



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

2023-2024 HERI Faculty Survey Off-Cycle Administration

Institutional Profile, Module Reports, and Theme Reports

Truman State University

Comparison group 1: 4yr Colleges
Comparison group 2: Public Institutions

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2023-2024 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 2023-2024 HERI Faculty 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:										
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly Agree	11.1%	9.8%	9.2%	15.0%	10.7%	9.4%	8.9%	9.3%	9.1%	Civic Minded Values
Somewhat Agree	15.3%	13.8%	13.0%	18.3%	16.4%	13.6%	13.6%	12.6%	12.6%	
Somewhat Disagree	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Strongly Disagree	42.2%	47.8%	49.1%	38.5%	46.6%	50.4%	44.4%	48.3%	48.3%	
Total (n)	1,395	5,458	16,100	514	1,761	6,067	881	3,697	10,033	
Mean	1.95	1.86	1.82	2.10	1.91	1.82	1.87	1.83	1.83	
Standard Deviation	1.01	0.99	0.98	1.08	1.03	0.99	0.96	0.98	0.97	
Significance	-	**	***	-	***	***	-			
Effect Size	-	0.09	0.13	-	0.18	0.28	-	0.04	0.04	

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

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

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

Comp 2 – The second comparison group is based on 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).

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.

2023-2024 HERI Faculty Survey Off-Cycle Administration
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	
Full-time Undergraduate Faculty	85	777	871	48	352	357	31	387	467	
What is your current gender identity?										
Man	57.1%	45.9%	42.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	36.9%	50.5%	54.9%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	3.6%	1.8%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	1.2%	1.2%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	1.2%	0.7%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	84	767	850	48	352	357	31	387	467	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	85	776	871	48	351	357	31	387	467	
What is your present academic rank? (4-year schools only)										
Professor	37.6%	28.2%	30.3%	41.7%	32.5%	35.5%	32.3%	23.6%	25.9%	
Associate Professor	24.7%	35.0%	32.5%	20.8%	33.6%	31.2%	32.3%	37.1%	34.1%	
Assistant Professor	28.2%	17.7%	18.8%	31.3%	15.7%	18.6%	22.6%	19.7%	19.6%	
Lecturer	3.5%	16.4%	16.8%	2.1%	15.4%	13.4%	3.2%	16.6%	18.4%	
Instructor	5.9%	2.7%	1.6%	4.2%	2.8%	1.3%	9.7%	2.9%	2.0%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	85	774	511	48	351	231	31	385	255	
What is your tenure status at this institution? (4-year schools only)										
Tenured	60.0%	59.6%	61.5%	60.4%	63.1%	65.5%	64.5%	56.5%	58.9%	
On tenure track, but not tenured	21.2%	15.7%	18.2%	25.0%	13.7%	17.5%	16.1%	18.1%	19.8%	
Not on tenure track, but institution has tenure system	18.8%	24.3%	20.0%	14.6%	22.9%	17.0%	19.4%	25.1%	20.9%	
Institution has no tenure system	0.0%	0.4%	0.4%	0.0%	0.3%	0.0%	0.0%	0.3%	0.4%	
Total(n)	85	769	506	48	350	229	31	382	253	
Are you retired from this institution?										
Yes	1.2%	1.2%	0.9%	2.1%	1.5%	1.4%	0.0%	1.0%	0.7%	
No	98.8%	98.8%	99.1%	97.9%	98.5%	98.6%	100.0%	99.0%	99.3%	
Total(n)	84	761	855	47	343	350	31	382	460	
What is your principal activity in your current position at this institution?										
Administration	2.4%	6.7%	6.0%	2.1%	7.1%	7.0%	3.2%	6.8%	5.6%	
Teaching	97.6%	90.7%	91.1%	97.9%	90.9%	90.2%	96.8%	90.1%	91.4%	
Research	0.0%	0.9%	0.7%	0.0%	0.3%	0.3%	0.0%	1.3%	1.1%	
Services to clients and patients	0.0%	0.4%	0.6%	0.0%	0.3%	0.6%	0.0%	0.5%	0.6%	
Other	0.0%	1.3%	1.6%	0.0%	1.4%	2.0%	0.0%	1.3%	1.3%	
Total(n)	85	772	868	48	350	356	31	385	465	
Personally, how important to you is:										
Research										
Essential	22.4%	39.1%	27.1%	29.2%	40.2%	30.4%	9.7%	37.0%	24.7%	
Very Important	36.5%	32.7%	32.3%	33.3%	32.5%	31.0%	45.2%	33.2%	32.5%	
Somewhat Important	34.1%	22.9%	29.6%	29.2%	22.2%	29.9%	38.7%	24.1%	29.7%	
Not Important	7.1%	5.3%	11.0%	8.3%	5.1%	8.7%	6.5%	5.7%	13.0%	
Total(n)	85	774	862	48	351	355	31	386	461	
Mean	2.74	3.06	2.76	2.83	3.08	2.83	2.58	3.02	2.69	
Standard deviation	0.89	0.91	0.97	0.95	0.91	0.96	0.76	0.92	0.99	
Significance	-	**		-			-	**		
Effect size	-	-0.35	-0.02	-	-0.27	0.00	-	-0.48	-0.11	
Personally, how important to you is:										
Teaching										
Essential	82.4%	79.6%	83.6%	83.3%	80.9%	83.1%	80.6%	78.8%	83.7%	
Very Important	15.3%	18.3%	15.2%	12.5%	16.9%	15.8%	19.4%	19.4%	15.1%	
Somewhat Important	2.4%	1.9%	1.2%	4.2%	2.3%	1.1%	0.0%	1.6%	1.3%	
Not Important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
Total(n)	85	774	866	48	350	355	31	387	465	
Mean	3.80	3.77	3.82	3.79	3.79	3.82	3.81	3.77	3.82	
Standard deviation	0.46	0.47	0.41	0.50	0.46	0.41	0.40	0.47	0.41	
Significance	-			-			-			
Effect size	-	0.06	-0.05	-	0.00	-0.07	-	0.09	-0.02	

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Personally, how important to you is:									
Service									
Essential	17.9%	21.2%	28.1%	10.6%	17.5%	25.8%	25.8%	24.3%	30.5%
Very Important	52.4%	44.8%	45.4%	51.1%	44.7%	43.6%	54.8%	43.9%	46.0%
Somewhat Important	26.2%	30.4%	23.3%	31.9%	32.4%	24.9%	19.4%	30.0%	22.2%
Not Important	3.6%	3.6%	3.2%	6.4%	5.4%	5.7%	0.0%	1.8%	1.3%
Total(n)	84	773	864	47	349	353	31	387	465
Mean	2.85	2.84	2.98	2.66	2.74	2.90	3.06	2.91	3.06
Standard deviation	0.75	0.80	0.80	0.76	0.81	0.85	0.68	0.78	0.76
Significance	-			-			-		
Effect size	-	0.01	-0.16	-	-0.10	-0.28	-	0.19	0.00
How many courses are you teaching this term (include all institutions at which you teach)?									
0	2.4%	5.8%	3.3%	2.1%	5.1%	3.1%	3.2%	6.5%	3.9%
1	4.7%	8.4%	8.5%	6.3%	10.2%	11.5%	3.2%	6.7%	6.9%
2	14.1%	15.7%	12.5%	20.8%	15.1%	12.3%	3.2%	16.3%	12.6%
3	44.7%	32.6%	24.1%	43.8%	33.2%	23.5%	48.4%	31.8%	24.8%
4	21.2%	26.4%	29.3%	18.8%	28.4%	30.8%	19.4%	25.3%	28.5%
5 or more	12.9%	11.2%	22.2%	8.3%	8.0%	18.8%	22.6%	13.4%	23.3%
Total(n)	85	777	870	48	352	357	31	387	467
How many of the courses that you are teaching this term are:									
General education courses									
0	52.4%	46.8%	41.1%	54.1%	46.8%	42.0%	50.0%	48.5%	41.9%
1-2	44.4%	42.6%	40.5%	40.5%	44.4%	40.9%	50.0%	39.1%	39.0%
3-4	1.6%	8.9%	14.3%	2.7%	8.1%	12.4%	0.0%	10.5%	15.7%
5+	1.6%	1.7%	4.1%	2.7%	0.8%	4.7%	0.0%	1.9%	3.5%
Total(n)	63	538	652	37	248	274	22	266	344
Courses required for an undergraduate major									
0	3.8%	7.9%	5.7%	4.5%	8.7%	5.7%	3.4%	6.8%	5.3%
1-2	65.8%	58.4%	49.0%	70.5%	57.7%	51.1%	62.1%	59.7%	48.3%
3-4	30.4%	30.1%	34.2%	25.0%	31.0%	34.4%	34.5%	29.4%	33.8%
5+	0.0%	3.6%	11.2%	0.0%	2.7%	8.8%	0.0%	4.1%	12.6%
Total(n)	79	671	770	44	300	317	29	340	414
Other undergraduate credit courses									
0	35.1%	43.7%	48.2%	37.5%	42.4%	45.0%	28.6%	45.5%	51.5%
1-2	59.6%	46.8%	40.9%	56.3%	47.6%	44.5%	66.7%	45.0%	36.7%
3-4	5.3%	7.3%	8.1%	6.3%	9.0%	8.6%	4.8%	5.9%	8.0%
5+	0.0%	2.2%	2.8%	0.0%	1.0%	1.8%	0.0%	3.6%	3.8%
Total(n)	57	453	504	32	210	220	21	220	264
Developmental/remedial courses (not for credit)									
0	97.7%	97.0%	88.1%	96.2%	98.2%	93.4%	100.0%	95.6%	84.1%
1-2	2.3%	2.7%	9.7%	3.8%	1.8%	6.0%	0.0%	3.8%	12.7%
3-4	0.0%	0.0%	1.8%	0.0%	0.0%	0.5%	0.0%	0.0%	2.4%
5+	0.0%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%
Total(n)	44	368	454	26	169	182	14	182	252
Graduate courses									
0	65.4%	58.9%	74.8%	69.0%	59.8%	71.4%	55.6%	58.5%	77.7%
1-2	26.9%	37.7%	22.7%	27.6%	38.8%	27.1%	27.8%	36.7%	19.2%
3-4	7.7%	3.2%	2.3%	3.4%	1.4%	1.5%	16.7%	4.4%	2.7%
5+	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%
Total(n)	52	467	480	29	214	199	18	229	260
How many of these courses that you are teaching this term are being taught at another institution?									
0	57.8%	63.4%	48.1%	48.9%	62.8%	49.4%	73.3%	64.2%	47.1%
1-2	15.7%	18.6%	20.7%	21.3%	19.5%	19.8%	3.3%	17.3%	20.6%
3-4	25.3%	16.0%	23.3%	27.7%	15.6%	23.3%	23.3%	16.8%	24.4%
5+	1.2%	2.1%	7.8%	2.1%	2.1%	7.6%	0.0%	1.7%	7.9%
Total(n)	83	726	831	47	333	344	30	358	442
What types of courses do you primarily teach?									
Undergraduate credit courses	92.9%	92.7%	95.3%	100.0%	94.0%	96.1%	80.6%	92.5%	94.6%
Graduate courses	7.1%	6.8%	3.2%	0.0%	5.7%	3.4%	19.4%	7.0%	3.2%
Developmental/remedial courses	0.0%	0.5%	1.3%	0.0%	0.3%	0.3%	0.0%	0.5%	1.9%
I do not teach	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%
Total(n)	85	776	869	48	352	357	31	386	465
In the past year, have you worked with or taught undergraduate students at this institution?									
Yes	100.0%	98.7%	99.3%	100.0%	98.9%	99.4%	100.0%	99.0%	99.1%

No	0.0%	1.3%	0.7%	0.0%	1.1%	0.6%	0.0%	1.0%	0.9%	
Total(n)	85	774	865	48	351	355	31	385	464	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	38.8%	46.2%	29.0%	35.4%	45.4%	30.4%	41.9%	46.6%	28.0%	
No	61.2%	53.8%	71.0%	64.6%	54.6%	69.6%	58.1%	53.4%	72.0%	
Total(n)	85	768	858	48	348	352	31	382	460	
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION										
In the past year, to what extent have you:										
Met with graduate students to discuss their research interests										
To a Very Large Extent	11.4%	22.0%	17.4%	5.6%	18.8%	20.2%	23.1%	23.4%	16.3%	
To a Large Extent	11.4%	19.8%	18.2%	11.1%	22.5%	19.3%	15.4%	17.9%	17.0%	
To Some Extent	31.4%	23.6%	21.7%	33.3%	25.0%	22.0%	23.1%	21.7%	20.0%	
To a Small Extent	22.9%	22.3%	23.6%	22.2%	21.3%	22.9%	23.1%	25.0%	25.2%	
Not at All	22.9%	12.4%	19.0%	27.8%	12.5%	15.6%	15.4%	12.0%	21.5%	
Total(n)	35	364	258	18	160	109	13	184	135	
Mentored graduate students										
To a Very Large Extent	20.0%	27.5%	24.0%	11.1%	23.9%	25.7%	38.5%	29.7%	24.2%	
To a Large Extent	14.3%	20.3%	17.3%	5.6%	20.8%	17.4%	30.8%	20.3%	16.7%	
To Some Extent	22.9%	23.6%	23.6%	22.2%	23.9%	22.9%	15.4%	22.5%	22.0%	
To a Small Extent	25.7%	18.3%	19.3%	33.3%	20.8%	21.1%	15.4%	17.6%	18.9%	
Not at All	17.1%	10.3%	15.7%	27.8%	10.7%	12.8%	0.0%	9.9%	18.2%	
Total(n)	35	360	254	18	159	109	13	182	132	
Helped graduate students access professional networks										
To a Very Large Extent	5.9%	13.0%	10.8%	5.9%	11.0%	11.4%	7.7%	13.3%	10.7%	
To a Large Extent	17.6%	21.2%	18.8%	11.8%	21.3%	21.9%	30.8%	21.7%	16.0%	
To Some Extent	26.5%	27.4%	24.8%	23.5%	27.7%	24.8%	30.8%	26.7%	23.7%	
To a Small Extent	14.7%	22.3%	22.0%	17.6%	22.6%	20.0%	15.4%	23.9%	25.2%	
Not at All	35.3%	16.1%	23.6%	41.2%	17.4%	21.9%	15.4%	14.4%	24.4%	
Total(n)	34	354	250	17	155	105	13	180	131	
Presented with graduate students at conferences										
To a Very Large Extent	0.0%	5.3%	5.8%	0.0%	3.8%	4.6%	0.0%	6.0%	6.7%	
To a Large Extent	5.7%	5.8%	5.8%	11.1%	7.0%	7.3%	0.0%	5.4%	5.2%	
To Some Extent	0.0%	7.5%	8.1%	0.0%	7.6%	8.3%	0.0%	7.6%	8.1%	
To a Small Extent	5.7%	8.9%	8.5%	5.6%	10.8%	10.1%	7.7%	7.6%	7.4%	
Not at All	88.6%	72.5%	71.7%	83.3%	70.9%	69.7%	92.3%	73.4%	72.6%	
Total(n)	35	360	258	18	158	109	13	184	135	
Published with graduate students										
To a Very Large Extent	0.0%	2.8%	3.1%	0.0%	3.2%	5.5%	0.0%	1.6%	0.7%	
To a Large Extent	0.0%	3.4%	4.3%	0.0%	1.3%	1.8%	0.0%	5.5%	6.7%	
To Some Extent	5.9%	5.6%	6.2%	5.9%	4.5%	6.4%	7.7%	6.0%	6.0%	
To a Small Extent	8.8%	8.9%	8.6%	17.6%	14.0%	12.8%	0.0%	5.5%	5.2%	
Not at All	85.3%	79.3%	77.8%	76.5%	77.1%	73.4%	92.3%	81.4%	81.3%	
Total(n)	34	358	257	17	157	109	13	183	134	
Included graduate students in research grant writing										
To a Very Large Extent	0.0%	2.2%	2.3%	0.0%	1.9%	2.8%	0.0%	2.7%	2.2%	
To a Large Extent	0.0%	2.2%	2.7%	0.0%	2.5%	2.8%	0.0%	1.6%	2.2%	
To Some Extent	5.7%	6.9%	7.4%	5.6%	3.2%	3.7%	7.7%	10.9%	10.4%	
To a Small Extent	5.7%	8.3%	7.4%	11.1%	8.9%	8.3%	0.0%	8.2%	6.7%	
Not at All	88.6%	80.3%	80.2%	83.3%	83.5%	82.4%	92.3%	76.6%	78.5%	
Total(n)	35	360	257	18	158	108	13	184	135	
In the past year, how many letters of recommendation have you written for graduate students?										
0	34.3%	19.7%	24.8%	31.6%	17.4%	23.2%	23.1%	21.7%	25.6%	
1-5	48.6%	53.9%	49.2%	52.6%	59.6%	57.1%	53.8%	50.0%	44.4%	
6-10	8.6%	15.8%	15.5%	15.8%	14.3%	11.6%	0.0%	17.2%	18.8%	
11-20	2.9%	8.1%	8.5%	0.0%	6.8%	8.0%	7.7%	7.8%	7.5%	
21 or more	5.7%	2.5%	1.9%	0.0%	1.9%	0.0%	15.4%	3.3%	3.8%	
Total(n)	35	360	258	19	161	112	13	180	133	
In the past year, how many master's thesis committees have you served on or are currently serving?										
0	41.7%	57.8%	56.7%	63.2%	63.0%	58.0%	15.4%	54.6%	56.3%	
1	27.8%	15.1%	15.7%	15.8%	11.1%	11.6%	46.2%	18.0%	18.5%	
2	8.3%	8.8%	7.3%	10.5%	8.6%	8.0%	7.7%	9.3%	7.4%	
3-4	8.3%	9.0%	9.6%	5.3%	8.6%	10.7%	0.0%	7.7%	7.4%	
5-8	8.3%	7.1%	8.0%	0.0%	6.2%	8.0%	23.1%	8.2%	8.1%	
9 or more	5.6%	2.2%	2.7%	5.3%	2.5%	3.6%	7.7%	2.2%	2.2%	

Total(n)	36	365	261	19	162	112	13	183	135	
In the past year, how many master's thesis committees have you chaired?										
0	71.4%	74.6%	71.7%	78.9%	77.0%	72.1%	61.5%	73.1%	71.9%	
1	5.7%	9.4%	10.1%	5.3%	8.1%	7.2%	7.7%	10.4%	11.9%	
2	11.4%	6.9%	8.1%	10.5%	5.6%	7.2%	7.7%	7.7%	8.9%	
3-4	0.0%	5.5%	5.4%	0.0%	6.2%	9.0%	0.0%	4.4%	2.2%	
5-8	8.6%	3.0%	3.9%	5.3%	3.1%	4.5%	15.4%	3.3%	3.7%	
9 or more	2.9%	0.6%	0.8%	0.0%	0.0%	0.0%	7.7%	1.1%	1.5%	
Total(n)	35	362	258	19	161	111	13	182	135	
How many dissertation committees have you served on or are currently serving?										
0	97.1%	85.3%	87.3%	94.7%	86.3%	84.8%	100.0%	84.0%	88.9%	
1	2.9%	6.6%	5.4%	5.3%	4.3%	4.5%	0.0%	8.8%	6.7%	
2	0.0%	3.9%	3.8%	0.0%	4.3%	5.4%	0.0%	3.3%	2.2%	
3-4	0.0%	3.3%	3.1%	0.0%	3.7%	4.5%	0.0%	3.3%	2.2%	
5-8	0.0%	0.8%	0.4%	0.0%	1.2%	0.9%	0.0%	0.6%	0.0%	
9 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	35	361	260	19	161	112	13	181	135	
In the past year, how many of these dissertation committees have you chaired or are currently chairing?										
0	100.0%	92.3%	93.4%	100.0%	92.6%	92.0%	100.0%	91.7%	94.8%	
1	0.0%	5.2%	4.6%	0.0%	4.3%	4.5%	0.0%	6.1%	4.4%	
2	0.0%	0.3%	0.4%	0.0%	0.6%	0.9%	0.0%	0.0%	0.0%	
3-4	0.0%	1.4%	1.2%	0.0%	1.8%	2.7%	0.0%	1.1%	0.0%	
5-8	0.0%	0.8%	0.4%	0.0%	0.6%	0.0%	0.0%	1.1%	0.7%	
9 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	35	363	259	19	163	112	13	181	135	
Rate your agreement with the following statements:										
Graduate students in this program must compete for research opportunities										
Strongly Agree	3.3%	15.3%	13.3%	6.7%	16.1%	13.9%	0.0%	14.4%	12.5%	
Somewhat Agree	23.3%	29.3%	27.9%	26.7%	29.5%	30.7%	16.7%	28.7%	25.8%	
Somewhat Disagree	23.3%	24.3%	27.5%	26.7%	22.8%	25.7%	16.7%	24.6%	27.5%	
Strongly Disagree	50.0%	31.1%	31.3%	40.0%	31.5%	29.7%	66.7%	32.3%	34.2%	
Total(n)	30	334	233	15	149	101	12	167	120	
Mean	1.80	2.29	2.23	2.00	2.30	2.29	1.50	2.25	2.17	
Standard deviation	0.92	1.07	1.04	1.00	1.08	1.04	0.80	1.06	1.04	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.46	-0.41	-	-0.28	-0.28	-	-0.71	-0.64	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly Agree	40.0%	32.5%	31.5%	60.0%	34.9%	36.3%	25.0%	31.7%	29.2%	
Somewhat Agree	26.7%	34.9%	33.6%	20.0%	34.2%	35.3%	33.3%	35.3%	34.2%	
Somewhat Disagree	10.0%	16.6%	18.3%	0.0%	15.8%	13.7%	16.7%	15.6%	18.3%	
Strongly Disagree	23.3%	16.0%	16.6%	20.0%	15.1%	14.7%	25.0%	17.4%	18.3%	
Total(n)	30	338	235	15	152	102	12	167	120	
Mean	2.83	2.84	2.80	3.20	2.89	2.93	2.58	2.81	2.74	
Standard deviation	1.21	1.05	1.06	1.21	1.05	1.05	1.16	1.07	1.07	
Significance	-			-			-			
Effect size	-	-0.01	0.03	-	0.30	0.26	-	-0.21	-0.15	
This graduate program enrolls too few international students										
Strongly Agree	6.7%	15.8%	16.6%	13.3%	15.8%	18.2%	0.0%	17.0%	17.1%	
Somewhat Agree	30.0%	22.7%	26.2%	33.3%	25.3%	31.3%	33.3%	21.2%	22.2%	
Somewhat Disagree	40.0%	33.9%	35.4%	33.3%	33.6%	33.3%	50.0%	33.9%	35.9%	
Strongly Disagree	23.3%	27.6%	21.8%	20.0%	25.3%	17.2%	16.7%	27.9%	24.8%	
Total(n)	30	330	229	15	146	99	12	165	117	
Mean	2.20	2.27	2.38	2.40	2.32	2.51	2.17	2.27	2.32	
Standard deviation	0.89	1.03	1.00	0.99	1.02	0.98	0.72	1.05	1.03	
Significance	-			-			-			
Effect size	-	-0.07	-0.18	-	0.08	-0.11	-	-0.10	-0.15	
Graduate students work well together in this program										
Strongly Agree	55.2%	40.7%	39.6%	35.7%	35.9%	35.1%	83.3%	44.0%	43.7%	
Somewhat Agree	34.5%	47.4%	46.2%	50.0%	52.1%	52.1%	8.3%	44.6%	41.2%	
Somewhat Disagree	3.4%	8.9%	9.3%	7.1%	7.7%	7.4%	0.0%	9.0%	10.1%	
Strongly Disagree	6.9%	3.1%	4.9%	7.1%	4.2%	5.3%	8.3%	2.4%	5.0%	
Total(n)	29	327	225	14	142	94	12	166	119	
Mean	3.38	3.26	3.20	3.14	3.20	3.17	3.67	3.30	3.24	
Standard deviation	0.86	0.74	0.80	0.86	0.76	0.78	0.89	0.73	0.83	
Significance	-			-			-			
Effect size	-	0.16	0.23	-	-0.08	-0.04	-	0.51	0.52	
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I have encountered instances of academic dishonesty among graduate students									
Strongly Agree	3.3%	8.5%	7.8%	6.7%	11.6%	9.1%	0.0%	6.0%	6.7%
Somewhat Agree	13.3%	22.7%	23.8%	6.7%	16.4%	18.2%	16.7%	27.7%	27.7%
Somewhat Disagree	23.3%	24.8%	22.9%	20.0%	24.7%	23.2%	25.0%	25.3%	21.8%
Strongly Disagree	60.0%	44.1%	45.5%	66.7%	47.3%	49.5%	58.3%	41.0%	43.7%
Total(n)	30	331	231	15	146	99	12	166	119
Mean	1.60	1.95	1.94	1.53	1.92	1.87	1.58	1.99	1.97
Standard deviation	0.86	1.00	1.00	0.92	1.05	1.02	0.79	0.97	1.00
Significance	-			-			-		
Effect size	-	-0.35	-0.34	-	-0.37	-0.33	-	-0.42	-0.39
Graduate students in this program are trained to conduct research responsibly and ethically									
Strongly Agree	26.7%	26.8%	26.8%	20.0%	26.0%	28.9%	33.3%	26.9%	25.2%
Somewhat Agree	50.0%	51.8%	51.8%	40.0%	50.7%	50.5%	58.3%	53.9%	52.9%
Somewhat Disagree	13.3%	13.6%	12.7%	26.7%	14.4%	13.4%	0.0%	12.0%	11.8%
Strongly Disagree	10.0%	7.8%	8.8%	13.3%	8.9%	7.2%	8.3%	7.2%	10.1%
Total(n)	30	332	228	15	146	97	12	167	119
Mean	2.93	2.98	2.96	2.67	2.94	3.01	3.17	3.01	2.93
Standard deviation	0.91	0.85	0.86	0.98	0.87	0.85	0.83	0.83	0.88
Significance	-			-			-		
Effect size	-	-0.06	-0.03	-	-0.31	-0.40	-	0.19	0.27
Graduate students in this program receive adequate instruction on becoming good teachers									
Strongly Agree	43.3%	17.0%	21.2%	53.3%	17.8%	21.4%	33.3%	15.8%	20.7%
Somewhat Agree	26.7%	30.3%	33.2%	6.7%	28.8%	34.7%	41.7%	32.1%	32.8%
Somewhat Disagree	6.7%	27.9%	23.5%	6.7%	30.8%	21.4%	8.3%	26.1%	25.0%
Strongly Disagree	23.3%	24.8%	22.1%	33.3%	22.6%	22.4%	16.7%	26.1%	21.6%
Total(n)	30	330	226	15	146	98	12	165	116
Mean	2.90	2.39	2.54	2.80	2.42	2.55	2.92	2.38	2.53
Standard deviation	1.21	1.04	1.06	1.42	1.03	1.07	1.08	1.04	1.05
Significance	-	*		-			-		
Effect size	-	0.49	0.34	-	0.37	0.23	-	0.52	0.37
Faculty in my department are good mentors for graduate students									
Strongly Agree	51.7%	47.2%	46.2%	53.3%	45.0%	46.1%	58.3%	47.6%	45.5%
Somewhat Agree	31.0%	36.4%	37.2%	20.0%	35.6%	37.3%	33.3%	37.5%	37.2%
Somewhat Disagree	10.3%	12.2%	11.1%	13.3%	12.8%	10.8%	8.3%	12.5%	11.6%
Strongly Disagree	6.9%	4.2%	5.6%	13.3%	6.7%	5.9%	0.0%	2.4%	5.8%
Total(n)	29	335	234	15	149	102	12	168	121
Mean	3.28	3.27	3.24	3.13	3.19	3.24	3.50	3.30	3.22
Standard deviation	0.92	0.83	0.86	1.13	0.90	0.87	0.67	0.78	0.87
Significance	-			-			-		
Effect size	-	0.01	0.05	-	-0.07	-0.13	-	0.26	0.32
Most graduate students in this program move on to faculty positions									
Strongly Agree	3.4%	1.5%	2.2%	6.7%	2.7%	4.0%	0.0%	0.0%	0.0%
Somewhat Agree	13.8%	17.8%	19.2%	20.0%	18.9%	19.0%	8.3%	16.4%	19.5%
Somewhat Disagree	27.6%	33.5%	29.3%	33.3%	36.5%	34.0%	25.0%	32.1%	26.3%
Strongly Disagree	55.2%	47.1%	49.3%	40.0%	41.9%	43.0%	66.7%	51.5%	54.2%
Total(n)	29	331	229	15	148	100	12	165	118
Mean	1.66	1.74	1.74	1.93	1.82	1.84	1.42	1.65	1.65
Standard deviation	0.86	0.80	0.84	0.96	0.83	0.87	0.67	0.75	0.79
Significance	-			-			-		
Effect size	-	-0.10	-0.10	-	0.13	0.10	-	-0.31	-0.29
Most graduate students in this program move into positions outside of academia									
Strongly Agree	48.3%	47.1%	46.7%	26.7%	44.9%	44.4%	66.7%	48.8%	47.1%
Somewhat Agree	31.0%	37.8%	36.2%	33.3%	36.1%	35.4%	33.3%	39.2%	38.7%
Somewhat Disagree	13.8%	11.5%	11.8%	26.7%	15.6%	15.2%	0.0%	7.8%	8.4%
Strongly Disagree	6.9%	3.6%	5.2%	13.3%	3.4%	5.1%	0.0%	4.2%	5.9%
Total(n)	29	331	229	15	147	99	12	166	119
Mean	3.21	3.28	3.24	2.73	3.22	3.19	3.67	3.33	3.27
Standard deviation	0.94	0.81	0.86	1.03	0.83	0.88	0.49	0.80	0.85
Significance	-			-	*		-		
Effect size	-	-0.09	-0.03	-	-0.59	-0.52	-	0.43	0.47
During the past three years, have you:									
Advised student groups involved in service/volunteer work									
Yes	57.1%	54.2%	56.6%	53.2%	54.3%	57.1%	67.7%	54.2%	56.9%
No	42.9%	45.8%	43.4%	46.8%	45.7%	42.9%	32.3%	45.8%	43.1%
Total(n)	84	768	857	47	346	352	31	384	459

Collaborated with the local community on research/teaching to address their needs										
Yes	37.6%	45.5%	48.0%	33.3%	41.6%	45.5%	45.2%	49.2%	49.6%	Civic Minded Practice
No	62.4%	54.5%	52.0%	66.7%	58.4%	54.5%	54.8%	50.8%	50.4%	
Total(n)	85	760	846	48	344	347	31	380	454	
Conducted research or writing focused on international/global issues										
Yes	32.5%	39.8%	28.1%	31.9%	40.4%	28.9%	33.3%	38.2%	27.1%	
No	67.5%	60.2%	71.9%	68.1%	59.6%	71.1%	66.7%	61.8%	72.9%	
Total(n)	83	751	836	47	342	346	30	372	446	
Conducted research or writing focused on racial or ethnic minorities										
Yes	32.5%	39.5%	33.7%	29.8%	33.3%	31.0%	33.3%	43.6%	34.7%	
No	67.5%	60.5%	66.3%	70.2%	66.7%	69.0%	66.7%	56.4%	65.3%	
Total(n)	83	754	840	47	342	348	30	376	449	
Conducted research or writing focused on women or gender issues										
Yes	27.4%	35.3%	27.5%	19.1%	24.3%	19.8%	35.5%	42.8%	31.5%	
No	72.6%	64.7%	72.5%	80.9%	75.7%	80.2%	64.5%	57.2%	68.5%	
Total(n)	84	743	826	47	333	338	31	374	445	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Yes	19.3%	17.5%	15.4%	14.9%	12.9%	12.9%	20.0%	19.1%	15.3%	
No	80.7%	82.5%	84.6%	85.1%	87.1%	87.1%	80.0%	80.9%	84.7%	
Total(n)	83	737	816	47	334	334	30	367	439	
Conducted research or writing focused on biomedical science fields										
Yes	12.2%	10.5%	10.7%	14.9%	14.4%	12.6%	3.4%	7.2%	8.8%	
No	87.8%	89.5%	89.3%	85.1%	85.6%	87.4%	96.6%	92.8%	91.2%	
Total(n)	82	730	810	47	334	334	29	362	433	
Engaged in academic research that spans multiple disciplines										
Yes	70.2%	69.5%	53.0%	66.0%	71.8%	59.2%	74.2%	67.1%	48.0%	
No	29.8%	30.5%	47.0%	34.0%	28.2%	40.8%	25.8%	32.9%	52.0%	
Total(n)	84	758	842	47	344	346	31	377	452	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Yes	38.6%	49.9%	39.1%	34.8%	49.0%	41.9%	45.2%	49.7%	36.7%	
No	61.4%	50.1%	60.9%	65.2%	51.0%	58.1%	54.8%	50.3%	63.3%	
Total(n)	83	758	839	46	343	346	31	378	450	
Written research grants										
Yes	24.4%	39.4%	27.3%	21.7%	35.0%	27.4%	23.3%	43.2%	27.3%	
No	75.6%	60.6%	72.7%	78.3%	65.0%	72.6%	76.7%	56.8%	72.7%	
Total(n)	82	744	818	46	337	336	30	370	439	
Received funding for your work from foundations										
Yes	10.8%	18.3%	15.8%	10.9%	16.7%	15.0%	9.7%	19.4%	16.9%	
No	89.2%	81.7%	84.2%	89.1%	83.3%	85.0%	90.3%	80.6%	83.1%	
Total(n)	83	747	830	46	336	339	31	376	449	
Received funding for your work from state or federal government										
Yes	15.9%	21.9%	22.4%	17.4%	20.6%	24.9%	13.3%	23.0%	21.0%	
No	84.1%	78.1%	77.6%	82.6%	79.4%	75.1%	86.7%	77.0%	79.0%	
Total(n)	82	748	830	46	340	345	30	374	443	
Received funding for your work from business or industry										
Yes	3.7%	9.0%	5.5%	6.5%	10.2%	8.0%	0.0%	7.7%	3.7%	
No	96.3%	91.0%	94.5%	93.5%	89.8%	92.0%	100.0%	92.3%	96.3%	
Total(n)	82	731	812	46	333	337	30	365	434	
During the past three years, have you:										
Taught an honors course										
Yes	26.8%	21.3%	12.4%	33.3%	23.2%	12.5%	19.4%	19.7%	12.2%	
No	73.2%	78.7%	87.6%	66.7%	76.8%	87.5%	80.6%	80.3%	87.8%	
Total(n)	82	759	840	45	341	344	31	381	450	
Taught an interdisciplinary course										
Yes	57.3%	46.6%	35.2%	53.3%	44.5%	34.6%	64.5%	47.0%	34.5%	
No	42.7%	53.4%	64.8%	46.7%	55.5%	65.4%	35.5%	53.0%	65.5%	
Total(n)	82	756	838	45	339	344	31	379	447	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Yes	22.2%	19.4%	14.9%	18.2%	13.9%	10.6%	32.3%	24.1%	18.3%	
No	77.8%	80.6%	85.1%	81.8%	86.1%	89.4%	67.7%	75.9%	81.7%	
Total(n)	81	751	830	44	338	341	31	378	447	
Taught a service learning course										
Yes	17.3%	18.9%	16.6%	11.1%	11.8%	11.2%	26.7%	24.9%	20.5%	
No	82.7%	81.1%	83.4%	88.9%	88.2%	88.8%	73.3%	75.1%	79.5%	
Total(n)	81	751	824	45	338	339	30	378	443	
Taught a course exclusively online										
Yes	56.8%	65.4%	74.7%	42.2%	60.7%	70.3%	76.7%	70.7%	78.4%	
No	43.2%	34.6%	25.3%	57.8%	39.3%	29.7%	23.3%	29.3%	21.6%	

Total(n)	81	757	846	45	341	347	30	379	453	
Participated in organized activities around enhancing pedagogy or student learning										
Yes	77.8%	78.9%	81.8%	63.6%	71.3%	75.3%	100.0%	86.4%	87.6%	
No	22.2%	21.1%	18.2%	36.4%	28.7%	24.7%	0.0%	13.6%	12.4%	
Total(n)	81	754	841	44	338	344	31	381	453	
Taught a seminar for first-year students										
Yes	39.0%	21.9%	23.9%	37.8%	20.8%	21.6%	41.9%	23.0%	25.5%	
No	61.0%	78.1%	76.1%	62.2%	79.2%	78.4%	58.1%	77.0%	74.5%	
Total(n)	82	752	834	45	337	342	31	378	447	
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Yes	83.1%	88.3%	86.0%	73.9%	83.0%	78.4%	93.5%	92.7%	91.0%	
No	16.9%	11.7%	14.0%	26.1%	17.0%	21.6%	6.5%	7.3%	9.0%	
Total(n)	83	761	849	46	342	348	31	381	454	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a Very Large Extent	6.1%	5.7%	4.1%	4.4%	5.0%	4.3%	3.2%	6.2%	3.7%	
To a Large Extent	17.1%	7.3%	5.5%	17.8%	7.3%	5.2%	19.4%	7.8%	6.1%	
To Some Extent	23.2%	11.5%	9.4%	22.2%	12.5%	11.0%	22.6%	10.4%	8.0%	
To a Small Extent	11.0%	7.2%	7.5%	11.1%	7.9%	9.2%	6.5%	6.5%	5.9%	
Not at All	42.7%	68.3%	73.5%	44.4%	67.3%	70.3%	48.4%	69.1%	76.4%	
Total(n)	82	766	853	45	343	347	31	385	461	
Published with undergraduates										
To a Very Large Extent	1.2%	1.5%	0.8%	0.0%	1.5%	0.9%	0.0%	1.1%	0.4%	
To a Large Extent	2.5%	3.6%	2.1%	0.0%	5.0%	3.2%	6.7%	2.7%	1.5%	
To Some Extent	11.1%	5.4%	5.0%	17.8%	6.4%	6.7%	3.3%	4.8%	4.0%	
To a Small Extent	6.2%	6.9%	5.3%	8.9%	7.0%	6.1%	0.0%	6.6%	4.6%	
Not at All	79.0%	82.7%	86.7%	73.3%	80.2%	83.2%	90.0%	84.9%	89.4%	
Total(n)	81	757	843	45	343	345	30	377	453	
Engaged undergraduates on your research project(s)										
To a Very Large Extent	14.8%	12.2%	8.0%	15.6%	15.8%	11.3%	10.0%	9.2%	5.7%	
To a Large Extent	13.6%	11.2%	8.7%	13.3%	10.2%	8.4%	16.7%	12.8%	9.4%	
To Some Extent	25.9%	17.6%	12.6%	28.9%	19.0%	15.3%	23.3%	15.7%	9.8%	
To a Small Extent	16.0%	12.7%	10.0%	11.1%	9.9%	8.7%	16.7%	14.1%	10.5%	
Not at All	29.6%	46.3%	60.7%	31.1%	45.0%	56.4%	33.3%	48.2%	64.6%	
Total(n)	81	762	849	45	342	346	30	382	458	
Worked with undergraduates on their research project(s)										
To a Very Large Extent	26.8%	18.4%	13.0%	28.9%	19.2%	14.9%	22.6%	17.7%	12.0%	
To a Large Extent	25.6%	17.5%	12.5%	24.4%	17.5%	12.6%	29.0%	17.4%	13.0%	
To Some Extent	24.4%	19.8%	16.4%	22.2%	20.7%	16.7%	22.6%	17.9%	14.1%	
To a Small Extent	11.0%	15.0%	14.3%	11.1%	13.4%	14.4%	12.9%	16.9%	14.6%	
Not at All	12.2%	29.2%	43.7%	13.3%	29.2%	41.4%	12.9%	30.1%	46.3%	
Total(n)	82	766	853	45	343	348	31	385	460	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	28.9%	21.8%	16.7%	26.1%	23.6%	18.8%	35.5%	21.0%	15.7%	
Good	54.2%	40.2%	32.3%	58.7%	40.9%	35.3%	45.2%	38.7%	30.2%	
Fair	8.4%	14.3%	12.4%	4.3%	13.5%	12.0%	12.9%	15.1%	12.1%	
Poor	1.2%	2.7%	2.1%	2.2%	2.9%	2.0%	0.0%	2.6%	1.9%	
I have not worked with undergraduates on research projects	7.2%	20.9%	36.4%	8.7%	19.0%	31.9%	6.5%	22.6%	40.1%	
Total(n)	83	769	860	46	347	351	31	385	464	
How many undergraduates do you currently advise?										
None	19.3%	30.1%	28.7%	21.7%	26.9%	26.7%	16.1%	32.0%	29.9%	
1-5	15.7%	14.2%	9.2%	21.7%	14.3%	11.3%	9.7%	15.1%	8.2%	
6-10	15.7%	12.3%	10.1%	15.2%	16.4%	12.5%	12.9%	7.6%	8.0%	
11-20	26.5%	16.4%	13.9%	28.3%	19.0%	15.4%	22.6%	14.6%	13.0%	
21-30	16.9%	11.1%	11.9%	10.9%	9.1%	10.4%	25.8%	13.3%	13.0%	
31 or more	6.0%	15.9%	26.2%	2.2%	14.3%	23.8%	12.9%	17.4%	27.8%	
Total(n)	83	763	850	46	342	345	31	384	461	
During the past year, how often have you done each of the following with your undergraduate advisees?										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	44.8%	58.2%	64.6%	36.1%	46.6%	54.2%	53.8%	67.2%	71.7%	
Occasionally	49.3%	38.9%	31.9%	52.8%	48.2%	40.6%	46.2%	32.0%	25.8%	
Not at All	6.0%	2.9%	3.5%	11.1%	5.3%	5.2%	0.0%	0.8%	2.5%	
Total(n)	67	524	599	36	247	251	26	256	318	
Mean	2.39	2.55	2.61	2.25	2.41	2.49	2.54	2.66	2.69	

Standard deviation	0.60	0.55	0.56	0.65	0.59	0.60	0.51	0.49	0.51	
Significance	-	*	**	-		*	-			
Effect size	-	-0.29	-0.39	-	-0.27	-0.40	-	-0.24	-0.29	
Helped them plan their course of study										
Frequently	76.1%	76.4%	74.8%	63.9%	71.3%	70.9%	92.3%	81.4%	77.7%	
Occasionally	23.9%	20.9%	20.8%	36.1%	25.1%	24.7%	7.7%	16.7%	17.9%	
Not at All	0.0%	2.7%	4.3%	0.0%	3.6%	4.4%	0.0%	1.9%	4.4%	
Total(n)	67	526	600	36	247	251	26	258	319	
Mean	2.76	2.74	2.71	2.64	2.68	2.67	2.92	2.79	2.73	
Standard deviation	0.43	0.50	0.54	0.49	0.54	0.56	0.27	0.45	0.53	
Significance	-			-			-			
Effect size	-	0.04	0.09	-	-0.07	-0.05	-	0.29	0.36	
Discussed their academic performance										
Frequently	53.7%	62.9%	67.2%	47.2%	56.8%	63.3%	65.4%	67.6%	69.6%	
Occasionally	41.8%	34.0%	29.5%	47.2%	39.5%	34.3%	34.6%	30.1%	26.6%	
Not at All	4.5%	3.1%	3.4%	5.6%	3.7%	2.4%	0.0%	2.3%	3.8%	
Total(n)	67	520	594	36	243	248	26	256	316	
Mean	2.49	2.60	2.64	2.42	2.53	2.61	2.65	2.65	2.66	
Standard deviation	0.59	0.55	0.55	0.60	0.57	0.54	0.49	0.52	0.55	
Significance	-		*	-			-			
Effect size	-	-0.20	-0.27	-	-0.19	-0.35	-	0.00	-0.02	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	52.2%	59.3%	54.3%	41.7%	50.6%	47.8%	65.4%	66.7%	58.8%	
Occasionally	43.3%	35.7%	35.0%	50.0%	44.9%	43.8%	34.6%	27.5%	29.2%	
Not at All	4.5%	4.9%	10.7%	8.3%	4.5%	8.4%	0.0%	5.8%	11.9%	
Total(n)	67	526	597	36	247	249	26	258	318	
Mean	2.48	2.54	2.44	2.33	2.46	2.39	2.65	2.61	2.47	
Standard deviation	0.59	0.59	0.68	0.63	0.58	0.64	0.49	0.60	0.70	
Significance	-			-			-			
Effect size	-	-0.10	0.06	-	-0.22	-0.09	-	0.07	0.26	
Discussed career and post-graduation goals										
Frequently	73.1%	73.0%	73.5%	66.7%	68.0%	68.1%	80.8%	76.7%	76.8%	
Occasionally	26.9%	26.2%	24.2%	33.3%	31.2%	29.9%	19.2%	22.5%	20.7%	
Not at All	0.0%	0.8%	2.3%	0.0%	0.8%	2.0%	0.0%	0.8%	2.5%	
Total(n)	67	526	600	36	247	251	26	258	319	
Mean	2.73	2.72	2.71	2.67	2.67	2.66	2.81	2.76	2.74	
Standard deviation	0.45	0.46	0.50	0.48	0.49	0.51	0.40	0.45	0.49	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.00	0.02	-	0.11	0.14	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	57.8%	56.1%	66.3%	45.7%	46.5%	53.9%	80.6%	65.7%	76.6%	
No	34.9%	35.5%	27.6%	47.8%	44.4%	38.0%	12.9%	27.2%	19.5%	
Not eligible	2.4%	1.7%	1.3%	2.2%	2.0%	1.4%	0.0%	1.3%	0.9%	
Not available	4.8%	6.7%	4.8%	4.3%	7.0%	6.7%	6.5%	5.8%	3.0%	
Total(n)	83	760	851	46	342	345	31	382	461	
Funded workshops focused on research skills development										
Yes	6.2%	15.4%	13.7%	4.4%	13.4%	14.5%	10.0%	18.0%	13.8%	
No	63.0%	61.4%	62.1%	68.9%	67.8%	67.0%	53.3%	56.3%	58.9%	
Not eligible	1.2%	2.7%	2.1%	2.2%	2.1%	2.1%	0.0%	2.9%	2.0%	
Not available	29.6%	20.6%	22.1%	24.4%	16.7%	16.5%	36.7%	22.8%	25.3%	
Total(n)	81	749	839	45	335	339	30	378	455	
Funded workshops focused on grant writing										
Yes	3.7%	7.7%	6.9%	6.7%	6.3%	6.2%	0.0%	8.5%	7.3%	
No	72.8%	71.6%	70.6%	77.8%	76.9%	77.1%	66.7%	68.1%	67.0%	
Not eligible	2.5%	2.6%	2.3%	2.2%	1.8%	1.8%	3.3%	2.9%	2.4%	
Not available	21.0%	18.1%	20.2%	13.3%	15.0%	15.0%	30.0%	20.5%	23.3%	
Total(n)	81	744	838	45	333	340	30	376	454	
Paid sabbatical leave										
Yes	6.0%	12.7%	9.0%	8.7%	10.7%	7.6%	3.2%	14.5%	10.3%	
No	65.1%	58.1%	64.9%	67.4%	64.5%	69.7%	71.0%	53.2%	61.7%	
Not eligible	24.1%	23.6%	19.2%	21.7%	18.2%	15.3%	19.4%	27.9%	21.9%	
Not available	4.8%	5.6%	6.9%	2.2%	6.6%	7.4%	6.5%	4.5%	6.1%	
Total(n)	83	750	840	46	335	340	31	380	457	
Travel funds paid by the institution										
Yes	62.7%	57.7%	47.8%	47.8%	55.6%	44.0%	87.1%	60.9%	51.9%	

No	33.7%	36.1%	45.2%	50.0%	38.9%	50.0%	12.9%	33.5%	41.1%	
Not eligible	1.2%	2.9%	2.4%	0.0%	2.0%	2.0%	0.0%	2.6%	2.2%	
Not available	2.4%	3.3%	4.7%	2.2%	3.5%	4.0%	0.0%	2.9%	4.8%	
Total(n)	83	757	850	46	342	348	31	379	457	
Internal grants for research										
Yes	25.6%	28.5%	18.3%	24.4%	28.6%	21.0%	22.6%	28.7%	16.8%	
No	69.5%	60.4%	66.2%	71.1%	61.7%	66.5%	74.2%	59.7%	66.3%	
Not eligible	1.2%	4.1%	3.2%	2.2%	3.2%	2.3%	0.0%	4.5%	3.7%	
Not available	3.7%	7.0%	12.3%	2.2%	6.5%	10.2%	3.2%	7.1%	13.1%	
Total(n)	82	755	845	45	339	343	31	380	457	
Training for administrative leadership										
Yes	9.6%	13.2%	12.2%	8.7%	12.7%	10.9%	12.9%	13.8%	13.5%	
No	71.1%	62.2%	70.1%	82.6%	66.9%	73.4%	61.3%	58.6%	68.2%	
Not eligible	7.2%	8.0%	5.1%	2.2%	5.9%	4.4%	6.5%	9.0%	5.1%	
Not available	12.0%	16.6%	12.6%	6.5%	14.5%	11.2%	19.4%	18.6%	13.2%	
Total(n)	83	751	836	46	338	338	31	377	453	
Training for promoting inclusion and facilitating difficult conversations										
Yes	32.5%	38.7%	40.3%	17.4%	27.6%	28.4%	54.8%	47.6%	49.7%	
No	62.7%	50.8%	50.4%	80.4%	63.6%	61.4%	41.9%	40.6%	42.5%	
Not eligible	1.2%	2.2%	1.2%	0.0%	2.3%	1.7%	0.0%	2.1%	0.7%	
Not available	3.6%	8.3%	8.2%	2.2%	6.5%	8.4%	3.2%	9.7%	7.2%	
Total(n)	83	758	846	46	341	345	31	382	457	
Incentives to develop new courses										
Yes	14.6%	19.7%	19.0%	15.2%	16.5%	16.9%	16.7%	22.7%	21.1%	
No	73.2%	60.5%	61.8%	71.7%	64.1%	64.4%	76.7%	57.5%	60.7%	
Not eligible	1.2%	3.4%	2.6%	2.2%	3.5%	3.2%	0.0%	3.2%	2.0%	
Not available	11.0%	16.3%	16.6%	10.9%	15.9%	15.5%	6.7%	16.6%	16.2%	
Total(n)	82	755	844	46	340	343	30	379	456	
Incentives to integrate technology into your classroom										
Yes	18.3%	24.4%	31.8%	11.1%	20.7%	28.0%	29.0%	28.0%	35.9%	
No	67.1%	57.2%	54.2%	73.3%	61.2%	57.1%	64.5%	54.4%	52.5%	
Not eligible	1.2%	2.8%	1.9%	2.2%	2.4%	2.0%	0.0%	2.6%	1.3%	
Not available	13.4%	15.5%	12.1%	13.3%	15.7%	12.8%	6.5%	15.0%	10.3%	
Total(n)	82	753	845	45	338	343	31	379	457	
Resources to integrate culturally-competent practices into your classroom										
Yes	25.3%	36.4%	39.8%	8.7%	21.4%	26.8%	48.4%	48.8%	50.5%	
No	56.6%	49.9%	48.7%	76.1%	64.7%	60.9%	32.3%	38.3%	40.1%	
Not eligible	1.2%	2.0%	1.2%	2.2%	2.1%	1.5%	0.0%	1.8%	0.9%	
Not available	16.9%	11.7%	10.3%	13.0%	11.9%	10.8%	19.4%	11.0%	8.5%	
Total(n)	83	753	846	46	337	343	31	381	459	
How many of the following have you published?										
Articles in academic or professional journals										
None	22.9%	20.1%	37.9%	21.7%	20.2%	33.1%	25.8%	19.3%	41.3%	Scholarly Productivity
1-2	31.3%	19.3%	17.4%	23.9%	19.3%	18.5%	38.7%	19.8%	16.5%	
3-4	16.9%	14.0%	11.4%	15.2%	11.6%	10.3%	22.6%	15.3%	11.6%	
5-10	18.1%	22.1%	16.1%	21.7%	18.1%	15.0%	12.9%	26.1%	17.4%	
11-20	4.8%	15.2%	10.8%	8.7%	17.2%	12.9%	0.0%	13.7%	9.7%	
21-50	3.6%	7.7%	5.4%	6.5%	10.4%	7.9%	0.0%	5.5%	3.5%	
51+	2.4%	1.7%	1.1%	2.2%	3.3%	2.3%	0.0%	0.3%	0.0%	
Total(n)	83	752	837	46	337	341	31	379	455	
Mean	2.71	3.23	2.65	3.00	3.37	2.89	2.23	3.13	2.48	
Standard deviation	1.50	1.66	1.68	1.63	1.79	1.81	0.99	1.52	1.56	
Significance	-	**		-			-	**		
Effect size	-	-0.31	0.04	-	-0.21	0.06	-	-0.59	-0.16	
Chapters in edited volumes										
None	70.7%	53.8%	67.1%	68.9%	56.0%	65.8%	74.2%	52.9%	68.3%	Scholarly Productivity
1-2	15.9%	27.2%	20.6%	13.3%	22.9%	20.4%	19.4%	29.7%	20.0%	
3-4	7.3%	10.0%	7.0%	8.9%	11.4%	7.7%	6.5%	9.4%	7.0%	
5-10	3.7%	6.1%	3.8%	4.4%	5.7%	4.4%	0.0%	5.9%	3.3%	
11-20	1.2%	2.4%	1.1%	2.2%	3.0%	1.2%	0.0%	1.9%	1.1%	
21-50	1.2%	0.4%	0.2%	2.2%	0.9%	0.6%	0.0%	0.0%	0.0%	
51+	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	
Total(n)	82	742	834	45	332	339	31	374	454	
Mean	1.52	1.78	1.52	1.64	1.80	1.57	1.32	1.75	1.50	
Standard deviation	1.01	1.07	0.91	1.19	1.13	0.96	0.60	1.02	0.89	
Significance	-	*		-			-	*		
Effect size	-	-0.24	0.00	-	-0.14	0.07	-	-0.42	-0.20	

Books, manuals, monographs, or research reports									
None	73.2%	66.5%	73.6%	64.4%	63.6%	69.8%	87.1%	69.8%	76.1%
1-2	9.8%	22.2%	18.5%	13.3%	21.2%	18.3%	6.5%	23.3%	19.1%
3-4	9.8%	5.8%	4.3%	13.3%	8.4%	7.4%	6.5%	3.7%	2.4%
5-10	3.7%	3.4%	1.9%	4.4%	4.2%	2.4%	0.0%	1.6%	1.1%
11-20	3.7%	1.6%	1.2%	4.4%	2.4%	1.8%	0.0%	0.8%	0.7%
21-50	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%
51+	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%
Total(n)	82	744	834	45	335	338	31	374	456
Mean	1.55	1.53	1.40	1.71	1.62	1.49	1.19	1.43	1.34
Standard deviation	1.06	0.95	0.85	1.14	1.02	0.92	0.54	0.85	0.77
Significance	-			-			-		
Effect size	-	0.02	0.18	-	0.09	0.24	-	-0.28	-0.19
Other, such as patents or computer software products									
None	93.8%	89.5%	93.1%	91.1%	87.4%	90.1%	100.0%	91.3%	95.3%
1-2	1.2%	6.1%	4.0%	2.2%	8.0%	6.3%	0.0%	4.6%	2.5%
3-4	0.0%	2.2%	1.1%	0.0%	2.1%	1.2%	0.0%	2.2%	0.9%
5-10	2.5%	1.4%	1.3%	4.4%	1.5%	1.8%	0.0%	1.4%	1.1%
11-20	1.2%	0.3%	0.1%	2.2%	0.3%	0.3%	0.0%	0.3%	0.0%
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
51+	1.2%	0.6%	0.4%	0.0%	0.6%	0.3%	0.0%	0.3%	0.2%
Total(n)	81	726	821	45	326	335	30	367	447
Mean	1.21	1.19	1.13	1.24	1.22	1.17	1.00	1.16	1.09
Standard deviation	0.92	0.69	0.58	0.86	0.73	0.63	0.00	0.61	0.48
Significance	-			-			-		
Effect size	-	0.03	0.14	-	0.03	0.11	-	-0.26	-0.19
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?									
None	74.4%	74.4%	80.9%	71.7%	73.0%	79.5%	80.6%	78.3%	84.0%
1-2	7.3%	7.6%	7.0%	8.7%	8.2%	6.6%	6.5%	6.3%	7.0%
3-4	8.5%	6.4%	4.1%	6.5%	7.6%	4.6%	6.5%	4.5%	3.1%
5-10	4.9%	4.9%	3.7%	6.5%	4.7%	4.3%	3.2%	4.5%	2.9%
11-20	2.4%	3.1%	1.7%	2.2%	2.6%	1.4%	3.2%	3.4%	1.8%
21+	2.4%	3.7%	2.6%	4.3%	3.8%	3.5%	0.0%	2.9%	1.3%
Total(n)	82	754	844	46	341	346	31	378	456
Mean	1.61	1.66	1.46	1.72	1.67	1.52	1.42	1.57	1.35
Standard deviation	1.22	1.33	1.13	1.38	1.32	1.21	0.99	1.27	0.97
Significance	-			-			-		
Effect size	-	-0.04	0.13	-	0.04	0.17	-	-0.12	0.07
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	42.9%	35.1%	42.3%	38.5%	40.2%	51.4%	33.3%	32.5%	37.3%
1-2	38.1%	33.0%	27.6%	46.2%	35.9%	23.6%	33.3%	28.9%	30.7%
3-4	9.5%	14.4%	12.9%	0.0%	7.6%	9.7%	33.3%	21.7%	16.0%
5-10	9.5%	10.3%	11.7%	15.4%	9.8%	11.1%	0.0%	9.6%	12.0%
11-20	0.0%	2.6%	1.2%	0.0%	3.3%	0.0%	0.0%	2.4%	1.3%
21+	0.0%	4.6%	4.3%	0.0%	3.3%	4.2%	0.0%	4.8%	2.7%
Total(n)	21	194	163	13	92	72	6	83	75
Mean	1.86	2.26	2.15	1.92	2.10	1.97	2.00	2.35	2.17
Standard deviation	0.96	1.35	1.34	1.04	1.30	1.32	0.89	1.35	1.25
Significance	-			-			-		
Effect size	-	-0.30	-0.22	-	-0.14	-0.04	-	-0.26	-0.14
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	28.6%	23.3%	23.0%	38.5%	28.0%	26.8%	16.7%	18.3%	20.5%
1-2	23.8%	30.6%	31.7%	23.1%	31.2%	25.4%	33.3%	32.9%	42.5%
3-4	28.6%	19.2%	19.3%	15.4%	15.1%	15.5%	33.3%	20.7%	17.8%
5-10	4.8%	14.0%	11.2%	7.7%	12.9%	15.5%	0.0%	13.4%	4.1%
11-20	14.3%	7.8%	9.3%	15.4%	6.5%	8.5%	16.7%	11.0%	12.3%
21+	0.0%	5.2%	5.6%	0.0%	6.5%	8.5%	0.0%	3.7%	2.7%
Total(n)	21	193	161	13	93	71	6	82	73
Mean	2.52	2.68	2.69	2.38	2.58	2.79	2.67	2.77	2.53
Standard deviation	1.36	1.44	1.46	1.50	1.50	1.60	1.37	1.39	1.35
Significance	-			-			-		
Effect size	-	-0.11	-0.12	-	-0.13	-0.26	-	-0.07	0.10

In the past three years, how many of your professional writings have been published or accepted for publication?										
None	47.0%	37.3%	53.5%	41.3%	38.0%	51.6%	54.8%	37.8%	55.6%	Scholarly Productivity
1	15.7%	12.1%	11.1%	15.2%	13.1%	11.4%	16.1%	11.6%	10.7%	
2	16.9%	14.5%	10.7%	19.6%	13.1%	10.3%	12.9%	15.6%	10.7%	
3	7.2%	12.5%	8.4%	6.5%	11.3%	8.5%	9.7%	12.4%	7.8%	
4	2.4%	7.9%	5.2%	2.2%	7.4%	5.0%	3.2%	8.2%	5.6%	
5	1.2%	4.5%	2.9%	2.2%	4.7%	3.2%	0.0%	4.8%	2.9%	
6	1.2%	3.3%	2.3%	0.0%	3.0%	2.1%	3.2%	3.4%	2.2%	
7-10	1.2%	4.9%	3.5%	2.2%	5.3%	4.4%	0.0%	4.2%	2.9%	
More than 10	7.2%	2.9%	2.4%	10.9%	4.2%	3.5%	0.0%	1.9%	1.6%	
Total(n)	83	751	831	46	337	341	31	378	448	
Mean	2.60	3.11	2.50	2.96	3.15	2.65	2.03	3.02	2.39	
Standard deviation	2.31	2.30	2.16	2.60	2.41	2.31	1.49	2.19	2.04	
Significance	-			-			-	*		
Effect size	-	-0.22	0.05	-	-0.08	0.13	-	-0.45	-0.18	
How many of these professional writings in the past three years were solo-authored?										
None	50.0%	44.4%	44.8%	51.9%	45.0%	45.1%	42.9%	46.6%	46.5%	
1	18.2%	21.8%	24.7%	11.1%	20.1%	22.6%	35.7%	23.3%	25.3%	
2	13.6%	15.2%	13.8%	11.1%	14.4%	11.6%	21.4%	16.4%	16.2%	
3	6.8%	8.1%	6.8%	11.1%	6.7%	6.7%	0.0%	7.8%	6.6%	
4	2.3%	3.4%	4.2%	0.0%	3.8%	4.9%	0.0%	2.2%	2.5%	
5	2.3%	2.6%	1.3%	3.7%	3.8%	2.4%	0.0%	1.7%	0.5%	
6	0.0%	0.9%	0.8%	0.0%	1.4%	1.2%	0.0%	0.4%	0.5%	
7-10	2.3%	2.1%	2.1%	3.7%	1.9%	3.0%	0.0%	1.3%	1.0%	
More than 10	4.5%	1.5%	1.6%	7.4%	2.9%	2.4%	0.0%	0.4%	1.0%	
Total(n)	44	468	384	27	209	164	14	232	198	
Mean	2.39	2.35	2.28	2.70	2.48	2.46	1.79	2.12	2.08	
Standard deviation	2.12	1.80	1.76	2.52	2.01	2.02	0.80	1.48	1.48	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	0.11	0.12	-	-0.22	-0.20	
How many of these professional writings in the past three years were co-authored?										
None	21.4%	27.3%	30.4%	23.1%	27.8%	29.3%	23.1%	25.2%	30.6%	
1	35.7%	20.8%	19.9%	34.6%	21.0%	22.0%	38.5%	20.4%	18.4%	
2	14.3%	15.8%	14.7%	11.5%	13.2%	11.6%	15.4%	17.4%	15.8%	
3	11.9%	13.4%	12.8%	15.4%	14.6%	13.4%	7.7%	13.0%	12.8%	
4	4.8%	8.0%	7.1%	3.8%	7.8%	6.7%	7.7%	9.1%	8.2%	
5	2.4%	4.8%	4.5%	0.0%	4.4%	4.9%	7.7%	5.2%	4.1%	
6	0.0%	3.2%	3.1%	0.0%	2.9%	2.4%	0.0%	3.9%	4.1%	
7-10	4.8%	4.5%	5.0%	3.8%	5.4%	6.1%	0.0%	3.9%	4.1%	
More than 10	4.8%	2.2%	2.6%	7.7%	2.9%	3.7%	0.0%	1.7%	2.0%	
Total(n)	42	462	382	26	205	164	13	230	196	
Mean	3.02	3.17	3.13	3.08	3.23	3.23	2.62	3.22	3.11	
Standard deviation	2.18	2.14	2.22	2.35	2.24	2.33	1.56	2.09	2.16	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.07	-0.06	-	-0.29	-0.23	
During the present term, how many hours per week on average do you spend on each of the following?										
Scheduled teaching (give actual, not credit hours)										
None	2.6%	5.2%	3.4%	2.4%	6.1%	4.1%	3.4%	4.5%	3.3%	
1-4	7.8%	11.4%	11.2%	4.8%	10.9%	12.1%	13.8%	12.4%	11.4%	
5-8	24.7%	25.8%	22.5%	19.0%	23.4%	22.0%	34.5%	28.2%	23.7%	
9-12	44.2%	37.5%	34.9%	47.6%	41.0%	36.3%	34.5%	34.9%	33.5%	
13-16	14.3%	13.3%	15.3%	16.7%	12.8%	14.0%	10.3%	13.0%	15.1%	
17-20	2.6%	3.6%	6.1%	2.4%	2.2%	5.4%	3.4%	3.9%	6.5%	
21+	3.9%	3.3%	6.5%	7.1%	3.5%	6.1%	0.0%	3.1%	6.5%	
Total(n)	77	699	783	42	312	314	29	355	430	
Mean	3.83	3.66	3.92	4.07	3.64	3.84	3.45	3.64	3.91	
Standard deviation	1.17	1.28	1.40	1.24	1.28	1.40	1.09	1.27	1.41	
Significance	-			-	*		-			
Effect size	-	0.13	-0.06	-	0.34	0.16	-	-0.15	-0.33	
Preparing for teaching (including reading student papers and grading)										
None	2.6%	4.3%	2.7%	2.4%	5.1%	3.2%	3.4%	3.7%	2.6%	
1-4	7.8%	11.3%	9.9%	4.8%	13.7%	13.9%	10.3%	9.3%	7.2%	
5-8	27.3%	25.4%	21.8%	31.0%	27.4%	26.5%	17.2%	22.9%	17.9%	
9-12	28.6%	23.4%	22.5%	21.4%	24.2%	20.2%	44.8%	24.3%	24.7%	
13-16	11.7%	15.8%	16.3%	19.0%	14.6%	14.8%	3.4%	16.4%	17.7%	

17-20	10.4%	10.6%	11.7%	9.5%	7.6%	9.8%	10.3%	12.7%	12.8%	
21+	11.7%	9.3%	15.1%	11.9%	7.3%	11.7%	10.3%	10.7%	17.0%	
Total(n)	77	701	786	42	314	317	29	354	429	
Mean	4.17	4.04	4.35	4.26	3.82	4.06	4.07	4.21	4.54	
Standard deviation	1.55	1.58	1.65	1.53	1.54	1.64	1.53	1.59	1.62	
Significance	-			-			-			
Effect size	-	0.08	-0.11	-	0.29	0.12	-	-0.09	-0.29	
Advising or counseling students										
None	7.8%	8.0%	9.1%	11.9%	9.3%	9.7%	3.4%	7.4%	8.7%	
1-4	63.6%	61.4%	59.2%	61.9%	62.3%	61.3%	69.0%	61.9%	58.8%	
5-8	23.4%	21.7%	21.6%	19.0%	19.2%	18.6%	24.1%	22.2%	22.1%	
9-12	5.2%	6.2%	6.1%	7.1%	6.1%	6.6%	3.4%	6.3%	6.1%	
13-16	0.0%	1.9%	1.7%	0.0%	2.6%	1.3%	0.0%	1.4%	2.1%	
17-20	0.0%	0.7%	1.0%	0.0%	0.6%	0.9%	0.0%	0.6%	0.9%	
21+	0.0%	0.1%	1.3%	0.0%	0.0%	1.6%	0.0%	0.3%	1.2%	
Total(n)	77	697	782	42	313	318	29	352	425	
Mean	2.26	2.35	2.40	2.21	2.32	2.37	2.28	2.35	2.42	
Standard deviation	0.68	0.86	1.01	0.75	0.87	1.03	0.59	0.84	1.01	
Significance	-			-			-			
Effect size	-	-0.10	-0.14	-	-0.13	-0.16	-	-0.08	-0.14	
Committee work and meetings										
None	1.3%	6.7%	5.2%	2.4%	7.0%	6.3%	0.0%	6.2%	4.4%	
1-4	63.2%	50.1%	47.9%	64.3%	55.0%	53.5%	57.1%	44.8%	43.2%	
5-8	21.1%	27.0%	29.5%	21.4%	25.9%	28.3%	25.0%	29.5%	31.1%	
9-12	10.5%	10.0%	9.3%	9.5%	8.9%	7.2%	10.7%	11.0%	10.7%	
13-16	2.6%	2.7%	3.9%	0.0%	2.9%	2.8%	7.1%	2.8%	4.9%	
17-20	0.0%	1.7%	2.2%	0.0%	0.0%	1.3%	0.0%	3.1%	2.8%	
21+	1.3%	1.7%	2.0%	2.4%	0.3%	0.6%	0.0%	2.5%	2.8%	
Total(n)	76	699	787	42	313	318	28	353	428	
Mean	2.55	2.64	2.73	2.50	2.47	2.53	2.68	2.79	2.88	
Standard deviation	0.96	1.13	1.18	0.99	0.90	0.98	0.94	1.25	1.27	
Significance	-			-			-			
Effect size	-	-0.08	-0.15	-	0.03	-0.03	-	-0.09	-0.16	
Research and scholarly writing										
None	15.8%	22.1%	40.9%	12.2%	18.6%	33.7%	17.2%	25.5%	47.1%	
1-4	44.7%	42.9%	33.6%	34.1%	38.9%	34.3%	58.6%	46.2%	32.3%	
5-8	28.9%	18.5%	12.9%	36.6%	21.2%	15.2%	24.1%	15.6%	10.8%	
9-12	3.9%	7.3%	5.2%	4.9%	9.3%	6.7%	0.0%	5.1%	4.2%	
13-16	3.9%	4.2%	2.9%	7.3%	5.5%	4.4%	0.0%	3.4%	2.1%	
17-20	0.0%	2.2%	1.5%	0.0%	3.2%	2.9%	0.0%	1.4%	0.7%	
21+	2.6%	2.9%	2.8%	4.9%	3.2%	2.9%	0.0%	2.8%	2.8%	
Total(n)	76	697	782	41	311	315	29	353	427	
Mean	2.46	2.46	2.12	2.80	2.67	2.34	2.07	2.30	1.95	
Standard deviation	1.19	1.39	1.40	1.40	1.46	1.49	0.65	1.33	1.32	
Significance	-		*	-			-			
Effect size	-	0.00	0.24	-	0.09	0.31	-	-0.17	0.09	
Other creative products/performances										
None	66.2%	64.5%	65.6%	62.5%	62.1%	64.3%	75.0%	69.1%	68.7%	
1-4	18.9%	20.2%	23.7%	22.5%	22.7%	23.5%	17.9%	17.7%	22.7%	
5-8	9.5%	6.9%	5.3%	10.0%	5.8%	6.1%	7.1%	7.1%	4.5%	
9-12	2.7%	3.0%	2.3%	2.5%	3.2%	2.3%	0.0%	2.6%	1.9%	
13-16	1.4%	2.7%	1.4%	0.0%	3.2%	2.3%	0.0%	2.0%	0.7%	
17-20	0.0%	0.6%	0.4%	0.0%	1.0%	0.3%	0.0%	0.0%	0.2%	
21+	1.4%	2.0%	1.3%	2.5%	1.9%	1.3%	0.0%	1.4%	1.2%	
Total(n)	74	692	773	40	309	311	28	350	422	
Mean	1.59	1.69	1.57	1.65	1.73	1.61	1.32	1.56	1.49	
Standard deviation	1.08	1.26	1.06	1.17	1.29	1.10	0.61	1.10	0.97	
Significance	-			-			-			
Effect size	-	-0.08	0.02	-	-0.06	0.04	-	-0.22	-0.18	
Community or public service										
None	48.7%	42.5%	38.2%	48.8%	47.9%	41.0%	41.4%	38.1%	36.5%	
1-4	39.5%	45.7%	48.4%	41.5%	42.4%	45.4%	44.8%	48.6%	51.1%	
5-8	9.2%	9.1%	10.1%	7.3%	7.4%	9.5%	13.8%	10.2%	10.3%	
9-12	0.0%	1.6%	2.2%	0.0%	1.3%	2.9%	0.0%	2.0%	1.2%	
13-16	1.3%	0.7%	0.6%	2.4%	0.6%	0.6%	0.0%	0.9%	0.7%	
17-20	1.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.3%	0.4%	0.0%	0.3%	0.6%	0.0%	0.3%	0.2%	
Total(n)	76	694	783	41	309	315	29	352	427	
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Civic Minded
Practice

Mean	1.70	1.74	1.81	1.66	1.66	1.79	1.72	1.80	1.79	
Standard deviation	0.91	0.82	0.84	0.82	0.79	0.89	0.70	0.82	0.77	
Significance	-			-			-			
Effect size	-	-0.05	-0.13	-	0.00	-0.15	-	-0.10	-0.09	
Outside consulting/freelance work										
None	82.7%	76.2%	80.5%	80.5%	75.2%	76.8%	89.7%	77.6%	83.6%	
1-4	8.0%	14.6%	12.2%	9.8%	14.3%	13.2%	3.4%	15.0%	11.5%	
5-8	5.3%	4.2%	4.0%	7.3%	4.2%	5.1%	3.4%	3.7%	3.1%	
9-12	2.7%	3.0%	1.9%	2.4%	4.6%	3.9%	3.4%	2.0%	0.7%	
13-16	1.3%	1.0%	0.6%	0.0%	1.0%	1.0%	0.0%	0.6%	0.2%	
17-20	0.0%	0.4%	0.3%	0.0%	0.3%	0.0%	0.0%	0.3%	0.2%	
21+	0.0%	0.6%	0.4%	0.0%	0.3%	0.0%	0.0%	0.8%	0.7%	
Total(n)	75	692	776	41	307	311	29	353	426	
Mean	1.32	1.42	1.32	1.32	1.44	1.39	1.21	1.37	1.26	
Standard deviation	0.81	0.94	0.81	0.72	0.94	0.83	0.68	0.90	0.76	
Significance	-			-			-			
Effect size	-	-0.11	0.00	-	-0.13	-0.08	-	-0.18	-0.07	
Household/childcare duties										
None	10.8%	10.0%	9.9%	15.0%	15.3%	15.8%	6.9%	5.4%	5.7%	
1-4	16.2%	15.2%	13.4%	17.5%	16.2%	13.9%	10.3%	14.2%	12.8%	
5-8	23.0%	20.1%	18.8%	25.0%	21.8%	21.0%	20.7%	18.8%	17.3%	
9-12	18.9%	15.1%	15.3%	22.5%	14.9%	15.5%	13.8%	13.6%	14.5%	
13-16	13.5%	11.4%	10.3%	12.5%	13.3%	10.6%	17.2%	9.9%	10.2%	
17-20	6.8%	8.1%	7.8%	5.0%	5.8%	7.1%	10.3%	10.5%	8.5%	
21+	10.8%	20.1%	24.5%	2.5%	12.7%	16.1%	20.7%	27.6%	31.0%	
Total(n)	74	691	770	40	308	310	29	352	422	
Mean	3.72	4.08	4.24	3.25	3.63	3.77	4.38	4.50	4.60	
Standard deviation	1.79	1.99	2.04	1.53	1.90	2.00	1.92	2.00	2.02	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.25	-	-0.20	-0.26	-	-0.06	-0.11	
Serving as a caregiver for another adult										
None	85.1%	83.4%	80.7%	82.5%	87.0%	85.0%	86.2%	80.2%	78.4%	
1-4	9.5%	11.2%	10.4%	10.0%	8.1%	7.5%	10.3%	13.5%	12.4%	
5-8	2.7%	1.5%	2.9%	2.5%	1.0%	1.6%	3.4%	2.0%	3.6%	
9-12	1.4%	2.0%	2.5%	2.5%	2.6%	2.9%	0.0%	1.7%	2.1%	
13-16	0.0%	0.9%	0.5%	0.0%	0.7%	0.7%	0.0%	1.1%	0.5%	
17-20	0.0%	0.1%	0.5%	0.0%	0.0%	0.3%	0.0%	0.3%	0.2%	
21+	1.4%	0.9%	2.5%	2.5%	0.7%	2.0%	0.0%	1.1%	2.9%	
Total(n)	74	686	766	40	307	307	29	348	421	
Mean	1.27	1.30	1.43	1.38	1.24	1.36	1.17	1.36	1.46	
Standard deviation	0.86	0.87	1.17	1.10	0.80	1.08	0.47	0.96	1.19	
Significance	-			-			-			
Effect size	-	-0.03	-0.14	-	0.18	0.02	-	-0.20	-0.24	
Other employment outside of academia										
None	91.9%	85.7%	85.5%	92.3%	85.5%	83.3%	89.7%	86.3%	86.6%	
1-4	4.1%	8.0%	7.1%	2.6%	8.3%	8.5%	6.9%	7.6%	6.2%	
5-8	1.4%	2.2%	2.8%	2.6%	2.3%	2.9%	0.0%	1.7%	2.6%	
9-12	0.0%	2.1%	2.2%	0.0%	2.3%	2.9%	0.0%	2.0%	1.9%	
13-16	0.0%	0.4%	0.8%	0.0%	0.0%	0.3%	0.0%	0.9%	1.2%	
17-20	0.0%	0.4%	0.4%	0.0%	0.7%	0.7%	0.0%	0.3%	0.2%	
21+	2.7%	1.2%	1.3%	2.6%	1.0%	1.3%	3.4%	1.2%	1.2%	
Total(n)	74	678	763	39	303	306	29	343	418	
Mean	1.23	1.30	1.32	1.23	1.29	1.36	1.28	1.29	1.30	
Standard deviation	1.01	0.93	0.99	1.01	0.91	1.01	1.13	0.94	0.97	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.07	-0.13	-	-0.01	-0.02	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.7%	2.8%	2.7%	2.6%	1.6%	1.9%	0.0%	3.7%	3.3%	
1-4	24.7%	28.6%	31.1%	21.1%	21.1%	23.5%	34.5%	35.0%	35.9%	
5-8	31.5%	34.0%	31.6%	23.7%	32.6%	30.6%	37.9%	36.2%	33.1%	
9-12	21.9%	18.3%	17.9%	26.3%	23.4%	22.6%	13.8%	14.0%	15.0%	
13-16	8.2%	8.4%	7.9%	13.2%	11.5%	10.3%	3.4%	5.1%	5.6%	
17-20	6.8%	5.1%	5.4%	7.9%	7.2%	8.4%	6.9%	3.7%	3.3%	
21+	4.1%	2.8%	3.4%	5.3%	2.6%	2.6%	3.4%	2.3%	3.8%	
Total(n)	73	688	775	38	304	310	29	351	426	
Mean	3.45	3.27	3.27	3.71	3.54	3.51	3.21	3.02	3.09	
Standard deviation	1.41	1.32	1.37	1.49	1.32	1.36	1.35	1.24	1.33	
Significance	-			-			-			

Effect size	-	0.14	0.13	-	0.13	0.15	-	0.15	0.09	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	97.5%	95.9%	96.6%	97.8%	94.3%	95.0%	96.6%	97.2%	97.5%	
Occasionally	2.5%	3.8%	2.9%	2.2%	5.4%	4.3%	3.4%	2.5%	2.0%	
Not at All	0.0%	0.3%	0.5%	0.0%	0.3%	0.6%	0.0%	0.3%	0.5%	
Total(n)	80	704	801	45	316	322	29	356	440	
Mean	2.98	2.96	2.96	2.98	2.94	2.94	2.97	2.97	2.97	
Standard deviation	0.16	0.22	0.22	0.15	0.25	0.26	0.19	0.19	0.19	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.16	0.15	-	0.00	0.00	
Support their opinions with a logical argument										
Frequently	78.8%	79.7%	82.5%	77.8%	80.4%	83.1%	79.3%	78.4%	81.7%	
Occasionally	21.3%	19.1%	15.8%	22.2%	18.0%	15.3%	20.7%	20.8%	16.5%	
Not at All	0.0%	1.1%	1.6%	0.0%	1.6%	1.6%	0.0%	0.8%	1.8%	
Total(n)	80	705	796	45	317	320	29	356	437	
Mean	2.79	2.79	2.81	2.78	2.79	2.82	2.79	2.78	2.80	
Standard deviation	0.41	0.44	0.43	0.42	0.45	0.43	0.41	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	-0.02	-0.09	-	0.02	-0.02	
Seek solutions to problems and explain them to others										
Frequently	68.8%	75.5%	78.9%	75.6%	73.6%	77.5%	55.2%	76.1%	79.7%	
Occasionally	30.0%	21.8%	19.2%	22.2%	22.0%	19.1%	44.8%	22.5%	19.4%	
Not at All	1.3%	2.7%	1.9%	2.2%	4.5%	3.4%	0.0%	1.4%	0.9%	
Total(n)	80	701	797	45	314	320	29	355	438	
Mean	2.68	2.73	2.77	2.73	2.69	2.74	2.55	2.75	2.79	
Standard deviation	0.50	0.50	0.46	0.50	0.55	0.51	0.51	0.47	0.43	
Significance	-			-			-	*	**	
Effect size	-	-0.10	-0.20	-	0.07	-0.02	-	-0.43	-0.56	
Analyze multiple sources of information before coming to a conclusion										
Frequently	66.3%	69.3%	70.3%	62.2%	64.1%	67.1%	75.9%	73.2%	71.9%	
Occasionally	31.3%	27.2%	26.2%	35.6%	31.7%	29.2%	20.7%	23.7%	24.5%	
Not at All	2.5%	3.4%	3.5%	2.2%	4.1%	3.7%	3.4%	3.1%	3.7%	
Total(n)	80	701	798	45	315	322	29	354	437	
Mean	2.64	2.66	2.67	2.60	2.60	2.63	2.72	2.70	2.68	
Standard deviation	0.53	0.54	0.54	0.54	0.57	0.55	0.53	0.52	0.54	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	0.00	-0.05	-	0.04	0.07	
Evaluate the quality or reliability of information they receive										
Frequently	67.1%	68.4%	71.6%	65.9%	65.6%	69.5%	69.0%	69.9%	72.2%	
Occasionally	31.6%	28.3%	25.4%	31.8%	30.6%	26.5%	31.0%	27.5%	25.3%	
Not at All	1.3%	3.3%	3.0%	2.3%	3.8%	4.0%	0.0%	2.5%	2.5%	
Total(n)	79	702	799	44	314	321	29	356	439	
Mean	2.66	2.65	2.69	2.64	2.62	2.65	2.69	2.67	2.70	
Standard deviation	0.50	0.54	0.53	0.53	0.56	0.56	0.47	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.02	-0.06	-	0.04	-0.02	-	0.04	-0.02	
Take risks for potential gains										
Frequently	38.0%	41.5%	41.6%	31.8%	36.7%	36.3%	44.8%	44.2%	43.7%	
Occasionally	45.6%	39.5%	41.2%	43.2%	41.2%	41.9%	51.7%	38.5%	41.4%	
Not at All	16.5%	18.9%	17.3%	25.0%	22.0%	21.9%	3.4%	17.3%	14.9%	
Total(n)	79	698	794	44	313	320	29	353	435	
Mean	2.22	2.23	2.24	2.07	2.15	2.14	2.41	2.27	2.29	
Standard deviation	0.71	0.74	0.73	0.76	0.75	0.75	0.57	0.74	0.71	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.11	-0.09	-	0.19	0.17	
Seek alternative solutions to a problem										
Frequently	55.7%	60.5%	63.1%	54.5%	58.7%	60.3%	55.2%	60.6%	64.3%	
Occasionally	41.8%	35.0%	33.2%	43.2%	36.9%	35.0%	41.4%	34.6%	32.5%	
Not at All	2.5%	4.4%	3.8%	2.3%	4.5%	4.7%	3.4%	4.8%	3.2%	
Total(n)	79	697	793	44	312	320	29	353	434	
Mean	2.53	2.56	2.59	2.52	2.54	2.56	2.52	2.56	2.61	
Standard deviation	0.55	0.58	0.56	0.55	0.58	0.58	0.57	0.59	0.55	
Significance	-			-			-			
Effect size	-	-0.05	-0.11	-	-0.03	-0.07	-	-0.07	-0.16	
Look up scientific research articles and resources										
Frequently	58.8%	51.9%	50.8%	55.6%	47.6%	46.3%	65.5%	55.9%	54.0%	

Occasionally	28.8%	33.5%	36.5%	28.9%	35.9%	39.1%	24.1%	31.4%	34.0%	
Not at All	12.5%	14.6%	12.7%	15.6%	16.5%	14.6%	10.3%	12.7%	12.0%	
Total(n)	80	701	795	45	315	322	29	354	435	
Mean	2.46	2.37	2.38	2.40	2.31	2.32	2.55	2.43	2.42	
Standard deviation	0.71	0.73	0.70	0.75	0.74	0.71	0.69	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.12	0.11	-	0.17	0.19	
Explore topics on their own, even though it was not required for a class										
Frequently	51.9%	48.2%	50.8%	52.3%	45.4%	47.0%	55.2%	49.4%	52.6%	
Occasionally	45.6%	44.9%	42.1%	45.5%	45.0%	44.2%	44.8%	46.1%	41.6%	
Not at All	2.5%	6.8%	7.0%	2.3%	9.6%	8.8%	0.0%	4.5%	5.7%	
Total(n)	79	701	795	44	313	319	29	356	437	
Mean	2.49	2.41	2.44	2.50	2.36	2.38	2.55	2.45	2.47	
Standard deviation	0.55	0.62	0.62	0.55	0.65	0.64	0.51	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.13	0.08	-	0.22	0.19	-	0.17	0.13	
Accept mistakes as part of the learning process										
Frequently	74.7%	79.3%	81.2%	65.9%	72.2%	74.9%	86.2%	85.1%	84.8%	
Occasionally	25.3%	19.0%	17.4%	34.1%	24.9%	22.6%	13.8%	14.1%	14.5%	
Not at All	0.0%	1.7%	1.4%	0.0%	2.9%	2.5%	0.0%	0.8%	0.7%	
Total(n)	79	700	793	44	313	319	29	355	435	
Mean	2.75	2.78	2.80	2.66	2.69	2.72	2.86	2.84	2.84	
Standard deviation	0.44	0.46	0.43	0.48	0.52	0.50	0.35	0.39	0.38	
Significance	-			-			-			
Effect size	-	-0.07	-0.12	-	-0.06	-0.12	-	0.05	0.05	
Recognize biases that affect their thinking										
Frequently	50.6%	57.1%	61.5%	38.6%	45.9%	50.5%	62.1%	65.4%	68.3%	
Occasionally	45.6%	36.5%	32.1%	54.5%	45.2%	40.8%	37.9%	29.8%	26.7%	
Not at All	3.8%	6.4%	6.4%	6.8%	8.9%	8.7%	0.0%	4.8%	5.0%	
Total(n)	79	702	798	44	314	321	29	356	438	
Mean	2.47	2.51	2.55	2.32	2.37	2.42	2.62	2.61	2.63	
Standard deviation	0.57	0.62	0.61	0.60	0.64	0.65	0.49	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.06	-0.13	-	-0.08	-0.15	-	0.02	-0.02	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	66.7%	63.6%	66.0%	58.1%	60.8%	62.2%	82.8%	68.6%	69.4%	
Occasionally	24.4%	25.3%	23.1%	30.2%	27.5%	25.4%	10.3%	21.9%	20.6%	
Not at All	9.0%	11.1%	11.0%	11.6%	11.7%	12.4%	6.9%	9.5%	10.0%	
Total(n)	78	696	793	43	316	323	29	347	431	
Mean	2.58	2.53	2.55	2.47	2.49	2.50	2.76	2.59	2.59	
Standard deviation	0.66	0.69	0.68	0.70	0.70	0.71	0.58	0.66	0.66	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	-0.03	-0.04	-	0.26	0.26	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	47.4%	48.2%	49.9%	48.8%	45.1%	47.5%	44.8%	50.7%	51.3%	
Occasionally	35.9%	37.3%	35.4%	30.2%	37.5%	34.3%	44.8%	37.2%	36.4%	
Not at All	16.7%	14.5%	14.8%	20.9%	17.5%	18.2%	10.3%	12.0%	12.4%	
Total(n)	78	697	792	43	315	324	29	349	429	
Mean	2.31	2.34	2.35	2.28	2.28	2.29	2.34	2.39	2.39	
Standard deviation	0.74	0.72	0.72	0.80	0.74	0.76	0.67	0.69	0.70	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	0.00	-0.01	-	-0.07	-0.07	
Discuss the ethical or moral implications of a course of action										
Frequently	41.0%	43.0%	45.6%	34.9%	39.6%	40.7%	51.7%	45.4%	48.1%	
Occasionally	41.0%	42.1%	39.4%	39.5%	42.1%	39.5%	37.9%	42.8%	40.1%	
Not at All	17.9%	14.9%	15.1%	25.6%	18.4%	19.8%	10.3%	11.8%	11.7%	
Total(n)	78	698	790	43	316	324	29	348	426	
Mean	2.23	2.28	2.31	2.09	2.21	2.21	2.41	2.34	2.36	
Standard deviation	0.74	0.71	0.72	0.78	0.73	0.75	0.68	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.16	-0.16	-	0.10	0.07	
Apply mathematical concepts and computational thinking										
Frequently	30.4%	30.8%	33.8%	36.4%	36.6%	37.7%	24.1%	27.1%	31.1%	
Occasionally	44.3%	27.5%	29.7%	38.6%	28.1%	30.2%	48.3%	26.8%	28.7%	
Not at All	25.3%	41.7%	36.5%	25.0%	35.3%	32.1%	27.6%	46.1%	40.2%	

Total(n)	79	698	792	44	317	324	29	347	428	
Mean	2.05	1.89	1.97	2.11	2.01	2.06	1.97	1.81	1.91	
Standard deviation	0.75	0.85	0.84	0.78	0.85	0.83	0.73	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.19	0.10	-	0.12	0.06	-	0.19	0.07	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	53.2%	69.0%	69.3%	47.7%	61.5%	62.5%	65.5%	75.0%	74.8%	Student-Centered Pedagogy
Most	24.1%	17.5%	19.4%	20.5%	18.3%	20.6%	24.1%	16.5%	18.1%	
Some	22.8%	11.9%	9.6%	31.8%	18.3%	14.7%	10.3%	7.1%	5.5%	
None	0.0%	1.6%	1.8%	0.0%	1.9%	2.2%	0.0%	1.4%	1.6%	
Total(n)	79	696	795	44	312	320	29	352	436	
Mean	3.30	3.54	3.56	3.16	3.39	3.43	3.55	3.65	3.66	
Standard deviation	0.82	0.76	0.74	0.89	0.85	0.82	0.69	0.68	0.66	
Significance	-	**	**	-		*	-			
Effect size	-	-0.32	-0.35	-	-0.27	-0.33	-	-0.15	-0.17	
Cooperative learning (small groups)										
All	43.0%	47.6%	48.5%	31.8%	36.0%	37.5%	62.1%	58.0%	56.7%	Student-Centered Pedagogy
Most	25.3%	26.8%	24.5%	25.0%	29.6%	24.1%	20.7%	24.7%	25.1%	
Some	24.1%	20.1%	21.3%	31.8%	26.0%	30.0%	13.8%	14.2%	14.7%	
None	7.6%	5.5%	5.7%	11.4%	8.4%	8.4%	3.4%	3.1%	3.5%	
Total(n)	79	695	792	44	311	320	29	352	434	
Mean	3.04	3.17	3.16	2.77	2.93	2.91	3.41	3.38	3.35	
Standard deviation	0.99	0.93	0.95	1.03	0.98	1.00	0.87	0.84	0.86	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.16	-0.14	-	0.04	0.07	
Experiential learning/Field studies										
All	11.5%	17.5%	17.1%	4.7%	14.1%	13.4%	20.7%	18.9%	19.2%	Student-Centered Pedagogy
Most	21.8%	17.9%	15.5%	18.6%	19.0%	15.0%	20.7%	16.9%	15.5%	
Some	37.2%	30.5%	29.7%	34.9%	28.9%	29.7%	44.8%	32.7%	30.1%	
None	29.5%	34.1%	37.7%	41.9%	37.9%	41.9%	13.8%	31.5%	35.2%	
Total(n)	78	692	791	43	311	320	29	349	432	
Mean	2.15	2.19	2.12	1.86	2.09	2.00	2.48	2.23	2.19	
Standard deviation	0.98	1.09	1.10	0.89	1.06	1.05	0.99	1.09	1.11	
Significance	-			-			-			
Effect size	-	-0.04	0.03	-	-0.22	-0.13	-	0.23	0.26	
Performances/Demonstrations										
All	11.7%	20.0%	22.1%	9.5%	15.3%	18.7%	13.8%	23.1%	24.9%	
Most	20.8%	18.4%	19.0%	19.0%	19.2%	19.6%	24.1%	17.4%	18.4%	
Some	33.8%	28.2%	26.9%	31.0%	27.7%	28.2%	37.9%	28.9%	26.0%	
None	33.8%	33.4%	32.0%	40.5%	37.8%	33.5%	24.1%	30.6%	30.6%	
Total(n)	77	689	788	42	307	316	29	350	434	
Mean	2.10	2.25	2.31	1.98	2.12	2.23	2.28	2.33	2.38	
Standard deviation	1.01	1.12	1.14	1.00	1.08	1.11	1.00	1.14	1.16	
Significance	-			-			-			
Effect size	-	-0.13	-0.18	-	-0.13	-0.23	-	-0.04	-0.09	
Group projects										
All	16.5%	21.8%	22.4%	9.1%	19.4%	18.4%	24.1%	23.1%	25.2%	Student-Centered Pedagogy
Most	30.4%	25.1%	22.4%	29.5%	21.9%	20.9%	31.0%	28.2%	23.9%	
Some	39.2%	38.4%	36.2%	43.2%	39.0%	36.8%	41.4%	39.6%	36.2%	
None	13.9%	14.7%	19.0%	18.2%	19.7%	24.0%	3.4%	9.1%	14.7%	
Total(n)	79	693	795	44	310	321	29	351	436	
Mean	2.49	2.54	2.48	2.30	2.41	2.34	2.76	2.65	2.60	
Standard deviation	0.93	0.99	1.04	0.88	1.01	1.04	0.87	0.93	1.02	
Significance	-			-			-			
Effect size	-	-0.05	0.01	-	-0.11	-0.04	-	0.12	0.16	
Extensive lecturing										
All	7.6%	14.0%	16.9%	13.6%	19.3%	22.1%	0.0%	9.1%	13.1%	
Most	27.8%	25.4%	25.0%	31.8%	30.5%	30.2%	24.1%	21.9%	21.8%	
Some	45.6%	40.6%	37.4%	43.2%	37.0%	34.9%	48.3%	43.9%	39.5%	
None	19.0%	20.0%	20.8%	11.4%	13.2%	12.8%	27.6%	25.1%	25.5%	
Total(n)	79	694	795	44	311	321	29	351	435	
Mean	2.24	2.33	2.38	2.48	2.56	2.62	1.97	2.15	2.23	
Standard deviation	0.85	0.95	0.99	0.88	0.95	0.97	0.73	0.90	0.97	
Significance	-			-			-			
Effect size	-	-0.09	-0.14	-	-0.08	-0.14	-	-0.20	-0.27	
Multiple drafts of written work										
All	6.4%	13.2%	15.8%	7.0%	11.3%	12.9%	6.9%	15.2%	17.9%	

Most	29.5%	23.4%	20.0%	30.2%	23.8%	21.9%	27.6%	22.3%	18.1%		
Some	46.2%	43.2%	40.4%	39.5%	42.1%	40.1%	55.2%	44.1%	41.1%		
None	17.9%	20.2%	23.7%	23.3%	22.8%	25.1%	10.3%	18.3%	23.0%		
Total(n)	78	692	789	43	311	319	29	349	431		
Mean	2.24	2.29	2.28	2.21	2.23	2.23	2.31	2.34	2.31		
Standard deviation	0.82	0.94	1.00	0.89	0.93	0.97	0.76	0.95	1.02		
Significance	-			-			-				
Effect size	-	-0.05	-0.04	-	-0.02	-0.02	-	-0.03	0.00		
Reflective writing/Journaling											
All	9.0%	16.1%	19.3%	4.7%	11.6%	14.7%	17.2%	20.2%	23.2%		Student-Centered Pedagogy
Most	15.4%	17.1%	16.4%	14.0%	14.5%	13.2%	17.2%	19.9%	18.8%		
Some	43.6%	33.8%	31.3%	37.2%	29.9%	27.6%	55.2%	36.4%	33.5%		
None	32.1%	32.9%	33.0%	44.2%	44.1%	44.5%	10.3%	23.6%	24.5%		
Total(n)	78	695	793	43	311	319	29	352	436		
Mean	2.01	2.16	2.22	1.79	1.94	1.98	2.41	2.37	2.41		
Standard deviation	0.92	1.06	1.10	0.86	1.02	1.08	0.91	1.05	1.09		
Significance	-			-			-				
Effect size	-	-0.14	-0.19	-	-0.15	-0.18	-	0.04	0.00		
Community service as part of coursework											
All	1.3%	2.6%	2.5%	0.0%	1.9%	1.9%	0.0%	2.9%	2.8%	Civic Minded Practice	
Most	2.6%	4.2%	4.5%	2.3%	3.2%	4.1%	3.4%	5.2%	4.9%		
Some	26.9%	19.3%	20.9%	18.6%	13.3%	15.5%	41.4%	24.1%	24.4%		
None	69.2%	73.9%	72.1%	79.1%	81.6%	78.5%	55.2%	67.9%	68.0%		
Total(n)	78	690	786	43	309	317	29	349	431		
Mean	1.36	1.36	1.37	1.23	1.26	1.29	1.48	1.43	1.42		
Standard deviation	0.60	0.69	0.69	0.48	0.61	0.64	0.57	0.72	0.71		
Significance	-			-			-				
Effect size	-	0.00	-0.01	-	-0.05	-0.09	-	0.07	0.08		
Electronic quizzes with immediate feedback in class											
All	6.5%	13.3%	17.8%	4.7%	11.9%	17.2%	7.1%	14.8%	18.2%		
Most	10.4%	13.8%	16.2%	11.6%	12.9%	16.3%	7.1%	14.8%	16.4%		
Some	24.7%	21.3%	22.6%	20.9%	21.2%	21.3%	32.1%	22.2%	22.8%		
None	58.4%	51.6%	43.4%	62.8%	54.0%	45.3%	53.6%	48.1%	42.6%		
Total(n)	77	694	792	43	311	320	28	351	434		
Mean	1.65	1.89	2.08	1.58	1.83	2.05	1.68	1.96	2.10		
Standard deviation	0.91	1.08	1.14	0.88	1.06	1.14	0.90	1.11	1.14		
Significance	-		**	-		**	-				
Effect size	-	-0.22	-0.38	-	-0.24	-0.41	-	-0.25	-0.37		
Real-life problems											
All	26.9%	35.6%	42.8%	23.3%	32.4%	36.3%	31.0%	38.3%	47.6%		
Most	26.9%	29.9%	28.6%	25.6%	26.8%	26.2%	27.6%	32.3%	30.0%		
Some	32.1%	25.7%	22.2%	32.6%	28.8%	28.7%	31.0%	23.1%	17.8%		
None	14.1%	8.7%	6.5%	18.6%	12.1%	8.8%	10.3%	6.3%	4.6%		
Total(n)	78	688	788	43	306	317	29	350	433		
Mean	2.67	2.92	3.08	2.53	2.79	2.90	2.79	3.03	3.21		
Standard deviation	1.03	0.98	0.95	1.05	1.03	1.00	1.01	0.93	0.89		
Significance	-	*	***	-		*	-		*		
Effect size	-	-0.26	-0.43	-	-0.25	-0.37	-	-0.26	-0.47		
Student inquiry to drive learning											
All	25.6%	36.1%	37.7%	18.6%	29.8%	33.0%	41.4%	40.6%	40.6%	Student-Centered Pedagogy	
Most	28.2%	26.2%	26.7%	25.6%	26.5%	27.4%	27.6%	25.9%	26.3%		
Some	34.6%	29.2%	26.5%	37.2%	32.0%	26.7%	27.6%	27.0%	26.5%		
None	11.5%	8.5%	9.1%	18.6%	11.7%	12.9%	3.4%	6.5%	6.7%		
Total(n)	78	692	791	43	309	318	29	352	434		
Mean	2.68	2.90	2.93	2.44	2.74	2.81	3.07	3.01	3.01		
Standard deviation	0.99	0.99	1.00	1.01	1.01	1.04	0.92	0.97	0.97		
Significance	-		*	-		*	-				
Effect size	-	-0.22	-0.25	-	-0.30	-0.36	-	0.06	0.06		
Readings on racial and ethnic issues											
All	9.0%	19.6%	19.4%	11.6%	13.5%	15.5%	6.9%	24.1%	22.2%		
Most	14.1%	17.4%	16.3%	14.0%	13.9%	12.9%	13.8%	20.7%	18.9%		
Some	42.3%	30.6%	29.4%	30.2%	26.8%	22.7%	58.6%	33.2%	33.5%		
None	34.6%	32.4%	34.9%	44.2%	45.8%	48.9%	20.7%	21.9%	25.4%		
Total(n)	78	695	790	43	310	317	29	352	433		
Mean	1.97	2.24	2.20	1.93	1.95	1.95	2.07	2.47	2.38		
Standard deviation	0.93	1.11	1.12	1.03	1.07	1.11	0.80	1.08	1.09		
Significance	-	*		-			-				
Effect size	-	-0.24	-0.21	-	-0.02	-0.02	-	-0.37	-0.28		

Readings on women or gender issues									
All	7.7%	17.5%	16.7%	9.3%	10.7%	12.7%	6.9%	22.7%	19.5%
Most	15.4%	16.8%	15.2%	16.3%	14.2%	11.7%	13.8%	19.3%	17.2%
Some	34.6%	29.3%	29.7%	27.9%	26.9%	25.4%	44.8%	30.7%	32.8%
None	42.3%	36.4%	38.5%	46.5%	48.2%	50.2%	34.5%	27.3%	30.5%
Total(n)	78	690	785	43	309	315	29	348	430
Mean	1.88	2.16	2.10	1.88	1.87	1.87	1.93	2.37	2.26
Standard deviation	0.94	1.10	1.09	1.00	1.02	1.06	0.88	1.11	1.09
Significance	-	*		-			-	*	
Effect size	-	-0.25	-0.20	-	0.01	0.01	-	-0.40	-0.30
Supplemental instruction outside of class and office hours									
All	11.7%	18.7%	20.4%	9.3%	14.3%	15.8%	14.3%	21.4%	22.3%
Most	13.0%	15.2%	16.9%	18.6%	16.0%	17.1%	3.6%	14.6%	17.2%
Some	42.9%	40.9%	39.7%	37.2%	42.3%	42.7%	53.6%	39.7%	37.4%
None	32.5%	25.2%	23.0%	34.9%	27.4%	24.4%	28.6%	24.3%	23.0%
Total(n)	77	690	786	43	307	316	28	350	430
Mean	2.04	2.27	2.35	2.02	2.17	2.24	2.04	2.33	2.39
Standard deviation	0.97	1.04	1.05	0.96	0.99	1.00	0.96	1.07	1.07
Significance	-		*	-			-		
Effect size	-	-0.22	-0.30	-	-0.15	-0.22	-	-0.27	-0.33
Student presentations									
All	17.9%	26.5%	21.5%	18.6%	21.6%	19.0%	17.2%	29.8%	24.0%
Most	30.8%	27.1%	24.6%	25.6%	24.8%	21.5%	41.4%	30.1%	27.3%
Some	43.6%	38.0%	39.2%	44.2%	42.9%	44.0%	41.4%	33.5%	35.6%
None	7.7%	8.5%	14.7%	11.6%	10.6%	15.5%	0.0%	6.5%	13.2%
Total(n)	78	695	789	43	310	316	29	352	433
Mean	2.59	2.72	2.53	2.51	2.57	2.44	2.76	2.83	2.62
Standard deviation	0.87	0.95	0.99	0.94	0.94	0.97	0.74	0.93	0.99
Significance	-			-			-		
Effect size	-	-0.14	0.06	-	-0.06	0.07	-	-0.08	0.14
Student evaluations of each others' work									
All	7.7%	17.0%	14.8%	4.7%	11.0%	11.0%	13.8%	20.7%	17.1%
Most	23.1%	17.8%	16.5%	25.6%	15.2%	14.8%	24.1%	20.7%	18.0%
Some	43.6%	41.0%	38.5%	44.2%	42.9%	38.7%	37.9%	39.8%	38.3%
None	25.6%	24.2%	30.3%	25.6%	31.0%	35.5%	24.1%	18.8%	26.6%
Total(n)	78	695	790	43	310	318	29	352	433
Mean	2.13	2.28	2.16	2.09	2.06	2.01	2.28	2.43	2.26
Standard deviation	0.89	1.01	1.02	0.84	0.95	0.97	1.00	1.02	1.03
Significance	-			-			-		
Effect size	-	-0.15	-0.03	-	0.03	0.08	-	-0.15	0.02
Grading on a curve									
All	3.9%	4.8%	5.4%	7.0%	5.2%	6.0%	0.0%	4.6%	5.1%
Most	7.8%	9.1%	8.7%	11.6%	12.3%	12.4%	3.6%	5.4%	5.6%
Some	16.9%	21.3%	22.6%	16.3%	23.1%	24.8%	17.9%	20.6%	21.2%
None	71.4%	64.8%	63.3%	65.1%	59.4%	56.8%	78.6%	69.3%	68.1%
Total(n)	77	690	783	43	308	315	28	349	429
Mean	1.44	1.54	1.56	1.60	1.63	1.68	1.25	1.45	1.48
Standard deviation	0.80	0.85	0.86	0.95	0.89	0.91	0.52	0.80	0.82
Significance	-			-			-		
Effect size	-	-0.12	-0.14	-	-0.03	-0.09	-	-0.25	-0.28
Rubric-based assessment									
All	29.5%	40.4%	45.9%	18.6%	27.2%	32.6%	44.8%	52.1%	55.5%
Most	29.5%	23.8%	25.2%	30.2%	25.9%	27.2%	31.0%	22.5%	24.2%
Some	29.5%	24.0%	21.8%	34.9%	29.4%	29.4%	20.7%	18.5%	15.9%
None	11.5%	11.8%	7.1%	16.3%	17.5%	10.8%	3.4%	6.8%	4.4%
Total(n)	78	693	790	43	309	316	29	351	434
Mean	2.77	2.93	3.10	2.51	2.63	2.82	3.17	3.20	3.31
Standard deviation	1.01	1.06	0.98	0.98	1.06	1.01	0.89	0.97	0.89
Significance	-		**	-			-		
Effect size	-	-0.15	-0.34	-	-0.11	-0.31	-	-0.03	-0.16
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)									
All	6.4%	12.9%	15.6%	7.0%	8.7%	11.7%	3.4%	16.3%	18.9%
Most	17.9%	18.5%	20.3%	11.6%	14.6%	17.7%	24.1%	21.1%	21.5%
Some	35.9%	39.6%	37.4%	32.6%	37.5%	33.5%	37.9%	40.6%	39.0%
None	39.7%	29.0%	26.6%	48.8%	39.2%	37.0%	34.5%	22.0%	20.6%
Total(n)	78	692	788	43	309	316	29	350	433
Mean	1.91	2.15	2.25	1.77	1.93	2.04	1.97	2.32	2.39

Standard deviation	0.91	0.98	1.02	0.92	0.94	1.01	0.87	0.99	1.01	
Significance	-	*	**	-			-		*	
Effect size	-	-0.24	-0.33	-	-0.17	-0.27	-	-0.35	-0.42	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	35.4%	51.3%	56.6%	31.8%	43.5%	50.2%	41.4%	57.8%	60.9%	
Occasionally	53.2%	42.6%	38.2%	50.0%	46.5%	42.0%	55.2%	39.7%	35.4%	
Not at All	11.4%	6.1%	5.2%	18.2%	10.0%	7.9%	3.4%	2.6%	3.7%	
Total(n)	79	690	788	44	310	317	29	348	432	
Mean	2.24	2.45	2.51	2.14	2.34	2.42	2.38	2.55	2.57	
Standard deviation	0.64	0.61	0.60	0.70	0.65	0.63	0.56	0.55	0.57	
Significance	-	**	***	-		**	-			
Effect size	-	-0.34	-0.45	-	-0.31	-0.44	-	-0.31	-0.33	
Simulations/animations										
Frequently	7.7%	18.1%	22.9%	9.3%	17.6%	20.3%	3.4%	17.5%	23.9%	
Occasionally	48.7%	43.0%	44.4%	46.5%	46.7%	48.3%	55.2%	41.7%	42.8%	
Not at All	43.6%	38.9%	32.7%	44.2%	35.6%	31.4%	41.4%	40.8%	33.3%	
Total(n)	78	681	777	43	306	315	29	343	423	
Mean	1.64	1.79	1.90	1.65	1.82	1.89	1.62	1.77	1.91	
Standard deviation	0.62	0.73	0.74	0.65	0.71	0.71	0.56	0.73	0.75	
Significance	-		**	-		*	-		*	
Effect size	-	-0.21	-0.35	-	-0.24	-0.34	-	-0.21	-0.39	
Online homework or virtual labs										
Frequently	24.4%	38.6%	50.0%	23.3%	35.4%	44.5%	27.6%	42.5%	54.4%	
Occasionally	35.9%	36.6%	34.0%	30.2%	35.7%	34.7%	44.8%	36.7%	33.3%	
Not at All	39.7%	24.8%	16.0%	46.5%	28.9%	20.8%	27.6%	20.8%	12.3%	
Total(n)	78	686	786	43	308	317	29	346	432	
Mean	1.85	2.14	2.34	1.77	2.06	2.24	2.00	2.22	2.42	
Standard deviation	0.79	0.78	0.74	0.81	0.80	0.77	0.76	0.77	0.70	
Significance	-	**	***	-	*	***	-		**	
Effect size	-	-0.37	-0.66	-	-0.36	-0.61	-	-0.29	-0.60	
Online discussion boards										
Frequently	15.6%	25.6%	36.4%	14.3%	19.8%	27.4%	17.2%	30.5%	42.5%	
Occasionally	41.6%	40.6%	38.4%	31.0%	35.7%	38.9%	55.2%	46.4%	39.0%	
Not at All	42.9%	33.8%	25.2%	54.8%	44.5%	33.8%	27.6%	23.1%	18.5%	
Total(n)	77	677	778	42	308	314	29	338	426	
Mean	1.73	1.92	2.11	1.60	1.75	1.94	1.90	2.07	2.24	
Standard deviation	0.72	0.77	0.78	0.73	0.76	0.78	0.67	0.73	0.74	
Significance	-	*	***	-		**	-		*	
Effect size	-	-0.25	-0.49	-	-0.20	-0.44	-	-0.23	-0.46	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	3.8%	7.7%	9.7%	4.7%	5.2%	6.7%	3.4%	10.1%	11.9%	
Occasionally	15.4%	21.7%	23.9%	9.3%	16.9%	20.6%	27.6%	26.3%	26.2%	
Not at All	80.8%	70.6%	66.3%	86.0%	77.9%	72.7%	69.0%	63.6%	61.9%	
Total(n)	78	686	781	43	308	315	29	346	428	
Mean	1.23	1.37	1.43	1.19	1.27	1.34	1.34	1.47	1.50	
Standard deviation	0.51	0.62	0.66	0.50	0.55	0.60	0.55	0.67	0.70	
Significance	-		**	-			-			
Effect size	-	-0.23	-0.30	-	-0.15	-0.25	-	-0.19	-0.23	
Due to the COVID-19 pandemic, please indicate the extent to which you:										
Felt confident in your ability to provide effective instruction exclusively online										
To a Very Large Extent	18.2%	27.7%	35.7%	21.4%	23.0%	31.1%	13.8%	31.5%	37.9%	
To a Large Extent	27.3%	32.9%	31.6%	9.5%	29.1%	30.5%	48.3%	37.0%	33.3%	
To Some Extent	39.0%	28.2%	22.4%	42.9%	32.0%	24.2%	34.5%	24.9%	21.2%	
To a Small Extent	10.4%	8.3%	6.9%	16.7%	10.7%	9.7%	3.4%	5.5%	4.9%	
Not at All	5.2%	2.9%	3.4%	9.5%	5.2%	4.4%	0.0%	1.2%	2.8%	
Total(n)	77	687	787	42	309	318	29	346	430	
Mean	3.43	3.74	3.89	3.17	3.54	3.74	3.72	3.92	3.99	
Standard deviation	1.07	1.04	1.07	1.23	1.11	1.13	0.75	0.94	1.02	
Significance	-	*	***	-	*	**	-			
Effect size	-	-0.30	-0.43	-	-0.33	-0.50	-	-0.21	-0.26	
Were concerned about your job security										
To a Very Large Extent	15.6%	13.0%	12.3%	19.0%	11.4%	10.5%	6.9%	13.0%	12.7%	
To a Large Extent	10.4%	11.0%	9.5%	7.1%	8.1%	7.9%	13.8%	12.8%	10.3%	
To Some Extent	13.0%	22.4%	22.2%	14.3%	21.8%	21.0%	10.3%	23.5%	23.2%	
To a Small Extent	18.2%	21.9%	21.4%	19.0%	25.6%	25.7%	20.7%	19.4%	18.5%	

Not at All	42.9%	31.7%	34.5%	40.5%	33.1%	34.9%	48.3%	31.3%	35.2%	
Total(n)	77	684	779	42	308	315	29	345	426	
Mean	2.38	2.52	2.44	2.45	2.39	2.33	2.10	2.57	2.47	
Standard deviation	1.50	1.37	1.37	1.55	1.32	1.31	1.35	1.38	1.39	
Significance	-			-			-			
Effect size	-	-0.10	-0.04	-	0.05	0.09	-	-0.34	-0.27	
Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered										
To a Very Large Extent	28.2%	30.7%	23.6%	34.9%	25.9%	21.7%	17.2%	33.7%	23.8%	
To a Large Extent	26.9%	19.1%	13.6%	23.3%	17.8%	11.9%	34.5%	20.1%	14.5%	
To Some Extent	21.8%	23.8%	20.3%	16.3%	22.7%	20.8%	31.0%	25.3%	20.4%	
To a Small Extent	6.4%	9.3%	9.9%	9.3%	11.0%	14.2%	3.4%	8.4%	6.9%	
Not at All	16.7%	17.1%	32.6%	16.3%	22.7%	31.4%	13.8%	12.5%	34.4%	
Total(n)	78	685	777	43	309	318	29	344	421	
Mean	3.44	3.37	2.86	3.51	3.13	2.78	3.38	3.54	2.86	
Standard deviation	1.40	1.44	1.57	1.47	1.49	1.53	1.24	1.36	1.59	
Significance	-		**	-		**	-			
Effect size	-	0.05	0.37	-	0.26	0.48	-	-0.12	0.33	
Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:										
I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)										
Strongly Agree	54.9%	54.0%	54.1%	47.4%	49.8%	51.0%	60.7%	57.5%	57.0%	
Agree	35.2%	36.4%	36.6%	42.1%	40.7%	39.4%	28.6%	33.1%	34.4%	
Disagree	9.9%	6.7%	5.4%	10.5%	6.7%	6.0%	10.7%	6.3%	4.5%	
Strongly Disagree	0.0%	2.9%	3.9%	0.0%	2.7%	3.6%	0.0%	3.0%	4.0%	
Total(n)	71	659	738	38	297	302	28	332	398	
Mean	3.45	3.42	3.41	3.37	3.38	3.38	3.50	3.45	3.44	
Standard deviation	0.67	0.74	0.77	0.67	0.73	0.76	0.69	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	-0.01	-0.01	-	0.07	0.08	
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										
Strongly Agree	47.9%	45.9%	44.8%	42.1%	42.7%	42.5%	53.6%	48.6%	46.9%	
Agree	25.4%	34.1%	34.0%	23.7%	37.9%	38.1%	28.6%	31.5%	31.4%	
Disagree	18.3%	11.7%	10.6%	26.3%	12.6%	11.4%	10.7%	11.3%	10.1%	
Strongly Disagree	8.5%	8.3%	10.6%	7.9%	6.8%	8.0%	7.1%	8.6%	11.6%	
Total(n)	71	649	724	38	293	299	28	327	388	
Mean	3.13	3.18	3.13	3.00	3.16	3.15	3.29	3.20	3.14	
Standard deviation	1.00	0.94	0.98	1.01	0.90	0.92	0.94	0.95	1.01	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	-0.18	-0.16	-	0.09	0.15	
I had access to effective tech support while teaching remotely										
Strongly Agree	17.4%	39.3%	39.3%	19.4%	41.6%	37.5%	14.3%	37.7%	40.8%	
Agree	42.0%	40.2%	38.2%	30.6%	36.1%	39.6%	53.6%	43.8%	37.5%	
Disagree	21.7%	14.0%	15.1%	27.8%	15.1%	15.0%	17.9%	13.0%	15.2%	
Strongly Disagree	18.8%	6.5%	7.4%	22.2%	7.2%	7.8%	14.3%	5.6%	6.5%	
Total(n)	69	644	717	36	291	293	28	324	387	
Mean	2.58	3.12	3.09	2.47	3.12	3.07	2.68	3.14	3.13	
Standard deviation	0.99	0.88	0.91	1.06	0.92	0.92	0.90	0.84	0.90	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.61	-0.56	-	-0.71	-0.65	-	-0.55	-0.50	
Please indicate your agreement with each of the following statements:										
Campus leadership provided an appropriate response to the pandemic										
Strongly Agree	25.0%	29.3%	31.7%	22.0%	31.7%	32.8%	27.6%	27.1%	31.3%	
Somewhat Agree	47.4%	48.3%	47.8%	43.9%	46.5%	48.2%	58.6%	51.5%	48.9%	
Somewhat Disagree	11.8%	14.6%	13.1%	12.2%	12.5%	11.3%	10.3%	15.7%	13.4%	
Strongly Disagree	15.8%	7.8%	7.4%	22.0%	9.2%	7.7%	3.4%	5.7%	6.4%	
Total(n)	76	665	757	41	303	311	29	332	409	
Mean	2.82	2.99	3.04	2.66	3.01	3.06	3.10	3.00	3.05	
Standard deviation	0.99	0.87	0.86	1.06	0.90	0.86	0.72	0.81	0.84	
Significance	-		*	-	*	**	-			
Effect size	-	-0.20	-0.26	-	-0.39	-0.47	-	0.12	0.06	
Faculty in my department were adequately prepared for teaching remotely										
Strongly Agree	12.0%	13.1%	14.6%	10.0%	12.9%	16.8%	10.3%	12.7%	12.3%	
Somewhat Agree	29.3%	42.4%	40.1%	32.5%	45.0%	42.9%	24.1%	40.6%	38.4%	
Somewhat Disagree	36.0%	29.5%	29.3%	30.0%	26.5%	24.8%	48.3%	31.8%	32.8%	

Strongly Disagree	22.7%	15.0%	15.9%	27.5%	15.6%	15.5%	17.2%	14.8%	16.5%	
Total(n)	75	662	753	40	302	310	29	330	406	
Mean	2.31	2.54	2.53	2.25	2.55	2.61	2.28	2.51	2.47	
Standard deviation	0.96	0.90	0.93	0.98	0.91	0.94	0.88	0.90	0.91	
Significance	-	*		-		*	-			
Effect size	-	-0.26	-0.24	-	-0.33	-0.38	-	-0.26	-0.21	
My institution's pandemic response prioritized the health and safety of faculty										
Strongly Agree	21.6%	29.7%	34.8%	15.4%	34.7%	36.7%	31.0%	26.4%	35.0%	
Somewhat Agree	40.5%	43.9%	44.6%	43.6%	42.8%	43.3%	37.9%	45.2%	45.1%	
Somewhat Disagree	25.7%	18.1%	13.8%	25.6%	16.5%	14.8%	27.6%	19.1%	12.8%	
Strongly Disagree	12.2%	8.2%	6.8%	15.4%	6.1%	5.2%	3.4%	9.4%	7.1%	
Total(n)	74	656	747	39	297	305	29	330	406	
Mean	2.72	2.95	3.07	2.59	3.06	3.11	2.97	2.88	3.08	
Standard deviation	0.94	0.90	0.87	0.94	0.87	0.84	0.87	0.91	0.87	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.26	-0.40	-	-0.54	-0.62	-	0.10	-0.13	
I would prefer to teach more of my courses in either a hybrid or fully online format										
Strongly Agree	5.4%	16.0%	17.7%	7.5%	12.1%	13.7%	3.4%	19.0%	20.5%	
Somewhat Agree	13.5%	19.9%	21.6%	7.5%	17.1%	18.2%	24.1%	23.8%	24.4%	
Somewhat Disagree	33.8%	28.4%	28.0%	27.5%	29.2%	27.0%	41.4%	26.8%	28.4%	
Strongly Disagree	47.3%	35.7%	32.8%	57.5%	41.6%	41.0%	31.0%	30.4%	26.7%	
Total(n)	74	658	751	40	298	307	29	332	409	
Mean	1.77	2.16	2.24	1.65	2.00	2.05	2.00	2.31	2.39	
Standard deviation	0.88	1.08	1.09	0.92	1.04	1.07	0.85	1.10	1.09	
Significance	-	**	***	-	*	*	-			
Effect size	-	-0.36	-0.43	-	-0.34	-0.37	-	-0.28	-0.36	
This college developed effective policies related to COVID-19 vaccinations for the campus community										
Strongly Agree	19.2%	29.6%	30.5%	12.8%	29.9%	31.0%	32.1%	30.6%	31.4%	
Somewhat Agree	39.7%	46.5%	44.5%	46.2%	47.0%	45.1%	32.1%	46.3%	44.5%	
Somewhat Disagree	15.1%	14.9%	14.9%	15.4%	15.4%	15.4%	10.7%	13.3%	13.6%	
Strongly Disagree	26.0%	8.9%	10.1%	25.6%	7.7%	8.5%	25.0%	9.9%	10.6%	
Total(n)	73	651	740	39	298	306	28	324	398	
Mean	2.52	2.97	2.95	2.46	2.99	2.99	2.71	2.98	2.97	
Standard deviation	1.08	0.90	0.93	1.02	0.87	0.90	1.18	0.91	0.93	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.50	-0.46	-	-0.61	-0.59	-	-0.30	-0.28	
I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic										
Strongly Agree	77.3%	67.6%	63.2%	75.0%	63.5%	63.2%	82.8%	72.0%	63.8%	
Somewhat Agree	21.3%	28.5%	31.8%	25.0%	32.1%	31.3%	17.2%	25.3%	32.2%	
Somewhat Disagree	0.0%	3.3%	3.9%	0.0%	4.0%	4.8%	0.0%	2.4%	3.0%	
Strongly Disagree	1.3%	0.6%	1.1%	0.0%	0.3%	0.6%	0.0%	0.3%	1.0%	
Total(n)	75	657	748	40	299	310	29	328	401	
Mean	3.75	3.63	3.57	3.75	3.59	3.57	3.83	3.69	3.59	
Standard deviation	0.52	0.58	0.62	0.44	0.59	0.62	0.38	0.53	0.60	
Significance	-		*	-			-		*	
Effect size	-	0.21	0.29	-	0.27	0.29	-	0.26	0.40	
Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:										
Physical health										
To a Very Large Extent	14.7%	24.4%	27.1%	17.1%	19.5%	22.3%	13.8%	28.3%	30.4%	
To a Large Extent	18.7%	23.7%	21.6%	17.1%	23.2%	21.7%	17.2%	23.3%	20.7%	
To Some Extent	28.0%	27.6%	26.4%	24.4%	28.5%	28.0%	34.5%	27.4%	26.5%	
To a Small Extent	20.0%	15.4%	14.0%	19.5%	19.9%	16.2%	20.7%	12.1%	12.5%	
Not at All	18.7%	8.9%	11.0%	22.0%	8.9%	11.8%	13.8%	8.8%	9.9%	
Total(n)	75	671	765	41	302	314	29	339	415	
Mean	2.91	3.39	3.40	2.88	3.25	3.26	2.97	3.50	3.49	
Standard deviation	1.32	1.25	1.31	1.40	1.23	1.30	1.24	1.26	1.31	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.38	-0.37	-	-0.30	-0.29	-	-0.42	-0.40	
Mental health										
To a Very Large Extent	26.7%	26.5%	26.5%	29.3%	20.3%	22.4%	20.7%	30.1%	27.7%	
To a Large Extent	24.0%	24.2%	24.8%	17.1%	22.6%	23.4%	31.0%	25.7%	26.0%	
To Some Extent	20.0%	25.9%	24.0%	19.5%	27.9%	25.0%	24.1%	24.8%	24.3%	
To a Small Extent	10.7%	14.2%	13.5%	12.2%	17.6%	16.0%	10.3%	12.1%	12.0%	
Not at All	18.7%	9.3%	11.3%	22.0%	11.6%	13.1%	13.8%	7.4%	9.9%	
Total(n)	75	669	763	41	301	312	29	339	415	

Mean	3.29	3.44	3.42	3.20	3.22	3.26	3.34	3.59	3.50	
Standard deviation	1.45	1.27	1.31	1.54	1.28	1.32	1.32	1.24	1.28	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.02	-0.05	-	-0.20	-0.13	
In-person social interaction										
To a Very Large Extent	16.0%	22.1%	23.4%	14.6%	19.5%	22.0%	20.7%	23.7%	24.5%	
To a Large Extent	30.7%	28.8%	27.6%	31.7%	27.8%	27.4%	24.1%	29.3%	27.8%	
To Some Extent	24.0%	27.2%	24.7%	24.4%	28.1%	24.5%	27.6%	27.8%	26.2%	
To a Small Extent	14.7%	14.0%	14.3%	14.6%	16.2%	16.6%	13.8%	13.0%	12.6%	
Not at All	14.7%	7.9%	9.9%	14.6%	8.3%	9.6%	13.8%	6.2%	9.0%	
Total(n)	75	670	764	41	302	314	29	338	413	
Mean	3.19	3.43	3.40	3.17	3.34	3.36	3.24	3.51	3.46	
Standard deviation	1.29	1.20	1.26	1.28	1.20	1.26	1.33	1.17	1.24	
Significance	-			-			-			
Effect size	-	-0.20	-0.17	-	-0.14	-0.15	-	-0.23	-0.18	
Return to in-person teaching										
To a Very Large Extent	13.3%	18.0%	19.6%	12.2%	12.6%	16.6%	17.2%	21.7%	21.0%	
To a Large Extent	21.3%	22.8%	22.1%	19.5%	20.6%	19.8%	24.1%	24.3%	23.9%	
To Some Extent	30.7%	24.7%	24.1%	29.3%	23.9%	21.7%	34.5%	26.7%	26.3%	
To a Small Extent	13.3%	16.9%	13.6%	9.8%	19.6%	15.7%	13.8%	15.1%	12.2%	
Not at All	21.3%	17.7%	20.7%	29.3%	23.3%	26.2%	10.3%	12.2%	16.6%	
Total(n)	75	668	760	41	301	313	29	337	410	
Mean	2.92	3.06	3.06	2.76	2.80	2.85	3.24	3.28	3.20	
Standard deviation	1.32	1.35	1.40	1.39	1.34	1.43	1.21	1.29	1.35	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.03	-0.06	-	-0.03	0.03	
Health of loved ones										
To a Very Large Extent	26.7%	32.5%	37.7%	17.1%	24.8%	31.2%	37.9%	38.6%	42.0%	
To a Large Extent	25.3%	27.2%	26.2%	31.7%	30.8%	29.9%	17.2%	24.2%	23.9%	
To Some Extent	18.7%	23.3%	19.9%	14.6%	24.5%	19.4%	27.6%	22.4%	20.3%	
To a Small Extent	17.3%	11.3%	9.6%	19.5%	12.9%	12.1%	13.8%	10.3%	7.5%	
Not at All	12.0%	5.7%	6.7%	17.1%	7.0%	7.3%	3.4%	4.4%	6.3%	
Total(n)	75	670	764	41	302	314	29	339	414	
Mean	3.37	3.70	3.79	3.12	3.54	3.66	3.72	3.82	3.88	
Standard deviation	1.36	1.20	1.23	1.38	1.19	1.24	1.22	1.18	1.22	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.28	-0.34	-	-0.35	-0.44	-	-0.08	-0.13	
Access to healthcare										
To a Very Large Extent	16.0%	12.0%	11.4%	19.5%	11.4%	12.2%	10.3%	11.9%	10.3%	
To a Large Extent	8.0%	13.7%	14.0%	9.8%	15.4%	15.4%	6.9%	11.3%	12.8%	
To Some Extent	18.7%	20.0%	20.4%	12.2%	18.1%	18.9%	27.6%	21.5%	20.9%	
To a Small Extent	30.7%	25.9%	22.9%	29.3%	23.7%	19.6%	31.0%	29.0%	26.5%	
Not at All	26.7%	28.3%	31.3%	29.3%	31.4%	34.0%	24.1%	26.3%	29.5%	
Total(n)	75	664	755	41	299	312	29	335	407	
Mean	2.56	2.55	2.51	2.61	2.52	2.52	2.48	2.54	2.48	
Standard deviation	1.39	1.35	1.36	1.50	1.37	1.40	1.24	1.31	1.31	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.07	0.06	-	-0.05	0.00	
The extent to which others wear masks while out in public										
To a Very Large Extent	21.3%	23.5%	22.5%	24.4%	19.7%	23.4%	20.7%	26.4%	21.5%	
To a Large Extent	28.0%	23.5%	22.6%	22.0%	21.7%	19.2%	31.0%	24.3%	25.4%	
To Some Extent	26.7%	25.0%	24.7%	34.1%	27.4%	26.6%	17.2%	23.1%	23.5%	
To a Small Extent	6.7%	14.6%	14.3%	4.9%	15.7%	15.4%	10.3%	14.8%	14.5%	
Not at All	17.3%	13.5%	15.9%	14.6%	15.4%	15.4%	20.7%	11.3%	15.0%	
Total(n)	75	665	761	41	299	312	29	337	413	
Mean	3.29	3.29	3.21	3.37	3.15	3.20	3.21	3.40	3.24	
Standard deviation	1.35	1.33	1.36	1.32	1.33	1.37	1.45	1.32	1.34	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	0.17	0.12	-	-0.14	-0.02	
Coping with social isolation										
To a Very Large Extent	10.7%	15.1%	16.3%	9.8%	11.9%	15.6%	13.8%	16.8%	15.9%	
To a Large Extent	14.7%	20.7%	20.7%	17.1%	17.8%	19.0%	6.9%	22.7%	22.2%	
To Some Extent	25.3%	25.8%	24.3%	22.0%	27.4%	23.2%	34.5%	24.5%	25.6%	
To a Small Extent	30.7%	20.9%	19.7%	29.3%	23.1%	21.9%	34.5%	20.4%	19.1%	
Not at All	18.7%	17.6%	19.0%	22.0%	19.8%	20.3%	10.3%	15.6%	17.1%	
Total(n)	75	671	765	41	303	315	29	339	414	
Mean	2.68	2.95	2.96	2.63	2.79	2.88	2.79	3.05	3.01	
Standard deviation	1.24	1.31	1.35	1.28	1.28	1.35	1.18	1.32	1.32	

Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.13	-0.19	-	-0.20	-0.17	
Personal finances										
To a Very Large Extent	10.7%	12.2%	11.3%	12.2%	8.9%	9.9%	10.3%	14.5%	11.8%	
To a Large Extent	14.7%	15.5%	13.2%	9.8%	13.9%	12.7%	17.2%	15.6%	13.3%	
To Some Extent	16.0%	19.9%	21.4%	19.5%	18.5%	18.8%	10.3%	20.6%	23.2%	
To a Small Extent	24.0%	22.8%	21.0%	22.0%	26.2%	24.2%	27.6%	20.9%	19.8%	
Not at All	34.7%	29.6%	33.2%	36.6%	32.5%	34.4%	34.5%	28.3%	31.9%	
Total(n)	75	670	763	41	302	314	29	339	414	
Mean	2.43	2.58	2.48	2.39	2.41	2.39	2.41	2.67	2.53	
Standard deviation	1.38	1.37	1.36	1.39	1.31	1.33	1.40	1.40	1.37	
Significance	-			-			-			
Effect size	-	-0.11	-0.04	-	-0.02	0.00	-	-0.19	-0.09	
Childcare										
To a Very Large Extent	9.5%	15.5%	14.8%	2.5%	10.0%	11.9%	20.7%	20.8%	17.5%	
To a Large Extent	6.8%	8.0%	7.1%	10.0%	8.3%	7.4%	3.4%	7.8%	6.9%	
To Some Extent	6.8%	5.8%	6.8%	2.5%	4.7%	4.8%	10.3%	6.6%	8.1%	
To a Small Extent	6.8%	8.5%	7.6%	10.0%	10.7%	11.5%	3.4%	6.0%	4.7%	
Not at All	70.3%	62.3%	63.8%	75.0%	66.3%	64.4%	62.1%	58.7%	62.7%	
Total(n)	74	660	751	40	300	312	29	332	405	
Mean	1.78	2.06	2.01	1.55	1.85	1.91	2.17	2.26	2.12	
Standard deviation	1.37	1.55	1.52	1.11	1.39	1.43	1.67	1.67	1.60	
Significance	-			-			-			
Effect size	-	-0.18	-0.15	-	-0.22	-0.25	-	-0.05	0.03	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly Agree	41.3%	39.5%	41.9%	38.6%	32.7%	35.5%	46.7%	45.2%	46.3%	Civic Minded Values
Somewhat Agree	42.5%	45.4%	42.5%	36.4%	47.0%	43.7%	50.0%	44.9%	42.5%	
Somewhat Disagree	6.3%	10.1%	10.3%	6.8%	13.3%	13.5%	3.3%	7.1%	8.2%	
Strongly Disagree	10.0%	5.0%	5.2%	18.2%	7.0%	7.2%	0.0%	2.8%	3.0%	
Total(n)	80	696	783	44	315	318	30	352	428	
Mean	3.15	3.19	3.21	2.95	3.05	3.08	3.43	3.32	3.32	
Standard deviation	0.93	0.81	0.83	1.10	0.86	0.88	0.57	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.12	-0.15	-	0.15	0.15	
Prepare students for employment after college										
Strongly Agree	64.6%	67.1%	73.5%	54.3%	64.4%	69.6%	83.3%	69.9%	77.3%	
Somewhat Agree	30.5%	29.2%	24.5%	39.1%	32.5%	28.2%	13.3%	25.8%	21.0%	
Somewhat Disagree	4.9%	3.4%	1.8%	6.5%	2.8%	1.9%	3.3%	4.3%	1.6%	
Strongly Disagree	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
Total(n)	82	696	785	46	317	319	30	349	428	
Mean	3.60	3.63	3.71	3.48	3.61	3.67	3.80	3.66	3.76	
Standard deviation	0.58	0.57	0.51	0.62	0.56	0.53	0.48	0.56	0.47	
Significance	-			-		*	-			
Effect size	-	-0.05	-0.22	-	-0.23	-0.36	-	0.25	0.09	
Prepare students for graduate or advanced education										
Strongly Agree	67.1%	53.3%	58.7%	63.0%	51.7%	55.5%	76.7%	53.3%	59.9%	
Somewhat Agree	26.8%	40.5%	35.6%	28.3%	42.9%	38.2%	20.0%	39.6%	35.0%	
Somewhat Disagree	3.7%	5.5%	4.7%	4.3%	4.4%	4.4%	3.3%	6.6%	4.9%	
Strongly Disagree	2.4%	0.7%	1.0%	4.3%	1.0%	1.9%	0.0%	0.6%	0.2%	
Total(n)	82	696	786	46	315	319	30	351	429	
Mean	3.59	3.46	3.52	3.50	3.45	3.47	3.73	3.46	3.55	
Standard deviation	0.68	0.63	0.64	0.78	0.63	0.67	0.52	0.64	0.60	
Significance	-			-			-	*		
Effect size	-	0.21	0.11	-	0.08	0.04	-	0.42	0.30	
Develop students' moral character										
Strongly Agree	30.5%	27.4%	32.5%	21.7%	28.2%	30.1%	50.0%	26.9%	34.4%	Undergraduate Education Goal: Personal Development
Somewhat Agree	52.4%	53.4%	49.5%	54.3%	53.2%	52.0%	43.3%	54.0%	47.1%	
Somewhat Disagree	12.2%	15.1%	15.4%	15.2%	13.6%	15.0%	6.7%	16.3%	16.2%	
Strongly Disagree	4.9%	4.0%	2.6%	8.7%	5.1%	2.8%	0.0%	2.9%	2.3%	
Total(n)	82	696	784	46	316	319	30	350	427	
Mean	3.09	3.04	3.12	2.89	3.04	3.09	3.43	3.05	3.14	
Standard deviation	0.79	0.76	0.75	0.85	0.79	0.75	0.63	0.74	0.76	
Significance	-			-			-	**	*	
Effect size	-	0.07	-0.04	-	-0.19	-0.27	-	0.51	0.38	
Provide for students' emotional development										
Strongly Agree	26.8%	23.6%	28.1%	17.4%	19.3%	24.3%	46.7%	26.7%	30.1%	
Somewhat Agree	56.1%	50.9%	48.0%	56.5%	50.6%	46.4%	50.0%	52.6%	50.1%	

Somewhat Disagree	12.2%	20.2%	19.8%	17.4%	23.7%	23.0%	3.3%	17.0%	17.5%	Undergraduate Education Goal:
Strongly Disagree	4.9%	5.3%	4.2%	8.7%	6.3%	6.3%	0.0%	3.7%	2.3%	
Total(n)	82	698	784	46	316	317	30	352	429	Personal Development
Mean	3.05	2.93	3.00	2.83	2.83	2.89	3.43	3.02	3.08	
Standard deviation	0.77	0.80	0.80	0.82	0.81	0.85	0.57	0.77	0.75	
Significance	-			-			-	**	*	
Effect size	-	0.15	0.06	-	0.00	-0.07	-	0.53	0.47	
Help students develop personal values										
Strongly Agree	34.6%	29.4%	34.3%	31.1%	29.2%	32.7%	43.3%	29.3%	35.7%	Undergraduate Education Goal:
Somewhat Agree	50.6%	50.0%	46.6%	44.4%	48.4%	46.3%	53.3%	51.4%	46.0%	
Somewhat Disagree	8.6%	16.1%	15.7%	13.3%	16.7%	16.2%	3.3%	16.8%	16.1%	
Strongly Disagree	6.2%	4.5%	3.3%	11.1%	5.8%	4.8%	0.0%	2.6%	2.1%	
Total(n)	81	694	781	45	312	315	30	352	428	Personal Development
Mean	3.14	3.04	3.12	2.96	3.01	3.07	3.40	3.07	3.15	
Standard deviation	0.82	0.80	0.79	0.95	0.83	0.82	0.56	0.75	0.76	
Significance	-			-			-	*		
Effect size	-	0.13	0.03	-	-0.06	-0.13	-	0.44	0.33	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly Agree	44.4%	43.8%	46.1%	28.9%	31.4%	36.9%	73.3%	54.0%	52.6%	Civic Minded Values
Somewhat Agree	35.8%	42.5%	39.6%	37.8%	47.9%	42.3%	26.7%	38.6%	39.0%	
Somewhat Disagree	9.9%	10.0%	10.3%	15.6%	13.7%	14.2%	0.0%	6.5%	6.5%	
Strongly Disagree	9.9%	3.7%	4.0%	17.8%	7.0%	6.6%	0.0%	0.9%	1.9%	
Total(n)	81	697	783	45	315	317	30	352	428	
Mean	3.15	3.26	3.28	2.78	3.04	3.09	3.73	3.46	3.42	
Standard deviation	0.96	0.79	0.80	1.06	0.86	0.88	0.45	0.66	0.70	
Significance	-			-		*	-	*	*	
Effect size	-	-0.14	-0.16	-	-0.30	-0.35	-	0.41	0.44	
Promote students' ability to write effectively										
Strongly Agree	69.1%	66.7%	64.8%	71.1%	62.7%	61.3%	73.3%	70.7%	67.4%	
Somewhat Agree	25.9%	25.8%	28.5%	22.2%	30.1%	32.4%	23.3%	21.6%	25.8%	
Somewhat Disagree	4.9%	6.2%	5.6%	6.7%	6.3%	5.7%	3.3%	6.0%	5.6%	
Strongly Disagree	0.0%	1.3%	1.0%	0.0%	0.9%	0.6%	0.0%	1.7%	1.2%	
Total(n)	81	697	782	45	316	318	30	352	427	
Mean	3.64	3.58	3.57	3.64	3.54	3.54	3.70	3.61	3.59	
Standard deviation	0.58	0.67	0.65	0.61	0.66	0.63	0.53	0.68	0.65	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.15	0.16	-	0.13	0.17	
Encourage respect for different beliefs										
Strongly Agree	55.6%	65.0%	68.5%	42.2%	52.9%	57.4%	80.0%	74.9%	76.2%	Undergraduate Education Goal:
Somewhat Agree	34.6%	29.2%	26.8%	42.2%	38.5%	35.0%	20.0%	21.7%	21.4%	
Somewhat Disagree	4.9%	4.3%	3.1%	6.7%	6.1%	4.7%	0.0%	2.8%	1.6%	
Strongly Disagree	4.9%	1.4%	1.7%	8.9%	2.5%	2.8%	0.0%	0.6%	0.7%	
Total(n)	81	695	784	45	314	317	30	351	429	Personal Development
Mean	3.41	3.58	3.62	3.18	3.42	3.47	3.80	3.71	3.73	
Standard deviation	0.80	0.65	0.63	0.91	0.72	0.72	0.41	0.55	0.52	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.26	-0.33	-	-0.33	-0.40	-	0.16	0.13	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly Agree	6.3%	11.6%	17.4%	6.7%	14.2%	20.5%	6.9%	9.6%	16.0%	
Somewhat Agree	41.3%	49.1%	52.0%	33.3%	47.9%	48.4%	55.2%	51.2%	54.5%	
Somewhat Disagree	30.0%	27.3%	20.6%	26.7%	23.7%	19.6%	27.6%	28.8%	20.8%	
Strongly Disagree	22.5%	12.0%	10.0%	33.3%	14.2%	11.5%	10.3%	10.5%	8.6%	
Total(n)	80	689	777	45	317	322	29	344	418	
Mean	2.31	2.60	2.77	2.13	2.62	2.78	2.59	2.60	2.78	
Standard deviation	0.89	0.84	0.85	0.97	0.90	0.90	0.78	0.80	0.82	
Significance	-	**	***	-	***	***	-			
Effect size	-	-0.35	-0.54	-	-0.54	-0.72	-	-0.01	-0.23	
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly Agree	60.0%	72.7%	73.1%	51.1%	60.3%	60.2%	79.3%	84.3%	83.5%	Civic Minded Values
Somewhat Agree	31.3%	23.1%	22.3%	35.6%	32.5%	32.0%	20.7%	14.9%	14.6%	
Somewhat Disagree	7.5%	2.6%	3.2%	11.1%	4.4%	5.6%	0.0%	0.6%	1.2%	
Strongly Disagree	1.3%	1.6%	1.4%	2.2%	2.8%	2.2%	0.0%	0.3%	0.7%	
Total(n)	80	689	777	45	317	322	29	343	417	
Mean	3.50	3.67	3.67	3.36	3.50	3.50	3.79	3.83	3.81	
Standard deviation	0.69	0.61	0.61	0.77	0.71	0.70	0.41	0.41	0.47	

Significance	-	*	*	-			-		
Effect size	-	-0.28	-0.28	-	-0.20	-0.20	-	-0.10	-0.04
Colleges have a responsibility to work with their surrounding communities to address local issues									
Strongly Agree	42.5%	48.0%	54.8%	37.8%	40.1%	48.8%	51.7%	55.2%	59.5%
Somewhat Agree	50.0%	47.2%	40.9%	48.9%	53.8%	45.6%	48.3%	42.2%	37.6%
Somewhat Disagree	7.5%	3.3%	3.1%	13.3%	5.1%	5.0%	0.0%	1.2%	1.7%
Strongly Disagree	0.0%	1.5%	1.2%	0.0%	1.0%	0.6%	0.0%	1.5%	1.2%
Total(n)	80	687	772	45	314	320	29	344	415
Mean	3.35	3.42	3.49	3.24	3.33	3.43	3.52	3.51	3.55
Standard deviation	0.62	0.63	0.62	0.68	0.62	0.62	0.51	0.60	0.59
Significance	-			-			-		
Effect size	-	-0.11	-0.23	-	-0.15	-0.31	-	0.02	-0.05
Private funding sources often prevent researchers from being completely objective in the conduct of their work									
Strongly Agree	20.3%	16.4%	18.8%	24.4%	16.0%	18.0%	17.2%	16.7%	18.6%
Somewhat Agree	44.3%	44.7%	45.0%	42.2%	45.0%	43.4%	44.8%	43.5%	45.6%
Somewhat Disagree	30.4%	32.0%	27.3%	26.7%	32.6%	29.7%	34.5%	32.4%	26.4%
Strongly Disagree	5.1%	6.8%	8.8%	6.7%	6.4%	8.9%	3.4%	7.4%	9.3%
Total(n)	79	675	746	45	313	316	29	336	397
Mean	2.80	2.71	2.74	2.84	2.71	2.71	2.76	2.69	2.74
Standard deviation	0.82	0.82	0.86	0.88	0.81	0.86	0.79	0.83	0.87
Significance	-			-			-		
Effect size	-	0.11	0.07	-	0.16	0.15	-	0.08	0.02
I try to dispel perceptions of competition in my classroom									
Strongly Agree	42.5%	38.0%	34.4%	33.3%	26.5%	25.1%	55.2%	47.9%	41.5%
Somewhat Agree	41.3%	36.9%	42.5%	44.4%	40.3%	45.7%	37.9%	33.8%	40.2%
Somewhat Disagree	11.3%	20.4%	18.5%	15.6%	25.2%	21.6%	3.4%	16.5%	16.1%
Strongly Disagree	5.0%	4.7%	4.6%	6.7%	8.1%	7.6%	3.4%	1.8%	2.2%
Total(n)	80	677	758	45	310	315	29	340	410
Mean	3.21	3.08	3.07	3.04	2.85	2.88	3.45	3.28	3.21
Standard deviation	0.84	0.88	0.84	0.88	0.91	0.87	0.74	0.80	0.79
Significance	-			-			-		
Effect size	-	0.15	0.17	-	0.21	0.18	-	0.21	0.30
Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource									
Strongly Agree	12.7%	22.4%	19.7%	18.2%	24.9%	24.0%	6.9%	20.8%	15.9%
Somewhat Agree	32.9%	33.8%	34.9%	38.6%	32.3%	34.1%	27.6%	36.0%	36.4%
Somewhat Disagree	38.0%	31.9%	30.7%	22.7%	31.0%	27.4%	55.2%	31.3%	32.0%
Strongly Disagree	16.5%	11.9%	14.7%	20.5%	11.8%	14.5%	10.3%	12.0%	15.7%
Total(n)	79	683	768	44	313	317	29	342	415
Mean	2.42	2.67	2.60	2.55	2.70	2.68	2.31	2.65	2.53
Standard deviation	0.91	0.95	0.96	1.02	0.97	1.00	0.76	0.94	0.94
Significance	-	*		-			-		
Effect size	-	-0.26	-0.19	-	-0.15	-0.13	-	-0.36	-0.23
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly Agree	31.3%	36.9%	40.0%	22.2%	31.6%	36.6%	41.4%	40.4%	41.5%
Somewhat Agree	48.8%	44.0%	42.6%	44.4%	42.4%	39.7%	55.2%	46.2%	46.0%
Somewhat Disagree	13.8%	15.4%	13.6%	22.2%	20.3%	18.0%	3.4%	11.3%	10.6%
Strongly Disagree	6.3%	3.6%	3.8%	11.1%	5.7%	5.7%	0.0%	2.0%	1.9%
Total(n)	80	688	770	45	316	317	29	344	417
Mean	3.05	3.14	3.19	2.78	3.00	3.07	3.38	3.25	3.27
Standard deviation	0.84	0.81	0.81	0.93	0.87	0.88	0.56	0.73	0.72
Significance	-			-		*	-		
Effect size	-	-0.11	-0.17	-	-0.25	-0.33	-	0.18	0.15
I achieve a healthy balance between my personal life and my professional life									
Strongly Agree	19.0%	18.6%	23.3%	18.2%	22.3%	25.6%	24.1%	14.7%	20.7%
Somewhat Agree	49.4%	38.7%	38.4%	52.3%	44.6%	43.0%	48.3%	35.5%	37.3%
Somewhat Disagree	17.7%	27.8%	24.5%	15.9%	22.3%	21.8%	17.2%	32.6%	25.8%
Strongly Disagree	13.9%	14.9%	13.8%	13.6%	10.8%	9.5%	10.3%	17.3%	16.1%
Total(n)	79	684	768	44	314	316	29	341	415
Mean	2.73	2.61	2.71	2.75	2.78	2.85	2.86	2.48	2.63
Standard deviation	0.93	0.95	0.97	0.92	0.91	0.91	0.92	0.94	0.99
Significance	-			-			-	*	
Effect size	-	0.13	0.02	-	-0.03	-0.11	-	0.40	0.23
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly Agree	17.5%	24.6%	22.2%	22.2%	21.1%	17.4%	13.8%	28.4%	25.8%

