

Q	Variable Name	Variable Description
	SUBJID	Subject I.D.
1	YR1STAPPOINT	<p>In what year did you receive your first academic appointment?</p> <p>1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959 60=1958 61=1957 62=1956 63=1955 64=1954</p>

		<p>65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947</p>
2	YRAPPOINT	<p>In what year were you first appointed at this institution?</p> <p>1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959</p>

		<p>60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947</p>
3	ACADRANK	<p>What is your present academic rank? 1=Professor 2=Associate Professor 3=Assistant Professor 4=Lecturer 5=Instructor 6=Graduate Student/Teaching Assistant</p>
4	TENURE	<p>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</p>
If TENURE = "1"		
4a	YRTENURE	<p>In what year did you receive tenure at this institution? 1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988 31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977</p>

		42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959 60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947
Community Colleges		
CC3	CCSTATUS	What is your tenure status at this institution? 1=Tenured 2=Probationary, Tenure Track 3=Renewable Contract Instructor (e.g., Adjunct)
If CCSTATUS = "1"		
CC3a	CCYRTENURE	In what year did you receive tenure at this institution? 1=2017 2=2016 3=2015 4=2014 5=2013 6=2012 7=2011 8=2010 9=2009 10=2008 11=2007 12=2006 13=2005 14=2004 15=2003 16=2002 17=2001 18=2000 19=1999 20=1998 21=1997 22=1996 23=1995 24=1994 25=1993 26=1992 27=1991 28=1990 29=1989 30=1988

		31=1987 32=1986 33=1985 34=1984 35=1983 36=1982 37=1981 38=1980 39=1979 40=1978 41=1977 42=1976 43=1975 44=1974 45=1973 46=1972 47=1971 48=1970 49=1969 50=1968 51=1967 52=1966 53=1965 54=1964 55=1963 56=1962 57=1961 58=1960 59=1959 60=1958 61=1957 62=1956 63=1955 64=1954 65=1953 66=1952 67=1951 68=1950 69=1949 70=1948 71=1947
End		
CC3	CCRANK	What is your academic rank at this institution? 1=Instructor 2=Assistant Professor 3=Associate Professor 4=Professor
End		
5	FACRETIRE	Are you retired from this institution? 2=Yes 1=No
6	FULLSTAT	Are you considered a full-time employee of your institution for at least nine months of the current academic year? 2=Yes 1=No
Part-Time Employee		
6a	PTCHOICE	If given the choice, I would prefer to work full-time at this institution. 2=Yes 1=No
6b	PTWORKFT	Have you ever sought a full-time teaching position at this or another institution? 2=Yes 1=No
If PTWORKFT = "2"		
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
End		
6c	PTCAREER	Is your full-time professional career outside academia? 2=Yes 1=No
6d	PTREASON01	In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly PT Reason: My part-time position is an important source of income for me PT Reason: Compensation is not a major consideration in my decision to teach part-time PT Reason: Part-time teaching is a stepping-stone to a full-time position PT Reason: My part-time position provides benefits (e.g., health insurance, retirement) that I need PT Reason: Teaching part-time fits my current lifestyle PT Reason: Full-time positions were not available PT Reason: My expertise in my chosen profession is relevant to the course(s) I teach
6d	PTREASON02	
6d	PTREASON03	
6d	PTREASON04	
6d	PTREASON05	
6d	PTREASON06	
6d	PTREASON07	
6e	PTRESOURCES01	Mark all institutional resources available to you in your last term as <u>part-time</u> faculty. (Mark all that apply) 1=Not Marked 2=Marked PT Resources: Use of private office PT Resources: Shared office space PT Resources: A personal computer PT Resources: An email account PT Resources: A phone/voicemail PT Resources: Professional development funds PT Resources: Printer access (i.e., free printing)
6e	PTRESOURCES02	
6e	PTRESOURCES03	
6e	PTRESOURCES04	
6e	PTRESOURCES05	
6e	PTRESOURCES06	
6e	PTRESOURCES07	
6f	PTOPN01	Please indicate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly Part-time instructors at this institution: PT Opinion: Are given specific training before teaching PT Opinion: Rarely get hired into full-time positions PT Opinion: Receive respect from students PT Opinion: Are primarily responsible for introductory classes PT Opinion: Have no guarantee of employment security PT Opinion: Have access to support services PT Opinion: Are compensated for advising/counseling students PT Opinion: Are required to attend meetings PT Opinion: Have good working relationships with the administration PT Opinion: Are respected by full-time faculty PT Opinion: Are paid fairly PT Opinion: Have input in course designs PT Opinion: Are included in faculty governance
6f	PTOPN02	
6f	PTOPN03	
6f	PTOPN04	
6f	PTOPN05	
6f	PTOPN06	
6f	PTOPN07	
6f	PTOPN08	
6f	PTOPN09	
6f	PTOPN10	
6f	PTOPN11	
6f	PTOPN12	
6f	PTOPN13	
6g	PTTEACH	PTTEACH: Aside from this institution, at how many other institutions do you teach? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 or more
6h	PTCRSASSIGN	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		
7	SEX	Your sex: 1=Male 2=Female
8	PRINACT	What is your principal activity in your current position at this institution? (Mark one) 1=Administration 2=Teaching 3=Research 4=Services to clients and patients 5=Other
9 9 9	IMPTRTS1 IMPTRTS2 IMPTRTS3	Personally, how important to you is: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important Importance: Research Importance: Teaching Importance: Service
10	COURSENUM	How many courses are you teaching this term (include all institutions at which you teach)? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 or more
Course Information (based on response to If COURSENUM ≥ "2")		
10a 10a 10a 10a 10a	CRSTYPE01 CRSTYPE02 CRSTYPE03 CRSTYPE04 CRSTYPE05	How many of the courses that you are teaching this term are: 1=0 2=1-2 3=3-4 4=5-6 5=7+ Course Type: General education courses Course Type: Courses required for an undergraduate major Course Type: Other undergraduate credit courses Course Type: Developmental/remedial courses (not for credit) Course Type: Graduate courses
10b 10b	CRSPACES01 CRSPACES02	How many of these courses that you are teaching this term are being taught: 1=0 2=1-2 3=3-4 4=5-6 5=7+ Course Place: At this institution Course Place: At another institution
End		
Course Information (based on response to If COURSENUM = "1")		
10c	PRIMARYTEACH	What types of courses do you primarily teach? (Mark one) 1=Undergraduate credit courses 2=Graduate courses 3=Developmental/remedial courses 4=I do not teach
End		
11	UGFAC	In the past year, have you worked with or taught undergraduate students at this institution? 2=Yes 1=No
12	GRADFAC	In the past year, have you worked with or taught graduate students at this institution?

