.9%	26.2%	
To a Large Extent	17.2%	19.6%	20.3%	16.7%	21.4%	21.7%	14.3%	18.2%	18.9%	
To Some Extent	31.0%	27.4%	26.6%	41.7%	26.6%	25.9%	21.4%	27.7%	26.9%	
To a Small Extent	17.2%	15.5%	15.4%	25.0%	16.2%	15.4%	14.3%	14.9%	15.6%	
Not at All	27.6%	13.0%	11.7%	8.3%	11.4%	10.6%	42.9%	14.4%	12.4%	
Total(n)	29	1,179	1,870	12	463	719	14	672	1,083	
<b>Mentored graduate students</b>										
To a Very Large Extent	31.0%	33.5%	35.9%	16.7%	30.7%	33.6%	42.9%	35.8%	38.2%	
To a Large Extent	20.7%	23.3%	23.2%	25.0%	23.9%	23.4%	14.3%	23.1%	23.0%	
To Some Extent	17.2%	23.4%	22.6%	33.3%	23.9%	24.1%	0.0%	22.5%	21.1%	
To a Small Extent	20.7%	11.8%	11.1%	16.7%	12.8%	11.4%	28.6%	10.9%	10.8%	
Not at All	10.3%	8.0%	7.3%	8.3%	8.7%	7.5%	14.3%	7.6%	6.9%	
Total(n)	29	1,174	1,866	12	460	718	14	670	1,080	
<b>Helped graduate students access professional networks</b>										
To a Very Large Extent	17.2%	18.6%	19.0%	8.3%	17.2%	17.6%	21.4%	19.4%	20.0%	
To a Large Extent	17.2%	20.2%	21.5%	16.7%	21.2%	21.8%	21.4%	20.0%	21.5%	
To Some Extent	27.6%	31.4%	30.4%	33.3%	31.2%	30.3%	21.4%	31.1%	30.2%	
To a Small Extent	24.1%	15.9%	15.9%	41.7%	17.2%	17.5%	7.1%	15.1%	15.0%	
Not at All	13.8%	13.8%	13.1%	0.0%	13.1%	12.8%	28.6%	14.3%	13.2%	
Total(n)	29	1,171	1,856	12	458	710	14	669	1,078	
<b>Presented with graduate students at conferences</b>										
To a Very Large Extent	3.4%	7.0%	8.3%	0.0%	6.3%	7.0%	7.1%	7.1%	9.0%	
To a Large Extent	0.0%	6.1%	7.5%	0.0%	6.1%	8.1%	0.0%	6.2%	7.3%	
To Some Extent	10.3%	11.6%	12.4%	16.7%	11.9%	12.6%	7.1%	11.7%	12.6%	
To a Small Extent	3.4%	7.8%	8.7%	8.3%	8.4%	9.2%	0.0%	7.8%	8.7%	
Not at All	82.8%	67.6%	63.0%	75.0%	67.3%	63.2%	85.7%	67.3%	62.3%	
Total(n)	29	1,172	1,861	12	462	717	14	666	1,076	
<b>Published with graduate students</b>										
To a Very Large Extent	0.0%	5.6%	7.5%	0.0%	6.6%	8.6%	0.0%	4.5%	6.7%	
To a Large Extent	0.0%	5.2%	6.8%	0.0%	5.7%	7.3%	0.0%	5.0%	6.6%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
To Some Extent	10.3%	9.3%	10.4%	16.7%	10.1%	10.4%	7.1%	9.0%	10.4%	
To a Small Extent	6.9%	7.9%	8.5%	16.7%	9.0%	8.7%	0.0%	7.2%	8.6%	
Not at All	82.8%	72.1%	66.8%	66.7%	68.7%	65.0%	92.9%	74.2%	67.6%	
Total(n)	29	1,164	1,850	12	457	711	14	664	1,072	
<b>Included graduate students in research grant writing</b>										
To a Very Large Extent	0.0%	3.9%	5.1%	0.0%	3.3%	3.6%	0.0%	4.1%	6.0%	
To a Large Extent	0.0%	4.6%	5.2%	0.0%	5.4%	6.0%	0.0%	3.9%	4.7%	
To Some Extent	3.4%	8.1%	9.3%	0.0%	8.7%	9.7%	7.1%	8.1%	9.5%	
To a Small Extent	10.3%	8.1%	8.9%	16.7%	10.0%	9.1%	7.1%	6.9%	8.7%	
Not at All	86.2%	75.1%	71.4%	83.3%	72.5%	71.5%	85.7%	77.0%	71.1%	
Total(n)	29	1,167	1,855	12	459	713	14	664	1,074	
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>										
0	37.9%	19.2%	19.5%	16.7%	15.8%	18.0%	50.0%	21.0%	19.8%	
1-5	37.9%	51.2%	51.4%	58.3%	55.3%	53.1%	21.4%	48.7%	50.4%	
6-10	13.8%	17.8%	17.6%	16.7%	19.9%	19.3%	14.3%	17.2%	17.1%	
11-20	10.3%	7.1%	7.7%	8.3%	5.6%	6.5%	14.3%	7.6%	8.2%	
21 or more	0.0%	4.6%	3.8%	0.0%	3.5%	3.1%	0.0%	5.5%	4.4%	
Total(n)	29	1,177	1,869	12	463	721	14	670	1,080	
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>										
0	44.8%	45.4%	46.1%	50.0%	42.4%	43.6%	42.9%	47.4%	47.5%	
1	24.1%	9.9%	10.1%	25.0%	10.3%	10.6%	21.4%	9.2%	9.5%	
2	6.9%	8.7%	8.6%	16.7%	8.3%	9.4%	0.0%	9.2%	8.4%	
3-4	13.8%	12.6%	12.1%	0.0%	12.9%	12.4%	21.4%	12.1%	11.6%	
5-8	10.3%	10.9%	11.1%	8.3%	13.1%	12.4%	14.3%	9.5%	10.3%	
9 or more	0.0%	12.5%	12.1%	0.0%	13.1%	11.6%	0.0%	12.5%	12.7%	
Total(n)	29	1,171	1,863	12	458	716	14	671	1,080	
<b>In the past year, how many master's thesis committees have you chaired?</b>										
0	68.8%	40.8%	39.9%	66.7%	39.4%	40.1%	75.0%	42.2%	40.1%	
1	0.0%	18.6%	19.6%	0.0%	20.1%	22.0%	0.0%	17.6%	17.7%	
2	12.5%	14.1%	14.6%	16.7%	12.9%	13.1%	0.0%	14.7%	15.5%	
3-4	6.3%	14.6%	14.2%	16.7%	18.6%	16.3%	0.0%	11.0%	12.5%	
5-8	12.5%	7.0%	7.0%	0.0%	5.7%	5.2%	25.0%	8.2%	8.5%	
9 or more	0.0%	4.9%	4.6%	0.0%	3.4%	3.2%	0.0%	6.2%	5.7%	
Total(n)	16	639	1,004	6	264	404	8	353	566	
<b>How many dissertation committees have you served on or are currently serving?</b>										
0	86.2%	77.2%	66.2%	91.7%	77.8%	66.7%	85.7%	76.4%	65.4%	
1	3.4%	9.9%	11.5%	8.3%	7.7%	10.3%	0.0%	11.4%	12.3%	
2	0.0%	4.1%	5.0%	0.0%	4.6%	5.9%	0.0%	3.8%	4.6%	
3-4	3.4%	3.3%	6.2%	0.0%	4.2%	6.5%	0.0%	2.7%	6.1%	
5-8	6.9%	3.3%	6.0%	0.0%	3.7%	6.6%	14.3%	3.2%	5.8%	
9 or more	0.0%	2.3%	5.1%	0.0%	2.0%	4.1%	0.0%	2.6%	5.8%	
Total(n)	29	1,156	1,845	12	455	711	14	660	1,069	
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>										
0	75.0%	66.3%	56.5%	100.0%	65.3%	58.2%	50.0%	67.3%	56.0%	
1	25.0%	13.3%	15.0%	0.0%	13.9%	14.3%	50.0%	12.2%	14.7%	
2	0.0%	4.5%	8.4%	0.0%	5.9%	8.4%	0.0%	3.8%	8.4%	
3-4	0.0%	9.1%	11.6%	0.0%	8.9%	11.8%	0.0%	9.0%	11.4%	
5-8	0.0%	4.2%	5.6%	0.0%	3.0%	4.6%	0.0%	5.1%	6.3%	
9 or more	0.0%	2.7%	2.9%	0.0%	3.0%	2.5%	0.0%	2.6%	3.3%	
Total(n)	4	264	621	1	101	237	2	156	368	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for research opportunities</b>										
Strongly Agree	0.0%	17.1%	16.6%	0.0%	17.1%	17.7%	0.0%	17.2%	16.0%	
Somewhat Agree	11.5%	24.9%	28.0%	18.2%	28.3%	31.9%	8.3%	22.8%	25.3%	
Somewhat Disagree	30.8%	27.4%	27.1%	36.4%	28.3%	26.3%	25.0%	26.2%	27.1%	
Strongly Disagree	57.7%	30.6%	28.3%	45.5%	26.3%	24.1%	66.7%	33.8%	31.6%	
Total(n)	26	1,107	1,763	11	438	684	12	627	1,015	
Mean	1.54	2.28	2.33	1.73	2.36	2.43	1.42	2.23	2.26	
Standard deviation	0.71	1.08	1.06	0.79	1.05	1.04	0.67	1.10	1.07	
Significance	-	***	***	-	*	*	-	*	**	
Effect size	-	-0.69	-0.75	-	-0.60	-0.67	-	-0.74	-0.79	
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>										
Strongly Agree	23.1%	28.5%	32.4%	27.3%	31.1%	36.7%	25.0%	26.9%	29.9%	
Somewhat Agree	38.5%	32.6%	32.6%	45.5%	32.9%	32.7%	33.3%	31.9%	31.9%	
Somewhat Disagree	15.4%	20.1%	19.0%	9.1%	20.3%	17.7%	16.7%	20.1%	19.9%	
Strongly Disagree	23.1%	18.8%	16.0%	18.2%	15.8%	12.9%	25.0%	21.2%	18.3%	
Total(n)	26	1,114	1,769	11	438	683	12	633	1,021	
Mean	2.62	2.71	2.81	2.82	2.79	2.93	2.58	2.64	2.73	
Standard deviation	1.10	1.07	1.06	1.08	1.05	1.03	1.16	1.09	1.08	
Significance	-			-			-			
Effect size	-	-0.08	-0.18	-	0.03	-0.11	-	-0.06	-0.14	
<b>This graduate program enrolls too few international students</b>										
Strongly Agree	8.0%	12.6%	12.0%	9.1%	12.8%	12.2%	8.3%	12.2%	11.4%	
Somewhat Agree	44.0%	31.0%	31.1%	36.4%	29.6%	28.6%	50.0%	31.6%	32.5%	
Somewhat Disagree	28.0%	35.7%	36.8%	45.5%	36.0%	37.5%	16.7%	35.7%	36.8%	
Strongly Disagree	20.0%	20.7%	20.2%	9.1%	21.6%	21.7%	25.0%	20.5%	19.3%	
Total(n)	25	1,099	1,740	11	436	674	12	624	1,006	
Mean	2.40	2.36	2.35	2.45	2.34	2.31	2.42	2.35	2.36	
Standard deviation	0.91	0.95	0.93	0.82	0.96	0.94	1.00	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.11	0.15	-	0.07	0.07	
<b>Graduate students work well together in this program</b>										
Strongly Agree	65.4%	44.4%	44.2%	45.5%	42.1%	41.5%	83.3%	46.0%	46.4%	
Somewhat Agree	30.8%	47.0%	47.5%	45.5%	46.5%	47.7%	16.7%	47.5%	47.2%	
Somewhat Disagree	0.0%	6.5%	6.4%	0.0%	8.7%	8.5%	0.0%	4.9%	5.0%	
Strongly Disagree	3.8%	2.2%	1.9%	9.1%	2.7%	2.3%	0.0%	1.6%	1.5%	
Total(n)	26	1,107	1,755	11	439	684	12	628	1,009	
Mean	3.58	3.34	3.34	3.27	3.28	3.28	3.83	3.38	3.38	
Standard deviation	0.70	0.70	0.68	0.90	0.73	0.72	0.39	0.66	0.65	
Significance	-			-			-	*	*	
Effect size	-	0.34	0.35	-	-0.01	-0.01	-	0.68	0.69	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly Agree	0.0%	9.7%	8.7%	0.0%	10.9%	10.4%	0.0%	8.9%	7.3%	
Somewhat Agree	7.7%	23.2%	23.2%	9.1%	22.5%	22.9%	0.0%	24.0%	24.0%	
Somewhat Disagree	42.3%	24.0%	22.4%	45.5%	22.5%	20.7%	33.3%	24.3%	23.0%	
Strongly Disagree	50.0%	43.1%	45.8%	45.5%	44.1%	46.0%	66.7%	42.8%	45.7%	
Total(n)	26	1,109	1,766	11	440	685	12	629	1,019	
Mean	1.58	2.00	1.95	1.64	2.00	1.98	1.33	1.99	1.93	
Standard deviation	0.64	1.03	1.02	0.67	1.05	1.05	0.49	1.01	0.99	
Significance	-	*		-			-	*	*	
Effect size	-	-0.41	-0.36	-	-0.34	-0.32	-	-0.65	-0.61	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Strongly Agree	58.3%	44.2%	47.3%	50.0%	39.4%	43.5%	72.7%	48.0%	50.3%	
Somewhat Agree	33.3%	40.4%	39.0%	30.0%	42.6%	41.3%	27.3%	39.0%	37.7%	
Somewhat Disagree	8.3%	11.1%	10.1%	20.0%	13.6%	11.1%	0.0%	8.8%	8.7%	
Strongly Disagree	0.0%	4.3%	3.6%	0.0%	4.4%	4.1%	0.0%	4.2%	3.2%	
Total(n)	24	1,098	1,745	10	434	676	11	623	1,007	
Mean	3.50	3.24	3.30	3.30	3.17	3.24	3.73	3.31	3.35	
Standard deviation	0.66	0.82	0.79	0.82	0.82	0.81	0.47	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.32	0.25	-	0.16	0.07	-	0.53	0.49	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly Agree	39.1%	20.5%	20.9%	18.2%	16.9%	17.9%	63.6%	23.5%	23.0%	
Somewhat Agree	30.4%	31.3%	32.7%	36.4%	34.0%	35.7%	27.3%	29.5%	30.9%	
Somewhat Disagree	26.1%	28.0%	29.0%	36.4%	29.4%	29.1%	9.1%	26.6%	28.6%	
Strongly Disagree	4.3%	20.2%	17.4%	9.1%	19.7%	17.3%	0.0%	20.5%	17.5%	
Total(n)	23	1,091	1,738	11	432	676	11	621	1,004	
Mean	3.04	2.52	2.57	2.64	2.48	2.54	3.55	2.56	2.59	
Standard deviation	0.93	1.03	1.01	0.92	0.99	0.98	0.69	1.06	1.03	
Significance	-	*	*	-			-	**	**	
Effect size	-	0.50	0.47	-	0.16	0.10	-	0.93	0.93	
<b>Faculty in my department are good mentors for graduate students</b>										
Strongly Agree	50.0%	46.1%	47.9%	40.0%	45.5%	46.5%	54.5%	46.7%	48.8%	
Somewhat Agree	37.5%	41.8%	40.8%	40.0%	41.6%	41.8%	36.4%	42.7%	40.9%	
Somewhat Disagree	12.5%	9.1%	8.4%	20.0%	9.6%	9.1%	9.1%	8.1%	7.5%	
Strongly Disagree	0.0%	3.0%	2.8%	0.0%	3.2%	2.6%	0.0%	2.5%	2.7%	
Total(n)	24	1,110	1,766	10	437	682	11	632	1,020	
Mean	3.38	3.31	3.34	3.20	3.30	3.32	3.45	3.34	3.36	
Standard deviation	0.71	0.76	0.75	0.79	0.77	0.75	0.69	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.09	0.05	-	-0.13	-0.16	-	0.15	0.12	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly Agree	12.0%	2.8%	4.5%	18.2%	2.6%	5.2%	9.1%	3.2%	4.3%	
Somewhat Agree	12.0%	13.1%	15.0%	9.1%	11.9%	13.7%	18.2%	14.5%	16.1%	
Somewhat Disagree	24.0%	33.9%	34.6%	18.2%	35.1%	35.1%	27.3%	32.8%	34.1%	
Strongly Disagree	52.0%	50.2%	45.9%	54.5%	50.5%	46.0%	45.5%	49.5%	45.5%	
Total(n)	25	1,092	1,736	11	430	670	11	622	1,006	
Mean	1.84	1.69	1.78	1.91	1.67	1.78	1.91	1.71	1.79	
Standard deviation	1.07	0.81	0.86	1.22	0.78	0.87	1.04	0.83	0.86	
Significance	-			-			-			
Effect size	-	0.19	0.07	-	0.31	0.15	-	0.24	0.14	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly Agree	34.6%	52.5%	49.3%	36.4%	50.9%	46.8%	33.3%	53.5%	51.0%	
Somewhat Agree	23.1%	32.2%	33.9%	18.2%	34.0%	36.0%	25.0%	30.7%	32.1%	
Somewhat Disagree	26.9%	10.6%	12.0%	36.4%	10.9%	12.5%	25.0%	10.5%	11.8%	
Strongly Disagree	15.4%	4.7%	4.9%	9.1%	4.2%	4.8%	16.7%	5.3%	5.0%	
Total(n)	26	1,097	1,744	11	432	673	12	626	1,011	
Mean	2.77	3.32	3.28	2.82	3.32	3.25	2.75	3.32	3.29	
Standard deviation	1.11	0.85	0.86	1.08	0.83	0.85	1.14	0.86	0.86	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.65	-0.59	-	-0.60	-0.51	-	-0.66	-0.63	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>During the past three years, have you:</b>										
<b>Advised student groups involved in service/volunteer work</b>	55.4%	50.5%	50.6%	47.1%	50.6%	49.7%	62.2%	50.5%	51.5%	Civic Minded Practice
Total(n)	74	2,546	3,775	34	1,073	1,552	37	1,384	2,092	
<b>Collaborated with the local community on research/teaching to address their needs</b>	28.8%	45.8%	48.2%	18.2%	43.6%	45.4%	35.1%	47.6%	50.3%	Civic Minded Practice
Total(n)	73	2,541	3,773	33	1,072	1,549	37	1,379	2,092	
<b>Conducted research or writing focused on international/global issues</b>	17.6%	28.7%	28.8%	17.6%	32.5%	32.3%	16.2%	25.9%	26.3%	
Total(n)	74	2,539	3,772	34	1,075	1,554	37	1,376	2,089	
<b>Conducted research or writing focused on racial or ethnic minorities</b>	23.0%	33.7%	34.2%	17.6%	28.7%	28.9%	29.7%	37.2%	37.9%	
Total(n)	74	2,540	3,771	34	1,073	1,551	37	1,379	2,092	
<b>Conducted research or writing focused on women or gender issues</b>	23.3%	26.8%	27.0%	15.2%	18.8%	18.8%	32.4%	32.4%	32.5%	
Total(n)	73	2,534	3,762	33	1,072	1,549	37	1,374	2,085	
<b>Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues</b>	14.9%	13.7%	13.4%	11.8%	10.5%	10.0%	18.9%	15.1%	14.8%	
Total(n)	74	2,533	3,760	34	1,072	1,547	37	1,375	2,087	
<b>Conducted research or writing focused on biomedical science fields</b>	11.0%	13.3%	13.5%	11.8%	14.4%	14.6%	8.3%	12.2%	12.6%	
Total(n)	73	2,525	3,752	34	1,069	1,547	36	1,369	2,077	
<b>Engaged in academic research that spans multiple disciplines</b>	64.9%	61.7%	61.2%	58.8%	65.4%	64.7%	70.3%	58.7%	58.4%	
Total(n)	74	2,535	3,767	34	1,075	1,553	37	1,375	2,087	
<b>Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)</b>	42.5%	47.7%	48.0%	44.1%	49.1%	49.8%	41.7%	46.6%	46.6%	
Total(n)	73	2,536	3,770	34	1,072	1,552	36	1,376	2,088	
<b>Written research grants</b>	28.4%	36.2%	37.5%	26.5%	37.1%	38.9%	32.4%	35.3%	36.5%	
Total(n)	74	2,519	3,733	34	1,066	1,536	37	1,364	2,068	
<b>Received funding for your work from foundations</b>	13.5%	15.2%	17.8%	14.7%	16.6%	19.4%	13.5%	13.9%	16.7%	
Total(n)	74	2,525	3,753	34	1,071	1,548	37	1,366	2,075	
<b>Received funding for your work from state or federal government</b>	16.2%	21.8%	23.5%	17.6%	23.8%	25.4%	13.5%	20.1%	22.2%	
Total(n)	74	2,536	3,768	34	1,072	1,550	37	1,378	2,091	
<b>Received funding for your work from business or industry</b>	6.8%	9.0%	9.8%	11.8%	12.0%	12.6%	2.7%	6.4%	7.6%	
Total(n)	74	2,535	3,768	34	1,074	1,553	37	1,375	2,087	
<b>During the past three years, have you:</b>										
<b>Taught an honors course</b>	19.7%	14.5%	15.9%	21.9%	16.6%	18.3%	18.9%	13.1%	14.2%	
Total(n)	71	2,557	3,784	32	1,078	1,554	37	1,391	2,102	
<b>Taught an interdisciplinary course</b>	48.6%	31.9%	32.3%	43.8%	33.1%	33.5%	54.1%	30.1%	30.8%	
Total(n)	72	2,547	3,767	32	1,071	1,545	37	1,386	2,092	
<b>Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)</b>	23.9%	12.5%	11.8%	18.8%	9.4%	9.3%	27.8%	14.6%	13.3%	
Total(n)	71	2,542	3,761	32	1,072	1,546	36	1,383	2,089	
<b>Taught a service learning course</b>	18.3%	18.2%	18.6%	12.5%	14.5%	14.7%	24.3%	21.0%	21.4%	
Total(n)	71	2,549	3,776	32	1,078	1,555	37	1,385	2,095	
<b>Taught a course exclusively online</b>	60.6%	74.7%	74.8%	44.8%	75.3%	75.3%	70.6%	74.3%	74.3%	
Total(n)	66	2,449	3,613	29	1,029	1,484	34	1,333	2,001	
<b>Participated in organized activities around enhancing pedagogy or student learning</b>	77.5%	74.9%	74.6%	77.4%	69.7%	68.6%	75.7%	78.7%	79.0%	
Total(n)	71	2,559	3,785	31	1,077	1,551	37	1,393	2,104	
<b>Taught a seminar for first-year students</b>	22.2%	16.9%	16.1%	21.9%	17.3%	16.1%	24.3%	16.4%	15.8%	
Total(n)	72	2,539	3,761	32	1,069	1,542	37	1,383	2,091	
<b>Participated in the development of curriculum (enhancing an existing course or creating a new course)</b>	83.3%	79.9%	82.2%	78.1%	78.4%	80.9%	86.5%	80.9%	83.2%	
Total(n)	72	2,559	3,783	32	1,078	1,551	37	1,391	2,101	
<b>In the past year, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a Very Large Extent	2.8%	4.7%	4.1%	3.0%	4.9%	4.3%	2.8%	4.5%	4.0%	
To a Large Extent	2.8%	4.5%	4.6%	0.0%	4.8%	4.8%	5.6%	4.3%	4.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
To Some Extent	12.5%	10.1%	9.6%	18.2%	10.2%	9.2%	8.3%	10.2%	10.2%	
To a Small Extent	18.1%	8.3%	8.1%	18.2%	8.9%	9.0%	19.4%	8.1%	7.7%	
Not at All	63.9%	72.4%	73.6%	60.6%	71.3%	72.8%	63.9%	72.9%	73.6%	
Total(n)	72	2,486	3,691	33	1,048	1,519	36	1,352	2,045	
<b>Published with undergraduates</b>										
To a Very Large Extent	2.8%	2.4%	2.3%	0.0%	3.2%	3.2%	5.6%	1.6%	1.5%	
To a Large Extent	0.0%	3.2%	3.0%	0.0%	4.3%	4.1%	0.0%	2.1%	2.3%	
To Some Extent	5.6%	6.8%	6.7%	6.3%	7.5%	7.3%	5.6%	6.4%	6.6%	
To a Small Extent	9.9%	6.3%	6.1%	12.5%	6.9%	7.2%	8.3%	5.8%	5.2%	
Not at All	81.7%	81.4%	81.8%	81.3%	78.1%	78.2%	80.6%	84.1%	84.5%	
Total(n)	71	2,476	3,677	32	1,040	1,511	36	1,350	2,039	
<b>Engaged undergraduates on your research project(s)</b>										
To a Very Large Extent	9.7%	11.5%	10.7%	3.0%	12.3%	11.8%	16.7%	10.5%	9.7%	
To a Large Extent	6.9%	8.4%	8.2%	12.1%	10.5%	10.0%	2.8%	6.9%	7.0%	
To Some Extent	23.6%	13.7%	13.7%	21.2%	16.3%	15.9%	25.0%	11.8%	12.0%	
To a Small Extent	13.9%	9.9%	10.0%	15.2%	11.4%	11.7%	13.9%	8.5%	8.7%	
Not at All	45.8%	56.6%	57.3%	48.5%	49.4%	50.5%	41.7%	62.2%	62.7%	
Total(n)	72	2,454	3,649	33	1,034	1,503	36	1,334	2,020	
<b>Worked with undergraduates on their research project(s)</b>										
To a Very Large Extent	20.8%	14.6%	14.1%	18.2%	13.4%	13.2%	25.0%	15.5%	14.8%	
To a Large Extent	9.7%	11.5%	11.3%	12.1%	14.5%	13.2%	8.3%	9.0%	9.3%	
To Some Extent	29.2%	19.1%	18.4%	27.3%	21.4%	20.8%	30.6%	17.5%	16.6%	
To a Small Extent	13.9%	11.6%	12.3%	15.2%	12.5%	13.2%	13.9%	11.3%	12.0%	
Not at All	26.4%	43.1%	43.9%	27.3%	38.2%	39.6%	22.2%	46.7%	47.3%	
Total(n)	72	2,482	3,687	33	1,047	1,517	36	1,351	2,045	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	25.4%	16.9%	16.5%	27.3%	19.7%	18.8%	25.7%	15.2%	14.8%	
Good	42.3%	36.2%	35.5%	42.4%	38.2%	37.2%	42.9%	34.6%	34.4%	
Fair	15.5%	10.5%	10.6%	12.1%	10.0%	11.1%	20.0%	10.6%	9.9%	
Poor	1.4%	2.5%	2.1%	3.0%	3.5%	2.9%	0.0%	1.5%	1.4%	
I have not worked with undergraduates on research projects	15.5%	33.9%	35.3%	15.2%	28.6%	30.1%	11.4%	38.2%	39.4%	
Total(n)	71	2,491	3,696	33	1,047	1,518	35	1,357	2,051	
<b>How many undergraduates do you currently advise?</b>										
None	15.5%	40.6%	44.8%	18.2%	36.0%	39.6%	8.6%	44.3%	48.7%	
1-5	18.3%	15.0%	14.8%	24.2%	16.9%	17.3%	11.4%	13.5%	13.1%	
6-10	19.7%	9.2%	8.7%	30.3%	10.4%	9.4%	11.4%	8.6%	8.3%	
11-20	26.8%	12.2%	11.4%	18.2%	12.6%	12.0%	37.1%	11.8%	10.9%	
21-30	12.7%	8.0%	7.4%	6.1%	8.8%	8.3%	20.0%	7.4%	6.7%	
31 or more	7.0%	15.0%	12.9%	3.0%	15.4%	13.3%	11.4%	14.4%	12.3%	
Total(n)	71	2,466	3,660	33	1,040	1,506	35	1,345	2,033	
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>										
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>										
Frequently	44.8%	56.2%	57.3%	38.5%	51.4%	52.5%	51.6%	59.7%	61.1%	
Occasionally	50.0%	38.8%	37.4%	50.0%	42.2%	40.3%	48.4%	36.2%	35.2%	
Not at All	5.2%	5.0%	5.2%	11.5%	6.4%	7.2%	0.0%	4.1%	3.7%	
Total(n)	58	1,440	1,985	26	652	888	31	737	1,027	
Mean	2.40	2.51	2.52	2.27	2.45	2.45	2.52	2.56	2.57	
Standard deviation	0.59	0.59	0.60	0.67	0.61	0.63	0.51	0.57	0.56	
Significance	-			-			-			
Effect size	-	-0.19	-0.20	-	-0.30	-0.29	-	-0.07	-0.09	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Helped them plan their course of study</b>										
Frequently	77.6%	61.0%	62.2%	73.1%	61.5%	61.6%	80.6%	60.3%	62.9%	
Occasionally	20.7%	31.7%	30.5%	23.1%	31.5%	31.2%	19.4%	31.9%	29.7%	
Not at All	1.7%	7.4%	7.3%	3.8%	6.9%	7.2%	0.0%	7.7%	7.4%	
Total(n)	58	1,437	1,982	26	650	885	31	736	1,026	
Mean	2.76	2.54	2.55	2.69	2.55	2.54	2.81	2.53	2.55	
Standard deviation	0.47	0.63	0.63	0.55	0.62	0.63	0.40	0.64	0.63	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.35	0.33	-	0.23	0.24	-	0.44	0.41	
<b>Discussed their academic performance</b>										
Frequently	45.6%	54.8%	56.9%	42.3%	52.3%	54.0%	50.0%	57.0%	59.5%	
Occasionally	54.4%	39.6%	37.2%	57.7%	41.7%	39.3%	50.0%	37.8%	35.5%	
Not at All	0.0%	5.6%	5.9%	0.0%	6.0%	6.7%	0.0%	5.2%	5.1%	
Total(n)	57	1,386	1,913	26	629	860	30	707	984	
Mean	2.46	2.49	2.51	2.42	2.46	2.47	2.50	2.52	2.54	
Standard deviation	0.50	0.60	0.61	0.50	0.61	0.62	0.51	0.60	0.59	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.07	-0.08	-	-0.03	-0.07	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	54.4%	52.4%	53.7%	42.3%	50.1%	50.8%	66.7%	53.7%	55.7%	
Occasionally	40.4%	40.8%	39.4%	50.0%	45.0%	43.8%	33.3%	37.7%	35.8%	
Not at All	5.3%	6.8%	6.9%	7.7%	4.9%	5.3%	0.0%	8.6%	8.5%	
Total(n)	57	1,437	1,981	26	651	885	30	735	1,025	
Mean	2.49	2.46	2.47	2.35	2.45	2.46	2.67	2.45	2.47	
Standard deviation	0.60	0.62	0.62	0.63	0.59	0.60	0.48	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	-0.17	-0.18	-	0.34	0.31	
<b>Discussed career and post-graduation goals</b>										
Frequently	63.8%	67.8%	69.4%	50.0%	64.2%	66.0%	77.4%	70.6%	72.5%	
Occasionally	36.2%	29.7%	28.3%	50.0%	33.5%	31.9%	22.6%	26.4%	24.8%	
Not at All	0.0%	2.6%	2.3%	0.0%	2.3%	2.0%	0.0%	3.0%	2.7%	
Total(n)	58	1,439	1,984	26	653	889	31	735	1,025	
Mean	2.64	2.65	2.67	2.50	2.62	2.64	2.77	2.68	2.70	
Standard deviation	0.48	0.53	0.52	0.51	0.53	0.52	0.43	0.53	0.52	
Significance	-			-			-			
Effect size	-	-0.02	-0.06	-	-0.23	-0.27	-	0.17	0.13	
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>										
<b>Funded workshops focused on teaching</b>										
Yes	50.0%	51.1%	51.5%	46.7%	40.9%	40.8%	48.5%	58.7%	59.3%	
No	39.4%	41.5%	40.2%	46.7%	51.8%	50.8%	36.4%	34.3%	32.7%	
Not eligible	0.0%	2.1%	2.5%	0.0%	1.5%	2.0%	0.0%	2.3%	2.7%	
Not available	10.6%	5.2%	5.8%	6.7%	5.7%	6.4%	15.2%	4.7%	5.4%	
Total(n)	66	2,367	3,519	30	992	1,440	33	1,294	1,960	
<b>Funded workshops focused on research skills development</b>										
Yes	9.1%	11.0%	12.4%	13.3%	10.6%	10.8%	6.1%	11.6%	13.7%	
No	57.6%	70.8%	69.3%	63.3%	73.7%	73.5%	54.5%	69.2%	66.6%	
Not eligible	0.0%	3.6%	4.3%	0.0%	1.8%	2.6%	0.0%	4.7%	5.4%	
Not available	33.3%	14.6%	14.0%	23.3%	13.9%	13.1%	39.4%	14.6%	14.3%	
Total(n)	66	2,363	3,509	30	992	1,435	33	1,290	1,955	
<b>Funded workshops focused on grant writing</b>										
Yes	4.5%	6.3%	6.9%	6.7%	5.7%	5.9%	0.0%	6.7%	7.6%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
No	69.7%	77.4%	76.2%	73.3%	80.4%	79.7%	69.7%	75.7%	74.2%	
Not eligible	0.0%	3.7%	4.3%	0.0%	2.1%	3.0%	0.0%	4.4%	5.0%	
Not available	25.8%	12.7%	12.6%	20.0%	11.7%	11.4%	30.3%	13.2%	13.3%	
Total(n)	66	2,344	3,478	30	979	1,422	33	1,285	1,938	
<b>Paid sabbatical leave</b>										
Yes	1.5%	7.1%	6.2%	3.3%	7.4%	6.9%	0.0%	7.0%	5.7%	
No	75.8%	62.7%	62.4%	80.0%	68.6%	68.8%	75.8%	59.0%	58.5%	
Not eligible	22.7%	24.8%	26.4%	16.7%	18.2%	19.1%	24.2%	29.1%	31.2%	
Not available	0.0%	5.4%	5.0%	0.0%	5.7%	5.3%	0.0%	4.9%	4.6%	
Total(n)	66	2,365	3,512	30	992	1,438	33	1,292	1,955	
<b>Travel funds paid by the institution</b>										
Yes	56.1%	47.1%	47.8%	56.7%	47.0%	46.2%	51.5%	47.7%	49.0%	
No	40.9%	42.0%	41.3%	43.3%	44.1%	44.8%	42.4%	40.4%	38.8%	
Not eligible	3.0%	6.6%	6.4%	0.0%	4.9%	5.0%	6.1%	7.4%	7.2%	
Not available	0.0%	4.4%	4.6%	0.0%	4.0%	4.0%	0.0%	4.5%	5.0%	
Total(n)	66	2,335	3,476	30	977	1,422	33	1,278	1,937	
<b>Internal grants for research</b>										
Yes	10.8%	24.2%	23.6%	3.3%	24.5%	23.8%	18.8%	23.9%	23.4%	
No	83.1%	65.0%	65.1%	90.0%	66.8%	67.3%	78.1%	64.4%	63.9%	
Not eligible	3.1%	6.9%	7.6%	3.3%	5.1%	5.2%	3.1%	7.8%	8.8%	
Not available	3.1%	3.9%	3.8%	3.3%	3.6%	3.6%	0.0%	3.8%	3.9%	
Total(n)	65	2,356	3,495	30	987	1,430	32	1,287	1,945	
<b>Training for administrative leadership</b>										
Yes	7.8%	11.5%	12.4%	6.9%	11.4%	11.6%	9.4%	11.8%	13.3%	
No	68.8%	69.9%	69.0%	69.0%	72.8%	73.0%	68.8%	68.1%	66.4%	
Not eligible	7.8%	8.8%	8.9%	3.4%	6.3%	6.6%	12.5%	10.1%	10.1%	
Not available	15.6%	9.8%	9.7%	20.7%	9.4%	8.9%	9.4%	10.0%	10.3%	
Total(n)	64	2,336	3,466	29	979	1,417	32	1,275	1,929	
<b>Training for promoting inclusion and facilitating difficult conversations</b>										
Yes	43.9%	43.5%	45.0%	36.7%	35.7%	35.5%	51.5%	49.2%	51.8%	
No	51.5%	48.0%	46.7%	60.0%	56.6%	57.1%	45.5%	42.4%	39.8%	
Not eligible	0.0%	2.7%	2.8%	0.0%	2.3%	2.4%	0.0%	2.6%	2.8%	
Not available	4.5%	5.8%	5.5%	3.3%	5.3%	5.1%	3.0%	5.7%	5.6%	
Total(n)	66	2,371	3,520	30	991	1,439	33	1,298	1,961	
<b>Incentives to develop new courses</b>										
Yes	15.2%	14.3%	15.8%	20.0%	13.9%	15.6%	9.1%	14.7%	15.8%	
No	72.7%	66.4%	65.1%	73.3%	70.8%	69.4%	75.8%	63.8%	62.7%	
Not eligible	3.0%	5.4%	5.3%	0.0%	3.0%	3.1%	3.0%	6.4%	6.2%	
Not available	9.1%	13.9%	13.8%	6.7%	12.2%	11.8%	12.1%	15.1%	15.3%	
Total(n)	66	2,362	3,511	30	990	1,439	33	1,289	1,951	
<b>Incentives to integrate technology into your classroom</b>										
Yes	19.7%	25.3%	23.1%	26.7%	22.5%	21.2%	15.2%	27.7%	24.5%	
No	66.7%	60.3%	61.7%	60.0%	64.9%	65.8%	72.7%	57.3%	59.4%	
Not eligible	1.5%	3.0%	3.4%	3.3%	2.4%	2.6%	0.0%	2.9%	3.6%	
Not available	12.1%	11.4%	11.7%	10.0%	10.3%	10.5%	12.1%	12.0%	12.5%	
Total(n)	66	2,368	3,517	30	993	1,441	33	1,294	1,957	
<b>Resources to integrate culturally-competent practices into your classroom</b>										
Yes	33.3%	40.2%	39.9%	20.0%	26.7%	27.0%	45.5%	50.2%	49.3%	
No	51.5%	49.5%	49.7%	63.3%	63.3%	63.1%	42.4%	40.1%	40.5%	
Not eligible	0.0%	2.3%	2.5%	0.0%	2.2%	2.3%	0.0%	2.0%	2.3%	
Not available	15.2%	8.0%	8.0%	16.7%	7.8%	7.6%	12.1%	7.7%	7.9%	
Total(n)	66	2,365	3,517	30	990	1,440	33	1,293	1,957	

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	19.7%	26.1%	26.3%	16.7%	22.0%	23.1%	24.2%	29.3%	28.7%	
1-2	31.8%	20.2%	19.4%	33.3%	18.3%	16.9%	27.3%	21.6%	21.3%	
3-4	22.7%	12.2%	11.9%	16.7%	10.3%	9.9%	27.3%	13.2%	12.8%	
5-10	12.1%	17.8%	16.9%	10.0%	19.2%	18.0%	15.2%	17.2%	16.5%	
11-20	9.1%	12.5%	12.8%	16.7%	14.4%	14.7%	3.0%	10.8%	11.3%	
21-50	3.0%	8.7%	9.6%	6.7%	11.3%	12.3%	0.0%	6.6%	7.7%	
51+	1.5%	2.6%	3.2%	0.0%	4.5%	5.1%	3.0%	1.3%	1.9%	
Total(n)	66	2,416	3,576	30	1,013	1,459	33	1,322	1,998	
Mean	2.74	3.07	3.12	2.97	3.38	3.42	2.58	2.84	2.91	
Standard deviation	1.44	1.77	1.81	1.56	1.85	1.90	1.37	1.66	1.72	
Significance	-			-			-			
Effect size	-	-0.19	-0.21	-	-0.22	-0.24	-	-0.16	-0.19	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	72.7%	55.4%	55.0%	70.0%	52.9%	53.5%	78.8%	57.5%	56.3%	
1-2	15.2%	25.2%	25.4%	16.7%	25.8%	25.1%	12.1%	25.1%	26.0%	
3-4	4.5%	10.0%	10.1%	6.7%	10.0%	10.2%	3.0%	9.7%	9.9%	
5-10	4.5%	7.2%	7.0%	3.3%	8.6%	8.4%	6.1%	6.1%	6.0%	
11-20	3.0%	1.5%	1.6%	3.3%	1.6%	1.8%	0.0%	1.1%	1.3%	
21-50	0.0%	0.7%	0.7%	0.0%	0.9%	0.8%	0.0%	0.5%	0.5%	
51+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.1%	
Total(n)	66	2,399	3,550	30	1,003	1,447	33	1,317	1,987	
Mean	1.50	1.76	1.77	1.53	1.84	1.83	1.36	1.70	1.72	
Standard deviation	1.00	1.07	1.08	1.01	1.13	1.14	0.82	1.00	1.02	
Significance	-		*	-			-		*	
Effect size	-	-0.24	-0.25	-	-0.27	-0.26	-	-0.34	-0.35	
<b>Books, manuals, monographs, or research reports</b>										
None	77.3%	64.6%	64.9%	73.3%	59.5%	61.0%	81.8%	68.5%	68.0%	
1-2	13.6%	23.2%	22.0%	10.0%	25.3%	23.6%	15.2%	21.4%	20.7%	
3-4	4.5%	6.7%	6.9%	6.7%	7.2%	7.3%	3.0%	6.5%	6.5%	
5-10	4.5%	3.9%	4.1%	10.0%	5.7%	5.4%	0.0%	2.5%	3.2%	
11-20	0.0%	0.9%	1.2%	0.0%	1.1%	1.4%	0.0%	0.8%	1.0%	
21-50	0.0%	0.4%	0.5%	0.0%	0.6%	0.7%	0.0%	0.2%	0.3%	
51+	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.2%	0.3%	
Total(n)	66	2,375	3,525	30	991	1,435	33	1,305	1,974	
Mean	1.36	1.56	1.57	1.53	1.68	1.67	1.21	1.47	1.50	
Standard deviation	0.78	0.96	0.99	1.01	1.07	1.07	0.48	0.84	0.91	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.14	-0.13	-	-0.31	-0.32	
<b>Other, such as patents or computer software products</b>										
None	92.4%	90.4%	90.4%	93.3%	86.0%	86.3%	90.9%	94.0%	93.4%	
1-2	3.0%	5.4%	5.5%	3.3%	7.4%	7.3%	3.0%	4.0%	4.2%	
3-4	0.0%	1.9%	2.1%	0.0%	3.3%	3.3%	0.0%	0.9%	1.2%	
5-10	0.0%	1.0%	1.1%	0.0%	1.6%	1.6%	0.0%	0.5%	0.7%	
11-20	1.5%	0.5%	0.3%	0.0%	0.7%	0.5%	3.0%	0.2%	0.2%	
21-50	3.0%	0.4%	0.3%	3.3%	0.5%	0.6%	3.0%	0.2%	0.2%	
51+	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.2%	0.2%	
Total(n)	66	2,356	3,483	30	984	1,420	33	1,292	1,948	
Mean	1.24	1.18	1.18	1.20	1.27	1.26	1.30	1.11	1.11	
Standard deviation	0.99	0.69	0.67	0.92	0.84	0.81	1.10	0.53	0.53	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Significance	-			-			-		*	
Effect size	-	0.09	0.09	-	-0.08	-0.07	-	0.36	0.36	
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>										
None	78.8%	82.3%	82.2%	70.0%	80.2%	80.1%	87.9%	84.1%	84.3%	
1-2	10.6%	5.2%	5.1%	16.7%	5.3%	5.1%	6.1%	5.3%	5.0%	
3-4	1.5%	3.8%	3.7%	3.3%	3.7%	3.6%	0.0%	3.7%	3.7%	
5-10	6.1%	4.5%	4.7%	6.7%	4.9%	4.9%	3.0%	4.0%	4.2%	
11-20	3.0%	1.7%	1.8%	3.3%	2.1%	2.2%	3.0%	1.4%	1.5%	
21+	0.0%	2.5%	2.6%	0.0%	3.7%	4.1%	0.0%	1.5%	1.4%	
Total(n)	66	2,406	3,564	30	1,014	1,460	33	1,313	1,987	
Mean	1.44	1.46	1.46	1.57	1.55	1.56	1.27	1.38	1.38	
Standard deviation	1.01	1.14	1.15	1.07	1.27	1.30	0.88	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.02	0.01	-	-0.11	-0.11	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Solo/Individual</b>										
None	23.1%	28.2%	28.5%	25.0%	27.1%	27.0%	25.0%	29.7%	29.3%	
1-2	53.8%	36.3%	34.6%	50.0%	33.5%	30.7%	75.0%	40.0%	39.3%	
3-4	15.4%	15.4%	17.1%	25.0%	16.5%	19.9%	0.0%	13.5%	14.4%	
5-10	7.7%	13.0%	12.5%	0.0%	12.9%	12.4%	0.0%	12.4%	12.6%	
11-20	0.0%	4.3%	4.3%	0.0%	7.1%	7.1%	0.0%	1.6%	1.5%	
21+	0.0%	2.7%	3.0%	0.0%	2.9%	2.9%	0.0%	2.7%	3.0%	
Total(n)	13	369	537	8	170	241	4	185	270	
Mean	2.08	2.37	2.38	2.00	2.48	2.51	1.75	2.24	2.27	
Standard deviation	0.86	1.28	1.29	0.76	1.36	1.35	0.50	1.21	1.22	
Significance	-			-			-			
Effect size	-	-0.23	-0.23	-	-0.35	-0.38	-	-0.40	-0.43	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Collaborative</b>										
None	14.3%	12.9%	12.2%	11.1%	11.4%	12.1%	25.0%	13.9%	12.5%	
1-2	42.9%	31.5%	30.8%	55.6%	32.6%	30.1%	25.0%	30.9%	31.9%	
3-4	21.4%	20.1%	20.4%	22.2%	15.5%	16.0%	0.0%	23.7%	24.3%	
5-10	14.3%	17.6%	17.4%	11.1%	16.1%	15.2%	25.0%	19.1%	18.4%	
11-20	7.1%	8.9%	9.9%	0.0%	11.4%	12.8%	25.0%	6.7%	7.6%	
21+	0.0%	8.9%	9.2%	0.0%	13.0%	13.8%	0.0%	5.7%	5.2%	
Total(n)	14	403	597	9	193	282	4	194	288	
Mean	2.57	3.05	3.10	2.33	3.22	3.28	3.00	2.91	2.92	
Standard deviation	1.16	1.47	1.48	0.87	1.59	1.62	1.83	1.35	1.33	
Significance	-			-			-			
Effect size	-	-0.33	-0.36	-	-0.56	-0.59	-	0.07	0.06	
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
None	53.0%	37.2%	36.8%	43.3%	32.3%	32.9%	60.6%	41.1%	39.5%	
1	15.2%	14.8%	13.8%	20.0%	14.6%	13.5%	12.1%	14.8%	13.9%	
2	15.2%	13.5%	12.3%	20.0%	14.9%	13.3%	12.1%	12.8%	11.8%	
3	6.1%	11.2%	10.9%	3.3%	12.0%	11.3%	6.1%	10.6%	10.9%	
4	3.0%	6.8%	6.7%	0.0%	7.7%	7.4%	6.1%	6.2%	6.1%	
5	3.0%	5.0%	5.2%	6.7%	4.9%	5.2%	0.0%	5.2%	5.2%	
6	3.0%	3.1%	3.4%	6.7%	3.6%	3.8%	0.0%	2.4%	2.9%	
7-10	0.0%	5.1%	6.0%	0.0%	5.9%	6.6%	0.0%	4.6%	5.6%	Scholarly Productivity

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
More than 10	1.5%	3.2%	4.8%	0.0%	4.2%	5.9%	3.0%	2.4%	4.0%	
Total(n)	66	2,398	3,548	30	1,006	1,448	33	1,315	1,988	
Mean	2.21	3.08	3.25	2.43	3.31	3.46	2.03	2.89	3.09	
Standard deviation	1.78	2.33	2.49	1.85	2.40	2.55	1.76	2.24	2.42	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	-0.37	-0.42	-	-0.37	-0.40	-	-0.38	-0.44	
<b>How many of these professional writings in the past three years were solo-authored?</b>										
None	58.6%	44.9%	44.5%	53.3%	45.0%	45.1%	69.2%	45.7%	44.9%	Scholarly Productivity
1	10.3%	23.2%	23.5%	13.3%	21.1%	21.2%	0.0%	24.4%	24.7%	
2	6.9%	12.6%	12.9%	13.3%	13.8%	13.6%	0.0%	11.8%	12.7%	
3	13.8%	9.0%	8.3%	6.7%	8.3%	8.1%	23.1%	9.7%	8.5%	
4	3.4%	4.0%	4.0%	6.7%	5.2%	5.0%	0.0%	2.9%	3.0%	
5	0.0%	1.8%	1.9%	0.0%	1.1%	1.3%	0.0%	2.0%	2.2%	
6	3.4%	1.3%	1.2%	6.7%	1.3%	1.4%	0.0%	1.0%	0.9%	
7-10	3.4%	1.8%	2.1%	0.0%	2.1%	2.6%	7.7%	1.4%	1.7%	
More than 10	0.0%	1.5%	1.5%	0.0%	2.0%	1.7%	0.0%	1.0%	1.2%	
Total(n)	29	1,351	2,007	15	615	876	13	692	1,068	
Mean	2.24	2.32	2.34	2.27	2.38	2.39	2.23	2.23	2.26	
Standard deviation	1.92	1.78	1.80	1.83	1.86	1.88	2.17	1.66	1.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.06	-	-0.06	-0.06	-	0.00	-0.02	
<b>How many of these professional writings in the past three years were co-authored?</b>										
None	15.4%	15.7%	15.1%	15.4%	19.3%	17.4%	16.7%	12.2%	12.9%	Scholarly Productivity
1	30.8%	25.7%	24.0%	38.5%	22.8%	21.5%	25.0%	28.5%	26.2%	
2	30.8%	18.1%	16.5%	30.8%	17.8%	16.5%	25.0%	18.5%	16.7%	
3	0.0%	13.8%	13.5%	0.0%	11.6%	12.0%	0.0%	15.8%	15.0%	
4	3.8%	7.6%	7.7%	0.0%	8.1%	7.7%	8.3%	7.1%	7.7%	
5	7.7%	5.6%	5.8%	7.7%	5.4%	6.0%	8.3%	5.5%	5.4%	
6	3.8%	4.1%	4.5%	7.7%	4.8%	4.9%	0.0%	3.6%	4.1%	
7-10	7.7%	6.2%	7.4%	0.0%	6.1%	7.6%	16.7%	6.4%	7.3%	
More than 10	0.0%	3.3%	5.5%	0.0%	4.1%	6.5%	0.0%	2.5%	4.7%	
Total(n)	26	1,395	2,094	13	628	898	12	723	1,132	
Mean	3.23	3.56	3.80	2.85	3.57	3.85	3.67	3.55	3.76	
Standard deviation	2.10	2.22	2.39	1.77	2.32	2.48	2.50	2.12	2.31	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.24	-	-0.31	-0.40	-	0.06	-0.04	
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	1.6%	7.1%	7.7%	3.4%	6.8%	7.5%	0.0%	7.5%	8.1%	
1-4	9.4%	15.0%	16.6%	10.3%	13.0%	14.6%	6.3%	16.3%	18.1%	
5-8	23.4%	25.6%	26.2%	17.2%	25.3%	26.8%	31.3%	26.4%	26.1%	
9-12	45.3%	31.6%	29.3%	41.4%	33.0%	30.4%	46.9%	30.2%	28.3%	
13-16	10.9%	11.3%	10.7%	10.3%	11.0%	10.6%	12.5%	11.0%	10.4%	
17-20	7.8%	5.0%	4.4%	13.8%	6.5%	5.4%	3.1%	4.2%	3.9%	
21+	1.6%	4.3%	5.0%	3.4%	4.3%	4.8%	0.0%	4.4%	5.1%	
Total(n)	64	2,283	3,384	29	952	1,380	32	1,250	1,886	
Mean	3.84	3.57	3.52	4.00	3.65	3.57	3.75	3.51	3.47	
Standard deviation	1.14	1.42	1.46	1.39	1.42	1.45	0.88	1.42	1.47	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.22	-	0.25	0.30	-	0.17	0.19	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	1.6%	5.9%	6.2%	3.4%	5.8%	6.2%	0.0%	6.3%	6.4%	
1-4	15.6%	11.6%	11.9%	10.3%	12.6%	13.2%	21.9%	10.9%	10.9%	
5-8	15.6%	21.7%	21.7%	20.7%	22.8%	22.6%	9.4%	21.2%	21.3%	
9-12	25.0%	21.4%	21.0%	20.7%	22.4%	22.4%	28.1%	20.9%	20.0%	
13-16	15.6%	14.9%	14.5%	17.2%	15.2%	14.3%	12.5%	14.8%	14.8%	
17-20	17.2%	11.6%	11.8%	13.8%	10.3%	10.2%	21.9%	12.5%	12.9%	
21+	9.4%	12.8%	13.0%	13.8%	11.0%	11.2%	6.3%	13.4%	13.6%	
Total(n)	64	2,289	3,394	29	955	1,382	32	1,252	1,893	
Mean	4.27	4.14	4.13	4.34	4.03	4.01	4.22	4.18	4.19	
Standard deviation	1.61	1.72	1.74	1.70	1.67	1.69	1.60	1.74	1.76	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.19	0.20	-	0.02	0.02	
<b>Advising or counseling students</b>										
None	4.7%	12.6%	13.1%	6.9%	13.8%	13.5%	3.1%	11.9%	12.7%	
1-4	60.9%	58.8%	58.3%	65.5%	59.9%	60.4%	53.1%	58.0%	56.7%	
5-8	20.3%	18.8%	19.0%	20.7%	17.7%	18.1%	21.9%	19.8%	19.9%	
9-12	10.9%	6.2%	6.2%	6.9%	5.9%	5.5%	15.6%	6.0%	6.6%	
13-16	3.1%	1.7%	1.7%	0.0%	1.2%	1.2%	6.3%	2.1%	2.1%	
17-20	0.0%	0.7%	0.7%	0.0%	0.7%	0.5%	0.0%	0.8%	0.7%	
21+	0.0%	1.2%	1.1%	0.0%	0.8%	0.8%	0.0%	1.4%	1.3%	
Total(n)	64	2,279	3,377	29	951	1,375	32	1,249	1,887	
Mean	2.47	2.32	2.31	2.28	2.26	2.25	2.69	2.37	2.36	
Standard deviation	0.87	1.01	1.00	0.70	0.96	0.93	1.00	1.05	1.04	
Significance	-			-			-			
Effect size	-	0.15	0.16	-	0.02	0.03	-	0.30	0.32	
<b>Committee work and meetings</b>										
None	3.1%	13.2%	11.7%	3.4%	14.4%	12.6%	3.1%	12.4%	11.1%	
1-4	50.0%	44.5%	45.1%	62.1%	46.4%	47.4%	40.6%	43.0%	43.0%	
5-8	31.3%	23.4%	24.3%	24.1%	22.0%	23.1%	37.5%	24.5%	25.4%	
9-12	12.5%	11.0%	10.7%	10.3%	10.7%	9.9%	12.5%	11.1%	11.3%	
13-16	1.6%	3.3%	3.7%	0.0%	2.6%	3.0%	3.1%	3.8%	4.1%	
17-20	1.6%	2.0%	2.3%	0.0%	1.9%	2.1%	3.1%	2.2%	2.5%	
21+	0.0%	2.6%	2.3%	0.0%	2.1%	1.8%	0.0%	3.1%	2.7%	
Total(n)	64	2,271	3,367	29	947	1,370	32	1,245	1,881	
Mean	2.64	2.63	2.66	2.41	2.55	2.57	2.81	2.69	2.73	
Standard deviation	0.91	1.29	1.28	0.73	1.25	1.22	1.03	1.33	1.31	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	-0.11	-0.13	-	0.09	0.06	
<b>Research and scholarly writing</b>										
None	28.6%	29.7%	29.6%	28.6%	24.8%	25.8%	25.0%	33.6%	32.7%	
1-4	46.0%	36.8%	35.7%	35.7%	37.3%	34.8%	59.4%	36.4%	36.2%	
5-8	23.8%	17.5%	17.0%	35.7%	19.3%	18.1%	12.5%	16.3%	16.3%	
9-12	1.6%	7.7%	8.5%	0.0%	8.2%	9.6%	3.1%	7.2%	7.7%	
13-16	0.0%	3.2%	3.6%	0.0%	4.5%	5.1%	0.0%	2.1%	2.3%	
17-20	0.0%	2.3%	2.5%	0.0%	2.7%	2.8%	0.0%	1.9%	2.1%	
21+	0.0%	2.8%	3.1%	0.0%	3.3%	3.8%	0.0%	2.5%	2.7%	
Total(n)	63	2,260	3,357	28	943	1,367	32	1,238	1,874	
Mean	1.98	2.36	2.41	2.07	2.51	2.57	1.94	2.23	2.28	
Standard deviation	0.77	1.41	1.46	0.81	1.47	1.54	0.72	1.36	1.39	
Significance	-	*	*	-			-			
Effect size	-	-0.27	-0.29	-	-0.30	-0.32	-	-0.21	-0.24	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Other creative products/performances</b>										
None	68.8%	68.9%	69.1%	62.1%	68.7%	68.6%	75.0%	69.0%	69.6%	
1-4	20.3%	19.0%	19.1%	20.7%	18.3%	17.9%	18.8%	19.9%	20.3%	
5-8	4.7%	6.7%	6.4%	10.3%	7.1%	7.5%	0.0%	6.4%	5.5%	
9-12	3.1%	2.5%	2.5%	3.4%	2.7%	3.2%	3.1%	2.1%	1.9%	
13-16	0.0%	1.3%	1.4%	0.0%	1.9%	1.8%	0.0%	0.9%	1.1%	
17-20	3.1%	0.8%	0.7%	3.4%	0.5%	0.4%	3.1%	1.0%	0.9%	
21+	0.0%	0.8%	0.7%	0.0%	0.9%	0.7%	0.0%	0.7%	0.7%	
Total(n)	64	2,255	3,338	29	941	1,353	32	1,237	1,873	
Mean	1.55	1.54	1.53	1.69	1.56	1.56	1.44	1.52	1.50	
Standard deviation	1.08	1.03	1.03	1.17	1.07	1.04	1.05	1.01	1.00	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.12	0.13	-	-0.08	-0.06	
<b>Community or public service</b>										
None	43.8%	41.4%	40.3%	48.3%	44.7%	43.7%	40.6%	38.7%	37.8%	
1-4	39.1%	43.0%	44.4%	41.4%	42.1%	42.7%	37.5%	43.8%	45.7%	
5-8	12.5%	10.0%	9.8%	6.9%	9.4%	9.4%	15.6%	10.3%	10.0%	
9-12	1.6%	3.4%	3.4%	0.0%	2.7%	3.1%	3.1%	3.9%	3.6%	
13-16	3.1%	0.8%	0.9%	3.4%	0.4%	0.5%	3.1%	1.0%	1.2%	
17-20	0.0%	0.6%	0.5%	0.0%	0.3%	0.2%	0.0%	0.9%	0.7%	
21+	0.0%	0.8%	0.7%	0.0%	0.3%	0.4%	0.0%	1.3%	1.0%	
Total(n)	64	2,263	3,351	29	946	1,367	32	1,239	1,869	Civic Minded Practice
Mean	1.81	1.85	1.85	1.69	1.74	1.76	1.91	1.92	1.91	
Standard deviation	0.94	1.00	0.98	0.89	0.87	0.88	1.00	1.10	1.05	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.06	-0.08	-	-0.01	0.00	
<b>Outside consulting/freelance work</b>										
None	73.4%	73.1%	74.1%	72.4%	73.2%	74.2%	78.1%	73.7%	74.5%	
1-4	21.9%	16.8%	16.7%	27.6%	16.8%	16.1%	12.5%	16.4%	16.9%	
5-8	3.1%	5.1%	4.6%	0.0%	4.7%	4.6%	6.3%	5.3%	4.5%	
9-12	1.6%	2.2%	2.2%	0.0%	2.9%	2.8%	3.1%	1.7%	1.7%	
13-16	0.0%	1.0%	1.0%	0.0%	1.1%	1.2%	0.0%	1.0%	0.9%	
17-20	0.0%	0.9%	0.7%	0.0%	0.7%	0.7%	0.0%	1.0%	0.7%	
21+	0.0%	0.8%	0.7%	0.0%	0.5%	0.4%	0.0%	1.0%	0.8%	
Total(n)	64	2,268	3,358	29	952	1,371	32	1,238	1,873	
Mean	1.33	1.47	1.44	1.28	1.46	1.44	1.34	1.47	1.43	
Standard deviation	0.62	1.01	0.97	0.45	0.98	0.96	0.75	1.03	0.96	
Significance	-			-			-			
Effect size	-	-0.14	-0.11	-	-0.18	-0.17	-	-0.13	-0.09	
<b>Household/childcare duties</b>										
None	9.4%	11.6%	11.6%	13.8%	17.1%	16.2%	6.3%	7.2%	8.1%	
1-4	17.2%	13.0%	13.2%	24.1%	13.3%	14.4%	12.5%	13.1%	12.4%	
5-8	20.3%	21.2%	20.7%	20.7%	21.0%	20.3%	21.9%	21.1%	20.9%	
9-12	17.2%	15.9%	15.7%	13.8%	15.9%	15.8%	15.6%	15.5%	15.3%	
13-16	6.3%	9.4%	9.2%	10.3%	9.5%	9.5%	3.1%	9.6%	9.2%	
17-20	4.7%	7.9%	8.3%	3.4%	7.4%	7.8%	6.3%	8.2%	8.7%	
21+	25.0%	21.0%	21.2%	13.8%	15.8%	15.8%	34.4%	25.2%	25.4%	
Total(n)	64	2,245	3,323	29	943	1,357	32	1,225	1,854	
Mean	4.08	4.06	4.08	3.48	3.73	3.75	4.53	4.33	4.33	
Standard deviation	2.07	2.02	2.03	1.94	2.01	2.00	2.12	1.99	2.01	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.12	-0.14	-	0.10	0.10	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Serving as a caregiver for another adult</b>										
None	75.0%	79.0%	79.9%	82.8%	84.6%	84.8%	68.8%	75.3%	76.8%	
1-4	15.6%	10.3%	10.3%	10.3%	8.1%	8.5%	18.8%	11.9%	11.5%	
5-8	4.7%	4.6%	4.3%	3.4%	3.8%	3.6%	6.3%	4.9%	4.7%	
9-12	0.0%	2.3%	2.1%	0.0%	1.6%	1.5%	0.0%	2.8%	2.5%	
13-16	3.1%	1.2%	1.1%	0.0%	0.7%	0.5%	6.3%	1.5%	1.3%	
17-20	0.0%	0.7%	0.7%	0.0%	0.4%	0.4%	0.0%	1.0%	0.8%	
21+	1.6%	1.9%	1.6%	3.4%	0.7%	0.7%	0.0%	2.7%	2.3%	
Total(n)	64	2,248	3,323	29	941	1,356	32	1,230	1,857	
Mean	1.47	1.46	1.43	1.38	1.30	1.28	1.56	1.57	1.52	
Standard deviation	1.10	1.15	1.10	1.18	0.88	0.85	1.08	1.30	1.23	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.09	0.12	-	-0.01	0.03	
<b>Other employment outside of academia</b>										
None	79.7%	81.9%	81.4%	79.3%	82.7%	82.3%	84.4%	81.4%	80.9%	
1-4	9.4%	6.3%	6.9%	6.9%	6.8%	7.1%	9.4%	6.0%	6.9%	
5-8	3.1%	3.5%	3.5%	3.4%	2.7%	2.7%	0.0%	4.0%	3.9%	
9-12	0.0%	2.5%	2.6%	0.0%	1.9%	1.9%	0.0%	3.0%	3.1%	
13-16	1.6%	0.9%	0.8%	3.4%	1.0%	0.8%	0.0%	0.8%	0.8%	
17-20	1.6%	0.8%	0.9%	0.0%	0.5%	0.8%	3.1%	1.0%	0.9%	
21+	4.7%	4.0%	3.9%	6.9%	4.4%	4.4%	3.1%	3.7%	3.5%	
Total(n)	64	2,232	3,309	29	936	1,346	32	1,217	1,849	
Mean	1.58	1.52	1.53	1.69	1.51	1.52	1.44	1.54	1.53	
Standard deviation	1.50	1.39	1.38	1.69	1.40	1.41	1.37	1.39	1.36	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.13	0.12	-	-0.07	-0.07	
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>										
None	4.8%	3.7%	3.4%	3.7%	3.1%	3.0%	3.1%	3.7%	3.3%	
1-4	25.8%	26.3%	26.9%	7.4%	20.3%	21.8%	43.8%	31.3%	31.0%	
5-8	43.5%	33.3%	33.1%	55.6%	33.9%	33.4%	34.4%	32.7%	32.9%	
9-12	12.9%	19.8%	19.6%	14.8%	22.4%	21.0%	9.4%	18.0%	18.3%	
13-16	3.2%	7.8%	7.9%	3.7%	9.8%	9.7%	3.1%	6.3%	6.6%	
17-20	4.8%	4.6%	4.8%	7.4%	4.9%	5.4%	3.1%	4.4%	4.4%	
21+	4.8%	4.5%	4.4%	7.4%	5.6%	5.6%	3.1%	3.6%	3.4%	
Total(n)	62	2,246	3,331	27	939	1,355	32	1,231	1,864	
Mean	3.18	3.34	3.34	3.59	3.53	3.51	2.88	3.20	3.21	
Standard deviation	1.39	1.40	1.39	1.45	1.42	1.44	1.26	1.35	1.34	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	0.04	0.06	-	-0.24	-0.25	
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	96.8%	91.3%	90.4%	96.6%	92.1%	90.9%	100.0%	90.8%	90.2%	
Occasionally	0.0%	3.3%	3.7%	0.0%	3.5%	4.2%	0.0%	3.0%	3.3%	
Not at All	3.2%	5.4%	5.9%	3.4%	4.4%	4.9%	0.0%	6.2%	6.5%	
Total(n)	63	2,224	3,246	29	932	1,336	32	1,215	1,797	
Mean	2.94	2.86	2.85	2.93	2.88	2.86	3.00	2.85	2.84	
Standard deviation	0.35	0.48	0.50	0.37	0.44	0.47	0.00	0.50	0.52	
Significance	-			-			-			
Effect size	-	0.17	0.18	-	0.11	0.15	-	0.30	0.31	
<b>Support their opinions with a logical argument</b>										
Frequently	71.4%	77.3%	75.8%	79.3%	77.0%	75.6%	68.8%	77.6%	76.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Occasionally	25.4%	16.2%	17.3%	17.2%	17.8%	18.6%	31.3%	15.2%	16.6%	
Not at All	3.2%	6.5%	6.8%	3.4%	5.2%	5.8%	0.0%	7.2%	7.3%	
Total(n)	63	2,221	3,246	29	935	1,339	32	1,209	1,796	
Mean	2.68	2.71	2.69	2.76	2.72	2.70	2.69	2.70	2.69	
Standard deviation	0.53	0.58	0.59	0.51	0.55	0.57	0.47	0.59	0.60	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	0.07	0.11	-	-0.02	0.00	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	81.0%	74.1%	73.4%	82.8%	73.3%	72.8%	81.3%	74.9%	74.1%	
Occasionally	15.9%	19.7%	19.8%	13.8%	21.2%	21.1%	18.8%	18.4%	18.7%	
Not at All	3.2%	6.2%	6.8%	3.4%	5.5%	6.1%	0.0%	6.7%	7.2%	
Total(n)	63	2,223	3,254	29	934	1,344	32	1,213	1,799	
Mean	2.78	2.68	2.67	2.79	2.68	2.67	2.81	2.68	2.67	
Standard deviation	0.49	0.58	0.60	0.49	0.57	0.59	0.40	0.59	0.60	
Significance	-			-			-			
Effect size	-	0.17	0.18	-	0.19	0.20	-	0.22	0.23	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently	65.1%	67.0%	66.8%	72.4%	65.2%	65.1%	62.5%	68.4%	68.2%	
Occasionally	27.0%	25.3%	24.8%	17.2%	28.3%	27.2%	34.4%	23.2%	23.1%	
Not at All	7.9%	7.7%	8.3%	10.3%	6.5%	7.7%	3.1%	8.4%	8.7%	
Total(n)	63	2,221	3,248	29	933	1,340	32	1,211	1,796	
Mean	2.57	2.59	2.58	2.62	2.59	2.57	2.59	2.60	2.59	
Standard deviation	0.64	0.63	0.64	0.68	0.61	0.63	0.56	0.64	0.65	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	0.05	0.08	-	-0.02	0.00	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	65.1%	68.7%	68.2%	75.9%	67.1%	66.6%	56.3%	69.7%	69.1%	
Occasionally	28.6%	23.3%	23.3%	17.2%	25.6%	25.3%	40.6%	21.8%	21.9%	
Not at All	6.3%	8.0%	8.6%	6.9%	7.3%	8.1%	3.1%	8.5%	8.9%	
Total(n)	63	2,219	3,245	29	933	1,342	32	1,209	1,791	
Mean	2.59	2.61	2.60	2.69	2.60	2.58	2.53	2.61	2.60	
Standard deviation	0.61	0.63	0.64	0.60	0.62	0.64	0.57	0.64	0.65	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	0.15	0.17	-	-0.13	-0.11	
<b>Take risks for potential gains</b>										
Frequently	27.0%	36.8%	36.7%	27.6%	35.6%	35.9%	28.1%	37.6%	36.7%	
Occasionally	54.0%	40.8%	40.3%	55.2%	42.0%	41.0%	56.3%	40.3%	40.4%	
Not at All	19.0%	22.4%	23.0%	17.2%	22.5%	23.0%	15.6%	22.1%	22.9%	
Total(n)	63	2,202	3,224	29	922	1,328	32	1,204	1,785	
Mean	2.08	2.14	2.14	2.10	2.13	2.13	2.13	2.16	2.14	
Standard deviation	0.68	0.76	0.76	0.67	0.75	0.76	0.66	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.04	-0.04	-	-0.04	-0.01	
<b>Seek alternative solutions to a problem</b>										
Frequently	53.2%	62.4%	62.2%	62.1%	61.4%	60.6%	48.4%	62.8%	63.2%	
Occasionally	41.9%	30.5%	30.3%	31.0%	32.1%	32.2%	51.6%	29.7%	29.1%	
Not at All	4.8%	7.1%	7.5%	6.9%	6.5%	7.1%	0.0%	7.5%	7.7%	
Total(n)	62	2,207	3,222	29	926	1,329	31	1,204	1,782	
Mean	2.48	2.55	2.55	2.55	2.55	2.53	2.48	2.55	2.56	
Standard deviation	0.59	0.62	0.63	0.63	0.61	0.63	0.51	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	0.00	0.03	-	-0.11	-0.13	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Look up scientific research articles and resources</b>										
Frequently	61.3%	54.0%	53.0%	65.5%	50.5%	49.0%	61.3%	56.7%	56.2%	
Occasionally	25.8%	29.8%	30.5%	13.8%	32.6%	34.6%	35.5%	27.6%	27.5%	
Not at All	12.9%	16.2%	16.6%	20.7%	16.9%	16.4%	3.2%	15.6%	16.3%	
Total(n)	62	2,207	3,230	29	929	1,336	31	1,202	1,785	
Mean	2.48	2.38	2.36	2.45	2.34	2.33	2.58	2.41	2.40	
Standard deviation	0.72	0.75	0.75	0.83	0.75	0.74	0.56	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	0.15	0.16	-	0.23	0.24	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	38.1%	52.0%	51.7%	44.8%	50.1%	50.1%	34.4%	53.6%	52.9%	
Occasionally	54.0%	38.6%	38.6%	44.8%	41.5%	41.0%	62.5%	36.3%	36.9%	
Not at All	7.9%	9.4%	9.7%	10.3%	8.4%	8.9%	3.1%	10.2%	10.3%	
Total(n)	63	2,215	3,243	29	930	1,338	32	1,208	1,793	
Mean	2.30	2.43	2.42	2.34	2.42	2.41	2.31	2.43	2.43	
Standard deviation	0.61	0.66	0.66	0.67	0.64	0.65	0.54	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.20	-0.18	-	-0.13	-0.11	-	-0.18	-0.18	
<b>Accept mistakes as part of the learning process</b>										
Frequently	77.8%	75.3%	74.8%	79.3%	72.2%	72.0%	78.1%	77.6%	77.1%	
Occasionally	17.5%	19.0%	19.1%	13.8%	22.4%	22.2%	21.9%	16.3%	16.6%	
Not at All	4.8%	5.7%	6.1%	6.9%	5.4%	5.8%	0.0%	6.0%	6.3%	
Total(n)	63	2,212	3,238	29	927	1,334	32	1,208	1,792	
Mean	2.73	2.70	2.69	2.72	2.67	2.66	2.78	2.72	2.71	
Standard deviation	0.54	0.57	0.58	0.59	0.57	0.58	0.42	0.57	0.58	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.09	0.10	-	0.11	0.12	
<b>Recognize biases that affect their thinking</b>										
Frequently	52.4%	55.9%	55.9%	51.7%	48.3%	49.2%	56.3%	61.6%	60.8%	
Occasionally	39.7%	32.8%	32.3%	41.4%	38.7%	37.3%	37.5%	28.9%	29.0%	
Not at All	7.9%	11.2%	11.8%	6.9%	13.1%	13.6%	6.3%	9.5%	10.1%	
Total(n)	63	2,206	3,232	29	926	1,334	32	1,204	1,787	
Mean	2.44	2.45	2.44	2.45	2.35	2.36	2.50	2.52	2.51	
Standard deviation	0.64	0.69	0.69	0.63	0.70	0.71	0.62	0.66	0.67	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.14	0.13	-	-0.03	-0.01	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	61.3%	63.2%	62.9%	46.4%	57.8%	56.8%	71.0%	67.4%	67.6%	
Occasionally	32.3%	26.5%	26.2%	42.9%	28.7%	29.1%	25.8%	24.9%	23.9%	
Not at All	6.5%	10.3%	10.9%	10.7%	13.5%	14.1%	3.2%	7.7%	8.5%	
Total(n)	62	2,212	3,249	28	920	1,326	31	1,213	1,811	
Mean	2.55	2.53	2.52	2.36	2.44	2.43	2.68	2.60	2.59	
Standard deviation	0.62	0.67	0.68	0.68	0.72	0.73	0.54	0.63	0.64	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.11	-0.10	-	0.13	0.14	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	37.1%	49.6%	50.9%	39.3%	45.1%	46.4%	35.5%	53.1%	54.1%	
Occasionally	45.2%	34.5%	34.0%	50.0%	34.7%	34.2%	38.7%	34.3%	33.9%	
Not at All	17.7%	15.9%	15.0%	10.7%	20.2%	19.4%	25.8%	12.6%	12.0%	
Total(n)	62	2,208	3,243	28	916	1,320	31	1,213	1,810	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	2.19	2.34	2.36	2.29	2.25	2.27	2.10	2.40	2.42	
Standard deviation	0.72	0.74	0.73	0.66	0.77	0.77	0.79	0.70	0.70	
Significance	-			-			-	*	*	
Effect size	-	-0.20	-0.23	-	0.05	0.03	-	-0.43	-0.46	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	46.8%	47.2%	47.6%	42.9%	41.3%	41.6%	45.2%	51.1%	51.6%	
Occasionally	41.9%	37.6%	37.2%	46.4%	40.0%	39.8%	41.9%	36.2%	35.5%	
Not at All	11.3%	15.2%	15.2%	10.7%	18.6%	18.6%	12.9%	12.7%	12.9%	
Total(n)	62	2,199	3,234	28	912	1,317	31	1,208	1,805	
Mean	2.35	2.32	2.32	2.32	2.23	2.23	2.32	2.38	2.39	
Standard deviation	0.68	0.72	0.72	0.67	0.74	0.74	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.12	0.12	-	-0.09	-0.10	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	35.5%	30.2%	29.9%	39.3%	37.1%	36.7%	32.3%	24.7%	24.7%	
Occasionally	33.9%	28.4%	29.4%	21.4%	28.8%	29.3%	48.4%	28.3%	29.8%	
Not at All	30.6%	41.3%	40.7%	39.3%	34.1%	34.0%	19.4%	47.0%	45.6%	
Total(n)	62	2,206	3,242	28	920	1,326	31	1,208	1,805	
Mean	2.05	1.89	1.89	2.00	2.03	2.03	2.13	1.78	1.79	
Standard deviation	0.82	0.84	0.83	0.90	0.84	0.84	0.72	0.82	0.81	
Significance	-			-			-	*	*	
Effect size	-	0.19	0.19	-	-0.04	-0.04	-	0.43	0.42	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	54.1%	71.5%	71.6%	39.3%	65.4%	65.8%	67.7%	75.9%	75.8%	Student-Centered Pedagogy
Most	21.3%	14.5%	14.5%	32.1%	16.3%	16.3%	9.7%	13.2%	13.1%	
Some	23.0%	10.9%	10.7%	28.6%	14.7%	13.8%	19.4%	8.2%	8.5%	
None	1.6%	3.1%	3.2%	0.0%	3.6%	4.0%	3.2%	2.7%	2.6%	
Total(n)	61	2,179	3,200	28	895	1,293	31	1,206	1,797	
Mean	3.28	3.54	3.55	3.11	3.43	3.44	3.42	3.62	3.62	
Standard deviation	0.88	0.81	0.81	0.83	0.87	0.87	0.92	0.75	0.75	
Significance	-	*	*	-		*	-			
Effect size	-	-0.32	-0.33	-	-0.37	-0.38	-	-0.27	-0.27	
<b>Cooperative learning (small groups)</b>										
All	49.2%	51.4%	51.6%	39.3%	42.2%	42.7%	61.3%	58.3%	58.1%	Student-Centered Pedagogy
Most	24.6%	19.8%	20.1%	25.0%	21.1%	20.9%	19.4%	18.7%	19.3%	
Some	21.3%	21.3%	20.2%	28.6%	26.5%	25.2%	16.1%	17.5%	16.6%	
None	4.9%	7.5%	8.1%	7.1%	10.2%	11.2%	3.2%	5.5%	6.0%	
Total(n)	61	2,174	3,195	28	893	1,290	31	1,204	1,796	
Mean	3.18	3.15	3.15	2.96	2.95	2.95	3.39	3.30	3.30	
Standard deviation	0.94	1.00	1.01	1.00	1.05	1.06	0.88	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.01	0.01	-	0.10	0.09	
<b>Experiential learning/Field studies</b>										
All	3.3%	18.2%	18.8%	0.0%	15.9%	16.4%	6.5%	20.1%	20.7%	Student-Centered Pedagogy
Most	15.0%	15.9%	15.9%	14.3%	14.2%	14.6%	16.1%	17.5%	17.2%	
Some	51.7%	30.8%	29.6%	50.0%	29.3%	28.4%	51.6%	31.5%	30.2%	
None	30.0%	35.1%	35.7%	35.7%	40.7%	40.6%	25.8%	30.9%	31.8%	
Total(n)	60	2,143	3,146	28	882	1,271	31	1,186	1,769	
Mean	1.92	2.17	2.18	1.79	2.05	2.07	2.03	2.27	2.27	
Standard deviation	0.77	1.10	1.11	0.69	1.09	1.10	0.84	1.10	1.12	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Effect size	-	-0.23	-0.23	-	-0.24	-0.25	-	-0.22	-0.21	
<b>Performances/Demonstrations</b>										
All	14.8%	20.0%	20.8%	21.4%	19.7%	20.8%	9.7%	20.2%	20.8%	
Most	14.8%	15.3%	15.2%	17.9%	14.3%	13.6%	12.9%	16.1%	16.5%	
Some	39.3%	25.6%	26.2%	28.6%	26.8%	26.9%	48.4%	24.5%	25.5%	
None	31.1%	39.1%	37.8%	32.1%	39.1%	38.6%	29.0%	39.2%	37.2%	
Total(n)	61	2,166	3,177	28	892	1,284	31	1,199	1,786	
Mean	2.13	2.16	2.19	2.29	2.15	2.17	2.03	2.17	2.21	
Standard deviation	1.02	1.15	1.15	1.15	1.14	1.15	0.91	1.15	1.15	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	0.12	0.10	-	-0.12	-0.16	
<b>Group projects</b>										
All	18.0%	26.4%	26.2%	17.9%	22.6%	22.6%	19.4%	29.4%	29.0%	Student-Centered Pedagogy
Most	27.9%	19.4%	20.0%	32.1%	19.9%	19.7%	22.6%	19.0%	20.1%	
Some	39.3%	33.4%	32.7%	28.6%	34.4%	34.0%	48.4%	33.0%	32.1%	
None	14.8%	20.8%	21.1%	21.4%	23.1%	23.7%	9.7%	18.7%	18.8%	
Total(n)	61	2,164	3,182	28	886	1,283	31	1,201	1,790	
Mean	2.49	2.51	2.51	2.46	2.42	2.41	2.52	2.59	2.59	
Standard deviation	0.96	1.09	1.09	1.04	1.08	1.08	0.93	1.10	1.09	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.04	0.05	-	-0.06	-0.06	
<b>Extensive lecturing</b>										
All	6.6%	16.8%	16.0%	10.7%	22.8%	21.6%	3.2%	12.2%	11.9%	
Most	36.1%	24.0%	23.6%	32.1%	26.8%	26.6%	38.7%	22.3%	21.6%	
Some	42.6%	36.0%	36.5%	42.9%	33.7%	34.5%	41.9%	37.9%	38.1%	
None	14.8%	23.2%	23.9%	14.3%	16.7%	17.3%	16.1%	27.6%	28.4%	
Total(n)	61	2,168	3,184	28	892	1,285	31	1,199	1,791	
Mean	2.34	2.35	2.32	2.39	2.56	2.53	2.29	2.19	2.17	
Standard deviation	0.81	1.01	1.01	0.88	1.02	1.01	0.78	0.97	0.97	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.17	-0.14	-	0.10	0.12	
<b>Multiple drafts of written work</b>										
All	8.3%	15.7%	15.8%	7.4%	13.2%	13.2%	9.7%	17.3%	17.5%	
Most	20.0%	18.8%	18.9%	18.5%	16.1%	17.2%	22.6%	20.8%	20.3%	
Some	51.7%	40.0%	39.4%	48.1%	42.9%	40.7%	51.6%	37.9%	38.4%	
None	20.0%	25.5%	25.8%	25.9%	27.9%	28.9%	16.1%	24.0%	23.8%	
Total(n)	60	2,155	3,169	27	889	1,281	31	1,190	1,780	
Mean	2.17	2.25	2.25	2.07	2.15	2.15	2.26	2.31	2.32	
Standard deviation	0.85	1.01	1.01	0.87	0.97	0.98	0.86	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.08	-0.08	-	-0.05	-0.06	
<b>Reflective writing/Journaling</b>										
All	8.2%	18.6%	19.1%	3.6%	13.2%	14.0%	12.9%	22.8%	22.8%	Student-Centered Pedagogy
Most	16.4%	16.9%	16.4%	17.9%	11.6%	11.7%	12.9%	20.7%	19.8%	
Some	41.0%	30.8%	30.5%	32.1%	29.7%	28.8%	48.4%	31.6%	31.7%	
None	34.4%	33.6%	34.0%	46.4%	45.5%	45.6%	25.8%	24.9%	25.7%	
Total(n)	61	2,161	3,176	28	893	1,283	31	1,191	1,784	
Mean	1.98	2.21	2.21	1.79	1.93	1.94	2.13	2.42	2.40	
Standard deviation	0.92	1.10	1.11	0.88	1.05	1.06	0.96	1.09	1.10	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.13	-0.14	-	-0.27	-0.25	
<b>Community service as part of coursework</b>										
All	0.0%	2.6%	2.8%	0.0%	1.5%	1.9%	0.0%	3.6%	3.5%	

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 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Civic Minded Practice
Most	4.9%	6.2%	6.5%	3.6%	4.1%	4.2%	6.5%	7.6%	8.3%	
Some	31.1%	22.3%	21.5%	28.6%	20.2%	20.1%	32.3%	24.3%	22.9%	
None	63.9%	68.9%	69.1%	67.9%	74.2%	73.9%	61.3%	64.5%	65.3%	
Total(n)	61	2,160	3,176	28	892	1,285	31	1,193	1,784	
Mean	1.41	1.43	1.43	1.36	1.33	1.34	1.45	1.50	1.50	
Standard deviation	0.59	0.73	0.74	0.56	0.63	0.65	0.62	0.79	0.79	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.05	0.03	-	-0.06	-0.06	
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	14.5%	15.1%	0.0%	12.1%	13.7%	0.0%	16.2%	16.0%	
Most	8.3%	16.6%	16.2%	7.4%	18.1%	16.5%	9.7%	15.7%	16.4%	
Some	33.3%	26.6%	26.3%	18.5%	23.5%	24.3%	41.9%	28.8%	27.6%	
None	58.3%	42.3%	42.5%	74.1%	46.3%	45.5%	48.4%	39.3%	39.9%	
Total(n)	60	2,173	3,196	27	894	1,292	31	1,202	1,795	
Mean	1.50	2.03	2.04	1.33	1.96	1.98	1.61	2.09	2.09	
Standard deviation	0.65	1.08	1.09	0.62	1.06	1.08	0.67	1.09	1.09	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.49	-0.50	-	-0.59	-0.60	-	-0.44	-0.44	
<b>Real-life problems</b>										
All	23.0%	43.4%	44.6%	25.0%	38.8%	39.0%	19.4%	46.5%	48.5%	
Most	27.9%	27.1%	27.2%	17.9%	25.9%	27.8%	35.5%	27.9%	26.7%	
Some	41.0%	22.3%	21.3%	46.4%	26.0%	24.0%	38.7%	19.7%	19.5%	
None	8.2%	7.2%	6.9%	10.7%	9.3%	9.2%	6.5%	5.9%	5.3%	
Total(n)	61	2,166	3,181	28	892	1,286	31	1,195	1,785	
Mean	2.66	3.07	3.10	2.57	2.94	2.97	2.68	3.15	3.18	
Standard deviation	0.93	0.97	0.96	1.00	1.01	1.00	0.87	0.94	0.93	
Significance	-	**	***	-	*	*	-	**	**	
Effect size	-	-0.42	-0.46	-	-0.37	-0.40	-	-0.50	-0.54	
<b>Student inquiry to drive learning</b>										Student-Centered Pedagogy
All	13.1%	33.8%	35.0%	17.9%	28.7%	31.1%	9.7%	37.0%	37.3%	
Most	27.9%	29.9%	30.2%	17.9%	29.1%	28.7%	35.5%	30.4%	31.4%	
Some	45.9%	27.6%	26.5%	42.9%	31.4%	29.9%	48.4%	25.4%	24.5%	
None	13.1%	8.7%	8.3%	21.4%	10.8%	10.3%	6.5%	7.3%	6.8%	
Total(n)	61	2,164	3,178	28	892	1,288	31	1,195	1,782	
Mean	2.41	2.89	2.92	2.32	2.76	2.81	2.48	2.97	2.99	
Standard deviation	0.88	0.97	0.97	1.02	0.99	0.99	0.77	0.96	0.94	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	-0.49	-0.53	-	-0.44	-0.49	-	-0.51	-0.54	
<b>Readings on racial and ethnic issues</b>										
All	13.3%	22.7%	22.9%	10.7%	15.6%	15.9%	16.7%	27.8%	27.9%	
Most	20.0%	15.1%	15.4%	17.9%	12.4%	12.4%	20.0%	17.2%	17.6%	
Some	31.7%	27.5%	27.6%	28.6%	26.9%	27.2%	33.3%	28.5%	28.2%	
None	35.0%	34.7%	34.1%	42.9%	45.0%	44.5%	30.0%	26.5%	26.2%	
Total(n)	60	2,136	3,132	28	884	1,270	30	1,177	1,757	
Mean	2.12	2.26	2.27	1.96	1.99	2.00	2.23	2.46	2.47	
Standard deviation	1.04	1.16	1.16	1.04	1.10	1.10	1.07	1.16	1.15	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.03	-0.04	-	-0.20	-0.21	
<b>Readings on women or gender issues</b>										
All	11.7%	18.3%	17.9%	10.7%	12.5%	13.0%	13.3%	22.1%	21.1%	
Most	16.7%	13.0%	13.4%	14.3%	12.1%	11.4%	16.7%	13.8%	15.0%	
Some	31.7%	28.1%	28.6%	32.1%	25.8%	26.7%	33.3%	30.6%	30.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
None	40.0%	40.6%	40.1%	42.9%	49.6%	49.0%	36.7%	33.6%	33.4%	
Total(n)	60	2,126	3,117	28	877	1,257	30	1,174	1,755	
Mean	2.00	2.09	2.09	1.93	1.88	1.88	2.07	2.24	2.24	
Standard deviation	1.03	1.12	1.11	1.02	1.05	1.05	1.05	1.14	1.13	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	0.05	0.05	-	-0.15	-0.15	
<b>Supplemental instruction outside of class and office hours</b>										
All	6.7%	17.9%	18.6%	7.1%	15.0%	16.0%	6.7%	19.8%	20.2%	
Most	13.3%	16.8%	17.4%	14.3%	16.9%	17.2%	13.3%	16.7%	17.4%	
Some	58.3%	37.4%	37.2%	57.1%	39.7%	39.1%	56.7%	35.5%	35.6%	
None	21.7%	27.9%	26.9%	21.4%	28.4%	27.6%	23.3%	28.0%	26.8%	
Total(n)	60	2,129	3,123	28	881	1,266	30	1,173	1,751	
Mean	2.05	2.25	2.28	2.07	2.19	2.22	2.03	2.28	2.31	
Standard deviation	0.79	1.05	1.05	0.81	1.01	1.02	0.81	1.08	1.07	
Significance	-			-			-			
Effect size	-	-0.19	-0.22	-	-0.12	-0.15	-	-0.23	-0.26	
<b>Student presentations</b>										
All	16.7%	25.0%	25.6%	21.4%	20.1%	20.6%	13.3%	28.5%	29.2%	Student-Centered Pedagogy
Most	21.7%	23.7%	24.1%	21.4%	22.9%	22.6%	23.3%	24.3%	25.1%	
Some	53.3%	35.5%	35.2%	46.4%	38.2%	38.1%	56.7%	33.8%	33.3%	
None	8.3%	15.7%	15.1%	10.7%	18.8%	18.7%	6.7%	13.3%	12.3%	
Total(n)	60	2,137	3,135	28	884	1,269	30	1,177	1,758	
Mean	2.47	2.58	2.60	2.54	2.44	2.45	2.43	2.68	2.71	
Standard deviation	0.87	1.03	1.03	0.96	1.01	1.02	0.82	1.03	1.02	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	0.10	0.09	-	-0.24	-0.27	
<b>Student evaluations of each others' work</b>										
All	8.3%	14.4%	14.7%	14.3%	11.2%	11.9%	3.3%	16.7%	16.6%	Student-Centered Pedagogy
Most	13.3%	18.9%	18.4%	17.9%	17.3%	16.3%	10.0%	20.1%	20.1%	
Some	58.3%	37.2%	37.4%	42.9%	37.1%	37.2%	70.0%	37.6%	37.7%	
None	20.0%	29.6%	29.5%	25.0%	34.3%	34.6%	16.7%	25.7%	25.6%	
Total(n)	60	2,135	3,130	28	883	1,267	30	1,176	1,755	
Mean	2.10	2.18	2.18	2.21	2.05	2.06	2.00	2.28	2.28	
Standard deviation	0.82	1.01	1.02	0.99	0.98	0.99	0.64	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	0.16	0.15	-	-0.27	-0.27	
<b>Grading on a curve</b>										
All	1.7%	5.6%	5.5%	3.6%	7.3%	7.0%	0.0%	4.3%	4.3%	
Most	5.1%	7.3%	7.1%	3.6%	11.6%	10.5%	6.7%	3.9%	4.6%	
Some	22.0%	17.2%	17.2%	25.0%	21.2%	21.2%	20.0%	14.4%	14.5%	
None	71.2%	69.8%	70.2%	67.9%	60.0%	61.3%	73.3%	77.4%	76.7%	
Total(n)	59	2,127	3,123	28	882	1,266	30	1,172	1,753	
Mean	1.37	1.49	1.48	1.43	1.66	1.63	1.33	1.35	1.36	
Standard deviation	0.67	0.86	0.85	0.74	0.94	0.93	0.61	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.24	-0.22	-	-0.03	-0.04	
<b>Rubric-based assessment</b>										
All	28.3%	48.9%	49.1%	25.0%	38.4%	38.7%	33.3%	56.1%	56.4%	
Most	33.3%	23.6%	23.9%	28.6%	25.0%	25.7%	36.7%	22.8%	22.7%	
Some	31.7%	20.1%	19.4%	35.7%	26.9%	25.2%	26.7%	15.4%	15.6%	
None	6.7%	7.5%	7.6%	10.7%	9.7%	10.5%	3.3%	5.7%	5.4%	
Total(n)	60	2,092	3,069	28	856	1,234	30	1,160	1,729	



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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	2.83	3.14	3.15	2.68	2.92	2.93	3.00	3.29	3.30	
Standard deviation	0.92	0.98	0.98	0.98	1.02	1.03	0.87	0.93	0.92	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.32	-0.33	-	-0.24	-0.24	-	-0.31	-0.33	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	6.7%	15.0%	14.8%	3.6%	11.7%	11.3%	10.0%	17.4%	17.2%	
Most	15.0%	16.2%	16.4%	10.7%	14.6%	14.8%	16.7%	17.2%	17.5%	
Some	40.0%	37.8%	37.9%	39.3%	37.7%	38.9%	40.0%	38.0%	37.4%	
None	38.3%	30.9%	30.9%	46.4%	35.9%	35.0%	33.3%	27.5%	27.9%	
Total(n)	60	2,122	3,115	28	877	1,261	30	1,169	1,747	
Mean	1.90	2.15	2.15	1.71	2.02	2.02	2.03	2.24	2.24	
Standard deviation	0.90	1.02	1.02	0.81	0.99	0.98	0.96	1.04	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.25	-0.25	-	-0.31	-0.32	-	-0.20	-0.20	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	37.7%	55.2%	54.5%	28.6%	47.3%	46.9%	41.9%	60.7%	59.8%	
Occasionally	49.2%	37.0%	37.9%	53.6%	42.1%	42.2%	48.4%	33.7%	34.9%	
Not at All	13.1%	7.7%	7.7%	17.9%	10.6%	10.8%	9.7%	5.5%	5.4%	
Total(n)	61	2,136	3,143	28	884	1,272	31	1,177	1,764	
Mean	2.25	2.48	2.47	2.11	2.37	2.36	2.32	2.55	2.54	
Standard deviation	0.67	0.64	0.63	0.69	0.67	0.67	0.65	0.60	0.60	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.36	-0.35	-	-0.39	-0.37	-	-0.38	-0.37	
<b>Simulations/animations</b>										
Frequently	9.8%	22.8%	23.6%	10.7%	18.7%	20.6%	9.7%	25.7%	25.6%	
Occasionally	50.8%	40.1%	40.0%	42.9%	42.0%	41.0%	54.8%	39.3%	39.8%	
Not at All	39.3%	37.1%	36.4%	46.4%	39.4%	38.5%	35.5%	35.0%	34.6%	
Total(n)	61	2,134	3,137	28	884	1,269	31	1,175	1,761	
Mean	1.70	1.86	1.87	1.64	1.79	1.82	1.74	1.91	1.91	
Standard deviation	0.64	0.76	0.76	0.68	0.73	0.75	0.63	0.77	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.22	-	-0.21	-0.24	-	-0.22	-0.22	
<b>Online homework or virtual labs</b>										
Frequently	21.3%	44.4%	43.7%	28.6%	41.9%	40.7%	9.7%	45.7%	45.3%	
Occasionally	42.6%	34.0%	34.0%	32.1%	34.6%	34.8%	54.8%	33.8%	33.8%	
Not at All	36.1%	21.6%	22.3%	39.3%	23.5%	24.5%	35.5%	20.5%	20.9%	
Total(n)	61	2,129	3,135	28	881	1,268	31	1,173	1,760	
Mean	1.85	2.23	2.21	1.89	2.18	2.16	1.74	2.25	2.24	
Standard deviation	0.75	0.78	0.78	0.83	0.79	0.79	0.63	0.77	0.78	
Significance	-	***	***	-	-	-	-	***	***	
Effect size	-	-0.49	-0.46	-	-0.37	-0.34	-	-0.66	-0.64	
<b>Online discussion boards</b>										
Frequently	13.3%	33.9%	33.9%	14.3%	27.3%	26.9%	9.7%	39.0%	39.1%	
Occasionally	55.0%	39.4%	37.9%	53.6%	39.3%	37.9%	58.1%	39.5%	37.8%	
Not at All	31.7%	26.7%	28.2%	32.1%	33.4%	35.2%	32.3%	21.5%	23.1%	
Total(n)	60	2,131	3,133	28	883	1,270	31	1,174	1,757	
Mean	1.82	2.07	2.06	1.82	1.94	1.92	1.77	2.18	2.16	
Standard deviation	0.65	0.78	0.79	0.67	0.78	0.78	0.62	0.76	0.77	
Significance	-	*	*	-	-	-	-	**	**	
Effect size	-	-0.32	-0.30	-	-0.15	-0.13	-	-0.54	-0.51	

**2022-2023 HERI Faculty Survey  
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 All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	9.0%	9.8%	0.0%	7.5%	8.0%	0.0%	10.2%	11.3%	
Occasionally	18.0%	22.5%	21.1%	14.3%	18.5%	19.0%	22.6%	25.8%	23.0%	
Not at All	82.0%	68.5%	69.1%	85.7%	74.1%	73.0%	77.4%	64.1%	65.8%	
Total(n)	61	2,130	3,135	28	883	1,270	31	1,172	1,759	
Mean	1.18	1.40	1.41	1.14	1.33	1.35	1.23	1.46	1.45	
Standard deviation	0.39	0.65	0.66	0.36	0.61	0.62	0.43	0.67	0.69	
Significance	-	**	**	-			-			
Effect size	-	-0.34	-0.35	-	-0.31	-0.34	-	-0.34	-0.32	
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>										
<b>Felt confident in your ability to provide effective instruction exclusively online</b>										
To a Very Large Extent	18.0%	30.7%	30.5%	22.2%	28.7%	28.1%	15.6%	32.2%	0.32	
To a Large Extent	27.9%	33.1%	32.2%	22.2%	33.6%	32.8%	31.3%	33.2%	0.32	
To Some Extent	42.6%	26.4%	26.6%	37.0%	26.5%	27.3%	46.9%	26.1%	0.26	
To a Small Extent	6.6%	6.2%	7.1%	7.4%	6.3%	7.4%	6.3%	5.8%	0.07	
Not at All	4.9%	3.6%	3.6%	11.1%	4.8%	4.4%	0.0%	2.7%	3.1%	
Total(n)	61	2,139	3,151	27	889	1,277	32	1,175	1,767	
Mean	3.48	3.81	3.79	3.37	3.75	3.73	3.56	3.86	3.83	
Standard deviation	1.03	1.05	1.07	1.24	1.09	1.08	0.84	1.02	1.05	
Significance	-	*	*	-			-			
Effect size	-	-0.31	-0.29	-	-0.35	-0.33	-	-0.29	-0.26	
<b>Were concerned about your job security</b>										
To a Very Large Extent	11.5%	9.2%	10.5%	18.5%	8.1%	8.7%	6.3%	9.3%	11.0%	
To a Large Extent	4.9%	8.0%	8.5%	0.0%	6.7%	8.1%	9.4%	9.0%	8.8%	
To Some Extent	19.7%	19.6%	20.4%	11.1%	17.9%	18.1%	25.0%	20.9%	22.0%	
To a Small Extent	19.7%	19.5%	18.9%	29.6%	20.4%	19.0%	12.5%	19.2%	19.1%	
Not at All	44.3%	43.8%	41.8%	40.7%	46.9%	46.2%	46.9%	41.6%	39.1%	
Total(n)	61	2,138	3,148	27	890	1,277	32	1,175	1,766	
Mean	2.20	2.19	2.27	2.26	2.09	2.14	2.16	2.25	2.34	
Standard deviation	1.36	1.32	1.35	1.48	1.28	1.32	1.30	1.33	1.36	
Significance	-			-			-			
Effect size	-	0.01	-0.05	-	0.13	0.09	-	-0.07	-0.13	
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>										
To a Very Large Extent	27.9%	30.0%	28.8%	25.9%	28.2%	26.9%	28.1%	30.8%	29.6%	
To a Large Extent	26.2%	16.6%	17.2%	22.2%	17.1%	17.1%	31.3%	16.3%	17.3%	
To Some Extent	16.4%	19.7%	20.4%	18.5%	20.3%	21.8%	15.6%	19.7%	19.7%	
To a Small Extent	11.5%	9.3%	8.6%	14.8%	9.7%	8.9%	6.3%	8.7%	8.3%	
Not at All	18.0%	24.4%	25.0%	18.5%	24.6%	25.4%	18.8%	24.4%	25.1%	
Total(n)	61	2,117	3,118	27	885	1,270	32	1,158	1,743	
Mean	3.34	3.19	3.16	3.22	3.15	3.11	3.44	3.20	3.18	
Standard deviation	1.46	1.55	1.54	1.48	1.54	1.53	1.46	1.56	1.55	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.05	0.07	-	0.15	0.17	
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>										
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>										
Strongly Agree	45.0%	57.9%	58.0%	44.4%	56.9%	56.5%	45.2%	58.9%	59.3%	
Agree	41.7%	34.5%	34.1%	44.4%	36.1%	35.9%	38.7%	33.1%	32.5%	
Disagree	8.3%	5.1%	5.5%	3.7%	4.6%	5.1%	12.9%	5.5%	5.8%	
Strongly Disagree	5.0%	2.5%	2.4%	7.4%	2.5%	2.4%	3.2%	2.5%	2.3%	
Total(n)	60	2,052	3,005	27	857	1,227	31	1,124	1,679	

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	3.27	3.48	3.48	3.26	3.47	3.46	3.26	3.48	3.49	
Standard deviation	0.82	0.71	0.71	0.86	0.70	0.71	0.82	0.71	0.71	
Significance	-	*	*	-			-			
Effect size	-	-0.30	-0.30	-	-0.30	-0.28	-	-0.31	-0.32	
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>										
Strongly Agree	33.3%	44.8%	46.3%	33.3%	46.2%	48.0%	35.5%	44.8%	45.8%	
Agree	30.0%	32.0%	31.3%	33.3%	33.7%	31.9%	25.8%	30.4%	30.7%	
Disagree	20.0%	11.8%	11.2%	22.2%	10.4%	10.4%	16.1%	12.5%	11.4%	
Strongly Disagree	16.7%	11.4%	11.3%	11.1%	9.8%	9.7%	22.6%	12.4%	12.2%	
Total(n)	60	2,020	2,951	27	849	1,214	31	1,099	1,637	
Mean	2.80	3.10	3.13	2.89	3.16	3.18	2.74	3.08	3.10	
Standard deviation	1.09	1.01	1.00	1.01	0.96	0.97	1.18	1.03	1.02	
Significance	-	*	*	-			-			
Effect size	-	-0.30	-0.33	-	-0.28	-0.30	-	-0.33	-0.35	
<b>I had access to effective tech support while teaching remotely</b>										
Strongly Agree	12.3%	41.0%	41.9%	8.0%	39.2%	39.9%	16.1%	43.2%	43.9%	
Agree	45.6%	38.2%	38.1%	52.0%	38.7%	39.3%	38.7%	37.4%	37.2%	
Disagree	21.1%	13.2%	13.1%	20.0%	14.4%	13.8%	22.6%	12.1%	12.4%	
Strongly Disagree	21.1%	7.6%	6.9%	20.0%	7.7%	7.0%	22.6%	7.3%	6.5%	
Total(n)	57	2,021	2,955	25	840	1,198	31	1,111	1,657	
Mean	2.49	3.13	3.15	2.48	3.09	3.12	2.48	3.17	3.19	
Standard deviation	0.97	0.91	0.90	0.92	0.92	0.90	1.03	0.90	0.89	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.70	-0.73	-	-0.66	-0.71	-	-0.77	-0.80	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Campus leadership provided an appropriate response to the pandemic</b>										
Strongly Agree	24.1%	37.1%	36.0%	18.5%	38.5%	36.3%	26.7%	36.7%	36.5%	
Somewhat Agree	46.6%	43.5%	44.1%	44.4%	40.8%	43.2%	50.0%	45.4%	44.8%	
Somewhat Disagree	17.2%	13.2%	13.2%	25.9%	13.6%	13.0%	10.0%	12.6%	12.9%	
Strongly Disagree	12.1%	6.2%	6.7%	11.1%	7.1%	7.5%	13.3%	5.3%	5.8%	
Total(n)	58	2,069	3,036	27	862	1,238	30	1,136	1,696	
Mean	2.83	3.12	3.09	2.70	3.11	3.08	2.90	3.14	3.12	
Standard deviation	0.94	0.86	0.87	0.91	0.89	0.89	0.96	0.83	0.84	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.34	-0.30	-	-0.46	-0.43	-	-0.29	-0.26	
<b>Faculty in my department were adequately prepared for teaching remotely</b>										
Strongly Agree	10.5%	17.7%	17.6%	7.4%	19.4%	17.7%	10.3%	16.9%	18.0%	
Somewhat Agree	33.3%	40.4%	41.3%	33.3%	40.2%	42.4%	34.5%	40.9%	40.8%	
Somewhat Disagree	36.8%	27.2%	26.5%	33.3%	26.4%	25.7%	41.4%	27.9%	27.1%	
Strongly Disagree	19.3%	14.7%	14.6%	25.9%	14.0%	14.2%	13.8%	14.3%	14.1%	
Total(n)	57	2,066	3,020	27	863	1,232	29	1,133	1,686	
Mean	2.35	2.61	2.62	2.22	2.65	2.64	2.41	2.60	2.63	
Standard deviation	0.92	0.94	0.94	0.93	0.95	0.93	0.87	0.93	0.94	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.28	-0.29	-	-0.45	-0.45	-	-0.20	-0.23	
<b>My institution's pandemic response prioritized the health and safety of faculty</b>										
Strongly Agree	19.0%	38.9%	37.0%	14.8%	40.9%	38.5%	23.3%	38.7%	36.9%	
Somewhat Agree	41.4%	36.8%	36.6%	37.0%	36.5%	37.1%	43.3%	36.7%	36.1%	
Somewhat Disagree	22.4%	16.2%	17.1%	33.3%	14.1%	15.1%	13.3%	17.4%	18.2%	
Strongly Disagree	17.2%	8.1%	9.3%	14.8%	8.6%	9.3%	20.0%	7.3%	8.9%	
Total(n)	58	2,069	3,031	27	864	1,241	30	1,135	1,689	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	2.62	3.07	3.01	2.52	3.10	3.05	2.70	3.07	3.01	
Standard deviation	0.99	0.93	0.96	0.94	0.94	0.95	1.06	0.92	0.95	
Significance	-	***	**	-	**	**	-	*		
Effect size	-	-0.48	-0.41	-	-0.62	-0.56	-	-0.40	-0.33	
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>										
Strongly Agree	3.4%	20.9%	20.9%	0.0%	16.2%	16.1%	6.7%	24.1%	23.9%	
Somewhat Agree	25.9%	23.4%	22.3%	22.2%	22.2%	19.9%	30.0%	24.4%	24.3%	
Somewhat Disagree	22.4%	23.9%	24.3%	18.5%	23.4%	25.0%	23.3%	24.4%	24.1%	
Strongly Disagree	48.3%	31.8%	32.4%	59.3%	38.2%	39.0%	40.0%	27.1%	27.6%	
Total(n)	58	2,064	3,017	27	862	1,232	30	1,131	1,683	
Mean	1.84	2.33	2.32	1.63	2.16	2.13	2.03	2.46	2.45	
Standard deviation	0.93	1.13	1.13	0.84	1.11	1.10	1.00	1.13	1.13	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.43	-0.42	-	-0.48	-0.45	-	-0.38	-0.37	
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>										
Strongly Agree	20.7%	40.0%	39.4%	14.8%	39.2%	38.0%	26.7%	41.7%	41.4%	
Somewhat Agree	39.7%	39.2%	38.7%	48.1%	39.7%	40.1%	33.3%	38.7%	37.8%	
Somewhat Disagree	20.7%	12.2%	12.8%	18.5%	11.3%	12.2%	20.0%	12.4%	12.9%	
Strongly Disagree	19.0%	8.6%	9.1%	18.5%	9.8%	9.8%	20.0%	7.1%	7.9%	
Total(n)	58	2,061	3,016	27	859	1,230	30	1,133	1,686	
Mean	2.62	3.11	3.08	2.59	3.08	3.06	2.67	3.15	3.13	
Standard deviation	1.02	0.93	0.94	0.97	0.94	0.94	1.09	0.90	0.92	
Significance	-	***	***	-	**	*	-	**	**	
Effect size	-	-0.53	-0.49	-	-0.52	-0.50	-	-0.53	-0.50	
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>										
Strongly Agree	72.4%	65.2%	66.1%	70.4%	62.4%	63.2%	73.3%	67.4%	68.0%	
Somewhat Agree	24.1%	29.1%	28.5%	25.9%	31.6%	30.2%	23.3%	27.4%	27.6%	
Somewhat Disagree	3.4%	4.7%	4.3%	3.7%	5.1%	5.4%	3.3%	4.1%	3.3%	
Strongly Disagree	0.0%	1.0%	1.1%	0.0%	0.9%	1.2%	0.0%	1.2%	1.1%	
Total(n)	58	2,051	3,000	27	861	1,228	30	1,122	1,673	
Mean	3.69	3.59	3.60	3.67	3.55	3.55	3.70	3.61	3.62	
Standard deviation	0.54	0.63	0.63	0.55	0.64	0.65	0.53	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.16	0.14	-	0.19	0.18	-	0.15	0.13	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	15.3%	23.6%	22.5%	18.5%	19.5%	19.6%	13.3%	25.9%	0.24	
To a Large Extent	27.1%	21.2%	21.2%	22.2%	20.2%	20.3%	33.3%	22.4%	0.22	
To Some Extent	35.6%	28.2%	29.2%	37.0%	28.9%	28.6%	30.0%	27.3%	0.29	
To a Small Extent	10.2%	14.8%	14.7%	11.1%	16.9%	16.6%	10.0%	13.9%	0.14	
Not at All	11.9%	12.1%	12.3%	11.1%	14.5%	14.9%	13.3%	10.4%	10.5%	
Total(n)	59	2,081	3,060	27	857	1,232	30	1,149	1,722	
Mean	3.24	3.29	3.27	3.26	3.13	3.13	3.23	3.39	3.36	
Standard deviation	1.19	1.31	1.30	1.23	1.31	1.32	1.22	1.29	1.27	
Significance	-			-			-			
Effect size	-	-0.04	-0.02	-	0.10	0.10	-	-0.12	-0.10	
<b>Mental health</b>										
To a Very Large Extent	18.6%	27.2%	26.6%	22.2%	21.1%	21.1%	16.7%	30.9%	29.7%	
To a Large Extent	32.2%	22.4%	22.8%	29.6%	20.4%	21.4%	33.3%	24.3%	24.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
To Some Extent	23.7%	24.7%	25.2%	22.2%	25.4%	25.7%	23.3%	24.4%	25.1%	
To a Small Extent	13.6%	14.2%	14.1%	14.8%	18.0%	16.8%	13.3%	11.5%	12.3%	
Not at All	11.9%	11.4%	11.3%	11.1%	15.1%	15.0%	13.3%	9.0%	8.8%	
Total(n)	59	2,076	3,049	27	856	1,228	30	1,144	1,714	
Mean	3.32	3.40	3.39	3.37	3.15	3.17	3.27	3.57	3.54	
Standard deviation	1.27	1.32	1.32	1.31	1.35	1.34	1.28	1.28	1.27	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	0.16	0.15	-	-0.23	-0.21	
<b>In-person social interaction</b>										
To a Very Large Extent	13.8%	22.2%	22.2%	14.8%	19.1%	18.8%	10.3%	23.5%	0.24	
To a Large Extent	25.9%	23.1%	24.2%	33.3%	21.5%	22.7%	20.7%	24.5%	0.25	
To Some Extent	32.8%	28.4%	27.7%	29.6%	28.6%	28.6%	37.9%	28.6%	0.28	
To a Small Extent	19.0%	15.9%	15.4%	14.8%	18.1%	17.3%	20.7%	14.5%	0.15	
Not at All	8.6%	10.5%	10.4%	7.4%	12.7%	12.6%	10.3%	8.9%	8.8%	
Total(n)	58	2,067	3,037	27	852	1,222	29	1,141	1,710	
Mean	3.17	3.31	3.32	3.33	3.16	3.18	3.00	3.39	3.41	
Standard deviation	1.16	1.27	1.26	1.14	1.28	1.28	1.13	1.24	1.24	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	0.13	0.12	-	-0.31	-0.33	
<b>Return to in-person teaching</b>										
To a Very Large Extent	16.9%	18.7%	18.2%	18.5%	14.0%	13.0%	16.7%	21.6%	21.0%	
To a Large Extent	20.3%	18.3%	18.6%	25.9%	15.5%	15.5%	13.3%	20.5%	20.8%	
To Some Extent	27.1%	24.0%	24.4%	22.2%	21.6%	23.7%	30.0%	25.8%	25.3%	
To a Small Extent	18.6%	16.8%	16.0%	14.8%	19.6%	18.3%	23.3%	15.1%	14.7%	
Not at All	16.9%	22.2%	22.8%	18.5%	29.4%	29.6%	16.7%	17.0%	18.2%	
Total(n)	59	2,065	3,029	27	853	1,225	30	1,139	1,700	
Mean	3.02	2.95	2.93	3.11	2.65	2.64	2.90	3.14	3.12	
Standard deviation	1.33	1.41	1.41	1.40	1.40	1.38	1.32	1.37	1.38	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.33	0.34	-	-0.18	-0.16	
<b>Health of loved ones</b>										
To a Very Large Extent	22.0%	34.9%	34.6%	25.9%	29.0%	29.6%	20.0%	39.1%	0.38	
To a Large Extent	28.8%	23.5%	24.4%	25.9%	22.6%	23.8%	30.0%	24.0%	0.25	
To Some Extent	27.1%	22.5%	22.4%	18.5%	23.4%	23.4%	36.7%	22.2%	0.22	
To a Small Extent	13.6%	12.6%	11.9%	18.5%	16.8%	14.6%	6.7%	9.5%	0.10	
Not at All	8.5%	6.5%	6.7%	11.1%	8.2%	8.6%	6.7%	5.2%	5.3%	
Total(n)	59	2,070	3,040	27	853	1,225	30	1,142	1,709	
Mean	3.42	3.68	3.68	3.37	3.47	3.51	3.50	3.82	3.80	
Standard deviation	1.22	1.25	1.24	1.36	1.29	1.28	1.11	1.20	1.20	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.08	-0.11	-	-0.27	-0.25	
<b>Access to healthcare</b>										
To a Very Large Extent	8.5%	9.8%	9.1%	11.1%	9.5%	9.3%	3.3%	9.6%	8.4%	
To a Large Extent	10.2%	10.3%	10.6%	7.4%	9.6%	10.4%	13.3%	10.3%	10.4%	
To Some Extent	22.0%	21.1%	21.7%	25.9%	20.6%	21.6%	20.0%	21.3%	21.9%	
To a Small Extent	33.9%	25.3%	24.0%	33.3%	25.8%	23.5%	33.3%	25.5%	24.9%	
Not at All	25.4%	33.7%	34.6%	22.2%	34.6%	35.1%	30.0%	33.3%	34.5%	
Total(n)	59	2,071	3,045	27	856	1,230	30	1,141	1,710	
Mean	2.42	2.37	2.36	2.52	2.34	2.35	2.27	2.37	2.33	
Standard deviation	1.22	1.30	1.29	1.25	1.29	1.30	1.14	1.30	1.27	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.14	0.13	-	-0.08	-0.05	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>The extent to which others wear masks while out in public</b>										
To a Very Large Extent	25.4%	23.8%	24.2%	22.2%	18.2%	17.9%	30.0%	27.4%	0.28	
To a Large Extent	28.8%	23.0%	22.3%	29.6%	22.1%	22.5%	26.7%	23.1%	0.22	
To Some Extent	16.9%	22.3%	23.5%	22.2%	22.6%	24.2%	13.3%	22.6%	0.24	
To a Small Extent	16.9%	14.3%	13.9%	11.1%	16.1%	15.1%	20.0%	13.3%	0.13	
Not at All	11.9%	16.6%	16.1%	14.8%	20.9%	20.3%	10.0%	13.5%	13.1%	
Total(n)	59	2,074	3,048	27	855	1,229	30	1,144	1,714	
Mean	3.39	3.23	3.25	3.33	3.01	3.03	3.47	3.38	3.39	
Standard deviation	1.35	1.39	1.38	1.36	1.40	1.38	1.38	1.37	1.36	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.23	0.22	-	0.07	0.06	
<b>Coping with social isolation</b>										
To a Very Large Extent	8.6%	14.1%	13.4%	7.7%	12.4%	11.5%	6.7%	15.1%	14.4%	
To a Large Extent	20.7%	17.3%	17.8%	30.8%	15.9%	17.2%	13.3%	18.0%	17.9%	
To Some Extent	27.6%	26.8%	26.9%	26.9%	27.2%	27.0%	30.0%	26.7%	27.0%	
To a Small Extent	22.4%	22.3%	22.4%	19.2%	22.7%	22.4%	23.3%	22.3%	22.7%	
Not at All	20.7%	19.5%	19.6%	15.4%	21.8%	21.9%	26.7%	17.9%	17.9%	
Total(n)	58	2,073	3,047	26	856	1,230	30	1,142	1,711	
Mean	2.74	2.84	2.83	2.96	2.74	2.74	2.50	2.90	2.88	
Standard deviation	1.25	1.31	1.30	1.22	1.30	1.29	1.22	1.31	1.30	
Significance	-			-			-			
Effect size	-	-0.08	-0.07	-	0.17	0.17	-	-0.31	-0.29	
<b>Personal finances</b>										
To a Very Large Extent	6.8%	11.6%	12.3%	3.7%	10.2%	11.2%	10.0%	11.8%	0.12	
To a Large Extent	13.6%	10.2%	10.2%	7.4%	9.7%	9.5%	16.7%	10.8%	0.11	
To Some Extent	20.3%	20.3%	20.2%	18.5%	17.9%	18.4%	23.3%	22.0%	0.22	
To a Small Extent	20.3%	22.0%	21.9%	29.6%	22.5%	22.1%	10.0%	21.8%	0.22	
Not at All	39.0%	35.9%	35.4%	40.7%	39.8%	38.7%	40.0%	33.6%	33.6%	
Total(n)	59	2,074	3,048	27	855	1,228	30	1,143	1,713	
Mean	2.29	2.40	2.42	2.04	2.28	2.32	2.47	2.45	2.46	
Standard deviation	1.30	1.36	1.38	1.13	1.34	1.36	1.43	1.36	1.37	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.18	-0.21	-	0.01	0.01	
<b>Childcare</b>										
To a Very Large Extent	11.9%	12.7%	12.7%	11.1%	9.5%	9.6%	13.3%	15.2%	15.0%	
To a Large Extent	3.4%	6.3%	6.4%	0.0%	8.2%	7.7%	6.7%	4.9%	5.6%	
To Some Extent	5.1%	6.3%	6.8%	7.4%	7.7%	8.0%	3.3%	5.2%	6.2%	
To a Small Extent	6.8%	6.3%	5.8%	7.4%	6.9%	6.8%	3.3%	5.6%	5.0%	
Not at All	72.9%	68.5%	68.2%	74.1%	67.6%	67.9%	73.3%	69.2%	68.2%	
Total(n)	59	2,060	3,026	27	853	1,223	30	1,135	1,700	
Mean	1.75	1.88	1.90	1.67	1.85	1.84	1.83	1.91	1.94	
Standard deviation	1.40	1.46	1.46	1.33	1.38	1.38	1.51	1.52	1.52	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.13	-0.12	-	-0.05	-0.07	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Encourage students to become agents of social change</b>										
Strongly Agree	26.3%	44.5%	45.3%	22.2%	34.9%	35.1%	25.0%	51.6%	52.6%	
Somewhat Agree	49.1%	40.0%	39.2%	44.4%	43.3%	43.0%	57.1%	38.1%	37.3%	
Somewhat Disagree	12.3%	9.3%	9.5%	11.1%	12.4%	12.6%	14.3%	6.8%	7.1%	
Strongly Disagree	12.3%	6.2%	5.9%	22.2%	9.4%	9.4%	3.6%	3.4%	2.9%	
Total(n)	57	2,008	2,975	27	831	1,206	28	1,104	1,665	
Mean	2.89	3.23	3.24	2.67	3.04	3.04	3.04	3.38	3.40	Civic Minded Values