Civic Minded
Values

Somewhat Agree	27.5%	27.3%	26.2%	17.8%	22.7%	23.3%	37.9%	31.3%	29.2%		
Somewhat Disagree	36.3%	32.1%	31.8%	40.0%	36.7%	36.0%	34.5%	27.8%	28.2%		
Strongly Disagree	18.8%	16.0%	19.8%	20.0%	19.5%	23.3%	13.8%	12.5%	16.9%		
Total(n)	80	686	767	45	313	317	29	345	415		
Mean	2.44	2.60	2.51	2.42	2.45	2.35	2.52	2.76	2.64		
Standard deviation	0.99	1.03	1.04	1.06	1.03	1.02	0.91	1.00	1.04		
Significance	-			-			-				
Effect size	-	-0.16	-0.07	-	-0.03	0.07	-	-0.24	-0.12		
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:											
This institution has effective hiring practices and policies that increase faculty diversity											
Strongly Agree	3.8%	12.5%	16.6%	4.4%	15.2%	19.3%	0.0%	9.5%	14.9%	Diversity Climate	
Somewhat Agree	41.8%	47.6%	45.3%	42.2%	51.1%	47.2%	39.3%	45.4%	45.3%		
Somewhat Disagree	34.2%	23.4%	23.7%	28.9%	19.4%	21.5%	42.9%	26.7%	25.0%		
Strongly Disagree	20.3%	16.5%	14.4%	24.4%	14.2%	12.0%	17.9%	18.4%	14.9%		
Total(n)	79	674	755	45	309	316	28	337	404		
Mean	2.29	2.56	2.64	2.27	2.67	2.74	2.21	2.46	2.60		
Standard deviation	0.83	0.91	0.92	0.89	0.90	0.91	0.74	0.90	0.91		
Significance	-	*	**	-	**	**	-		*		
Effect size	-	-0.30	-0.38	-	-0.44	-0.52	-	-0.28	-0.43		
Student Affairs staff have the support and respect of faculty											
Strongly Agree	13.0%	18.9%	20.8%	9.3%	18.2%	20.6%	14.3%	19.6%	21.1%		
Somewhat Agree	54.5%	51.0%	50.7%	46.5%	50.3%	50.8%	64.3%	50.9%	51.0%		
Somewhat Disagree	23.4%	22.0%	20.0%	30.2%	21.2%	19.6%	17.9%	23.2%	20.4%		
Strongly Disagree	9.1%	8.1%	8.4%	14.0%	10.3%	9.0%	3.6%	6.3%	7.5%		
Total(n)	77	663	749	43	302	311	28	332	402		
Mean	2.71	2.81	2.84	2.51	2.76	2.83	2.89	2.84	2.86		
Standard deviation	0.81	0.84	0.85	0.86	0.87	0.86	0.69	0.81	0.83		
Significance	-			-		*	-				
Effect size	-	-0.12	-0.15	-	-0.29	-0.37	-	0.06	0.04		
There is a lot of campus racial conflict here											
Strongly Agree	2.5%	7.4%	5.9%	0.0%	6.4%	3.2%	7.1%	8.4%	7.5%		
Somewhat Agree	11.4%	23.6%	18.0%	13.3%	15.7%	14.0%	7.1%	30.5%	20.9%		
Somewhat Disagree	55.7%	47.1%	44.3%	48.9%	50.8%	44.1%	64.3%	44.0%	44.5%		
Strongly Disagree	30.4%	21.9%	31.9%	37.8%	27.2%	38.7%	21.4%	17.1%	27.1%		
Total(n)	79	675	750	45	313	315	28	334	402		
Mean	1.86	2.16	1.98	1.76	2.01	1.82	2.00	2.30	2.09		
Standard deviation	0.71	0.85	0.86	0.68	0.83	0.79	0.77	0.85	0.88		
Significance	-	**		-			-				
Effect size	-	-0.35	-0.14	-	-0.30	-0.08	-	-0.35	-0.10		
My research is valued by faculty in my department											
Strongly Agree	35.9%	32.1%	28.6%	31.1%	30.5%	29.9%	40.7%	33.7%	27.7%	Respect	
Somewhat Agree	34.6%	42.2%	42.5%	37.8%	44.8%	47.0%	37.0%	40.7%	39.6%		
Somewhat Disagree	21.8%	16.6%	17.1%	20.0%	14.6%	14.5%	22.2%	17.8%	19.2%		
Strongly Disagree	7.7%	9.1%	11.8%	11.1%	10.1%	8.6%	0.0%	7.8%	13.5%		
Total(n)	78	669	702	45	308	304	27	332	364		
Mean	2.99	2.97	2.88	2.89	2.96	2.98	3.19	3.00	2.82		
Standard deviation	0.95	0.92	0.96	0.98	0.92	0.89	0.79	0.91	0.99		
Significance	-			-			-				
Effect size	-	0.02	0.11	-	-0.08	-0.10	-	0.21	0.37		
My teaching is valued by faculty in my department											
Strongly Agree	62.0%	54.7%	55.3%	62.2%	55.7%	58.0%	64.3%	54.8%	53.6%	Respect	
Somewhat Agree	22.8%	32.6%	33.1%	20.0%	33.8%	36.0%	28.6%	31.1%	31.1%		
Somewhat Disagree	8.9%	8.5%	7.6%	8.9%	5.4%	3.5%	7.1%	10.6%	10.4%		
Strongly Disagree	6.3%	4.2%	4.1%	8.9%	5.1%	2.5%	0.0%	3.5%	4.9%		
Total(n)	79	684	765	45	314	317	28	341	412		
Mean	3.41	3.38	3.40	3.36	3.40	3.50	3.57	3.37	3.33		
Standard deviation	0.90	0.81	0.80	0.98	0.81	0.69	0.63	0.81	0.85		
Significance	-			-			-				
Effect size	-	0.04	0.01	-	-0.05	-0.20	-	0.25	0.28		
My service is valued by faculty in my department											
Strongly Agree	60.3%	48.2%	49.3%	55.6%	48.1%	52.7%	70.4%	49.0%	47.3%	Respect	
Somewhat Agree	24.4%	33.9%	34.6%	24.4%	34.9%	34.9%	25.9%	32.0%	33.9%		
Somewhat Disagree	7.7%	11.1%	9.7%	8.9%	10.3%	7.6%	3.7%	12.0%	11.2%		
Strongly Disagree	7.7%	6.7%	6.4%	11.1%	6.7%	4.8%	0.0%	7.0%	7.6%		
Total(n)	78	682	761	45	312	315	27	341	410		
Mean	3.37	3.24	3.27	3.24	3.24	3.36	3.67	3.23	3.21		
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Standard deviation	0.93	0.90	0.88	1.03	0.89	0.82	0.55	0.92	0.92	
Significance	-			-			-	*	*	
Effect size	-	0.14	0.11	-	0.00	-0.15	-	0.48	0.50	
Faculty are sufficiently involved in campus decision-making										
Strongly Agree	6.3%	9.4%	9.6%	6.5%	11.5%	11.0%	3.6%	7.4%	8.4%	
Somewhat Agree	30.0%	34.0%	33.1%	28.3%	35.8%	38.8%	32.1%	32.2%	30.0%	
Somewhat Disagree	28.8%	31.0%	30.7%	28.3%	28.4%	25.6%	32.1%	34.2%	35.1%	
Strongly Disagree	35.0%	25.6%	26.5%	37.0%	24.3%	24.6%	32.1%	26.3%	26.5%	
Total(n)	80	680	758	46	313	317	28	339	407	
Mean	2.08	2.27	2.26	2.04	2.35	2.36	2.07	2.21	2.20	
Standard deviation	0.95	0.95	0.96	0.97	0.97	0.97	0.90	0.92	0.93	
Significance	-			-	*	*	-			
Effect size	-	-0.20	-0.19	-	-0.32	-0.33	-	-0.15	-0.14	
The faculty are typically at odds with campus administration										
Strongly Agree	37.5%	31.6%	27.5%	37.0%	30.0%	25.9%	39.3%	33.2%	28.6%	
Somewhat Agree	53.8%	39.7%	38.9%	54.3%	39.3%	38.8%	53.6%	39.4%	38.1%	
Somewhat Disagree	3.8%	23.5%	25.3%	2.2%	25.9%	26.5%	3.6%	21.8%	25.2%	
Strongly Disagree	5.0%	5.1%	8.3%	6.5%	4.8%	8.8%	3.6%	5.6%	8.1%	
Total(n)	80	680	759	46	313	317	28	340	409	
Mean	3.24	2.98	2.86	3.22	2.95	2.82	3.29	3.00	2.87	
Standard deviation	0.75	0.87	0.92	0.79	0.87	0.92	0.71	0.88	0.92	
Significance	-	*	***	-	*	**	-		*	
Effect size	-	0.30	0.41	-	0.31	0.43	-	0.33	0.46	
Faculty here respect each other										
Strongly Agree	17.9%	27.7%	30.6%	17.8%	26.5%	33.0%	21.4%	29.1%	29.3%	
Somewhat Agree	60.3%	53.6%	52.1%	53.3%	56.1%	53.7%	71.4%	51.2%	51.2%	
Somewhat Disagree	16.7%	13.9%	12.7%	20.0%	13.2%	10.2%	7.1%	13.8%	13.7%	
Strongly Disagree	5.1%	4.9%	4.6%	8.9%	4.2%	3.2%	0.0%	5.9%	5.9%	
Total(n)	78	676	758	45	310	315	28	340	410	
Mean	2.91	3.04	3.09	2.80	3.05	3.17	3.14	3.04	3.04	
Standard deviation	0.74	0.78	0.78	0.84	0.75	0.73	0.52	0.82	0.81	
Significance	-			-	*	**	-			
Effect size	-	-0.17	-0.23	-	-0.33	-0.51	-	0.12	0.12	
Administrators consider faculty concerns when making policy										
Strongly Agree	7.5%	6.8%	8.7%	6.5%	8.3%	9.8%	7.1%	5.0%	8.1%	
Somewhat Agree	21.3%	33.0%	33.8%	19.6%	35.9%	39.7%	25.0%	30.4%	30.5%	
Somewhat Disagree	35.0%	30.8%	31.0%	32.6%	28.5%	26.8%	39.3%	33.0%	34.2%	
Strongly Disagree	36.3%	29.5%	26.4%	41.3%	27.2%	23.7%	28.6%	31.6%	27.1%	
Total(n)	80	679	757	46	312	317	28	339	406	
Mean	2.00	2.17	2.25	1.91	2.25	2.36	2.11	2.09	2.20	
Standard deviation	0.94	0.93	0.94	0.94	0.95	0.95	0.92	0.90	0.93	
Significance	-		*	-	*	**	-			
Effect size	-	-0.18	-0.27	-	-0.36	-0.47	-	0.02	-0.10	
This institution takes responsibility for educating underprepared students										
Strongly Agree	5.1%	15.6%	19.2%	2.2%	15.5%	20.3%	10.7%	15.7%	18.5%	
Somewhat Agree	55.7%	44.3%	42.5%	53.3%	47.1%	46.2%	53.6%	40.1%	39.4%	
Somewhat Disagree	31.6%	27.1%	26.7%	33.3%	23.9%	23.7%	32.1%	31.5%	29.1%	
Strongly Disagree	7.6%	13.0%	11.6%	11.1%	13.5%	9.8%	3.6%	12.8%	13.1%	
Total(n)	79	675	757	45	310	316	28	337	406	
Mean	2.58	2.62	2.69	2.47	2.65	2.77	2.71	2.59	2.63	
Standard deviation	0.71	0.90	0.91	0.73	0.90	0.88	0.71	0.90	0.93	
Significance	-			-		*	-			
Effect size	-	-0.04	-0.12	-	-0.20	-0.34	-	0.13	0.09	
The criteria for advancement and promotion decisions are clear										
Strongly Agree	36.7%	31.7%	30.9%	33.3%	32.8%	34.8%	42.9%	30.9%	28.6%	
Somewhat Agree	50.6%	37.8%	37.5%	46.7%	41.1%	38.9%	53.6%	33.8%	35.9%	
Somewhat Disagree	6.3%	19.9%	21.3%	11.1%	17.5%	18.7%	0.0%	23.2%	23.5%	
Strongly Disagree	6.3%	10.6%	10.3%	8.9%	8.6%	7.6%	3.6%	12.1%	12.0%	
Total(n)	79	682	760	45	314	316	28	340	409	
Mean	3.18	2.91	2.89	3.04	2.98	3.01	3.36	2.84	2.81	
Standard deviation	0.81	0.96	0.96	0.90	0.92	0.92	0.68	1.00	0.98	
Significance	-	*	**	-			-	**	**	
Effect size	-	0.28	0.30	-	0.07	0.03	-	0.52	0.56	
Most of the students I teach lack the basic skills for college level work										
Strongly Agree	2.5%	13.2%	18.7%	4.4%	14.7%	17.4%	0.0%	11.4%	18.9%	
Somewhat Agree	21.5%	36.3%	38.9%	24.4%	36.7%	39.2%	17.9%	36.5%	39.2%	
Somewhat Disagree	46.8%	40.7%	34.3%	42.2%	39.9%	35.1%	50.0%	41.2%	33.4%	
Strongly Disagree	29.1%	9.8%	8.1%	28.9%	8.6%	8.2%	32.1%	10.8%	8.5%	

Total(n)	79	683	764	45	313	316	28	342	413	
Mean	1.97	2.53	2.68	2.04	2.58	2.66	1.86	2.49	2.69	
Standard deviation	0.78	0.84	0.87	0.85	0.84	0.86	0.71	0.83	0.87	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.67	-0.82	-	-0.64	-0.72	-	-0.76	-0.95	
There is adequate support for faculty development										
Strongly Agree	12.7%	13.7%	15.4%	6.7%	13.7%	16.0%	25.0%	14.2%	15.2%	
Somewhat Agree	50.6%	40.4%	41.2%	51.1%	43.8%	44.3%	42.9%	37.0%	39.9%	
Somewhat Disagree	20.3%	29.3%	27.4%	20.0%	25.2%	25.2%	25.0%	34.0%	29.6%	
Strongly Disagree	16.5%	16.6%	16.0%	22.2%	17.3%	14.5%	7.1%	14.8%	15.4%	
Total(n)	79	679	762	45	313	318	28	338	409	
Mean	2.59	2.51	2.56	2.42	2.54	2.62	2.86	2.51	2.55	
Standard deviation	0.91	0.93	0.94	0.92	0.93	0.92	0.89	0.91	0.93	
Significance	-			-			-			
Effect size	-	0.09	0.03	-	-0.13	-0.22	-	0.38	0.33	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly Agree	6.4%	11.3%	10.9%	6.8%	9.5%	8.4%	7.1%	12.6%	13.1%	
Somewhat Agree	44.9%	42.6%	42.9%	45.5%	40.2%	39.4%	50.0%	45.9%	46.6%	
Somewhat Disagree	39.7%	40.8%	39.3%	38.6%	44.1%	43.9%	35.7%	37.1%	35.0%	
Strongly Disagree	9.0%	5.3%	6.8%	9.1%	6.2%	8.4%	7.1%	4.4%	5.4%	
Total(n)	78	674	750	44	306	310	28	340	406	
Mean	2.49	2.60	2.58	2.50	2.53	2.48	2.57	2.67	2.67	
Standard deviation	0.75	0.76	0.77	0.76	0.75	0.77	0.74	0.75	0.77	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.04	0.03	-	-0.13	-0.13	
This institution takes mentoring into consideration in the promotion process										
Strongly Agree	10.4%	6.2%	6.9%	6.8%	6.5%	6.4%	14.8%	5.5%	7.6%	
Somewhat Agree	36.4%	31.6%	31.0%	38.6%	37.9%	37.4%	29.6%	25.2%	26.6%	
Somewhat Disagree	36.4%	40.4%	40.9%	36.4%	35.3%	39.3%	40.7%	45.6%	42.3%	
Strongly Disagree	16.9%	21.8%	21.2%	18.2%	20.3%	16.9%	14.8%	23.7%	23.5%	
Total(n)	77	661	741	44	306	313	27	329	395	
Mean	2.40	2.22	2.24	2.34	2.31	2.33	2.44	2.12	2.18	
Standard deviation	0.89	0.86	0.86	0.86	0.87	0.83	0.93	0.83	0.88	
Significance	-			-			-			
Effect size	-	0.21	0.19	-	0.03	0.01	-	0.39	0.30	
Faculty of color are treated fairly here										
Strongly Agree	24.0%	23.3%	31.9%	22.7%	29.6%	37.5%	25.9%	17.0%	27.4%	
Somewhat Agree	44.0%	45.6%	44.0%	43.2%	48.9%	46.8%	40.7%	43.3%	42.8%	
Somewhat Disagree	21.3%	21.0%	16.4%	20.5%	13.0%	10.3%	25.9%	28.2%	21.0%	
Strongly Disagree	10.7%	10.1%	7.7%	13.6%	8.5%	5.4%	7.4%	11.5%	8.7%	
Total(n)	75	662	731	44	307	312	27	330	390	
Mean	2.81	2.82	3.00	2.75	3.00	3.16	2.85	2.66	2.89	
Standard deviation	0.93	0.90	0.89	0.97	0.88	0.82	0.91	0.89	0.91	
Significance	-			-		**	-			
Effect size	-	-0.01	-0.21	-	-0.28	-0.50	-	0.21	-0.04	
Women faculty are treated fairly here										
Strongly Agree	34.2%	24.5%	34.0%	36.4%	33.8%	43.3%	32.1%	16.2%	27.0%	
Somewhat Agree	48.7%	42.9%	41.5%	47.7%	45.8%	43.6%	46.4%	40.6%	40.8%	
Somewhat Disagree	11.8%	20.8%	17.3%	11.4%	12.7%	9.2%	14.3%	27.6%	23.1%	
Strongly Disagree	5.3%	11.7%	7.2%	4.5%	7.8%	3.8%	7.1%	15.6%	9.1%	
Total(n)	76	673	751	44	308	314	28	340	407	
Mean	3.12	2.80	3.02	3.16	3.06	3.26	3.04	2.57	2.86	
Standard deviation	0.82	0.94	0.89	0.81	0.88	0.78	0.88	0.94	0.92	
Significance	-	**		-			-	*		
Effect size	-	0.34	0.11	-	0.11	-0.13	-	0.50	0.20	
LGBTQ+ faculty are treated fairly here										
Strongly Agree	29.3%	26.2%	34.1%	31.1%	31.6%	40.6%	26.9%	20.6%	28.9%	
Somewhat Agree	54.7%	49.5%	47.1%	51.1%	50.8%	46.3%	57.7%	49.5%	49.1%	
Somewhat Disagree	10.7%	18.4%	14.9%	11.1%	12.7%	9.6%	11.5%	22.8%	18.6%	
Strongly Disagree	5.3%	5.9%	3.8%	6.7%	4.9%	3.5%	3.8%	7.1%	3.4%	
Total(n)	75	657	730	45	307	313	26	325	387	
Mean	3.08	2.96	3.12	3.07	3.09	3.24	3.08	2.84	3.04	
Standard deviation	0.78	0.83	0.79	0.84	0.80	0.77	0.74	0.83	0.78	
Significance	-			-			-			
Effect size	-	0.14	-0.05	-	-0.03	-0.22	-	0.29	0.05	

Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										Institutional Priority: Commitment to Diversity
Highest Priority	23.4%	22.3%	27.8%	23.3%	25.2%	28.0%	21.4%	20.1%	28.2%	
High Priority	57.1%	43.2%	43.6%	58.1%	44.0%	49.8%	53.6%	42.9%	39.4%	
Medium Priority	18.2%	24.7%	21.1%	16.3%	22.8%	17.0%	25.0%	26.4%	24.2%	
Low Priority	1.3%	9.8%	7.4%	2.3%	8.1%	5.1%	0.0%	10.6%	8.1%	
Total(n)	77	655	740	43	298	311	28	329	393	
Mean	3.03	2.78	2.92	3.02	2.86	3.01	2.96	2.72	2.88	
Standard deviation	0.69	0.90	0.88	0.71	0.89	0.81	0.69	0.90	0.91	
Significance	-	*		-			-			
Effect size	-	0.28	0.13	-	0.18	0.01	-	0.27	0.09	
Develop a sense of community among students and faculty										
Highest Priority	19.5%	19.7%	23.3%	20.9%	24.4%	28.2%	17.9%	15.5%	20.1%	
High Priority	44.2%	38.5%	36.8%	32.6%	37.5%	36.2%	57.1%	39.3%	37.4%	
Medium Priority	20.8%	26.4%	24.3%	25.6%	23.7%	22.8%	17.9%	29.3%	26.0%	
Low Priority	15.6%	15.4%	15.5%	20.9%	14.4%	12.8%	7.1%	15.9%	16.5%	
Total(n)	77	655	741	43	299	312	28	328	393	
Mean	2.68	2.62	2.68	2.53	2.72	2.80	2.86	2.55	2.61	
Standard deviation	0.97	0.97	1.00	1.05	0.99	0.99	0.80	0.94	0.99	
Significance	-			-			-			
Effect size	-	0.06	0.00	-	-0.19	-0.27	-	0.33	0.25	
Facilitate student involvement in community service										Institutional Priority: Civic Engagement
Highest Priority	11.7%	6.5%	8.6%	11.6%	7.5%	10.1%	14.3%	6.1%	8.2%	
High Priority	24.7%	26.5%	26.5%	16.3%	27.8%	27.0%	32.1%	24.8%	26.3%	
Medium Priority	49.4%	48.3%	45.6%	55.8%	47.8%	45.3%	42.9%	48.6%	45.7%	
Low Priority	14.3%	18.8%	19.3%	16.3%	16.9%	17.6%	10.7%	20.5%	19.9%	
Total(n)	77	650	735	43	295	307	28	327	392	
Mean	2.34	2.21	2.24	2.23	2.26	2.30	2.50	2.17	2.23	
Standard deviation	0.87	0.82	0.86	0.87	0.83	0.87	0.88	0.82	0.86	
Significance	-			-			-	*		
Effect size	-	0.16	0.12	-	-0.04	-0.08	-	0.40	0.31	
Help students learn how to bring about change in society										
Highest Priority	11.7%	10.8%	11.6%	14.0%	11.8%	13.0%	10.7%	9.5%	10.3%	
High Priority	27.3%	27.0%	27.1%	23.3%	27.4%	29.3%	32.1%	27.1%	25.7%	
Medium Priority	44.2%	42.6%	37.9%	37.2%	42.9%	36.5%	53.6%	42.5%	38.8%	
Low Priority	16.9%	19.6%	23.4%	25.6%	17.9%	21.2%	3.6%	20.9%	25.2%	
Total(n)	77	648	731	43	296	307	28	325	389	
Mean	2.34	2.29	2.27	2.26	2.33	2.34	2.50	2.25	2.21	
Standard deviation	0.90	0.90	0.95	1.00	0.90	0.96	0.75	0.89	0.94	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	-0.08	-0.08	-	0.28	0.31	
Increase or maintain institutional prestige										Institutional Priority: Increase Prestige
Highest Priority	15.6%	17.4%	12.7%	18.6%	18.3%	15.6%	10.7%	16.2%	10.8%	
High Priority	40.3%	35.7%	31.9%	44.2%	35.6%	35.1%	28.6%	35.2%	29.3%	
Medium Priority	27.3%	32.2%	33.3%	16.3%	30.8%	29.5%	46.4%	33.9%	36.5%	
Low Priority	16.9%	14.8%	22.1%	20.9%	15.3%	19.8%	14.3%	14.7%	23.4%	
Total(n)	77	650	733	43	295	308	28	327	389	
Mean	2.55	2.56	2.35	2.60	2.57	2.46	2.36	2.53	2.28	
Standard deviation	0.95	0.94	0.96	1.03	0.96	0.98	0.87	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.01	0.21	-	0.03	0.14	-	-0.18	0.09	
Hire faculty "stars"										Institutional Priority: Increase Prestige
Highest Priority	3.9%	4.8%	4.1%	4.7%	4.8%	3.9%	3.6%	5.2%	4.4%	
High Priority	3.9%	13.3%	11.7%	2.3%	13.4%	12.7%	3.6%	12.2%	10.4%	
Medium Priority	20.8%	31.2%	28.4%	16.3%	28.8%	27.5%	28.6%	33.6%	30.3%	
Low Priority	71.4%	50.7%	55.8%	76.7%	53.1%	55.9%	64.3%	48.9%	54.9%	
Total(n)	77	647	728	43	292	306	28	327	386	
Mean	1.40	1.72	1.64	1.35	1.70	1.65	1.46	1.74	1.64	
Standard deviation	0.75	0.87	0.84	0.75	0.88	0.85	0.74	0.87	0.84	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.37	-0.29	-	-0.40	-0.35	-	-0.32	-0.21	
Recruit more traditionally underrepresented students										Institutional Priority: Commitment to
Highest Priority	7.8%	19.7%	20.0%	4.7%	18.0%	20.1%	14.3%	21.0%	19.9%	
High Priority	32.5%	41.5%	36.8%	30.2%	43.7%	35.0%	35.7%	40.2%	39.1%	
Medium Priority	42.9%	31.0%	31.1%	39.5%	28.5%	32.4%	42.9%	32.9%	30.7%	
Low Priority	16.9%	7.8%	12.1%	25.6%	9.8%	12.6%	7.1%	5.8%	10.2%	
Total(n)	77	651	736	43	295	309	28	328	391	
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Mean	2.31	2.73	2.65	2.14	2.70	2.62	2.57	2.77	2.69	Diversity
Standard deviation	0.85	0.87	0.93	0.86	0.88	0.94	0.84	0.85	0.91	
Significance	-	***	**	-	***	**	-			
Effect size	-	-0.48	-0.37	-	-0.64	-0.51	-	-0.24	-0.13	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest Priority	5.2%	5.0%	5.3%	4.7%	6.5%	6.5%	7.1%	3.1%	4.1%	Institutional Priority: Increase Prestige
High Priority	13.0%	12.1%	9.3%	16.3%	16.5%	12.4%	7.1%	8.0%	7.0%	
Medium Priority	23.4%	27.0%	18.9%	30.2%	28.9%	24.5%	14.3%	25.8%	15.8%	
Low Priority	58.4%	56.0%	66.4%	48.8%	48.1%	56.5%	71.4%	63.2%	73.1%	
Total(n)	77	645	729	43	291	306	28	326	387	
Mean	1.65	1.66	1.54	1.77	1.81	1.69	1.50	1.51	1.42	
Standard deviation	0.90	0.87	0.87	0.90	0.94	0.93	0.92	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.01	0.13	-	-0.04	0.09	-	-0.01	0.10	
Promote gender diversity in the faculty and administration										
Highest Priority	10.4%	17.0%	16.7%	9.3%	16.7%	16.9%	14.3%	17.8%	16.7%	Institutional Priority: Commitment to Diversity
High Priority	27.3%	31.1%	30.0%	27.9%	34.4%	29.6%	25.0%	28.0%	30.8%	
Medium Priority	41.6%	32.6%	32.7%	41.9%	32.7%	34.9%	42.9%	33.2%	31.8%	
Low Priority	20.8%	19.3%	20.5%	20.9%	16.3%	18.6%	17.9%	20.9%	20.8%	
Total(n)	77	647	730	43	294	307	28	325	390	
Mean	2.27	2.46	2.43	2.26	2.51	2.45	2.36	2.43	2.43	
Standard deviation	0.91	0.99	1.00	0.90	0.96	0.98	0.95	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.19	-0.16	-	-0.26	-0.19	-	-0.07	-0.07	
Promote racial and ethnic diversity in the faculty and administration										
Highest Priority	10.4%	22.2%	21.0%	9.3%	20.8%	19.0%	14.3%	24.1%	22.4%	Institutional Priority: Commitment to Diversity
High Priority	29.9%	32.6%	36.0%	25.6%	33.1%	35.0%	35.7%	32.1%	38.0%	
Medium Priority	36.4%	29.0%	28.4%	37.2%	30.0%	30.4%	35.7%	27.8%	26.7%	
Low Priority	23.4%	16.3%	14.7%	27.9%	16.0%	15.7%	14.3%	16.0%	12.9%	
Total(n)	77	645	730	43	293	306	28	324	389	
Mean	2.27	2.61	2.63	2.16	2.59	2.57	2.50	2.64	2.70	
Standard deviation	0.94	1.00	0.97	0.95	0.99	0.97	0.92	1.02	0.96	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.34	-0.37	-	-0.43	-0.42	-	-0.14	-0.21	
Provide resources for faculty to engage in community-based teaching or research										
Highest Priority	7.8%	9.3%	11.0%	4.7%	8.5%	9.4%	14.3%	10.5%	12.7%	Institutional Priority: Civic Engagement
High Priority	16.9%	27.9%	29.1%	18.6%	28.3%	31.3%	10.7%	27.5%	27.5%	
Medium Priority	36.4%	37.2%	32.8%	34.9%	38.6%	36.5%	42.9%	35.8%	31.1%	
Low Priority	39.0%	25.6%	27.2%	41.9%	24.6%	22.8%	32.1%	26.2%	28.8%	
Total(n)	77	645	729	43	293	307	28	324	386	
Mean	1.94	2.21	2.24	1.86	2.21	2.27	2.07	2.22	2.24	
Standard deviation	0.94	0.93	0.97	0.89	0.91	0.92	1.02	0.95	1.01	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.29	-0.31	-	-0.38	-0.45	-	-0.16	-0.17	
Create and sustain partnerships with surrounding communities										
Highest Priority	11.7%	11.5%	16.8%	11.6%	11.3%	15.7%	14.3%	12.1%	18.3%	Institutional Priority: Civic Engagement
High Priority	15.6%	33.0%	35.6%	9.3%	32.0%	36.7%	17.9%	34.1%	34.9%	
Medium Priority	48.1%	41.2%	33.8%	46.5%	39.9%	34.1%	57.1%	42.1%	33.3%	
Low Priority	24.7%	14.3%	13.9%	32.6%	16.8%	13.4%	10.7%	11.8%	13.4%	
Total(n)	77	643	728	43	291	305	28	323	387	
Mean	2.14	2.42	2.55	2.00	2.38	2.55	2.36	2.46	2.58	
Standard deviation	0.93	0.87	0.93	0.95	0.90	0.91	0.87	0.85	0.94	
Significance	-	**	***	-	*	***	-			
Effect size	-	-0.32	-0.44	-	-0.42	-0.60	-	-0.12	-0.23	
Pursue extramural funding										
Highest Priority	11.8%	13.7%	13.8%	11.9%	14.6%	13.5%	10.7%	12.2%	13.6%	
High Priority	19.7%	30.8%	28.8%	23.8%	31.6%	32.7%	14.3%	30.6%	27.2%	
Medium Priority	43.4%	36.5%	33.2%	40.5%	35.8%	34.7%	50.0%	37.8%	32.3%	
Low Priority	25.0%	19.0%	24.2%	23.8%	18.1%	19.1%	25.0%	19.4%	26.9%	
Total(n)	76	636	711	42	288	303	28	320	375	
Mean	2.18	2.39	2.32	2.24	2.43	2.41	2.11	2.36	2.27	
Standard deviation	0.95	0.95	0.99	0.96	0.95	0.95	0.92	0.93	1.01	
Significance	-			-			-			
Effect size	-	-0.22	-0.14	-	-0.20	-0.18	-	-0.27	-0.16	
Strengthen links with the for-profit, corporate sector										
Highest Priority	8.1%	11.4%	11.7%	9.3%	12.4%	12.9%	4.0%	10.3%	10.9%	
High Priority	23.0%	27.7%	27.7%	18.6%	28.2%	31.1%	32.0%	27.2%	25.4%	

Medium Priority	40.5%	36.0%	35.1%	41.9%	35.1%	32.7%	40.0%	37.2%	36.9%	
Low Priority	28.4%	24.9%	25.5%	30.2%	24.4%	23.3%	24.0%	25.3%	26.8%	
Total(n)	74	631	710	43	291	309	25	312	366	
Mean	2.11	2.26	2.26	2.07	2.29	2.34	2.16	2.22	2.20	
Standard deviation	0.92	0.96	0.97	0.94	0.97	0.98	0.85	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.23	-0.28	-	-0.06	-0.04	
Develop leadership ability among students										
Highest Priority	15.8%	15.0%	17.3%	18.6%	16.6%	18.7%	14.8%	13.6%	16.8%	
High Priority	44.7%	39.1%	39.4%	34.9%	39.0%	40.7%	55.6%	38.7%	38.5%	
Medium Priority	28.9%	36.1%	33.0%	27.9%	34.1%	30.5%	29.6%	38.1%	34.1%	
Low Priority	10.5%	9.8%	10.3%	18.6%	10.3%	10.2%	0.0%	9.6%	10.6%	
Total(n)	76	642	728	43	290	305	27	323	387	
Mean	2.66	2.59	2.64	2.53	2.62	2.68	2.85	2.56	2.61	
Standard deviation	0.87	0.86	0.89	1.01	0.88	0.89	0.66	0.84	0.89	
Significance	-			-			-			
Effect size	-	0.08	0.02	-	-0.10	-0.17	-	0.35	0.27	
Develop an appreciation for multiculturalism										
Highest Priority	11.8%	22.5%	24.2%	11.9%	19.0%	22.0%	14.3%	24.8%	26.1%	Institutional Priority: Commitment to Diversity
High Priority	42.1%	40.1%	40.8%	28.6%	41.2%	40.7%	57.1%	39.9%	41.9%	
Medium Priority	31.6%	28.9%	25.5%	38.1%	29.8%	26.2%	21.4%	27.9%	23.8%	
Low Priority	14.5%	8.5%	9.5%	21.4%	10.0%	11.1%	7.1%	7.4%	8.3%	
Total(n)	76	644	728	42	289	305	28	326	387	
Mean	2.51	2.77	2.80	2.31	2.69	2.73	2.79	2.82	2.86	
Standard deviation	0.89	0.90	0.91	0.95	0.89	0.93	0.79	0.89	0.90	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.29	-0.32	-	-0.43	-0.45	-	-0.03	-0.08	
Prepare students for the workplace										
Highest Priority	35.1%	34.8%	40.5%	32.6%	35.0%	38.2%	42.9%	35.4%	43.6%	
High Priority	46.8%	43.8%	42.6%	39.5%	41.4%	44.3%	50.0%	45.7%	40.8%	
Medium Priority	15.6%	17.5%	13.8%	23.3%	19.2%	15.2%	7.1%	15.2%	12.0%	
Low Priority	2.6%	4.0%	3.1%	4.7%	4.4%	2.3%	0.0%	3.7%	3.6%	
Total(n)	77	653	734	43	297	309	28	328	392	
Mean	3.14	3.09	3.20	3.00	3.07	3.18	3.36	3.13	3.24	
Standard deviation	0.77	0.82	0.79	0.87	0.85	0.77	0.62	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.06	-0.08	-	-0.08	-0.23	-	0.29	0.15	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a Very Large Extent	27.6%	30.9%	29.8%	31.0%	35.0%	35.5%	25.0%	27.6%	25.7%	
To a Large Extent	39.5%	32.9%	32.3%	35.7%	32.7%	30.3%	35.7%	31.6%	32.5%	
To Some Extent	25.0%	25.2%	24.2%	21.4%	21.9%	20.2%	35.7%	29.4%	28.5%	
To a Small Extent	6.6%	7.7%	9.1%	9.5%	8.4%	10.1%	3.6%	6.7%	8.1%	
Not at All	1.3%	3.4%	4.6%	2.4%	2.0%	3.9%	0.0%	4.6%	5.3%	
Total(n)	76	651	739	42	297	307	28	326	397	
Mean	3.86	3.80	3.74	3.83	3.90	3.83	3.82	3.71	3.65	
Standard deviation	0.95	1.07	1.12	1.06	1.04	1.14	0.86	1.08	1.11	
Significance	-			-			-			
Effect size	-	0.06	0.11	-	-0.07	0.00	-	0.10	0.15	
Experience close alignment between your work and your personal values										
To a Very Large Extent	35.5%	37.5%	40.6%	38.1%	39.4%	41.6%	35.7%	36.3%	40.4%	
To a Large Extent	39.5%	40.6%	38.9%	33.3%	42.1%	40.9%	42.9%	40.3%	38.3%	
To Some Extent	18.4%	18.3%	17.0%	19.0%	14.8%	13.6%	17.9%	20.3%	18.5%	
To a Small Extent	6.6%	2.6%	2.2%	9.5%	2.7%	2.9%	3.6%	2.5%	1.8%	
Not at All	0.0%	1.1%	1.4%	0.0%	1.0%	1.0%	0.0%	0.6%	1.0%	
Total(n)	76	651	737	42	297	308	28	325	394	
Mean	4.04	4.11	4.15	4.00	4.16	4.19	4.11	4.09	4.15	
Standard deviation	0.90	0.87	0.87	0.99	0.85	0.85	0.83	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.08	-0.13	-	-0.19	-0.22	-	0.02	-0.05	
Mentor faculty										
To a Very Large Extent	6.5%	10.4%	10.9%	7.0%	7.7%	8.4%	7.1%	12.5%	12.8%	
To a Large Extent	10.4%	13.9%	15.5%	7.0%	11.4%	14.9%	10.7%	15.5%	15.6%	
To Some Extent	40.3%	35.1%	31.5%	48.8%	41.5%	34.3%	32.1%	30.4%	29.9%	
To a Small Extent	24.7%	21.4%	22.0%	16.3%	24.4%	23.3%	39.3%	19.3%	21.2%	
Not at All	18.2%	19.3%	20.1%	20.9%	15.1%	19.1%	10.7%	22.3%	20.5%	

Total(n)	77	664	750	43	299	309	28	336	405	
Mean	2.62	2.75	2.75	2.63	2.72	2.70	2.64	2.76	2.79	
Standard deviation	1.10	1.22	1.25	1.11	1.09	1.18	1.06	1.30	1.29	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.08	-0.06	-	-0.09	-0.12	
Mentor undergraduate students										
To a Very Large Extent	46.1%	36.7%	35.7%	31.8%	35.3%	34.4%	65.4%	38.7%	37.1%	
To a Large Extent	32.9%	28.0%	26.4%	47.7%	30.7%	30.2%	11.5%	25.9%	23.5%	
To Some Extent	15.8%	24.8%	24.1%	15.9%	24.0%	22.5%	15.4%	24.7%	25.3%	
To a Small Extent	3.9%	6.7%	9.2%	2.3%	7.0%	9.0%	7.7%	6.1%	9.3%	
Not at All	1.3%	3.7%	4.7%	2.3%	3.0%	3.9%	0.0%	4.6%	4.8%	
Total(n)	76	656	743	44	300	311	26	328	396	
Mean	4.18	3.88	3.79	4.05	3.88	3.82	4.35	3.88	3.79	
Standard deviation	0.93	1.10	1.16	0.89	1.06	1.12	1.02	1.13	1.18	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.27	0.34	-	0.16	0.21	-	0.42	0.47	
Mentor graduate students										
To a Very Large Extent	12.8%	13.1%	8.0%	6.8%	11.5%	8.9%	25.0%	13.9%	7.4%	
To a Large Extent	5.1%	10.8%	6.0%	4.5%	11.8%	6.7%	7.1%	10.2%	5.4%	
To Some Extent	5.1%	11.6%	8.2%	2.3%	9.9%	8.0%	3.6%	12.7%	8.1%	
To a Small Extent	11.5%	14.3%	9.5%	15.9%	14.5%	9.6%	3.6%	14.5%	9.6%	
Not at All	65.4%	50.2%	68.3%	70.5%	52.3%	66.8%	60.7%	48.8%	69.5%	
Total(n)	78	664	754	44	304	313	28	332	406	
Mean	1.88	2.22	1.76	1.61	2.16	1.81	2.32	2.26	1.72	
Standard deviation	1.44	1.48	1.29	1.19	1.45	1.34	1.79	1.49	1.26	
Significance	-			-	*		-		*	
Effect size	-	-0.23	0.09	-	-0.38	-0.15	-	0.04	0.48	
Have been mentored by at least one professional in academia										
To a Very Large Extent	30.3%	37.7%	39.4%	21.4%	33.8%	36.2%	46.4%	42.5%	42.9%	
To a Large Extent	26.3%	25.0%	23.4%	21.4%	26.0%	24.4%	25.0%	23.5%	22.2%	
To Some Extent	28.9%	22.1%	19.8%	33.3%	25.7%	22.1%	25.0%	19.3%	18.2%	
To a Small Extent	11.8%	9.0%	10.6%	19.0%	10.8%	11.1%	3.6%	7.0%	10.4%	
Not at All	2.6%	6.1%	6.8%	4.8%	3.7%	6.2%	0.0%	7.6%	6.3%	
Total(n)	76	652	738	42	296	307	28	327	396	
Mean	3.70	3.79	3.78	3.36	3.75	3.73	4.14	3.86	3.85	
Standard deviation	1.11	1.21	1.26	1.16	1.14	1.23	0.93	1.25	1.26	
Significance	-			-	*		-			
Effect size	-	-0.07	-0.06	-	-0.34	-0.30	-	0.22	0.23	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a Very Large Extent	14.9%	15.5%	16.8%	14.3%	16.9%	15.3%	15.4%	13.7%	17.4%	
To a Large Extent	16.2%	15.5%	15.9%	21.4%	18.0%	19.5%	7.7%	14.0%	13.6%	
To Some Extent	20.3%	20.5%	20.4%	16.7%	19.3%	19.5%	23.1%	21.8%	21.0%	
To a Small Extent	18.9%	18.0%	16.3%	14.3%	19.7%	17.3%	23.1%	17.1%	16.1%	
Not at All	29.7%	30.5%	30.5%	33.3%	26.1%	28.3%	30.8%	33.3%	32.0%	
Total(n)	74	645	734	42	295	307	26	321	391	
Mean	2.68	2.67	2.72	2.69	2.80	2.76	2.54	2.58	2.68	
Standard deviation	1.43	1.44	1.46	1.49	1.44	1.44	1.42	1.42	1.48	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	-0.08	-0.05	-	-0.03	-0.09	
Accessed the National Research Mentoring Network (NRMN) resource										
To a Very Large Extent	0.0%	1.1%	1.0%	0.0%	1.0%	1.3%	0.0%	1.2%	0.8%	
To a Large Extent	1.3%	1.4%	1.2%	2.4%	2.0%	2.0%	0.0%	0.6%	0.5%	
To Some Extent	4.0%	3.1%	3.3%	2.4%	3.4%	4.6%	3.7%	2.5%	1.8%	
To a Small Extent	5.3%	6.7%	6.0%	4.8%	6.1%	4.9%	7.4%	7.5%	6.7%	
Not at All	89.3%	87.8%	88.5%	90.5%	87.5%	87.3%	88.9%	88.2%	90.2%	
Total(n)	75	645	729	42	295	306	27	321	387	
Mean	1.17	1.21	1.20	1.17	1.23	1.25	1.15	1.19	1.15	
Standard deviation	0.55	0.67	0.65	0.58	0.70	0.75	0.46	0.63	0.54	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.09	-0.11	-	-0.06	0.00	
How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?										
Excellent	27.9%	34.6%	35.2%	12.1%	32.0%	33.2%	45.8%	37.5%	36.8%	
Good	60.7%	49.6%	51.6%	75.8%	49.6%	52.0%	45.8%	48.8%	51.4%	
Fair	11.5%	14.4%	11.8%	12.1%	16.8%	14.3%	8.3%	12.5%	9.8%	
Poor	0.0%	1.3%	1.4%	0.0%	1.6%	0.4%	0.0%	1.2%	1.9%	
Total(n)	61	526	585	33	250	244	24	256	315	

Mean	3.16	3.17	3.21	3.00	3.12	3.18	3.38	3.23	3.23	
Standard deviation	0.61	0.72	0.69	0.50	0.73	0.68	0.65	0.71	0.70	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	-0.16	-0.26	-	0.21	0.21	
How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?										
Excellent	50.7%	51.2%	51.5%	39.5%	47.1%	47.2%	69.2%	55.5%	55.4%	
Good	44.0%	44.0%	44.1%	51.2%	46.7%	46.8%	30.8%	41.3%	41.4%	
Fair	5.3%	4.8%	4.4%	9.3%	6.2%	6.0%	0.0%	3.2%	3.2%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	75	629	703	43	291	299	26	310	372	
Mean	3.45	3.46	3.47	3.30	3.41	3.41	3.69	3.52	3.52	
Standard deviation	0.60	0.59	0.58	0.64	0.61	0.60	0.47	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	-0.18	-0.18	-	0.30	0.30	
How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?										
Excellent	55.6%	54.7%	53.8%	46.2%	48.6%	51.5%	81.8%	59.2%	54.0%	
Good	33.3%	38.0%	37.8%	38.5%	41.0%	40.8%	18.2%	36.1%	37.1%	
Fair	11.1%	7.0%	8.0%	15.4%	9.7%	7.8%	0.0%	4.7%	8.1%	
Poor	0.0%	0.3%	0.4%	0.0%	0.7%	0.0%	0.0%	0.0%	0.8%	
Total(n)	27	329	238	13	144	103	11	169	124	
Mean	3.44	3.47	3.45	3.31	3.38	3.44	3.82	3.54	3.44	
Standard deviation	0.70	0.64	0.66	0.75	0.69	0.64	0.40	0.59	0.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.10	-0.20	-	0.47	0.56	
How satisfied are you with the following aspects of your job?										Job Satisfaction: Compensation
Salary										
Very Satisfied	3.8%	3.9%	9.1%	2.3%	5.6%	7.4%	3.6%	2.1%	9.8%	
Satisfied	25.6%	23.0%	32.7%	22.7%	26.2%	34.3%	35.7%	20.6%	32.4%	
Marginally Satisfied	32.1%	34.1%	30.4%	27.3%	34.4%	29.8%	35.7%	34.0%	31.2%	
Not Satisfied	38.5%	38.9%	27.8%	47.7%	33.8%	28.5%	25.0%	43.3%	26.5%	
Total(n)	78	665	756	44	302	312	28	335	407	
Mean	1.95	1.92	2.23	1.80	2.04	2.21	2.18	1.81	2.26	
Standard deviation	0.90	0.88	0.96	0.88	0.91	0.94	0.86	0.83	0.96	
Significance	-		*	-		**	-	*		
Effect size	-	0.03	-0.29	-	-0.26	-0.44	-	0.45	-0.08	
Health benefits										Job Satisfaction: Compensation
Very Satisfied	12.8%	22.7%	37.0%	9.1%	22.1%	34.6%	14.3%	22.4%	38.7%	
Satisfied	46.2%	43.2%	43.8%	45.5%	46.5%	46.5%	50.0%	40.5%	42.4%	
Marginally Satisfied	30.8%	22.7%	14.9%	29.5%	19.7%	13.8%	32.1%	25.4%	15.6%	
Not Satisfied	10.3%	11.4%	4.3%	15.9%	11.7%	5.1%	3.6%	11.8%	3.2%	
Total(n)	78	657	751	44	299	312	28	331	403	
Mean	2.62	2.77	3.14	2.48	2.79	3.11	2.75	2.73	3.17	
Standard deviation	0.84	0.93	0.82	0.88	0.92	0.82	0.75	0.94	0.80	
Significance	-		***	-	*	***	-		**	
Effect size	-	-0.16	-0.63	-	-0.34	-0.77	-	0.02	-0.53	
Retirement benefits										Job Satisfaction: Compensation
Very Satisfied	15.4%	19.7%	23.6%	13.6%	19.7%	23.2%	14.3%	19.5%	23.8%	
Satisfied	43.6%	46.2%	50.9%	43.2%	47.8%	52.7%	46.4%	46.2%	50.4%	
Marginally Satisfied	24.4%	23.3%	19.8%	20.5%	21.1%	16.4%	28.6%	23.4%	21.8%	
Not Satisfied	16.7%	10.8%	5.8%	22.7%	11.4%	7.7%	10.7%	10.8%	4.0%	
Total(n)	78	660	747	44	299	311	28	333	399	
Mean	2.58	2.75	2.92	2.48	2.76	2.91	2.64	2.74	2.94	
Standard deviation	0.95	0.89	0.81	1.00	0.90	0.84	0.87	0.89	0.78	
Significance	-		***	-		**	-			
Effect size	-	-0.19	-0.42	-	-0.31	-0.51	-	-0.11	-0.38	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very Satisfied	6.5%	7.0%	7.4%	9.3%	9.0%	9.1%	3.6%	5.4%	6.8%	
Satisfied	40.3%	32.3%	35.6%	39.5%	36.1%	37.0%	42.9%	28.9%	35.7%	
Marginally Satisfied	31.2%	36.1%	35.2%	25.6%	35.8%	35.7%	32.1%	35.8%	32.9%	
Not Satisfied	22.1%	24.6%	21.8%	25.6%	19.1%	18.2%	21.4%	29.8%	24.6%	
Total(n)	77	659	742	43	299	308	28	332	398	
Mean	2.31	2.22	2.29	2.33	2.35	2.37	2.29	2.10	2.25	
Standard deviation	0.89	0.90	0.89	0.97	0.89	0.88	0.85	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.10	0.02	-	-0.02	-0.05	-	0.21	0.04	
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Teaching load										Job Satisfaction: Compensation
Very Satisfied	14.3%	6.6%	9.0%	18.6%	7.3%	9.0%	10.7%	6.3%	9.3%	
Satisfied	48.1%	33.0%	38.7%	46.5%	36.2%	40.2%	50.0%	29.9%	38.4%	
Marginally Satisfied	28.6%	27.7%	25.6%	20.9%	26.6%	24.8%	35.7%	28.7%	25.4%	
Not Satisfied	9.1%	32.7%	26.7%	14.0%	29.9%	26.0%	3.6%	35.2%	26.9%	
Total(n)	77	664	757	43	301	311	28	335	409	
Mean	2.68	2.14	2.30	2.70	2.21	2.32	2.68	2.07	2.30	
Standard deviation	0.83	0.95	0.96	0.94	0.96	0.96	0.72	0.95	0.97	
Significance	-	***	***	-	**	*	-	**	*	
Effect size	-	0.57	0.40	-	0.51	0.40	-	0.64	0.39	
Quality of students										
Very Satisfied	32.5%	13.1%	12.7%	37.2%	11.3%	10.9%	32.1%	14.8%	14.6%	
Satisfied	45.5%	41.2%	39.0%	37.2%	40.0%	38.3%	50.0%	41.8%	39.0%	
Marginally Satisfied	19.5%	32.2%	35.3%	20.9%	33.0%	36.0%	17.9%	31.8%	35.1%	
Not Satisfied	2.6%	13.5%	12.9%	4.7%	15.7%	14.8%	0.0%	11.6%	11.4%	
Total(n)	77	665	753	43	300	311	28	337	405	
Mean	3.08	2.54	2.52	3.07	2.47	2.45	3.14	2.60	2.57	
Standard deviation	0.79	0.88	0.87	0.88	0.89	0.87	0.71	0.88	0.88	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.61	0.64	-	0.67	0.71	-	0.61	0.65	
Autonomy and independence										Job Satisfaction: Workplace
Very Satisfied	42.7%	35.8%	35.6%	48.8%	37.0%	37.1%	42.9%	36.2%	36.0%	
Satisfied	42.7%	45.0%	44.7%	31.7%	45.5%	45.6%	50.0%	43.9%	43.3%	
Marginally Satisfied	6.7%	13.1%	14.4%	9.8%	11.4%	11.1%	0.0%	13.6%	16.3%	
Not Satisfied	8.0%	6.0%	5.3%	9.8%	6.1%	6.2%	7.1%	6.2%	4.4%	
Total(n)	75	662	750	41	297	307	28	337	406	
Mean	3.20	3.11	3.11	3.20	3.13	3.14	3.29	3.10	3.11	
Standard deviation	0.89	0.85	0.84	0.98	0.84	0.84	0.81	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.08	0.07	-	0.22	0.22	
Departmental leadership										Job Satisfaction: Workplace
Very Satisfied	41.6%	37.9%	39.8%	46.5%	40.3%	40.4%	39.3%	36.8%	39.6%	
Satisfied	32.5%	36.4%	35.6%	30.2%	37.7%	41.4%	32.1%	34.1%	31.5%	
Marginally Satisfied	13.0%	14.6%	13.0%	9.3%	12.0%	12.4%	17.9%	16.6%	13.7%	
Not Satisfied	13.0%	11.1%	11.6%	14.0%	10.0%	5.9%	10.7%	12.5%	15.2%	
Total(n)	77	665	753	43	300	307	28	337	409	
Mean	3.03	3.01	3.04	3.09	3.08	3.16	3.00	2.95	2.96	
Standard deviation	1.04	0.99	1.00	1.06	0.96	0.86	1.02	1.02	1.07	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.01	-0.08	-	0.05	0.04	
Departmental support for work/life balance										
Very Satisfied	36.8%	31.7%	33.2%	41.9%	34.1%	34.3%	33.3%	30.4%	31.8%	
Satisfied	39.5%	35.2%	37.4%	27.9%	36.5%	41.1%	51.9%	34.3%	36.0%	
Marginally Satisfied	15.8%	19.9%	18.6%	18.6%	17.7%	16.8%	11.1%	20.0%	19.5%	
Not Satisfied	7.9%	13.1%	10.8%	11.6%	11.7%	7.8%	3.7%	15.2%	12.8%	
Total(n)	76	662	752	43	299	309	27	335	406	
Mean	3.05	2.85	2.93	3.00	2.93	3.02	3.15	2.80	2.87	
Standard deviation	0.92	1.01	0.97	1.05	0.99	0.91	0.77	1.04	1.00	
Significance	-			-			-			
Effect size	-	0.20	0.12	-	0.07	-0.02	-	0.34	0.28	
Institutional support for work/life balance										
Very Satisfied	9.2%	10.5%	13.6%	9.5%	12.5%	15.0%	10.7%	9.2%	12.5%	
Satisfied	35.5%	26.2%	30.8%	35.7%	31.1%	38.2%	32.1%	21.7%	25.6%	
Marginally Satisfied	30.3%	33.0%	27.7%	26.2%	30.4%	25.2%	35.7%	35.7%	30.5%	
Not Satisfied	25.0%	30.3%	27.9%	28.6%	26.0%	21.6%	21.4%	33.3%	31.4%	
Total(n)	76	660	750	42	296	306	28	336	407	
Mean	2.29	2.17	2.30	2.26	2.30	2.47	2.32	2.07	2.19	
Standard deviation	0.95	0.98	1.02	0.99	0.99	0.99	0.94	0.96	1.02	
Significance	-			-			-			
Effect size	-	0.12	-0.01	-	-0.04	-0.21	-	0.26	0.13	
Prospects for career advancement										Job Satisfaction: Compensation
Very Satisfied	15.6%	7.6%	12.3%	14.0%	10.0%	12.3%	21.4%	5.8%	12.2%	
Satisfied	27.3%	30.4%	35.3%	30.2%	30.1%	38.0%	21.4%	30.8%	34.3%	
Marginally Satisfied	24.7%	31.5%	28.7%	23.3%	35.1%	30.8%	21.4%	28.4%	27.4%	
Not Satisfied	32.5%	30.5%	23.7%	32.6%	24.7%	18.8%	35.7%	35.1%	26.1%	
Total(n)	77	655	746	43	299	308	28	328	402	
Mean	2.26	2.15	2.36	2.26	2.25	2.44	2.29	2.07	2.33	
Standard deviation	1.08	0.94	0.98	1.07	0.94	0.93	1.18	0.94	0.99	

Significance	-			-			-				
Effect size	-	0.12	-0.10	-	0.01	-0.19	-	0.23	-0.04		
Relative equity of salary and job benefits											
Very Satisfied	7.7%	4.2%	11.0%	6.8%	5.0%	9.8%	7.1%	3.0%	11.2%	Job Satisfaction: Workplace	
Satisfied	21.8%	22.2%	29.1%	25.0%	28.4%	34.5%	17.9%	16.7%	25.9%		
Marginally Satisfied	25.6%	30.1%	28.2%	20.5%	30.1%	27.4%	32.1%	31.0%	29.6%		
Not Satisfied	44.9%	43.5%	31.8%	47.7%	36.5%	28.3%	42.9%	49.3%	33.3%		
Total(n)	78	662	746	44	299	307	28	335	402		
Mean	1.92	1.87	2.19	1.91	2.02	2.26	1.89	1.73	2.15		
Standard deviation	0.99	0.90	1.01	1.01	0.92	0.98	0.96	0.84	1.01		
Significance	-		*	-		*	-				
Effect size	-	0.06	-0.27	-	-0.12	-0.36	-	0.19	-0.26		
Flexibility in relation to family matters or emergencies											
Very Satisfied	34.2%	32.1%	38.6%	35.7%	33.6%	42.1%	32.1%	30.9%	36.1%	Job Satisfaction: Workplace	
Satisfied	43.4%	42.7%	39.7%	40.5%	45.0%	41.7%	46.4%	40.5%	38.4%		
Marginally Satisfied	11.8%	18.1%	15.6%	11.9%	15.4%	12.0%	14.3%	20.7%	18.3%		
Not Satisfied	10.5%	7.1%	6.0%	11.9%	6.0%	4.2%	7.1%	7.8%	7.2%		
Total(n)	76	658	748	42	298	309	28	333	404		
Mean	3.01	3.00	3.11	3.00	3.06	3.22	3.04	2.95	3.03		
Standard deviation	0.95	0.89	0.88	0.99	0.85	0.81	0.88	0.91	0.91		
Significance	-			-			-				
Effect size	-	0.01	-0.11	-	-0.07	-0.27	-	0.10	0.01		
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)											
Very Satisfied	18.9%	19.0%	24.0%	20.0%	20.3%	27.2%	17.9%	17.6%	20.8%	Job Satisfaction: Workplace	
Satisfied	43.2%	41.0%	40.5%	42.5%	46.2%	43.7%	39.3%	36.4%	39.5%		
Marginally Satisfied	23.0%	25.4%	22.9%	22.5%	22.4%	19.9%	25.0%	28.4%	24.6%		
Not Satisfied	14.9%	14.5%	12.6%	15.0%	11.0%	9.3%	17.9%	17.6%	15.2%		
Total(n)	74	641	733	40	290	302	28	324	395		
Mean	2.66	2.65	2.76	2.68	2.76	2.89	2.57	2.54	2.66		
Standard deviation	0.95	0.95	0.96	0.97	0.90	0.91	1.00	0.98	0.97		
Significance	-			-			-				
Effect size	-	0.01	-0.10	-	-0.09	-0.23	-	0.03	-0.09		
Overall job											
Very Satisfied	15.6%	13.6%	18.6%	16.3%	17.3%	20.1%	14.3%	10.5%	17.3%		
Satisfied	53.2%	48.9%	51.4%	46.5%	49.7%	54.2%	60.7%	48.8%	50.5%		
Marginally Satisfied	22.1%	29.7%	24.7%	25.6%	25.7%	21.1%	17.9%	32.8%	26.7%		
Not Satisfied	9.1%	7.7%	5.3%	11.6%	7.3%	4.5%	7.1%	7.8%	5.4%		
Total(n)	77	660	749	43	300	308	28	332	404		
Mean	2.75	2.68	2.83	2.67	2.77	2.90	2.82	2.62	2.80		
Standard deviation	0.83	0.80	0.79	0.89	0.82	0.77	0.77	0.78	0.79		
Significance	-			-			-				
Effect size	-	0.09	-0.10	-	-0.12	-0.30	-	0.26	0.03		
Please indicate the extent to which each of the following has been a source of stress for you during the past year:											
Managing household responsibilities *											
Extensive	22.1%	24.0%	25.1%	11.6%	16.2%	19.3%	39.3%	31.1%	29.6%		
Somewhat	45.5%	55.9%	53.4%	46.5%	57.7%	52.2%	42.9%	54.6%	55.1%		
Not at All	32.5%	20.1%	21.5%	41.9%	26.1%	28.6%	17.9%	14.3%	15.3%		
Total(n)	77	646	725	43	291	301	28	328	392		
Mean	1.90	2.04	2.04	1.70	1.90	1.91	2.21	2.17	2.14		
Standard deviation	0.74	0.66	0.68	0.67	0.64	0.69	0.74	0.65	0.66		
Significance	-			-			-				
Effect size	-	-0.21	-0.21	-	-0.31	-0.30	-	0.06	0.11		
Review/promotion process *											
Extensive	14.5%	19.6%	18.0%	21.6%	15.7%	15.8%	4.8%	23.5%	19.9%		
Somewhat	48.4%	44.9%	44.0%	45.9%	43.8%	41.3%	47.6%	46.2%	45.9%		
Not at All	37.1%	35.6%	38.0%	32.4%	40.6%	42.9%	47.6%	30.3%	34.1%		
Total(n)	62	537	571	37	249	247	21	264	296		
Mean	1.77	1.84	1.80	1.89	1.75	1.73	1.57	1.93	1.86		
Standard deviation	0.69	0.73	0.72	0.74	0.71	0.72	0.60	0.73	0.72		
Significance	-			-			-	*			
Effect size	-	-0.10	-0.04	-	0.20	0.22	-	-0.49	-0.40		
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *											
Extensive	4.4%	10.2%	8.9%	5.4%	4.6%	4.1%	3.8%	14.2%	11.4%		
Somewhat	22.1%	30.9%	28.6%	24.3%	24.1%	22.3%	15.4%	35.8%	33.5%		
Not at All	73.5%	58.9%	62.5%	70.3%	71.3%	73.6%	80.8%	50.0%	55.1%		
Total(n)	68	596	661	37	261	269	26	310	361		
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Mean	1.31	1.51	1.46	1.35	1.33	1.30	1.23	1.64	1.56	
Standard deviation	0.55	0.67	0.65	0.59	0.56	0.54	0.51	0.72	0.69	
Significance	-	*		-			-	**	*	
Effect size	-	-0.30	-0.23	-	0.04	0.09	-	-0.57	-0.48	
Committee work *										
Extensive	20.0%	22.1%	23.1%	17.1%	17.2%	18.0%	25.0%	27.4%	27.6%	Career-Related Stress
Somewhat	58.7%	50.7%	49.5%	63.4%	51.6%	48.8%	57.1%	49.4%	50.1%	
Not at All	21.3%	27.2%	27.4%	19.5%	31.2%	33.2%	17.9%	23.2%	22.3%	
Total(n)	75	625	709	41	285	295	28	314	381	
Mean	1.99	1.95	1.96	1.98	1.86	1.85	2.07	2.04	2.05	
Standard deviation	0.65	0.70	0.71	0.61	0.68	0.70	0.66	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.18	0.19	-	0.04	0.03	
Faculty meetings *										
Extensive	16.7%	18.2%	16.8%	15.9%	15.3%	12.8%	17.9%	21.8%	20.1%	
Somewhat	46.2%	44.2%	43.1%	43.2%	43.7%	40.8%	53.6%	44.2%	44.9%	
Not at All	37.2%	37.6%	40.1%	40.9%	41.0%	46.4%	28.6%	34.0%	35.0%	
Total(n)	78	643	721	44	295	304	28	321	383	
Mean	1.79	1.81	1.77	1.75	1.74	1.66	1.89	1.88	1.85	
Standard deviation	0.71	0.72	0.72	0.72	0.71	0.69	0.69	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	0.01	0.13	-	0.01	0.05	
Students *										
Extensive	9.2%	14.9%	14.7%	4.8%	10.5%	8.9%	10.7%	17.9%	18.6%	Career-Related Stress
Somewhat	59.2%	59.7%	59.1%	57.1%	60.2%	59.9%	67.9%	60.9%	59.5%	
Not at All	31.6%	25.5%	26.2%	38.1%	29.3%	31.3%	21.4%	21.2%	21.9%	
Total(n)	76	652	736	42	294	304	28	330	398	
Mean	1.78	1.89	1.88	1.67	1.81	1.78	1.89	1.97	1.97	
Standard deviation	0.60	0.63	0.63	0.57	0.60	0.59	0.57	0.63	0.64	
Significance	-			-			-			
Effect size	-	-0.17	-0.16	-	-0.23	-0.19	-	-0.13	-0.13	
Research or publishing demands *										
Extensive	14.3%	15.7%	13.7%	15.0%	13.1%	11.3%	16.7%	18.9%	16.9%	Career-Related Stress
Somewhat	44.3%	46.9%	40.0%	42.5%	47.0%	39.5%	45.8%	46.6%	41.6%	
Not at All	41.4%	37.4%	46.3%	42.5%	39.9%	49.2%	37.5%	34.5%	41.6%	
Total(n)	70	572	503	40	268	238	24	281	243	
Mean	1.73	1.78	1.67	1.73	1.73	1.62	1.79	1.84	1.75	
Standard deviation	0.70	0.70	0.70	0.72	0.68	0.68	0.72	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.07	0.09	-	0.00	0.16	-	-0.07	0.06	
Institutional procedures and "red tape" *										
Extensive	35.5%	35.7%	38.7%	34.9%	35.1%	37.3%	33.3%	35.1%	39.0%	Career-Related Stress
Somewhat	53.9%	45.9%	43.9%	53.5%	46.7%	43.7%	55.6%	46.0%	44.5%	
Not at All	10.5%	18.4%	17.4%	11.6%	18.2%	19.0%	11.1%	18.9%	16.5%	
Total(n)	76	641	718	43	291	300	27	322	382	
Mean	2.25	2.17	2.21	2.23	2.17	2.18	2.22	2.16	2.23	
Standard deviation	0.64	0.72	0.72	0.65	0.71	0.73	0.64	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.08	0.07	-	0.08	-0.01	
Teaching load *										
Extensive	14.3%	36.1%	29.8%	16.3%	30.7%	27.5%	10.7%	40.7%	31.6%	Career-Related Stress
Somewhat	54.5%	40.2%	43.1%	48.8%	41.6%	42.3%	71.4%	40.7%	44.0%	
Not at All	31.2%	23.7%	27.2%	34.9%	27.7%	30.2%	17.9%	18.7%	24.4%	
Total(n)	77	651	729	43	296	305	28	327	389	
Mean	1.83	2.12	2.03	1.81	2.03	1.97	1.93	2.22	2.07	
Standard deviation	0.66	0.76	0.75	0.70	0.77	0.76	0.54	0.74	0.75	
Significance	-	**	*	-			-	*		
Effect size	-	-0.38	-0.27	-	-0.29	-0.21	-	-0.39	-0.19	
Lack of personal time *										
Extensive	29.5%	35.3%	31.0%	27.3%	24.0%	21.2%	35.7%	45.4%	38.4%	Career-Related Stress
Somewhat	39.7%	41.7%	42.3%	36.4%	44.6%	44.7%	46.4%	39.9%	41.7%	
Not at All	30.8%	23.0%	26.7%	36.4%	31.4%	34.1%	17.9%	14.6%	19.9%	
Total(n)	78	652	726	44	296	302	28	328	391	
Mean	1.99	2.12	2.04	1.91	1.93	1.87	2.18	2.31	2.18	
Standard deviation	0.78	0.75	0.76	0.80	0.74	0.73	0.72	0.71	0.74	
Significance	-			-			-			
Effect size	-	-0.17	-0.07	-	-0.03	0.05	-	-0.18	0.00	
Job security *										
Extensive	14.1%	15.7%	13.7%	12.2%	12.2%	10.9%	12.5%	18.6%	15.2%	

Somewhat	31.0%	31.6%	34.3%	31.7%	32.6%	33.8%	33.3%	31.3%	34.7%		
Not at All	54.9%	52.7%	52.1%	56.1%	55.2%	55.3%	54.2%	50.2%	50.1%		
Total(n)	71	611	680	41	279	284	24	307	363		
Mean	1.59	1.63	1.62	1.56	1.57	1.56	1.58	1.68	1.65		
Standard deviation	0.73	0.74	0.71	0.71	0.70	0.68	0.72	0.77	0.73		
Significance	-			-			-				
Effect size	-	-0.05	-0.04	-	-0.01	0.00	-	-0.13	-0.10		
Self-imposed high expectations *											
Extensive	34.2%	35.1%	35.6%	28.6%	30.3%	31.8%	46.4%	40.0%	39.2%	Career-Related Stress	
Somewhat	50.0%	49.6%	49.0%	50.0%	51.7%	48.7%	46.4%	47.7%	49.2%		
Not at All	15.8%	15.2%	15.4%	21.4%	17.9%	19.5%	7.1%	12.3%	11.5%		
Total(n)	76	643	725	42	290	302	28	325	390		
Mean	2.18	2.20	2.20	2.07	2.12	2.12	2.39	2.28	2.28		
Standard deviation	0.69	0.68	0.69	0.71	0.68	0.71	0.63	0.67	0.66		
Significance	-			-			-				
Effect size	-	-0.03	-0.03	-	-0.07	-0.07	-	0.16	0.17		
Increased work responsibilities *											
Extensive	34.6%	39.4%	38.0%	31.8%	33.2%	33.0%	42.9%	45.9%	42.2%		
Somewhat	43.6%	42.2%	43.1%	40.9%	44.2%	45.2%	50.0%	40.4%	42.2%		
Not at All	21.8%	18.3%	18.9%	27.3%	22.6%	21.8%	7.1%	13.7%	15.6%		
Total(n)	78	649	729	44	292	303	28	329	391		
Mean	2.13	2.21	2.19	2.05	2.11	2.11	2.36	2.32	2.27		
Standard deviation	0.74	0.73	0.73	0.78	0.74	0.73	0.62	0.70	0.71		
Significance	-			-			-				
Effect size	-	-0.11	-0.08	-	-0.08	-0.08	-	0.06	0.13		
Institutional budget cuts *											
Extensive	23.7%	43.9%	51.2%	22.7%	37.5%	44.5%	25.9%	49.7%	56.0%		
Somewhat	48.7%	40.5%	37.8%	52.3%	42.9%	41.9%	44.4%	38.7%	35.4%		
Not at All	27.6%	15.6%	11.0%	25.0%	19.6%	13.6%	29.6%	11.7%	8.7%		
Total(n)	76	649	736	44	296	308	27	326	393		
Mean	1.96	2.28	2.40	1.98	2.18	2.31	1.96	2.38	2.47		
Standard deviation	0.72	0.72	0.68	0.70	0.74	0.70	0.76	0.69	0.65		
Significance	-	***	***	-		**	-	**	***		
Effect size	-	-0.44	-0.65	-	-0.27	-0.47	-	-0.61	-0.78		
Have you been sexually harassed at this institution?											
Yes	7.8%	7.1%	6.8%	9.3%	4.0%	3.9%	3.6%	9.2%	8.6%		
No	92.2%	92.9%	93.2%	90.7%	96.0%	96.1%	96.4%	90.8%	91.4%		
Total(n)	77	666	754	43	301	310	28	337	408		
In the past year, have you:											
Considered leaving academe for another job?											
Yes	58.4%	49.7%	46.0%	53.5%	43.7%	38.9%	64.3%	54.6%	50.4%		
No	41.6%	50.3%	54.0%	46.5%	56.3%	61.1%	35.7%	45.4%	49.6%		
Total(n)	77	668	756	43	300	311	28	339	409		
Considered leaving this institution for another?											
Yes	58.4%	55.2%	49.0%	62.8%	51.3%	45.8%	46.4%	56.5%	49.6%		
No	41.6%	44.8%	51.0%	37.2%	48.7%	54.2%	53.6%	43.5%	50.4%		
Total(n)	77	665	753	43	298	310	28	338	407		
Engaged in public service/professional consulting without pay?											
Yes	43.4%	49.1%	44.5%	40.5%	44.8%	44.3%	50.0%	51.2%	42.8%	Civic Minded Practice	
No	56.6%	50.9%	55.5%	59.5%	55.2%	55.7%	50.0%	48.8%	57.2%		
Total(n)	76	666	752	42	299	309	28	338	407		
Received at least one firm job offer elsewhere?											
Yes	11.8%	15.8%	16.0%	14.3%	14.4%	17.8%	10.7%	16.5%	14.4%		
No	88.2%	84.2%	84.0%	85.7%	85.6%	82.2%	89.3%	83.5%	85.6%		
Total(n)	76	666	749	42	298	309	28	339	404		
For each of the following items, please mark either Yes or No.											
Are you a member of a faculty union?											
Yes	5.2%	39.9%	60.2%	4.7%	39.2%	53.9%	7.1%	41.5%	64.7%		
No	94.8%	60.1%	39.8%	95.3%	60.8%	46.1%	92.9%	58.5%	35.3%		
Total(n)	77	662	742	43	296	304	28	337	402		
Do you plan to retire within the next three years?											
Yes	22.1%	14.0%	15.2%	25.6%	17.0%	17.9%	17.9%	11.7%	13.5%		
No	77.9%	86.0%	84.8%	74.4%	83.0%	82.1%	82.1%	88.3%	86.5%		
Total(n)	77	657	738	43	294	302	28	334	400		
Have you ever interrupted your professional career for more than one year for family reasons?											
Yes	6.5%	9.1%	10.4%	0.0%	2.7%	3.6%	14.3%	15.2%	15.8%		
No	93.5%	90.9%	89.6%	100.0%	97.3%	96.4%	85.7%	84.8%	84.3%		

Total(n)	77	659	740	43	294	304	28	336	400	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	33.8%	28.1%	35.7%	32.6%	27.7%	35.2%	35.7%	27.7%	35.3%	
No	66.2%	71.9%	64.3%	67.4%	72.3%	64.8%	64.3%	72.3%	64.7%	
Total(n)	77	661	739	43	296	304	28	336	399	
Citizenship status:										
U.S. citizen	91.0%	91.6%	93.9%	88.6%	89.7%	91.6%	92.9%	93.2%	95.1%	
Permanent resident (green card)	6.4%	6.7%	4.6%	9.1%	8.3%	6.4%	3.6%	5.3%	3.7%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.6%	1.6%	1.3%	2.3%	2.0%	1.9%	3.6%	1.5%	1.0%	
None of the above	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Total(n)	78	668	754	44	302	311	28	337	408	
How would you characterize your political views?										
Far right	0.0%	0.2%	0.1%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
Conservative	10.5%	6.3%	8.5%	4.7%	6.8%	8.6%	18.5%	6.1%	8.8%	
Middle-of-the-road	36.8%	28.5%	33.8%	48.8%	35.1%	37.5%	18.5%	22.7%	30.7%	
Liberal	31.6%	49.8%	46.1%	32.6%	45.9%	43.8%	37.0%	55.2%	49.6%	
Far left	21.1%	15.2%	11.5%	14.0%	11.8%	9.9%	25.9%	16.0%	10.9%	
Total(n)	76	650	720	43	296	304	27	326	387	
If given the choice, would you:										
Still come to this institution?										
Definitely yes	30.8%	31.2%	37.3%	31.8%	32.0%	40.4%	28.6%	30.9%	36.0%	
Probably yes	39.7%	37.4%	34.4%	29.5%	38.0%	32.4%	50.0%	37.5%	35.3%	
Not sure	11.5%	17.8%	16.3%	9.1%	14.5%	15.1%	17.9%	19.5%	16.9%	
Probably no	14.1%	8.6%	8.8%	22.7%	9.9%	9.3%	3.6%	7.8%	8.6%	
Definitely no	3.8%	5.0%	3.3%	6.8%	5.6%	2.9%	0.0%	4.2%	3.2%	
Total(n)	78	663	754	44	303	312	28	333	408	
Mean	3.79	3.81	3.94	3.57	3.81	3.98	4.04	3.83	3.92	
Standard deviation	1.14	1.12	1.09	1.34	1.16	1.09	0.79	1.08	1.08	
Significance	-			-		*	-			
Effect size	-	-0.02	-0.14	-	-0.21	-0.38	-	0.19	0.11	
Still be a college professor?										
Definitely yes	43.6%	53.4%	58.1%	47.7%	59.4%	62.1%	39.3%	49.0%	55.7%	
Probably yes	32.1%	29.6%	27.1%	27.3%	26.4%	24.8%	39.3%	32.0%	29.0%	
Not sure	15.4%	12.3%	10.3%	13.6%	9.9%	8.7%	14.3%	13.4%	10.9%	
Probably no	5.1%	3.4%	3.2%	9.1%	3.6%	3.9%	0.0%	3.6%	2.7%	
Definitely no	3.8%	1.3%	1.3%	2.3%	0.7%	0.6%	7.1%	2.1%	1.7%	
Total(n)	78	669	757	44	303	311	28	337	411	
Mean	4.06	4.30	4.38	4.09	4.40	4.44	4.04	4.22	4.34	
Standard deviation	1.07	0.91	0.89	1.10	0.86	0.85	1.10	0.95	0.90	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.26	-0.36	-	-0.36	-0.41	-	-0.19	-0.33	
Please select your base institutional salary.										
Less than \$10,000	0.0%	0.6%	0.5%	0.0%	0.3%	0.6%	0.0%	0.9%	0.5%	
\$10,000-19,999	1.3%	0.4%	0.7%	2.3%	0.7%	0.6%	0.0%	0.3%	0.7%	
\$20,000-29,999	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
\$30,000-39,999	1.3%	0.4%	0.1%	2.3%	0.7%	0.3%	0.0%	0.3%	0.0%	
\$40,000-49,999	6.5%	3.1%	2.4%	4.7%	2.3%	1.9%	10.7%	3.6%	2.5%	
\$50,000-59,999	16.9%	8.7%	7.4%	11.6%	8.3%	7.4%	14.3%	7.7%	6.2%	
\$60,000-69,999	35.1%	20.1%	19.7%	34.9%	18.3%	20.7%	39.3%	22.8%	19.7%	
\$70,000-79,999	28.6%	24.6%	22.5%	30.2%	24.6%	22.0%	28.6%	25.1%	23.1%	
\$80,000-89,999	6.5%	13.0%	13.7%	9.3%	11.6%	10.4%	3.6%	14.8%	15.9%	
\$90,000-99,999	1.3%	9.0%	12.5%	2.3%	8.6%	11.7%	0.0%	8.6%	12.9%	
\$100,000-124,999	0.0%	11.1%	14.1%	0.0%	12.6%	15.2%	0.0%	9.8%	13.7%	
\$125,000-149,999	2.6%	6.1%	5.2%	2.3%	8.6%	7.8%	3.6%	4.1%	3.7%	
\$150,000-199,999	0.0%	2.4%	1.1%	0.0%	3.0%	1.3%	0.0%	1.8%	1.0%	
\$200,000-249,999	0.0%	0.1%	0.0%	0.0%	0.3%	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)	77	667	743	43	301	309	28	338	402	
Your base institutional salary reported above is based on:										
Less than 9 months	2.6%	4.5%	4.4%	4.8%	6.4%	5.8%	0.0%	3.3%	3.7%	
9/10 months	88.2%	77.9%	78.4%	90.5%	78.6%	75.6%	85.7%	77.4%	79.6%	
11/12 months	9.2%	17.6%	17.1%	4.8%	15.1%	18.5%	14.3%	19.3%	16.7%	
Total(n)	76	665	742	42	299	308	28	337	401	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.9%	1.3%	0.0%	0.7%	1.9%	0.0%	0.9%	1.0%	
Master's (M.A., M.S.)	7.7%	11.8%	27.9%	6.8%	11.0%	21.2%	10.7%	13.1%	32.8%	
Terminal Master's (M.F.A., M.B.A.)	6.4%	9.3%	7.6%	4.5%	8.0%	6.8%	7.1%	9.5%	7.9%	

J.D.	0.0%	0.6%	0.9%	0.0%	1.0%	1.0%	0.0%	0.3%	1.0%	
M.D., D.D.S., D.V.M., etc. (medical)	1.3%	0.1%	0.5%	2.3%	0.3%	0.6%	0.0%	0.0%	0.5%	
Ph.D.	76.9%	70.6%	54.6%	81.8%	72.8%	61.4%	67.9%	68.8%	49.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	6.4%	5.5%	5.7%	4.5%	4.7%	5.1%	10.7%	6.8%	6.2%	
Other	1.3%	1.0%	1.3%	0.0%	1.7%	1.9%	3.6%	0.6%	1.0%	
Total(n)	78	667	749	44	301	311	28	337	403	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	1.3%	0.5%	1.4%	2.3%	0.7%	1.6%	0.0%	0.3%	1.3%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.5%	0.0%	0.0%	0.3%	0.0%	0.3%	0.8%	
J.D.	0.0%	0.2%	0.0%	0.0%	0.3%	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.	4.0%	1.8%	2.0%	4.5%	2.3%	2.6%	4.0%	1.5%	1.3%	
Professional Doctorate (Ed.D., Psy.D., etc.)	1.3%	0.6%	1.8%	2.3%	0.3%	1.6%	0.0%	0.9%	2.0%	
Other	0.0%	0.3%	1.4%	0.0%	0.0%	0.7%	0.0%	0.6%	1.8%	
None	93.3%	96.5%	92.6%	90.9%	96.4%	92.5%	96.0%	96.3%	92.9%	
Total(n)	75	657	733	44	302	306	25	327	392	
Are you currently serving in an administrative position as:										
Department chair	12.2%	12.4%	11.7%	9.3%	12.2%	10.9%	20.0%	13.0%	12.3%	
Dean (including Associate or Assistant)	0.0%	0.6%	0.4%	0.0%	0.0%	0.3%	0.0%	1.2%	0.5%	
Vice-President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	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	6.7%	14.2%	18.4%	7.0%	15.6%	19.9%	7.7%	12.7%	17.3%	
Not applicable	80.0%	73.0%	68.8%	81.4%	71.9%	67.6%	73.1%	73.8%	69.7%	
Total(n)	75	649	735	43	295	312	26	325	393	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
Native American/Alaska Native	0.0%	0.6%	1.0%	0.0%	1.4%	1.7%	0.0%	0.0%	0.5%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.7%	5.4%	4.7%	2.4%	5.1%	4.7%	3.7%	5.8%	4.9%	
Filipino/o/x	1.4%	0.5%	0.7%	2.4%	1.0%	1.0%	0.0%	0.0%	0.5%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.5%	0.3%	0.0%	0.3%	0.3%	0.0%	0.6%	0.3%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	6.8%	3.9%	3.4%	4.9%	4.4%	4.3%	11.1%	3.0%	2.8%	
Other Asian	2.7%	0.9%	1.0%	4.9%	1.0%	1.3%	0.0%	0.9%	0.8%	
African American/Black	0.0%	2.8%	4.3%	0.0%	3.4%	5.3%	0.0%	2.1%	3.9%	
African	0.0%	0.3%	0.4%	0.0%	0.7%	1.0%	0.0%	0.0%	0.0%	
Caribbean	0.0%	0.0%	1.1%	0.0%	0.0%	1.0%	0.0%	0.0%	1.3%	
Other Black	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicana/o/e/x	0.0%	3.2%	2.5%	0.0%	2.4%	1.7%	0.0%	4.3%	3.3%	
Puerto Rican	0.0%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	0.0%	1.0%	
Central American	0.0%	0.6%	0.4%	0.0%	0.7%	0.7%	0.0%	0.3%	0.3%	
South American	1.4%	0.8%	1.4%	2.4%	0.7%	1.0%	0.0%	0.9%	1.8%	
Other Hispanic or Latina/o/e/x	0.0%	1.4%	1.7%	0.0%	1.0%	1.7%	0.0%	1.5%	1.5%	
Middle Eastern	0.0%	1.7%	1.7%	0.0%	2.7%	3.0%	0.0%	0.6%	0.8%	
European	82.4%	73.4%	68.8%	80.5%	71.0%	68.0%	81.5%	75.0%	68.7%	
Other White	5.4%	8.0%	11.3%	4.9%	8.2%	9.3%	7.4%	7.6%	12.6%	
Other	1.4%	2.2%	2.9%	2.4%	1.7%	3.0%	0.0%	2.4%	2.3%	
Total(n)	74	647	717	41	293	301	27	328	389	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	0.0%	0.2%	0.4%	0.0%	0.3%	0.7%	0.0%	0.0%	0.3%	
Asian/Pacific Islander	10.8%	9.5%	8.4%	9.8%	10.7%	10.1%	14.8%	8.9%	7.8%	
Black/African American	0.0%	2.5%	4.8%	0.0%	3.1%	5.4%	0.0%	2.1%	4.7%	
Latina/o/e/x	1.4%	4.2%	4.2%	2.4%	3.8%	3.7%	0.0%	4.6%	4.7%	
White	83.8%	78.1%	75.1%	80.5%	76.6%	73.1%	85.2%	78.8%	76.0%	
Other Race/Ethnicity	1.4%	1.9%	2.4%	2.4%	1.7%	2.4%	0.0%	2.1%	2.1%	
Two or More Races/Ethnicities	2.7%	3.7%	4.6%	4.9%	3.8%	4.7%	0.0%	3.4%	4.7%	
Total (n)	74	643	711	41	291	297	27	326	387	
Is English your native language?										
Yes	88.3%	86.4%	88.1%	86.0%	85.7%	85.8%	89.3%	87.1%	89.6%	
No	11.7%	13.6%	11.9%	14.0%	14.3%	14.2%	10.7%	12.9%	10.4%	
Total(n)	77	662	747	43	300	310	28	334	403	
What is your sexual orientation?										
Heterosexual/Straight	83.6%	84.2%	87.0%	92.7%	90.8%	91.6%	78.6%	83.1%	86.8%	
Gay	2.7%	3.2%	2.4%	4.9%	6.2%	5.4%	0.0%	0.0%	0.3%	
Lesbian	1.4%	3.2%	2.5%	0.0%	0.0%	0.0%	0.0%	6.0%	3.9%	

Bisexual	5.5%	2.3%	2.7%	0.0%	0.0%	0.7%	14.3%	4.5%	4.4%	
Queer	2.7%	3.7%	2.4%	0.0%	1.7%	0.3%	0.0%	3.0%	1.8%	
Pansexual	2.7%	0.9%	1.1%	0.0%	0.0%	0.7%	7.1%	1.5%	1.3%	
Asexual	0.0%	0.3%	0.4%	0.0%	0.3%	0.3%	0.0%	0.0%	0.3%	
Not listed above	1.4%	2.0%	1.4%	2.4%	1.0%	1.0%	0.0%	1.8%	1.3%	
Total (n)	73	647	710	41	292	299	28	331	387	
Do you identify as transgender?										
No	98.8%	98.8%	98.8%	100.0%	99.7%	99.7%	100.0%	99.2%	99.1%	
Yes	1.2%	1.2%	1.2%	0.0%	0.3%	0.3%	0.0%	0.8%	0.9%	
Total(n)	83	768	852	48	351	355	30	383	461	
How many children do you have in the following age ranges?										
Under 18 years old										
0	61.5%	52.0%	47.9%	69.4%	55.0%	47.0%	45.8%	47.5%	46.9%	
1	15.4%	23.2%	23.2%	8.3%	20.4%	23.7%	25.0%	25.7%	23.3%	
2	18.5%	19.1%	22.0%	19.4%	20.4%	24.1%	20.8%	19.6%	21.7%	
3	4.6%	4.2%	5.8%	2.8%	4.2%	5.2%	8.3%	4.3%	6.0%	
4+	0.0%	1.5%	1.2%	0.0%	0.0%	0.0%	0.0%	2.9%	2.2%	
Total(n)	65	544	591	36	240	249	24	280	318	
18 years or older										
0	63.6%	59.6%	52.2%	64.1%	56.5%	52.5%	59.1%	62.4%	51.9%	
1	13.6%	14.4%	15.3%	12.8%	15.4%	17.9%	13.6%	13.5%	13.8%	
2	10.6%	16.9%	20.2%	5.1%	18.5%	17.9%	22.7%	14.7%	21.3%	
3	9.1%	7.1%	9.0%	12.8%	7.3%	8.9%	4.5%	7.5%	9.4%	
4+	3.0%	2.0%	3.3%	5.1%	2.3%	2.7%	0.0%	1.9%	3.8%	
Total(n)	66	549	603	39	260	257	22	266	320	
How satisfied are you with the availability of child care at this institution? *										
Very satisfied	4.8%	18.4%	26.5%	0.0%	20.5%	31.4%	0.0%	14.8%	22.2%	
Satisfied	9.5%	14.1%	19.9%	15.4%	13.3%	22.1%	0.0%	14.8%	19.0%	
Marginally satisfied	0.0%	16.0%	15.9%	0.0%	15.7%	14.0%	0.0%	17.4%	19.0%	
Not satisfied	85.7%	51.5%	37.6%	84.6%	50.6%	32.6%	100.0%	53.0%	39.7%	
Total(n)	21	206	226	13	83	86	7	115	126	
Mean	1.33	2.00	2.35	1.31	2.04	2.52	1.00	1.91	2.24	
Standard deviation	0.86	1.18	1.23	0.75	1.21	1.24	0.00	1.13	1.20	
Significance	-	*	***	-	*	***	-	-	**	
Effect size	-	-0.57	-0.83	-	-0.60	-0.98	-	-0.81	-1.03	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.2%	0.3%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	1.5%	0.4%	0.5%	2.6%	0.9%	0.4%	0.0%	0.0%	0.6%	
\$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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	7.5%	3.3%	2.4%	5.3%	2.6%	2.1%	12.5%	3.5%	2.2%	
\$50,000 - \$59,999	13.4%	8.7%	7.6%	10.5%	8.1%	7.7%	8.3%	8.1%	6.6%	
\$60,000 - \$69,999	37.3%	23.4%	20.6%	36.8%	20.9%	21.5%	41.7%	26.9%	20.9%	
\$70,000 - \$79,999	28.4%	24.0%	21.6%	28.9%	23.4%	21.5%	29.2%	24.6%	21.8%	
\$80,000 - \$89,999	7.5%	13.2%	14.0%	10.5%	12.3%	10.7%	4.2%	14.2%	15.8%	
\$90,000 - \$99,999	1.5%	8.5%	12.1%	2.6%	8.1%	11.2%	0.0%	8.1%	12.3%	
\$100,000 - \$124,999	0.0%	9.9%	14.4%	0.0%	11.5%	15.5%	0.0%	8.8%	14.2%	
\$125,000 - \$149,999	3.0%	5.8%	5.2%	2.6%	8.5%	7.3%	4.2%	3.8%	4.1%	
\$150,000 - \$199,999	0.0%	2.3%	1.2%	0.0%	3.0%	1.3%	0.0%	1.9%	1.3%	
\$200,000 - \$249,999	0.0%	0.2%	0.0%	0.0%	0.4%	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)	67	516	578	38	235	233	24	260	316	
Mean	7.27	8.41	8.60	7.37	8.62	8.63	7.25	8.28	8.61	
Standard deviation	1.49	1.97	1.95	1.58	2.16	2.08	1.45	1.79	1.86	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.58	-0.68	-	-0.58	-0.61	-	-0.58	-0.73	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.9%	0.8%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	
\$10,000 - \$19,999	0.0%	0.0%	0.8%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	
\$30,000 - \$39,999	14.3%	1.7%	0.8%	50.0%	2.2%	1.8%	0.0%	1.5%	0.0%	
\$40,000 - \$49,999	0.0%	3.4%	3.1%	0.0%	2.2%	1.8%	0.0%	4.6%	4.5%	
\$50,000 - \$59,999	42.9%	8.5%	7.1%	0.0%	6.7%	5.3%	50.0%	7.7%	6.0%	
\$60,000 - \$69,999	28.6%	9.4%	17.3%	50.0%	11.1%	21.1%	25.0%	9.2%	14.9%	
\$70,000 - \$79,999	14.3%	24.8%	20.5%	0.0%	28.9%	19.3%	25.0%	24.6%	22.4%	
\$80,000 - \$89,999	0.0%	13.7%	13.4%	0.0%	11.1%	8.8%	0.0%	16.9%	17.9%	

\$90,000 - \$99,999	0.0%	12.0%	14.2%	0.0%	13.3%	12.3%	0.0%	10.8%	16.4%	
\$100,000 - \$124,999	0.0%	14.5%	15.7%	0.0%	11.1%	17.5%	0.0%	15.4%	13.4%	
\$125,000 - \$149,999	0.0%	8.5%	6.3%	0.0%	11.1%	10.5%	0.0%	6.2%	3.0%	
\$150,000 - \$199,999	0.0%	1.7%	0.0%	0.0%	2.2%	0.0%	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)	7	117	127	2	45	57	4	65	67	
Mean	6.29	8.70	8.60	5.50	8.87	8.74	6.75	8.46	8.52	
Standard deviation	1.25	2.22	2.08	2.12	2.06	2.21	0.96	2.24	1.96	
Significance	-	**	**	-	*	*	-			
Effect size	-	-1.09	-1.11	-	-1.64	-1.47	-	-0.76	-0.90	
Age as of December 31, 2023										
Under 30 years old	0.0%	0.3%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	
30 to 34 years old	6.7%	5.8%	4.4%	2.4%	5.1%	4.3%	7.1%	5.6%	4.0%	
35 to 39 years old	16.0%	12.1%	11.3%	21.4%	11.3%	11.4%	10.7%	13.2%	11.4%	
40 to 44 years old	13.3%	16.6%	17.5%	7.1%	17.1%	16.1%	25.0%	17.2%	18.8%	
45 to 49 years old	18.7%	16.6%	16.7%	23.8%	14.3%	15.4%	14.3%	19.4%	18.0%	
50 to 54 years old	16.0%	15.9%	17.0%	11.9%	14.0%	17.1%	21.4%	16.9%	16.4%	
55 to 59 years old	9.3%	14.6%	15.0%	2.4%	14.3%	13.4%	17.9%	14.1%	15.9%	
60 to 64 years old	12.0%	9.4%	11.1%	16.7%	10.2%	11.7%	3.6%	8.2%	10.6%	
65 to 69 years old	6.7%	6.1%	5.1%	11.9%	9.2%	7.7%	0.0%	3.8%	3.4%	
70 years old and above	1.3%	2.5%	1.4%	2.4%	4.4%	3.0%	0.0%	0.9%	0.3%	
Total(n)	75	637	702	42	293	299	28	319	377	
In what year did you receive your first academic appointment?										
1982 or earlier	1.2%	0.8%	0.7%	2.1%	0.9%	0.8%	0.0%	0.8%	0.6%	
1983 - 1987	4.8%	2.2%	2.1%	4.3%	2.9%	3.4%	3.2%	1.3%	1.1%	
1988 - 1992	8.3%	4.4%	4.6%	10.6%	5.7%	5.6%	6.5%	2.8%	3.9%	
1993 - 1997	4.8%	9.4%	7.4%	6.4%	10.6%	7.3%	0.0%	8.0%	7.3%	
1998 - 2002	25.0%	14.1%	14.0%	19.1%	16.6%	15.8%	32.3%	11.9%	12.5%	
2003 - 2007	7.1%	13.6%	13.9%	8.5%	12.9%	13.0%	6.5%	14.5%	14.7%	
2008 - 2012	14.3%	16.1%	17.7%	12.8%	13.7%	16.4%	19.4%	18.4%	18.1%	
2013 - 2017	19.0%	21.1%	20.0%	19.1%	20.0%	19.5%	19.4%	22.3%	20.7%	
2018 or later	15.5%	18.3%	19.6%	17.0%	16.9%	18.1%	12.9%	19.9%	21.1%	
Total(n)	84	774	864	47	350	354	31	386	464	
In what year were you first appointed at this institution?										
1982 or earlier	1.2%	0.5%	0.4%	2.2%	0.6%	0.6%	0.0%	0.5%	0.2%	
1983 - 1987	2.5%	0.9%	0.7%	2.2%	1.8%	1.4%	3.3%	0.3%	0.2%	
1988 - 1992	6.2%	3.2%	3.0%	8.9%	4.2%	3.5%	3.3%	1.9%	2.4%	
1993 - 1997	4.9%	4.8%	4.0%	4.4%	3.9%	2.3%	3.3%	5.1%	5.3%	
1998 - 2002	18.5%	10.1%	11.6%	15.6%	13.2%	14.8%	20.0%	6.7%	8.4%	
2003 - 2007	9.9%	14.5%	13.9%	11.1%	14.7%	12.5%	10.0%	15.0%	15.3%	
2008 - 2012	9.9%	14.0%	16.0%	11.1%	13.5%	14.8%	10.0%	15.0%	16.9%	
2013 - 2017	18.5%	23.9%	22.0%	13.3%	21.9%	21.4%	30.0%	25.4%	22.4%	
2018 or later	28.4%	28.1%	28.4%	31.1%	26.3%	28.7%	20.0%	30.2%	28.8%	
Total(n)	81	745	842	45	334	345	30	374	451	
If tenured: In what year did you receive tenure at this institution? (4-year schools only)										
1982 or earlier	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	
1983 - 1987	2.0%	0.7%	0.7%	3.6%	0.5%	0.7%	0.0%	1.0%	0.7%	
1988 - 1992	2.0%	0.9%	1.3%	3.6%	1.9%	2.7%	0.0%	0.0%	0.0%	
1993 - 1997	4.0%	3.6%	3.3%	7.1%	5.1%	4.1%	0.0%	1.4%	2.1%	
1998 - 2002	8.0%	6.5%	6.2%	7.1%	7.4%	6.8%	5.0%	5.2%	5.5%	
2003 - 2007	18.0%	10.8%	11.1%	17.9%	13.0%	13.5%	15.0%	7.6%	8.3%	
2008 - 2012	18.0%	16.6%	15.1%	14.3%	16.2%	12.8%	25.0%	18.1%	17.9%	
2013 - 2017	10.0%	18.4%	17.7%	14.3%	16.2%	16.9%	5.0%	20.0%	18.6%	
2018 or later	38.0%	42.4%	44.6%	32.1%	39.4%	42.6%	50.0%	46.7%	46.9%	
Total(n)	50	446	305	28	216	148	20	210	145	
Aggregated Major										
Agriculture or Forestry (General Area 1)	1.3%	0.5%	0.4%	2.3%	0.7%	0.6%	0.0%	0.3%	0.3%	
Biological Sciences (General Area 5)	6.5%	6.6%	6.4%	11.4%	7.7%	7.1%	0.0%	6.3%	6.3%	
Business (General Area 6)	2.6%	9.8%	9.9%	2.3%	11.7%	12.3%	3.6%	9.0%	8.5%	
Education (General Area 10 and Specific Discipline 2102)	11.7%	8.5%	13.1%	4.5%	6.3%	6.8%	21.4%	10.5%	18.0%	
Engineering (General Area 11)	1.3%	0.9%	1.9%	2.3%	1.3%	3.2%	0.0%	0.6%	1.0%	
English (General Area 12)	2.6%	6.6%	9.1%	2.3%	5.3%	7.8%	3.6%	7.2%	9.3%	
Health-related (General Area 15)	11.7%	5.4%	5.7%	6.8%	2.3%	3.9%	21.4%	8.7%	7.5%	
History or Political Science (Specific Discipline 3007.3009)	9.1%	5.1%	4.3%	9.1%	6.0%	5.8%	10.7%	4.5%	3.3%	
Humanities (General Area 14.24)	7.8%	5.1%	4.5%	9.1%	5.3%	5.5%	7.1%	5.1%	4.0%	

Fine Arts (General Area 2,4,22)	11.7%	14.0%	7.6%	13.6%	13.7%	8.7%	3.6%	12.6%	6.0%	
Mathematics or Statistics (General Area 18)	3.9%	4.5%	6.5%	4.5%	6.3%	6.8%	0.0%	2.7%	5.8%	
Physical Sciences (General Area 25)	10.4%	6.0%	4.9%	13.6%	8.0%	6.8%	3.6%	4.2%	3.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.1%	14.8%	14.1%	6.8%	13.7%	12.6%	14.3%	16.5%	15.3%	
Other Technical (General Area 8,19,28)	3.9%	1.7%	2.4%	4.5%	2.7%	4.5%	3.6%	0.9%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	6.5%	10.3%	9.3%	6.8%	9.0%	7.4%	7.1%	11.1%	10.5%	
Total(n)	77	662	739	44	300	309	28	334	399	
Aggregated Department										
Agriculture or Forestry (General Area 1)	1.3%	0.3%	0.3%	2.3%	0.7%	0.7%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	6.7%	6.0%	6.0%	11.4%	6.6%	5.9%	0.0%	5.9%	6.5%	
Business (General Area 6)	2.7%	10.8%	9.8%	2.3%	12.8%	11.2%	3.8%	9.7%	9.1%	
Education (General Area 10 and Specific Discipline 2102)	9.3%	7.4%	6.6%	6.8%	6.2%	5.3%	11.5%	8.8%	7.8%	
Engineering (General Area 11)	0.0%	0.2%	1.8%	0.0%	0.0%	3.3%	0.0%	0.3%	0.8%	
English (General Area 12)	4.0%	7.2%	9.9%	2.3%	5.9%	7.9%	7.7%	8.1%	10.9%	
Health-related (General Area 15)	6.7%	5.0%	6.8%	2.3%	2.1%	3.3%	15.4%	8.1%	10.2%	
History or Political Science (Specific Discipline 3007,3009)	10.7%	5.0%	4.0%	11.4%	5.9%	5.9%	11.5%	4.7%	2.9%	
Humanities (General Area 14,24)	6.7%	4.9%	4.0%	9.1%	4.8%	4.6%	3.8%	4.7%	3.6%	
Fine Arts (General Area 2,4,22)	14.7%	14.1%	7.8%	13.6%	13.4%	8.9%	11.5%	12.8%	6.0%	
Mathematics or Statistics (General Area 18)	5.3%	4.5%	6.7%	6.8%	6.6%	6.6%	0.0%	2.5%	6.3%	
Physical Sciences (General Area 25)	9.3%	5.6%	4.0%	11.4%	7.6%	5.6%	3.8%	3.8%	2.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	6.7%	14.7%	15.2%	4.5%	12.8%	12.5%	11.5%	16.6%	17.2%	
Other Technical (General Area 8,19,28)	4.0%	2.5%	3.3%	4.5%	3.8%	5.9%	3.8%	1.6%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.0%	11.8%	13.7%	11.4%	11.0%	12.2%	15.4%	12.5%	14.6%	
Total(n)	75	638	717	44	290	303	26	320	384	
Faculty works in a STEM department										
Yes	32.4%	25.1%	29.4%	38.6%	27.5%	30.0%	20.0%	23.7%	29.3%	
No	67.6%	74.9%	70.6%	61.4%	72.5%	70.0%	80.0%	76.3%	70.7%	
Total(n)	74	630	698	44	287	297	25	316	375	
Optional Question 1										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 2										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 3										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 4										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 5										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 6										
A										
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C										

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Total(n)				
Optional Question 7				
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Total(n)				
Optional Question 8				
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Total(n)				
Optional Question 9				
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Total(n)				
Optional Question 10				
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Total(n)				
Optional Question 11				
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Total(n)				
Optional Question 12				
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Optional Question 14				
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Total(n)				
Optional Question 15				
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Total(n)				
Optional Question 16				
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Total(n)				
Optional Question 17				
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Total(n)				
Optional Question 18				
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Total(n)				
Optional Question 19				
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Total(n)				
Optional Question 20				
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Total(n)				
Optional Question 21				
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Total(n)				
Optional Question 22				
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C				
D				
E				
Total(n)				
Optional Question 23				
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C				
D				
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Total(n)				
Optional Question 24				
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C				
D				
E				
Total(n)				
Optional Question 25				
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B				
C				
D				
E				
Total(n)				
Optional Question 26				
A				

B				
C				
D				
E				
Total(n)				
Optional Question 27				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

* This variable is recoded to exclude "Not Applicable" to calculate the mean.

2023-2024 HERI Faculty Survey Off-Cycle Administration
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	
All Respondents	88	1,238	1,279	49	513	503	33	661	721	
What is your current gender identity?										
Man	56.3%	41.9%	40.2%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	37.9%	54.0%	57.6%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	3.4%	2.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	1.1%	1.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	1.1%	0.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	87	1,225	1,252	49	513	503	33	661	721	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	97.7%	72.6%	73.7%	98.0%	76.4%	75.7%	97.0%	70.2%	71.3%	
No	2.3%	27.4%	26.3%	2.0%	23.6%	24.3%	3.0%	29.8%	28.7%	
Total(n)	88	1,236	1,279	49	512	503	33	660	721	
What is your present academic rank? (4-year schools only)										
Professor	36.4%	25.2%	28.2%	40.8%	29.3%	32.9%	30.3%	22.1%	24.5%	
Associate Professor	23.9%	27.0%	25.7%	20.4%	27.7%	26.1%	30.3%	26.9%	25.1%	
Assistant Professor	28.4%	14.5%	16.8%	30.6%	12.4%	15.9%	24.2%	16.3%	17.9%	
Lecturer	5.7%	27.9%	26.3%	4.1%	25.7%	22.4%	6.1%	28.7%	28.9%	
Instructor	5.7%	5.1%	2.9%	4.1%	4.7%	2.4%	9.1%	6.0%	3.6%	
Graduate Student/Teaching Assistant	0.0%	0.2%	0.1%	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	
Total(n)	88	1,228	685	49	509	295	33	655	363	
What is your tenure status at this institution? (4-year schools only)										
Tenured	58.0%	44.2%	51.5%	59.2%	50.0%	57.5%	60.6%	40.2%	46.8%	
On tenure track, but not tenured	21.6%	12.1%	16.8%	24.5%	10.6%	15.3%	18.2%	13.8%	18.6%	
Not on tenure track, but institution has tenure system	20.5%	42.9%	30.9%	16.3%	38.6%	26.9%	21.2%	45.4%	33.7%	
Institution has no tenure system	0.0%	0.7%	0.7%	0.0%	0.8%	0.3%	0.0%	0.6%	0.8%	
Total(n)	88	1,225	685	49	510	294	33	652	365	
Are you retired from this institution?										
Yes	1.1%	2.4%	2.4%	2.1%	3.2%	3.1%	0.0%	1.9%	2.1%	
No	98.9%	97.6%	97.6%	97.9%	96.8%	96.9%	100.0%	98.1%	97.9%	
Total(n)	87	1,196	1,242	48	498	490	33	639	699	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	100.0%	70.4%	54.3%	100.0%	70.3%	52.2%	100.0%	69.6%	55.2%	
No	0.0%	29.6%	45.7%	0.0%	29.7%	47.8%	0.0%	30.4%	44.8%	
Total(n)	2	287	313	1	101	113	1	168	194	
When did you last pursue a full-time teaching position at this or another institution?										
I have never sought a full-time teaching position	50.0%	36.0%	36.5%	100.0%	36.9%	38.1%	0.0%	35.9%	36.3%	
Currently seeking a position	50.0%	25.7%	18.9%	0.0%	22.3%	18.6%	100.0%	25.9%	18.7%	
Within the last year	0.0%	8.6%	5.1%	0.0%	8.7%	1.8%	0.0%	8.2%	7.3%	
1 to 2 years ago	0.0%	7.2%	7.7%	0.0%	7.8%	5.3%	0.0%	7.6%	8.8%	
3 to 5 years ago	0.0%	5.8%	8.3%	0.0%	5.8%	8.0%	0.0%	5.9%	8.8%	
More than 5 years ago	0.0%	16.8%	23.4%	0.0%	18.4%	28.3%	0.0%	16.5%	20.2%	
Total(n)	2	292	312	1	103	113	1	170	193	
Is your full-time professional career outside academia?										
Yes	50.0%	37.7%	31.1%	100.0%	43.7%	31.3%	0.0%	34.3%	30.9%	
No	50.0%	62.3%	68.9%	0.0%	56.3%	68.8%	100.0%	65.7%	69.1%	
Total(n)	2	292	312	1	103	112	1	169	194	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly Agree	50.0%	64.0%	57.9%	0.0%	60.8%	47.4%	100.0%	64.8%	65.4%	
Somewhat Agree	0.0%	19.6%	26.7%	0.0%	18.6%	32.5%	0.0%	20.6%	21.5%	
Somewhat Disagree	0.0%	8.4%	9.6%	0.0%	9.8%	14.9%	0.0%	7.3%	6.8%	
Strongly Disagree	50.0%	8.0%	5.8%	100.0%	10.8%	5.3%	0.0%	7.3%	6.3%	
Total(n)	2	286	311	1	102	114	1	165	191	
Mean	2.50	3.40	3.37	1.00	3.29	3.22	4.00	3.43	3.46	
Standard deviation	2.12	0.94	0.88	.	1.03	0.89	.	0.91	0.87	
Significance	-			-			-			
Effect size	-	-0.96	-0.99	-	-2.22	-2.49	-	0.63	0.62	
Compensation is not a major consideration in my decision to teach part-time										
Strongly Agree	50.0%	9.2%	10.4%	100.0%	7.9%	10.7%	0.0%	9.8%	9.9%	
Somewhat Agree	0.0%	20.1%	30.7%	0.0%	22.8%	36.6%	0.0%	20.7%	27.2%	
Somewhat Disagree	50.0%	25.7%	25.6%	0.0%	23.8%	18.8%	100.0%	26.8%	29.3%	
Strongly Disagree	0.0%	45.1%	33.3%	0.0%	45.5%	33.9%	0.0%	42.7%	33.5%	
Total(n)	2	284	309	1	101	112	1	164	191	
Mean	3.00	1.93	2.18	4.00	1.93	2.24	2.00	1.98	2.14	

* 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.

Standard deviation	1.41	1.01	1.01	.	1.00	1.04	.	1.01	1.00	
Significance	-			-			-			
Effect size	-	1.06	0.81	-	2.07	1.69	-	0.02	-0.14	
Part-time teaching is a stepping-stone to a full-time position										
Strongly Agree	50.0%	24.0%	23.2%	0.0%	20.8%	16.2%	100.0%	25.2%	27.5%	
Somewhat Agree	50.0%	30.0%	21.6%	100.0%	29.7%	22.5%	0.0%	30.7%	21.2%	
Somewhat Disagree	0.0%	21.6%	24.2%	0.0%	26.7%	25.2%	0.0%	19.0%	22.8%	
Strongly Disagree	0.0%	24.4%	31.0%	0.0%	22.8%	36.0%	0.0%	25.2%	28.6%	
Total(n)	2	283	306	1	101	111	1	163	189	
Mean	3.50	2.54	2.37	3.00	2.49	2.19	4.00	2.56	2.48	
Standard deviation	0.71	1.11	1.15	.	1.06	1.10	.	1.12	1.17	
Significance	-			-			-			
Effect size	-	0.86	0.98	-	0.48	0.74	-	1.29	1.30	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly Agree	0.0%	30.5%	13.3%	0.0%	30.7%	10.7%	0.0%	31.5%	15.2%	
Somewhat Agree	0.0%	7.0%	11.7%	0.0%	5.9%	11.6%	0.0%	8.5%	12.0%	
Somewhat Disagree	0.0%	8.4%	18.4%	0.0%	5.0%	16.1%	0.0%	10.9%	18.8%	
Strongly Disagree	100.0%	54.0%	56.6%	100.0%	58.4%	61.6%	100.0%	49.1%	53.9%	
Total(n)	2	285	309	1	101	112	1	165	191	
Mean	1.00	2.14	1.82	1.00	2.09	1.71	1.00	2.22	1.88	
Standard deviation	0.00	1.35	1.09	.	1.37	1.04	.	1.34	1.12	
Significance	-			-			-			
Effect size	-	-0.84	-0.75	-	-0.80	-0.68	-	-0.91	-0.79	
Teaching part-time fits my current lifestyle										
Strongly Agree	50.0%	40.7%	51.1%	100.0%	48.5%	45.1%	0.0%	37.0%	54.7%	
Somewhat Agree	0.0%	36.8%	36.3%	0.0%	31.7%	44.2%	0.0%	40.6%	31.3%	
Somewhat Disagree	50.0%	11.9%	6.8%	0.0%	9.9%	2.7%	100.0%	11.5%	9.4%	
Strongly Disagree	0.0%	10.5%	5.8%	0.0%	9.9%	8.0%	0.0%	10.9%	4.7%	
Total(n)	2	285	311	1	101	113	1	165	192	
Mean	3.00	3.08	3.33	4.00	3.19	3.27	2.00	3.04	3.36	
Standard deviation	1.41	0.97	0.84	.	0.98	0.86	.	0.96	0.84	
Significance	-			-			-			
Effect size	-	-0.08	-0.39	-	0.83	0.85	-	-1.08	-1.62	
Full-time positions were not available										
Strongly Agree	0.0%	47.3%	41.2%	0.0%	41.0%	35.8%	0.0%	49.1%	44.6%	
Somewhat Agree	100.0%	22.1%	18.6%	100.0%	24.0%	19.3%	100.0%	22.7%	17.7%	
Somewhat Disagree	0.0%	13.5%	16.6%	0.0%	12.0%	17.4%	0.0%	14.7%	16.1%	
Strongly Disagree	0.0%	17.1%	23.6%	0.0%	23.0%	27.5%	0.0%	13.5%	21.5%	
Total(n)	2	281	301	1	100	109	1	163	186	
Mean	3.00	3.00	2.77	3.00	2.83	2.63	3.00	3.07	2.85	
Standard deviation	0.00	1.14	1.21	.	1.20	1.23	.	1.09	1.21	
Significance	-			-			-			
Effect size	-	0.00	0.19	-	0.14	0.30	-	-0.06	0.12	
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly Agree	50.0%	85.7%	87.1%	100.0%	83.2%	79.6%	0.0%	87.3%	91.7%	
Somewhat Agree	50.0%	11.2%	10.0%	0.0%	10.9%	15.0%	100.0%	10.8%	6.8%	
Somewhat Disagree	0.0%	1.4%	2.3%	0.0%	3.0%	4.4%	0.0%	0.6%	1.0%	
Strongly Disagree	0.0%	1.7%	0.6%	0.0%	3.0%	0.9%	0.0%	1.2%	0.5%	
Total(n)	2	286	311	1	101	113	1	166	192	
Mean	3.50	3.81	3.84	4.00	3.74	3.73	3.00	3.84	3.90	
Standard deviation	0.71	0.54	0.47	.	0.66	0.58	.	0.47	0.38	
Significance	-			-			-			
Effect size	-	-0.57	-0.72	-	0.39	0.47	-	-1.79	-2.37	
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	100.0%	10.2%	10.6%	100.0%	14.0%	15.9%	100.0%	8.4%	7.3%	
Shared office space	50.0%	71.6%	54.8%	100.0%	68.0%	53.1%	0.0%	72.9%	55.0%	
A personal computer	100.0%	24.9%	27.1%	100.0%	35.0%	37.2%	100.0%	18.1%	21.5%	
An email account	100.0%	98.2%	99.4%	100.0%	100.0%	98.2%	100.0%	97.6%	100.0%	
A phone/voicemail	50.0%	20.0%	18.1%	100.0%	26.0%	23.9%	0.0%	18.1%	14.7%	
Professional development funds	0.0%	20.7%	29.0%	0.0%	19.0%	26.5%	0.0%	22.9%	30.9%	
Printer access (i.e., free printing)	50.0%	77.9%	70.6%	100.0%	76.0%	69.0%	0.0%	79.5%	71.7%	
Parking privileges	100.0%	26.7%	56.8%	100.0%	26.0%	58.4%	100.0%	28.9%	56.0%	
Total(n)	2	285	310	1	100	113	1	166	191	
Please indicate your agreement with the following statements.										
Part-time instructors at this institution:										
Are given specific training before teaching										
Strongly Agree	0.0%	3.1%	7.2%	0.0%	1.0%	5.4%	0.0%	4.3%	8.1%	
Somewhat Agree	50.0%	24.1%	30.3%	100.0%	24.5%	29.5%	0.0%	23.8%	30.6%	
Somewhat Disagree	50.0%	28.3%	28.0%	0.0%	27.5%	26.8%	100.0%	28.7%	28.5%	

Strongly Disagree	0.0%	44.4%	34.5%	0.0%	47.1%	38.4%	0.0%	43.3%	32.8%	
Total(n)	2	286	304	1	102	112	1	164	186	
Mean	2.50	1.86	2.10	3.00	1.79	2.02	2.00	1.89	2.14	
Standard deviation	0.71	0.89	0.96	.	0.85	0.95	.	0.91	0.97	
Significance	-			-			-			
Effect size	-	0.72	0.42	-	1.42	1.03	-	0.12	-0.14	
Rarely get hired into full-time positions										
Strongly Agree	0.0%	47.0%	36.7%	0.0%	41.4%	34.3%	0.0%	46.6%	38.1%	
Somewhat Agree	0.0%	26.0%	33.3%	0.0%	28.3%	32.4%	0.0%	25.8%	33.7%	
Somewhat Disagree	100.0%	22.4%	23.1%	100.0%	27.3%	27.8%	100.0%	21.5%	20.4%	
Strongly Disagree	0.0%	4.6%	6.8%	0.0%	3.0%	5.6%	0.0%	6.1%	7.7%	
Total(n)	2	281	294	1	99	108	1	163	181	
Mean	2.00	3.15	3.00	2.00	3.08	2.95	2.00	3.13	3.02	
Standard deviation	0.00	0.93	0.93	.	0.90	0.92	.	0.96	0.95	
Significance	-			-			-			
Effect size	-	-1.24	-1.08	-	-1.20	-1.03	-	-1.18	-1.07	
Receive respect from students										
Strongly Agree	50.0%	53.1%	65.1%	100.0%	59.8%	64.3%	0.0%	50.6%	66.7%	
Somewhat Agree	50.0%	41.3%	32.6%	0.0%	35.3%	32.1%	100.0%	43.3%	32.3%	
Somewhat Disagree	0.0%	4.5%	1.3%	0.0%	3.9%	1.8%	0.0%	5.5%	1.1%	
Strongly Disagree	0.0%	1.0%	1.0%	0.0%	1.0%	1.8%	0.0%	0.6%	0.0%	
Total(n)	2	286	304	1	102	112	1	164	186	
Mean	3.50	3.47	3.62	4.00	3.54	3.59	3.00	3.44	3.66	
Standard deviation	0.71	0.64	0.57	.	0.62	0.62	.	0.63	0.50	
Significance	-			-			-			
Effect size	-	0.05	-0.21	-	0.74	0.66	-	-0.70	-1.32	
Are primarily responsible for introductory classes										
Strongly Agree	0.0%	43.2%	37.9%	0.0%	38.8%	34.9%	0.0%	43.8%	39.7%	
Somewhat Agree	50.0%	29.3%	33.2%	0.0%	30.6%	33.9%	100.0%	28.4%	32.1%	
Somewhat Disagree	0.0%	20.0%	20.8%	0.0%	23.5%	23.9%	0.0%	19.8%	19.6%	
Strongly Disagree	50.0%	7.5%	8.1%	100.0%	7.1%	7.3%	0.0%	8.0%	8.7%	
Total(n)	2	280	298	1	98	109	1	162	184	
Mean	2.00	3.08	3.01	1.00	3.01	2.96	3.00	3.08	3.03	
Standard deviation	1.41	0.96	0.96	.	0.96	0.94	.	0.98	0.97	
Significance	-			-			-			
Effect size	-	-1.13	-1.05	-	-2.09	-2.09	-	-0.08	-0.03	
Have no guarantee of employment security										
Strongly Agree	0.0%	65.0%	60.9%	0.0%	65.3%	67.0%	0.0%	61.2%	57.1%	
Somewhat Agree	50.0%	22.4%	24.8%	0.0%	17.8%	17.0%	100.0%	27.3%	29.9%	
Somewhat Disagree	50.0%	10.5%	12.3%	100.0%	12.9%	13.4%	0.0%	10.3%	11.4%	
Strongly Disagree	0.0%	2.1%	2.0%	0.0%	4.0%	2.7%	0.0%	1.2%	1.6%	
Total(n)	2	286	302	1	101	112	1	165	184	
Mean	2.50	3.50	3.45	2.00	3.45	3.48	3.00	3.48	3.42	
Standard deviation	0.71	0.77	0.78	.	0.87	0.83	.	0.73	0.76	
Significance	-			-			-			
Effect size	-	-1.30	-1.22	-	-1.67	-1.78	-	-0.66	-0.55	
Have access to support services (e.g., administrative assistance)										
Strongly Agree	100.0%	26.2%	26.2%	100.0%	29.7%	29.7%	100.0%	24.8%	23.8%	
Somewhat Agree	0.0%	42.7%	43.0%	0.0%	45.5%	43.2%	0.0%	42.4%	43.2%	
Somewhat Disagree	0.0%	21.0%	17.9%	0.0%	18.8%	15.3%	0.0%	21.8%	18.9%	
Strongly Disagree	0.0%	10.1%	12.9%	0.0%	5.9%	11.7%	0.0%	10.9%	14.1%	
Total(n)	2	286	302	1	101	111	1	165	185	
Mean	4.00	2.85	2.82	4.00	2.99	2.91	4.00	2.81	2.77	
Standard deviation	0.00	0.93	0.96	.	0.85	0.96	.	0.93	0.97	
Significance	-			-			-			
Effect size	-	1.24	1.23	-	1.19	1.14	-	1.28	1.27	
Are compensated for advising/counseling students										
Strongly Agree	0.0%	3.9%	1.0%	0.0%	3.1%	0.9%	0.0%	4.3%	1.1%	
Somewhat Agree	0.0%	10.4%	4.7%	0.0%	13.3%	7.3%	0.0%	8.6%	3.3%	
Somewhat Disagree	100.0%	29.3%	37.0%	100.0%	33.7%	35.5%	100.0%	28.2%	38.0%	
Strongly Disagree	0.0%	56.4%	57.3%	0.0%	50.0%	56.4%	0.0%	58.9%	57.6%	
Total(n)	2	280	300	1	98	110	1	163	184	
Mean	2.00	1.62	1.49	2.00	1.69	1.53	2.00	1.58	1.48	
Standard deviation	0.00	0.83	0.64	.	0.82	0.67	.	0.82	0.62	
Significance	-			-			-			
Effect size	-	0.46	0.80	-	0.38	0.70	-	0.51	0.84	
Are required to attend meetings										
Strongly Agree	0.0%	16.4%	7.3%	0.0%	15.7%	7.1%	0.0%	15.8%	7.1%	
Somewhat Agree	0.0%	30.8%	26.2%	0.0%	29.4%	26.8%	0.0%	30.9%	26.2%	
Somewhat Disagree	50.0%	30.4%	33.2%	0.0%	28.4%	33.0%	100.0%	31.5%	33.9%	
Strongly Disagree	50.0%	22.4%	33.2%	100.0%	26.5%	33.0%	0.0%	21.8%	32.8%	
Total(n)	2	286	301	1	102	112	1	165	183	

Mean	1.50	2.41	2.08	1.00	2.34	2.08	2.00	2.41	2.08	
Standard deviation	0.71	1.01	0.94	.	1.04	0.94	.	1.00	0.93	
Significance	-			-			-			
Effect size	-	-0.90	-0.62	-	-1.29	-1.15	-	-0.41	-0.09	
Have good working relationships with the administration										
Strongly Agree	100.0%	26.3%	34.8%	100.0%	24.8%	29.5%	100.0%	29.7%	38.4%	
Somewhat Agree	0.0%	42.8%	46.0%	0.0%	43.6%	51.8%	0.0%	42.4%	42.2%	
Somewhat Disagree	0.0%	18.2%	11.3%	0.0%	21.8%	9.8%	0.0%	13.9%	12.4%	
Strongly Disagree	0.0%	12.6%	7.9%	0.0%	9.9%	8.9%	0.0%	13.9%	7.0%	
Total(n)	2	285	302	1	101	112	1	165	185	
Mean	4.00	2.83	3.08	4.00	2.83	3.02	4.00	2.88	3.12	
Standard deviation	0.00	0.96	0.88	.	0.92	0.87	.	0.99	0.88	
Significance	-			-			-			
Effect size	-	1.22	1.05	-	1.27	1.13	-	1.13	1.00	
Are respected by full-time faculty										
Strongly Agree	100.0%	28.8%	34.1%	100.0%	27.0%	32.4%	100.0%	32.1%	35.5%	
Somewhat Agree	0.0%	43.5%	42.5%	0.0%	46.0%	47.7%	0.0%	43.0%	39.3%	
Somewhat Disagree	0.0%	20.7%	13.7%	0.0%	22.0%	11.7%	0.0%	18.2%	15.3%	
Strongly Disagree	0.0%	7.0%	9.7%	0.0%	5.0%	8.1%	0.0%	6.7%	9.8%	
Total(n)	2	285	299	1	100	111	1	165	183	
Mean	4.00	2.94	3.01	4.00	2.95	3.05	4.00	3.01	3.01	
Standard deviation	0.00	0.88	0.93	.	0.83	0.88	.	0.88	0.95	
Significance	-			-			-			
Effect size	-	1.20	1.06	-	1.27	1.08	-	1.13	1.04	
Are paid fairly										
Strongly Agree	0.0%	3.8%	21.7%	0.0%	2.9%	17.7%	0.0%	4.8%	23.6%	
Somewhat Agree	100.0%	17.8%	36.0%	100.0%	22.5%	40.7%	100.0%	16.4%	33.5%	
Somewhat Disagree	0.0%	30.4%	21.7%	0.0%	28.4%	19.5%	0.0%	33.3%	23.1%	
Strongly Disagree	0.0%	47.9%	20.7%	0.0%	46.1%	22.1%	0.0%	45.5%	19.8%	
Total(n)	2	286	300	1	102	113	1	165	182	
Mean	3.00	1.78	2.59	3.00	1.82	2.54	3.00	1.81	2.61	
Standard deviation	0.00	0.87	1.05	.	0.88	1.03	.	0.88	1.05	
Significance	-	*		-			-			
Effect size	-	1.40	0.39	-	1.34	0.45	-	1.35	0.37	
Have input in course designs										
Strongly Agree	100.0%	31.2%	27.9%	100.0%	32.7%	25.2%	100.0%	32.1%	29.1%	
Somewhat Agree	0.0%	40.7%	35.6%	0.0%	39.6%	36.9%	0.0%	41.8%	35.2%	
Somewhat Disagree	0.0%	16.8%	20.5%	0.0%	16.8%	21.6%	0.0%	17.0%	19.8%	
Strongly Disagree	0.0%	11.2%	16.1%	0.0%	10.9%	16.2%	0.0%	9.1%	15.9%	
Total(n)	2	285	298	1	101	111	1	165	182	
Mean	4.00	2.92	2.75	4.00	2.94	2.71	4.00	2.97	2.77	
Standard deviation	0.00	0.96	1.03	.	0.97	1.02	.	0.93	1.04	
Significance	-			-			-			
Effect size	-	1.13	1.21	-	1.09	1.26	-	1.11	1.18	
Are included in faculty governance										
Strongly Agree	0.0%	12.7%	8.4%	0.0%	11.0%	7.3%	0.0%	14.6%	9.3%	
Somewhat Agree	100.0%	35.3%	33.4%	100.0%	30.0%	29.4%	100.0%	37.8%	35.7%	
Somewhat Disagree	0.0%	30.0%	32.4%	0.0%	35.0%	32.1%	0.0%	26.8%	33.0%	
Strongly Disagree	0.0%	21.9%	25.7%	0.0%	24.0%	31.2%	0.0%	20.7%	22.0%	
Total(n)	2	283	296	1	100	109	1	164	182	
Mean	3.00	2.39	2.25	3.00	2.28	2.13	3.00	2.46	2.32	
Standard deviation	0.00	0.97	0.93	.	0.95	0.94	.	0.98	0.92	
Significance	-			-			-			
Effect size	-	0.63	0.81	-	0.76	0.93	-	0.55	0.74	
Aside from this institution, at how many other institutions do you teach?										
None	50.0%	56.8%	54.2%	100.0%	60.4%	54.9%	0.0%	55.4%	53.5%	
1	0.0%	28.9%	31.7%	0.0%	24.8%	29.2%	0.0%	31.3%	33.7%	
2	50.0%	10.1%	8.8%	0.0%	8.9%	11.5%	100.0%	10.2%	7.0%	
3 or more	0.0%	4.2%	5.2%	0.0%	5.9%	4.4%	0.0%	3.0%	5.9%	
Total(n)	2	287	306	1	101	113	1	166	187	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	45.0%	23.2%	0.0%	45.0%	25.2%	0.0%	45.3%	22.2%	
1-3 months	100.0%	33.9%	42.1%	100.0%	33.0%	45.9%	100.0%	34.2%	38.4%	
3-4 weeks	0.0%	10.7%	12.6%	0.0%	14.0%	9.9%	0.0%	8.1%	14.6%	
1-2 weeks	0.0%	6.1%	14.9%	0.0%	5.0%	14.4%	0.0%	7.5%	15.7%	
Less than 1 week	0.0%	4.3%	7.3%	0.0%	3.0%	4.5%	0.0%	5.0%	9.2%	
Total(n)	2	280	302	1	100	111	1	161	185	
Mean	4.00	4.09	3.59	4.00	4.12	3.73	4.00	4.07	3.49	
Standard deviation	0.00	1.09	1.20	.	1.03	1.13	.	1.13	1.25	
Significance	-			-			-			

Effect Size	-	-0.08	0.34	-	-0.12	0.24	-	-0.06	0.41	
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	2.3%	6.3%	5.5%	2.0%	7.1%	7.2%	3.0%	5.9%	4.6%	
Teaching	97.7%	89.5%	90.4%	98.0%	89.6%	89.6%	97.0%	88.9%	90.5%	
Research	0.0%	1.0%	0.8%	0.0%	0.6%	0.6%	0.0%	1.2%	1.0%	
Services to clients and patients	0.0%	1.0%	1.0%	0.0%	0.8%	0.8%	0.0%	1.2%	1.3%	
Other	0.0%	2.3%	2.3%	0.0%	2.0%	1.8%	0.0%	2.7%	2.7%	
Total(n)	88	1,226	1,271	49	509	502	33	656	715	
Personally, how important to you is:										
Research										
Essential	22.7%	39.7%	25.1%	28.6%	39.9%	26.6%	12.1%	38.2%	24.1%	
Very Important	36.4%	30.5%	31.0%	32.7%	31.9%	31.2%	45.5%	29.9%	30.3%	
Somewhat Important	34.1%	22.5%	29.3%	30.6%	20.9%	28.0%	36.4%	24.3%	30.6%	
Not Important	6.8%	7.2%	14.6%	8.2%	7.2%	14.2%	6.1%	7.6%	15.1%	
Total(n)	88	1,229	1,263	49	511	500	33	655	710	
Mean	2.75	3.03	2.67	2.82	3.05	2.70	2.64	2.99	2.63	
Standard deviation	0.89	0.96	1.01	0.95	0.95	1.01	0.78	0.96	1.01	
Significance	-	**		-			-	*		
Effect size	-	-0.29	0.08	-	-0.24	0.12	-	-0.36	0.01	
Personally, how important to you is:										
Teaching										
Essential	83.0%	77.7%	82.3%	83.7%	80.4%	82.2%	81.8%	76.0%	82.2%	
Very Important	14.8%	19.7%	16.4%	12.2%	17.4%	16.6%	18.2%	21.0%	16.2%	
Somewhat Important	2.3%	2.4%	1.3%	4.1%	2.2%	1.2%	0.0%	2.7%	1.5%	
Not Important	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
Total(n)	88	1,231	1,268	49	511	501	33	657	714	
Mean	3.81	3.75	3.81	3.80	3.78	3.81	3.82	3.73	3.81	
Standard deviation	0.45	0.50	0.43	0.50	0.46	0.42	0.39	0.52	0.43	
Significance	-			-			-			
Effect size	-	0.12	0.00	-	0.04	-0.02	-	0.17	0.02	
Personally, how important to you is:										
Service										
Essential	17.2%	23.0%	27.6%	10.4%	20.3%	24.7%	24.2%	25.6%	29.9%	
Very Important	54.0%	41.5%	42.7%	52.1%	43.5%	41.4%	57.6%	39.8%	43.3%	
Somewhat Important	25.3%	30.4%	24.8%	31.3%	29.9%	26.1%	18.2%	30.7%	23.9%	
Not Important	3.4%	5.1%	5.0%	6.3%	6.3%	7.8%	0.0%	3.8%	2.9%	
Total(n)	87	1,226	1,263	48	508	498	33	655	712	
Mean	2.85	2.82	2.93	2.67	2.78	2.83	3.06	2.87	3.00	
Standard deviation	0.74	0.84	0.85	0.75	0.84	0.89	0.66	0.84	0.81	
Significance	-			-			-			
Effect size	-	0.04	-0.09	-	-0.13	-0.18	-	0.23	0.07	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	2.3%	9.2%	5.2%	2.0%	8.8%	4.4%	3.0%	9.6%	6.1%	
1	5.7%	15.0%	17.0%	8.2%	16.6%	19.7%	3.0%	14.0%	16.0%	
2	14.8%	17.6%	16.6%	20.4%	15.3%	15.5%	6.1%	19.5%	17.4%	
3	44.3%	27.5%	19.8%	42.9%	27.6%	19.1%	48.5%	27.1%	20.2%	
4	20.5%	19.8%	22.2%	18.4%	22.7%	23.7%	18.2%	18.0%	21.1%	
5 or more	12.5%	10.9%	19.2%	8.2%	9.0%	17.7%	21.2%	11.9%	19.1%	
Total(n)	88	1,232	1,273	49	511	503	33	657	717	
How many of the courses that you are teaching this term are:										
General education courses										
0	53.0%	50.9%	44.0%	55.3%	51.1%	46.4%	50.0%	51.5%	43.2%	
1-2	43.9%	38.0%	39.5%	39.5%	38.5%	38.6%	50.0%	36.8%	39.3%	
3-4	1.5%	8.7%	12.3%	2.6%	8.0%	10.1%	0.0%	9.6%	13.9%	
5+	1.5%	2.5%	4.2%	2.6%	2.3%	4.9%	0.0%	2.1%	3.5%	
Total(n)	66	816	936	38	348	386	24	427	509	
Courses required for an undergraduate major										
0	4.9%	16.2%	10.6%	4.4%	16.4%	12.3%	6.5%	16.1%	9.4%	
1-2	65.9%	54.6%	52.6%	71.1%	53.8%	52.6%	61.3%	55.6%	53.7%	
3-4	29.3%	25.5%	27.1%	24.4%	26.9%	27.1%	32.3%	24.1%	26.6%	
5+	0.0%	3.7%	9.6%	0.0%	2.9%	8.0%	0.0%	4.1%	10.4%	
Total(n)	82	974	1,081	45	409	439	31	514	598	
Other undergraduate credit courses										
0	36.7%	48.5%	52.1%	39.4%	45.7%	49.7%	30.4%	50.7%	53.9%	
1-2	58.3%	42.6%	38.5%	54.5%	45.0%	40.7%	65.2%	40.4%	36.4%	
3-4	5.0%	7.0%	6.5%	6.1%	8.0%	6.5%	4.3%	6.6%	6.6%	
5+	0.0%	1.9%	3.0%	0.0%	1.3%	3.1%	0.0%	2.4%	3.1%	

Total(n)	60	732	772	33	311	324	23	381	423	
Developmental/remedial courses (not for credit)										
0	97.9%	95.7%	87.4%	96.3%	96.9%	92.9%	100.0%	95.1%	83.4%	
1-2	2.1%	3.8%	10.7%	3.7%	3.1%	6.8%	0.0%	4.3%	13.9%	
3-4	0.0%	0.2%	1.6%	0.0%	0.0%	0.4%	0.0%	0.3%	2.2%	
5+	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%	
Total(n)	47	624	708	27	262	280	16	327	403	
Graduate courses										
0	65.5%	56.2%	73.8%	70.0%	58.4%	71.2%	55.0%	54.5%	75.7%	
1-2	25.5%	35.6%	20.5%	26.7%	36.3%	24.5%	25.0%	35.5%	17.6%	
3-4	9.1%	7.5%	5.3%	3.3%	5.3%	4.2%	20.0%	9.0%	6.0%	
5+	0.0%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	1.0%	0.7%	
Total(n)	55	772	752	30	320	306	20	409	420	
How many of these courses that you are teaching this term are being taught at another institution?										
0	57.0%	58.7%	42.5%	47.9%	58.5%	45.1%	71.9%	59.0%	40.2%	
1-2	17.4%	23.6%	29.2%	22.9%	23.1%	25.8%	6.3%	23.7%	31.6%	
3-4	24.4%	14.2%	20.0%	27.1%	15.3%	21.2%	21.9%	13.7%	19.8%	
5+	1.2%	3.5%	8.2%	2.1%	3.0%	8.0%	0.0%	3.6%	8.3%	
Total(n)	86	1,106	1,190	48	463	477	32	586	661	
What types of courses do you primarily teach?										
Undergraduate credit courses	92.0%	81.0%	87.4%	100.0%	84.2%	89.8%	78.8%	78.9%	85.2%	
Graduate courses	8.0%	15.9%	7.5%	0.0%	13.5%	7.4%	21.2%	17.5%	7.9%	
Developmental/remedial courses	0.0%	0.6%	3.0%	0.0%	0.4%	1.2%	0.0%	0.6%	4.3%	
I do not teach	0.0%	2.5%	2.0%	0.0%	2.0%	1.6%	0.0%	3.0%	2.5%	
Total(n)	88	1,235	1,274	49	512	502	33	659	718	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	98.9%	90.7%	94.6%	100.0%	92.5%	95.6%	97.0%	89.2%	93.7%	
No	1.1%	9.3%	5.4%	0.0%	7.5%	4.4%	3.0%	10.8%	6.3%	
Total(n)	88	1,230	1,267	49	507	497	33	659	717	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	38.6%	48.9%	27.3%	34.7%	48.4%	29.2%	42.4%	48.8%	26.1%	
No	61.4%	51.1%	72.7%	65.3%	51.6%	70.8%	57.6%	51.2%	73.9%	
Total(n)	88	1,219	1,251	49	504	496	33	651	702	
ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION										
In the past year, to what extent have you:										
Met with graduate students to discuss their research interests										
To a Very Large Extent	11.1%	24.7%	18.6%	5.6%	20.9%	19.0%	21.4%	27.1%	19.3%	
To a Large Extent	11.1%	18.4%	18.3%	11.1%	20.9%	19.7%	14.3%	16.8%	17.1%	
To Some Extent	30.6%	22.9%	20.9%	33.3%	23.8%	22.4%	21.4%	22.1%	18.7%	
To a Small Extent	25.0%	21.2%	21.8%	22.2%	20.9%	20.4%	28.6%	21.2%	23.0%	
Not at All	22.2%	12.9%	20.3%	27.8%	13.5%	18.4%	14.3%	12.8%	21.9%	
Total(n)	36	599	349	18	244	147	14	321	187	
Mentored graduate students										
To a Very Large Extent	19.4%	31.5%	27.6%	11.1%	27.2%	26.5%	35.7%	34.7%	30.1%	
To a Large Extent	13.9%	19.4%	17.2%	5.6%	18.5%	17.7%	28.6%	19.9%	15.8%	
To Some Extent	25.0%	21.2%	20.1%	22.2%	22.2%	21.1%	21.4%	19.6%	17.5%	
To a Small Extent	25.0%	17.2%	18.6%	33.3%	21.0%	21.1%	14.3%	15.1%	17.5%	
Not at All	16.7%	10.6%	16.6%	27.8%	11.1%	13.6%	0.0%	10.7%	19.1%	
Total(n)	36	593	344	18	243	147	14	317	183	
Helped graduate students access professional networks										
To a Very Large Extent	5.7%	17.7%	15.2%	5.9%	14.7%	14.7%	7.1%	19.0%	16.4%	
To a Large Extent	17.1%	20.8%	17.9%	11.8%	20.6%	20.3%	28.6%	21.2%	15.8%	
To Some Extent	28.6%	24.7%	23.2%	23.5%	25.2%	23.8%	35.7%	24.1%	21.3%	
To a Small Extent	14.3%	19.4%	19.4%	17.6%	21.0%	19.6%	14.3%	19.0%	20.2%	
Not at All	34.3%	17.4%	24.3%	41.2%	18.5%	21.7%	14.3%	16.8%	26.2%	
Total(n)	35	587	341	17	238	143	14	316	183	
Presented with graduate students at conferences										
To a Very Large Extent	0.0%	5.6%	6.9%	0.0%	6.2%	6.8%	0.0%	4.7%	7.0%	
To a Large Extent	5.6%	5.8%	5.5%	11.1%	6.2%	6.1%	0.0%	6.0%	5.4%	
To Some Extent	0.0%	6.6%	6.9%	0.0%	6.2%	6.8%	0.0%	6.9%	7.0%	
To a Small Extent	5.6%	7.3%	8.0%	5.6%	8.3%	8.8%	7.1%	6.9%	7.5%	
Not at All	88.9%	74.8%	72.7%	83.3%	73.0%	71.4%	92.9%	75.5%	73.1%	
Total(n)	36	591	348	18	241	147	14	318	186	
Published with graduate students										
To a Very Large Extent	0.0%	2.6%	2.9%	0.0%	2.5%	4.8%	0.0%	1.6%	1.1%	
To a Large Extent	0.0%	3.9%	4.6%	0.0%	2.5%	2.7%	0.0%	5.3%	6.5%	
To Some Extent	5.7%	4.9%	6.3%	5.9%	4.2%	6.2%	7.1%	5.3%	6.5%	
To a Small Extent	8.6%	8.2%	8.6%	17.6%	13.9%	13.0%	0.0%	4.7%	5.4%	

Not at All	85.7%	80.4%	77.5%	76.5%	76.9%	73.3%	92.9%	83.0%	80.6%	
Total(n)	35	588	347	17	238	146	14	318	186	
Included graduate students in research grant writing										
To a Very Large Extent	0.0%	2.5%	2.6%	0.0%	2.5%	3.4%	0.0%	2.2%	2.1%	
To a Large Extent	0.0%	3.0%	3.2%	0.0%	2.5%	2.7%	0.0%	3.5%	3.2%	
To Some Extent	5.6%	5.2%	6.3%	5.6%	2.9%	3.4%	7.1%	7.2%	8.6%	
To a Small Extent	5.6%	6.9%	7.5%	11.1%	6.6%	7.5%	0.0%	7.5%	7.5%	
Not at All	88.9%	82.2%	80.5%	83.3%	85.5%	82.9%	92.9%	79.6%	78.6%	
Total(n)	36	591	348	18	241	146	14	318	187	
In the past year, how many letters of recommendation have you written for graduate students?										
0	36.1%	21.6%	25.6%	31.6%	19.8%	24.3%	28.6%	23.0%	26.5%	
1-5	47.2%	52.1%	47.8%	52.6%	55.0%	55.4%	50.0%	50.2%	43.2%	
6-10	8.3%	15.5%	15.6%	15.8%	15.3%	12.8%	0.0%	16.1%	17.3%	
11-20	2.8%	7.9%	8.4%	0.0%	7.0%	6.1%	7.1%	7.9%	9.2%	
21 or more	5.6%	2.9%	2.6%	0.0%	2.9%	1.4%	14.3%	2.8%	3.8%	
Total(n)	36	593	347	19	242	148	14	317	185	
In the past year, how many master's thesis committees have you served on or are currently serving?										
0	43.2%	63.2%	61.9%	63.2%	66.1%	63.3%	21.4%	61.8%	61.5%	
1	27.0%	13.4%	14.2%	15.8%	9.8%	10.7%	42.9%	15.7%	16.6%	
2	8.1%	6.9%	5.7%	10.5%	7.8%	6.0%	7.1%	6.6%	5.9%	
3-4	8.1%	7.5%	8.0%	5.3%	7.8%	9.3%	0.0%	6.3%	5.9%	
5-8	8.1%	6.0%	6.5%	0.0%	6.1%	7.3%	21.4%	6.0%	5.9%	
9 or more	5.4%	3.0%	3.7%	5.3%	2.4%	3.3%	7.1%	3.8%	4.3%	
Total(n)	37	598	352	19	245	150	14	319	187	
In the past year, how many master's thesis committees have you chaired?										
0	72.2%	78.9%	75.3%	78.9%	79.9%	75.8%	64.3%	77.8%	75.3%	
1	5.6%	7.1%	7.8%	5.3%	6.1%	5.4%	7.1%	7.9%	9.1%	
2	11.1%	5.6%	6.9%	10.5%	4.9%	6.0%	7.1%	6.0%	7.5%	
3-4	0.0%	4.2%	4.9%	0.0%	5.3%	8.1%	0.0%	3.2%	2.2%	
5-8	8.3%	2.9%	3.7%	5.3%	3.3%	4.7%	14.3%	2.9%	3.2%	
9 or more	2.8%	1.4%	1.4%	0.0%	0.4%	0.0%	7.1%	2.2%	2.7%	
Total(n)	36	592	348	19	244	149	14	315	186	
How many dissertation committees have you served on or are currently serving?										
0	97.2%	84.2%	86.1%	94.7%	85.6%	84.7%	100.0%	82.8%	86.7%	
1	2.8%	6.1%	6.0%	5.3%	4.9%	6.0%	0.0%	7.0%	6.4%	
2	0.0%	3.6%	3.4%	0.0%	4.5%	4.7%	0.0%	2.9%	2.1%	
3-4	0.0%	3.4%	2.6%	0.0%	3.3%	4.0%	0.0%	3.5%	1.6%	
5-8	0.0%	1.5%	0.6%	0.0%	1.2%	0.7%	0.0%	1.9%	0.5%	
9 or more	0.0%	1.2%	1.4%	0.0%	0.4%	0.0%	0.0%	1.9%	2.7%	
Total(n)	36	590	352	19	243	150	14	314	188	
In the past year, how many of these dissertation committees have you chaired or are currently chairing?										
0	100.0%	91.2%	92.3%	100.0%	91.4%	91.3%	100.0%	90.4%	93.0%	
1	0.0%	3.6%	4.0%	0.0%	3.7%	4.7%	0.0%	3.5%	3.2%	
2	0.0%	1.5%	1.1%	0.0%	1.6%	1.3%	0.0%	1.6%	1.1%	
3-4	0.0%	2.2%	1.7%	0.0%	2.9%	2.7%	0.0%	1.9%	1.1%	
5-8	0.0%	1.4%	0.6%	0.0%	0.4%	0.0%	0.0%	2.2%	1.1%	
9 or more	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%	
Total(n)	36	590	350	19	245	150	14	312	187	
Rate your agreement with the following statements:										
Graduate students in this program must compete for research opportunities										
Strongly Agree	3.2%	16.5%	14.9%	6.7%	17.5%	13.9%	0.0%	15.5%	15.7%	
Somewhat Agree	25.8%	31.8%	28.8%	26.7%	32.5%	32.1%	23.1%	30.6%	26.5%	
Somewhat Disagree	22.6%	22.7%	25.9%	26.7%	21.5%	25.5%	15.4%	23.7%	25.3%	
Strongly Disagree	48.4%	28.9%	30.4%	40.0%	28.5%	28.5%	61.5%	30.2%	32.5%	
Total(n)	31	550	316	15	228	137	13	291	166	
Mean	1.84	2.36	2.28	2.00	2.39	2.31	1.62	2.31	2.25	
Standard deviation	0.93	1.07	1.05	1.00	1.08	1.03	0.87	1.06	1.08	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.49	-0.42	-	-0.36	-0.30	-	-0.65	-0.58	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly Agree	38.7%	31.7%	29.9%	60.0%	34.1%	33.3%	23.1%	29.9%	28.3%	
Somewhat Agree	29.0%	35.7%	31.8%	20.0%	35.8%	32.6%	38.5%	35.4%	32.5%	
Somewhat Disagree	9.7%	16.8%	20.4%	0.0%	15.9%	18.1%	15.4%	17.0%	19.3%	
Strongly Disagree	22.6%	15.8%	17.9%	20.0%	14.2%	15.9%	23.1%	17.7%	19.9%	
Total(n)	31	558	318	15	232	138	13	294	166	
Mean	2.84	2.83	2.74	3.20	2.90	2.83	2.62	2.78	2.69	
Standard deviation	1.19	1.04	1.07	1.21	1.03	1.06	1.12	1.06	1.09	
Significance	-			-			-			

Effect size	-	0.01	0.09	-	0.29	0.35	-	-0.15	-0.06	
This graduate program enrolls too few international students										
Strongly Agree	6.5%	15.5%	17.6%	13.3%	14.2%	17.0%	0.0%	16.8%	19.0%	
Somewhat Agree	29.0%	19.6%	26.6%	33.3%	24.3%	33.3%	30.8%	16.8%	21.5%	
Somewhat Disagree	38.7%	34.4%	33.0%	33.3%	33.2%	31.9%	46.2%	34.2%	33.1%	
Strongly Disagree	25.8%	30.5%	22.8%	20.0%	28.3%	17.8%	23.1%	32.2%	26.4%	
Total(n)	31	550	312	15	226	135	13	292	163	
Mean	2.16	2.20	2.39	2.40	2.24	2.50	2.08	2.18	2.33	
Standard deviation	0.90	1.04	1.02	0.99	1.02	0.98	0.76	1.06	1.07	
Significance	-			-			-			
Effect size	-	-0.04	-0.23	-	0.16	-0.10	-	-0.09	-0.23	
Graduate students work well together in this program										
Strongly Agree	56.7%	43.3%	41.6%	35.7%	40.6%	37.2%	84.6%	45.5%	45.4%	
Somewhat Agree	33.3%	44.8%	43.9%	50.0%	47.5%	48.8%	7.7%	42.8%	39.9%	
Somewhat Disagree	3.3%	9.8%	10.2%	7.1%	8.2%	8.5%	0.0%	10.3%	11.0%	
Strongly Disagree	6.7%	2.2%	4.3%	7.1%	3.7%	5.4%	7.7%	1.4%	3.7%	
Total(n)	30	543	305	14	219	129	13	292	163	
Mean	3.40	3.29	3.23	3.14	3.25	3.18	3.69	3.33	3.27	
Standard deviation	0.86	0.73	0.80	0.86	0.76	0.80	0.85	0.71	0.80	
Significance	-			-			-			
Effect size	-	0.15	0.21	-	-0.14	-0.05	-	0.51	0.53	
I have encountered instances of academic dishonesty among graduate students										
Strongly Agree	3.2%	8.2%	8.0%	6.7%	9.4%	8.2%	0.0%	7.2%	8.0%	
Somewhat Agree	12.9%	21.6%	22.8%	6.7%	16.6%	18.7%	15.4%	25.1%	25.8%	
Somewhat Disagree	25.8%	23.4%	25.7%	20.0%	23.3%	25.4%	30.8%	23.7%	25.2%	
Strongly Disagree	58.1%	46.7%	43.4%	66.7%	50.7%	47.8%	53.8%	44.0%	41.1%	
Total(n)	31	546	311	15	223	134	13	291	163	
Mean	1.61	1.91	1.95	1.53	1.85	1.87	1.62	1.96	2.01	
Standard deviation	0.84	1.00	0.99	0.92	1.02	0.99	0.77	0.99	1.00	
Significance	-			-			-			
Effect size	-	-0.30	-0.34	-	-0.31	-0.34	-	-0.34	-0.39	
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly Agree	25.8%	28.6%	29.1%	20.0%	29.6%	29.5%	30.8%	27.9%	28.6%	
Somewhat Agree	51.6%	50.5%	50.7%	40.0%	48.9%	47.7%	61.5%	52.4%	53.4%	
Somewhat Disagree	12.9%	13.8%	11.8%	26.7%	13.0%	13.6%	0.0%	13.4%	9.9%	
Strongly Disagree	9.7%	7.2%	8.5%	13.3%	8.5%	9.1%	7.7%	6.2%	8.1%	
Total(n)	31	545	306	15	223	132	13	290	161	
Mean	2.94	3.01	3.00	2.67	3.00	2.98	3.15	3.02	3.02	
Standard deviation	0.89	0.84	0.87	0.98	0.88	0.89	0.80	0.81	0.84	
Significance	-			-			-			
Effect size	-	-0.08	-0.07	-	-0.38	-0.35	-	0.16	0.15	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly Agree	45.2%	18.5%	24.3%	53.3%	18.5%	22.6%	38.5%	18.9%	25.8%	
Somewhat Agree	25.8%	27.6%	30.2%	6.7%	31.5%	33.1%	38.5%	25.5%	28.3%	
Somewhat Disagree	6.5%	29.8%	23.6%	6.7%	28.8%	21.8%	7.7%	30.4%	25.2%	
Strongly Disagree	22.6%	24.1%	22.0%	33.3%	21.2%	22.6%	15.4%	25.2%	20.8%	
Total(n)	31	540	305	15	222	133	13	286	159	
Mean	2.94	2.41	2.57	2.80	2.47	2.56	3.00	2.38	2.59	
Standard deviation	1.21	1.05	1.08	1.42	1.02	1.08	1.08	1.06	1.09	
Significance	-	**		-			-	*		
Effect size	-	0.50	0.34	-	0.32	0.22	-	0.58	0.38	
Faculty in my department are good mentors for graduate students										
Strongly Agree	53.3%	47.7%	46.0%	53.3%	45.8%	46.7%	61.5%	48.5%	44.5%	
Somewhat Agree	30.0%	36.4%	39.3%	20.0%	37.0%	39.4%	30.8%	35.7%	39.6%	
Somewhat Disagree	10.0%	12.4%	9.6%	13.3%	12.3%	8.8%	7.7%	13.4%	10.4%	
Strongly Disagree	6.7%	3.5%	5.1%	13.3%	4.8%	5.1%	0.0%	2.4%	5.5%	
Total(n)	30	549	313	15	227	137	13	291	164	
Mean	3.30	3.28	3.26	3.13	3.24	3.28	3.54	3.30	3.23	
Standard deviation	0.92	0.81	0.83	1.13	0.85	0.83	0.66	0.79	0.85	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	-0.13	-0.18	-	0.30	0.36	
Most graduate students in this program move on to faculty positions										
Strongly Agree	3.3%	2.2%	3.2%	6.7%	3.1%	4.4%	0.0%	1.4%	1.9%	
Somewhat Agree	16.7%	18.0%	19.2%	20.0%	19.5%	20.0%	15.4%	16.3%	18.6%	
Somewhat Disagree	26.7%	35.8%	31.5%	33.3%	41.6%	36.3%	23.1%	33.0%	28.6%	
Strongly Disagree	53.3%	44.0%	46.1%	40.0%	35.8%	39.3%	61.5%	49.3%	50.9%	
Total(n)	30	545	308	15	226	135	13	288	161	
Mean	1.70	1.78	1.80	1.93	1.90	1.90	1.54	1.70	1.71	
Standard deviation	0.88	0.81	0.86	0.96	0.82	0.87	0.78	0.79	0.83	
Significance	-			-			-			