		2=Yes 1=No
Graduate Faculty (If GRADFAC = 2)		
12a	GRADACT01	In the <u>past year</u>, to what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All Act: Met with graduate students to discuss their research interests
12a	GRADACT02	Act: Mentored graduate students
12a	GRADACT03	Act: Helped graduate students access professional networks
12a	GRADACT04	Act: Presented with graduate students at conferences
12a	GRADACT05	Act: Published with graduate students
12a	GRADACT06	Act: Included graduate students in research grant writing
12b	THESSISERV	In the <u>past year</u>: 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more How many master's thesis committees have you served on or are currently serving?
12b	DISSERTSERV	How many dissertation committees have you served on or are currently serving?
If THESSISERV ≥ "2"		
12bi	THESISCHAIR	In the <u>past year</u>, how many of these master's thesis committees have you chaired or are currently chairing? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more
End		
If DISSERTSERV ≥ "2"		
12bii	DISSERTCHAIR	In the <u>past year</u>, how many of these dissertation committees have you chaired or are currently chairing? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 or more
End		
12c	NLETTERS	In the <u>past year</u>, how many letters of recommendation have you written for graduate students? 1=0 2=1-5

		<p>3=6-10 4=11-15 5=16-20 6=21-25 7=26-30 8=31 or more</p>	
12d	GRADOPN01	<p>Rate your agreement with the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly</p> <p>Opinion: Graduate students in this program must compete for research opportunities</p> <p>Opinion: It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</p> <p>Opinion: This graduate program enrolls too few international students</p> <p>Opinion: Graduate students work well together in this program</p> <p>Opinion: I have encountered instances of academic dishonesty among graduate students</p> <p>Opinion: Graduate students in this program are trained to conduct research responsibly and ethically</p> <p>Opinion: Graduate students in this program receive adequate instruction on becoming good teachers</p> <p>Opinion: Faculty in my department are good mentors for graduate students</p> <p>Opinion: Most graduate students in this program move on to faculty positions</p> <p>Opinion: Most graduate students in this program move into positions outside of academia</p>	
12d	GRADOPN02		
12d	GRADOPN03		
12d	GRADOPN04		
12d	GRADOPN05		
12d	GRADOPN06		
12d	GRADOPN07		
12d	GRADOPN08		
12d	GRADOPN09		
12d	GRADOPN10		
End			
13	ACT01		<p>During the past three years, have you: (Mark <u>one</u> for each item) 2=Yes 1=No</p> <p>Activity: Advised student groups involved in service/volunteer work</p> <p>Activity: Collaborated with the local community on research/teaching to address their needs</p> <p>Activity: Conducted research or writing focused on international/global issues</p> <p>Activity: Conducted research or writing focused on racial or ethnic minorities</p> <p>Activity: Conducted research or writing focused on women or gender issues</p> <p>Activity: Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues</p> <p>Activity: Conducted research or writing focused on biomedical science fields</p> <p>Activity: Engaged in academic research that spans multiple disciplines</p> <p>Activity: Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)</p> <p>Activity: Written research grants</p> <p>Activity: Received funding for your work from foundations</p> <p>Activity: Received funding for your work from state or federal government</p> <p>Activity: Received funding for your work from business or industry</p>
13	ACT02		
13	ACT03		
13	ACT04		
13	ACT05		
13	ACT06		
13	ACT07		
13	ACT08		
13	ACT09		
13	ACT10		
13	ACT11		
13	ACT12		
13	ACT13		
14	TCHACT01	<p>During the past three years, have you: (Mark <u>one</u> for each item) 2=Yes 1=No</p> <p>Teaching Activity: Taught an honors course</p> <p>Teaching Activity: Taught an interdisciplinary course</p> <p>Teaching Activity: Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)</p> <p>Teaching Activity: Taught a service learning course</p> <p>Teaching Activity: Taught a course exclusively online</p> <p>Teaching Activity: Participated in organized activities around enhancing pedagogy or student learning</p> <p>Teaching Activity: Taught a seminar for first-year students</p> <p>Teaching Activity: Participated in the development of curriculum (enhancing an existing course or creating a new course)</p>	
14	TCHACT02		
14	TCHACT03		
14	TCHACT04		
14	TCHACT05		
14	TCHACT06		
14	TCHACT07		
14	TCHACT08		
15	UGENGAGE01	<p>In the past year, to what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>UG Engage: Presented with undergraduate students at conferences</p>	

15	UGENGAGE02	UG Engage: Published with undergraduates
15	UGENGAGE03	UG Engage: Engaged undergraduates on your research project(s)
15	UGENGAGE04	UG Engage: Worked with undergraduates on their research project(s)
16	UGEXP	<p>How would you rate the overall experience of working with undergraduates on research projects?</p> <p>5=Excellent 4=Good 3=Fair 2=Poor 1=I have not worked with undergraduates on research projects</p>
17	UGADVISE	<p>How many undergraduates do you currently advise?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-20 13=21-30 14=31-40 15=41-50 16=51-60 17=61-70 18=71-80 19=81-90 20=91-100 21=101 or more</p>
If UGADVISE ≥ "2"		
18	ADVACT01	<p>During the <u>past year</u>, how often have you done each of the following with your undergraduate advisees?</p> <p>3=Frequently 2=Occasionally 1=Not at All</p> <p>Advise Act: Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</p>
18	ADVACT02	Advise Act: Helped them to plan their course of study
18	ADVACT03	Advise Act: Discussed their academic performance
18	ADVACT04	Advise Act: Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)
18	ADVACT05	Advise Act: Discussed career and post-graduation goals
End		
19	DEVELOP01	<p>During the <u>past year</u>, have you taken advantage of any of the following professional development opportunities provided by this institution?</p> <p>4=Yes 3=No 2=Not Eligible 1=Not Available</p> <p>Prof Develop: Funded workshops focused on teaching</p>
19	DEVELOP02	Prof Develop: Funded workshops focused on research skills development
19	DEVELOP03	Prof Develop: Funded workshops focused on grant writing
19	DEVELOP04	Prof Develop: Paid sabbatical leave
19	DEVELOP05	Prof Develop: Travel funds paid by the institution
19	DEVELOP06	Prof Develop: Internal grants for research
19	DEVELOP07	Prof Develop: Training for administrative leadership
19	DEVELOP08	Prof Develop: Incentives to develop new courses
19	DEVELOP09	Prof Develop: Incentives to integrate technology into your classroom
19	DEVELOP10	Prof Develop: Resources to integrate culturally-competent practices into your classroom
		<p>How many of the following have you published?</p> <p>1=None 2=1-2 3=3-4 4=5-10</p>

