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

Q	Variable Name	Variable Descripion
	ACE	College I.D.
	SUBJID	Subject I.D.
		Please enter the four-digit year that each of the following occurred (e.g., 1974, 2001).
1	YR1STAPPOINT	Year of 1st Appointment: Year you received your first academic appointment
1	YRAPPOINT	Year Appointed: Year of academic appointment at present institution
2	ACADRANK	What is your present academic rank?
		1=Professor
		2=Associate Professor
		3=Assistant Professor
		4=Lecturer
		5=Instructor
3	ADJUNCT	Are you an adjunct faculty member at this institution?
		1=No
		2=Yes
4	TENURE	What is your tenure status at this institution?
		1=Tenured
		2=On tenure track, but not tenured
		3=Not on tenure track, but institution has tenure system
		4=Institution has no tenure system
4a	YRTENURE	Please enter the four-digit year you received tenure (e.g., 1974, 2001)
Community Colleges		
CC2	CCSTATUS	What is your current status at this institution?
		1=Tenured
		2=Probationary, Tenure Track
		3=Renewable Contract Instructor (e.g., Adjunct)
CC2a	CCYRTENURE	Please enter the four-digit year you received tenure (e.g., 1974, 2001)
CC3	CCRANK	What is your academic rank at this institution?
		1=Acting Instructor
		2=Instructor
		3=Assistant Professor
		4=Associate Professor
		5=Professor
		6=Emeritus
End		
5	SEX	Your sex:
		1=Male
		2=Female
6	FULLSTAT	Are you considered a full-time employee of your institution for at least nine months of the current academic year?
		1=No
		2=Yes
Part-time Employee		
6a	PTCHOICE	If given the choice, I would prefer to work full-time at this institution.
		1=No
		2=Yes
6b	PTWORKFT	Have you ever sought a full-time teaching position at this or another institution?
		1=No
		2=Yes
6bi	PTTSEEK	How long ago did you pursue a full-time position
		1=Currently seeking a position
		2=Within the last year
		3=1 to 2 years ago
		4=3 to 5 years ago
		5=More than 5 years ago

Q	Variable Name	Variable Descripion
6c	PTCAREER	Is your full-time professional career outside academia? 1=No 2=Yes
		In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly
6d	PTREASON01	PT Reason: My part-time position is an important source of income for me
6d	PTREASON02	PT Reason: Compensation is not a major consideration in my decision to teach part-time
6d	PTREASON03	PT Reason: Part-time teaching is a stepping-stone to a full-time position
6d	PTREASON04	PT Reason: My part-time position provides benefits (e.g., health insurance, retirement) that
6d	PTREASON05	PT Reason: Teaching part-time fits my current lifestyle
6d	PTREASON06	PT Reason: Full-time positions were not available
6d	PTREASON07	PT Reason: My expertise in my chosen profession is relevant to the course(s) I teach
		Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. 1=Not marked 2=Marked
6e	PTRESOURCES01	PT Resources: Use of private office
6e	PTRESOURCES02	PT Resources: Shared office space
6e	PTRESOURCES03	PT Resources: A personal computer
6e	PTRESOURCES04	PT Resources: An email account
6e	PTRESOURCES05	PT Resources: A phone/voicemail
6e	PTRESOURCES06	PT Resources: Professional development funds
6e	PTRESOURCES07	PT Resources: Printer access (i.e. free printing)
		Please indicate your agreement with the following statements: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly <u>Part-time instructors at this institution:</u>
6f	PTOPN01	PT Opinion: Are given specific training before teaching
6f	PTOPN02	PT Opinion: Rarely get hired into full-time positions
6f	PTOPN03	PT Opinion: Receive respect from students
6f	PTOPN04	PT Opinion: Are primarily responsible for introductory classes
6f	PTOPN05	PT Opinion: Have no guarantee of employment security
6f	PTOPN06	PT Opinion: Have access to support services
6f	PTOPN07	PT Opinion: Are compensated for advising/counseling students
6f	PTOPN08	PT Opinion: Are required to attend meetings
6f	PTOPN09	PT Opinion: Have good working relationships with the administration
6f	PTOPN10	PT Opinion: Are respected by full-time faculty
6f	PTOPN11	PT Opinion: Are paid fairly
6f	PTOPN12	PT Opinion: Have input in course designs
6f	PTOPN13	PT Opinion: Are included in faculty governance
6g	PTTEACH	PTTEACH: Besides this institution, at how many other institutions do you teach ? (10
6h	PTCRASSIGN	For the <u>current term</u>, how far in advance of the beginning of the term did you receive your course assignments? 1=Less than 1 week 2=1-2 weeks 3=3-4 weeks 4=1-3 months 5=More than 3 months
		End

Q	Variable Name	Variable Descripion
7	PRINACT	What is your <u>principal activity</u> in your current position at this institution? (Mark <u>one</u>) 1=Administration 2=Teaching 3=Research 4=Services to clients and patients 5=Other
		Personally, how important to you is: 1=Not Important 2=Somewhat Important 3=Very Important 4=Essential
8	IMPTRTS1	**Importance: Research**
8	IMPTRTS2	**Importance: Teaching**
8	IMPTRTS3	**Importance: Service**
9	COURSENUM	How many courses are you teaching <u>this term</u> (include all institutions at which you teach) (e.g., 0,1,2,3)? (20 maximum)
**Course Information (based on response to COURSENUM > 1)**	
		How many of the courses that you are teaching <u>this term</u> are:
9a	CRSTYPES01	Course Type: General education courses
9a	CRSTYPES02	Course Type: Course required for an undergraduate major
9a	CRSTYPES03	Course Type: Other undergraduate credit courses
9a	CRSTYPES04	Course Type: Developmental/remedial courses (not for credit)
9a	CRSTYPES05	Course Type: Non-credit courses (other than above)
9a	CRSTYPES06	Course Type: Graduate courses
		How many of these courses that you are teaching <u>this term</u> are being taught:
9b	CRSPLACES01	Course Place: At this institution
9b	CRSPLACES02	Course Place: At another institution
**Course Information (IF CRSTYPES01-CRSTYPES06 = 0 or blank)**	
9c	PRIMARYTEACH	What types of courses do you primarily teach? (Mark <u>one</u>) 1=Undergraduate credit courses 2=Graduate courses 3=Non-credit courses 4=I do not teach
10	GRADCOURSE	In the <u>past two years</u>, have you taught a graduate course? 1=No 2=Yes
**Graduate Faculty (If GRADCOURSE = 2)**	
		In the <u>past two years</u>, to what extent have you: 1=Not at All 2=To Some Extent 3=To a Great Extent
10a	GRADACT01	**Act: Met with graduate students to discuss their research interests**
10a	GRADACT02	**Act: Written research grants**
10a	GRADACT03	**Act: Mentored graduate students**
10a	GRADACT04	**Act: Helped graduate students access professional networks**
10a	GRADACT05	**Act: Presented with graduate students at conferences**
10a	GRADACT06	**Act: Published with graduate students**
10a	GRADACT07	**Act: Included graduate students in research grant writing**
10b	NLETTERS	**In the <u>past two years</u>, how many times have you: Written letters of recommendation for graduate students**

