

**Higher Education Research Institute (HERI)
Faculty Survey Results – 2010-11
Wake Forest University**

Table of Contents

- I. Reynolda Campus Faculty
 - a. Responses

- II. WFU Undergraduate Faculty Compared with All Participating Private Universities
 - a. List of All Participating Private Universities
 - b. Responses

Wake Forest University
Office of Institutional Research

November 17, 2011

I. Reynolda Campus, All Schools

2010 HERI Faculty Survey - Wake Forest University

What is your principal activity in your current position at this institution?

		Frequency	Percent
Valid	Administration	27	8.5
	Teaching	244	76.7
	Research	29	9.1
	Services to clients and patients	6	1.9
	Other	12	3.8
	Total	318	100.0

Are you considered a full-time employee of your institution for at least nine months of the current academic year?

		Frequency	Percent
Valid	No	1	.3
	Yes	317	99.7
	Total	318	100.0

What is your present academic rank?

		Frequency	Percent
Valid	Professor	116	37.5
	Associate Professor	81	26.2
	Assistant Professor	70	22.7
	Lecturer	34	11.0
	Instructor	8	2.6
	Total	309	100.0
Missing	System	9	
Total		318	

What is your tenure status at this institution?

		Frequency	Percent
Valid	Tenured	187	59.4
	On tenure track, but not tenured	51	16.2
	Not on tenure track, but institution has tenure system	77	24.4
	Total	315	100.0
Missing	System	3	
Total		318	

CC Status: What is your current status at this institution?

		Frequency	Percent
Missing	System	318	100.0

CC Rank: What is your academic rank at this institution?

		Frequency	Percent
Missing	System	318	100.0

Department chair

		Frequency	Percent
Valid	Not marked	294	92.5
	Marked	24	7.5
	Total	318	100.0

Dean (Associate or Assistant)

		Frequency	Percent
Valid	Not marked	304	95.6
	Marked	14	4.4
	Total	318	100.0

President

		Frequency	Percent
Valid	Not marked	318	100.0

Vice-President

		Frequency	Percent
Valid	Not marked	318	100.0

Provost

		Frequency	Percent
Valid	Not marked	317	99.7
	Marked	1	.3
	Total	318	100.0

Other

		Frequency	Percent
Valid	Not marked	263	82.7
	Marked	55	17.3
	Total	318	100.0

Not Applicable

		Frequency	Percent
Valid	Not marked	136	42.8
	Marked	182	57.2
	Total	318	100.0

Highest Degree Earned

		Frequency	Percent
Valid	Bachelor's (B.A., B.S., etc.)	1	.3
	Master's (M.A., M.S., M.F.A., M.B.A., etc.)	48	15.1
	LL.B., J.D.	14	4.4
	Ed.D.	2	.6
	Ph.D.	246	77.6
	Other degree	6	1.9
	Total	317	100.0
Missing	System	1	
Total		318	

Degree Currently Working On

		Frequency	Percent
Valid	Master's (M.A., M.S., M.F.A., M.B.A., etc.)	1	.4
	LL.B., J.D.	1	.4
	Ph.D.	6	2.2
	Other degree	1	.4
	None	269	96.8
	Total	278	100.0
Missing	System	40	
Total		318	

Importance: Research

		Frequency	Percent
Valid	Not important	11	3.5
	Somewhat important	45	14.5
	Very important	90	29.0
	Essential	164	52.9
	Total	310	100.0
Missing	System	8	
Total		318	

Importance: Teaching

		Frequency	Percent
Valid	Somewhat important	5	1.6
	Very important	63	20.3
	Essential	242	78.1
	Total	310	100.0
Missing	System	8	
Total		318	

Importance: Service

		Frequency	Percent
Valid	Not important	9	2.9
	Somewhat important	97	31.3
	Very important	143	46.1
	Essential	61	19.7
	Total	310	100.0
Missing	System	8	
Total		318	

Activity: Taught an honors course

		Frequency	Percent
Valid	No	253	82.4
	Yes	54	17.6
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Taught an interdisciplinary course

		Frequency	Percent
Valid	No	186	60.8
	Yes	120	39.2
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Taught an ethnic studies course

		Frequency	Percent
Valid	No	277	90.2
	Yes	30	9.8
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Taught a women's studies course

		Frequency	Percent
Valid	No	270	87.9
	Yes	37	12.1
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Taught a service learning course

		Frequency	Percent
Valid	No	268	87.3
	Yes	39	12.7
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Taught an exclusively web-based course at this institution

		Frequency	Percent
Valid	No	302	98.7
	Yes	4	1.3
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Participated in a teaching enhancement workshop

		Frequency	Percent
Valid	No	130	42.3
	Yes	177	57.7
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Advised student groups involved in service/volunteer work

		Frequency	Percent
Valid	No	203	66.1
	Yes	104	33.9
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Collaborated with the local community in research/teaching

		Frequency	Percent
Valid	No	198	64.5
	Yes	109	35.5
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Conducted research or writing focused on - International/global issues

		Frequency	Percent
Valid	No	210	68.6
	Yes	96	31.4
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Conducted research or writing focused on - Racial or ethnic minorities

		Frequency	Percent
Valid	No	227	73.9
	Yes	80	26.1
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Conducted research or writing focused on - Women and gender issues

		Frequency	Percent
Valid	No	222	72.5
	Yes	84	27.5
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Engaged undergraduates on your research project

		Frequency	Percent
Valid	No	167	54.4
	Yes	140	45.6
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Worked with undergraduates on a research project

		Frequency	Percent
Valid	No	102	33.1
	Yes	206	66.9
	Total	308	100.0
Missing	System	10	
Total		318	

Activity: Engaged in academic research that spans multiple disciplines

		Frequency	Percent
Valid	No	104	33.8
	Yes	204	66.2
	Total	308	100.0
Missing	System	10	
Total		318	

Activity: Taught a seminar for first-year students

		Frequency	Percent
Valid	No	215	70.3
	Yes	91	29.7
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Taught a capstone course

		Frequency	Percent
Valid	No	227	74.2
	Yes	79	25.8
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Taught in a learning community (e.g. FIG, linked courses)

		Frequency	Percent
Valid	No	300	98.0
	Yes	6	2.0
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Supervised an undergraduate thesis

		Frequency	Percent
Valid	No	167	54.6
	Yes	139	45.4
	Total	306	100.0
Missing	System	12	
Total		318	

Activity: Published op-ed pieces or editorials

		Frequency	Percent
Valid	No	254	82.7
	Yes	53	17.3
	Total	307	100.0
Missing	System	11	
Total		318	

Activity: Received funding for your work from - Foundations

		Frequency	Percent
Valid	No	243	80.2
	Yes	60	19.8
	Total	303	100.0
Missing	System	15	
Total		318	

Activity: Received funding for your work from - State or federal government

		Frequency	Percent
Valid	No	234	77.0
	Yes	70	23.0
	Total	304	100.0
Missing	System	14	
Total		318	

Activity: Received funding for your work from - Business or industry

		Frequency	Percent
Valid	No	281	92.1
	Yes	24	7.9
	Total	305	100.0
Missing	System	13	
Total		318	

How many courses are you teaching this term (include all institutions at which you teach)? (20 maximum)

		Frequency	Percent
Valid	0	46	15.0
	1	42	13.7
	2	122	39.9
	3	80	26.1
	4	13	4.2
	5	1	.3
	6	1	.3
	9	1	.3
	Total	306	100.0
	Missing	System	12
Total		318	

What types of courses do you primarily teach?

		Frequency	Percent
Valid	Undergraduate credit courses	29	61.7
	Graduate courses	7	14.9
	I do not teach	11	23.4
	Total	47	100.0
Missing	System	271	
Total		318	

Remedial: Reading

		Frequency	Percent
Valid	Not marked	299	94.0
	Marked	19	6.0
	Total	318	100.0

Remedial: Writing

		Frequency	Percent
Valid	Not marked	278	87.4
	Marked	40	12.6
	Total	318	100.0

Remedial: Mathematics

		Frequency	Percent
Valid	Not marked	312	98.1
	Marked	6	1.9
	Total	318	100.0

Remedial: ESL

		Frequency	Percent
Valid	Not marked	317	99.7
	Marked	1	.3
	Total	318	100.0

Remedial: General academic skills

		Frequency	Percent
Valid	Not marked	285	89.6
	Marked	33	10.4
	Total	318	100.0

Remedial: Other subject areas

		Frequency	Percent
Valid	Not marked	300	94.3
	Marked	18	5.7
	Total	318	100.0

Prof Develop: Paid workshops outside the institution focused on teaching

		Frequency	Percent
Valid	Not available	2	.7
	Not eligible	9	3.0
	No	233	78.5
	Yes	53	17.8
	Total	297	100.0
Missing	System	21	
Total		318	

Prof Develop: Paid sabbatical leave

		Frequency	Percent
Valid	Not available	4	1.3
	Not eligible	41	13.7
	No	129	43.1
	Yes	125	41.8
	Total	299	100.0
Missing	System	19	
Total		318	

Prof Develop: Travel funds paid by the institution

		Frequency	Percent
Valid	Not available	1	.3
	Not eligible	2	.7
	No	29	9.7
	Yes	268	89.3
	Total	300	100.0
Missing	System	18	
Total		318	

Prof Develop: Internal grants for research

		Frequency	Percent
Valid	Not available	1	.3
	Not eligible	9	3.0
	No	104	34.8
	Yes	185	61.9
	Total	299	100.0
Missing	System	19	
Total		318	

Prof Develop: Training for administrative leadership

		Frequency	Percent
Valid	Not available	2	.7
	Not eligible	14	4.7
	No	208	69.6
	Yes	75	25.1
	Total	299	100.0
Missing	System	19	
Total		318	

Prof Develop: Received incentives to develop new courses

		Frequency	Percent
Valid	Not available	3	1.0
	Not eligible	7	2.3
	No	211	70.8
	Yes	77	25.8
	Total	298	100.0
Missing	System	20	
Total		318	

Prof Develop: Received incentives to integrate new technology into your classroom

		Frequency	Percent
Valid	Not available	3	1.0
	Not eligible	5	1.7
	No	247	82.9
	Yes	43	14.4
	Total	298	100.0
Missing	System	20	
Total		318	

Publish: Articles in academic or professional journals

		Frequency	Percent
Valid	None	46	15.3
	1-2	43	14.3
	3-4	36	12.0
	5-10	59	19.7
	11-20	46	15.3
	21-50	42	14.0
	51+	28	9.3
	Total	300	100.0
	Missing	System	18
Total		318	

Publish: Chapters in edited volumes

		Frequency	Percent
Valid	None	118	39.6
	1-2	80	26.8
	3-4	50	16.8
	5-10	25	8.4
	11-20	14	4.7
	21-50	10	3.4
	51+	1	.3
	Total	298	100.0
Missing	System	20	
Total		318	

Publish: Books, manuals, or monographs

		Frequency	Percent
Valid	None	161	53.7
	1-2	90	30.0
	3-4	28	9.3
	5-10	17	5.7
	11-20	3	1.0
	21-50	1	.3
	Total	300	100.0
	Missing	System	18
Total		318	

Publish: Other, such as patents, or computer software products

		Frequency	Percent
Valid	None	265	88.9
	1-2	21	7.0
	3-4	8	2.7
	5-10	2	.7
	11-20	1	.3
	51+	1	.3
	Total	298	100.0
	Missing	System	20
Total		318	

Publish: How many exhibitions or performances in the fine or applied arts have you presented in the last two years?

		Frequency	Percent
Valid	None	256	85.6
	1-2	16	5.4
	3-4	5	1.7
	5-10	13	4.3
	11-20	3	1.0

	21-50	5	1.7
	51+	1	.3
	Total	299	100.0
Missing	System	19	
Total		318	

Publish: How many of your professional writings have been published or accepted for publication in the last two years?

		Frequency	Percent
Valid	None	62	20.7
	1-2	90	30.1
	3-4	82	27.4
	5-10	48	16.1
	11-20	14	4.7
	21-50	3	1.0
	Total	299	100.0
Missing	System	19	
Total		318	

Affect: Feel that the training you received in graduate school prepared you well for your role as a faculty member

		Frequency	Percent
Valid	Not at all	26	8.8
	To some extent	124	41.8
	To a great extent	147	49.5
	Total	297	100.0
Missing	System	21	
Total		318	

Affect: Achieve a healthy balance between your personal life and your professional life

		Frequency	Percent
Valid	Not at all	47	15.8
	To some extent	148	49.8
	To a great extent	102	34.3
	Total	297	100.0
Missing	System	21	
Total		318	

Affect: Experience close alignment between your work and your personal values

		Frequency	Percent
Valid	Not at all	14	4.7
	To some extent	98	33.0
	To a great extent	185	62.3
	Total	297	100.0
Missing	System	21	
Total		318	

Affect: Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar

		Frequency	Percent
Valid	Not at all	111	37.4
	To some extent	114	38.4
	To a great extent	72	24.2
	Total	297	100.0
Missing	System	21	
Total		318	

Affect: Mentor new faculty

		Frequency	Percent
Valid	Not at all	74	24.9
	To some extent	165	55.6
	To a great extent	58	19.5
	Total	297	100.0
Missing	System	21	
Total		318	

Habits of Mind: Ask questions in class

		Frequency	Percent
Valid	Not at all	11	3.9
	Occasionally	7	2.5
	Frequently	264	93.6
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Support their opinions with a logical argument

		Frequency	Percent
Valid	Not at all	13	4.6
	Occasionally	48	17.0
	Frequently	221	78.4
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Seek solutions to problems and explain them to others

		Frequency	Percent
Valid	Not at all	23	8.2
	Occasionally	58	20.6
	Frequently	201	71.3
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Revise their papers to improve their writing

		Frequency	Percent
Valid	Not at all	32	11.3
	Occasionally	106	37.6
	Frequently	144	51.1
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Evaluate the quality or reliability of information they receive

		Frequency	Percent
Valid	Not at all	17	6.0
	Occasionally	68	24.1
	Frequently	197	69.9
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Take risks for potential gains

		Frequency	Percent
Valid	Not at all	50	17.9
	Occasionally	125	44.6
	Frequently	105	37.5
	Total	280	100.0
Missing	System	38	
Total		318	

Habits of Mind: Seek alternative solutions to a problem

		Frequency	Percent
Valid	Not at all	22	7.8
	Occasionally	113	40.1
	Frequently	147	52.1
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Look up scientific research articles and resources

		Frequency	Percent
Valid	Not at all	60	21.3
	Occasionally	84	29.8
	Frequently	138	48.9
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Explore topics on their own, even though it was not required for a class

		Frequency	Percent
Valid	Not at all	19	6.7
	Occasionally	123	43.6
	Frequently	140	49.6
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Accept mistakes as part of the learning process

		Frequency	Percent
Valid	Not at all	13	4.6
	Occasionally	69	24.5
	Frequently	200	70.9
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Seek feedback on their academic work

		Frequency	Percent
Valid	Not at all	15	5.3
	Occasionally	63	22.3
	Frequently	204	72.3
	Total	282	100.0
Missing	System	36	
Total		318	

Habits of Mind: Integrate skills and knowledge from different sources and experiences

		Frequency	Percent
Valid	Not at all	14	5.0
	Occasionally	67	23.8
	Frequently	201	71.3
	Total	282	100.0
Missing	System	36	
Total		318	

Evaluation Method: Multiple-choice exams

		Frequency	Percent
Valid	None	156	53.2
	Some	79	27.0
	Most	25	8.5
	All	33	11.3
	Total	293	100.0
Missing	System	25	
Total		318	

Evaluation Method: Essay exams

		Frequency	Percent
Valid	None	70	23.8
	Some	70	23.8
	Most	77	26.2
	All	77	26.2
	Total	294	100.0
Missing	System	24	
Total		318	

Evaluation Method: Short-answer exams

		Frequency	Percent
Valid	None	50	17.1
	Some	89	30.5
	Most	74	25.3
	All	79	27.1
	Total	292	100.0
Missing	System	26	
Total		318	

Evaluation Method: Quizzes

		Frequency	Percent
Valid	None	83	28.4
	Some	111	38.0
	Most	44	15.1
	All	54	18.5
	Total	292	100.0
Missing	System	26	
Total		318	

Evaluation Method: Weekly essay assignments

		Frequency	Percent
Valid	None	146	49.8
	Some	96	32.8
	Most	33	11.3
	All	18	6.1
	Total	293	100.0
Missing	System	25	
Total		318	

Evaluation Method: Student presentations

		Frequency	Percent
Valid	None	43	14.7
	Some	131	44.7
	Most	68	23.2
	All	51	17.4
	Total	293	100.0
Missing	System	25	
Total		318	

Evaluation Method: Term/research papers

		Frequency	Percent
Valid	None	63	21.4
	Some	109	37.1
	Most	72	24.5
	All	50	17.0
	Total	294	100.0
Missing	System	24	
Total		318	

Evaluation Method: Student evaluations of each others' work

		Frequency	Percent
Valid	None	132	45.1
	Some	111	37.9
	Most	36	12.3
	All	14	4.8
	Total	293	100.0
Missing	System	25	
Total		318	

Evaluation Method: Grading on a curve

		Frequency	Percent
Valid	None	178	60.5
	Some	45	15.3
	Most	40	13.6
	All	31	10.5
	Total	294	100.0
Missing	System	24	
Total		318	

Evaluation Method: Competency-based grading

		Frequency	Percent
Valid	None	112	39.0
	Some	55	19.2
	Most	66	23.0

	All	54	18.8
	Total	287	100.0
Missing	System	31	
Total		318	

Instructional Method: Class discussions

		Frequency	Percent
Valid	None	10	3.4
	Some	33	11.3
	Most	43	14.7
	All	207	70.6
	Total	293	100.0
Missing	System	25	
Total		318	

Instructional Method: Cooperative learning (small groups)

		Frequency	Percent
Valid	None	48	16.5
	Some	74	25.4
	Most	57	19.6
	All	112	38.5
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Experiential learning/Field studies

		Frequency	Percent
Valid	None	137	47.1
	Some	89	30.6
	Most	44	15.1
	All	21	7.2
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Teaching assistants

		Frequency	Percent
Valid	None	214	73.3
	Some	50	17.1
	Most	19	6.5
	All	9	3.1
	Total	292	100.0
Missing	System	26	
Total		318	

Instructional Method: Recitals/Demonstrations

		Frequency	Percent
Valid	None	201	69.1
	Some	51	17.5
	Most	20	6.9
	All	19	6.5
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Group projects

		Frequency	Percent
Valid	None	68	23.4
	Some	122	42.1
	Most	59	20.3
	All	41	14.1
	Total	290	100.0
Missing	System	28	
Total		318	

Instructional Method: Extensive lecturing

		Frequency	Percent
Valid	None	72	24.7
	Some	112	38.4
	Most	65	22.3
	All	43	14.7
	Total	292	100.0
Missing	System	26	
Total		318	

Instructional Method: Multiple drafts of written work

		Frequency	Percent
Valid	None	84	28.9
	Some	148	50.9
	Most	31	10.7
	All	28	9.6
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Student-selected topics for course content

		Frequency	Percent
Valid	None	102	35.1
	Some	139	47.8
	Most	26	8.9
	All	24	8.2
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Reflective writing/journaling

		Frequency	Percent
Valid	None	149	51.2
	Some	102	35.1
	Most	26	8.9
	All	14	4.8
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Community service as part of coursework

		Frequency	Percent
Valid	None	226	77.7
	Some	52	17.9
	Most	11	3.8
	All	2	.7
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Electronic quizzes with immediate feedback in class

		Frequency	Percent
Valid	None	237	81.7
	Some	31	10.7
	Most	12	4.1
	All	10	3.4
	Total	290	100.0
Missing	System	28	
Total		318	

Instructional Method: Using real-life problems

		Frequency	Percent
Valid	None	59	20.3
	Some	88	30.2
	Most	67	23.0
	All	77	26.5
	Total	291	100.0
Missing	System	27	
Total		318	

Instructional Method: Using student inquiry to drive learning

		Frequency	Percent
Valid	None	46	15.9
	Some	124	42.8
	Most	61	21.0
	All	59	20.3
	Total	290	100.0
Missing	System	28	
Total		318	

Objective: Becoming an authority in my field

		Frequency	Percent
Valid	Not important	26	9.0
	Somewhat important	60	20.7
	Very important	112	38.6
	Essential	92	31.7
	Total	290	100.0
Missing	System	28	
Total		318	

Objective: Influencing the political structure

		Frequency	Percent
Valid	Not important	120	41.5
	Somewhat important	115	39.8
	Very important	40	13.8
	Essential	14	4.8
	Total	289	100.0
Missing	System	29	
Total		318	

Objective: Influencing social values

		Frequency	Percent
Valid	Not important	46	15.9
	Somewhat important	99	34.3
	Very important	108	37.4
	Essential	36	12.5
	Total	289	100.0
Missing	System	29	
Total		318	

Objective: Raising a family

		Frequency	Percent
Valid	Not important	51	17.7
	Somewhat important	37	12.8
	Very important	64	22.2
	Essential	136	47.2
	Total	288	100.0
Missing	System	30	
Total		318	

Objective: Becoming very well off financially

		Frequency	Percent
Valid	Not important	64	22.1
	Somewhat important	149	51.6
	Very important	61	21.1
	Essential	15	5.2
	Total	289	100.0
Missing	System	29	
Total		318	

Objective: Helping others who are in difficulty

		Frequency	Percent
Valid	Not important	7	2.4
	Somewhat important	71	24.6
	Very important	138	47.8
	Essential	73	25.3
	Total	289	100.0
Missing	System	29	
Total		318	

Objective: Adopting 'green' practices to protect the environment

		Frequency	Percent
Valid	Not important	20	6.9
	Somewhat important	93	32.2
	Very important	128	44.3
	Essential	48	16.6
	Total	289	100.0
Missing	System	29	
Total		318	

Objective: Developing a meaningful philosophy of life

		Frequency	Percent
Valid	Not important	14	4.8
	Somewhat important	37	12.8
	Very important	97	33.4
	Essential	142	49.0
	Total	290	100.0
Missing	System	28	
Total		318	

Objective: Helping to promote racial understanding

		Frequency	Percent
Valid	Not important	13	4.5
	Somewhat important	61	21.2
	Very important	101	35.1
	Essential	113	39.2
	Total	288	100.0
Missing	System	30	
Total		318	

Objective: Integrating spirituality into my life

		Frequency	Percent
Valid	Not important	75	26.1
	Somewhat important	81	28.2
	Very important	52	18.1
	Essential	79	27.5
	Total	287	100.0
Missing	System	31	
Total		318	

Objective: Making a theoretical contribution to science

		Frequency	Percent
Valid	Not important	133	46.7
	Somewhat important	67	23.5
	Very important	49	17.2
	Essential	36	12.6
	Total	285	100.0
Missing	System	33	
Total		318	

Objective: Participating in a community action program

		Frequency	Percent
Valid	Not important	75	26.1
	Somewhat important	144	50.2
	Very important	54	18.8
	Essential	14	4.9
	Total	287	100.0
Missing	System	31	
Total		318	

Objective: Keeping up to date with political affairs

		Frequency	Percent
Valid	Not important	24	8.4
	Somewhat important	82	28.6
	Very important	125	43.6
	Essential	56	19.5
	Total	287	100.0
Missing	System	31	
Total		318	

Objective: Becoming a community leader

		Frequency	Percent
Valid	Not important	132	46.0
	Somewhat important	112	39.0
	Very important	33	11.5
	Essential	10	3.5
	Total	287	100.0
Missing	System	31	
Total		318	

Objective: Mentoring the next generation of scholars

		Frequency	Percent
Valid	Not important	14	4.9
	Somewhat important	69	24.0
	Very important	115	39.9
	Essential	90	31.3
	Total	288	100.0
Missing	System	30	
Total		318	

Goal: Develop ability to think critically

		Frequency	Percent
Valid	Not important	1	.4
	Somewhat important	3	1.1
	Very important	25	9.0
	Essential	250	89.6
	Total	279	100.0
Missing	System	39	
Total		318	

Goal: Prepare students for employment after college

		Frequency	Percent
Valid	Not important	4	1.4
	Somewhat important	66	23.7
	Very important	125	44.8
	Essential	84	30.1
	Total	279	100.0
Missing	System	39	
Total		318	

Goal: Prepare students for graduate or advanced education

		Frequency	Percent
Valid	Not important	6	2.2
	Somewhat important	56	20.1
	Very important	139	49.8
	Essential	78	28.0
	Total	279	100.0
Missing	System	39	
Total		318	

Goal: Develop moral character

		Frequency	Percent
Valid	Not important	14	5.0
	Somewhat important	71	25.5
	Very important	104	37.4
	Essential	89	32.0
	Total	278	100.0
Missing	System	40	
Total		318	

Goal: Provide for students' emotional development

		Frequency	Percent
Valid	Not important	28	10.1
	Somewhat important	97	35.0
	Very important	94	33.9
	Essential	58	20.9
	Total	277	100.0
Missing	System	41	
Total		318	

Goal: Teach students the classic works of Western civilization

		Frequency	Percent
Valid	Not important	59	21.4
	Somewhat important	122	44.2
	Very important	63	22.8
	Essential	32	11.6
	Total	276	100.0
Missing	System	42	
Total		318	

Goal: Help students develop personal values

		Frequency	Percent
Valid	Not important	13	4.7
	Somewhat important	76	27.3
	Very important	111	39.9
	Essential	78	28.1
	Total	278	100.0
Missing	System	40	
Total		318	

Goal: Enhance students' self-understanding

		Frequency	Percent
Valid	Not important	10	3.6
	Somewhat important	62	22.3
	Very important	106	38.1
	Essential	100	36.0
	Total	278	100.0
Missing	System	40	
Total		318	

Goal: Instill in students a commitment to community service

		Frequency	Percent
Valid	Not important	42	15.2
	Somewhat important	112	40.4
	Very important	85	30.7
	Essential	38	13.7
	Total	277	100.0
Missing	System	41	
Total		318	

Goal: Enhance students' knowledge of and appreciation for other racial/ethnic groups

		Frequency	Percent
Valid	Not important	17	6.2
	Somewhat important	50	18.1
	Very important	89	32.2
	Essential	120	43.5
	Total	276	100.0
Missing	System	42	
Total		318	

Goal: Help master knowledge in a discipline

		Frequency	Percent
Valid	Somewhat important	16	5.8
	Very important	116	41.9
	Essential	145	52.3
	Total	277	100.0
Missing	System	41	
Total		318	

Goal: Develop creative capacities

		Frequency	Percent
Valid	Not important	2	.7
	Somewhat important	42	15.1
	Very important	128	46.0
	Essential	106	38.1
	Total	278	100.0
Missing	System	40	
Total		318	

Goal: Instill a basic appreciation of the liberal arts

		Frequency	Percent
Valid	Not important	6	2.2
	Somewhat important	43	15.5
	Very important	106	38.1
	Essential	123	44.2
	Total	278	100.0
Missing	System	40	
Total		318	

Goal: Promote ability to write effectively

		Frequency	Percent
Valid	Not important	1	.4
	Somewhat important	15	5.4
	Very important	102	36.8
	Essential	159	57.4
	Total	277	100.0
Missing	System	41	
Total		318	

Goal: Help students evaluate the quality and reliability of information

		Frequency	Percent
Valid	Somewhat important	11	4.0
	Very important	88	31.8
	Essential	178	64.3
	Total	277	100.0
Missing	System	41	
Total		318	

Goal: Engage students in civil discourse around controversial issues

		Frequency	Percent
Valid	Not important	13	4.7
	Somewhat important	65	23.6
	Very important	102	37.0
	Essential	96	34.8
	Total	276	100.0
Missing	System	42	
Total		318	

Goal: Teach students tolerance and respect for different beliefs

		Frequency	Percent
Valid	Not important	8	2.9
	Somewhat important	37	13.4
	Very important	92	33.3
	Essential	139	50.4
	Total	276	100.0
Missing	System	42	
Total		318	

Goal: Encourage students to become agents of social change

		Frequency	Percent
Valid	Not important	42	15.2
	Somewhat important	87	31.5
	Very important	93	33.7
	Essential	54	19.6
	Total	276	100.0
Missing	System	42	
Total		318	

Hours per Week: Scheduled teaching (give actual, not credit hours)

		Frequency	Percent
Valid	None	34	12.3
	1-4	51	18.4
	5-8	124	44.8
	9-12	59	21.3
	13-16	4	1.4
	17-20	3	1.1
	21-34	1	.4
	35-44	1	.4
	Total	277	100.0
	Missing	System	41
Total		318	

Hours per Week: Preparing for teaching (including reading student papers and grading)

		Frequency	Percent
Valid	None	34	12.3
	1-4	29	10.5
	5-8	63	22.8
	9-12	66	23.9
	13-16	34	12.3
	17-20	27	9.8
	21-34	18	6.5
	35-44	5	1.8
	Total	276	100.0
Missing	System	42	
Total		318	

Hours per Week: Advising and counseling of students

		Frequency	Percent
Valid	None	27	9.7
	1-4	162	58.5
	5-8	64	23.1
	9-12	19	6.9
	13-16	3	1.1
	17-20	2	.7
	Total	277	100.0
Missing	System	41	
Total		318	

Hours per Week: Committee work and meetings

		Frequency	Percent
Valid	None	24	8.7
	1-4	144	52.0
	5-8	72	26.0
	9-12	23	8.3
	13-16	4	1.4
	17-20	4	1.4
	21-34	3	1.1
	35-44	2	.7
	45+	1	.4
	Total	277	100.0
Missing	System	41	
Total		318	

Hours per Week: Other administration

		Frequency	Percent
Valid	None	86	31.3
	1-4	89	32.4
	5-8	32	11.6
	9-12	35	12.7
	13-16	7	2.5
	17-20	12	4.4
	21-34	6	2.2
	35-44	5	1.8
	45+	3	1.1
	Total	275	100.0
Missing	System	43	
Total		318	

Hours per Week: Research and scholarly writing

		Frequency	Percent
Valid	None	29	10.6
	1-4	76	27.7
	5-8	53	19.3
	9-12	42	15.3
	13-16	29	10.6
	17-20	14	5.1
	21-34	18	6.6
	35-44	7	2.6
	45+	6	2.2
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Other creative products/performances

		Frequency	Percent
Valid	None	188	68.6
	1-4	46	16.8
	5-8	19	6.9
	9-12	11	4.0
	13-16	4	1.5
	17-20	3	1.1
	21-34	3	1.1
	Total	274	100.0
	Missing	System	44
Total		318	

Hours per Week: Consultation with clients/patients

		Frequency	Percent
Valid	None	243	88.7
	1-4	22	8.0
	5-8	4	1.5
	9-12	4	1.5
	17-20	1	.4
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Community or public service

		Frequency	Percent
Valid	None	137	50.0
	1-4	114	41.6
	5-8	17	6.2
	9-12	4	1.5
	45+	2	.7
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Outside consulting/freelance work

		Frequency	Percent
Valid	None	205	74.8
	1-4	46	16.8
	5-8	15	5.5
	9-12	4	1.5
	13-16	1	.4
	17-20	1	.4
	21-34	1	.4
	45+	1	.4
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Household/childcare duties

		Frequency	Percent
Valid	None	35	12.8
	1-4	45	16.4
	5-8	69	25.2
	9-12	45	16.4
	13-16	15	5.5
	17-20	20	7.3
	21-34	24	8.8
	35-44	11	4.0
	45+	10	3.6
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Commuting to campus

		Frequency	Percent
Valid	None	27	9.9
	1-4	200	73.0
	5-8	33	12.0
	9-12	14	5.1
	Total	274	100.0
Missing	System	44	
Total		318	

Hours per Week: Other employment, outside of academia

		Frequency	Percent
Valid	None	256	93.4
	1-4	11	4.0
	9-12	2	.7
	17-20	2	.7
	21-34	2	.7
	45+	1	.4
	Total	274	100.0
Missing	System	44	
Total		318	

Act: Are you a member of a faculty union?

		Frequency	Percent
Valid	No	251	90.6
	Yes	26	9.4
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Are you a U.S. citizen?

		Frequency	Percent
Valid	No	22	7.9
	Yes	255	92.1
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Do you plan to retire within the next three years?

		Frequency	Percent
Valid	No	255	92.1
	Yes	22	7.9
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Do you use your scholarship to address local community needs?

		Frequency	Percent
Valid	No	180	65.0
	Yes	97	35.0
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Have you been sexually harassed at this institution?