20	PUBLISH01	5=11-20 6=21-50 7=51+
20	PUBLISH02	Publish: Articles in academic or professional journals
20	PUBLISH03	Publish: Chapters in edited volumes
20	PUBLISH04	Publish: Books, manuals, or monographs
		Publish: Other (e.g., patents, computer software products)
21	NPERFS	In the <u>past three 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+
If NPERFS ≥ "2"		
21a	NPERFSSO	How many of these exhibitions or performances were: 1=None 2=1-2 3=3-4 4=5-10 5=11-20 6=21+
21a	NPERFSCO	Solo/Individual Collaborative
End		
22	NPUBS	In the <u>past three years</u>, how many of your professional writings have been published or accepted for publication? 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 13=12 14=13 15=14 16=15 17=16 18=17 19=18 20=19 21=20 22=21+
If NPUBS ≥ "2"		
		How many of these professional writings were: 1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11 13=12 14=13 15=14

22a	NPUBSO	16=15
22a	NPUBSCO	17=16
		18=17
		19=18
		20=19
		21=20
		22=21+
		Solo-authored
		Co-authored
End		
		During the <u>present term</u> , how many hours per week on average do you spend on each of the following? 1=None 2=1-4 3=5-8 4=9-12 5=13-16 6=17-20 7=21+
23	HPW01	Hours per Week: Scheduled teaching (give actual, not credit hours)
23	HPW02	Hours per Week: Preparing for teaching (including reading student papers and grading)
23	HPW03	Hours per Week: Advising or counseling students
23	HPW04	Hours per Week: Committee work and meetings
23	HPW05	Hours per Week: Research and scholarly writing
23	HPW06	Hours per Week: Other creative products/performances
23	HPW07	Hours per Week: Community or public service
23	HPW08	Hours per Week: Outside consulting/freelance work
23	HPW09	Hours per Week: Household/childcare duties
23	HPW10	Hours per Week: Serving as a caregiver for another adult
23	HPW11	Hours per Week: Other employment, outside of academia
23	HPW12	Hours per Week: Personal time (e.g., exercise, hobbies, relaxing)
		In your interactions with undergraduates, how often in the <u>past year</u> did you encourage them to: (Mark <u>one</u> for each item) 3=Frequently 2=Occasionally 1=Not at All
24	MNDHAB01	Habits of Mind: Ask questions in class
24	MNDHAB02	Habits of Mind: Support their opinions with a logical argument
24	MNDHAB03	Habits of Mind: Seek solutions to problems and explain them to others
24	MNDHAB04	Habits of Mind: Analyze multiple sources of information before coming to a conclusion
24	MNDHAB05	Habits of Mind: Evaluate the quality or reliability of information they receive
24	MNDHAB06	Habits of Mind: Take risks for potential gains
24	MNDHAB07	Habits of Mind: Seek alternative solutions to a problem
24	MNDHAB08	Habits of Mind: Look up scientific research articles and resources
24	MNDHAB09	Habits of Mind: Explore topics on their own, even though it was not required for a class
24	MNDHAB10	Habits of Mind: Accept mistakes as part of the learning process
24	MNDHAB11	Habits of Mind: Recognize biases that affect their thinking
		How frequently in the courses you taught in the <u>past year</u> have you given at least one assignment that required students to: 3=Frequently 2=Occasionally 1=Not at All
25	CRSASSIGN01	Assignment: Write in the specific style or format of your discipline
25	CRSASSIGN02	Assignment: Describe how different perspectives would affect the interpretation of a question or issue in your discipline
25	CRSASSIGN03	Assignment: Discuss the ethical or moral implications of a course of action
25	CRSASSIGN04	Assignment: Apply mathematical concepts and computational thinking
		In how many of the courses that you teach do you use each of the following? 4=All 3=Most 2=Some 1=None
26	METHOD01	Method: Class discussions
26	METHOD02	Method: Cooperative learning (small groups)
26	METHOD03	Method: Experiential learning/Field studies
26	METHOD04	Method: Performances/Demonstrations
26	METHOD05	Method: Group projects

26	METHOD06	Method: Extensive lecturing
26	METHOD07	Method: Multiple drafts of written work
26	METHOD08	Method: Reflective writing/Journaling
26	METHOD09	Method: Community service as part of coursework
26	METHOD10	Method: Electronic quizzes with immediate feedback in class
26	METHOD11	Method: Using real-life problems
26	METHOD12	Method: Using student inquiry to drive learning
		In how many of the courses that you teach do you use each of the following? 4=All 3=Most 2=Some 1=None
27	METHOD13	Method: Readings on racial and ethnic issues
27	METHOD14	Method: Readings on women or gender issues
27	METHOD15	Method: Supplemental instruction outside of class and office hours
27	METHOD16	Method: Student presentations
27	METHOD17	Method: Student evaluations of each others' work
27	METHOD18	Method: Grading on a curve
27	METHOD19	Method: Rubric-based assessment
27	METHOD20	Method: Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)
		How frequently do you incorporate the following forms of technology into your courses? 3=Frequently 2=Occasionally 1=Not at All
28	CRSTECH01	Course Technology: Videos or podcasts
28	CRSTECH02	Course Technology: Simulations/animations
28	CRSTECH03	Course Technology: Online homework or virtual labs
28	CRSTECH04	Course Technology: Online discussion boards
28	CRSTECH05	Course Technology: Audience response systems to gauge students' understanding (e.g., clickers)
		Please indicate the extent to which you agree it is your role to: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
29	FACROLE01	Faculty Role: Encourage students to become agents of social change
29	FACROLE02	Faculty Role: Prepare students for employment after college
29	FACROLE03	Faculty Role: Prepare students for graduate or advanced education
29	FACROLE04	Faculty Role: Develop students' moral character
29	FACROLE05	Faculty Role: Provide for students' emotional development
29	FACROLE06	Faculty Role: Help students develop personal values
29	FACROLE07	Faculty Role: Enhance students' knowledge of and appreciation for other racial/ethnic groups
29	FACROLE08	Faculty Role: Promote students' ability to write effectively
29	FACROLE09	Faculty Role: Teach students tolerance and respect for different beliefs
		Please indicate your agreement with each of the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly
30	VIEW01	View: The chief benefit of a college education is that it increases one's earning power
30	VIEW02	View: A racially/ethnically diverse student body enhances the educational experience of all students
30	VIEW03	View: Colleges have a responsibility to work with their surrounding communities to address local issues
30	VIEW04	View: Private funding sources often prevent researchers from being completely objective in the conduct of their work
30	VIEW05	View: I try to dispel perceptions of competition
30	VIEW06	View: I achieve a healthy balance between my personal life and my professional life
30	VIEW07	View: I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar
		Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: (Mark <u>one</u> for each item) 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat