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Standard deviation	0.94	0.86	0.85	1.07	0.92	0.92	0.74	0.76	0.75	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.40	-0.41	-	-0.40	-0.40	-	-0.45	-0.48	
<b>Prepare students for employment after college</b>										
Strongly Agree	70.2%	72.5%	74.3%	51.9%	69.4%	71.2%	85.7%	75.7%	77.3%	
Somewhat Agree	24.6%	23.5%	22.1%	40.7%	25.5%	24.4%	10.7%	21.3%	19.8%	
Somewhat Disagree	5.3%	3.3%	2.9%	7.4%	4.1%	3.6%	3.6%	2.5%	2.3%	
Strongly Disagree	0.0%	0.7%	0.7%	0.0%	1.0%	0.8%	0.0%	0.5%	0.5%	
Total(n)	57	2,017	2,985	27	834	1,210	28	1,109	1,670	
Mean	3.65	3.68	3.70	3.44	3.63	3.66	3.82	3.72	3.74	
Standard deviation	0.58	0.57	0.56	0.64	0.61	0.59	0.48	0.53	0.52	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.31	-0.37	-	0.19	0.15	
<b>Prepare students for graduate or advanced education</b>										
Strongly Agree	75.4%	54.4%	55.1%	63.0%	49.6%	51.0%	89.3%	58.6%	58.9%	
Somewhat Agree	22.8%	39.7%	38.8%	33.3%	44.2%	42.7%	10.7%	35.8%	35.4%	
Somewhat Disagree	0.0%	4.7%	4.9%	0.0%	5.2%	5.5%	0.0%	4.3%	4.3%	
Strongly Disagree	1.8%	1.2%	1.2%	3.7%	1.0%	0.8%	0.0%	1.3%	1.4%	
Total(n)	57	2,013	2,978	27	834	1,209	28	1,106	1,665	
Mean	3.72	3.47	3.48	3.56	3.43	3.44	3.89	3.52	3.52	
Standard deviation	0.56	0.64	0.65	0.70	0.64	0.64	0.31	0.64	0.65	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.39	0.37	-	0.20	0.19	-	0.58	0.57	
<b>Develop students' moral character</b>										
Strongly Agree	31.6%	33.5%	34.5%	18.5%	32.7%	34.1%	42.9%	34.4%	35.0%	Undergraduate Education Goal: Personal Development
Somewhat Agree	49.1%	48.8%	47.8%	51.9%	47.4%	47.1%	46.4%	49.7%	48.3%	
Somewhat Disagree	14.0%	14.3%	14.2%	18.5%	15.0%	13.9%	10.7%	13.9%	14.5%	
Strongly Disagree	5.3%	3.3%	3.6%	11.1%	4.8%	4.9%	0.0%	2.0%	2.3%	
Total(n)	57	2,007	2,974	27	831	1,206	28	1,101	1,662	
Mean	3.07	3.13	3.13	2.78	3.08	3.10	3.32	3.17	3.16	
Standard deviation	0.82	0.77	0.78	0.89	0.82	0.82	0.67	0.73	0.75	
Significance	-			-		*	-			
Effect size	-	-0.08	-0.08	-	-0.37	-0.39	-	0.21	0.21	
<b>Provide for students' emotional development</b>										
Strongly Agree	17.5%	28.9%	29.6%	7.4%	23.7%	24.8%	25.0%	33.1%	33.3%	Undergraduate Education Goal: Personal Development
Somewhat Agree	63.2%	48.2%	48.6%	66.7%	48.0%	47.9%	64.3%	48.2%	49.3%	
Somewhat Disagree	14.0%	17.5%	16.5%	14.8%	20.2%	19.7%	10.7%	15.5%	14.3%	
Strongly Disagree	5.3%	5.5%	5.3%	11.1%	8.1%	7.6%	0.0%	3.2%	3.1%	
Total(n)	57	2,005	2,964	27	831	1,204	28	1,099	1,654	
Mean	2.93	3.00	3.02	2.70	2.87	2.90	3.14	3.11	3.13	
Standard deviation	0.73	0.83	0.82	0.78	0.86	0.86	0.59	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.08	-0.11	-	-0.20	-0.23	-	0.04	0.01	
<b>Help students develop personal values</b>										
Strongly Agree	19.3%	32.1%	33.1%	25.9%	31.0%	31.5%	10.7%	32.8%	34.3%	Undergraduate Education Goal: Personal Development
Somewhat Agree	63.2%	50.2%	48.8%	55.6%	50.2%	49.3%	71.4%	50.5%	48.6%	
Somewhat Disagree	12.3%	14.2%	14.4%	7.4%	14.3%	14.4%	17.9%	14.1%	14.5%	
Strongly Disagree	5.3%	3.5%	3.6%	11.1%	4.6%	4.7%	0.0%	2.5%	2.6%	
Total(n)	57	2,006	2,969	27	833	1,206	28	1,099	1,658	
Mean	2.96	3.11	3.12	2.96	3.08	3.08	2.93	3.14	3.15	
Standard deviation	0.73	0.77	0.78	0.90	0.79	0.80	0.54	0.74	0.76	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Effect size	-	-0.19	-0.21	-	-0.15	-0.15	-	-0.28	-0.29	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Strongly Agree	36.8%	49.5%	50.6%	29.6%	38.7%	39.3%	42.9%	57.4%	58.8%	Civic Minded Values
Somewhat Agree	43.9%	37.2%	36.3%	40.7%	41.5%	40.7%	46.4%	34.2%	33.3%	
Somewhat Disagree	14.0%	9.0%	8.9%	18.5%	12.3%	12.5%	10.7%	6.5%	6.3%	
Strongly Disagree	5.3%	4.3%	4.2%	11.1%	7.5%	7.5%	0.0%	1.8%	1.7%	
Total(n)	57	2,005	2,968	27	831	1,205	28	1,101	1,659	
Mean	3.12	3.32	3.33	2.89	3.12	3.12	3.32	3.47	3.49	
Standard deviation	0.85	0.81	0.81	0.97	0.89	0.90	0.67	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.25	-0.26	-	-0.26	-0.26	-	-0.21	-0.25	
<b>Promote students' ability to write effectively</b>										
Strongly Agree	64.9%	65.5%	65.3%	59.3%	60.8%	60.9%	71.4%	68.8%	68.6%	Undergraduate Education Goal: Personal Development
Somewhat Agree	33.3%	28.7%	29.0%	37.0%	32.1%	32.0%	28.6%	26.4%	26.9%	
Somewhat Disagree	0.0%	4.5%	4.5%	0.0%	5.8%	5.8%	0.0%	3.4%	3.4%	
Strongly Disagree	1.8%	1.4%	1.2%	3.7%	1.3%	1.3%	0.0%	1.5%	1.2%	
Total(n)	57	2,010	2,977	27	832	1,205	28	1,104	1,667	
Mean	3.61	3.58	3.58	3.52	3.52	3.52	3.71	3.62	3.63	
Standard deviation	0.59	0.65	0.64	0.70	0.67	0.67	0.46	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.00	0.00	-	0.14	0.13	
<b>Encourage respect for different beliefs</b>										
Strongly Agree	49.1%	68.2%	69.8%	37.0%	57.3%	58.7%	57.1%	76.3%	77.8%	Undergraduate Education Goal: Personal Development
Somewhat Agree	42.1%	27.3%	25.9%	44.4%	35.6%	34.5%	42.9%	21.2%	19.7%	
Somewhat Disagree	1.8%	3.0%	3.0%	3.7%	4.8%	4.7%	0.0%	1.7%	1.7%	
Strongly Disagree	7.0%	1.5%	1.3%	14.8%	2.3%	2.1%	0.0%	0.7%	0.7%	
Total(n)	57	2,008	2,972	27	832	1,207	28	1,103	1,661	
Mean	3.33	3.62	3.64	3.04	3.48	3.50	3.57	3.73	3.75	
Standard deviation	0.83	0.62	0.61	1.02	0.70	0.68	0.50	0.52	0.52	
Significance	-	***	***	-	**	***	-			
Effect size	-	-0.47	-0.51	-	-0.63	-0.68	-	-0.31	-0.35	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Strongly Agree	7.0%	15.4%	15.9%	3.7%	14.8%	15.7%	10.7%	15.8%	16.1%	
Somewhat Agree	45.6%	47.9%	47.6%	51.9%	47.1%	47.0%	39.3%	49.6%	48.9%	
Somewhat Disagree	31.6%	25.7%	26.0%	33.3%	25.1%	24.7%	32.1%	25.6%	26.5%	
Strongly Disagree	15.8%	11.0%	10.4%	11.1%	13.0%	12.6%	17.9%	9.0%	8.4%	
Total(n)	57	1,972	2,922	27	820	1,188	28	1,083	1,635	
Mean	2.44	2.68	2.69	2.48	2.64	2.66	2.43	2.72	2.73	
Standard deviation	0.85	0.86	0.86	0.75	0.89	0.89	0.92	0.84	0.83	
Significance	-	*	*	-			-			
Effect size	-	-0.28	-0.29	-	-0.18	-0.20	-	-0.35	-0.36	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Strongly Agree	66.1%	76.4%	77.5%	50.0%	66.1%	67.0%	78.6%	84.4%	85.3%	
Somewhat Agree	25.0%	18.9%	18.2%	34.6%	26.3%	26.1%	17.9%	13.6%	12.8%	
Somewhat Disagree	7.1%	3.4%	3.0%	11.5%	5.2%	4.5%	3.6%	1.7%	1.6%	
Strongly Disagree	1.8%	1.3%	1.3%	3.8%	2.4%	2.4%	0.0%	0.3%	0.2%	
Total(n)	56	1,986	2,933	26	825	1,191	28	1,093	1,645	
Mean	3.55	3.70	3.72	3.31	3.56	3.58	3.75	3.82	3.83	
Standard deviation	0.71	0.60	0.58	0.84	0.70	0.69	0.52	0.45	0.43	
Significance	-		*	-		*	-			



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Effect size	-	-0.25	-0.29	-	-0.36	-0.39	-	-0.16	-0.19	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Strongly Agree	41.1%	57.8%	60.3%	38.5%	50.7%	52.0%	42.9%	63.5%	66.6%	
Somewhat Agree	51.8%	36.4%	33.9%	53.8%	41.7%	39.8%	50.0%	32.1%	29.6%	
Somewhat Disagree	3.6%	4.7%	4.7%	0.0%	6.1%	6.5%	7.1%	3.8%	3.4%	
Strongly Disagree	3.6%	1.1%	1.0%	7.7%	1.6%	1.7%	0.0%	0.6%	0.4%	
Total(n)	56	1,983	2,928	26	821	1,187	28	1,092	1,642	
Mean	3.30	3.51	3.54	3.23	3.41	3.42	3.36	3.58	3.62	
Standard deviation	0.71	0.64	0.63	0.82	0.68	0.69	0.62	0.60	0.57	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.33	-0.38	-	-0.26	-0.28	-	-0.37	-0.46	
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Strongly Agree	17.9%	16.7%	15.8%	22.2%	16.0%	16.5%	14.3%	16.9%	15.1%	
Somewhat Agree	53.6%	47.1%	46.6%	44.4%	45.8%	44.7%	60.7%	48.3%	48.4%	
Somewhat Disagree	26.8%	29.8%	30.0%	33.3%	31.9%	31.2%	21.4%	29.0%	29.6%	
Strongly Disagree	1.8%	6.4%	7.5%	0.0%	6.3%	7.7%	3.6%	5.9%	7.0%	
Total(n)	56	1,933	2,854	27	810	1,171	28	1,056	1,588	
Mean	2.88	2.74	2.71	2.89	2.72	2.70	2.86	2.76	2.71	
Standard deviation	0.72	0.81	0.82	0.75	0.81	0.83	0.71	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.17	0.21	-	0.21	0.23	-	0.13	0.19	
<b>I try to dispel perceptions of competition in my classroom</b>										
Strongly Agree	33.3%	39.7%	39.7%	37.0%	30.8%	30.6%	32.1%	46.2%	46.5%	
Somewhat Agree	45.6%	38.2%	38.9%	40.7%	40.3%	39.6%	46.4%	36.7%	38.4%	
Somewhat Disagree	19.3%	17.3%	16.8%	18.5%	21.9%	22.9%	21.4%	14.4%	12.5%	
Strongly Disagree	1.8%	4.8%	4.6%	3.7%	6.9%	7.0%	0.0%	2.7%	2.6%	
Total(n)	57	1,930	2,848	27	808	1,168	28	1,057	1,588	
Mean	3.11	3.13	3.14	3.11	2.95	2.94	3.11	3.26	3.29	
Standard deviation	0.77	0.86	0.85	0.85	0.90	0.90	0.74	0.80	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.04	-	0.18	0.19	-	-0.19	-0.23	
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>										
Strongly Agree	21.1%	15.6%	15.6%	22.2%	17.4%	18.0%	21.4%	14.2%	13.8%	
Somewhat Agree	24.6%	32.9%	32.2%	29.6%	32.8%	32.3%	21.4%	33.4%	32.3%	
Somewhat Disagree	36.8%	33.7%	34.6%	29.6%	33.1%	33.8%	42.9%	33.8%	35.1%	
Strongly Disagree	17.5%	17.9%	17.7%	18.5%	16.7%	15.9%	14.3%	18.6%	18.8%	
Total(n)	57	1,971	2,903	27	822	1,184	28	1,078	1,620	
Mean	2.49	2.46	2.46	2.56	2.51	2.52	2.50	2.43	2.41	
Standard deviation	1.02	0.96	0.96	1.05	0.97	0.96	1.00	0.95	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.03	-	0.05	0.04	-	0.07	0.09	
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>										
Strongly Agree	21.1%	35.2%	35.8%	18.5%	32.8%	32.6%	21.4%	37.1%	38.1%	
Somewhat Agree	42.1%	44.1%	43.4%	29.6%	42.6%	41.9%	57.1%	45.4%	44.7%	
Somewhat Disagree	28.1%	15.7%	16.1%	37.0%	17.8%	18.8%	17.9%	14.0%	14.0%	
Strongly Disagree	8.8%	5.0%	4.8%	14.8%	6.7%	6.7%	3.6%	3.5%	3.2%	
Total(n)	57	1,963	2,897	27	816	1,177	28	1,078	1,622	
Mean	2.75	3.09	3.10	2.52	3.02	3.00	2.96	3.16	3.18	
Standard deviation	0.89	0.84	0.84	0.98	0.88	0.88	0.74	0.79	0.79	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.40	-0.42	-	-0.57	-0.55	-	-0.25	-0.28	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly Agree	8.8%	18.5%	19.1%	11.1%	23.0%	24.3%	7.1%	14.9%	15.1%	
Somewhat Agree	43.9%	40.0%	39.2%	51.9%	42.9%	40.8%	39.3%	38.5%	38.5%	
Somewhat Disagree	29.8%	25.9%	25.8%	29.6%	22.1%	22.5%	32.1%	29.3%	28.7%	
Strongly Disagree	17.5%	15.7%	15.9%	7.4%	12.0%	12.4%	21.4%	17.3%	17.7%	
Total(n)	57	1,982	2,926	27	825	1,192	28	1,087	1,635	
Mean	2.44	2.61	2.61	2.67	2.77	2.77	2.32	2.51	2.51	
Standard deviation	0.89	0.96	0.97	0.78	0.94	0.96	0.90	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.18	-0.18	-	-0.11	-0.10	-	-0.20	-0.20	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly Agree	14.3%	27.6%	27.5%	18.5%	20.1%	20.2%	7.1%	32.7%	32.4%	
Somewhat Agree	28.6%	28.4%	29.5%	11.1%	24.8%	26.7%	46.4%	31.6%	32.0%	
Somewhat Disagree	23.2%	27.0%	27.2%	22.2%	31.8%	31.1%	25.0%	23.7%	24.4%	
Strongly Disagree	33.9%	17.0%	15.7%	48.1%	23.3%	21.9%	21.4%	12.1%	11.1%	
Total(n)	56	1,967	2,908	27	821	1,186	28	1,077	1,624	
Mean	2.23	2.67	2.69	2.00	2.42	2.45	2.39	2.85	2.86	
Standard deviation	1.08	1.06	1.04	1.18	1.05	1.04	0.92	1.01	1.00	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.42	-0.44	-	-0.40	-0.43	-	-0.46	-0.47	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly Agree	3.6%	17.5%	18.0%	3.7%	21.2%	22.0%	3.8%	14.8%	15.1%	
Somewhat Agree	36.4%	45.9%	45.8%	33.3%	45.4%	45.0%	34.6%	46.4%	46.4%	
Somewhat Disagree	30.9%	23.7%	24.1%	37.0%	21.3%	21.0%	26.9%	25.3%	26.3%	
Strongly Disagree	29.1%	13.0%	12.1%	25.9%	12.0%	11.9%	34.6%	13.5%	12.1%	
Total(n)	55	1,931	2,842	27	801	1,150	26	1,062	1,598	
Mean	2.15	2.68	2.70	2.15	2.76	2.77	2.08	2.63	2.64	
Standard deviation	0.89	0.91	0.90	0.86	0.92	0.92	0.93	0.89	0.88	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.58	-0.61	-	-0.66	-0.67	-	-0.62	-0.64	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly Agree	7.4%	19.4%	19.7%	7.4%	18.9%	19.6%	7.7%	20.1%	20.1%	
Somewhat Agree	51.9%	54.6%	54.7%	44.4%	54.1%	54.2%	61.5%	55.0%	54.9%	
Somewhat Disagree	25.9%	19.7%	19.7%	29.6%	19.7%	19.5%	23.1%	19.6%	19.9%	
Strongly Disagree	14.8%	6.4%	6.0%	18.5%	7.3%	6.7%	7.7%	5.3%	5.1%	
Total(n)	54	1,874	2,755	27	790	1,130	26	1,021	1,535	
Mean	2.52	2.87	2.88	2.41	2.84	2.87	2.69	2.90	2.90	
Standard deviation	0.84	0.79	0.79	0.89	0.81	0.80	0.74	0.77	0.77	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.44	-0.46	-	-0.53	-0.58	-	-0.27	-0.27	
<b>There is a lot of campus racial conflict here</b>										
Strongly Agree	0.0%	5.9%	5.1%	0.0%	4.0%	3.8%	0.0%	7.4%	6.0%	
Somewhat Agree	16.7%	22.8%	21.8%	11.1%	15.8%	15.0%	23.1%	27.1%	26.0%	
Somewhat Disagree	40.7%	44.1%	45.5%	44.4%	45.0%	45.4%	34.6%	44.3%	46.2%	
Strongly Disagree	42.6%	27.2%	27.7%	44.4%	35.1%	35.9%	42.3%	21.1%	21.8%	
Total(n)	54	1,911	2,804	27	797	1,140	26	1,050	1,573	
Mean	1.74	2.07	2.04	1.67	1.89	1.87	1.81	2.21	2.16	
Standard deviation	0.73	0.86	0.83	0.68	0.81	0.80	0.80	0.86	0.83	

**2022-2023 HERI Faculty Survey**  
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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.38	-0.36	-	-0.27	-0.25	-	-0.47	-0.42	
<b>My research is valued by faculty in my department</b>										
Strongly Agree	20.0%	26.9%	26.4%	25.9%	28.4%	28.1%	11.5%	26.0%	25.4%	Respect
Somewhat Agree	45.5%	42.9%	44.4%	37.0%	44.5%	44.8%	53.8%	42.0%	44.2%	
Somewhat Disagree	21.8%	19.2%	18.7%	25.9%	18.0%	17.8%	19.2%	20.0%	19.4%	
Strongly Disagree	12.7%	11.0%	10.5%	11.1%	9.0%	9.3%	15.4%	12.0%	11.0%	
Total(n)	55	1,876	2,745	27	788	1,126	26	1,024	1,528	
Mean	2.73	2.86	2.87	2.78	2.92	2.92	2.62	2.82	2.84	
Standard deviation	0.93	0.94	0.92	0.97	0.91	0.91	0.90	0.95	0.93	
Significance	-			-			-			
Effect size	-	-0.14	-0.15	-	-0.15	-0.15	-	-0.21	-0.24	
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	56.4%	50.4%	51.2%	59.3%	52.4%	52.0%	50.0%	49.4%	51.0%	Respect
Somewhat Agree	34.5%	35.5%	35.3%	33.3%	35.4%	35.6%	38.5%	36.0%	35.5%	
Somewhat Disagree	1.8%	8.9%	8.7%	0.0%	7.7%	8.1%	3.8%	9.2%	8.7%	
Strongly Disagree	7.3%	5.2%	4.8%	7.4%	4.6%	4.4%	7.7%	5.4%	4.8%	
Total(n)	55	1,949	2,856	27	808	1,153	26	1,070	1,604	
Mean	3.40	3.31	3.33	3.44	3.36	3.35	3.31	3.29	3.33	
Standard deviation	0.85	0.84	0.83	0.85	0.81	0.81	0.88	0.85	0.83	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.10	0.11	-	0.02	-0.02	
<b>My service is valued by faculty in my department</b>										
Strongly Agree	54.5%	43.9%	45.4%	44.4%	46.0%	47.1%	61.5%	42.9%	44.4%	Respect
Somewhat Agree	30.9%	36.2%	36.2%	37.0%	37.5%	36.5%	26.9%	35.7%	36.3%	
Somewhat Disagree	5.5%	12.2%	11.4%	7.4%	10.1%	9.9%	3.8%	13.3%	12.3%	
Strongly Disagree	9.1%	7.7%	7.0%	11.1%	6.3%	6.5%	7.7%	8.1%	7.0%	
Total(n)	55	1,942	2,853	27	808	1,154	26	1,066	1,605	
Mean	3.31	3.16	3.20	3.15	3.23	3.24	3.42	3.13	3.18	
Standard deviation	0.94	0.92	0.90	0.99	0.87	0.88	0.90	0.93	0.90	
Significance	-			-			-			
Effect size	-	0.16	0.12	-	-0.09	-0.10	-	0.31	0.27	
<b>Faculty are sufficiently involved in campus decision-making</b>										
Strongly Agree	3.6%	10.9%	11.0%	7.4%	12.2%	12.2%	0.0%	10.4%	10.5%	
Somewhat Agree	52.7%	41.7%	42.7%	44.4%	42.1%	43.1%	61.5%	41.8%	43.0%	
Somewhat Disagree	23.6%	28.7%	28.7%	25.9%	26.7%	26.7%	23.1%	29.7%	29.8%	
Strongly Disagree	20.0%	18.7%	17.5%	22.2%	19.0%	18.0%	15.4%	18.1%	16.7%	
Total(n)	55	1,930	2,835	27	802	1,147	26	1,057	1,589	
Mean	2.40	2.45	2.47	2.37	2.48	2.49	2.46	2.45	2.47	
Standard deviation	0.85	0.92	0.91	0.93	0.93	0.93	0.76	0.90	0.89	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.12	-0.13	-	0.01	-0.01	
<b>The faculty are typically at odds with campus administration</b>										
Strongly Agree	20.0%	15.1%	14.5%	25.9%	14.3%	15.0%	15.4%	15.5%	13.9%	
Somewhat Agree	45.5%	42.7%	42.5%	44.4%	42.7%	42.0%	42.3%	42.9%	42.9%	
Somewhat Disagree	29.1%	35.9%	36.7%	22.2%	37.1%	37.3%	38.5%	35.0%	36.2%	
Strongly Disagree	5.5%	6.2%	6.3%	7.4%	5.9%	5.7%	3.8%	6.6%	6.9%	
Total(n)	55	1,909	2,805	27	796	1,139	26	1,045	1,570	
Mean	2.80	2.67	2.65	2.89	2.65	2.66	2.69	2.67	2.64	
Standard deviation	0.83	0.81	0.80	0.89	0.79	0.80	0.79	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.16	0.19	-	0.30	0.29	-	0.02	0.06	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Faculty here respect each other</b>										Respect
Strongly Agree	27.3%	27.3%	29.2%	25.9%	30.0%	31.4%	30.8%	25.2%	27.7%	
Somewhat Agree	45.5%	56.0%	55.0%	44.4%	53.4%	52.9%	46.2%	58.8%	56.8%	
Somewhat Disagree	20.0%	12.6%	12.0%	25.9%	13.7%	12.3%	11.5%	11.5%	11.7%	
Strongly Disagree	7.3%	4.1%	3.8%	3.7%	2.9%	3.4%	11.5%	4.5%	3.8%	
Total(n)	55	1,943	2,855	27	802	1,149	26	1,069	1,606	
Mean	2.93	3.06	3.10	2.93	3.11	3.12	2.96	3.05	3.08	
Standard deviation	0.88	0.75	0.75	0.83	0.74	0.75	0.96	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.17	-0.23	-	-0.24	-0.25	-	-0.12	-0.16	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly Agree	9.1%	10.0%	10.5%	7.4%	11.1%	11.0%	7.7%	9.6%	10.4%	
Somewhat Agree	34.5%	41.1%	43.0%	37.0%	43.4%	44.3%	34.6%	39.9%	42.6%	
Somewhat Disagree	29.1%	30.1%	28.9%	29.6%	26.0%	26.3%	30.8%	32.7%	30.3%	
Strongly Disagree	27.3%	18.8%	17.6%	25.9%	19.4%	18.3%	26.9%	17.9%	16.8%	
Total(n)	55	1,921	2,817	27	799	1,141	26	1,053	1,580	
Mean	2.25	2.42	2.46	2.26	2.46	2.48	2.23	2.41	2.47	
Standard deviation	0.97	0.91	0.90	0.94	0.93	0.92	0.95	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.19	-0.23	-	-0.22	-0.24	-	-0.20	-0.27	
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	7.4%	20.5%	21.0%	7.7%	20.5%	20.3%	7.7%	20.5%	21.4%	
Somewhat Agree	33.3%	45.8%	47.2%	23.1%	49.3%	49.9%	42.3%	43.8%	45.7%	
Somewhat Disagree	42.6%	22.1%	21.4%	50.0%	18.9%	19.4%	34.6%	24.1%	22.8%	
Strongly Disagree	16.7%	11.6%	10.4%	19.2%	11.3%	10.4%	15.4%	11.6%	10.1%	
Total(n)	54	1,925	2,823	26	799	1,145	26	1,056	1,582	
Mean	2.31	2.75	2.79	2.19	2.79	2.80	2.42	2.73	2.78	
Standard deviation	0.84	0.91	0.89	0.85	0.90	0.88	0.86	0.92	0.89	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	-0.48	-0.54	-	-0.67	-0.69	-	-0.34	-0.40	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly Agree	32.7%	31.8%	29.6%	37.0%	35.8%	34.4%	26.9%	29.7%	26.9%	
Somewhat Agree	54.5%	41.8%	42.0%	48.1%	41.6%	41.3%	65.4%	41.9%	42.6%	
Somewhat Disagree	3.6%	17.4%	19.0%	3.7%	14.6%	15.7%	0.0%	18.9%	20.9%	
Strongly Disagree	9.1%	9.1%	9.3%	11.1%	8.0%	8.5%	7.7%	9.5%	9.6%	
Total(n)	55	1,930	2,835	27	800	1,144	26	1,064	1,597	
Mean	3.11	2.96	2.92	3.11	3.05	3.02	3.12	2.92	2.87	
Standard deviation	0.85	0.92	0.92	0.93	0.91	0.92	0.77	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.16	0.21	-	0.07	0.10	-	0.22	0.27	
<b>Most of the students I teach lack the basic skills for college level work</b>										
Strongly Agree	3.6%	12.8%	12.1%	7.4%	12.0%	11.6%	0.0%	12.9%	12.1%	
Somewhat Agree	20.0%	32.5%	33.4%	18.5%	32.7%	33.9%	19.2%	32.4%	32.9%	
Somewhat Disagree	45.5%	42.6%	42.4%	48.1%	42.1%	41.9%	42.3%	43.7%	43.3%	
Strongly Disagree	30.9%	12.1%	12.2%	25.9%	13.2%	12.6%	38.5%	10.9%	11.7%	
Total(n)	55	1,939	2,841	27	808	1,152	26	1,061	1,592	
Mean	1.96	2.46	2.45	2.07	2.43	2.45	1.81	2.47	2.45	
Standard deviation	0.82	0.86	0.86	0.87	0.87	0.86	0.75	0.85	0.85	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.58	-0.57	-	-0.41	-0.44	-	-0.78	-0.75	
<b>There is adequate support for faculty development</b>										
Strongly Agree	14.5%	20.3%	20.9%	18.5%	20.3%	20.8%	11.5%	20.7%	21.1%	
Somewhat Agree	40.0%	45.4%	45.6%	37.0%	44.4%	44.9%	42.3%	46.2%	46.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Somewhat Disagree	30.9%	22.3%	21.8%	29.6%	22.9%	22.3%	34.6%	21.8%	21.3%	
Strongly Disagree	14.5%	12.0%	11.7%	14.8%	12.4%	12.0%	11.5%	11.4%	11.3%	
Total(n)	55	1,945	2,852	27	804	1,150	26	1,070	1,604	
Mean	2.55	2.74	2.76	2.59	2.73	2.74	2.54	2.76	2.77	
Standard deviation	0.92	0.92	0.91	0.97	0.92	0.92	0.86	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.21	-0.23	-	-0.15	-0.16	-	-0.24	-0.25	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly Agree	9.3%	12.5%	11.6%	14.8%	10.7%	9.8%	3.8%	12.9%	12.2%	
Somewhat Agree	51.9%	46.3%	46.5%	44.4%	42.7%	42.1%	57.7%	49.1%	49.7%	
Somewhat Disagree	37.0%	35.5%	35.5%	40.7%	40.4%	40.6%	34.6%	32.7%	32.5%	
Strongly Disagree	1.9%	5.7%	6.5%	0.0%	6.3%	7.5%	3.8%	5.3%	5.5%	
Total(n)	54	1,911	2,803	27	798	1,138	26	1,049	1,574	
Mean	2.69	2.66	2.63	2.74	2.58	2.54	2.62	2.69	2.69	
Standard deviation	0.67	0.77	0.77	0.71	0.76	0.77	0.64	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	0.21	0.26	-	-0.09	-0.09	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly Agree	5.5%	8.7%	8.8%	7.4%	8.8%	9.4%	3.8%	9.0%	8.5%	
Somewhat Agree	34.5%	35.9%	36.0%	37.0%	39.7%	38.5%	30.8%	33.3%	34.4%	
Somewhat Disagree	40.0%	36.1%	36.7%	33.3%	34.7%	35.5%	50.0%	37.4%	37.8%	
Strongly Disagree	20.0%	19.3%	18.5%	22.2%	16.9%	16.6%	15.4%	20.3%	19.3%	
Total(n)	55	1,846	2,708	27	776	1,109	26	1,006	1,510	
Mean	2.25	2.34	2.35	2.30	2.40	2.41	2.23	2.31	2.32	
Standard deviation	0.84	0.89	0.88	0.91	0.87	0.87	0.76	0.90	0.88	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.11	-0.13	-	-0.09	-0.10	
<b>Faculty of color are treated fairly here</b>										
Strongly Agree	26.9%	27.4%	27.0%	25.9%	37.0%	36.5%	28.0%	20.2%	20.0%	
Somewhat Agree	55.8%	42.8%	44.0%	59.3%	42.1%	42.1%	52.0%	44.2%	46.0%	
Somewhat Disagree	13.5%	22.5%	22.8%	11.1%	16.6%	17.5%	16.0%	26.5%	26.5%	
Strongly Disagree	3.8%	7.3%	6.2%	3.7%	4.3%	4.0%	4.0%	9.1%	7.5%	
Total(n)	52	1,868	2,737	27	787	1,127	25	1,024	1,527	Diversity Climate
Mean	3.06	2.90	2.92	3.07	3.12	3.11	3.04	2.76	2.79	
Standard deviation	0.75	0.88	0.86	0.73	0.83	0.83	0.79	0.88	0.85	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	-0.06	-0.05	-	0.32	0.29	
<b>Women faculty are treated fairly here</b>										
Strongly Agree	25.0%	29.2%	29.2%	25.9%	41.7%	41.7%	24.0%	19.8%	20.2%	
Somewhat Agree	59.6%	42.4%	44.0%	59.3%	41.5%	41.7%	60.0%	43.5%	46.1%	
Somewhat Disagree	11.5%	20.8%	20.1%	11.1%	13.1%	13.2%	12.0%	26.6%	25.1%	
Strongly Disagree	3.8%	7.7%	6.7%	3.7%	3.7%	3.4%	4.0%	10.0%	8.6%	
Total(n)	52	1,902	2,787	27	792	1,133	25	1,045	1,563	Diversity Climate
Mean	3.06	2.93	2.96	3.07	3.21	3.22	3.04	2.73	2.78	
Standard deviation	0.73	0.90	0.87	0.73	0.81	0.80	0.73	0.89	0.87	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	-0.17	-0.19	-	0.35	0.30	
<b>LGBTQ+ faculty are treated fairly here</b>										
Strongly Agree	26.9%	29.6%	29.2%	25.9%	39.4%	39.2%	28.0%	22.3%	22.1%	
Somewhat Agree	53.8%	47.0%	48.7%	48.1%	42.9%	44.1%	60.0%	50.6%	52.5%	
Somewhat Disagree	19.2%	18.5%	18.2%	25.9%	14.7%	14.3%	12.0%	21.5%	21.0%	
Strongly Disagree	0.0%	4.9%	4.0%	0.0%	2.9%	2.3%	0.0%	5.6%	4.4%	Diversity

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Diversity Climate
Total(n)	52	1,846	2,708	27	780	1,115	25	1,008	1,510	
Mean	3.08	3.01	3.03	3.00	3.19	3.20	3.16	2.90	2.92	
Standard deviation	0.68	0.82	0.79	0.73	0.79	0.77	0.62	0.81	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.06	-	-0.24	-0.26	-	0.32	0.31	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Increase or maintain institutional affordability</b>										
Highest Priority	27.3%	26.9%	26.8%	29.6%	29.0%	27.4%	26.9%	25.7%	26.8%	Institutional Priority: Commitment to Diversity
High Priority	52.7%	51.7%	52.5%	44.4%	49.0%	50.4%	61.5%	53.2%	53.8%	
Medium Priority	16.4%	17.9%	17.5%	22.2%	18.3%	18.7%	7.7%	17.7%	16.3%	
Low Priority	3.6%	3.5%	3.2%	3.7%	3.7%	3.5%	3.8%	3.3%	3.1%	
Total(n)	55	1,864	2,741	27	783	1,124	26	1,015	1,525	
Mean	3.04	3.02	3.03	3.00	3.03	3.02	3.12	3.01	3.04	
Standard deviation	0.77	0.77	0.76	0.83	0.79	0.77	0.71	0.75	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.01	-	-0.04	-0.03	-	0.15	0.11	
<b>Develop a sense of community among students and faculty</b>										
Highest Priority	14.5%	19.3%	20.0%	7.4%	17.5%	18.1%	23.1%	20.8%	21.2%	
High Priority	34.5%	39.3%	40.2%	40.7%	40.6%	40.7%	26.9%	38.8%	40.4%	
Medium Priority	38.2%	28.5%	28.6%	33.3%	28.6%	29.5%	46.2%	28.4%	27.9%	
Low Priority	12.7%	12.9%	11.3%	18.5%	13.4%	11.7%	3.8%	12.1%	10.6%	
Total(n)	55	1,871	2,753	27	784	1,124	26	1,019	1,534	
Mean	2.51	2.65	2.69	2.37	2.62	2.65	2.69	2.68	2.72	
Standard deviation	0.90	0.93	0.92	0.88	0.92	0.91	0.88	0.94	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.20	-	-0.27	-0.31	-	0.01	-0.03	
<b>Facilitate student involvement in community service</b>										
Highest Priority	7.3%	9.3%	9.5%	3.7%	9.0%	9.5%	11.5%	9.8%	9.8%	Institutional Priority: Civic Engagement
High Priority	29.1%	32.1%	32.2%	14.8%	29.0%	28.8%	42.3%	34.8%	34.9%	
Medium Priority	49.1%	42.4%	42.3%	55.6%	44.3%	44.4%	42.3%	40.7%	40.7%	
Low Priority	14.5%	16.2%	16.0%	25.9%	17.7%	17.3%	3.8%	14.7%	14.7%	
Total(n)	55	1,848	2,721	27	775	1,115	26	1,009	1,515	
Mean	2.29	2.34	2.35	1.96	2.29	2.30	2.62	2.40	2.40	
Standard deviation	0.81	0.86	0.86	0.76	0.86	0.87	0.75	0.85	0.85	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	-0.06	-0.07	-	-0.38	-0.39	-	0.26	0.26	
<b>Help students learn how to bring about change in society</b>										
Highest Priority	5.5%	11.8%	12.0%	3.7%	10.2%	10.2%	7.7%	13.2%	13.3%	
High Priority	23.6%	31.9%	31.5%	22.2%	31.2%	30.2%	23.1%	33.0%	33.1%	
Medium Priority	52.7%	37.9%	39.4%	51.9%	38.2%	40.3%	53.8%	37.7%	38.7%	
Low Priority	18.2%	18.4%	17.1%	22.2%	20.4%	19.3%	15.4%	16.1%	14.9%	
Total(n)	55	1,857	2,730	27	778	1,117	26	1,014	1,521	
Mean	2.16	2.37	2.38	2.07	2.31	2.31	2.23	2.43	2.45	
Standard deviation	0.79	0.92	0.91	0.78	0.91	0.90	0.82	0.91	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.24	-	-0.26	-0.27	-	-0.22	-0.24	
<b>Increase or maintain institutional prestige</b>										
Highest Priority	14.5%	13.9%	13.6%	14.8%	13.4%	13.5%	11.5%	13.8%	13.0%	Institutional Priority:
High Priority	43.6%	34.0%	34.9%	40.7%	33.5%	34.1%	50.0%	35.0%	36.2%	
Medium Priority	38.2%	34.9%	35.7%	40.7%	35.5%	35.7%	34.6%	34.9%	36.1%	
Low Priority	3.6%	17.2%	15.8%	3.7%	17.6%	16.8%	3.8%	16.4%	14.7%	
Total(n)	55	1,857	2,730	27	778	1,117	26	1,014	1,521	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Priority: Increase Prestige
Total(n)	55	1,853	2,723	27	778	1,116	26	1,009	1,514	
Mean	2.69	2.45	2.46	2.67	2.43	2.44	2.69	2.46	2.48	
Standard deviation	0.77	0.93	0.91	0.78	0.93	0.92	0.74	0.92	0.90	
Significance	-			-			-			
Effect size	-	0.26	0.25	-	0.26	0.25	-	0.25	0.23	
<b>Hire faculty "stars"</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	4.8%	4.8%	0.0%	4.5%	4.3%	0.0%	5.0%	5.0%	
High Priority	3.6%	12.9%	13.7%	3.7%	12.1%	12.3%	3.8%	13.6%	14.7%	
Medium Priority	16.4%	30.2%	32.4%	11.1%	27.7%	30.6%	23.1%	32.8%	34.1%	
Low Priority	80.0%	52.0%	49.1%	85.2%	55.8%	52.8%	73.1%	48.7%	46.1%	
Total(n)	55	1,855	2,723	27	780	1,117	26	1,010	1,515	
Mean	1.24	1.71	1.74	1.19	1.65	1.68	1.31	1.75	1.79	
Standard deviation	0.51	0.87	0.87	0.48	0.86	0.85	0.55	0.87	0.87	
Significance	-	***	***	-	**	**	-	*	**	
Effect size	-	-0.54	-0.57	-	-0.53	-0.58	-	-0.51	-0.55	
<b>Recruit more traditionally underrepresented students</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.1%	26.1%	27.4%	7.4%	23.3%	24.2%	11.5%	27.9%	29.3%	
High Priority	25.5%	39.8%	40.9%	25.9%	41.1%	42.1%	23.1%	39.6%	40.6%	
Medium Priority	38.2%	26.0%	24.5%	37.0%	28.2%	26.8%	38.5%	24.4%	23.1%	
Low Priority	27.3%	8.0%	7.2%	29.6%	7.3%	6.9%	26.9%	8.2%	7.0%	
Total(n)	55	1,847	2,718	27	776	1,115	26	1,005	1,511	
Mean	2.16	2.84	2.88	2.11	2.80	2.84	2.19	2.87	2.92	
Standard deviation	0.94	0.90	0.89	0.93	0.88	0.87	0.98	0.91	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.76	-0.81	-	-0.78	-0.84	-	-0.75	-0.82	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										Institutional Priority: Increase Prestige
Highest Priority	3.6%	5.2%	4.8%	3.7%	5.4%	5.6%	3.8%	4.9%	4.0%	
High Priority	5.5%	11.2%	10.9%	3.7%	11.2%	11.0%	7.7%	11.2%	11.0%	
Medium Priority	36.4%	27.5%	26.2%	33.3%	28.3%	26.3%	34.6%	27.0%	26.3%	
Low Priority	54.5%	56.1%	58.1%	59.3%	55.1%	57.2%	53.8%	56.9%	58.7%	
Total(n)	55	1,846	2,713	27	775	1,111	26	1,007	1,512	
Mean	1.58	1.65	1.62	1.52	1.67	1.65	1.62	1.64	1.60	
Standard deviation	0.76	0.87	0.86	0.75	0.88	0.88	0.80	0.86	0.84	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.17	-0.15	-	-0.02	0.02	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.3%	17.0%	17.5%	7.7%	17.6%	17.9%	11.5%	16.3%	16.8%	
High Priority	20.4%	33.0%	33.5%	26.9%	35.8%	35.8%	11.5%	31.6%	32.5%	
Medium Priority	38.9%	33.6%	33.7%	30.8%	32.9%	33.9%	46.2%	34.2%	33.7%	
Low Priority	31.5%	16.4%	15.3%	34.6%	13.7%	12.4%	30.8%	17.9%	17.1%	
Total(n)	54	1,848	2,714	26	773	1,106	26	1,011	1,518	
Mean	2.07	2.51	2.53	2.08	2.57	2.59	2.04	2.46	2.49	
Standard deviation	0.95	0.96	0.95	0.98	0.93	0.92	0.96	0.97	0.96	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.46	-0.48	-	-0.53	-0.55	-	-0.43	-0.47	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	10.9%	23.3%	23.9%	11.1%	20.7%	21.0%	11.5%	25.3%	25.9%	
High Priority	18.2%	36.0%	36.4%	18.5%	38.4%	38.8%	15.4%	34.7%	35.2%	
Medium Priority	47.3%	28.5%	27.9%	44.4%	29.4%	29.3%	50.0%	27.7%	27.1%	
Low Priority	23.6%	12.3%	11.8%	25.9%	11.4%	10.9%	23.1%	12.3%	11.8%	
Total(n)	55	1,859	2,731	27	778	1,116	26	1,017	1,525	
Mean	2.16	2.70	2.72	2.15	2.68	2.70	2.15	2.73	2.75	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Standard deviation	0.92	0.96	0.84	0.95	0.93	0.92	0.92	0.97	0.97	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.56	-0.58	-	-0.57	-0.60	-	-0.60	-0.62	
<b>Provide resources for faculty to engage in community-based teaching or research</b>										
Highest Priority	5.5%	12.4%	12.4%	0.0%	10.3%	10.5%	11.5%	14.1%	13.7%	Institutional Priority: Civic Engagement
High Priority	12.7%	27.3%	28.7%	14.8%	26.8%	27.7%	11.5%	27.2%	29.1%	
Medium Priority	52.7%	37.7%	36.9%	59.3%	39.6%	39.0%	46.2%	37.0%	35.9%	
Low Priority	29.1%	22.6%	22.0%	25.9%	23.3%	22.8%	30.8%	21.7%	21.3%	
Total(n)	55	1,844	2,710	27	776	1,111	26	1,003	1,508	
Mean	1.95	2.30	2.32	1.89	2.24	2.26	2.04	2.34	2.35	
Standard deviation	0.80	0.95	0.95	0.64	0.93	0.93	0.96	0.97	0.96	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.37	-0.39	-	-0.38	-0.40	-	-0.31	-0.32	
<b>Create and sustain partnerships with surrounding communities</b>										
Highest Priority	9.1%	16.9%	18.4%	0.0%	15.2%	16.9%	19.2%	18.2%	19.3%	Institutional Priority: Civic Engagement
High Priority	27.3%	37.6%	37.8%	18.5%	34.8%	34.9%	34.6%	39.9%	40.0%	
Medium Priority	45.5%	32.1%	31.6%	59.3%	35.6%	34.5%	30.8%	29.5%	29.6%	
Low Priority	18.2%	13.3%	12.2%	22.2%	14.4%	13.7%	15.4%	12.4%	11.0%	
Total(n)	55	1,847	2,719	27	776	1,114	26	1,005	1,512	
Mean	2.27	2.58	2.62	1.96	2.51	2.55	2.58	2.64	2.68	
Standard deviation	0.87	0.92	0.92	0.65	0.92	0.93	0.99	0.92	0.91	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.34	-0.38	-	-0.60	-0.63	-	-0.07	-0.11	
<b>Pursue extramural funding</b>										
Highest Priority	7.5%	12.3%	13.7%	0.0%	10.9%	12.5%	15.4%	13.3%	14.6%	
High Priority	24.5%	29.9%	31.3%	29.6%	30.1%	31.3%	19.2%	29.6%	31.1%	
Medium Priority	41.5%	37.5%	36.0%	40.7%	37.8%	36.5%	42.3%	37.3%	35.6%	
Low Priority	26.4%	20.2%	19.1%	29.6%	21.2%	19.7%	23.1%	19.8%	18.7%	
Total(n)	53	1,801	2,656	27	760	1,091	26	980	1,478	
Mean	2.13	2.34	2.40	2.00	2.31	2.37	2.27	2.36	2.42	
Standard deviation	0.90	0.94	0.95	0.78	0.93	0.94	1.00	0.95	0.95	
Significance	-		*	-	*	*	-			
Effect size	-	-0.22	-0.28	-	-0.33	-0.39	-	-0.09	-0.16	
<b>Strengthen links with the for-profit, corporate sector</b>										
Highest Priority	9.1%	10.8%	11.1%	3.7%	10.1%	11.1%	11.5%	11.1%	10.9%	
High Priority	21.8%	27.0%	26.8%	37.0%	27.7%	27.4%	3.8%	26.4%	26.4%	
Medium Priority	30.9%	36.9%	36.6%	22.2%	34.7%	34.2%	42.3%	39.0%	38.9%	
Low Priority	38.2%	25.4%	25.5%	37.0%	27.5%	27.3%	42.3%	23.5%	23.9%	
Total(n)	55	1,810	2,666	27	764	1,096	26	984	1,482	
Mean	2.02	2.23	2.23	2.07	2.20	2.22	1.85	2.25	2.24	
Standard deviation	0.99	0.95	0.95	0.96	0.96	0.97	0.97	0.94	0.94	
Significance	-			-			-	*	*	
Effect size	-	-0.22	-0.22	-	-0.14	-0.15	-	-0.43	-0.41	
<b>Develop leadership ability among students</b>										
Highest Priority	20.0%	15.8%	16.0%	14.8%	13.7%	14.2%	26.9%	17.1%	16.9%	
High Priority	52.7%	37.3%	36.7%	48.1%	34.8%	34.5%	53.8%	39.0%	38.4%	
Medium Priority	18.2%	35.1%	35.3%	18.5%	39.2%	38.5%	19.2%	32.5%	33.1%	
Low Priority	9.1%	11.8%	12.0%	18.5%	12.4%	12.8%	0.0%	11.3%	11.6%	
Total(n)	55	1,833	2,695	27	768	1,104	26	999	1,499	
Mean	2.84	2.57	2.57	2.59	2.50	2.50	3.08	2.62	2.61	
Standard deviation	0.86	0.89	0.90	0.97	0.88	0.89	0.69	0.90	0.90	
Significance	-	*	*	-			-	**	**	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Effect size	-	0.30	0.30	-	0.10	0.10	-	0.51	0.52	
<b>Develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest Priority	24.1%	25.5%	26.5%	25.9%	21.3%	21.6%	24.0%	29.0%	30.1%	
High Priority	25.9%	38.6%	39.3%	11.1%	38.7%	40.2%	40.0%	38.6%	39.0%	
Medium Priority	37.0%	26.7%	26.0%	44.4%	30.1%	29.3%	28.0%	24.4%	23.8%	
Low Priority	13.0%	9.1%	8.1%	18.5%	9.9%	8.9%	8.0%	8.1%	7.1%	
Total(n)	54	1,848	2,720	27	778	1,116	25	1,005	1,514	
Mean	2.61	2.81	2.84	2.44	2.71	2.75	2.80	2.88	2.92	
Standard deviation	1.00	0.92	0.91	1.09	0.91	0.89	0.91	0.92	0.90	
Significance	-			-			-			
Effect size	-	-0.22	-0.25	-	-0.30	-0.35	-	-0.09	-0.13	
<b>Prepare students for the workplace</b>										
Highest Priority	32.7%	41.5%	43.1%	29.6%	39.9%	40.4%	38.5%	42.7%	45.2%	
High Priority	45.5%	41.9%	41.1%	37.0%	41.9%	41.6%	50.0%	41.9%	40.6%	
Medium Priority	20.0%	13.5%	13.1%	29.6%	13.6%	14.2%	11.5%	13.4%	12.3%	
Low Priority	1.8%	3.1%	2.7%	3.7%	4.6%	3.8%	0.0%	2.1%	1.9%	
Total(n)	55	1,862	2,733	27	782	1,119	26	1,015	1,523	
Mean	3.09	3.22	3.25	2.93	3.17	3.19	3.27	3.25	3.29	
Standard deviation	0.78	0.79	0.78	0.87	0.83	0.81	0.67	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.16	-0.21	-	-0.29	-0.32	-	0.03	-0.03	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a Very Large Extent	22.2%	24.8%	24.9%	25.9%	24.8%	25.1%	20.0%	25.1%	24.9%	
To a Large Extent	40.7%	33.2%	31.9%	37.0%	35.1%	34.0%	44.0%	31.6%	30.2%	
To Some Extent	24.1%	28.9%	29.4%	22.2%	27.6%	27.5%	28.0%	30.0%	31.0%	
To a Small Extent	7.4%	8.8%	9.3%	11.1%	8.7%	9.2%	0.0%	8.9%	9.5%	
Not at All	5.6%	4.4%	4.5%	3.7%	3.8%	4.1%	8.0%	4.4%	4.5%	
Total(n)	54	1,822	2,683	27	758	1,090	25	997	1,499	
Mean	3.67	3.65	3.64	3.70	3.68	3.67	3.68	3.64	3.62	
Standard deviation	1.08	1.08	1.09	1.10	1.06	1.08	1.07	1.08	1.09	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	0.02	0.03	-	0.04	0.06	
<b>Experience close alignment between your work and your personal values</b>										
To a Very Large Extent	24.5%	31.1%	31.7%	26.9%	31.6%	31.9%	24.0%	30.9%	31.8%	
To a Large Extent	41.5%	43.3%	42.9%	50.0%	43.7%	43.1%	36.0%	43.4%	42.9%	
To Some Extent	22.6%	19.6%	19.6%	15.4%	18.9%	19.3%	24.0%	19.9%	19.9%	
To a Small Extent	11.3%	4.3%	4.1%	7.7%	4.1%	4.1%	16.0%	4.3%	4.1%	
Not at All	0.0%	1.6%	1.6%	0.0%	1.7%	1.6%	0.0%	1.4%	1.3%	
Total(n)	53	1,828	2,690	26	762	1,096	25	999	1,500	
Mean	3.79	3.98	3.99	3.96	3.99	4.00	3.68	3.98	4.00	
Standard deviation	0.95	0.91	0.91	0.87	0.91	0.91	1.03	0.90	0.89	
Significance	-			-			-			
Effect size	-	-0.21	-0.22	-	-0.03	-0.04	-	-0.33	-0.36	
<b>Mentor faculty</b>										
To a Very Large Extent	16.7%	12.7%	13.2%	11.1%	10.8%	10.9%	24.0%	14.2%	15.1%	
To a Large Extent	14.8%	20.9%	21.3%	14.8%	21.7%	22.1%	16.0%	20.6%	20.8%	
To Some Extent	27.8%	29.4%	30.1%	29.6%	30.9%	31.9%	20.0%	28.4%	29.0%	
To a Small Extent	33.3%	16.5%	15.4%	37.0%	18.8%	17.4%	32.0%	14.6%	14.0%	
Not at All	7.4%	20.4%	19.9%	7.4%	17.7%	17.7%	8.0%	22.2%	21.1%	
Total(n)	54	1,807	2,654	27	750	1,077	25	991	1,487	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Mean	3.00	2.89	2.92	2.85	2.89	2.91	3.16	2.90	2.95	
Standard deviation	1.21	1.30	1.30	1.13	1.24	1.24	1.34	1.34	1.34	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	-0.03	-0.05	-	0.19	0.16	
<b>Mentor undergraduate students</b>										
To a Very Large Extent	33.3%	31.6%	30.9%	25.9%	31.6%	31.5%	44.0%	31.6%	30.4%	
To a Large Extent	42.6%	29.0%	28.0%	40.7%	29.1%	29.1%	44.0%	28.8%	27.3%	
To Some Extent	20.4%	21.4%	21.4%	29.6%	23.2%	22.5%	12.0%	20.1%	20.3%	
To a Small Extent	1.9%	9.5%	10.1%	3.7%	9.3%	9.0%	0.0%	9.7%	10.9%	
Not at All	1.9%	8.5%	9.6%	0.0%	6.8%	7.8%	0.0%	9.9%	11.1%	
Total(n)	54	1,809	2,669	27	750	1,084	25	992	1,492	
Mean	4.04	3.66	3.61	3.89	3.69	3.67	4.32	3.63	3.55	
Standard deviation	0.89	1.25	1.28	0.85	1.20	1.23	0.69	1.29	1.32	
Significance	-	*	*	-	*	*	-	**	**	
Effect size	-	0.30	0.34	-	0.17	0.18	-	0.53	0.58	
<b>Mentor graduate students</b>										
To a Very Large Extent	17.0%	17.7%	19.4%	14.8%	17.0%	18.4%	16.7%	18.2%	20.2%	
To a Large Extent	9.4%	17.0%	17.4%	3.7%	14.8%	15.9%	12.5%	18.5%	18.5%	
To Some Extent	0.0%	15.2%	15.7%	0.0%	15.0%	15.5%	0.0%	15.3%	15.5%	
To a Small Extent	20.8%	12.5%	12.1%	18.5%	13.6%	13.0%	25.0%	11.8%	11.5%	
Not at All	52.8%	37.7%	35.5%	63.0%	39.7%	37.3%	45.8%	36.2%	34.3%	
Total(n)	53	1,790	2,638	27	749	1,072	24	976	1,475	
Mean	2.17	2.64	2.73	1.89	2.56	2.65	2.29	2.71	2.79	
Standard deviation	1.57	1.54	1.56	1.48	1.54	1.55	1.57	1.55	1.56	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.31	-0.36	-	-0.44	-0.49	-	-0.27	-0.32	
<b>Been mentored by at least one professional in academia</b>										
To a Very Large Extent	14.8%	27.6%	27.6%	11.1%	24.3%	24.7%	20.0%	30.2%	29.7%	
To a Large Extent	35.2%	23.9%	23.3%	37.0%	24.9%	23.4%	32.0%	23.4%	23.2%	
To Some Extent	25.9%	22.7%	23.0%	37.0%	21.8%	22.6%	16.0%	23.9%	24.0%	
To a Small Extent	13.0%	16.5%	16.3%	7.4%	19.2%	19.3%	16.0%	14.3%	14.1%	
Not at All	11.1%	9.4%	9.8%	7.4%	9.8%	9.9%	16.0%	8.1%	9.0%	
Total(n)	54	1,817	2,675	27	756	1,088	25	994	1,494	
Mean	3.30	3.44	3.43	3.37	3.35	3.34	3.24	3.53	3.50	
Standard deviation	1.21	1.30	1.31	1.04	1.30	1.30	1.39	1.28	1.29	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	0.02	0.02	-	-0.23	-0.20	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a Very Large Extent	5.6%	10.6%	10.1%	7.4%	7.8%	7.7%	4.0%	12.6%	11.8%	
To a Large Extent	16.7%	11.9%	12.3%	7.4%	11.5%	11.9%	24.0%	12.1%	12.3%	
To Some Extent	16.7%	21.2%	22.1%	18.5%	21.4%	21.6%	16.0%	20.9%	22.5%	
To a Small Extent	16.7%	15.9%	16.2%	14.8%	17.9%	17.8%	20.0%	14.6%	15.0%	
Not at All	44.4%	40.5%	39.4%	51.9%	41.4%	41.0%	36.0%	39.9%	38.4%	
Total(n)	54	1,819	2,678	27	758	1,092	25	996	1,496	
Mean	2.22	2.36	2.37	2.04	2.26	2.27	2.40	2.43	2.44	
Standard deviation	1.33	1.38	1.37	1.32	1.31	1.31	1.32	1.43	1.40	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.17	-0.18	-	-0.02	-0.03	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a Very Large Extent	0.0%	1.2%	1.2%	0.0%	0.9%	0.8%	0.0%	1.4%	1.5%	
To a Large Extent	1.9%	2.0%	2.0%	0.0%	2.5%	2.4%	4.0%	1.7%	1.8%	
To Some Extent	1.9%	4.1%	4.1%	3.7%	3.7%	4.0%	0.0%	4.6%	4.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
To a Small Extent	7.4%	4.7%	5.0%	7.4%	4.6%	4.8%	8.0%	4.7%	5.0%	
Not at All	88.9%	88.0%	87.7%	88.9%	88.2%	88.1%	88.0%	87.7%	87.3%	
Total(n)	54	1,811	2,665	27	757	1,088	25	989	1,487	
Mean	1.17	1.24	1.24	1.15	1.23	1.23	1.20	1.25	1.25	
Standard deviation	0.54	0.72	0.73	0.46	0.72	0.71	0.65	0.74	0.75	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.11	-0.11	-	-0.07	-0.07	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	14.6%	30.7%	30.9%	12.5%	28.2%	28.0%	17.4%	32.8%	33.2%	
Good	58.3%	51.5%	50.8%	62.5%	52.7%	51.3%	52.2%	50.4%	50.0%	
Fair	25.0%	14.0%	14.8%	20.8%	14.0%	15.6%	30.4%	13.8%	14.1%	
Poor	2.1%	3.8%	3.6%	4.2%	5.2%	5.0%	0.0%	3.0%	2.6%	
Total(n)	48	1,386	2,043	24	600	863	23	740	1,119	
Mean	2.85	3.09	3.09	2.83	3.04	3.02	2.87	3.13	3.14	
Standard deviation	0.68	0.77	0.77	0.70	0.79	0.80	0.69	0.75	0.75	
Significance	-	*	*	-			-			
Effect size	-	-0.31	-0.31	-	-0.27	-0.24	-	-0.35	-0.36	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	36.5%	42.8%	42.5%	37.0%	41.4%	41.8%	37.5%	44.0%	43.3%	
Good	53.8%	47.4%	47.7%	51.9%	47.9%	47.5%	54.2%	46.9%	47.7%	
Fair	9.6%	8.2%	8.5%	11.1%	8.8%	9.1%	8.3%	7.7%	7.8%	
Poor	0.0%	1.6%	1.3%	0.0%	1.8%	1.7%	0.0%	1.5%	1.1%	
Total(n)	52	1,597	2,313	27	678	969	24	860	1,265	
Mean	3.27	3.31	3.31	3.26	3.29	3.29	3.29	3.33	3.33	
Standard deviation	0.63	0.69	0.68	0.66	0.70	0.70	0.62	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.04	-0.04	-	-0.06	-0.06	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	41.7%	45.3%	46.8%	50.0%	42.4%	43.2%	41.7%	48.2%	49.7%	
Good	37.5%	43.8%	43.4%	30.0%	45.8%	45.2%	33.3%	41.9%	42.2%	
Fair	16.7%	8.7%	8.1%	10.0%	10.0%	10.1%	25.0%	7.7%	6.6%	
Poor	4.2%	2.2%	1.6%	10.0%	1.9%	1.4%	0.0%	2.2%	1.5%	
Total(n)	24	1,057	1,610	10	432	641	12	587	912	
Mean	3.17	3.32	3.35	3.20	3.29	3.30	3.17	3.36	3.40	
Standard deviation	0.87	0.72	0.70	1.03	0.72	0.71	0.83	0.72	0.68	
Significance	-			-			-			
Effect size	-	-0.21	-0.26	-	-0.13	-0.14	-	-0.26	-0.34	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very Satisfied	3.8%	6.2%	6.8%	3.8%	8.2%	8.9%	0.0%	4.7%	5.3%	
Satisfied	24.5%	30.6%	29.6%	23.1%	30.4%	29.0%	28.0%	30.5%	30.0%	
Marginally Satisfied	35.8%	33.6%	33.0%	38.5%	35.5%	34.4%	36.0%	32.6%	32.3%	
Not Satisfied	35.8%	29.6%	30.6%	34.6%	25.9%	27.7%	36.0%	32.1%	32.4%	
Total(n)	53	1,820	2,678	26	757	1,092	25	999	1,495	
Mean	1.96	2.13	2.13	1.96	2.21	2.19	1.92	2.08	2.08	
Standard deviation	0.88	0.91	0.93	0.87	0.92	0.94	0.81	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.19	-0.18	-	-0.27	-0.24	-	-0.18	-0.18	
<b>Health benefits</b>										
Very Satisfied	13.2%	25.1%	25.9%	15.4%	27.7%	28.2%	8.0%	23.7%	24.6%	Job Satisfaction: Compensation

**2022-2023 HERI Faculty Survey**  
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**All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Job Satisfaction: Compensation
Satisfied	41.5%	44.5%	44.6%	42.3%	44.0%	44.0%	44.0%	44.8%	45.0%	
Marginally Satisfied	32.1%	19.3%	19.5%	26.9%	17.7%	18.0%	36.0%	20.5%	20.5%	
Not Satisfied	13.2%	11.1%	10.1%	15.4%	10.6%	9.9%	12.0%	10.9%	9.9%	
Total(n)	53	1,804	2,653	26	752	1,086	25	988	1,477	
Mean	2.55	2.84	2.86	2.58	2.89	2.91	2.48	2.81	2.84	
Standard deviation	0.89	0.93	0.92	0.95	0.93	0.92	0.82	0.92	0.91	
Significance	-	*	*	-			-		*	
Effect size	-	-0.31	-0.34	-	-0.33	-0.36	-	-0.36	-0.40	
<b>Retirement benefits</b>										
Very Satisfied	17.0%	23.8%	22.6%	23.1%	27.9%	25.9%	8.0%	21.1%	20.6%	
Satisfied	45.3%	46.8%	48.0%	34.6%	44.0%	44.8%	60.0%	49.4%	50.6%	
Marginally Satisfied	28.3%	19.9%	20.1%	30.8%	19.1%	19.9%	24.0%	19.8%	19.7%	
Not Satisfied	9.4%	9.5%	9.3%	11.5%	9.0%	9.4%	8.0%	9.7%	9.1%	
Total(n)	53	1,793	2,637	26	745	1,074	25	984	1,472	
Mean	2.70	2.85	2.84	2.69	2.91	2.87	2.68	2.82	2.83	
Standard deviation	0.87	0.89	0.88	0.97	0.91	0.90	0.75	0.87	0.86	
Significance	-			-			-			
Effect size	-	-0.17	-0.16	-	-0.24	-0.20	-	-0.16	-0.17	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very Satisfied	5.7%	9.2%	9.7%	7.7%	11.3%	11.4%	4.0%	7.5%	8.4%	
Satisfied	41.5%	37.2%	38.0%	50.0%	39.7%	39.4%	32.0%	36.2%	37.2%	
Marginally Satisfied	32.1%	30.8%	31.1%	30.8%	27.7%	28.5%	36.0%	33.3%	33.4%	
Not Satisfied	20.8%	22.9%	21.3%	11.5%	21.3%	20.7%	28.0%	23.0%	20.9%	
Total(n)	53	1,789	2,629	26	751	1,083	25	975	1,456	
Mean	2.32	2.33	2.36	2.54	2.41	2.41	2.12	2.28	2.33	
Standard deviation	0.87	0.93	0.92	0.81	0.95	0.94	0.88	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	0.14	0.14	-	-0.18	-0.23	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very Satisfied	13.2%	9.6%	10.3%	11.5%	12.2%	13.3%	16.0%	7.7%	8.2%	
Satisfied	49.1%	43.5%	44.3%	53.8%	45.5%	44.3%	44.0%	43.0%	45.0%	
Marginally Satisfied	30.2%	26.5%	26.2%	26.9%	24.7%	25.3%	32.0%	27.3%	26.4%	
Not Satisfied	7.5%	20.4%	19.2%	7.7%	17.6%	17.1%	8.0%	22.0%	20.4%	
Total(n)	53	1,806	2,656	26	754	1,086	25	988	1,479	
Mean	2.68	2.42	2.46	2.69	2.52	2.54	2.68	2.36	2.41	
Standard deviation	0.80	0.92	0.92	0.79	0.92	0.93	0.85	0.91	0.90	
Significance	-	*		-			-			
Effect size	-	0.28	0.24	-	0.18	0.16	-	0.35	0.30	
<b>Quality of students</b>										
Very Satisfied	32.1%	14.9%	15.1%	30.8%	13.7%	13.1%	36.0%	15.3%	16.1%	
Satisfied	54.7%	46.9%	47.5%	50.0%	42.9%	43.8%	56.0%	50.6%	50.8%	
Marginally Satisfied	11.3%	28.2%	27.9%	15.4%	31.0%	30.7%	8.0%	26.1%	25.8%	
Not Satisfied	1.9%	10.0%	9.6%	3.8%	12.4%	12.5%	0.0%	8.0%	7.3%	
Total(n)	53	1,811	2,664	26	758	1,092	25	988	1,480	
Mean	3.17	2.67	2.68	3.08	2.58	2.58	3.28	2.73	2.76	
Standard deviation	0.70	0.85	0.84	0.80	0.88	0.87	0.61	0.81	0.81	
Significance	-	***	***	-	**	**	-	***	**	
Effect size	-	0.59	0.58	-	0.57	0.57	-	0.68	0.64	
<b>Autonomy and independence</b>										
Very Satisfied	34.0%	36.8%	38.1%	34.6%	38.8%	38.8%	36.0%	35.2%	37.6%	
Satisfied	47.2%	46.7%	45.5%	50.0%	47.5%	46.6%	40.0%	46.7%	45.1%	
Marginally Satisfied	13.2%	12.9%	12.4%	7.7%	10.5%	10.9%	20.0%	14.5%	13.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Job Satisfaction: Workplace
Not Satisfied	5.7%	3.6%	3.9%	7.7%	3.2%	3.8%	4.0%	3.5%	3.7%	
Total(n)	53	1,808	2,659	26	752	1,087	25	993	1,483	
Mean	3.09	3.17	3.18	3.12	3.22	3.20	3.08	3.14	3.17	
Standard deviation	0.84	0.78	0.79	0.86	0.76	0.78	0.86	0.79	0.80	
Effect size	-	-0.10	-0.11	-	-0.13	-0.10	-	-0.08	-0.11	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very Satisfied	37.7%	37.3%	37.4%	53.8%	41.2%	39.5%	24.0%	35.0%	36.3%	
Satisfied	35.8%	36.4%	36.4%	23.1%	37.2%	37.8%	44.0%	36.4%	35.9%	
Marginally Satisfied	15.1%	13.5%	13.1%	15.4%	10.9%	11.2%	16.0%	14.7%	13.9%	
Not Satisfied	11.3%	12.8%	13.1%	7.7%	10.7%	11.6%	16.0%	13.9%	13.9%	
Total(n)	53	1,820	2,678	26	759	1,094	25	996	1,492	
Mean	3.00	2.98	2.98	3.23	3.09	3.05	2.76	2.93	2.95	
Standard deviation	1.00	1.01	1.01	0.99	0.97	0.98	1.01	1.02	1.03	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.02	-	0.14	0.18	-	-0.17	-0.18	
<b>Departmental support for work/life balance</b>										
Very Satisfied	9.6%	25.6%	25.6%	15.4%	29.1%	28.0%	4.2%	23.1%	24.1%	
Satisfied	48.1%	40.7%	40.7%	53.8%	41.9%	42.5%	45.8%	40.6%	39.8%	
Marginally Satisfied	28.8%	21.4%	21.0%	23.1%	18.0%	18.1%	29.2%	23.8%	22.7%	
Not Satisfied	13.5%	12.3%	12.7%	7.7%	11.0%	11.5%	20.8%	12.5%	13.3%	
Total(n)	52	1,816	2,672	26	755	1,090	24	997	1,491	
Mean	2.54	2.80	2.79	2.77	2.89	2.87	2.33	2.74	2.75	
Standard deviation	0.85	0.96	0.97	0.82	0.95	0.95	0.87	0.95	0.97	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.27	-0.26	-	-0.13	-0.11	-	-0.43	-0.43	
<b>Institutional support for work/life balance</b>										
Very Satisfied	3.8%	12.3%	12.3%	7.7%	14.5%	14.3%	0.0%	10.9%	11.1%	
Satisfied	26.4%	36.2%	36.3%	30.8%	40.3%	40.0%	24.0%	33.7%	33.9%	
Marginally Satisfied	35.8%	28.4%	28.9%	30.8%	25.7%	26.6%	44.0%	30.4%	30.4%	
Not Satisfied	34.0%	23.1%	22.5%	30.8%	19.5%	19.1%	32.0%	24.9%	24.5%	
Total(n)	53	1,815	2,668	26	752	1,085	25	999	1,492	
Mean	2.00	2.38	2.38	2.15	2.50	2.49	1.92	2.31	2.32	
Standard deviation	0.88	0.97	0.97	0.97	0.97	0.96	0.76	0.96	0.96	
Significance	-	**	**	-	-	-	-	*	*	
Effect size	-	-0.39	-0.39	-	-0.36	-0.35	-	-0.41	-0.42	
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very Satisfied	7.5%	8.5%	8.7%	7.7%	9.6%	9.9%	4.0%	7.8%	7.9%	
Satisfied	28.3%	38.0%	38.6%	38.5%	42.4%	41.6%	20.0%	35.5%	37.0%	
Marginally Satisfied	35.8%	28.3%	27.9%	26.9%	25.3%	26.2%	48.0%	30.5%	29.4%	
Not Satisfied	28.3%	25.2%	24.8%	26.9%	22.7%	22.4%	28.0%	26.2%	25.8%	
Total(n)	53	1,805	2,649	26	752	1,082	25	988	1,475	
Mean	2.15	2.30	2.31	2.27	2.39	2.39	2.00	2.25	2.27	
Standard deviation	0.93	0.94	0.94	0.96	0.94	0.94	0.82	0.93	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.16	-0.17	-	-0.13	-0.13	-	-0.27	-0.29	
<b>Relative equity of salary and job benefits</b>										Job Satisfaction: Workplace
Very Satisfied	7.5%	6.9%	6.9%	11.5%	9.4%	9.4%	0.0%	4.9%	4.9%	
Satisfied	24.5%	28.2%	27.4%	23.1%	32.7%	30.5%	28.0%	25.6%	25.7%	
Marginally Satisfied	28.3%	30.8%	30.2%	23.1%	28.8%	29.3%	36.0%	32.0%	30.8%	
Not Satisfied	39.6%	34.1%	35.6%	42.3%	29.1%	30.8%	36.0%	37.6%	38.6%	
Total(n)	53	1,794	2,640	26	746	1,075	25	985	1,475	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Workplace
Mean	2.00	2.08	2.06	2.04	2.22	2.19	1.92	1.98	1.97	
Standard deviation	0.98	0.95	0.95	1.08	0.97	0.98	0.81	0.91	0.92	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.19	-0.15	-	-0.07	-0.05	
<b>Flexibility in relation to family matters or emergencies</b>										Job Satisfaction: Workplace
Very Satisfied	15.1%	34.1%	35.8%	19.2%	35.1%	35.6%	12.0%	33.3%	35.9%	
Satisfied	50.9%	45.3%	44.5%	50.0%	48.3%	47.9%	52.0%	43.6%	42.5%	
Marginally Satisfied	18.9%	15.2%	14.7%	19.2%	11.7%	11.7%	16.0%	17.7%	16.8%	
Not Satisfied	15.1%	5.3%	4.9%	11.5%	4.8%	4.8%	20.0%	5.4%	4.8%	
Total(n)	53	1,798	2,640	26	749	1,076	25	984	1,472	
Mean	2.66	3.08	3.11	2.77	3.14	3.14	2.56	3.05	3.09	
Standard deviation	0.92	0.84	0.83	0.91	0.80	0.80	0.96	0.85	0.84	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.50	-0.54	-	-0.46	-0.46	-	-0.58	-0.63	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										Job Satisfaction: Workplace
Very Satisfied	11.3%	22.5%	23.0%	15.4%	25.4%	25.2%	8.0%	20.4%	21.3%	
Satisfied	39.6%	46.7%	46.3%	42.3%	48.2%	49.2%	36.0%	46.0%	44.4%	
Marginally Satisfied	30.2%	20.7%	20.7%	26.9%	20.5%	19.4%	32.0%	20.9%	21.7%	
Not Satisfied	18.9%	10.1%	10.0%	15.4%	5.9%	6.2%	24.0%	12.7%	12.6%	
Total(n)	53	1,755	2,584	26	732	1,055	25	967	1,449	
Mean	2.43	2.82	2.82	2.58	2.93	2.93	2.28	2.74	2.75	
Standard deviation	0.93	0.90	0.90	0.95	0.83	0.83	0.94	0.92	0.93	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.43	-0.43	-	-0.42	-0.42	-	-0.50	-0.51	
<b>Overall job</b>										
Very Satisfied	11.3%	18.5%	18.6%	15.4%	21.9%	21.5%	8.0%	16.3%	16.8%	
Satisfied	41.5%	52.1%	52.0%	38.5%	51.5%	51.0%	48.0%	53.4%	53.2%	
Marginally Satisfied	37.7%	22.6%	22.9%	34.6%	19.7%	21.0%	36.0%	24.0%	24.0%	
Not Satisfied	9.4%	6.9%	6.4%	11.5%	7.0%	6.5%	8.0%	6.3%	6.0%	
Total(n)	53	1,819	2,670	26	758	1,092	25	996	1,486	
Mean	2.55	2.82	2.83	2.58	2.88	2.88	2.56	2.80	2.81	
Standard deviation	0.82	0.81	0.80	0.90	0.83	0.82	0.77	0.78	0.78	
Significance	-	*	*	-			-			
Effect size	-	-0.33	-0.35	-	-0.36	-0.37	-	-0.31	-0.32	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										
<b>Managing household responsibilities</b>										
Extensive	21.2%	28.9%	28.6%	15.4%	20.9%	20.4%	29.2%	35.0%	34.6%	
Somewhat	48.1%	50.4%	51.1%	46.2%	53.5%	54.1%	45.8%	47.9%	49.1%	
Not at All	30.8%	20.7%	20.3%	38.5%	25.5%	25.5%	25.0%	17.1%	16.3%	
Total(n)	52	1,774	2,611	26	736	1,063	24	975	1,458	
Mean	1.90	2.08	2.08	1.77	1.95	1.95	2.04	2.18	2.18	
Standard deviation	0.72	0.70	0.69	0.71	0.68	0.68	0.75	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.26	-0.26	-	-0.26	-0.26	-	-0.20	-0.20	
<b>Review/promotion process</b>										
Extensive	15.9%	20.9%	21.1%	0.0%	16.0%	17.5%	36.8%	24.4%	23.6%	
Somewhat	43.2%	38.6%	39.3%	47.8%	37.5%	36.9%	31.6%	39.7%	41.3%	
Not at All	40.9%	40.4%	39.6%	52.2%	46.6%	45.6%	31.6%	35.8%	35.1%	
Total(n)	44	1,480	2,169	23	638	915	19	790	1,182	
Mean	1.75	1.81	1.81	1.48	1.69	1.72	2.05	1.89	1.88	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Standard deviation	0.72	0.76	0.76	0.51	0.73	0.74	0.85	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.29	-0.32	-	0.21	0.22	
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>										
Extensive	8.7%	9.7%	9.3%	8.3%	5.8%	6.5%	5.0%	11.5%	10.1%	
Somewhat	19.6%	28.1%	27.7%	4.2%	20.8%	19.9%	40.0%	33.2%	33.0%	
Not at All	71.7%	62.1%	63.1%	87.5%	73.4%	73.6%	55.0%	55.3%	56.9%	
Total(n)	46	1,593	2,343	24	658	943	20	876	1,320	
Mean	1.37	1.48	1.46	1.21	1.32	1.33	1.50	1.56	1.53	
Standard deviation	0.64	0.67	0.66	0.59	0.58	0.59	0.61	0.69	0.67	
Significance	-			-			-			
Effect size	-	-0.16	-0.14	-	-0.19	-0.20	-	-0.09	-0.04	
<b>Committee work</b>										
Extensive	28.8%	18.3%	17.6%	23.1%	14.2%	13.2%	33.3%	20.9%	20.4%	
Somewhat	55.8%	51.9%	53.1%	61.5%	53.1%	54.5%	50.0%	51.5%	52.7%	
Not at All	15.4%	29.7%	29.3%	15.4%	32.7%	32.3%	16.7%	27.7%	27.0%	
Total(n)	52	1,624	2,429	26	682	998	24	886	1,350	Career-Related Stress
Mean	2.13	1.89	1.88	2.08	1.82	1.81	2.17	1.93	1.93	
Standard deviation	0.66	0.68	0.68	0.63	0.66	0.65	0.70	0.69	0.69	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.35	0.37	-	0.39	0.42	-	0.35	0.35	
<b>Faculty meetings</b>										
Extensive	17.6%	15.3%	14.9%	7.7%	12.5%	12.7%	26.1%	17.3%	16.6%	
Somewhat	49.0%	44.1%	43.8%	50.0%	45.8%	45.4%	52.2%	42.5%	42.5%	
Not at All	33.3%	40.6%	41.3%	42.3%	41.7%	41.9%	21.7%	40.1%	40.9%	
Total(n)	51	1,679	2,492	26	703	1,023	23	917	1,385	
Mean	1.84	1.75	1.74	1.65	1.71	1.71	2.04	1.77	1.76	
Standard deviation	0.70	0.70	0.70	0.63	0.68	0.68	0.71	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	-0.09	-0.09	-	0.38	0.39	
<b>Students</b>										
Extensive	21.2%	16.5%	15.9%	11.5%	12.6%	12.3%	33.3%	19.2%	18.4%	
Somewhat	61.5%	56.3%	57.4%	65.4%	56.2%	56.8%	58.3%	57.0%	58.6%	
Not at All	17.3%	27.2%	26.6%	23.1%	31.1%	30.9%	8.3%	23.8%	23.0%	
Total(n)	52	1,779	2,615	26	745	1,073	24	972	1,453	Career-Related Stress
Mean	2.04	1.89	1.89	1.88	1.81	1.81	2.25	1.95	1.95	
Standard deviation	0.63	0.65	0.64	0.59	0.64	0.63	0.61	0.65	0.64	
Significance	-			-			-	*	*	
Effect size	-	0.23	0.23	-	0.11	0.11	-	0.46	0.47	
<b>Research or publishing demands</b>										
Extensive	14.3%	19.9%	20.1%	4.0%	14.2%	14.9%	27.3%	24.1%	23.9%	
Somewhat	34.7%	45.1%	45.6%	28.0%	43.9%	44.9%	36.4%	46.3%	46.2%	
Not at All	51.0%	34.9%	34.3%	68.0%	41.8%	40.2%	36.4%	29.7%	29.9%	
Total(n)	49	1,509	2,201	25	667	946	22	789	1,177	Career-Related Stress
Mean	1.63	1.85	1.86	1.36	1.72	1.75	1.91	1.94	1.94	
Standard deviation	0.73	0.73	0.72	0.57	0.70	0.70	0.81	0.73	0.73	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.30	-0.32	-	-0.51	-0.56	-	-0.04	-0.04	
<b>Institutional procedures and "red tape"</b>										
Extensive	46.2%	29.4%	30.1%	38.5%	27.2%	29.1%	50.0%	31.1%	30.7%	
Somewhat	44.2%	49.6%	49.1%	50.0%	50.3%	49.4%	41.7%	48.8%	48.7%	
Not at All	9.6%	20.9%	20.9%	11.5%	22.5%	21.5%	8.3%	20.1%	20.6%	
Total(n)	52	1,708	2,515	26	721	1,043	24	925	1,386	Career-Related Stress

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 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	Related Stress
Mean	2.37	2.09	2.09	2.27	2.05	2.08	2.42	2.11	2.10	
Standard deviation	0.66	0.70	0.71	0.67	0.70	0.71	0.65	0.71	0.71	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.40	0.39	-	0.31	0.27	-	0.44	0.45	
<b>Teaching load</b>										Career-Related Stress
Extensive	26.9%	25.5%	24.4%	23.1%	21.3%	21.4%	29.2%	27.9%	26.1%	
Somewhat	44.2%	45.4%	46.0%	38.5%	44.0%	43.5%	50.0%	46.4%	48.1%	
Not at All	28.8%	29.1%	29.5%	38.5%	34.6%	35.1%	20.8%	25.8%	25.8%	
Total(n)	52	1,744	2,561	26	736	1,057	24	947	1,418	
Mean	1.98	1.96	1.95	1.85	1.87	1.86	2.08	2.02	2.00	
Standard deviation	0.75	0.74	0.73	0.78	0.74	0.74	0.72	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.03	-0.01	-	0.08	0.11	
<b>Lack of personal time</b>										
Extensive	34.6%	31.4%	30.7%	26.9%	22.3%	22.4%	37.5%	37.6%	36.4%	
Somewhat	44.2%	43.6%	44.1%	38.5%	46.9%	45.8%	54.2%	42.0%	43.6%	
Not at All	21.2%	25.0%	25.2%	34.6%	30.8%	31.8%	8.3%	20.3%	20.0%	
Total(n)	52	1,782	2,620	26	746	1,076	24	973	1,455	
Mean	2.13	2.06	2.06	1.92	1.91	1.91	2.29	2.17	2.16	
Standard deviation	0.74	0.75	0.75	0.80	0.72	0.73	0.62	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.01	0.01	-	0.16	0.18	
<b>Job security</b>										Career-Related Stress
Extensive	6.0%	10.2%	12.0%	7.7%	7.9%	10.0%	4.5%	11.2%	12.9%	
Somewhat	30.0%	28.2%	29.4%	26.9%	27.2%	28.3%	31.8%	28.7%	29.9%	
Not at All	64.0%	61.6%	58.6%	65.4%	64.9%	61.7%	63.6%	60.1%	57.2%	
Total(n)	50	1,699	2,508	26	720	1,043	22	919	1,380	
Mean	1.42	1.49	1.53	1.42	1.43	1.48	1.41	1.51	1.56	
Standard deviation	0.61	0.67	0.70	0.64	0.64	0.67	0.59	0.69	0.71	
Significance	-			-			-			
Effect size	-	-0.10	-0.16	-	-0.02	-0.09	-	-0.14	-0.21	
<b>Self-imposed high expectations</b>										
Extensive	25.5%	34.6%	35.5%	19.2%	30.2%	30.9%	34.8%	38.2%	39.3%	
Somewhat	64.7%	51.2%	50.4%	73.1%	52.0%	51.6%	52.2%	50.6%	49.1%	
Not at All	9.8%	14.2%	14.2%	7.7%	17.8%	17.5%	13.0%	11.2%	11.6%	
Total(n)	51	1,770	2,607	26	736	1,065	23	971	1,452	
Mean	2.16	2.20	2.21	2.12	2.12	2.13	2.22	2.27	2.28	
Standard deviation	0.58	0.67	0.67	0.52	0.68	0.68	0.67	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	0.00	-0.01	-	-0.08	-0.09	
<b>Increased work responsibilities</b>										Career-Related Stress
Extensive	44.2%	33.6%	34.6%	42.3%	25.9%	27.1%	45.8%	39.5%	40.5%	
Somewhat	38.5%	44.3%	44.5%	42.3%	47.9%	47.8%	33.3%	41.3%	41.8%	
Not at All	17.3%	22.2%	20.9%	15.4%	26.3%	25.1%	20.8%	19.2%	17.7%	
Total(n)	52	1,760	2,591	26	735	1,060	24	962	1,441	
Mean	2.27	2.11	2.14	2.27	2.00	2.02	2.25	2.20	2.23	
Standard deviation	0.74	0.74	0.73	0.72	0.72	0.72	0.79	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.22	0.18	-	0.38	0.35	-	0.07	0.03	
<b>Institutional budget cuts</b>										Career-Related Stress
Extensive	38.8%	27.6%	29.8%	41.7%	24.6%	28.1%	34.8%	29.7%	31.3%	
Somewhat	46.9%	45.8%	44.3%	54.2%	47.2%	45.1%	43.5%	44.7%	43.5%	
Not at All	14.3%	26.7%	25.9%	4.2%	28.2%	26.8%	21.7%	25.7%	25.2%	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Total(n)	49	1,684	2,487	24	710	1,027	23	916	1,380	
Mean	2.24	2.01	2.04	2.38	1.96	2.01	2.13	2.04	2.06	
Standard deviation	0.69	0.74	0.75	0.58	0.73	0.74	0.76	0.74	0.75	
Significance	-	*		-	**	*	-			
Effect size	-	0.31	0.27	-	0.58	0.50	-	0.12	0.09	
<b>Have you been sexually harassed at this institution?</b>										
Yes	5.7%	8.6%	7.7%	3.8%	3.5%	3.1%	8.0%	11.8%	10.5%	
No	94.3%	91.4%	92.3%	96.2%	96.5%	96.9%	92.0%	88.2%	89.5%	
Total(n)	53	1,864	2,733	26	778	1,119	25	1,021	1,522	
<b>In the past year, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	59.6%	46.7%	48.0%	53.8%	41.8%	43.2%	62.5%	49.9%	51.2%	
No	40.4%	53.3%	52.0%	46.2%	58.2%	56.8%	37.5%	50.1%	48.8%	
Total(n)	52	1,808	2,661	26	754	1,091	24	989	1,478	
<b>Considered leaving this institution for another?</b>										
Yes	55.8%	49.2%	49.6%	53.8%	47.7%	48.7%	54.2%	49.2%	49.7%	
No	44.2%	50.8%	50.4%	46.2%	52.3%	51.3%	45.8%	50.8%	50.3%	
Total(n)	52	1,810	2,655	26	757	1,091	24	988	1,472	
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	50.0%	52.4%	52.4%	38.5%	51.9%	51.9%	58.3%	52.2%	52.1%	Civic Minded Practice
No	50.0%	47.6%	47.6%	61.5%	48.1%	48.1%	41.7%	47.8%	47.9%	
Total(n)	52	1,806	2,655	26	752	1,086	24	989	1,477	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	5.8%	18.1%	19.7%	3.8%	18.6%	19.0%	8.3%	17.0%	19.9%	
No	94.2%	81.9%	80.3%	96.2%	81.4%	81.0%	91.7%	83.0%	80.1%	
Total(n)	52	1,802	2,649	26	752	1,085	24	987	1,474	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	3.8%	31.5%	27.2%	3.8%	28.2%	24.8%	4.2%	33.8%	28.7%	
No	96.2%	68.5%	72.8%	96.2%	71.8%	75.2%	95.8%	66.2%	71.3%	
Total(n)	52	1,788	2,638	26	745	1,080	24	978	1,466	
<b>Do you plan to retire within the next three years?</b>										
Yes	25.0%	13.1%	13.0%	30.8%	14.0%	13.8%	20.8%	12.8%	12.6%	
No	75.0%	86.9%	87.0%	69.2%	86.0%	86.2%	79.2%	87.2%	87.4%	
Total(n)	52	1,791	2,640	26	749	1,081	24	978	1,468	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	5.8%	10.3%	11.2%	0.0%	5.2%	6.0%	8.3%	14.5%	15.4%	
No	94.2%	89.7%	88.8%	100.0%	94.8%	94.0%	91.7%	85.5%	84.6%	
Total(n)	52	1,795	2,644	26	749	1,082	24	981	1,470	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	46.2%	32.6%	33.0%	53.8%	33.6%	34.9%	41.7%	32.1%	32.1%	
No	53.8%	67.4%	67.0%	46.2%	66.4%	65.1%	58.3%	67.9%	67.9%	
Total(n)	52	1,794	2,646	26	749	1,084	24	981	1,472	
<b>Citizenship status:</b>										
U.S. citizen	94.3%	94.5%	94.4%	96.2%	93.8%	93.4%	92.0%	94.9%	95.1%	
Permanent resident (green card)	3.8%	4.0%	4.0%	0.0%	4.5%	4.5%	8.0%	3.7%	3.6%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.9%	1.3%	1.5%	3.8%	1.5%	2.0%	0.0%	1.1%	1.1%	
None of the above	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	
Total(n)	53	1,865	2,730	26	780	1,122	25	1,023	1,520	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	
Conservative	11.8%	9.2%	8.8%	11.5%	11.2%	10.7%	12.5%	7.4%	7.3%	
Middle-of-the-road	33.3%	31.5%	32.0%	38.5%	36.8%	36.6%	25.0%	28.3%	29.1%	
Liberal	35.3%	45.3%	46.1%	38.5%	39.5%	41.1%	33.3%	50.4%	50.6%	

**2022-2023 HERI Faculty Survey**  
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**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
Far left	19.6%	13.8%	12.8%	11.5%	12.2%	11.4%	29.2%	13.6%	12.7%	
Total(n)	51	1,814	2,657	26	768	1,101	24	995	1,479	
<b>If given the choice, would you:</b>										
<b>Still come to this institution?</b>										
Definitely yes	20.8%	36.2%	36.8%	19.2%	36.5%	36.7%	24.0%	36.4%	37.1%	
Probably yes	45.3%	39.3%	38.8%	53.8%	39.7%	38.9%	36.0%	39.7%	39.4%	
Not sure	18.9%	14.6%	14.6%	15.4%	12.5%	13.1%	24.0%	15.9%	15.4%	
Probably no	9.4%	6.7%	6.8%	7.7%	7.9%	7.9%	8.0%	5.0%	5.3%	
Definitely no	5.7%	3.2%	3.0%	3.8%	3.4%	3.3%	8.0%	3.1%	2.8%	
Total(n)	53	1,844	2,706	26	770	1,111	25	1,008	1,503	
Mean	3.66	3.98	4.00	3.77	3.98	3.98	3.60	4.01	4.03	
Standard deviation	1.09	1.03	1.03	0.99	1.05	1.06	1.19	1.00	0.99	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.31	-0.33	-	-0.20	-0.20	-	-0.41	-0.43	
<b>Still be a college professor?</b>										
Definitely yes	37.7%	55.6%	54.8%	46.2%	57.9%	57.3%	32.0%	54.4%	53.1%	
Probably yes	37.7%	29.3%	30.3%	34.6%	27.9%	28.5%	40.0%	29.9%	31.5%	
Not sure	22.6%	10.5%	10.6%	19.2%	9.6%	10.0%	24.0%	11.2%	11.2%	
Probably no	1.9%	3.8%	3.5%	0.0%	3.9%	3.4%	4.0%	3.7%	3.5%	
Definitely no	0.0%	0.8%	0.8%	0.0%	0.8%	0.8%	0.0%	0.8%	0.7%	
Total(n)	53	1,832	2,692	26	764	1,104	25	1,002	1,496	
Mean	4.11	4.35	4.35	4.27	4.38	4.38	4.00	4.33	4.33	
Standard deviation	0.82	0.87	0.86	0.78	0.87	0.86	0.87	0.87	0.86	
Significance	-	*	*	-			-			
Effect size	-	-0.28	-0.28	-	-0.13	-0.13	-	-0.38	-0.38	
<b>Please select your base institutional salary.</b>										
Less than \$10,000	0.0%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-29,999	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.2%	
\$30,000-39,999	0.0%	0.7%	0.6%	0.0%	0.9%	0.6%	0.0%	0.5%	0.5%	
\$40,000-49,999	3.8%	5.0%	5.2%	3.8%	3.5%	4.0%	4.2%	6.1%	5.9%	
\$50,000-59,999	28.8%	12.4%	14.1%	26.9%	9.2%	10.0%	29.2%	14.9%	17.1%	
\$60,000-69,999	28.8%	18.0%	18.4%	26.9%	14.7%	15.6%	29.2%	20.5%	20.7%	
\$70,000-79,999	21.2%	12.9%	14.9%	15.4%	12.1%	14.4%	29.2%	14.0%	15.6%	
\$80,000-89,999	11.5%	12.7%	12.4%	19.2%	12.1%	12.5%	4.2%	12.8%	12.1%	
\$90,000-99,999	1.9%	12.6%	10.8%	3.8%	14.2%	11.8%	0.0%	11.2%	10.1%	
\$100,000-124,999	0.0%	19.8%	17.1%	0.0%	24.6%	21.8%	0.0%	16.1%	13.5%	
\$125,000-149,999	3.8%	4.5%	4.8%	3.8%	6.6%	6.7%	4.2%	3.1%	3.4%	
\$150,000-199,999	0.0%	1.2%	1.4%	0.0%	2.1%	2.2%	0.0%	0.5%	0.8%	
\$200,000-249,999	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	52	1,540	2,327	26	655	970	24	837	1,285	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	0.0%	4.7%	5.4%	0.0%	4.9%	4.7%	0.0%	4.6%	5.9%	
9/10 months	92.3%	72.6%	74.8%	96.2%	76.3%	78.4%	87.5%	69.9%	72.2%	
11/12 months	7.7%	22.8%	19.8%	3.8%	18.8%	16.9%	12.5%	25.5%	21.9%	
Total(n)	52	1,541	2,331	26	658	976	24	835	1,283	
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>										
Less than \$5,000	0.0%	7.2%	9.1%	0.0%	6.4%	8.0%	0.0%	8.2%	10.3%	
\$5,000-9,999	0.0%	14.4%	20.8%	0.0%	19.1%	23.9%	0.0%	10.9%	19.0%	
\$10,000-14,999	0.0%	14.4%	14.0%	0.0%	17.0%	15.9%	0.0%	12.9%	13.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
\$15,000-19,999	0.0%	8.0%	7.1%	0.0%	5.3%	4.4%	0.0%	9.5%	8.2%	
\$20,000-24,999	0.0%	6.8%	6.2%	0.0%	8.5%	8.8%	0.0%	6.1%	4.9%	
\$25,000-29,999	0.0%	6.0%	5.5%	0.0%	5.3%	5.3%	0.0%	6.1%	5.4%	
\$30,000-34,999	0.0%	6.0%	5.5%	0.0%	8.5%	7.1%	0.0%	4.1%	4.3%	
\$35,000-39,999	0.0%	5.6%	4.5%	0.0%	5.3%	4.4%	0.0%	6.1%	4.9%	
\$40,000-44,999	0.0%	6.4%	5.8%	0.0%	6.4%	5.3%	0.0%	6.1%	5.4%	
\$45,000-49,999	0.0%	6.8%	5.8%	0.0%	5.3%	5.3%	0.0%	8.2%	6.5%	
\$50,000-59,999	0.0%	6.0%	5.2%	0.0%	5.3%	5.3%	0.0%	6.1%	4.9%	
\$60,000-69,999	0.0%	5.2%	4.2%	0.0%	3.2%	2.7%	0.0%	6.1%	4.9%	
\$70,000-79,999	0.0%	4.4%	3.6%	0.0%	2.1%	1.8%	0.0%	6.1%	4.9%	
\$80,000-89,999	0.0%	2.0%	1.6%	0.0%	1.1%	0.9%	0.0%	2.7%	2.2%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.8%	1.0%	0.0%	1.1%	0.9%	0.0%	0.7%	1.1%	
<b>Total(n)</b>	<b>0</b>	<b>250</b>	<b>308</b>	<b>0</b>	<b>94</b>	<b>113</b>	<b>0</b>	<b>147</b>	<b>184</b>	
<b>Per-Course earnings for part-time faculty.</b>										
Less than \$500	0.0%	4.5%	4.1%	0.0%	4.3%	4.5%	0.0%	4.8%	4.0%	
\$500-999	0.0%	11.8%	11.5%	0.0%	7.5%	6.4%	0.0%	14.5%	14.7%	
\$1,000-1,499	0.0%	10.2%	11.1%	0.0%	9.7%	9.1%	0.0%	10.3%	12.4%	
\$1,500-1,999	0.0%	5.7%	4.7%	0.0%	1.1%	0.9%	0.0%	8.3%	6.8%	
\$2,000-2,499	0.0%	4.9%	5.7%	0.0%	4.3%	6.4%	0.0%	5.5%	5.6%	
\$2,500-2,999	0.0%	4.9%	6.1%	0.0%	5.4%	6.4%	0.0%	4.8%	6.2%	
\$3,000-3,499	0.0%	9.8%	10.8%	0.0%	11.8%	11.8%	0.0%	8.3%	10.2%	
\$3,500-3,999	0.0%	5.3%	7.4%	0.0%	0.0%	3.6%	0.0%	9.0%	9.6%	
\$4,000-4,499	0.0%	5.7%	5.7%	0.0%	5.4%	5.5%	0.0%	5.5%	5.6%	
\$4,500-4,999	0.0%	6.5%	5.7%	0.0%	9.7%	8.2%	0.0%	4.8%	4.5%	
\$5,000-5,499	0.0%	8.5%	7.4%	0.0%	11.8%	10.9%	0.0%	6.2%	5.1%	
\$5,500-5,999	0.0%	5.3%	4.4%	0.0%	5.4%	4.5%	0.0%	4.8%	4.0%	
\$6,000-6,499	0.0%	6.1%	5.4%	0.0%	6.5%	6.4%	0.0%	6.2%	5.1%	
\$6,500-6,999	0.0%	3.3%	2.7%	0.0%	4.3%	3.6%	0.0%	2.1%	1.7%	
\$7,000-7,499	0.0%	2.4%	2.0%	0.0%	2.2%	1.8%	0.0%	2.8%	2.3%	
\$7,500-7,999	0.0%	0.8%	0.7%	0.0%	2.2%	1.8%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	2.0%	1.7%	0.0%	4.3%	3.6%	0.0%	0.7%	0.6%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.6%	
\$9,500-9,999	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
\$10,000 or more	0.0%	2.0%	2.0%	0.0%	4.3%	4.5%	0.0%	0.7%	0.6%	
<b>Total(n)</b>	<b>0</b>	<b>246</b>	<b>296</b>	<b>0</b>	<b>93</b>	<b>110</b>	<b>0</b>	<b>145</b>	<b>177</b>	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	1.6%	1.4%	0.0%	1.7%	1.4%	0.0%	1.5%	1.3%	
Master's (M.A., M.S.)	7.5%	18.3%	18.2%	7.7%	12.1%	12.9%	8.0%	22.9%	22.1%	
Terminal Master's (M.F.A., M.B.A.)	5.7%	6.9%	6.7%	7.7%	7.7%	7.4%	4.0%	6.2%	6.0%	
J.D.	1.9%	0.8%	1.0%	0.0%	0.9%	1.3%	4.0%	0.7%	0.9%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	
Ph.D.	75.5%	62.8%	62.5%	76.9%	70.6%	69.3%	72.0%	57.1%	57.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	7.5%	8.4%	8.6%	7.7%	6.2%	6.6%	8.0%	10.4%	10.2%	
Other	1.9%	1.0%	1.4%	0.0%	0.6%	0.8%	4.0%	1.1%	1.7%	
<b>Total(n)</b>	<b>53</b>	<b>1,865</b>	<b>2,724</b>	<b>26</b>	<b>779</b>	<b>1,118</b>	<b>25</b>	<b>1,021</b>	<b>1,515</b>	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.2%	0.0%	0.4%	0.6%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	1.9%	1.7%	0.0%	0.9%	1.0%	0.0%	2.7%	2.3%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.2%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	2.0%	3.6%	3.6%	0.0%	3.0%	3.1%	4.2%	4.1%	4.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.2%	1.5%	0.0%	0.7%	0.8%	0.0%	1.5%	1.9%	
Other	0.0%	0.6%	0.8%	0.0%	0.4%	0.7%	0.0%	0.8%	0.9%	
None	98.0%	92.3%	91.9%	100.0%	94.2%	93.5%	95.8%	90.8%	90.7%	
<b>Total(n)</b>	<b>51</b>	<b>1,812</b>	<b>2,651</b>	<b>25</b>	<b>755</b>	<b>1,086</b>	<b>24</b>	<b>996</b>	<b>1,478</b>	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	10.8%	5.9%	5.8%	11.8%	6.7%	6.9%	10.8%	5.4%	5.2%	
Dean (including Associate or Assistant)	0.0%	1.0%	1.1%	0.0%	1.7%	1.5%	0.0%	0.6%	0.9%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	
Other	8.1%	9.1%	9.9%	5.9%	8.8%	9.4%	8.1%	9.5%	10.4%	
Not applicable	50.0%	51.9%	50.7%	55.9%	50.0%	49.3%	45.9%	53.3%	51.8%	
<b>Total(n)</b>	<b>74</b>	<b>2,601</b>	<b>3,841</b>	<b>34</b>	<b>1,097</b>	<b>1,578</b>	<b>37</b>	<b>1,411</b>	<b>2,127</b>	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
Native American/Alaska Native	1.4%	1.3%	1.4%	2.9%	1.5%	1.2%	0.0%	1.1%	1.4%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	4.1%	4.1%	3.6%	2.9%	3.7%	3.4%	5.4%	4.7%	3.8%	
Filipina/o/x	0.0%	0.7%	0.6%	0.0%	0.7%	0.6%	0.0%	0.6%	0.5%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.6%	0.5%	0.0%	0.5%	0.5%	0.0%	0.8%	0.6%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	1.8%	1.5%	0.0%	2.4%	2.3%	0.0%	1.3%	0.9%	
Other Asian	0.0%	0.4%	0.3%	0.0%	0.6%	0.4%	0.0%	0.2%	0.2%	
African American/Black	0.0%	2.3%	2.1%	0.0%	1.6%	1.6%	0.0%	2.9%	2.4%	
African	0.0%	0.3%	0.4%	0.0%	0.5%	0.5%	0.0%	0.1%	0.3%	
Caribbean	0.0%	0.2%	0.3%	0.0%	0.1%	0.3%	0.0%	0.4%	0.3%	
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	
Mexican American/Chicana/o/e/x	0.0%	2.8%	2.7%	0.0%	3.2%	3.2%	0.0%	2.6%	2.4%	
Puerto Rican	0.0%	0.5%	0.4%	0.0%	0.7%	0.5%	0.0%	0.4%	0.3%	
Central American	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.3%	0.3%	
South American	0.0%	0.7%	0.7%	0.0%	0.8%	0.8%	0.0%	0.6%	0.7%	
Other Hispanic or Latina/o/e/x	0.0%	1.1%	1.1%	0.0%	1.2%	1.2%	0.0%	1.1%	1.1%	
Middle Eastern	1.4%	1.1%	1.0%	2.9%	1.6%	1.3%	0.0%	0.6%	0.7%	
European	62.2%	50.8%	51.3%	73.5%	51.2%	52.0%	51.4%	51.2%	51.5%	
Other White	6.8%	7.2%	7.1%	2.9%	6.0%	5.6%	10.8%	8.3%	8.4%	
Other	0.0%	1.1%	1.0%	0.0%	1.4%	1.3%	0.0%	0.8%	0.7%	
<b>Total(n)</b>	<b>74</b>	<b>2,601</b>	<b>3,841</b>	<b>34</b>	<b>1,097</b>	<b>1,578</b>	<b>37</b>	<b>1,411</b>	<b>2,127</b>	
<b>Race/Ethnicity Group (with multiple race category)</b>										
Native American/Alaska Native	0.0%	0.0%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	
Asian/Pacific Islander	5.8%	8.9%	7.7%	3.8%	9.9%	9.1%	8.3%	8.3%	6.7%	
Black/African American	0.0%	3.3%	3.1%	0.0%	2.2%	2.2%	0.0%	4.1%	3.8%	
Latina/o/e/x	0.0%	4.0%	4.1%	0.0%	4.1%	4.2%	0.0%	4.1%	4.1%	
White	92.3%	76.4%	77.8%	92.3%	75.1%	76.3%	91.7%	77.5%	79.3%	
Other Race/Ethnicity	0.0%	0.7%	0.7%	0.0%	0.9%	0.7%	0.0%	0.3%	0.4%	
Two or More Races/Ethnicities	1.9%	6.7%	6.2%	3.8%	7.8%	7.3%	0.0%	5.7%	5.2%	
<b>Total (n)</b>	<b>52</b>	<b>1,809</b>	<b>2,648</b>	<b>26</b>	<b>758</b>	<b>1,087</b>	<b>24</b>	<b>1,001</b>	<b>1,487</b>	
<b>Is English your native language?</b>										
Yes	94.2%	88.7%	89.6%	92.0%	87.4%	88.2%	96.0%	89.4%	90.4%	
No	5.8%	11.3%	10.4%	8.0%	12.6%	11.8%	4.0%	10.6%	9.6%	
<b>Total(n)</b>	<b>52</b>	<b>1,856</b>	<b>2,709</b>	<b>25</b>	<b>778</b>	<b>1,114</b>	<b>25</b>	<b>1,016</b>	<b>1,508</b>	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	86.3%	85.2%	86.2%	96.2%	88.3%	89.6%	79.2%	85.7%	86.5%	
Gay	2.0%	2.6%	2.5%	3.8%	6.1%	5.7%	0.0%	0.1%	0.2%	
Lesbian	3.9%	1.6%	1.5%	0.0%	0.0%	0.0%	8.3%	2.5%	2.4%	
Bisexual	5.9%	4.1%	4.0%	0.0%	2.5%	2.2%	12.5%	5.3%	5.3%	
Queer	0.0%	2.7%	2.4%	0.0%	0.7%	0.5%	0.0%	2.6%	2.4%	
Pansexual	0.0%	1.1%	1.0%	0.0%	0.1%	0.2%	0.0%	1.6%	1.3%	
Asexual	2.0%	0.8%	0.8%	0.0%	0.3%	0.3%	0.0%	1.0%	0.9%	
Not listed above	0.0%	1.9%	1.7%	0.0%	2.0%	1.5%	0.0%	1.2%	1.1%	
Total (n)	51	1,795	2,631	26	750	1,079	24	999	1,485	
<b>Do you identify as transgender?</b>										
No	100.0%	99.6%	99.4%	100.0%	99.9%	99.9%	100.0%	100.0%	100.0%	
Yes	0.0%	0.4%	0.6%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	72	2,570	3,800	34	1,093	1,572	37	1,405	2,118	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	61.7%	58.1%	57.4%	65.2%	53.4%	53.2%	59.1%	61.3%	59.9%	
1	10.6%	17.9%	17.7%	4.3%	18.0%	17.9%	18.2%	17.7%	17.6%	
2	17.0%	17.1%	17.9%	21.7%	20.4%	20.0%	9.1%	15.0%	16.7%	
3	8.5%	5.4%	5.2%	8.7%	6.7%	6.7%	9.1%	4.7%	4.4%	
4+	2.1%	1.5%	1.8%	0.0%	1.5%	2.2%	4.5%	1.4%	1.4%	
Total(n)	47	1,601	2,329	23	661	940	22	888	1,316	
<b>18 years or older</b>										
0	52.0%	56.8%	57.6%	50.0%	51.7%	53.0%	52.0%	59.7%	60.3%	
1	18.0%	13.7%	13.3%	20.8%	13.2%	12.9%	16.0%	14.1%	13.5%	
2	20.0%	17.3%	17.5%	12.5%	21.0%	20.3%	28.0%	15.2%	16.1%	
3	6.0%	7.2%	7.5%	12.5%	9.2%	9.2%	0.0%	5.9%	6.2%	
4+	4.0%	4.9%	4.1%	4.2%	5.0%	4.6%	4.0%	5.1%	3.9%	
Total(n)	50	1,597	2,345	24	666	960	25	886	1,318	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	7.1%	7.2%	6.5%	0.0%	6.7%	6.2%	0.0%	7.4%	6.7%	
Satisfied	0.0%	14.6%	13.3%	0.0%	18.0%	16.5%	0.0%	11.6%	10.1%	
Marginally satisfied	7.1%	16.1%	14.5%	14.3%	17.4%	16.5%	0.0%	15.3%	13.2%	
Not satisfied	85.7%	62.0%	65.7%	85.7%	57.9%	60.9%	100.0%	65.7%	69.9%	
Total(n)	14	403	581	7	178	243	6	216	326	
Mean	1.29	1.67	1.61	1.14	1.74	1.68	1.00	1.61	1.54	
Standard deviation	0.83	0.97	0.95	0.38	0.98	0.96	0.00	0.96	0.93	
Significance	-			-			-			
Effect size	-	-0.39	-0.34	-	-0.61	-0.56	-	-0.64	-0.58	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.5%	0.4%	0.0%	0.8%	0.5%	0.0%	0.3%	0.3%	
\$40,000 - \$49,999	4.2%	5.4%	5.2%	4.0%	3.0%	3.4%	4.8%	7.2%	6.5%	
\$50,000 - \$59,999	27.1%	13.7%	14.7%	24.0%	10.3%	10.8%	28.6%	16.5%	17.9%	
\$60,000 - \$69,999	29.2%	19.4%	19.6%	28.0%	15.3%	15.9%	28.6%	22.9%	22.7%	
\$70,000 - \$79,999	22.9%	12.9%	15.9%	16.0%	12.9%	16.1%	33.3%	13.2%	16.0%	
\$80,000 - \$89,999	10.4%	12.4%	12.5%	20.0%	11.9%	12.5%	0.0%	12.7%	12.4%	
\$90,000 - \$99,999	2.1%	12.4%	10.4%	4.0%	14.9%	11.5%	0.0%	10.1%	9.5%	
\$100,000 - \$124,999	0.0%	18.3%	15.6%	0.0%	23.1%	20.6%	0.0%	14.3%	11.6%	
\$125,000 - \$149,999	4.2%	4.0%	4.3%	4.0%	5.8%	6.3%	4.8%	2.6%	2.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
\$150,000 - \$199,999	0.0%	0.9%	1.2%	0.0%	2.0%	2.0%	0.0%	0.0%	0.3%	
\$200,000 - \$249,999	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	48	1,111	1,734	25	497	757	21	582	924	
Mean	7.35	8.48	8.37	7.56	8.96	8.83	7.19	8.08	8.00	
Standard deviation	1.49	2.06	2.04	1.58	2.07	2.08	1.44	1.97	1.91	
Significance	-	***	***	-	***	**	-	*		
Effect size	-	-0.55	-0.50	-	-0.68	-0.61	-	-0.45	-0.42	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.3%	0.4%	0.0%	0.0%	0.6%	0.0%	0.5%	0.4%	
\$30,000 - \$39,999	0.0%	1.4%	1.3%	0.0%	1.7%	1.2%	0.0%	0.9%	1.1%	
\$40,000 - \$49,999	0.0%	3.4%	4.6%	0.0%	5.0%	6.8%	0.0%	2.8%	3.6%	
\$50,000 - \$59,999	50.0%	8.6%	11.6%	100.0%	4.1%	6.2%	33.3%	11.3%	14.6%	
\$60,000 - \$69,999	25.0%	14.1%	14.2%	0.0%	12.4%	13.6%	33.3%	15.0%	14.6%	
\$70,000 - \$79,999	0.0%	12.9%	11.4%	0.0%	9.1%	7.4%	0.0%	15.5%	13.9%	
\$80,000 - \$89,999	25.0%	12.9%	12.0%	0.0%	11.6%	11.1%	33.3%	12.7%	11.8%	
\$90,000 - \$99,999	0.0%	13.5%	12.9%	0.0%	13.2%	13.6%	0.0%	13.6%	12.5%	
\$100,000 - \$124,999	0.0%	23.6%	21.4%	0.0%	28.9%	26.5%	0.0%	20.7%	18.6%	
\$125,000 - \$149,999	0.0%	7.2%	7.4%	0.0%	11.6%	9.9%	0.0%	5.2%	6.4%	
\$150,000 - \$199,999	0.0%	2.0%	2.4%	0.0%	2.5%	2.5%	0.0%	1.9%	2.5%	
\$200,000 - \$249,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	348	457	1	121	162	3	213	280	
Mean	7.00	9.01	8.87	6.00	9.41	9.19	7.33	8.80	8.70	
Standard deviation	1.41	2.13	2.24	.	2.18	2.33	1.53	2.08	2.19	
Significance	-			-			-			
Effect size	-	-0.94	-0.83	-	-1.56	-1.37	-	-0.71	-0.63	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1995 or later	0.0%	0.8%	0.7%	0.0%	0.3%	0.3%	0.0%	1.3%	1.0%	
1986 - 1995	9.6%	10.6%	10.4%	7.7%	6.8%	7.2%	8.3%	13.0%	12.4%	
1981 - 1985	13.5%	11.5%	12.0%	7.7%	11.1%	11.2%	20.8%	11.6%	12.5%	
1976 - 1980	7.7%	15.6%	15.6%	11.5%	14.9%	14.9%	4.2%	16.0%	16.2%	
1971 - 1975	21.2%	13.8%	14.6%	23.1%	14.5%	15.4%	16.7%	13.6%	14.5%	
1966 - 1970	7.7%	16.1%	15.7%	11.5%	16.8%	16.2%	4.2%	15.5%	15.3%	
1961 - 1965	17.3%	13.2%	12.6%	15.4%	14.5%	13.4%	20.8%	12.3%	12.1%	
1956 - 1960	15.4%	10.3%	10.1%	15.4%	12.2%	11.6%	16.7%	8.9%	9.1%	
1951 - 1955	5.8%	5.0%	5.0%	7.7%	5.0%	5.8%	4.2%	5.1%	4.5%	
1946 - 1950	1.9%	2.3%	2.1%	0.0%	2.8%	2.6%	4.2%	2.0%	1.7%	
1922 - 1945	0.0%	0.9%	1.0%	0.0%	1.2%	1.5%	0.0%	0.7%	0.6%	
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	52	1,755	2,575	26	746	1,070	24	960	1,434	
<b>Year of first academic appointment:</b>										
1982 or earlier	1.4%	1.7%	1.7%	0.0%	2.7%	2.6%	2.7%	1.0%	0.9%	
1983 - 1987	10.8%	1.8%	1.8%	14.7%	2.8%	2.8%	8.1%	1.1%	1.1%	
1988 - 1992	8.1%	4.6%	4.2%	8.8%	5.6%	5.2%	8.1%	3.9%	3.4%	
1993 - 1997	6.8%	6.5%	6.5%	5.9%	7.6%	7.9%	8.1%	5.6%	5.5%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**All Respondents**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
1998 - 2002	17.6%	13.4%	12.6%	14.7%	15.2%	14.6%	18.9%	11.8%	11.0%	
2003 - 2007	5.4%	15.5%	14.4%	8.8%	15.6%	14.3%	2.7%	15.4%	14.3%	
2008 - 2012	8.1%	16.0%	16.5%	2.9%	15.4%	16.6%	13.5%	16.6%	16.6%	
2013 - 2017	25.7%	19.3%	20.3%	29.4%	16.1%	17.1%	24.3%	21.9%	23.0%	
2018 or later	16.2%	21.3%	22.0%	14.7%	19.1%	18.9%	13.5%	22.8%	24.2%	
<b>Total(n)</b>	74	2,569	3,804	34	1,085	1,564	37	1,402	2,118	
<b>Year of appointment at present institution</b>										
1982 or earlier	1.4%	0.8%	0.7%	0.0%	1.2%	1.2%	2.7%	0.4%	0.3%	
1983 - 1987	5.5%	0.9%	0.7%	9.1%	1.7%	1.4%	2.7%	0.4%	0.3%	
1988 - 1992	5.5%	2.6%	2.4%	9.1%	3.2%	2.8%	2.7%	2.1%	2.1%	
1993 - 1997	11.0%	4.1%	4.3%	6.1%	3.9%	4.5%	16.2%	4.2%	4.0%	
1998 - 2002	16.4%	11.1%	10.1%	15.2%	13.0%	12.4%	16.2%	9.5%	8.4%	
2003 - 2007	5.5%	13.8%	12.9%	9.1%	15.0%	13.9%	2.7%	13.0%	12.2%	
2008 - 2012	4.1%	16.5%	16.1%	3.0%	16.4%	16.1%	5.4%	16.5%	16.0%	
2013 - 2017	26.0%	22.4%	23.2%	24.2%	19.7%	20.3%	29.7%	24.7%	25.8%	
2018 or later	24.7%	27.8%	29.5%	24.2%	25.9%	27.4%	21.6%	29.1%	30.9%	
<b>Total(n)</b>	73	2,522	3,738	33	1,070	1,545	37	1,372	2,073	
<b>If tenured, year tenure was awarded</b>										
1982 or earlier	2.4%	0.2%	0.2%	0.0%	0.2%	0.2%	4.3%	0.2%	0.1%	
1983 - 1987	0.0%	0.9%	0.8%	0.0%	1.5%	1.3%	0.0%	0.3%	0.2%	
1988 - 1992	4.8%	1.1%	1.1%	10.5%	2.0%	2.1%	0.0%	0.2%	0.1%	
1993 - 1997	4.8%	3.1%	3.4%	5.3%	3.7%	3.5%	4.3%	2.1%	2.8%	
1998 - 2002	7.1%	3.9%	5.0%	5.3%	4.0%	4.9%	8.7%	3.7%	4.9%	
2003 - 2007	19.0%	16.8%	16.6%	26.3%	18.9%	19.3%	13.0%	14.7%	14.0%	
2008 - 2012	23.8%	19.9%	19.7%	15.8%	22.4%	20.7%	30.4%	17.8%	18.6%	
2013 - 2017	7.1%	24.1%	23.4%	15.8%	23.1%	23.1%	0.0%	25.1%	24.1%	
2018 or later	31.0%	30.1%	29.9%	21.1%	24.3%	24.8%	39.1%	35.8%	35.2%	
<b>Total(n)</b>	42	1,251	1,724	19	602	818	23	617	859	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.6%	0.7%	0.0%	1.0%	1.4%	0.0%	0.3%	0.3%	
Biological Sciences (General Area 5)	7.7%	6.6%	6.3%	11.5%	7.8%	7.6%	4.2%	5.8%	5.5%	
Business (General Area 6)	3.8%	5.0%	5.1%	3.8%	7.8%	7.8%	4.2%	2.9%	3.0%	
Education (General Area 10 and Specific Discipline 2102)	15.4%	14.5%	15.0%	0.0%	9.1%	10.2%	33.3%	19.1%	18.9%	
Engineering (General Area 11)	0.0%	3.1%	2.8%	0.0%	5.6%	5.0%	0.0%	1.3%	1.3%	
English (General Area 12)	1.9%	5.6%	5.2%	3.8%	5.0%	4.9%	0.0%	6.1%	5.4%	
Health-related (General Area 15)	5.8%	8.7%	8.7%	0.0%	4.7%	4.4%	8.3%	11.9%	12.2%	
History or Political Science (Specific Discipline 3007,3009)	5.8%	4.4%	3.9%	3.8%	6.0%	5.5%	8.3%	3.3%	2.7%	
Humanities (General Area 14,24)	11.5%	3.9%	3.9%	15.4%	3.9%	4.0%	8.3%	3.8%	3.8%	
Fine Arts (General Area 2,4,22)	9.6%	7.1%	7.2%	15.4%	8.9%	8.8%	4.2%	5.6%	5.8%	
Mathematics or Statistics (General Area 18)	11.5%	3.5%	3.3%	11.5%	5.1%	4.7%	8.3%	2.1%	2.1%	
Physical Sciences (General Area 25)	5.8%	5.3%	5.2%	7.7%	7.3%	7.5%	4.2%	3.8%	3.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	7.7%	14.6%	15.6%	7.7%	12.4%	12.2%	8.3%	16.0%	17.9%	
Other Technical (General Area 8,19,28)	1.9%	3.1%	3.2%	3.8%	4.4%	5.0%	0.0%	1.9%	1.7%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.5%	14.1%	13.8%	15.4%	11.0%	11.1%	8.3%	16.2%	15.8%	
<b>Total(n)</b>	52	1,833	2,671	26	767	1,095	24	1,005	1,490	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.5%	0.6%	0.0%	1.0%	1.2%	0.0%	0.1%	0.3%	
Biological Sciences (General Area 5)	9.6%	6.3%	5.8%	15.4%	7.4%	7.1%	4.2%	5.4%	4.9%	
Business (General Area 6)	3.8%	6.5%	6.3%	3.8%	9.5%	9.2%	4.2%	4.1%	3.9%	
Education (General Area 10 and Specific Discipline 2102)	11.5%	9.4%	9.4%	0.0%	6.4%	6.3%	20.8%	12.0%	11.9%	
Engineering (General Area 11)	0.0%	2.9%	2.6%	0.0%	5.7%	5.1%	0.0%	0.8%	0.7%	

**2022-2023 HERI Faculty Survey  
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 All Respondents**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
English (General Area 12)	7.7%	5.7%	5.1%	7.7%	5.1%	4.9%	8.3%	6.1%	5.2%	
Health-related (General Area 15)	9.6%	11.1%	11.7%	0.0%	5.7%	5.8%	20.8%	15.7%	16.6%	
History or Political Science (Specific Discipline 3007,3009)	5.8%	4.1%	3.6%	3.8%	6.0%	5.3%	8.3%	2.8%	2.3%	
Humanities (General Area 14,24)	9.6%	3.6%	3.7%	15.4%	3.9%	3.8%	4.2%	3.1%	3.4%	
Fine Arts (General Area 2,4,22)	9.6%	7.4%	7.5%	15.4%	8.9%	8.7%	4.2%	5.9%	6.3%	
Mathematics or Statistics (General Area 18)	11.5%	4.0%	4.0%	11.5%	5.1%	4.8%	8.3%	2.9%	3.2%	
Physical Sciences (General Area 25)	5.8%	5.1%	5.0%	7.7%	6.9%	7.1%	4.2%	3.9%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	5.8%	13.1%	14.2%	3.8%	10.6%	11.0%	8.3%	14.8%	16.4%	
Other Technical (General Area 8,19,28)	1.9%	3.2%	3.6%	3.8%	5.1%	5.9%	0.0%	1.7%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.7%	17.1%	17.0%	11.5%	12.5%	13.7%	4.2%	20.6%	19.5%	
<b>Total(n)</b>	52	1,820	2,654	26	766	1,092	24	995	1,479	
<b>Faculty works in a STEM department</b>										
Yes	27.0%	21.6%	21.3%	29.4%	24.6%	24.1%	24.3%	19.6%	19.7%	
No	73.0%	78.4%	78.7%	70.6%	75.4%	75.9%	75.7%	80.4%	80.3%	
<b>Total(n)</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Optional Question 1</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 2</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 3</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 4</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 5</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 6</b>										
A										
B										



2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
C										
D										
E										
Total(n)										
<b>Optional Question 7</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 8</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 9</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 10</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 11</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 12</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 13</b>										
A										
B										
C										
D										
E										
Total(n)										

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
<b>Optional Question 14</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 15</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 16</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 17</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 18</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 19</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 20</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 21</b>										
A										
B										
C										
D										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
E										
Total(n)										
<b>Optional Question 22</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 23</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 24</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 25</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 26</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 27</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 28</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 29</b>										
A										
B										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 All Respondents

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	74	2,601	3,841	34	1,097	1,578	37	1,411	2,127	
C										
D										
E										
Total(n)										
<b>Optional Question 30</b>										
A										
B										
C										
D										
E										
Total(n)										

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>What is your current gender identity?</b>										
Man	46.2%	46.1%	44.2%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	53.8%	52.4%	54.5%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	0.0%	1.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total (n)</b>	13	397	617	6	183	273	7	208	336	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
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%	
<b>Total(n)</b>	14	400	621	6	183	273	7	208	336	
<b>What is your present academic rank?</b>										
Professor	57.1%	48.5%	46.9%	66.7%	57.9%	54.6%	57.1%	40.9%	41.5%	
Associate Professor	35.7%	30.5%	32.7%	33.3%	23.5%	27.8%	28.6%	36.1%	36.1%	
Assistant Professor	7.1%	14.8%	13.9%	0.0%	12.6%	11.7%	14.3%	16.3%	15.2%	
Lecturer	0.0%	4.5%	4.5%	0.0%	4.4%	3.7%	0.0%	4.8%	5.4%	
Instructor	0.0%	1.8%	1.9%	0.0%	1.6%	2.2%	0.0%	1.9%	1.8%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	14	400	620	6	183	273	7	208	335	
<b>What is your tenure status at this institution?</b>										
Tenured	85.7%	79.7%	73.1%	100.0%	82.5%	77.7%	85.7%	77.3%	69.3%	
On tenure track, but not tenured	14.3%	10.5%	10.0%	0.0%	9.3%	8.8%	14.3%	11.1%	10.4%	
Not on tenure track, but institution has tenure system	0.0%	9.8%	16.3%	0.0%	8.2%	12.5%	0.0%	11.6%	20.0%	
Institution has no tenure system	0.0%	0.0%	0.6%	0.0%	0.0%	1.1%	0.0%	0.0%	0.3%	
<b>Total(n)</b>	14	399	620	6	183	273	7	207	335	
<b>Are you retired from this institution?</b>										
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%	
<b>Total(n)</b>	14	397	618	6	182	272	7	207	335	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	21.4%	29.1%	30.3%	16.7%	31.7%	31.1%	28.6%	27.5%	30.1%	
Teaching	78.6%	67.9%	65.3%	83.3%	65.6%	65.2%	71.4%	69.6%	65.1%	
Research	0.0%	1.0%	2.4%	0.0%	1.6%	2.6%	0.0%	0.0%	2.1%	
Services to clients and patients	0.0%	0.5%	0.3%	0.0%	0.5%	0.4%	0.0%	0.5%	0.3%	
Other	0.0%	1.5%	1.6%	0.0%	0.5%	0.7%	0.0%	2.4%	2.4%	
<b>Total(n)</b>	14	399	620	6	183	273	7	207	335	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	14.3%	32.5%	32.4%	33.3%	36.8%	39.3%	0.0%	28.6%	26.9%	
Very Important	28.6%	39.3%	37.7%	16.7%	39.0%	34.6%	42.9%	39.3%	40.1%	
Somewhat Important	57.1%	23.9%	25.1%	50.0%	19.8%	22.1%	57.1%	27.7%	27.2%	
Not Important	0.0%	4.3%	4.9%	0.0%	4.4%	4.0%	0.0%	4.4%	5.7%	
<b>Total(n)</b>	14	397	618	6	182	272	7	206	334	
Mean	2.57	3.00	2.98	2.83	3.08	3.09	2.43	2.92	2.88	
Standard deviation	0.76	0.86	0.88	0.98	0.86	0.88	0.53	0.86	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.50	-0.47	-	-0.29	-0.30	-	-0.57	-0.52	
<b>Personally, how important to you is:</b>										
<b>Teaching</b>										
Essential	85.7%	80.4%	79.0%	83.3%	77.9%	78.2%	85.7%	82.7%	79.8%	
Very Important	14.3%	16.8%	17.6%	16.7%	19.3%	17.7%	14.3%	14.4%	17.3%	
Somewhat Important	0.0%	2.5%	3.2%	0.0%	2.2%	3.7%	0.0%	2.9%	3.0%	
Not Important	0.0%	0.3%	0.2%	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	

\* Faculty who identify as non-binary, 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.