Effect size	-	-0.10	-0.12	-	0.04	0.03	-	-0.20	-0.20	
Most graduate students in this program move into positions outside of academia										
Strongly Agree	46.7%	45.0%	46.1%	26.7%	43.3%	44.0%	61.5%	45.7%	46.3%	
Somewhat Agree	33.3%	39.3%	35.7%	33.3%	38.8%	35.1%	38.5%	40.5%	37.7%	
Somewhat Disagree	13.3%	12.1%	12.0%	26.7%	14.7%	14.9%	0.0%	9.7%	9.3%	
Strongly Disagree	6.7%	3.5%	6.2%	13.3%	3.1%	6.0%	0.0%	4.2%	6.8%	
Total(n)	30	544	308	15	224	134	13	289	162	
Mean	3.20	3.26	3.22	2.73	3.22	3.17	3.62	3.28	3.23	
Standard deviation	0.92	0.80	0.88	1.03	0.81	0.90	0.51	0.80	0.88	
Significance	-	-	-	-	*	-	-	-	-	
Effect size	-	-0.07	-0.02	-	-0.60	-0.49	-	0.43	0.44	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Yes	56.3%	49.2%	48.9%	52.1%	51.5%	49.7%	66.7%	47.6%	48.5%	Civic Minded Practice
No	43.7%	50.8%	51.1%	47.9%	48.5%	50.3%	33.3%	52.4%	51.5%	
Total(n)	87	1,209	1,254	48	499	495	33	647	705	
Yes	37.5%	43.3%	42.9%	32.7%	39.6%	40.5%	45.5%	45.8%	43.9%	Civic Minded Practice
No	62.5%	56.7%	57.1%	67.3%	60.4%	59.5%	54.5%	54.2%	56.1%	
Total(n)	88	1,193	1,236	49	495	486	33	637	697	
Conducted research or writing focused on international/global issues										
Yes	31.4%	37.0%	23.4%	31.3%	39.4%	24.2%	31.3%	33.8%	22.6%	
No	68.6%	63.0%	76.6%	68.8%	60.6%	75.8%	68.8%	66.2%	77.4%	
Total(n)	86	1,189	1,231	48	495	488	32	633	691	
Yes	33.7%	38.9%	29.3%	29.2%	33.3%	27.1%	37.5%	41.4%	29.9%	
No	66.3%	61.1%	70.7%	70.8%	66.7%	72.9%	62.5%	58.6%	70.1%	
Total(n)	86	1,186	1,230	48	492	490	32	633	689	
Yes	27.6%	34.6%	23.6%	18.8%	23.3%	16.7%	36.4%	40.7%	27.2%	
No	72.4%	65.4%	76.4%	81.3%	76.7%	83.3%	63.6%	59.3%	72.8%	
Total(n)	87	1,178	1,221	48	480	480	33	637	690	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Yes	18.6%	19.7%	13.0%	14.6%	14.0%	10.5%	18.8%	20.6%	13.3%	
No	81.4%	80.3%	87.0%	85.4%	86.0%	89.5%	81.3%	79.4%	86.7%	
Total(n)	86	1,165	1,205	48	480	475	32	625	679	
Conducted research or writing focused on biomedical science fields										
Yes	11.8%	9.5%	9.5%	14.6%	12.5%	10.7%	3.2%	7.1%	8.3%	
No	88.2%	90.5%	90.5%	85.4%	87.5%	89.3%	96.8%	92.9%	91.7%	
Total(n)	85	1,156	1,205	48	480	477	31	617	677	
Yes	70.1%	63.5%	45.1%	64.6%	66.0%	49.8%	75.8%	60.8%	41.5%	
No	29.9%	36.5%	54.9%	35.4%	34.0%	50.2%	24.2%	39.2%	58.5%	
Total(n)	87	1,198	1,236	48	497	488	33	638	696	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Yes	39.5%	50.5%	35.5%	34.0%	50.2%	37.9%	48.5%	49.3%	33.6%	
No	60.5%	49.5%	64.5%	66.0%	49.8%	62.1%	51.5%	50.7%	66.4%	
Total(n)	86	1,197	1,235	47	498	491	33	637	693	
Yes	24.7%	34.9%	22.8%	21.3%	31.4%	23.0%	25.0%	37.3%	22.7%	
No	75.3%	65.1%	77.2%	78.7%	68.6%	77.0%	75.0%	62.7%	77.3%	
Total(n)	85	1,174	1,205	47	488	478	32	624	677	
Received funding for your work from foundations										
Yes	11.6%	19.4%	13.7%	10.6%	17.4%	13.3%	12.1%	20.3%	14.4%	
No	88.4%	80.6%	86.3%	89.4%	82.6%	86.7%	87.9%	79.7%	85.6%	
Total(n)	86	1,185	1,226	47	488	482	33	637	694	
Received funding for your work from state or federal government										
Yes	15.3%	20.3%	19.4%	17.0%	21.4%	22.5%	12.5%	19.4%	17.5%	
No	84.7%	79.7%	80.6%	83.0%	78.6%	77.5%	87.5%	80.6%	82.5%	
Total(n)	85	1,179	1,226	47	490	489	32	630	687	
Received funding for your work from business or industry										
Yes	3.5%	9.8%	5.2%	6.4%	10.6%	7.7%	0.0%	8.6%	3.4%	
No	96.5%	90.2%	94.8%	93.6%	89.4%	92.3%	100.0%	91.4%	96.6%	
Total(n)	85	1,158	1,202	47	482	480	32	617	674	
During the past three years, have you:										
Taught an honors course										
Yes	25.9%	17.2%	10.3%	32.6%	18.1%	10.7%	18.2%	16.3%	9.9%	
No	74.1%	82.8%	89.7%	67.4%	81.9%	89.3%	81.8%	83.8%	90.1%	
Total(n)	85	1,194	1,227	46	493	485	33	640	690	
Taught an interdisciplinary course										
Yes	57.6%	45.5%	31.8%	54.3%	44.2%	30.6%	63.6%	44.9%	31.8%	
No	42.4%	54.5%	68.2%	45.7%	55.8%	69.4%	36.4%	55.1%	68.2%	
Total(n)	85	1,190	1,224	46	491	484	33	637	686	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Yes	21.4%	17.9%	12.7%	17.8%	13.1%	8.9%	30.3%	21.3%	15.3%	

No	78.6%	82.1%	87.3%	82.2%	86.9%	91.1%	69.7%	78.8%	84.7%	
Total(n)	84	1,188	1,215	45	489	481	33	640	686	
Taught a service learning course										
Yes	16.7%	15.6%	14.7%	10.9%	10.4%	10.0%	25.0%	19.7%	17.9%	
No	83.3%	84.4%	85.3%	89.1%	89.6%	90.0%	75.0%	80.3%	82.1%	
Total(n)	84	1,183	1,209	46	489	481	32	635	680	
Taught a course exclusively online										
Yes	57.1%	61.8%	71.7%	41.3%	60.4%	69.1%	78.1%	63.3%	73.4%	
No	42.9%	38.2%	28.3%	58.7%	39.6%	30.9%	21.9%	36.7%	26.6%	
Total(n)	84	1,196	1,234	46	495	489	32	640	692	
Participated in organized activities around enhancing pedagogy or student learning										
Yes	77.4%	72.3%	73.8%	62.2%	66.6%	67.6%	100.0%	77.2%	78.6%	
No	22.6%	27.7%	26.2%	37.8%	33.4%	32.4%	0.0%	22.8%	21.4%	
Total(n)	84	1,197	1,234	45	494	487	33	644	695	
Taught a seminar for first-year students										
Yes	37.6%	21.2%	22.8%	37.0%	19.9%	19.5%	39.4%	21.4%	24.8%	
No	62.4%	78.8%	77.2%	63.0%	80.1%	80.5%	60.6%	78.6%	75.2%	
Total(n)	85	1,186	1,218	46	487	481	33	637	685	
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Yes	82.6%	80.8%	75.6%	72.3%	78.2%	69.3%	93.9%	82.1%	79.0%	
No	17.4%	19.2%	24.4%	27.7%	21.8%	30.7%	6.1%	17.9%	21.0%	
Total(n)	86	1,201	1,239	47	495	489	33	643	695	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a Very Large Extent			3.1%	4.3%	4.2%	3.7%	3.0%	3.9%	2.6%	
To a Large Extent	5.9%	4.2%	4.3%	17.4%	5.6%	4.3%	18.2%	4.8%	4.4%	
To Some Extent	22.4%	8.9%	7.5%	21.7%	10.7%	9.0%	21.2%	7.6%	6.3%	
To a Small Extent	11.8%	6.0%	6.2%	10.9%	5.8%	7.4%	9.1%	6.2%	5.1%	
Not at All	43.5%	76.0%	78.9%	45.7%	73.6%	75.7%	48.5%	77.5%	81.7%	
Total(n)	85	1,204	1,246	46	497	489	33	645	704	
Published with undergraduates										
To a Very Large Extent	1.2%	1.2%	0.6%	0.0%	1.4%	0.8%	0.0%	0.8%	0.3%	
To a Large Extent	2.4%	2.6%	1.7%	0.0%	4.0%	2.5%	6.3%	1.7%	1.3%	
To Some Extent	10.7%	5.0%	4.1%	17.4%	6.7%	5.8%	3.1%	4.1%	3.2%	
To a Small Extent	7.1%	5.3%	4.4%	8.7%	5.3%	4.5%	3.1%	5.4%	4.2%	
Not at All	78.6%	85.9%	89.1%	73.9%	82.6%	86.4%	87.5%	88.0%	91.1%	
Total(n)	84	1,189	1,233	46	495	486	32	634	694	
Engaged undergraduates on your research project(s)										
To a Very Large Extent	14.3%	9.0%	6.2%	15.2%	12.4%	8.6%	9.4%	6.7%	4.6%	
To a Large Extent	13.1%	8.6%	6.8%	13.0%	8.5%	6.8%	15.6%	9.3%	7.0%	
To Some Extent	25.0%	14.9%	10.3%	28.3%	16.8%	12.5%	21.9%	12.8%	8.1%	
To a Small Extent	16.7%	10.5%	8.5%	10.9%	8.7%	7.8%	18.8%	11.2%	8.7%	
Not at All	31.0%	57.0%	68.2%	32.6%	53.5%	64.3%	34.4%	60.0%	71.6%	
Total(n)	84	1,198	1,241	46	493	487	32	643	701	
Worked with undergraduates on their research project(s)										
To a Very Large Extent	25.9%	15.4%	10.4%	28.3%	16.4%	12.0%	21.2%	14.5%	9.5%	
To a Large Extent	25.9%	13.6%	9.5%	23.9%	14.8%	9.6%	30.3%	12.5%	9.8%	
To Some Extent	23.5%	17.7%	13.9%	21.7%	19.4%	14.9%	21.2%	15.5%	11.6%	
To a Small Extent	10.6%	12.6%	12.2%	10.9%	11.6%	12.6%	12.1%	13.3%	12.1%	
Not at All	14.1%	40.7%	54.0%	15.2%	37.7%	50.9%	15.2%	44.2%	57.0%	
Total(n)	85	1,208	1,249	46	499	491	33	647	705	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	29.1%	18.4%	14.2%	25.5%	20.6%	16.2%	36.4%	16.9%	13.1%	
Good	52.3%	34.3%	27.7%	57.4%	36.1%	29.7%	42.4%	32.8%	26.3%	
Fair	8.1%	11.6%	10.2%	4.3%	11.7%	9.9%	12.1%	11.3%	9.8%	
Poor	1.2%	2.6%	2.0%	2.1%	2.6%	2.4%	0.0%	2.6%	1.5%	
I have not worked with undergraduates on research projects	9.3%	33.0%	45.9%	10.6%	29.0%	41.8%	9.1%	36.3%	49.3%	
Total(n)	86	1,217	1,259	47	504	495	33	652	712	
How many undergraduates do you currently advise?										
None	20.9%	47.3%	46.5%	23.4%	41.5%	42.6%	18.2%	51.0%	49.6%	
1-5	16.3%	11.2%	7.7%	21.3%	12.6%	9.7%	12.1%	11.0%	6.8%	
6-10	15.1%	9.0%	8.0%	14.9%	12.3%	9.7%	12.1%	5.9%	6.5%	
11-20	25.6%	12.4%	10.5%	27.7%	14.8%	12.2%	21.2%	11.0%	9.4%	
21-30	16.3%	8.2%	8.5%	10.6%	7.3%	7.6%	24.2%	8.7%	8.9%	
31 or more	5.8%	12.0%	18.8%	2.1%	11.5%	18.2%	12.1%	12.4%	18.8%	
Total(n)	86	1,201	1,240	47	494	484	33	645	704	
During the past year, how often have you done each of the following with your undergraduate advisees?										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	44.1%	59.6%	64.6%	36.1%	48.3%	54.5%	51.9%	67.8%	71.4%	

Occasionally	50.0%	37.2%	31.5%	52.8%	46.9%	39.7%	48.1%	30.2%	25.7%	
Not at All	5.9%	3.2%	4.0%	11.1%	4.9%	5.8%	0.0%	1.9%	2.9%	
Total(n)	68	624	658	36	286	277	27	311	350	
Mean	2.38	2.56	2.61	2.25	2.43	2.49	2.52	2.66	2.69	
Standard deviation	0.60	0.56	0.56	0.65	0.59	0.61	0.51	0.51	0.52	
Significance	-	*	**	-		*	-			
Effect size	-	-0.32	-0.41	-	-0.31	-0.39	-	-0.27	-0.33	
Helped them plan their course of study										
Frequently	75.0%	73.2%	73.1%	63.9%	68.5%	69.0%	88.9%	77.8%	76.0%	
Occasionally	25.0%	22.8%	21.6%	36.1%	25.5%	24.5%	11.1%	19.6%	19.4%	
Not at All	0.0%	4.0%	5.3%	0.0%	5.9%	6.5%	0.0%	2.6%	4.6%	
Total(n)	68	624	658	36	286	277	27	311	350	
Mean	2.75	2.69	2.68	2.64	2.63	2.62	2.89	2.75	2.71	
Standard deviation	0.44	0.54	0.57	0.49	0.60	0.60	0.32	0.49	0.54	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.02	0.03	-	0.29	0.33	
Discussed their academic performance										
Frequently	54.4%	63.1%	67.0%	47.2%	57.4%	62.0%	66.7%	67.6%	70.2%	
Occasionally	41.2%	32.7%	29.1%	47.2%	37.9%	35.0%	33.3%	28.5%	25.2%	
Not at All	4.4%	4.2%	4.0%	5.6%	4.6%	2.9%	0.0%	3.9%	4.6%	
Total(n)	68	618	654	36	282	274	27	309	349	
Mean	2.50	2.59	2.63	2.42	2.53	2.59	2.67	2.64	2.66	
Standard deviation	0.59	0.57	0.56	0.60	0.59	0.55	0.48	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.16	-0.23	-	-0.19	-0.31	-	0.05	0.02	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	52.9%	58.9%	52.9%	41.7%	49.3%	46.5%	66.7%	66.8%	57.4%	
Occasionally	42.6%	35.3%	36.0%	50.0%	44.8%	45.1%	33.3%	27.2%	29.7%	
Not at All	4.4%	5.8%	11.1%	8.3%	5.9%	8.4%	0.0%	6.1%	12.9%	
Total(n)	68	626	656	36	286	275	27	313	350	
Mean	2.49	2.53	2.42	2.33	2.43	2.38	2.67	2.61	2.45	
Standard deviation	0.59	0.60	0.68	0.63	0.60	0.64	0.48	0.60	0.71	
Significance	-			-			-			
Effect size	-	-0.07	0.10	-	-0.17	-0.08	-	0.10	0.31	
Discussed career and post-graduation goals										
Frequently	73.5%	72.6%	73.1%	66.7%	67.8%	68.2%	81.5%	76.6%	76.0%	
Occasionally	26.5%	26.1%	24.2%	33.3%	31.1%	29.6%	18.5%	21.8%	20.9%	
Not at All	0.0%	1.3%	2.7%	0.0%	1.0%	2.2%	0.0%	1.6%	3.1%	
Total(n)	68	625	658	36	286	277	27	312	350	
Mean	2.74	2.71	2.70	2.67	2.67	2.66	2.81	2.75	2.73	
Standard deviation	0.44	0.48	0.51	0.48	0.49	0.52	0.40	0.47	0.51	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	0.00	0.02	-	0.13	0.16	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	57.0%	50.5%	59.5%	44.7%	44.5%	50.4%	78.8%	56.1%	66.4%	
No	34.9%	35.8%	31.2%	48.9%	42.3%	38.9%	12.1%	30.1%	25.9%	
Not eligible	2.3%	3.8%	2.9%	2.1%	4.1%	3.1%	0.0%	3.8%	2.7%	
Not available	5.8%	9.9%	6.4%	4.3%	9.1%	7.6%	9.1%	10.0%	5.0%	
Total(n)	86	1,183	1,235	47	492	486	33	631	696	
Funded workshops focused on research skills development										
Yes	6.0%	13.9%	12.5%	4.3%	14.7%	13.9%	9.4%	14.4%	12.1%	
No	63.1%	57.7%	60.9%	69.6%	62.2%	63.6%	53.1%	54.5%	59.2%	
Not eligible	1.2%	5.2%	4.9%	2.2%	5.0%	5.2%	0.0%	5.6%	4.8%	
Not available	29.8%	23.2%	21.7%	23.9%	18.2%	17.3%	37.5%	25.5%	24.0%	
Total(n)	84	1,170	1,222	46	484	481	32	627	688	
Funded workshops focused on grant writing										
Yes	3.6%	7.5%	5.8%	6.5%	6.6%	5.4%	0.0%	7.8%	6.0%	
No	72.6%	65.6%	67.9%	78.3%	71.4%	73.2%	65.6%	62.2%	65.0%	
Not eligible	2.4%	6.1%	5.5%	2.2%	5.4%	5.2%	3.1%	6.9%	5.7%	
Not available	21.4%	20.8%	20.8%	13.0%	16.6%	16.2%	31.3%	23.0%	23.3%	
Total(n)	84	1,166	1,219	46	483	481	32	625	686	
Paid sabbatical leave										
Yes	5.8%	9.9%	6.6%	8.5%	8.3%	5.6%	3.0%	11.3%	7.4%	
No	64.0%	51.5%	58.6%	68.1%	58.0%	64.2%	66.7%	47.2%	54.6%	
Not eligible	23.3%	28.4%	23.8%	21.3%	24.2%	19.1%	18.2%	31.2%	27.4%	
Not available	7.0%	10.3%	11.0%	2.1%	9.5%	11.0%	12.1%	10.3%	10.6%	
Total(n)	86	1,170	1,221	47	483	481	33	629	689	
Travel funds paid by the institution										
Yes	62.8%	45.9%	38.5%	46.8%	45.4%	36.3%	87.9%	47.4%	40.5%	

No	33.7%	35.9%	44.6%	51.1%	39.3%	49.4%	12.1%	32.8%	40.9%	No
Not eligible	1.2%	10.4%	8.5%	0.0%	8.8%	6.3%	0.0%	11.0%	10.2%	
Not available	2.3%	7.8%	8.5%	2.1%	6.5%	8.0%	0.0%	8.9%	8.4%	
Total(n)	86	1,179	1,230	47	491	490	33	629	687	
Internal grants for research										
Yes	24.7%	23.0%	14.8%	23.9%	24.7%	17.1%	21.2%	21.9%	13.4%	
No	69.4%	56.0%	61.4%	71.7%	57.2%	62.4%	72.7%	55.3%	60.8%	
Not eligible	1.2%	10.8%	9.5%	2.2%	9.1%	7.4%	0.0%	11.8%	11.2%	
Not available	4.7%	10.2%	14.4%	2.2%	9.1%	13.0%	6.1%	11.0%	14.7%	
Total(n)	85	1,171	1,225	46	486	484	33	627	688	
Training for administrative leadership										
Yes	9.3%	11.2%	10.3%	8.5%	12.4%	9.6%	12.1%	10.6%	11.0%	
No	69.8%	55.3%	64.3%	83.0%	59.8%	68.2%	57.6%	52.7%	61.8%	
Not eligible	7.0%	13.1%	10.5%	2.1%	10.8%	8.6%	6.1%	14.3%	11.7%	
Not available	14.0%	20.4%	14.9%	6.4%	17.0%	13.6%	24.2%	22.3%	15.5%	
Total(n)	86	1,164	1,214	47	483	478	33	622	683	
Training for promoting inclusion and facilitating difficult conversations										
Yes	32.6%	35.8%	35.2%	17.0%	27.0%	25.4%	54.5%	41.9%	42.3%	
No	62.8%	48.3%	50.5%	80.9%	59.3%	59.5%	42.4%	41.3%	44.6%	
Not eligible	1.2%	5.3%	4.1%	0.0%	5.1%	4.5%	0.0%	5.4%	3.8%	
Not available	3.5%	10.5%	10.2%	2.1%	8.6%	10.5%	3.0%	11.4%	9.3%	
Total(n)	86	1,179	1,226	47	489	484	33	632	690	
Incentives to develop new courses										
Yes	14.1%	16.9%	15.2%	14.9%	14.3%	13.2%	15.6%	18.8%	16.8%	
No	71.8%	57.0%	59.6%	72.3%	60.7%	62.7%	71.9%	54.6%	58.0%	
Not eligible	1.2%	8.0%	7.7%	2.1%	7.8%	7.4%	0.0%	8.3%	8.0%	
Not available	12.9%	18.0%	17.5%	10.6%	17.2%	16.7%	12.5%	18.3%	17.1%	
Total(n)	85	1,169	1,221	47	488	485	32	623	684	
Incentives to integrate technology into your classroom										
Yes	18.8%	22.0%	28.3%	10.9%	19.3%	23.1%	30.3%	24.4%	32.8%	
No	65.9%	54.2%	53.6%	73.9%	58.0%	57.9%	60.6%	52.2%	51.0%	
Not eligible	1.2%	5.6%	4.9%	2.2%	5.3%	5.4%	0.0%	5.1%	4.4%	
Not available	14.1%	18.2%	13.2%	13.0%	17.3%	13.6%	9.1%	18.3%	11.8%	
Total(n)	85	1,169	1,223	46	486	484	33	624	686	
Resources to integrate culturally-competent practices into your classroom										
Yes	25.6%	34.5%	35.0%	8.5%	22.6%	23.4%	48.5%	42.7%	43.6%	
No	55.8%	47.3%	48.8%	76.6%	59.7%	59.2%	30.3%	38.8%	42.1%	
Not eligible	1.2%	4.7%	4.3%	2.1%	4.9%	5.0%	0.0%	4.6%	3.9%	
Not available	17.4%	13.5%	11.9%	12.8%	12.8%	12.4%	21.2%	13.9%	10.4%	
Total(n)	86	1,171	1,227	47	486	483	33	627	692	
How many of the following have you published?										
Articles in academic or professional journals										
None	23.3%	31.3%	46.2%	23.4%	29.1%	41.4%	24.2%	32.7%	50.1%	Scholarly Productivity
1-2	32.6%	18.5%	16.6%	23.4%	18.2%	17.7%	42.4%	18.9%	15.8%	
3-4	16.3%	12.1%	9.3%	14.9%	10.7%	8.3%	21.2%	12.7%	9.5%	
5-10	17.4%	17.0%	13.2%	21.3%	14.9%	12.5%	12.1%	19.3%	13.9%	
11-20	4.7%	12.4%	8.9%	8.5%	14.3%	10.6%	0.0%	11.6%	8.0%	
21-50	3.5%	7.0%	4.7%	6.4%	9.9%	7.3%	0.0%	4.7%	2.8%	
51+	2.3%	1.6%	1.1%	2.1%	2.9%	2.3%	0.0%	0.2%	0.0%	
Total(n)	86	1,165	1,214	47	484	481	33	623	685	
Mean	2.67	2.88	2.40	2.96	3.08	2.64	2.21	2.73	2.22	
Standard deviation	1.49	1.73	1.66	1.64	1.85	1.81	0.96	1.59	1.51	
Significance	-			-			-			
Effect size	-	-0.12	0.16	-	-0.06	0.18	-	-0.33	-0.01	
Chapters in edited volumes										
None	71.8%	58.6%	71.4%	69.6%	59.2%	70.5%	75.8%	59.1%	72.3%	Scholarly Productivity
1-2	15.3%	23.6%	18.0%	13.0%	20.3%	17.4%	18.2%	25.1%	17.7%	
3-4	7.1%	8.7%	5.8%	8.7%	10.3%	6.3%	6.1%	7.8%	5.9%	
5-10	3.5%	6.3%	3.5%	4.3%	6.7%	4.4%	0.0%	5.7%	2.8%	
11-20	1.2%	2.3%	1.0%	2.2%	2.9%	1.0%	0.0%	1.8%	1.0%	
21-50	1.2%	0.5%	0.2%	2.2%	0.6%	0.4%	0.0%	0.3%	0.1%	
51+	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	85	1,150	1,205	46	478	478	33	614	679	
Mean	1.51	1.72	1.46	1.63	1.76	1.49	1.30	1.68	1.44	
Standard deviation	1.00	1.07	0.88	1.18	1.13	0.92	0.59	1.02	0.85	
Significance	-			-			-	*		
Effect size	-	-0.20	0.06	-	-0.12	0.15	-	-0.37	-0.16	
Books, manuals, monographs, or research reports										
None	72.9%	66.1%	74.9%	65.2%	63.7%	71.4%	84.8%	68.6%	77.2%	
1-2	10.6%	21.1%	17.3%	13.0%	19.7%	16.6%	9.1%	22.5%	18.1%	
3-4	9.4%	6.1%	3.9%	13.0%	8.3%	6.5%	6.1%	4.2%	2.3%	
5-10	3.5%	4.2%	2.4%	4.3%	5.6%	3.4%	0.0%	2.6%	1.5%	

11-20	3.5%	1.7%	0.9%	4.3%	2.1%	1.5%	0.0%	1.3%	0.4%		
21-50	0.0%	0.4%	0.2%	0.0%	0.4%	0.2%	0.0%	0.3%	0.1%		
51+	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	0.0%	0.5%	0.3%		
Total(n)	85	1,155	1,207	46	482	476	33	617	684		
Mean	1.54	1.57	1.39	1.70	1.65	1.49	1.21	1.48	1.31		
Standard deviation	1.04	1.02	0.85	1.13	1.06	0.96	0.55	0.93	0.72		
Significance	-			-			-				
Effect size	-	-0.03	0.18	-	0.05	0.22	-	-0.29	-0.14		
Other, such as patents or computer software products											
None	94.0%	90.6%	93.7%	91.3%	88.6%	91.3%	100.0%	92.2%	95.4%		
1-2	1.2%	5.3%	3.7%	2.2%	7.1%	5.5%	0.0%	4.1%	2.5%		
3-4	0.0%	1.8%	1.1%	0.0%	1.7%	1.1%	0.0%	1.8%	1.0%		
5-10	2.4%	1.1%	0.9%	4.3%	1.1%	1.3%	0.0%	1.2%	0.7%		
11-20	1.2%	0.3%	0.3%	2.2%	0.4%	0.4%	0.0%	0.2%	0.1%		
21-50	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%		
51+	1.2%	0.8%	0.3%	0.0%	1.1%	0.4%	0.0%	0.2%	0.1%		
Total(n)	84	1,125	1,191	46	466	473	32	604	672		
Mean	1.20	1.19	1.12	1.24	1.22	1.16	1.00	1.15	1.08		
Standard deviation	0.90	0.75	0.56	0.85	0.80	0.64	0.00	0.61	0.45		
Significance	-			-			-				
Effect size	-	0.01	0.14	-	0.03	0.13	-	-0.25	-0.18		
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?											
None	74.1%	69.4%	82.5%	72.3%	67.6%	80.7%	78.8%	73.3%	85.0%		
1-2	7.1%	8.5%	6.2%	8.5%	8.7%	6.4%	6.1%	8.1%	5.9%		
3-4	9.4%	7.4%	4.1%	6.4%	8.9%	4.5%	9.1%	5.7%	3.3%		
5-10	4.7%	7.3%	3.5%	6.4%	8.1%	3.9%	3.0%	6.2%	3.0%		
11-20	2.4%	3.6%	1.3%	2.1%	3.2%	1.2%	3.0%	3.8%	1.3%		
21+	2.4%	3.8%	2.4%	4.3%	3.4%	3.3%	0.0%	2.9%	1.4%		
Total(n)	85	1,182	1,227	47	494	486	33	630	692		
Mean	1.61	1.79	1.42	1.70	1.81	1.49	1.45	1.68	1.34		
Standard deviation	1.22	1.40	1.09	1.37	1.38	1.18	1.00	1.32	0.96		
Significance	-			-			-				
Effect size	-	-0.13	0.17	-	-0.08	0.18	-	-0.17	0.11		
How many of these exhibitions, recordings or performances were:											
Solo/Individual											
None	40.9%	34.1%	38.5%	38.5%	31.6%	43.2%	28.6%	37.9%	36.4%		
1-2	40.9%	34.3%	28.9%	46.2%	41.1%	27.4%	42.9%	28.4%	29.9%		
3-4	9.1%	16.1%	16.1%	0.0%	12.0%	13.7%	28.6%	20.1%	18.7%		
5-10	9.1%	9.7%	10.6%	15.4%	11.4%	9.5%	0.0%	8.3%	11.2%		
11-20	0.0%	2.5%	1.4%	0.0%	1.9%	0.0%	0.0%	2.4%	1.9%		
21+	0.0%	3.3%	4.6%	0.0%	1.9%	6.3%	0.0%	3.0%	1.9%		
Total(n)	22	361	218	13	158	95	7	169	107		
Mean	1.86	2.22	2.21	1.92	2.16	2.15	2.00	2.18	2.18		
Standard deviation	0.94	1.27	1.34	1.04	1.16	1.40	0.82	1.26	1.20		
Significance	-			-			-				
Effect size	-	-0.28	-0.26	-	-0.21	-0.16	-	-0.14	-0.15		
How many of these exhibitions, recordings or performances were:											
Collaborative											
None	27.3%	19.4%	21.6%	38.5%	24.1%	23.7%	14.3%	16.4%	20.4%		
1-2	27.3%	31.7%	33.3%	23.1%	29.7%	31.2%	42.9%	35.8%	38.8%		
3-4	27.3%	20.2%	18.3%	15.4%	20.3%	14.0%	28.6%	18.8%	18.4%		
5-10	4.5%	16.3%	12.2%	7.7%	14.6%	15.1%	0.0%	17.6%	7.8%		
11-20	13.6%	6.7%	8.0%	15.4%	5.7%	6.5%	14.3%	7.9%	10.7%		
21+	0.0%	5.6%	6.6%	0.0%	5.7%	9.7%	0.0%	3.6%	3.9%		
Total(n)	22	356	213	13	158	93	7	165	103		
Mean	2.50	2.76	2.71	2.38	2.65	2.78	2.57	2.76	2.61		
Standard deviation	1.34	1.41	1.47	1.50	1.43	1.59	1.27	1.34	1.39		
Significance	-			-			-				
Effect size	-	-0.18	-0.14	-	-0.19	-0.25	-	-0.14	-0.03		
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?											
None	46.5%	44.4%	60.5%	42.6%	44.0%	58.2%	51.5%	45.8%	62.6%		Scholarly Productivity
1	17.4%	11.6%	9.6%	14.9%	11.9%	9.5%	21.2%	11.5%	9.7%		
2	16.3%	11.9%	8.7%	19.1%	11.5%	8.8%	12.1%	12.0%	8.4%		
3	7.0%	10.7%	7.1%	6.4%	10.7%	7.8%	9.1%	9.9%	6.2%		
4	2.3%	6.8%	4.4%	2.1%	6.4%	4.0%	3.0%	6.9%	4.9%		
5	1.2%	4.2%	2.3%	2.1%	4.3%	2.9%	0.0%	4.5%	2.1%		
6	1.2%	2.8%	1.9%	0.0%	2.7%	1.9%	3.0%	2.9%	1.8%		
7-10	1.2%	4.4%	3.4%	2.1%	4.3%	3.8%	0.0%	4.5%	3.2%		

More than 10	7.0%	3.2%	2.0%	10.6%	4.1%	3.2%	0.0%	2.1%	1.0%	
Total(n)	86	1,170	1,203	47	486	476	33	626	677	
Mean	2.57	2.89	2.29	2.91	2.93	2.44	2.03	2.80	2.17	
Standard deviation	2.27	2.31	2.08	2.59	2.37	2.24	1.45	2.24	1.96	
Significance	-			-			-			
Effect size	-	-0.14	0.13	-	-0.01	0.21	-	-0.34	-0.07	
How many of these professional writings in the past three years were solo-authored?										
None	52.2%	40.7%	44.5%	51.9%	41.5%	44.9%	50.0%	42.7%	45.8%	
1	17.4%	23.1%	25.0%	11.1%	19.5%	21.2%	31.3%	25.4%	27.1%	
2	13.0%	14.7%	13.6%	11.1%	15.1%	12.1%	18.8%	14.6%	15.1%	
3	6.5%	8.5%	6.8%	11.1%	9.6%	7.1%	0.0%	6.9%	6.4%	
4	2.2%	3.7%	4.2%	0.0%	4.0%	5.1%	0.0%	3.0%	2.8%	
5	2.2%	3.4%	1.5%	3.7%	3.7%	2.5%	0.0%	3.3%	0.8%	
6	0.0%	0.9%	0.6%	0.0%	1.1%	1.0%	0.0%	0.9%	0.4%	
7-10	2.2%	2.5%	2.3%	3.7%	2.6%	4.0%	0.0%	1.8%	0.8%	
More than 10	4.3%	2.5%	1.5%	7.4%	2.9%	2.0%	0.0%	1.5%	0.8%	
Total(n)	46	646	472	27	272	198	16	335	251	
Mean	2.33	2.53	2.29	2.70	2.61	2.50	1.69	2.33	2.06	
Standard deviation	2.09	1.96	1.77	2.52	2.05	2.04	0.79	1.77	1.42	
Significance	-			-			-			
Effect size	-	-0.10	0.02	-	0.04	0.10	-	-0.36	-0.26	
How many of these professional writings in the past three years were co-authored?										
None	20.5%	31.4%	30.0%	23.1%	32.3%	29.9%	20.0%	29.5%	29.2%	
1	38.6%	19.5%	19.8%	34.6%	19.2%	20.3%	46.7%	19.9%	19.6%	
2	13.6%	15.1%	15.1%	11.5%	13.2%	12.7%	13.3%	15.7%	16.0%	
3	11.4%	12.1%	11.9%	15.4%	12.4%	12.7%	6.7%	12.3%	11.6%	
4	4.5%	7.2%	6.8%	3.8%	7.5%	6.6%	6.7%	7.8%	7.6%	
5	2.3%	4.1%	4.5%	0.0%	3.8%	4.6%	6.7%	4.5%	4.4%	
6	0.0%	3.1%	3.4%	0.0%	3.0%	2.5%	0.0%	3.6%	4.4%	
7-10	4.5%	4.9%	6.0%	3.8%	5.3%	6.6%	0.0%	4.8%	5.6%	
More than 10	4.5%	2.7%	2.6%	7.7%	3.4%	4.1%	0.0%	1.8%	1.6%	
Total(n)	44	637	470	26	266	197	15	332	250	
Mean	2.98	3.09	3.18	3.08	3.14	3.27	2.53	3.12	3.17	
Standard deviation	2.14	2.21	2.26	2.35	2.29	2.38	1.46	2.16	2.20	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.03	-0.08	-	-0.27	-0.29	
During the present term, how many hours per week on average do you spend on each of the following?										
Scheduled teaching (give actual, not credit hours)										
None	2.5%	7.1%	5.4%	2.3%	8.1%	5.6%	3.2%	6.4%	5.6%	
1-4	11.3%	17.5%	19.9%	7.0%	16.0%	20.8%	19.4%	19.3%	19.8%	
5-8	23.8%	26.7%	24.4%	18.6%	23.8%	22.6%	32.3%	28.7%	26.6%	
9-12	42.5%	31.1%	27.8%	46.5%	35.1%	29.8%	32.3%	28.7%	26.0%	
13-16	13.8%	10.9%	12.4%	16.3%	11.7%	12.0%	9.7%	9.8%	11.7%	
17-20	2.5%	3.7%	5.0%	2.3%	2.5%	4.3%	3.2%	4.0%	5.4%	
21+	3.8%	3.0%	5.1%	7.0%	2.9%	5.0%	0.0%	3.1%	5.0%	
Total(n)	80	1,077	1,133	43	445	443	31	581	643	
Mean	3.76	3.44	3.57	4.02	3.45	3.54	3.35	3.41	3.55	
Standard deviation	1.20	1.35	1.46	1.26	1.34	1.45	1.11	1.35	1.46	
Significance	-	*		-	**	*	-			
Effect size	-	0.24	0.13	-	0.43	0.33	-	-0.04	-0.14	
Preparing for teaching (including reading student papers and grading)										
None	2.5%	6.1%	4.0%	2.3%	7.1%	4.0%	3.2%	5.3%	4.2%	
1-4	8.8%	18.9%	16.0%	7.0%	20.3%	20.0%	9.7%	17.9%	13.4%	
5-8	27.5%	25.5%	24.7%	30.2%	27.0%	28.0%	19.4%	23.9%	22.4%	
9-12	27.5%	20.4%	20.4%	20.9%	21.0%	17.9%	41.9%	21.2%	22.4%	
13-16	12.5%	12.9%	13.6%	18.6%	12.1%	12.1%	6.5%	13.4%	14.8%	
17-20	10.0%	8.1%	9.1%	9.3%	6.3%	8.1%	9.7%	9.0%	9.5%	
21+	11.3%	7.9%	12.2%	11.6%	6.3%	9.9%	9.7%	9.3%	13.4%	
Total(n)	80	1,082	1,137	43	448	446	31	581	643	
Mean	4.14	3.71	4.00	4.21	3.54	3.78	4.06	3.83	4.12	
Standard deviation	1.55	1.63	1.69	1.55	1.57	1.65	1.50	1.66	1.69	
Significance	-	*		-	**		-			
Effect size	-	0.26	0.08	-	0.43	0.26	-	0.14	-0.04	
Advising or counseling students										
None	7.5%	13.2%	17.1%	11.6%	14.3%	19.3%	3.2%	12.3%	16.1%	
1-4	65.0%	59.9%	57.2%	62.8%	60.5%	58.3%	71.0%	60.1%	56.9%	
5-8	22.5%	18.2%	17.3%	18.6%	16.6%	14.1%	22.6%	18.7%	18.2%	
9-12	5.0%	5.1%	4.8%	7.0%	5.2%	5.2%	3.2%	5.0%	4.7%	
13-16	0.0%	2.1%	1.6%	0.0%	2.9%	1.3%	0.0%	1.7%	1.9%	
17-20	0.0%	0.6%	0.9%	0.0%	0.4%	0.7%	0.0%	0.5%	0.9%	

21+	0.0%	0.8%	1.1%	0.0%	0.0%	1.1%	0.0%	1.6%	1.3%	
Total(n)	80	1,075	1,131	43	446	446	31	577	638	
Mean	2.25	2.28	2.24	2.21	2.23	2.17	2.26	2.32	2.27	
Standard deviation	0.67	0.97	1.03	0.74	0.89	1.01	0.58	1.02	1.05	
Significance	-			-			-			
Effect size	-	-0.03	0.01	-	-0.02	0.04	-	-0.06	-0.01	
Committee work and meetings										
None	3.8%	22.0%	22.1%	4.7%	20.7%	22.0%	3.3%	22.7%	22.7%	
1-4	60.8%	42.7%	41.2%	62.8%	46.7%	45.7%	53.3%	38.9%	37.5%	
5-8	21.5%	21.7%	22.9%	20.9%	21.3%	22.2%	26.7%	23.0%	23.8%	
9-12	10.1%	7.9%	7.1%	9.3%	7.2%	5.8%	10.0%	8.7%	7.9%	
13-16	2.5%	2.5%	3.3%	0.0%	2.9%	2.7%	6.7%	2.2%	3.9%	
17-20	0.0%	1.6%	1.7%	0.0%	0.4%	0.9%	0.0%	2.4%	2.2%	
21+	1.3%	1.6%	1.6%	2.3%	0.7%	0.7%	0.0%	2.1%	2.0%	
Total(n)	79	1,076	1,138	43	445	446	30	578	643	
Mean	2.52	2.37	2.40	2.47	2.29	2.27	2.63	2.44	2.47	
Standard deviation	0.97	1.22	1.24	1.01	1.06	1.08	0.96	1.31	1.33	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.17	0.19	-	0.15	0.12	
Research and scholarly writing										
None	16.5%	32.4%	50.5%	14.3%	28.4%	45.8%	16.1%	36.0%	54.8%	
1-4	43.0%	36.8%	27.8%	33.3%	34.5%	27.1%	54.8%	38.1%	27.3%	
5-8	29.1%	16.3%	11.1%	35.7%	18.5%	13.5%	25.8%	14.2%	9.1%	
9-12	5.1%	6.7%	5.1%	4.8%	8.3%	5.6%	3.2%	5.4%	4.7%	
13-16	3.8%	3.3%	2.2%	7.1%	4.5%	3.6%	0.0%	2.6%	1.4%	
17-20	0.0%	2.0%	1.3%	0.0%	2.9%	2.3%	0.0%	1.6%	0.8%	
21+	2.5%	2.4%	2.0%	4.8%	2.9%	2.0%	0.0%	2.2%	1.9%	
Total(n)	79	1,075	1,128	42	444	443	31	578	637	
Mean	2.47	2.28	1.92	2.76	2.47	2.09	2.16	2.14	1.81	
Standard deviation	1.20	1.38	1.31	1.41	1.48	1.42	0.73	1.32	1.23	
Significance	-	***		-		**	-			
Effect size	-	0.14	0.42	-	0.20	0.47	-	0.02	0.28	
Other creative products/performances										
None	64.9%	60.0%	67.2%	61.0%	58.3%	67.1%	73.3%	63.5%	68.7%	
1-4	20.8%	21.1%	21.9%	24.4%	22.6%	21.0%	20.0%	19.8%	21.7%	
5-8	9.1%	7.1%	5.3%	9.8%	6.8%	5.7%	6.7%	7.0%	4.9%	
9-12	2.6%	4.2%	2.7%	2.4%	4.1%	2.5%	0.0%	4.2%	2.5%	
13-16	1.3%	2.7%	1.3%	0.0%	3.2%	2.3%	0.0%	2.1%	0.6%	
17-20	0.0%	2.1%	0.5%	0.0%	2.1%	0.5%	0.0%	1.4%	0.5%	
21+	1.3%	2.7%	1.1%	2.4%	3.0%	0.9%	0.0%	2.1%	1.1%	
Total(n)	77	1,064	1,118	41	439	438	30	572	632	
Mean	1.60	1.86	1.55	1.66	1.89	1.57	1.33	1.74	1.51	
Standard deviation	1.07	1.44	1.05	1.15	1.47	1.07	0.61	1.32	1.00	
Significance	-			-			-			
Effect size	-	-0.18	0.05	-	-0.16	0.08	-	-0.31	-0.18	
Community or public service										
None	49.4%	45.6%	43.4%	47.6%	50.5%	46.6%	45.2%	41.9%	41.6%	
1-4	38.0%	40.9%	43.4%	40.5%	37.3%	40.0%	41.9%	44.0%	45.7%	
5-8	10.1%	9.6%	9.4%	9.5%	8.0%	9.0%	12.9%	10.3%	9.5%	
9-12	0.0%	1.7%	2.1%	0.0%	1.4%	2.3%	0.0%	2.1%	1.7%	
13-16	1.3%	1.2%	1.0%	2.4%	1.4%	0.9%	0.0%	1.2%	1.1%	
17-20	1.3%	0.6%	0.1%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	
21+	0.0%	0.5%	0.7%	0.0%	0.9%	1.1%	0.0%	0.2%	0.3%	
Total(n)	79	1,068	1,130	42	440	442	31	575	639	
Mean	1.70	1.76	1.77	1.69	1.72	1.75	1.68	1.78	1.76	
Standard deviation	0.91	0.94	0.92	0.84	1.01	0.98	0.70	0.88	0.84	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.03	-0.06	-	-0.11	-0.10	
Outside consulting/freelance work										
None	80.8%	69.7%	78.6%	78.6%	70.3%	77.6%	87.1%	70.6%	79.5%	
1-4	10.3%	16.9%	12.3%	11.9%	15.8%	12.4%	6.5%	17.1%	12.3%	
5-8	5.1%	5.6%	5.1%	7.1%	4.8%	5.5%	3.2%	5.4%	4.7%	
9-12	2.6%	3.6%	2.3%	2.4%	4.8%	3.2%	3.2%	2.6%	1.9%	
13-16	1.3%	1.6%	0.6%	0.0%	2.1%	0.7%	0.0%	1.0%	0.5%	
17-20	0.0%	0.6%	0.4%	0.0%	0.7%	0.0%	0.0%	0.3%	0.5%	
21+	0.0%	2.2%	0.6%	0.0%	1.6%	0.7%	0.0%	2.8%	0.6%	
Total(n)	78	1,061	1,119	42	437	437	31	572	635	
Mean	1.33	1.61	1.38	1.33	1.61	1.40	1.23	1.59	1.35	
Standard deviation	0.80	1.23	0.90	0.72	1.22	0.91	0.67	1.24	0.88	
Significance	-	*		-			-			
Effect size	-	-0.23	-0.06	-	-0.23	-0.08	-	-0.29	-0.14	

Civic Minded Practice

Household/childcare duties										
None	10.4%	11.7%	13.3%	14.6%	17.4%	20.8%	6.5%	7.8%	8.2%	
1-4	15.6%	15.4%	13.3%	17.1%	16.7%	14.1%	9.7%	14.3%	12.7%	
5-8	23.4%	20.5%	18.9%	24.4%	21.5%	19.9%	22.6%	19.5%	17.9%	
9-12	18.2%	14.6%	15.0%	22.0%	14.2%	14.8%	12.9%	13.9%	14.7%	
13-16	13.0%	10.2%	10.1%	12.2%	12.1%	10.4%	16.1%	9.0%	10.0%	
17-20	7.8%	7.4%	6.9%	7.3%	5.5%	5.6%	9.7%	9.2%	7.9%	
21+	11.7%	20.1%	22.5%	2.4%	12.8%	14.4%	22.6%	26.3%	28.5%	
Total(n)	77	1,064	1,109	41	438	432	31	575	631	
Mean	3.78	3.99	4.06	3.32	3.55	3.54	4.42	4.35	4.43	
Standard deviation	1.81	2.02	2.08	1.57	1.93	2.01	1.93	2.04	2.06	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.12	-0.11	-	0.03	0.00	
Serving as a caregiver for another adult										
None	85.7%	83.0%	80.6%	82.9%	87.7%	85.6%	87.1%	79.2%	77.9%	
1-4	9.1%	10.1%	9.3%	9.8%	7.5%	6.7%	9.7%	11.8%	10.7%	
5-8	2.6%	1.8%	3.3%	2.4%	1.1%	2.3%	3.2%	2.5%	3.8%	
9-12	1.3%	2.2%	2.8%	2.4%	2.1%	2.1%	0.0%	2.3%	3.3%	
13-16	0.0%	1.2%	0.6%	0.0%	0.9%	0.7%	0.0%	1.6%	0.6%	
17-20	0.0%	0.4%	0.8%	0.0%	0.0%	0.5%	0.0%	0.7%	0.8%	
21+	1.3%	1.3%	2.5%	2.4%	0.7%	2.1%	0.0%	1.9%	2.9%	
Total(n)	77	1,056	1,104	41	438	430	31	568	628	
Mean	1.26	1.35	1.46	1.37	1.24	1.35	1.16	1.45	1.52	
Standard deviation	0.85	1.01	1.22	1.09	0.80	1.10	0.45	1.16	1.27	
Significance	-			-			-			
Effect size	-	-0.09	-0.16	-	0.16	0.02	-	-0.25	-0.28	
Other employment outside of academia										
None	90.9%	75.6%	78.1%	90.0%	77.0%	77.7%	90.3%	75.1%	77.9%	
1-4	3.9%	8.8%	6.9%	2.5%	9.1%	7.2%	6.5%	8.2%	6.7%	
5-8	1.3%	3.5%	3.9%	2.5%	3.5%	4.4%	0.0%	3.2%	3.7%	
9-12	0.0%	2.6%	2.4%	0.0%	2.8%	2.6%	0.0%	2.5%	2.2%	
13-16	0.0%	1.1%	1.1%	0.0%	0.9%	0.5%	0.0%	1.1%	1.6%	
17-20	0.0%	1.2%	0.9%	0.0%	0.9%	0.5%	0.0%	1.6%	1.3%	
21+	3.9%	7.2%	6.7%	5.0%	5.8%	7.2%	3.2%	8.3%	6.6%	
Total(n)	77	1,045	1,101	40	430	430	31	563	624	
Mean	1.30	1.77	1.71	1.38	1.68	1.71	1.26	1.84	1.73	
Standard deviation	1.19	1.71	1.66	1.35	1.58	1.66	1.09	1.82	1.68	
Significance	-	*	*	-			-			
Effect size	-	-0.27	-0.25	-	-0.19	-0.20	-	-0.32	-0.28	
Personal time (e.g., exercise, hobbies, relaxing)										
None	2.6%	3.3%	3.2%	2.6%	2.8%	2.8%	0.0%	3.7%	3.6%	
1-4	26.3%	29.0%	29.2%	20.5%	20.5%	21.8%	38.7%	34.8%	33.6%	
5-8	30.3%	34.0%	32.3%	23.1%	34.1%	33.1%	35.5%	34.8%	32.4%	
9-12	21.1%	17.3%	18.6%	25.6%	20.7%	21.3%	12.9%	14.5%	17.4%	
13-16	7.9%	7.8%	7.2%	12.8%	11.1%	9.5%	3.2%	4.9%	5.3%	
17-20	7.9%	5.4%	4.9%	10.3%	7.4%	7.2%	6.5%	4.4%	3.3%	
21+	3.9%	3.3%	4.6%	5.1%	3.5%	4.4%	3.2%	3.0%	4.4%	
Total(n)	76	1,060	1,118	39	434	432	31	574	639	
Mean	3.45	3.27	3.30	3.77	3.53	3.52	3.13	3.07	3.15	
Standard deviation	1.44	1.36	1.41	1.51	1.38	1.42	1.34	1.30	1.36	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.17	0.18	-	0.05	-0.01	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	96.4%	92.1%	94.7%	97.8%	92.3%	93.5%	93.5%	92.5%	95.3%	
Occasionally	2.4%	4.0%	2.9%	2.2%	5.0%	4.2%	3.2%	3.2%	2.2%	
Not at All	1.2%	3.9%	2.4%	0.0%	2.7%	2.2%	3.2%	4.3%	2.5%	
Total(n)	83	1,054	1,135	46	443	448	31	559	640	
Mean	2.95	2.88	2.92	2.98	2.90	2.91	2.90	2.88	2.93	
Standard deviation	0.27	0.43	0.34	0.15	0.38	0.35	0.40	0.44	0.34	
Significance	-			-			-			
Effect size	-	0.16	0.09	-	0.21	0.20	-	0.05	-0.09	
Support their opinions with a logical argument										
Frequently	78.3%	78.1%	81.3%	78.3%	79.7%	81.3%	77.4%	76.7%	81.1%	
Occasionally	20.5%	17.3%	15.2%	21.7%	16.7%	15.3%	19.4%	18.3%	15.1%	
Not at All	1.2%	4.6%	3.5%	0.0%	3.6%	3.4%	3.2%	5.0%	3.8%	
Total(n)	83	1,054	1,127	46	444	445	31	558	635	
Mean	2.77	2.73	2.78	2.78	2.76	2.78	2.74	2.72	2.77	
Standard deviation	0.45	0.54	0.49	0.42	0.50	0.49	0.51	0.55	0.50	
Significance	-			-			-			

Effect size	-	0.07	-0.02	-	0.04	0.00	-	0.04	-0.06	
Seek solutions to problems and explain them to others										
Frequently	67.5%	74.9%	78.0%	73.9%	73.7%	77.1%	54.8%	75.5%	78.8%	
Occasionally	30.1%	19.4%	18.0%	23.9%	20.4%	17.3%	41.9%	19.1%	18.2%	
Not at All	2.4%	5.7%	4.0%	2.2%	5.9%	5.6%	3.2%	5.4%	3.0%	
Total(n)	83	1,047	1,128	46	441	445	31	555	636	
Mean	2.65	2.69	2.74	2.72	2.68	2.71	2.52	2.70	2.76	
Standard deviation	0.53	0.57	0.52	0.50	0.58	0.56	0.57	0.56	0.49	
Significance	-			-			-		**	
Effect size	-	-0.07	-0.17	-	0.07	0.02	-	-0.32	-0.49	
Analyze multiple sources of information before coming to a conclusion										
Frequently	66.3%	67.6%	69.9%	63.0%	66.3%	67.8%	74.2%	68.8%	71.0%	
Occasionally	30.1%	25.7%	25.1%	34.8%	27.4%	27.1%	19.4%	24.1%	23.8%	
Not at All	3.6%	6.8%	5.0%	2.2%	6.3%	5.1%	6.5%	7.0%	5.2%	
Total(n)	83	1,048	1,129	46	442	447	31	555	635	
Mean	2.63	2.61	2.65	2.61	2.60	2.63	2.68	2.62	2.66	
Standard deviation	0.56	0.61	0.57	0.54	0.61	0.58	0.60	0.61	0.57	
Significance	-			-			-			
Effect size	-	0.03	-0.04	-	0.02	-0.03	-	0.10	0.04	
Evaluate the quality or reliability of information they receive										
Frequently	67.1%	68.1%	71.2%	66.7%	66.8%	70.0%	67.7%	69.1%	71.4%	
Occasionally	30.5%	25.1%	24.2%	31.1%	27.0%	24.6%	29.0%	24.3%	24.5%	
Not at All	2.4%	6.8%	4.6%	2.2%	6.1%	5.4%	3.2%	6.7%	4.1%	
Total(n)	82	1,046	1,131	45	440	447	31	556	637	
Mean	2.65	2.61	2.67	2.64	2.61	2.65	2.65	2.62	2.67	
Standard deviation	0.53	0.61	0.56	0.53	0.60	0.58	0.55	0.61	0.55	
Significance	-			-			-			
Effect size	-	0.07	-0.04	-	0.05	-0.02	-	0.05	-0.04	
Take risks for potential gains										
Frequently	36.6%	43.7%	43.1%	31.1%	39.1%	38.4%	41.9%	46.1%	45.1%	
Occasionally	46.3%	36.4%	37.6%	44.4%	38.7%	37.5%	51.6%	35.3%	38.3%	
Not at All	17.1%	19.9%	19.3%	24.4%	22.2%	24.0%	6.5%	18.6%	16.6%	
Total(n)	82	1,039	1,124	45	437	445	31	553	632	
Mean	2.20	2.24	2.24	2.07	2.17	2.14	2.35	2.27	2.28	
Standard deviation	0.71	0.76	0.75	0.75	0.77	0.78	0.61	0.76	0.73	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.13	-0.09	-	0.11	0.10	
Seek alternative solutions to a problem										
Frequently	54.9%	61.8%	63.9%	53.3%	60.5%	61.0%	54.8%	61.6%	65.7%	
Occasionally	41.5%	31.4%	30.5%	44.4%	33.3%	32.7%	38.7%	31.1%	29.4%	
Not at All	3.7%	6.8%	5.5%	2.2%	6.2%	6.3%	6.5%	7.3%	4.9%	
Total(n)	82	1,038	1,123	45	438	446	31	550	630	
Mean	2.51	2.55	2.58	2.51	2.54	2.55	2.48	2.54	2.61	
Standard deviation	0.57	0.62	0.59	0.55	0.61	0.61	0.63	0.63	0.58	
Significance	-			-			-			
Effect size	-	-0.06	-0.12	-	-0.05	-0.07	-	-0.10	-0.22	
Look up scientific research articles and resources										
Frequently	57.8%	47.9%	49.0%	54.3%	43.5%	45.3%	64.5%	51.9%	51.5%	
Occasionally	28.9%	33.0%	35.9%	30.4%	37.0%	37.7%	22.6%	29.5%	34.3%	
Not at All	13.3%	19.1%	15.1%	15.2%	19.5%	17.0%	12.9%	18.6%	14.2%	
Total(n)	83	1,046	1,127	46	441	448	31	555	633	
Mean	2.45	2.29	2.34	2.39	2.24	2.28	2.52	2.33	2.37	
Standard deviation	0.72	0.77	0.73	0.74	0.76	0.74	0.72	0.77	0.72	
Significance	-			-			-			
Effect size	-	0.21	0.15	-	0.20	0.15	-	0.25	0.21	
Explore topics on their own, even though it was not required for a class										
Frequently	51.2%	50.8%	50.7%	51.1%	48.2%	47.4%	54.8%	51.6%	52.7%	
Occasionally	45.1%	39.5%	40.6%	46.7%	40.0%	42.2%	41.9%	40.3%	39.9%	
Not at All	3.7%	9.8%	8.6%	2.2%	11.9%	10.4%	3.2%	8.1%	7.4%	
Total(n)	82	1,046	1,122	45	438	443	31	558	632	
Mean	2.48	2.41	2.42	2.49	2.36	2.37	2.52	2.44	2.45	
Standard deviation	0.57	0.66	0.65	0.55	0.69	0.66	0.57	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.19	0.18	-	0.13	0.11	
Accept mistakes as part of the learning process										
Frequently	74.4%	78.1%	81.6%	66.7%	72.3%	75.3%	83.9%	82.3%	85.5%	
Occasionally	24.4%	17.4%	15.6%	33.3%	23.0%	20.7%	12.9%	13.7%	12.5%	
Not at All	1.2%	4.5%	2.8%	0.0%	4.8%	4.0%	3.2%	4.0%	2.1%	
Total(n)	82	1,045	1,125	45	440	445	31	555	633	
Mean	2.73	2.74	2.79	2.67	2.68	2.71	2.81	2.78	2.83	
Standard deviation	0.47	0.53	0.47	0.48	0.56	0.54	0.48	0.50	0.42	
Significance	-			-			-			
Effect size	-	-0.02	-0.13	-	-0.02	-0.07	-	0.06	-0.05	

Recognize biases that affect their thinking										
Frequently	51.2%	56.4%	60.8%	40.0%	47.8%	52.1%	61.3%	61.9%	66.0%	
Occasionally	43.9%	34.7%	31.0%	53.3%	41.0%	36.9%	35.5%	30.7%	27.4%	
Not at All	4.9%	8.9%	8.2%	6.7%	11.2%	11.0%	3.2%	7.4%	6.6%	
Total(n)	82	1,046	1,130	45	439	447	31	557	636	
Mean	2.46	2.48	2.53	2.33	2.37	2.41	2.58	2.55	2.59	
Standard deviation	0.59	0.65	0.64	0.60	0.68	0.68	0.56	0.63	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.11	-	-0.06	-0.12	-	0.05	-0.02	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	65.4%	60.0%	62.2%	59.1%	57.6%	57.8%	77.4%	63.6%	65.8%	
Occasionally	25.9%	26.0%	24.2%	29.5%	27.5%	26.2%	16.1%	23.9%	22.3%	
Not at All	8.6%	14.0%	13.6%	11.4%	14.9%	16.0%	6.5%	12.5%	11.9%	
Total(n)	81	1,064	1,133	44	451	455	31	560	631	
Mean	2.57	2.46	2.49	2.48	2.43	2.42	2.71	2.51	2.54	
Standard deviation	0.65	0.73	0.72	0.70	0.74	0.75	0.59	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.15	0.11	-	0.07	0.08	-	0.28	0.24	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	49.4%	49.6%	49.6%	50.0%	47.2%	46.7%	48.4%	50.9%	51.5%	
Occasionally	34.6%	35.1%	34.1%	29.5%	35.0%	33.1%	41.9%	35.8%	34.8%	
Not at All	16.0%	15.3%	16.3%	20.5%	17.7%	20.2%	9.7%	13.3%	13.7%	
Total(n)	81	1,068	1,132	44	451	456	31	564	629	
Mean	2.33	2.34	2.33	2.30	2.29	2.27	2.39	2.38	2.38	
Standard deviation	0.74	0.73	0.74	0.79	0.75	0.77	0.67	0.71	0.71	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.01	0.04	-	0.01	0.01	
Discuss the ethical or moral implications of a course of action										
Frequently	43.2%	46.1%	46.4%	36.4%	43.0%	43.2%	54.8%	47.7%	47.7%	
Occasionally	39.5%	38.6%	36.4%	38.6%	40.0%	36.3%	35.5%	38.4%	37.4%	
Not at All	17.3%	15.3%	17.2%	25.0%	17.0%	20.5%	9.7%	13.9%	14.9%	
Total(n)	81	1,061	1,125	44	447	454	31	560	623	
Mean	2.26	2.31	2.29	2.11	2.26	2.23	2.45	2.34	2.33	
Standard deviation	0.74	0.72	0.74	0.78	0.73	0.77	0.68	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.07	-0.04	-	-0.21	-0.16	-	0.15	0.17	
Apply mathematical concepts and computational thinking										
Frequently	29.3%	26.2%	31.9%	35.6%	31.9%	36.6%	22.6%	22.3%	28.5%	
Occasionally	43.9%	27.4%	27.9%	37.8%	28.6%	28.1%	48.4%	26.0%	27.3%	
Not at All	26.8%	46.4%	40.1%	26.7%	39.5%	35.3%	29.0%	51.7%	44.2%	
Total(n)	82	1,066	1,131	45	451	456	31	561	627	
Mean	2.02	1.80	1.92	2.09	1.92	2.01	1.94	1.71	1.84	
Standard deviation	0.75	0.83	0.85	0.79	0.84	0.85	0.73	0.81	0.84	
Significance	-	*		-			-			
Effect size	-	0.27	0.12	-	0.20	0.09	-	0.28	0.12	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	53.7%	72.8%	71.0%	48.9%	65.1%	63.7%	64.5%	77.7%	76.7%	Student-Centered Pedagogy
Most	23.2%	14.8%	17.5%	20.0%	16.4%	19.8%	22.6%	13.6%	15.6%	
Some	23.2%	10.3%	9.0%	31.1%	15.3%	12.9%	12.9%	7.1%	5.8%	
None	0.0%	2.2%	2.5%	0.0%	3.2%	3.6%	0.0%	1.6%	1.9%	
Total(n)	82	1,062	1,130	45	444	449	31	566	634	
Mean	3.30	3.58	3.57	3.18	3.43	3.44	3.52	3.67	3.67	Student-Centered Pedagogy
Standard deviation	0.83	0.76	0.76	0.89	0.86	0.85	0.72	0.68	0.67	
Significance	-	**	**	-			-			
Effect size	-	-0.37	-0.36	-	-0.29	-0.31	-	-0.22	-0.22	
Cooperative learning (small groups)										
All	42.7%	50.1%	49.5%	33.3%	39.6%	39.1%	58.1%	58.2%	57.2%	Student-Centered Pedagogy
Most	24.4%	23.8%	22.1%	24.4%	26.2%	21.2%	19.4%	22.1%	22.8%	
Some	25.6%	19.4%	21.1%	31.1%	24.0%	28.3%	19.4%	15.4%	15.8%	
None	7.3%	6.7%	7.3%	11.1%	10.2%	11.4%	3.2%	4.2%	4.3%	
Total(n)	82	1,059	1,122	45	442	448	31	565	628	
Mean	3.02	3.17	3.14	2.80	2.95	2.88	3.32	3.34	3.33	Student-Centered Pedagogy
Standard deviation	0.99	0.97	0.99	1.04	1.02	1.06	0.91	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.15	-0.08	-	-0.02	-0.01	
Experiential learning/Field studies										
All	11.1%	22.7%	19.0%	4.5%	19.6%	15.6%	19.4%	23.9%	21.1%	

Most	21.0%	17.2%	14.8%	18.2%	18.1%	14.1%	19.4%	16.8%	15.0%	Student-Centered Pedagogy
Some	38.3%	27.7%	27.5%	34.1%	26.6%	27.5%	48.4%	28.9%	27.7%	
None	29.6%	32.3%	38.6%	43.2%	35.7%	42.9%	12.9%	30.5%	36.2%	
Total(n)	81	1,056	1,119	44	443	448	31	561	625	
Mean	2.14	2.30	2.14	1.84	2.22	2.02	2.45	2.34	2.21	
Standard deviation	0.97	1.15	1.13	0.89	1.13	1.09	0.96	1.15	1.15	
Significance	-			-	*		-			
Effect size	-	-0.14	0.00	-	-0.34	-0.17	-	0.10	0.21	
Performances/Demonstrations										
All	13.8%	26.3%	24.8%	11.6%	21.8%	22.6%	16.1%	28.2%	26.8%	
Most	20.0%	17.6%	17.4%	18.6%	19.1%	17.8%	22.6%	16.3%	17.0%	
Some	32.5%	25.9%	26.9%	30.2%	25.7%	27.1%	35.5%	26.1%	26.5%	
None	33.8%	30.2%	30.9%	39.5%	33.3%	32.5%	25.8%	29.3%	29.8%	
Total(n)	80	1,050	1,120	43	435	443	31	563	631	
Mean	2.14	2.40	2.36	2.02	2.29	2.30	2.29	2.44	2.41	
Standard deviation	1.04	1.17	1.16	1.03	1.15	1.15	1.04	1.18	1.17	
Significance	-			-			-			
Effect size	-	-0.22	-0.19	-	-0.23	-0.24	-	-0.13	-0.10	
Group projects										
All	17.1%	23.3%	22.2%	11.1%	21.3%	19.2%	22.6%	24.4%	24.6%	Student-Centered Pedagogy
Most	29.3%	22.4%	20.2%	28.9%	21.5%	19.9%	29.0%	23.5%	20.4%	
Some	39.0%	35.6%	34.3%	42.2%	36.7%	34.5%	41.9%	35.8%	34.5%	
None	14.6%	18.7%	23.2%	17.8%	20.4%	26.4%	6.5%	16.2%	20.4%	
Total(n)	82	1,054	1,124	45	441	447	31	561	631	
Mean	2.49	2.50	2.41	2.33	2.44	2.32	2.68	2.56	2.49	
Standard deviation	0.95	1.04	1.07	0.90	1.04	1.06	0.91	1.03	1.07	
Significance	-			-			-			
Effect size	-	-0.01	0.07	-	-0.11	0.01	-	0.12	0.18	
Extensive lecturing										
All	8.5%	15.8%	19.0%	15.6%	20.1%	22.9%	0.0%	12.4%	16.3%	
Most	28.0%	23.6%	24.1%	31.1%	28.9%	28.9%	25.8%	20.4%	20.9%	
Some	45.1%	39.5%	35.4%	42.2%	35.9%	33.1%	48.4%	41.7%	37.1%	
None	18.3%	21.1%	21.5%	11.1%	15.1%	15.1%	25.8%	25.4%	25.7%	
Total(n)	82	1,058	1,128	45	443	450	31	563	631	
Mean	2.27	2.34	2.41	2.51	2.54	2.60	2.00	2.20	2.28	
Standard deviation	0.86	0.98	1.03	0.89	0.98	1.00	0.73	0.96	1.02	
Significance	-			-			-			
Effect size	-	-0.07	-0.14	-	-0.03	-0.09	-	-0.21	-0.27	
Multiple drafts of written work										
All	7.4%	15.6%	17.8%	6.8%	11.3%	12.5%	9.7%	19.3%	21.8%	
Most	28.4%	21.1%	18.0%	29.5%	22.3%	20.3%	25.8%	19.6%	15.8%	
Some	45.7%	38.1%	36.4%	40.9%	38.6%	36.6%	51.6%	38.0%	36.5%	
None	18.5%	25.1%	27.8%	22.7%	27.8%	30.6%	12.9%	23.0%	25.9%	
Total(n)	81	1,055	1,120	44	443	448	31	560	625	
Mean	2.25	2.27	2.26	2.20	2.17	2.15	2.32	2.35	2.33	
Standard deviation	0.84	1.01	1.05	0.88	0.96	0.99	0.83	1.04	1.09	
Significance	-			-			-			
Effect size	-	-0.02	-0.01	-	0.03	0.05	-	-0.03	-0.01	
Reflective writing/Journaling										
All	11.1%	20.3%	21.1%	4.5%	14.2%	14.3%	22.6%	25.0%	26.1%	Student-Centered Pedagogy
Most	14.8%	16.8%	15.7%	13.6%	14.4%	12.3%	16.1%	18.8%	18.2%	
Some	42.0%	32.0%	28.2%	36.4%	30.2%	26.8%	51.6%	32.5%	28.7%	
None	32.1%	30.9%	35.0%	45.5%	41.2%	46.7%	9.7%	23.6%	26.9%	
Total(n)	81	1,059	1,125	44	444	448	31	563	631	
Mean	2.05	2.27	2.23	1.77	2.02	1.94	2.52	2.45	2.44	
Standard deviation	0.96	1.10	1.14	0.86	1.06	1.08	0.96	1.11	1.14	
Significance	-			-			-			
Effect size	-	-0.20	-0.16	-	-0.24	-0.16	-	0.06	0.07	
Community service as part of coursework										
All	1.2%	3.3%	3.0%	0.0%	2.0%	2.0%	0.0%	3.9%	3.4%	Civic Minded Practice
Most	2.5%	3.8%	3.9%	2.3%	3.2%	3.6%	3.2%	4.1%	4.3%	
Some	25.9%	18.7%	18.5%	18.2%	15.0%	14.4%	38.7%	21.5%	20.8%	
None	70.4%	74.1%	74.6%	79.5%	79.8%	80.0%	58.1%	70.4%	71.5%	
Total(n)	81	1,051	1,115	44	441	445	31	558	624	
Mean	1.35	1.36	1.35	1.23	1.27	1.28	1.45	1.42	1.40	
Standard deviation	0.59	0.71	0.70	0.48	0.62	0.63	0.57	0.75	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	-0.06	-0.08	-	0.04	0.07	
Electronic quizzes with immediate feedback in class										
All	7.5%	13.8%	19.7%	4.5%	13.3%	19.0%	10.0%	14.6%	19.9%	
Most	11.3%	11.8%	15.2%	11.4%	10.9%	15.2%	10.0%	12.8%	15.1%	
Some	23.8%	18.9%	21.1%	20.5%	18.3%	19.0%	30.0%	19.8%	22.1%	

None	57.5%	55.5%	44.0%	63.6%	57.5%	46.8%	50.0%	52.8%	42.8%	
Total(n)	80	1,055	1,121	44	442	447	30	561	628	
Mean	1.69	1.84	2.11	1.57	1.80	2.06	1.80	1.89	2.12	
Standard deviation	0.95	1.10	1.17	0.87	1.09	1.17	1.00	1.11	1.17	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	-0.14	-0.36	-	-0.21	-0.42	-	-0.08	-0.27	
Real-life problems										
All	28.4%	39.1%	45.2%	25.0%	34.5%	38.9%	32.3%	42.7%	50.0%	
Most	25.9%	27.0%	26.9%	25.0%	26.0%	26.5%	25.8%	27.7%	27.0%	
Some	32.1%	25.1%	21.2%	31.8%	28.3%	26.1%	32.3%	22.7%	18.1%	
None	13.6%	8.7%	6.6%	18.2%	11.2%	8.5%	9.7%	7.0%	4.9%	
Total(n)	81	1,050	1,121	44	438	445	31	560	630	
Mean	2.69	2.97	3.11	2.57	2.84	2.96	2.81	3.06	3.22	
Standard deviation	1.03	0.99	0.96	1.07	1.03	1.00	1.01	0.96	0.91	
Significance	-	*	***	-	-	*	-	-	*	
Effect size	-	-0.28	-0.44	-	-0.26	-0.39	-	-0.26	-0.45	
Student inquiry to drive learning										
All	25.9%	41.5%	39.7%	18.2%	34.6%	33.6%	41.9%	46.2%	43.8%	
Most	28.4%	25.6%	27.0%	27.3%	26.7%	29.8%	25.8%	24.8%	25.2%	
Some	34.6%	24.6%	24.2%	36.4%	27.4%	23.9%	29.0%	22.8%	24.5%	
None	11.1%	8.3%	9.1%	18.2%	11.3%	12.8%	3.2%	6.2%	6.5%	
Total(n)	81	1,058	1,126	44	442	447	31	565	632	
Mean	2.69	3.00	2.97	2.45	2.85	2.84	3.06	3.11	3.06	
Standard deviation	0.98	1.00	1.00	1.00	1.03	1.03	0.93	0.96	0.97	
Significance	-	**	*	-	*	*	-	-	-	
Effect size	-	-0.31	-0.28	-	-0.39	-0.38	-	-0.05	0.00	
Readings on racial and ethnic issues										
All	9.9%	23.5%	20.0%	11.4%	15.0%	14.4%	9.7%	29.1%	23.7%	
Most	13.6%	16.1%	14.7%	13.6%	14.3%	12.2%	12.9%	17.1%	16.3%	
Some	42.0%	28.7%	28.9%	29.5%	27.0%	24.4%	58.1%	30.3%	31.8%	
None	34.6%	31.7%	36.5%	45.5%	43.8%	49.0%	19.4%	23.5%	28.2%	
Total(n)	81	1,054	1,116	44	441	443	31	561	625	
Mean	1.99	2.31	2.18	1.91	2.00	1.92	2.13	2.52	2.36	
Standard deviation	0.94	1.15	1.13	1.03	1.09	1.09	0.85	1.14	1.13	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.28	-0.17	-	-0.08	-0.01	-	-0.34	-0.20	
Readings on women or gender issues										
All	8.6%	20.4%	16.8%	9.1%	12.3%	11.3%	9.7%	25.7%	20.5%	
Most	14.8%	15.7%	13.0%	15.9%	13.4%	10.7%	12.9%	17.1%	14.4%	
Some	34.6%	28.4%	30.0%	27.3%	28.0%	26.5%	45.2%	29.0%	32.5%	
None	42.0%	35.4%	40.2%	47.7%	46.4%	51.5%	32.3%	28.2%	32.6%	
Total(n)	81	1,048	1,107	44	440	441	31	556	619	
Mean	1.90	2.21	2.06	1.86	1.92	1.82	2.00	2.40	2.23	
Standard deviation	0.96	1.13	1.10	1.00	1.04	1.02	0.93	1.15	1.11	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.27	-0.15	-	-0.06	0.04	-	-0.35	-0.21	
Supplemental instruction outside of class and office hours										
All	12.5%	20.9%	20.1%	9.1%	16.2%	15.2%	16.7%	23.8%	22.7%	
Most	12.5%	15.4%	15.9%	18.2%	16.5%	16.1%	3.3%	14.5%	16.2%	
Some	41.3%	38.2%	37.7%	36.4%	39.6%	40.2%	50.0%	37.4%	35.5%	
None	33.8%	25.5%	26.2%	36.4%	27.7%	28.4%	30.0%	24.3%	25.6%	
Total(n)	80	1,047	1,110	44	437	440	30	559	622	
Mean	2.04	2.32	2.30	2.00	2.21	2.18	2.07	2.38	2.36	
Standard deviation	0.99	1.07	1.07	0.96	1.02	1.01	1.01	1.10	1.09	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.26	-0.24	-	-0.21	-0.18	-	-0.28	-0.27	
Student presentations										
All	18.5%	33.4%	24.2%	20.5%	28.6%	21.8%	16.1%	35.8%	26.6%	
Most	29.6%	23.8%	22.3%	25.0%	23.1%	19.7%	38.7%	25.1%	24.2%	
Some	43.2%	33.5%	36.5%	43.2%	37.2%	39.7%	41.9%	31.0%	34.0%	
None	8.6%	9.3%	17.0%	11.4%	11.1%	18.8%	3.2%	8.1%	15.1%	
Total(n)	81	1,051	1,112	44	441	441	31	558	623	
Mean	2.58	2.81	2.54	2.55	2.69	2.44	2.68	2.89	2.62	
Standard deviation	0.89	1.00	1.04	0.95	1.00	1.03	0.79	0.99	1.03	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.23	0.04	-	-0.14	0.11	-	-0.21	0.06	
Student evaluations of each others' work										
All	8.6%	22.8%	15.6%	6.8%	16.6%	11.5%	12.9%	25.9%	18.5%	
Most	22.2%	17.5%	16.3%	25.0%	16.3%	15.6%	22.6%	18.6%	17.0%	
Some	42.0%	35.6%	35.4%	43.2%	37.6%	34.8%	35.5%	34.5%	35.7%	
None	27.2%	24.1%	32.6%	25.0%	29.5%	38.1%	29.0%	20.9%	28.8%	
Total(n)	81	1,052	1,112	44	441	443	31	559	622	

Mean	2.12	2.39	2.15	2.14	2.20	2.00	2.19	2.50	2.25	readyguy
Standard deviation	0.91	1.09	1.05	0.88	1.04	1.00	1.01	1.09	1.07	
Significance	-	*		-			-			
Effect size	-	-0.25	-0.03	-	-0.06	0.14	-	-0.28	-0.06	
Grading on a curve										
All	3.8%	5.1%	5.2%	6.8%	5.3%	6.2%	0.0%	4.3%	4.7%	
Most	8.8%	7.7%	8.1%	13.6%	11.0%	11.6%	3.3%	4.9%	5.3%	
Some	16.3%	18.9%	22.0%	15.9%	21.2%	23.2%	16.7%	18.2%	21.3%	
None	71.3%	68.3%	64.6%	63.6%	62.6%	59.0%	80.0%	72.7%	68.7%	
Total(n)	80	1,046	1,105	44	438	439	30	556	619	
Mean	1.45	1.50	1.54	1.64	1.59	1.65	1.23	1.41	1.46	
Standard deviation	0.81	0.84	0.85	0.97	0.88	0.91	0.50	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	0.06	-0.01	-	-0.23	-0.29	
Rubric-based assessment										
All	30.9%	40.4%	46.4%	20.5%	28.8%	34.1%	45.2%	49.2%	55.0%	
Most	29.6%	22.9%	23.5%	29.5%	24.5%	24.5%	32.3%	22.5%	22.7%	
Some	28.4%	22.4%	21.1%	34.1%	27.9%	28.4%	19.4%	18.4%	15.8%	
None	11.1%	14.3%	9.0%	15.9%	18.8%	13.0%	3.2%	9.8%	6.4%	
Total(n)	81	1,048	1,113	44	437	440	31	559	625	
Mean	2.80	2.89	3.07	2.55	2.63	2.80	3.19	3.11	3.26	
Standard deviation	1.01	1.09	1.01	1.00	1.09	1.05	0.87	1.03	0.95	
Significance	-	*		-			-			
Effect size	-	-0.08	-0.27	-	-0.07	-0.24	-	0.08	-0.07	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	6.2%	13.7%	14.6%	6.8%	9.3%	10.2%	3.2%	17.0%	18.1%	
Most	18.5%	17.8%	18.7%	11.4%	15.5%	16.1%	25.8%	19.1%	20.1%	
Some	34.6%	36.9%	35.7%	31.8%	36.2%	33.8%	35.5%	37.0%	36.1%	
None	40.7%	31.6%	31.0%	50.0%	39.0%	39.9%	35.5%	27.0%	25.7%	
Total(n)	81	1,051	1,111	44	439	441	31	560	623	
Mean	1.90	2.14	2.17	1.75	1.95	1.97	1.97	2.26	2.31	
Standard deviation	0.92	1.01	1.03	0.92	0.96	0.98	0.87	1.04	1.04	
Significance	-	*	*	-			-			
Effect size	-	-0.24	-0.26	-	-0.21	-0.22	-	-0.28	-0.33	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	35.4%	51.1%	55.8%	31.1%	45.0%	49.8%	41.9%	55.3%	59.3%	
Occasionally	53.7%	40.8%	37.6%	51.1%	43.4%	40.8%	54.8%	39.4%	35.5%	
Not at All	11.0%	8.1%	6.7%	17.8%	11.6%	9.5%	3.2%	5.3%	5.1%	
Total(n)	82	1,053	1,112	45	440	444	31	561	622	
Mean	2.24	2.43	2.49	2.13	2.33	2.40	2.39	2.50	2.54	
Standard deviation	0.64	0.64	0.62	0.69	0.67	0.66	0.56	0.60	0.59	
Significance	-	**	***	-		**	-			
Effect size	-	-0.30	-0.40	-	-0.30	-0.41	-	-0.18	-0.25	
Simulations/animations										
Frequently	8.6%	18.5%	22.3%	9.1%	18.5%	20.2%	6.5%	17.2%	22.9%	
Occasionally	48.1%	41.3%	42.8%	47.7%	43.5%	44.9%	51.6%	40.8%	42.1%	
Not at All	43.2%	40.2%	34.9%	43.2%	38.0%	34.9%	41.9%	41.9%	35.0%	
Total(n)	81	1,039	1,098	44	437	441	31	551	611	
Mean	1.65	1.78	1.87	1.66	1.81	1.85	1.65	1.75	1.88	
Standard deviation	0.64	0.74	0.75	0.64	0.73	0.73	0.61	0.73	0.75	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.29	-	-0.21	-0.26	-	-0.14	-0.31	
Online homework or virtual labs										
Frequently	25.9%	36.9%	50.0%	25.0%	34.7%	44.8%	29.0%	39.6%	53.6%	
Occasionally	35.8%	35.2%	32.4%	29.5%	35.4%	33.3%	45.2%	34.8%	31.8%	
Not at All	38.3%	28.0%	17.6%	45.5%	29.9%	21.8%	25.8%	25.6%	14.6%	
Total(n)	81	1,044	1,113	44	435	444	31	558	625	
Mean	1.88	2.09	2.32	1.80	2.05	2.23	2.03	2.14	2.39	
Standard deviation	0.80	0.80	0.76	0.82	0.80	0.78	0.75	0.80	0.73	
Significance	-	*	***	-	*	***	-		**	
Effect size	-	-0.26	-0.58	-	-0.31	-0.55	-	-0.14	-0.49	
Online discussion boards										
Frequently	16.3%	27.1%	36.1%	14.0%	21.2%	28.1%	19.4%	31.5%	41.1%	
Occasionally	41.3%	38.4%	37.0%	30.2%	35.6%	37.2%	54.8%	41.6%	37.4%	
Not at All	42.5%	34.5%	27.0%	55.8%	43.2%	34.7%	25.8%	26.9%	21.5%	
Total(n)	80	1,038	1,101	43	438	441	31	550	615	
Mean	1.74	1.93	2.09	1.58	1.78	1.93	1.94	2.05	2.20	
Standard deviation	0.72	0.78	0.79	0.73	0.77	0.79	0.68	0.76	0.77	
Significance	-	*	***	-		**	-			
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Effect size	-	-0.24	-0.44	-	-0.26	-0.44	-	-0.14	-0.34	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	3.7%	8.1%	9.2%	4.5%	6.4%	6.6%	3.2%	9.7%	11.2%	
Occasionally	14.8%	19.9%	23.5%	9.1%	15.8%	20.5%	25.8%	23.2%	25.4%	
Not at All	81.5%	72.0%	67.3%	86.4%	77.8%	73.0%	71.0%	67.0%	63.4%	
Total(n)	81	1,043	1,103	44	437	440	31	555	618	
Mean	1.22	1.36	1.42	1.18	1.29	1.34	1.32	1.43	1.48	
Standard deviation	0.50	0.63	0.65	0.50	0.58	0.60	0.54	0.66	0.69	
Significance	-		**	-			-			
Effect size	-	-0.22	-0.31	-	-0.19	-0.27	-	-0.17	-0.23	
Due to the COVID-19 pandemic, please indicate the extent to which you:										
Felt confident in your ability to provide effective instruction exclusively online										
To a Very Large Extent	20.0%	29.3%	37.4%	23.3%	26.7%	35.7%	16.1%	30.9%	0.38	
To a Large Extent	26.3%	32.5%	30.7%	9.3%	29.9%	30.7%	45.2%	35.4%	0.31	
To Some Extent	37.5%	25.9%	21.8%	41.9%	28.8%	20.8%	32.3%	23.9%	0.22	
To a Small Extent	10.0%	8.6%	6.5%	16.3%	9.8%	8.8%	3.2%	6.8%	0.05	
Not at All	6.3%	3.7%	3.6%	9.3%	4.8%	4.1%	3.2%	3.0%	3.4%	
Total(n)	80	1,049	1,115	43	438	443	31	560	626	
Mean	3.44	3.75	3.92	3.21	3.64	3.85	3.68	3.84	3.95	
Standard deviation	1.11	1.08	1.08	1.25	1.12	1.12	0.91	1.03	1.05	
Significance	-	*	***	-	*	***	-			
Effect size	-	-0.29	-0.44	-	-0.38	-0.57	-	-0.16	-0.26	
Were concerned about your job security										
To a Very Large Extent	15.0%	17.0%	13.3%	18.6%	14.0%	11.6%	6.5%	16.9%	13.9%	
To a Large Extent	10.0%	11.0%	10.8%	7.0%	9.2%	9.1%	12.9%	12.4%	11.8%	
To Some Extent	13.8%	21.4%	22.8%	14.0%	19.7%	21.2%	12.9%	23.4%	24.0%	
To a Small Extent	17.5%	20.2%	20.4%	18.6%	23.6%	23.5%	19.4%	18.3%	18.1%	
Not at All	43.8%	30.3%	32.8%	41.9%	33.5%	34.6%	48.4%	29.0%	32.3%	
Total(n)	80	1,042	1,105	43	436	439	31	556	620	
Mean	2.35	2.64	2.51	2.42	2.47	2.40	2.10	2.70	2.57	
Standard deviation	1.49	1.44	1.39	1.55	1.39	1.35	1.33	1.43	1.40	
Significance	-			-			-	*		
Effect size	-	-0.20	-0.12	-	-0.04	0.01	-	-0.42	-0.34	
Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered										
To a Very Large Extent	27.2%	28.8%	20.1%	34.1%	23.5%	18.6%	16.1%	31.2%	20.4%	
To a Large Extent	25.9%	17.3%	11.5%	22.7%	16.9%	10.2%	32.3%	17.2%	12.0%	
To Some Extent	22.2%	23.0%	18.2%	15.9%	24.1%	19.7%	32.3%	22.9%	17.1%	
To a Small Extent	6.2%	8.6%	9.6%	9.1%	10.3%	12.9%	3.2%	7.8%	7.4%	
Not at All	18.5%	22.3%	40.7%	18.2%	25.3%	38.7%	16.1%	20.9%	43.1%	
Total(n)	81	1,040	1,096	44	439	442	31	551	608	
Mean	3.37	3.22	2.61	3.45	3.03	2.57	3.29	3.30	2.59	
Standard deviation	1.43	1.50	1.58	1.50	1.49	1.53	1.27	1.50	1.60	
Significance	-		***	-		***	-		*	
Effect size	-	0.10	0.48	-	0.28	0.58	-	-0.01	0.44	
Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:										
I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)										
Strongly Agree	54.2%	55.2%	54.5%	47.4%	52.7%	53.4%	58.6%	57.1%	56.2%	
Agree	36.1%	35.6%	36.8%	42.1%	38.7%	38.5%	31.0%	33.5%	35.1%	
Disagree	9.7%	6.2%	5.1%	10.5%	6.2%	5.0%	10.3%	6.2%	4.9%	
Strongly Disagree	0.0%	3.0%	3.6%	0.0%	2.5%	3.1%	0.0%	3.3%	3.8%	
Total(n)	72	968	1,037	38	406	416	29	517	575	
Mean	3.44	3.43	3.42	3.37	3.42	3.42	3.48	3.44	3.44	
Standard deviation	0.67	0.74	0.75	0.67	0.72	0.73	0.69	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	-0.07	-0.07	-	0.05	0.05	
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										
Strongly Agree	47.2%	46.5%	46.5%	42.1%	44.4%	44.9%	51.7%	47.9%	48.2%	
Agree	26.4%	34.1%	32.9%	23.7%	37.2%	35.0%	31.0%	32.9%	31.9%	
Disagree	18.1%	11.2%	10.6%	26.3%	12.2%	12.0%	10.3%	10.7%	9.2%	
Strongly Disagree	8.3%	8.2%	10.1%	7.9%	6.2%	8.1%	6.9%	8.5%	10.7%	
Total(n)	72	953	1,003	38	401	408	29	507	552	
Mean	3.13	3.19	3.16	3.00	3.20	3.17	3.28	3.20	3.18	
Standard deviation	0.99	0.93	0.97	1.01	0.88	0.93	0.92	0.94	0.99	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.23	-0.18	-	0.09	0.10	
I had access to effective tech support while teaching remotely										
Strongly Agree	17.1%	40.5%	41.4%	19.4%	43.6%	41.8%	13.8%	38.9%	41.4%	

Agree	42.9%	39.2%	37.7%	30.6%	35.2%	38.3%	55.2%	41.7%	37.6%	
Disagree	21.4%	13.6%	14.0%	27.8%	14.8%	12.8%	17.2%	12.7%	14.7%	
Strongly Disagree	18.6%	6.7%	6.8%	22.2%	6.4%	7.1%	13.8%	6.7%	6.3%	
Total(n)	70	939	997	36	392	397	29	504	556	
Mean	2.59	3.13	3.14	2.47	3.16	3.15	2.69	3.13	3.14	
Standard deviation	0.99	0.89	0.90	1.06	0.90	0.90	0.89	0.88	0.89	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.61	-0.61	-	-0.77	-0.76	-	-0.50	-0.51	
Please indicate your agreement with each of the following statements:										
Campus leadership provided an appropriate response to the pandemic										
Strongly Agree	25.6%	31.7%	34.7%	23.8%	35.1%	36.5%	26.7%	29.7%	33.9%	
Somewhat Agree	47.4%	45.7%	46.4%	42.9%	44.2%	46.8%	60.0%	47.7%	47.2%	
Somewhat Disagree	11.5%	14.6%	12.5%	11.9%	12.0%	10.6%	10.0%	16.0%	13.0%	
Strongly Disagree	15.4%	8.0%	6.4%	21.4%	8.7%	6.1%	3.3%	6.7%	5.9%	
Total(n)	78	989	1,062	42	416	425	30	526	593	
Mean	2.83	3.01	3.09	2.69	3.06	3.14	3.10	3.00	3.09	
Standard deviation	0.99	0.89	0.85	1.07	0.90	0.84	0.71	0.85	0.84	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.20	-0.31	-	-0.41	-0.54	-	0.12	0.01	
Faculty in my department were adequately prepared for teaching remotely										
Strongly Agree	13.0%	15.7%	16.5%	12.2%	15.9%	19.9%	10.0%	15.8%	13.7%	
Somewhat Agree	29.9%	40.6%	39.1%	31.7%	43.2%	40.8%	26.7%	38.9%	38.3%	
Somewhat Disagree	35.1%	27.6%	29.0%	29.3%	25.6%	24.6%	46.7%	28.8%	32.1%	
Strongly Disagree	22.1%	16.1%	15.4%	26.8%	15.2%	14.7%	16.7%	16.5%	15.8%	
Total(n)	77	974	1,048	41	414	422	30	514	582	
Mean	2.34	2.56	2.57	2.29	2.60	2.66	2.30	2.54	2.50	
Standard deviation	0.97	0.94	0.94	1.01	0.93	0.96	0.88	0.95	0.92	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.23	-0.24	-	-0.33	-0.39	-	-0.25	-0.22	
My institution's pandemic response prioritized the health and safety of faculty										
Strongly Agree	22.4%	33.3%	39.0%	17.5%	38.7%	41.3%	30.0%	30.3%	38.6%	
Somewhat Agree	40.8%	41.6%	42.3%	42.5%	41.2%	40.8%	40.0%	42.8%	43.4%	
Somewhat Disagree	25.0%	16.9%	12.5%	25.0%	14.7%	13.3%	26.7%	17.3%	11.6%	
Strongly Disagree	11.8%	8.1%	6.1%	15.0%	5.4%	4.6%	3.3%	9.6%	6.5%	
Total(n)	76	975	1,045	40	408	414	30	521	588	
Mean	2.74	3.00	3.14	2.63	3.13	3.19	2.97	2.94	3.14	
Standard deviation	0.94	0.91	0.86	0.95	0.86	0.83	0.85	0.93	0.86	
Significance	-	*	***	-	***	***	-			
Effect size	-	-0.29	-0.47	-	-0.58	-0.67	-	0.03	-0.20	
I would prefer to teach more of my courses in either a hybrid or fully online format										
Strongly Agree	5.3%	17.7%	21.2%	7.3%	14.1%	17.3%	3.3%	19.9%	24.2%	
Somewhat Agree	13.2%	21.4%	21.7%	7.3%	18.8%	19.7%	23.3%	24.7%	23.5%	
Somewhat Disagree	35.5%	25.6%	25.8%	29.3%	25.6%	24.9%	43.3%	24.9%	26.2%	
Strongly Disagree	46.1%	35.3%	31.3%	56.1%	41.5%	38.2%	30.0%	30.5%	26.2%	
Total(n)	76	977	1,055	41	410	422	30	522	592	
Mean	1.78	2.21	2.33	1.66	2.06	2.16	2.00	2.34	2.46	
Standard deviation	0.87	1.11	1.13	0.91	1.08	1.12	0.83	1.11	1.12	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.39	-0.49	-	-0.37	-0.45	-	-0.31	-0.41	
This college developed effective policies related to COVID-19 vaccinations for the campus community										
Strongly Agree	20.0%	35.4%	34.4%	15.0%	36.9%	37.0%	31.0%	35.5%	33.4%	
Somewhat Agree	40.0%	43.6%	43.0%	45.0%	44.0%	42.8%	34.5%	43.5%	43.7%	
Somewhat Disagree	14.7%	12.5%	13.5%	15.0%	12.2%	13.0%	10.3%	11.1%	13.0%	
Strongly Disagree	25.3%	8.5%	9.2%	25.0%	6.8%	7.2%	24.1%	9.9%	9.9%	
Total(n)	75	968	1,036	40	409	416	29	513	577	
Mean	2.55	3.06	3.03	2.50	3.11	3.10	2.72	3.04	3.01	
Standard deviation	1.08	0.90	0.92	1.04	0.87	0.88	1.16	0.93	0.93	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.57	-0.52	-	-0.70	-0.68	-	-0.34	-0.31	
I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic										
Strongly Agree	75.3%	66.4%	62.3%	73.2%	62.1%	61.7%	80.0%	70.1%	63.2%	
Somewhat Agree	23.4%	29.0%	31.7%	26.8%	33.3%	31.9%	20.0%	26.0%	31.4%	
Somewhat Disagree	0.0%	3.9%	4.8%	0.0%	4.4%	5.7%	0.0%	3.1%	4.2%	
Strongly Disagree	1.3%	0.7%	1.2%	0.0%	0.2%	0.7%	0.0%	0.8%	1.2%	
Total(n)	77	967	1,040	41	409	423	30	512	573	
Mean	3.73	3.61	3.55	3.73	3.57	3.55	3.80	3.65	3.57	
Standard deviation	0.53	0.60	0.64	0.45	0.59	0.64	0.41	0.58	0.64	
Significance	-		*	-			-			
Effect size	-	0.20	0.28	-	0.27	0.28	-	0.26	0.36	

Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:									
Physical health									
To a Very Large Extent	14.3%	25.6%	26.8%	16.7%	20.1%	22.2%	13.3%	29.6%	0.30
To a Large Extent	18.2%	23.9%	20.8%	16.7%	23.6%	20.6%	16.7%	23.1%	0.20
To Some Extent	27.3%	25.8%	25.0%	23.8%	27.2%	26.9%	33.3%	25.4%	0.25
To a Small Extent	22.1%	15.4%	14.7%	21.4%	19.4%	16.7%	23.3%	13.0%	0.13
Not at All	18.2%	9.2%	12.7%	21.4%	9.7%	13.7%	13.3%	8.9%	11.8%
Total(n)	77	1,010	1,078	42	423	432	30	540	603
Mean	2.88	3.41	3.34	2.86	3.25	3.21	2.93	3.52	3.43
Standard deviation	1.31	1.27	1.35	1.39	1.25	1.33	1.23	1.28	1.35
Significance	-	***	**	-			-	*	*
Effect size	-	-0.42	-0.34	-	-0.31	-0.26	-	-0.46	-0.37
Mental health									
To a Very Large Extent	26.0%	29.0%	25.2%	28.6%	20.6%	20.2%	20.0%	34.0%	27.5%
To a Large Extent	23.4%	23.7%	23.1%	16.7%	24.2%	23.0%	30.0%	23.2%	23.2%
To Some Extent	19.5%	23.9%	24.7%	19.0%	26.5%	24.2%	23.3%	22.6%	26.0%
To a Small Extent	11.7%	13.8%	14.1%	11.9%	16.6%	16.3%	13.3%	12.3%	12.7%
Not at All	19.5%	9.6%	13.0%	23.8%	12.1%	16.3%	13.3%	7.9%	10.7%
Total(n)	77	1,003	1,073	42	422	430	30	535	600
Mean	3.25	3.49	3.33	3.14	3.25	3.15	3.30	3.63	3.44
Standard deviation	1.46	1.30	1.34	1.56	1.29	1.36	1.32	1.28	1.30
Significance	-			-			-		
Effect size	-	-0.18	-0.06	-	-0.09	-0.01	-	-0.26	-0.11
In-person social interaction									
To a Very Large Extent	15.6%	24.2%	24.1%	14.3%	19.9%	20.6%	20.0%	27.0%	0.27
To a Large Extent	29.9%	28.1%	26.4%	31.0%	29.4%	27.1%	23.3%	26.6%	0.26
To Some Extent	23.4%	26.2%	24.5%	23.8%	27.5%	23.9%	26.7%	26.3%	0.26
To a Small Extent	14.3%	12.6%	14.0%	14.3%	14.0%	17.2%	13.3%	12.3%	0.12
Not at All	16.9%	8.8%	11.0%	16.7%	9.2%	11.1%	16.7%	7.8%	10.0%
Total(n)	77	1,006	1,074	42	422	431	30	537	599
Mean	3.13	3.46	3.39	3.12	3.37	3.29	3.17	3.53	3.47
Standard deviation	1.32	1.23	1.29	1.31	1.21	1.28	1.37	1.23	1.27
Significance	-	*		-			-		
Effect size	-	-0.27	-0.20	-	-0.21	-0.13	-	-0.29	-0.24
Return to in-person teaching									
To a Very Large Extent	13.0%	18.5%	19.7%	11.9%	12.6%	16.8%	16.7%	22.0%	21.2%
To a Large Extent	20.8%	22.5%	21.3%	19.0%	21.1%	19.6%	23.3%	23.8%	22.5%
To Some Extent	29.9%	24.0%	23.5%	28.6%	23.3%	19.8%	33.3%	25.3%	26.4%
To a Small Extent	13.0%	15.9%	13.8%	9.5%	18.5%	16.6%	13.3%	14.2%	11.9%
Not at All	23.4%	19.1%	21.7%	31.0%	24.5%	27.3%	13.3%	14.7%	18.0%
Total(n)	77	1,005	1,068	42	421	429	30	537	595
Mean	2.87	3.05	3.03	2.71	2.79	2.82	3.17	3.24	3.17
Standard deviation	1.34	1.37	1.42	1.40	1.36	1.45	1.26	1.34	1.37
Significance	-			-			-		
Effect size	-	-0.13	-0.11	-	-0.06	-0.08	-	-0.05	0.00
Health of loved ones									
To a Very Large Extent	26.0%	34.9%	36.5%	16.7%	27.7%	29.8%	36.7%	39.7%	0.41
To a Large Extent	24.7%	26.4%	25.3%	31.0%	29.6%	29.5%	16.7%	23.7%	0.23
To Some Extent	19.5%	21.8%	19.4%	14.3%	23.0%	17.7%	30.0%	21.3%	0.21
To a Small Extent	16.9%	10.4%	10.7%	19.0%	11.8%	13.0%	13.3%	9.7%	0.09
Not at All	13.0%	6.6%	8.1%	19.0%	7.8%	10.0%	3.3%	5.6%	6.8%
Total(n)	77	1,004	1,073	42	422	430	30	536	601
Mean	3.34	3.73	3.71	3.07	3.58	3.56	3.70	3.82	3.82
Standard deviation	1.37	1.22	1.28	1.40	1.23	1.31	1.21	1.21	1.25
Significance	-	**	*	-	*	*	-		
Effect size	-	-0.32	-0.29	-	-0.41	-0.37	-	-0.10	-0.10
Access to healthcare									
To a Very Large Extent	15.6%	13.8%	11.6%	19.0%	11.9%	12.4%	10.0%	13.9%	10.6%
To a Large Extent	7.8%	13.9%	13.3%	9.5%	17.2%	15.2%	6.7%	10.5%	11.7%
To Some Extent	19.5%	20.3%	20.7%	11.9%	17.2%	18.0%	30.0%	22.7%	22.1%
To a Small Extent	29.9%	24.5%	23.3%	28.6%	23.4%	20.3%	30.0%	26.3%	26.4%
Not at All	27.3%	27.6%	31.1%	31.0%	30.3%	34.1%	23.3%	26.5%	29.2%
Total(n)	77	996	1,063	42	419	428	30	532	592
Mean	2.55	2.62	2.51	2.57	2.57	2.51	2.50	2.59	2.48
Standard deviation	1.38	1.38	1.35	1.50	1.38	1.41	1.22	1.35	1.31
Significance	-			-			-		
Effect size	-	-0.05	0.03	-	0.00	0.04	-	-0.07	0.02
The extent to which others wear masks while out in public									
To a Very Large Extent	20.8%	23.8%	22.3%	23.8%	20.6%	22.1%	20.0%	25.7%	0.22
To a Large Extent	27.3%	23.8%	22.3%	21.4%	23.4%	20.9%	30.0%	23.2%	0.24
To Some Extent	27.3%	24.5%	23.5%	33.3%	25.6%	23.3%	20.0%	24.2%	0.24

To a Small Extent	6.5%	13.8%	13.9%	4.8%	14.8%	15.1%	10.0%	13.8%	0.14	
Not at All	18.2%	14.3%	18.0%	16.7%	15.6%	18.6%	20.0%	13.2%	16.8%	
Total(n)	77	1,002	1,074	42	418	430	30	538	601	
Mean	3.26	3.29	3.17	3.31	3.19	3.13	3.20	3.34	3.21	
Standard deviation	1.36	1.35	1.40	1.35	1.34	1.41	1.42	1.34	1.38	
Significance	-			-			-			
Effect size	-	-0.02	0.06	-	0.09	0.13	-	-0.10	-0.01	
Coping with social isolation										
To a Very Large Extent	10.4%	16.9%	15.4%	9.5%	12.8%	14.4%	13.3%	19.0%	15.5%	
To a Large Extent	14.3%	20.2%	19.8%	16.7%	18.7%	18.6%	6.7%	21.2%	21.0%	
To Some Extent	24.7%	25.2%	25.5%	21.4%	27.9%	24.6%	33.3%	23.0%	26.6%	
To a Small Extent	31.2%	20.1%	19.3%	28.6%	20.6%	19.3%	36.7%	20.8%	19.6%	
Not at All	19.5%	17.7%	20.0%	23.8%	20.1%	23.2%	10.0%	16.0%	17.3%	
Total(n)	77	1,007	1,075	42	423	431	30	538	601	
Mean	2.65	2.99	2.91	2.60	2.83	2.82	2.77	3.06	2.98	
Standard deviation	1.24	1.34	1.34	1.29	1.30	1.36	1.17	1.35	1.31	
Significance	-	*		-			-			
Effect size	-	-0.25	-0.19	-	-0.18	-0.16	-	-0.21	-0.16	
Personal finances										
To a Very Large Extent	10.4%	16.0%	12.1%	11.9%	11.4%	9.3%	10.0%	18.6%	0.14	
To a Large Extent	14.3%	16.4%	13.3%	9.5%	15.9%	13.7%	16.7%	16.0%	0.13	
To Some Extent	15.6%	20.5%	22.1%	19.0%	20.4%	21.1%	10.0%	20.4%	0.23	
To a Small Extent	24.7%	19.6%	21.0%	21.4%	22.5%	23.2%	30.0%	18.2%	0.20	
Not at All	35.1%	27.5%	31.5%	38.1%	29.9%	32.7%	33.3%	26.8%	30.5%	
Total(n)	77	1,006	1,076	42	422	431	30	538	603	
Mean	2.40	2.74	2.53	2.36	2.56	2.44	2.40	2.81	2.59	
Standard deviation	1.37	1.43	1.37	1.39	1.36	1.32	1.38	1.46	1.39	
Significance	-	*		-			-			
Effect size	-	-0.24	-0.09	-	-0.15	-0.06	-	-0.28	-0.14	
Childcare										
To a Very Large Extent	9.2%	15.5%	13.3%	2.4%	9.7%	10.0%	20.0%	20.5%	16.1%	
To a Large Extent	7.9%	6.1%	6.0%	12.2%	7.1%	6.3%	3.3%	5.3%	5.9%	
To Some Extent	6.6%	5.6%	6.4%	2.4%	4.8%	5.1%	10.0%	6.3%	7.3%	
To a Small Extent	6.6%	8.2%	8.3%	9.8%	10.7%	11.2%	3.3%	6.1%	6.3%	
Not at All	69.7%	64.6%	65.9%	73.2%	67.7%	67.4%	63.3%	61.9%	64.3%	
Total(n)	76	993	1,059	41	421	429	30	527	589	
Mean	1.80	2.00	1.93	1.61	1.81	1.80	2.13	2.17	2.03	
Standard deviation	1.38	1.53	1.47	1.16	1.36	1.36	1.66	1.65	1.55	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.15	-0.14	-	-0.02	0.06	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly Agree	42.2%	43.8%	42.6%	40.0%	36.5%	35.8%	46.9%	48.9%	46.9%	
Somewhat Agree	42.2%	42.3%	40.2%	35.6%	44.1%	42.2%	50.0%	41.9%	39.6%	
Somewhat Disagree	6.0%	9.1%	11.4%	6.7%	13.0%	14.1%	3.1%	6.1%	9.9%	
Strongly Disagree	9.6%	4.8%	5.8%	17.8%	6.5%	7.9%	0.0%	3.2%	3.6%	
Total(n)	83	1,066	1,123	45	447	441	32	571	639	
Mean	3.17	3.25	3.20	2.98	3.11	3.06	3.44	3.36	3.30	
Standard deviation	0.92	0.81	0.86	1.10	0.86	0.90	0.56	0.74	0.79	
Significance	-			-			-			
Effect size	-	-0.10	-0.03	-	-0.15	-0.09	-	0.11	0.18	
Prepare students for employment after college										
Strongly Agree	63.5%	67.7%	73.4%	55.3%	64.6%	70.1%	78.1%	71.2%	76.4%	
Somewhat Agree	31.8%	28.2%	23.6%	38.3%	31.6%	26.8%	18.8%	24.4%	20.8%	
Somewhat Disagree	4.7%	3.6%	2.4%	6.4%	3.3%	2.7%	3.1%	3.9%	2.2%	
Strongly Disagree	0.0%	0.6%	0.6%	0.0%	0.4%	0.5%	0.0%	0.5%	0.6%	
Total(n)	85	1,064	1,124	47	449	441	32	566	639	
Mean	3.59	3.63	3.70	3.49	3.60	3.66	3.75	3.66	3.73	
Standard deviation	0.58	0.58	0.54	0.62	0.58	0.55	0.51	0.58	0.53	
Significance	-			-		*	-			
Effect size	-	-0.07	-0.20	-	-0.19	-0.31	-	0.16	0.04	
Prepare students for graduate or advanced education										
Strongly Agree	67.1%	54.5%	58.2%	63.8%	55.0%	56.8%	75.0%	53.1%	58.6%	
Somewhat Agree	27.1%	38.9%	35.3%	27.7%	39.8%	36.4%	21.9%	39.0%	35.5%	
Somewhat Disagree	3.5%	5.2%	4.4%	4.3%	4.5%	4.3%	3.1%	6.0%	4.4%	
Strongly Disagree	2.4%	1.4%	2.0%	4.3%	0.7%	2.5%	0.0%	1.9%	1.6%	
Total(n)	85	1,063	1,126	47	447	442	32	567	640	
Mean	3.59	3.46	3.50	3.51	3.49	3.48	3.72	3.43	3.51	
Standard deviation	0.68	0.66	0.68	0.78	0.62	0.70	0.52	0.69	0.66	
Significance	-			-			-	*		
Effect size	-	0.20	0.13	-	0.03	0.04	-	0.42	0.32	

Develop students' moral character											
Strongly Agree	30.6%	33.5%	35.5%	23.4%	32.0%	33.1%	46.9%	34.2%	37.3%	Undergraduate Education	Goal: Personal Development
Somewhat Agree	52.9%	48.9%	47.2%	53.2%	50.1%	49.4%	46.9%	48.9%	45.1%		
Somewhat Disagree	11.8%	14.1%	14.2%	14.9%	13.6%	13.6%	6.3%	14.3%	14.9%		
Strongly Disagree	4.7%	3.5%	3.1%	8.5%	4.3%	3.9%	0.0%	2.6%	2.7%		
Total(n)	85	1,063	1,121	47	447	441	32	567	636	Goal: Personal Development	
Mean	3.09	3.12	3.15	2.91	3.10	3.12	3.41	3.15	3.17		
Standard deviation	0.78	0.77	0.77	0.86	0.79	0.78	0.61	0.76	0.78		
Significance	-			-			-				
Effect size	-	-0.04	-0.08	-	-0.24	-0.27	-	0.34	0.31	Undergraduate Education	Goal: Personal Development
Provide for students' emotional development											
Strongly Agree	25.9%	28.9%	30.8%	17.0%	22.8%	25.7%	43.8%	32.6%	33.9%		
Somewhat Agree	57.6%	49.0%	47.0%	57.4%	49.9%	46.9%	53.1%	49.5%	47.8%		
Somewhat Disagree	11.8%	17.1%	17.4%	17.0%	21.5%	19.8%	3.1%	13.9%	15.5%		
Strongly Disagree	4.7%	5.1%	4.8%	8.5%	5.8%	7.5%	0.0%	4.0%	2.8%		
Total(n)	85	1,066	1,123	47	447	439	32	570	640	Goal: Personal Development	
Mean	3.05	3.02	3.04	2.83	2.90	2.91	3.41	3.11	3.13		
Standard deviation	0.75	0.81	0.82	0.82	0.82	0.87	0.56	0.78	0.77		
Significance	-			-			-	*	*		
Effect size	-	0.04	0.01	-	-0.09	-0.09	-	0.38	0.36	Undergraduate Education	Goal: Personal Development
Help students develop personal values											
Strongly Agree	33.3%	34.4%	35.8%	30.4%	32.6%	34.9%	40.6%	35.0%	36.7%		
Somewhat Agree	52.4%	47.2%	45.1%	45.7%	46.6%	43.3%	56.3%	48.5%	45.8%		
Somewhat Disagree	8.3%	14.5%	15.3%	13.0%	15.6%	16.1%	3.1%	14.2%	15.2%		
Strongly Disagree	6.0%	3.9%	3.8%	10.9%	5.2%	5.7%	0.0%	2.3%	2.4%		
Total(n)	84	1,060	1,118	46	442	436	32	569	638	Goal: Personal Development	
Mean	3.13	3.12	3.13	2.96	3.07	3.07	3.38	3.16	3.17		
Standard deviation	0.80	0.79	0.81	0.94	0.83	0.86	0.55	0.75	0.77		
Significance	-			-			-				
Effect size	-	0.01	0.00	-	-0.13	-0.13	-	0.29	0.27	Civic Minded Values	
Enhance students' knowledge of and appreciation for other racial/ethnic groups											
Strongly Agree	46.4%	47.7%	47.5%	30.4%	35.5%	38.9%	75.0%	55.9%	53.1%		
Somewhat Agree	34.5%	40.1%	37.7%	37.0%	45.8%	40.0%	25.0%	36.7%	37.1%		
Somewhat Disagree	9.5%	8.7%	10.4%	15.2%	11.9%	13.5%	0.0%	6.2%	7.7%		
Strongly Disagree	9.5%	3.6%	4.4%	17.4%	6.7%	7.6%	0.0%	1.2%	2.0%		
Total(n)	84	1,063	1,119	46	445	437	32	569	638	Civic Minded Values	
Mean	3.18	3.32	3.28	2.80	3.10	3.10	3.75	3.47	3.41		
Standard deviation	0.96	0.78	0.82	1.07	0.86	0.90	0.44	0.67	0.72		
Significance	-			-	*	*	-	*	**		
Effect size	-	-0.18	-0.12	-	-0.35	-0.33	-	0.42	0.47		
Promote students' ability to write effectively											
Strongly Agree	69.0%	64.3%	62.3%	69.6%	61.7%	58.0%	75.0%	67.1%	65.5%		
Somewhat Agree	26.2%	27.1%	29.8%	23.9%	30.3%	34.5%	21.9%	24.1%	26.4%		
Somewhat Disagree	4.8%	6.5%	5.8%	6.5%	7.2%	5.7%	3.1%	6.0%	6.0%		
Strongly Disagree	0.0%	2.1%	2.1%	0.0%	0.9%	1.8%	0.0%	2.8%	2.2%		
Total(n)	84	1,063	1,120	46	446	440	32	569	637		
Mean	3.64	3.54	3.52	3.63	3.53	3.49	3.72	3.56	3.55		
Standard deviation	0.57	0.71	0.70	0.61	0.67	0.69	0.52	0.73	0.71		
Significance	-			-			-				
Effect size	-	0.14	0.17	-	0.15	0.20	-	0.22	0.24	Undergraduate Education	Goal: Personal Development
Encourage respect for different beliefs											
Strongly Agree	56.0%	68.1%	68.9%	41.3%	57.1%	58.4%	81.3%	76.1%	75.6%		
Somewhat Agree	34.5%	27.2%	25.8%	43.5%	35.5%	32.5%	18.8%	21.1%	21.9%		
Somewhat Disagree	4.8%	3.4%	3.1%	6.5%	4.9%	5.5%	0.0%	2.3%	1.3%		
Strongly Disagree	4.8%	1.3%	2.2%	8.7%	2.5%	3.6%	0.0%	0.5%	1.3%		
Total(n)	84	1,064	1,124	46	445	440	32	570	640	Goal: Personal Development	
Mean	3.42	3.62	3.61	3.17	3.47	3.46	3.81	3.73	3.72		
Standard deviation	0.79	0.62	0.66	0.90	0.71	0.76	0.40	0.53	0.55		
Significance	-	**	*	-	**	*	-				
Effect size	-	-0.32	-0.29	-	-0.42	-0.38	-	0.15	0.16		
Please indicate your agreement with each of the following statements:											
The chief benefit of a college education is that it increases one's earning power											
Strongly Agree	7.2%	13.6%	18.3%	6.5%	16.2%	20.4%	9.7%	11.4%	17.6%		
Somewhat Agree	42.2%	47.5%	53.2%	34.8%	47.1%	50.1%	54.8%	49.3%	55.3%		
Somewhat Disagree	28.9%	26.8%	20.1%	26.1%	23.4%	19.3%	25.8%	27.8%	20.2%		
Strongly Disagree	21.7%	12.2%	8.4%	32.6%	13.3%	10.2%	9.7%	11.6%	6.9%		
Total(n)	83	1,045	1,108	46	444	441	31	554	624		
Mean	2.35	2.62	2.81	2.15	2.66	2.81	2.65	2.60	2.84		
Standard deviation	0.90	0.87	0.83	0.97	0.90	0.88	0.80	0.84	0.79		
Significance	-	**	***	-	***	***	-				
Effect size	-	-0.31	-0.55	-	-0.57	-0.75	-	0.06	-0.24		

A racially/ethnically diverse student body enhances the educational experience of all students										Civic Minded Values
Strongly Agree	61.4%	74.4%	72.1%	52.2%	63.1%	61.0%	80.6%	82.8%	80.2%	
Somewhat Agree	30.1%	21.7%	23.1%	34.8%	30.4%	30.8%	19.4%	15.6%	17.4%	
Somewhat Disagree	7.2%	2.9%	3.6%	10.9%	4.5%	5.9%	0.0%	1.4%	1.9%	
Strongly Disagree	1.2%	1.1%	1.3%	2.2%	2.0%	2.3%	0.0%	0.2%	0.5%	
Total(n)	83	1,045	1,106	46	444	441	31	553	621	
Mean	3.52	3.69	3.66	3.37	3.55	3.51	3.81	3.81	3.77	
Standard deviation	0.69	0.58	0.61	0.77	0.68	0.71	0.40	0.44	0.49	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.29	-0.23	-	-0.26	-0.20	-	0.00	0.08	
Colleges have a responsibility to work with their surrounding communities to address local issues										Civic Minded Values
Strongly Agree	43.4%	51.3%	55.0%	39.1%	44.7%	49.4%	51.6%	55.7%	58.9%	
Somewhat Agree	49.4%	44.0%	40.4%	47.8%	48.8%	44.2%	48.4%	41.8%	38.1%	
Somewhat Disagree	7.2%	3.5%	3.7%	13.0%	5.7%	5.7%	0.0%	1.4%	2.3%	
Strongly Disagree	0.0%	1.2%	0.9%	0.0%	0.9%	0.7%	0.0%	1.1%	0.8%	
Total(n)	83	1,042	1,102	46	441	439	31	553	620	
Mean	3.36	3.46	3.49	3.26	3.37	3.42	3.52	3.52	3.55	
Standard deviation	0.62	0.62	0.62	0.68	0.63	0.63	0.51	0.59	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.16	-0.21	-	-0.17	-0.25	-	0.00	-0.05	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly Agree	19.5%	18.3%	18.6%	23.9%	16.4%	16.5%	16.1%	18.5%	19.8%	
Somewhat Agree	42.7%	46.0%	46.3%	41.3%	46.2%	46.0%	41.9%	45.7%	46.0%	
Somewhat Disagree	32.9%	29.5%	27.5%	28.3%	30.7%	29.5%	38.7%	30.0%	26.6%	
Strongly Disagree	4.9%	6.2%	7.6%	6.5%	6.7%	7.9%	3.2%	5.8%	7.6%	
Total(n)	82	1,013	1,060	46	433	430	31	536	591	
Mean	2.77	2.76	2.76	2.83	2.72	2.71	2.71	2.77	2.78	
Standard deviation	0.82	0.82	0.84	0.88	0.81	0.83	0.78	0.81	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.01	-	0.14	0.14	-	-0.07	-0.08	
I try to dispel perceptions of competition in my classroom										
Strongly Agree	42.2%	41.1%	34.9%	32.6%	30.6%	26.2%	54.8%	48.8%	41.1%	
Somewhat Agree	42.2%	36.4%	42.3%	45.7%	39.0%	45.0%	38.7%	34.4%	40.4%	
Somewhat Disagree	10.8%	18.1%	18.1%	15.2%	23.2%	21.1%	3.2%	14.6%	16.0%	
Strongly Disagree	4.8%	4.4%	4.7%	6.5%	7.2%	7.7%	3.2%	2.2%	2.5%	
Total(n)	83	1,018	1,076	46	431	431	31	541	606	
Mean	3.22	3.14	3.07	3.04	2.93	2.90	3.45	3.30	3.20	
Standard deviation	0.83	0.87	0.85	0.87	0.91	0.88	0.72	0.80	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.18	-	0.12	0.16	-	0.19	0.32	
Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource										
Strongly Agree	12.2%	22.5%	19.2%	17.8%	24.1%	22.4%	6.5%	21.4%	16.9%	
Somewhat Agree	32.9%	33.2%	33.8%	40.0%	32.1%	34.1%	25.8%	34.8%	34.1%	
Somewhat Disagree	37.8%	31.9%	32.4%	22.2%	31.2%	29.5%	54.8%	31.3%	33.3%	
Strongly Disagree	17.1%	12.4%	14.6%	20.0%	12.5%	14.1%	12.9%	12.5%	15.6%	
Total(n)	82	1,032	1,091	45	439	434	31	546	615	
Mean	2.40	2.66	2.58	2.56	2.68	2.65	2.26	2.65	2.52	
Standard deviation	0.91	0.96	0.96	1.01	0.98	0.98	0.77	0.95	0.95	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-0.27	-0.19	-	-0.12	-0.09	-	-0.41	-0.27	
I feel I have the skills to facilitate conversation about diversity issues in the classroom										
Strongly Agree	33.7%	40.5%	40.4%	23.9%	35.6%	36.7%	45.2%	43.5%	41.9%	
Somewhat Agree	47.0%	42.5%	41.5%	43.5%	41.0%	39.7%	51.6%	43.7%	43.9%	
Somewhat Disagree	13.3%	13.9%	14.0%	21.7%	18.4%	18.0%	3.2%	10.9%	11.5%	
Strongly Disagree	6.0%	3.1%	4.1%	10.9%	5.0%	5.5%	0.0%	1.8%	2.8%	
Total(n)	83	1,037	1,092	46	441	433	31	549	618	
Mean	3.08	3.20	3.18	2.80	3.07	3.08	3.42	3.29	3.25	
Standard deviation	0.84	0.79	0.82	0.93	0.86	0.87	0.56	0.73	0.76	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	-0.15	-0.12	-	-0.31	-0.32	-	0.18	0.22	
I achieve a healthy balance between my personal life and my professional life										
Strongly Agree	19.5%	22.1%	28.8%	20.0%	26.1%	31.0%	22.6%	18.4%	26.7%	
Somewhat Agree	48.8%	37.4%	37.9%	51.1%	42.7%	40.9%	48.4%	35.3%	37.5%	
Somewhat Disagree	18.3%	26.9%	21.8%	15.6%	21.8%	19.5%	19.4%	30.5%	23.0%	
Strongly Disagree	13.4%	13.7%	11.4%	13.3%	9.3%	8.5%	9.7%	15.8%	12.7%	
Total(n)	82	1,038	1,099	45	440	435	31	550	621	
Mean	2.74	2.68	2.84	2.78	2.86	2.94	2.84	2.56	2.78	
Standard deviation	0.93	0.97	0.97	0.93	0.91	0.92	0.90	0.97	0.98	

Significance	-			-			-				
Effect size	-	0.06	-0.10	-	-0.09	-0.17	-	0.29	0.06		
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar											
Strongly Agree	18.1%	26.7%	21.4%	21.7%	19.9%	16.2%	16.1%	31.9%	24.7%		
Somewhat Agree	27.7%	28.1%	25.4%	17.4%	25.6%	22.9%	38.7%	29.9%	28.0%		
Somewhat Disagree	34.9%	29.4%	33.2%	39.1%	34.5%	37.6%	32.3%	25.9%	29.9%		
Strongly Disagree	19.3%	15.8%	19.9%	21.7%	20.1%	23.3%	12.9%	12.2%	17.4%		
Total(n)	83	1,033	1,089	46	438	433	31	548	615		
Mean	2.45	2.66	2.48	2.39	2.45	2.32	2.58	2.82	2.60		
Standard deviation	1.00	1.04	1.04	1.06	1.02	1.00	0.92	1.02	1.04		
Significance	-			-			-				
Effect size	-	-0.20	-0.03	-	-0.06	0.07	-	-0.24	-0.02		
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:											
This institution has effective hiring practices and policies that increase faculty diversity											
Strongly Agree	4.9%	14.8%	18.3%	6.5%	18.6%	21.2%	0.0%	11.7%	16.8%	Diversity Climate	
Somewhat Agree	40.7%	46.5%	47.5%	41.3%	50.3%	48.0%	37.9%	44.9%	48.2%		
Somewhat Disagree	34.6%	22.8%	21.4%	28.3%	18.6%	19.5%	44.8%	25.3%	22.3%		
Strongly Disagree	19.8%	16.0%	12.9%	23.9%	12.5%	11.3%	17.2%	18.1%	12.7%		
Total(n)	81	1,015	1,057	46	431	425	29	537	591		
Mean	2.31	2.60	2.71	2.30	2.75	2.79	2.21	2.50	2.69		
Standard deviation	0.85	0.92	0.91	0.92	0.90	0.90	0.73	0.92	0.90		
Significance	-	**	***	-	**	***	-		**		
Effect size	-	-0.32	-0.44	-	-0.50	-0.54	-	-0.32	-0.53		
Student Affairs staff have the support and respect of faculty											
Strongly Agree	13.9%	20.2%	21.4%	11.4%	21.1%	21.8%	13.8%	19.8%	21.2%		
Somewhat Agree	54.4%	52.7%	53.0%	45.5%	51.4%	51.9%	65.5%	53.4%	54.5%		
Somewhat Disagree	22.8%	20.0%	17.7%	29.5%	18.9%	17.7%	17.2%	20.9%	17.4%		
Strongly Disagree	8.9%	7.2%	7.9%	13.6%	8.6%	8.6%	3.4%	6.0%	6.9%		
Total(n)	79	987	1,039	44	418	418	29	521	580		
Mean	2.73	2.86	2.88	2.55	2.85	2.87	2.90	2.87	2.90		
Standard deviation	0.81	0.82	0.83	0.87	0.85	0.85	0.67	0.79	0.81		
Significance	-			-	*	*	-				
Effect size	-	-0.16	-0.18	-	-0.35	-0.38	-	0.04	0.00		
There is a lot of campus racial conflict here											
Strongly Agree	2.5%	6.4%	5.0%	0.0%	4.8%	2.6%	6.9%	7.2%	6.2%		
Somewhat Agree	11.1%	22.4%	15.1%	13.0%	14.7%	11.3%	6.9%	28.5%	17.5%		
Somewhat Disagree	55.6%	45.0%	44.1%	47.8%	48.5%	44.4%	65.5%	42.1%	44.0%		
Strongly Disagree	30.9%	26.2%	35.8%	39.1%	32.0%	41.6%	20.7%	22.2%	32.4%		
Total(n)	81	1,009	1,045	46	435	423	29	527	584		
Mean	1.85	2.09	1.89	1.74	1.92	1.75	2.00	2.21	1.97		
Standard deviation	0.71	0.86	0.84	0.68	0.81	0.76	0.76	0.87	0.86		
Significance	-	*		-			-				
Effect size	-	-0.28	-0.05	-	-0.22	-0.01	-	-0.24	0.03		
My research is valued by faculty in my department											
Strongly Agree	36.3%	28.3%	24.9%	30.4%	28.2%	26.4%	42.9%	28.7%	23.7%	Respect	
Somewhat Agree	35.0%	42.0%	42.3%	39.1%	44.4%	46.7%	35.7%	40.8%	39.7%		
Somewhat Disagree	21.3%	19.3%	19.1%	19.6%	16.2%	16.5%	21.4%	21.2%	21.4%		
Strongly Disagree	7.5%	10.4%	13.7%	10.9%	11.3%	10.4%	0.0%	9.4%	15.2%		
Total(n)	80	992	963	46	426	405	28	520	519		
Mean	3.00	2.88	2.78	2.89	2.89	2.89	3.21	2.89	2.72		
Standard deviation	0.94	0.94	0.97	0.97	0.94	0.91	0.79	0.93	0.99		
Significance	-			-			-		*		
Effect size	-	0.13	0.23	-	0.00	0.00	-	0.34	0.49		
My teaching is valued by faculty in my department											
Strongly Agree	63.0%	50.8%	53.9%	63.0%	52.8%	56.8%	65.5%	50.3%	52.1%	Respect	
Somewhat Agree	22.2%	34.6%	34.3%	19.6%	35.1%	35.7%	27.6%	34.3%	33.8%		
Somewhat Disagree	8.6%	10.5%	7.5%	8.7%	7.6%	4.7%	6.9%	11.7%	9.2%		
Strongly Disagree	6.2%	4.1%	4.3%	8.7%	4.6%	2.8%	0.0%	3.7%	4.9%		
Total(n)	81	1,023	1,062	46	436	426	29	539	595		
Mean	3.42	3.32	3.38	3.37	3.36	3.46	3.59	3.31	3.33		
Standard deviation	0.89	0.82	0.80	0.97	0.81	0.72	0.63	0.82	0.84		
Significance	-			-			-				
Effect size	-	0.12	0.05	-	0.01	-0.13	-	0.34	0.31		
My service is valued by faculty in my department											
Strongly Agree	60.0%	43.4%	45.2%	54.3%	45.1%	48.7%	71.4%	42.6%	43.0%	Respect	
Somewhat Agree	25.0%	35.9%	37.2%	26.1%	36.5%	37.0%	25.0%	35.4%	37.6%		
Somewhat Disagree	7.5%	14.1%	10.9%	8.7%	11.6%	8.8%	3.6%	15.6%	12.2%		
Strongly Disagree	7.5%	6.6%	6.7%	10.9%	6.7%	5.5%	0.0%	6.3%	7.1%		
Total(n)	80	1,015	1,048	46	430	419	28	537	588		
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Mean	3.38	3.16	3.21	3.24	3.20	3.29	3.68	3.14	3.16	
Standard deviation	0.92	0.90	0.89	1.02	0.89	0.84	0.55	0.90	0.90	
Significance	-	*		-			-	**	**	
Effect size	-	0.24	0.19	-	0.04	-0.06	-	0.60	0.58	
Faculty are sufficiently involved in campus decision-making										
Strongly Agree	6.1%	8.8%	9.5%	6.4%	10.4%	10.5%	3.4%	7.5%	8.7%	
Somewhat Agree	30.5%	34.7%	34.1%	29.8%	35.9%	37.5%	31.0%	34.1%	32.5%	
Somewhat Disagree	29.3%	32.2%	31.8%	27.7%	31.1%	29.5%	34.5%	33.6%	34.1%	
Strongly Disagree	34.1%	24.3%	24.6%	36.2%	22.6%	22.5%	31.0%	24.8%	24.7%	
Total(n)	82	1,014	1,053	47	434	427	29	533	587	
Mean	2.09	2.28	2.28	2.06	2.34	2.36	2.07	2.24	2.25	
Standard deviation	0.95	0.93	0.94	0.96	0.94	0.95	0.88	0.91	0.93	
Significance	-			-		*	-			
Effect size	-	-0.20	-0.20	-	-0.30	-0.32	-	-0.19	-0.19	
The faculty are typically at odds with campus administration										
Strongly Agree	36.6%	30.5%	25.0%	36.2%	28.1%	23.2%	37.9%	31.5%	26.0%	
Somewhat Agree	53.7%	39.2%	37.8%	53.2%	39.9%	38.7%	55.2%	38.4%	36.3%	
Somewhat Disagree	3.7%	23.7%	27.5%	2.1%	26.2%	27.9%	3.4%	22.4%	28.2%	
Strongly Disagree	6.1%	6.6%	9.7%	8.5%	5.8%	10.1%	3.4%	7.6%	9.5%	
Total(n)	82	1,013	1,053	47	431	426	29	536	589	
Mean	3.21	2.94	2.78	3.17	2.90	2.75	3.28	2.94	2.79	
Standard deviation	0.78	0.90	0.93	0.84	0.88	0.92	0.70	0.92	0.94	
Significance	-	**	***	-	*	**	-		**	
Effect size	-	0.30	0.46	-	0.31	0.46	-	0.37	0.52	
Faculty here respect each other										
Strongly Agree	20.0%	29.3%	32.3%	19.6%	29.5%	34.0%	24.1%	29.7%	31.6%	
Somewhat Agree	58.8%	52.4%	50.9%	52.2%	52.5%	51.8%	69.0%	52.3%	50.6%	
Somewhat Disagree	16.3%	13.8%	12.5%	19.6%	13.8%	11.5%	6.9%	12.9%	12.4%	
Strongly Disagree	5.0%	4.5%	4.3%	8.7%	4.1%	2.8%	0.0%	5.0%	5.4%	
Total(n)	80	1,014	1,060	46	434	427	29	535	595	
Mean	2.94	3.06	3.11	2.83	3.07	3.17	3.17	3.07	3.08	
Standard deviation	0.75	0.78	0.78	0.85	0.77	0.73	0.54	0.79	0.81	
Significance	-			-	*	**	-			
Effect size	-	-0.15	-0.22	-	-0.31	-0.47	-	0.13	0.11	
Administrators consider faculty concerns when making policy										
Strongly Agree	7.3%	7.2%	9.6%	6.4%	8.8%	10.1%	6.9%	6.0%	9.5%	
Somewhat Agree	22.0%	33.6%	34.8%	21.3%	37.1%	40.2%	24.1%	31.4%	32.2%	
Somewhat Disagree	35.4%	32.1%	31.5%	31.9%	29.0%	28.2%	41.4%	34.2%	33.6%	
Strongly Disagree	35.4%	27.1%	24.1%	40.4%	25.1%	21.4%	27.6%	28.4%	24.8%	
Total(n)	82	1,010	1,045	47	434	425	29	529	581	
Mean	2.01	2.21	2.30	1.94	2.29	2.39	2.10	2.15	2.26	
Standard deviation	0.94	0.92	0.94	0.94	0.94	0.93	0.90	0.90	0.94	
Significance	-		**	-	*	**	-			
Effect size	-	-0.22	-0.31	-	-0.37	-0.48	-	-0.06	-0.17	
This institution takes responsibility for educating underprepared students										
Strongly Agree	6.2%	15.8%	21.6%	4.3%	16.4%	21.5%	10.3%	15.9%	22.0%	
Somewhat Agree	55.6%	41.4%	42.2%	52.2%	46.3%	47.4%	55.2%	37.1%	38.6%	
Somewhat Disagree	30.9%	29.0%	25.8%	32.6%	25.0%	22.4%	31.0%	32.5%	28.3%	
Strongly Disagree	7.4%	13.9%	10.3%	10.9%	12.3%	8.7%	3.4%	14.6%	11.2%	
Total(n)	81	1,008	1,054	46	432	424	29	529	591	
Mean	2.60	2.59	2.75	2.50	2.67	2.82	2.72	2.54	2.71	
Standard deviation	0.72	0.91	0.91	0.75	0.89	0.87	0.70	0.93	0.93	
Significance	-			-		*	-			
Effect size	-	0.01	-0.16	-	-0.19	-0.37	-	0.19	0.01	
The criteria for advancement and promotion decisions are clear										
Strongly Agree	37.0%	25.8%	25.6%	34.8%	28.9%	30.1%	41.4%	23.9%	22.7%	
Somewhat Agree	49.4%	35.9%	38.1%	45.7%	38.1%	39.6%	51.7%	33.8%	36.7%	
Somewhat Disagree	7.4%	22.4%	24.0%	10.9%	20.8%	21.1%	3.4%	25.0%	26.3%	
Strongly Disagree	6.2%	15.9%	12.3%	8.7%	12.2%	9.2%	3.4%	17.3%	14.3%	
Total(n)	81	1,019	1,048	46	433	422	29	539	586	
Mean	3.17	2.72	2.77	3.07	2.84	2.91	3.31	2.64	2.68	
Standard deviation	0.82	1.02	0.97	0.90	0.98	0.94	0.71	1.03	0.98	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.44	0.41	-	0.23	0.17	-	0.65	0.64	
Most of the students I teach lack the basic skills for college level work										
Strongly Agree	2.5%	12.0%	18.2%	4.3%	12.6%	17.1%	0.0%	11.2%	18.4%	
Somewhat Agree	21.0%	34.3%	38.3%	23.9%	35.6%	37.9%	17.2%	34.3%	39.0%	
Somewhat Disagree	46.9%	40.1%	34.1%	41.3%	39.4%	35.0%	51.7%	39.7%	33.1%	
Strongly Disagree	29.6%	13.6%	9.5%	30.4%	12.4%	10.0%	31.0%	14.8%	9.5%	
Total(n)	81	1,017	1,066	46	436	428	29	534	598	
Mean	1.96	2.45	2.65	2.02	2.48	2.62	1.86	2.42	2.66	
Standard deviation	0.78	0.87	0.88	0.86	0.87	0.88	0.69	0.87	0.89	

Significance	-	***	***	-	***	***	-	***	***		
Effect size	-	-0.56	-0.78	-	-0.53	-0.68	-	-0.64	-0.90		
There is adequate support for faculty development											
Strongly Agree	13.6%	13.2%	16.5%	8.7%	14.5%	17.0%	24.1%	12.7%	16.5%		
Somewhat Agree	49.4%	40.3%	43.9%	50.0%	42.9%	47.1%	41.4%	38.7%	42.6%		
Somewhat Disagree	21.0%	29.7%	26.0%	19.6%	26.5%	24.0%	27.6%	32.4%	27.4%		
Strongly Disagree	16.0%	16.9%	13.6%	21.7%	16.1%	11.9%	6.9%	16.2%	13.5%		
Total(n)	81	1,018	1,063	46	434	429	29	537	594		
Mean	2.60	2.50	2.63	2.46	2.56	2.69	2.83	2.48	2.62		
Standard deviation	0.92	0.92	0.91	0.94	0.93	0.89	0.89	0.91	0.91		
Significance	-			-			-	*			
Effect size	-	0.11	-0.03	-	-0.11	-0.26	-	0.38	0.23		
Faculty are not prepared to deal with conflict over diversity issues in the classroom											
Strongly Agree	6.3%	10.9%	10.0%	6.7%	9.4%	7.9%	6.9%	12.0%	11.8%		
Somewhat Agree	43.8%	41.7%	41.0%	44.4%	40.6%	39.5%	48.3%	42.3%	42.6%		
Somewhat Disagree	40.0%	40.7%	40.6%	37.8%	43.2%	42.6%	37.9%	38.9%	38.9%		
Strongly Disagree	10.0%	6.7%	8.4%	11.1%	6.8%	10.0%	6.9%	6.8%	6.7%		
Total(n)	80	1,004	1,035	45	426	418	29	532	578		
Mean	2.46	2.57	2.53	2.47	2.53	2.45	2.55	2.60	2.59		
Standard deviation	0.76	0.77	0.79	0.79	0.76	0.78	0.74	0.79	0.78		
Significance	-			-			-				
Effect size	-	-0.14	-0.09	-	-0.08	0.03	-	-0.06	-0.05		
This institution takes mentoring into consideration in the promotion process											
Strongly Agree	10.1%	6.0%	6.1%	6.7%	6.4%	6.0%	14.3%	5.6%	6.5%		
Somewhat Agree	36.7%	29.4%	31.6%	40.0%	34.7%	36.6%	28.6%	25.3%	28.5%		
Somewhat Disagree	36.7%	41.2%	41.0%	35.6%	39.4%	40.2%	42.9%	42.9%	41.7%		
Strongly Disagree	16.5%	23.4%	21.3%	17.8%	19.6%	17.1%	14.3%	26.1%	23.3%		
Total(n)	79	985	1,010	45	424	415	28	517	557		
Mean	2.41	2.18	2.23	2.36	2.28	2.32	2.43	2.10	2.18		
Standard deviation	0.88	0.86	0.85	0.86	0.85	0.82	0.92	0.85	0.86		
Significance	-	*		-			-	*			
Effect size	-	0.27	0.21	-	0.09	0.05	-	0.39	0.29		
Faculty of color are treated fairly here											
Strongly Agree	24.7%	24.2%	33.0%	24.4%	30.8%	39.6%	25.0%	19.1%	28.3%	Diversity Climate	
Somewhat Agree	44.2%	45.1%	45.2%	42.2%	48.9%	46.8%	42.9%	43.7%	45.1%		
Somewhat Disagree	20.8%	21.2%	15.2%	20.0%	13.2%	9.4%	25.0%	25.6%	19.1%		
Strongly Disagree	10.4%	9.5%	6.5%	13.3%	7.1%	4.3%	7.1%	11.6%	7.5%		
Total(n)	77	987	1,010	45	425	417	28	519	559		
Mean	2.83	2.84	3.05	2.78	3.04	3.22	2.86	2.70	2.94		
Standard deviation	0.92	0.90	0.86	0.97	0.85	0.79	0.89	0.91	0.88		
Significance	-		*	-		***	-				
Effect size	-	-0.01	-0.26	-	-0.31	-0.56	-	0.18	-0.09		
Women faculty are treated fairly here											
Strongly Agree	34.6%	25.6%	34.0%	37.8%	34.5%	43.4%	31.0%	18.9%	27.5%	Diversity Climate	
Somewhat Agree	48.7%	43.9%	43.6%	46.7%	47.9%	44.6%	48.3%	41.3%	43.6%		
Somewhat Disagree	11.5%	19.8%	15.9%	11.1%	11.0%	8.4%	13.8%	25.6%	20.9%		
Strongly Disagree	5.1%	10.7%	6.5%	4.4%	6.6%	3.6%	6.9%	14.2%	8.0%		
Total(n)	78	1,005	1,039	45	426	419	29	535	585		
Mean	3.13	2.84	3.05	3.18	3.10	3.28	3.03	2.65	2.91		
Standard deviation	0.81	0.93	0.87	0.81	0.84	0.76	0.87	0.94	0.89		
Significance	-	**		-			-	*			
Effect size	-	0.31	0.09	-	0.10	-0.13	-	0.40	0.13		
LGBTQ+ faculty are treated fairly here											
Strongly Agree	29.9%	27.8%	34.4%	32.6%	33.4%	41.1%	25.9%	23.0%	29.5%	Diversity Climate	
Somewhat Agree	54.5%	49.3%	47.9%	50.0%	50.6%	47.1%	59.3%	49.9%	49.5%		
Somewhat Disagree	10.4%	16.8%	14.2%	10.9%	11.3%	8.9%	11.1%	19.9%	17.7%		
Strongly Disagree	5.2%	6.0%	3.5%	6.5%	4.7%	2.9%	3.7%	7.2%	3.3%		
Total(n)	77	981	1,002	46	425	418	27	513	549		
Mean	3.09	2.99	3.13	3.09	3.13	3.27	3.07	2.89	3.05		
Standard deviation	0.78	0.83	0.78	0.84	0.79	0.74	0.73	0.84	0.78		
Significance	-			-			-				
Effect size	-	0.12	-0.05	-	-0.05	-0.24	-	0.21	0.03		
Indicate how important you believe each priority listed below is at your college or university:											
Increase or maintain institutional affordability											
Highest Priority	24.1%	22.2%	29.2%	25.0%	24.8%	27.3%	20.7%	20.3%	31.1%	Institutional Priority: Commitment to Diversity	
High Priority	57.0%	39.7%	43.1%	56.8%	42.3%	49.8%	55.2%	38.6%	38.6%		
Medium Priority	17.7%	25.6%	20.9%	15.9%	22.4%	17.3%	24.1%	28.0%	23.6%		
Low Priority	1.3%	12.5%	6.9%	2.3%	10.6%	5.7%	0.0%	13.1%	6.8%		
Total(n)	79	982	1,036	44	416	422	29	521	573		
Mean	3.04	2.72	2.94	3.05	2.81	2.99	2.97	2.66	2.94		

Standard deviation	0.69	0.95	0.88	0.71	0.93	0.82	0.68	0.95	0.90	
Significance	-	**		-			-			
Effect size	-	0.34	0.11	-	0.26	0.07	-	0.33	0.03	
Develop a sense of community among students and faculty										
Highest Priority	19.0%	21.7%	24.5%	20.5%	25.2%	27.9%	17.2%	19.2%	22.6%	
High Priority	45.6%	36.7%	36.9%	34.1%	36.9%	37.1%	58.6%	36.9%	36.9%	
Medium Priority	20.3%	28.0%	25.1%	25.0%	25.7%	23.1%	17.2%	29.8%	26.7%	
Low Priority	15.2%	13.5%	13.4%	20.5%	12.2%	11.9%	6.9%	14.2%	13.8%	
Total(n)	79	984	1,035	44	417	420	29	521	574	
Mean	2.68	2.67	2.73	2.55	2.75	2.81	2.86	2.61	2.68	
Standard deviation	0.95	0.96	0.98	1.04	0.97	0.98	0.79	0.95	0.97	
Significance	-			-			-			
Effect size	-	0.01	-0.05	-	-0.21	-0.27	-	0.26	0.19	
Facilitate student involvement in community service										
Highest Priority	11.4%	7.3%	9.7%	11.4%	7.8%	9.2%	13.8%	7.4%	10.5%	
High Priority	26.6%	28.7%	28.5%	18.2%	29.9%	30.2%	34.5%	27.8%	27.8%	
Medium Priority	48.1%	44.3%	44.2%	54.5%	44.8%	43.7%	41.4%	44.3%	44.3%	
Low Priority	13.9%	19.7%	17.6%	15.9%	17.5%	16.9%	10.3%	20.6%	17.4%	
Total(n)	79	972	1,024	44	411	414	29	515	569	Institutional Priority: Civic Engagement
Mean	2.35	2.24	2.30	2.25	2.28	2.32	2.52	2.22	2.31	
Standard deviation	0.86	0.85	0.87	0.87	0.84	0.86	0.87	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.13	0.06	-	-0.04	-0.08	-	0.35	0.24	
Help students learn how to bring about change in society										
Highest Priority	11.4%	12.0%	12.3%	13.6%	13.3%	12.8%	10.3%	10.6%	11.7%	
High Priority	27.8%	28.9%	28.8%	25.0%	27.6%	30.8%	31.0%	29.9%	27.5%	
Medium Priority	44.3%	41.1%	37.5%	36.4%	43.1%	36.1%	55.2%	40.1%	38.7%	
Low Priority	16.5%	18.1%	21.4%	25.0%	16.0%	20.2%	3.4%	19.4%	22.2%	
Total(n)	79	969	1,018	44	413	415	29	511	564	
Mean	2.34	2.35	2.32	2.27	2.38	2.36	2.48	2.32	2.29	
Standard deviation	0.89	0.91	0.94	1.00	0.91	0.95	0.74	0.90	0.94	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.12	-0.09	-	0.18	0.20	
Increase or maintain institutional prestige										
Highest Priority	16.5%	21.3%	13.1%	20.5%	22.0%	16.1%	10.3%	20.0%	11.1%	
High Priority	40.5%	37.2%	34.9%	43.2%	36.3%	37.0%	31.0%	37.8%	33.0%	
Medium Priority	26.6%	28.7%	31.8%	15.9%	29.3%	28.6%	44.8%	28.9%	34.5%	
Low Priority	16.5%	12.7%	20.2%	20.5%	12.3%	18.3%	13.8%	13.4%	21.4%	
Total(n)	79	975	1,023	44	413	416	29	516	566	Institutional Priority: Increase Prestige
Mean	2.57	2.67	2.41	2.64	2.68	2.51	2.38	2.64	2.34	
Standard deviation	0.96	0.95	0.95	1.04	0.95	0.97	0.86	0.95	0.94	
Significance	-			-			-			
Effect size	-	-0.11	0.17	-	-0.04	0.13	-	-0.27	0.04	
Hire faculty "stars"										
Highest Priority	3.8%	8.0%	4.2%	4.5%	6.1%	3.9%	3.4%	9.3%	4.7%	
High Priority	3.8%	17.0%	13.1%	2.3%	18.1%	15.3%	3.4%	15.2%	11.1%	
Medium Priority	21.5%	30.2%	30.2%	18.2%	28.9%	28.6%	27.6%	31.7%	32.3%	
Low Priority	70.9%	44.8%	52.4%	75.0%	46.8%	52.3%	65.5%	43.8%	52.0%	
Total(n)	79	966	1,012	44	408	413	29	514	558	Institutional Priority: Increase Prestige
Mean	1.41	1.88	1.69	1.36	1.84	1.71	1.45	1.90	1.68	
Standard deviation	0.74	0.96	0.86	0.75	0.93	0.86	0.74	0.98	0.85	
Significance	-	***	**	-	**	**	-	*		
Effect size	-	-0.49	-0.33	-	-0.52	-0.41	-	-0.46	-0.27	
Recruit more traditionally underrepresented students										
Highest Priority	7.6%	20.4%	20.5%	4.5%	18.7%	20.1%	13.8%	21.7%	20.6%	
High Priority	32.9%	39.5%	38.3%	31.8%	41.8%	35.7%	34.5%	38.3%	41.1%	
Medium Priority	41.8%	30.9%	29.8%	38.6%	29.7%	32.4%	41.4%	31.9%	28.2%	
Low Priority	17.7%	9.1%	11.4%	25.0%	9.7%	11.8%	10.3%	8.1%	10.1%	
Total(n)	79	974	1,025	44	411	417	29	517	567	Institutional Priority: Commitment to Diversity
Mean	2.30	2.71	2.68	2.16	2.70	2.64	2.52	2.74	2.72	
Standard deviation	0.85	0.89	0.93	0.86	0.88	0.93	0.87	0.89	0.90	
Significance	-	***	***	-	***	**	-			
Effect size	-	-0.46	-0.41	-	-0.61	-0.52	-	-0.25	-0.22	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest Priority	5.1%	5.5%	5.0%	4.5%	6.9%	6.6%	6.9%	3.9%	3.6%	
High Priority	15.2%	13.9%	9.9%	18.2%	17.7%	12.6%	10.3%	10.8%	7.9%	
Medium Priority	22.8%	30.9%	22.9%	29.5%	31.3%	26.9%	13.8%	30.5%	20.9%	
Low Priority	57.0%	49.6%	62.2%	47.7%	44.1%	53.9%	69.0%	54.8%	67.6%	
Total(n)	79	961	1,009	44	406	412	29	509	556	Institutional Priority: Increase Prestige
Mean	1.68	1.75	1.58	1.80	1.87	1.72	1.55	1.64	1.47	
Standard deviation	0.91	0.89	0.86	0.90	0.94	0.92	0.95	0.83	0.79	

Significance	-			-			-			
Effect size	-	-0.08	0.12	-	-0.07	0.09	-	-0.11	0.10	
Promote gender diversity in the faculty and administration										
Highest Priority	10.1%	18.5%	16.6%	9.1%	17.3%	16.9%	13.8%	19.1%	16.0%	Institutional Priority: Commitment to Diversity
High Priority	27.8%	32.8%	32.3%	29.5%	37.1%	32.9%	24.1%	29.8%	32.6%	
Medium Priority	40.5%	31.1%	32.2%	40.9%	31.0%	33.1%	41.4%	31.8%	32.1%	
Low Priority	21.5%	17.6%	19.0%	20.5%	14.6%	17.1%	20.7%	19.3%	19.3%	
Total(n)	79	969	1,013	44	410	414	29	513	561	
Mean	2.27	2.52	2.46	2.27	2.57	2.50	2.31	2.49	2.45	
Standard deviation	0.92	0.99	0.98	0.90	0.94	0.97	0.97	1.01	0.98	
Significance	-	*		-	*		-			
Effect size	-	-0.25	-0.19	-	-0.32	-0.24	-	-0.18	-0.14	
Promote racial and ethnic diversity in the faculty and administration										
Highest Priority	10.1%	23.2%	21.1%	9.1%	21.7%	19.9%	13.8%	24.3%	21.5%	Institutional Priority: Commitment to Diversity
High Priority	30.4%	34.6%	37.9%	27.3%	36.1%	36.7%	34.5%	34.1%	39.9%	
Medium Priority	36.7%	28.0%	27.6%	36.4%	28.0%	28.9%	37.9%	28.0%	26.8%	
Low Priority	22.8%	14.2%	13.5%	27.3%	14.1%	14.6%	13.8%	13.7%	11.8%	
Total(n)	79	967	1,011	44	410	412	29	511	559	
Mean	2.28	2.67	2.67	2.18	2.65	2.62	2.48	2.69	2.71	
Standard deviation	0.93	0.98	0.96	0.95	0.97	0.96	0.91	0.99	0.93	
Significance	-	***	***	-	**	**	-			
Effect size	-	-0.40	-0.41	-	-0.48	-0.46	-	-0.21	-0.25	
Provide resources for faculty to engage in community-based teaching or research										
Highest Priority	7.6%	11.0%	11.6%	4.5%	10.4%	9.2%	13.8%	11.8%	13.9%	Institutional Priority: Civic Engagement
High Priority	17.7%	27.9%	29.7%	20.5%	27.9%	31.8%	10.3%	28.0%	28.2%	
Medium Priority	35.4%	36.0%	33.9%	34.1%	38.5%	36.9%	41.4%	34.1%	32.7%	
Low Priority	39.2%	25.1%	24.8%	40.9%	23.2%	22.1%	34.5%	26.1%	25.1%	
Total(n)	79	961	1,006	44	405	412	29	510	553	
Mean	1.94	2.25	2.28	1.89	2.25	2.28	2.03	2.25	2.31	
Standard deviation	0.94	0.95	0.96	0.89	0.93	0.91	1.02	0.97	1.00	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.33	-0.35	-	-0.39	-0.43	-	-0.23	-0.28	
Create and sustain partnerships with surrounding communities										
Highest Priority	11.4%	12.3%	17.2%	11.4%	11.1%	15.3%	13.8%	13.6%	19.1%	Institutional Priority: Civic Engagement
High Priority	17.7%	33.3%	36.6%	11.4%	33.7%	38.1%	20.7%	32.9%	35.8%	
Medium Priority	46.8%	39.3%	33.3%	45.5%	38.4%	33.5%	55.2%	40.0%	33.1%	
Low Priority	24.1%	15.1%	12.9%	31.8%	16.7%	13.1%	10.3%	13.4%	12.0%	
Total(n)	79	960	1,012	44	406	412	29	507	559	
Mean	2.16	2.43	2.58	2.02	2.39	2.56	2.38	2.47	2.62	
Standard deviation	0.93	0.89	0.92	0.95	0.89	0.90	0.86	0.89	0.93	
Significance	-	**	***	-	**	***	-			
Effect size	-	-0.30	-0.46	-	-0.42	-0.60	-	-0.10	-0.26	
Pursue extramural funding										
Highest Priority	11.5%	13.5%	12.8%	11.6%	14.1%	13.1%	10.3%	12.7%	12.3%	
High Priority	19.2%	31.3%	30.0%	23.3%	31.7%	32.5%	13.8%	31.3%	29.1%	
Medium Priority	43.6%	35.0%	34.1%	39.5%	36.0%	35.2%	51.7%	34.9%	33.4%	
Low Priority	25.6%	20.1%	23.2%	25.6%	18.1%	19.2%	24.1%	21.2%	25.2%	
Total(n)	78	938	980	43	397	406	29	496	536	
Mean	2.17	2.38	2.32	2.21	2.42	2.39	2.10	2.35	2.29	
Standard deviation	0.95	0.95	0.97	0.97	0.94	0.94	0.90	0.95	0.98	
Significance	-			-			-			
Effect size	-	-0.22	-0.15	-	-0.22	-0.19	-	-0.26	-0.19	
Strengthen links with the for-profit, corporate sector										
Highest Priority	7.9%	11.9%	11.9%	9.1%	12.7%	14.0%	3.8%	11.0%	10.6%	
High Priority	22.4%	27.2%	28.5%	18.2%	26.6%	30.3%	30.8%	27.4%	27.1%	
Medium Priority	39.5%	36.4%	35.5%	40.9%	36.8%	33.2%	38.5%	36.4%	37.4%	
Low Priority	30.3%	24.5%	24.1%	31.8%	23.9%	22.5%	26.9%	25.2%	24.9%	
Total(n)	76	936	980	44	402	413	26	489	527	
Mean	2.08	2.26	2.28	2.05	2.28	2.36	2.12	2.24	2.24	
Standard deviation	0.92	0.96	0.96	0.94	0.97	0.98	0.86	0.95	0.94	
Significance	-			-		*	-			
Effect size	-	-0.19	-0.21	-	-0.24	-0.32	-	-0.13	-0.13	
Develop leadership ability among students										
Highest Priority	15.4%	16.9%	18.5%	18.2%	17.6%	17.9%	14.3%	16.4%	19.5%	
High Priority	46.2%	37.4%	40.5%	36.4%	38.9%	42.5%	57.1%	36.0%	39.1%	
Medium Priority	28.2%	35.2%	31.2%	27.3%	33.4%	29.2%	28.6%	36.8%	31.9%	
Low Priority	10.3%	10.6%	9.9%	18.2%	10.1%	10.4%	0.0%	10.7%	9.5%	
Total(n)	78	955	1,013	44	404	414	28	505	558	
Mean	2.67	2.61	2.68	2.55	2.64	2.68	2.86	2.58	2.69	
Standard deviation	0.86	0.89	0.89	1.00	0.89	0.89	0.65	0.89	0.89	
Significance	-			-			-			