Q	Variable Name	Variable Descripion
10b	THESISCHAIR	In the past two years, how many times have you: Chaired a master's thesis
10b	DISSERTCHAIR	In the past two years, how many times have you: Chaired a dissertation
		Rate your agreement with the following statements: 　1=Disagree Strongly 　2=Disagree Somewhat 　3=Agree Somewhat 　4=Agree Strongly
10c	GRADOPN01	Opinion: Graduate students in this program must compete for research opportunities
10c	GRADOPN02	Opinion: It is important for graduate students in this program to spend at least one term as a teaching assistant
10c	GRADOPN03	Opinion: This graduate program enrolls too many international students
10c	GRADOPN04	Opinion: Graduate faculty in my department prefer to hire international students to work on their research
10c	GRADOPN05	Opinion: International and domestic graduate students work well together in this program
10c	GRADOPN06	Opinion: I have encountered instances of academic dishonesty among graduate students
10c	GRADOPN07	Opinion: Graduate students in this program are trained to conduct research responsibly and ethically
10c	GRADOPN08	Opinion: Graduate students in this program receive adequate instruction on becoming good teachers
10c	GRADOPN09	Opinion: Graduate faculty in my department are good teachers
10c	GRADOPN10	Opinion: Graduate faculty in my department are good mentors
10c	GRADOPN11	Opinion: Most graduate students in this program move on to faculty positions
10c	GRADOPN12	Opinion: Most graduate students in this program move into positions within industry
End		
		Do you teach remedial/developmental skills in any of the following areas? (Mark <u>all</u> that apply) 　1=Not marked 　2=Marked
11	REMEDIAL01	Remedial: Reading
11	REMEDIAL02	Remedial: Writing
11	REMEDIAL03	Remedial: Mathematics
11	REMEDIAL04	Remedial: General academic skills
11	REMEDIAL05	Remedial: Other subject areas
		During the <u>past two years</u>, have you engaged in any of the following activities? (Mark <u>one</u> for each item) 　1=No 　2=Yes
12	ACT01	Activity: Advised student groups involved in service/volunteer work
12	ACT02	Activity: Collaborated with the local community in research/teaching
12	ACT03	Activity: Conducted research or writing focused on: international/global issues
12	ACT04	Activity: Conducted research or writing focused on: racial or ethnic minorities
12	ACT05	Activity: Conducted research or writing focused on: women and gender issues
12	ACT06	Activity: Conducted research or writing focused on: Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues
12	ACT07	Activity: Engaged undergraduates on <u>your</u> research project
12	ACT08	Activity: Worked with undergraduates on a research project
12	ACT09	Activity: Engaged in academic research that spans multiple disciplines
12	ACT10	Activity: Supervised an undergraduate thesis
12	ACT11	Activity: Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)
12	ACT12	Activity: Received funding for your work from: foundations
12	ACT13	Activity: Received funding for your work from: state or federal government
12	ACT14	Activity: Received funding for your work from: business or industry

Q	Variable Name	Variable Descripion

		During the <u>past two years</u>, have you engaged in any of the following activities? (Mark <u>one</u> for each item)
		  1=No
		  2=Yes

13	TCHACT01	Teaching Activity: Taught an honors course
13	TCHACT02	Teaching Activity: Taught an interdisciplinary course
13	TCHACT03	Teaching Activity: Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)
13	TCHACT04	Teaching Activity: Taught a service learning course
13	TCHACT05	Teaching Activity: Taught an exclusively web-based course at this institution
13	TCHACT06	Teaching Activity: Participated in organized activities around enhancing pedagogy and
13	TCHACT07	Teaching Activity: Taught a seminar for first-year students
13	TCHACT08	Teaching Activity: Taught a capstone course
13	TCHACT09	Teaching Activity: Taught in a learning community (e.g. FIG, linked courses)
13	TCHACT10	Teaching Activity: Taught a course that meets general education requirements

		In the <u>past two years</u>, to what extent have you:
		  1=Not at All
		  2=To Some Extent
		  3=To a Great Extent

14	UGPRESENT	Present: Presented with undergraduate students at conferences
14	UGPUBLISH	Publish: Published with undergraduates

		During the <u>past two years</u> have you taken advantage of any of the following professional development opportunities at your institution?
		  1=Not Available
		  2=Not Eligible
		  3=No
		  4=Yes

15	DEVELOP01	Prof Develop: Paid workshops outside the institution focused on teaching
15	DEVELOP02	Prof Develop: Paid sabbatical leave
15	DEVELOP03	Prof Develop: Travel funds paid by the institution
15	DEVELOP04	Prof Develop: Internal grants for research
15	DEVELOP05	Prof Develop: Training for administrative leadership
15	DEVELOP06	Prof Develop: Incentives to develop new courses
15	DEVELOP07	Prof Develop: Incentives to integrate new technology into your classroom

		How many of the following have you published?
		  1=None
		  2=1-2
		  3=3-4
		  4=5-10
		  5=11-20
		  6=21-50
		  7=51+

	PUBLISH01	Publish: Articles in academic or professional journals
	PUBLISH02	Publish: Chapters in edited volumes
	PUBLISH03	Publish: Books, manuals, or monographs
	PUBLISH04	Publish: Other, such as patents, or computer software products

	NPERFS	In the <u>past two years</u>, how many exhibitions or performances in the fine or applied arts have you presented?
		  1=None
		  2=1-2
		  3=3-4
		  4=5-10
		  5=11-20
		  6=21+

Q	Variable Name	Variable Descripion
	NPUBS	In the <u>past two years</u>, how many of your professional writings have been published or accepted for publication? 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21+
		During the <u>present term</u>, how many hours per week on average do you actually spend on each of the following activities? 1=None 2=1-4 3=5-8 4=9-12 5=13-16 6=17-20 7=21+
	HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
	HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
	HPW03	Hours per Week: Advising and counseling of students
	HPW04	Hours per Week: Committee work and meetings
	HPW05	Hours per Week: Other administration
	HPW06	Hours per Week: Research and scholarly writing
	HPW07	Hours per Week: Other creative products/performances
	HPW08	Hours per Week: Community or public service
	HPW09	Hours per Week: Outside consulting/freelance work
	HPW10	Hours per Week: Household/childcare duties
	HPW11	Hours per Week: Other employment, outside of academia
		In your interactions with undergraduates, how often in the <u>past year</u> did you encourage them to engage in the following activities? 1=Not at All 2=Occasionally 3=Frequently
	MNDHAB01	Habits of Mind: Ask questions in class
	MNDHAB02	Habits of Mind: Support their opinions with a logical argument
	MNDHAB03	Habits of Mind: Seek solutions to problems and explain them to others
	MNDHAB04	Habits of Mind: Revise their papers to improve their writing
	MNDHAB05	Habits of Mind: Evaluate the quality or reliability of information they receive
	MNDHAB06	Habits of Mind: Take risks for potential gains
	MNDHAB07	Habits of Mind: Seek alternative solutions to a problem
	MNDHAB08	Habits of Mind: Look up scientific research articles and resources
	MNDHAB09	Habits of Mind: Explore topics on their own, even though it was not required for a class
	MNDHAB10	Habits of Mind: Accept mistakes as part of the learning process
	MNDHAB11	Habits of Mind: Seek feedback on their academic work
	MNDHAB12	Habits of Mind: Work with other students on group projects
	MNDHAB13	Habits of Mind: Integrate skills and knowledge from different sources and experiences

Q	Variable Name	Variable Descripion

		How often in the <u>past year</u> have you encouraged students to:
		  1=Not at All
		  2=Occasionally
		  3=Frequently

	CONSACT01	Activity: Use different points of view to make an argument
	CONSACT02	Activity: Make connections between ideas from different courses
	CONSACT03	Activity: Critically evaluate their position on an issue
	CONSACT04	Activity: Recognize the biases that affect their thinking
	CONSACT05	Activity: Think more broadly about an issue

		How frequently in the courses you taught in the <u>past year</u> have you given at least one assignment that required students to:
		  1=Not at All
		  2=Occasionally
		  3=Frequently