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	398	619	6	181	271	7	208	336	
Mean	3.86	3.77	3.75	3.83	3.75	3.74	3.86	3.80	3.77	
Standard deviation	0.36	0.49	0.51	0.41	0.52	0.54	0.38	0.47	0.49	
Significance	-			-			-			
Effect size	-	0.18	0.22	-	0.15	0.17	-	0.13	0.18	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	21.4%	31.3%	32.9%	33.3%	28.0%	29.8%	14.3%	34.1%	35.4%	
Very Important	57.1%	48.9%	47.7%	33.3%	48.9%	48.9%	85.7%	49.0%	47.0%	
Somewhat Important	21.4%	19.3%	18.9%	33.3%	22.0%	20.6%	0.0%	16.8%	17.3%	
Not Important	0.0%	0.5%	0.5%	0.0%	1.1%	0.7%	0.0%	0.0%	0.3%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	3.00	3.11	3.13	3.00	3.04	3.08	3.14	3.17	3.18	
Standard deviation	0.68	0.72	0.72	0.89	0.74	0.73	0.38	0.69	0.71	
Significance	-			-			-			
Effect size	-	-0.15	-0.18	-	-0.05	-0.11	-	-0.04	-0.06	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
0	0.0%	12.3%	12.1%	0.0%	12.0%	12.1%	0.0%	13.0%	12.5%	
1	7.1%	13.3%	17.2%	16.7%	14.2%	16.8%	0.0%	12.5%	17.6%	
2	28.6%	28.0%	27.9%	16.7%	25.7%	26.0%	42.9%	30.3%	29.5%	
3	42.9%	26.8%	24.0%	50.0%	25.1%	24.9%	28.6%	27.9%	22.9%	
4	14.3%	11.3%	12.1%	16.7%	14.2%	13.2%	14.3%	8.7%	11.3%	
5 or more	7.1%	8.5%	6.8%	0.0%	8.7%	7.0%	14.3%	7.7%	6.3%	
Total(n)	14	400	621	6	183	273	7	208	336	
<b>How many of the courses that you are teaching this term are:</b>										
<b>General education courses</b>										
0	53.8%	71.0%	69.7%	60.0%	66.4%	68.8%	57.1%	77.1%	71.7%	
1-2	46.2%	25.9%	26.9%	40.0%	28.2%	27.5%	42.9%	22.4%	25.4%	
3-4	0.0%	2.7%	3.0%	0.0%	4.7%	3.2%	0.0%	0.6%	2.6%	
5+	0.0%	0.3%	0.4%	0.0%	0.7%	0.5%	0.0%	0.0%	0.4%	
Total(n)	13	328	502	5	149	218	7	170	272	
<b>Courses required for an undergraduate major</b>										
0	8.3%	23.4%	26.0%	0.0%	18.3%	21.3%	16.7%	28.4%	29.7%	
1-2	75.0%	54.6%	54.3%	80.0%	56.9%	56.0%	66.7%	51.7%	52.7%	
3-4	16.7%	17.8%	16.4%	20.0%	19.6%	18.7%	16.7%	16.5%	14.8%	
5+	0.0%	4.2%	3.3%	0.0%	5.2%	4.0%	0.0%	3.4%	2.8%	
Total(n)	12	337	519	5	153	225	6	176	283	
<b>Other undergraduate credit courses</b>										
0	50.0%	67.6%	66.9%	25.0%	65.9%	62.2%	66.7%	69.5%	71.1%	
1-2	50.0%	29.4%	30.5%	75.0%	30.4%	33.8%	33.3%	27.9%	27.3%	
3-4	0.0%	1.7%	1.3%	0.0%	2.2%	2.0%	0.0%	1.3%	0.8%	
5+	0.0%	1.4%	1.3%	0.0%	1.5%	2.0%	0.0%	1.3%	0.8%	
Total(n)	10	296	459	4	135	201	6	154	249	
<b>Developmental/remedial courses (not for credit)</b>										
0	100.0%	98.6%	98.9%	100.0%	99.2%	99.5%	100.0%	98.1%	98.4%	
1-2	0.0%	1.4%	1.1%	0.0%	0.8%	0.5%	0.0%	1.9%	1.6%	
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	9	295	450	3	131	194	6	157	247	
<b>Graduate courses</b>										
0	60.0%	57.7%	57.1%	50.0%	63.5%	62.0%	66.7%	51.8%	53.0%	
1-2	30.0%	34.8%	35.7%	50.0%	30.7%	33.2%	16.7%	39.8%	37.9%	
3-4	10.0%	6.5%	6.4%	0.0%	5.1%	4.3%	16.7%	7.8%	8.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
5+	0.0%	1.0%	0.8%	0.0%	0.7%	0.5%	0.0%	0.6%	0.8%	
Total(n)	10	310	482	4	137	208	6	166	264	
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>										
0	85.7%	74.5%	72.1%	83.3%	73.3%	69.9%	85.7%	76.0%	74.1%	
1-2	7.1%	16.3%	18.3%	0.0%	16.8%	18.8%	14.3%	15.1%	17.2%	
3-4	7.1%	7.2%	7.9%	16.7%	8.1%	9.6%	0.0%	6.7%	6.9%	
5+	0.0%	2.0%	1.7%	0.0%	1.9%	1.7%	0.0%	2.2%	1.7%	
Total(n)	14	349	541	6	161	239	7	179	290	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	51.0%	48.0%	0.0%	45.5%	48.5%	0.0%	55.6%	47.6%	
Graduate courses	0.0%	14.3%	12.0%	0.0%	18.2%	15.2%	0.0%	11.1%	9.5%	
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%	34.7%	40.0%	0.0%	36.4%	36.4%	0.0%	33.3%	42.9%	
Total(n)	0	49	75	0	22	33	0	27	42	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	100.0%	87.9%	87.7%	100.0%	87.8%	88.2%	100.0%	87.5%	87.1%	
No	0.0%	12.1%	12.3%	0.0%	12.2%	11.8%	0.0%	12.5%	12.9%	
Total(n)	14	398	617	6	181	271	7	208	334	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	50.0%	54.3%	58.2%	50.0%	47.2%	52.6%	42.9%	61.0%	62.7%	
No	50.0%	45.7%	41.8%	50.0%	52.8%	47.4%	57.1%	39.0%	37.3%	
Total(n)	14	394	612	6	180	270	7	205	330	
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>										
<b>In the past year, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a Very Large Extent	28.6%	24.8%	26.1%	33.3%	23.5%	27.5%	33.3%	24.8%	24.6%	
To a Large Extent	14.3%	21.0%	23.3%	33.3%	23.5%	21.1%	0.0%	20.0%	25.1%	
To Some Extent	28.6%	29.0%	29.2%	33.3%	30.6%	31.0%	0.0%	28.0%	28.0%	
To a Small Extent	0.0%	17.3%	15.4%	0.0%	12.9%	14.1%	0.0%	20.0%	16.4%	
Not at All	28.6%	7.9%	5.9%	0.0%	9.4%	6.3%	66.7%	7.2%	5.8%	
Total(n)	7	214	356	3	85	142	3	125	207	
<b>Mentored graduate students</b>										
To a Very Large Extent	42.9%	30.7%	35.6%	33.3%	26.5%	34.3%	66.7%	32.8%	36.2%	
To a Large Extent	28.6%	27.8%	25.4%	33.3%	25.3%	20.0%	33.3%	30.4%	29.5%	
To Some Extent	28.6%	26.4%	24.6%	33.3%	31.3%	30.0%	0.0%	22.4%	20.3%	
To a Small Extent	0.0%	9.9%	9.6%	0.0%	12.0%	10.0%	0.0%	8.8%	9.7%	
Not at All	0.0%	5.2%	4.8%	0.0%	4.8%	5.7%	0.0%	5.6%	4.3%	
Total(n)	7	212	354	3	83	140	3	125	207	
<b>Helped graduate students access professional networks</b>										
To a Very Large Extent	28.6%	18.5%	19.5%	33.3%	15.9%	19.4%	33.3%	20.0%	19.3%	
To a Large Extent	14.3%	20.4%	22.4%	0.0%	20.7%	20.1%	33.3%	20.8%	24.2%	
To Some Extent	28.6%	33.6%	31.2%	33.3%	35.4%	32.4%	33.3%	32.8%	30.4%	
To a Small Extent	28.6%	16.6%	16.1%	33.3%	18.3%	18.7%	0.0%	15.2%	14.5%	
Not at All	0.0%	10.9%	10.8%	0.0%	9.8%	9.4%	0.0%	11.2%	11.6%	
Total(n)	7	211	353	3	82	139	3	125	207	
<b>Presented with graduate students at conferences</b>										
To a Very Large Extent	14.3%	7.9%	7.6%	0.0%	7.1%	8.5%	33.3%	8.0%	6.8%	
To a Large Extent	0.0%	5.6%	7.6%	0.0%	5.9%	7.0%	0.0%	5.6%	8.3%	
To Some Extent	14.3%	15.4%	14.6%	33.3%	12.9%	12.7%	0.0%	17.6%	16.5%	
To a Small Extent	14.3%	8.9%	9.3%	33.3%	11.8%	11.3%	0.0%	7.2%	8.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Not at All	57.1%	62.1%	60.8%	33.3%	62.4%	60.6%	66.7%	61.6%	60.2%	
Total(n)	7	214	355	3	85	142	3	125	206	
<b>Published with graduate students</b>										
To a Very Large Extent	0.0%	3.8%	5.1%	0.0%	4.8%	7.1%	0.0%	2.4%	3.4%	
To a Large Extent	0.0%	8.5%	9.1%	0.0%	8.3%	7.9%	0.0%	8.8%	10.1%	
To Some Extent	14.3%	8.5%	10.8%	33.3%	7.1%	9.3%	0.0%	9.6%	11.1%	
To a Small Extent	14.3%	9.4%	7.9%	33.3%	13.1%	10.0%	0.0%	7.2%	6.8%	
Not at All	71.4%	69.8%	67.1%	33.3%	66.7%	65.7%	100.0%	72.0%	68.6%	
Total(n)	7	212	353	3	84	140	3	125	207	
<b>Included graduate students in research grant writing</b>										
To a Very Large Extent	0.0%	2.8%	4.5%	0.0%	2.4%	4.3%	0.0%	2.4%	4.4%	
To a Large Extent	0.0%	6.1%	7.3%	0.0%	7.1%	7.8%	0.0%	5.6%	7.3%	
To Some Extent	0.0%	8.0%	8.8%	0.0%	9.4%	9.2%	0.0%	7.3%	8.7%	
To a Small Extent	14.3%	10.8%	9.9%	33.3%	8.2%	8.5%	0.0%	12.9%	11.2%	
Not at All	85.7%	72.3%	69.5%	66.7%	72.9%	70.2%	100.0%	71.8%	68.4%	
Total(n)	7	213	354	3	85	141	3	124	206	
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>										
0	42.9%	17.3%	18.3%	33.3%	21.2%	21.1%	33.3%	13.6%	15.0%	
1-5	28.6%	51.9%	49.4%	33.3%	51.8%	48.6%	33.3%	52.8%	50.7%	
6-10	0.0%	14.5%	18.0%	0.0%	12.9%	15.5%	0.0%	16.0%	20.3%	
11-20	28.6%	9.3%	9.6%	33.3%	7.1%	9.9%	33.3%	10.4%	9.2%	
21 or more	0.0%	7.0%	4.8%	0.0%	7.1%	4.9%	0.0%	7.2%	4.8%	
Total(n)	7	214	356	3	85	142	3	125	207	
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>										
0	28.6%	43.1%	40.2%	33.3%	43.9%	41.7%	33.3%	43.2%	39.5%	
1	28.6%	10.4%	10.8%	33.3%	11.0%	11.5%	33.3%	10.4%	10.7%	
2	0.0%	7.1%	8.8%	0.0%	4.9%	9.4%	0.0%	8.0%	8.3%	
3-4	14.3%	12.8%	11.7%	0.0%	13.4%	12.2%	0.0%	11.2%	9.8%	
5-8	28.6%	10.9%	13.7%	33.3%	12.2%	12.9%	33.3%	10.4%	14.6%	
9 or more	0.0%	15.6%	14.8%	0.0%	14.6%	12.2%	0.0%	16.8%	17.1%	
Total(n)	7	211	351	3	82	139	3	125	205	
<b>In the past year, how many master's thesis committees have you chaired?</b>										
0	40.0%	36.7%	32.9%	50.0%	34.8%	33.3%	50.0%	39.4%	33.9%	
1	0.0%	20.8%	23.3%	0.0%	19.6%	22.2%	0.0%	21.1%	23.4%	
2	20.0%	10.0%	12.9%	0.0%	6.5%	11.1%	0.0%	11.3%	12.9%	
3-4	20.0%	17.5%	17.1%	50.0%	28.3%	24.7%	0.0%	9.9%	12.1%	
5-8	20.0%	7.5%	7.6%	0.0%	6.5%	4.9%	50.0%	8.5%	9.7%	
9 or more	0.0%	7.5%	6.2%	0.0%	4.3%	3.7%	0.0%	9.9%	8.1%	
Total(n)	5	120	210	2	46	81	2	71	124	
<b>How many dissertation committees have you served on or are currently serving?</b>										
0	85.7%	74.3%	61.0%	100.0%	71.4%	58.9%	66.7%	75.4%	62.3%	
1	0.0%	11.4%	14.5%	0.0%	10.7%	16.3%	0.0%	12.3%	13.2%	
2	0.0%	4.8%	6.3%	0.0%	6.0%	7.8%	0.0%	4.1%	5.4%	
3-4	0.0%	2.9%	8.0%	0.0%	6.0%	9.2%	0.0%	0.8%	6.9%	
5-8	14.3%	3.8%	5.1%	0.0%	3.6%	5.0%	33.3%	4.1%	5.4%	
9 or more	0.0%	2.9%	5.1%	0.0%	2.4%	2.8%	0.0%	3.3%	6.9%	
Total(n)	7	210	351	3	84	141	3	122	204	
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>										
0	0.0%	64.8%	62.0%	0.0%	70.8%	67.2%	0.0%	60.0%	58.4%	
1	100.0%	14.8%	13.9%	0.0%	8.3%	10.3%	100.0%	20.0%	16.9%	
2	0.0%	5.6%	8.0%	0.0%	8.3%	6.9%	0.0%	3.3%	7.8%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
3-4	0.0%	7.4%	8.0%	0.0%	4.2%	6.9%	0.0%	10.0%	9.1%	
5-8	0.0%	3.7%	5.1%	0.0%	4.2%	6.9%	0.0%	3.3%	3.9%	
9 or more	0.0%	3.7%	2.9%	0.0%	4.2%	1.7%	0.0%	3.3%	3.9%	
Total(n)	1	54	137	0	24	58	1	30	77	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for research opportunities</b>										
Strongly Agree	0.0%	15.5%	17.0%	0.0%	10.8%	14.7%	0.0%	18.3%	18.2%	
Somewhat Agree	0.0%	28.5%	28.2%	0.0%	33.7%	31.6%	0.0%	25.0%	25.8%	
Somewhat Disagree	16.7%	23.7%	24.6%	33.3%	27.7%	27.9%	0.0%	21.7%	22.7%	
Strongly Disagree	83.3%	32.4%	30.2%	66.7%	27.7%	25.7%	100.0%	35.0%	33.3%	
Total(n)	6	207	341	3	83	136	2	120	198	
Mean	1.17	2.27	2.32	1.33	2.28	2.35	1.00	2.27	2.29	
Standard deviation	0.41	1.08	1.08	0.58	0.99	1.02	0.00	1.13	1.11	
Significance	-	*	**	-	-	-	-	-	-	
Effect size	-	-1.02	-1.06	-	-0.96	-1.00	-	-1.12	-1.16	
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>										
Strongly Agree	14.3%	21.9%	29.4%	0.0%	23.8%	35.0%	33.3%	21.3%	26.0%	
Somewhat Agree	28.6%	29.5%	29.7%	33.3%	27.4%	28.5%	33.3%	30.3%	30.0%	
Somewhat Disagree	0.0%	23.8%	19.8%	0.0%	25.0%	19.0%	0.0%	23.8%	21.0%	
Strongly Disagree	57.1%	24.8%	21.2%	66.7%	23.8%	17.5%	33.3%	24.6%	23.0%	
Total(n)	7	210	344	3	84	137	3	122	200	
Mean	2.00	2.49	2.67	1.67	2.51	2.81	2.67	2.48	2.59	
Standard deviation	1.29	1.09	1.11	1.15	1.10	1.10	1.53	1.09	1.11	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.45	-0.60	-	-0.76	-1.04	-	0.17	0.07	
<b>This graduate program enrolls too few international students</b>										
Strongly Agree	20.0%	10.2%	10.4%	33.3%	14.5%	13.3%	0.0%	7.5%	8.2%	
Somewhat Agree	20.0%	34.0%	30.1%	0.0%	33.7%	29.6%	50.0%	34.2%	30.8%	
Somewhat Disagree	60.0%	38.3%	40.3%	66.7%	34.9%	37.8%	50.0%	40.8%	42.1%	
Strongly Disagree	0.0%	17.5%	19.1%	0.0%	16.9%	19.3%	0.0%	17.5%	19.0%	
Total(n)	5	206	335	3	83	135	2	120	195	
Mean	2.60	2.37	2.32	2.67	2.46	2.37	2.50	2.32	2.28	
Standard deviation	0.89	0.89	0.90	1.15	0.94	0.94	0.71	0.85	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.26	0.31	-	0.22	0.32	-	0.21	0.25	
<b>Graduate students work well together in this program</b>										
Strongly Agree	85.7%	49.0%	48.4%	100.0%	54.2%	49.6%	100.0%	46.3%	48.2%	
Somewhat Agree	14.3%	42.3%	44.2%	0.0%	36.1%	43.0%	0.0%	45.5%	44.2%	
Somewhat Disagree	0.0%	7.7%	6.5%	0.0%	9.6%	7.4%	0.0%	6.6%	6.1%	
Strongly Disagree	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%	0.0%	1.7%	1.5%	
Total(n)	7	208	339	3	83	135	3	121	197	
Mean	3.86	3.39	3.40	4.00	3.45	3.42	4.00	3.36	3.39	
Standard deviation	0.38	0.67	0.65	0.00	0.67	0.63	0.00	0.68	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.70	0.71	-	0.82	0.92	-	0.94	0.91	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly Agree	0.0%	6.3%	5.3%	0.0%	8.4%	6.7%	0.0%	5.0%	4.5%	
Somewhat Agree	0.0%	29.3%	27.6%	0.0%	24.1%	25.2%	0.0%	33.1%	29.3%	
Somewhat Disagree	71.4%	29.3%	26.8%	66.7%	31.3%	28.1%	66.7%	27.3%	25.8%	
Strongly Disagree	28.6%	35.1%	40.3%	33.3%	36.1%	40.0%	33.3%	34.7%	40.4%	
Total(n)	7	208	340	3	83	135	3	121	198	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Mean	1.71	2.07	1.98	1.67	2.05	1.99	1.67	2.08	1.98	
Standard deviation	0.49	0.95	0.95	0.58	0.97	0.96	0.58	0.94	0.94	
Significance	-			-			-			
Effect size	-	-0.38	-0.28	-	-0.39	-0.33	-	-0.44	-0.33	
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Strongly Agree	71.4%	49.5%	54.2%	66.7%	48.2%	53.3%	66.7%	49.6%	54.2%	
Somewhat Agree	28.6%	39.0%	35.6%	33.3%	36.1%	32.6%	33.3%	41.5%	38.3%	
Somewhat Disagree	0.0%	9.5%	7.9%	0.0%	12.0%	10.4%	0.0%	8.1%	6.0%	
Strongly Disagree	0.0%	1.9%	2.3%	0.0%	3.6%	3.7%	0.0%	0.8%	1.5%	
Total(n)	7	210	343	3	83	135	3	123	201	
Mean	3.71	3.36	3.42	3.67	3.29	3.36	3.67	3.40	3.45	
Standard deviation	0.49	0.73	0.74	0.58	0.82	0.81	0.58	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.48	0.39	-	0.46	0.38	-	0.40	0.32	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly Agree	33.3%	20.9%	23.0%	0.0%	19.3%	22.2%	66.7%	22.5%	24.2%	
Somewhat Agree	33.3%	27.2%	30.4%	33.3%	28.9%	32.6%	33.3%	25.8%	28.3%	
Somewhat Disagree	16.7%	32.5%	29.8%	33.3%	33.7%	28.1%	0.0%	30.8%	30.3%	
Strongly Disagree	16.7%	19.4%	16.8%	33.3%	18.1%	17.0%	0.0%	20.8%	17.2%	
Total(n)	6	206	339	3	83	135	3	120	198	
Mean	2.83	2.50	2.60	2.00	2.49	2.60	3.67	2.50	2.60	
Standard deviation	1.17	1.03	1.02	1.00	1.00	1.02	0.58	1.06	1.04	
Significance	-			-			-			
Effect size	-	0.32	0.23	-	-0.49	-0.59	-	1.10	1.03	
<b>Faculty in my department are good mentors for graduate students</b>										
Strongly Agree	33.3%	43.5%	49.0%	50.0%	38.6%	43.7%	33.3%	47.5%	52.7%	
Somewhat Agree	66.7%	46.4%	42.0%	50.0%	50.6%	45.9%	66.7%	42.6%	38.8%	
Somewhat Disagree	0.0%	9.6%	7.6%	0.0%	10.8%	8.9%	0.0%	9.0%	7.0%	
Strongly Disagree	0.0%	0.5%	1.5%	0.0%	0.0%	1.5%	0.0%	0.8%	1.5%	
Total(n)	6	209	343	2	83	135	3	122	201	
Mean	3.33	3.33	3.38	3.50	3.28	3.32	3.33	3.37	3.43	
Standard deviation	0.52	0.67	0.69	0.71	0.65	0.70	0.58	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	0.34	0.26	-	-0.06	-0.14	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly Agree	0.0%	1.0%	2.9%	0.0%	0.0%	3.0%	0.0%	1.7%	3.0%	
Somewhat Agree	0.0%	10.1%	13.2%	0.0%	11.0%	14.3%	0.0%	9.9%	13.0%	
Somewhat Disagree	0.0%	31.9%	35.0%	0.0%	36.6%	36.1%	0.0%	28.1%	34.0%	
Strongly Disagree	100.0%	57.0%	48.8%	100.0%	52.4%	46.6%	100.0%	60.3%	50.0%	
Total(n)	7	207	340	3	82	133	3	121	200	
Mean	1.00	1.55	1.70	1.00	1.59	1.74	1.00	1.53	1.69	
Standard deviation	0.00	0.71	0.81	0.00	0.68	0.82	0.00	0.74	0.81	
Significance	-	*	*	-			-			
Effect size	-	-0.77	-0.86	-	-0.87	-0.90	-	-0.72	-0.85	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly Agree	85.7%	58.7%	52.9%	100.0%	48.2%	45.5%	100.0%	66.1%	57.8%	
Somewhat Agree	14.3%	29.8%	33.8%	0.0%	39.8%	39.6%	0.0%	22.3%	29.6%	
Somewhat Disagree	0.0%	7.7%	9.4%	0.0%	8.4%	10.4%	0.0%	7.4%	9.0%	
Strongly Disagree	0.0%	3.8%	3.8%	0.0%	3.6%	4.5%	0.0%	4.1%	3.5%	
Total(n)	7	208	340	3	83	134	3	121	199	
Mean	3.86	3.43	3.36	4.00	3.33	3.26	4.00	3.50	3.42	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Standard deviation	0.38	0.80	0.81	0.00	0.78	0.82	0.00	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.54	0.62	-	0.86	0.90	-	0.62	0.73	
<b>During the past three years, have you:</b>										
<b>Advised student groups involved in service/volunteer work</b>	64.3%	62.3%	59.8%	66.7%	60.4%	56.5%	71.4%	64.3%	62.6%	Civic Minded Practice
Total(n)	14	398	617	6	182	271	7	207	334	
<b>Collaborated with the local community on research/teaching to address their needs</b>	28.6%	56.9%	58.1%	16.7%	54.4%	56.3%	28.6%	58.7%	59.2%	Civic Minded Practice
Total(n)	14	399	618	6	182	270	7	208	336	
<b>Conducted research or writing focused on international/global issues</b>	14.3%	30.3%	32.0%	33.3%	38.5%	39.5%	0.0%	23.1%	25.9%	
Total(n)	14	399	619	6	182	271	7	208	336	
<b>Conducted research or writing focused on racial or ethnic minorities</b>	21.4%	36.9%	36.8%	33.3%	26.0%	27.8%	14.3%	45.7%	43.3%	
Total(n)	14	398	617	6	181	270	7	208	335	
<b>Conducted research or writing focused on women or gender issues</b>	15.4%	27.6%	30.1%	20.0%	15.5%	19.3%	14.3%	37.0%	37.9%	
Total(n)	13	398	617	5	181	270	7	208	335	
<b>Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues</b>	7.1%	13.6%	13.9%	16.7%	9.9%	11.2%	0.0%	15.9%	15.2%	
Total(n)	14	398	617	6	181	269	7	208	336	
<b>Conducted research or writing focused on biomedical science fields</b>	14.3%	14.4%	13.4%	0.0%	17.7%	15.6%	14.3%	10.7%	11.1%	
Total(n)	14	395	613	6	181	269	7	206	333	
<b>Engaged in academic research that spans multiple disciplines</b>	71.4%	71.1%	70.2%	50.0%	70.5%	70.2%	85.7%	70.9%	69.4%	
Total(n)	14	398	617	6	183	272	7	206	333	
<b>Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)</b>	35.7%	53.9%	55.1%	66.7%	56.4%	55.9%	14.3%	52.2%	54.7%	
Total(n)	14	395	615	6	181	270	7	205	333	
<b>Written research grants</b>	28.6%	43.0%	42.5%	16.7%	41.7%	42.2%	42.9%	43.8%	42.7%	
Total(n)	14	391	607	6	180	268	7	203	328	
<b>Received funding for your work from foundations</b>	14.3%	18.8%	21.8%	33.3%	19.2%	22.9%	0.0%	18.4%	21.0%	
Total(n)	14	398	616	6	182	271	7	207	333	
<b>Received funding for your work from state or federal government</b>	35.7%	27.6%	29.1%	16.7%	30.8%	31.7%	42.9%	23.6%	26.3%	
Total(n)	14	399	618	6	182	271	7	208	335	
<b>Received funding for your work from business or industry</b>	14.3%	11.3%	12.5%	33.3%	15.4%	17.3%	0.0%	7.7%	8.7%	
Total(n)	14	399	618	6	182	271	7	208	335	
<b>During the past three years, have you:</b>										
<b>Taught an honors course</b>	7.1%	15.8%	20.1%	0.0%	15.3%	20.5%	14.3%	16.3%	19.9%	
Total(n)	14	400	621	6	183	273	7	208	336	
<b>Taught an interdisciplinary course</b>	57.1%	34.1%	35.1%	50.0%	33.3%	35.3%	57.1%	32.9%	33.7%	
Total(n)	14	399	619	6	183	272	7	207	335	
<b>Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)</b>	14.3%	12.0%	12.9%	16.7%	7.7%	9.6%	14.3%	15.5%	14.9%	
Total(n)	14	399	619	6	183	272	7	207	335	
<b>Taught a service learning course</b>	28.6%	25.1%	24.4%	33.3%	18.1%	18.0%	28.6%	31.3%	29.9%	
Total(n)	14	399	619	6	182	272	7	208	335	
<b>Taught a course exclusively online</b>	57.1%	75.3%	76.2%	33.3%	71.1%	73.7%	71.4%	78.5%	77.7%	
Total(n)	14	389	592	6	180	262	7	200	318	
<b>Participated in organized activities around enhancing pedagogy or student learning</b>	92.9%	84.5%	83.4%	100.0%	78.0%	75.0%	85.7%	90.4%	90.1%	
Total(n)	14	399	619	6	182	272	7	208	335	
<b>Taught a seminar for first-year students</b>	21.4%	17.1%	16.2%	16.7%	19.9%	16.6%	28.6%	14.5%	15.5%	
Total(n)	14	397	618	6	181	271	7	207	335	
<b>Participated in the development of curriculum (enhancing an existing course or creating a new course)</b>	92.9%	90.2%	91.7%	100.0%	88.5%	90.5%	85.7%	91.3%	92.5%	
Total(n)	14	399	618	6	183	273	7	207	333	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>In the past year, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a Very Large Extent	0.0%	5.3%	4.5%	0.0%	4.4%	3.7%	0.0%	6.3%	5.4%	
To a Large Extent	0.0%	4.5%	4.2%	0.0%	3.8%	3.3%	0.0%	5.3%	5.1%	
To Some Extent	7.1%	12.0%	11.3%	16.7%	10.9%	11.0%	0.0%	13.0%	11.7%	
To a Small Extent	28.6%	9.8%	10.0%	16.7%	9.3%	9.5%	42.9%	10.6%	10.8%	
Not at All	64.3%	68.4%	70.0%	66.7%	71.6%	72.5%	57.1%	64.7%	67.1%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>Published with undergraduates</b>										
To a Very Large Extent	0.0%	1.8%	1.9%	0.0%	1.7%	2.2%	0.0%	1.9%	1.8%	
To a Large Extent	0.0%	3.3%	2.6%	0.0%	3.9%	3.0%	0.0%	2.9%	2.4%	
To Some Extent	0.0%	7.3%	6.8%	0.0%	9.4%	8.5%	0.0%	5.8%	5.7%	
To a Small Extent	7.7%	7.8%	7.0%	20.0%	7.7%	7.7%	0.0%	8.2%	6.6%	
Not at All	92.3%	79.9%	81.7%	80.0%	77.3%	78.6%	100.0%	81.3%	83.6%	
Total(n)	13	398	618	5	181	271	7	208	335	
<b>Engaged undergraduates on your research project(s)</b>										
To a Very Large Extent	7.1%	10.2%	8.7%	0.0%	10.6%	8.9%	14.3%	10.4%	8.8%	
To a Large Extent	0.0%	9.0%	8.9%	0.0%	9.4%	9.3%	0.0%	8.4%	8.5%	
To Some Extent	14.3%	18.2%	17.7%	16.7%	18.3%	18.9%	0.0%	17.3%	16.5%	
To a Small Extent	35.7%	11.5%	12.8%	33.3%	12.8%	14.8%	42.9%	9.9%	10.7%	
Not at All	42.9%	51.2%	52.0%	50.0%	48.9%	48.1%	42.9%	54.0%	55.5%	
Total(n)	14	391	610	6	180	270	7	202	328	
<b>Worked with undergraduates on their research project(s)</b>										
To a Very Large Extent	14.3%	15.3%	14.9%	33.3%	10.4%	10.3%	0.0%	20.3%	19.1%	
To a Large Extent	0.0%	11.8%	11.3%	0.0%	15.3%	15.0%	0.0%	8.2%	7.5%	
To Some Extent	50.0%	23.1%	22.0%	50.0%	26.2%	26.0%	42.9%	19.8%	18.5%	
To a Small Extent	28.6%	14.1%	15.7%	0.0%	13.1%	15.4%	57.1%	15.0%	16.1%	
Not at All	7.1%	35.7%	36.2%	16.7%	35.0%	33.3%	0.0%	36.7%	38.8%	
Total(n)	14	398	619	6	183	273	7	207	335	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	21.4%	18.8%	17.4%	33.3%	21.3%	18.7%	14.3%	16.9%	16.7%	
Good	57.1%	44.1%	44.2%	66.7%	43.2%	44.0%	42.9%	44.4%	43.9%	
Fair	21.4%	11.3%	12.1%	0.0%	7.7%	10.6%	42.9%	14.0%	13.1%	
Poor	0.0%	1.5%	1.3%	0.0%	2.7%	1.8%	0.0%	0.5%	0.9%	
I have not worked with undergraduates on research projects	0.0%	24.3%	25.0%	0.0%	25.1%	24.9%	0.0%	24.2%	25.4%	
Total(n)	14	399	620	6	183	273	7	207	335	
<b>How many undergraduates do you currently advise?</b>										
None	0.0%	28.2%	32.6%	0.0%	23.0%	26.8%	0.0%	32.9%	37.3%	
1-5	14.3%	11.1%	12.6%	16.7%	12.0%	14.3%	0.0%	9.7%	11.0%	
6-10	28.6%	11.1%	10.5%	33.3%	11.5%	9.6%	28.6%	10.6%	11.3%	
11-20	28.6%	13.1%	13.1%	33.3%	13.1%	12.9%	28.6%	12.6%	12.8%	
21-30	14.3%	13.9%	12.5%	0.0%	15.8%	15.4%	28.6%	12.6%	10.1%	
31 or more	14.3%	22.7%	18.6%	16.7%	24.6%	21.0%	14.3%	21.7%	17.3%	
Total(n)	14	397	617	6	183	272	7	207	335	
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>										
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>										
Frequently	42.9%	59.3%	60.1%	33.3%	52.5%	54.3%	57.1%	66.2%	65.7%	
Occasionally	57.1%	35.4%	35.1%	66.7%	41.8%	40.2%	42.9%	28.8%	30.0%	
Not at All	0.0%	5.3%	4.8%	0.0%	5.7%	5.5%	0.0%	5.0%	4.3%	
Total(n)	14	285	416	6	141	199	7	139	210	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Mean	2.43	2.54	2.55	2.33	2.47	2.49	2.57	2.61	2.61	
Standard deviation	0.51	0.60	0.59	0.52	0.60	0.60	0.53	0.58	0.57	
Significance	-			-			-			
Effect size	-	-0.18	-0.20	-	-0.23	-0.27	-	-0.07	-0.07	
<b>Helped them plan their course of study</b>										
Frequently	78.6%	65.5%	67.7%	66.7%	68.1%	68.3%	85.7%	62.3%	67.0%	
Occasionally	21.4%	30.3%	27.7%	33.3%	29.1%	27.1%	14.3%	32.6%	28.7%	
Not at All	0.0%	4.2%	4.6%	0.0%	2.8%	4.5%	0.0%	5.1%	4.3%	
Total(n)	14	284	415	6	141	199	7	138	209	
Mean	2.79	2.61	2.63	2.67	2.65	2.64	2.86	2.57	2.63	
Standard deviation	0.43	0.57	0.57	0.52	0.53	0.57	0.38	0.59	0.57	
Significance	-			-			-			
Effect size	-	0.32	0.28	-	0.04	0.05	-	0.49	0.40	
<b>Discussed their academic performance</b>										
Frequently	42.9%	55.4%	59.0%	50.0%	49.6%	54.3%	42.9%	61.9%	63.7%	
Occasionally	57.1%	41.0%	36.9%	50.0%	47.5%	41.1%	57.1%	33.6%	32.4%	
Not at All	0.0%	3.6%	4.2%	0.0%	2.9%	4.6%	0.0%	4.5%	3.9%	
Total(n)	14	278	407	6	139	197	7	134	204	
Mean	2.43	2.52	2.55	2.50	2.47	2.50	2.43	2.57	2.60	
Standard deviation	0.51	0.57	0.58	0.55	0.56	0.59	0.53	0.58	0.57	
Significance	-			-			-			
Effect size	-	-0.16	-0.21	-	0.05	0.00	-	-0.24	-0.30	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	71.4%	56.8%	59.1%	66.7%	52.5%	52.8%	85.7%	61.9%	66.2%	
Occasionally	21.4%	39.6%	37.0%	33.3%	46.1%	44.2%	14.3%	33.1%	29.5%	
Not at All	7.1%	3.5%	3.8%	0.0%	1.4%	3.0%	0.0%	5.0%	4.3%	
Total(n)	14	285	416	6	141	199	7	139	210	
Mean	2.64	2.53	2.55	2.67	2.51	2.50	2.86	2.57	2.62	
Standard deviation	0.63	0.57	0.57	0.52	0.53	0.56	0.38	0.59	0.57	
Significance	-			-			-			
Effect size	-	0.19	0.16	-	0.30	0.30	-	0.49	0.42	
<b>Discussed career and post-graduation goals</b>										
Frequently	64.3%	69.1%	71.6%	50.0%	67.4%	68.8%	85.7%	71.9%	75.2%	
Occasionally	35.7%	28.8%	26.7%	50.0%	30.5%	29.6%	14.3%	25.9%	22.9%	
Not at All	0.0%	2.1%	1.7%	0.0%	2.1%	1.5%	0.0%	2.2%	1.9%	
Total(n)	14	285	416	6	141	199	7	139	210	
Mean	2.64	2.67	2.70	2.50	2.65	2.67	2.86	2.70	2.73	
Standard deviation	0.50	0.51	0.49	0.55	0.52	0.50	0.38	0.51	0.48	
Significance	-			-			-			
Effect size	-	-0.06	-0.12	-	-0.29	-0.34	-	0.31	0.27	
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>										
<b>Funded workshops focused on teaching</b>										
Yes	64.3%	58.5%	58.5%	50.0%	47.5%	46.3%	71.4%	67.8%	68.5%	
No	35.7%	39.0%	37.7%	50.0%	49.2%	49.6%	28.6%	30.3%	28.0%	
Not eligible	0.0%	1.3%	1.3%	0.0%	1.1%	1.1%	0.0%	1.4%	1.5%	
Not available	0.0%	1.3%	2.4%	0.0%	2.2%	2.9%	0.0%	0.5%	2.1%	
Total(n)	14	400	620	6	183	272	7	208	336	
<b>Funded workshops focused on research skills development</b>										
Yes	21.4%	10.3%	12.0%	33.3%	7.7%	9.2%	14.3%	12.5%	13.7%	
No	42.9%	74.5%	74.0%	50.0%	75.4%	76.5%	42.9%	74.0%	72.5%	
Not eligible	0.0%	1.3%	1.8%	0.0%	1.1%	1.1%	0.0%	1.4%	2.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Not available	35.7%	14.0%	12.3%	16.7%	15.8%	13.2%	42.9%	12.0%	11.3%	
Total(n)	14	400	619	6	183	272	7	208	335	
<b>Funded workshops focused on grant writing</b>										
Yes	14.3%	9.1%	8.9%	16.7%	7.7%	7.4%	0.0%	9.8%	9.5%	
No	71.4%	78.4%	78.3%	83.3%	80.1%	81.8%	71.4%	77.5%	75.9%	
Not eligible	0.0%	1.3%	1.6%	0.0%	1.1%	1.1%	0.0%	1.5%	2.1%	
Not available	14.3%	11.2%	11.2%	0.0%	11.0%	9.7%	28.6%	11.3%	12.5%	
Total(n)	14	394	609	6	181	269	7	204	328	
<b>Paid sabbatical leave</b>										
Yes	7.1%	7.0%	6.3%	16.7%	7.1%	7.3%	0.0%	7.2%	5.7%	
No	85.7%	78.6%	75.6%	83.3%	80.9%	79.9%	85.7%	75.8%	71.6%	
Not eligible	7.1%	11.1%	15.4%	0.0%	7.1%	8.8%	14.3%	15.0%	21.0%	
Not available	0.0%	3.3%	2.8%	0.0%	4.9%	4.0%	0.0%	1.9%	1.8%	
Total(n)	14	398	618	6	183	273	7	207	334	
<b>Travel funds paid by the institution</b>										
Yes	64.3%	64.4%	64.2%	66.7%	63.7%	62.2%	57.1%	64.5%	65.2%	
No	35.7%	31.8%	31.6%	33.3%	31.9%	34.1%	42.9%	32.0%	30.0%	
Not eligible	0.0%	1.3%	0.8%	0.0%	1.6%	1.1%	0.0%	1.0%	0.6%	
Not available	0.0%	2.5%	3.4%	0.0%	2.7%	2.6%	0.0%	2.5%	4.2%	
Total(n)	14	393	611	6	182	270	7	203	330	
<b>Internal grants for research</b>										
Yes	7.1%	30.4%	28.8%	0.0%	27.8%	26.8%	14.3%	32.0%	29.9%	
No	92.9%	66.8%	67.3%	100.0%	70.0%	70.6%	85.7%	64.6%	65.0%	
Not eligible	0.0%	1.8%	2.6%	0.0%	0.6%	0.7%	0.0%	2.9%	4.2%	
Not available	0.0%	1.0%	1.3%	0.0%	1.7%	1.9%	0.0%	0.5%	0.9%	
Total(n)	14	395	612	6	180	269	7	206	331	
<b>Training for administrative leadership</b>										
Yes	25.0%	35.0%	36.8%	40.0%	34.6%	35.2%	16.7%	35.5%	38.2%	
No	58.3%	55.6%	54.0%	40.0%	54.4%	55.6%	66.7%	57.1%	53.2%	
Not eligible	0.0%	1.8%	1.8%	0.0%	0.5%	0.7%	0.0%	3.0%	2.4%	
Not available	16.7%	7.6%	7.4%	20.0%	10.4%	8.5%	16.7%	4.4%	6.1%	
Total(n)	12	394	609	5	182	270	6	203	327	
<b>Training for promoting inclusion and facilitating difficult conversations</b>										
Yes	64.3%	58.0%	59.1%	50.0%	53.6%	50.9%	71.4%	62.0%	65.5%	
No	35.7%	38.0%	36.4%	50.0%	42.1%	44.3%	28.6%	34.6%	30.4%	
Not eligible	0.0%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	1.0%	0.9%	
Not available	0.0%	3.5%	4.0%	0.0%	4.4%	4.8%	0.0%	2.4%	3.3%	
Total(n)	14	400	621	6	183	273	7	208	336	
<b>Incentives to develop new courses</b>										
Yes	14.3%	20.6%	21.3%	16.7%	19.1%	20.5%	0.0%	21.7%	21.3%	
No	85.7%	66.2%	63.3%	83.3%	66.1%	63.7%	100.0%	66.7%	63.8%	
Not eligible	0.0%	1.0%	1.3%	0.0%	0.0%	0.4%	0.0%	1.4%	1.8%	
Not available	0.0%	12.3%	14.1%	0.0%	14.8%	15.4%	0.0%	10.1%	13.2%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>Incentives to integrate technology into your classroom</b>										
Yes	14.3%	25.6%	22.0%	33.3%	21.3%	20.1%	0.0%	29.5%	23.1%	
No	71.4%	61.2%	63.5%	66.7%	65.6%	65.9%	71.4%	57.5%	62.0%	
Not eligible	0.0%	1.3%	1.3%	0.0%	0.0%	0.4%	0.0%	1.9%	1.8%	
Not available	14.3%	12.0%	13.2%	0.0%	13.1%	13.6%	28.6%	11.1%	13.2%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>Resources to integrate culturally-competent practices into your classroom</b>										
Yes	35.7%	46.4%	45.2%	16.7%	32.8%	31.5%	42.9%	58.5%	56.1%	
No	50.0%	47.9%	47.6%	66.7%	61.2%	60.8%	42.9%	36.7%	37.3%	
Not eligible	0.0%	0.8%	1.0%	0.0%	0.0%	0.4%	0.0%	1.0%	1.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Not available	14.3%	5.0%	6.3%	16.7%	6.0%	7.3%	14.3%	3.9%	5.4%	
Total(n)	14	399	620	6	183	273	7	207	335	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	14.3%	10.8%	13.4%	16.7%	10.4%	15.1%	14.3%	11.5%	12.5%	Scholarly Productivity
1-2	28.6%	16.8%	15.7%	16.7%	16.9%	13.6%	28.6%	15.9%	17.0%	
3-4	28.6%	13.8%	14.4%	33.3%	9.3%	10.7%	28.6%	17.3%	17.3%	
5-10	14.3%	21.1%	19.9%	0.0%	16.9%	16.2%	28.6%	25.0%	22.6%	
11-20	14.3%	20.4%	19.1%	33.3%	21.3%	21.0%	0.0%	20.2%	18.2%	
21-50	0.0%	13.1%	12.9%	0.0%	17.5%	16.2%	0.0%	9.1%	10.1%	
51+	0.0%	4.0%	4.5%	0.0%	7.7%	7.4%	0.0%	1.0%	2.4%	
Total(n)	14	398	618	6	183	272	7	208	336	
Mean	2.86	3.79	3.72	3.17	4.05	3.92	2.71	3.58	3.57	
Standard deviation	1.29	1.68	1.74	1.60	1.82	1.88	1.11	1.53	1.61	
Significance	-	*		-			-			
Effect size	-	-0.55	-0.49	-	-0.48	-0.40	-	-0.57	-0.53	
<b>Chapters in edited volumes</b>										
None	78.6%	42.6%	41.9%	66.7%	45.3%	45.4%	85.7%	39.8%	39.2%	Scholarly Productivity
1-2	0.0%	28.7%	30.0%	0.0%	27.1%	25.8%	0.0%	30.1%	33.7%	
3-4	14.3%	15.7%	15.5%	16.7%	14.9%	15.1%	14.3%	17.0%	15.7%	
5-10	7.1%	10.9%	10.4%	16.7%	10.5%	11.1%	0.0%	11.7%	9.9%	
11-20	0.0%	1.5%	1.5%	0.0%	1.7%	2.2%	0.0%	1.5%	0.9%	
21-50	0.0%	0.5%	0.7%	0.0%	0.6%	0.4%	0.0%	0.0%	0.6%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	394	613	6	181	271	7	206	332	
Mean	1.50	2.02	2.01	1.83	1.98	2.00	1.29	2.05	2.02	
Standard deviation	1.02	1.11	1.11	1.33	1.13	1.15	0.76	1.08	1.06	
Significance	-			-			-			
Effect size	-	-0.47	-0.46	-	-0.13	-0.15	-	-0.70	-0.69	
<b>Books, manuals, monographs, or research reports</b>										
None	92.9%	57.0%	57.0%	100.0%	52.0%	53.4%	85.7%	60.2%	59.3%	
1-2	7.1%	27.1%	26.1%	0.0%	28.2%	27.8%	14.3%	27.2%	25.6%	
3-4	0.0%	7.9%	9.2%	0.0%	8.5%	8.6%	0.0%	7.8%	9.3%	
5-10	0.0%	5.9%	5.4%	0.0%	7.9%	6.8%	0.0%	3.9%	4.2%	
11-20	0.0%	1.0%	1.5%	0.0%	2.3%	2.3%	0.0%	0.0%	0.9%	
21-50	0.0%	1.0%	0.8%	0.0%	1.1%	1.1%	0.0%	1.0%	0.6%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	391	609	6	177	266	7	206	332	
Mean	1.07	1.70	1.71	1.00	1.84	1.80	1.14	1.59	1.64	
Standard deviation	0.27	1.03	1.03	0.00	1.13	1.11	0.38	0.91	0.95	
Significance	-	*	*	-			-			
Effect size	-	-0.61	-0.62	-	-0.74	-0.72	-	-0.49	-0.53	
<b>Other, such as patents or computer software products</b>										
None	100.0%	89.1%	89.9%	100.0%	84.8%	86.4%	100.0%	92.8%	92.7%	
1-2	0.0%	6.6%	6.0%	0.0%	7.9%	7.2%	0.0%	5.3%	4.9%	
3-4	0.0%	1.5%	2.0%	0.0%	2.8%	2.6%	0.0%	0.5%	1.5%	
5-10	0.0%	1.8%	1.3%	0.0%	2.8%	2.3%	0.0%	1.0%	0.6%	
11-20	0.0%	0.5%	0.3%	0.0%	1.1%	0.8%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
51+	0.0%	0.5%	0.3%	0.0%	0.6%	0.4%	0.0%	0.5%	0.3%	
Total(n)	14	393	605	6	178	265	7	207	329	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Mean	1.00	1.20	1.18	1.00	1.30	1.26	1.00	1.12	1.12	
Standard deviation	0.00	0.72	0.66	0.00	0.86	0.82	0.00	0.57	0.51	
Significance	-			-			-			
Effect size	-	-0.28	-0.27	-	-0.35	-0.32	-	-0.21	-0.24	
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>										
None	78.6%	86.0%	85.3%	50.0%	83.6%	82.1%	100.0%	88.0%	88.1%	
1-2	14.3%	6.0%	5.8%	33.3%	7.1%	7.0%	0.0%	4.8%	4.5%	
3-4	7.1%	2.8%	2.3%	16.7%	3.8%	2.9%	0.0%	1.9%	1.8%	
5-10	0.0%	1.8%	3.6%	0.0%	1.6%	4.0%	0.0%	1.9%	3.3%	
11-20	0.0%	2.0%	1.5%	0.0%	1.1%	1.1%	0.0%	2.9%	1.8%	
21+	0.0%	1.5%	1.6%	0.0%	2.7%	2.9%	0.0%	0.5%	0.6%	
Total(n)	14	399	619	6	183	273	7	208	335	
Mean	1.29	1.32	1.35	1.67	1.38	1.44	1.00	1.28	1.28	
Standard deviation	0.61	0.96	0.99	0.82	1.05	1.13	0.00	0.90	0.88	
Significance	-			-			-			
Effect size	-	-0.03	-0.06	-	0.28	0.20	-	-0.31	-0.32	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Solo/Individual</b>										
None	66.7%	30.0%	30.3%	66.7%	40.0%	43.6%	0.0%	20.0%	16.7%	
1-2	33.3%	42.0%	39.5%	33.3%	28.0%	25.6%	0.0%	56.0%	52.8%	
3-4	0.0%	14.0%	15.8%	0.0%	16.0%	15.4%	0.0%	12.0%	16.7%	
5-10	0.0%	10.0%	10.5%	0.0%	8.0%	7.7%	0.0%	12.0%	13.9%	
11-20	0.0%	2.0%	2.6%	0.0%	4.0%	5.1%	0.0%	0.0%	0.0%	
21+	0.0%	2.0%	1.3%	0.0%	4.0%	2.6%	0.0%	0.0%	0.0%	
Total(n)	3	50	76	3	25	39	0	25	36	
Mean	1.33	2.18	2.20	1.33	2.20	2.13	.	2.16	2.28	
Standard deviation	0.58	1.16	1.14	0.58	1.38	1.34	.	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.73	-0.76	-	-0.63	-0.60	-			
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Collaborative</b>										
None	33.3%	16.4%	12.6%	33.3%	6.9%	6.3%	0.0%	28.0%	21.1%	
1-2	33.3%	43.6%	41.4%	33.3%	55.2%	45.8%	0.0%	28.0%	34.2%	
3-4	33.3%	12.7%	13.8%	33.3%	10.3%	12.5%	0.0%	16.0%	15.8%	
5-10	0.0%	12.7%	16.1%	0.0%	6.9%	14.6%	0.0%	20.0%	18.4%	
11-20	0.0%	9.1%	8.0%	0.0%	10.3%	8.3%	0.0%	8.0%	7.9%	
21+	0.0%	5.5%	8.0%	0.0%	10.3%	12.5%	0.0%	0.0%	2.6%	
Total(n)	3	55	87	3	29	48	0	25	38	
Mean	2.00	2.71	2.90	2.00	2.90	3.10	.	2.52	2.66	
Standard deviation	1.00	1.42	1.46	1.00	1.52	1.53	.	1.33	1.36	
Significance	-			-			-			
Effect size	-	-0.50	-0.62	-	-0.59	-0.72	-			
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>										
None	57.1%	25.4%	24.7%	50.0%	22.5%	23.5%	57.1%	27.9%	25.9%	
1	14.3%	15.1%	14.5%	16.7%	17.0%	15.1%	14.3%	13.0%	14.0%	
2	14.3%	17.8%	16.2%	16.7%	19.8%	16.9%	14.3%	16.3%	15.8%	
3	0.0%	13.8%	14.4%	0.0%	11.0%	11.8%	0.0%	15.9%	16.4%	
4	7.1%	8.8%	8.4%	0.0%	8.2%	9.2%	14.3%	9.1%	7.7%	
5	0.0%	5.3%	6.5%	0.0%	6.0%	6.6%	0.0%	4.8%	6.3%	

Scholarly



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Scholarly Productivity
6	7.1%	3.0%	3.4%	16.7%	3.8%	3.7%	0.0%	2.4%	3.0%	
7-10	0.0%	8.3%	7.6%	0.0%	8.8%	8.5%	0.0%	8.2%	6.8%	
More than 10	0.0%	2.5%	4.4%	0.0%	2.7%	4.8%	0.0%	2.4%	4.2%	
Total(n)	14	398	619	6	182	272	7	208	336	
Mean	2.14	3.50	3.64	2.50	3.59	3.74	2.00	3.45	3.56	
Standard deviation	1.83	2.31	2.41	2.35	2.35	2.47	1.53	2.31	2.37	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.59	-0.62	-	-0.46	-0.50	-	-0.63	-0.66	
<b>How many of these professional writings in the past three years were solo-authored?</b>										Scholarly Productivity
None	83.3%	47.8%	45.4%	66.7%	51.2%	48.2%	100.0%	44.8%	43.6%	
1	0.0%	22.4%	24.2%	0.0%	20.2%	20.7%	0.0%	23.1%	26.4%	
2	0.0%	14.6%	13.5%	0.0%	14.0%	12.4%	0.0%	15.7%	14.5%	
3	0.0%	6.3%	6.7%	0.0%	3.9%	4.7%	0.0%	9.0%	8.6%	
4	0.0%	3.7%	4.3%	0.0%	4.7%	6.2%	0.0%	3.0%	2.7%	
5	0.0%	1.1%	1.7%	0.0%	0.8%	1.6%	0.0%	1.5%	1.4%	
6	16.7%	0.7%	1.0%	33.3%	1.6%	2.1%	0.0%	0.0%	0.0%	
7-10	0.0%	2.6%	2.4%	0.0%	3.9%	3.6%	0.0%	1.5%	1.4%	
More than 10	0.0%	0.7%	1.0%	0.0%	0.0%	0.5%	0.0%	1.5%	1.4%	
Total(n)	6	268	421	3	129	193	3	134	220	
Mean	2.00	2.20	2.27	3.00	2.19	2.34	1.00	2.23	2.20	
Standard deviation	2.45	1.69	1.73	3.46	1.77	1.89	0.00	1.64	1.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.16	-	0.46	0.35	-	-0.75	-0.75	
<b>How many of these professional writings in the past three years were co-authored?</b>										Scholarly Productivity
None	0.0%	13.9%	13.4%	0.0%	17.5%	17.0%	0.0%	10.3%	10.5%	
1	40.0%	24.0%	23.9%	50.0%	23.4%	21.5%	33.3%	24.1%	25.5%	
2	40.0%	20.1%	19.4%	50.0%	19.0%	19.5%	33.3%	21.4%	19.7%	
3	0.0%	16.0%	16.1%	0.0%	12.4%	14.0%	0.0%	19.3%	18.0%	
4	20.0%	6.9%	7.6%	0.0%	5.8%	5.5%	33.3%	7.6%	8.8%	
5	0.0%	4.9%	4.5%	0.0%	5.8%	6.5%	0.0%	4.1%	2.9%	
6	0.0%	4.2%	4.2%	0.0%	4.4%	3.0%	0.0%	4.1%	5.0%	
7-10	0.0%	6.9%	5.8%	0.0%	6.6%	6.0%	0.0%	7.6%	5.9%	
More than 10	0.0%	3.1%	5.1%	0.0%	5.1%	7.0%	0.0%	1.4%	3.8%	
Total(n)	5	288	448	2	137	200	3	145	239	
Mean	3.00	3.63	3.71	2.50	3.64	3.73	3.33	3.65	3.70	
Standard deviation	1.22	2.20	2.26	0.71	2.37	2.42	1.53	2.05	2.15	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.29	-0.31	-	-0.48	-0.51	-	-0.16	-0.17	
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	0.0%	11.8%	11.8%	0.0%	11.0%	11.4%	0.0%	13.0%	12.5%	
1-4	21.4%	21.1%	23.8%	33.3%	19.3%	18.1%	14.3%	22.6%	28.1%	
5-8	35.7%	31.4%	31.9%	0.0%	31.5%	36.5%	71.4%	30.3%	27.5%	
9-12	35.7%	24.1%	20.6%	66.7%	24.3%	20.7%	0.0%	24.0%	20.6%	
13-16	0.0%	5.8%	6.1%	0.0%	6.1%	5.9%	0.0%	5.8%	6.6%	
17-20	7.1%	2.0%	2.1%	0.0%	3.3%	3.0%	14.3%	1.0%	1.5%	
21+	0.0%	3.8%	3.7%	0.0%	4.4%	4.4%	0.0%	3.4%	3.3%	
Total(n)	14	398	618	6	181	271	7	208	335	
Mean	3.36	3.12	3.07	3.33	3.23	3.18	3.29	3.03	2.98	
Standard deviation	1.08	1.39	1.39	1.03	1.44	1.42	1.25	1.36	1.38	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	0.17	0.21	-	0.07	0.11	-	0.19	0.22	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	10.0%	10.3%	0.0%	9.8%	10.3%	0.0%	10.6%	10.7%	
1-4	14.3%	12.0%	14.5%	16.7%	10.4%	13.9%	14.3%	12.5%	14.3%	
5-8	21.4%	22.3%	22.1%	16.7%	26.2%	24.9%	28.6%	19.2%	20.2%	
9-12	35.7%	24.8%	24.5%	50.0%	27.3%	27.1%	28.6%	23.6%	23.2%	
13-16	14.3%	14.3%	13.5%	16.7%	11.5%	10.3%	0.0%	15.4%	15.2%	
17-20	14.3%	9.5%	8.2%	0.0%	7.7%	7.0%	28.6%	11.1%	8.9%	
21+	0.0%	7.3%	6.9%	0.0%	7.1%	6.6%	0.0%	7.7%	7.4%	
Total(n)	14	400	621	6	183	273	7	208	336	
Mean	3.93	3.79	3.69	3.67	3.72	3.60	4.00	3.85	3.74	
Standard deviation	1.27	1.66	1.65	1.03	1.60	1.60	1.53	1.71	1.69	
Significance	-			-			-			
Effect size	-	0.08	0.15	-	-0.03	0.04	-	0.09	0.15	
<b>Advising or counseling students</b>										
None	0.0%	5.8%	6.6%	0.0%	5.5%	5.9%	0.0%	5.8%	7.2%	
1-4	64.3%	55.9%	57.5%	66.7%	56.6%	58.7%	57.1%	54.6%	56.1%	
5-8	28.6%	24.2%	23.5%	33.3%	25.3%	24.0%	28.6%	24.2%	23.6%	
9-12	7.1%	9.1%	7.9%	0.0%	8.2%	8.1%	14.3%	10.1%	8.1%	
13-16	0.0%	1.8%	1.5%	0.0%	0.5%	0.7%	0.0%	2.4%	1.8%	
17-20	0.0%	1.3%	1.1%	0.0%	1.6%	1.1%	0.0%	1.0%	1.2%	
21+	0.0%	2.0%	1.8%	0.0%	2.2%	1.5%	0.0%	1.9%	2.1%	
Total(n)	14	397	617	6	182	271	7	207	335	
Mean	2.43	2.57	2.51	2.33	2.55	2.48	2.57	2.59	2.53	
Standard deviation	0.65	1.10	1.06	0.52	1.09	1.00	0.79	1.10	1.11	
Significance	-			-			-			
Effect size	-	-0.13	-0.08	-	-0.20	-0.15	-	-0.02	0.04	
<b>Committee work and meetings</b>										
None	0.0%	0.5%	0.6%	0.0%	1.1%	1.1%	0.0%	0.0%	0.3%	
1-4	28.6%	27.7%	28.9%	33.3%	32.2%	32.1%	28.6%	23.6%	25.9%	
5-8	28.6%	28.2%	28.6%	33.3%	27.8%	29.5%	28.6%	28.4%	28.0%	
9-12	28.6%	21.7%	19.8%	33.3%	21.7%	19.0%	14.3%	21.6%	20.2%	
13-16	7.1%	8.3%	9.1%	0.0%	6.7%	7.8%	14.3%	9.6%	10.1%	
17-20	7.1%	5.0%	6.2%	0.0%	3.9%	5.6%	14.3%	6.3%	6.8%	
21+	0.0%	8.6%	6.8%	0.0%	6.7%	4.9%	0.0%	10.6%	8.6%	
Total(n)	14	397	616	6	180	268	7	208	336	
Mean	3.36	3.59	3.54	3.00	3.39	3.37	3.57	3.78	3.69	
Standard deviation	1.22	1.53	1.50	0.89	1.46	1.42	1.51	1.58	1.55	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.27	-0.26	-	-0.13	-0.08	
<b>Research and scholarly writing</b>										
None	28.6%	25.0%	24.2%	33.3%	24.0%	22.7%	28.6%	26.4%	25.9%	
1-4	57.1%	45.8%	44.9%	50.0%	42.6%	41.0%	71.4%	48.1%	47.6%	
5-8	14.3%	17.3%	17.1%	16.7%	19.1%	19.4%	0.0%	14.9%	14.6%	
9-12	0.0%	8.0%	8.5%	0.0%	8.7%	9.9%	0.0%	7.7%	7.7%	
13-16	0.0%	1.3%	2.6%	0.0%	1.6%	2.9%	0.0%	1.0%	2.4%	
17-20	0.0%	0.8%	0.8%	0.0%	1.1%	1.1%	0.0%	0.5%	0.6%	
21+	0.0%	2.0%	1.9%	0.0%	2.7%	2.9%	0.0%	1.4%	1.2%	
Total(n)	14	400	621	6	183	273	7	208	336	
Mean	1.86	2.25	2.31	1.83	2.36	2.44	1.71	2.16	2.20	
Standard deviation	0.66	1.19	1.23	0.75	1.29	1.34	0.49	1.11	1.13	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	-0.33	-0.37	-	-0.41	-0.46	-	-0.41	-0.43	
<b>Other creative products/performances</b>										
None	78.6%	73.0%	72.1%	83.3%	70.2%	69.7%	85.7%	75.4%	74.3%	
1-4	14.3%	19.1%	19.1%	16.7%	19.9%	19.9%	0.0%	18.4%	18.3%	
5-8	0.0%	4.3%	5.2%	0.0%	6.1%	7.1%	0.0%	2.9%	3.6%	
9-12	0.0%	2.3%	2.1%	0.0%	2.2%	2.2%	0.0%	2.4%	2.1%	
13-16	0.0%	0.5%	0.7%	0.0%	1.1%	0.7%	0.0%	0.0%	0.6%	
17-20	7.1%	0.3%	0.3%	0.0%	0.0%	0.0%	14.3%	0.5%	0.6%	
21+	0.0%	0.5%	0.5%	0.0%	0.6%	0.4%	0.0%	0.5%	0.6%	
Total(n)	14	397	613	6	181	267	7	207	334	
Mean	1.50	1.41	1.43	1.17	1.46	1.46	1.71	1.37	1.41	
Standard deviation	1.34	0.85	0.88	0.41	0.90	0.85	1.89	0.82	0.90	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	-0.32	-0.34	-	0.41	0.33	
<b>Community or public service</b>										
None	64.3%	31.6%	30.3%	66.7%	31.9%	31.4%	57.1%	31.1%	29.6%	
1-4	28.6%	51.5%	52.5%	33.3%	50.5%	49.8%	28.6%	52.4%	54.7%	
5-8	7.1%	10.9%	10.6%	0.0%	11.5%	12.2%	14.3%	10.2%	9.4%	
9-12	0.0%	4.3%	4.2%	0.0%	4.9%	5.2%	0.0%	3.9%	3.3%	
13-16	0.0%	0.8%	1.0%	0.0%	0.5%	0.7%	0.0%	1.0%	1.2%	
17-20	0.0%	0.5%	0.8%	0.0%	0.5%	0.4%	0.0%	0.5%	1.2%	
21+	0.0%	0.5%	0.5%	0.0%	0.0%	0.4%	0.0%	1.0%	0.6%	
Total(n)	14	396	613	6	182	271	7	206	331	
Mean	1.43	1.95	1.97	1.33	1.93	1.97	1.57	1.97	1.98	
Standard deviation	0.65	0.93	0.96	0.52	0.88	0.93	0.79	0.99	0.99	
Significance	-	*	*	-			-			
Effect size	-	-0.56	-0.56	-	-0.68	-0.69	-	-0.40	-0.41	
<b>Outside consulting/freelance work</b>										
None	85.7%	74.1%	75.3%	83.3%	75.3%	77.5%	85.7%	74.4%	74.8%	
1-4	14.3%	18.3%	17.9%	16.7%	15.9%	14.0%	14.3%	18.8%	19.5%	
5-8	0.0%	4.5%	3.9%	0.0%	5.5%	4.8%	0.0%	3.9%	3.3%	
9-12	0.0%	1.8%	1.6%	0.0%	2.2%	2.2%	0.0%	1.4%	1.2%	
13-16	0.0%	0.8%	0.8%	0.0%	0.5%	1.1%	0.0%	1.0%	0.6%	
17-20	0.0%	0.5%	0.3%	0.0%	0.5%	0.4%	0.0%	0.5%	0.3%	
21+	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Total(n)	14	398	616	6	182	271	7	207	333	
Mean	1.14	1.38	1.36	1.17	1.38	1.37	1.14	1.37	1.35	
Standard deviation	0.36	0.79	0.79	0.41	0.81	0.82	0.38	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.30	-0.28	-	-0.26	-0.24	-	-0.29	-0.27	
<b>Household/childcare duties</b>										
None	7.1%	9.0%	10.0%	16.7%	13.9%	14.1%	0.0%	4.4%	6.4%	
1-4	0.0%	13.6%	12.5%	0.0%	13.3%	12.6%	0.0%	13.8%	12.5%	
5-8	21.4%	19.7%	18.9%	16.7%	21.7%	19.7%	28.6%	18.2%	18.3%	
9-12	28.6%	17.9%	17.9%	33.3%	16.7%	17.8%	28.6%	19.7%	18.6%	
13-16	7.1%	10.5%	10.4%	16.7%	14.4%	13.4%	0.0%	7.4%	8.2%	
17-20	7.1%	8.7%	9.2%	0.0%	8.3%	8.9%	14.3%	8.4%	9.1%	
21+	28.6%	20.7%	21.1%	16.7%	11.7%	13.4%	28.6%	28.1%	26.8%	
Total(n)	14	391	608	6	180	269	7	203	328	
Mean	4.64	4.16	4.18	4.00	3.76	3.84	4.86	4.49	4.45	
Standard deviation	1.91	1.96	1.98	2.00	1.87	1.91	1.77	1.96	1.98	

Civic Minded Practice

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	0.24	0.23	-	0.13	0.08	-	0.19	0.21	
<b>Serving as a caregiver for another adult</b>										
None	92.9%	82.8%	81.5%	100.0%	87.3%	87.4%	85.7%	79.7%	77.4%	
1-4	7.1%	8.1%	10.0%	0.0%	6.6%	7.1%	14.3%	9.2%	12.3%	
5-8	0.0%	3.8%	3.9%	0.0%	3.9%	4.1%	0.0%	3.4%	3.6%	
9-12	0.0%	2.8%	2.3%	0.0%	1.7%	1.1%	0.0%	3.9%	3.0%	
13-16	0.0%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	1.0%	0.9%	
17-20	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.3%	
21+	0.0%	1.8%	1.6%	0.0%	0.6%	0.4%	0.0%	2.4%	2.4%	
Total(n)	14	396	612	6	181	269	7	207	332	
Mean	1.07	1.38	1.37	1.00	1.23	1.21	1.14	1.48	1.48	
Standard deviation	0.27	1.06	1.02	0.00	0.72	0.65	0.38	1.22	1.18	
Significance	-			-			-			
Effect size	-	-0.29	-0.29	-	-0.32	-0.32	-	-0.28	-0.29	
<b>Other employment outside of academia</b>										
None	85.7%	87.3%	87.0%	83.3%	87.7%	87.5%	85.7%	86.3%	86.7%	
1-4	7.1%	6.4%	7.1%	16.7%	7.3%	7.6%	0.0%	5.9%	6.3%	
5-8	0.0%	2.8%	3.0%	0.0%	2.2%	2.3%	0.0%	3.4%	3.6%	
9-12	0.0%	2.0%	1.5%	0.0%	2.8%	2.3%	0.0%	1.5%	0.9%	
13-16	0.0%	0.8%	0.8%	0.0%	0.0%	0.4%	0.0%	1.5%	1.2%	
17-20	7.1%	0.5%	0.3%	0.0%	0.0%	0.0%	14.3%	1.0%	0.6%	
21+	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.5%	0.6%	
Total(n)	14	393	608	6	179	264	7	205	332	
Mean	1.43	1.25	1.24	1.17	1.20	1.20	1.71	1.31	1.28	
Standard deviation	1.34	0.80	0.77	0.41	0.61	0.63	1.89	0.94	0.88	
Significance	-			-			-			
Effect size	-	0.23	0.25	-	-0.05	-0.05	-	0.43	0.49	
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>										
None	7.7%	3.6%	2.6%	0.0%	1.1%	1.1%	14.3%	5.4%	3.6%	
1-4	7.7%	27.3%	25.6%	0.0%	18.2%	17.7%	14.3%	34.6%	31.8%	
5-8	46.2%	30.4%	32.2%	60.0%	31.3%	31.7%	28.6%	29.8%	32.4%	
9-12	7.7%	21.1%	21.8%	0.0%	27.8%	27.2%	14.3%	16.1%	17.9%	
13-16	0.0%	9.3%	9.1%	0.0%	12.5%	12.1%	0.0%	6.3%	6.7%	
17-20	15.4%	4.4%	4.6%	20.0%	4.0%	5.3%	14.3%	4.9%	4.2%	
21+	15.4%	3.9%	4.0%	20.0%	5.1%	4.9%	14.3%	2.9%	3.3%	
Total(n)	13	388	605	5	176	265	7	205	330	
Mean	3.92	3.34	3.39	4.40	3.65	3.67	3.71	3.10	3.18	
Standard deviation	1.93	1.38	1.36	1.95	1.33	1.34	2.14	1.37	1.34	
Significance	-			-			-			
Effect size	-	0.42	0.39	-	0.56	0.54	-	0.45	0.40	
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	100.0%	86.7%	88.0%	100.0%	86.7%	87.9%	100.0%	86.7%	88.3%	
Occasionally	0.0%	3.3%	3.7%	0.0%	3.9%	4.9%	0.0%	3.0%	2.8%	
Not at All	0.0%	9.9%	8.3%	0.0%	9.4%	7.2%	0.0%	10.3%	8.9%	
Total(n)	14	392	602	6	180	265	7	203	325	
Mean	3.00	2.77	2.80	3.00	2.77	2.81	3.00	2.76	2.79	
Standard deviation	0.00	0.61	0.57	0.00	0.61	0.55	0.00	0.62	0.59	
Significance	-			-			-			
Effect size	-	0.38	0.35	-	0.38	0.35	-	0.39	0.36	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>Support their opinions with a logical argument</b>										
Frequently	71.4%	74.4%	74.4%	83.3%	70.9%	71.4%	71.4%	78.0%	77.2%	
Occasionally	28.6%	15.9%	17.4%	16.7%	19.8%	21.2%	28.6%	12.0%	14.2%	
Not at All	0.0%	9.7%	8.3%	0.0%	9.3%	7.4%	0.0%	10.0%	8.6%	
Total(n)	14	391	605	6	182	269	7	200	324	
Mean	2.71	2.65	2.66	2.83	2.62	2.64	2.71	2.68	2.69	
Standard deviation	0.47	0.65	0.62	0.41	0.65	0.62	0.49	0.65	0.62	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.32	0.31	-	0.05	0.03	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	85.7%	67.3%	69.9%	83.3%	61.9%	66.0%	85.7%	72.8%	73.5%	
Occasionally	14.3%	24.8%	22.4%	16.7%	30.4%	26.5%	14.3%	19.3%	18.8%	
Not at All	0.0%	7.9%	7.8%	0.0%	7.7%	7.5%	0.0%	7.9%	7.7%	
Total(n)	14	391	604	6	181	268	7	202	325	
Mean	2.86	2.59	2.62	2.83	2.54	2.59	2.86	2.65	2.66	
Standard deviation	0.36	0.63	0.63	0.41	0.64	0.63	0.38	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.43	0.38	-	0.45	0.38	-	0.34	0.32	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently	57.1%	65.7%	67.4%	83.3%	60.0%	62.0%	42.9%	71.8%	72.4%	
Occasionally	35.7%	24.3%	22.7%	16.7%	32.2%	30.1%	42.9%	16.3%	16.3%	
Not at All	7.1%	10.0%	9.9%	0.0%	7.8%	7.9%	14.3%	11.9%	11.3%	
Total(n)	14	391	604	6	180	266	7	202	326	
Mean	2.50	2.56	2.57	2.83	2.52	2.54	2.29	2.60	2.61	
Standard deviation	0.65	0.67	0.67	0.41	0.64	0.64	0.76	0.69	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	0.48	0.45	-	-0.45	-0.47	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	64.3%	64.3%	66.2%	83.3%	59.1%	61.2%	42.9%	68.3%	69.9%	
Occasionally	28.6%	25.0%	23.9%	16.7%	30.9%	30.2%	42.9%	20.3%	19.3%	
Not at All	7.1%	10.7%	9.9%	0.0%	9.9%	8.6%	14.3%	11.4%	10.7%	
Total(n)	14	392	606	6	181	268	7	202	326	
Mean	2.57	2.54	2.56	2.83	2.49	2.53	2.29	2.57	2.59	
Standard deviation	0.65	0.68	0.67	0.41	0.67	0.65	0.76	0.69	0.68	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.51	0.46	-	-0.41	-0.44	
<b>Take risks for potential gains</b>										
Frequently	14.3%	35.1%	35.5%	33.3%	30.2%	31.6%	0.0%	38.6%	38.3%	
Occasionally	57.1%	43.1%	43.5%	50.0%	48.6%	48.5%	71.4%	39.1%	40.1%	
Not at All	28.6%	21.8%	20.9%	16.7%	21.2%	19.9%	28.6%	22.3%	21.6%	
Total(n)	14	390	602	6	179	266	7	202	324	
Mean	1.86	2.13	2.15	2.17	2.09	2.12	1.71	2.16	2.17	
Standard deviation	0.66	0.74	0.74	0.75	0.71	0.71	0.49	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.36	-0.39	-	0.11	0.07	-	-0.59	-0.61	
<b>Seek alternative solutions to a problem</b>										
Frequently	42.9%	59.8%	58.9%	66.7%	56.9%	56.2%	28.6%	63.2%	61.5%	
Occasionally	57.1%	31.2%	32.8%	33.3%	33.7%	35.6%	71.4%	28.4%	30.4%	
Not at All	0.0%	9.0%	8.3%	0.0%	9.4%	8.2%	0.0%	8.5%	8.1%	
Total(n)	14	391	601	6	181	267	7	201	322	
Mean	2.43	2.51	2.51	2.67	2.48	2.48	2.29	2.55	2.53	
Standard deviation	0.51	0.66	0.65	0.52	0.66	0.64	0.49	0.65	0.64	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Effect size	-	-0.12	-0.12	-	0.29	0.30	-	-0.40	-0.38	
<b>Look up scientific research articles and resources</b>										
Frequently	53.8%	57.0%	55.7%	83.3%	56.4%	53.0%	33.3%	58.0%	58.1%	
Occasionally	46.2%	27.1%	28.2%	16.7%	29.1%	32.3%	66.7%	24.5%	24.5%	
Not at All	0.0%	16.0%	16.2%	0.0%	14.5%	14.7%	0.0%	17.5%	17.4%	
Total(n)	13	388	600	6	179	266	6	200	322	
Mean	2.54	2.41	2.40	2.83	2.42	2.38	2.33	2.41	2.41	
Standard deviation	0.52	0.75	0.75	0.41	0.73	0.73	0.52	0.77	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.17	0.19	-	0.56	0.62	-	-0.10	-0.10	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	21.4%	49.1%	51.1%	50.0%	48.6%	50.0%	0.0%	49.8%	52.0%	
Occasionally	71.4%	40.2%	39.1%	33.3%	42.0%	41.8%	100.0%	38.3%	37.2%	
Not at All	7.1%	10.7%	9.8%	16.7%	9.4%	8.2%	0.0%	11.9%	10.8%	
Total(n)	14	391	603	6	181	268	7	201	323	
Mean	2.14	2.38	2.41	2.33	2.39	2.42	2.00	2.38	2.41	
Standard deviation	0.53	0.67	0.66	0.82	0.65	0.64	0.00	0.69	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.36	-0.41	-	-0.09	-0.14	-	-0.55	-0.60	
<b>Accept mistakes as part of the learning process</b>										
Frequently	85.7%	71.2%	72.0%	83.3%	68.0%	69.0%	85.7%	73.3%	74.1%	
Occasionally	14.3%	20.2%	20.4%	16.7%	23.2%	23.5%	14.3%	18.3%	18.5%	
Not at All	0.0%	8.7%	7.6%	0.0%	8.8%	7.5%	0.0%	8.4%	7.4%	
Total(n)	14	392	604	6	181	268	7	202	324	
Mean	2.86	2.63	2.64	2.83	2.59	2.62	2.86	2.65	2.67	
Standard deviation	0.36	0.64	0.62	0.41	0.65	0.62	0.38	0.63	0.61	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.36	0.35	-	0.37	0.34	-	0.33	0.31	
<b>Recognize biases that affect their thinking</b>										
Frequently	50.0%	53.3%	55.6%	83.3%	49.7%	51.9%	28.6%	56.4%	58.5%	
Occasionally	42.9%	33.9%	31.7%	16.7%	35.9%	34.0%	57.1%	32.2%	30.0%	
Not at All	7.1%	12.8%	12.8%	0.0%	14.4%	14.2%	14.3%	11.4%	11.5%	
Total(n)	14	392	603	6	181	268	7	202	323	
Mean	2.43	2.41	2.43	2.83	2.35	2.38	2.14	2.45	2.47	
Standard deviation	0.65	0.71	0.71	0.41	0.72	0.72	0.69	0.69	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.00	-	0.67	0.63	-	-0.45	-0.48	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	57.1%	62.3%	63.2%	33.3%	50.8%	52.8%	71.4%	72.2%	71.3%	
Occasionally	42.9%	29.4%	28.1%	66.7%	37.6%	34.2%	28.6%	22.0%	23.2%	
Not at All	0.0%	8.4%	8.7%	0.0%	11.6%	13.0%	0.0%	5.9%	5.5%	
Total(n)	14	395	609	6	181	269	7	205	328	
Mean	2.57	2.54	2.55	2.33	2.39	2.40	2.71	2.66	2.66	
Standard deviation	0.51	0.65	0.65	0.52	0.69	0.71	0.49	0.58	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.03	-	-0.09	-0.10	-	0.09	0.09	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	21.4%	49.7%	52.1%	16.7%	39.4%	41.4%	14.3%	58.0%	60.1%	
Occasionally	64.3%	36.0%	35.0%	83.3%	42.2%	41.4%	57.1%	30.7%	30.2%	
Not at All	14.3%	14.2%	12.8%	0.0%	18.3%	17.2%	28.6%	11.2%	9.8%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	394	608	6	180	268	7	205	328	
Mean	2.07	2.36	2.39	2.17	2.21	2.24	1.86	2.47	2.50	
Standard deviation	0.62	0.72	0.70	0.41	0.73	0.73	0.69	0.69	0.67	
Significance	-			-			-	*	*	
Effect size	-	-0.40	-0.46	-	-0.05	-0.10	-	-0.88	-0.96	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	50.0%	48.1%	49.7%	50.0%	43.3%	43.3%	42.9%	51.5%	54.0%	
Occasionally	42.9%	39.9%	38.0%	50.0%	42.2%	42.2%	42.9%	38.2%	35.1%	
Not at All	7.1%	12.0%	12.3%	0.0%	14.4%	14.6%	14.3%	10.3%	11.0%	
Total(n)	14	393	608	6	180	268	7	204	328	
Mean	2.43	2.36	2.37	2.50	2.29	2.29	2.29	2.41	2.43	
Standard deviation	0.65	0.69	0.69	0.55	0.71	0.71	0.76	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.30	0.30	-	-0.18	-0.21	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	50.0%	28.5%	27.2%	66.7%	38.1%	34.9%	28.6%	20.9%	21.6%	
Occasionally	42.9%	31.6%	30.7%	16.7%	28.7%	27.9%	71.4%	34.5%	33.1%	
Not at All	7.1%	39.9%	42.1%	16.7%	33.1%	37.2%	0.0%	44.7%	45.3%	
Total(n)	14	396	610	6	181	269	7	206	329	
Mean	2.43	1.89	1.85	2.50	2.05	1.98	2.29	1.76	1.76	
Standard deviation	0.65	0.82	0.82	0.84	0.85	0.85	0.49	0.78	0.78	
Significance	-	*	**	-			-			
Effect size	-	0.66	0.71	-	0.53	0.61	-	0.68	0.68	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	42.9%	72.2%	74.6%	33.3%	68.9%	70.4%	57.1%	74.9%	78.0%	
Most	21.4%	15.7%	13.7%	33.3%	16.1%	13.9%	0.0%	15.0%	13.1%	
Some	28.6%	8.8%	8.7%	33.3%	12.2%	12.4%	28.6%	6.3%	6.1%	
None	7.1%	3.3%	3.0%	0.0%	2.8%	3.4%	14.3%	3.9%	2.7%	
Total(n)	14	396	607	6	180	267	7	207	328	
Mean	3.00	3.57	3.60	3.00	3.51	3.51	3.00	3.61	3.66	
Standard deviation	1.04	0.79	0.77	0.89	0.82	0.84	1.29	0.77	0.71	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.72	-0.78	-	-0.62	-0.61	-	-0.79	-0.93	
<b>Cooperative learning (small groups)</b>										
All	42.9%	49.0%	52.1%	33.3%	40.6%	41.6%	57.1%	56.5%	60.8%	
Most	14.3%	21.5%	20.4%	16.7%	21.1%	20.2%	0.0%	20.8%	19.8%	
Some	42.9%	24.7%	21.9%	50.0%	32.2%	30.0%	42.9%	18.8%	15.8%	
None	0.0%	4.8%	5.6%	0.0%	6.1%	8.2%	0.0%	3.9%	3.6%	
Total(n)	14	396	608	6	180	267	7	207	329	
Mean	3.00	3.15	3.19	2.83	2.96	2.95	3.14	3.30	3.38	
Standard deviation	0.96	0.95	0.96	0.98	0.99	1.02	1.07	0.91	0.88	
Significance	-			-			-			
Effect size	-	-0.16	-0.20	-	-0.13	-0.12	-	-0.18	-0.27	
<b>Experiential learning/Field studies</b>										
All	7.1%	17.1%	17.2%	0.0%	16.3%	15.5%	14.3%	18.1%	18.6%	
Most	7.1%	16.4%	16.5%	0.0%	15.2%	15.8%	14.3%	17.6%	17.3%	
Some	42.9%	32.7%	32.8%	50.0%	32.0%	32.1%	28.6%	32.4%	32.8%	
None	42.9%	33.8%	33.5%	50.0%	36.5%	36.6%	42.9%	31.9%	31.3%	
Total(n)	14	391	600	6	178	265	7	204	323	
Mean	1.79	2.17	2.17	1.50	2.11	2.10	2.00	2.22	2.23	
Standard deviation	0.89	1.08	1.08	0.55	1.08	1.07	1.15	1.09	1.09	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	-0.35	-0.35	-	-0.56	-0.56	-	-0.20	-0.21	
<b>Performances/Demonstrations</b>										
All	14.3%	15.3%	17.0%	16.7%	13.9%	17.5%	14.3%	15.7%	16.3%	
Most	21.4%	13.2%	13.6%	33.3%	12.2%	12.3%	14.3%	14.2%	14.5%	
Some	7.1%	28.8%	29.4%	16.7%	33.3%	30.6%	0.0%	25.5%	28.6%	
None	57.1%	42.7%	40.0%	33.3%	40.6%	39.6%	71.4%	44.6%	40.6%	
Total(n)	14	393	605	6	180	268	7	204	325	
Mean	1.93	2.01	2.08	2.33	1.99	2.08	1.71	2.01	2.06	
Standard deviation	1.21	1.08	1.10	1.21	1.04	1.10	1.25	1.11	1.10	
Significance	-			-			-			
Effect size	-	-0.07	-0.14	-	0.33	0.23	-	-0.27	-0.32	
<b>Group projects</b>										
All	28.6%	28.2%	27.0%	33.3%	25.8%	24.8%	28.6%	29.1%	28.2%	Student-Centered Pedagogy
Most	35.7%	21.9%	22.0%	33.3%	19.1%	20.3%	28.6%	24.3%	23.0%	
Some	28.6%	32.6%	32.9%	33.3%	37.1%	35.0%	28.6%	30.1%	32.2%	
None	7.1%	17.3%	18.0%	0.0%	18.0%	19.9%	14.3%	16.5%	16.6%	
Total(n)	14	393	604	6	178	266	7	206	326	
Mean	2.86	2.61	2.58	3.00	2.53	2.50	2.71	2.66	2.63	
Standard deviation	0.95	1.07	1.07	0.89	1.06	1.07	1.11	1.07	1.06	
Significance	-			-			-			
Effect size	-	0.23	0.26	-	0.44	0.47	-	0.05	0.08	
<b>Extensive lecturing</b>										
All	7.1%	10.4%	11.1%	0.0%	16.7%	16.8%	14.3%	5.4%	6.7%	
Most	42.9%	25.9%	23.6%	33.3%	32.8%	30.6%	42.9%	19.5%	17.8%	
Some	35.7%	40.9%	41.4%	66.7%	35.6%	36.9%	14.3%	44.4%	43.9%	
None	14.3%	22.8%	23.9%	0.0%	15.0%	15.7%	28.6%	30.7%	31.6%	
Total(n)	14	394	606	6	180	268	7	205	326	
Mean	2.43	2.24	2.22	2.33	2.51	2.49	2.43	2.00	2.00	
Standard deviation	0.85	0.92	0.93	0.52	0.94	0.95	1.13	0.85	0.88	
Significance	-			-			-			
Effect size	-	0.21	0.23	-	-0.19	-0.17	-	0.51	0.49	
<b>Multiple drafts of written work</b>										
All	7.1%	12.9%	15.2%	0.0%	9.4%	11.2%	14.3%	15.6%	18.1%	
Most	21.4%	21.0%	19.3%	33.3%	18.2%	18.2%	14.3%	22.9%	19.9%	
Some	42.9%	45.8%	46.3%	33.3%	49.2%	47.2%	42.9%	42.9%	45.4%	
None	28.6%	20.3%	19.3%	33.3%	23.2%	23.4%	28.6%	18.5%	16.6%	
Total(n)	14	395	607	6	181	269	7	205	326	
Mean	2.07	2.27	2.30	2.00	2.14	2.17	2.14	2.36	2.40	
Standard deviation	0.92	0.93	0.95	0.89	0.88	0.91	1.07	0.96	0.97	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.16	-0.19	-	-0.23	-0.27	
<b>Reflective writing/Journaling</b>										
All	7.1%	14.5%	15.7%	0.0%	11.0%	12.0%	14.3%	17.6%	18.7%	Student-Centered Pedagogy
Most	7.1%	16.5%	16.4%	0.0%	11.0%	12.0%	14.3%	20.1%	19.0%	
Some	35.7%	35.8%	34.8%	33.3%	34.8%	32.0%	28.6%	36.8%	37.4%	
None	50.0%	33.2%	33.1%	66.7%	43.1%	44.0%	42.9%	25.5%	24.8%	
Total(n)	14	394	604	6	181	266	7	204	326	
Mean	1.71	2.12	2.15	1.33	1.90	1.92	2.00	2.30	2.32	
Standard deviation	0.91	1.03	1.05	0.52	0.99	1.02	1.15	1.04	1.04	
Significance	-			-			-			
Effect size	-	-0.40	-0.42	-	-0.58	-0.58	-	-0.29	-0.31	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>Community service as part of coursework</b>										Civic Minded Practice
All	0.0%	2.8%	3.5%	0.0%	0.6%	1.5%	0.0%	4.4%	4.6%	
Most	0.0%	7.9%	8.4%	0.0%	6.1%	6.7%	0.0%	9.8%	10.2%	
Some	28.6%	26.7%	25.3%	16.7%	24.4%	23.5%	42.9%	29.9%	27.7%	
None	71.4%	62.6%	62.8%	83.3%	68.9%	68.3%	57.1%	55.9%	57.5%	
Total(n)	14	393	605	6	180	268	7	204	325	
Mean	1.29	1.51	1.53	1.17	1.38	1.41	1.43	1.63	1.62	
Standard deviation	0.47	0.76	0.79	0.41	0.63	0.68	0.53	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.29	-0.30	-	-0.33	-0.35	-	-0.24	-0.22	
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	8.9%	9.8%	0.0%	10.6%	11.6%	0.0%	7.8%	8.6%	
Most	0.0%	14.0%	14.1%	0.0%	13.4%	12.7%	0.0%	14.1%	15.1%	
Some	50.0%	31.0%	28.1%	33.3%	27.9%	25.1%	57.1%	33.2%	30.2%	
None	50.0%	46.1%	48.0%	66.7%	48.0%	50.6%	42.9%	44.9%	46.2%	
Total(n)	14	393	604	6	179	267	7	205	325	
Mean	1.50	1.86	1.86	1.33	1.87	1.85	1.57	1.85	1.86	
Standard deviation	0.52	0.97	1.00	0.52	1.01	1.04	0.53	0.94	0.97	
Significance	-			-			-			
Effect size	-	-0.37	-0.36	-	-0.53	-0.50	-	-0.30	-0.30	
<b>Real-life problems</b>										
All	21.4%	42.1%	43.4%	33.3%	40.2%	37.6%	14.3%	45.0%	49.1%	
Most	21.4%	31.8%	29.9%	0.0%	27.4%	30.1%	28.6%	33.7%	28.4%	
Some	50.0%	20.3%	20.6%	50.0%	24.0%	22.9%	57.1%	17.3%	18.8%	
None	7.1%	5.9%	6.1%	16.7%	8.4%	9.4%	0.0%	4.0%	3.7%	
Total(n)	14	390	602	6	179	266	7	202	324	
Mean	2.57	3.10	3.10	2.50	2.99	2.96	2.57	3.20	3.23	
Standard deviation	0.94	0.92	0.94	1.22	0.99	0.99	0.79	0.86	0.88	
Significance	-	*	*	-			-			
Effect size	-	-0.58	-0.56	-	-0.49	-0.46	-	-0.73	-0.75	
<b>Student inquiry to drive learning</b>										Student-Centered Pedagogy
All	14.3%	28.9%	31.7%	16.7%	25.6%	27.2%	14.3%	32.0%	35.4%	
Most	7.1%	30.1%	31.3%	16.7%	28.9%	29.1%	0.0%	31.1%	32.9%	
Some	71.4%	31.9%	29.3%	50.0%	35.6%	34.7%	85.7%	28.2%	24.7%	
None	7.1%	9.1%	7.7%	16.7%	10.0%	9.0%	0.0%	8.7%	7.0%	
Total(n)	14	395	608	6	180	268	7	206	328	
Mean	2.29	2.79	2.87	2.33	2.70	2.75	2.29	2.86	2.97	
Standard deviation	0.83	0.96	0.95	1.03	0.96	0.96	0.76	0.97	0.94	
Significance	-		*	-			-			
Effect size	-	-0.52	-0.61	-	-0.39	-0.44	-	-0.59	-0.72	
<b>Readings on racial and ethnic issues</b>										
All	0.0%	21.4%	24.5%	0.0%	12.3%	15.4%	0.0%	28.8%	31.7%	
Most	14.3%	15.5%	15.6%	16.7%	12.8%	13.1%	14.3%	18.0%	17.8%	
Some	42.9%	32.3%	30.8%	33.3%	31.8%	31.1%	42.9%	32.2%	30.2%	
None	42.9%	30.8%	29.0%	50.0%	43.0%	40.4%	42.9%	21.0%	20.3%	
Total(n)	14	393	603	6	179	267	7	205	325	
Mean	1.71	2.27	2.36	1.67	1.94	2.03	1.71	2.55	2.61	
Standard deviation	0.73	1.12	1.14	0.82	1.03	1.07	0.76	1.12	1.13	
Significance	-		*	-			-		*	
Effect size	-	-0.50	-0.57	-	-0.26	-0.34	-	-0.75	-0.80	
<b>Readings on women or gender issues</b>										
All	7.1%	18.5%	20.7%	0.0%	11.3%	14.4%	14.3%	24.0%	25.3%	
Most	7.1%	13.1%	13.7%	16.7%	12.4%	11.8%	0.0%	14.2%	15.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Some	28.6%	30.3%	31.3%	33.3%	27.1%	28.5%	28.6%	32.8%	33.3%	
None	57.1%	38.2%	34.3%	50.0%	49.2%	45.2%	57.1%	28.9%	25.6%	
Total(n)	14	390	598	6	177	263	7	204	324	
Mean	1.64	2.12	2.21	1.67	1.86	1.95	1.71	2.33	2.41	
Standard deviation	0.93	1.11	1.13	0.82	1.03	1.07	1.11	1.13	1.12	
Significance	-			-			-			
Effect size	-	-0.43	-0.50	-	-0.18	-0.26	-	-0.55	-0.63	
<b>Supplemental instruction outside of class and office hours</b>										
All	0.0%	13.4%	14.0%	0.0%	11.4%	11.7%	0.0%	15.2%	15.8%	
Most	7.1%	17.7%	17.9%	16.7%	17.0%	18.6%	0.0%	19.1%	17.6%	
Some	71.4%	40.1%	41.2%	66.7%	41.5%	41.7%	71.4%	38.2%	40.6%	
None	21.4%	28.8%	26.9%	16.7%	30.1%	28.0%	28.6%	27.5%	26.0%	
Total(n)	14	389	599	6	176	264	7	204	323	
Mean	1.86	2.16	2.19	2.00	2.10	2.14	1.71	2.22	2.23	
Standard deviation	0.53	0.99	0.99	0.63	0.96	0.96	0.49	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.30	-0.33	-	-0.10	-0.15	-	-0.50	-0.51	
<b>Student presentations</b>										
All	21.4%	23.2%	24.7%	16.7%	17.3%	19.9%	28.6%	27.3%	28.3%	Student-Centered Pedagogy
Most	21.4%	27.7%	26.0%	33.3%	25.7%	24.4%	14.3%	29.3%	27.1%	
Some	50.0%	37.9%	38.8%	50.0%	44.1%	42.5%	42.9%	33.2%	36.0%	
None	7.1%	11.2%	10.4%	0.0%	12.8%	13.2%	14.3%	10.2%	8.6%	
Total(n)	14	393	603	6	179	266	7	205	325	
Mean	2.57	2.63	2.65	2.67	2.47	2.51	2.57	2.74	2.75	
Standard deviation	0.94	0.96	0.97	0.82	0.93	0.96	1.13	0.97	0.96	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	0.22	0.17	-	-0.18	-0.19	
<b>Student evaluations of each others' work</b>										
All	7.1%	9.9%	11.6%	0.0%	9.5%	11.6%	14.3%	10.8%	12.0%	Student-Centered Pedagogy
Most	21.4%	18.9%	18.4%	33.3%	20.1%	18.0%	14.3%	17.6%	18.8%	
Some	50.0%	46.4%	46.1%	50.0%	41.3%	41.2%	42.9%	50.0%	49.1%	
None	21.4%	24.7%	23.9%	16.7%	29.1%	29.2%	28.6%	21.6%	20.1%	
Total(n)	14	392	603	6	179	267	7	204	324	
Mean	2.14	2.14	2.18	2.17	2.10	2.12	2.14	2.18	2.23	
Standard deviation	0.86	0.90	0.93	0.75	0.93	0.96	1.07	0.89	0.91	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.08	0.05	-	-0.04	-0.10	
<b>Grading on a curve</b>										
All	0.0%	4.3%	3.8%	0.0%	6.1%	6.0%	0.0%	2.9%	2.2%	
Most	7.7%	6.9%	6.7%	0.0%	10.6%	8.6%	14.3%	3.9%	5.3%	
Some	46.2%	23.0%	20.8%	50.0%	28.5%	27.0%	42.9%	18.1%	15.8%	
None	46.2%	65.7%	68.7%	50.0%	54.7%	58.4%	42.9%	75.0%	76.8%	
Total(n)	13	391	601	6	179	267	7	204	323	
Mean	1.62	1.50	1.46	1.50	1.68	1.62	1.71	1.35	1.33	
Standard deviation	0.65	0.81	0.78	0.55	0.90	0.88	0.76	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.15	0.21	-	-0.20	-0.14	-	0.51	0.56	
<b>Rubric-based assessment</b>										
All	14.3%	46.3%	47.6%	0.0%	39.4%	38.7%	28.6%	52.2%	55.2%	
Most	35.7%	25.6%	25.7%	33.3%	24.6%	27.2%	42.9%	26.1%	24.1%	
Some	50.0%	23.3%	22.0%	66.7%	31.4%	29.1%	28.6%	16.3%	16.3%	
None	0.0%	4.9%	4.7%	0.0%	4.6%	5.0%	0.0%	5.4%	4.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	387	592	6	175	261	7	203	319	
Mean	2.64	3.13	3.16	2.33	2.99	3.00	3.00	3.25	3.30	
Standard deviation	0.74	0.94	0.93	0.52	0.95	0.94	0.82	0.92	0.90	
Significance	-		*	-			-			
Effect size	-	-0.52	-0.56	-	-0.69	-0.71	-	-0.27	-0.33	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	7.1%	12.8%	12.6%	0.0%	10.1%	7.9%	14.3%	15.2%	16.7%	
Most	0.0%	18.4%	17.5%	0.0%	17.3%	16.5%	0.0%	18.6%	17.3%	
Some	42.9%	38.8%	40.6%	50.0%	37.4%	41.7%	28.6%	39.2%	39.6%	
None	50.0%	30.1%	29.3%	50.0%	35.2%	33.8%	57.1%	27.0%	26.3%	
Total(n)	14	392	601	6	179	266	7	204	323	
Mean	1.64	2.14	2.13	1.50	2.02	1.98	1.71	2.22	2.24	
Standard deviation	0.84	0.99	0.98	0.55	0.97	0.91	1.11	1.01	1.02	
Significance	-			-			-			
Effect size	-	-0.51	-0.50	-	-0.54	-0.53	-	-0.50	-0.52	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	42.9%	51.1%	51.0%	33.3%	43.6%	41.2%	42.9%	57.1%	59.0%	
Occasionally	42.9%	43.0%	43.4%	66.7%	49.2%	51.3%	28.6%	38.0%	36.7%	
Not at All	14.3%	5.9%	5.6%	0.0%	7.3%	7.5%	28.6%	4.9%	4.3%	
Total(n)	14	393	606	6	179	267	7	205	327	
Mean	2.29	2.45	2.45	2.33	2.36	2.34	2.14	2.52	2.55	
Standard deviation	0.73	0.60	0.60	0.52	0.62	0.61	0.90	0.59	0.58	
Significance	-			-			-			
Effect size	-	-0.27	-0.27	-	-0.05	-0.02	-	-0.64	-0.71	
<b>Simulations/animations</b>										
Frequently	14.3%	18.5%	18.6%	16.7%	16.7%	17.9%	14.3%	20.5%	19.3%	
Occasionally	35.7%	43.4%	44.6%	50.0%	47.2%	45.9%	14.3%	41.0%	43.9%	
Not at All	50.0%	38.1%	36.8%	33.3%	36.1%	36.2%	71.4%	38.5%	36.8%	
Total(n)	14	394	606	6	180	268	7	205	326	
Mean	1.64	1.80	1.82	1.83	1.81	1.82	1.43	1.82	1.83	
Standard deviation	0.74	0.73	0.72	0.75	0.70	0.71	0.79	0.75	0.73	
Significance	-			-			-			
Effect size	-	-0.22	-0.25	-	0.03	0.01	-	-0.52	-0.55	
<b>Online homework or virtual labs</b>										
Frequently	42.9%	40.5%	39.8%	50.0%	40.8%	36.7%	28.6%	38.5%	41.1%	
Occasionally	21.4%	38.9%	37.7%	0.0%	36.3%	35.2%	42.9%	42.4%	40.5%	
Not at All	35.7%	20.6%	22.5%	50.0%	22.9%	28.1%	28.6%	19.0%	18.4%	
Total(n)	14	393	605	6	179	267	7	205	326	
Mean	2.07	2.20	2.17	2.00	2.18	2.09	2.00	2.20	2.23	
Standard deviation	0.92	0.76	0.77	1.10	0.78	0.80	0.82	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.17	-0.13	-	-0.23	-0.11	-	-0.27	-0.31	
<b>Online discussion boards</b>										
Frequently	7.7%	32.6%	32.7%	16.7%	26.1%	24.6%	0.0%	37.6%	39.0%	
Occasionally	46.2%	44.3%	43.3%	50.0%	45.0%	44.8%	42.9%	44.4%	42.3%	
Not at All	46.2%	23.2%	24.0%	33.3%	28.9%	30.6%	57.1%	18.0%	18.7%	
Total(n)	13	393	605	6	180	268	7	205	326	
Mean	1.62	2.09	2.09	1.83	1.97	1.94	1.43	2.20	2.20	
Standard deviation	0.65	0.74	0.75	0.75	0.74	0.74	0.53	0.72	0.73	
Significance	-	*	*	-			-	**	**	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Effect size	-	-0.64	-0.63	-	-0.19	-0.15	-	-1.07	-1.05	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	8.4%	8.6%	0.0%	7.8%	8.6%	0.0%	8.8%	8.6%	
Occasionally	21.4%	25.6%	23.6%	16.7%	20.0%	20.5%	28.6%	30.2%	26.0%	
Not at All	78.6%	66.0%	67.9%	83.3%	72.2%	70.9%	71.4%	61.0%	65.4%	
Total(n)	14	394	607	6	180	268	7	205	327	
Mean	1.21	1.42	1.41	1.17	1.36	1.38	1.29	1.48	1.43	
Standard deviation	0.43	0.64	0.64	0.41	0.62	0.64	0.49	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.33	-0.31	-	-0.31	-0.33	-	-0.29	-0.22	
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>										
<b>Felt confident in your ability to provide effective instruction exclusively online</b>										
To a Very Large Extent	14.3%	25.6%	27.1%	16.7%	23.1%	22.6%	14.3%	27.6%	30.3%	
To a Large Extent	21.4%	35.0%	34.3%	0.0%	31.9%	31.5%	42.9%	38.4%	37.3%	
To Some Extent	57.1%	28.2%	26.9%	66.7%	31.9%	31.9%	42.9%	24.6%	22.6%	
To a Small Extent	0.0%	7.1%	8.2%	0.0%	8.8%	10.4%	0.0%	5.4%	6.4%	
Not at All	7.1%	4.1%	3.4%	16.7%	4.4%	3.7%	0.0%	3.9%	3.4%	
Total(n)	14	394	609	6	182	270	7	203	327	
Mean	3.36	3.71	3.73	3.00	3.60	3.59	3.71	3.80	3.85	
Standard deviation	1.01	1.05	1.05	1.26	1.07	1.06	0.76	1.03	1.03	
Significance	-			-			-			
Effect size	-	-0.33	-0.35	-	-0.56	-0.56	-	-0.09	-0.14	
<b>Were concerned about your job security</b>										
To a Very Large Extent	0.0%	5.3%	7.5%	0.0%	5.5%	6.7%	0.0%	4.9%	8.2%	
To a Large Extent	0.0%	5.3%	5.4%	0.0%	6.0%	6.3%	0.0%	4.9%	4.8%	
To Some Extent	7.1%	14.6%	15.0%	0.0%	12.6%	11.9%	14.3%	15.1%	17.0%	
To a Small Extent	21.4%	21.0%	21.2%	33.3%	19.8%	19.3%	14.3%	22.9%	22.7%	
Not at All	71.4%	53.8%	50.8%	66.7%	56.0%	55.9%	71.4%	52.2%	47.3%	
Total(n)	14	396	612	6	182	270	7	205	330	
Mean	1.36	1.87	1.98	1.33	1.85	1.89	1.43	1.87	2.04	
Standard deviation	0.63	1.17	1.25	0.52	1.19	1.23	0.79	1.14	1.26	
Significance	-			-			-			
Effect size	-	-0.44	-0.50	-	-0.44	-0.46	-	-0.39	-0.48	
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>										
To a Very Large Extent	7.1%	31.6%	31.1%	0.0%	26.4%	26.8%	14.3%	36.1%	34.5%	
To a Large Extent	42.9%	19.9%	19.1%	33.3%	21.4%	19.7%	57.1%	19.0%	18.8%	
To Some Extent	21.4%	23.2%	24.2%	33.3%	22.5%	24.2%	14.3%	23.9%	24.5%	
To a Small Extent	21.4%	10.6%	9.8%	16.7%	12.1%	11.5%	14.3%	8.3%	7.6%	
Not at All	7.1%	14.6%	15.7%	16.7%	17.6%	17.8%	0.0%	12.7%	14.5%	
Total(n)	14	396	611	6	182	269	7	205	330	
Mean	3.21	3.43	3.40	2.83	3.27	3.26	3.71	3.58	3.51	
Standard deviation	1.12	1.40	1.42	1.17	1.43	1.43	0.95	1.38	1.40	
Significance	-			-			-			
Effect size	-	-0.16	-0.13	-	-0.31	-0.30	-	0.09	0.14	
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>										
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>										
Strongly Agree	71.4%	59.7%	59.9%	50.0%	57.2%	57.1%	85.7%	62.2%	62.6%	
Agree	14.3%	34.6%	32.7%	33.3%	35.0%	34.6%	0.0%	33.8%	30.8%	
Disagree	14.3%	3.8%	5.5%	16.7%	5.0%	6.4%	14.3%	3.0%	4.7%	
Strongly Disagree	0.0%	1.8%	1.8%	0.0%	2.8%	1.9%	0.0%	1.0%	1.9%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	390	599	6	180	266	7	201	321	
Mean	3.57	3.52	3.51	3.33	3.47	3.47	3.71	3.57	3.54	
Standard deviation	0.76	0.66	0.69	0.82	0.72	0.70	0.76	0.60	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	-0.19	-0.20	-	0.23	0.25	
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>										
Strongly Agree	50.0%	47.5%	47.6%	50.0%	45.2%	47.5%	57.1%	50.8%	48.4%	
Agree	14.3%	33.0%	30.6%	16.7%	33.3%	28.5%	14.3%	32.7%	32.2%	
Disagree	28.6%	12.7%	12.4%	16.7%	13.6%	14.1%	28.6%	11.1%	10.6%	
Strongly Disagree	7.1%	6.8%	9.4%	16.7%	7.9%	9.9%	0.0%	5.5%	8.8%	
Total(n)	14	385	595	6	177	263	7	199	320	
Mean	3.07	3.21	3.16	3.00	3.16	3.14	3.29	3.29	3.20	
Standard deviation	1.07	0.91	0.98	1.26	0.94	1.00	0.95	0.87	0.95	
Significance	-			-			-			
Effect size	-	-0.15	-0.09	-	-0.17	-0.14	-	0.00	0.09	
<b>I had access to effective tech support while teaching remotely</b>										
Strongly Agree	16.7%	39.8%	40.3%	0.0%	32.2%	34.2%	28.6%	46.1%	45.0%	
Agree	41.7%	39.8%	41.1%	60.0%	41.8%	43.1%	28.6%	38.7%	40.1%	
Disagree	41.7%	14.1%	13.8%	40.0%	17.5%	16.5%	42.9%	11.3%	11.5%	
Strongly Disagree	0.0%	6.2%	4.7%	0.0%	8.5%	6.2%	0.0%	3.9%	3.4%	
Total(n)	12	389	593	5	177	260	7	204	322	
Mean	2.75	3.13	3.17	2.60	2.98	3.05	2.86	3.27	3.27	
Standard deviation	0.75	0.88	0.84	0.55	0.92	0.87	0.90	0.81	0.80	
Significance	-			-			-			
Effect size	-	-0.43	-0.50	-	-0.41	-0.52	-	-0.51	-0.51	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Campus leadership provided an appropriate response to the pandemic</b>										
Strongly Agree	35.7%	40.6%	37.1%	33.3%	38.5%	35.3%	28.6%	42.2%	38.7%	
Somewhat Agree	57.1%	42.6%	44.2%	50.0%	42.3%	44.5%	71.4%	43.2%	44.1%	
Somewhat Disagree	7.1%	11.6%	12.5%	16.7%	12.1%	11.8%	0.0%	11.2%	12.9%	
Strongly Disagree	0.0%	5.3%	6.2%	0.0%	7.1%	8.5%	0.0%	3.4%	4.2%	
Total(n)	14	397	617	6	182	272	7	206	333	
Mean	3.29	3.18	3.12	3.17	3.12	3.07	3.29	3.24	3.17	
Standard deviation	0.61	0.84	0.85	0.75	0.88	0.90	0.49	0.78	0.81	
Significance	-			-			-			
Effect size	-	0.13	0.20	-	0.06	0.11	-	0.06	0.15	
<b>Faculty in my department were adequately prepared for teaching remotely</b>										
Strongly Agree	15.4%	17.0%	17.2%	16.7%	16.0%	14.5%	0.0%	17.6%	19.1%	
Somewhat Agree	38.5%	44.4%	43.0%	16.7%	43.1%	44.2%	66.7%	45.1%	42.1%	
Somewhat Disagree	38.5%	27.4%	27.2%	50.0%	30.9%	29.0%	33.3%	25.0%	26.1%	
Strongly Disagree	7.7%	11.2%	12.6%	16.7%	9.9%	12.3%	0.0%	12.3%	12.7%	
Total(n)	13	394	611	6	181	269	6	204	330	
Mean	2.62	2.67	2.65	2.33	2.65	2.61	2.67	2.68	2.68	
Standard deviation	0.87	0.89	0.91	1.03	0.87	0.88	0.52	0.91	0.93	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.37	-0.32	-	-0.01	-0.01	
<b>My institution's pandemic response prioritized the health and safety of faculty</b>										
Strongly Agree	21.4%	38.3%	33.5%	16.7%	36.3%	33.5%	28.6%	41.3%	34.1%	
Somewhat Agree	57.1%	36.8%	37.7%	50.0%	38.5%	39.0%	57.1%	35.0%	36.9%	
Somewhat Disagree	21.4%	15.4%	18.0%	33.3%	13.7%	15.4%	14.3%	16.0%	19.3%	
Strongly Disagree	0.0%	9.6%	10.7%	0.0%	11.5%	12.1%	0.0%	7.8%	9.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	397	615	6	182	272	7	206	331	
Mean	3.00	3.04	2.94	2.83	2.99	2.94	3.14	3.10	2.95	
Standard deviation	0.68	0.96	0.97	0.75	0.98	0.99	0.69	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.04	0.06	-	-0.16	-0.11	-	0.04	0.20	
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>										
Strongly Agree	0.0%	14.8%	15.0%	0.0%	13.3%	11.9%	0.0%	16.7%	17.8%	
Somewhat Agree	14.3%	21.6%	19.8%	16.7%	19.3%	17.5%	14.3%	23.6%	21.8%	
Somewhat Disagree	28.6%	29.3%	29.7%	33.3%	23.8%	25.7%	14.3%	33.5%	32.6%	
Strongly Disagree	57.1%	34.4%	35.5%	50.0%	43.6%	45.0%	71.4%	26.1%	27.7%	
Total(n)	14	393	606	6	181	269	7	203	325	
Mean	1.57	2.17	2.14	1.67	2.02	1.96	1.43	2.31	2.30	
Standard deviation	0.76	1.06	1.07	0.82	1.08	1.05	0.79	1.04	1.06	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.57	-0.53	-	-0.32	-0.28	-	-0.85	-0.82	
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>										
Strongly Agree	28.6%	37.4%	35.4%	16.7%	35.2%	33.1%	42.9%	40.0%	38.0%	
Somewhat Agree	35.7%	39.9%	40.4%	50.0%	40.7%	41.5%	28.6%	39.5%	39.8%	
Somewhat Disagree	21.4%	14.9%	15.1%	16.7%	15.9%	15.1%	14.3%	13.7%	14.5%	
Strongly Disagree	14.3%	7.8%	9.1%	16.7%	8.2%	10.3%	14.3%	6.8%	7.8%	
Total(n)	14	396	616	6	182	272	7	205	332	
Mean	2.79	3.07	3.02	2.67	3.03	2.97	3.00	3.13	3.08	
Standard deviation	1.05	0.91	0.93	1.03	0.92	0.95	1.15	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.31	-0.25	-	-0.39	-0.32	-	-0.15	-0.09	
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>										
Strongly Agree	85.7%	63.6%	67.7%	83.3%	63.0%	65.4%	85.7%	64.0%	69.7%	
Somewhat Agree	14.3%	32.8%	29.0%	16.7%	30.9%	28.6%	14.3%	35.0%	29.4%	
Somewhat Disagree	0.0%	2.8%	2.6%	0.0%	5.0%	4.8%	0.0%	0.5%	0.6%	
Strongly Disagree	0.0%	0.8%	0.7%	0.0%	1.1%	1.1%	0.0%	0.5%	0.3%	
Total(n)	14	393	604	6	181	269	7	203	323	
Mean	3.86	3.59	3.64	3.83	3.56	3.58	3.86	3.63	3.68	
Standard deviation	0.36	0.59	0.57	0.41	0.64	0.64	0.38	0.52	0.50	
Significance	-			-			-			
Effect size	-	0.46	0.39	-	0.42	0.39	-	0.44	0.36	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	0.0%	19.5%	20.8%	0.0%	13.7%	16.5%	0.0%	23.7%	23.6%	
To a Large Extent	21.4%	21.6%	19.8%	33.3%	24.0%	21.6%	14.3%	19.8%	18.8%	
To Some Extent	50.0%	30.3%	32.1%	50.0%	30.1%	30.0%	42.9%	30.0%	33.4%	
To a Small Extent	14.3%	17.0%	16.5%	16.7%	20.8%	20.5%	14.3%	14.5%	13.4%	
Not at All	14.3%	11.5%	10.8%	0.0%	11.5%	11.4%	28.6%	12.1%	10.7%	
Total(n)	14	399	620	6	183	273	7	207	335	
Mean	2.79	3.21	3.23	3.17	3.08	3.11	2.43	3.29	3.31	
Standard deviation	0.97	1.26	1.26	0.75	1.21	1.24	1.13	1.30	1.27	
Significance	-			-			-			
Effect size	-	-0.33	-0.35	-	0.07	0.05	-	-0.66	-0.69	
<b>Mental health</b>										
To a Very Large Extent	0.0%	21.6%	22.0%	0.0%	15.3%	15.8%	0.0%	25.7%	26.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
To a Large Extent	50.0%	26.1%	24.3%	66.7%	26.8%	24.3%	42.9%	26.2%	24.6%	
To Some Extent	21.4%	25.9%	27.9%	16.7%	26.8%	30.1%	14.3%	25.2%	26.1%	
To a Small Extent	14.3%	14.1%	14.6%	16.7%	15.8%	15.1%	14.3%	12.6%	14.4%	
Not at All	14.3%	12.3%	11.2%	0.0%	15.3%	14.7%	28.6%	10.2%	8.7%	
Total(n)	14	398	617	6	183	272	7	206	333	
Mean	3.07	3.31	3.31	3.50	3.11	3.11	2.71	3.45	3.45	
Standard deviation	1.14	1.29	1.27	0.84	1.28	1.27	1.38	1.28	1.26	
Significance	-			-			-			
Effect size	-	-0.19	-0.19	-	0.30	0.31	-	-0.58	-0.59	
<b>In-person social interaction</b>										
To a Very Large Extent	0.0%	19.9%	19.4%	0.0%	14.3%	14.1%	0.0%	24.3%	22.8%	
To a Large Extent	28.6%	22.7%	24.4%	50.0%	22.5%	25.2%	14.3%	22.3%	23.4%	
To Some Extent	35.7%	31.8%	30.8%	33.3%	37.4%	34.1%	42.9%	27.7%	28.8%	
To a Small Extent	21.4%	17.2%	16.3%	16.7%	14.8%	15.2%	14.3%	19.4%	17.4%	
Not at All	14.3%	8.3%	9.1%	0.0%	11.0%	11.5%	28.6%	6.3%	7.5%	
Total(n)	14	396	614	6	182	270	7	206	333	
Mean	2.79	3.29	3.29	3.33	3.14	3.15	2.43	3.39	3.37	
Standard deviation	1.05	1.20	1.21	0.82	1.17	1.19	1.13	1.22	1.22	
Significance	-			-			-	*	*	
Effect size	-	-0.42	-0.41	-	0.16	0.15	-	-0.79	-0.77	
<b>Return to in-person teaching</b>										
To a Very Large Extent	0.0%	13.8%	12.7%	0.0%	12.6%	10.7%	0.0%	14.5%	14.0%	
To a Large Extent	21.4%	19.6%	20.8%	33.3%	16.5%	16.6%	0.0%	21.7%	23.7%	
To Some Extent	21.4%	23.1%	26.1%	16.7%	20.3%	25.1%	28.6%	25.6%	27.1%	
To a Small Extent	42.9%	22.9%	19.9%	33.3%	26.4%	22.5%	57.1%	19.8%	17.9%	
Not at All	14.3%	20.6%	20.4%	16.7%	24.2%	25.1%	14.3%	18.4%	17.3%	
Total(n)	14	398	612	6	182	271	7	207	329	
Mean	2.50	2.83	2.85	2.67	2.67	2.65	2.14	2.94	2.99	
Standard deviation	1.02	1.33	1.31	1.21	1.34	1.31	0.69	1.32	1.29	
Significance	-			-			-			
Effect size	-	-0.25	-0.27	-	0.00	0.02	-	-0.61	-0.66	
<b>Health of loved ones</b>										
To a Very Large Extent	21.4%	32.9%	32.4%	33.3%	24.2%	27.3%	14.3%	39.6%	35.6%	
To a Large Extent	28.6%	25.1%	27.1%	33.3%	28.0%	27.3%	14.3%	21.7%	26.3%	
To Some Extent	35.7%	23.6%	24.1%	0.0%	25.3%	26.2%	71.4%	23.2%	23.4%	
To a Small Extent	14.3%	13.6%	11.2%	33.3%	17.6%	13.7%	0.0%	10.6%	9.6%	
Not at All	0.0%	4.8%	5.2%	0.0%	4.9%	5.5%	0.0%	4.8%	5.1%	
Total(n)	14	398	617	6	182	271	7	207	334	
Mean	3.57	3.68	3.70	3.67	3.49	3.57	3.43	3.81	3.78	
Standard deviation	1.02	1.20	1.18	1.37	1.18	1.18	0.79	1.21	1.18	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	0.15	0.08	-	-0.31	-0.30	
<b>Access to healthcare</b>										
To a Very Large Extent	0.0%	6.8%	5.7%	0.0%	8.2%	7.0%	0.0%	5.3%	4.5%	
To a Large Extent	0.0%	10.1%	9.9%	0.0%	11.0%	10.3%	0.0%	8.7%	9.3%	
To Some Extent	14.3%	17.6%	19.8%	16.7%	15.4%	19.2%	14.3%	19.8%	20.1%	
To a Small Extent	35.7%	28.9%	26.4%	66.7%	28.6%	26.6%	0.0%	30.0%	26.9%	
Not at All	50.0%	36.7%	38.2%	16.7%	36.8%	36.9%	85.7%	36.2%	39.2%	
Total(n)	14	398	617	6	182	271	7	207	334	
Mean	1.64	2.21	2.18	2.00	2.25	2.24	1.29	2.17	2.13	
Standard deviation	0.74	1.23	1.21	0.63	1.28	1.25	0.76	1.17	1.16	
Significance	-			-			-	*		