		1=Disagree Strongly
31	INSTOPN01	Inst Opinion: This institution has effective hiring practices and policies that increase faculty diversity
31	INSTOPN02	Inst Opinion: Student Affairs staff have the support and respect of faculty
31	INSTOPN03	Inst Opinion: There is a lot of campus racial conflict here
31	INSTOPN04	Inst Opinion: My research is valued by faculty in my department
31	INSTOPN05	Inst Opinion: My teaching is valued by faculty in my department
31	INSTOPN06	Inst Opinion: My service is valued by faculty in my department
31	INSTOPN07	Inst Opinion: Faculty are sufficiently involved in campus decision making
31	INSTOPN08	Inst Opinion: The faculty are typically at odds with campus administration
31	INSTOPN09	Inst Opinion: Faculty here respect each other
31	INSTOPN10	Inst Opinion: Administrators consider faculty concerns when making policy
31	INSTOPN11	Inst Opinion: This institution takes responsibility for educating underprepared students
31	INSTOPN12	Inst Opinion: The criteria for advancement and promotion decisions are clear
31	INSTOPN13	Inst Opinion: Most of the students I teach lack the basic skills for college level work
31	INSTOPN14	Inst Opinion: There is adequate support for faculty development
31	INSTOPN15	Inst Opinion: Faculty are not prepared to deal with conflict over diversity issues in the classroom
31	INSTOPN16	Inst Opinion: This institution takes mentoring into consideration in the promotion process
31	INSTOPN17	Inst Opinion: Faculty of color are treated fairly here
31	INSTOPN18	Inst Opinion: Women faculty are treated fairly here
31	INSTOPN19	Inst Opinion: LGBTQ faculty are treated fairly here
		Indicate how important you believe each priority listed below is at your college or university: 4=Highest Priority 3=High Priority 2=Medium Priority 1=Low Priority
32	INSTPRIORITY01	Inst Priority: Increase or maintain institutional affordability
32	INSTPRIORITY02	Inst Priority: Develop a sense of community among students and faculty
32	INSTPRIORITY03	Inst Priority: Facilitate student involvement in community service
32	INSTPRIORITY04	Inst Priority: Help students learn how to bring about change in society
32	INSTPRIORITY05	Inst Priority: Increase or maintain institutional prestige
32	INSTPRIORITY06	Inst Priority: Hire faculty "stars"
32	INSTPRIORITY07	Inst Priority: Recruit more traditionally underrepresented students
32	INSTPRIORITY08	Inst Priority: Increase the selectivity of the student body through more competitive admissions criteria
32	INSTPRIORITY09	Inst Priority: Promote gender diversity in the faculty and administration
32	INSTPRIORITY10	Inst Priority: Promote racial and ethnic diversity in the faculty and administration
32	INSTPRIORITY11	Inst Priority: Provide resources for faculty to engage in community-based teaching or research
32	INSTPRIORITY12	Inst Priority: Create and sustain partnerships with surrounding communities
32	INSTPRIORITY13	Inst Priority: Pursue extramural funding
32	INSTPRIORITY14	Inst Priority: Strengthen links with the for-profit, corporate sector
32	INSTPRIORITY15	Inst Priority: Develop leadership ability among students
32	INSTPRIORITY16	Inst Priority: Develop an appreciation for multiculturalism
32	INSTPRIORITY17	Inst Priority: Prepare students for the workplace
		Please indicate the extent to which you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
33	AFFACT01	Affect: Feel that the training you received in graduate school prepared you well for your role as a faculty member
33	AFFACT02	Affect: Experience close alignment between your work and your personal values
33	AFFACT03	Affect: Mentor faculty
33	AFFACT04	Affect: Mentor <u>undergraduate</u> students
33	AFFACT05	Affect: Mentor <u>graduate</u> students
33	AFFACT06	Affect: Been mentored by at least one professional in academia
33	AFFACT07	Affect: Participated in training in preparation to be a mentor (e.g., workshops, programs)
33	AFFACT08	Affect: Accessed the National Research Mentoring Network (NRMN) resource
If AFFACT03 ≥ "2"		
33a	MENTRFAC	How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)? 4=Excellent

		3=Good 2=Fair 1=Poor
End		
If AFFACT04 ≥ "2"		
33b	MENTRUG	How would you rate the overall quality of your mentoring relationship with your <u>undergraduate</u> mentee(s)? 4=Excellent 3=Good 2=Fair 1=Poor
End		
If AFFACT05 ≥ "2"		
33c	MENTRGRAD	How would you rate the overall quality of your mentoring relationship with your <u>graduate</u> mentee(s)? 4=Excellent 3=Good 2=Fair 1=Poor
End		
		How satisfied are you with the following aspects of your job? (Mark <u>one</u> for each item) 4=Very Satisfied 3=Satisfied 2=Marginally Satisfied 1=Not Satisfied
34	SATIS01	Satisfaction: Salary
34	SATIS02	Satisfaction: Health benefits
34	SATIS03	Satisfaction: Retirement benefits
34	SATIS04	Satisfaction: Opportunity for scholarly pursuits
34	SATIS05	Satisfaction: Teaching load
34	SATIS06	Satisfaction: Quality of students
34	SATIS07	Satisfaction: Autonomy and independence
34	SATIS08	Satisfaction: Departmental leadership
34	SATIS09	Satisfaction: <u>Departmental</u> support for work/life balance
34	SATIS10	Satisfaction: <u>Institutional</u> support for work/life balance
34	SATIS11	Satisfaction: Prospects for career advancement
34	SATIS12	Satisfaction: Relative equity of salary and job benefits
34	SATIS13	Satisfaction: Flexibility in relation to family matters or emergencies
34	SATIS14	Satisfaction: Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)
34	SATIS15	Satisfaction: Overall job
		Please indicate the extent to which each of the following has been a source of stress for you during the <u>past year</u> : (Mark <u>one</u> for each item) 4=Extensive 3=Somewhat 2=Not at All 1=Not Applicable
35	STRESS01	Stress: Managing household responsibilities
35	STRESS02	Stress: Child care
35	STRESS03	Stress: My physical health
35	STRESS04	Stress: Review/promotion process
35	STRESS05	Stress: Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)
35	STRESS06	Stress: Committee work
35	STRESS07	Stress: Faculty meetings
35	STRESS08	Stress: Students
35	STRESS09	Stress: Research or publishing demands
35	STRESS10	Stress: Institutional procedures and "red tape"
35	STRESS11	Stress: Teaching load
35	STRESS12	Stress: Lack of personal time
35	STRESS13	Stress: Job security
35	STRESS14	Stress: Self-imposed high expectations
35	STRESS15	Stress: Increased work responsibilities
35	STRESS16	Stress: Institutional budget cuts
36	SEXUALHARASS	Have you been sexually harassed at this institution? 2=Yes 1=No

