

**Table A1. 2019-2020 Faculty Survey National Norms Sample and Population**

| Institution Type                     | Strat Cell | Selectivity     |               | Institutions |            |              | Full-Time Undergraduate Faculty |               |                        |
|--------------------------------------|------------|-----------------|---------------|--------------|------------|--------------|---------------------------------|---------------|------------------------|
|                                      |            | Level           | Average Score | Population   | Survey     | Norms Sample | Population                      | Survey        | Survey Sample In Norms |
| Public Universities                  | 1,2,3      | low/medium/high | 600-1600      | 202          | 12         | 5            | 221,905                         | 3,434         | 1,508                  |
| Private Universities                 | 4          | medium          | 600-1149      | 43           | 6          | 6            | 6,508                           | 1,231         | 530                    |
|                                      | 5          | high            | 1150-1250     | 79           | 9          | 7            | 22,767                          | 1,795         | 766                    |
|                                      | 6          | very high       | 1251-1600     | 46           | 7          | 7            | 78,590                          | 3,619         | 2,177                  |
| Public 4-year Colleges               | 7,8,10     | low             | 600-1050      | 67           | 6          | 5            | 16,916                          | 1,170         | 574                    |
|                                      | 7,8,10     | medium          | 1051-1140     | 74           | 7          | 5            | 24,842                          | 1,273         | 742                    |
|                                      | 9          | high            | 1141-1600     | 187          | 7          | 6            | 38,566                          | 1,735         | 1,135                  |
| Private Nonsectarian 4-year Colleges | 11,15      | low             | 600-1120      | 24           | 7          | 5            | 1,436                           | 434           | 204                    |
|                                      | 12         | medium          | 1121-1170     | 55           | 5          | 5            | 3,883                           | 1,183         | 581                    |
|                                      | 13         | high            | 1171-1350     | 83           | 8          | 8            | 12,718                          | 1,904         | 1,074                  |
|                                      | 14         | very high       | 1351-1600     | 93           | 6          | 6            | 15,368                          | 1,071         | 808                    |
| Catholic 4-year Colleges             | 16,17,19   | low/medium      | 600-1075      | 84           | 6          | 5            | 4,762                           | 531           | 277                    |
|                                      | 18         | high            | 1076-1600     | 47           | 7          | 7            | 9,733                           | 1,243         | 715                    |
| Other Religious 4-year Colleges      | 20,24      | very low        | 600-1065      | 105          | 7          | 7            | 6,096                           | 769           | 290                    |
|                                      | 21         | low             | 1066-1100     | 57           | 8          | 8            | 4,373                           | 989           | 416                    |
|                                      | 22         | medium          | 1101-1169     | 95           | 9          | 9            | 7,436                           | 935           | 634                    |
|                                      | 23         | high            | 1170-1600     | 100          | 9          | 8            | 11,759                          | 1,438         | 1,013                  |
| <b>All Institutions</b>              |            |                 |               | <b>1,441</b> | <b>126</b> | <b>109</b>   | <b>487,658</b>                  | <b>24,754</b> | <b>13,444</b>          |

- Note:
- The broad categories of Institution Control (i.e., public, private, and religious affiliation) are defined by data submitted to Integrated Postsecondary Educational Data System (IPEDS).
  - Universities are those institutions defined by 2010 Basic Carnegie Classification as "Research Universities" or "Doctoral/Research Universities."
  - Selectivity is based on median SAT Verbal + Math scores and/or ACT composite scores of the entering class as reported to IPEDS. Other comparable sources (e.g., Common Data Set) are used for institutions not reporting SAT/ACT scores to IPEDS. Institutions with unknown selectivity are grouped with the low-selectivity institutions when computing National Norms. The stratification design presented here is used to group schools to develop population weights and should not be used as a measure of institutional or program quality.
  - Cell Weights are the ratio between the number of full-time undergraduate faculty employed in all colleges and the number of full-time undergraduate faculty employed in the norms sample colleges.
  - Two-year colleges are not included in the norms sample.

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

| All Faculty   | Total  | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|--------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>Total Respondents</b>  | 13,444 | 1,508               | 3,473                | 2,451               | 2,667                             | 992                   | 2,353                        |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| <b>What is your present academic rank?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Professor   | 31.6%  | 32.0%               | 33.8%                | 30.1%               | 31.3%                             | 24.0%                 | 28.7%                        |
| Associate professor   | 26.9%  | 26.7%               | 26.1%                | 26.6%               | 28.2%                             | 33.3%                 | 27.7%                        |
| Assistant professor   | 29.4%  | 28.4%               | 29.2%                | 29.5%               | 30.5%                             | 33.7%                 | 33.8%                        |
| Lecturer  | 6.3%   | 6.6%                | 6.8%                 | 7.1%                | 5.4%                              | 3.5%                  | 3.3%                         |
| Instructor  | 5.8%   | 6.4%                | 4.1%                 | 6.8%                | 4.6%                              | 5.5%                  | 6.6%                         |
| <b>What is your tenure status at this institution?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Tenured   | 54.9%  | 57.3%               | 51.2%                | 55.7%               | 56.1%                             | 52.4%                 | 48.0%                        |
| On tenure track, but not tenured  | 23.9%  | 23.9%               | 22.9%                | 26.0%               | 23.0%                             | 21.7%                 | 24.3%                        |
| Not on tenure track, but institution has tenure system  | 19.8%  | 18.5%               | 22.7%                | 18.2%               | 19.4%                             | 19.8%                 | 23.0%                        |
| Institution has no tenure system  | 1.4%   | 0.3%                | 3.1%                 | 0.1%                | 1.5%                              | 6.1%                  | 4.7%                         |
| <b>Are you retired from this institution?</b>   |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.4%   | 0.3%                | 0.1%                 | 0.9%                | 0.3%                              | 0.6%                  | 0.7%                         |
| No  | 99.6%  | 99.7%               | 99.9%                | 99.1%               | 99.7%                             | 99.4%                 | 99.3%                        |
| <b>What is your principal activity in your current position at this institution?</b>                                      |        |                     |                      |                     |                                   |                       |                              |
| Administration  | 8.2%   | 11.0%               | 6.5%                 | 6.1%                | 3.4%                              | 3.4%                  | 6.1%                         |
| Teaching  | 73.8%  | 60.0%               | 77.0%                | 90.0%               | 92.0%                             | 95.7%                 | 91.3%                        |
| Research  | 16.6%  | 28.2%               | 14.1%                | 2.4%                | 3.1%                              | 0.1%                  | 0.2%                         |
| Services to clients and patients  | 0.3%   | 0.0%                | 0.9%                 | 0.2%                | 0.2%                              | 0.4%                  | 0.9%                         |
| Other   | 1.1%   | 0.8%                | 1.5%                 | 1.4%                | 1.3%                              | 0.4%                  | 1.6%                         |
| <b>Noted as being personally "essential" or "very important":</b>   |        |                     |                      |                     |                                   |                       |                              |
| Research  | 79.3%  | 86.0%               | 76.3%                | 72.7%               | 79.9%                             | 69.5%                 | 61.0%                        |
| Teaching  | 97.3%  | 96.0%               | 98.4%                | 98.2%               | 98.3%                             | 99.1%                 | 99.0%                        |
| Service   | 70.3%  | 69.1%               | 73.7%                | 69.7%               | 62.1%                             | 77.0%                 | 74.0%                        |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 3.48   | 3.2                 | 3.43                 | 4.04                | 3.26                              | 4.23                  | 4.13                         |
| Median  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| Mode  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| <b>How many courses are you teaching this term are:</b>   |        |                     |                      |                     |                                   |                       |                              |
| <b>General education courses</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.49   | 1.46                | 1.45                 | 1.54                | 1.52                              | 1.59                  | 1.6                          |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 2                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Courses required for an undergraduate major</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 2.11   | 1.98                | 2.11                 | 2.34                | 2.04                              | 2.41                  | 2.39                         |
| Median  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| Mode  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| <b>Other undergraduate credit courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.52   | 1.52                | 1.52                 | 1.51                | 1.63                              | 1.48                  | 1.49                         |
| Median  | 1      | 1                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| <b>Developmental/remedial courses (not for credit)</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.03   | 1.03                | 1.04                 | 1.04                | 1.04                              | 1.03                  | 1.06                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Graduate courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.38   | 1.47                | 1.38                 | 1.28                | 1.13                              | 1.33                  | 1.19                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |        |                     |                      |                     |                                   |                       |                              |
| <b>At another institution</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.49   | 1.48                | 1.43                 | 1.58                | 1.41                              | 1.51                  | 1.49                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |        |                     |                      |                     |                                   |                       |                              |
| Undergraduate credit courses  | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| Graduate courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Non-credit courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| I do not teach   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>In the past year, have you:</b>   |       |                     |                      |                     |                                   |                       |                              |
| Worked with or taught undergraduate students at this institution?  | 95.8% | 94.7%               | 96.6%                | 96.8%               | 96.7%                             | 97.2%                 | 97.0%                        |
| Worked with or taught graduate students at this institution?   | 54.9% | 71.8%               | 53.1%                | 42.8%               | 16.5%                             | 34.5%                 | 20.2%                        |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Advised student groups involved in service/volunteer work  | 53.3% | 50.0%               | 54.8%                | 56.9%               | 51.7%                             | 60.7%                 | 60.5%                        |
| Collaborated with the local community on research/teaching to address their needs  | 46.2% | 45.9%               | 44.5%                | 51.0%               | 39.6%                             | 49.2%                 | 47.7%                        |
| Conducted research or writing focused on international/global issues   | 39.7% | 42.4%               | 40.1%                | 34.6%               | 42.6%                             | 34.7%                 | 30.8%                        |
| Conducted research or writing focused on racial or ethnic minorities   | 31.3% | 32.0%               | 29.4%                | 31.5%               | 35.0%                             | 29.2%                 | 29.6%                        |
| Conducted research or writing focused on women or gender issues  | 30.0% | 31.8%               | 29.7%                | 26.3%               | 32.5%                             | 28.7%                 | 25.9%                        |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 11.3% | 11.5%               | 10.5%                | 12.0%               | 12.4%                             | 9.7%                  | 9.8%                         |
| Conducted research or writing focused on biomedical science fields   | 17.6% | 17.8%               | 18.1%                | 18.7%               | 17.3%                             | 15.3%                 | 12.8%                        |
| Engaged in academic research that spans multiple disciplines   | 72.6% | 75.1%               | 72.3%                | 69.0%               | 75.6%                             | 67.6%                 | 64.7%                        |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)   | 54.0% | 56.9%               | 54.9%                | 46.7%               | 55.8%                             | 48.7%                 | 50.2%                        |
| Written research grants  | 49.2% | 57.3%               | 44.4%                | 44.6%               | 45.2%                             | 33.8%                 | 31.0%                        |
| Received funding for your work from foundations  | 22.9% | 24.5%               | 22.0%                | 22.1%               | 22.6%                             | 16.2%                 | 20.2%                        |
| Received funding for your work from state or federal government  | 27.0% | 36.5%               | 17.4%                | 26.8%               | 16.9%                             | 12.4%                 | 10.7%                        |
| Received funding for your work from business or industry   | 10.7% | 12.3%               | 12.2%                | 8.6%                | 5.3%                              | 6.7%                  | 6.3%                         |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Taught an honors course  | 19.3% | 21.3%               | 14.6%                | 19.1%               | 20.7%                             | 23.8%                 | 17.8%                        |
| Taught an interdisciplinary course   | 43.2% | 42.4%               | 44.2%                | 37.7%               | 55.3%                             | 41.7%                 | 47.4%                        |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 16.5% | 16.3%               | 15.0%                | 13.3%               | 27.0%                             | 19.2%                 | 17.8%                        |
| Taught a service learning course   | 18.0% | 17.1%               | 16.7%                | 18.8%               | 19.9%                             | 23.0%                 | 22.4%                        |
| Taught a course exclusively online   | 36.1% | 41.1%               | 24.3%                | 43.9%               | 17.2%                             | 43.5%                 | 38.4%                        |
| Participated in organized activities around enhancing pedagogy or student learning   | 70.5% | 64.3%               | 72.7%                | 76.4%               | 77.5%                             | 78.6%                 | 80.5%                        |
| Taught a seminar for first-year students   | 21.4% | 19.4%               | 22.3%                | 18.0%               | 31.9%                             | 24.1%                 | 28.9%                        |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 86.6% | 84.4%               | 88.0%                | 88.5%               | 87.7%                             | 91.2%                 | 89.4%                        |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |       |                     |                      |                     |                                   |                       |                              |
| Presented with undergraduate students at conferences   | 6.2%  | 5.7%                | 6.4%                 | 7.7%                | 5.8%                              | 5.9%                  | 5.4%                         |
| Published with undergraduates  | 3.9%  | 4.3%                | 4.4%                 | 3.1%                | 4.1%                              | 2.2%                  | 1.8%                         |
| Engaged undergraduates on your research project(s)   | 16.4% | 16.1%               | 17.5%                | 16.9%               | 20.0%                             | 12.9%                 | 12.0%                        |
| Worked with undergraduates on their research project(s)  | 18.6% | 18.0%               | 16.6%                | 18.2%               | 30.2%                             | 20.7%                 | 16.7%                        |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Excellent  | 24.4% | 22.2%               | 28.0%                | 23.4%               | 33.2%                             | 20.5%                 | 21.9%                        |
| Good   | 40.4% | 40.8%               | 39.3%                | 39.1%               | 43.7%                             | 40.1%                 | 41.7%                        |
| Fair   | 12.5% | 13.6%               | 10.4%                | 13.4%               | 9.4%                              | 12.9%                 | 13.4%                        |
| Poor   | 1.8%  | 2.4%                | 1.4%                 | 1.8%                | 1.0%                              | 0.9%                  | 1.0%                         |
| I have not worked with undergraduates on research projects   | 20.8% | 21.1%               | 20.8%                | 22.3%               | 12.7%                             | 25.5%                 | 22.0%                        |
| <b>How many undergraduates do you currently advise?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean   | 7.26  | 6.16                | 7.23                 | 8.49                | 8.9                               | 9.65                  | 9.19                         |
| Median   | 7     | 3                   | 7                    | 11                  | 11                                | 12                    | 12                           |
| Mode   | 1     | 1                   | 1                    | 1                   | 12                                | 12                    | 12                           |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 51.2% | 47.8%               | 47.9%                | 55.8%               | 56.0%                             | 63.0%                 | 57.0%                        |
| Helped them plan their course of study   | 67.2% | 62.0%               | 61.8%                | 69.1%               | 80.1%                             | 86.2%                 | 83.3%                        |
| Discussed their academic performance   | 56.2% | 52.9%               | 52.9%                | 62.6%               | 58.1%                             | 70.3%                 | 59.8%                        |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 58.4% | 56.4%               | 57.4%                | 60.1%               | 63.8%                             | 62.4%                 | 60.7%                        |
| Discussed career and post-graduation goals   | 70.4% | 70.1%               | 70.1%                | 70.8%               | 67.7%                             | 73.0%                 | 73.9%                        |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on teaching</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 51.1% | 43.1%               | 56.5%                | 57.9%               | 58.4%                             | 58.1%                 | 61.3%                        |
| No   | 43.1% | 51.8%               | 39.0%                | 35.9%               | 35.9%                             | 29.8%                 | 27.9%                        |
| Not eligible   | 1.1%  | 1.0%                | 1.3%                 | 1.2%                | 0.9%                              | 0.9%                  | 1.2%                         |
| Not available  | 4.7%  | 4.2%                | 3.3%                 | 5.0%                | 4.8%                              | 11.2%                 | 9.6%                         |
| <b>Funded workshops focused on research skills development</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 18.5% | 21.7%               | 17.7%                | 14.1%               | 15.3%                             | 13.3%                 | 14.9%                        |
| No   | 67.7% | 69.2%               | 69.2%                | 68.5%               | 65.8%                             | 56.3%                 | 57.1%                        |
| Not eligible   | 2.0%  | 1.7%                | 2.8%                 | 2.0%                | 1.6%                              | 1.2%                  | 1.8%                         |
| Not available  | 11.8% | 7.4%                | 10.2%                | 15.3%               | 17.3%                             | 29.2%                 | 26.2%                        |