Effect size	-	0.07	-0.01	-	-0.10	-0.15	-	0.31	0.19	
Develop an appreciation for multiculturalism										
Highest Priority	11.5%	25.5%	25.4%	11.6%	23.6%	22.8%	13.8%	26.1%	27.0%	Institutional Priority: Commitment to Diversity
High Priority	43.6%	41.4%	42.5%	30.2%	40.1%	41.9%	58.6%	43.5%	44.2%	
Medium Priority	30.8%	25.3%	23.2%	37.2%	27.3%	24.9%	20.7%	23.9%	21.1%	
Low Priority	14.1%	7.7%	8.9%	20.9%	8.9%	10.4%	6.9%	6.5%	7.7%	
Total(n)	78	963	1,013	43	406	413	29	510	559	
Mean	2.53	2.85	2.84	2.33	2.79	2.77	2.79	2.89	2.91	
Standard deviation	0.88	0.89	0.90	0.94	0.91	0.92	0.77	0.87	0.88	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.36	-0.34	-	-0.51	-0.48	-	-0.11	-0.14	
Prepare students for the workplace										
Highest Priority	36.7%	33.9%	41.6%	34.1%	34.9%	38.9%	44.8%	33.9%	44.2%	
High Priority	45.6%	40.7%	42.3%	38.6%	39.8%	44.4%	48.3%	41.7%	40.8%	
Medium Priority	15.2%	20.3%	12.9%	22.7%	21.0%	13.8%	6.9%	19.0%	11.8%	
Low Priority	2.5%	5.1%	3.2%	4.5%	4.3%	2.9%	0.0%	5.4%	3.2%	
Total(n)	79	977	1,025	44	415	419	29	516	568	
Mean	3.16	3.03	3.22	3.02	3.05	3.19	3.38	3.04	3.26	
Standard deviation	0.78	0.86	0.79	0.88	0.86	0.78	0.62	0.86	0.79	
Significance	-			-			-	*		
Effect size	-	0.15	-0.08	-	-0.03	-0.22	-	0.40	0.15	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a Very Large Extent	29.5%	29.1%	30.3%	32.6%	32.5%	35.1%	27.6%	26.3%	27.0%	
To a Large Extent	38.5%	30.7%	31.4%	34.9%	31.1%	28.4%	34.5%	29.9%	32.8%	
To Some Extent	24.4%	26.9%	24.5%	20.9%	24.2%	21.5%	34.5%	29.7%	27.1%	
To a Small Extent	6.4%	8.4%	8.5%	9.3%	7.9%	10.7%	3.4%	8.9%	6.9%	
Not at All	1.3%	5.0%	5.3%	2.3%	4.3%	4.3%	0.0%	5.2%	6.2%	
Total(n)	78	981	1,041	43	418	419	29	518	582	
Mean	3.88	3.70	3.73	3.86	3.80	3.79	3.86	3.63	3.68	
Standard deviation	0.95	1.12	1.14	1.06	1.11	1.16	0.88	1.12	1.13	
Significance	-			-			-			
Effect size	-	0.16	0.13	-	0.05	0.06	-	0.21	0.16	
Experience close alignment between your work and your personal values										
To a Very Large Extent	35.9%	39.2%	42.2%	39.5%	41.6%	42.9%	34.5%	36.7%	42.0%	
To a Large Extent	38.5%	40.1%	38.5%	32.6%	40.9%	39.3%	41.4%	41.0%	38.9%	
To Some Extent	19.2%	17.5%	15.9%	18.6%	14.7%	13.8%	20.7%	19.0%	16.6%	
To a Small Extent	6.4%	2.2%	2.1%	9.3%	2.1%	2.9%	3.4%	2.3%	1.7%	
Not at All	0.0%	1.0%	1.3%	0.0%	0.7%	1.2%	0.0%	1.0%	0.7%	
Total(n)	78	983	1,038	43	421	420	29	515	578	
Mean	4.04	4.14	4.18	4.02	4.20	4.20	4.07	4.10	4.20	
Standard deviation	0.90	0.85	0.86	0.99	0.82	0.87	0.84	0.85	0.82	
Significance	-			-			-			
Effect size	-	-0.12	-0.16	-	-0.22	-0.21	-	-0.04	-0.16	
Mentor faculty										
To a Very Large Extent	6.3%	8.9%	9.2%	6.8%	7.3%	8.0%	6.9%	10.1%	9.9%	
To a Large Extent	10.1%	13.0%	13.0%	6.8%	11.7%	12.8%	10.3%	13.6%	12.9%	
To Some Extent	39.2%	29.9%	26.6%	47.7%	34.4%	27.9%	31.0%	27.0%	25.9%	
To a Small Extent	24.1%	19.9%	20.3%	15.9%	24.4%	22.2%	37.9%	16.9%	18.8%	
Not at All	20.3%	28.3%	30.9%	22.7%	22.2%	29.1%	13.8%	32.4%	32.4%	
Total(n)	79	1,010	1,059	44	427	423	29	537	595	
Mean	2.58	2.54	2.49	2.59	2.57	2.48	2.59	2.52	2.49	
Standard deviation	1.12	1.27	1.30	1.13	1.17	1.25	1.09	1.33	1.32	
Significance	-			-			-			
Effect size	-	0.03	0.07	-	0.02	0.09	-	0.05	0.08	
Mentor undergraduate students										
To a Very Large Extent	44.9%	29.9%	28.4%	31.1%	30.8%	28.6%	63.0%	30.0%	28.4%	
To a Large Extent	32.1%	24.4%	23.5%	46.7%	27.5%	25.8%	11.1%	22.1%	21.9%	
To Some Extent	16.7%	25.1%	25.0%	17.8%	25.4%	24.3%	14.8%	24.0%	25.5%	
To a Small Extent	5.1%	9.1%	12.5%	2.2%	8.5%	11.6%	11.1%	9.5%	13.3%	
Not at All	1.3%	11.4%	10.5%	2.2%	8.0%	9.7%	0.0%	14.3%	11.0%	
Total(n)	78	996	1,045	45	426	423	27	524	581	
Mean	4.14	3.52	3.47	4.02	3.65	3.52	4.26	3.44	3.43	
Standard deviation	0.96	1.31	1.30	0.89	1.22	1.28	1.10	1.38	1.32	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.47	0.52	-	0.30	0.39	-	0.59	0.63	
Mentor graduate students										
To a Very Large Extent	12.5%	15.8%	8.3%	6.7%	14.8%	9.8%	24.1%	16.0%	7.4%	
To a Large Extent	5.0%	10.6%	5.6%	4.4%	11.3%	6.3%	6.9%	10.2%	5.0%	
To Some Extent	5.0%	12.5%	7.5%	2.2%	11.3%	7.9%	3.4%	12.6%	7.0%	
To a Small Extent	11.3%	13.2%	8.5%	15.6%	14.6%	9.1%	3.4%	12.2%	8.1%	

Not at All	66.3%	47.9%	70.1%	71.1%	47.9%	66.9%	62.1%	49.1%	72.5%	
Total(n)	80	1,010	1,065	45	432	429	29	532	596	
Mean	1.86	2.33	1.73	1.60	2.31	1.83	2.28	2.32	1.67	
Standard deviation	1.43	1.53	1.29	1.18	1.51	1.36	1.77	1.54	1.25	
Significance	-	**		-	**		-		*	
Effect size	-	-0.31	0.10	-	-0.47	-0.17	-	-0.03	0.49	
Have been mentored by at least one professional in academia										
To a Very Large Extent	30.8%	35.0%	37.0%	20.9%	33.0%	34.7%	48.3%	37.5%	39.1%	
To a Large Extent	26.9%	25.0%	23.6%	23.3%	27.0%	24.4%	24.1%	23.1%	22.5%	
To Some Extent	28.2%	22.1%	19.9%	32.6%	24.4%	22.0%	24.1%	20.4%	18.7%	
To a Small Extent	11.5%	10.4%	11.5%	18.6%	10.0%	11.5%	3.4%	10.5%	11.8%	
Not at All	2.6%	7.4%	8.1%	4.7%	5.5%	7.4%	0.0%	8.5%	8.0%	
Total(n)	78	980	1,036	43	418	418	29	515	578	
Mean	3.72	3.70	3.70	3.37	3.72	3.67	4.17	3.70	3.73	
Standard deviation	1.10	1.25	1.29	1.16	1.18	1.26	0.93	1.30	1.30	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.30	-0.24	-	0.36	0.34	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a Very Large Extent	14.5%	14.9%	16.9%	14.0%	15.9%	14.1%	14.8%	14.0%	18.6%	
To a Large Extent	15.8%	15.2%	15.8%	20.9%	18.3%	18.7%	7.4%	12.6%	13.9%	
To Some Extent	22.4%	21.3%	19.8%	18.6%	20.2%	20.1%	25.9%	22.1%	19.6%	
To a Small Extent	18.4%	15.9%	15.0%	14.0%	17.6%	16.1%	22.2%	14.8%	14.6%	
Not at All	28.9%	32.7%	32.5%	32.6%	28.0%	30.9%	29.6%	36.5%	33.3%	
Total(n)	76	968	1,028	43	415	417	27	507	570	
Mean	2.68	2.64	2.70	2.70	2.77	2.69	2.56	2.53	2.70	
Standard deviation	1.42	1.44	1.48	1.47	1.44	1.44	1.40	1.44	1.51	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	-0.05	0.01	-	0.02	-0.09	
Accessed the National Research Mentoring Network (NRMN) resource										
To a Very Large Extent	0.0%	1.3%	1.3%	0.0%	1.4%	1.2%	0.0%	1.4%	1.4%	
To a Large Extent	1.3%	1.3%	1.7%	2.3%	1.7%	1.9%	0.0%	1.0%	1.2%	
To Some Extent	3.9%	3.1%	3.6%	2.3%	3.8%	4.8%	3.6%	2.4%	2.5%	
To a Small Extent	5.2%	5.8%	6.4%	4.7%	6.2%	6.0%	7.1%	5.7%	6.7%	
Not at All	89.6%	88.5%	87.0%	90.7%	86.8%	86.1%	89.3%	89.6%	88.2%	
Total(n)	77	972	1,026	43	417	418	28	508	567	
Mean	1.17	1.21	1.24	1.16	1.25	1.26	1.14	1.19	1.21	
Standard deviation	0.55	0.69	0.71	0.57	0.73	0.74	0.45	0.65	0.68	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.12	-0.14	-	-0.08	-0.10	
How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?										
Excellent	27.9%	34.1%	35.4%	12.1%	31.5%	33.0%	45.8%	37.0%	37.3%	
Good	60.7%	50.1%	51.6%	75.8%	49.4%	51.5%	45.8%	49.7%	51.7%	
Fair	11.5%	14.4%	11.8%	12.1%	17.3%	15.1%	8.3%	12.4%	9.5%	
Poor	0.0%	1.3%	1.1%	0.0%	1.9%	0.3%	0.0%	0.8%	1.5%	
Total(n)	61	706	711	33	324	291	24	354	391	
Mean	3.16	3.17	3.21	3.00	3.10	3.17	3.38	3.23	3.25	
Standard deviation	0.61	0.71	0.69	0.50	0.74	0.68	0.65	0.69	0.68	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	-0.14	-0.25	-	0.22	0.19	
How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?										
Excellent	50.6%	49.3%	48.1%	40.9%	47.4%	46.2%	66.7%	51.2%	49.8%	
Good	44.2%	45.4%	46.6%	50.0%	45.7%	46.5%	33.3%	45.2%	46.3%	
Fair	5.2%	5.0%	4.9%	9.1%	6.4%	6.6%	0.0%	3.6%	3.7%	
Poor	0.0%	0.2%	0.4%	0.0%	0.5%	0.8%	0.0%	0.0%	0.2%	
Total(n)	77	878	927	44	392	381	27	445	510	
Mean	3.45	3.44	3.42	3.32	3.40	3.38	3.67	3.48	3.46	
Standard deviation	0.60	0.60	0.61	0.64	0.63	0.64	0.48	0.57	0.58	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	-0.13	-0.09	-	0.33	0.36	
How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?										
Excellent	55.6%	56.8%	54.9%	46.2%	49.8%	49.6%	81.8%	62.3%	57.9%	
Good	33.3%	36.7%	37.5%	38.5%	41.3%	42.6%	18.2%	32.8%	34.8%	
Fair	11.1%	6.3%	7.3%	15.4%	8.5%	7.8%	0.0%	4.9%	6.7%	
Poor	0.0%	0.2%	0.3%	0.0%	0.4%	0.0%	0.0%	0.0%	0.6%	
Total(n)	27	521	317	13	223	141	11	268	164	
Mean	3.44	3.50	3.47	3.31	3.40	3.42	3.82	3.57	3.50	
Standard deviation	0.70	0.62	0.64	0.75	0.66	0.63	0.40	0.59	0.65	
Significance	-			-			-			

Effect size	-	-0.10	-0.05	-	-0.14	-0.17	-	0.42	0.49	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very Satisfied	3.8%	3.6%	10.0%	2.2%	4.9%	8.4%	3.4%	2.2%	10.6%	
Satisfied	26.3%	24.3%	34.9%	24.4%	28.0%	38.1%	34.5%	22.4%	33.6%	
Marginally Satisfied	32.5%	33.5%	30.1%	26.7%	33.8%	29.2%	37.9%	33.0%	30.9%	
Not Satisfied	37.5%	38.7%	25.0%	46.7%	33.3%	24.3%	24.1%	42.4%	25.0%	
Total(n)	80	1,010	1,066	45	429	428	29	536	596	
Mean	1.96	1.93	2.30	1.82	2.04	2.31	2.17	1.85	2.30	
Standard deviation	0.89	0.88	0.95	0.89	0.90	0.93	0.85	0.85	0.96	
Significance	-	**		-		***	-	*		
Effect size	-	0.03	-0.36	-	-0.24	-0.53	-	0.38	-0.14	
Health benefits										Job Satisfaction: Compensation
Very Satisfied	12.5%	21.2%	32.2%	8.9%	21.1%	31.0%	13.8%	21.0%	32.8%	
Satisfied	46.3%	40.2%	41.2%	46.7%	43.6%	44.1%	48.3%	37.6%	39.5%	
Marginally Satisfied	30.0%	20.7%	14.6%	28.9%	17.5%	12.6%	31.0%	23.3%	16.1%	
Not Satisfied	11.3%	17.9%	12.0%	15.6%	17.8%	12.3%	6.9%	18.1%	11.6%	
Total(n)	80	990	1,040	45	422	422	29	524	577	
Mean	2.60	2.65	2.94	2.49	2.68	2.94	2.69	2.61	2.93	
Standard deviation	0.85	1.01	0.97	0.87	1.00	0.96	0.81	1.01	0.97	
Significance	-		**	-		**	-			
Effect size	-	-0.05	-0.35	-	-0.19	-0.47	-	0.08	-0.25	
Retirement benefits										Job Satisfaction: Compensation
Very Satisfied	15.0%	18.3%	21.6%	13.3%	19.6%	21.5%	13.8%	17.6%	21.5%	
Satisfied	43.8%	41.6%	47.6%	44.4%	43.9%	50.6%	44.8%	40.6%	46.0%	
Marginally Satisfied	23.8%	23.2%	20.7%	20.0%	20.3%	17.0%	27.6%	24.2%	23.1%	
Not Satisfied	17.5%	16.9%	10.1%	22.2%	16.2%	10.9%	13.8%	17.6%	9.4%	
Total(n)	80	988	1,041	45	419	423	29	524	576	
Mean	2.56	2.61	2.81	2.49	2.67	2.83	2.59	2.58	2.80	
Standard deviation	0.95	0.97	0.89	0.99	0.97	0.89	0.91	0.97	0.88	
Significance	-		*	-		*	-			
Effect size	-	-0.05	-0.28	-	-0.19	-0.38	-	0.01	-0.24	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very Satisfied	6.3%	6.2%	7.0%	9.1%	8.4%	8.9%	3.4%	4.6%	6.0%	
Satisfied	40.5%	31.3%	35.6%	40.9%	35.8%	37.2%	41.4%	27.7%	35.3%	
Marginally Satisfied	31.6%	35.0%	33.7%	25.0%	34.4%	34.1%	34.5%	35.2%	32.3%	
Not Satisfied	21.5%	27.5%	23.7%	25.0%	21.5%	19.9%	20.7%	32.5%	26.4%	
Total(n)	79	984	1,027	44	419	417	29	520	569	
Mean	2.32	2.16	2.26	2.34	2.31	2.35	2.28	2.04	2.21	
Standard deviation	0.88	0.90	0.90	0.96	0.90	0.90	0.84	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.18	0.07	-	0.03	-0.01	-	0.27	0.08	
Teaching load										Job Satisfaction: Compensation
Very Satisfied	15.2%	7.6%	10.0%	20.5%	8.2%	9.4%	10.3%	7.6%	10.8%	
Satisfied	46.8%	35.3%	41.0%	45.5%	38.3%	43.8%	48.3%	33.5%	39.6%	
Marginally Satisfied	29.1%	27.0%	24.3%	20.5%	26.5%	22.8%	37.9%	27.0%	24.7%	
Not Satisfied	8.9%	30.1%	24.7%	13.6%	27.0%	24.0%	3.4%	31.9%	25.0%	
Total(n)	79	997	1,051	44	426	425	29	526	584	
Mean	2.68	2.20	2.36	2.73	2.28	2.39	2.66	2.17	2.36	
Standard deviation	0.84	0.96	0.96	0.95	0.95	0.95	0.72	0.97	0.97	
Significance	-	***	**	-	**	*	-	**		
Effect size	-	0.50	0.33	-	0.47	0.36	-	0.51	0.31	
Quality of students										
Very Satisfied	34.2%	17.2%	14.3%	38.6%	13.8%	11.2%	34.5%	20.0%	17.1%	
Satisfied	44.3%	42.5%	41.7%	36.4%	43.3%	41.4%	48.3%	41.5%	41.5%	
Marginally Satisfied	19.0%	29.2%	32.6%	20.5%	31.4%	34.3%	17.2%	27.7%	31.5%	
Not Satisfied	2.5%	11.1%	11.4%	4.5%	11.5%	13.1%	0.0%	10.8%	9.9%	
Total(n)	79	1,003	1,055	44	427	428	29	530	585	
Mean	3.10	2.66	2.59	3.09	2.59	2.51	3.17	2.71	2.66	
Standard deviation	0.79	0.89	0.87	0.88	0.87	0.86	0.71	0.91	0.88	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.49	0.59	-	0.57	0.67	-	0.51	0.58	
Autonomy and independence										Job Satisfaction: Workplace
Very Satisfied	42.9%	40.2%	38.1%	50.0%	40.9%	40.0%	41.4%	40.7%	38.2%	
Satisfied	41.6%	41.9%	43.6%	31.0%	43.5%	43.0%	48.3%	40.2%	43.3%	
Marginally Satisfied	7.8%	12.7%	13.1%	9.5%	10.4%	11.3%	3.4%	13.5%	14.0%	
Not Satisfied	7.8%	5.3%	5.1%	9.5%	5.2%	5.7%	6.9%	5.6%	4.5%	
Total(n)	77	1,003	1,059	42	423	423	29	535	594	
Mean	3.19	3.17	3.15	3.21	3.20	3.17	3.24	3.16	3.15	
Standard deviation	0.89	0.84	0.83	0.98	0.83	0.84	0.83	0.86	0.83	
Significance	-			-			-			

Effect size	-	0.02	0.05	-	0.01	0.05	-	0.09	0.11	
Departmental leadership										
Very Satisfied	41.8%	37.9%	40.1%	47.7%	40.5%	39.6%	37.9%	36.8%	40.7%	Job Satisfaction: Workplace
Satisfied	32.9%	35.6%	35.7%	29.5%	38.2%	40.1%	34.5%	33.0%	32.8%	
Marginally Satisfied	12.7%	13.8%	12.9%	9.1%	11.7%	13.2%	17.2%	15.4%	12.7%	
Not Satisfied	12.7%	12.7%	11.2%	13.6%	9.6%	7.1%	10.3%	14.8%	13.9%	
Total(n)	79	1,006	1,058	44	427	424	29	533	592	
Mean	3.04	2.99	3.05	3.11	3.10	3.12	3.00	2.92	3.00	
Standard deviation	1.03	1.01	0.99	1.06	0.95	0.89	1.00	1.05	1.04	
Significance	-			-			-			
Effect size	-	0.05	-0.01	-	0.01	-0.01	-	0.08	0.00	
Departmental support for work/life balance										
Very Satisfied	37.2%	29.8%	32.8%	43.2%	32.9%	34.1%	32.1%	28.3%	31.7%	
Satisfied	38.5%	35.8%	37.4%	27.3%	37.8%	39.8%	50.0%	34.3%	36.5%	
Marginally Satisfied	16.7%	20.4%	19.2%	18.2%	17.5%	18.0%	14.3%	21.1%	19.9%	
Not Satisfied	7.7%	14.0%	10.6%	11.4%	11.8%	8.1%	3.6%	16.2%	12.0%	
Total(n)	78	998	1,048	44	423	422	28	530	584	
Mean	3.05	2.81	2.92	3.02	2.92	3.00	3.11	2.75	2.88	
Standard deviation	0.92	1.01	0.97	1.05	0.99	0.92	0.79	1.04	0.99	
Significance	-	*		-			-			
Effect size	-	0.24	0.13	-	0.10	0.02	-	0.35	0.23	
Institutional support for work/life balance										
Very Satisfied	9.0%	11.3%	14.5%	9.3%	13.4%	15.5%	10.3%	10.2%	13.9%	
Satisfied	35.9%	26.6%	32.3%	37.2%	32.0%	39.3%	31.0%	22.7%	27.5%	
Marginally Satisfied	30.8%	32.0%	28.2%	25.6%	30.3%	26.0%	37.9%	34.0%	30.4%	
Not Satisfied	24.4%	30.1%	25.1%	27.9%	24.3%	19.3%	20.7%	33.1%	28.2%	
Total(n)	78	993	1,044	43	419	420	29	529	582	
Mean	2.29	2.19	2.36	2.28	2.34	2.51	2.31	2.10	2.27	
Standard deviation	0.94	0.99	1.01	0.98	0.99	0.97	0.93	0.98	1.02	
Significance	-			-			-			
Effect size	-	0.10	-0.07	-	-0.06	-0.24	-	0.21	0.04	
Prospects for career advancement										
Very Satisfied	16.5%	7.2%	11.4%	15.9%	9.9%	12.3%	20.7%	5.5%	10.6%	Job Satisfaction: Compensation
Satisfied	27.8%	28.2%	33.9%	29.5%	28.8%	35.1%	24.1%	27.7%	33.5%	
Marginally Satisfied	24.1%	29.1%	27.4%	22.7%	32.7%	32.0%	20.7%	26.8%	24.4%	
Not Satisfied	31.6%	35.6%	27.4%	31.8%	28.6%	20.6%	34.5%	40.0%	31.4%	
Total(n)	79	984	1,027	44	416	413	29	523	573	
Mean	2.29	2.07	2.29	2.30	2.20	2.39	2.31	1.99	2.23	
Standard deviation	1.09	0.96	0.99	1.09	0.96	0.95	1.17	0.95	1.01	
Significance	-			-			-			
Effect size	-	0.23	0.00	-	0.10	-0.09	-	0.34	0.08	
Relative equity of salary and job benefits										
Very Satisfied	7.5%	4.0%	11.1%	6.7%	4.8%	10.4%	6.9%	3.2%	11.1%	Job Satisfaction: Workplace
Satisfied	22.5%	22.4%	30.0%	26.7%	28.6%	35.0%	17.2%	17.5%	27.0%	
Marginally Satisfied	26.3%	29.4%	28.7%	20.0%	29.4%	29.2%	34.5%	30.9%	28.9%	
Not Satisfied	43.8%	44.2%	30.2%	46.7%	37.2%	25.4%	41.4%	48.4%	32.9%	
Total(n)	80	991	1,033	45	419	414	29	527	577	
Mean	1.94	1.86	2.22	1.93	2.01	2.30	1.90	1.76	2.16	
Standard deviation	0.99	0.90	1.00	1.01	0.92	0.96	0.94	0.85	1.01	
Significance	-	*		-		*	-			
Effect size	-	0.09	-0.28	-	-0.09	-0.39	-	0.16	-0.26	
Flexibility in relation to family matters or emergencies										
Very Satisfied	34.6%	31.1%	37.2%	37.2%	34.0%	41.1%	31.0%	29.5%	34.6%	Job Satisfaction: Workplace
Satisfied	42.3%	42.9%	41.4%	39.5%	44.4%	41.6%	44.8%	41.4%	41.3%	
Marginally Satisfied	12.8%	17.8%	15.1%	11.6%	15.2%	12.2%	17.2%	20.3%	17.2%	
Not Satisfied	10.3%	8.1%	6.3%	11.6%	6.4%	5.0%	6.9%	8.7%	6.9%	
Total(n)	78	992	1,039	43	421	418	29	526	581	
Mean	3.01	2.97	3.10	3.02	3.06	3.19	3.00	2.92	3.04	
Standard deviation	0.95	0.90	0.87	0.99	0.86	0.84	0.89	0.92	0.89	
Significance	-			-			-			
Effect size	-	0.04	-0.10	-	-0.05	-0.20	-	0.09	-0.04	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very Satisfied	19.7%	17.4%	22.3%	22.0%	20.1%	26.0%	17.2%	15.2%	18.9%	Job Satisfaction: Workplace
Satisfied	42.1%	38.7%	40.8%	41.5%	44.9%	44.0%	37.9%	34.1%	39.5%	
Marginally Satisfied	23.7%	25.8%	23.6%	22.0%	22.8%	20.9%	27.6%	28.8%	25.3%	
Not Satisfied	14.5%	18.1%	13.4%	14.6%	12.3%	9.1%	17.2%	21.8%	16.4%	
Total(n)	76	965	1,010	41	408	407	29	513	562	
Mean	2.67	2.55	2.72	2.71	2.73	2.87	2.55	2.43	2.61	
Standard deviation	0.96	0.98	0.96	0.98	0.92	0.90	0.99	0.99	0.97	
Significance	-			-			-			
Effect size	-	0.12	-0.05	-	-0.02	-0.18	-	0.12	-0.06	

Overall job												
Very Satisfied	16.5%	14.2%	20.6%	18.2%	17.2%	20.9%	13.8%	12.3%	20.3%			
Satisfied	53.2%	49.6%	51.7%	45.5%	52.5%	55.6%	62.1%	47.9%	49.8%			
Marginally Satisfied	21.5%	28.9%	22.8%	25.0%	23.8%	18.8%	17.2%	32.5%	25.3%			
Not Satisfied	8.9%	7.4%	5.0%	11.4%	6.6%	4.8%	6.9%	7.4%	4.6%			
Total(n)	79	1,001	1,049	44	425	421	29	530	586			
Mean	2.77	2.71	2.88	2.70	2.80	2.93	2.83	2.65	2.86			
Standard deviation	0.83	0.80	0.79	0.90	0.80	0.76	0.76	0.79	0.79			
Significance	-			-			-					
Effect size	-	0.08	-0.14	-	-0.13	-0.30	-	0.23	-0.04			
Please indicate the extent to which each of the following has been a source of stress for you during the past year:												
Managing household responsibilities *												
Extensive	22.8%	25.3%	23.8%	11.4%	15.4%	16.6%	41.4%	32.9%	28.7%			
Somewhat	45.6%	54.4%	52.7%	47.7%	58.7%	54.7%	41.4%	51.8%	52.2%			
Not at All	31.6%	20.3%	23.4%	40.9%	25.9%	28.7%	17.2%	15.3%	19.0%			
Total(n)	79	971	1,007	44	409	404	29	517	567			
Mean	1.91	2.05	2.00	1.70	1.89	1.88	2.24	2.18	2.10			
Standard deviation	0.74	0.67	0.69	0.67	0.63	0.66	0.74	0.67	0.69			
Significance	-			-			-					
Effect size	-	-0.21	-0.13	-	-0.30	-0.27	-	0.09	0.20			
Review/promotion process *												
Extensive	14.3%	21.8%	16.9%	21.1%	17.1%	14.6%	4.8%	25.2%	18.8%			
Somewhat	47.6%	43.5%	41.1%	44.7%	43.5%	40.1%	47.6%	44.0%	41.7%			
Not at All	38.1%	34.7%	42.0%	34.2%	39.4%	45.3%	47.6%	30.8%	39.4%			
Total(n)	63	772	750	38	345	322	21	389	398			
Mean	1.76	1.87	1.75	1.87	1.78	1.69	1.57	1.94	1.79			
Standard deviation	0.69	0.74	0.73	0.74	0.72	0.71	0.60	0.75	0.74			
Significance	-			-			-	*				
Effect size	-	-0.15	0.01	-	0.13	0.25	-	-0.49	-0.30			
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *												
Extensive	4.3%	10.8%	7.9%	5.3%	5.0%	3.9%	3.8%	13.8%	9.9%			
Somewhat	21.7%	28.8%	25.9%	23.7%	22.2%	20.4%	15.4%	32.9%	29.6%			
Not at All	73.9%	60.4%	66.2%	71.1%	72.9%	75.6%	80.8%	53.3%	60.5%			
Total(n)	69	888	897	38	361	357	26	484	506			
Mean	1.30	1.50	1.42	1.34	1.32	1.28	1.23	1.61	1.49			
Standard deviation	0.55	0.68	0.63	0.58	0.56	0.53	0.51	0.72	0.67			
Significance	-	*		-			-	**				
Effect size	-	-0.29	-0.19	-	0.04	0.11	-	-0.53	-0.39			
Committee work *												
Extensive	19.7%	19.1%	20.0%	16.7%	14.9%	15.7%	25.0%	23.2%	23.5%			Career-Related Stress
Somewhat	57.9%	46.5%	45.5%	61.9%	47.2%	46.3%	57.1%	45.5%	44.7%			
Not at All	22.4%	34.4%	34.5%	21.4%	37.9%	38.0%	17.9%	31.3%	31.8%			
Total(n)	76	841	880	42	369	363	28	435	481			
Mean	1.97	1.85	1.85	1.95	1.77	1.78	2.07	1.92	1.92			
Standard deviation	0.65	0.72	0.72	0.62	0.69	0.70	0.66	0.73	0.74			
Significance	-			-			-					
Effect size	-	0.17	0.17	-	0.26	0.24	-	0.21	0.20			
Faculty meetings *												
Extensive	16.5%	15.4%	13.8%	15.6%	12.7%	10.7%	17.9%	18.1%	16.3%			
Somewhat	45.6%	40.4%	39.2%	42.2%	39.4%	37.1%	53.6%	40.6%	40.7%			
Not at All	38.0%	44.3%	47.0%	42.2%	47.9%	52.3%	28.6%	41.3%	42.9%			
Total(n)	79	924	939	45	401	394	28	480	508			
Mean	1.78	1.71	1.67	1.73	1.65	1.58	1.89	1.77	1.73			
Standard deviation	0.71	0.72	0.71	0.72	0.70	0.68	0.69	0.74	0.72			
Significance	-			-			-					
Effect size	-	0.10	0.15	-	0.11	0.22	-	0.16	0.22			
Students *												
Extensive	9.0%	13.8%	12.5%	4.7%	9.6%	8.0%	10.3%	17.0%	15.4%			Career-Related Stress
Somewhat	60.3%	57.4%	57.8%	58.1%	56.7%	57.8%	69.0%	58.7%	58.3%			
Not at All	30.8%	28.7%	29.7%	37.2%	33.7%	34.2%	20.7%	24.3%	26.4%			
Total(n)	78	982	1,026	43	418	415	29	518	573			
Mean	1.78	1.85	1.83	1.67	1.76	1.74	1.90	1.93	1.89			
Standard deviation	0.60	0.64	0.63	0.57	0.61	0.59	0.56	0.64	0.64			
Significance	-			-			-					
Effect size	-	-0.11	-0.08	-	-0.15	-0.12	-	-0.05	0.02			
Research or publishing demands *												
Extensive	14.1%	15.4%	12.6%	15.0%	12.7%	11.1%	16.0%	18.5%	14.6%			Career-Related Stress
Somewhat	45.1%	44.3%	37.3%	42.5%	45.0%	38.4%	48.0%	44.0%	37.3%			
Not at All	40.8%	40.3%	50.1%	42.5%	42.4%	50.5%	36.0%	37.5%	48.1%			
Total(n)	71	790	643	40	347	297	25	405	322			
Mean	1.73	1.75	1.63	1.73	1.70	1.61	1.80	1.81	1.66			

Standard deviation	0.70	0.70	0.70	0.72	0.68	0.68	0.71	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.03	0.14	-	0.04	0.18	-	-0.01	0.19	
Institutional procedures and “red tape” *										
Extensive	34.6%	33.3%	34.8%	34.1%	32.5%	33.2%	32.1%	33.5%	35.2%	Career-Related Stress
Somewhat	52.6%	43.7%	43.1%	52.3%	44.3%	42.8%	53.6%	43.3%	43.6%	
Not at All	12.8%	23.0%	22.1%	13.6%	23.2%	24.1%	14.3%	23.2%	21.2%	
Total(n)	78	929	958	44	397	395	28	487	523	
Mean	2.22	2.10	2.13	2.20	2.09	2.09	2.18	2.10	2.14	Career-Related Stress
Standard deviation	0.66	0.74	0.74	0.67	0.74	0.75	0.67	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.16	0.12	-	0.15	0.15	-	0.11	0.05	
Teaching load *										
Extensive	13.9%	30.8%	25.3%	15.9%	27.1%	23.8%	10.3%	33.3%	26.4%	Career-Related Stress
Somewhat	54.4%	38.5%	39.5%	47.7%	38.8%	37.8%	72.4%	39.7%	40.9%	
Not at All	31.6%	30.6%	35.1%	36.4%	34.1%	38.3%	17.2%	27.0%	32.7%	
Total(n)	79	960	999	44	410	407	29	504	553	
Mean	1.82	2.00	1.90	1.80	1.93	1.86	1.93	2.06	1.94	Career-Related Stress
Standard deviation	0.66	0.78	0.77	0.70	0.78	0.78	0.53	0.77	0.77	
Significance	-	*		-			-			
Effect size	-	-0.23	-0.10	-	-0.17	-0.08	-	-0.17	-0.01	
Lack of personal time *										
Extensive	28.8%	32.1%	26.8%	26.7%	22.1%	19.2%	34.5%	39.6%	32.0%	Career-Related Stress
Somewhat	40.0%	41.2%	39.4%	35.6%	43.0%	39.8%	48.3%	40.7%	40.0%	
Not at All	31.3%	26.7%	33.8%	37.8%	35.0%	41.0%	17.2%	19.7%	27.9%	
Total(n)	80	976	1,000	45	412	402	29	518	562	
Mean	1.98	2.05	1.93	1.89	1.87	1.78	2.17	2.20	2.04	Career-Related Stress
Standard deviation	0.78	0.77	0.78	0.80	0.75	0.75	0.71	0.74	0.77	
Significance	-			-			-			
Effect size	-	-0.09	0.06	-	0.03	0.15	-	-0.04	0.17	
Job security *										
Extensive	13.7%	21.2%	17.4%	11.9%	17.1%	14.3%	12.0%	22.7%	19.3%	Career-Related Stress
Somewhat	31.5%	31.7%	35.1%	31.0%	31.7%	33.6%	36.0%	32.5%	36.4%	
Not at All	54.8%	47.2%	47.5%	57.1%	51.1%	52.1%	52.0%	44.8%	44.3%	
Total(n)	73	931	960	42	397	384	25	493	539	
Mean	1.59	1.74	1.70	1.55	1.66	1.62	1.60	1.78	1.75	Career-Related Stress
Standard deviation	0.72	0.79	0.75	0.71	0.75	0.72	0.71	0.79	0.76	
Significance	-			-			-			
Effect size	-	-0.19	-0.15	-	-0.15	-0.10	-	-0.23	-0.20	
Self-imposed high expectations *										
Extensive	34.6%	34.5%	33.3%	27.9%	30.1%	30.0%	48.3%	38.4%	36.0%	Career-Related Stress
Somewhat	50.0%	48.2%	47.9%	51.2%	49.6%	46.8%	44.8%	47.3%	48.9%	
Not at All	15.4%	17.3%	18.8%	20.9%	20.3%	23.2%	6.9%	14.3%	15.0%	
Total(n)	78	968	1,009	43	409	406	29	516	566	
Mean	2.19	2.17	2.14	2.07	2.10	2.07	2.41	2.24	2.21	Career-Related Stress
Standard deviation	0.68	0.70	0.71	0.70	0.70	0.73	0.63	0.69	0.68	
Significance	-			-			-			
Effect size	-	0.03	0.07	-	-0.04	0.00	-	0.25	0.29	
Increased work responsibilities *										
Extensive	33.8%	35.2%	32.9%	31.1%	30.0%	29.2%	41.4%	40.2%	35.8%	Career-Related Stress
Somewhat	45.0%	39.7%	39.5%	42.2%	41.5%	40.1%	51.7%	37.9%	39.4%	
Not at All	21.3%	25.1%	27.6%	26.7%	28.5%	30.7%	6.9%	21.9%	24.8%	
Total(n)	80	957	996	45	407	404	29	507	553	
Mean	2.13	2.10	2.05	2.04	2.01	1.99	2.34	2.18	2.11	Career-Related Stress
Standard deviation	0.74	0.77	0.78	0.77	0.77	0.77	0.61	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.04	0.10	-	0.04	0.06	-	0.21	0.30	
Institutional budget cuts *										
Extensive	23.1%	40.5%	47.2%	22.2%	35.4%	40.9%	25.0%	44.3%	50.7%	Career-Related Stress
Somewhat	48.7%	39.4%	38.6%	51.1%	42.7%	42.4%	46.4%	37.4%	36.7%	
Not at All	28.2%	20.1%	14.2%	26.7%	21.8%	16.7%	28.6%	18.3%	12.5%	
Total(n)	78	950	1,018	45	412	413	28	497	566	
Mean	1.95	2.20	2.33	1.96	2.14	2.24	1.96	2.26	2.38	Career-Related Stress
Standard deviation	0.72	0.75	0.71	0.71	0.75	0.72	0.74	0.75	0.70	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	-0.33	-0.54	-	-0.24	-0.39	-	-0.40	-0.60	
Have you been sexually harassed at this institution?										
Yes	7.6%	6.9%	5.4%	9.1%	3.7%	2.8%	3.4%	8.7%	7.0%	Career-Related Stress
No	92.4%	93.1%	94.6%	90.9%	96.3%	97.2%	96.6%	91.3%	93.0%	
Total(n)	79	1,013	1,068	44	429	427	29	538	600	

In the past year, have you:									
Considered leaving academe for another job?									
Yes	57.0%	48.5%	42.9%	52.3%	41.9%	36.6%	62.1%	52.2%	46.3%
No	43.0%	51.5%	57.1%	47.7%	58.1%	63.4%	37.9%	47.8%	53.7%
Total(n)	79	1,012	1,064	44	427	426	29	538	598
Considered leaving this institution for another?									
Yes	58.2%	53.6%	46.3%	61.4%	48.7%	42.9%	48.3%	55.2%	47.1%
No	41.8%	46.4%	53.7%	38.6%	51.3%	57.1%	51.7%	44.8%	52.9%
Total(n)	79	1,008	1,059	44	423	424	29	538	595
Engaged in public service/professional consulting without pay?									
Yes	43.6%	49.5%	43.5%	39.5%	45.2%	43.4%	51.7%	50.8%	42.0%
No	56.4%	50.5%	56.5%	60.5%	54.8%	56.6%	48.3%	49.2%	58.0%
Total(n)	78	1,011	1,062	43	427	424	29	537	598
Received at least one firm job offer elsewhere?									
Yes	12.8%	18.9%	18.7%	16.3%	17.8%	20.0%	10.3%	19.1%	17.6%
No	87.2%	81.1%	81.3%	83.7%	82.2%	80.0%	89.7%	80.9%	82.4%
Total(n)	78	1,011	1,059	43	426	424	29	538	595
For each of the following items, please mark either Yes or No.									
Are you a member of a faculty union?									
Yes	5.1%	46.1%	63.5%	4.5%	44.7%	58.4%	6.9%	47.4%	66.9%
No	94.9%	53.9%	36.5%	95.5%	55.3%	41.6%	93.1%	52.6%	33.1%
Total(n)	79	1,006	1,054	44	423	421	29	536	592
Do you plan to retire within the next three years?									
Yes	21.5%	14.0%	16.4%	25.0%	16.6%	21.1%	17.2%	12.4%	13.5%
No	78.5%	86.0%	83.6%	75.0%	83.4%	78.9%	82.8%	87.6%	86.5%
Total(n)	79	995	1,040	44	416	413	29	534	586
Have you ever interrupted your professional career for more than one year for family reasons?									
Yes	6.3%	11.8%	12.5%	0.0%	4.5%	4.3%	13.8%	17.7%	18.7%
No	93.7%	88.2%	87.5%	100.0%	95.5%	95.7%	86.2%	82.3%	81.3%
Total(n)	79	1,000	1,050	44	421	421	29	532	588
Have you ever been formally recognized for outstanding teaching at this institution?									
Yes	32.9%	24.5%	30.2%	31.8%	25.2%	30.6%	34.5%	23.2%	28.9%
No	67.1%	75.5%	69.8%	68.2%	74.8%	69.4%	65.5%	76.8%	71.1%
Total(n)	79	1,003	1,050	44	421	421	29	535	588
Citizenship status:									
U.S. citizen	91.3%	92.6%	94.8%	88.9%	90.9%	92.5%	93.1%	93.7%	96.2%
Permanent resident (green card)	6.3%	6.0%	3.9%	8.9%	7.4%	5.8%	3.4%	5.0%	2.8%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.5%	1.4%	1.1%	2.2%	1.6%	1.6%	3.4%	1.3%	0.8%
None of the above	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Total(n)	80	1,015	1,066	45	430	429	29	539	599
How would you characterize your political views?									
Far right	0.0%	0.3%	0.4%	0.0%	0.2%	0.7%	0.0%	0.4%	0.2%
Conservative	11.5%	7.1%	10.1%	6.8%	7.9%	11.5%	17.9%	6.9%	9.4%
Middle-of-the-road	35.9%	26.7%	33.8%	47.7%	32.1%	36.7%	17.9%	23.1%	31.6%
Liberal	32.1%	49.0%	45.2%	31.8%	45.2%	42.2%	39.3%	53.7%	48.3%
Far left	20.5%	16.9%	10.6%	13.6%	14.6%	8.9%	25.0%	15.9%	10.5%
Total(n)	78	985	1,023	44	418	417	28	523	572
If given the choice, would you:									
Still come to this institution?									
Definitely yes	32.5%	36.3%	43.4%	33.3%	38.1%	44.6%	31.0%	36.2%	43.7%
Probably yes	38.8%	37.1%	33.0%	28.9%	37.8%	32.0%	48.3%	36.2%	33.2%
Not sure	11.3%	15.5%	13.3%	8.9%	12.1%	13.1%	17.2%	17.1%	13.1%
Probably no	13.8%	6.9%	7.0%	22.2%	7.7%	7.0%	3.4%	6.8%	7.2%
Definitely no	3.8%	4.3%	3.2%	6.7%	4.4%	3.3%	0.0%	3.8%	2.8%
Total(n)	80	1,009	1,064	45	431	428	29	533	597
Mean	3.83	3.94	4.06	3.60	3.97	4.08	4.07	3.94	4.08
Standard deviation	1.14	1.08	1.06	1.34	1.10	1.07	0.80	1.07	1.05
Significance	-			-	*	**	-		
Effect size	-	-0.10	-0.22	-	-0.34	-0.45	-	0.12	-0.01
Still be a college professor?									
Definitely yes	45.0%	57.0%	62.4%	48.9%	60.6%	64.2%	41.4%	55.0%	61.6%
Probably yes	31.3%	28.0%	25.1%	26.7%	27.1%	24.6%	37.9%	28.0%	25.5%
Not sure	15.0%	10.7%	8.7%	13.3%	8.1%	7.5%	13.8%	12.3%	9.2%
Probably no	5.0%	3.1%	2.5%	8.9%	3.2%	3.0%	0.0%	3.2%	2.2%
Definitely no	3.8%	1.3%	1.2%	2.2%	0.9%	0.7%	6.9%	1.5%	1.5%
Total(n)	80	1,014	1,066	45	431	427	29	536	599
Mean	4.09	4.36	4.45	4.11	4.43	4.48	4.07	4.32	4.44
Standard deviation	1.07	0.88	0.85	1.09	0.85	0.82	1.10	0.91	0.86
Significance	-	**	***	-	*	**	-		*
Effect size	-	-0.31	-0.42	-	-0.38	-0.45	-	-0.27	-0.43

Please select your base institutional salary.										
Less than \$10,000	1.3%	7.1%	6.0%	2.3%	6.1%	6.0%	0.0%	8.0%	6.4%	
\$10,000-19,999	2.5%	5.7%	7.8%	2.3%	5.2%	6.9%	3.4%	5.9%	8.6%	
\$20,000-29,999	0.0%	2.3%	4.2%	0.0%	1.7%	3.6%	0.0%	2.8%	4.8%	
\$30,000-39,999	1.3%	2.4%	1.4%	2.3%	2.1%	1.4%	0.0%	2.8%	1.4%	
\$40,000-49,999	6.3%	5.5%	3.7%	4.5%	4.3%	2.9%	10.3%	6.4%	4.1%	
\$50,000-59,999	16.5%	7.5%	6.6%	11.4%	7.1%	6.4%	13.8%	7.2%	5.9%	
\$60,000-69,999	34.2%	15.6%	15.4%	34.1%	15.1%	16.2%	37.9%	16.5%	15.1%	
\$70,000-79,999	27.8%	18.0%	17.0%	29.5%	18.4%	17.2%	27.6%	18.0%	16.9%	
\$80,000-89,999	6.3%	10.5%	10.7%	9.1%	9.9%	8.4%	3.4%	11.2%	12.0%	
\$90,000-99,999	1.3%	7.8%	9.6%	2.3%	7.6%	9.1%	0.0%	7.8%	9.6%	
\$100,000-124,999	0.0%	10.0%	11.9%	0.0%	11.8%	13.6%	0.0%	8.5%	10.8%	
\$125,000-149,999	2.5%	5.1%	4.5%	2.3%	6.9%	6.2%	3.4%	3.8%	3.6%	
\$150,000-199,999	0.0%	2.1%	1.2%	0.0%	3.3%	1.9%	0.0%	1.1%	0.7%	
\$200,000-249,999	0.0%	0.2%	0.1%	0.0%	0.5%	0.2%	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)	79	994	1,036	44	423	419	29	528	581	
Your base institutional salary reported above is based on:										
Less than 9 months	3.8%	10.8%	11.9%	7.0%	10.7%	11.8%	0.0%	11.4%	12.7%	
9/10 months	87.2%	65.0%	67.5%	88.4%	67.0%	65.9%	86.2%	63.6%	67.3%	
11/12 months	9.0%	24.2%	20.6%	4.7%	22.3%	22.4%	13.8%	25.0%	20.0%	
Total(n)	78	992	1,034	43	421	416	29	527	581	
Please select your base institutional salary (Part-time faculty)										
Less than \$10,000	50.0%	27.7%	24.0%	100.0%	28.1%	25.8%	0.0%	27.3%	23.3%	
\$10,000-19,999	50.0%	22.7%	31.4%	0.0%	22.5%	30.3%	100.0%	21.6%	31.3%	
\$20,000-29,999	0.0%	9.2%	17.8%	0.0%	7.9%	16.9%	0.0%	10.1%	18.7%	
\$30,000-39,999	0.0%	8.8%	5.8%	0.0%	7.9%	5.6%	0.0%	10.1%	5.3%	
\$40,000-49,999	0.0%	13.9%	8.3%	0.0%	12.4%	6.7%	0.0%	15.1%	9.3%	
\$50,000-59,999	0.0%	6.7%	5.0%	0.0%	4.5%	3.4%	0.0%	8.6%	6.0%	
\$60,000-69,999	0.0%	6.3%	3.3%	0.0%	10.1%	4.5%	0.0%	3.6%	2.7%	
\$70,000-79,999	0.0%	1.3%	1.2%	0.0%	1.1%	1.1%	0.0%	1.4%	1.3%	
\$80,000-89,999	0.0%	1.3%	1.2%	0.0%	0.0%	0.0%	0.0%	2.2%	2.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000-124,999	0.0%	1.3%	1.7%	0.0%	3.4%	4.5%	0.0%	0.0%	0.0%	
\$125,000-149,999	0.0%	0.4%	0.4%	0.0%	1.1%	1.1%	0.0%	0.0%	0.0%	
\$150,000-199,999	0.0%	0.4%	0.0%	0.0%	1.1%	0.0%	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)	2	238	242	1	89	89	1	139	150	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	2.9%	2.9%	0.0%	2.7%	2.7%	0.0%	2.8%	3.2%	
\$500-999	0.0%	5.6%	5.9%	0.0%	2.7%	4.4%	0.0%	7.9%	7.0%	
\$1,000-1,499	0.0%	3.9%	3.9%	0.0%	3.6%	4.4%	0.0%	4.5%	3.7%	
\$1,500-1,999	0.0%	2.3%	2.0%	0.0%	1.8%	0.9%	0.0%	2.8%	2.7%	
\$2,000-2,499	0.0%	2.0%	3.3%	0.0%	1.8%	1.8%	0.0%	1.7%	3.7%	
\$2,500-2,999	0.0%	2.6%	1.0%	0.0%	4.5%	1.8%	0.0%	1.1%	0.5%	
\$3,000-3,499	50.0%	15.0%	3.3%	0.0%	15.3%	2.7%	100.0%	15.7%	3.2%	
\$3,500-3,999	0.0%	1.3%	1.6%	0.0%	0.9%	1.8%	0.0%	1.7%	1.6%	
\$4,000-4,499	0.0%	2.3%	2.6%	0.0%	4.5%	2.7%	0.0%	1.1%	2.7%	
\$4,500-4,999	50.0%	3.3%	4.2%	100.0%	2.7%	4.4%	0.0%	3.4%	4.3%	
\$5,000-5,499	0.0%	12.7%	9.2%	0.0%	9.9%	9.7%	0.0%	14.0%	9.1%	
\$5,500-5,999	0.0%	10.8%	6.9%	0.0%	8.1%	4.4%	0.0%	11.2%	8.6%	
\$6,000-6,499	0.0%	8.5%	30.7%	0.0%	12.6%	26.5%	0.0%	6.2%	32.6%	
\$6,500-6,999	0.0%	4.2%	6.5%	0.0%	3.6%	8.8%	0.0%	4.5%	5.3%	
\$7,000-7,499	0.0%	5.6%	0.7%	0.0%	3.6%	0.9%	0.0%	6.2%	0.5%	
\$7,500-7,999	0.0%	2.6%	0.3%	0.0%	2.7%	0.9%	0.0%	2.8%	0.0%	
\$8,000-8,499	0.0%	3.3%	2.6%	0.0%	1.8%	3.5%	0.0%	3.9%	2.1%	
\$8,500-8,999	0.0%	2.0%	0.7%	0.0%	1.8%	1.8%	0.0%	2.2%	0.0%	
\$9,000-9,499	0.0%	2.6%	2.0%	0.0%	4.5%	2.7%	0.0%	1.7%	1.6%	
\$9,500-9,999	0.0%	1.6%	1.3%	0.0%	3.6%	3.5%	0.0%	0.6%	0.0%	
\$10,000 or more	0.0%	4.9%	8.5%	0.0%	7.2%	9.7%	0.0%	3.9%	7.5%	
Total(n)	2	306	306	1	111	113	1	178	187	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	2.9%	2.0%	0.0%	3.7%	2.3%	0.0%	2.1%	1.9%	
Master's (M.A., M.S.)	8.8%	19.5%	34.4%	6.7%	15.3%	27.2%	13.8%	23.5%	39.7%	
Terminal Master's (M.F.A., M.B.A.)	6.3%	14.1%	8.2%	4.4%	12.8%	6.8%	6.9%	13.8%	9.1%	
J.D.	0.0%	0.6%	1.0%	0.0%	0.9%	1.4%	0.0%	0.4%	0.8%	
M.D., D.D.S., D.V.M., etc. (medical)	1.3%	0.3%	0.5%	2.2%	0.7%	0.5%	0.0%	0.0%	0.3%	
Ph.D.	75.0%	55.5%	45.8%	80.0%	60.0%	53.5%	65.5%	52.4%	40.1%	
Professional Doctorate (Ed.D., Psy.D., etc.)	7.5%	6.0%	5.8%	6.7%	4.9%	5.4%	10.3%	7.1%	6.1%	

Other	1.3%	1.1%	2.3%	0.0%	1.6%	2.8%	3.4%	0.7%	2.0%	
Total(n)	80	1,012	1,060	45	430	426	29	536	594	
Degree Currently Working On										
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.)	1.3%	1.0%	2.4%	2.2%	0.9%	1.9%	0.0%	1.2%	3.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.3%	0.6%	0.0%	0.5%	0.7%	0.0%	0.2%	0.5%	
J.D.	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	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.	5.2%	2.5%	2.1%	4.4%	2.3%	2.4%	7.7%	2.9%	1.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	1.3%	1.0%	2.0%	2.2%	0.9%	1.9%	0.0%	1.2%	2.3%	
Other	0.0%	0.6%	1.5%	0.0%	0.0%	0.7%	0.0%	1.2%	2.1%	
None	92.2%	94.4%	91.0%	91.1%	94.9%	91.7%	92.3%	93.5%	90.6%	
Total(n)	77	994	1,035	45	430	420	26	520	576	
Are you currently serving in an administrative position as:										
Department chair	11.8%	9.7%	9.0%	9.1%	10.7%	9.1%	19.2%	9.3%	8.8%	
Dean (including Associate or Assistant)	0.0%	0.7%	0.6%	0.0%	0.5%	0.7%	0.0%	1.0%	0.5%	
Vice-President	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	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	6.5%	12.8%	15.1%	6.8%	13.7%	16.3%	7.4%	12.2%	14.1%	
Not applicable	80.5%	76.7%	75.1%	81.8%	74.9%	73.2%	74.1%	77.7%	76.6%	
Total(n)	77	983	1,043	44	422	429	27	516	580	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
Native American/Alaska Native	0.0%	0.6%	1.4%	0.0%	1.0%	1.7%	0.0%	0.4%	1.0%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.6%	4.9%	4.3%	2.4%	4.6%	4.6%	3.6%	5.4%	4.2%	
Filipino/a/x	1.3%	1.0%	0.9%	2.4%	1.2%	1.0%	0.0%	0.6%	0.9%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.6%	0.5%	0.0%	0.5%	0.5%	0.0%	0.8%	0.5%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	6.6%	3.4%	2.8%	4.8%	4.1%	3.9%	10.7%	2.7%	2.1%	
Other Asian	2.6%	0.8%	0.7%	4.8%	1.0%	1.0%	0.0%	0.8%	0.5%	
African American/Black	0.0%	3.1%	4.3%	0.0%	3.6%	4.6%	0.0%	2.7%	4.3%	
African	0.0%	0.3%	0.4%	0.0%	0.5%	0.7%	0.0%	0.2%	0.2%	
Caribbean	0.0%	0.3%	1.1%	0.0%	0.2%	1.0%	0.0%	0.4%	1.2%	
Other Black	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicana/o/e/x	0.0%	4.9%	3.6%	0.0%	4.1%	2.9%	0.0%	5.7%	4.3%	
Puerto Rican	0.0%	0.6%	1.1%	0.0%	1.0%	1.0%	0.0%	0.4%	1.2%	
Central American	0.0%	0.6%	0.6%	0.0%	1.0%	1.0%	0.0%	0.2%	0.3%	
South American	1.3%	1.2%	1.4%	2.4%	0.7%	0.7%	0.0%	1.7%	1.9%	
Other Hispanic or Latina/o/e/x	0.0%	1.4%	1.6%	0.0%	0.7%	1.5%	0.0%	1.9%	1.6%	
Middle Eastern	0.0%	1.3%	1.4%	0.0%	2.2%	2.4%	0.0%	0.6%	0.7%	
European	82.9%	70.6%	67.9%	81.0%	67.9%	66.8%	82.1%	71.7%	68.1%	
Other White	5.3%	9.7%	12.3%	4.8%	10.6%	10.7%	7.1%	9.2%	13.3%	
Other	1.3%	2.1%	2.7%	2.4%	2.2%	3.1%	0.0%	2.1%	2.1%	
Total(n)	76	981	1,019	42	416	414	28	523	576	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	0.0%	0.1%	0.5%	0.0%	0.2%	1.0%	0.0%	0.0%	0.2%	
Asian/Pacific Islander	10.5%	8.8%	7.6%	9.5%	9.4%	9.3%	14.3%	8.8%	6.8%	
Black/African American	0.0%	3.1%	4.8%	0.0%	3.6%	4.9%	0.0%	2.9%	5.1%	
Latina/o/e/x	1.3%	5.6%	5.2%	2.4%	5.6%	5.1%	0.0%	5.8%	5.4%	
White	84.2%	75.3%	74.2%	81.0%	74.6%	72.7%	85.7%	75.2%	74.9%	
Other Race/Ethnicity	1.3%	1.7%	2.3%	2.4%	1.9%	2.4%	0.0%	1.7%	1.9%	
Two or More Races/Ethnicities	2.6%	5.3%	5.3%	4.8%	4.6%	4.6%	0.0%	5.6%	5.7%	
Total (n)	76	975	1,013	42	413	410	28	520	574	
Is English your native language?										
Yes	88.6%	88.0%	88.7%	86.4%	87.6%	86.9%	89.7%	88.2%	89.7%	
No	11.4%	12.0%	11.3%	13.6%	12.4%	13.1%	10.3%	11.8%	10.3%	
Total(n)	79	1,005	1,059	44	428	427	29	532	594	
What is your sexual orientation?										
Heterosexual/straight	84.0%	82.0%	88.2%	92.9%	89.4%	92.7%	79.3%	81.0%	87.4%	
Gay	2.7%	3.6%	1.9%	4.8%	7.0%	4.4%	0.0%	0.2%	0.2%	
Lesbian	1.3%	3.4%	2.3%	0.0%	0.0%	0.0%	0.0%	5.9%	3.3%	
Bisexual	5.3%	3.4%	2.6%	0.0%	0.7%	0.5%	13.8%	5.3%	4.2%	
Queer	2.7%	4.3%	2.0%	0.0%	1.4%	0.5%	0.0%	3.8%	1.6%	
Pansexual	2.7%	0.9%	1.1%	0.0%	0.0%	0.5%	6.9%	1.5%	1.4%	
Asexual	0.0%	0.5%	0.5%	0.0%	0.2%	0.2%	0.0%	0.4%	0.5%	
Not listed above	1.3%	1.9%	1.5%	2.4%	1.2%	1.2%	0.0%	1.9%	1.4%	
Total (n)	75	979	1,007	42	415	411	29	525	571	
Do you identify as transgender?										
No	98.8%	98.4%	99.0%	100.0%	99.4%	99.2%	100.0%	99.4%	99.4%	
Yes	1.2%	1.6%	1.0%	0.0%	0.6%	0.8%	0.0%	0.6%	0.6%	

Total(n)	86	1,225	1,251	49	512	500	32	654	712	
How many children do you have in the following age ranges?										
Under 18 years old										
0	61.2%	56.1%	51.1%	67.6%	58.3%	51.7%	48.0%	53.1%	49.7%	
1	14.9%	20.4%	22.2%	8.1%	17.9%	22.0%	24.0%	22.6%	22.6%	
2	17.9%	18.3%	20.0%	18.9%	19.0%	20.4%	20.0%	18.7%	20.6%	
3	4.5%	3.8%	5.4%	2.7%	4.2%	5.0%	8.0%	3.7%	5.6%	
4+	1.5%	1.2%	1.3%	2.7%	0.6%	0.9%	0.0%	1.8%	1.6%	
Total(n)	67	807	796	37	336	323	25	433	447	
18 years or older										
0	63.2%	60.6%	48.6%	62.5%	58.0%	49.4%	60.9%	62.2%	47.8%	
1	14.7%	13.5%	14.8%	15.0%	13.5%	16.6%	13.0%	13.5%	13.8%	
2	10.3%	16.9%	22.3%	5.0%	19.9%	20.7%	21.7%	14.4%	23.0%	
3	8.8%	6.3%	9.5%	12.5%	6.2%	8.6%	4.3%	7.0%	10.5%	
4+	2.9%	2.7%	4.8%	5.0%	2.4%	4.7%	0.0%	2.9%	4.9%	
Total(n)	68	852	878	40	371	362	23	444	487	
How satisfied are you with the availability of child care at this institution? *										
Very satisfied	4.8%	15.3%	23.5%	0.0%	18.9%	28.7%	0.0%	11.5%	19.2%	
Satisfied	9.5%	13.1%	21.0%	15.4%	12.3%	21.8%	0.0%	14.1%	21.2%	
Marginally satisfied	0.0%	16.1%	16.5%	0.0%	14.2%	13.9%	0.0%	18.6%	19.9%	
Not satisfied	85.7%	55.5%	39.0%	84.6%	54.7%	35.6%	100.0%	55.8%	39.7%	
Total(n)	21	274	272	13	106	101	7	156	156	
Mean	1.33	1.88	2.29	1.31	1.95	2.44	1.00	1.81	2.20	
Standard deviation	0.86	1.14	1.21	0.75	1.20	1.24	0.00	1.06	1.16	
Significance	-	*	***	-		**	-	*	**	
Effect size	-	-0.48	-0.79	-	-0.53	-0.91	-	-0.76	-1.03	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.2%	0.3%	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	1.5%	0.4%	0.5%	2.6%	0.8%	0.4%	0.0%	0.0%	0.6%	
\$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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	7.5%	3.1%	2.3%	5.3%	2.4%	2.1%	12.5%	3.2%	2.1%	
\$50,000 - \$59,999	13.4%	8.1%	7.3%	10.5%	7.6%	7.5%	8.3%	7.4%	6.4%	
\$60,000 - \$69,999	37.3%	22.4%	20.5%	36.8%	19.7%	20.7%	41.7%	25.6%	21.0%	
\$70,000 - \$79,999	28.4%	23.7%	21.5%	28.9%	22.9%	21.2%	29.2%	24.6%	21.9%	
\$80,000 - \$89,999	7.5%	13.6%	13.8%	10.5%	12.9%	10.8%	4.2%	14.4%	15.5%	
\$90,000 - \$99,999	1.5%	8.8%	12.0%	2.6%	8.0%	11.2%	0.0%	8.8%	12.2%	
\$100,000 - \$124,999	0.0%	11.5%	15.2%	0.0%	13.3%	16.6%	0.0%	10.5%	14.9%	
\$125,000 - \$149,999	3.0%	5.7%	5.2%	2.6%	8.4%	7.1%	4.2%	3.9%	4.3%	
\$150,000 - \$199,999	0.0%	2.3%	1.3%	0.0%	3.2%	1.7%	0.0%	1.8%	1.2%	
\$200,000 - \$249,999	0.0%	0.2%	0.0%	0.0%	0.4%	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)	67	557	600	38	249	241	24	285	329	
Mean	7.27	8.50	8.63	7.37	8.71	8.69	7.25	8.38	8.64	
Standard deviation	1.49	1.97	1.95	1.58	2.16	2.09	1.45	1.79	1.86	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.62	-0.70	-	-0.62	-0.63	-	-0.63	-0.75	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	1.1%	1.2%	
\$10,000 - \$19,999	0.0%	0.0%	0.6%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	
\$30,000 - \$39,999	14.3%	1.2%	0.6%	50.0%	1.6%	1.4%	0.0%	1.1%	0.0%	
\$40,000 - \$49,999	0.0%	3.1%	2.6%	0.0%	1.6%	1.4%	0.0%	4.6%	3.7%	
\$50,000 - \$59,999	42.9%	6.8%	6.5%	0.0%	6.3%	5.7%	50.0%	5.7%	4.9%	
\$60,000 - \$69,999	28.6%	7.5%	14.9%	50.0%	7.8%	17.1%	25.0%	8.0%	13.6%	
\$70,000 - \$79,999	14.3%	20.5%	18.2%	0.0%	21.9%	18.6%	25.0%	20.7%	18.5%	
\$80,000 - \$89,999	0.0%	13.7%	13.6%	0.0%	14.1%	10.0%	0.0%	14.9%	17.3%	
\$90,000 - \$99,999	0.0%	16.1%	14.3%	0.0%	17.2%	11.4%	0.0%	16.1%	17.3%	
\$100,000 - \$124,999	0.0%	15.5%	16.2%	0.0%	12.5%	17.1%	0.0%	16.1%	14.8%	
\$125,000 - \$149,999	0.0%	10.6%	9.1%	0.0%	9.4%	10.0%	0.0%	10.3%	8.6%	
\$150,000 - \$199,999	0.0%	3.1%	1.9%	0.0%	6.3%	4.3%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.6%	0.6%	0.0%	1.6%	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)	7	161	154	2	64	70	4	87	81	
Mean	6.29	9.11	8.94	5.50	9.33	9.07	6.75	8.85	8.88	
Standard deviation	1.25	2.22	2.19	2.12	2.15	2.34	0.96	2.23	2.03	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-1.27	-1.21	-	-1.78	-1.53	-	-0.94	-1.05	

Age as of December 31, 2023									
Under 30 years old	0.0%	1.0%	0.8%	0.0%	1.0%	0.2%	0.0%	1.0%	1.3%
30 to 34 years old	7.8%	7.5%	4.7%	2.3%	5.8%	4.7%	10.3%	8.1%	4.5%
35 to 39 years old	15.6%	12.6%	10.3%	20.9%	12.2%	10.5%	10.3%	13.2%	10.3%
40 to 44 years old	13.0%	14.2%	15.1%	7.0%	14.4%	14.5%	24.1%	14.7%	15.6%
45 to 49 years old	19.5%	17.0%	15.7%	25.6%	15.8%	14.5%	13.8%	18.1%	16.5%
50 to 54 years old	15.6%	13.7%	15.0%	11.6%	12.0%	14.2%	20.7%	14.7%	15.1%
55 to 59 years old	9.1%	12.5%	14.3%	2.3%	11.5%	13.0%	17.2%	13.0%	15.1%
60 to 64 years old	11.7%	10.1%	11.8%	16.3%	10.3%	11.8%	3.4%	10.0%	11.7%
65 to 69 years old	6.5%	6.6%	6.5%	11.6%	9.4%	8.3%	0.0%	4.7%	5.6%
70 years old and above	1.3%	4.6%	5.9%	2.3%	7.7%	8.3%	0.0%	2.6%	4.3%
Total(n)	77	968	995	43	417	408	29	509	556
In what year did you receive your first academic appointment?									
1982 or earlier	1.1%	1.8%	1.8%	2.1%	2.5%	2.8%	0.0%	1.2%	1.3%
1983 - 1987	4.6%	2.0%	2.2%	4.2%	3.1%	3.2%	3.0%	1.1%	1.5%
1988 - 1992	8.0%	4.1%	4.0%	10.4%	5.1%	4.4%	6.1%	3.3%	3.6%
1993 - 1997	4.6%	7.5%	6.8%	6.3%	8.8%	7.4%	0.0%	6.5%	6.3%
1998 - 2002	24.1%	12.3%	12.9%	18.8%	14.5%	15.2%	30.3%	10.9%	11.2%
2003 - 2007	6.9%	12.2%	12.7%	8.3%	12.2%	11.8%	6.1%	12.6%	13.0%
2008 - 2012	13.8%	14.8%	16.8%	12.5%	12.5%	15.4%	18.2%	16.5%	17.2%
2013 - 2017	18.4%	20.0%	19.8%	18.8%	19.6%	19.4%	18.2%	20.5%	20.4%
2018 or later	18.4%	25.3%	23.1%	18.8%	21.6%	20.2%	18.2%	27.4%	25.7%
Total(n)	87	1,233	1,270	48	510	499	33	660	717
In what year were you first appointed at this institution?									
1982 or earlier	1.2%	0.7%	0.4%	2.2%	0.8%	0.6%	0.0%	0.5%	0.3%
1983 - 1987	2.4%	1.4%	0.8%	2.2%	2.3%	1.4%	3.1%	0.8%	0.4%
1988 - 1992	6.0%	2.6%	2.4%	8.7%	3.7%	3.1%	3.1%	1.6%	1.9%
1993 - 1997	4.8%	4.5%	4.1%	4.3%	4.5%	3.5%	3.1%	4.1%	4.5%
1998 - 2002	17.9%	9.0%	10.6%	15.2%	11.3%	13.2%	18.8%	7.3%	8.2%
2003 - 2007	9.5%	11.4%	12.2%	10.9%	12.1%	11.3%	9.4%	11.2%	12.7%
2008 - 2012	9.5%	13.3%	15.5%	10.9%	13.1%	14.2%	9.4%	13.7%	16.2%
2013 - 2017	17.9%	22.6%	22.2%	13.0%	20.7%	21.4%	28.1%	24.0%	22.9%
2018 or later	31.0%	34.6%	31.8%	32.6%	31.6%	31.3%	25.0%	36.8%	32.9%
Total(n)	84	1,184	1,233	46	488	486	32	633	693
If tenured: In what year did you receive tenure at this institution? (4-year schools only)									
1982 or earlier	0.0%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.4%	0.0%
1983 - 1987	2.0%	0.8%	0.9%	3.6%	0.8%	1.2%	0.0%	0.8%	0.6%
1988 - 1992	2.0%	1.1%	1.2%	3.6%	2.0%	2.4%	0.0%	0.4%	0.0%
1993 - 1997	4.0%	3.6%	3.5%	7.1%	4.8%	4.2%	0.0%	1.6%	2.4%
1998 - 2002	8.0%	6.4%	6.4%	7.1%	7.7%	7.2%	5.0%	5.1%	5.4%
2003 - 2007	18.0%	11.0%	11.0%	17.9%	12.9%	12.7%	15.0%	8.6%	9.0%
2008 - 2012	18.0%	16.3%	15.6%	14.3%	16.5%	14.5%	25.0%	17.2%	17.4%
2013 - 2017	10.0%	18.9%	17.9%	14.3%	16.5%	15.7%	5.0%	19.9%	19.8%
2018 or later	38.0%	41.5%	43.6%	32.1%	38.3%	42.2%	50.0%	46.1%	45.5%
Total(n)	50	528	346	28	248	166	20	256	167
Aggregated Major									
Agriculture or Forestry (General Area 1)	1.3%	0.4%	0.5%	2.2%	0.7%	0.9%	0.0%	0.2%	0.2%
Biological Sciences (General Area 5)	6.3%	5.0%	6.3%	11.1%	5.8%	6.6%	0.0%	4.7%	6.3%
Business (General Area 6)	2.5%	8.1%	9.1%	2.2%	10.7%	12.2%	3.4%	6.7%	7.1%
Education (General Area 10 and Specific Discipline 2102)	12.7%	10.5%	15.6%	6.7%	8.9%	10.1%	20.7%	12.0%	19.7%
Engineering (General Area 11)	1.3%	0.7%	1.6%	2.2%	1.2%	3.1%	0.0%	0.4%	0.7%
English (General Area 12)	2.5%	6.8%	9.2%	2.2%	4.9%	6.6%	3.4%	7.5%	10.5%
Health-related (General Area 15)	11.4%	5.2%	5.3%	6.7%	2.8%	3.5%	20.7%	7.3%	6.8%
History or Political Science (Specific Discipline 3007,3009)	8.9%	4.2%	3.4%	8.9%	5.1%	4.9%	10.3%	3.6%	2.4%
Humanities (General Area 14,24)	7.6%	4.5%	3.9%	8.9%	4.9%	4.7%	6.9%	4.3%	3.6%
Fine Arts (General Area 2,4,22)	11.4%	19.9%	7.6%	13.3%	19.4%	8.5%	3.4%	18.4%	6.6%
Mathematics or Statistics (General Area 18)	3.8%	4.2%	6.4%	4.4%	5.4%	6.1%	0.0%	3.2%	6.3%
Physical Sciences (General Area 25)	10.1%	4.6%	4.1%	13.3%	5.8%	5.6%	3.4%	3.4%	2.9%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.1%	13.9%	14.2%	6.7%	13.1%	14.1%	17.2%	15.2%	14.3%
Other Technical (General Area 8,19,28)	3.8%	1.5%	2.5%	4.4%	2.1%	4.7%	3.4%	1.1%	1.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	6.3%	10.7%	10.3%	6.7%	9.1%	8.2%	6.9%	12.2%	11.7%
Total(n)	79	1,007	1,049	45	428	425	29	534	589
Aggregated Department									
Agriculture or Forestry (General Area 1)	1.3%	0.2%	0.3%	2.2%	0.5%	0.7%	0.0%	0.0%	0.0%
Biological Sciences (General Area 5)	6.5%	4.5%	5.8%	11.1%	4.9%	5.3%	0.0%	4.6%	6.4%
Business (General Area 6)	3.9%	9.2%	8.8%	4.4%	12.4%	11.3%	3.7%	7.3%	7.3%
Education (General Area 10 and Specific Discipline 2102)	9.1%	9.2%	8.1%	6.7%	8.0%	7.2%	11.1%	10.7%	9.0%
Engineering (General Area 11)	0.0%	0.1%	1.7%	0.0%	0.0%	3.1%	0.0%	0.2%	0.7%
English (General Area 12)	3.9%	7.5%	10.6%	2.2%	5.3%	6.7%	7.4%	8.7%	13.1%
Health-related (General Area 15)	6.5%	4.9%	6.0%	2.2%	2.2%	3.9%	14.8%	7.1%	8.0%

History or Political Science (Specific Discipline 3007,3009)	10.4%	3.7%	3.3%	11.1%	4.9%	4.8%	11.1%	3.2%	2.1%	
Humanities (General Area 14,24)	6.5%	4.3%	4.1%	8.9%	4.4%	4.6%	3.7%	4.2%	3.9%	
Fine Arts (General Area 2,4,22)	14.3%	19.5%	8.4%	13.3%	19.2%	9.4%	11.1%	17.8%	7.1%	
Mathematics or Statistics (General Area 18)	5.2%	4.3%	7.0%	6.7%	5.6%	6.5%	0.0%	3.2%	7.1%	
Physical Sciences (General Area 25)	9.1%	4.3%	3.8%	11.1%	5.6%	5.1%	3.7%	3.2%	2.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	7.8%	13.3%	14.8%	4.4%	11.4%	13.0%	14.8%	14.9%	16.0%	
Other Technical (General Area 8,19,28)	3.9%	2.3%	3.4%	4.4%	3.4%	5.8%	3.7%	1.6%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.7%	12.8%	14.0%	11.1%	12.4%	12.5%	14.8%	13.5%	15.1%	
Total(n)	77	963	1,013	45	412	415	27	505	564	
Faculty works in a STEM department										
Yes	31.6%	21.6%	28.9%	37.8%	22.9%	30.1%	19.2%	21.4%	28.2%	
No	68.4%	78.4%	71.1%	62.2%	77.1%	69.9%	80.8%	78.6%	71.8%	
Total(n)	76	939	979	45	406	402	26	491	547	
Optional Question 1										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 2										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 3										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 4										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 5										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 6										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 7										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 8										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 9										
A										
B										

C				
D				
E				
Total(n)				
Optional Question 10				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 11				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 12				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 14				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 15				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 16				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 17				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 18				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 19				
A				
B				
C				
D				
E				

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

B				
C				
D				
E				
Total(n)				

* This variable is recoded to exclude "Not Applicable" to calculate the mean.

2023-2024 HERI Faculty Survey Off-Cycle Administration
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	
Full-time Academic Administrators	14	208	244	7	97	108	7	104	127	
What is your current gender identity?										
Man	50.0%	47.3%	45.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	50.0%	50.7%	52.9%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	0.0%	0.5%	0.4%	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%	0.5%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	14	205	240	7	97	108	7	104	127	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	208	244	7	97	108	7	104	127	
What is your present academic rank? (4-year schools only)										
Professor	57.1%	39.9%	48.1%	71.4%	39.2%	43.3%	42.9%	39.4%	52.5%	
Associate Professor	42.9%	46.6%	39.7%	28.6%	44.3%	41.8%	57.1%	51.0%	39.3%	
Assistant Professor	0.0%	5.3%	5.3%	0.0%	6.2%	6.0%	0.0%	4.8%	4.9%	
Lecturer	0.0%	6.7%	6.9%	0.0%	8.2%	9.0%	0.0%	3.8%	3.3%	
Instructor	0.0%	1.4%	0.0%	0.0%	2.1%	0.0%	0.0%	1.0%	0.0%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	208	131	7	97	67	7	104	61	
What is your tenure status at this institution? (4-year schools only)										
Tenured	100.0%	83.5%	86.9%	100.0%	82.5%	83.6%	100.0%	85.3%	91.7%	
On tenure track, but not tenured	0.0%	5.3%	6.2%	0.0%	6.2%	7.5%	0.0%	4.9%	5.0%	
Not on tenure track, but institution has tenure system	0.0%	11.2%	6.9%	0.0%	11.3%	9.0%	0.0%	9.8%	3.3%	
Institution has no tenure system	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	206	130	7	97	67	7	102	60	
Are you retired from this institution?										
Yes	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	1.0%	0.8%	
No	100.0%	99.5%	99.6%	100.0%	100.0%	100.0%	100.0%	99.0%	99.2%	
Total(n)	14	208	244	7	97	108	7	104	127	
What is your principal activity in your current position at this institution?										
Administration	14.3%	26.1%	18.5%	14.3%	27.8%	23.1%	14.3%	25.0%	15.1%	
Teaching	85.7%	69.1%	76.5%	85.7%	67.0%	71.3%	85.7%	70.2%	81.0%	
Research	0.0%	1.0%	1.2%	0.0%	1.0%	0.9%	0.0%	1.0%	1.6%	
Services to clients and patients	0.0%	1.0%	1.2%	0.0%	1.0%	1.9%	0.0%	1.0%	0.8%	
Other	0.0%	2.9%	2.5%	0.0%	3.1%	2.8%	0.0%	2.9%	1.6%	
Total(n)	14	207	243	7	97	108	7	104	126	
Personally, how important to you is:										
Research										
Essential	14.3%	37.2%	22.2%	28.6%	37.1%	26.9%	0.0%	35.6%	19.0%	
Very Important	21.4%	35.3%	35.4%	14.3%	35.1%	32.4%	28.6%	36.5%	37.3%	
Somewhat Important	64.3%	22.7%	30.5%	57.1%	21.6%	30.6%	71.4%	24.0%	30.2%	
Not Important	0.0%	4.8%	11.9%	0.0%	6.2%	10.2%	0.0%	3.8%	13.5%	
Total(n)	14	207	243	7	97	108	7	104	126	
Mean	2.50	3.05	2.68	2.71	3.03	2.76	2.29	3.04	2.62	
Standard deviation	0.76	0.89	0.95	0.95	0.92	0.97	0.49	0.87	0.95	
Significance	-	*		-			-	*		
Effect size	-	-0.62	-0.19	-	-0.35	-0.05	-	-0.86	-0.35	
Personally, how important to you is:										
Teaching										
Essential	78.6%	77.3%	82.3%	85.7%	77.3%	83.3%	71.4%	76.0%	81.0%	
Very Important	21.4%	20.8%	16.0%	14.3%	21.6%	16.7%	28.6%	21.2%	15.9%	
Somewhat Important	0.0%	1.9%	1.6%	0.0%	1.0%	0.0%	0.0%	2.9%	3.2%	
Not Important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	207	243	7	97	108	7	104	126	
Mean	3.79	3.75	3.81	3.86	3.76	3.83	3.71	3.73	3.78	
Standard deviation	0.43	0.47	0.44	0.38	0.45	0.37	0.49	0.51	0.49	
Significance	-			-			-			
Effect size	-	0.09	-0.05	-	0.22	0.08	-	-0.04	-0.14	
Personally, how important to you is:										
Service										
Essential	14.3%	30.0%	34.0%	28.6%	32.0%	39.8%	0.0%	27.9%	29.9%	
Very Important	78.6%	51.7%	51.6%	57.1%	48.5%	42.6%	100.0%	53.8%	58.3%	
Somewhat Important	7.1%	15.9%	12.7%	14.3%	17.5%	14.8%	0.0%	15.4%	11.0%	
Not Important	0.0%	2.4%	1.6%	0.0%	2.1%	2.8%	0.0%	2.9%	0.8%	

* 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.

Total(n)	14	207	244	7	97	108	7	104	127	
Mean	3.07	3.09	3.18	3.14	3.10	3.19	3.00	3.07	3.17	
Standard deviation	0.47	0.74	0.71	0.69	0.76	0.79	0.00	0.74	0.64	
Significance	-			-			-			
Effect size	-	-0.03	-0.15	-	0.05	-0.06	-	-0.09	-0.27	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	0.0%	11.1%	6.6%	0.0%	13.4%	7.4%	0.0%	8.7%	6.3%	
1	14.3%	28.4%	18.0%	14.3%	29.9%	24.1%	14.3%	26.9%	13.4%	
2	28.6%	22.1%	21.3%	42.9%	22.7%	20.4%	14.3%	23.1%	22.0%	
3	42.9%	23.1%	22.1%	42.9%	20.6%	19.4%	42.9%	25.0%	25.2%	
4	0.0%	9.1%	18.4%	0.0%	10.3%	17.6%	0.0%	8.7%	18.9%	
5 or more	14.3%	6.3%	13.5%	0.0%	3.1%	11.1%	28.6%	7.7%	14.2%	
Total(n)	14	208	244	7	97	108	7	104	127	
How many of the courses that you are teaching this term are:										
General education courses										
0	63.6%	55.3%	45.8%	50.0%	55.0%	52.6%	71.4%	56.9%	43.0%	
1-2	36.4%	40.7%	42.4%	50.0%	41.7%	38.2%	28.6%	37.9%	44.1%	
3-4	0.0%	3.3%	11.9%	0.0%	3.3%	9.2%	0.0%	3.4%	12.9%	
5+	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.0%	
Total(n)	11	123	177	4	60	76	7	58	93	
Courses required for an undergraduate major										
0	0.0%	17.0%	10.8%	0.0%	19.4%	12.2%	0.0%	15.8%	9.3%	
1-2	76.9%	61.9%	53.2%	71.4%	55.2%	51.1%	83.3%	68.4%	57.0%	
3-4	23.1%	19.0%	30.5%	28.6%	23.9%	32.2%	16.7%	14.5%	28.0%	
5+	0.0%	2.0%	5.4%	0.0%	1.5%	4.4%	0.0%	1.3%	5.6%	
Total(n)	13	147	203	7	67	90	6	76	107	
Other undergraduate credit courses										
0	57.1%	56.2%	57.5%	50.0%	59.6%	57.1%	60.0%	51.0%	57.4%	
1-2	42.9%	39.0%	32.8%	50.0%	38.5%	34.9%	40.0%	40.8%	30.9%	
3-4	0.0%	2.9%	7.5%	0.0%	1.9%	6.3%	0.0%	4.1%	8.8%	
5+	0.0%	1.9%	2.2%	0.0%	0.0%	1.6%	0.0%	4.1%	2.9%	
Total(n)	7	105	134	2	52	63	5	49	68	
Developmental/remedial courses (not for credit)										
0	100.0%	98.9%	93.5%	100.0%	100.0%	94.5%	100.0%	97.7%	92.4%	
1-2	0.0%	1.1%	6.5%	0.0%	0.0%	5.5%	0.0%	2.3%	7.6%	
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)	6	92	124	2	45	55	4	44	66	
Graduate courses										
0	37.5%	49.6%	72.7%	33.3%	52.5%	67.2%	40.0%	46.9%	76.0%	
1-2	50.0%	42.6%	21.6%	66.7%	42.6%	27.9%	40.0%	42.2%	17.3%	
3-4	12.5%	7.8%	5.8%	0.0%	4.9%	4.9%	20.0%	10.9%	6.7%	
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	8	129	139	3	61	61	5	64	75	
How many of these courses that you are teaching this term are being taught at another institution?										
0	64.3%	69.7%	48.5%	42.9%	70.2%	54.5%	85.7%	68.4%	42.0%	
1-2	14.3%	23.2%	26.4%	14.3%	20.2%	21.2%	14.3%	26.3%	30.3%	
3-4	21.4%	5.9%	19.4%	42.9%	8.3%	18.2%	0.0%	4.2%	21.8%	
5+	0.0%	1.1%	5.7%	0.0%	1.2%	6.1%	0.0%	1.1%	5.9%	
Total(n)	14	185	227	7	84	99	7	95	119	
What types of courses do you primarily teach?										
Undergraduate credit courses	78.6%	75.5%	86.9%	100.0%	77.3%	85.2%	57.1%	74.0%	87.4%	
Graduate courses	21.4%	21.6%	10.2%	0.0%	19.6%	11.1%	42.9%	23.1%	10.2%	
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%	2.9%	2.9%	0.0%	3.1%	3.7%	0.0%	2.9%	2.4%	
Total(n)	14	208	244	7	97	108	7	104	127	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	100.0%	91.8%	96.3%	100.0%	92.8%	95.4%	100.0%	91.3%	96.8%	
No	0.0%	8.2%	3.7%	0.0%	7.2%	4.6%	0.0%	8.7%	3.2%	
Total(n)	14	207	242	7	97	108	7	103	125	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	57.1%	56.6%	32.4%	42.9%	58.3%	34.6%	71.4%	55.9%	32.8%	
No	42.9%	43.4%	67.6%	57.1%	41.7%	65.4%	28.6%	44.1%	67.2%	
Total(n)	14	205	241	7	96	107	7	102	125	

ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a Very Large Extent	12.5%	29.9%	20.3%	0.0%	34.5%	29.7%	20.0%	22.0%	11.9%
To a Large Extent	0.0%	15.4%	10.1%	0.0%	16.4%	10.8%	0.0%	15.3%	9.5%
To Some Extent	25.0%	21.4%	21.5%	33.3%	16.4%	18.9%	20.0%	27.1%	23.8%
To a Small Extent	50.0%	23.1%	26.6%	66.7%	23.6%	27.0%	40.0%	23.7%	26.2%
Not at All	12.5%	10.3%	21.5%	0.0%	9.1%	13.5%	20.0%	11.9%	28.6%
Total(n)	8	117	79	3	55	37	5	59	42
Mentored graduate students									
To a Very Large Extent	12.5%	35.0%	27.8%	0.0%	36.4%	34.2%	20.0%	30.5%	22.0%
To a Large Extent	37.5%	20.5%	15.2%	0.0%	16.4%	10.5%	60.0%	25.4%	19.5%
To Some Extent	25.0%	19.7%	20.3%	66.7%	25.5%	28.9%	0.0%	15.3%	12.2%
To a Small Extent	25.0%	16.2%	20.3%	33.3%	16.4%	18.4%	20.0%	16.9%	22.0%
Not at All	0.0%	8.5%	16.5%	0.0%	5.5%	7.9%	0.0%	11.9%	24.4%
Total(n)	8	117	79	3	55	38	5	59	41
Helped graduate students access professional networks									
To a Very Large Extent	14.3%	22.6%	16.7%	0.0%	24.5%	19.4%	20.0%	18.6%	14.3%
To a Large Extent	0.0%	14.8%	6.4%	0.0%	13.2%	8.3%	0.0%	16.9%	4.8%
To Some Extent	42.9%	27.8%	29.5%	50.0%	30.2%	33.3%	40.0%	25.4%	26.2%
To a Small Extent	28.6%	19.1%	19.2%	50.0%	15.1%	13.9%	20.0%	23.7%	23.8%
Not at All	14.3%	15.7%	28.2%	0.0%	17.0%	25.0%	20.0%	15.3%	31.0%
Total(n)	7	115	78	2	53	36	5	59	42
Presented with graduate students at conferences									
To a Very Large Extent	0.0%	8.6%	6.3%	0.0%	11.1%	7.9%	0.0%	5.1%	4.8%
To a Large Extent	0.0%	6.9%	5.0%	0.0%	1.9%	2.6%	0.0%	11.9%	7.1%
To Some Extent	0.0%	5.2%	2.5%	0.0%	3.7%	5.3%	0.0%	6.8%	0.0%
To a Small Extent	0.0%	6.0%	6.3%	0.0%	9.3%	10.5%	0.0%	3.4%	2.4%
Not at All	100.0%	73.3%	80.0%	100.0%	74.1%	73.7%	100.0%	72.9%	85.7%
Total(n)	8	116	80	3	54	38	5	59	42
Published with graduate students									
To a Very Large Extent	0.0%	3.5%	2.5%	0.0%	3.8%	5.4%	0.0%	1.7%	0.0%
To a Large Extent	0.0%	4.3%	2.5%	0.0%	1.9%	2.7%	0.0%	6.8%	2.4%
To Some Extent	0.0%	7.0%	5.1%	0.0%	7.5%	8.1%	0.0%	6.8%	2.4%
To a Small Extent	25.0%	9.6%	10.1%	66.7%	20.8%	21.6%	0.0%	0.0%	0.0%
Not at All	75.0%	75.7%	79.7%	33.3%	66.0%	62.2%	100.0%	84.7%	95.2%
Total(n)	8	115	79	3	53	37	5	59	42
Included graduate students in research grant writing									
To a Very Large Extent	0.0%	2.6%	2.5%	0.0%	5.6%	5.4%	0.0%	0.0%	0.0%
To a Large Extent	0.0%	4.3%	2.5%	0.0%	1.9%	2.7%	0.0%	6.9%	2.4%
To Some Extent	12.5%	7.8%	7.6%	0.0%	5.6%	5.4%	20.0%	10.3%	9.5%
To a Small Extent	0.0%	10.4%	11.4%	0.0%	11.1%	13.5%	0.0%	10.3%	9.5%
Not at All	87.5%	74.8%	75.9%	100.0%	75.9%	73.0%	80.0%	72.4%	78.6%
Total(n)	8	115	79	3	54	37	5	58	42
In the past year, how many letters of recommendation have you written for graduate students?									
0	25.0%	18.8%	29.1%	33.3%	14.3%	21.1%	20.0%	24.1%	36.6%
1-5	50.0%	54.7%	54.4%	33.3%	53.6%	57.9%	60.0%	55.2%	51.2%
6-10	12.5%	18.8%	12.7%	33.3%	21.4%	15.8%	0.0%	15.5%	9.8%
11-20	12.5%	5.1%	2.5%	0.0%	5.4%	2.6%	20.0%	5.2%	2.4%
21 or more	0.0%	2.6%	1.3%	0.0%	5.4%	2.6%	0.0%	0.0%	0.0%
Total(n)	8	117	79	3	56	38	5	58	41
In the past year, how many master's thesis committees have you served on or are currently serving?									
0	25.0%	52.1%	55.6%	66.7%	50.0%	50.0%	0.0%	55.2%	60.5%
1	50.0%	13.7%	14.8%	0.0%	12.5%	13.2%	80.0%	15.5%	16.3%
2	0.0%	10.3%	6.2%	0.0%	8.9%	5.3%	0.0%	10.3%	7.0%
3-4	0.0%	11.1%	8.6%	0.0%	12.5%	10.5%	0.0%	8.6%	7.0%
5-8	12.5%	7.7%	8.6%	0.0%	8.9%	10.5%	20.0%	6.9%	7.0%
9 or more	12.5%	5.1%	6.2%	33.3%	7.1%	10.5%	0.0%	3.4%	2.3%
Total(n)	8	117	81	3	56	38	5	58	43
In the past year, how many master's thesis committees have you chaired?									
0	62.5%	68.1%	68.8%	66.7%	66.1%	63.2%	60.0%	70.2%	73.8%
1	12.5%	7.8%	8.8%	0.0%	8.9%	7.9%	20.0%	7.0%	9.5%
2	0.0%	11.2%	8.8%	0.0%	7.1%	5.3%	0.0%	14.0%	11.9%
3-4	0.0%	5.2%	3.8%	0.0%	7.1%	7.9%	0.0%	3.5%	0.0%
5-8	25.0%	6.9%	8.8%	33.3%	10.7%	15.8%	20.0%	3.5%	2.4%
9 or more	0.0%	0.9%	1.3%	0.0%	0.0%	0.0%	0.0%	1.8%	2.4%
Total(n)	8	116	80	3	56	38	5	57	42
How many dissertation committees have you served on or are currently serving?									
0	100.0%	82.1%	86.4%	100.0%	83.6%	81.6%	100.0%	81.4%	90.7%

1	0.0%	6.0%	4.9%	0.0%	5.5%	7.9%	0.0%	5.1%	2.3%	
2	0.0%	5.1%	4.9%	0.0%	5.5%	5.3%	0.0%	5.1%	4.7%	
3-4	0.0%	4.3%	2.5%	0.0%	5.5%	5.3%	0.0%	3.4%	0.0%	
5-8	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	
9 or more	0.0%	0.9%	1.2%	0.0%	0.0%	0.0%	0.0%	1.7%	2.3%	
Total(n)	8	117	81	3	55	38	5	59	43	
In the past year, how many of these dissertation committees have you chaired or are currently chairing?										
0	100.0%	91.5%	93.8%	100.0%	89.3%	89.5%	100.0%	93.2%	97.7%	
1	0.0%	1.7%	2.5%	0.0%	3.6%	5.3%	0.0%	0.0%	0.0%	
2	0.0%	1.7%	0.0%	0.0%	1.8%	0.0%	0.0%	1.7%	0.0%	
3-4	0.0%	2.5%	2.5%	0.0%	5.4%	5.3%	0.0%	0.0%	0.0%	
5-8	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	
9 or more	0.0%	0.8%	1.2%	0.0%	0.0%	0.0%	0.0%	1.7%	2.3%	
Total(n)	8	118	81	3	56	38	5	59	43	
Rate your agreement with the following statements:										
Graduate students in this program must compete for research opportunities										
Strongly Agree	0.0%	18.0%	13.9%	0.0%	22.2%	16.2%	0.0%	14.8%	11.4%	
Somewhat Agree	25.0%	26.1%	18.1%	33.3%	25.9%	24.3%	20.0%	24.1%	11.4%	
Somewhat Disagree	12.5%	21.6%	29.2%	0.0%	22.2%	32.4%	20.0%	20.4%	25.7%	
Strongly Disagree	62.5%	34.2%	38.9%	66.7%	29.6%	27.0%	60.0%	40.7%	51.4%	
Total(n)	8	111	72	3	54	37	5	54	35	
Mean	1.63	2.28	2.07	1.67	2.41	2.30	1.60	2.13	1.83	
Standard deviation	0.92	1.12	1.07	1.15	1.14	1.05	0.89	1.12	1.04	
Significance	-			-			-			
Effect size	-	-0.58	-0.41	-	-0.65	-0.60	-	-0.47	-0.22	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly Agree	37.5%	33.0%	30.1%	33.3%	40.0%	35.1%	40.0%	24.1%	25.0%	
Somewhat Agree	12.5%	25.9%	20.5%	0.0%	27.3%	24.3%	20.0%	24.1%	16.7%	
Somewhat Disagree	0.0%	25.9%	30.1%	0.0%	23.6%	27.0%	0.0%	29.6%	33.3%	
Strongly Disagree	50.0%	15.2%	19.2%	66.7%	9.1%	13.5%	40.0%	22.2%	25.0%	
Total(n)	8	112	73	3	55	37	5	54	36	
Mean	2.38	2.77	2.62	2.00	2.98	2.81	2.60	2.50	2.42	
Standard deviation	1.51	1.07	1.11	1.73	1.01	1.08	1.52	1.09	1.13	
Significance	-			-			-			
Effect size	-	-0.36	-0.22	-	-0.97	-0.75	-	0.09	0.16	
This graduate program enrolls too few international students										
Strongly Agree	0.0%	14.4%	9.9%	0.0%	11.1%	11.1%	0.0%	18.5%	8.6%	
Somewhat Agree	50.0%	19.8%	25.4%	66.7%	27.8%	33.3%	40.0%	13.0%	17.1%	
Somewhat Disagree	25.0%	32.4%	33.8%	33.3%	37.0%	38.9%	20.0%	27.8%	28.6%	
Strongly Disagree	25.0%	33.3%	31.0%	0.0%	24.1%	16.7%	40.0%	40.7%	45.7%	
Total(n)	8	111	71	3	54	36	5	54	35	
Mean	2.25	2.15	2.14	2.67	2.26	2.39	2.00	2.09	1.89	
Standard deviation	0.89	1.05	0.98	0.58	0.96	0.90	1.00	1.14	0.99	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.43	0.31	-	-0.08	0.11	
Graduate students work well together in this program										
Strongly Agree	75.0%	51.4%	52.1%	66.7%	53.7%	50.0%	80.0%	48.1%	54.3%	
Somewhat Agree	12.5%	39.6%	38.0%	33.3%	42.6%	47.2%	0.0%	38.9%	28.6%	
Somewhat Disagree	0.0%	8.1%	5.6%	0.0%	3.7%	2.8%	0.0%	11.1%	8.6%	
Strongly Disagree	12.5%	0.9%	4.2%	0.0%	0.0%	0.0%	20.0%	1.9%	8.6%	
Total(n)	8	111	71	3	54	36	5	54	35	
Mean	3.50	3.41	3.38	3.67	3.50	3.47	3.40	3.33	3.29	
Standard deviation	1.07	0.68	0.78	0.58	0.57	0.56	1.34	0.75	0.96	
Significance	-			-			-			
Effect size	-	0.13	0.15	-	0.30	0.36	-	0.09	0.11	
I have encountered instances of academic dishonesty among graduate students										
Strongly Agree	0.0%	8.1%	9.9%	0.0%	12.7%	16.2%	0.0%	3.8%	2.9%	
Somewhat Agree	12.5%	30.6%	31.0%	0.0%	21.8%	24.3%	20.0%	39.6%	38.2%	
Somewhat Disagree	25.0%	18.0%	19.7%	33.3%	20.0%	21.6%	20.0%	17.0%	17.6%	
Strongly Disagree	62.5%	43.2%	39.4%	66.7%	45.5%	37.8%	60.0%	39.6%	41.2%	
Total(n)	8	111	71	3	55	37	5	53	34	
Mean	1.50	2.04	2.11	1.33	2.02	2.19	1.60	2.08	2.03	
Standard deviation	0.76	1.04	1.05	0.58	1.10	1.13	0.89	0.98	0.97	
Significance	-			-			-			
Effect size	-	-0.52	-0.58	-	-0.63	-0.76	-	-0.49	-0.44	
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly Agree	25.0%	36.9%	39.4%	33.3%	40.0%	43.2%	20.0%	34.0%	35.3%	
Somewhat Agree	50.0%	51.4%	49.3%	0.0%	49.1%	43.2%	80.0%	54.7%	55.9%	
Somewhat Disagree	12.5%	9.9%	5.6%	33.3%	7.3%	8.1%	0.0%	11.3%	2.9%	

Strongly Disagree	12.5%	1.8%	5.6%	33.3%	3.6%	5.4%	0.0%	0.0%	5.9%	
Total(n)	8	111	71	3	55	37	5	53	34	
Mean	2.88	3.23	3.23	2.33	3.25	3.24	3.20	3.23	3.21	
Standard deviation	0.99	0.70	0.80	1.53	0.75	0.83	0.45	0.64	0.77	
Significance	-			-			-			
Effect size	-	-0.50	-0.44	-	-1.23	-1.10	-	-0.05	-0.01	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly Agree	37.5%	23.4%	26.1%	33.3%	24.1%	24.3%	40.0%	24.0%	28.1%	
Somewhat Agree	12.5%	26.2%	30.4%	0.0%	27.8%	29.7%	20.0%	24.0%	31.3%	
Somewhat Disagree	12.5%	28.0%	18.8%	0.0%	27.8%	18.9%	20.0%	28.0%	18.8%	
Strongly Disagree	37.5%	22.4%	24.6%	66.7%	20.4%	27.0%	20.0%	24.0%	21.9%	
Total(n)	8	107	69	3	54	37	5	50	32	
Mean	2.50	2.50	2.58	2.00	2.56	2.51	2.80	2.48	2.66	
Standard deviation	1.41	1.08	1.13	1.73	1.08	1.15	1.30	1.11	1.12	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.52	-0.44	-	0.29	0.13	
Faculty in my department are good mentors for graduate students										
Strongly Agree	62.5%	58.9%	52.1%	66.7%	61.8%	56.8%	60.0%	55.6%	47.2%	
Somewhat Agree	25.0%	31.3%	34.2%	33.3%	27.3%	32.4%	20.0%	35.2%	36.1%	
Somewhat Disagree	12.5%	8.0%	8.2%	0.0%	9.1%	8.1%	20.0%	7.4%	8.3%	
Strongly Disagree	0.0%	1.8%	5.5%	0.0%	1.8%	2.7%	0.0%	1.9%	8.3%	
Total(n)	8	112	73	3	55	37	5	54	36	
Mean	3.50	3.47	3.33	3.67	3.49	3.43	3.40	3.44	3.22	
Standard deviation	0.76	0.72	0.85	0.58	0.74	0.77	0.89	0.72	0.93	
Significance	-			-			-			
Effect size	-	0.04	0.20	-	0.24	0.31	-	-0.06	0.19	
Most graduate students in this program move on to faculty positions										
Strongly Agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Somewhat Agree	12.5%	17.1%	13.9%	33.3%	21.8%	16.2%	0.0%	13.2%	11.4%	
Somewhat Disagree	0.0%	35.1%	29.2%	0.0%	40.0%	37.8%	0.0%	28.3%	20.0%	
Strongly Disagree	87.5%	47.7%	56.9%	66.7%	38.2%	45.9%	100.0%	58.5%	68.6%	
Total(n)	8	111	72	3	55	37	5	53	35	
Mean	1.25	1.69	1.57	1.67	1.84	1.70	1.00	1.55	1.43	
Standard deviation	0.71	0.75	0.73	1.15	0.76	0.74	0.00	0.72	0.70	
Significance	-			-			-			
Effect size	-	-0.59	-0.44	-	-0.22	-0.04	-	-0.76	-0.61	
Most graduate students in this program move into positions outside of academia										
Strongly Agree	87.5%	48.6%	55.6%	66.7%	44.4%	52.8%	100.0%	53.7%	58.3%	
Somewhat Agree	0.0%	35.1%	23.6%	0.0%	33.3%	25.0%	0.0%	35.2%	22.2%	
Somewhat Disagree	12.5%	12.6%	12.5%	33.3%	20.4%	19.4%	0.0%	5.6%	5.6%	
Strongly Disagree	0.0%	3.6%	8.3%	0.0%	1.9%	2.8%	0.0%	5.6%	13.9%	
Total(n)	8	111	72	3	54	36	5	54	36	
Mean	3.75	3.29	3.26	3.33	3.20	3.28	4.00	3.37	3.25	
Standard deviation	0.71	0.82	0.98	1.15	0.83	0.88	0.00	0.83	1.08	
Significance	-			-			-			
Effect size	-	0.56	0.50	-	0.16	0.06	-	0.76	0.69	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Yes	71.4%	60.9%	59.3%	71.4%	55.2%	57.4%	71.4%	66.3%	61.3%	Civic Minded Practice
No	28.6%	39.1%	40.7%	28.6%	44.8%	42.6%	28.6%	33.7%	38.7%	
Total(n)	14	207	241	7	96	108	7	104	124	
Yes	42.9%	54.4%	54.4%	28.6%	52.6%	54.7%	57.1%	55.9%	54.0%	Civic Minded Practice
No	57.1%	45.6%	45.6%	71.4%	47.4%	45.3%	42.9%	44.1%	46.0%	
Total(n)	14	204	239	7	95	106	7	102	124	
Conducted research or writing focused on international/global issues										
Yes	28.6%	40.5%	24.2%	42.9%	47.9%	30.1%	14.3%	33.0%	20.0%	
No	71.4%	59.5%	75.8%	57.1%	52.1%	69.9%	85.7%	67.0%	80.0%	
Total(n)	14	200	231	7	94	103	7	100	120	
Conducted research or writing focused on racial or ethnic minorities										
Yes	28.6%	39.8%	30.8%	42.9%	41.9%	34.6%	14.3%	37.3%	27.9%	
No	71.4%	60.2%	69.2%	57.1%	58.1%	65.4%	85.7%	62.7%	72.1%	
Total(n)	14	201	234	7	93	104	7	102	122	
Conducted research or writing focused on women or gender issues										
Yes	28.6%	38.7%	25.9%	28.6%	36.6%	26.5%	28.6%	41.0%	25.4%	
No	71.4%	61.3%	74.1%	71.4%	63.4%	73.5%	71.4%	59.0%	74.6%	
Total(n)	14	199	232	7	93	102	7	100	122	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Yes	14.3%	20.4%	13.5%	28.6%	24.2%	19.8%	0.0%	17.2%	8.3%	
No	85.7%	79.6%	86.5%	71.4%	75.8%	80.2%	100.0%	82.8%	91.7%	
Total(n)	14	196	229	7	91	101	7	99	120	

Conducted research or writing focused on biomedical science fields										
Yes	7.1%	10.7%	9.7%	14.3%	10.9%	11.0%	0.0%	11.1%	9.3%	
No	92.9%	89.3%	90.3%	85.7%	89.1%	89.0%	100.0%	88.9%	90.7%	
Total(n)	14	197	226	7	92	100	7	99	118	
Engaged in academic research that spans multiple disciplines										
Yes	71.4%	72.4%	50.6%	71.4%	73.7%	57.3%	71.4%	70.3%	44.7%	
No	28.6%	27.6%	49.4%	28.6%	26.3%	42.7%	28.6%	29.7%	55.3%	
Total(n)	14	203	235	7	95	103	7	101	123	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Yes	42.9%	54.9%	42.6%	28.6%	55.2%	47.2%	57.1%	53.5%	39.3%	
No	57.1%	45.1%	57.4%	71.4%	44.8%	52.8%	42.9%	46.5%	60.7%	
Total(n)	14	204	237	7	96	106	7	101	122	
Written research grants										
Yes	21.4%	42.9%	27.6%	14.3%	38.9%	30.7%	28.6%	46.5%	25.4%	
No	78.6%	57.1%	72.4%	85.7%	61.1%	69.3%	71.4%	53.5%	74.6%	
Total(n)	14	203	228	7	95	101	7	101	118	
Received funding for your work from foundations										
Yes	0.0%	25.6%	19.1%	0.0%	22.8%	21.8%	0.0%	27.7%	17.4%	
No	100.0%	74.4%	80.9%	100.0%	77.2%	78.2%	100.0%	72.3%	82.6%	
Total(n)	14	199	230	7	92	101	7	101	121	
Received funding for your work from state or federal government										
Yes	14.3%	24.3%	25.1%	14.3%	30.2%	33.6%	14.3%	20.0%	19.2%	
No	85.7%	75.7%	74.9%	85.7%	69.8%	66.4%	85.7%	80.0%	80.8%	
Total(n)	14	202	235	7	96	107	7	100	120	
Received funding for your work from business or industry										
Yes	7.1%	14.2%	8.4%	14.3%	17.2%	13.6%	0.0%	12.2%	4.3%	
No	92.9%	85.8%	91.6%	85.7%	82.8%	86.4%	100.0%	87.8%	95.7%	
Total(n)	14	197	227	7	93	103	7	98	116	
During the past three years, have you:										
Taught an honors course										
Yes	15.4%	17.0%	8.9%	33.3%	15.4%	8.5%	0.0%	17.6%	9.1%	
No	84.6%	83.0%	91.1%	66.7%	84.6%	91.5%	100.0%	82.4%	90.9%	
Total(n)	13	200	236	6	91	106	7	102	121	
Taught an interdisciplinary course										
Yes	53.8%	48.7%	32.1%	50.0%	52.7%	34.3%	57.1%	43.6%	30.8%	
No	46.2%	51.3%	67.9%	50.0%	47.3%	65.7%	42.9%	56.4%	69.2%	
Total(n)	13	199	234	6	91	105	7	101	120	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Yes	7.7%	17.8%	11.6%	0.0%	12.1%	7.5%	14.3%	23.0%	16.0%	
No	92.3%	82.2%	88.4%	100.0%	87.9%	92.5%	85.7%	77.0%	84.0%	
Total(n)	13	197	232	6	91	106	7	100	119	
Taught a service learning course										
Yes	23.1%	19.2%	15.4%	33.3%	11.1%	11.4%	14.3%	26.7%	18.3%	
No	76.9%	80.8%	84.6%	66.7%	88.9%	88.6%	85.7%	73.3%	81.7%	
Total(n)	13	198	234	6	90	105	7	101	120	
Taught a course exclusively online										
Yes	76.9%	60.7%	73.6%	66.7%	62.0%	70.1%	85.7%	61.8%	77.2%	
No	23.1%	39.3%	26.4%	33.3%	38.0%	29.9%	14.3%	38.2%	22.8%	
Total(n)	13	201	239	6	92	107	7	102	123	
Participated in organized activities around enhancing pedagogy or student learning										
Yes	84.6%	81.0%	82.8%	66.7%	79.3%	78.5%	100.0%	83.3%	87.8%	
No	15.4%	19.0%	17.2%	33.3%	20.7%	21.5%	0.0%	16.7%	12.2%	
Total(n)	13	200	239	6	92	107	7	102	123	
Taught a seminar for first-year students										
Yes	46.2%	20.4%	20.8%	66.7%	23.6%	20.4%	28.6%	18.0%	21.8%	
No	53.8%	79.6%	79.2%	33.3%	76.4%	79.6%	71.4%	82.0%	78.2%	
Total(n)	13	196	231	6	89	103	7	100	119	
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Yes	92.3%	93.5%	87.9%	100.0%	92.4%	83.2%	85.7%	96.1%	92.7%	
No	7.7%	6.5%	12.1%	0.0%	7.6%	16.8%	14.3%	3.9%	7.3%	
Total(n)	13	201	239	6	92	107	7	102	123	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a Very Large Extent				0.0%	4.3%	3.8%	0.0%	1.9%	0.8%	
To a Large Extent	21.4%	6.3%	4.2%	28.6%	5.3%	3.8%	14.3%	7.7%	4.8%	
To Some Extent	21.4%	11.2%	8.8%	14.3%	10.6%	9.4%	28.6%	11.5%	8.1%	
To a Small Extent	7.1%	5.4%	7.1%	14.3%	7.4%	9.4%	0.0%	3.8%	5.6%	
Not at All	50.0%	74.1%	77.8%	42.9%	72.3%	73.6%	57.1%	75.0%	80.6%	
Total(n)	14	205	239	7	94	106	7	104	124	
Published with undergraduates										
To a Very Large Extent	0.0%	1.5%	1.3%	0.0%	2.2%	1.9%	0.0%	1.0%	0.8%	

To a Large Extent	0.0%	2.0%	1.3%	0.0%	1.1%	1.0%	0.0%	3.0%	1.7%	
To Some Extent	15.4%	6.0%	4.3%	28.6%	7.5%	6.7%	0.0%	5.0%	2.5%	
To a Small Extent	0.0%	6.0%	6.4%	0.0%	6.5%	6.7%	0.0%	5.0%	5.8%	
Not at All	84.6%	84.5%	86.8%	71.4%	82.8%	83.7%	100.0%	86.1%	89.3%	
Total(n)	13	200	234	7	93	104	6	101	121	
Engaged undergraduates on your research project(s)										
To a Very Large Extent	14.3%	11.3%	8.8%	14.3%	16.0%	14.0%	14.3%	7.8%	4.8%	
To a Large Extent	0.0%	9.8%	6.3%	0.0%	8.5%	5.6%	0.0%	11.7%	7.3%	
To Some Extent	28.6%	16.7%	13.3%	14.3%	16.0%	15.0%	42.9%	16.5%	10.5%	
To a Small Extent	28.6%	12.3%	8.3%	28.6%	16.0%	9.3%	28.6%	8.7%	8.1%	
Not at All	28.6%	50.0%	63.3%	42.9%	43.6%	56.1%	14.3%	55.3%	69.4%	
Total(n)	14	204	240	7	94	107	7	103	124	
Worked with undergraduates on their research project(s)										
To a Very Large Extent	28.6%	18.0%	11.7%	42.9%	22.3%	19.6%	14.3%	14.4%	5.6%	
To a Large Extent	21.4%	12.7%	7.5%	28.6%	14.9%	7.5%	14.3%	10.6%	8.1%	
To Some Extent	28.6%	22.0%	17.1%	14.3%	20.2%	15.0%	42.9%	23.1%	18.5%	
To a Small Extent	7.1%	14.1%	10.8%	14.3%	16.0%	14.0%	0.0%	12.5%	7.3%	
Not at All	14.3%	33.2%	52.9%	0.0%	26.6%	43.9%	28.6%	39.4%	60.5%	
Total(n)	14	205	240	7	94	107	7	104	124	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	14.3%	19.7%	14.0%	28.6%	20.6%	17.6%	0.0%	20.2%	11.9%	
Good	71.4%	46.6%	32.9%	71.4%	43.3%	31.5%	71.4%	50.0%	34.9%	
Fair	7.1%	12.0%	11.5%	0.0%	16.5%	14.8%	14.3%	6.7%	7.9%	
Poor	0.0%	2.4%	1.2%	0.0%	0.0%	0.9%	0.0%	4.8%	1.6%	
I have not worked with undergraduates on research projects	7.1%	19.2%	40.3%	0.0%	19.6%	35.2%	14.3%	18.3%	43.7%	
Total(n)	14	208	243	7	97	108	7	104	126	
How many undergraduates do you currently advise?										
None	14.3%	33.5%	23.0%	14.3%	28.4%	21.7%	14.3%	36.5%	24.0%	
1-5	0.0%	9.7%	5.0%	0.0%	12.6%	7.5%	0.0%	7.7%	3.2%	
6-10	7.1%	9.7%	7.5%	14.3%	12.6%	9.4%	0.0%	5.8%	4.8%	
11-20	35.7%	14.1%	13.8%	42.9%	14.7%	13.2%	28.6%	14.4%	15.2%	
21-30	28.6%	12.1%	13.4%	14.3%	10.5%	14.2%	42.9%	14.4%	13.6%	
31 or more	14.3%	20.9%	37.2%	14.3%	21.1%	34.0%	14.3%	21.2%	39.2%	
Total(n)	14	206	239	7	95	106	7	104	125	
During the past year, how often have you done each of the following with your undergraduate advisees?										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	41.7%	59.6%	71.4%	33.3%	45.6%	61.4%	50.0%	72.3%	79.2%	
Occasionally	50.0%	37.5%	25.9%	50.0%	48.5%	33.7%	50.0%	27.7%	19.8%	
Not at All	8.3%	2.9%	2.7%	16.7%	5.9%	4.8%	0.0%	0.0%	1.0%	
Total(n)	12	136	185	6	68	83	6	65	96	
Mean	2.33	2.57	2.69	2.17	2.40	2.57	2.50	2.72	2.78	
Standard deviation	0.65	0.55	0.52	0.75	0.60	0.59	0.55	0.45	0.44	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.44	-0.69	-	-0.38	-0.68	-	-0.49	-0.64	
Helped them plan their course of study										
Frequently	91.7%	80.9%	82.7%	83.3%	77.9%	80.7%	100.0%	83.1%	84.4%	
Occasionally	8.3%	17.6%	14.1%	16.7%	19.1%	14.5%	0.0%	16.9%	13.5%	
Not at All	0.0%	1.5%	3.2%	0.0%	2.9%	4.8%	0.0%	0.0%	2.1%	
Total(n)	12	136	185	6	68	83	6	65	96	
Mean	2.92	2.79	2.79	2.83	2.75	2.76	3.00	2.83	2.82	
Standard deviation	0.29	0.44	0.48	0.41	0.50	0.53	0.00	0.38	0.44	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.30	0.27	-	0.16	0.13	-	0.45	0.41	
Discussed their academic performance										
Frequently	41.7%	61.0%	67.9%	33.3%	52.9%	59.8%	50.0%	67.7%	72.9%	
Occasionally	58.3%	35.3%	28.8%	66.7%	44.1%	37.8%	50.0%	27.7%	22.9%	
Not at All	0.0%	3.7%	3.3%	0.0%	2.9%	2.4%	0.0%	4.6%	4.2%	
Total(n)	12	136	184	6	68	82	6	65	96	
Mean	2.42	2.57	2.65	2.33	2.50	2.57	2.50	2.63	2.69	
Standard deviation	0.51	0.57	0.54	0.52	0.56	0.55	0.55	0.57	0.55	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.43	-	-0.30	-0.44	-	-0.23	-0.35	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	58.3%	63.2%	54.3%	50.0%	52.9%	49.4%	66.7%	72.3%	58.9%	
Occasionally	41.7%	33.8%	33.7%	50.0%	44.1%	41.0%	33.3%	24.6%	28.4%	
Not at All	0.0%	2.9%	12.0%	0.0%	2.9%	9.6%	0.0%	3.1%	12.6%	
Total(n)	12	136	184	6	68	83	6	65	95	
Mean	2.58	2.60	2.42	2.50	2.50	2.40	2.67	2.69	2.46	

Standard deviation	0.51	0.55	0.70	0.55	0.56	0.66	0.52	0.53	0.71	
Significance	-			-			-			
Effect size	-	-0.04	0.23	-	0.00	0.15	-	-0.04	0.30	
Discussed career and post-graduation goals										
Frequently	91.7%	75.0%	72.4%	83.3%	69.1%	65.1%	100.0%	80.0%	78.1%	
Occasionally	8.3%	25.0%	25.9%	16.7%	30.9%	32.5%	0.0%	20.0%	20.8%	
Not at All	0.0%	0.0%	1.6%	0.0%	0.0%	2.4%	0.0%	0.0%	1.0%	
Total(n)	12	136	185	6	68	83	6	65	96	
Mean	2.92	2.75	2.71	2.83	2.69	2.63	3.00	2.80	2.77	
Standard deviation	0.29	0.43	0.49	0.41	0.47	0.53	0.00	0.40	0.45	
Significance	-			-			-			
Effect size	-	0.40	0.43	-	0.30	0.38	-	0.50	0.51	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	78.6%	55.8%	62.1%	71.4%	56.7%	55.6%	85.7%	56.7%	67.5%	
No	14.3%	35.6%	31.3%	28.6%	36.1%	36.1%	0.0%	34.6%	27.8%	
Not eligible	0.0%	2.4%	2.1%	0.0%	2.1%	1.9%	0.0%	2.9%	2.4%	
Not available	7.1%	6.3%	4.5%	0.0%	5.2%	6.5%	14.3%	5.8%	2.4%	
Total(n)	14	208	243	7	97	108	7	104	126	
Funded workshops focused on research skills development										
Yes	0.0%	14.5%	11.2%	0.0%	18.6%	15.9%	0.0%	11.7%	8.0%	
No	71.4%	63.8%	65.1%	71.4%	64.9%	65.4%	71.4%	63.1%	64.8%	
Not eligible	0.0%	1.4%	2.1%	0.0%	1.0%	0.9%	0.0%	1.9%	2.4%	
Not available	28.6%	20.3%	21.6%	28.6%	15.5%	17.8%	28.6%	23.3%	24.8%	
Total(n)	14	207	241	7	97	107	7	103	125	
Funded workshops focused on grant writing										
Yes	0.0%	7.8%	5.9%	0.0%	11.5%	9.3%	0.0%	4.9%	3.3%	
No	85.7%	73.0%	73.5%	85.7%	71.9%	73.8%	85.7%	73.5%	74.0%	
Not eligible	0.0%	2.0%	1.7%	0.0%	1.0%	0.9%	0.0%	2.9%	1.6%	
Not available	14.3%	17.2%	18.9%	14.3%	15.6%	15.9%	14.3%	18.6%	21.1%	
Total(n)	14	204	238	7	96	107	7	102	123	
Paid sabbatical leave										
Yes	0.0%	11.6%	7.0%	0.0%	8.3%	3.7%	0.0%	15.4%	10.2%	
No	92.9%	66.2%	73.0%	100.0%	70.8%	76.9%	85.7%	60.6%	68.5%	
Not eligible	0.0%	18.4%	13.9%	0.0%	16.7%	13.0%	0.0%	20.2%	15.0%	
Not available	7.1%	3.9%	6.1%	0.0%	4.2%	6.5%	14.3%	3.8%	6.3%	
Total(n)	14	207	244	7	96	108	7	104	127	
Travel funds paid by the institution										
Yes	71.4%	68.4%	49.4%	57.1%	65.6%	45.4%	85.7%	70.9%	53.2%	
No	28.6%	27.7%	42.4%	42.9%	30.2%	49.1%	14.3%	26.2%	36.5%	
Not eligible	0.0%	1.9%	2.1%	0.0%	1.0%	0.9%	0.0%	1.9%	2.4%	
Not available	0.0%	1.9%	6.2%	0.0%	3.1%	4.6%	0.0%	1.0%	7.9%	
Total(n)	14	206	243	7	96	108	7	103	126	
Internal grants for research										
Yes	7.1%	31.2%	14.4%	0.0%	33.7%	17.6%	14.3%	29.1%	12.7%	
No	92.9%	62.4%	70.8%	100.0%	61.1%	72.2%	85.7%	64.1%	68.3%	
Not eligible	0.0%	2.0%	1.6%	0.0%	1.1%	0.9%	0.0%	2.9%	2.4%	
Not available	0.0%	4.4%	13.2%	0.0%	4.2%	9.3%	0.0%	3.9%	16.7%	
Total(n)	14	205	243	7	95	108	7	103	126	
Training for administrative leadership										
Yes	28.6%	39.0%	29.3%	42.9%	44.3%	30.6%	14.3%	34.7%	28.7%	
No	57.1%	41.5%	54.4%	57.1%	40.2%	54.6%	57.1%	42.6%	54.1%	
Not eligible	0.0%	2.0%	2.1%	0.0%	3.1%	2.8%	0.0%	1.0%	1.6%	
Not available	14.3%	17.6%	14.2%	0.0%	12.4%	12.0%	28.6%	21.8%	15.6%	
Total(n)	14	205	239	7	97	108	7	101	122	
Training for promoting inclusion and facilitating difficult conversations										
Yes	50.0%	53.1%	47.9%	42.9%	45.4%	38.9%	57.1%	60.6%	55.6%	
No	50.0%	41.5%	43.8%	57.1%	50.5%	52.8%	42.9%	32.7%	35.7%	
Not eligible	0.0%	1.0%	1.2%	0.0%	2.1%	1.9%	0.0%	0.0%	0.8%	
Not available	0.0%	4.3%	7.0%	0.0%	2.1%	6.5%	0.0%	6.7%	7.9%	
Total(n)	14	207	242	7	97	108	7	104	126	
Incentives to develop new courses										
Yes	7.1%	16.9%	16.5%	14.3%	16.5%	16.7%	0.0%	18.4%	16.0%	
No	78.6%	64.7%	62.8%	57.1%	64.9%	63.0%	100.0%	62.1%	63.2%	
Not eligible	0.0%	1.4%	1.7%	0.0%	2.1%	1.9%	0.0%	1.0%	1.6%	
Not available	14.3%	16.9%	19.0%	28.6%	16.5%	18.5%	0.0%	18.4%	19.2%	
Total(n)	14	207	242	7	97	108	7	103	125	
Incentives to integrate technology into your classroom										
Yes	7.1%	20.3%	29.2%	14.3%	22.9%	30.6%	0.0%	17.3%	27.0%	
No	78.6%	64.3%	55.1%	57.1%	64.6%	54.6%	100.0%	63.5%	57.1%	
Not eligible	0.0%	0.5%	0.8%	0.0%	1.0%	0.9%	0.0%	0.0%	0.8%	
Not available	14.3%	15.0%	14.8%	28.6%	11.5%	13.9%	0.0%	19.2%	15.1%	

Total(n)	14	207	243	7	96	108	7	104	126	
Resources to integrate culturally-competent practices into your classroom										
Yes	42.9%	40.6%	41.7%	14.3%	30.9%	28.7%	71.4%	51.0%	54.8%	
No	57.1%	49.8%	47.1%	85.7%	60.8%	58.3%	28.6%	38.5%	36.5%	
Not eligible	0.0%	0.5%	0.8%	0.0%	1.0%	0.9%	0.0%	0.0%	0.8%	
Not available	0.0%	9.2%	10.3%	0.0%	7.2%	12.0%	0.0%	10.6%	7.9%	
Total(n)	14	207	242	7	97	108	7	104	126	
How many of the following have you published?										
Articles in academic or professional journals										
None	21.4%	18.3%	36.8%	28.6%	18.6%	35.2%	14.3%	17.3%	38.2%	Scholarly Productivity
1-2	28.6%	19.2%	16.3%	14.3%	22.7%	13.0%	42.9%	16.3%	18.7%	
3-4	14.3%	11.5%	9.2%	14.3%	7.2%	9.3%	14.3%	14.4%	8.1%	
5-10	28.6%	21.6%	16.3%	28.6%	18.6%	15.7%	28.6%	25.0%	17.9%	
11-20	7.1%	20.2%	13.8%	14.3%	21.6%	15.7%	0.0%	20.2%	13.0%	
21-50	0.0%	7.2%	5.9%	0.0%	8.2%	7.4%	0.0%	5.8%	4.1%	
51+	0.0%	1.9%	1.7%	0.0%	3.1%	3.7%	0.0%	1.0%	0.0%	
Total(n)	14	208	239	7	97	108	7	104	123	
Mean	2.71	3.36	2.78	2.86	3.39	3.01	2.57	3.36	2.61	
Standard deviation	1.33	1.67	1.76	1.57	1.77	1.90	1.13	1.58	1.63	
Significance	-			-			-			
Effect size	-	-0.39	-0.04	-	-0.30	-0.08	-	-0.50	-0.02	
Chapters in edited volumes										
None	85.7%	50.2%	67.1%	85.7%	52.1%	64.8%	85.7%	51.0%	69.4%	Scholarly Productivity
1-2	7.1%	27.1%	17.9%	0.0%	26.0%	20.4%	14.3%	24.0%	14.5%	
3-4	7.1%	11.1%	9.2%	14.3%	10.4%	7.4%	0.0%	12.5%	11.3%	
5-10	0.0%	7.7%	3.8%	0.0%	7.3%	5.6%	0.0%	8.7%	2.4%	
11-20	0.0%	2.9%	1.7%	0.0%	3.1%	0.9%	0.0%	2.9%	2.4%	
21-50	0.0%	1.0%	0.4%	0.0%	1.0%	0.9%	0.0%	1.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	207	240	7	96	108	7	104	124	
Mean	1.21	1.89	1.56	1.29	1.86	1.60	1.14	1.91	1.54	
Standard deviation	0.58	1.15	0.97	0.76	1.17	1.01	0.38	1.18	0.96	
Significance	-	*		-			-			
Effect size	-	-0.59	-0.36	-	-0.49	-0.31	-	-0.65	-0.42	
Books, manuals, monographs, or research reports										
None	85.7%	61.1%	70.1%	71.4%	60.8%	65.7%	100.0%	63.5%	73.6%	
1-2	0.0%	26.9%	20.3%	0.0%	22.7%	20.4%	0.0%	28.8%	20.8%	
3-4	14.3%	5.8%	5.4%	28.6%	8.2%	8.3%	0.0%	3.8%	3.2%	
5-10	0.0%	4.8%	2.5%	0.0%	6.2%	3.7%	0.0%	2.9%	0.8%	
11-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
21-50	0.0%	0.5%	0.4%	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%	
51+	0.0%	1.0%	0.8%	0.0%	1.0%	0.9%	0.0%	1.0%	0.8%	
Total(n)	14	208	241	7	97	108	7	104	125	
Mean	1.29	1.61	1.47	1.57	1.69	1.58	1.00	1.51	1.38	
Standard deviation	0.73	1.02	0.94	0.98	1.13	1.05	0.00	0.89	0.83	
Significance	-			-			-			
Effect size	-	-0.31	-0.19	-	-0.11	-0.01	-	-0.57	-0.46	
Other, such as patents or computer software products										
None	100.0%	90.8%	92.1%	100.0%	88.5%	89.8%	100.0%	93.3%	94.3%	
1-2	0.0%	5.8%	5.4%	0.0%	8.3%	8.3%	0.0%	3.8%	3.3%	
3-4	0.0%	2.9%	2.1%	0.0%	2.1%	0.9%	0.0%	2.9%	2.4%	
5-10	0.0%	0.0%	0.4%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.5%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	206	239	7	96	108	7	104	123	
Mean	1.00	1.15	1.11	1.00	1.19	1.13	1.00	1.10	1.08	
Standard deviation	0.00	0.57	0.41	0.00	0.72	0.43	0.00	0.38	0.35	
Significance	-			-			-			
Effect size	-	-0.26	-0.27	-	-0.26	-0.30	-	-0.26	-0.23	
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	78.6%	66.3%	78.1%	57.1%	61.5%	72.0%	100.0%	73.5%	85.7%	
1-2	7.1%	7.8%	5.4%	14.3%	10.4%	7.5%	0.0%	4.9%	3.2%	
3-4	7.1%	10.7%	7.0%	14.3%	12.5%	9.3%	0.0%	8.8%	4.8%	
5-10	0.0%	5.4%	3.3%	0.0%	4.2%	1.9%	0.0%	4.9%	3.2%	
11-20	0.0%	2.9%	2.1%	0.0%	3.1%	2.8%	0.0%	2.9%	1.6%	
21+	7.1%	6.8%	4.1%	14.3%	8.3%	6.5%	0.0%	4.9%	1.6%	
Total(n)	14	205	242	7	96	107	7	102	126	
Mean	1.57	1.91	1.58	2.14	2.02	1.76	1.00	1.74	1.37	
Standard deviation	1.40	1.53	1.29	1.86	1.60	1.47	0.00	1.42	1.02	

Significance	-			-			-		
Effect size	-	-0.22	-0.01	-	0.08	0.26	-	-0.52	-0.36
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	0.0%	43.7%	45.5%	0.0%	50.0%	58.1%	0.0%	39.3%	25.0%
1-2	100.0%	28.2%	23.6%	100.0%	23.7%	16.1%	0.0%	35.7%	35.0%
3-4	0.0%	9.9%	12.7%	0.0%	10.5%	9.7%	0.0%	10.7%	20.0%
5-10	0.0%	8.5%	10.9%	0.0%	5.3%	6.5%	0.0%	7.1%	20.0%
11-20	0.0%	2.8%	0.0%	0.0%	2.6%	0.0%	0.0%	3.6%	0.0%
21+	0.0%	7.0%	7.3%	0.0%	7.9%	9.7%	0.0%	3.6%	0.0%
Total(n)	3	71	55	3	38	31	0	28	20
Mean	2.00	2.20	2.18	2.00	2.11	2.03	.	2.11	2.35
Standard deviation	0.00	1.50	1.48	0.00	1.54	1.60	.	1.31	1.09
Significance	-			-			-		
Effect size	-	-0.13	-0.12	-	-0.07	-0.02	-		
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	66.7%	21.4%	21.8%	66.7%	24.3%	23.3%	0.0%	17.9%	20.0%
1-2	0.0%	22.9%	27.3%	0.0%	24.3%	20.0%	0.0%	25.0%	45.0%
3-4	0.0%	27.1%	23.6%	0.0%	21.6%	23.3%	0.0%	32.1%	20.0%
5-10	0.0%	12.9%	7.3%	0.0%	13.5%	10.0%	0.0%	10.7%	0.0%
11-20	33.3%	7.1%	10.9%	33.3%	5.4%	10.0%	0.0%	10.7%	15.0%
21+	0.0%	8.6%	9.1%	0.0%	10.8%	13.3%	0.0%	3.6%	0.0%
Total(n)	3	70	55	3	37	30	0	28	20
Mean	2.33	2.87	2.85	2.33	2.84	3.03	.	2.82	2.45
Standard deviation	2.31	1.51	1.58	2.31	1.61	1.71	.	1.36	1.28
Significance	-			-			-		
Effect size	-	-0.36	-0.33	-	-0.32	-0.41	-		
In the past three years, how many of your professional writings have been published or accepted for publication?									
None	35.7%	34.3%	52.9%	42.9%	37.5%	51.4%	28.6%	32.7%	54.0%
1	35.7%	16.9%	13.4%	28.6%	19.8%	14.3%	42.9%	14.4%	12.9%
2	28.6%	15.9%	12.2%	28.6%	12.5%	9.5%	28.6%	19.2%	14.5%
3	0.0%	10.1%	7.6%	0.0%	8.3%	8.6%	0.0%	10.6%	6.5%
4	0.0%	7.2%	4.6%	0.0%	8.3%	4.8%	0.0%	6.7%	4.8%
5	0.0%	4.8%	2.1%	0.0%	3.1%	1.9%	0.0%	6.7%	2.4%
6	0.0%	2.9%	2.5%	0.0%	3.1%	2.9%	0.0%	2.9%	2.4%
7-10	0.0%	4.8%	2.5%	0.0%	3.1%	2.9%	0.0%	4.8%	1.6%
More than 10	0.0%	2.9%	2.1%	0.0%	4.2%	3.8%	0.0%	1.9%	0.8%
Total(n)	14	207	238	7	96	105	7	104	124
Mean	1.93	3.07	2.39	1.86	2.93	2.55	2.00	3.12	2.25
Standard deviation	0.83	2.26	2.03	0.90	2.29	2.24	0.82	2.20	1.82
Significance	-			-			-		
Effect size	-	-0.50	-0.23	-	-0.47	-0.31	-	-0.51	-0.14
How many of these professional writings in the past three years were solo-authored?									
None	66.7%	45.6%	43.8%	75.0%	41.7%	43.1%	60.0%	52.9%	47.4%
1	33.3%	23.5%	25.0%	25.0%	26.7%	25.5%	40.0%	21.4%	24.6%
2	0.0%	14.7%	15.2%	0.0%	18.3%	15.7%	0.0%	11.4%	14.0%
3	0.0%	5.9%	6.3%	0.0%	1.7%	3.9%	0.0%	7.1%	7.0%
4	0.0%	4.4%	4.5%	0.0%	5.0%	3.9%	0.0%	4.3%	5.3%
5	0.0%	2.9%	1.8%	0.0%	3.3%	2.0%	0.0%	2.9%	1.8%
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
7-10	0.0%	2.9%	3.6%	0.0%	3.3%	5.9%	0.0%	0.0%	0.0%
More than 10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	9	136	112	4	60	51	5	70	57
Mean	1.33	2.24	2.26	1.25	2.28	2.35	1.40	1.97	2.04
Standard deviation	0.50	1.65	1.66	0.50	1.68	1.86	0.55	1.34	1.30
Significance	-			-			-		
Effect size	-	-0.55	-0.56	-	-0.61	-0.59	-	-0.43	-0.49
How many of these professional writings in the past three years were co-authored?									
None	11.1%	27.8%	36.0%	0.0%	30.0%	33.3%	20.0%	20.9%	35.7%
1	66.7%	23.3%	20.7%	75.0%	21.7%	21.6%	60.0%	25.4%	19.6%
2	11.1%	18.0%	16.2%	0.0%	11.7%	7.8%	20.0%	25.4%	25.0%
3	11.1%	8.3%	8.1%	25.0%	11.7%	13.7%	0.0%	6.0%	3.6%
4	0.0%	7.5%	6.3%	0.0%	10.0%	7.8%	0.0%	6.0%	5.4%
5	0.0%	4.5%	2.7%	0.0%	1.7%	2.0%	0.0%	7.5%	3.6%
6	0.0%	3.0%	2.7%	0.0%	3.3%	2.0%	0.0%	3.0%	3.6%
7-10	0.0%	3.8%	3.6%	0.0%	5.0%	5.9%	0.0%	3.0%	1.8%
More than 10	0.0%	3.8%	3.6%	0.0%	5.0%	5.9%	0.0%	3.0%	1.8%
Total(n)	9	133	111	4	60	51	5	67	56

Mean	2.22	3.11	2.86	2.50	3.23	3.20	2.00	3.18	2.68	
Standard deviation	0.83	2.22	2.21	1.00	2.39	2.48	0.71	2.10	1.96	
Significance	-			-			-			
Effect size	-	-0.40	-0.29	-	-0.31	-0.28	-	-0.56	-0.35	
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%	11.2%	7.0%	0.0%	13.2%	8.0%	0.0%	9.1%	6.7%	
1-4	23.1%	30.6%	24.2%	16.7%	27.5%	25.0%	28.6%	34.3%	25.0%	
5-8	38.5%	24.0%	23.8%	33.3%	20.9%	22.0%	42.9%	28.3%	25.8%	
9-12	23.1%	26.0%	26.9%	33.3%	31.9%	29.0%	14.3%	21.2%	23.3%	
13-16	15.4%	5.1%	10.6%	16.7%	3.3%	8.0%	14.3%	5.1%	12.5%	
17-20	0.0%	1.5%	4.0%	0.0%	2.2%	5.0%	0.0%	0.0%	2.5%	
21+	0.0%	1.5%	3.5%	0.0%	1.1%	3.0%	0.0%	2.0%	4.2%	
Total(n)	13	196	227	6	91	100	7	99	120	
Mean	3.31	2.94	3.36	3.50	2.96	3.31	3.14	2.87	3.34	
Standard deviation	1.03	1.27	1.42	1.05	1.28	1.43	1.07	1.20	1.43	
Significance	-			-			-			
Effect size	-	0.29	-0.04	-	0.42	0.13	-	0.23	-0.14	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	10.7%	6.6%	0.0%	12.1%	8.0%	0.0%	9.1%	5.8%	
1-4	15.4%	21.3%	15.4%	16.7%	22.0%	22.0%	14.3%	21.2%	10.8%	
5-8	15.4%	25.4%	20.6%	16.7%	27.5%	21.0%	14.3%	23.2%	20.0%	
9-12	30.8%	22.3%	23.7%	0.0%	20.9%	21.0%	57.1%	25.3%	25.8%	
13-16	23.1%	11.2%	14.9%	50.0%	9.9%	11.0%	0.0%	10.1%	17.5%	
17-20	15.4%	5.1%	10.1%	16.7%	2.2%	8.0%	14.3%	8.1%	12.5%	
21+	0.0%	4.1%	8.8%	0.0%	5.5%	9.0%	0.0%	3.0%	7.5%	
Total(n)	13	197	228	6	91	100	7	99	120	
Mean	4.08	3.34	3.90	4.33	3.23	3.65	3.86	3.42	4.06	
Standard deviation	1.32	1.52	1.66	1.51	1.54	1.72	1.21	1.51	1.59	
Significance	-			-			-			
Effect size	-	0.49	0.11	-	0.71	0.40	-	0.29	-0.13	
Advising or counseling students										
None	0.0%	5.1%	7.1%	0.0%	4.4%	6.9%	0.0%	6.1%	6.8%	
1-4	53.8%	57.1%	58.0%	50.0%	64.8%	61.4%	57.1%	52.0%	54.7%	
5-8	46.2%	24.5%	23.0%	50.0%	17.6%	18.8%	42.9%	28.6%	26.5%	
9-12	0.0%	8.7%	7.5%	0.0%	6.6%	8.9%	0.0%	10.2%	6.8%	
13-16	0.0%	3.1%	1.8%	0.0%	5.5%	2.0%	0.0%	1.0%	1.7%	
17-20	0.0%	0.5%	1.8%	0.0%	1.1%	2.0%	0.0%	0.0%	1.7%	
21+	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%	0.0%	2.0%	1.7%	
Total(n)	13	196	226	6	91	101	7	98	117	
Mean	2.46	2.53	2.48	2.50	2.47	2.44	2.43	2.56	2.54	
Standard deviation	0.52	0.99	1.02	0.55	0.97	0.96	0.53	1.03	1.09	
Significance	-			-			-			
Effect size	-	-0.07	-0.02	-	0.03	0.06	-	-0.13	-0.10	
Committee work and meetings										
None	0.0%	2.0%	2.2%	0.0%	3.3%	4.0%	0.0%	1.0%	0.8%	
1-4	30.8%	31.5%	34.5%	33.3%	29.7%	36.6%	28.6%	30.3%	30.8%	
5-8	30.8%	32.5%	32.8%	33.3%	34.1%	32.7%	28.6%	33.3%	34.2%	
9-12	15.4%	13.7%	13.5%	16.7%	18.7%	13.9%	14.3%	10.1%	13.3%	
13-16	15.4%	9.1%	9.2%	0.0%	9.9%	8.9%	28.6%	9.1%	10.0%	
17-20	0.0%	5.1%	3.5%	0.0%	1.1%	2.0%	0.0%	9.1%	5.0%	
21+	7.7%	6.1%	4.4%	16.7%	3.3%	2.0%	0.0%	7.1%	5.8%	
Total(n)	13	197	229	6	91	101	7	99	120	
Mean	3.46	3.36	3.21	3.50	3.19	3.01	3.43	3.52	3.39	
Standard deviation	1.51	1.49	1.38	1.87	1.27	1.24	1.27	1.59	1.46	
Significance	-			-			-			
Effect size	-	0.07	0.18	-	0.24	0.40	-	-0.06	0.03	
Research and scholarly writing										
None	15.4%	24.4%	45.4%	16.7%	23.1%	39.0%	14.3%	25.3%	51.3%	
1-4	53.8%	44.7%	34.8%	33.3%	39.6%	35.0%	71.4%	49.5%	34.5%	
5-8	23.1%	16.2%	8.4%	33.3%	18.7%	10.0%	14.3%	14.1%	6.7%	
9-12	7.7%	9.6%	7.5%	16.7%	12.1%	10.0%	0.0%	7.1%	5.0%	
13-16	0.0%	2.5%	1.8%	0.0%	2.2%	2.0%	0.0%	3.0%	1.7%	
17-20	0.0%	1.5%	1.8%	0.0%	3.3%	4.0%	0.0%	0.0%	0.0%	
21+	0.0%	1.0%	0.4%	0.0%	1.1%	0.0%	0.0%	1.0%	0.8%	
Total(n)	13	197	227	6	91	100	7	99	119	
Mean	2.23	2.30	1.93	2.50	2.45	2.13	2.00	2.17	1.75	
Standard deviation	0.83	1.20	1.18	1.05	1.31	1.31	0.58	1.09	1.04	
Significance	-			-			-			
Effect size	-	-0.06	0.25	-	0.04	0.28	-	-0.16	0.24	

Other creative products/performances									
None	84.6%	62.8%	69.9%	66.7%	59.3%	63.0%	100.0%	69.4%	77.1%
1-4	7.7%	16.3%	16.4%	16.7%	17.6%	17.0%	0.0%	15.3%	16.1%
5-8	0.0%	8.7%	6.6%	0.0%	6.6%	7.0%	0.0%	8.2%	5.1%
9-12	0.0%	4.6%	2.7%	0.0%	6.6%	5.0%	0.0%	3.1%	0.8%
13-16	0.0%	4.1%	2.7%	0.0%	6.6%	6.0%	0.0%	2.0%	0.0%
17-20	0.0%	1.0%	0.4%	0.0%	1.1%	0.0%	0.0%	1.0%	0.8%
21+	7.7%	2.6%	1.3%	16.7%	2.2%	2.0%	0.0%	1.0%	0.0%
Total(n)	13	196	226	6	91	100	7	98	118
Mean	1.54	1.84	1.58	2.17	1.96	1.82	1.00	1.60	1.33
Standard deviation	1.66	1.43	1.16	2.40	1.50	1.39	0.00	1.16	0.74
Significance	-			-			-		
Effect size	-	-0.21	-0.03	-	0.14	0.25	-	-0.52	-0.45
Community or public service									
None	53.8%	40.6%	39.1%	50.0%	41.8%	36.0%	57.1%	39.4%	41.9%
1-4	46.2%	46.7%	48.4%	50.0%	44.0%	47.0%	42.9%	50.5%	49.6%
5-8	0.0%	8.6%	9.3%	0.0%	7.7%	12.0%	0.0%	8.1%	6.8%
9-12	0.0%	2.5%	2.2%	0.0%	4.4%	3.0%	0.0%	1.0%	1.7%
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	0.0%	1.5%	0.9%	0.0%	2.2%	2.0%	0.0%	1.0%	0.0%
Total(n)	13	197	225	6	91	100	7	99	117
Mean	1.46	1.81	1.79	1.50	1.86	1.92	1.43	1.76	1.68
Standard deviation	0.52	0.97	0.87	0.55	1.10	1.05	0.53	0.85	0.68
Significance	-			-			-		
Effect size	-	-0.36	-0.38	-	-0.33	-0.40	-	-0.39	-0.37
Outside consulting/freelance work									
None	76.9%	77.4%	82.2%	66.7%	73.0%	77.8%	85.7%	81.8%	85.6%
1-4	7.7%	13.8%	11.6%	16.7%	15.7%	12.1%	0.0%	12.1%	11.0%
5-8	7.7%	4.6%	4.0%	0.0%	5.6%	6.1%	14.3%	3.0%	2.5%
9-12	7.7%	2.1%	1.3%	16.7%	3.4%	3.0%	0.0%	1.0%	0.0%
13-16	0.0%	2.1%	0.9%	0.0%	2.2%	1.0%	0.0%	2.0%	0.8%
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	13	195	225	6	89	99	7	99	118
Mean	1.46	1.37	1.27	1.67	1.46	1.37	1.29	1.29	1.19
Standard deviation	0.97	0.84	0.68	1.21	0.92	0.82	0.76	0.76	0.56
Significance	-			-			-		
Effect size	-	0.11	0.28	-	0.23	0.37	-	0.00	0.18
Household/childcare duties									
None	0.0%	8.7%	8.6%	0.0%	11.2%	14.6%	0.0%	6.1%	4.2%
1-4	7.7%	13.8%	13.1%	0.0%	15.7%	12.5%	14.3%	12.1%	14.4%
5-8	38.5%	22.6%	23.4%	50.0%	23.6%	25.0%	28.6%	21.2%	22.0%
9-12	7.7%	11.3%	9.5%	0.0%	13.5%	11.5%	14.3%	8.1%	6.8%
13-16	30.8%	15.4%	14.4%	50.0%	15.7%	13.5%	14.3%	15.2%	15.3%
17-20	7.7%	8.2%	9.5%	0.0%	3.4%	6.3%	14.3%	13.1%	12.7%
21+	7.7%	20.0%	21.6%	0.0%	16.9%	16.7%	14.3%	24.2%	24.6%
Total(n)	13	195	222	6	89	96	7	99	118
Mean	4.15	4.15	4.23	4.00	3.84	3.82	4.29	4.51	4.51
Standard deviation	1.46	1.96	1.99	1.10	1.92	1.99	1.80	1.97	1.96
Significance	-			-			-		
Effect size	-	0.00	-0.04	-	0.08	0.09	-	-0.11	-0.11
Serving as a caregiver for another adult									
None	100.0%	89.2%	81.1%	100.0%	95.6%	89.6%	100.0%	83.7%	74.6%
1-4	0.0%	5.6%	10.4%	0.0%	2.2%	5.2%	0.0%	8.2%	14.4%
5-8	0.0%	0.0%	1.4%	0.0%	0.0%	1.0%	0.0%	0.0%	1.7%
9-12	0.0%	3.1%	3.2%	0.0%	2.2%	3.1%	0.0%	4.1%	3.4%
13-16	0.0%	1.0%	0.5%	0.0%	0.0%	0.0%	0.0%	2.0%	0.8%
17-20	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%
21+	0.0%	0.5%	3.6%	0.0%	0.0%	1.0%	0.0%	1.0%	5.1%
Total(n)	13	195	222	6	90	96	7	98	118
Mean	1.00	1.25	1.46	1.00	1.09	1.23	1.00	1.40	1.62
Standard deviation	0.00	0.87	1.27	0.00	0.47	0.84	0.00	1.12	1.46
Significance	-			-			-		
Effect size	-	-0.29	-0.36	-	-0.19	-0.27	-	-0.36	-0.42
Other employment outside of academia									
None	100.0%	87.0%	91.0%	100.0%	85.4%	87.6%	100.0%	90.7%	94.9%
1-4	0.0%	7.3%	4.1%	0.0%	6.7%	4.1%	0.0%	6.2%	2.6%
5-8	0.0%	3.6%	2.3%	0.0%	5.6%	4.1%	0.0%	1.0%	0.9%
9-12	0.0%	0.5%	1.8%	0.0%	1.1%	2.1%	0.0%	0.0%	1.7%
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%

21+	0.0%	1.0%	0.9%	0.0%	1.1%	2.1%	0.0%	1.0%	0.0%	
Total(n)	13	193	222	6	89	97	7	97	117	
Mean	1.00	1.25	1.19	1.00	1.28	1.31	1.00	1.20	1.09	
Standard deviation	0.00	0.84	0.76	0.00	0.85	1.02	0.00	0.84	0.45	
Significance	-			-			-			
Effect size	-	-0.30	-0.25	-	-0.33	-0.30	-	-0.24	-0.20	
Personal time (e.g., exercise, hobbies, relaxing)										
None	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%	0.0%	2.0%	1.7%	
1-4	15.4%	26.0%	31.3%	0.0%	22.2%	23.5%	28.6%	29.3%	36.1%	
5-8	30.8%	36.7%	32.1%	33.3%	31.1%	26.5%	28.6%	42.4%	37.8%	
9-12	23.1%	19.4%	17.0%	16.7%	22.2%	20.4%	28.6%	17.2%	14.3%	
13-16	23.1%	9.7%	10.3%	33.3%	14.4%	16.3%	14.3%	6.1%	5.9%	
17-20	0.0%	3.6%	4.5%	0.0%	5.6%	9.2%	0.0%	2.0%	0.8%	
21+	7.7%	3.6%	4.0%	16.7%	4.4%	4.1%	0.0%	1.0%	3.4%	
Total(n)	13	196	224	6	90	98	7	99	119	
Mean	3.85	3.36	3.34	4.50	3.63	3.73	3.29	3.06	3.03	
Standard deviation	1.41	1.29	1.37	1.52	1.36	1.43	1.11	1.07	1.20	
Significance	-			-			-			
Effect size	-	0.38	0.37	-	0.64	0.54	-	0.21	0.22	
in your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	92.9%	89.3%	93.4%	100.0%	87.8%	91.1%	85.7%	91.1%	94.9%	
Occasionally	7.1%	4.8%	3.1%	0.0%	5.6%	4.0%	14.3%	3.3%	2.6%	
Not at All	0.0%	5.9%	3.5%	0.0%	6.7%	5.0%	0.0%	5.6%	2.6%	
Total(n)	14	187	226	7	90	101	7	90	117	
Mean	2.93	2.83	2.90	3.00	2.81	2.86	2.86	2.86	2.92	
Standard deviation	0.27	0.51	0.40	0.00	0.54	0.47	0.38	0.49	0.35	
Significance	-			-			-			
Effect size	-	0.20	0.08	-	0.35	0.30	-	0.00	-0.17	
Support their opinions with a logical argument										
Frequently	71.4%	70.6%	77.2%	85.7%	71.1%	76.0%	57.1%	68.9%	77.6%	
Occasionally	28.6%	22.5%	17.9%	14.3%	21.1%	18.0%	42.9%	24.4%	18.1%	
Not at All	0.0%	7.0%	4.9%	0.0%	7.8%	6.0%	0.0%	6.7%	4.3%	
Total(n)	14	187	224	7	90	100	7	90	116	
Mean	2.71	2.64	2.72	2.86	2.63	2.70	2.57	2.62	2.73	
Standard deviation	0.47	0.61	0.55	0.38	0.63	0.58	0.53	0.61	0.53	
Significance	-			-			-			
Effect size	-	0.11	-0.02	-	0.37	0.28	-	-0.08	-0.30	
Seek solutions to problems and explain them to others										
Frequently	64.3%	71.1%	74.7%	85.7%	68.9%	74.3%	42.9%	72.2%	75.0%	
Occasionally	35.7%	21.9%	21.3%	14.3%	22.2%	19.8%	57.1%	22.2%	22.4%	
Not at All	0.0%	7.0%	4.0%	0.0%	8.9%	5.9%	0.0%	5.6%	2.6%	
Total(n)	14	187	225	7	90	101	7	90	116	
Mean	2.64	2.64	2.71	2.86	2.60	2.68	2.43	2.67	2.72	
Standard deviation	0.50	0.61	0.54	0.38	0.65	0.58	0.53	0.58	0.50	
Significance	-			-			-			
Effect size	-	0.00	-0.13	-	0.40	0.31	-	-0.41	-0.58	
Analyze multiple sources of information before coming to a conclusion										
Frequently	78.6%	64.1%	67.7%	100.0%	57.3%	64.4%	57.1%	70.5%	69.3%	
Occasionally	14.3%	26.6%	26.0%	0.0%	32.6%	28.7%	28.6%	20.5%	24.6%	
Not at All	7.1%	9.2%	6.3%	0.0%	10.1%	6.9%	14.3%	9.1%	6.1%	
Total(n)	14	184	223	7	89	101	7	88	114	
Mean	2.71	2.55	2.61	3.00	2.47	2.57	2.43	2.61	2.63	
Standard deviation	0.61	0.66	0.60	0.00	0.68	0.62	0.79	0.65	0.60	
Significance	-			-	*		-			
Effect size	-	0.24	0.17	-	0.78	0.69	-	-0.28	-0.33	
Evaluate the quality or reliability of information they receive										
Frequently	78.6%	62.9%	70.2%	100.0%	58.4%	68.3%	57.1%	65.6%	70.7%	
Occasionally	21.4%	29.6%	25.3%	0.0%	33.7%	25.7%	42.9%	26.7%	25.9%	
Not at All	0.0%	7.5%	4.4%	0.0%	7.9%	5.9%	0.0%	7.8%	3.4%	
Total(n)	14	186	225	7	89	101	7	90	116	
Mean	2.79	2.55	2.66	3.00	2.51	2.62	2.57	2.58	2.67	
Standard deviation	0.43	0.63	0.56	0.00	0.64	0.60	0.53	0.64	0.54	
Significance	-			-	*		-			
Effect size	-	0.38	0.23	-	0.77	0.63	-	-0.02	-0.19	
Take risks for potential gains										
Frequently	28.6%	40.8%	39.5%	28.6%	37.1%	35.6%	28.6%	43.2%	41.2%	
Occasionally	71.4%	42.9%	43.9%	71.4%	43.8%	45.5%	71.4%	42.0%	43.0%	
Not at All	0.0%	16.3%	16.6%	0.0%	19.1%	18.8%	0.0%	14.8%	15.8%	
Total(n)	14	184	223	7	89	101	7	88	114	
Mean	2.29	2.24	2.23	2.29	2.18	2.17	2.29	2.28	2.25	