		Frequency	Percent
Valid	No	270	97.5
	Yes	7	2.5
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Have you ever interrupted your professional career for more than one year for family reasons?

		Frequency	Percent
Valid	No	259	93.5
	Yes	18	6.5
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Have you ever received an award for outstanding teaching?

		Frequency	Percent
Valid	No	168	60.6
	Yes	109	39.4
	Total	277	100.0
Missing	System	41	
Total		318	

Act: Is (or was) your spouse/partner an academic?

		Frequency	Percent
Valid	No	183	66.8
	Yes	91	33.2
	Total	274	100.0
Missing	System	44	
Total		318	

Past Act: Considered early retirement?

		Frequency	Percent
Valid	No	223	80.8
	Yes	53	19.2
	Total	276	100.0
Missing	System	42	
Total		318	

Past Act: Considered leaving academe for another job?

		Frequency	Percent
Valid	No	206	74.6
	Yes	70	25.4
	Total	276	100.0
Missing	System	42	
Total		318	

Past Act: Considered leaving this institution for another?

		Frequency	Percent
Valid	No	160	58.0
	Yes	116	42.0
	Total	276	100.0
Missing	System	42	
Total		318	

Past Act: Changed academic institutions?

		Frequency	Percent
Valid	No	236	84.9
	Yes	42	15.1
	Total	278	100.0
Missing	System	40	
Total		318	

Past Act: Engaged in paid consulting outside of your institution?

		Frequency	Percent
Valid	No	180	65.0
	Yes	97	35.0
	Total	277	100.0
Missing	System	41	
Total		318	

Past Act: Engaged in public service/professional consulting without pay?

		Frequency	Percent
Valid	No	131	47.3
	Yes	146	52.7
	Total	277	100.0
Missing	System	41	
Total		318	

Past Act: Received at least one firm job offer?

		Frequency	Percent
Valid	No	214	77.3
	Yes	63	22.7
	Total	277	100.0
Missing	System	41	
Total		318	

Past Act: Requested/sought an early promotion?

		Frequency	Percent
Valid	No	255	92.4
	Yes	21	7.6
	Total	276	100.0
Missing	System	42	
Total		318	

Still want to come to this institution?

		Frequency	Percent
Valid	Definitely no	6	2.2
	Probably no	8	2.9
	Not sure	32	11.6
	Probably yes	87	31.4
	Definitely yes	144	52.0
	Total	277	100.0
Missing	System	41	
Total		318	

Still want to be a college professor?

		Frequency	Percent
Valid	Definitely no	3	1.1
	Probably no	8	2.9
	Not sure	15	5.5
	Probably yes	57	20.8
	Definitely yes	191	69.7
	Total	274	100.0
Missing	System	44	
Total		318	

Inst Description: It is easy for students to see faculty outside of regular office hours

		Frequency	Percent
Valid	Not descriptive	5	1.8
	Somewhat descriptive	46	16.8
	Very descriptive	223	81.4
	Total	274	100.0
Missing	System	44	
Total		318	

Inst Description: The faculty are typically at odds with campus administration

		Frequency	Percent
Valid	Not descriptive	111	40.8
	Somewhat descriptive	140	51.5
	Very descriptive	21	7.7
	Total	272	100.0
Missing	System	46	
Total		318	

Inst Description: Faculty here respect each other

		Frequency	Percent
Valid	Not descriptive	10	3.6
	Somewhat descriptive	98	35.6
	Very descriptive	167	60.7
	Total	275	100.0
Missing	System	43	
Total		318	

Inst Description: Most students are treated like “numbers in a book”

		Frequency	Percent
Valid	Not descriptive	255	92.7
	Somewhat descriptive	18	6.5
	Very descriptive	2	.7
	Total	275	100.0
Missing	System	43	
Total		318	

Inst Description: Faculty are rewarded for being good teachers

		Frequency	Percent
Valid	Not descriptive	32	11.6
	Somewhat descriptive	143	52.0
	Very descriptive	100	36.4
	Total	275	100.0
Missing	System	43	
Total		318	

Inst Description: There is respect for the expression of diverse values and beliefs

		Frequency	Percent
Valid	Not descriptive	18	6.5
	Somewhat descriptive	133	48.4
	Very descriptive	124	45.1
	Total	275	100.0
Missing	System	43	
Total		318	

Inst Description: Faculty are rewarded for their efforts to use instructional technology

		Frequency	Percent
Valid	Not descriptive	56	20.4
	Somewhat descriptive	125	45.6
	Very descriptive	93	33.9
	Total	274	100.0
Missing	System	44	
Total		318	

Inst Description: Administrators consider faculty concerns when making policy

		Frequency	Percent
Valid	Not descriptive	35	12.8
	Somewhat descriptive	166	60.6
	Very descriptive	73	26.6
	Total	274	100.0
Missing	System	44	
Total		318	

Inst Description: The administration is open about its policies

		Frequency	Percent
Valid	Not descriptive	43	15.7
	Somewhat descriptive	152	55.5
	Very descriptive	79	28.8
	Total	274	100.0
Missing	System	44	
Total		318	

Stress: Managing household responsibilities

		Frequency	Percent
Valid	Not applicable	7	2.5
	Not at all	71	25.8
	Somewhat	148	53.8
	Extensive	49	17.8
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: Child care

		Frequency	Percent
Valid	Not applicable	119	43.3
	Not at all	65	23.6
	Somewhat	65	23.6
	Extensive	26	9.5
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: Care of elderly parent

		Frequency	Percent
Valid	Not applicable	88	32.0
	Not at all	99	36.0
	Somewhat	61	22.2
	Extensive	27	9.8
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: My physical health

		Frequency	Percent
Valid	Not applicable	17	6.2
	Not at all	124	45.1
	Somewhat	112	40.7
	Extensive	22	8.0
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: Health of spouse/partner

		Frequency	Percent
Valid	Not applicable	49	17.9
	Not at all	139	50.7
	Somewhat	72	26.3
	Extensive	14	5.1
	Total	274	100.0
Missing	System	44	
Total		318	

Stress: Review/promotion process

		Frequency	Percent
Valid	Not applicable	35	12.7
	Not at all	108	39.3
	Somewhat	87	31.6
	Extensive	45	16.4
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: Subtle discrimination (e.g., prejudice, racism, sexism)

		Frequency	Percent
Valid	Not applicable	30	11.0
	Not at all	191	70.0
	Somewhat	42	15.4
	Extensive	10	3.7
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Personal finances

		Frequency	Percent
Valid	Not applicable	7	2.6
	Not at all	109	39.8
	Somewhat	133	48.5
	Extensive	25	9.1
	Total	274	100.0
Missing	System	44	
Total		318	

Stress: Committee work

		Frequency	Percent
Valid	Not applicable	18	6.5
	Not at all	95	34.5
	Somewhat	138	50.2
	Extensive	24	8.7
	Total	275	100.0
Missing	System	43	
Total		318	

Stress: Faculty meetings

		Frequency	Percent
Valid	Not applicable	10	3.7
	Not at all	137	50.2
	Somewhat	113	41.4
	Extensive	13	4.8
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Colleagues

		Frequency	Percent
Valid	Not applicable	3	1.1
	Not at all	121	44.3
	Somewhat	124	45.4
	Extensive	25	9.2
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Students

		Frequency	Percent
Valid	Not applicable	3	1.1
	Not at all	134	49.3
	Somewhat	121	44.5
	Extensive	14	5.1
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Research or publishing demands

		Frequency	Percent
Valid	Not applicable	10	3.7
	Not at all	62	22.7
	Somewhat	141	51.6
	Extensive	60	22.0
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Institutional procedures and "red tape"

		Frequency	Percent
Valid	Not applicable	6	2.2
	Not at all	97	35.5
	Somewhat	132	48.4
	Extensive	38	13.9
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Teaching load

		Frequency	Percent
Valid	Not applicable	6	2.2
	Not at all	127	46.5
	Somewhat	110	40.3
	Extensive	30	11.0
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Children's problems

		Frequency	Percent
Valid	Not applicable	92	33.8
	Not at all	93	34.2
	Somewhat	74	27.2
	Extensive	13	4.8
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Friction with spouse/partner

		Frequency	Percent
Valid	Not applicable	48	17.6
	Not at all	160	58.8
	Somewhat	52	19.1
	Extensive	12	4.4
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Lack of personal time

		Frequency	Percent
Valid	Not applicable	2	.7
	Not at all	55	20.1
	Somewhat	137	50.0
	Extensive	80	29.2
	Total	274	100.0
Missing	System	44	
Total		318	

Stress: Keeping up with information technology

		Frequency	Percent
Valid	Not applicable	7	2.6
	Not at all	135	49.5
	Somewhat	119	43.6
	Extensive	12	4.4
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Job security

		Frequency	Percent
Valid	Not applicable	5	1.8
	Not at all	177	64.8
	Somewhat	60	22.0
	Extensive	31	11.4
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Being part of a dual career couple

		Frequency	Percent
Valid	Not applicable	64	23.5
	Not at all	102	37.5
	Somewhat	70	25.7
	Extensive	36	13.2
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Working with underprepared students

		Frequency	Percent
Valid	Not applicable	6	2.2
	Not at all	141	51.6
	Somewhat	110	40.3
	Extensive	16	5.9
	Total	273	100.0
Missing	System	45	
Total		318	

Stress: Self-imposed high expectations

		Frequency	Percent
Valid	Not applicable	3	1.1
	Not at all	35	12.9
	Somewhat	155	57.0
	Extensive	79	29.0
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Change in work responsibilities

		Frequency	Percent
Valid	Not applicable	13	4.8
	Not at all	125	46.0
	Somewhat	100	36.8
	Extensive	34	12.5
	Total	272	100.0
Missing	System	46	
Total		318	

Stress: Institutional budget cuts

		Frequency	Percent
Valid	Not applicable	14	5.1
	Not at all	144	52.7
	Somewhat	96	35.2
	Extensive	19	7.0
	Total	273	100.0
Missing	System	45	
Total		318	

Satisfaction: Salary

		Frequency	Percent
Valid	Not applicable	1	.4
	Not satisfied	19	6.9
	Marginally satisfied	75	27.2
	Satisfied	135	48.9
	Very satisfied	46	16.7
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Health benefits

		Frequency	Percent
Valid	Not applicable	5	1.8
	Not satisfied	11	4.0
	Marginally satisfied	58	21.2
	Satisfied	150	54.9
	Very satisfied	49	17.9
	Total	273	100.0
Missing	System	45	
Total		318	

Satisfaction: Retirement benefits

		Frequency	Percent
Valid	Not applicable	4	1.5
	Not satisfied	14	5.1
	Marginally satisfied	73	26.5
	Satisfied	146	53.1
	Very satisfied	38	13.8
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Opportunity for scholarly pursuits

		Frequency	Percent
Valid	Not applicable	9	3.3
	Not satisfied	21	7.6
	Marginally satisfied	46	16.7
	Satisfied	140	50.7
	Very satisfied	60	21.7
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Teaching load

		Frequency	Percent
Valid	Not applicable	9	3.3
	Not satisfied	24	8.7
	Marginally satisfied	57	20.7
	Satisfied	143	51.8
	Very satisfied	43	15.6
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Quality of students

		Frequency	Percent
Valid	Not applicable	3	1.1
	Not satisfied	6	2.2
	Marginally satisfied	36	13.0
	Satisfied	144	52.2
	Very satisfied	87	31.5
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Office/lab space

		Frequency	Percent
Valid	Not applicable	8	2.9
	Not satisfied	24	8.7
	Marginally satisfied	43	15.6
	Satisfied	111	40.4
	Very satisfied	89	32.4
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Autonomy and independence

		Frequency	Percent
Valid	Not applicable	1	.4
	Not satisfied	5	1.8
	Marginally satisfied	22	8.0
	Satisfied	118	42.8
	Very satisfied	130	47.1
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Professional relationships with other faculty

		Frequency	Percent
Valid	Not applicable	1	.4
	Not satisfied	15	5.4
	Marginally satisfied	24	8.7
	Satisfied	125	45.3
	Very satisfied	111	40.2
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Social relationships with other faculty

		Frequency	Percent
Valid	Not applicable	8	2.9
	Not satisfied	21	7.6
	Marginally satisfied	50	18.2
	Satisfied	113	41.1
	Very satisfied	83	30.2
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Competency of colleagues

		Frequency	Percent
Valid	Not applicable	1	.4
	Not satisfied	8	2.9
	Marginally satisfied	31	11.2
	Satisfied	128	46.4
	Very satisfied	108	39.1
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Job security

		Frequency	Percent
Valid	Not applicable	5	1.8
	Not satisfied	19	6.9
	Marginally satisfied	28	10.2
	Satisfied	109	39.6
	Very satisfied	114	41.5
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Departmental leadership

		Frequency	Percent
Valid	Not applicable	6	2.2
	Not satisfied	23	8.4
	Marginally satisfied	40	14.5
	Satisfied	113	41.1
	Very satisfied	93	33.8
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Course assignments

		Frequency	Percent
Valid	Not applicable	10	3.6
	Not satisfied	9	3.3
	Marginally satisfied	26	9.5
	Satisfied	123	44.7
	Very satisfied	107	38.9
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Freedom to determine course content

		Frequency	Percent
Valid	Not applicable	11	4.0
	Not satisfied	4	1.4
	Marginally satisfied	11	4.0
	Satisfied	85	30.8
	Very satisfied	165	59.8
	Total	276	100.0
Missing	System	42	
Total		318	

Satisfaction: Availability of child care at this institution

		Frequency	Percent
Valid	Not applicable	154	56.0
	Not satisfied	99	36.0
	Marginally satisfied	8	2.9
	Satisfied	9	3.3
	Very satisfied	5	1.8
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Prospects for career advancement

		Frequency	Percent
Valid	Not applicable	25	9.1
	Not satisfied	34	12.4
	Marginally satisfied	44	16.0
	Satisfied	129	46.9
	Very satisfied	43	15.6
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Clerical/administrative support

		Frequency	Percent
Valid	Not applicable	9	3.3
	Not satisfied	27	9.8
	Marginally satisfied	51	18.5
	Satisfied	117	42.5
	Very satisfied	71	25.8
	Total	275	100.0
Missing	System	43	
Total		318	

Satisfaction: Overall job satisfaction

		Frequency	Percent
Valid	Not applicable	1	.4
	Not satisfied	10	3.6
	Marginally satisfied	34	12.4
	Satisfied	133	48.5
	Very satisfied	96	35.0
	Total	274	100.0
Missing	System	44	
Total		318	

Satisfaction: Tuition remission for your children/dependents

		Frequency	Percent
Valid	Not applicable	136	49.5
	Not satisfied	15	5.5
	Marginally satisfied	16	5.8
	Satisfied	57	20.7
	Very satisfied	51	18.5
	Total	275	100.0
Missing	System	43	
Total		318	

Inst Opinion: Faculty are interested in students' personal problems

		Frequency	Percent
Valid	Disagree strongly	2	.7
	Disagree somewhat	22	8.2
	Agree somewhat	153	57.3
	Agree strongly	90	33.7
	Total	267	100.0
Missing	System	51	
Total		318	

Inst Opinion: Racial and ethnic diversity should be more strongly reflected in the curriculum

		Frequency	Percent
Valid	Disagree strongly	18	6.9
	Disagree somewhat	74	28.2
	Agree somewhat	120	45.8
	Agree strongly	50	19.1
	Total	262	100.0
Missing	System	56	
Total		318	

Inst Opinion: Faculty feel that most students are well-prepared academically

		Frequency	Percent
Valid	Disagree strongly	4	1.5
	Disagree somewhat	47	17.7
	Agree somewhat	146	54.9
	Agree strongly	69	25.9
	Total	266	100.0
Missing	System	52	
Total		318	

Inst Opinion: This institution should hire more faculty of color

		Frequency	Percent
Valid	Disagree strongly	14	5.3
	Disagree somewhat	41	15.6
	Agree somewhat	115	43.7
	Agree strongly	93	35.4
	Total	263	100.0
Missing	System	55	
Total		318	

Inst Opinion: This institution should hire more women faculty

		Frequency	Percent
Valid	Disagree strongly	18	6.9
	Disagree somewhat	66	25.3
	Agree somewhat	124	47.5
	Agree strongly	53	20.3
	Total	261	100.0
Missing	System	57	
Total		318	

Inst Opinion: Student Affairs staff have the support and respect of faculty

		Frequency	Percent
Valid	Disagree strongly	4	1.6
	Disagree somewhat	37	14.4
	Agree somewhat	162	63.0
	Agree strongly	54	21.0
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Opinion: Faculty are committed to the welfare of this institution

		Frequency	Percent
Valid	Disagree strongly	4	1.5
	Disagree somewhat	10	3.7
	Agree somewhat	115	42.9
	Agree strongly	139	51.9
	Total	268	100.0
Missing	System	50	
Total		318	

Inst Opinion: Faculty here are strongly interested in the academic problems of undergraduates

		Frequency	Percent
Valid	Disagree strongly	3	1.1
	Disagree somewhat	13	4.9
	Agree somewhat	105	39.3
	Agree strongly	146	54.7
	Total	267	100.0
Missing	System	51	
Total		318	

Inst Opinion: There is a lot of campus racial conflict here

		Frequency	Percent
Valid	Disagree strongly	109	41.3
	Disagree somewhat	118	44.7
	Agree somewhat	32	12.1
	Agree strongly	5	1.9
	Total	264	100.0
Missing	System	54	
Total		318	

Inst Opinion: My research is valued by faculty in my department

		Frequency	Percent
Valid	Disagree strongly	16	6.1
	Disagree somewhat	41	15.6
	Agree somewhat	120	45.6
	Agree strongly	86	32.7
	Total	263	100.0
Missing	System	55	
Total		318	

Inst Opinion: My teaching is valued by faculty in my department

		Frequency	Percent
Valid	Disagree strongly	5	1.9
	Disagree somewhat	16	6.1
	Agree somewhat	102	38.6
	Agree strongly	141	53.4
	Total	264	100.0
Missing	System	54	
Total		318	

Inst Opinion: Faculty of color are treated fairly here

		Frequency	Percent
Valid	Disagree strongly	3	1.2
	Disagree somewhat	17	6.6
	Agree somewhat	97	37.5
	Agree strongly	142	54.8
	Total	259	100.0
Missing	System	59	
Total		318	

Inst Opinion: Women faculty are treated fairly here

		Frequency	Percent
Valid	Disagree strongly	3	1.1
	Disagree somewhat	18	6.8
	Agree somewhat	84	31.9
	Agree strongly	158	60.1
	Total	263	100.0
Missing	System	55	
Total		318	

Inst Opinion: Gay and lesbian faculty are treated fairly here

		Frequency	Percent
Valid	Disagree strongly	5	2.0
	Disagree somewhat	19	7.5
	Agree somewhat	97	38.2
	Agree strongly	133	52.4
	Total	254	100.0
Missing	System	64	
Total		318	

Inst Opinion: Faculty are sufficiently involved in campus decision making

		Frequency	Percent
Valid	Disagree strongly	16	6.0
	Disagree somewhat	65	24.5
	Agree somewhat	125	47.2
	Agree strongly	59	22.3
	Total	265	100.0
Missing	System	53	
Total		318	

Inst Opinion: My values are congruent with the dominant institutional values

		Frequency	Percent
Valid	Disagree strongly	13	4.9
	Disagree somewhat	48	18.1
	Agree somewhat	123	46.4
	Agree strongly	81	30.6
	Total	265	100.0
Missing	System	53	
Total		318	

Inst Opinion: This institution takes responsibility for educating underprepared students

		Frequency	Percent
Valid	Disagree strongly	13	5.0
	Disagree somewhat	65	25.1
	Agree somewhat	126	48.6
	Agree strongly	55	21.2
	Total	259	100.0
Missing	System	59	
Total		318	

Inst Opinion: The criteria for advancement and promotion decisions are clear

		Frequency	Percent
Valid	Disagree strongly	17	6.5
	Disagree somewhat	50	19.0
	Agree somewhat	122	46.4
	Agree strongly	74	28.1
	Total	263	100.0
Missing	System	55	
Total		318	

Inst Opinion: Most of the students I teach lack the basic skills for college level work

		Frequency	Percent
Valid	Disagree strongly	151	57.2
	Disagree somewhat	89	33.7
	Agree somewhat	18	6.8
	Agree strongly	6	2.3
	Total	264	100.0
Missing	System	54	
Total		318	

Inst Opinion: There is adequate support for faculty development

		Frequency	Percent
Valid	Disagree strongly	5	1.9
	Disagree somewhat	26	9.8
	Agree somewhat	124	46.8
	Agree strongly	110	41.5
	Total	265	100.0
Missing	System	53	
Total		318	

Inst Priority: To promote the intellectual development of students

		Frequency	Percent
Valid	Low priority	2	.8
	Medium priority	23	8.8
	High priority	87	33.5
	Highest priority	148	56.9
	Total	260	100.0
Missing	System	58	
Total		318	

Inst Priority: To develop a sense of community among students and faculty

		Frequency	Percent
Valid	Low priority	7	2.7
	Medium priority	55	21.2
	High priority	128	49.2
	Highest priority	70	26.9
	Total	260	100.0
Missing	System	58	
Total		318	

Inst Priority: To facilitate student involvement in community service

		Frequency	Percent
Valid	Low priority	15	5.8
	Medium priority	74	28.6
	High priority	118	45.6
	Highest priority	52	20.1
	Total	259	100.0
Missing	System	59	
Total		318	

Inst Priority: To help students learn how to bring about change in society

		Frequency	Percent
Valid	Low priority	36	14.0
	Medium priority	106	41.1
	High priority	84	32.6
	Highest priority	32	12.4
	Total	258	100.0
Missing	System	60	
Total		318	

Inst Priority: To increase or maintain institutional prestige

		Frequency	Percent
Valid	Low priority	5	1.9
	Medium priority	21	8.1
	High priority	95	36.5
	Highest priority	139	53.5
	Total	260	100.0
Missing	System	58	
Total		318	

Inst Priority: To hire faculty "stars"

		Frequency	Percent
Valid	Low priority	32	12.4
	Medium priority	86	33.2
	High priority	99	38.2
	Highest priority	42	16.2
	Total	259	100.0
Missing	System	59	
Total		318	

Inst Priority: To recruit more minority students

		Frequency	Percent
Valid	Low priority	5	1.9
	Medium priority	41	15.9
	High priority	134	51.9
	Highest priority	78	30.2
	Total	258	100.0
Missing	System	60	
Total		318	

Inst Priority: To enhance the institution's national image

		Frequency	Percent
Valid	Low priority	5	1.9
	Medium priority	21	8.1
	High priority	78	30.2
	Highest priority	154	59.7
	Total	258	100.0
Missing	System	60	
Total		318	

Inst Priority: To create a diverse multi-cultural campus environment

		Frequency	Percent
Valid	Low priority	10	3.9
	Medium priority	52	20.2
	High priority	126	49.0
	Highest priority	69	26.8
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Priority: To promote gender equity among faculty

		Frequency	Percent
Valid	Low priority	19	7.5
	Medium priority	66	25.9
	High priority	127	49.8
	Highest priority	43	16.9
	Total	255	100.0
Missing	System	63	
Total		318	

Inst Priority: To provide resources for faculty to engage in community-based teaching or research

		Frequency	Percent
Valid	Low priority	24	9.3
	Medium priority	98	37.8
	High priority	100	38.6
	Highest priority	37	14.3
	Total	259	100.0
Missing	System	59	
Total		318	

Inst Priority: To create and sustain partnerships with surrounding communities

		Frequency	Percent
Valid	Low priority	35	13.6
	Medium priority	108	42.0
	High priority	81	31.5
	Highest priority	33	12.8
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Priority: To pursue extramural funding

		Frequency	Percent
Valid	Low priority	12	4.7
	Medium priority	67	26.3
	High priority	109	42.7
	Highest priority	67	26.3
	Total	255	100.0
Missing	System	63	
Total		318	

Inst Priority: To increase the representation of minorities in the faculty and administration

		Frequency	Percent
Valid	Low priority	13	5.1
	Medium priority	63	24.5
	High priority	126	49.0
	Highest priority	55	21.4
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Priority: To strengthen links with the for-profit, corporate sector

		Frequency	Percent
Valid	Low priority	33	12.9
	Medium priority	92	36.1
	High priority	87	34.1
	Highest priority	43	16.9
	Total	255	100.0
Missing	System	63	
Total		318	

Inst Priority: To develop leadership ability among students

		Frequency	Percent
Valid	Low priority	8	3.1
	Medium priority	62	24.1
	High priority	133	51.8
	Highest priority	54	21.0
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Priority: To increase the representation of women in the faculty and administration

		Frequency	Percent
Valid	Low priority	22	8.6
	Medium priority	83	32.3
	High priority	111	43.2
	Highest priority	41	16.0
	Total	257	100.0
Missing	System	61	
Total		318	

Inst Priority: To develop an appreciation for multiculturalism

		Frequency	Percent
Valid	Low priority	15	5.9
	Medium priority	69	27.0
	High priority	116	45.3
	Highest priority	56	21.9
	Total	256	100.0
Missing	System	62	
Total		318	

View: The chief benefit of a college education is that it increases one's earning power

		Frequency	Percent
Valid	Disagree strongly	45	17.6
	Disagree somewhat	87	34.0
	Agree somewhat	108	42.2
	Agree strongly	16	6.3
	Total	256	100.0
Missing	System	62	
Total		318	

View: Promoting diversity leads to the admission of too many underprepared students

		Frequency	Percent
Valid	Disagree strongly	92	36.2
	Disagree somewhat	98	38.6
	Agree somewhat	52	20.5
	Agree strongly	12	4.7
	Total	254	100.0
Missing	System	64	
Total		318	

View: Colleges should be actively involved in solving social problems

		Frequency	Percent
Valid	Disagree strongly	11	4.3
	Disagree somewhat	51	20.2
	Agree somewhat	138	54.5
	Agree strongly	53	20.9
	Total	253	100.0
Missing	System	65	
Total		318	

View: Colleges should encourage students to be involved in community service activities

		Frequency	Percent
Valid	Disagree strongly	5	2.0
	Disagree somewhat	34	13.4
	Agree somewhat	142	55.9
	Agree strongly	73	28.7
	Total	254	100.0
Missing	System	64	
Total		318	

View: A racially/ethnically diverse student body enhances the educational experience of all students

		Frequency	Percent
Valid	Disagree strongly	2	.8
	Disagree somewhat	17	6.7
	Agree somewhat	75	29.5
	Agree strongly	160	63.0
	Total	254	100.0
Missing	System	64	
Total		318	

View: Realistically, an individual can do little to bring about changes in society

		Frequency	Percent
Valid	Disagree strongly	109	42.9
	Disagree somewhat	99	39.0
	Agree somewhat	41	16.1
	Agree strongly	5	2.0
	Total	254	100.0
Missing	System	64	
Total		318	

View: Colleges should be concerned with facilitating undergraduate students' spiritual development

		Frequency	Percent
Valid	Disagree strongly	56	22.0
	Disagree somewhat	82	32.3
	Agree somewhat	98	38.6
	Agree strongly	18	7.1
	Total	254	100.0
Missing	System	64	
Total		318	

View: Colleges have a responsibility to work with their surrounding communities to address local issues

		Frequency	Percent
Valid	Disagree strongly	10	3.9
	Disagree somewhat	33	13.0
	Agree somewhat	151	59.4
	Agree strongly	60	23.6
	Total	254	100.0
Missing	System	64	
Total		318	

View: Private funding sources often prevent researchers from being completely objective in the conduct of their work

		Frequency	Percent
Valid	Disagree strongly	22	8.7
	Disagree somewhat	86	34.1
	Agree somewhat	107	42.5
	Agree strongly	37	14.7
	Total	252	100.0
Missing	System	66	
Total		318	

View: Colleges should prohibit racist/sexist speech on campus

		Frequency	Percent
Valid	Disagree strongly	28	11.1
	Disagree somewhat	76	30.0
	Agree somewhat	73	28.9
	Agree strongly	76	30.0
	Total	253	100.0
Missing	System	65	
Total		318	

View: This institution should not offer remedial/developmental education

		Frequency	Percent
Valid	Disagree strongly	65	25.6
	Disagree somewhat	113	44.5
	Agree somewhat	55	21.7
	Agree strongly	21	8.3
	Total	254	100.0
Missing	System	64	
Total		318	

Salary: Base salary from this institution

		Frequency	Percent
Valid	2	1	.4
	25	1	.4
	48	1	.4
	50	3	1.2
	60	3	1.2
	61	1	.4
	65	2	.8
	66	1	.4
	67	1	.4
	69	1	.4
	70	6	2.4
	73	1	.4
	75	5	2.0
	80	11	4.4
	84	2	.8
	85	11	4.4
	86	1	.4
	90	26	10.5
	91	1	.4
	92	3	1.2
	93	3	1.2
	94	2	.8
	95	16	6.5
	96	1	.4
	97	2	.8
	98	11	4.4
	99	4	1.6
	100	127	51.2
	Total	248	100.0
Missing	System	70	
Total		318	

Salary: Other income from this institution

		Frequency	Percent
Valid	0	167	70.2
	1	2	.8
	2	4	1.7
	3	2	.8
	5	13	5.5
	6	4	1.7
	7	1	.4
	8	6	2.5
	9	2	.8
	10	21	8.8
	14	1	.4
	15	4	1.7
	16	1	.4
	20	3	1.3
	23	1	.4
	25	1	.4
	30	3	1.3
	33	1	.4
	40	1	.4
	Total	238	100.0
Missing	System	80	
Total		318	

Salary: Income from another academic institution

		Frequency	Percent
Valid	0	216	92.3
	1	3	1.3
	2	3	1.3
	5	5	2.1
	7	1	.4
	8	1	.4
	10	1	.4
	15	1	.4
	40	1	.4
	50	2	.9
	Total	234	100.0
Missing	System	84	
Total		318	

Salary: Non-academic income

		Frequency	Percent
Valid	0	160	67.8
	1	10	4.2
	2	8	3.4
	3	3	1.3
	4	1	.4
	5	13	5.5
	6	1	.4
	7	2	.8
	8	2	.8
	10	12	5.1
	13	1	.4
	15	4	1.7
	18	1	.4
	20	6	2.5
	25	1	.4
	30	3	1.3
	35	2	.8
	39	1	.4
	40	2	.8
	50	1	.4
	75	1	.4
	94	1	.4
	Total	236	100.0
Missing	System	82	
Total		318	

Major of highest degree held - General Area

		Frequency	Percent
Valid	Agriculture/natural resources/related	1	.4
	Architecture and related services	1	.4
	Area/ethnic/cultural/gender studies	1	.4
	Arts (visual and performing)	22	8.7
	Biological and biomedical sciences	19	7.5
	Business/management/marketing/related	15	5.9
	Communication/journalism/ comm. tech	8	3.1
	Computer/info sciences/support tech	3	1.2
	Education	11	4.3
	Engineering technologies/technicians	1	.4
	English language and literature/letters	15	5.9
	Foreign languages/literature/linguistics	26	10.2

	Health professions/clinical sciences	2	.8
	Legal professions and studies	10	3.9
	Library science	12	4.7
	Mathematics and statistics	9	3.5
	Philosophy, religion & theology	14	5.5
	Physical sciences	18	7.1
	Psychology	11	4.3
	Science technologies/technicians	1	.4
	Social sciences (except psych) and history	45	17.7
	Other	9	3.5
	Total	254	100.0
Missing	System	64	
Total		318	

Department of current faculty appointment - General Area

		Frequency	Percent
Valid	Agriculture/natural resources/related	1	.4
	Area/ethnic/cultural/gender studies	1	.4
	Arts (visual and performing)	23	9.1
	Biological and biomedical sciences	16	6.3
	Business/management/marketing/related	17	6.7
	Communication/journalism/ comm. tech	8	3.2
	Computer/info sciences/support tech	5	2.0
	Education	9	3.6
	English language and literature/letters	15	5.9
	Foreign languages/literature/linguistics	25	9.9
	Health professions/clinical sciences	4	1.6
	Legal professions and studies	11	4.3
	Library science	16	6.3
	Mathematics and statistics	9	3.6
	Philosophy, religion & theology	14	5.5
	Physical sciences	19	7.5
	Psychology	8	3.2
	Social sciences (except psych) and history	43	17.0
	Other	9	3.6
	Total	253	100.0
Missing	System	65	
Total		318	

Major of highest degree held - Specific Discipline

		Frequency	Percent
Valid	Agriculture/natural resources/related, other	1	.4
	Architecture and related services	1	.4
	Area/ethnic/cultural/gender studies	1	.4
	Art history, criticism, and conservation	3	1.2
	Design & applied arts	1	.4
	Drama/theatre arts and stagecraft	8	3.1
	Music, general	3	1.2
	Music history, literature, and theory	3	1.2
	Dance	1	.4
	Visual and performing arts, other	3	1.2
	Biochem/biophysics/molecular biology	4	1.6
	Botany/plant biology	2	.8
	Physiology, pathology & related sciences	4	1.6
	Zoology/animal biology	5	2.0
	Biological & biomedical sciences, other	4	1.6
	Accounting and related services	6	2.4
	Business admin/management/operations	3	1.2
	Finance/financial management services	1	.4
	Human resources management and svcs	2	.8
	Management information systems/services	2	.8
	Business/mgt/marketing/related, other	1	.4
	Communication/journalism/related prgms	7	2.8
	Communication/journalism/ comm. tech, other	1	.4
	Computer science	3	1.2
	Curriculum and instruction	6	2.4
	Educational administration/supervision	1	.4
	Educational/instructional media design	1	.4
	Student counseling/personnel services	1	.4
	Teacher ed: specific subject areas	2	.8
	Chemical engineering	1	.4
	English language and literature/letters	15	5.9
	Foreign languages/literature/linguistics	26	10.2
	Allied health diagnostic, intervention, treatment professions	2	.8
	Law	10	3.9
	Library science	12	4.7
	Mathematics	9	3.5
	Philosophy	3	1.2
	Religion/religious studies	6	2.4
	Theology and religious vocations	2	.8
	Philosophy, religion & theology, other	3	1.2
	Chemistry	8	3.1
	Physics	9	3.5
	Physical sciences, other	1	.4

	Behavioral psychology	1	.4
	Psychology, other	10	3.9
	Science technologies/technicians	1	.4
	Anthropology (except psychology)	3	1.2
	Economics	10	3.9
	History	16	6.3
	International relations & affairs	1	.4
	Political science and government	10	3.9
	Sociology	5	2.0
	Other	9	3.5
	Total	254	100.0
Missing	System	64	
Total		318	

Department of current faculty appointment - Specific Discipline

		Frequency	Percent
Valid	Agriculture and related sciences	1	.4
	Area/ethnic/cultural/gender studies	1	.4
	Art history, criticism, and conservation	4	1.6
	Drama/theatre arts and stagecraft	9	3.6
	Fine and studio art	2	.8
	Music, general	5	2.0
	Music history, literature, and theory	2	.8
	Dance	1	.4
	Biochem/biophysics/molecular biology	2	.8
	Botany/plant biology	1	.4
	Zoology/animal biology	2	.8
	Biological & biomedical sciences, other	11	4.4
	Accounting and related services	6	2.4
	Business admin/management/operations	4	1.6
	Finance/financial management services	1	.4
	Human resources management and svcs	1	.4
	Marketing	1	.4
	Management information systems/services	2	.8
	Business/mgt/marketing/related, other	1	.4
	Communication/journalism/related prgms	6	2.4
	Communication/journalism/ comm. tech, other	2	.8
	Computer science	5	2.0
	Curriculum and instruction	2	.8
	Student counseling/personnel services	1	.4
	Secondary education and teaching	3	1.2
	Teacher ed: specific levels, other	1	.4
	Higher education	1	.4

	Education, other	1	.4
	English language and literature/letters	15	6.0
	Foreign languages/literature/linguistics	25	9.9
	Allied health diagnostic, intervention, treatment professions	3	1.2
	Health/related clinical services, other	1	.4
	Law	11	4.4
	Library science	16	6.3
	Mathematics	7	2.8
	Mathematics and statistics, other	2	.8
	Philosophy	3	1.2
	Religion/religious studies	7	2.8
	Theology and religious vocations	4	1.6
	Chemistry	9	3.6
	Physics	10	4.0
	Psychology, other	8	3.2
	Anthropology (except psychology)	3	1.2
	Economics	9	3.6
	History	15	6.0
	Political science and government	11	4.4
	Sociology	5	2.0
	Other	9	3.6
	Total	252	100.0
Missing	System	66	
Total		318	

Child: Under 18 years old

		Frequency	Percent
Valid	0	168	66.7
	1	36	14.3
	2	37	14.7
	3	8	3.2
	4+	3	1.2
	Total	252	100.0
Missing	System	66	
Total		318	

Child: 18 years or older

		Frequency	Percent
Valid	0	156	62.4
	1	37	14.8
	2	40	16.0
	3	10	4.0
	4+	7	2.8
	Total	250	100.0
Missing	System	68	
Total		318	

How would you characterize your political views?