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|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on grant writing</b>                                 |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 13.5% | 17.4%               | 10.4%                | 10.0%               | 12.2%                             | 9.3%                  | 8.4%                         |
| No   | 74.8% | 75.5%               | 78.0%                | 76.0%               | 72.5%                             | 62.2%                 | 63.8%                        |
| Not eligible   | 1.9%  | 1.7%                | 2.6%                 | 1.6%                | 1.7%                              | 1.8%                  | 1.9%                         |
| Not available  | 9.8%  | 5.5%                | 9.0%                 | 12.4%               | 13.5%                             | 26.7%                 | 25.9%                        |
| <b>Paid sabbatical leave</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 10.2% | 9.7%                | 9.9%                 | 8.1%                | 21.0%                             | 7.6%                  | 9.3%                         |
| No   | 63.5% | 65.6%               | 65.0%                | 61.5%               | 54.6%                             | 62.4%                 | 58.3%                        |
| Not eligible   | 23.0% | 22.0%               | 22.0%                | 25.1%               | 22.2%                             | 25.3%                 | 27.6%                        |
| Not available  | 3.4%  | 2.7%                | 3.1%                 | 5.3%                | 2.3%                              | 4.7%                  | 4.9%                         |
| <b>Travel funds paid by the institution</b>                                      |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 62.6% | 58.6%               | 70.1%                | 59.5%               | 72.3%                             | 61.7%                 | 63.9%                        |
| No   | 32.5% | 36.6%               | 26.2%                | 34.0%               | 24.4%                             | 32.4%                 | 29.5%                        |
| Not eligible   | 2.4%  | 2.3%                | 2.3%                 | 3.1%                | 1.4%                              | 2.2%                  | 2.6%                         |
| Not available  | 2.5%  | 2.5%                | 1.4%                 | 3.4%                | 1.8%                              | 3.7%                  | 4.1%                         |
| <b>Internal grants for research</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 32.4% | 28.6%               | 37.0%                | 34.9%               | 45.8%                             | 27.9%                 | 24.7%                        |
| No   | 60.4% | 64.8%               | 56.5%                | 56.6%               | 47.8%                             | 62.3%                 | 64.4%                        |
| Not eligible   | 4.0%  | 3.9%                | 3.6%                 | 5.2%                | 3.8%                              | 3.5%                  | 4.2%                         |
| Not available  | 3.2%  | 2.7%                | 2.9%                 | 3.4%                | 2.6%                              | 6.3%                  | 6.6%                         |
| <b>Training for administrative leadership</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 12.2% | 12.5%               | 12.4%                | 13.3%               | 9.0%                              | 10.9%                 | 11.1%                        |
| No   | 71.2% | 73.3%               | 70.9%                | 70.7%               | 70.8%                             | 61.5%                 | 63.0%                        |
| Not eligible   | 6.2%  | 5.8%                | 6.9%                 | 6.1%                | 6.1%                              | 6.6%                  | 7.3%                         |
| Not available  | 10.4% | 8.4%                | 9.8%                 | 9.9%                | 14.2%                             | 21.1%                 | 18.6%                        |
| <b>Training for promoting inclusion and facilitating difficult conversations</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 40.5% | 39.5%               | 47.2%                | 30.8%               | 47.8%                             | 33.9%                 | 44.9%                        |
| No   | 52.1% | 54.5%               | 47.0%                | 59.5%               | 44.2%                             | 51.6%                 | 42.1%                        |
| Not eligible   | 1.5%  | 1.3%                | 1.4%                 | 2.3%                | 1.3%                              | 1.3%                  | 1.6%                         |
| Not available  | 5.9%  | 4.7%                | 4.5%                 | 7.4%                | 6.8%                              | 13.2%                 | 11.4%                        |
| <b>Incentives to develop new courses</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 19.2% | 16.6%               | 19.0%                | 21.9%               | 22.4%                             | 27.7%                 | 24.0%                        |
| No   | 67.7% | 72.2%               | 67.5%                | 63.4%               | 65.0%                             | 54.5%                 | 55.3%                        |
| Not eligible   | 2.2%  | 2.0%                | 2.1%                 | 3.0%                | 2.5%                              | 1.2%                  | 2.2%                         |
| Not available  | 10.9% | 9.2%                | 11.4%                | 11.6%               | 10.0%                             | 16.6%                 | 18.4%                        |
| <b>Incentives to integrate technology into your classroom</b>                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 25.1% | 20.6%               | 26.9%                | 30.1%               | 28.4%                             | 35.1%                 | 30.1%                        |
| No   | 64.4% | 70.3%               | 62.4%                | 60.0%               | 61.0%                             | 49.6%                 | 51.5%                        |
| Not eligible   | 1.6%  | 1.6%                | 1.3%                 | 1.9%                | 1.7%                              | 0.8%                  | 1.3%                         |
| Not available  | 8.9%  | 7.5%                | 9.5%                 | 8.0%                | 9.0%                              | 14.5%                 | 17.1%                        |
| <b>Resources to integrate culturally-competent practices into your classroom</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 26.7% | 22.0%               | 31.8%                | 24.3%               | 33.0%                             | 30.8%                 | 40.6%                        |
| No   | 62.9% | 69.2%               | 58.5%                | 63.9%               | 55.6%                             | 49.9%                 | 43.4%                        |
| Not eligible   | 1.0%  | 1.0%                | 1.1%                 | 0.8%                | 1.3%                              | 1.2%                  | 0.7%                         |
| Not available  | 9.4%  | 7.7%                | 8.6%                 | 11.0%               | 10.1%                             | 18.1%                 | 15.3%                        |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Articles in academic or professional journals</b>                             |       |                     |                      |                     |                                   |                       |                              |
| None   | 15.6% | 12.8%               | 15.7%                | 17.8%               | 14.0%                             | 23.5%                 | 28.6%                        |
| 1-2  | 16.3% | 13.5%               | 16.9%                | 19.2%               | 17.5%                             | 23.0%                 | 21.9%                        |
| 3-4  | 12.4% | 10.5%               | 12.3%                | 16.1%               | 13.6%                             | 14.9%                 | 14.4%                        |
| 5-10   | 18.9% | 17.6%               | 17.8%                | 21.4%               | 23.7%                             | 19.6%                 | 19.8%                        |
| 11-20  | 15.2% | 16.4%               | 14.9%                | 14.3%               | 16.5%                             | 13.0%                 | 9.1%                         |
| 21-50  | 14.1% | 18.4%               | 14.0%                | 9.0%                | 10.5%                             | 5.2%                  | 4.7%                         |
| 51+  | 7.5%  | 10.8%               | 8.4%                 | 2.2%                | 4.3%                              | 1.0%                  | 1.5%                         |
| <b>Chapters in edited volumes</b>  |       |                     |                      |                     |                                   |                       |                              |
| None   | 44.9% | 39.4%               | 43.8%                | 54.0%               | 43.8%                             | 59.3%                 | 59.9%                        |
| 1-2  | 26.3% | 25.9%               | 26.5%                | 27.4%               | 28.2%                             | 24.2%                 | 24.9%                        |
| 3-4  | 13.5% | 15.6%               | 12.5%                | 11.7%               | 13.1%                             | 9.1%                  | 9.4%                         |
| 5-10   | 9.8%  | 12.2%               | 10.5%                | 5.1%                | 9.5%                              | 5.3%                  | 4.7%                         |
| 11-20  | 4.0%  | 5.3%                | 4.8%                 | 1.2%                | 3.8%                              | 2.0%                  | 0.6%                         |
| 21-50  | 1.2%  | 1.4%                | 1.7%                 | 0.4%                | 1.1%                              | 0.1%                  | 0.3%                         |
| 51+  | 0.3%  | 0.3%                | 0.2%                 | 0.1%                | 0.5%                              | 0.0%                  | 0.1%                         |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Books, manuals, monographs, or research reports</b>                           |       |                     |                      |                     |                                   |                       |                              |
| None   | 56.7% | 51.6%               | 57.1%                | 64.1%               | 56.8%                             | 66.1%                 | 69.5%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

| All Faculty   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private                   |                       | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|---------------------------|-----------------------|------------------------------|
|   |       |                     |                      |                     | Nonsectarian 4yr Colleges | Catholic 4yr Colleges |                              |
| 1-2   | 26.2% | 28.9%               | 24.2%                | 23.3%               | 26.9%                     | 23.3%                 | 22.3%                        |
| 3-4   | 8.7%  | 9.8%                | 9.1%                 | 6.7%                | 8.9%                      | 6.7%                  | 4.8%                         |
| 5-10  | 5.7%  | 6.6%                | 6.7%                 | 4.1%                | 4.9%                      | 2.5%                  | 2.5%                         |
| 11-20   | 1.7%  | 1.9%                | 1.9%                 | 1.1%                | 1.5%                      | 1.1%                  | 0.5%                         |
| 21-50   | 0.7%  | 0.8%                | 0.6%                 | 0.7%                | 1.0%                      | 0.3%                  | 0.3%                         |
| 51+   | 0.3%  | 0.3%                | 0.3%                 | 0.1%                | 0.1%                      | 0.0%                  | 0.0%                         |
| <b>Other, such as patents or computer software products</b>   |       |                     |                      |                     |                           |                       |                              |
| None  | 85.9% | 84.3%               | 83.6%                | 89.4%               | 87.1%                     | 91.9%                 | 91.9%                        |
| 1-2   | 7.7%  | 8.1%                | 8.7%                 | 7.0%                | 7.8%                      | 4.4%                  | 4.9%                         |
| 3-4   | 2.9%  | 3.5%                | 3.2%                 | 2.1%                | 2.6%                      | 1.7%                  | 1.5%                         |
| 5-10  | 1.8%  | 2.4%                | 2.2%                 | 0.8%                | 1.0%                      | 0.6%                  | 0.8%                         |
| 11-20   | 0.9%  | 1.1%                | 1.1%                 | 0.3%                | 0.8%                      | 0.2%                  | 0.5%                         |
| 21-50   | 0.3%  | 0.3%                | 0.7%                 | 0.2%                | 0.2%                      | 0.7%                  | 0.1%                         |
| 51+   | 0.4%  | 0.4%                | 0.5%                 | 0.3%                | 0.4%                      | 0.4%                  | 0.3%                         |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |       |                     |                      |                     |                           |                       |                              |
| None  | 82.9% | 83.3%               | 83.0%                | 83.4%               | 82.3%                     | 83.4%                 | 78.9%                        |
| 1-2   | 4.9%  | 4.7%                | 5.1%                 | 4.4%                | 5.6%                      | 5.9%                  | 5.3%                         |
| 3-4   | 3.4%  | 3.3%                | 3.7%                 | 3.2%                | 3.3%                      | 2.0%                  | 4.6%                         |
| 5-10  | 3.9%  | 4.0%                | 3.3%                 | 4.2%                | 3.7%                      | 3.9%                  | 4.7%                         |
| 11-20   | 2.1%  | 1.8%                | 2.0%                 | 2.3%                | 2.9%                      | 2.0%                  | 2.7%                         |
| 21+   | 2.8%  | 2.9%                | 2.9%                 | 2.6%                | 2.2%                      | 2.8%                  | 3.8%                         |
| <b>How many of these have been performed alone/solo?</b>  |       |                     |                      |                     |                           |                       |                              |
| None  | 4.7%  | 4.8%                | 6.4%                 | 3.8%                | 2.0%                      | 5.2%                  | 3.6%                         |
| 1-2   | 5.0%  | 4.4%                | 4.6%                 | 5.9%                | 6.6%                      | 8.1%                  | 4.6%                         |
| 3-4   | 13.1% | 13.8%               | 11.9%                | 15.6%               | 10.9%                     | 4.1%                  | 12.7%                        |
| 5-10  | 16.0% | 14.6%               | 16.2%                | 15.8%               | 19.4%                     | 15.9%                 | 21.0%                        |
| 11-20   | 31.0% | 31.7%               | 29.9%                | 31.5%               | 30.3%                     | 36.7%                 | 27.8%                        |
| 21+   | 30.1% | 30.6%               | 31.0%                | 27.5%               | 30.8%                     | 30.0%                 | 30.2%                        |
| <b>How many of these have been collaborative?</b>   |       |                     |                      |                     |                           |                       |                              |
| None  | 12.1% | 12.2%               | 10.9%                | 12.5%               | 14.2%                     | 14.0%                 | 11.3%                        |
| 1-2   | 31.5% | 30.3%               | 32.8%                | 32.9%               | 33.3%                     | 31.7%                 | 29.5%                        |
| 3-4   | 18.1% | 18.6%               | 19.3%                | 15.6%               | 16.3%                     | 20.0%                 | 18.2%                        |
| 5-10  | 17.1% | 17.5%               | 15.1%                | 19.3%               | 16.3%                     | 17.1%                 | 16.2%                        |
| 11-20   | 9.9%  | 8.7%                | 10.0%                | 11.9%               | 11.3%                     | 7.0%                  | 11.5%                        |
| 21+   | 11.4% | 12.6%               | 11.9%                | 7.9%                | 8.6%                      | 10.1%                 | 13.3%                        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>     |       |                     |                      |                     |                           |                       |                              |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |       |                     |                      |                     |                           |                       |                              |
| None  | 5.6%  | 6.0%                | 6.7%                 | 3.6%                | 7.6%                      | 1.4%                  | 3.1%                         |
| 1-4   | 17.3% | 21.8%               | 16.7%                | 12.6%               | 12.4%                     | 6.7%                  | 9.2%                         |
| 5-8   | 35.3% | 40.5%               | 33.8%                | 27.2%               | 38.3%                     | 27.2%                 | 24.0%                        |
| 9-12  | 26.6% | 20.1%               | 27.6%                | 35.6%               | 29.9%                     | 37.6%                 | 38.4%                        |
| 13-16   | 9.0%  | 6.6%                | 9.4%                 | 11.9%               | 7.3%                      | 15.9%                 | 16.0%                        |
| 17-20   | 3.4%  | 2.6%                | 3.3%                 | 5.3%                | 1.9%                      | 5.4%                  | 5.5%                         |
| 21+   | 2.8%  | 2.3%                | 2.5%                 | 3.8%                | 2.7%                      | 5.7%                  | 3.7%                         |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |       |                     |                      |                     |                           |                       |                              |
| None  | 4.8%  | 5.1%                | 5.9%                 | 3.0%                | 6.5%                      | 1.3%                  | 3.0%                         |
| 1-4   | 12.6% | 14.6%               | 14.1%                | 9.4%                | 8.5%                      | 7.0%                  | 8.5%                         |
| 5-8   | 23.5% | 24.7%               | 25.7%                | 20.5%               | 20.5%                     | 24.2%                 | 18.0%                        |
| 9-12  | 21.7% | 21.2%               | 20.9%                | 24.1%               | 21.8%                     | 21.6%                 | 22.6%                        |
| 13-16   | 15.3% | 15.6%               | 13.4%                | 14.8%               | 17.0%                     | 16.7%                 | 18.1%                        |
| 17-20   | 10.3% | 8.4%                | 9.7%                 | 12.8%               | 13.4%                     | 13.1%                 | 14.5%                        |
| 21+   | 11.8% | 10.5%               | 10.3%                | 15.5%               | 12.3%                     | 16.1%                 | 15.2%                        |
| <b>Advising and counseling of students</b>  |       |                     |                      |                     |                           |                       |                              |
| None  | 8.0%  | 8.9%                | 7.1%                 | 8.5%                | 6.4%                      | 4.9%                  | 7.0%                         |
| 1-4   | 58.8% | 57.2%               | 61.1%                | 58.7%               | 58.5%                     | 58.9%                 | 61.9%                        |
| 5-8   | 23.2% | 23.9%               | 22.1%                | 22.2%               | 25.5%                     | 24.2%                 | 21.6%                        |
| 9-12  | 6.5%  | 6.7%                | 6.3%                 | 6.0%                | 6.8%                      | 7.3%                  | 5.9%                         |
| 13-16   | 1.7%  | 1.5%                | 1.5%                 | 2.2%                | 1.6%                      | 1.7%                  | 1.8%                         |
| 17-20   | 0.9%  | 0.8%                | 0.7%                 | 1.6%                | 0.6%                      | 1.8%                  | 1.0%                         |
| 21+   | 0.9%  | 0.9%                | 1.2%                 | 0.8%                | 0.5%                      | 1.2%                  | 0.8%                         |
| <b>Committee work and meetings</b>  |       |                     |                      |                     |                           |                       |                              |
| None  | 6.0%  | 6.1%                | 6.4%                 | 3.8%                | 8.5%                      | 3.9%                  | 7.1%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| 1-4   | 52.6% | 49.9%               | 55.3%                | 50.3%               | 58.6%                             | 54.8%                 | 61.5%                        |
| 5-8   | 24.5% | 24.6%               | 22.5%                | 29.2%               | 21.7%                             | 26.3%                 | 20.8%                        |
| 9-12  | 9.4%  | 10.4%               | 8.6%                 | 9.8%                | 6.3%                              | 10.3%                 | 7.0%                         |
| 13-16   | 3.3%  | 3.6%                | 3.5%                 | 3.4%                | 2.1%                              | 3.0%                  | 1.6%                         |
| 17-20   | 2.0%  | 2.5%                | 1.4%                 | 1.8%                | 1.7%                              | 1.1%                  | 1.0%                         |
| 21+   | 2.3%  | 2.9%                | 2.2%                 | 1.8%                | 1.2%                              | 0.5%                  | 1.0%                         |
| <b>Research and scholarly writing</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 16.5% | 13.3%               | 17.1%                | 18.5%               | 15.6%                             | 22.4%                 | 30.3%                        |
| 1-4   | 33.1% | 28.1%               | 31.5%                | 41.6%               | 37.8%                             | 42.0%                 | 43.6%                        |
| 5-8   | 18.8% | 17.8%               | 19.8%                | 20.7%               | 21.2%                             | 18.2%                 | 14.5%                        |
| 9-12  | 11.2% | 12.3%               | 12.6%                | 8.8%                | 10.2%                             | 10.2%                 | 6.2%                         |
| 13-16   | 7.0%  | 9.6%                | 6.6%                 | 3.8%                | 5.1%                              | 3.5%                  | 2.5%                         |
| 17-20   | 5.3%  | 7.5%                | 5.2%                 | 2.5%                | 3.9%                              | 1.7%                  | 1.3%                         |
| 21+   | 8.0%  | 11.4%               | 7.1%                 | 4.2%                | 6.1%                              | 2.0%                  | 1.6%                         |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Other creative products/performances</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 70.8% | 70.1%               | 71.1%                | 70.8%               | 74.4%                             | 68.5%                 | 70.8%                        |
| 1-4   | 18.2% | 18.0%               | 18.6%                | 18.3%               | 17.1%                             | 19.6%                 | 19.2%                        |
| 5-8   | 5.2%  | 5.4%                | 4.8%                 | 5.3%                | 4.5%                              | 6.2%                  | 5.6%                         |
| 9-12  | 2.4%  | 2.4%                | 2.7%                 | 2.2%                | 1.7%                              | 2.6%                  | 2.4%                         |
| 13-16   | 1.4%  | 1.7%                | 1.1%                 | 1.5%                | 1.1%                              | 1.1%                  | 0.8%                         |
| 17-20   | 0.9%  | 1.2%                | 0.5%                 | 1.0%                | 0.4%                              | 1.0%                  | 0.5%                         |
| 21+   | 1.0%  | 1.1%                | 1.1%                 | 0.9%                | 0.8%                              | 1.0%                  | 0.7%                         |
| <b>Community or public service</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 41.7% | 44.3%               | 35.2%                | 40.7%               | 54.0%                             | 35.3%                 | 36.7%                        |
| 1-4   | 44.1% | 41.4%               | 48.1%                | 45.6%               | 36.7%                             | 49.5%                 | 50.3%                        |
| 5-8   | 9.5%  | 9.0%                | 11.2%                | 9.9%                | 6.6%                              | 8.3%                  | 8.8%                         |
| 9-12  | 3.3%  | 3.8%                | 3.3%                 | 2.6%                | 1.8%                              | 5.0%                  | 2.7%                         |
| 13-16   | 0.8%  | 0.7%                | 1.1%                 | 0.9%                | 0.5%                              | 0.7%                  | 0.7%                         |
| 17-20   | 0.3%  | 0.3%                | 0.4%                 | 0.1%                | 0.1%                              | 0.7%                  | 0.2%                         |
| 21+   | 0.4%  | 0.5%                | 0.6%                 | 0.1%                | 0.2%                              | 0.5%                  | 0.5%                         |
| <b>Outside consulting/freelance work</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 78.1% | 79.7%               | 73.4%                | 80.4%               | 79.6%                             | 79.6%                 | 75.3%                        |
| 1-4   | 15.5% | 14.7%               | 18.5%                | 14.0%               | 15.3%                             | 13.7%                 | 16.7%                        |
| 5-8   | 4.0%  | 3.6%                | 5.2%                 | 3.6%                | 4.0%                              | 4.1%                  | 4.2%                         |
| 9-12  | 1.4%  | 1.3%                | 2.0%                 | 0.9%                | 0.5%                              | 1.7%                  | 2.2%                         |
| 13-16   | 0.3%  | 0.0%                | 0.4%                 | 0.6%                | 0.3%                              | 0.7%                  | 0.5%                         |
| 17-20   | 0.2%  | 0.1%                | 0.2%                 | 0.3%                | 0.2%                              | 0.2%                  | 0.5%                         |
| 21+   | 0.4%  | 0.6%                | 0.3%                 | 0.3%                | 0.1%                              | 0.0%                  | 0.6%                         |
| <b>Household/childcare duties</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 10.7% | 11.8%               | 10.2%                | 9.5%                | 9.2%                              | 11.6%                 | 8.5%                         |
| 1-4   | 14.1% | 12.9%               | 16.0%                | 14.2%               | 14.1%                             | 13.6%                 | 16.0%                        |
| 5-8   | 21.1% | 20.1%               | 21.9%                | 21.6%               | 23.4%                             | 19.2%                 | 22.1%                        |
| 9-12  | 17.0% | 17.4%               | 15.9%                | 18.1%               | 14.9%                             | 17.8%                 | 16.7%                        |
| 13-16   | 10.4% | 10.2%               | 10.5%                | 11.2%               | 10.3%                             | 9.5%                  | 10.1%                        |
| 17-20   | 8.1%  | 8.9%                | 7.7%                 | 6.4%                | 8.4%                              | 8.0%                  | 7.0%                         |
| 21+   | 18.7% | 18.6%               | 17.8%                | 19.0%               | 19.7%                             | 20.4%                 | 19.7%                        |
| <b>Serving as a caregiver for another adult</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 86.0% | 86.4%               | 84.5%                | 86.4%               | 87.9%                             | 81.7%                 | 87.5%                        |
| 1-4   | 8.0%  | 7.9%                | 8.9%                 | 7.7%                | 6.8%                              | 7.4%                  | 7.0%                         |
| 5-8   | 2.3%  | 1.8%                | 2.8%                 | 2.2%                | 2.3%                              | 5.0%                  | 2.3%                         |
| 9-12  | 1.7%  | 2.0%                | 1.5%                 | 1.1%                | 1.0%                              | 2.8%                  | 1.6%                         |
| 13-16   | 0.6%  | 0.5%                | 0.6%                 | 1.0%                | 0.9%                              | 0.7%                  | 0.5%                         |
| 17-20   | 0.3%  | 0.0%                | 0.4%                 | 0.6%                | 0.4%                              | 0.2%                  | 0.4%                         |
| 21+   | 1.2%  | 1.3%                | 1.3%                 | 1.1%                | 0.8%                              | 2.3%                  | 0.7%                         |
| <b>Other employment, outside of academia</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 90.7% | 91.8%               | 89.7%                | 90.3%               | 92.9%                             | 88.5%                 | 86.1%                        |
| 1-4   | 4.8%  | 4.9%                | 4.9%                 | 4.2%                | 4.4%                              | 4.8%                  | 5.7%                         |
| 5-8   | 2.0%  | 1.5%                | 2.4%                 | 2.4%                | 1.3%                              | 2.2%                  | 3.5%                         |
| 9-12  | 1.2%  | 0.8%                | 1.7%                 | 1.0%                | 0.9%                              | 2.3%                  | 2.4%                         |
| 13-16   | 0.4%  | 0.3%                | 0.2%                 | 0.5%                | 0.1%                              | 0.9%                  | 0.9%                         |
| 17-20   | 0.2%  | 0.0%                | 0.4%                 | 0.4%                | 0.1%                              | 0.5%                  | 0.6%                         |
| 21+   | 0.7%  | 0.5%                | 0.6%                 | 1.4%                | 0.1%                              | 0.8%                  | 0.7%                         |