	CRASSIGN01	Assignment: Engage deeply with a significant challenge or question within your discipline
	CRASSIGN02	Assignment: Write in the specific style or format of your discipline
	CRASSIGN03	Assignment: Use research methods from your discipline in field or applied settings
	CRASSIGN04	Assignment: Apply learning from both academic and field settings
	CRASSIGN05	Assignment: Describe how different perspectives would affect the interpretation of a question or issue in your discipline
	CRASSIGN06	Assignment: Weigh the meaning and significance of evidence
	CRASSIGN07	Assignment: Discuss the ethical or moral implications of a course of action
	CRASSIGN08	Assignment: Work with classmates outside of class
	CRASSIGN09	Assignment: Lead a discussion, activity or lab
	CRASSIGN10	Assignment: Provide and/or receive feedback to classmates about a draft or work still in progress
	CRASSIGN11	Assignment: Analyze and interpret data
	CRASSIGN12	Assignment: Apply mathematical concepts and computational thinking

		In how many of the courses that you teach do you use each of the following?
		  1=None
		  2=Some
		  3=Most
		  4=All

	METHOD01	Method: Class discussions
	METHOD02	Method: Cooperative learning (small groups)
	METHOD03	Method: Experiential learning/Field studies
	METHOD04	Method: Performances/Demonstrations
	METHOD05	Method: Group projects
	METHOD06	Method: Extensive lecturing
	METHOD07	Method: Multiple drafts of written work
	METHOD08	Method: Student-selected topics for course content
	METHOD09	Method: Reflective writing/journaling
	METHOD10	Method: Community service as part of coursework
	METHOD11	Method: Electronic quizzes with immediate feedback in class
	METHOD12	Method: Using real-life problems
	METHOD13	Method: Using student inquiry to drive learning
	METHOD14	Method: "Learn before lecture" through multimedia tools (e.g., flipping the classroom)
	METHOD15	Method: Readings on racial and ethnic issues
	METHOD16	Method: Readings on women and gender issues
	METHOD17	Method: Starting class with a question that engages students
	METHOD18	Method: Techniques to create an inclusive classroom environment for diverse students
	METHOD19	Method: Supplemental instruction that is outside of class and office hours
	METHOD20	Method: Student presentations
	METHOD21	Method: Student evaluations of each others' work
	METHOD22	Method: Grading on a curve
	METHOD23	Method: Rubric-based assessment

Q	Variable Name	Variable Descripion
		In creating assignments for your courses, how often do you:
		1=Not at All
		2=Occasionally
		3=Frequently
	CRSASSESS01	Assessment: Provide instructions clearly delineating what students are to do to complete
	CRSASSESS02	Assessment: Explain what you want students to gain from the assignment
	CRSASSESS03	Assessment: Provide feedback on drafts or work still in progress
	CRSASSESS04	Assessment: Provide in advance the criteria for evaluating the assignment
	CRSASSESS05	Assessment: Explicitly link the assignment with course goals or learning objectives
		How frequently do you incorporate the following forms of technology into your courses?
		1=Not at All
		2=Occasionally
		3=Frequently
	CRSTECH01	Course Technology: YouTube or other videos
	CRSTECH02	Course Technology: Classroom enhancement technology (e.g., Elmo, tablet PCs)
	CRSTECH03	Course Technology: Simulations/animations
	CRSTECH04	Course Technology: Podcasts
	CRSTECH05	Course Technology: Online homework or virtual labs
	CRSTECH06	Course Technology: Online discussion boards
		Indicate the importance to you of each of the following education goals for undergraduate
		1=Not Important
		2=Somewhat Important
		3=Very Important
		4=Essential
	UGGOAL01	UG Goal: Develop ability to think critically
	UGGOAL02	UG Goal: Prepare students for employment after college
	UGGOAL03	UG Goal: Prepare students for graduate or advanced education
	UGGOAL04	UG Goal: Develop moral character
	UGGOAL05	UG Goal: Provide for students' emotional development
	UGGOAL06	UG Goal: Teach students the classic works of Western civilization
	UGGOAL07	UG Goal: Help students develop personal values
	UGGOAL08	UG Goal: Instill in students a commitment to community service
	UGGOAL09	UG Goal: Enhance students' knowledge of and appreciation for other racial/ethnic groups
	UGGOAL10	UG Goal: Promote ability to write effectively
	UGGOAL11	UG Goal: Help students evaluate the quality and reliability of information
	UGGOAL12	UG Goal: Teach students tolerance and respect for different beliefs
	UGGOAL13	UG Goal: Encourage students to become agents of social change
		Please indicate your agreement with the following statements:
		1=Disagree Strongly
		2=Disagree Somewhat
		3=Agree Somewhat
		4=Agree Strongly
	VIEW01	View: The chief benefit of a college education is that it increases one's earning power
	VIEW02	View: A racially/ethnically diverse student body enhances the educational experience of all
	VIEW03	View: External pressures often prevent reserachers from being completely objective in the conduct of their work
	VIEW04	View: Colleges have a ersponsibility to work with their surrounding communities to
	VIEW05	View: Private funding sources often prevent researchers from being completely objective in the conduct of their work

Q	Variable Name	Variable Descripion

		Indicate the extent to which you agree or disagree with each of the following:
		  1=Disagree Strongly
		  2=Disagree Somewhat
		  3=Agree Somewhat
		  4=Agree Strongly

	TCHOPN01	Opinion: It is primarily up to individual students whether they succeed in my courses
	TCHOPN02	Opinion: I try to dispel perceptions of competition
	TCHOPN03	Opinion: I encourage all students to approach me for help
	TCHOPN04	Opinion: Most students are well-prepared for the difficulty of the courses I teach
	TCHOPN05	Opinion: In my classroom, there is no such thing as a question that is too elementary
	TCHOPN06	Opinion: All students have the potential to excel in my courses
	TCHOPN07	Opinion: The amount of material that is required for my courses poses a substantial challenge to students
	TCHOPN08	Opinion: Students are often overwhelmed by the pace of my courses
	TCHOPN09	Opinion: Most students learn best when they do their assignments on their own

		Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
		  1=Disagree Strongly
		  2=Disagree Somewhat
		  3=Agree Somewhat
		  4=Agree Strongly

	INSTOPN01	Inst Opinion: Faculty are interested in students' personal problems
	INSTOPN02	Inst Opinion: Racial and ethnic diversity is reflected in the curriculum
	INSTOPN03	Inst Opinion: Most students are well-prepared academically
	INSTOPN04	Inst Opinion: This institution has effective hiring practices and policies that increase
	INSTOPN05	Inst Opinion: Student Affairs staff have the support and respect of faculty
	INSTOPN06	Inst Opinion: Faculty are committed to the welfare of this institution
	INSTOPN07	Inst Opinion: Faculty here are strongly interested in the academic problems of undergraduates
	INSTOPN08	Inst Opinion: There is a lot of campus racial conflict here
	INSTOPN09	Inst Opinion: My research is valued by faculty in my department
	INSTOPN10	Inst Opinion: My teaching is valued by faculty in my department
	INSTOPN11	Inst Opinion: My service is valued by faculty in my department
	INSTOPN12	Inst Opinion: Faculty are sufficiently involved in campus decision making
	INSTOPN13	Inst Opinion: This institution takes responsibility for educating underprepared students
	INSTOPN14	Inst Opinion: The criteria for advancement and promotion decisions are clear
	INSTOPN15	Inst Opinion: Most of the students I teach lack the basic skills for college level work
	INSTOPN16	Inst Opinion: There is adequate support for faculty development
	INSTOPN17	Inst Opinion: This institution successfully educates students in remedial/developmental education
	INSTOPN18	Inst Opinion: Faculty are not prepared to deal with conflict over diversity issues in the classroom