Standard deviation	0.47	0.72	0.71	0.49	0.73	0.72	0.49	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.15	0.17	-	0.01	0.06	
Seek alternative solutions to a problem										
Frequently	64.3%	59.8%	66.4%	57.1%	52.9%	62.0%	71.4%	64.4%	70.4%	
Occasionally	35.7%	31.0%	27.4%	42.9%	34.5%	28.0%	28.6%	28.9%	27.0%	
Not at All	0.0%	9.2%	6.3%	0.0%	12.6%	10.0%	0.0%	6.7%	2.6%	
Total(n)	14	184	223	7	87	100	7	90	115	
Mean	2.64	2.51	2.60	2.57	2.40	2.52	2.71	2.58	2.68	
Standard deviation	0.50	0.66	0.61	0.53	0.71	0.67	0.49	0.62	0.52	
Significance	-			-			-			
Effect size	-	0.20	0.07	-	0.24	0.07	-	0.21	0.06	
Look up scientific research articles and resources										
Frequently	50.0%	43.0%	45.1%	57.1%	36.0%	37.6%	42.9%	50.0%	52.2%	
Occasionally	35.7%	34.4%	40.6%	28.6%	36.0%	42.6%	42.9%	33.3%	38.3%	
Not at All	14.3%	22.6%	14.3%	14.3%	28.1%	19.8%	14.3%	16.7%	9.6%	
Total(n)	14	186	224	7	89	101	7	90	115	
Mean	2.36	2.20	2.31	2.43	2.08	2.18	2.29	2.33	2.43	
Standard deviation	0.74	0.79	0.71	0.79	0.80	0.74	0.76	0.75	0.66	
Significance	-			-			-			
Effect size	-	0.20	0.07	-	0.44	0.34	-	-0.05	-0.21	
Explore topics on their own, even though it was not required for a class										
Frequently	50.0%	47.3%	50.4%	57.1%	42.7%	46.5%	42.9%	48.9%	53.0%	
Occasionally	50.0%	42.5%	40.2%	42.9%	44.9%	42.6%	57.1%	42.2%	39.1%	
Not at All	0.0%	10.2%	9.4%	0.0%	12.4%	10.9%	0.0%	8.9%	7.8%	
Total(n)	14	186	224	7	89	101	7	90	115	
Mean	2.50	2.37	2.41	2.57	2.30	2.36	2.43	2.40	2.45	
Standard deviation	0.52	0.66	0.66	0.53	0.68	0.67	0.53	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.20	0.14	-	0.40	0.31	-	0.05	-0.03	
Accept mistakes as part of the learning process										
Frequently	78.6%	76.3%	79.4%	85.7%	70.8%	76.2%	71.4%	83.3%	81.6%	
Occasionally	21.4%	16.7%	16.1%	14.3%	21.3%	17.8%	28.6%	10.0%	14.9%	
Not at All	0.0%	7.0%	4.5%	0.0%	7.9%	5.9%	0.0%	6.7%	3.5%	
Total(n)	14	186	223	7	89	101	7	90	114	
Mean	2.79	2.69	2.75	2.86	2.63	2.70	2.71	2.77	2.78	
Standard deviation	0.43	0.60	0.53	0.38	0.63	0.58	0.49	0.56	0.49	
Significance	-			-			-			
Effect size	-	0.17	0.08	-	0.37	0.28	-	-0.11	-0.14	
Recognize biases that affect their thinking										
Frequently	57.1%	53.2%	54.0%	57.1%	42.7%	43.6%	57.1%	63.3%	64.3%	
Occasionally	42.9%	36.6%	37.9%	42.9%	44.9%	44.6%	42.9%	27.8%	31.3%	
Not at All	0.0%	10.2%	8.0%	0.0%	12.4%	11.9%	0.0%	8.9%	4.3%	
Total(n)	14	186	224	7	89	101	7	90	115	
Mean	2.57	2.43	2.46	2.57	2.30	2.32	2.57	2.54	2.60	
Standard deviation	0.51	0.67	0.64	0.53	0.68	0.68	0.53	0.66	0.57	
Significance	-			-			-			
Effect size	-	0.21	0.17	-	0.40	0.37	-	0.05	-0.05	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	71.4%	60.0%	63.3%	57.1%	54.3%	58.3%	85.7%	67.7%	69.5%	
Occasionally	21.4%	22.1%	21.8%	28.6%	27.2%	24.3%	14.3%	16.7%	17.8%	
Not at All	7.1%	17.9%	14.8%	14.3%	18.5%	17.5%	0.0%	15.6%	12.7%	
Total(n)	14	195	229	7	92	103	7	96	118	
Mean	2.64	2.42	2.48	2.43	2.36	2.41	2.86	2.52	2.57	
Standard deviation	0.63	0.78	0.74	0.79	0.78	0.77	0.38	0.75	0.71	
Significance	-			-			-			
Effect size	-	0.28	0.22	-	0.09	0.03	-	0.45	0.41	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	57.1%	49.7%	46.5%	71.4%	46.7%	43.7%	42.9%	53.6%	50.8%	
Occasionally	28.6%	32.3%	34.6%	14.3%	32.6%	33.0%	42.9%	30.9%	34.7%	
Not at All	14.3%	17.9%	18.9%	14.3%	20.7%	23.3%	14.3%	15.5%	14.4%	
Total(n)	14	195	228	7	92	103	7	97	118	
Mean	2.43	2.32	2.28	2.57	2.26	2.20	2.29	2.38	2.36	
Standard deviation	0.76	0.76	0.76	0.79	0.78	0.80	0.76	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.14	0.20	-	0.40	0.46	-	-0.12	-0.10	
Discuss the ethical or moral implications of a course of action										
Frequently	50.0%	44.6%	46.7%	71.4%	45.7%	44.7%	28.6%	42.7%	47.4%	
Occasionally	35.7%	38.5%	35.2%	28.6%	38.0%	34.0%	42.9%	40.6%	37.9%	

Not at All	14.3%	16.9%	18.1%	0.0%	16.3%	21.4%	28.6%	16.7%	14.7%		
Total(n)	14	195	227	7	92	103	7	96	116		
Mean	2.36	2.28	2.29	2.71	2.29	2.23	2.00	2.26	2.33		
Standard deviation	0.74	0.74	0.75	0.49	0.73	0.78	0.82	0.73	0.72		
Significance	-			-			-				
Effect size	-	0.11	0.09	-	0.58	0.62	-	-0.36	-0.46		
Apply mathematical concepts and computational thinking											
Frequently	42.9%	26.0%	31.0%	42.9%	26.1%	29.1%	42.9%	27.8%	33.1%		
Occasionally	42.9%	26.5%	34.1%	57.1%	34.8%	38.8%	28.6%	18.6%	28.8%		
Not at All	14.3%	47.4%	34.9%	0.0%	39.1%	32.0%	28.6%	53.6%	38.1%		
Total(n)	14	196	229	7	92	103	7	97	118		
Mean	2.29	1.79	1.96	2.43	1.87	1.97	2.14	1.74	1.95		
Standard deviation	0.73	0.83	0.81	0.53	0.80	0.79	0.90	0.87	0.85		
Significance	-	*		-			-			Student-Centered Pedagogy	
Effect size	-	0.60	0.41	-	0.70	0.58	-	0.46	0.22		
In how many of the courses that you teach do you use each of the following?											
Class discussions											
All	42.9%	69.3%	66.2%	42.9%	62.4%	60.6%	42.9%	76.8%	73.0%		
Most	28.6%	16.6%	20.9%	42.9%	20.4%	23.1%	14.3%	11.1%	18.0%		
Some	28.6%	12.1%	10.7%	14.3%	15.1%	12.5%	42.9%	10.1%	8.2%		
None	0.0%	2.0%	2.1%	0.0%	2.2%	3.8%	0.0%	2.0%	0.8%		
Total(n)	14	199	234	7	93	104	7	99	122		
Mean	3.14	3.53	3.51	3.29	3.43	3.40	3.00	3.63	3.63		
Standard deviation	0.86	0.78	0.77	0.76	0.83	0.85	1.00	0.75	0.67		
Significance	-			-			-	*	*		
Effect size	-	-0.50	-0.48	-	-0.17	-0.13	-	-0.84	-0.94		
Cooperative learning (small groups)											
All	50.0%	48.7%	44.6%	42.9%	38.7%	39.4%	57.1%	59.6%	51.2%	Student-Centered Pedagogy	
Most	7.1%	26.1%	24.9%	0.0%	26.9%	19.2%	14.3%	24.2%	30.6%		
Some	28.6%	21.6%	24.5%	42.9%	30.1%	35.6%	14.3%	13.1%	13.2%		
None	14.3%	3.5%	6.0%	14.3%	4.3%	5.8%	14.3%	3.0%	5.0%		
Total(n)	14	199	233	7	93	104	7	99	121		
Mean	2.93	3.20	3.08	2.71	3.00	2.92	3.14	3.40	3.28		
Standard deviation	1.21	0.90	0.96	1.25	0.93	0.99	1.21	0.83	0.88	Student-Centered Pedagogy	
Significance	-			-			-				
Effect size	-	-0.30	-0.16	-	-0.31	-0.21	-	-0.31	-0.16		
Experiential learning/Field studies											
All	14.3%	24.6%	17.6%	14.3%	22.6%	15.4%	14.3%	24.2%	19.8%	Student-Centered Pedagogy	
Most	14.3%	20.1%	17.6%	14.3%	18.3%	15.4%	14.3%	21.2%	18.2%		
Some	35.7%	26.6%	31.3%	28.6%	30.1%	35.6%	42.9%	25.3%	28.9%		
None	35.7%	28.6%	33.5%	42.9%	29.0%	33.7%	28.6%	29.3%	33.1%		
Total(n)	14	199	233	7	93	104	7	99	121		
Mean	2.07	2.41	2.19	2.00	2.34	2.13	2.14	2.40	2.25		
Standard deviation	1.07	1.15	1.09	1.15	1.13	1.05	1.07	1.15	1.12	Student-Centered Pedagogy	
Significance	-			-			-				
Effect size	-	-0.30	-0.11	-	-0.30	-0.12	-	-0.23	-0.10		
Performances/Demonstrations											
All	23.1%	27.3%	23.2%	33.3%	25.8%	24.8%	14.3%	27.6%	22.7%	Student-Centered Pedagogy	
Most	7.7%	13.9%	20.6%	0.0%	12.4%	23.8%	14.3%	13.3%	16.8%		
Some	23.1%	28.4%	25.9%	0.0%	30.3%	24.8%	42.9%	27.6%	27.7%		
None	46.2%	30.4%	30.3%	66.7%	31.5%	26.7%	28.6%	31.6%	32.8%		
Total(n)	13	194	228	6	89	101	7	98	119		
Mean	2.08	2.38	2.37	2.00	2.33	2.47	2.14	2.37	2.29		
Standard deviation	1.26	1.18	1.14	1.55	1.18	1.14	1.07	1.20	1.15	Student-Centered Pedagogy	
Significance	-			-			-				
Effect size	-	-0.25	-0.25	-	-0.28	-0.41	-	-0.19	-0.13		
Group projects											
All	21.4%	25.6%	21.5%	28.6%	24.7%	19.2%	14.3%	26.3%	24.8%	Student-Centered Pedagogy	
Most	21.4%	23.1%	23.6%	14.3%	16.1%	17.3%	28.6%	29.3%	29.8%		
Some	42.9%	38.7%	36.9%	28.6%	44.1%	43.3%	57.1%	33.3%	29.8%		
None	14.3%	12.6%	18.0%	28.6%	15.1%	20.2%	0.0%	11.1%	15.7%		
Total(n)	14	199	233	7	93	104	7	99	121		
Mean	2.50	2.62	2.48	2.43	2.51	2.36	2.57	2.71	2.64		
Standard deviation	1.02	1.00	1.02	1.27	1.03	1.01	0.79	0.98	1.02	Student-Centered Pedagogy	
Significance	-			-			-				
Effect size	-	-0.12	0.02	-	-0.08	0.07	-	-0.14	-0.07		
Extensive lecturing											
All	7.1%	12.6%	13.7%	14.3%	16.1%	15.4%	0.0%	9.1%	13.2%		
Most	42.9%	23.6%	25.3%	42.9%	29.0%	28.8%	42.9%	17.2%	21.5%		
Some	35.7%	38.2%	37.3%	42.9%	37.6%	39.4%	28.6%	40.4%	35.5%		
None	14.3%	25.6%	23.6%	0.0%	17.2%	16.3%	28.6%	33.3%	29.8%		

Total(n)	14	199	233	7	93	104	7	99	121	
Mean	2.43	2.23	2.29	2.71	2.44	2.43	2.14	2.02	2.18	
Standard deviation	0.85	0.97	0.98	0.76	0.96	0.94	0.90	0.94	1.01	
Significance	-			-			-			
Effect size	-	0.21	0.14	-	0.28	0.30	-	0.13	-0.04	
Multiple drafts of written work										
All	14.3%	17.2%	17.8%	14.3%	15.1%	16.5%	14.3%	20.4%	20.2%	
Most	28.6%	23.2%	16.5%	42.9%	26.9%	16.5%	14.3%	18.4%	16.0%	
Some	35.7%	39.4%	40.9%	28.6%	37.6%	42.7%	42.9%	40.8%	38.7%	
None	21.4%	20.2%	24.8%	14.3%	20.4%	24.3%	28.6%	20.4%	25.2%	
Total(n)	14	198	230	7	93	103	7	98	119	
Mean	2.36	2.37	2.27	2.57	2.37	2.25	2.14	2.39	2.31	
Standard deviation	1.01	0.99	1.03	0.98	0.98	1.01	1.07	1.03	1.06	
Significance	-			-			-			
Effect size	-	-0.01	0.09	-	0.20	0.32	-	-0.24	-0.16	
Reflective writing/Journaling										
All	7.1%	19.1%	16.7%	0.0%	15.1%	15.4%	14.3%	22.2%	19.0%	Student-Centered Pedagogy
Most	14.3%	15.6%	13.7%	14.3%	14.0%	9.6%	14.3%	17.2%	17.4%	
Some	42.9%	33.2%	32.6%	42.9%	32.3%	27.9%	42.9%	33.3%	36.4%	
None	35.7%	32.2%	36.9%	42.9%	38.7%	47.1%	28.6%	27.3%	27.3%	
Total(n)	14	199	233	7	93	104	7	99	121	
Mean	1.93	2.22	2.10	1.71	2.05	1.93	2.14	2.34	2.28	
Standard deviation	0.92	1.10	1.08	0.76	1.07	1.09	1.07	1.11	1.07	
Significance	-			-			-			
Effect size	-	-0.26	-0.16	-	-0.32	-0.20	-	-0.18	-0.13	
Community service as part of coursework										
All	0.0%	3.1%	2.2%	0.0%	1.1%	1.0%	0.0%	5.2%	3.4%	Civic Minded Practice
Most	0.0%	4.1%	3.9%	0.0%	4.3%	3.9%	0.0%	3.1%	3.4%	
Some	28.6%	17.3%	15.2%	14.3%	9.8%	7.8%	42.9%	23.7%	20.2%	
None	71.4%	75.5%	78.7%	85.7%	84.8%	87.4%	57.1%	68.0%	73.1%	
Total(n)	14	196	230	7	92	103	7	97	119	
Mean	1.29	1.35	1.30	1.14	1.22	1.18	1.43	1.45	1.37	
Standard deviation	0.47	0.70	0.65	0.38	0.57	0.54	0.53	0.79	0.71	
Significance	-			-			-			
Effect size	-	-0.09	-0.02	-	-0.14	-0.07	-	-0.03	0.08	
Electronic quizzes with immediate feedback in class										
All	7.1%	11.7%	16.8%	0.0%	7.5%	11.5%	14.3%	16.5%	21.7%	
Most	7.1%	12.7%	14.7%	14.3%	16.1%	17.3%	0.0%	9.3%	12.5%	
Some	42.9%	20.8%	22.4%	57.1%	17.2%	19.2%	28.6%	25.8%	25.0%	
None	42.9%	54.8%	46.1%	28.6%	59.1%	51.9%	57.1%	48.5%	40.8%	
Total(n)	14	197	232	7	93	104	7	97	120	
Mean	1.79	1.81	2.02	1.86	1.72	1.88	1.71	1.94	2.15	
Standard deviation	0.89	1.05	1.13	0.69	0.99	1.07	1.11	1.12	1.18	
Significance	-			-			-			
Effect size	-	-0.02	-0.20	-	0.14	-0.02	-	-0.21	-0.37	
Real-life problems										
All	50.0%	43.4%	45.3%	57.1%	34.4%	37.9%	42.9%	50.5%	52.1%	
Most	14.3%	28.1%	30.2%	14.3%	27.8%	31.1%	14.3%	27.3%	28.1%	
Some	28.6%	24.5%	19.8%	14.3%	34.4%	26.2%	42.9%	17.2%	15.7%	
None	7.1%	4.1%	4.7%	14.3%	3.3%	4.9%	0.0%	5.1%	4.1%	
Total(n)	14	196	232	7	90	103	7	99	121	
Mean	3.07	3.11	3.16	3.14	2.93	3.02	3.00	3.23	3.28	
Standard deviation	1.07	0.91	0.90	1.21	0.91	0.92	1.00	0.91	0.88	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	0.23	0.13	-	-0.25	-0.32	
Student inquiry to drive learning										
All	28.6%	44.7%	42.5%	28.6%	37.6%	37.5%	28.6%	50.5%	47.1%	Student-Centered Pedagogy
Most	35.7%	20.1%	24.5%	28.6%	22.6%	26.0%	42.9%	17.2%	22.3%	
Some	28.6%	29.1%	25.8%	28.6%	31.2%	27.9%	28.6%	28.3%	24.8%	
None	7.1%	6.0%	7.3%	14.3%	8.6%	8.7%	0.0%	4.0%	5.8%	
Total(n)	14	199	233	7	93	104	7	99	121	
Mean	2.86	3.04	3.02	2.71	2.89	2.92	3.00	3.14	3.11	
Standard deviation	0.95	0.99	0.99	1.11	1.02	1.00	0.82	0.97	0.97	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.18	-0.21	-	-0.14	-0.11	
Readings on racial and ethnic issues										
All	0.0%	26.6%	22.0%	0.0%	18.3%	15.4%	0.0%	32.3%	26.7%	
Most	21.4%	14.1%	12.9%	14.3%	16.1%	13.5%	28.6%	12.1%	12.5%	
Some	50.0%	27.6%	26.3%	71.4%	28.0%	22.1%	28.6%	28.3%	30.0%	
None	28.6%	31.7%	38.8%	14.3%	37.6%	49.0%	42.9%	27.3%	30.8%	
Total(n)	14	199	232	7	93	104	7	99	120	
Mean	1.93	2.36	2.18	2.00	2.15	1.95	1.86	2.49	2.35	

Standard deviation	0.73	1.18	1.17	0.58	1.12	1.12	0.90	1.21	1.18	
Significance	-			-			-			
Effect size	-	-0.36	-0.21	-	-0.13	0.04	-	-0.52	-0.42	
Readings on women or gender issues										
All	0.0%	25.1%	19.6%	0.0%	19.6%	15.5%	0.0%	28.1%	22.7%	
Most	21.4%	12.8%	10.9%	14.3%	12.0%	6.8%	28.6%	13.5%	13.4%	
Some	42.9%	27.7%	26.1%	71.4%	30.4%	26.2%	14.3%	26.0%	26.9%	
None	35.7%	34.4%	43.5%	14.3%	38.0%	51.5%	57.1%	32.3%	37.0%	
Total(n)	14	195	230	7	92	103	7	96	119	
Mean	1.86	2.29	2.07	2.00	2.13	1.86	1.71	2.38	2.22	
Standard deviation	0.77	1.18	1.15	0.58	1.13	1.09	0.95	1.21	1.17	
Significance	-			-			-			
Effect size	-	-0.36	-0.18	-	-0.12	0.13	-	-0.55	-0.44	
Supplemental instruction outside of class and office hours										
All	21.4%	24.2%	19.0%	14.3%	20.4%	16.3%	28.6%	26.5%	21.0%	
Most	14.3%	15.7%	19.0%	28.6%	19.4%	19.2%	0.0%	12.2%	19.3%	
Some	35.7%	33.8%	35.5%	28.6%	32.3%	36.5%	42.9%	34.7%	33.6%	
None	28.6%	26.3%	26.4%	28.6%	28.0%	27.9%	28.6%	26.5%	26.1%	
Total(n)	14	198	231	7	93	104	7	98	119	
Mean	2.29	2.38	2.31	2.29	2.32	2.24	2.29	2.39	2.35	
Standard deviation	1.14	1.12	1.06	1.11	1.10	1.04	1.25	1.15	1.09	
Significance	-			-			-			
Effect size	-	-0.08	-0.02	-	-0.03	0.05	-	-0.09	-0.06	
Student presentations										
All	21.4%	34.7%	27.7%	42.9%	34.4%	28.8%	0.0%	33.3%	27.7%	Student-Centered Pedagogy
Most	21.4%	26.6%	22.1%	14.3%	23.7%	19.2%	28.6%	30.3%	26.1%	
Some	57.1%	31.7%	36.8%	42.9%	35.5%	39.4%	71.4%	28.3%	33.6%	
None	0.0%	7.0%	13.4%	0.0%	6.5%	12.5%	0.0%	8.1%	12.6%	
Total(n)	14	199	231	7	93	104	7	99	119	
Mean	2.64	2.89	2.64	3.00	2.86	2.64	2.29	2.89	2.69	Student-Centered Pedagogy
Standard deviation	0.84	0.97	1.03	1.00	0.97	1.03	0.49	0.97	1.01	
Significance	-			-			-			
Effect size	-	-0.26	0.00	-	0.14	0.35	-	-0.62	-0.40	
Student evaluations of each others' work										
All	7.1%	21.6%	14.3%	14.3%	20.4%	16.3%	0.0%	21.2%	12.6%	Student-Centered Pedagogy
Most	21.4%	18.1%	19.5%	28.6%	15.1%	15.4%	14.3%	21.2%	24.4%	
Some	42.9%	39.2%	36.4%	42.9%	41.9%	38.5%	42.9%	38.4%	35.3%	
None	28.6%	21.1%	29.9%	14.3%	22.6%	29.8%	42.9%	19.2%	27.7%	
Total(n)	14	199	231	7	93	104	7	99	119	
Mean	2.07	2.40	2.18	2.43	2.33	2.18	1.71	2.44	2.22	Student-Centered Pedagogy
Standard deviation	0.92	1.05	1.02	0.98	1.05	1.04	0.76	1.03	0.99	
Significance	-			-			-			
Effect size	-	-0.31	-0.11	-	0.10	0.24	-	-0.71	-0.52	
Grading on a curve										
All	7.7%	3.5%	4.8%	14.3%	4.3%	4.8%	0.0%	3.1%	5.0%	
Most	0.0%	7.1%	6.1%	0.0%	8.6%	5.8%	0.0%	5.1%	6.7%	
Some	30.8%	19.7%	22.5%	28.6%	22.6%	24.0%	33.3%	17.3%	21.0%	
None	61.5%	69.7%	66.7%	57.1%	64.5%	65.4%	66.7%	74.5%	67.2%	
Total(n)	13	198	231	7	93	104	6	98	119	
Mean	1.54	1.44	1.49	1.71	1.53	1.50	1.33	1.37	1.50	
Standard deviation	0.88	0.78	0.81	1.11	0.83	0.81	0.52	0.72	0.83	
Significance	-			-			-			
Effect size	-	0.13	0.06	-	0.22	0.26	-	-0.06	-0.20	
Rubric-based assessment										
All	21.4%	36.4%	39.5%	14.3%	29.0%	32.7%	28.6%	42.9%	44.6%	
Most	28.6%	24.7%	30.0%	14.3%	23.7%	27.9%	42.9%	27.6%	33.9%	
Some	50.0%	26.3%	24.5%	71.4%	32.3%	30.8%	28.6%	20.4%	18.2%	
None	0.0%	12.6%	6.0%	0.0%	15.1%	8.7%	0.0%	9.2%	3.3%	
Total(n)	14	198	233	7	93	104	7	98	121	
Mean	2.71	2.85	3.03	2.43	2.67	2.85	3.00	3.04	3.20	
Standard deviation	0.83	1.06	0.94	0.79	1.06	0.98	0.82	1.00	0.85	
Significance	-			-			-			
Effect size	-	-0.13	-0.34	-	-0.23	-0.43	-	-0.04	-0.24	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	0.0%	19.6%	15.9%	0.0%	16.1%	17.3%	0.0%	22.2%	15.0%	
Most	7.1%	17.6%	20.7%	14.3%	16.1%	21.2%	0.0%	18.2%	20.8%	
Some	21.4%	31.7%	34.1%	14.3%	34.4%	30.8%	28.6%	29.3%	35.8%	
None	71.4%	31.2%	29.3%	71.4%	33.3%	30.8%	71.4%	30.3%	28.3%	
Total(n)	14	199	232	7	93	104	7	99	120	
Mean	1.36	2.26	2.23	1.43	2.15	2.25	1.29	2.32	2.23	
Standard deviation	0.63	1.10	1.04	0.79	1.06	1.08	0.49	1.13	1.02	

Significance	-	**	**	-			-	*	*	
Effect size	-	-0.82	-0.84	-	-0.68	-0.76	-	-0.91	-0.92	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	50.0%	55.1%	54.5%	71.4%	49.5%	49.5%	28.6%	59.2%	58.2%	
Occasionally	42.9%	42.9%	42.9%	28.6%	48.4%	46.6%	57.1%	38.8%	40.2%	
Not at All	7.1%	2.0%	2.6%	0.0%	2.2%	3.9%	14.3%	2.0%	1.6%	
Total(n)	14	198	233	7	93	103	7	98	122	
Mean	2.43	2.53	2.52	2.71	2.47	2.46	2.14	2.57	2.57	
Standard deviation	0.65	0.54	0.55	0.49	0.54	0.57	0.69	0.54	0.53	
Significance	-			-			-	*	*	
Effect size	-	-0.19	-0.16	-	0.44	0.44	-	-0.80	-0.81	
Simulations/animations										
Frequently	14.3%	21.0%	22.9%	28.6%	20.4%	25.0%	0.0%	21.1%	21.8%	
Occasionally	64.3%	37.4%	43.7%	42.9%	39.8%	42.3%	85.7%	37.9%	46.2%	
Not at All	21.4%	41.5%	33.3%	28.6%	39.8%	32.7%	14.3%	41.1%	31.9%	
Total(n)	14	195	231	7	93	104	7	95	119	
Mean	1.93	1.79	1.90	2.00	1.81	1.92	1.86	1.80	1.90	
Standard deviation	0.62	0.77	0.74	0.82	0.76	0.76	0.38	0.77	0.73	
Significance	-			-			-			
Effect size	-	0.18	0.04	-	0.25	0.11	-	0.08	-0.05	
Online homework or virtual labs										
Frequently	35.7%	34.0%	47.0%	42.9%	25.8%	42.3%	28.6%	41.2%	51.6%	
Occasionally	21.4%	38.1%	36.8%	14.3%	44.1%	37.5%	28.6%	33.0%	36.1%	
Not at All	42.9%	27.9%	16.2%	42.9%	30.1%	20.2%	42.9%	25.8%	12.3%	
Total(n)	14	197	234	7	93	104	7	97	122	
Mean	1.93	2.06	2.31	2.00	1.96	2.22	1.86	2.15	2.39	
Standard deviation	0.92	0.79	0.73	1.00	0.75	0.76	0.90	0.81	0.70	
Significance	-			-			-			
Effect size	-	-0.16	-0.52	-	0.05	-0.29	-	-0.36	-0.76	
Online discussion boards										
Frequently	14.3%	24.4%	34.3%	14.3%	22.6%	26.9%	14.3%	26.5%	39.7%	
Occasionally	50.0%	41.6%	39.5%	42.9%	41.9%	37.5%	57.1%	42.9%	41.3%	
Not at All	35.7%	34.0%	26.2%	42.9%	35.5%	35.6%	28.6%	30.6%	19.0%	
Total(n)	14	197	233	7	93	104	7	98	121	
Mean	1.79	1.90	2.08	1.71	1.87	1.91	1.86	1.96	2.21	
Standard deviation	0.70	0.76	0.78	0.76	0.76	0.79	0.69	0.76	0.74	
Significance	-			-			-			
Effect size	-	-0.14	-0.37	-	-0.21	-0.25	-	-0.13	-0.47	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	0.0%	8.6%	10.3%	0.0%	7.5%	10.6%	0.0%	10.2%	10.7%	
Occasionally	21.4%	20.2%	20.6%	0.0%	15.1%	15.4%	42.9%	25.5%	24.8%	
Not at All	78.6%	71.2%	69.1%	100.0%	77.4%	74.0%	57.1%	64.3%	64.5%	
Total(n)	14	198	233	7	93	104	7	98	121	
Mean	1.21	1.37	1.41	1.00	1.30	1.37	1.43	1.46	1.46	
Standard deviation	0.43	0.64	0.67	0.00	0.60	0.67	0.53	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.25	-0.30	-	-0.50	-0.55	-	-0.04	-0.04	
Due to the COVID-19 pandemic, please indicate the extent to which you:										
Felt confident in your ability to provide effective instruction exclusively online										
To a Very Large Extent	7.1%	26.8%	37.3%	14.3%	23.9%	34.0%	0.0%	29.3%	39.3%	
To a Large Extent	35.7%	35.4%	34.8%	28.6%	32.6%	33.0%	42.9%	40.4%	36.9%	
To Some Extent	50.0%	26.8%	19.7%	42.9%	31.5%	19.4%	57.1%	20.2%	19.7%	
To a Small Extent	7.1%	8.6%	5.2%	14.3%	9.8%	9.7%	0.0%	7.1%	1.6%	
Not at All	0.0%	2.5%	3.0%	0.0%	2.2%	3.9%	0.0%	3.0%	2.5%	
Total(n)	14	198	233	7	92	103	7	99	122	
Mean	3.43	3.75	3.98	3.43	3.66	3.83	3.43	3.86	4.09	
Standard deviation	0.76	1.02	1.03	0.98	1.02	1.12	0.53	1.02	0.94	
Significance	-			-			-			
Effect size	-	-0.31	-0.53	-	-0.23	-0.36	-	-0.42	-0.70	
Were concerned about your job security										
To a Very Large Extent	0.0%	10.2%	10.0%	0.0%	9.9%	8.8%	0.0%	8.1%	9.9%	
To a Large Extent	0.0%	8.1%	7.4%	0.0%	5.5%	7.8%	0.0%	10.1%	7.4%	
To Some Extent	14.3%	19.3%	20.8%	14.3%	17.6%	15.7%	14.3%	21.2%	23.1%	
To a Small Extent	28.6%	24.4%	23.8%	28.6%	30.8%	28.4%	28.6%	19.2%	20.7%	
Not at All	57.1%	38.1%	38.1%	57.1%	36.3%	39.2%	57.1%	41.4%	38.8%	
Total(n)	14	197	231	7	91	102	7	99	121	
Mean	1.57	2.28	2.27	1.57	2.22	2.19	1.57	2.24	2.29	
Standard deviation	0.76	1.32	1.31	0.79	1.27	1.28	0.79	1.31	1.32	
Significance	-	*	*	-			-			

Effect size	-	-0.54	-0.53	-	-0.51	-0.48	-	-0.51	-0.55	
Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered										
To a Very Large Extent	42.9%	31.6%	23.5%	57.1%	27.5%	23.3%	28.6%	34.7%	21.8%	
To a Large Extent	28.6%	19.9%	13.0%	14.3%	15.4%	9.7%	42.9%	23.5%	16.0%	
To Some Extent	14.3%	24.0%	18.7%	0.0%	25.3%	19.4%	28.6%	24.5%	19.3%	
To a Small Extent	0.0%	10.2%	10.0%	0.0%	12.1%	14.6%	0.0%	9.2%	5.9%	
Not at All	14.3%	14.3%	34.8%	28.6%	19.8%	33.0%	0.0%	8.2%	37.0%	
Total(n)	14	196	230	7	91	103	7	98	119	
Mean	3.86	3.44	2.80	3.71	3.19	2.76	4.00	3.67	2.80	
Standard deviation	1.41	1.40	1.59	1.89	1.47	1.57	0.82	1.27	1.60	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.30	0.67	-	0.35	0.61	-	0.26	0.75	
Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:										
I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)										
Strongly Agree	50.0%	55.2%	54.9%	42.9%	55.1%	57.8%	57.1%	55.7%	53.0%	
Agree	35.7%	37.0%	38.1%	42.9%	37.1%	34.3%	28.6%	36.1%	40.2%	
Disagree	14.3%	5.7%	4.4%	14.3%	6.7%	6.9%	14.3%	5.2%	2.6%	
Strongly Disagree	0.0%	2.1%	2.7%	0.0%	1.1%	1.0%	0.0%	3.1%	4.3%	
Total(n)	14	192	226	7	89	102	7	97	117	
Mean	3.36	3.45	3.45	3.29	3.46	3.49	3.43	3.44	3.42	
Standard deviation	0.74	0.70	0.71	0.76	0.68	0.67	0.79	0.74	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.13	-	-0.25	-0.30	-	-0.01	0.01	
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										
Strongly Agree	35.7%	48.2%	44.2%	28.6%	44.9%	43.1%	42.9%	50.0%	45.2%	
Agree	28.6%	34.0%	37.5%	14.3%	37.1%	40.2%	42.9%	31.3%	34.8%	
Disagree	28.6%	11.5%	10.3%	42.9%	10.1%	8.8%	14.3%	13.5%	12.2%	
Strongly Disagree	7.1%	6.3%	8.0%	14.3%	7.9%	7.8%	0.0%	5.2%	7.8%	
Total(n)	14	191	224	7	89	102	7	96	115	
Mean	2.93	3.24	3.18	2.57	3.19	3.19	3.29	3.26	3.17	
Standard deviation	1.00	0.89	0.92	1.13	0.92	0.90	0.76	0.89	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.35	-0.27	-	-0.67	-0.69	-	0.03	0.13	
I had access to effective tech support while teaching remotely										
Strongly Agree	14.3%	41.3%	41.6%	14.3%	51.7%	46.5%	14.3%	31.9%	36.9%	
Agree	35.7%	40.2%	37.4%	28.6%	30.3%	33.7%	42.9%	50.0%	41.4%	
Disagree	28.6%	13.2%	13.2%	28.6%	13.5%	13.9%	28.6%	11.7%	12.6%	
Strongly Disagree	21.4%	5.3%	7.8%	28.6%	4.5%	5.9%	14.3%	6.4%	9.0%	
Total(n)	14	189	219	7	89	101	7	94	111	
Mean	2.43	3.17	3.13	2.29	3.29	3.21	2.57	3.07	3.06	
Standard deviation	1.02	0.85	0.92	1.11	0.87	0.90	0.98	0.83	0.93	
Significance	-	**	**	-	**	*	-	-	-	
Effect size	-	-0.87	-0.76	-	-1.15	-1.02	-	-0.60	-0.53	
Please indicate your agreement with each of the following statements:										
Campus leadership provided an appropriate response to the pandemic										
Strongly Agree	28.6%	34.3%	33.9%	14.3%	36.3%	39.6%	42.9%	32.0%	28.9%	
Somewhat Agree	57.1%	47.0%	47.0%	57.1%	47.3%	43.6%	57.1%	48.0%	51.2%	
Somewhat Disagree	14.3%	13.1%	11.3%	28.6%	13.2%	10.9%	0.0%	13.0%	11.6%	
Strongly Disagree	0.0%	5.6%	7.8%	0.0%	3.3%	5.9%	0.0%	7.0%	8.3%	
Total(n)	14	198	230	7	91	101	7	100	121	
Mean	3.14	3.10	3.07	2.86	3.16	3.17	3.43	3.05	3.01	
Standard deviation	0.66	0.83	0.87	0.69	0.78	0.85	0.53	0.86	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.08	-	-0.38	-0.36	-	0.44	0.49	
Faculty in my department were adequately prepared for teaching remotely										
Strongly Agree	7.1%	15.7%	14.8%	14.3%	16.5%	19.8%	0.0%	14.0%	10.7%	
Somewhat Agree	21.4%	37.6%	35.7%	14.3%	36.3%	36.6%	28.6%	39.0%	35.2%	
Somewhat Disagree	64.3%	31.0%	31.3%	57.1%	33.0%	28.7%	71.4%	29.0%	33.6%	
Strongly Disagree	7.1%	15.7%	18.3%	14.3%	14.3%	14.9%	0.0%	18.0%	20.5%	
Total(n)	14	197	230	7	91	101	7	100	122	
Mean	2.29	2.53	2.47	2.29	2.55	2.61	2.29	2.49	2.36	
Standard deviation	0.73	0.94	0.96	0.95	0.93	0.97	0.49	0.95	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.26	-0.19	-	-0.28	-0.33	-	-0.21	-0.08	
My institution's pandemic response prioritized the health and safety of faculty										
Strongly Agree	21.4%	34.5%	38.3%	0.0%	39.6%	43.6%	42.9%	30.0%	35.2%	
Somewhat Agree	50.0%	44.7%	45.2%	57.1%	47.3%	43.6%	42.9%	42.0%	45.9%	

Somewhat Disagree	21.4%	12.2%	9.6%	28.6%	11.0%	10.9%	14.3%	13.0%	8.2%	
Strongly Disagree	7.1%	8.6%	7.0%	14.3%	2.2%	2.0%	0.0%	15.0%	10.7%	
Total(n)	14	197	230	7	91	101	7	100	122	
Mean	2.86	3.05	3.15	2.43	3.24	3.29	3.29	2.87	3.06	
Standard deviation	0.86	0.90	0.86	0.79	0.74	0.74	0.76	1.01	0.93	
Significance	-			-	**	**	-			
Effect size	-	-0.21	-0.34	-	-1.09	-1.16	-	0.42	0.25	
I would prefer to teach more of my courses in either a hybrid or fully online format										
Strongly Agree	0.0%	13.8%	18.9%	0.0%	11.1%	16.0%	0.0%	14.3%	20.0%	
Somewhat Agree	0.0%	16.4%	18.4%	0.0%	12.2%	14.0%	0.0%	21.4%	21.7%	
Somewhat Disagree	57.1%	28.2%	28.9%	57.1%	26.7%	26.0%	57.1%	29.6%	33.3%	
Strongly Disagree	42.9%	41.5%	33.8%	42.9%	50.0%	44.0%	42.9%	34.7%	25.0%	
Total(n)	14	195	228	7	90	100	7	98	120	
Mean	1.57	2.03	2.22	1.57	1.84	2.02	1.57	2.15	2.37	
Standard deviation	0.51	1.07	1.11	0.53	1.03	1.11	0.53	1.06	1.07	
Significance	-		*	-			-			
Effect size	-	-0.43	-0.59	-	-0.26	-0.41	-	-0.55	-0.75	
This college developed effective policies related to COVID-19 vaccinations for the campus community										
Strongly Agree	21.4%	37.4%	36.1%	14.3%	34.1%	38.0%	28.6%	40.8%	35.8%	
Somewhat Agree	42.9%	46.7%	42.3%	42.9%	49.5%	43.0%	42.9%	43.9%	41.7%	
Somewhat Disagree	14.3%	10.3%	14.1%	28.6%	13.2%	14.0%	0.0%	7.1%	13.3%	
Strongly Disagree	21.4%	5.6%	7.5%	14.3%	3.3%	5.0%	28.6%	8.2%	9.2%	
Total(n)	14	195	227	7	91	100	7	98	120	
Mean	2.64	3.16	3.07	2.57	3.14	3.14	2.71	3.17	3.04	
Standard deviation	1.08	0.83	0.89	0.98	0.77	0.84	1.25	0.89	0.93	
Significance	-		*	-			-			
Effect size	-	-0.63	-0.48	-	-0.74	-0.68	-	-0.52	-0.35	
I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic										
Strongly Agree	85.7%	68.9%	69.1%	85.7%	60.0%	68.3%	85.7%	76.3%	69.6%	
Somewhat Agree	14.3%	27.5%	27.4%	14.3%	35.6%	27.7%	14.3%	21.6%	27.0%	
Somewhat Disagree	0.0%	2.6%	2.2%	0.0%	3.3%	3.0%	0.0%	1.0%	1.7%	
Strongly Disagree	0.0%	1.0%	1.3%	0.0%	1.1%	1.0%	0.0%	1.0%	1.7%	
Total(n)	14	193	223	7	90	101	7	97	115	
Mean	3.86	3.64	3.64	3.86	3.54	3.63	3.86	3.73	3.64	
Standard deviation	0.36	0.59	0.60	0.38	0.62	0.60	0.38	0.53	0.61	
Significance	-		*	-			-			
Effect size	-	0.37	0.37	-	0.52	0.38	-	0.25	0.36	
Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:										
Physical health										
To a Very Large Extent	7.1%	25.6%	26.9%	0.0%	25.8%	22.9%	14.3%	25.3%	29.8%	
To a Large Extent	14.3%	23.1%	22.6%	28.6%	19.4%	21.0%	0.0%	24.2%	22.3%	
To Some Extent	35.7%	26.1%	26.5%	28.6%	26.9%	26.7%	42.9%	27.3%	28.1%	
To a Small Extent	28.6%	16.1%	14.5%	28.6%	23.7%	19.0%	28.6%	10.1%	11.6%	
Not at All	14.3%	9.0%	9.4%	14.3%	4.3%	10.5%	14.3%	13.1%	8.3%	
Total(n)	14	199	234	7	93	105	7	99	121	
Mean	2.71	3.40	3.43	2.71	3.39	3.27	2.71	3.38	3.54	
Standard deviation	1.14	1.27	1.28	1.11	1.23	1.30	1.25	1.32	1.26	
Significance	-	*	*	-			-			
Effect size	-	-0.54	-0.56	-	-0.55	-0.43	-	-0.51	-0.66	
Mental health										
To a Very Large Extent	21.4%	26.9%	25.8%	28.6%	19.6%	24.0%	14.3%	32.7%	25.6%	
To a Large Extent	14.3%	20.8%	24.9%	0.0%	26.1%	24.0%	28.6%	16.3%	25.6%	
To Some Extent	28.6%	31.0%	24.0%	28.6%	31.5%	23.1%	28.6%	29.6%	25.6%	
To a Small Extent	35.7%	12.2%	15.0%	42.9%	16.3%	17.3%	28.6%	9.2%	13.2%	
Not at All	0.0%	9.1%	10.3%	0.0%	6.5%	11.5%	0.0%	12.2%	9.9%	
Total(n)	14	197	233	7	92	104	7	98	121	
Mean	3.21	3.44	3.41	3.14	3.36	3.32	3.29	3.48	3.44	
Standard deviation	1.19	1.26	1.30	1.35	1.16	1.32	1.11	1.36	1.28	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.15	-	-0.19	-0.14	-	-0.14	-0.12	
In-person social interaction										
To a Very Large Extent	0.0%	22.6%	24.1%	0.0%	18.3%	23.8%	0.0%	26.3%	24.4%	
To a Large Extent	28.6%	26.6%	28.4%	28.6%	26.9%	27.6%	28.6%	26.3%	28.6%	
To Some Extent	50.0%	29.6%	25.9%	57.1%	31.2%	23.8%	42.9%	29.3%	29.4%	
To a Small Extent	14.3%	12.6%	12.9%	0.0%	16.1%	18.1%	28.6%	10.1%	8.4%	
Not at All	7.1%	8.5%	8.6%	14.3%	7.5%	6.7%	0.0%	8.1%	9.2%	
Total(n)	14	199	232	7	93	105	7	99	119	
Mean	3.00	3.42	3.47	3.00	3.32	3.44	3.00	3.53	3.50	
Standard deviation	0.88	1.21	1.23	1.00	1.17	1.22	0.82	1.22	1.21	

Significance	-			-			-			
Effect size	-	-0.35	-0.38	-	-0.27	-0.36	-	-0.43	-0.41	
Return to in-person teaching										
To a Very Large Extent	0.0%	17.2%	21.1%	0.0%	14.1%	17.1%	0.0%	20.2%	23.5%	
To a Large Extent	14.3%	20.2%	21.1%	14.3%	18.5%	20.0%	14.3%	19.2%	21.0%	
To Some Extent	57.1%	26.8%	20.7%	57.1%	25.0%	17.1%	57.1%	30.3%	25.2%	
To a Small Extent	14.3%	17.2%	15.9%	0.0%	18.5%	17.1%	28.6%	17.2%	16.0%	
Not at All	14.3%	18.7%	21.1%	28.6%	23.9%	28.6%	0.0%	13.1%	14.3%	
Total(n)	14	198	232	7	92	105	7	99	119	
Mean	2.71	3.00	3.05	2.57	2.80	2.80	2.86	3.16	3.24	
Standard deviation	0.91	1.35	1.44	1.13	1.37	1.48	0.69	1.30	1.36	
Significance	-			-			-			
Effect size	-	-0.21	-0.24	-	-0.17	-0.16	-	-0.23	-0.28	
Health of loved ones										
To a Very Large Extent	21.4%	34.0%	40.9%	14.3%	29.3%	37.5%	28.6%	37.4%	42.1%	
To a Large Extent	21.4%	24.9%	27.6%	28.6%	29.3%	27.9%	14.3%	21.2%	28.1%	
To Some Extent	21.4%	24.9%	17.2%	14.3%	27.2%	17.3%	28.6%	23.2%	18.2%	
To a Small Extent	21.4%	10.7%	9.1%	28.6%	10.9%	12.5%	14.3%	11.1%	6.6%	
Not at All	14.3%	5.6%	5.2%	14.3%	3.3%	4.8%	14.3%	7.1%	5.0%	
Total(n)	14	197	232	7	92	104	7	99	121	
Mean	3.14	3.71	3.90	3.00	3.71	3.81	3.29	3.71	3.96	
Standard deviation	1.41	1.20	1.19	1.41	1.10	1.21	1.50	1.27	1.15	
Significance	-		*	-			-			
Effect size	-	-0.48	-0.64	-	-0.65	-0.67	-	-0.33	-0.58	
Access to healthcare										
To a Very Large Extent	0.0%	7.7%	8.7%	0.0%	9.9%	12.5%	0.0%	5.1%	5.0%	
To a Large Extent	0.0%	12.8%	10.9%	0.0%	11.0%	13.5%	0.0%	12.2%	8.4%	
To Some Extent	7.1%	13.3%	15.7%	14.3%	14.3%	10.6%	0.0%	13.3%	19.3%	
To a Small Extent	71.4%	32.7%	29.6%	57.1%	33.0%	27.9%	85.7%	33.7%	32.8%	
Not at All	21.4%	33.7%	35.2%	28.6%	31.9%	35.6%	14.3%	35.7%	34.5%	
Total(n)	14	196	230	7	91	104	7	98	119	
Mean	1.86	2.28	2.28	1.86	2.34	2.39	1.86	2.17	2.17	
Standard deviation	0.53	1.26	1.29	0.69	1.30	1.41	0.38	1.19	1.14	
Significance	-			-			-			
Effect size	-	-0.33	-0.33	-	-0.37	-0.38	-	-0.26	-0.27	
The extent to which others wear masks while out in public										
To a Very Large Extent	35.7%	26.3%	23.6%	28.6%	29.3%	27.9%	42.9%	23.2%	19.8%	
To a Large Extent	14.3%	19.7%	22.3%	14.3%	16.3%	20.2%	14.3%	22.2%	24.8%	
To Some Extent	28.6%	26.3%	23.6%	42.9%	23.9%	21.2%	14.3%	29.3%	25.6%	
To a Small Extent	14.3%	15.7%	15.9%	14.3%	19.6%	17.3%	14.3%	13.1%	14.9%	
Not at All	7.1%	12.1%	14.6%	0.0%	10.9%	13.5%	14.3%	12.1%	14.9%	
Total(n)	14	198	233	7	92	104	7	99	121	
Mean	3.57	3.32	3.24	3.57	3.34	3.32	3.57	3.31	3.20	
Standard deviation	1.34	1.34	1.36	1.13	1.37	1.40	1.62	1.30	1.33	
Significance	-			-			-			
Effect size	-	0.19	0.24	-	0.17	0.18	-	0.20	0.28	
Coping with social isolation										
To a Very Large Extent	0.0%	17.6%	17.9%	0.0%	18.3%	21.0%	0.0%	15.2%	14.0%	
To a Large Extent	0.0%	17.6%	18.4%	0.0%	15.1%	16.2%	0.0%	18.2%	19.8%	
To Some Extent	28.6%	21.1%	18.8%	28.6%	20.4%	16.2%	28.6%	22.2%	22.3%	
To a Small Extent	50.0%	26.1%	26.5%	57.1%	31.2%	28.6%	42.9%	23.2%	25.6%	
Not at All	21.4%	17.6%	18.4%	14.3%	15.1%	18.1%	28.6%	21.2%	18.2%	
Total(n)	14	199	234	7	93	105	7	99	121	
Mean	2.07	2.91	2.91	2.14	2.90	2.93	2.00	2.83	2.86	
Standard deviation	0.73	1.36	1.38	0.69	1.34	1.42	0.82	1.36	1.32	
Significance	-	*	*	-			-			
Effect size	-	-0.62	-0.61	-	-0.57	-0.56	-	-0.61	-0.65	
Personal finances										
To a Very Large Extent	0.0%	9.1%	7.3%	0.0%	7.5%	8.6%	0.0%	10.1%	5.8%	
To a Large Extent	0.0%	15.7%	10.3%	0.0%	11.8%	10.5%	0.0%	16.2%	9.9%	
To Some Extent	21.4%	21.2%	19.7%	28.6%	20.4%	14.3%	14.3%	23.2%	24.8%	
To a Small Extent	35.7%	22.2%	26.2%	28.6%	32.3%	33.3%	42.9%	14.1%	20.7%	
Not at All	42.9%	31.8%	36.5%	42.9%	28.0%	33.3%	42.9%	36.4%	38.8%	
Total(n)	14	198	233	7	93	105	7	99	121	
Mean	1.79	2.48	2.26	1.86	2.39	2.28	1.71	2.49	2.23	
Standard deviation	0.80	1.32	1.25	0.90	1.23	1.27	0.76	1.39	1.23	
Significance	-			-			-			
Effect size	-	-0.52	-0.38	-	-0.43	-0.33	-	-0.56	-0.42	
Childcare										
To a Very Large Extent	7.1%	16.8%	13.9%	0.0%	12.9%	14.3%	14.3%	21.4%	14.3%	
To a Large Extent	7.1%	8.1%	7.4%	0.0%	6.5%	5.7%	14.3%	8.2%	7.6%	
To Some Extent	0.0%	4.6%	4.3%	0.0%	3.2%	1.9%	0.0%	6.1%	5.9%	

To a Small Extent	21.4%	8.6%	7.8%	28.6%	11.8%	10.5%	14.3%	5.1%	5.0%	
Not at All	64.3%	61.9%	66.7%	71.4%	65.6%	67.6%	57.1%	59.2%	67.2%	
Total(n)	14	197	231	7	93	105	7	98	119	
Mean	1.71	2.09	1.94	1.29	1.89	1.89	2.14	2.28	1.97	
Standard deviation	1.27	1.58	1.50	0.49	1.46	1.49	1.68	1.69	1.53	
Significance	-			-			-			
Effect size	-	-0.24	-0.15	-	-0.41	-0.40	-	-0.08	0.11	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly Agree	35.7%	41.7%	41.4%	42.9%	34.7%	38.3%	28.6%	48.5%	43.5%	Civic Minded Values
Somewhat Agree	57.1%	44.6%	42.3%	57.1%	49.5%	43.9%	57.1%	41.7%	42.7%	
Somewhat Disagree	7.1%	10.3%	13.4%	0.0%	13.7%	16.8%	14.3%	6.8%	10.5%	
Strongly Disagree	0.0%	3.4%	2.9%	0.0%	2.1%	0.9%	0.0%	2.9%	3.2%	
Total(n)	14	204	239	7	95	107	7	103	124	
Mean	3.29	3.25	3.22	3.43	3.17	3.20	3.14	3.36	3.27	
Standard deviation	0.61	0.77	0.79	0.53	0.74	0.75	0.69	0.74	0.78	
Significance	-			-			-			
Effect size	-	0.05	0.09	-	0.35	0.31	-	-0.30	-0.17	
Prepare students for employment after college										
Strongly Agree	85.7%	73.2%	79.7%	71.4%	70.5%	77.4%	100.0%	75.7%	82.5%	
Somewhat Agree	14.3%	24.4%	18.7%	28.6%	29.5%	22.6%	0.0%	19.4%	15.1%	
Somewhat Disagree	0.0%	2.4%	1.7%	0.0%	0.0%	0.0%	0.0%	4.9%	2.4%	
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	205	241	7	95	106	7	103	126	
Mean	3.86	3.71	3.78	3.71	3.71	3.77	4.00	3.71	3.80	
Standard deviation	0.36	0.51	0.45	0.49	0.46	0.42	0.00	0.55	0.46	
Significance	-			-			-			
Effect size	-	0.29	0.18	-	0.00	-0.14	-	0.53	0.43	
Prepare students for graduate or advanced education										
Strongly Agree	92.9%	56.4%	59.2%	85.7%	54.3%	53.8%	100.0%	56.3%	62.4%	
Somewhat Agree	7.1%	36.8%	33.8%	14.3%	39.4%	37.7%	0.0%	35.9%	32.0%	
Somewhat Disagree	0.0%	4.9%	5.4%	0.0%	5.3%	6.6%	0.0%	4.9%	4.0%	
Strongly Disagree	0.0%	2.0%	1.7%	0.0%	1.1%	1.9%	0.0%	2.9%	1.6%	
Total(n)	14	204	240	7	94	106	7	103	125	
Mean	3.93	3.48	3.50	3.86	3.47	3.43	4.00	3.46	3.55	
Standard deviation	0.27	0.68	0.68	0.38	0.65	0.70	0.00	0.72	0.65	
Significance	-	*	*	-			-			
Effect size	-	0.66	0.63	-	0.60	0.61	-	0.75	0.69	
Develop students' moral character										
Strongly Agree	28.6%	32.4%	31.8%	14.3%	28.4%	29.0%	42.9%	36.3%	35.0%	Undergraduate Education Goal: Personal Development
Somewhat Agree	64.3%	51.0%	51.5%	85.7%	57.9%	57.9%	42.9%	45.1%	43.9%	
Somewhat Disagree	7.1%	12.7%	14.2%	0.0%	10.5%	11.2%	14.3%	14.7%	17.9%	
Strongly Disagree	0.0%	3.9%	2.5%	0.0%	3.2%	1.9%	0.0%	3.9%	3.3%	
Total(n)	14	204	239	7	95	107	7	102	123	
Mean	3.21	3.12	3.13	3.14	3.12	3.14	3.29	3.14	3.11	
Standard deviation	0.58	0.77	0.74	0.38	0.71	0.68	0.76	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.03	0.00	-	0.19	0.22	
Provide for students' emotional development										
Strongly Agree	21.4%	27.8%	28.3%	14.3%	25.3%	27.1%	28.6%	28.2%	29.0%	Undergraduate Education Goal: Personal Development
Somewhat Agree	64.3%	47.3%	45.8%	57.1%	45.3%	43.0%	71.4%	52.4%	50.0%	
Somewhat Disagree	14.3%	20.5%	22.5%	28.6%	26.3%	26.2%	0.0%	15.5%	18.5%	
Strongly Disagree	0.0%	4.4%	3.3%	0.0%	3.2%	3.7%	0.0%	3.9%	2.4%	
Total(n)	14	205	240	7	95	107	7	103	124	
Mean	3.07	2.99	2.99	2.86	2.93	2.93	3.29	3.05	3.06	
Standard deviation	0.62	0.81	0.80	0.69	0.80	0.83	0.49	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	-0.09	-0.08	-	0.31	0.30	
Help students develop personal values										
Strongly Agree	21.4%	33.2%	32.5%	14.3%	35.8%	33.6%	28.6%	31.1%	33.1%	Undergraduate Education Goal: Personal Development
Somewhat Agree	78.6%	49.3%	47.9%	85.7%	47.4%	49.5%	71.4%	50.5%	45.2%	
Somewhat Disagree	0.0%	12.7%	16.3%	0.0%	12.6%	14.0%	0.0%	13.6%	17.7%	
Strongly Disagree	0.0%	4.9%	3.3%	0.0%	4.2%	2.8%	0.0%	4.9%	4.0%	
Total(n)	14	205	240	7	95	107	7	103	124	
Mean	3.21	3.11	3.10	3.14	3.15	3.14	3.29	3.08	3.07	
Standard deviation	0.43	0.80	0.78	0.38	0.80	0.76	0.49	0.80	0.82	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	-0.01	0.00	-	0.26	0.27	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly Agree	42.9%	46.1%	46.2%	14.3%	33.0%	36.2%	71.4%	58.3%	54.8%	
Somewhat Agree	50.0%	43.6%	40.3%	71.4%	53.2%	45.7%	28.6%	36.9%	37.9%	

Somewhat Disagree	7.1%	9.3%	10.9%	14.3%	12.8%	16.2%	0.0%	4.9%	4.8%	Civic Minded Values
Strongly Disagree	0.0%	1.0%	2.5%	0.0%	1.1%	1.9%	0.0%	0.0%	2.4%	
Total(n)	14	204	238	7	94	105	7	103	124	
Mean	3.36	3.35	3.30	3.00	3.18	3.16	3.71	3.53	3.45	
Standard deviation	0.63	0.69	0.76	0.58	0.69	0.76	0.49	0.59	0.70	
Significance	-			-			-			
Effect size	-	0.01	0.08	-	-0.26	-0.21	-	0.31	0.37	
Promote students' ability to write effectively										
Strongly Agree	78.6%	70.1%	66.8%	85.7%	66.3%	63.2%	71.4%	73.8%	70.2%	
Somewhat Agree	14.3%	21.1%	26.9%	0.0%	25.3%	29.2%	28.6%	17.5%	25.0%	
Somewhat Disagree	7.1%	7.4%	5.5%	14.3%	8.4%	7.5%	0.0%	5.8%	3.2%	
Strongly Disagree	0.0%	1.5%	0.8%	0.0%	0.0%	0.0%	0.0%	2.9%	1.6%	
Total(n)	14	204	238	7	95	106	7	103	124	
Mean	3.71	3.60	3.60	3.71	3.58	3.56	3.71	3.62	3.64	
Standard deviation	0.61	0.69	0.63	0.76	0.65	0.63	0.49	0.73	0.63	
Significance	-			-			-			
Effect size	-	0.16	0.17	-	0.20	0.24	-	0.12	0.11	
Encourage respect for different beliefs										
Strongly Agree	64.3%	74.1%	72.1%	42.9%	65.3%	61.7%	85.7%	80.6%	80.6%	Undergraduate Education
Somewhat Agree	35.7%	23.9%	25.4%	57.1%	33.7%	35.5%	14.3%	16.5%	17.7%	
Somewhat Disagree	0.0%	2.0%	2.1%	0.0%	1.1%	1.9%	0.0%	2.9%	1.6%	
Strongly Disagree	0.0%	0.0%	0.4%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	
Total(n)	14	205	240	7	95	107	7	103	124	Goal: Personal Development
Mean	3.64	3.72	3.69	3.43	3.64	3.58	3.86	3.78	3.79	
Standard deviation	0.50	0.49	0.53	0.53	0.50	0.58	0.38	0.48	0.45	
Significance	-			-			-			
Effect size	-	-0.16	-0.09	-	-0.42	-0.26	-	0.17	0.16	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly Agree	7.1%	14.1%	18.8%	14.3%	17.5%	22.2%	0.0%	10.7%	16.9%	
Somewhat Agree	64.3%	42.7%	52.9%	57.1%	41.2%	50.0%	71.4%	44.7%	54.8%	
Somewhat Disagree	7.1%	31.1%	19.6%	0.0%	28.9%	20.4%	14.3%	32.0%	19.4%	
Strongly Disagree	21.4%	12.1%	8.8%	28.6%	12.4%	7.4%	14.3%	12.6%	8.9%	
Total(n)	14	206	240	7	97	108	7	103	124	
Mean	2.57	2.59	2.82	2.57	2.64	2.87	2.57	2.53	2.80	
Standard deviation	0.94	0.88	0.84	1.13	0.91	0.84	0.79	0.85	0.83	
Significance	-			-			-			
Effect size	-	-0.02	-0.30	-	-0.08	-0.36	-	0.05	-0.28	
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly Agree	57.1%	78.3%	74.7%	42.9%	69.1%	63.9%	71.4%	87.4%	85.5%	Civic Minded Values
Somewhat Agree	42.9%	19.3%	22.8%	57.1%	27.8%	32.4%	28.6%	11.7%	13.7%	
Somewhat Disagree	0.0%	1.4%	1.2%	0.0%	2.1%	2.8%	0.0%	1.0%	0.0%	
Strongly Disagree	0.0%	1.0%	1.2%	0.0%	1.0%	0.9%	0.0%	0.0%	0.8%	
Total(n)	14	207	241	7	97	108	7	103	124	
Mean	3.57	3.75	3.71	3.43	3.65	3.59	3.71	3.86	3.84	
Standard deviation	0.51	0.53	0.55	0.53	0.58	0.60	0.49	0.37	0.43	
Significance	-			-			-			
Effect size	-	-0.34	-0.25	-	-0.38	-0.27	-	-0.41	-0.30	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly Agree	21.4%	53.1%	60.2%	0.0%	43.3%	53.7%	42.9%	63.1%	66.1%	Civic Minded Values
Somewhat Agree	78.6%	44.4%	37.3%	100.0%	54.6%	43.5%	57.1%	36.9%	32.3%	
Somewhat Disagree	0.0%	1.9%	2.1%	0.0%	2.1%	2.8%	0.0%	0.0%	1.6%	
Strongly Disagree	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	207	241	7	97	108	7	103	124	
Mean	3.21	3.50	3.57	3.00	3.41	3.51	3.43	3.63	3.65	
Standard deviation	0.43	0.56	0.56	0.00	0.54	0.56	0.53	0.48	0.51	
Significance	-			-			-			
Effect size	-	-0.52	-0.64	-	-0.76	-0.91	-	-0.42	-0.43	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly Agree	21.4%	21.3%	21.6%	28.6%	17.5%	19.6%	14.3%	24.0%	21.4%	
Somewhat Agree	57.1%	38.6%	41.1%	57.1%	45.4%	39.3%	57.1%	33.0%	42.7%	
Somewhat Disagree	21.4%	31.7%	25.5%	14.3%	28.9%	27.1%	28.6%	35.0%	25.6%	
Strongly Disagree	0.0%	8.4%	11.7%	0.0%	8.2%	14.0%	0.0%	8.0%	10.3%	
Total(n)	14	202	231	7	97	107	7	100	117	
Mean	3.00	2.73	2.73	3.14	2.72	2.64	2.86	2.73	2.75	
Standard deviation	0.68	0.89	0.93	0.69	0.85	0.95	0.69	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.30	0.29	-	0.49	0.53	-	0.14	0.12	

I try to dispel perceptions of competition in my classroom									
Strongly Agree	57.1%	42.0%	38.1%	42.9%	30.9%	29.9%	71.4%	51.0%	45.9%
Somewhat Agree	28.6%	35.6%	39.0%	28.6%	37.1%	37.4%	28.6%	35.3%	40.2%
Somewhat Disagree	14.3%	19.5%	18.6%	28.6%	27.8%	27.1%	0.0%	12.7%	10.7%
Strongly Disagree	0.0%	2.9%	4.2%	0.0%	4.1%	5.6%	0.0%	1.0%	3.3%
Total(n)	14	205	236	7	97	107	7	102	122
Mean	3.43	3.17	3.11	3.14	2.95	2.92	3.71	3.36	3.29
Standard deviation	0.76	0.84	0.85	0.90	0.87	0.89	0.49	0.74	0.79
Significance	-			-			-		
Effect size	-	0.31	0.38	-	0.22	0.25	-	0.47	0.53
Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource									
Strongly Agree	7.1%	24.3%	18.0%	0.0%	21.6%	19.4%	14.3%	25.2%	14.6%
Somewhat Agree	21.4%	30.6%	36.4%	42.9%	35.1%	37.0%	0.0%	27.2%	35.8%
Somewhat Disagree	57.1%	33.0%	31.8%	28.6%	29.9%	28.7%	85.7%	36.9%	36.6%
Strongly Disagree	14.3%	12.1%	13.8%	28.6%	13.4%	14.8%	0.0%	10.7%	13.0%
Total(n)	14	206	239	7	97	108	7	103	123
Mean	2.21	2.67	2.59	2.14	2.65	2.61	2.29	2.67	2.52
Standard deviation	0.80	0.98	0.94	0.90	0.97	0.97	0.76	0.97	0.90
Significance	-			-			-		
Effect size	-	-0.47	-0.40	-	-0.53	-0.48	-	-0.39	-0.26
I feel I have the skills to facilitate conversation about diversity issues in the classroom									
Strongly Agree	28.6%	36.4%	36.3%	42.9%	38.1%	36.2%	14.3%	33.0%	35.5%
Somewhat Agree	50.0%	42.7%	43.0%	28.6%	36.1%	39.0%	71.4%	50.5%	48.4%
Somewhat Disagree	21.4%	18.0%	16.9%	28.6%	21.6%	19.0%	14.3%	14.6%	15.3%
Strongly Disagree	0.0%	2.9%	3.8%	0.0%	4.1%	5.7%	0.0%	1.9%	0.8%
Total(n)	14	206	237	7	97	105	7	103	124
Mean	3.07	3.13	3.12	3.14	3.08	3.06	3.00	3.15	3.19
Standard deviation	0.73	0.80	0.82	0.90	0.87	0.89	0.58	0.73	0.71
Significance	-			-			-		
Effect size	-	-0.08	-0.06	-	0.07	0.09	-	-0.21	-0.27
I achieve a healthy balance between my personal life and my professional life									
Strongly Agree	14.3%	16.6%	23.8%	14.3%	20.6%	28.3%	14.3%	10.9%	19.4%
Somewhat Agree	57.1%	33.2%	34.7%	57.1%	35.1%	32.1%	57.1%	33.7%	39.5%
Somewhat Disagree	7.1%	29.3%	25.1%	14.3%	30.9%	27.4%	0.0%	27.7%	21.8%
Strongly Disagree	21.4%	21.0%	16.3%	14.3%	13.4%	12.3%	28.6%	27.7%	19.4%
Total(n)	14	205	239	7	97	106	7	101	124
Mean	2.64	2.45	2.66	2.71	2.63	2.76	2.57	2.28	2.59
Standard deviation	1.01	1.00	1.02	0.95	0.96	1.00	1.13	0.99	1.01
Significance	-			-			-		
Effect size	-	0.19	-0.02	-	0.08	-0.05	-	0.29	-0.02
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar									
Strongly Agree	7.1%	22.3%	20.9%	0.0%	20.6%	17.6%	14.3%	24.3%	25.2%
Somewhat Agree	14.3%	24.3%	23.0%	14.3%	20.6%	24.1%	14.3%	27.2%	22.8%
Somewhat Disagree	78.6%	40.8%	38.5%	85.7%	40.2%	38.0%	71.4%	40.8%	37.4%
Strongly Disagree	0.0%	12.6%	17.6%	0.0%	18.6%	20.4%	0.0%	7.8%	14.6%
Total(n)	14	206	239	7	97	108	7	103	123
Mean	2.29	2.56	2.47	2.14	2.43	2.39	2.43	2.68	2.59
Standard deviation	0.61	0.97	1.01	0.38	1.02	1.00	0.79	0.93	1.02
Significance	-			-			-		
Effect size	-	-0.28	-0.18	-	-0.28	-0.25	-	-0.27	-0.16
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
This institution has effective hiring practices and policies that increase faculty diversity									
Strongly Agree	0.0%	13.7%	17.6%	0.0%	18.8%	21.3%	0.0%	9.7%	14.8%
Somewhat Agree	28.6%	47.3%	43.3%	28.6%	53.1%	46.3%	28.6%	40.8%	41.0%
Somewhat Disagree	50.0%	22.9%	21.4%	42.9%	15.6%	17.6%	57.1%	29.1%	24.6%
Strongly Disagree	21.4%	16.1%	17.6%	28.6%	12.5%	14.8%	14.3%	20.4%	19.7%
Total(n)	14	205	238	7	96	108	7	103	122
Mean	2.07	2.59	2.61	2.00	2.78	2.74	2.14	2.40	2.51
Standard deviation	0.73	0.92	0.97	0.82	0.90	0.96	0.69	0.92	0.97
Significance	-	*	*	-	*	*	-		
Effect size	-	-0.57	-0.56	-	-0.87	-0.77	-	-0.28	-0.38
Student Affairs staff have the support and respect of faculty									
Strongly Agree	15.4%	20.8%	19.7%	0.0%	23.2%	25.2%	28.6%	19.0%	14.6%
Somewhat Agree	38.5%	50.5%	50.2%	33.3%	50.5%	47.7%	42.9%	50.0%	53.7%
Somewhat Disagree	38.5%	19.8%	22.6%	50.0%	18.9%	20.6%	28.6%	21.0%	24.4%
Strongly Disagree	7.7%	8.9%	7.5%	16.7%	7.4%	6.5%	0.0%	10.0%	7.3%
Total(n)	13	202	239	6	95	107	7	100	123

Mean	2.62	2.83	2.82	2.17	2.89	2.92	3.00	2.78	2.76	
Standard deviation	0.87	0.86	0.83	0.75	0.84	0.85	0.82	0.87	0.79	
Significance	-			-	*	*	-			
Effect size	-	-0.24	-0.24	-	-0.86	-0.88	-	0.25	0.30	
There is a lot of campus racial conflict here										
Strongly Agree	0.0%	7.3%	6.7%	0.0%	5.2%	3.7%	0.0%	9.7%	9.6%	
Somewhat Agree	7.1%	26.3%	17.2%	14.3%	15.6%	12.0%	0.0%	35.9%	21.6%	
Somewhat Disagree	78.6%	49.3%	43.1%	57.1%	58.3%	45.4%	100.0%	39.8%	40.0%	
Strongly Disagree	14.3%	17.1%	33.1%	28.6%	20.8%	38.9%	0.0%	14.6%	28.8%	
Total(n)	14	205	239	7	96	108	7	103	125	
Mean	1.93	2.24	1.97	1.86	2.05	1.81	2.00	2.41	2.12	
Standard deviation	0.47	0.82	0.88	0.69	0.76	0.79	0.00	0.86	0.94	
Significance	-			-			-			
Effect size	-	-0.38	-0.05	-	-0.25	0.06	-	-0.48	-0.13	
My research is valued by faculty in my department										
Strongly Agree	42.9%	33.0%	28.8%	57.1%	32.3%	29.2%	28.6%	34.0%	28.7%	
Somewhat Agree	21.4%	46.1%	40.1%	14.3%	46.9%	44.3%	28.6%	45.6%	35.2%	
Somewhat Disagree	35.7%	17.5%	18.9%	28.6%	18.8%	19.8%	42.9%	15.5%	19.4%	
Strongly Disagree	0.0%	3.4%	12.2%	0.0%	2.1%	6.6%	0.0%	4.9%	16.7%	
Total(n)	14	206	222	7	96	106	7	103	108	
Mean	3.07	3.09	2.86	3.29	3.09	2.96	2.86	3.09	2.76	
Standard deviation	0.92	0.80	0.97	0.95	0.77	0.87	0.90	0.83	1.05	
Significance	-			-			-			
Effect size	-	-0.03	0.22	-	0.26	0.38	-	-0.28	0.10	
My teaching is valued by faculty in my department										
Strongly Agree	78.6%	54.9%	54.5%	100.0%	59.4%	57.4%	57.1%	52.4%	52.8%	
Somewhat Agree	14.3%	35.0%	34.3%	0.0%	33.3%	37.0%	28.6%	35.9%	32.0%	
Somewhat Disagree	7.1%	9.2%	7.9%	0.0%	6.3%	5.6%	14.3%	10.7%	9.6%	
Strongly Disagree	0.0%	1.0%	3.3%	0.0%	1.0%	0.0%	0.0%	1.0%	5.6%	
Total(n)	14	206	242	7	96	108	7	103	125	
Mean	3.71	3.44	3.40	4.00	3.51	3.52	3.43	3.40	3.32	
Standard deviation	0.61	0.70	0.77	0.00	0.66	0.60	0.79	0.72	0.87	
Significance	-			-		*	-			
Effect size	-	0.39	0.40	-	0.74	0.80	-	0.04	0.13	
My service is valued by faculty in my department										
Strongly Agree	64.3%	58.7%	54.4%	71.4%	64.6%	59.8%	57.1%	54.4%	50.4%	
Somewhat Agree	35.7%	30.1%	33.2%	28.6%	27.1%	32.7%	42.9%	32.0%	33.6%	
Somewhat Disagree	0.0%	8.7%	6.6%	0.0%	6.3%	5.6%	0.0%	10.7%	7.2%	
Strongly Disagree	0.0%	2.4%	5.8%	0.0%	2.1%	1.9%	0.0%	2.9%	8.8%	
Total(n)	14	206	241	7	96	107	7	103	125	
Mean	3.64	3.45	3.36	3.71	3.54	3.50	3.57	3.38	3.26	
Standard deviation	0.50	0.76	0.85	0.49	0.71	0.69	0.53	0.79	0.93	
Significance	-			-			-			
Effect size	-	0.25	0.33	-	0.24	0.30	-	0.24	0.33	
Faculty are sufficiently involved in campus decision-making										
Strongly Agree	0.0%	11.2%	11.3%	0.0%	14.6%	14.8%	0.0%	8.7%	7.2%	
Somewhat Agree	50.0%	38.5%	36.3%	42.9%	38.5%	40.7%	57.1%	36.9%	33.6%	
Somewhat Disagree	21.4%	30.7%	27.1%	14.3%	28.1%	23.1%	28.6%	33.0%	29.6%	
Strongly Disagree	28.6%	19.5%	25.4%	42.9%	18.8%	21.3%	14.3%	21.4%	29.6%	
Total(n)	14	205	240	7	96	108	7	103	125	
Mean	2.21	2.41	2.33	2.00	2.49	2.49	2.43	2.33	2.18	
Standard deviation	0.89	0.93	0.98	1.00	0.96	0.99	0.79	0.91	0.95	
Significance	-			-			-			
Effect size	-	-0.22	-0.12	-	-0.51	-0.49	-	0.11	0.26	
The faculty are typically at odds with campus administration										
Strongly Agree	42.9%	32.7%	28.6%	42.9%	31.3%	25.9%	42.9%	35.0%	31.0%	
Somewhat Agree	50.0%	39.0%	36.5%	42.9%	33.3%	31.5%	57.1%	42.7%	39.7%	
Somewhat Disagree	0.0%	23.4%	27.0%	0.0%	30.2%	33.3%	0.0%	17.5%	23.0%	
Strongly Disagree	7.1%	4.9%	7.9%	14.3%	5.2%	9.3%	0.0%	4.9%	6.3%	
Total(n)	14	205	241	7	96	108	7	103	126	
Mean	3.29	3.00	2.86	3.14	2.91	2.74	3.43	3.08	2.95	
Standard deviation	0.83	0.87	0.92	1.07	0.91	0.95	0.53	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.33	0.47	-	0.25	0.42	-	0.41	0.54	
Faculty here respect each other										
Strongly Agree	0.0%	28.8%	32.8%	0.0%	30.2%	37.0%	0.0%	27.2%	29.6%	
Somewhat Agree	64.3%	52.2%	47.7%	42.9%	53.1%	48.1%	85.7%	51.5%	48.0%	
Somewhat Disagree	28.6%	14.6%	17.0%	42.9%	12.5%	12.0%	14.3%	16.5%	20.0%	
Strongly Disagree	7.1%	4.4%	2.5%	14.3%	4.2%	2.8%	0.0%	4.9%	2.4%	
Total(n)	14	205	241	7	96	108	7	103	125	
Mean	2.57	3.05	3.11	2.29	3.09	3.19	2.86	3.01	3.05	
Standard deviation	0.65	0.78	0.77	0.76	0.77	0.75	0.38	0.80	0.77	

Significance	-	*	*	-	**	**	-		
Effect size	-	-0.62	-0.70	-	-1.04	-1.20	-	-0.19	-0.25
Administrators consider faculty concerns when making policy									
Strongly Agree	0.0%	9.3%	10.4%	0.0%	11.5%	13.9%	0.0%	6.8%	8.0%
Somewhat Agree	42.9%	36.1%	36.7%	42.9%	39.6%	43.5%	42.9%	34.0%	32.0%
Somewhat Disagree	28.6%	31.2%	27.9%	14.3%	24.0%	20.4%	42.9%	35.9%	32.8%
Strongly Disagree	28.6%	23.4%	25.0%	42.9%	25.0%	22.2%	14.3%	23.3%	27.2%
Total(n)	14	205	240	7	96	108	7	103	125
Mean	2.14	2.31	2.33	2.00	2.38	2.49	2.29	2.24	2.21
Standard deviation	0.86	0.93	0.97	1.00	0.99	0.99	0.76	0.89	0.94
Significance	-			-			-		
Effect size	-	-0.18	-0.20	-	-0.38	-0.49	-	0.06	0.09
This institution takes responsibility for educating underprepared students									
Strongly Agree	0.0%	19.1%	22.4%	0.0%	24.0%	27.8%	0.0%	14.7%	16.8%
Somewhat Agree	57.1%	40.2%	37.3%	57.1%	44.8%	41.7%	57.1%	33.3%	33.6%
Somewhat Disagree	28.6%	27.5%	28.6%	28.6%	20.8%	23.1%	28.6%	35.3%	34.4%
Strongly Disagree	14.3%	13.2%	11.6%	14.3%	10.4%	7.4%	14.3%	16.7%	15.2%
Total(n)	14	204	241	7	96	108	7	102	125
Mean	2.43	2.65	2.71	2.43	2.82	2.90	2.43	2.46	2.52
Standard deviation	0.76	0.94	0.94	0.79	0.92	0.90	0.79	0.94	0.95
Significance	-			-			-		
Effect size	-	-0.23	-0.30	-	-0.42	-0.52	-	-0.03	-0.09
The criteria for advancement and promotion decisions are clear									
Strongly Agree	35.7%	37.7%	31.8%	42.9%	39.6%	37.4%	28.6%	37.3%	28.2%
Somewhat Agree	50.0%	36.8%	36.0%	28.6%	35.4%	31.8%	71.4%	36.3%	37.9%
Somewhat Disagree	7.1%	18.1%	23.0%	14.3%	18.8%	22.4%	0.0%	17.6%	23.4%
Strongly Disagree	7.1%	7.4%	9.2%	14.3%	6.3%	8.4%	0.0%	8.8%	10.5%
Total(n)	14	204	239	7	96	107	7	102	124
Mean	3.14	3.05	2.90	3.00	3.08	2.98	3.29	3.02	2.84
Standard deviation	0.86	0.92	0.95	1.15	0.91	0.97	0.49	0.95	0.96
Significance	-			-			-		
Effect size	-	0.10	0.25	-	-0.09	0.02	-	0.28	0.47
Most of the students I teach lack the basic skills for college level work									
Strongly Agree	0.0%	12.9%	20.8%	0.0%	13.7%	17.8%	0.0%	10.9%	21.6%
Somewhat Agree	21.4%	35.1%	37.1%	28.6%	32.6%	35.5%	14.3%	38.6%	39.2%
Somewhat Disagree	57.1%	42.6%	36.3%	57.1%	48.4%	42.1%	57.1%	37.6%	32.0%
Strongly Disagree	21.4%	9.4%	5.8%	14.3%	5.3%	4.7%	28.6%	12.9%	7.2%
Total(n)	14	202	240	7	95	107	7	101	125
Mean	2.00	2.51	2.73	2.14	2.55	2.66	1.86	2.48	2.75
Standard deviation	0.68	0.84	0.86	0.69	0.80	0.82	0.69	0.86	0.88
Significance	-	*	**	-			-		**
Effect size	-	-0.61	-0.85	-	-0.51	-0.63	-	-0.72	-1.01
There is adequate support for faculty development									
Strongly Agree	14.3%	18.6%	19.9%	14.3%	22.9%	25.9%	14.3%	15.7%	16.0%
Somewhat Agree	50.0%	36.3%	40.2%	42.9%	34.4%	39.8%	57.1%	38.2%	41.6%
Somewhat Disagree	21.4%	27.5%	25.3%	14.3%	24.0%	21.3%	28.6%	31.4%	27.2%
Strongly Disagree	14.3%	17.6%	14.5%	28.6%	18.8%	13.0%	0.0%	14.7%	15.2%
Total(n)	14	204	241	7	96	108	7	102	125
Mean	2.64	2.56	2.66	2.43	2.61	2.79	2.86	2.55	2.58
Standard deviation	0.93	0.99	0.96	1.13	1.04	0.98	0.69	0.93	0.93
Significance	-			-			-		
Effect size	-	0.08	-0.02	-	-0.17	-0.37	-	0.33	0.30
Faculty are not prepared to deal with conflict over diversity issues in the classroom									
Strongly Agree	15.4%	17.2%	15.4%	16.7%	14.7%	14.3%	14.3%	18.6%	15.6%
Somewhat Agree	53.8%	44.8%	44.0%	50.0%	45.3%	40.0%	57.1%	46.1%	49.2%
Somewhat Disagree	30.8%	34.5%	35.9%	33.3%	36.8%	40.0%	28.6%	31.4%	32.0%
Strongly Disagree	0.0%	3.4%	4.7%	0.0%	3.2%	5.7%	0.0%	3.9%	3.3%
Total(n)	13	203	234	6	95	105	7	102	122
Mean	2.85	2.76	2.70	2.83	2.72	2.63	2.86	2.79	2.77
Standard deviation	0.69	0.77	0.78	0.75	0.75	0.80	0.69	0.79	0.75
Significance	-			-			-		
Effect size	-	0.12	0.19	-	0.15	0.25	-	0.09	0.12
This institution takes mentoring into consideration in the promotion process									
Strongly Agree	0.0%	7.9%	5.9%	0.0%	8.4%	7.5%	0.0%	6.9%	4.9%
Somewhat Agree	42.9%	29.6%	27.4%	42.9%	31.6%	32.7%	42.9%	26.5%	23.8%
Somewhat Disagree	42.9%	44.3%	48.1%	28.6%	44.2%	43.9%	57.1%	45.1%	51.6%
Strongly Disagree	14.3%	18.2%	18.6%	28.6%	15.8%	15.9%	0.0%	21.6%	19.7%
Total(n)	14	203	237	7	95	107	7	102	122
Mean	2.29	2.27	2.21	2.14	2.33	2.32	2.43	2.19	2.14
Standard deviation	0.73	0.85	0.81	0.90	0.84	0.83	0.53	0.85	0.79
Significance	-			-			-		

Effect size	-	0.02	0.10	-	-0.23	-0.22	-	0.28	0.37	
Faculty of color are treated fairly here										
Strongly Agree	14.3%	19.3%	31.8%	28.6%	29.2%	39.8%	0.0%	10.0%	23.5%	
Somewhat Agree	64.3%	48.5%	45.1%	57.1%	52.1%	46.3%	71.4%	45.0%	44.5%	
Somewhat Disagree	14.3%	21.3%	15.5%	0.0%	13.5%	10.2%	28.6%	29.0%	21.0%	
Strongly Disagree	7.1%	10.9%	7.7%	14.3%	5.2%	3.7%	0.0%	16.0%	10.9%	
Total(n)	14	202	233	7	96	108	7	100	119	Diversity Climate
Mean	2.86	2.76	3.01	3.00	3.05	3.22	2.71	2.49	2.81	
Standard deviation	0.77	0.89	0.89	1.00	0.80	0.78	0.49	0.88	0.92	
Significance	-			-			-			
Effect size	-	0.11	-0.17	-	-0.06	-0.28	-	0.25	-0.11	
Women faculty are treated fairly here										
Strongly Agree	28.6%	20.6%	34.7%	42.9%	32.3%	47.2%	14.3%	10.8%	24.0%	
Somewhat Agree	57.1%	46.6%	40.6%	42.9%	49.0%	38.9%	71.4%	43.1%	41.6%	
Somewhat Disagree	7.1%	21.1%	16.3%	0.0%	12.5%	10.2%	14.3%	28.4%	22.4%	
Strongly Disagree	7.1%	11.8%	8.4%	14.3%	6.3%	3.7%	0.0%	17.6%	12.0%	
Total(n)	14	204	239	7	96	108	7	102	125	Diversity Climate
Mean	3.07	2.76	3.02	3.14	3.07	3.30	3.00	2.47	2.78	
Standard deviation	0.83	0.91	0.92	1.07	0.84	0.80	0.58	0.91	0.95	
Significance	-			-			-			
Effect size	-	0.34	0.05	-	0.08	-0.20	-	0.58	0.23	
LGBTQ+ faculty are treated fairly here										
Strongly Agree	21.4%	25.0%	34.6%	28.6%	33.7%	43.9%	14.3%	16.2%	25.8%	
Somewhat Agree	64.3%	49.5%	45.7%	57.1%	46.3%	39.3%	71.4%	53.5%	52.5%	
Somewhat Disagree	14.3%	19.0%	15.8%	14.3%	16.8%	14.0%	14.3%	20.2%	17.5%	
Strongly Disagree	0.0%	6.5%	3.8%	0.0%	3.2%	2.8%	0.0%	10.1%	4.2%	
Total(n)	14	200	234	7	95	107	7	99	120	Diversity Climate
Mean	3.07	2.93	3.11	3.14	3.11	3.24	3.00	2.76	3.00	
Standard deviation	0.62	0.84	0.81	0.69	0.79	0.80	0.58	0.85	0.78	
Significance	-			-			-			
Effect size	-	0.17	-0.05	-	0.04	-0.13	-	0.28	0.00	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest Priority	14.3%	27.5%	28.6%	28.6%	32.6%	33.6%	0.0%	22.5%	24.0%	
High Priority	28.6%	38.7%	41.9%	14.3%	36.8%	44.9%	42.9%	41.2%	39.2%	
Medium Priority	57.1%	28.9%	24.1%	57.1%	28.4%	19.6%	57.1%	29.4%	28.8%	
Low Priority	0.0%	4.9%	5.4%	0.0%	2.1%	1.9%	0.0%	6.9%	8.0%	
Total(n)	14	204	241	7	95	107	7	102	125	Institutional Priority: Commitment to Diversity
Mean	2.57	2.89	2.94	2.71	3.00	3.10	2.43	2.79	2.79	
Standard deviation	0.76	0.87	0.86	0.95	0.84	0.78	0.53	0.87	0.90	
Significance	-			-			-			
Effect size	-	-0.37	-0.43	-	-0.35	-0.50	-	-0.41	-0.40	
Develop a sense of community among students and faculty										
Highest Priority	14.3%	25.0%	27.8%	14.3%	36.8%	38.3%	14.3%	14.7%	19.2%	
High Priority	64.3%	36.8%	36.5%	42.9%	30.5%	32.7%	85.7%	41.2%	38.4%	
Medium Priority	7.1%	20.6%	19.5%	14.3%	17.9%	15.9%	0.0%	22.5%	23.2%	
Low Priority	14.3%	17.6%	16.2%	28.6%	14.7%	13.1%	0.0%	21.6%	19.2%	
Total(n)	14	204	241	7	95	107	7	102	125	
Mean	2.79	2.69	2.76	2.43	2.89	2.96	3.14	2.49	2.58	
Standard deviation	0.89	1.04	1.03	1.13	1.07	1.04	0.38	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.10	0.03	-	-0.43	-0.51	-	0.66	0.55	
Facilitate student involvement in community service										
Highest Priority	0.0%	8.4%	8.7%	0.0%	10.6%	11.2%	0.0%	6.9%	7.2%	
High Priority	14.3%	27.1%	27.0%	0.0%	25.5%	28.0%	28.6%	26.5%	25.6%	
Medium Priority	71.4%	44.8%	46.9%	85.7%	46.8%	44.9%	57.1%	44.1%	49.6%	
Low Priority	14.3%	19.7%	17.4%	14.3%	17.0%	15.9%	14.3%	22.5%	17.6%	
Total(n)	14	203	241	7	94	107	7	102	125	Institutional Priority: Civic Engagement
Mean	2.00	2.24	2.27	1.86	2.30	2.35	2.14	2.18	2.22	
Standard deviation	0.55	0.87	0.85	0.38	0.88	0.88	0.69	0.86	0.82	
Significance	-			-			-			
Effect size	-	-0.28	-0.32	-	-0.50	-0.56	-	-0.05	-0.10	
Help students learn how to bring about change in society										
Highest Priority	0.0%	10.8%	10.0%	0.0%	18.1%	17.0%	0.0%	4.9%	4.0%	
High Priority	28.6%	24.6%	24.3%	28.6%	19.1%	22.6%	28.6%	29.4%	25.8%	
Medium Priority	64.3%	46.3%	40.6%	57.1%	46.8%	39.6%	71.4%	45.1%	41.1%	
Low Priority	7.1%	18.2%	25.1%	14.3%	16.0%	20.8%	0.0%	20.6%	29.0%	
Total(n)	14	203	239	7	94	106	7	102	124	
Mean	2.21	2.28	2.19	2.14	2.39	2.36	2.29	2.19	2.05	
Standard deviation	0.58	0.89	0.93	0.69	0.96	1.00	0.49	0.82	0.84	
Significance	-			-			-			

Effect size	-	-0.08	0.02	-	-0.26	-0.22	-	0.12	0.29	
Increase or maintain institutional prestige										
Highest Priority	7.1%	18.6%	11.7%	14.3%	21.1%	14.0%	0.0%	14.7%	9.7%	Institutional Priority: Increase Prestige
High Priority	64.3%	33.8%	27.5%	71.4%	29.5%	30.8%	57.1%	36.3%	25.0%	
Medium Priority	14.3%	33.3%	36.3%	0.0%	33.7%	33.6%	28.6%	35.3%	39.5%	
Low Priority	14.3%	14.2%	24.6%	14.3%	15.8%	21.5%	14.3%	13.7%	25.8%	
Total(n)	14	204	240	7	95	107	7	102	124	
Mean	2.64	2.57	2.26	2.86	2.56	2.37	2.43	2.52	2.19	
Standard deviation	0.84	0.95	0.96	0.90	1.00	0.98	0.79	0.91	0.93	
Significance	-			-			-			
Effect size	-	0.07	0.40	-	0.30	0.50	-	-0.10	0.26	
Hire faculty "stars"										
Highest Priority	0.0%	4.9%	3.8%	0.0%	5.3%	3.8%	0.0%	4.9%	4.1%	Institutional Priority: Increase Prestige
High Priority	0.0%	9.4%	7.2%	0.0%	12.8%	10.4%	0.0%	4.9%	4.1%	
Medium Priority	21.4%	28.1%	27.0%	14.3%	22.3%	24.5%	28.6%	33.3%	30.3%	
Low Priority	78.6%	57.6%	62.0%	85.7%	59.6%	61.3%	71.4%	56.9%	61.5%	
Total(n)	14	203	237	7	94	106	7	102	122	
Mean	1.21	1.62	1.53	1.14	1.64	1.57	1.29	1.58	1.51	
Standard deviation	0.43	0.85	0.79	0.38	0.90	0.83	0.49	0.80	0.76	
Significance	-			-			-			
Effect size	-	-0.48	-0.41	-	-0.56	-0.52	-	-0.36	-0.29	
Recruit more traditionally underrepresented students										
Highest Priority	7.1%	23.3%	20.8%	0.0%	25.5%	25.2%	14.3%	18.8%	15.3%	Institutional Priority: Commitment to Diversity
High Priority	28.6%	35.6%	34.6%	28.6%	39.4%	34.6%	28.6%	33.7%	36.3%	
Medium Priority	57.1%	33.7%	33.8%	57.1%	29.8%	32.7%	57.1%	38.6%	35.5%	
Low Priority	7.1%	7.4%	10.8%	14.3%	5.3%	7.5%	0.0%	8.9%	12.9%	
Total(n)	14	202	240	7	94	107	7	101	124	
Mean	2.36	2.75	2.65	2.14	2.85	2.78	2.57	2.62	2.54	
Standard deviation	0.74	0.90	0.93	0.69	0.87	0.91	0.79	0.89	0.91	
Significance	-			-	*		-			
Effect size	-	-0.43	-0.31	-	-0.82	-0.70	-	-0.06	0.03	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest Priority	7.1%	5.9%	5.1%	14.3%	8.5%	6.6%	0.0%	3.0%	3.3%	Institutional Priority: Increase Prestige
High Priority	0.0%	8.9%	7.6%	0.0%	10.6%	7.5%	0.0%	5.9%	7.4%	
Medium Priority	21.4%	25.7%	15.6%	42.9%	27.7%	21.7%	0.0%	23.8%	11.5%	
Low Priority	71.4%	59.4%	71.7%	42.9%	53.2%	64.2%	100.0%	67.3%	77.9%	
Total(n)	14	202	237	7	94	106	7	101	122	
Mean	1.43	1.61	1.46	1.86	1.74	1.57	1.00	1.45	1.36	
Standard deviation	0.85	0.88	0.84	1.07	0.96	0.89	0.00	0.74	0.76	
Significance	-			-			-			
Effect size	-	-0.20	-0.04	-	0.13	0.33	-	-0.61	-0.47	
Promote gender diversity in the faculty and administration										
Highest Priority	0.0%	13.9%	12.6%	0.0%	18.1%	15.1%	0.0%	9.9%	9.7%	Institutional Priority: Commitment to Diversity
High Priority	21.4%	28.2%	29.0%	28.6%	30.9%	30.2%	14.3%	24.8%	28.2%	
Medium Priority	71.4%	38.1%	34.9%	71.4%	38.3%	37.7%	71.4%	39.6%	33.9%	
Low Priority	7.1%	19.8%	23.5%	0.0%	12.8%	17.0%	14.3%	25.7%	28.2%	
Total(n)	14	202	238	7	94	106	7	101	124	
Mean	2.14	2.36	2.31	2.29	2.54	2.43	2.00	2.19	2.19	
Standard deviation	0.53	0.95	0.97	0.49	0.94	0.95	0.58	0.94	0.96	
Significance	-			-			-			
Effect size	-	-0.23	-0.18	-	-0.27	-0.15	-	-0.20	-0.20	
Promote racial and ethnic diversity in the faculty and administration										
Highest Priority	0.0%	21.4%	18.5%	0.0%	22.3%	19.8%	0.0%	21.0%	16.1%	Institutional Priority: Commitment to Diversity
High Priority	28.6%	27.9%	35.3%	28.6%	30.9%	36.8%	28.6%	25.0%	33.9%	
Medium Priority	64.3%	37.8%	34.0%	71.4%	36.2%	34.9%	57.1%	39.0%	34.7%	
Low Priority	7.1%	12.9%	12.2%	0.0%	10.6%	8.5%	14.3%	15.0%	15.3%	
Total(n)	14	201	238	7	94	106	7	100	124	
Mean	2.21	2.58	2.60	2.29	2.65	2.68	2.14	2.52	2.51	
Standard deviation	0.58	0.97	0.93	0.49	0.95	0.89	0.69	0.99	0.94	
Significance	-			-			-			
Effect size	-	-0.38	-0.42	-	-0.38	-0.44	-	-0.38	-0.39	
Provide resources for faculty to engage in community-based teaching or research										
Highest Priority	0.0%	11.9%	11.4%	0.0%	12.8%	11.4%	0.0%	11.9%	12.3%	Institutional Priority: Civic Engagement
High Priority	7.1%	24.8%	30.9%	14.3%	27.7%	36.2%	0.0%	20.8%	24.6%	
Medium Priority	42.9%	37.6%	32.2%	42.9%	40.4%	33.3%	42.9%	35.6%	33.6%	
Low Priority	50.0%	25.7%	25.4%	42.9%	19.1%	19.0%	57.1%	31.7%	29.5%	
Total(n)	14	202	236	7	94	105	7	101	122	
Mean	1.57	2.23	2.28	1.71	2.34	2.40	1.43	2.13	2.20	
Standard deviation	0.65	0.97	0.97	0.76	0.93	0.93	0.53	1.00	1.00	
Significance	-	*	**	-			-		*	
Effect size	-	-0.68	-0.73	-	-0.68	-0.74	-	-0.70	-0.77	

Create and sustain partnerships with surrounding communities										
Highest Priority	0.0%	15.4%	19.2%	0.0%	17.0%	19.8%	0.0%	14.0%	19.4%	Institutional Priority: Civic Engagement
High Priority	21.4%	28.4%	36.0%	14.3%	31.9%	41.5%	28.6%	25.0%	31.5%	
Medium Priority	50.0%	42.3%	29.3%	42.9%	35.1%	25.5%	57.1%	49.0%	32.3%	
Low Priority	28.6%	13.9%	15.5%	42.9%	16.0%	13.2%	14.3%	12.0%	16.9%	
Total(n)	14	201	239	7	94	106	7	100	124	
Mean	1.93	2.45	2.59	1.71	2.50	2.68	2.14	2.41	2.53	
Standard deviation	0.73	0.92	0.97	0.76	0.96	0.94	0.69	0.88	0.99	
Significance	-	*	*	-	*	**	-			
Effect size	-	-0.57	-0.68	-	-0.82	-1.03	-	-0.31	-0.39	
Pursue extramural funding										
Highest Priority	7.7%	18.6%	15.8%	0.0%	20.4%	16.3%	14.3%	16.0%	15.6%	
High Priority	15.4%	26.1%	27.8%	16.7%	23.7%	28.8%	14.3%	28.0%	27.9%	
Medium Priority	38.5%	36.7%	33.3%	50.0%	38.7%	36.5%	28.6%	36.0%	30.3%	
Low Priority	38.5%	18.6%	23.1%	33.3%	17.2%	18.3%	42.9%	20.0%	26.2%	
Total(n)	13	199	234	6	93	104	7	100	122	
Mean	1.92	2.45	2.36	1.83	2.47	2.43	2.00	2.40	2.33	
Standard deviation	0.95	1.00	1.01	0.75	1.01	0.97	1.15	0.98	1.03	
Significance	-			-			-			
Effect size	-	-0.53	-0.44	-	-0.63	-0.62	-	-0.41	-0.32	
Strengthen links with the for-profit, corporate sector										
Highest Priority	0.0%	14.1%	13.2%	0.0%	12.8%	11.3%	0.0%	15.3%	15.0%	
High Priority	14.3%	26.8%	27.2%	14.3%	27.7%	31.1%	14.3%	25.5%	24.2%	
Medium Priority	42.9%	37.4%	37.0%	28.6%	36.2%	35.8%	57.1%	39.8%	37.5%	
Low Priority	42.9%	21.7%	22.6%	57.1%	23.4%	21.7%	28.6%	19.4%	23.3%	
Total(n)	14	198	235	7	94	106	7	98	120	
Mean	1.71	2.33	2.31	1.57	2.30	2.32	1.86	2.37	2.31	
Standard deviation	0.73	0.97	0.97	0.79	0.97	0.94	0.69	0.97	0.99	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.64	-0.62	-	-0.75	-0.80	-	-0.53	-0.45	
Develop leadership ability among students										
Highest Priority	7.1%	14.9%	16.4%	14.3%	19.4%	17.9%	0.0%	9.9%	14.6%	
High Priority	42.9%	32.8%	34.9%	42.9%	29.0%	36.8%	42.9%	36.6%	33.3%	
Medium Priority	50.0%	40.3%	36.6%	42.9%	43.0%	36.8%	57.1%	38.6%	37.4%	
Low Priority	0.0%	11.9%	12.2%	0.0%	8.6%	8.5%	0.0%	14.9%	14.6%	
Total(n)	14	201	238	7	93	106	7	101	123	
Mean	2.57	2.51	2.55	2.71	2.59	2.64	2.43	2.42	2.48	
Standard deviation	0.65	0.89	0.91	0.76	0.90	0.87	0.53	0.86	0.92	
Significance	-			-			-			
Effect size	-	0.07	0.02	-	0.13	0.08	-	0.01	-0.05	
Develop an appreciation for multiculturalism										Institutional Priority: Commitment to Diversity
Highest Priority	0.0%	23.8%	21.6%	0.0%	24.7%	23.8%	0.0%	21.6%	19.7%	
High Priority	50.0%	37.6%	40.3%	42.9%	37.6%	46.7%	57.1%	39.2%	34.4%	
Medium Priority	42.9%	30.7%	28.4%	57.1%	32.3%	24.8%	28.6%	29.4%	32.8%	
Low Priority	7.1%	7.9%	9.7%	0.0%	5.4%	4.8%	14.3%	9.8%	13.1%	
Total(n)	14	202	236	7	93	105	7	102	122	
Mean	2.43	2.77	2.74	2.43	2.82	2.90	2.43	2.73	2.61	
Standard deviation	0.65	0.90	0.91	0.53	0.87	0.82	0.79	0.91	0.95	
Significance	-			-			-			
Effect size	-	-0.38	-0.34	-	-0.45	-0.57	-	-0.33	-0.19	
Prepare students for the workplace										
Highest Priority	42.9%	37.6%	44.7%	42.9%	40.4%	44.8%	42.9%	35.3%	44.8%	
High Priority	42.9%	40.1%	38.4%	28.6%	38.3%	41.0%	57.1%	42.2%	36.0%	
Medium Priority	14.3%	17.3%	13.9%	28.6%	17.0%	13.3%	0.0%	17.6%	15.2%	
Low Priority	0.0%	5.0%	3.0%	0.0%	4.3%	1.0%	0.0%	4.9%	4.0%	
Total(n)	14	202	237	7	94	105	7	102	125	
Mean	3.29	3.10	3.25	3.14	3.15	3.30	3.43	3.08	3.22	
Standard deviation	0.73	0.86	0.80	0.90	0.85	0.73	0.53	0.85	0.85	
Significance	-			-			-			
Effect size	-	0.22	0.05	-	-0.01	-0.22	-	0.41	0.25	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a Very Large Extent	28.6%	29.4%	29.1%	28.6%	33.3%	35.8%	28.6%	24.2%	23.6%	
To a Large Extent	28.6%	31.3%	30.8%	28.6%	28.1%	23.6%	28.6%	34.3%	34.1%	
To Some Extent	42.9%	27.9%	24.5%	42.9%	27.1%	25.5%	42.9%	30.3%	25.2%	
To a Small Extent	0.0%	8.5%	11.0%	0.0%	9.4%	10.4%	0.0%	8.1%	12.2%	
Not at All	0.0%	3.0%	4.6%	0.0%	2.1%	4.7%	0.0%	3.0%	4.9%	
Total(n)	14	201	237	7	96	106	7	99	123	
Mean	3.86	3.76	3.69	3.86	3.81	3.75	3.86	3.69	3.59	
Standard deviation	0.86	1.06	1.14	0.90	1.07	1.19	0.90	1.03	1.12	
Significance	-			-			-			
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Effect size	-	0.09	0.15	-	0.05	0.09	-	0.17	0.24	
Experience close alignment between your work and your personal values										
To a Very Large Extent	35.7%	38.7%	42.7%	42.9%	41.2%	45.8%	28.6%	37.0%	41.5%	
To a Large Extent	35.7%	42.6%	36.0%	14.3%	45.4%	35.5%	57.1%	42.0%	37.4%	
To Some Extent	21.4%	16.2%	18.4%	28.6%	12.4%	15.9%	14.3%	18.0%	18.7%	
To a Small Extent	7.1%	1.5%	2.1%	14.3%	1.0%	2.8%	0.0%	2.0%	1.6%	
Not at All	0.0%	1.0%	0.8%	0.0%	0.0%	0.0%	0.0%	1.0%	0.8%	
Total(n)	14	204	239	7	97	107	7	100	123	
Mean	4.00	4.17	4.18	3.86	4.27	4.24	4.14	4.12	4.17	
Standard deviation	0.96	0.82	0.86	1.21	0.71	0.82	0.69	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.58	-0.46	-	0.02	-0.04	
Mentor faculty										
To a Very Large Extent	21.4%	21.7%	18.3%	28.6%	18.6%	16.8%	14.3%	25.2%	20.8%	
To a Large Extent	21.4%	22.7%	21.6%	28.6%	21.6%	20.6%	14.3%	22.3%	21.6%	
To Some Extent	42.9%	34.8%	32.0%	42.9%	40.2%	33.6%	42.9%	31.1%	31.2%	
To a Small Extent	14.3%	14.0%	17.4%	0.0%	14.4%	18.7%	28.6%	13.6%	16.0%	
Not at All	0.0%	6.8%	10.8%	0.0%	5.2%	10.3%	0.0%	7.8%	10.4%	
Total(n)	14	207	241	7	97	107	7	103	125	
Mean	3.50	3.39	3.19	3.86	3.34	3.15	3.14	3.44	3.26	
Standard deviation	1.02	1.17	1.23	0.90	1.10	1.21	1.07	1.23	1.25	
Significance	-			-			-			
Effect size	-	0.09	0.25	-	0.47	0.59	-	-0.24	-0.10	
Mentor undergraduate students										
To a Very Large Extent	50.0%	35.1%	37.6%	28.6%	33.3%	35.2%	71.4%	39.4%	40.8%	
To a Large Extent	21.4%	24.3%	25.2%	42.9%	29.2%	28.6%	0.0%	18.2%	21.7%	
To Some Extent	21.4%	25.2%	23.1%	28.6%	26.0%	24.8%	14.3%	23.2%	21.7%	
To a Small Extent	7.1%	8.4%	8.1%	0.0%	8.3%	7.6%	14.3%	8.1%	9.2%	
Not at All	0.0%	6.9%	6.0%	0.0%	3.1%	3.8%	0.0%	11.1%	6.7%	
Total(n)	14	202	234	7	96	105	7	99	120	
Mean	4.14	3.72	3.80	4.00	3.81	3.84	4.29	3.67	3.81	
Standard deviation	1.03	1.22	1.20	0.82	1.09	1.11	1.25	1.36	1.25	
Significance	-			-			-			
Effect size	-	0.34	0.28	-	0.17	0.14	-	0.46	0.38	
Mentor graduate students										
To a Very Large Extent	28.6%	23.2%	10.0%	14.3%	23.7%	12.1%	42.9%	21.2%	8.9%	
To a Large Extent	14.3%	14.3%	7.1%	14.3%	17.5%	10.3%	14.3%	12.1%	4.8%	
To Some Extent	0.0%	14.8%	9.6%	0.0%	8.2%	8.4%	0.0%	22.2%	11.3%	
To a Small Extent	7.1%	12.8%	8.8%	14.3%	16.5%	11.2%	0.0%	10.1%	7.3%	
Not at All	50.0%	35.0%	64.4%	57.1%	34.0%	57.9%	42.9%	34.3%	67.7%	
Total(n)	14	203	239	7	97	107	7	99	124	
Mean	2.64	2.78	1.90	2.14	2.80	2.07	3.14	2.76	1.80	
Standard deviation	1.86	1.60	1.39	1.68	1.62	1.48	2.04	1.55	1.33	
Significance	-			-			-		*	
Effect size	-	-0.09	0.53	-	-0.41	0.05	-	0.25	1.01	
Have been mentored by at least one professional in academia										
To a Very Large Extent	50.0%	39.6%	38.7%	42.9%	34.4%	35.5%	57.1%	45.5%	41.5%	
To a Large Extent	14.3%	24.8%	24.4%	0.0%	26.0%	22.4%	28.6%	24.2%	26.0%	
To Some Extent	21.4%	21.8%	21.0%	28.6%	25.0%	25.2%	14.3%	19.2%	17.9%	
To a Small Extent	14.3%	8.4%	10.1%	28.6%	11.5%	10.3%	0.0%	4.0%	9.8%	
Not at All	0.0%	5.4%	5.9%	0.0%	3.1%	6.5%	0.0%	7.1%	4.9%	
Total(n)	14	202	238	7	96	107	7	99	123	
Mean	4.00	3.85	3.80	3.57	3.77	3.70	4.43	3.97	3.89	
Standard deviation	1.18	1.19	1.22	1.40	1.14	1.24	0.79	1.21	1.19	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	-0.18	-0.10	-	0.38	0.45	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a Very Large Extent	14.3%	16.3%	15.5%	14.3%	17.7%	11.3%	14.3%	16.2%	19.5%	
To a Large Extent	14.3%	14.9%	16.4%	28.6%	17.7%	17.0%	0.0%	12.1%	15.4%	
To Some Extent	35.7%	21.8%	19.7%	28.6%	18.8%	20.8%	42.9%	24.2%	19.5%	
To a Small Extent	14.3%	19.8%	20.6%	0.0%	24.0%	22.6%	28.6%	17.2%	20.3%	
Not at All	21.4%	27.2%	27.7%	28.6%	21.9%	28.3%	14.3%	30.3%	25.2%	
Total(n)	14	202	238	7	96	106	7	99	123	
Mean	2.86	2.73	2.71	3.00	2.85	2.60	2.71	2.67	2.84	
Standard deviation	1.35	1.42	1.42	1.53	1.41	1.36	1.25	1.44	1.46	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.11	0.29	-	0.03	-0.09	
Accessed the National Research Mentoring Network (NRMN) resource										
To a Very Large Extent	0.0%	2.9%	2.9%	0.0%	4.1%	3.7%	0.0%	2.0%	2.5%	
To a Large Extent	0.0%	1.5%	0.8%	0.0%	1.0%	0.9%	0.0%	1.0%	0.0%	
To Some Extent	7.1%	3.4%	3.8%	0.0%	6.2%	7.5%	14.3%	1.0%	0.8%	
To a Small Extent	0.0%	3.9%	2.5%	0.0%	3.1%	2.8%	0.0%	5.0%	2.5%	

Not at All	92.9%	88.2%	89.9%	100.0%	85.6%	85.0%	85.7%	91.0%	94.3%	
Total(n)	14	204	238	7	97	107	7	100	122	
Mean	1.14	1.27	1.24	1.00	1.35	1.36	1.29	1.18	1.14	
Standard deviation	0.53	0.84	0.82	0.00	0.96	0.94	0.76	0.69	0.66	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.36	-0.38	-	0.16	0.23	
How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?										
Excellent	30.8%	40.9%	38.3%	0.0%	39.8%	40.2%	57.1%	43.0%	38.0%	
Good	61.5%	43.0%	48.5%	100.0%	40.9%	42.4%	28.6%	43.0%	51.9%	
Fair	7.7%	15.6%	11.7%	0.0%	18.2%	16.3%	14.3%	14.0%	8.3%	
Poor	0.0%	0.5%	1.5%	0.0%	1.1%	1.1%	0.0%	0.0%	1.9%	
Total(n)	13	186	206	6	88	92	7	93	108	
Mean	3.23	3.24	3.24	3.00	3.19	3.22	3.43	3.29	3.26	
Standard deviation	0.60	0.73	0.71	0.00	0.77	0.75	0.79	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.25	-0.29	-	0.20	0.25	
How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?										
Excellent	35.7%	44.9%	50.7%	14.3%	45.2%	50.5%	57.1%	46.0%	52.3%	
Good	57.1%	50.3%	45.7%	71.4%	48.4%	43.6%	42.9%	51.7%	45.9%	
Fair	7.1%	4.8%	3.7%	14.3%	6.5%	5.9%	0.0%	2.3%	1.8%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	187	219	7	93	101	7	87	111	
Mean	3.29	3.40	3.47	3.00	3.39	3.45	3.57	3.44	3.50	
Standard deviation	0.61	0.58	0.57	0.58	0.61	0.61	0.53	0.54	0.54	
Significance	-			-			-			
Effect size	-	-0.19	-0.32	-	-0.64	-0.74	-	0.24	0.13	
How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?										
Excellent	71.4%	55.7%	51.2%	66.7%	49.2%	45.5%	75.0%	61.5%	57.5%	
Good	28.6%	39.7%	42.9%	33.3%	46.0%	50.0%	25.0%	33.8%	35.0%	
Fair	0.0%	4.6%	6.0%	0.0%	4.8%	4.5%	0.0%	4.6%	7.5%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	131	84	3	63	44	4	65	40	
Mean	3.71	3.51	3.45	3.67	3.44	3.41	3.75	3.57	3.50	
Standard deviation	0.49	0.59	0.61	0.58	0.59	0.58	0.50	0.59	0.64	
Significance	-			-			-			
Effect size	-	0.34	0.43	-	0.39	0.45	-	0.31	0.39	
How satisfied are you with the following aspects of your job?										
Salary										
Very Satisfied	0.0%	5.3%	11.7%	0.0%	8.2%	11.3%	0.0%	2.0%	11.2%	
Satisfied	35.7%	29.6%	37.9%	28.6%	33.0%	38.7%	42.9%	27.5%	38.4%	
Marginally Satisfied	35.7%	32.5%	29.6%	28.6%	27.8%	26.4%	42.9%	37.3%	32.8%	
Not Satisfied	28.6%	32.5%	20.8%	42.9%	30.9%	23.6%	14.3%	33.3%	17.6%	
Total(n)	14	206	240	7	97	106	7	102	125	
Mean	2.07	2.08	2.40	1.86	2.19	2.38	2.29	1.98	2.43	
Standard deviation	0.83	0.91	0.95	0.90	0.97	0.97	0.76	0.83	0.91	
Significance	-			-			-			
Effect size	-	-0.01	-0.35	-	-0.34	-0.54	-	0.37	-0.15	
Health benefits										
Very Satisfied	21.4%	24.6%	41.9%	28.6%	25.8%	44.3%	14.3%	22.2%	40.5%	
Satisfied	42.9%	47.3%	42.7%	42.9%	47.4%	40.6%	42.9%	47.5%	45.2%	
Marginally Satisfied	35.7%	19.7%	12.4%	28.6%	19.6%	12.3%	42.9%	20.2%	11.9%	
Not Satisfied	0.0%	8.4%	2.9%	0.0%	7.2%	2.8%	0.0%	10.1%	2.4%	
Total(n)	14	203	241	7	97	106	7	99	126	
Mean	2.86	2.88	3.24	3.00	2.92	3.26	2.71	2.82	3.24	
Standard deviation	0.77	0.88	0.78	0.82	0.86	0.78	0.76	0.90	0.75	
Significance	-			-			-			
Effect size	-	-0.02	-0.49	-	0.09	-0.33	-	-0.12	-0.71	
Retirement benefits										
Very Satisfied	21.4%	24.4%	26.1%	14.3%	21.6%	26.4%	28.6%	27.7%	26.0%	
Satisfied	57.1%	50.2%	57.1%	71.4%	57.7%	62.3%	42.9%	44.6%	55.3%	
Marginally Satisfied	21.4%	17.1%	14.3%	14.3%	15.5%	10.4%	28.6%	16.8%	16.3%	
Not Satisfied	0.0%	8.3%	2.5%	0.0%	5.2%	0.9%	0.0%	10.9%	2.4%	
Total(n)	14	205	238	7	97	106	7	101	123	
Mean	3.00	2.91	3.07	3.00	2.96	3.14	3.00	2.89	3.05	
Standard deviation	0.68	0.86	0.71	0.58	0.76	0.62	0.82	0.94	0.72	
Significance	-			-			-			
Effect size	-	0.10	-0.10	-	0.05	-0.23	-	0.12	-0.07	

Opportunity for scholarly pursuits											
Very Satisfied	0.0%	9.7%	8.0%	0.0%	12.4%	12.3%	0.0%	6.9%	4.9%	Job Satisfaction: Compensation	
Satisfied	28.6%	33.0%	37.1%	28.6%	36.1%	38.7%	28.6%	30.4%	36.6%		
Marginally Satisfied	64.3%	34.0%	35.4%	71.4%	32.0%	30.2%	57.1%	35.3%	38.2%		
Not Satisfied	7.1%	23.3%	19.4%	0.0%	19.6%	18.9%	14.3%	27.5%	20.3%		
Total(n)	14	206	237	7	97	106	7	102	123		
Mean	2.21	2.29	2.34	2.29	2.41	2.44	2.14	2.17	2.26		
Standard deviation	0.58	0.93	0.88	0.49	0.94	0.94	0.69	0.91	0.84		
Significance	-			-			-				
Effect size	-	-0.09	-0.15	-	-0.13	-0.16	-	-0.03	-0.14		
Teaching load											
Very Satisfied	7.1%	7.4%	9.2%	0.0%	7.2%	7.5%	14.3%	7.0%	10.5%	Job Satisfaction: Compensation	
Satisfied	78.6%	42.2%	47.7%	85.7%	42.3%	49.1%	71.4%	43.0%	47.6%		
Marginally Satisfied	14.3%	21.1%	21.3%	14.3%	20.6%	22.6%	14.3%	21.0%	19.4%		
Not Satisfied	0.0%	29.4%	21.8%	0.0%	29.9%	20.8%	0.0%	29.0%	22.6%		
Total(n)	14	204	239	7	97	106	7	100	124		
Mean	2.93	2.27	2.44	2.86	2.27	2.43	3.00	2.28	2.46		
Standard deviation	0.47	0.97	0.93	0.38	0.97	0.91	0.58	0.96	0.96		
Significance	-	*		-			-				
Effect size	-	0.68	0.53	-	0.61	0.47	-	0.75	0.56		
Quality of students											
Very Satisfied	42.9%	10.7%	10.0%	42.9%	10.3%	8.5%	42.9%	11.8%	12.1%		
Satisfied	42.9%	50.0%	45.6%	42.9%	51.5%	49.1%	42.9%	49.0%	43.5%		
Marginally Satisfied	14.3%	28.6%	33.1%	14.3%	32.0%	34.9%	14.3%	25.5%	29.8%		
Not Satisfied	0.0%	10.7%	11.3%	0.0%	6.2%	7.5%	0.0%	13.7%	14.5%		
Total(n)	14	206	239	7	97	106	7	102	124		
Mean	3.29	2.61	2.54	3.29	2.66	2.58	3.29	2.59	2.53		
Standard deviation	0.73	0.82	0.82	0.76	0.75	0.75	0.76	0.87	0.89		
Significance	-	**	***	-	*	*	-	*	*		
Effect size	-	0.83	0.91	-	0.84	0.95	-	0.80	0.85		
Autonomy and independence											
Very Satisfied	33.3%	38.2%	33.8%	60.0%	41.1%	34.6%	14.3%	37.3%	33.9%	Job Satisfaction: Workplace	
Satisfied	58.3%	45.1%	48.5%	20.0%	45.3%	50.0%	85.7%	45.1%	47.6%		
Marginally Satisfied	8.3%	12.3%	13.1%	20.0%	10.5%	8.7%	0.0%	12.7%	16.1%		
Not Satisfied	0.0%	4.4%	4.6%	0.0%	3.2%	6.7%	0.0%	4.9%	2.4%		
Total(n)	12	204	237	5	95	104	7	102	124		
Mean	3.25	3.17	3.11	3.40	3.24	3.13	3.14	3.15	3.13		
Standard deviation	0.62	0.81	0.80	0.89	0.77	0.83	0.38	0.83	0.76		
Significance	-			-			-				
Effect size	-	0.10	0.18	-	0.21	0.33	-	-0.01	0.01		
Departmental leadership											
Very Satisfied	42.9%	40.8%	40.6%	42.9%	45.4%	39.0%	42.9%	37.3%	41.6%	Job Satisfaction: Workplace	
Satisfied	50.0%	37.4%	36.4%	42.9%	34.0%	40.0%	57.1%	39.2%	33.6%		
Marginally Satisfied	7.1%	12.1%	11.7%	14.3%	11.3%	14.3%	0.0%	12.7%	10.4%		
Not Satisfied	0.0%	9.7%	11.3%	0.0%	9.3%	6.7%	0.0%	10.8%	14.4%		
Total(n)	14	206	239	7	97	105	7	102	125		
Mean	3.36	3.09	3.06	3.29	3.15	3.11	3.43	3.03	3.02		
Standard deviation	0.63	0.96	0.99	0.76	0.96	0.89	0.53	0.97	1.05		
Significance	-			-			-				
Effect size	-	0.28	0.30	-	0.15	0.20	-	0.41	0.39		
Departmental support for work/life balance											
Very Satisfied	28.6%	28.2%	30.0%	28.6%	29.9%	29.2%	28.6%	27.5%	30.4%		
Satisfied	57.1%	35.0%	38.3%	42.9%	34.0%	40.6%	71.4%	35.3%	36.8%		
Marginally Satisfied	14.3%	22.8%	19.6%	28.6%	20.6%	17.9%	0.0%	23.5%	21.6%		
Not Satisfied	0.0%	14.1%	12.1%	0.0%	15.5%	12.3%	0.0%	13.7%	11.2%		
Total(n)	14	206	240	7	97	106	7	102	125		
Mean	3.14	2.77	2.86	3.00	2.78	2.87	3.29	2.76	2.86		
Standard deviation	0.66	1.01	0.98	0.82	1.04	0.98	0.49	1.01	0.98		
Significance	-			-			-				
Effect size	-	0.37	0.29	-	0.21	0.13	-	0.52	0.44		
Institutional support for work/life balance											
Very Satisfied	7.1%	8.8%	12.5%	14.3%	12.5%	13.2%	0.0%	5.9%	11.2%		
Satisfied	35.7%	24.9%	30.4%	28.6%	26.0%	38.7%	42.9%	22.5%	24.0%		
Marginally Satisfied	42.9%	31.7%	25.8%	28.6%	27.1%	19.8%	57.1%	35.3%	32.0%		
Not Satisfied	14.3%	34.6%	31.3%	28.6%	34.4%	28.3%	0.0%	36.3%	32.8%		
Total(n)	14	205	240	7	96	106	7	102	125		
Mean	2.36	2.08	2.24	2.29	2.17	2.37	2.43	1.98	2.14		
Standard deviation	0.84	0.97	1.03	1.11	1.04	1.04	0.53	0.91	1.00		
Significance	-			-			-				
Effect size	-	0.29	0.12	-	0.12	-0.08	-	0.49	0.29		
Prospects for career advancement											
Very Satisfied	21.4%	11.7%	15.5%	28.6%	15.5%	17.0%	14.3%	8.9%	14.6%		
Satisfied	28.6%	34.6%	37.0%	14.3%	34.0%	43.4%	42.9%	34.7%	32.5%		
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Marginally Satisfied	42.9%	28.3%	25.6%	42.9%	25.8%	20.8%	42.9%	31.7%	30.9%	Job Satisfaction: Compensation
Not Satisfied	7.1%	25.4%	21.8%	14.3%	24.7%	18.9%	0.0%	24.8%	22.0%	
Total(n)	14	205	238	7	97	106	7	101	123	
Mean	2.64	2.33	2.46	2.57	2.40	2.58	2.71	2.28	2.40	
Standard deviation	0.93	0.98	1.00	1.13	1.03	0.98	0.76	0.94	0.99	
Significance	-			-			-			
Effect size	-	0.32	0.18	-	0.17	-0.01	-	0.46	0.31	
Relative equity of salary and job benefits										
Very Satisfied	0.0%	4.4%	12.2%	0.0%	4.1%	10.4%	0.0%	3.9%	13.0%	Job Satisfaction: Workplace
Satisfied	28.6%	25.2%	29.4%	28.6%	33.0%	34.9%	28.6%	17.6%	26.0%	
Marginally Satisfied	28.6%	29.1%	28.2%	14.3%	23.7%	22.6%	42.9%	34.3%	32.5%	
Not Satisfied	42.9%	41.3%	30.3%	57.1%	39.2%	32.1%	28.6%	44.1%	28.5%	
Total(n)	14	206	238	7	97	106	7	102	123	
Mean	1.86	1.93	2.24	1.71	2.02	2.24	2.00	1.81	2.24	
Standard deviation	0.86	0.92	1.02	0.95	0.95	1.02	0.82	0.86	1.01	
Significance	-			-			-			
Effect size	-	-0.08	-0.37	-	-0.33	-0.52	-	0.22	-0.24	
Flexibility in relation to family matters or emergencies										
Very Satisfied	35.7%	35.3%	38.1%	42.9%	35.4%	40.0%	28.6%	34.3%	37.1%	Job Satisfaction: Workplace
Satisfied	50.0%	44.6%	41.5%	42.9%	47.9%	45.7%	57.1%	42.2%	38.7%	
Marginally Satisfied	14.3%	14.7%	14.4%	14.3%	12.5%	9.5%	14.3%	16.7%	17.7%	
Not Satisfied	0.0%	5.4%	5.9%	0.0%	4.2%	4.8%	0.0%	6.9%	6.5%	
Total(n)	14	204	236	7	96	105	7	102	124	
Mean	3.21	3.10	3.12	3.29	3.15	3.21	3.14	3.04	3.06	
Standard deviation	0.70	0.84	0.87	0.76	0.79	0.80	0.69	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.18	0.10	-	0.11	0.09	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very Satisfied	21.4%	22.8%	26.9%	28.6%	22.9%	29.5%	14.3%	22.2%	25.8%	Job Satisfaction: Workplace
Satisfied	35.7%	42.1%	41.9%	28.6%	43.8%	41.0%	42.9%	39.4%	43.3%	
Marginally Satisfied	42.9%	24.3%	22.6%	42.9%	25.0%	21.0%	42.9%	24.2%	21.7%	
Not Satisfied	0.0%	10.9%	8.5%	0.0%	8.3%	8.6%	0.0%	14.1%	9.2%	
Total(n)	14	202	234	7	96	105	7	99	120	
Mean	2.79	2.77	2.87	2.86	2.81	2.91	2.71	2.70	2.86	
Standard deviation	0.80	0.93	0.91	0.90	0.89	0.92	0.76	0.97	0.91	
Significance	-			-			-			
Effect size	-	0.02	-0.09	-	0.06	-0.05	-	0.01	-0.16	
Overall job										
Very Satisfied	7.1%	16.1%	21.0%	14.3%	21.6%	24.5%	0.0%	11.9%	18.7%	
Satisfied	71.4%	50.2%	49.2%	57.1%	51.5%	54.7%	85.7%	47.5%	44.7%	
Marginally Satisfied	7.1%	27.8%	26.1%	0.0%	20.6%	16.0%	14.3%	34.7%	33.3%	
Not Satisfied	14.3%	5.9%	3.8%	28.6%	6.2%	4.7%	0.0%	5.9%	3.3%	
Total(n)	14	205	238	7	97	106	7	101	123	
Mean	2.71	2.77	2.87	2.57	2.89	2.99	2.86	2.65	2.79	
Standard deviation	0.83	0.79	0.78	1.13	0.81	0.77	0.38	0.77	0.78	
Significance	-			-			-			
Effect size	-	-0.08	-0.21	-	-0.40	-0.55	-	0.27	0.09	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities *										
Extensive	14.3%	24.0%	24.1%	0.0%	14.7%	18.1%	28.6%	32.4%	28.5%	
Somewhat	64.3%	55.9%	53.6%	71.4%	60.0%	49.5%	57.1%	52.9%	56.9%	
Not at All	21.4%	20.1%	22.4%	28.6%	25.3%	32.4%	14.3%	14.7%	14.6%	
Total(n)	14	204	237	7	95	105	7	102	123	
Mean	1.93	2.04	2.02	1.71	1.89	1.86	2.14	2.18	2.14	
Standard deviation	0.62	0.66	0.68	0.49	0.63	0.70	0.69	0.67	0.64	
Significance	-			-			-			
Effect size	-	-0.17	-0.13	-	-0.29	-0.21	-	-0.06	0.00	
Review/promotion process *										
Extensive	0.0%	13.2%	11.9%	0.0%	13.4%	13.1%	0.0%	13.8%	11.6%	
Somewhat	45.5%	43.7%	40.3%	33.3%	39.0%	40.5%	60.0%	47.5%	38.4%	
Not at All	54.5%	43.1%	47.7%	66.7%	47.6%	46.4%	40.0%	38.8%	50.0%	
Total(n)	11	167	176	6	82	84	5	80	86	
Mean	1.45	1.70	1.64	1.33	1.66	1.67	1.60	1.75	1.62	
Standard deviation	0.52	0.69	0.69	0.52	0.71	0.70	0.55	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.36	-0.28	-	-0.46	-0.49	-	-0.22	-0.03	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *										
Extensive	7.1%	10.5%	9.2%	14.3%	4.5%	5.3%	0.0%	15.6%	11.3%	
Somewhat	0.0%	27.2%	28.1%	0.0%	22.5%	22.1%	0.0%	30.2%	33.9%	
Not at All	92.9%	62.3%	62.7%	85.7%	73.0%	72.6%	100.0%	54.2%	54.8%	

Total(n)	14	191	217	7	89	95	7	96	115	
Mean	1.14	1.48	1.47	1.29	1.31	1.33	1.00	1.61	1.57	
Standard deviation	0.53	0.68	0.66	0.76	0.56	0.57	0.00	0.75	0.69	
Significance	-			-			-	*	*	
Effect size	-	-0.50	-0.50	-	-0.04	-0.07	-	-0.81	-0.83	
Committee work *										
Extensive	28.6%	27.0%	26.3%	14.3%	22.9%	22.1%	42.9%	32.7%	30.9%	
Somewhat	64.3%	52.0%	51.7%	71.4%	53.1%	51.0%	57.1%	50.5%	51.2%	
Not at All	7.1%	21.1%	22.0%	14.3%	24.0%	26.9%	0.0%	16.8%	17.9%	
Total(n)	14	204	236	7	96	104	7	101	123	Career-Related Stress
Mean	2.21	2.06	2.04	2.00	1.99	1.95	2.43	2.16	2.13	
Standard deviation	0.58	0.69	0.70	0.58	0.69	0.70	0.53	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.22	0.24	-	0.01	0.07	-	0.39	0.43	
Faculty meetings *										
Extensive	28.6%	22.1%	18.6%	14.3%	19.8%	15.1%	42.9%	25.7%	22.3%	
Somewhat	64.3%	52.9%	51.7%	71.4%	52.1%	50.0%	57.1%	54.5%	54.5%	
Not at All	7.1%	25.0%	29.7%	14.3%	28.1%	34.9%	0.0%	19.8%	23.1%	
Total(n)	14	204	236	7	96	106	7	101	121	
Mean	2.21	1.97	1.89	2.00	1.92	1.80	2.43	2.06	1.99	
Standard deviation	0.58	0.69	0.69	0.58	0.69	0.68	0.53	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.35	0.46	-	0.12	0.29	-	0.54	0.65	
Students *										
Extensive	7.1%	12.1%	10.9%	0.0%	9.3%	5.6%	14.3%	14.7%	15.4%	
Somewhat	92.9%	60.7%	63.6%	100.0%	56.7%	63.6%	85.7%	66.7%	63.4%	
Not at All	0.0%	27.2%	25.5%	0.0%	34.0%	30.8%	0.0%	18.6%	21.1%	
Total(n)	14	206	239	7	97	107	7	102	123	Career-Related Stress
Mean	2.07	1.85	1.85	2.00	1.75	1.75	2.14	1.96	1.94	
Standard deviation	0.27	0.61	0.59	0.00	0.61	0.55	0.38	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.36	0.37	-	0.41	0.45	-	0.31	0.33	
Research or publishing demands *										
Extensive	21.4%	11.1%	8.5%	14.3%	8.7%	8.3%	28.6%	14.3%	9.3%	
Somewhat	42.9%	50.8%	40.9%	42.9%	50.0%	38.1%	42.9%	51.6%	46.7%	
Not at All	35.7%	38.1%	50.6%	42.9%	41.3%	53.6%	28.6%	34.1%	44.0%	
Total(n)	14	189	164	7	92	84	7	91	75	Career-Related Stress
Mean	1.86	1.73	1.58	1.71	1.67	1.55	2.00	1.80	1.65	
Standard deviation	0.77	0.65	0.65	0.76	0.63	0.65	0.82	0.67	0.65	
Significance	-			-			-			
Effect size	-	0.20	0.43	-	0.06	0.25	-	0.30	0.54	
Institutional procedures and “red tape” *										
Extensive	35.7%	46.6%	50.4%	28.6%	45.4%	47.7%	42.9%	47.1%	53.3%	
Somewhat	64.3%	37.9%	37.0%	71.4%	34.0%	35.5%	57.1%	43.1%	38.5%	
Not at All	0.0%	15.5%	12.6%	0.0%	20.6%	16.8%	0.0%	9.8%	8.2%	
Total(n)	14	206	238	7	97	107	7	102	122	Career-Related Stress
Mean	2.36	2.31	2.38	2.29	2.25	2.31	2.43	2.37	2.45	
Standard deviation	0.50	0.73	0.70	0.49	0.78	0.74	0.53	0.66	0.64	
Significance	-			-			-			
Effect size	-	0.07	-0.03	-	0.05	-0.03	-	0.09	-0.03	
Teaching load *										
Extensive	0.0%	30.5%	23.0%	0.0%	29.5%	22.3%	0.0%	32.7%	23.7%	
Somewhat	71.4%	38.5%	45.7%	57.1%	38.9%	44.7%	85.7%	38.8%	45.8%	
Not at All	28.6%	31.0%	31.3%	42.9%	31.6%	33.0%	14.3%	28.6%	30.5%	
Total(n)	14	200	230	7	95	103	7	98	118	Career-Related Stress
Mean	1.71	2.00	1.92	1.57	1.98	1.89	1.86	2.04	1.93	
Standard deviation	0.47	0.79	0.73	0.53	0.79	0.74	0.38	0.79	0.74	
Significance	-			-			-			
Effect size	-	-0.37	-0.29	-	-0.52	-0.43	-	-0.23	-0.09	
Lack of personal time *										
Extensive	28.6%	38.2%	30.1%	28.6%	32.6%	21.9%	28.6%	44.1%	36.1%	
Somewhat	50.0%	44.6%	42.8%	42.9%	47.4%	44.8%	57.1%	42.2%	41.8%	
Not at All	21.4%	17.2%	27.1%	28.6%	20.0%	33.3%	14.3%	13.7%	22.1%	
Total(n)	14	204	236	7	95	105	7	102	122	Career-Related Stress
Mean	2.07	2.21	2.03	2.00	2.13	1.89	2.14	2.30	2.14	
Standard deviation	0.73	0.72	0.76	0.82	0.72	0.74	0.69	0.70	0.75	
Significance	-			-			-			
Effect size	-	-0.19	0.05	-	-0.18	0.15	-	-0.23	0.00	
Job security *										
Extensive	0.0%	10.5%	12.1%	0.0%	11.8%	16.8%	0.0%	8.7%	7.1%	
Somewhat	42.9%	27.9%	31.4%	42.9%	24.7%	27.7%	42.9%	30.4%	35.4%	
Not at All	57.1%	61.6%	56.5%	57.1%	63.4%	55.4%	57.1%	60.9%	57.5%	
Total(n)	14	190	223	7	93	101	7	92	113	

Mean	1.43	1.49	1.56	1.43	1.48	1.61	1.43	1.48	1.50	
Standard deviation	0.51	0.68	0.70	0.53	0.70	0.76	0.53	0.65	0.63	
Significance	-			-			-			
Effect size	-	-0.09	-0.19	-	-0.07	-0.24	-	-0.08	-0.11	
Self-imposed high expectations *										
Extensive	42.9%	37.7%	34.9%	42.9%	37.1%	34.3%	42.9%	41.0%	36.4%	Career-Related Stress
Somewhat	57.1%	50.0%	54.0%	57.1%	48.5%	53.3%	57.1%	50.0%	54.5%	
Not at All	0.0%	12.3%	11.1%	0.0%	14.4%	12.4%	0.0%	9.0%	9.1%	
Total(n)	14	204	235	7	97	105	7	100	121	
Mean	2.43	2.25	2.24	2.43	2.23	2.22	2.43	2.32	2.27	
Standard deviation	0.51	0.66	0.64	0.53	0.68	0.65	0.53	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.27	0.30	-	0.29	0.32	-	0.17	0.26	
Increased work responsibilities *										
Extensive	64.3%	57.1%	51.9%	57.1%	51.5%	50.5%	71.4%	64.4%	52.8%	
Somewhat	35.7%	35.6%	38.1%	42.9%	39.2%	37.4%	28.6%	30.7%	39.0%	
Not at All	0.0%	7.3%	10.0%	0.0%	9.3%	12.1%	0.0%	5.0%	8.1%	
Total(n)	14	205	239	7	97	107	7	101	123	
Mean	2.64	2.50	2.42	2.57	2.42	2.38	2.71	2.59	2.45	
Standard deviation	0.50	0.63	0.67	0.53	0.66	0.70	0.49	0.59	0.64	
Significance	-			-			-			
Effect size	-	0.22	0.33	-	0.23	0.27	-	0.20	0.41	
Institutional budget cuts *										
Extensive	0.0%	52.0%	58.2%	0.0%	51.5%	57.9%	0.0%	52.0%	57.9%	
Somewhat	71.4%	35.3%	33.3%	85.7%	33.0%	30.8%	57.1%	39.0%	36.4%	
Not at All	28.6%	12.7%	8.4%	14.3%	15.5%	11.2%	42.9%	9.0%	5.8%	
Total(n)	14	204	237	7	97	107	7	100	121	
Mean	1.71	2.39	2.50	1.86	2.36	2.47	1.57	2.43	2.52	
Standard deviation	0.47	0.70	0.65	0.38	0.74	0.69	0.53	0.66	0.61	
Significance	-	***	***	-		*	-	**	***	
Effect size	-	-0.97	-1.22	-	-0.68	-0.88	-	-1.30	-1.56	
Have you been sexually harassed at this institution?										
Yes	7.1%	5.9%	6.7%	0.0%	4.2%	3.8%	14.3%	7.8%	8.8%	
No	92.9%	94.1%	93.3%	100.0%	95.8%	96.2%	85.7%	92.2%	91.2%	
Total(n)	14	205	240	7	96	106	7	102	125	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	57.1%	50.0%	46.1%	42.9%	41.7%	40.2%	71.4%	57.3%	48.8%	
No	42.9%	50.0%	53.9%	57.1%	58.3%	59.8%	28.6%	42.7%	51.2%	
Total(n)	14	206	241	7	96	107	7	103	125	
Considered leaving this institution for another?										
Yes	78.6%	59.2%	54.1%	100.0%	56.3%	53.7%	57.1%	60.2%	52.8%	
No	21.4%	40.8%	45.9%	0.0%	43.8%	46.3%	42.9%	39.8%	47.2%	
Total(n)	14	206	242	7	96	108	7	103	125	
Engaged in public service/professional consulting without pay?										
Yes	50.0%	51.4%	46.5%	28.6%	41.2%	44.9%	71.4%	58.7%	45.6%	Civic Minded Practice
No	50.0%	48.6%	53.5%	71.4%	58.8%	55.1%	28.6%	41.3%	54.4%	
Total(n)	14	208	241	7	97	107	7	104	125	
Received at least one firm job offer elsewhere?										
Yes	7.1%	15.4%	15.4%	14.3%	13.4%	18.7%	0.0%	15.4%	12.1%	
No	92.9%	84.6%	84.6%	85.7%	86.6%	81.3%	100.0%	84.6%	87.9%	
Total(n)	14	208	240	7	97	107	7	104	124	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	0.0%	33.0%	63.4%	0.0%	36.8%	59.6%	0.0%	30.8%	65.6%	
No	100.0%	67.0%	36.6%	100.0%	63.2%	40.4%	100.0%	69.2%	34.4%	
Total(n)	14	206	238	7	95	104	7	104	125	
Do you plan to retire within the next three years?										
Yes	28.6%	13.7%	14.3%	28.6%	13.7%	12.5%	28.6%	14.6%	16.1%	
No	71.4%	86.3%	85.7%	71.4%	86.3%	87.5%	71.4%	85.4%	83.9%	
Total(n)	14	205	237	7	95	104	7	103	124	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	7.1%	7.8%	7.6%	0.0%	3.2%	2.9%	14.3%	12.5%	11.2%	
No	92.9%	92.2%	92.4%	100.0%	96.8%	97.1%	85.7%	87.5%	88.8%	
Total(n)	14	205	238	7	94	104	7	104	125	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	50.0%	31.1%	43.5%	57.1%	29.5%	40.4%	42.9%	30.8%	43.5%	
No	50.0%	68.9%	56.5%	42.9%	70.5%	59.6%	57.1%	69.2%	56.5%	
Total(n)	14	206	237	7	95	104	7	104	124	
Citizenship status:										
U.S. citizen	92.9%	95.2%	96.7%	100.0%	93.8%	96.2%	85.7%	96.2%	96.9%	
Permanent resident (green card)	7.1%	4.8%	3.3%	0.0%	6.2%	3.8%	14.3%	3.8%	3.1%	

Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	14	208	242	7	97	106	7	104	127
How would you characterize your political views?									
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Conservative	21.4%	4.4%	8.9%	0.0%	3.2%	7.6%	42.9%	5.9%	10.7%
Middle-of-the-road	35.7%	27.1%	35.3%	71.4%	31.6%	38.1%	0.0%	22.5%	31.1%
Liberal	28.6%	58.6%	48.9%	28.6%	55.8%	47.6%	28.6%	61.8%	51.6%
Far left	14.3%	9.9%	6.8%	0.0%	9.5%	6.7%	28.6%	9.8%	6.6%
Total(n)	14	203	235	7	95	105	7	102	122
If given the choice, would you:									
Still come to this institution?									
Definitely yes	28.6%	30.5%	33.8%	28.6%	35.4%	41.5%	28.6%	25.5%	28.6%
Probably yes	35.7%	40.4%	39.2%	14.3%	36.5%	34.0%	57.1%	45.1%	41.3%
Not sure	21.4%	17.2%	17.1%	28.6%	13.5%	16.0%	14.3%	20.6%	18.3%
Probably no	14.3%	8.4%	7.9%	28.6%	10.4%	7.5%	0.0%	5.9%	8.7%
Definitely no	0.0%	3.4%	2.1%	0.0%	4.2%	0.9%	0.0%	2.9%	3.2%
Total(n)	14	203	240	7	96	106	7	102	126
Mean	3.79	3.86	3.95	3.43	3.89	4.08	4.14	3.84	3.83
Standard deviation	1.05	1.05	1.01	1.27	1.13	0.98	0.69	0.97	1.04
Significance	-			-			-		
Effect size	-	-0.07	-0.16	-	-0.41	-0.66	-	0.31	0.30
Still be a college professor?									
Definitely yes	50.0%	53.4%	57.9%	42.9%	57.3%	62.3%	57.1%	50.5%	55.1%
Probably yes	35.7%	30.1%	28.1%	42.9%	30.2%	24.5%	28.6%	29.1%	30.7%
Not sure	7.1%	13.1%	10.7%	0.0%	9.4%	10.4%	14.3%	16.5%	11.0%
Probably no	7.1%	2.9%	2.9%	14.3%	3.1%	2.8%	0.0%	2.9%	2.4%
Definitely no	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	1.0%	0.8%
Total(n)	14	206	242	7	96	106	7	103	127
Mean	4.29	4.33	4.40	4.14	4.42	4.46	4.43	4.25	4.37
Standard deviation	0.91	0.85	0.83	1.07	0.79	0.79	0.79	0.90	0.83
Significance	-			-			-		
Effect size	-	-0.05	-0.13	-	-0.35	-0.41	-	0.20	0.07
Please select your base institutional salary.									
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000-19,999	0.0%	0.0%	0.4%	0.0%	0.0%	1.0%	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$40,000-49,999	0.0%	0.5%	0.4%	0.0%	1.0%	1.0%	0.0%	0.0%	0.0%
\$50,000-59,999	0.0%	3.8%	3.3%	0.0%	4.1%	3.8%	0.0%	2.9%	2.4%
\$60,000-69,999	28.6%	13.0%	13.4%	14.3%	11.3%	12.4%	42.9%	14.4%	14.3%
\$70,000-79,999	42.9%	24.5%	22.6%	42.9%	20.6%	21.0%	42.9%	28.8%	23.8%
\$80,000-89,999	7.1%	15.9%	12.1%	14.3%	17.5%	8.6%	0.0%	15.4%	15.1%
\$90,000-99,999	7.1%	16.3%	18.0%	14.3%	15.5%	17.1%	0.0%	16.3%	17.5%
\$100,000-124,999	0.0%	13.0%	20.1%	0.0%	13.4%	21.9%	0.0%	12.5%	19.8%
\$125,000-149,999	14.3%	8.7%	6.7%	14.3%	10.3%	7.6%	14.3%	7.7%	6.3%
\$150,000-199,999	0.0%	3.8%	2.5%	0.0%	5.2%	4.8%	0.0%	1.9%	0.8%
\$200,000-249,999	0.0%	0.5%	0.4%	0.0%	1.0%	1.0%	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)	14	208	239	7	97	105	7	104	126
Your base institutional salary reported above is based on:									
Less than 9 months	0.0%	2.4%	2.5%	0.0%	2.1%	1.9%	0.0%	2.9%	3.2%
9/10 months	92.9%	69.1%	75.7%	100.0%	69.1%	71.4%	85.7%	69.9%	78.4%
11/12 months	7.1%	28.5%	21.8%	0.0%	28.9%	26.7%	14.3%	27.2%	18.4%
Total(n)	14	207	239	7	97	105	7	103	125
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	1.9%	1.2%	0.0%	2.1%	1.9%	0.0%	1.9%	0.8%
Master's (M.A., M.S.)	0.0%	5.8%	23.7%	0.0%	4.1%	20.4%	0.0%	7.8%	25.8%
Terminal Master's (M.F.A., M.B.A.)	7.1%	13.0%	12.0%	14.3%	14.4%	13.0%	0.0%	9.7%	10.5%
J.D.	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Ph.D.	92.9%	70.0%	53.1%	85.7%	68.0%	55.6%	100.0%	72.8%	51.6%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	7.2%	6.2%	0.0%	8.2%	7.4%	0.0%	6.8%	5.6%
Other	0.0%	1.9%	2.1%	0.0%	3.1%	1.9%	0.0%	1.0%	2.4%
Total(n)	14	207	241	7	97	108	7	103	124
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	0.0%	0.0%	1.7%	0.0%	0.0%	1.0%	0.0%	0.0%	2.4%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
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%	0.5%	1.3%	0.0%	0.0%	1.0%	0.0%	1.0%	0.8%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	2.5%	0.0%	0.0%	1.9%	0.0%	0.0%	3.2%
Other	0.0%	0.5%	0.8%	0.0%	0.0%	1.0%	0.0%	1.0%	0.8%
None	100.0%	99.0%	92.8%	100.0%	100.0%	95.2%	100.0%	98.0%	91.1%
Total(n)	14	204	237	7	96	105	7	102	124
Are you currently serving in an administrative position as:									
Department chair	69.2%	45.9%	38.7%	57.1%	46.4%	36.1%	83.3%	46.6%	40.5%
Dean (including Associate or Assistant)	0.0%	2.9%	2.1%	0.0%	2.1%	2.8%	0.0%	3.9%	1.6%
Vice-President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
President	0.0%	0.0%	0.4%	0.0%	0.0%	0.9%	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	35.7%	54.3%	60.7%	42.9%	54.6%	62.0%	28.6%	52.9%	59.8%
Not applicable	0.0%	0.5%	0.4%	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%
Total(n)	14	208	244	7	97	108	7	104	127
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
Native American/Alaska Native	0.0%	1.0%	1.3%	0.0%	1.0%	1.9%	0.0%	1.0%	0.8%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	3.4%	2.5%	0.0%	4.1%	3.8%	0.0%	2.9%	1.6%
Filipina/o/x	0.0%	1.0%	1.3%	0.0%	2.1%	1.9%	0.0%	0.0%	0.8%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	3.4%	3.0%	0.0%	5.2%	4.7%	0.0%	1.0%	1.6%
Other Asian	0.0%	0.5%	0.8%	0.0%	0.0%	0.9%	0.0%	1.0%	0.8%
African American/Black	0.0%	1.0%	3.4%	0.0%	1.0%	1.9%	0.0%	0.0%	4.8%
African	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Caribbean	0.0%	1.0%	2.1%	0.0%	1.0%	2.8%	0.0%	1.0%	1.6%
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/e/x	0.0%	3.4%	2.1%	0.0%	3.1%	1.9%	0.0%	3.9%	2.4%
Puerto Rican	0.0%	1.0%	0.8%	0.0%	1.0%	0.9%	0.0%	1.0%	0.8%
Central American	0.0%	1.5%	0.8%	0.0%	2.1%	1.9%	0.0%	0.0%	0.0%
South American	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
Other Hispanic or Latina/o/e/x	0.0%	0.0%	0.8%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%
Middle Eastern	0.0%	1.0%	1.3%	0.0%	2.1%	1.9%	0.0%	0.0%	0.8%
European	100.0%	76.5%	69.7%	100.0%	70.1%	70.8%	100.0%	81.4%	69.6%
Other White	0.0%	7.8%	13.1%	0.0%	8.2%	9.4%	0.0%	7.8%	15.3%
Other	0.0%	1.5%	3.4%	0.0%	2.1%	4.7%	0.0%	1.0%	1.6%
Total(n)	14	204	237	7	97	106	7	102	124
Race/Ethnicity Group (with multiple race category)									
Native American/Alaska Native	0.0%	0.0%	0.4%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
Asian/Pacific Islander	0.0%	6.9%	6.4%	0.0%	10.3%	9.4%	0.0%	4.0%	4.1%
Black/African American	0.0%	1.0%	5.1%	0.0%	2.1%	3.8%	0.0%	0.0%	6.5%
Latina/o/e/x	0.0%	3.9%	3.0%	0.0%	5.2%	3.8%	0.0%	3.0%	2.4%
White	100.0%	84.2%	79.7%	100.0%	78.4%	74.5%	100.0%	90.1%	83.7%
Other Race/Ethnicity	0.0%	1.5%	2.5%	0.0%	2.1%	2.8%	0.0%	1.0%	1.6%
Two or More Races/Ethnicities	0.0%	2.5%	3.0%	0.0%	2.1%	4.7%	0.0%	2.0%	1.6%
Total (n)	14	203	236	7	97	106	7	101	123
Is English your native language?									
Yes	100.0%	92.2%	91.7%	100.0%	92.8%	89.8%	100.0%	92.2%	92.9%
No	0.0%	7.8%	8.3%	0.0%	7.2%	10.2%	0.0%	7.8%	7.1%
Total(n)	14	205	242	7	97	108	7	102	126
What is your sexual orientation?									
Heterosexual/Straight	84.6%	80.8%	88.3%	100.0%	84.4%	90.5%	71.4%	79.4%	89.1%
Gay	0.0%	5.4%	2.6%	0.0%	10.4%	5.7%	0.0%	0.0%	0.0%
Lesbian	0.0%	3.4%	2.6%	0.0%	0.0%	0.0%	0.0%	6.9%	3.4%
Bisexual	7.7%	4.4%	2.2%	0.0%	0.0%	1.0%	14.3%	8.8%	3.4%
Queer	0.0%	3.4%	1.3%	0.0%	3.1%	1.0%	0.0%	2.9%	0.8%
Pansexual	7.7%	0.5%	1.7%	0.0%	0.0%	1.0%	14.3%	1.0%	2.5%
Asexual	0.0%	0.5%	0.4%	0.0%	1.0%	1.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	1.5%	0.9%	0.0%	1.0%	0.0%	0.0%	1.0%	0.8%
Total (n)	13	203	231	6	96	105	7	102	119
Do you identify as transgender?									
No	100.0%	98.5%	98.3%	100.0%	96.9%	97.2%	100.0%	100.0%	100.0%
Yes	0.0%	1.5%	1.7%	0.0%	3.1%	2.8%	0.0%	0.0%	0.0%
Total(n)	14	205	240	7	97	108	7	103	125
How many children do you have in the following age ranges?									
Under 18 years old									
0	58.3%	48.1%	46.4%	71.4%	52.5%	47.1%	40.0%	42.9%	44.9%
1	0.0%	22.8%	22.4%	0.0%	18.8%	20.7%	0.0%	26.0%	24.7%
2	33.3%	22.2%	24.0%	28.6%	22.5%	26.4%	40.0%	23.4%	22.5%

3	8.3%	6.2%	6.6%	0.0%	6.3%	5.7%	20.0%	6.5%	6.7%	
4+	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	1.3%	1.1%	
Total(n)	12	162	183	7	80	87	5	77	89	
18 years or older										
0	58.3%	59.9%	47.3%	66.7%	56.0%	44.9%	50.0%	64.8%	49.5%	
1	25.0%	16.9%	16.6%	33.3%	15.5%	19.1%	16.7%	18.2%	15.6%	
2	8.3%	17.5%	25.4%	0.0%	22.6%	25.8%	16.7%	11.4%	22.9%	
3	8.3%	4.5%	5.9%	0.0%	4.8%	6.7%	16.7%	4.5%	5.5%	
4+	0.0%	1.1%	4.9%	0.0%	1.2%	3.4%	0.0%	1.1%	6.4%	
Total(n)	12	177	205	6	84	89	6	88	109	
How satisfied are you with the availability of child care at this institution? *										
Very satisfied	0.0%	17.2%	24.3%	0.0%	14.8%	25.9%	0.0%	16.7%	23.1%	
Satisfied	0.0%	20.3%	27.1%	0.0%	18.5%	25.9%	0.0%	22.2%	30.8%	
Marginally satisfied	0.0%	21.9%	18.6%	0.0%	22.2%	18.5%	0.0%	22.2%	20.5%	
Not satisfied	100.0%	40.6%	30.0%	100.0%	44.4%	29.6%	100.0%	38.9%	25.6%	
Total(n)	4	64	70	3	27	27	1	36	39	
Mean	1.00	2.14	2.46	1.00	2.04	2.48	1.00	2.17	2.51	
Standard deviation	0.00	1.14	1.16	0.00	1.13	1.19	.	1.13	1.12	
Significance	-		*	-		*	-			
Effect size	-	-1.00	-1.26	-	-0.92	-1.24	-	-1.04	-1.35	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.7%	0.6%	0.0%	1.5%	1.3%	0.0%	0.0%	0.0%	
\$50,000 - \$59,999	0.0%	4.2%	3.3%	0.0%	4.5%	4.0%	0.0%	4.2%	3.1%	
\$60,000 - \$69,999	23.1%	16.8%	13.9%	14.3%	13.4%	13.3%	33.3%	19.4%	14.3%	
\$70,000 - \$79,999	46.2%	26.6%	24.4%	42.9%	22.4%	24.0%	50.0%	30.6%	24.5%	
\$80,000 - \$89,999	7.7%	14.7%	13.3%	14.3%	17.9%	9.3%	0.0%	12.5%	16.3%	
\$90,000 - \$99,999	7.7%	15.4%	18.9%	14.3%	13.4%	20.0%	0.0%	16.7%	16.3%	
\$100,000 - \$124,999	0.0%	11.9%	18.9%	0.0%	11.9%	18.7%	0.0%	11.1%	20.4%	
\$125,000 - \$149,999	15.4%	7.7%	5.0%	14.3%	11.9%	6.7%	16.7%	4.2%	4.1%	
\$150,000 - \$199,999	0.0%	2.1%	1.7%	0.0%	3.0%	2.7%	0.0%	1.4%	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)	13	143	180	7	67	75	6	72	98	
Mean	8.62	8.95	9.14	8.86	9.16	9.20	8.33	8.75	9.11	
Standard deviation	1.71	1.76	1.69	1.68	1.90	1.82	1.86	1.63	1.62	
Significance	-			-			-			
Effect size	-	-0.19	-0.31	-	-0.16	-0.19	-	-0.26	-0.48	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	1.9%	0.0%	0.0%	3.6%	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000 - \$59,999	0.0%	3.4%	3.8%	0.0%	3.6%	3.6%	0.0%	0.0%	0.0%	
\$60,000 - \$69,999	100.0%	5.1%	13.5%	0.0%	7.1%	10.7%	100.0%	3.6%	17.4%	
\$70,000 - \$79,999	0.0%	20.3%	15.4%	0.0%	17.9%	14.3%	0.0%	25.0%	17.4%	
\$80,000 - \$89,999	0.0%	16.9%	7.7%	0.0%	14.3%	7.1%	0.0%	21.4%	8.7%	
\$90,000 - \$99,999	0.0%	20.3%	13.5%	0.0%	21.4%	7.1%	0.0%	17.9%	21.7%	
\$100,000 - \$124,999	0.0%	15.3%	25.0%	0.0%	17.9%	32.1%	0.0%	14.3%	17.4%	
\$125,000 - \$149,999	0.0%	10.2%	11.5%	0.0%	3.6%	7.1%	0.0%	17.9%	17.4%	
\$150,000 - \$199,999	0.0%	6.8%	5.8%	0.0%	10.7%	10.7%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	1.7%	1.9%	0.0%	3.6%	3.6%	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)	1	59	52	0	28	28	1	28	23	
Mean	7.00	9.76	9.63	.	9.86	9.82	7.00	9.68	9.57	
Standard deviation	.	1.85	2.29	.	2.01	2.61	.	1.54	1.78	
Significance	-			-			-			
Effect size	-	-1.49	-1.15	-			-	-1.74	-1.44	
Age as of December 31, 2023										
Under 30 years old	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
30 to 34 years old	7.7%	3.1%	1.8%	0.0%	4.2%	2.9%	14.3%	2.1%	0.8%	
35 to 39 years old	0.0%	8.2%	7.9%	0.0%	7.4%	5.8%	0.0%	9.4%	10.2%	
40 to 44 years old	7.7%	14.8%	14.5%	0.0%	13.7%	11.7%	14.3%	16.7%	16.1%	
45 to 49 years old	15.4%	21.4%	19.7%	16.7%	18.9%	20.4%	14.3%	25.0%	19.5%	
50 to 54 years old	38.5%	21.4%	21.9%	50.0%	21.1%	23.3%	28.6%	20.8%	21.2%	
55 to 59 years old	15.4%	16.8%	17.5%	0.0%	14.7%	15.5%	28.6%	17.7%	18.6%	

60 to 64 years old	0.0%	6.6%	11.0%	0.0%	7.4%	11.7%	0.0%	5.2%	10.2%	
65 to 69 years old	15.4%	5.6%	3.9%	33.3%	8.4%	6.8%	0.0%	3.1%	1.7%	
70 years old and above	0.0%	2.0%	1.3%	0.0%	4.2%	1.9%	0.0%	0.0%	0.8%	
Total(n)	13	196	228	6	95	103	7	96	118	
In what year did you receive your first academic appointment?										
1982 or earlier	0.0%	1.9%	1.2%	0.0%	2.1%	0.9%	0.0%	1.9%	1.6%	
1983 - 1987	0.0%	1.4%	1.2%	0.0%	3.1%	1.9%	0.0%	0.0%	0.8%	
1988 - 1992	23.1%	3.4%	4.1%	33.3%	4.2%	4.7%	14.3%	2.9%	4.0%	
1993 - 1997	0.0%	6.8%	6.6%	0.0%	8.3%	6.5%	0.0%	4.8%	6.3%	
1998 - 2002	30.8%	17.4%	18.6%	16.7%	15.6%	20.6%	42.9%	17.3%	16.7%	
2003 - 2007	15.4%	21.3%	20.7%	16.7%	17.7%	18.7%	14.3%	25.0%	23.8%	
2008 - 2012	7.7%	21.7%	19.8%	16.7%	21.9%	21.5%	0.0%	21.2%	16.7%	
2013 - 2017	23.1%	18.8%	17.8%	16.7%	20.8%	18.7%	28.6%	18.3%	18.3%	
2018 or later	0.0%	7.2%	9.9%	0.0%	6.3%	6.5%	0.0%	8.7%	11.9%	
Total(n)	13	207	242	6	96	107	7	104	126	
In what year were you first appointed at this institution?										
1982 or earlier	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	1.0%	0.8%	
1983 - 1987	0.0%	1.5%	1.3%	0.0%	3.1%	2.8%	0.0%	0.0%	0.0%	
1988 - 1992	15.4%	2.5%	2.1%	33.3%	4.2%	3.7%	0.0%	1.0%	0.8%	
1993 - 1997	7.7%	3.4%	3.3%	0.0%	2.1%	0.9%	14.3%	4.0%	5.6%	
1998 - 2002	15.4%	12.3%	15.5%	16.7%	13.5%	18.7%	14.3%	9.9%	11.3%	
2003 - 2007	15.4%	20.2%	17.6%	0.0%	14.6%	10.3%	28.6%	25.7%	25.0%	
2008 - 2012	7.7%	18.7%	18.0%	16.7%	19.8%	16.8%	0.0%	17.8%	17.7%	
2013 - 2017	23.1%	23.6%	22.2%	16.7%	24.0%	24.3%	28.6%	23.8%	21.8%	
2018 or later	15.4%	17.2%	19.7%	16.7%	18.8%	22.4%	14.3%	16.8%	16.9%	
Total(n)	13	203	239	6	96	107	7	101	124	
If tenured: In what year did you receive tenure at this institution? (4-year schools only)										
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%	0.6%	0.9%	0.0%	0.0%	0.0%	0.0%	1.1%	1.8%	
1988 - 1992	0.0%	0.6%	0.9%	0.0%	1.3%	1.8%	0.0%	0.0%	0.0%	
1993 - 1997	15.4%	3.0%	4.5%	33.3%	5.1%	7.3%	0.0%	1.1%	1.8%	
1998 - 2002	0.0%	4.1%	3.6%	0.0%	5.1%	3.6%	0.0%	3.4%	3.6%	
2003 - 2007	15.4%	8.3%	8.0%	16.7%	9.0%	7.3%	14.3%	6.9%	7.3%	
2008 - 2012	15.4%	20.1%	21.4%	0.0%	16.7%	18.2%	28.6%	24.1%	25.5%	
2013 - 2017	7.7%	23.1%	22.3%	16.7%	23.1%	20.0%	0.0%	20.7%	23.6%	
2018 or later	46.2%	40.2%	38.4%	33.3%	39.7%	41.8%	57.1%	42.5%	36.4%	
Total(n)	13	169	112	6	78	55	7	87	55	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	7.1%	5.3%	5.0%	14.3%	6.2%	4.7%	0.0%	4.8%	5.6%	
Business (General Area 6)	14.3%	6.7%	8.3%	14.3%	10.3%	13.1%	14.3%	3.8%	4.8%	
Education (General Area 10 and Specific Discipline 2102)	14.3%	11.1%	14.2%	0.0%	8.2%	9.3%	28.6%	14.4%	19.2%	
Engineering (General Area 11)	7.1%	1.4%	3.3%	14.3%	2.1%	5.6%	0.0%	1.0%	1.6%	
English (General Area 12)	0.0%	7.2%	10.4%	0.0%	8.2%	9.3%	0.0%	5.8%	9.6%	
Health-related (General Area 15)	7.1%	5.3%	4.6%	0.0%	3.1%	2.8%	14.3%	7.7%	6.4%	
History or Political Science (Specific Discipline 3007,3009)	14.3%	6.3%	4.2%	14.3%	7.2%	3.7%	14.3%	4.8%	4.0%	
Humanities (General Area 14,24)	0.0%	4.8%	3.3%	0.0%	6.2%	4.7%	0.0%	3.8%	2.4%	
Fine Arts (General Area 2,4,22)	7.1%	19.2%	9.6%	14.3%	21.6%	13.1%	0.0%	14.4%	5.6%	
Mathematics or Statistics (General Area 18)	0.0%	2.4%	4.6%	0.0%	1.0%	2.8%	0.0%	3.8%	5.6%	
Physical Sciences (General Area 25)	7.1%	6.3%	5.0%	0.0%	5.2%	5.6%	14.3%	7.7%	4.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	21.4%	14.9%	14.6%	28.6%	13.4%	13.1%	14.3%	17.3%	16.8%	
Other Technical (General Area 8,19,28)	0.0%	1.9%	3.8%	0.0%	3.1%	7.5%	0.0%	1.0%	0.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	0.0%	7.2%	9.2%	0.0%	4.1%	4.7%	0.0%	9.6%	12.8%	
Total(n)	14	208	240	7	97	107	7	104	125	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	7.1%	4.5%	4.2%	14.3%	4.2%	2.8%	0.0%	5.2%	5.7%	
Business (General Area 6)	14.3%	7.0%	8.9%	14.3%	10.4%	10.3%	14.3%	4.1%	8.2%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	8.5%	7.2%	0.0%	7.3%	6.5%	0.0%	10.3%	8.2%	
Engineering (General Area 11)	0.0%	0.0%	3.4%	0.0%	0.0%	5.6%	0.0%	0.0%	1.6%	
English (General Area 12)	0.0%	6.0%	9.3%	0.0%	7.3%	8.4%	0.0%	5.2%	9.0%	
Health-related (General Area 15)	14.3%	6.5%	6.8%	0.0%	3.1%	2.8%	28.6%	10.3%	10.7%	
History or Political Science (Specific Discipline 3007,3009)	21.4%	6.0%	3.4%	28.6%	8.3%	4.7%	14.3%	4.1%	2.5%	
Humanities (General Area 14,24)	0.0%	4.5%	3.0%	0.0%	4.2%	3.7%	0.0%	4.1%	1.6%	
Fine Arts (General Area 2,4,22)	7.1%	20.5%	10.1%	14.3%	24.0%	15.0%	0.0%	14.4%	4.9%	
Mathematics or Statistics (General Area 18)	7.1%	2.5%	5.9%	14.3%	2.1%	3.7%	0.0%	3.1%	7.4%	
Physical Sciences (General Area 25)	7.1%	6.0%	4.2%	0.0%	5.2%	4.7%	14.3%	7.2%	4.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.3%	14.5%	15.2%	14.3%	13.5%	13.1%	14.3%	14.4%	17.2%	
Other Technical (General Area 8,19,28)	0.0%	3.0%	4.2%	0.0%	4.2%	8.4%	0.0%	2.1%	0.8%	

Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.1%	10.5%	14.3%	0.0%	6.3%	10.3%	14.3%	15.5%	18.0%	
Total(n)	14	200	237	7	96	107	7	97	122	
Faculty works in a STEM department										
Yes	28.6%	22.4%	28.5%	28.6%	18.9%	26.0%	28.6%	27.3%	31.1%	
No	71.4%	77.6%	71.5%	71.4%	81.1%	74.0%	71.4%	72.7%	68.9%	
Total(n)	14	201	228	7	95	104	7	99	119	
Optional Question 1										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 2										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 3										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 4										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 5										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 6										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 7										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 8										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 9										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 10										
A										
B										
C										

D				
E				
Total(n)				
Optional Question 11				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 12				
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B				
C				
D				
E				
Total(n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 14				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 15				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 16				
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B				
C				
D				
E				
Total(n)				
Optional Question 17				
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B				
C				
D				
E				
Total(n)				
Optional Question 18				
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B				
C				
D				
E				
Total(n)				
Optional Question 19				
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B				
C				
D				
E				
Total(n)				
Optional Question 20				
A				
B				
C				
D				
E				
Total(n)				

Optional Question 21				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 22				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 23				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 24				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 25				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 26				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 27				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 28				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 29				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 30				
A				
B				
C				
D				
E				
Total(n)				

* This variable is recoded to exclude "Not Applicable" to calculate the mean.