**2019-2020 HERI Faculty Survey  
 Weighted National Norms - All Respondents**

| All Faculty  | Total | Other               |                      |                     |                                   |                       |                        |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------|
|  |       | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Religious 4yr Colleges |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |       |                     |                      |                     |                                   |                       |                        |
| None   | 3.4%  | 3.9%                | 2.5%                 | 3.6%                | 2.4%                              | 3.4%                  | 2.9%                   |
| 1-4  | 26.1% | 25.8%               | 25.9%                | 27.3%               | 24.4%                             | 28.7%                 | 26.2%                  |
| 5-8  | 35.3% | 34.7%               | 36.2%                | 35.2%               | 34.4%                             | 38.2%                 | 35.6%                  |
| 9-12   | 19.4% | 19.8%               | 20.7%                | 16.4%               | 20.5%                             | 16.0%                 | 19.4%                  |
| 13-16  | 7.6%  | 7.3%                | 7.4%                 | 8.4%                | 7.9%                              | 5.9%                  | 8.9%                   |
| 17-20  | 4.2%  | 4.4%                | 3.7%                 | 4.2%                | 4.9%                              | 4.2%                  | 3.7%                   |
| 21+  | 4.2%  | 4.1%                | 3.6%                 | 4.9%                | 5.5%                              | 3.5%                  | 3.3%                   |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>  |       |                     |                      |                     |                                   |                       |                        |
| Ask questions in class   | 94.0% | 93.1%               | 93.9%                | 95.9%               | 94.4%                             | 95.9%                 | 94.8%                  |
| Support their opinions with a logical argument   | 79.7% | 80.6%               | 77.8%                | 81.0%               | 81.0%                             | 80.2%                 | 74.9%                  |
| Seek solutions to problems and explain them to others  | 74.1% | 74.1%               | 73.8%                | 74.9%               | 75.7%                             | 77.5%                 | 69.9%                  |
| Analyze multiple sources of information before coming to a conclusion  | 67.5% | 69.3%               | 66.0%                | 66.4%               | 67.9%                             | 67.9%                 | 62.1%                  |
| Evaluate the quality or reliability of information they receive  | 68.4% | 68.8%               | 68.0%                | 68.9%               | 67.1%                             | 72.8%                 | 65.6%                  |
| Take risks for potential gains   | 36.4% | 35.5%               | 36.7%                | 36.1%               | 40.4%                             | 38.8%                 | 36.1%                  |
| Seek alternative solutions to a problem  | 64.4% | 66.2%               | 64.6%                | 62.9%               | 62.8%                             | 65.8%                 | 55.9%                  |
| Look up scientific research articles and resources   | 54.5% | 54.6%               | 53.3%                | 59.2%               | 54.0%                             | 51.2%                 | 48.4%                  |
| Explore topics on their own, even though it was not required for a class   | 51.1% | 53.3%               | 49.5%                | 50.0%               | 49.2%                             | 52.7%                 | 44.4%                  |
| Accept mistakes as part of the learning process  | 74.2% | 73.1%               | 74.0%                | 75.8%               | 77.2%                             | 79.4%                 | 73.5%                  |
| Recognize biases that affect their thinking  | 52.9% | 51.5%               | 53.2%                | 55.0%               | 52.9%                             | 60.1%                 | 53.2%                  |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b>                                 |       |                     |                      |                     |                                   |                       |                        |
| Write in the specific style or format of your discipline   | 62.1% | 60.0%               | 62.2%                | 64.3%               | 65.9%                             | 66.3%                 | 64.5%                  |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline  | 47.7% | 47.3%               | 49.4%                | 46.0%               | 46.0%                             | 50.5%                 | 48.8%                  |
| Discuss the ethical or moral implications of a course of action  | 45.1% | 42.4%               | 49.7%                | 43.1%               | 42.4%                             | 52.8%                 | 53.4%                  |
| Apply mathematical concepts and computational thinking   | 37.9% | 39.9%               | 36.2%                | 37.3%               | 37.8%                             | 35.8%                 | 31.6%                  |
| <b>Methods you use in "all" or "most" of your courses:</b>   |       |                     |                      |                     |                                   |                       |                        |
| Class discussions  | 86.1% | 85.0%               | 87.6%                | 86.4%               | 87.2%                             | 87.9%                 | 85.8%                  |
| Cooperative learning (small groups)  | 72.2% | 69.1%               | 75.3%                | 70.3%               | 80.2%                             | 74.6%                 | 78.9%                  |
| Experiential learning/Field studies  | 30.0% | 28.8%               | 30.3%                | 29.8%               | 31.3%                             | 35.8%                 | 34.3%                  |
| Performances/Demonstrations  | 33.9% | 32.5%               | 35.2%                | 34.8%               | 32.0%                             | 38.9%                 | 36.9%                  |
| Group projects   | 48.0% | 45.4%               | 51.8%                | 47.1%               | 52.9%                             | 46.0%                 | 52.4%                  |
| Extensive lecturing  | 45.8% | 46.3%               | 48.5%                | 46.1%               | 36.6%                             | 49.6%                 | 40.6%                  |
| Multiple drafts of written work  | 36.0% | 36.6%               | 36.0%                | 32.9%               | 40.3%                             | 34.1%                 | 35.0%                  |
| Reflective writing/Journaling  | 28.2% | 26.3%               | 31.0%                | 26.9%               | 26.8%                             | 31.7%                 | 35.0%                  |
| Community service as part of coursework  | 7.0%  | 6.5%                | 7.3%                 | 9.0%                | 4.7%                              | 7.7%                  | 6.9%                   |
| Electronic quizzes with immediate feedback in class  | 21.8% | 22.3%               | 19.0%                | 28.9%               | 12.9%                             | 20.2%                 | 21.1%                  |
| Real-life problems   | 64.3% | 61.9%               | 68.6%                | 66.1%               | 56.6%                             | 71.2%                 | 66.8%                  |
| Student inquiry to drive learning  | 59.0% | 57.6%               | 61.7%                | 57.8%               | 61.0%                             | 62.7%                 | 57.8%                  |
| Readings on racial and ethnic issues   | 32.8% | 33.1%               | 32.5%                | 29.9%               | 37.5%                             | 32.4%                 | 34.2%                  |
| Readings on women or gender issues   | 29.6% | 30.6%               | 29.1%                | 25.5%               | 35.5%                             | 28.4%                 | 29.0%                  |
| Supplemental instruction outside of class and office hours   | 37.1% | 36.2%               | 40.0%                | 33.9%               | 39.4%                             | 42.9%                 | 36.8%                  |
| Student presentations  | 54.2% | 52.3%               | 56.4%                | 50.8%               | 62.4%                             | 54.7%                 | 59.2%                  |
| Student evaluations of each others' work   | 32.3% | 31.3%               | 34.8%                | 31.5%               | 31.8%                             | 29.2%                 | 34.6%                  |
| Grading on a curve   | 17.4% | 18.5%               | 19.4%                | 14.4%               | 17.0%                             | 14.9%                 | 12.1%                  |
| Rubric-based assessment  | 66.8% | 63.9%               | 70.1%                | 71.4%               | 59.4%                             | 72.0%                 | 71.0%                  |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 27.3% | 26.9%               | 29.1%                | 26.8%               | 24.5%                             | 27.9%                 | 28.4%                  |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |       |                     |                      |                     |                                   |                       |                        |
| Videos or podcasts   | 44.5% | 43.3%               | 44.9%                | 47.7%               | 39.4%                             | 47.7%                 | 47.6%                  |
| Simulations/animations   | 19.8% | 18.6%               | 20.5%                | 22.4%               | 17.2%                             | 24.5%                 | 20.1%                  |
| Online homework or virtual labs  | 31.2% | 30.4%               | 28.4%                | 39.0%               | 21.9%                             | 37.7%                 | 34.7%                  |
| Online discussion boards   | 22.1% | 21.7%               | 19.1%                | 29.3%               | 17.7%                             | 25.5%                 | 20.6%                  |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 9.4%  | 9.9%                | 10.2%                | 8.6%                | 7.1%                              | 7.6%                  | 9.1%                   |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |       |                     |                      |                     |                                   |                       |                        |
| Encourage students to become agents of social change   | 82.6% | 79.8%               | 84.7%                | 83.8%               | 81.3%                             | 90.3%                 | 89.2%                  |
| Prepare students for employment after college  | 97.1% | 97.3%               | 96.8%                | 97.9%               | 94.8%                             | 98.2%                 | 97.3%                  |
| Prepare students for graduate or advanced education  | 95.8% | 95.8%               | 95.9%                | 96.2%               | 94.9%                             | 96.2%                 | 95.5%                  |
| Develop students' moral character  | 86.9% | 82.9%               | 93.4%                | 86.6%               | 84.4%                             | 93.5%                 | 93.4%                  |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