Q	Variable Name	Variable Descripion
		Indicate how important you believe each priority listed below is at your college or
		1=Low Priority
		2=Medium Priority
		3=High Priority
		4=Highest Priority
	INSTPRIORITY01	Inst Priority: Promote the intellectual development of students
	INSTPRIORITY02	Inst Priority: Develop a sense of community among students and faculty
	INSTPRIORITY03	Inst Priority: Facilitate student involvement in community service
	INSTPRIORITY04	Inst Priority: Help students learn how to bring about change in society
	INSTPRIORITY05	Inst Priority: Increase or maintain institutional prestige
	INSTPRIORITY06	Inst Priority: Hire faculty "stars"
	INSTPRIORITY07	Inst Priority: Recruit more minority students
	INSTPRIORITY08	Inst Priority: Enhance the institution's national image
	INSTPRIORITY09	Inst Priority: Promote gender diversity in the faculty and administration
	INSTPRIORITY10	Inst Priority: Promote racial and ethnic diversity in the faculty and administration
	INSTPRIORITY11	Inst Priority: Provide resources for faculty to engage in community-based teaching or research
	INSTPRIORITY12	Inst Priority: Create and sustain partnerships with surrounding communities
	INSTPRIORITY13	Inst Priority: Pursue extramural funding
	INSTPRIORITY14	Inst Priority: Strengthen links with the for-profit, corporate sector
	INSTPRIORITY15	Inst Priority: Develop leadership ability among students
	INSTPRIORITY16	Inst Priority: Develop an appreciation for multiculturalism
	INSTPRIORITY17	Inst Priority: Prepare students for the workplace
		Indicate how well each of the following describes your college or university: (Mark one for each item)
		1=Not Descriptive
		2=Somewhat Descriptive
		3=Very Descriptive
	INSTDESCR01	Inst Description: It is easy for students to see faculty outside of regular office hours
	INSTDESCR02	Inst Description: The faculty are typically at odds with campus administration
	INSTDESCR03	Inst Description: Faculty here respect each other
	INSTDESCR04	Inst Description: Faculty are rewarded for being good teachers
	INSTDESCR05	Inst Description: There is respect for the expression of diverse values and beliefs
	INSTDESCR06	Inst Description: Faculty are rewarded for their efforts to use instructional technology
	INSTDESCR07	Inst Description: Administrators consider faculty concerns when making policy
	INSTDESCR08	Inst Description: The administration is open about its policies
		Please indicate the extent to which you:
		1=Not at All
		2=To Some Extent
		3=To a Great Extent
	AFFACT01	Affect: Feel that the training you received in graduate school prepared you well for your role as a faculty member
	AFFACT02	Affect: Achieve a healthy balance between your personal life and your professional life
	AFFACT03	Affect: Experience close alignment between your work and your personal values
	AFFACT04	Affect: Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar
	AFFACT05	Affect: Mentor new faculty
	AFFACT06	Affect: Mentor undergraduate students
	AFFACT07	Affect: Structure your courses so that students master a conceptual understanding of course content
	AFFACT08	Affect: Structure your courses so that students develop study skills that prepare them for college-level work

Q	Variable Name	Variable Descripion
		How satisfied are you with the following aspects of your job? (Mark <u>one</u> for each item)
		1=Not Applicable
		2=Not Satisfied
		3=Marginally Satisfied
		4=Satisfied
		5=Very Satisfied
	SATIS01	Satisfaction: Salary
	SATIS02	Satisfaction: Health benefits
	SATIS03	Satisfaction: Retirement benefits
	SATIS04	Satisfaction: Opportunity for scholarly pursuits
	SATIS05	Satisfaction: Teaching load
	SATIS06	Satisfaction: Quality of students
	SATIS07	Satisfaction: Office/lab space
	SATIS08	Satisfaction: Autonomy and independence
	SATIS09	Satisfaction: Professional relationships with other faculty
	SATIS10	Satisfaction: Competency of colleagues
	SATIS11	Satisfaction: Job security
	SATIS12	Satisfaction: Departmental leadership
	SATIS13	Satisfaction: Course assignments
	SATIS14	Satisfaction: Freedom to determine course content
	SATIS15	Satisfaction: Availability of child care at this institution
	SATIS16	Satisfaction: Prospects for career advancement
	SATIS17	Satisfaction: Clerical/administrative support
	SATIS18	Satisfaction: Overall job satisfaction
	SATIS19	Satisfaction: Relative equity of salary and job benefits
	SATIS20	Satisfaction: Flexibility in relation to family matters or emergencies
		Please indicate the extent to which each of the following has been a source of stress for you during the <u>past two years</u>:
		1=Not Applicable
		2=Not at All
		3=Somewhat
		4=Extensive
	STRESS01	Stress: Managing household responsibilities
	STRESS02	Stress: Child care
	STRESS03	Stress: My physical health
	STRESS04	Stress: Review/promotion process
	STRESS05	Stress: Subtle discrimination (e.g., prejudice, racism, sexism)
	STRESS06	Stress: Personal finances
	STRESS07	Stress: Committee work
	STRESS08	Stress: Faculty meetings
	STRESS09	Stress: Colleagues
	STRESS10	Stress: Students
	STRESS11	Stress: Research or publishing demands
	STRESS12	Stress: Institutional procedures and "red tape"
	STRESS13	Stress: Teaching load
	STRESS14	Stress: Lack of personal time
	STRESS15	Stress: Job security
	STRESS16	Stress: Working with underprepared students
	STRESS17	Stress: Self-imposed high expectations
	STRESS18	Stress: Increased work responsibilities
	STRESS19	Stress: Institutional budget cuts

Q	Variable Name	Variable Descripion

		During the <u>past two years</u>, have you:
		  1=No
		  2=Yes

	PASTACT01	Past Act: Considered leaving academe for another job?
	PASTACT02	Past Act: Considered leaving this institution for another?
	PASTACT03	Past Act: Engaged in public service/professional consulting without pay?
	PASTACT04	Past Act: Received at least one firm job offer elsewhere?
	PASTACT05	Past Act: Sought an early promotion?

		For each of the following items, please mark either Yes or No.
		  1=No
		  2=Yes

	GENACT01	Act: Are you a member of a faculty union?
	GENACT02	Act: Are you a U.S. citizen?
	GENACT03	Act: Do you plan to retire within the next three years?
	GENACT04	Act: Do you use your scholarship to address local community needs?
	GENACT05	Act: Have you been sexually harassed at this institution?
	GENACT06	Act: Have you ever interrupted your professional career for more than one year for family reasons?
	GENACT07	Act: Have you ever received an award for outstanding teaching?

	POLIVIEW	Political View: How would you characterize your political views? (Mark <u>one</u>)
		  1=Far Right
		  2=Conservative
		  3=Middle of the Road
		  4=Liberal
		  5=Far Left

		If you were to begin your career again, would you:
		  1=Definitely No
		  2=Probably No
		  3=Not Sure
		  4=Probably Yes
		  5=Definitely Yes

	COMEBACK	Still want to come to this institution?
	COLPROF	Still want to be a college professor?
	SALARY	Please enter your base institutional salary (e.g., for $56,000, please enter 56000). ($1,000,000 maximum)

	SALARYBASE	Your base institutional salary reported above is based on (Mark <u>one</u>):
		  1=Less than 9 months
		  2=9/10 months
		  3=11/12 months

**Part-time Employee**
	PTSALARY	Please enter your total salary from teaching at this institution for this academic year (e.g., for $30,000, please enter 30000). ($100,000 maximum)
	PTPAY	How much are you paid per course at this institution (e.g., for $3,000, please enter 3000)? ($50,000 maximum)
**End**
		What percentage of your current year's income comes from: (e.g., for 45%, please enter 45 - total for all response must equal 100%)
	SALARYSOURCE01	Salary: Base salary from this institution
	SALARYSOURCE02	Salary: Other income from this institution
	SALARYSOURCE03	Salary: Income from another academic institution
	SALARYSOURCE04	Salary: Non-academic income
	MAJOR	Major of highest degree held - General Area