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Effect size	-	-0.46	-0.45	-	-0.20	-0.19	-	-0.75	-0.72	
<b>The extent to which others wear masks while out in public</b>										
To a Very Large Extent	14.3%	18.9%	21.6%	0.0%	14.8%	16.5%	28.6%	22.3%	25.5%	
To a Large Extent	57.1%	25.4%	24.0%	66.7%	26.9%	26.1%	42.9%	23.8%	21.9%	
To Some Extent	7.1%	23.9%	25.1%	16.7%	20.3%	21.3%	0.0%	26.2%	27.9%	
To a Small Extent	14.3%	16.4%	14.9%	0.0%	18.1%	16.2%	28.6%	15.5%	14.1%	
Not at All	7.1%	15.4%	14.4%	16.7%	19.8%	19.9%	0.0%	12.1%	10.5%	
Total(n)	14	397	617	6	182	272	7	206	333	
Mean	3.57	3.16	3.23	3.33	2.99	3.03	3.71	3.29	3.38	
Standard deviation	1.16	1.33	1.33	1.21	1.36	1.37	1.25	1.30	1.29	
Significance	-			-			-			
Effect size	-	0.31	0.26	-	0.25	0.22	-	0.32	0.26	
<b>Coping with social isolation</b>										
To a Very Large Extent	0.0%	10.8%	9.5%	0.0%	9.3%	7.3%	0.0%	12.1%	11.4%	
To a Large Extent	28.6%	19.0%	19.6%	50.0%	16.4%	18.7%	14.3%	20.8%	19.8%	
To Some Extent	14.3%	26.8%	27.7%	33.3%	30.1%	29.7%	0.0%	24.6%	26.1%	
To a Small Extent	42.9%	26.6%	25.9%	16.7%	26.8%	26.4%	57.1%	26.6%	25.8%	
Not at All	14.3%	16.8%	17.3%	0.0%	17.5%	17.9%	28.6%	15.9%	16.8%	
Total(n)	14	399	618	6	183	273	7	207	333	
Mean	2.57	2.80	2.78	3.33	2.73	2.71	2.00	2.86	2.83	
Standard deviation	1.09	1.23	1.22	0.82	1.20	1.18	1.00	1.26	1.25	
Significance	-			-			-			
Effect size	-	-0.19	-0.17	-	0.50	0.53	-	-0.68	-0.66	
<b>Personal finances</b>										
To a Very Large Extent	0.0%	6.3%	6.8%	0.0%	6.0%	7.4%	0.0%	6.8%	6.3%	
To a Large Extent	7.1%	7.5%	7.9%	0.0%	7.1%	6.6%	14.3%	8.3%	9.3%	
To Some Extent	7.1%	18.6%	18.5%	16.7%	16.4%	17.3%	0.0%	20.4%	18.9%	
To a Small Extent	21.4%	26.9%	25.4%	16.7%	26.8%	25.0%	14.3%	26.2%	25.5%	
Not at All	64.3%	40.7%	41.3%	66.7%	43.7%	43.8%	71.4%	38.3%	39.9%	
Total(n)	14	398	617	6	183	272	7	206	333	
Mean	1.57	2.12	2.13	1.50	2.05	2.09	1.57	2.19	2.17	
Standard deviation	0.94	1.20	1.23	0.84	1.20	1.24	1.13	1.22	1.23	
Significance	-			-			-			
Effect size	-	-0.46	-0.46	-	-0.46	-0.48	-	-0.51	-0.49	
<b>Childcare</b>										
To a Very Large Extent	14.3%	12.6%	12.3%	16.7%	4.9%	6.6%	14.3%	18.8%	16.8%	
To a Large Extent	7.1%	7.3%	7.5%	0.0%	8.2%	8.1%	14.3%	6.3%	6.6%	
To Some Extent	0.0%	6.0%	7.1%	0.0%	7.1%	7.4%	0.0%	5.3%	7.2%	
To a Small Extent	7.1%	9.5%	8.0%	0.0%	11.0%	8.5%	0.0%	8.2%	7.5%	
Not at All	71.4%	64.6%	65.1%	83.3%	68.7%	69.4%	71.4%	61.4%	61.9%	
Total(n)	14	398	616	6	182	271	7	207	333	
Mean	1.86	1.94	1.94	1.67	1.70	1.74	2.00	2.13	2.09	
Standard deviation	1.56	1.46	1.46	1.63	1.20	1.28	1.73	1.62	1.57	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.03	-0.05	-	-0.08	-0.06	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Encourage students to become agents of social change</b>										
Strongly Agree	35.7%	44.6%	45.5%	33.3%	32.0%	34.3%	28.6%	54.6%	53.7%	
Somewhat Agree	35.7%	40.6%	39.6%	33.3%	46.4%	44.6%	42.9%	36.7%	36.7%	
Somewhat Disagree	21.4%	10.3%	11.2%	16.7%	13.8%	15.1%	28.6%	6.8%	7.8%	
Strongly Disagree	7.1%	4.5%	3.7%	16.7%	7.7%	5.9%	0.0%	1.9%	1.8%	
Total(n)	14	397	618	6	181	271	7	207	335	Civic Minded Values



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Mean	3.00	3.25	3.27	2.83	3.03	3.07	3.00	3.44	3.42	
Standard deviation	0.96	0.82	0.80	1.17	0.88	0.85	0.82	0.71	0.71	
Significance	-			-			-			
Effect size	-	-0.30	-0.34	-	-0.23	-0.28	-	-0.62	-0.59	
<b>Prepare students for employment after college</b>										
Strongly Agree	78.6%	71.4%	72.6%	50.0%	65.9%	69.9%	100.0%	77.9%	76.2%	
Somewhat Agree	14.3%	25.3%	24.2%	33.3%	30.8%	27.2%	0.0%	20.2%	21.1%	
Somewhat Disagree	7.1%	2.3%	2.6%	16.7%	1.6%	1.8%	0.0%	1.9%	2.7%	
Strongly Disagree	0.0%	1.0%	0.6%	0.0%	1.6%	1.1%	0.0%	0.0%	0.0%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	3.71	3.67	3.69	3.33	3.61	3.66	4.00	3.76	3.74	
Standard deviation	0.61	0.57	0.55	0.82	0.61	0.57	0.00	0.47	0.50	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	-0.46	-0.58	-	0.51	0.52	
<b>Prepare students for graduate or advanced education</b>										
Strongly Agree	78.6%	51.6%	54.0%	66.7%	50.5%	51.8%	85.7%	53.4%	56.5%	
Somewhat Agree	21.4%	41.9%	39.8%	33.3%	41.8%	39.7%	14.3%	41.3%	39.3%	
Somewhat Disagree	0.0%	5.5%	5.3%	0.0%	6.0%	7.4%	0.0%	5.3%	3.9%	
Strongly Disagree	0.0%	1.0%	0.8%	0.0%	1.6%	1.1%	0.0%	0.0%	0.3%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	3.79	3.44	3.47	3.67	3.41	3.42	3.86	3.48	3.52	
Standard deviation	0.43	0.65	0.64	0.52	0.68	0.68	0.38	0.60	0.59	
Significance	-	*		-			-			
Effect size	-	0.54	0.50	-	0.38	0.37	-	0.63	0.58	
<b>Develop students' moral character</b>										
Strongly Agree	28.6%	34.0%	33.0%	16.7%	29.3%	31.0%	42.9%	37.7%	33.7%	Undergraduate Education Goal: Personal Development
Somewhat Agree	57.1%	48.4%	48.7%	66.7%	55.2%	52.8%	42.9%	42.5%	46.0%	
Somewhat Disagree	14.3%	14.9%	15.9%	16.7%	12.2%	12.9%	14.3%	17.9%	18.8%	
Strongly Disagree	0.0%	2.8%	2.4%	0.0%	3.3%	3.3%	0.0%	1.9%	1.5%	
Total(n)	14	397	618	6	181	271	7	207	335	
Mean	3.14	3.14	3.12	3.00	3.10	3.11	3.29	3.16	3.12	
Standard deviation	0.66	0.76	0.76	0.63	0.73	0.75	0.76	0.78	0.76	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.14	-0.15	-	0.17	0.22	
<b>Provide for students' emotional development</b>										
Strongly Agree	21.4%	26.9%	26.8%	16.7%	21.5%	23.2%	28.6%	32.2%	29.7%	Undergraduate Education Goal: Personal Development
Somewhat Agree	71.4%	51.3%	51.5%	83.3%	54.1%	53.5%	71.4%	48.6%	49.8%	
Somewhat Disagree	7.1%	16.8%	17.7%	0.0%	18.2%	18.1%	0.0%	15.4%	17.4%	
Strongly Disagree	0.0%	5.0%	4.1%	0.0%	6.1%	5.2%	0.0%	3.8%	3.0%	
Total(n)	14	398	616	6	181	271	7	208	333	
Mean	3.14	3.00	3.01	3.17	2.91	2.95	3.29	3.09	3.06	
Standard deviation	0.53	0.80	0.78	0.41	0.80	0.79	0.49	0.79	0.77	
Significance	-			-			-			
Effect size	-	0.18	0.17	-	0.33	0.28	-	0.25	0.30	
<b>Help students develop personal values</b>										
Strongly Agree	21.4%	33.7%	31.6%	33.3%	31.9%	31.6%	14.3%	35.3%	31.2%	Undergraduate Education Goal: Personal Development
Somewhat Agree	71.4%	51.5%	51.9%	66.7%	53.3%	51.5%	71.4%	49.3%	52.0%	
Somewhat Disagree	7.1%	12.1%	14.4%	0.0%	13.2%	15.4%	14.3%	11.6%	14.1%	
Strongly Disagree	0.0%	2.8%	2.1%	0.0%	1.6%	1.5%	0.0%	3.9%	2.7%	
Total(n)	14	398	617	6	182	272	7	207	333	
Mean	3.14	3.16	3.13	3.33	3.15	3.13	3.00	3.16	3.12	
Standard deviation	0.53	0.74	0.73	0.52	0.70	0.72	0.58	0.78	0.74	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	-0.03	0.01	-	0.26	0.28	-	-0.21	-0.16	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Strongly Agree	28.6%	49.1%	51.3%	33.3%	39.2%	39.9%	28.6%	58.0%	60.4%	Civic Minded Values
Somewhat Agree	64.3%	39.3%	37.7%	66.7%	42.0%	43.5%	57.1%	36.7%	33.0%	
Somewhat Disagree	7.1%	9.6%	9.4%	0.0%	14.9%	13.7%	14.3%	4.8%	6.0%	
Strongly Disagree	0.0%	2.0%	1.6%	0.0%	3.9%	3.0%	0.0%	0.5%	0.6%	
Total(n)	14	397	616	6	181	271	7	207	333	
Mean	3.21	3.36	3.39	3.33	3.17	3.20	3.14	3.52	3.53	
Standard deviation	0.58	0.74	0.72	0.52	0.82	0.78	0.69	0.61	0.64	
Significance	-			-			-			
Effect size	-	-0.20	-0.25	-	0.20	0.17	-	-0.62	-0.61	
<b>Promote students' ability to write effectively</b>										
Strongly Agree	64.3%	66.9%	68.5%	66.7%	61.0%	61.8%	57.1%	72.1%	73.8%	Undergraduate Education Goal: Personal Development
Somewhat Agree	35.7%	30.3%	28.7%	33.3%	34.1%	33.5%	42.9%	26.9%	25.0%	
Somewhat Disagree	0.0%	2.8%	2.6%	0.0%	4.9%	4.4%	0.0%	1.0%	1.2%	
Strongly Disagree	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	3.64	3.64	3.66	3.67	3.56	3.57	3.57	3.71	3.73	
Standard deviation	0.50	0.53	0.54	0.52	0.59	0.60	0.53	0.47	0.47	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.19	0.17	-	-0.30	-0.34	
<b>Encourage respect for different beliefs</b>										
Strongly Agree	42.9%	66.7%	70.0%	33.3%	58.8%	61.4%	42.9%	73.6%	76.7%	Undergraduate Education Goal: Personal Development
Somewhat Agree	57.1%	29.6%	26.3%	66.7%	34.6%	32.7%	57.1%	25.0%	21.2%	
Somewhat Disagree	0.0%	3.0%	3.1%	0.0%	5.5%	5.1%	0.0%	1.0%	1.5%	
Strongly Disagree	0.0%	0.8%	0.6%	0.0%	1.1%	0.7%	0.0%	0.5%	0.6%	
Total(n)	14	399	619	6	182	272	7	208	335	
Mean	3.43	3.62	3.66	3.33	3.51	3.55	3.43	3.72	3.74	
Standard deviation	0.51	0.58	0.57	0.52	0.65	0.63	0.53	0.50	0.51	
Significance	-			-			-			
Effect size	-	-0.33	-0.40	-	-0.28	-0.35	-	-0.58	-0.61	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Strongly Agree	7.1%	14.3%	14.0%	0.0%	14.8%	13.9%	14.3%	13.9%	14.0%	
Somewhat Agree	50.0%	49.9%	47.4%	50.0%	49.2%	45.8%	57.1%	51.9%	50.0%	
Somewhat Disagree	28.6%	25.6%	28.4%	33.3%	23.5%	27.1%	28.6%	26.4%	28.9%	
Strongly Disagree	14.3%	10.3%	10.2%	16.7%	12.6%	13.2%	0.0%	7.7%	7.1%	
Total(n)	14	399	620	6	183	273	7	208	336	
Mean	2.50	2.68	2.65	2.33	2.66	2.60	2.86	2.72	2.71	
Standard deviation	0.85	0.84	0.84	0.82	0.88	0.89	0.69	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.21	-0.18	-	-0.38	-0.30	-	0.18	0.19	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Strongly Agree	64.3%	75.4%	77.7%	50.0%	66.7%	68.1%	71.4%	82.6%	85.1%	
Somewhat Agree	28.6%	20.8%	19.0%	33.3%	26.8%	26.4%	28.6%	15.9%	13.4%	
Somewhat Disagree	7.1%	3.0%	2.6%	16.7%	4.9%	4.0%	0.0%	1.4%	1.5%	
Strongly Disagree	0.0%	0.8%	0.6%	0.0%	1.6%	1.5%	0.0%	0.0%	0.0%	
Total(n)	14	399	620	6	183	273	7	207	335	
Mean	3.57	3.71	3.74	3.33	3.58	3.61	3.71	3.81	3.84	
Standard deviation	0.65	0.56	0.53	0.82	0.66	0.64	0.49	0.43	0.41	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	-0.25	-0.32	-	-0.38	-0.44	-	-0.23	-0.32	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Strongly Agree	28.6%	59.6%	62.5%	16.7%	49.7%	52.7%	42.9%	68.6%	70.7%	
Somewhat Agree	71.4%	35.3%	33.0%	83.3%	42.1%	39.9%	57.1%	29.5%	27.2%	
Somewhat Disagree	0.0%	4.8%	4.2%	0.0%	7.7%	6.6%	0.0%	1.9%	2.1%	
Strongly Disagree	0.0%	0.3%	0.3%	0.0%	0.5%	0.7%	0.0%	0.0%	0.0%	
Total(n)	14	399	619	6	183	273	7	207	334	
Mean	3.29	3.54	3.58	3.17	3.41	3.45	3.43	3.67	3.69	
Standard deviation	0.47	0.60	0.59	0.41	0.66	0.65	0.53	0.51	0.51	
Significance	-			-			-			
Effect size	-	-0.42	-0.49	-	-0.36	-0.43	-	-0.47	-0.51	
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Strongly Agree	15.4%	12.9%	13.7%	16.7%	13.9%	15.6%	14.3%	11.7%	12.0%	
Somewhat Agree	61.5%	49.2%	48.1%	33.3%	45.6%	44.6%	85.7%	52.4%	50.8%	
Somewhat Disagree	23.1%	31.5%	31.0%	50.0%	32.8%	31.2%	0.0%	30.6%	30.9%	
Strongly Disagree	0.0%	6.3%	7.2%	0.0%	7.8%	8.6%	0.0%	5.3%	6.3%	
Total(n)	13	394	613	6	180	269	7	206	333	
Mean	2.92	2.69	2.68	2.67	2.66	2.67	3.14	2.70	2.68	
Standard deviation	0.64	0.78	0.80	0.82	0.81	0.84	0.38	0.74	0.76	
Significance	-			-			-			
Effect size	-	0.29	0.30	-	0.01	0.00	-	0.59	0.61	
<b>I try to dispel perceptions of competition in my classroom</b>										
Strongly Agree	35.7%	32.6%	33.4%	33.3%	20.9%	21.4%	42.9%	41.5%	42.5%	
Somewhat Agree	50.0%	43.8%	43.5%	50.0%	47.5%	46.6%	42.9%	41.0%	41.3%	
Somewhat Disagree	7.1%	20.0%	19.2%	0.0%	25.4%	26.3%	14.3%	16.1%	13.8%	
Strongly Disagree	7.1%	3.6%	3.8%	16.7%	6.2%	5.6%	0.0%	1.5%	2.4%	
Total(n)	14	390	604	6	177	266	7	205	327	
Mean	3.14	3.05	3.07	3.00	2.83	2.84	3.29	3.22	3.24	
Standard deviation	0.86	0.82	0.82	1.10	0.83	0.82	0.76	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.20	0.20	-	0.09	0.06	
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>										
Strongly Agree	14.3%	13.6%	15.0%	16.7%	15.8%	18.0%	14.3%	11.7%	12.7%	
Somewhat Agree	14.3%	36.5%	34.5%	0.0%	36.6%	34.2%	28.6%	35.6%	34.2%	
Somewhat Disagree	57.1%	32.5%	33.9%	50.0%	30.6%	32.4%	57.1%	34.1%	35.2%	
Strongly Disagree	14.3%	17.4%	16.6%	33.3%	16.9%	15.4%	0.0%	18.5%	17.9%	
Total(n)	14	397	614	6	183	272	7	205	330	
Mean	2.29	2.46	2.48	2.00	2.51	2.55	2.57	2.40	2.42	
Standard deviation	0.91	0.93	0.94	1.10	0.95	0.96	0.79	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.18	-0.20	-	-0.54	-0.57	-	0.18	0.16	
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>										
Strongly Agree	0.0%	33.4%	36.1%	0.0%	29.5%	31.5%	0.0%	37.4%	40.2%	
Somewhat Agree	50.0%	47.7%	44.5%	66.7%	46.4%	44.4%	42.9%	48.5%	44.1%	
Somewhat Disagree	42.9%	13.8%	15.0%	33.3%	16.4%	17.0%	42.9%	11.2%	13.3%	
Strongly Disagree	7.1%	5.0%	4.4%	0.0%	7.7%	7.0%	14.3%	2.9%	2.4%	
Total(n)	14	398	613	6	183	270	7	206	331	
Mean	2.43	3.10	3.12	2.67	2.98	3.00	2.29	3.20	3.22	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Standard deviation	0.65	0.82	0.82	0.52	0.88	0.88	0.76	0.75	0.76	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.82	-0.84	-	-0.35	-0.38	-	-1.21	-1.22	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly Agree	0.0%	11.9%	13.2%	0.0%	13.7%	16.2%	0.0%	10.8%	10.9%	
Somewhat Agree	50.0%	45.1%	43.1%	66.7%	51.9%	46.7%	42.9%	39.2%	40.6%	
Somewhat Disagree	21.4%	27.3%	26.9%	33.3%	21.9%	25.0%	14.3%	32.8%	28.5%	
Strongly Disagree	28.6%	15.7%	16.8%	0.0%	12.6%	12.1%	42.9%	17.2%	20.0%	
Total(n)	14	395	613	6	183	272	7	204	330	
Mean	2.21	2.53	2.53	2.67	2.67	2.67	2.00	2.44	2.42	
Standard deviation	0.89	0.90	0.92	0.52	0.87	0.89	1.00	0.90	0.93	
Significance	-			-			-			
Effect size	-	-0.36	-0.35	-	0.00	0.00	-	-0.49	-0.45	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly Agree	0.0%	21.6%	23.0%	0.0%	15.4%	15.1%	0.0%	27.0%	29.1%	
Somewhat Agree	38.5%	28.9%	31.5%	0.0%	26.9%	29.0%	71.4%	31.9%	34.2%	
Somewhat Disagree	15.4%	30.7%	28.9%	16.7%	30.8%	30.9%	14.3%	29.4%	26.7%	
Strongly Disagree	46.2%	18.8%	16.6%	83.3%	26.9%	25.0%	14.3%	11.8%	10.0%	
Total(n)	13	394	613	6	182	272	7	204	330	
Mean	1.92	2.53	2.61	1.17	2.31	2.34	2.57	2.74	2.82	
Standard deviation	0.95	1.03	1.02	0.41	1.03	1.02	0.79	0.99	0.96	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.59	-0.68	-	-1.11	-1.15	-	-0.17	-0.26	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly Agree	0.0%	13.6%	14.2%	0.0%	15.8%	16.5%	0.0%	11.7%	12.3%	Diversity Climate
Somewhat Agree	28.6%	49.5%	48.7%	33.3%	49.2%	47.6%	14.3%	50.5%	50.2%	
Somewhat Disagree	50.0%	25.6%	26.7%	50.0%	25.7%	25.6%	57.1%	24.8%	27.3%	
Strongly Disagree	21.4%	11.3%	10.4%	16.7%	9.3%	10.3%	28.6%	13.1%	10.2%	
Total(n)	14	398	618	6	183	273	7	206	333	
Mean	2.07	2.65	2.67	2.17	2.72	2.70	1.86	2.61	2.65	
Standard deviation	0.73	0.85	0.85	0.75	0.84	0.86	0.69	0.86	0.83	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.68	-0.71	-	-0.65	-0.62	-	-0.87	-0.95	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly Agree	0.0%	15.3%	15.0%	0.0%	15.6%	13.1%	0.0%	15.6%	17.1%	
Somewhat Agree	84.6%	54.5%	55.1%	66.7%	53.3%	56.3%	100.0%	54.6%	53.5%	
Somewhat Disagree	15.4%	21.9%	22.8%	33.3%	21.7%	22.4%	0.0%	22.4%	23.2%	
Strongly Disagree	0.0%	8.4%	7.1%	0.0%	9.4%	8.2%	0.0%	7.3%	6.1%	
Total(n)	13	393	606	6	180	268	7	205	327	
Mean	2.85	2.77	2.78	2.67	2.75	2.74	3.00	2.79	2.82	
Standard deviation	0.38	0.81	0.78	0.52	0.83	0.79	0.00	0.79	0.79	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	-0.10	-0.09	-	0.27	0.23	
<b>There is a lot of campus racial conflict here</b>										
Strongly Agree	0.0%	6.6%	5.4%	0.0%	4.4%	3.3%	0.0%	8.7%	7.2%	
Somewhat Agree	7.1%	21.5%	20.8%	0.0%	13.9%	12.6%	14.3%	27.5%	27.1%	
Somewhat Disagree	35.7%	48.2%	49.7%	33.3%	50.6%	51.9%	28.6%	45.9%	47.9%	
Strongly Disagree	57.1%	23.7%	24.1%	66.7%	31.1%	32.2%	57.1%	17.9%	17.8%	
Total(n)	14	396	614	6	180	270	7	207	332	
Mean	1.50	2.11	2.07	1.33	1.92	1.87	1.57	2.27	2.24	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Standard deviation	0.65	0.84	0.81	0.52	0.79	0.75	0.79	0.86	0.83	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.73	-0.70	-	-0.75	-0.72	-	-0.81	-0.81	
<b>My research is valued by faculty in my department</b>										
Strongly Agree	14.3%	31.2%	28.8%	0.0%	31.3%	30.1%	14.3%	31.6%	28.3%	Respect
Somewhat Agree	42.9%	44.9%	48.1%	66.7%	45.3%	47.7%	28.6%	45.6%	48.6%	
Somewhat Disagree	35.7%	19.0%	16.8%	33.3%	19.0%	17.3%	42.9%	18.9%	16.4%	
Strongly Disagree	7.1%	4.8%	6.3%	0.0%	4.5%	4.9%	14.3%	3.9%	6.7%	
Total(n)	14	394	607	6	179	266	7	206	329	
Mean	2.64	3.03	3.00	2.67	3.03	3.03	2.43	3.05	2.98	
Standard deviation	0.84	0.83	0.84	0.52	0.83	0.82	0.98	0.81	0.85	
Significance	-			-			-	*		
Effect size	-	-0.47	-0.43	-	-0.43	-0.44	-	-0.77	-0.65	
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	64.3%	53.5%	54.0%	83.3%	55.5%	54.8%	42.9%	52.7%	54.4%	Respect
Somewhat Agree	28.6%	38.4%	36.9%	16.7%	37.9%	38.1%	42.9%	39.1%	35.3%	
Somewhat Disagree	7.1%	5.3%	5.7%	0.0%	3.3%	3.7%	14.3%	6.8%	7.3%	
Strongly Disagree	0.0%	2.8%	3.4%	0.0%	3.3%	3.3%	0.0%	1.4%	3.0%	
Total(n)	14	398	613	6	182	270	7	207	331	
Mean	3.57	3.43	3.41	3.83	3.46	3.44	3.29	3.43	3.41	
Standard deviation	0.65	0.72	0.75	0.41	0.72	0.72	0.76	0.69	0.76	
Significance	-			-			-			
Effect size	-	0.19	0.21	-	0.51	0.54	-	-0.20	-0.16	
<b>My service is valued by faculty in my department</b>										
Strongly Agree	64.3%	58.1%	57.6%	66.7%	60.4%	61.0%	57.1%	57.2%	55.4%	Respect
Somewhat Agree	21.4%	27.8%	28.1%	16.7%	28.0%	27.9%	28.6%	27.9%	28.3%	
Somewhat Disagree	14.3%	9.5%	9.0%	16.7%	6.6%	5.9%	14.3%	12.5%	11.9%	
Strongly Disagree	0.0%	4.5%	5.3%	0.0%	4.9%	5.1%	0.0%	2.4%	4.5%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	3.50	3.40	3.38	3.50	3.44	3.45	3.43	3.40	3.35	
Standard deviation	0.76	0.84	0.86	0.84	0.82	0.82	0.79	0.80	0.86	
Significance	-			-			-			
Effect size	-	0.12	0.14	-	0.07	0.06	-	0.04	0.09	
<b>Faculty are sufficiently involved in campus decision-making</b>										
Strongly Agree	7.1%	14.6%	13.7%	16.7%	14.8%	13.6%	0.0%	14.5%	14.0%	
Somewhat Agree	57.1%	42.0%	43.1%	33.3%	39.6%	40.8%	71.4%	45.4%	45.7%	
Somewhat Disagree	28.6%	26.9%	27.9%	33.3%	26.9%	29.4%	28.6%	25.6%	26.3%	
Strongly Disagree	7.1%	16.6%	15.2%	16.7%	18.7%	16.2%	0.0%	14.5%	14.0%	
Total(n)	14	398	619	6	182	272	7	207	335	
Mean	2.64	2.55	2.55	2.50	2.51	2.52	2.71	2.60	2.60	
Standard deviation	0.74	0.93	0.91	1.05	0.96	0.92	0.49	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	-0.01	-0.02	-	0.12	0.12	
<b>The faculty are typically at odds with campus administration</b>										
Strongly Agree	7.1%	13.5%	12.1%	16.7%	12.7%	12.2%	0.0%	14.4%	11.8%	
Somewhat Agree	57.1%	44.4%	44.7%	50.0%	42.0%	41.7%	57.1%	46.0%	47.0%	
Somewhat Disagree	21.4%	36.5%	37.7%	16.7%	39.8%	41.3%	28.6%	33.7%	34.8%	
Strongly Disagree	14.3%	5.6%	5.5%	16.7%	5.5%	4.8%	14.3%	5.9%	6.4%	
Total(n)	14	392	613	6	181	271	7	202	330	
Mean	2.57	2.66	2.63	2.67	2.62	2.61	2.43	2.69	2.64	
Standard deviation	0.85	0.78	0.77	1.03	0.78	0.76	0.79	0.79	0.77	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Effect size	-	-0.12	-0.08	-	0.06	0.08	-	-0.33	-0.27	
<b>Faculty here respect each other</b>										Respect
Strongly Agree	7.1%	23.9%	25.4%	16.7%	25.3%	26.8%	0.0%	23.2%	24.8%	
Somewhat Agree	57.1%	59.8%	58.2%	50.0%	56.0%	55.9%	71.4%	63.8%	60.0%	
Somewhat Disagree	28.6%	14.1%	14.1%	16.7%	16.5%	14.7%	28.6%	11.1%	13.1%	
Strongly Disagree	7.1%	2.3%	2.4%	16.7%	2.2%	2.6%	0.0%	1.9%	2.1%	
Total(n)	14	398	619	6	182	272	7	207	335	
Mean	2.64	3.05	3.06	2.67	3.04	3.07	2.71	3.08	3.07	
Standard deviation	0.74	0.68	0.70	1.03	0.71	0.72	0.49	0.64	0.68	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.60	-0.60	-	-0.52	-0.56	-	-0.58	-0.53	
<b>Administrators consider faculty concerns when making policy</b>										Diversity Climate
Strongly Agree	14.3%	14.1%	13.5%	16.7%	13.3%	12.6%	0.0%	14.5%	14.0%	
Somewhat Agree	50.0%	41.2%	42.5%	33.3%	43.9%	44.8%	71.4%	40.1%	41.5%	
Somewhat Disagree	21.4%	27.0%	28.8%	16.7%	22.2%	25.6%	28.6%	30.4%	31.0%	
Strongly Disagree	14.3%	17.7%	15.2%	33.3%	20.6%	17.0%	0.0%	15.0%	13.4%	
Total(n)	14	396	617	6	180	270	7	207	335	
Mean	2.64	2.52	2.54	2.33	2.50	2.53	2.71	2.54	2.56	
Standard deviation	0.93	0.94	0.91	1.21	0.97	0.92	0.49	0.92	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.11	-	-0.18	-0.22	-	0.18	0.17	
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	0.0%	20.9%	21.1%	0.0%	19.2%	18.4%	0.0%	22.2%	23.6%	
Somewhat Agree	42.9%	47.5%	48.6%	33.3%	50.0%	51.1%	42.9%	44.9%	46.2%	
Somewhat Disagree	50.0%	18.8%	20.0%	66.7%	18.1%	19.9%	42.9%	19.8%	20.5%	
Strongly Disagree	7.1%	12.8%	10.2%	0.0%	12.6%	10.7%	14.3%	13.0%	9.7%	
Total(n)	14	398	615	6	182	272	7	207	331	
Mean	2.36	2.76	2.81	2.33	2.76	2.77	2.29	2.76	2.84	
Standard deviation	0.63	0.93	0.89	0.52	0.91	0.87	0.76	0.94	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.43	-0.51	-	-0.47	-0.51	-	-0.50	-0.61	
<b>The criteria for advancement and promotion decisions are clear</b>										Diversity Climate
Strongly Agree	42.9%	39.1%	35.5%	50.0%	41.5%	37.4%	28.6%	36.7%	34.0%	
Somewhat Agree	57.1%	42.9%	43.2%	50.0%	41.5%	41.8%	71.4%	44.4%	44.5%	
Somewhat Disagree	0.0%	12.0%	14.8%	0.0%	12.0%	14.7%	0.0%	12.1%	15.2%	
Strongly Disagree	0.0%	6.0%	6.5%	0.0%	4.9%	6.2%	0.0%	6.8%	6.3%	
Total(n)	14	399	620	6	183	273	7	207	335	
Mean	3.43	3.15	3.08	3.50	3.20	3.10	3.29	3.11	3.06	
Standard deviation	0.51	0.86	0.87	0.55	0.84	0.87	0.49	0.87	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.33	0.40	-	0.36	0.46	-	0.21	0.27	
<b>Most of the students I teach lack the basic skills for college level work</b>										Diversity Climate
Strongly Agree	0.0%	9.8%	9.0%	0.0%	11.0%	10.0%	0.0%	8.7%	8.2%	
Somewhat Agree	35.7%	34.3%	35.0%	33.3%	33.1%	33.7%	28.6%	35.0%	35.9%	
Somewhat Disagree	42.9%	42.9%	43.7%	66.7%	44.2%	45.6%	28.6%	42.2%	42.2%	
Strongly Disagree	21.4%	12.9%	12.3%	0.0%	11.6%	10.7%	42.9%	14.1%	13.7%	
Total(n)	14	396	611	6	181	270	7	206	329	
Mean	2.14	2.41	2.41	2.33	2.44	2.43	1.86	2.38	2.39	
Standard deviation	0.77	0.84	0.82	0.52	0.84	0.81	0.90	0.83	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.32	-0.33	-	-0.13	-0.12	-	-0.63	-0.65	
<b>There is adequate support for faculty development</b>										Diversity Climate
Strongly Agree	7.1%	17.8%	19.2%	16.7%	17.6%	17.6%	0.0%	18.8%	21.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Somewhat Agree	50.0%	45.6%	47.9%	33.3%	41.2%	44.9%	57.1%	48.6%	49.7%	
Somewhat Disagree	35.7%	24.1%	22.4%	33.3%	28.6%	26.5%	42.9%	20.7%	19.6%	
Strongly Disagree	7.1%	12.5%	10.5%	16.7%	12.6%	11.0%	0.0%	12.0%	9.5%	
Total(n)	14	399	620	6	182	272	7	208	336	
Mean	2.57	2.69	2.76	2.50	2.64	2.69	2.57	2.74	2.82	
Standard deviation	0.76	0.91	0.88	1.05	0.92	0.89	0.53	0.90	0.87	
Significance	-			-			-			
Effect size	-	-0.13	-0.22	-	-0.15	-0.21	-	-0.19	-0.29	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly Agree	7.7%	14.9%	12.8%	0.0%	13.7%	10.4%	14.3%	16.1%	14.6%	
Somewhat Agree	69.2%	50.4%	52.0%	50.0%	46.2%	47.0%	85.7%	53.7%	55.6%	
Somewhat Disagree	23.1%	31.1%	30.8%	50.0%	35.2%	36.7%	0.0%	27.8%	26.4%	
Strongly Disagree	0.0%	3.5%	4.4%	0.0%	4.9%	5.9%	0.0%	2.4%	3.3%	
Total(n)	13	395	610	6	182	270	7	205	329	
Mean	2.85	2.77	2.73	2.50	2.69	2.62	3.14	2.83	2.81	
Standard deviation	0.55	0.74	0.74	0.55	0.77	0.75	0.38	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.11	0.16	-	-0.25	-0.16	-	0.43	0.46	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly Agree	7.1%	7.5%	7.5%	16.7%	9.6%	9.4%	0.0%	6.1%	5.9%	
Somewhat Agree	42.9%	31.9%	32.2%	50.0%	33.1%	33.0%	28.6%	31.3%	32.1%	
Somewhat Disagree	42.9%	39.7%	40.2%	16.7%	40.4%	40.8%	71.4%	39.9%	40.2%	
Strongly Disagree	7.1%	20.8%	20.2%	16.7%	16.9%	16.9%	0.0%	22.7%	21.8%	
Total(n)	14	385	600	6	178	267	7	198	321	
Mean	2.50	2.26	2.27	2.67	2.35	2.35	2.29	2.21	2.22	
Standard deviation	0.76	0.87	0.87	1.03	0.87	0.87	0.49	0.86	0.85	
Significance	-			-			-			
Effect size	-	0.28	0.26	-	0.37	0.37	-	0.09	0.08	
<b>Faculty of color are treated fairly here</b>										
Strongly Agree	38.5%	24.2%	24.9%	33.3%	34.1%	34.3%	42.9%	15.8%	17.2%	
Somewhat Agree	53.8%	48.2%	47.4%	66.7%	47.3%	46.5%	42.9%	49.8%	48.9%	
Somewhat Disagree	7.7%	20.4%	22.1%	0.0%	14.8%	15.9%	14.3%	24.6%	26.5%	
Strongly Disagree	0.0%	7.1%	5.6%	0.0%	3.8%	3.3%	0.0%	9.9%	7.4%	
Total(n)	13	392	606	6	182	271	7	203	325	Diversity Climate
Mean	3.31	2.90	2.92	3.33	3.12	3.12	3.29	2.71	2.76	
Standard deviation	0.63	0.85	0.83	0.52	0.80	0.79	0.76	0.85	0.82	
Significance	-			-			-			
Effect size	-	0.48	0.47	-	0.26	0.27	-	0.68	0.65	
<b>Women faculty are treated fairly here</b>										
Strongly Agree	30.8%	25.8%	26.4%	33.3%	39.3%	40.4%	28.6%	14.6%	15.4%	
Somewhat Agree	69.2%	48.5%	48.7%	66.7%	45.9%	46.3%	71.4%	52.2%	52.0%	
Somewhat Disagree	0.0%	18.4%	19.1%	0.0%	11.5%	9.9%	0.0%	22.9%	25.1%	
Strongly Disagree	0.0%	7.3%	5.9%	0.0%	3.3%	3.3%	0.0%	10.2%	7.6%	
Total(n)	13	396	614	6	183	272	7	205	331	Diversity Climate
Mean	3.31	2.93	2.96	3.33	3.21	3.24	3.29	2.71	2.75	
Standard deviation	0.48	0.86	0.83	0.52	0.77	0.76	0.49	0.84	0.80	
Significance	-			-			-			
Effect size	-	0.44	0.42	-	0.16	0.12	-	0.69	0.68	
<b>LGBTQ+ faculty are treated fairly here</b>										
Strongly Agree	38.5%	25.0%	26.6%	33.3%	35.2%	37.0%	42.9%	16.8%	18.8%	
Somewhat Agree	46.2%	53.1%	51.8%	33.3%	46.9%	46.8%	57.1%	58.9%	56.5%	
Somewhat Disagree	15.4%	16.8%	18.1%	33.3%	13.4%	12.8%	0.0%	19.3%	21.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct										
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2											
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Diversity Climate										
Strongly Disagree	0.0%	5.2%	3.5%	0.0%	4.5%	3.4%	0.0%	5.0%	3.1%											
Total(n)	13	388	598	6	179	265	7	202	324											
Mean	3.23	2.98	3.02	3.00	3.13	3.17	3.43	2.88	2.91											
Standard deviation	0.73	0.79	0.77	0.89	0.81	0.78	0.53	0.74	0.72											
Significance	-	-	-	-	-	-	-	-	-											
Effect size	-	0.32	0.27	-	-0.16	-0.22	-	0.74	0.72											
<b>Indicate how important you believe each priority listed below is at your college or university:</b>																				
<b>Increase or maintain institutional affordability</b>											Institutional Priority: Commitment to Diversity									
Highest Priority												21.4%	28.8%	26.7%	16.7%	31.3%	26.6%	28.6%	26.8%	27.1%
High Priority												35.7%	53.5%	57.4%	33.3%	50.5%	55.4%	42.9%	56.6%	59.6%
Medium Priority												35.7%	15.7%	14.1%	33.3%	15.9%	16.2%	28.6%	14.6%	11.4%
Low Priority												7.1%	2.0%	1.8%	16.7%	2.2%	1.8%	0.0%	2.0%	1.8%
Total(n)												14	396	615	6	182	271	7	205	332
Mean												2.71	3.09	3.09	2.50	3.11	3.07	3.00	3.08	3.12
Standard deviation												0.91	0.72	0.69	1.05	0.74	0.71	0.82	0.70	0.67
Significance												-	-	*	-	-	-	-	-	-
Effect size												-	-0.53	-0.55	-	-0.82	-0.80	-	-0.11	-0.18
<b>Develop a sense of community among students and faculty</b>																				
Highest Priority												14.3%	16.8%	18.8%	0.0%	15.4%	17.7%	28.6%	18.4%	20.0%
High Priority												35.7%	39.2%	38.0%	50.0%	44.0%	39.5%	14.3%	35.3%	37.0%
Medium Priority												42.9%	31.9%	32.7%	33.3%	29.1%	32.1%	57.1%	33.8%	32.8%
Low Priority												7.1%	12.1%	10.5%	16.7%	11.5%	10.7%	0.0%	12.6%	10.1%
Total(n)												14	398	618	6	182	271	7	207	335
Mean												2.57	2.61	2.65	2.33	2.63	2.64	2.71	2.59	2.67
Standard deviation												0.85	0.90	0.90	0.82	0.88	0.90	0.95	0.93	0.91
Significance												-	-	-	-	-	-	-	-	-
Effect size												-	-0.04	-0.09	-	-0.34	-0.34	-	0.13	0.04
<b>Facilitate student involvement in community service</b>											Institutional Priority: Civic Engagement									
Highest Priority												7.1%	8.1%	9.1%	16.7%	8.9%	10.0%	0.0%	7.8%	8.7%
High Priority												42.9%	34.4%	31.6%	16.7%	31.1%	27.1%	57.1%	36.9%	34.5%
Medium Priority												35.7%	42.8%	44.3%	33.3%	44.4%	47.6%	42.9%	41.3%	42.0%
Low Priority												14.3%	14.7%	15.0%	33.3%	15.6%	15.2%	0.0%	14.1%	14.7%
Total(n)												14	395	614	6	180	269	7	206	333
Mean												2.43	2.36	2.35	2.17	2.33	2.32	2.57	2.38	2.37
Standard deviation												0.85	0.83	0.84	1.17	0.85	0.85	0.53	0.82	0.84
Significance												-	-	-	-	-	-	-	-	-
Effect size												-	0.08	0.10	-	-0.19	-0.18	-	0.23	0.24
<b>Help students learn how to bring about change in society</b>																				
Highest Priority												0.0%	11.9%	11.2%	0.0%	10.4%	10.0%	0.0%	13.2%	12.4%
High Priority												28.6%	28.0%	27.7%	33.3%	28.6%	27.7%	14.3%	27.3%	27.8%
Medium Priority												57.1%	41.2%	44.0%	50.0%	42.3%	45.0%	71.4%	40.5%	42.9%
Low Priority												14.3%	18.9%	17.1%	16.7%	18.7%	17.3%	14.3%	19.0%	16.9%
Total(n)												14	396	614	6	182	271	7	205	331
Mean												2.14	2.33	2.33	2.17	2.31	2.30	2.00	2.35	2.36
Standard deviation												0.66	0.92	0.89	0.75	0.89	0.87	0.58	0.94	0.90
Significance												-	-	-	-	-	-	-	-	-
Effect size												-	-0.21	-0.21	-	-0.16	-0.15	-	-0.37	-0.40
<b>Increase or maintain institutional prestige</b>																				
Highest Priority												7.1%	11.3%	11.0%	16.7%	13.7%	11.0%	0.0%	9.8%	10.8%
High Priority												28.6%	33.5%	33.8%	0.0%	26.8%	28.7%	57.1%	40.0%	38.3%
Medium Priority	64.3%	36.8%	38.5%	83.3%	38.3%	40.8%	42.9%	35.1%	36.7%											



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Institutional Priority: Increase Prestige
Low Priority	0.0%	18.4%	16.7%	0.0%	21.3%	19.5%	0.0%	15.1%	14.2%	
Total(n)	14	397	616	6	183	272	7	205	332	
Mean	2.43	2.38	2.39	2.33	2.33	2.31	2.57	2.44	2.46	
Standard deviation	0.65	0.91	0.89	0.82	0.96	0.91	0.53	0.86	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.04	-	0.00	0.02	-	0.15	0.13	
<b>Hire faculty "stars"</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	3.5%	3.3%	0.0%	4.4%	3.0%	0.0%	2.9%	3.3%	
High Priority	0.0%	12.4%	12.9%	0.0%	13.2%	12.9%	0.0%	11.8%	12.7%	
Medium Priority	7.1%	25.8%	30.8%	0.0%	22.5%	29.5%	14.3%	29.4%	32.3%	
Low Priority	92.9%	58.2%	53.1%	100.0%	59.9%	54.6%	85.7%	55.9%	51.7%	
Total(n)	14	395	614	6	182	271	7	204	331	
Mean	1.07	1.61	1.66	1.00	1.62	1.64	1.14	1.62	1.68	
Standard deviation	0.27	0.84	0.82	0.00	0.88	0.82	0.38	0.81	0.82	
Significance	-	*	**	-	-	-	-	-	-	
Effect size	-	-0.64	-0.72	-	-0.70	-0.78	-	-0.59	-0.66	
<b>Recruit more traditionally underrepresented students</b>										Institutional Priority: Commitment to Diversity
Highest Priority	0.0%	27.6%	29.5%	0.0%	26.8%	27.2%	0.0%	28.1%	31.6%	
High Priority	28.6%	38.0%	38.8%	33.3%	39.3%	40.4%	14.3%	36.9%	37.4%	
Medium Priority	42.9%	27.1%	25.1%	50.0%	28.4%	26.1%	42.9%	26.1%	24.6%	
Low Priority	28.6%	7.3%	6.5%	16.7%	5.5%	6.3%	42.9%	8.9%	6.4%	
Total(n)	14	395	613	6	183	272	7	203	329	
Mean	2.00	2.86	2.91	2.17	2.87	2.89	1.71	2.84	2.94	
Standard deviation	0.78	0.91	0.90	0.75	0.87	0.88	0.76	0.94	0.90	
Significance	-	***	***	-	*	*	-	**	***	
Effect size	-	-0.95	-1.01	-	-0.80	-0.82	-	-1.20	-1.37	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	3.6%	2.8%	0.0%	3.9%	3.3%	0.0%	3.4%	2.4%	
High Priority	0.0%	7.9%	7.7%	0.0%	8.9%	10.0%	0.0%	7.4%	6.1%	
Medium Priority	50.0%	20.4%	21.1%	33.3%	18.9%	20.1%	57.1%	22.1%	21.9%	
Low Priority	50.0%	68.2%	68.4%	66.7%	68.3%	66.5%	42.9%	67.2%	69.6%	
Total(n)	14	393	610	6	180	269	7	204	329	
Mean	1.50	1.47	1.45	1.33	1.48	1.50	1.57	1.47	1.41	
Standard deviation	0.52	0.79	0.75	0.52	0.82	0.81	0.53	0.78	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.07	-	-0.18	-0.21	-	0.13	0.22	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	7.1%	13.2%	14.6%	0.0%	13.8%	14.9%	14.3%	12.8%	14.3%	
High Priority	35.7%	32.8%	33.1%	50.0%	38.7%	38.7%	14.3%	28.1%	29.2%	
Medium Priority	21.4%	33.3%	34.8%	16.7%	35.4%	36.1%	28.6%	30.5%	33.1%	
Low Priority	35.7%	20.6%	17.5%	33.3%	12.2%	10.4%	42.9%	28.6%	23.4%	
Total(n)	14	393	610	6	181	269	7	203	329	
Mean	2.14	2.39	2.45	2.17	2.54	2.58	2.00	2.25	2.34	
Standard deviation	1.03	0.96	0.94	0.98	0.88	0.87	1.15	1.01	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.33	-	-0.42	-0.47	-	-0.25	-0.34	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										Institutional Priority: Commitment
Highest Priority	7.1%	22.0%	23.1%	16.7%	21.0%	21.9%	0.0%	22.9%	24.1%	
High Priority	14.3%	34.2%	35.3%	16.7%	37.6%	38.5%	0.0%	32.2%	33.7%	
Medium Priority	64.3%	32.4%	30.8%	66.7%	32.6%	31.5%	71.4%	31.2%	29.8%	
Low Priority	14.3%	11.4%	10.7%	0.0%	8.8%	8.1%	28.6%	13.7%	12.3%	
Total(n)	14	395	614	6	181	270	7	205	332	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	to Diversity
Mean	2.14	2.67	2.71	2.50	2.71	2.74	1.71	2.64	2.70	
Standard deviation	0.77	0.94	0.94	0.84	0.90	0.89	0.49	0.98	0.97	
Significance	-	*	*	-	-	-	-	*	**	
Effect size	-	-0.56	-0.61	-	-0.23	-0.27	-	-0.95	-1.02	
<b>Provide resources for faculty to engage in community-based teaching or research</b>										Institutional Priority: Civic Engagement
Highest Priority	0.0%	11.4%	11.6%	0.0%	9.9%	11.8%	0.0%	12.7%	11.5%	
High Priority	21.4%	26.3%	26.7%	33.3%	24.2%	25.1%	14.3%	28.3%	28.1%	
Medium Priority	64.3%	38.1%	38.6%	50.0%	42.3%	40.2%	71.4%	35.1%	37.8%	
Low Priority	14.3%	24.2%	23.1%	16.7%	23.6%	22.9%	14.3%	23.9%	22.7%	
Total(n)	14	396	614	6	182	271	7	205	331	
Mean	2.07	2.25	2.27	2.17	2.20	2.26	2.00	2.30	2.28	
Standard deviation	0.62	0.95	0.94	0.75	0.91	0.94	0.58	0.97	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.21	-	-0.03	-0.10	-	-0.31	-0.30	
<b>Create and sustain partnerships with surrounding communities</b>										Institutional Priority: Civic Engagement
Highest Priority	7.1%	18.6%	19.8%	0.0%	14.8%	18.1%	14.3%	22.3%	21.3%	
High Priority	42.9%	38.3%	39.1%	33.3%	39.6%	38.7%	42.9%	37.4%	39.6%	
Medium Priority	42.9%	29.2%	29.2%	50.0%	32.4%	29.9%	42.9%	25.7%	28.2%	
Low Priority	7.1%	13.9%	11.9%	16.7%	13.2%	13.3%	0.0%	14.6%	10.8%	
Total(n)	14	397	616	6	182	271	7	206	333	
Mean	2.50	2.62	2.67	2.17	2.56	2.62	2.71	2.67	2.71	
Standard deviation	0.76	0.94	0.93	0.75	0.90	0.93	0.76	0.98	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.18	-	-0.43	-0.48	-	0.04	0.00	
<b>Pursue extramural funding</b>										
Highest Priority	0.0%	12.3%	14.3%	0.0%	10.1%	12.8%	0.0%	14.8%	16.0%	
High Priority	30.8%	30.1%	32.4%	33.3%	25.7%	29.3%	28.6%	34.5%	35.0%	
Medium Priority	38.5%	34.2%	31.7%	33.3%	37.4%	33.8%	42.9%	30.0%	29.1%	
Low Priority	30.8%	23.4%	21.6%	33.3%	26.8%	24.1%	28.6%	20.7%	19.9%	
Total(n)	13	389	602	6	179	266	7	203	326	
Mean	2.00	2.31	2.39	2.00	2.19	2.31	2.00	2.43	2.47	
Standard deviation	0.82	0.97	0.98	0.89	0.95	0.98	0.82	0.98	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.32	-0.40	-	-0.20	-0.32	-	-0.44	-0.48	
<b>Strengthen links with the for-profit, corporate sector</b>										
Highest Priority	0.0%	11.3%	11.5%	0.0%	11.0%	11.6%	0.0%	11.4%	11.3%	
High Priority	28.6%	28.4%	27.2%	50.0%	29.3%	29.5%	0.0%	28.2%	25.6%	
Medium Priority	28.6%	36.8%	37.4%	0.0%	30.9%	31.0%	57.1%	42.1%	42.7%	
Low Priority	42.9%	23.5%	23.9%	50.0%	28.7%	28.0%	42.9%	18.3%	20.4%	
Total(n)	14	391	607	6	181	268	7	202	328	
Mean	1.86	2.27	2.26	2.00	2.23	2.25	1.57	2.33	2.28	
Standard deviation	0.86	0.95	0.95	1.10	0.99	0.99	0.53	0.90	0.91	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.43	-0.42	-	-0.23	-0.25	-	-0.84	-0.78	
<b>Develop leadership ability among students</b>										
Highest Priority	14.3%	12.9%	12.6%	16.7%	12.2%	12.7%	14.3%	13.7%	12.7%	
High Priority	57.1%	31.7%	32.5%	50.0%	32.0%	32.6%	57.1%	31.9%	32.7%	
Medium Priority	21.4%	43.4%	42.4%	16.7%	43.6%	42.7%	28.6%	42.6%	41.5%	
Low Priority	7.1%	11.9%	12.5%	16.7%	12.2%	12.0%	0.0%	11.8%	13.0%	
Total(n)	14	394	609	6	181	267	7	204	330	
Mean	2.79	2.46	2.45	2.67	2.44	2.46	2.86	2.48	2.45	
Standard deviation	0.80	0.86	0.87	1.03	0.86	0.86	0.69	0.87	0.87	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Significance	-			-			-			
Effect size	-	0.38	0.39	-	0.27	0.24	-	0.44	0.47	
<b>Develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest Priority	21.4%	19.7%	22.8%	33.3%	18.1%	19.6%	14.3%	21.1%	25.3%	
High Priority	28.6%	38.7%	39.7%	0.0%	39.0%	41.5%	42.9%	39.7%	39.5%	
Medium Priority	50.0%	32.2%	29.0%	66.7%	31.9%	30.0%	42.9%	31.4%	27.4%	
Low Priority	0.0%	9.4%	8.5%	0.0%	11.0%	8.9%	0.0%	7.8%	7.8%	
Total(n)	14	395	614	6	182	270	7	204	332	
Mean	2.71	2.69	2.77	2.67	2.64	2.72	2.71	2.74	2.82	
Standard deviation	0.83	0.89	0.90	1.03	0.90	0.88	0.76	0.88	0.90	
Significance	-			-			-			
Effect size	-	0.02	-0.07	-	0.03	-0.06	-	-0.03	-0.12	
<b>Prepare students for the workplace</b>										
Highest Priority	42.9%	46.3%	46.6%	50.0%	48.9%	47.0%	42.9%	45.1%	47.0%	
High Priority	42.9%	38.5%	39.8%	16.7%	35.7%	37.4%	57.1%	40.8%	41.3%	
Medium Priority	14.3%	12.6%	11.9%	33.3%	12.6%	13.3%	0.0%	11.7%	10.2%	
Low Priority	0.0%	2.5%	1.8%	0.0%	2.7%	2.2%	0.0%	2.4%	1.5%	
Total(n)	14	397	616	6	182	270	7	206	334	
Mean	3.29	3.29	3.31	3.17	3.31	3.29	3.43	3.29	3.34	
Standard deviation	0.73	0.78	0.75	0.98	0.80	0.78	0.53	0.77	0.72	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.18	-0.15	-	0.18	0.13	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a Very Large Extent	7.1%	21.8%	21.6%	0.0%	21.3%	20.6%	14.3%	22.2%	22.7%	
To a Large Extent	42.9%	33.8%	31.8%	33.3%	38.8%	35.7%	57.1%	29.0%	28.1%	
To Some Extent	35.7%	31.1%	33.0%	50.0%	30.1%	31.6%	28.6%	32.9%	34.6%	
To a Small Extent	14.3%	9.0%	9.7%	16.7%	7.7%	8.5%	0.0%	10.1%	10.7%	
Not at All	0.0%	4.3%	3.9%	0.0%	2.2%	3.7%	0.0%	5.8%	3.9%	
Total(n)	14	399	619	6	183	272	7	207	335	
Mean	3.43	3.60	3.58	3.17	3.69	3.61	3.86	3.52	3.55	
Standard deviation	0.85	1.06	1.05	0.75	0.96	1.02	0.69	1.12	1.07	
Significance	-			-			-			
Effect size	-	-0.16	-0.14	-	-0.54	-0.43	-	0.30	0.29	
<b>Experience close alignment between your work and your personal values</b>										
To a Very Large Extent	7.1%	29.3%	30.1%	16.7%	29.5%	31.3%	0.0%	29.0%	29.1%	
To a Large Extent	50.0%	47.4%	47.0%	50.0%	44.8%	43.8%	57.1%	49.8%	49.5%	
To Some Extent	28.6%	17.0%	17.8%	16.7%	19.1%	19.9%	28.6%	15.5%	16.5%	
To a Small Extent	14.3%	5.0%	3.9%	16.7%	6.0%	4.8%	14.3%	4.3%	3.3%	
Not at All	0.0%	1.3%	1.1%	0.0%	0.5%	0.4%	0.0%	1.4%	1.5%	
Total(n)	14	399	617	6	183	272	7	207	333	
Mean	3.50	3.98	4.01	3.67	3.97	4.01	3.43	4.00	4.02	
Standard deviation	0.85	0.88	0.86	1.03	0.88	0.86	0.79	0.87	0.85	
Significance	-	*	*	-			-			
Effect size	-	-0.55	-0.59	-	-0.34	-0.40	-	-0.66	-0.69	
<b>Mentor faculty</b>										
To a Very Large Extent	35.7%	21.3%	21.8%	16.7%	18.0%	18.8%	57.1%	23.7%	24.1%	
To a Large Extent	21.4%	34.3%	34.6%	50.0%	36.6%	36.4%	0.0%	33.3%	33.1%	
To Some Extent	35.7%	29.8%	30.0%	16.7%	27.3%	28.7%	42.9%	31.4%	31.0%	
To a Small Extent	7.1%	11.5%	10.2%	16.7%	15.8%	13.6%	0.0%	7.7%	7.5%	
Not at All	0.0%	3.0%	3.4%	0.0%	2.2%	2.6%	0.0%	3.9%	4.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)	14	399	616	6	183	272	7	207	332	
Mean	3.86	3.59	3.61	3.67	3.52	3.55	4.14	3.65	3.65	
Standard deviation	1.03	1.04	1.04	1.03	1.03	1.03	1.07	1.04	1.06	
Significance	-			-			-			
Effect size	-	0.26	0.24	-	0.15	0.12	-	0.47	0.46	
<b>Mentor undergraduate students</b>										
To a Very Large Extent	42.9%	30.5%	30.5%	33.3%	30.0%	29.9%	57.1%	31.7%	30.9%	
To a Large Extent	42.9%	33.8%	31.8%	50.0%	35.6%	35.8%	28.6%	30.2%	27.6%	
To Some Extent	7.1%	20.3%	20.6%	0.0%	21.1%	20.1%	14.3%	20.0%	21.3%	
To a Small Extent	7.1%	9.4%	10.1%	16.7%	9.4%	9.0%	0.0%	9.8%	11.4%	
Not at All	0.0%	6.1%	7.0%	0.0%	3.9%	5.2%	0.0%	8.3%	8.7%	
Total(n)	14	394	613	6	180	268	7	205	333	
Mean	4.21	3.73	3.69	4.00	3.78	3.76	4.43	3.67	3.61	
Standard deviation	0.89	1.17	1.20	1.10	1.09	1.13	0.79	1.25	1.27	
Significance	-			-			-			
Effect size	-	0.41	0.43	-	0.20	0.21	-	0.61	0.65	
<b>Mentor graduate students</b>										
To a Very Large Extent	28.6%	18.8%	21.4%	33.3%	17.5%	19.4%	28.6%	20.3%	22.9%	
To a Large Extent	14.3%	21.6%	20.9%	0.0%	19.1%	17.9%	14.3%	23.8%	23.2%	
To Some Extent	0.0%	16.5%	17.3%	0.0%	14.8%	17.5%	0.0%	17.8%	17.1%	
To a Small Extent	14.3%	13.5%	13.0%	16.7%	13.7%	12.7%	14.3%	13.4%	13.4%	
Not at All	42.9%	29.7%	27.5%	50.0%	35.0%	32.5%	42.9%	24.8%	23.5%	
Total(n)	14	394	608	6	183	268	7	202	328	
Mean	2.71	2.86	2.96	2.50	2.70	2.79	2.71	3.01	3.09	
Standard deviation	1.82	1.51	1.51	1.97	1.53	1.53	1.89	1.48	1.49	
Significance	-			-			-			
Effect size	-	-0.10	-0.17	-	-0.13	-0.19	-	-0.20	-0.26	
<b>Been mentored by at least one professional in academia</b>										
To a Very Large Extent	35.7%	25.3%	26.4%	16.7%	21.4%	23.7%	57.1%	29.3%	28.7%	
To a Large Extent	21.4%	26.8%	25.9%	33.3%	30.8%	29.6%	14.3%	22.9%	22.7%	
To Some Extent	28.6%	26.0%	27.1%	50.0%	21.4%	23.0%	14.3%	31.2%	31.4%	
To a Small Extent	7.1%	17.7%	16.0%	0.0%	20.9%	18.9%	0.0%	13.7%	13.0%	
Not at All	7.1%	4.3%	4.6%	0.0%	5.5%	4.8%	14.3%	2.9%	4.2%	
Total(n)	14	396	613	6	182	270	7	205	331	
Mean	3.71	3.51	3.54	3.67	3.42	3.49	4.00	3.62	3.59	
Standard deviation	1.27	1.17	1.17	0.82	1.19	1.18	1.53	1.13	1.16	
Significance	-			-			-			
Effect size	-	0.17	0.15	-	0.21	0.15	-	0.34	0.35	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a Very Large Extent	7.1%	10.1%	9.9%	16.7%	7.7%	7.4%	0.0%	12.1%	11.7%	
To a Large Extent	14.3%	12.3%	14.1%	0.0%	11.5%	12.5%	28.6%	12.6%	15.1%	
To Some Extent	21.4%	26.4%	27.8%	16.7%	26.8%	27.9%	28.6%	26.7%	28.3%	
To a Small Extent	14.3%	21.9%	20.3%	33.3%	23.0%	21.3%	0.0%	20.9%	19.3%	
Not at All	42.9%	29.4%	27.9%	33.3%	31.1%	30.9%	42.9%	27.7%	25.6%	
Total(n)	14	398	616	6	183	272	7	206	332	
Mean	2.29	2.52	2.58	2.33	2.42	2.44	2.43	2.61	2.68	
Standard deviation	1.38	1.30	1.30	1.51	1.25	1.25	1.40	1.33	1.32	
Significance	-			-			-			
Effect size	-	-0.18	-0.22	-	-0.07	-0.09	-	-0.14	-0.19	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a Very Large Extent	0.0%	0.8%	1.1%	0.0%	0.0%	0.0%	0.0%	1.5%	2.1%	
To a Large Extent	0.0%	2.5%	2.0%	0.0%	3.8%	2.6%	0.0%	1.5%	1.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
To Some Extent	7.1%	7.8%	6.5%	16.7%	7.1%	7.0%	0.0%	8.3%	6.0%	
To a Small Extent	7.1%	5.8%	5.7%	0.0%	4.4%	5.5%	14.3%	6.3%	5.1%	
Not at All	85.7%	83.1%	84.7%	83.3%	84.7%	84.9%	85.7%	82.4%	85.2%	
Total(n)	14	397	615	6	183	272	7	205	331	
Mean	1.21	1.32	1.29	1.33	1.30	1.27	1.14	1.33	1.30	
Standard deviation	0.58	0.79	0.77	0.82	0.76	0.70	0.38	0.81	0.82	
Significance	-			-			-			
Effect size	-	-0.14	-0.10	-	0.04	0.09	-	-0.23	-0.20	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	7.7%	28.5%	30.4%	16.7%	26.7%	26.0%	0.0%	30.3%	34.3%	
Good	76.9%	55.9%	53.8%	83.3%	59.7%	58.4%	71.4%	52.8%	50.0%	
Fair	15.4%	12.4%	12.8%	0.0%	10.2%	12.6%	28.6%	13.8%	12.8%	
Poor	0.0%	3.2%	2.9%	0.0%	3.4%	3.1%	0.0%	3.1%	2.9%	
Total(n)	13	379	585	6	176	262	7	195	312	
Mean	2.92	3.10	3.12	3.17	3.10	3.07	2.71	3.10	3.16	
Standard deviation	0.49	0.73	0.73	0.41	0.71	0.71	0.49	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.25	-0.27	-	0.10	0.14	-	-0.52	-0.60	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	30.8%	41.8%	42.5%	33.3%	40.0%	40.6%	33.3%	43.7%	44.2%	
Good	69.2%	49.9%	49.9%	66.7%	51.2%	50.6%	66.7%	48.1%	49.0%	
Fair	0.0%	6.1%	6.1%	0.0%	5.9%	6.8%	0.0%	6.6%	5.8%	
Poor	0.0%	2.2%	1.4%	0.0%	2.9%	2.0%	0.0%	1.6%	1.0%	
Total(n)	13	361	553	6	170	249	6	183	294	
Mean	3.31	3.31	3.33	3.33	3.28	3.30	3.33	3.34	3.36	
Standard deviation	0.48	0.69	0.66	0.52	0.71	0.68	0.52	0.68	0.64	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.07	0.04	-	-0.01	-0.05	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	42.9%	43.4%	45.9%	33.3%	43.0%	42.4%	66.7%	43.8%	48.1%	
Good	42.9%	45.3%	45.4%	33.3%	47.4%	49.4%	33.3%	43.8%	42.8%	
Fair	14.3%	9.4%	7.6%	33.3%	7.9%	7.0%	0.0%	10.3%	7.8%	
Poor	0.0%	1.9%	1.2%	0.0%	1.8%	1.2%	0.0%	2.1%	1.2%	
Total(n)	7	265	423	3	114	172	3	146	243	
Mean	3.29	3.30	3.36	3.00	3.32	3.33	3.67	3.29	3.38	
Standard deviation	0.76	0.72	0.67	1.00	0.70	0.66	0.58	0.74	0.68	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	-0.46	-0.50	-	0.51	0.43	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very Satisfied	7.1%	8.0%	8.4%	0.0%	8.7%	9.2%	0.0%	7.2%	7.8%	
Satisfied	42.9%	40.4%	38.4%	50.0%	42.1%	38.6%	42.9%	39.1%	38.5%	
Marginally Satisfied	28.6%	30.6%	30.4%	33.3%	28.4%	27.9%	28.6%	31.9%	31.9%	
Not Satisfied	21.4%	21.1%	22.8%	16.7%	20.8%	24.3%	28.6%	21.7%	21.8%	
Total(n)	14	399	619	6	183	272	7	207	335	
Mean	2.36	2.35	2.32	2.33	2.39	2.33	2.14	2.32	2.32	
Standard deviation	0.93	0.90	0.92	0.82	0.91	0.94	0.90	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.07	0.00	-	-0.20	-0.20	
										Job Satisfaction: Compensation

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>Health benefits</b>										Job Satisfaction: Compensation
Very Satisfied	35.7%	27.0%	27.9%	33.3%	25.8%	27.2%	28.6%	27.7%	28.1%	
Satisfied	28.6%	46.5%	48.0%	33.3%	47.8%	49.3%	28.6%	45.6%	47.3%	
Marginally Satisfied	21.4%	17.9%	17.7%	16.7%	16.5%	16.2%	28.6%	19.4%	18.9%	
Not Satisfied	14.3%	8.6%	6.5%	16.7%	9.9%	7.4%	14.3%	7.3%	5.7%	
Total(n)	14	396	617	6	182	272	7	206	334	
Mean	2.86	2.92	2.97	2.83	2.90	2.96	2.71	2.94	2.98	
Standard deviation	1.10	0.89	0.85	1.17	0.90	0.85	1.11	0.87	0.84	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.08	-0.15	-	-0.26	-0.32	
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very Satisfied	35.7%	29.0%	26.1%	33.3%	33.5%	29.0%	28.6%	24.9%	23.9%	
Satisfied	42.9%	48.5%	51.6%	33.3%	42.3%	44.6%	57.1%	54.6%	57.7%	
Marginally Satisfied	21.4%	18.2%	18.1%	33.3%	19.2%	20.4%	14.3%	16.6%	15.7%	
Not Satisfied	0.0%	4.3%	4.1%	0.0%	4.9%	5.9%	0.0%	3.9%	2.7%	
Total(n)	14	396	612	6	182	269	7	205	331	
Mean	3.14	3.02	3.00	3.00	3.04	2.97	3.14	3.00	3.03	
Standard deviation	0.77	0.80	0.78	0.89	0.85	0.86	0.69	0.76	0.71	
Significance	-			-			-			
Effect size	-	0.15	0.18	-	-0.05	0.03	-	0.18	0.15	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very Satisfied	0.0%	8.8%	9.8%	0.0%	8.8%	10.3%	0.0%	9.3%	9.7%	
Satisfied	57.1%	41.9%	41.5%	66.7%	48.9%	44.9%	42.9%	35.6%	38.4%	
Marginally Satisfied	42.9%	30.8%	32.7%	33.3%	23.6%	27.6%	57.1%	37.1%	37.2%	
Not Satisfied	0.0%	18.4%	16.1%	0.0%	18.7%	17.3%	0.0%	18.0%	14.8%	
Total(n)	14	396	615	6	182	272	7	205	331	
Mean	2.57	2.41	2.45	2.67	2.48	2.48	2.43	2.36	2.43	
Standard deviation	0.51	0.89	0.88	0.52	0.90	0.90	0.53	0.88	0.86	
Significance	-			-			-			
Effect size	-	0.18	0.14	-	0.21	0.21	-	0.08	0.00	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very Satisfied	7.1%	10.1%	11.6%	0.0%	12.2%	14.4%	14.3%	8.8%	9.7%	
Satisfied	78.6%	47.6%	47.4%	83.3%	47.0%	44.8%	71.4%	47.8%	49.4%	
Marginally Satisfied	14.3%	26.3%	25.7%	16.7%	26.5%	25.9%	14.3%	26.3%	25.2%	
Not Satisfied	0.0%	15.9%	15.4%	0.0%	14.4%	14.8%	0.0%	17.1%	15.8%	
Total(n)	14	395	612	6	181	270	7	205	330	
Mean	2.93	2.52	2.55	2.83	2.57	2.59	3.00	2.48	2.53	
Standard deviation	0.47	0.88	0.89	0.41	0.88	0.91	0.58	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.47	0.43	-	0.30	0.26	-	0.59	0.54	
<b>Quality of students</b>										Job Satisfaction: Compensation
Very Satisfied	28.6%	13.1%	13.1%	33.3%	9.9%	9.6%	28.6%	15.5%	15.7%	
Satisfied	71.4%	49.5%	49.5%	66.7%	44.5%	46.0%	71.4%	54.1%	52.7%	
Marginally Satisfied	0.0%	29.9%	29.9%	0.0%	35.7%	34.6%	0.0%	26.1%	26.8%	
Not Satisfied	0.0%	7.5%	7.5%	0.0%	9.9%	9.9%	0.0%	4.3%	4.8%	
Total(n)	14	398	616	6	182	272	7	207	332	
Mean	3.29	2.68	2.68	3.33	2.54	2.55	3.29	2.81	2.79	
Standard deviation	0.47	0.79	0.79	0.52	0.80	0.80	0.49	0.74	0.76	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.77	0.77	-	0.99	0.98	-	0.65	0.66	
<b>Autonomy and independence</b>										Job Satisfaction: Compensation
Very Satisfied	14.3%	31.7%	33.7%	16.7%	30.1%	33.3%	14.3%	32.5%	34.0%	
Satisfied	78.6%	54.5%	52.0%	83.3%	56.8%	53.5%	71.4%	53.4%	51.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Job Satisfaction: Workplace
Marginally Satisfied	7.1%	11.8%	11.8%	0.0%	10.9%	11.0%	14.3%	12.6%	12.7%	
Not Satisfied	0.0%	2.0%	2.4%	0.0%	2.2%	2.2%	0.0%	1.5%	2.1%	
Total(n)	14	398	617	6	183	273	7	206	332	
Mean	3.07	3.16	3.17	3.17	3.15	3.18	3.00	3.17	3.17	
Standard deviation	0.47	0.70	0.72	0.41	0.69	0.71	0.58	0.70	0.72	
Effect size	-	-0.13	-0.14	-	0.03	-0.01	-	-0.24	-0.24	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very Satisfied	57.1%	40.8%	40.9%	83.3%	43.7%	42.5%	42.9%	38.0%	39.3%	
Satisfied	42.9%	40.3%	38.8%	16.7%	39.3%	39.6%	57.1%	41.3%	38.7%	
Marginally Satisfied	0.0%	10.5%	11.1%	0.0%	9.3%	10.3%	0.0%	11.5%	11.6%	
Not Satisfied	0.0%	8.5%	9.2%	0.0%	7.7%	7.7%	0.0%	9.1%	10.4%	
Total(n)	14	400	621	6	183	273	7	208	336	
Mean	3.57	3.13	3.11	3.83	3.19	3.17	3.43	3.08	3.07	
Standard deviation	0.51	0.91	0.94	0.41	0.90	0.90	0.53	0.93	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.48	0.49	-	0.71	0.73	-	0.38	0.38	
<b>Departmental support for work/life balance</b>										
Very Satisfied	7.7%	22.6%	23.0%	16.7%	27.3%	25.3%	0.0%	18.0%	20.7%	
Satisfied	53.8%	47.2%	47.1%	66.7%	47.5%	47.6%	50.0%	47.6%	47.1%	
Marginally Satisfied	30.8%	20.1%	19.3%	16.7%	16.9%	17.2%	33.3%	23.3%	21.0%	
Not Satisfied	7.7%	10.1%	10.7%	0.0%	8.2%	9.9%	16.7%	11.2%	11.1%	
Total(n)	13	398	618	6	183	273	6	206	333	
Mean	2.62	2.82	2.82	3.00	2.94	2.88	2.33	2.72	2.77	
Standard deviation	0.77	0.89	0.91	0.63	0.88	0.90	0.82	0.89	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.22	-	0.07	0.13	-	-0.44	-0.49	
<b>Institutional support for work/life balance</b>										
Very Satisfied	7.1%	9.0%	8.5%	16.7%	11.5%	10.6%	0.0%	7.2%	7.2%	
Satisfied	14.3%	41.6%	40.8%	16.7%	48.1%	46.2%	14.3%	36.2%	36.7%	
Marginally Satisfied	50.0%	28.6%	29.4%	50.0%	23.5%	25.3%	57.1%	33.8%	33.1%	
Not Satisfied	28.6%	20.8%	21.3%	16.7%	16.9%	17.9%	28.6%	22.7%	23.0%	
Total(n)	14	399	620	6	183	273	7	207	335	
Mean	2.00	2.39	2.37	2.33	2.54	2.49	1.86	2.28	2.28	
Standard deviation	0.88	0.91	0.91	1.03	0.91	0.91	0.69	0.90	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.43	-0.41	-	-0.23	-0.18	-	-0.47	-0.47	
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very Satisfied	7.1%	9.5%	10.0%	0.0%	8.2%	9.6%	0.0%	10.7%	10.5%	
Satisfied	42.9%	44.0%	43.8%	50.0%	48.6%	46.5%	42.9%	40.3%	41.6%	
Marginally Satisfied	42.9%	30.4%	27.9%	50.0%	31.1%	28.8%	42.9%	29.6%	27.2%	
Not Satisfied	7.1%	16.1%	18.3%	0.0%	12.0%	15.1%	14.3%	19.4%	20.7%	
Total(n)	14	398	617	6	183	271	7	206	334	
Mean	2.50	2.47	2.46	2.50	2.53	2.51	2.29	2.42	2.42	
Standard deviation	0.76	0.87	0.90	0.55	0.81	0.86	0.76	0.92	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.04	-	-0.04	-0.01	-	-0.14	-0.14	
<b>Relative equity of salary and job benefits</b>										Job
Very Satisfied	14.3%	8.1%	8.0%	16.7%	8.8%	9.2%	0.0%	7.3%	6.9%	
Satisfied	35.7%	32.6%	30.6%	33.3%	39.6%	35.4%	42.9%	27.7%	27.6%	
Marginally Satisfied	35.7%	33.1%	33.2%	50.0%	28.6%	30.3%	28.6%	35.4%	34.2%	
Not Satisfied	14.3%	26.3%	28.3%	0.0%	23.1%	25.1%	28.6%	29.6%	31.2%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Satisfaction: Workplace
Total(n)	14	396	615	6	182	271	7	206	333	
Mean	2.50	2.22	2.18	2.67	2.34	2.29	2.14	2.13	2.10	
Standard deviation	0.94	0.93	0.94	0.82	0.93	0.95	0.90	0.92	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.30	0.34	-	0.35	0.40	-	0.01	0.04	
<b>Flexibility in relation to family matters or emergencies</b>										Job Satisfaction: Workplace
Very Satisfied	21.4%	39.3%	40.1%	33.3%	42.3%	42.2%	14.3%	36.4%	38.3%	
Satisfied	57.1%	43.8%	44.2%	50.0%	44.5%	45.2%	57.1%	43.2%	43.4%	
Marginally Satisfied	14.3%	14.6%	13.3%	16.7%	12.1%	11.1%	14.3%	17.0%	15.0%	
Not Satisfied	7.1%	2.3%	2.4%	0.0%	1.1%	1.5%	14.3%	3.4%	3.3%	
Total(n)	14	397	616	6	182	270	7	206	334	
Mean	2.93	3.20	3.22	3.17	3.28	3.28	2.71	3.13	3.17	
Standard deviation	0.83	0.77	0.76	0.75	0.72	0.72	0.95	0.81	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.35	-0.38	-	-0.15	-0.15	-	-0.52	-0.58	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										Job Satisfaction: Workplace
Very Satisfied	21.4%	25.7%	26.1%	33.3%	28.6%	29.7%	14.3%	23.2%	23.1%	
Satisfied	35.7%	49.9%	48.3%	33.3%	52.7%	50.6%	28.6%	47.3%	46.5%	
Marginally Satisfied	28.6%	15.5%	16.9%	33.3%	15.4%	16.4%	28.6%	15.8%	17.3%	
Not Satisfied	14.3%	8.9%	8.7%	0.0%	3.3%	3.3%	28.6%	13.8%	13.1%	
Total(n)	14	393	609	6	182	269	7	203	329	
Mean	2.64	2.92	2.92	3.00	3.07	3.07	2.29	2.80	2.80	
Standard deviation	1.01	0.87	0.88	0.89	0.76	0.77	1.11	0.95	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.32	-0.32	-	-0.09	-0.09	-	-0.54	-0.54	
<b>Overall job</b>										
Very Satisfied	14.3%	20.6%	20.2%	16.7%	23.5%	22.1%	14.3%	18.9%	19.5%	
Satisfied	57.1%	56.5%	54.9%	66.7%	54.6%	52.9%	57.1%	57.8%	56.0%	
Marginally Satisfied	28.6%	18.3%	20.6%	16.7%	16.9%	21.0%	28.6%	19.9%	20.7%	
Not Satisfied	0.0%	4.5%	4.4%	0.0%	4.9%	4.0%	0.0%	3.4%	3.9%	
Total(n)	14	398	618	6	183	272	7	206	334	
Mean	2.86	2.93	2.91	3.00	2.97	2.93	2.86	2.92	2.91	
Standard deviation	0.66	0.75	0.76	0.63	0.78	0.77	0.69	0.72	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.07	-	0.04	0.09	-	-0.08	-0.07	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										
<b>Managing household responsibilities</b>										
Extensive	14.3%	26.0%	25.9%	0.0%	15.5%	16.0%	28.6%	35.1%	33.4%	
Somewhat	57.1%	52.3%	54.4%	50.0%	58.0%	59.3%	57.1%	47.5%	50.8%	
Not at All	28.6%	21.7%	19.7%	50.0%	26.5%	24.6%	14.3%	17.3%	15.8%	
Total(n)	14	392	609	6	181	268	7	202	329	
Mean	1.86	2.04	2.06	1.50	1.89	1.91	2.14	2.18	2.18	
Standard deviation	0.66	0.69	0.67	0.55	0.64	0.63	0.69	0.70	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.30	-	-0.61	-0.65	-	-0.06	-0.06	
<b>Review/promotion process</b>										
Extensive	0.0%	13.7%	13.6%	0.0%	11.7%	13.0%	0.0%	15.7%	13.9%	
Somewhat	58.3%	35.0%	38.2%	20.0%	35.6%	35.6%	83.3%	33.7%	40.1%	
Not at All	41.7%	51.3%	48.2%	80.0%	52.8%	51.5%	16.7%	50.6%	46.0%	
Total(n)	12	343	523	5	163	239	6	172	274	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336		
Mean	1.58	1.62	1.65	1.20	1.59	1.62	1.83	1.65	1.68		
Standard deviation	0.51	0.71	0.71	0.45	0.69	0.71	0.41	0.74	0.71		
Significance	-			-			-				
Effect size	-	-0.06	-0.10	-	-0.57	-0.59	-	0.24	0.21		
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>											
Extensive	0.0%	8.2%	7.7%	0.0%	6.0%	5.3%	0.0%	8.9%	8.5%		
Somewhat	25.0%	27.4%	29.1%	0.0%	21.6%	20.7%	60.0%	32.8%	36.0%		
Not at All	75.0%	64.4%	63.2%	100.0%	72.5%	74.0%	40.0%	58.3%	55.5%		
Total(n)	12	368	574	6	167	246	5	192	317		
Mean	1.25	1.44	1.44	1.00	1.34	1.31	1.60	1.51	1.53		
Standard deviation	0.45	0.64	0.63	0.00	0.59	0.57	0.55	0.66	0.65		
Significance	-			-			-				
Effect size	-	-0.30	-0.30	-	-0.58	-0.54	-	0.14	0.11		
<b>Committee work</b>											
Extensive	42.9%	21.7%	20.0%	33.3%	19.0%	15.7%	42.9%	22.1%	22.4%	Career-Related Stress	
Somewhat	50.0%	56.1%	59.2%	50.0%	56.4%	61.2%	57.1%	56.9%	57.9%		
Not at All	7.1%	22.2%	20.8%	16.7%	24.6%	23.1%	0.0%	21.1%	19.7%		
Total(n)	14	392	610	6	179	268	7	204	330		
Mean	2.36	1.99	1.99	2.17	1.94	1.93	2.43	2.01	2.03		
Standard deviation	0.63	0.66	0.64	0.75	0.66	0.62	0.53	0.66	0.65		
Significance	-	*	*	-			-				
Effect size	-	0.56	0.58	-	0.35	0.39	-	0.64	0.62		
<b>Faculty meetings</b>											
Extensive	35.7%	16.9%	15.8%	33.3%	11.6%	11.5%	28.6%	20.9%	18.7%		
Somewhat	50.0%	54.2%	54.7%	33.3%	59.1%	58.7%	71.4%	49.8%	51.5%		
Not at All	14.3%	28.9%	29.5%	33.3%	29.3%	29.7%	0.0%	29.4%	29.8%		
Total(n)	14	391	607	6	181	269	7	201	326		
Mean	2.21	1.88	1.86	2.00	1.82	1.82	2.29	1.92	1.89		
Standard deviation	0.70	0.67	0.66	0.89	0.62	0.62	0.49	0.71	0.69		
Significance	-			-			-				
Effect size	-	0.49	0.53	-	0.29	0.29	-	0.52	0.58		
<b>Students</b>											
Extensive	14.3%	14.9%	14.9%	0.0%	10.0%	12.4%	28.6%	19.9%	17.4%	Career-Related Stress	
Somewhat	71.4%	60.8%	60.2%	66.7%	64.4%	61.8%	71.4%	57.7%	58.7%		
Not at All	14.3%	24.4%	24.9%	33.3%	25.6%	25.8%	0.0%	22.4%	23.9%		
Total(n)	14	390	606	6	180	267	7	201	327		
Mean	2.00	1.91	1.90	1.67	1.84	1.87	2.29	1.98	1.94		
Standard deviation	0.55	0.62	0.62	0.52	0.58	0.60	0.49	0.65	0.64		
Significance	-			-			-				
Effect size	-	0.15	0.16	-	-0.29	-0.33	-	0.48	0.55		
<b>Research or publishing demands</b>											
Extensive	15.4%	15.2%	14.7%	16.7%	11.5%	10.5%	16.7%	17.7%	17.2%		Career-Related Stress
Somewhat	30.8%	51.2%	49.4%	0.0%	51.1%	50.4%	50.0%	51.1%	48.5%		
Not at All	53.8%	33.6%	35.9%	83.3%	37.4%	39.1%	33.3%	31.2%	34.3%		
Total(n)	13	369	565	6	174	256	6	186	297		
Mean	1.62	1.82	1.79	1.33	1.74	1.71	1.83	1.87	1.83		
Standard deviation	0.77	0.67	0.68	0.82	0.65	0.65	0.75	0.69	0.70		
Significance	-			-			-				
Effect size	-	-0.30	-0.25	-	-0.63	-0.58	-	-0.06	0.00		
<b>Institutional procedures and "red tape"</b>											
Extensive	35.7%	36.8%	36.3%	16.7%	35.2%	36.2%	42.9%	37.8%	35.9%		
Somewhat	57.1%	49.6%	51.0%	66.7%	52.5%	51.9%	57.1%	47.8%	50.9%		
Not at All	7.1%	13.6%	12.7%	16.7%	12.3%	11.9%	0.0%	14.4%	13.2%		