		Frequency	Percent
Valid	Far right	2	.8
	Conservative	21	8.4
	Middle of the road	62	24.7
	Liberal	144	57.4
	Far left	22	8.8
	Total	251	100.0
Missing	System	67	
Total		318	

Are you currently: (Mark one)

		Frequency	Percent
Valid	Single	35	13.8
	Married	193	76.3
	Unmarried, living with partner	10	4.0
	Divorced	13	5.1
	Separated	2	.8
	Total	253	100.0
Missing	System	65	
Total		318	

Your sex:

		Frequency	Percent
Valid	Male	133	52.8
	Female	119	47.2
	Total	252	100.0
Missing	System	66	
Total		318	

Is English your native language?

		Frequency	Percent
Valid	No	27	10.7
	Yes	225	89.3
	Total	252	100.0
Missing	System	66	
Total		318	

Race/Ethnicity

		Frequency	Percent
Valid	American Indian/Alaska Native	2	1%
	Asian American/Asian	10	4%
	Native Hawaiian/Pacific Islander	1	0%
	African American /Black	12	5%
	Mexican American/Chicano	0	0%
	Puerto Rican	2	1%
	Other Latino	9	3%
	White/Caucasian	222	85%
	Other	4	2%
Total		262	100%

Race/Ethnicity Group

		Frequency	Percent
Valid	Asian	7	2.8
	Black	11	4.4
	Hispanic	7	2.8
	White	216	86.1
	Other	3	1.2
	Two or more race/ethnicity	7	2.8
	Total	251	100.0

Salary based on 9/10 months (full-time employees only)

		Frequency	Percent
Valid	Less than \$20,000	1	.7
	\$20,000 - \$29,999	1	.7
	\$40,000 - \$49,999	3	2.1
	\$50,000 - \$59,999	9	6.2
	\$60,000 - \$69,999	20	13.8
	\$70,000 - \$79,999	15	10.3
	\$80,000 - \$89,999	17	11.7
	\$90,000 - \$99,999	10	6.9
	\$100,000 - \$124,999	39	26.9
	\$125,000 - \$149,999	15	10.3
	\$150,000 or more	15	10.3
	Total	145	100.0
Missing	System	173	
Total		318	

Salary based on 11/12 months (full-time employees only)

		Frequency	Percent
Valid	\$30,000 - \$39,999	2	2.2
	\$40,000 - \$49,999	12	13.3
	\$50,000 - \$59,999	10	11.1
	\$60,000 - \$69,999	13	14.4
	\$70,000 - \$79,999	19	21.1
	\$80,000 - \$89,999	9	10.0
	\$90,000 - \$99,999	7	7.8
	\$100,000 - \$124,999	5	5.6
	\$125,000 - \$149,999	2	2.2
	\$150,000 or more	11	12.2
		Total	90
Missing	System	228	
Total		318	

Age

		Frequency	Percent
Valid	Under 30	6	2.4
	30 to 34	25	10.1
	35 to 39	30	12.1
	40 to 44	29	11.7
	45 to 49	35	14.1
	50 to 54	34	13.7
	55 to 59	37	14.9
	60 to 64	34	13.7
	65 to 69	15	6.0
	70+	3	1.2
	Total	248	100.0
Missing	System	70	
Total		318	

Year of highest degree now held

		Frequency	Percent
Valid	1973 or less	19	7.6
	1974 - 1978	20	8.0
	1979 - 1983	22	8.8
	1984 - 1988	33	13.3
	1989 - 1993	34	13.7
	1994 - 1998	34	13.7
	1999 - 2003	33	13.3
	2004 - 2008	36	14.5
	2009 - 2011	18	7.2
		Total	249
Missing	System	69	
Total		318	

Year of appointment at present institution

		Frequency	Percent
Valid	1973 or less	8	3.2
	1974 - 1978	11	4.4
	1979 - 1983	19	7.7
	1984 - 1988	23	9.3
	1989 - 1993	27	10.9
	1994 - 1998	32	12.9
	1999 - 2003	39	15.7
	2004 - 2008	49	19.8
	2009 - 2011	40	16.1
		Total	248
Missing	System	70	
Total		318	

If tenured, year tenure was awarded

		Frequency	Percent
Valid	1973 or less	3	1.9
	1974 - 1978	7	4.5
	1979 - 1983	9	5.8
	1984 - 1988	18	11.6
	1989 - 1993	24	15.5
	1994 - 1998	25	16.1
	1999 - 2003	23	14.8
	2004 - 2008	35	22.6
	2009 - 2011	11	7.1
	Total	155	100.0
Missing	System	163	
Total		318	

Major

		Frequency	Percent
Valid	Agriculture or Forestry (General Area 1)	1	.4
	Biological Sciences (General Area 5)	19	7.5
	Business (General Area 6)	15	5.9
	Education (General Area 10 and Specific Discipline 2102)	11	4.3
	Engineering (General Area 11)	1	.4
	English (General Area 12)	15	5.9
	Health-related (General Area 15)	2	.8
	History or Political Science (Specific Discipline 3007,3009)	26	10.2
	Humanities (General Area 14,24)	40	15.7
	Fine Arts (General Area 2,4,22)	23	9.1
	Mathematics or Statistics (General Area 18)	9	3.5
	Physical Sciences (General Area 25)	18	7.1
	Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	31	12.2
	Other Technical (General Area 8,19,28)	4	1.6
	Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	39	15.4
	Total	254	100.0
	Missing	System	64
Total		318	

Department

		Frequency	Percent
Valid	Agriculture or Forestry (General Area 1)	1	.4
	Biological Sciences (General Area 5)	16	6.3
	Business (General Area 6)	17	6.7
	Education (General Area 10 and Specific Discipline 2102)	9	3.6
	English (General Area 12)	15	5.9
	Health-related (General Area 15)	4	1.6
	History or Political Science (Specific Discipline 3007,3009)	26	10.3
	Humanities (General Area 14,24)	39	15.4
	Fine Arts (General Area 2,4,22)	23	9.1
	Mathematics or Statistics (General Area 18)	9	3.6
	Physical Sciences (General Area 25)	19	7.5
	Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	26	10.3
	Other Technical (General Area 8,19,28)	5	2.0
	Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	44	17.4
	Total	253	100.0
Missing	System	65	
Total		318	

Wake Forest University-- Additional Questions

Please select ONE option below indicating where you conduct the majority of your teaching at Wake Forest?

		Frequency	Percent
Valid	Schools of Business--Undergraduate	8	3.3
	Schools of Business--Graduate	11	4.5
	College of Arts and Sciences	212	86.2
	School of Divinity	4	1.6
	School of Law	11	4.5
	Total	246	100.0

How often do you engage in research or teaching with Wake Forest colleagues outside your home department/school?

		Frequency	Percent
Valid	Not at all	77	30.9
	Somewhat	99	39.8
	Often	40	16.1
	Very Often	27	10.8
	No basis for judgment	6	2.4
	Total	249	100.0
Total		318	100.0

How often do you engage in mentoring students?

		Frequency	Percent
Valid	Not at all	9	3.6
	Somewhat	57	22.8
	Often	68	27.2
	Very Often	112	44.8
	No basis for judgment	4	1.6
	Total	250	100.0

To what extent does the university provide faculty development support for research?

		Frequency	Percent
Valid	Not at all	2	.8
	Somewhat	48	19.3
	Significant	119	47.8
	Very Significant	61	24.5
	No basis for judgment	19	7.6
	Total	249	100.0

To what extent does the university provide faculty development support for teaching?

		Frequency	Percent
Valid	Not at all	2	.8
	Somewhat	70	28.1
	Significant	106	42.6
	Very Significant	59	23.7
	No basis for judgment	12	4.8
	Total	249	100.0

To what extent does the university provide training for its academic leaders, e.g. Chairs of departments, Associate deans, etc.?

		Frequency	Percent
Valid	Not at all	12	4.8
	Somewhat	66	26.6
	Significant	44	17.7
	Very Significant	19	7.7
	No basis for judgment	107	43.1
	Total	248	100.0

To what extent is publicity for achievement in research being provided?

		Frequency	Percent
Valid	Not at all	5	2.0
	Somewhat	76	30.5
	Significant	88	35.3
	Very Significant	56	22.5
	No basis for judgment	24	9.6
	Total	249	100.0
Total		318	100.0

To what extent is publicity for achievement in teaching being provided?

		Frequency	Percent
Valid	Not at all	25	10.0
	Somewhat	116	46.6
	Significant	58	23.3
	Very Significant	28	11.2
	No basis for judgment	22	8.8
	Total	249	100.0

How strong is the academic quality of admitted students?

		Frequency	Percent
Valid	Somewhat	25	10.0
	Strong	115	46.2
	Very Strong	109	43.8
	Total	249	100.0

To what extent are opportunities for leadership development and public engagement being provided for students?

		Frequency	Percent
Valid	Somewhat	32	12.9
	Significant	107	43.0
	Very Significant	66	26.5
	No basis for judgment	44	17.7
	Total	249	100.0

To what extent are professional development opportunities being provided for academic support staff in your department/school?

		Frequency	Percent
Valid	Not at all	7	2.8
	Somewhat	68	27.4
	Significant	64	25.8
	Very Significant	29	11.7
	No basis for judgment	80	32.3
	Total	248	100.0

To what extent do you communicate and interact with faculty in different schools of the university?

		Frequency	Percent
Valid	Not at all	18	7.2
	Somewhat	127	50.8
	Significant	61	24.4
	Very Significant	39	15.6
	No basis for judgment	5	2.0
	Total	250	100.0

To what extent is the Quality Enhancement Plan (QEP) enhancing the global education of students at Wake Forest?

		Frequency	Percent
Valid	Not at all	9	3.6
	Somewhat	36	14.6
	Significant	42	17.0
	Very Significant	24	9.7
	No basis for judgment	136	55.1
	Total	247	100.0

How well is Wake Forest doing at providing clarity and transparency in the tenure and promotion process?

		Frequency	Percent
Valid	Not at all well	21	8.4
	Somewhat	70	28.0
	Well	88	35.2
	Very Well	34	13.6
	No basis for judgment	37	14.8
	Total	250	100.0

How well is Wake Forest doing at preparing students for graduate or advanced education?

		Frequency	Percent
Valid	Not at all well	1	.4
	Somewhat	23	9.2
	Well	79	31.7
	Very Well	131	52.6
	No basis for judgment	15	6.0
	Total	249	100.0

How well is Wake Forest doing at preparing students for employment?

		Frequency	Percent
Valid	Somewhat	27	10.8
	Well	114	45.8
	Very Well	84	33.7
	No basis for judgment	24	9.6
	Total	249	100.0

How well is Wake Forest enhancing the development of the reason/intellect of students?

		Frequency	Percent
Valid	Not at all well	2	.8
	Somewhat	28	11.2
	Well	103	41.4
	Very Well	112	45.0
	No basis for judgment	4	1.6
	Total	249	100.0

How often do you use computers in teaching any aspect of your classes?

		Frequency	Percent
Valid	Never	4	1.6
	Rarely	16	6.4
	Sometimes	39	15.7
	Often	99	39.8
	Always	91	36.5
	Total	249	100.0

Which of the following statements most nearly characterizes your perception of the amount of time that you spend on scholarly activities?

		Frequency	Percent
Valid	The amount of time that I currently spend on scholarly activities is appropriate for a faculty member at Wake Forest.	137	55.7
	As a faculty member at Wake Forest, I should be spending more time on scholarly activities than I currently am spending.	98	39.8
	As a faculty member at Wake Forest, I should be spending less time on scholarly activities than I am currently spending.	11	4.5
	Total	246	100.0

How well do you think the University Administration defines its expectations of research and scholarly activity?

		Frequency	Percent
Valid	Not at all well	17	6.8
	Somewhat	83	33.3
	Well	104	41.8
	Very Well	36	14.5
	No basis for judgment	9	3.6
	Total	249	100.0

II. WFU Undergraduate Faculty Compared with All Participating Private Universities

All Participating Private Universities include the following institutions:

Adelphi University	NY	Pepperdine University	CA
American University	DC	Polytechnic Institute of New York University	NY
Anderson University	IN	Regent University	VA
Benedictine University	IL	Rensselaer Polytechnic Institute	NY
Biola University	CA	Rice University	TX
Boston College	MA	Saint John Fisher College	NY
Brigham Young University	UT	Saint Mary's University of Minnesota	MN
Carnegie Mellon University	PA	Seton Hall University	NJ
Catholic University of America	DC	Southern Methodist University	TX
Clark University	MA	St John's University-New York	NY
Drexel University	PA	Syracuse University	NY
Duquesne University	PA	Tufts University	MA
Edgewood College	WI	University of Chicago	IL
Howard University	DC	University of Pennsylvania	PA
Immaculata University	PA	University of San Francisco	CA
Johns Hopkins University	MD	University of Southern California	CA
Loyola University Chicago	IL	University of St Thomas-St Paul	MN
Marquette University	WI	University of the Pacific	CA
Massachusetts Institute of Technology	MA	Wake Forest University	NC
Northeastern University	MA	Widener University-Main Campus	PA
Pace University-New York	NY		

2010-2011 FACULTY SURVEY INSTITUTIONAL PROFILE

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
What is your principal activity in your current position at this institution?						
Administration	4.9%	4.7%	6.6%	5.1%	3.0%	4.1%
Teaching	81.5%	62.2%	77.4%	58.5%	85.9%	68.5%
Research	8.3%	32.2%	10.4%	35.4%	6.1%	26.7%
Services to clients and patients	2.4%	0.6%	1.9%	0.7%	3.0%	0.3%
Other	2.9%	0.3%	3.8%	0.3%	2.0%	0.4%
Total(n)	205	3,050	106	1,811	99	1,239
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%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	205	3,051	106	1,812	99	1,239
What is your present academic rank?						
Professor	34.8%	42.3%	41.3%	50.6%	27.8%	28.0%
Associate professor	27.9%	22.5%	26.9%	20.8%	28.9%	25.4%
Assistant professor	23.9%	24.1%	23.1%	20.0%	24.7%	31.1%
Lecturer	11.4%	7.6%	7.7%	6.2%	15.5%	10.0%
Instructor	2.0%	3.5%	1.0%	2.4%	3.1%	5.4%
Total(n)	201	3,044	104	1,807	97	1,237
What is your tenure status at this institution?						
Tenured	59.5%	57.6%	66.0%	65.4%	52.5%	44.1%
On tenure track, but not tenured	17.6%	21.5%	17.9%	17.9%	17.2%	27.5%
Not on tenure track, but institution has te	22.9%	19.6%	16.0%	15.7%	30.3%	26.4%
Institution has no tenure system	0.0%	1.4%	0.0%	1.0%	0.0%	1.9%
Total(n)	205	3,051	106	1,812	99	1,239
Are you currently serving in an administrative position as:						
Department chair	10.2%	8.0%	14.2%	9.7%	6.1%	5.2%
Not marked	89.8%	92.0%	85.8%	90.3%	93.9%	94.8%
Total(n)	205	3,052	106	1,812	99	1,240
Dean (associate or assistant)	1.0%	1.2%	0.9%	1.4%	1.0%	0.7%
Not marked	99.0%	98.8%	99.1%	98.6%	99.0%	99.3%
Total(n)	205	3,052	106	1,812	99	1,240
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	205	3,052	106	1,812	99	1,240
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	205	3,052	106	1,812	99	1,240

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Provost	0.5%	0.0%	0.0%	0.0%	1.0%	0.0%
Not marked	99.5%	100.0%	100.0%	100.0%	99.0%	100.0%
Total(n)	205	3,052	106	1,812	99	1,240
Other	17.6%	16.6%	22.6%	16.1%	12.1%	17.6%
Not marked	82.4%	83.4%	77.4%	83.9%	87.9%	82.4%
Total(n)	205	3,052	106	1,812	99	1,240
Not applicable	55.6%	60.7%	49.1%	58.4%	62.6%	64.6%
Not marked	44.4%	39.3%	50.9%	41.6%	37.4%	35.4%
Total(n)	205	3,052	106	1,812	99	1,240
Highest Degree Earned						
Bachelor's (B.A., B.S., etc.)	0.0%	0.7%	0.0%	0.8%	0.0%	0.5%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	15.1%	9.7%	8.5%	7.0%	22.2%	14.4%
LL.B., J.D.	0.5%	0.9%	0.9%	0.6%	0.0%	1.4%
M.D., D.D.S. (or equivalent)	0.0%	0.7%	0.0%	0.9%	0.0%	0.3%
Other first professional degree beyond B	0.0%	0.2%	0.0%	0.2%	0.0%	0.3%
Ed.D.	1.0%	2.3%	0.0%	1.6%	2.0%	3.5%
Ph.D.	82.0%	84.3%	87.7%	87.8%	75.8%	78.4%
Other degree	1.5%	1.1%	2.8%	1.1%	0.0%	1.1%
None	0.0%	0.1%	0.0%	0.1%	0.0%	0.2%
Total(n)	205	3,051	106	1,812	99	1,239
Degree Currently Working On						
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.5%	0.0%	0.5%	0.0%	0.5%
LL.B., J.D.	0.5%	0.0%	0.0%	0.0%	1.2%	0.0%
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
Other first professional degree beyond B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ed.D.	0.0%	0.5%	0.0%	0.3%	0.0%	0.9%
Ph.D.	1.6%	1.4%	0.0%	0.8%	3.5%	2.4%
Other degree	0.5%	1.6%	0.0%	1.3%	1.2%	2.2%
None	97.3%	95.9%	100.0%	97.1%	94.2%	93.9%
Total(n)	182	2,724	96	1,653	86	1,071
Personally, how important to you is:						
Research						
Essential	49.3%	67.9%	53.8%	70.7%	44.4%	63.0%
Very important	30.7%	20.7%	28.3%	20.1%	33.3%	21.7%
Somewhat important	16.1%	9.9%	15.1%	7.9%	17.2%	13.3%
Not important	3.9%	1.6%	2.8%	1.3%	5.1%	2.0%
Total(n)	205	3,050	106	1,810	99	1,240
Teaching						
Essential	79.0%	62.8%	81.1%	63.8%	76.8%	61.0%
Very important	19.5%	32.3%	17.9%	31.9%	21.2%	33.0%
Somewhat important	1.5%	4.6%	0.9%	4.3%	2.0%	5.2%
Not important	0.0%	0.3%	0.0%	0.1%	0.0%	0.8%
Total(n)	205	3,051	106	1,811	99	1,240

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Service						
Essential	20.0%	16.8%	19.8%	15.9%	20.2%	18.3%
Very important	44.9%	39.9%	40.6%	41.5%	49.5%	37.2%
Somewhat important	33.2%	39.9%	37.7%	38.5%	28.3%	42.4%
Not important	2.0%	3.4%	1.9%	4.2%	2.0%	2.1%
Total(n)	205	3,050	106	1,810	99	1,240
During the past two years, have you engaged in any of the following activities?						
Taught an honors course	19.5%	24.5%	25.5%	23.5%	13.1%	26.3%
No	80.5%	75.5%	74.5%	76.5%	86.9%	73.7%
Total(n)	205	3,040	106	1,807	99	1,233
Taught an interdisciplinary course	42.4%	57.4%	42.5%	59.9%	42.4%	53.2%
No	57.6%	42.6%	57.5%	40.1%	57.6%	46.8%
Total(n)	205	3,042	106	1,806	99	1,236
Taught an ethnic studies course	10.2%	12.1%	7.5%	10.0%	13.1%	15.8%
No	89.8%	87.9%	92.5%	90.0%	86.9%	84.2%
Total(n)	205	3,036	106	1,804	99	1,232
Taught a women's studies course	12.7%	6.4%	7.5%	1.6%	18.2%	14.9%
No	87.3%	93.6%	92.5%	98.4%	81.8%	85.1%
Total(n)	205	3,037	106	1,804	99	1,233
Taught a service learning course	13.7%	15.4%	11.3%	13.7%	16.2%	18.4%
No	86.3%	84.6%	88.7%	86.3%	83.8%	81.6%
Total(n)	205	3,034	106	1,804	99	1,230
Taught an exclusively web-based course at this institution	1.5%	6.5%	1.9%	5.3%	1.0%	8.4%
No	98.5%	93.5%	98.1%	94.7%	99.0%	91.6%
Total(n)	205	3,034	106	1,805	99	1,229
Participated in a teaching enhancement workshop	55.6%	45.9%	46.2%	39.0%	65.7%	57.9%
No	44.4%	54.1%	53.8%	61.0%	34.3%	42.1%
Total(n)	205	3,039	106	1,804	99	1,235
Advised student groups involved in service/volunteer work	33.2%	39.9%	34.9%	39.1%	31.3%	41.1%
No	66.8%	60.1%	65.1%	60.9%	68.7%	58.9%
Total(n)	205	3,036	106	1,802	99	1,234
Collaborated with the local community in research/teaching	35.1%	36.8%	34.0%	35.6%	36.4%	39.0%
No	64.9%	63.2%	66.0%	64.4%	63.6%	61.0%
Total(n)	205	3,031	106	1,802	99	1,229
Conducted research or writing focused on international/global issues	29.9%	38.3%	32.4%	36.9%	27.3%	40.7%
No	70.1%	61.7%	67.6%	63.1%	72.7%	59.3%
Total(n)	204	3,038	105	1,806	99	1,232
Conducted research or writing focused on racial or ethnic minorities	25.9%	27.1%	19.8%	22.8%	32.3%	34.5%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
No	74.1%	72.9%	80.2%	77.2%	67.7%	65.5%
Total(n)	205	3,029	106	1,799	99	1,230
Conducted research or writing focused on women and gender issues	27.5%	21.8%	13.3%	15.9%	42.4%	31.9%
No	72.5%	78.2%	86.7%	84.1%	57.6%	68.1%
Total(n)	204	3,026	105	1,797	99	1,229
Engaged undergraduates on <u>your</u> research project	51.2%	60.1%	62.3%	65.5%	39.4%	50.7%
No	48.8%	39.9%	37.7%	34.5%	60.6%	49.3%
Total(n)	205	3,043	106	1,810	99	1,233
Worked with undergraduates on a research project	74.1%	73.0%	79.2%	75.9%	68.7%	67.8%
No	25.9%	27.0%	20.8%	24.1%	31.3%	32.2%
Total(n)	205	3,041	106	1,807	99	1,234
Engaged in academic research that spans multiple disciplines	67.8%	75.3%	71.7%	77.2%	63.6%	72.1%
No	32.2%	24.7%	28.3%	22.8%	36.4%	27.9%
Total(n)	205	3,041	106	1,807	99	1,234
Taught a seminar for first-year students	36.1%	30.1%	34.9%	29.9%	37.4%	30.5%
No	63.9%	69.9%	65.1%	70.1%	62.6%	69.5%
Total(n)	205	3,036	106	1,805	99	1,231
Taught a capstone course	25.9%	31.8%	28.3%	31.7%	23.2%	31.9%
No	74.1%	68.2%	71.7%	68.3%	76.8%	68.1%
Total(n)	205	3,034	106	1,805	99	1,229
Taught in a learning community (e.g., FIG, linked courses)	2.0%	4.3%	1.9%	3.7%	2.0%	5.3%
No	98.0%	95.7%	98.1%	96.3%	98.0%	94.7%
Total(n)	205	3,032	106	1,805	99	1,227
Supervised an undergraduate thesis	52.2%	44.9%	55.7%	43.8%	48.5%	46.7%
No	47.8%	55.1%	44.3%	56.2%	51.5%	53.3%
Total(n)	205	3,043	106	1,807	99	1,236
Published op-ed pieces or editorials	15.6%	17.3%	18.9%	19.2%	12.1%	14.0%
No	84.4%	82.7%	81.1%	80.8%	87.9%	86.0%
Total(n)	205	3,034	106	1,804	99	1,230
Received funding for your work from foundations	19.2%	29.6%	17.1%	32.4%	21.4%	24.6%
No	80.8%	70.4%	82.9%	67.6%	78.6%	75.4%
Total(n)	203	3,032	105	1,803	98	1,229
Received funding for your work from state or federal government	25.5%	34.3%	24.8%	39.3%	26.3%	25.7%
No	74.5%	65.7%	75.2%	60.7%	73.7%	74.3%
Total(n)	204	3,031	105	1,805	99	1,226
Received funding for your work from business or industry	5.9%	12.1%	9.5%	14.9%	2.0%	7.2%
No	94.1%	87.9%	90.5%	85.1%	98.0%	92.8%
Total(n)	204	3,030	105	1,804	99	1,226

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
How many courses are you teaching this term?						
Mean	2.03	1.99	2.07	1.91	2.00	2.13
Median	2	2	2	2	2	2
Mode	2	2	2	2	2	2
Total(n)	205	3,052	106	1,812	99	1,240
Teach at least one course this term at another institution	0.5%	3.3%	0.9%	3.2%	0.0%	3.3%
all at this institution	99.5%	96.7%	99.1%	96.8%	100.0%	96.7%
Type of course taught this term "at this institution"						
General education course						
Teach at least one course	26.3%	17.9%	27.4%	19.1%	25.3%	16.0%
no	73.7%	82.1%	72.6%	80.9%	74.7%	84.0%
Mean student enrollment	25.1	54.8	26.8	62.1	23.1	39.7
Have teaching/lab assistant or reader/gr	14.2%	51.1%	19.5%	52.5%	8.0%	48.3%
Course required for an undergraduate major						
Teach at least one course	55.6%	52.4%	56.6%	49.0%	54.5%	58.3%
no	44.4%	47.6%	43.4%	51.0%	45.5%	41.7%
Mean student enrollment	23.1	40.0	23.5	37.3	22.6	43.8
Have teaching/lab assistant or reader/gr	19.1%	49.5%	27.1%	51.5%	10.2%	46.6%
Other undergraduate course						
Teach at least one course	42.9%	36.7%	41.5%	37.5%	44.4%	35.4%
no	57.1%	63.3%	58.5%	62.5%	55.6%	64.6%
Mean student enrollment	17.1	24.3	18.0	25.0	16.1	23.1
Have teaching/lab assistant or reader/gr	10.5%	31.5%	12.5%	34.9%	8.5%	25.4%
Developmental/remedial course (not for credit)						
Teach at least one course	0.0%	0.5%	0.0%	0.5%	0.0%	0.7%
no	100.0%	99.5%	100.0%	99.5%	100.0%	99.3%
Mean student enrollment	.	13.2	.	7.5	.	19.8
Have teaching/lab assistant or reader/gr	.	32.4%	.	18.6%	.	48.5%
Non-credit course (other than above)						
Teach at least one course	0.0%	1.1%	0.0%	1.4%	0.0%	0.5%
no	100.0%	98.9%	100.0%	98.6%	100.0%	99.5%
Mean student enrollment	.	18.0	.	15.2	.	31.6
Have teaching/lab assistant or reader/gr	.	1.6%	.	2.0%	.	0.0%
Graduate course						
Teach at least one course	13.7%	33.7%	17.0%	34.4%	10.1%	32.5%
no	86.3%	66.3%	83.0%	65.6%	89.9%	67.5%
Mean student enrollment	11.3	12.2	12.9	12.2	8.3	12.0
Have teaching/lab assistant or reader/gr	1.8%	11.1%	2.8%	14.9%	0.0%	4.2%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)						
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	24	197	11	108	13	89
Do you teach remedial/developmental skills in any of the following areas?						
Reading	6.3%	5.0%	7.5%	3.7%	5.1%	7.2%
Not marked	93.7%	95.0%	92.5%	96.3%	94.9%	92.8%
Total(n)	205	3,052	106	1,812	99	1,240
Writing	14.6%	10.9%	12.3%	8.0%	17.2%	15.8%
Not marked	85.4%	89.1%	87.7%	92.0%	82.8%	84.2%
Total(n)	205	3,052	106	1,812	99	1,240
Mathematics	1.5%	3.5%	0.9%	4.4%	2.0%	2.0%
Not marked	98.5%	96.5%	99.1%	95.6%	98.0%	98.0%
Total(n)	205	3,052	106	1,812	99	1,240
ESL	0.0%	0.5%	0.0%	0.4%	0.0%	0.8%
Not marked	100.0%	99.5%	100.0%	99.6%	100.0%	99.2%
Total(n)	205	3,052	106	1,812	99	1,240
General academic skills	13.7%	7.7%	10.4%	7.5%	17.2%	8.0%
Not marked	86.3%	92.3%	89.6%	92.5%	82.8%	92.0%
Total(n)	205	3,052	106	1,812	99	1,240
Other subject areas	4.9%	4.4%	2.8%	3.9%	7.1%	5.2%
Not marked	95.1%	95.6%	97.2%	96.1%	92.9%	94.8%
Total(n)	205	3,052	106	1,812	99	1,240
Have you engaged in any of the following professional development opportunities at your institution?						
Paid workshops outside the institution focused on teaching						
Yes	17.2%	14.3%	13.2%	13.0%	21.4%	16.6%
No	78.4%	79.5%	84.9%	83.2%	71.4%	73.1%
Not eligible	3.4%	1.0%	0.9%	0.8%	6.1%	1.3%
Not available	1.0%	5.1%	0.9%	2.9%	1.0%	8.9%
Total(n)	204	3,042	106	1,808	98	1,234
Paid sabbatical leave						
Yes	44.9%	49.2%	52.8%	53.3%	36.4%	42.2%
No	40.5%	35.0%	38.7%	34.2%	42.4%	36.6%
Not eligible	13.2%	14.0%	7.5%	11.8%	19.2%	17.8%
Not available	1.5%	1.7%	0.9%	0.8%	2.0%	3.4%
Total(n)	205	3,048	106	1,810	99	1,238