	DEPT	Department of current faculty appointment - General Area
		  1=Agriculture/natural resources/related
		  2=Architecture and related services
		  3=Area/ethnic/cultural/gender studies
		  4=Arts (visual and performing)
		  5=Biological and biomedical sciences
		  6=Business/management/marketing/related

Q	Variable Name	Variable Descripion
		7=Communication/journalism/ comm. tech
		8=Computer/info sciences/support tech
		9=Construction trades
		10=Education
		11=Engineering technologies/technicians
		12=English language and literature/letters
		13=Family/consumer sciences, human sciences
		14=Foreign languages/literature/linguistics
		15=Health professions/clinical sciences
		16=Legal professions and studies
		17=Library science
		18=Mathematics and statistics
		19=Mechanical/repair technologies/techs
		20=Multi/interdisciplinary studies
		21=Parks/recreation/leisure/fitness studies
		22=Precision production
		23=Personal and culinary services
		24=Philosophy, religion & theology
		25=Physical sciences
		26=Psychology
		27=Public administration/social services
		28=Science technologies/technicians
		29=Security & protective services
		30=Social sciences (except psych) and history
		31=Transportation & materials moving
		32=Other
	MAJORDISC DEPTDISC	**Major of highest degree held - Specific Discipline** **Department of current faculty appointment - Specific Discipline** 0101=Agriculture and related sciences 0102=Natural resources and conservation 0103=Agriculture/natural resources/related, other 0201=Architecture and related services 0301=Area/ethnic/cultural/gender studies 0401=Art history, criticism, and conservation 0402=Design & applied arts 0403=Drama/theatre arts and stagecraft 0404=Fine and studio art 0405=Music, general 0406=Music history, literature, and theory 0407=Commercial and advertising art 0408=Dance 0409=Film, video and photographic arts 0410=Visual and performing arts, other 0501=Biochem/biophysics/molecular biology 0502=Botany/plant biology 0503=Genetics 0504=Microbiological sciences & immunology 0505=Physiology, pathology & related sciences 0506=Zoology/animal biology 0507=Biological & biomedical sciences, other 0601=Accounting and related services 0602=Business admin/management/operations 0603=Business operations support/assistance 0604=Finance/financial management services 0605=Human resources management and svcs 0606=Marketing 0607=Management information systems/services 0608=Business/mgt/marketing/related, other 0701=Communication/journalism/related prgms

Q	Variable Name	Variable Descripion
		0702=Communication technologies/technicians and support svcs
		0703=Communication/journalism/ comm. tech, other
		0801=Computer/info tech administration/mgmt
		0802=Computer programming
		0803=Computer science
		0804=Computer software and media applications
	MAJORDISC	**Major of highest degree held - Specific Discipline (continued)**
	DEPTDISC	**Department of current faculty appointment - Specific Discipline (continued)**
		0805=Computer systems analysis
		0806=Computer systems networking/telecom
		0807=Data entry/microcomputer applications
		0808=Data processing
		0809=Information science/studies
		0810=Computer/info sci/support svcs, other
		0901=Construction trades
		1001=Curriculum and instruction
		1002=Educational administration/supervision
		1003=Educational/instructional media design
		1004=Special education and teaching
		1005=Student counseling/personnel services
		1006=Early childhood education and teaching
		1007=Elementary education and teaching
		1008=Secondary education and teaching
		1009=Adult and continuing education/teaching
		1010=Teacher ed: specific levels, other
		1011=Teacher ed: specific subject areas
		1012=Bilingual & multicultural education
		1013=Ed assessment
		1014=Higher education
		1015=Education, other
		1101=Biomedical/medical engineering
		1102=Chemical engineering
		1103=Civil engineering
		1104=Computer engineering
		1105=Electrical/electronics/comms engineering
		1106=Engineering technologies/technicians
		1107=Environmental/environmental health eng
		1108=Mechanical engineering
		1109=Engineering, other
		1201=English language and literature/letters
		1301=Family/consumer sciences, human sciences
		1401=Foreign languages/literature/linguistics
		1501=Alternative/complementary medicine/sys
		1502=Chiropractic
		1503=Clinical/medical lab science/allied
		1504=Dental support services/allied
		1505=Dentistry
		1506=Health & medical administrative services
		1507=Allied health and medical assisting services
		1508=Allied health diagnostic, intervention, treatment professions
		1509=Medicine, including psychiatry
		1510=Mental/social health services and allied
		1511=Nursing
		1512=Optometry
		1513=Osteopathic medicine/osteopathy
		1514=Pharmacy/pharmaceutical sciences/admin
		1515=Podiatric medicine/podiatry
		1516=Public health
		1517=Rehabilitation & therapeutic professions

Q	Variable Name	Variable Descripion
		1518=Veterinary medicine
		1519=Health/related clinical services, other
		1601=Law
		1602=Legal support services
		1603=Legal professions and studies, other
		1701=Library science
		1801=Mathematics
		1802=Statistics
		1803=Mathematics and statistics, other
		1901=Mechanical/repair technologies/techs
		2001=Multi/interdisciplinary studies
		2101=Parks, recreation and leisure studies
		2102=Health and physical education/fitness
		2103=Parks/recreation/leisure/fitness studies, other
		2201=Precision production
		2301=Culinary arts and related services
		2302=Personal and culinary services
		2303=Personal and culinary services, other
		2401=Philosophy
		2402=Religion/religious studies
		2403=Theology and religious vocations
		2404=Philosophy, religion & theology, other
		2501=Astronomy & astrophysics
		2502=Atmospheric sciences and meteorology
		2503=Chemistry
		2504=Geological & earth sciences/geosciences
		2505=Physics
		2506=Physical sciences, other
		2601=Behavioral psychology
		2602=Clinical psychology
		2603=Education/school psychology
		2604=Psychology, other
		2701=Public administration
		2702=Social work
		2703=Public administration & social svcs other
		2801=Science technologies/technicians
		2901=Corrections
		2902=Criminal justice
		2903=Fire protection
		2904=Police science
		2905=Security and protective services, other
		3001=Anthropology (except psychology)
		3002=Archaeology
		3003=Criminology
		3004=Demography & population studies
		3005=Economics
		3006=Geography & cartography
		3007=History
		3008=International relations & affairs
		3009=Political science and government
		3010=Sociology
		3011=Urban studies/affairs
		3012=Social sciences, other
		3101=Transportation and materials moving
		3201=Other

Q	Variable Name	Variable Descripion
		On the following list, please mark <u>one</u> in each column: 1=Bachelor's (B.A., B.S., etc.) 2=Master's (M.A., M.S.) 3=M.F.A. 4=M.B.A. 3=LL.B., J.D. 4=M.D., D.D.S. (or equivalent) 5=Other first professional degree beyond B.A. (e.g., D.D., D.V.M. 6=Ed.D. 7=Ph.D. 8=Other degree 9=None
	DEGEARN	**Highest Degree Earned**
	DEGWORK	**Degree Currently Working On**
		Are you currently serving in an administrative position as: (Mark <u>all</u> that apply) 1=Not marked 2=Marked
	ADMCHAIR	**Department chair**
	ADMDEAN	**Dean (Associate or Assistant)**
	ADMPRES	**President**
	ADMVP	**Vice-President**
	ADMPROVOST	**Provost**
	ADMOTHER	**Other**
	ADMNA	**Not Applicable**
		Are you: (Mark <u>all</u> that apply) 1=Not marked 2=Marked
	RACE1	**White/Caucasian**
	RACE2	**African American/Black**
	RACE3	**American Indian/Alaska Native**
	RACE4	**Asian American/Asian**
	RACE5	**Native Hawaiian/Pacific Islander**
	RACE6	**Mexican American/Chicano**
	RACE7	**Puerto Rican**
	RACE8	**Other Latino**
	RACE9	**Other**
	NATENGSP	**Is English your native language?** 1=No 2=Yes
	MARITAL	**Are you currently: (Mark <u>one</u>)** 1=Single 2=In a civil union 3=In a domestic partnership 4=Married 5=Unmarried, living with partner 6=Separated 7=Divorced 8=Widowed
		How many children do you have in the following age ranges? 1=0 2=1 3=2 4=3 5=4+
	NCHILD1	**Child: Under 18 years old**
	NCHILD2	**Child: 18 years or older**
	YRBIRTH	**Please enter the four-digit year of your birth (e.g., 1944, 1988).**