| All Faculty  | Total | Other               |                      |                     |                                   |                       |                        |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------|
|  |       | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Religious 4yr Colleges |
| Provide for students' emotional development  | 80.1% | 75.8%               | 85.6%                | 80.7%               | 79.5%                             | 86.3%                 | 88.6%                  |
| Help students develop personal values  | 85.8% | 81.8%               | 91.7%                | 85.0%               | 85.7%                             | 91.8%                 | 92.7%                  |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 86.6% | 84.9%               | 87.2%                | 86.9%               | 87.2%                             | 92.7%                 | 91.8%                  |
| Promote students' ability to write effectively   | 95.8% | 95.0%               | 95.8%                | 96.3%               | 97.7%                             | 98.3%                 | 97.1%                  |
| Teach students tolerance and respect for different beliefs   | 94.7% | 93.8%               | 95.9%                | 93.9%               | 95.1%                             | 98.3%                 | 96.9%                  |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                        |
| The chief benefit of a college education is that it increases one's earning power  | 58.4% | 58.5%               | 55.7%                | 67.2%               | 50.3%                             | 62.4%                 | 50.9%                  |
| A racially/ethnically diverse student body enhances the educational experience of all students                             | 97.4% | 97.3%               | 96.7%                | 97.9%               | 97.8%                             | 97.7%                 | 97.6%                  |
| Colleges have a responsibility to work with their surrounding communities to address local issues                          | 94.5% | 94.7%               | 93.4%                | 95.7%               | 92.8%                             | 95.5%                 | 95.0%                  |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work             | 58.8% | 60.5%               | 55.7%                | 61.1%               | 56.7%                             | 56.1%                 | 55.2%                  |
| I try to dispel perceptions of competition in my classroom   | 74.5% | 71.6%               | 77.1%                | 75.6%               | 79.8%                             | 75.8%                 | 75.8%                  |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource | 56.8% | 56.2%               | 58.5%                | 55.3%               | 59.6%                             | 56.6%                 | 56.0%                  |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom                               | 76.4% | 74.9%               | 77.7%                | 78.1%               | 73.9%                             | 79.4%                 | 79.0%                  |
| I achieve a healthy balance between my personal life and my professional life  | 60.2% | 58.0%               | 64.8%                | 61.8%               | 57.6%                             | 62.6%                 | 58.1%                  |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar                               | 53.7% | 54.9%               | 52.7%                | 52.8%               | 51.0%                             | 54.7%                 | 52.9%                  |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                        |
| This institution has effective hiring practices and policies that increase faculty diversity                               | 64.8% | 62.5%               | 63.7%                | 69.7%               | 72.5%                             | 66.3%                 | 62.9%                  |
| Student Affairs staff have the support and respect of faculty  | 77.5% | 75.5%               | 78.6%                | 80.6%               | 74.4%                             | 78.3%                 | 82.0%                  |
| There is a lot of campus racial conflict here  | 33.8% | 43.3%               | 23.9%                | 23.6%               | 36.4%                             | 20.9%                 | 30.9%                  |
| My research is valued by faculty in my department  | 78.1% | 78.1%               | 77.7%                | 76.0%               | 81.2%                             | 81.7%                 | 79.3%                  |
| My teaching is valued by faculty in my department  | 89.7% | 87.6%               | 90.6%                | 91.1%               | 92.1%                             | 92.8%                 | 93.6%                  |
| My service is valued by faculty in my department   | 85.3% | 83.0%               | 86.8%                | 86.2%               | 87.6%                             | 88.4%                 | 89.9%                  |
| Faculty are sufficiently involved in campus decision-making  | 56.2% | 51.3%               | 50.8%                | 66.4%               | 70.4%                             | 60.7%                 | 64.8%                  |
| The faculty are typically at odds with campus administration   | 53.5% | 54.5%               | 53.4%                | 50.3%               | 52.4%                             | 60.6%                 | 52.0%                  |
| Faculty here respect each other  | 86.8% | 85.4%               | 88.0%                | 86.8%               | 88.4%                             | 88.9%                 | 90.7%                  |
| Administrators consider faculty concerns when making policy  | 59.5% | 56.0%               | 59.6%                | 61.7%               | 69.3%                             | 58.0%                 | 68.6%                  |
| This institution takes responsibility for educating underprepared students   | 66.9% | 63.4%               | 65.2%                | 75.2%               | 66.3%                             | 73.2%                 | 74.2%                  |
| The criteria for advancement and promotion decisions are clear   | 73.2% | 70.9%               | 74.1%                | 77.5%               | 74.2%                             | 72.8%                 | 74.2%                  |
| Most of the students I teach lack the basic skills for college level work  | 29.2% | 30.6%               | 16.2%                | 45.4%               | 18.1%                             | 42.4%                 | 29.4%                  |
| There is adequate support for faculty development  | 67.8% | 66.1%               | 74.0%                | 63.0%               | 75.1%                             | 61.0%                 | 66.0%                  |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom                                      | 57.2% | 60.4%               | 53.8%                | 54.9%               | 58.2%                             | 51.2%                 | 53.9%                  |
| This institution takes mentoring into consideration in the promotion process   | 49.0% | 45.3%               | 54.3%                | 47.7%               | 55.7%                             | 49.5%                 | 51.8%                  |
| Faculty of color are treated fairly here   | 72.8% | 68.9%               | 73.6%                | 79.8%               | 74.2%                             | 80.6%                 | 74.6%                  |
| Women faculty are treated fairly here  | 73.2% | 69.1%               | 74.0%                | 78.7%               | 77.6%                             | 78.9%                 | 77.5%                  |
| LGBTQ+ faculty are treated fairly here   | 74.9% | 75.3%               | 67.6%                | 84.4%               | 83.6%                             | 81.5%                 | 59.6%                  |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>                                       |       |                     |                      |                     |                                   |                       |                        |
| Increase or maintain institutional affordability   | 68.9% | 70.2%               | 58.5%                | 85.1%               | 57.6%                             | 64.6%                 | 70.3%                  |
| Develop a sense of community among students and faculty  | 65.3% | 59.5%               | 70.3%                | 65.9%               | 67.9%                             | 77.6%                 | 78.2%                  |
| Facilitate student involvement in community service  | 49.6% | 43.0%               | 62.1%                | 48.9%               | 42.3%                             | 73.0%                 | 52.1%                  |
| Help students learn how to bring about change in society   | 48.6% | 41.1%               | 59.9%                | 45.6%               | 52.9%                             | 64.1%                 | 56.7%                  |
| Increase or maintain institutional prestige  | 71.3% | 77.1%               | 77.1%                | 52.3%               | 76.1%                             | 61.4%                 | 57.5%                  |
| Hire faculty "stars"   | 29.2% | 35.8%               | 33.9%                | 17.6%               | 19.1%                             | 14.2%                 | 14.5%                  |
| Recruit more traditionally underrepresented students   | 55.6% | 55.1%               | 47.7%                | 59.9%               | 67.9%                             | 56.9%                 | 61.1%                  |
| Increase the selectivity of the student body through more competitive admissions criteria                                  | 33.2% | 35.8%               | 41.6%                | 22.3%               | 34.7%                             | 20.4%                 | 18.3%                  |
| Promote gender diversity in the faculty and administration   | 51.9% | 53.5%               | 50.3%                | 51.7%               | 56.0%                             | 42.1%                 | 45.9%                  |
| Promote racial and ethnic diversity in the faculty and administration  | 56.8% | 57.3%               | 52.8%                | 57.5%               | 66.4%                             | 50.1%                 | 57.3%                  |
| Provide resources for faculty to engage in community-based teaching or research  | 39.7% | 40.1%               | 37.0%                | 45.0%               | 40.8%                             | 40.8%                 | 30.6%                  |
| Create and sustain partnerships with surrounding communities   | 48.0% | 46.9%               | 45.3%                | 56.9%               | 41.7%                             | 54.9%                 | 46.3%                  |
| Pursue extramural funding  | 56.5% | 69.4%               | 51.5%                | 42.0%               | 44.0%                             | 43.2%                 | 40.7%                  |
| Strengthen links with the for-profit, corporate sector   | 45.5% | 54.4%               | 45.4%                | 35.2%               | 28.0%                             | 38.9%                 | 31.4%                  |
| Develop leadership ability among students  | 62.6% | 58.9%               | 70.8%                | 57.4%               | 65.7%                             | 68.0%                 | 67.4%                  |
| Develop an appreciation for multiculturalism   | 60.4% | 57.0%               | 58.2%                | 64.5%               | 69.7%                             | 65.9%                 | 68.3%                  |
| Prepare students for the workplace   | 83.1% | 81.7%               | 86.6%                | 85.0%               | 71.7%                             | 87.3%                 | 86.3%                  |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>  |       |                     |                      |                     |                                   |                       |                        |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                 | 25.1% | 25.6%               | 27.6%                | 24.4%               | 19.6%                             | 26.3%                 | 19.4%                  |
| Experience close alignment between your work and your personal values  | 37.6% | 35.3%               | 44.2%                | 32.9%               | 35.6%                             | 42.6%                 | 41.9%                  |
| Mentor faculty   | 15.2% | 15.8%               | 16.5%                | 14.1%               | 13.3%                             | 16.3%                 | 11.2%                  |
| Mentor undergraduate students  | 37.7% | 33.7%               | 38.4%                | 38.1%               | 50.4%                             | 43.7%                 | 44.8%                  |