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	Career-Related Stress
Total(n)	14	389	606	6	179	268	7	201	326	
Mean	2.29	2.23	2.24	2.00	2.23	2.24	2.43	2.23	2.23	
Standard deviation	0.61	0.67	0.66	0.63	0.65	0.65	0.53	0.69	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.08	-	-0.35	-0.37	-	0.29	0.30	
<b>Teaching load</b>										Career-Related Stress
Extensive	28.6%	20.4%	19.6%	50.0%	19.7%	20.5%	14.3%	19.5%	17.7%	
Somewhat	50.0%	45.0%	45.3%	16.7%	45.5%	43.3%	71.4%	45.6%	48.1%	
Not at All	21.4%	34.6%	35.0%	33.3%	34.8%	36.1%	14.3%	34.9%	34.2%	
Total(n)	14	382	591	6	178	263	7	195	316	
Mean	2.07	1.86	1.85	2.17	1.85	1.84	2.00	1.85	1.84	
Standard deviation	0.73	0.73	0.72	0.98	0.72	0.74	0.58	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.29	0.31	-	0.44	0.45	-	0.21	0.23	
<b>Lack of personal time</b>										Career-Related Stress
Extensive	35.7%	29.5%	28.3%	16.7%	18.7%	19.6%	42.9%	38.1%	34.7%	
Somewhat	64.3%	49.4%	50.3%	83.3%	55.5%	53.9%	57.1%	44.6%	48.0%	
Not at All	0.0%	21.1%	21.4%	0.0%	25.8%	26.6%	0.0%	17.3%	17.3%	
Total(n)	14	393	612	6	182	271	7	202	329	
Mean	2.36	2.08	2.07	2.17	1.93	1.93	2.43	2.21	2.17	
Standard deviation	0.50	0.71	0.70	0.41	0.67	0.68	0.53	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.39	0.41	-	0.36	0.35	-	0.31	0.37	
<b>Job security</b>										Career-Related Stress
Extensive	0.0%	4.2%	6.3%	0.0%	4.6%	5.8%	0.0%	3.6%	6.6%	
Somewhat	8.3%	19.1%	22.0%	0.0%	18.5%	20.8%	20.0%	19.4%	22.7%	
Not at All	91.7%	76.7%	71.7%	100.0%	76.9%	73.4%	80.0%	77.0%	70.7%	
Total(n)	12	377	586	6	173	259	5	196	317	
Mean	1.08	1.28	1.35	1.00	1.28	1.32	1.20	1.27	1.36	
Standard deviation	0.29	0.53	0.59	0.00	0.54	0.58	0.45	0.52	0.60	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.38	-0.46	-	-0.52	-0.55	-	-0.13	-0.27	
<b>Self-imposed high expectations</b>										Career-Related Stress
Extensive	28.6%	34.1%	33.8%	16.7%	29.4%	30.1%	42.9%	38.8%	37.5%	
Somewhat	64.3%	54.9%	55.3%	66.7%	58.9%	58.7%	57.1%	50.2%	51.4%	
Not at All	7.1%	11.0%	10.9%	16.7%	11.7%	11.2%	0.0%	10.9%	11.1%	
Total(n)	14	390	606	6	180	269	7	201	325	
Mean	2.21	2.23	2.23	2.00	2.18	2.19	2.43	2.28	2.26	
Standard deviation	0.58	0.63	0.63	0.63	0.62	0.61	0.53	0.65	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.03	-	-0.29	-0.31	-	0.23	0.26	
<b>Increased work responsibilities</b>										Career-Related Stress
Extensive	50.0%	45.2%	46.6%	50.0%	43.1%	41.5%	42.9%	47.0%	50.9%	
Somewhat	42.9%	45.4%	44.9%	33.3%	47.0%	49.3%	57.1%	43.6%	41.2%	
Not at All	7.1%	9.4%	8.5%	16.7%	9.9%	9.3%	0.0%	9.4%	7.9%	
Total(n)	14	392	610	6	181	270	7	202	328	
Mean	2.43	2.36	2.38	2.33	2.33	2.32	2.43	2.38	2.43	
Standard deviation	0.65	0.65	0.64	0.82	0.65	0.64	0.53	0.65	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.08	-	0.00	0.02	-	0.08	0.00	
<b>Institutional budget cuts</b>										Career-Related Stress
Extensive	38.5%	26.2%	29.1%	33.3%	24.0%	29.9%	50.0%	26.7%	27.7%	
Somewhat	46.2%	55.1%	53.3%	50.0%	58.1%	52.6%	50.0%	53.5%	54.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Not at All	15.4%	18.7%	17.5%	16.7%	17.9%	17.5%	0.0%	19.8%	17.8%	
Total(n)	13	390	604	6	179	268	6	202	325	
Mean	2.23	2.07	2.12	2.17	2.06	2.12	2.50	2.07	2.10	
Standard deviation	0.73	0.67	0.67	0.75	0.65	0.68	0.55	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.24	0.16	-	0.17	0.07	-	0.63	0.60	
<b>Have you been sexually harassed at this institution?</b>										
Yes	14.3%	7.8%	7.4%	0.0%	2.2%	1.8%	28.6%	12.6%	12.0%	
No	85.7%	92.2%	92.6%	100.0%	97.8%	98.2%	71.4%	87.4%	88.0%	
Total(n)	14	397	618	6	183	273	7	206	334	
<b>In the past year, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	64.3%	43.1%	45.7%	66.7%	39.9%	41.8%	57.1%	45.4%	48.2%	
No	35.7%	56.9%	54.3%	33.3%	60.1%	58.2%	42.9%	54.6%	51.8%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>Considered leaving this institution for another?</b>										
Yes	57.1%	50.6%	51.4%	50.0%	52.5%	54.2%	57.1%	49.3%	49.1%	
No	42.9%	49.4%	48.6%	50.0%	47.5%	45.8%	42.9%	50.7%	50.9%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>Engaged in public service/professional consulting without pay?</b>										Civic Minded Practice
Yes	42.9%	58.3%	58.3%	16.7%	60.1%	59.3%	57.1%	55.8%	56.6%	
No	57.1%	41.7%	41.7%	83.3%	39.9%	40.7%	42.9%	44.2%	43.4%	
Total(n)	14	398	619	6	183	273	7	206	334	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	0.0%	14.8%	15.8%	0.0%	16.9%	18.7%	0.0%	13.0%	13.8%	
No	100.0%	85.2%	84.2%	100.0%	83.1%	81.3%	100.0%	87.0%	86.2%	
Total(n)	14	399	619	6	183	273	7	207	334	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	0.0%	22.8%	22.3%	0.0%	14.4%	16.3%	0.0%	30.2%	27.2%	
No	100.0%	77.2%	77.7%	100.0%	85.6%	83.7%	100.0%	69.8%	72.8%	
Total(n)	14	395	613	6	181	270	7	205	331	
<b>Do you plan to retire within the next three years?</b>										
Yes	21.4%	14.0%	12.9%	16.7%	15.9%	13.7%	28.6%	12.8%	12.4%	
No	78.6%	86.0%	87.1%	83.3%	84.1%	86.3%	71.4%	87.2%	87.6%	
Total(n)	14	394	612	6	182	270	7	203	330	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	21.4%	9.4%	10.3%	0.0%	4.4%	4.1%	28.6%	13.7%	15.2%	
No	78.6%	90.6%	89.7%	100.0%	95.6%	95.9%	71.4%	86.3%	84.8%	
Total(n)	14	395	611	6	182	270	7	204	329	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	57.1%	39.6%	40.2%	66.7%	38.5%	40.6%	57.1%	41.5%	40.7%	
No	42.9%	60.4%	59.8%	33.3%	61.5%	59.4%	42.9%	58.5%	59.3%	
Total(n)	14	396	615	6	182	271	7	205	332	
<b>Citizenship status:</b>										
U.S. citizen	92.9%	97.2%	97.1%	100.0%	96.7%	96.3%	85.7%	97.6%	97.6%	
Permanent resident (green card)	7.1%	2.8%	2.6%	0.0%	3.3%	3.7%	14.3%	2.4%	1.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	396	617	6	182	272	7	206	334	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Conservative	15.4%	10.7%	9.6%	0.0%	13.2%	11.5%	28.6%	8.9%	8.0%	
Middle-of-the-road	30.8%	30.4%	29.0%	50.0%	36.8%	34.1%	14.3%	25.6%	25.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Liberal	30.8%	45.3%	48.4%	33.3%	37.9%	43.0%	28.6%	51.7%	53.1%	
Far left	23.1%	13.3%	12.8%	16.7%	11.5%	11.1%	28.6%	13.8%	13.3%	
Total(n)	13	391	603	6	182	270	7	203	324	
<b>If given the choice, would you:</b>										
<b>Still come to this institution?</b>										
Definitely yes	35.7%	39.6%	38.5%	33.3%	37.7%	37.4%	42.9%	41.5%	39.7%	
Probably yes	42.9%	39.1%	40.3%	50.0%	38.8%	39.6%	28.6%	39.6%	40.9%	
Not sure	14.3%	14.8%	14.4%	16.7%	14.2%	14.7%	14.3%	15.0%	14.0%	
Probably no	0.0%	4.5%	5.0%	0.0%	7.1%	6.6%	0.0%	1.9%	3.6%	
Definitely no	7.1%	2.0%	1.8%	0.0%	2.2%	1.8%	14.3%	1.9%	1.8%	
Total(n)	14	399	620	6	183	273	7	207	335	
Mean	4.00	4.10	4.09	4.17	4.03	4.04	3.86	4.17	4.13	
Standard deviation	1.11	0.95	0.94	0.75	1.00	0.97	1.46	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	0.14	0.13	-	-0.35	-0.30	
<b>Still be a college professor?</b>										
Definitely yes	35.7%	57.5%	54.4%	50.0%	56.6%	57.4%	28.6%	58.9%	52.1%	
Probably yes	42.9%	30.9%	33.2%	33.3%	31.9%	31.3%	42.9%	29.0%	34.4%	
Not sure	21.4%	9.3%	9.7%	16.7%	8.8%	8.8%	28.6%	10.1%	10.8%	
Probably no	0.0%	2.0%	2.3%	0.0%	2.2%	1.8%	0.0%	1.9%	2.7%	
Definitely no	0.0%	0.3%	0.5%	0.0%	0.5%	0.7%	0.0%	0.0%	0.0%	
Total(n)	14	398	618	6	182	272	7	207	334	
Mean	4.14	4.43	4.39	4.33	4.42	4.43	4.00	4.45	4.36	
Standard deviation	0.77	0.76	0.79	0.82	0.79	0.79	0.82	0.75	0.78	
Significance	-			-			-			
Effect size	-	-0.38	-0.32	-	-0.11	-0.13	-	-0.60	-0.46	
<b>Please select your base institutional salary.</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-39,999	0.0%	0.3%	0.5%	0.0%	0.5%	0.4%	0.0%	0.0%	0.6%	
\$40,000-49,999	0.0%	1.0%	2.0%	0.0%	1.1%	1.5%	0.0%	1.0%	2.1%	
\$50,000-59,999	14.3%	6.0%	6.5%	16.7%	5.5%	5.5%	14.3%	6.3%	7.2%	
\$60,000-69,999	14.3%	14.4%	15.8%	0.0%	11.5%	13.7%	14.3%	16.4%	17.5%	
\$70,000-79,999	28.6%	16.1%	19.1%	16.7%	14.8%	18.1%	42.9%	17.9%	19.9%	
\$80,000-89,999	21.4%	14.4%	13.7%	33.3%	11.0%	11.1%	14.3%	16.4%	15.4%	
\$90,000-99,999	7.1%	14.1%	12.7%	16.7%	15.9%	13.7%	0.0%	13.0%	12.3%	
\$100,000-124,999	0.0%	24.2%	20.2%	0.0%	26.4%	23.2%	0.0%	22.2%	17.8%	
\$125,000-149,999	14.3%	7.6%	7.3%	16.7%	10.4%	10.0%	14.3%	5.3%	5.4%	
\$150,000-199,999	0.0%	2.0%	2.1%	0.0%	2.7%	2.6%	0.0%	1.4%	1.8%	
\$200,000-249,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	397	614	6	182	271	7	207	332	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	0.0%	2.0%	2.9%	0.0%	1.1%	1.5%	0.0%	2.9%	4.2%	
9/10 months	85.7%	68.8%	72.1%	100.0%	70.5%	72.8%	71.4%	67.6%	71.5%	
11/12 months	14.3%	29.1%	25.0%	0.0%	28.4%	25.7%	28.6%	29.5%	24.3%	
Total(n)	14	398	616	6	183	272	7	207	333	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.5%	0.0%	0.5%	1.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	6.8%	9.2%	0.0%	7.1%	7.7%	0.0%	6.3%	10.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Terminal Master's (M.F.A., M.B.A.)	0.0%	5.0%	5.0%	0.0%	5.5%	6.6%	0.0%	4.8%	3.9%	
J.D.	0.0%	0.8%	1.1%	0.0%	1.1%	1.1%	0.0%	0.5%	1.2%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Ph.D.	100.0%	78.7%	75.0%	100.0%	83.1%	78.8%	100.0%	75.4%	72.2%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	8.3%	8.4%	0.0%	2.7%	4.0%	0.0%	13.0%	11.6%	
Other	0.0%	0.3%	0.6%	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	
<b>Total(n)</b>	14	399	620	6	183	273	7	207	335	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.3%	0.0%	0.6%	0.7%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.8%	1.0%	0.0%	0.6%	1.5%	0.0%	1.0%	0.6%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	1.5%	2.1%	0.0%	2.2%	3.3%	0.0%	1.0%	1.2%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.5%	0.8%	0.0%	0.6%	1.1%	0.0%	0.5%	0.6%	
Other	0.0%	0.8%	0.6%	0.0%	0.6%	0.7%	0.0%	1.0%	0.6%	
None	100.0%	96.2%	95.1%	100.0%	95.6%	92.6%	100.0%	96.6%	97.0%	
<b>Total(n)</b>	14	397	617	6	181	271	7	207	334	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	57.1%	38.5%	36.1%	66.7%	40.4%	39.9%	57.1%	36.5%	32.7%	
Dean (including Associate or Assistant)	0.0%	6.8%	6.8%	0.0%	10.4%	8.4%	0.0%	3.8%	5.7%	
Vice-president	0.0%	0.5%	0.5%	0.0%	0.5%	0.4%	0.0%	0.5%	0.6%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.5%	0.3%	0.0%	0.5%	0.4%	0.0%	0.5%	0.3%	
Other	42.9%	55.8%	58.5%	33.3%	50.3%	53.1%	42.9%	60.1%	62.5%	
Not applicable	0.0%	1.0%	0.6%	0.0%	1.1%	0.7%	0.0%	1.0%	0.6%	
<b>Total(n)</b>	14	400	621	6	183	273	7	208	336	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
Native American/Alaska Native	7.1%	0.5%	1.0%	16.7%	1.1%	1.1%	0.0%	0.0%	0.6%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	5.0%	3.4%	0.0%	5.5%	3.7%	0.0%	4.8%	3.3%	
Filipina/o/x	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	1.0%	0.6%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	2.3%	1.6%	0.0%	2.2%	1.8%	0.0%	1.9%	1.2%	
Other Asian	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
African American/Black	0.0%	4.3%	3.4%	0.0%	3.3%	2.6%	0.0%	5.3%	4.2%	
African	0.0%	0.3%	0.5%	0.0%	0.5%	0.7%	0.0%	0.0%	0.3%	
Caribbean	0.0%	0.8%	0.6%	0.0%	0.0%	0.4%	0.0%	1.4%	0.9%	
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.5%	0.3%	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	
Mexican American/Chicana/o/e/x	0.0%	2.8%	3.1%	0.0%	3.3%	4.0%	0.0%	2.4%	2.4%	
Puerto Rican	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.5%	0.6%	
Central American	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	
South American	0.0%	0.5%	0.5%	0.0%	0.5%	0.4%	0.0%	0.5%	0.6%	
Other Hispanic or Latina/o/e/x	0.0%	1.0%	1.1%	0.0%	0.5%	1.5%	0.0%	1.4%	0.9%	
Middle Eastern	0.0%	1.8%	1.4%	0.0%	2.2%	1.5%	0.0%	1.4%	1.5%	
European	92.9%	74.3%	76.8%	100.0%	76.5%	78.4%	85.7%	73.6%	76.2%	
Other White	14.3%	8.8%	8.5%	16.7%	7.7%	6.6%	14.3%	10.1%	10.1%	
Other	0.0%	1.3%	0.8%	0.0%	2.2%	1.5%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	14	400	621	6	183	273	7	208	336	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>Race/Ethnicity Group (with multiple race category)</b>										
Native American/Alaska Native	0.0%	0.0%	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	
Asian/Pacific Islander	0.0%	7.6%	5.4%	0.0%	8.8%	6.7%	0.0%	6.3%	4.2%	
Black/African American	0.0%	4.6%	3.8%	0.0%	3.3%	2.6%	0.0%	5.8%	4.8%	
Latina/o/e/x	0.0%	2.8%	3.4%	0.0%	2.2%	3.4%	0.0%	3.4%	3.6%	
White	92.9%	80.4%	82.9%	83.3%	79.6%	81.3%	100.0%	81.6%	84.7%	
Other Race/Ethnicity	0.0%	0.8%	0.5%	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	
Two or More Races/Ethnicities	7.1%	3.8%	3.6%	16.7%	5.0%	4.9%	0.0%	2.9%	2.4%	
<b>Total (n)</b>	14	393	609	6	181	267	7	206	333	
<b>Is English your native language?</b>										
Yes	100.0%	90.2%	91.4%	100.0%	90.7%	91.1%	100.0%	89.4%	91.3%	
No	0.0%	9.8%	8.6%	0.0%	9.3%	8.9%	0.0%	10.6%	8.7%	
<b>Total(n)</b>	14	399	617	6	183	271	7	208	335	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	92.3%	88.7%	89.1%	100.0%	89.8%	89.5%	85.7%	89.8%	90.7%	
Gay	0.0%	2.6%	3.1%	0.0%	5.6%	6.8%	0.0%	0.0%	0.3%	
Lesbian	0.0%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	
Bisexual	7.7%	2.8%	2.6%	0.0%	1.1%	1.1%	14.3%	4.4%	3.6%	
Queer	0.0%	1.5%	1.5%	0.0%	0.6%	0.4%	0.0%	1.0%	1.2%	
Pansexual	0.0%	1.0%	0.8%	0.0%	0.0%	0.0%	0.0%	1.9%	1.5%	
Asexual	0.0%	0.5%	0.5%	0.0%	0.6%	0.8%	0.0%	0.0%	0.0%	
Not listed above	0.0%	2.1%	1.5%	0.0%	2.3%	1.5%	0.0%	1.5%	1.2%	
<b>Total (n)</b>	13	389	606	6	177	266	7	206	332	
<b>Do you identify as transgender?</b>										
No	100.0%	99.7%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Yes	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	13	397	615	6	183	272	7	207	334	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	57.1%	50.1%	49.6%	66.7%	47.7%	46.6%	57.1%	52.5%	51.7%	
1	7.1%	18.7%	17.7%	0.0%	18.1%	19.7%	14.3%	19.9%	16.7%	
2	28.6%	22.8%	24.3%	33.3%	24.2%	24.2%	14.3%	21.0%	24.1%	
3	7.1%	7.1%	6.7%	0.0%	8.7%	8.1%	14.3%	6.1%	5.8%	
4+	0.0%	1.2%	1.7%	0.0%	1.3%	1.3%	0.0%	0.6%	1.7%	
<b>Total(n)</b>	14	337	526	6	149	223	7	181	294	
<b>18 years or older</b>										
0	41.7%	45.8%	48.8%	60.0%	37.8%	43.1%	28.6%	51.7%	52.8%	
1	16.7%	15.3%	15.2%	20.0%	14.1%	14.2%	14.3%	16.7%	16.0%	
2	33.3%	27.5%	24.6%	20.0%	34.0%	28.4%	42.9%	22.4%	22.0%	
3	0.0%	6.6%	7.5%	0.0%	9.0%	9.5%	0.0%	4.6%	5.7%	
4+	8.3%	4.8%	4.0%	0.0%	5.1%	4.7%	14.3%	4.6%	3.5%	
<b>Total(n)</b>	12	334	521	5	156	232	7	174	282	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	25.0%	8.2%	7.9%	0.0%	5.9%	6.6%	0.0%	8.8%	8.1%	
Satisfied	0.0%	10.0%	10.7%	0.0%	7.8%	9.2%	0.0%	10.5%	11.1%	
Marginally satisfied	0.0%	16.4%	13.6%	0.0%	13.7%	14.5%	0.0%	19.3%	13.1%	
Not satisfied	75.0%	65.5%	67.8%	100.0%	72.5%	69.7%	100.0%	61.4%	67.7%	
<b>Total(n)</b>	4	110	177	2	51	76	1	57	99	
Mean	1.75	1.61	1.59	1.00	1.47	1.53	1.00	1.67	1.60	
Standard deviation	1.50	0.97	0.97	0.00	0.88	0.92	.	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.14	0.16	-	-0.53	-0.58	-	-0.68	-0.61	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
\$40,000 - \$49,999	0.0%	1.1%	2.3%	0.0%	1.6%	2.0%	0.0%	0.7%	2.1%	
\$50,000 - \$59,999	8.3%	7.7%	8.1%	16.7%	7.8%	7.1%	0.0%	7.1%	8.8%	
\$60,000 - \$69,999	16.7%	17.9%	18.5%	0.0%	13.2%	15.7%	20.0%	21.4%	20.6%	
\$70,000 - \$79,999	33.3%	18.2%	22.3%	16.7%	18.6%	22.7%	60.0%	18.6%	21.8%	
\$80,000 - \$89,999	16.7%	16.8%	15.3%	33.3%	12.4%	12.1%	0.0%	20.7%	18.1%	
\$90,000 - \$99,999	8.3%	13.9%	12.2%	16.7%	15.5%	12.6%	0.0%	12.9%	12.2%	
\$100,000 - \$124,999	0.0%	19.3%	16.0%	0.0%	22.5%	19.2%	0.0%	16.4%	13.4%	
\$125,000 - \$149,999	16.7%	4.0%	4.3%	16.7%	6.2%	6.6%	20.0%	2.1%	2.5%	
\$150,000 - \$199,999	0.0%	1.1%	0.9%	0.0%	2.3%	2.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	12	274	444	6	129	198	5	140	238	
Mean	8.67	8.88	8.67	9.00	9.14	8.95	8.60	8.66	8.47	
Standard deviation	1.87	1.79	1.82	2.00	1.91	1.91	1.95	1.64	1.70	
Significance	-			-			-			
Effect size	-	-0.12	0.00	-	-0.07	0.03	-	-0.04	0.08	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.9%	1.3%	0.0%	2.0%	1.4%	0.0%	0.0%	1.3%	
\$40,000 - \$49,999	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	0.0%	1.6%	1.3%	
\$50,000 - \$59,999	50.0%	2.6%	2.6%	0.0%	0.0%	1.4%	50.0%	4.9%	3.8%	
\$60,000 - \$69,999	0.0%	5.2%	6.6%	0.0%	5.9%	7.2%	0.0%	4.9%	6.3%	
\$70,000 - \$79,999	0.0%	9.6%	8.6%	0.0%	5.9%	5.8%	0.0%	13.1%	11.3%	
\$80,000 - \$89,999	50.0%	9.6%	9.2%	0.0%	7.8%	7.2%	50.0%	8.2%	8.8%	
\$90,000 - \$99,999	0.0%	15.7%	15.1%	0.0%	17.6%	17.4%	0.0%	14.8%	13.8%	
\$100,000 - \$124,999	0.0%	34.8%	32.9%	0.0%	35.3%	34.8%	0.0%	34.4%	31.3%	
\$125,000 - \$149,999	0.0%	16.5%	16.4%	0.0%	21.6%	18.8%	0.0%	13.1%	15.0%	
\$150,000 - \$199,999	0.0%	4.3%	5.9%	0.0%	3.9%	4.3%	0.0%	4.9%	7.5%	
\$200,000 - \$249,999	0.0%	0.0%	0.7%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	115	152	0	51	69	2	61	80	
Mean	7.50	10.17	10.18	.	10.41	10.36	7.50	9.98	10.05	
Standard deviation	2.12	1.82	1.92	.	1.73	1.83	2.12	1.90	2.02	
Significance	-	*		-			-			
Effect size	-	-1.47	-1.40	-			-	-1.31	-1.26	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1995 or later	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.3%	
1986 - 1995	0.0%	3.4%	3.0%	0.0%	2.8%	2.3%	0.0%	4.0%	3.4%	
1981 - 1985	7.1%	10.4%	10.8%	0.0%	8.9%	9.4%	14.3%	11.1%	11.6%	
1976 - 1980	7.1%	15.9%	17.2%	16.7%	12.8%	13.9%	0.0%	19.2%	20.3%	
1971 - 1975	50.0%	19.6%	20.0%	50.0%	17.8%	19.9%	42.9%	20.7%	20.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
1966 - 1970	0.0%	19.1%	18.9%	0.0%	21.1%	19.5%	0.0%	17.2%	18.4%	
1961 - 1965	21.4%	15.9%	14.5%	16.7%	17.8%	16.2%	28.6%	14.6%	13.1%	
1956 - 1960	14.3%	10.7%	10.4%	16.7%	13.9%	12.4%	14.3%	8.1%	9.1%	
1951 - 1955	0.0%	3.1%	2.9%	0.0%	2.8%	3.4%	0.0%	3.5%	2.5%	
1946 - 1950	0.0%	0.8%	1.3%	0.0%	1.1%	1.9%	0.0%	0.5%	0.6%	
1922 - 1945	0.0%	0.8%	0.8%	0.0%	1.1%	1.1%	0.0%	0.5%	0.6%	
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	14	383	594	6	180	266	7	198	320	
<b>Year of first academic appointment:</b>										
1982 or earlier	0.0%	1.3%	1.1%	0.0%	2.2%	2.2%	0.0%	0.5%	0.3%	
1983 - 1987	0.0%	0.8%	1.3%	0.0%	1.1%	1.8%	0.0%	0.5%	0.9%	
1988 - 1992	14.3%	7.0%	6.5%	16.7%	7.7%	7.3%	14.3%	6.3%	5.7%	
1993 - 1997	7.1%	7.5%	8.2%	16.7%	9.3%	9.9%	0.0%	6.3%	6.9%	
1998 - 2002	42.9%	21.6%	20.3%	16.7%	25.1%	23.1%	57.1%	17.4%	17.6%	
2003 - 2007	7.1%	22.1%	19.2%	0.0%	23.0%	18.7%	14.3%	22.2%	20.3%	
2008 - 2012	7.1%	19.8%	21.8%	16.7%	16.4%	20.1%	0.0%	22.2%	22.7%	
2013 - 2017	21.4%	13.0%	14.4%	33.3%	10.4%	11.0%	14.3%	15.9%	17.6%	
2018 or later	0.0%	7.0%	7.3%	0.0%	4.9%	5.9%	0.0%	8.7%	8.1%	
<b>Total(n)</b>	14	399	620	6	183	273	7	207	335	
<b>Year of appointment at present institution</b>										
1982 or earlier	0.0%	0.3%	0.3%	0.0%	0.5%	0.7%	0.0%	0.0%	0.0%	
1983 - 1987	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1988 - 1992	7.1%	3.0%	2.8%	16.7%	3.3%	3.3%	0.0%	2.9%	2.4%	
1993 - 1997	14.3%	4.3%	5.2%	16.7%	4.4%	6.6%	14.3%	4.4%	4.2%	
1998 - 2002	35.7%	16.2%	16.0%	16.7%	19.2%	17.6%	42.9%	12.7%	13.9%	
2003 - 2007	7.1%	21.0%	18.2%	0.0%	23.1%	19.1%	14.3%	19.5%	17.9%	
2008 - 2012	7.1%	20.2%	21.7%	16.7%	18.7%	21.7%	0.0%	21.0%	21.2%	
2013 - 2017	21.4%	21.0%	21.3%	33.3%	17.0%	16.5%	14.3%	24.9%	25.8%	
2018 or later	7.1%	14.1%	14.5%	0.0%	13.7%	14.3%	14.3%	14.6%	14.5%	
<b>Total(n)</b>	14	396	614	6	182	272	7	205	330	
<b>If tenured, year tenure was awarded</b>										
1982 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1983 - 1987	0.0%	0.3%	0.5%	0.0%	0.7%	1.0%	0.0%	0.0%	0.0%	
1988 - 1992	0.0%	0.3%	0.2%	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	
1993 - 1997	8.3%	1.6%	2.0%	16.7%	2.7%	2.9%	0.0%	0.6%	1.3%	
1998 - 2002	0.0%	2.9%	4.5%	0.0%	1.3%	2.9%	0.0%	4.4%	6.1%	
2003 - 2007	25.0%	16.9%	16.4%	16.7%	22.8%	21.6%	33.3%	10.7%	11.0%	
2008 - 2012	33.3%	24.8%	22.3%	16.7%	28.9%	24.5%	50.0%	21.4%	20.6%	
2013 - 2017	8.3%	23.2%	25.5%	16.7%	17.4%	21.2%	0.0%	28.9%	29.4%	
2018 or later	25.0%	29.9%	28.6%	33.3%	25.5%	25.5%	16.7%	34.0%	31.6%	
<b>Total(n)</b>	12	314	444	6	149	208	6	159	228	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	1.3%	1.3%	0.0%	2.2%	2.6%	0.0%	0.5%	0.3%	
Biological Sciences (General Area 5)	7.1%	6.9%	5.9%	16.7%	10.4%	8.6%	0.0%	3.9%	3.9%	
Business (General Area 6)	14.3%	4.8%	3.9%	16.7%	7.7%	6.7%	14.3%	2.5%	1.8%	
Education (General Area 10 and Specific Discipline 2102)	7.1%	15.5%	16.7%	0.0%	9.3%	11.2%	14.3%	21.1%	21.2%	
Engineering (General Area 11)	0.0%	4.8%	3.9%	0.0%	7.7%	5.9%	0.0%	2.5%	2.4%	
English (General Area 12)	0.0%	6.1%	6.2%	0.0%	3.8%	4.5%	0.0%	8.3%	7.6%	
Health-related (General Area 15)	7.1%	10.2%	8.2%	0.0%	6.0%	4.5%	14.3%	14.2%	11.5%	
History or Political Science (Specific Discipline 3007,3009)	14.3%	5.6%	5.4%	16.7%	7.1%	7.4%	14.3%	4.4%	3.6%	
Humanities (General Area 14,24)	7.1%	3.6%	4.4%	16.7%	2.7%	4.1%	0.0%	3.9%	4.5%	
Fine Arts (General Area 2,4,22)	0.0%	4.3%	4.8%	0.0%	6.0%	7.1%	0.0%	2.9%	3.0%	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Mathematics or Statistics (General Area 18)	21.4%	2.0%	2.3%	16.7%	2.7%	3.0%	14.3%	1.0%	1.5%	
Physical Sciences (General Area 25)	7.1%	5.6%	5.2%	0.0%	8.8%	8.2%	14.3%	2.9%	3.0%	
Social Sciences (General Area 3.26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	15.7%	17.2%	0.0%	11.5%	12.3%	0.0%	19.6%	21.5%	
Other Technical (General Area 8,19,28)	7.1%	2.3%	2.1%	16.7%	3.8%	4.1%	0.0%	0.5%	0.3%	
Other Non-technical (General Area 7.9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.1%	11.4%	12.3%	0.0%	9.9%	10.0%	14.3%	11.8%	13.6%	
<b>Total(n)</b>	14	394	610	6	182	269	7	204	330	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	1.0%	1.0%	0.0%	2.2%	2.2%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	7.1%	6.9%	5.7%	16.7%	11.0%	8.6%	0.0%	3.4%	3.6%	
Business (General Area 6)	14.3%	7.1%	5.7%	16.7%	10.4%	8.9%	14.3%	4.4%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	7.1%	9.7%	9.9%	0.0%	6.6%	6.3%	14.3%	12.8%	12.8%	
Engineering (General Area 11)	0.0%	4.8%	3.8%	0.0%	8.8%	6.7%	0.0%	1.5%	1.5%	
English (General Area 12)	0.0%	5.6%	5.7%	0.0%	3.8%	4.5%	0.0%	7.4%	6.7%	
Health-related (General Area 15)	14.3%	13.2%	12.2%	0.0%	6.6%	6.7%	28.6%	19.7%	17.0%	
History or Political Science (Specific Discipline 3007,3009)	14.3%	5.6%	5.1%	16.7%	7.1%	7.1%	14.3%	4.4%	3.3%	
Humanities (General Area 14,24)	7.1%	3.6%	4.3%	16.7%	3.3%	4.1%	0.0%	3.0%	4.0%	
Fine Arts (General Area 2,4,22)	0.0%	4.6%	4.9%	0.0%	6.6%	7.4%	0.0%	3.0%	3.0%	
Mathematics or Statistics (General Area 18)	21.4%	1.8%	2.5%	16.7%	2.2%	2.6%	14.3%	1.0%	2.1%	
Physical Sciences (General Area 25)	7.1%	5.1%	4.9%	0.0%	7.7%	7.1%	14.3%	3.0%	3.3%	
Social Sciences (General Area 3.26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	16.0%	17.4%	0.0%	9.3%	10.8%	0.0%	21.7%	22.8%	
Other Technical (General Area 8,19,28)	7.1%	2.3%	2.1%	16.7%	3.8%	4.1%	0.0%	0.5%	0.3%	
Other Non-technical (General Area 7.9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	0.0%	12.7%	14.8%	0.0%	10.4%	13.0%	0.0%	14.3%	16.1%	
<b>Total(n)</b>	14	393	609	6	182	269	7	203	329	
<b>Faculty works in a STEM department</b>										
Yes	57.1%	31.3%	28.7%	50.0%	39.9%	35.9%	57.1%	24.0%	23.2%	
No	42.9%	68.8%	71.3%	50.0%	60.1%	64.1%	42.9%	76.0%	76.8%	
<b>Total(n)</b>	14	400	621	6	183	273	7	208	336	
<b>Optional Question 1</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 2</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 3</b>										
A										
B										
C										
D										
E										
<b>Total(n)</b>										
<b>Optional Question 4</b>										
A										
B										
C										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
D										
E										
Total(n)										
<b>Optional Question 5</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 6</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 7</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 8</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 9</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 10</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 11</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 12</b>										
A										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
B										
C										
D										
E										
Total(n)										
<b>Optional Question 13</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 14</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 15</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 16</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 17</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 18</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 19</b>										
A										
B										
C										
D										
E										

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
Total(n)										
<b>Optional Question 20</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 21</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 22</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 23</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 24</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 25</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 26</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 27</b>										
A										
B										
C										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Full-Time Academic Administrators

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Academic Administrators</b>	14	400	621	6	183	273	7	208	336	
D										
E										
Total(n)										
<b>Optional Question 28</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 29</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 30</b>										
A										
B										
C										
D										
E										
Total(n)										

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
<b>What is your current gender identity?</b>										
Man	44.4%	39.7%	38.8%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	51.9%	58.0%	58.7%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	3.7%	1.1%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	0.0%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	0.0%	0.4%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total (n)</b>	27	1,180	1,877	12	468	729	14	684	1,102	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	100.0%	88.4%	91.2%	100.0%	89.9%	92.7%	100.0%	87.4%	90.5%	
No	0.0%	11.6%	8.8%	0.0%	10.1%	7.3%	0.0%	12.6%	9.5%	
<b>Total(n)</b>	29	1,193	1,893	12	465	725	14	684	1,098	
<b>What is your present academic rank?</b>										
Professor	37.9%	35.0%	34.8%	50.0%	44.6%	45.0%	28.6%	28.5%	28.3%	
Associate Professor	20.7%	22.3%	25.3%	16.7%	18.5%	22.6%	21.4%	24.9%	27.2%	
Assistant Professor	37.9%	22.6%	23.0%	33.3%	20.8%	19.4%	42.9%	23.7%	25.4%	
Lecturer	0.0%	16.3%	12.0%	0.0%	12.4%	8.9%	0.0%	19.2%	14.0%	
Instructor	3.4%	3.9%	4.9%	0.0%	3.6%	4.1%	7.1%	3.8%	5.1%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	29	1,192	1,895	12	466	727	14	684	1,101	
<b>What is your tenure status at this institution?</b>										
Tenured	51.7%	57.0%	54.6%	58.3%	63.7%	62.7%	57.1%	52.9%	49.8%	
On tenure track, but not tenured	31.0%	19.1%	18.4%	25.0%	17.7%	15.6%	21.4%	19.5%	19.9%	
Not on tenure track, but institution has tenure system	17.2%	23.0%	26.2%	16.7%	17.5%	20.6%	21.4%	26.8%	29.5%	
Institution has no tenure system	0.0%	0.8%	0.8%	0.0%	1.1%	1.1%	0.0%	0.7%	0.7%	
<b>Total(n)</b>	29	1,192	1,897	12	468	729	14	682	1,100	
<b>Are you retired from this institution?</b>										
Yes	0.0%	1.2%	1.0%	0.0%	1.9%	1.4%	0.0%	0.7%	0.8%	
No	100.0%	98.8%	99.0%	100.0%	98.1%	98.6%	100.0%	99.3%	99.2%	
<b>Total(n)</b>	29	1,191	1,895	12	468	729	14	681	1,098	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	3.6%	8.6%	9.3%	0.0%	8.9%	9.6%	7.7%	8.7%	9.5%	
Teaching	96.4%	84.3%	80.1%	100.0%	85.4%	80.5%	92.3%	83.6%	80.0%	
Research	0.0%	2.8%	6.6%	0.0%	3.5%	7.8%	0.0%	2.2%	5.7%	
Services to clients and patients	0.0%	1.4%	1.3%	0.0%	1.1%	1.1%	0.0%	1.6%	1.4%	
Other	0.0%	2.9%	2.7%	0.0%	1.1%	1.0%	0.0%	3.9%	3.5%	
<b>Total(n)</b>	28	1,176	1,873	12	459	718	13	675	1,089	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	10.3%	39.8%	41.6%	16.7%	42.0%	45.9%	7.1%	37.9%	38.7%	
Very Important	48.3%	33.6%	33.0%	50.0%	34.8%	31.1%	42.9%	33.0%	34.4%	
Somewhat Important	34.5%	21.6%	20.7%	33.3%	19.7%	19.1%	35.7%	23.1%	21.7%	
Not Important	6.9%	5.1%	4.7%	0.0%	3.5%	3.9%	14.3%	6.1%	5.2%	
<b>Total(n)</b>	29	1,177	1,877	12	457	717	14	676	1,090	
Mean	2.62	3.08	3.11	2.83	3.15	3.19	2.43	3.03	3.07	
Standard deviation	0.78	0.90	0.89	0.72	0.86	0.88	0.85	0.92	0.90	
Significance	-	**	**	-	-	-	-	*	**	
Effect size	-	-0.51	-0.55	-	-0.37	-0.41	-	-0.65	-0.71	
<b>Personally, how important to you is:</b>										
<b>Teaching</b>										
Essential	100.0%	80.1%	77.6%	100.0%	81.4%	78.9%	100.0%	79.3%	77.0%	
Very Important	0.0%	16.9%	18.4%	0.0%	15.5%	16.7%	0.0%	17.4%	19.2%	
Somewhat Important	0.0%	2.6%	3.6%	0.0%	2.6%	3.9%	0.0%	2.8%	3.4%	
Not Important	0.0%	0.4%	0.4%	0.0%	0.4%	0.4%	0.0%	0.4%	0.5%	

\* Faculty who identify as non-binary, 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.

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,101	
Total(n)	29	1,178	1,876	12	457	717	14	677	1,090	
Mean	4.00	3.77	3.73	4.00	3.78	3.74	4.00	3.76	3.73	
Standard deviation	0.00	0.51	0.54	0.00	0.50	0.54	0.00	0.52	0.54	
Significance	-	*	**	-			-			
Effect size	-	0.45	0.50	-	0.44	0.48	-	0.46	0.50	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	31.0%	26.7%	27.4%	25.0%	22.1%	23.2%	35.7%	29.1%	29.5%	
Very Important	48.3%	45.4%	44.2%	33.3%	45.2%	45.3%	64.3%	45.8%	43.9%	
Somewhat Important	20.7%	25.1%	25.8%	41.7%	28.1%	27.5%	0.0%	23.5%	25.2%	
Not Important	0.0%	2.8%	2.6%	0.0%	4.6%	4.1%	0.0%	1.6%	1.4%	
Total(n)	29	1,173	1,870	12	456	716	14	673	1,084	
Mean	3.10	2.96	2.97	2.83	2.85	2.88	3.36	3.02	3.02	
Standard deviation	0.72	0.79	0.80	0.83	0.82	0.81	0.50	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	-0.02	-0.06	-	0.44	0.44	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
0	0.0%	9.0%	8.9%	0.0%	8.8%	9.1%	0.0%	9.2%	9.0%	
1	0.0%	11.3%	13.0%	0.0%	10.9%	12.0%	0.0%	11.7%	13.8%	
2	13.8%	16.0%	18.7%	25.0%	16.7%	18.6%	7.1%	15.7%	19.3%	
3	34.5%	28.2%	27.2%	25.0%	28.8%	28.2%	28.6%	27.3%	26.1%	
4	37.9%	21.7%	20.3%	41.7%	22.3%	20.8%	42.9%	21.0%	19.5%	
5 or more	13.8%	13.9%	11.9%	8.3%	12.4%	11.4%	21.4%	15.1%	12.3%	
Total(n)	29	1,191	1,896	12	466	727	14	682	1,100	
<b>How many of the courses that you are teaching this term are:</b>										
<b>General education courses</b>										
0	48.1%	69.0%	71.5%	50.0%	68.5%	71.5%	42.9%	70.2%	72.5%	
1-2	51.9%	25.6%	23.6%	50.0%	25.9%	24.1%	57.1%	24.3%	22.1%	
3-4	0.0%	4.3%	4.0%	0.0%	4.9%	3.9%	0.0%	4.3%	4.2%	
5+	0.0%	1.0%	1.0%	0.0%	0.8%	0.5%	0.0%	1.2%	1.2%	
Total(n)	27	991	1,566	10	390	597	14	564	908	
<b>Courses required for an undergraduate major</b>										
0	23.1%	27.8%	30.4%	9.1%	20.6%	23.5%	25.0%	33.4%	35.6%	
1-2	61.5%	45.7%	46.5%	81.8%	50.6%	49.3%	50.0%	42.0%	44.3%	
3-4	15.4%	22.2%	19.7%	9.1%	25.2%	24.2%	25.0%	19.8%	16.4%	
5+	0.0%	4.3%	3.4%	0.0%	3.6%	3.0%	0.0%	4.9%	3.7%	
Total(n)	26	1,000	1,595	11	389	603	12	572	929	
<b>Other undergraduate credit courses</b>										
0	40.0%	65.4%	65.8%	14.3%	61.4%	60.8%	45.5%	67.7%	68.5%	
1-2	55.0%	30.1%	30.3%	71.4%	33.8%	35.3%	54.5%	27.8%	27.4%	
3-4	5.0%	3.5%	3.1%	14.3%	4.5%	3.5%	0.0%	3.1%	3.1%	
5+	0.0%	0.9%	0.8%	0.0%	0.3%	0.4%	0.0%	1.4%	1.0%	
Total(n)	20	876	1,399	7	334	513	11	508	833	
<b>Developmental/remedial courses (not for credit)</b>										
0	100.0%	98.7%	98.2%	100.0%	98.5%	98.0%	100.0%	98.8%	98.3%	
1-2	0.0%	1.2%	1.8%	0.0%	1.5%	2.0%	0.0%	1.0%	1.6%	
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5+	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	17	853	1,354	4	330	501	11	491	803	
<b>Graduate courses</b>										
0	20.0%	34.7%	32.0%	10.0%	35.8%	33.5%	30.8%	32.8%	30.1%	
1-2	56.0%	49.4%	52.4%	90.0%	53.9%	55.4%	38.5%	47.6%	51.2%	
3-4	24.0%	13.3%	13.4%	0.0%	9.3%	9.8%	30.8%	16.1%	15.7%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
5+	0.0%	2.5%	2.3%	0.0%	1.0%	1.3%	0.0%	3.5%	3.0%	
Total(n)	25	997	1,595	10	388	603	13	573	935	
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>										
0	75.9%	64.4%	64.5%	75.0%	64.0%	64.7%	78.6%	64.7%	64.8%	
1-2	3.4%	21.8%	21.8%	0.0%	21.8%	20.4%	7.1%	22.0%	22.7%	
3-4	20.7%	11.3%	11.2%	25.0%	11.4%	11.7%	14.3%	10.8%	10.5%	
5+	0.0%	2.5%	2.5%	0.0%	2.8%	3.2%	0.0%	2.5%	2.0%	
Total(n)	29	1,065	1,703	12	422	657	14	604	985	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	45.5%	39.5%	0.0%	46.5%	42.6%	0.0%	46.9%	39.0%	
Graduate courses	0.0%	22.7%	24.4%	0.0%	32.6%	26.5%	0.0%	17.2%	23.0%	
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%	31.8%	36.0%	0.0%	20.9%	30.9%	0.0%	35.9%	38.0%	
Total(n)	0	110	172	0	43	68	0	64	100	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	93.1%	85.9%	83.9%	100.0%	88.7%	87.2%	100.0%	83.8%	81.4%	
No	6.9%	14.1%	16.1%	0.0%	11.3%	12.8%	0.0%	16.2%	18.6%	
Total(n)	29	1,192	1,896	12	468	729	14	680	1,097	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	100.0%	99.0%	99.0%	100.0%	99.4%	99.3%	100.0%	98.7%	98.8%	
No	0.0%	1.0%	1.0%	0.0%	0.6%	0.7%	0.0%	1.3%	1.2%	
Total(n)	29	1,194	1,895	12	467	727	14	683	1,098	
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>										
<b>In the past year, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
To a Very Large Extent	6.9%	24.5%	25.9%	8.3%	24.4%	26.4%	7.1%	24.9%	26.2%	
To a Large Extent	17.2%	19.6%	20.3%	16.7%	21.4%	21.7%	14.3%	18.2%	18.9%	
To Some Extent	31.0%	27.4%	26.6%	41.7%	26.6%	25.9%	21.4%	27.7%	26.9%	
To a Small Extent	17.2%	15.5%	15.4%	25.0%	16.2%	15.4%	14.3%	14.9%	15.6%	
Not at All	27.6%	13.0%	11.7%	8.3%	11.4%	10.6%	42.9%	14.4%	12.4%	
Total(n)	29	1,179	1,870	12	463	719	14	672	1,083	
<b>Mentored graduate students</b>										
To a Very Large Extent	31.0%	33.5%	35.9%	16.7%	30.7%	33.6%	42.9%	35.8%	38.2%	
To a Large Extent	20.7%	23.3%	23.2%	25.0%	23.9%	23.4%	14.3%	23.1%	23.0%	
To Some Extent	17.2%	23.4%	22.6%	33.3%	23.9%	24.1%	0.0%	22.5%	21.1%	
To a Small Extent	20.7%	11.8%	11.1%	16.7%	12.8%	11.4%	28.6%	10.9%	10.8%	
Not at All	10.3%	8.0%	7.3%	8.3%	8.7%	7.5%	14.3%	7.6%	6.9%	
Total(n)	29	1,174	1,866	12	460	718	14	670	1,080	
<b>Helped graduate students access professional networks</b>										
To a Very Large Extent	17.2%	18.6%	19.0%	8.3%	17.2%	17.6%	21.4%	19.4%	20.0%	
To a Large Extent	17.2%	20.2%	21.5%	16.7%	21.2%	21.8%	21.4%	20.0%	21.5%	
To Some Extent	27.6%	31.4%	30.4%	33.3%	31.2%	30.3%	21.4%	31.1%	30.2%	
To a Small Extent	24.1%	15.9%	15.9%	41.7%	17.2%	17.5%	7.1%	15.1%	15.0%	
Not at All	13.8%	13.8%	13.1%	0.0%	13.1%	12.8%	28.6%	14.3%	13.2%	
Total(n)	29	1,171	1,856	12	458	710	14	669	1,078	
<b>Presented with graduate students at conferences</b>										
To a Very Large Extent	3.4%	7.0%	8.3%	0.0%	6.3%	7.0%	7.1%	7.1%	9.0%	
To a Large Extent	0.0%	6.1%	7.5%	0.0%	6.1%	8.1%	0.0%	6.2%	7.3%	
To Some Extent	10.3%	11.6%	12.4%	16.7%	11.9%	12.6%	7.1%	11.7%	12.6%	
To a Small Extent	3.4%	7.8%	8.7%	8.3%	8.4%	9.2%	0.0%	7.8%	8.7%	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Not at All	82.8%	67.6%	63.0%	75.0%	67.3%	63.2%	85.7%	67.3%	62.3%	
Total(n)	29	1,172	1,861	12	462	717	14	666	1,076	
<b>Published with graduate students</b>										
To a Very Large Extent	0.0%	5.6%	7.5%	0.0%	6.6%	8.6%	0.0%	4.5%	6.7%	
To a Large Extent	0.0%	5.2%	6.8%	0.0%	5.7%	7.3%	0.0%	5.0%	6.6%	
To Some Extent	10.3%	9.3%	10.4%	16.7%	10.1%	10.4%	7.1%	9.0%	10.4%	
To a Small Extent	6.9%	7.9%	8.5%	16.7%	9.0%	8.7%	0.0%	7.2%	8.6%	
Not at All	82.8%	72.1%	66.8%	66.7%	68.7%	65.0%	92.9%	74.2%	67.6%	
Total(n)	29	1,164	1,850	12	457	711	14	664	1,072	
<b>Included graduate students in research grant writing</b>										
To a Very Large Extent	0.0%	3.9%	5.1%	0.0%	3.3%	3.6%	0.0%	4.1%	6.0%	
To a Large Extent	0.0%	4.6%	5.2%	0.0%	5.4%	6.0%	0.0%	3.9%	4.7%	
To Some Extent	3.4%	8.1%	9.3%	0.0%	8.7%	9.7%	7.1%	8.1%	9.5%	
To a Small Extent	10.3%	8.1%	8.9%	16.7%	10.0%	9.1%	7.1%	6.9%	8.7%	
Not at All	86.2%	75.1%	71.4%	83.3%	72.5%	71.5%	85.7%	77.0%	71.1%	
Total(n)	29	1,167	1,855	12	459	713	14	664	1,074	
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>										
0	37.9%	19.2%	19.5%	16.7%	15.8%	18.0%	50.0%	21.0%	19.8%	
1-5	37.9%	51.2%	51.4%	58.3%	55.3%	53.1%	21.4%	48.7%	50.4%	
6-10	13.8%	17.8%	17.6%	16.7%	19.9%	19.3%	14.3%	17.2%	17.1%	
11-20	10.3%	7.1%	7.7%	8.3%	5.6%	6.5%	14.3%	7.6%	8.2%	
21 or more	0.0%	4.6%	3.8%	0.0%	3.5%	3.1%	0.0%	5.5%	4.4%	
Total(n)	29	1,177	1,869	12	463	721	14	670	1,080	
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>										
0	44.8%	45.4%	46.1%	50.0%	42.4%	43.6%	42.9%	47.4%	47.5%	
1	24.1%	9.9%	10.1%	25.0%	10.3%	10.6%	21.4%	9.2%	9.5%	
2	6.9%	8.7%	8.6%	16.7%	8.3%	9.4%	0.0%	9.2%	8.4%	
3-4	13.8%	12.6%	12.1%	0.0%	12.9%	12.4%	21.4%	12.1%	11.6%	
5-8	10.3%	10.9%	11.1%	8.3%	13.1%	12.4%	14.3%	9.5%	10.3%	
9 or more	0.0%	12.5%	12.1%	0.0%	13.1%	11.6%	0.0%	12.5%	12.7%	
Total(n)	29	1,171	1,863	12	458	716	14	671	1,080	
<b>In the past year, how many master's thesis committees have you chaired?</b>										
0	68.8%	40.8%	39.9%	66.7%	39.4%	40.1%	75.0%	42.2%	40.1%	
1	0.0%	18.6%	19.6%	0.0%	20.1%	22.0%	0.0%	17.6%	17.7%	
2	12.5%	14.1%	14.6%	16.7%	12.9%	13.1%	0.0%	14.7%	15.5%	
3-4	6.3%	14.6%	14.2%	16.7%	18.6%	16.3%	0.0%	11.0%	12.5%	
5-8	12.5%	7.0%	7.0%	0.0%	5.7%	5.2%	25.0%	8.2%	8.5%	
9 or more	0.0%	4.9%	4.6%	0.0%	3.4%	3.2%	0.0%	6.2%	5.7%	
Total(n)	16	639	1,004	6	264	404	8	353	566	
<b>How many dissertation committees have you served on or are currently serving?</b>										
0	86.2%	77.2%	66.2%	91.7%	77.8%	66.7%	85.7%	76.4%	65.4%	
1	3.4%	9.9%	11.5%	8.3%	7.7%	10.3%	0.0%	11.4%	12.3%	
2	0.0%	4.1%	5.0%	0.0%	4.6%	5.9%	0.0%	3.8%	4.6%	
3-4	3.4%	3.3%	6.2%	0.0%	4.2%	6.5%	0.0%	2.7%	6.1%	
5-8	6.9%	3.3%	6.0%	0.0%	3.7%	6.6%	14.3%	3.2%	5.8%	
9 or more	0.0%	2.3%	5.1%	0.0%	2.0%	4.1%	0.0%	2.6%	5.8%	
Total(n)	29	1,156	1,845	12	455	711	14	660	1,069	
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>										
0	75.0%	66.3%	56.5%	100.0%	65.3%	58.2%	50.0%	67.3%	56.0%	
1	25.0%	13.3%	15.0%	0.0%	13.9%	14.3%	50.0%	12.2%	14.7%	
2	0.0%	4.5%	8.4%	0.0%	5.9%	8.4%	0.0%	3.8%	8.4%	

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
3-4	0.0%	9.1%	11.6%	0.0%	8.9%	11.8%	0.0%	9.0%	11.4%	
5-8	0.0%	4.2%	5.6%	0.0%	3.0%	4.6%	0.0%	5.1%	6.3%	
9 or more	0.0%	2.7%	2.9%	0.0%	3.0%	2.5%	0.0%	2.6%	3.3%	
Total(n)	4	264	621	1	101	237	2	156	368	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for research opportunities</b>										
Strongly Agree	0.0%	17.1%	16.6%	0.0%	17.1%	17.7%	0.0%	17.2%	16.0%	
Somewhat Agree	11.5%	24.9%	28.0%	18.2%	28.3%	31.9%	8.3%	22.8%	25.3%	
Somewhat Disagree	30.8%	27.4%	27.1%	36.4%	28.3%	26.3%	25.0%	26.2%	27.1%	
Strongly Disagree	57.7%	30.6%	28.3%	45.5%	26.3%	24.1%	66.7%	33.8%	31.6%	
Total(n)	26	1,107	1,763	11	438	684	12	627	1,015	
Mean	1.54	2.28	2.33	1.73	2.36	2.43	1.42	2.23	2.26	
Standard deviation	0.71	1.08	1.06	0.79	1.05	1.04	0.67	1.10	1.07	
Significance	-	***	***	-	*	*	-	*	**	
Effect size	-	-0.69	-0.75	-	-0.60	-0.67	-	-0.74	-0.79	
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>										
Strongly Agree	23.1%	28.5%	32.4%	27.3%	31.1%	36.7%	25.0%	26.9%	29.9%	
Somewhat Agree	38.5%	32.6%	32.6%	45.5%	32.9%	32.7%	33.3%	31.9%	31.9%	
Somewhat Disagree	15.4%	20.1%	19.0%	9.1%	20.3%	17.7%	16.7%	20.1%	19.9%	
Strongly Disagree	23.1%	18.8%	16.0%	18.2%	15.8%	12.9%	25.0%	21.2%	18.3%	
Total(n)	26	1,114	1,769	11	438	683	12	633	1,021	
Mean	2.62	2.71	2.81	2.82	2.79	2.93	2.58	2.64	2.73	
Standard deviation	1.10	1.07	1.06	1.08	1.05	1.03	1.16	1.09	1.08	
Significance	-			-			-			
Effect size	-	-0.08	-0.18	-	0.03	-0.11	-	-0.06	-0.14	
<b>This graduate program enrolls too few international students</b>										
Strongly Agree	8.0%	12.6%	12.0%	9.1%	12.8%	12.2%	8.3%	12.2%	11.4%	
Somewhat Agree	44.0%	31.0%	31.1%	36.4%	29.6%	28.6%	50.0%	31.6%	32.5%	
Somewhat Disagree	28.0%	35.7%	36.8%	45.5%	36.0%	37.5%	16.7%	35.7%	36.8%	
Strongly Disagree	20.0%	20.7%	20.2%	9.1%	21.6%	21.7%	25.0%	20.5%	19.3%	
Total(n)	25	1,099	1,740	11	436	674	12	624	1,006	
Mean	2.40	2.36	2.35	2.45	2.34	2.31	2.42	2.35	2.36	
Standard deviation	0.91	0.95	0.93	0.82	0.96	0.94	1.00	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.11	0.15	-	0.07	0.07	
<b>Graduate students work well together in this program</b>										
Strongly Agree	65.4%	44.4%	44.2%	45.5%	42.1%	41.5%	83.3%	46.0%	46.4%	
Somewhat Agree	30.8%	47.0%	47.5%	45.5%	46.5%	47.7%	16.7%	47.5%	47.2%	
Somewhat Disagree	0.0%	6.5%	6.4%	0.0%	8.7%	8.5%	0.0%	4.9%	5.0%	
Strongly Disagree	3.8%	2.2%	1.9%	9.1%	2.7%	2.3%	0.0%	1.6%	1.5%	
Total(n)	26	1,107	1,755	11	439	684	12	628	1,009	
Mean	3.58	3.34	3.34	3.27	3.28	3.28	3.83	3.38	3.38	
Standard deviation	0.70	0.70	0.68	0.90	0.73	0.72	0.39	0.66	0.65	
Significance	-			-			-	*	*	
Effect size	-	0.34	0.35	-	-0.01	-0.01	-	0.68	0.69	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly Agree	0.0%	9.7%	8.7%	0.0%	10.9%	10.4%	0.0%	8.9%	7.3%	
Somewhat Agree	7.7%	23.2%	23.2%	9.1%	22.5%	22.9%	0.0%	24.0%	24.0%	
Somewhat Disagree	42.3%	24.0%	22.4%	45.5%	22.5%	20.7%	33.3%	24.3%	23.0%	
Strongly Disagree	50.0%	43.1%	45.8%	45.5%	44.1%	46.0%	66.7%	42.8%	45.7%	
Total(n)	26	1,109	1,766	11	440	685	12	629	1,019	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Mean	1.58	2.00	1.95	1.64	2.00	1.98	1.33	1.99	1.93	
Standard deviation	0.64	1.03	1.02	0.67	1.05	1.05	0.49	1.01	0.99	
Significance	-	*		-			-	*	*	
Effect size	-	-0.41	-0.36	-	-0.34	-0.32	-	-0.65	-0.61	
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Strongly Agree	58.3%	44.2%	47.3%	50.0%	39.4%	43.5%	72.7%	48.0%	50.3%	
Somewhat Agree	33.3%	40.4%	39.0%	30.0%	42.6%	41.3%	27.3%	39.0%	37.7%	
Somewhat Disagree	8.3%	11.1%	10.1%	20.0%	13.6%	11.1%	0.0%	8.8%	8.7%	
Strongly Disagree	0.0%	4.3%	3.6%	0.0%	4.4%	4.1%	0.0%	4.2%	3.2%	
Total(n)	24	1,098	1,745	10	434	676	11	623	1,007	
Mean	3.50	3.24	3.30	3.30	3.17	3.24	3.73	3.31	3.35	
Standard deviation	0.66	0.82	0.79	0.82	0.82	0.81	0.47	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.32	0.25	-	0.16	0.07	-	0.53	0.49	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly Agree	39.1%	20.5%	20.9%	18.2%	16.9%	17.9%	63.6%	23.5%	23.0%	
Somewhat Agree	30.4%	31.3%	32.7%	36.4%	34.0%	35.7%	27.3%	29.5%	30.9%	
Somewhat Disagree	26.1%	28.0%	29.0%	36.4%	29.4%	29.1%	9.1%	26.6%	28.6%	
Strongly Disagree	4.3%	20.2%	17.4%	9.1%	19.7%	17.3%	0.0%	20.5%	17.5%	
Total(n)	23	1,091	1,738	11	432	676	11	621	1,004	
Mean	3.04	2.52	2.57	2.64	2.48	2.54	3.55	2.56	2.59	
Standard deviation	0.93	1.03	1.01	0.92	0.99	0.98	0.69	1.06	1.03	
Significance	-	*	*	-			-	**	**	
Effect size	-	0.50	0.47	-	0.16	0.10	-	0.93	0.93	
<b>Faculty in my department are good mentors for graduate students</b>										
Strongly Agree	50.0%	46.1%	47.9%	40.0%	45.5%	46.5%	54.5%	46.7%	48.8%	
Somewhat Agree	37.5%	41.8%	40.8%	40.0%	41.6%	41.8%	36.4%	42.7%	40.9%	
Somewhat Disagree	12.5%	9.1%	8.4%	20.0%	9.6%	9.1%	9.1%	8.1%	7.5%	
Strongly Disagree	0.0%	3.0%	2.8%	0.0%	3.2%	2.6%	0.0%	2.5%	2.7%	
Total(n)	24	1,110	1,766	10	437	682	11	632	1,020	
Mean	3.38	3.31	3.34	3.20	3.30	3.32	3.45	3.34	3.36	
Standard deviation	0.71	0.76	0.75	0.79	0.77	0.75	0.69	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.09	0.05	-	-0.13	-0.16	-	0.15	0.12	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly Agree	12.0%	2.8%	4.5%	18.2%	2.6%	5.2%	9.1%	3.2%	4.3%	
Somewhat Agree	12.0%	13.1%	15.0%	9.1%	11.9%	13.7%	18.2%	14.5%	16.1%	
Somewhat Disagree	24.0%	33.9%	34.6%	18.2%	35.1%	35.1%	27.3%	32.8%	34.1%	
Strongly Disagree	52.0%	50.2%	45.9%	54.5%	50.5%	46.0%	45.5%	49.5%	45.5%	
Total(n)	25	1,092	1,736	11	430	670	11	622	1,006	
Mean	1.84	1.69	1.78	1.91	1.67	1.78	1.91	1.71	1.79	
Standard deviation	1.07	0.81	0.86	1.22	0.78	0.87	1.04	0.83	0.86	
Significance	-			-			-			
Effect size	-	0.19	0.07	-	0.31	0.15	-	0.24	0.14	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly Agree	34.6%	52.5%	49.3%	36.4%	50.9%	46.8%	33.3%	53.5%	51.0%	
Somewhat Agree	23.1%	32.2%	33.9%	18.2%	34.0%	36.0%	25.0%	30.7%	32.1%	
Somewhat Disagree	26.9%	10.6%	12.0%	36.4%	10.9%	12.5%	25.0%	10.5%	11.8%	
Strongly Disagree	15.4%	4.7%	4.9%	9.1%	4.2%	4.8%	16.7%	5.3%	5.0%	
Total(n)	26	1,097	1,744	11	432	673	12	626	1,011	
Mean	2.77	3.32	3.28	2.82	3.32	3.25	2.75	3.32	3.29	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Standard deviation	1.11	0.85	0.86	1.08	0.83	0.85	1.14	0.86	0.86	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.65	-0.59	-	-0.60	-0.51	-	-0.66	-0.63	
<b>During the past three years, have you:</b>										
<b>Advised student groups involved in service/volunteer work</b>	69.0%	55.3%	54.8%	58.3%	56.7%	54.2%	78.6%	53.8%	55.1%	Civic Minded Practice
Total(n)	29	1,185	1,883	12	462	721	14	680	1,093	
<b>Collaborated with the local community on research/teaching to address their needs</b>	37.9%	52.5%	55.0%	25.0%	49.5%	51.9%	42.9%	53.9%	56.9%	Civic Minded Practice
Total(n)	29	1,182	1,882	12	461	719	14	677	1,093	
<b>Conducted research or writing focused on international/global issues</b>	13.8%	31.6%	31.6%	25.0%	34.9%	34.6%	0.0%	28.9%	29.2%	
Total(n)	29	1,179	1,879	12	461	720	14	675	1,091	
<b>Conducted research or writing focused on racial or ethnic minorities</b>	31.0%	40.2%	40.9%	25.0%	33.3%	33.8%	42.9%	44.5%	45.3%	
Total(n)	29	1,182	1,882	12	462	721	14	677	1,093	
<b>Conducted research or writing focused on women or gender issues</b>	21.4%	30.4%	31.1%	18.2%	21.8%	22.6%	28.6%	35.7%	36.1%	
Total(n)	28	1,175	1,872	11	459	717	14	673	1,087	
<b>Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues</b>	13.8%	16.3%	15.8%	8.3%	13.5%	12.3%	21.4%	17.1%	17.0%	
Total(n)	29	1,174	1,874	12	458	716	14	674	1,091	
<b>Conducted research or writing focused on biomedical science fields</b>	10.7%	17.1%	17.3%	8.3%	17.6%	17.5%	7.7%	16.1%	16.8%	
Total(n)	28	1,172	1,872	12	459	719	13	670	1,085	
<b>Engaged in academic research that spans multiple disciplines</b>	75.9%	68.8%	69.0%	75.0%	70.1%	70.3%	78.6%	67.4%	67.6%	
Total(n)	29	1,175	1,875	12	461	720	14	672	1,087	
<b>Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)</b>	55.2%	51.8%	52.3%	50.0%	52.5%	54.0%	64.3%	51.3%	51.2%	
Total(n)	29	1,180	1,881	12	461	721	14	676	1,091	
<b>Written research grants</b>	24.1%	44.5%	47.3%	33.3%	46.1%	48.9%	21.4%	43.4%	46.6%	
Total(n)	29	1,173	1,861	12	458	712	14	671	1,080	
<b>Received funding for your work from foundations</b>	17.2%	17.3%	20.8%	33.3%	19.1%	22.7%	7.1%	16.1%	19.9%	
Total(n)	29	1,176	1,875	12	460	718	14	672	1,087	
<b>Received funding for your work from state or federal government</b>	17.2%	26.3%	29.9%	16.7%	30.0%	33.1%	14.3%	23.4%	27.8%	
Total(n)	29	1,182	1,884	12	460	720	14	680	1,097	
<b>Received funding for your work from business or industry</b>	10.3%	9.4%	10.5%	25.0%	13.2%	14.3%	0.0%	6.7%	7.9%	
Total(n)	29	1,179	1,881	12	461	720	14	676	1,093	
<b>During the past three years, have you:</b>										
<b>Taught an honors course</b>	7.4%	14.0%	15.7%	9.1%	16.6%	18.7%	7.1%	12.6%	14.1%	
Total(n)	27	1,174	1,870	11	459	715	14	673	1,089	
<b>Taught an interdisciplinary course</b>	50.0%	32.0%	32.7%	54.5%	32.4%	33.3%	50.0%	30.7%	31.6%	
Total(n)	28	1,172	1,868	11	457	714	14	671	1,085	
<b>Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)</b>	17.9%	12.6%	11.5%	18.2%	7.9%	8.3%	14.3%	15.1%	12.9%	
Total(n)	28	1,166	1,858	11	456	712	14	669	1,081	
<b>Taught a service learning course</b>	22.2%	22.7%	21.8%	18.2%	19.2%	17.0%	28.6%	24.6%	24.6%	
Total(n)	27	1,171	1,871	11	459	718	14	672	1,089	
<b>Taught a course exclusively online</b>	66.7%	78.8%	78.1%	50.0%	79.9%	78.7%	72.7%	78.1%	77.6%	
Total(n)	24	1,127	1,793	10	438	686	11	647	1,040	
<b>Participated in organized activities around enhancing pedagogy or student learning</b>	89.3%	76.5%	75.8%	90.9%	69.7%	68.3%	85.7%	80.7%	80.5%	
Total(n)	28	1,175	1,872	11	459	716	14	673	1,088	
<b>Taught a seminar for first-year students</b>	28.6%	16.4%	15.1%	45.5%	17.4%	15.9%	21.4%	15.5%	14.3%	
Total(n)	28	1,170	1,865	11	459	715	14	670	1,084	
<b>Participated in the development of curriculum (enhancing an existing course or creating a new course)</b>	82.1%	84.5%	86.2%	81.8%	83.7%	85.1%	78.6%	84.6%	86.6%	
Total(n)	28	1,180	1,878	11	461	718	14	675	1,091	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
<b>In the past year, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a Very Large Extent	3.4%	6.6%	5.2%	0.0%	6.5%	5.0%	7.1%	6.3%	5.1%	
To a Large Extent	3.4%	4.8%	5.1%	0.0%	4.9%	5.3%	7.1%	4.5%	4.9%	
To Some Extent	3.4%	9.9%	10.1%	8.3%	10.5%	10.0%	0.0%	9.8%	10.4%	
To a Small Extent	31.0%	8.5%	8.6%	41.7%	9.8%	10.3%	28.6%	7.7%	7.6%	
Not at All	58.6%	70.3%	71.1%	50.0%	68.2%	69.5%	57.1%	71.7%	71.8%	
Total(n)	29	1,155	1,841	12	447	701	14	665	1,072	
<b>Published with undergraduates</b>										
To a Very Large Extent	3.6%	3.1%	2.8%	0.0%	3.6%	3.9%	7.1%	2.3%	1.9%	
To a Large Extent	0.0%	3.1%	3.2%	0.0%	4.3%	4.5%	0.0%	2.3%	2.4%	
To Some Extent	0.0%	7.6%	7.7%	0.0%	9.3%	8.5%	0.0%	6.8%	7.6%	
To a Small Extent	14.3%	7.0%	7.2%	27.3%	8.0%	8.5%	7.1%	6.0%	6.1%	
Not at All	82.1%	79.2%	79.0%	72.7%	74.8%	74.6%	85.7%	82.7%	82.0%	
Total(n)	28	1,146	1,831	11	440	694	14	663	1,069	
<b>Engaged undergraduates on your research project(s)</b>										
To a Very Large Extent	10.3%	14.2%	13.0%	0.0%	16.1%	14.7%	21.4%	12.2%	11.5%	
To a Large Extent	3.4%	8.0%	8.3%	8.3%	10.5%	9.8%	0.0%	6.7%	7.4%	
To Some Extent	24.1%	13.9%	14.1%	33.3%	17.7%	16.9%	14.3%	11.6%	12.2%	
To a Small Extent	13.8%	10.2%	10.8%	16.7%	10.9%	12.1%	14.3%	9.3%	9.7%	
Not at All	48.3%	53.7%	53.8%	41.7%	44.8%	46.5%	50.0%	60.2%	59.2%	
Total(n)	29	1,139	1,821	12	440	693	14	656	1,061	
<b>Worked with undergraduates on their research project(s)</b>										
To a Very Large Extent	20.7%	17.1%	15.6%	16.7%	15.5%	14.5%	28.6%	17.9%	16.4%	
To a Large Extent	6.9%	11.7%	11.2%	16.7%	14.8%	12.8%	0.0%	9.3%	9.3%	
To Some Extent	34.5%	17.3%	16.9%	33.3%	19.3%	19.6%	35.7%	16.1%	15.2%	
To a Small Extent	20.7%	12.3%	12.9%	25.0%	14.2%	13.9%	21.4%	11.6%	12.7%	
Not at All	17.2%	41.6%	43.4%	8.3%	36.2%	39.3%	14.3%	45.0%	46.3%	
Total(n)	29	1,150	1,835	12	445	698	14	664	1,071	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	25.0%	16.5%	15.2%	33.3%	19.4%	17.0%	23.1%	15.3%	14.3%	
Good	53.6%	36.5%	36.0%	50.0%	39.0%	37.8%	61.5%	34.4%	34.7%	
Fair	3.6%	11.1%	11.6%	0.0%	9.7%	11.5%	7.7%	11.8%	11.4%	
Poor	0.0%	2.9%	2.4%	0.0%	4.7%	3.4%	0.0%	1.5%	1.5%	
I have not worked with undergraduates on research projects	17.9%	32.9%	34.8%	16.7%	27.3%	30.2%	7.7%	37.0%	38.1%	
Total(n)	28	1,155	1,840	12	444	698	13	668	1,074	
<b>How many undergraduates do you currently advise?</b>										
None	17.9%	41.7%	46.5%	25.0%	34.0%	39.2%	0.0%	47.0%	51.4%	
1-5	17.9%	16.6%	16.4%	25.0%	18.4%	19.0%	7.7%	15.4%	14.9%	
6-10	14.3%	7.3%	7.7%	25.0%	8.6%	8.7%	7.7%	6.7%	7.2%	
11-20	25.0%	12.2%	10.9%	8.3%	13.6%	12.7%	46.2%	11.5%	9.8%	
21-30	7.1%	7.6%	6.9%	8.3%	9.5%	8.0%	7.7%	6.2%	6.1%	
31 or more	17.9%	14.6%	11.6%	8.3%	15.9%	12.4%	30.8%	13.2%	10.6%	
Total(n)	28	1,145	1,824	12	441	691	13	661	1,066	
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>										
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>										
Frequently	50.0%	60.5%	60.1%	50.0%	56.5%	55.8%	53.8%	62.1%	62.4%	
Occasionally	50.0%	35.0%	34.8%	50.0%	38.6%	37.6%	46.2%	33.2%	33.5%	
Not at All	0.0%	4.6%	5.1%	0.0%	4.9%	6.6%	0.0%	4.6%	4.1%	
Total(n)	22	658	955	8	285	407	13	346	511	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Mean	2.50	2.56	2.55	2.50	2.52	2.49	2.54	2.58	2.58	
Standard deviation	0.51	0.58	0.59	0.53	0.59	0.62	0.52	0.58	0.57	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.03	0.02	-	-0.07	-0.07	
<b>Helped them plan their course of study</b>										
Frequently	86.4%	63.6%	62.9%	75.0%	67.7%	65.6%	92.3%	59.7%	60.7%	
Occasionally	13.6%	28.5%	29.2%	25.0%	25.6%	27.5%	7.7%	31.4%	30.5%	
Not at All	0.0%	7.9%	7.9%	0.0%	6.7%	6.9%	0.0%	8.9%	8.8%	
Total(n)	22	659	957	8	285	407	13	347	512	
Mean	2.86	2.56	2.55	2.75	2.61	2.59	2.92	2.51	2.52	
Standard deviation	0.35	0.64	0.64	0.46	0.61	0.62	0.28	0.66	0.65	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.47	0.48	-	0.23	0.26	-	0.62	0.62	
<b>Discussed their academic performance</b>										
Frequently	59.1%	57.2%	57.9%	62.5%	58.7%	57.8%	61.5%	55.2%	57.5%	
Occasionally	40.9%	38.5%	36.3%	37.5%	37.5%	35.7%	38.5%	40.0%	37.2%	
Not at All	0.0%	4.3%	5.8%	0.0%	3.7%	6.4%	0.0%	4.8%	5.3%	
Total(n)	22	626	913	8	269	389	13	330	487	
Mean	2.59	2.53	2.52	2.63	2.55	2.51	2.62	2.50	2.52	
Standard deviation	0.50	0.58	0.61	0.52	0.57	0.62	0.51	0.59	0.60	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.14	0.19	-	0.20	0.17	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	63.6%	55.2%	57.0%	62.5%	57.0%	57.0%	69.2%	52.4%	56.3%	
Occasionally	31.8%	40.0%	38.0%	37.5%	40.5%	39.5%	30.8%	40.6%	37.5%	
Not at All	4.5%	4.9%	5.0%	0.0%	2.5%	3.5%	0.0%	6.9%	6.3%	
Total(n)	22	658	955	8	284	405	13	347	512	
Mean	2.59	2.50	2.52	2.63	2.55	2.54	2.69	2.46	2.50	
Standard deviation	0.59	0.59	0.59	0.52	0.55	0.56	0.48	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.15	0.12	-	0.15	0.16	-	0.37	0.31	
<b>Discussed career and post-graduation goals</b>										
Frequently	86.4%	72.2%	73.2%	87.5%	69.1%	70.0%	92.3%	73.7%	75.3%	
Occasionally	13.6%	25.4%	24.7%	12.5%	29.5%	28.7%	7.7%	22.8%	21.7%	
Not at All	0.0%	2.4%	2.1%	0.0%	1.4%	1.2%	0.0%	3.5%	2.9%	
Total(n)	22	658	955	8	285	407	13	346	511	
Mean	2.86	2.70	2.71	2.88	2.68	2.69	2.92	2.70	2.72	
Standard deviation	0.35	0.51	0.50	0.35	0.50	0.49	0.28	0.53	0.51	
Significance	-			-			-			
Effect size	-	0.31	0.30	-	0.40	0.39	-	0.42	0.39	
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>										
<b>Funded workshops focused on teaching</b>										
Yes	66.7%	52.4%	51.7%	72.7%	41.7%	40.3%	53.8%	59.2%	58.9%	
No	25.9%	40.6%	40.4%	18.2%	51.4%	51.7%	38.5%	34.2%	33.4%	
Not eligible	0.0%	2.2%	2.3%	0.0%	1.7%	2.0%	0.0%	2.2%	2.4%	
Not available	7.4%	4.8%	5.6%	9.1%	5.2%	6.1%	7.7%	4.4%	5.3%	
Total(n)	27	1,093	1,742	11	420	658	13	632	1,020	
<b>Funded workshops focused on research skills development</b>										
Yes	7.4%	13.6%	15.3%	18.2%	12.4%	12.6%	0.0%	14.2%	17.0%	
No	51.9%	69.7%	68.2%	54.5%	73.4%	74.0%	53.8%	68.1%	65.0%	
Not eligible	0.0%	3.3%	3.6%	0.0%	1.2%	2.0%	0.0%	4.4%	4.6%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Not available	40.7%	13.5%	12.9%	27.3%	12.9%	11.5%	46.2%	13.3%	13.4%	
Total(n)	27	1,091	1,736	11	418	653	13	633	1,020	
<b>Funded workshops focused on grant writing</b>										
Yes	11.1%	8.7%	9.5%	18.2%	9.4%	8.8%	0.0%	8.2%	9.7%	
No	63.0%	76.3%	75.2%	63.6%	79.0%	79.5%	69.2%	75.3%	73.2%	
Not eligible	0.0%	3.3%	3.5%	0.0%	1.7%	2.3%	0.0%	4.0%	4.0%	
Not available	25.9%	11.6%	11.8%	18.2%	9.9%	9.4%	30.8%	12.5%	13.0%	
Total(n)	27	1,086	1,724	11	415	649	13	632	1,013	
<b>Paid sabbatical leave</b>										
Yes	0.0%	7.9%	6.7%	0.0%	8.4%	8.1%	0.0%	7.7%	6.0%	
No	70.4%	64.2%	63.7%	72.7%	71.6%	71.4%	76.9%	60.6%	60.0%	
Not eligible	29.6%	23.3%	25.3%	27.3%	15.8%	16.9%	23.1%	27.2%	29.8%	
Not available	0.0%	4.7%	4.2%	0.0%	4.3%	3.7%	0.0%	4.6%	4.3%	
Total(n)	27	1,095	1,743	11	419	657	13	637	1,024	
<b>Travel funds paid by the institution</b>										
Yes	88.9%	53.7%	53.8%	81.8%	53.8%	52.5%	92.3%	54.3%	55.1%	
No	11.1%	37.2%	37.5%	18.2%	39.7%	41.3%	7.7%	35.2%	34.8%	
Not eligible	0.0%	5.1%	4.2%	0.0%	3.1%	2.8%	0.0%	6.0%	4.7%	
Not available	0.0%	4.1%	4.5%	0.0%	3.4%	3.4%	0.0%	4.6%	5.4%	
Total(n)	27	1,086	1,727	11	413	646	13	634	1,019	
<b>Internal grants for research</b>										
Yes	11.5%	30.5%	29.7%	0.0%	30.1%	28.2%	25.0%	30.7%	30.7%	
No	80.8%	60.6%	61.4%	90.9%	63.6%	65.7%	75.0%	59.2%	59.3%	
Not eligible	3.8%	6.0%	5.6%	9.1%	3.8%	3.5%	0.0%	7.1%	6.6%	
Not available	3.8%	2.9%	3.2%	0.0%	2.4%	2.6%	0.0%	3.0%	3.4%	
Total(n)	26	1,093	1,735	11	418	653	12	635	1,019	
<b>Training for administrative leadership</b>										
Yes	4.0%	12.6%	13.9%	10.0%	13.5%	13.4%	0.0%	12.4%	14.5%	
No	68.0%	70.6%	69.3%	60.0%	73.4%	74.7%	75.0%	69.3%	66.6%	
Not eligible	4.0%	7.3%	6.9%	10.0%	4.6%	4.2%	0.0%	8.3%	7.8%	
Not available	24.0%	9.5%	9.9%	20.0%	8.5%	7.7%	25.0%	10.0%	11.1%	
Total(n)	25	1,077	1,715	10	414	648	12	623	1,004	
<b>Training for promoting inclusion and facilitating difficult conversations</b>										
Yes	48.1%	47.4%	49.7%	45.5%	39.0%	38.9%	53.8%	53.1%	56.7%	
No	44.4%	44.9%	43.1%	54.5%	54.5%	55.3%	38.5%	39.4%	36.0%	
Not eligible	0.0%	1.9%	1.8%	0.0%	1.4%	1.4%	0.0%	2.0%	1.7%	
Not available	7.4%	5.7%	5.4%	0.0%	5.0%	4.4%	7.7%	5.5%	5.7%	
Total(n)	27	1,097	1,744	11	418	656	13	639	1,025	
<b>Incentives to develop new courses</b>										
Yes	18.5%	14.7%	16.1%	27.3%	15.3%	16.9%	7.7%	14.5%	15.4%	
No	66.7%	66.4%	64.8%	63.6%	69.5%	67.6%	76.9%	65.5%	64.0%	
Not eligible	3.7%	4.8%	4.0%	0.0%	2.6%	2.6%	0.0%	5.2%	4.2%	
Not available	11.1%	14.2%	15.1%	9.1%	12.6%	12.9%	15.4%	14.8%	16.4%	
Total(n)	27	1,094	1,740	11	419	657	13	634	1,019	
<b>Incentives to integrate technology into your classroom</b>										
Yes	22.2%	26.9%	23.8%	36.4%	24.0%	21.7%	15.4%	28.7%	24.8%	
No	63.0%	58.9%	60.6%	54.5%	63.8%	65.0%	69.2%	56.5%	58.6%	
Not eligible	3.7%	2.6%	2.6%	9.1%	2.1%	2.3%	0.0%	2.5%	2.5%	
Not available	11.1%	11.6%	13.0%	0.0%	10.0%	10.9%	15.4%	12.2%	14.1%	
Total(n)	27	1,096	1,743	11	420	658	13	637	1,023	
<b>Resources to integrate culturally-competent practices into your classroom</b>										
Yes	44.4%	46.3%	44.5%	36.4%	31.5%	29.4%	53.8%	56.0%	54.6%	
No	40.7%	44.1%	45.6%	54.5%	59.7%	61.5%	30.8%	34.7%	35.7%	
Not eligible	0.0%	2.1%	2.0%	0.0%	2.1%	2.1%	0.0%	1.7%	1.7%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Not available	14.8%	7.6%	7.9%	9.1%	6.7%	7.0%	15.4%	7.5%	8.0%	
Total(n)	27	1,096	1,744	11	419	657	13	637	1,024	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	14.8%	17.5%	17.2%	9.1%	14.6%	14.8%	23.1%	19.9%	18.8%	
1-2	37.0%	18.9%	17.2%	36.4%	16.2%	13.6%	30.8%	20.2%	19.3%	
3-4	29.6%	10.8%	11.1%	36.4%	10.6%	10.3%	23.1%	10.4%	11.0%	
5-10	7.4%	21.0%	19.5%	0.0%	19.5%	18.2%	15.4%	22.6%	20.8%	
11-20	3.7%	16.2%	16.6%	9.1%	18.4%	18.6%	0.0%	14.6%	15.4%	
21-50	3.7%	11.7%	13.5%	9.1%	14.6%	16.8%	0.0%	9.8%	11.4%	
51+	3.7%	3.8%	4.8%	0.0%	6.1%	7.7%	7.7%	2.3%	3.2%	
Total(n)	27	1,107	1,760	11	425	661	13	642	1,036	
Mean	2.74	3.50	3.61	2.91	3.79	3.93	2.69	3.31	3.42	
Standard deviation	1.46	1.78	1.83	1.45	1.83	1.88	1.65	1.73	1.77	
Significance	-	*	*	-			-			
Effect size	-	-0.43	-0.48	-	-0.48	-0.54	-	-0.36	-0.41	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	74.1%	47.6%	45.4%	72.7%	45.7%	44.5%	84.6%	49.2%	46.4%	
1-2	11.1%	27.9%	28.7%	18.2%	28.4%	27.1%	0.0%	28.0%	29.8%	
3-4	7.4%	11.5%	12.6%	9.1%	10.7%	11.9%	7.7%	11.5%	12.6%	
5-10	3.7%	9.7%	10.1%	0.0%	11.4%	12.5%	7.7%	8.4%	8.5%	
11-20	3.7%	2.4%	2.2%	0.0%	2.4%	2.6%	0.0%	2.2%	1.8%	
21-50	0.0%	0.8%	0.9%	0.0%	1.2%	1.2%	0.0%	0.6%	0.7%	
51+	0.0%	0.1%	0.2%	0.0%	0.2%	0.3%	0.0%	0.0%	0.1%	
Total(n)	27	1,103	1,751	11	422	658	13	642	1,032	
Mean	1.52	1.94	1.98	1.36	2.01	2.06	1.38	1.88	1.92	
Standard deviation	1.05	1.16	1.17	0.67	1.22	1.25	0.96	1.11	1.11	
Significance	-		*	-			-			
Effect size	-	-0.36	-0.39	-	-0.53	-0.56	-	-0.45	-0.49	
<b>Books, manuals, monographs, or research reports</b>										
None	77.8%	58.2%	58.0%	72.7%	52.0%	53.4%	84.6%	62.8%	61.6%	
1-2	14.8%	25.9%	24.5%	18.2%	28.5%	25.3%	7.7%	23.4%	23.2%	
3-4	3.7%	8.8%	9.4%	0.0%	8.8%	10.1%	7.7%	8.9%	8.9%	
5-10	3.7%	4.6%	5.2%	9.1%	7.4%	7.5%	0.0%	3.0%	3.9%	
11-20	0.0%	1.3%	1.7%	0.0%	1.2%	1.7%	0.0%	1.3%	1.7%	
21-50	0.0%	0.5%	0.7%	0.0%	0.7%	1.1%	0.0%	0.3%	0.4%	
51+	0.0%	0.8%	0.6%	0.0%	1.4%	0.9%	0.0%	0.3%	0.4%	
Total(n)	27	1,097	1,742	11	421	655	13	637	1,026	
Mean	1.33	1.70	1.73	1.45	1.85	1.85	1.23	1.59	1.64	
Standard deviation	0.73	1.08	1.11	0.93	1.21	1.21	0.60	0.95	1.02	
Significance	-			-			-			
Effect size	-	-0.34	-0.36	-	-0.33	-0.33	-	-0.38	-0.40	
<b>Other, such as patents or computer software products</b>										
None	96.3%	88.3%	88.1%	100.0%	82.7%	82.7%	92.3%	92.1%	91.6%	
1-2	0.0%	6.8%	7.1%	0.0%	9.1%	9.4%	0.0%	5.5%	5.7%	
3-4	0.0%	2.3%	2.6%	0.0%	4.3%	4.6%	0.0%	0.8%	1.2%	
5-10	0.0%	1.2%	1.3%	0.0%	2.2%	2.2%	0.0%	0.6%	0.8%	
11-20	0.0%	0.6%	0.3%	0.0%	1.0%	0.6%	0.0%	0.2%	0.1%	
21-50	3.7%	0.5%	0.3%	0.0%	0.5%	0.3%	7.7%	0.3%	0.2%	
51+	0.0%	0.4%	0.3%	0.0%	0.2%	0.2%	0.0%	0.5%	0.4%	
Total(n)	27	1,087	1,721	11	416	647	13	632	1,015	



**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Mean	1.19	1.22	1.21	1.00	1.32	1.30	1.38	1.14	1.14	
Standard deviation	0.96	0.75	0.69	0.00	0.85	0.79	1.39	0.63	0.60	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.38	-0.38	-	0.38	0.40	
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>										
None	74.1%	84.9%	85.0%	54.5%	82.6%	82.5%	92.3%	86.7%	87.2%	
1-2	7.4%	4.7%	4.6%	18.2%	5.4%	5.3%	0.0%	4.2%	4.0%	
3-4	3.7%	3.3%	2.9%	9.1%	3.8%	3.2%	0.0%	2.8%	2.7%	
5-10	11.1%	4.3%	4.1%	9.1%	4.9%	4.5%	7.7%	3.4%	3.6%	
11-20	3.7%	1.1%	1.3%	9.1%	0.2%	1.2%	0.0%	1.7%	1.4%	
21+	0.0%	1.8%	2.1%	0.0%	3.1%	3.3%	0.0%	1.1%	1.2%	
Total(n)	27	1,104	1,756	11	425	661	13	640	1,033	
Mean	1.63	1.37	1.38	2.00	1.44	1.47	1.23	1.33	1.31	
Standard deviation	1.21	1.02	1.05	1.41	1.12	1.18	0.83	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.25	0.24	-	0.50	0.45	-	-0.11	-0.09	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Solo/Individual</b>										
None	28.6%	25.5%	28.4%	40.0%	24.6%	27.2%	0.0%	28.6%	30.2%	
1-2	28.6%	33.8%	31.1%	20.0%	32.8%	29.3%	100.0%	35.1%	33.6%	
3-4	28.6%	16.6%	17.1%	40.0%	21.3%	20.7%	0.0%	11.7%	13.8%	
5-10	14.3%	18.6%	16.7%	0.0%	13.1%	14.1%	0.0%	20.8%	18.1%	
11-20	0.0%	2.1%	2.3%	0.0%	4.9%	4.3%	0.0%	0.0%	0.0%	
21+	0.0%	3.4%	4.5%	0.0%	3.3%	4.3%	0.0%	3.9%	4.3%	
Total(n)	7	145	222	5	61	92	1	77	116	
Mean	2.29	2.48	2.47	2.00	2.51	2.52	2.00	2.40	2.37	
Standard deviation	1.11	1.30	1.35	1.00	1.31	1.37	.	1.31	1.32	
Significance	-			-			-			
Effect size	-	-0.15	-0.13	-	-0.39	-0.38	-	-0.31	-0.28	
<b>How many of these exhibitions, recordings or performances were:</b>										
<b>Collaborative</b>										
None	0.0%	14.2%	13.9%	0.0%	11.1%	13.2%	0.0%	15.9%	14.3%	
1-2	42.9%	35.8%	35.3%	60.0%	40.3%	36.0%	0.0%	31.7%	34.1%	
3-4	28.6%	21.6%	18.7%	20.0%	18.1%	14.0%	0.0%	23.2%	22.2%	
5-10	28.6%	14.2%	14.3%	20.0%	12.5%	13.2%	100.0%	17.1%	15.9%	
11-20	0.0%	5.6%	7.5%	0.0%	4.2%	7.9%	0.0%	7.3%	7.9%	
21+	0.0%	8.6%	10.3%	0.0%	13.9%	15.8%	0.0%	4.9%	5.6%	
Total(n)	7	162	252	5	72	114	1	82	126	
Mean	2.86	2.87	2.97	2.60	3.00	3.14	4.00	2.83	2.86	
Standard deviation	0.90	1.44	1.51	0.89	1.56	1.66	.	1.36	1.37	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	-0.26	-0.33	-	0.86	0.83	
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>										
None	48.1%	26.9%	25.1%	36.4%	21.6%	22.0%	53.8%	30.9%	27.2%	
1	18.5%	14.0%	12.4%	27.3%	14.0%	12.0%	15.4%	13.4%	12.3%	
2	18.5%	15.3%	13.9%	27.3%	18.0%	15.2%	15.4%	14.1%	13.4%	
3	3.7%	13.7%	13.5%	0.0%	13.5%	13.0%	0.0%	13.4%	13.8%	
4	3.7%	8.0%	7.8%	0.0%	9.2%	7.9%	7.7%	7.2%	7.7%	
5	0.0%	5.9%	6.4%	0.0%	5.2%	5.9%	0.0%	6.6%	6.7%	

Scholarly

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Scholarly Productivity
6	3.7%	4.2%	4.7%	9.1%	4.3%	4.7%	0.0%	3.6%	4.3%	
7-10	0.0%	6.7%	8.3%	0.0%	7.6%	9.5%	0.0%	6.4%	7.8%	
More than 10	3.7%	5.3%	8.0%	0.0%	6.6%	9.8%	7.7%	4.4%	6.9%	
Total(n)	27	1,100	1,747	11	422	656	13	640	1,032	
Mean	2.33	3.62	3.94	2.36	3.85	4.15	2.38	3.45	3.80	
Standard deviation	1.98	2.47	2.64	1.75	2.50	2.70	2.33	2.44	2.60	
Significance	-	**	**	-		*	-			
Effect size	-	-0.52	-0.61	-	-0.60	-0.66	-	-0.44	-0.55	
<b>How many of these professional writings in the past three years were solo-authored?</b>										Scholarly Productivity
None	71.4%	49.2%	47.7%	71.4%	51.0%	49.1%	83.3%	49.0%	47.7%	
1	7.1%	21.1%	21.8%	0.0%	18.5%	19.4%	0.0%	21.5%	22.5%	
2	14.3%	11.2%	12.2%	28.6%	11.3%	12.0%	0.0%	11.9%	13.0%	
3	7.1%	8.3%	7.6%	0.0%	7.6%	7.7%	16.7%	8.6%	7.6%	
4	0.0%	3.3%	3.6%	0.0%	4.6%	4.7%	0.0%	2.3%	2.5%	
5	0.0%	1.7%	1.8%	0.0%	1.0%	0.9%	0.0%	2.0%	2.2%	
6	0.0%	1.8%	1.6%	0.0%	2.0%	1.9%	0.0%	1.3%	1.2%	
7-10	0.0%	2.1%	2.3%	0.0%	2.3%	2.8%	0.0%	2.0%	2.1%	
More than 10	0.0%	1.5%	1.4%	0.0%	1.7%	1.5%	0.0%	1.5%	1.2%	
Total(n)	14	726	1,178	7	302	468	6	396	671	
Mean	1.57	2.27	2.29	1.57	2.29	2.32	1.50	2.24	2.24	
Standard deviation	1.02	1.83	1.82	0.98	1.89	1.90	1.22	1.79	1.75	
Significance	-			-			-			
Effect size	-	-0.38	-0.40	-	-0.38	-0.39	-	-0.41	-0.42	
<b>How many of these professional writings in the past three years were co-authored?</b>										Scholarly Productivity
None	15.4%	12.5%	11.6%	16.7%	15.7%	13.7%	16.7%	9.0%	9.4%	
1	30.8%	23.1%	20.7%	50.0%	20.1%	18.0%	16.7%	25.8%	22.7%	
2	30.8%	18.3%	16.7%	16.7%	19.5%	17.0%	33.3%	17.5%	16.5%	
3	0.0%	15.6%	14.8%	0.0%	11.9%	12.5%	0.0%	18.5%	16.6%	
4	7.7%	7.2%	7.5%	0.0%	7.9%	7.6%	16.7%	6.9%	7.6%	
5	0.0%	5.9%	6.3%	0.0%	5.7%	6.4%	0.0%	6.2%	6.4%	
6	7.7%	5.3%	5.6%	16.7%	5.7%	5.5%	0.0%	5.2%	5.5%	
7-10	7.7%	7.0%	8.6%	0.0%	6.9%	9.2%	16.7%	7.1%	8.3%	
More than 10	0.0%	5.1%	8.2%	0.0%	6.6%	10.0%	0.0%	3.8%	6.9%	
Total(n)	13	769	1,252	6	318	488	6	422	722	
Mean	3.23	3.86	4.20	2.83	3.90	4.30	3.67	3.86	4.15	
Standard deviation	2.17	2.32	2.50	2.14	2.45	2.62	2.50	2.21	2.41	
Significance	-			-			-			
Effect size	-	-0.27	-0.39	-	-0.44	-0.56	-	-0.09	-0.20	
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>										Scholarly Productivity
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	0.0%	7.1%	8.2%	0.0%	7.4%	8.8%	0.0%	7.2%	7.9%	
1-4	7.4%	15.6%	18.4%	0.0%	11.1%	14.1%	7.7%	18.3%	21.0%	
5-8	33.3%	27.9%	28.2%	36.4%	27.1%	28.4%	38.5%	29.2%	28.5%	
9-12	48.1%	32.3%	28.8%	45.5%	36.0%	32.1%	46.2%	29.3%	26.4%	
13-16	3.7%	8.5%	7.8%	0.0%	8.9%	8.1%	7.7%	7.7%	7.4%	
17-20	7.4%	3.7%	3.7%	18.2%	5.4%	4.7%	0.0%	2.9%	3.1%	
21+	0.0%	4.9%	5.0%	0.0%	4.2%	3.8%	0.0%	5.4%	5.6%	
Total(n)	27	1,069	1,691	11	406	633	13	624	996	
Mean	3.70	3.50	3.41	4.00	3.61	3.46	3.54	3.42	3.36	
Standard deviation	0.95	1.40	1.44	1.10	1.38	1.40	0.78	1.42	1.46	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-			-			-			
Effect size	-	0.14	0.20	-	0.28	0.39	-	0.08	0.12	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	6.1%	6.8%	0.0%	6.1%	7.4%	0.0%	6.4%	6.8%	
1-4	11.1%	11.6%	12.0%	9.1%	12.0%	12.8%	15.4%	11.2%	11.5%	
5-8	14.8%	21.3%	21.6%	9.1%	21.6%	21.5%	15.4%	21.5%	22.0%	
9-12	33.3%	23.9%	23.1%	36.4%	24.1%	24.4%	30.8%	24.1%	22.4%	
13-16	18.5%	14.7%	13.5%	9.1%	16.2%	13.9%	23.1%	14.0%	13.4%	
17-20	11.1%	10.9%	11.2%	18.2%	9.8%	10.3%	7.7%	11.6%	11.8%	
21+	11.1%	11.4%	11.7%	18.2%	10.1%	9.8%	7.7%	11.2%	11.9%	
Total(n)	27	1,069	1,694	11	407	634	13	623	998	
Mean	4.37	4.08	4.05	4.73	4.02	3.94	4.15	4.08	4.07	
Standard deviation	1.47	1.68	1.72	1.62	1.65	1.68	1.46	1.69	1.72	
Significance	-			-			-			
Effect size	-	0.17	0.19	-	0.43	0.47	-	0.04	0.05	
<b>Advising or counseling students</b>										
None	3.7%	8.0%	8.5%	9.1%	8.4%	9.0%	0.0%	7.9%	8.1%	
1-4	44.4%	55.5%	55.8%	45.5%	56.7%	58.1%	30.8%	55.1%	54.6%	
5-8	33.3%	22.7%	23.1%	36.4%	22.2%	22.4%	38.5%	23.2%	23.6%	
9-12	11.1%	8.6%	8.1%	9.1%	8.4%	7.1%	15.4%	8.1%	8.4%	
13-16	7.4%	2.3%	2.1%	0.0%	1.7%	1.6%	15.4%	2.7%	2.5%	
17-20	0.0%	1.3%	1.1%	0.0%	1.5%	0.9%	0.0%	1.3%	1.1%	
21+	0.0%	1.5%	1.2%	0.0%	1.2%	0.8%	0.0%	1.8%	1.6%	
Total(n)	27	1,064	1,689	11	406	633	13	621	996	
Mean	2.74	2.52	2.48	2.45	2.48	2.40	3.15	2.54	2.52	
Standard deviation	0.98	1.09	1.04	0.82	1.06	0.96	1.07	1.11	1.09	
Significance	-			-			-		*	
Effect size	-	0.20	0.25	-	-0.03	0.05	-	0.55	0.58	
<b>Committee work and meetings</b>										
None	0.0%	8.5%	7.0%	0.0%	7.8%	6.6%	0.0%	9.2%	7.3%	
1-4	40.7%	40.4%	41.2%	54.5%	44.5%	45.4%	30.8%	37.8%	37.9%	
5-8	37.0%	26.4%	28.0%	36.4%	27.0%	27.9%	38.5%	25.9%	28.3%	
9-12	18.5%	13.8%	13.0%	9.1%	13.3%	12.0%	23.1%	13.8%	13.6%	
13-16	0.0%	4.5%	4.6%	0.0%	3.3%	3.5%	0.0%	5.3%	5.4%	
17-20	3.7%	2.6%	3.2%	0.0%	1.8%	2.6%	7.7%	3.4%	3.7%	
21+	0.0%	3.7%	3.0%	0.0%	2.5%	1.9%	0.0%	4.5%	3.7%	
Total(n)	27	1,059	1,679	11	400	623	13	621	995	
Mean	2.89	2.88	2.89	2.55	2.75	2.76	3.15	2.96	2.98	
Standard deviation	0.97	1.37	1.33	0.69	1.23	1.21	1.14	1.46	1.40	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.16	-0.17	-	0.13	0.12	
<b>Research and scholarly writing</b>										
None	29.6%	21.8%	21.2%	27.3%	16.4%	17.8%	23.1%	25.8%	23.7%	
1-4	48.1%	38.3%	36.5%	45.5%	36.1%	33.4%	61.5%	39.0%	38.0%	
5-8	18.5%	21.3%	20.8%	27.3%	25.4%	22.3%	7.7%	19.2%	20.3%	
9-12	3.7%	8.8%	10.1%	0.0%	10.2%	11.8%	7.7%	7.5%	8.8%	
13-16	0.0%	3.1%	3.8%	0.0%	3.7%	4.9%	0.0%	2.8%	3.0%	
17-20	0.0%	2.4%	3.0%	0.0%	3.2%	3.7%	0.0%	1.8%	2.4%	
21+	0.0%	4.3%	4.6%	0.0%	5.0%	6.2%	0.0%	3.9%	3.7%	
Total(n)	27	1,053	1,674	11	402	629	13	613	984	
Mean	1.96	2.57	2.66	2.00	2.78	2.88	2.00	2.44	2.52	
Standard deviation	0.81	1.48	1.54	0.77	1.52	1.63	0.82	1.44	1.45	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.41	-0.45	-	-0.51	-0.54	-	-0.31	-0.36	
<b>Other creative products/performances</b>										
None	63.0%	68.5%	70.1%	54.5%	65.4%	67.5%	69.2%	70.2%	71.8%	
1-4	22.2%	20.0%	19.1%	27.3%	22.8%	19.9%	15.4%	18.7%	19.1%	
5-8	3.7%	6.4%	6.0%	9.1%	7.3%	7.4%	0.0%	5.7%	4.8%	
9-12	3.7%	2.5%	2.4%	0.0%	1.5%	2.8%	7.7%	2.8%	1.8%	
13-16	0.0%	1.2%	1.3%	0.0%	1.8%	1.6%	0.0%	1.0%	1.1%	
17-20	7.4%	0.6%	0.5%	9.1%	0.5%	0.3%	7.7%	0.7%	0.6%	
21+	0.0%	0.9%	0.7%	0.0%	0.8%	0.5%	0.0%	1.0%	0.7%	
Total(n)	27	1,046	1,657	11	399	618	13	610	980	
Mean	1.78	1.53	1.50	1.91	1.56	1.54	1.77	1.52	1.46	
Standard deviation	1.42	1.02	0.98	1.51	1.01	0.98	1.54	1.04	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.25	0.29	-	0.35	0.38	-	0.24	0.32	
<b>Community or public service</b>										
None	37.0%	36.9%	35.9%	54.5%	40.3%	39.9%	23.1%	34.5%	33.6%	
1-4	40.7%	43.9%	45.5%	36.4%	43.1%	43.2%	46.2%	44.7%	46.7%	
5-8	14.8%	11.4%	11.3%	9.1%	11.1%	11.1%	15.4%	11.2%	11.3%	
9-12	3.7%	4.9%	4.7%	0.0%	4.2%	4.5%	7.7%	5.5%	4.9%	
13-16	3.7%	0.9%	1.0%	0.0%	0.2%	0.5%	7.7%	1.1%	1.2%	
17-20	0.0%	0.9%	0.7%	0.0%	0.2%	0.2%	0.0%	1.5%	1.1%	
21+	0.0%	1.1%	1.0%	0.0%	0.7%	0.6%	0.0%	1.5%	1.1%	
Total(n)	27	1,057	1,672	11	404	629	13	615	982	
Mean	1.96	1.96	1.95	1.55	1.85	1.85	2.31	2.04	2.01	
Standard deviation	1.02	1.09	1.05	0.69	0.95	0.95	1.18	1.18	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.01	-	-0.32	-0.32	-	0.23	0.27	
<b>Outside consulting/freelance work</b>										
None	63.0%	72.9%	73.7%	63.6%	72.5%	73.7%	69.2%	73.9%	74.6%	
1-4	29.6%	16.9%	17.3%	36.4%	18.2%	17.6%	15.4%	15.1%	16.6%	
5-8	7.4%	5.3%	4.4%	0.0%	5.2%	4.6%	15.4%	5.5%	4.3%	
9-12	0.0%	2.4%	2.2%	0.0%	2.7%	2.5%	0.0%	2.0%	1.8%	
13-16	0.0%	0.9%	0.8%	0.0%	0.2%	0.6%	0.0%	1.3%	1.0%	
17-20	0.0%	0.9%	0.7%	0.0%	0.7%	0.5%	0.0%	1.0%	0.7%	
21+	0.0%	0.9%	0.8%	0.0%	0.5%	0.5%	0.0%	1.1%	1.0%	
Total(n)	27	1,058	1,673	11	407	630	13	614	984	
Mean	1.44	1.47	1.44	1.36	1.44	1.42	1.46	1.49	1.44	
Standard deviation	0.64	1.01	0.98	0.50	0.92	0.90	0.78	1.08	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.00	-	-0.09	-0.07	-	-0.03	0.02	
<b>Household/childcare duties</b>										
None	14.8%	11.1%	11.2%	18.2%	15.6%	15.4%	15.4%	8.0%	8.3%	
1-4	14.8%	12.6%	12.8%	18.2%	12.9%	14.1%	15.4%	13.0%	12.3%	
5-8	18.5%	21.0%	20.4%	27.3%	23.3%	21.5%	15.4%	19.4%	19.7%	
9-12	18.5%	16.0%	16.4%	9.1%	15.1%	15.4%	15.4%	16.1%	16.6%	
13-16	7.4%	10.1%	9.0%	9.1%	12.2%	11.1%	7.7%	9.1%	8.0%	
17-20	3.7%	8.1%	8.6%	0.0%	6.9%	8.0%	7.7%	8.8%	9.0%	
21+	22.2%	21.1%	21.6%	18.2%	13.9%	14.4%	23.1%	25.6%	26.1%	
Total(n)	27	1,043	1,651	11	403	623	13	602	968	
Mean	3.89	4.10	4.12	3.45	3.72	3.74	4.00	4.34	4.35	
Standard deviation	2.12	2.01	2.02	2.11	1.93	1.96	2.24	2.02	2.03	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.14	-0.15	-	-0.17	-0.17	
<b>Serving as a caregiver for another adult</b>										
None	66.7%	77.3%	78.4%	63.6%	82.9%	83.6%	69.2%	74.4%	75.9%	
1-4	18.5%	10.8%	10.9%	18.2%	8.9%	9.0%	15.4%	12.1%	12.0%	
5-8	7.4%	5.3%	4.9%	9.1%	5.2%	4.7%	7.7%	4.7%	4.8%	
9-12	0.0%	2.4%	2.2%	0.0%	1.2%	1.3%	0.0%	2.9%	2.7%	
13-16	3.7%	1.2%	1.0%	0.0%	1.0%	0.6%	7.7%	1.5%	1.1%	
17-20	0.0%	0.7%	0.7%	0.0%	0.0%	0.2%	0.0%	1.1%	0.9%	
21+	3.7%	2.3%	1.8%	9.1%	0.7%	0.6%	0.0%	3.3%	2.5%	
Total(n)	27	1,055	1,661	11	403	621	13	614	981	
Mean	1.70	1.50	1.46	1.91	1.32	1.29	1.62	1.61	1.54	
Standard deviation	1.41	1.21	1.13	1.81	0.86	0.83	1.19	1.38	1.26	
Significance	-			-	*	*	-			
Effect size	-	0.17	0.21	-	0.69	0.75	-	0.01	0.06	
<b>Other employment outside of academia</b>										
None	70.4%	82.5%	82.9%	81.8%	83.8%	84.3%	69.2%	81.9%	82.4%	
1-4	18.5%	6.7%	7.3%	9.1%	6.5%	6.8%	23.1%	7.0%	7.5%	
5-8	7.4%	3.6%	3.2%	9.1%	3.0%	3.1%	0.0%	3.7%	3.2%	
9-12	0.0%	2.6%	2.7%	0.0%	2.5%	2.6%	0.0%	2.7%	2.8%	
13-16	0.0%	0.8%	0.6%	0.0%	0.8%	0.5%	0.0%	0.7%	0.6%	
17-20	3.7%	0.7%	0.8%	0.0%	0.3%	0.6%	7.7%	1.0%	0.8%	
21+	0.0%	3.2%	2.5%	0.0%	3.3%	2.1%	0.0%	3.2%	2.7%	
Total(n)	27	1,039	1,647	11	400	618	13	601	969	
Mean	1.52	1.47	1.43	1.27	1.44	1.39	1.62	1.49	1.45	
Standard deviation	1.09	1.29	1.20	0.65	1.26	1.13	1.39	1.31	1.23	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.13	-0.11	-	0.10	0.14	
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>										
None	7.7%	4.8%	4.2%	0.0%	3.5%	3.2%	7.7%	4.9%	4.3%	
1-4	30.8%	26.6%	26.9%	10.0%	21.2%	23.1%	53.8%	30.8%	29.8%	
5-8	26.9%	33.1%	32.4%	40.0%	32.0%	30.8%	15.4%	33.9%	33.5%	
9-12	19.2%	19.4%	19.6%	20.0%	22.7%	20.6%	15.4%	17.3%	18.8%	
13-16	3.8%	7.1%	7.6%	0.0%	9.3%	10.2%	7.7%	5.6%	5.9%	
17-20	7.7%	5.1%	5.0%	20.0%	5.5%	5.7%	0.0%	4.8%	4.7%	
21+	3.8%	3.8%	4.4%	10.0%	5.8%	6.3%	0.0%	2.6%	3.0%	
Total(n)	26	1,041	1,652	10	397	616	13	607	976	
Mean	3.19	3.28	3.32	4.10	3.53	3.54	2.62	3.13	3.18	
Standard deviation	1.52	1.39	1.41	1.66	1.45	1.49	1.12	1.32	1.33	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	0.39	0.38	-	-0.39	-0.42	
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	96.2%	87.8%	86.3%	100.0%	90.3%	88.5%	100.0%	86.0%	84.9%	
Occasionally	0.0%	2.2%	3.4%	0.0%	2.0%	3.5%	0.0%	2.4%	3.4%	
Not at All	3.8%	10.1%	10.3%	0.0%	7.7%	8.0%	0.0%	11.6%	11.7%	
Total(n)	26	1,022	1,582	11	391	601	13	594	922	
Mean	2.92	2.78	2.76	3.00	2.83	2.81	3.00	2.74	2.73	
Standard deviation	0.39	0.61	0.62	0.00	0.55	0.56	0.00	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.23	0.26	-	0.31	0.34	-	0.40	0.41	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
<b>Support their opinions with a logical argument</b>										
Frequently	76.9%	74.9%	72.6%	90.9%	76.3%	73.4%	76.9%	74.2%	72.3%	
Occasionally	19.2%	14.8%	16.8%	9.1%	16.3%	18.3%	23.1%	13.8%	15.9%	
Not at All	3.8%	10.3%	10.6%	0.0%	7.4%	8.3%	0.0%	11.9%	11.8%	
Total(n)	26	1,015	1,574	11	392	601	13	586	916	
Mean	2.73	2.65	2.62	2.91	2.69	2.65	2.77	2.62	2.60	
Standard deviation	0.53	0.66	0.67	0.30	0.60	0.63	0.44	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.12	0.16	-	0.37	0.41	-	0.22	0.25	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	84.6%	71.4%	70.3%	90.9%	71.4%	70.5%	84.6%	71.6%	70.5%	
Occasionally	11.5%	18.8%	19.3%	9.1%	21.2%	20.7%	15.4%	17.1%	18.1%	
Not at All	3.8%	9.8%	10.5%	0.0%	7.4%	8.8%	0.0%	11.3%	11.4%	
Total(n)	26	1,021	1,584	11	392	604	13	592	922	
Mean	2.81	2.62	2.60	2.91	2.64	2.62	2.85	2.60	2.59	
Standard deviation	0.49	0.66	0.67	0.30	0.62	0.64	0.38	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.29	0.31	-	0.44	0.45	-	0.37	0.38	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently	76.9%	68.8%	66.9%	90.9%	67.8%	65.7%	76.9%	69.2%	67.6%	
Occasionally	19.2%	20.3%	21.5%	9.1%	23.8%	24.3%	23.1%	18.3%	19.8%	
Not at All	3.8%	10.9%	11.6%	0.0%	8.4%	10.0%	0.0%	12.5%	12.6%	
Total(n)	26	1,019	1,579	11	391	601	13	591	920	
Mean	2.73	2.58	2.55	2.91	2.59	2.56	2.77	2.57	2.55	
Standard deviation	0.53	0.68	0.69	0.30	0.64	0.67	0.44	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.22	0.26	-	0.50	0.52	-	0.29	0.31	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	73.1%	68.1%	66.7%	81.8%	68.0%	65.8%	69.2%	67.5%	67.1%	
Occasionally	23.1%	21.3%	21.8%	18.2%	23.5%	23.9%	30.8%	20.5%	20.7%	
Not at All	3.8%	10.6%	11.5%	0.0%	8.4%	10.3%	0.0%	12.0%	12.2%	
Total(n)	26	1,018	1,577	11	391	602	13	590	917	
Mean	2.69	2.57	2.55	2.82	2.60	2.55	2.69	2.55	2.55	
Standard deviation	0.55	0.68	0.69	0.40	0.64	0.67	0.48	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.34	0.40	-	0.20	0.20	
<b>Take risks for potential gains</b>										
Frequently	46.2%	37.9%	36.3%	45.5%	39.7%	38.3%	53.8%	37.1%	34.8%	
Occasionally	42.3%	37.8%	38.7%	45.5%	40.8%	39.4%	46.2%	35.9%	38.6%	
Not at All	11.5%	24.3%	25.0%	9.1%	19.5%	22.3%	0.0%	26.9%	26.6%	
Total(n)	26	1,008	1,566	11	385	596	13	587	913	
Mean	2.35	2.14	2.11	2.36	2.20	2.16	2.54	2.10	2.08	
Standard deviation	0.69	0.78	0.78	0.67	0.74	0.76	0.52	0.79	0.78	
Significance	-			-			-	*	*	
Effect size	-	0.27	0.31	-	0.22	0.26	-	0.56	0.59	
<b>Seek alternative solutions to a problem</b>										
Frequently	56.0%	61.0%	59.5%	63.6%	61.1%	58.5%	58.3%	61.0%	60.3%	
Occasionally	40.0%	28.6%	29.6%	36.4%	30.7%	32.1%	41.7%	27.1%	27.9%	
Not at All	4.0%	10.4%	10.9%	0.0%	8.2%	9.4%	0.0%	11.9%	11.8%	
Total(n)	25	1,015	1,570	11	391	598	12	587	914	
Mean	2.52	2.51	2.49	2.64	2.53	2.49	2.58	2.49	2.48	
Standard deviation	0.59	0.68	0.68	0.50	0.64	0.66	0.51	0.70	0.70	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Effect size	-	0.01	0.04	-	0.17	0.23	-	0.13	0.14	
<b>Look up scientific research articles and resources</b>										
Frequently	56.0%	58.7%	56.8%	63.6%	57.9%	53.2%	58.3%	58.8%	59.0%	
Occasionally	36.0%	24.8%	26.8%	27.3%	27.7%	31.8%	41.7%	23.2%	23.9%	
Not at All	8.0%	16.6%	16.4%	9.1%	14.4%	15.0%	0.0%	18.1%	17.0%	
Total(n)	25	1,014	1,573	11	390	601	12	587	915	
Mean	2.48	2.42	2.40	2.55	2.44	2.38	2.58	2.41	2.42	
Standard deviation	0.65	0.76	0.75	0.69	0.73	0.73	0.51	0.78	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.11	-	0.15	0.23	-	0.22	0.21	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	50.0%	54.7%	52.7%	63.6%	56.5%	53.3%	46.2%	54.3%	52.4%	
Occasionally	42.3%	32.8%	34.4%	27.3%	34.0%	35.7%	53.8%	31.3%	33.3%	
Not at All	7.7%	12.5%	13.0%	9.1%	9.5%	11.0%	0.0%	14.5%	14.3%	
Total(n)	26	1,016	1,580	11	391	602	13	588	919	
Mean	2.42	2.42	2.40	2.55	2.47	2.42	2.46	2.40	2.38	
Standard deviation	0.64	0.70	0.71	0.69	0.66	0.68	0.52	0.73	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.03	-	0.12	0.19	-	0.08	0.11	
<b>Accept mistakes as part of the learning process</b>										
Frequently	80.8%	73.5%	72.0%	72.7%	74.5%	72.0%	92.3%	73.4%	72.6%	
Occasionally	15.4%	17.2%	18.4%	27.3%	18.8%	20.2%	7.7%	15.7%	16.8%	
Not at All	3.8%	9.3%	9.6%	0.0%	6.7%	7.8%	0.0%	10.8%	10.6%	
Total(n)	26	1,016	1,580	11	388	599	13	591	922	
Mean	2.77	2.64	2.62	2.73	2.68	2.64	2.92	2.63	2.62	
Standard deviation	0.51	0.64	0.65	0.47	0.59	0.62	0.28	0.67	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.20	0.23	-	0.08	0.15	-	0.43	0.45	
<b>Recognize biases that affect their thinking</b>										
Frequently	61.5%	56.9%	55.2%	63.6%	50.6%	49.0%	69.2%	60.6%	58.9%	
Occasionally	34.6%	29.5%	30.2%	36.4%	35.7%	35.5%	30.8%	26.2%	27.5%	
Not at All	3.8%	13.5%	14.6%	0.0%	13.6%	15.5%	0.0%	13.1%	13.6%	
Total(n)	26	1,012	1,575	11	389	600	13	587	917	
Mean	2.58	2.43	2.41	2.64	2.37	2.34	2.69	2.48	2.45	
Standard deviation	0.58	0.72	0.73	0.50	0.71	0.73	0.48	0.72	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.21	0.23	-	0.38	0.41	-	0.29	0.33	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	77.8%	69.3%	68.4%	63.6%	62.2%	60.6%	84.6%	73.6%	73.6%	
Occasionally	18.5%	23.1%	23.3%	36.4%	27.8%	28.3%	7.7%	20.2%	19.9%	
Not at All	3.7%	7.7%	8.3%	0.0%	10.0%	11.1%	7.7%	6.3%	6.5%	
Total(n)	27	1,032	1,615	11	389	601	13	605	954	
Mean	2.74	2.62	2.60	2.64	2.52	2.49	2.77	2.67	2.67	
Standard deviation	0.53	0.62	0.64	0.50	0.67	0.69	0.60	0.59	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.22	-	0.18	0.22	-	0.17	0.17	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	44.4%	53.0%	53.1%	54.5%	47.7%	47.1%	38.5%	55.9%	56.5%	
Occasionally	48.1%	34.4%	34.2%	45.5%	35.5%	35.1%	46.2%	33.7%	33.5%	
Not at All	7.4%	12.6%	12.7%	0.0%	16.8%	17.9%	15.4%	10.4%	10.1%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	27	1,029	1,612	11	386	599	13	605	953	
Mean	2.37	2.40	2.40	2.55	2.31	2.29	2.23	2.45	2.46	
Standard deviation	0.63	0.70	0.70	0.52	0.74	0.75	0.73	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.32	0.35	-	-0.32	-0.34	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	59.3%	51.0%	50.9%	54.5%	42.5%	41.9%	53.8%	55.5%	55.8%	
Occasionally	37.0%	37.6%	37.3%	45.5%	43.8%	43.1%	38.5%	34.1%	33.8%	
Not at All	3.7%	11.4%	11.8%	0.0%	13.7%	15.0%	7.7%	10.5%	10.3%	
Total(n)	27	1,026	1,608	11	386	599	13	602	949	
Mean	2.56	2.40	2.39	2.55	2.29	2.27	2.46	2.45	2.46	
Standard deviation	0.58	0.68	0.69	0.52	0.69	0.71	0.66	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.24	0.25	-	0.38	0.39	-	0.01	0.00	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	37.0%	28.8%	29.5%	45.5%	37.1%	38.4%	30.8%	23.3%	23.7%	
Occasionally	25.9%	30.1%	30.7%	9.1%	30.4%	29.6%	46.2%	29.6%	31.5%	
Not at All	37.0%	41.1%	39.8%	45.5%	32.5%	31.9%	23.1%	47.2%	44.8%	
Total(n)	27	1,028	1,610	11	388	601	13	602	950	
Mean	2.00	1.88	1.90	2.00	2.05	2.06	2.08	1.76	1.79	
Standard deviation	0.88	0.83	0.83	1.00	0.83	0.84	0.76	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	-0.06	-0.07	-	0.40	0.36	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	57.7%	72.8%	72.8%	36.4%	66.5%	66.3%	76.9%	76.2%	76.5%	Student-Centered Pedagogy
Most	30.8%	15.2%	15.1%	45.5%	18.2%	17.3%	15.4%	13.6%	13.7%	
Some	11.5%	9.6%	9.8%	18.2%	12.6%	13.2%	7.7%	8.0%	7.9%	
None	0.0%	2.4%	2.4%	0.0%	2.7%	3.3%	0.0%	2.2%	1.9%	
Total(n)	26	1,012	1,586	11	373	584	13	602	944	
Mean	3.46	3.58	3.58	3.18	3.49	3.47	3.69	3.64	3.65	
Standard deviation	0.71	0.76	0.76	0.75	0.82	0.84	0.63	0.72	0.71	
Significance	-			-			-			
Effect size	-	-0.16	-0.16	-	-0.38	-0.35	-	0.07	0.06	
<b>Cooperative learning (small groups)</b>										
All	50.0%	52.2%	52.1%	45.5%	42.1%	42.3%	61.5%	58.2%	58.0%	Student-Centered Pedagogy
Most	34.6%	21.8%	22.2%	36.4%	24.4%	24.0%	23.1%	20.2%	21.1%	
Some	7.7%	20.6%	19.8%	9.1%	25.5%	25.0%	7.7%	17.7%	16.8%	
None	7.7%	5.4%	5.9%	9.1%	8.0%	8.7%	7.7%	4.0%	4.1%	
Total(n)	26	1,010	1,585	11	373	584	13	600	943	
Mean	3.27	3.21	3.21	3.18	3.01	3.00	3.38	3.33	3.33	
Standard deviation	0.92	0.95	0.96	0.98	1.00	1.01	0.96	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.17	0.18	-	0.06	0.06	
<b>Experiential learning/Field studies</b>										
All	4.0%	19.7%	20.0%	0.0%	16.4%	16.4%	7.7%	21.6%	22.1%	Student-Centered Pedagogy
Most	24.0%	19.5%	18.3%	27.3%	19.6%	17.8%	23.1%	19.7%	19.1%	
Some	48.0%	32.2%	31.0%	36.4%	31.7%	31.4%	53.8%	32.1%	30.6%	
None	24.0%	28.6%	30.6%	36.4%	32.3%	34.4%	15.4%	26.7%	28.3%	
Total(n)	25	996	1,563	11	372	579	13	589	929	
Mean	2.08	2.30	2.28	1.91	2.20	2.16	2.23	2.36	2.35	
Standard deviation	0.81	1.09	1.10	0.83	1.07	1.07	0.83	1.09	1.11	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-			-			-			
Effect size	-	-0.20	-0.18	-	-0.27	-0.23	-	-0.12	-0.11	
<b>Performances/Demonstrations</b>										
All	23.1%	19.3%	19.5%	36.4%	17.6%	18.5%	15.4%	20.1%	19.9%	
Most	19.2%	15.1%	15.0%	27.3%	12.3%	12.5%	15.4%	16.6%	16.4%	
Some	38.5%	27.1%	27.1%	27.3%	29.7%	28.5%	46.2%	25.5%	26.3%	
None	19.2%	38.5%	38.4%	9.1%	40.4%	40.5%	23.1%	37.9%	37.3%	
Total(n)	26	1,006	1,577	11	374	583	13	597	938	
Mean	2.46	2.15	2.15	2.91	2.07	2.09	2.23	2.19	2.19	
Standard deviation	1.07	1.13	1.14	1.04	1.11	1.12	1.01	1.15	1.14	
Significance	-			-	*	*	-			
Effect size	-	0.27	0.27	-	0.76	0.73	-	0.03	0.04	
<b>Group projects</b>										
All	30.8%	27.0%	26.8%	36.4%	24.9%	23.8%	30.8%	28.2%	28.6%	Student-Centered Pedagogy
Most	30.8%	23.2%	23.2%	54.5%	22.5%	22.1%	7.7%	23.3%	23.7%	
Some	26.9%	32.8%	32.5%	0.0%	34.8%	34.6%	46.2%	32.0%	31.5%	
None	11.5%	17.0%	17.4%	9.1%	17.9%	19.5%	15.4%	16.5%	16.2%	
Total(n)	26	1,010	1,583	11	374	584	13	600	942	
Mean	2.81	2.60	2.59	3.18	2.54	2.50	2.54	2.63	2.65	
Standard deviation	1.02	1.06	1.06	0.87	1.05	1.06	1.13	1.06	1.06	
Significance	-			-	*	*	-			
Effect size	-	0.20	0.21	-	0.61	0.64	-	-0.08	-0.10	
<b>Extensive lecturing</b>										
All	11.5%	13.5%	13.7%	18.2%	17.9%	18.8%	7.7%	10.7%	10.6%	
Most	30.8%	25.6%	25.1%	36.4%	29.7%	29.6%	23.1%	23.6%	22.5%	
Some	42.3%	38.4%	38.8%	27.3%	37.7%	36.5%	53.8%	38.8%	40.1%	
None	15.4%	22.5%	22.4%	18.2%	14.7%	15.1%	15.4%	26.9%	26.8%	
Total(n)	26	1,008	1,581	11	374	584	13	598	941	
Mean	2.38	2.30	2.30	2.55	2.51	2.52	2.23	2.18	2.17	
Standard deviation	0.90	0.97	0.97	1.04	0.95	0.96	0.83	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.04	0.03	-	0.05	0.06	
<b>Multiple drafts of written work</b>										
All	12.0%	14.7%	15.1%	10.0%	11.6%	12.2%	15.4%	16.5%	16.9%	
Most	16.0%	20.4%	20.2%	20.0%	17.8%	17.6%	15.4%	21.4%	21.7%	
Some	56.0%	43.6%	42.1%	50.0%	46.6%	43.4%	53.8%	42.2%	41.4%	
None	16.0%	21.4%	22.6%	20.0%	24.0%	26.7%	15.4%	19.9%	19.9%	
Total(n)	25	1,001	1,572	10	371	580	13	593	934	
Mean	2.24	2.28	2.28	2.20	2.17	2.15	2.31	2.35	2.36	
Standard deviation	0.88	0.96	0.98	0.92	0.92	0.95	0.95	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.03	0.05	-	-0.04	-0.05	
<b>Reflective writing/Journaling</b>										
All	19.2%	18.3%	18.7%	9.1%	11.2%	12.0%	30.8%	22.7%	22.6%	Student-Centered Pedagogy
Most	23.1%	20.4%	18.7%	18.2%	13.4%	13.0%	23.1%	24.7%	22.3%	
Some	42.3%	29.4%	30.4%	54.5%	30.5%	30.0%	30.8%	28.5%	30.9%	
None	15.4%	32.0%	32.1%	18.2%	44.9%	44.9%	15.4%	24.2%	24.3%	
Total(n)	26	1,007	1,580	11	374	583	13	596	939	
Mean	2.46	2.25	2.24	2.18	1.91	1.92	2.69	2.46	2.43	
Standard deviation	0.99	1.09	1.10	0.87	1.01	1.03	1.11	1.09	1.09	
Significance	-			-			-			
Effect size	-	0.19	0.20	-	0.27	0.25	-	0.21	0.24	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
<b>Community service as part of coursework</b>										Civic Minded Practice
All	0.0%	2.2%	2.7%	0.0%	0.5%	1.5%	0.0%	3.2%	3.4%	
Most	11.5%	8.1%	8.0%	9.1%	5.6%	4.6%	15.4%	9.2%	10.0%	
Some	42.3%	27.3%	25.2%	54.5%	25.9%	24.2%	30.8%	28.0%	25.8%	
None	46.2%	62.4%	64.0%	36.4%	67.9%	69.6%	53.8%	59.6%	60.8%	
Total(n)	26	1,006	1,579	11	374	583	13	596	939	
Mean	1.65	1.50	1.49	1.73	1.39	1.38	1.62	1.56	1.56	
Standard deviation	0.69	0.74	0.76	0.65	0.62	0.65	0.77	0.79	0.81	
Significance	-			-			-			
Effect size	-	0.20	0.21	-	0.55	0.54	-	0.08	0.07	
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	11.8%	12.5%	0.0%	10.5%	11.9%	0.0%	12.4%	12.8%	
Most	4.0%	17.4%	16.6%	0.0%	18.8%	16.8%	7.7%	16.4%	16.7%	
Some	44.0%	29.8%	28.4%	40.0%	26.6%	25.8%	38.5%	31.4%	29.7%	
None	52.0%	41.0%	42.5%	60.0%	44.1%	45.5%	53.8%	39.9%	40.8%	
Total(n)	25	1,007	1,581	10	372	582	13	599	942	
Mean	1.52	2.00	1.99	1.40	1.96	1.95	1.54	2.01	2.02	
Standard deviation	0.59	1.03	1.05	0.52	1.02	1.05	0.66	1.03	1.04	
Significance	-	*	*	-			-			
Effect size	-	-0.47	-0.45	-	-0.55	-0.52	-	-0.46	-0.46	
<b>Real-life problems</b>										
All	38.5%	46.8%	47.5%	36.4%	42.4%	41.4%	38.5%	48.9%	50.9%	
Most	23.1%	28.1%	28.3%	18.2%	28.4%	30.6%	23.1%	27.8%	26.9%	
Some	30.8%	19.7%	18.8%	36.4%	23.6%	21.5%	30.8%	17.9%	17.5%	
None	7.7%	5.4%	5.4%	9.1%	5.6%	6.5%	7.7%	5.4%	4.7%	
Total(n)	26	1,004	1,576	11	373	582	13	593	936	
Mean	2.92	3.16	3.18	2.82	3.08	3.07	2.92	3.20	3.24	
Standard deviation	1.02	0.92	0.92	1.08	0.94	0.94	1.04	0.92	0.90	
Significance	-			-			-			
Effect size	-	-0.26	-0.28	-	-0.28	-0.27	-	-0.30	-0.36	
<b>Student inquiry to drive learning</b>										Student-Centered Pedagogy
All	15.4%	34.1%	34.8%	18.2%	24.9%	29.0%	15.4%	39.2%	38.1%	
Most	30.8%	29.7%	30.1%	18.2%	31.4%	28.8%	38.5%	28.4%	30.7%	
Some	46.2%	28.1%	27.2%	54.5%	33.8%	32.1%	38.5%	25.0%	24.7%	
None	7.7%	8.2%	7.9%	9.1%	9.9%	10.1%	7.7%	7.4%	6.5%	
Total(n)	26	1,005	1,575	11	373	583	13	595	935	
Mean	2.54	2.90	2.92	2.45	2.71	2.77	2.62	2.99	3.00	
Standard deviation	0.86	0.97	0.96	0.93	0.95	0.98	0.87	0.97	0.94	
Significance	-		*	-			-			
Effect size	-	-0.37	-0.40	-	-0.27	-0.33	-	-0.38	-0.40	
<b>Readings on racial and ethnic issues</b>										
All	23.1%	24.3%	25.4%	27.3%	13.2%	15.3%	23.1%	31.1%	31.7%	
Most	19.2%	17.2%	17.2%	9.1%	14.5%	14.4%	23.1%	18.7%	19.0%	
Some	26.9%	27.3%	27.4%	18.2%	29.6%	28.8%	30.8%	26.4%	26.8%	
None	30.8%	31.2%	29.9%	45.5%	42.7%	41.6%	23.1%	23.8%	22.5%	
Total(n)	26	995	1,554	11	372	577	13	588	923	
Mean	2.35	2.35	2.38	2.18	1.98	2.03	2.46	2.57	2.60	
Standard deviation	1.16	1.16	1.16	1.33	1.05	1.08	1.13	1.16	1.15	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.19	0.14	-	-0.09	-0.12	
<b>Readings on women or gender issues</b>										
All	15.4%	19.2%	19.5%	18.2%	10.6%	12.8%	15.4%	24.1%	23.3%	
Most	15.4%	14.3%	15.0%	9.1%	13.8%	13.5%	15.4%	14.6%	16.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Some	34.6%	29.0%	29.1%	27.3%	27.4%	26.8%	46.2%	30.6%	30.7%	
None	34.6%	37.5%	36.4%	45.5%	48.2%	46.9%	23.1%	30.7%	29.9%	
Total(n)	26	993	1,549	11	369	571	13	589	924	
Mean	2.12	2.15	2.18	2.00	1.87	1.92	2.23	2.32	2.33	
Standard deviation	1.07	1.12	1.12	1.18	1.01	1.05	1.01	1.15	1.13	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	0.13	0.08	-	-0.08	-0.09	
<b>Supplemental instruction outside of class and office hours</b>										
All	15.4%	17.3%	17.8%	18.2%	13.5%	14.8%	15.4%	19.0%	19.4%	
Most	11.5%	19.3%	19.7%	18.2%	18.9%	19.5%	7.7%	19.6%	19.7%	
Some	65.4%	38.4%	38.3%	63.6%	41.4%	41.0%	61.5%	36.4%	36.3%	
None	7.7%	25.0%	24.2%	0.0%	26.2%	24.7%	15.4%	25.0%	24.5%	
Total(n)	26	993	1,552	11	370	575	13	588	922	
Mean	2.35	2.29	2.31	2.55	2.20	2.24	2.23	2.33	2.34	
Standard deviation	0.85	1.03	1.03	0.82	0.98	0.99	0.93	1.05	1.05	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.36	0.31	-	-0.10	-0.10	
<b>Student presentations</b>										
All	26.9%	27.8%	27.6%	45.5%	22.7%	22.3%	15.4%	30.4%	30.7%	Student-Centered Pedagogy
Most	26.9%	27.2%	27.7%	27.3%	27.0%	26.7%	30.8%	27.0%	28.4%	
Some	38.5%	33.9%	34.1%	18.2%	36.8%	37.5%	46.2%	32.7%	32.4%	
None	7.7%	11.2%	10.5%	9.1%	13.5%	13.6%	7.7%	9.9%	8.5%	
Total(n)	26	994	1,555	11	370	574	13	588	924	
Mean	2.73	2.72	2.72	3.09	2.59	2.58	2.54	2.78	2.81	
Standard deviation	0.96	0.99	0.98	1.04	0.98	0.98	0.88	0.99	0.97	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.51	0.52	-	-0.24	-0.28	
<b>Student evaluations of each others' work</b>										
All	11.5%	12.6%	13.0%	27.3%	8.6%	9.9%	0.0%	15.1%	14.9%	Student-Centered Pedagogy
Most	19.2%	20.9%	19.4%	18.2%	20.4%	18.1%	23.1%	21.0%	20.5%	
Some	57.7%	39.4%	40.3%	45.5%	36.0%	37.2%	61.5%	41.7%	42.2%	
None	11.5%	27.1%	27.3%	9.1%	34.9%	34.9%	15.4%	22.2%	22.5%	
Total(n)	26	997	1,554	11	372	576	13	590	922	
Mean	2.31	2.19	2.18	2.64	2.03	2.03	2.08	2.29	2.28	
Standard deviation	0.84	0.97	0.98	1.03	0.95	0.96	0.64	0.98	0.97	
Significance	-			-	*	*	-			
Effect size	-	0.12	0.13	-	0.64	0.64	-	-0.21	-0.21	
<b>Grading on a curve</b>										
All	0.0%	5.1%	5.4%	0.0%	5.9%	6.8%	0.0%	4.6%	4.5%	
Most	4.0%	7.9%	7.5%	0.0%	12.9%	11.5%	7.7%	4.6%	5.2%	
Some	20.0%	17.6%	17.3%	36.4%	21.0%	21.0%	7.7%	15.6%	15.0%	
None	76.0%	69.4%	69.7%	63.6%	60.1%	60.7%	84.6%	75.2%	75.2%	
Total(n)	25	993	1,553	11	371	575	13	588	924	
Mean	1.28	1.49	1.49	1.36	1.65	1.64	1.23	1.39	1.39	
Standard deviation	0.54	0.85	0.85	0.50	0.92	0.93	0.60	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.25	-0.25	-	-0.32	-0.30	-	-0.21	-0.21	
<b>Rubric-based assessment</b>										
All	34.6%	49.8%	50.2%	27.3%	37.9%	38.4%	46.2%	57.1%	57.2%	
Most	38.5%	24.9%	25.5%	45.5%	25.8%	27.9%	30.8%	24.3%	24.0%	
Some	23.1%	19.2%	18.3%	27.3%	29.9%	26.2%	15.4%	12.8%	13.9%	
None	3.8%	6.1%	6.1%	0.0%	6.3%	7.5%	7.7%	5.8%	4.9%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	26	985	1,531	11	364	562	13	585	914	
Mean	3.04	3.18	3.20	3.00	2.95	2.97	3.15	3.33	3.33	
Standard deviation	0.87	0.95	0.94	0.77	0.97	0.97	0.99	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	0.05	0.03	-	-0.20	-0.20	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	15.4%	14.4%	13.9%	9.1%	8.4%	8.5%	23.1%	17.5%	17.0%	
Most	15.4%	16.9%	17.8%	9.1%	16.2%	15.9%	15.4%	17.2%	19.0%	
Some	42.3%	40.0%	38.5%	45.5%	41.9%	41.3%	38.5%	38.8%	36.7%	
None	26.9%	28.7%	29.8%	36.4%	33.5%	34.3%	23.1%	26.6%	27.3%	
Total(n)	26	988	1,547	11	370	574	13	583	918	
Mean	2.19	2.17	2.16	1.91	1.99	1.99	2.38	2.26	2.26	
Standard deviation	1.02	1.00	1.00	0.94	0.91	0.92	1.12	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	-0.09	-0.09	-	0.12	0.12	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	46.2%	55.3%	54.4%	36.4%	45.4%	44.5%	46.2%	60.2%	59.9%	
Occasionally	50.0%	38.3%	38.8%	54.5%	44.6%	44.7%	53.8%	35.3%	35.6%	
Not at All	3.8%	6.4%	6.8%	9.1%	10.0%	10.8%	0.0%	4.6%	4.5%	
Total(n)	26	995	1,559	11	370	573	13	590	930	
Mean	2.42	2.49	2.48	2.27	2.35	2.34	2.46	2.56	2.55	
Standard deviation	0.58	0.62	0.62	0.65	0.66	0.66	0.52	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.12	-0.11	-	-0.17	-0.16	
<b>Simulations/animations</b>										
Frequently	15.4%	23.2%	23.8%	18.2%	18.9%	20.4%	15.4%	25.5%	25.8%	
Occasionally	50.0%	42.9%	42.1%	54.5%	48.2%	45.0%	38.5%	39.8%	40.4%	
Not at All	34.6%	33.9%	34.1%	27.3%	32.9%	34.6%	46.2%	34.7%	33.8%	
Total(n)	26	995	1,558	11	371	573	13	588	928	
Mean	1.81	1.89	1.90	1.91	1.86	1.86	1.69	1.91	1.92	
Standard deviation	0.69	0.75	0.75	0.70	0.71	0.73	0.75	0.77	0.77	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	0.07	0.07	-	-0.29	-0.30	
<b>Online homework or virtual labs</b>										
Frequently	23.1%	43.0%	41.0%	36.4%	40.5%	36.4%	0.0%	43.5%	43.0%	
Occasionally	34.6%	36.0%	36.1%	27.3%	40.0%	39.4%	46.2%	33.7%	34.6%	
Not at All	42.3%	21.0%	22.9%	36.4%	19.5%	24.2%	53.8%	22.8%	22.4%	
Total(n)	26	993	1,558	11	370	574	13	588	928	
Mean	1.81	2.22	2.18	2.00	2.21	2.12	1.46	2.21	2.21	
Standard deviation	0.80	0.77	0.78	0.89	0.75	0.77	0.52	0.79	0.78	
Significance	-	**	*	-			-	***	***	
Effect size	-	-0.53	-0.47	-	-0.28	-0.16	-	-0.95	-0.96	
<b>Online discussion boards</b>										
Frequently	20.0%	35.8%	36.2%	27.3%	28.1%	27.7%	7.7%	40.1%	41.2%	
Occasionally	44.0%	40.8%	39.1%	36.4%	42.2%	40.8%	53.8%	40.6%	38.4%	
Not at All	36.0%	23.4%	24.8%	36.4%	29.7%	31.4%	38.5%	19.3%	20.5%	
Total(n)	25	990	1,551	11	370	573	13	586	923	
Mean	1.84	2.12	2.11	1.91	1.98	1.96	1.69	2.21	2.21	
Standard deviation	0.75	0.76	0.77	0.83	0.76	0.77	0.63	0.74	0.76	
Significance	-			-			-	*	*	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Effect size	-	-0.37	-0.35	-	-0.09	-0.06	-	-0.70	-0.68	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	9.7%	10.3%	0.0%	7.6%	8.2%	0.0%	10.7%	11.5%	
Occasionally	15.4%	24.6%	22.9%	18.2%	20.8%	21.4%	15.4%	27.4%	24.4%	
Not at All	84.6%	65.7%	66.8%	81.8%	71.6%	70.4%	84.6%	61.8%	64.1%	
Total(n)	26	992	1,556	11	370	574	13	587	927	
Mean	1.15	1.44	1.43	1.18	1.36	1.38	1.15	1.49	1.47	
Standard deviation	0.37	0.66	0.67	0.40	0.62	0.63	0.38	0.68	0.69	
Significance	-	*	*	-			-			
Effect size	-	-0.44	-0.42	-	-0.29	-0.32	-	-0.50	-0.46	
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>										
<b>Felt confident in your ability to provide effective instruction exclusively online</b>										
To a Very Large Extent	19.2%	34.7%	34.1%	27.3%	30.1%	30.0%	15.4%	37.2%	36.3%	
To a Large Extent	30.8%	31.7%	30.6%	9.1%	34.3%	31.2%	46.2%	30.4%	30.6%	
To Some Extent	46.2%	25.0%	25.6%	54.5%	26.1%	27.4%	38.5%	24.1%	24.3%	
To a Small Extent	3.8%	5.8%	6.9%	9.1%	6.1%	7.9%	0.0%	5.4%	6.3%	
Not at All	0.0%	2.9%	2.8%	0.0%	3.4%	3.4%	0.0%	2.7%	2.5%	
Total(n)	26	1,004	1,572	11	379	583	13	588	931	
Mean	3.65	3.89	3.86	3.55	3.82	3.77	3.77	3.94	3.92	
Standard deviation	0.85	1.04	1.05	1.04	1.04	1.07	0.73	1.04	1.04	
Significance	-			-			-			
Effect size	-	-0.23	-0.20	-	-0.26	-0.21	-	-0.16	-0.14	
<b>Were concerned about your job security</b>										
To a Very Large Extent	11.5%	8.6%	9.5%	18.2%	7.1%	7.2%	7.7%	9.0%	10.2%	
To a Large Extent	0.0%	6.7%	7.6%	0.0%	4.5%	6.5%	0.0%	8.2%	8.3%	
To Some Extent	23.1%	18.2%	19.1%	9.1%	17.4%	17.9%	30.8%	18.4%	19.7%	
To a Small Extent	3.8%	19.5%	18.4%	9.1%	20.8%	17.9%	0.0%	19.3%	19.0%	
Not at All	61.5%	47.1%	45.4%	63.6%	50.3%	50.5%	61.5%	45.1%	42.8%	
Total(n)	26	1,001	1,572	11	380	586	13	586	930	
Mean	1.96	2.10	2.17	2.00	1.97	2.02	1.92	2.17	2.24	
Standard deviation	1.40	1.30	1.33	1.61	1.22	1.26	1.32	1.32	1.35	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	0.02	-0.02	-	-0.19	-0.24	
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>										
To a Very Large Extent	34.6%	32.2%	30.3%	27.3%	28.4%	25.9%	38.5%	33.9%	32.3%	
To a Large Extent	26.9%	17.8%	19.2%	45.5%	19.9%	20.2%	15.4%	16.6%	19.0%	
To Some Extent	19.2%	21.4%	21.8%	27.3%	22.3%	23.8%	15.4%	21.4%	20.9%	
To a Small Extent	3.8%	9.0%	8.7%	0.0%	9.5%	9.1%	0.0%	8.5%	8.2%	
Not at All	15.4%	19.7%	20.0%	0.0%	19.9%	21.0%	30.8%	19.7%	19.5%	
Total(n)	26	991	1,557	11	377	580	13	579	922	
Mean	3.62	3.34	3.31	4.00	3.27	3.21	3.31	3.36	3.36	
Standard deviation	1.42	1.49	1.48	0.77	1.47	1.46	1.75	1.50	1.49	
Significance	-			-			-			
Effect size	-	0.19	0.21	-	0.50	0.54	-	-0.03	-0.03	
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>										
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>										
Strongly Agree	53.8%	59.4%	59.2%	45.5%	57.6%	57.8%	61.5%	61.1%	60.4%	
Agree	42.3%	32.9%	33.1%	54.5%	36.7%	35.5%	30.8%	30.1%	31.4%	
Disagree	3.8%	5.5%	5.9%	0.0%	3.8%	5.0%	7.7%	6.5%	6.5%	
Strongly Disagree	0.0%	2.3%	1.9%	0.0%	1.9%	1.8%	0.0%	2.3%	1.8%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	26	970	1,512	11	368	561	13	568	899	
Mean	3.50	3.49	3.50	3.45	3.50	3.49	3.54	3.50	3.50	
Standard deviation	0.58	0.70	0.69	0.52	0.66	0.68	0.66	0.72	0.70	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.08	-0.06	-	0.06	0.06	
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>										
Strongly Agree	38.5%	46.6%	47.5%	36.4%	47.1%	48.8%	46.2%	47.4%	47.3%	
Agree	26.9%	30.9%	30.4%	27.3%	32.6%	30.0%	23.1%	30.1%	30.7%	
Disagree	19.2%	10.9%	10.8%	18.2%	10.7%	11.8%	15.4%	10.3%	9.7%	
Strongly Disagree	15.4%	11.6%	11.4%	18.2%	9.6%	9.3%	15.4%	12.2%	12.2%	
Total(n)	26	951	1,485	11	365	557	13	551	875	
Mean	2.88	3.13	3.14	2.82	3.17	3.18	3.00	3.13	3.13	
Standard deviation	1.11	1.01	1.01	1.17	0.97	0.97	1.15	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.25	-0.26	-	-0.36	-0.37	-	-0.13	-0.13	
<b>I had access to effective tech support while teaching remotely</b>										
Strongly Agree	12.0%	42.0%	42.0%	0.0%	36.8%	37.9%	23.1%	45.8%	44.8%	
Agree	48.0%	38.0%	38.6%	63.6%	41.2%	41.7%	30.8%	36.0%	37.0%	
Disagree	20.0%	12.8%	13.1%	18.2%	14.6%	13.8%	23.1%	11.3%	12.2%	
Strongly Disagree	20.0%	7.2%	6.3%	18.2%	7.4%	6.5%	23.1%	6.9%	6.0%	
Total(n)	25	965	1,503	11	364	556	13	566	893	
Mean	2.52	3.15	3.16	2.45	3.07	3.11	2.54	3.21	3.20	
Standard deviation	0.96	0.90	0.88	0.82	0.90	0.88	1.13	0.90	0.88	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.70	-0.73	-	-0.69	-0.75	-	-0.74	-0.75	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Campus leadership provided an appropriate response to the pandemic</b>										
Strongly Agree	25.0%	36.7%	33.4%	18.2%	38.2%	33.8%	25.0%	37.0%	34.3%	
Somewhat Agree	54.2%	43.7%	45.1%	54.5%	40.6%	44.4%	58.3%	45.3%	45.3%	
Somewhat Disagree	12.5%	13.7%	14.8%	18.2%	14.5%	14.1%	8.3%	12.3%	14.5%	
Strongly Disagree	8.3%	6.0%	6.7%	9.1%	6.7%	7.7%	8.3%	5.3%	5.9%	
Total(n)	24	973	1,525	11	372	574	12	567	898	
Mean	2.96	3.11	3.05	2.82	3.10	3.04	3.00	3.14	3.08	
Standard deviation	0.86	0.85	0.86	0.87	0.89	0.89	0.85	0.83	0.85	
Significance	-			-			-			
Effect size	-	-0.18	-0.10	-	-0.31	-0.25	-	-0.17	-0.09	
<b>Faculty in my department were adequately prepared for teaching remotely</b>										
Strongly Agree	8.3%	19.5%	18.9%	9.1%	19.7%	17.1%	0.0%	20.2%	20.6%	
Somewhat Agree	41.7%	39.0%	39.3%	36.4%	38.4%	39.6%	50.0%	39.5%	39.1%	
Somewhat Disagree	29.2%	27.2%	27.4%	27.3%	27.8%	28.3%	33.3%	26.5%	26.6%	
Strongly Disagree	20.8%	14.3%	14.4%	27.3%	14.1%	15.0%	16.7%	13.7%	13.7%	
Total(n)	24	972	1,516	11	370	568	12	569	895	
Mean	2.38	2.64	2.63	2.27	2.64	2.59	2.33	2.66	2.66	
Standard deviation	0.92	0.95	0.95	1.01	0.95	0.94	0.78	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.27	-0.26	-	-0.39	-0.34	-	-0.35	-0.35	
<b>My institution's pandemic response prioritized the health and safety of faculty</b>										
Strongly Agree	16.7%	40.0%	35.8%	0.0%	41.5%	37.3%	33.3%	40.1%	35.7%	
Somewhat Agree	54.2%	35.6%	36.0%	54.5%	32.9%	34.7%	50.0%	37.0%	36.8%	
Somewhat Disagree	25.0%	16.6%	18.4%	36.4%	16.4%	17.8%	16.7%	16.5%	18.5%	
Strongly Disagree	4.2%	7.8%	9.8%	9.1%	9.2%	10.3%	0.0%	6.3%	9.1%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	24	973	1,521	11	371	574	12	568	894	
Mean	2.83	3.08	2.98	2.45	3.07	2.99	3.17	3.11	2.99	
Standard deviation	0.76	0.93	0.97	0.69	0.97	0.98	0.72	0.90	0.95	
Significance	-			-	*		-			
Effect size	-	-0.27	-0.15	-	-0.64	-0.55	-	0.07	0.19	
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>										
Strongly Agree	0.0%	24.4%	23.6%	0.0%	19.1%	17.8%	0.0%	27.1%	26.5%	
Somewhat Agree	29.2%	23.2%	22.0%	27.3%	22.7%	19.4%	33.3%	23.5%	24.0%	
Somewhat Disagree	25.0%	24.4%	24.9%	27.3%	24.3%	25.6%	16.7%	24.4%	24.5%	
Strongly Disagree	45.8%	28.0%	29.5%	45.5%	33.9%	37.2%	50.0%	25.0%	25.0%	
Total(n)	24	964	1,503	11	366	562	12	565	889	
Mean	1.83	2.44	2.40	1.82	2.27	2.18	1.83	2.53	2.52	
Standard deviation	0.87	1.14	1.14	0.87	1.12	1.12	0.94	1.14	1.13	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.54	-0.50	-	-0.40	-0.32	-	-0.61	-0.61	
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>										
Strongly Agree	20.8%	41.7%	38.7%	9.1%	41.7%	38.3%	33.3%	43.0%	40.1%	
Somewhat Agree	45.8%	39.6%	39.3%	54.5%	37.7%	38.7%	41.7%	41.2%	40.1%	
Somewhat Disagree	20.8%	11.6%	13.4%	18.2%	11.7%	13.5%	16.7%	10.4%	12.3%	
Strongly Disagree	12.5%	7.1%	8.6%	18.2%	8.9%	9.5%	8.3%	5.3%	7.5%	
Total(n)	24	967	1,512	11	369	569	12	565	891	
Mean	2.75	3.16	3.08	2.55	3.12	3.06	3.00	3.22	3.13	
Standard deviation	0.94	0.89	0.93	0.93	0.94	0.95	0.95	0.84	0.90	
Significance	-	*		-	*		-			
Effect size	-	-0.46	-0.35	-	-0.61	-0.54	-	-0.26	-0.14	
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>										
Strongly Agree	70.8%	66.7%	67.2%	72.7%	65.7%	66.2%	66.7%	66.9%	67.7%	
Somewhat Agree	20.8%	28.2%	28.0%	18.2%	28.9%	27.9%	25.0%	27.9%	28.1%	
Somewhat Disagree	8.3%	4.6%	4.2%	9.1%	5.2%	5.2%	8.3%	4.5%	3.6%	
Strongly Disagree	0.0%	0.5%	0.6%	0.0%	0.3%	0.7%	0.0%	0.7%	0.6%	
Total(n)	24	957	1,495	11	367	562	12	559	883	
Mean	3.63	3.61	3.62	3.64	3.60	3.60	3.58	3.61	3.63	
Standard deviation	0.65	0.60	0.60	0.67	0.60	0.62	0.67	0.61	0.58	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.07	0.06	-	-0.05	-0.09	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	16.0%	23.9%	22.7%	27.3%	18.1%	18.4%	8.3%	26.3%	24.6%	
To a Large Extent	28.0%	21.5%	21.6%	18.2%	21.7%	22.1%	41.7%	21.6%	21.9%	
To Some Extent	32.0%	30.3%	30.8%	36.4%	32.1%	31.1%	16.7%	29.3%	30.5%	
To a Small Extent	12.0%	13.0%	13.0%	18.2%	15.4%	14.8%	8.3%	12.0%	11.9%	
Not at All	12.0%	11.3%	11.9%	0.0%	12.6%	13.6%	25.0%	10.8%	11.0%	
Total(n)	25	974	1,527	11	364	566	12	574	905	
Mean	3.24	3.34	3.30	3.55	3.17	3.17	3.00	3.41	3.37	
Standard deviation	1.23	1.28	1.28	1.13	1.26	1.27	1.41	1.29	1.28	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	0.30	0.30	-	-0.32	-0.29	
<b>Mental health</b>										
To a Very Large Extent	16.0%	27.6%	26.4%	18.2%	19.6%	19.4%	16.7%	31.6%	29.7%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
To a Large Extent	40.0%	21.9%	23.1%	45.5%	21.3%	23.5%	33.3%	22.5%	23.2%	
To Some Extent	24.0%	24.8%	25.4%	18.2%	26.5%	27.1%	25.0%	24.1%	24.8%	
To a Small Extent	8.0%	14.6%	14.6%	18.2%	19.1%	17.1%	0.0%	11.8%	13.0%	
Not at All	12.0%	11.1%	10.5%	0.0%	13.5%	12.8%	25.0%	10.0%	9.3%	
Total(n)	25	967	1,517	11	362	561	12	569	900	
Mean	3.40	3.40	3.40	3.64	3.14	3.20	3.17	3.54	3.51	
Standard deviation	1.22	1.32	1.30	1.03	1.31	1.29	1.47	1.31	1.29	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.38	0.34	-	-0.28	-0.26	
<b>In-person social interaction</b>										
To a Very Large Extent	12.5%	24.4%	23.0%	18.2%	19.6%	18.3%	0.0%	26.1%	24.3%	
To a Large Extent	29.2%	22.5%	24.7%	36.4%	21.8%	24.9%	27.3%	23.1%	24.7%	
To Some Extent	37.5%	26.5%	26.7%	36.4%	26.2%	27.4%	45.5%	27.5%	27.2%	
To a Small Extent	12.5%	16.5%	15.4%	9.1%	19.9%	17.3%	9.1%	14.3%	14.5%	
Not at All	8.3%	10.1%	10.2%	0.0%	12.4%	12.1%	18.2%	9.2%	9.3%	
Total(n)	24	966	1,515	11	362	562	11	568	897	
Mean	3.25	3.35	3.35	3.64	3.16	3.20	2.82	3.43	3.40	
Standard deviation	1.11	1.29	1.27	0.92	1.29	1.27	1.08	1.27	1.25	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	0.37	0.35	-	-0.48	-0.46	
<b>Return to in-person teaching</b>										
To a Very Large Extent	16.0%	19.3%	18.3%	27.3%	14.1%	13.2%	8.3%	21.6%	20.3%	
To a Large Extent	24.0%	17.2%	18.4%	36.4%	16.1%	15.9%	8.3%	17.7%	20.1%	
To Some Extent	20.0%	25.9%	26.0%	18.2%	23.5%	25.1%	16.7%	27.5%	27.1%	
To a Small Extent	20.0%	15.9%	15.1%	9.1%	17.7%	17.8%	33.3%	15.1%	13.7%	
Not at All	20.0%	21.7%	22.1%	9.1%	28.5%	28.0%	33.3%	18.1%	18.8%	
Total(n)	25	967	1,513	11	361	561	12	570	896	
Mean	2.96	2.96	2.96	3.64	2.70	2.68	2.25	3.10	3.09	
Standard deviation	1.40	1.40	1.40	1.29	1.40	1.37	1.29	1.38	1.38	
Significance	-			-	*	*	-	*	*	
Effect size	-	0.00	0.00	-	0.67	0.70	-	-0.62	-0.61	
<b>Health of loved ones</b>										
To a Very Large Extent	28.0%	36.1%	35.2%	36.4%	27.5%	28.7%	25.0%	40.9%	38.6%	
To a Large Extent	28.0%	22.9%	24.3%	27.3%	25.1%	25.9%	25.0%	21.4%	23.6%	
To Some Extent	24.0%	24.0%	23.5%	27.3%	24.5%	24.5%	25.0%	24.4%	23.1%	
To a Small Extent	12.0%	10.8%	10.9%	9.1%	15.7%	13.7%	8.3%	7.5%	8.9%	
Not at All	8.0%	6.1%	6.1%	0.0%	7.2%	7.3%	16.7%	5.8%	5.8%	
Total(n)	25	969	1,518	11	363	564	12	570	898	
Mean	3.56	3.72	3.72	3.91	3.50	3.55	3.33	3.84	3.80	
Standard deviation	1.26	1.23	1.22	1.04	1.24	1.24	1.44	1.21	1.21	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	0.33	0.29	-	-0.42	-0.39	
<b>Access to healthcare</b>										
To a Very Large Extent	16.0%	9.5%	8.0%	18.2%	8.3%	7.4%	8.3%	10.0%	7.8%	
To a Large Extent	8.0%	10.4%	10.5%	9.1%	9.9%	10.8%	8.3%	10.0%	9.8%	
To Some Extent	12.0%	21.9%	23.0%	9.1%	24.2%	25.0%	16.7%	20.2%	21.8%	
To a Small Extent	36.0%	26.0%	24.9%	45.5%	26.4%	23.7%	25.0%	26.5%	26.1%	
Not at All	28.0%	32.1%	33.7%	18.2%	31.1%	33.1%	41.7%	33.3%	34.6%	
Total(n)	25	968	1,520	11	363	565	12	570	900	
Mean	2.48	2.39	2.34	2.64	2.38	2.36	2.17	2.37	2.30	
Standard deviation	1.42	1.29	1.26	1.43	1.25	1.25	1.34	1.30	1.25	
Significance	-			-			-			