		<p>In the <u>past year</u>, have you: 2=Yes 1=No</p>
37	PACTACT01	Past Act: Considered leaving academe for another job
37	PACTACT02	Past Act: Considered leaving this institution for another
37	PACTACT03	Past Act: Engaged in public service/professional consulting without pay
37	PACTACT04	Past Act: Received at least one firm job offer elsewhere
37	PACTACT05	Past Act: Sought an early promotion
		<p>For each of the following items, please mark either Yes or No. 2=Yes 1=No</p>
38	GENACT01	Act: Are you a member of a faculty union?
38	GENACT02	Act: Do you plan to retire within the next three years?
38	GENACT03	Act: Have you ever interrupted your professional career for more than one year for family reasons?
38	GENACT04	Act: Have you ever been formally recognized for outstanding teaching at this institution?
39	CITIZEN	<p>Citizenship status: (Mark <u>one</u>) 4=U.S. citizen 3=Permanent resident (green card) 2=Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O-1) 1=None of the above</p>
40	POLIVIEW	<p>How would you characterize your political views? (Mark <u>one</u>) 5=Far left 4=Liberal 3=Middle-of-the-road 2=Conservative 1=Far right</p>
		<p>If given the choice, would you: 5=Definitely Yes 4=Probably Yes 3=Not Sure 2=Probably No 1=Definitely No</p>
41	COMEBACK	Still come to this institution?
41	COLPROF	Still be a college professor?
If FULLSTAT = "2"		
42	SALARY	<p>Please select your base institutional salary. 1=Less than \$10,000 2=\$10,000-19,999 3=\$20,000-29,999 4=\$30,000-39,999 5=\$40,000-49,999 6=\$50,000-59,999 7=\$60,000-69,999 8=\$70,000-79,999 9=\$80,000-89,999 10=\$90,000-99,999 11=\$100,000-124,999 12=\$125,000-149,999 13=\$150,000-199,999 14=\$200,000-249,999 15=\$250,000-499,999 16=\$500,000 or higher</p>
43	SALARYBASE	<p>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</p>
End		
Part-Time Employees (based on response if FULLSTAT = "1")		
PT42	PTSALARY	<p>Please select your total salary from teaching at this institution for this academic year. 1=Less than \$5,000 2=\$5,000-9,999 3=\$10,000-14,999 4=\$15,000-19,999 5=\$20,000-24,999 6=\$25,000-29,999 7=\$30,000-34,999</p>

		<p>8=\$35,000-39,999 9=\$40,000-44,999 10=\$45,000-49,999 11=\$50,000-59,999 12=\$60,000-69,999 13=\$70,000-79,999 14=\$80,000-89,999 15=\$90,000-99,999 16=\$100,000 or more</p>
PT43	PTPAY	<p>How much are you paid per course at this institution? 1=Less than \$500 2=\$500-999 3=\$1,000-1,499 4=\$1,500-1,999 5=\$2,000-2,499 6=\$2,500-2,999 7=\$3,000-3,499 8=\$3,500-3,999 9=\$4,000-4,499 10=\$4,500-4,999 11=\$5,000-5,499 12=\$5,500-5,999 13=\$6,000-6,499 14=\$6,500-6,999 15=\$7,000-7,499 16=\$7,500-7,999 17=\$8,000-8,499 18=\$8,500-8,999 19=\$9,000-9,499 20=\$9,500-9,999 21=\$10,000 or more</p>
End		
		<p>Please select the most appropriate <u>general area</u> for the following: 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 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</p>
44	MAJOR	Major of highest degree held - General Area
44	DEPT	Department of current faculty appointment - General Area

Please select the most appropriate disciplinary field for the following:

101=Agriculture and related sciences
 102=Natural resources and conservation
 103=Agriculture/natural resources/related, other

201=Architecture and related services

301=Area/ethnic/cultural/gender studies

401=Art history, criticism, and conservation
 402=Design & applied arts
 403=Drama/theatre arts and stagecraft
 404=Fine and studio art
 405=Music, general
 406=Music history, literature, and theory
 407=Commercial and advertising art
 408=Dance
 409= Film, video, and photographic arts
 410=Visual and performing arts, other

501=Biochem/biophysics/molecular biology
 502=Botany/plant biology
 503=Genetics
 504=Microbiological sciences & immunology
 505=Physiology, pathology & related sciences
 506=Zoology/animal biology
 507=Biological & biomedical sciences, other

601=Accounting and related services
 602=Business admin/management/operations
 603=Business operations support/assistance
 604=Finance/financial management services
 605=Human resources management and svcs
 606=Marketing
 607= Management information systems/services
 608= Business/mgt/marketing/related, other

701=Communication/journalism/related prgms
 702=Communication technologies/technicians and support svcs
 703=Communication/journalism/comm. tech, other

801=Computer/info tech administration/mgmt
 802=Computer programming
 803=Computer science
 804=Computer software and media applications
 805=Computer systems analysis
 806=Computer systems networking/telecom
 807=Data entry/microcomputer applications
 808=Data processing
 809=Information science/studies
 810=Computer/info sci/support svcs, other

901=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
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=Archeology
3003=Criminology
3004=Demography & population studies

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		<p>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</p> <hr/> <p>3101=Transportation and materials moving</p> <hr/> <p>3201=Other</p>
44	MAJORDISC	Major of highest degree held - Specific Discipline
44	DEPTDISC	Department of current faculty appointment - Specific Discipline
45	DEGEARN	<p>Please mark the highest degree you have earned: (Mark one)</p> <p>1=Bachelor's (B.A., B.S., etc.) 2=Master's (M.A., M.S.) 3=Terminal Master's (M.F.A., M.B.A.) 4=J.D. 5=M.D., D.D.S., D.V.M., etc. (Medical) 6=Ph.D. 7=Professional Doctorate (Ed.D., Psy.D., etc.) 8=Other</p>
46	DEGWORK	<p>Please mark the degree you are currently working on: (Mark one)</p> <p>1=Bachelor's (B.A., B.S., etc.) 2=Master's (M.A., M.S.) 3=Terminal Master's (M.F.A., M.B.A.) 4=J.D. 5=M.D., D.D.S., D.V.M., etc. (Medical) 6=Ph.D. 7=Professional Doctorate (Ed.D., Psy.D., etc.) 8=Other 9=None</p>
47	ADMCHAIR	<p>Are you currently serving in an administrative position as: (Mark <u>all</u> that apply)</p> <p>1=Not Marked 2=Marked</p> <p>Department chair Dean (including Associate or Assistant) Vice-President President Provost Other Not Applicable</p>
47	ADMDEAN	
47	ADMVP	
47	ADMPRES	
47	ADMPROVOST	
47	ADMOTHER	
47	ADMNA	
48	RACE1	<p>Are you: (Mark <u>all</u> that apply)</p> <p>1=Not Marked 2=Marked</p> <p>White/Caucasian African American/Black American Indian/Alaska Native East Asian (e.g., Chinese, Japanese, Korean, Taiwanese) Filipino Southeast Asian (e.g., Cambodian, Vietnamese, Hmong) South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan) Other Asian Native Hawaiian/Pacific Islander Mexican American/Chicano Puerto Rican Other Latino Other</p>
48	RACE2	
48	RACE3	
48	RACE4	
48	RACE5	
48	RACE6	
48	RACE7	
48	RACE8	
48	RACE9	
48	RACE10	
48	RACE11	
48	RACE12	
48	RACE13	
49	NATENGSP	<p>Is English your primary language?</p> <p>2=Yes 1=No</p>
50	LGBTQIDEN	<p>What is your sexual orientation? (Mark one)</p> <p>1=Heterosexual/Straight 2=Gay 3=Lesbian 4=Bisexual 5=Queer</p>