**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mentor graduate students  | 21.6% | 30.0%               | 19.7%                | 15.0%               | 6.8%                              | 12.3%                 | 6.1%                         |
| Been mentored by at least one professional in academia  | 25.8% | 26.9%               | 27.2%                | 22.8%               | 25.2%                             | 26.5%                 | 21.3%                        |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.2%  | 7.0%                | 7.9%                 | 8.3%                | 5.8%                              | 7.4%                  | 5.3%                         |
| Accessed the National Research Mentoring Network (NRMN) resource  | 1.1%  | 1.0%                | 0.8%                 | 2.1%                | 0.6%                              | 1.3%                  | 0.9%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 29.9% | 29.0%               | 31.3%                | 31.3%               | 30.4%                             | 29.9%                 | 26.3%                        |
| Good  | 53.4% | 55.5%               | 52.9%                | 50.3%               | 51.1%                             | 51.2%                 | 52.4%                        |
| Fair  | 13.6% | 12.7%               | 13.0%                | 14.7%               | 15.0%                             | 13.6%                 | 17.8%                        |
| Poor  | 3.1%  | 2.8%                | 2.8%                 | 3.6%                | 3.5%                              | 5.2%                  | 3.4%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 45.1% | 41.9%               | 49.0%                | 43.3%               | 52.0%                             | 49.1%                 | 49.5%                        |
| Good  | 47.8% | 50.6%               | 43.9%                | 48.9%               | 43.7%                             | 44.1%                 | 45.5%                        |
| Fair  | 6.4%  | 6.8%                | 6.5%                 | 7.1%                | 3.9%                              | 6.4%                  | 4.4%                         |
| Poor  | 0.6%  | 0.7%                | 0.6%                 | 0.7%                | 0.4%                              | 0.5%                  | 0.6%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 46.6% | 49.0%               | 47.1%                | 41.4%               | 38.8%                             | 37.4%                 | 37.4%                        |
| Good  | 44.6% | 44.1%               | 43.1%                | 46.1%               | 49.8%                             | 48.9%                 | 48.7%                        |
| Fair  | 7.7%  | 6.2%                | 8.0%                 | 11.3%               | 10.5%                             | 11.8%                 | 11.1%                        |
| Poor  | 1.1%  | 0.6%                | 1.8%                 | 1.2%                | 1.0%                              | 1.9%                  | 2.8%                         |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |       |                     |                      |                     |                                   |                       |                              |
| Salary  | 54.1% | 51.2%               | 65.9%                | 45.4%               | 67.6%                             | 44.5%                 | 44.8%                        |
| Health benefits   | 70.8% | 65.1%               | 82.2%                | 76.0%               | 73.6%                             | 66.4%                 | 58.4%                        |
| Retirement benefits   | 72.9% | 70.4%               | 78.7%                | 77.2%               | 76.3%                             | 65.7%                 | 58.7%                        |
| Opportunity for scholarly pursuits  | 62.8% | 64.5%               | 68.1%                | 55.0%               | 68.1%                             | 47.4%                 | 52.4%                        |
| Teaching load   | 65.3% | 68.8%               | 67.5%                | 54.1%               | 70.7%                             | 57.1%                 | 58.3%                        |
| Quality of students   | 72.7% | 70.4%               | 82.5%                | 62.3%               | 83.2%                             | 60.3%                 | 74.3%                        |
| Autonomy and independence   | 87.0% | 86.4%               | 86.5%                | 86.5%               | 91.8%                             | 86.7%                 | 89.3%                        |
| Departmental leadership   | 75.5% | 73.8%               | 77.2%                | 75.2%               | 78.5%                             | 72.7%                 | 80.1%                        |
| Departmental support for work/life balance  | 70.1% | 67.3%               | 73.3%                | 69.1%               | 74.2%                             | 73.1%                 | 75.5%                        |
| Institutional support for work/life balance   | 54.0% | 51.8%               | 59.1%                | 52.8%               | 55.3%                             | 56.2%                 | 51.6%                        |
| Prospects for career advancement  | 58.2% | 56.9%               | 64.1%                | 53.0%               | 63.7%                             | 55.4%                 | 55.2%                        |
| Relative equity of salary and job benefits  | 45.9% | 41.0%               | 57.0%                | 41.1%               | 57.5%                             | 42.4%                 | 42.2%                        |
| Flexibility in relation to family matters or emergencies  | 82.6% | 79.7%               | 84.9%                | 83.8%               | 84.9%                             | 85.3%                 | 87.6%                        |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 73.2% | 70.3%               | 77.6%                | 72.6%               | 77.4%                             | 73.1%                 | 74.4%                        |
| Overall job   | 78.8% | 76.4%               | 83.6%                | 77.8%               | 82.7%                             | 79.1%                 | 77.6%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Managing household responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 21.9% | 21.9%               | 19.7%                | 22.7%               | 24.7%                             | 21.8%                 | 23.4%                        |
| Somewhat  | 54.8% | 54.4%               | 55.6%                | 54.5%               | 54.1%                             | 55.5%                 | 55.8%                        |
| Not at all  | 23.3% | 23.6%               | 24.7%                | 22.8%               | 21.2%                             | 22.7%                 | 20.8%                        |
| <b>Child care</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.0% | 23.8%               | 20.3%                | 22.8%               | 26.9%                             | 21.6%                 | 23.4%                        |
| Somewhat  | 39.6% | 39.4%               | 39.7%                | 38.6%               | 39.6%                             | 43.3%                 | 40.9%                        |
| Not at all  | 37.4% | 36.8%               | 40.0%                | 38.6%               | 33.4%                             | 35.1%                 | 35.7%                        |
| <b>My physical health</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 14.3% | 15.6%               | 12.7%                | 13.9%               | 13.3%                             | 12.9%                 | 13.2%                        |
| Somewhat  | 48.7% | 46.9%               | 49.0%                | 51.4%               | 50.9%                             | 48.9%                 | 49.9%                        |
| Not at all  | 37.1% | 37.4%               | 38.3%                | 34.7%               | 35.9%                             | 38.2%                 | 36.9%                        |
| <b>My emotional well-being</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 20.7% | 22.8%               | 16.9%                | 19.9%               | 21.8%                             | 18.1%                 | 21.3%                        |
| Somewhat  | 48.7% | 46.3%               | 50.0%                | 50.7%               | 51.4%                             | 51.9%                 | 51.1%                        |
| Not at all  | 30.6% | 30.9%               | 33.1%                | 29.3%               | 26.8%                             | 30.1%                 | 27.6%                        |
| <b>Review/promotion process</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 20.6% | 21.9%               | 19.6%                | 19.3%               | 20.8%                             | 21.8%                 | 17.0%                        |
| Somewhat  | 37.9% | 36.7%               | 38.2%                | 40.3%               | 38.4%                             | 38.9%                 | 38.5%                        |
| Not at all  | 41.5% | 41.5%               | 42.1%                | 40.4%               | 40.8%                             | 39.3%                 | 44.5%                        |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 7.9%  | 9.8%                | 6.1%                 | 6.8%                | 7.1%                              | 7.2%                  | 5.1%                         |
| Somewhat  | 25.0% | 26.8%               | 23.3%                | 23.1%               | 27.3%                             | 19.3%                 | 23.4%                        |
| Not at all  | 67.0% | 63.4%               | 70.6%                | 70.0%               | 65.6%                             | 73.4%                 | 71.4%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| <b>Committee work</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 12.9% | 11.7%               | 12.2%                | 15.4%               | 14.6%                             | 17.1%                 | 13.7%                        |
| Somewhat  | 51.8% | 51.4%               | 51.9%                | 55.1%               | 49.9%                             | 51.1%                 | 47.8%                        |
| Not at all  | 35.4% | 37.0%               | 35.9%                | 29.5%               | 35.5%                             | 31.8%                 | 38.5%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Faculty meetings</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 9.4%  | 8.9%                | 8.4%                 | 10.2%               | 10.2%                             | 14.6%                 | 10.3%                        |
| Somewhat  | 44.5% | 43.3%               | 44.5%                | 47.9%               | 43.3%                             | 45.5%                 | 44.9%                        |
| Not at all  | 46.2% | 47.9%               | 47.0%                | 41.8%               | 46.4%                             | 40.0%                 | 44.8%                        |
| <b>Students</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 11.3% | 11.1%               | 9.5%                 | 13.0%               | 12.8%                             | 15.1%                 | 10.9%                        |
| Somewhat  | 58.1% | 57.0%               | 56.8%                | 58.4%               | 61.2%                             | 60.6%                 | 63.8%                        |
| Not at all  | 30.6% | 31.8%               | 33.6%                | 28.5%               | 26.0%                             | 24.3%                 | 25.3%                        |
| <b>Research or publishing demands</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.0% | 26.4%               | 23.4%                | 17.8%               | 22.7%                             | 17.9%                 | 12.8%                        |
| Somewhat  | 48.5% | 48.6%               | 47.6%                | 50.4%               | 49.3%                             | 47.4%                 | 45.9%                        |
| Not at all  | 28.5% | 25.0%               | 29.0%                | 31.9%               | 28.0%                             | 34.7%                 | 41.3%                        |
| <b>Institutional procedures and "red tape"</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.7% | 26.9%               | 21.2%                | 23.6%               | 16.5%                             | 23.8%                 | 18.1%                        |
| Somewhat  | 47.9% | 46.0%               | 49.2%                | 51.2%               | 45.2%                             | 50.9%                 | 50.2%                        |
| Not at all  | 28.4% | 27.1%               | 29.6%                | 25.2%               | 38.4%                             | 25.3%                 | 31.7%                        |
| <b>Teaching load</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 18.0% | 14.4%               | 18.2%                | 25.4%               | 17.3%                             | 19.3%                 | 25.0%                        |
| Somewhat  | 46.3% | 46.0%               | 44.8%                | 46.6%               | 48.6%                             | 49.6%                 | 48.1%                        |
| Not at all  | 35.7% | 39.6%               | 36.9%                | 28.0%               | 34.1%                             | 31.1%                 | 26.9%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Lack of personal time</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 26.0% | 25.9%               | 23.3%                | 27.5%               | 28.9%                             | 26.8%                 | 29.4%                        |
| Somewhat  | 47.1% | 47.5%               | 47.6%                | 45.2%               | 45.8%                             | 50.4%                 | 47.3%                        |
| Not at all  | 26.9% | 26.6%               | 29.1%                | 27.4%               | 25.2%                             | 22.8%                 | 23.4%                        |
| <b>Job security</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 12.1% | 12.0%               | 10.5%                | 11.0%               | 12.3%                             | 15.2%                 | 18.6%                        |
| Somewhat  | 25.3% | 24.0%               | 25.3%                | 25.2%               | 25.1%                             | 31.7%                 | 31.6%                        |
| Not at all  | 62.7% | 64.0%               | 64.2%                | 63.7%               | 62.6%                             | 53.1%                 | 49.8%                        |
| <b>Self-imposed high expectations</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 36.0% | 36.2%               | 36.7%                | 34.3%               | 38.2%                             | 34.3%                 | 34.7%                        |
| Somewhat  | 50.3% | 50.5%               | 48.9%                | 50.7%               | 51.2%                             | 49.9%                 | 53.0%                        |
| Not at all  | 13.7% | 13.4%               | 14.4%                | 15.0%               | 10.7%                             | 15.8%                 | 12.2%                        |
| <b>Increased work responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 27.7% | 28.3%               | 23.7%                | 28.5%               | 30.1%                             | 28.4%                 | 31.9%                        |
| Somewhat  | 47.1% | 46.4%               | 45.6%                | 50.2%               | 45.4%                             | 49.0%                 | 49.8%                        |
| Not at all  | 25.3% | 25.2%               | 30.7%                | 21.3%               | 24.5%                             | 22.6%                 | 18.3%                        |
| <b>Institutional budget cuts</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 26.1% | 28.9%               | 15.5%                | 27.9%               | 23.5%                             | 35.4%                 | 34.1%                        |
| Somewhat  | 43.1% | 50.0%               | 31.0%                | 43.5%               | 33.2%                             | 41.9%                 | 41.2%                        |
| Not at all  | 30.8% | 21.1%               | 53.4%                | 28.6%               | 43.4%                             | 22.7%                 | 24.8%                        |
| <b>Have you been sexually harassed at this institution?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 6.3%  | 6.5%                | 5.7%                 | 6.5%                | 7.6%                              | 5.9%                  | 4.6%                         |
| No  | 93.7% | 93.5%               | 94.3%                | 93.5%               | 92.4%                             | 94.1%                 | 95.4%                        |
| <b>In the past year, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Considered leaving academe for another job  | 34.9% | 34.7%               | 30.6%                | 38.4%               | 32.9%                             | 37.3%                 | 43.5%                        |
| Considered leaving this institution for another   | 45.2% | 49.0%               | 38.0%                | 46.3%               | 40.2%                             | 44.9%                 | 46.3%                        |
| Engaged in public service/professional consulting without pay   | 45.9% | 45.7%               | 48.2%                | 46.7%               | 39.2%                             | 42.7%                 | 45.9%                        |
| Received at least one firm job offer elsewhere  | 14.9% | 15.2%               | 14.7%                | 16.1%               | 10.7%                             | 15.7%                 | 14.4%                        |
| <b>General activities:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Are you a member of a faculty union?  | 21.1% | 28.9%               | 7.9%                 | 34.4%               | 5.0%                              | 11.1%                 | 1.9%                         |
| Do you plan to retire within the next three years?  | 10.2% | 9.3%                | 11.5%                | 10.8%               | 9.6%                              | 11.3%                 | 10.0%                        |
| Have you ever interrupted your professional career for more than one year for family reasons?                                   | 7.5%  | 7.3%                | 6.9%                 | 8.7%                | 5.3%                              | 8.4%                  | 9.0%                         |
| Have you ever been formally recognized for outstanding teaching at this institution?  | 31.4% | 33.0%               | 32.6%                | 34.2%               | 21.2%                             | 26.1%                 | 23.2%                        |
| <b>Citizenship status:</b>  |       |                     |                      |                     |                                   |                       |                              |
| U.S. citizen  | 91.3% | 88.4%               | 94.3%                | 92.6%               | 92.4%                             | 95.9%                 | 95.0%                        |
| Permanent resident (green card)   | 6.4%  | 8.5%                | 4.3%                 | 5.5%                | 5.1%                              | 3.1%                  | 3.4%                         |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)   | 2.3%  | 3.1%                | 1.4%                 | 1.8%                | 2.5%                              | 1.1%                  | 1.1%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|   |              | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|--------------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>  | <b>Total</b> |                     |                      |                     |                                   |                       |                              |
| None of the Above   | 0.0%         | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.5%                         |
| <b>How would you characterize your political views?</b>                       |              |                     |                      |                     |                                   |                       |                              |
| Far left  | 12.0%        | 12.8%               | 10.1%                | 11.4%               | 17.3%                             | 11.2%                 | 8.3%                         |
| Liberal   | 47.4%        | 48.1%               | 43.3%                | 49.0%               | 56.9%                             | 47.6%                 | 41.8%                        |
| Middle of the road  | 30.2%        | 30.8%               | 32.4%                | 30.1%               | 20.5%                             | 27.9%                 | 31.6%                        |
| Conservative  | 10.1%        | 8.0%                | 13.9%                | 9.5%                | 4.9%                              | 13.0%                 | 17.8%                        |
| Far right   | 0.2%         | 0.2%                | 0.3%                 | 0.0%                | 0.3%                              | 0.4%                  | 0.5%                         |
| <b>If you were to begin your career again, would you:</b>                     |              |                     |                      |                     |                                   |                       |                              |
| <b>Still want to come to this institution?</b>                                |              |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 41.4%        | 36.7%               | 49.6%                | 40.2%               | 47.9%                             | 42.2%                 | 41.6%                        |
| Probably yes  | 37.1%        | 39.3%               | 33.5%                | 37.3%               | 33.9%                             | 35.6%                 | 38.6%                        |
| Not sure  | 12.6%        | 12.9%               | 9.9%                 | 15.4%               | 12.6%                             | 15.0%                 | 12.2%                        |
| Probably no   | 5.6%         | 6.8%                | 4.8%                 | 4.7%                | 3.6%                              | 4.6%                  | 5.2%                         |
| Definitely no   | 3.2%         | 4.4%                | 2.3%                 | 2.4%                | 2.0%                              | 2.5%                  | 2.4%                         |
| <b>Still want to be a college professor?</b>                                  |              |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 63.9%        | 63.7%               | 66.7%                | 61.6%               | 63.9%                             | 66.4%                 | 59.0%                        |
| Probably yes  | 26.0%        | 25.7%               | 25.0%                | 26.4%               | 26.0%                             | 26.0%                 | 30.0%                        |
| Not sure  | 7.1%         | 6.9%                | 6.4%                 | 7.6%                | 7.7%                              | 5.6%                  | 8.9%                         |
| Probably no   | 2.3%         | 2.6%                | 1.3%                 | 3.2%                | 2.0%                              | 1.5%                  | 1.8%                         |
| Definitely no   | 0.8%         | 1.0%                | 0.5%                 | 1.2%                | 0.3%                              | 0.4%                  | 0.3%                         |
| <b>Highest Degree Earned</b>  |              |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.6%         | 0.5%                | 0.6%                 | 0.8%                | 0.8%                              | 0.8%                  | 0.5%                         |
| Master's (M.A., M.S.)   | 7.5%         | 5.8%                | 7.1%                 | 10.6%               | 6.4%                              | 9.4%                  | 13.5%                        |
| Terminal master's (M.F.A., M.B.A.)  | 4.9%         | 4.3%                | 6.0%                 | 4.2%                | 4.2%                              | 5.5%                  | 6.4%                         |
| J.D.  | 0.5%         | 0.3%                | 0.9%                 | 0.9%                | 0.3%                              | 0.7%                  | 0.7%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.2%         | 0.0%                | 0.4%                 | 0.3%                | 0.3%                              | 0.2%                  | 0.1%                         |
| Ph.D.   | 80.8%        | 85.3%               | 78.7%                | 76.1%               | 84.4%                             | 70.5%                 | 68.8%                        |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 4.6%         | 2.8%                | 5.6%                 | 6.3%                | 3.0%                              | 10.9%                 | 9.1%                         |
| Other degree  | 0.9%         | 0.9%                | 0.8%                 | 0.8%                | 0.6%                              | 2.1%                  | 0.9%                         |
| <b>Degree Currently Working On</b>  |              |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.1%         | 0.2%                | 0.0%                 | 0.1%                | 0.0%                              | 0.1%                  | 0.0%                         |
| Master's (M.A., M.S.)   | 0.5%         | 0.3%                | 0.8%                 | 0.7%                | 0.4%                              | 0.4%                  | 0.8%                         |
| Terminal master's (M.F.A., M.B.A.)  | 0.1%         | 0.0%                | 0.2%                 | 0.2%                | 0.2%                              | 0.1%                  | 0.4%                         |
| J.D.  | 0.0%         | 0.1%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%         | 0.0%                | 0.2%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Ph.D.   | 2.6%         | 2.8%                | 2.4%                 | 2.4%                | 1.5%                              | 3.0%                  | 2.9%                         |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 0.8%         | 0.2%                | 0.8%                 | 1.9%                | 0.5%                              | 1.0%                  | 2.0%                         |
| Other degree  | 0.5%         | 0.4%                | 0.4%                 | 0.5%                | 0.6%                              | 0.5%                  | 0.9%                         |
| None  | 95.3%        | 95.9%               | 95.1%                | 94.1%               | 96.8%                             | 94.9%                 | 93.0%                        |
| <b>Are you currently serving in an administrative position as:</b>            |              |                     |                      |                     |                                   |                       |                              |
| Department chair  | 8.7%         | 8.1%                | 7.3%                 | 7.4%                | 12.6%                             | 14.5%                 | 15.0%                        |
| Dean (associate or assistant)   | 2.1%         | 2.4%                | 2.4%                 | 1.4%                | 1.4%                              | 0.8%                  | 2.1%                         |
| President   | 0.1%         | 0.1%                | 0.1%                 | 0.0%                | 0.1%                              | 0.2%                  | 0.3%                         |
| Vice-president  | 0.0%         | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Provost   | 0.1%         | 0.1%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Other   | 11.6%        | 11.9%               | 12.2%                | 9.7%                | 11.0%                             | 13.0%                 | 11.9%                        |
| Not applicable  | 52.0%        | 51.3%               | 52.9%                | 52.7%               | 53.5%                             | 51.8%                 | 49.7%                        |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |              |                     |                      |                     |                                   |                       |                              |
| American Indian or Alaska Native  | 1.6%         | 2.0%                | 0.9%                 | 2.1%                | 0.8%                              | 0.3%                  | 1.3%                         |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 6.1%         | 7.7%                | 4.1%                 | 6.3%                | 5.2%                              | 3.2%                  | 3.7%                         |
| Filipina/o/x  | 0.5%         | 0.5%                | 0.3%                 | 0.4%                | 0.7%                              | 0.4%                  | 0.5%                         |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.4%         | 0.4%                | 0.4%                 | 0.9%                | 0.5%                              | 0.0%                  | 0.1%                         |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 2.7%         | 3.1%                | 1.9%                 | 3.2%                | 2.8%                              | 2.4%                  | 1.7%                         |
| Other Asian   | 0.4%         | 0.5%                | 0.4%                 | 0.5%                | 0.0%                              | 0.1%                  | 0.1%                         |
| African American/Black  | 2.8%         | 2.4%                | 2.4%                 | 4.3%                | 3.6%                              | 3.2%                  | 2.5%                         |
| African   | 0.6%         | 0.7%                | 0.5%                 | 0.5%                | 0.8%                              | 0.4%                  | 0.4%                         |
| Caribbean   | 0.3%         | 0.3%                | 0.2%                 | 0.4%                | 0.8%                              | 0.8%                  | 0.1%                         |
| Other Black   | 0.1%         | 0.1%                | 0.1%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| Native Hawaiian or Other Pacific Islander                                     | 0.2%         | 0.1%                | 0.3%                 | 0.3%                | 0.2%                              | 0.0%                  | 0.1%                         |
| Mexican American/Chicana/o/x  | 1.5%         | 0.9%                | 1.5%                 | 2.5%                | 2.3%                              | 1.0%                  | 1.9%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Puerto Rican  | 0.3%  | 0.3%                | 0.3%                 | 0.4%                | 0.6%                              | 0.5%                  | 0.3%                         |
| Central American  | 0.2%  | 0.1%                | 0.3%                 | 0.3%                | 0.3%                              | 0.7%                  | 0.3%                         |
| South American  | 1.1%  | 1.1%                | 1.1%                 | 1.4%                | 1.3%                              | 1.3%                  | 0.9%                         |
| Other Hispanic or Latina/o/x  | 1.3%  | 1.4%                | 1.1%                 | 1.4%                | 1.3%                              | 1.8%                  | 0.6%                         |
| Middle Eastern  | 2.1%  | 2.2%                | 2.3%                 | 2.1%                | 2.1%                              | 1.3%                  | 0.5%                         |
| European  | 75.8% | 74.4%               | 79.1%                | 72.8%               | 75.9%                             | 77.5%                 | 80.9%                        |
| Other White   | 8.5%  | 8.3%                | 8.8%                 | 8.3%                | 7.9%                              | 10.1%                 | 9.4%                         |
| Other   | 1.8%  | 2.1%                | 1.6%                 | 1.5%                | 1.7%                              | 1.0%                  | 1.2%                         |
| <b>Race/Ethnicity Group (with multiple race category)</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Native American/Alaska Native   | 0.3%  | 0.6%                | 0.0%                 | 0.0%                | 0.2%                              | 0.3%                  | 0.3%                         |
| Asian or Pacific Islander   | 8.8%  | 10.9%               | 5.9%                 | 9.9%                | 7.7%                              | 5.8%                  | 4.7%                         |
| Black or African American   | 2.9%  | 2.5%                | 2.7%                 | 3.9%                | 3.8%                              | 3.6%                  | 2.4%                         |
| Hispanic/Latina/o/x   | 2.3%  | 1.8%                | 2.2%                 | 3.4%                | 2.8%                              | 2.4%                  | 2.5%                         |
| White   | 80.1% | 78.6%               | 84.0%                | 76.3%               | 79.2%                             | 84.4%                 | 85.6%                        |
| Other   | 1.2%  | 1.4%                | 1.1%                 | 1.1%                | 1.1%                              | 0.3%                  | 1.0%                         |
| Two or more race/ethnicity  | 4.4%  | 4.2%                | 4.1%                 | 5.3%                | 5.2%                              | 3.2%                  | 3.5%                         |
| <b>Is English your primary language?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 86.6% | 83.3%               | 90.3%                | 86.0%               | 87.5%                             | 91.8%                 | 95.0%                        |
| No  | 13.4% | 16.7%               | 9.7%                 | 14.0%               | 12.5%                             | 8.2%                  | 5.0%                         |
| <b>What is your sexual orientation?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Heterosexual/straight   | 91.2% | 90.5%               | 93.1%                | 90.7%               | 89.0%                             | 89.2%                 | 94.8%                        |
| Gay   | 2.7%  | 2.4%                | 2.8%                 | 3.0%                | 3.3%                              | 4.1%                  | 1.4%                         |
| Lesbian   | 1.3%  | 1.4%                | 0.7%                 | 1.4%                | 1.9%                              | 1.8%                  | 0.7%                         |
| Bisexual  | 2.5%  | 3.0%                | 1.7%                 | 2.2%                | 2.9%                              | 3.2%                  | 1.4%                         |
| Queer   | 0.9%  | 1.0%                | 0.7%                 | 0.7%                | 1.8%                              | 0.2%                  | 0.5%                         |
| Pansexual   | 0.2%  | 0.1%                | 0.3%                 | 0.4%                | 0.4%                              | 0.1%                  | 0.2%                         |
| Asexual   | 0.4%  | 0.3%                | 0.3%                 | 0.8%                | 0.3%                              | 0.4%                  | 0.3%                         |
| Not listed above  | 0.9%  | 1.2%                | 0.5%                 | 0.7%                | 0.5%                              | 1.1%                  | 0.7%                         |
| <b>Do you identify as transgender?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.2%  | 0.2%                | 0.1%                 | 0.1%                | 0.3%                              | 0.3%                  | 0.0%                         |
| No  | 99.8% | 99.8%               | 99.9%                | 99.9%               | 99.7%                             | 99.7%                 | 100.0%                       |
| <b>How many children do you have under 18 years old:</b>                              |       |                     |                      |                     |                                   |                       |                              |
| 0   | 50.0% | 49.7%               | 48.8%                | 52.0%               | 52.0%                             | 53.0%                 | 46.3%                        |
| 1   | 21.6% | 23.8%               | 19.1%                | 19.9%               | 22.3%                             | 18.6%                 | 19.4%                        |
| 2   | 20.2% | 20.0%               | 19.3%                | 20.1%               | 21.5%                             | 21.1%                 | 23.3%                        |
| 3   | 5.8%  | 5.1%                | 7.3%                 | 6.3%                | 3.3%                              | 5.0%                  | 7.7%                         |
| 4+  | 2.5%  | 1.4%                | 5.5%                 | 1.8%                | 0.9%                              | 2.4%                  | 3.3%                         |
| <b>How many children do you have over 18 years old:</b>                               |       |                     |                      |                     |                                   |                       |                              |
| 0   | 55.3% | 57.0%               | 49.6%                | 58.1%               | 59.2%                             | 58.4%                 | 50.9%                        |
| 1   | 13.2% | 13.7%               | 12.1%                | 14.2%               | 13.0%                             | 11.2%                 | 12.0%                        |
| 2   | 19.5% | 19.2%               | 19.7%                | 18.7%               | 19.4%                             | 18.2%                 | 22.6%                        |
| 3   | 7.3%  | 7.0%                | 8.9%                 | 5.6%                | 5.7%                              | 6.6%                  | 9.6%                         |
| 4+  | 4.8%  | 3.1%                | 9.7%                 | 3.3%                | 2.6%                              | 5.6%                  | 4.9%                         |
| <b>How satisfied are you with the availability of child care at this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| Very satisfied  | 4.5%  | 5.4%                | 3.1%                 | 6.0%                | 1.7%                              | 5.4%                  | 2.0%                         |
| Satisfied   | 10.4% | 11.7%               | 9.2%                 | 10.4%               | 11.2%                             | 11.9%                 | 4.5%                         |
| Marginally satisfied  | 11.4% | 13.7%               | 10.2%                | 9.8%                | 10.6%                             | 9.8%                  | 5.8%                         |
| Not satisfied   | 32.0% | 29.5%               | 34.0%                | 33.4%               | 39.4%                             | 25.2%                 | 34.5%                        |
| Not applicable  | 41.6% | 39.7%               | 43.6%                | 40.4%               | 37.1%                             | 47.7%                 | 53.1%                        |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000  | 0.3%  | 0.5%                | 0.0%                 | 0.0%                | 0.0%                              | 0.3%                  | 0.3%                         |
| \$10,000 - \$19,999   | 0.1%  | 0.1%                | 0.0%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| \$20,000 - \$29,999   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.3%                         |
| \$30,000 - \$39,999   | 0.6%  | 0.7%                | 0.0%                 | 0.8%                | 0.0%                              | 1.2%                  | 1.4%                         |
| \$40,000 - \$49,999   | 4.7%  | 5.6%                | 1.2%                 | 6.7%                | 1.5%                              | 2.4%                  | 7.8%                         |
| \$50,000 - \$59,999   | 8.9%  | 7.2%                | 3.9%                 | 15.4%               | 6.4%                              | 14.9%                 | 22.0%                        |
| \$60,000 - \$69,999   | 15.2% | 14.3%               | 9.3%                 | 19.9%               | 11.0%                             | 29.1%                 | 28.1%                        |
| \$70,000 - \$79,999   | 14.8% | 14.4%               | 12.9%                | 16.6%               | 13.5%                             | 17.4%                 | 19.4%                        |
| \$80,000 - \$89,999   | 14.4% | 15.2%               | 13.5%                | 14.0%               | 15.0%                             | 13.0%                 | 11.2%                        |
| \$90,000 - \$99,999   | 10.0% | 9.5%                | 12.9%                | 9.1%                | 11.3%                             | 9.9%                  | 5.1%                         |
| \$100,000 - \$124,999   | 17.4% | 18.0%               | 22.8%                | 14.1%               | 21.3%                             | 7.4%                  | 4.1%                         |
| \$125,000 - \$149,999   | 7.0%  | 7.4%                | 10.9%                | 2.8%                | 10.8%                             | 2.8%                  | 0.3%                         |
| \$150,000 - \$199,999   | 4.7%  | 5.1%                | 8.7%                 | 0.3%                | 6.4%                              | 1.6%                  | 0.0%                         |
| \$200,000 - \$249,999   | 1.6%  | 1.7%                | 3.3%                 | 0.1%                | 2.0%                              | 0.0%                  | 0.0%                         |