Q	Variable Name	Variable Descripion

	PERMIT	Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.
		  1=No
		  2=Yes

		Local Optional Questions
		  1=A
		  2=B
		  3=C
		  4=D
		  5=E

	OPT01	Optional Question 1
	OPT02	Optional Question 2
	OPT03	Optional Question 3
	OPT04	Optional Question 4
	OPT05	Optional Question 5
	OPT06	Optional Question 6
	OPT07	Optional Question 7
	OPT08	Optional Question 8
	OPT09	Optional Question 9
	OPT10	Optional Question 10
	OPT11	Optional Question 11
	OPT12	Optional Question 12
	OPT13	Optional Question 13
	OPT14	Optional Question 14
	OPT15	Optional Question 15
	OPT16	Optional Question 16
	OPT17	Optional Question 17
	OPT18	Optional Question 18
	OPT19	Optional Question 19
	OPT20	Optional Question 20
	OPT21	Optional Question 21
	OPT22	Optional Question 22
	OPT23	Optional Question 23
	OPT24	Optional Question 24
	OPT25	Optional Question 25
	OPT26	Optional Question 26
	OPT27	Optional Question 27
	OPT28	Optional Question 28
	OPT29	Optional Question 29
	OPT30	Optional Question 30
	OPTOE1	Local Optional Open Ended Question 1
	OPTOE2	Local Optional Open Ended Question 2
	OPTOE3	Local Optional Open Ended Question 3
	OPTOE4	Local Optional Open Ended Question 4
	OPTOE5	Local Optional Open Ended Question 5
		Derived Variables

	RRACE	Responded to race questions
		  1=No
		  2=Yes

Q	Variable Name	Variable Descripion
	SALARY09 SALARY12	Aggregated - Salary based on 9/10 months (full-time employees only) Aggregated - Salary based on 11/12 months (full-time employees only) 1=Less than < $20,000 2=$20,000 - $29,999 3=$30,000 - $39,999 4=$40,000 - $49,999 5=$50,000 - $59,999 6=$60,000 - $69,999 7=$70,000 - $79,999 8=$80,000 - $89,999 9=$90,000 - $99,999 10=$100,000 - $124,999 11=$125,000 - $149,999 12=$150,000 or more
	SALARYSOURCE01A SALARYSOURCE02A SALARYSOURCE03A SALARYSOURCE04A	Aggregated - Base salary from this institution Aggregated - Other income from this institution Aggregated - Income from another academic institution Aggregated - Non-academic income 1=0% 2=GT 0% and LT 25% 3=GE 25% and LT 50% 4=GE 50% and LT 75% 5=GE 75% and LT 100% 6=100%
	AGE	Aggregated Age 1=1981 or more 2=1976 - 1980 3=1971 - 1975 4=1966 - 1970 5=1961 - 1965 6=1956 - 1960 7=1951 - 1955 8=1946 - 1950 9=1941 - 1945 10=1940 or less
	YR1STAPPOINTA YRAPPOINTA YRTENUREA CCYRTENUREA	Aggregated - Year of 1st academic appointment Aggregated - Year of appointment at present institution Aggregated - If tenured, year tenure was awarded Aggregated - If tenured, year tenure was awarded at CC 1=1973 or less 2=1974 - 1978 3=1979 - 1983 4=1984 - 1988 5=1989 - 1993 6=1994 - 1998 7=1999 - 2003 8=2004 - 2008 9=2009 or more

Q	Variable Name	Variable Descripion
	MAJORA	Aggregated Major
	DEPTA	Aggregated Department
		1=Agriculture or Forestry (General Area=1)
		2=Biological Sciences (General Area=5)
		3=Business (General Area=6)
		4=Education (General Area=10 and Specific Discipline=2102)
		5=Engineering (General Area=11)
		6=English (General Area=12)
		7=Health-related (General Area=15)
		8=History or Political Science (Specific Discipline=3007,3009)
		9=Humanities (General Area=14,24)
		10=Fine Arts (General Area=2,4,22)
		11=Mathematics or Statistics (General Area=18)
		12=Physical Sciences (General Area=25)
		13=Social Sciences (General Area=3,26,27 and Specific Discipline=3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)
		14=Other Technical (General Area=8,19,28)
		15=Other Non-technical (General Area=7,9,13,16,17,20,23,29,31,32 and Specific Discipline=2101,2103)
	STEM	**Faculty works in STEM Department**
		1=Non-STEM
		2=STEM
	RESTYPE1	**Full-time Undergraduate Faculty**
	RESTYPE2	**Part-time Undergraduate Faculty**
	RESTYPE3	**Full-time Administrator**
	RESTYPE4	**Graduate-only Faculty**
	RESTYPE5	**Other Staff**
		1=No
		2=Yes
	SUBMITDATE	**Date paper survey scanned or web survey submitted.**
	SUPPFLAG	**Supplemental flag**
		1=No
		2=Yes
	POP	**Sample type**
		1=HERI supplemental 2004 4yr institutions
		2=HERI supplemental 2004 2yr institutions
		3=HERI supplemental 2007 4yr institutions
		4=HERI supplemental 2007 2yr institutions
		5=Random email supplemental
		6=Not random email supplemental
		7=Participating institution
	NORMSTAT	**Norms status**
		1=In norms
		2=Not in norms
	FACWGT	**Faculty weight**
		Academic Advising Module
	UGADVISE	**How many undergraduate students do you currently advise?**
		How do you typically interact with your advisees?
		1=Never
		2=Seldom
		3=Sometimes
		4=Often
		5=Very Often
	ADVINTERACT01	**Advise Interaction: Schedule a meeting**
	ADVINTERACT02	campus events)
	ADVINTERACT03	**Advise Interaction: During scheduled office hours**
	ADVINTERACT04	**Advise Interaction: Drop by your office**
	ADVINTERACT05	**Advise Interaction: Email exchange**