2023-2024 HERI Faculty Survey Off-Cycle Administration
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	
Graduate Faculty	34	606	349	17	247	146	14	325	189	
What is your current gender identity?										
Man	51.5%	41.3%	42.4%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	
Woman	42.4%	54.3%	54.9%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Non-binary	3.0%	1.8%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Genderqueer/Gender non-conforming	0.0%	1.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not listed above	3.0%	1.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total (n)	33	598	344	17	247	146	14	325	189	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	77.2%	89.1%	100.0%	79.3%	88.4%	100.0%	76.3%	88.9%	
No	0.0%	22.8%	10.9%	0.0%	20.7%	11.6%	0.0%	23.7%	11.1%	
Total(n)	34	605	349	17	246	146	14	325	189	
What is your present academic rank? (4-year schools only)										
Professor	38.2%	29.5%	33.9%	41.2%	30.5%	34.3%	28.6%	29.0%	34.3%	
Associate Professor	29.4%	31.3%	29.5%	23.5%	34.6%	32.1%	35.7%	28.7%	25.4%	
Assistant Professor	23.5%	16.1%	20.2%	29.4%	13.4%	17.9%	21.4%	18.8%	23.1%	
Lecturer	2.9%	19.2%	13.0%	5.9%	17.9%	13.6%	0.0%	18.8%	12.4%	
Instructor	5.9%	4.0%	3.4%	0.0%	3.7%	2.1%	14.3%	4.6%	4.7%	
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	34	604	322	17	246	140	14	324	169	
What is your tenure status at this institution? (4-year schools only)										
Tenured	61.8%	50.8%	60.2%	58.8%	55.5%	63.6%	64.3%	47.4%	56.8%	
On tenure track, but not tenured	20.6%	15.0%	20.8%	23.5%	13.1%	17.9%	14.3%	17.1%	23.7%	
Not on tenure track, but institution has tenure system	17.6%	34.0%	18.9%	17.6%	31.0%	18.6%	21.4%	35.5%	19.5%	
Institution has no tenure system	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	
Total(n)	34	600	322	17	245	140	14	321	169	
Are you retired from this institution?										
Yes	0.0%	1.9%	1.8%	0.0%	2.1%	2.1%	0.0%	1.9%	1.6%	
No	100.0%	98.1%	98.2%	100.0%	97.9%	97.9%	100.0%	98.1%	98.4%	
Total(n)	33	581	339	16	236	141	14	313	185	
What is your principal activity in your current position at this institution?										
Administration	0.0%	8.1%	8.9%	0.0%	10.1%	10.3%	0.0%	7.1%	8.5%	
Teaching	100.0%	86.2%	83.7%	100.0%	85.8%	83.6%	100.0%	85.8%	82.5%	
Research	0.0%	1.8%	2.3%	0.0%	1.2%	2.1%	0.0%	2.2%	2.6%	
Services to clients and patients	0.0%	1.3%	1.7%	0.0%	1.2%	1.4%	0.0%	1.5%	2.1%	
Other	0.0%	2.5%	3.4%	0.0%	1.6%	2.7%	0.0%	3.4%	4.2%	
Total(n)	34	603	349	17	247	146	14	324	189	
Personally, how important to you is:										
Research										
Essential	20.6%	46.1%	38.0%	35.3%	45.9%	41.1%	0.0%	45.7%	36.9%	
Very Important	38.2%	31.6%	36.6%	35.3%	31.3%	34.9%	50.0%	32.6%	38.0%	
Somewhat Important	35.3%	18.5%	20.5%	29.4%	18.3%	19.2%	35.7%	18.3%	20.3%	
Not Important	5.9%	3.8%	4.9%	0.0%	4.5%	4.8%	14.3%	3.4%	4.8%	
Total(n)	34	601	347	17	246	146	14	322	187	
Mean	2.74	3.20	3.08	3.06	3.19	3.12	2.36	3.20	3.07	
Standard deviation	0.86	0.87	0.88	0.83	0.89	0.89	0.74	0.86	0.87	
Significance	-	**	*	-			-	***	**	
Effect size	-	-0.53	-0.39	-	-0.15	-0.07	-	-0.98	-0.82	
Personally, how important to you is:										
Teaching										
Essential	85.3%	76.1%	77.2%	88.2%	78.5%	80.0%	85.7%	74.4%	75.0%	
Very Important	11.8%	21.1%	21.3%	5.9%	20.3%	19.3%	14.3%	21.6%	22.9%	
Somewhat Important	2.9%	2.5%	1.4%	5.9%	1.2%	0.7%	0.0%	3.4%	2.1%	
Not Important	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	
Total(n)	34	603	347	17	246	145	14	324	188	
Mean	3.82	3.73	3.76	3.82	3.77	3.79	3.86	3.70	3.73	
Standard deviation	0.46	0.52	0.46	0.53	0.45	0.42	0.36	0.56	0.49	
Significance	-			-			-			
Effect size	-	0.17	0.13	-	0.11	0.07	-	0.29	0.27	
Personally, how important to you is:										
Service										
Essential	12.1%	24.4%	27.5%	12.5%	23.4%	26.9%	7.1%	26.1%	28.9%	
Very Important	60.6%	41.4%	41.6%	50.0%	45.1%	42.1%	78.6%	39.4%	41.7%	
Somewhat Important	21.2%	30.1%	28.3%	25.0%	27.5%	28.3%	14.3%	30.7%	27.3%	
Not Important	6.1%	4.2%	2.6%	12.5%	4.1%	2.8%	0.0%	3.7%	2.1%	

* 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.

Total(n)	33	599	346	16	244	145	14	322	187	
Mean	2.79	2.86	2.94	2.63	2.88	2.93	2.93	2.88	2.97	
Standard deviation	0.74	0.83	0.81	0.89	0.81	0.81	0.47	0.84	0.81	
Significance	-			-			-			
Effect size	-	-0.08	-0.19	-	-0.31	-0.37	-	0.06	-0.05	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	0.0%	9.5%	8.6%	0.0%	9.8%	7.5%	0.0%	9.3%	10.2%	
1	0.0%	17.2%	13.8%	0.0%	20.7%	18.5%	0.0%	15.2%	11.2%	
2	8.8%	18.4%	15.0%	11.8%	13.8%	11.6%	7.1%	22.3%	18.2%	
3	44.1%	29.5%	27.7%	52.9%	30.1%	28.8%	42.9%	28.8%	26.7%	
4	29.4%	18.4%	24.5%	23.5%	19.9%	26.7%	21.4%	16.7%	20.9%	
5 or more	17.6%	7.0%	10.4%	11.8%	5.7%	6.8%	28.6%	7.7%	12.8%	
Total(n)	34	603	347	17	246	146	14	323	187	
How many of the courses that you are teaching this term are:										
General education courses										
0	62.1%	70.2%	67.5%	69.2%	72.7%	72.8%	53.8%	69.3%	64.0%	
1-2	37.9%	25.7%	28.1%	30.8%	24.0%	24.3%	46.2%	25.5%	29.8%	
3-4	0.0%	2.7%	2.6%	0.0%	2.6%	1.9%	0.0%	3.1%	3.5%	
5+	0.0%	1.4%	1.8%	0.0%	0.6%	1.0%	0.0%	2.1%	2.6%	
Total(n)	29	366	228	13	154	103	13	192	114	
Courses required for an undergraduate major										
0	12.1%	24.5%	17.8%	11.8%	24.2%	18.4%	15.4%	24.8%	16.8%	
1-2	63.6%	54.6%	55.8%	64.7%	54.8%	56.8%	69.2%	55.6%	56.9%	
3-4	24.2%	18.9%	22.8%	23.5%	19.4%	23.2%	15.4%	17.5%	21.2%	
5+	0.0%	2.0%	3.6%	0.0%	1.6%	1.6%	0.0%	2.1%	5.1%	
Total(n)	33	445	276	17	186	125	13	234	137	
Other undergraduate credit courses										
0	45.8%	49.0%	54.3%	33.3%	42.4%	48.4%	55.6%	54.9%	60.6%	
1-2	45.8%	43.5%	38.7%	50.0%	47.7%	42.1%	44.4%	39.4%	35.1%	
3-4	8.3%	5.8%	5.0%	16.7%	8.6%	7.4%	0.0%	3.4%	2.1%	
5+	0.0%	1.7%	2.0%	0.0%	1.3%	2.1%	0.0%	2.3%	2.1%	
Total(n)	24	347	199	12	151	95	9	175	94	
Developmental/remedial courses (not for credit)										
0	100.0%	96.9%	96.0%	100.0%	99.2%	98.7%	100.0%	95.4%	93.1%	
1-2	0.0%	3.1%	3.4%	0.0%	0.8%	1.3%	0.0%	4.6%	5.7%	
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%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Total(n)	19	288	175	9	118	79	7	152	87	
Graduate courses										
0	33.3%	27.5%	31.3%	38.5%	31.4%	31.8%	18.2%	24.5%	30.2%	
1-2	48.1%	58.4%	52.4%	53.8%	59.4%	57.9%	45.5%	57.9%	48.8%	
3-4	18.5%	13.2%	15.4%	7.7%	9.1%	10.3%	36.4%	15.9%	19.4%	
5+	0.0%	0.9%	0.8%	0.0%	0.0%	0.0%	0.0%	1.7%	1.6%	
Total(n)	27	433	246	13	175	107	11	233	129	
How many of these courses that you are teaching this term are being taught at another institution?										
0	70.6%	65.8%	62.6%	52.9%	65.5%	63.7%	85.7%	66.8%	62.4%	
1-2	5.9%	19.7%	16.9%	5.9%	19.5%	17.0%	7.1%	19.4%	17.0%	
3-4	23.5%	12.1%	16.6%	41.2%	13.6%	17.8%	7.1%	11.4%	15.8%	
5+	0.0%	2.4%	3.8%	0.0%	1.4%	1.5%	0.0%	2.4%	4.8%	
Total(n)	34	538	313	17	220	135	14	289	165	
What types of courses do you primarily teach?										
Undergraduate credit courses	79.4%	65.2%	68.0%	100.0%	71.3%	72.6%	50.0%	61.0%	63.6%	
Graduate courses	20.6%	31.6%	26.2%	0.0%	26.3%	23.3%	50.0%	35.3%	29.4%	
Developmental/remedial courses	0.0%	0.5%	1.4%	0.0%	0.0%	0.0%	0.0%	0.6%	2.1%	
I do not teach	0.0%	2.6%	4.3%	0.0%	2.4%	4.1%	0.0%	3.1%	4.8%	
Total(n)	34	604	347	17	247	146	14	323	187	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	97.1%	85.6%	87.0%	100.0%	89.4%	89.7%	92.9%	82.7%	84.6%	
No	2.9%	14.4%	13.0%	0.0%	10.6%	10.3%	7.1%	17.3%	15.4%	
Total(n)	34	604	347	17	246	146	14	324	188	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	100.0%	98.3%	98.0%	100.0%	98.8%	99.3%	100.0%	97.8%	96.8%	
No	0.0%	1.7%	2.0%	0.0%	1.2%	0.7%	0.0%	2.2%	3.2%	
Total(n)	34	606	349	17	247	146	14	325	189	

ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION									
In the past year, to what extent have you:									
Met with graduate students to discuss their research interests									
To a Very Large Extent	11.8%	25.0%	19.0%	5.9%	20.8%	18.9%	21.4%	27.6%	20.1%
To a Large Extent	11.8%	18.5%	18.2%	11.8%	20.8%	19.6%	14.3%	17.1%	16.8%
To Some Extent	32.4%	23.1%	21.4%	35.3%	24.2%	23.1%	21.4%	22.2%	19.0%
To a Small Extent	26.5%	21.6%	22.6%	23.5%	21.3%	21.0%	28.6%	21.6%	24.0%
Not at All	17.6%	11.7%	18.8%	23.5%	12.9%	17.5%	14.3%	11.4%	20.1%
Total(n)	34	588	336	17	240	143	14	315	179
Mentored graduate students									
To a Very Large Extent	20.6%	32.0%	27.9%	11.8%	27.2%	26.8%	35.7%	35.4%	30.3%
To a Large Extent	14.7%	19.6%	17.6%	5.9%	18.4%	17.6%	28.6%	20.3%	16.6%
To Some Extent	26.5%	21.5%	20.6%	23.5%	22.6%	21.8%	21.4%	19.6%	17.7%
To a Small Extent	26.5%	17.4%	19.1%	35.3%	21.3%	21.8%	14.3%	15.1%	17.7%
Not at All	11.8%	9.6%	14.8%	23.5%	10.5%	12.0%	0.0%	9.6%	17.7%
Total(n)	34	582	330	17	239	142	14	311	175
Helped graduate students access professional networks									
To a Very Large Extent	6.1%	17.9%	15.0%	6.3%	14.5%	14.5%	7.1%	19.4%	16.0%
To a Large Extent	18.2%	21.0%	18.3%	12.5%	20.5%	20.3%	28.6%	21.6%	16.6%
To Some Extent	30.3%	25.2%	24.2%	25.0%	25.6%	24.6%	35.7%	24.5%	22.3%
To a Small Extent	15.2%	19.6%	19.9%	18.8%	21.4%	20.3%	14.3%	19.0%	20.6%
Not at All	30.3%	16.3%	22.6%	37.5%	17.9%	20.3%	14.3%	15.5%	24.6%
Total(n)	33	576	327	16	234	138	14	310	175
Presented with graduate students at conferences									
To a Very Large Extent	0.0%	5.5%	6.6%	0.0%	5.9%	6.3%	0.0%	4.8%	6.7%
To a Large Extent	5.9%	5.9%	5.7%	11.8%	6.3%	6.3%	0.0%	6.1%	5.6%
To Some Extent	0.0%	6.7%	7.2%	0.0%	6.3%	7.0%	0.0%	7.1%	7.3%
To a Small Extent	5.9%	7.2%	7.8%	5.9%	8.4%	9.2%	7.1%	6.7%	6.7%
Not at All	88.2%	74.7%	72.8%	82.4%	73.0%	71.1%	92.9%	75.3%	73.6%
Total(n)	34	580	334	17	237	142	14	312	178
Published with graduate students									
To a Very Large Extent	0.0%	2.6%	3.0%	0.0%	2.6%	5.0%	0.0%	1.6%	1.1%
To a Large Extent	0.0%	4.0%	4.8%	0.0%	2.6%	2.8%	0.0%	5.4%	6.7%
To Some Extent	6.1%	5.0%	6.3%	6.3%	4.3%	6.4%	7.1%	5.4%	6.2%
To a Small Extent	9.1%	8.3%	8.7%	18.8%	14.1%	13.5%	0.0%	4.8%	5.1%
Not at All	84.8%	80.1%	77.2%	75.0%	76.5%	72.3%	92.9%	82.7%	80.9%
Total(n)	33	577	333	16	234	141	14	312	178
Included graduate students in research grant writing									
To a Very Large Extent	0.0%	2.6%	2.7%	0.0%	2.5%	3.5%	0.0%	2.2%	2.2%
To a Large Extent	0.0%	3.1%	3.3%	0.0%	2.5%	2.8%	0.0%	3.5%	3.4%
To Some Extent	5.9%	5.3%	6.3%	5.9%	3.0%	3.5%	7.1%	7.4%	8.4%
To a Small Extent	5.9%	7.1%	7.5%	11.8%	6.8%	7.7%	0.0%	7.7%	7.3%
Not at All	88.2%	81.9%	80.3%	82.4%	85.2%	82.4%	92.9%	79.2%	78.8%
Total(n)	34	580	335	17	237	142	14	312	179
In the past year, how many letters of recommendation have you written for graduate students?									
0	35.3%	20.8%	24.3%	29.4%	19.4%	23.2%	28.6%	21.8%	24.7%
1-5	47.1%	52.7%	48.5%	52.9%	55.3%	56.3%	50.0%	51.0%	43.8%
6-10	8.8%	15.8%	16.2%	17.6%	15.6%	13.4%	0.0%	16.3%	18.0%
11-20	2.9%	7.9%	8.4%	0.0%	6.8%	5.6%	7.1%	8.0%	9.6%
21 or more	5.9%	2.9%	2.7%	0.0%	3.0%	1.4%	14.3%	2.9%	3.9%
Total(n)	34	583	334	17	237	142	14	312	178
In the past year, how many master's thesis committees have you served on or are currently serving?									
0	38.2%	62.8%	60.8%	58.8%	65.8%	62.5%	21.4%	61.3%	60.3%
1	29.4%	13.3%	14.2%	17.6%	9.6%	10.4%	42.9%	15.7%	16.8%
2	8.8%	7.0%	5.9%	11.8%	7.9%	6.3%	7.1%	6.7%	6.1%
3-4	8.8%	7.7%	8.3%	5.9%	7.9%	9.7%	0.0%	6.4%	6.1%
5-8	8.8%	6.1%	6.8%	0.0%	6.3%	7.6%	21.4%	6.1%	6.1%
9 or more	5.9%	3.1%	3.9%	5.9%	2.5%	3.5%	7.1%	3.8%	4.5%
Total(n)	34	586	337	17	240	144	14	313	179
In the past year, how many master's thesis committees have you chaired?									
0	70.6%	78.5%	74.3%	76.5%	79.5%	74.8%	64.3%	77.3%	74.2%
1	5.9%	7.2%	8.1%	5.9%	6.3%	5.6%	7.1%	8.1%	9.6%
2	11.8%	5.7%	7.2%	11.8%	5.0%	6.3%	7.1%	6.1%	7.9%
3-4	0.0%	4.3%	5.1%	0.0%	5.4%	8.4%	0.0%	3.2%	2.2%
5-8	8.8%	2.9%	3.9%	5.9%	3.3%	4.9%	14.3%	2.9%	3.4%
9 or more	2.9%	1.4%	1.5%	0.0%	0.4%	0.0%	7.1%	2.3%	2.8%
Total(n)	34	581	334	17	239	143	14	309	178
How many dissertation committees have you served on or are currently serving?									
0	97.1%	83.9%	85.8%	94.1%	85.3%	84.0%	100.0%	82.5%	86.7%

1	2.9%	6.2%	5.9%	5.9%	5.0%	6.3%	0.0%	7.1%	6.1%	
2	0.0%	3.6%	3.6%	0.0%	4.6%	4.9%	0.0%	2.9%	2.2%	
3-4	0.0%	3.5%	2.7%	0.0%	3.4%	4.2%	0.0%	3.6%	1.7%	
5-8	0.0%	1.6%	0.6%	0.0%	1.3%	0.7%	0.0%	1.9%	0.6%	
9 or more	0.0%	1.2%	1.5%	0.0%	0.4%	0.0%	0.0%	1.9%	2.8%	
Total(n)	34	579	338	17	238	144	14	308	180	
In the past year, how many of these dissertation committees have you chaired or are currently chairing?										
0	100.0%	91.0%	92.0%	100.0%	91.3%	91.0%	100.0%	90.2%	92.8%	
1	0.0%	3.6%	4.2%	0.0%	3.8%	4.9%	0.0%	3.6%	3.3%	
2	0.0%	1.6%	1.2%	0.0%	1.7%	1.4%	0.0%	1.6%	1.1%	
3-4	0.0%	2.2%	1.8%	0.0%	2.9%	2.8%	0.0%	2.0%	1.1%	
5-8	0.0%	1.4%	0.6%	0.0%	0.4%	0.0%	0.0%	2.3%	1.1%	
9 or more	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.3%	0.6%	
Total(n)	34	580	337	17	240	144	14	307	180	
Rate your agreement with the following statements:										
Graduate students in this program must compete for research opportunities										
Strongly Agree	3.2%	16.5%	15.0%	6.7%	17.5%	14.0%	0.0%	15.5%	15.8%	
Somewhat Agree	25.8%	31.8%	29.0%	26.7%	32.5%	32.4%	23.1%	30.6%	26.7%	
Somewhat Disagree	22.6%	22.7%	25.5%	26.7%	21.5%	25.0%	15.4%	23.7%	24.8%	
Strongly Disagree	48.4%	28.9%	30.6%	40.0%	28.5%	28.7%	61.5%	30.2%	32.7%	
Total(n)	31	550	314	15	228	136	13	291	165	
Mean	1.84	2.36	2.28	2.00	2.39	2.32	1.62	2.31	2.25	
Standard deviation	0.93	1.07	1.06	1.00	1.08	1.04	0.87	1.06	1.08	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.49	-0.42	-	-0.36	-0.31	-	-0.65	-0.58	
It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills										
Strongly Agree	38.7%	31.7%	30.1%	60.0%	34.1%	33.6%	23.1%	29.9%	28.5%	
Somewhat Agree	29.0%	35.7%	32.0%	20.0%	35.8%	32.8%	38.5%	35.4%	32.7%	
Somewhat Disagree	9.7%	16.8%	19.9%	0.0%	15.9%	17.5%	15.4%	17.0%	18.8%	
Strongly Disagree	22.6%	15.8%	18.0%	20.0%	14.2%	16.1%	23.1%	17.7%	20.0%	
Total(n)	31	558	316	15	232	137	13	294	165	
Mean	2.84	2.83	2.74	3.20	2.90	2.84	2.62	2.78	2.70	
Standard deviation	1.19	1.04	1.08	1.21	1.03	1.07	1.12	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.01	0.09	-	0.29	0.34	-	-0.15	-0.07	
This graduate program enrolls too few international students										
Strongly Agree	6.5%	15.5%	17.7%	13.3%	14.2%	17.2%	0.0%	16.8%	19.1%	
Somewhat Agree	29.0%	19.6%	26.8%	33.3%	24.3%	33.6%	30.8%	16.8%	21.6%	
Somewhat Disagree	38.7%	34.4%	32.6%	33.3%	33.2%	31.3%	46.2%	34.2%	32.7%	
Strongly Disagree	25.8%	30.5%	22.9%	20.0%	28.3%	17.9%	23.1%	32.2%	26.5%	
Total(n)	31	550	310	15	226	134	13	292	162	
Mean	2.16	2.20	2.39	2.40	2.24	2.50	2.08	2.18	2.33	
Standard deviation	0.90	1.04	1.03	0.99	1.02	0.98	0.76	1.06	1.07	
Significance	-			-			-			
Effect size	-	-0.04	-0.22	-	0.16	-0.10	-	-0.09	-0.23	
Graduate students work well together in this program										
Strongly Agree	56.7%	43.3%	41.9%	35.7%	40.6%	37.5%	84.6%	45.5%	45.7%	
Somewhat Agree	33.3%	44.8%	43.9%	50.0%	47.5%	49.2%	7.7%	42.8%	39.5%	
Somewhat Disagree	3.3%	9.8%	9.9%	7.1%	8.2%	7.8%	0.0%	10.3%	11.1%	
Strongly Disagree	6.7%	2.2%	4.3%	7.1%	3.7%	5.5%	7.7%	1.4%	3.7%	
Total(n)	30	543	303	14	219	128	13	292	162	
Mean	3.40	3.29	3.23	3.14	3.25	3.19	3.69	3.33	3.27	
Standard deviation	0.86	0.73	0.80	0.86	0.76	0.80	0.85	0.71	0.80	
Significance	-			-			-			
Effect size	-	0.15	0.21	-	-0.14	-0.06	-	0.51	0.53	
I have encountered instances of academic dishonesty among graduate students										
Strongly Agree	3.2%	8.2%	8.1%	6.7%	9.4%	8.3%	0.0%	7.2%	8.0%	
Somewhat Agree	12.9%	21.6%	22.7%	6.7%	16.6%	18.8%	15.4%	25.1%	25.3%	
Somewhat Disagree	25.8%	23.4%	25.6%	20.0%	23.3%	24.8%	30.8%	23.7%	25.3%	
Strongly Disagree	58.1%	46.7%	43.7%	66.7%	50.7%	48.1%	53.8%	44.0%	41.4%	
Total(n)	31	546	309	15	223	133	13	291	162	
Mean	1.61	1.91	1.95	1.53	1.85	1.87	1.62	1.96	2.00	
Standard deviation	0.84	1.00	0.99	0.92	1.02	1.00	0.77	0.99	1.00	
Significance	-			-			-			
Effect size	-	-0.30	-0.34	-	-0.31	-0.34	-	-0.34	-0.38	
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly Agree	25.8%	28.6%	29.2%	20.0%	29.6%	29.5%	30.8%	27.9%	28.8%	
Somewhat Agree	51.6%	50.5%	50.8%	40.0%	48.9%	47.7%	61.5%	52.4%	53.8%	
Somewhat Disagree	12.9%	13.8%	11.5%	26.7%	13.0%	13.6%	0.0%	13.4%	9.4%	

Strongly Disagree	9.7%	7.2%	8.5%	13.3%	8.5%	9.1%	7.7%	6.2%	8.1%	
Total(n)	31	545	305	15	223	132	13	290	160	
Mean	2.94	3.01	3.01	2.67	3.00	2.98	3.15	3.02	3.03	
Standard deviation	0.89	0.84	0.87	0.98	0.88	0.89	0.80	0.81	0.84	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.38	-0.35	-	0.16	0.14	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly Agree	45.2%	18.5%	24.0%	53.3%	18.5%	22.6%	38.5%	18.9%	25.3%	
Somewhat Agree	25.8%	27.6%	30.3%	6.7%	31.5%	33.1%	38.5%	25.5%	28.5%	
Somewhat Disagree	6.5%	29.8%	23.7%	6.7%	28.8%	21.8%	7.7%	30.4%	25.3%	
Strongly Disagree	22.6%	24.1%	22.0%	33.3%	21.2%	22.6%	15.4%	25.2%	20.9%	
Total(n)	31	540	304	15	222	133	13	286	158	
Mean	2.94	2.41	2.56	2.80	2.47	2.56	3.00	2.38	2.58	
Standard deviation	1.21	1.05	1.08	1.42	1.02	1.08	1.08	1.06	1.08	
Significance	-	**		-			-	*		
Effect size	-	0.50	0.35	-	0.32	0.22	-	0.58	0.39	
Faculty in my department are good mentors for graduate students										
Strongly Agree	53.3%	47.7%	46.2%	53.3%	45.8%	46.7%	61.5%	48.5%	44.8%	
Somewhat Agree	30.0%	36.4%	39.1%	20.0%	37.0%	39.4%	30.8%	35.7%	39.3%	
Somewhat Disagree	10.0%	12.4%	9.6%	13.3%	12.3%	8.8%	7.7%	13.4%	10.4%	
Strongly Disagree	6.7%	3.5%	5.1%	13.3%	4.8%	5.1%	0.0%	2.4%	5.5%	
Total(n)	30	549	312	15	227	137	13	291	163	
Mean	3.30	3.28	3.26	3.13	3.24	3.28	3.54	3.30	3.23	
Standard deviation	0.92	0.81	0.83	1.13	0.85	0.83	0.66	0.79	0.85	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	-0.13	-0.18	-	0.30	0.36	
Most graduate students in this program move on to faculty positions										
Strongly Agree	3.3%	2.2%	3.3%	6.7%	3.1%	4.4%	0.0%	1.4%	1.9%	
Somewhat Agree	16.7%	18.0%	18.9%	20.0%	19.5%	20.0%	15.4%	16.3%	18.1%	
Somewhat Disagree	26.7%	35.8%	31.6%	33.3%	41.6%	36.3%	23.1%	33.0%	28.8%	
Strongly Disagree	53.3%	44.0%	46.3%	40.0%	35.8%	39.3%	61.5%	49.3%	51.3%	
Total(n)	30	545	307	15	226	135	13	288	160	
Mean	1.70	1.78	1.79	1.93	1.90	1.90	1.54	1.70	1.71	
Standard deviation	0.88	0.81	0.86	0.96	0.82	0.87	0.78	0.79	0.83	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	0.04	0.03	-	-0.20	-0.20	
Most graduate students in this program move into positions outside of academia										
Strongly Agree	46.7%	45.0%	46.3%	26.7%	43.3%	44.0%	61.5%	45.7%	46.6%	
Somewhat Agree	33.3%	39.3%	35.5%	33.3%	38.8%	35.1%	38.5%	40.5%	37.3%	
Somewhat Disagree	13.3%	12.1%	12.1%	26.7%	14.7%	14.9%	0.0%	9.7%	9.3%	
Strongly Disagree	6.7%	3.5%	6.2%	13.3%	3.1%	6.0%	0.0%	4.2%	6.8%	
Total(n)	30	544	307	15	224	134	13	289	161	
Mean	3.20	3.26	3.22	2.73	3.22	3.17	3.62	3.28	3.24	
Standard deviation	0.92	0.80	0.89	1.03	0.81	0.90	0.51	0.80	0.88	
Significance	-			-	*		-			
Effect size	-	-0.07	-0.02	-	-0.60	-0.49	-	0.43	0.43	
During the past three years, have you:										
Advised student groups involved in service/volunteer work										
Yes	64.7%	54.9%	58.0%	70.6%	55.4%	56.3%	64.3%	55.2%	60.2%	Civic Minded Practice
No	35.3%	45.1%	42.0%	29.4%	44.6%	43.8%	35.7%	44.8%	39.8%	
Total(n)	34	594	338	17	242	144	14	319	181	
Yes	52.9%	51.3%	54.2%	52.9%	47.9%	50.7%	50.0%	53.0%	56.4%	Civic Minded Practice
No	47.1%	48.7%	45.8%	47.1%	52.1%	49.3%	50.0%	47.0%	43.6%	
Total(n)	34	587	336	17	240	142	14	315	181	
Conducted research or writing focused on international/global issues										
Yes	29.4%	44.2%	36.7%	41.2%	47.3%	39.6%	14.3%	40.7%	34.3%	
No	70.6%	55.8%	63.3%	58.8%	52.7%	60.4%	85.7%	59.3%	65.7%	
Total(n)	34	593	338	17	243	144	14	317	181	
Conducted research or writing focused on racial or ethnic minorities										
Yes	35.3%	44.3%	40.9%	41.2%	37.2%	36.1%	21.4%	47.6%	44.1%	
No	64.7%	55.7%	59.1%	58.8%	62.8%	63.9%	78.6%	52.4%	55.9%	
Total(n)	34	587	335	17	242	144	14	313	179	
Conducted research or writing focused on women or gender issues										
Yes	32.4%	39.9%	32.5%	29.4%	27.8%	23.2%	35.7%	47.5%	39.4%	
No	67.6%	60.1%	67.5%	70.6%	72.2%	76.8%	64.3%	52.5%	60.6%	
Total(n)	34	586	335	17	237	142	14	316	180	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues										
Yes	20.6%	22.5%	15.5%	23.5%	15.9%	10.6%	14.3%	24.8%	18.2%	
No	79.4%	77.5%	84.5%	76.5%	84.1%	89.4%	85.7%	75.2%	81.8%	
Total(n)	34	581	330	17	239	142	14	311	176	

Conducted research or writing focused on biomedical science fields										
Yes	9.1%	9.4%	12.5%	5.9%	11.0%	12.1%	0.0%	7.8%	12.6%	
No	90.9%	90.6%	87.5%	94.1%	89.0%	87.9%	100.0%	92.2%	87.4%	
Total(n)	33	576	328	17	237	141	13	307	175	
Engaged in academic research that spans multiple disciplines										
Yes	79.4%	69.3%	65.5%	88.2%	72.9%	72.3%	64.3%	66.9%	61.7%	
No	20.6%	30.7%	34.5%	11.8%	27.1%	27.7%	35.7%	33.1%	38.3%	
Total(n)	34	590	333	17	240	141	14	317	180	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)										
Yes	52.9%	59.1%	52.4%	58.8%	55.7%	49.3%	42.9%	61.1%	55.0%	
No	47.1%	40.9%	47.6%	41.2%	44.3%	50.7%	57.1%	38.9%	45.0%	
Total(n)	34	592	336	17	244	144	14	316	180	
Written research grants										
Yes	23.5%	43.6%	43.3%	35.3%	38.3%	41.5%	7.1%	47.4%	45.3%	
No	76.5%	56.4%	56.7%	64.7%	61.7%	58.5%	92.9%	52.6%	54.7%	
Total(n)	34	578	326	17	240	142	14	306	172	
Received funding for your work from foundations										
Yes	8.8%	26.2%	19.8%	11.8%	22.9%	18.4%	0.0%	27.8%	21.0%	
No	91.2%	73.8%	80.2%	88.2%	77.1%	81.6%	100.0%	72.2%	79.0%	
Total(n)	34	588	334	17	240	141	14	316	181	
Received funding for your work from state or federal government										
Yes	11.8%	23.7%	28.8%	17.6%	24.2%	30.1%	0.0%	23.2%	27.0%	
No	88.2%	76.3%	71.2%	82.4%	75.8%	69.9%	100.0%	76.8%	73.0%	
Total(n)	34	582	333	17	240	143	14	311	178	
Received funding for your work from business or industry										
Yes	8.8%	13.5%	9.8%	17.6%	14.8%	11.4%	0.0%	11.8%	8.0%	
No	91.2%	86.5%	90.2%	82.4%	85.2%	88.6%	100.0%	88.2%	92.0%	
Total(n)	34	571	325	17	236	140	14	304	174	
During the past three years, have you:										
Taught an honors course										
Yes	20.6%	14.7%	10.7%	35.3%	14.3%	11.3%	7.1%	13.9%	10.3%	
No	79.4%	85.3%	89.3%	64.7%	85.7%	88.7%	92.9%	86.1%	89.7%	
Total(n)	34	587	338	17	238	141	14	317	184	
Taught an interdisciplinary course										
Yes	61.8%	47.4%	37.6%	70.6%	46.6%	37.6%	50.0%	46.7%	36.1%	
No	38.2%	52.6%	62.4%	29.4%	53.4%	62.4%	50.0%	53.3%	63.9%	
Total(n)	34	586	338	17	238	141	14	315	183	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)										
Yes	26.5%	19.7%	18.8%	35.3%	13.6%	13.6%	21.4%	23.9%	23.1%	
No	73.5%	80.3%	81.2%	64.7%	86.4%	86.4%	78.6%	76.1%	76.9%	
Total(n)	34	585	335	17	236	140	14	318	182	
Taught a service learning course										
Yes	23.5%	19.5%	22.8%	17.6%	11.4%	11.3%	28.6%	25.2%	30.6%	
No	76.5%	80.5%	77.2%	82.4%	88.6%	88.7%	71.4%	74.8%	69.4%	
Total(n)	34	584	337	17	237	142	14	317	183	
Taught a course exclusively online										
Yes	66.7%	65.4%	77.3%	52.9%	68.2%	79.6%	76.9%	63.5%	75.5%	
No	33.3%	34.6%	22.7%	47.1%	31.8%	20.4%	23.1%	36.5%	24.5%	
Total(n)	33	589	339	17	239	142	13	318	184	
Participated in organized activities around enhancing pedagogy or student learning										
Yes	88.2%	71.7%	76.9%	82.4%	67.1%	76.1%	100.0%	76.2%	78.8%	
No	11.8%	28.3%	23.1%	17.6%	32.9%	23.9%	0.0%	23.8%	21.2%	
Total(n)	34	590	338	17	240	142	14	319	184	
Taught a seminar for first-year students										
Yes	41.2%	18.9%	21.9%	47.1%	16.1%	17.0%	28.6%	20.8%	25.0%	
No	58.8%	81.1%	78.1%	52.9%	83.9%	83.0%	71.4%	79.2%	75.0%	
Total(n)	34	582	334	17	236	141	14	313	180	
Participated in the development of curriculum (enhancing an existing course or creating a new course)										
Yes	85.3%	84.7%	83.3%	76.5%	83.7%	80.4%	92.9%	84.5%	84.2%	
No	14.7%	15.3%	16.7%	23.5%	16.3%	19.6%	7.1%	15.5%	15.8%	
Total(n)	34	590	341	17	239	143	14	317	184	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a Very Large Extent	6.1%	4.2%	6.2%	6.3%	4.6%	6.3%	0.0%	3.4%	5.4%	
To a Large Extent	9.1%	4.7%	6.5%	12.5%	3.8%	4.2%	7.1%	5.6%	8.7%	
To Some Extent	18.2%	7.8%	10.3%	18.8%	8.3%	10.6%	14.3%	7.2%	9.2%	
To a Small Extent	15.2%	6.3%	9.4%	18.8%	7.1%	10.6%	7.1%	6.0%	8.2%	
Not at All	51.5%	77.0%	67.6%	43.8%	76.3%	68.3%	71.4%	77.7%	68.5%	
Total(n)	33	592	340	16	240	142	14	319	184	
Published with undergraduates										
To a Very Large Extent	3.1%	1.2%	1.5%	0.0%	0.8%	1.4%	0.0%	1.0%	0.6%	

To a Large Extent	0.0%	2.4%	2.7%	0.0%	3.3%	3.5%	0.0%	1.9%	2.2%	
To Some Extent	6.3%	4.1%	5.4%	12.5%	5.9%	7.1%	0.0%	2.9%	3.9%	
To a Small Extent	6.3%	4.8%	7.2%	6.3%	4.6%	5.0%	0.0%	5.1%	8.4%	
Not at All	84.4%	87.5%	83.2%	81.3%	85.4%	83.0%	100.0%	89.1%	84.9%	
Total(n)	32	582	334	16	239	141	13	311	179	
Engaged undergraduates on your research project(s)										
To a Very Large Extent	18.2%	7.8%	12.0%	25.0%	10.0%	15.5%	7.1%	6.0%	9.2%	
To a Large Extent	6.1%	9.7%	11.7%	6.3%	7.9%	9.2%	7.1%	11.6%	14.1%	
To Some Extent	27.3%	15.9%	14.7%	25.0%	17.2%	14.8%	28.6%	13.8%	13.0%	
To a Small Extent	15.2%	9.5%	9.4%	12.5%	8.8%	9.2%	14.3%	10.4%	9.2%	
Not at All	33.3%	57.1%	52.2%	31.3%	56.1%	51.4%	42.9%	58.2%	54.6%	
Total(n)	33	590	341	16	239	142	14	318	185	
Worked with undergraduates on their research project(s)										
To a Very Large Extent	30.3%	17.0%	15.2%	37.5%	16.7%	18.3%	14.3%	15.9%	11.9%	
To a Large Extent	12.1%	12.8%	9.7%	12.5%	13.8%	8.5%	14.3%	12.2%	10.8%	
To Some Extent	33.3%	16.4%	15.8%	31.3%	15.8%	14.8%	35.7%	15.9%	15.7%	
To a Small Extent	6.1%	12.0%	14.7%	12.5%	12.1%	12.7%	0.0%	11.9%	16.2%	
Not at All	18.2%	41.8%	44.6%	6.3%	41.7%	45.8%	35.7%	44.1%	45.4%	
Total(n)	33	593	341	16	240	142	14	320	185	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	36.4%	18.0%	17.3%	50.0%	18.3%	18.1%	21.4%	17.1%	16.4%	
Good	42.4%	32.4%	33.2%	43.8%	34.9%	34.7%	42.9%	30.7%	32.8%	
Fair	12.1%	12.3%	12.1%	6.3%	13.3%	12.5%	14.3%	11.5%	12.2%	
Poor	0.0%	3.2%	3.2%	0.0%	2.9%	3.5%	0.0%	3.1%	2.6%	
I have not worked with undergraduates on research projects	9.1%	34.1%	34.1%	0.0%	30.7%	31.3%	21.4%	37.6%	36.0%	
Total(n)	33	595	346	16	241	144	14	322	189	
How many undergraduates do you currently advise?										
None	18.2%	50.2%	45.1%	18.8%	47.4%	42.4%	21.4%	51.1%	47.3%	
1-5	12.1%	12.0%	15.1%	18.8%	11.5%	15.8%	7.1%	13.3%	15.1%	
6-10	12.1%	7.0%	8.3%	6.3%	9.0%	8.6%	14.3%	5.1%	7.5%	
11-20	27.3%	11.5%	8.9%	43.8%	13.2%	12.9%	7.1%	10.8%	5.9%	
21-30	15.2%	7.2%	5.9%	6.3%	6.4%	3.6%	21.4%	7.3%	7.5%	
31 or more	15.2%	12.0%	16.6%	6.3%	12.4%	16.5%	28.6%	12.4%	16.7%	
Total(n)	33	582	337	16	234	139	14	315	186	
During the past year, how often have you done each of the following with your undergraduate advisees?										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	55.6%	65.7%	65.9%	53.8%	54.1%	56.3%	54.5%	73.0%	72.6%	
Occasionally	44.4%	32.2%	31.9%	46.2%	44.3%	41.3%	45.5%	24.3%	25.3%	
Not at All	0.0%	2.1%	2.2%	0.0%	1.6%	2.5%	0.0%	2.6%	2.1%	
Total(n)	27	286	182	13	122	80	11	152	95	
Mean	2.56	2.64	2.64	2.54	2.52	2.54	2.55	2.70	2.71	
Standard deviation	0.51	0.52	0.53	0.52	0.53	0.55	0.52	0.51	0.50	
Significance	-			-			-			
Effect size	-	-0.15	-0.15	-	0.04	0.00	-	-0.29	-0.32	
Helped them plan their course of study										
Frequently	85.2%	73.1%	76.5%	76.9%	69.7%	71.3%	90.9%	76.3%	80.2%	
Occasionally	14.8%	22.7%	18.6%	23.1%	23.0%	21.3%	9.1%	21.7%	16.7%	
Not at All	0.0%	4.2%	4.9%	0.0%	7.4%	7.5%	0.0%	2.0%	3.1%	
Total(n)	27	286	183	13	122	80	11	152	96	
Mean	2.85	2.69	2.72	2.77	2.62	2.64	2.91	2.74	2.77	
Standard deviation	0.36	0.55	0.55	0.44	0.62	0.62	0.30	0.48	0.49	
Significance	-			-			-			
Effect size	-	0.29	0.24	-	0.24	0.21	-	0.35	0.29	
Discussed their academic performance										
Frequently	63.0%	67.1%	67.0%	61.5%	61.7%	62.0%	63.6%	70.9%	69.8%	
Occasionally	37.0%	29.7%	30.8%	38.5%	35.8%	36.7%	36.4%	25.2%	27.1%	
Not at All	0.0%	3.2%	2.2%	0.0%	2.5%	1.3%	0.0%	4.0%	3.1%	
Total(n)	27	283	182	13	120	79	11	151	96	
Mean	2.63	2.64	2.65	2.62	2.59	2.61	2.64	2.67	2.67	
Standard deviation	0.49	0.54	0.52	0.51	0.54	0.52	0.50	0.55	0.54	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.06	0.02	-	-0.05	-0.06	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	51.9%	63.1%	62.1%	38.5%	54.1%	52.5%	63.6%	68.6%	68.4%	
Occasionally	48.1%	31.0%	32.4%	61.5%	40.2%	42.5%	36.4%	24.8%	25.3%	
Not at All	0.0%	5.9%	5.5%	0.0%	5.7%	5.0%	0.0%	6.5%	6.3%	
Total(n)	27	287	182	13	122	80	11	153	95	
Mean	2.52	2.57	2.57	2.38	2.48	2.48	2.64	2.62	2.62	

Standard deviation	0.51	0.60	0.60	0.51	0.61	0.59	0.50	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.16	-0.17	-	0.03	0.03	
Discussed career and post-graduation goals										
Frequently	77.8%	78.0%	80.9%	84.6%	75.4%	78.8%	72.7%	80.4%	82.3%	
Occasionally	22.2%	21.3%	18.6%	15.4%	23.8%	20.0%	27.3%	19.0%	17.7%	
Not at All	0.0%	0.7%	0.5%	0.0%	0.8%	1.3%	0.0%	0.7%	0.0%	
Total(n)	27	287	183	13	122	80	11	153	96	
Mean	2.78	2.77	2.80	2.85	2.75	2.78	2.73	2.80	2.82	
Standard deviation	0.42	0.44	0.41	0.38	0.46	0.45	0.47	0.42	0.38	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	0.22	0.16	-	-0.17	-0.24	
During the past year, have you taken advantage or any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	45.5%	49.0%	59.2%	31.3%	43.6%	51.4%	64.3%	53.9%	66.1%	
No	39.4%	35.2%	31.2%	56.3%	41.0%	37.1%	21.4%	30.8%	26.1%	
Not eligible	3.0%	3.5%	3.6%	0.0%	4.3%	4.3%	0.0%	2.9%	2.8%	
Not available	12.1%	12.4%	6.0%	12.5%	11.1%	7.1%	14.3%	12.3%	5.0%	
Total(n)	33	574	333	16	234	140	14	308	180	
Funded workshops focused on research skills development										
Yes	3.0%	19.3%	25.5%	6.3%	22.1%	27.5%	0.0%	18.4%	24.6%	
No	60.6%	52.5%	57.0%	75.0%	55.8%	58.0%	50.0%	50.8%	57.0%	
Not eligible	0.0%	4.4%	3.9%	0.0%	4.8%	5.1%	0.0%	4.2%	2.8%	
Not available	36.4%	23.8%	13.6%	18.8%	17.3%	9.4%	50.0%	26.5%	15.6%	
Total(n)	33	571	330	16	231	138	14	309	179	
Funded workshops focused on grant writing										
Yes	3.0%	10.3%	12.4%	6.3%	8.2%	9.4%	0.0%	11.0%	14.0%	
No	69.7%	62.7%	69.1%	81.3%	70.3%	76.1%	64.3%	58.9%	65.4%	
Not eligible	0.0%	4.9%	4.5%	0.0%	5.6%	5.1%	0.0%	4.5%	3.9%	
Not available	27.3%	22.1%	13.9%	12.5%	15.9%	9.4%	35.7%	25.6%	16.8%	
Total(n)	33	571	330	16	232	138	14	309	179	
Paid sabbatical leave										
Yes	6.1%	11.1%	9.8%	12.5%	8.3%	8.1%	0.0%	13.3%	10.6%	
No	60.6%	51.6%	58.4%	56.3%	55.2%	58.8%	71.4%	49.4%	58.7%	
Not eligible	21.2%	26.1%	23.2%	25.0%	26.1%	24.3%	14.3%	25.6%	22.3%	
Not available	12.1%	11.3%	8.6%	6.3%	10.4%	8.8%	14.3%	11.7%	8.4%	
Total(n)	33	568	327	16	230	136	14	308	179	
Travel funds paid by the institution										
Yes	72.7%	50.5%	56.5%	68.8%	48.1%	53.9%	92.9%	54.5%	59.8%	
No	18.2%	33.3%	32.7%	25.0%	36.2%	36.2%	7.1%	30.5%	30.2%	
Not eligible	3.0%	7.8%	5.1%	0.0%	8.1%	5.0%	0.0%	6.2%	4.5%	
Not available	6.1%	8.4%	5.7%	6.3%	7.7%	5.0%	0.0%	8.8%	5.6%	
Total(n)	33	574	333	16	235	141	14	308	179	
Internal grants for research										
Yes	24.2%	28.1%	30.7%	31.3%	28.6%	32.1%	14.3%	28.3%	30.2%	
No	60.6%	54.0%	54.8%	56.3%	54.1%	53.6%	71.4%	54.1%	56.4%	
Not eligible	3.0%	7.9%	6.0%	6.3%	7.8%	6.4%	0.0%	7.5%	5.6%	
Not available	12.1%	10.0%	8.4%	6.3%	9.5%	7.9%	14.3%	10.1%	7.8%	
Total(n)	33	569	332	16	231	140	14	307	179	
Training for administrative leadership										
Yes	9.1%	13.2%	15.0%	12.5%	15.7%	14.5%	7.1%	12.1%	15.3%	
No	60.6%	53.1%	61.5%	68.8%	53.5%	60.1%	57.1%	53.6%	62.5%	
Not eligible	6.1%	10.1%	8.3%	6.3%	10.0%	9.4%	0.0%	9.2%	6.8%	
Not available	24.2%	23.6%	15.3%	12.5%	20.9%	15.9%	35.7%	25.2%	15.3%	
Total(n)	33	567	327	16	230	138	14	306	176	
Training for promoting inclusion and facilitating difficult conversations										
Yes	39.4%	38.3%	37.2%	25.0%	30.9%	27.9%	50.0%	43.5%	42.8%	
No	54.5%	45.1%	48.0%	68.8%	55.4%	57.9%	50.0%	39.4%	42.8%	
Not eligible	0.0%	4.0%	3.9%	0.0%	4.3%	5.0%	0.0%	3.5%	3.3%	
Not available	6.1%	12.5%	10.8%	6.3%	9.4%	9.3%	0.0%	13.5%	11.1%	
Total(n)	33	574	333	16	233	140	14	310	180	
Incentives to develop new courses										
Yes	12.1%	21.2%	24.2%	18.8%	19.8%	21.6%	7.1%	21.6%	25.7%	
No	72.7%	56.8%	58.4%	68.8%	56.0%	57.6%	85.7%	58.7%	61.1%	
Not eligible	3.0%	5.8%	6.4%	6.3%	7.3%	8.6%	0.0%	4.3%	4.6%	
Not available	12.1%	16.2%	11.0%	6.3%	16.8%	12.2%	7.1%	15.4%	8.6%	
Total(n)	33	567	327	16	232	139	14	305	175	
Incentives to integrate technology into your classroom										
Yes	18.2%	23.1%	31.2%	12.5%	20.7%	24.3%	28.6%	25.4%	37.3%	
No	69.7%	53.2%	54.8%	75.0%	56.0%	58.6%	71.4%	52.1%	53.1%	
Not eligible	3.0%	4.8%	4.5%	6.3%	5.2%	6.4%	0.0%	3.6%	2.8%	
Not available	9.1%	18.9%	9.4%	6.3%	18.1%	10.7%	0.0%	18.8%	6.8%	

Total(n)	33	566	330	16	232	140	14	303	177	
Resources to integrate culturally-competent practices into your classroom										
Yes	36.4%	37.8%	41.1%	12.5%	25.0%	26.6%	57.1%	47.4%	52.0%	
No	48.5%	44.5%	46.2%	75.0%	57.3%	58.3%	28.6%	35.6%	38.0%	
Not eligible	0.0%	3.5%	3.9%	0.0%	4.3%	5.0%	0.0%	2.6%	2.8%	
Not available	15.2%	14.2%	8.8%	12.5%	13.4%	10.1%	14.3%	14.4%	7.3%	
Total(n)	33	569	331	16	232	139	14	306	179	
How many of the following have you published?										
Articles in academic or professional journals										
None	21.2%	25.3%	20.0%	18.8%	24.6%	15.9%	28.6%	25.8%	23.5%	Scholarly Productivity
1-2	27.3%	16.5%	11.8%	25.0%	17.2%	15.9%	28.6%	15.7%	8.9%	
3-4	15.2%	12.5%	10.9%	12.5%	11.6%	8.7%	21.4%	12.7%	11.7%	
5-10	24.2%	20.6%	26.4%	25.0%	14.7%	18.8%	21.4%	25.5%	31.8%	
11-20	6.1%	14.1%	18.2%	12.5%	16.4%	21.7%	0.0%	13.1%	15.6%	
21-50	3.0%	9.0%	10.6%	6.3%	11.6%	14.5%	0.0%	7.2%	8.4%	
51+	3.0%	2.1%	2.1%	0.0%	3.9%	4.3%	0.0%	0.0%	0.0%	
Total(n)	33	569	330	16	232	138	14	306	179	
Mean	2.88	3.17	3.51	3.06	3.31	3.75	2.36	3.06	3.32	
Standard deviation	1.56	1.75	1.72	1.57	1.88	1.82	1.15	1.62	1.62	
Significance	-		*	-			-		*	
Effect size	-	-0.17	-0.37	-	-0.13	-0.38	-	-0.43	-0.59	
Chapters in edited volumes										
None	69.7%	51.2%	51.8%	62.5%	50.6%	50.7%	78.6%	51.7%	53.1%	Scholarly Productivity
1-2	18.2%	25.0%	24.2%	18.8%	22.9%	23.9%	21.4%	26.5%	23.4%	
3-4	3.0%	10.1%	11.7%	6.3%	10.8%	10.9%	0.0%	9.9%	13.1%	
5-10	6.1%	9.6%	9.2%	6.3%	10.0%	10.1%	0.0%	8.9%	8.0%	
11-20	0.0%	3.0%	2.5%	0.0%	4.3%	2.9%	0.0%	2.3%	2.3%	
21-50	3.0%	1.1%	0.6%	6.3%	1.3%	1.4%	0.0%	0.7%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	33	564	326	16	231	138	14	302	175	
Mean	1.58	1.91	1.88	1.81	1.98	1.95	1.21	1.86	1.83	
Standard deviation	1.15	1.20	1.15	1.42	1.27	1.23	0.43	1.13	1.08	
Significance	-			-			-	*	*	
Effect size	-	-0.28	-0.26	-	-0.13	-0.11	-	-0.58	-0.57	
Books, manuals, monographs, or research reports										
None	75.0%	59.1%	63.2%	60.0%	57.8%	58.8%	100.0%	60.5%	66.3%	
1-2	9.4%	24.3%	23.3%	20.0%	22.6%	22.8%	0.0%	26.3%	24.7%	
3-4	6.3%	7.5%	6.4%	13.3%	10.4%	11.0%	0.0%	5.3%	3.4%	
5-10	3.1%	5.5%	4.6%	0.0%	6.1%	4.4%	0.0%	4.6%	3.9%	
11-20	6.3%	2.1%	1.5%	6.7%	1.7%	1.5%	0.0%	2.0%	1.1%	
21-50	0.0%	0.9%	0.3%	0.0%	0.9%	0.7%	0.0%	0.7%	0.0%	
51+	0.0%	0.5%	0.6%	0.0%	0.4%	0.7%	0.0%	0.7%	0.6%	
Total(n)	32	563	326	15	230	136	14	304	178	
Mean	1.56	1.72	1.61	1.73	1.76	1.72	1.00	1.66	1.51	
Standard deviation	1.16	1.13	1.04	1.16	1.13	1.11	0.00	1.08	0.93	
Significance	-			-			-	*	*	
Effect size	-	-0.14	-0.05	-	-0.03	0.01	-	-0.61	-0.55	
Other, such as patents or computer software products										
None	87.9%	88.8%	88.4%	81.3%	84.8%	85.9%	100.0%	91.5%	90.1%	
1-2	0.0%	5.7%	6.3%	0.0%	9.0%	8.9%	0.0%	3.7%	4.7%	
3-4	0.0%	2.2%	1.9%	0.0%	2.2%	0.7%	0.0%	2.4%	2.9%	
5-10	6.1%	1.6%	2.5%	12.5%	1.8%	3.0%	0.0%	1.7%	2.3%	
11-20	3.0%	0.5%	0.3%	6.3%	0.9%	0.7%	0.0%	0.3%	0.0%	
21-50	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
51+	3.0%	0.9%	0.6%	0.0%	1.3%	0.7%	0.0%	0.0%	0.0%	
Total(n)	33	547	318	16	223	135	14	295	172	
Mean	1.48	1.24	1.23	1.63	1.30	1.27	1.00	1.17	1.17	
Standard deviation	1.39	0.84	0.77	1.36	0.94	0.84	0.00	0.63	0.59	
Significance	-			-			-			
Effect size	-	0.29	0.32	-	0.35	0.43	-	-0.27	-0.29	
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	65.6%	64.9%	82.3%	50.0%	66.4%	82.9%	78.6%	65.7%	82.4%	
1-2	15.6%	9.2%	7.2%	18.8%	8.5%	7.9%	14.3%	9.7%	6.6%	
3-4	6.3%	7.5%	4.2%	6.3%	8.1%	4.3%	7.1%	6.8%	3.8%	
5-10	6.3%	9.4%	3.3%	12.5%	8.5%	2.1%	0.0%	9.4%	4.4%	
11-20	3.1%	5.6%	1.2%	6.3%	5.5%	1.4%	0.0%	5.2%	1.1%	
21+	3.1%	3.5%	1.8%	6.3%	3.0%	1.4%	0.0%	3.2%	1.6%	
Total(n)	32	575	334	16	235	140	14	309	182	
Mean	1.75	1.92	1.39	2.25	1.87	1.36	1.29	1.88	1.40	
Standard deviation	1.32	1.47	1.01	1.65	1.43	0.95	0.61	1.44	1.02	

Significance	-			-	**	-			
Effect size	-	-0.12	0.36	-	0.27	0.94	-	-0.41	-0.11
How many of these exhibitions, recordings or performances were:									
Solo/Individual									
None	18.2%	28.4%	31.0%	12.5%	20.5%	21.7%	33.3%	34.9%	40.6%
1-2	63.6%	36.8%	32.8%	62.5%	48.7%	43.5%	66.7%	28.3%	25.0%
3-4	0.0%	17.9%	17.2%	0.0%	12.8%	17.4%	0.0%	21.7%	15.6%
5-10	18.2%	12.4%	13.8%	25.0%	15.4%	17.4%	0.0%	10.4%	12.5%
11-20	0.0%	3.0%	1.7%	0.0%	2.6%	0.0%	0.0%	2.8%	3.1%
21+	0.0%	1.5%	3.4%	0.0%	0.0%	0.0%	0.0%	1.9%	3.1%
Total(n)	11	201	58	8	78	23	3	106	32
Mean	2.18	2.29	2.33	2.38	2.31	2.30	1.67	2.24	2.22
Standard deviation	0.98	1.18	1.29	1.06	1.05	1.02	0.58	1.22	1.36
Significance	-			-			-		
Effect size	-	-0.09	-0.12	-	0.07	0.08	-	-0.47	-0.40
How many of these exhibitions, recordings or performances were:									
Collaborative									
None	45.5%	17.0%	23.7%	50.0%	18.8%	32.0%	33.3%	15.4%	12.9%
1-2	36.4%	32.5%	35.6%	25.0%	35.0%	40.0%	66.7%	32.7%	35.5%
3-4	0.0%	20.0%	16.9%	0.0%	17.5%	8.0%	0.0%	22.1%	25.8%
5-10	0.0%	18.0%	11.9%	0.0%	15.0%	8.0%	0.0%	18.3%	12.9%
11-20	18.2%	8.0%	8.5%	25.0%	8.8%	8.0%	0.0%	7.7%	9.7%
21+	0.0%	4.5%	3.4%	0.0%	5.0%	4.0%	0.0%	3.8%	3.2%
Total(n)	11	200	59	8	80	25	3	104	31
Mean	2.09	2.81	2.56	2.25	2.75	2.32	1.67	2.82	2.81
Standard deviation	1.51	1.37	1.38	1.75	1.42	1.44	0.58	1.33	1.30
Significance	-			-			-		
Effect size	-	-0.53	-0.34	-	-0.35	-0.05	-	-0.86	-0.88
In the past three years, how many of your professional writings have been published or accepted for publication?									
None	39.4%	35.1%	32.1%	31.3%	37.5%	31.4%	57.1%	33.9%	33.3%
1	21.2%	11.2%	11.3%	25.0%	14.2%	14.3%	14.3%	9.4%	9.3%
2	21.2%	11.0%	11.3%	25.0%	9.9%	11.4%	14.3%	11.6%	10.9%
3	6.1%	13.4%	14.0%	0.0%	11.6%	12.9%	14.3%	13.9%	13.7%
4	0.0%	9.1%	9.2%	0.0%	6.9%	7.1%	0.0%	10.3%	10.9%
5	3.0%	6.8%	6.8%	6.3%	6.0%	7.1%	0.0%	8.1%	7.1%
6	0.0%	3.5%	3.9%	0.0%	3.0%	3.6%	0.0%	3.9%	3.8%
7-10	0.0%	6.1%	7.7%	0.0%	6.0%	7.1%	0.0%	6.5%	8.7%
More than 10	9.1%	3.8%	3.6%	12.5%	4.7%	5.0%	0.0%	2.6%	2.2%
Total(n)	33	573	336	16	232	140	14	310	183
Mean	2.70	3.38	3.53	3.06	3.25	3.51	1.86	3.45	3.53
Standard deviation	2.34	2.44	2.47	2.64	2.50	2.53	1.17	2.39	2.44
Significance	-			-			-	*	*
Effect size	-	-0.28	-0.34	-	-0.08	-0.18	-	-0.67	-0.68
How many of these professional writings in the past three years were solo-authored?									
None	60.0%	40.8%	51.8%	54.5%	45.5%	56.3%	66.7%	39.3%	48.3%
1	5.0%	22.8%	21.7%	0.0%	17.2%	15.6%	16.7%	25.9%	25.8%
2	15.0%	12.0%	10.6%	18.2%	11.7%	10.4%	16.7%	12.4%	11.7%
3	0.0%	9.0%	4.9%	0.0%	8.3%	2.1%	0.0%	9.5%	7.5%
4	5.0%	4.3%	4.0%	0.0%	4.1%	4.2%	0.0%	4.0%	2.5%
5	5.0%	4.6%	2.7%	9.1%	4.8%	4.2%	0.0%	4.5%	1.7%
6	0.0%	1.4%	0.9%	0.0%	1.4%	1.0%	0.0%	1.5%	0.8%
7-10	0.0%	2.7%	2.2%	0.0%	3.4%	4.2%	0.0%	2.0%	0.8%
More than 10	10.0%	2.4%	1.3%	18.2%	3.4%	2.1%	0.0%	1.0%	0.8%
Total(n)	20	368	226	11	145	96	6	201	120
Mean	2.60	2.61	2.18	3.27	2.66	2.32	1.50	2.48	2.08
Standard deviation	2.62	2.04	1.80	3.23	2.22	2.13	0.84	1.83	1.52
Significance	-			-			-		
Effect size	-	0.00	0.23	-	0.27	0.45	-	-0.54	-0.38
How many of these professional writings in the past three years were co-authored?									
None	10.5%	26.9%	16.4%	20.0%	27.3%	16.8%	0.0%	26.1%	16.7%
1	47.4%	16.6%	16.4%	40.0%	20.3%	21.1%	66.7%	14.8%	13.3%
2	15.8%	17.1%	17.3%	10.0%	13.3%	12.6%	16.7%	18.2%	19.2%
3	15.8%	14.9%	18.7%	20.0%	14.7%	20.0%	16.7%	15.3%	17.5%
4	5.3%	7.6%	9.3%	10.0%	7.7%	9.5%	0.0%	8.4%	10.0%
5	0.0%	5.7%	7.6%	0.0%	5.6%	7.4%	0.0%	5.9%	7.5%
6	0.0%	2.7%	3.6%	0.0%	2.8%	2.1%	0.0%	3.0%	5.0%
7-10	5.3%	5.7%	8.0%	0.0%	4.9%	6.3%	0.0%	6.4%	9.2%
More than 10	0.0%	2.7%	2.7%	0.0%	3.5%	4.2%	0.0%	2.0%	1.7%
Total(n)	19	368	225	10	143	95	6	203	120

Mean	2.84	3.33	3.81	2.60	3.29	3.72	2.50	3.38	3.89	
Standard deviation	1.64	2.23	2.23	1.35	2.27	2.26	0.84	2.21	2.23	
Significance	-			-			-			
Effect size	-	-0.22	-0.43	-	-0.30	-0.50	-	-0.40	-0.62	
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%	8.2%	9.0%	0.0%	8.9%	7.9%	0.0%	7.4%	10.4%	
1-4	10.0%	18.4%	20.6%	0.0%	17.8%	19.7%	25.0%	19.4%	22.5%	
5-8	26.7%	28.3%	26.4%	13.3%	23.0%	21.3%	50.0%	33.1%	31.2%	
9-12	46.7%	29.8%	28.3%	60.0%	33.3%	31.5%	25.0%	26.8%	24.3%	
13-16	6.7%	8.8%	10.0%	6.7%	9.4%	11.0%	0.0%	7.7%	8.1%	
17-20	3.3%	3.6%	3.2%	6.7%	3.8%	3.9%	0.0%	3.2%	2.3%	
21+	6.7%	2.9%	2.6%	13.3%	3.8%	4.7%	0.0%	2.5%	1.2%	
Total(n)	30	523	311	15	213	127	12	284	173	
Mean	3.87	3.35	3.30	4.47	3.43	3.49	3.00	3.27	3.09	
Standard deviation	1.22	1.35	1.37	1.25	1.42	1.47	0.74	1.29	1.27	
Significance	-	*	*	-	**	*	-			
Effect size	-	0.39	0.42	-	0.73	0.67	-	-0.21	-0.07	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	6.8%	7.3%	0.0%	7.4%	7.0%	0.0%	6.0%	8.0%	
1-4	6.7%	21.1%	17.3%	0.0%	21.8%	18.0%	8.3%	20.4%	16.7%	
5-8	20.0%	29.8%	24.6%	20.0%	27.3%	25.0%	25.0%	31.6%	23.6%	
9-12	30.0%	18.4%	21.7%	26.7%	21.3%	24.2%	41.7%	17.5%	20.1%	
13-16	13.3%	10.2%	11.8%	20.0%	10.6%	10.2%	8.3%	10.5%	13.8%	
17-20	10.0%	6.8%	7.7%	6.7%	5.1%	5.5%	8.3%	7.4%	9.2%	
21+	20.0%	6.8%	9.6%	26.7%	6.5%	10.2%	8.3%	6.7%	8.6%	
Total(n)	30	527	313	15	216	128	12	285	174	
Mean	4.60	3.52	3.75	4.93	3.47	3.70	4.08	3.55	3.77	
Standard deviation	1.59	1.59	1.68	1.53	1.56	1.66	1.38	1.57	1.69	
Significance	-	***	**	-	***	**	-			
Effect size	-	0.68	0.51	-	0.94	0.74	-	0.34	0.18	
Advising or counseling students										
None	3.3%	9.8%	9.4%	6.7%	11.1%	10.2%	0.0%	8.2%	9.4%	
1-4	53.3%	56.4%	57.6%	46.7%	55.6%	58.6%	66.7%	58.7%	58.2%	
5-8	40.0%	22.0%	21.0%	40.0%	19.9%	18.0%	33.3%	22.4%	21.2%	
9-12	3.3%	6.9%	7.1%	6.7%	8.3%	9.4%	0.0%	5.3%	5.3%	
13-16	0.0%	3.4%	3.6%	0.0%	4.6%	3.9%	0.0%	2.8%	3.5%	
17-20	0.0%	0.6%	1.0%	0.0%	0.5%	0.0%	0.0%	0.7%	1.8%	
21+	0.0%	1.0%	0.3%	0.0%	0.0%	0.0%	0.0%	1.8%	0.6%	
Total(n)	30	523	309	15	216	128	12	281	170	
Mean	2.43	2.43	2.42	2.47	2.41	2.38	2.33	2.45	2.43	
Standard deviation	0.63	1.02	0.99	0.74	0.98	0.93	0.49	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.06	0.10	-	-0.11	-0.10	
Committee work and meetings										
None	0.0%	18.1%	12.2%	0.0%	17.7%	12.6%	0.0%	18.0%	12.1%	
1-4	56.7%	37.0%	38.8%	60.0%	38.1%	38.6%	50.0%	35.7%	37.9%	
5-8	23.3%	27.1%	29.5%	20.0%	29.3%	33.9%	33.3%	26.5%	27.0%	
9-12	13.3%	10.7%	11.9%	20.0%	9.8%	11.0%	0.0%	12.0%	12.6%	
13-16	6.7%	2.3%	3.2%	0.0%	3.3%	3.1%	16.7%	1.4%	3.4%	
17-20	0.0%	2.3%	2.2%	0.0%	0.9%	0.0%	0.0%	3.2%	3.4%	
21+	0.0%	2.5%	2.2%	0.0%	0.9%	0.8%	0.0%	3.2%	3.4%	
Total(n)	30	524	312	15	215	127	12	283	174	
Mean	2.70	2.59	2.71	2.60	2.49	2.57	2.83	2.65	2.82	
Standard deviation	0.95	1.32	1.27	0.83	1.14	1.04	1.11	1.39	1.40	
Significance	-			-			-			
Effect size	-	0.08	-0.01	-	0.10	0.03	-	0.13	0.01	
Research and scholarly writing										
None	13.3%	23.6%	24.2%	0.0%	21.8%	16.4%	25.0%	25.1%	29.8%	
1-4	43.3%	39.4%	36.1%	33.3%	34.3%	32.0%	58.3%	42.8%	39.2%	
5-8	33.3%	19.6%	20.6%	53.3%	22.7%	26.6%	16.7%	17.0%	15.8%	
9-12	3.3%	8.2%	9.4%	0.0%	8.8%	8.6%	0.0%	8.1%	9.9%	
13-16	3.3%	4.2%	4.2%	6.7%	6.0%	7.8%	0.0%	2.8%	1.8%	
17-20	0.0%	2.9%	2.9%	0.0%	3.7%	4.7%	0.0%	2.5%	1.8%	
21+	3.3%	2.1%	2.6%	6.7%	2.8%	3.9%	0.0%	1.8%	1.8%	
Total(n)	30	525	310	15	216	128	12	283	171	
Mean	2.53	2.47	2.52	3.07	2.65	2.89	1.92	2.35	2.27	
Standard deviation	1.22	1.38	1.43	1.33	1.49	1.56	0.67	1.31	1.29	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.28	0.12	-	-0.33	-0.27	

Other creative products/performances										
None	55.2%	53.8%	66.6%	46.7%	53.1%	66.4%	63.6%	56.4%	69.2%	
1-4	27.6%	24.2%	23.0%	26.7%	26.5%	21.6%	36.4%	21.8%	21.9%	
5-8	6.9%	8.9%	4.9%	13.3%	8.5%	6.4%	0.0%	8.9%	4.1%	
9-12	6.9%	5.0%	3.6%	6.7%	4.3%	4.0%	0.0%	5.7%	3.0%	
13-16	0.0%	2.1%	0.7%	0.0%	1.9%	0.8%	0.0%	2.5%	0.6%	
17-20	0.0%	2.7%	0.3%	0.0%	2.8%	0.0%	0.0%	1.8%	0.0%	
21+	3.4%	3.3%	1.0%	6.7%	2.8%	0.8%	0.0%	2.9%	1.2%	
Total(n)	29	517	305	15	211	125	11	280	169	
Mean	1.83	1.99	1.54	2.13	1.95	1.54	1.36	1.93	1.49	
Standard deviation	1.34	1.51	1.00	1.64	1.46	0.98	0.50	1.45	0.97	
Significance	-			-		*	-			
Effect size	-	-0.11	0.29	-	0.12	0.60	-	-0.39	-0.13	
Community or public service										Civic Minded Practice
None	36.7%	36.8%	36.6%	40.0%	42.7%	38.6%	25.0%	31.4%	34.5%	
1-4	43.3%	45.5%	45.6%	46.7%	39.9%	42.5%	50.0%	51.1%	48.5%	
5-8	16.7%	12.3%	12.9%	13.3%	11.3%	12.6%	25.0%	12.5%	13.5%	
9-12	0.0%	2.3%	1.9%	0.0%	2.3%	2.4%	0.0%	2.5%	1.8%	
13-16	0.0%	1.3%	1.3%	0.0%	0.9%	0.8%	0.0%	1.8%	1.8%	
17-20	3.3%	1.0%	0.3%	0.0%	0.9%	0.0%	0.0%	0.7%	0.0%	
21+	0.0%	0.8%	1.3%	0.0%	1.9%	3.1%	0.0%	0.0%	0.0%	
Total(n)	30	519	309	15	213	127	12	280	171	
Mean	1.93	1.92	1.92	1.73	1.89	1.97	2.00	1.94	1.88	
Standard deviation	1.05	1.02	1.03	0.70	1.15	1.21	0.74	0.90	0.83	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.14	-0.20	-	0.07	0.14	
Outside consulting/freelance work										
None	69.0%	61.0%	73.8%	66.7%	61.3%	72.8%	75.0%	62.2%	75.9%	
1-4	17.2%	21.9%	14.4%	20.0%	19.8%	12.8%	16.7%	22.7%	14.7%	
5-8	6.9%	8.0%	6.2%	6.7%	8.0%	7.2%	8.3%	7.6%	5.9%	
9-12	3.4%	4.1%	2.6%	6.7%	5.2%	4.8%	0.0%	3.6%	1.2%	
13-16	3.4%	2.1%	1.3%	0.0%	3.3%	1.6%	0.0%	0.7%	0.6%	
17-20	0.0%	0.8%	1.0%	0.0%	0.5%	0.0%	0.0%	0.7%	1.2%	
21+	0.0%	2.1%	0.7%	0.0%	1.9%	0.8%	0.0%	2.5%	0.6%	
Total(n)	29	515	305	15	212	125	12	278	170	
Mean	1.55	1.75	1.49	1.53	1.78	1.53	1.33	1.70	1.42	
Standard deviation	1.02	1.28	1.04	0.92	1.31	1.06	0.65	1.25	0.96	
Significance	-			-			-			
Effect size	-	-0.16	0.06	-	-0.19	0.00	-	-0.30	-0.09	
Household/childcare duties										
None	7.1%	12.2%	13.1%	0.0%	16.9%	18.4%	16.7%	8.9%	10.0%	
1-4	17.9%	16.6%	13.1%	14.3%	16.9%	13.6%	16.7%	17.1%	12.9%	
5-8	28.6%	21.4%	21.3%	50.0%	22.1%	23.2%	8.3%	20.7%	20.0%	
9-12	14.3%	14.7%	15.7%	21.4%	15.5%	16.0%	8.3%	12.9%	13.5%	
13-16	14.3%	9.5%	9.8%	7.1%	12.7%	13.6%	25.0%	7.1%	7.6%	
17-20	7.1%	7.5%	7.5%	7.1%	4.2%	3.2%	8.3%	10.4%	11.2%	
21+	10.7%	18.1%	19.3%	0.0%	11.7%	12.0%	16.7%	22.9%	24.7%	
Total(n)	28	518	305	14	213	125	12	280	170	
Mean	3.75	3.88	3.96	3.43	3.50	3.50	4.00	4.15	4.28	
Standard deviation	1.76	2.00	2.02	1.09	1.88	1.89	2.17	2.06	2.08	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.04	-0.04	-	-0.07	-0.13	
Serving as a caregiver for another adult										
None	82.1%	83.5%	83.6%	78.6%	88.3%	89.7%	83.3%	79.4%	79.4%	
1-4	10.7%	9.7%	8.2%	7.1%	6.1%	5.6%	16.7%	12.3%	10.0%	
5-8	0.0%	1.2%	1.3%	0.0%	0.9%	0.0%	0.0%	1.4%	2.4%	
9-12	3.6%	2.5%	2.6%	7.1%	2.3%	2.4%	0.0%	2.9%	2.4%	
13-16	0.0%	1.4%	1.0%	0.0%	0.9%	0.8%	0.0%	1.8%	1.2%	
17-20	0.0%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.4%	0.6%	
21+	3.6%	1.6%	3.0%	7.1%	1.4%	1.6%	0.0%	1.8%	4.1%	
Total(n)	28	514	305	14	213	126	12	277	170	
Mean	1.43	1.35	1.42	1.71	1.27	1.25	1.17	1.44	1.54	
Standard deviation	1.26	1.04	1.23	1.73	0.95	0.95	0.39	1.13	1.39	
Significance	-			-			-			
Effect size	-	0.08	0.01	-	0.46	0.48	-	-0.24	-0.27	
Other employment outside of academia										
None	92.9%	73.8%	82.9%	100.0%	73.0%	80.8%	83.3%	74.5%	84.5%	
1-4	7.1%	10.9%	7.4%	0.0%	12.3%	8.3%	16.7%	10.6%	6.5%	
5-8	0.0%	4.2%	3.0%	0.0%	3.9%	3.3%	0.0%	3.6%	3.0%	
9-12	0.0%	3.6%	2.3%	0.0%	3.4%	2.5%	0.0%	4.0%	2.4%	
13-16	0.0%	0.8%	0.3%	0.0%	1.5%	0.0%	0.0%	0.4%	0.6%	
17-20	0.0%	1.2%	0.7%	0.0%	1.5%	0.8%	0.0%	1.1%	0.6%	

21+	0.0%	5.6%	3.3%	0.0%	4.4%	4.2%	0.0%	5.8%	2.4%	
Total(n)	28	504	299	13	204	120	12	274	168	
Mean	1.07	1.72	1.45	1.00	1.70	1.52	1.17	1.72	1.39	
Standard deviation	0.26	1.58	1.28	0.00	1.52	1.38	0.39	1.59	1.16	
Significance	-	*		-			-			
Effect size	-	-0.41	-0.30	-	-0.46	-0.38	-	-0.35	-0.19	
Personal time (e.g., exercise, hobbies, relaxing)										
None	3.4%	3.9%	4.2%	0.0%	2.8%	1.6%	0.0%	4.3%	5.8%	
1-4	27.6%	31.0%	32.8%	21.4%	22.6%	22.4%	41.7%	37.7%	39.5%	
5-8	37.9%	36.2%	36.4%	28.6%	38.2%	40.0%	41.7%	34.9%	33.7%	
9-12	17.2%	16.0%	14.9%	28.6%	18.9%	18.4%	8.3%	13.9%	13.4%	
13-16	6.9%	5.2%	4.5%	7.1%	7.5%	5.6%	8.3%	2.8%	3.5%	
17-20	0.0%	5.0%	3.9%	0.0%	7.1%	8.0%	0.0%	3.9%	1.2%	
21+	6.9%	2.7%	3.2%	14.3%	2.8%	4.0%	0.0%	2.5%	2.9%	
Total(n)	29	519	308	14	212	125	12	281	172	
Mean	3.24	3.13	3.07	3.79	3.38	3.44	2.83	2.95	2.84	
Standard deviation	1.41	1.30	1.30	1.63	1.34	1.37	0.94	1.25	1.21	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.31	0.26	-	-0.10	-0.01	
in your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	93.5%	87.9%	88.7%	100.0%	88.8%	88.8%	83.3%	87.7%	88.6%	
Occasionally	3.2%	4.5%	4.1%	0.0%	5.3%	4.8%	8.3%	4.2%	3.8%	
Not at All	3.2%	7.7%	7.2%	0.0%	5.8%	6.4%	8.3%	8.0%	7.6%	
Total(n)	31	494	293	16	206	125	12	261	158	
Mean	2.90	2.80	2.82	3.00	2.83	2.82	2.75	2.80	2.81	
Standard deviation	0.40	0.56	0.54	0.00	0.51	0.52	0.62	0.57	0.55	
Significance	-			-			-			
Effect size	-	0.18	0.15	-	0.33	0.35	-	-0.09	-0.11	
Support their opinions with a logical argument										
Frequently	80.6%	77.1%	78.0%	93.8%	81.1%	82.4%	66.7%	74.2%	75.0%	
Occasionally	16.1%	14.8%	14.8%	6.3%	12.6%	10.4%	25.0%	17.3%	17.9%	
Not at All	3.2%	8.1%	7.2%	0.0%	6.3%	7.2%	8.3%	8.5%	7.1%	
Total(n)	31	493	291	16	206	125	12	260	156	
Mean	2.77	2.69	2.71	2.94	2.75	2.75	2.58	2.66	2.68	
Standard deviation	0.50	0.61	0.59	0.25	0.56	0.58	0.67	0.63	0.60	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.34	0.33	-	-0.13	-0.17	
Seek solutions to problems and explain them to others										
Frequently	67.7%	75.4%	72.2%	81.3%	77.9%	74.2%	50.0%	73.6%	70.7%	
Occasionally	29.0%	16.2%	19.6%	18.8%	13.7%	16.1%	41.7%	18.6%	22.3%	
Not at All	3.2%	8.4%	8.2%	0.0%	8.3%	9.7%	8.3%	7.8%	7.0%	
Total(n)	31	488	291	16	204	124	12	258	157	
Mean	2.65	2.67	2.64	2.81	2.70	2.65	2.42	2.66	2.64	
Standard deviation	0.55	0.62	0.63	0.40	0.62	0.65	0.67	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.03	0.02	-	0.18	0.25	-	-0.39	-0.36	
Analyze multiple sources of information before coming to a conclusion										
Frequently	64.5%	69.8%	68.2%	75.0%	73.2%	70.4%	58.3%	67.6%	66.2%	
Occasionally	29.0%	20.2%	22.9%	25.0%	17.6%	20.0%	25.0%	22.4%	25.5%	
Not at All	6.5%	10.0%	8.9%	0.0%	9.3%	9.6%	16.7%	10.0%	8.3%	
Total(n)	31	490	292	16	205	125	12	259	157	
Mean	2.58	2.60	2.59	2.75	2.64	2.61	2.42	2.58	2.58	
Standard deviation	0.62	0.66	0.65	0.45	0.65	0.66	0.79	0.67	0.64	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	0.17	0.21	-	-0.24	-0.25	
Evaluate the quality or reliability of information they receive										
Frequently	67.7%	66.4%	66.1%	68.8%	67.3%	65.6%	58.3%	65.9%	65.6%	
Occasionally	29.0%	23.4%	25.7%	31.3%	23.9%	25.6%	33.3%	24.0%	26.8%	
Not at All	3.2%	10.2%	8.2%	0.0%	8.8%	8.8%	8.3%	10.1%	7.6%	
Total(n)	31	488	292	16	205	125	12	258	157	
Mean	2.65	2.56	2.58	2.69	2.59	2.57	2.50	2.56	2.58	
Standard deviation	0.55	0.67	0.64	0.48	0.65	0.65	0.67	0.67	0.63	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.15	0.18	-	-0.09	-0.13	
Take risks for potential gains										
Frequently	48.4%	47.6%	40.3%	56.3%	44.6%	40.7%	41.7%	49.0%	38.7%	
Occasionally	32.3%	29.4%	32.6%	25.0%	30.7%	30.1%	41.7%	29.2%	35.5%	
Not at All	19.4%	23.0%	27.1%	18.8%	24.8%	29.3%	16.7%	21.8%	25.8%	
Total(n)	31	483	288	16	202	123	12	257	155	
Mean	2.29	2.25	2.13	2.38	2.20	2.11	2.25	2.27	2.13	

Standard deviation	0.78	0.80	0.81	0.81	0.81	0.83	0.75	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.05	0.20	-	0.22	0.33	-	-0.03	0.15	
Seek alternative solutions to a problem										
Frequently	74.2%	66.4%	61.6%	87.5%	68.0%	64.8%	58.3%	64.2%	57.8%	
Occasionally	22.6%	23.9%	29.1%	12.5%	24.6%	27.2%	33.3%	24.8%	31.8%	
Not at All	3.2%	9.8%	9.3%	0.0%	7.4%	8.0%	8.3%	11.0%	10.4%	
Total(n)	31	482	289	16	203	125	12	254	154	
Mean	2.71	2.57	2.52	2.88	2.61	2.57	2.50	2.53	2.47	
Standard deviation	0.53	0.66	0.66	0.34	0.62	0.64	0.67	0.69	0.68	
Significance	-			-			-			
Effect size	-	0.21	0.29	-	0.44	0.48	-	-0.04	0.04	
Look up scientific research articles and resources										
Frequently	38.7%	46.3%	52.6%	37.5%	41.7%	49.6%	33.3%	50.6%	54.4%	
Occasionally	41.9%	33.5%	33.1%	37.5%	39.2%	34.4%	50.0%	29.5%	32.3%	
Not at All	19.4%	20.2%	14.3%	25.0%	19.1%	16.0%	16.7%	19.9%	13.3%	
Total(n)	31	490	293	16	204	125	12	261	158	
Mean	2.19	2.26	2.38	2.13	2.23	2.34	2.17	2.31	2.41	
Standard deviation	0.75	0.77	0.72	0.81	0.75	0.74	0.72	0.78	0.71	
Significance	-			-			-			
Effect size	-	-0.09	-0.26	-	-0.13	-0.28	-	-0.18	-0.34	
Explore topics on their own, even though it was not required for a class										
Frequently	51.6%	54.0%	47.9%	62.5%	54.4%	48.0%	41.7%	53.1%	47.7%	
Occasionally	41.9%	34.4%	40.0%	37.5%	33.3%	38.4%	50.0%	36.2%	41.9%	
Not at All	6.5%	11.7%	12.1%	0.0%	12.3%	13.6%	8.3%	10.8%	10.3%	
Total(n)	31	489	290	16	204	125	12	260	155	
Mean	2.45	2.42	2.36	2.63	2.42	2.34	2.33	2.42	2.37	
Standard deviation	0.62	0.69	0.69	0.50	0.70	0.71	0.65	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.04	0.13	-	0.30	0.41	-	-0.13	-0.06	
Accept mistakes as part of the learning process										
Frequently	87.1%	77.0%	76.6%	93.8%	74.6%	73.6%	75.0%	79.1%	78.1%	
Occasionally	9.7%	15.8%	16.9%	6.3%	19.0%	19.2%	16.7%	14.0%	16.1%	
Not at All	3.2%	7.2%	6.6%	0.0%	6.3%	7.2%	8.3%	7.0%	5.8%	
Total(n)	31	488	290	16	205	125	12	258	155	
Mean	2.84	2.70	2.70	2.94	2.68	2.66	2.67	2.72	2.72	
Standard deviation	0.45	0.60	0.58	0.25	0.59	0.61	0.65	0.58	0.56	
Significance	-			-			-			
Effect size	-	0.23	0.24	-	0.44	0.46	-	-0.09	-0.09	
Recognize biases that affect their thinking										
Frequently	67.7%	56.4%	56.0%	68.8%	49.0%	49.6%	58.3%	60.6%	59.0%	
Occasionally	29.0%	32.4%	33.3%	31.3%	37.7%	37.6%	33.3%	29.7%	31.4%	
Not at All	3.2%	11.3%	10.7%	0.0%	13.2%	12.8%	8.3%	9.7%	9.6%	
Total(n)	31	488	291	16	204	125	12	259	156	
Mean	2.65	2.45	2.45	2.69	2.36	2.37	2.50	2.51	2.49	
Standard deviation	0.55	0.69	0.68	0.48	0.70	0.70	0.67	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.29	0.29	-	0.47	0.46	-	-0.01	0.01	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	64.5%	61.6%	65.7%	62.5%	57.3%	60.3%	66.7%	67.3%	71.1%	
Occasionally	25.8%	23.7%	21.3%	25.0%	24.9%	24.4%	25.0%	20.8%	18.2%	
Not at All	9.7%	14.7%	13.0%	12.5%	17.8%	15.3%	8.3%	11.9%	10.7%	
Total(n)	31	510	300	16	213	131	12	269	159	
Mean	2.55	2.47	2.53	2.50	2.39	2.45	2.58	2.55	2.60	
Standard deviation	0.68	0.74	0.71	0.73	0.77	0.75	0.67	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.11	0.03	-	0.14	0.07	-	0.04	-0.03	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	58.1%	51.3%	49.7%	68.8%	46.5%	47.3%	41.7%	53.5%	50.6%	
Occasionally	38.7%	35.9%	37.1%	25.0%	37.6%	34.4%	58.3%	35.8%	40.0%	
Not at All	3.2%	12.9%	13.2%	6.3%	16.0%	18.3%	0.0%	10.7%	9.4%	
Total(n)	31	513	302	16	213	131	12	271	160	
Mean	2.55	2.38	2.36	2.63	2.31	2.29	2.42	2.43	2.41	
Standard deviation	0.57	0.70	0.71	0.62	0.73	0.76	0.51	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.24	0.27	-	0.44	0.45	-	-0.01	0.02	
Discuss the ethical or moral implications of a course of action										
Frequently	51.6%	52.6%	50.2%	50.0%	47.1%	45.4%	58.3%	56.5%	53.8%	
Occasionally	38.7%	36.8%	36.8%	37.5%	40.5%	38.5%	33.3%	33.5%	34.8%	

Not at All	9.7%	10.6%	13.0%	12.5%	12.4%	16.2%	8.3%	10.0%	11.4%	
Total(n)	31	508	299	16	210	130	12	269	158	
Mean	2.42	2.42	2.37	2.38	2.35	2.29	2.50	2.46	2.42	
Standard deviation	0.67	0.68	0.70	0.72	0.69	0.73	0.67	0.67	0.69	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	0.04	0.12	-	0.06	0.12	
Apply mathematical concepts and computational thinking										
Frequently	19.4%	23.1%	30.9%	18.8%	29.7%	38.9%	16.7%	17.8%	24.5%	
Occasionally	48.4%	28.2%	30.2%	37.5%	29.7%	30.5%	58.3%	27.1%	29.6%	
Not at All	32.3%	48.6%	38.9%	43.8%	40.6%	30.5%	25.0%	55.0%	45.9%	
Total(n)	31	510	301	16	212	131	12	269	159	
Mean	1.87	1.75	1.92	1.75	1.89	2.08	1.92	1.63	1.79	
Standard deviation	0.72	0.81	0.83	0.77	0.83	0.83	0.67	0.77	0.81	
Significance	-			-			-			
Effect size	-	0.15	-0.06	-	-0.17	-0.40	-	0.38	0.16	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	67.7%	78.6%	71.8%	81.3%	76.2%	69.5%	58.3%	79.4%	73.0%	Student-Centered Pedagogy
Most	16.1%	12.7%	17.9%	6.3%	11.4%	14.8%	16.7%	14.0%	20.2%	
Some	16.1%	7.6%	8.6%	12.5%	10.0%	11.7%	25.0%	6.6%	6.7%	
None	0.0%	1.0%	1.7%	0.0%	2.4%	3.9%	0.0%	0.0%	0.0%	
Total(n)	31	510	301	16	210	128	12	272	163	
Mean	3.52	3.69	3.60	3.69	3.61	3.50	3.33	3.73	3.66	
Standard deviation	0.77	0.65	0.72	0.70	0.76	0.85	0.89	0.58	0.60	
Significance	-			-			-	*		
Effect size	-	-0.26	-0.11	-	0.11	0.22	-	-0.69	-0.55	
Cooperative learning (small groups)										
All	51.6%	52.7%	50.3%	43.8%	46.4%	40.9%	66.7%	57.5%	56.4%	Student-Centered Pedagogy
Most	22.6%	24.1%	28.0%	31.3%	24.9%	27.6%	0.0%	23.4%	28.2%	
Some	22.6%	17.6%	16.0%	25.0%	20.1%	21.3%	25.0%	15.8%	12.9%	
None	3.2%	5.5%	5.7%	0.0%	8.6%	10.2%	8.3%	3.3%	2.5%	
Total(n)	31	510	300	16	209	127	12	273	163	
Mean	3.23	3.24	3.23	3.19	3.09	2.99	3.25	3.35	3.39	
Standard deviation	0.92	0.93	0.92	0.83	1.00	1.02	1.14	0.86	0.80	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.10	0.20	-	-0.12	-0.18	
Experiential learning/Field studies										
All	16.1%	29.7%	21.5%	12.5%	27.1%	18.8%	16.7%	30.7%	22.6%	Student-Centered Pedagogy
Most	16.1%	19.3%	20.2%	18.8%	20.5%	19.5%	16.7%	19.6%	20.8%	
Some	45.2%	27.0%	28.3%	43.8%	26.2%	26.6%	50.0%	27.0%	30.2%	
None	22.6%	24.0%	30.0%	25.0%	26.2%	35.2%	16.7%	22.6%	26.4%	
Total(n)	31	508	297	16	210	128	12	270	159	
Mean	2.26	2.55	2.33	2.19	2.49	2.22	2.33	2.59	2.40	
Standard deviation	1.00	1.15	1.12	0.98	1.15	1.12	0.98	1.15	1.11	
Significance	-			-			-			
Effect size	-	-0.25	-0.06	-	-0.26	-0.03	-	-0.23	-0.06	
Performances/Demonstrations										
All	16.1%	30.4%	24.5%	12.5%	25.4%	19.8%	25.0%	32.8%	27.8%	
Most	22.6%	18.1%	18.1%	18.8%	17.1%	16.7%	25.0%	18.1%	19.1%	
Some	35.5%	26.0%	28.9%	37.5%	29.8%	32.5%	33.3%	23.2%	25.3%	
None	25.8%	25.6%	28.5%	31.3%	27.8%	31.0%	16.7%	25.8%	27.8%	
Total(n)	31	504	298	16	205	126	12	271	162	
Mean	2.29	2.53	2.39	2.13	2.40	2.25	2.58	2.58	2.47	
Standard deviation	1.04	1.17	1.14	1.02	1.14	1.10	1.08	1.19	1.17	
Significance	-			-			-			
Effect size	-	-0.21	-0.09	-	-0.24	-0.11	-	0.00	0.09	
Group projects										
All	19.4%	26.1%	24.8%	18.8%	26.4%	23.6%	16.7%	24.9%	23.6%	Student-Centered Pedagogy
Most	29.0%	23.6%	27.9%	31.3%	23.6%	27.6%	25.0%	24.2%	28.6%	
Some	45.2%	35.0%	32.9%	43.8%	34.6%	33.1%	58.3%	36.8%	34.8%	
None	6.5%	15.2%	14.4%	6.3%	15.4%	15.7%	0.0%	14.1%	13.0%	
Total(n)	31	505	298	16	208	127	12	269	161	
Mean	2.61	2.61	2.63	2.63	2.61	2.59	2.58	2.60	2.63	
Standard deviation	0.88	1.03	1.01	0.89	1.04	1.02	0.79	1.01	0.99	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.02	0.04	-	-0.02	-0.05	
Extensive lecturing										
All	9.7%	17.1%	17.7%	18.8%	21.9%	21.9%	0.0%	13.3%	14.9%	
Most	19.4%	21.8%	24.1%	18.8%	29.0%	30.5%	16.7%	17.3%	19.9%	
Some	41.9%	39.7%	36.8%	37.5%	34.3%	34.4%	58.3%	42.8%	38.5%	
None	29.0%	21.4%	21.4%	25.0%	14.8%	13.3%	25.0%	26.6%	26.7%	

Total(n)	31	509	299	16	210	128	12	271	161	
Mean	2.10	2.35	2.38	2.31	2.58	2.61	1.92	2.17	2.23	
Standard deviation	0.94	1.00	1.01	1.08	0.99	0.97	0.67	0.97	1.01	
Significance	-			-			-			
Effect size	-	-0.25	-0.28	-	-0.27	-0.31	-	-0.26	-0.31	
Multiple drafts of written work										
All	16.1%	17.3%	18.2%	18.8%	14.3%	13.3%	16.7%	20.0%	22.6%	
Most	38.7%	22.8%	23.2%	37.5%	22.9%	24.2%	41.7%	22.6%	22.0%	
Some	29.0%	35.4%	36.0%	25.0%	35.7%	35.9%	25.0%	35.2%	35.2%	
None	16.1%	24.4%	22.6%	18.8%	27.1%	26.6%	16.7%	22.2%	20.1%	
Total(n)	31	508	297	16	210	128	12	270	159	
Mean	2.55	2.33	2.37	2.56	2.24	2.24	2.58	2.40	2.47	
Standard deviation	0.96	1.03	1.03	1.03	1.01	0.99	1.00	1.04	1.05	
Significance	-			-			-			
Effect size	-	0.21	0.17	-	0.32	0.32	-	0.17	0.10	
Reflective writing/Journaling										
All	16.1%	22.8%	19.1%	12.5%	16.7%	16.4%	25.0%	28.1%	22.4%	Student-Centered Pedagogy
Most	16.1%	19.3%	19.1%	18.8%	16.2%	14.8%	16.7%	22.6%	23.6%	
Some	41.9%	30.3%	30.8%	43.8%	27.1%	25.0%	41.7%	31.1%	33.5%	
None	25.8%	27.6%	31.1%	25.0%	40.0%	43.8%	16.7%	18.1%	20.5%	
Total(n)	31	508	299	16	210	128	12	270	161	
Mean	2.23	2.37	2.26	2.19	2.10	2.04	2.50	2.61	2.48	
Standard deviation	1.02	1.12	1.10	0.98	1.11	1.12	1.09	1.08	1.06	
Significance	-			-			-			
Effect size	-	-0.13	-0.03	-	0.08	0.13	-	-0.10	0.02	
Community service as part of coursework										
All	3.2%	4.3%	3.7%	0.0%	2.4%	3.1%	0.0%	5.6%	3.8%	Civic Minded Practice
Most	3.2%	4.7%	6.1%	0.0%	2.9%	3.1%	8.3%	5.9%	8.8%	
Some	38.7%	24.7%	28.3%	31.3%	20.1%	21.3%	50.0%	27.8%	33.1%	
None	54.8%	66.3%	62.0%	68.8%	74.6%	72.4%	41.7%	60.7%	54.4%	
Total(n)	31	507	297	16	209	127	12	270	160	
Mean	1.55	1.47	1.52	1.31	1.33	1.37	1.67	1.56	1.62	
Standard deviation	0.72	0.78	0.77	0.48	0.65	0.70	0.65	0.84	0.80	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	-0.03	-0.09	-	0.13	0.06	
Electronic quizzes with immediate feedback in class										
All	10.0%	12.8%	19.3%	0.0%	13.3%	18.8%	18.2%	12.7%	19.6%	
Most	6.7%	11.1%	14.5%	6.3%	8.6%	12.5%	0.0%	13.1%	15.8%	
Some	23.3%	18.8%	25.0%	25.0%	18.6%	23.4%	18.2%	19.0%	25.9%	
None	60.0%	57.3%	41.2%	68.8%	59.5%	45.3%	63.6%	55.2%	38.6%	
Total(n)	30	506	296	16	210	128	11	268	158	
Mean	1.67	1.79	2.12	1.38	1.76	2.05	1.73	1.83	2.16	
Standard deviation	0.99	1.08	1.15	0.62	1.08	1.16	1.19	1.08	1.14	
Significance	-		*	-		*	-			
Effect size	-	-0.11	-0.39	-	-0.35	-0.58	-	-0.09	-0.38	
Real-life problems										
All	35.5%	41.0%	41.8%	25.0%	37.1%	38.9%	41.7%	43.9%	44.7%	
Most	29.0%	28.1%	31.3%	25.0%	27.3%	28.6%	33.3%	28.3%	32.9%	
Some	25.8%	24.1%	22.2%	31.3%	26.3%	24.6%	25.0%	23.0%	20.5%	
None	9.7%	6.8%	4.7%	18.8%	9.3%	7.9%	0.0%	4.8%	1.9%	
Total(n)	31	502	297	16	205	126	12	269	161	
Mean	2.90	3.03	3.10	2.56	2.92	2.98	3.17	3.11	3.20	
Standard deviation	1.01	0.96	0.91	1.09	1.00	0.98	0.83	0.92	0.83	
Significance	-			-			-			
Effect size	-	-0.14	-0.22	-	-0.36	-0.43	-	0.07	-0.04	
Student inquiry to drive learning										
All	25.8%	46.1%	39.5%	18.8%	40.2%	38.6%	41.7%	50.7%	40.7%	Student-Centered Pedagogy
Most	38.7%	25.4%	27.4%	37.5%	27.8%	27.6%	33.3%	22.4%	26.5%	
Some	29.0%	22.4%	25.1%	31.3%	23.0%	22.8%	25.0%	23.2%	27.2%	
None	6.5%	6.1%	8.0%	12.5%	9.1%	11.0%	0.0%	3.7%	5.6%	
Total(n)	31	508	299	16	209	127	12	272	162	
Mean	2.84	3.11	2.98	2.63	2.99	2.94	3.17	3.20	3.02	
Standard deviation	0.90	0.96	0.98	0.96	1.00	1.03	0.83	0.92	0.95	
Significance	-			-			-			
Effect size	-	-0.28	-0.14	-	-0.36	-0.30	-	-0.03	0.16	
Readings on racial and ethnic issues										
All	16.1%	26.8%	20.9%	31.3%	18.6%	16.7%	0.0%	32.7%	25.6%	
Most	19.4%	18.7%	18.2%	18.8%	14.8%	11.9%	16.7%	20.8%	21.9%	
Some	38.7%	27.2%	28.6%	18.8%	24.8%	23.0%	66.7%	29.4%	31.9%	
None	25.8%	27.2%	32.3%	31.3%	41.9%	48.4%	16.7%	17.1%	20.6%	
Total(n)	31	507	297	16	210	126	12	269	160	
Mean	2.26	2.45	2.28	2.50	2.10	1.97	2.00	2.69	2.53	

Standard deviation	1.03	1.15	1.13	1.26	1.14	1.13	0.60	1.10	1.09	
Significance	-			-			-	*		
Effect size	-	-0.17	-0.02	-	0.35	0.47	-	-0.63	-0.49	
Readings on women or gender issues										
All	12.9%	22.0%	16.6%	25.0%	14.8%	11.1%	0.0%	27.0%	22.0%	
Most	22.6%	18.4%	15.5%	25.0%	13.8%	10.3%	16.7%	21.0%	18.9%	
Some	22.6%	27.3%	29.1%	12.5%	26.7%	25.4%	41.7%	28.1%	30.8%	
None	41.9%	32.3%	38.9%	37.5%	44.8%	53.2%	41.7%	24.0%	28.3%	
Total(n)	31	505	296	16	210	126	12	267	159	
Mean	2.06	2.30	2.10	2.38	1.99	1.79	1.75	2.51	2.35	
Standard deviation	1.09	1.14	1.10	1.26	1.09	1.02	0.75	1.13	1.11	
Significance	-			-		*	-	*		
Effect size	-	-0.21	-0.04	-	0.36	0.58	-	-0.67	-0.54	
Supplemental instruction outside of class and office hours										
All	19.4%	22.7%	20.7%	12.5%	18.4%	15.3%	25.0%	25.7%	24.4%	
Most	9.7%	16.1%	14.9%	12.5%	16.9%	17.7%	0.0%	14.9%	11.9%	
Some	51.6%	39.2%	41.4%	50.0%	40.6%	45.2%	58.3%	38.1%	38.1%	
None	19.4%	21.9%	23.1%	25.0%	24.2%	21.8%	16.7%	21.3%	25.6%	
Total(n)	31	502	295	16	207	124	12	268	160	
Mean	2.29	2.40	2.33	2.13	2.29	2.27	2.33	2.45	2.35	
Standard deviation	1.01	1.06	1.05	0.96	1.03	0.97	1.07	1.09	1.11	
Significance	-			-			-			
Effect size	-	-0.10	-0.04	-	-0.16	-0.14	-	-0.11	-0.02	
Student presentations										
All	22.6%	39.4%	27.3%	37.5%	35.1%	26.8%	8.3%	41.4%	27.7%	Student-Centered Pedagogy
Most	35.5%	25.8%	27.9%	31.3%	27.0%	26.8%	41.7%	25.0%	28.3%	
Some	38.7%	28.4%	34.7%	25.0%	28.4%	32.3%	50.0%	29.1%	36.5%	
None	3.2%	6.3%	10.1%	6.3%	9.5%	14.2%	0.0%	4.5%	7.5%	
Total(n)	31	507	297	16	211	127	12	268	159	
Mean	2.77	2.98	2.72	3.00	2.88	2.66	2.58	3.03	2.76	Student-Centered Pedagogy
Standard deviation	0.84	0.97	0.97	0.97	1.00	1.03	0.67	0.94	0.94	
Significance	-			-			-			
Effect size	-	-0.22	0.05	-	0.12	0.33	-	-0.48	-0.19	
Student evaluations of each others' work										
All	9.7%	27.2%	16.1%	12.5%	21.8%	11.8%	8.3%	30.1%	19.3%	Student-Centered Pedagogy
Most	25.8%	17.1%	17.4%	31.3%	16.1%	16.5%	25.0%	18.2%	18.6%	
Some	32.3%	33.3%	38.8%	37.5%	34.1%	36.2%	16.7%	32.3%	39.1%	
None	32.3%	22.4%	27.8%	18.8%	28.0%	35.4%	50.0%	19.3%	23.0%	
Total(n)	31	508	299	16	211	127	12	269	161	
Mean	2.13	2.49	2.22	2.38	2.32	2.05	1.92	2.59	2.34	Student-Centered Pedagogy
Standard deviation	0.99	1.12	1.02	0.96	1.10	1.00	1.08	1.11	1.04	
Significance	-			-			-	*		
Effect size	-	-0.32	-0.09	-	0.05	0.33	-	-0.60	-0.40	
Grading on a curve										
All	6.7%	6.0%	5.1%	12.5%	5.7%	7.1%	0.0%	5.3%	3.1%	
Most	3.3%	7.0%	7.8%	6.3%	12.0%	15.1%	0.0%	2.6%	1.3%	
Some	10.0%	15.3%	18.9%	12.5%	18.7%	20.6%	0.0%	13.9%	18.2%	
None	80.0%	71.8%	68.2%	68.8%	63.6%	57.1%	100.0%	78.2%	77.4%	
Total(n)	30	503	296	16	209	126	11	266	159	
Mean	1.37	1.47	1.50	1.63	1.60	1.72	1.00	1.35	1.30	
Standard deviation	0.85	0.86	0.84	1.09	0.91	0.97	0.00	0.77	0.65	
Significance	-			-			-			
Effect size	-	-0.12	-0.15	-	0.03	-0.09	-	-0.45	-0.46	
Rubric-based assessment										
All	35.5%	41.4%	47.8%	25.0%	30.4%	31.5%	41.7%	48.9%	59.3%	
Most	25.8%	23.3%	23.6%	31.3%	25.6%	27.4%	25.0%	23.1%	21.6%	
Some	32.3%	19.3%	18.5%	31.3%	21.7%	23.4%	33.3%	17.5%	14.2%	
None	6.5%	16.1%	10.1%	12.5%	22.2%	17.7%	0.0%	10.4%	4.9%	
Total(n)	31	503	297	16	207	124	12	268	162	
Mean	2.90	2.90	3.09	2.69	2.64	2.73	3.08	3.10	3.35	
Standard deviation	0.98	1.11	1.03	1.01	1.14	1.09	0.90	1.04	0.90	
Significance	-			-			-			
Effect size	-	0.00	-0.18	-	0.04	-0.04	-	-0.02	-0.30	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	6.5%	14.4%	13.8%	12.5%	10.0%	8.7%	0.0%	18.5%	18.6%	
Most	22.6%	20.9%	23.2%	12.5%	17.6%	16.7%	33.3%	22.6%	27.3%	
Some	45.2%	36.0%	32.6%	50.0%	37.6%	36.5%	33.3%	34.4%	28.0%	
None	25.8%	28.7%	30.5%	25.0%	34.8%	38.1%	33.3%	24.4%	26.1%	
Total(n)	31	508	298	16	210	126	12	270	161	
Mean	2.10	2.21	2.20	2.13	2.03	1.96	2.00	2.35	2.39	
Standard deviation	0.87	1.01	1.02	0.96	0.96	0.95	0.85	1.04	1.07	

Significance	-			-			-		
Effect size	-	-0.11	-0.10	-	0.10	0.18	-	-0.34	-0.36
How frequently do you incorporate the following forms of technology into your courses?									
Videos or podcasts									
Frequently	35.5%	51.8%	53.9%	31.3%	45.2%	44.4%	41.7%	56.9%	61.3%
Occasionally	54.8%	41.1%	40.4%	56.3%	45.2%	46.8%	50.0%	37.8%	35.0%
Not at All	9.7%	7.1%	5.7%	12.5%	9.5%	8.7%	8.3%	5.2%	3.8%
Total(n)	31	506	297	16	210	126	12	267	160
Mean	2.26	2.45	2.48	2.19	2.36	2.36	2.33	2.52	2.58
Standard deviation	0.63	0.62	0.60	0.66	0.65	0.64	0.65	0.60	0.57
Significance	-			-			-		
Effect size	-	-0.31	-0.37	-	-0.26	-0.27	-	-0.32	-0.44
Simulations/animations									
Frequently	16.1%	17.2%	19.3%	12.5%	15.9%	17.7%	16.7%	17.3%	20.0%
Occasionally	54.8%	43.2%	47.2%	50.0%	46.4%	47.6%	58.3%	41.2%	46.5%
Not at All	29.0%	39.6%	33.4%	37.5%	37.7%	34.7%	25.0%	41.5%	33.5%
Total(n)	31	495	290	16	207	124	12	260	155
Mean	1.87	1.78	1.86	1.75	1.78	1.83	1.92	1.76	1.86
Standard deviation	0.67	0.72	0.71	0.68	0.70	0.71	0.67	0.73	0.72
Significance	-			-			-		
Effect size	-	0.13	0.01	-	-0.04	-0.11	-	0.22	0.08
Online homework or virtual labs									
Frequently	25.8%	32.9%	41.9%	25.0%	32.2%	36.5%	25.0%	34.2%	47.2%
Occasionally	38.7%	36.3%	37.6%	31.3%	36.1%	38.9%	41.7%	35.3%	35.4%
Not at All	35.5%	30.9%	20.5%	43.8%	31.7%	24.6%	33.3%	30.5%	17.4%
Total(n)	31	502	298	16	208	126	12	266	161
Mean	1.90	2.02	2.21	1.81	2.00	2.12	1.92	2.04	2.30
Standard deviation	0.79	0.80	0.76	0.83	0.80	0.78	0.79	0.80	0.75
Significance	-		*	-			-		
Effect size	-	-0.15	-0.41	-	-0.24	-0.40	-	-0.15	-0.51
Online discussion boards									
Frequently	19.4%	31.4%	35.0%	25.0%	25.7%	27.8%	8.3%	36.2%	41.4%
Occasionally	45.2%	38.4%	40.5%	31.3%	37.6%	42.1%	66.7%	39.6%	40.1%
Not at All	35.5%	30.2%	24.5%	43.8%	36.7%	30.2%	25.0%	24.2%	18.5%
Total(n)	31	497	294	16	210	126	12	260	157
Mean	1.84	2.01	2.11	1.81	1.89	1.98	1.83	2.12	2.23
Standard deviation	0.73	0.79	0.77	0.83	0.78	0.76	0.58	0.77	0.74
Significance	-			-			-		
Effect size	-	-0.22	-0.35	-	-0.10	-0.22	-	-0.38	-0.54
Audience response systems to gauge students' understanding (e.g., clickers)									
Frequently	0.0%	9.4%	11.6%	0.0%	6.3%	6.5%	0.0%	12.9%	16.4%
Occasionally	16.1%	19.8%	28.2%	6.3%	18.4%	25.8%	33.3%	20.8%	30.2%
Not at All	83.9%	70.7%	60.2%	93.8%	75.4%	67.7%	66.7%	66.3%	53.5%
Total(n)	31	499	294	16	207	124	12	264	159
Mean	1.16	1.39	1.51	1.06	1.31	1.39	1.33	1.47	1.63
Standard deviation	0.37	0.65	0.69	0.25	0.58	0.61	0.49	0.71	0.75
Significance	-		**	-		*	-		
Effect size	-	-0.35	-0.51	-	-0.43	-0.54	-	-0.20	-0.40
Due to the COVID-19 pandemic, please indicate the extent to which you:									
Felt confident in your ability to provide effective instruction exclusively online									
To a Very Large Extent	22.6%	33.0%	35.4%	37.5%	32.1%	33.9%	0.0%	33.1%	36.6%
To a Large Extent	35.5%	34.0%	32.8%	18.8%	34.0%	33.1%	50.0%	35.7%	32.9%
To Some Extent	32.3%	21.5%	22.5%	31.3%	23.9%	22.8%	41.7%	19.7%	22.6%
To a Small Extent	0.0%	8.3%	6.3%	0.0%	5.7%	6.3%	0.0%	8.9%	5.5%
Not at All	9.7%	3.2%	3.0%	12.5%	4.3%	3.9%	8.3%	2.6%	2.4%
Total(n)	31	506	302	16	209	127	12	269	164
Mean	3.61	3.85	3.91	3.69	3.84	3.87	3.33	3.88	3.96
Standard deviation	1.15	1.07	1.05	1.35	1.08	1.08	0.89	1.05	1.02
Significance	-			-			-		*
Effect size	-	-0.22	-0.29	-	-0.14	-0.17	-	-0.52	-0.62
Were concerned about your job security									
To a Very Large Extent	19.4%	15.8%	11.0%	25.0%	12.6%	8.7%	8.3%	16.2%	12.3%
To a Large Extent	3.2%	9.2%	9.0%	6.3%	7.2%	5.6%	0.0%	10.2%	11.1%
To Some Extent	9.7%	21.6%	21.4%	12.5%	16.9%	21.4%	8.3%	26.3%	22.2%
To a Small Extent	19.4%	21.2%	23.4%	18.8%	26.6%	29.4%	25.0%	17.3%	18.5%
Not at All	48.4%	32.3%	35.1%	37.5%	36.7%	34.9%	58.3%	30.1%	35.8%
Total(n)	31	501	299	16	207	126	12	266	162
Mean	2.26	2.55	2.37	2.63	2.32	2.24	1.75	2.65	2.46
Standard deviation	1.57	1.42	1.34	1.67	1.36	1.24	1.22	1.42	1.39
Significance	-			-			-	*	

Effect size	-	-0.20	-0.08	-	0.23	0.31	-	-0.63	-0.51	
Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered										
To a Very Large Extent	25.8%	29.3%	25.8%	31.3%	21.5%	22.8%	16.7%	33.5%	27.5%	
To a Large Extent	25.8%	20.3%	18.8%	31.3%	18.7%	17.3%	25.0%	21.1%	19.4%	
To Some Extent	22.6%	24.7%	26.2%	12.5%	25.8%	27.6%	41.7%	25.6%	26.3%	
To a Small Extent	3.2%	8.8%	10.1%	6.3%	11.5%	12.6%	0.0%	7.1%	8.1%	
Not at All	22.6%	16.9%	19.1%	18.8%	22.5%	19.7%	16.7%	12.8%	18.8%	
Total(n)	31	502	298	16	209	127	12	266	160	
Mean	3.29	3.36	3.22	3.50	3.05	3.11	3.25	3.55	3.29	
Standard deviation	1.49	1.42	1.43	1.51	1.44	1.42	1.29	1.35	1.43	
Significance	-			-			-			
Effect size	-	-0.05	0.05	-	0.31	0.27	-	-0.22	-0.03	
Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:										
I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)										
Strongly Agree	65.5%	52.6%	50.5%	60.0%	53.1%	50.4%	63.6%	51.6%	49.7%	
Agree	24.1%	37.0%	38.7%	33.3%	37.5%	40.2%	18.2%	37.2%	38.4%	
Disagree	10.3%	7.3%	7.2%	6.7%	7.3%	6.8%	18.2%	7.6%	7.3%	
Strongly Disagree	0.0%	3.2%	3.6%	0.0%	2.1%	2.6%	0.0%	3.6%	4.6%	
Total(n)	29	468	279	15	192	117	11	250	151	
Mean	3.55	3.39	3.36	3.53	3.42	3.38	3.45	3.37	3.33	
Standard deviation	0.69	0.76	0.77	0.64	0.72	0.73	0.82	0.78	0.81	
Significance	-			-			-			
Effect size	-	0.21	0.25	-	0.15	0.21	-	0.10	0.15	
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										
Strongly Agree	58.6%	43.8%	38.8%	53.3%	40.1%	37.6%	63.6%	46.2%	39.3%	
Agree	20.7%	36.5%	40.6%	20.0%	43.2%	44.4%	27.3%	34.1%	39.3%	
Disagree	13.8%	10.7%	11.2%	20.0%	10.4%	10.3%	9.1%	10.4%	12.0%	
Strongly Disagree	6.9%	9.0%	9.4%	6.7%	6.3%	7.7%	0.0%	9.2%	9.3%	
Total(n)	29	468	278	15	192	117	11	249	150	
Mean	3.31	3.15	3.09	3.20	3.17	3.12	3.55	3.17	3.09	
Standard deviation	0.97	0.94	0.93	1.01	0.85	0.88	0.69	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.17	0.24	-	0.04	0.09	-	0.40	0.49	
I had access to effective tech support while teaching remotely										
Strongly Agree	21.4%	38.7%	40.3%	28.6%	42.0%	44.1%	9.1%	37.3%	37.1%	
Agree	42.9%	39.7%	41.8%	28.6%	37.2%	36.9%	63.6%	41.0%	45.7%	
Disagree	17.9%	14.5%	12.5%	21.4%	14.4%	12.6%	18.2%	14.5%	12.6%	
Strongly Disagree	17.9%	7.1%	5.5%	21.4%	6.4%	6.3%	9.1%	7.2%	4.6%	
Total(n)	28	463	273	14	188	111	11	249	151	
Mean	2.68	3.10	3.17	2.64	3.15	3.19	2.73	3.08	3.15	
Standard deviation	1.02	0.90	0.85	1.15	0.90	0.89	0.79	0.90	0.81	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.47	-0.58	-	-0.57	-0.62	-	-0.39	-0.52	
Please indicate your agreement with each of the following statements:										
Campus leadership provided an appropriate response to the pandemic										
Strongly Agree	24.1%	31.8%	28.9%	20.0%	36.2%	32.8%	27.3%	28.5%	25.5%	
Somewhat Agree	48.3%	45.0%	50.5%	40.0%	42.3%	48.7%	72.7%	47.7%	52.9%	
Somewhat Disagree	6.9%	15.9%	13.9%	6.7%	12.8%	10.9%	0.0%	18.4%	15.9%	
Strongly Disagree	20.7%	7.3%	6.6%	33.3%	8.7%	7.6%	0.0%	5.5%	5.7%	
Total(n)	29	478	287	15	196	119	11	256	157	
Mean	2.76	3.01	3.02	2.47	3.06	3.07	3.27	2.99	2.98	
Standard deviation	1.06	0.88	0.83	1.19	0.92	0.86	0.47	0.83	0.80	
Significance	-			-	*	*	-			
Effect size	-	-0.28	-0.31	-	-0.64	-0.70	-	0.34	0.36	
Faculty in my department were adequately prepared for teaching remotely										
Strongly Agree	13.8%	16.3%	16.9%	13.3%	19.0%	20.2%	0.0%	14.4%	13.6%	
Somewhat Agree	34.5%	42.0%	39.8%	40.0%	46.2%	46.2%	27.3%	38.4%	34.4%	
Somewhat Disagree	34.5%	25.9%	29.6%	20.0%	20.5%	21.8%	63.6%	30.4%	35.7%	
Strongly Disagree	17.2%	15.7%	13.7%	26.7%	14.4%	11.8%	9.1%	16.8%	16.2%	
Total(n)	29	471	284	15	195	119	11	250	154	
Mean	2.45	2.59	2.60	2.40	2.70	2.75	2.18	2.50	2.45	
Standard deviation	0.95	0.94	0.93	1.06	0.94	0.91	0.60	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.15	-0.16	-	-0.32	-0.38	-	-0.34	-0.29	
My institution's pandemic response prioritized the health and safety of faculty										
Strongly Agree	24.1%	35.0%	35.6%	13.3%	41.5%	39.3%	36.4%	30.8%	32.7%	
Somewhat Agree	41.4%	41.7%	43.3%	40.0%	42.5%	44.4%	54.5%	43.1%	43.6%	

Somewhat Disagree	20.7%	15.9%	13.7%	26.7%	11.4%	12.0%	9.1%	17.0%	14.1%	
Strongly Disagree	13.8%	7.4%	7.4%	20.0%	4.7%	4.3%	0.0%	9.1%	9.6%	
Total(n)	29	472	284	15	193	117	11	253	156	
Mean	2.76	3.04	3.07	2.47	3.21	3.19	3.27	2.96	2.99	
Standard deviation	0.99	0.90	0.89	0.99	0.82	0.81	0.65	0.92	0.93	
Significance	-			-	**	**	-			
Effect size	-	-0.31	-0.35	-	-0.90	-0.89	-	0.34	0.30	
I would prefer to teach more of my courses in either a hybrid or fully online format										
Strongly Agree	7.1%	22.9%	27.7%	13.3%	19.1%	22.9%	0.0%	24.8%	31.6%	
Somewhat Agree	14.3%	19.3%	19.9%	6.7%	18.0%	18.6%	27.3%	21.7%	21.9%	
Somewhat Disagree	39.3%	26.7%	25.9%	46.7%	26.8%	28.8%	27.3%	26.0%	22.6%	
Strongly Disagree	39.3%	31.1%	26.6%	33.3%	36.1%	29.7%	45.5%	27.6%	23.9%	
Total(n)	28	472	282	15	194	118	11	254	155	
Mean	1.89	2.34	2.49	2.00	2.20	2.35	1.82	2.44	2.61	
Standard deviation	0.92	1.14	1.16	1.00	1.13	1.14	0.87	1.14	1.16	
Significance	-	*	**	-			-		*	
Effect size	-	-0.39	-0.52	-	-0.18	-0.31	-	-0.54	-0.68	
This college developed effective policies related to COVID-19 vaccinations for the campus community										
Strongly Agree	17.9%	38.3%	34.6%	14.3%	40.7%	38.1%	27.3%	37.2%	32.5%	
Somewhat Agree	42.9%	43.8%	43.2%	35.7%	40.7%	40.7%	54.5%	46.4%	45.7%	
Somewhat Disagree	7.1%	10.6%	12.5%	7.1%	10.8%	11.9%	0.0%	9.2%	11.9%	
Strongly Disagree	32.1%	7.2%	9.6%	42.9%	7.7%	9.3%	18.2%	7.2%	9.9%	
Total(n)	28	470	280	14	194	118	11	250	151	
Mean	2.46	3.13	3.03	2.21	3.14	3.08	2.91	3.14	3.01	
Standard deviation	1.14	0.87	0.93	1.19	0.90	0.94	1.04	0.86	0.92	
Significance	-	***	**	-	***	**	-			
Effect size	-	-0.77	-0.61	-	-1.03	-0.93	-	-0.27	-0.11	
I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic										
Strongly Agree	75.9%	66.5%	68.1%	80.0%	60.1%	65.3%	81.8%	71.7%	72.0%	
Somewhat Agree	20.7%	29.7%	29.4%	20.0%	35.8%	33.1%	18.2%	25.5%	25.3%	
Somewhat Disagree	0.0%	2.6%	1.8%	0.0%	3.6%	1.7%	0.0%	1.6%	2.0%	
Strongly Disagree	3.4%	1.3%	0.7%	0.0%	0.5%	0.0%	0.0%	1.2%	0.7%	
Total(n)	29	465	279	15	193	118	11	247	150	
Mean	3.69	3.61	3.65	3.80	3.55	3.64	3.82	3.68	3.69	
Standard deviation	0.66	0.61	0.55	0.41	0.59	0.52	0.40	0.57	0.55	
Significance	-			-			-			
Effect size	-	0.13	0.07	-	0.42	0.31	-	0.25	0.24	
Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:										
Physical health										
To a Very Large Extent	14.8%	27.0%	25.4%	14.3%	21.5%	20.8%	18.2%	31.0%	28.5%	
To a Large Extent	22.2%	24.9%	22.6%	21.4%	23.5%	20.8%	18.2%	24.8%	23.4%	
To Some Extent	14.8%	24.9%	25.4%	14.3%	26.0%	27.5%	18.2%	25.2%	24.7%	
To a Small Extent	25.9%	14.9%	16.0%	28.6%	20.0%	21.7%	27.3%	11.2%	12.0%	
Not at All	22.2%	8.3%	10.5%	21.4%	9.0%	9.2%	18.2%	7.8%	11.4%	
Total(n)	27	482	287	14	200	120	11	258	158	
Mean	2.81	3.47	3.37	2.79	3.29	3.23	2.91	3.60	3.46	
Standard deviation	1.42	1.26	1.30	1.42	1.26	1.26	1.45	1.25	1.32	
Significance	-	**	*	-			-			
Effect size	-	-0.52	-0.43	-	-0.40	-0.35	-	-0.55	-0.42	
Mental health										
To a Very Large Extent	22.2%	30.3%	26.7%	21.4%	19.6%	17.6%	18.2%	37.5%	32.3%	
To a Large Extent	25.9%	22.2%	23.2%	28.6%	25.1%	26.1%	27.3%	20.7%	21.5%	
To Some Extent	22.2%	24.1%	26.0%	21.4%	27.6%	26.9%	27.3%	21.5%	26.6%	
To a Small Extent	11.1%	14.6%	13.7%	7.1%	18.1%	18.5%	18.2%	12.5%	10.1%	
Not at All	18.5%	8.8%	10.5%	21.4%	9.5%	10.9%	9.1%	7.8%	9.5%	
Total(n)	27	478	285	14	199	119	11	256	158	
Mean	3.22	3.51	3.42	3.21	3.27	3.21	3.27	3.68	3.57	
Standard deviation	1.42	1.30	1.30	1.48	1.24	1.25	1.27	1.30	1.29	
Significance	-			-			-			
Effect size	-	-0.22	-0.15	-	-0.05	0.00	-	-0.32	-0.23	
In-person social interaction										
To a Very Large Extent	11.1%	23.8%	23.8%	14.3%	18.2%	20.0%	9.1%	27.2%	26.1%	
To a Large Extent	44.4%	29.4%	31.8%	57.1%	32.8%	35.8%	36.4%	27.6%	29.9%	
To Some Extent	18.5%	24.4%	21.0%	14.3%	24.7%	20.8%	27.3%	24.5%	21.7%	
To a Small Extent	18.5%	14.8%	15.0%	7.1%	15.7%	15.0%	27.3%	14.8%	15.3%	
Not at All	7.4%	7.5%	8.4%	7.1%	8.6%	8.3%	0.0%	5.8%	7.0%	
Total(n)	27	479	286	14	198	120	11	257	157	
Mean	3.33	3.47	3.48	3.64	3.36	3.44	3.27	3.56	3.53	
Standard deviation	1.14	1.21	1.24	1.08	1.20	1.21	1.01	1.20	1.23	

Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	0.23	0.17	-	-0.24	-0.21	
Return to in-person teaching										
To a Very Large Extent	7.4%	18.2%	19.6%	14.3%	10.7%	16.1%	0.0%	22.9%	21.5%	
To a Large Extent	25.9%	23.6%	25.6%	21.4%	22.8%	21.2%	36.4%	25.2%	30.4%	
To Some Extent	33.3%	25.3%	22.5%	35.7%	25.4%	22.0%	36.4%	26.0%	22.8%	
To a Small Extent	18.5%	16.7%	16.5%	7.1%	18.8%	18.6%	27.3%	15.5%	15.2%	
Not at All	14.8%	16.3%	15.8%	21.4%	22.3%	22.0%	0.0%	10.5%	10.1%	
Total(n)	27	479	285	14	197	118	11	258	158	
Mean	2.93	3.11	3.17	3.00	2.81	2.91	3.09	3.34	3.38	
Standard deviation	1.17	1.33	1.35	1.36	1.31	1.39	0.83	1.28	1.26	
Significance	-			-			-			
Effect size	-	-0.14	-0.18	-	0.15	0.06	-	-0.20	-0.23	
Health of loved ones										
To a Very Large Extent	25.9%	35.3%	34.0%	21.4%	27.6%	26.9%	36.4%	41.4%	40.1%	
To a Large Extent	25.9%	27.6%	27.7%	42.9%	31.7%	34.5%	0.0%	23.8%	21.7%	
To Some Extent	22.2%	21.5%	21.1%	14.3%	23.6%	20.2%	36.4%	19.9%	22.3%	
To a Small Extent	14.8%	10.0%	10.2%	14.3%	11.1%	11.8%	18.2%	9.8%	8.9%	
Not at All	11.1%	5.6%	7.0%	7.1%	6.0%	6.7%	9.1%	5.1%	7.0%	
Total(n)	27	479	285	14	199	119	11	256	157	
Mean	3.41	3.77	3.72	3.57	3.64	3.63	3.36	3.87	3.79	
Standard deviation	1.34	1.19	1.23	1.22	1.17	1.19	1.43	1.20	1.26	
Significance	-			-			-			
Effect size	-	-0.30	-0.25	-	-0.06	-0.05	-	-0.43	-0.34	
Access to healthcare										
To a Very Large Extent	25.9%	15.5%	12.8%	35.7%	13.3%	13.7%	9.1%	15.4%	11.6%	
To a Large Extent	3.7%	14.2%	14.9%	0.0%	19.0%	17.9%	9.1%	10.6%	12.9%	
To Some Extent	3.7%	18.9%	18.9%	0.0%	15.4%	15.4%	9.1%	21.7%	20.0%	
To a Small Extent	44.4%	25.9%	24.2%	42.9%	22.6%	21.4%	54.5%	29.5%	27.7%	
Not at All	22.2%	25.5%	29.2%	21.4%	29.7%	31.6%	18.2%	22.8%	27.7%	
Total(n)	27	471	281	14	195	117	11	254	155	
Mean	2.67	2.68	2.58	2.86	2.64	2.61	2.36	2.66	2.53	
Standard deviation	1.54	1.39	1.38	1.70	1.42	1.44	1.21	1.35	1.33	
Significance	-			-			-			
Effect size	-	-0.01	0.07	-	0.15	0.17	-	-0.22	-0.13	
The extent to which others wear masks while out in public										
To a Very Large Extent	22.2%	24.5%	23.2%	35.7%	21.3%	22.9%	9.1%	26.7%	24.1%	
To a Large Extent	22.2%	24.9%	24.3%	14.3%	25.9%	22.9%	36.4%	22.9%	24.1%	
To Some Extent	33.3%	25.3%	25.0%	42.9%	27.4%	28.0%	18.2%	24.8%	23.4%	
To a Small Extent	3.7%	13.8%	14.1%	0.0%	13.2%	12.7%	9.1%	15.1%	15.8%	
Not at All	18.5%	11.5%	13.4%	7.1%	12.2%	13.6%	27.3%	10.5%	12.7%	
Total(n)	27	478	284	14	197	118	11	258	158	
Mean	3.26	3.37	3.30	3.71	3.31	3.29	2.91	3.40	3.31	
Standard deviation	1.38	1.30	1.33	1.20	1.28	1.32	1.45	1.31	1.33	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	0.31	0.32	-	-0.37	-0.30	
Coping with social isolation										
To a Very Large Extent	11.1%	17.7%	16.8%	14.3%	10.6%	12.6%	9.1%	22.6%	19.6%	
To a Large Extent	0.0%	18.4%	18.2%	0.0%	16.1%	16.0%	0.0%	20.6%	20.3%	
To Some Extent	29.6%	27.8%	28.4%	21.4%	33.2%	31.1%	45.5%	23.0%	26.6%	
To a Small Extent	33.3%	20.0%	18.9%	42.9%	21.1%	21.8%	27.3%	20.6%	17.7%	
Not at All	25.9%	16.1%	17.5%	21.4%	19.1%	18.5%	18.2%	13.2%	15.8%	
Total(n)	27	479	285	14	199	119	11	257	158	
Mean	2.37	3.02	2.98	2.43	2.78	2.82	2.55	3.19	3.10	
Standard deviation	1.21	1.32	1.32	1.28	1.23	1.27	1.13	1.35	1.34	
Significance	-	*	*	-			-			
Effect size	-	-0.49	-0.46	-	-0.28	-0.31	-	-0.47	-0.41	
Personal finances										
To a Very Large Extent	3.7%	14.0%	11.8%	7.1%	10.6%	10.1%	0.0%	16.3%	13.2%	
To a Large Extent	11.1%	18.3%	16.4%	7.1%	17.6%	14.3%	9.1%	18.3%	17.6%	
To Some Extent	22.2%	21.5%	20.2%	21.4%	19.1%	17.6%	27.3%	22.2%	20.8%	
To a Small Extent	22.2%	20.0%	22.0%	14.3%	24.1%	26.9%	36.4%	18.3%	19.5%	
Not at All	40.7%	26.3%	29.6%	50.0%	28.6%	31.1%	27.3%	24.9%	28.9%	
Total(n)	27	480	287	14	199	119	11	257	159	
Mean	2.15	2.74	2.59	2.07	2.57	2.45	2.18	2.83	2.67	
Standard deviation	1.20	1.39	1.37	1.33	1.35	1.33	0.98	1.41	1.40	
Significance	-	*		-			-			
Effect size	-	-0.42	-0.32	-	-0.37	-0.29	-	-0.46	-0.35	
Childcare										
To a Very Large Extent	7.4%	15.8%	17.9%	7.1%	9.6%	10.2%	9.1%	20.6%	23.5%	
To a Large Extent	3.7%	5.3%	5.7%	0.0%	5.6%	4.2%	9.1%	5.2%	7.2%	
To Some Extent	11.1%	5.5%	6.8%	0.0%	4.0%	5.1%	18.2%	6.0%	7.2%	

To a Small Extent Not at All	11.1% 66.7%	8.9% 64.6%	8.9% 60.7%	14.3% 78.6%	12.6% 68.2%	14.4% 66.1%	9.1% 54.5%	5.6% 62.7%	4.6% 57.5%	
Total(n)	27	474	280	14	198	118	11	252	153	
Mean	1.74	1.99	2.11	1.43	1.76	1.78	2.09	2.15	2.35	
Standard deviation	1.26	1.53	1.58	1.09	1.33	1.33	1.45	1.65	1.72	
Significance	-			-			-			
Effect size	-	-0.16	-0.23	-	-0.25	-0.26	-	-0.04	-0.15	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										
Strongly Agree	48.4%	47.5%	45.6%	53.3%	41.2%	37.7%	53.8%	52.6%	52.7%	Civic Minded Values
Somewhat Agree	38.7%	42.0%	43.6%	33.3%	45.0%	47.7%	38.5%	40.4%	40.0%	
Somewhat Disagree	6.5%	7.1%	7.2%	0.0%	9.5%	9.2%	7.7%	4.4%	5.5%	
Strongly Disagree	6.5%	3.5%	3.6%	13.3%	4.3%	5.4%	0.0%	2.6%	1.8%	
Total(n)	31	510	305	15	211	130	13	272	165	
Mean	3.29	3.33	3.31	3.27	3.23	3.18	3.46	3.43	3.44	
Standard deviation	0.86	0.76	0.76	1.03	0.79	0.81	0.66	0.70	0.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	0.05	0.11	-	0.04	0.03	
Prepare students for employment after college										
Strongly Agree	62.5%	71.2%	79.9%	50.0%	69.8%	78.6%	84.6%	74.2%	81.4%	
Somewhat Agree	34.4%	24.5%	18.5%	43.8%	26.4%	19.8%	15.4%	21.4%	16.8%	
Somewhat Disagree	3.1%	3.9%	1.6%	6.3%	3.3%	1.5%	0.0%	4.4%	1.8%	
Strongly Disagree	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	
Total(n)	32	510	308	16	212	131	13	271	167	
Mean	3.59	3.66	3.78	3.44	3.66	3.77	3.85	3.70	3.80	
Standard deviation	0.56	0.57	0.45	0.63	0.57	0.46	0.38	0.55	0.45	
Significance	-		*	-		*	-			
Effect size	-	-0.12	-0.42	-	-0.39	-0.72	-	0.27	0.11	
Prepare students for graduate or advanced education										
Strongly Agree	59.4%	58.4%	64.6%	43.8%	59.0%	62.6%	76.9%	56.8%	65.9%	
Somewhat Agree	31.3%	35.3%	29.9%	43.8%	37.3%	34.4%	15.4%	35.1%	26.9%	
Somewhat Disagree	6.3%	4.1%	3.2%	6.3%	2.8%	1.5%	7.7%	5.2%	4.8%	
Strongly Disagree	3.1%	2.2%	2.3%	6.3%	0.9%	1.5%	0.0%	3.0%	2.4%	
Total(n)	32	510	308	16	212	131	13	271	167	
Mean	3.47	3.50	3.57	3.25	3.54	3.58	3.69	3.46	3.56	
Standard deviation	0.76	0.68	0.67	0.86	0.60	0.61	0.63	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.04	-0.15	-	-0.48	-0.54	-	0.32	0.19	
Develop students' moral character										
Strongly Agree	25.0%	38.9%	37.4%	18.8%	37.0%	34.6%	38.5%	39.5%	39.4%	Undergraduate Education Goal: Personal Development
Somewhat Agree	62.5%	45.4%	47.9%	62.5%	50.2%	52.3%	61.5%	43.2%	44.2%	
Somewhat Disagree	12.5%	12.6%	12.5%	18.8%	10.4%	12.3%	0.0%	13.7%	12.7%	
Strongly Disagree	0.0%	3.1%	2.3%	0.0%	2.4%	0.8%	0.0%	3.7%	3.6%	
Total(n)	32	509	305	16	211	130	13	271	165	
Mean	3.13	3.20	3.20	3.00	3.22	3.21	3.38	3.18	3.19	
Standard deviation	0.61	0.78	0.74	0.63	0.72	0.68	0.51	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.31	-0.31	-	0.25	0.24	
Provide for students' emotional development										
Strongly Agree	25.0%	30.9%	29.4%	18.8%	25.7%	23.8%	38.5%	33.9%	33.1%	Undergraduate Education Goal: Personal Development
Somewhat Agree	68.8%	47.8%	49.7%	68.8%	50.5%	51.5%	61.5%	46.5%	48.8%	
Somewhat Disagree	6.3%	15.7%	14.7%	12.5%	18.6%	16.2%	0.0%	14.4%	13.9%	
Strongly Disagree	0.0%	5.5%	6.2%	0.0%	5.2%	8.5%	0.0%	5.2%	4.2%	
Total(n)	32	508	306	16	210	130	13	271	166	
Mean	3.19	3.04	3.02	3.06	2.97	2.91	3.38	3.09	3.11	
Standard deviation	0.54	0.83	0.83	0.57	0.81	0.86	0.51	0.83	0.79	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.11	0.17	-	0.35	0.34	
Help students develop personal values										
Strongly Agree	31.3%	37.8%	37.0%	37.5%	36.5%	36.2%	30.8%	38.5%	38.2%	Undergraduate Education Goal: Personal Development
Somewhat Agree	62.5%	44.7%	43.9%	50.0%	46.4%	43.1%	69.2%	44.4%	44.2%	
Somewhat Disagree	3.1%	13.8%	15.1%	6.3%	13.3%	16.2%	0.0%	14.4%	15.2%	
Strongly Disagree	3.1%	3.7%	3.9%	6.3%	3.8%	4.6%	0.0%	2.6%	2.4%	
Total(n)	32	508	305	16	211	130	13	270	165	
Mean	3.22	3.17	3.14	3.19	3.16	3.11	3.31	3.19	3.18	
Standard deviation	0.66	0.80	0.81	0.83	0.79	0.84	0.48	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.04	0.10	-	0.16	0.17	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly Agree	50.0%	51.2%	47.4%	37.5%	39.5%	37.2%	76.9%	59.0%	55.2%	
Somewhat Agree	40.6%	40.2%	41.8%	43.8%	49.0%	48.1%	23.1%	33.9%	37.0%	