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Travel funds paid by the institution						
Yes	88.8%	71.1%	90.6%	67.7%	86.9%	77.0%
No	9.8%	24.3%	9.4%	28.7%	10.1%	16.7%
Not eligible	1.0%	2.3%	0.0%	1.9%	2.0%	3.0%
Not available	0.5%	2.2%	0.0%	1.6%	1.0%	3.3%
Total(n)	205	3,050	106	1,811	99	1,239
Have you engaged in any of the following professional development opportunities at your institution?						
Internal grants for research						
Yes	62.9%	52.0%	65.1%	53.7%	60.6%	49.0%
No	33.7%	43.0%	32.1%	43.4%	35.4%	42.2%
Not eligible	2.9%	3.3%	1.9%	2.1%	4.0%	5.4%
Not available	0.5%	1.7%	0.9%	0.8%	0.0%	3.3%
Total(n)	205	3,047	106	1,808	99	1,239
Training for administrative leadership						
Yes	25.4%	10.8%	26.4%	12.6%	24.2%	7.7%
No	69.3%	80.4%	71.7%	81.6%	66.7%	78.2%
Not eligible	4.9%	3.6%	1.9%	2.3%	8.1%	6.0%
Not available	0.5%	5.2%	0.0%	3.5%	1.0%	8.1%
Total(n)	205	3,042	106	1,808	99	1,234
Received incentives to develop new courses						
Yes	29.3%	19.8%	28.3%	20.4%	30.3%	18.6%
No	67.3%	74.0%	68.9%	75.2%	65.7%	71.8%
Not eligible	2.0%	1.5%	1.9%	0.6%	2.0%	3.0%
Not available	1.5%	4.8%	0.9%	3.7%	2.0%	6.6%
Total(n)	205	3,044	106	1,808	99	1,236
Received incentives to integrate new technology into your classroom						
Yes	15.6%	17.2%	17.9%	17.7%	13.1%	16.3%
No	82.0%	77.5%	80.2%	78.5%	83.8%	75.7%
Not eligible	1.0%	1.3%	0.9%	0.3%	1.0%	3.0%
Not available	1.5%	4.0%	0.9%	3.4%	2.0%	5.0%
Total(n)	205	3,045	106	1,809	99	1,236
How many of the following have you published?						
Articles in academic or professional journals						
None	15.1%	10.0%	12.3%	6.9%	18.2%	15.3%
1-2	15.6%	11.0%	15.1%	10.2%	16.2%	12.5%
3-4	13.2%	11.8%	9.4%	9.8%	17.2%	15.5%
5-10	19.0%	16.8%	11.3%	13.7%	27.3%	22.2%
11-20	14.6%	15.9%	21.7%	15.5%	7.1%	16.7%
21-50	13.7%	16.3%	18.9%	18.6%	8.1%	12.3%
51+	8.8%	18.1%	11.3%	25.3%	6.1%	5.7%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Total(n)	205	3,048	106	1,810	99	1,238
Mean	3.79	4.39	4.17	4.78	3.37	3.72
Standard deviation	1.89	1.94	1.95	1.92	1.74	1.77
Significance	-	***	-	**	-	-
Effect size	-	-0.31	-	-0.32	-	-0.20
Chapters in edited volumes						
None	41.2%	29.9%	37.7%	27.5%	44.9%	34.0%
1-2	26.5%	22.8%	24.5%	20.2%	28.6%	27.2%
3-4	16.7%	13.8%	18.9%	13.4%	14.3%	14.5%
5-10	8.3%	19.7%	11.3%	22.8%	5.1%	14.2%
11-20	4.9%	8.5%	4.7%	9.5%	5.1%	6.6%
21-50	2.5%	4.4%	2.8%	5.2%	2.0%	2.9%
51+	0.0%	1.1%	0.0%	1.4%	0.0%	0.6%
Total(n)	204	3,024	106	1,792	98	1,232
Mean	2.17	2.72	2.29	2.88	2.03	2.43
Standard deviation	1.31	1.56	1.35	1.61	1.26	1.44
Significance	-	***	-	***	-	**
Effect size	-	-0.35	-	-0.37	-	-0.28
How many of the following have you published?						
Books, manuals, or monographs						
None	56.1%	49.6%	50.0%	45.6%	62.6%	56.6%
1-2	29.3%	25.8%	33.0%	26.2%	25.3%	25.1%
3-4	9.3%	12.1%	9.4%	12.4%	9.1%	11.7%
5-10	4.4%	9.6%	5.7%	11.5%	3.0%	6.3%
11-20	0.5%	2.8%	0.9%	4.2%	0.0%	0.2%
21-50	0.5%	0.1%	0.9%	0.1%	0.0%	0.1%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	205	3,035	106	1,801	99	1,234
Mean	1.65	1.91	1.77	2.03	1.53	1.69
Standard deviation	0.91	1.12	1.01	1.20	0.79	0.94
Significance	-	**	-	*	-	-
Effect size	-	-0.23	-	-0.22	-	-0.17
Other, such as patents or computer software products						
None	88.7%	81.5%	86.7%	77.2%	90.9%	89.0%
1-2	6.4%	8.7%	4.8%	11.3%	8.1%	4.1%
3-4	2.9%	3.8%	4.8%	4.4%	1.0%	2.6%
5-10	1.0%	2.4%	1.9%	3.1%	0.0%	1.2%
11-20	0.5%	1.7%	1.0%	2.6%	0.0%	0.2%
21-50	0.0%	1.5%	0.0%	0.8%	0.0%	2.6%
51+	0.5%	0.4%	1.0%	0.5%	0.0%	0.2%
Total(n)	204	3,022	105	1,795	99	1,227
Mean	1.20	1.40	1.30	1.47	1.10	1.28
Standard deviation	0.70	1.04	0.91	1.07	0.33	0.98

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Significance	-	**	-		-	
Effect size	-	-0.19	-	-0.16	-	-0.18
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?						
None	83.9%	86.6%	85.8%	88.3%	81.8%	83.8%
1-2	5.4%	5.2%	2.8%	4.2%	8.1%	7.1%
3-4	2.0%	2.7%	1.9%	2.5%	2.0%	3.2%
5-10	4.9%	3.9%	2.8%	3.6%	7.1%	4.4%
11-20	1.5%	0.9%	2.8%	1.1%	0.0%	0.7%
21-50	2.0%	0.2%	2.8%	0.2%	1.0%	0.1%
51+	0.5%	0.4%	0.9%	0.2%	0.0%	0.8%
Total(n)	205	3,047	106	1,810	99	1,237
Mean	1.42	1.29	1.46	1.26	1.38	1.34
Standard deviation	1.14	0.87	1.29	0.83	0.96	0.94
Significance	-	*	-	*	-	
Effect size	-	0.15	-	0.24	-	0.04
How many of your professional writings have been published or accepted for publication in the last two years?						
None	20.0%	16.9%	17.9%	14.4%	22.2%	21.2%
1-2	31.7%	23.2%	27.4%	23.6%	36.4%	22.7%
3-4	25.9%	26.4%	24.5%	25.2%	27.3%	28.5%
5-10	17.1%	24.5%	20.8%	25.5%	13.1%	22.9%
11-20	4.4%	5.5%	7.5%	6.6%	1.0%	3.7%
21-50	1.0%	3.0%	1.9%	4.1%	0.0%	1.0%
51+	0.0%	0.5%	0.0%	0.7%	0.0%	0.1%
Total(n)	205	3,046	106	1,810	99	1,236
Mean	2.57	2.89	2.78	3.01	2.34	2.69
Standard deviation	1.17	1.30	1.28	1.34	1.00	1.21
Significance	-	***	-		-	**
Effect size	-	-0.25	-	-0.17	-	-0.29
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 great extent	51.2%	52.3%	53.8%	53.0%	48.5%	51.2%
To some extent	41.0%	41.7%	42.5%	41.4%	39.4%	42.3%
Not at all	7.8%	6.0%	3.8%	5.7%	12.1%	6.6%
Total(n)	205	3,050	106	1,810	99	1,240
Mean	2.43	2.46	2.50	2.47	2.36	2.45
Standard deviation	0.64	0.61	0.57	0.60	0.69	0.62
Significance	-		-		-	

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Effect size	-	-0.05	-	0.05	-	-0.15
Achieve a healthy balance between your personal life and your professional life						
To a great extent	38.5%	32.3%	43.4%	33.7%	33.3%	29.7%
To some extent	48.8%	49.6%	45.3%	49.6%	52.5%	49.6%
Not at all	12.7%	18.1%	11.3%	16.7%	14.1%	20.6%
Total(n)	205	3,052	106	1,812	99	1,240
Mean	2.26	2.14	2.32	2.17	2.19	2.09
Standard deviation	0.67	0.70	0.67	0.69	0.67	0.70
Significance	-	*	-	*	-	-
Effect size	-	0.17	-	0.22	-	0.14
Experience close alignment between your work and your personal values						
To a great extent	64.9%	64.4%	64.2%	67.2%	65.7%	59.7%
To some extent	31.2%	31.5%	30.2%	28.0%	32.3%	37.7%
Not at all	3.9%	4.0%	5.7%	4.8%	2.0%	2.6%
Total(n)	205	3,051	106	1,811	99	1,240
Mean	2.61	2.60	2.58	2.62	2.64	2.57
Standard deviation	0.56	0.57	0.60	0.58	0.52	0.54
Significance	-	-	-	-	-	-
Effect size	-	0.02	-	-0.07	-	0.13
Please indicate the extent to which you:						
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar						
To a great extent	23.9%	25.7%	23.6%	20.6%	24.2%	34.4%
To some extent	40.0%	34.9%	36.8%	32.5%	43.4%	39.0%
Not at all	36.1%	39.5%	39.6%	47.0%	32.3%	26.6%
Total(n)	205	3,046	106	1,807	99	1,239
Mean	1.88	1.86	1.84	1.74	1.92	2.08
Standard deviation	0.77	0.80	0.78	0.78	0.75	0.78
Significance	-	-	-	-	-	*
Effect size	-	0.02	-	0.13	-	-0.21
Mentor new faculty						
To a great extent	18.5%	21.4%	17.9%	20.9%	19.2%	22.4%
To some extent	56.1%	50.9%	61.3%	51.5%	50.5%	49.8%
Not at all	25.4%	27.7%	20.8%	27.6%	30.3%	27.9%
Total(n)	205	3,048	106	1,809	99	1,239
Mean	1.93	1.94	1.97	1.93	1.89	1.94
Standard deviation	0.66	0.70	0.62	0.69	0.70	0.71
Significance	-	-	-	-	-	-
Effect size	-	-0.01	-	0.06	-	-0.07

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
In your interactions with undergraduates, how often do you encourage them to:						
Ask questions in class						
Frequently	98.0%	94.6%	98.1%	92.9%	98.0%	97.5%
Occasionally	1.5%	5.3%	1.9%	7.0%	1.0%	2.4%
Not at all	0.5%	0.1%	0.0%	0.0%	1.0%	0.1%
Total(n)	204	3,049	105	1,811	99	1,238
Mean	2.98	2.95	2.98	2.93	2.97	2.97
Standard deviation	0.18	0.23	0.14	0.26	0.22	0.17
Significance	-		-		-	
Effect size	-	0.13	-	0.19	-	0.00
Support their opinions with a logical argument						
Frequently	83.3%	81.7%	81.0%	77.9%	85.9%	88.3%
Occasionally	15.2%	17.2%	19.0%	20.5%	11.1%	11.4%
Not at all	1.5%	1.1%	0.0%	1.6%	3.0%	0.3%
Total(n)	204	3,047	105	1,810	99	1,237
Mean	2.82	2.81	2.81	2.76	2.83	2.88
Standard deviation	0.42	0.42	0.39	0.46	0.45	0.33
Significance	-		-		-	
Effect size	-	0.02	-	0.11	-	-0.15
Seek solutions to problems and explain them to others						
Frequently	73.5%	72.1%	73.3%	68.7%	73.7%	78.0%
Occasionally	22.5%	24.6%	22.9%	27.3%	22.2%	20.0%
Not at all	3.9%	3.3%	3.8%	4.0%	4.0%	2.0%
Total(n)	204	3,049	105	1,811	99	1,238
Mean	2.70	2.69	2.70	2.65	2.70	2.76
Standard deviation	0.54	0.53	0.54	0.56	0.54	0.47
Significance	-		-		-	
Effect size	-	0.02	-	0.09	-	-0.13
Revise their papers to improve their writing						
Frequently	52.9%	53.4%	45.7%	47.5%	60.6%	63.5%
Occasionally	39.7%	34.9%	46.7%	38.9%	32.3%	27.9%
Not at all	7.4%	11.7%	7.6%	13.5%	7.1%	8.6%
Total(n)	204	3,047	105	1,809	99	1,238
Mean	2.46	2.42	2.38	2.34	2.54	2.55
Standard deviation	0.63	0.69	0.63	0.70	0.63	0.65
Significance	-		-		-	
Effect size	-	0.06	-	0.06	-	-0.02

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
In your interactions with undergraduates, how often do you encourage them to:						
Evaluate the quality or reliability of information they receive						
Frequently	70.1%	66.9%	62.9%	61.5%	77.8%	76.2%
Occasionally	27.5%	29.4%	34.3%	34.3%	20.2%	21.0%
Not at all	2.5%	3.7%	2.9%	4.2%	2.0%	2.8%
Total(n)	204	3,044	105	1,806	99	1,238
Mean	2.68	2.63	2.60	2.57	2.76	2.73
Standard deviation	0.52	0.55	0.55	0.57	0.48	0.50
Significance	-		-		-	
Effect size	-	0.09	-	0.05	-	0.06
Take risks for potential gains						
Frequently	35.6%	36.0%	33.3%	33.1%	38.1%	41.2%
Occasionally	46.5%	46.4%	48.6%	47.5%	44.3%	44.6%
Not at all	17.8%	17.6%	18.1%	19.5%	17.5%	14.2%
Total(n)	202	3,035	105	1,801	97	1,234
Mean	2.18	2.18	2.15	2.14	2.21	2.27
Standard deviation	0.71	0.71	0.70	0.71	0.72	0.69
Significance	-		-		-	
Effect size	-	0.00	-	0.01	-	-0.09
Seek alternative solutions to a problem						
Frequently	52.5%	59.2%	51.4%	57.2%	53.5%	62.6%
Occasionally	42.2%	36.9%	44.8%	39.6%	39.4%	32.1%
Not at all	5.4%	3.9%	3.8%	3.2%	7.1%	5.3%
Total(n)	204	3,043	105	1,807	99	1,236
Mean	2.47	2.55	2.48	2.54	2.46	2.57
Standard deviation	0.60	0.57	0.57	0.56	0.63	0.59
Significance	-		-		-	
Effect size	-	-0.14	-	-0.11	-	-0.19
In your interactions with undergraduates, how often do you encourage them to:						
Look up scientific research articles and resources						
Frequently	50.0%	58.9%	53.3%	59.1%	46.5%	58.6%
Occasionally	30.9%	28.9%	33.3%	30.5%	28.3%	26.1%
Not at all	19.1%	12.2%	13.3%	10.4%	25.3%	15.3%
Total(n)	204	3,050	105	1,811	99	1,239
Mean	2.31	2.47	2.40	2.49	2.21	2.43
Standard deviation	0.77	0.70	0.72	0.68	0.82	0.74
Significance	-	**	-		-	**
Effect size	-	-0.23	-	-0.13	-	-0.30

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Explore topics on their own, even though it was not required for a class						
Frequently	51.0%	56.5%	47.6%	55.1%	54.5%	58.9%
Occasionally	45.6%	40.4%	51.4%	42.2%	39.4%	37.1%
Not at all	3.4%	3.2%	1.0%	2.7%	6.1%	4.0%
Total(n)	204	3,050	105	1,811	99	1,239
Mean	2.48	2.53	2.47	2.52	2.48	2.55
Standard deviation	0.57	0.56	0.52	0.55	0.61	0.57
Significance	-		-		-	
Effect size	-	-0.09	-	-0.09	-	-0.12
Accept mistakes as part of the learning process						
Frequently	72.1%	72.9%	68.6%	70.4%	75.8%	77.1%
Occasionally	26.0%	25.5%	28.6%	27.5%	23.2%	21.9%
Not at all	2.0%	1.7%	2.9%	2.1%	1.0%	1.0%
Total(n)	204	3,048	105	1,809	99	1,239
Mean	2.70	2.71	2.66	2.68	2.75	2.76
Standard deviation	0.50	0.49	0.53	0.51	0.46	0.45
Significance	-		-		-	
Effect size	-	-0.02	-	-0.04	-	-0.02
In your interactions with undergraduates, how often do you encourage them to:						
Seek feedback on their academic work						
Frequently	77.0%	71.8%	68.6%	68.2%	85.9%	77.9%
Occasionally	21.1%	26.2%	30.5%	29.2%	11.1%	21.0%
Not at all	2.0%	2.0%	1.0%	2.5%	3.0%	1.1%
Total(n)	204	3,050	105	1,811	99	1,239
Mean	2.75	2.70	2.68	2.66	2.83	2.77
Standard deviation	0.48	0.50	0.49	0.53	0.45	0.45
Significance	-		-		-	
Effect size	-	0.10	-	0.04	-	0.13
Integrate skills and knowledge from different sources and experiences						
Frequently	70.1%	72.9%	62.9%	71.4%	77.8%	75.4%
Occasionally	27.5%	24.9%	34.3%	25.5%	20.2%	23.9%
Not at all	2.5%	2.2%	2.9%	3.1%	2.0%	0.8%
Total(n)	204	3,049	105	1,810	99	1,239
Mean	2.68	2.71	2.60	2.68	2.76	2.75
Standard deviation	0.52	0.50	0.55	0.53	0.48	0.45
Significance	-		-		-	
Effect size	-	-0.06	-	-0.15	-	0.02

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
In how many of the courses that you teach do you use each of the following?						
<u>Evaluation Methods</u>						
Multiple-choice exams						
All	8.9%	10.3%	8.6%	8.3%	9.2%	13.7%
Most	7.4%	9.7%	11.4%	10.5%	3.1%	8.3%
Some	28.6%	24.3%	32.4%	22.7%	24.5%	27.1%
None	55.2%	55.6%	47.6%	58.4%	63.3%	50.8%
Total(n)	203	3,046	105	1,812	98	1,234
Mean	1.70	1.75	1.81	1.69	1.58	1.85
Standard deviation	0.95	1.00	0.95	0.96	0.93	1.06
Significance	-		-		-	*
Effect size	-	-0.05	-	0.13	-	-0.25
Essay exams						
All	28.4%	21.4%	24.5%	20.8%	32.7%	22.4%
Most	24.5%	20.7%	26.4%	20.3%	22.4%	21.5%
Some	27.5%	29.7%	27.4%	27.2%	27.6%	34.1%
None	19.6%	28.2%	21.7%	31.7%	17.3%	22.1%
Total(n)	204	3,046	106	1,809	98	1,237
Mean	2.62	2.35	2.54	2.30	2.70	2.44
Standard deviation	1.10	1.10	1.09	1.12	1.10	1.07
Significance	-	***	-	*	-	*
Effect size	-	0.25	-	0.21	-	0.24
Short-answer exams						
All	28.9%	16.1%	25.5%	16.4%	32.7%	15.7%
Most	28.9%	24.4%	32.1%	25.7%	25.5%	22.3%
Some	28.9%	33.2%	31.1%	31.5%	26.5%	36.3%
None	13.2%	26.2%	11.3%	26.4%	15.3%	25.8%
Total(n)	204	3,043	106	1,807	98	1,236
Mean	2.74	2.31	2.72	2.32	2.76	2.28
Standard deviation	1.02	1.03	0.97	1.04	1.08	1.01
Significance	-	***	-	***	-	***
Effect size	-	0.42	-	0.38	-	0.48
In how many of the courses that you teach do you use each of the following?						
<u>Evaluation Methods</u>						
Quizzes						
All	18.7%	12.9%	16.2%	13.1%	21.4%	12.5%
Most	17.2%	15.7%	20.0%	14.6%	14.3%	17.5%
Some	37.9%	32.5%	36.2%	30.3%	39.8%	36.5%
None	26.1%	38.9%	27.6%	42.0%	24.5%	33.4%
Total(n)	203	3,040	105	1,806	98	1,234
Mean	2.29	2.03	2.25	1.99	2.33	2.09

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	1.05	1.03	1.04	1.04	1.07	1.00
Significance	-	***	-	*	-	*
Effect size	-	0.25	-	0.25	-	0.24
Weekly essay assignments						
All	5.9%	8.4%	3.8%	7.1%	8.2%	10.6%
Most	12.7%	13.2%	16.0%	10.8%	9.2%	17.4%
Some	34.8%	29.1%	31.1%	27.6%	38.8%	31.7%
None	46.6%	49.3%	49.1%	54.6%	43.9%	40.3%
Total(n)	204	3,035	106	1,801	98	1,234
Mean	1.78	1.81	1.75	1.70	1.82	1.98
Standard deviation	0.89	0.96	0.86	0.92	0.91	1.00
Significance	-		-		-	
Effect size	-	-0.03	-	0.05	-	-0.16
Student presentations						
All	20.6%	20.3%	12.3%	17.2%	29.6%	25.7%
Most	24.5%	23.4%	26.4%	20.6%	22.4%	28.3%
Some	44.6%	41.9%	50.0%	44.6%	38.8%	37.3%
None	10.3%	14.3%	11.3%	17.6%	9.2%	8.6%
Total(n)	204	3,049	106	1,810	98	1,239
Mean	2.55	2.50	2.40	2.37	2.72	2.71
Standard deviation	0.93	0.97	0.85	0.97	0.99	0.94
Significance	-		-		-	
Effect size	-	0.05	-	0.03	-	0.01
In how many of the courses that you teach do you use each of the following?						
<u>Evaluation Methods</u>						
Term/research papers						
All	18.1%	24.2%	16.0%	24.0%	20.4%	24.6%
Most	25.5%	26.9%	24.5%	26.0%	26.5%	28.5%
Some	38.2%	34.7%	42.5%	35.2%	33.7%	33.9%
None	18.1%	14.2%	17.0%	14.8%	19.4%	13.1%
Total(n)	204	3,042	106	1,807	98	1,235
Mean	2.44	2.61	2.40	2.59	2.48	2.65
Standard deviation	0.99	1.00	0.95	1.01	1.03	0.99
Significance	-	*	-		-	
Effect size	-	-0.17	-	-0.19	-	-0.17
Student evaluations of each others' work						
All	4.4%	8.3%	2.8%	5.3%	6.1%	13.6%
Most	12.3%	7.5%	7.5%	5.4%	17.3%	11.1%
Some	40.2%	34.5%	33.0%	32.7%	48.0%	37.5%
None	43.1%	49.7%	56.6%	56.6%	28.6%	37.7%
Total(n)	204	3,045	106	1,808	98	1,237
Mean	1.78	1.75	1.57	1.59	2.01	2.01
Standard deviation	0.83	0.92	0.76	0.82	0.84	1.02

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Significance	-		-		-	
Effect size	-	0.03	-	-0.02	-	0.00
Grading on a curve						
All	8.8%	10.9%	11.3%	12.7%	6.1%	7.7%
Most	12.7%	10.9%	15.1%	12.0%	10.2%	9.0%
Some	15.2%	21.6%	16.0%	21.2%	14.3%	22.2%
None	63.2%	56.6%	57.5%	54.1%	69.4%	61.1%
Total(n)	204	3,039	106	1,809	98	1,230
Mean	1.67	1.76	1.80	1.83	1.53	1.63
Standard deviation	1.00	1.03	1.07	1.07	0.91	0.93
Significance	-		-		-	
Effect size	-	-0.09	-	-0.03	-	-0.11
In how many of the courses that you teach do you use each of the following?						
<u>Evaluation Methods</u>						
Competency-based grading						
All	21.0%	26.1%	17.3%	23.2%	25.0%	31.2%
Most	24.0%	21.8%	26.9%	22.5%	20.8%	20.5%
Some	17.0%	16.4%	13.5%	16.0%	20.8%	17.2%
None	38.0%	35.7%	42.3%	38.3%	33.3%	31.0%
Total(n)	200	3,016	104	1,794	96	1,222
Mean	2.28	2.38	2.19	2.31	2.38	2.52
Standard deviation	1.18	1.21	1.17	1.20	1.19	1.22
Significance	-		-		-	
Effect size	-	-0.08	-	-0.10	-	-0.11
<u>Instructional Techniques/Methods</u>						
Class discussions						
All	70.1%	63.4%	60.4%	60.0%	80.6%	69.2%
Most	16.2%	19.1%	24.5%	17.6%	7.1%	21.6%
Some	11.8%	14.6%	14.2%	18.4%	9.2%	8.0%
None	2.0%	2.9%	0.9%	4.0%	3.1%	1.2%
Total(n)	204	3,051	106	1,812	98	1,239
Mean	3.54	3.43	3.44	3.34	3.65	3.59
Standard deviation	0.78	0.84	0.77	0.91	0.77	0.69
Significance	-		-		-	
Effect size	-	0.13	-	0.11	-	0.09
Cooperative learning (small groups)						
All	40.9%	29.0%	26.4%	24.0%	56.7%	37.4%
Most	19.7%	21.4%	21.7%	20.4%	17.5%	23.1%
Some	24.6%	31.7%	33.0%	32.4%	15.5%	30.5%
None	14.8%	17.9%	18.9%	23.1%	10.3%	9.0%
Total(n)	203	3,030	106	1,798	97	1,232
Mean	2.87	2.61	2.56	2.45	3.21	2.89
Standard deviation	1.11	1.08	1.08	1.09	1.05	1.01
Significance	-	***	-		-	**

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Effect size	-	0.24	-	0.10	-	0.32
In how many of the courses that you teach do you use each of the following?						
<u>Instructional Techniques/Methods</u>						
Experiential learning/Field studies						
All	6.4%	10.4%	5.7%	8.1%	7.1%	14.3%
Most	15.7%	12.7%	15.1%	12.6%	16.3%	12.9%
Some	29.4%	30.9%	32.1%	30.3%	26.5%	31.8%
None	48.5%	46.0%	47.2%	48.9%	50.0%	41.0%
Total(n)	204	3,041	106	1,807	98	1,234
Mean	1.80	1.87	1.79	1.80	1.81	2.00
Standard deviation	0.93	0.99	0.90	0.95	0.96	1.05
Significance	-		-		-	
Effect size	-	-0.07	-	-0.01	-	-0.18
Teaching assistants						
All	3.4%	11.3%	4.8%	13.0%	2.0%	8.4%
Most	5.4%	12.9%	6.7%	12.4%	4.1%	13.7%
Some	16.7%	42.5%	21.9%	43.6%	11.2%	40.8%
None	74.4%	33.3%	66.7%	31.1%	82.7%	37.1%
Total(n)	203	3,039	105	1,804	98	1,235
Mean	1.38	2.02	1.50	2.07	1.26	1.94
Standard deviation	0.74	0.96	0.82	0.97	0.63	0.92
Significance	-	***	-	***	-	***
Effect size	-	-0.67	-	-0.59	-	-0.74
Recitals/Demonstrations						
All	7.4%	8.3%	6.6%	7.9%	8.2%	9.0%
Most	7.8%	10.1%	5.7%	11.5%	10.2%	7.5%
Some	17.2%	31.2%	17.9%	34.1%	16.3%	26.3%
None	67.6%	50.4%	69.8%	46.4%	65.3%	57.3%
Total(n)	204	3,044	106	1,807	98	1,237
Mean	1.55	1.76	1.49	1.81	1.61	1.68
Standard deviation	0.92	0.94	0.88	0.93	0.97	0.95
Significance	-	**	-	***	-	
Effect size	-	-0.22	-	-0.34	-	-0.07
In how many of the courses that you teach do you use each of the following?						
<u>Instructional Techniques/Methods</u>						
Group projects						
All	13.7%	11.4%	8.5%	8.9%	19.4%	15.5%
Most	20.6%	14.2%	19.8%	14.3%	21.4%	14.0%
Some	43.1%	44.6%	49.1%	43.2%	36.7%	46.9%
None	22.5%	29.9%	22.6%	33.5%	22.4%	23.6%
Total(n)	204	3,040	106	1,806	98	1,234

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Mean	2.25	2.07	2.14	1.99	2.38	2.22
Standard deviation	0.96	0.94	0.87	0.91	1.04	0.98
Significance	-	**	-		-	
Effect size	-	0.19	-	0.16	-	0.16
Extensive lecturing						
All	11.3%	18.6%	13.2%	23.1%	9.2%	10.7%
Most	25.0%	28.0%	36.8%	29.7%	12.2%	25.1%
Some	39.7%	40.0%	37.7%	35.9%	41.8%	47.1%
None	24.0%	13.4%	12.3%	11.3%	36.7%	17.1%
Total(n)	204	3,045	106	1,809	98	1,236
Mean	2.24	2.52	2.51	2.65	1.94	2.29
Standard deviation	0.94	0.94	0.88	0.96	0.93	0.87
Significance	-	***	-		-	***
Effect size	-	-0.30	-	-0.15	-	-0.40
Multiple drafts of written work						
All	12.8%	7.7%	7.6%	5.7%	18.4%	11.0%
Most	10.8%	14.7%	8.6%	13.3%	13.3%	17.2%
Some	52.2%	45.6%	56.2%	45.9%	48.0%	45.1%
None	24.1%	32.0%	27.6%	35.1%	20.4%	26.7%
Total(n)	203	3,037	105	1,805	98	1,232
Mean	2.12	1.98	1.96	1.90	2.30	2.13
Standard deviation	0.92	0.88	0.82	0.84	1.00	0.93
Significance	-	*	-		-	
Effect size	-	0.16	-	0.07	-	0.18
In how many of the courses that you teach do you use each of the following?						
<u>Instructional Techniques/Methods</u>						
Student-selected topics for course content						
All	9.3%	8.0%	3.8%	8.3%	15.3%	7.5%
Most	10.3%	12.4%	12.3%	11.5%	8.2%	14.0%
Some	47.1%	47.1%	47.2%	45.0%	46.9%	50.8%
None	33.3%	32.5%	36.8%	35.3%	29.6%	27.7%
Total(n)	204	3,044	106	1,809	98	1,235
Mean	1.96	1.96	1.83	1.93	2.09	2.01
Standard deviation	0.90	0.88	0.79	0.89	1.00	0.85
Significance	-		-		-	
Effect size	-	0.00	-	-0.11	-	0.09
Reflective writing/journaling						
All	5.4%	4.9%	2.8%	4.0%	8.2%	6.4%
Most	9.3%	8.3%	4.7%	6.5%	14.3%	11.5%
Some	33.3%	27.0%	37.7%	23.9%	28.6%	32.2%
None	52.0%	59.8%	54.7%	65.5%	49.0%	49.9%
Total(n)	204	3,043	106	1,808	98	1,235
Mean	1.68	1.58	1.56	1.49	1.82	1.74