Q	Variable Name	Variable Descripion
		During the <u>past year</u>, how often have you done each of the following with your advisees?
		1=Not at All
		2=Occasionally
		3=Frequently
	ADVACT01	Advise Act: Informed them of important deadlines
	ADVACT02	Advise Act: Helped them understand academic policies
	ADVACT03	Advise Act: Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)
	ADVACT04	Advise Act: Provided information about courses
	ADVACT05	Advise Act: Provided information about the major/minor
	ADVACT06	Advise Act: Reviewed their transcript
	ADVACT07	Advise Act: Discussed academic performance
	ADVACT08	Advise Act: Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
	ADVACT09	Advise Act: Discussed career and post-graduation goals
	ADVACT10	Advise Act: Invited them to your home
	ADVACT11	Advise Act: Listened closely to academic problems and concerns
	ADVACT12	Advise Act: Listened closely to personal problems and concerns
	ADVACT13	Advise Act: Took action to help students with academic difficulties
	ADVACT14	Advise Act: Took action to help students with personal difficulties
		During the <u>past year</u>, how often have you provided your advisees with:
		1=Not at All
		2=Occasionally
		3=Frequently
	FACPRV01	Provided: Advice and guidance about their educational program
	FACPRV02	Provided: An opportunity to discuss coursework outside of class
	FACPRV03	Provided: Emotional support and encouragement
	FACPRV04	Provided: Honest feedback about their skills and abilities
	FACPRV05	Provided: Encouragement to pursue graduate/professional study
	FACPRV06	Provided: Help in achieving their professional goals
**Campus Climate Module**	
		Please indicate the extent to which you agree or disagree with the following statements.
		1=Disagree Strongly
		2=Disagree Somewhat
		3=Agree Somewhat
		4=Agree Strongly
	CLIMOPN01	Climate Opinion: Has campus administrators who regularly speak about the value of
	CLIMOPN02	Climate Opinion:Lacks strategic diversity goals and plans
	CLIMOPN03	Climate Opinion: Encourages students to have a public voice and share their ideas openly
	CLIMOPN04	Climate Opinion: Has a long-standing commitment to diversity
	CLIMOPN05	Climate Opinion: Respects differences in sexual orientation
	CLIMOPN06	Climate Opinion: Promotes the appreciation of cultural differences
	CLIMOPN07	Climate Opinion: Rewards staff and faculty for their participation in diversity efforts
	CLIMOPN08	Climate Opinion: Promotes the understanding of gender differences
	CLIMOPN09	Climate Opinion: Has standard reporting procedures for incidents of harassment or
	CLIMOPN10	Climate Opinion: Racial and ethnic diversity should be more strongly reflected in the
	CLIMOPN11	Climate Opinion: Treats faculty of color fairly
	CLIMOPN12	Climate Opinion: Treats women faculty fairly
	CLIMOPN13	Climate Opinion: Treats LGBTQ faculty fairly

Q	Variable Name	Variable Descripion

		Please indicate how often at this institution you have:
		  1=Never
		  2=Seldom
		  3=Sometimes
		  4=Often
		  5=Very Often

	DISCRIMACT01	Act: Had students from underrepresented groups on campus approach me for advice
	DISCRIMACT02	Act: Assisted a student with a problem about discrimination
	DISCRIMACT03	Act: Witnessed discrimination
	DISCRIMACT04	Act: Reported an incident of discrimination to a campus authority
	DISCRIMACT05	Act: Reported an incident of sexual harassment to a campus authority
	DISCRIMACT06	Act: Been discriminated or excluded from activities because of my race/ethnicity
	DISCRIMACT07	Act: Been discriminated or excluded from activities because of my gender
	DISCRIMACT08	Act: Been discriminated or excluded from activities because of my sexual orientation
	DISCRIMACT09	Act: Been discriminated or excluded from activities because of my other identity
	DISCRIMACT10	Act: Heard insensitive or disparaging racial remarks from faculty
	DISCRIMACT11	Act: Heard insensitive or disparaging racial remarks from staff
	DISCRIMACT12	Act: Heard insensitive or disparaging racial remarks from students
	DISCRIMACT13	Act: Heard insensitive or disparaging remarks about women from faculty
	DISCRIMACT14	Act: Heard insensitive or disparaging remarks about women from staff
	DISCRIMACT15	Act: Heard insensitive or disparaging remarks about women from students
	DISCRIMACT16	Act: Heard insensitive or disparaging comments about LGBTQ individuals by faculty
	DISCRIMACT17	Act: Heard insensitive or disparaging comments about LGBTQ individuals by staff
	DISCRIMACT18	Act: Heard insensitive or disparaging comments about LGBTQ individuals by students

		Please indicate how often anyone you personally know has experienced the following forms of bias/harassment/discrimination at this institution:
		  1=Never
		  2=Seldom
		  3=Sometimes
		  4=Often
		  5=Very Often

	HARTYPE01	Harassment Type: Verbal comments
	HARTYPE02	Harassment Type: Written comments (e.g., emails, texts, writing on walls)
	HARTYPE03	Harassment Type: Exclusion (e.g., from gatherings, events)
	HARTYPE04	Harassment Type: Offensive visual images or items
	HARTYPE05	Harassment Type: Threats of physical violence
	HARTYPE06	Harassment Type: Sexual assault or violence
	HARTYPE07	Harassment Type: Other physical assaults or injuries
	HARTYPE08	Harassment Type: Anonymous phone calls
	HARTYPE09	Harassment Type: Damage to personal property

Q	Variable Name	Variable Descripion
		How satisfied are you with the following aspects of your institution? 1=Very Dissatisfied 2=Dissatisfied 3=Neutral 4=Satisfied 5=Very Satisfied
	CMPSAT01	Satisfaction: Overall sense of community among students
	CMPSAT02	Satisfaction: Racial/ethnic diversity of the faculty
	CMPSAT03	Satisfaction: Racial/ethnic diversity of the student body
	CMPSAT04	Satisfaction: Racial/ethnic diversity of the staff
	CMPSAT05	Satisfaction: Interactions among different racial/ethnic groups
	CMPSAT06	Satisfaction: Atmosphere for political differences
	CMPSAT07	Satisfaction: Atmosphere for religious differences
	CMPSAT08	Satisfaction: Atmosphere for differences in sexual orientation
	CMPSAT09	Satisfaction: Administrative response to incidents of discrimination
	CMPSAT10	Satisfaction: Administrative response to student concerns about exclusion or marginality
		Please rate your satisfaction with <u>your department</u> in each area: 1=Very Dissatisfied 2=Dissatisfied 3=Neutral 4=Satisfied 5=Very Satisfied
	DEPTSAT01	Satisfaction: Collegiality among faculty
	DEPTSAT02	Satisfaction: Tolerance of different faculty opinions and beliefs
	DEPTSAT03	Satisfaction: Representation of women and racial/ethnic minorities
	DEPTSAT04	Satisfaction: Acceptance of differences in sexual orientation
	DEPTSAT05	Satisfaction: Degree to which the curriculum addresses diversity in content or pedagogy
	DEPTSAT06	Satisfaction: Student respect for my role in the classroom
	DEPTSAT07	Satisfaction: Commitment to hiring women and minorities
		LGBTQ Module
	LGBTQIDEN	What is your sexual identity? (Mark <u>one</u>) 1=Heterosexual/Straight 2=Gay 3=Lesbian 4=Bisexual 5=Queer 6=Other
		IF LGBTQIDEN > 1 How open are you about your sexual identity to each of the following: 1=Not at All 2=Hardly 3=Somewhat 4=Mostly 5=Completely
	SOPEN01	Open: Colleagues
	SOPEN02	Open: Students
	SOPEN03	Open: Friends
	SOPEN04	Open: Family
	SOPEN05	Open: Overall
	TGIDEN	Do you identify as transgender? 1=No 2=Yes, male to female 3=Yes, female to male