**2019-2020 HERI Faculty Survey  
 Weighted National Norms - All Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| \$250,000 - \$499,999  | 0.3%  | 0.4%                | 0.5%                 | 0.0%                | 0.6%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000   | 0.1%  | 0.0%                | 0.1%                 | 0.0%                | 0.0%                              | 0.5%                  | 0.0%                         |
| \$10,000 - \$19,999  | 0.1%  | 0.0%                | 0.2%                 | 0.2%                | 0.2%                              | 0.0%                  | 0.3%                         |
| \$20,000 - \$29,999  | 0.2%  | 0.5%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.2%                         |
| \$30,000 - \$39,999  | 0.8%  | 0.6%                | 0.2%                 | 2.2%                | 0.7%                              | 0.3%                  | 2.1%                         |
| \$40,000 - \$49,999  | 5.3%  | 7.4%                | 1.4%                 | 9.1%                | 2.1%                              | 4.0%                  | 7.7%                         |
| \$50,000 - \$59,999  | 9.7%  | 10.0%               | 4.8%                 | 14.6%               | 6.0%                              | 11.1%                 | 20.4%                        |
| \$60,000 - \$69,999  | 11.1% | 5.7%                | 10.6%                | 14.2%               | 9.0%                              | 30.8%                 | 22.3%                        |
| \$70,000 - \$79,999  | 16.0% | 17.5%               | 14.8%                | 15.4%               | 12.8%                             | 16.2%                 | 17.6%                        |
| \$80,000 - \$89,999  | 11.7% | 12.2%               | 9.9%                 | 11.4%               | 15.2%                             | 13.2%                 | 12.0%                        |
| \$90,000 - \$99,999  | 9.5%  | 5.0%                | 12.7%                | 15.3%               | 11.0%                             | 11.5%                 | 6.2%                         |
| \$100,000 - \$124,999  | 15.0% | 11.2%               | 22.2%                | 10.6%               | 22.5%                             | 9.8%                  | 8.9%                         |
| \$125,000 - \$149,999  | 7.5%  | 7.7%                | 10.4%                | 4.8%                | 10.4%                             | 2.2%                  | 1.3%                         |
| \$150,000 - \$199,999  | 7.7%  | 11.2%               | 8.8%                 | 2.2%                | 8.7%                              | 0.2%                  | 0.7%                         |
| \$200,000 - \$249,999  | 3.7%  | 7.7%                | 2.9%                 | 0.0%                | 1.1%                              | 0.0%                  | 0.3%                         |
| \$250,000 - \$499,999  | 1.5%  | 3.3%                | 0.9%                 | 0.0%                | 0.4%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Please enter the four-digit year that each of the following occurred.</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Year of birth</b>   |       |                     |                      |                     |                                   |                       |                              |
| 1993 or later  | 0.2%  | 0.3%                | 0.2%                 | 0.1%                | 0.2%                              | 0.5%                  | 0.3%                         |
| 1984 - 1992  | 10.7% | 10.4%               | 9.4%                 | 11.0%               | 13.2%                             | 11.5%                 | 13.1%                        |
| 1979 - 1983  | 15.3% | 16.2%               | 14.2%                | 15.1%               | 14.7%                             | 13.1%                 | 15.1%                        |
| 1974 - 1978  | 14.0% | 14.0%               | 13.3%                | 15.6%               | 14.2%                             | 15.0%                 | 12.1%                        |
| 1969 - 1973  | 13.3% | 13.0%               | 12.5%                | 15.2%               | 13.3%                             | 14.0%                 | 13.9%                        |
| 1964 - 1968  | 14.4% | 15.3%               | 13.8%                | 13.9%               | 13.1%                             | 12.2%                 | 15.0%                        |
| 1959 - 1963  | 12.0% | 11.4%               | 12.8%                | 12.9%               | 11.6%                             | 10.3%                 | 13.5%                        |
| 1954 - 1958  | 10.3% | 10.3%               | 10.2%                | 10.3%               | 9.6%                              | 10.8%                 | 10.5%                        |
| 1949 - 1953  | 6.4%  | 6.3%                | 8.5%                 | 4.3%                | 7.0%                              | 6.4%                  | 4.6%                         |
| 1944 - 1948  | 2.3%  | 2.1%                | 3.4%                 | 1.3%                | 2.4%                              | 4.5%                  | 1.5%                         |
| 1920 - 1943  | 0.9%  | 0.8%                | 1.6%                 | 0.4%                | 0.6%                              | 1.8%                  | 0.4%                         |
| Earlier than 1920  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.1%                  | 0.0%                         |
| <b>Year of first academic appointment</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 3.2%  | 3.3%                | 4.0%                 | 1.5%                | 3.8%                              | 5.2%                  | 2.0%                         |
| 1977 - 1981  | 3.2%  | 2.7%                | 4.4%                 | 2.4%                | 4.1%                              | 3.1%                  | 3.0%                         |
| 1982 - 1986  | 5.2%  | 4.7%                | 6.0%                 | 5.0%                | 6.8%                              | 4.8%                  | 5.1%                         |
| 1987 - 1991  | 7.6%  | 7.5%                | 8.2%                 | 7.1%                | 8.5%                              | 5.9%                  | 7.9%                         |
| 1992 - 1996  | 11.5% | 12.4%               | 11.1%                | 10.7%               | 10.7%                             | 9.7%                  | 10.6%                        |
| 1997 - 2001  | 12.7% | 12.2%               | 13.0%                | 14.1%               | 12.7%                             | 11.8%                 | 12.8%                        |
| 2002 - 2006  | 15.6% | 15.2%               | 14.6%                | 18.1%               | 14.2%                             | 17.5%                 | 15.7%                        |
| 2007 - 2011  | 18.5% | 18.8%               | 18.1%                | 18.4%               | 17.2%                             | 18.8%                 | 18.8%                        |
| 2012 or later  | 22.5% | 23.3%               | 20.7%                | 22.7%               | 21.9%                             | 23.2%                 | 24.1%                        |
| <b>Year of appointment at present institution</b>                            |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 1.5%  | 1.5%                | 2.0%                 | 0.5%                | 1.7%                              | 3.6%                  | 1.2%                         |
| 1977 - 1981  | 1.7%  | 1.2%                | 2.8%                 | 0.9%                | 3.1%                              | 2.2%                  | 2.0%                         |
| 1982 - 1986  | 3.5%  | 3.5%                | 4.0%                 | 2.8%                | 4.5%                              | 3.3%                  | 3.6%                         |
| 1987 - 1991  | 5.6%  | 5.4%                | 6.2%                 | 4.8%                | 7.5%                              | 5.1%                  | 4.7%                         |
| 1992 - 1996  | 8.5%  | 8.8%                | 8.9%                 | 7.4%                | 8.4%                              | 6.7%                  | 8.4%                         |
| 1997 - 2001  | 12.7% | 12.4%               | 12.2%                | 14.4%               | 12.8%                             | 10.9%                 | 12.5%                        |
| 2002 - 2006  | 15.9% | 15.2%               | 14.6%                | 19.9%               | 15.0%                             | 15.9%                 | 16.1%                        |
| 2007 - 2011  | 18.7% | 18.7%               | 19.8%                | 18.2%               | 16.0%                             | 20.4%                 | 18.3%                        |
| 2012 or later  | 31.9% | 33.5%               | 29.5%                | 31.0%               | 31.1%                             | 31.9%                 | 33.1%                        |
| <b>If tenured, year tenure was awarded</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 0.8%  | 0.9%                | 1.0%                 | 0.3%                | 0.6%                              | 1.5%                  | 0.4%                         |
| 1977 - 1981  | 0.9%  | 0.7%                | 1.6%                 | 0.1%                | 1.7%                              | 1.7%                  | 1.0%                         |
| 1982 - 1986  | 2.7%  | 2.0%                | 4.4%                 | 1.7%                | 5.1%                              | 4.1%                  | 2.1%                         |
| 1987 - 1991  | 5.0%  | 5.0%                | 6.2%                 | 3.8%                | 5.9%                              | 4.7%                  | 4.4%                         |
| 1992 - 1996  | 7.9%  | 7.6%                | 9.7%                 | 6.6%                | 9.4%                              | 7.1%                  | 7.2%                         |
| 1997 - 2001  | 12.9% | 14.2%               | 12.7%                | 10.2%               | 13.2%                             | 11.2%                 | 11.0%                        |
| 2002 - 2006  | 20.4% | 21.1%               | 18.7%                | 20.8%               | 19.5%                             | 17.6%                 | 21.2%                        |
| 2007 - 2011  | 22.8% | 21.2%               | 22.0%                | 29.4%               | 20.4%                             | 22.4%                 | 24.1%                        |
| 2012 or later  | 26.5% | 27.4%               | 23.7%                | 27.1%               | 24.2%                             | 29.7%                 | 28.7%                        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Aggregated Major</b>  |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.6%  | 0.6%                | 0.7%                 | 0.5%                | 0.4%                              | 0.4%                  | 0.8%                         |
| Biological Sciences (General Area 5)   | 7.7%  | 7.6%                | 7.1%                 | 8.7%                | 9.2%                              | 6.0%                  | 7.2%                         |
| Business (General Area 6)  | 7.3%  | 7.6%                | 8.7%                 | 6.0%                | 4.8%                              | 7.2%                  | 7.3%                         |
| Education (General Area 10 and Specific Discipline 2102)   | 7.3%  | 6.7%                | 6.1%                 | 10.2%               | 4.5%                              | 8.2%                  | 11.0%                        |
| Engineering (General Area 11)  | 5.2%  | 6.6%                | 6.0%                 | 3.8%                | 1.6%                              | 1.8%                  | 2.2%                         |
| English (General Area 12)  | 5.7%  | 5.2%                | 6.1%                 | 5.3%                | 6.3%                              | 6.1%                  | 7.5%                         |
| Health-related (General Area 15)   | 5.0%  | 3.0%                | 6.9%                 | 7.7%                | 2.6%                              | 10.3%                 | 5.9%                         |
| History or Political Science (Specific Discipline 3007,3009)   | 5.7%  | 6.3%                | 5.1%                 | 4.8%                | 7.8%                              | 4.2%                  | 4.2%                         |
| Humanities (General Area 14,24)  | 7.9%  | 7.1%                | 9.8%                 | 3.9%                | 13.3%                             | 10.5%                 | 9.7%                         |
| Fine Arts (General Area 2,4,22)  | 7.7%  | 8.2%                | 7.6%                 | 5.9%                | 7.5%                              | 8.0%                  | 9.1%                         |
| Mathematics or Statistics (General Area 18)  | 5.0%  | 5.0%                | 4.6%                 | 5.5%                | 5.9%                              | 4.9%                  | 3.9%                         |
| Physical Sciences (General Area 25)  | 7.4%  | 8.1%                | 6.1%                 | 6.9%                | 9.7%                              | 6.6%                  | 6.0%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 13.6% | 13.4%               | 11.7%                | 15.9%               | 15.6%                             | 11.8%                 | 13.5%                        |
| Other Technical (General Area 8,19,28)   | 3.4%  | 4.1%                | 2.7%                 | 3.4%                | 2.6%                              | 3.0%                  | 1.6%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 10.5% | 10.5%               | 10.6%                | 11.5%               | 8.2%                              | 11.2%                 | 10.2%                        |
| <b>Aggregated Department</b>   |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.4%  | 0.3%                | 0.4%                 | 0.5%                | 0.4%                              | 0.2%                  | 0.4%                         |
| Biological Sciences (General Area 5)   | 7.0%  | 6.7%                | 6.4%                 | 7.7%                | 8.8%                              | 6.4%                  | 7.1%                         |
| Business (General Area 6)  | 8.6%  | 8.3%                | 10.7%                | 7.4%                | 5.1%                              | 10.8%                 | 9.5%                         |
| Education (General Area 10 and Specific Discipline 2102)   | 4.6%  | 4.6%                | 3.6%                 | 5.6%                | 3.1%                              | 5.3%                  | 6.4%                         |
| Engineering (General Area 11)  | 5.1%  | 6.8%                | 5.9%                 | 3.3%                | 1.3%                              | 1.1%                  | 1.3%                         |
| English (General Area 12)  | 5.7%  | 5.1%                | 6.6%                 | 5.3%                | 5.5%                              | 7.3%                  | 7.7%                         |
| Health-related (General Area 15)   | 6.3%  | 3.9%                | 8.3%                 | 11.3%               | 2.8%                              | 12.3%                 | 6.0%                         |
| History or Political Science (Specific Discipline 3007,3009)   | 4.9%  | 5.0%                | 4.3%                 | 4.5%                | 7.1%                              | 3.6%                  | 4.2%                         |
| Humanities (General Area 14,24)  | 7.4%  | 6.5%                | 9.2%                 | 3.8%                | 13.4%                             | 9.3%                  | 9.6%                         |
| Fine Arts (General Area 2,4,22)  | 8.2%  | 8.9%                | 7.8%                 | 6.2%                | 7.9%                              | 8.1%                  | 9.4%                         |
| Mathematics or Statistics (General Area 18)  | 4.9%  | 4.7%                | 4.6%                 | 5.9%                | 5.7%                              | 5.1%                  | 4.3%                         |
| Physical Sciences (General Area 25)  | 7.2%  | 7.2%                | 6.3%                 | 7.3%                | 9.9%                              | 6.4%                  | 7.1%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 12.9% | 13.9%               | 10.0%                | 13.6%               | 15.0%                             | 10.7%                 | 12.8%                        |
| Other Technical (General Area 8,19,28)   | 3.7%  | 4.6%                | 2.6%                 | 3.7%                | 2.9%                              | 3.6%                  | 1.9%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 13.1% | 13.5%               | 13.2%                | 13.9%               | 11.2%                             | 9.7%                  | 12.2%                        |
| <b>CIRP Construct: Civic Minded Values</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 55.75 | 55.31               | 55.9                 | 56.04               | 55.65                             | 57.6                  | 56.87                        |
| High Construct Group Score   | 51.8% | 50.1%               | 51.8%                | 53.1%               | 51.1%                             | 59.5%                 | 57.4%                        |
| Average Construct Score Group  | 38.6% | 38.7%               | 39.7%                | 38.0%               | 39.2%                             | 35.8%                 | 36.6%                        |
| Low Construct Score Group  | 9.6%  | 11.2%               | 8.6%                 | 8.9%                | 9.7%                              | 4.7%                  | 6.0%                         |
| <b>CIRP Construct: Civic Minded Practices</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 49.27 | 48.86               | 49.6                 | 50.05               | 47.8                              | 50.27                 | 50.09                        |
| High Construct Group Score   | 28.8% | 27.7%               | 29.6%                | 32.1%               | 22.7%                             | 32.4%                 | 30.9%                        |
| Average Construct Score Group  | 37.4% | 36.5%               | 38.7%                | 37.9%               | 35.1%                             | 38.4%                 | 40.9%                        |
| Low Construct Score Group  | 33.7% | 35.8%               | 31.7%                | 30.0%               | 42.3%                             | 29.2%                 | 28.3%                        |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 47.9  | 47.21               | 47.79                | 49.01               | 49.06                             | 50.37                 | 47.8                         |
| High Construct Group Score   | 24.0% | 22.2%               | 24.7%                | 24.7%               | 27.1%                             | 35.7%                 | 23.1%                        |
| Average Construct Score Group  | 43.0% | 42.5%               | 40.2%                | 49.6%               | 43.7%                             | 38.9%                 | 40.9%                        |
| Low Construct Score Group  | 33.0% | 35.2%               | 35.1%                | 25.7%               | 29.2%                             | 25.5%                 | 36.0%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 49.94 | 49.46               | 50.24                | 51.29               | 48.75                             | 52.1                  | 49.1                         |
| High Construct Group Score   | 31.2% | 30.2%               | 31.6%                | 36.3%               | 26.1%                             | 39.0%                 | 26.0%                        |
| Average Construct Score Group  | 42.4% | 41.3%               | 42.9%                | 41.9%               | 46.7%                             | 42.2%                 | 44.6%                        |
| Low Construct Score Group  | 26.5% | 28.6%               | 25.5%                | 21.8%               | 27.2%                             | 18.9%                 | 29.5%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 51.97 | 52                  | 51                   | 52.74               | 53.29                             | 51.31                 | 51.94                        |
| High Construct Group Score   | 38.1% | 39.5%               | 32.5%                | 40.1%               | 45.1%                             | 32.3%                 | 36.5%                        |
| Average Construct Score Group  | 38.4% | 36.0%               | 39.8%                | 42.3%               | 37.0%                             | 40.5%                 | 41.9%                        |
| Low Construct Score Group  | 23.5% | 24.5%               | 27.7%                | 17.6%               | 17.9%                             | 27.3%                 | 21.6%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 46.36 | 47.64               | 48.02                | 42.42               | 46.5                              | 43.47                 | 42.67                        |
| High Construct Group Score   | 12.9% | 14.8%               | 17.6%                | 5.9%                | 12.0%                             | 6.1%                  | 4.7%                         |
| Average Construct Score Group  | 43.2% | 49.0%               | 46.2%                | 29.7%               | 43.6%                             | 31.1%                 | 30.9%                        |
| Low Construct Score Group  | 43.9% | 36.2%               | 36.1%                | 64.4%               | 44.4%                             | 62.8%                 | 64.3%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - All Respondents**