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Effect size	-	0.07	0.11	-	0.21	0.22	-	-0.15	-0.10	
<b>The extent to which others wear masks while out in public</b>										
To a Very Large Extent	16.0%	23.6%	24.1%	27.3%	17.0%	16.8%	8.3%	27.5%	28.1%	
To a Large Extent	44.0%	22.6%	22.0%	45.5%	22.5%	23.5%	41.7%	21.5%	20.3%	
To Some Extent	16.0%	22.1%	24.4%	18.2%	22.5%	25.5%	16.7%	22.6%	24.8%	
To a Small Extent	16.0%	14.2%	13.5%	9.1%	15.7%	14.2%	16.7%	13.3%	12.8%	
Not at All	8.0%	17.5%	16.1%	0.0%	22.3%	20.0%	16.7%	15.1%	14.0%	
Total(n)	25	971	1,520	11	364	565	12	571	900	
Mean	3.44	3.20	3.25	3.91	2.96	3.03	3.08	3.33	3.36	
Standard deviation	1.19	1.40	1.38	0.94	1.40	1.36	1.31	1.39	1.37	
Significance	-			-	*	*	-			
Effect size	-	0.17	0.14	-	0.68	0.65	-	-0.18	-0.20	
<b>Coping with social isolation</b>										
To a Very Large Extent	16.0%	14.3%	12.8%	18.2%	11.5%	10.1%	8.3%	15.8%	14.1%	
To a Large Extent	20.0%	17.4%	17.6%	36.4%	15.4%	17.3%	8.3%	18.0%	17.4%	
To Some Extent	24.0%	25.7%	27.0%	27.3%	26.9%	27.8%	25.0%	25.2%	26.8%	
To a Small Extent	20.0%	23.5%	23.2%	9.1%	25.8%	24.8%	25.0%	22.5%	22.7%	
Not at All	20.0%	19.2%	19.4%	9.1%	20.3%	20.0%	33.3%	18.5%	18.9%	
Total(n)	25	968	1,519	11	364	565	12	568	898	
Mean	2.92	2.84	2.81	3.45	2.72	2.73	2.33	2.90	2.85	
Standard deviation	1.38	1.31	1.29	1.21	1.27	1.25	1.30	1.33	1.31	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.57	0.58	-	-0.43	-0.40	
<b>Personal finances</b>										
To a Very Large Extent	8.0%	11.1%	11.6%	9.1%	9.3%	9.9%	8.3%	11.2%	11.4%	
To a Large Extent	16.0%	10.6%	10.0%	9.1%	8.8%	7.9%	16.7%	11.8%	11.3%	
To Some Extent	16.0%	21.8%	21.2%	9.1%	20.8%	20.6%	25.0%	22.5%	21.8%	
To a Small Extent	16.0%	22.1%	22.5%	18.2%	23.3%	23.3%	8.3%	21.6%	22.2%	
Not at All	44.0%	34.3%	34.7%	54.5%	37.8%	38.3%	41.7%	33.0%	33.2%	
Total(n)	25	971	1,523	11	365	567	12	570	900	
Mean	2.28	2.42	2.41	2.00	2.28	2.28	2.42	2.47	2.46	
Standard deviation	1.40	1.35	1.35	1.41	1.30	1.31	1.44	1.35	1.35	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.22	-0.21	-	-0.04	-0.03	
<b>Childcare</b>										
To a Very Large Extent	4.0%	14.9%	14.2%	0.0%	9.4%	9.8%	8.3%	18.3%	17.1%	
To a Large Extent	4.0%	6.4%	6.8%	0.0%	8.3%	8.0%	8.3%	5.3%	5.9%	
To Some Extent	4.0%	5.6%	6.4%	9.1%	8.0%	8.0%	0.0%	4.2%	5.7%	
To a Small Extent	8.0%	6.3%	6.2%	0.0%	6.6%	7.1%	8.3%	5.8%	5.3%	
Not at All	80.0%	66.7%	66.4%	90.9%	67.7%	67.0%	75.0%	66.4%	66.0%	
Total(n)	25	964	1,510	11	362	561	12	568	895	
Mean	1.44	1.97	1.96	1.18	1.85	1.86	1.67	2.03	2.03	
Standard deviation	1.04	1.53	1.51	0.60	1.38	1.39	1.37	1.60	1.58	
Significance	-			-			-			
Effect size	-	-0.35	-0.34	-	-0.49	-0.49	-	-0.23	-0.23	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Encourage students to become agents of social change</b>										
Strongly Agree	41.7%	48.4%	49.0%	36.4%	35.3%	35.3%	36.4%	55.6%	56.9%	
Somewhat Agree	37.5%	37.8%	36.7%	45.5%	43.2%	42.2%	36.4%	35.1%	34.0%	
Somewhat Disagree	16.7%	8.2%	8.8%	18.2%	12.7%	13.5%	18.2%	5.7%	6.2%	
Strongly Disagree	4.2%	5.6%	5.4%	0.0%	8.8%	9.0%	9.1%	3.6%	2.8%	
Total(n)	24	949	1,494	11	354	555	11	561	885	Civic Minded Values

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Mean	3.17	3.29	3.29	3.18	3.05	3.04	3.00	3.43	3.45	
Standard deviation	0.87	0.84	0.84	0.75	0.91	0.92	1.00	0.76	0.74	
Significance	-			-			-		*	
Effect size	-	-0.14	-0.14	-	0.14	0.15	-	-0.57	-0.61	
<b>Prepare students for employment after college</b>										
Strongly Agree	79.2%	75.2%	76.9%	63.6%	71.2%	73.0%	90.9%	78.2%	79.9%	
Somewhat Agree	16.7%	22.2%	20.5%	27.3%	26.3%	24.1%	9.1%	19.1%	17.8%	
Somewhat Disagree	4.2%	2.2%	2.2%	9.1%	2.3%	2.5%	0.0%	2.1%	1.9%	
Strongly Disagree	0.0%	0.4%	0.4%	0.0%	0.3%	0.4%	0.0%	0.5%	0.4%	
Total(n)	24	954	1,499	11	354	555	11	565	889	
Mean	3.75	3.72	3.74	3.55	3.68	3.70	3.91	3.75	3.77	
Standard deviation	0.53	0.52	0.51	0.69	0.53	0.53	0.30	0.51	0.49	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	-0.25	-0.28	-	0.31	0.29	
<b>Prepare students for graduate or advanced education</b>										
Strongly Agree	79.2%	55.7%	55.8%	72.7%	51.8%	53.4%	90.9%	58.8%	58.5%	
Somewhat Agree	20.8%	39.3%	38.6%	27.3%	44.2%	41.7%	9.1%	35.7%	35.9%	
Somewhat Disagree	0.0%	4.0%	4.4%	0.0%	3.7%	4.3%	0.0%	4.1%	4.1%	
Strongly Disagree	0.0%	1.1%	1.2%	0.0%	0.3%	0.5%	0.0%	1.4%	1.6%	
Total(n)	24	952	1,496	11	355	556	11	563	886	
Mean	3.79	3.50	3.49	3.73	3.48	3.48	3.91	3.52	3.51	
Standard deviation	0.41	0.63	0.64	0.47	0.58	0.61	0.30	0.65	0.65	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.46	0.47	-	0.43	0.41	-	0.60	0.62	
<b>Develop students' moral character</b>										
Strongly Agree	45.8%	34.8%	35.3%	36.4%	33.3%	35.0%	54.5%	35.5%	35.1%	Undergraduate Education Goal: Personal Development
Somewhat Agree	41.7%	48.4%	47.6%	45.5%	47.7%	46.8%	36.4%	48.7%	48.4%	
Somewhat Disagree	12.5%	14.5%	14.6%	18.2%	15.3%	14.6%	9.1%	14.4%	14.9%	
Strongly Disagree	0.0%	2.3%	2.5%	0.0%	3.7%	3.6%	0.0%	1.4%	1.6%	
Total(n)	24	951	1,495	11	354	554	11	561	885	
Mean	3.33	3.16	3.16	3.18	3.11	3.13	3.45	3.18	3.17	
Standard deviation	0.70	0.75	0.76	0.75	0.79	0.79	0.69	0.72	0.73	
Effect size	-	0.23	0.22	-	0.09	0.06	-	0.38	0.38	
<b>Provide for students' emotional development</b>										
Strongly Agree	33.3%	29.9%	30.8%	18.2%	23.7%	25.9%	45.5%	33.6%	33.8%	Undergraduate Education Goal: Personal Development
Somewhat Agree	54.2%	48.1%	48.2%	72.7%	49.4%	48.5%	45.5%	47.3%	48.2%	
Somewhat Disagree	12.5%	17.5%	16.5%	9.1%	19.5%	18.6%	9.1%	16.3%	15.1%	
Strongly Disagree	0.0%	4.5%	4.6%	0.0%	7.3%	7.1%	0.0%	2.9%	3.0%	
Total(n)	24	950	1,489	11	354	553	11	560	880	
Mean	3.21	3.03	3.05	3.09	2.90	2.93	3.36	3.12	3.13	
Standard deviation	0.66	0.81	0.81	0.54	0.85	0.85	0.67	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.22	0.20	-	0.22	0.19	-	0.31	0.30	
<b>Help students develop personal values</b>										
Strongly Agree	33.3%	32.6%	33.2%	36.4%	30.2%	31.5%	27.3%	33.5%	34.1%	Undergraduate Education Goal: Personal Development
Somewhat Agree	62.5%	50.3%	48.6%	63.6%	51.4%	48.6%	63.6%	49.8%	48.6%	
Somewhat Disagree	4.2%	14.3%	15.0%	0.0%	14.7%	15.7%	9.1%	14.3%	15.0%	
Strongly Disagree	0.0%	2.9%	3.2%	0.0%	3.7%	4.2%	0.0%	2.3%	2.4%	
Total(n)	24	947	1,489	11	354	553	11	558	881	
Mean	3.29	3.13	3.12	3.36	3.08	3.07	3.18	3.15	3.14	
Standard deviation	0.55	0.75	0.77	0.50	0.77	0.80	0.60	0.74	0.75	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-			-			-			
Effect size	-	0.21	0.22	-	0.36	0.36	-	0.04	0.05	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Strongly Agree	50.0%	51.4%	52.8%	45.5%	38.1%	39.3%	54.5%	59.6%	61.3%	Civic Minded Values
Somewhat Agree	37.5%	37.6%	36.0%	36.4%	44.4%	42.3%	36.4%	33.3%	31.9%	
Somewhat Disagree	12.5%	7.3%	7.7%	18.2%	10.5%	11.4%	9.1%	5.5%	5.4%	
Strongly Disagree	0.0%	3.7%	3.5%	0.0%	7.1%	7.0%	0.0%	1.6%	1.4%	
Total(n)	24	947	1,492	11	354	555	11	559	883	
Mean	3.38	3.37	3.38	3.27	3.14	3.14	3.45	3.51	3.53	
Standard deviation	0.71	0.77	0.77	0.79	0.87	0.88	0.69	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.15	0.15	-	-0.09	-0.12	
<b>Promote students' ability to write effectively</b>										
Strongly Agree	66.7%	67.5%	68.2%	54.5%	62.9%	63.7%	81.8%	70.2%	71.2%	
Somewhat Agree	33.3%	28.3%	28.2%	45.5%	31.2%	31.2%	18.2%	26.6%	26.2%	
Somewhat Disagree	0.0%	2.9%	2.6%	0.0%	4.8%	4.0%	0.0%	1.8%	1.7%	
Strongly Disagree	0.0%	1.3%	0.9%	0.0%	1.1%	1.1%	0.0%	1.4%	0.9%	
Total(n)	24	951	1,495	11	353	551	11	563	889	
Mean	3.67	3.62	3.64	3.55	3.56	3.58	3.82	3.66	3.68	
Standard deviation	0.48	0.61	0.58	0.52	0.64	0.62	0.40	0.59	0.55	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	-0.02	-0.05	-	0.27	0.25	
<b>Encourage respect for different beliefs</b>										
Strongly Agree	70.8%	70.0%	71.7%	54.5%	57.9%	59.6%	81.8%	77.4%	79.0%	Undergraduate Education Goal: Personal Development
Somewhat Agree	25.0%	26.7%	24.9%	36.4%	35.9%	34.4%	18.2%	20.9%	19.1%	
Somewhat Disagree	4.2%	2.4%	2.5%	9.1%	4.5%	4.5%	0.0%	1.2%	1.2%	
Strongly Disagree	0.0%	0.9%	0.9%	0.0%	1.7%	1.4%	0.0%	0.5%	0.6%	
Total(n)	24	949	1,492	11	354	555	11	561	883	
Mean	3.67	3.66	3.67	3.45	3.50	3.52	3.82	3.75	3.77	
Standard deviation	0.56	0.58	0.57	0.69	0.67	0.65	0.40	0.49	0.49	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.07	-0.11	-	0.14	0.10	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Strongly Agree	8.3%	16.2%	15.8%	9.1%	16.4%	16.2%	9.1%	15.5%	15.4%	
Somewhat Agree	54.2%	48.0%	47.7%	54.5%	49.9%	48.9%	54.5%	47.8%	47.6%	
Somewhat Disagree	16.7%	25.1%	25.6%	27.3%	21.8%	21.9%	9.1%	26.6%	27.7%	
Strongly Disagree	20.8%	10.8%	10.8%	9.1%	11.9%	13.0%	27.3%	10.0%	9.4%	
Total(n)	24	934	1,466	11	353	548	11	548	866	
Mean	2.50	2.69	2.68	2.64	2.71	2.68	2.45	2.69	2.69	
Standard deviation	0.93	0.87	0.87	0.81	0.88	0.90	1.04	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.22	-0.21	-	-0.08	-0.04	-	-0.28	-0.29	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Strongly Agree	73.9%	77.8%	78.9%	80.0%	66.6%	67.7%	63.6%	84.7%	85.9%	
Somewhat Agree	21.7%	17.4%	17.1%	20.0%	25.2%	25.7%	27.3%	12.6%	11.9%	
Somewhat Disagree	4.3%	3.3%	2.7%	0.0%	4.8%	3.8%	9.1%	2.3%	1.8%	
Strongly Disagree	0.0%	1.5%	1.2%	0.0%	3.4%	2.7%	0.0%	0.4%	0.3%	
Total(n)	23	940	1,471	10	353	548	11	555	873	
Mean	3.70	3.71	3.74	3.80	3.55	3.58	3.55	3.82	3.83	
Standard deviation	0.56	0.60	0.57	0.42	0.74	0.70	0.69	0.47	0.44	

**2022-2023 HERI Faculty Survey  
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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-			-			-		*	
Effect size	-	-0.02	-0.07	-	0.34	0.31	-	-0.57	-0.64	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Strongly Agree	45.8%	60.6%	63.5%	45.5%	51.4%	53.4%	45.5%	66.1%	69.7%	
Somewhat Agree	50.0%	34.5%	31.6%	54.5%	40.4%	38.1%	45.5%	30.8%	27.8%	
Somewhat Disagree	4.2%	4.0%	4.1%	0.0%	7.3%	7.5%	9.1%	2.2%	1.9%	
Strongly Disagree	0.0%	0.8%	0.7%	0.0%	0.8%	1.1%	0.0%	0.9%	0.6%	
Total(n)	24	944	1,474	11	354	549	11	555	872	
Mean	3.42	3.55	3.58	3.45	3.42	3.44	3.36	3.62	3.67	
Standard deviation	0.58	0.62	0.61	0.52	0.67	0.68	0.67	0.58	0.54	
Significance	-			-			-			
Effect size	-	-0.21	-0.26	-	0.04	0.01	-	-0.45	-0.57	
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Strongly Agree	17.4%	15.3%	14.7%	18.2%	12.9%	14.8%	18.2%	16.6%	14.5%	
Somewhat Agree	52.2%	45.9%	44.6%	45.5%	46.4%	43.8%	54.5%	45.7%	45.3%	
Somewhat Disagree	26.1%	30.9%	31.7%	36.4%	33.2%	32.3%	18.2%	29.9%	31.6%	
Strongly Disagree	4.3%	8.0%	9.1%	0.0%	7.4%	9.1%	9.1%	7.8%	8.7%	
Total(n)	23	917	1,433	11	349	541	11	536	843	
Mean	2.83	2.68	2.65	2.82	2.65	2.64	2.82	2.71	2.66	
Standard deviation	0.78	0.83	0.84	0.75	0.80	0.84	0.87	0.83	0.83	
Significance	-			-			-			
Effect size	-	0.18	0.21	-	0.21	0.21	-	0.13	0.19	
<b>I try to dispel perceptions of competition in my classroom</b>										
Strongly Agree	41.7%	41.5%	41.0%	45.5%	31.8%	30.7%	45.5%	47.2%	47.6%	
Somewhat Agree	41.7%	37.1%	38.8%	45.5%	38.4%	39.3%	27.3%	36.4%	38.3%	
Somewhat Disagree	16.7%	17.2%	16.1%	9.1%	23.5%	23.3%	27.3%	13.6%	11.6%	
Strongly Disagree	0.0%	4.2%	4.1%	0.0%	6.3%	6.7%	0.0%	2.8%	2.5%	
Total(n)	24	919	1,432	11	349	540	11	538	844	
Mean	3.25	3.16	3.17	3.36	2.96	2.94	3.18	3.28	3.31	
Standard deviation	0.74	0.86	0.84	0.67	0.90	0.90	0.87	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.44	0.47	-	-0.13	-0.17	
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>										
Strongly Agree	16.7%	13.4%	14.1%	18.2%	13.1%	16.0%	18.2%	13.7%	12.9%	
Somewhat Agree	20.8%	31.8%	30.6%	18.2%	32.4%	31.7%	27.3%	32.2%	30.4%	
Somewhat Disagree	41.7%	34.3%	35.2%	45.5%	34.9%	33.5%	36.4%	33.3%	35.9%	
Strongly Disagree	20.8%	20.6%	20.1%	18.2%	19.6%	18.8%	18.2%	20.8%	20.8%	
Total(n)	24	934	1,456	11	352	543	11	547	861	
Mean	2.33	2.38	2.39	2.36	2.39	2.45	2.45	2.39	2.35	
Standard deviation	1.01	0.96	0.96	1.03	0.95	0.97	1.04	0.96	0.95	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.03	-0.09	-	0.06	0.11	
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>										
Strongly Agree	20.8%	37.4%	37.7%	9.1%	34.6%	33.8%	27.3%	39.2%	40.3%	
Somewhat Agree	50.0%	44.2%	43.0%	45.5%	41.4%	40.1%	63.6%	46.2%	44.6%	
Somewhat Disagree	20.8%	14.2%	14.8%	36.4%	17.7%	18.9%	0.0%	11.7%	12.2%	
Strongly Disagree	8.3%	4.2%	4.5%	9.1%	6.3%	7.2%	9.1%	2.9%	2.9%	
Total(n)	24	930	1,452	11	350	541	11	546	859	
Mean	2.83	3.15	3.14	2.55	3.04	3.01	3.09	3.22	3.22	

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Standard deviation	0.87	0.81	0.83	0.82	0.88	0.90	0.83	0.76	0.77	
Significance	-			-			-			
Effect size	-	-0.40	-0.37	-	-0.56	-0.51	-	-0.17	-0.17	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly Agree	8.3%	18.0%	18.7%	9.1%	22.9%	25.0%	9.1%	14.7%	14.5%	
Somewhat Agree	50.0%	38.8%	37.9%	63.6%	43.2%	39.5%	45.5%	36.5%	37.3%	
Somewhat Disagree	20.8%	26.2%	26.1%	27.3%	21.8%	22.4%	18.2%	30.4%	29.4%	
Strongly Disagree	20.8%	17.0%	17.3%	0.0%	12.1%	13.1%	27.3%	18.4%	18.8%	
Total(n)	24	939	1,469	11	354	549	11	550	867	
Mean	2.46	2.58	2.58	2.82	2.77	2.76	2.36	2.48	2.48	
Standard deviation	0.93	0.97	0.98	0.60	0.94	0.97	1.03	0.96	0.96	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	0.05	0.06	-	-0.13	-0.13	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly Agree	13.0%	26.0%	26.5%	18.2%	17.3%	18.1%	0.0%	30.2%	31.0%	
Somewhat Agree	17.4%	27.7%	29.4%	0.0%	21.2%	25.2%	36.4%	32.6%	32.6%	
Somewhat Disagree	26.1%	28.3%	27.7%	27.3%	36.5%	33.2%	27.3%	23.6%	24.7%	
Strongly Disagree	43.5%	18.0%	16.4%	54.5%	24.9%	23.5%	36.4%	13.6%	11.8%	
Total(n)	23	929	1,458	11	353	548	11	543	859	
Mean	2.00	2.62	2.66	1.82	2.31	2.38	2.00	2.79	2.83	
Standard deviation	1.09	1.06	1.04	1.17	1.03	1.03	0.89	1.02	1.00	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.58	-0.63	-	-0.48	-0.54	-	-0.77	-0.83	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly Agree	4.3%	17.5%	17.8%	0.0%	20.5%	20.9%	10.0%	15.8%	15.9%	
Somewhat Agree	43.5%	47.6%	45.8%	27.3%	46.2%	44.6%	50.0%	48.4%	46.2%	
Somewhat Disagree	39.1%	22.3%	24.2%	54.5%	21.9%	22.6%	30.0%	23.1%	25.9%	
Strongly Disagree	13.0%	12.6%	12.2%	18.2%	11.4%	11.9%	10.0%	12.7%	12.0%	
Total(n)	23	922	1,440	11	351	540	10	537	850	
Mean	2.39	2.70	2.69	2.09	2.76	2.75	2.60	2.67	2.66	
Standard deviation	0.78	0.90	0.90	0.70	0.91	0.92	0.84	0.89	0.88	
Significance	-			-	*	*	-			
Effect size	-	-0.34	-0.33	-	-0.74	-0.72	-	-0.08	-0.07	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly Agree	4.5%	19.2%	18.9%	0.0%	18.6%	18.2%	10.0%	20.4%	19.9%	
Somewhat Agree	40.9%	53.2%	53.6%	36.4%	51.3%	53.4%	50.0%	53.5%	53.3%	
Somewhat Disagree	36.4%	20.3%	20.5%	36.4%	20.9%	19.9%	40.0%	20.8%	21.4%	
Strongly Disagree	18.2%	7.3%	6.9%	27.3%	9.3%	8.5%	0.0%	5.3%	5.4%	
Total(n)	22	886	1,385	11	345	528	10	510	809	
Mean	2.32	2.84	2.85	2.09	2.79	2.81	2.70	2.89	2.88	
Standard deviation	0.84	0.82	0.81	0.83	0.85	0.83	0.67	0.78	0.78	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.63	-0.65	-	-0.82	-0.87	-	-0.24	-0.23	
<b>There is a lot of campus racial conflict here</b>										
Strongly Agree	0.0%	6.6%	5.4%	0.0%	4.8%	4.4%	0.0%	7.8%	6.1%	
Somewhat Agree	13.6%	24.3%	21.9%	0.0%	16.8%	14.6%	30.0%	28.0%	26.0%	
Somewhat Disagree	31.8%	43.5%	45.9%	36.4%	44.3%	44.4%	20.0%	43.9%	47.2%	
Strongly Disagree	54.5%	25.7%	26.8%	63.6%	34.1%	36.6%	50.0%	20.3%	20.7%	
Total(n)	22	911	1,421	11	352	541	10	528	832	
Mean	1.59	2.12	2.06	1.36	1.92	1.87	1.80	2.23	2.18	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Standard deviation	0.73	0.87	0.84	0.50	0.84	0.82	0.92	0.86	0.83	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.61	-0.56	-	-0.67	-0.62	-	-0.50	-0.46	
<b>My research is valued by faculty in my department</b>										
Strongly Agree	26.1%	28.8%	28.7%	36.4%	30.7%	30.1%	10.0%	28.0%	28.1%	Respect
Somewhat Agree	52.2%	43.3%	44.3%	36.4%	45.8%	45.8%	70.0%	42.0%	43.3%	
Somewhat Disagree	8.7%	17.9%	17.7%	18.2%	15.4%	15.8%	0.0%	19.6%	19.0%	
Strongly Disagree	13.0%	9.9%	9.3%	9.1%	8.1%	8.3%	20.0%	10.4%	9.6%	
Total(n)	23	898	1,405	11	345	531	10	521	825	
Mean	2.91	2.91	2.92	3.00	2.99	2.98	2.70	2.88	2.90	
Standard deviation	0.95	0.93	0.91	1.00	0.89	0.89	0.95	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	0.01	0.02	-	-0.19	-0.22	
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	69.6%	50.3%	50.5%	63.6%	50.3%	49.6%	70.0%	50.4%	51.2%	Respect
Somewhat Agree	26.1%	36.2%	36.2%	36.4%	38.6%	37.9%	20.0%	35.8%	35.5%	
Somewhat Disagree	0.0%	9.2%	8.9%	0.0%	8.0%	8.8%	0.0%	9.2%	8.8%	
Strongly Disagree	4.3%	4.3%	4.4%	0.0%	3.1%	3.7%	10.0%	4.6%	4.6%	
Total(n)	23	927	1,443	11	350	536	10	542	854	
Mean	3.61	3.32	3.33	3.64	3.36	3.33	3.50	3.32	3.33	
Standard deviation	0.72	0.81	0.82	0.50	0.76	0.79	0.97	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.36	0.34	-	0.37	0.39	-	0.22	0.21	
<b>My service is valued by faculty in my department</b>										
Strongly Agree	73.9%	45.3%	46.6%	54.5%	47.4%	48.2%	90.0%	44.5%	46.0%	Respect
Somewhat Agree	8.7%	34.3%	34.3%	18.2%	35.8%	34.2%	0.0%	33.6%	34.4%	
Somewhat Disagree	8.7%	12.9%	11.9%	18.2%	11.4%	10.7%	0.0%	13.5%	12.4%	
Strongly Disagree	8.7%	7.5%	7.2%	9.1%	5.4%	6.8%	10.0%	8.3%	7.2%	
Total(n)	23	928	1,450	11	352	541	10	541	857	
Mean	3.48	3.17	3.20	3.18	3.25	3.24	3.70	3.14	3.19	
Standard deviation	0.99	0.92	0.91	1.08	0.86	0.90	0.95	0.95	0.91	
Significance	-			-			-			
Effect size	-	0.34	0.31	-	-0.08	-0.07	-	0.59	0.56	
<b>Faculty are sufficiently involved in campus decision-making</b>										
Strongly Agree	4.3%	12.2%	11.2%	9.1%	16.1%	13.6%	0.0%	10.4%	10.2%	
Somewhat Agree	47.8%	40.0%	41.1%	36.4%	37.7%	41.3%	60.0%	41.6%	41.2%	
Somewhat Disagree	30.4%	28.9%	29.6%	36.4%	26.9%	26.7%	30.0%	29.9%	31.2%	
Strongly Disagree	17.4%	18.9%	18.1%	18.2%	19.3%	18.4%	10.0%	18.1%	17.4%	
Total(n)	23	920	1,442	11	353	543	10	531	845	
Mean	2.39	2.45	2.45	2.36	2.51	2.50	2.50	2.44	2.44	
Standard deviation	0.84	0.93	0.91	0.92	0.98	0.94	0.71	0.90	0.89	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.15	-0.15	-	0.07	0.07	
<b>The faculty are typically at odds with campus administration</b>										
Strongly Agree	17.4%	15.8%	15.5%	27.3%	15.4%	16.7%	10.0%	15.5%	14.4%	
Somewhat Agree	52.2%	39.7%	40.4%	36.4%	39.6%	40.2%	60.0%	39.9%	40.8%	
Somewhat Disagree	26.1%	37.7%	37.7%	27.3%	38.7%	37.8%	30.0%	37.2%	37.6%	
Strongly Disagree	4.3%	6.8%	6.5%	9.1%	6.3%	5.4%	0.0%	7.3%	7.2%	
Total(n)	23	907	1,426	11	351	540	10	521	833	
Mean	2.83	2.64	2.65	2.82	2.64	2.68	2.80	2.64	2.62	
Standard deviation	0.78	0.83	0.82	0.98	0.82	0.81	0.63	0.83	0.82	
Significance	-			-			-			

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Effect size	-	0.23	0.22	-	0.22	0.17	-	0.19	0.22	
<b>Faculty here respect each other</b>										Respect
Strongly Agree	26.1%	26.6%	29.3%	9.1%	29.4%	31.5%	50.0%	24.9%	27.9%	
Somewhat Agree	52.2%	56.6%	55.1%	72.7%	53.1%	52.2%	30.0%	59.6%	57.2%	
Somewhat Disagree	17.4%	12.4%	11.4%	18.2%	14.4%	12.2%	10.0%	11.1%	11.0%	
Strongly Disagree	4.3%	4.4%	4.2%	0.0%	3.1%	4.1%	10.0%	4.5%	3.9%	
Total(n)	23	929	1,448	11	354	542	10	539	852	
Mean	3.00	3.05	3.09	2.91	3.09	3.11	3.20	3.05	3.09	
Standard deviation	0.80	0.75	0.75	0.54	0.75	0.77	1.03	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.07	-0.12	-	-0.24	-0.26	-	0.21	0.15	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly Agree	13.0%	10.5%	10.5%	9.1%	11.7%	10.4%	10.0%	10.2%	10.9%	
Somewhat Agree	30.4%	40.0%	41.8%	36.4%	41.1%	43.2%	30.0%	39.5%	41.3%	
Somewhat Disagree	34.8%	30.0%	29.5%	45.5%	25.7%	26.3%	30.0%	32.6%	31.0%	
Strongly Disagree	21.7%	19.5%	18.2%	9.1%	21.4%	20.0%	30.0%	17.7%	16.8%	
Total(n)	23	916	1,432	11	350	539	10	531	841	
Mean	2.35	2.41	2.44	2.45	2.43	2.44	2.20	2.42	2.46	
Standard deviation	0.98	0.92	0.91	0.82	0.95	0.93	1.03	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	0.02	0.01	-	-0.24	-0.29	
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	4.5%	19.8%	20.1%	0.0%	20.4%	19.0%	10.0%	19.2%	20.6%	
Somewhat Agree	31.8%	45.7%	47.1%	20.0%	47.4%	48.4%	40.0%	44.9%	46.4%	
Somewhat Disagree	36.4%	22.6%	22.0%	50.0%	20.1%	21.4%	20.0%	24.2%	22.6%	
Strongly Disagree	27.3%	11.8%	10.7%	30.0%	12.1%	11.2%	30.0%	11.7%	10.4%	
Total(n)	22	912	1,426	10	348	537	10	530	839	
Mean	2.14	2.74	2.77	1.90	2.76	2.75	2.30	2.72	2.77	
Standard deviation	0.89	0.91	0.89	0.74	0.91	0.89	1.06	0.91	0.89	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.66	-0.71	-	-0.95	-0.96	-	-0.46	-0.53	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly Agree	30.4%	33.8%	31.4%	27.3%	38.8%	37.2%	30.0%	32.0%	28.9%	
Somewhat Agree	56.5%	41.3%	41.4%	54.5%	40.5%	39.4%	70.0%	41.2%	42.4%	
Somewhat Disagree	8.7%	17.1%	18.4%	9.1%	14.7%	15.5%	0.0%	18.6%	20.0%	
Strongly Disagree	4.3%	7.8%	8.8%	9.1%	5.9%	7.9%	0.0%	8.2%	8.7%	
Total(n)	23	923	1,442	11	353	541	10	537	850	
Mean	3.13	3.01	2.95	3.00	3.12	3.06	3.30	2.97	2.92	
Standard deviation	0.76	0.91	0.92	0.89	0.87	0.92	0.48	0.91	0.91	
Significance	-			-			-			
Effect size	-	0.13	0.20	-	-0.14	-0.07	-	0.36	0.42	
<b>Most of the students I teach lack the basic skills for college level work</b>										
Strongly Agree	4.3%	10.9%	10.0%	9.1%	10.5%	10.4%	0.0%	10.7%	9.6%	
Somewhat Agree	13.0%	32.8%	33.1%	9.1%	32.6%	33.4%	10.0%	33.0%	32.7%	
Somewhat Disagree	60.9%	41.9%	42.4%	54.5%	41.9%	42.5%	70.0%	42.5%	42.8%	
Strongly Disagree	21.7%	14.4%	14.4%	27.3%	15.0%	13.7%	20.0%	13.9%	14.8%	
Total(n)	23	921	1,433	11	353	539	10	534	843	
Mean	2.00	2.40	2.39	2.00	2.39	2.40	1.90	2.40	2.37	
Standard deviation	0.74	0.86	0.85	0.89	0.87	0.85	0.57	0.86	0.85	
Significance	-	*	*	-			-			
Effect size	-	-0.47	-0.46	-	-0.45	-0.47	-	-0.58	-0.55	
<b>There is adequate support for faculty development</b>										
Strongly Agree	21.7%	21.1%	20.5%	27.3%	23.2%	22.0%	20.0%	20.3%	19.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Somewhat Agree	47.8%	44.6%	44.9%	54.5%	43.3%	44.1%	40.0%	45.7%	46.0%	
Somewhat Disagree	13.0%	22.0%	22.2%	9.1%	21.8%	21.8%	20.0%	21.8%	22.2%	
Strongly Disagree	17.4%	12.4%	12.4%	9.1%	11.6%	12.2%	20.0%	12.2%	12.3%	
Total(n)	23	929	1,449	11	353	542	10	541	855	
Mean	2.74	2.74	2.73	3.00	2.78	2.76	2.60	2.74	2.73	
Standard deviation	1.01	0.93	0.92	0.89	0.93	0.93	1.07	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.24	0.26	-	-0.15	-0.14	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly Agree	4.5%	12.3%	11.6%	9.1%	10.9%	9.7%	0.0%	12.7%	12.4%	
Somewhat Agree	50.0%	45.9%	46.5%	45.5%	41.7%	41.5%	50.0%	48.5%	49.6%	
Somewhat Disagree	40.9%	36.0%	35.4%	45.5%	40.6%	40.9%	40.0%	33.9%	32.5%	
Strongly Disagree	4.5%	5.8%	6.6%	0.0%	6.9%	7.9%	10.0%	4.9%	5.4%	
Total(n)	22	909	1,419	11	350	535	10	528	836	
Mean	2.55	2.65	2.63	2.64	2.57	2.53	2.40	2.69	2.69	
Standard deviation	0.67	0.77	0.77	0.67	0.78	0.78	0.70	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	0.09	0.14	-	-0.39	-0.38	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly Agree	13.0%	9.4%	9.0%	18.2%	10.4%	10.4%	10.0%	9.1%	8.1%	
Somewhat Agree	34.8%	34.6%	34.4%	36.4%	37.3%	36.3%	30.0%	32.6%	33.2%	
Somewhat Disagree	39.1%	37.5%	38.3%	27.3%	38.4%	37.8%	60.0%	37.5%	39.2%	
Strongly Disagree	13.0%	18.5%	18.3%	18.2%	13.9%	15.5%	0.0%	20.8%	19.6%	
Total(n)	23	885	1,385	11	346	529	10	506	807	
Mean	2.48	2.35	2.34	2.55	2.44	2.42	2.50	2.30	2.30	
Standard deviation	0.90	0.89	0.88	1.04	0.86	0.87	0.71	0.90	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.16	-	0.13	0.15	-	0.22	0.23	
<b>Faculty of color are treated fairly here</b>										
Strongly Agree	28.6%	26.6%	25.5%	18.2%	36.7%	35.8%	40.0%	20.2%	18.7%	
Somewhat Agree	66.7%	43.1%	43.9%	81.8%	42.0%	40.9%	50.0%	44.8%	46.5%	
Somewhat Disagree	4.8%	21.9%	23.4%	0.0%	16.0%	18.1%	10.0%	25.0%	26.4%	
Strongly Disagree	0.0%	8.5%	7.3%	0.0%	5.2%	5.1%	0.0%	10.1%	8.4%	
Total(n)	21	887	1,387	11	343	530	10	516	813	Diversity Climate
Mean	3.24	2.88	2.88	3.18	3.10	3.08	3.30	2.75	2.76	
Standard deviation	0.54	0.90	0.87	0.40	0.85	0.86	0.67	0.89	0.85	
Significance	-			-			-		*	
Effect size	-	0.40	0.41	-	0.09	0.12	-	0.62	0.64	
<b>Women faculty are treated fairly here</b>										
Strongly Agree	28.6%	28.4%	27.3%	18.2%	41.6%	41.2%	40.0%	19.8%	18.4%	
Somewhat Agree	66.7%	43.5%	44.9%	81.8%	41.6%	41.5%	50.0%	45.2%	47.4%	
Somewhat Disagree	0.0%	21.1%	21.2%	0.0%	14.8%	14.7%	0.0%	25.4%	25.6%	
Strongly Disagree	4.8%	7.1%	6.6%	0.0%	2.0%	2.6%	10.0%	9.5%	8.6%	
Total(n)	21	902	1,409	11	344	532	10	524	827	Diversity Climate
Mean	3.19	2.93	2.93	3.18	3.23	3.21	3.20	2.75	2.76	
Standard deviation	0.68	0.88	0.86	0.40	0.77	0.79	0.92	0.88	0.85	
Significance	-			-			-			
Effect size	-	0.30	0.30	-	-0.06	-0.04	-	0.51	0.52	
<b>LGBTQ+ faculty are treated fairly here</b>										
Strongly Agree	28.6%	28.7%	27.9%	18.2%	38.3%	38.3%	40.0%	22.9%	21.4%	
Somewhat Agree	52.4%	48.6%	49.6%	54.5%	44.2%	45.0%	50.0%	51.9%	52.9%	
Somewhat Disagree	19.0%	17.9%	18.5%	27.3%	15.1%	14.6%	10.0%	19.5%	20.9%	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Diversity Climate
Strongly Disagree	0.0%	4.8%	4.0%	0.0%	2.4%	2.1%	0.0%	5.7%	4.7%	
Total(n)	21	872	1,366	11	337	520	10	507	803	
Mean	3.10	3.01	3.01	2.91	3.18	3.19	3.30	2.92	2.91	
Standard deviation	0.70	0.81	0.79	0.70	0.77	0.76	0.67	0.80	0.78	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	-0.35	-0.37	-	0.48	0.50	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Increase or maintain institutional affordability</b>										
Highest Priority	34.8%	27.9%	27.7%	36.4%	28.4%	26.5%	40.0%	27.5%	28.7%	Institutional Priority: Commitment to Diversity
High Priority	34.8%	50.3%	51.3%	18.2%	46.9%	49.0%	50.0%	52.9%	53.1%	
Medium Priority	30.4%	18.1%	17.7%	45.5%	19.6%	20.4%	10.0%	16.7%	15.4%	
Low Priority	0.0%	3.6%	3.3%	0.0%	5.0%	4.2%	0.0%	2.9%	2.8%	
Total(n)	23	884	1,386	11	341	525	10	510	812	
Mean	3.04	3.03	3.03	2.91	2.99	2.98	3.30	3.05	3.08	
Standard deviation	0.82	0.78	0.77	0.94	0.83	0.80	0.67	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.10	-0.09	-	0.33	0.30	
<b>Develop a sense of community among students and faculty</b>										
Highest Priority	21.7%	20.8%	20.5%	9.1%	17.6%	17.7%	40.0%	23.0%	22.2%	Institutional Priority: Civic Engagement
High Priority	39.1%	39.2%	39.9%	54.5%	40.8%	39.0%	20.0%	38.5%	40.8%	
Medium Priority	30.4%	27.4%	28.0%	27.3%	26.7%	29.7%	40.0%	27.5%	26.8%	
Low Priority	8.7%	12.6%	11.6%	9.1%	15.0%	13.7%	0.0%	10.9%	10.2%	
Total(n)	23	888	1,392	11	341	526	10	512	814	
Mean	2.74	2.68	2.69	2.64	2.61	2.61	3.00	2.74	2.75	
Standard deviation	0.92	0.94	0.93	0.81	0.94	0.93	0.94	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.03	0.03	-	0.28	0.27	
<b>Facilitate student involvement in community service</b>										
Highest Priority	8.7%	9.2%	9.4%	9.1%	8.3%	8.8%	10.0%	10.3%	10.0%	Institutional Priority: Civic Engagement
High Priority	34.8%	34.6%	34.0%	27.3%	32.8%	30.8%	40.0%	36.2%	36.3%	
Medium Priority	47.8%	40.0%	40.5%	45.5%	41.4%	43.6%	50.0%	38.1%	38.1%	
Low Priority	8.7%	16.2%	16.1%	18.2%	17.5%	16.8%	0.0%	15.4%	15.7%	
Total(n)	23	878	1,378	11	338	523	10	506	804	
Mean	2.43	2.37	2.37	2.27	2.32	2.32	2.60	2.41	2.41	
Standard deviation	0.79	0.86	0.86	0.90	0.86	0.85	0.70	0.87	0.87	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	-0.06	-0.06	-	0.22	0.22	
<b>Help students learn how to bring about change in society</b>										
Highest Priority	13.0%	14.1%	13.2%	9.1%	9.7%	9.5%	20.0%	16.9%	15.7%	Institutional Priority: Civic Engagement
High Priority	30.4%	33.4%	32.6%	45.5%	35.1%	32.1%	10.0%	33.5%	34.0%	
Medium Priority	47.8%	37.6%	39.4%	36.4%	38.3%	41.2%	60.0%	36.2%	37.4%	
Low Priority	8.7%	14.9%	14.8%	9.1%	16.8%	17.2%	10.0%	13.4%	12.9%	
Total(n)	23	880	1,382	11	339	524	10	508	808	
Mean	2.48	2.47	2.44	2.55	2.38	2.34	2.40	2.54	2.53	
Standard deviation	0.85	0.91	0.90	0.82	0.88	0.87	0.97	0.93	0.91	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.19	0.24	-	-0.15	-0.14	
<b>Increase or maintain institutional prestige</b>										
Highest Priority	21.7%	13.7%	13.0%	27.3%	13.8%	13.3%	10.0%	13.0%	12.3%	
High Priority	39.1%	34.8%	35.6%	45.5%	32.8%	33.5%	40.0%	37.2%	37.8%	
Medium Priority	39.1%	35.7%	36.6%	27.3%	38.1%	37.3%	50.0%	33.9%	36.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Institutional Priority: Increase Prestige
Low Priority	0.0%	15.9%	14.8%	0.0%	15.2%	15.8%	0.0%	15.9%	13.9%	
Total(n)	23	883	1,381	11	341	525	10	508	805	
Mean	2.83	2.46	2.47	3.00	2.45	2.44	2.60	2.47	2.48	
Standard deviation	0.78	0.92	0.90	0.77	0.91	0.91	0.70	0.91	0.88	
Significance	-			-	*	*	-			
Effect size	-	0.40	0.40	-	0.60	0.62	-	0.14	0.14	
<b>Hire faculty "stars"</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	4.9%	4.8%	0.0%	3.8%	3.8%	0.0%	5.3%	5.2%	
High Priority	8.7%	12.4%	13.2%	9.1%	11.1%	12.0%	10.0%	13.5%	14.0%	
Medium Priority	13.0%	30.8%	32.9%	0.0%	29.9%	31.4%	30.0%	32.0%	34.3%	
Low Priority	78.3%	51.9%	49.1%	90.9%	55.1%	52.9%	60.0%	49.2%	46.5%	
Total(n)	23	884	1,385	11	341	526	10	510	810	
Mean	1.30	1.70	1.74	1.18	1.64	1.67	1.50	1.75	1.78	
Standard deviation	0.63	0.87	0.87	0.60	0.83	0.83	0.71	0.88	0.87	
Significance	-	*	*	-			-			
Effect size	-	-0.46	-0.51	-	-0.55	-0.59	-	-0.28	-0.32	
<b>Recruit more traditionally underrepresented students</b>										Institutional Priority: Commitment to Diversity
Highest Priority	13.0%	27.0%	29.4%	9.1%	23.4%	24.5%	20.0%	29.2%	32.3%	
High Priority	26.1%	39.1%	40.3%	27.3%	42.3%	43.9%	20.0%	37.5%	38.3%	
Medium Priority	39.1%	26.3%	23.8%	27.3%	26.0%	24.3%	50.0%	26.3%	23.5%	
Low Priority	21.7%	7.5%	6.6%	36.4%	8.3%	7.3%	10.0%	6.9%	6.0%	
Total(n)	23	877	1,376	11	338	522	10	506	805	
Mean	2.30	2.86	2.92	2.09	2.81	2.86	2.50	2.89	2.97	
Standard deviation	0.97	0.90	0.89	1.04	0.89	0.87	0.97	0.91	0.89	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.62	-0.70	-	-0.81	-0.89	-	-0.43	-0.53	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										Institutional Priority: Increase Prestige
Highest Priority	4.3%	5.6%	4.4%	0.0%	5.3%	4.4%	10.0%	5.5%	4.1%	
High Priority	0.0%	11.6%	10.6%	0.0%	12.4%	11.7%	0.0%	11.2%	10.2%	
Medium Priority	47.8%	29.6%	27.3%	45.5%	31.4%	27.4%	40.0%	28.3%	27.1%	
Low Priority	47.8%	53.2%	57.8%	54.5%	50.9%	56.5%	50.0%	54.9%	58.6%	
Total(n)	23	879	1,378	11	338	522	10	508	807	
Mean	1.61	1.70	1.62	1.45	1.72	1.64	1.70	1.67	1.60	
Standard deviation	0.72	0.88	0.84	0.52	0.88	0.85	0.95	0.88	0.83	
Significance	-			-			-			
Effect size	-	-0.10	-0.01	-	-0.31	-0.22	-	0.03	0.12	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	13.6%	17.0%	17.6%	10.0%	14.5%	15.4%	20.0%	17.6%	18.2%	
High Priority	13.6%	32.7%	32.5%	20.0%	37.9%	36.7%	0.0%	30.4%	30.7%	
Medium Priority	36.4%	32.6%	33.6%	10.0%	30.2%	33.2%	60.0%	34.3%	34.0%	
Low Priority	36.4%	17.7%	16.4%	60.0%	17.5%	14.7%	20.0%	17.6%	17.2%	
Total(n)	22	881	1,376	10	338	518	10	510	809	
Mean	2.05	2.49	2.51	1.80	2.49	2.53	2.20	2.48	2.50	
Standard deviation	1.05	0.97	0.96	1.14	0.94	0.92	1.03	0.98	0.98	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.45	-0.48	-	-0.73	-0.79	-	-0.29	-0.31	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										Institutional Priority: Commitment
Highest Priority	13.0%	26.1%	26.3%	9.1%	20.3%	20.8%	20.0%	29.3%	29.4%	
High Priority	13.0%	35.4%	35.6%	18.2%	39.1%	40.0%	0.0%	34.0%	33.6%	
Medium Priority	47.8%	26.7%	26.6%	36.4%	26.5%	26.7%	60.0%	26.8%	26.7%	
Low Priority	26.1%	11.9%	11.5%	36.4%	14.1%	12.6%	20.0%	10.0%	10.2%	
Total(n)	23	885	1,386	11	340	525	10	512	812	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	to Diversity
Mean	2.13	2.76	2.77	2.00	2.66	2.69	2.20	2.83	2.82	
Standard deviation	0.97	0.97	0.97	1.00	0.96	0.94	1.03	0.96	0.97	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.65	-0.66	-	-0.69	-0.73	-	-0.66	-0.64	
<b>Provide resources for faculty to engage in community-based teaching or research</b>										Institutional Priority: Civic Engagement
Highest Priority	8.7%	13.8%	13.4%	0.0%	10.9%	10.5%	20.0%	15.6%	14.9%	
High Priority	17.4%	26.7%	27.6%	36.4%	27.0%	27.5%	0.0%	26.3%	27.6%	
Medium Priority	56.5%	37.5%	36.6%	54.5%	39.9%	38.7%	60.0%	36.0%	35.6%	
Low Priority	17.4%	22.0%	22.4%	9.1%	22.3%	23.3%	20.0%	22.1%	21.9%	
Total(n)	23	880	1,377	11	341	524	10	506	804	
Mean	2.17	2.32	2.32	2.27	2.26	2.25	2.20	2.35	2.36	
Standard deviation	0.83	0.97	0.97	0.65	0.93	0.93	1.03	0.99	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.15	-	0.01	0.02	-	-0.15	-0.16	
<b>Create and sustain partnerships with surrounding communities</b>										Institutional Priority: Civic Engagement
Highest Priority	8.7%	19.2%	19.9%	0.0%	16.2%	17.2%	20.0%	21.2%	21.4%	
High Priority	34.8%	37.1%	36.9%	36.4%	35.4%	34.0%	30.0%	38.2%	38.4%	
Medium Priority	43.5%	30.1%	30.8%	45.5%	32.7%	33.8%	40.0%	28.1%	29.2%	
Low Priority	13.0%	13.6%	12.4%	18.2%	15.6%	14.9%	10.0%	12.5%	10.9%	
Total(n)	23	878	1,378	11	339	523	10	505	804	
Mean	2.39	2.62	2.64	2.18	2.52	2.54	2.60	2.68	2.70	
Standard deviation	0.84	0.94	0.94	0.75	0.94	0.94	0.97	0.94	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.24	-0.27	-	-0.36	-0.38	-	-0.09	-0.11	
<b>Pursue extramural funding</b>										
Highest Priority	9.5%	13.7%	15.7%	0.0%	11.1%	12.9%	20.0%	14.9%	17.4%	
High Priority	23.8%	30.0%	32.2%	36.4%	34.3%	34.8%	10.0%	27.1%	30.6%	
Medium Priority	38.1%	35.8%	33.2%	27.3%	34.0%	33.1%	50.0%	36.9%	33.2%	
Low Priority	28.6%	20.5%	18.8%	36.4%	20.5%	19.2%	20.0%	21.1%	18.8%	
Total(n)	21	860	1,349	11	332	511	10	498	792	
Mean	2.14	2.37	2.45	2.00	2.36	2.41	2.30	2.36	2.47	
Standard deviation	0.96	0.96	0.97	0.89	0.93	0.94	1.06	0.97	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.24	-0.32	-	-0.39	-0.44	-	-0.06	-0.17	
<b>Strengthen links with the for-profit, corporate sector</b>										
Highest Priority	17.4%	9.7%	10.5%	9.1%	9.0%	9.9%	20.0%	9.7%	10.5%	
High Priority	21.7%	25.6%	25.3%	36.4%	30.9%	28.5%	0.0%	22.5%	23.6%	
Medium Priority	26.1%	38.3%	37.3%	9.1%	31.2%	32.0%	50.0%	43.3%	40.7%	
Low Priority	34.8%	26.3%	27.0%	45.5%	28.8%	29.6%	30.0%	24.5%	25.2%	
Total(n)	23	862	1,354	11	333	513	10	497	793	
Mean	2.22	2.19	2.19	2.09	2.20	2.19	2.10	2.17	2.19	
Standard deviation	1.13	0.94	0.95	1.14	0.96	0.97	1.10	0.91	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.03	-	-0.11	-0.10	-	-0.08	-0.10	
<b>Develop leadership ability among students</b>										
Highest Priority	26.1%	14.5%	14.8%	27.3%	11.9%	12.6%	30.0%	16.3%	16.3%	
High Priority	56.5%	37.6%	34.9%	36.4%	34.5%	31.5%	70.0%	38.6%	36.5%	
Medium Priority	8.7%	35.5%	36.5%	18.2%	40.8%	40.8%	0.0%	32.8%	33.8%	
Low Priority	8.7%	12.4%	13.8%	18.2%	12.8%	15.1%	0.0%	12.3%	13.4%	
Total(n)	23	873	1,365	11	336	517	10	503	798	
Mean	3.00	2.54	2.51	2.73	2.46	2.42	3.30	2.59	2.56	
Standard deviation	0.85	0.89	0.91	1.10	0.86	0.89	0.48	0.90	0.92	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.52	0.54	-	0.31	0.35	-	0.79	0.80	
<b>Develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest Priority	30.4%	27.4%	28.0%	36.4%	21.1%	20.8%	30.0%	31.8%	32.7%	
High Priority	21.7%	38.3%	39.2%	9.1%	39.3%	41.7%	30.0%	37.7%	37.8%	
Medium Priority	43.5%	25.1%	24.8%	45.5%	27.6%	27.4%	40.0%	23.7%	23.2%	
Low Priority	4.3%	9.2%	8.0%	9.1%	12.0%	10.1%	0.0%	6.9%	6.3%	
Total(n)	23	882	1,381	11	341	525	10	507	807	
Mean	2.78	2.84	2.87	2.73	2.70	2.73	2.90	2.94	2.97	
Standard deviation	0.95	0.93	0.91	1.10	0.94	0.90	0.88	0.91	0.90	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	0.03	0.00	-	-0.04	-0.08	
<b>Prepare students for the workplace</b>										
Highest Priority	43.5%	42.2%	43.4%	36.4%	38.9%	38.7%	60.0%	44.7%	46.9%	
High Priority	39.1%	41.5%	41.0%	36.4%	41.8%	41.8%	30.0%	40.8%	39.9%	
Medium Priority	13.0%	13.2%	12.9%	18.2%	14.6%	15.5%	10.0%	12.4%	11.4%	
Low Priority	4.3%	3.0%	2.7%	9.1%	4.7%	4.0%	0.0%	2.2%	1.9%	
Total(n)	23	886	1,384	11	342	524	10	510	810	
Mean	3.22	3.23	3.25	3.00	3.15	3.15	3.50	3.28	3.32	
Standard deviation	0.85	0.79	0.78	1.00	0.84	0.82	0.71	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.18	-0.18	-	0.29	0.24	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a Very Large Extent	17.4%	27.1%	26.6%	27.3%	27.5%	27.7%	10.0%	27.5%	26.5%	
To a Large Extent	43.5%	33.8%	32.8%	27.3%	37.3%	35.4%	60.0%	31.4%	30.8%	
To Some Extent	21.7%	28.0%	28.8%	27.3%	28.1%	27.7%	20.0%	27.9%	29.5%	
To a Small Extent	13.0%	6.9%	7.5%	18.2%	5.5%	6.7%	0.0%	7.5%	7.9%	
Not at All	4.3%	4.3%	4.3%	0.0%	1.5%	2.4%	10.0%	5.7%	5.4%	
Total(n)	23	868	1,358	11	327	505	10	506	801	
Mean	3.57	3.72	3.70	3.64	3.84	3.79	3.60	3.67	3.65	
Standard deviation	1.08	1.07	1.07	1.12	0.94	1.00	1.07	1.13	1.11	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.21	-0.15	-	-0.06	-0.05	
<b>Experience close alignment between your work and your personal values</b>										
To a Very Large Extent	34.8%	33.9%	33.8%	45.5%	35.7%	34.6%	30.0%	33.6%	34.0%	
To a Large Extent	47.8%	41.8%	41.3%	54.5%	40.5%	40.2%	50.0%	42.7%	41.8%	
To Some Extent	13.0%	19.6%	19.4%	0.0%	19.8%	19.9%	10.0%	19.0%	19.0%	
To a Small Extent	4.3%	3.0%	3.7%	0.0%	2.4%	3.7%	10.0%	3.2%	3.6%	
Not at All	0.0%	1.7%	1.8%	0.0%	1.5%	1.6%	0.0%	1.6%	1.6%	
Total(n)	23	869	1,360	11	328	508	10	506	800	
Mean	4.13	4.03	4.02	4.45	4.06	4.03	4.00	4.04	4.03	
Standard deviation	0.81	0.90	0.92	0.52	0.89	0.92	0.94	0.89	0.91	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.44	0.46	-	-0.04	-0.03	
<b>Mentor faculty</b>										
To a Very Large Extent	26.1%	15.0%	16.1%	18.2%	12.3%	12.7%	40.0%	16.8%	18.3%	
To a Large Extent	13.0%	23.8%	24.3%	9.1%	26.5%	25.8%	20.0%	22.3%	23.4%	
To Some Extent	39.1%	30.1%	30.4%	45.5%	32.0%	33.2%	20.0%	29.2%	28.9%	
To a Small Extent	17.4%	15.0%	14.4%	18.2%	17.8%	17.5%	20.0%	13.0%	12.5%	
Not at All	4.3%	16.1%	14.8%	9.1%	11.4%	10.7%	0.0%	18.6%	16.8%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	23	866	1,352	11	325	503	10	506	798	
Mean	3.39	3.07	3.12	3.09	3.10	3.12	3.80	3.06	3.14	
Standard deviation	1.20	1.28	1.27	1.22	1.18	1.17	1.23	1.33	1.32	
Significance	-			-			-			
Effect size	-	0.25	0.21	-	-0.01	-0.03	-	0.56	0.50	
<b>Mentor undergraduate students</b>										
To a Very Large Extent	34.8%	31.7%	29.2%	27.3%	32.5%	29.9%	50.0%	31.0%	28.6%	
To a Large Extent	43.5%	27.7%	27.0%	45.5%	29.4%	29.7%	40.0%	26.8%	25.5%	
To Some Extent	17.4%	20.4%	20.7%	27.3%	22.9%	22.1%	10.0%	18.7%	19.5%	
To a Small Extent	0.0%	9.9%	10.9%	0.0%	7.4%	8.8%	0.0%	11.7%	12.4%	
Not at All	4.3%	10.3%	12.2%	0.0%	7.7%	9.6%	0.0%	11.9%	13.9%	
Total(n)	23	862	1,349	11	323	502	10	504	796	
Mean	4.04	3.61	3.50	4.00	3.72	3.62	4.40	3.53	3.42	
Standard deviation	0.98	1.30	1.34	0.77	1.21	1.26	0.70	1.35	1.38	
Significance	-			-			-	*	*	
Effect size	-	0.33	0.40	-	0.23	0.30	-	0.64	0.71	
<b>Mentor graduate students</b>										
To a Very Large Extent	39.1%	32.8%	34.4%	36.4%	33.9%	34.5%	40.0%	32.3%	34.6%	
To a Large Extent	21.7%	29.2%	28.3%	9.1%	25.4%	26.0%	30.0%	31.5%	29.7%	
To Some Extent	0.0%	20.8%	21.5%	0.0%	21.4%	21.6%	0.0%	20.2%	21.1%	
To a Small Extent	26.1%	13.3%	11.8%	36.4%	14.7%	13.3%	20.0%	12.4%	10.9%	
Not at All	13.0%	4.0%	4.0%	18.2%	4.6%	4.6%	10.0%	3.6%	3.7%	
Total(n)	23	860	1,345	11	327	504	10	499	791	
Mean	3.48	3.74	3.77	3.09	3.69	3.73	3.70	3.76	3.81	
Standard deviation	1.56	1.16	1.16	1.70	1.21	1.20	1.49	1.14	1.13	
Significance	-			-			-			
Effect size	-	-0.22	-0.25	-	-0.50	-0.53	-	-0.05	-0.10	
<b>Been mentored by at least one professional in academia</b>										
To a Very Large Extent	21.7%	32.1%	31.3%	18.2%	30.8%	29.6%	30.0%	33.4%	32.7%	
To a Large Extent	43.5%	25.6%	25.1%	45.5%	26.8%	25.6%	40.0%	24.9%	24.6%	
To Some Extent	21.7%	22.0%	21.9%	36.4%	18.5%	19.2%	10.0%	24.7%	24.0%	
To a Small Extent	4.3%	13.9%	14.7%	0.0%	16.9%	18.3%	0.0%	11.9%	12.4%	
Not at All	8.7%	6.4%	7.0%	0.0%	7.1%	7.3%	20.0%	5.2%	6.3%	
Total(n)	23	863	1,351	11	325	504	10	503	796	
Mean	3.65	3.63	3.59	3.82	3.57	3.52	3.60	3.69	3.65	
Standard deviation	1.15	1.24	1.26	0.75	1.28	1.28	1.51	1.20	1.23	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	0.20	0.23	-	-0.07	-0.04	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a Very Large Extent	8.7%	13.9%	12.8%	9.1%	10.7%	9.6%	10.0%	16.2%	15.0%	
To a Large Extent	13.0%	13.0%	13.6%	9.1%	12.5%	12.8%	10.0%	13.2%	13.8%	
To Some Extent	21.7%	22.8%	23.4%	27.3%	24.7%	22.6%	20.0%	21.1%	23.8%	
To a Small Extent	13.0%	17.4%	17.1%	18.2%	18.9%	19.1%	10.0%	16.6%	15.8%	
Not at All	43.5%	32.8%	33.1%	36.4%	33.2%	35.8%	50.0%	32.8%	31.7%	
Total(n)	23	868	1,356	11	328	508	10	506	799	
Mean	2.30	2.58	2.56	2.36	2.48	2.41	2.20	2.63	2.65	
Standard deviation	1.40	1.41	1.40	1.36	1.35	1.34	1.48	1.46	1.43	
Significance	-			-			-			
Effect size	-	-0.20	-0.19	-	-0.09	-0.04	-	-0.29	-0.31	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a Very Large Extent	0.0%	1.8%	1.9%	0.0%	1.5%	1.2%	0.0%	2.2%	2.4%	
To a Large Extent	4.3%	2.4%	2.4%	0.0%	2.7%	2.6%	10.0%	2.2%	2.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
To Some Extent	0.0%	5.3%	5.0%	0.0%	4.3%	4.3%	0.0%	6.3%	5.7%	
To a Small Extent	4.3%	5.4%	5.6%	9.1%	5.2%	4.9%	0.0%	5.2%	5.7%	
Not at All	91.3%	85.0%	85.2%	90.9%	86.3%	87.0%	90.0%	84.1%	84.0%	
Total(n)	23	866	1,350	11	328	506	10	504	795	
Mean	1.17	1.31	1.30	1.09	1.28	1.26	1.30	1.33	1.33	
Standard deviation	0.65	0.83	0.82	0.30	0.80	0.76	0.95	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.17	-0.16	-	-0.24	-0.22	-	-0.03	-0.03	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	28.6%	34.8%	34.5%	30.0%	33.6%	31.6%	30.0%	36.5%	37.3%	
Good	52.4%	50.5%	49.5%	40.0%	50.5%	50.5%	60.0%	49.6%	48.0%	
Fair	14.3%	12.5%	13.8%	20.0%	12.0%	14.1%	10.0%	12.6%	13.5%	
Poor	4.8%	2.3%	2.2%	10.0%	3.9%	3.9%	0.0%	1.3%	1.3%	
Total(n)	21	705	1,112	10	283	440	10	397	636	
Mean	3.05	3.18	3.16	2.90	3.14	3.10	3.20	3.21	3.21	
Standard deviation	0.80	0.73	0.74	0.99	0.77	0.78	0.63	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.18	-0.15	-	-0.31	-0.26	-	-0.01	-0.01	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	45.5%	45.4%	43.9%	36.4%	43.8%	42.3%	60.0%	47.1%	45.3%	
Good	50.0%	47.7%	48.1%	54.5%	50.3%	49.2%	40.0%	45.7%	47.2%	
Fair	4.5%	5.8%	7.1%	9.1%	5.6%	7.8%	0.0%	5.6%	6.3%	
Poor	0.0%	1.1%	1.0%	0.0%	0.3%	0.7%	0.0%	1.6%	1.2%	
Total(n)	22	744	1,131	11	288	437	10	427	654	
Mean	3.41	3.38	3.35	3.27	3.38	3.33	3.60	3.38	3.37	
Standard deviation	0.59	0.64	0.65	0.65	0.61	0.65	0.52	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.05	0.09	-	-0.18	-0.09	-	0.33	0.35	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	50.0%	49.2%	50.5%	55.6%	46.3%	46.8%	55.6%	52.4%	53.4%	
Good	30.0%	43.3%	42.4%	22.2%	46.6%	45.3%	22.2%	40.4%	40.4%	
Fair	15.0%	6.0%	6.1%	11.1%	6.2%	7.3%	22.2%	5.9%	5.2%	
Poor	5.0%	1.4%	1.0%	11.1%	1.0%	0.6%	0.0%	1.3%	1.0%	
Total(n)	20	794	1,240	9	307	468	9	456	726	
Mean	3.25	3.40	3.42	3.22	3.38	3.38	3.33	3.44	3.46	
Standard deviation	0.91	0.67	0.65	1.09	0.65	0.65	0.87	0.67	0.64	
Significance	-			-			-			
Effect size	-	-0.22	-0.26	-	-0.25	-0.25	-	-0.16	-0.20	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very Satisfied	4.3%	5.3%	6.4%	0.0%	7.6%	9.1%	0.0%	3.7%	4.6%	
Satisfied	21.7%	29.0%	28.1%	27.3%	28.4%	26.0%	20.0%	29.4%	29.6%	
Marginally Satisfied	39.1%	33.8%	32.5%	45.5%	36.3%	34.3%	40.0%	33.1%	31.8%	
Not Satisfied	34.8%	31.9%	33.0%	27.3%	27.7%	30.6%	40.0%	33.7%	34.0%	
Total(n)	23	866	1,353	11	328	507	10	507	798	
Mean	1.96	2.08	2.08	2.00	2.16	2.14	1.80	2.03	2.05	
Standard deviation	0.88	0.90	0.93	0.77	0.92	0.96	0.79	0.88	0.91	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.17	-0.15	-	-0.26	-0.27	
										Job Satisfaction: Compensation

**2022-2023 HERI Faculty Survey  
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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
<b>Health benefits</b>										Job Satisfaction: Compensation
Very Satisfied	21.7%	24.9%	26.5%	27.3%	28.3%	28.8%	10.0%	23.2%	25.1%	
Satisfied	39.1%	45.0%	44.6%	54.5%	44.6%	43.9%	30.0%	45.9%	45.5%	
Marginally Satisfied	21.7%	18.6%	19.4%	9.1%	17.2%	18.3%	30.0%	19.0%	19.8%	
Not Satisfied	17.4%	11.4%	9.6%	9.1%	9.8%	8.9%	30.0%	12.0%	9.5%	
Total(n)	23	858	1,337	11	325	503	10	501	786	
Mean	2.65	2.83	2.88	3.00	2.91	2.93	2.20	2.80	2.86	
Standard deviation	1.03	0.93	0.91	0.89	0.92	0.91	1.03	0.93	0.90	
Significance	-			-			-	*	*	
Effect size	-	-0.19	-0.25	-	0.10	0.08	-	-0.65	-0.73	
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very Satisfied	21.7%	23.1%	22.0%	27.3%	29.5%	27.7%	10.0%	19.2%	18.6%	
Satisfied	47.8%	48.3%	48.6%	45.5%	42.5%	40.5%	60.0%	53.5%	54.5%	
Marginally Satisfied	13.0%	19.2%	20.7%	9.1%	20.0%	22.2%	10.0%	17.6%	19.1%	
Not Satisfied	17.4%	9.4%	8.7%	18.2%	8.0%	9.6%	20.0%	9.8%	7.9%	
Total(n)	23	858	1,336	11	325	501	10	501	786	
Mean	2.74	2.85	2.84	2.82	2.94	2.86	2.60	2.82	2.84	
Standard deviation	1.01	0.88	0.87	1.08	0.90	0.93	0.97	0.85	0.82	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.13	-0.04	-	-0.26	-0.29	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very Satisfied	4.3%	9.9%	10.6%	0.0%	12.9%	12.5%	10.0%	8.2%	9.5%	
Satisfied	39.1%	35.6%	37.2%	54.5%	39.4%	38.2%	20.0%	34.1%	36.9%	
Marginally Satisfied	39.1%	32.6%	32.0%	36.4%	28.0%	28.7%	50.0%	35.7%	34.7%	
Not Satisfied	17.4%	21.9%	20.1%	9.1%	19.7%	20.6%	20.0%	21.9%	19.0%	
Total(n)	23	855	1,335	11	325	505	10	498	781	
Mean	2.30	2.34	2.38	2.45	2.46	2.43	2.20	2.29	2.37	
Standard deviation	0.82	0.93	0.92	0.69	0.95	0.95	0.92	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	-0.01	0.02	-	-0.10	-0.19	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very Satisfied	21.7%	9.6%	10.5%	18.2%	13.2%	14.3%	30.0%	7.4%	8.1%	
Satisfied	43.5%	40.3%	42.2%	45.5%	41.5%	40.0%	40.0%	40.1%	44.0%	
Marginally Satisfied	26.1%	27.5%	27.0%	27.3%	27.7%	27.9%	20.0%	27.3%	26.0%	
Not Satisfied	8.7%	22.6%	20.4%	9.1%	17.5%	17.7%	10.0%	25.1%	21.8%	
Total(n)	23	857	1,338	11	325	502	10	501	788	
Mean	2.78	2.37	2.43	2.73	2.50	2.51	2.90	2.30	2.38	
Standard deviation	0.90	0.94	0.93	0.90	0.93	0.95	0.99	0.93	0.91	
Significance	-	*		-			-	*		
Effect size	-	0.44	0.38	-	0.25	0.23	-	0.65	0.57	
<b>Quality of students</b>										
Very Satisfied	47.8%	18.6%	18.2%	45.5%	18.1%	15.5%	60.0%	19.1%	19.7%	
Satisfied	47.8%	45.6%	45.6%	45.5%	42.0%	43.1%	40.0%	47.8%	47.4%	
Marginally Satisfied	4.3%	26.2%	26.7%	9.1%	27.6%	28.2%	0.0%	25.3%	25.5%	
Not Satisfied	0.0%	9.7%	9.5%	0.0%	12.3%	13.1%	0.0%	7.8%	7.3%	
Total(n)	23	860	1,343	11	326	503	10	502	791	
Mean	3.43	2.73	2.72	3.36	2.66	2.61	3.60	2.78	2.80	
Standard deviation	0.59	0.87	0.87	0.67	0.91	0.90	0.52	0.84	0.84	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	0.80	0.82	-	0.77	0.83	-	0.98	0.95	
<b>Autonomy and independence</b>										
Very Satisfied	43.5%	37.3%	39.2%	36.4%	39.6%	38.4%	60.0%	36.0%	39.7%	
Satisfied	43.5%	46.3%	44.1%	54.5%	46.6%	45.5%	20.0%	46.7%	43.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Job Satisfaction: Workplace	
Marginally Satisfied	13.0%	13.0%	12.6%	9.1%	12.0%	12.1%	20.0%	13.5%	13.1%		
Not Satisfied	0.0%	3.4%	4.1%	0.0%	1.8%	4.0%	0.0%	3.8%	3.8%		
Total(n)	23	863	1,350	11	326	505	10	505	796		
Mean	3.30	3.18	3.18	3.27	3.24	3.18	3.40	3.15	3.19		
Standard deviation	0.70	0.78	0.81	0.65	0.73	0.79	0.84	0.79	0.80		
Significance	-			-			-				
Effect size	-	0.15	0.15	-	0.04	0.11	-	0.32	0.26		
<b>Departmental leadership</b>											Job Satisfaction: Workplace
Very Satisfied	30.4%	36.0%	36.8%	45.5%	42.7%	41.0%	20.0%	33.2%	34.8%		
Satisfied	39.1%	36.2%	34.7%	36.4%	35.7%	34.5%	30.0%	36.4%	35.1%		
Marginally Satisfied	17.4%	14.0%	14.0%	9.1%	10.1%	10.7%	30.0%	15.6%	15.3%		
Not Satisfied	13.0%	13.8%	14.5%	9.1%	11.6%	13.8%	20.0%	14.8%	14.8%		
Total(n)	23	867	1,354	11	328	507	10	506	797		
Mean	2.87	2.94	2.94	3.18	3.09	3.03	2.50	2.88	2.90		
Standard deviation	1.01	1.03	1.04	0.98	0.99	1.03	1.08	1.03	1.04		
Significance	-			-			-				
Effect size	-	-0.07	-0.07	-	0.09	0.15	-	-0.37	-0.38		
<b>Departmental support for work/life balance</b>										Job Satisfaction: Workplace	
Very Satisfied	13.0%	23.7%	24.7%	27.3%	27.3%	27.1%	0.0%	21.9%	23.4%		
Satisfied	47.8%	40.2%	39.0%	54.5%	43.6%	41.7%	50.0%	38.9%	37.9%		
Marginally Satisfied	30.4%	23.2%	22.2%	18.2%	19.0%	18.6%	30.0%	25.4%	24.0%		
Not Satisfied	8.7%	12.9%	14.1%	0.0%	10.1%	12.6%	20.0%	13.8%	14.7%		
Total(n)	23	866	1,352	11	326	506	10	507	796		
Mean	2.65	2.75	2.74	3.09	2.88	2.83	2.30	2.69	2.70		
Standard deviation	0.83	0.96	0.98	0.70	0.93	0.97	0.82	0.96	0.99		
Significance	-			-			-				
Effect size	-	-0.10	-0.09	-	0.23	0.27	-	-0.41	-0.40		
<b>Institutional support for work/life balance</b>										Job Satisfaction: Workplace	
Very Satisfied	8.7%	12.2%	12.1%	18.2%	15.3%	14.6%	0.0%	10.7%	10.6%		
Satisfied	21.7%	33.3%	33.4%	27.3%	36.1%	35.2%	20.0%	32.3%	32.7%		
Marginally Satisfied	34.8%	30.0%	30.3%	27.3%	27.8%	29.1%	50.0%	31.2%	31.2%		
Not Satisfied	34.8%	24.5%	24.2%	27.3%	20.8%	21.1%	30.0%	25.8%	25.6%		
Total(n)	23	867	1,352	11	327	506	10	507	796		
Mean	2.04	2.33	2.33	2.36	2.46	2.43	1.90	2.28	2.28		
Standard deviation	0.98	0.98	0.97	1.12	0.99	0.98	0.74	0.97	0.96		
Significance	-			-			-				
Effect size	-	-0.30	-0.30	-	-0.10	-0.07	-	-0.39	-0.40		
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation	
Very Satisfied	8.7%	9.3%	9.7%	9.1%	11.9%	12.3%	0.0%	7.8%	8.3%		
Satisfied	34.8%	38.7%	39.9%	45.5%	41.9%	41.2%	30.0%	37.7%	39.5%		
Marginally Satisfied	30.4%	27.5%	26.2%	18.2%	24.5%	24.8%	50.0%	29.3%	27.3%		
Not Satisfied	26.1%	24.5%	24.2%	27.3%	21.7%	21.8%	20.0%	25.3%	25.0%		
Total(n)	23	858	1,339	11	327	505	10	499	785		
Mean	2.26	2.33	2.35	2.36	2.44	2.44	2.10	2.28	2.31		
Standard deviation	0.96	0.95	0.95	1.03	0.96	0.96	0.74	0.93	0.94		
Significance	-			-			-				
Effect size	-	-0.07	-0.09	-	-0.08	-0.08	-	-0.19	-0.22		
<b>Relative equity of salary and job benefits</b>										Job Satisfaction: Compensation	
Very Satisfied	13.0%	6.2%	6.7%	18.2%	8.7%	9.8%	0.0%	4.6%	4.6%		
Satisfied	26.1%	26.6%	25.7%	27.3%	33.1%	29.3%	30.0%	22.8%	23.7%		
Marginally Satisfied	21.7%	32.0%	30.6%	9.1%	28.8%	28.7%	40.0%	34.3%	32.1%		
Not Satisfied	39.1%	35.2%	37.0%	45.5%	29.4%	32.1%	30.0%	38.3%	39.6%		