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.85	0.84	0.72	0.79	0.97	0.90
Significance	-		-		-	
Effect size	-	0.12	-	0.09	-	0.09
Community service as part of coursework						
All	1.0%	1.0%	0.0%	0.4%	2.0%	2.0%
Most	2.5%	2.5%	0.0%	1.6%	5.1%	4.1%
Some	18.1%	14.8%	17.0%	12.7%	19.4%	18.5%
None	78.4%	81.7%	83.0%	85.3%	73.5%	75.3%
Total(n)	204	3,043	106	1,810	98	1,233
Mean	1.26	1.23	1.17	1.17	1.36	1.33
Standard deviation	0.55	0.54	0.38	0.45	0.68	0.65
Significance	-		-		-	
Effect size	-	0.06	-	0.00	-	0.05
In how many of the courses that you teach do you use each of the following?						
<u>Instructional Techniques/Methods</u>						
Electronic quizzes with immediate feedback in class						
All	3.0%	1.8%	2.9%	1.7%	3.1%	2.0%
Most	3.4%	3.6%	3.8%	3.0%	3.1%	4.6%
Some	9.9%	9.2%	10.5%	8.3%	9.2%	10.7%
None	83.7%	85.4%	82.9%	87.0%	84.7%	82.7%
Total(n)	203	3,044	105	1,810	98	1,234
Mean	1.26	1.22	1.27	1.19	1.24	1.26
Standard deviation	0.66	0.59	0.67	0.56	0.66	0.64
Significance	-		-		-	
Effect size	-	0.07	-	0.14	-	-0.03
Using real-life problems						
All	23.5%	23.5%	19.8%	21.1%	27.6%	27.7%
Most	23.5%	23.3%	25.5%	24.1%	21.4%	22.0%
Some	32.8%	30.9%	39.6%	29.5%	25.5%	33.4%
None	20.1%	22.2%	15.1%	25.3%	25.5%	16.9%
Total(n)	204	3,048	106	1,811	98	1,237
Mean	2.50	2.48	2.50	2.41	2.51	2.60
Standard deviation	1.06	1.08	0.98	1.08	1.15	1.06
Significance	-		-		-	
Effect size	-	0.02	-	0.08	-	-0.08
Using student inquiry to drive learning						
All	19.2%	17.3%	14.3%	14.8%	24.5%	21.7%
Most	20.2%	28.1%	19.0%	25.8%	21.4%	32.1%
Some	47.3%	38.3%	53.3%	40.1%	40.8%	35.1%
None	13.3%	16.4%	13.3%	19.4%	13.3%	11.1%
Total(n)	203	3,043	105	1,808	98	1,235

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Mean	2.45	2.46	2.34	2.36	2.57	2.64
Standard deviation	0.95	0.96	0.89	0.96	1.01	0.94
Significance	-		-		-	
Effect size	-	-0.01	-	-0.02	-	-0.07
Indicate the importance to you personally of each of the following:						
Becoming an authority in my field						
Essential	28.3%	45.2%	32.1%	49.8%	24.2%	37.3%
Very important	43.9%	34.3%	45.3%	32.1%	42.4%	38.1%
Somewhat important	19.5%	15.9%	14.2%	13.9%	25.3%	19.5%
Not important	8.3%	4.5%	8.5%	4.2%	8.1%	5.1%
Total(n)	205	3,049	106	1,812	99	1,237
Mean	2.92	3.20	3.01	3.28	2.83	3.08
Standard deviation	0.90	0.87	0.90	0.85	0.89	0.87
Significance	-	***	-	**	-	**
Effect size	-	-0.32	-	-0.32	-	-0.29
Influencing the political structure						
Essential	3.9%	5.5%	2.8%	5.0%	5.1%	6.3%
Very important	15.6%	17.4%	14.2%	15.8%	17.2%	20.1%
Somewhat important	38.0%	39.2%	33.0%	38.4%	43.4%	40.6%
Not important	42.4%	37.9%	50.0%	40.8%	34.3%	33.0%
Total(n)	205	3,047	106	1,811	99	1,236
Mean	1.81	1.90	1.70	1.85	1.93	2.00
Standard deviation	0.84	0.87	0.82	0.86	0.85	0.89
Significance	-		-		-	
Effect size	-	-0.10	-	-0.17	-	-0.08
Influencing social values						
Essential	12.7%	15.5%	7.5%	12.0%	18.2%	21.6%
Very important	38.5%	30.0%	36.8%	28.0%	40.4%	33.5%
Somewhat important	32.2%	35.0%	34.0%	36.7%	30.3%	32.1%
Not important	16.6%	19.5%	21.7%	23.3%	11.1%	12.9%
Total(n)	205	3,047	106	1,812	99	1,235
Mean	2.47	2.42	2.30	2.29	2.66	2.64
Standard deviation	0.92	0.97	0.90	0.95	0.91	0.96
Significance	-		-		-	
Effect size	-	0.05	-	0.01	-	0.02
Indicate the importance to you personally of each of the following:						
Raising a family						
Essential	50.0%	52.6%	47.6%	55.8%	52.5%	47.1%
Very important	21.6%	23.8%	24.8%	25.0%	18.2%	21.8%
Somewhat important	11.8%	10.9%	10.5%	9.5%	13.1%	13.4%
Not important	16.7%	12.7%	17.1%	9.7%	16.2%	17.8%
Total(n)	204	3,041	105	1,811	99	1,230
Mean	3.05	3.16	3.03	3.27	3.07	2.98

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	1.14	1.06	1.13	0.99	1.15	1.15
Significance	-		-	*	-	
Effect size	-	-0.10	-	-0.24	-	0.08
Becoming very well off financially						
Essential	4.9%	3.8%	4.7%	4.1%	5.1%	3.2%
Very important	20.0%	23.3%	26.4%	25.5%	13.1%	19.5%
Somewhat important	53.2%	55.9%	44.3%	57.2%	62.6%	53.5%
Not important	22.0%	17.1%	24.5%	13.2%	19.2%	23.8%
Total(n)	205	3,047	106	1,811	99	1,236
Mean	2.08	2.14	2.11	2.20	2.04	2.02
Standard deviation	0.78	0.73	0.83	0.71	0.73	0.75
Significance	-		-		-	
Effect size	-	-0.08	-	-0.13	-	0.03
Helping others who are in difficulty						
Essential	25.4%	20.9%	18.9%	18.1%	32.3%	25.9%
Very important	51.7%	47.0%	50.9%	46.2%	52.5%	48.4%
Somewhat important	21.0%	29.0%	28.3%	32.5%	13.1%	22.9%
Not important	2.0%	3.1%	1.9%	3.2%	2.0%	2.9%
Total(n)	205	3,046	106	1,812	99	1,234
Mean	3.00	2.86	2.87	2.79	3.15	2.97
Standard deviation	0.74	0.78	0.73	0.77	0.72	0.78
Significance	-	*	-		-	*
Effect size	-	0.18	-	0.10	-	0.23
Indicate the importance to you personally of each of the following:						
Adopting 'green' practices to protect the environment						
Essential	18.0%	13.4%	16.0%	11.4%	20.2%	16.9%
Very important	42.0%	34.6%	36.8%	32.9%	47.5%	37.6%
Somewhat important	31.7%	44.3%	34.9%	46.2%	28.3%	41.0%
Not important	8.3%	7.7%	12.3%	9.5%	4.0%	4.5%
Total(n)	205	3,046	106	1,812	99	1,234
Mean	2.70	2.54	2.57	2.46	2.84	2.67
Standard deviation	0.86	0.82	0.91	0.82	0.79	0.81
Significance	-	**	-		-	*
Effect size	-	0.20	-	0.13	-	0.21
Developing a meaningful philosophy of life						
Essential	49.3%	46.3%	46.2%	41.7%	52.5%	54.2%
Very important	33.7%	30.8%	34.0%	31.6%	33.3%	29.5%
Somewhat important	10.7%	19.2%	13.2%	22.2%	8.1%	14.0%
Not important	6.3%	3.7%	6.6%	4.4%	6.1%	2.3%
Total(n)	205	3,045	106	1,811	99	1,234
Mean	3.26	3.20	3.20	3.11	3.32	3.35
Standard deviation	0.89	0.87	0.91	0.90	0.87	0.81

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Significance	-		-		-	
Effect size	-	0.07	-	0.10	-	-0.04
Helping to promote racial understanding						
Essential	42.0%	30.0%	35.8%	24.4%	48.5%	39.9%
Very important	33.2%	37.5%	33.0%	37.3%	33.3%	37.8%
Somewhat important	19.5%	27.6%	23.6%	32.1%	15.2%	19.9%
Not important	5.4%	4.8%	7.5%	6.2%	3.0%	2.5%
Total(n)	205	3,044	106	1,809	99	1,235
Mean	3.12	2.93	2.97	2.80	3.27	3.15
Standard deviation	0.91	0.87	0.95	0.88	0.83	0.82
Significance	-	**	-		-	
Effect size	-	0.22	-	0.19	-	0.15
Indicate the importance to you personally of each of the following:						
Integrating spirituality into my life						
Essential	25.5%	24.8%	21.7%	22.4%	29.6%	28.9%
Very important	17.6%	17.6%	14.2%	15.7%	21.4%	20.8%
Somewhat important	29.4%	24.5%	28.3%	24.0%	30.6%	25.5%
Not important	27.5%	33.1%	35.8%	37.9%	18.4%	24.8%
Total(n)	204	3,043	106	1,808	98	1,235
Mean	2.41	2.34	2.22	2.23	2.62	2.54
Standard deviation	1.14	1.18	1.15	1.18	1.10	1.15
Significance	-		-		-	
Effect size	-	0.06	-	-0.01	-	0.07
Making a theoretical contribution to science						
Essential	11.8%	20.0%	12.5%	23.2%	11.1%	14.5%
Very important	17.2%	29.3%	25.0%	31.3%	9.1%	25.8%
Somewhat important	24.6%	22.1%	27.9%	20.4%	21.2%	25.1%
Not important	46.3%	28.5%	34.6%	25.1%	58.6%	34.6%
Total(n)	203	3,041	104	1,810	99	1,231
Mean	1.95	2.41	2.15	2.53	1.73	2.20
Standard deviation	1.05	1.10	1.04	1.10	1.03	1.07
Significance	-	***	-	***	-	***
Effect size	-	-0.42	-	-0.35	-	-0.44
Participating in a community action program						
Essential	3.4%	4.9%	1.9%	3.3%	5.1%	7.6%
Very important	18.6%	19.3%	14.3%	16.8%	23.2%	23.6%
Somewhat important	47.5%	44.3%	51.4%	45.7%	43.4%	41.9%
Not important	30.4%	31.6%	32.4%	34.3%	28.3%	26.9%
Total(n)	204	3,038	105	1,808	99	1,230
Mean	1.95	1.97	1.86	1.89	2.05	2.12
Standard deviation	0.79	0.84	0.73	0.79	0.85	0.89
Significance	-		-		-	

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Effect size	-	-0.02	-	-0.04	-	-0.08
Indicate the importance to you personally of each of the following:						
Keeping up to date with political affairs						
Essential	19.1%	20.5%	21.0%	19.2%	17.2%	22.7%
Very important	43.6%	40.5%	44.8%	41.0%	42.4%	39.7%
Somewhat important	28.4%	32.2%	23.8%	32.9%	33.3%	30.9%
Not important	8.8%	6.8%	10.5%	6.9%	7.1%	6.7%
Total(n)	204	3,045	105	1,811	99	1,234
Mean	2.73	2.75	2.76	2.72	2.70	2.78
Standard deviation	0.87	0.86	0.90	0.85	0.84	0.87
Significance	-	-	-	-	-	-
Effect size	-	-0.02	-	0.05	-	-0.09
Becoming a community leader						
Essential	2.9%	4.6%	2.9%	4.5%	3.0%	4.7%
Very important	12.3%	8.8%	10.5%	7.2%	14.1%	11.4%
Somewhat important	36.8%	37.6%	37.1%	37.9%	36.4%	37.3%
Not important	48.0%	49.0%	49.5%	50.4%	46.5%	46.6%
Total(n)	204	3,044	105	1,811	99	1,233
Mean	1.70	1.69	1.67	1.66	1.74	1.74
Standard deviation	0.80	0.82	0.78	0.80	0.82	0.84
Significance	-	-	-	-	-	-
Effect size	-	0.01	-	0.01	-	0.00
Mentoring the next generation of scholars						
Essential	31.4%	43.7%	26.7%	40.4%	36.4%	49.3%
Very important	42.6%	41.4%	43.8%	44.2%	41.4%	36.5%
Somewhat important	21.6%	13.7%	26.7%	14.0%	16.2%	13.1%
Not important	4.4%	1.3%	2.9%	1.4%	6.1%	1.1%
Total(n)	204	3,046	105	1,811	99	1,235
Mean	3.01	3.27	2.94	3.24	3.08	3.34
Standard deviation	0.84	0.74	0.81	0.74	0.88	0.74
Significance	-	***	-	***	-	***
Effect size	-	-0.35	-	-0.41	-	-0.35
Indicate the importance to you of each of the following education goals for undergraduate students:						
Develop ability to think critically						
Essential	90.1%	91.4%	86.5%	89.7%	93.9%	94.2%
Very important	8.9%	8.3%	13.5%	9.7%	4.0%	5.8%
Somewhat important	1.0%	0.3%	0.0%	0.5%	2.0%	0.1%
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	203	3,048	104	1,810	99	1,238
Mean	3.89	3.91	3.87	3.89	3.92	3.94

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.34	0.30	0.34	0.33	0.34	0.24
Significance	-		-		-	
Effect size	-	-0.07	-	-0.06	-	-0.08
Prepare students for employment after college						
Essential	30.0%	28.1%	28.8%	26.5%	31.3%	30.7%
Very important	43.8%	43.6%	37.5%	43.7%	50.5%	43.4%
Somewhat important	25.1%	23.4%	32.7%	24.0%	17.2%	22.3%
Not important	1.0%	5.0%	1.0%	5.8%	1.0%	3.5%
Total(n)	203	3,045	104	1,808	99	1,237
Mean	3.03	2.95	2.94	2.91	3.12	3.01
Standard deviation	0.77	0.84	0.81	0.85	0.72	0.82
Significance	-		-		-	
Effect size	-	0.10	-	0.04	-	0.13
Prepare students for graduate or advanced education						
Essential	29.6%	24.9%	27.9%	22.8%	31.3%	28.7%
Very important	47.3%	52.3%	45.2%	54.3%	49.5%	48.7%
Somewhat important	22.2%	22.0%	26.0%	21.9%	18.2%	22.2%
Not important	1.0%	0.8%	1.0%	1.0%	1.0%	0.5%
Total(n)	203	3,046	104	1,810	99	1,236
Mean	3.05	3.01	3.00	2.99	3.11	3.05
Standard deviation	0.75	0.71	0.76	0.70	0.73	0.72
Significance	-		-		-	
Effect size	-	0.06	-	0.01	-	0.08
Indicate the importance to you of each of the following education goals for undergraduate students:						
Develop moral character						
Essential	33.5%	29.8%	28.8%	25.6%	38.4%	37.1%
Very important	35.0%	34.4%	32.7%	35.1%	37.4%	33.0%
Somewhat important	26.1%	28.6%	30.8%	30.5%	21.2%	25.4%
Not important	5.4%	7.2%	7.7%	8.8%	3.0%	4.4%
Total(n)	203	3,043	104	1,808	99	1,235
Mean	2.97	2.87	2.83	2.77	3.11	3.03
Standard deviation	0.90	0.92	0.94	0.93	0.84	0.90
Significance	-		-		-	
Effect size	-	0.11	-	0.06	-	0.09
Provide for students' emotional development						
Essential	20.7%	14.7%	16.3%	11.6%	25.3%	20.2%
Very important	35.0%	30.9%	27.9%	29.7%	42.4%	33.0%
Somewhat important	33.0%	42.6%	41.3%	45.4%	24.2%	37.7%
Not important	11.3%	11.8%	14.4%	13.4%	8.1%	9.2%
Total(n)	203	3,045	104	1,809	99	1,236
Mean	2.65	2.49	2.46	2.40	2.85	2.64

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.93	0.88	0.93	0.86	0.90	0.90
Significance	-	*	-		-	*
Effect size	-	0.18	-	0.07	-	0.23
Teach students the classic works of Western civilization						
Essential	13.4%	10.2%	14.4%	10.7%	12.2%	9.5%
Very important	20.3%	19.6%	18.3%	20.6%	22.4%	18.0%
Somewhat important	44.1%	37.1%	40.4%	36.1%	48.0%	38.8%
Not important	22.3%	33.1%	26.9%	32.7%	17.3%	33.7%
Total(n)	202	3,040	104	1,804	98	1,236
Mean	2.25	2.07	2.20	2.09	2.30	2.03
Standard deviation	0.95	0.97	1.00	0.98	0.90	0.95
Significance	-	*	-		-	**
Effect size	-	0.19	-	0.11	-	0.28
Indicate the importance to you of each of the following education goals for undergraduate students:						
Help students develop personal values						
Essential	27.1%	25.6%	24.0%	22.1%	30.3%	31.7%
Very important	40.4%	36.8%	38.5%	35.9%	42.4%	38.4%
Somewhat important	28.1%	29.0%	32.7%	32.8%	23.2%	22.6%
Not important	4.4%	8.5%	4.8%	9.2%	4.0%	7.3%
Total(n)	203	3,043	104	1,808	99	1,235
Mean	2.90	2.80	2.82	2.71	2.99	2.95
Standard deviation	0.85	0.92	0.86	0.91	0.84	0.91
Significance	-		-		-	
Effect size	-	0.11	-	0.12	-	0.04
Enhance students' self-understanding						
Essential	35.5%	28.3%	28.8%	23.5%	42.4%	36.6%
Very important	36.9%	37.8%	40.4%	38.9%	33.3%	35.8%
Somewhat important	23.6%	27.5%	24.0%	30.9%	23.2%	21.8%
Not important	3.9%	6.3%	6.7%	6.7%	1.0%	5.8%
Total(n)	203	3,040	104	1,804	99	1,236
Mean	3.04	2.88	2.91	2.79	3.17	3.03
Standard deviation	0.87	0.89	0.89	0.88	0.82	0.90
Significance	-	*	-		-	
Effect size	-	0.18	-	0.14	-	0.16
Instill in students a commitment to community service						
Essential	14.3%	9.3%	12.5%	6.1%	16.2%	14.9%
Very important	30.5%	28.4%	29.8%	28.3%	31.3%	28.7%
Somewhat important	39.4%	44.2%	36.5%	44.8%	42.4%	43.0%
Not important	15.8%	18.1%	21.2%	20.8%	10.1%	13.3%
Total(n)	203	3,043	104	1,807	99	1,236
Mean	2.43	2.29	2.34	2.20	2.54	2.45

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.92	0.87	0.95	0.83	0.88	0.90
Significance	-	*	-		-	
Effect size	-	0.16	-	0.17	-	0.10
Indicate the importance to you of each of the following education goals for undergraduate students:						
Enhance students' knowledge of and appreciation for other racial/ethnic groups						
Essential	44.8%	31.2%	36.5%	22.8%	53.5%	45.8%
Very important	29.6%	33.6%	26.9%	34.6%	32.3%	31.9%
Somewhat important	19.2%	29.7%	26.9%	35.2%	11.1%	20.3%
Not important	6.4%	5.4%	9.6%	7.4%	3.0%	2.1%
Total(n)	203	3,042	104	1,808	99	1,234
Mean	3.13	2.91	2.90	2.73	3.36	3.21
Standard deviation	0.94	0.90	1.01	0.90	0.80	0.84
Significance	-	***	-		-	
Effect size	-	0.24	-	0.19	-	0.18
Help master knowledge in a discipline						
Essential	53.7%	58.6%	54.8%	58.7%	52.5%	58.5%
Very important	41.4%	35.5%	40.4%	35.4%	42.4%	35.8%
Somewhat important	4.9%	5.8%	4.8%	5.9%	5.1%	5.6%
Not important	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%
Total(n)	203	3,044	104	1,809	99	1,235
Mean	3.49	3.53	3.50	3.53	3.47	3.53
Standard deviation	0.59	0.61	0.59	0.61	0.59	0.61
Significance	-		-		-	
Effect size	-	-0.07	-	-0.05	-	-0.10
Develop creative capacities						
Essential	38.9%	40.3%	41.3%	41.0%	36.4%	39.1%
Very important	44.3%	41.9%	40.4%	42.6%	48.5%	40.8%
Somewhat important	16.3%	15.8%	18.3%	14.6%	14.1%	17.8%
Not important	0.5%	2.0%	0.0%	1.8%	1.0%	2.3%
Total(n)	203	3,043	104	1,810	99	1,233
Mean	3.22	3.21	3.23	3.23	3.20	3.17
Standard deviation	0.73	0.77	0.74	0.76	0.71	0.80
Significance	-		-		-	
Effect size	-	0.01	-	0.00	-	0.04
Indicate the importance to you of each of the following education goals for undergraduate students:						
Instill a basic appreciation of the liberal arts						
Essential	49.3%	28.8%	47.1%	25.9%	51.5%	33.9%
Very important	36.5%	35.6%	36.5%	35.9%	36.4%	35.3%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Somewhat important	12.8%	29.0%	14.4%	32.2%	11.1%	23.4%
Not important	1.5%	6.6%	1.9%	6.1%	1.0%	7.4%
Total(n)	203	3,038	104	1,805	99	1,233
Mean	3.33	2.87	3.29	2.82	3.38	2.96
Standard deviation	0.76	0.91	0.78	0.89	0.72	0.93
Significance	-	***	-	***	-	***
Effect size	-	0.51	-	0.53	-	0.45
Promote ability to write effectively						
Essential	58.1%	56.1%	50.0%	50.0%	66.7%	66.8%
Very important	37.4%	34.1%	43.3%	38.9%	31.3%	25.9%
Somewhat important	4.4%	9.2%	6.7%	10.3%	2.0%	7.2%
Not important	0.0%	0.5%	0.0%	0.7%	0.0%	0.2%
Total(n)	203	3,046	104	1,810	99	1,236
Mean	3.54	3.46	3.43	3.38	3.65	3.59
Standard deviation	0.58	0.68	0.62	0.70	0.52	0.63
Significance	-		-		-	
Effect size	-	0.12	-	0.07	-	0.10
Help students evaluate the quality and reliability of information						
Essential	67.5%	61.9%	60.6%	55.7%	74.7%	72.7%
Very important	28.1%	33.9%	33.7%	39.6%	22.2%	24.1%
Somewhat important	4.4%	3.8%	5.8%	4.2%	3.0%	3.2%
Not important	0.0%	0.4%	0.0%	0.5%	0.0%	0.1%
Total(n)	203	3,043	104	1,809	99	1,234
Mean	3.63	3.57	3.55	3.50	3.72	3.69
Standard deviation	0.57	0.59	0.61	0.60	0.52	0.53
Significance	-		-		-	
Effect size	-	0.10	-	0.08	-	0.06
Indicate the importance to you of each of the following education goals for undergraduate students:						
Engage students in civil discourse around controversial issues						
Essential	34.5%	27.5%	28.8%	22.7%	40.4%	35.9%
Very important	36.5%	37.2%	36.5%	35.3%	36.4%	40.5%
Somewhat important	24.6%	25.2%	27.9%	29.8%	21.2%	17.3%
Not important	4.4%	10.0%	6.7%	12.2%	2.0%	6.3%
Total(n)	203	3,042	104	1,808	99	1,234
Mean	3.01	2.82	2.88	2.68	3.15	3.06
Standard deviation	0.88	0.95	0.91	0.96	0.83	0.88
Significance	-	**	-	*	-	
Effect size	-	0.20	-	0.21	-	0.10
Teach students tolerance and respect for different beliefs						
Essential	50.7%	40.7%	44.2%	32.8%	57.6%	54.3%
Very important	32.0%	32.1%	31.7%	34.0%	32.3%	28.9%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Somewhat important	14.3%	22.6%	20.2%	27.7%	8.1%	13.8%
Not important	3.0%	4.6%	3.8%	5.5%	2.0%	3.1%
Total(n)	203	3,042	104	1,807	99	1,235
Mean	3.31	3.09	3.16	2.94	3.45	3.34
Standard deviation	0.82	0.90	0.88	0.91	0.73	0.83
Significance	-	***	-	*	-	-
Effect size	-	0.24	-	0.24	-	0.13
Encourage students to become agents of social change						
Essential	19.2%	18.6%	14.4%	13.0%	24.2%	28.3%
Very important	34.0%	28.6%	30.8%	25.1%	37.4%	34.8%
Somewhat important	30.0%	33.8%	32.7%	39.3%	27.3%	24.3%
Not important	16.7%	19.0%	22.1%	22.6%	11.1%	12.6%
Total(n)	203	3,039	104	1,806	99	1,233
Mean	2.56	2.47	2.38	2.28	2.75	2.79
Standard deviation	0.99	1.00	0.99	0.96	0.95	0.99
Significance	-	-	-	-	-	-
Effect size	-	0.09	-	0.10	-	-0.04
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Scheduled teaching (give actual, not credit hours)						
None	8.4%	8.4%	5.7%	7.9%	11.2%	9.3%
1-4	18.2%	23.5%	20.0%	26.1%	16.3%	19.0%
5-8	47.8%	44.0%	45.7%	45.5%	50.0%	41.3%
9-12	22.7%	16.5%	22.9%	14.0%	22.4%	20.8%
13-16	1.5%	4.6%	2.9%	3.6%	0.0%	6.3%
17-20	1.0%	2.0%	1.9%	1.6%	0.0%	2.6%
21-34	0.0%	0.9%	0.0%	1.0%	0.0%	0.6%
35-44	0.5%	0.1%	1.0%	0.1%	0.0%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	203	3,045	105	1,809	98	1,236
Mean	2.96	2.95	3.08	2.89	2.84	3.07
Standard deviation	1.01	1.12	1.09	1.09	0.90	1.17
Significance	-	-	-	-	-	-
Effect size	-	0.01	-	0.17	-	-0.20
Preparing for teaching (including reading student papers and grading)						
None	7.9%	7.2%	5.7%	7.3%	10.2%	7.2%
1-4	10.8%	13.5%	13.3%	13.4%	8.2%	13.5%
5-8	24.1%	30.5%	28.6%	33.6%	19.4%	25.1%
9-12	26.6%	20.4%	26.7%	21.6%	26.5%	18.4%
13-16	11.3%	12.8%	9.5%	12.5%	13.3%	13.5%
17-20	8.4%	8.3%	5.7%	7.1%	11.2%	10.3%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
21-34	8.4%	5.5%	7.6%	4.2%	9.2%	7.8%
35-44	2.5%	1.7%	2.9%	0.3%	2.0%	3.9%
45+	0.0%	0.1%	0.0%	0.1%	0.0%	0.2%
Total(n)	203	3,034	105	1,801	98	1,233
Mean	3.94	3.74	3.83	3.59	4.05	4.01
Standard deviation	1.73	1.64	1.67	1.49	1.79	1.84
Significance	-		-		-	
Effect size	-	0.12	-	0.16	-	0.02
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Advising and counseling of students						
None	8.4%	2.8%	6.7%	2.5%	10.2%	3.3%
1-4	58.1%	58.2%	63.8%	57.0%	52.0%	60.3%
5-8	25.1%	26.0%	20.0%	27.8%	30.6%	22.8%
9-12	6.9%	8.8%	6.7%	7.9%	7.1%	10.5%
13-16	1.0%	3.2%	1.9%	4.2%	0.0%	1.3%
17-20	0.5%	0.8%	1.0%	0.5%	0.0%	1.4%
21-34	0.0%	0.2%	0.0%	0.2%	0.0%	0.2%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	203	3,046	105	1,810	98	1,236
Mean	2.35	2.55	2.36	2.57	2.35	2.52
Standard deviation	0.81	0.91	0.86	0.90	0.76	0.92
Significance	-	**	-	*	-	
Effect size	-	-0.22	-	-0.23	-	-0.18
Committee work and meetings						
None	7.9%	7.9%	6.7%	8.1%	9.2%	7.7%
1-4	53.2%	60.6%	55.2%	62.5%	51.0%	57.4%
5-8	27.1%	23.1%	27.6%	22.3%	26.5%	24.4%
9-12	9.4%	5.7%	9.5%	5.1%	9.2%	6.6%
13-16	1.0%	1.5%	0.0%	0.8%	2.0%	2.6%
17-20	0.5%	0.8%	0.0%	0.9%	1.0%	0.7%
21-34	1.0%	0.4%	1.0%	0.3%	1.0%	0.5%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	203	3,038	105	1,805	98	1,233
Mean	2.48	2.36	2.45	2.32	2.51	2.43
Standard deviation	0.96	0.88	0.88	0.84	1.04	0.94
Significance	-		-		-	
Effect size	-	0.14	-	0.15	-	0.09