Somewhat Disagree	6.3%	6.5%	7.9%	12.5%	7.1%	9.3%	0.0%	6.3%	6.7%	Civic Minded Values
Strongly Disagree	3.1%	2.2%	3.0%	6.3%	4.3%	5.4%	0.0%	0.7%	1.2%	
Total(n)	32	508	304	16	210	129	13	271	165	
Mean	3.38	3.40	3.34	3.13	3.24	3.17	3.77	3.51	3.46	
Standard deviation	0.75	0.71	0.75	0.89	0.76	0.81	0.44	0.65	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.05	-	-0.14	-0.05	-	0.40	0.46	
Promote students' ability to write effectively										
Strongly Agree	56.3%	61.6%	65.5%	68.8%	57.1%	61.1%	46.2%	66.2%	70.5%	
Somewhat Agree	37.5%	29.2%	28.3%	25.0%	35.8%	35.1%	46.2%	23.2%	21.7%	
Somewhat Disagree	6.3%	6.7%	4.9%	6.3%	6.1%	3.8%	7.7%	7.0%	5.4%	
Strongly Disagree	0.0%	2.5%	1.3%	0.0%	0.9%	0.0%	0.0%	3.7%	2.4%	
Total(n)	32	511	307	16	212	131	13	272	166	
Mean	3.50	3.50	3.58	3.63	3.49	3.57	3.38	3.52	3.60	
Standard deviation	0.62	0.73	0.65	0.62	0.66	0.57	0.65	0.78	0.70	
Significance	-			-			-			
Effect size	-	0.00	-0.12	-	0.21	0.11	-	-0.18	-0.31	
Encourage respect for different beliefs										
Strongly Agree	53.1%	72.2%	69.3%	50.0%	63.3%	59.7%	69.2%	80.1%	77.2%	Undergraduate Education
Somewhat Agree	43.8%	25.2%	26.8%	43.8%	32.9%	34.1%	30.8%	18.1%	20.4%	
Somewhat Disagree	3.1%	2.2%	3.3%	6.3%	3.3%	5.4%	0.0%	1.5%	1.8%	
Strongly Disagree	0.0%	0.4%	0.7%	0.0%	0.5%	0.8%	0.0%	0.4%	0.6%	
Total(n)	32	508	306	16	210	129	13	271	167	Goal: Personal Development
Mean	3.50	3.69	3.65	3.44	3.59	3.53	3.69	3.78	3.74	
Standard deviation	0.57	0.53	0.58	0.63	0.58	0.64	0.48	0.47	0.51	
Significance	-			-			-			
Effect size	-	-0.36	-0.26	-	-0.26	-0.14	-	-0.19	-0.10	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly Agree	6.5%	16.5%	21.6%	6.3%	19.2%	25.0%	8.3%	13.7%	19.5%	
Somewhat Agree	38.7%	49.6%	53.0%	12.5%	48.6%	44.5%	75.0%	52.3%	59.7%	
Somewhat Disagree	25.8%	24.2%	18.2%	31.3%	21.2%	21.9%	8.3%	24.4%	14.5%	
Strongly Disagree	29.0%	9.7%	7.1%	50.0%	11.1%	8.6%	8.3%	9.5%	6.3%	
Total(n)	31	496	296	16	208	128	12	262	159	
Mean	2.23	2.73	2.89	1.75	2.76	2.86	2.83	2.70	2.92	
Standard deviation	0.96	0.85	0.82	0.93	0.89	0.89	0.72	0.82	0.77	
Significance	-	**	***	-	***	***	-			
Effect size	-	-0.59	-0.80	-	-1.13	-1.25	-	0.16	-0.12	
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly Agree	58.1%	76.1%	73.1%	62.5%	65.9%	64.1%	66.7%	83.7%	81.3%	Civic Minded Values
Somewhat Agree	38.7%	20.1%	21.5%	37.5%	29.8%	31.3%	33.3%	13.3%	13.8%	
Somewhat Disagree	3.2%	3.2%	3.7%	0.0%	3.4%	3.1%	0.0%	2.7%	3.1%	
Strongly Disagree	0.0%	0.6%	1.7%	0.0%	1.0%	1.6%	0.0%	0.4%	1.9%	
Total(n)	31	497	297	16	208	128	12	263	160	
Mean	3.55	3.72	3.66	3.63	3.61	3.58	3.67	3.80	3.74	
Standard deviation	0.57	0.55	0.63	0.50	0.60	0.64	0.49	0.49	0.61	
Significance	-			-			-			
Effect size	-	-0.31	-0.17	-	0.03	0.08	-	-0.27	-0.11	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly Agree	45.2%	55.6%	56.9%	43.8%	47.8%	48.8%	50.0%	61.5%	64.2%	Civic Minded Values
Somewhat Agree	54.8%	41.0%	41.0%	56.3%	48.8%	49.6%	50.0%	35.9%	34.0%	
Somewhat Disagree	0.0%	2.2%	1.0%	0.0%	2.9%	1.6%	0.0%	1.1%	0.0%	
Strongly Disagree	0.0%	1.2%	1.0%	0.0%	0.5%	0.0%	0.0%	1.5%	1.9%	
Total(n)	31	495	295	16	207	127	12	262	159	
Mean	3.45	3.51	3.54	3.44	3.44	3.47	3.50	3.57	3.60	
Standard deviation	0.51	0.61	0.58	0.51	0.58	0.53	0.52	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.10	-0.16	-	0.00	-0.06	-	-0.12	-0.17	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly Agree	23.3%	19.4%	20.3%	31.3%	16.3%	20.6%	16.7%	20.1%	20.5%	
Somewhat Agree	40.0%	47.1%	43.4%	43.8%	47.8%	42.1%	33.3%	47.2%	44.2%	
Somewhat Disagree	36.7%	26.9%	27.2%	25.0%	28.6%	28.6%	50.0%	26.8%	26.3%	
Strongly Disagree	0.0%	6.7%	9.0%	0.0%	7.4%	8.7%	0.0%	5.9%	9.0%	
Total(n)	30	480	290	16	203	126	12	254	156	
Mean	2.87	2.79	2.75	3.06	2.73	2.75	2.67	2.81	2.76	
Standard deviation	0.78	0.83	0.88	0.77	0.82	0.88	0.78	0.82	0.88	
Significance	-			-			-			
Effect size	-	0.10	0.14	-	0.40	0.35	-	-0.17	-0.10	

I try to dispel perceptions of competition in my classroom				51.6% 42.9% 36.5%			50.0% 34.0% 30.1%			58.3% 50.0% 42.9%			
Strongly Agree				38.7% 36.1% 41.7%			37.5% 39.4% 43.9%			41.7% 33.7% 39.7%			
Somewhat Agree				6.5% 17.5% 17.4%			6.3% 20.7% 19.5%			0.0% 14.7% 14.7%			
Somewhat Disagree				3.2% 3.5% 4.5%			6.3% 5.9% 6.5%			0.0% 1.6% 2.6%			
Strongly Disagree													
Total(n)				31 487 288			16 203 123			12 258 156			
Mean				3.39 3.18 3.10			3.31 3.01 2.98			3.58 3.32 3.23			
Standard deviation				0.76 0.84 0.84			0.87 0.89 0.87			0.51 0.78 0.79			
Significance				-			-			-			
Effect size				-			-			-			
				0.25 0.35			0.34 0.38			0.33 0.44			
Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource				12.9% 22.6% 17.5%			18.8% 22.3% 19.0%			8.3% 22.3% 16.6%			
Strongly Agree				19.4% 31.9% 28.8%			18.8% 30.1% 26.2%			16.7% 34.2% 30.6%			
Somewhat Agree				51.6% 33.5% 38.0%			37.5% 34.0% 37.3%			66.7% 33.1% 37.6%			
Somewhat Disagree				16.1% 12.0% 15.8%			25.0% 13.6% 17.5%			8.3% 10.4% 15.3%			
Strongly Disagree													
Total(n)				31 492 292			16 206 126			12 260 157			
Mean				2.29 2.65 2.48			2.31 2.61 2.47			2.25 2.68 2.48			
Standard deviation				0.90 0.96 0.96			1.08 0.98 0.99			0.75 0.93 0.94			
Significance				-			-			-			
Effect size				-			-			-			
				-0.38 -0.20			-0.31 -0.16			-0.46 -0.24			
I feel I have the skills to facilitate conversation about diversity issues in the classroom				29.0% 44.5% 42.5%			25.0% 41.7% 38.9%			33.3% 45.8% 45.2%			
Strongly Agree				61.3% 42.3% 42.1%			62.5% 38.8% 38.9%			58.3% 45.0% 44.6%			
Somewhat Agree				6.5% 11.4% 12.7%			6.3% 17.0% 18.3%			8.3% 7.7% 8.3%			
Somewhat Disagree				3.2% 1.8% 2.7%			6.3% 2.4% 4.0%			0.0% 1.5% 1.9%			
Strongly Disagree													
Total(n)				31 492 292			16 206 126			12 260 157			
Mean				3.16 3.29 3.24			3.06 3.20 3.13			3.25 3.35 3.33			
Standard deviation				0.69 0.74 0.78			0.77 0.80 0.85			0.62 0.69 0.71			
Significance				-			-			-			
Effect size				-			-			-			
				-0.18 -0.10			-0.18 -0.08			-0.14 -0.11			
I achieve a healthy balance between my personal life and my professional life				16.7% 20.7% 21.7%			13.3% 24.5% 22.4%			25.0% 17.1% 21.1%			
Strongly Agree				53.3% 36.1% 37.3%			53.3% 39.2% 39.2%			58.3% 36.5% 36.6%			
Somewhat Agree				6.7% 28.4% 26.8%			13.3% 27.0% 28.0%			0.0% 29.3% 26.7%			
Somewhat Disagree				23.3% 14.8% 14.2%			20.0% 9.3% 10.4%			16.7% 17.1% 15.5%			
Strongly Disagree													
Total(n)				30 493 295			15 204 125			12 263 161			
Mean				2.63 2.63 2.66			2.60 2.79 2.74			2.92 2.54 2.63			
Standard deviation				1.03 0.97 0.97			0.99 0.92 0.93			1.00 0.97 0.99			
Significance				-			-			-			
Effect size				-			-			-			
				0.00 -0.03			-0.21 -0.15			0.39 0.29			
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar				12.9% 30.4% 28.2%			12.5% 19.4% 17.5%			16.7% 38.5% 37.1%			
Strongly Agree				35.5% 26.7% 26.5%			37.5% 25.7% 24.6%			41.7% 28.2% 29.6%			
Somewhat Agree				29.0% 28.5% 31.0%			25.0% 37.9% 41.3%			33.3% 21.4% 21.4%			
Somewhat Disagree				22.6% 14.4% 14.3%			25.0% 17.0% 16.7%			8.3% 11.8% 11.9%			
Strongly Disagree													
Total(n)				31 494 294			16 206 126			12 262 159			
Mean				2.39 2.73 2.69			2.38 2.48 2.43			2.67 2.94 2.92			
Standard deviation				0.99 1.05 1.03			1.02 0.99 0.97			0.89 1.04 1.03			
Significance				-			-			-			
Effect size				-			-			-			
				-0.32 -0.29			-0.10 -0.05			-0.26 -0.24			
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:													Diversity Climate
This institution has effective hiring practices and policies that increase faculty diversity													
Strongly Agree				6.7% 15.3% 16.8%			6.3% 19.8% 21.8%			0.0% 11.3% 11.8%			
Somewhat Agree				40.0% 47.2% 52.3%			31.3% 51.0% 54.0%			54.5% 46.3% 52.0%			
Somewhat Disagree				36.7% 22.3% 19.6%			31.3% 18.3% 14.5%			45.5% 24.5% 23.7%			
Strongly Disagree				16.7% 15.3% 11.2%			31.3% 10.9% 9.7%			0.0% 17.9% 12.5%			
Total(n)				30 485 285			16 202 124			11 257 152			
Mean				2.37 2.62 2.75			2.13 2.80 2.88			2.55 2.51 2.63			
Standard deviation				0.85 0.92 0.87			0.96 0.88 0.86			0.52 0.91 0.85			
Significance				-			-			-			
Effect size				-			-			-			
				-0.27 -0.44			-0.76 -0.87			-0.04 -0.09			
Student Affairs staff have the support and respect of faculty													
Strongly Agree				10.3% 18.8% 17.1%			6.7% 20.7% 19.5%			9.1% 16.5% 13.5%			
Somewhat Agree				51.7% 52.0% 55.7%			40.0% 50.5% 52.0%			63.6% 54.2% 59.5%			
Somewhat Disagree				27.6% 19.9% 18.9%			33.3% 17.7% 19.5%			27.3% 21.7% 18.9%			
Strongly Disagree				10.3% 9.3% 8.2%			20.0% 11.1% 8.9%			0.0% 7.6% 8.1%			
Total(n)				29 473 280			15 198 123			11 249 148			

Mean	2.62	2.80	2.82	2.33	2.81	2.82	2.82	2.80	2.78	
Standard deviation	0.82	0.85	0.81	0.90	0.89	0.85	0.60	0.80	0.78	
Significance	-			-	*	*	-			
Effect size	-	-0.21	-0.25	-	-0.54	-0.58	-	0.03	0.05	
There is a lot of campus racial conflict here										
Strongly Agree	3.3%	5.2%	4.9%	0.0%	3.0%	1.6%	9.1%	6.3%	7.2%	
Somewhat Agree	10.0%	22.9%	17.2%	18.8%	15.8%	12.1%	0.0%	28.9%	21.1%	
Somewhat Disagree	50.0%	47.8%	48.1%	31.3%	50.5%	51.6%	72.7%	45.8%	46.1%	
Strongly Disagree	36.7%	24.1%	29.8%	50.0%	30.7%	34.7%	18.2%	19.0%	25.7%	
Total(n)	30	481	285	16	202	124	11	253	152	
Mean	1.80	2.09	1.97	1.69	1.91	1.81	2.00	2.23	2.10	
Standard deviation	0.76	0.82	0.82	0.79	0.76	0.71	0.77	0.83	0.87	
Significance	-			-			-			
Effect size	-	-0.35	-0.21	-	-0.29	-0.17	-	-0.28	-0.11	
My research is valued by faculty in my department										
Strongly Agree	41.4%	29.1%	31.0%	37.5%	28.4%	31.7%	50.0%	30.4%	30.1%	
Somewhat Agree	27.6%	41.3%	40.9%	31.3%	45.8%	45.2%	30.0%	38.8%	38.4%	
Somewhat Disagree	20.7%	20.8%	18.9%	18.8%	15.9%	14.3%	20.0%	23.2%	21.9%	
Strongly Disagree	10.3%	8.8%	9.3%	12.5%	10.0%	8.7%	0.0%	7.6%	9.6%	
Total(n)	29	475	281	16	201	126	10	250	146	
Mean	3.00	2.91	2.94	2.94	2.93	3.00	3.30	2.92	2.89	
Standard deviation	1.04	0.92	0.93	1.06	0.92	0.90	0.82	0.91	0.95	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.01	-0.07	-	0.42	0.43	
My teaching is valued by faculty in my department										
Strongly Agree	63.3%	47.7%	50.0%	68.8%	49.5%	50.4%	63.6%	47.7%	50.0%	
Somewhat Agree	16.7%	36.4%	36.0%	12.5%	37.6%	40.8%	27.3%	35.9%	32.9%	
Somewhat Disagree	10.0%	11.6%	9.4%	6.3%	7.9%	4.8%	9.1%	12.9%	12.5%	
Strongly Disagree	10.0%	4.3%	4.5%	12.5%	5.0%	4.0%	0.0%	3.5%	4.6%	
Total(n)	30	484	286	16	202	125	11	256	152	
Mean	3.33	3.27	3.31	3.38	3.32	3.38	3.55	3.28	3.28	
Standard deviation	1.03	0.83	0.82	1.09	0.82	0.76	0.69	0.82	0.86	
Significance	-			-			-			
Effect size	-	0.07	0.02	-	0.07	0.00	-	0.33	0.31	
My service is valued by faculty in my department										
Strongly Agree	50.0%	41.6%	43.6%	50.0%	43.1%	43.7%	54.5%	41.6%	43.4%	
Somewhat Agree	30.0%	36.4%	38.7%	25.0%	40.6%	44.4%	45.5%	34.1%	34.9%	
Somewhat Disagree	10.0%	14.3%	10.5%	12.5%	9.4%	7.1%	0.0%	16.9%	12.5%	
Strongly Disagree	10.0%	7.7%	7.3%	12.5%	6.9%	4.8%	0.0%	7.5%	9.2%	
Total(n)	30	483	287	16	202	126	11	255	152	
Mean	3.20	3.12	3.18	3.13	3.20	3.27	3.55	3.10	3.13	
Standard deviation	1.00	0.92	0.90	1.09	0.88	0.79	0.52	0.94	0.96	
Significance	-			-			-			
Effect size	-	0.09	0.02	-	-0.08	-0.18	-	0.48	0.44	
Faculty are sufficiently involved in campus decision-making										
Strongly Agree	6.7%	9.9%	9.8%	6.3%	11.3%	12.8%	0.0%	8.3%	6.6%	
Somewhat Agree	30.0%	32.5%	34.4%	18.8%	34.0%	36.0%	54.5%	32.3%	33.1%	
Somewhat Disagree	33.3%	34.8%	35.4%	37.5%	34.5%	33.6%	36.4%	35.8%	38.4%	
Strongly Disagree	30.0%	22.8%	20.4%	37.5%	20.2%	17.6%	9.1%	23.6%	21.9%	
Total(n)	30	483	285	16	203	125	11	254	151	
Mean	2.13	2.30	2.34	1.94	2.36	2.44	2.45	2.25	2.25	
Standard deviation	0.94	0.93	0.91	0.93	0.93	0.93	0.69	0.91	0.87	
Significance	-			-		*	-			
Effect size	-	-0.18	-0.23	-	-0.45	-0.54	-	0.22	0.23	
The faculty are typically at odds with campus administration										
Strongly Agree	40.0%	32.8%	30.7%	43.8%	28.9%	26.2%	27.3%	35.3%	34.2%	
Somewhat Agree	53.3%	39.8%	38.3%	50.0%	39.3%	40.5%	72.7%	40.4%	36.8%	
Somewhat Disagree	6.7%	21.8%	25.4%	6.3%	26.4%	29.4%	0.0%	18.4%	22.4%	
Strongly Disagree	0.0%	5.6%	5.6%	0.0%	5.5%	4.0%	0.0%	5.9%	6.6%	
Total(n)	30	482	287	16	201	126	11	255	152	
Mean	3.33	3.00	2.94	3.38	2.92	2.89	3.27	3.05	2.99	
Standard deviation	0.61	0.88	0.88	0.62	0.88	0.84	0.47	0.88	0.91	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.38	0.44	-	0.52	0.58	-	0.25	0.31	
Faculty here respect each other										
Strongly Agree	13.8%	27.8%	27.5%	18.8%	31.5%	30.4%	9.1%	25.9%	25.7%	
Somewhat Agree	58.6%	52.3%	53.9%	56.3%	51.2%	56.0%	72.7%	53.7%	52.6%	
Somewhat Disagree	24.1%	14.9%	13.4%	18.8%	12.8%	11.2%	18.2%	14.9%	13.8%	
Strongly Disagree	3.4%	5.0%	5.3%	6.3%	4.4%	2.4%	0.0%	5.5%	7.9%	
Total(n)	29	482	284	16	203	125	11	255	152	
Mean	2.83	3.03	3.04	2.88	3.10	3.14	2.91	3.00	2.96	
Standard deviation	0.71	0.79	0.79	0.81	0.78	0.70	0.54	0.79	0.84	

Significance											
Effect size	-	-0.25	-0.27	-	-0.28	-0.37	-	-0.11	-0.06		
Administrators consider faculty concerns when making policy											
Strongly Agree	6.7%	6.7%	7.0%	6.3%	9.4%	10.3%	0.0%	4.0%	3.3%	Diversity Climate	
Somewhat Agree	23.3%	31.8%	35.4%	18.8%	37.4%	42.9%	36.4%	27.8%	30.0%		
Somewhat Disagree	40.0%	33.5%	32.6%	37.5%	29.1%	29.4%	54.5%	37.7%	36.0%		
Strongly Disagree	30.0%	28.1%	24.9%	37.5%	24.1%	17.5%	9.1%	30.6%	30.7%		
Total(n)	30	481	285	16	203	126	11	252	150		
Mean	2.07	2.17	2.25	1.94	2.32	2.46	2.27	2.05	2.06		
Standard deviation	0.91	0.92	0.91	0.93	0.94	0.90	0.65	0.86	0.86		
Significance	-			-		*	-				
Effect size	-	-0.11	-0.20	-	-0.40	-0.58	-	0.26	0.24		
This institution takes responsibility for educating underprepared students											
Strongly Agree	0.0%	15.0%	20.4%	0.0%	15.8%	20.8%	0.0%	14.7%	19.9%	Diversity Climate	
Somewhat Agree	50.0%	39.8%	43.5%	37.5%	47.0%	49.6%	63.6%	34.1%	38.4%		
Somewhat Disagree	33.3%	30.2%	26.7%	37.5%	24.3%	20.8%	27.3%	34.9%	31.1%		
Strongly Disagree	16.7%	15.0%	9.5%	25.0%	12.9%	8.8%	9.1%	16.3%	10.6%		
Total(n)	30	480	285	16	202	125	11	252	151		
Mean	2.33	2.55	2.75	2.13	2.66	2.82	2.55	2.47	2.68		
Standard deviation	0.76	0.92	0.89	0.81	0.90	0.86	0.69	0.93	0.91		
Significance	-		*	-		**	-				
Effect size	-	-0.24	-0.47	-	-0.59	-0.80	-	0.09	-0.14		
The criteria for advancement and promotion decisions are clear											
Strongly Agree	36.7%	25.1%	27.8%	31.3%	28.1%	33.3%	45.5%	23.6%	22.9%		
Somewhat Agree	53.3%	37.9%	43.4%	50.0%	41.9%	44.4%	54.5%	34.6%	41.8%		
Somewhat Disagree	6.7%	21.3%	18.8%	12.5%	17.2%	14.3%	0.0%	26.0%	22.9%		
Strongly Disagree	3.3%	15.7%	10.1%	6.3%	12.8%	7.9%	0.0%	15.7%	12.4%		
Total(n)	30	483	288	16	203	126	11	254	153		
Mean	3.23	2.72	2.89	3.06	2.85	3.03	3.45	2.66	2.75		
Standard deviation	0.73	1.01	0.93	0.85	0.97	0.89	0.52	1.01	0.95		
Significance	-	**		-			-	*	*		
Effect size	-	0.50	0.37	-	0.22	0.03	-	0.78	0.74		
Most of the students I teach lack the basic skills for college level work											
Strongly Agree	0.0%	12.5%	13.4%	0.0%	12.4%	13.6%	0.0%	13.1%	14.1%		
Somewhat Agree	10.0%	31.7%	35.0%	12.5%	32.7%	36.8%	0.0%	31.3%	32.9%		
Somewhat Disagree	66.7%	42.9%	41.3%	56.3%	41.6%	38.4%	81.8%	42.5%	43.0%		
Strongly Disagree	23.3%	12.9%	10.2%	31.3%	13.4%	11.2%	18.2%	13.1%	10.1%		
Total(n)	30	480	283	16	202	125	11	252	149		
Mean	1.87	2.44	2.52	1.81	2.44	2.53	1.82	2.44	2.51		
Standard deviation	0.57	0.87	0.85	0.66	0.87	0.87	0.40	0.88	0.86		
Significance	-	***	***	-	**	**	-	*	**		
Effect size	-	-0.66	-0.76	-	-0.72	-0.83	-	-0.70	-0.80		
There is adequate support for faculty development											
Strongly Agree	10.0%	12.8%	17.8%	6.3%	16.3%	21.6%	18.2%	10.2%	14.4%		
Somewhat Agree	53.3%	39.1%	42.9%	56.3%	42.1%	42.4%	45.5%	37.6%	43.8%		
Somewhat Disagree	23.3%	30.2%	26.1%	18.8%	24.3%	24.0%	36.4%	35.3%	28.1%		
Strongly Disagree	13.3%	17.8%	13.2%	18.8%	17.3%	12.0%	0.0%	16.9%	13.7%		
Total(n)	30	483	287	16	202	125	11	255	153		
Mean	2.60	2.47	2.65	2.50	2.57	2.74	2.82	2.41	2.59		
Standard deviation	0.86	0.93	0.92	0.89	0.96	0.93	0.75	0.89	0.90		
Significance	-			-			-				
Effect size	-	0.14	-0.05	-	-0.07	-0.26	-	0.46	0.26		
Faculty are not prepared to deal with conflict over diversity issues in the classroom											
Strongly Agree	6.7%	11.9%	12.4%	6.3%	9.0%	8.9%	9.1%	14.3%	15.4%		
Somewhat Agree	56.7%	43.7%	44.0%	62.5%	42.8%	46.0%	63.6%	44.8%	43.6%		
Somewhat Disagree	33.3%	40.0%	39.4%	31.3%	42.3%	41.1%	27.3%	38.1%	37.6%		
Strongly Disagree	3.3%	4.4%	4.3%	0.0%	6.0%	4.0%	0.0%	2.8%	3.4%		
Total(n)	30	478	282	16	201	124	11	252	149		
Mean	2.67	2.63	2.65	2.75	2.55	2.60	2.82	2.71	2.71		
Standard deviation	0.66	0.75	0.75	0.58	0.74	0.71	0.60	0.74	0.76		
Significance	-			-			-				
Effect size	-	0.05	0.03	-	0.27	0.21	-	0.15	0.14		
This institution takes mentoring into consideration in the promotion process											
Strongly Agree	3.6%	5.9%	5.7%	0.0%	7.5%	8.0%	0.0%	4.8%	3.4%		
Somewhat Agree	32.1%	30.5%	35.7%	33.3%	35.8%	39.2%	30.0%	26.1%	32.9%		
Somewhat Disagree	50.0%	41.1%	41.8%	53.3%	39.3%	39.2%	60.0%	43.8%	45.2%		
Strongly Disagree	14.3%	22.5%	16.8%	13.3%	17.4%	13.6%	10.0%	25.3%	18.5%		
Total(n)	28	475	280	15	201	125	10	249	146		
Mean	2.25	2.20	2.30	2.20	2.33	2.42	2.20	2.10	2.21		
Standard deviation	0.75	0.85	0.81	0.68	0.85	0.82	0.63	0.84	0.78		
Significance	-			-			-				

Effect size	-	0.06	-0.06	-	-0.15	-0.27	-	0.12	-0.01	
Faculty of color are treated fairly here										
Strongly Agree	19.2%	23.5%	25.5%	20.0%	30.2%	30.3%	10.0%	17.5%	20.0%	Diversity Climate
Somewhat Agree	50.0%	44.9%	48.2%	46.7%	52.8%	56.6%	60.0%	41.5%	42.8%	
Somewhat Disagree	23.1%	21.8%	19.0%	20.0%	10.1%	9.0%	30.0%	28.9%	26.9%	
Strongly Disagree	7.7%	9.8%	7.3%	13.3%	7.0%	4.1%	0.0%	12.2%	10.3%	
Total(n)	26	468	274	15	199	122	10	246	145	
Mean	2.81	2.82	2.92	2.73	3.06	3.13	2.80	2.64	2.72	
Standard deviation	0.85	0.90	0.86	0.96	0.83	0.74	0.63	0.91	0.90	
Significance	-			-			-			
Effect size	-	-0.01	-0.13	-	-0.40	-0.54	-	0.18	0.09	
Women faculty are treated fairly here										
Strongly Agree	28.6%	24.7%	27.1%	37.5%	34.3%	35.5%	9.1%	16.3%	18.8%	Diversity Climate
Somewhat Agree	53.6%	43.4%	44.3%	43.8%	49.8%	48.4%	72.7%	40.9%	42.3%	
Somewhat Disagree	14.3%	21.6%	20.0%	12.5%	9.5%	10.5%	18.2%	29.8%	28.9%	
Strongly Disagree	3.6%	10.3%	8.6%	6.3%	6.5%	5.6%	0.0%	13.1%	10.1%	
Total(n)	28	477	280	16	201	124	11	252	149	
Mean	3.07	2.83	2.90	3.13	3.12	3.14	2.91	2.60	2.70	
Standard deviation	0.77	0.92	0.90	0.89	0.83	0.82	0.54	0.91	0.89	
Significance	-			-			-			
Effect size	-	0.26	0.19	-	0.01	-0.01	-	0.34	0.24	
LGBTQ+ faculty are treated fairly here										
Strongly Agree	25.9%	27.9%	27.4%	31.3%	33.0%	30.9%	10.0%	22.4%	22.9%	Diversity Climate
Somewhat Agree	59.3%	49.3%	51.8%	50.0%	52.5%	54.5%	80.0%	49.6%	50.7%	
Somewhat Disagree	7.4%	16.0%	14.6%	6.3%	8.5%	10.6%	10.0%	19.9%	18.1%	
Strongly Disagree	7.4%	6.8%	6.2%	12.5%	6.0%	4.1%	0.0%	8.1%	8.3%	
Total(n)	27	469	274	16	200	123	10	246	144	
Mean	3.04	2.98	3.00	3.00	3.13	3.12	3.00	2.86	2.88	
Standard deviation	0.81	0.84	0.82	0.97	0.80	0.75	0.47	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	-0.16	-0.16	-	0.16	0.14	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest Priority	30.0%	24.7%	28.6%	31.3%	27.8%	31.7%	18.2%	22.3%	26.4%	Institutional Priority: Commitment to Diversity
High Priority	60.0%	36.7%	42.4%	62.5%	39.2%	45.5%	63.6%	36.0%	39.6%	
Medium Priority	10.0%	23.4%	19.6%	6.3%	20.6%	17.1%	18.2%	24.8%	22.2%	
Low Priority	0.0%	15.2%	9.4%	0.0%	12.4%	5.7%	0.0%	16.9%	11.8%	
Total(n)	30	461	276	16	194	123	11	242	144	
Mean	3.20	2.71	2.90	3.25	2.82	3.03	3.00	2.64	2.81	
Standard deviation	0.61	1.00	0.92	0.58	0.98	0.85	0.63	1.01	0.96	
Significance	-	**		-			-			
Effect size	-	0.49	0.33	-	0.44	0.26	-	0.36	0.20	
Develop a sense of community among students and faculty										
Highest Priority	20.0%	23.1%	26.7%	31.3%	29.7%	33.9%	9.1%	18.6%	20.8%	
High Priority	43.3%	36.1%	38.3%	18.8%	35.9%	36.3%	72.7%	36.4%	40.3%	
Medium Priority	26.7%	28.3%	22.0%	37.5%	24.6%	20.2%	18.2%	31.0%	23.6%	
Low Priority	10.0%	12.5%	13.0%	12.5%	9.7%	9.7%	0.0%	14.0%	15.3%	
Total(n)	30	463	277	16	195	124	11	242	144	
Mean	2.73	2.70	2.79	2.69	2.86	2.94	2.91	2.60	2.67	
Standard deviation	0.91	0.96	0.98	1.08	0.96	0.97	0.54	0.95	0.98	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	-0.18	-0.26	-	0.33	0.24	
Facilitate student involvement in community service										
Highest Priority	3.3%	8.6%	12.1%	0.0%	8.9%	9.9%	9.1%	8.8%	14.8%	Institutional Priority: Civic Engagement
High Priority	30.0%	29.2%	30.1%	25.0%	32.5%	33.9%	36.4%	26.8%	26.8%	
Medium Priority	56.7%	43.2%	43.8%	62.5%	42.9%	43.8%	45.5%	43.5%	43.0%	
Low Priority	10.0%	19.1%	14.0%	12.5%	15.7%	12.4%	9.1%	20.9%	15.5%	
Total(n)	30	456	272	16	191	121	11	239	142	
Mean	2.27	2.27	2.40	2.13	2.35	2.41	2.45	2.23	2.41	
Standard deviation	0.69	0.87	0.88	0.62	0.85	0.83	0.82	0.88	0.92	
Significance	-			-			-			
Effect size	-	0.00	-0.15	-	-0.26	-0.34	-	0.25	0.04	
Help students learn how to bring about change in society										
Highest Priority	6.7%	13.6%	16.2%	12.5%	17.7%	19.7%	0.0%	10.4%	13.4%	
High Priority	36.7%	32.4%	29.0%	31.3%	32.3%	28.7%	45.5%	32.1%	28.2%	
Medium Priority	46.7%	37.0%	37.5%	37.5%	36.5%	35.2%	54.5%	37.9%	40.1%	
Low Priority	10.0%	17.1%	17.3%	18.8%	13.5%	16.4%	0.0%	19.6%	18.3%	
Total(n)	30	457	272	16	192	122	11	240	142	
Mean	2.40	2.42	2.44	2.38	2.54	2.52	2.45	2.33	2.37	
Standard deviation	0.77	0.93	0.96	0.96	0.94	0.99	0.52	0.91	0.93	
Significance	-			-			-			

Effect size	-	-0.02	-0.04	-	-0.17	-0.14	-	0.13	0.09	
Increase or maintain institutional prestige										
Highest Priority	13.3%	25.9%	16.8%	18.8%	28.5%	22.1%	0.0%	22.4%	11.9%	Institutional Priority: Increase Prestige
High Priority	46.7%	37.4%	39.1%	50.0%	36.8%	36.9%	45.5%	38.2%	40.6%	
Medium Priority	26.7%	26.1%	29.9%	12.5%	25.9%	30.3%	45.5%	26.6%	29.4%	
Low Priority	13.3%	10.7%	14.2%	18.8%	8.8%	10.7%	9.1%	12.9%	18.2%	
Total(n)	30	460	274	16	193	122	11	241	143	
Mean	2.60	2.78	2.58	2.69	2.85	2.70	2.36	2.70	2.46	
Standard deviation	0.89	0.95	0.93	1.01	0.94	0.93	0.67	0.96	0.93	
Significance	-			-			-			
Effect size	-	-0.19	0.02	-	-0.17	-0.01	-	-0.35	-0.11	
Hire faculty "stars"										
Highest Priority	0.0%	9.6%	4.7%	0.0%	7.3%	5.7%	0.0%	10.8%	4.2%	Institutional Priority: Increase Prestige
High Priority	0.0%	19.7%	16.8%	0.0%	21.2%	17.2%	0.0%	17.9%	15.4%	
Medium Priority	6.7%	31.0%	30.7%	0.0%	31.1%	32.0%	18.2%	30.8%	30.1%	
Low Priority	93.3%	39.7%	47.8%	100.0%	40.4%	45.1%	81.8%	40.4%	50.3%	
Total(n)	30	458	274	16	193	122	11	240	143	
Mean	1.07	1.99	1.78	1.00	1.95	1.84	1.18	1.99	1.73	
Standard deviation	0.25	0.99	0.89	0.00	0.95	0.91	0.40	1.01	0.87	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.93	-0.80	-	-1.00	-0.92	-	-0.80	-0.63	
Recruit more traditionally underrepresented students										
Highest Priority	6.7%	20.4%	19.4%	6.3%	18.8%	20.5%	9.1%	21.3%	18.3%	Institutional Priority: Commitment to Diversity
High Priority	30.0%	40.9%	42.1%	25.0%	42.2%	39.3%	45.5%	40.6%	45.1%	
Medium Priority	43.3%	29.8%	30.0%	31.3%	28.6%	29.5%	45.5%	30.5%	30.3%	
Low Priority	20.0%	9.0%	8.4%	37.5%	10.4%	10.7%	0.0%	7.5%	6.3%	
Total(n)	30	457	273	16	192	122	11	239	142	
Mean	2.23	2.73	2.73	2.00	2.69	2.70	2.64	2.76	2.75	
Standard deviation	0.86	0.89	0.87	0.97	0.89	0.92	0.67	0.87	0.83	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.56	-0.57	-	-0.78	-0.76	-	-0.14	-0.13	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest Priority	0.0%	6.6%	6.7%	0.0%	9.4%	9.9%	0.0%	4.2%	3.6%	Institutional Priority: Increase Prestige
High Priority	6.7%	16.3%	10.8%	6.3%	20.4%	14.9%	9.1%	13.1%	7.9%	
Medium Priority	26.7%	31.6%	26.4%	37.5%	30.9%	26.4%	9.1%	30.5%	25.9%	
Low Priority	66.7%	45.5%	56.1%	56.3%	39.3%	48.8%	81.8%	52.1%	62.6%	
Total(n)	30	453	269	16	191	121	11	236	139	
Mean	1.40	1.84	1.68	1.50	2.00	1.86	1.27	1.69	1.53	
Standard deviation	0.62	0.93	0.92	0.63	0.99	1.01	0.65	0.86	0.79	
Significance	-	*		-	*		-			
Effect size	-	-0.47	-0.30	-	-0.51	-0.36	-	-0.49	-0.33	
Promote gender diversity in the faculty and administration										
Highest Priority	10.0%	21.2%	18.2%	12.5%	20.2%	19.7%	9.1%	21.3%	16.8%	Institutional Priority: Commitment to Diversity
High Priority	20.0%	32.3%	31.0%	18.8%	36.8%	32.8%	18.2%	28.9%	29.4%	
Medium Priority	46.7%	30.3%	34.7%	43.8%	30.6%	36.1%	54.5%	31.4%	35.0%	
Low Priority	23.3%	16.2%	16.1%	25.0%	12.4%	11.5%	18.2%	18.4%	18.9%	
Total(n)	30	458	274	16	193	122	11	239	143	
Mean	2.17	2.59	2.51	2.19	2.65	2.61	2.18	2.53	2.44	
Standard deviation	0.91	1.00	0.97	0.98	0.94	0.93	0.87	1.02	0.98	
Significance	-	*		-			-			
Effect size	-	-0.42	-0.35	-	-0.49	-0.45	-	-0.34	-0.27	
Promote racial and ethnic diversity in the faculty and administration										
Highest Priority	6.7%	27.9%	23.7%	6.3%	25.4%	23.0%	9.1%	29.5%	23.8%	Institutional Priority: Commitment to Diversity
High Priority	26.7%	33.1%	35.8%	18.8%	35.8%	33.6%	36.4%	31.2%	37.8%	
Medium Priority	33.3%	25.9%	27.4%	31.3%	24.9%	30.3%	36.4%	27.0%	25.9%	
Low Priority	33.3%	13.2%	13.1%	43.8%	14.0%	13.1%	18.2%	12.2%	12.6%	
Total(n)	30	456	274	16	193	122	11	237	143	
Mean	2.07	2.76	2.70	1.88	2.73	2.66	2.36	2.78	2.73	
Standard deviation	0.94	1.00	0.97	0.96	1.00	0.98	0.92	1.01	0.97	
Significance	-	***	***	-	**	**	-			
Effect size	-	-0.69	-0.65	-	-0.85	-0.80	-	-0.42	-0.38	
Provide resources for faculty to engage in community-based teaching or research										
Highest Priority	3.3%	13.4%	14.9%	0.0%	14.1%	13.8%	9.1%	13.0%	16.7%	Institutional Priority: Civic Engagement
High Priority	16.7%	27.6%	33.0%	18.8%	29.8%	34.1%	18.2%	26.8%	31.9%	
Medium Priority	40.0%	36.0%	36.2%	43.8%	37.7%	37.4%	36.4%	34.7%	35.4%	
Low Priority	40.0%	23.0%	15.9%	37.5%	18.3%	14.6%	36.4%	25.5%	16.0%	
Total(n)	30	456	276	16	191	123	11	239	144	
Mean	1.83	2.31	2.47	1.81	2.40	2.47	2.00	2.27	2.49	
Standard deviation	0.83	0.97	0.93	0.75	0.95	0.91	1.00	0.99	0.95	
Significance	-	**	***	-	*	**	-			

Effect size	-	-0.49	-0.69	-	-0.62	-0.73	-	-0.27	-0.52	
Create and sustain partnerships with surrounding communities										
Highest Priority	16.7%	13.8%	18.5%	12.5%	12.9%	17.1%	27.3%	14.8%	20.3%	Institutional Priority: Civic Engagement
High Priority	16.7%	33.1%	35.3%	12.5%	36.6%	38.2%	18.2%	29.7%	32.2%	
Medium Priority	50.0%	39.0%	37.5%	56.3%	37.1%	37.4%	45.5%	41.5%	38.5%	
Low Priority	16.7%	14.0%	8.7%	18.8%	13.4%	7.3%	9.1%	14.0%	9.1%	
Total(n)	30	456	275	16	194	123	11	236	143	
Mean	2.33	2.47	2.64	2.19	2.49	2.65	2.64	2.45	2.64	
Standard deviation	0.96	0.90	0.88	0.91	0.88	0.85	1.03	0.91	0.91	
Significance	-			-		*	-			
Effect size	-	-0.16	-0.35	-	-0.34	-0.54	-	0.21	0.00	
Pursue extramural funding										
Highest Priority	13.3%	15.0%	14.4%	6.3%	14.2%	13.9%	18.2%	15.2%	14.3%	
High Priority	20.0%	32.1%	36.9%	25.0%	34.7%	38.5%	18.2%	30.7%	36.4%	
Medium Priority	33.3%	32.5%	32.8%	31.3%	34.2%	34.4%	36.4%	32.0%	30.7%	
Low Priority	33.3%	20.4%	15.9%	37.5%	16.8%	13.1%	27.3%	22.1%	18.6%	
Total(n)	30	446	271	16	190	122	11	231	140	
Mean	2.13	2.42	2.50	2.00	2.46	2.53	2.27	2.39	2.46	
Standard deviation	1.04	0.98	0.93	0.97	0.94	0.89	1.10	0.99	0.96	
Significance	-		*	-		*	-			
Effect size	-	-0.30	-0.40	-	-0.49	-0.60	-	-0.12	-0.20	
Strengthen links with the for-profit, corporate sector										
Highest Priority	6.9%	11.9%	13.1%	6.3%	12.5%	13.9%	0.0%	11.0%	12.4%	
High Priority	13.8%	27.5%	28.7%	12.5%	29.2%	30.3%	20.0%	25.1%	27.7%	
Medium Priority	62.1%	37.6%	38.8%	62.5%	38.5%	39.3%	70.0%	37.9%	38.0%	
Low Priority	17.2%	23.0%	19.4%	18.8%	19.8%	16.4%	10.0%	26.0%	21.9%	
Total(n)	29	444	268	16	192	122	10	227	137	
Mean	2.10	2.28	2.35	2.06	2.34	2.42	2.10	2.21	2.31	
Standard deviation	0.77	0.95	0.94	0.77	0.94	0.93	0.57	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.19	-0.27	-	-0.30	-0.39	-	-0.12	-0.22	
Develop leadership ability among students										
Highest Priority	10.3%	15.3%	17.0%	12.5%	19.4%	21.3%	10.0%	12.8%	14.3%	
High Priority	51.7%	36.1%	37.6%	50.0%	37.2%	37.7%	50.0%	35.3%	37.1%	
Medium Priority	27.6%	36.5%	36.9%	18.8%	34.0%	32.8%	40.0%	37.9%	39.3%	
Low Priority	10.3%	12.2%	8.5%	18.8%	9.4%	8.2%	0.0%	14.0%	9.3%	
Total(n)	29	452	271	16	191	122	10	235	140	
Mean	2.62	2.54	2.63	2.56	2.66	2.72	2.70	2.47	2.56	
Standard deviation	0.82	0.89	0.86	0.96	0.90	0.89	0.67	0.89	0.85	
Significance	-			-			-			
Effect size	-	0.09	-0.01	-	-0.11	-0.18	-	0.26	0.16	
Develop an appreciation for multiculturalism										
Highest Priority	10.0%	28.5%	23.7%	12.5%	27.9%	24.2%	9.1%	27.5%	22.7%	Institutional Priority: Commitment to Diversity
High Priority	43.3%	41.4%	44.4%	25.0%	40.5%	40.0%	63.6%	43.8%	48.2%	
Medium Priority	33.3%	23.0%	24.4%	43.8%	24.7%	29.2%	18.2%	22.1%	20.6%	
Low Priority	13.3%	7.0%	7.4%	18.8%	6.8%	6.7%	9.1%	6.7%	8.5%	
Total(n)	30	456	270	16	190	120	11	240	141	
Mean	2.50	2.91	2.84	2.31	2.89	2.82	2.73	2.92	2.85	
Standard deviation	0.86	0.89	0.87	0.95	0.89	0.88	0.79	0.87	0.87	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.46	-0.39	-	-0.65	-0.58	-	-0.22	-0.14	
Prepare students for the workplace										
Highest Priority	30.0%	35.4%	42.0%	25.0%	37.6%	41.9%	45.5%	34.4%	42.7%	
High Priority	56.7%	37.7%	41.3%	50.0%	38.7%	44.4%	54.5%	36.9%	37.8%	
Medium Priority	10.0%	20.2%	13.0%	18.8%	18.6%	12.1%	0.0%	20.7%	14.0%	
Low Priority	3.3%	6.7%	3.6%	6.3%	5.2%	1.6%	0.0%	7.9%	5.6%	
Total(n)	30	461	276	16	194	124	11	241	143	
Mean	3.13	3.02	3.22	2.94	3.09	3.27	3.45	2.98	3.17	
Standard deviation	0.73	0.91	0.81	0.85	0.87	0.73	0.52	0.93	0.87	
Significance	-			-			-			
Effect size	-	0.12	-0.11	-	-0.17	-0.45	-	0.51	0.32	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a Very Large Extent	26.7%	31.0%	34.7%	31.3%	35.4%	45.2%	18.2%	26.5%	25.0%	
To a Large Extent	30.0%	27.1%	28.9%	18.8%	28.7%	22.6%	36.4%	26.5%	33.3%	
To Some Extent	26.7%	26.2%	23.8%	25.0%	22.1%	17.7%	36.4%	30.3%	29.9%	
To a Small Extent	13.3%	9.2%	7.9%	18.8%	8.7%	10.5%	9.1%	10.1%	6.3%	
Not at All	3.3%	6.6%	4.7%	6.3%	5.1%	4.0%	0.0%	6.7%	5.6%	
Total(n)	30	458	277	16	195	124	11	238	144	
Mean	3.63	3.67	3.81	3.50	3.81	3.94	3.64	3.56	3.66	
Standard deviation	1.13	1.19	1.14	1.32	1.16	1.19	0.92	1.18	1.09	

Significance	-			-			-			
Effect size	-	-0.03	-0.16	-	-0.27	-0.37	-	0.07	-0.02	
Experience close alignment between your work and your personal values										
To a Very Large Extent	33.3%	41.0%	41.6%	37.5%	46.2%	46.0%	27.3%	35.2%	37.6%	
To a Large Extent	46.7%	36.7%	34.7%	37.5%	34.7%	30.6%	63.6%	41.1%	39.7%	
To Some Extent	20.0%	19.7%	20.8%	25.0%	16.6%	19.4%	9.1%	21.2%	20.6%	
To a Small Extent	0.0%	1.5%	1.8%	0.0%	1.5%	2.4%	0.0%	1.3%	1.4%	
Not at All	0.0%	1.1%	1.1%	0.0%	1.0%	1.6%	0.0%	1.3%	0.7%	
Total(n)	30	461	274	16	199	124	11	236	141	
Mean	4.13	4.15	4.14	4.13	4.24	4.17	4.18	4.08	4.12	
Standard deviation	0.73	0.86	0.88	0.81	0.85	0.93	0.60	0.85	0.83	
Significance	-			-			-			
Effect size	-	-0.02	-0.01	-	-0.13	-0.04	-	0.12	0.07	
Mentor faculty										
To a Very Large Extent	10.0%	11.6%	14.3%	12.5%	10.1%	12.9%	9.1%	12.0%	15.0%	
To a Large Extent	13.3%	16.7%	17.1%	6.3%	15.6%	14.5%	18.2%	18.1%	19.7%	
To Some Extent	46.7%	29.6%	31.4%	50.0%	33.2%	34.7%	45.5%	27.7%	28.6%	
To a Small Extent	20.0%	20.7%	20.4%	12.5%	24.6%	20.2%	27.3%	18.5%	20.4%	
Not at All	10.0%	21.4%	16.8%	18.8%	16.6%	17.7%	0.0%	23.7%	16.3%	
Total(n)	30	473	280	16	199	124	11	249	147	
Mean	2.93	2.77	2.92	2.81	2.78	2.85	3.09	2.76	2.97	
Standard deviation	1.08	1.28	1.27	1.22	1.19	1.25	0.94	1.32	1.29	
Significance	-			-			-			
Effect size	-	0.13	0.01	-	0.03	-0.03	-	0.25	0.09	
Mentor undergraduate students										
To a Very Large Extent	48.3%	26.9%	27.7%	37.5%	27.6%	27.0%	60.0%	26.4%	26.6%	
To a Large Extent	27.6%	25.2%	29.2%	43.8%	29.6%	31.1%	0.0%	23.1%	28.7%	
To Some Extent	17.2%	24.4%	22.6%	18.8%	24.0%	25.4%	20.0%	23.6%	20.3%	
To a Small Extent	6.9%	9.9%	10.6%	0.0%	9.7%	8.2%	20.0%	9.9%	13.3%	
Not at All	0.0%	13.6%	9.9%	0.0%	9.2%	8.2%	0.0%	16.9%	11.2%	
Total(n)	29	464	274	16	196	122	10	242	143	
Mean	4.17	3.42	3.54	4.19	3.57	3.61	4.00	3.32	3.46	
Standard deviation	0.97	1.34	1.27	0.75	1.24	1.20	1.33	1.40	1.31	
Significance	-	**	*	-			-			
Effect size	-	0.56	0.50	-	0.50	0.48	-	0.49	0.41	
Mentor graduate students										
To a Very Large Extent	33.3%	32.4%	29.2%	18.8%	29.9%	30.4%	63.6%	33.5%	28.6%	
To a Large Extent	10.0%	19.3%	17.1%	12.5%	20.9%	18.4%	9.1%	18.4%	15.6%	
To Some Extent	13.3%	20.8%	20.3%	6.3%	18.4%	17.6%	9.1%	21.2%	21.1%	
To a Small Extent	23.3%	18.4%	18.1%	31.3%	20.9%	20.0%	9.1%	17.6%	17.0%	
Not at All	20.0%	9.1%	15.3%	31.3%	10.0%	13.6%	9.1%	9.4%	17.7%	
Total(n)	30	472	281	16	201	125	11	245	147	
Mean	3.13	3.47	3.27	2.56	3.40	3.32	4.09	3.49	3.20	
Standard deviation	1.59	1.35	1.44	1.55	1.36	1.43	1.45	1.36	1.47	
Significance	-			-	*	*	-			
Effect size	-	-0.25	-0.10	-	-0.62	-0.53	-	0.44	0.61	
Have been mentored by at least one professional in academia										
To a Very Large Extent	36.7%	35.2%	38.0%	25.0%	32.7%	35.8%	54.5%	38.6%	40.1%	
To a Large Extent	20.0%	24.9%	25.9%	18.8%	28.1%	25.2%	18.2%	22.0%	25.4%	
To Some Extent	36.7%	22.7%	21.9%	43.8%	24.5%	23.6%	27.3%	20.8%	20.4%	
To a Small Extent	3.3%	9.0%	8.0%	6.3%	9.2%	9.8%	0.0%	8.1%	7.0%	
Not at All	3.3%	8.3%	6.2%	6.3%	5.6%	5.7%	0.0%	10.6%	7.0%	
Total(n)	30	458	274	16	196	123	11	236	142	
Mean	3.83	3.70	3.81	3.50	3.73	3.76	4.27	3.70	3.85	
Standard deviation	1.09	1.26	1.20	1.15	1.17	1.20	0.90	1.34	1.23	
Significance	-			-			-			
Effect size	-	0.10	0.02	-	-0.20	-0.22	-	0.43	0.34	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a Very Large Extent	13.8%	16.7%	21.9%	12.5%	17.4%	23.1%	10.0%	15.8%	20.1%	
To a Large Extent	17.2%	13.7%	15.6%	18.8%	16.4%	15.7%	20.0%	12.0%	15.8%	
To Some Extent	31.0%	24.0%	23.4%	25.0%	21.5%	19.0%	30.0%	24.8%	26.6%	
To a Small Extent	13.8%	15.0%	15.6%	12.5%	17.4%	16.5%	20.0%	13.2%	15.1%	
Not at All	24.1%	30.6%	23.4%	31.3%	27.2%	25.6%	20.0%	34.2%	22.3%	
Total(n)	29	454	269	16	195	121	10	234	139	
Mean	2.83	2.71	2.97	2.69	2.79	2.94	2.80	2.62	2.96	
Standard deviation	1.36	1.45	1.46	1.45	1.45	1.51	1.32	1.45	1.42	
Significance	-			-			-			
Effect size	-	0.08	-0.10	-	-0.07	-0.17	-	0.12	-0.11	
Accessed the National Research Mentoring Network (NRMN) resource										
To a Very Large Extent	0.0%	2.2%	3.0%	0.0%	2.0%	2.4%	0.0%	2.6%	3.6%	
To a Large Extent	0.0%	1.3%	1.5%	0.0%	2.0%	1.6%	0.0%	0.9%	1.4%	
To Some Extent	3.3%	2.8%	5.2%	0.0%	4.1%	6.5%	0.0%	1.3%	2.9%	

To a Small Extent	3.3%	6.1%	7.4%	0.0%	7.1%	8.1%	9.1%	5.6%	6.5%	
Not at All	93.3%	87.5%	83.0%	100.0%	84.8%	81.3%	90.9%	89.7%	85.6%	
Total(n)	30	457	271	16	197	123	11	234	139	
Mean	1.10	1.25	1.34	1.00	1.29	1.36	1.09	1.21	1.31	
Standard deviation	0.40	0.76	0.88	0.00	0.81	0.87	0.30	0.74	0.89	
Significance	-			-			-			
Effect size	-	-0.20	-0.27	-	-0.36	-0.41	-	-0.16	-0.25	
How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?										
Excellent	34.6%	36.5%	39.4%	23.1%	34.6%	38.4%	50.0%	38.7%	41.2%	
Good	53.8%	47.3%	44.7%	69.2%	45.7%	43.4%	40.0%	47.3%	44.5%	
Fair	11.5%	15.1%	15.5%	7.7%	17.9%	18.2%	10.0%	13.4%	13.4%	
Poor	0.0%	1.1%	0.4%	0.0%	1.9%	0.0%	0.0%	0.5%	0.8%	
Total(n)	26	364	226	13	162	99	10	186	119	
Mean	3.23	3.19	3.23	3.15	3.13	3.20	3.40	3.24	3.26	
Standard deviation	0.65	0.72	0.72	0.55	0.77	0.73	0.70	0.70	0.72	
Significance	-			-			-			
Effect size	-	0.06	0.00	-	0.03	-0.07	-	0.23	0.19	
How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?										
Excellent	51.7%	47.9%	48.0%	50.0%	46.1%	46.4%	60.0%	50.3%	48.4%	
Good	44.8%	46.4%	46.3%	43.8%	45.5%	46.4%	40.0%	46.2%	46.8%	
Fair	3.4%	5.3%	5.3%	6.3%	7.3%	6.3%	0.0%	3.5%	4.8%	
Poor	0.0%	0.5%	0.4%	0.0%	1.1%	0.9%	0.0%	0.0%	0.0%	
Total(n)	29	399	246	16	178	112	10	199	126	
Mean	3.48	3.42	3.42	3.44	3.37	3.38	3.60	3.47	3.44	
Standard deviation	0.57	0.62	0.61	0.63	0.67	0.65	0.52	0.57	0.59	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.10	0.09	-	0.23	0.27	
How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?										
Excellent	58.3%	60.1%	58.6%	54.5%	54.1%	53.7%	80.0%	64.8%	62.5%	
Good	37.5%	34.3%	35.4%	45.5%	38.7%	40.7%	20.0%	30.6%	31.7%	
Fair	4.2%	5.4%	5.9%	0.0%	6.6%	5.6%	0.0%	4.6%	5.8%	
Poor	0.0%	0.2%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	
Total(n)	24	426	237	11	181	108	10	219	120	
Mean	3.54	3.54	3.53	3.55	3.46	3.48	3.80	3.60	3.57	
Standard deviation	0.59	0.61	0.61	0.52	0.65	0.60	0.42	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.14	0.12	-	0.34	0.38	
How satisfied are you with the following aspects of your job?										
Salary										
Very Satisfied	3.3%	3.6%	4.9%	0.0%	4.5%	4.8%	0.0%	2.4%	4.7%	
Satisfied	33.3%	29.0%	28.5%	31.3%	33.8%	32.5%	45.5%	27.2%	26.2%	
Marginally Satisfied	26.7%	31.5%	33.5%	25.0%	33.8%	33.3%	36.4%	29.6%	34.2%	
Not Satisfied	36.7%	35.9%	33.1%	43.8%	27.9%	29.4%	18.2%	40.8%	34.9%	
Total(n)	30	476	284	16	201	126	11	250	149	
Mean	2.03	2.00	2.05	1.88	2.15	2.13	2.27	1.91	2.01	
Standard deviation	0.93	0.89	0.90	0.89	0.88	0.89	0.79	0.88	0.90	
Significance	-			-			-			
Effect size	-	0.03	-0.02	-	-0.31	-0.28	-	0.41	0.29	
Health benefits										
Very Satisfied	20.0%	25.3%	30.6%	18.8%	26.3%	32.8%	9.1%	25.0%	27.8%	
Satisfied	50.0%	41.1%	42.8%	43.8%	43.4%	43.2%	63.6%	38.5%	43.1%	
Marginally Satisfied	13.3%	18.2%	15.8%	6.3%	13.6%	10.4%	27.3%	22.1%	20.8%	
Not Satisfied	16.7%	15.4%	10.8%	31.3%	16.7%	13.6%	0.0%	14.3%	8.3%	
Total(n)	30	467	278	16	198	125	11	244	144	
Mean	2.73	2.76	2.93	2.50	2.79	2.95	2.82	2.74	2.90	
Standard deviation	0.98	1.00	0.95	1.15	1.01	0.99	0.60	0.99	0.90	
Significance	-			-			-			
Effect size	-	-0.03	-0.21	-	-0.29	-0.45	-	0.08	-0.09	
Retirement benefits										
Very Satisfied	20.0%	20.7%	25.1%	18.8%	23.4%	29.6%	9.1%	19.5%	20.7%	
Satisfied	46.7%	44.0%	49.5%	43.8%	45.7%	47.2%	54.5%	43.5%	51.7%	
Marginally Satisfied	13.3%	20.1%	16.1%	6.3%	16.8%	12.8%	27.3%	21.1%	18.6%	
Not Satisfied	20.0%	15.2%	9.3%	31.3%	14.2%	10.4%	9.1%	15.9%	9.0%	
Total(n)	30	468	279	16	197	125	11	246	145	
Mean	2.67	2.70	2.90	2.50	2.78	2.96	2.64	2.67	2.84	
Standard deviation	1.03	0.96	0.88	1.15	0.96	0.92	0.81	0.97	0.86	
Significance	-			-			-			

Effect size	-	-0.03	-0.26	-	-0.29	-0.50	-	-0.03	-0.23	
Opportunity for scholarly pursuits										
Very Satisfied	0.0%	5.1%	6.1%	0.0%	6.5%	8.0%	0.0%	4.1%	4.2%	Job Satisfaction: Compensation
Satisfied	43.3%	30.1%	38.8%	43.8%	34.7%	40.0%	45.5%	25.3%	37.5%	
Marginally Satisfied	33.3%	34.3%	32.0%	25.0%	35.2%	32.8%	36.4%	33.9%	31.3%	
Not Satisfied	23.3%	30.5%	23.0%	31.3%	23.6%	19.2%	18.2%	36.7%	27.1%	
Total(n)	30	469	278	16	199	125	11	245	144	
Mean	2.20	2.10	2.28	2.13	2.24	2.37	2.27	1.97	2.19	Job Satisfaction: Compensation
Standard deviation	0.81	0.90	0.89	0.89	0.89	0.88	0.79	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.11	-0.09	-	-0.12	-0.27	-	0.34	0.09	
Teaching load										
Very Satisfied	3.3%	6.0%	5.4%	6.3%	5.5%	6.3%	0.0%	7.0%	4.9%	Job Satisfaction: Compensation
Satisfied	60.0%	33.8%	34.9%	56.3%	36.3%	34.9%	63.6%	31.6%	35.0%	
Marginally Satisfied	26.7%	28.7%	25.5%	18.8%	27.9%	25.4%	36.4%	29.9%	25.2%	
Not Satisfied	10.0%	31.5%	34.2%	18.8%	30.3%	33.3%	0.0%	31.6%	35.0%	
Total(n)	30	470	278	16	201	126	11	244	143	
Mean	2.57	2.14	2.12	2.50	2.17	2.14	2.64	2.14	2.10	Job Satisfaction: Compensation
Standard deviation	0.73	0.93	0.95	0.89	0.93	0.96	0.50	0.95	0.94	
Significance	-	*	*	-			-			
Effect size	-	0.46	0.47	-	0.35	0.38	-	0.53	0.57	
Quality of students										
Very Satisfied	40.0%	17.9%	19.1%	43.8%	13.9%	13.5%	45.5%	21.5%	23.8%	
Satisfied	40.0%	44.9%	44.6%	37.5%	47.8%	47.6%	36.4%	41.7%	41.3%	
Marginally Satisfied	16.7%	28.1%	26.6%	12.5%	28.4%	27.8%	18.2%	27.9%	25.9%	
Not Satisfied	3.3%	9.1%	9.7%	6.3%	10.0%	11.1%	0.0%	8.9%	9.1%	
Total(n)	30	474	278	16	201	126	11	247	143	
Mean	3.17	2.72	2.73	3.19	2.66	2.63	3.27	2.76	2.80	
Standard deviation	0.83	0.86	0.88	0.91	0.84	0.85	0.79	0.89	0.91	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.52	0.50	-	0.63	0.66	-	0.57	0.52	
Autonomy and independence										
Very Satisfied	43.3%	37.8%	34.0%	50.0%	40.5%	36.5%	45.5%	36.5%	32.0%	Job Satisfaction: Workplace
Satisfied	43.3%	43.2%	45.7%	31.3%	44.5%	48.4%	54.5%	42.6%	44.2%	
Marginally Satisfied	6.7%	14.1%	14.2%	6.3%	11.0%	10.3%	0.0%	14.9%	16.3%	
Not Satisfied	6.7%	4.9%	6.0%	12.5%	4.0%	4.8%	0.0%	6.0%	7.5%	
Total(n)	30	474	282	16	200	126	11	249	147	
Mean	3.23	3.14	3.08	3.19	3.22	3.17	3.45	3.10	3.01	Job Satisfaction: Workplace
Standard deviation	0.86	0.83	0.85	1.05	0.79	0.80	0.52	0.87	0.89	
Significance	-			-			-			
Effect size	-	0.11	0.18	-	-0.04	0.03	-	0.40	0.49	
Departmental leadership										
Very Satisfied	46.7%	33.1%	36.2%	56.3%	36.8%	37.3%	36.4%	30.8%	34.7%	Job Satisfaction: Workplace
Satisfied	26.7%	34.6%	36.6%	18.8%	37.8%	42.1%	36.4%	32.4%	32.6%	
Marginally Satisfied	13.3%	15.8%	14.3%	12.5%	14.4%	13.5%	18.2%	17.4%	15.3%	
Not Satisfied	13.3%	16.5%	12.9%	12.5%	10.9%	7.1%	9.1%	19.4%	17.4%	
Total(n)	30	474	279	16	201	126	11	247	144	
Mean	3.07	2.84	2.96	3.19	3.00	3.10	3.00	2.74	2.85	Job Satisfaction: Workplace
Standard deviation	1.08	1.06	1.01	1.11	0.98	0.89	1.00	1.09	1.09	
Significance	-			-			-			
Effect size	-	0.22	0.11	-	0.19	0.10	-	0.24	0.14	
Departmental support for work/life balance										
Very Satisfied	36.7%	24.2%	27.3%	50.0%	28.4%	32.5%	27.3%	22.0%	23.1%	
Satisfied	50.0%	36.1%	37.8%	37.5%	40.3%	41.3%	54.5%	32.7%	34.3%	
Marginally Satisfied	10.0%	22.9%	21.9%	6.3%	22.4%	19.8%	18.2%	21.6%	23.1%	
Not Satisfied	3.3%	16.8%	12.9%	6.3%	9.0%	6.3%	0.0%	23.7%	19.6%	
Total(n)	30	471	278	16	201	126	11	245	143	
Mean	3.20	2.68	2.79	3.31	2.88	3.00	3.09	2.53	2.61	
Standard deviation	0.76	1.02	0.99	0.87	0.93	0.89	0.70	1.08	1.05	
Significance	-	**	*	-			-			
Effect size	-	0.51	0.41	-	0.46	0.35	-	0.52	0.46	
Institutional support for work/life balance										
Very Satisfied	6.7%	8.9%	9.3%	6.3%	11.5%	13.5%	9.1%	6.9%	5.6%	
Satisfied	30.0%	23.4%	27.6%	37.5%	33.0%	37.3%	18.2%	15.9%	19.4%	
Marginally Satisfied	40.0%	35.7%	34.4%	31.3%	32.5%	30.2%	54.5%	39.0%	38.2%	
Not Satisfied	23.3%	32.1%	28.7%	25.0%	23.0%	19.0%	18.2%	38.2%	36.8%	
Total(n)	30	471	279	16	200	126	11	246	144	
Mean	2.20	2.09	2.18	2.25	2.33	2.45	2.18	1.91	1.94	
Standard deviation	0.89	0.95	0.95	0.93	0.96	0.95	0.87	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.12	0.02	-	-0.08	-0.21	-	0.30	0.27	
Prospects for career advancement										
Very Satisfied	10.0%	8.1%	9.7%	12.5%	11.6%	12.8%	9.1%	5.7%	6.9%	

Satisfied	36.7%	29.1%	34.9%	37.5%	34.2%	36.0%	36.4%	25.0%	34.0%	Job Satisfaction: Compensation
Marginally Satisfied	23.3%	30.1%	30.2%	6.3%	28.6%	32.0%	45.5%	32.0%	28.5%	
Not Satisfied	30.0%	32.7%	25.2%	43.8%	25.6%	19.2%	9.1%	37.3%	30.6%	
Total(n)	30	468	278	16	199	125	11	244	144	
Mean	2.27	2.13	2.29	2.19	2.32	2.42	2.45	1.99	2.17	
Standard deviation	1.01	0.96	0.95	1.17	0.98	0.94	0.82	0.93	0.95	
Significance	-			-			-			
Effect size	-	0.15	-0.02	-	-0.13	-0.24	-	0.49	0.29	
Relative equity of salary and job benefits										
Very Satisfied	6.7%	4.2%	6.1%	0.0%	4.5%	4.8%	9.1%	3.6%	6.2%	Job Satisfaction: Workplace
Satisfied	26.7%	22.5%	24.4%	37.5%	29.5%	29.6%	18.2%	16.6%	20.0%	
Marginally Satisfied	36.7%	32.2%	36.9%	31.3%	34.0%	39.2%	45.5%	32.8%	36.6%	
Not Satisfied	30.0%	41.1%	32.6%	31.3%	32.0%	26.4%	27.3%	47.0%	37.2%	
Total(n)	30	472	279	16	200	125	11	247	145	
Mean	2.10	1.90	2.04	2.06	2.07	2.13	2.09	1.77	1.95	
Standard deviation	0.92	0.89	0.90	0.85	0.89	0.86	0.94	0.86	0.91	
Significance	-			-			-			
Effect size	-	0.22	0.07	-	-0.01	-0.08	-	0.37	0.15	
Flexibility in relation to family matters or emergencies										
Very Satisfied	41.4%	29.9%	31.8%	46.7%	31.2%	33.9%	36.4%	28.7%	29.9%	Job Satisfaction: Workplace
Satisfied	41.4%	43.1%	44.0%	33.3%	47.2%	49.2%	54.5%	39.8%	39.6%	
Marginally Satisfied	6.9%	17.9%	17.0%	6.7%	15.1%	12.9%	9.1%	20.9%	20.8%	
Not Satisfied	10.3%	9.2%	7.2%	13.3%	6.5%	4.0%	0.0%	10.7%	9.7%	
Total(n)	29	469	277	15	199	124	11	244	144	
Mean	3.14	2.94	3.00	3.13	3.03	3.13	3.27	2.86	2.90	
Standard deviation	0.95	0.92	0.88	1.06	0.85	0.79	0.65	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.22	0.16	-	0.12	0.00	-	0.43	0.39	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very Satisfied	22.2%	18.2%	17.3%	23.1%	19.0%	19.2%	18.2%	17.4%	14.8%	Job Satisfaction: Workplace
Satisfied	44.4%	37.5%	38.4%	46.2%	45.6%	46.7%	45.5%	31.1%	32.4%	
Marginally Satisfied	18.5%	26.5%	29.2%	7.7%	22.6%	24.2%	27.3%	30.7%	33.1%	
Not Satisfied	14.8%	17.8%	15.1%	23.1%	12.8%	10.0%	9.1%	20.7%	19.7%	
Total(n)	27	461	271	13	195	120	11	241	142	
Mean	2.74	2.56	2.58	2.69	2.71	2.75	2.73	2.45	2.42	
Standard deviation	0.98	0.98	0.95	1.11	0.92	0.88	0.90	1.01	0.97	
Significance	-			-			-			
Effect size	-	0.18	0.17	-	-0.02	-0.07	-	0.28	0.32	
Overall job										
Very Satisfied	10.0%	13.1%	14.7%	12.5%	16.4%	15.9%	9.1%	10.6%	13.9%	Job Satisfaction: Workplace
Satisfied	63.3%	50.3%	52.0%	56.3%	54.7%	56.3%	72.7%	47.6%	47.9%	
Marginally Satisfied	23.3%	29.6%	28.3%	25.0%	22.9%	22.2%	18.2%	35.4%	34.0%	
Not Satisfied	3.3%	7.0%	5.0%	6.3%	6.0%	5.6%	0.0%	6.5%	4.2%	
Total(n)	30	473	279	16	201	126	11	246	144	
Mean	2.80	2.70	2.76	2.75	2.82	2.83	2.91	2.62	2.72	
Standard deviation	0.66	0.78	0.76	0.77	0.78	0.76	0.54	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	-0.09	-0.11	-	0.38	0.25	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities *										
Extensive	20.0%	25.9%	24.4%	12.5%	15.5%	16.7%	27.3%	32.9%	29.7%	Job Satisfaction: Workplace
Somewhat	43.3%	53.4%	56.4%	50.0%	58.5%	60.8%	45.5%	52.3%	55.1%	
Not at All	36.7%	20.7%	19.2%	37.5%	25.9%	22.5%	27.3%	14.8%	15.2%	
Total(n)	30	455	266	16	193	120	11	237	138	
Mean	1.83	2.05	2.05	1.75	1.90	1.94	2.00	2.18	2.14	
Standard deviation	0.75	0.68	0.66	0.68	0.64	0.63	0.77	0.67	0.66	
Significance	-			-			-			
Effect size	-	-0.32	-0.33	-	-0.23	-0.30	-	-0.27	-0.21	
Review/promotion process *										
Extensive	7.7%	24.1%	18.2%	14.3%	18.2%	15.0%	0.0%	28.0%	21.8%	Job Satisfaction: Workplace
Somewhat	46.2%	44.2%	47.1%	50.0%	43.8%	49.5%	40.0%	46.8%	46.4%	
Not at All	46.2%	31.7%	34.7%	35.7%	38.1%	35.5%	60.0%	25.3%	31.8%	
Total(n)	26	382	225	14	176	107	10	186	110	
Mean	1.62	1.92	1.84	1.79	1.80	1.79	1.40	2.03	1.90	
Standard deviation	0.64	0.74	0.71	0.70	0.73	0.68	0.52	0.73	0.73	
Significance	-	*		-			-	**	*	
Effect size	-	-0.41	-0.31	-	-0.01	0.00	-	-0.86	-0.68	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia) *										
Extensive	0.0%	13.2%	10.4%	0.0%	7.4%	4.5%	0.0%	16.1%	15.0%	Job Satisfaction: Workplace
Somewhat	18.5%	30.7%	29.9%	23.1%	20.5%	21.8%	9.1%	37.7%	36.1%	

Not at All	81.5%	56.1%	59.8%	76.9%	72.2%	73.6%	90.9%	46.2%	48.9%	
Total(n)	27	424	251	13	176	110	11	223	133	
Mean	1.19	1.57	1.51	1.23	1.35	1.31	1.09	1.70	1.66	
Standard deviation	0.40	0.71	0.68	0.44	0.61	0.55	0.30	0.73	0.73	
Significance	-	**	*	-			-	**	*	
Effect size	-	-0.54	-0.47	-	-0.20	-0.15	-	-0.84	-0.78	
Committee work *										
Extensive	33.3%	22.3%	24.5%	31.3%	18.0%	22.7%	36.4%	26.1%	25.6%	Career-Related Stress
Somewhat	56.7%	47.3%	50.2%	62.5%	48.1%	47.9%	54.5%	47.3%	52.7%	
Not at All	10.0%	30.3%	25.3%	6.3%	33.9%	29.4%	9.1%	26.6%	21.7%	
Total(n)	30	412	257	16	183	119	11	207	129	
Mean	2.23	1.92	1.99	2.25	1.84	1.93	2.27	2.00	2.04	
Standard deviation	0.63	0.72	0.71	0.58	0.70	0.72	0.65	0.73	0.69	
Significance	-	*		-	*		-			
Effect size	-	0.43	0.34	-	0.59	0.44	-	0.37	0.33	
Faculty meetings *										
Extensive	23.3%	17.7%	16.9%	18.8%	11.9%	10.7%	27.3%	22.7%	22.1%	
Somewhat	56.7%	43.2%	45.3%	56.3%	44.0%	46.7%	63.6%	41.9%	44.9%	
Not at All	20.0%	39.1%	37.8%	25.0%	44.0%	42.6%	9.1%	35.4%	33.1%	
Total(n)	30	447	267	16	193	122	11	229	136	
Mean	2.03	1.79	1.79	1.94	1.68	1.68	2.18	1.87	1.89	
Standard deviation	0.67	0.72	0.71	0.68	0.68	0.66	0.60	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.33	0.34	-	0.38	0.39	-	0.41	0.39	
Students *										
Extensive	10.0%	11.2%	9.5%	0.0%	9.5%	7.2%	18.2%	12.9%	11.3%	Career-Related Stress
Somewhat	53.3%	59.6%	58.5%	50.0%	56.3%	56.0%	72.7%	62.9%	62.4%	
Not at All	36.7%	29.2%	32.0%	50.0%	34.2%	36.8%	9.1%	24.2%	26.2%	
Total(n)	30	465	275	16	199	125	11	240	141	
Mean	1.73	1.82	1.77	1.50	1.75	1.70	2.09	1.89	1.85	
Standard deviation	0.64	0.61	0.60	0.52	0.62	0.60	0.54	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.15	-0.07	-	-0.40	-0.33	-	0.33	0.40	
Research or publishing demands *										
Extensive	10.7%	19.5%	18.4%	13.3%	16.9%	16.7%	10.0%	22.4%	20.7%	Career-Related Stress
Somewhat	42.9%	48.3%	49.4%	40.0%	45.5%	48.2%	50.0%	51.7%	51.7%	
Not at All	46.4%	32.3%	32.2%	46.7%	37.6%	35.1%	40.0%	25.9%	27.6%	
Total(n)	28	406	239	15	178	114	10	205	116	
Mean	1.64	1.87	1.86	1.67	1.79	1.82	1.70	1.97	1.93	
Standard deviation	0.68	0.71	0.70	0.72	0.71	0.70	0.67	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.32	-0.31	-	-0.17	-0.21	-	-0.39	-0.33	
Institutional procedures and "red tape" *										
Extensive	34.5%	36.6%	37.0%	37.5%	34.7%	37.0%	20.0%	38.7%	37.3%	Career-Related Stress
Somewhat	55.2%	43.4%	43.1%	50.0%	40.5%	36.1%	70.0%	46.1%	49.3%	
Not at All	10.3%	20.0%	19.8%	12.5%	24.7%	26.9%	10.0%	15.2%	13.4%	
Total(n)	29	445	262	16	190	119	10	230	134	
Mean	2.24	2.17	2.17	2.25	2.10	2.10	2.10	2.23	2.24	
Standard deviation	0.64	0.73	0.74	0.68	0.77	0.80	0.57	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.19	0.19	-	-0.19	-0.21	
Teaching load *										
Extensive	16.7%	33.1%	37.7%	18.8%	28.4%	34.4%	9.1%	36.1%	41.1%	Career-Related Stress
Somewhat	60.0%	36.7%	40.8%	56.3%	38.1%	40.2%	81.8%	37.9%	42.6%	
Not at All	23.3%	30.2%	21.5%	25.0%	33.5%	25.4%	9.1%	26.0%	16.3%	
Total(n)	30	447	260	16	194	122	11	227	129	
Mean	1.93	2.03	2.16	1.94	1.95	2.09	2.00	2.10	2.25	
Standard deviation	0.64	0.80	0.75	0.68	0.79	0.77	0.45	0.78	0.72	
Significance	-			-			-			
Effect size	-	-0.13	-0.31	-	-0.01	-0.19	-	-0.13	-0.35	
Lack of personal time *										
Extensive	30.0%	34.2%	35.2%	25.0%	23.3%	24.0%	36.4%	42.1%	44.3%	Career-Related Stress
Somewhat	46.7%	41.2%	42.2%	43.8%	44.6%	47.1%	54.5%	40.0%	40.0%	
Not at All	23.3%	24.6%	22.6%	31.3%	32.1%	28.9%	9.1%	17.9%	15.7%	
Total(n)	30	459	270	16	193	121	11	240	140	
Mean	2.07	2.10	2.13	1.94	1.91	1.95	2.27	2.24	2.29	
Standard deviation	0.74	0.76	0.75	0.77	0.74	0.73	0.65	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	0.04	-0.01	-	0.04	-0.03	
Job security *										
Extensive	14.3%	17.4%	12.8%	13.3%	13.3%	10.3%	10.0%	19.0%	15.2%	
Somewhat	32.1%	32.7%	32.6%	46.7%	30.3%	33.3%	20.0%	35.4%	32.6%	
Not at All	53.6%	49.9%	54.7%	40.0%	56.4%	56.4%	70.0%	45.6%	52.3%	

Total(n)	28	437	258	15	188	117	10	226	132		
Mean	1.61	1.68	1.58	1.73	1.57	1.54	1.40	1.73	1.63		
Standard deviation	0.74	0.75	0.71	0.70	0.72	0.68	0.70	0.76	0.74		
Significance	-			-			-				
Effect size	-	-0.09	0.04	-	0.22	0.28	-	-0.43	-0.31		
Self-imposed high expectations *											
Extensive	33.3%	35.9%	33.2%	37.5%	31.6%	30.6%	36.4%	39.9%	36.2%	Career-Related Stress	
Somewhat	56.7%	48.2%	48.7%	50.0%	49.2%	46.8%	63.6%	47.9%	51.4%		
Not at All	10.0%	15.9%	18.1%	12.5%	19.2%	22.6%	0.0%	12.2%	12.3%		
Total(n)	30	454	271	16	193	124	11	238	138		
Mean	2.23	2.20	2.15	2.25	2.12	2.08	2.36	2.28	2.24		
Standard deviation	0.63	0.69	0.70	0.68	0.70	0.73	0.50	0.67	0.66		
Significance	-			-			-				
Effect size	-	0.04	0.11	-	0.19	0.23	-	0.12	0.18		
Increased work responsibilities *											
Extensive	43.3%	38.3%	39.1%	43.8%	31.1%	34.7%	45.5%	45.3%	43.5%		
Somewhat	43.3%	41.8%	42.4%	37.5%	46.1%	43.5%	54.5%	37.3%	42.0%		
Not at All	13.3%	19.9%	18.5%	18.8%	22.8%	21.8%	0.0%	17.4%	14.5%		
Total(n)	30	452	271	16	193	124	11	236	138		
Mean	2.30	2.18	2.21	2.25	2.08	2.13	2.45	2.28	2.29		
Standard deviation	0.70	0.74	0.73	0.77	0.73	0.74	0.52	0.74	0.71		
Significance	-			-			-				
Effect size	-	0.16	0.12	-	0.23	0.16	-	0.23	0.23		
Institutional budget cuts *											
Extensive	13.8%	39.5%	42.4%	18.8%	37.4%	39.5%	0.0%	40.9%	44.2%		
Somewhat	65.5%	41.1%	43.5%	56.3%	40.5%	42.7%	90.0%	42.6%	45.7%		
Not at All	20.7%	19.4%	14.0%	25.0%	22.1%	17.7%	10.0%	16.5%	10.1%		
Total(n)	29	448	271	16	195	124	10	230	138		
Mean	1.93	2.20	2.28	1.94	2.15	2.22	1.90	2.24	2.34		
Standard deviation	0.59	0.74	0.70	0.68	0.76	0.73	0.32	0.72	0.66		
Significance	-		**	-			-		*		
Effect size	-	-0.36	-0.50	-	-0.28	-0.38	-	-0.47	-0.67		
Have you been sexually harassed at this institution?											
Yes	6.7%	7.3%	4.6%	6.3%	3.0%	2.4%	0.0%	9.2%	6.0%		
No	93.3%	92.7%	95.4%	93.8%	97.0%	97.6%	100.0%	90.8%	94.0%		
Total(n)	30	477	283	16	202	125	11	249	149		
In the past year, have you:											
Considered leaving academe for another job?											
Yes	56.7%	46.3%	41.8%	43.8%	40.6%	37.6%	72.7%	48.8%	45.3%		
No	43.3%	53.8%	58.2%	56.3%	59.4%	62.4%	27.3%	51.2%	54.7%		
Total(n)	30	480	282	16	202	125	11	252	148		
Considered leaving this institution for another?											
Yes	66.7%	55.4%	53.4%	75.0%	50.5%	50.0%	54.5%	57.1%	54.7%		
No	33.3%	44.6%	46.6%	25.0%	49.5%	50.0%	45.5%	42.9%	45.3%		
Total(n)	30	478	281	16	200	124	11	252	148		
Engaged in public service/professional consulting without pay?											
Yes	60.0%	56.9%	50.5%	56.3%	52.5%	47.2%	63.6%	58.3%	51.0%		
No	40.0%	43.1%	49.5%	43.8%	47.5%	52.8%	36.4%	41.7%	49.0%		
Total(n)	30	480	283	16	202	125	11	252	149	Civic Minded Practice	
Received at least one firm job offer elsewhere?											
Yes	13.3%	21.4%	20.2%	18.8%	18.8%	18.4%	9.1%	22.5%	21.6%		
No	86.7%	78.6%	79.8%	81.3%	81.2%	81.6%	90.9%	77.5%	78.4%		
Total(n)	30	481	282	16	202	125	11	253	148		
For each of the following items, please mark either Yes or No.											
Are you a member of a faculty union?											
Yes	6.7%	54.9%	55.6%	12.5%	50.7%	52.4%	0.0%	59.1%	59.1%		
No	93.3%	45.1%	44.4%	87.5%	49.3%	47.6%	100.0%	40.9%	40.9%		
Total(n)	30	479	284	16	201	126	11	252	149		
Do you plan to retire within the next three years?											
Yes	30.0%	15.0%	18.4%	31.3%	19.0%	21.4%	27.3%	12.4%	16.3%		
No	70.0%	85.0%	81.6%	68.8%	81.0%	78.6%	72.7%	87.6%	83.7%		
Total(n)	30	473	282	16	200	126	11	249	147		
Have you ever interrupted your professional career for more than one year for family reasons?											
Yes	13.3%	11.8%	8.2%	0.0%	5.0%	2.4%	27.3%	16.5%	13.1%		
No	86.7%	88.2%	91.8%	100.0%	95.0%	97.6%	72.7%	83.5%	86.9%		
Total(n)	30	474	280	16	200	126	11	248	145		
Have you ever been formally recognized for outstanding teaching at this institution?											
Yes	50.0%	27.7%	32.5%	56.3%	29.4%	31.0%	36.4%	24.4%	31.7%		
No	50.0%	72.3%	67.5%	43.8%	70.6%	69.0%	63.6%	75.6%	68.3%		
Total(n)	30	477	280	16	201	126	11	250	145		
Citizenship status:											
U.S. citizen	90.0%	91.0%	90.9%	87.5%	87.2%	85.8%	90.9%	93.6%	94.6%		

Permanent resident (green card)	10.0%	7.5%	7.4%	12.5%	10.8%	11.0%	9.1%	5.2%	4.7%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	1.5%	1.8%	0.0%	2.0%	3.1%	0.0%	1.2%	0.7%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	30	479	285	16	203	127	11	251	149	
How would you characterize your political views?										
Far right	0.0%	0.2%	0.4%	0.0%	0.5%	0.8%	0.0%	0.0%	0.0%	
Conservative	17.2%	7.6%	9.5%	0.0%	7.6%	8.1%	36.4%	7.9%	10.7%	
Middle-of-the-road	31.0%	24.0%	31.9%	33.3%	29.8%	39.5%	18.2%	19.6%	24.3%	
Liberal	34.5%	51.3%	45.8%	46.7%	46.0%	41.1%	27.3%	57.1%	51.4%	
Far left	17.2%	16.9%	12.5%	20.0%	16.2%	10.5%	18.2%	15.4%	13.6%	
Total(n)	29	462	273	15	198	124	11	240	140	
If given the choice, would you:										
Still come to this institution?										
Definitely yes	30.0%	34.2%	35.4%	37.5%	39.1%	38.1%	18.2%	32.0%	34.0%	
Probably yes	46.7%	39.0%	38.9%	31.3%	39.6%	38.1%	63.6%	38.0%	39.3%	
Not sure	6.7%	15.1%	14.7%	0.0%	9.9%	11.9%	18.2%	18.0%	16.0%	
Probably no	13.3%	7.1%	8.1%	25.0%	6.4%	8.7%	0.0%	8.0%	8.0%	
Definitely no	3.3%	4.6%	2.8%	6.3%	5.0%	3.2%	0.0%	4.0%	2.7%	
Total(n)	30	477	285	16	202	126	11	250	150	
Mean	3.87	3.91	3.96	3.69	4.01	3.99	4.00	3.86	3.94	
Standard deviation	1.11	1.09	1.04	1.40	1.09	1.07	0.63	1.08	1.03	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	-0.29	-0.28	-	0.13	0.06	
Still be a college professor?										
Definitely yes	33.3%	55.5%	56.1%	37.5%	57.9%	58.7%	27.3%	54.6%	54.7%	
Probably yes	46.7%	30.1%	30.2%	43.8%	31.2%	30.2%	54.5%	28.3%	30.7%	
Not sure	13.3%	9.8%	9.8%	6.3%	6.4%	5.6%	18.2%	12.4%	12.0%	
Probably no	3.3%	3.1%	2.8%	6.3%	3.0%	4.0%	0.0%	3.6%	2.0%	
Definitely no	3.3%	1.5%	1.1%	6.3%	1.5%	1.6%	0.0%	1.2%	0.7%	
Total(n)	30	479	285	16	202	126	11	251	150	
Mean	4.03	4.35	4.38	4.00	4.41	4.40	4.09	4.31	4.37	
Standard deviation	0.96	0.89	0.85	1.15	0.85	0.89	0.70	0.91	0.82	
Significance	-		*	-			-			
Effect size	-	-0.36	-0.41	-	-0.48	-0.45	-	-0.24	-0.34	
Please select your base institutional salary.										
Less than \$10,000	0.0%	5.8%	3.5%	0.0%	4.5%	2.4%	0.0%	6.9%	4.7%	
\$10,000-19,999	0.0%	4.5%	3.2%	0.0%	3.0%	3.2%	0.0%	4.9%	3.4%	
\$20,000-29,999	0.0%	2.1%	2.1%	0.0%	1.5%	2.4%	0.0%	2.9%	2.0%	
\$30,000-39,999	0.0%	2.3%	0.0%	0.0%	1.5%	0.0%	0.0%	3.3%	0.0%	
\$40,000-49,999	6.7%	4.7%	2.1%	6.3%	4.5%	2.4%	9.1%	4.9%	2.0%	
\$50,000-59,999	13.3%	4.5%	5.7%	6.3%	4.5%	4.8%	18.2%	4.1%	5.4%	
\$60,000-69,999	36.7%	9.0%	13.4%	37.5%	8.5%	11.1%	36.4%	9.4%	14.9%	
\$70,000-79,999	33.3%	17.9%	18.7%	37.5%	15.9%	16.7%	27.3%	20.4%	20.9%	
\$80,000-89,999	3.3%	11.1%	11.0%	6.3%	11.9%	10.3%	0.0%	10.2%	10.8%	
\$90,000-99,999	0.0%	11.5%	9.9%	0.0%	11.9%	11.9%	0.0%	11.0%	8.1%	
\$100,000-124,999	0.0%	14.5%	15.5%	0.0%	15.4%	15.1%	0.0%	13.5%	16.2%	
\$125,000-149,999	6.7%	8.3%	10.6%	6.3%	10.9%	12.7%	9.1%	6.5%	9.5%	
\$150,000-199,999	0.0%	3.6%	3.9%	0.0%	5.5%	6.3%	0.0%	2.0%	2.0%	
\$200,000-249,999	0.0%	0.2%	0.4%	0.0%	0.5%	0.8%	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)	30	469	283	16	201	126	11	245	148	
Your base institutional salary reported above is based on:										
Less than 9 months	0.0%	9.6%	7.1%	0.0%	8.0%	5.6%	0.0%	11.4%	8.8%	
9/10 months	96.6%	60.7%	71.5%	100.0%	61.5%	71.2%	90.9%	60.8%	70.7%	
11/12 months	3.4%	29.7%	21.4%	0.0%	30.5%	23.2%	9.1%	27.8%	20.4%	
Total(n)	29	468	281	15	200	125	11	245	147	
Please select your base institutional salary (Part-time faculty)										
Less than \$10,000	0.0%	27.8%	27.6%	0.0%	26.5%	25.0%	0.0%	29.4%	29.4%	
\$10,000-19,999	0.0%	22.2%	27.6%	0.0%	17.6%	33.3%	0.0%	21.6%	23.5%	
\$20,000-29,999	0.0%	10.0%	20.7%	0.0%	8.8%	25.0%	0.0%	11.8%	17.6%	
\$30,000-39,999	0.0%	11.1%	0.0%	0.0%	8.8%	0.0%	0.0%	13.7%	0.0%	
\$40,000-49,999	0.0%	16.7%	10.3%	0.0%	17.6%	8.3%	0.0%	15.7%	11.8%	
\$50,000-59,999	0.0%	5.6%	10.3%	0.0%	5.9%	8.3%	0.0%	5.9%	11.8%	
\$60,000-69,999	0.0%	4.4%	3.4%	0.0%	11.8%	0.0%	0.0%	0.0%	5.9%	
\$70,000-79,999	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000-124,999	0.0%	1.1%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	
\$125,000-149,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$150,000-199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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)	0	90	29	0	34	12	0	51	17
Per-Course earnings for part-time faculty.									
Less than \$500	0.0%	3.2%	11.4%	0.0%	4.3%	13.3%	0.0%	2.8%	10.0%
\$500-999	0.0%	4.8%	14.3%	0.0%	0.0%	6.7%	0.0%	8.5%	20.0%
\$1,000-1,499	0.0%	3.2%	11.4%	0.0%	2.1%	6.7%	0.0%	4.2%	15.0%
\$1,500-1,999	0.0%	4.0%	8.6%	0.0%	2.1%	0.0%	0.0%	5.6%	15.0%
\$2,000-2,499	0.0%	1.6%	2.9%	0.0%	0.0%	0.0%	0.0%	1.4%	5.0%
\$2,500-2,999	0.0%	1.6%	2.9%	0.0%	2.1%	6.7%	0.0%	1.4%	0.0%
\$3,000-3,499	0.0%	7.1%	2.9%	0.0%	8.5%	6.7%	0.0%	7.0%	0.0%
\$3,500-3,999	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%
\$4,000-4,499	0.0%	1.6%	2.9%	0.0%	4.3%	6.7%	0.0%	0.0%	0.0%
\$4,500-4,999	0.0%	3.2%	2.9%	0.0%	2.1%	0.0%	0.0%	4.2%	5.0%
\$5,000-5,499	0.0%	10.3%	17.1%	0.0%	17.0%	33.3%	0.0%	7.0%	5.0%
\$5,500-5,999	0.0%	12.7%	5.7%	0.0%	8.5%	6.7%	0.0%	11.3%	5.0%
\$6,000-6,499	0.0%	10.3%	14.3%	0.0%	19.1%	13.3%	0.0%	4.2%	15.0%
\$6,500-6,999	0.0%	4.0%	0.0%	0.0%	2.1%	0.0%	0.0%	5.6%	0.0%
\$7,000-7,499	0.0%	7.9%	0.0%	0.0%	4.3%	0.0%	0.0%	9.9%	0.0%
\$7,500-7,999	0.0%	3.2%	0.0%	0.0%	2.1%	0.0%	0.0%	4.2%	0.0%
\$8,000-8,499	0.0%	5.6%	0.0%	0.0%	2.1%	0.0%	0.0%	7.0%	0.0%
\$8,500-8,999	0.0%	4.0%	0.0%	0.0%	2.1%	0.0%	0.0%	5.6%	0.0%
\$9,000-9,499	0.0%	4.0%	0.0%	0.0%	6.4%	0.0%	0.0%	2.8%	0.0%
\$9,500-9,999	0.0%	0.8%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	0.0%	6.3%	2.9%	0.0%	8.5%	0.0%	0.0%	5.6%	5.0%
Total(n)	0	126	35	0	47	15	0	71	20
Highest Degree Earned									
Bachelor's (B.A., B.S., etc.)	0.0%	4.4%	1.4%	0.0%	6.5%	0.8%	0.0%	2.4%	2.0%
Master's (M.A., M.S.)	10.0%	13.1%	12.1%	6.3%	10.0%	9.6%	18.2%	16.1%	14.9%
Terminal Master's (M.F.A., M.B.A.)	3.3%	16.2%	5.7%	6.3%	13.9%	4.0%	0.0%	16.9%	7.4%
J.D.	0.0%	0.2%	0.4%	0.0%	0.5%	0.8%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%
Ph.D.	70.0%	56.0%	70.2%	75.0%	59.7%	74.4%	54.5%	53.8%	65.5%
Professional Doctorate (Ed.D., Psy.D., etc.)	13.3%	8.6%	8.5%	12.5%	7.5%	8.0%	18.2%	9.6%	8.8%
Other	3.3%	1.3%	1.8%	0.0%	1.5%	2.4%	9.1%	1.2%	1.4%
Total(n)	30	475	282	16	201	125	11	249	148
Degree Currently Working On									
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	3.3%	1.3%	1.8%	6.3%	1.0%	0.8%	0.0%	1.7%	2.8%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.7%	0.0%	0.5%	0.8%	0.0%	0.0%	0.7%
J.D.	0.0%	0.2%	0.0%	0.0%	0.5%	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.	3.3%	2.1%	2.9%	0.0%	2.5%	4.0%	9.1%	2.1%	2.1%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.6%	0.7%	0.0%	0.0%	0.0%	0.0%	1.2%	1.4%
Other	0.0%	0.4%	0.7%	0.0%	0.0%	0.0%	0.0%	0.8%	1.4%
None	93.3%	95.1%	92.9%	93.8%	95.5%	93.7%	90.9%	94.2%	91.7%
Total(n)	30	466	280	16	202	126	11	241	145
Are you currently serving in an administrative position as:									
Department chair	17.2%	11.3%	11.5%	6.3%	13.5%	11.2%	40.0%	10.1%	12.4%
Dean (including Associate or Assistant)	0.0%	0.4%	0.4%	0.0%	0.5%	0.8%	0.0%	0.4%	0.0%
Vice-President	0.0%	0.2%	0.4%	0.0%	0.5%	0.8%	0.0%	0.0%	0.0%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	10.0%	15.4%	17.1%	12.5%	16.5%	20.0%	9.1%	15.1%	15.8%
Not applicable	73.3%	72.8%	71.4%	81.3%	69.5%	68.8%	54.5%	74.6%	71.9%
Total(n)	30	464	280	16	200	125	11	240	146
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
Native American/Alaska Native	0.0%	0.9%	2.2%	0.0%	1.5%	3.3%	0.0%	0.4%	1.4%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	6.3%	7.7%	0.0%	6.1%	8.3%	0.0%	6.6%	6.9%
Filipina/o/x	0.0%	1.1%	0.4%	0.0%	1.5%	0.8%	0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.8%	0.7%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	4.1%	4.7%	0.0%	5.6%	8.3%	0.0%	2.9%	2.1%
Other Asian	3.4%	1.3%	1.5%	6.7%	1.5%	1.7%	0.0%	1.2%	1.4%
African American/Black	0.0%	3.9%	4.4%	0.0%	4.6%	5.0%	0.0%	3.3%	4.1%
African	0.0%	0.7%	0.7%	0.0%	1.0%	1.7%	0.0%	0.4%	0.0%
Caribbean	0.0%	0.4%	0.7%	0.0%	0.5%	0.8%	0.0%	0.4%	0.7%
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Mexican American/Chicana/o/e/x	0.0%	5.9%	7.7%	0.0%	3.1%	3.3%	0.0%	8.3%	11.7%	
Puerto Rican	0.0%	0.9%	0.4%	0.0%	1.5%	0.8%	0.0%	0.4%	0.0%	
Central American	0.0%	1.1%	1.1%	0.0%	1.5%	2.5%	0.0%	0.4%	0.0%	
South American	3.4%	1.3%	1.5%	6.7%	1.5%	0.8%	0.0%	1.2%	2.1%	
Other Hispanic or Latina/o/e/x	0.0%	1.3%	2.2%	0.0%	1.0%	1.7%	0.0%	1.2%	2.1%	
Middle Eastern	0.0%	1.3%	1.5%	0.0%	2.0%	2.5%	0.0%	0.8%	0.7%	
European	93.1%	67.2%	60.2%	86.7%	61.2%	53.7%	100.0%	71.1%	64.8%	
Other White	3.4%	9.3%	11.7%	6.7%	12.8%	14.0%	0.0%	6.6%	9.7%	
Other	0.0%	2.2%	2.6%	0.0%	1.5%	1.7%	0.0%	2.5%	2.8%	
Total(n)	29	460	274	15	196	121	11	242	145	
Race/Ethnicity Group (with multiple race category)										
Native American/Alaska Native	0.0%	0.2%	0.7%	0.0%	0.5%	1.7%	0.0%	0.0%	0.0%	
Asian/Pacific Islander	0.0%	10.0%	11.4%	0.0%	11.8%	15.8%	0.0%	9.5%	8.3%	
Black/African American	0.0%	4.1%	5.1%	0.0%	5.1%	5.8%	0.0%	3.7%	4.8%	
Latina/o/e/x	3.4%	7.2%	9.5%	6.7%	6.7%	7.5%	0.0%	7.4%	11.0%	
White	93.1%	70.2%	63.7%	86.7%	68.7%	60.8%	100.0%	71.1%	65.5%	
Other Race/Ethnicity	0.0%	1.5%	1.8%	0.0%	1.5%	1.7%	0.0%	1.7%	2.1%	
Two or More Races/Ethnicities	3.4%	6.8%	7.7%	6.7%	5.6%	6.7%	0.0%	6.6%	8.3%	
Total (n)	29	459	273	15	195	120	11	242	145	
Is English your native language?										
Yes	93.3%	85.0%	80.9%	87.5%	83.6%	79.0%	100.0%	86.2%	82.6%	
No	6.7%	15.0%	19.1%	12.5%	16.4%	21.0%	0.0%	13.8%	17.4%	
Total(n)	30	473	282	16	201	124	11	247	149	
What is your sexual orientation?										
Heterosexual/straight	85.2%	80.6%	86.7%	93.3%	89.1%	95.0%	81.8%	78.9%	82.6%	
Gay	3.7%	4.4%	2.2%	6.7%	8.3%	5.0%	0.0%	0.4%	0.0%	
Lesbian	3.7%	4.0%	4.1%	0.0%	0.0%	0.0%	0.0%	6.6%	6.3%	
Bisexual	3.7%	3.1%	1.5%	0.0%	1.0%	0.0%	9.1%	4.1%	2.8%	
Queer	0.0%	4.0%	2.2%	0.0%	1.0%	0.0%	0.0%	4.5%	2.8%	
Pansexual	3.7%	1.5%	1.5%	0.0%	0.0%	0.0%	9.1%	2.5%	2.1%	
Asexual	0.0%	0.4%	0.7%	0.0%	0.0%	0.0%	0.0%	0.4%	1.4%	
Not listed above	0.0%	2.0%	1.1%	0.0%	0.5%	0.0%	0.0%	2.5%	2.1%	
Total (n)	27	454	270	15	193	120	11	242	144	
Do you identify as transgender?										
No	100.0%	98.8%	98.8%	100.0%	99.2%	98.6%	100.0%	99.7%	99.5%	
Yes	0.0%	1.2%	1.2%	0.0%	0.8%	1.4%	0.0%	0.3%	0.5%	
Total(n)	33	599	344	17	247	146	14	322	187	
How many children do you have in the following age ranges?										
Under 18 years old										
0	56.5%	56.1%	48.2%	61.5%	57.5%	51.5%	50.0%	55.6%	46.6%	
1	8.7%	20.3%	23.9%	7.7%	20.3%	21.6%	0.0%	19.4%	23.7%	
2	21.7%	18.4%	19.8%	23.1%	18.3%	19.6%	25.0%	18.9%	21.2%	
3	13.0%	4.1%	6.3%	7.7%	3.9%	6.2%	25.0%	4.1%	5.9%	
4+	0.0%	1.1%	1.8%	0.0%	0.0%	1.0%	0.0%	2.0%	2.5%	
Total(n)	23	369	222	13	153	97	8	196	118	
18 years or older										
0	48.0%	59.1%	54.9%	50.0%	55.2%	54.8%	44.4%	62.3%	56.3%	
1	20.0%	14.5%	15.7%	14.3%	15.7%	16.3%	22.2%	13.2%	14.3%	
2	12.0%	16.5%	16.6%	7.1%	18.6%	18.3%	22.2%	14.6%	14.3%	
3	16.0%	6.7%	8.9%	21.4%	7.0%	6.7%	11.1%	7.1%	11.1%	
4+	4.0%	3.2%	3.8%	7.1%	3.5%	3.8%	0.0%	2.8%	4.0%	
Total(n)	25	401	235	14	172	104	9	212	126	
How satisfied are you with the availability of child care at this institution? *										
Very satisfied	14.3%	13.0%	18.3%	0.0%	16.1%	17.9%	0.0%	9.7%	16.3%	
Satisfied	14.3%	13.0%	18.3%	20.0%	14.3%	20.5%	0.0%	12.5%	16.3%	
Marginally satisfied	0.0%	22.5%	30.1%	0.0%	19.6%	25.6%	0.0%	27.8%	36.7%	
Not satisfied	71.4%	51.4%	33.3%	80.0%	50.0%	35.9%	100.0%	50.0%	30.6%	
Total(n)	7	138	93	5	56	39	1	72	49	
Mean	1.71	1.88	2.22	1.40	1.96	2.21	1.00	1.82	2.18	
Standard deviation	1.25	1.08	1.10	0.89	1.14	1.13	.	1.00	1.05	
Significance	-			-			-			
Effect size	-	-0.16	-0.46	-	-0.49	-0.72	-	-0.82	-1.12	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	7.1%	2.0%	1.1%	6.7%	1.8%	1.2%	10.0%	2.3%	1.0%	
\$50,000 - \$59,999	10.7%	4.4%	5.3%	6.7%	2.7%	3.6%	10.0%	4.6%	5.2%	
\$60,000 - \$69,999	39.3%	13.1%	17.1%	40.0%	10.9%	14.5%	40.0%	14.6%	18.8%	
\$70,000 - \$79,999	32.1%	24.3%	20.9%	33.3%	21.8%	18.1%	30.0%	27.7%	24.0%	
\$80,000 - \$89,999	3.6%	14.3%	12.8%	6.7%	12.7%	10.8%	0.0%	14.6%	13.5%	

\$90,000 - \$99,999	0.0%	11.2%	11.2%	0.0%	11.8%	14.5%	0.0%	10.0%	8.3%
\$100,000 - \$124,999	0.0%	17.1%	17.6%	0.0%	19.1%	19.3%	0.0%	16.2%	17.7%
\$125,000 - \$149,999	7.1%	9.6%	10.2%	6.7%	13.6%	13.3%	10.0%	6.9%	8.3%
\$150,000 - \$199,999	0.0%	4.0%	3.7%	0.0%	5.5%	4.8%	0.0%	3.1%	3.1%
\$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)	28	251	187	15	110	83	10	130	96
Mean	7.50	9.18	9.17	7.60	9.54	9.49	7.50	8.95	9.00
Standard deviation	1.58	1.94	1.97	1.55	1.98	1.99	1.84	1.88	1.92
Significance	-	***	***	-	***	***	-	*	*
Effect size	-	-0.87	-0.85	-	-0.98	-0.95	-	-0.77	-0.78
Aggregated - Salary based on 11/12 months (full-time employees only)									
Less than \$10,000	0.0%	0.9%	1.8%	0.0%	0.0%	0.0%	0.0%	1.9%	3.7%
\$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%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%
\$30,000 - \$39,999	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%
\$40,000 - \$49,999	0.0%	1.8%	1.8%	0.0%	2.1%	3.7%	0.0%	1.9%	0.0%
\$50,000 - \$59,999	100.0%	3.7%	5.5%	0.0%	6.3%	7.4%	100.0%	1.9%	3.7%
\$60,000 - \$69,999	0.0%	3.7%	7.3%	0.0%	2.1%	7.4%	0.0%	5.6%	7.4%
\$70,000 - \$79,999	0.0%	16.5%	16.4%	0.0%	14.6%	18.5%	0.0%	18.5%	14.8%
\$80,000 - \$89,999	0.0%	12.8%	12.7%	0.0%	18.8%	14.8%	0.0%	9.3%	11.1%
\$90,000 - \$99,999	0.0%	22.9%	12.7%	0.0%	22.9%	11.1%	0.0%	24.1%	14.8%
\$100,000 - \$124,999	0.0%	17.4%	16.4%	0.0%	10.4%	7.4%	0.0%	20.4%	22.2%
\$125,000 - \$149,999	0.0%	12.8%	18.2%	0.0%	12.5%	14.8%	0.0%	13.0%	22.2%
\$150,000 - \$199,999	0.0%	4.6%	5.5%	0.0%	8.3%	11.1%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	0.0%	0.9%	1.8%	0.0%	2.1%	3.7%	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)	1	109	55	0	48	27	1	54	27
Mean	6.00	9.60	9.62	.	9.79	9.63	6.00	9.26	9.56
Standard deviation	.	2.19	2.42	.	2.05	2.45	.	2.33	2.47
Significance	-			-			-		
Effect size	-	-1.64	-1.50	-			-	-1.40	-1.44
Age as of December 31, 2023									
Under 30 years old	0.0%	0.7%	0.4%	0.0%	0.0%	0.0%	0.0%	0.9%	0.7%
30 to 34 years old	0.0%	6.7%	6.3%	0.0%	5.6%	7.4%	0.0%	7.3%	5.7%
35 to 39 years old	3.4%	12.0%	12.2%	6.3%	12.3%	13.1%	0.0%	12.0%	11.3%
40 to 44 years old	10.3%	13.3%	15.5%	6.3%	14.4%	15.6%	18.2%	13.2%	15.6%
45 to 49 years old	20.7%	16.6%	14.4%	25.0%	13.8%	13.9%	18.2%	18.4%	15.6%
50 to 54 years old	27.6%	14.6%	16.2%	25.0%	12.8%	14.8%	27.3%	14.5%	14.9%
55 to 59 years old	13.8%	11.5%	11.4%	0.0%	9.7%	7.4%	36.4%	13.7%	15.6%
60 to 64 years old	20.7%	10.9%	10.7%	31.3%	11.8%	11.5%	0.0%	10.3%	9.9%
65 to 69 years old	3.4%	8.9%	8.5%	6.3%	11.3%	9.8%	0.0%	7.3%	7.8%
70 years old and above	0.0%	4.9%	4.4%	0.0%	8.2%	6.6%	0.0%	2.6%	2.8%
Total(n)	29	451	271	16	195	122	11	234	141
In what year did you receive your first academic appointment?									
1982 or earlier	0.0%	1.0%	0.6%	0.0%	0.8%	0.7%	0.0%	0.9%	0.5%
1983 - 1987	5.9%	1.7%	1.4%	5.9%	2.8%	1.4%	0.0%	0.6%	1.1%
1988 - 1992	8.8%	4.3%	4.3%	11.8%	4.9%	4.8%	7.1%	3.7%	3.7%
1993 - 1997	2.9%	7.5%	5.5%	0.0%	8.9%	5.5%	0.0%	6.2%	5.3%
1998 - 2002	32.4%	13.4%	13.0%	29.4%	17.1%	17.2%	35.7%	11.1%	10.1%
2003 - 2007	14.7%	13.6%	12.1%	17.6%	13.4%	10.3%	14.3%	14.5%	13.8%
2008 - 2012	8.8%	15.1%	15.9%	5.9%	10.6%	14.5%	14.3%	17.8%	15.9%
2013 - 2017	11.8%	20.5%	25.4%	11.8%	22.0%	27.6%	14.3%	19.7%	23.8%
2018 or later	14.7%	23.0%	21.9%	17.6%	19.5%	17.9%	14.3%	25.5%	25.9%
Total(n)	34	604	347	17	246	145	14	325	189
In what year were you first appointed at this institution?									
1982 or earlier	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.6%	0.5%
1983 - 1987	0.0%	0.9%	0.6%	0.0%	1.3%	0.7%	0.0%	0.6%	0.5%
1988 - 1992	3.0%	2.6%	2.9%	6.3%	3.4%	3.5%	0.0%	1.6%	2.2%
1993 - 1997	6.1%	4.6%	2.6%	0.0%	5.1%	2.1%	7.1%	3.5%	2.7%
1998 - 2002	21.2%	10.5%	10.0%	25.0%	14.8%	12.7%	7.1%	7.7%	7.1%
2003 - 2007	18.2%	11.0%	10.3%	18.8%	10.5%	8.5%	21.4%	11.8%	12.0%
2008 - 2012	6.1%	13.7%	11.8%	0.0%	12.2%	11.3%	14.3%	15.0%	12.5%
2013 - 2017	18.2%	23.0%	27.9%	18.8%	21.5%	28.2%	21.4%	23.3%	26.6%
2018 or later	27.3%	33.4%	33.5%	31.3%	31.2%	33.1%	28.6%	35.8%	35.9%
Total(n)	33	583	340	16	237	142	14	313	184
If tenured: In what year did you receive tenure at this institution? (4-year schools only)									
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%	0.0%	0.0%	0.0%	0.7%	1.1%

1988 - 1992	0.0%	0.7%	0.5%	0.0%	0.7%	1.1%	0.0%	0.7%	0.0%	
1993 - 1997	0.0%	2.3%	1.6%	0.0%	2.2%	1.1%	0.0%	1.3%	2.2%	
1998 - 2002	9.5%	6.7%	6.3%	10.0%	9.0%	8.0%	0.0%	4.0%	4.3%	
2003 - 2007	23.8%	12.7%	12.6%	30.0%	14.2%	13.6%	11.1%	12.1%	11.8%	
2008 - 2012	14.3%	13.0%	11.1%	10.0%	14.2%	11.4%	22.2%	12.8%	10.8%	
2013 - 2017	9.5%	18.7%	17.9%	10.0%	15.7%	13.6%	11.1%	20.1%	22.6%	
2018 or later	42.9%	45.5%	49.5%	40.0%	44.0%	51.1%	55.6%	48.3%	47.3%	
Total(n)	21	299	190	10	134	88	9	149	93	
Aggregated Major										
Agriculture or Forestry (General Area 1)	3.4%	0.2%	0.4%	6.3%	0.5%	0.8%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	3.4%	3.2%	5.7%	6.3%	5.5%	8.1%	0.0%	1.6%	4.0%	
Business (General Area 6)	6.9%	10.1%	12.8%	6.3%	16.5%	19.4%	9.1%	6.0%	8.1%	
Education (General Area 10 and Specific Discipline 2102)	24.1%	14.0%	18.5%	6.3%	11.5%	14.5%	45.5%	16.1%	22.1%	
Engineering (General Area 11)	3.4%	0.4%	1.4%	6.3%	1.0%	3.2%	0.0%	0.0%	0.0%	
English (General Area 12)	3.4%	5.1%	4.6%	6.3%	5.0%	4.0%	0.0%	4.8%	5.4%	
Health-related (General Area 15)	10.3%	5.7%	4.3%	0.0%	2.0%	0.8%	27.3%	8.8%	7.4%	
History or Political Science (Specific Discipline 3007,3009)	17.2%	4.4%	3.9%	18.8%	5.5%	5.6%	18.2%	4.0%	2.7%	
Humanities (General Area 14,24)	0.0%	2.1%	2.8%	0.0%	1.5%	0.8%	0.0%	2.8%	4.7%	
Fine Arts (General Area 2,4,22)	13.8%	23.7%	6.0%	25.0%	21.5%	4.8%	0.0%	23.7%	7.4%	
Mathematics or Statistics (General Area 18)	6.9%	2.5%	4.3%	6.3%	4.0%	6.5%	0.0%	0.8%	1.3%	
Physical Sciences (General Area 25)	0.0%	1.5%	2.5%	0.0%	1.0%	2.4%	0.0%	1.2%	2.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	14.4%	20.3%	0.0%	13.5%	19.4%	0.0%	15.7%	20.8%	
Other Technical (General Area 8,19,28)	0.0%	1.1%	1.8%	0.0%	2.0%	3.2%	0.0%	0.4%	0.7%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	6.9%	11.6%	10.7%	12.5%	9.0%	6.5%	0.0%	14.1%	13.4%	
Total(n)	29	473	281	16	200	124	11	249	149	
Aggregated Department										
Agriculture or Forestry (General Area 1)	3.4%	0.2%	0.4%	6.3%	0.5%	0.8%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	3.4%	2.6%	4.8%	6.3%	4.1%	6.5%	0.0%	1.7%	3.5%	
Business (General Area 6)	6.9%	11.0%	14.0%	6.3%	17.5%	20.3%	9.1%	6.8%	9.2%	
Education (General Area 10 and Specific Discipline 2102)	10.3%	13.2%	16.5%	0.0%	9.8%	13.0%	18.2%	16.7%	19.9%	
Engineering (General Area 11)	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	
English (General Area 12)	3.4%	5.3%	5.1%	6.3%	4.1%	4.1%	0.0%	6.0%	6.4%	
Health-related (General Area 15)	10.3%	6.4%	5.5%	0.0%	1.5%	0.8%	27.3%	10.3%	9.9%	
History or Political Science (Specific Discipline 3007,3009)	17.2%	3.8%	3.7%	18.8%	4.1%	4.9%	18.2%	3.8%	2.8%	
Humanities (General Area 14,24)	0.0%	2.0%	2.9%	0.0%	1.5%	1.6%	0.0%	2.6%	4.3%	
Fine Arts (General Area 2,4,22)	17.2%	23.2%	5.5%	25.0%	22.7%	4.9%	9.1%	22.2%	6.4%	
Mathematics or Statistics (General Area 18)	10.3%	2.4%	4.4%	12.5%	4.1%	7.3%	0.0%	0.4%	0.7%	
Physical Sciences (General Area 25)	0.0%	1.3%	2.2%	0.0%	1.0%	1.6%	0.0%	1.3%	2.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	13.0%	18.0%	0.0%	10.8%	14.6%	0.0%	15.0%	20.6%	
Other Technical (General Area 8,19,28)	0.0%	1.8%	2.9%	0.0%	3.6%	5.7%	0.0%	0.4%	0.7%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	17.2%	13.7%	13.6%	18.8%	14.4%	13.0%	18.2%	12.8%	13.5%	
Total(n)	29	453	272	16	194	123	11	234	141	
Faculty works in a STEM department										
Yes	24.1%	15.3%	22.0%	25.0%	15.5%	23.8%	18.2%	14.9%	19.6%	
No	75.9%	84.7%	78.0%	75.0%	84.5%	76.2%	81.8%	85.1%	80.4%	
Total(n)	29	443	268	16	193	122	11	228	138	
Optional Question 1										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 2										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 3										
A										
B										
C										
D										
E										
Total(n)										
Optional Question 4										
A										
B										
C										

D				
E				
Total(n)				
Optional Question 5				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 6				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 7				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 8				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 9				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 10				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 11				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 12				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 13				
A				
B				
C				
D				
E				
Total(n)				
Optional Question 14				
A				
B				
C				
D				
E				
Total(n)				

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

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

* This variable is recoded to exclude "Not Applicable" to calculate the mean.

How to Read the Module Reports

This Faculty module reports provide 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
To what extent do you work with your undergraduate mentees on the following:						
Educational choices and strategies						
To a Very Large Extent	9.2%	6.3%	12.5%	6.8%	7.8%	6.1%
To a Large Extent	24.8%	20.2%	28.1%	19.9%	23.4%	20.3%
To Some Extent	35.8%	34.3%	28.1%	30.7%	39.0%	36.1%
To a Small Extent	23.9%	29.3%	21.9%	31.0%	24.7%	28.5%
Not at All	6.4%	9.9%	9.4%	11.6%	5.2%	9.1%
Total (n)	109	3,130	32	815	77	2,315
Mean	3.06	2.84	3.13	2.79	3.04	2.86
Standard deviation	1.06	1.06	1.18	1.10	1.01	1.04
Significance	-	*	-		-	
Effect size	-	0.21	-	0.31	-	0.17

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

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

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

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

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

* 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.

2023-2024 HERI Faculty Survey Off-Cycle Administration
Campus Climate Module
All Respondents

Truman State University	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	79	1,027	44	462	29	533
Please indicate the extent to which you agree or disagree with the following statements. This institution:						
Lacks strategic diversity goals and plans						
Strongly Agree	19.2%	8.7%	25.6%	7.5%	10.3%	9.1%
Somewhat Agree	30.8%	22.2%	32.6%	22.8%	31.0%	21.3%
Somewhat Disagree	33.3%	40.2%	25.6%	42.8%	41.4%	38.8%
Strongly Disagree	16.7%	28.9%	16.3%	26.8%	17.2%	30.8%
Total(n)	78	996	43	451	29	516
Mean	2.53	2.11	2.67	2.11	2.34	2.09
Standard deviation	0.99	0.92	1.04	0.89	0.90	0.94
Has a long-standing commitment to diversity						
Strongly Agree	16.7%	33.1%	16.3%	30.6%	13.8%	35.2%
Somewhat Agree	39.7%	44.9%	39.5%	49.2%	37.9%	41.0%
Somewhat Disagree	32.1%	14.8%	27.9%	14.6%	41.4%	15.1%
Strongly Disagree	11.5%	7.3%	16.3%	5.5%	6.9%	8.6%
Total(n)	78	1,001	43	451	29	522
Mean	2.62	3.04	2.56	3.05	2.59	3.03
Standard deviation	0.90	0.88	0.96	0.82	0.82	0.92
Has standard reporting procedures for incidents of harassment or discrimination						
Strongly Agree	47.4%	47.1%	41.9%	48.0%	51.7%	46.2%
Somewhat Agree	41.0%	39.0%	44.2%	40.3%	37.9%	38.5%
Somewhat Disagree	6.4%	8.2%	9.3%	7.7%	3.4%	8.1%
Strongly Disagree	5.1%	5.7%	4.7%	4.0%	6.9%	7.3%
Total(n)	78	1,000	43	452	29	520
Mean	3.31	3.28	3.23	3.32	3.34	3.23
Standard deviation	0.81	0.84	0.81	0.78	0.86	0.88
Please indicate how often at this institution you have:						
Assisted a student who had experienced discrimination						
Very Often	1.3%	3.2%	0.0%	2.2%	0.0%	3.8%
Often	3.8%	5.9%	2.3%	6.1%	3.4%	5.8%
Sometimes	24.1%	21.5%	20.5%	18.8%	31.0%	23.0%
Seldom	29.1%	25.5%	22.7%	26.0%	41.4%	25.9%
Never	41.8%	43.9%	54.5%	46.9%	24.1%	41.5%
Total(n)	79	997	44	446	29	521
Mean	1.94	1.99	1.70	1.91	2.14	2.05
Standard deviation	0.97	1.09	0.88	1.05	0.83	1.10
Counseled a student who had been sexually assaulted						
Very Often	1.3%	1.9%	0.0%	1.8%	0.0%	1.9%
Often	2.5%	2.2%	2.3%	2.2%	3.4%	2.3%
Sometimes	7.6%	9.1%	6.8%	6.5%	10.3%	11.3%
Seldom	40.5%	19.5%	31.8%	18.6%	48.3%	19.6%
Never	48.1%	67.3%	59.1%	70.9%	37.9%	64.9%
Total(n)	79	997	44	446	29	521
Mean	1.68	1.52	1.52	1.46	1.79	1.57
Standard deviation	0.82	0.89	0.73	0.85	0.77	0.92
Witnessed discrimination						
Very Often	0.0%	2.9%	0.0%	2.0%	0.0%	3.7%
Often	5.1%	4.5%	9.1%	3.6%	0.0%	5.2%

* 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.

Sometimes	15.2%	15.3%	13.6%	12.6%	20.7%	17.5%
Seldom	30.4%	26.9%	29.5%	27.7%	27.6%	26.2%
Never	49.4%	50.4%	47.7%	54.1%	51.7%	47.5%
Total(n)	79	994	44	444	29	520
Mean	1.76	1.83	1.84	1.72	1.69	1.91
Standard deviation	0.89	1.04	0.99	0.96	0.81	1.09
Reported an incident of discrimination to a campus authority						
Very Often	0.0%	1.0%	0.0%	0.7%	0.0%	1.4%
Often	2.6%	2.1%	2.3%	1.8%	3.4%	2.5%
Sometimes	12.8%	9.8%	14.0%	9.1%	10.3%	10.0%
Seldom	14.1%	12.3%	11.6%	10.7%	20.7%	13.5%
Never	70.5%	74.7%	72.1%	77.8%	65.5%	72.6%
Total(n)	78	989	43	441	29	518
Mean	1.47	1.42	1.47	1.37	1.52	1.47
Standard deviation	0.82	0.83	0.83	0.78	0.83	0.87
Reported an incident of sexual harassment to a campus authority						
Very Often	0.0%	0.6%	0.0%	0.9%	0.0%	0.4%
Often	2.6%	1.4%	2.3%	1.6%	3.6%	1.4%
Sometimes	3.9%	5.8%	7.0%	5.5%	0.0%	6.3%
Seldom	19.5%	12.0%	16.3%	9.1%	21.4%	14.3%
Never	74.0%	80.1%	74.4%	83.0%	75.0%	77.6%
Total(n)	77	980	43	440	28	510
Mean	1.35	1.30	1.37	1.28	1.32	1.33
Standard deviation	0.68	0.70	0.72	0.72	0.67	0.69
Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of your race/ethnicity						
Very Often	2.5%	2.8%	4.5%	2.3%	0.0%	3.5%
Often	1.3%	1.4%	2.3%	1.4%	0.0%	1.6%
Sometimes	5.1%	4.6%	6.8%	4.7%	3.4%	4.5%
Seldom	3.8%	6.0%	4.5%	7.0%	3.4%	5.1%
Never	87.3%	85.1%	81.8%	84.7%	93.1%	85.4%
Total(n)	79	983	44	443	29	512
Mean	1.28	1.31	1.43	1.30	1.10	1.33
Standard deviation	0.83	0.86	1.04	0.81	0.41	0.91
Been discriminated against or excluded from activities because of your gender						
Very Often	2.6%	2.3%	4.5%	1.4%	0.0%	3.3%
Often	2.6%	2.8%	4.5%	1.4%	0.0%	4.1%
Sometimes	6.4%	9.5%	6.8%	4.7%	6.9%	12.8%
Seldom	17.9%	9.1%	6.8%	5.2%	34.5%	12.3%
Never	70.5%	76.2%	77.3%	87.4%	58.6%	67.5%
Total(n)	78	984	44	443	29	514
Mean	1.49	1.46	1.52	1.24	1.48	1.63
Standard deviation	0.92	0.94	1.11	0.72	0.63	1.06
Been discriminated against or excluded from activities because of your sexual orientation						
Very Often	0.0%	0.7%	0.0%	0.9%	0.0%	0.6%
Often	1.3%	1.1%	2.3%	1.6%	0.0%	0.4%
Sometimes	3.8%	1.6%	6.8%	2.3%	0.0%	1.0%
Seldom	5.1%	2.7%	4.5%	2.7%	3.4%	2.6%
Never	89.7%	93.8%	86.4%	92.5%	96.6%	95.5%
Total(n)	78	975	44	439	29	509
Mean	1.17	1.12	1.25	1.16	1.03	1.08
Standard deviation	0.54	0.54	0.69	0.62	0.19	0.43

Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of your political beliefs						
Very Often	1.3%	1.6%	0.0%	1.4%	0.0%	1.6%
Often	3.8%	2.3%	6.8%	2.7%	0.0%	2.0%
Sometimes	5.1%	4.8%	6.8%	5.4%	3.4%	3.9%
Seldom	6.4%	5.9%	2.3%	5.7%	10.3%	5.7%
Never	83.3%	85.3%	84.1%	84.8%	86.2%	86.9%
Total(n)	78	981	44	441	29	512
Mean	1.33	1.29	1.36	1.30	1.17	1.26
Standard deviation	0.85	0.80	0.89	0.80	0.47	0.76
Been discriminated against or excluded from activities because of your religious affiliation/spirituality						
Very Often	1.3%	1.1%	2.3%	1.4%	0.0%	1.0%
Often	1.3%	1.8%	0.0%	1.6%	0.0%	2.0%
Sometimes	6.5%	4.2%	9.3%	5.2%	3.4%	3.1%
Seldom	3.9%	5.3%	4.7%	5.5%	3.4%	4.9%
Never	87.0%	87.5%	83.7%	86.3%	93.1%	89.0%
Total(n)	77	976	43	439	29	510
Mean	1.26	1.24	1.33	1.26	1.10	1.21
Standard deviation	0.75	0.72	0.84	0.75	0.41	0.68
Please indicate how often at this institution you have:						
Been discriminated against or excluded from activities because of your status as a parent/guardian						
Very Often	0.0%	0.9%	0.0%	0.5%	0.0%	1.4%
Often	1.3%	1.6%	2.3%	0.7%	0.0%	2.4%
Sometimes	7.8%	4.3%	4.7%	2.5%	10.3%	5.7%
Seldom	7.8%	6.7%	9.3%	5.0%	6.9%	7.9%
Never	83.1%	86.4%	83.7%	91.3%	82.8%	82.6%
Total(n)	77	973	43	439	29	507
Mean	1.27	1.24	1.26	1.14	1.28	1.32
Standard deviation	0.66	0.69	0.66	0.52	0.65	0.80
Been discriminated against or excluded from activities because of your other identity						
Very Often	1.3%	2.2%	2.3%	1.2%	0.0%	3.1%
Often	0.0%	1.3%	0.0%	1.4%	0.0%	1.0%
Sometimes	4.0%	2.5%	4.7%	2.1%	3.7%	2.6%
Seldom	2.7%	3.5%	0.0%	3.2%	3.7%	3.5%
Never	92.0%	90.5%	93.0%	92.1%	92.6%	89.8%
Total(n)	75	950	43	431	27	491
Mean	1.16	1.21	1.19	1.16	1.11	1.24
Standard deviation	0.62	0.75	0.73	0.63	0.42	0.82
Please indicate how often at this institution you have:						
Felt your ideas were dismissed by my colleagues						
Very Often	7.6%	5.6%	11.4%	4.1%	0.0%	6.6%
Often	8.9%	5.6%	4.5%	4.1%	13.8%	6.8%
Sometimes	17.7%	21.0%	15.9%	19.0%	24.1%	22.5%
Seldom	25.3%	21.6%	20.5%	21.0%	27.6%	22.1%
Never	40.5%	46.2%	47.7%	51.9%	34.5%	42.1%
Total(n)	79	989	44	443	29	516
Mean	2.18	2.03	2.11	1.87	2.17	2.14
Standard deviation	1.27	1.18	1.37	1.11	1.07	1.22
Felt you did not receive due credit for your ideas or work						
Very Often	10.1%	8.0%	15.9%	6.3%	0.0%	9.3%
Often	6.3%	8.1%	2.3%	5.9%	13.8%	10.5%

Sometimes	20.3%	20.4%	18.2%	20.9%	24.1%	19.4%
Seldom	16.5%	19.5%	15.9%	17.7%	20.7%	21.1%
Never	46.8%	44.1%	47.7%	49.2%	41.4%	39.7%
Total(n)	79	987	44	441	29	516
Mean	2.16	2.17	2.23	2.02	2.10	2.28
Standard deviation	1.35	1.29	1.48	1.23	1.11	1.33
How satisfied are you with the following aspects of your institution?						
Atmosphere for political differences						
Very Satisfied	7.8%	14.8%	9.3%	17.2%	6.9%	13.0%
Satisfied	35.1%	37.5%	30.2%	39.4%	41.4%	36.4%
Neutral	36.4%	33.5%	34.9%	29.6%	37.9%	37.4%
Dissatisfied	14.3%	9.4%	20.9%	9.7%	6.9%	8.4%
Very Dissatisfied	6.5%	4.7%	4.7%	4.1%	6.9%	4.8%
Total(n)	77	970	43	442	29	500
Mean	3.23	3.48	3.19	3.56	3.34	3.44
Standard deviation	1.01	1.01	1.03	1.02	0.97	0.98
Atmosphere for religious differences						
Very Satisfied	9.0%	18.6%	11.4%	21.4%	6.9%	16.4%
Satisfied	35.9%	37.5%	29.5%	41.0%	44.8%	34.9%
Neutral	42.3%	34.7%	45.5%	29.4%	37.9%	39.3%
Dissatisfied	7.7%	6.0%	6.8%	4.3%	6.9%	7.0%
Very Dissatisfied	5.1%	3.1%	6.8%	3.9%	3.4%	2.4%
Total(n)	78	967	44	439	29	501
Mean	3.36	3.63	3.32	3.72	3.45	3.56
Standard deviation	0.94	0.96	1.01	0.98	0.87	0.93
Atmosphere for differences in sexual orientation						
Very Satisfied	23.1%	21.7%	27.3%	24.3%	13.8%	19.4%
Satisfied	39.7%	38.4%	38.6%	40.8%	44.8%	36.6%
Neutral	30.8%	32.9%	27.3%	29.8%	34.5%	36.0%
Dissatisfied	3.8%	4.8%	2.3%	3.0%	6.9%	6.1%
Very Dissatisfied	2.6%	2.2%	4.5%	2.1%	0.0%	2.0%
Total(n)	78	958	44	436	29	495
Mean	3.77	3.73	3.82	3.82	3.66	3.65
Standard deviation	0.94	0.93	1.02	0.90	0.81	0.93
Atmosphere for differences in gender expression						
Very Satisfied	21.8%	21.2%	27.3%	22.7%	13.8%	20.0%
Satisfied	35.9%	37.4%	36.4%	41.0%	34.5%	34.6%
Neutral	34.6%	32.0%	29.5%	31.1%	44.8%	33.4%
Dissatisfied	5.1%	6.5%	2.3%	3.2%	6.9%	8.7%
Very Dissatisfied	2.6%	2.8%	4.5%	2.0%	0.0%	3.2%
Total(n)	78	962	44	441	29	494
Mean	3.69	3.68	3.80	3.79	3.55	3.60
Standard deviation	0.96	0.97	1.02	0.90	0.83	1.01
Atmosphere for differences in immigration status						
Very Satisfied	11.8%	20.6%	16.3%	22.6%	6.9%	19.0%
Satisfied	35.5%	36.3%	37.2%	38.5%	31.0%	34.8%
Neutral	39.5%	33.5%	37.2%	32.4%	41.4%	34.4%
Dissatisfied	7.9%	7.3%	2.3%	4.0%	17.2%	9.8%
Very Dissatisfied	5.3%	2.3%	7.0%	2.6%	3.4%	2.0%
Total(n)	76	944	43	429	29	489
Mean	3.41	3.65	3.53	3.75	3.21	3.59
Standard deviation	0.98	0.96	1.03	0.94	0.94	0.97
Administrative response to incidents of discrimination						
Very Satisfied	5.2%	15.8%	4.7%	17.2%	3.4%	14.0%
Satisfied	33.8%	31.7%	32.6%	37.2%	31.0%	27.4%

Neutral	44.2%	35.4%	41.9%	33.1%	51.7%	37.9%
Dissatisfied	13.0%	10.2%	14.0%	8.0%	13.8%	11.8%
Very Dissatisfied	3.9%	6.9%	7.0%	4.4%	0.0%	8.9%
Total(n)	77	955	43	435	29	493
Mean	3.23	3.39	3.14	3.55	3.24	3.26
Standard deviation	0.89	1.08	0.97	1.01	0.74	1.12
Administrative response to reports of sexual assault						
Very Satisfied	9.2%	18.2%	7.0%	20.3%	10.7%	15.8%
Satisfied	31.6%	30.3%	34.9%	34.1%	25.0%	27.0%
Neutral	46.1%	39.6%	41.9%	36.9%	53.6%	42.4%
Dissatisfied	10.5%	7.5%	11.6%	5.5%	10.7%	9.6%
Very Dissatisfied	2.6%	4.4%	4.7%	3.2%	0.0%	5.2%
Total(n)	76	941	43	434	28	481
Mean	3.34	3.50	3.28	3.63	3.36	3.39
Standard deviation	0.89	1.01	0.93	0.97	0.83	1.03
Administrative response to student concerns about exclusion or marginality						
Very Satisfied	5.3%	14.0%	4.8%	15.2%	3.4%	12.5%
Satisfied	32.9%	32.2%	31.0%	38.9%	34.5%	26.8%
Neutral	43.4%	38.7%	45.2%	36.1%	41.4%	41.4%
Dissatisfied	17.1%	10.4%	16.7%	7.1%	20.7%	13.1%
Very Dissatisfied	1.3%	4.6%	2.4%	2.8%	0.0%	6.1%
Total(n)	76	948	42	435	29	488
Mean	3.24	3.41	3.19	3.57	3.21	3.26
Standard deviation	0.85	1.00	0.86	0.93	0.82	1.04
Please rate your satisfaction with your department in each area:						
Collegiality among faculty						
Very Satisfied	35.4%	34.8%	34.1%	33.8%	37.9%	36.0%
Satisfied	39.2%	35.9%	38.6%	38.1%	37.9%	33.8%
Neutral	7.6%	12.8%	4.5%	12.8%	13.8%	13.0%
Dissatisfied	12.7%	11.2%	15.9%	9.5%	6.9%	12.2%
Very Dissatisfied	5.1%	5.3%	6.8%	5.8%	3.4%	5.0%
Total(n)	79	1,000	44	452	29	517
Mean	3.87	3.84	3.77	3.85	4.00	3.84
Standard deviation	1.18	1.17	1.27	1.16	1.07	1.19
Tolerance of different faculty opinions and beliefs						
Very Satisfied	26.6%	29.4%	25.0%	29.8%	31.0%	29.7%
Satisfied	43.0%	37.5%	43.2%	38.3%	37.9%	37.0%
Neutral	12.7%	16.7%	9.1%	15.8%	17.2%	17.2%
Dissatisfied	13.9%	11.6%	15.9%	11.1%	13.8%	11.6%
Very Dissatisfied	3.8%	4.8%	6.8%	4.9%	0.0%	4.5%
Total(n)	79	995	44	449	29	516
Mean	3.75	3.75	3.64	3.77	3.86	3.76
Standard deviation	1.11	1.14	1.22	1.14	1.03	1.13
Representation of women faculty						
Very Satisfied	29.1%	39.8%	29.5%	37.6%	31.0%	41.7%
Satisfied	41.8%	36.6%	36.4%	38.4%	44.8%	35.5%
Neutral	13.9%	11.6%	15.9%	14.0%	10.3%	9.3%
Dissatisfied	11.4%	9.0%	11.4%	7.8%	13.8%	10.0%
Very Dissatisfied	3.8%	2.9%	6.8%	2.2%	0.0%	3.5%
Total(n)	79	996	44	450	29	518
Mean	3.81	4.01	3.70	4.01	3.93	4.02
Standard deviation	1.10	1.07	1.21	1.01	1.00	1.11
Representation of racial/ethnic minority faculty						
Very Satisfied	14.1%	22.0%	13.6%	22.4%	14.3%	21.7%
Satisfied	23.1%	30.1%	27.3%	34.3%	14.3%	27.0%

Neutral	28.2%	23.9%	25.0%	24.9%	39.3%	23.1%
Dissatisfied	24.4%	17.3%	20.5%	13.0%	25.0%	20.5%
Very Dissatisfied	10.3%	6.6%	13.6%	5.4%	7.1%	7.6%
Total(n)	78	986	44	446	28	511
Mean	3.06	3.44	3.07	3.55	3.04	3.35
Standard deviation	1.21	1.20	1.26	1.13	1.14	1.24
Acceptance of differences in sexual orientation						
Very Satisfied	30.4%	34.4%	31.8%	32.9%	31.0%	35.8%
Satisfied	44.3%	38.3%	40.9%	40.9%	41.4%	35.8%
Neutral	19.0%	23.2%	18.2%	21.5%	24.1%	25.2%
Dissatisfied	3.8%	3.2%	4.5%	3.4%	3.4%	2.6%
Very Dissatisfied	2.5%	1.0%	4.5%	1.4%	0.0%	0.6%
Total(n)	79	975	44	438	29	508
Mean	3.96	4.02	3.91	4.00	4.00	4.04
Standard deviation	0.94	0.89	1.05	0.90	0.85	0.88
Student respect for my role in the classroom						
Very Satisfied	27.8%	37.1%	31.8%	37.7%	27.6%	37.0%
Satisfied	57.0%	46.0%	45.5%	47.7%	69.0%	44.7%
Neutral	6.3%	10.4%	9.1%	8.4%	3.4%	11.9%
Dissatisfied	5.1%	5.2%	6.8%	4.7%	0.0%	5.3%
Very Dissatisfied	3.8%	1.3%	6.8%	1.6%	0.0%	1.2%
Total(n)	79	995	44	451	29	514
Mean	4.00	4.12	3.89	4.15	4.24	4.11
Standard deviation	0.95	0.89	1.15	0.87	0.51	0.89

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:									
Prepare students for employment after college									
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

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

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

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

Comp 2 – The second comparison group is based on 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

* 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.