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Satisfaction: Workplace
Total(n)	23	854	1,335	11	323	498	10	499	788	
Mean	2.13	2.04	2.02	2.18	2.21	2.17	2.00	1.94	1.93	
Standard deviation	1.10	0.93	0.95	1.25	0.96	0.99	0.82	0.89	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.12	-	-0.03	0.01	-	0.07	0.08	
<b>Flexibility in relation to family matters or emergencies</b>										Job Satisfaction: Workplace
Very Satisfied	26.1%	34.4%	36.6%	27.3%	36.0%	35.9%	30.0%	33.6%	37.2%	
Satisfied	39.1%	43.1%	42.5%	54.5%	45.5%	45.7%	20.0%	41.8%	40.4%	
Marginally Satisfied	21.7%	16.7%	15.8%	9.1%	12.6%	12.6%	30.0%	18.8%	17.5%	
Not Satisfied	13.0%	5.8%	5.2%	9.1%	5.8%	5.8%	20.0%	5.8%	4.8%	
Total(n)	23	857	1,337	11	325	501	10	500	787	
Mean	2.78	3.06	3.10	3.00	3.12	3.12	2.60	3.03	3.10	
Standard deviation	1.00	0.86	0.85	0.89	0.84	0.84	1.17	0.87	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.33	-0.38	-	-0.14	-0.14	-	-0.49	-0.58	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										Job Satisfaction: Workplace
Very Satisfied	21.7%	22.4%	23.8%	27.3%	25.8%	25.7%	20.0%	20.8%	22.8%	
Satisfied	34.8%	46.3%	45.9%	45.5%	48.4%	50.0%	20.0%	45.3%	43.5%	
Marginally Satisfied	26.1%	21.2%	21.1%	18.2%	21.1%	19.0%	30.0%	21.0%	22.1%	
Not Satisfied	17.4%	10.0%	9.3%	9.1%	4.7%	5.3%	30.0%	13.0%	11.6%	
Total(n)	23	833	1,301	11	318	490	10	486	768	
Mean	2.61	2.81	2.84	2.91	2.95	2.96	2.30	2.74	2.77	
Standard deviation	1.03	0.90	0.89	0.94	0.81	0.81	1.16	0.93	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.26	-	-0.05	-0.06	-	-0.47	-0.51	
<b>Overall job</b>										
Very Satisfied	4.3%	19.5%	19.3%	9.1%	25.3%	24.1%	0.0%	16.6%	16.8%	
Satisfied	47.8%	50.1%	49.5%	45.5%	47.3%	46.0%	60.0%	53.0%	52.3%	
Marginally Satisfied	39.1%	22.5%	23.6%	36.4%	19.2%	21.9%	30.0%	23.3%	23.9%	
Not Satisfied	8.7%	7.9%	7.7%	9.1%	8.2%	8.1%	10.0%	7.1%	7.1%	
Total(n)	23	866	1,350	11	328	507	10	506	794	
Mean	2.48	2.81	2.80	2.55	2.90	2.86	2.50	2.79	2.79	
Standard deviation	0.73	0.84	0.84	0.82	0.88	0.87	0.71	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.39	-0.38	-	-0.40	-0.36	-	-0.36	-0.36	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										
<b>Managing household responsibilities</b>										
Extensive	13.6%	29.3%	28.5%	9.1%	18.4%	18.2%	22.2%	36.8%	35.0%	
Somewhat	45.5%	49.6%	51.8%	36.4%	57.0%	57.0%	44.4%	45.0%	49.0%	
Not at All	40.9%	21.0%	19.7%	54.5%	24.6%	24.8%	33.3%	18.2%	16.0%	
Total(n)	22	842	1,318	11	321	495	9	489	774	
Mean	1.73	2.08	2.09	1.55	1.94	1.93	1.89	2.19	2.19	
Standard deviation	0.70	0.71	0.69	0.69	0.65	0.65	0.78	0.72	0.69	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.49	-0.52	-	-0.60	-0.58	-	-0.42	-0.43	
<b>Review/promotion process</b>										
Extensive	11.1%	20.2%	20.6%	0.0%	13.5%	16.0%	28.6%	24.3%	23.4%	
Somewhat	61.1%	38.9%	39.2%	66.7%	36.9%	35.5%	42.9%	40.9%	42.0%	
Not at All	27.8%	40.9%	40.2%	33.3%	49.6%	48.5%	28.6%	34.7%	34.6%	
Total(n)	18	712	1,111	9	282	431	7	403	641	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Mean	1.83	1.79	1.80	1.67	1.64	1.68	2.00	1.90	1.89	
Standard deviation	0.62	0.75	0.76	0.50	0.71	0.74	0.82	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.04	-0.01	-	0.13	0.15	
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>										
Extensive	15.0%	10.8%	10.1%	10.0%	5.5%	7.2%	12.5%	12.6%	10.2%	
Somewhat	15.0%	27.1%	27.3%	0.0%	18.6%	19.1%	37.5%	32.4%	32.6%	
Not at All	70.0%	62.1%	62.6%	90.0%	75.9%	73.6%	50.0%	55.1%	57.2%	
Total(n)	20	775	1,203	10	290	444	8	454	715	
Mean	1.45	1.49	1.47	1.20	1.30	1.34	1.63	1.57	1.53	
Standard deviation	0.76	0.68	0.67	0.63	0.57	0.61	0.74	0.70	0.67	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.18	-0.23	-	0.09	0.15	
<b>Committee work</b>										
Extensive	31.8%	21.1%	19.8%	27.3%	16.7%	16.2%	33.3%	23.3%	21.7%	
Somewhat	54.5%	51.4%	54.0%	54.5%	53.8%	55.9%	55.6%	50.0%	53.2%	
Not at All	13.6%	27.5%	26.2%	18.2%	29.5%	27.9%	11.1%	26.7%	25.1%	
Total(n)	22	806	1,276	11	312	488	9	464	742	
Mean	2.18	1.94	1.94	2.09	1.87	1.88	2.22	1.97	1.97	
Standard deviation	0.66	0.69	0.68	0.70	0.67	0.65	0.67	0.71	0.68	
Significance	-			-			-			
Effect size	-	0.35	0.35	-	0.33	0.32	-	0.35	0.37	
<b>Faculty meetings</b>										
Extensive	23.8%	16.5%	16.9%	9.1%	13.7%	15.3%	37.5%	17.9%	17.8%	
Somewhat	47.6%	45.0%	44.7%	45.5%	46.8%	46.4%	62.5%	43.5%	43.3%	
Not at All	28.6%	38.5%	38.4%	45.5%	39.5%	38.2%	0.0%	38.6%	38.9%	
Total(n)	21	818	1,288	11	314	489	8	474	753	
Mean	1.95	1.78	1.79	1.64	1.74	1.77	2.38	1.79	1.79	
Standard deviation	0.74	0.71	0.71	0.67	0.68	0.70	0.52	0.72	0.72	
Significance	-			-			-	*	*	
Effect size	-	0.24	0.23	-	-0.15	-0.19	-	0.82	0.82	
<b>Students</b>										
Extensive	13.6%	15.4%	14.6%	9.1%	10.5%	10.4%	22.2%	17.9%	17.2%	
Somewhat	68.2%	55.9%	57.0%	72.7%	56.3%	55.9%	66.7%	55.8%	57.6%	
Not at All	18.2%	28.7%	28.4%	18.2%	33.1%	33.7%	11.1%	26.2%	25.2%	
Total(n)	22	850	1,328	11	323	499	9	496	781	
Mean	1.95	1.87	1.86	1.91	1.77	1.77	2.11	1.92	1.92	
Standard deviation	0.58	0.65	0.64	0.54	0.62	0.62	0.60	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.12	0.14	-	0.23	0.23	-	0.29	0.29	
<b>Research or publishing demands</b>										
Extensive	18.2%	19.7%	20.7%	9.1%	13.7%	15.2%	33.3%	22.7%	23.7%	
Somewhat	36.4%	45.5%	46.8%	18.2%	46.3%	47.0%	44.4%	45.8%	47.4%	
Not at All	45.5%	34.8%	32.5%	72.7%	40.0%	37.9%	22.2%	31.5%	28.9%	
Total(n)	22	756	1,189	11	300	462	9	428	684	
Mean	1.73	1.85	1.88	1.36	1.74	1.77	2.11	1.91	1.95	
Standard deviation	0.77	0.72	0.72	0.67	0.68	0.69	0.78	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.17	-0.21	-	-0.56	-0.59	-	0.27	0.22	
<b>Institutional procedures and "red tape"</b>										
Extensive	63.6%	34.0%	34.4%	63.6%	34.0%	35.8%	55.6%	33.1%	32.9%	
Somewhat	31.8%	47.1%	47.1%	27.3%	45.9%	46.2%	44.4%	48.2%	48.2%	
Not at All	4.5%	18.9%	18.5%	9.1%	20.1%	18.0%	0.0%	18.7%	18.9%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	Career-Related Stress
Total(n)	22	824	1,294	11	318	494	9	475	753	
Mean	2.59	2.15	2.16	2.55	2.14	2.18	2.56	2.14	2.14	
Standard deviation	0.59	0.71	0.71	0.69	0.72	0.71	0.53	0.71	0.71	
Significance	-	**	**	-	-	-	-	-	-	
Effect size	-	0.62	0.61	-	0.57	0.52	-	0.59	0.59	
<b>Teaching load</b>										Career-Related Stress
Extensive	31.8%	27.0%	25.0%	27.3%	21.3%	21.3%	33.3%	30.3%	27.1%	
Somewhat	40.9%	45.8%	47.5%	36.4%	47.5%	47.2%	44.4%	44.3%	47.5%	
Not at All	27.3%	27.1%	27.5%	36.4%	31.3%	31.5%	22.2%	25.5%	25.4%	
Total(n)	22	829	1,295	11	320	492	9	479	756	
Mean	2.05	2.00	1.98	1.91	1.90	1.90	2.11	2.05	2.02	
Standard deviation	0.79	0.74	0.72	0.83	0.72	0.72	0.78	0.75	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.10	-	0.01	0.01	-	0.08	0.13	
<b>Lack of personal time</b>										Career-Related Stress
Extensive	27.3%	35.0%	32.8%	18.2%	23.5%	23.8%	22.2%	41.3%	38.0%	
Somewhat	54.5%	41.9%	44.4%	45.5%	47.5%	47.7%	77.8%	39.5%	43.3%	
Not at All	18.2%	23.1%	22.8%	36.4%	29.0%	28.5%	0.0%	19.2%	18.7%	
Total(n)	22	844	1,322	11	324	501	9	489	774	
Mean	2.09	2.12	2.10	1.82	1.94	1.95	2.22	2.22	2.19	
Standard deviation	0.68	0.75	0.74	0.75	0.72	0.72	0.44	0.75	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.01	-	-0.17	-0.18	-	0.00	0.04	
<b>Job security</b>										Career-Related Stress
Extensive	4.8%	7.9%	8.9%	9.1%	5.8%	7.9%	0.0%	8.8%	9.3%	
Somewhat	28.6%	26.4%	28.3%	27.3%	23.0%	25.4%	25.0%	28.0%	29.3%	
Not at All	66.7%	65.7%	62.7%	63.6%	71.2%	66.7%	75.0%	63.2%	61.4%	
Total(n)	21	798	1,256	11	313	484	8	457	728	
Mean	1.38	1.42	1.46	1.45	1.35	1.41	1.25	1.46	1.48	
Standard deviation	0.59	0.63	0.65	0.69	0.58	0.63	0.46	0.65	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.12	-	0.17	0.06	-	-0.32	-0.35	
<b>Self-imposed high expectations</b>										Career-Related Stress
Extensive	22.7%	37.4%	36.8%	18.2%	31.6%	30.9%	33.3%	41.2%	41.1%	
Somewhat	68.2%	48.3%	49.6%	72.7%	50.3%	52.4%	55.6%	46.7%	47.2%	
Not at All	9.1%	14.3%	13.6%	9.1%	18.1%	16.7%	11.1%	12.1%	11.8%	
Total(n)	22	839	1,320	11	320	498	9	488	774	
Mean	2.14	2.23	2.23	2.09	2.13	2.14	2.22	2.29	2.29	
Standard deviation	0.56	0.68	0.67	0.54	0.69	0.68	0.67	0.67	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.13	-	-0.06	-0.07	-	-0.10	-0.10	
<b>Increased work responsibilities</b>										Career-Related Stress
Extensive	50.0%	35.9%	37.4%	54.5%	27.3%	29.4%	44.4%	41.5%	43.0%	
Somewhat	36.4%	44.0%	43.9%	36.4%	48.9%	49.0%	33.3%	40.7%	40.5%	
Not at All	13.6%	20.1%	18.7%	9.1%	23.8%	21.7%	22.2%	17.8%	16.5%	
Total(n)	22	841	1,316	11	319	494	9	489	772	
Mean	2.36	2.16	2.19	2.45	2.03	2.08	2.22	2.24	2.27	
Standard deviation	0.73	0.73	0.73	0.69	0.72	0.71	0.83	0.73	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.27	0.23	-	0.58	0.52	-	-0.03	-0.07	
<b>Institutional budget cuts</b>										Career-Related Stress
Extensive	47.6%	27.1%	30.6%	54.5%	26.3%	31.3%	37.5%	27.3%	30.3%	
Somewhat	47.6%	47.3%	45.2%	45.5%	46.8%	44.1%	62.5%	48.6%	46.5%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Not at All	4.8%	25.5%	24.2%	0.0%	26.9%	24.6%	0.0%	24.1%	23.2%	
Total(n)	21	811	1,275	11	312	483	8	469	749	
Mean	2.43	2.02	2.06	2.55	1.99	2.07	2.38	2.03	2.07	
Standard deviation	0.60	0.73	0.74	0.52	0.73	0.75	0.52	0.72	0.73	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.56	0.50	-	0.77	0.64	-	0.49	0.42	
<b>Have you been sexually harassed at this institution?</b>										
Yes	4.5%	9.7%	8.5%	9.1%	4.5%	4.1%	0.0%	12.6%	11.0%	
No	95.5%	90.3%	91.5%	90.9%	95.5%	95.9%	100.0%	87.4%	89.0%	
Total(n)	22	872	1,363	11	335	516	9	506	799	
<b>In the past year, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	54.5%	46.8%	48.2%	45.5%	41.9%	43.5%	55.6%	49.6%	50.6%	
No	45.5%	53.2%	51.8%	54.5%	58.1%	56.5%	44.4%	50.4%	49.4%	
Total(n)	22	863	1,347	11	327	506	9	504	792	
<b>Considered leaving this institution for another?</b>										
Yes	45.5%	53.4%	53.3%	54.5%	54.9%	54.4%	22.2%	51.7%	52.3%	
No	54.5%	46.6%	46.7%	45.5%	45.1%	45.6%	77.8%	48.3%	47.7%	
Total(n)	22	861	1,340	11	328	507	9	501	784	
<b>Engaged in public service/professional consulting without pay?</b>										Civic Minded Practice
Yes	68.2%	56.5%	56.8%	54.5%	55.2%	56.0%	77.8%	56.6%	56.6%	
No	31.8%	43.5%	43.2%	45.5%	44.8%	44.0%	22.2%	43.4%	43.4%	
Total(n)	22	858	1,339	11	326	504	9	500	786	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	4.5%	19.1%	20.4%	0.0%	18.4%	19.0%	11.1%	18.4%	20.7%	
No	95.5%	80.9%	79.6%	100.0%	81.6%	81.0%	88.9%	81.6%	79.3%	
Total(n)	22	857	1,340	11	326	505	9	500	787	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	4.5%	39.0%	32.8%	9.1%	34.7%	30.5%	0.0%	41.9%	34.5%	
No	95.5%	61.0%	67.2%	90.9%	65.3%	69.5%	100.0%	58.1%	65.5%	
Total(n)	22	849	1,331	11	323	502	9	494	780	
<b>Do you plan to retire within the next three years?</b>										
Yes	18.2%	13.9%	13.7%	27.3%	15.2%	14.6%	11.1%	13.8%	13.4%	
No	81.8%	86.1%	86.3%	72.7%	84.8%	85.4%	88.9%	86.2%	86.6%	
Total(n)	22	846	1,326	11	323	499	9	492	779	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	9.1%	11.0%	11.2%	0.0%	4.3%	4.6%	11.1%	15.8%	15.6%	
No	90.9%	89.0%	88.8%	100.0%	95.7%	95.4%	88.9%	84.2%	84.4%	
Total(n)	22	851	1,331	11	324	501	9	495	781	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	54.5%	35.3%	36.0%	81.8%	40.1%	40.8%	33.3%	31.8%	33.1%	
No	45.5%	64.7%	64.0%	18.2%	59.9%	59.2%	66.7%	68.2%	66.9%	
Total(n)	22	848	1,329	11	324	502	9	493	780	
<b>Citizenship status:</b>										
U.S. citizen	95.5%	94.7%	95.1%	100.0%	94.1%	94.4%	88.9%	95.3%	95.6%	
Permanent resident (green card)	4.5%	4.5%	4.0%	0.0%	5.0%	4.4%	11.1%	4.1%	3.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.8%	0.9%	0.0%	0.9%	1.2%	0.0%	0.6%	0.6%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	875	1,365	11	337	519	9	508	800	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	0.0%	0.2%	0.3%	
Conservative	10.0%	8.2%	7.7%	0.0%	10.7%	10.1%	25.0%	6.5%	5.9%	
Middle-of-the-road	35.0%	30.0%	30.2%	45.5%	35.7%	34.0%	12.5%	27.3%	28.2%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Liberal	40.0%	48.0%	49.3%	45.5%	42.4%	45.5%	37.5%	52.2%	52.7%	
Far left	15.0%	13.5%	12.5%	9.1%	11.0%	10.1%	25.0%	13.7%	12.9%	
Total(n)	20	842	1,322	11	328	506	8	490	776	
<b>If given the choice, would you:</b>										
<b>Still come to this institution?</b>										
Definitely yes	22.7%	36.4%	36.8%	36.4%	38.6%	37.5%	11.1%	35.7%	36.7%	
Probably yes	50.0%	37.7%	37.1%	45.5%	35.0%	35.5%	55.6%	40.2%	38.8%	
Not sure	13.6%	15.5%	15.3%	9.1%	13.6%	14.3%	22.2%	16.4%	15.8%	
Probably no	9.1%	7.1%	7.3%	9.1%	9.5%	8.9%	0.0%	4.3%	5.6%	
Definitely no	4.5%	3.3%	3.4%	0.0%	3.3%	3.9%	11.1%	3.4%	3.1%	
Total(n)	22	876	1,365	11	337	518	9	507	799	
Mean	3.77	3.97	3.97	4.09	3.96	3.94	3.56	4.01	4.00	
Standard deviation	1.07	1.05	1.06	0.94	1.09	1.10	1.13	1.00	1.02	
Significance	-			-			-			
Effect size	-	-0.19	-0.19	-	0.12	0.14	-	-0.45	-0.43	
<b>Still be a college professor?</b>										
Definitely yes	36.4%	58.2%	56.5%	54.5%	62.2%	60.7%	22.2%	56.5%	54.5%	
Probably yes	40.9%	27.1%	29.3%	27.3%	24.8%	26.4%	55.6%	28.2%	30.8%	
Not sure	22.7%	9.9%	10.2%	18.2%	8.5%	9.2%	22.2%	10.5%	10.7%	
Probably no	0.0%	4.0%	3.2%	0.0%	4.2%	3.1%	0.0%	3.8%	3.1%	
Definitely no	0.0%	0.7%	0.8%	0.0%	0.3%	0.6%	0.0%	1.0%	0.9%	
Total(n)	22	867	1,355	11	331	511	9	504	796	
Mean	4.14	4.38	4.38	4.36	4.44	4.43	4.00	4.36	4.35	
Standard deviation	0.77	0.87	0.85	0.81	0.84	0.83	0.71	0.89	0.86	
Significance	-			-			-			
Effect size	-	-0.28	-0.28	-	-0.10	-0.08	-	-0.40	-0.41	
<b>Please select your base institutional salary.</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
\$30,000-39,999	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.2%	0.1%	
\$40,000-49,999	4.5%	3.0%	2.5%	9.1%	2.0%	1.5%	0.0%	3.2%	2.8%	
\$50,000-59,999	27.3%	8.2%	9.7%	18.2%	5.0%	4.6%	33.3%	10.3%	12.8%	
\$60,000-69,999	27.3%	14.9%	16.4%	27.3%	10.1%	12.0%	22.2%	18.3%	19.6%	
\$70,000-79,999	13.6%	12.4%	15.1%	9.1%	12.8%	15.4%	22.2%	12.6%	15.2%	
\$80,000-89,999	13.6%	14.5%	14.9%	18.2%	13.4%	15.8%	11.1%	15.1%	14.5%	
\$90,000-99,999	4.5%	15.4%	12.8%	9.1%	16.1%	13.1%	0.0%	14.4%	12.4%	
\$100,000-124,999	0.0%	24.5%	20.5%	0.0%	29.5%	25.1%	0.0%	21.1%	17.3%	
\$125,000-149,999	9.1%	5.4%	5.9%	9.1%	8.4%	9.3%	11.1%	3.7%	3.7%	
\$150,000-199,999	0.0%	1.3%	1.6%	0.0%	2.3%	2.3%	0.0%	0.7%	1.3%	
\$200,000-249,999	0.0%	0.1%	0.2%	0.0%	0.0%	0.4%	0.0%	0.2%	0.1%	
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	759	1,222	11	298	474	9	436	709	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	0.0%	4.7%	4.9%	0.0%	5.7%	5.0%	0.0%	4.1%	4.8%	
9/10 months	81.8%	70.2%	74.4%	90.9%	73.6%	77.1%	66.7%	68.0%	72.5%	
11/12 months	18.2%	25.0%	20.7%	9.1%	20.7%	17.9%	33.3%	27.8%	22.7%	
Total(n)	22	759	1,224	11	299	476	9	435	709	
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>										
Less than \$5,000	0.0%	7.8%	8.5%	0.0%	7.7%	6.7%	0.0%	8.3%	10.0%	
\$5,000-9,999	0.0%	8.9%	11.3%	0.0%	11.5%	16.7%	0.0%	8.3%	10.0%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
\$10,000-14,999	0.0%	16.7%	16.0%	0.0%	26.9%	23.3%	0.0%	11.7%	12.9%	
\$15,000-19,999	0.0%	8.9%	9.4%	0.0%	3.8%	3.3%	0.0%	11.7%	11.4%	
\$20,000-24,999	0.0%	4.4%	4.7%	0.0%	3.8%	6.7%	0.0%	5.0%	4.3%	
\$25,000-29,999	0.0%	4.4%	4.7%	0.0%	3.8%	3.3%	0.0%	5.0%	5.7%	
\$30,000-34,999	0.0%	5.6%	6.6%	0.0%	3.8%	3.3%	0.0%	5.0%	7.1%	
\$35,000-39,999	0.0%	8.9%	7.5%	0.0%	7.7%	6.7%	0.0%	10.0%	8.6%	
\$40,000-44,999	0.0%	5.6%	5.7%	0.0%	3.8%	3.3%	0.0%	5.0%	4.3%	
\$45,000-49,999	0.0%	6.7%	5.7%	0.0%	11.5%	10.0%	0.0%	5.0%	4.3%	
\$50,000-59,999	0.0%	5.6%	5.7%	0.0%	0.0%	3.3%	0.0%	6.7%	5.7%	
\$60,000-69,999	0.0%	7.8%	6.6%	0.0%	7.7%	6.7%	0.0%	8.3%	7.1%	
\$70,000-79,999	0.0%	5.6%	4.7%	0.0%	3.8%	3.3%	0.0%	6.7%	5.7%	
\$80,000-89,999	0.0%	2.2%	1.9%	0.0%	3.8%	3.3%	0.0%	1.7%	1.4%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	1.1%	0.9%	0.0%	0.0%	0.0%	0.0%	1.7%	1.4%	
<b>Total(n)</b>	0	90	106	0	26	30	0	60	70	
<b>Per-Course earnings for part-time faculty.</b>										
Less than \$500	0.0%	4.8%	4.1%	0.0%	4.2%	3.6%	0.0%	5.4%	4.7%	
\$500-999	0.0%	7.1%	7.2%	0.0%	0.0%	0.0%	0.0%	10.7%	10.9%	
\$1,000-1,499	0.0%	14.3%	15.5%	0.0%	12.5%	14.3%	0.0%	14.3%	15.6%	
\$1,500-1,999	0.0%	7.1%	6.2%	0.0%	0.0%	0.0%	0.0%	10.7%	9.4%	
\$2,000-2,499	0.0%	2.4%	3.1%	0.0%	0.0%	3.6%	0.0%	3.6%	3.1%	
\$2,500-2,999	0.0%	3.6%	4.1%	0.0%	4.2%	3.6%	0.0%	3.6%	4.7%	
\$3,000-3,499	0.0%	8.3%	9.3%	0.0%	8.3%	10.7%	0.0%	8.9%	9.4%	
\$3,500-3,999	0.0%	7.1%	7.2%	0.0%	0.0%	0.0%	0.0%	10.7%	9.4%	
\$4,000-4,499	0.0%	3.6%	5.2%	0.0%	4.2%	3.6%	0.0%	1.8%	4.7%	
\$4,500-4,999	0.0%	4.8%	5.2%	0.0%	8.3%	7.1%	0.0%	3.6%	4.7%	
\$5,000-5,499	0.0%	7.1%	7.2%	0.0%	12.5%	14.3%	0.0%	5.4%	4.7%	
\$5,500-5,999	0.0%	9.5%	8.2%	0.0%	8.3%	7.1%	0.0%	8.9%	7.8%	
\$6,000-6,499	0.0%	9.5%	8.2%	0.0%	12.5%	10.7%	0.0%	8.9%	7.8%	
\$6,500-6,999	0.0%	6.0%	5.2%	0.0%	8.3%	7.1%	0.0%	3.6%	3.1%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	1.2%	1.0%	0.0%	4.2%	3.6%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	1.2%	1.0%	0.0%	4.2%	3.6%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	2.4%	2.1%	0.0%	8.3%	7.1%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	0	84	97	0	24	28	0	56	64	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.6%	0.4%	0.0%	1.2%	0.8%	0.0%	0.2%	0.1%	
Master's (M.A., M.S.)	4.5%	11.8%	11.0%	9.1%	6.8%	8.5%	0.0%	14.9%	12.4%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	4.8%	4.5%	0.0%	3.6%	3.7%	0.0%	5.5%	5.1%	
J.D.	4.5%	0.7%	1.0%	0.0%	0.9%	1.3%	11.1%	0.6%	0.8%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.5%	0.4%	0.0%	0.6%	0.6%	0.0%	0.4%	0.3%	
Ph.D.	77.3%	69.1%	69.9%	72.7%	77.7%	76.1%	77.8%	63.7%	66.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	13.6%	11.8%	11.5%	18.2%	8.6%	8.5%	11.1%	14.3%	13.6%	
Other	0.0%	0.7%	1.4%	0.0%	0.6%	0.6%	0.0%	0.4%	1.8%	
<b>Total(n)</b>	22	878	1,367	11	337	519	9	509	800	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.8%	0.7%	0.0%	0.9%	0.8%	0.0%	0.8%	0.6%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.4%	0.4%	0.0%	0.6%	0.4%	0.0%	0.2%	0.4%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	2.5%	2.6%	0.0%	1.2%	2.0%	0.0%	3.2%	2.7%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.2%	1.6%	0.0%	0.6%	1.2%	0.0%	1.2%	1.7%	
Other	0.0%	0.6%	0.7%	0.0%	0.3%	0.6%	0.0%	0.8%	0.8%	
None	100.0%	94.6%	94.1%	100.0%	96.3%	95.0%	100.0%	93.8%	93.9%	
<b>Total(n)</b>	<b>21</b>	<b>852</b>	<b>1,330</b>	<b>10</b>	<b>323</b>	<b>500</b>	<b>9</b>	<b>499</b>	<b>784</b>	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	17.2%	6.2%	6.0%	16.7%	6.4%	6.6%	21.4%	6.1%	5.8%	
Dean (including Associate or Assistant)	0.0%	1.1%	1.0%	0.0%	2.1%	1.6%	0.0%	0.4%	0.6%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.2%	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%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Other	6.9%	11.8%	12.5%	8.3%	10.7%	11.9%	0.0%	12.9%	13.2%	
Not applicable	51.7%	51.7%	49.4%	66.7%	49.4%	46.9%	42.9%	52.9%	51.0%	
<b>Total(n)</b>	<b>29</b>	<b>1,196</b>	<b>1,901</b>	<b>12</b>	<b>468</b>	<b>729</b>	<b>14</b>	<b>684</b>	<b>1,102</b>	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
Native American/Alaska Native	3.4%	1.9%	1.8%	8.3%	2.1%	1.6%	0.0%	1.8%	1.7%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.4%	4.3%	3.4%	0.0%	2.8%	2.3%	7.1%	5.6%	4.4%	
Filipina/o/x	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.3%	0.4%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.7%	0.5%	0.0%	0.2%	0.4%	0.0%	1.0%	0.6%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	1.7%	1.3%	0.0%	2.6%	2.3%	0.0%	1.0%	0.6%	
Other Asian	0.0%	0.6%	0.4%	0.0%	1.3%	0.8%	0.0%	0.1%	0.2%	
African American/Black	0.0%	2.3%	1.9%	0.0%	1.3%	1.2%	0.0%	3.1%	2.4%	
African	0.0%	0.4%	0.4%	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	
Caribbean	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	0.0%	0.6%	0.4%	
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian or Other Pacific Islander	0.0%	0.3%	0.2%	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	
Mexican American/Chicana/o/e/x	0.0%	3.6%	3.2%	0.0%	3.6%	3.3%	0.0%	3.7%	3.2%	
Puerto Rican	0.0%	0.6%	0.4%	0.0%	0.6%	0.4%	0.0%	0.6%	0.5%	
Central American	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	
South American	0.0%	0.9%	0.7%	0.0%	0.9%	0.7%	0.0%	1.0%	0.8%	
Other Hispanic or Latina/o/e/x	0.0%	1.1%	1.0%	0.0%	1.3%	1.1%	0.0%	1.0%	1.0%	
Middle Eastern	0.0%	1.0%	0.9%	0.0%	1.7%	1.2%	0.0%	0.4%	0.6%	
European	65.5%	52.8%	53.1%	91.7%	53.4%	53.6%	42.9%	52.9%	53.4%	
Other White	6.9%	6.3%	6.4%	8.3%	6.0%	5.3%	7.1%	6.6%	7.2%	
Other	0.0%	1.0%	0.9%	0.0%	1.1%	0.8%	0.0%	0.7%	0.8%	
<b>Total(n)</b>	<b>29</b>	<b>1,196</b>	<b>1,901</b>	<b>12</b>	<b>468</b>	<b>729</b>	<b>14</b>	<b>684</b>	<b>1,102</b>	
<b>Race/Ethnicity Group (with multiple race category)</b>										
Native American/Alaska Native	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	
Asian/Pacific Islander	4.8%	8.7%	7.0%	0.0%	8.6%	7.6%	12.5%	9.1%	6.9%	
Black/African American	0.0%	2.9%	2.6%	0.0%	1.2%	1.4%	0.0%	4.2%	3.4%	
Latina/o/e/x	0.0%	5.1%	5.0%	0.0%	4.9%	4.8%	0.0%	5.2%	5.1%	
White	90.5%	74.9%	77.8%	90.9%	76.1%	78.7%	87.5%	74.0%	77.4%	
Other Race/Ethnicity	0.0%	0.5%	0.7%	0.0%	0.3%	0.4%	0.0%	0.2%	0.5%	
Two or More Races/Ethnicities	4.8%	8.0%	6.7%	9.1%	8.9%	7.0%	0.0%	7.2%	6.4%	
<b>Total (n)</b>	<b>21</b>	<b>851</b>	<b>1,328</b>	<b>11</b>	<b>327</b>	<b>503</b>	<b>8</b>	<b>497</b>	<b>784</b>	
<b>Is English your native language?</b>										
Yes	100.0%	88.6%	90.0%	100.0%	87.8%	88.9%	100.0%	89.1%	90.7%	
No	0.0%	11.4%	10.0%	0.0%	12.2%	11.1%	0.0%	10.9%	9.3%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)	21	871	1,354	10	336	514	9	504	794	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	90.0%	85.3%	86.2%	100.0%	88.7%	90.1%	87.5%	86.3%	86.7%	
Gay	0.0%	2.1%	2.0%	0.0%	5.3%	5.1%	0.0%	0.2%	0.1%	
Lesbian	5.0%	1.7%	1.8%	0.0%	0.0%	0.0%	12.5%	2.4%	2.6%	
Bisexual	0.0%	3.5%	3.6%	0.0%	2.8%	2.4%	0.0%	4.0%	4.4%	
Queer	0.0%	2.6%	2.4%	0.0%	0.3%	0.2%	0.0%	2.6%	2.7%	
Pansexual	0.0%	1.3%	1.0%	0.0%	0.3%	0.2%	0.0%	1.6%	1.2%	
Asexual	5.0%	1.2%	0.9%	0.0%	0.0%	0.2%	0.0%	1.6%	1.2%	
Not listed above	0.0%	2.3%	2.1%	0.0%	2.5%	1.8%	0.0%	1.2%	1.3%	
Total (n)	20	838	1,309	11	319	494	8	496	781	
<b>Do you identify as transgender?</b>										
No	100.0%	99.7%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	99.9%	
Yes	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	27	1,183	1,882	12	466	725	14	681	1,098	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	63.6%	57.1%	56.7%	72.7%	54.2%	53.8%	55.6%	58.6%	57.9%	
1	9.1%	19.2%	18.3%	0.0%	15.3%	15.8%	22.2%	21.5%	19.7%	
2	13.6%	16.5%	18.2%	18.2%	21.5%	21.2%	0.0%	13.6%	16.7%	
3	9.1%	6.0%	5.4%	9.1%	8.4%	8.3%	11.1%	4.9%	4.0%	
4+	4.5%	1.2%	1.4%	0.0%	0.7%	0.9%	11.1%	1.3%	1.6%	
Total(n)	22	751	1,164	11	275	424	9	447	699	
<b>18 years or older</b>										
0	55.0%	55.6%	57.5%	40.0%	47.9%	51.8%	66.7%	59.4%	60.6%	
1	20.0%	14.1%	13.3%	30.0%	14.0%	13.3%	11.1%	14.2%	13.2%	
2	15.0%	17.7%	17.6%	10.0%	21.6%	19.9%	22.2%	15.8%	16.9%	
3	10.0%	6.9%	7.0%	20.0%	9.9%	9.5%	0.0%	5.0%	5.2%	
4+	0.0%	5.7%	4.5%	0.0%	6.5%	5.5%	0.0%	5.5%	4.1%	
Total(n)	20	753	1,179	10	292	452	9	436	688	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	25.0%	7.3%	6.1%	0.0%	5.2%	5.3%	0.0%	8.3%	6.5%	
Satisfied	0.0%	14.1%	12.9%	0.0%	16.9%	14.9%	0.0%	12.5%	11.3%	
Marginally satisfied	0.0%	15.1%	12.9%	0.0%	18.2%	16.7%	0.0%	13.3%	10.8%	
Not satisfied	75.0%	63.4%	68.1%	100.0%	59.7%	63.2%	100.0%	65.8%	71.5%	
Total(n)	4	205	310	2	77	114	1	120	186	
Mean	1.75	1.65	1.57	1.00	1.68	1.62	1.00	1.63	1.53	
Standard deviation	1.50	0.98	0.93	0.00	0.94	0.93	.	1.00	0.93	
Significance	-			-			-			
Effect size	-	0.10	0.19	-	-0.72	-0.67	-	-0.63	-0.57	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.2%	0.1%	0.0%	0.5%	0.3%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	5.6%	3.8%	3.0%	10.0%	1.8%	1.4%	0.0%	4.4%	3.5%	
\$50,000 - \$59,999	22.2%	9.6%	10.2%	10.0%	5.0%	4.4%	33.3%	12.9%	14.2%	
\$60,000 - \$69,999	27.8%	16.2%	16.9%	30.0%	11.0%	12.1%	16.7%	20.3%	20.5%	
\$70,000 - \$79,999	16.7%	12.1%	16.2%	10.0%	12.8%	17.0%	33.3%	11.9%	15.8%	
\$80,000 - \$89,999	11.1%	14.3%	15.4%	20.0%	14.2%	16.7%	0.0%	14.9%	15.2%	
\$90,000 - \$99,999	5.6%	15.8%	12.6%	10.0%	17.4%	12.6%	0.0%	14.2%	12.5%	
\$100,000 - \$124,999	0.0%	22.8%	18.8%	0.0%	28.8%	24.4%	0.0%	18.3%	14.6%	



**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
\$125,000 - \$149,999	11.1%	4.5%	5.4%	10.0%	7.3%	8.8%	16.7%	2.7%	2.9%	
\$150,000 - \$199,999	0.0%	0.6%	1.1%	0.0%	1.4%	1.9%	0.0%	0.0%	0.6%	
\$200,000 - \$249,999	0.0%	0.2%	0.2%	0.0%	0.0%	0.3%	0.0%	0.3%	0.2%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	18	531	908	10	219	365	6	295	513	
Mean	7.78	8.89	8.78	8.00	9.43	9.34	7.83	8.52	8.40	
Standard deviation	1.99	1.97	1.96	2.05	1.86	1.90	2.23	1.94	1.89	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.56	-0.51	-	-0.77	-0.71	-	-0.36	-0.30	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.8%	0.6%	
\$40,000 - \$49,999	0.0%	1.6%	1.6%	0.0%	3.2%	2.4%	0.0%	0.8%	1.3%	
\$50,000 - \$59,999	50.0%	4.2%	7.5%	100.0%	3.2%	4.7%	33.3%	5.0%	9.4%	
\$60,000 - \$69,999	25.0%	13.2%	15.1%	0.0%	9.7%	12.9%	33.3%	14.9%	16.3%	
\$70,000 - \$79,999	0.0%	12.6%	11.5%	0.0%	12.9%	9.4%	0.0%	13.2%	13.1%	
\$80,000 - \$89,999	25.0%	13.7%	12.7%	0.0%	9.7%	10.6%	33.3%	14.9%	13.1%	
\$90,000 - \$99,999	0.0%	13.7%	13.1%	0.0%	11.3%	14.1%	0.0%	14.0%	11.9%	
\$100,000 - \$124,999	0.0%	28.4%	25.4%	0.0%	30.6%	28.2%	0.0%	27.3%	23.8%	
\$125,000 - \$149,999	0.0%	8.9%	8.7%	0.0%	14.5%	12.9%	0.0%	6.6%	6.9%	
\$150,000 - \$199,999	0.0%	3.2%	3.6%	0.0%	4.8%	3.5%	0.0%	2.5%	3.8%	
\$200,000 - \$249,999	0.0%	0.0%	0.4%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	190	252	1	62	85	3	121	160	
Mean	7.00	9.49	9.34	6.00	9.81	9.71	7.33	9.33	9.13	
Standard deviation	1.41	1.94	2.06	.	2.04	2.06	1.53	1.91	2.07	
Significance	-	*	*	-			-			
Effect size	-	-1.28	-1.14	-	-1.87	-1.80	-	-1.05	-0.87	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1995 or later	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	
1986 - 1995	9.1%	9.5%	9.0%	9.1%	4.4%	5.1%	0.0%	12.6%	11.2%	
1981 - 1985	13.6%	10.8%	12.1%	0.0%	10.6%	11.4%	33.3%	10.5%	12.4%	
1976 - 1980	4.5%	16.6%	15.7%	9.1%	14.7%	13.4%	0.0%	18.0%	17.3%	
1971 - 1975	31.8%	13.7%	14.8%	36.4%	14.7%	15.9%	22.2%	13.3%	14.5%	
1966 - 1970	13.6%	17.9%	16.5%	18.2%	19.7%	17.5%	11.1%	16.5%	15.7%	
1961 - 1965	13.6%	11.7%	12.3%	9.1%	13.4%	13.6%	22.2%	10.7%	11.7%	
1956 - 1960	9.1%	9.9%	10.0%	9.1%	12.2%	11.8%	11.1%	8.6%	8.9%	
1951 - 1955	4.5%	6.3%	6.0%	9.1%	5.9%	6.7%	0.0%	6.6%	5.5%	
1946 - 1950	0.0%	2.8%	2.4%	0.0%	3.1%	2.8%	0.0%	2.6%	2.0%	
1922 - 1945	0.0%	0.9%	1.0%	0.0%	1.3%	1.6%	0.0%	0.6%	0.7%	
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	812	1,274	11	320	492	9	467	744	
<b>Year of first academic appointment:</b>										
1982 or earlier	0.0%	1.9%	1.7%	0.0%	3.2%	2.9%	0.0%	1.0%	0.9%	
1983 - 1987	10.3%	2.1%	2.0%	16.7%	3.5%	3.3%	7.1%	1.3%	1.2%	
1988 - 1992	10.3%	4.2%	4.0%	0.0%	4.8%	5.0%	21.4%	3.8%	3.5%	

**2022-2023 HERI Faculty Survey**  
**Institutional Profile Report**  
**Graduate Faculty**

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
1993 - 1997	6.9%	5.2%	6.2%	8.3%	6.9%	8.2%	7.1%	3.8%	4.8%	
1998 - 2002	13.8%	14.1%	13.1%	16.7%	16.5%	16.2%	7.1%	12.2%	11.0%	
2003 - 2007	13.8%	16.5%	15.1%	25.0%	16.2%	14.5%	7.1%	16.3%	15.0%	
2008 - 2012	6.9%	17.0%	17.6%	0.0%	17.3%	18.3%	14.3%	17.1%	17.1%	
2013 - 2017	17.2%	20.5%	21.7%	16.7%	16.2%	17.3%	21.4%	23.7%	25.0%	
2018 or later	20.7%	18.6%	18.6%	16.7%	15.4%	14.3%	14.3%	20.6%	21.4%	
Total(n)	29	1,180	1,882	12	462	722	14	679	1,097	
<b>Year of appointment at present institution</b>										
1982 or earlier	0.0%	1.0%	0.7%	0.0%	1.5%	1.3%	0.0%	0.6%	0.4%	
1983 - 1987	3.4%	1.0%	0.8%	8.3%	1.8%	1.5%	0.0%	0.5%	0.3%	
1988 - 1992	3.4%	2.3%	2.3%	0.0%	3.1%	2.7%	7.1%	1.7%	2.1%	
1993 - 1997	17.2%	2.8%	3.8%	8.3%	2.4%	4.2%	28.6%	3.0%	3.6%	
1998 - 2002	13.8%	12.3%	10.8%	16.7%	15.2%	14.3%	7.1%	10.1%	8.4%	
2003 - 2007	10.3%	14.7%	13.3%	25.0%	15.6%	14.2%	0.0%	14.1%	12.7%	
2008 - 2012	3.4%	17.3%	17.0%	0.0%	17.2%	17.1%	7.1%	17.4%	16.7%	
2013 - 2017	20.7%	24.7%	25.7%	25.0%	22.5%	23.0%	21.4%	26.3%	27.7%	
2018 or later	27.6%	24.1%	25.6%	16.7%	20.7%	21.6%	28.6%	26.3%	28.0%	
Total(n)	29	1,153	1,845	12	454	712	14	661	1,071	
<b>If tenured, year tenure was awarded</b>										
1982 or earlier	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
1983 - 1987	0.0%	0.9%	0.7%	0.0%	1.7%	1.4%	0.0%	0.3%	0.2%	
1988 - 1992	6.7%	1.4%	1.3%	14.3%	2.8%	2.7%	0.0%	0.3%	0.2%	
1993 - 1997	6.7%	2.4%	3.1%	0.0%	3.1%	3.2%	12.5%	1.7%	3.0%	
1998 - 2002	6.7%	3.1%	4.9%	0.0%	3.8%	5.2%	12.5%	2.5%	4.6%	
2003 - 2007	13.3%	14.8%	14.8%	14.3%	16.7%	17.5%	12.5%	13.0%	12.5%	
2008 - 2012	26.7%	19.2%	18.7%	28.6%	23.7%	20.4%	25.0%	16.1%	17.1%	
2013 - 2017	13.3%	25.3%	24.1%	28.6%	20.2%	21.5%	0.0%	29.4%	26.2%	
2018 or later	26.7%	32.7%	32.4%	14.3%	27.5%	27.9%	37.5%	36.7%	36.2%	
Total(n)	15	655	1,001	7	287	441	8	354	538	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.3%	0.7%	0.0%	0.6%	1.6%	0.0%	0.2%	0.3%	
Biological Sciences (General Area 5)	4.5%	8.6%	7.5%	9.1%	11.2%	9.1%	0.0%	6.8%	6.5%	
Business (General Area 6)	9.1%	4.1%	4.3%	9.1%	6.3%	6.9%	11.1%	2.4%	2.5%	
Education (General Area 10 and Specific Discipline 2102)	18.2%	19.7%	18.2%	0.0%	14.8%	14.0%	44.4%	23.5%	21.2%	
Engineering (General Area 11)	0.0%	4.3%	3.6%	0.0%	8.2%	6.5%	0.0%	2.0%	1.8%	
English (General Area 12)	4.5%	5.6%	4.6%	9.1%	5.4%	4.9%	0.0%	5.4%	4.2%	
Health-related (General Area 15)	4.5%	11.2%	10.6%	0.0%	6.3%	5.7%	0.0%	14.5%	14.0%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	3.7%	3.4%	0.0%	5.4%	5.1%	11.1%	2.8%	2.2%	
Humanities (General Area 14,24)	0.0%	1.4%	1.8%	0.0%	1.2%	2.0%	0.0%	1.4%	1.7%	
Fine Arts (General Area 2,4,22)	9.1%	4.1%	4.2%	18.2%	4.2%	5.1%	0.0%	4.2%	3.8%	
Mathematics or Statistics (General Area 18)	13.6%	2.0%	2.3%	18.2%	2.7%	3.6%	0.0%	1.4%	1.5%	
Physical Sciences (General Area 25)	0.0%	3.1%	3.7%	0.0%	5.4%	5.7%	0.0%	1.6%	2.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	4.5%	15.5%	18.2%	0.0%	13.3%	14.0%	11.1%	16.9%	20.5%	
Other Technical (General Area 8,19,28)	4.5%	3.3%	3.4%	9.1%	5.4%	5.5%	0.0%	1.4%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	22.7%	13.1%	13.5%	27.3%	9.4%	10.1%	22.2%	15.5%	16.0%	
Total(n)	22	858	1,338	11	331	506	9	498	787	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.7%	0.0%	0.6%	1.2%	0.0%	0.0%	0.4%	
Biological Sciences (General Area 5)	4.5%	8.0%	6.8%	9.1%	10.6%	8.7%	0.0%	6.1%	5.5%	
Business (General Area 6)	9.1%	5.8%	5.4%	9.1%	8.5%	8.1%	11.1%	3.9%	3.6%	
Education (General Area 10 and Specific Discipline 2102)	22.7%	15.3%	13.9%	0.0%	11.2%	10.5%	44.4%	18.3%	16.3%	

**2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty**

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Engineering (General Area 11)	0.0%	4.0%	3.3%	0.0%	8.5%	6.9%	0.0%	1.2%	1.0%	
English (General Area 12)	13.6%	6.1%	5.1%	18.2%	6.1%	5.6%	11.1%	5.9%	4.6%	
Health-related (General Area 15)	0.0%	13.5%	13.3%	0.0%	7.3%	6.7%	0.0%	18.3%	18.1%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	3.4%	2.9%	0.0%	4.9%	4.6%	11.1%	2.6%	1.8%	
Humanities (General Area 14,24)	0.0%	1.3%	1.6%	0.0%	1.2%	1.6%	0.0%	1.2%	1.5%	
Fine Arts (General Area 2,4,22)	9.1%	4.0%	4.2%	18.2%	4.3%	5.0%	0.0%	3.9%	3.8%	
Mathematics or Statistics (General Area 18)	13.6%	1.8%	2.6%	18.2%	1.8%	3.4%	0.0%	1.6%	2.2%	
Physical Sciences (General Area 25)	0.0%	2.8%	3.3%	0.0%	4.6%	5.0%	0.0%	1.8%	2.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	4.5%	14.1%	17.0%	0.0%	11.6%	12.9%	11.1%	15.6%	19.2%	
Other Technical (General Area 8,19,28)	4.5%	3.6%	3.7%	9.1%	6.4%	6.3%	0.0%	1.4%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	13.6%	16.0%	16.2%	18.2%	12.5%	13.5%	11.1%	18.3%	17.9%	
Total(n)	29	850	1,327	11	329	504	9	493	780	
<b>Faculty works in a STEM department</b>										
Yes	17.2%	22.1%	21.5%	33.3%	26.7%	25.2%	0.0%	19.3%	19.5%	
No	82.8%	77.9%	78.5%	66.7%	73.3%	74.8%	100.0%	80.7%	80.5%	
Total(n)	29	1,196	1,901	12	468	729	14	684	1,102	
<b>Optional Question 1</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 2</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 3</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 4</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 5</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 6</b>										
A										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
B										
C										
D										
E										
Total(n)										
<b>Optional Question 7</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 8</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 9</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 10</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 11</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 12</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 13</b>										
A										
B										
C										
D										
E										

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
Total(n)										
<b>Optional Question 14</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 15</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 16</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 17</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 18</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 19</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 20</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 21</b>										
A										
B										
C										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
D										
E										
Total(n)										
<b>Optional Question 22</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 23</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 24</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 25</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 26</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 27</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 28</b>										
A										
B										
C										
D										
E										
Total(n)										
<b>Optional Question 29</b>										
A										

2022-2023 HERI Faculty Survey  
 Institutional Profile Report  
 Graduate Faculty

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Graduate Faculty</b>	29	1,196	1,901	12	468	729	14	684	1,102	
B										
C										
D										
E										
Total(n)										
<b>Optional Question 30</b>										
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.

Description and content of all available modules can be found here:

<https://heri.ucla.edu/heri-faculty-survey/>

Sample University	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>To what extent do you work with your undergraduate mentees on the following:</b>						
<b>Educational choices and strategies</b>						
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.

\* Faculty who identify as non-binary, 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.



2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
<b>Please indicate the extent to which you agree or disagree with the following statements. This institution:</b>						
<b>Lacks strategic diversity goals and plans</b>						
Strongly Agree	18.9%	8.7%	23.1%	7.5%	16.0%	9.3%
Somewhat Agree	30.2%	24.0%	26.9%	21.4%	28.0%	26.4%
Somewhat Disagree	34.0%	38.5%	34.6%	39.2%	36.0%	37.7%
Strongly Disagree	17.0%	28.9%	15.4%	32.0%	20.0%	26.6%
Total(n)	53	5,131	26	2,338	25	2,647
Mean	2.51	2.12	2.58	2.04	2.40	2.18
Standard deviation	0.99	0.93	1.03	0.91	1.00	0.93
<b>Has a long-standing commitment to diversity</b>						
Strongly Agree	7.5%	28.5%	7.7%	31.8%	4.0%	25.6%
Somewhat Agree	41.5%	41.7%	34.6%	41.7%	52.0%	42.1%
Somewhat Disagree	35.8%	20.7%	34.6%	18.5%	40.0%	22.5%
Strongly Disagree	15.1%	9.2%	23.1%	8.0%	4.0%	9.8%
Total(n)	53	5,148	26	2,343	25	2,659
Mean	2.42	2.89	2.27	2.97	2.56	2.84
Standard deviation	0.84	0.92	0.92	0.91	0.65	0.92
<b>Has standard reporting procedures for incidents of harassment or discrimination</b>						
Strongly Agree	43.4%	48.1%	42.3%	52.2%	44.0%	44.8%
Somewhat Agree	43.4%	39.0%	38.5%	38.1%	52.0%	40.3%
Somewhat Disagree	11.3%	8.3%	15.4%	6.0%	4.0%	10.1%
Strongly Disagree	1.9%	4.6%	3.8%	3.8%	0.0%	4.8%
Total(n)	53	5,131	26	2,339	25	2,645
Mean	3.28	3.31	3.19	3.39	3.40	3.25
Standard deviation	0.74	0.81	0.85	0.76	0.58	0.82
<b>Please indicate how often at this institution you have:</b>						
<b>Assisted a student who had experienced discrimination</b>						
Very Often	1.9%	2.0%	0.0%	1.4%	4.0%	2.5%
Often	5.7%	5.8%	0.0%	4.2%	12.0%	7.2%
Sometimes	20.8%	22.6%	26.9%	19.4%	16.0%	25.0%
Seldom	37.7%	27.7%	26.9%	28.1%	48.0%	27.8%
Never	34.0%	41.8%	46.2%	47.0%	20.0%	37.5%
Total(n)	53	5,144	26	2,330	25	2,661
Mean	2.04	1.99	1.81	1.85	2.32	2.10
Standard deviation	0.98	1.03	0.85	0.97	1.07	1.06
<b>Counseled a student who had been sexually assaulted</b>						
Very Often	1.9%	0.9%	0.0%	0.6%	4.0%	1.2%
Often	3.8%	2.6%	0.0%	1.5%	8.0%	3.7%
Sometimes	9.4%	12.3%	7.7%	8.1%	12.0%	15.7%

\* Faculty who identify as non-binary, 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.

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Seldom	28.3%	19.0%	26.9%	17.0%	24.0%	20.8%
Never	56.6%	65.1%	65.4%	72.8%	52.0%	58.7%
Total(n)	53	5,134	26	2,324	25	2,657
Mean	1.66	1.55	1.42	1.40	1.88	1.68
Standard deviation	0.94	0.87	0.64	0.75	1.17	0.95
<b>Witnessed discrimination</b>						
Very Often	5.7%	1.8%	0.0%	1.2%	12.0%	2.0%
Often	1.9%	4.2%	3.8%	2.6%	0.0%	5.4%
Sometimes	11.3%	17.5%	11.5%	12.6%	12.0%	21.7%
Seldom	41.5%	26.4%	34.6%	25.9%	44.0%	27.3%
Never	39.6%	50.2%	50.0%	57.8%	32.0%	43.6%
Total(n)	53	5,116	26	2,320	25	2,644
Mean	1.92	1.81	1.69	1.64	2.16	1.95
Standard deviation	1.05	0.98	0.84	0.88	1.25	1.02
<b>Reported an incident of discrimination to a campus authority</b>						
Very Often	1.9%	0.7%	0.0%	0.5%	4.0%	0.8%
Often	3.8%	1.7%	3.8%	1.5%	4.0%	1.9%
Sometimes	7.5%	8.7%	3.8%	6.2%	12.0%	10.7%
Seldom	22.6%	13.3%	15.4%	11.3%	32.0%	14.8%
Never	64.2%	75.6%	76.9%	80.5%	48.0%	71.7%
Total(n)	53	5,105	26	2,313	25	2,642
Mean	1.57	1.39	1.35	1.30	1.84	1.45
Standard deviation	0.93	0.77	0.75	0.69	1.07	0.82
<b>Reported an incident of sexual harassment to a campus authority</b>						
Very Often	2.0%	0.6%	0.0%	0.4%	4.3%	0.7%
Often	0.0%	1.1%	0.0%	0.9%	0.0%	1.4%
Sometimes	3.9%	6.3%	3.8%	3.9%	4.3%	8.3%
Seldom	17.6%	12.6%	11.5%	10.7%	21.7%	14.1%
Never	76.5%	79.4%	84.6%	84.1%	69.6%	75.5%
Total(n)	51	5,115	26	2,320	23	2,644
Mean	1.33	1.31	1.19	1.23	1.48	1.38
Standard deviation	0.74	0.70	0.49	0.60	0.95	0.75
<b>Please indicate how often at this institution you have:</b>						
<b>Been discriminated against or excluded from activities because of your race/ethnicity</b>						
Very Often	0.0%	1.1%	0.0%	1.2%	0.0%	0.8%
Often	0.0%	1.3%	0.0%	1.0%	0.0%	1.6%
Sometimes	3.8%	4.3%	7.7%	4.1%	0.0%	4.5%
Seldom	1.9%	6.0%	3.8%	6.4%	0.0%	5.5%
Never	94.3%	87.2%	88.5%	87.3%	100.0%	87.7%
Total(n)	53	5,120	26	2,327	25	2,643

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Mean	1.09	1.23	1.19	1.22	1.00	1.22
Standard deviation	0.40	0.69	0.57	0.67	0.00	0.67
<b>Been discriminated against or excluded from activities because of your gender</b>						
Very Often	0.0%	1.6%	0.0%	0.7%	0.0%	2.2%
Often	0.0%	2.4%	0.0%	0.9%	0.0%	3.5%
Sometimes	11.3%	8.7%	11.5%	3.7%	12.0%	12.7%
Seldom	13.2%	12.3%	7.7%	7.2%	20.0%	17.0%
Never	75.5%	75.0%	80.8%	87.5%	68.0%	64.7%
Total(n)	53	5,123	26	2,327	25	2,645
Mean	1.36	1.43	1.31	1.20	1.44	1.61
Standard deviation	0.68	0.87	0.68	0.62	0.71	0.98
<b>Been discriminated against or excluded from activities because of your sexual orientation</b>						
Very Often	0.0%	0.5%	0.0%	0.6%	0.0%	0.2%
Often	0.0%	0.6%	0.0%	0.6%	0.0%	0.4%
Sometimes	3.8%	1.5%	7.7%	1.5%	0.0%	1.3%
Seldom	3.8%	3.3%	3.8%	3.3%	4.0%	3.0%
Never	92.5%	94.1%	88.5%	94.0%	96.0%	95.1%
Total(n)	53	5,107	26	2,321	25	2,636
Mean	1.11	1.10	1.19	1.11	1.04	1.08
Standard deviation	0.42	0.46	0.57	0.48	0.20	0.38
<b>Please indicate how often at this institution you have:</b>						
<b>Been discriminated against or excluded from activities because of your political beliefs</b>						
Very Often	1.9%	1.1%	0.0%	1.3%	4.0%	0.6%
Often	1.9%	1.5%	0.0%	1.9%	4.0%	1.0%
Sometimes	7.5%	4.7%	15.4%	4.0%	0.0%	5.1%
Seldom	3.8%	8.2%	3.8%	7.3%	4.0%	8.7%
Never	84.9%	84.6%	80.8%	85.5%	88.0%	84.6%
Total(n)	53	5,095	26	2,316	25	2,628
Mean	1.32	1.26	1.35	1.26	1.32	1.24
Standard deviation	0.85	0.71	0.75	0.73	0.99	0.65
<b>Been discriminated against or excluded from activities because of your religious affiliation/spirituality</b>						
Very Often	0.0%	0.9%	0.0%	1.1%	0.0%	0.5%
Often	1.9%	1.5%	0.0%	1.0%	4.0%	1.7%
Sometimes	3.8%	4.1%	8.0%	4.2%	0.0%	3.9%
Seldom	5.8%	7.0%	4.0%	6.8%	8.0%	7.2%
Never	88.5%	86.5%	88.0%	86.9%	88.0%	86.7%
Total(n)	52	5,099	25	2,314	25	2,634

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Mean	1.19	1.23	1.20	1.23	1.20	1.22
Standard deviation	0.60	0.67	0.58	0.67	0.65	0.64
<b>Please indicate how often at this institution you have:</b>						
<b>Been discriminated against or excluded from activities because of your status as a parent/guardian</b>						
Very Often	1.9%	1.0%	0.0%	0.6%	4.0%	1.3%
Often	0.0%	1.7%	0.0%	1.0%	0.0%	2.3%
Sometimes	7.5%	5.6%	7.7%	3.2%	4.0%	7.6%
Seldom	15.1%	7.7%	7.7%	5.1%	24.0%	10.1%
Never	75.5%	83.9%	84.6%	90.1%	68.0%	78.7%
Total(n)	53	5,084	26	2,314	25	2,623
Mean	1.38	1.28	1.23	1.17	1.48	1.37
Standard deviation	0.79	0.73	0.59	0.58	0.92	0.82
<b>Been discriminated against or excluded from activities because of your other identity</b>						
Very Often	1.9%	1.3%	3.8%	1.0%	0.0%	1.3%
Often	1.9%	1.7%	0.0%	1.4%	0.0%	1.8%
Sometimes	1.9%	2.9%	3.8%	2.6%	0.0%	3.0%
Seldom	0.0%	4.1%	0.0%	3.2%	0.0%	4.8%
Never	94.3%	90.0%	92.3%	91.9%	100.0%	89.1%
Total(n)	53	5,059	26	2,311	25	2,605
Mean	1.17	1.20	1.23	1.16	1.00	1.21
Standard deviation	0.73	0.69	0.86	0.62	0.00	0.70
<b>Please indicate how often at this institution you have:</b>						
<b>Felt your ideas were dismissed by my colleagues</b>						
Very Often	9.4%	5.1%	11.5%	4.6%	8.0%	5.3%
Often	7.5%	8.2%	3.8%	5.7%	12.0%	10.3%
Sometimes	15.1%	21.1%	7.7%	16.6%	20.0%	24.7%
Seldom	39.6%	25.9%	42.3%	26.3%	36.0%	25.8%
Never	28.3%	39.6%	34.6%	46.7%	24.0%	33.9%
Total(n)	53	5,112	26	2,315	25	2,647
Mean	2.30	2.13	2.15	1.95	2.44	2.27
Standard deviation	1.23	1.17	1.29	1.13	1.23	1.18
<b>Felt you did not receive due credit for your ideas or work</b>						
Very Often	9.4%	6.8%	11.5%	5.5%	8.0%	7.5%
Often	13.2%	9.5%	7.7%	7.2%	20.0%	11.4%
Sometimes	32.1%	22.4%	30.8%	19.6%	32.0%	24.9%
Seldom	22.6%	21.6%	19.2%	21.2%	24.0%	22.3%
Never	22.6%	39.7%	30.8%	46.5%	16.0%	33.8%
Total(n)	53	5,116	26	2,314	25	2,650

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Mean	2.64	2.22	2.50	2.04	2.80	2.37
Standard deviation	1.24	1.25	1.33	1.20	1.19	1.26
<b>How satisfied are you with the following aspects of your institution?</b>						
<b>Atmosphere for political differences</b>						
Very Satisfied	5.8%	12.9%	7.7%	15.1%	4.0%	11.2%
Satisfied	40.4%	36.6%	30.8%	35.4%	48.0%	37.9%
Neutral	30.8%	34.6%	38.5%	33.6%	24.0%	35.6%
Dissatisfied	21.2%	11.9%	23.1%	11.2%	20.0%	12.2%
Very Dissatisfied	1.9%	4.1%	0.0%	4.7%	4.0%	3.0%
Total(n)	52	5,120	26	2,331	25	2,641
Mean	3.27	3.42	3.23	3.45	3.28	3.42
Standard deviation	0.93	0.99	0.91	1.03	0.98	0.95
<b>Atmosphere for religious differences</b>						
Very Satisfied	9.6%	19.1%	7.7%	21.4%	12.0%	17.4%
Satisfied	42.3%	38.8%	30.8%	39.3%	52.0%	38.9%
Neutral	34.6%	30.9%	50.0%	30.2%	20.0%	31.2%
Dissatisfied	9.6%	8.3%	7.7%	6.7%	12.0%	9.6%
Very Dissatisfied	3.8%	2.9%	3.8%	2.4%	4.0%	2.9%
Total(n)	52	5,070	26	2,301	25	2,624
Mean	3.44	3.63	3.31	3.71	3.56	3.58
Standard deviation	0.94	0.98	0.88	0.96	1.00	0.98
<b>Atmosphere for differences in sexual orientation</b>						
Very Satisfied	15.4%	21.5%	19.2%	23.9%	12.0%	19.7%
Satisfied	48.1%	41.2%	38.5%	42.0%	56.0%	40.9%
Neutral	30.8%	27.9%	34.6%	27.1%	28.0%	28.3%
Dissatisfied	5.8%	6.7%	7.7%	4.7%	4.0%	8.2%
Very Dissatisfied	0.0%	2.7%	0.0%	2.4%	0.0%	2.8%
Total(n)	52	5,094	26	2,323	25	2,626
Mean	3.73	3.72	3.69	3.80	3.76	3.66
Standard deviation	0.79	0.96	0.88	0.93	0.72	0.98
<b>Atmosphere for differences in gender expression</b>						
Very Satisfied	13.5%	20.5%	19.2%	23.2%	8.0%	18.4%
Satisfied	46.2%	39.1%	34.6%	40.6%	56.0%	38.5%
Neutral	28.8%	29.8%	38.5%	29.1%	20.0%	30.2%
Dissatisfied	11.5%	7.9%	7.7%	4.9%	16.0%	10.1%
Very Dissatisfied	0.0%	2.6%	0.0%	2.2%	0.0%	2.7%
Total(n)	52	5,098	26	2,323	25	2,629
Mean	3.62	3.67	3.65	3.78	3.56	3.60
Standard deviation	0.87	0.97	0.89	0.93	0.87	0.99

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
<b>Atmosphere for differences in immigration status</b>						
Very Satisfied	7.7%	20.3%	11.5%	23.2%	4.0%	18.1%
Satisfied	44.2%	38.3%	38.5%	40.6%	48.0%	36.9%
Neutral	36.5%	33.1%	38.5%	29.7%	36.0%	35.6%
Dissatisfied	9.6%	6.5%	7.7%	4.9%	12.0%	7.8%
Very Dissatisfied	1.9%	1.7%	3.8%	1.7%	0.0%	1.6%
Total(n)	52	5,073	26	2,319	25	2,612
Mean	3.46	3.69	3.46	3.79	3.44	3.62
Standard deviation	0.85	0.93	0.95	0.91	0.77	0.92
<b>Administrative response to incidents of discrimination</b>						
Very Satisfied	11.5%	13.5%	15.4%	17.1%	8.0%	10.5%
Satisfied	26.9%	30.2%	34.6%	33.9%	16.0%	27.4%
Neutral	38.5%	39.4%	19.2%	36.9%	60.0%	41.5%
Dissatisfied	21.2%	11.6%	26.9%	8.3%	16.0%	14.3%
Very Dissatisfied	1.9%	5.4%	3.8%	3.8%	0.0%	6.2%
Total(n)	52	4,992	26	2,278	25	2,573
Mean	3.25	3.35	3.31	3.52	3.16	3.22
Standard deviation	0.99	1.03	1.16	0.99	0.80	1.02
<b>Administrative response to reports of sexual assault</b>						
Very Satisfied	11.5%	15.5%	15.4%	19.6%	8.0%	12.0%
Satisfied	36.5%	30.9%	38.5%	33.2%	32.0%	29.3%
Neutral	44.2%	43.1%	34.6%	40.7%	56.0%	45.0%
Dissatisfied	3.8%	7.2%	3.8%	4.2%	4.0%	9.8%
Very Dissatisfied	3.8%	3.3%	7.7%	2.3%	0.0%	3.9%
Total(n)	52	4,954	26	2,263	25	2,553
Mean	3.48	3.48	3.50	3.64	3.44	3.36
Standard deviation	0.90	0.95	1.07	0.92	0.71	0.95
<b>Administrative response to student concerns about exclusion or marginality</b>						
Very Satisfied	9.6%	13.4%	15.4%	17.4%	4.0%	10.1%
Satisfied	19.2%	29.3%	23.1%	32.0%	16.0%	27.2%
Neutral	53.8%	40.9%	46.2%	39.5%	60.0%	42.1%
Dissatisfied	13.5%	11.9%	11.5%	8.1%	16.0%	15.4%
Very Dissatisfied	3.8%	4.5%	3.8%	3.0%	4.0%	5.2%
Total(n)	52	4,968	26	2,268	25	2,562
Mean	3.17	3.35	3.35	3.53	3.00	3.21
Standard deviation	0.92	1.00	1.02	0.97	0.82	1.00
<b>Please rate your satisfaction with your department in each area:</b>						
<b>Collegiality among faculty</b>						
Very Satisfied	34.0%	37.4%	38.5%	40.6%	28.0%	35.0%
Satisfied	37.7%	37.6%	34.6%	38.0%	40.0%	37.2%

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Neutral	13.2%	12.8%	15.4%	11.6%	12.0%	13.9%
Dissatisfied	7.5%	8.2%	11.5%	6.7%	4.0%	9.4%
Very Dissatisfied	7.5%	3.9%	0.0%	3.1%	16.0%	4.4%
Total(n)	53	5,193	26	2,358	25	2,678
Mean	3.83	3.96	4.00	4.06	3.60	3.89
Standard deviation	1.20	1.09	1.02	1.03	1.38	1.12
<b>Tolerance of different faculty opinions and beliefs</b>						
Very Satisfied	25.0%	30.8%	32.0%	34.6%	16.0%	27.8%
Satisfied	40.4%	40.4%	36.0%	40.6%	44.0%	40.4%
Neutral	15.4%	16.8%	8.0%	15.4%	24.0%	18.0%
Dissatisfied	15.4%	8.6%	24.0%	6.3%	8.0%	10.6%
Very Dissatisfied	3.8%	3.4%	0.0%	3.1%	8.0%	3.3%
Total(n)	52	5,148	25	2,335	25	2,659
Mean	3.67	3.87	3.76	3.97	3.52	3.79
Standard deviation	1.13	1.05	1.16	1.02	1.12	1.07
<b>Representation of women faculty</b>						
Very Satisfied	32.1%	40.7%	26.9%	41.3%	36.0%	40.5%
Satisfied	35.8%	35.6%	42.3%	36.3%	32.0%	35.2%
Neutral	22.6%	13.6%	26.9%	13.5%	16.0%	13.6%
Dissatisfied	5.7%	7.7%	0.0%	7.4%	12.0%	7.6%
Very Dissatisfied	3.8%	2.4%	3.8%	1.5%	4.0%	3.1%
Total(n)	53	5,160	26	2,341	25	2,664
Mean	3.87	4.04	3.88	4.09	3.84	4.03
Standard deviation	1.06	1.03	0.95	0.98	1.18	1.06
<b>Representation of racial/ethnic minority faculty</b>						
Very Satisfied	13.2%	20.1%	15.4%	25.0%	8.0%	15.8%
Satisfied	28.3%	26.3%	26.9%	28.4%	32.0%	24.9%
Neutral	20.8%	22.3%	26.9%	22.5%	16.0%	22.0%
Dissatisfied	17.0%	23.3%	11.5%	19.1%	20.0%	27.1%
Very Dissatisfied	20.8%	8.0%	19.2%	5.1%	24.0%	10.2%
Total(n)	53	5,150	26	2,335	25	2,665
Mean	2.96	3.27	3.08	3.49	2.80	3.09
Standard deviation	1.36	1.24	1.35	1.20	1.35	1.25
<b>Acceptance of differences in sexual orientation</b>						
Very Satisfied	28.3%	34.5%	26.9%	36.8%	28.0%	32.7%
Satisfied	39.6%	35.7%	34.6%	36.1%	48.0%	35.7%
Neutral	20.8%	24.2%	23.1%	22.8%	16.0%	25.5%
Dissatisfied	7.5%	4.0%	11.5%	2.9%	4.0%	4.5%
Very Dissatisfied	3.8%	1.6%	3.8%	1.3%	4.0%	1.7%
Total(n)	53	5,107	26	2,316	25	2,643
Mean	3.81	3.98	3.69	4.04	3.92	3.93

2022-2023 HERI Faculty Survey  
**Campus Climate Module**  
 All Respondents

Truman State University

	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	53	5,278	26	2,390	25	2,725
Standard deviation	1.06	0.94	1.12	0.91	1.00	0.95
<b>Student respect for my role in the classroom</b>						
Very Satisfied	30.2%	38.9%	30.8%	43.0%	32.0%	35.4%
Satisfied	43.4%	42.3%	42.3%	41.5%	44.0%	43.3%
Neutral	18.9%	11.9%	15.4%	9.9%	20.0%	13.5%
Dissatisfied	3.8%	5.4%	3.8%	4.7%	4.0%	5.8%
Very Dissatisfied	3.8%	1.5%	7.7%	0.9%	0.0%	2.0%
Total(n)	53	5,177	26	2,350	25	2,672
Mean	3.92	4.12	3.85	4.21	4.04	4.04
Standard deviation	1.00	0.92	1.16	0.87	0.84	0.95



**How to Read the HERI Faculty Survey Theme Report**

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

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

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

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

Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which you agree it is your role to:									
<b>Prepare students for employment after college</b>									
Strongly Agree	69.7%	54.1%	56.4%	68.8%	54.4%	58.4%	71.4%	53.8%	54.1%
Somewhat Agree	28.7%	39.0%	37.6%	29.7%	38.3%	35.7%	26.8%	40.1%	39.5%
Mean	3.67	3.46	3.49	3.67	3.45	3.52	3.68	3.47	3.47
Standard Deviation	0.54	0.66	0.64	0.51	0.68	0.64	0.58	0.64	0.65
Significance	-	***	**	-	*		-	*	*
Effect Size	-	0.32	0.28	-	0.32	0.23	-	0.33	0.32

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

**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.

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

\* Faculty who identify as non-binary, 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.

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

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

**2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty**

← Click on a tab to view a particular theme

Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
<b>Goals for Undergraduate Education</b> - These items gauge faculty opinion regarding common goals for undergraduate education.										
<b>Health and Wellness</b> - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.										
<b>Professional Practice: Scholarship</b> - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.										
<b>Professional Practice: Service</b> - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.										
<b>Professional Practice: Teaching</b> - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.										
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	14.9%	34.7%	35.7%	21.9%	37.4%	39.3%	8.8%	32.0%	32.7%	
Very Important	32.8%	34.4%	33.9%	34.4%	34.9%	32.5%	32.4%	34.4%	35.1%	
<b>Teaching</b>										
Essential	80.6%	81.5%	80.8%	78.1%	82.5%	81.9%	82.4%	81.3%	80.5%	
Very Important	19.4%	16.7%	17.0%	21.9%	15.7%	16.3%	17.6%	17.0%	17.1%	
<b>Service</b>										
Essential	19.4%	20.1%	21.8%	18.8%	18.0%	19.2%	20.6%	21.7%	23.8%	
Very Important	50.7%	45.2%	45.0%	43.8%	43.8%	45.1%	58.8%	46.7%	45.4%	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
0	0.0%	4.6%	4.1%	0.0%	4.3%	4.0%	0.0%	5.2%	4.4%	
1	4.5%	6.6%	7.4%	6.3%	7.0%	7.2%	2.9%	6.3%	7.5%	
2	16.4%	15.0%	16.5%	15.6%	15.5%	16.6%	17.6%	14.6%	16.7%	
3	37.3%	32.7%	31.5%	40.6%	33.5%	32.5%	32.4%	31.7%	30.1%	
4	29.9%	24.2%	24.9%	34.4%	23.6%	24.1%	26.5%	24.3%	25.2%	
5 or more	11.9%	16.9%	15.6%	3.1%	16.1%	15.5%	20.6%	17.9%	15.9%	
Total(n)	67	1903	2823	32	863	1242	34	979	1486	
<b>How many of the courses that you are teaching this term are:</b>										
<b>General education courses</b>										
0	48.4%	55.0%	57.3%	37.9%	54.1%	56.9%	59.4%	56.2%	58.2%	
1-2	48.4%	34.5%	32.4%	55.2%	35.3%	33.5%	40.6%	33.3%	30.8%	
3-4	3.2%	9.1%	8.8%	6.9%	9.0%	8.2%	0.0%	9.2%	9.5%	
5+	0.0%	1.4%	1.4%	0.0%	1.6%	1.4%	0.0%	1.4%	1.6%	
Total(n)	62	1692	2512	29	767	1106	32	869	1317	
<b>Courses required for an undergraduate major</b>										
0	11.1%	8.8%	9.7%	10.0%	7.4%	8.7%	12.5%	10.3%	11.0%	
1-2	60.3%	50.8%	51.2%	63.3%	51.5%	50.4%	56.3%	49.8%	51.6%	
3-4	27.0%	33.4%	32.8%	26.7%	34.7%	35.1%	28.1%	32.2%	30.6%	
5+	1.6%	7.0%	6.3%	0.0%	6.4%	5.8%	3.1%	7.7%	6.8%	
Total(n)	63	1735	2598	30	784	1135	32	895	1375	
<b>Other undergraduate credit courses</b>										
0	34.8%	59.5%	59.0%	26.3%	59.8%	58.8%	40.7%	59.2%	59.1%	
1-2	58.7%	33.2%	34.2%	68.4%	33.1%	34.9%	51.9%	33.2%	33.7%	
3-4	6.5%	5.7%	5.2%	5.3%	6.1%	5.4%	7.4%	5.3%	5.2%	
5+	0.0%	1.6%	1.6%	0.0%	0.9%	1.0%	0.0%	2.2%	2.1%	
Total(n)	46	1471	2182	19	655	944	27	770	1165	
<b>Developmental/remedial courses (not for credit)</b>										
0	100.0%	97.0%	96.9%	100.0%	96.9%	96.8%	100.0%	97.0%	96.9%	
1-2	0.0%	2.5%	2.7%	0.0%	3.0%	3.1%	0.0%	2.2%	2.4%	
3-4	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

← Click on a tab to view a particular theme

Truman State University		Total			Men			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		67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1		Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
5+		0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.0%	0.3%	0.4%	
Total(n)		43	1421	2116	18	637	917	25	743	1131	
Graduate courses											
0		66.7%	72.5%	69.8%	62.5%	72.6%	70.1%	70.4%	72.3%	69.5%	
1-2		27.5%	24.7%	27.3%	37.5%	25.4%	27.8%	18.5%	24.2%	26.9%	
3-4		5.9%	2.6%	2.7%	0.0%	1.8%	1.9%	11.1%	3.4%	3.4%	
5+		0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	
Total(n)		51	1526	2286	24	680	993	27	799	1216	
How many of these courses that you are teaching this term are being taught at another institution?											
0		77.6%	64.5%	62.7%	65.6%	66.3%	64.2%	88.2%	62.3%	61.1%	
1-2		6.0%	17.1%	18.6%	9.4%	16.5%	17.2%	2.9%	18.1%	20.1%	
3-4		16.4%	14.9%	15.3%	25.0%	13.4%	14.6%	8.8%	16.2%	15.7%	
5+		0.0%	3.5%	3.5%	0.0%	3.8%	4.0%	0.0%	3.5%	3.1%	
Total(n)		67	1791	2675	32	819	1182	34	914	1402	
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	92	120	0	38	51	0	52	67	
During the past three years, have you:											
Advised student groups involved in service/volunteer work		56.7%	53.3%	52.9%	50.0%	54.2%	52.3%	64.7%	52.1%	53.6%	Civic Minded Practice
During the past three years, have you:											
Collaborated with the local community on research/teaching to address their needs		27.3%	47.4%	49.1%	16.1%	46.8%	47.7%	35.3%	47.6%	50.1%	Civic Minded Practice
Conducted research or writing focused on international/global issues		17.9%	31.5%	31.5%	18.8%	34.8%	34.3%	17.6%	28.9%	29.1%	
Conducted research or writing focused on racial or ethnic minorities		23.9%	34.1%	34.1%	18.8%	29.8%	29.5%	29.4%	37.1%	37.5%	
Conducted research or writing focused on women or gender issues		24.2%	28.4%	28.3%	16.1%	20.4%	19.8%	32.4%	34.6%	34.5%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues		14.9%	14.1%	13.6%	12.5%	11.1%	10.2%	17.6%	15.5%	15.2%	
Engaged in academic research that spans multiple disciplines		68.7%	66.9%	65.5%	62.5%	70.7%	69.0%	73.5%	63.4%	62.2%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)		43.9%	49.9%	49.5%	46.9%	51.6%	51.4%	42.4%	48.3%	47.9%	
Received funding for your work from foundations		14.9%	16.9%	19.1%	15.6%	18.6%	21.3%	14.7%	15.1%	17.4%	
Received funding for your work from state or federal government		16.4%	23.9%	24.7%	15.6%	25.8%	26.7%	14.7%	21.8%	22.8%	
Received funding for your work from business or industry		6.0%	9.5%	10.1%	9.4%	12.9%	13.3%	2.9%	6.2%	7.4%	
During the past three years, have you:											
Taught an honors course		21.5%	17.6%	19.2%	23.3%	19.6%	21.4%	20.6%	16.1%	17.6%	
Taught an interdisciplinary course		52.3%	35.2%	35.1%	46.7%	36.4%	36.4%	55.9%	33.1%	33.3%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)		25.0%	13.2%	12.7%	20.0%	10.7%	10.5%	30.3%	15.2%	14.3%	
Taught a service learning course		16.9%	19.8%	20.1%	13.3%	15.9%	16.2%	20.6%	23.1%	23.5%	
Taught a course exclusively online		59.3%	76.8%	76.9%	44.4%	77.5%	77.5%	71.0%	75.8%	75.9%	
Participated in organized activities around enhancing pedagogy or student learning		81.3%	78.5%	78.3%	82.8%	74.6%	73.4%	79.4%	81.8%	82.5%	
Taught a seminar for first-year students		23.1%	17.4%	16.5%	23.3%	18.2%	17.1%	23.5%	16.6%	15.8%	
Participated in the development of curriculum (enhancing an existing course or creating a new course)		86.2%	86.4%	87.8%	83.3%	84.4%	85.8%	88.2%	88.0%	89.4%	
In the past year, to what extent have you:											
Presented with undergraduate students at conferences											
To a Very Large Extent		3.0%	5.9%	5.2%	3.2%	5.7%	5.1%	2.9%	5.8%	5.2%	
To a Large Extent		3.0%	5.4%	5.3%	0.0%	5.3%	5.0%	5.9%	5.6%	5.6%	
Published with undergraduates											
To a Very Large Extent		3.1%	2.9%	2.8%	0.0%	3.6%	3.7%	5.9%	2.0%	1.9%	
To a Large Extent		0.0%	4.0%	3.6%	0.0%	5.2%	4.7%	0.0%	2.8%	2.7%	

**2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty**

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	19.7%	20.7%	22.1%	13.8%	16.5%	18.5%	25.8%	24.2%	24.9%	
1-2	29.5%	20.2%	19.5%	34.5%	18.9%	17.5%	22.6%	21.6%	21.3%	
3-4	23.0%	13.1%	12.5%	17.2%	10.9%	10.4%	29.0%	14.8%	13.9%	
5-10	13.1%	19.5%	18.5%	10.3%	21.5%	20.0%	16.1%	18.3%	17.6%	
11-20	9.8%	14.2%	14.1%	17.2%	15.5%	15.8%	3.2%	12.6%	12.6%	
21-50	3.3%	9.8%	10.5%	6.9%	12.6%	13.5%	0.0%	7.2%	8.0%	
51+	1.6%	2.5%	2.8%	0.0%	4.1%	4.3%	3.2%	1.2%	1.7%	
Total(n)	61	1773	2631	29	800	1151	31	916	1392	
Mean	2.80	3.26	3.26	3.03	3.55	3.55	2.61	3.00	3.02	
Standard deviation	1.47	1.74	1.78	1.55	1.78	1.83	1.41	1.65	1.70	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.26	-0.26	-	-0.29	-0.28	-	-0.24	-0.24	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	73.8%	51.8%	52.3%	69.0%	50.2%	51.0%	77.4%	53.3%	53.4%	
1-2	14.8%	27.3%	27.4%	17.2%	27.4%	26.9%	12.9%	27.9%	28.2%	
3-4	4.9%	10.9%	10.9%	6.9%	11.0%	10.9%	3.2%	10.4%	10.5%	
5-10	4.9%	7.9%	7.3%	3.4%	9.0%	8.7%	6.5%	6.8%	6.0%	
11-20	1.6%	1.3%	1.5%	3.4%	1.4%	1.5%	0.0%	1.2%	1.4%	
21-50	0.0%	0.8%	0.8%	0.0%	1.0%	0.9%	0.0%	0.4%	0.5%	
51+	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	61	1762	2617	29	793	1143	31	914	1389	
Mean	1.46	1.82	1.81	1.55	1.88	1.86	1.39	1.76	1.75	
Standard deviation	0.92	1.08	1.07	1.02	1.13	1.12	0.84	1.01	1.01	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-0.33	-0.33	-	-0.29	-0.28	-	-0.37	-0.36	
<b>Books, manuals, monographs, or research reports</b>										
None	78.7%	63.9%	64.4%	72.4%	59.0%	60.4%	83.9%	68.4%	68.0%	
1-2	11.5%	23.4%	22.5%	10.3%	25.6%	24.6%	12.9%	21.2%	20.7%	
3-4	4.9%	7.1%	7.3%	6.9%	7.6%	7.5%	3.2%	6.9%	7.0%	
5-10	4.9%	4.0%	4.1%	10.3%	5.8%	5.3%	0.0%	2.3%	3.1%	
11-20	0.0%	0.9%	1.0%	0.0%	1.2%	1.4%	0.0%	0.8%	0.7%	
21-50	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.2%	0.3%	
51+	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	
Total(n)	61	1741	2591	29	781	1130	31	904	1375	
Mean	1.36	1.57	1.57	1.55	1.67	1.65	1.19	1.47	1.50	
Standard deviation	0.80	0.95	0.97	1.02	1.03	1.03	0.48	0.85	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.22	-	-0.12	-0.10	-	-0.33	-0.34	
<b>Other, such as patents or computer software products</b>										
None	91.8%	90.2%	90.2%	93.1%	85.8%	86.4%	90.3%	94.3%	93.6%	
1-2	3.3%	5.3%	5.3%	3.4%	7.8%	7.2%	3.2%	3.3%	3.7%	
3-4	0.0%	2.1%	2.3%	0.0%	3.2%	3.5%	0.0%	1.0%	1.3%	
5-10	0.0%	1.2%	1.2%	0.0%	1.7%	1.5%	0.0%	0.6%	0.8%	
11-20	1.6%	0.6%	0.4%	0.0%	0.8%	0.5%	3.2%	0.3%	0.3%	
21-50	3.3%	0.4%	0.4%	3.4%	0.5%	0.5%	3.2%	0.2%	0.1%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.2%	0.1%	
Total(n)	61	1727	2560	29	774	1118	31	897	1358	
Mean	1.26	1.19	1.18	1.21	1.26	1.25	1.32	1.11	1.12	
Standard deviation	1.03	0.70	0.67	0.94	0.80	0.78	1.14	0.55	0.54	
Significance	-	-	-	-	*	*	-	*	*	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Effect size	-	0.10	0.12	-	-0.06	-0.05	-	0.38	0.37	
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	78.7%	82.1%	81.5%	69.0%	78.9%	78.8%	87.1%	85.1%	84.4%	
1-2	11.5%	5.2%	5.2%	17.2%	5.6%	5.3%	6.5%	4.8%	5.0%	
3-4	1.6%	3.6%	3.5%	3.4%	4.0%	3.8%	0.0%	3.1%	3.1%	
5-10	4.9%	4.7%	5.0%	6.9%	5.1%	5.1%	3.2%	4.0%	4.5%	
11-20	3.3%	1.9%	2.1%	3.4%	2.4%	2.5%	3.2%	1.6%	1.7%	
21+	0.0%	2.5%	2.7%	0.0%	4.0%	4.4%	0.0%	1.3%	1.2%	
Total(n)	61	1770	2627	29	801	1153	31	914	1388	
Mean	1.43	1.47	1.49	1.59	1.58	1.60	1.29	1.36	1.38	
Standard deviation	0.99	1.16	1.19	1.09	1.31	1.35	0.90	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	0.01	-0.01	-	-0.07	-0.09	
In the past three years, how many of your professional writings have been published or accepted for publication?										Scholarly Productivity
None	50.8%	31.6%	32.3%	41.4%	26.8%	28.1%	58.1%	35.7%	35.7%	
1	16.4%	15.7%	14.6%	20.7%	15.4%	14.1%	12.9%	16.0%	15.0%	
2	16.4%	14.4%	13.0%	20.7%	16.0%	14.5%	12.9%	13.5%	12.1%	
3	4.9%	12.5%	11.9%	3.4%	13.0%	12.4%	6.5%	12.0%	11.7%	
4	3.3%	7.7%	7.5%	0.0%	8.9%	8.7%	6.5%	6.9%	6.6%	
5	3.3%	5.7%	5.8%	6.9%	5.5%	5.7%	0.0%	5.9%	5.8%	
6	3.3%	3.3%	3.7%	6.9%	3.8%	4.0%	0.0%	2.6%	3.1%	
7-10	0.0%	5.7%	6.5%	0.0%	6.5%	7.2%	0.0%	4.8%	6.0%	
More than 10	1.6%	3.3%	4.6%	0.0%	4.0%	5.3%	3.2%	2.6%	4.0%	
Total(n)	61	1762	2614	29	794	1143	31	914	1389	
Mean	2.26	3.28	3.40	2.48	3.51	3.61	2.10	3.07	3.22	
Standard deviation	1.82	2.34	2.47	1.86	2.38	2.50	1.80	2.25	2.42	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	-0.44	-0.46	-	-0.43	-0.45	-	-0.43	-0.46	
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%	4.3%	4.4%	0.0%	3.9%	4.2%	0.0%	4.9%	4.9%	
1-4	8.3%	12.1%	13.5%	10.7%	10.9%	12.0%	6.5%	13.2%	14.8%	
5-8	25.0%	26.1%	26.8%	17.9%	25.1%	27.1%	32.3%	27.3%	26.9%	
9-12	45.0%	35.2%	33.3%	42.9%	36.3%	33.7%	45.2%	33.9%	32.5%	
13-16	11.7%	13.0%	12.3%	10.7%	12.9%	12.4%	12.9%	12.5%	11.9%	
17-20	8.3%	5.4%	4.8%	14.3%	7.0%	5.8%	3.2%	4.3%	4.2%	
21+	1.7%	3.9%	4.9%	3.6%	3.8%	4.7%	0.0%	4.0%	4.9%	
Total(n)	60	1703	2523	28	760	1098	31	886	1338	
Mean	3.92	3.72	3.69	4.11	3.79	3.74	3.74	3.65	3.64	
Standard deviation	1.09	1.32	1.37	1.29	1.32	1.36	0.89	1.33	1.38	
Significance	-			-			-			
Effect size	-	0.15	0.17	-	0.24	0.27	-	0.07	0.07	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	3.4%	3.3%	0.0%	2.9%	3.1%	0.0%	4.0%	3.7%	
1-4	16.7%	9.2%	9.5%	10.7%	10.2%	10.8%	22.6%	8.3%	8.6%	
5-8	15.0%	21.2%	21.3%	21.4%	22.1%	21.9%	9.7%	21.1%	21.2%	
9-12	25.0%	22.5%	22.1%	21.4%	24.5%	24.3%	29.0%	20.9%	20.3%	
13-16	16.7%	17.0%	16.4%	17.9%	17.3%	16.1%	12.9%	16.9%	17.0%	
17-20	18.3%	12.6%	13.0%	14.3%	10.9%	11.3%	22.6%	14.1%	14.4%	
21+	8.3%	14.0%	14.4%	14.3%	12.1%	12.5%	3.2%	14.6%	14.8%	

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Theme Report  
Full-Time Undergraduate Faculty

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<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Total(n)	60	1710	2536	28	763	1101	31	889	1347	
Mean	4.30	4.35	4.35	4.46	4.24	4.23	4.13	4.39	4.41	
Standard deviation	1.55	1.64	1.66	1.60	1.59	1.62	1.54	1.68	1.67	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.14	0.14	-	-0.15	-0.17	
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>										
<b>Advising or counseling students</b>										
None	3.3%	9.1%	10.0%	3.6%	9.1%	9.7%	3.2%	9.5%	10.3%	
1-4	60.0%	60.8%	59.7%	67.9%	62.1%	61.2%	51.6%	59.5%	58.2%	
5-8	21.7%	20.3%	20.7%	21.4%	19.7%	20.5%	22.6%	20.7%	20.9%	
9-12	11.7%	6.7%	6.7%	7.1%	6.7%	6.3%	16.1%	6.4%	7.1%	
13-16	3.3%	1.6%	1.7%	0.0%	1.3%	1.3%	6.5%	2.0%	2.0%	
17-20	0.0%	0.6%	0.6%	0.0%	0.7%	0.5%	0.0%	0.7%	0.6%	
21+	0.0%	0.8%	0.8%	0.0%	0.4%	0.5%	0.0%	1.1%	0.9%	
Total(n)	60	1703	2521	28	760	1094	31	887	1342	
Mean	2.52	2.36	2.35	2.32	2.33	2.32	2.71	2.39	2.38	
Standard deviation	0.87	0.94	0.94	0.67	0.88	0.88	1.01	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.17	0.18	-	-0.01	0.00	-	0.32	0.34	
<b>Committee work and meetings</b>										
None	1.7%	4.6%	4.2%	0.0%	5.4%	4.6%	3.2%	4.1%	4.0%	
1-4	51.7%	49.8%	49.6%	64.3%	51.9%	52.2%	41.9%	47.8%	46.9%	
5-8	30.0%	26.4%	27.1%	25.0%	24.7%	26.0%	35.5%	27.8%	28.3%	
9-12	13.3%	11.3%	11.0%	10.7%	11.2%	10.4%	12.9%	11.3%	11.7%	
13-16	1.7%	3.2%	3.7%	0.0%	2.8%	3.3%	3.2%	3.4%	3.9%	
17-20	1.7%	2.2%	2.2%	0.0%	2.1%	1.9%	3.2%	2.5%	2.6%	
21+	0.0%	2.5%	2.2%	0.0%	1.9%	1.6%	0.0%	3.2%	2.6%	
Total(n)	60	1700	2520	28	756	1092	31	887	1341	
Mean	2.67	2.76	2.76	2.46	2.68	2.68	2.81	2.82	2.83	
Standard deviation	0.91	1.21	1.19	0.69	1.16	1.12	1.05	1.26	1.24	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.19	-0.20	-	-0.01	-0.02	
<b>Other creative products/performance</b>										
None	68.3%	69.0%	68.8%	60.7%	67.2%	67.2%	77.4%	70.5%	70.3%	
1-4	20.0%	19.1%	19.2%	21.4%	18.8%	18.3%	16.1%	19.6%	20.1%	
5-8	5.0%	6.8%	6.5%	10.7%	8.0%	8.1%	0.0%	5.7%	5.2%	
9-12	3.3%	2.4%	2.5%	3.6%	2.5%	3.3%	3.2%	2.1%	1.8%	
13-16	0.0%	1.4%	1.5%	0.0%	2.1%	2.0%	0.0%	0.7%	1.1%	
17-20	3.3%	0.8%	0.8%	3.6%	0.7%	0.6%	3.2%	0.9%	0.9%	
21+	0.0%	0.6%	0.7%	0.0%	0.7%	0.6%	0.0%	0.6%	0.6%	
Total(n)	60	1682	2490	28	750	1076	31	877	1331	
Mean	1.57	1.53	1.54	1.71	1.58	1.58	1.42	1.48	1.48	
Standard deviation	1.11	1.01	1.03	1.18	1.07	1.06	1.06	0.96	0.98	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.12	0.12	-	-0.06	-0.06	
<b>Community or public service</b>										
None	46.7%	39.3%	39.3%	50.0%	42.0%	42.3%	41.9%	37.1%	37.0%	Civic Minded Practice
1-4	40.0%	45.6%	45.9%	42.9%	44.8%	44.2%	38.7%	46.4%	47.5%	
5-8	10.0%	10.2%	9.8%	3.6%	9.7%	9.7%	16.1%	10.5%	9.7%	
9-12	0.0%	2.9%	3.2%	0.0%	2.3%	2.9%	0.0%	3.4%	3.5%	
13-16	3.3%	0.8%	0.8%	3.6%	0.5%	0.4%	3.2%	1.0%	1.1%	
17-20	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	0.0%	0.8%	0.7%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
21+	0.0%	0.6%	0.6%	0.0%	0.4%	0.5%	0.0%	0.8%	0.6%	
Total(n)	60	1688	2499	28	754	1087	31	878	1326	
Mean	1.73	1.84	1.84	1.64	1.77	1.77	1.84	1.90	1.89	
Standard deviation	0.90	0.95	0.93	0.87	0.86	0.87	0.93	1.01	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.12	-	-0.15	-0.15	-	-0.06	-0.05	
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	53.3%	56.8%	57.7%	53.6%	48.2%	50.2%	54.8%	63.4%	63.1%	
Occasionally	41.7%	35.6%	34.4%	42.9%	41.2%	38.8%	38.7%	31.5%	31.5%	
Not at All	5.0%	7.7%	8.0%	3.6%	10.6%	11.0%	6.5%	5.0%	5.5%	
Total(n)	60	1672	2475	28	743	1073	31	872	1316	
Mean	2.48	2.49	2.50	2.50	2.38	2.39	2.48	2.58	2.58	
Standard deviation	0.60	0.64	0.64	0.58	0.67	0.68	0.63	0.59	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.03	-	0.18	0.16	-	-0.17	-0.17	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	59.3%	62.9%	62.7%	46.4%	57.3%	56.8%	70.0%	67.7%	68.0%	
Occasionally	33.9%	28.1%	27.8%	42.9%	30.7%	30.9%	26.7%	25.9%	25.0%	
Not at All	6.8%	9.0%	9.5%	10.7%	12.0%	12.3%	3.3%	6.4%	7.0%	
Total(n)	59	1659	2444	28	736	1062	30	865	1298	
Mean	2.53	2.54	2.53	2.36	2.45	2.44	2.67	2.61	2.61	
Standard deviation	0.63	0.66	0.66	0.68	0.70	0.70	0.55	0.60	0.62	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	0.00	-	-0.13	-0.11	-	0.10	0.10	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	39.0%	48.0%	49.5%	39.3%	43.2%	45.2%	36.7%	52.0%	52.8%	
Occasionally	42.4%	36.1%	35.5%	50.0%	36.9%	35.7%	36.7%	35.4%	35.3%	
Not at All	18.6%	15.8%	15.0%	10.7%	19.8%	19.1%	26.7%	12.6%	12.0%	
Total(n)	59	1653	2436	28	731	1055	30	864	1296	
Mean	2.20	2.32	2.35	2.29	2.23	2.26	2.10	2.39	2.41	
Standard deviation	0.74	0.73	0.73	0.66	0.76	0.76	0.80	0.70	0.69	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.16	-0.21	-	0.08	0.04	-	-0.41	-0.45	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	44.1%	44.7%	45.7%	42.9%	39.5%	40.7%	43.3%	48.2%	49.3%	
Occasionally	44.1%	39.6%	38.5%	46.4%	41.3%	40.0%	43.3%	38.7%	37.4%	
Not at All	11.9%	15.7%	15.8%	10.7%	19.2%	19.3%	13.3%	13.1%	13.3%	
Total(n)	59	1650	2433	28	731	1055	30	861	1294	
Mean	2.32	2.29	2.30	2.32	2.20	2.21	2.30	2.35	2.36	
Standard deviation	0.68	0.72	0.73	0.67	0.74	0.75	0.70	0.70	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.03	-	0.16	0.15	-	-0.07	-0.09	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	37.3%	33.1%	32.9%	39.3%	38.7%	38.7%	33.3%	28.0%	27.8%	
Occasionally	33.9%	28.5%	29.4%	21.4%	28.4%	28.6%	46.7%	28.8%	30.4%	
Not at All	28.8%	38.4%	37.7%	39.3%	32.9%	32.7%	20.0%	43.3%	41.8%	
Total(n)	59	1656	2441	28	736	1062	30	862	1295	
Mean	2.08	1.95	1.95	2.00	2.06	2.06	2.13	1.85	1.86	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Standard deviation	0.82	0.84	0.84	0.90	0.84	0.84	0.73	0.83	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.15	0.15	-	-0.07	-0.07	-	0.34	0.33	
<b>In how many of the courses that you teach do you use each of the following?</b>										Student-Centered Pedagogy
<b>Class discussions</b>										
All	52.5%	70.5%	70.9%	39.3%	64.2%	65.3%	66.7%	75.6%	75.4%	
Most	22.0%	15.3%	15.2%	32.1%	16.6%	16.6%	10.0%	14.3%	14.1%	
Some	23.7%	12.1%	11.9%	28.6%	16.2%	15.0%	20.0%	8.9%	9.4%	
None	1.7%	2.1%	2.0%	0.0%	3.1%	3.1%	3.3%	1.3%	1.2%	
Total(n)	59	1639	2413	28	718	1037	30	863	1292	
Mean	3.25	3.54	3.55	3.11	3.42	3.44	3.40	3.64	3.64	
Standard deviation	0.88	0.78	0.78	0.83	0.87	0.86	0.93	0.70	0.70	
Significance	-	**	**	-	*	*	-	-	-	
Effect size	-	-0.37	-0.38	-	-0.36	-0.38	-	-0.34	-0.34	
<b>Cooperative learning (small groups)</b>										Student-Centered Pedagogy
All	49.2%	50.6%	51.3%	39.3%	41.3%	42.0%	60.0%	58.3%	59.0%	
Most	23.7%	21.1%	21.2%	25.0%	22.0%	22.2%	20.0%	19.9%	20.0%	
Some	22.0%	22.6%	21.4%	28.6%	27.9%	26.6%	16.7%	18.6%	17.4%	
None	5.1%	5.7%	6.1%	7.1%	8.8%	9.2%	3.3%	3.3%	3.6%	
Total(n)	59	1635	2411	28	717	1037	30	861	1291	
Mean	3.17	3.17	3.18	2.96	2.96	2.97	3.37	3.33	3.34	
Standard deviation	0.95	0.97	0.97	1.00	1.02	1.03	0.89	0.89	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.01	-	0.00	-0.01	-	0.04	0.03	
<b>Experiential learning/Field studies</b>										Student-Centered Pedagogy
All	3.4%	16.4%	17.5%	0.0%	14.9%	15.6%	6.7%	18.0%	19.2%	
Most	13.6%	16.4%	16.2%	14.3%	14.9%	15.3%	13.3%	17.9%	17.3%	
Some	52.5%	32.5%	31.3%	50.0%	30.6%	29.6%	53.3%	33.6%	32.4%	
None	30.5%	34.6%	35.0%	35.7%	39.6%	39.4%	26.7%	30.5%	31.1%	
Total(n)	59	1611	2371	28	705	1017	30	849	1272	
Mean	1.90	2.15	2.16	1.79	2.05	2.07	2.00	2.23	2.25	
Standard deviation	0.76	1.07	1.09	0.69	1.07	1.08	0.83	1.07	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.24	-	-0.24	-0.26	-	-0.21	-0.23	
<b>Performances/Demonstrations</b>										
All	15.3%	18.0%	19.4%	21.4%	18.1%	19.6%	10.0%	17.8%	19.1%	
Most	15.3%	14.9%	15.1%	17.9%	14.2%	13.6%	13.3%	15.7%	16.6%	
Some	37.3%	26.2%	27.2%	28.6%	27.3%	27.8%	46.7%	25.3%	26.5%	
None	32.2%	40.8%	38.4%	32.1%	40.4%	38.9%	30.0%	41.2%	37.8%	
Total(n)	59	1628	2394	28	713	1027	30	859	1285	
Mean	2.14	2.10	2.15	2.29	2.10	2.14	2.03	2.10	2.17	
Standard deviation	1.04	1.13	1.13	1.15	1.12	1.14	0.93	1.13	1.13	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.01	-	0.17	0.13	-	-0.06	-0.12	
<b>Group projects</b>										Student-Centered Pedagogy
All	18.6%	25.2%	25.1%	17.9%	21.7%	21.6%	20.0%	28.1%	27.8%	
Most	28.8%	20.0%	21.0%	32.1%	20.1%	20.4%	23.3%	19.8%	21.4%	
Some	37.3%	35.6%	34.6%	28.6%	36.3%	36.0%	46.7%	35.4%	33.9%	
None	15.3%	19.2%	19.3%	21.4%	21.8%	22.0%	10.0%	16.8%	16.9%	
Total(n)	59	1627	2399	28	710	1028	30	859	1287	
Mean	2.51	2.51	2.52	2.46	2.42	2.42	2.53	2.59	2.60	



2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Standard deviation	0.97	1.07	1.07	1.04	1.06	1.06	0.94	1.07	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.01	-	0.04	0.04	-	-0.06	-0.07	
<b>Extensive lecturing</b>										
All	6.8%	16.1%	15.2%	10.7%	21.3%	19.9%	3.3%	11.7%	11.4%	
Most	37.3%	25.7%	25.2%	32.1%	29.1%	28.9%	40.0%	23.1%	22.3%	
Some	40.7%	36.5%	37.0%	42.9%	33.6%	34.8%	40.0%	39.3%	39.2%	
None	15.3%	21.6%	22.6%	14.3%	16.0%	16.4%	16.7%	25.9%	27.1%	
Total(n)	59	1628	2398	28	714	1029	30	857	1287	
Mean	2.36	2.36	2.33	2.39	2.56	2.52	2.30	2.21	2.18	
Standard deviation	0.83	0.99	0.99	0.88	1.00	0.99	0.79	0.96	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.03	-	-0.17	-0.13	-	0.09	0.13	
<b>Multiple drafts of written work</b>										
All	8.6%	14.6%	14.8%	7.4%	12.2%	12.3%	10.0%	16.5%	16.8%	
Most	19.0%	19.3%	19.8%	18.5%	17.4%	18.5%	20.0%	20.5%	20.8%	
Some	51.7%	42.2%	41.1%	48.1%	44.9%	42.5%	53.3%	40.0%	39.8%	
None	20.7%	23.8%	24.3%	25.9%	25.5%	26.8%	16.7%	23.0%	22.5%	
Total(n)	58	1624	2393	27	713	1027	30	854	1283	
Mean	2.16	2.25	2.25	2.07	2.16	2.16	2.23	2.31	2.32	
Standard deviation	0.85	0.98	0.99	0.87	0.94	0.96	0.86	1.00	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.09	-	-0.10	-0.09	-	-0.08	-0.09	
<b>Reflective writing/Journaling</b>										Student-Centered Pedagogy
All	6.8%	16.5%	17.5%	3.6%	11.3%	12.4%	10.0%	21.1%	21.6%	
Most	15.3%	16.6%	16.0%	17.9%	11.9%	12.0%	13.3%	20.5%	19.2%	
Some	42.4%	32.1%	31.7%	32.1%	31.0%	30.2%	50.0%	32.7%	32.9%	
None	35.6%	34.8%	34.8%	46.4%	45.8%	45.3%	26.7%	25.8%	26.3%	
Total(n)	59	1624	2395	28	716	1030	30	850	1281	
Mean	1.93	2.15	2.16	1.79	1.89	1.92	2.07	2.37	2.36	
Standard deviation	0.89	1.07	1.09	0.88	1.01	1.03	0.91	1.08	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.21	-	-0.10	-0.13	-	-0.28	-0.27	
<b>Community service as part of coursework</b>										Civic Minded Practice
All	0.0%	2.2%	2.3%	0.0%	1.3%	1.6%	0.0%	3.0%	3.0%	
Most	3.4%	6.3%	6.6%	3.6%	3.9%	4.3%	3.3%	8.2%	8.6%	
Some	30.5%	22.6%	22.0%	28.6%	21.1%	21.3%	33.3%	24.3%	23.0%	
None	66.1%	68.9%	69.0%	67.9%	73.7%	72.9%	63.3%	64.5%	65.4%	
Total(n)	59	1623	2394	28	714	1030	30	853	1282	
Mean	1.37	1.42	1.42	1.36	1.33	1.34	1.40	1.50	1.49	
Standard deviation	0.55	0.71	0.72	0.56	0.61	0.64	0.56	0.77	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.07	-	0.05	0.03	-	-0.13	-0.12	
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.0%	13.6%	14.5%	0.0%	11.3%	13.0%	0.0%	15.6%	15.9%	
Most	6.9%	17.0%	16.8%	7.4%	18.3%	16.7%	6.7%	16.5%	17.6%	
Some	32.8%	27.8%	27.0%	18.5%	24.9%	25.6%	43.3%	29.9%	28.0%	
None	60.3%	41.6%	41.6%	74.1%	45.5%	44.7%	50.0%	38.0%	38.6%	
Total(n)	58	1633	2410	27	716	1036	30	860	1291	
Mean	1.47	2.03	2.04	1.33	1.95	1.98	1.57	2.10	2.11	
Standard deviation	0.63	1.06	1.08	0.62	1.04	1.07	0.63	1.08	1.09	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.53	-0.53	-	-0.60	-0.61	-	-0.49	-0.50	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
<b>Real-life problems</b>										
All	22.0%	41.0%	42.5%	25.0%	37.4%	37.4%	20.0%	43.7%	46.5%	
Most	27.1%	27.7%	28.0%	17.9%	25.6%	28.1%	33.3%	29.1%	27.6%	
Some	42.4%	24.7%	23.2%	46.4%	28.2%	25.7%	40.0%	21.9%	21.4%	
None	8.5%	6.6%	6.3%	10.7%	8.8%	8.7%	6.7%	5.3%	4.5%	
Total(n)	59	1625	2396	28	714	1031	30	853	1281	
Mean	2.63	3.03	3.07	2.57	2.92	2.94	2.67	3.11	3.16	
Standard deviation	0.93	0.96	0.95	1.00	1.00	0.99	0.88	0.93	0.91	
Significance	-	**	***	-	-	-	-	*	**	
Effect size	-	-0.42	-0.46	-	-0.35	-0.37	-	-0.47	-0.54	
<b>Student inquiry to drive learning</b>										Student-Centered Pedagogy
All	13.6%	31.2%	32.9%	17.9%	26.7%	29.1%	10.0%	34.3%	35.6%	
Most	25.4%	29.8%	30.5%	17.9%	28.4%	28.8%	33.3%	30.8%	32.0%	
Some	47.5%	31.1%	29.0%	42.9%	35.2%	32.8%	50.0%	28.2%	26.4%	
None	13.6%	8.0%	7.5%	21.4%	9.8%	9.3%	6.7%	6.7%	6.1%	
Total(n)	59	1629	2398	28	716	1034	30	856	1282	
Mean	2.39	2.84	2.89	2.32	2.72	2.78	2.47	2.93	2.97	
Standard deviation	0.89	0.96	0.95	1.02	0.97	0.97	0.78	0.94	0.93	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.47	-0.53	-	-0.41	-0.47	-	-0.49	-0.54	
<b>Readings on racial and ethnic issues</b>										
All	13.8%	20.2%	21.0%	10.7%	14.7%	15.4%	17.2%	24.6%	25.5%	
Most	17.2%	15.8%	15.7%	17.9%	12.6%	12.5%	17.2%	18.4%	18.3%	
Some	32.8%	28.8%	28.4%	28.6%	27.2%	27.8%	34.5%	30.6%	29.2%	
None	36.2%	35.3%	34.9%	42.9%	45.5%	44.2%	31.0%	26.5%	27.0%	
Total(n)	58	1606	2363	28	707	1017	29	843	1265	
Mean	2.09	2.21	2.23	1.96	1.96	1.99	2.21	2.41	2.42	
Standard deviation	1.05	1.13	1.14	1.04	1.08	1.09	1.08	1.12	1.14	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.12	-	0.00	-0.03	-	-0.18	-0.18	
<b>Readings on women or gender issues</b>										
All	12.1%	16.8%	16.9%	10.7%	12.2%	13.0%	13.8%	20.2%	19.8%	
Most	15.5%	13.2%	13.4%	14.3%	12.1%	11.0%	17.2%	14.3%	15.4%	
Some	31.0%	28.9%	29.1%	32.1%	25.9%	27.3%	31.0%	31.9%	30.8%	
None	41.4%	41.0%	40.6%	42.9%	49.8%	48.7%	37.9%	33.6%	33.9%	
Total(n)	58	1601	2356	28	703	1010	29	842	1265	
Mean	1.98	2.06	2.07	1.93	1.87	1.88	2.07	2.21	2.21	
Standard deviation	1.03	1.10	1.10	1.02	1.05	1.05	1.07	1.12	1.11	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.08	-	0.06	0.05	-	-0.13	-0.13	
<b>Supplemental instruction outside of class and office hours</b>										
All	5.2%	16.5%	17.7%	7.1%	14.0%	15.3%	3.4%	18.1%	19.3%	
Most	13.8%	16.8%	17.3%	14.3%	16.6%	17.0%	13.8%	16.9%	17.4%	
Some	58.6%	39.7%	39.0%	57.1%	41.8%	40.8%	58.6%	37.8%	37.4%	
None	22.4%	26.9%	26.0%	21.4%	27.5%	26.9%	24.1%	27.3%	25.9%	
Total(n)	58	1603	2357	28	705	1014	29	842	1262	
Mean	2.02	2.23	2.27	2.07	2.17	2.21	1.97	2.26	2.30	
Standard deviation	0.76	1.02	1.03	0.81	0.99	1.00	0.73	1.05	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.24	-	-0.10	-0.14	-	-0.28	-0.31	
<b>Student presentations</b>										Student-Centered Pedagogy
All	17.2%	23.0%	24.0%	21.4%	18.4%	19.2%	13.8%	26.4%	27.6%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Most	20.7%	24.4%	24.7%	21.4%	23.1%	23.1%	20.7%	25.4%	26.0%	
Some	53.4%	38.1%	37.5%	46.4%	41.2%	41.0%	58.6%	36.2%	35.3%	
None	8.6%	14.5%	13.8%	10.7%	17.4%	16.7%	6.9%	12.0%	11.1%	
Total(n)	58	1609	2368	28	707	1017	29	845	1268	
Mean	2.47	2.56	2.59	2.54	2.42	2.45	2.41	2.66	2.70	
Standard deviation	0.88	1.00	1.00	0.96	0.98	0.98	0.82	1.00	0.99	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	0.12	0.09	-	-0.25	-0.29	
<b>Student evaluations of each others' work</b>										Student-Centered Pedagogy
All	8.6%	12.8%	13.4%	14.3%	9.5%	10.1%	3.4%	15.5%	16.0%	
Most	12.1%	19.1%	19.0%	17.9%	17.3%	17.0%	6.9%	20.5%	20.6%	
Some	58.6%	39.3%	39.1%	42.9%	38.7%	38.5%	72.4%	40.0%	39.6%	
None	20.7%	28.8%	28.5%	25.0%	34.6%	34.5%	17.2%	24.0%	23.7%	
Total(n)	58	1605	2361	28	706	1014	29	843	1265	
Mean	2.09	2.16	2.17	2.21	2.02	2.03	1.97	2.28	2.29	
Standard deviation	0.82	0.98	0.99	0.99	0.95	0.96	0.63	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	0.20	0.19	-	-0.31	-0.32	
<b>Grading on a curve</b>										
All	1.8%	5.6%	5.1%	3.6%	6.9%	6.3%	0.0%	4.3%	3.9%	
Most	5.3%	7.6%	7.5%	3.6%	11.7%	11.0%	6.9%	3.7%	4.4%	
Some	22.8%	17.6%	17.7%	25.0%	21.4%	21.7%	20.7%	14.5%	14.6%	
None	70.2%	69.2%	69.7%	67.9%	60.0%	61.0%	72.4%	77.5%	77.0%	
Total(n)	57	1601	2358	28	707	1016	29	840	1263	
Mean	1.39	1.50	1.48	1.43	1.66	1.63	1.34	1.35	1.35	
Standard deviation	0.67	0.86	0.84	0.74	0.94	0.91	0.61	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.24	-0.22	-	-0.01	-0.01	
<b>Rubric-based assessment</b>										
All	29.3%	47.7%	48.0%	25.0%	37.7%	38.0%	34.5%	55.4%	55.8%	
Most	32.8%	24.6%	24.9%	28.6%	25.3%	26.5%	37.9%	24.0%	23.7%	
Some	31.0%	21.8%	20.8%	35.7%	29.3%	27.3%	24.1%	16.1%	16.1%	
None	6.9%	6.0%	6.2%	10.7%	7.7%	8.3%	3.4%	4.6%	4.4%	
Total(n)	58	1576	2317	28	685	990	29	834	1246	
Mean	2.84	3.14	3.15	2.68	2.93	2.94	3.03	3.30	3.31	
Standard deviation	0.93	0.96	0.96	0.98	0.99	0.99	0.87	0.90	0.90	
Significance	-	*	*	-			-			
Effect size	-	-0.31	-0.32	-	-0.25	-0.26	-	-0.30	-0.31	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	6.9%	14.3%	14.0%	3.6%	11.1%	10.8%	10.3%	16.7%	16.3%	
Most	13.8%	16.6%	16.8%	10.7%	15.1%	15.7%	17.2%	17.4%	17.5%	
Some	39.7%	38.0%	38.4%	39.3%	38.0%	39.2%	37.9%	38.3%	38.1%	
None	39.7%	31.1%	30.8%	46.4%	35.8%	34.4%	34.5%	27.7%	28.1%	
Total(n)	58	1598	2354	28	703	1013	29	839	1260	
Mean	1.88	2.14	2.14	1.71	2.01	2.03	2.03	2.23	2.22	
Standard deviation	0.90	1.01	1.01	0.81	0.98	0.96	0.98	1.03	1.03	
Significance	-			-			-			
Effect size	-	-0.26	-0.26	-	-0.31	-0.33	-	-0.19	-0.18	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	35.6%	55.2%	54.1%	28.6%	46.8%	46.3%	40.0%	61.2%	59.9%	
Occasionally	50.8%	38.3%	39.3%	53.6%	42.9%	43.2%	50.0%	35.3%	36.5%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Not at All	13.6%	6.5%	6.6%	17.9%	10.3%	10.6%	10.0%	3.6%	3.6%	
Total(n)	59	1610	2377	28	709	1022	30	845	1273	
Mean	2.22	2.49	2.47	2.11	2.37	2.36	2.30	2.58	2.56	
Standard deviation	0.67	0.62	0.62	0.69	0.66	0.66	0.65	0.56	0.56	
Significance	-	**	**	-	*	*	-	**	*	
Effect size	-	-0.44	-0.40	-	-0.39	-0.38	-	-0.50	-0.46	
<b>Simulations/animations</b>										
Frequently	10.2%	22.1%	23.3%	10.7%	18.1%	20.6%	10.0%	25.2%	25.4%	
Occasionally	49.2%	41.3%	41.0%	42.9%	43.9%	42.2%	53.3%	40.1%	40.7%	
Not at All	40.7%	36.6%	35.7%	46.4%	38.1%	37.2%	36.7%	34.7%	33.9%	
Total(n)	59	1610	2373	28	709	1019	30	845	1272	
Mean	1.69	1.86	1.88	1.64	1.80	1.83	1.73	1.91	1.92	
Standard deviation	0.65	0.75	0.76	0.68	0.72	0.74	0.64	0.77	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.25	-	-0.22	-0.26	-	-0.23	-0.25	
<b>Online homework or virtual labs</b>										
Frequently	20.3%	44.5%	44.7%	28.6%	41.7%	41.4%	10.0%	46.3%	46.9%	
Occasionally	44.1%	35.5%	34.9%	32.1%	35.5%	35.3%	56.7%	35.4%	34.6%	
Not at All	35.6%	20.0%	20.4%	39.3%	22.8%	23.4%	33.3%	18.3%	18.4%	
Total(n)	59	1605	2370	28	707	1018	30	842	1270	
Mean	1.85	2.25	2.24	1.89	2.19	2.18	1.77	2.28	2.29	
Standard deviation	0.74	0.77	0.77	0.83	0.78	0.78	0.63	0.75	0.76	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.52	-0.51	-	-0.38	-0.37	-	-0.68	-0.68	
<b>Online discussion boards</b>										
Frequently	12.1%	32.2%	32.4%	14.3%	26.0%	26.2%	10.0%	37.7%	37.6%	
Occasionally	55.2%	40.7%	39.7%	53.6%	40.2%	39.2%	56.7%	40.9%	39.9%	
Not at All	32.8%	27.1%	27.9%	32.1%	33.9%	34.5%	33.3%	21.4%	22.5%	
Total(n)	58	1607	2373	28	709	1022	30	843	1270	
Mean	1.79	2.05	2.04	1.82	1.92	1.92	1.77	2.16	2.15	
Standard deviation	0.64	0.77	0.78	0.67	0.77	0.78	0.63	0.75	0.76	
Significance	-	*	*	-	-	-	-	**	**	
Effect size	-	-0.34	-0.32	-	-0.13	-0.13	-	-0.52	-0.50	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	8.8%	9.8%	0.0%	6.4%	7.7%	0.0%	10.9%	11.8%	
Occasionally	16.9%	21.5%	20.5%	14.3%	18.1%	18.4%	20.0%	24.7%	22.5%	
Not at All	83.1%	69.7%	69.7%	85.7%	75.6%	74.0%	80.0%	64.4%	65.7%	
Total(n)	59	1606	2371	28	708	1019	30	842	1271	
Mean	1.17	1.39	1.40	1.14	1.31	1.34	1.20	1.47	1.46	
Standard deviation	0.38	0.64	0.66	0.36	0.58	0.61	0.41	0.68	0.70	
Significance	-	**	**	-	-	-	-	*	*	
Effect size	-	-0.34	-0.35	-	-0.29	-0.33	-	-0.40	-0.37	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	16.1%	23.6%	23.0%	18.5%	19.9%	20.4%	14.3%	26.0%	24.7%	
To a Large Extent	25.0%	21.7%	21.5%	22.2%	20.7%	20.2%	28.6%	22.7%	23.0%	
To Some Extent	35.7%	29.1%	29.7%	37.0%	30.3%	29.5%	32.1%	27.9%	29.5%	
To a Small Extent	10.7%	14.8%	14.4%	11.1%	16.6%	16.4%	10.7%	13.8%	13.0%	
Not at All	12.5%	10.8%	11.4%	11.1%	12.5%	13.5%	14.3%	9.5%	9.8%	
Total(n)	56	1544	2281	27	680	980	28	810	1222	
Mean	3.21	3.33	3.30	3.26	3.19	3.18	3.18	3.42	3.40	
Standard deviation	1.22	1.28	1.28	1.23	1.28	1.30	1.25	1.27	1.26	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Significance	-			-			-			
Effect size	-	-0.09	-0.07	-	0.05	0.06	-	-0.19	-0.17	
<b>Mental health</b>										
To a Very Large Extent	17.9%	27.5%	27.6%	22.2%	21.8%	21.8%	14.3%	31.3%	31.3%	
To a Large Extent	32.1%	23.3%	23.0%	29.6%	21.1%	21.7%	35.7%	25.4%	24.2%	
To Some Extent	23.2%	25.3%	25.4%	22.2%	26.1%	26.3%	21.4%	24.8%	25.2%	
To a Small Extent	14.3%	13.3%	13.3%	14.8%	17.1%	15.9%	14.3%	10.1%	11.1%	
Not at All	12.5%	10.6%	10.8%	11.1%	13.9%	14.2%	14.3%	8.5%	8.2%	
Total(n)	56	1536	2269	27	678	976	28	804	1214	
Mean	3.29	3.44	3.43	3.37	3.20	3.21	3.21	3.61	3.59	
Standard deviation	1.28	1.30	1.31	1.31	1.33	1.33	1.29	1.26	1.26	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	0.13	0.12	-	-0.32	-0.30	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Encourage students to become agents of social change</b>										Civic Minded Values
Strongly Agree	23.6%	40.7%	42.1%	22.2%	32.6%	33.2%	22.2%	47.1%	48.8%	
Somewhat Agree	50.9%	41.9%	40.9%	44.4%	44.1%	43.6%	59.3%	40.7%	39.6%	
Somewhat Disagree	12.7%	10.2%	10.6%	11.1%	12.0%	12.6%	14.8%	8.6%	8.8%	
Strongly Disagree	12.7%	7.1%	6.4%	22.2%	11.3%	10.6%	3.7%	3.7%	2.8%	
Total(n)	55	1512	2243	27	666	966	27	794	1200	
Mean	2.85	3.16	3.19	2.67	2.98	2.99	3.00	3.31	3.34	
Standard deviation	0.93	0.88	0.87	1.07	0.95	0.94	0.73	0.78	0.76	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.35	-0.39	-	-0.33	-0.34	-	-0.40	-0.45	
<b>Prepare students for employment after college</b>										
Strongly Agree	69.1%	71.2%	73.1%	51.9%	68.2%	70.0%	85.2%	74.8%	76.6%	
Somewhat Agree	25.5%	24.7%	23.1%	40.7%	26.6%	25.4%	11.1%	22.2%	20.5%	
Somewhat Disagree	5.5%	3.4%	3.1%	7.4%	4.3%	3.8%	3.7%	2.5%	2.5%	
Strongly Disagree	0.0%	0.7%	0.6%	0.0%	0.9%	0.8%	0.0%	0.5%	0.4%	
Total(n)	55	1519	2251	27	669	970	27	797	1203	
Mean	3.64	3.66	3.69	3.44	3.62	3.65	3.81	3.71	3.73	
Standard deviation	0.59	0.58	0.56	0.64	0.61	0.60	0.48	0.53	0.52	
Significance	-			-			-			
Effect size	-	-0.03	-0.09	-	-0.30	-0.35	-	0.19	0.15	
<b>Prepare students for graduate or advanced education</b>										
Strongly Agree	76.4%	53.1%	54.3%	63.0%	47.4%	49.5%	88.9%	58.2%	58.7%	
Somewhat Agree	21.8%	41.2%	40.0%	33.3%	46.3%	44.3%	11.1%	36.6%	36.3%	
Somewhat Disagree	0.0%	4.8%	4.9%	0.0%	5.2%	5.4%	0.0%	4.4%	4.2%	
Strongly Disagree	1.8%	0.9%	0.8%	3.7%	1.0%	0.8%	0.0%	0.8%	0.7%	
Total(n)	55	1518	2248	27	669	969	27	797	1202	
Mean	3.73	3.47	3.48	3.56	3.40	3.43	3.89	3.52	3.53	
Standard deviation	0.56	0.63	0.63	0.70	0.64	0.63	0.32	0.62	0.62	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.41	0.40	-	0.25	0.21	-	0.60	0.58	
<b>Develop students' moral character</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	30.9%	30.7%	32.6%	18.5%	29.6%	31.7%	44.4%	32.0%	33.6%	
Somewhat Agree	49.1%	50.8%	48.9%	51.9%	49.5%	48.7%	44.4%	51.6%	49.0%	
Somewhat Disagree	14.5%	15.1%	14.9%	18.5%	15.9%	14.5%	11.1%	14.3%	15.1%	
Strongly Disagree	5.5%	3.4%	3.6%	11.1%	5.0%	5.1%	0.0%	2.1%	2.3%	
Total(n)	55	1511	2243	27	666	967	27	791	1197	
Mean	3.05	3.09	3.10	2.78	3.04	3.07	3.33	3.13	3.14	
Standard deviation	0.83	0.77	0.78	0.89	0.81	0.81	0.68	0.73	0.75	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.06	-	-0.32	-0.36	-	0.27	0.25	
<b>Provide for students' emotional development</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	16.4%	26.2%	27.8%	7.4%	21.3%	23.0%	25.9%	30.8%	31.9%	
Somewhat Agree	63.6%	49.5%	49.6%	66.7%	49.5%	49.2%	63.0%	49.1%	49.8%	
Somewhat Disagree	14.5%	18.4%	17.1%	14.8%	20.3%	19.4%	11.1%	16.8%	15.1%	
Strongly Disagree	5.5%	5.8%	5.6%	11.1%	8.9%	8.4%	0.0%	3.3%	3.1%	
Total(n)	55	1508	2234	27	666	965	27	788	1190	
Mean	2.91	2.96	2.99	2.70	2.83	2.87	3.15	3.07	3.11	
Standard deviation	0.73	0.82	0.82	0.78	0.86	0.86	0.60	0.78	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.10	-	-0.15	-0.20	-	0.10	0.05	
<b>Help students develop personal values</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	18.2%	29.7%	31.7%	25.9%	29.3%	30.5%	11.1%	30.1%	32.7%	
Somewhat Agree	63.6%	51.0%	49.3%	55.6%	50.3%	49.6%	70.4%	51.5%	48.8%	
Somewhat Disagree	12.7%	15.4%	15.1%	7.4%	15.1%	14.4%	18.5%	15.3%	15.7%	
Strongly Disagree	5.5%	4.0%	3.9%	11.1%	5.2%	5.5%	0.0%	3.0%	2.8%	
Total(n)	55	1511	2239	27	668	967	27	790	1194	
Mean	2.95	3.06	3.09	2.96	3.04	3.05	2.93	3.09	3.12	
Standard deviation	0.73	0.78	0.78	0.90	0.81	0.82	0.55	0.75	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.18	-	-0.10	-0.11	-	-0.21	-0.25	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										Civic Minded Values
Strongly Agree	34.5%	46.7%	48.1%	29.6%	37.1%	38.1%	40.7%	54.4%	56.1%	
Somewhat Agree	45.5%	38.6%	37.7%	40.7%	41.7%	41.0%	48.1%	36.1%	35.0%	
Somewhat Disagree	14.5%	10.0%	9.7%	18.5%	13.4%	13.0%	11.1%	7.3%	7.2%	
Strongly Disagree	5.5%	4.7%	4.5%	11.1%	7.8%	7.9%	0.0%	2.2%	1.7%	
Total(n)	55	1508	2234	27	666	965	27	790	1192	
Mean	3.09	3.27	3.29	2.89	3.08	3.09	3.30	3.43	3.46	
Standard deviation	0.84	0.83	0.82	0.97	0.90	0.90	0.67	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.24	-	-0.21	-0.22	-	-0.18	-0.23	
<b>Promote students' ability to write effectively</b>										
Strongly Agree	67.3%	65.7%	65.2%	59.3%	61.4%	61.4%	74.1%	69.3%	68.5%	
Somewhat Agree	30.9%	29.0%	29.5%	37.0%	32.2%	31.6%	25.9%	26.4%	27.6%	
Somewhat Disagree	0.0%	4.4%	4.5%	0.0%	5.4%	5.7%	0.0%	3.4%	3.2%	
Strongly Disagree	1.8%	0.9%	0.9%	3.7%	1.0%	1.2%	0.0%	0.9%	0.7%	
Total(n)	55	1516	2246	27	668	967	27	795	1201	
Mean	3.64	3.59	3.59	3.52	3.54	3.53	3.74	3.64	3.64	
Standard deviation	0.59	0.62	0.62	0.70	0.65	0.66	0.45	0.59	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.08	-	-0.03	-0.02	-	0.17	0.17	
<b>Encourage respect for different beliefs</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	47.3%	66.6%	68.5%	37.0%	56.4%	58.2%	55.6%	74.6%	76.4%	
Somewhat Agree	43.6%	28.6%	26.8%	44.4%	36.1%	34.4%	44.4%	22.5%	20.8%	
Somewhat Disagree	1.8%	3.2%	3.3%	3.7%	4.9%	5.0%	0.0%	2.0%	2.0%	
Strongly Disagree	7.3%	1.7%	1.5%	14.8%	2.5%	2.4%	0.0%	0.9%	0.8%	
Total(n)	55	1513	2240	27	667	967	27	794	1196	
Mean	3.31	3.60	3.62	3.04	3.46	3.49	3.56	3.71	3.73	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Standard deviation	0.84	0.64	0.62	1.02	0.71	0.70	0.51	0.55	0.53	
Significance	-	**	***	-	**	**	-	-	-	
Effect size	-	-0.45	-0.50	-	-0.59	-0.64	-	-0.27	-0.32	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly Agree	9.1%	16.5%	16.9%	11.1%	22.3%	23.2%	7.4%	11.7%	11.6%	
Somewhat Agree	43.6%	40.8%	40.1%	51.9%	42.5%	40.6%	37.0%	39.9%	40.0%	
Somewhat Disagree	30.9%	26.7%	26.5%	29.6%	22.9%	23.2%	33.3%	30.4%	29.5%	
Strongly Disagree	16.4%	16.0%	16.6%	7.4%	12.2%	13.0%	22.2%	18.0%	18.8%	
Total(n)	55	1496	2207	27	663	957	27	784	1178	
Mean	2.45	2.58	2.57	2.67	2.75	2.74	2.30	2.45	2.44	
Standard deviation	0.88	0.95	0.96	0.78	0.94	0.96	0.91	0.92	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.13	-	-0.09	-0.07	-	-0.16	-0.15	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly Agree	13.0%	27.0%	27.3%	18.5%	20.3%	20.4%	7.4%	32.3%	32.5%	
Somewhat Agree	29.6%	28.3%	29.7%	11.1%	24.1%	26.1%	48.1%	32.4%	33.2%	
Somewhat Disagree	24.1%	28.4%	27.8%	22.2%	33.0%	31.8%	25.9%	24.5%	24.5%	
Strongly Disagree	33.3%	16.3%	15.2%	48.1%	22.7%	21.7%	18.5%	10.8%	9.8%	
Total(n)	54	1489	2200	27	661	954	27	780	1175	
Mean	2.22	2.66	2.69	2.00	2.42	2.45	2.44	2.86	2.88	
Standard deviation	1.06	1.04	1.03	1.18	1.05	1.04	0.89	0.99	0.97	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	-0.42	-0.46	-	-0.40	-0.43	-	-0.42	-0.45	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My research is valued by faculty in my department</b>										
Strongly Agree	21.2%	27.5%	26.8%	25.9%	28.7%	28.2%	12.5%	26.6%	25.7%	Respect
Somewhat Agree	42.3%	43.9%	44.8%	37.0%	46.0%	45.3%	50.0%	42.8%	44.7%	
Somewhat Disagree	23.1%	18.7%	18.7%	25.9%	17.2%	17.8%	20.8%	19.9%	19.4%	
Strongly Disagree	13.5%	9.9%	9.7%	11.1%	8.2%	8.7%	16.7%	10.7%	10.2%	
Total(n)	52	1420	2075	27	635	908	24	740	1101	
Mean	2.71	2.89	2.89	2.78	2.95	2.93	2.58	2.85	2.86	
Standard deviation	0.96	0.92	0.91	0.97	0.89	0.90	0.93	0.93	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.20	-	-0.19	-0.17	-	-0.29	-0.30	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	53.8%	51.5%	52.0%	59.3%	53.1%	52.3%	45.8%	50.5%	52.1%	Respect
Somewhat Agree	36.5%	35.3%	35.1%	33.3%	34.8%	35.3%	41.7%	36.3%	35.5%	
Somewhat Disagree	1.9%	8.6%	8.3%	0.0%	7.6%	7.9%	4.2%	8.6%	8.1%	
Strongly Disagree	7.7%	4.6%	4.5%	7.4%	4.5%	4.5%	8.3%	4.6%	4.3%	
Total(n)	52	1460	2148	27	646	926	24	765	1151	
Mean	3.37	3.34	3.35	3.44	3.37	3.35	3.25	3.33	3.36	
Standard deviation	0.86	0.82	0.81	0.85	0.81	0.81	0.90	0.82	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.02	-	0.09	0.11	-	-0.10	-0.14	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>My service is valued by faculty in my department</b>										
Strongly Agree	51.9%	44.5%	45.5%	44.4%	46.1%	46.7%	58.3%	44.0%	45.1%	Respect
Somewhat Agree	32.7%	36.9%	36.9%	37.0%	38.0%	36.9%	29.2%	36.4%	37.2%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Somewhat Disagree	5.8%	11.5%	11.0%	7.4%	9.4%	9.8%	4.2%	12.8%	11.5%	
Strongly Disagree	9.6%	7.1%	6.7%	11.1%	6.5%	6.7%	8.3%	6.7%	6.3%	
Total(n)	52	1458	2146	27	648	928	24	763	1149	
Mean	3.27	3.19	3.21	3.15	3.24	3.23	3.38	3.18	3.21	
Standard deviation	0.95	0.90	0.89	0.99	0.87	0.88	0.92	0.90	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	-0.10	-0.09	-	0.22	0.19	
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	7.8%	19.6%	20.0%	7.7%	18.9%	19.1%	8.3%	20.1%	20.5%	
Somewhat Agree	35.3%	45.3%	46.4%	23.1%	49.3%	49.1%	45.8%	42.9%	44.9%	
Somewhat Disagree	39.2%	22.7%	22.2%	50.0%	19.7%	20.4%	29.2%	24.6%	23.4%	
Strongly Disagree	17.6%	12.4%	11.4%	19.2%	12.2%	11.4%	16.7%	12.4%	11.1%	
Total(n)	51	1445	2121	26	641	918	24	756	1135	
Mean	2.33	2.72	2.75	2.19	2.75	2.76	2.46	2.71	2.75	
Standard deviation	0.86	0.92	0.90	0.85	0.90	0.89	0.88	0.93	0.91	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.42	-0.47	-	-0.62	-0.64	-	-0.27	-0.32	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Develop leadership ability among students</b>										
Highest Priority	19.2%	13.8%	14.3%	14.8%	11.9%	12.3%	25.0%	15.0%	15.3%	
High Priority	51.9%	37.8%	37.1%	48.1%	34.7%	34.8%	54.2%	40.5%	39.2%	
Medium Priority	19.2%	35.4%	35.5%	18.5%	39.6%	38.8%	20.8%	32.4%	33.2%	
Low Priority	9.6%	12.9%	13.1%	18.5%	13.8%	14.1%	0.0%	12.1%	12.3%	
Total(n)	52	1390	2044	27	616	885	24	728	1093	
Mean	2.81	2.53	2.53	2.59	2.45	2.45	3.04	2.58	2.58	
Standard deviation	0.86	0.89	0.89	0.97	0.87	0.88	0.69	0.89	0.89	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.31	0.31	-	0.16	0.16	-	0.52	0.52	
<b>Please indicate the extent to which you:</b>										
<b>Mentor faculty</b>										
To a Very Large Extent	15.4%	12.0%	12.3%	11.1%	9.9%	10.2%	20.8%	13.8%	14.2%	
To a Large Extent	15.4%	21.9%	22.6%	14.8%	22.8%	23.5%	16.7%	21.6%	22.0%	
To Some Extent	26.9%	31.8%	32.2%	29.6%	32.4%	32.9%	20.8%	31.5%	31.8%	
To a Small Extent	34.6%	17.6%	16.4%	37.0%	21.3%	19.3%	33.3%	14.6%	14.2%	
Not at All	7.7%	16.7%	16.5%	7.4%	13.6%	14.0%	8.3%	18.6%	17.8%	
Total(n)	52	1379	2022	27	605	869	24	727	1087	
Mean	2.96	2.95	2.98	2.85	2.94	2.97	3.08	2.97	3.00	
Standard deviation	1.20	1.24	1.24	1.13	1.17	1.18	1.32	1.29	1.28	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	-0.08	-0.10	-	0.09	0.06	
<b>Mentor undergraduate students</b>										
To a Very Large Extent	34.6%	36.0%	35.9%	25.9%	35.2%	35.6%	45.8%	36.7%	36.1%	
To a Large Extent	42.3%	31.0%	30.3%	40.7%	29.9%	30.2%	41.7%	31.6%	30.3%	
To Some Extent	21.2%	22.4%	22.6%	29.6%	24.4%	23.3%	12.5%	20.7%	21.6%	
To a Small Extent	1.9%	8.3%	8.4%	3.7%	9.0%	8.5%	0.0%	8.1%	8.7%	
Not at All	0.0%	2.2%	2.8%	0.0%	1.5%	2.4%	0.0%	3.0%	3.3%	
Total(n)	52	1381	2036	27	602	873	24	731	1095	
Mean	4.10	3.90	3.88	3.89	3.88	3.88	4.33	3.91	3.87	
Standard deviation	0.80	1.05	1.08	0.85	1.04	1.06	0.70	1.08	1.10	
Significance	-			-			-		*	
Effect size	-	0.19	0.20	-	0.01	0.01	-	0.39	0.42	