		6=Other
51	TGIDEN	Do you identify as transgender? (Mark <u>one</u>) 1=No 2=Yes, male to female 3=Yes, female to male
52	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+
53	NCHILD1	Under 18 years old
53	NCHILD2	18 years or older
If NCHILD1 ≥ "2"		
53a	CHILDCARE	How satisfied are you with the availability of child care at this institution? 5=Very Satisfied 4=Satisfied 3=Marginally Satisfied 2=Not Satisfied 1=Not Applicable
End		
54	YRBIRTH	Please select the four-digit year of your birth. 1=1998 or later 2=1997 3=1996 4=1995 5=1994 6=1993 7=1992 8=1991 9=1990 10=1989 11=1988 12=1987 13=1986 14=1985 15=1984 16=1983 17=1982 18=1981 19=1980 20=1979 21=1978 22=1977 23=1976 24=1975 25=1974 26=1973 27=1972 28=1971 29=1970 30=1969 31=1968 32=1967 33=1966 34=1965 35=1964

		<p>36=1963 37=1962 38=1961 39=1960 40=1959 41=1958 42=1957 43=1956 44=1955 45=1954 46=1953 47=1952 48=1951 49=1950 50=1949 51=1948 52=1947 53=1946 54=1945 55=1944 56=1943 57=1942 58=1941 59=1940 60=1939 61=1938 62=1937 63=1936 64=1935 65=1934 66=1933 67=1932 68=1931 69=1930 70=1929 71=1928 72=1927 73=1926 74=1925 75=1924 76=1923 77=1922 78=1921 79=1920 80=1919 81=1918 82=1917 83=1916 or earlier</p>
	<p>GRPA GRP B</p>	<p>Complete the following if directed. Group Code A Group Code B</p>
55	PERMIT	<p>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.</p> <p>2=Yes 1=No</p>
If PERMIT = "2"		
	EMAIL	If "Yes," please confirm your email address:
Local Optional Close-Ended Questions		
56	OPT01	<p>1=A 2=B 3=C 4=D 5=E</p> <p>Local Optional Question 1</p>
57	OPT02	Local Optional Question 2

58	OPT03	Local Optional Question 3
59	OPT04	Local Optional Question 4
60	OPT05	Local Optional Question 5
61	OPT06	Local Optional Question 6
62	OPT07	Local Optional Question 7
63	OPT08	Local Optional Question 8
64	OPT09	Local Optional Question 9
65	OPT10	Local Optional Question 10
66	OPT11	Local Optional Question 11
67	OPT12	Local Optional Question 12
68	OPT13	Local Optional Question 13
69	OPT14	Local Optional Question 14
70	OPT15	Local Optional Question 15
71	OPT16	Local Optional Question 16
72	OPT17	Local Optional Question 17
73	OPT18	Local Optional Question 18
74	OPT19	Local Optional Question 19
75	OPT20	Local Optional Question 20
76	OPT21	Local Optional Question 21
77	OPT22	Local Optional Question 22
78	OPT23	Local Optional Question 23
79	OPT24	Local Optional Question 24
80	OPT25	Local Optional Question 25
81	OPT26	Local Optional Question 26
82	OPT27	Local Optional Question 27
83	OPT28	Local Optional Question 28
84	OPT29	Local Optional Question 29
85	OPT30	Local Optional Question 30
Local Optional Open-Ended Questions		
86	OPTOE01	Local Optional Open-Ended Question 1
87	OPTOE02	Local Optional Open-Ended Question 2
88	OPTOE03	Local Optional Open-Ended Question 3
89	OPTOE04	Local Optional Open-Ended Question 4
90	OPTOE05	Local Optional Open-Ended Question 5
Derived Variables		
	RRACE	Responded to race variable 1=No 2=Yes
	RACEGROUP	Race/Ethnicity Group 1=American Indian 2=Asian 3=Black 4=Hispanic 5=White 6=Other 7=Two or more race/ethnicity
	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 \$10,000 2=\$10,000 - \$19,999 3=\$20,000 - \$29,999 4=\$30,000 - \$39,999 5=\$40,000 - \$49,999 6=\$50,000 - \$59,999 7=\$60,000 - \$69,999 8=\$70,000 - \$79,999 9=\$80,000 - \$89,999 10=\$90,000 - \$99,999 11=\$100,000 - \$124,999 12=\$125,000-\$149,999 13=\$150,000-\$199,999 14=\$200,000-\$249,999 15=\$250,000-\$499,999 16=\$500,000 or higher
	AGE	Aggregated Age 12=Less than 1920 11=1920-1943

		<p>10=1944-1948 9=1949-1953 8=1954-1958 7=1959-1963 6=1964-1968 5=1969-1973 4=1974-1978 3=1979-1983 2=1984-1992 1=1993 or more</p>
	<p>YRISTAPPOINTA YRAPPOINTA YRTENUREA CCYRTENUREA</p>	<p>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=1976 or less 2=1977-1981 3=1982-1986 4=1987-1991 5=1992-1996 6=1997-2001 7=2002-2006 8=2007-2011 9=2012 or more</p>
	<p>MAJORA DEPTA</p>	<p>Aggregated Major 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)</p>
	STEM	<p>Faculty works in STEM Department 1=Non-STEM 2=STEM</p>
	<p>RESTYPE1 RESTYPE2 RESTYPE3 RESTYPE4 RESTYPE5</p>	<p>Full-time Undergraduate Faculty Part-time Undergraduate Faculty Full-time Administrator Graduate-only Faculty Other Staff 1=No 2=Yes</p>
	SUBMITDATE	Date web survey submitted
	NORMSTAT	<p>Norms status 1=In norms 2=Not in norms</p>
	FACWGT	Faculty weight
Mentoring Module		
1 1	<p>MENTRATE01 MENTRATE02</p>	<p>How would you rate yourself as a mentor in the following areas: 5=A Major Strength 4=Somewhat Strong 3=Average 2=Somewhat Weak 1=A Major Weakness</p> <p>Mentorship Rating: Providing constructive feedback to your mentees Mentorship Rating: Taking into account the biases and prejudices you bring into the mentor/mentee relationship</p>