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Other administration						
None	30.7%	28.4%	26.0%	31.2%	35.7%	23.5%
1-4	32.7%	43.0%	32.7%	39.5%	32.7%	49.1%
5-8	13.4%	14.2%	17.3%	15.5%	9.2%	11.9%
9-12	13.9%	6.2%	13.5%	4.5%	14.3%	9.1%
13-16	3.0%	3.7%	3.8%	4.5%	2.0%	2.3%
17-20	4.5%	2.3%	3.8%	2.4%	5.1%	2.2%
21-34	2.0%	1.6%	2.9%	1.7%	1.0%	1.5%
35-44	0.0%	0.3%	0.0%	0.4%	0.0%	0.3%
45+	0.0%	0.2%	0.0%	0.2%	0.0%	0.1%
Total(n)	202	3,037	104	1,807	98	1,230
Mean	2.47	2.30	2.60	2.29	2.34	2.32
Standard deviation	1.50	1.38	1.52	1.42	1.48	1.30
Significance	-		-	*	-	
Effect size	-	0.12	-	0.22	-	0.02
Research and scholarly writing						
None	9.9%	7.3%	9.5%	4.7%	10.2%	11.7%
1-4	26.1%	16.3%	24.8%	14.2%	27.6%	20.1%
5-8	21.7%	16.2%	19.0%	17.0%	24.5%	14.7%
9-12	15.8%	17.3%	17.1%	19.1%	14.3%	14.3%
13-16	9.9%	10.3%	12.4%	8.2%	7.1%	13.9%
17-20	4.4%	9.8%	4.8%	9.8%	4.1%	9.8%
21-34	7.4%	12.5%	7.6%	15.3%	7.1%	7.7%
35-44	3.4%	6.5%	2.9%	7.7%	4.1%	4.3%
45+	1.5%	3.9%	1.9%	4.1%	1.0%	3.5%
Total(n)	203	3,038	105	1,809	98	1,229
Mean	3.59	4.42	3.69	4.65	3.48	4.01
Standard deviation	1.96	2.22	1.98	2.20	1.95	2.19
Significance	-	***	-	***	-	*
Effect size	-	-0.37	-	-0.44	-	-0.24
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Other creative products/performances						
None	70.8%	62.9%	68.3%	63.9%	73.5%	61.2%
1-4	15.8%	22.9%	16.3%	22.4%	15.3%	23.7%
5-8	5.0%	7.5%	6.7%	7.2%	3.1%	7.9%
9-12	5.0%	3.6%	5.8%	3.5%	4.1%	3.6%
13-16	1.0%	1.5%	1.9%	1.3%	0.0%	2.0%
17-20	1.0%	0.6%	1.0%	0.6%	1.0%	0.7%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
21-34	1.5%	0.3%	0.0%	0.4%	3.1%	0.2%
35-44	0.0%	0.2%	0.0%	0.1%	0.0%	0.5%
45+	0.0%	0.5%	0.0%	0.6%	0.0%	0.1%
Total(n)	202	3,028	104	1,801	98	1,227
Mean	1.58	1.65	1.60	1.63	1.57	1.68
Standard deviation	1.19	1.16	1.08	1.17	1.30	1.15
Significance	-		-		-	
Effect size	-	-0.06	-	-0.03	-	-0.10
Consultation with clients/patients						
None	89.2%	86.4%	86.7%	85.8%	91.8%	87.4%
1-4	7.9%	9.5%	10.5%	9.8%	5.1%	8.9%
5-8	1.5%	1.9%	1.9%	2.2%	1.0%	1.3%
9-12	1.0%	1.1%	1.0%	1.1%	1.0%	1.2%
13-16	0.0%	0.4%	0.0%	0.3%	0.0%	0.5%
17-20	0.5%	0.5%	0.0%	0.4%	1.0%	0.5%
21-34	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
35-44	0.0%	0.2%	0.0%	0.3%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	203	3,042	105	1,807	98	1,235
Mean	1.16	1.22	1.17	1.23	1.15	1.21
Standard deviation	0.57	0.72	0.49	0.74	0.65	0.69
Significance	-		-		-	
Effect size	-	-0.08	-	-0.08	-	-0.09
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Community or public service						
None	48.8%	55.1%	52.4%	56.2%	44.9%	53.1%
1-4	43.3%	37.8%	41.0%	36.0%	45.9%	40.9%
5-8	5.4%	4.7%	3.8%	5.1%	7.1%	4.1%
9-12	2.0%	1.6%	1.9%	1.6%	2.0%	1.4%
13-16	0.0%	0.4%	0.0%	0.5%	0.0%	0.3%
17-20	0.0%	0.2%	0.0%	0.3%	0.0%	0.2%
21-34	0.0%	0.2%	0.0%	0.2%	0.0%	0.0%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.5%	0.1%	1.0%	0.2%	0.0%	0.0%
Total(n)	203	3,041	105	1,808	98	1,233
Mean	1.64	1.56	1.62	1.57	1.66	1.56
Standard deviation	0.86	0.80	0.98	0.85	0.70	0.70
Significance	-		-		-	
Effect size	-	0.10	-	0.06	-	0.14
Outside consulting/freelance work						
None	76.8%	69.2%	77.1%	67.0%	76.5%	73.0%
1-4	16.3%	22.7%	16.2%	24.7%	16.3%	19.2%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
5-8	4.4%	5.4%	3.8%	5.9%	5.1%	4.6%
9-12	0.5%	1.5%	0.0%	0.8%	1.0%	2.7%
13-16	0.5%	0.7%	1.0%	0.9%	0.0%	0.3%
17-20	0.5%	0.2%	1.0%	0.3%	0.0%	0.0%
21-34	0.5%	0.2%	0.0%	0.2%	1.0%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.5%	0.1%	1.0%	0.2%	0.0%	0.0%
Total(n)	203	3,041	105	1,809	98	1,232
Mean	1.38	1.44	1.40	1.47	1.36	1.39
Standard deviation	0.97	0.84	1.08	0.88	0.84	0.76
Significance	-		-		-	
Effect size	-	-0.07	-	-0.08	-	-0.04
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Household/childcare duties						
None	12.3%	10.6%	18.1%	13.6%	6.1%	5.4%
1-4	18.2%	16.5%	18.1%	15.0%	18.4%	19.2%
5-8	25.1%	23.2%	26.7%	25.4%	23.5%	19.4%
9-12	16.7%	15.3%	14.3%	15.6%	19.4%	14.9%
13-16	5.4%	10.0%	4.8%	8.7%	6.1%	12.3%
17-20	5.9%	9.0%	6.7%	8.4%	5.1%	10.0%
21-34	7.4%	6.3%	5.7%	6.0%	9.2%	6.7%
35-44	4.4%	5.2%	1.9%	4.4%	7.1%	6.6%
45+	4.4%	3.8%	3.8%	2.8%	5.1%	5.4%
Total(n)	203	3,036	105	1,806	98	1,230
Mean	3.81	3.98	3.45	3.79	4.19	4.32
Standard deviation	2.20	2.16	2.11	2.10	2.25	2.21
Significance	-		-		-	
Effect size	-	-0.08	-	-0.16	-	-0.06
Commuting to campus						
None	9.9%	5.4%	6.7%	5.5%	13.3%	5.1%
1-4	74.9%	51.5%	81.0%	54.0%	68.4%	47.1%
5-8	9.9%	29.4%	8.6%	28.2%	11.2%	31.4%
9-12	5.4%	11.4%	3.8%	10.1%	7.1%	13.7%
13-16	0.0%	1.8%	0.0%	1.9%	0.0%	1.4%
17-20	0.0%	0.5%	0.0%	0.2%	0.0%	1.0%
21-34	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Total(n)	203	3,042	105	1,807	98	1,235
Mean	2.11	2.55	2.10	2.50	2.12	2.63
Standard deviation	0.64	0.89	0.55	0.85	0.72	0.94
Significance	-	***	-	***	-	***

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Effect size	-	-0.49	-	-0.47	-	-0.54
During the present term, how many hours per week on average do you actually spend on each of the following activities?						
Other employment, outside of academia						
None	92.6%	91.7%	91.4%	92.8%	93.9%	89.8%
1-4	4.4%	3.9%	5.7%	3.4%	3.1%	4.9%
5-8	0.0%	2.2%	0.0%	2.5%	0.0%	1.5%
9-12	1.0%	1.1%	1.0%	0.6%	1.0%	1.9%
13-16	0.0%	0.2%	0.0%	0.0%	0.0%	0.6%
17-20	1.0%	0.3%	1.0%	0.1%	1.0%	0.8%
21-34	0.5%	0.3%	0.0%	0.4%	1.0%	0.0%
35-44	0.0%	0.2%	0.0%	0.0%	0.0%	0.5%
45+	0.5%	0.1%	1.0%	0.2%	0.0%	0.0%
Total(n)	203	3,037	105	1,805	98	1,232
Mean	1.19	1.18	1.21	1.15	1.17	1.23
Standard deviation	0.92	0.77	0.98	0.70	0.85	0.88
Significance	-		-		-	
Effect size	-	0.01	-	0.09	-	-0.07
For each of the following items, please mark either Yes or No.						
Are you a member of a faculty union?						
Yes	9.8%	3.8%	9.4%	2.9%	10.1%	5.2%
No	90.2%	96.2%	90.6%	97.1%	89.9%	94.8%
Total(n)	205	3,050	106	1,811	99	1,239
Are you a U.S. citizen?						
Yes	92.2%	91.1%	93.4%	90.6%	90.9%	92.0%
No	7.8%	8.9%	6.6%	9.4%	9.1%	8.0%
Total(n)	205	3,050	106	1,812	99	1,238
Do you plan to retire within the next three years?						
Yes	6.3%	7.9%	9.4%	7.9%	3.0%	7.9%
No	93.7%	92.1%	90.6%	92.1%	97.0%	92.1%
Total(n)	205	3,046	106	1,807	99	1,239
Do you use your scholarship to address local community needs?						
Yes	34.6%	29.0%	37.7%	26.0%	31.3%	34.1%
No	65.4%	71.0%	62.3%	74.0%	68.7%	65.9%
Total(n)	205	3,046	106	1,808	99	1,238
Have you been sexually harassed at this institution?						
Yes	1.0%	4.1%	0.0%	1.5%	2.0%	8.5%
No	99.0%	95.9%	100.0%	98.5%	98.0%	91.5%
Total(n)	205	3,046	106	1,810	99	1,236

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Have you ever interrupted your professional career for more than one year for family reasons?						
Yes	7.3%	8.1%	1.9%	5.5%	13.1%	12.6%
No	92.7%	91.9%	98.1%	94.5%	86.9%	87.4%
Total(n)	205	3,048	106	1,811	99	1,237
Have you ever received an award for outstanding teaching?						
Yes	35.1%	40.1%	39.6%	42.3%	30.3%	36.2%
No	64.9%	59.9%	60.4%	57.7%	69.7%	63.8%
Total(n)	205	3,050	106	1,811	99	1,239
Is (or was) your spouse/partner an academic?						
Yes	34.0%	33.8%	33.7%	31.4%	34.3%	37.8%
No	66.0%	66.2%	66.3%	68.6%	65.7%	62.2%
Total(n)	203	3,036	104	1,804	99	1,232
During the past two years, have you:						
Considered early retirement?						
Yes	18.5%	17.1%	18.9%	17.3%	18.2%	16.8%
No	81.5%	82.9%	81.1%	82.7%	81.8%	83.2%
Total(n)	205	3,050	106	1,811	99	1,239
Considered leaving academe for another job?						
Yes	22.9%	27.3%	19.8%	24.0%	26.3%	33.1%
No	77.1%	72.7%	80.2%	76.0%	73.7%	66.9%
Total(n)	205	3,048	106	1,811	99	1,237
Considered leaving this institution for another?						
Yes	39.0%	47.4%	39.6%	45.5%	38.4%	50.7%
No	61.0%	52.6%	60.4%	54.5%	61.6%	49.3%
Total(n)	205	3,049	106	1,811	99	1,238
Changed academic institutions?						
Yes	14.1%	16.4%	11.3%	15.4%	17.2%	18.1%
No	85.9%	83.6%	88.7%	84.6%	82.8%	81.9%
Total(n)	205	3,048	106	1,811	99	1,237
Engaged in paid consulting outside of your institution?						
Yes	32.2%	43.1%	41.5%	46.7%	22.2%	36.8%
No	67.8%	56.9%	58.5%	53.3%	77.8%	63.2%
Total(n)	205	3,047	106	1,811	99	1,236
Engaged in public service/professional consulting without pay?						
Yes	50.7%	55.4%	55.7%	59.1%	45.5%	49.0%
No	49.3%	44.6%	44.3%	40.9%	54.5%	51.0%
Total(n)	205	3,048	106	1,811	99	1,237
Received at least one firm job offer?						
Yes	22.0%	26.1%	17.9%	27.1%	26.3%	24.5%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
No	78.0%	73.9%	82.1%	72.9%	73.7%	75.5%
Total(n)	205	3,049	106	1,811	99	1,238
Requested/sought an early promotion?						
Yes	7.3%	8.0%	10.4%	9.7%	4.0%	5.2%
No	92.7%	92.0%	89.6%	90.3%	96.0%	94.8%
Total(n)	205	3,047	106	1,810	99	1,237
If you were to begin your career again, would you:						
Still want to come to this institution?						
Definitely yes	53.2%	46.5%	52.8%	49.1%	53.5%	42.0%
Probably yes	30.7%	30.6%	28.3%	30.8%	33.3%	30.3%
Not sure	10.7%	12.3%	12.3%	11.0%	9.1%	14.6%
Probably no	3.4%	6.4%	3.8%	5.9%	3.0%	7.3%
Definitely no	2.0%	4.1%	2.8%	3.2%	1.0%	5.8%
Total(n)	205	3,045	106	1,808	99	1,237
Mean	4.30	4.09	4.25	4.17	4.35	3.95
Standard deviation	0.93	1.10	1.00	1.05	0.85	1.17
Significance	-	**	-	-	-	***
Effect size	-	0.19	-	0.08	-	0.34
Still want to be a college professor?						
Definitely yes	69.6%	61.8%	77.1%	64.5%	61.6%	57.1%
Probably yes	20.6%	26.4%	15.2%	24.2%	26.3%	30.3%
Not sure	5.9%	8.7%	3.8%	7.9%	8.1%	9.9%
Probably no	2.9%	2.2%	1.9%	2.3%	4.0%	1.9%
Definitely no	1.0%	0.9%	1.9%	1.1%	0.0%	0.7%
Total(n)	204	3,045	105	1,808	99	1,237
Mean	4.55	4.46	4.64	4.49	4.45	4.41
Standard deviation	0.81	0.81	0.81	0.82	0.81	0.80
Significance	-	-	-	-	-	-
Effect size	-	0.11	-	0.18	-	0.05
Indicate how well each of the following describes your college or university:						
It is easy for students to see faculty outside of regular office hours						
Very descriptive	83.3%	48.5%	84.8%	47.1%	81.8%	50.8%
Somewhat descriptive	14.7%	44.0%	14.3%	46.0%	15.2%	40.6%
Not descriptive	2.0%	7.5%	1.0%	6.8%	3.0%	8.7%
Total(n)	204	3,050	105	1,812	99	1,238
Mean	2.81	2.41	2.84	2.40	2.79	2.42
Standard deviation	0.44	0.63	0.40	0.61	0.48	0.65
Significance	-	***	-	***	-	***
Effect size	-	0.63	-	0.72	-	0.57

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
The faculty are typically at odds with campus administration						
Very descriptive	7.4%	15.3%	10.5%	12.9%	4.1%	19.4%
Somewhat descriptive	54.2%	43.6%	50.5%	43.1%	58.2%	44.5%
Not descriptive	38.4%	41.1%	39.0%	44.0%	37.8%	36.1%
Total(n)	203	3,039	105	1,806	98	1,233
Mean	1.69	1.74	1.71	1.69	1.66	1.83
Standard deviation	0.60	0.71	0.65	0.69	0.56	0.73
Significance	-		-		-	*
Effect size	-	-0.07	-	0.03	-	-0.23
Faculty here respect each other						
Very descriptive	60.5%	54.1%	60.4%	55.2%	60.6%	52.4%
Somewhat descriptive	35.6%	39.4%	37.7%	38.8%	33.3%	40.4%
Not descriptive	3.9%	6.5%	1.9%	6.0%	6.1%	7.3%
Total(n)	205	3,047	106	1,810	99	1,237
Mean	2.57	2.48	2.58	2.49	2.55	2.45
Standard deviation	0.57	0.62	0.53	0.61	0.61	0.63
Significance	-	*	-		-	
Effect size	-	0.15	-	0.15	-	0.16
Indicate how well each of the following describes your college or university:						
Most students are treated like "numbers in a book"						
Very descriptive	0.5%	4.0%	0.0%	3.5%	1.0%	4.8%
Somewhat descriptive	4.9%	15.4%	5.7%	15.9%	4.0%	14.4%
Not descriptive	94.6%	80.7%	94.3%	80.6%	94.9%	80.8%
Total(n)	205	3,046	106	1,809	99	1,237
Mean	1.06	1.23	1.06	1.23	1.06	1.24
Standard deviation	0.26	0.51	0.23	0.50	0.28	0.53
Significance	-	***	-	***	-	***
Effect size	-	-0.33	-	-0.34	-	-0.34
Faculty are rewarded for being good teachers						
Very descriptive	34.8%	13.8%	33.3%	14.3%	36.4%	13.0%
Somewhat descriptive	53.4%	56.4%	57.1%	59.9%	49.5%	50.5%
Not descriptive	11.8%	29.7%	9.5%	25.8%	14.1%	36.5%
Total(n)	204	3,045	105	1,810	99	1,235
Mean	2.23	1.84	2.24	1.88	2.22	1.76
Standard deviation	0.64	0.64	0.61	0.62	0.68	0.66
Significance	-	***	-	***	-	***
Effect size	-	0.61	-	0.58	-	0.70
There is respect for the expression of diverse values and beliefs						
Very descriptive	46.3%	43.1%	44.3%	44.5%	48.5%	40.6%
Somewhat descriptive	46.8%	47.9%	49.1%	47.2%	44.4%	49.0%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Not descriptive	6.8%	9.1%	6.6%	8.3%	7.1%	10.4%
Total(n)	205	3,042	106	1,807	99	1,235
Mean	2.40	2.34	2.38	2.36	2.41	2.30
Standard deviation	0.61	0.64	0.61	0.63	0.62	0.65
Significance	-		-		-	
Effect size	-	0.09	-	0.03	-	0.17
Indicate how well each of the following describes your college or university:						
Faculty are rewarded for their efforts to use instructional technology						
Very descriptive	38.5%	14.3%	38.7%	11.7%	38.4%	19.0%
Somewhat descriptive	42.4%	51.1%	42.5%	52.6%	42.4%	48.4%
Not descriptive	19.0%	34.6%	18.9%	35.7%	19.2%	32.6%
Total(n)	205	3,033	106	1,801	99	1,232
Mean	2.20	1.80	2.20	1.76	2.19	1.86
Standard deviation	0.73	0.67	0.74	0.64	0.74	0.71
Significance	-	***	-	***	-	***
Effect size	-	0.60	-	0.69	-	0.46
Administrators consider faculty concerns when making policy						
Very descriptive	27.0%	15.6%	29.5%	15.9%	24.2%	15.2%
Somewhat descriptive	60.3%	55.5%	58.1%	59.3%	62.6%	49.0%
Not descriptive	12.7%	28.8%	12.4%	24.8%	13.1%	35.8%
Total(n)	204	3,044	105	1,808	99	1,236
Mean	2.14	1.87	2.17	1.91	2.11	1.79
Standard deviation	0.62	0.65	0.63	0.63	0.60	0.68
Significance	-	***	-	***	-	***
Effect size	-	0.42	-	0.41	-	0.47
The administration is open about its policies						
Very descriptive	27.9%	13.7%	27.4%	13.8%	28.6%	13.6%
Somewhat descriptive	57.8%	50.9%	56.6%	52.8%	59.2%	47.6%
Not descriptive	14.2%	35.3%	16.0%	33.3%	12.2%	38.8%
Total(n)	204	3,045	106	1,809	98	1,236
Mean	2.14	1.78	2.11	1.81	2.16	1.75
Standard deviation	0.64	0.67	0.65	0.66	0.62	0.68
Significance	-	***	-	***	-	***
Effect size	-	0.54	-	0.45	-	0.60
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Managing household responsibilities						
Extensive	18.7%	18.3%	17.2%	14.5%	20.2%	24.9%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Somewhat	56.6%	54.4%	52.5%	56.6%	60.6%	50.7%
Not at all	24.7%	27.3%	30.3%	28.9%	19.2%	24.4%
Total(n)	198	2,980	99	1,767	99	1,213
Mean	1.94	1.91	1.87	1.86	2.01	2.00
Standard deviation	0.66	0.67	0.68	0.64	0.63	0.70
Significance	-	-	-	-	-	-
Effect size	-	0.04	-	0.02	-	0.01
Child care						
Extensive	15.3%	18.6%	16.1%	13.3%	14.5%	30.0%
Somewhat	45.0%	40.2%	37.5%	41.8%	52.7%	36.7%
Not at all	39.6%	41.3%	46.4%	44.9%	32.7%	33.3%
Total(n)	111	2,028	56	1,286	55	742
Mean	1.76	1.77	1.70	1.68	1.82	1.97
Standard deviation	0.70	0.74	0.74	0.69	0.67	0.80
Significance	-	-	-	-	-	-
Effect size	-	-0.01	-	0.03	-	-0.19
Care of elderly parent						
Extensive	13.5%	16.9%	9.4%	13.6%	17.4%	23.4%
Somewhat	34.6%	36.0%	42.2%	35.1%	27.5%	37.8%
Not at all	51.9%	47.2%	48.4%	51.3%	55.1%	38.8%
Total(n)	133	2,083	64	1,284	69	799
Mean	1.62	1.70	1.61	1.62	1.62	1.85
Standard deviation	0.71	0.74	0.66	0.71	0.77	0.77
Significance	-	-	-	-	-	*
Effect size	-	-0.11	-	-0.01	-	-0.30
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
My physical health						
Extensive	8.5%	6.9%	7.3%	7.2%	9.7%	6.2%
Somewhat	46.0%	47.6%	47.9%	43.6%	44.1%	54.6%
Not at all	45.5%	45.5%	44.8%	49.1%	46.2%	39.2%
Total(n)	189	2,923	96	1,750	93	1,173
Mean	1.63	1.61	1.63	1.58	1.63	1.67
Standard deviation	0.64	0.61	0.62	0.62	0.66	0.59
Significance	-	-	-	-	-	-
Effect size	-	0.03	-	0.08	-	-0.07
Health of spouse/partner						
Extensive	6.1%	7.1%	8.1%	6.8%	3.9%	7.8%
Somewhat	31.9%	33.8%	36.0%	35.7%	27.3%	29.8%
Not at all	62.0%	59.1%	55.8%	57.5%	68.8%	62.4%
Total(n)	163	2,614	86	1,655	77	959
Mean	1.44	1.48	1.52	1.49	1.35	1.45
Standard deviation	0.61	0.63	0.65	0.62	0.56	0.64

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Significance	-		-		-	
Effect size	-	-0.06	-	0.05	-	-0.16
Review/promotion process						
Extensive	20.7%	22.0%	19.1%	17.8%	22.2%	29.2%
Somewhat	36.9%	32.4%	34.8%	28.5%	38.9%	39.2%
Not at all	42.5%	45.7%	46.1%	53.7%	38.9%	31.6%
Total(n)	179	2,669	89	1,600	90	1,069
Mean	1.78	1.76	1.73	1.64	1.83	1.98
Standard deviation	0.77	0.79	0.77	0.77	0.77	0.78
Significance	-		-		-	
Effect size	-	0.03	-	0.12	-	-0.19
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Subtle discrimination (e.g., prejudice, racism, sexism)						
Extensive	4.5%	6.0%	1.2%	2.2%	7.5%	12.1%
Somewhat	16.4%	21.3%	11.9%	13.4%	20.4%	34.1%
Not at all	79.1%	72.7%	86.9%	84.4%	72.0%	53.8%
Total(n)	177	2,729	84	1,614	93	1,115
Mean	1.25	1.33	1.14	1.18	1.35	1.58
Standard deviation	0.53	0.58	0.38	0.44	0.62	0.70
Significance	-		-		-	**
Effect size	-	-0.14	-	-0.09	-	-0.33
Personal finances						
Extensive	9.6%	16.4%	10.0%	13.7%	9.2%	21.0%
Somewhat	52.0%	42.1%	48.0%	41.9%	56.1%	42.6%
Not at all	38.4%	41.5%	42.0%	44.4%	34.7%	36.4%
Total(n)	198	2,970	100	1,770	98	1,200
Mean	1.71	1.75	1.68	1.69	1.74	1.85
Standard deviation	0.63	0.72	0.65	0.70	0.61	0.74
Significance	-		-		-	
Effect size	-	-0.06	-	-0.01	-	-0.15
Committee work						
Extensive	8.5%	9.7%	5.2%	8.0%	12.0%	12.8%
Somewhat	58.2%	46.2%	62.9%	43.4%	53.3%	51.1%
Not at all	33.3%	44.0%	32.0%	48.5%	34.8%	36.1%
Total(n)	189	2,925	97	1,741	92	1,184
Mean	1.75	1.66	1.73	1.59	1.77	1.77
Standard deviation	0.60	0.65	0.55	0.63	0.65	0.66
Significance	-		-	*	-	
Effect size	-	0.14	-	0.22	-	0.00

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Faculty meetings						
Extensive	5.1%	8.3%	2.0%	7.3%	8.4%	10.1%
Somewhat	44.4%	42.4%	49.5%	42.0%	38.9%	43.2%
Not at all	50.5%	49.2%	48.5%	50.7%	52.6%	46.7%
Total(n)	196	3,002	101	1,790	95	1,212
Mean	1.55	1.59	1.53	1.57	1.56	1.63
Standard deviation	0.59	0.64	0.54	0.63	0.65	0.66
Significance	-	-	-	-	-	-
Effect size	-	-0.06	-	-0.06	-	-0.11
Colleagues						
Extensive	9.5%	12.2%	6.8%	9.3%	12.2%	17.3%
Somewhat	45.3%	45.8%	45.6%	45.0%	44.9%	47.3%
Not at all	45.3%	41.9%	47.6%	45.7%	42.9%	35.5%
Total(n)	201	3,031	103	1,801	98	1,230
Mean	1.64	1.70	1.59	1.64	1.69	1.82
Standard deviation	0.65	0.67	0.62	0.65	0.68	0.70
Significance	-	-	-	-	-	-
Effect size	-	-0.09	-	-0.08	-	-0.19
Students						
Extensive	4.0%	6.2%	2.9%	4.4%	5.1%	9.3%
Somewhat	48.3%	46.9%	52.4%	42.6%	43.9%	54.3%
Not at all	47.8%	46.9%	44.7%	53.0%	51.0%	36.3%
Total(n)	201	3,028	103	1,799	98	1,229
Mean	1.56	1.59	1.58	1.51	1.54	1.73
Standard deviation	0.57	0.60	0.55	0.58	0.59	0.62
Significance	-	-	-	-	-	**
Effect size	-	-0.05	-	0.12	-	-0.31
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Research or publishing demands						
Extensive	20.9%	28.1%	19.0%	25.4%	22.9%	33.1%
Somewhat	57.7%	49.6%	59.0%	50.8%	56.3%	47.4%
Not at all	21.4%	22.3%	22.0%	23.8%	20.8%	19.5%
Total(n)	196	2,904	100	1,750	96	1,154
Mean	1.99	2.06	1.97	2.02	2.02	2.14
Standard deviation	0.65	0.71	0.64	0.70	0.66	0.71
Significance	-	-	-	-	-	-
Effect size	-	-0.10	-	-0.07	-	-0.17

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Institutional procedures and "red tape"						
Extensive	14.0%	18.0%	16.5%	17.7%	11.3%	18.6%
Somewhat	51.0%	48.8%	51.5%	49.4%	50.5%	47.6%
Not at all	35.0%	33.2%	32.0%	32.9%	38.1%	33.8%
Total(n)	200	2,996	103	1,791	97	1,205
Mean	1.79	1.85	1.84	1.85	1.73	1.85
Standard deviation	0.67	0.70	0.68	0.69	0.65	0.71
Significance	-		-		-	
Effect size	-	-0.09	-	-0.01	-	-0.17
Teaching load						
Extensive	10.9%	11.6%	7.8%	8.1%	14.1%	17.6%
Somewhat	45.0%	38.9%	47.6%	40.4%	42.4%	36.3%
Not at all	44.1%	49.5%	44.7%	51.5%	43.4%	46.1%
Total(n)	202	3,022	103	1,798	99	1,224
Mean	1.67	1.62	1.63	1.57	1.71	1.71
Standard deviation	0.66	0.68	0.63	0.64	0.70	0.75
Significance	-		-		-	
Effect size	-	0.07	-	0.09	-	0.00
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Children's problems						
Extensive	6.3%	10.5%	3.1%	8.6%	9.5%	14.8%
Somewhat	39.8%	38.3%	41.5%	36.6%	38.1%	42.0%
Not at all	53.9%	51.2%	55.4%	54.9%	52.4%	43.2%
Total(n)	128	2,244	65	1,440	63	804
Mean	1.52	1.59	1.48	1.54	1.57	1.72
Standard deviation	0.61	0.67	0.56	0.65	0.67	0.71
Significance	-		-		-	
Effect size	-	-0.10	-	-0.09	-	-0.21
Friction with spouse/partner						
Extensive	5.5%	6.5%	5.9%	5.3%	5.1%	9.0%
Somewhat	22.6%	26.4%	17.6%	27.5%	27.8%	24.3%
Not at all	72.0%	67.0%	76.5%	67.2%	67.1%	66.7%
Total(n)	164	2,606	85	1,661	79	945
Mean	1.34	1.40	1.29	1.38	1.38	1.42
Standard deviation	0.58	0.61	0.57	0.58	0.58	0.65
Significance	-		-		-	
Effect size	-	-0.10	-	-0.16	-	-0.06
Lack of personal time						
Extensive	28.2%	33.2%	24.3%	29.7%	32.3%	39.4%
Somewhat	52.5%	49.9%	51.5%	50.1%	53.5%	49.5%
Not at all	19.3%	16.9%	24.3%	20.2%	14.1%	11.1%
Total(n)	202	3,036	103	1,802	99	1,234

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Mean	2.09	2.16	2.00	2.09	2.18	2.28
Standard deviation	0.69	0.69	0.70	0.70	0.66	0.65
Significance	-		-		-	
Effect size	-	-0.10	-	-0.13	-	-0.15
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Keeping up with information technology						
Extensive	4.0%	4.6%	2.0%	4.2%	6.1%	5.4%
Somewhat	45.5%	43.0%	42.4%	42.9%	48.5%	43.2%
Not at all	50.5%	52.4%	55.6%	53.0%	45.5%	51.4%
Total(n)	198	3,020	99	1,793	99	1,227
Mean	1.54	1.52	1.46	1.51	1.61	1.54
Standard deviation	0.58	0.58	0.54	0.58	0.60	0.60
Significance	-		-		-	
Effect size	-	0.03	-	-0.09	-	0.12
Job security						
Extensive	11.6%	10.5%	10.0%	8.1%	13.1%	14.6%
Somewhat	22.1%	19.5%	18.0%	16.8%	26.3%	24.2%
Not at all	66.3%	70.0%	72.0%	75.1%	60.6%	61.2%
Total(n)	199	2,994	100	1,787	99	1,207
Mean	1.45	1.40	1.38	1.33	1.53	1.53
Standard deviation	0.69	0.67	0.66	0.62	0.72	0.74
Significance	-		-		-	
Effect size	-	0.07	-	0.08	-	0.00
Being part of a dual career couple						
Extensive	18.2%	13.3%	13.9%	9.4%	22.7%	20.8%
Somewhat	33.8%	36.5%	31.6%	34.1%	36.0%	41.2%
Not at all	48.1%	50.2%	54.4%	56.6%	41.3%	38.0%
Total(n)	154	2,440	79	1,486	75	954
Mean	1.70	1.63	1.59	1.53	1.81	1.83
Standard deviation	0.76	0.71	0.73	0.66	0.78	0.75
Significance	-		-		-	
Effect size	-	0.10	-	0.09	-	-0.03
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Working with underprepared students						
Extensive	5.0%	11.1%	3.9%	9.7%	6.1%	13.6%
Somewhat	46.0%	47.0%	44.1%	45.5%	48.0%	49.7%
Not at all	49.0%	41.9%	52.0%	44.8%	45.9%	36.8%
Total(n)	200	3,011	102	1,792	98	1,219

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Mean	1.56	1.69	1.52	1.65	1.60	1.77
Standard deviation	0.59	0.66	0.58	0.65	0.60	0.67
Significance	-	**	-	*	-	*
Effect size	-	-0.20	-	-0.20	-	-0.25
Self-imposed high expectations						
Extensive	28.0%	34.4%	21.8%	30.1%	34.3%	41.9%
Somewhat	58.5%	51.7%	61.4%	52.1%	55.6%	51.0%
Not at all	13.5%	13.9%	16.8%	17.8%	10.1%	7.1%
Total(n)	200	3,026	101	1,799	99	1,227
Mean	2.15	2.21	2.05	2.12	2.24	2.35
Standard deviation	0.63	0.66	0.62	0.68	0.62	0.61
Significance	-	-	-	-	-	-
Effect size	-	-0.09	-	-0.10	-	-0.18
Change in work responsibilities						
Extensive	12.9%	7.3%	11.2%	4.1%	14.6%	12.9%
Somewhat	37.6%	36.3%	33.7%	32.3%	41.7%	43.4%
Not at all	49.5%	56.4%	55.1%	63.7%	43.8%	43.7%
Total(n)	194	2,896	98	1,735	96	1,161
Mean	1.63	1.51	1.56	1.40	1.71	1.69
Standard deviation	0.70	0.63	0.69	0.57	0.71	0.69
Significance	-	*	-	**	-	-
Effect size	-	0.19	-	0.28	-	0.03
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:						
Institutional budget cuts						
Extensive	6.2%	10.3%	6.1%	8.0%	6.4%	14.2%
Somewhat	36.8%	36.9%	34.3%	35.2%	39.4%	40.0%
Not at all	57.0%	52.8%	59.6%	56.8%	54.3%	45.9%
Total(n)	193	2,932	99	1,759	94	1,173
Mean	1.49	1.57	1.46	1.51	1.52	1.68
Standard deviation	0.61	0.67	0.61	0.64	0.62	0.71
Significance	-	-	-	-	-	*
Effect size	-	-0.12	-	-0.08	-	-0.23
How satisfied are you with the following aspects of your job?						
Salary						
Very satisfied	17.6%	13.1%	18.9%	15.3%	16.2%	9.2%
Satisfied	47.8%	45.3%	45.3%	47.0%	50.5%	42.5%
Marginally satisfied	27.3%	23.4%	27.4%	21.3%	27.3%	27.1%
Not satisfied	7.3%	18.2%	8.5%	16.4%	6.1%	21.2%
Total(n)	205	3,037	106	1,811	99	1,226
Mean	2.76	2.53	2.75	2.61	2.77	2.40
Standard deviation	0.83	0.93	0.86	0.93	0.79	0.92