2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University		Total			Men			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		67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1		Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Please indicate the extent to which each of the following has been a source of stress for you during the past year:											
<b>Managing household responsibilities</b>											
Extensive		22.0%	28.9%	29.1%	15.4%	20.5%	20.9%	30.4%	35.9%	35.6%	
Somewhat		48.0%	51.2%	51.3%	46.2%	55.4%	54.7%	47.8%	47.7%	48.8%	
Not at All		30.0%	19.9%	19.7%	38.5%	24.0%	24.5%	21.7%	16.5%	15.6%	
Total(n)		50	1355	1999	26	599	867	23	711	1066	
Mean		1.92	2.09	2.09	1.77	1.96	1.96	2.09	2.19	2.20	
Standard deviation		0.72	0.69	0.69	0.71	0.67	0.67	0.73	0.70	0.69	
Significance		-			-			-			
Effect size		-	-0.25	-0.25	-	-0.28	-0.28	-	-0.14	-0.16	
<b>Review/promotion process</b>											
Extensive		16.7%	20.5%	21.0%	0.0%	16.1%	17.8%	38.9%	23.5%	23.3%	
Somewhat		42.9%	38.1%	39.4%	47.8%	37.7%	37.6%	33.3%	38.9%	41.0%	
Not at All		40.5%	41.4%	39.6%	52.2%	46.2%	44.5%	27.8%	37.5%	35.6%	
Total(n)		42	1152	1698	23	528	757	18	586	887	
Mean		1.76	1.79	1.81	1.48	1.70	1.73	2.11	1.86	1.88	
Standard deviation		0.73	0.76	0.76	0.51	0.73	0.74	0.83	0.77	0.76	
Significance		-			-			-			
Effect size		-	-0.04	-0.07	-	-0.30	-0.34	-	0.32	0.30	
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>											
Extensive		6.8%	9.4%	9.1%	8.3%	5.4%	6.0%	5.3%	11.5%	10.4%	
Somewhat		20.5%	27.7%	27.5%	4.2%	19.0%	18.9%	42.1%	34.2%	34.0%	
Not at All		72.7%	63.0%	63.4%	87.5%	75.6%	75.2%	52.6%	54.3%	55.6%	
Total(n)		44	1226	1807	24	536	769	19	646	977	
Mean		1.34	1.46	1.46	1.21	1.30	1.31	1.53	1.57	1.55	
Standard deviation		0.61	0.66	0.66	0.59	0.56	0.58	0.61	0.69	0.68	
Significance		-			-			-			
Effect size		-	-0.18	-0.18	-	-0.16	-0.17	-	-0.06	-0.03	
<b>Committee work</b>											
Extensive		30.0%	19.2%	18.5%	23.1%	15.4%	14.2%	34.8%	21.6%	21.4%	Career-Related Stress
Somewhat		54.0%	54.2%	55.0%	61.5%	54.5%	55.8%	47.8%	54.8%	55.4%	
Not at All		16.0%	26.6%	26.5%	15.4%	30.1%	30.0%	17.4%	23.6%	23.2%	
Total(n)		50	1318	1954	26	585	850	23	691	1042	
Mean		2.14	1.93	1.92	2.08	1.85	1.84	2.17	1.98	1.98	
Standard deviation		0.67	0.67	0.67	0.63	0.66	0.65	0.72	0.67	0.67	
Significance		-	*	*	-			-			
Effect size		-	0.31	0.33	-	0.35	0.37	-	0.28	0.28	
<b>Faculty meetings</b>											
Extensive		18.4%	16.5%	15.7%	7.7%	13.5%	13.4%	27.3%	18.5%	17.5%	
Somewhat		49.0%	46.1%	45.4%	50.0%	48.1%	47.0%	50.0%	44.5%	44.3%	
Not at All		32.7%	37.4%	38.9%	42.3%	38.3%	39.7%	22.7%	36.9%	38.3%	
Total(n)		49	1336	1976	26	592	860	22	701	1053	
Mean		1.86	1.79	1.77	1.65	1.75	1.74	2.05	1.82	1.79	
Standard deviation		0.71	0.70	0.70	0.63	0.68	0.68	0.72	0.72	0.72	
Significance		-			-			-			
Effect size		-	0.10	0.13	-	-0.15	-0.13	-	0.32	0.36	
<b>Students</b>											
Extensive		20.0%	17.7%	17.4%	11.5%	13.6%	13.5%	30.4%	21.2%	20.6%	Career-Related Stress
Somewhat		64.0%	57.6%	58.5%	65.4%	57.8%	58.4%	60.9%	57.8%	59.2%	
Not at All		16.0%	24.6%	24.1%	23.1%	28.6%	28.1%	8.7%	20.9%	20.3%	
Total(n)		50	1364	2009	26	604	874	23	716	1070	
Mean		2.04	1.93	1.93	1.88	1.85	1.85	2.22	2.00	2.00	
Standard deviation		0.60	0.65	0.64	0.59	0.63	0.63	0.60	0.65	0.64	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.05	0.05	-	0.34	0.34	
<b>Research or publishing demands</b>										Career-Related Stress
Extensive	14.9%	20.7%	21.0%	4.0%	14.9%	15.6%	28.6%	25.1%	25.3%	
Somewhat	34.0%	47.1%	47.3%	28.0%	45.4%	45.8%	38.1%	49.2%	48.9%	
Not at All	51.1%	32.1%	31.6%	68.0%	39.8%	38.7%	33.3%	25.7%	25.8%	
Total(n)	47	1220	1760	25	571	802	21	610	898	
Mean	1.64	1.89	1.89	1.36	1.75	1.77	1.95	1.99	1.99	
Standard deviation	0.74	0.72	0.72	0.57	0.70	0.70	0.80	0.71	0.72	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.35	-0.35	-	-0.56	-0.59	-	-0.06	-0.06	
<b>Institutional procedures and "red tape"</b>										Career-Related Stress
Extensive	46.0%	31.4%	31.9%	38.5%	30.6%	32.0%	52.2%	32.1%	31.9%	
Somewhat	44.0%	49.5%	48.9%	50.0%	50.2%	49.7%	39.1%	48.8%	48.3%	
Not at All	10.0%	19.1%	19.2%	11.5%	19.2%	18.3%	8.7%	19.0%	19.7%	
Total(n)	50	1320	1944	26	588	853	23	688	1028	
Mean	2.36	2.12	2.13	2.27	2.11	2.14	2.43	2.13	2.12	
Standard deviation	0.66	0.70	0.70	0.67	0.70	0.70	0.66	0.70	0.71	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.34	0.33	-	0.23	0.19	-	0.43	0.44	
<b>Teaching load</b>										Career-Related Stress
Extensive	24.0%	26.4%	25.8%	23.1%	23.0%	23.0%	26.1%	28.4%	27.5%	
Somewhat	46.0%	47.3%	48.1%	38.5%	46.8%	45.8%	52.2%	47.9%	50.2%	
Not at All	30.0%	26.3%	26.1%	38.5%	30.3%	31.2%	21.7%	23.7%	22.4%	
Total(n)	50	1354	1995	26	601	871	23	708	1060	
Mean	1.94	2.00	2.00	1.85	1.93	1.92	2.04	2.05	2.05	
Standard deviation	0.74	0.73	0.72	0.78	0.73	0.73	0.71	0.72	0.70	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.11	-0.10	-	-0.01	-0.01	
<b>Lack of personal time</b>										Career-Related Stress
Extensive	32.0%	33.3%	32.8%	26.9%	24.5%	24.6%	34.8%	39.9%	39.2%	
Somewhat	46.0%	44.1%	44.2%	38.5%	47.3%	45.5%	56.5%	42.3%	43.7%	
Not at All	22.0%	22.6%	23.0%	34.6%	28.2%	29.9%	8.7%	17.8%	17.0%	
Total(n)	50	1362	2007	26	603	874	23	714	1068	
Mean	2.10	2.11	2.10	1.92	1.96	1.95	2.26	2.22	2.22	
Standard deviation	0.74	0.74	0.74	0.80	0.73	0.74	0.62	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	-0.05	-0.04	-	0.05	0.06	
<b>Job security</b>										
Extensive	6.3%	7.0%	9.8%	7.7%	6.0%	8.8%	4.8%	7.0%	10.1%	
Somewhat	29.2%	26.9%	29.2%	26.9%	25.7%	27.8%	33.3%	27.9%	30.3%	
Not at All	64.6%	66.1%	61.0%	65.4%	68.3%	63.4%	61.9%	65.1%	59.6%	
Total(n)	48	1298	1922	26	584	850	21	673	1012	
Mean	1.42	1.41	1.49	1.42	1.38	1.45	1.43	1.42	1.50	
Standard deviation	0.61	0.62	0.67	0.64	0.60	0.65	0.60	0.62	0.67	
Significance	-			-			-			
Effect size	-	0.02	-0.10	-	0.07	-0.05	-	0.02	-0.10	
<b>Self-imposed high expectations</b>										Career-Related Stress
Extensive	26.5%	33.9%	35.5%	19.2%	30.2%	30.8%	36.4%	37.3%	39.8%	
Somewhat	63.3%	52.9%	51.5%	73.1%	54.1%	53.2%	50.0%	51.8%	49.8%	
Not at All	10.2%	13.2%	13.0%	7.7%	15.7%	16.0%	13.6%	11.0%	10.4%	
Total(n)	49	1353	1998	26	597	867	22	711	1065	
Mean	2.16	2.21	2.22	2.12	2.14	2.15	2.23	2.26	2.29	
Standard deviation	0.59	0.65	0.66	0.52	0.66	0.67	0.69	0.64	0.65	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.03	-0.04	-	-0.05	-0.09	
<b>Increased work responsibilities</b>										
Extensive	46.0%	35.1%	36.2%	42.3%	27.5%	28.7%	47.8%	41.6%	42.7%	
Somewhat	36.0%	45.2%	45.4%	42.3%	49.1%	49.0%	30.4%	41.5%	42.1%	
Not at All	18.0%	19.6%	18.4%	15.4%	23.5%	22.3%	21.7%	16.9%	15.2%	
Total(n)	50	1349	1990	26	597	864	23	706	1059	
Mean	2.28	2.15	2.18	2.27	2.04	2.06	2.26	2.25	2.27	
Standard deviation	0.76	0.72	0.72	0.72	0.71	0.71	0.81	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.18	0.14	-	0.32	0.30	-	0.01	-0.01	
<b>Institutional budget cuts</b>										
Extensive	38.3%	28.7%	30.8%	41.7%	26.3%	29.4%	36.4%	30.6%	32.2%	
Somewhat	46.8%	46.2%	45.3%	54.2%	49.3%	47.3%	40.9%	43.8%	43.8%	
Not at All	14.9%	25.1%	23.9%	4.2%	24.4%	23.2%	22.7%	25.6%	23.9%	
Total(n)	47	1296	1914	24	578	839	22	676	1015	
Mean	2.23	2.04	2.07	2.38	2.02	2.06	2.14	2.05	2.08	
Standard deviation	0.70	0.73	0.74	0.58	0.71	0.72	0.77	0.75	0.75	
Significance	-			-	*	*	-			
Effect size	-	0.26	0.22	-	0.51	0.44	-	0.12	0.08	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
<b>COVID-19</b> - These items illustrate experiences with instruction, sources of stress, views, and opinions on the institutional response to the COVID-19 pandemic.										
<b>Diversity</b> - These items relate to social attitudes and experiences with diversity on campus.										
<b>Institutional Support and Resources</b> - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.										
<b>Interaction with Students</b> - These items relate to the amount and types of interactions faculty have with students on campus.										
<b>During the past three years, have you:</b>										Civic Minded Practice
Advised student groups involved in service/volunteer work	56.7%	53.3%	52.9%	50.0%	54.2%	52.3%	64.7%	52.1%	53.6%	
Participated in organized activities around enhancing pedagogy or student learning	81.3%	78.5%	78.3%	82.8%	74.6%	73.4%	79.4%	81.8%	82.5%	
<b>In the past year, to what extent have you:</b>										
<b>Engaged undergraduates on your research project(s)</b>										
To a Very Large Extent	10.6%	13.9%	12.9%	3.2%	14.1%	13.5%	17.6%	13.2%	12.0%	
To a Large Extent	7.6%	10.1%	9.9%	12.9%	11.9%	11.3%	2.9%	8.9%	8.9%	
To Some Extent	24.2%	16.6%	16.3%	22.6%	19.2%	18.1%	23.5%	14.7%	14.7%	
To a Small Extent	15.2%	11.5%	11.4%	16.1%	13.0%	13.1%	14.7%	9.8%	9.8%	
Not at All	42.4%	47.9%	49.5%	45.2%	41.9%	44.0%	41.2%	53.3%	54.6%	
Total(n)	66	1832	2723	31	825	1196	34	945	1432	
<b>Worked with undergraduates on their research project(s)</b>										
To a Very Large Extent	22.7%	17.3%	16.7%	19.4%	15.8%	15.3%	26.5%	18.5%	18.1%	
To a Large Extent	10.6%	13.7%	13.3%	12.9%	16.7%	15.3%	8.8%	10.8%	11.0%	
To Some Extent	28.8%	21.7%	20.9%	25.8%	22.9%	22.5%	29.4%	20.7%	19.7%	
To a Small Extent	15.2%	12.5%	13.3%	16.1%	13.9%	14.5%	14.7%	11.7%	12.5%	
Not at All	22.7%	34.8%	35.8%	25.8%	30.7%	32.5%	20.6%	38.2%	38.7%	
Total(n)	66	1858	2759	31	837	1211	34	960	1454	
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>										
<b>Funded workshops focused on teaching</b>										
Yes	50.8%	53.2%	54.2%	48.3%	44.3%	44.5%	51.6%	60.7%	62.2%	
<b>Paid sabbatical leave</b>										
Yes	1.6%	8.7%	7.4%	3.4%	8.7%	8.0%	0.0%	8.8%	6.9%	
<b>Travel funds paid by the institution</b>										
Yes	55.7%	53.0%	52.4%	58.6%	53.4%	51.5%	51.6%	53.3%	53.3%	
<b>Internal grants for research</b>										
Yes	11.7%	28.4%	26.9%	3.4%	28.5%	27.0%	20.0%	28.5%	27.1%	
<b>Training for administrative leadership</b>										
Yes	8.5%	11.9%	12.4%	7.1%	12.3%	12.1%	10.0%	11.9%	13.0%	
<b>Incentives to develop new courses</b>										
Yes	16.4%	16.5%	17.8%	20.7%	16.2%	18.1%	9.7%	16.9%	17.6%	
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>										
<b>Felt confident in your ability to provide effective instruction exclusively online</b>										
To a Very Large Extent	19.0%	28.3%	27.8%	22.2%	26.2%	25.6%	16.7%	30.2%	29.4%	
To a Large Extent	25.9%	33.9%	33.5%	22.2%	34.2%	34.0%	30.0%	33.9%	33.5%	
To Some Extent	44.8%	28.0%	28.1%	37.0%	28.6%	28.9%	50.0%	27.3%	27.4%	
To a Small Extent	5.2%	6.4%	7.1%	7.4%	6.5%	7.5%	3.3%	5.8%	6.5%	
Not at All	5.2%	3.4%	3.5%	11.1%	4.5%	4.0%	0.0%	2.7%	3.2%	
Total(n)	58	1599	2362	27	707	1018	30	838	1264	
Mean	3.48	3.77	3.75	3.37	3.71	3.70	3.60	3.83	3.79	
Standard deviation	1.03	1.04	1.05	1.24	1.06	1.06	0.81	1.01	1.04	
Significance	-	*		-			-			
Effect size	-	-0.28	-0.26	-	-0.32	-0.31	-	-0.23	-0.18	
<b>Were concerned about your job security</b>										
To a Very Large Extent	12.1%	7.7%	9.5%	18.5%	7.1%	8.3%	6.7%	7.5%	10.0%	
To a Large Extent	5.2%	6.8%	7.8%	0.0%	6.5%	7.8%	10.0%	7.1%	7.6%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
To Some Extent	19.0%	19.9%	21.0%	11.1%	17.8%	18.1%	26.7%	21.7%	23.2%	
To a Small Extent	20.7%	21.0%	20.0%	29.6%	21.1%	19.5%	13.3%	21.3%	20.7%	
Not at All	43.1%	44.6%	41.7%	40.7%	47.5%	46.4%	43.3%	42.4%	38.5%	
Total(n)	58	1594	2353	27	707	1016	30	835	1259	
Mean	2.22	2.12	2.23	2.26	2.05	2.12	2.23	2.16	2.30	
Standard deviation	1.38	1.26	1.32	1.48	1.25	1.30	1.30	1.26	1.32	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.17	0.11	-	0.06	-0.05	
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>										
To a Very Large Extent	25.9%	34.3%	32.6%	25.9%	31.8%	30.1%	26.7%	36.1%	34.2%	
To a Large Extent	27.6%	17.4%	17.8%	22.2%	18.0%	18.1%	33.3%	16.8%	17.6%	
To Some Extent	17.2%	19.9%	20.4%	18.5%	20.4%	21.6%	16.7%	20.0%	19.9%	
To a Small Extent	12.1%	8.9%	8.3%	14.8%	9.6%	8.9%	6.7%	7.9%	7.5%	
Not at All	17.2%	19.5%	20.9%	18.5%	20.1%	21.4%	16.7%	19.2%	20.8%	
Total(n)	58	1585	2336	27	705	1011	30	826	1246	
Mean	3.33	3.38	3.33	3.22	3.32	3.27	3.47	3.43	3.37	
Standard deviation	1.43	1.51	1.51	1.48	1.50	1.50	1.41	1.51	1.52	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.07	-0.03	-	0.03	0.07	
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>										
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>										
Strongly Agree	47.4%	56.0%	56.2%	44.4%	56.3%	55.5%	48.3%	55.6%	56.6%	
Agree	38.6%	35.6%	35.1%	44.4%	36.0%	36.3%	34.5%	35.3%	34.2%	
Disagree	8.8%	5.7%	6.3%	3.7%	5.0%	5.6%	13.8%	6.6%	7.0%	
Strongly Disagree	5.3%	2.6%	2.4%	7.4%	2.8%	2.6%	3.4%	2.5%	2.2%	
Total(n)	57	1556	2290	27	686	989	29	816	1223	
Mean	3.28	3.45	3.45	3.26	3.46	3.45	3.28	3.44	3.45	
Standard deviation	0.84	0.72	0.72	0.86	0.72	0.72	0.84	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.24	-0.24	-	-0.28	-0.26	-	-0.22	-0.24	
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>										
Strongly Agree	33.3%	43.4%	44.7%	33.3%	45.5%	46.5%	34.5%	42.6%	43.8%	
Agree	28.1%	33.1%	31.9%	33.3%	34.5%	32.9%	24.1%	31.7%	31.0%	
Disagree	21.1%	12.2%	11.6%	22.2%	10.4%	10.6%	17.2%	13.0%	12.0%	
Strongly Disagree	17.5%	11.3%	11.7%	11.1%	9.7%	10.0%	24.1%	12.7%	13.2%	
Total(n)	57	1538	2258	27	682	982	29	802	1198	
Mean	2.77	3.09	3.10	2.89	3.16	3.16	2.69	3.04	3.05	
Standard deviation	1.10	1.00	1.01	1.01	0.96	0.97	1.20	1.03	1.04	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.33	-	-0.28	-0.28	-	-0.34	-0.35	
<b>I had access to effective tech support while teaching remotely</b>										
Strongly Agree	13.0%	38.8%	39.7%	8.0%	37.1%	37.4%	17.2%	40.9%	42.1%	
Agree	42.6%	39.1%	39.4%	52.0%	39.2%	40.6%	34.5%	38.4%	38.3%	
Disagree	22.2%	13.8%	13.5%	20.0%	14.8%	14.2%	24.1%	13.0%	12.8%	
Strongly Disagree	22.2%	8.3%	7.4%	20.0%	8.9%	7.8%	24.1%	7.7%	6.8%	
Total(n)	54	1532	2250	25	676	969	29	805	1204	
Mean	2.46	3.08	3.11	2.48	3.05	3.07	2.45	3.12	3.16	
Standard deviation	0.99	0.92	0.90	0.92	0.93	0.91	1.06	0.91	0.89	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.67	-0.72	-	-0.61	-0.65	-	-0.74	-0.80	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Please indicate your agreement with each of the following statements:										
<b>Campus leadership provided an appropriate response to the pandemic</b>										
Strongly Agree	23.2%	34.7%	33.5%	18.5%	36.7%	34.3%	25.0%	33.5%	33.3%	
Somewhat Agree	46.4%	44.7%	45.2%	44.4%	42.1%	44.1%	50.0%	46.9%	46.2%	
Somewhat Disagree	17.9%	14.0%	14.0%	25.9%	14.0%	13.7%	10.7%	13.6%	13.9%	
Strongly Disagree	12.5%	6.6%	7.4%	11.1%	7.3%	8.0%	14.3%	6.0%	6.6%	
Total(n)	56	1540	2271	27	687	989	28	802	1206	
Mean	2.80	3.07	3.05	2.70	3.08	3.05	2.86	3.08	3.06	
Standard deviation	0.94	0.86	0.88	0.91	0.89	0.89	0.97	0.84	0.86	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.31	-0.28	-	-0.43	-0.39	-	-0.26	-0.23	
<b>Faculty in my department were adequately prepared for teaching remotely</b>										
Strongly Agree	10.9%	15.2%	15.3%	7.4%	16.6%	15.4%	11.1%	14.8%	15.5%	
Somewhat Agree	34.5%	41.8%	42.0%	33.3%	41.0%	42.1%	37.0%	43.0%	42.7%	
Somewhat Disagree	34.5%	27.0%	27.0%	33.3%	27.9%	27.8%	37.0%	26.0%	26.1%	
Strongly Disagree	20.0%	16.0%	15.7%	25.9%	14.4%	14.7%	14.8%	16.2%	15.7%	
Total(n)	55	1541	2267	27	687	986	27	804	1205	
Mean	2.36	2.56	2.57	2.22	2.60	2.58	2.44	2.56	2.58	
Standard deviation	0.93	0.93	0.93	0.93	0.93	0.92	0.89	0.93	0.93	
Significance	-			-	*	*	-			
Effect size	-	-0.22	-0.23	-	-0.41	-0.39	-	-0.13	-0.15	
<b>My institution's pandemic response prioritized the health and safety of faculty</b>										
Strongly Agree	19.6%	35.4%	33.4%	14.8%	38.0%	35.5%	25.0%	34.5%	32.6%	
Somewhat Agree	39.3%	38.5%	38.0%	37.0%	37.8%	38.2%	39.3%	38.5%	37.7%	
Somewhat Disagree	23.2%	17.1%	18.1%	33.3%	15.1%	16.5%	14.3%	18.4%	19.1%	
Strongly Disagree	17.9%	9.0%	10.5%	14.8%	9.0%	9.8%	21.4%	8.6%	10.6%	
Total(n)	56	1541	2267	27	687	989	28	803	1202	
Mean	2.61	3.00	2.94	2.52	3.05	2.99	2.68	2.99	2.92	
Standard deviation	1.00	0.94	0.97	0.94	0.94	0.96	1.09	0.93	0.97	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.41	-0.34	-	-0.56	-0.49	-	-0.33	-0.25	
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>										
Strongly Agree	3.6%	17.5%	18.0%	0.0%	13.5%	14.3%	7.1%	20.8%	20.5%	
Somewhat Agree	26.8%	22.6%	21.9%	22.2%	21.5%	19.4%	32.1%	23.6%	24.2%	
Somewhat Disagree	21.4%	25.1%	25.4%	18.5%	23.5%	25.1%	21.4%	26.5%	25.9%	
Strongly Disagree	48.2%	34.7%	34.7%	59.3%	41.4%	41.3%	39.3%	29.1%	29.4%	
Total(n)	56	1543	2271	27	688	989	28	804	1206	
Mean	1.86	2.23	2.23	1.63	2.07	2.07	2.07	2.36	2.36	
Standard deviation	0.94	1.11	1.11	0.84	1.08	1.08	1.02	1.11	1.11	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.33	-0.33	-	-0.41	-0.41	-	-0.26	-0.26	
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>										
Strongly Agree	21.4%	37.0%	36.7%	14.8%	36.5%	35.5%	28.6%	38.7%	38.4%	
Somewhat Agree	39.3%	40.2%	39.3%	48.1%	40.4%	40.3%	32.1%	39.9%	38.6%	
Somewhat Disagree	19.6%	13.4%	14.2%	18.5%	12.1%	13.4%	17.9%	13.8%	14.3%	
Strongly Disagree	19.6%	9.4%	9.9%	18.5%	11.0%	10.7%	21.4%	7.6%	8.7%	
Total(n)	56	1536	2258	27	684	982	28	802	1200	
Mean	2.63	3.05	3.03	2.59	3.02	3.01	2.68	3.10	3.07	
Standard deviation	1.04	0.94	0.95	0.97	0.96	0.96	1.12	0.91	0.93	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.45	-0.42	-	-0.45	-0.44	-	-0.46	-0.42	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>										
Strongly Agree	73.2%	66.3%	67.5%	70.4%	62.8%	64.2%	75.0%	68.9%	69.8%	
Somewhat Agree	23.2%	29.0%	28.0%	25.9%	32.2%	30.4%	21.4%	26.6%	26.5%	
Somewhat Disagree	3.6%	4.3%	3.9%	3.7%	4.5%	4.6%	3.6%	4.1%	3.1%	
Strongly Disagree	0.0%	0.4%	0.6%	0.0%	0.4%	0.8%	0.0%	0.4%	0.5%	
Total(n)	56	1543	2271	27	689	989	28	804	1207	
Mean	3.70	3.61	3.62	3.67	3.57	3.58	3.71	3.64	3.66	
Standard deviation	0.54	0.59	0.59	0.55	0.60	0.62	0.53	0.58	0.56	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.15	-	0.12	0.09	
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>										
<b>Physical health</b>										
To a Very Large Extent	16.1%	23.6%	23.0%	18.5%	19.9%	20.4%	14.3%	26.0%	24.7%	
To a Large Extent	25.0%	21.7%	21.5%	22.2%	20.7%	20.2%	28.6%	22.7%	23.0%	
To Some Extent	35.7%	29.1%	29.7%	37.0%	30.3%	29.5%	32.1%	27.9%	29.5%	
To a Small Extent	10.7%	14.8%	14.4%	11.1%	16.6%	16.4%	10.7%	13.8%	13.0%	
Not at All	12.5%	10.8%	11.4%	11.1%	12.5%	13.5%	14.3%	9.5%	9.8%	
Total(n)	56	1544	2281	27	680	980	28	810	1222	
Mean	3.21	3.33	3.30	3.26	3.19	3.18	3.18	3.42	3.40	
Standard deviation	1.22	1.28	1.28	1.23	1.28	1.30	1.25	1.27	1.26	
Significance	-			-			-			
Effect size	-	-0.09	-0.07	-	0.05	0.06	-	-0.19	-0.17	
<b>Mental health</b>										
To a Very Large Extent	17.9%	27.5%	27.6%	22.2%	21.8%	21.8%	14.3%	31.3%	31.3%	
To a Large Extent	32.1%	23.3%	23.0%	29.6%	21.1%	21.7%	35.7%	25.4%	24.2%	
To Some Extent	23.2%	25.3%	25.4%	22.2%	26.1%	26.3%	21.4%	24.8%	25.2%	
To a Small Extent	14.3%	13.3%	13.3%	14.8%	17.1%	15.9%	14.3%	10.1%	11.1%	
Not at All	12.5%	10.6%	10.8%	11.1%	13.9%	14.2%	14.3%	8.5%	8.2%	
Total(n)	56	1536	2269	27	678	976	28	804	1214	
Mean	3.29	3.44	3.43	3.37	3.20	3.21	3.21	3.61	3.59	
Standard deviation	1.28	1.30	1.31	1.31	1.33	1.33	1.29	1.26	1.26	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	0.13	0.12	-	-0.32	-0.30	
<b>In-person social interaction</b>										
To a Very Large Extent	12.7%	22.0%	22.4%	14.8%	18.7%	18.8%	11.1%	24.0%	24.4%	
To a Large Extent	25.5%	23.2%	24.0%	33.3%	21.9%	22.7%	18.5%	24.3%	25.2%	
To Some Extent	32.7%	29.2%	28.2%	29.6%	29.9%	29.1%	37.0%	29.2%	28.0%	
To a Small Extent	20.0%	15.1%	14.9%	14.8%	17.0%	16.9%	22.2%	13.5%	13.5%	
Not at All	9.1%	10.4%	10.4%	7.4%	12.4%	12.4%	11.1%	8.9%	8.8%	
Total(n)	55	1532	2262	27	675	972	27	805	1213	
Mean	3.13	3.31	3.33	3.33	3.17	3.19	2.96	3.41	3.43	
Standard deviation	1.16	1.26	1.26	1.14	1.27	1.27	1.16	1.24	1.24	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	0.13	0.11	-	-0.36	-0.38	
<b>Return to in-person teaching</b>										
To a Very Large Extent	17.9%	17.2%	17.4%	18.5%	12.9%	12.2%	17.9%	20.2%	20.7%	
To a Large Extent	21.4%	19.1%	19.7%	25.9%	15.8%	16.1%	14.3%	21.5%	22.3%	
To Some Extent	25.0%	24.5%	24.6%	22.2%	22.3%	24.5%	28.6%	26.7%	25.4%	
To a Small Extent	19.6%	17.2%	16.3%	14.8%	20.7%	19.3%	25.0%	14.5%	14.1%	
Not at All	16.1%	22.0%	22.0%	18.5%	28.3%	27.9%	14.3%	17.1%	17.5%	
Total(n)	56	1534	2262	27	676	975	28	806	1210	
Mean	3.05	2.92	2.94	3.11	2.64	2.65	2.96	3.13	3.14	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Standard deviation	1.34	1.39	1.39	1.40	1.37	1.36	1.32	1.36	1.37	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.08	-	0.34	0.34	-	-0.13	-0.13	
<b>Health of loved ones</b>										
To a Very Large Extent	19.6%	33.7%	34.3%	25.9%	27.8%	28.9%	14.3%	38.4%	38.4%	
To a Large Extent	30.4%	24.1%	24.8%	25.9%	24.2%	25.2%	32.1%	23.9%	24.7%	
To Some Extent	28.6%	23.0%	22.6%	18.5%	23.8%	23.7%	39.3%	22.6%	21.8%	
To a Small Extent	12.5%	13.0%	12.0%	18.5%	16.7%	14.6%	7.1%	10.1%	10.0%	
Not at All	8.9%	6.2%	6.3%	11.1%	7.5%	7.7%	7.1%	5.0%	5.1%	
Total(n)	56	1535	2266	27	677	974	28	804	1213	
Mean	3.39	3.66	3.69	3.37	3.48	3.53	3.39	3.81	3.81	
Standard deviation	1.20	1.24	1.23	1.36	1.26	1.26	1.07	1.19	1.19	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.24	-	-0.09	-0.13	-	-0.35	-0.35	
<b>Access to healthcare</b>										
To a Very Large Extent	7.1%	8.8%	8.6%	11.1%	9.1%	9.6%	3.6%	8.4%	7.5%	
To a Large Extent	8.9%	9.7%	10.3%	7.4%	9.1%	10.0%	10.7%	9.5%	10.1%	
To Some Extent	23.2%	21.2%	21.9%	25.9%	20.3%	21.2%	21.4%	21.7%	22.4%	
To a Small Extent	33.9%	26.9%	25.2%	33.3%	27.4%	24.9%	32.1%	27.3%	25.8%	
Not at All	26.8%	33.4%	34.1%	22.2%	34.1%	34.2%	32.1%	33.1%	34.2%	
Total(n)	56	1540	2273	27	680	979	28	807	1216	
Mean	2.36	2.34	2.34	2.52	2.32	2.36	2.21	2.33	2.31	
Standard deviation	1.18	1.27	1.28	1.25	1.28	1.30	1.13	1.26	1.25	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.02	-	0.16	0.12	-	-0.10	-0.08	
<b>The extent to which others wear masks while out in public</b>										
To a Very Large Extent	25.0%	23.6%	24.5%	22.2%	18.7%	18.4%	28.6%	27.3%	28.7%	
To a Large Extent	30.4%	23.2%	22.5%	29.6%	22.6%	23.0%	28.6%	22.8%	21.6%	
To Some Extent	16.1%	23.0%	23.6%	22.2%	22.9%	24.1%	10.7%	23.7%	24.2%	
To a Small Extent	16.1%	14.9%	14.1%	11.1%	16.8%	15.4%	21.4%	13.5%	13.2%	
Not at All	12.5%	15.3%	15.2%	14.8%	19.0%	19.1%	10.7%	12.7%	12.3%	
Total(n)	56	1538	2271	27	678	977	28	806	1216	
Mean	3.39	3.25	3.27	3.33	3.05	3.06	3.43	3.39	3.41	
Standard deviation	1.36	1.37	1.37	1.36	1.38	1.37	1.40	1.35	1.35	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.09	-	0.20	0.20	-	0.03	0.01	
<b>Coping with social isolation</b>										
To a Very Large Extent	5.5%	14.4%	13.7%	7.7%	12.9%	12.0%	3.6%	15.2%	14.8%	
To a Large Extent	20.0%	18.0%	18.5%	30.8%	16.9%	18.2%	10.7%	18.2%	18.3%	
To Some Extent	29.1%	27.0%	27.0%	26.9%	27.4%	26.9%	32.1%	27.2%	27.4%	
To a Small Extent	23.6%	21.8%	22.3%	19.2%	22.1%	22.5%	25.0%	21.8%	22.5%	
Not at All	21.8%	18.8%	18.5%	15.4%	20.7%	20.5%	28.6%	17.6%	17.0%	
Total(n)	55	1536	2268	26	680	979	28	802	1210	
Mean	2.64	2.87	2.86	2.96	2.79	2.79	2.36	2.92	2.91	
Standard deviation	1.19	1.31	1.30	1.22	1.30	1.29	1.13	1.31	1.29	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.18	-0.17	-	0.13	0.13	-	-0.43	-0.43	
<b>Personal finances</b>										
To a Very Large Extent	7.1%	10.5%	11.9%	3.7%	9.7%	11.1%	10.7%	10.5%	11.7%	
To a Large Extent	12.5%	9.4%	9.7%	7.4%	9.6%	9.9%	17.9%	9.3%	9.6%	
To Some Extent	19.6%	20.4%	20.5%	18.5%	17.4%	18.1%	21.4%	23.0%	22.6%	
To a Small Extent	21.4%	23.0%	22.7%	29.6%	23.3%	23.2%	10.7%	22.7%	22.2%	
Not at All	39.3%	36.7%	35.2%	40.7%	40.1%	37.7%	39.3%	34.5%	33.9%	



2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Total(n)	56	1536	2268	27	679	976	28	803	1213	
Mean	2.27	2.34	2.40	2.04	2.26	2.34	2.50	2.39	2.43	
Standard deviation	1.30	1.33	1.36	1.13	1.33	1.36	1.45	1.32	1.35	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.10	-	-0.17	-0.22	-	0.08	0.05	
<b>Childcare</b>										
To a Very Large Extent	12.5%	13.8%	13.4%	11.1%	9.6%	9.7%	14.3%	17.2%	16.4%	
To a Large Extent	3.6%	7.0%	7.1%	0.0%	9.2%	8.6%	7.1%	5.2%	6.0%	
To Some Extent	5.4%	6.6%	6.9%	7.4%	7.7%	7.7%	3.6%	5.9%	6.6%	
To a Small Extent	7.1%	6.7%	6.2%	7.4%	7.1%	6.9%	3.6%	6.0%	5.2%	
Not at All	71.4%	65.9%	66.4%	74.1%	66.5%	67.1%	71.4%	65.8%	65.8%	
Total(n)	56	1532	2259	27	677	973	28	803	1209	
Mean	1.79	1.96	1.95	1.67	1.88	1.87	1.89	2.02	2.02	
Standard deviation	1.42	1.50	1.49	1.33	1.40	1.40	1.55	1.57	1.56	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.11	-	-0.15	-0.14	-	-0.08	-0.08	
<b>Please indicate the extent to which you agree it is your role to:</b>										
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										Civic Minded Values
Strongly Agree	34.5%	46.7%	48.1%	29.6%	37.1%	38.1%	40.7%	54.4%	56.1%	
Somewhat Agree	45.5%	38.6%	37.7%	40.7%	41.7%	41.0%	48.1%	36.1%	35.0%	
Somewhat Disagree	14.5%	10.0%	9.7%	18.5%	13.4%	13.0%	11.1%	7.3%	7.2%	
Strongly Disagree	5.5%	4.7%	4.5%	11.1%	7.8%	7.9%	0.0%	2.2%	1.7%	
Total(n)	55	1508	2234	27	666	965	27	790	1192	
Mean	3.09	3.27	3.29	2.89	3.08	3.09	3.30	3.43	3.46	
Standard deviation	0.84	0.83	0.82	0.97	0.90	0.90	0.67	0.72	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.24	-	-0.21	-0.22	-	-0.18	-0.23	
<b>Encourage respect for different beliefs</b>										Undergraduate Education Goal: Personal Development
Strongly Agree	47.3%	66.6%	68.5%	37.0%	56.4%	58.2%	55.6%	74.6%	76.4%	
Somewhat Agree	43.6%	28.6%	26.8%	44.4%	36.1%	34.4%	44.4%	22.5%	20.8%	
Somewhat Disagree	1.8%	3.2%	3.3%	3.7%	4.9%	5.0%	0.0%	2.0%	2.0%	
Strongly Disagree	7.3%	1.7%	1.5%	14.8%	2.5%	2.4%	0.0%	0.9%	0.8%	
Total(n)	55	1513	2240	27	667	967	27	794	1196	
Mean	3.31	3.60	3.62	3.04	3.46	3.49	3.56	3.71	3.73	
Standard deviation	0.84	0.64	0.62	1.02	0.71	0.70	0.51	0.55	0.53	
Significance	-	**	***	-	**	**	-	-	-	
Effect size	-	-0.45	-0.50	-	-0.59	-0.64	-	-0.27	-0.32	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Strongly Agree	64.8%	75.3%	76.8%	50.0%	66.1%	67.3%	77.8%	82.8%	84.5%	
Somewhat Agree	25.9%	19.7%	18.7%	34.6%	26.2%	25.7%	18.5%	14.6%	13.4%	
Somewhat Disagree	7.4%	3.7%	3.3%	11.5%	5.4%	4.7%	3.7%	2.2%	1.9%	
Strongly Disagree	1.9%	1.3%	1.3%	3.8%	2.3%	2.3%	0.0%	0.4%	0.3%	
Total(n)	54	1497	2212	26	663	958	27	787	1184	
Mean	3.54	3.69	3.71	3.31	3.56	3.58	3.74	3.80	3.82	
Standard deviation	0.72	0.60	0.59	0.84	0.70	0.69	0.53	0.48	0.45	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.25	-0.29	-	-0.36	-0.39	-	-0.12	-0.18	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
Please indicate your agreement with each of the following statements:										
<b>I try to dispel perceptions of competition in my classroom</b>										
Strongly Agree	34.5%	38.5%	38.3%	37.0%	29.4%	29.6%	33.3%	45.5%	45.2%	
Somewhat Agree	43.6%	38.1%	39.2%	40.7%	41.1%	40.1%	44.4%	36.0%	38.5%	
Somewhat Disagree	20.0%	18.1%	17.8%	18.5%	21.7%	23.1%	22.2%	15.5%	13.7%	
Strongly Disagree	1.8%	5.2%	4.7%	3.7%	7.8%	7.2%	0.0%	3.0%	2.7%	
Total(n)	55	1472	2176	27	654	947	27	773	1162	
Mean	3.11	3.10	3.11	3.11	2.92	2.92	3.11	3.24	3.26	
Standard deviation	0.79	0.88	0.86	0.85	0.90	0.90	0.75	0.82	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.21	0.21	-	-0.16	-0.19	
<b>There is a lot of campus racial conflict here</b>										
Strongly Agree	0.0%	5.4%	4.8%	0.0%	3.5%	3.2%	0.0%	7.1%	6.0%	
Somewhat Agree	17.3%	23.4%	22.7%	11.1%	16.4%	15.7%	25.0%	28.6%	27.7%	
Somewhat Disagree	42.3%	44.5%	45.8%	44.4%	45.1%	46.4%	37.5%	44.7%	45.9%	
Strongly Disagree	40.4%	26.7%	26.7%	44.4%	35.1%	34.7%	37.5%	19.6%	20.3%	
Total(n)	52	1433	2103	27	636	910	24	751	1126	
Mean	1.77	2.08	2.06	1.67	1.88	1.87	1.88	2.23	2.19	
Standard deviation	0.73	0.84	0.83	0.68	0.80	0.79	0.80	0.84	0.83	
Significance	-	**	*	-			-	*		
Effect size	-	-0.37	-0.35	-	-0.26	-0.25	-	-0.42	-0.37	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
<b>My research is valued by faculty in my department</b>										
Strongly Agree	21.2%	27.5%	26.8%	25.9%	28.7%	28.2%	12.5%	26.6%	25.7%	Respect
Somewhat Agree	42.3%	43.9%	44.8%	37.0%	46.0%	45.3%	50.0%	42.8%	44.7%	
Somewhat Disagree	23.1%	18.7%	18.7%	25.9%	17.2%	17.8%	20.8%	19.9%	19.4%	
Strongly Disagree	13.5%	9.9%	9.7%	11.1%	8.2%	8.7%	16.7%	10.7%	10.2%	
Total(n)	52	1420	2075	27	635	908	24	740	1101	
Mean	2.71	2.89	2.89	2.78	2.95	2.93	2.58	2.85	2.86	
Standard deviation	0.96	0.92	0.91	0.97	0.89	0.90	0.93	0.93	0.92	
Significance	-			-			-			
Effect size	-	-0.20	-0.20	-	-0.19	-0.17	-	-0.29	-0.30	
<b>My teaching is valued by faculty in my department</b>										
Strongly Agree	53.8%	51.5%	52.0%	59.3%	53.1%	52.3%	45.8%	50.5%	52.1%	Respect
Somewhat Agree	36.5%	35.3%	35.1%	33.3%	34.8%	35.3%	41.7%	36.3%	35.5%	
Somewhat Disagree	1.9%	8.6%	8.3%	0.0%	7.6%	7.9%	4.2%	8.6%	8.1%	
Strongly Disagree	7.7%	4.6%	4.5%	7.4%	4.5%	4.5%	8.3%	4.6%	4.3%	
Total(n)	52	1460	2148	27	646	926	24	765	1151	
Mean	3.37	3.34	3.35	3.44	3.37	3.35	3.25	3.33	3.36	
Standard deviation	0.86	0.82	0.81	0.85	0.81	0.81	0.90	0.82	0.80	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.09	0.11	-	-0.10	-0.14	
<b>My service is valued by faculty in my department</b>										
Strongly Agree	51.9%	44.5%	45.5%	44.4%	46.1%	46.7%	58.3%	44.0%	45.1%	Respect
Somewhat Agree	32.7%	36.9%	36.9%	37.0%	38.0%	36.9%	29.2%	36.4%	37.2%	
Somewhat Disagree	5.8%	11.5%	11.0%	7.4%	9.4%	9.8%	4.2%	12.8%	11.5%	
Strongly Disagree	9.6%	7.1%	6.7%	11.1%	6.5%	6.7%	8.3%	6.7%	6.3%	
Total(n)	52	1458	2146	27	648	928	24	763	1149	
Mean	3.27	3.19	3.21	3.15	3.24	3.23	3.38	3.18	3.21	
Standard deviation	0.95	0.90	0.89	0.99	0.87	0.88	0.92	0.90	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	-0.10	-0.09	-	0.22	0.19	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			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	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column14
<b>This institution takes responsibility for educating underprepared students</b>										Diversity Climate
Strongly Agree	7.8%	19.6%	20.0%	7.7%	18.9%	19.1%	8.3%	20.1%	20.5%	
Somewhat Agree	35.3%	45.3%	46.4%	23.1%	49.3%	49.1%	45.8%	42.9%	44.9%	
Somewhat Disagree	39.2%	22.7%	22.2%	50.0%	19.7%	20.4%	29.2%	24.6%	23.4%	
Strongly Disagree	17.6%	12.4%	11.4%	19.2%	12.2%	11.4%	16.7%	12.4%	11.1%	
Total(n)	51	1445	2121	26	641	918	24	756	1135	
Mean	2.33	2.72	2.75	2.19	2.75	2.76	2.46	2.71	2.75	
Standard deviation	0.86	0.92	0.90	0.85	0.90	0.89	0.88	0.93	0.91	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.42	-0.47	-	-0.62	-0.64	-	-0.27	-0.32	
<b>There is adequate support for faculty development</b>										
Strongly Agree	15.4%	19.0%	20.7%	18.5%	19.0%	19.9%	12.5%	19.4%	21.3%	
Somewhat Agree	38.5%	46.4%	45.7%	37.0%	44.6%	44.5%	37.5%	48.0%	47.2%	
Somewhat Disagree	32.7%	22.0%	21.5%	29.6%	22.9%	22.6%	37.5%	20.8%	20.2%	
Strongly Disagree	13.5%	12.6%	12.1%	14.8%	13.5%	13.0%	12.5%	11.8%	11.3%	
Total(n)	52	1455	2137	27	643	920	24	763	1147	
Mean	2.56	2.72	2.75	2.59	2.69	2.71	2.50	2.75	2.78	
Standard deviation	0.92	0.91	0.92	0.97	0.93	0.93	0.88	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.18	-0.21	-	-0.11	-0.13	-	-0.28	-0.31	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										Institutional Priority: Commitment to Diversity
<b>Recruit more traditionally underrepresented students</b>										
Highest Priority	9.6%	25.0%	26.6%	7.4%	23.0%	24.2%	12.5%	26.5%	28.1%	
High Priority	26.9%	40.4%	41.3%	25.9%	41.6%	42.2%	25.0%	40.1%	41.4%	
Medium Priority	36.5%	26.0%	24.4%	37.0%	27.4%	26.2%	37.5%	24.7%	23.0%	
Low Priority	26.9%	8.5%	7.7%	29.6%	8.0%	7.4%	25.0%	8.8%	7.6%	
Total(n)	52	1398	2059	27	623	896	24	729	1097	
Mean	2.19	2.82	2.87	2.11	2.79	2.83	2.25	2.84	2.90	
Standard deviation	0.95	0.91	0.89	0.93	0.89	0.88	0.99	0.92	0.90	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.69	-0.76	-	-0.76	-0.82	-	-0.64	-0.72	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.8%	16.1%	16.7%	7.7%	17.1%	17.2%	12.5%	14.8%	15.7%	
High Priority	21.6%	31.8%	33.1%	26.9%	34.7%	35.6%	12.5%	30.5%	32.1%	
Medium Priority	35.3%	35.0%	34.1%	30.8%	34.1%	34.5%	41.7%	35.4%	33.7%	
Low Priority	33.3%	17.1%	16.1%	34.6%	14.1%	12.7%	33.3%	19.3%	18.5%	
Total(n)	51	1398	2054	26	619	888	24	735	1102	
Mean	2.08	2.47	2.50	2.08	2.55	2.57	2.04	2.41	2.45	
Standard deviation	0.98	0.96	0.95	0.98	0.93	0.92	1.00	0.96	0.97	
Significance	-	**	**	-	*	**	-		*	
Effect size	-	-0.41	-0.44	-	-0.51	-0.53	-	-0.39	-0.42	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	11.5%	21.2%	22.4%	11.1%	19.4%	19.9%	12.5%	22.6%	24.3%	
High Priority	17.3%	36.1%	36.6%	18.5%	37.9%	39.1%	12.5%	35.2%	35.3%	
Medium Priority	46.2%	29.7%	28.4%	44.4%	30.8%	29.5%	50.0%	28.6%	27.5%	
Low Priority	25.0%	13.1%	12.5%	25.9%	11.9%	11.5%	25.0%	13.7%	12.9%	
Total(n)	52	1406	2064	27	623	895	24	739	1105	
Mean	2.15	2.65	2.69	2.15	2.65	2.67	2.13	2.67	2.71	
Standard deviation	0.94	0.96	0.96	0.95	0.92	0.92	0.95	0.97	0.98	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column14</b>
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.52	-0.56	-	-0.54	-0.57	-	-0.56	-0.59	
<b>Develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest Priority	23.5%	22.2%	24.1%	25.9%	19.4%	20.5%	21.7%	24.3%	26.6%	
High Priority	27.5%	39.3%	39.7%	11.1%	39.2%	40.4%	43.5%	39.8%	39.8%	
Medium Priority	35.3%	28.8%	27.5%	44.4%	31.5%	30.1%	26.1%	26.9%	25.6%	
Low Priority	13.7%	9.7%	8.7%	18.5%	10.0%	9.1%	8.7%	9.1%	8.0%	
Total(n)	51	1397	2057	27	623	894	23	729	1098	
Mean	2.61	2.74	2.79	2.44	2.68	2.72	2.78	2.79	2.85	
Standard deviation	1.00	0.91	0.91	1.09	0.90	0.89	0.90	0.91	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.20	-	-0.27	-0.31	-	-0.01	-0.08	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										Career-Related Stress
<b>Students</b>										
Extensive	20.0%	17.7%	17.4%	11.5%	13.6%	13.5%	30.4%	21.2%	20.6%	
Somewhat	64.0%	57.6%	58.5%	65.4%	57.8%	58.4%	60.9%	57.8%	59.2%	
Not at All	16.0%	24.6%	24.1%	23.1%	28.6%	28.1%	8.7%	20.9%	20.3%	
Total(n)	50	1364	2009	26	604	874	23	716	1070	
Mean	2.04	1.93	1.93	1.88	1.85	1.85	2.22	2.00	2.00	
Standard deviation	0.60	0.65	0.64	0.59	0.63	0.63	0.60	0.65	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.17	0.17	-	0.05	0.05	-	0.34	0.34	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	6.0%	10.1%	11.0%	0.0%	4.8%	5.9%	8.7%	14.5%	15.4%	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	46.0%	35.9%	36.1%	53.8%	37.3%	37.8%	39.1%	35.4%	35.6%	

**2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty**

← Click on a tab to view a particular theme

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
<b>Habits of Mind</b> - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.										
<b>Institutional Priorities</b> - These items gauge faculty opinion on various types of institutional priorities.										
<b>Relationship with Administration</b> - These items relate to faculty perception and experience with the campus administration.										
<b>Satisfaction</b> - These items gauge satisfaction with various aspects of the faculty experience.										
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	100.0%	96.3%	96.0%	100.0%	95.3%	95.0%	100.0%	97.2%	96.8%	
Occasionally	0.0%	3.3%	3.3%	0.0%	3.9%	4.0%	0.0%	2.6%	2.8%	
Not at All	0.0%	0.5%	0.7%	0.0%	0.8%	1.0%	0.0%	0.2%	0.4%	
Total(n)	60	1685	2483	28	748	1074	31	879	1321	
Mean	3.00	2.96	2.95	3.00	2.95	2.94	3.00	2.97	2.96	
Standard deviation	0.00	0.22	0.24	0.00	0.26	0.28	0.00	0.19	0.20	
Significance	-			-			-			
Effect size	-	0.18	0.21	-	0.19	0.21	-	0.16	0.20	
<b>Support their opinions with a logical argument</b>										
Frequently	73.3%	81.1%	80.4%	82.1%	79.7%	78.8%	67.7%	82.2%	81.5%	
Occasionally	26.7%	17.2%	17.8%	17.9%	18.3%	18.8%	32.3%	16.4%	17.2%	
Not at All	0.0%	1.7%	1.8%	0.0%	2.0%	2.4%	0.0%	1.4%	1.3%	
Total(n)	60	1684	2485	28	750	1077	31	876	1322	
Mean	2.73	2.79	2.79	2.82	2.78	2.76	2.68	2.81	2.80	
Standard deviation	0.45	0.45	0.45	0.39	0.46	0.48	0.48	0.43	0.43	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	0.09	0.13	-	-0.30	-0.28	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	83.3%	77.0%	77.5%	85.7%	74.4%	74.9%	80.6%	79.4%	79.8%	
Occasionally	16.7%	21.1%	20.4%	14.3%	23.1%	22.2%	19.4%	19.2%	18.7%	
Not at All	0.0%	1.9%	2.1%	0.0%	2.5%	2.9%	0.0%	1.4%	1.5%	
Total(n)	60	1686	2491	28	750	1081	31	879	1324	
Mean	2.83	2.75	2.75	2.86	2.72	2.72	2.81	2.78	2.78	
Standard deviation	0.38	0.47	0.48	0.36	0.50	0.51	0.40	0.45	0.45	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.28	0.27	-	0.07	0.07	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently	66.7%	68.2%	69.2%	75.0%	65.7%	66.4%	61.3%	70.5%	71.5%	
Occasionally	28.3%	28.3%	26.9%	17.9%	30.4%	28.8%	35.5%	26.6%	25.5%	
Not at All	5.0%	3.5%	3.9%	7.1%	3.9%	4.7%	3.2%	3.0%	3.1%	
Total(n)	60	1684	2489	28	749	1078	31	877	1324	
Mean	2.62	2.65	2.65	2.68	2.62	2.62	2.58	2.68	2.68	
Standard deviation	0.58	0.55	0.55	0.61	0.56	0.58	0.56	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	0.11	0.10	-	-0.19	-0.19	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	68.3%	70.1%	70.3%	78.6%	67.7%	67.7%	58.1%	71.9%	72.1%	
Occasionally	28.3%	26.0%	25.5%	17.9%	28.0%	27.3%	38.7%	24.5%	24.3%	
Not at All	3.3%	3.9%	4.1%	3.6%	4.3%	4.9%	3.2%	3.5%	3.6%	
Total(n)	60	1683	2485	28	749	1079	31	876	1319	
Mean	2.65	2.66	2.66	2.75	2.63	2.63	2.55	2.68	2.68	
Standard deviation	0.55	0.55	0.55	0.52	0.56	0.58	0.57	0.54	0.54	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Significance	-	-0.02	-0.02	-	0.21	0.21	-	-0.24	-0.24	
Effect size	-	-0.02	-0.02	-	0.21	0.21	-	-0.24	-0.24	
<b>Take risks for potential gains</b>										
Frequently	26.7%	37.2%	37.7%	28.6%	35.0%	36.0%	25.8%	38.7%	38.1%	
Occasionally	56.7%	43.4%	42.5%	57.1%	43.9%	42.6%	58.1%	43.4%	43.1%	
Not at All	16.7%	19.3%	19.8%	14.3%	21.1%	21.4%	16.1%	17.9%	18.9%	
Total(n)	60	1671	2472	28	743	1072	31	871	1314	
Mean	2.10	2.18	2.18	2.14	2.14	2.15	2.10	2.21	2.19	
Standard deviation	0.66	0.73	0.74	0.65	0.74	0.74	0.65	0.72	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.11	-	0.00	-0.01	-	-0.15	-0.12	
<b>Seek alternative solutions to a problem</b>										
Frequently	54.2%	63.7%	64.6%	64.3%	61.8%	62.1%	46.7%	64.8%	66.4%	
Occasionally	44.1%	33.3%	32.2%	32.1%	34.7%	33.9%	53.3%	32.6%	31.0%	
Not at All	1.7%	3.0%	3.2%	3.6%	3.5%	4.0%	0.0%	2.5%	2.6%	
Total(n)	59	1674	2469	28	743	1071	30	873	1312	
Mean	2.53	2.61	2.61	2.61	2.58	2.58	2.47	2.62	2.64	
Standard deviation	0.54	0.55	0.55	0.57	0.56	0.57	0.51	0.53	0.53	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.15	-	0.05	0.05	-	-0.28	-0.32	
<b>Look up scientific research articles and resources</b>										
Frequently	64.4%	55.7%	55.0%	67.9%	51.9%	50.6%	63.3%	59.2%	59.2%	
Occasionally	25.4%	31.8%	32.5%	14.3%	33.8%	36.1%	33.3%	29.9%	29.5%	
Not at All	10.2%	12.5%	12.5%	17.9%	14.3%	13.4%	3.3%	10.9%	11.3%	
Total(n)	59	1675	2475	28	746	1076	30	872	1315	
Mean	2.54	2.43	2.43	2.50	2.38	2.37	2.60	2.48	2.48	
Standard deviation	0.68	0.70	0.70	0.79	0.72	0.71	0.56	0.68	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.16	0.16	-	0.17	0.18	-	0.18	0.17	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	40.0%	53.4%	53.6%	46.4%	50.1%	51.2%	35.5%	56.0%	55.2%	
Occasionally	55.0%	41.6%	41.2%	46.4%	44.0%	42.6%	61.3%	39.6%	40.2%	
Not at All	5.0%	5.0%	5.2%	7.1%	5.9%	6.2%	3.2%	4.4%	4.6%	
Total(n)	60	1681	2484	28	746	1076	31	877	1321	
Mean	2.35	2.48	2.48	2.39	2.44	2.45	2.32	2.52	2.51	
Standard deviation	0.58	0.59	0.59	0.63	0.60	0.61	0.54	0.58	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.22	-	-0.08	-0.10	-	-0.34	-0.32	
<b>Accept mistakes as part of the learning process</b>										
Frequently	80.0%	78.1%	78.1%	82.1%	73.9%	74.3%	77.4%	81.5%	81.1%	
Occasionally	18.3%	20.1%	20.0%	14.3%	23.5%	22.8%	22.6%	17.4%	17.7%	
Not at All	1.7%	1.7%	1.9%	3.6%	2.6%	2.9%	0.0%	1.1%	1.1%	
Total(n)	60	1678	2480	28	744	1074	31	876	1319	
Mean	2.78	2.76	2.76	2.79	2.71	2.71	2.77	2.80	2.80	
Standard deviation	0.45	0.46	0.47	0.50	0.51	0.51	0.43	0.43	0.43	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.04	-	0.16	0.16	-	-0.07	-0.07	
<b>Recognize biases that affect their thinking</b>										
Frequently	53.3%	56.8%	57.7%	53.6%	48.2%	50.2%	54.8%	63.4%	63.1%	
Occasionally	41.7%	35.6%	34.4%	42.9%	41.2%	38.8%	38.7%	31.5%	31.5%	
Not at All	5.0%	7.7%	8.0%	3.6%	10.6%	11.0%	6.5%	5.0%	5.5%	
Total(n)	60	1672	2475	28	743	1073	31	872	1316	

**2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty**

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Mean	2.48	2.49	2.50	2.50	2.38	2.39	2.48	2.58	2.58	
Standard deviation	0.60	0.64	0.64	0.58	0.67	0.68	0.63	0.59	0.59	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.03	-	0.18	0.16	-	-0.17	-0.17	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Strongly Agree	38.9%	55.3%	58.1%	38.5%	50.0%	51.5%	40.7%	60.2%	63.8%	
Somewhat Agree	53.7%	38.5%	35.7%	53.8%	41.7%	39.8%	51.9%	35.2%	32.1%	
Somewhat Disagree	3.7%	5.1%	5.2%	0.0%	6.5%	6.9%	7.4%	3.9%	3.6%	
Strongly Disagree	3.7%	1.1%	1.0%	7.7%	1.8%	1.8%	0.0%	0.6%	0.4%	
Total(n)	54	1495	2209	26	660	954	27	786	1183	
Mean	3.28	3.48	3.51	3.23	3.40	3.41	3.33	3.55	3.59	
Standard deviation	0.71	0.65	0.64	0.82	0.69	0.70	0.62	0.60	0.58	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.31	-0.36	-	-0.25	-0.26	-	-0.37	-0.45	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly Agree	5.9%	17.6%	18.2%	7.4%	16.6%	17.5%	4.2%	18.8%	19.1%	
Somewhat Agree	54.9%	55.0%	54.7%	44.4%	55.2%	55.2%	66.7%	54.6%	54.1%	
Somewhat Disagree	25.5%	20.5%	20.8%	29.6%	20.3%	20.1%	20.8%	20.5%	21.3%	
Strongly Disagree	13.7%	6.9%	6.3%	18.5%	7.9%	7.2%	8.3%	6.1%	5.5%	
Total(n)	51	1410	2072	27	632	904	24	736	1105	
Mean	2.53	2.83	2.85	2.41	2.81	2.83	2.67	2.86	2.87	
Standard deviation	0.81	0.79	0.79	0.89	0.81	0.80	0.70	0.79	0.78	
Significance	-	**	**	-	*	**	-	-	-	
Effect size	-	-0.38	-0.41	-	-0.49	-0.53	-	-0.24	-0.26	
<b>Faculty are sufficiently involved in campus decision-making</b>										
Strongly Agree	3.8%	9.9%	10.0%	7.4%	10.7%	10.9%	0.0%	9.6%	9.6%	
Somewhat Agree	51.9%	41.9%	42.5%	44.4%	42.3%	42.1%	58.3%	42.1%	43.2%	
Somewhat Disagree	25.0%	28.0%	28.6%	25.9%	26.9%	27.5%	25.0%	28.3%	29.0%	
Strongly Disagree	19.2%	20.1%	18.9%	22.2%	20.1%	19.6%	16.7%	20.0%	18.1%	
Total(n)	52	1452	2132	27	643	920	24	760	1141	
Mean	2.40	2.42	2.44	2.37	2.44	2.44	2.42	2.41	2.44	
Standard deviation	0.85	0.92	0.91	0.93	0.93	0.93	0.78	0.91	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	-0.04	-	-0.08	-0.08	-	0.01	-0.02	
<b>The faculty are typically at odds with campus administration</b>										
Strongly Agree	21.2%	16.2%	15.6%	25.9%	15.2%	16.0%	16.7%	17.1%	15.2%	
Somewhat Agree	46.2%	43.4%	43.7%	44.4%	42.9%	42.5%	45.8%	44.1%	44.8%	
Somewhat Disagree	26.9%	34.9%	35.0%	22.2%	36.3%	36.3%	33.3%	33.5%	33.8%	
Strongly Disagree	5.8%	5.4%	5.7%	7.4%	5.6%	5.2%	4.2%	5.3%	6.2%	
Total(n)	52	1434	2108	27	639	915	24	749	1125	
Mean	2.83	2.71	2.69	2.89	2.68	2.69	2.75	2.73	2.69	
Standard deviation	0.83	0.80	0.80	0.89	0.80	0.80	0.79	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.15	0.18	-	0.26	0.25	-	0.03	0.08	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly Agree	9.6%	9.1%	9.4%	7.4%	9.8%	9.8%	8.3%	8.8%	9.2%	
Somewhat Agree	34.6%	39.6%	41.8%	37.0%	41.7%	42.7%	33.3%	38.6%	41.9%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Somewhat Disagree	28.8%	31.0%	29.5%	29.6%	27.5%	27.4%	29.2%	33.0%	30.5%	
Strongly Disagree	26.9%	20.3%	19.3%	25.9%	21.0%	20.1%	29.2%	19.6%	18.4%	
Total(n)	52	1441	2115	27	643	919	24	751	1128	
Mean	2.27	2.37	2.41	2.26	2.40	2.42	2.21	2.37	2.42	
Standard deviation	0.97	0.91	0.90	0.94	0.93	0.92	0.98	0.89	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.16	-	-0.15	-0.17	-	-0.18	-0.24	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly Agree	32.7%	34.8%	32.0%	37.0%	38.2%	36.0%	25.0%	32.8%	29.4%	
Somewhat Agree	55.8%	42.6%	42.1%	48.1%	42.5%	41.7%	66.7%	42.6%	42.4%	
Somewhat Disagree	1.9%	15.5%	18.0%	3.7%	12.9%	14.8%	0.0%	17.0%	20.0%	
Strongly Disagree	9.6%	7.2%	7.9%	11.1%	6.4%	7.5%	8.3%	7.6%	8.2%	
Total(n)	52	1447	2129	27	642	919	24	759	1142	
Mean	3.12	3.05	2.98	3.11	3.12	3.06	3.08	3.01	2.93	
Standard deviation	0.86	0.89	0.90	0.93	0.87	0.90	0.78	0.90	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.16	-	-0.01	0.06	-	0.08	0.17	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Develop a sense of community among students and faculty</b>										
Highest Priority	15.4%	18.1%	19.1%	7.4%	15.8%	17.2%	25.0%	20.1%	20.6%	
High Priority	34.6%	38.6%	39.5%	40.7%	40.7%	40.7%	25.0%	37.3%	39.2%	
Medium Priority	38.5%	29.4%	29.1%	33.3%	29.9%	30.0%	45.8%	28.8%	28.2%	
Low Priority	11.5%	14.0%	12.3%	18.5%	13.6%	12.0%	4.2%	13.8%	12.0%	
Total(n)	52	1411	2078	27	626	899	24	737	1110	
Mean	2.54	2.61	2.65	2.37	2.59	2.63	2.71	2.64	2.68	
Standard deviation	0.90	0.94	0.92	0.88	0.91	0.90	0.91	0.95	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.12	-	-0.24	-0.29	-	0.07	0.03	
<b>Facilitate student involvement in community service</b>										Institutional Priority: Civic Engagement
Highest Priority	5.8%	7.2%	8.0%	3.7%	6.6%	7.7%	8.3%	7.9%	8.4%	
High Priority	30.8%	30.8%	31.0%	14.8%	28.4%	28.2%	45.8%	33.4%	33.8%	
Medium Priority	48.1%	44.3%	43.6%	55.6%	45.6%	45.2%	41.7%	43.0%	42.2%	
Low Priority	15.4%	17.8%	17.5%	25.9%	19.4%	18.8%	4.2%	15.6%	15.7%	
Total(n)	52	1395	2057	27	620	893	24	730	1098	
Mean	2.27	2.27	2.30	1.96	2.22	2.25	2.58	2.34	2.35	
Standard deviation	0.79	0.84	0.85	0.76	0.83	0.85	0.72	0.83	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.04	-	-0.31	-0.34	-	0.29	0.27	
<b>Help students learn how to bring about change in society</b>										
Highest Priority	5.8%	10.0%	10.7%	3.7%	8.2%	8.7%	8.3%	11.3%	12.0%	
High Priority	23.1%	30.3%	29.9%	22.2%	30.2%	28.8%	20.8%	31.2%	31.6%	
Medium Priority	51.9%	39.5%	40.7%	51.9%	39.0%	41.7%	54.2%	40.1%	40.1%	
Low Priority	19.2%	20.2%	18.7%	22.2%	22.6%	20.8%	16.7%	17.4%	16.3%	
Total(n)	52	1402	2062	27	623	895	24	734	1101	
Mean	2.15	2.30	2.33	2.07	2.24	2.25	2.21	2.36	2.39	
Standard deviation	0.80	0.90	0.90	0.78	0.89	0.88	0.83	0.90	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.17	-0.20	-	-0.19	-0.20	-	-0.17	-0.20	



2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
<b>Increase or maintain institutional prestige</b>										Institutional Priority: Increase Prestige
Highest Priority	13.5%	12.0%	12.4%	14.8%	11.0%	11.9%	12.5%	12.7%	12.4%	
High Priority	42.3%	33.8%	34.5%	40.7%	33.6%	33.7%	45.8%	35.0%	36.1%	
Medium Priority	40.4%	35.1%	35.7%	40.7%	35.2%	35.9%	37.5%	35.1%	35.8%	
Low Priority	3.8%	19.1%	17.4%	3.7%	20.2%	18.4%	4.2%	17.2%	15.8%	
Total(n)	52	1403	2061	27	625	896	24	732	1098	
Mean	2.65	2.39	2.42	2.67	2.36	2.39	2.67	2.43	2.45	
Standard deviation	0.76	0.93	0.92	0.78	0.92	0.92	0.76	0.92	0.90	
Significance	-	*		-			-			
Effect size	-	0.28	0.25	-	0.34	0.30	-	0.26	0.24	
<b>Hire faculty "stars"</b>										Institutional Priority: Increase Prestige
Highest Priority	0.0%	4.0%	4.2%	0.0%	3.2%	3.4%	0.0%	4.4%	4.5%	
High Priority	3.8%	12.4%	13.4%	3.7%	11.2%	11.6%	4.2%	13.6%	15.1%	
Medium Priority	13.5%	28.4%	30.7%	11.1%	27.2%	30.1%	16.7%	30.1%	31.9%	
Low Priority	82.7%	55.3%	51.6%	85.2%	58.4%	55.0%	79.2%	52.0%	48.5%	
Total(n)	52	1406	2062	27	625	895	24	735	1101	
Mean	1.21	1.65	1.70	1.19	1.59	1.63	1.25	1.70	1.76	
Standard deviation	0.50	0.85	0.86	0.48	0.81	0.82	0.53	0.86	0.87	
Significance	-	***	***	-	*	**	-	*	**	
Effect size	-	-0.52	-0.57	-	-0.49	-0.54	-	-0.52	-0.59	
<b>Recruit more traditionally underrepresented students</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.6%	25.0%	26.6%	7.4%	23.0%	24.2%	12.5%	26.5%	28.1%	
High Priority	26.9%	40.4%	41.3%	25.9%	41.6%	42.2%	25.0%	40.1%	41.4%	
Medium Priority	36.5%	26.0%	24.4%	37.0%	27.4%	26.2%	37.5%	24.7%	23.0%	
Low Priority	26.9%	8.5%	7.7%	29.6%	8.0%	7.4%	25.0%	8.8%	7.6%	
Total(n)	52	1398	2059	27	623	896	24	729	1097	
Mean	2.19	2.82	2.87	2.11	2.79	2.83	2.25	2.84	2.90	
Standard deviation	0.95	0.91	0.89	0.93	0.89	0.88	0.99	0.92	0.90	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.69	-0.76	-	-0.76	-0.82	-	-0.64	-0.72	
<b>Promote gender diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	9.8%	16.1%	16.7%	7.7%	17.1%	17.2%	12.5%	14.8%	15.7%	
High Priority	21.6%	31.8%	33.1%	26.9%	34.7%	35.6%	12.5%	30.5%	32.1%	
Medium Priority	35.3%	35.0%	34.1%	30.8%	34.1%	34.5%	41.7%	35.4%	33.7%	
Low Priority	33.3%	17.1%	16.1%	34.6%	14.1%	12.7%	33.3%	19.3%	18.5%	
Total(n)	51	1398	2054	26	619	888	24	735	1102	
Mean	2.08	2.47	2.50	2.08	2.55	2.57	2.04	2.41	2.45	
Standard deviation	0.98	0.96	0.95	0.98	0.93	0.92	1.00	0.96	0.97	
Significance	-	**	**	-	*	**	-		*	
Effect size	-	-0.41	-0.44	-	-0.51	-0.53	-	-0.39	-0.42	
<b>Promote racial and ethnic diversity in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest Priority	11.5%	21.2%	22.4%	11.1%	19.4%	19.9%	12.5%	22.6%	24.3%	
High Priority	17.3%	36.1%	36.6%	18.5%	37.9%	39.1%	12.5%	35.2%	35.3%	
Medium Priority	46.2%	29.7%	28.4%	44.4%	30.8%	29.5%	50.0%	28.6%	27.5%	
Low Priority	25.0%	13.1%	12.5%	25.9%	11.9%	11.5%	25.0%	13.7%	12.9%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Total(n)	52	1406	2064	27	623	895	24	739	1105	
Mean	2.15	2.65	2.69	2.15	2.65	2.67	2.13	2.67	2.71	
Standard deviation	0.94	0.96	0.96	0.95	0.92	0.92	0.95	0.97	0.98	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.52	-0.56	-	-0.54	-0.57	-	-0.56	-0.59	
<b>Provide resources for faculty to engage in community-based teaching or research</b>										Institutional Priority: Civic Engagement
Highest Priority	5.8%	10.6%	11.3%	0.0%	8.7%	9.3%	12.5%	12.1%	12.6%	
High Priority	11.5%	28.0%	29.0%	14.8%	27.7%	28.8%	8.3%	28.3%	29.3%	
Medium Priority	53.8%	37.8%	37.1%	59.3%	38.9%	38.4%	45.8%	37.5%	36.5%	
Low Priority	28.8%	23.6%	22.6%	25.9%	24.8%	23.5%	33.3%	22.1%	21.5%	
Total(n)	52	1401	2056	27	622	891	24	734	1100	
Mean	1.94	2.26	2.29	1.89	2.20	2.24	2.00	2.31	2.33	
Standard deviation	0.80	0.94	0.94	0.64	0.91	0.92	0.98	0.95	0.95	
Significance	-	*	**	-			-			
Effect size	-	-0.34	-0.37	-	-0.34	-0.38	-	-0.33	-0.35	
<b>Create and sustain partnerships with surrounding communities</b>										Institutional Priority: Civic Engagement
Highest Priority	7.7%	15.1%	17.1%	0.0%	14.5%	16.3%	16.7%	15.7%	17.5%	
High Priority	26.9%	38.3%	38.1%	18.5%	35.0%	35.6%	33.3%	40.9%	40.3%	
Medium Priority	46.2%	33.0%	32.1%	59.3%	35.9%	34.0%	33.3%	30.7%	30.7%	
Low Priority	19.2%	13.6%	12.7%	22.2%	14.6%	14.0%	16.7%	12.7%	11.4%	
Total(n)	52	1401	2061	27	622	893	24	733	1101	
Mean	2.23	2.55	2.60	1.96	2.49	2.54	2.50	2.60	2.64	
Standard deviation	0.85	0.91	0.91	0.65	0.91	0.93	0.98	0.90	0.90	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.35	-0.41	-	-0.58	-0.62	-	-0.11	-0.16	
<b>Pursue extramural funding</b>										
Highest Priority	7.8%	11.4%	13.3%	0.0%	9.5%	11.3%	16.7%	12.7%	14.9%	
High Priority	23.5%	29.1%	30.5%	29.6%	30.2%	31.5%	16.7%	28.0%	29.5%	
Medium Priority	41.2%	38.4%	36.4%	40.7%	38.6%	37.0%	41.7%	38.2%	36.0%	
Low Priority	27.5%	21.1%	19.8%	29.6%	21.7%	20.3%	25.0%	21.1%	19.6%	
Total(n)	51	1372	2020	27	612	879	24	717	1078	
Mean	2.12	2.31	2.37	2.00	2.27	2.34	2.25	2.32	2.40	
Standard deviation	0.91	0.93	0.95	0.78	0.91	0.92	1.03	0.95	0.96	
Significance	-			-			-			
Effect size	-	-0.20	-0.26	-	-0.30	-0.37	-	-0.07	-0.16	
<b>Strengthen links with the for-profit, corporate sector</b>										
Highest Priority	7.7%	9.8%	10.3%	3.7%	8.5%	9.4%	12.5%	10.4%	10.6%	
High Priority	23.1%	27.4%	27.4%	37.0%	28.3%	28.3%	4.2%	26.9%	26.6%	
Medium Priority	28.8%	36.4%	35.9%	22.2%	35.1%	34.2%	37.5%	38.0%	37.8%	
Low Priority	40.4%	26.4%	26.5%	37.0%	28.1%	28.0%	45.8%	24.7%	25.0%	
Total(n)	52	1373	2019	27	612	879	24	718	1077	
Mean	1.98	2.20	2.21	2.07	2.17	2.19	1.83	2.23	2.23	
Standard deviation	0.98	0.94	0.95	0.96	0.94	0.95	1.01	0.94	0.94	
Significance	-			-			-	*	*	
Effect size	-	-0.23	-0.24	-	-0.11	-0.13	-	-0.43	-0.43	
<b>Develop leadership ability among students</b>										
Highest Priority	19.2%	13.8%	14.3%	14.8%	11.9%	12.3%	25.0%	15.0%	15.3%	
High Priority	51.9%	37.8%	37.1%	48.1%	34.7%	34.8%	54.2%	40.5%	39.2%	
Medium Priority	19.2%	35.4%	35.5%	18.5%	39.6%	38.8%	20.8%	32.4%	33.2%	
Low Priority	9.6%	12.9%	13.1%	18.5%	13.8%	14.1%	0.0%	12.1%	12.3%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Total(n)	52	1390	2044	27	616	885	24	728	1093	
Mean	2.81	2.53	2.53	2.59	2.45	2.45	3.04	2.58	2.58	
Standard deviation	0.86	0.89	0.89	0.97	0.87	0.88	0.69	0.89	0.89	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.31	0.31	-	0.16	0.16	-	0.52	0.52	
<b>Develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest Priority	23.5%	22.2%	24.1%	25.9%	19.4%	20.5%	21.7%	24.3%	26.6%	
High Priority	27.5%	39.3%	39.7%	11.1%	39.2%	40.4%	43.5%	39.8%	39.8%	
Medium Priority	35.3%	28.8%	27.5%	44.4%	31.5%	30.1%	26.1%	26.9%	25.6%	
Low Priority	13.7%	9.7%	8.7%	18.5%	10.0%	9.1%	8.7%	9.1%	8.0%	
Total(n)	51	1397	2057	27	623	894	23	729	1098	
Mean	2.61	2.74	2.79	2.44	2.68	2.72	2.78	2.79	2.85	
Standard deviation	1.00	0.91	0.91	1.09	0.90	0.89	0.90	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.14	-0.20	-	-0.27	-0.31	-	-0.01	-0.08	
<b>Prepare students for the workplace</b>										
Highest Priority	32.7%	40.5%	42.0%	29.6%	39.0%	39.1%	37.5%	41.7%	44.4%	
High Priority	44.2%	42.6%	41.5%	37.0%	42.6%	42.1%	50.0%	42.5%	41.0%	
Medium Priority	21.2%	14.1%	13.8%	29.6%	14.6%	15.4%	12.5%	13.7%	12.5%	
Low Priority	1.9%	2.8%	2.6%	3.7%	3.8%	3.3%	0.0%	2.0%	2.1%	
Total(n)	52	1406	2067	27	625	897	24	736	1105	
Mean	3.08	3.21	3.23	2.93	3.17	3.17	3.25	3.24	3.28	
Standard deviation	0.79	0.78	0.78	0.87	0.81	0.81	0.68	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.19	-	-0.30	-0.30	-	0.01	-0.04	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										Job Satisfaction: Compensation
Very Satisfied	3.9%	5.6%	6.2%	3.8%	7.7%	7.9%	0.0%	4.0%	4.9%	
Satisfied	25.5%	31.8%	30.4%	23.1%	31.3%	29.3%	29.2%	32.2%	31.3%	
Marginally Satisfied	35.3%	34.1%	33.3%	38.5%	35.8%	34.4%	33.3%	32.9%	32.4%	
Not Satisfied	35.3%	28.4%	30.1%	34.6%	25.2%	28.3%	37.5%	30.9%	31.4%	
Total(n)	51	1382	2038	26	611	886	24	726	1086	
Mean	1.98	2.15	2.13	1.96	2.21	2.17	1.92	2.09	2.10	
Standard deviation	0.88	0.90	0.92	0.87	0.91	0.93	0.83	0.88	0.90	
Significance	-			-			-			
Effect size	-	-0.19	-0.16	-	-0.27	-0.23	-	-0.19	-0.20	
<b>Health benefits</b>										Job Satisfaction: Compensation
Very Satisfied	13.7%	24.6%	25.4%	15.4%	27.3%	27.7%	8.3%	23.2%	24.2%	
Satisfied	41.2%	45.7%	46.0%	42.3%	45.2%	44.7%	41.7%	45.8%	46.9%	
Marginally Satisfied	31.4%	20.7%	20.9%	26.9%	18.9%	19.4%	37.5%	22.1%	21.8%	
Not Satisfied	13.7%	9.0%	7.7%	15.4%	8.7%	8.1%	12.5%	9.0%	7.1%	
Total(n)	51	1378	2033	26	609	885	24	725	1083	
Mean	2.55	2.86	2.89	2.58	2.91	2.92	2.46	2.83	2.88	
Standard deviation	0.90	0.89	0.87	0.95	0.90	0.89	0.83	0.89	0.85	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.35	-0.39	-	-0.37	-0.38	-	-0.42	-0.49	
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very Satisfied	17.6%	24.7%	23.2%	23.1%	27.6%	25.3%	8.3%	22.9%	21.9%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Satisfied	45.1%	48.7%	49.6%	34.6%	46.1%	46.3%	58.3%	51.2%	52.6%	
Marginally Satisfied	27.5%	20.0%	20.5%	30.8%	19.7%	20.9%	25.0%	19.5%	19.6%	
Not Satisfied	9.8%	6.6%	6.7%	11.5%	6.6%	7.5%	8.3%	6.4%	5.9%	
Total(n)	51	1371	2018	26	605	875	24	722	1078	
Mean	2.71	2.92	2.89	2.69	2.95	2.89	2.67	2.91	2.90	
Standard deviation	0.88	0.84	0.83	0.97	0.86	0.87	0.76	0.82	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.25	-0.22	-	-0.30	-0.23	-	-0.29	-0.29	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very Satisfied	5.9%	8.8%	9.3%	7.7%	11.3%	10.9%	4.2%	7.0%	7.9%	
Satisfied	41.2%	37.6%	38.0%	50.0%	40.9%	39.8%	29.2%	35.9%	36.9%	
Marginally Satisfied	33.3%	32.1%	32.5%	30.8%	27.9%	29.4%	37.5%	35.7%	35.5%	
Not Satisfied	19.6%	21.4%	20.3%	11.5%	19.9%	20.0%	29.2%	21.4%	19.6%	
Total(n)	51	1371	2019	26	609	882	24	718	1072	
Mean	2.33	2.34	2.36	2.54	2.44	2.42	2.08	2.28	2.33	
Standard deviation	0.86	0.91	0.91	0.81	0.93	0.93	0.88	0.88	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.03	-	0.11	0.13	-	-0.23	-0.28	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very Satisfied	13.7%	9.1%	9.6%	11.5%	11.6%	12.2%	16.7%	7.2%	7.6%	
Satisfied	49.0%	43.0%	43.4%	53.8%	45.4%	43.7%	41.7%	42.2%	44.1%	
Marginally Satisfied	29.4%	27.8%	27.8%	26.9%	25.7%	26.9%	33.3%	28.7%	27.8%	
Not Satisfied	7.8%	20.1%	19.2%	7.7%	17.2%	17.2%	8.3%	21.9%	20.5%	
Total(n)	51	1382	2037	26	610	885	24	727	1086	
Mean	2.69	2.41	2.43	2.69	2.51	2.51	2.67	2.35	2.39	
Standard deviation	0.81	0.91	0.91	0.79	0.91	0.92	0.87	0.90	0.89	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.31	0.29	-	0.20	0.20	-	0.36	0.31	
<b>Quality of students</b>										
Very Satisfied	31.4%	12.7%	12.7%	30.8%	10.8%	10.3%	33.3%	14.2%	14.4%	
Satisfied	54.9%	46.2%	46.4%	50.0%	44.2%	44.0%	58.3%	48.3%	48.8%	
Marginally Satisfied	11.8%	29.7%	30.0%	15.4%	31.6%	32.1%	8.3%	28.1%	28.3%	
Not Satisfied	2.0%	11.3%	10.9%	3.8%	13.4%	13.6%	0.0%	9.5%	8.6%	
Total(n)	51	1385	2041	26	613	889	24	727	1086	
Mean	3.16	2.60	2.61	3.08	2.52	2.51	3.25	2.67	2.69	
Standard deviation	0.70	0.85	0.84	0.80	0.86	0.85	0.61	0.83	0.82	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.66	0.65	-	0.65	0.67	-	0.70	0.68	
<b>Autonomy and independence</b>										Job Satisfaction: Workplace
Very Satisfied	33.3%	35.9%	36.8%	34.6%	38.2%	37.6%	33.3%	34.0%	36.1%	
Satisfied	47.1%	47.3%	46.2%	50.0%	47.9%	47.0%	41.7%	47.4%	45.8%	
Marginally Satisfied	13.7%	13.0%	12.8%	7.7%	10.4%	11.3%	20.8%	14.9%	14.0%	
Not Satisfied	5.9%	3.8%	4.2%	7.7%	3.6%	4.1%	4.2%	3.7%	4.1%	
Total(n)	51	1376	2026	26	608	883	24	724	1079	
Mean	3.08	3.15	3.16	3.12	3.21	3.18	3.04	3.12	3.14	
Standard deviation	0.84	0.79	0.80	0.86	0.77	0.79	0.86	0.79	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.10	-	-0.12	-0.08	-	-0.10	-0.13	

**2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty**

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Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very Satisfied	39.2%	37.2%	37.4%	53.8%	40.8%	39.0%	25.0%	35.0%	36.6%	
Satisfied	35.3%	36.8%	36.5%	23.1%	36.5%	37.2%	45.8%	37.3%	36.3%	
Marginally Satisfied	13.7%	13.0%	12.7%	15.4%	10.9%	10.9%	12.5%	14.2%	13.7%	
Not Satisfied	11.8%	13.0%	13.3%	7.7%	11.7%	13.0%	16.7%	13.5%	13.4%	
Total(n)	51	1385	2041	26	613	888	24	726	1086	
Mean	3.02	2.98	2.98	3.23	3.06	3.02	2.79	2.94	2.96	
Standard deviation	1.01	1.01	1.02	0.99	0.99	1.01	1.02	1.01	1.02	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.17	0.21	-	-0.15	-0.17	
<b>Departmental support for work/life balance</b>										
Very Satisfied	10.0%	24.9%	24.7%	15.4%	27.6%	26.2%	4.3%	22.6%	23.6%	
Satisfied	50.0%	41.9%	41.6%	53.8%	42.9%	42.8%	47.8%	42.0%	41.0%	
Marginally Satisfied	26.0%	21.2%	21.1%	23.1%	18.6%	19.1%	26.1%	23.0%	22.3%	
Not Satisfied	14.0%	12.0%	12.6%	7.7%	11.0%	11.9%	21.7%	12.3%	13.1%	
Total(n)	50	1383	2039	26	609	885	23	729	1088	
Mean	2.56	2.80	2.78	2.77	2.87	2.83	2.35	2.75	2.75	
Standard deviation	0.86	0.95	0.96	0.82	0.94	0.95	0.88	0.94	0.96	
Significance	-			-			-	*	*	
Effect size	-	-0.25	-0.23	-	-0.11	-0.06	-	-0.43	-0.42	
<b>Institutional support for work/life balance</b>										
Very Satisfied	3.9%	11.0%	10.9%	7.7%	12.5%	12.4%	0.0%	10.0%	9.9%	
Satisfied	27.5%	36.6%	36.2%	30.8%	40.6%	39.3%	25.0%	33.8%	34.0%	
Marginally Satisfied	35.3%	28.7%	29.4%	30.8%	27.3%	28.6%	41.7%	29.9%	30.1%	
Not Satisfied	33.3%	23.7%	23.4%	30.8%	19.6%	19.7%	33.3%	26.3%	26.0%	
Total(n)	51	1383	2037	26	608	882	24	730	1089	
Mean	2.02	2.35	2.35	2.15	2.46	2.44	1.92	2.28	2.28	
Standard deviation	0.88	0.96	0.96	0.97	0.94	0.94	0.78	0.96	0.96	
Significance	-	*	*	-			-			
Effect size	-	-0.34	-0.34	-	-0.33	-0.31	-	-0.38	-0.38	
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very Satisfied	7.8%	8.3%	8.3%	7.7%	8.7%	9.0%	4.2%	8.0%	7.9%	
Satisfied	27.5%	39.8%	39.5%	38.5%	44.4%	41.8%	16.7%	36.9%	38.1%	
Marginally Satisfied	37.3%	28.8%	28.6%	26.9%	25.9%	27.4%	50.0%	30.8%	29.7%	
Not Satisfied	27.5%	23.1%	23.6%	26.9%	21.0%	21.8%	29.2%	24.2%	24.4%	
Total(n)	51	1378	2027	26	610	882	24	723	1079	
Mean	2.16	2.33	2.33	2.27	2.41	2.38	1.96	2.29	2.29	
Standard deviation	0.92	0.92	0.93	0.96	0.91	0.92	0.81	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.18	-0.18	-	-0.15	-0.12	-	-0.36	-0.36	
<b>Relative equity of salary and job benefits</b>										Job Satisfaction: Workplace
Very Satisfied	7.8%	6.7%	6.4%	11.5%	8.9%	8.5%	0.0%	4.6%	4.6%	
Satisfied	25.5%	29.4%	28.1%	23.1%	34.8%	31.3%	29.2%	25.9%	26.1%	
Marginally Satisfied	27.5%	31.4%	30.9%	23.1%	28.3%	29.4%	33.3%	33.1%	32.0%	
Not Satisfied	39.2%	32.6%	34.6%	42.3%	28.0%	30.9%	37.5%	36.3%	37.2%	
Total(n)	51	1368	2016	26	604	875	24	721	1077	
Mean	2.02	2.10	2.06	2.04	2.25	2.17	1.92	1.99	1.98	
Standard deviation	0.99	0.94	0.94	1.08	0.96	0.96	0.83	0.90	0.91	
Significance	-			-			-			
Effect size	-	-0.09	-0.04	-	-0.22	-0.14	-	-0.08	-0.07	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

← Click on a tab to view a particular theme

Truman State University

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
<b>Flexibility in relation to family matters or emergencies</b>										Job Satisfaction: Workplace
Very Satisfied	13.7%	34.2%	35.1%	19.2%	34.8%	34.8%	8.3%	33.7%	35.1%	
Satisfied	52.9%	45.6%	45.3%	50.0%	48.8%	48.1%	54.2%	43.4%	43.4%	
Marginally Satisfied	17.6%	14.9%	14.7%	19.2%	11.6%	12.2%	16.7%	17.5%	16.6%	
Not Satisfied	15.7%	5.2%	5.0%	11.5%	4.8%	4.9%	20.8%	5.5%	4.9%	
Total(n)	51	1373	2017	26	606	874	24	722	1077	
Mean	2.65	3.09	3.10	2.77	3.14	3.13	2.50	3.05	3.09	
Standard deviation	0.91	0.83	0.83	0.91	0.80	0.81	0.93	0.86	0.84	
Significance	-	***	***	-	*	*	-	**	***	
Effect size	-	-0.53	-0.54	-	-0.46	-0.44	-	-0.64	-0.70	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										Job Satisfaction: Workplace
Very Satisfied	11.8%	21.6%	21.8%	15.4%	24.8%	24.2%	8.3%	19.4%	20.1%	
Satisfied	41.2%	48.1%	47.7%	42.3%	49.4%	49.8%	37.5%	47.3%	46.2%	
Marginally Satisfied	27.5%	20.2%	20.5%	26.9%	20.1%	19.8%	29.2%	20.1%	20.9%	
Not Satisfied	19.6%	10.1%	9.9%	15.4%	5.7%	6.2%	25.0%	13.2%	12.8%	
Total(n)	51	1344	1982	26	593	858	24	712	1066	
Mean	2.45	2.81	2.81	2.58	2.93	2.92	2.29	2.73	2.74	
Standard deviation	0.94	0.89	0.89	0.95	0.82	0.83	0.95	0.92	0.92	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.40	-0.40	-	-0.43	-0.41	-	-0.48	-0.49	
<b>Overall job</b>										
Very Satisfied	11.8%	17.6%	17.6%	15.4%	20.1%	19.3%	8.3%	15.9%	16.5%	
Satisfied	41.2%	53.2%	52.5%	38.5%	53.4%	52.2%	45.8%	54.1%	53.4%	
Marginally Satisfied	37.3%	21.9%	23.1%	34.6%	19.1%	21.5%	37.5%	23.3%	23.9%	
Not Satisfied	9.8%	7.2%	6.8%	11.5%	7.4%	7.0%	8.3%	6.8%	6.2%	
Total(n)	51	1381	2033	26	611	885	24	725	1082	
Mean	2.55	2.81	2.81	2.58	2.86	2.84	2.54	2.79	2.80	
Standard deviation	0.83	0.81	0.80	0.90	0.82	0.81	0.78	0.79	0.78	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.33	-	-0.34	-0.32	-	-0.32	-0.33	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>										
<b>Institutional procedures and "red tape"</b>										Career-Related Stress
Extensive	46.0%	31.4%	31.9%	38.5%	30.6%	32.0%	52.2%	32.1%	31.9%	
Somewhat	44.0%	49.5%	48.9%	50.0%	50.2%	49.7%	39.1%	48.8%	48.3%	
Not at All	10.0%	19.1%	19.2%	11.5%	19.2%	18.3%	8.7%	19.0%	19.7%	
Total(n)	50	1320	1944	26	588	853	23	688	1028	
Mean	2.36	2.12	2.13	2.27	2.11	2.14	2.43	2.13	2.12	
Standard deviation	0.66	0.70	0.70	0.67	0.70	0.70	0.66	0.70	0.71	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.34	0.33	-	0.23	0.19	-	0.43	0.44	
<b>In the past year, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	58.0%	48.0%	49.3%	53.8%	43.3%	44.7%	60.9%	51.4%	52.8%	
<b>Considered leaving this institution for another?</b>										
Yes	56.0%	50.8%	51.2%	53.8%	48.9%	49.9%	56.5%	51.1%	51.7%	
<b>If given the choice, would you:</b>										
<b>Still come to this institution?</b>										
Definitely yes	20.0%	32.3%	33.2%	19.2%	32.1%	32.4%	21.7%	33.2%	34.3%	
Probably yes	48.0%	41.5%	40.6%	53.8%	42.2%	40.9%	39.1%	41.6%	41.0%	

2022-2023 HERI Faculty Survey  
Theme Report  
Full-Time Undergraduate Faculty

← Click on a tab to view a particular theme

Truman State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	67	1,908	2,828	32	864	1,243	34	980	1,487	
<b>Column1</b>	<b>Column2</b>	<b>Column3</b>	<b>Column4</b>	<b>Column5</b>	<b>Column6</b>	<b>Column7</b>	<b>Column8</b>	<b>Column9</b>	<b>Column10</b>	<b>Column11</b>
Not sure	18.0%	14.9%	15.1%	15.4%	13.2%	14.4%	21.7%	15.7%	15.3%	
Probably no	8.0%	7.5%	7.6%	7.7%	8.6%	8.5%	8.7%	5.9%	6.3%	
Definitely no	6.0%	3.8%	3.5%	3.8%	3.9%	3.8%	8.7%	3.6%	3.2%	
Total(n)	50	1385	2047	26	614	895	23	726	1086	
Mean	3.68	3.91	3.93	3.77	3.90	3.90	3.57	3.95	3.97	
Standard deviation	1.08	1.05	1.05	0.99	1.07	1.07	1.20	1.02	1.02	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.12	-0.12	-	-0.37	-0.39	
<b>Still be a college professor?</b>										
Definitely yes	38.0%	54.8%	54.0%	46.2%	55.8%	55.4%	30.4%	54.5%	52.9%	
Probably yes	38.0%	30.2%	31.0%	34.6%	28.8%	29.5%	39.1%	30.8%	32.1%	
Not sure	22.0%	10.3%	10.5%	19.2%	10.5%	10.7%	26.1%	10.2%	10.6%	
Probably no	2.0%	3.9%	3.7%	0.0%	4.3%	3.7%	4.3%	3.5%	3.6%	
Definitely no	0.0%	0.8%	0.9%	0.0%	0.7%	0.8%	0.0%	1.0%	0.8%	
Total(n)	50	1379	2040	26	611	892	23	723	1082	
Mean	4.12	4.34	4.33	4.27	4.35	4.35	3.96	4.34	4.33	
Standard deviation	0.82	0.87	0.87	0.78	0.88	0.87	0.88	0.87	0.87	
Significance	-			-			-	*	*	
Effect size	-	-0.25	-0.24	-	-0.09	-0.09	-	-0.44	-0.43	

**2022-2023 HERI Faculty Survey  
 Theme Report  
 Full-Time Undergraduate Faculty**

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	Total			Men			Women			CIRP Construct
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Truman State University										
Full-time Undergraduate Faculty	67	1,908	2,828	32	864	1,243	34	980	1,487	
Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11



**2022-2023 HERI Faculty Survey  
 Theme Report  
 Full-Time Undergraduate Faculty**

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 Theme Report  
 Full-Time Undergraduate Faculty**

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 Full-Time Undergraduate Faculty**

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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 Full-Time Undergraduate Faculty**

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 Full-Time Undergraduate Faculty**

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## 2022-2023 HERI Faculty Survey

### List of Participating Institutions

<u>Private Universities - medium/high selectivity</u>		
ACE	Institution	State
1329	St Catherine University	MN
9135	The Chicago School of Professional Psychology	DC
7256	Touro University	NY
1276	University of Detroit Mercy	MI
763	University of Indianapolis	IN

<u>Private Universities - very high selectivity</u>		
ACE	Institution	State
2519	Belmont University	TN
2726	Brigham Young University-Provo	UT
141	Chapman University	CA
7560	Loyola Marymount University	CA
1184	Northeastern University	MA
172	Pepperdine University	CA
267	Santa Clara University	CA
2347	Villanova University	PA

<u>Private Nonsectarian 4yr Colleges - very high selectivity</u>		
ACE	Institution	State
5105	Embry-Riddle Aeronautical University	FL
1189	Smith College	MA
2336	Swarthmore College	PA
2063	The College of Wooster	OH
2867	Whitman College	WA

<u>Other Religious 4yr Colleges - very low/low/medium selectivity</u>		
ACE	Institution	State
1820	Alliance University	NY
1458	Columbia College	MO
212	Fresno Pacific University	CA
833	Grand View University	IA
2945	Lakeland University	WI
2678	Texas Lutheran University	TX
5053	Vanguard University of Southern California	CA

<u>Other Religious 4yr Colleges - high selectivity</u>		
ACE	Institution	State
2235	Arcadia University	PA
597	Augustana College	IL
2784	Bridgewater College	VA
5212	Dordt University	IA
464	Eckerd College	FL
758	Goshen College	IN
2195	Linfield University	OR
2283	Lycoming College	PA
1589	Nebraska Wesleyan University	NE
2087	Ohio Northern University	OH
5759	Roberts Wesleyan College	NY
2335	Susquehanna University	PA
783	Taylor University	IN
2868	Whitworth University	WA

<b><u>Catholic 4yr Colleges - high selectivity</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
362	Fairfield University	CT
655	Lewis University	IL
1622	Saint Anselm College	NH
2856	Saint Martin's University	WA
781	Saint Mary's College	IN
5562	Walsh University	OH

<b><u>Other Religious 4yr Colleges - very high selectivity</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
753	Earlham College	IN
9106	Patrick Henry College	VA
218	Point Loma Nazarene University	CA
2664	Southwestern University	TX
1355	St Olaf College	MN

<b><u>Public 4yr Colleges - medium selectivity</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
230	California State University-Northridge	CA
6078	Indiana University-Northwest	IN
2447	Lander University	SC
1499	Southeast Missouri State University	MO
6157	University of Wisconsin-Green Bay	WI
2735	Weber State University	UT

<b><u>All Private Nonsectarian 4yr Colleges</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
605	Bradley University	IL
5105	Embry-Riddle Aeronautical University	FL
9107	Harrisburg University of Science and Technology	PA
8602	Naropa University	CO
685	Rockford University	IL
1189	Smith College	MA
9117	Southern California University of Health Sciences	CA
2336	Swarthmore College	PA
2063	The College of Wooster	OH
2867	Whitman College	WA

<b><u>All Private Nonsectarian Institutions</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
605	Bradley University	IL
5105	Embry-Riddle Aeronautical University	FL
9107	Harrisburg University of Science and Technology	PA
8602	Naropa University	CO
1184	Northeastern University	MA
685	Rockford University	IL
1189	Smith College	MA
9117	Southern California University of Health Sciences	CA
2336	Swarthmore College	PA
9135	The Chicago School of Professional Psychology	DC
2063	The College of Wooster	OH
7256	Touro University	NY

<b><u>All Catholic 4yr Colleges</u></b>		
<b>ACE</b>	<b>Institution</b>	<b>State</b>
687	Dominican University	IL
362	Fairfield University	CT
2274	King's College	PA
655	Lewis University	IL
1622	Saint Anselm College	NH
2856	Saint Martin's University	WA
781	Saint Mary's College	IN
1675	Saint Peter's University	NJ
5562	Walsh University	OH

**All Public 4yr Colleges**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
211	California State University-Fullerton	CA
230	California State University-Northridge	CA
5330	Grand Valley State University	MI
6078	Indiana University-Northwest	IN
2447	Lander University	SC
1499	Southeast Missouri State University	MO
1486	Truman State University	MO
6157	University of Wisconsin-Green Bay	WI
2735	Weber State University	UT
1989	Western Carolina University	NC

**All Universities**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
1184	Northeastern University	MA
55	Northern Arizona University	AZ
9135	The Chicago School of Professional Psychology	DC
7256	Touro University	NY
1584	University of Nebraska at Omaha	NE
322	University of Northern Colorado	CO
929	Washburn University	KS

**All Private Institutions**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
1820	Alliance University	NY
2235	Arcadia University	PA
597	Augustana College	IL
2519	Belmont University	TN
605	Bradley University	IL
2784	Bridgewater College	VA

**All Public Institutions**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
211	California State University-Fullerton	CA
230	California State University-Northridge	CA
5330	Grand Valley State University	MI
6078	Indiana University-Northwest	IN
2447	Lander University	SC
55	Northern Arizona University	AZ
1499	Southeast Missouri State University	MO
1486	Truman State University	MO
1584	University of Nebraska at Omaha	NE
322	University of Northern Colorado	CO
6157	University of Wisconsin-Green Bay	WI
929	Washburn University	KS
2735	Weber State University	UT
1989	Western Carolina University	NC

**All 4yr Colleges**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
1820	Alliance University	NY
2235	Arcadia University	PA
597	Augustana College	IL
605	Bradley University	IL
2784	Bridgewater College	VA
211	California State University-Fullerton	CA
230	California State University-Northridge	CA
1458	Columbia College	MO
687	Dominican University	IL
5212	Dordt University	IA
753	Earlham College	IN
464	Eckerd College	FL
5105	Embry-Riddle Aeronautical University	FL

2726	Brigham Young University-Provo	UT	362	Fairfield University	CT
141	Chapman University	CA	212	Fresno Pacific University	CA
1458	Columbia College	MO	758	Goshen College	IN
687	Dominican University	IL	5330	Grand Valley State University	MI
5212	Dordt University	IA	833	Grand View University	IA
753	Earlham College	IN	9107	Harrisburg University of Science and Technology	PA
464	Eckerd College	FL	6078	Indiana University-Northwest	IN
5105	Embry-Riddle Aeronautical University	FL	2274	King's College	PA
362	Fairfield University	CT	2945	Lakeland University	WI
212	Fresno Pacific University	CA	2447	Lander University	SC
758	Goshen College	IN	655	Lewis University	IL
833	Grand View University	IA	2195	Linfield University	OR
9107	Harrisburg University of Science and Technology	PA	2283	Lycoming College	PA
2274	King's College	PA	8602	Naropa University	CO
2945	Lakeland University	WI	1589	Nebraska Wesleyan University	NE
655	Lewis University	IL	2087	Ohio Northern University	OH
2195	Linfield University	OR	9106	Patrick Henry College	VA
7560	Loyola Marymount University	CA	218	Point Loma Nazarene University	CA
2283	Lycoming College	PA	5759	Roberts Wesleyan College	NY
8602	Naropa University	CO	685	Rockford University	IL
1589	Nebraska Wesleyan University	NE	1622	Saint Anselm College	NH
1184	Northeastern University	MA	2856	Saint Martin's University	WA
2087	Ohio Northern University	OH	781	Saint Mary's College	IN
9106	Patrick Henry College	VA	1675	Saint Peter's University	NJ
172	Pepperdine University	CA	1189	Smith College	MA
218	Point Loma Nazarene University	CA	1499	Southeast Missouri State University	MO
5759	Roberts Wesleyan College	NY	9117	Southern California University of Health Sciences	CA
685	Rockford University	IL	2664	Southwestern University	TX
1622	Saint Anselm College	NH	1355	St Olaf College	MN
2856	Saint Martin's University	WA	2335	Susquehanna University	PA
781	Saint Mary's College	IN	2336	Swarthmore College	PA
1675	Saint Peter's University	NJ	783	Taylor University	IN
267	Santa Clara University	CA	2678	Texas Lutheran University	TX

1189	Smith College	MA
9117	Southern California University of Health Sciences	CA
2664	Southwestern University	TX
1329	St Catherine University	MN
1355	St Olaf College	MN
2335	Susquehanna University	PA
2336	Swarthmore College	PA
783	Taylor University	IN
2678	Texas Lutheran University	TX
9135	The Chicago School of Professional Psychology	DC
2063	The College of Wooster	OH
7256	Touro University	NY
1276	University of Detroit Mercy	MI
763	University of Indianapolis	IN
5053	Vanguard University of Southern California	CA
2347	Villanova University	PA
5562	Walsh University	OH
2867	Whitman College	WA
2868	Whitworth University	WA

2063	The College of Wooster	OH
1486	Truman State University	MO
6157	University of Wisconsin-Green Bay	WI
5053	Vanguard University of Southern California	CA
5562	Walsh University	OH
2735	Weber State University	UT
1989	Western Carolina University	NC
2867	Whitman College	WA
2868	Whitworth University	WA

<u>All Baccalaureate Institutions</u>		
ACE	Institution	State
1820	Alliance University	NY
2235	Arcadia University	PA
597	Augustana College	IL
2519	Belmont University	TN
605	Bradley University	IL
2784	Bridgewater College	VA
2726	Brigham Young University-Provo	UT
211	California State University-Fullerton	CA
230	California State University-Northridge	CA
141	Chapman University	CA
1458	Columbia College	MO
687	Dominican University	IL
5212	Dordt University	IA
753	Earlham College	IN
464	Eckerd College	FL
5105	Embry-Riddle Aeronautical University	FL
362	Fairfield University	CT
212	Fresno Pacific University	CA
758	Goshen College	IN
5330	Grand Valley State University	MI
833	Grand View University	IA

9107	Harrisburg University of Science and Technology	PA
6078	Indiana University-Northwest	IN
2274	King's College	PA
2945	Lakeland University	WI
2447	Lander University	SC
655	Lewis University	IL
2195	Linfield University	OR
7560	Loyola Marymount University	CA
2283	Lycoming College	PA
8602	Naropa University	CO
1589	Nebraska Wesleyan University	NE
1184	Northeastern University	MA
55	Northern Arizona University	AZ
2087	Ohio Northern University	OH
9106	Patrick Henry College	VA
172	Pepperdine University	CA
218	Point Loma Nazarene University	CA
5759	Roberts Wesleyan College	NY
685	Rockford University	IL
1622	Saint Anselm College	NH
2856	Saint Martin's University	WA
781	Saint Mary's College	IN
1675	Saint Peter's University	NJ
267	Santa Clara University	CA
1189	Smith College	MA
1499	Southeast Missouri State University	MO
2664	Southwestern University	TX
1329	St Catherine University	MN
1355	St Olaf College	MN
2335	Susquehanna University	PA
2336	Swarthmore College	PA
783	Taylor University	IN
2678	Texas Lutheran University	TX



9135	The Chicago School of Professional Psychology	DC
2063	The College of Wooster	OH
7256	Touro University	NY
1486	Truman State University	MO
1276	University of Detroit Mercy	MI
763	University of Indianapolis	IN
1584	University of Nebraska at Omaha	NE
322	University of Northern Colorado	CO
6157	University of Wisconsin-Green Bay	WI
5053	Vanguard University of Southern California	CA
2347	Villanova University	PA
5562	Walsh University	OH
929	Washburn University	KS
2735	Weber State University	UT
1989	Western Carolina University	NC
2867	Whitman College	WA
2868	Whitworth University	WA

## 2022-2023 HERI Faculty Survey

### List of Participating Institutions for Modules

<u>Mentoring Module</u>		
ACE	Institution	State
2235	Arcadia University	PA
2519	Belmont University	TN
2726	Brigham Young University-Provo	UT
753	Earlham College	IN
464	Eckerd College	FL
5105	Embry-Riddle Aeronautical University	FL
362	Fairfield University	CT
212	Fresno Pacific University	CA
2945	Lakeland University	WI
1184	Northeastern University	MA
781	Saint Mary's College	IN
1675	Saint Peter's University	NJ
1189	Smith College	MA
1499	Southeast Missouri State University	MO
2664	Southwestern University	TX
2678	Texas Lutheran University	TX
2063	The College of Wooster	OH
7256	Touro University	NY
1276	University of Detroit Mercy	MI
1584	University of Nebraska at Omaha	NE
322	University of Northern Colorado	CO
5053	Vanguard University of Southern California	CA

<u>Campus Climate Module</u>		
ACE	Institution	State
2519	Belmont University	TN
605	Bradley University	IL
230	California State University-Northridge	CA
141	Chapman University	CA
1458	Columbia College	MO
687	Dominican University	IL
464	Eckerd College	FL
5105	Embry-Riddle Aeronautical University	FL
362	Fairfield University	CT
833	Grand View University	IA
9107	Harrisburg University of Science and Technology	PA
6078	Indiana University-Northwest	IN
2945	Lakeland University	WI
655	Lewis University	IL
1589	Nebraska Wesleyan University	NE
55	Northern Arizona University	AZ
2087	Ohio Northern University	OH
172	Pepperdine University	CA
5759	Roberts Wesleyan College	NY
1675	Saint Peter's University	NJ
267	Santa Clara University	CA
1189	Smith College	MA
1499	Southeast Missouri State University	MO

**Spirituality Module**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
2519	Belmont University	TN
2726	Brigham Young University-Provo	UT
758	Goshen College	IN
2274	King's College	PA
2945	Lakeland University	WI
655	Lewis University	IL
8602	Naropa University	CO
5759	Roberts Wesleyan College	NY
1675	Saint Peter's University	NJ
1355	St Olaf College	MN
1584	University of Nebraska at Omaha	NE
5053	Vanguard University of Southern California	CA

9117	Southern California University of Health Sciences	CA
1355	St Olaf College	MN
2335	Susquehanna University	PA
2678	Texas Lutheran University	TX
2063	The College of Wooster	OH
1486	Truman State University	MO
1276	University of Detroit Mercy	MI
1584	University of Nebraska at Omaha	NE
322	University of Northern Colorado	CO
6157	University of Wisconsin-Green Bay	WI
5053	Vanguard University of Southern California	CA
1989	Western Carolina University	NC
2868	Whitworth University	WA

**STEM Module**

<b>ACE</b>	<b>Institution</b>	<b>State</b>
2235	Arcadia University	PA
2519	Belmont University	TN
753	Earlham College	IN
362	Fairfield University	CT
9107	Harrisburg University of Science and Technology	PA
2274	King's College	PA
2195	Linfield University	OR
1675	Saint Peter's University	NJ
1499	Southeast Missouri State University	MO
1355	St Olaf College	MN
2063	The College of Wooster	OH
1276	University of Detroit Mercy	MI
1584	University of Nebraska at Omaha	NE
5053	Vanguard University of Southern California	CA