1	MENTRATE03	Mentorship Rating: Working effectively with mentees whose personal background is different from your own (age, race, gender, class, religion, sexual orientation, etc.)
1	MENTRATE04	Mentorship Rating: Being an advocate for your mentees
1	MENTRATE05	Mentorship Rating: Helping your mentees network effectively
1	MENTRATE06	Mentorship Rating: Helping your mentees acquire financial resources (e.g., scholarships, fellowships, grants)
2	MENTUG	<p>Please answer the following questions about mentoring <u>undergraduate</u> students.</p> <p>How many undergraduate students do you currently mentor?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-15 13=16-20 14=21-25 15=26-30 16=31 or more</p>
If MENTUG ≥ "2"		
3	COMMUG	<p>How often do you typically communicate with your undergraduate mentee(s)?</p> <p>5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly</p>
4	MENGUG01	<p>To what extent do you work with your undergraduate mentees on the following:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Engage UG: Educational choices and strategies</p>
4	MENGUG02	Engage UG: Their research projects and interests
5	MENTORUG01	<p>To what extent have you:</p> <p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Mentor UG: Explored career options with your undergraduate mentee(s)</p>
5	MENTORUG02	Mentor UG: Served as a role model to your undergraduate mentee(s)
5	MENTORUG03	Mentor UG: Gone out of your way to promote your undergraduate mentees' academic interests
5	MENTORUG04	Mentor UG: Conveyed empathy for concerns or feelings your undergraduate mentees have discussed with you
End		
6	MENTGRAD	<p>Please answer the following questions about mentoring <u>graduate</u> students.</p> <p>How many graduate students do you currently mentor?</p> <p>1=0 2=1 3=2 4=3 5=4 6=5 7=6 8=7 9=8 10=9 11=10 12=11-15 13=16-20</p>

		14=21-25 15=26-30 16=31 or more
If MENTGRAD ≥ "2"		
7	COMMGRAD	How often do you typically communicate with your graduate mentee(s)? 5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly
8	MENGGRAD01	To what extent do you work with your graduate mentees on the following: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
8	MENGGRAD02	Engage Grad: Educational choices and strategies Engage Grad: Their research projects and interests
9	MENTORGRAD01	To what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
9	MENTORGRAD02	Mentor Grad: Explored career options with your graduate mentee(s)
9	MENTORGRAD03	Mentor Grad: Served as a role model to your graduate mentee(s)
9	MENTORGRAD04	Mentor Grad: Gone out of your way to promote your graduate mentees' academic interests Mentor Grad: Conveyed empathy for concerns or feelings your graduate mentees have discussed with you
End		
10	MENTFAC	Please answer the following questions about mentoring faculty. How many faculty members do you currently mentor at this institution? 1=0 2=1 3=2 4=3 5=4 6=5 7=6-10 8=11 or more
If MENTFAC ≥ "2"		
11	COMMFAC	How often do you typically communicate with your faculty mentee(s)? 5=Daily 4=Weekly 3=Monthly 2=Once per term 1=Yearly
12	MENGFAC01	To what extent do you work with your graduate mentees on the following: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
12	MENGFAC02	Engage Faculty: Their research
12	MENGFAC03	Engage Faculty: Their teaching Engage Faculty: Their review, tenure, and promotion
13	MENTORFAC01	To what extent have you: 5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All
13	MENTORFAC02	Mentor Faculty: Served as a role model to your faculty mentee(s) Mentor Faculty: Conveyed empathy for concerns or feelings your faculty mentees have discussed with you
Campus Climate Module		

		<p>Please indicate the extent to which you agree or disagree with the following statements. This institution:</p> <p>4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly</p> <p>Climate Opinion: Lacks strategic diversity goals and plans Climate Opinion: Has a long-standing commitment to diversity Climate Opinion: Has standard reporting procedures for incidents of harassment or discrimination</p>
1	CLIMOPN01	
1	CLIMOPN02	
1	CLIMOPN03	
		<p>Please indicate how often at this institution you have:</p> <p>5=Very Often 4=Often 3=Sometimes 2=Seldom 1=Never</p> <p>Act: Assisted a student who had experienced discrimination Act: Counseled a student who had been sexually assaulted Act: Witnessed discrimination Act: Reported an incident of discrimination to a campus authority Act: Reported an incident of sexual harassment to a campus authority Act: Been discriminated against or excluded from activities because of my race/ethnicity Act: Been discriminated against or excluded from activities because of my gender Act: Been discriminated against or excluded from activities because of my sexual orientation</p> <p>Act: Been discriminated against or excluded from activities because of my other identity Act: Heard insensitive or disparaging <u>racial</u> remarks Act: Heard insensitive or disparaging remarks about <u>women</u> Act: Heard insensitive or disparaging comments about <u>LGBTQ</u> individuals</p>
2	DISCRIMACT01	
2	DISCRIMACT02	
2	DISCRIMACT03	
2	DISCRIMACT04	
2	DISCRIMACT05	
2	DISCRIMACT06	
2	DISCRIMACT07	
2	DISCRIMACT08	
2	DISCRIMACT09	
2	DISCRIMACT10	
2	DISCRIMACT11	
2	DISCRIMACT12	
		<p>How satisfied are you with the following aspects of your institution?</p> <p>5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied</p> <p>Satisfaction: Atmosphere for political differences Satisfaction: Atmosphere for religious differences Satisfaction: Atmosphere for differences in sexual orientation Satisfaction: Administrative response to incidents of discrimination Satisfaction: Administrative response to reports of sexual assault Satisfaction: Administrative response to student concerns about exclusion or marginality</p>
3	CMPSAT01	
3	CMPSAT02	
3	CMPSAT03	
3	CMPSAT04	
3	CMPSAT05	
3	CMPSAT06	
		<p>Please rate your satisfaction with <u>your department</u> in each area:</p> <p>5=Very Satisfied 4=Satisfied 3=Neutral 2=Dissatisfied 1=Very Dissatisfied</p> <p>Satisfaction: Collegiality among faculty Satisfaction: Tolerance of different faculty opinions and beliefs Satisfaction: Representation of women faculty Satisfaction: Representation of racial/ethnic minority faculty Satisfaction: Acceptance of differences in sexual orientation Satisfaction: Student respect for my role in the classroom</p>
4	DEPTSAT01	
4	DEPTSAT02	
4	DEPTSAT03	
4	DEPTSAT04	
4	DEPTSAT05	
4	DEPTSAT06	
Spirituality Module		
		<p>Indicate the importance to you of each of the following educational goals for undergraduate students:</p> <p>4=Essential 3=Very Important 2=Somewhat Important 1=Not Important</p> <p>Goal: Enhancing spiritual development Goal: Facilitating the search for meaning/purpose in life Goal: Becoming more conversant with different religious traditions Goal: Becoming more conversant with different spiritual practices</p>
1	SPIRGOAL01	
1	SPIRGOAL02	
1	SPIRGOAL03	
1	SPIRGOAL04	
		<p>Indicate the extent to which you:</p> <p>5=To a Very Large Extent</p>