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Significance	-	***	-		-	***
Effect size	-	0.25	-	0.15	-	0.40
Health benefits						
Very satisfied	19.0%	25.3%	16.3%	24.0%	21.9%	27.6%
Satisfied	52.5%	50.4%	51.9%	50.5%	53.1%	50.1%
Marginally satisfied	23.5%	19.9%	24.0%	21.3%	22.9%	17.4%
Not satisfied	5.0%	4.4%	7.7%	4.2%	2.1%	4.9%
Total(n)	200	2,962	104	1,783	96	1,179
Mean	2.86	2.97	2.77	2.94	2.95	3.01
Standard deviation	0.78	0.79	0.82	0.79	0.73	0.80
Significance	-		-	*	-	
Effect size	-	-0.14	-	-0.22	-	-0.07
How satisfied are you with the following aspects of your job?						
Retirement benefits						
Very satisfied	15.3%	23.1%	17.0%	21.8%	13.4%	25.5%
Satisfied	51.7%	53.1%	47.2%	55.4%	56.7%	49.0%
Marginally satisfied	27.6%	17.9%	30.2%	17.7%	24.7%	18.4%
Not satisfied	5.4%	5.9%	5.7%	5.2%	5.2%	7.2%
Total(n)	203	2,969	106	1,776	97	1,193
Mean	2.77	2.93	2.75	2.94	2.78	2.93
Standard deviation	0.77	0.80	0.80	0.77	0.74	0.85
Significance	-	**	-	*	-	
Effect size	-	-0.20	-	-0.25	-	-0.18
Opportunity for scholarly pursuits						
Very satisfied	20.9%	27.6%	18.1%	29.1%	24.0%	25.0%
Satisfied	52.7%	48.1%	56.2%	51.5%	49.0%	42.1%
Marginally satisfied	17.4%	15.1%	17.1%	12.8%	17.7%	19.4%
Not satisfied	9.0%	9.1%	8.6%	6.7%	9.4%	13.5%
Total(n)	201	2,978	105	1,776	96	1,202
Mean	2.86	2.94	2.84	3.03	2.88	2.79
Standard deviation	0.85	0.89	0.82	0.83	0.89	0.97
Significance	-		-	*	-	
Effect size	-	-0.09	-	-0.23	-	0.09
Teaching load						
Very satisfied	14.2%	20.7%	16.2%	20.3%	12.1%	21.3%
Satisfied	54.4%	52.5%	55.2%	55.6%	53.5%	47.2%
Marginally satisfied	20.6%	17.2%	20.0%	15.9%	21.2%	19.6%
Not satisfied	10.8%	9.5%	8.6%	8.1%	13.1%	11.9%
Total(n)	204	3,036	105	1,810	99	1,226
Mean	2.72	2.84	2.79	2.88	2.65	2.78
Standard deviation	0.84	0.86	0.82	0.82	0.86	0.91
Significance	-		-		-	
Effect size	-	-0.14	-	-0.11	-	-0.14

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
How satisfied are you with the following aspects of your job?						
Quality of students						
Very satisfied	29.8%	25.2%	28.3%	23.5%	31.3%	28.2%
Satisfied	54.6%	48.7%	55.7%	49.8%	53.5%	46.6%
Marginally satisfied	13.7%	19.9%	13.2%	20.0%	14.1%	19.8%
Not satisfied	2.0%	6.2%	2.8%	6.7%	1.0%	5.5%
Total(n)	205	3,046	106	1,811	99	1,235
Mean	3.12	2.93	3.09	2.90	3.15	2.97
Standard deviation	0.71	0.83	0.72	0.83	0.69	0.83
Significance	-	**	-	*	-	*
Effect size	-	0.23	-	0.23	-	0.22
Office/lab space						
Very satisfied	29.5%	26.7%	30.8%	25.6%	28.1%	28.6%
Satisfied	43.5%	45.6%	46.2%	47.5%	40.6%	42.2%
Marginally satisfied	16.0%	17.5%	13.5%	17.6%	18.8%	17.3%
Not satisfied	11.0%	10.3%	9.6%	9.3%	12.5%	11.9%
Total(n)	200	3,004	104	1,785	96	1,219
Mean	2.92	2.89	2.98	2.89	2.84	2.87
Standard deviation	0.94	0.92	0.91	0.89	0.98	0.96
Significance	-		-		-	
Effect size	-	0.03	-	0.10	-	-0.03
Autonomy and independence						
Very satisfied	47.3%	45.7%	48.1%	46.7%	46.5%	44.1%
Satisfied	42.9%	41.9%	44.3%	41.5%	41.4%	42.7%
Marginally satisfied	7.8%	9.9%	6.6%	9.9%	9.1%	10.0%
Not satisfied	2.0%	2.4%	0.9%	1.9%	3.0%	3.2%
Total(n)	205	3,042	106	1,807	99	1,235
Mean	3.36	3.31	3.40	3.33	3.31	3.28
Standard deviation	0.71	0.75	0.66	0.73	0.76	0.77
Significance	-		-		-	
Effect size	-	0.07	-	0.10	-	0.04
How satisfied are you with the following aspects of your job?						
Professional relationships with other faculty						
Very satisfied	40.0%	29.1%	41.5%	30.7%	38.4%	26.3%
Satisfied	45.9%	46.2%	42.5%	44.7%	49.5%	49.0%
Marginally satisfied	8.3%	17.7%	10.4%	17.2%	6.1%	18.7%
Not satisfied	5.9%	6.9%	5.7%	7.4%	6.1%	6.1%
Total(n)	205	3,046	106	1,811	99	1,235
Mean	3.20	2.97	3.20	2.99	3.20	2.95
Standard deviation	0.82	0.86	0.84	0.88	0.81	0.83
Significance	-	***	-	*	-	**
Effect size	-	0.27	-	0.24	-	0.30

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Social relationships with other faculty						
Very satisfied	30.2%	16.4%	30.8%	15.9%	29.5%	17.3%
Satisfied	43.2%	44.0%	40.4%	42.6%	46.3%	46.5%
Marginally satisfied	18.1%	30.1%	21.2%	32.9%	14.7%	25.0%
Not satisfied	8.5%	9.6%	7.7%	8.7%	9.5%	11.2%
Total(n)	199	2,922	104	1,746	95	1,176
Mean	2.95	2.67	2.94	2.66	2.96	2.70
Standard deviation	0.91	0.86	0.91	0.85	0.91	0.88
Significance	-	***	-	**	-	**
Effect size	-	0.33	-	0.33	-	0.30
Competency of colleagues						
Very satisfied	38.5%	35.6%	36.8%	35.3%	40.4%	36.3%
Satisfied	46.3%	47.9%	47.2%	48.8%	45.5%	46.3%
Marginally satisfied	11.7%	13.3%	13.2%	12.8%	10.1%	14.1%
Not satisfied	3.4%	3.2%	2.8%	3.1%	4.0%	3.3%
Total(n)	205	3,039	106	1,804	99	1,235
Mean	3.20	3.16	3.18	3.16	3.22	3.16
Standard deviation	0.78	0.77	0.77	0.76	0.79	0.78
Significance	-		-		-	
Effect size	-	0.05	-	0.03	-	0.08
How satisfied are you with the following aspects of your job?						
Job security						
Very satisfied	43.1%	42.0%	47.2%	44.2%	38.8%	38.3%
Satisfied	39.2%	37.7%	39.6%	38.4%	38.8%	36.5%
Marginally satisfied	10.3%	10.2%	6.6%	8.3%	14.3%	13.6%
Not satisfied	7.4%	10.0%	6.6%	9.1%	8.2%	11.6%
Total(n)	204	3,022	106	1,798	98	1,224
Mean	3.18	3.12	3.27	3.18	3.08	3.02
Standard deviation	0.89	0.95	0.86	0.93	0.93	0.99
Significance	-		-		-	
Effect size	-	0.06	-	0.10	-	0.06
Departmental leadership						
Very satisfied	33.7%	31.7%	39.0%	31.9%	27.8%	31.3%
Satisfied	43.6%	36.4%	41.0%	38.0%	46.4%	33.6%
Marginally satisfied	13.9%	16.4%	12.4%	15.9%	15.5%	17.3%
Not satisfied	8.9%	15.5%	7.6%	14.2%	10.3%	17.8%
Total(n)	202	3,006	105	1,784	97	1,222
Mean	3.02	2.84	3.11	2.88	2.92	2.78
Standard deviation	0.91	1.04	0.90	1.01	0.92	1.07
Significance	-	*	-	*	-	
Effect size	-	0.17	-	0.23	-	0.13
Course assignments						
Very satisfied	37.9%	31.4%	39.0%	29.7%	36.7%	34.2%
Satisfied	48.8%	53.6%	49.5%	57.4%	48.0%	46.9%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Marginally satisfied	10.3%	12.2%	8.6%	10.5%	12.2%	15.2%
Not satisfied	3.0%	2.8%	2.9%	2.3%	3.1%	3.7%
Total(n)	203	3,022	105	1,800	98	1,222
Mean	3.22	3.14	3.25	3.15	3.18	3.12
Standard deviation	0.75	0.73	0.73	0.69	0.76	0.79
Significance	-		-		-	
Effect size	-	0.11	-	0.14	-	0.08
How satisfied are you with the following aspects of your job?						
Freedom to determine course content						
Very satisfied	62.4%	56.5%	60.0%	55.9%	64.9%	57.6%
Satisfied	31.7%	35.9%	37.1%	37.4%	25.8%	33.1%
Marginally satisfied	4.0%	5.8%	1.9%	5.4%	6.2%	6.5%
Not satisfied	2.0%	1.9%	1.0%	1.4%	3.1%	2.7%
Total(n)	202	3,025	105	1,802	97	1,223
Mean	3.54	3.47	3.56	3.48	3.53	3.46
Standard deviation	0.67	0.69	0.59	0.66	0.75	0.74
Significance	-		-		-	
Effect size	-	0.10	-	0.12	-	0.09
Availability of child care at this institution						
Very satisfied	4.1%	8.4%	7.0%	9.9%	1.9%	5.8%
Satisfied	8.2%	18.4%	14.0%	20.7%	3.7%	14.5%
Marginally satisfied	6.2%	18.6%	7.0%	15.1%	5.6%	24.8%
Not satisfied	81.4%	54.6%	72.1%	54.4%	88.9%	55.0%
Total(n)	97	728	43	395	54	333
Mean	1.35	1.81	1.56	1.86	1.19	1.71
Standard deviation	0.80	1.01	0.98	1.06	0.59	0.92
Significance	-	***	-		-	***
Effect size	-	-0.46	-	-0.28	-	-0.57
Prospects for career advancement						
Very satisfied	15.9%	17.1%	18.8%	17.1%	12.9%	17.1%
Satisfied	51.9%	44.5%	53.1%	46.8%	50.5%	40.6%
Marginally satisfied	16.4%	21.7%	15.6%	19.4%	17.2%	25.5%
Not satisfied	15.9%	16.7%	12.5%	16.7%	19.4%	16.9%
Total(n)	189	2,757	96	1,627	93	1,130
Mean	2.68	2.62	2.78	2.64	2.57	2.58
Standard deviation	0.93	0.96	0.90	0.95	0.95	0.96
Significance	-		-		-	
Effect size	-	0.06	-	0.15	-	-0.01
How satisfied are you with the following aspects of your job?						
Clerical/administrative support						
Very satisfied	27.0%	16.7%	25.7%	16.4%	28.4%	17.2%
Satisfied	42.0%	39.5%	48.6%	41.3%	34.7%	36.4%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Marginally satisfied	21.5%	24.9%	14.3%	25.6%	29.5%	23.8%
Not satisfied	9.5%	18.9%	11.4%	16.8%	7.4%	22.6%
Total(n)	200	3,012	105	1,789	95	1,223
Mean	2.87	2.54	2.89	2.57	2.84	2.48
Standard deviation	0.92	0.98	0.92	0.95	0.93	1.02
Significance	-	***	-	***	-	***
Effect size	-	0.34	-	0.34	-	0.35
Overall job satisfaction						
Very satisfied	34.8%	27.8%	35.2%	30.5%	34.3%	23.1%
Satisfied	49.0%	49.4%	49.5%	48.2%	48.5%	51.4%
Marginally satisfied	12.7%	17.4%	11.4%	15.0%	14.1%	21.6%
Not satisfied	3.4%	5.4%	3.8%	6.2%	3.0%	3.9%
Total(n)	204	3,043	105	1,808	99	1,235
Mean	3.15	3.00	3.16	3.03	3.14	2.94
Standard deviation	0.77	0.82	0.77	0.84	0.77	0.77
Significance	-	*	-		-	*
Effect size	-	0.18	-	0.15	-	0.26
Tuition remission for your children/dependents						
Very satisfied	35.2%	49.7%	39.3%	51.3%	30.8%	46.2%
Satisfied	44.4%	31.1%	41.1%	29.9%	48.1%	33.7%
Marginally satisfied	12.0%	11.0%	10.7%	12.0%	13.5%	8.8%
Not satisfied	8.3%	8.2%	8.9%	6.8%	7.7%	11.3%
Total(n)	108	1,762	56	1,163	52	599
Mean	3.06	3.22	3.11	3.26	3.02	3.15
Standard deviation	0.90	0.94	0.93	0.92	0.87	0.99
Significance	-		-		-	
Effect size	-	-0.17	-	-0.16	-	-0.13
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
Faculty are interested in students' personal problems						
Agree strongly	31.2%	16.0%	25.2%	16.2%	37.4%	15.7%
Agree somewhat	59.4%	57.7%	67.0%	55.2%	51.5%	61.9%
Disagree somewhat	8.4%	21.6%	6.8%	24.2%	10.1%	17.1%
Disagree strongly	1.0%	4.7%	1.0%	4.4%	1.0%	5.2%
Total(n)	202	3,038	103	1,804	99	1,234
Mean	3.21	2.85	3.17	2.83	3.25	2.88
Standard deviation	0.63	0.74	0.58	0.74	0.68	0.72
Significance	-	***	-	***	-	***
Effect size	-	0.49	-	0.46	-	0.51

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Racial and ethnic diversity should be more strongly reflected in the curriculum						
Agree strongly	19.2%	14.6%	14.6%	9.5%	24.2%	23.5%
Agree somewhat	49.0%	35.6%	45.6%	34.0%	52.6%	38.2%
Disagree somewhat	25.8%	40.5%	30.1%	44.5%	21.1%	33.4%
Disagree strongly	6.1%	9.4%	9.7%	12.0%	2.1%	4.9%
Total(n)	198	3,028	103	1,797	95	1,231
Mean	2.81	2.55	2.65	2.41	2.99	2.80
Standard deviation	0.81	0.85	0.85	0.82	0.74	0.85
Significance	-	***	-	**	-	*
Effect size	-	0.31	-	0.29	-	0.22
Faculty feel that most students are well-prepared academically						
Agree strongly	27.4%	16.7%	28.4%	15.9%	26.3%	18.1%
Agree somewhat	55.2%	50.0%	52.9%	49.1%	57.6%	51.5%
Disagree somewhat	15.9%	28.7%	17.6%	30.2%	14.1%	26.1%
Disagree strongly	1.5%	4.7%	1.0%	4.9%	2.0%	4.3%
Total(n)	201	3,040	102	1,804	99	1,236
Mean	3.08	2.79	3.09	2.76	3.08	2.83
Standard deviation	0.70	0.77	0.71	0.77	0.70	0.77
Significance	-	***	-	***	-	**
Effect size	-	0.38	-	0.43	-	0.32
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
This institution should hire more faculty of color						
Agree strongly	34.2%	26.8%	29.7%	20.2%	38.8%	38.2%
Agree somewhat	48.2%	47.7%	44.6%	48.7%	52.0%	45.9%
Disagree somewhat	12.6%	19.9%	16.8%	23.2%	8.2%	14.2%
Disagree strongly	5.0%	5.6%	8.9%	7.8%	1.0%	1.7%
Total(n)	199	3,012	101	1,787	98	1,225
Mean	3.12	2.96	2.95	2.81	3.29	3.21
Standard deviation	0.81	0.83	0.91	0.84	0.66	0.74
Significance	-	**	-	-	-	-
Effect size	-	0.19	-	0.17	-	0.11
This institution should hire more women faculty						
Agree strongly	19.7%	25.2%	13.9%	19.3%	25.8%	35.5%
Agree somewhat	49.5%	44.6%	50.5%	45.9%	48.5%	42.5%
Disagree somewhat	25.3%	23.9%	26.7%	27.1%	23.7%	18.4%
Disagree strongly	5.6%	6.2%	8.9%	7.7%	2.1%	3.6%
Total(n)	198	3,006	101	1,784	97	1,222
Mean	2.83	2.89	2.69	2.77	2.98	3.10

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.80	0.85	0.82	0.85	0.76	0.82
Significance	-		-		-	
Effect size	-	-0.07	-	-0.09	-	-0.15
Student Affairs staff have the support and respect of faculty						
Agree strongly	20.4%	14.7%	20.0%	11.2%	20.8%	20.8%
Agree somewhat	65.3%	66.3%	63.0%	67.2%	67.7%	64.7%
Disagree somewhat	13.3%	16.8%	16.0%	18.8%	10.4%	13.2%
Disagree strongly	1.0%	2.3%	1.0%	2.8%	1.0%	1.3%
Total(n)	196	2,991	100	1,779	96	1,212
Mean	3.05	2.93	3.02	2.87	3.08	3.05
Standard deviation	0.61	0.63	0.64	0.63	0.59	0.62
Significance	-	**	-	*	-	
Effect size	-	0.19	-	0.24	-	0.05
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
Faculty are committed to the welfare of this institution						
Agree strongly	52.0%	42.9%	53.8%	43.3%	50.0%	42.2%
Agree somewhat	43.6%	49.9%	41.3%	49.9%	45.9%	50.0%
Disagree somewhat	3.0%	5.8%	4.8%	5.1%	1.0%	6.9%
Disagree strongly	1.5%	1.4%	0.0%	1.7%	3.1%	0.9%
Total(n)	202	3,033	104	1,802	98	1,231
Mean	3.46	3.34	3.49	3.35	3.43	3.33
Standard deviation	0.63	0.65	0.59	0.66	0.67	0.65
Significance	-	*	-	*	-	
Effect size	-	0.18	-	0.21	-	0.15
Faculty here are strongly interested in the academic problems of undergraduates						
Agree strongly	54.7%	34.6%	48.1%	33.9%	61.6%	35.9%
Agree somewhat	40.4%	47.1%	46.2%	50.0%	34.3%	42.1%
Disagree somewhat	3.4%	15.8%	4.8%	13.8%	2.0%	19.4%
Disagree strongly	1.5%	2.4%	1.0%	2.3%	2.0%	2.6%
Total(n)	203	3,037	104	1,803	99	1,234
Mean	3.48	3.14	3.41	3.16	3.56	3.11
Standard deviation	0.64	0.76	0.63	0.74	0.64	0.80
Significance	-	***	-	***	-	***
Effect size	-	0.45	-	0.34	-	0.56
There is a lot of campus racial conflict here						
Agree strongly	0.5%	0.6%	0.0%	0.3%	1.0%	0.9%
Agree somewhat	13.0%	5.7%	7.8%	3.6%	18.4%	9.3%
Disagree somewhat	48.0%	35.9%	49.0%	32.0%	46.9%	42.5%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Disagree strongly	38.5%	57.9%	43.1%	64.1%	33.7%	47.3%
Total(n)	200	3,028	102	1,800	98	1,228
Mean	1.76	1.49	1.65	1.40	1.87	1.64
Standard deviation	0.69	0.63	0.62	0.58	0.74	0.69
Significance	-	***	-	***	-	**
Effect size	-	0.43	-	0.43	-	0.33
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						
Agree strongly	32.8%	30.0%	35.0%	32.6%	30.6%	25.4%
Agree somewhat	45.8%	49.1%	48.5%	48.7%	42.9%	49.6%
Disagree somewhat	15.4%	13.2%	13.6%	12.0%	17.3%	15.2%
Disagree strongly	6.0%	7.8%	2.9%	6.6%	9.2%	9.8%
Total(n)	201	3,018	103	1,797	98	1,221
Mean	3.05	3.01	3.16	3.07	2.95	2.91
Standard deviation	0.85	0.86	0.76	0.84	0.92	0.89
Significance	-		-		-	
Effect size	-	0.05	-	0.11	-	0.04
My teaching is valued by faculty in my department						
Agree strongly	51.0%	40.6%	48.1%	40.5%	54.1%	40.8%
Agree somewhat	41.1%	45.7%	42.3%	47.0%	39.8%	43.4%
Disagree somewhat	6.4%	11.1%	7.7%	11.3%	5.1%	10.8%
Disagree strongly	1.5%	2.6%	1.9%	1.2%	1.0%	4.9%
Total(n)	202	3,036	104	1,805	98	1,231
Mean	3.42	3.24	3.37	3.27	3.47	3.20
Standard deviation	0.68	0.75	0.71	0.70	0.65	0.82
Significance	-	***	-		-	**
Effect size	-	0.24	-	0.14	-	0.33
Faculty of color are treated fairly here						
Agree strongly	53.0%	46.8%	56.9%	52.6%	49.0%	36.8%
Agree somewhat	39.9%	44.6%	37.3%	41.2%	42.7%	50.6%
Disagree somewhat	6.1%	7.5%	5.9%	5.6%	6.3%	10.9%
Disagree strongly	1.0%	1.0%	0.0%	0.6%	2.1%	1.7%
Total(n)	198	3,009	102	1,793	96	1,216
Mean	3.45	3.37	3.51	3.46	3.39	3.22
Standard deviation	0.66	0.67	0.61	0.63	0.70	0.70
Significance	-		-		-	*
Effect size	-	0.12	-	0.08	-	0.24

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
Women faculty are treated fairly here						
Agree strongly	59.5%	44.0%	66.7%	53.1%	52.0%	28.2%
Agree somewhat	34.0%	43.0%	28.4%	40.7%	39.8%	47.1%
Disagree somewhat	5.5%	9.5%	4.9%	5.3%	6.1%	16.9%
Disagree strongly	1.0%	3.5%	0.0%	0.9%	2.0%	7.9%
Total(n)	200	3,024	102	1,799	98	1,225
Mean	3.52	3.28	3.62	3.46	3.42	2.96
Standard deviation	0.65	0.77	0.58	0.64	0.70	0.87
Significance	-	***	-	*	-	***
Effect size	-	0.31	-	0.25	-	0.53
Gay and lesbian faculty are treated fairly here						
Agree strongly	53.1%	43.7%	56.6%	49.7%	49.5%	33.1%
Agree somewhat	39.2%	43.0%	38.4%	39.0%	40.0%	50.0%
Disagree somewhat	5.2%	9.2%	3.0%	7.8%	7.4%	11.7%
Disagree strongly	2.6%	4.1%	2.0%	3.5%	3.2%	5.2%
Total(n)	194	2,900	99	1,717	95	1,183
Mean	3.43	3.26	3.49	3.35	3.36	3.11
Standard deviation	0.71	0.79	0.66	0.77	0.76	0.80
Significance	-	**	-		-	**
Effect size	-	0.22	-	0.18	-	0.31
Faculty are sufficiently involved in campus decision making						
Agree strongly	23.3%	10.3%	22.1%	9.2%	24.5%	12.1%
Agree somewhat	47.0%	42.3%	47.1%	45.1%	46.9%	37.4%
Disagree somewhat	23.8%	30.6%	25.0%	29.3%	22.4%	32.8%
Disagree strongly	5.9%	16.9%	5.8%	16.4%	6.1%	17.7%
Total(n)	202	3,026	104	1,800	98	1,226
Mean	2.88	2.46	2.86	2.47	2.90	2.44
Standard deviation	0.83	0.89	0.83	0.87	0.84	0.92
Significance	-	***	-	***	-	***
Effect size	-	0.47	-	0.45	-	0.50
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
My values are congruent with the dominant institutional values						
Agree strongly	31.5%	24.2%	28.2%	25.2%	35.1%	22.4%
Agree somewhat	45.0%	51.9%	50.5%	54.1%	39.2%	48.0%
Disagree somewhat	18.5%	18.0%	16.5%	16.8%	20.6%	20.0%
Disagree strongly	5.0%	5.9%	4.9%	3.8%	5.2%	9.6%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Total(n)	200	3,022	103	1,797	97	1,225
Mean	3.03	2.94	3.02	3.01	3.04	2.83
Standard deviation	0.84	0.81	0.80	0.76	0.88	0.88
Significance	-		-		-	*
Effect size	-	0.11	-	0.01	-	0.24
This institution takes responsibility for educating underprepared students						
Agree strongly	21.9%	9.4%	17.8%	8.6%	26.3%	10.8%
Agree somewhat	47.4%	48.1%	52.5%	50.1%	42.1%	44.6%
Disagree somewhat	25.5%	31.8%	22.8%	32.4%	28.4%	30.8%
Disagree strongly	5.1%	10.7%	6.9%	8.9%	3.2%	13.7%
Total(n)	196	3,026	101	1,797	95	1,229
Mean	2.86	2.56	2.81	2.58	2.92	2.53
Standard deviation	0.81	0.80	0.81	0.77	0.82	0.86
Significance	-	***	-	**	-	***
Effect size	-	0.38	-	0.30	-	0.45
The criteria for advancement and promotion decisions are clear						
Agree strongly	28.1%	23.1%	27.2%	25.6%	29.2%	18.8%
Agree somewhat	46.7%	44.9%	50.5%	47.1%	42.7%	41.1%
Disagree somewhat	18.1%	21.0%	15.5%	19.3%	20.8%	24.0%
Disagree strongly	7.0%	11.0%	6.8%	8.0%	7.3%	16.1%
Total(n)	199	3,030	103	1,801	96	1,229
Mean	2.96	2.80	2.98	2.90	2.94	2.63
Standard deviation	0.86	0.92	0.84	0.87	0.89	0.97
Significance	-	*	-		-	**
Effect size	-	0.17	-	0.09	-	0.32
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:						
Most of the students I teach lack the basic skills for college level work						
Agree strongly	1.0%	2.9%	1.9%	2.7%	0.0%	3.3%
Agree somewhat	8.0%	14.4%	8.7%	13.7%	7.1%	15.6%
Disagree somewhat	35.3%	34.6%	35.0%	34.4%	35.7%	34.9%
Disagree strongly	55.7%	48.1%	54.4%	49.2%	57.1%	46.2%
Total(n)	201	3,036	103	1,804	98	1,232
Mean	1.54	1.72	1.58	1.70	1.50	1.76
Standard deviation	0.69	0.82	0.73	0.80	0.63	0.83
Significance	-	**	-		-	**
Effect size	-	-0.22	-	-0.15	-	-0.31
There is adequate support for faculty development						
Agree strongly	41.5%	16.0%	36.9%	16.6%	46.4%	15.0%
Agree somewhat	46.5%	52.5%	52.4%	55.2%	40.2%	47.8%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Disagree somewhat	10.5%	23.0%	8.7%	21.3%	12.4%	26.1%
Disagree strongly	1.5%	8.4%	1.9%	6.9%	1.0%	11.1%
Total(n)	200	3,033	103	1,803	97	1,230
Mean	3.28	2.76	3.24	2.82	3.32	2.67
Standard deviation	0.71	0.82	0.69	0.79	0.73	0.86
Significance	-	***	-	***	-	***
Effect size	-	0.63	-	0.53	-	0.76
Indicate how important you believe each priority listed below is at your college or university:						
To promote the intellectual development of students						
Highest priority	54.0%	43.1%	51.9%	46.0%	56.1%	38.0%
High priority	35.6%	42.3%	38.5%	41.9%	32.7%	43.0%
Medium priority	10.4%	12.3%	9.6%	10.5%	11.2%	15.4%
Low priority	0.0%	2.3%	0.0%	1.6%	0.0%	3.6%
Total(n)	202	3,033	104	1,800	98	1,233
Mean	3.44	3.26	3.42	3.32	3.45	3.15
Standard deviation	0.68	0.76	0.66	0.72	0.69	0.81
Significance	-	**	-		-	***
Effect size	-	0.24	-	0.14	-	0.37
To develop a sense of community among students and faculty						
Highest priority	25.2%	9.6%	22.1%	9.9%	28.6%	9.2%
High priority	48.5%	38.2%	47.1%	39.8%	50.0%	35.5%
Medium priority	23.3%	38.4%	27.9%	38.8%	18.4%	37.6%
Low priority	3.0%	13.8%	2.9%	11.6%	3.1%	17.6%
Total(n)	202	3,031	104	1,798	98	1,233
Mean	2.96	2.44	2.88	2.48	3.04	2.36
Standard deviation	0.78	0.85	0.78	0.82	0.77	0.88
Significance	-	***	-	***	-	***
Effect size	-	0.61	-	0.49	-	0.77
To facilitate student involvement in community service						
Highest priority	19.3%	9.4%	18.3%	8.5%	20.4%	10.9%
High priority	44.6%	34.8%	37.5%	34.0%	52.0%	36.1%
Medium priority	28.7%	38.8%	35.6%	39.7%	21.4%	37.4%
Low priority	7.4%	17.0%	8.7%	17.8%	6.1%	15.7%
Total(n)	202	3,031	104	1,799	98	1,232
Mean	2.76	2.37	2.65	2.33	2.87	2.42
Standard deviation	0.85	0.87	0.88	0.86	0.81	0.88
Significance	-	***	-	***	-	***
Effect size	-	0.45	-	0.37	-	0.51

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Indicate how important you believe each priority listed below is at your college or university:						
To help students learn how to bring about change in society						
Highest priority	11.9%	7.7%	12.5%	6.3%	11.2%	10.1%
High priority	33.2%	30.7%	31.7%	30.6%	34.7%	31.1%
Medium priority	40.1%	38.5%	42.3%	39.1%	37.8%	37.4%
Low priority	14.9%	23.0%	13.5%	24.0%	16.3%	21.3%
Total(n)	202	3,026	104	1,797	98	1,229
Mean	2.42	2.23	2.43	2.19	2.41	2.30
Standard deviation	0.88	0.89	0.88	0.87	0.89	0.92
Significance	-	**	-	**	-	-
Effect size	-	0.21	-	0.28	-	0.12
To increase or maintain institutional prestige						
Highest priority	54.5%	51.8%	49.0%	50.6%	60.2%	54.0%
High priority	36.6%	34.7%	40.4%	36.7%	32.7%	31.3%
Medium priority	6.4%	11.1%	7.7%	10.5%	5.1%	12.2%
Low priority	2.5%	2.4%	2.9%	2.3%	2.0%	2.5%
Total(n)	202	3,031	104	1,801	98	1,230
Mean	3.43	3.36	3.36	3.36	3.51	3.37
Standard deviation	0.72	0.77	0.75	0.76	0.69	0.79
Significance	-	-	-	-	-	-
Effect size	-	0.09	-	0.00	-	0.18
To hire faculty 'stars'						
Highest priority	15.3%	36.6%	12.5%	36.2%	18.4%	37.3%
High priority	41.1%	29.1%	40.4%	28.7%	41.8%	29.8%
Medium priority	30.7%	22.7%	29.8%	23.5%	31.6%	21.5%
Low priority	12.9%	11.5%	17.3%	11.5%	8.2%	11.4%
Total(n)	202	3,027	104	1,798	98	1,229
Mean	2.59	2.91	2.48	2.90	2.70	2.93
Standard deviation	0.90	1.02	0.92	1.02	0.86	1.02
Significance	-	***	-	***	-	*
Effect size	-	-0.31	-	-0.41	-	-0.23
Indicate how important you believe each priority listed below is at your college or university:						
To recruit more minority students						
Highest priority	25.9%	7.9%	22.1%	7.4%	29.9%	8.7%
High priority	54.7%	38.8%	56.7%	41.5%	52.6%	34.1%
Medium priority	17.9%	41.6%	19.2%	40.7%	16.5%	43.2%
Low priority	1.5%	11.7%	1.9%	10.4%	1.0%	14.0%
Total(n)	201	3,026	104	1,798	97	1,228
Mean	3.05	2.43	2.99	2.46	3.11	2.37