2023-2024 HERI Faculty Survey Off-Cycle Administration
 Theme Report
 Full-Time Undergraduate Faculty

FAC Themes 1	
Goals for Undergraduate Education	^
Health and Wellness	
Professional Practice: Scholarship	
Professional Practice: Service	
Professional Practice: Teaching	v

← 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	85	777	871	48	352	357	31	387	467	
Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education.										
Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.										
Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.										
Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.										
Professional Practice: Teaching - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.										
Personality, how important to you is:										
Research										
Essential	22.4%	39.1%	27.1%	29.2%	40.2%	30.4%	9.7%	37.0%	24.7%	
Very Important	36.5%	32.7%	32.3%	33.3%	32.5%	31.0%	45.2%	33.2%	32.5%	
Somewhat Important	34.1%	22.9%	29.6%	29.2%	22.2%	29.9%	38.7%	24.1%	29.7%	
Not Important	7.1%	5.3%	11.0%	8.3%	5.1%	8.7%	6.5%	5.7%	13.0%	
Total(n)	85	774	862	48	351	355	31	386	461	
Personality, how important to you is:										
Teaching										
Essential	82.4%	79.6%	83.6%	83.3%	80.9%	83.1%	80.6%	78.8%	83.7%	
Very Important	15.3%	18.3%	15.2%	12.5%	16.9%	15.8%	19.4%	19.4%	15.1%	
Somewhat Important	2.4%	1.9%	1.2%	4.2%	2.3%	1.1%	0.0%	1.6%	1.3%	
Not Important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	
Total(n)	85	774	866	48	350	355	31	387	465	
Personality, how important to you is:										
Service										
Essential	17.9%	21.2%	28.1%	10.6%	17.5%	25.8%	25.8%	24.3%	30.5%	
Very Important	52.4%	44.8%	45.4%	51.1%	44.7%	43.6%	54.8%	43.9%	46.0%	
Somewhat Important	26.2%	30.4%	23.3%	31.9%	32.4%	24.9%	19.4%	30.0%	22.2%	
Not Important	3.6%	3.6%	3.2%	6.4%	5.4%	5.7%	0.0%	1.8%	1.3%	
Total(n)	84	773	864	47	349	353	31	387	465	
How many courses are you teaching this term (include all institutions at which you teach)?										
0	2.4%	5.8%	3.3%	2.1%	5.1%	3.1%	3.2%	6.5%	3.9%	
1	4.7%	8.4%	8.5%	6.3%	10.2%	11.5%	3.2%	6.7%	6.9%	
2	14.1%	15.7%	12.5%	20.8%	15.1%	12.3%	3.2%	16.3%	12.6%	
3	44.7%	32.6%	24.1%	43.8%	33.2%	23.5%	48.4%	31.8%	24.8%	
4	21.2%	26.4%	29.3%	18.8%	28.4%	30.8%	19.4%	25.3%	28.5%	
5 or more	12.9%	11.2%	22.2%	8.3%	8.0%	18.8%	22.6%	13.4%	23.3%	
Total(n)	85	777	870	48	352	357	31	387	467	
How many of the courses that you are teaching this term are:										
General education courses										
0	52.4%	46.8%	41.1%	54.1%	46.8%	42.0%	50.0%	48.5%	41.9%	
1-2	44.4%	42.6%	40.5%	40.5%	44.4%	40.9%	50.0%	39.1%	39.0%	
3-4	1.6%	8.9%	14.3%	2.7%	8.1%	12.4%	0.0%	10.5%	15.7%	
5+	1.6%	1.7%	4.1%	2.7%	0.8%	4.7%	0.0%	1.9%	3.5%	
Total(n)	63	538	652	37	248	274	22	266	344	
Courses required for an undergraduate major										
0	3.8%	7.9%	5.7%	4.5%	8.7%	5.7%	3.4%	6.8%	5.3%	
1-2	65.8%	58.4%	49.0%	70.5%	57.7%	51.1%	62.1%	59.7%	48.3%	
3-4	30.4%	30.1%	34.2%	25.0%	31.0%	34.4%	34.5%	29.4%	33.8%	
5+	0.0%	3.6%	11.2%	0.0%	2.7%	8.8%	0.0%	4.1%	12.6%	
Total(n)	79	671	770	44	300	317	29	340	414	
Other undergraduate credit courses										
0	35.1%	43.7%	48.2%	37.5%	42.4%	45.0%	28.6%	45.5%	51.5%	
1-2	59.6%	46.8%	40.9%	56.3%	47.6%	44.5%	66.7%	45.0%	36.7%	
3-4	5.3%	7.3%	8.1%	6.3%	9.0%	8.6%	4.8%	5.9%	8.0%	
5+	0.0%	2.2%	2.8%	0.0%	1.0%	1.8%	0.0%	3.6%	3.8%	

Total(n)	57	453	504	32	210	220	21	220	264	
Developmental/remedial courses (not for credit)										
0	97.7%	97.0%	88.1%	96.2%	98.2%	93.4%	100.0%	95.6%	84.1%	
1-2	2.3%	2.7%	9.7%	3.8%	1.8%	6.0%	0.0%	3.8%	12.7%	
3-4	0.0%	0.0%	1.8%	0.0%	0.0%	0.5%	0.0%	0.0%	2.4%	
5+	0.0%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%	
Total(n)	44	368	454	26	169	182	14	182	252	
Graduate courses										
0	65.4%	58.9%	74.8%	69.0%	59.8%	71.4%	55.6%	58.5%	77.7%	
1-2	26.9%	37.7%	22.7%	27.6%	38.8%	27.1%	27.8%	36.7%	19.2%	
3-4	7.7%	3.2%	2.3%	3.4%	1.4%	1.5%	16.7%	4.4%	2.7%	
5+	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%	
Total(n)	52	467	480	29	214	199	18	229	260	
How many of these courses that you are teaching this term are being taught at another institution?										
0	57.8%	63.4%	48.1%	48.9%	62.8%	49.4%	73.3%	64.2%	47.1%	
1-2	15.7%	18.6%	20.7%	21.3%	19.5%	19.8%	3.3%	17.3%	20.6%	
3-4	25.3%	16.0%	23.3%	27.7%	15.6%	23.3%	23.3%	16.8%	24.4%	
5+	1.2%	2.1%	7.8%	2.1%	2.1%	7.6%	0.0%	1.7%	7.9%	
Total(n)	83	726	831	47	333	344	30	358	442	
What types of courses do you primarily teach?										
(based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	92.9%	92.7%	95.3%	100.0%	94.0%	96.1%	80.6%	92.5%	94.6%	
Graduate courses	7.1%	6.8%	3.2%	0.0%	5.7%	3.4%	19.4%	7.0%	3.2%	
Developmental/remedial courses	0.0%	0.5%	1.3%	0.0%	0.3%	0.3%	0.0%	0.5%	1.9%	
I do not teach	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.2%	
Total(n)	85	776	869	48	352	357	31	386	465	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	57.1%	54.2%	56.6%	53.2%	54.3%	57.1%	67.7%	54.2%	56.9%	Civic Minded Practice
During the past three years, have you:										
Collaborated with the local community on research/teaching to address their needs	37.6%	45.5%	48.0%	33.3%	41.6%	45.5%	45.2%	49.2%	49.6%	Civic Minded Practice
Conducted research or writing focused on international/global issues	32.5%	39.8%	28.1%	31.9%	40.4%	28.9%	33.3%	38.2%	27.1%	
Conducted research or writing focused on racial or ethnic minorities	32.5%	39.5%	33.7%	29.8%	33.3%	31.0%	33.3%	43.6%	34.7%	
Conducted research or writing focused on women or gender issues	27.4%	35.3%	27.5%	19.1%	24.3%	19.8%	35.5%	42.8%	31.5%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Issues	19.3%	17.5%	15.4%	14.9%	12.9%	12.9%	20.0%	19.1%	15.3%	
Engaged in academic research that spans multiple disciplines	70.2%	69.5%	53.0%	66.0%	71.8%	59.2%	74.2%	67.1%	48.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	38.6%	49.9%	39.1%	34.8%	49.0%	41.9%	45.2%	49.7%	36.7%	
Received funding for your work from foundations	10.8%	18.3%	15.8%	10.9%	16.7%	15.0%	9.7%	19.4%	16.9%	
Received funding for your work from state or federal government	15.9%	21.9%	22.4%	17.4%	20.6%	24.9%	13.3%	23.0%	21.0%	
Received funding for your work from business or industry	3.7%	9.0%	5.5%	6.5%	10.2%	8.0%	0.0%	7.7%	3.7%	
During the past three years, have you:										
Taught an honors course	26.8%	21.3%	12.4%	33.3%	23.2%	12.5%	19.4%	19.7%	12.2%	
Taught an interdisciplinary course	57.3%	46.6%	35.2%	53.3%	44.5%	34.6%	64.5%	47.0%	34.5%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	22.2%	19.4%	14.9%	18.2%	13.9%	10.6%	32.3%	24.1%	18.3%	
Taught a service learning course	17.3%	18.9%	16.6%	11.1%	11.8%	11.2%	26.7%	24.9%	20.5%	
Taught a course exclusively online	56.8%	65.4%	74.7%	42.2%	60.7%	70.3%	76.7%	70.7%	78.4%	
Participated in organized activities around enhancing pedagogy or student learning	77.8%	78.9%	81.8%	63.6%	71.3%	75.3%	100.0%	86.4%	87.6%	
Taught a seminar for first-year students	39.0%	21.9%	23.9%	37.8%	20.8%	21.6%	41.9%	23.0%	25.5%	
Participated in the development of curriculum (enhancing an existing course or creating a new course)	83.1%	88.3%	86.0%	73.9%	83.0%	78.4%	93.5%	92.7%	91.0%	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a Very Large Extent	6.1%	5.7%	4.1%	4.4%	5.0%	4.3%	3.2%	6.2%	3.7%	
To a Large Extent	17.1%	7.3%	5.5%	17.8%	7.3%	5.2%	19.4%	7.8%	6.1%	
To Some Extent	23.2%	11.5%	9.4%	22.2%	12.5%	11.0%	22.6%	10.4%	8.0%	
To a Small Extent	11.0%	7.2%	7.5%	11.1%	7.9%	9.2%	6.5%	6.5%	5.9%	
Not at All	42.7%	68.3%	73.5%	44.4%	67.3%	70.3%	48.4%	69.1%	76.4%	
Total(n)	82	766	853	45	343	347	31	385	461	
Published with undergraduates										
To a Very Large Extent	1.2%	1.5%	0.8%	0.0%	1.5%	0.9%	0.0%	1.1%	0.4%	
To a Large Extent	2.5%	3.6%	2.1%	0.0%	5.0%	3.2%	6.7%	2.7%	1.5%	
To Some Extent	11.1%	5.4%	5.0%	17.8%	6.4%	6.7%	3.3%	4.8%	4.0%	
To a Small Extent	6.2%	6.9%	5.3%	8.9%	7.0%	6.1%	0.0%	6.6%	4.6%	
Not at All	79.0%	82.7%	86.7%	73.3%	80.2%	83.2%	90.0%	84.9%	89.4%	
Total(n)	81	757	843	45	343	345	30	377	453	
How many of the following have you published?										
Articles in academic or professional journals										
None	22.9%	20.1%	37.9%	21.7%	20.2%	33.1%	25.8%	19.3%	41.3%	Scholarly Productivity
1-2	31.3%	19.3%	17.4%	23.9%	19.3%	18.5%	38.7%	19.8%	16.5%	
3-4	16.9%	14.0%	11.4%	15.2%	11.6%	10.3%	22.6%	15.3%	11.6%	
5-10	18.1%	22.1%	16.1%	21.7%	18.1%	15.0%	12.9%	26.1%	17.4%	
11-20	4.8%	15.2%	10.8%	8.7%	17.2%	12.9%	0.0%	13.7%	9.7%	
21-50	3.6%	7.7%	5.4%	6.5%	10.4%	7.9%	0.0%	5.5%	3.5%	

51+	2.4%	1.7%	1.1%	2.2%	3.3%	2.3%	0.0%	0.3%	0.0%	
Total(n)	83	752	837	46	337	341	31	379	455	
Mean	2.71	3.23	2.65	3.00	3.37	2.89	2.23	3.13	2.48	
Standard deviation	1.50	1.66	1.68	1.63	1.79	1.81	0.99	1.52	1.56	
Significance	-	**		-			-	**		
Effect size	-	-0.31	0.04	-	-0.21	0.06	-	-0.59	-0.16	
Chapters in edited volumes										Scholarly Productivity
None	70.7%	53.8%	67.1%	68.9%	56.0%	65.8%	74.2%	52.9%	68.3%	
1-2	15.9%	27.2%	20.6%	13.3%	22.9%	20.4%	19.4%	29.7%	20.0%	
3-4	7.3%	10.0%	7.0%	8.9%	11.4%	7.7%	6.5%	9.4%	7.0%	
5-10	3.7%	6.1%	3.8%	4.4%	5.7%	4.4%	0.0%	5.9%	3.3%	
11-20	1.2%	2.4%	1.1%	2.2%	3.0%	1.2%	0.0%	1.9%	1.1%	
21-50	1.2%	0.4%	0.2%	2.2%	0.9%	0.6%	0.0%	0.0%	0.0%	
51+	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	
Total(n)	82	742	834	45	332	339	31	374	454	
Mean	1.52	1.78	1.52	1.64	1.80	1.57	1.32	1.75	1.50	
Standard deviation	1.01	1.07	0.91	1.19	1.13	0.96	0.60	1.02	0.89	
Significance	-	*		-			-	*		
Effect size	-	-0.24	0.00	-	-0.14	0.07	-	-0.42	-0.20	
Books, manuals, monographs, or research reports										
None	73.2%	66.5%	73.6%	64.4%	63.6%	69.8%	87.1%	69.8%	76.1%	
1-2	9.8%	22.2%	18.5%	13.3%	21.2%	18.3%	6.5%	23.3%	19.1%	
3-4	9.8%	5.8%	4.3%	13.3%	8.4%	7.4%	6.5%	3.7%	2.4%	
5-10	3.7%	3.4%	1.9%	4.4%	4.2%	2.4%	0.0%	1.6%	1.1%	
11-20	3.7%	1.6%	1.2%	4.4%	2.4%	1.8%	0.0%	0.8%	0.7%	
21-50	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	
51+	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	
Total(n)	82	744	834	45	335	338	31	374	456	
Mean	1.55	1.53	1.40	1.71	1.62	1.49	1.19	1.43	1.34	
Standard deviation	1.06	0.95	0.85	1.14	1.02	0.92	0.54	0.85	0.77	
Significance	-			-			-			
Effect size	-	0.02	0.18	-	0.09	0.24	-	-0.28	-0.19	
Other, such as patents or computer software products										
None	93.8%	89.5%	93.1%	91.1%	87.4%	90.1%	100.0%	91.3%	95.3%	
1-2	1.2%	6.1%	4.0%	2.2%	8.0%	6.3%	0.0%	4.6%	2.5%	
3-4	0.0%	2.2%	1.1%	0.0%	2.1%	1.2%	0.0%	2.2%	0.9%	
5-10	2.5%	1.4%	1.3%	4.4%	1.5%	1.8%	0.0%	1.4%	1.1%	
11-20	1.2%	0.3%	0.1%	2.2%	0.3%	0.3%	0.0%	0.3%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	1.2%	0.6%	0.4%	0.0%	0.6%	0.3%	0.0%	0.3%	0.2%	
Total(n)	81	726	821	45	326	335	30	367	447	
Mean	1.21	1.19	1.13	1.24	1.22	1.17	1.00	1.16	1.09	
Standard deviation	0.92	0.69	0.58	0.86	0.73	0.63	0.00	0.61	0.48	
Significance	-			-			-			
Effect size	-	0.03	0.14	-	0.03	0.11	-	-0.26	-0.19	
In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
None	74.4%	74.4%	80.9%	71.7%	73.0%	79.5%	80.6%	78.3%	84.0%	
1-2	7.3%	7.6%	7.0%	8.7%	8.2%	6.6%	6.5%	6.3%	7.0%	
3-4	8.5%	6.4%	4.1%	6.5%	7.6%	4.6%	6.5%	4.5%	3.1%	
5-10	4.9%	4.9%	3.7%	6.5%	4.7%	4.3%	3.2%	4.5%	2.9%	
11-20	2.4%	3.1%	1.7%	2.2%	2.6%	1.4%	3.2%	3.4%	1.8%	
21+	2.4%	3.7%	2.6%	4.3%	3.8%	3.5%	0.0%	2.9%	1.3%	
Total(n)	82	754	844	46	341	346	31	378	456	
Mean	1.61	1.66	1.46	1.72	1.67	1.52	1.42	1.57	1.35	
Standard deviation	1.22	1.33	1.13	1.38	1.32	1.21	0.99	1.27	0.97	
Significance	-			-			-			
Effect size	-	-0.04	0.13	-	0.04	0.17	-	-0.12	0.07	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										Scholarly Productivity
None	47.0%	37.3%	53.5%	41.3%	38.0%	51.6%	54.8%	37.8%	55.6%	
1	15.7%	12.1%	11.1%	15.2%	13.1%	11.4%	16.1%	11.6%	10.7%	
2	16.9%	14.5%	10.7%	19.6%	13.1%	10.3%	12.9%	15.6%	10.7%	
3	7.2%	12.5%	8.4%	6.5%	11.3%	8.5%	9.7%	12.4%	7.8%	
4	2.4%	7.9%	5.2%	2.2%	7.4%	5.0%	3.2%	8.2%	5.6%	
5	1.2%	4.5%	2.9%	2.2%	4.7%	3.2%	0.0%	4.8%	2.9%	
6	1.2%	3.3%	2.3%	0.0%	3.0%	2.1%	3.2%	3.4%	2.2%	
7-10	1.2%	4.9%	3.5%	2.2%	5.3%	4.4%	0.0%	4.2%	2.9%	
More than 10	7.2%	2.9%	2.4%	10.9%	4.2%	3.5%	0.0%	1.9%	1.6%	
Total(n)	83	751	831	46	337	341	31	378	448	
Mean	2.60	3.11	2.50	2.96	3.15	2.65	2.03	3.02	2.39	
Standard deviation	2.31	2.30	2.16	2.60	2.41	2.31	1.49	2.19	2.04	
Significance	-			-			-	*		
Effect size	-	-0.22	0.05	-	-0.08	0.13	-	-0.45	-0.18	
During the present term, how many hours per week on average do you spend on each of the following?										
Scheduled teaching (give actual, not credit hours)										
None	2.6%	5.2%	3.4%	2.4%	6.1%	4.1%	3.4%	4.5%	3.3%	

1-4	7.8%	11.4%	11.2%	4.8%	10.9%	12.1%	13.8%	12.4%	11.4%	
5-8	24.7%	25.8%	22.5%	19.0%	23.4%	22.0%	34.5%	28.2%	23.7%	
9-12	44.2%	37.5%	34.9%	47.6%	41.0%	36.3%	34.5%	34.9%	33.5%	
13-16	14.3%	13.3%	15.3%	16.7%	12.8%	14.0%	10.3%	13.0%	15.1%	
17-20	2.6%	3.6%	6.1%	2.4%	2.2%	5.4%	3.4%	3.9%	6.5%	
21+	3.9%	3.3%	6.5%	7.1%	3.5%	6.1%	0.0%	3.1%	6.5%	
Total(n)	77	699	783	42	312	314	29	355	430	
Mean	3.83	3.66	3.92	4.07	3.64	3.84	3.45	3.64	3.91	
Standard deviation	1.17	1.28	1.40	1.24	1.28	1.40	1.09	1.27	1.41	
Significance	-			-	-		-			
Effect size	-	0.13	-0.06	-	0.34	0.16	-	-0.15	-0.33	
Preparing for teaching (including reading student papers and grading)										
None	2.6%	4.3%	2.7%	2.4%	5.1%	3.2%	3.4%	3.7%	2.6%	
1-4	7.8%	11.3%	9.9%	4.8%	13.7%	13.9%	10.3%	9.3%	7.2%	
5-8	27.3%	25.4%	21.8%	31.0%	27.4%	26.5%	17.2%	22.9%	17.9%	
9-12	28.6%	23.4%	22.5%	21.4%	24.2%	20.2%	44.8%	24.3%	24.7%	
13-16	11.7%	15.8%	16.3%	19.0%	14.6%	14.8%	3.4%	16.4%	17.7%	
17-20	10.4%	10.6%	11.7%	9.5%	7.6%	9.8%	10.3%	12.7%	12.8%	
21+	11.7%	9.3%	15.1%	11.9%	7.3%	11.7%	10.3%	10.7%	17.0%	
Total(n)	77	701	786	42	314	317	29	354	429	
Mean	4.17	4.04	4.35	4.26	3.82	4.06	4.07	4.21	4.54	
Standard deviation	1.55	1.58	1.65	1.53	1.54	1.64	1.53	1.59	1.62	
Significance	-			-			-			
Effect size	-	0.08	-0.11	-	0.29	0.12	-	-0.09	-0.29	
During the present term, how many hours per week on average do you spend on each of the following?										
Advising or counseling students										
None	7.8%	8.0%	9.1%	11.9%	9.3%	9.7%	3.4%	7.4%	8.7%	
1-4	63.6%	61.4%	59.2%	61.9%	62.3%	61.3%	69.0%	61.9%	58.8%	
5-8	23.4%	21.7%	21.6%	19.0%	19.2%	18.6%	24.1%	22.2%	22.1%	
9-12	5.2%	6.2%	6.1%	7.1%	6.1%	6.6%	3.4%	6.3%	6.1%	
13-16	0.0%	1.9%	1.7%	0.0%	2.6%	1.3%	0.0%	1.4%	2.1%	
17-20	0.0%	0.7%	1.0%	0.0%	0.6%	0.9%	0.0%	0.6%	0.9%	
21+	0.0%	0.1%	1.3%	0.0%	0.0%	1.6%	0.0%	0.3%	1.2%	
Total(n)	77	697	782	42	313	318	29	352	425	
Mean	2.26	2.35	2.40	2.21	2.32	2.37	2.28	2.35	2.42	
Standard deviation	0.68	0.86	1.01	0.75	0.87	1.03	0.59	0.84	1.01	
Significance	-			-			-			
Effect size	-	-0.10	-0.14	-	-0.13	-0.16	-	-0.08	-0.14	
Committee work and meetings										
None	1.3%	6.7%	5.2%	2.4%	7.0%	6.3%	0.0%	6.2%	4.4%	
1-4	63.2%	50.1%	47.9%	64.3%	55.0%	53.5%	57.1%	44.8%	43.2%	
5-8	21.1%	27.0%	29.5%	21.4%	25.9%	28.3%	25.0%	29.5%	31.1%	
9-12	10.5%	10.0%	9.3%	9.5%	8.9%	7.2%	10.7%	11.0%	10.7%	
13-16	2.6%	2.7%	3.9%	0.0%	2.9%	2.8%	7.1%	2.8%	4.9%	
17-20	0.0%	1.7%	2.2%	0.0%	0.0%	1.3%	0.0%	3.1%	2.8%	
21+	1.3%	1.7%	2.0%	2.4%	0.3%	0.6%	0.0%	2.5%	2.8%	
Total(n)	76	699	787	42	313	318	28	353	428	
Mean	2.55	2.64	2.73	2.50	2.47	2.53	2.68	2.79	2.88	
Standard deviation	0.96	1.13	1.18	0.99	0.90	0.98	0.94	1.25	1.27	
Significance	-			-			-			
Effect size	-	-0.08	-0.15	-	0.03	-0.03	-	-0.09	-0.16	
Other creative products/performances										
None	66.2%	64.5%	65.6%	62.5%	62.1%	64.3%	75.0%	69.1%	68.7%	
1-4	18.9%	20.2%	23.7%	22.5%	22.7%	23.5%	17.9%	17.7%	22.7%	
5-8	9.5%	6.9%	5.3%	10.0%	5.8%	6.1%	7.1%	7.1%	4.5%	
9-12	2.7%	3.0%	2.3%	2.5%	3.2%	2.3%	0.0%	2.6%	1.9%	
13-16	1.4%	2.7%	1.4%	0.0%	3.2%	2.3%	0.0%	2.0%	0.7%	
17-20	0.0%	0.6%	0.4%	0.0%	1.0%	0.3%	0.0%	0.0%	0.2%	
21+	1.4%	2.0%	1.3%	2.5%	1.9%	1.3%	0.0%	1.4%	1.2%	
Total(n)	74	692	773	40	309	311	28	350	422	
Mean	1.59	1.69	1.57	1.65	1.73	1.61	1.32	1.56	1.49	
Standard deviation	1.08	1.26	1.06	1.17	1.29	1.10	0.61	1.10	0.97	
Significance	-			-			-			
Effect size	-	-0.08	0.02	-	-0.06	0.04	-	-0.22	-0.18	
Community or public service										
None	48.7%	42.5%	38.2%	48.8%	47.9%	41.0%	41.4%	38.1%	36.5%	Civic Minded Practice
1-4	39.5%	45.7%	48.4%	41.5%	42.4%	45.4%	44.8%	48.6%	51.1%	
5-8	9.2%	9.1%	10.1%	7.3%	7.4%	9.5%	13.8%	10.2%	10.3%	
9-12	0.0%	1.6%	2.2%	0.0%	1.3%	2.9%	0.0%	2.0%	1.2%	
13-16	1.3%	0.7%	0.6%	2.4%	0.6%	0.6%	0.0%	0.9%	0.7%	
17-20	1.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.3%	0.4%	0.0%	0.3%	0.6%	0.0%	0.3%	0.2%	
Total(n)	76	694	783	41	309	315	29	352	427	
Mean	1.70	1.74	1.81	1.66	1.66	1.79	1.72	1.80	1.79	
Standard deviation	0.91	0.82	0.84	0.82	0.79	0.89	0.70	0.82	0.77	
Significance	-			-			-			
Effect size	-	-0.05	-0.13	-	0.00	-0.15	-	-0.10	-0.09	

in your interactions with undergraduates, how often in the past year did you encourage them to:										
Recognize biases that affect their thinking										
Frequently	50.6%	57.1%	61.5%	38.6%	45.9%	50.5%	62.1%	65.4%	68.3%	
Occasionally	45.6%	36.5%	32.1%	54.5%	45.2%	40.8%	37.9%	29.8%	26.7%	
Not at All	3.8%	6.4%	6.4%	6.8%	8.9%	8.7%	0.0%	4.8%	5.0%	
Total(n)	79	702	798	44	314	321	29	356	438	
Mean	2.47	2.51	2.55	2.32	2.37	2.42	2.62	2.61	2.63	
Standard deviation	0.57	0.62	0.61	0.60	0.64	0.65	0.49	0.58	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.13	-	-0.08	-0.15	-	0.02	-0.02	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	66.7%	63.6%	66.0%	58.1%	60.8%	62.2%	82.8%	68.6%	69.4%	
Occasionally	24.4%	25.3%	23.1%	30.2%	27.5%	25.4%	10.3%	21.9%	20.6%	
Not at All	9.0%	11.1%	11.0%	11.6%	11.7%	12.4%	6.9%	9.5%	10.0%	
Total(n)	78	696	793	43	316	323	29	347	431	
Mean	2.58	2.53	2.55	2.47	2.49	2.50	2.76	2.59	2.59	
Standard deviation	0.66	0.69	0.68	0.70	0.70	0.71	0.58	0.66	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.04	-	-0.03	-0.04	-	0.26	0.26	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	47.4%	48.2%	49.9%	48.8%	45.1%	47.5%	44.8%	50.7%	51.3%	
Occasionally	35.9%	37.3%	35.4%	30.2%	37.5%	34.3%	44.8%	37.2%	36.4%	
Not at All	16.7%	14.5%	14.8%	20.9%	17.5%	18.2%	10.3%	12.0%	12.4%	
Total(n)	78	697	792	43	315	324	29	349	429	
Mean	2.31	2.34	2.35	2.28	2.28	2.29	2.34	2.39	2.39	
Standard deviation	0.74	0.72	0.72	0.80	0.74	0.76	0.67	0.69	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.06	-	0.00	-0.01	-	-0.07	-0.07	
Discuss the ethical or moral implications of a course of action										
Frequently	41.0%	43.0%	45.6%	34.9%	39.6%	40.7%	51.7%	45.4%	48.1%	
Occasionally	41.0%	42.1%	39.4%	39.5%	42.1%	39.5%	37.9%	42.8%	40.1%	
Not at All	17.9%	14.9%	15.1%	25.6%	18.4%	19.8%	10.3%	11.8%	11.7%	
Total(n)	78	698	790	43	316	324	29	348	426	
Mean	2.23	2.28	2.31	2.09	2.21	2.21	2.41	2.34	2.36	
Standard deviation	0.74	0.71	0.72	0.78	0.73	0.75	0.68	0.68	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.11	-	-0.16	-0.16	-	0.10	0.07	
Apply mathematical concepts and computational thinking										
Frequently	30.4%	30.8%	33.8%	36.4%	36.6%	37.7%	24.1%	27.1%	31.1%	
Occasionally	44.3%	27.5%	29.7%	38.6%	28.1%	30.2%	48.3%	26.8%	28.7%	
Not at All	25.3%	41.7%	36.5%	25.0%	35.3%	32.1%	27.6%	46.1%	40.2%	
Total(n)	79	698	792	44	317	324	29	347	428	
Mean	2.05	1.89	1.97	2.11	2.01	2.06	1.97	1.81	1.91	
Standard deviation	0.75	0.85	0.84	0.78	0.85	0.83	0.73	0.84	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.10	-	0.12	0.06	-	0.19	0.07	
In how many of the courses that you teach do you use each of the following?										
Class discussions										Student-Centered Pedagogy
All	53.2%	69.0%	69.3%	47.7%	61.5%	62.5%	65.5%	75.0%	74.8%	
Most	24.1%	17.5%	19.4%	20.5%	18.3%	20.6%	24.1%	16.5%	18.1%	
Some	22.8%	11.9%	9.6%	31.8%	18.3%	14.7%	10.3%	7.1%	5.5%	
None	0.0%	1.6%	1.8%	0.0%	1.9%	2.2%	0.0%	1.4%	1.6%	
Total(n)	79	696	795	44	312	320	29	352	436	
Mean	3.30	3.54	3.56	3.16	3.39	3.43	3.55	3.65	3.66	
Standard deviation	0.82	0.76	0.74	0.89	0.85	0.82	0.69	0.68	0.66	
Significance	-	**	**	-	-	-	-	-	-	
Effect size	-	-0.32	-0.35	-	-0.27	-0.33	-	-0.15	-0.17	
Cooperative learning (small groups)										Student-Centered Pedagogy
All	43.0%	47.6%	48.5%	31.8%	36.0%	37.5%	62.1%	58.0%	56.7%	
Most	25.3%	26.8%	24.5%	25.0%	29.6%	24.1%	20.7%	24.7%	25.1%	
Some	24.1%	20.1%	21.3%	31.8%	26.0%	30.0%	13.8%	14.2%	14.7%	
None	7.6%	5.5%	5.7%	11.4%	8.4%	8.4%	3.4%	3.1%	3.5%	
Total(n)	79	695	792	44	311	320	29	352	434	
Mean	3.04	3.17	3.16	2.77	2.93	2.91	3.41	3.38	3.35	
Standard deviation	0.99	0.93	0.95	1.03	0.98	1.00	0.87	0.84	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.13	-	-0.16	-0.14	-	0.04	0.07	
Experiential learning/Field studies										Student-Centered Pedagogy
All	11.5%	17.5%	17.1%	4.7%	14.1%	13.4%	20.7%	18.9%	19.2%	
Most	21.8%	17.9%	15.5%	18.6%	19.0%	15.0%	20.7%	16.9%	15.5%	
Some	37.2%	30.5%	29.7%	34.9%	28.9%	29.7%	44.8%	32.7%	30.1%	
None	29.5%	34.1%	37.7%	41.9%	37.9%	41.9%	13.8%	31.5%	35.2%	

Total(n)	78	692	791	43	311	320	29	349	432	
Mean	2.15	2.19	2.12	1.86	2.09	2.00	2.48	2.23	2.19	
Standard deviation	0.98	1.09	1.10	0.89	1.06	1.05	0.99	1.09	1.11	
Significance	-			-			-			
Effect size	-	-0.04	0.03	-	-0.22	-0.13	-	0.23	0.26	
Performances/Demonstrations										
All	11.7%	20.0%	22.1%	9.5%	15.3%	18.7%	13.8%	23.1%	24.9%	
Most	20.8%	18.4%	19.0%	19.0%	19.2%	19.6%	24.1%	17.4%	18.4%	
Some	33.8%	28.2%	26.9%	31.0%	27.7%	28.2%	37.9%	28.9%	26.0%	
None	33.8%	33.4%	32.0%	40.5%	37.8%	33.5%	24.1%	30.6%	30.6%	
Total(n)	77	689	788	42	307	316	29	350	434	
Mean	2.10	2.25	2.31	1.98	2.12	2.23	2.28	2.33	2.38	
Standard deviation	1.01	1.12	1.14	1.00	1.08	1.11	1.00	1.14	1.16	
Significance	-			-			-			
Effect size	-	-0.13	-0.18	-	-0.13	-0.23	-	-0.04	-0.09	
Group projects										
All	16.5%	21.8%	22.4%	9.1%	19.4%	18.4%	24.1%	23.1%	25.2%	Student-Centered Pedagogy
Most	30.4%	25.1%	22.4%	29.5%	21.9%	20.9%	31.0%	28.2%	23.9%	
Some	39.2%	38.4%	36.2%	43.2%	39.0%	36.8%	41.4%	39.6%	36.2%	
None	13.9%	14.7%	19.0%	18.2%	19.7%	24.0%	3.4%	9.1%	14.7%	
Total(n)	79	693	795	44	310	321	29	351	436	
Mean	2.49	2.54	2.48	2.30	2.41	2.34	2.76	2.65	2.60	
Standard deviation	0.93	0.99	1.04	0.88	1.01	1.04	0.87	0.93	1.02	
Significance	-			-			-			
Effect size	-	-0.05	0.01	-	-0.11	-0.04	-	0.12	0.16	
Extensive lecturing										
All	7.6%	14.0%	16.9%	13.6%	19.3%	22.1%	0.0%	9.1%	13.1%	
Most	27.8%	25.4%	25.0%	31.8%	30.5%	30.2%	24.1%	21.9%	21.8%	
Some	45.6%	40.6%	37.4%	43.2%	37.0%	34.9%	48.3%	43.9%	39.5%	
None	19.0%	20.0%	20.8%	11.4%	13.2%	12.8%	27.6%	25.1%	25.5%	
Total(n)	79	694	795	44	311	321	29	351	435	
Mean	2.24	2.33	2.38	2.48	2.56	2.62	1.97	2.15	2.23	
Standard deviation	0.85	0.95	0.99	0.88	0.95	0.97	0.73	0.90	0.97	
Significance	-			-			-			
Effect size	-	-0.09	-0.14	-	-0.08	-0.14	-	-0.20	-0.27	
Multiple drafts of written work										
All	6.4%	13.2%	15.8%	7.0%	11.3%	12.9%	6.9%	15.2%	17.9%	
Most	29.5%	23.4%	20.0%	30.2%	23.8%	21.9%	27.6%	22.3%	18.1%	
Some	46.2%	43.2%	40.4%	39.5%	42.1%	40.1%	55.2%	44.1%	41.1%	
None	17.9%	20.2%	23.7%	23.3%	22.8%	25.1%	10.3%	18.3%	23.0%	
Total(n)	78	692	789	43	311	319	29	349	431	
Mean	2.24	2.29	2.28	2.21	2.23	2.23	2.31	2.34	2.31	
Standard deviation	0.82	0.94	1.00	0.89	0.93	0.97	0.76	0.95	1.02	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.02	-0.02	-	-0.03	0.00	
Reflective writing/Journaling										
All	9.0%	16.1%	19.3%	4.7%	11.6%	14.7%	17.2%	20.2%	23.2%	Student-Centered Pedagogy
Most	15.4%	17.1%	16.4%	14.0%	14.5%	13.2%	17.2%	19.9%	18.8%	
Some	43.6%	33.8%	31.3%	37.2%	29.9%	27.6%	55.2%	36.4%	33.5%	
None	32.1%	32.9%	33.0%	44.2%	44.1%	44.5%	10.3%	23.6%	24.5%	
Total(n)	78	695	793	43	311	319	29	352	436	
Mean	2.01	2.16	2.22	1.79	1.94	1.98	2.41	2.37	2.41	
Standard deviation	0.92	1.06	1.10	0.86	1.02	1.08	0.91	1.05	1.09	
Significance	-			-			-			
Effect size	-	-0.14	-0.19	-	-0.15	-0.18	-	0.04	0.00	
Community service as part of coursework										
All	1.3%	2.6%	2.5%	0.0%	1.9%	1.9%	0.0%	2.9%	2.8%	Civic Minded Practice
Most	2.6%	4.2%	4.5%	2.3%	3.2%	4.1%	3.4%	5.2%	4.9%	
Some	26.9%	19.3%	20.9%	18.6%	13.3%	15.5%	41.4%	24.1%	24.4%	
None	69.2%	73.9%	72.1%	79.1%	81.6%	78.5%	55.2%	67.9%	68.0%	
Total(n)	78	690	786	43	309	317	29	349	431	
Mean	1.36	1.36	1.37	1.23	1.26	1.29	1.48	1.43	1.42	
Standard deviation	0.60	0.69	0.69	0.48	0.61	0.64	0.57	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.05	-0.09	-	0.07	0.08	
Electronic quizzes with immediate feedback in class										
All	6.5%	13.3%	17.8%	4.7%	11.9%	17.2%	7.1%	14.8%	18.2%	
Most	10.4%	13.8%	16.2%	11.6%	12.9%	16.3%	7.1%	14.8%	16.4%	
Some	24.7%	21.3%	22.6%	20.9%	21.2%	21.3%	32.1%	22.2%	22.8%	
None	58.4%	51.6%	43.4%	62.8%	54.0%	45.3%	53.6%	48.1%	42.6%	
Total(n)	77	694	792	43	311	320	28	351	434	
Mean	1.65	1.89	2.08	1.58	1.83	2.05	1.68	1.96	2.10	
Standard deviation	0.91	1.08	1.14	0.88	1.06	1.14	0.90	1.11	1.14	
Significance	-		**	-		**	-			
Effect size	-	-0.22	-0.38	-	-0.24	-0.41	-	-0.25	-0.37	
Real-life problems										
All	26.9%	35.6%	42.8%	23.3%	32.4%	36.3%	31.0%	38.3%	47.6%	

Most	26.9%	29.9%	28.6%	25.6%	26.8%	26.2%	27.6%	32.3%	30.0%	
Some	32.1%	25.7%	22.2%	32.6%	28.8%	28.7%	31.0%	23.1%	17.8%	
None	14.1%	8.7%	6.5%	18.6%	12.1%	8.8%	10.3%	6.3%	4.6%	
Total(n)	78	688	788	43	306	317	29	350	433	
Mean	2.67	2.92	3.08	2.53	2.79	2.90	2.79	3.03	3.21	
Standard deviation	1.03	0.98	0.95	1.05	1.03	1.00	1.01	0.93	0.89	
Significance	-	*	***	-	-	*	-	-	*	
Effect size	-	-0.26	-0.43	-	-0.25	-0.37	-	-0.26	-0.47	
Student inquiry to drive learning										
All	25.6%	36.1%	37.7%	18.6%	29.8%	33.0%	41.4%	40.6%	40.6%	Student-Centered Pedagogy
Most	28.2%	26.2%	26.7%	25.6%	26.5%	27.4%	27.6%	25.9%	26.3%	
Some	34.6%	29.2%	26.5%	37.2%	32.0%	26.7%	27.6%	27.0%	26.5%	
None	11.5%	8.5%	9.1%	18.6%	11.7%	12.9%	3.4%	6.5%	6.7%	
Total(n)	78	692	791	43	309	318	29	352	434	
Mean	2.68	2.90	2.93	2.44	2.74	2.81	3.07	3.01	3.01	
Standard deviation	0.99	0.99	1.00	1.01	1.01	1.04	0.92	0.97	0.97	
Significance	-	-	*	-	-	*	-	-	-	
Effect size	-	-0.22	-0.25	-	-0.30	-0.36	-	0.06	0.06	
Readings on racial and ethnic issues										
All	9.0%	19.6%	19.4%	11.6%	13.5%	15.5%	6.9%	24.1%	22.2%	
Most	14.1%	17.4%	16.3%	14.0%	13.9%	12.9%	13.8%	20.7%	18.9%	
Some	42.3%	30.6%	29.4%	30.2%	26.8%	22.7%	58.6%	33.2%	33.5%	
None	34.6%	32.4%	34.9%	44.2%	45.8%	48.9%	20.7%	21.9%	25.4%	
Total(n)	78	695	790	43	310	317	29	352	433	
Mean	1.97	2.24	2.20	1.93	1.95	1.95	2.07	2.47	2.38	
Standard deviation	0.93	1.11	1.12	1.03	1.07	1.11	0.80	1.08	1.09	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.24	-0.21	-	-0.02	-0.02	-	-0.37	-0.28	
Readings on women or gender issues										
All	7.7%	17.5%	16.7%	9.3%	10.7%	12.7%	6.9%	22.7%	19.5%	
Most	15.4%	16.8%	15.2%	16.3%	14.2%	11.7%	13.8%	19.3%	17.2%	
Some	34.6%	29.3%	29.7%	27.9%	26.9%	25.4%	44.8%	30.7%	32.8%	
None	42.3%	36.4%	38.5%	46.5%	48.2%	50.2%	34.5%	27.3%	30.5%	
Total(n)	78	690	785	43	309	315	29	348	430	
Mean	1.88	2.16	2.10	1.88	1.87	1.87	1.93	2.37	2.26	
Standard deviation	0.94	1.10	1.09	1.00	1.02	1.06	0.88	1.11	1.09	
Significance	-	*	-	-	-	-	-	*	-	
Effect size	-	-0.25	-0.20	-	0.01	0.01	-	-0.40	-0.30	
Supplemental instruction outside of class and office hours										
All	11.7%	18.7%	20.4%	9.3%	14.3%	15.8%	14.3%	21.4%	22.3%	
Most	13.0%	15.2%	16.9%	18.6%	16.0%	17.1%	3.6%	14.6%	17.2%	
Some	42.9%	40.9%	39.7%	37.2%	42.3%	42.7%	53.6%	39.7%	37.4%	
None	32.5%	25.2%	23.0%	34.9%	27.4%	24.4%	28.6%	24.3%	23.0%	
Total(n)	77	690	786	43	307	316	28	350	430	
Mean	2.04	2.27	2.35	2.02	2.17	2.24	2.04	2.33	2.39	
Standard deviation	0.97	1.04	1.05	0.96	0.99	1.00	0.96	1.07	1.07	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.22	-0.30	-	-0.15	-0.22	-	-0.27	-0.33	
Student presentations										
All	17.9%	26.5%	21.5%	18.6%	21.6%	19.0%	17.2%	29.8%	24.0%	Student-Centered Pedagogy
Most	30.8%	27.1%	24.6%	25.6%	24.8%	21.5%	41.4%	30.1%	27.3%	
Some	43.6%	38.0%	39.2%	44.2%	42.9%	44.0%	41.4%	33.5%	35.6%	
None	7.7%	8.5%	14.7%	11.6%	10.6%	15.5%	0.0%	6.5%	13.2%	
Total(n)	78	695	789	43	310	316	29	352	433	
Mean	2.59	2.72	2.53	2.51	2.57	2.44	2.76	2.83	2.62	
Standard deviation	0.87	0.95	0.99	0.94	0.94	0.97	0.74	0.93	0.99	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	0.06	-	-0.06	0.07	-	-0.08	0.14	
Student evaluations of each others' work										
All	7.7%	17.0%	14.8%	4.7%	11.0%	11.0%	13.8%	20.7%	17.1%	Student-Centered Pedagogy
Most	23.1%	17.8%	16.5%	25.6%	15.2%	14.8%	24.1%	20.7%	18.0%	
Some	43.6%	41.0%	38.5%	44.2%	42.9%	38.7%	37.9%	39.8%	38.3%	
None	25.6%	24.2%	30.3%	25.6%	31.0%	35.5%	24.1%	18.8%	26.6%	
Total(n)	78	695	790	43	310	318	29	352	433	
Mean	2.13	2.28	2.16	2.09	2.06	2.01	2.28	2.43	2.26	
Standard deviation	0.89	1.01	1.02	0.84	0.95	0.97	1.00	1.02	1.03	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.03	-	0.03	0.08	-	-0.15	0.02	
Grading on a curve										
All	3.9%	4.8%	5.4%	7.0%	5.2%	6.0%	0.0%	4.6%	5.1%	
Most	7.8%	9.1%	8.7%	11.6%	12.3%	12.4%	3.6%	5.4%	5.6%	
Some	16.9%	21.3%	22.6%	16.3%	23.1%	24.8%	17.9%	20.6%	21.2%	
None	71.4%	64.8%	63.3%	65.1%	59.4%	56.8%	78.6%	69.3%	68.1%	
Total(n)	77	690	783	43	308	315	28	349	429	
Mean	1.44	1.54	1.56	1.60	1.63	1.68	1.25	1.45	1.48	
Standard deviation	0.80	0.85	0.86	0.95	0.89	0.91	0.52	0.80	0.82	

Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	-0.03	-0.09	-	-0.25	-0.28	
Rubric-based assessment										
All	29.5%	40.4%	45.9%	18.6%	27.2%	32.6%	44.8%	52.1%	55.5%	
Most	29.5%	23.8%	25.2%	30.2%	25.9%	27.2%	31.0%	22.5%	24.2%	
Some	29.5%	24.0%	21.8%	34.9%	29.4%	29.4%	20.7%	18.5%	15.9%	
None	11.5%	11.8%	7.1%	16.3%	17.5%	10.8%	3.4%	6.8%	4.4%	
Total(n)	78	693	790	43	309	316	29	351	434	
Mean	2.77	2.93	3.10	2.51	2.63	2.82	3.17	3.20	3.31	
Standard deviation	1.01	1.06	0.98	0.98	1.06	1.01	0.89	0.97	0.89	
Significance	-	-	**	-	-	-	-	-	-	
Effect size	-	-0.15	-0.34	-	-0.11	-0.31	-	-0.03	-0.16	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	6.4%	12.9%	15.6%	7.0%	8.7%	11.7%	3.4%	16.3%	18.9%	
Most	17.9%	18.5%	20.3%	11.6%	14.6%	17.7%	24.1%	21.1%	21.5%	
Some	35.9%	39.6%	37.4%	32.6%	37.5%	33.5%	37.9%	40.6%	39.0%	
None	39.7%	29.0%	26.6%	48.8%	39.2%	37.0%	34.5%	22.0%	20.6%	
Total(n)	78	692	788	43	309	316	29	350	433	
Mean	1.91	2.15	2.25	1.77	1.93	2.04	1.97	2.32	2.39	
Standard deviation	0.91	0.98	1.02	0.92	0.94	1.01	0.87	0.99	1.01	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.24	-0.33	-	-0.17	-0.27	-	-0.35	-0.42	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	35.4%	51.3%	56.6%	31.8%	43.5%	50.2%	41.4%	57.8%	60.9%	
Occasionally	53.2%	42.6%	38.2%	50.0%	46.5%	42.0%	55.2%	39.7%	35.4%	
Not at All	11.4%	6.1%	5.2%	18.2%	10.0%	7.9%	3.4%	2.6%	3.7%	
Total(n)	79	690	788	44	310	317	29	348	432	
Mean	2.24	2.45	2.51	2.14	2.34	2.42	2.38	2.55	2.57	
Standard deviation	0.64	0.61	0.60	0.70	0.65	0.63	0.56	0.55	0.57	
Significance	-	**	***	-	-	**	-	-	-	
Effect size	-	-0.34	-0.45	-	-0.31	-0.44	-	-0.31	-0.33	
Simulations/animations										
Frequently	7.7%	18.1%	22.9%	9.3%	17.6%	20.3%	3.4%	17.5%	23.9%	
Occasionally	48.7%	43.0%	44.4%	46.5%	46.7%	48.3%	55.2%	41.7%	42.8%	
Not at All	43.6%	38.9%	32.7%	44.2%	35.6%	31.4%	41.4%	40.8%	33.3%	
Total(n)	78	681	777	43	306	315	29	343	423	
Mean	1.64	1.79	1.90	1.65	1.82	1.89	1.62	1.77	1.91	
Standard deviation	0.62	0.73	0.74	0.65	0.71	0.71	0.56	0.73	0.75	
Significance	-	-	**	-	-	*	-	-	*	
Effect size	-	-0.21	-0.35	-	-0.24	-0.34	-	-0.21	-0.39	
Online homework or virtual labs										
Frequently	24.4%	38.6%	50.0%	23.3%	35.4%	44.5%	27.6%	42.5%	54.4%	
Occasionally	35.9%	36.6%	34.0%	30.2%	35.7%	34.7%	44.8%	36.7%	33.3%	
Not at All	39.7%	24.8%	16.0%	46.5%	28.9%	20.8%	27.6%	20.8%	12.3%	
Total(n)	78	686	786	43	308	317	29	346	432	
Mean	1.85	2.14	2.34	1.77	2.06	2.24	2.00	2.22	2.42	
Standard deviation	0.79	0.78	0.74	0.81	0.80	0.77	0.76	0.77	0.70	
Significance	-	**	***	-	*	***	-	-	**	
Effect size	-	-0.37	-0.66	-	-0.36	-0.61	-	-0.29	-0.60	
Online discussion boards										
Frequently	15.6%	25.6%	36.4%	14.3%	19.8%	27.4%	17.2%	30.5%	42.5%	
Occasionally	41.6%	40.6%	38.4%	31.0%	35.7%	38.9%	55.2%	46.4%	39.0%	
Not at All	42.9%	33.8%	25.2%	54.8%	44.5%	33.8%	27.6%	23.1%	18.5%	
Total(n)	77	677	778	42	308	314	29	338	426	
Mean	1.73	1.92	2.11	1.60	1.75	1.94	1.90	2.07	2.24	
Standard deviation	0.72	0.77	0.78	0.73	0.76	0.78	0.67	0.73	0.74	
Significance	-	*	***	-	-	**	-	-	*	
Effect size	-	-0.25	-0.49	-	-0.20	-0.44	-	-0.23	-0.46	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	3.8%	7.7%	9.7%	4.7%	5.2%	6.7%	3.4%	10.1%	11.9%	
Occasionally	15.4%	21.7%	23.9%	9.3%	16.9%	20.6%	27.6%	26.3%	26.2%	
Not at All	80.8%	70.6%	66.3%	86.0%	77.9%	72.7%	69.0%	63.6%	61.9%	
Total(n)	78	686	781	43	308	315	29	346	428	
Mean	1.23	1.37	1.43	1.19	1.27	1.34	1.34	1.47	1.50	
Standard deviation	0.51	0.62	0.66	0.50	0.55	0.60	0.55	0.67	0.70	
Significance	-	-	**	-	-	-	-	-	-	
Effect size	-	-0.23	-0.30	-	-0.15	-0.25	-	-0.19	-0.23	
Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:										
Physical health										
To a Very Large Extent	14.7%	24.4%	27.1%	17.1%	19.5%	22.3%	13.8%	28.3%	30.4%	
To a Large Extent	18.7%	23.7%	21.6%	17.1%	23.2%	21.7%	17.2%	23.3%	20.7%	
To Some Extent	28.0%	27.6%	26.4%	24.4%	28.5%	28.0%	34.5%	27.4%	26.5%	
To a Small Extent	20.0%	15.4%	14.0%	19.5%	19.9%	16.2%	20.7%	12.1%	12.5%	
Not at All	18.7%	8.9%	11.0%	22.0%	8.9%	11.8%	13.8%	8.8%	9.9%	

Total(n)	75	671	765	41	302	314	29	339	415	
Mean	2.91	3.39	3.40	2.88	3.25	3.26	2.97	3.50	3.49	
Standard deviation	1.32	1.25	1.31	1.40	1.23	1.30	1.24	1.26	1.31	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.38	-0.37	-	-0.30	-0.29	-	-0.42	-0.40	
Mental health										
To a Very Large Extent	26.7%	26.5%	26.5%	29.3%	20.3%	22.4%	20.7%	30.1%	27.7%	
To a Large Extent	24.0%	24.2%	24.8%	17.1%	22.6%	23.4%	31.0%	25.7%	26.0%	
To Some Extent	20.0%	25.9%	24.0%	19.5%	27.9%	25.0%	24.1%	24.8%	24.3%	
To a Small Extent	10.7%	14.2%	13.5%	12.2%	17.6%	16.0%	10.3%	12.1%	12.0%	
Not at All	18.7%	9.3%	11.3%	22.0%	11.6%	13.1%	13.8%	7.4%	9.9%	
Total(n)	75	669	763	41	301	312	29	339	415	
Mean	3.29	3.44	3.42	3.20	3.22	3.26	3.34	3.59	3.50	
Standard deviation	1.45	1.27	1.31	1.54	1.28	1.32	1.32	1.24	1.28	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.02	-0.05	-	-0.20	-0.13	
Please indicate the extent to which you agree it is your role to:										
Encourage students to become agents of social change										Civic Minded Values
Strongly Agree	41.3%	39.5%	41.9%	38.6%	32.7%	35.5%	46.7%	45.2%	46.3%	
Somewhat Agree	42.5%	45.4%	42.5%	36.4%	47.0%	43.7%	50.0%	44.9%	42.5%	
Somewhat Disagree	6.3%	10.1%	10.3%	6.8%	13.3%	13.5%	3.3%	7.1%	8.2%	
Strongly Disagree	10.0%	5.0%	5.2%	18.2%	7.0%	7.2%	0.0%	2.8%	3.0%	
Total(n)	80	696	783	44	315	318	30	352	428	
Mean	3.15	3.19	3.21	2.95	3.05	3.08	3.43	3.32	3.32	
Standard deviation	0.93	0.81	0.83	1.10	0.86	0.88	0.57	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.12	-0.15	-	0.15	0.15	
Prepare students for employment after college										
Strongly Agree	64.6%	67.1%	73.5%	54.3%	64.4%	69.6%	83.3%	69.9%	77.3%	
Somewhat Agree	30.5%	29.2%	24.5%	39.1%	32.5%	28.2%	13.3%	25.8%	21.0%	
Somewhat Disagree	4.9%	3.4%	1.8%	6.5%	2.8%	1.9%	3.3%	4.3%	1.6%	
Strongly Disagree	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
Total(n)	82	696	785	46	317	319	30	349	428	
Mean	3.60	3.63	3.71	3.48	3.61	3.67	3.80	3.66	3.76	
Standard deviation	0.58	0.57	0.51	0.62	0.56	0.53	0.48	0.56	0.47	
Significance	-			-		*	-			
Effect size	-	-0.05	-0.22	-	-0.23	-0.36	-	0.25	0.09	
Prepare students for graduate or advanced education										
Strongly Agree	67.1%	53.3%	58.7%	63.0%	51.7%	55.5%	76.7%	53.3%	59.9%	
Somewhat Agree	26.8%	40.5%	35.6%	28.3%	42.9%	38.2%	20.0%	39.6%	35.0%	
Somewhat Disagree	3.7%	5.5%	4.7%	4.3%	4.4%	4.4%	3.3%	6.6%	4.9%	
Strongly Disagree	2.4%	0.7%	1.0%	4.3%	1.0%	1.9%	0.0%	0.6%	0.2%	
Total(n)	82	696	786	46	315	319	30	351	429	
Mean	3.59	3.46	3.52	3.50	3.45	3.47	3.73	3.46	3.55	
Standard deviation	0.68	0.63	0.64	0.78	0.63	0.67	0.52	0.64	0.60	
Significance	-			-			-	*		
Effect size	-	0.21	0.11	-	0.08	0.04	-	0.42	0.30	
Develop students' moral character										
Strongly Agree	30.5%	27.4%	32.5%	21.7%	28.2%	30.1%	50.0%	26.9%	34.4%	Undergraduate Education Goal: Personal Development
Somewhat Agree	52.4%	53.4%	49.5%	54.3%	53.2%	52.0%	43.3%	54.0%	47.1%	
Somewhat Disagree	12.2%	15.1%	15.4%	15.2%	13.6%	15.0%	6.7%	16.3%	16.2%	
Strongly Disagree	4.9%	4.0%	2.6%	8.7%	5.1%	2.8%	0.0%	2.9%	2.3%	
Total(n)	82	696	784	46	316	319	30	350	427	
Mean	3.09	3.04	3.12	2.89	3.04	3.09	3.43	3.05	3.14	
Standard deviation	0.79	0.76	0.75	0.85	0.79	0.75	0.63	0.74	0.76	
Significance	-			-			-	**	*	
Effect size	-	0.07	-0.04	-	-0.19	-0.27	-	0.51	0.38	
Provide for students' emotional development										
Strongly Agree	26.8%	23.6%	28.1%	17.4%	19.3%	24.3%	46.7%	26.7%	30.1%	Undergraduate Education Goal: Personal Development
Somewhat Agree	56.1%	50.9%	48.0%	56.5%	50.6%	46.4%	50.0%	52.6%	50.1%	
Somewhat Disagree	12.2%	20.2%	19.8%	17.4%	23.7%	23.0%	3.3%	17.0%	17.5%	
Strongly Disagree	4.9%	5.3%	4.2%	8.7%	6.3%	6.3%	0.0%	3.7%	2.3%	
Total(n)	82	698	784	46	316	317	30	352	429	
Mean	3.05	2.93	3.00	2.83	2.83	2.89	3.43	3.02	3.08	
Standard deviation	0.77	0.80	0.80	0.82	0.81	0.85	0.57	0.77	0.75	
Significance	-			-			-	**	*	
Effect size	-	0.15	0.06	-	0.00	-0.07	-	0.53	0.47	
Help students develop personal values										
Strongly Agree	34.6%	29.4%	34.3%	31.1%	29.2%	32.7%	43.3%	29.3%	35.7%	Undergraduate Education Goal: Personal Development
Somewhat Agree	50.6%	50.0%	46.6%	44.4%	48.4%	46.3%	53.3%	51.4%	46.0%	
Somewhat Disagree	8.6%	16.1%	15.7%	13.3%	16.7%	16.2%	3.3%	16.8%	16.1%	
Strongly Disagree	6.2%	4.5%	3.3%	11.1%	5.8%	4.8%	0.0%	2.6%	2.1%	
Total(n)	81	694	781	45	312	315	30	352	428	

Mean	3.14	3.04	3.12	2.96	3.01	3.07	3.40	3.07	3.15	
Standard deviation	0.82	0.80	0.79	0.95	0.83	0.82	0.56	0.75	0.76	
Significance	-			-			-	*		
Effect size	-	0.13	0.03	-	-0.06	-0.13	-	0.44	0.33	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										Civic Minded Values
Strongly Agree	44.4%	43.8%	46.1%	28.9%	31.4%	36.9%	73.3%	54.0%	52.6%	
Somewhat Agree	35.8%	42.5%	39.6%	37.8%	47.9%	42.3%	26.7%	38.6%	39.0%	
Somewhat Disagree	9.9%	10.0%	10.3%	15.6%	13.7%	14.2%	0.0%	6.5%	6.5%	
Strongly Disagree	9.9%	3.7%	4.0%	17.8%	7.0%	6.6%	0.0%	0.9%	1.9%	
Total(n)	81	697	783	45	315	317	30	352	428	
Mean	3.15	3.26	3.28	2.78	3.04	3.09	3.73	3.46	3.42	
Standard deviation	0.96	0.79	0.80	1.06	0.86	0.88	0.45	0.66	0.70	
Significance	-			-		*	-	*	*	
Effect size	-	-0.14	-0.16	-	-0.30	-0.35	-	0.41	0.44	
Promote students' ability to write effectively										
Strongly Agree	69.1%	66.7%	64.8%	71.1%	62.7%	61.3%	73.3%	70.7%	67.4%	
Somewhat Agree	25.9%	25.8%	28.5%	22.2%	30.1%	32.4%	23.3%	21.6%	25.8%	
Somewhat Disagree	4.9%	6.2%	5.6%	6.7%	6.3%	5.7%	3.3%	6.0%	5.6%	
Strongly Disagree	0.0%	1.3%	1.0%	0.0%	0.9%	0.6%	0.0%	1.7%	1.2%	
Total(n)	81	697	782	45	316	318	30	352	427	
Mean	3.64	3.58	3.57	3.64	3.54	3.54	3.70	3.61	3.59	
Standard deviation	0.58	0.67	0.65	0.61	0.66	0.63	0.53	0.68	0.65	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.15	0.16	-	0.13	0.17	
Encourage respect for different beliefs										Undergraduate Education Goal: Personal Development
Strongly Agree	55.6%	65.0%	68.5%	42.2%	52.9%	57.4%	80.0%	74.9%	76.2%	
Somewhat Agree	34.6%	29.2%	26.8%	42.2%	38.5%	35.0%	20.0%	21.7%	21.4%	
Somewhat Disagree	4.9%	4.3%	3.1%	6.7%	6.1%	4.7%	0.0%	2.8%	1.6%	
Strongly Disagree	4.9%	1.4%	1.7%	8.9%	2.5%	2.8%	0.0%	0.6%	0.7%	
Total(n)	81	695	784	45	314	317	30	351	429	
Mean	3.41	3.58	3.62	3.18	3.42	3.47	3.80	3.71	3.73	
Standard deviation	0.80	0.65	0.63	0.91	0.72	0.72	0.41	0.55	0.52	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.26	-0.33	-	-0.33	-0.40	-	0.16	0.13	
Please indicate your agreement with each of the following statements:										
I achieve a healthy balance between my personal life and my professional life										
Strongly Agree	19.0%	18.6%	23.3%	18.2%	22.3%	25.6%	24.1%	14.7%	20.7%	
Somewhat Agree	49.4%	38.7%	38.4%	52.3%	44.6%	43.0%	48.3%	35.5%	37.3%	
Somewhat Disagree	17.7%	27.8%	24.5%	15.9%	22.3%	21.8%	17.2%	32.6%	25.8%	
Strongly Disagree	13.9%	14.9%	13.8%	13.6%	10.8%	9.5%	10.3%	17.3%	16.1%	
Total(n)	79	684	768	44	314	316	29	341	415	
Mean	2.73	2.61	2.71	2.75	2.78	2.85	2.86	2.48	2.63	
Standard deviation	0.93	0.95	0.97	0.92	0.91	0.91	0.92	0.94	0.99	
Significance	-			-			-	*		
Effect size	-	0.13	0.02	-	-0.03	-0.11	-	0.40	0.23	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly Agree	17.5%	24.6%	22.2%	22.2%	21.1%	17.4%	13.8%	28.4%	25.8%	
Somewhat Agree	27.5%	27.3%	26.2%	17.8%	22.7%	23.3%	37.9%	31.3%	29.2%	
Somewhat Disagree	36.3%	32.1%	31.8%	40.0%	36.7%	36.0%	34.5%	27.8%	28.2%	
Strongly Disagree	18.8%	16.0%	19.8%	20.0%	19.5%	23.3%	13.8%	12.5%	16.9%	
Total(n)	80	686	767	45	313	317	29	345	415	
Mean	2.44	2.60	2.51	2.42	2.45	2.35	2.52	2.76	2.64	
Standard deviation	0.99	1.03	1.04	1.06	1.03	1.02	0.91	1.00	1.04	
Significance	-			-			-			
Effect size	-	-0.16	-0.07	-	-0.03	0.07	-	-0.24	-0.12	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										Respect
My research is valued by faculty in my department										
Strongly Agree	35.9%	32.1%	28.6%	31.1%	30.5%	29.9%	40.7%	33.7%	27.7%	
Somewhat Agree	34.6%	42.2%	42.5%	37.8%	44.8%	47.0%	37.0%	40.7%	39.6%	
Somewhat Disagree	21.8%	16.6%	17.1%	20.0%	14.6%	14.5%	22.2%	17.8%	19.2%	
Strongly Disagree	7.7%	9.1%	11.8%	11.1%	10.1%	8.6%	0.0%	7.8%	13.5%	
Total(n)	78	669	702	45	308	304	27	332	364	
Mean	2.99	2.97	2.88	2.89	2.96	2.98	3.19	3.00	2.82	
Standard deviation	0.95	0.92	0.96	0.98	0.92	0.89	0.79	0.91	0.99	
Significance	-			-			-			
Effect size	-	0.02	0.11	-	-0.08	-0.10	-	0.21	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:										Respect
My teaching is valued by faculty in my department										
Strongly Agree	62.0%	54.7%	55.3%	62.2%	55.7%	58.0%	64.3%	54.8%	53.6%	
Somewhat Agree	22.8%	32.6%	33.1%	20.0%	33.8%	36.0%	28.6%	31.1%	31.1%	
Somewhat Disagree	8.9%	8.5%	7.6%	8.9%	5.4%	3.5%	7.1%	10.6%	10.4%	
Strongly Disagree	6.3%	4.2%	4.1%	8.9%	5.1%	2.5%	0.0%	3.5%	4.9%	

Total(n)	79	684	765	45	314	317	28	341	412	
Mean	3.41	3.38	3.40	3.36	3.40	3.50	3.57	3.37	3.33	
Standard deviation	0.90	0.81	0.80	0.98	0.81	0.69	0.63	0.81	0.85	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	-0.05	-0.20	-	0.25	0.28	
Please indicate the extent to which you agree it is your role to:										
My service is valued by faculty in my department										Respect
Strongly Agree	60.3%	48.2%	49.3%	55.6%	48.1%	52.7%	70.4%	49.0%	47.3%	
Somewhat Agree	24.4%	33.9%	34.6%	24.4%	34.9%	34.9%	25.9%	32.0%	33.9%	
Somewhat Disagree	7.7%	11.1%	9.7%	8.9%	10.3%	7.6%	3.7%	12.0%	11.2%	
Strongly Disagree	7.7%	6.7%	6.4%	11.1%	6.7%	4.8%	0.0%	7.0%	7.6%	
Total(n)	78	682	761	45	312	315	27	341	410	
Mean	3.37	3.24	3.27	3.24	3.24	3.36	3.67	3.23	3.21	
Standard deviation	0.93	0.90	0.88	1.03	0.89	0.82	0.55	0.92	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.11	-	0.00	-0.15	-	0.48	0.50	
This institution takes responsibility for educating underprepared students										
Strongly Agree	5.1%	15.6%	19.2%	2.2%	15.5%	20.3%	10.7%	15.7%	18.5%	Diversity Climate
Somewhat Agree	55.7%	44.3%	42.5%	53.3%	47.1%	46.2%	53.6%	40.1%	39.4%	
Somewhat Disagree	31.6%	27.1%	26.7%	33.3%	23.9%	23.7%	32.1%	31.5%	29.1%	
Strongly Disagree	7.6%	13.0%	11.6%	11.1%	13.5%	9.8%	3.6%	12.8%	13.1%	
Total(n)	79	675	757	45	310	316	28	337	406	
Mean	2.58	2.62	2.69	2.47	2.65	2.77	2.71	2.59	2.63	
Standard deviation	0.71	0.90	0.91	0.73	0.90	0.88	0.71	0.90	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.12	-	-0.20	-0.34	-	0.13	0.09	
Indicate how important you believe each priority listed below is at your college or university:										
Develop leadership ability among students										
Highest Priority	15.8%	15.0%	17.3%	18.6%	16.6%	18.7%	14.8%	13.6%	16.8%	
High Priority	44.7%	39.1%	39.4%	34.9%	39.0%	40.7%	55.6%	38.7%	38.5%	
Medium Priority	28.9%	36.1%	33.0%	27.9%	34.1%	30.5%	29.6%	38.1%	34.1%	
Low Priority	10.5%	9.8%	10.3%	18.6%	10.3%	10.2%	0.0%	9.6%	10.6%	
Total(n)	76	642	728	43	290	305	27	323	387	
Mean	2.66	2.59	2.64	2.53	2.62	2.68	2.85	2.56	2.61	
Standard deviation	0.87	0.86	0.89	1.01	0.88	0.89	0.66	0.84	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.02	-	-0.10	-0.17	-	0.35	0.27	
Please indicate the extent to which you:										
Mentor faculty										
To a Very Large Extent	6.5%	10.4%	10.9%	7.0%	7.7%	8.4%	7.1%	12.5%	12.8%	
To a Large Extent	10.4%	13.9%	15.5%	7.0%	11.4%	14.9%	10.7%	15.5%	15.6%	
To Some Extent	40.3%	35.1%	31.5%	48.8%	41.5%	34.3%	32.1%	30.4%	29.9%	
To a Small Extent	24.7%	21.4%	22.0%	16.3%	24.4%	23.3%	39.3%	19.3%	21.2%	
Not at All	18.2%	19.3%	20.1%	20.9%	15.1%	19.1%	10.7%	22.3%	20.5%	
Total(n)	77	664	750	43	299	309	28	336	405	
Mean	2.62	2.75	2.75	2.63	2.72	2.70	2.64	2.76	2.79	
Standard deviation	1.10	1.22	1.25	1.11	1.09	1.18	1.06	1.30	1.29	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.10	-	-0.08	-0.06	-	-0.09	-0.12	
Mentor undergraduate students										
To a Very Large Extent	46.1%	36.7%	35.7%	31.8%	35.3%	34.4%	65.4%	38.7%	37.1%	
To a Large Extent	32.9%	28.0%	26.4%	47.7%	30.7%	30.2%	11.5%	25.9%	23.5%	
To Some Extent	15.8%	24.8%	24.1%	15.9%	24.0%	22.5%	15.4%	24.7%	25.3%	
To a Small Extent	3.9%	6.7%	9.2%	2.3%	7.0%	9.0%	7.7%	6.1%	9.3%	
Not at All	1.3%	3.7%	4.7%	2.3%	3.0%	3.9%	0.0%	4.6%	4.8%	
Total(n)	76	656	743	44	300	311	26	328	396	
Mean	4.18	3.88	3.79	4.05	3.88	3.82	4.35	3.88	3.79	
Standard deviation	0.93	1.10	1.16	0.89	1.06	1.12	1.02	1.13	1.18	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.27	0.34	-	0.16	0.21	-	0.42	0.47	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive	22.1%	24.0%	25.1%	11.6%	16.2%	19.3%	39.3%	31.1%	29.6%	
Somewhat	45.5%	55.9%	53.4%	46.5%	57.7%	52.2%	42.9%	54.6%	55.1%	
Not at All	32.5%	20.1%	21.5%	41.9%	26.1%	28.6%	17.9%	14.3%	15.3%	
Total(n)	77	646	725	43	291	301	28	328	392	
Mean	1.90	2.04	2.04	1.70	1.90	1.91	2.21	2.17	2.14	
Standard deviation	0.74	0.66	0.68	0.67	0.64	0.69	0.74	0.65	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.21	-	-0.31	-0.30	-	0.06	0.11	
Review/promotion process										
Extensive	14.5%	19.6%	18.0%	21.6%	15.7%	15.8%	4.8%	23.5%	19.9%	
Somewhat	48.4%	44.9%	44.0%	45.9%	43.8%	41.3%	47.6%	46.2%	45.9%	
Not at All	37.1%	35.6%	38.0%	32.4%	40.6%	42.9%	47.6%	30.3%	34.1%	

Total(n)	62	537	571	37	249	247	21	264	296	
Mean	1.77	1.84	1.80	1.89	1.75	1.73	1.57	1.93	1.86	
Standard deviation	0.69	0.73	0.72	0.74	0.71	0.72	0.60	0.73	0.72	
Significance	-	-	-	-	-	-	-	*		
Effect size	-	-0.10	-0.04	-	0.20	0.22	-	-0.49	-0.40	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive	4.4%	10.2%	8.9%	5.4%	4.6%	4.1%	3.8%	14.2%	11.4%	
Somewhat	22.1%	30.9%	28.6%	24.3%	24.1%	22.3%	15.4%	35.8%	33.5%	
Not at All	73.5%	58.9%	62.5%	70.3%	71.3%	73.6%	80.8%	50.0%	55.1%	
Total(n)	68	596	661	37	261	269	26	310	361	
Mean	1.31	1.51	1.46	1.35	1.33	1.30	1.23	1.64	1.56	
Standard deviation	0.55	0.67	0.65	0.59	0.56	0.54	0.51	0.72	0.69	
Significance	-	*	-	-	-	-	-	**	*	
Effect size	-	-0.30	-0.23	-	0.04	0.09	-	-0.57	-0.48	
Committee work										
Extensive	20.0%	22.1%	23.1%	17.1%	17.2%	18.0%	25.0%	27.4%	27.6%	Career-Related Stress
Somewhat	58.7%	50.7%	49.5%	63.4%	51.6%	48.8%	57.1%	49.4%	50.1%	
Not at All	21.3%	27.2%	27.4%	19.5%	31.2%	33.2%	17.9%	23.2%	22.3%	
Total(n)	75	625	709	41	285	295	28	314	381	
Mean	1.99	1.95	1.96	1.98	1.86	1.85	2.07	2.04	2.05	
Standard deviation	0.65	0.70	0.71	0.61	0.68	0.70	0.66	0.71	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.04	-	0.18	0.19	-	0.04	0.03	
Faculty meetings										
Extensive	16.7%	18.2%	16.8%	15.9%	15.3%	12.8%	17.9%	21.8%	20.1%	
Somewhat	46.2%	44.2%	43.1%	43.2%	43.7%	40.8%	53.6%	44.2%	44.9%	
Not at All	37.2%	37.6%	40.1%	40.9%	41.0%	46.4%	28.6%	34.0%	35.0%	
Total(n)	78	643	721	44	295	304	28	321	383	
Mean	1.79	1.81	1.77	1.75	1.74	1.66	1.89	1.88	1.85	
Standard deviation	0.71	0.72	0.72	0.72	0.71	0.69	0.69	0.74	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.03	-	0.01	0.13	-	0.01	0.05	
Students										
Extensive	9.2%	14.9%	14.7%	4.8%	10.5%	8.9%	10.7%	17.9%	18.6%	Career-Related Stress
Somewhat	59.2%	59.7%	59.1%	57.1%	60.2%	59.9%	67.9%	60.9%	59.5%	
Not at All	31.6%	25.5%	26.2%	38.1%	29.3%	31.3%	21.4%	21.2%	21.9%	
Total(n)	76	652	736	42	294	304	28	330	398	
Mean	1.78	1.89	1.88	1.67	1.81	1.78	1.89	1.97	1.97	
Standard deviation	0.60	0.63	0.63	0.57	0.60	0.59	0.57	0.63	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.17	-0.16	-	-0.23	-0.19	-	-0.13	-0.13	
Research or publishing demands										
Extensive	14.3%	15.7%	13.7%	15.0%	13.1%	11.3%	16.7%	18.9%	16.9%	Career-Related Stress
Somewhat	44.3%	46.9%	40.0%	42.5%	47.0%	39.5%	45.8%	46.6%	41.6%	
Not at All	41.4%	37.4%	46.3%	42.5%	39.9%	49.2%	37.5%	34.5%	41.6%	
Total(n)	70	572	503	40	268	238	24	281	243	
Mean	1.73	1.78	1.67	1.73	1.73	1.62	1.79	1.84	1.75	
Standard deviation	0.70	0.70	0.70	0.72	0.68	0.68	0.72	0.71	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	0.09	-	0.00	0.16	-	-0.07	0.06	
Institutional procedures and "red tape"										
Extensive	35.5%	35.7%	38.7%	34.9%	35.1%	37.3%	33.3%	35.1%	39.0%	Career-Related Stress
Somewhat	53.9%	45.9%	43.9%	53.5%	46.7%	43.7%	55.6%	46.0%	44.5%	
Not at All	10.5%	18.4%	17.4%	11.6%	18.2%	19.0%	11.1%	18.9%	16.5%	
Total(n)	76	641	718	43	291	300	27	322	382	
Mean	2.25	2.17	2.21	2.23	2.17	2.18	2.22	2.16	2.23	
Standard deviation	0.64	0.72	0.72	0.65	0.71	0.73	0.64	0.72	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.06	-	0.08	0.07	-	0.08	-0.01	
Teaching load										
Extensive	14.3%	36.1%	29.8%	16.3%	30.7%	27.5%	10.7%	40.7%	31.6%	Career-Related Stress
Somewhat	54.5%	40.2%	43.1%	48.8%	41.6%	42.3%	71.4%	40.7%	44.0%	
Not at All	31.2%	23.7%	27.2%	34.9%	27.7%	30.2%	17.9%	18.7%	24.4%	
Total(n)	77	651	729	43	296	305	28	327	389	
Mean	1.83	2.12	2.03	1.81	2.03	1.97	1.93	2.22	2.07	
Standard deviation	0.66	0.76	0.75	0.70	0.77	0.76	0.54	0.74	0.75	
Significance	-	**	*	-	-	-	-	*		
Effect size	-	-0.38	-0.27	-	-0.29	-0.21	-	-0.39	-0.19	
Lack of personal time										
Extensive	29.5%	35.3%	31.0%	27.3%	24.0%	21.2%	35.7%	45.4%	38.4%	Career-Related Stress
Somewhat	39.7%	41.7%	42.3%	36.4%	44.6%	44.7%	46.4%	39.9%	41.7%	
Not at All	30.8%	23.0%	26.7%	36.4%	31.4%	34.1%	17.9%	14.6%	19.9%	
Total(n)	78	652	726	44	296	302	28	328	391	
Mean	1.99	2.12	2.04	1.91	1.93	1.87	2.18	2.31	2.18	
Standard deviation	0.78	0.75	0.76	0.80	0.74	0.73	0.72	0.71	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.17	-0.07	-	-0.03	0.05	-	-0.18	0.00	
Job security										
Extensive	14.1%	15.7%	13.7%	12.2%	12.2%	10.9%	12.5%	18.6%	15.2%	

Somewhat	31.0%	31.6%	34.3%	31.7%	32.6%	33.8%	33.3%	31.3%	34.7%	
Not at All	54.9%	52.7%	52.1%	56.1%	55.2%	55.3%	54.2%	50.2%	50.1%	
Total(n)	71	611	680	41	279	284	24	307	363	
Mean	1.59	1.63	1.62	1.56	1.57	1.56	1.58	1.68	1.65	
Standard deviation	0.73	0.74	0.71	0.71	0.70	0.68	0.72	0.77	0.73	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.01	0.00	-	-0.13	-0.10	
Self-imposed high expectations										
Extensive	34.2%	35.1%	35.6%	28.6%	30.3%	31.8%	46.4%	40.0%	39.2%	Career-Related Stress
Somewhat	50.0%	49.6%	49.0%	50.0%	51.7%	48.7%	46.4%	47.7%	49.2%	
Not at All	15.8%	15.2%	15.4%	21.4%	17.9%	19.5%	7.1%	12.3%	11.5%	
Total(n)	76	643	725	42	290	302	28	325	390	
Mean	2.18	2.20	2.20	2.07	2.12	2.12	2.39	2.28	2.28	
Standard deviation	0.69	0.68	0.69	0.71	0.68	0.71	0.63	0.67	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.07	-0.07	-	0.16	0.17	
Increased work responsibilities										
Extensive	34.6%	39.4%	38.0%	31.8%	33.2%	33.0%	42.9%	45.9%	42.2%	
Somewhat	43.6%	42.2%	43.1%	40.9%	44.2%	45.2%	50.0%	40.4%	42.2%	
Not at All	21.8%	18.3%	18.9%	27.3%	22.6%	21.8%	7.1%	13.7%	15.6%	
Total(n)	78	649	729	44	292	303	28	329	391	
Mean	2.13	2.21	2.19	2.05	2.11	2.11	2.36	2.32	2.27	
Standard deviation	0.74	0.73	0.73	0.78	0.74	0.73	0.62	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.11	-0.08	-	-0.08	-0.08	-	0.06	0.13	
Institutional budget cuts										
Extensive	23.7%	43.9%	51.2%	22.7%	37.5%	44.5%	25.9%	49.7%	56.0%	
Somewhat	48.7%	40.5%	37.8%	52.3%	42.9%	41.9%	44.4%	38.7%	35.4%	
Not at All	27.6%	15.6%	11.0%	25.0%	19.6%	13.6%	29.6%	11.7%	8.7%	
Total(n)	76	649	736	44	296	308	27	326	393	
Mean	1.96	2.28	2.40	1.98	2.18	2.31	1.96	2.38	2.47	
Standard deviation	0.72	0.72	0.68	0.70	0.74	0.70	0.76	0.69	0.65	
Significance	-	***	***	-		**	-	**	***	
Effect size	-	-0.44	-0.65	-	-0.27	-0.47	-	-0.61	-0.78	

2023-2024 HERI Faculty Survey Off-Cycle Administration
 Theme Report
 Full-Time Undergraduate Faculty

FAC Themes 2

- COVID-19
- Diversity
- Institutional Support and Resources
- Interaction with Students

← 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	85	777	871	48	352	357	31	387	467	
COVID-19 - These items illustrate experiences with instruction, sources of stress, views, and opinions on the institutional response to the COVID-19 pandemic.										
Diversity - These items relate to social attitudes and experiences with diversity on campus.										
Institutional Support and Resources - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.										
Interaction with Students - These items relate to the amount and types of interactions faculty have with students on campus.										
During the past three years, have you:										Civic Minded Practice
Advised student groups involved in service/volunteer work	57.1%	54.2%	56.6%	53.2%	54.3%	57.1%	67.7%	54.2%	56.9%	
During the past three years, have you:										
Participated in organized activities around enhancing pedagogy or student learning	77.8%	78.9%	81.8%	63.6%	71.3%	75.3%	100.0%	86.4%	87.6%	
In the past year, to what extent have you:										
Engaged undergraduates on your research project(s)										
To a Very Large Extent	14.8%	12.2%	8.0%	15.6%	15.8%	11.3%	10.0%	9.2%	5.7%	
To a Large Extent	13.6%	11.2%	8.7%	13.3%	10.2%	8.4%	16.7%	12.8%	9.4%	
To Some Extent	25.9%	17.6%	12.6%	28.9%	19.0%	15.3%	23.3%	15.7%	9.8%	
To a Small Extent	16.0%	12.7%	10.0%	11.1%	9.9%	8.7%	16.7%	14.1%	10.5%	
Not at All	29.6%	46.3%	60.7%	31.1%	45.0%	56.4%	33.3%	48.2%	64.6%	
Total(n)	81	762	849	45	342	346	30	382	458	
Worked with undergraduates on their research project(s)										
To a Very Large Extent	26.8%	18.4%	13.0%	28.9%	19.2%	14.9%	22.6%	17.7%	12.0%	
To a Large Extent	25.6%	17.5%	12.5%	24.4%	17.5%	12.6%	29.0%	17.4%	13.0%	
To Some Extent	24.4%	19.8%	16.4%	22.2%	20.7%	16.7%	22.6%	17.9%	14.1%	
To a Small Extent	11.0%	15.0%	14.3%	11.1%	13.4%	14.4%	12.9%	16.9%	14.6%	
Not at All	12.2%	29.2%	43.7%	13.3%	29.2%	41.4%	12.9%	30.1%	46.3%	
Total(n)	82	766	853	45	343	348	31	385	460	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching	57.8%	56.1%	66.3%	45.7%	46.5%	53.9%	80.6%	65.7%	76.6%	
Paid sabbatical leave	6.0%	12.7%	9.0%	8.7%	10.7%	7.6%	3.2%	14.5%	10.3%	
Travel funds paid by the institution	62.7%	57.7%	47.8%	47.8%	55.6%	44.0%	87.1%	60.9%	51.9%	
Internal grants for research	25.6%	28.5%	18.3%	24.4%	28.6%	21.0%	22.6%	28.7%	16.8%	
Training for administrative leadership	9.6%	13.2%	12.2%	8.7%	12.7%	10.9%	12.9%	13.8%	13.5%	
Incentives to develop new courses	14.6%	19.7%	19.0%	15.2%	16.5%	16.9%	16.7%	22.7%	21.1%	
Due to the COVID-19 pandemic, please indicate the extent to which you:										
Felt confident in your ability to provide effective instruction exclusively online										
To a Very Large Extent	18.2%	27.7%	35.7%	21.4%	23.0%	31.1%	13.8%	31.5%	37.9%	
To a Large Extent	27.3%	32.9%	31.6%	9.5%	29.1%	30.5%	48.3%	37.0%	33.3%	
To Some Extent	39.0%	28.2%	22.4%	42.9%	32.0%	24.2%	34.5%	24.9%	21.2%	
To a Small Extent	10.4%	8.3%	6.9%	16.7%	10.7%	9.7%	3.4%	5.5%	4.9%	
Not at All	5.2%	2.9%	3.4%	9.5%	5.2%	4.4%	0.0%	1.2%	2.8%	
Total(n)	77	687	787	42	309	318	29	346	430	
Mean	3.43	3.74	3.89	3.17	3.54	3.74	3.72	3.92	3.99	
Standard deviation	1.07	1.04	1.07	1.23	1.11	1.13	0.75	0.94	1.02	
Significance	-	*	***	-	*	**	-			
Effect size	-	-0.30	-0.43	-	-0.33	-0.50	-	-0.21	-0.26	
Were concerned about your job security										
To a Very Large Extent	15.6%	13.0%	12.3%	19.0%	11.4%	10.5%	6.9%	13.0%	12.7%	
To a Large Extent	10.4%	11.0%	9.5%	7.1%	8.1%	7.9%	13.8%	12.8%	10.3%	
To Some Extent	13.0%	22.4%	22.2%	14.3%	21.8%	21.0%	10.3%	23.5%	23.2%	
To a Small Extent	18.2%	21.9%	21.4%	19.0%	25.6%	25.7%	20.7%	19.4%	18.5%	
Not at All	42.9%	31.7%	34.5%	40.5%	33.1%	34.9%	48.3%	31.3%	35.2%	
Total(n)	77	684	779	42	308	315	29	345	426	
Mean	2.38	2.52	2.44	2.45	2.39	2.33	2.10	2.57	2.47	
Standard deviation	1.50	1.37	1.37	1.55	1.32	1.31	1.35	1.38	1.39	
Significance	-			-			-			

Effect size	-	-0.10	-0.04	-	0.05	0.09	-	-0.34	-0.27	
Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered										
To a Very Large Extent	28.2%	30.7%	23.6%	34.9%	25.9%	21.7%	17.2%	33.7%	23.8%	
To a Large Extent	26.9%	19.1%	13.6%	23.3%	17.8%	11.9%	34.5%	20.1%	14.5%	
To Some Extent	21.8%	23.8%	20.3%	16.3%	22.7%	20.8%	31.0%	25.3%	20.4%	
To a Small Extent	6.4%	9.3%	9.9%	9.3%	11.0%	14.2%	3.4%	8.4%	6.9%	
Not at All	16.7%	17.1%	32.6%	16.3%	22.7%	31.4%	13.8%	12.5%	34.4%	
Total(n)	78	685	777	43	309	318	29	344	421	
Mean	3.44	3.37	2.86	3.51	3.13	2.78	3.38	3.54	2.86	
Standard deviation	1.40	1.44	1.57	1.47	1.49	1.53	1.24	1.36	1.59	
Significance	-		**	-		**	-			
Effect size	-	0.05	0.37	-	0.26	0.48	-	-0.12	0.33	
Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:										
I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)										
Strongly Agree	54.9%	54.0%	54.1%	47.4%	49.8%	51.0%	60.7%	57.5%	57.0%	
Agree	35.2%	36.4%	36.6%	42.1%	40.7%	39.4%	28.6%	33.1%	34.4%	
Disagree	9.9%	6.7%	5.4%	10.5%	6.7%	6.0%	10.7%	6.3%	4.5%	
Strongly Disagree	0.0%	2.9%	3.9%	0.0%	2.7%	3.6%	0.0%	3.0%	4.0%	
Total(n)	71	659	738	38	297	302	28	332	398	
Mean	3.45	3.42	3.41	3.37	3.38	3.38	3.50	3.45	3.44	
Standard deviation	0.67	0.74	0.77	0.67	0.73	0.76	0.69	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	-0.01	-0.01	-	0.07	0.08	
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										
Strongly Agree	47.9%	45.9%	44.8%	42.1%	42.7%	42.5%	53.6%	48.6%	46.9%	
Agree	25.4%	34.1%	34.0%	23.7%	37.9%	38.1%	28.6%	31.5%	31.4%	
Disagree	18.3%	11.7%	10.6%	26.3%	12.6%	11.4%	10.7%	11.3%	10.1%	
Strongly Disagree	8.5%	8.3%	10.6%	7.9%	6.8%	8.0%	7.1%	8.6%	11.6%	
Total(n)	71	649	724	38	293	299	28	327	388	
Mean	3.13	3.18	3.13	3.00	3.16	3.15	3.29	3.20	3.14	
Standard deviation	1.00	0.94	0.98	1.01	0.90	0.92	0.94	0.95	1.01	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	-0.18	-0.16	-	0.09	0.15	
I had access to effective tech support while teaching remotely										
Strongly Agree	17.4%	39.3%	39.3%	19.4%	41.6%	37.5%	14.3%	37.7%	40.8%	
Agree	42.0%	40.2%	38.2%	30.6%	36.1%	39.6%	53.6%	43.8%	37.5%	
Disagree	21.7%	14.0%	15.1%	27.8%	15.1%	15.0%	17.9%	13.0%	15.2%	
Strongly Disagree	18.8%	6.5%	7.4%	22.2%	7.2%	7.8%	14.3%	5.6%	6.5%	
Total(n)	69	644	717	36	291	293	28	324	387	
Mean	2.58	3.12	3.09	2.47	3.12	3.07	2.68	3.14	3.13	
Standard deviation	0.99	0.88	0.91	1.06	0.92	0.92	0.90	0.84	0.90	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.61	-0.56	-	-0.71	-0.65	-	-0.55	-0.50	
Please indicate your agreement with each of the following statements:										
Campus leadership provided an appropriate response to the pandemic										
Strongly Agree	25.0%	29.3%	31.7%	22.0%	31.7%	32.8%	27.6%	27.1%	31.3%	
Somewhat Agree	47.4%	48.3%	47.8%	43.9%	46.5%	48.2%	58.6%	51.5%	48.9%	
Somewhat Disagree	11.8%	14.6%	13.1%	12.2%	12.5%	11.3%	10.3%	15.7%	13.4%	
Strongly Disagree	15.8%	7.8%	7.4%	22.0%	9.2%	7.7%	3.4%	5.7%	6.4%	
Total(n)	76	665	757	41	303	311	29	332	409	
Mean	2.82	2.99	3.04	2.66	3.01	3.06	3.10	3.00	3.05	
Standard deviation	0.99	0.87	0.86	1.06	0.90	0.86	0.72	0.81	0.84	
Significance	-		*	-	*	**	-			
Effect size	-	-0.20	-0.26	-	-0.39	-0.47	-	0.12	0.06	
Faculty in my department were adequately prepared for teaching remotely										
Strongly Agree	12.0%	13.1%	14.6%	10.0%	12.9%	16.8%	10.3%	12.7%	12.3%	
Somewhat Agree	29.3%	42.4%	40.1%	32.5%	45.0%	42.9%	24.1%	40.6%	38.4%	
Somewhat Disagree	36.0%	29.5%	29.3%	30.0%	26.5%	24.8%	48.3%	31.8%	32.8%	
Strongly Disagree	22.7%	15.0%	15.9%	27.5%	15.6%	15.5%	17.2%	14.8%	16.5%	
Total(n)	75	662	753	40	302	310	29	330	406	
Mean	2.31	2.54	2.53	2.25	2.55	2.61	2.28	2.51	2.47	
Standard deviation	0.96	0.90	0.93	0.98	0.91	0.94	0.88	0.90	0.91	
Significance	-	*		-	*	*	-			
Effect size	-	-0.26	-0.24	-	-0.33	-0.38	-	-0.26	-0.21	
My institution's pandemic response prioritized the health and safety of faculty										
Strongly Agree	21.6%	29.7%	34.8%	15.4%	34.7%	36.7%	31.0%	26.4%	35.0%	
Somewhat Agree	40.5%	43.9%	44.6%	43.6%	42.8%	43.3%	37.9%	45.2%	45.1%	
Somewhat Disagree	25.7%	18.1%	13.8%	25.6%	16.5%	14.8%	27.6%	19.1%	12.8%	
Strongly Disagree	12.2%	8.2%	6.8%	15.4%	6.1%	5.2%	3.4%	9.4%	7.1%	
Total(n)	74	656	747	39	297	305	29	330	406	
Mean	2.72	2.95	3.07	2.59	3.06	3.11	2.97	2.88	3.08	
Standard deviation	0.94	0.90	0.87	0.94	0.87	0.84	0.87	0.91	0.87	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.26	-0.40	-	-0.54	-0.62	-	0.10	-0.13	

I would prefer to teach more of my courses in either a hybrid or fully online format										
Strongly Agree	5.4%	16.0%	17.7%	7.5%	12.1%	13.7%	3.4%	19.0%	20.5%	
Somewhat Agree	13.5%	19.9%	21.6%	7.5%	17.1%	18.2%	24.1%	23.8%	24.4%	
Somewhat Disagree	33.8%	28.4%	28.0%	27.5%	29.2%	27.0%	41.4%	26.8%	28.4%	
Strongly Disagree	47.3%	35.7%	32.8%	57.5%	41.6%	41.0%	31.0%	30.4%	26.7%	
Total(n)	74	658	751	40	298	307	29	332	409	
Mean	1.77	2.16	2.24	1.65	2.00	2.05	2.00	2.31	2.39	
Standard deviation	0.88	1.08	1.09	0.92	1.04	1.07	0.85	1.10	1.09	
Significance	-	**	***	-	*	*	-	-	-	
Effect size	-	-0.36	-0.43	-	-0.34	-0.37	-	-0.28	-0.36	
This college developed effective policies related to COVID-19 vaccinations for the campus community										
Strongly Agree	19.2%	29.6%	30.5%	12.8%	29.9%	31.0%	32.1%	30.6%	31.4%	
Somewhat Agree	39.7%	46.5%	44.5%	46.2%	47.0%	45.1%	32.1%	46.3%	44.5%	
Somewhat Disagree	15.1%	14.9%	14.9%	15.4%	15.4%	15.4%	10.7%	13.3%	13.6%	
Strongly Disagree	26.0%	8.9%	10.1%	25.6%	7.7%	8.5%	25.0%	9.9%	10.6%	
Total(n)	73	651	740	39	298	306	28	324	398	
Mean	2.52	2.97	2.95	2.46	2.99	2.99	2.71	2.98	2.97	
Standard deviation	1.08	0.90	0.93	1.02	0.87	0.90	1.18	0.91	0.93	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.50	-0.46	-	-0.61	-0.59	-	-0.30	-0.28	
I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic										
Strongly Agree	77.3%	67.6%	63.2%	75.0%	63.5%	63.2%	82.8%	72.0%	63.8%	
Somewhat Agree	21.3%	28.5%	31.8%	25.0%	32.1%	31.3%	17.2%	25.3%	32.2%	
Somewhat Disagree	0.0%	3.3%	3.9%	0.0%	4.0%	4.8%	0.0%	2.4%	3.0%	
Strongly Disagree	1.3%	0.6%	1.1%	0.0%	0.3%	0.6%	0.0%	0.3%	1.0%	
Total(n)	75	657	748	40	299	310	29	328	401	
Mean	3.75	3.63	3.57	3.75	3.59	3.57	3.83	3.69	3.59	
Standard deviation	0.52	0.58	0.62	0.44	0.59	0.62	0.38	0.53	0.60	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	0.21	0.29	-	0.27	0.29	-	0.26	0.40	
Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:										
Physical health										
To a Very Large Extent	14.7%	24.4%	27.1%	17.1%	19.5%	22.3%	13.8%	28.3%	30.4%	
To a Large Extent	18.7%	23.7%	21.6%	17.1%	23.2%	21.7%	17.2%	23.3%	20.7%	
To Some Extent	28.0%	27.6%	26.4%	24.4%	28.5%	28.0%	34.5%	27.4%	26.5%	
To a Small Extent	20.0%	15.4%	14.0%	19.5%	19.9%	16.2%	20.7%	12.1%	12.5%	
Not at All	18.7%	8.9%	11.0%	22.0%	8.9%	11.8%	13.8%	8.8%	9.9%	
Total(n)	75	671	765	41	302	314	29	339	415	
Mean	2.91	3.39	3.40	2.88	3.25	3.26	2.97	3.50	3.49	
Standard deviation	1.32	1.25	1.31	1.40	1.23	1.30	1.24	1.26	1.31	
Significance	-	**	**	-	-	-	-	*	*	
Effect size	-	-0.38	-0.37	-	-0.30	-0.29	-	-0.42	-0.40	
Mental health										
To a Very Large Extent	26.7%	26.5%	26.5%	29.3%	20.3%	22.4%	20.7%	30.1%	27.7%	
To a Large Extent	24.0%	24.2%	24.8%	17.1%	22.6%	23.4%	31.0%	25.7%	26.0%	
To Some Extent	20.0%	25.9%	24.0%	19.5%	27.9%	25.0%	24.1%	24.8%	24.3%	
To a Small Extent	10.7%	14.2%	13.5%	12.2%	17.6%	16.0%	10.3%	12.1%	12.0%	
Not at All	18.7%	9.3%	11.3%	22.0%	11.6%	13.1%	13.8%	7.4%	9.9%	
Total(n)	75	669	763	41	301	312	29	339	415	
Mean	3.29	3.44	3.42	3.20	3.22	3.26	3.34	3.59	3.50	
Standard deviation	1.45	1.27	1.31	1.54	1.28	1.32	1.32	1.24	1.28	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.10	-	-0.02	-0.05	-	-0.20	-0.13	
In-person social interaction										
To a Very Large Extent	16.0%	22.1%	23.4%	14.6%	19.5%	22.0%	20.7%	23.7%	24.5%	
To a Large Extent	30.7%	28.8%	27.6%	31.7%	27.8%	27.4%	24.1%	29.3%	27.8%	
To Some Extent	24.0%	27.2%	24.7%	24.4%	28.1%	24.5%	27.6%	27.8%	26.2%	
To a Small Extent	14.7%	14.0%	14.3%	14.6%	16.2%	16.6%	13.8%	13.0%	12.6%	
Not at All	14.7%	7.9%	9.9%	14.6%	8.3%	9.6%	13.8%	6.2%	9.0%	
Total(n)	75	670	764	41	302	314	29	338	413	
Mean	3.19	3.43	3.40	3.17	3.34	3.36	3.24	3.51	3.46	
Standard deviation	1.29	1.20	1.26	1.28	1.20	1.26	1.33	1.17	1.24	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.17	-	-0.14	-0.15	-	-0.23	-0.18	
Return to in-person teaching										
To a Very Large Extent	13.3%	18.0%	19.6%	12.2%	12.6%	16.6%	17.2%	21.7%	21.0%	
To a Large Extent	21.3%	22.8%	22.1%	19.5%	20.6%	19.8%	24.1%	24.3%	23.9%	
To Some Extent	30.7%	24.7%	24.1%	29.3%	23.9%	21.7%	34.5%	26.7%	26.3%	
To a Small Extent	13.3%	16.9%	13.6%	9.8%	19.6%	15.7%	13.8%	15.1%	12.2%	
Not at All	21.3%	17.7%	20.7%	29.3%	23.3%	26.2%	10.3%	12.2%	16.6%	
Total(n)	75	668	760	41	301	313	29	337	410	
Mean	2.92	3.06	3.06	2.76	2.80	2.85	3.24	3.28	3.20	
Standard deviation	1.32	1.35	1.40	1.39	1.34	1.43	1.21	1.29	1.35	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.10	-	-0.03	-0.06	-	-0.03	0.03	

Health of loved ones										
To a Very Large Extent	26.7%	32.5%	37.7%	17.1%	24.8%	31.2%	37.9%	38.6%	42.0%	
To a Large Extent	25.3%	27.2%	26.2%	31.7%	30.8%	29.9%	17.2%	24.2%	23.9%	
To Some Extent	18.7%	23.3%	19.9%	14.6%	24.5%	19.4%	27.6%	22.4%	20.3%	
To a Small Extent	17.3%	11.3%	9.6%	19.5%	12.9%	12.1%	13.8%	10.3%	7.5%	
Not at All	12.0%	5.7%	6.7%	17.1%	7.0%	7.3%	3.4%	4.4%	6.3%	
Total(n)	75	670	764	41	302	314	29	339	414	
Mean	3.37	3.70	3.79	3.12	3.54	3.66	3.72	3.82	3.88	
Standard deviation	1.36	1.20	1.23	1.38	1.19	1.24	1.22	1.18	1.22	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.28	-0.34	-	-0.35	-0.44	-	-0.08	-0.13	
Access to healthcare										
To a Very Large Extent	16.0%	12.0%	11.4%	19.5%	11.4%	12.2%	10.3%	11.9%	10.3%	
To a Large Extent	8.0%	13.7%	14.0%	9.8%	15.4%	15.4%	6.9%	11.3%	12.8%	
To Some Extent	18.7%	20.0%	20.4%	12.2%	18.1%	18.9%	27.6%	21.5%	20.9%	
To a Small Extent	30.7%	25.9%	22.9%	29.3%	23.7%	19.6%	31.0%	29.0%	26.5%	
Not at All	26.7%	28.3%	31.3%	29.3%	31.4%	34.0%	24.1%	26.3%	29.5%	
Total(n)	75	664	755	41	299	312	29	335	407	
Mean	2.56	2.55	2.51	2.61	2.52	2.52	2.48	2.54	2.48	
Standard deviation	1.39	1.35	1.36	1.50	1.37	1.40	1.24	1.31	1.31	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.07	0.06	-	-0.05	0.00	
The extent to which others wear masks while out in public										
To a Very Large Extent	21.3%	23.5%	22.5%	24.4%	19.7%	23.4%	20.7%	26.4%	21.5%	
To a Large Extent	28.0%	23.5%	22.6%	22.0%	21.7%	19.2%	31.0%	24.3%	25.4%	
To Some Extent	26.7%	25.0%	24.7%	34.1%	27.4%	26.6%	17.2%	23.1%	23.5%	
To a Small Extent	6.7%	14.6%	14.3%	4.9%	15.7%	15.4%	10.3%	14.8%	14.5%	
Not at All	17.3%	13.5%	15.9%	14.6%	15.4%	15.4%	20.7%	11.3%	15.0%	
Total(n)	75	665	761	41	299	312	29	337	413	
Mean	3.29	3.29	3.21	3.37	3.15	3.20	3.21	3.40	3.24	
Standard deviation	1.35	1.33	1.36	1.32	1.33	1.37	1.45	1.32	1.34	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	0.17	0.12	-	-0.14	-0.02	
Coping with social isolation										
To a Very Large Extent	10.7%	15.1%	16.3%	9.8%	11.9%	15.6%	13.8%	16.8%	15.9%	
To a Large Extent	14.7%	20.7%	20.7%	17.1%	17.8%	19.0%	6.9%	22.7%	22.2%	
To Some Extent	25.3%	25.8%	24.3%	22.0%	27.4%	23.2%	34.5%	24.5%	25.6%	
To a Small Extent	30.7%	20.9%	19.7%	29.3%	23.1%	21.9%	34.5%	20.4%	19.1%	
Not at All	18.7%	17.6%	19.0%	22.0%	19.8%	20.3%	10.3%	15.6%	17.1%	
Total(n)	75	671	765	41	303	315	29	339	414	
Mean	2.68	2.95	2.96	2.63	2.79	2.88	2.79	3.05	3.01	
Standard deviation	1.24	1.31	1.35	1.28	1.28	1.35	1.18	1.32	1.32	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.13	-0.19	-	-0.20	-0.17	
Personal finances										
To a Very Large Extent	10.7%	12.2%	11.3%	12.2%	8.9%	9.9%	10.3%	14.5%	11.8%	
To a Large Extent	14.7%	15.5%	13.2%	9.8%	13.9%	12.7%	17.2%	15.6%	13.3%	
To Some Extent	16.0%	19.9%	21.4%	19.5%	18.5%	18.8%	10.3%	20.6%	23.2%	
To a Small Extent	24.0%	22.8%	21.0%	22.0%	26.2%	24.2%	27.6%	20.9%	19.8%	
Not at All	34.7%	29.6%	33.2%	36.6%	32.5%	34.4%	34.5%	28.3%	31.9%	
Total(n)	75	670	763	41	302	314	29	339	414	
Mean	2.43	2.58	2.48	2.39	2.41	2.39	2.41	2.67	2.53	
Standard deviation	1.38	1.37	1.36	1.39	1.31	1.33	1.40	1.40	1.37	
Significance	-			-			-			
Effect size	-	-0.11	-0.04	-	-0.02	0.00	-	-0.19	-0.09	
Childcare										
To a Very Large Extent	9.5%	15.5%	14.8%	2.5%	10.0%	11.9%	20.7%	20.8%	17.5%	
To a Large Extent	6.8%	8.0%	7.1%	10.0%	8.3%	7.4%	3.4%	7.8%	6.9%	
To Some Extent	6.8%	5.8%	6.8%	2.5%	4.7%	4.8%	10.3%	6.6%	8.1%	
To a Small Extent	6.8%	8.5%	7.6%	10.0%	10.7%	11.5%	3.4%	6.0%	4.7%	
Not at All	70.3%	62.3%	63.8%	75.0%	66.3%	64.4%	62.1%	58.7%	62.7%	
Total(n)	74	660	751	40	300	312	29	332	405	
Mean	1.78	2.06	2.01	1.55	1.85	1.91	2.17	2.26	2.12	
Standard deviation	1.37	1.55	1.52	1.11	1.39	1.43	1.67	1.67	1.60	
Significance	-			-			-			
Effect size	-	-0.18	-0.15	-	-0.22	-0.25	-	-0.05	0.03	
Please indicate the extent to which you agree it is your role to:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										Civic Minded Values
Strongly Agree	44.4%	43.8%	46.1%	28.9%	31.4%	36.9%	73.3%	54.0%	52.6%	
Somewhat Agree	35.8%	42.5%	39.6%	37.8%	47.9%	42.3%	26.7%	38.6%	39.0%	
Somewhat Disagree	9.9%	10.0%	10.3%	15.6%	13.7%	14.2%	0.0%	6.5%	6.5%	
Strongly Disagree	9.9%	3.7%	4.0%	17.8%	7.0%	6.6%	0.0%	0.9%	1.9%	
Total(n)	81	697	783	45	315	317	30	352	428	
Mean	3.15	3.26	3.28	2.78	3.04	3.09	3.73	3.46	3.42	
Standard deviation	0.96	0.79	0.80	1.06	0.86	0.88	0.45	0.66	0.70	
Significance	-			-		*	-	*	*	
Effect size	-	-0.14	-0.16	-	-0.30	-0.35	-	0.41	0.44	

Encourage respect for different beliefs										Undergraduate Education Goal: Personal Development
Strongly Agree	55.6%	65.0%	68.5%	42.2%	52.9%	57.4%	80.0%	74.9%	76.2%	
Somewhat Agree	34.6%	29.2%	26.8%	42.2%	38.5%	35.0%	20.0%	21.7%	21.4%	
Somewhat Disagree	4.9%	4.3%	3.1%	6.7%	6.1%	4.7%	0.0%	2.8%	1.6%	
Strongly Disagree	4.9%	1.4%	1.7%	8.9%	2.5%	2.8%	0.0%	0.6%	0.7%	
Total(n)	81	695	784	45	314	317	30	351	429	
Mean	3.41	3.58	3.62	3.18	3.42	3.47	3.80	3.71	3.73	
Standard deviation	0.80	0.65	0.63	0.91	0.72	0.72	0.41	0.55	0.52	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.26	-0.33	-	-0.33	-0.40	-	0.16	0.13	
Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										Civic Minded Values
Strongly Agree	60.0%	72.7%	73.1%	51.1%	60.3%	60.2%	79.3%	84.3%	83.5%	
Somewhat Agree	31.3%	23.1%	22.3%	35.6%	32.5%	32.0%	20.7%	14.9%	14.6%	
Somewhat Disagree	7.5%	2.6%	3.2%	11.1%	4.4%	5.6%	0.0%	0.6%	1.2%	
Strongly Disagree	1.3%	1.6%	1.4%	2.2%	2.8%	2.2%	0.0%	0.3%	0.7%	
Total(n)	80	689	777	45	317	322	29	343	417	
Mean	3.50	3.67	3.67	3.36	3.50	3.50	3.79	3.83	3.81	
Standard deviation	0.69	0.61	0.61	0.77	0.71	0.70	0.41	0.41	0.47	
Significance	-	*	*	-			-			
Effect size	-	-0.28	-0.28	-	-0.20	-0.20	-	-0.10	-0.04	
Please indicate your agreement with each of the following statements:										
I try to dispel perceptions of competition in my classroom										
Strongly Agree	42.5%	38.0%	34.4%	33.3%	26.5%	25.1%	55.2%	47.9%	41.5%	
Somewhat Agree	41.3%	36.9%	42.5%	44.4%	40.3%	45.7%	37.9%	33.8%	40.2%	
Somewhat Disagree	11.3%	20.4%	18.5%	15.6%	25.2%	21.6%	3.4%	16.5%	16.1%	
Strongly Disagree	5.0%	4.7%	4.6%	6.7%	8.1%	7.6%	3.4%	1.8%	2.2%	
Total(n)	80	677	758	45	310	315	29	340	410	
Mean	3.21	3.08	3.07	3.04	2.85	2.88	3.45	3.28	3.21	
Standard deviation	0.84	0.88	0.84	0.88	0.91	0.87	0.74	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.15	0.17	-	0.21	0.18	-	0.21	0.30	
There is a lot of campus racial conflict here										
Strongly Agree	2.5%	7.4%	5.9%	0.0%	6.4%	3.2%	7.1%	8.4%	7.5%	
Somewhat Agree	11.4%	23.6%	18.0%	13.3%	15.7%	14.0%	7.1%	30.5%	20.9%	
Somewhat Disagree	55.7%	47.1%	44.3%	48.9%	50.8%	44.1%	64.3%	44.0%	44.5%	
Strongly Disagree	30.4%	21.9%	31.9%	37.8%	27.2%	38.7%	21.4%	17.1%	27.1%	
Total(n)	79	675	750	45	313	315	28	334	402	
Mean	1.86	2.16	1.98	1.76	2.01	1.82	2.00	2.30	2.09	
Standard deviation	0.71	0.85	0.86	0.68	0.83	0.79	0.77	0.85	0.88	
Significance	-	**		-			-			
Effect size	-	-0.35	-0.14	-	-0.30	-0.08	-	-0.35	-0.10	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My research is valued by faculty in my department										Respect
Strongly Agree	35.9%	32.1%	28.6%	31.1%	30.5%	29.9%	40.7%	33.7%	27.7%	
Somewhat Agree	34.6%	42.2%	42.5%	37.8%	44.8%	47.0%	37.0%	40.7%	39.6%	
Somewhat Disagree	21.8%	16.6%	17.1%	20.0%	14.6%	14.5%	22.2%	17.8%	19.2%	
Strongly Disagree	7.7%	9.1%	11.8%	11.1%	10.1%	8.6%	0.0%	7.8%	13.5%	
Total(n)	78	669	702	45	308	304	27	332	364	
Mean	2.99	2.97	2.88	2.89	2.96	2.98	3.19	3.00	2.82	
Standard deviation	0.95	0.92	0.96	0.98	0.92	0.89	0.79	0.91	0.99	
Significance	-			-			-			
Effect size	-	0.02	0.11	-	-0.08	-0.10	-	0.21	0.37	
My teaching is valued by faculty in my department										Respect
Strongly Agree	62.0%	54.7%	55.3%	62.2%	55.7%	58.0%	64.3%	54.8%	53.6%	
Somewhat Agree	22.8%	32.6%	33.1%	20.0%	33.8%	36.0%	28.6%	31.1%	31.1%	
Somewhat Disagree	8.9%	8.5%	7.6%	8.9%	5.4%	3.5%	7.1%	10.6%	10.4%	
Strongly Disagree	6.3%	4.2%	4.1%	8.9%	5.1%	2.5%	0.0%	3.5%	4.9%	
Total(n)	79	684	765	45	314	317	28	341	412	
Mean	3.41	3.38	3.40	3.36	3.40	3.50	3.57	3.37	3.33	
Standard deviation	0.90	0.81	0.80	0.98	0.81	0.69	0.63	0.81	0.85	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	-0.05	-0.20	-	0.25	0.28	
My service is valued by faculty in my department										Respect
Strongly Agree	60.3%	48.2%	49.3%	55.6%	48.1%	52.7%	70.4%	49.0%	47.3%	
Somewhat Agree	24.4%	33.9%	34.6%	24.4%	34.9%	34.9%	25.9%	32.0%	33.9%	
Somewhat Disagree	7.7%	11.1%	9.7%	8.9%	10.3%	7.6%	3.7%	12.0%	11.2%	
Strongly Disagree	7.7%	6.7%	6.4%	11.1%	6.7%	4.8%	0.0%	7.0%	7.6%	
Total(n)	78	682	761	45	312	315	27	341	410	
Mean	3.37	3.24	3.27	3.24	3.24	3.36	3.67	3.23	3.21	
Standard deviation	0.93	0.90	0.88	1.03	0.89	0.82	0.55	0.92	0.92	
Significance	-			-			-	*	*	
Effect size	-	0.14	0.11	-	0.00	-0.15	-	0.48	0.50	

This institution takes responsibility for educating underprepared students											Diversity Climate
Strongly Agree	5.1%	15.6%	19.2%	2.2%	15.5%	20.3%	10.7%	15.7%	18.5%		
Somewhat Agree	55.7%	44.3%	42.5%	53.3%	47.1%	46.2%	53.6%	40.1%	39.4%		
Somewhat Disagree	31.6%	27.1%	26.7%	33.3%	23.9%	23.7%	32.1%	31.5%	29.1%		
Strongly Disagree	7.6%	13.0%	11.6%	11.1%	13.5%	9.8%	3.6%	12.8%	13.1%		
Total(n)	79	675	757	45	310	316	28	337	406		
Mean	2.58	2.62	2.69	2.47	2.65	2.77	2.71	2.59	2.63		
Standard deviation	0.71	0.90	0.91	0.73	0.90	0.88	0.71	0.90	0.93		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.04	-0.12	-	-0.20	-0.34	-	0.13	0.09		
There is adequate support for faculty development											
Strongly Agree	12.7%	13.7%	15.4%	6.7%	13.7%	16.0%	25.0%	14.2%	15.2%		
Somewhat Agree	50.6%	40.4%	41.2%	51.1%	43.8%	44.3%	42.9%	37.0%	39.9%		
Somewhat Disagree	20.3%	29.3%	27.4%	20.0%	25.2%	25.2%	25.0%	34.0%	29.6%		
Strongly Disagree	16.5%	16.6%	16.0%	22.2%	17.3%	14.5%	7.1%	14.8%	15.4%		
Total(n)	79	679	762	45	313	318	28	338	409		
Mean	2.59	2.51	2.56	2.42	2.54	2.62	2.86	2.51	2.55		
Standard deviation	0.91	0.93	0.94	0.92	0.93	0.92	0.89	0.91	0.93		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.09	0.03	-	-0.13	-0.22	-	0.38	0.33		
Indicate how important you believe each priority listed below is at your college or university:											
Recruit more traditionally underrepresented students											
Highest Priority	7.8%	19.7%	20.0%	4.7%	18.0%	20.1%	14.3%	21.0%	19.9%	Institutional Priority: Commitment to Diversity	
High Priority	32.5%	41.5%	36.8%	30.2%	43.7%	35.0%	35.7%	40.2%	39.1%		
Medium Priority	42.9%	31.0%	31.1%	39.5%	28.5%	32.4%	42.9%	32.9%	30.7%		
Low Priority	16.9%	7.8%	12.1%	25.6%	9.8%	12.6%	7.1%	5.8%	10.2%		
Total(n)	77	651	736	43	295	309	28	328	391		
Mean	2.31	2.73	2.65	2.14	2.70	2.62	2.57	2.77	2.69		
Standard deviation	0.85	0.87	0.93	0.86	0.88	0.94	0.84	0.85	0.91		
Significance	-	***	**	-	***	**	-	-	-		
Effect size	-	-0.48	-0.37	-	-0.64	-0.51	-	-0.24	-0.13		
Promote gender diversity in the faculty and administration											
Highest Priority	10.4%	17.0%	16.7%	9.3%	16.7%	16.9%	14.3%	17.8%	16.7%	Institutional Priority: Commitment to Diversity	
High Priority	27.3%	31.1%	30.0%	27.9%	34.4%	29.6%	25.0%	28.0%	30.8%		
Medium Priority	41.6%	32.6%	32.7%	41.9%	32.7%	34.9%	42.9%	33.2%	31.8%		
Low Priority	20.8%	19.3%	20.5%	20.9%	16.3%	18.6%	17.9%	20.9%	20.8%		
Total(n)	77	647	730	43	294	307	28	325	390		
Mean	2.27	2.46	2.43	2.26	2.51	2.45	2.36	2.43	2.43		
Standard deviation	0.91	0.99	1.00	0.90	0.96	0.98	0.95	1.01	1.00		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.19	-0.16	-	-0.26	-0.19	-	-0.07	-0.07		
Promote racial and ethnic diversity in the faculty and administration											
Highest Priority	10.4%	22.2%	21.0%	9.3%	20.8%	19.0%	14.3%	24.1%	22.4%	Institutional Priority: Commitment to Diversity	
High Priority	29.9%	32.6%	36.0%	25.6%	33.1%	35.0%	35.7%	32.1%	38.0%		
Medium Priority	36.4%	29.0%	28.4%	37.2%	30.0%	30.4%	35.7%	27.8%	26.7%		
Low Priority	23.4%	16.3%	14.7%	27.9%	16.0%	15.7%	14.3%	16.0%	12.9%		
Total(n)	77	645	730	43	293	306	28	324	389		
Mean	2.27	2.61	2.63	2.16	2.59	2.57	2.50	2.64	2.70		
Standard deviation	0.94	1.00	0.97	0.95	0.99	0.97	0.92	1.02	0.96		
Significance	-	**	**	-	**	**	-	-	-		
Effect size	-	-0.34	-0.37	-	-0.43	-0.42	-	-0.14	-0.21		
Develop an appreciation for multiculturalism											
Highest Priority	11.8%	22.5%	24.2%	11.9%	19.0%	22.0%	14.3%	24.8%	26.1%	Institutional Priority: Commitment to Diversity	
High Priority	42.1%	40.1%	40.8%	28.6%	41.2%	40.7%	57.1%	39.9%	41.9%		
Medium Priority	31.6%	28.9%	25.5%	38.1%	29.8%	26.2%	21.4%	27.9%	23.8%		
Low Priority	14.5%	8.5%	9.5%	21.4%	10.0%	11.1%	7.1%	7.4%	8.3%		
Total(n)	76	644	728	42	289	305	28	326	387		
Mean	2.51	2.77	2.80	2.31	2.69	2.73	2.79	2.82	2.86		
Standard deviation	0.89	0.90	0.91	0.95	0.89	0.93	0.79	0.89	0.90		
Significance	-	*	**	-	*	**	-	-	-		
Effect size	-	-0.29	-0.32	-	-0.43	-0.45	-	-0.03	-0.08		
Please indicate the extent to which each of the following has been a source of stress for you during the past year:											
Students											
Extensive	9.2%	14.9%	14.7%	4.8%	10.5%	8.9%	10.7%	17.9%	18.6%	Career-Related Stress	
Somewhat	59.2%	59.7%	59.1%	57.1%	60.2%	59.9%	67.9%	60.9%	59.5%		
Not at All	31.6%	25.5%	26.2%	38.1%	29.3%	31.3%	21.4%	21.2%	21.9%		
Total(n)	76	652	736	42	294	304	28	330	398		
Mean	1.78	1.89	1.88	1.67	1.81	1.78	1.89	1.97	1.97		
Standard deviation	0.60	0.63	0.63	0.57	0.60	0.59	0.57	0.63	0.64		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.17	-0.16	-	-0.23	-0.19	-	-0.13	-0.13		

Have you ever interrupted your professional career for more than one year for family reasons? Yes	6.5%	9.1%	10.4%	0.0%	2.7%	3.6%	14.3%	15.2%	15.8%	
Have you ever been formally recognized for outstanding teaching at this institution? Yes	33.8%	28.1%	35.7%	32.6%	27.7%	35.2%	35.7%	27.7%	35.3%	

2023-2024 HERI Faculty Survey Off-Cycle Administration
 Theme Report
 Full-Time Undergraduate Faculty

FAC Themes 3	
Habits of Mind	^
Institutional Priorities	
Relationship with Administration	
Satisfaction	v

← 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	85	777	871	48	352	357	31	387	467	
Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.										
Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.										
Relationship with Administration - These items relate to faculty perception and experience with the campus administration.										
Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.										
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently	97.5%	95.9%	96.6%	97.8%	94.3%	95.0%	96.6%	97.2%	97.5%	
Occasionally										
Not at All	0.0%	0.3%	0.5%	0.0%	0.3%	0.6%	0.0%	0.3%	0.5%	
Total(n)	80	704	801	45	316	322	29	356	440	
Mean	2.98	2.96	2.96	2.98	2.94	2.94	2.97	2.97	2.97	
Standard deviation	0.16	0.22	0.22	0.15	0.25	0.26	0.19	0.19	0.19	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.16	0.15	-	0.00	0.00	
Support their opinions with a logical argument										
Frequently	78.8%	79.7%	82.5%	77.8%	80.4%	83.1%	79.3%	78.4%	81.7%	
Occasionally	21.3%	19.1%	15.8%	22.2%	18.0%	15.3%	20.7%	20.8%	16.5%	
Not at All	0.0%	1.1%	1.6%	0.0%	1.6%	1.6%	0.0%	0.8%	1.8%	
Total(n)	80	705	796	45	317	320	29	356	437	
Mean	2.79	2.79	2.81	2.78	2.79	2.82	2.79	2.78	2.80	
Standard deviation	0.41	0.44	0.43	0.42	0.45	0.43	0.41	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	-0.02	-0.09	-	0.02	-0.02	
Seek solutions to problems and explain them to others										
Frequently	68.8%	75.5%	78.9%	75.6%	73.6%	77.5%	55.2%	76.1%	79.7%	
Occasionally	30.0%	21.8%	19.2%	22.2%	22.0%	19.1%	44.8%	22.5%	19.4%	
Not at All	1.3%	2.7%	1.9%	2.2%	4.5%	3.4%	0.0%	1.4%	0.9%	
Total(n)	80	701	797	45	314	320	29	355	438	
Mean	2.68	2.73	2.77	2.73	2.69	2.74	2.55	2.75	2.79	
Standard deviation	0.50	0.50	0.46	0.50	0.55	0.51	0.51	0.47	0.43	
Significance	-			-			-	*	**	
Effect size	-	-0.10	-0.20	-	0.07	-0.02	-	-0.43	-0.56	
Analyze multiple sources of information before coming to a conclusion										
Frequently	66.3%	69.3%	70.3%	62.2%	64.1%	67.1%	75.9%	73.2%	71.9%	
Occasionally	31.3%	27.2%	26.2%	35.6%	31.7%	29.2%	20.7%	23.7%	24.5%	
Not at All	2.5%	3.4%	3.5%	2.2%	4.1%	3.7%	3.4%	3.1%	3.7%	
Total(n)	80	701	798	45	315	322	29	354	437	
Mean	2.64	2.66	2.67	2.60	2.60	2.63	2.72	2.70	2.68	
Standard deviation	0.53	0.54	0.54	0.54	0.57	0.55	0.53	0.52	0.54	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	0.00	-0.05	-	0.04	0.07	
Evaluate the quality or reliability of information they receive										
Frequently	67.1%	68.4%	71.6%	65.9%	65.6%	69.5%	69.0%	69.9%	72.2%	
Occasionally	31.6%	28.3%	25.4%	31.8%	30.6%	26.5%	31.0%	27.5%	25.3%	
Not at All	1.3%	3.3%	3.0%	2.3%	3.8%	4.0%	0.0%	2.5%	2.5%	
Total(n)	79	702	799	44	314	321	29	356	439	
Mean	2.66	2.65	2.69	2.64	2.62	2.65	2.69	2.67	2.70	
Standard deviation	0.50	0.54	0.53	0.53	0.56	0.56	0.47	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.02	-0.06	-	0.04	-0.02	-	0.04	-0.02	
Take risks for potential gains										
Frequently	38.0%	41.5%	41.6%	31.8%	36.7%	36.3%	44.8%	44.2%	43.7%	
Occasionally	45.6%	39.5%	41.2%	43.2%	41.2%	41.9%	51.7%	38.5%	41.4%	
Not at All	16.5%	18.9%	17.3%	25.0%	22.0%	21.9%	3.4%	17.3%	14.9%	
Total(n)	79	698	794	44	313	320	29	353	435	
Mean	2.22	2.23	2.24	2.07	2.15	2.14	2.41	2.27	2.29	
Standard deviation	0.71	0.74	0.73	0.76	0.75	0.75	0.57	0.74	0.71	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.11	-0.09	-	0.19	0.17	

Seek alternative solutions to a problem			55.7%	60.5%	63.1%	54.5%	58.7%	60.3%	55.2%	60.6%	64.3%	
Frequently			41.8%	35.0%	33.2%	43.2%	36.9%	35.0%	41.4%	34.6%	32.5%	
Occasionally			2.5%	4.4%	3.8%	2.3%	4.5%	4.7%	3.4%	4.8%	3.2%	
Not at All			79	697	793	44	312	320	29	353	434	
Total(n)			2.53	2.56	2.59	2.52	2.54	2.56	2.52	2.56	2.61	
Mean			0.55	0.58	0.56	0.55	0.58	0.58	0.57	0.59	0.55	
Standard deviation			-	-	-	-	-	-	-	-	-	
Significance			-	-0.05	-0.11	-	-0.03	-0.07	-	-0.07	-0.16	
Effect size												
Look up scientific research articles and resources			58.8%	51.9%	50.8%	55.6%	47.6%	46.3%	65.5%	55.9%	54.0%	
Frequently			28.8%	33.5%	36.5%	28.9%	35.9%	39.1%	24.1%	31.4%	34.0%	
Occasionally			12.5%	14.6%	12.7%	15.6%	16.5%	14.6%	10.3%	12.7%	12.0%	
Not at All			80	701	795	45	315	322	29	354	435	
Total(n)			2.46	2.37	2.38	2.40	2.31	2.32	2.55	2.43	2.42	
Mean			0.71	0.73	0.70	0.75	0.74	0.71	0.69	0.71	0.70	
Standard deviation			-	-	-	-	-	-	-	-	-	
Significance			-	0.12	0.11	-	0.12	0.11	-	0.17	0.19	
Effect size												
Explore topics on their own, even though it was not required for a class			51.9%	48.2%	50.8%	52.3%	45.4%	47.0%	55.2%	49.4%	52.6%	
Frequently			45.6%	44.9%	42.1%	45.5%	45.0%	44.2%	44.8%	46.1%	41.6%	
Occasionally			2.5%	6.8%	7.0%	2.3%	9.6%	8.8%	0.0%	4.5%	5.7%	
Not at All			79	701	795	44	313	319	29	356	437	
Total(n)			2.49	2.41	2.44	2.50	2.36	2.38	2.55	2.45	2.47	
Mean			0.55	0.62	0.62	0.55	0.65	0.64	0.51	0.58	0.60	
Standard deviation			-	-	-	-	-	-	-	-	-	
Significance			-	0.13	0.08	-	0.22	0.19	-	0.17	0.13	
Effect size												
Accept mistakes as part of the learning process			74.7%	79.3%	81.2%	65.9%	72.2%	74.9%	86.2%	85.1%	84.8%	
Frequently			25.3%	19.0%	17.4%	34.1%	24.9%	22.6%	13.8%	14.1%	14.5%	
Occasionally			0.0%	1.7%	1.4%	0.0%	2.9%	2.5%	0.0%	0.8%	0.7%	
Not at All			79	700	793	44	313	319	29	355	435	
Total(n)			2.75	2.78	2.80	2.66	2.69	2.72	2.86	2.84	2.84	
Mean			0.44	0.46	0.43	0.48	0.52	0.50	0.35	0.39	0.38	
Standard deviation			-	-	-	-	-	-	-	-	-	
Significance			-	-0.07	-0.12	-	-0.06	-0.12	-	0.05	0.05	
Effect size												
Recognize biases that affect their thinking			50.6%	57.1%	61.5%	38.6%	45.9%	50.5%	62.1%	65.4%	68.3%	
Frequently			45.6%	36.5%	32.1%	54.5%	45.2%	40.8%	37.9%	29.8%	26.7%	
Occasionally			3.8%	6.4%	6.4%	6.8%	8.9%	8.7%	0.0%	4.8%	5.0%	
Not at All			79	702	798	44	314	321	29	356	438	
Total(n)			2.47	2.51	2.55	2.32	2.37	2.42	2.62	2.61	2.63	
Mean			0.57	0.62	0.61	0.60	0.64	0.65	0.49	0.58	0.58	
Standard deviation			-	-	-	-	-	-	-	-	-	
Significance			-	-0.06	-0.13	-	-0.08	-0.15	-	0.02	-0.02	
Effect size												
Please indicate your agreement with each of the following statements:												
Colleges have a responsibility to work with their surrounding communities to address local issues												Civic Minded Values
Strongly Agree												
Somewhat Agree												
Somewhat Disagree												
Strongly Disagree												
Total(n)												
Mean												
Standard deviation												
Significance												
Effect size												
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:												
Student Affairs staff have the support and respect of faculty												
Strongly Agree												
Somewhat Agree												
Somewhat Disagree												
Strongly Disagree												
Total(n)												
Mean												
Standard deviation												
Significance												
Effect size												
Faculty are sufficiently involved in campus decision-making												
Strongly Agree												
Somewhat Agree												
Somewhat Disagree												
Strongly Disagree												
Total(n)												
Mean												
Standard deviation												
Significance												
Effect size												

The faculty are typically at odds with campus administration											
Strongly Agree	37.5%	31.6%	27.5%	37.0%	30.0%	25.9%	39.3%	33.2%	28.6%		
Somewhat Agree	53.8%	39.7%	38.9%	54.3%	39.3%	38.8%	53.6%	39.4%	38.1%		
Somewhat Disagree	3.8%	23.5%	25.3%	2.2%	25.9%	26.5%	3.6%	21.8%	25.2%		
Strongly Disagree	5.0%	5.1%	8.3%	6.5%	4.8%	8.8%	3.6%	5.6%	8.1%		
Total(n)	80	680	759	46	313	317	28	340	409		
Mean	3.24	2.98	2.86	3.22	2.95	2.82	3.29	3.00	2.87		
Standard deviation	0.75	0.87	0.92	0.79	0.87	0.92	0.71	0.88	0.92		
Significance	-	*	***	-	*	**	-		*		
Effect size	-	0.30	0.41	-	0.31	0.43	-	0.33	0.46		
Administrators consider faculty concerns when making policy											
Strongly Agree	7.5%	6.8%	8.7%	6.5%	8.3%	9.8%	7.1%	5.0%	8.1%		
Somewhat Agree	21.3%	33.0%	33.8%	19.6%	35.9%	39.7%	25.0%	30.4%	30.5%		
Somewhat Disagree	35.0%	30.8%	31.0%	32.6%	28.5%	26.8%	39.3%	33.0%	34.2%		
Strongly Disagree	36.3%	29.5%	26.4%	41.3%	27.2%	23.7%	28.6%	31.6%	27.1%		
Total(n)	80	679	757	46	312	317	28	339	406		
Mean	2.00	2.17	2.25	1.91	2.25	2.36	2.11	2.09	2.20		
Standard deviation	0.94	0.93	0.94	0.94	0.95	0.95	0.92	0.90	0.93		
Significance	-		*	-	*	**	-				
Effect size	-	-0.18	-0.27	-	-0.36	-0.47	-	0.02	-0.10		
The criteria for advancement and promotion decisions are clear											
Strongly Agree	36.7%	31.7%	30.9%	33.3%	32.8%	34.8%	42.9%	30.9%	28.6%		
Somewhat Agree	50.6%	37.8%	37.5%	46.7%	41.1%	38.9%	53.6%	33.8%	35.9%		
Somewhat Disagree	6.3%	19.9%	21.3%	11.1%	17.5%	18.7%	0.0%	23.2%	23.5%		
Strongly Disagree	6.3%	10.6%	10.3%	8.9%	8.6%	7.6%	3.6%	12.1%	12.0%		
Total(n)	79	682	760	45	314	316	28	340	409		
Mean	3.18	2.91	2.89	3.04	2.98	3.01	3.36	2.84	2.81		
Standard deviation	0.81	0.96	0.96	0.90	0.92	0.92	0.68	1.00	0.98		
Significance	-	*	**	-			-	**	**		
Effect size	-	0.28	0.30	-	0.07	0.03	-	0.52	0.56		
Indicate how important you believe each priority listed below is at your college or university:											
Develop a sense of community among students and faculty											
Highest Priority	19.5%	19.7%	23.3%	20.9%	24.4%	28.2%	17.9%	15.5%	20.1%		
High Priority	44.2%	38.5%	36.8%	32.6%	37.5%	36.2%	57.1%	39.3%	37.4%		
Medium Priority	20.8%	26.4%	24.3%	25.6%	23.7%	22.8%	17.9%	29.3%	26.0%		
Low Priority	15.6%	15.4%	15.5%	20.9%	14.4%	12.8%	7.1%	15.9%	16.5%		
Total(n)	77	655	741	43	299	312	28	328	393		
Mean	2.68	2.62	2.68	2.53	2.72	2.80	2.86	2.55	2.61		
Standard deviation	0.97	0.97	1.00	1.05	0.99	0.99	0.80	0.94	0.99		
Significance	-			-			-				
Effect size	-	0.06	0.00	-	-0.19	-0.27	-	0.33	0.25		
Facilitate student involvement in community service											
Highest Priority	11.7%	6.5%	8.6%	11.6%	7.5%	10.1%	14.3%	6.1%	8.2%	Institutional Priority: Civic Engagement	
High Priority	24.7%	26.5%	26.5%	16.3%	27.8%	27.0%	32.1%	24.8%	26.3%		
Medium Priority	49.4%	48.3%	45.6%	55.8%	47.8%	45.3%	42.9%	48.6%	45.7%		
Low Priority	14.3%	18.8%	19.3%	16.3%	16.9%	17.6%	10.7%	20.5%	19.9%		
Total(n)	77	650	735	43	295	307	28	327	392		
Mean	2.34	2.21	2.24	2.23	2.26	2.30	2.50	2.17	2.23		
Standard deviation	0.87	0.82	0.86	0.87	0.83	0.87	0.88	0.82	0.86		
Significance	-			-			-	*			
Effect size	-	0.16	0.12	-	-0.04	-0.08	-	0.40	0.31		
Help students learn how to bring about change in society											
Highest Priority	11.7%	10.8%	11.6%	14.0%	11.8%	13.0%	10.7%	9.5%	10.3%		
High Priority	27.3%	27.0%	27.1%	23.3%	27.4%	29.3%	32.1%	27.1%	25.7%		
Medium Priority	44.2%	42.6%	37.9%	37.2%	42.9%	36.5%	53.6%	42.5%	38.8%		
Low Priority	16.9%	19.6%	23.4%	25.6%	17.9%	21.2%	3.6%	20.9%	25.2%		
Total(n)	77	648	731	43	296	307	28	325	389		
Mean	2.34	2.29	2.27	2.26	2.33	2.34	2.50	2.25	2.21		
Standard deviation	0.90	0.90	0.95	1.00	0.90	0.96	0.75	0.89	0.94		
Significance	-			-			-				
Effect size	-	0.06	0.07	-	-0.08	-0.08	-	0.28	0.31		
Increase or maintain institutional prestige											
Highest Priority	15.6%	17.4%	12.7%	18.6%	18.3%	15.6%	10.7%	16.2%	10.8%	Institutional Priority: Increase Prestige	
High Priority	40.3%	35.7%	31.9%	44.2%	35.6%	35.1%	28.6%	35.2%	29.3%		
Medium Priority	27.3%	32.2%	33.3%	16.3%	30.8%	29.5%	46.4%	33.9%	36.5%		
Low Priority	16.9%	14.8%	22.1%	20.9%	15.3%	19.8%	14.3%	14.7%	23.4%		
Total(n)	77	650	733	43	295	308	28	327	389		
Mean	2.55	2.56	2.35	2.60	2.57	2.46	2.36	2.53	2.28		
Standard deviation	0.95	0.94	0.96	1.03	0.96	0.98	0.87	0.93	0.94		
Significance	-			-			-				
Effect size	-	-0.01	0.21	-	0.03	0.14	-	-0.18	0.09		
Hire faculty "stars"											
Highest Priority	3.9%	4.8%	4.1%	4.7%	4.8%	3.9%	3.6%	5.2%	4.4%	Institutional Priority: Increase Prestige	
High Priority	3.9%	13.3%	11.7%	2.3%	13.4%	12.7%	3.6%	12.2%	10.4%		
Medium Priority	20.8%	31.2%	28.4%	16.3%	28.8%	27.5%	28.6%	33.6%	30.3%		
Low Priority	71.4%	50.7%	55.8%	76.7%	53.1%	55.9%	64.3%	48.9%	54.9%		

Total(n)	77	647	728	43	292	306	28	327	386	
Mean	1.40	1.72	1.64	1.35	1.70	1.65	1.46	1.74	1.64	
Standard deviation	0.75	0.87	0.84	0.75	0.88	0.85	0.74	0.87	0.84	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.37	-0.29	-	-0.40	-0.35	-	-0.32	-0.21	
Recruit more traditionally underrepresented students										Institutional Priority: Commitment to Diversity
Highest Priority	7.8%	19.7%	20.0%	4.7%	18.0%	20.1%	14.3%	21.0%	19.9%	
High Priority	32.5%	41.5%	36.8%	30.2%	43.7%	35.0%	35.7%	40.2%	39.1%	
Medium Priority	42.9%	31.0%	31.1%	39.5%	28.5%	32.4%	42.9%	32.9%	30.7%	
Low Priority	16.9%	7.8%	12.1%	25.6%	9.8%	12.6%	7.1%	5.8%	10.2%	
Total(n)	77	651	736	43	295	309	28	328	391	
Mean	2.31	2.73	2.65	2.14	2.70	2.62	2.57	2.77	2.69	
Standard deviation	0.85	0.87	0.93	0.86	0.88	0.94	0.84	0.85	0.91	
Significance	-	***	**	-	***	**	-			
Effect size	-	-0.48	-0.37	-	-0.64	-0.51	-	-0.24	-0.13	
Promote gender diversity in the faculty and administration										Institutional Priority: Commitment to Diversity
Highest Priority	10.4%	17.0%	16.7%	9.3%	16.7%	16.9%	14.3%	17.8%	16.7%	
High Priority	27.3%	31.1%	30.0%	27.9%	34.4%	29.6%	25.0%	28.0%	30.8%	
Medium Priority	41.6%	32.6%	32.7%	41.9%	32.7%	34.9%	42.9%	33.2%	31.8%	
Low Priority	20.8%	19.3%	20.5%	20.9%	16.3%	18.6%	17.9%	20.9%	20.8%	
Total(n)	77	647	730	43	294	307	28	325	390	
Mean	2.27	2.46	2.43	2.26	2.51	2.45	2.36	2.43	2.43	
Standard deviation	0.91	0.99	1.00	0.90	0.96	0.98	0.95	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.19	-0.16	-	-0.26	-0.19	-	-0.07	-0.07	
Promote racial and ethnic diversity in the faculty and administration										Institutional Priority: Commitment to Diversity
Highest Priority	10.4%	22.2%	21.0%	9.3%	20.8%	19.0%	14.3%	24.1%	22.4%	
High Priority	29.9%	32.6%	36.0%	25.6%	33.1%	35.0%	35.7%	32.1%	38.0%	
Medium Priority	36.4%	29.0%	28.4%	37.2%	30.0%	30.4%	35.7%	27.8%	26.7%	
Low Priority	23.4%	16.3%	14.7%	27.9%	16.0%	15.7%	14.3%	16.0%	12.9%	
Total(n)	77	645	730	43	293	306	28	324	389	
Mean	2.27	2.61	2.63	2.16	2.59	2.57	2.50	2.64	2.70	
Standard deviation	0.94	1.00	0.97	0.95	0.99	0.97	0.92	1.02	0.96	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.34	-0.37	-	-0.43	-0.42	-	-0.14	-0.21	
Provide resources for faculty to engage in community-based teaching or research										Institutional Priority: Civic Engagement
Highest Priority	7.8%	9.3%	11.0%	4.7%	8.5%	9.4%	14.3%	10.5%	12.7%	
High Priority	16.9%	27.9%	29.1%	18.6%	28.3%	31.3%	10.7%	27.5%	27.5%	
Medium Priority	36.4%	37.2%	32.8%	34.9%	38.6%	36.5%	42.9%	35.8%	31.1%	
Low Priority	39.0%	25.6%	27.2%	41.9%	24.6%	22.8%	32.1%	26.2%	28.8%	
Total(n)	77	645	729	43	293	307	28	324	386	
Mean	1.94	2.21	2.24	1.86	2.21	2.27	2.07	2.22	2.24	
Standard deviation	0.94	0.93	0.97	0.89	0.91	0.92	1.02	0.95	1.01	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.29	-0.31	-	-0.38	-0.45	-	-0.16	-0.17	
Create and sustain partnerships with surrounding communities										Institutional Priority: Civic Engagement
Highest Priority	11.7%	11.5%	16.8%	11.6%	11.3%	15.7%	14.3%	12.1%	18.3%	
High Priority	15.6%	33.0%	35.6%	9.3%	32.0%	36.7%	17.9%	34.1%	34.9%	
Medium Priority	48.1%	41.2%	33.8%	46.5%	39.9%	34.1%	57.1%	42.1%	33.3%	
Low Priority	24.7%	14.3%	13.9%	32.6%	16.8%	13.4%	10.7%	11.8%	13.4%	
Total(n)	77	643	728	43	291	305	28	323	387	
Mean	2.14	2.42	2.55	2.00	2.38	2.55	2.36	2.46	2.58	
Standard deviation	0.93	0.87	0.93	0.95	0.90	0.91	0.87	0.85	0.94	
Significance	-	**	***	-	*	***	-			
Effect size	-	-0.32	-0.44	-	-0.42	-0.60	-	-0.12	-0.23	
Pursue extramural funding										
Highest Priority	11.8%	13.7%	13.8%	11.9%	14.6%	13.5%	10.7%	12.2%	13.6%	
High Priority	19.7%	30.8%	28.8%	23.8%	31.6%	32.7%	14.3%	30.6%	27.2%	
Medium Priority	43.4%	36.5%	33.2%	40.5%	35.8%	34.7%	50.0%	37.8%	32.3%	
Low Priority	25.0%	19.0%	24.2%	23.8%	18.1%	19.1%	25.0%	19.4%	26.9%	
Total(n)	76	636	711	42	288	303	28	320	375	
Mean	2.18	2.39	2.32	2.24	2.43	2.41	2.11	2.36	2.27	
Standard deviation	0.95	0.95	0.99	0.96	0.95	0.95	0.92	0.93	1.01	
Significance	-			-			-			
Effect size	-	-0.22	-0.14	-	-0.20	-0.18	-	-0.27	-0.16	
Strengthen links with the for-profit, corporate sector										
Highest Priority	8.1%	11.4%	11.7%	9.3%	12.4%	12.9%	4.0%	10.3%	10.9%	
High Priority	23.0%	27.7%	27.7%	18.6%	28.2%	31.1%	32.0%	27.2%	25.4%	
Medium Priority	40.5%	36.0%	35.1%	41.9%	35.1%	32.7%	40.0%	37.2%	36.9%	
Low Priority	28.4%	24.9%	25.5%	30.2%	24.4%	23.3%	24.0%	25.3%	26.8%	
Total(n)	74	631	710	43	291	309	25	312	366	
Mean	2.11	2.26	2.26	2.07	2.29	2.34	2.16	2.22	2.20	
Standard deviation	0.92	0.96	0.97	0.94	0.97	0.98	0.85	0.94	0.96	
Significance	-			-			-			

Effect size	-	-0.16	-0.15	-	-0.23	-0.28	-	-0.06	-0.04	
Develop leadership ability among students										
Highest Priority	15.8%	15.0%	17.3%	18.6%	16.6%	18.7%	14.8%	13.6%	16.8%	
High Priority	44.7%	39.1%	39.4%	34.9%	39.0%	40.7%	55.6%	38.7%	38.5%	
Medium Priority	28.9%	36.1%	33.0%	27.9%	34.1%	30.5%	29.6%	38.1%	34.1%	
Low Priority	10.5%	9.8%	10.3%	18.6%	10.3%	10.2%	0.0%	9.6%	10.6%	
Total(n)	76	642	728	43	290	305	27	323	387	
Mean	2.66	2.59	2.64	2.53	2.62	2.68	2.85	2.56	2.61	
Standard deviation	0.87	0.86	0.89	1.01	0.88	0.89	0.66	0.84	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.02	-	-0.10	-0.17	-	0.35	0.27	
Develop an appreciation for multiculturalism										
Highest Priority	11.8%	22.5%	24.2%	11.9%	19.0%	22.0%	14.3%	24.8%	26.1%	Institutional Priority: Commitment to Diversity
High Priority	42.1%	40.1%	40.8%	28.6%	41.2%	40.7%	57.1%	39.9%	41.9%	
Medium Priority	31.6%	28.9%	25.5%	38.1%	29.8%	26.2%	21.4%	27.9%	23.8%	
Low Priority	14.5%	8.5%	9.5%	21.4%	10.0%	11.1%	7.1%	7.4%	8.3%	
Total(n)	76	644	728	42	289	305	28	326	387	
Mean	2.51	2.77	2.80	2.31	2.69	2.73	2.79	2.82	2.86	
Standard deviation	0.89	0.90	0.91	0.95	0.89	0.93	0.79	0.89	0.90	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	-0.29	-0.32	-	-0.43	-0.45	-	-0.03	-0.08	
Prepare students for the workplace										
Highest Priority	35.1%	34.8%	40.5%	32.6%	35.0%	38.2%	42.9%	35.4%	43.6%	
High Priority	46.8%	43.8%	42.6%	39.5%	41.4%	44.3%	50.0%	45.7%	40.8%	
Medium Priority	15.6%	17.5%	13.8%	23.3%	19.2%	15.2%	7.1%	15.2%	12.0%	
Low Priority	2.6%	4.0%	3.1%	4.7%	4.4%	2.3%	0.0%	3.7%	3.6%	
Total(n)	77	653	734	43	297	309	28	328	392	
Mean	3.14	3.09	3.20	3.00	3.07	3.18	3.36	3.13	3.24	
Standard deviation	0.77	0.82	0.79	0.87	0.85	0.77	0.62	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	-0.08	-	-0.08	-0.23	-	0.29	0.15	
How satisfied are you with the following aspects of your job?										
Salary										
Very Satisfied	3.8%	3.9%	9.1%	2.3%	5.6%	7.4%	3.6%	2.1%	9.8%	Job Satisfaction: Compensation
Satisfied	25.6%	23.0%	32.7%	22.7%	26.2%	34.3%	35.7%	20.6%	32.4%	
Marginally Satisfied	32.1%	34.1%	30.4%	27.3%	34.4%	29.8%	35.7%	34.0%	31.2%	
Not Satisfied	38.5%	38.9%	27.8%	47.7%	33.8%	28.5%	25.0%	43.3%	26.5%	
Total(n)	78	665	756	44	302	312	28	335	407	
Mean	1.95	1.92	2.23	1.80	2.04	2.21	2.18	1.81	2.26	
Standard deviation	0.90	0.88	0.96	0.88	0.91	0.94	0.86	0.83	0.96	
Significance	-	-	*	-	-	**	-	*	-	
Effect size	-	0.03	-0.29	-	-0.26	-0.44	-	0.45	-0.08	
Health benefits										
Very Satisfied	12.8%	22.7%	37.0%	9.1%	22.1%	34.6%	14.3%	22.4%	38.7%	Job Satisfaction: Compensation
Satisfied	46.2%	43.2%	43.8%	45.5%	46.5%	46.5%	50.0%	40.5%	42.4%	
Marginally Satisfied	30.8%	22.7%	14.9%	29.5%	19.7%	13.8%	32.1%	25.4%	15.6%	
Not Satisfied	10.3%	11.4%	4.3%	15.9%	11.7%	5.1%	3.6%	11.8%	3.2%	
Total(n)	78	657	751	44	299	312	28	331	403	
Mean	2.62	2.77	3.14	2.48	2.79	3.11	2.75	2.73	3.17	
Standard deviation	0.84	0.93	0.82	0.88	0.92	0.82	0.75	0.94	0.80	
Significance	-	-	***	-	*	***	-	-	**	
Effect size	-	-0.16	-0.63	-	-0.34	-0.77	-	0.02	-0.53	
Retirement benefits										
Very Satisfied	15.4%	19.7%	23.6%	13.6%	19.7%	23.2%	14.3%	19.5%	23.8%	Job Satisfaction: Compensation
Satisfied	43.6%	46.2%	50.9%	43.2%	47.8%	52.7%	46.4%	46.2%	50.4%	
Marginally Satisfied	24.4%	23.3%	19.8%	20.5%	21.1%	16.4%	28.6%	23.4%	21.8%	
Not Satisfied	16.7%	10.8%	5.8%	22.7%	11.4%	7.7%	10.7%	10.8%	4.0%	
Total(n)	78	660	747	44	299	311	28	333	399	
Mean	2.58	2.75	2.92	2.48	2.76	2.91	2.64	2.74	2.94	
Standard deviation	0.95	0.89	0.81	1.00	0.90	0.84	0.87	0.89	0.78	
Significance	-	-	***	-	-	**	-	-	-	
Effect size	-	-0.19	-0.42	-	-0.31	-0.51	-	-0.11	-0.38	
Opportunity for scholarly pursuits										
Very Satisfied	6.5%	7.0%	7.4%	9.3%	9.0%	9.1%	3.6%	5.4%	6.8%	Job Satisfaction: Compensation
Satisfied	40.3%	32.3%	35.6%	39.5%	36.1%	37.0%	42.9%	28.9%	35.7%	
Marginally Satisfied	31.2%	36.1%	35.2%	25.6%	35.8%	35.7%	32.1%	35.8%	32.9%	
Not Satisfied	22.1%	24.6%	21.8%	25.6%	19.1%	18.2%	21.4%	29.8%	24.6%	
Total(n)	77	659	742	43	299	308	28	332	398	
Mean	2.31	2.22	2.29	2.33	2.35	2.37	2.29	2.10	2.25	
Standard deviation	0.89	0.90	0.89	0.97	0.89	0.88	0.85	0.89	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.02	-	-0.02	-0.05	-	0.21	0.04	
Teaching load										
Very Satisfied	14.3%	6.6%	9.0%	18.6%	7.3%	9.0%	10.7%	6.3%	9.3%	Job Satisfaction: Compensation
Satisfied	48.1%	33.0%	38.7%	46.5%	36.2%	40.2%	50.0%	29.9%	38.4%	
Marginally Satisfied	28.6%	27.7%	25.6%	20.9%	26.6%	24.8%	35.7%	28.7%	25.4%	
Not Satisfied	9.1%	32.7%	26.7%	14.0%	29.9%	26.0%	3.6%	35.2%	26.9%	
Total(n)	77	664	757	43	301	311	28	335	409	
Mean	2.68	2.14	2.30	2.70	2.21	2.32	2.68	2.07	2.30	

Standard deviation	0.83	0.95	0.96	0.94	0.96	0.96	0.72	0.95	0.97	
Significance	-	***	***	-	**	*	-	**	*	
Effect size	-	0.57	0.40	-	0.51	0.40	-	0.64	0.39	
Quality of students										
Very Satisfied	32.5%	13.1%	12.7%	37.2%	11.3%	10.9%	32.1%	14.8%	14.6%	
Satisfied	45.5%	41.2%	39.0%	37.2%	40.0%	38.3%	50.0%	41.8%	39.0%	
Marginally Satisfied	19.5%	32.2%	35.3%	20.9%	33.0%	36.0%	17.9%	31.8%	35.1%	
Not Satisfied	2.6%	13.5%	12.9%	4.7%	15.7%	14.8%	0.0%	11.6%	11.4%	
Total(n)	77	665	753	43	300	311	28	337	405	
Mean	3.08	2.54	2.52	3.07	2.47	2.45	3.14	2.60	2.57	
Standard deviation	0.79	0.88	0.87	0.88	0.89	0.87	0.71	0.88	0.88	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.61	0.64	-	0.67	0.71	-	0.61	0.65	
Autonomy and Independence										Job Satisfaction:
Very Satisfied	42.7%	35.8%	35.6%	48.8%	37.0%	37.1%	42.9%	36.2%	36.0%	Workplace
Satisfied	42.7%	45.0%	44.7%	31.7%	45.5%	45.6%	50.0%	43.9%	43.3%	
Marginally Satisfied	6.7%	13.1%	14.4%	9.8%	11.4%	11.1%	0.0%	13.6%	16.3%	
Not Satisfied	8.0%	6.0%	5.3%	9.8%	6.1%	6.2%	7.1%	6.2%	4.4%	
Total(n)	75	662	750	41	297	307	28	337	406	
Mean	3.20	3.11	3.11	3.20	3.13	3.14	3.29	3.10	3.11	
Standard deviation	0.89	0.85	0.84	0.98	0.84	0.84	0.81	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.08	0.07	-	0.22	0.22	
Departmental leadership										Job Satisfaction:
Very Satisfied	41.6%	37.9%	39.8%	46.5%	40.3%	40.4%	39.3%	36.8%	39.6%	Workplace
Satisfied	32.5%	36.4%	35.6%	30.2%	37.7%	41.4%	32.1%	34.1%	31.5%	
Marginally Satisfied	13.0%	14.6%	13.0%	9.3%	12.0%	12.4%	17.9%	16.6%	13.7%	
Not Satisfied	13.0%	11.1%	11.6%	14.0%	10.0%	5.9%	10.7%	12.5%	15.2%	
Total(n)	77	665	753	43	300	307	28	337	409	
Mean	3.03	3.01	3.04	3.09	3.08	3.16	3.00	2.95	2.96	
Standard deviation	1.04	0.99	1.00	1.06	0.96	0.86	1.02	1.02	1.07	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.01	-0.08	-	0.05	0.04	
Departmental support for work/life balance										
Very Satisfied	36.8%	31.7%	33.2%	41.9%	34.1%	34.3%	33.3%	30.4%	31.8%	
Satisfied	39.5%	35.2%	37.4%	27.9%	36.5%	41.1%	51.9%	34.3%	36.0%	
Marginally Satisfied	15.8%	19.9%	18.6%	18.6%	17.7%	16.8%	11.1%	20.0%	19.5%	
Not Satisfied	7.9%	13.1%	10.8%	11.6%	11.7%	7.8%	3.7%	15.2%	12.8%	
Total(n)	76	662	752	43	299	309	27	335	406	
Mean	3.05	2.85	2.93	3.00	2.93	3.02	3.15	2.80	2.87	
Standard deviation	0.92	1.01	0.97	1.05	0.99	0.91	0.77	1.04	1.00	
Significance	-			-			-			
Effect size	-	0.20	0.12	-	0.07	-0.02	-	0.34	0.28	
Institutional support for work/life balance										
Very Satisfied	9.2%	10.5%	13.6%	9.5%	12.5%	15.0%	10.7%	9.2%	12.5%	
Satisfied	35.5%	26.2%	30.8%	35.7%	31.1%	38.2%	32.1%	21.7%	25.6%	
Marginally Satisfied	30.3%	33.0%	27.7%	26.2%	30.4%	25.2%	35.7%	35.7%	30.5%	
Not Satisfied	25.0%	30.3%	27.9%	28.6%	26.0%	21.6%	21.4%	33.3%	31.4%	
Total(n)	76	660	750	42	296	306	28	336	407	
Mean	2.29	2.17	2.30	2.26	2.30	2.47	2.32	2.07	2.19	
Standard deviation	0.95	0.98	1.02	0.99	0.99	0.99	0.94	0.96	1.02	
Significance	-			-			-			
Effect size	-	0.12	-0.01	-	-0.04	-0.21	-	0.26	0.13	
Prospects for career advancement										Job Satisfaction:
Very Satisfied	15.6%	7.6%	12.3%	14.0%	10.0%	12.3%	21.4%	5.8%	12.2%	Compensation
Satisfied	27.3%	30.4%	35.3%	30.2%	30.1%	38.0%	21.4%	30.8%	34.3%	
Marginally Satisfied	24.7%	31.5%	28.7%	23.3%	35.1%	30.8%	21.4%	28.4%	27.4%	
Not Satisfied	32.5%	30.5%	23.7%	32.6%	24.7%	18.8%	35.7%	35.1%	26.1%	
Total(n)	77	655	746	43	299	308	28	328	402	
Mean	2.26	2.15	2.36	2.26	2.25	2.44	2.29	2.07	2.33	
Standard deviation	1.08	0.94	0.98	1.07	0.94	0.93	1.18	0.94	0.99	
Significance	-			-			-			
Effect size	-	0.12	-0.10	-	0.01	-0.19	-	0.23	-0.04	
Relative equity of salary and job benefits										Job Satisfaction:
Very Satisfied	7.7%	4.2%	11.0%	6.8%	5.0%	9.8%	7.1%	3.0%	11.2%	Workplace
Satisfied	21.8%	22.2%	29.1%	25.0%	28.4%	34.5%	17.9%	16.7%	25.9%	
Marginally Satisfied	25.6%	30.1%	28.2%	20.5%	30.1%	27.4%	32.1%	31.0%	29.6%	
Not Satisfied	44.9%	43.5%	31.8%	47.7%	36.5%	28.3%	42.9%	49.3%	33.3%	
Total(n)	78	662	746	44	299	307	28	335	402	
Mean	1.92	1.87	2.19	1.91	2.02	2.26	1.89	1.73	2.15	
Standard deviation	0.99	0.90	1.01	1.01	0.92	0.98	0.96	0.84	1.01	
Significance	-		*	-		*	-			
Effect size	-	0.06	-0.27	-	-0.12	-0.36	-	0.19	-0.26	
Flexibility in relation to family matters or emergencies										Job Satisfaction:
Very Satisfied	34.2%	32.1%	38.6%	35.7%	33.6%	42.1%	32.1%	30.9%	36.1%	Workplace
Satisfied	43.4%	42.7%	39.7%	40.5%	41.7%	41.7%	46.4%	40.5%	38.4%	
Marginally Satisfied	11.8%	18.1%	15.6%	11.9%	15.4%	12.0%	14.3%	20.7%	18.3%	
Not Satisfied	10.5%	7.1%	6.0%	11.9%	4.2%	4.2%	7.1%	7.8%	7.2%	
Total(n)	76	658	748	42	298	309	28	333	404	
Mean	3.01	3.00	3.11	3.00	3.06	3.22	3.04	2.95	3.03	
Standard deviation	0.95	0.89	0.88	0.99	0.85	0.81	0.88	0.91	0.91	

Significance	-			-			-			
Effect size	-	0.01	-0.11	-	-0.07	-0.27	-	0.10	0.01	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very Satisfied	18.9%	19.0%	24.0%	20.0%	20.3%	27.2%	17.9%	17.6%	20.8%	Job Satisfaction: Workplace
Satisfied	43.2%	41.0%	40.5%	42.5%	46.2%	43.7%	39.3%	36.4%	39.5%	
Marginally Satisfied	23.0%	25.4%	22.9%	22.5%	22.4%	19.9%	25.0%	28.4%	24.6%	
Not Satisfied	14.9%	14.5%	12.6%	15.0%	11.0%	9.3%	17.9%	17.6%	15.2%	
Total(n)	74	641	733	40	290	302	28	324	395	
Mean	2.66	2.65	2.76	2.68	2.76	2.89	2.57	2.54	2.66	
Standard deviation	0.95	0.95	0.96	0.97	0.90	0.91	1.00	0.98	0.97	
Significance	-			-			-			
Effect size	-	0.01	-0.10	-	-0.09	-0.23	-	0.03	-0.09	
Overall job										
Very Satisfied	15.6%	13.6%	18.6%	16.3%	17.3%	20.1%	14.3%	10.5%	17.3%	
Satisfied	53.2%	48.9%	51.4%	46.5%	49.7%	54.2%	60.7%	48.8%	50.5%	
Marginally Satisfied	22.1%	29.7%	24.7%	25.6%	25.7%	21.1%	17.9%	32.8%	26.7%	
Not Satisfied	9.1%	7.7%	5.3%	11.6%	7.3%	4.5%	7.1%	7.8%	5.4%	
Total(n)	77	660	749	43	300	308	28	332	404	
Mean	2.75	2.68	2.83	2.67	2.77	2.90	2.82	2.62	2.80	
Standard deviation	0.83	0.80	0.79	0.89	0.82	0.77	0.77	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.09	-0.10	-	-0.12	-0.30	-	0.26	0.03	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive	35.5%	35.7%	38.7%	34.9%	35.1%	37.3%	33.3%	35.1%	39.0%	Career-Related Stress
Somewhat	53.9%	45.9%	43.9%	53.5%	46.7%	43.7%	55.6%	46.0%	44.5%	
Not at All	10.5%	18.4%	17.4%	11.6%	18.2%	19.0%	11.1%	18.9%	16.5%	
Total(n)	76	641	718	43	291	300	27	322	382	
Mean	2.25	2.17	2.21	2.23	2.17	2.18	2.22	2.16	2.23	
Standard deviation	0.64	0.72	0.72	0.65	0.71	0.73	0.64	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.08	0.07	-	0.08	-0.01	
In the past year, have you:										
Considered leaving academe for another job?										
Yes	58.4%	49.7%	46.0%	53.5%	43.7%	38.9%	64.3%	54.6%	50.4%	
Considered leaving this institution for another?										
Yes	58.4%	55.2%	49.0%	62.8%	51.3%	45.8%	46.4%	56.5%	49.6%	
If given the choice, would you:										
Still come to this institution?										
Definitely yes	30.8%	31.2%	37.3%	31.8%	32.0%	40.4%	28.6%	30.9%	36.0%	
Probably yes	39.7%	37.4%	34.4%	29.5%	38.0%	32.4%	50.0%	37.5%	35.3%	
Not sure	11.5%	17.8%	16.3%	9.1%	14.5%	15.1%	17.9%	19.5%	16.9%	
Probably no	14.1%	8.6%	8.8%	22.7%	9.9%	9.3%	3.6%	7.8%	8.6%	
Definitely no	3.8%	5.0%	3.3%	6.8%	5.6%	2.9%	0.0%	4.2%	3.2%	
Total(n)	78	663	754	44	303	312	28	333	408	
Mean	3.79	3.81	3.94	3.57	3.81	3.98	4.04	3.83	3.92	
Standard deviation	1.14	1.12	1.09	1.34	1.16	1.09	0.79	1.08	1.08	
Significance	-			-		*	-			
Effect size	-	-0.02	-0.14	-	-0.21	-0.38	-	0.19	0.11	
Still be a college professor?										
Definitely yes	43.6%	53.4%	58.1%	47.7%	59.4%	62.1%	39.3%	49.0%	55.7%	
Probably yes	32.1%	29.6%	27.1%	27.3%	26.4%	24.8%	39.3%	32.0%	29.0%	
Not sure	15.4%	12.3%	10.3%	13.6%	9.9%	8.7%	14.3%	13.4%	10.9%	
Probably no	5.1%	3.4%	3.2%	9.1%	3.6%	3.9%	0.0%	3.6%	2.7%	
Definitely no	3.8%	1.3%	1.3%	2.3%	0.7%	0.6%	7.1%	2.1%	1.7%	
Total(n)	78	669	757	44	303	311	28	337	411	
Mean	4.06	4.30	4.38	4.09	4.40	4.44	4.04	4.22	4.34	
Standard deviation	1.07	0.91	0.89	1.10	0.86	0.85	1.10	0.95	0.90	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.26	-0.36	-	-0.36	-0.41	-	-0.19	-0.33	

Habits of Mind
Institutional Priorities
Relationship with Admini...
Satisfaction

2023-2024 HERI Faculty Survey Off-Cycle Administration

List of Participating Institutions

2-Year Colleges

ACE	Institution	State
7537	Asnuntuck Community College	CT
6486	Capital Community College	CT
6507	Gateway Community College-New Haven	CT
6363	Housatonic Community College	CT
5075	Manchester Community College-Connecticut	CT
6496	Middlesex Community College-Connecticut	CT
6454	Naugatuck Valley Community College	CT
6004	Northwestern Connecticut Community College	CT
5078	Norwalk Community College	CT
7315	Quinebaug Valley Community College	CT
7218	Three Rivers Community College-Connecticut	CT
7012	Tunxis Community College	CT

4-Year Colleges

ACE	Institution	State
5751	California State University-San Bernardino	CA
0606	Carthage College	WI
1654	Monmouth University	NJ
0693	School of the Art Institute of Chicago	IL
1486	Truman State University	MO
2995	University of Wisconsin-Whitewater	WI

4-Year Colleges and Universities

ACE	Institution	State
9104	American University of Beirut	
5751	California State University-San Bernardino	CA

Public Institutions

ACE	Institution	State
7537	Asnuntuck Community College	CT
5751	California State University-San Bernardino	CA
6486	Capital Community College	CT
6507	Gateway Community College-New Haven	CT
6363	Housatonic Community College	CT
5075	Manchester Community College-Connecticut	CT
6496	Middlesex Community College-Connecticut	CT
6454	Naugatuck Valley Community College	CT
6004	Northwestern Connecticut Community College	CT
5078	Norwalk Community College	CT
7315	Quinebaug Valley Community College	CT
7218	Three Rivers Community College-Connecticut	CT
1486	Truman State University	MO
7012	Tunxis Community College	CT
2995	University of Wisconsin-Whitewater	WI

All Participating Institutions

ACE	Institution	State
9104	American University of Beirut	
7537	Asnuntuck Community College	CT
5751	California State University-San Bernardino	CA
6486	Capital Community College	CT
0606	Carthage College	WI
6507	Gateway Community College-New Haven	CT
6363	Housatonic Community College	CT
5075	Manchester Community College-Connecticut	CT

0606	Carthage College	WI
1654	Monmouth University	NJ
0693	School of the Art Institute of Chicago	IL
1486	Truman State University	MO
2995	University of Wisconsin-Whitewater	WI

6496	Middlesex Community College-Connecticut	CT
1654	Monmouth University	NJ
6454	Naugatuck Valley Community College	CT
6004	Northwestern Connecticut Community College	CT
5078	Norwalk Community College	CT
7315	Quinebaug Valley Community College	CT
0693	School of the Art Institute of Chicago	IL
7218	Three Rivers Community College-Connecticut	CT
1486	Truman State University	MO
7012	Tunxis Community College	CT
2995	University of Wisconsin-Whitewater	WI