		<p>4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p>
2	SPIRACT01	Activity: Engage in self-reflection
2	SPIRACT02	Activity: Consider yourself a religious person
2	SPIRACT03	Activity: Consider yourself a spiritual person
2	SPIRACT04	Activity: Engage in prayer
2	SPIRACT05	Activity: Engage in meditation
2	SPIRACT06	Activity: Seek opportunities to grow spiritually
2	SPIRACT07	Activity: Encourage discussion of religious and spiritual matters among students
2	SPIRACT08	Activity: Engage in discussion of religious and spiritual matters with students
3	SPIROPN01	<p>Please indicate your agreement with each of the following statements: 4=Strongly Agree 3=Somewhat Agree 2=Disagree Somewhat 1=Disagree Strongly</p> <p>Opinion: Colleges should be concerned with facilitating undergraduate students' spiritual development</p>
3	SPIROPN02	Opinion: The spiritual dimension of faculty members' lives has no place in the academy
3	SPIROPN03	Opinion: I am conflicted about my religious/spiritual beliefs
3	SPIROPN04	Opinion: I follow the religious/spiritual beliefs of this institution
4	SPIROBJ01	<p>Indicate the importance to you personally of each of the following: 4=Essential 3=Very Important 2=Somewhat Important 1=Not Important</p> <p>Objective: Integrating spirituality into my life</p>
4	SPIROBJ02	Objective: Serving as a spiritual/religious advisor to students
STEM Module		
1	GENSTEM01	<p>In the courses you have taught in the <u>past year</u>, how often do you: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never</p> <p>Course: Integrate authentic (i.e., not "cookbook") research experiences into labs</p>
1	GENSTEM02	Course: Incorporate mini-labs into lecture
2	SCISKILL01	<p>In the STEM courses you have taught in the <u>past year</u>, how often do you encourage students to: 5=Always 4=Frequently 3=Occasionally 2=Rarely 1=Never</p> <p>Science Skill: Use technical science skills (use of tools, instruments, and/or techniques)</p>
2	SCISKILL02	Science Skill: Generate a research question
2	SCISKILL03	Science Skill: Determine how to collect appropriate data
2	SCISKILL04	Science Skill: Explain the results of a study
2	SCISKILL05	Science Skill: Use scientific literature to guide research
2	SCISKILL06	Science Skill: Integrate results from multiple studies
2	SCISKILL07	Science Skill: Ask relevant questions
2	SCISKILL08	Science Skill: Identify what is known and not known about a problem
2	SCISKILL09	Science Skill: Understand scientific concepts
2	SCISKILL10	Science Skill: See connections between different areas of science and mathematics
3	SCIASSOC01	<p>To what extent are the following statements true of you: (Mark one in each row) 5=Strongly Agree 4=Somewhat Agree 3=Neutral 2=Disagree Somewhat 1=Disagree Strongly</p> <p>Science Assoc: I have a strong sense of belonging to a community of scientists</p>
3	SCIASSOC02	Science Assoc: I derive great personal satisfaction from working on a team that is doing important research
3	SCIASSOC03	Science Assoc: I think of myself as a scientist
3	SCIASSOC04	Science Assoc: I feel like I belong in the field of science
		To what extent do you structure your STEM courses so that students:

4 4	STEMSTRUCT01 STEMSTRUCT02	<p>5=To a Very Large Extent 4=To a Large Extent 3=To Some Extent 2=To a Small Extent 1=Not at All</p> <p>Structure: Develop a stronger interest in STEM disciplines Structure: Have the foundational knowledge for advanced study in STEM</p>
Institutional Characteristics		
	STRAT	<p>CIRP Stratification Cell</p> <p>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 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 2yr Colleges 38=HBCU Other Religious 4yr Colleges 39=HBCU Catholic 4yr Colleges 40=HBCU Public Universities 41=HBCU Private Universities 99=Other</p>
	STATE	Institution State
	HERIREG	<p>HERI Region</p> <p>1=East 2=Midwest 3=South 4=West</p>
	OBereg	<p>OBE Region</p> <p>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</p>

		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
	COMPGROUP3	Comparison Group 3 1=All Baccalaureate Institutions 2=All Two-Year Colleges
Fac Constructs - Scores		
	CM_VALUES CM_PRACTICES DIVERSITY_CLIMATE IP_CIVENG IP_DIVERSITY IP_PRESTIGE MENTOR_SE PEDAGOGY PRODUCTIVITY RESPECT SATIS_COMPENSATION SATIS_PROFESSIONAL SCIENCE_IDENTITY SCIENCE_SELF_EFFICACY STRESS UG_PERSONAL_DEVELOPMENT	Civic-Minded Values Civic-Minded Practices Perceptions of the Climate for Diversity on Campus Institutional Priority: Civic Engagement Institutional Priority: Diversity Institutional Priority: Prestige Mentor Self-Efficacy Student-Centered Pedagogy Scholarly Productivity Respectful Climate Satisfaction with Compensation Satisfaction with Professional Work Environment Science Identity Science Self-Efficacy Career-Related Stress Focus on Undergraduate Personal Development
Fac Constructs - Groups		
	CM_VALUES_GRP CM_PRACTICES_GRP DIVERSITY_CLIMATE_GRP IP_CIVENG_GRP IP_DIVERSITY_GRP IP_PRESTIGE_GRP MENTOR_SE_GRP PEDAGOGY_GRP PRODUCTIVITY_GRP RESPECT_GRP SATIS_COMPENSATION_GRP SATIS_PROFESSIONAL_GRP SCIENCE_IDENTITY_GRP SCIENCE_SELF_EFFICACY_GRP STRESS_GRP UG_PERSONAL_DEVELOPMENT_GRP	1=Low score 2=Average Score 3=High score Civic-Minded Values Civic-Minded Practices Perceptions of the Climate for Diversity on Campus Group Institutional Priority: Civic Engagement Group Institutional Priority: Diversity Group Institutional Priority: Prestige Group Mentor Self-Efficacy Group Student-Centered Pedagogy Group Scholarly Productivity Group Respectful Climate Group Satisfaction with Compensation Group Satisfaction with Professional Work Environment Group Science Identity Group Science Self-Efficacy Group Career-Related Stress Group Focus on Undergraduate Personal Development Group