Q	Variable Name	Variable Descripion
		IF TGIDEN > 1 **How open are you about your sexual identity to each of the following:** 1=Not at All 2=Hardly 3=Somewhat 4=Mostly 5=Completely
	GOPEN01	**Open: Colleagues**
	GOPEN02	**Open: Students**
	GOPEN03	**Open: Friends**
	GOPEN04	**Open: Family**
	GOPEN05	**Open: Overall**
**Spirituality Module**	
		Indicate the importance to you of each of the following educational goals for undergraduate 1=Not Important 2=Somewhat Important 3=Very Important 4=Essential
	SPIRGOAL01	**Goal: Enhance spiritual development**
	SPIRGOAL02	**Goal: Facilitate the search for meaning/purpose in life**
	SPIRGOAL03	**Goal: Becoming more conversant with different religious traditions**
	SPIRGOAL04	**Goal: Becoming more conversant with different spiritual practices**
		Indicate the extent to which you: 1=Not at All 2=To Some Extent 3=To a Great Extent
	SPIRACT01	**Activity: Engage in self-reflection**
	SPIRACT02	**Activity: Consider yourself a religious person**
	SPIRACT03	**Activity: Consider yourself a spiritual person**
	SPIRACT04	**Activity: Engage in prayer/meditation**
	SPIRACT05	**Activity: Seek opportunities to grow spiritually**
	SPIRACT06	**Activity: Encourage discussion of religious and spiritual matters among students**
	SPIRACT07	**Activity: Engage in discussion of religious and spiritual matters with students**
		Please indicate your agreement with each of the following statements: 1=Disagree Strongly 2=Disagree Somewhat 3=Agree Somewhat 4=Agree Strongly
	SPIROPN01	**Opinion: Colleges should be concerned with facilitating undergraduate students' spiritual**
	SPIROPN02	**Opinion: The spiritual dimension of faculty members' lives has no place in the academy**
		Indicate the importance to you personally of each of the following: 1=Not Important 2=Somewhat Important 3=Very Important 4=Essential
	SPIROBJ01	**Objective: Integrating spirituality into my life**
	SPIROBJ02	**Objective: Serving as a spiritual/religious advisor to students**
**STEM Module (Filtered based on response to Departmental Affiliation.)**	
		In the courses you have taught in the <u>past year</u>, how often do you: 1=Never 2=Rarely 3=Occasionally 4=Frequently 5=Always
	GENSTEM01	**Course: Incorporate audience response systems to gauge students' understanding (e.g.,**
	GENSTEM02	**Course: Integrate authentic (i.e., not "cookbook") research experiences into labs**
	GENSTEM03	**Course: Incorporate mini-labs into lecture**

Q	Variable Name	Variable Descripion
		In the STEM courses you have taught in the <u>past year</u>, how often do you encourage
		1=Never
		2=Rarely
		3=Occasionally
		4=Frequently
		5=Always
	STEM01	Act: Make connections between different areas of science and mathematics
	STEM02	Act: Draw a picture to represent a problem or concept
	STEM03	Act: Identify what is known and not known about a problem
	STEM04	Act: Analyze the basic elements of ideas or theories
	STEM05	Act: Make sense of scientific/technical concepts
	STEM06	Act: Synthesize several sources of information
	STEM07	Act: Conduct an experiment
	STEM08	Act: Relate scientific concepts to real-world problems
	STEM09	Act: Memorize large quantities of information
	STEM10	Act: Make predictions based on existing knowledge
	STEM11	Act: Translate scientific concepts or terminology into non-scientific language
		Indicate the personal importance to you of each of the following:
		1=Not Important
		2=Somewhat Important
		3=Very Important
		4=Essential
	STEMGOAL01	Goal: Making a theoretical contribution to science
	STEMGOAL02	Goal: Working to find a cure for a health problem
		To what extent do you structure your STEM courses so that students:
		1=Not at All
		2=To Some Extent
		3=To a Great Extent
	STEMSTRUCT01	Structure: Develop a stronger interest in STEM disciplines
	STEMSTRUCT02	Structure: Have the foundational knowledge for advanced study in STEM
		Institutional Characteristics
	STRAT	**CIRP Stratification Cell**
		1=Public Universities - low
		2=Public Universities - medium
		3=Public Universities high
		3=Public Universities - high
		4=Private Universities - medium
		5=Private Universities - high
		6=Private Universities - very high
		7=Public 4yr Colleges - low
		8=Public 4yr Colleges - medium
		9=Public 4yr Colleges - high
		10=Public 4yr Colleges - unknown
		11=Private/Nonsectarian 4yr Colleges - low
		12=Private/Nonsectarian 4yr Colleges - medium
		13=Private/Nonsectarian 4yr Colleges - high
		14=Private/Nonsectarian 4yr Colleges - very high
		15=Private/Nonsectarian 4yr Colleges - unknown
		16=Catholic 4yr Colleges - low
		17=Catholic 4yr Colleges - medium
		18=Catholic 4yr Colleges - high
		19=Catholic 4yr Colleges - unknown
		20=Other Religious 4yr Colleges - very low
		21=Other Religious 4yr Colleges - low
		22=Other Religious 4yr Colleges - medium
		23=Other Religious 4yr Colleges - high
		24=Other Religious 4yr Colleges - unknown
		25=Public 2yr Colleges - very low
		26=Public 2yr Colleges - low

Q	Variable Name	Variable Descripion
		27=Public 2yr Colleges - medium
		28=Public 2yr Colleges - high
		29=Public 2yr Colleges - very high
		30=Private 2yr Colleges - very low
		31=Private 2yr Colleges - low
		32=Private 2yr Colleges - medium
		33=Private 2yr Colleges - high
		34=HBCU Public 4yr Colleges
		35=HBCU Private 4yr Colleges
		36=HBCU Public 2yr Colleges
		37=HBCU Private 2y g r Colleges
		38=HBCU Other Religious 4yr Colleges
		39=HBCU Catholic 4yr Colleges
		40=HBCU Public Universities
		41=HBCU Private Universities
		99=Other
	STATE	**Institution State**
	HERIREG	**HERI Region** 1=East 2=Midwest 3=South 4=West
	OBEREG	**OBE Region** 1=New England - CT ME MA NH RI VT 2=Mid East - DE DC MD NJ NY PA 3=Great Lakes - IL IN MI OH WI 4=Plains - IA KS MN MO NE ND SD 5=Southeast - AL AR FL GA KY LA MS NC SC TN VA WV 6=Southwest - AZ NM OK TX 7=Rocky Mountains - CO ID MT UT WY 8=Far West - AK CA HI NV OR WA 9=Other
	HBCU	**HBCU Flag** 1=Not HBCU 2=Public HBCU 3=Private HBCU
	SELECTIVITY	**Institution Selectivity**
	INSTTYPE	**Institution Type** 1=University 2=4-year 3=2-year
	INSTCONT	**Institution Control** 1=Public 2=Private
	COMPGROUP1	**Comparison Group 1** 1=Public Universities 2=Private Universities 3=Public 4yr Colleges 4=Private/Nonsectarian 4yr Colleges 5=Catholic 4yr Colleges 6=Other Religious 4yr Colleges 7=Public 2yr Colleges 8=Private 2yr Colleges
	COMPGROUP2	**Comparison Group 2** 1=Public/Private Universities, Public 4yr Colleges 2=Nonsectarian, Catholic, Other Religious 4yr Colleges 3=Public 2yr Colleges 4=Private 2yr Colleges

Q	Variable Name	Variable Descripion
	COMPGROUP3	Comparison Group 3
		1=All Baccalaureate Institutions
		2=All Two-Year Colleges
**FAC Constructs - Scores**		
	PEDAGOGY	Student-Centered Pedagogy
	UG_DEVELOPMENT	Undergraduate Education Goal: Personal Development
	PRODUCTIVITY	Scholarly Productivity
	CM_PRACTICE	Civic Minded Practice
	CM_VALUES	Civic Minded Values
	SATIS_WORKPLACE	Workplace Satisfaction
	SATIS_COMPENSATION	Satisfaction with Compensation
	STRESS	Career Related Stress
	IP_DIVERSITY	Inst Priority: Commitment to Diversity
	IP_ENGAGEMENT	Inst Priority: Civic Engagement
**FAC Constructs - Groups**		
		1=Low score
		2=Average Score
		3=High score
	PEDAGOGY_GRP	Student-Centered Pedagogy Group
	UG_DEVELOPMENT_GRP	Undergraduate Education Goal: Personal Development Group
	PRODUCTIVITY_GRP	Scholarly Productivity Group
	CM_PRACTICE_GRP	Civic Minded Practice Group
	CM_VALUES_GRP	Civic Minded Values Group
	SATIS_WORKPLACE_GRP	Workplace Satisfaction Group
	SATIS_COMPENSATION_GRP	Satisfaction with Compensation Group
	STRESS_GRP	Career Related Stress Group
	IP_DIVERSITY_GRP	Inst Priority: Commitment to Diversity Group
	IP_ENGAGEMENT_GRP	Inst Priority: Civic Engagement Group