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Standard deviation	0.71	0.80	0.70	0.78	0.71	0.83
Significance	-	***	-	***	-	***
Effect size	-	0.78	-	0.68	-	0.89
To enhance the institution's national image						
Highest priority	59.2%	56.1%	60.2%	55.2%	58.2%	57.7%
High priority	30.8%	33.5%	29.1%	34.7%	32.7%	31.4%
Medium priority	8.0%	8.2%	7.8%	8.2%	8.2%	8.2%
Low priority	2.0%	2.2%	2.9%	1.9%	1.0%	2.7%
Total(n)	201	3,033	103	1,801	98	1,232
Mean	3.47	3.43	3.47	3.43	3.48	3.44
Standard deviation	0.73	0.74	0.76	0.72	0.69	0.76
Significance	-		-		-	
Effect size	-	0.05	-	0.06	-	0.05
To create a diverse multi-cultural campus environment						
Highest priority	23.5%	9.9%	19.4%	9.7%	27.8%	10.4%
High priority	51.0%	38.5%	54.4%	42.9%	47.4%	31.0%
Medium priority	21.0%	38.4%	22.3%	37.7%	19.6%	39.7%
Low priority	4.5%	13.1%	3.9%	9.7%	5.2%	18.9%
Total(n)	200	3,026	103	1,796	97	1,230
Mean	2.94	2.45	2.89	2.52	2.98	2.33
Standard deviation	0.79	0.84	0.75	0.80	0.83	0.90
Significance	-	***	-	***	-	***
Effect size	-	0.58	-	0.46	-	0.72
Indicate how important you believe each priority listed below is at your college or university:						
To promote gender equity among faculty						
Highest priority	13.1%	8.6%	12.7%	10.9%	13.4%	4.7%
High priority	50.3%	39.3%	52.0%	47.1%	48.5%	25.7%
Medium priority	28.6%	36.9%	31.4%	33.8%	25.8%	42.3%
Low priority	8.0%	15.2%	3.9%	8.2%	12.4%	27.3%
Total(n)	199	3,012	102	1,790	97	1,222
Mean	2.68	2.41	2.74	2.61	2.63	2.08
Standard deviation	0.80	0.85	0.73	0.79	0.87	0.84
Significance	-	***	-		-	***
Effect size	-	0.32	-	0.16	-	0.65
To provide resources for faculty to engage in community-based teaching or research						
Highest priority	13.9%	4.4%	10.6%	3.5%	17.3%	5.8%
High priority	38.1%	20.8%	37.5%	20.5%	38.8%	21.4%
Medium priority	39.6%	44.0%	42.3%	45.6%	36.7%	41.2%
Low priority	8.4%	30.8%	9.6%	30.3%	7.1%	31.6%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Total(n)	202	3,013	104	1,791	98	1,222
Mean	2.57	1.99	2.49	1.97	2.66	2.01
Standard deviation	0.83	0.83	0.81	0.81	0.85	0.87
Significance	-	***	-	***	-	***
Effect size	-	0.70	-	0.64	-	0.75
To create and sustain partnerships with surrounding communities						
Highest priority	11.5%	9.1%	6.8%	8.8%	16.5%	9.7%
High priority	32.5%	34.4%	33.0%	35.4%	32.0%	32.8%
Medium priority	42.5%	40.4%	43.7%	41.9%	41.2%	37.9%
Low priority	13.5%	16.1%	16.5%	14.0%	10.3%	19.7%
Total(n)	200	3,015	103	1,790	97	1,225
Mean	2.42	2.36	2.30	2.39	2.55	2.32
Standard deviation	0.86	0.86	0.83	0.83	0.89	0.90
Significance	-		-		-	*
Effect size	-	0.07	-	-0.11	-	0.26
Indicate how important you believe each priority listed below is at your college or university:						
To pursue extramural funding						
Highest priority	25.5%	43.9%	23.3%	46.0%	27.8%	40.3%
High priority	46.5%	32.4%	49.5%	32.7%	43.3%	32.0%
Medium priority	24.0%	17.9%	26.2%	16.7%	21.6%	19.8%
Low priority	4.0%	5.8%	1.0%	4.6%	7.2%	7.9%
Total(n)	200	3,009	103	1,793	97	1,216
Mean	2.94	3.14	2.95	3.20	2.92	3.05
Standard deviation	0.81	0.91	0.73	0.88	0.89	0.96
Significance	-	**	-	**	-	
Effect size	-	-0.22	-	-0.28	-	-0.14
To increase the representation of minorities in the faculty and administration						
Highest priority	18.5%	6.6%	14.6%	5.8%	22.7%	8.0%
High priority	49.0%	34.7%	46.6%	38.4%	51.5%	28.2%
Medium priority	27.0%	42.2%	33.0%	42.8%	20.6%	41.1%
Low priority	5.5%	16.6%	5.8%	13.0%	5.2%	22.7%
Total(n)	200	3,004	103	1,786	97	1,218
Mean	2.81	2.31	2.70	2.37	2.92	2.21
Standard deviation	0.80	0.82	0.79	0.78	0.80	0.88
Significance	-	***	-	***	-	***
Effect size	-	0.61	-	0.42	-	0.81
To strengthen links with the for-profit, corporate sector						
Highest priority	14.6%	16.1%	18.4%	15.2%	10.4%	17.6%
High priority	35.2%	35.2%	30.1%	36.9%	40.6%	32.2%
Medium priority	36.2%	33.7%	37.9%	33.9%	34.4%	33.4%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Low priority	14.1%	15.0%	13.6%	14.0%	14.6%	16.8%
Total(n)	199	2,996	103	1,787	96	1,209
Mean	2.50	2.52	2.53	2.53	2.47	2.51
Standard deviation	0.91	0.93	0.95	0.91	0.87	0.97
Significance	-		-		-	
Effect size	-	-0.02	-	0.00	-	-0.04
Indicate how important you believe each priority listed below is at your college or university:						
To develop leadership ability among students						
Highest priority	20.5%	12.2%	20.2%	10.8%	20.8%	14.7%
High priority	50.5%	45.9%	43.3%	49.2%	58.3%	40.1%
Medium priority	26.0%	31.7%	33.7%	28.9%	17.7%	36.6%
Low priority	3.0%	10.1%	2.9%	11.0%	3.1%	8.6%
Total(n)	200	3,013	104	1,788	96	1,225
Mean	2.89	2.60	2.81	2.60	2.97	2.61
Standard deviation	0.76	0.83	0.79	0.82	0.72	0.84
Significance	-	***	-	*	-	***
Effect size	-	0.35	-	0.26	-	0.43
To increase the representation of women in the faculty and administration						
Highest priority	14.0%	6.7%	14.6%	7.4%	13.4%	5.5%
High priority	42.0%	33.7%	44.7%	40.7%	39.2%	21.5%
Medium priority	35.0%	43.8%	31.1%	42.2%	39.2%	46.5%
Low priority	9.0%	15.9%	9.7%	9.8%	8.2%	26.5%
Total(n)	200	3,005	103	1,787	97	1,218
Mean	2.61	2.31	2.64	2.46	2.58	2.06
Standard deviation	0.84	0.82	0.85	0.77	0.83	0.83
Significance	-	***	-	*	-	***
Effect size	-	0.37	-	0.23	-	0.63
To develop an appreciation for multiculturalism						
Highest priority	20.1%	9.0%	14.6%	8.6%	26.0%	9.8%
High priority	44.2%	34.4%	43.7%	39.6%	44.8%	25.3%
Medium priority	28.6%	42.0%	34.0%	39.8%	22.9%	45.7%
Low priority	7.0%	14.6%	7.8%	12.0%	6.3%	19.2%
Total(n)	199	3,006	103	1,785	96	1,221
Mean	2.77	2.38	2.65	2.45	2.91	2.26
Standard deviation	0.85	0.84	0.82	0.81	0.86	0.88
Significance	-	***	-	*	-	***
Effect size	-	0.46	-	0.25	-	0.74

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
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						
Agree strongly	6.4%	9.0%	4.8%	7.3%	8.2%	12.0%
Agree somewhat	41.4%	39.2%	39.0%	38.2%	43.9%	40.8%
Disagree somewhat	33.5%	36.8%	36.2%	37.5%	30.6%	35.6%
Disagree strongly	18.7%	15.0%	20.0%	16.9%	17.3%	11.6%
Total(n)	203	3,032	105	1,798	98	1,234
Mean	2.35	2.42	2.29	2.36	2.43	2.53
Standard deviation	0.86	0.85	0.84	0.85	0.87	0.85
Significance	-		-		-	
Effect size	-	-0.08	-	-0.08	-	-0.12
Promoting diversity leads to the admission of too many underprepared students						
Agree strongly	4.5%	3.4%	5.7%	4.2%	3.1%	2.2%
Agree somewhat	19.4%	19.0%	23.8%	21.3%	14.6%	15.1%
Disagree somewhat	41.3%	43.0%	39.0%	45.8%	43.8%	38.1%
Disagree strongly	34.8%	34.6%	31.4%	28.8%	38.5%	44.6%
Total(n)	201	3,020	105	1,792	96	1,228
Mean	1.94	1.91	2.04	2.01	1.82	1.75
Standard deviation	0.85	0.82	0.89	0.82	0.79	0.79
Significance	-		-		-	
Effect size	-	0.04	-	0.04	-	0.09
Colleges should be actively involved in solving social problems						
Agree strongly	19.0%	19.2%	16.3%	15.8%	21.9%	25.1%
Agree somewhat	55.5%	56.2%	53.8%	59.1%	57.3%	51.2%
Disagree somewhat	21.5%	19.8%	24.0%	19.0%	18.8%	21.1%
Disagree strongly	4.0%	4.9%	5.8%	6.2%	2.1%	2.6%
Total(n)	200	3,024	104	1,791	96	1,233
Mean	2.90	2.90	2.81	2.84	2.99	2.99
Standard deviation	0.75	0.76	0.78	0.76	0.70	0.75
Significance	-		-		-	
Effect size	-	0.00	-	-0.04	-	0.00
Please indicate your agreement with each of the following statements:						
Colleges should encourage students to be involved in community service activities						
Agree strongly	25.9%	28.3%	21.9%	25.9%	30.2%	32.5%
Agree somewhat	58.7%	58.0%	58.1%	57.5%	59.4%	58.8%
Disagree somewhat	13.4%	10.9%	17.1%	12.5%	9.4%	8.2%
Disagree strongly	2.0%	2.7%	2.9%	4.0%	1.0%	0.5%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Total(n)	201	3,027	105	1,793	96	1,234
Mean	3.08	3.12	2.99	3.05	3.19	3.23
Standard deviation	0.68	0.70	0.71	0.74	0.64	0.61
Significance	-		-		-	
Effect size	-	-0.06	-	-0.08	-	-0.07
A racially/ethnically diverse student body enhances the educational experience of all students						
Agree strongly	62.7%	54.0%	50.5%	47.1%	76.0%	66.0%
Agree somewhat	30.3%	41.5%	38.1%	46.8%	21.9%	32.2%
Disagree somewhat	6.0%	3.2%	10.5%	4.1%	1.0%	1.6%
Disagree strongly	1.0%	1.3%	1.0%	2.0%	1.0%	0.1%
Total(n)	201	3,021	105	1,791	96	1,230
Mean	3.55	3.48	3.38	3.39	3.73	3.64
Standard deviation	0.65	0.63	0.71	0.66	0.53	0.52
Significance	-		-		-	
Effect size	-	0.11	-	-0.02	-	0.17
Realistically, an individual can do little to bring about changes in society						
Agree strongly	1.5%	1.6%	2.9%	2.0%	0.0%	0.9%
Agree somewhat	16.9%	19.5%	25.7%	22.0%	7.3%	15.1%
Disagree somewhat	38.3%	41.2%	35.2%	41.8%	41.7%	40.1%
Disagree strongly	43.3%	37.8%	36.2%	34.2%	51.0%	43.8%
Total(n)	201	3,023	105	1,794	96	1,229
Mean	1.77	1.85	1.95	1.92	1.56	1.73
Standard deviation	0.78	0.78	0.86	0.80	0.63	0.74
Significance	-		-		-	*
Effect size	-	-0.10	-	0.04	-	-0.23
Please indicate your agreement with each of the following statements:						
Colleges should be concerned with facilitating undergraduate students' spiritual development						
Agree strongly	6.5%	9.6%	6.7%	10.5%	6.3%	8.1%
Agree somewhat	39.8%	25.0%	41.0%	23.5%	38.5%	27.8%
Disagree somewhat	30.3%	29.7%	24.8%	30.4%	36.5%	28.4%
Disagree strongly	23.4%	35.6%	27.6%	35.6%	18.8%	35.7%
Total(n)	201	3,026	105	1,793	96	1,233
Mean	2.29	2.09	2.27	2.09	2.32	2.08
Standard deviation	0.90	0.99	0.94	1.00	0.85	0.98
Significance	-	**	-		-	*
Effect size	-	0.20	-	0.18	-	0.24
Colleges have a responsibility to work with their surrounding communities to address local issues						
Agree strongly	22.9%	28.5%	21.0%	23.3%	25.0%	37.3%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Agree somewhat	59.7%	59.6%	61.0%	63.8%	58.3%	52.4%
Disagree somewhat	13.4%	9.9%	13.3%	9.9%	13.5%	9.9%
Disagree strongly	4.0%	2.0%	4.8%	2.9%	3.1%	0.4%
Total(n)	201	3,025	105	1,792	96	1,233
Mean	3.01	3.14	2.98	3.08	3.05	3.26
Standard deviation	0.72	0.67	0.73	0.67	0.72	0.65
Significance	-	**	-	-	-	**
Effect size	-	-0.19	-	-0.15	-	-0.32
Private funding sources often prevent researchers from being completely objective in the conduct of their work						
Agree strongly	14.1%	13.1%	14.6%	11.6%	13.5%	15.8%
Agree somewhat	43.2%	40.7%	45.6%	39.9%	40.6%	42.2%
Disagree somewhat	32.7%	34.0%	28.2%	34.6%	37.5%	33.1%
Disagree strongly	10.1%	12.1%	11.7%	13.9%	8.3%	8.9%
Total(n)	199	3,002	103	1,782	96	1,220
Mean	2.61	2.55	2.63	2.49	2.59	2.65
Standard deviation	0.85	0.87	0.87	0.87	0.83	0.85
Significance	-	-	-	-	-	-
Effect size	-	0.07	-	0.16	-	-0.07
Please indicate your agreement with each of the following statements:						
Colleges should prohibit racist/sexist speech on campus						
Agree strongly	29.4%	33.3%	23.8%	28.8%	35.4%	41.1%
Agree somewhat	28.9%	31.4%	27.6%	30.4%	30.2%	33.2%
Disagree somewhat	30.3%	23.1%	33.3%	26.2%	27.1%	17.6%
Disagree strongly	11.4%	12.3%	15.2%	14.7%	7.3%	8.1%
Total(n)	201	3,011	105	1,789	96	1,222
Mean	2.76	2.86	2.60	2.73	2.94	3.07
Standard deviation	1.00	1.02	1.02	1.03	0.96	0.95
Significance	-	-	-	-	-	-
Effect size	-	-0.10	-	-0.13	-	-0.14
This institution should not offer remedial/developmental education						
Agree strongly	8.0%	8.4%	10.5%	9.0%	5.2%	7.3%
Agree somewhat	22.9%	19.4%	32.4%	22.0%	12.5%	14.8%
Disagree somewhat	43.8%	47.0%	37.1%	48.2%	51.0%	44.7%
Disagree strongly	25.4%	25.3%	20.0%	20.8%	31.3%	33.2%
Total(n)	201	3,011	105	1,788	96	1,223
Mean	2.13	2.11	2.33	2.19	1.92	1.96
Standard deviation	0.89	0.88	0.92	0.87	0.80	0.88
Significance	-	-	-	-	-	-
Effect size	-	0.02	-	0.16	-	-0.05

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Aggregated - Salary based on 9/10 months (full-time employees only)						
Less than \$20,000	0.8%	0.3%	0.0%	0.1%	2.0%	0.6%
\$20,000 - \$29,999	0.8%	0.3%	1.4%	0.4%	0.0%	0.1%
\$30,000 - \$39,999	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%
\$40,000 - \$49,999	2.5%	4.5%	2.9%	4.1%	2.0%	5.4%
\$50,000 - \$59,999	7.5%	6.2%	5.8%	4.7%	9.8%	9.5%
\$60,000 - \$69,999	14.2%	11.9%	11.6%	6.5%	17.6%	23.4%
\$70,000 - \$79,999	11.7%	11.4%	11.6%	10.0%	11.8%	14.5%
\$80,000 - \$89,999	12.5%	12.5%	8.7%	13.6%	17.6%	10.3%
\$90,000 - \$99,999	5.8%	11.4%	4.3%	11.8%	7.8%	10.6%
\$100,000 - \$124,999	28.3%	16.7%	31.9%	17.7%	23.5%	14.4%
\$125,000 - \$149,999	10.8%	9.3%	15.9%	11.2%	3.9%	5.2%
\$150,000 or more	5.0%	15.4%	5.8%	19.9%	3.9%	5.9%
Total(n)	120	1,675	69	1,039	51	636
Aggregated - Salary based on 11/12 months (full-time employees only)						
Less than \$20,000	0.0%	0.7%	0.0%	0.0%	0.0%	1.6%
\$20,000 - \$29,999	0.0%	0.2%	0.0%	0.3%	0.0%	0.1%
\$30,000 - \$39,999	2.9%	0.2%	3.4%	0.2%	2.4%	0.3%
\$40,000 - \$49,999	17.1%	3.6%	6.9%	2.9%	24.4%	4.5%
\$50,000 - \$59,999	14.3%	7.6%	17.2%	6.2%	12.2%	9.4%
\$60,000 - \$69,999	17.1%	18.1%	17.2%	14.6%	17.1%	22.6%
\$70,000 - \$79,999	22.9%	10.5%	24.1%	6.9%	22.0%	15.1%
\$80,000 - \$89,999	10.0%	10.8%	10.3%	12.2%	9.8%	9.1%
\$90,000 - \$99,999	8.6%	10.5%	13.8%	13.8%	4.9%	6.4%
\$100,000 - \$124,999	4.3%	17.3%	3.4%	13.9%	4.9%	21.6%
\$125,000 - \$149,999	0.0%	10.4%	0.0%	12.8%	0.0%	7.3%
\$150,000 or more	2.9%	9.9%	3.4%	16.1%	2.4%	2.1%
Total(n)	70	1,001	29	551	41	450
Your base institutional salary reported above is based on:						
Less than 9 months	3.0%	5.5%	2.9%	5.4%	3.1%	5.6%
9/10 months	61.4%	61.0%	67.3%	65.0%	55.1%	54.1%
11/12 months	35.6%	33.5%	29.8%	29.7%	41.8%	40.3%
Total(n)	202	2,974	104	1,769	98	1,205
What percentage of your current year's income comes from:						
Base salary from this institution						
100%	52.5%	39.3%	46.2%	34.5%	59.2%	47.9%
75% to 99%	38.6%	45.6%	43.3%	49.6%	33.7%	38.7%
74% to 50%	7.4%	12.6%	9.6%	13.7%	5.1%	10.7%
25% to 49%	1.0%	1.4%	1.0%	1.4%	1.0%	1.3%
1% to 24%	0.5%	0.9%	0.0%	0.7%	1.0%	1.2%
0%	0.0%	0.2%	0.0%	0.1%	0.0%	0.2%
Total(n)	202	2,998	104	1,783	98	1,215

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Other income from this institution						
100%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
75% to 99%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%
74% to 50%	0.0%	0.3%	0.0%	0.4%	0.0%	0.1%
25% to 49%	3.0%	4.9%	5.9%	6.0%	0.0%	3.0%
1% to 24%	24.4%	29.0%	24.8%	33.9%	24.0%	20.3%
0%	72.6%	65.7%	69.3%	59.5%	76.0%	76.6%
Total(n)	197	2,900	101	1,737	96	1,163
Income from another academic institution						
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.1%	0.0%	0.0%	0.0%	0.3%
74% to 50%	1.0%	0.2%	1.0%	0.0%	1.1%	0.4%
25% to 49%	0.5%	0.8%	0.0%	0.8%	1.1%	0.8%
1% to 24%	6.7%	6.5%	8.0%	6.1%	5.3%	7.1%
0%	91.8%	92.4%	91.0%	93.0%	92.6%	91.4%
Total(n)	194	2,856	100	1,710	94	1,146
Non-academic income						
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
75% to 99%	1.0%	0.9%	0.0%	0.7%	2.1%	1.2%
74% to 50%	0.5%	3.3%	1.0%	2.6%	0.0%	4.7%
25% to 49%	3.1%	6.3%	4.0%	6.7%	2.1%	5.6%
1% to 24%	25.3%	31.3%	34.0%	34.2%	16.0%	26.0%
0%	70.1%	58.2%	61.0%	55.9%	79.8%	62.4%
Total(n)	194	2,891	100	1,732	94	1,159
Please enter the four-digit year that each of the following occurred.						
Year of birth						
1981 or later	3.0%	1.8%	1.0%	1.1%	5.2%	3.2%
1986 - 1980	11.9%	8.5%	8.7%	9.4%	15.5%	6.7%
1971 - 1975	13.9%	11.3%	11.5%	9.1%	16.5%	15.1%
1966 - 1970	12.9%	13.7%	12.5%	12.2%	13.4%	16.4%
1961 - 1965	13.4%	12.4%	12.5%	11.1%	14.4%	14.8%
1956 - 1960	12.4%	12.6%	13.5%	11.3%	11.3%	14.9%
1951 - 1955	15.4%	16.8%	17.3%	19.9%	13.4%	11.3%
1946 - 1950	10.0%	11.7%	10.6%	12.9%	9.3%	9.6%
1941 - 1945	6.0%	7.0%	11.5%	8.0%	0.0%	5.2%
1940 or earlier	1.0%	4.2%	1.0%	5.0%	1.0%	2.7%
Total(n)	201	2,968	104	1,772	97	1,196
Year of highest degree now held						
1973 or earlier	6.4%	7.8%	10.5%	10.1%	2.1%	3.9%
1974 - 1978	6.9%	9.3%	9.5%	11.1%	4.1%	6.2%
1979 - 1983	6.9%	11.2%	9.5%	13.1%	4.1%	7.9%
1984 - 1988	13.4%	11.8%	12.4%	11.4%	14.4%	12.7%
1989 - 1993	12.9%	13.1%	13.3%	15.4%	12.4%	9.1%
1994 - 1998	15.3%	11.9%	12.4%	10.8%	18.6%	13.7%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
1999 - 2003	14.4%	12.7%	11.4%	10.1%	17.5%	17.3%
2004 - 2008	15.3%	15.8%	16.2%	12.1%	14.4%	22.4%
2009 or later	8.4%	6.2%	4.8%	5.9%	12.4%	6.8%
Total(n)	202	2,956	105	1,759	97	1,197
Year of appointment at present institution						
1973 or earlier	3.0%	2.6%	4.8%	3.5%	1.0%	1.0%
1974 - 1978	4.5%	4.0%	6.7%	5.7%	2.1%	0.9%
1979 - 1983	6.5%	7.6%	8.7%	9.9%	4.1%	3.8%
1984 - 1988	9.5%	10.4%	11.5%	12.0%	7.2%	7.6%
1989 - 1993	10.4%	11.7%	11.5%	12.4%	9.3%	10.3%
1994 - 1998	13.4%	12.2%	12.5%	11.7%	14.4%	13.1%
1999 - 2003	14.4%	12.9%	13.5%	11.7%	15.5%	15.0%
2004 - 2008	19.9%	20.9%	19.2%	18.1%	20.6%	25.7%
2009 or later	18.4%	17.8%	11.5%	15.1%	25.8%	22.7%
Total(n)	201	2,928	104	1,742	97	1,186
If tenured, year tenure was awarded						
1973 or earlier	2.5%	3.6%	2.9%	4.9%	2.0%	0.4%
1974 - 1978	3.3%	4.7%	5.7%	4.2%	0.0%	5.9%
1979 - 1983	5.0%	7.6%	7.1%	8.9%	2.0%	4.3%
1984 - 1988	10.7%	11.0%	14.3%	11.7%	5.9%	9.4%
1989 - 1993	16.5%	13.5%	17.1%	14.4%	15.7%	11.1%
1994 - 1998	16.5%	22.4%	15.7%	22.6%	17.6%	21.7%
1999 - 2003	15.7%	14.1%	15.7%	14.6%	15.7%	12.7%
2004 - 2008	21.5%	13.8%	15.7%	10.9%	29.4%	21.5%
2009 or later	8.3%	9.4%	5.7%	8.0%	11.8%	13.1%
Total(n)	121	1,795	70	1,195	51	600
Aggregated Major						
Agriculture or Forestry (General Area 1)	0.5%	0.3%	0.0%	0.5%	1.0%	0.0%
Biological Sciences (General Area 5)	7.8%	6.2%	10.4%	5.4%	5.1%	7.5%
Business (General Area 6)	2.4%	3.5%	1.9%	3.8%	3.0%	3.1%
Education (General Area 10 and Specific Discipline 2102)	3.9%	3.7%	1.9%	2.8%	6.1%	5.3%
Engineering (General Area 11)	0.5%	8.0%	0.9%	10.6%	0.0%	3.4%
English (General Area 12)	6.8%	6.3%	2.8%	5.3%	11.1%	8.1%
Health-related (General Area 15)	1.0%	3.9%	0.9%	1.8%	1.0%	7.5%
History or Political Science (Specific Discipline 3007,3009)	12.2%	11.8%	12.3%	11.4%	12.1%	12.5%
Humanities (General Area 14,24)	16.6%	11.3%	15.1%	11.0%	18.2%	11.7%
Fine Arts (General Area 2,4,22)	10.2%	6.5%	9.4%	5.8%	11.1%	7.8%
18)	4.4%	4.4%	5.7%	5.7%	3.0%	2.3%
Physical Sciences (General Area 25)	7.3%	8.5%	10.4%	10.9%	4.0%	4.3%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.2%	15.6%	16.0%	15.3%	8.1%	16.3%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Other Technical (General Area 8,19,28)	2.0%	2.8%	2.8%	3.4%	1.0%	1.8%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.2%	7.1%	9.4%	6.4%	15.2%	8.3%
Total(n)	205	3,037	106	1,805	99	1,232
Aggregated Department						
Agriculture or Forestry (General Area 1)	0.5%	0.1%	0.0%	0.2%	1.0%	0.0%
Biological Sciences (General Area 5)	7.3%	6.0%	9.4%	5.4%	5.1%	7.2%
Business (General Area 6)	2.4%	4.3%	1.9%	4.6%	3.0%	3.8%
Education (General Area 10 and Specific Discipline 2102)	3.9%	2.2%	3.8%	1.2%	4.0%	3.8%
Engineering (General Area 11)	0.0%	8.7%	0.0%	11.7%	0.0%	3.4%
English (General Area 12)	6.8%	6.5%	3.8%	5.7%	10.1%	7.9%
Health-related (General Area 15)	2.0%	5.1%	2.8%	3.0%	1.0%	8.8%
History or Political Science (Specific Discipline 3007,3009)	12.7%	10.5%	13.2%	9.4%	12.1%	12.3%
Humanities (General Area 14,24)	16.6%	12.0%	14.2%	11.3%	19.2%	13.4%
Fine Arts (General Area 2,4,22)	10.2%	7.0%	8.5%	6.1%	12.1%	8.7%
18)	4.4%	4.0%	4.7%	5.1%	4.0%	2.2%
Physical Sciences (General Area 25)	7.8%	7.4%	10.4%	9.3%	5.1%	4.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.7%	13.4%	13.2%	13.1%	8.1%	14.0%
Other Technical (General Area 8,19,28)	2.4%	2.9%	4.7%	3.9%	0.0%	1.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.2%	9.7%	9.4%	9.9%	15.2%	9.2%
Total(n)	205	3,036	106	1,807	99	1,229
How many children do you have in the following age ranges?						
Under 18 years old						
0	64.7%	58.8%	67.6%	56.7%	61.6%	62.3%
1	14.7%	20.2%	16.2%	19.5%	13.1%	21.3%
2	16.2%	15.8%	11.4%	16.8%	21.2%	14.2%
3	3.4%	3.1%	4.8%	4.0%	2.0%	1.5%
4+	1.0%	2.1%	0.0%	3.0%	2.0%	0.7%
Total(n)	204	3,017	105	1,787	99	1,230
18 years or older						
0	66.0%	58.5%	59.6%	54.6%	72.7%	65.1%
1	13.8%	13.9%	13.5%	12.4%	14.1%	16.5%
2	14.3%	15.4%	20.2%	18.0%	8.1%	10.9%
3	3.9%	6.3%	3.8%	6.9%	4.0%	5.2%
4+	2.0%	5.9%	2.9%	8.0%	1.0%	2.4%
Total(n)	203	3,019	104	1,789	99	1,230

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
How would you characterize your political views?						
Far left	10.3%	16.2%	11.5%	16.2%	9.1%	16.3%
Liberal	55.7%	51.5%	50.0%	49.6%	61.6%	54.8%
Middle of the road	24.6%	22.3%	26.9%	22.9%	22.2%	21.4%
Conservative	8.4%	9.8%	10.6%	11.1%	6.1%	7.5%
Far right	1.0%	0.1%	1.0%	0.2%	1.0%	0.1%
Total(n)	203	3,009	104	1,787	99	1,222
Are you currently: (Mark one)						
Single	15.1%	11.2%	12.3%	8.2%	18.2%	16.3%
Married	77.1%	76.8%	83.0%	85.3%	70.7%	62.0%
Unmarried, living with partner	2.9%	6.5%	0.0%	4.0%	6.1%	10.9%
Divorced	3.9%	3.5%	3.8%	1.5%	4.0%	6.9%
Widowed	0.0%	0.9%	0.0%	0.4%	0.0%	1.8%
Separated	1.0%	1.2%	0.9%	0.6%	1.0%	2.2%
Total(n)	205	3,046	106	1,809	99	1,237
Is English your native language?						
Yes	88.3%	85.7%	90.6%	86.5%	85.9%	84.4%
No	11.7%	14.3%	9.4%	13.5%	14.1%	15.6%
Total(n)	205	3,047	106	1,810	99	1,237
Race/Ethnicity - mark all that apply (total may add to more than 100%)						
American Indian/Alaska Native	1.0%	0.9%	0.9%	0.7%	1.0%	1.3%
Not marked	99.0%	99.1%	99.1%	99.3%	99.0%	98.7%
Total(n)	205	3,015	106	1,788	99	1,227
Asian American/Asian	4.9%	5.7%	6.6%	6.8%	3.0%	3.8%
Not marked	95.1%	94.3%	93.4%	93.2%	97.0%	96.2%
Total(n)	205	3,015	106	1,788	99	1,227
Native Hawaiian/Pacific Islander	0.5%	0.1%	0.0%	0.1%	1.0%	0.1%
Not marked	99.5%	99.9%	100.0%	99.9%	99.0%	99.9%
Total(n)	205	3,015	106	1,788	99	1,227
African American/Black	3.9%	4.7%	3.8%	3.5%	4.0%	6.8%
Not marked	96.1%	95.3%	96.2%	96.5%	96.0%	93.2%
Total(n)	205	3,015	106	1,788	99	1,227
Mexican American/Chicano	0.0%	1.6%	0.0%	2.4%	0.0%	0.4%
Not marked	100.0%	98.4%	100.0%	97.6%	100.0%	99.6%
Total(n)	205	3,015	106	1,788	99	1,227
Puerto Rican	1.0%	1.1%	0.0%	0.2%	2.0%	2.7%
Not marked	99.0%	98.9%	100.0%	99.8%	98.0%	97.3%
Total(n)	205	3,015	106	1,788	99	1,227
Other Latino	3.9%	1.8%	2.8%	1.2%	5.1%	2.9%
Not marked	96.1%	98.2%	97.2%	98.8%	94.9%	97.1%
Total(n)	205	3,015	106	1,788	99	1,227
White/Caucasian	88.8%	84.5%	89.6%	84.0%	87.9%	85.3%
Not marked	11.2%	15.5%	10.4%	16.0%	12.1%	14.7%

Wake Forest University Full-time Undergraduate Faculty	Total		Men		Women	
	WFU	Private Universities	WFU	Private Universities	WFU	Private Universities
	205	3,052	106	1,812	99	1,240
Total(n)	205	3,015	106	1,788	99	1,227
Other	1.5%	3.4%	1.9%	3.6%	1.0%	3.1%
Not marked	98.5%	96.6%	98.1%	96.4%	99.0%	96.9%
Total(n)	205	3,015	106	1,788	99	1,227
Race/Ethnicity Group (with multiple race category)						
American Indian	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%
Asian	3.4%	5.3%	4.7%	6.3%	2.0%	3.6%
Black	3.4%	4.1%	2.8%	2.9%	4.0%	6.2%
Hispanic	2.9%	3.2%	0.9%	3.3%	5.1%	3.1%
White	85.9%	81.3%	85.8%	82.3%	85.9%	79.7%
Other	1.0%	2.5%	1.9%	3.2%	0.0%	1.1%
Two or more races/ethnicities	3.4%	3.5%	3.8%	2.0%	3.0%	6.1%
Total (n)	205	3,015	106	1,788	99	1,227