| All Faculty  | Total | Other               |                      |                     |                                   |                       |                        |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------|
|  |       | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Religious 4yr Colleges |
| <b>CIRP Construct: Mentor Self-Efficacy</b>                            |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 49.36 | 49.91               | 48.84                | 49.36               | 49.44                             | 50.25                 | 47.2                   |
| High Construct Group Score   | 24.3% | 24.7%               | 23.1%                | 26.6%               | 23.8%                             | 30.1%                 | 18.8%                  |
| Average Construct Score Group  | 44.7% | 45.2%               | 45.6%                | 42.0%               | 47.1%                             | 44.3%                 | 38.9%                  |
| Low Construct Score Group  | 31.0% | 30.1%               | 31.3%                | 31.4%               | 29.1%                             | 25.6%                 | 42.3%                  |
| <b>CIRP Construct: Student-Centered Pedagogy</b>                       |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 51.02 | 50.39               | 51.71                | 50.87               | 52.23                             | 51.5                  | 52                     |
| High Construct Group Score   | 31.7% | 29.9%               | 36.0%                | 28.4%               | 36.3%                             | 32.7%                 | 32.5%                  |
| Average Construct Score Group  | 44.7% | 43.6%               | 42.1%                | 48.3%               | 46.0%                             | 44.3%                 | 51.1%                  |
| Low Construct Score Group  | 23.6% | 26.5%               | 21.9%                | 23.2%               | 17.7%                             | 23.0%                 | 16.3%                  |
| <b>CIRP Construct: Scholarly Productivity</b>                          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 53.89 | 55.6                | 54.08                | 51.68               | 53.54                             | 49.86                 | 48.83                  |
| High Construct Group Score   | 52.2% | 62.5%               | 50.8%                | 40.9%               | 48.1%                             | 31.1%                 | 27.3%                  |
| Average Construct Score Group  | 31.0% | 24.3%               | 32.8%                | 38.5%               | 37.4%                             | 42.2%                 | 41.5%                  |
| Low Construct Score Group  | 16.8% | 13.2%               | 16.5%                | 20.7%               | 14.4%                             | 26.7%                 | 31.2%                  |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.05 | 48.81               | 50.61                | 49.91               | 51.44                             | 51.8                  | 51.85                  |
| High Construct Group Score   | 34.3% | 29.7%               | 36.0%                | 32.8%               | 40.9%                             | 41.9%                 | 43.4%                  |
| Average Construct Score Group  | 32.1% | 30.8%               | 33.8%                | 31.7%               | 30.6%                             | 34.4%                 | 33.0%                  |
| Low Construct Score Group  | 33.5% | 39.5%               | 30.1%                | 35.4%               | 28.5%                             | 23.7%                 | 23.7%                  |
| <b>CIRP Construct: Satisfaction with Compensation</b>                  |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 51.18 | 50.48               | 53.66                | 50.37               | 52.93                             | 49.12                 | 48.48                  |
| High Construct Group Score   | 28.3% | 24.8%               | 38.9%                | 26.4%               | 34.2%                             | 19.3%                 | 17.5%                  |
| Average Construct Score Group  | 49.1% | 51.0%               | 45.0%                | 48.8%               | 48.4%                             | 48.9%                 | 51.4%                  |
| Low Construct Score Group  | 22.6% | 24.2%               | 16.0%                | 24.7%               | 17.4%                             | 31.8%                 | 31.1%                  |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b> |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 49.41 | 48.32               | 51.03                | 49.18               | 51.05                             | 49.45                 | 50.17                  |
| High Construct Group Score   | 25.9% | 22.0%               | 32.9%                | 24.4%               | 30.8%                             | 25.9%                 | 28.1%                  |
| Average Construct Score Group  | 46.7% | 47.2%               | 43.7%                | 48.3%               | 46.7%                             | 48.5%                 | 48.9%                  |
| Low Construct Score Group  | 27.4% | 30.8%               | 23.4%                | 27.3%               | 22.5%                             | 25.6%                 | 23.1%                  |
| <b>CIRP Construct: Science Identity</b>                                |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.48 | 51.8                | 49.56                | 49.49               | 50.28                             | 45.42                 | 48.69                  |
| High Construct Group Score   | 35.1% | 44.1%               | 30.7%                | 21.8%               | 37.5%                             | 25.3%                 | 23.0%                  |
| Average Construct Score Group  | 30.7% | 28.4%               | 32.6%                | 35.6%               | 25.9%                             | 20.7%                 | 33.9%                  |
| Low Construct Score Group  | 34.1% | 27.4%               | 36.7%                | 42.6%               | 36.6%                             | 54.0%                 | 43.1%                  |
| <b>CIRP Construct: Science Self-Efficacy</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.34 | 50.88               | 50.15                | 49.53               | 49.93                             | 51.47                 | 48.61                  |
| High Construct Group Score   | 26.2% | 27.9%               | 29.0%                | 19.9%               | 18.4%                             | 32.7%                 | 17.8%                  |
| Average Construct Score Group  | 50.2% | 50.5%               | 43.2%                | 58.9%               | 64.0%                             | 40.6%                 | 51.6%                  |
| Low Construct Score Group  | 23.6% | 21.6%               | 27.8%                | 21.1%               | 17.6%                             | 26.7%                 | 30.6%                  |
| <b>CIRP Construct: Career-Related Stress</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 51.2  | 51.13               | 50.77                | 51.8                | 51.32                             | 51.72                 | 51.29                  |
| High Construct Group Score   | 29.7% | 28.8%               | 28.5%                | 33.2%               | 30.5%                             | 31.4%                 | 30.2%                  |
| Average Construct Score Group  | 48.9% | 49.7%               | 48.6%                | 46.9%               | 48.2%                             | 49.3%                 | 49.3%                  |
| Low Construct Score Group  | 21.4% | 21.5%               | 22.8%                | 19.9%               | 21.3%                             | 19.2%                 | 20.4%                  |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b>   |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 54.05 | 53.09               | 55.65                | 53.63               | 53.76                             | 55.95                 | 55.84                  |
| High Construct Group Score   | 42.3% | 36.0%               | 53.5%                | 39.0%               | 40.2%                             | 53.2%                 | 54.0%                  |
| Average Construct Score Group  | 48.9% | 52.8%               | 41.2%                | 51.6%               | 50.7%                             | 42.4%                 | 42.0%                  |
| Low Construct Score Group  | 8.9%  | 11.3%               | 5.4%                 | 9.5%                | 9.0%                              | 4.5%                  | 4.0%                   |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men Respondents

| All Men Faculty   | Total  | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|--------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>Total Respondents</b>  | 6,884  | 815                 | 1,963                | 1,194               | 1,331                             | 405                   | 1176                         |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| <b>What is your present academic rank?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Professor   | 37.7%  | 38.2%               | 40.8%                | 34.8%               | 35.7%                             | 29.6%                 | 34.4%                        |
| Associate professor   | 25.9%  | 25.5%               | 24.5%                | 26.5%               | 28.2%                             | 34.0%                 | 27.4%                        |
| Assistant professor   | 24.8%  | 24.1%               | 23.9%                | 26.1%               | 26.3%                             | 28.2%                 | 28.4%                        |
| Lecturer  | 6.1%   | 6.2%                | 7.0%                 | 6.0%                | 4.9%                              | 3.5%                  | 3.6%                         |
| Instructor  | 5.5%   | 6.0%                | 3.8%                 | 6.7%                | 4.8%                              | 4.7%                  | 6.2%                         |
| <b>What is your tenure status at this institution?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Tenured   | 59.8%  | 61.6%               | 57.4%                | 60.3%               | 59.9%                             | 59.2%                 | 53.4%                        |
| On tenure track, but not tenured  | 21.4%  | 21.5%               | 20.3%                | 23.8%               | 21.1%                             | 20.2%                 | 20.6%                        |
| Not on tenure track, but institution has tenure system  | 17.5%  | 16.6%               | 19.9%                | 15.8%               | 17.4%                             | 16.6%                 | 20.3%                        |
| Institution has no tenure system  | 1.3%   | 0.3%                | 2.5%                 | 0.1%                | 1.6%                              | 4.0%                  | 5.7%                         |
| <b>Are you retired from this institution?</b>   |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.4%   | 0.3%                | 0.1%                 | 1.1%                | 0.5%                              | 0.5%                  | 0.7%                         |
| No  | 99.6%  | 99.7%               | 99.9%                | 98.9%               | 99.5%                             | 99.5%                 | 99.3%                        |
| <b>What is your principal activity in your current position at this institution?</b>                                      |        |                     |                      |                     |                                   |                       |                              |
| Administration  | 8.9%   | 13.1%               | 5.7%                 | 5.2%                | 2.8%                              | 2.8%                  | 6.4%                         |
| Teaching  | 72.0%  | 57.9%               | 75.6%                | 91.2%               | 92.4%                             | 96.8%                 | 91.6%                        |
| Research  | 18.0%  | 28.8%               | 16.3%                | 2.5%                | 3.5%                              | 0.0%                  | 0.4%                         |
| Services to clients and patients  | 0.3%   | 0.0%                | 1.0%                 | 0.1%                | 0.1%                              | 0.2%                  | 0.3%                         |
| Other   | 0.7%   | 0.2%                | 1.4%                 | 0.9%                | 1.2%                              | 0.3%                  | 1.3%                         |
| <b>Noted as being personally "essential" or "very important":</b>   |        |                     |                      |                     |                                   |                       |                              |
| Research  | 80.9%  | 87.5%               | 77.4%                | 74.6%               | 79.4%                             | 71.2%                 | 61.9%                        |
| Teaching  | 97.2%  | 95.7%               | 98.3%                | 98.9%               | 98.1%                             | 99.1%                 | 99.2%                        |
| Service   | 68.4%  | 67.9%               | 71.5%                | 66.6%               | 60.0%                             | 72.5%                 | 71.7%                        |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 3.44   | 3.14                | 3.41                 | 4.05                | 3.26                              | 4.3                   | 4.2                          |
| Median  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| Mode  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| <b>How many courses are you teaching this term are:</b>   |        |                     |                      |                     |                                   |                       |                              |
| <b>General education courses</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.48   | 1.46                | 1.42                 | 1.55                | 1.51                              | 1.66                  | 1.62                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 2                     | 2                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Courses required for an undergraduate major</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 2.1    | 1.98                | 2.07                 | 2.34                | 2.05                              | 2.39                  | 2.4                          |
| Median  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| Mode  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| <b>Other undergraduate credit courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.52   | 1.5                 | 1.55                 | 1.51                | 1.61                              | 1.5                   | 1.5                          |
| Median  | 1      | 1                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| <b>Developmental/remedial courses (not for credit)</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.03   | 1.03                | 1.03                 | 1.03                | 1.04                              | 1.02                  | 1.05                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Graduate courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.37   | 1.45                | 1.39                 | 1.26                | 1.12                              | 1.32                  | 1.18                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |        |                     |                      |                     |                                   |                       |                              |
| <b>At another institution</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.5    | 1.5                 | 1.44                 | 1.61                | 1.42                              | 1.57                  | 1.47                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |        |                     |                      |                     |                                   |                       |                              |
| Undergraduate credit courses  | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| Graduate courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Non-credit courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |



**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| I do not teach   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>In the past year, have you:</b>   |       |                     |                      |                     |                                   |                       |                              |
| Worked with or taught undergraduate students at this institution?  | 95.4% | 93.9%               | 96.7%                | 96.6%               | 96.9%                             | 97.3%                 | 96.8%                        |
| Worked with or taught graduate students at this institution?   | 56.2% | 71.6%               | 56.7%                | 41.4%               | 16.4%                             | 36.8%                 | 17.7%                        |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Advised student groups involved in service/volunteer work  | 52.0% | 50.2%               | 51.8%                | 54.3%               | 51.5%                             | 58.7%                 | 59.2%                        |
| Collaborated with the local community on research/teaching to address their needs  | 43.6% | 44.1%               | 40.6%                | 47.8%               | 36.5%                             | 48.6%                 | 45.6%                        |
| Conducted research or writing focused on international/global issues   | 40.3% | 41.8%               | 43.2%                | 34.5%               | 40.7%                             | 36.4%                 | 33.2%                        |
| Conducted research or writing focused on racial or ethnic minorities   | 24.7% | 23.3%               | 25.0%                | 24.7%               | 29.6%                             | 27.3%                 | 28.9%                        |
| Conducted research or writing focused on women or gender issues  | 21.2% | 21.3%               | 22.7%                | 19.1%               | 22.2%                             | 20.7%                 | 19.7%                        |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 9.6%  | 9.8%                | 9.1%                 | 10.5%               | 8.3%                              | 11.6%                 | 8.8%                         |
| Conducted research or writing focused on biomedical science fields   | 18.6% | 19.5%               | 19.9%                | 18.0%               | 16.8%                             | 15.4%                 | 12.0%                        |
| Engaged in academic research that spans multiple disciplines   | 73.1% | 74.0%               | 73.5%                | 71.2%               | 75.0%                             | 70.5%                 | 69.0%                        |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)   | 55.0% | 57.4%               | 56.5%                | 46.9%               | 55.5%                             | 52.9%                 | 51.5%                        |
| Written research grants  | 50.4% | 59.5%               | 45.4%                | 43.6%               | 42.3%                             | 32.2%                 | 31.8%                        |
| Received funding for your work from foundations  | 23.9% | 27.2%               | 21.6%                | 21.5%               | 20.0%                             | 16.6%                 | 20.8%                        |
| Received funding for your work from state or federal government  | 30.1% | 40.4%               | 19.4%                | 29.6%               | 16.4%                             | 11.2%                 | 11.7%                        |
| Received funding for your work from business or industry   | 13.3% | 15.4%               | 15.0%                | 10.3%               | 5.8%                              | 8.6%                  | 8.2%                         |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Taught an honors course  | 20.5% | 23.2%               | 15.6%                | 19.5%               | 19.9%                             | 23.0%                 | 20.3%                        |
| Taught an interdisciplinary course   | 42.8% | 41.2%               | 43.5%                | 37.9%               | 55.8%                             | 47.4%                 | 49.0%                        |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 12.2% | 11.9%               | 10.5%                | 9.9%                | 22.3%                             | 17.9%                 | 14.6%                        |
| Taught a service learning course   | 15.0% | 14.6%               | 13.9%                | 15.3%               | 16.1%                             | 17.7%                 | 19.5%                        |
| Taught a course exclusively online   | 34.4% | 39.1%               | 23.5%                | 41.5%               | 15.0%                             | 44.0%                 | 37.2%                        |
| Participated in organized activities around enhancing pedagogy or student learning   | 63.9% | 57.5%               | 67.5%                | 68.7%               | 69.8%                             | 72.8%                 | 78.5%                        |
| Taught a seminar for first-year students   | 21.5% | 20.7%               | 20.4%                | 17.4%               | 32.1%                             | 24.7%                 | 29.5%                        |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 84.2% | 81.3%               | 86.1%                | 87.4%               | 85.7%                             | 89.9%                 | 88.3%                        |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |       |                     |                      |                     |                                   |                       |                              |
| Presented with undergraduate students at conferences   | 6.7%  | 6.4%                | 6.6%                 | 8.1%                | 6.4%                              | 6.5%                  | 6.3%                         |
| Published with undergraduates  | 4.6%  | 5.1%                | 5.2%                 | 3.7%                | 4.0%                              | 2.7%                  | 2.2%                         |
| Engaged undergraduates on your research project(s)   | 17.6% | 17.9%               | 18.1%                | 17.1%               | 20.1%                             | 13.9%                 | 12.9%                        |
| Worked with undergraduates on their research project(s)  | 18.4% | 18.1%               | 16.3%                | 18.5%               | 29.4%                             | 20.1%                 | 16.8%                        |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Excellent  | 25.6% | 23.4%               | 29.3%                | 25.2%               | 33.7%                             | 22.5%                 | 21.7%                        |
| Good   | 40.8% | 40.4%               | 41.2%                | 38.7%               | 43.4%                             | 41.5%                 | 44.1%                        |
| Fair   | 12.8% | 13.5%               | 10.8%                | 15.1%               | 9.7%                              | 12.4%                 | 12.8%                        |
| Poor   | 2.1%  | 2.8%                | 1.3%                 | 2.3%                | 1.1%                              | 1.2%                  | 1.1%                         |
| I have not worked with undergraduates on research projects   | 18.7% | 19.9%               | 17.4%                | 18.7%               | 12.1%                             | 22.4%                 | 20.3%                        |
| <b>How many undergraduates do you currently advise?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean   | 6.92  | 5.74                | 7                    | 8.36                | 9.19                              | 9.5                   | 8.89                         |
| Median   | 6     | 3                   | 6                    | 11                  | 12                                | 12                    | 12                           |
| Mode   | 1     | 1                   | 1                    | 1                   | 12                                | 12                    | 12                           |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 44.3% | 41.1%               | 41.9%                | 48.8%               | 50.3%                             | 53.6%                 | 49.9%                        |
| Helped them plan their course of study   | 63.7% | 58.7%               | 57.2%                | 66.8%               | 79.0%                             | 85.8%                 | 80.5%                        |
| Discussed their academic performance   | 51.6% | 47.0%               | 49.8%                | 60.0%               | 55.1%                             | 65.1%                 | 54.4%                        |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 53.8% | 52.2%               | 53.2%                | 53.7%               | 61.8%                             | 57.2%                 | 54.8%                        |
| Discussed career and post-graduation goals   | 66.4% | 66.1%               | 67.0%                | 64.2%               | 64.5%                             | 68.7%                 | 72.0%                        |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on teaching</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 44.2% | 36.6%               | 49.6%                | 49.8%               | 51.6%                             | 54.4%                 | 57.3%                        |
| No   | 50.2% | 58.2%               | 46.1%                | 43.1%               | 43.6%                             | 35.2%                 | 33.4%                        |
| Not eligible   | 1.2%  | 0.9%                | 1.6%                 | 1.6%                | 1.3%                              | 0.8%                  | 1.3%                         |
| Not available  | 4.4%  | 4.2%                | 2.7%                 | 5.5%                | 3.4%                              | 9.7%                  | 8.0%                         |
| <b>Funded workshops focused on research skills development</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 16.7% | 19.0%               | 16.1%                | 12.1%               | 15.8%                             | 14.6%                 | 14.1%                        |
| No   | 71.7% | 73.0%               | 72.9%                | 71.6%               | 70.7%                             | 61.8%                 | 61.3%                        |
| Not eligible   | 2.0%  | 1.8%                | 2.7%                 | 2.3%                | 1.3%                              | 0.8%                  | 1.4%                         |
| Not available  | 9.6%  | 6.2%                | 8.3%                 | 14.0%               | 12.2%                             | 22.8%                 | 23.2%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on grant writing</b>                                 |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 12.4% | 15.4%               | 10.3%                | 9.7%                | 10.7%                             | 9.6%                  | 6.8%                         |
| No   | 77.4% | 77.9%               | 80.0%                | 76.6%               | 77.1%                             | 70.2%                 | 68.8%                        |
| Not eligible   | 1.8%  | 1.5%                | 2.6%                 | 2.0%                | 1.6%                              | 1.6%                  | 1.5%                         |
| Not available  | 8.3%  | 5.2%                | 7.1%                 | 11.8%               | 10.6%                             | 18.6%                 | 22.9%                        |
| <b>Paid sabbatical leave</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 10.2% | 9.0%                | 10.5%                | 8.6%                | 22.1%                             | 8.7%                  | 10.5%                        |
| No   | 67.6% | 69.2%               | 68.1%                | 67.1%               | 59.4%                             | 68.0%                 | 62.6%                        |
| Not eligible   | 19.1% | 19.0%               | 18.8%                | 19.5%               | 16.4%                             | 19.3%                 | 22.1%                        |
| Not available  | 3.1%  | 2.7%                | 2.5%                 | 4.9%                | 2.0%                              | 4.0%                  | 4.8%                         |
| <b>Travel funds paid by the institution</b>                                      |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 58.4% | 51.7%               | 68.3%                | 56.9%               | 71.6%                             | 57.1%                 | 62.3%                        |
| No   | 37.5% | 44.1%               | 28.2%                | 39.0%               | 25.6%                             | 37.1%                 | 32.0%                        |
| Not eligible   | 1.9%  | 1.9%                | 2.3%                 | 1.3%                | 0.9%                              | 2.1%                  | 2.2%                         |
| Not available  | 2.2%  | 2.3%                | 1.2%                 | 2.7%                | 1.9%                              | 3.7%                  | 3.5%                         |
| <b>Internal grants for research</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 30.0% | 23.4%               | 38.2%                | 34.6%               | 44.2%                             | 28.0%                 | 25.0%                        |
| No   | 64.1% | 71.1%               | 56.0%                | 59.2%               | 51.2%                             | 64.7%                 | 65.5%                        |
| Not eligible   | 3.2%  | 3.1%                | 3.6%                 | 3.0%                | 2.8%                              | 1.9%                  | 3.3%                         |
| Not available  | 2.7%  | 2.4%                | 2.2%                 | 3.2%                | 1.7%                              | 5.4%                  | 6.1%                         |
| <b>Training for administrative leadership</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 11.9% | 12.2%               | 11.6%                | 12.9%               | 9.8%                              | 12.0%                 | 11.1%                        |
| No   | 75.3% | 77.5%               | 74.3%                | 74.6%               | 76.2%                             | 66.3%                 | 66.4%                        |
| Not eligible   | 4.7%  | 4.4%                | 5.7%                 | 4.0%                | 3.3%                              | 5.3%                  | 6.4%                         |
| Not available  | 8.0%  | 5.8%                | 8.4%                 | 8.5%                | 10.7%                             | 16.3%                 | 16.2%                        |
| <b>Training for promoting inclusion and facilitating difficult conversations</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 36.5% | 35.7%               | 42.5%                | 26.8%               | 42.2%                             | 29.0%                 | 40.9%                        |
| No   | 57.5% | 59.7%               | 52.1%                | 65.3%               | 51.1%                             | 59.6%                 | 47.6%                        |
| Not eligible   | 1.2%  | 1.1%                | 1.5%                 | 1.5%                | 0.8%                              | 1.5%                  | 1.4%                         |
| Not available  | 4.7%  | 3.5%                | 3.9%                 | 6.5%                | 5.8%                              | 9.9%                  | 10.2%                        |
| <b>Incentives to develop new courses</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 18.1% | 16.2%               | 17.3%                | 21.1%               | 19.3%                             | 31.4%                 | 22.2%                        |
| No   | 71.2% | 75.5%               | 70.2%                | 66.5%               | 69.9%                             | 56.9%                 | 60.5%                        |
| Not eligible   | 1.7%  | 1.5%                | 2.0%                 | 2.1%                | 2.0%                              | 0.2%                  | 1.2%                         |
| Not available  | 9.0%  | 6.8%                | 10.5%                | 10.3%               | 8.9%                              | 11.5%                 | 16.1%                        |
| <b>Incentives to integrate technology into your classroom</b>                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 23.5% | 19.8%               | 24.5%                | 28.0%               | 26.2%                             | 35.7%                 | 29.6%                        |
| No   | 67.9% | 73.0%               | 65.6%                | 64.1%               | 64.4%                             | 53.5%                 | 55.7%                        |
| Not eligible   | 1.2%  | 1.1%                | 1.3%                 | 1.5%                | 1.7%                              | 0.4%                  | 0.6%                         |
| Not available  | 7.4%  | 6.1%                | 8.6%                 | 6.4%                | 7.8%                              | 10.4%                 | 14.1%                        |
| <b>Resources to integrate culturally-competent practices into your classroom</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 20.7% | 16.6%               | 24.5%                | 18.9%               | 26.6%                             | 25.7%                 | 35.6%                        |
| No   | 70.9% | 76.7%               | 66.9%                | 71.1%               | 64.4%                             | 58.9%                 | 51.4%                        |
| Not eligible   | 1.1%  | 1.0%                | 1.3%                 | 0.9%                | 1.6%                              | 0.8%                  | 0.5%                         |
| Not available  | 7.3%  | 5.6%                | 7.3%                 | 9.1%                | 7.4%                              | 14.6%                 | 12.6%                        |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Articles in academic or professional journals</b>                             |       |                     |                      |                     |                                   |                       |                              |
| None   | 14.6% | 12.7%               | 13.9%                | 16.7%               | 14.5%                             | 22.4%                 | 24.9%                        |
| 1-2  | 14.1% | 11.7%               | 15.0%                | 16.9%               | 15.8%                             | 20.0%                 | 19.1%                        |
| 3-4  | 10.7% | 8.7%                | 10.3%                | 14.9%               | 11.9%                             | 14.8%                 | 13.9%                        |
| 5-10   | 17.0% | 15.1%               | 15.5%                | 21.1%               | 22.8%                             | 18.0%                 | 21.3%                        |
| 11-20  | 15.3% | 15.2%               | 15.9%                | 15.8%               | 15.4%                             | 17.0%                 | 12.2%                        |
| 21-50  | 17.1% | 21.0%               | 17.8%                | 11.2%               | 13.1%                             | 6.5%                  | 6.3%                         |
| 51+  | 11.1% | 15.5%               | 11.5%                | 3.5%                | 6.4%                              | 1.3%                  | 2.5%                         |
| <b>Chapters in edited volumes</b>  |       |                     |                      |                     |                                   |                       |                              |
| None   | 44.1% | 40.1%               | 41.1%                | 53.3%               | 44.2%                             | 59.6%                 | 57.8%                        |
| 1-2  | 25.1% | 24.2%               | 26.5%                | 27.1%               | 25.4%                             | 21.1%                 | 23.7%                        |
| 3-4  | 13.6% | 15.1%               | 12.9%                | 11.5%               | 13.4%                             | 10.9%                 | 11.0%                        |
| 5-10   | 10.8% | 12.9%               | 11.6%                | 5.8%                | 10.1%                             | 5.1%                  | 5.9%                         |
| 11-20  | 4.9%  | 6.2%                | 5.7%                 | 1.4%                | 4.6%                              | 3.3%                  | 0.7%                         |
| 21-50  | 1.2%  | 1.1%                | 1.9%                 | 0.6%                | 1.4%                              | 0.0%                  | 0.6%                         |
| 51+  | 0.4%  | 0.5%                | 0.3%                 | 0.3%                | 0.9%                              | 0.0%                  | 0.2%                         |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Books, manuals, monographs, or research reports</b>                           |       |                     |                      |                     |                                   |                       |                              |
| None   | 53.7% | 50.1%               | 53.1%                | 61.3%               | 53.7%                             | 59.3%                 | 64.4%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| 1-2   | 26.6% | 29.0%               | 24.7%                | 22.3%               | 27.2%                             | 25.6%                 | 25.2%                        |
| 3-4   | 9.7%  | 10.5%               | 10.3%                | 8.6%                | 9.2%                              | 9.2%                  | 5.0%                         |
| 5-10  | 6.4%  | 6.6%                | 7.8%                 | 5.5%                | 6.1%                              | 3.2%                  | 3.8%                         |
| 11-20   | 2.3%  | 2.5%                | 2.8%                 | 1.6%                | 2.3%                              | 2.3%                  | 1.0%                         |
| 21-50   | 0.9%  | 1.1%                | 0.9%                 | 0.6%                | 1.5%                              | 0.4%                  | 0.4%                         |
| 51+   | 0.3%  | 0.3%                | 0.4%                 | 0.2%                | 0.1%                              | 0.0%                  | 0.1%                         |
| <b>Other, such as patents or computer software products</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 82.7% | 82.2%               | 79.0%                | 86.1%               | 84.0%                             | 87.6%                 | 88.9%                        |
| 1-2   | 8.8%  | 8.5%                | 10.6%                | 8.2%                | 9.5%                              | 6.7%                  | 6.4%                         |
| 3-4   | 3.9%  | 4.4%                | 4.4%                 | 3.1%                | 3.3%                              | 2.2%                  | 2.0%                         |
| 5-10  | 2.3%  | 2.7%                | 2.9%                 | 1.3%                | 1.5%                              | 1.1%                  | 1.2%                         |
| 11-20   | 1.2%  | 1.3%                | 1.4%                 | 0.6%                | 1.0%                              | 0.5%                  | 0.8%                         |
| 21-50   | 0.6%  | 0.5%                | 1.0%                 | 0.3%                | 0.2%                              | 1.2%                  | 0.3%                         |
| 51+   | 0.5%  | 0.4%                | 0.8%                 | 0.4%                | 0.5%                              | 0.6%                  | 0.4%                         |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |       |                     |                      |                     |                                   |                       |                              |
| None  | 82.5% | 83.7%               | 83.2%                | 80.8%               | 81.9%                             | 79.8%                 | 77.0%                        |
| 1-2   | 4.2%  | 3.4%                | 4.5%                 | 5.0%                | 4.6%                              | 6.4%                  | 5.7%                         |
| 3-4   | 3.5%  | 3.5%                | 3.7%                 | 3.0%                | 3.0%                              | 2.2%                  | 5.1%                         |
| 5-10  | 4.1%  | 4.2%                | 3.2%                 | 4.5%                | 4.4%                              | 5.2%                  | 5.1%                         |
| 11-20   | 2.3%  | 2.1%                | 1.9%                 | 3.2%                | 3.3%                              | 2.3%                  | 2.7%                         |
| 21+   | 3.3%  | 3.1%                | 3.5%                 | 3.6%                | 2.8%                              | 4.2%                  | 4.5%                         |
| <b>How many of these have been performed alone/solo?</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 5.5%  | 4.9%                | 7.6%                 | 5.8%                | 2.9%                              | 4.5%                  | 5.3%                         |
| 1-2   | 5.6%  | 3.8%                | 5.6%                 | 8.3%                | 9.9%                              | 14.0%                 | 3.6%                         |
| 3-4   | 13.4% | 15.4%               | 10.3%                | 15.6%               | 12.6%                             | 0.0%                  | 11.5%                        |
| 5-10  | 16.1% | 14.3%               | 17.8%                | 16.3%               | 19.5%                             | 13.3%                 | 18.8%                        |
| 11-20   | 30.8% | 34.3%               | 27.9%                | 26.4%               | 28.1%                             | 31.2%                 | 30.6%                        |
| 21+   | 28.6% | 27.3%               | 30.9%                | 27.6%               | 26.9%                             | 37.0%                 | 30.1%                        |
| <b>How many of these have been collaborative?</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 12.2% | 13.4%               | 11.9%                | 9.5%                | 13.1%                             | 11.6%                 | 11.3%                        |
| 1-2   | 26.9% | 22.8%               | 29.8%                | 30.7%               | 34.6%                             | 29.6%                 | 26.8%                        |
| 3-4   | 19.0% | 20.0%               | 19.3%                | 16.4%               | 13.0%                             | 23.9%                 | 21.1%                        |
| 5-10  | 16.9% | 18.2%               | 13.5%                | 19.5%               | 16.2%                             | 16.6%                 | 14.3%                        |
| 11-20   | 10.9% | 10.2%               | 10.2%                | 13.8%               | 13.7%                             | 5.7%                  | 10.6%                        |
| 21+   | 14.0% | 15.4%               | 15.3%                | 10.1%               | 9.3%                              | 12.6%                 | 15.8%                        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>     |       |                     |                      |                     |                                   |                       |                              |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 5.3%  | 5.5%                | 6.8%                 | 3.4%                | 7.9%                              | 0.0%                  | 2.7%                         |
| 1-4   | 17.8% | 22.9%               | 17.3%                | 10.6%               | 12.9%                             | 7.7%                  | 7.3%                         |
| 5-8   | 35.4% | 40.8%               | 33.7%                | 26.3%               | 38.5%                             | 26.0%                 | 21.9%                        |
| 9-12  | 26.7% | 19.9%               | 27.8%                | 38.7%               | 28.8%                             | 39.3%                 | 39.9%                        |
| 13-16   | 8.7%  | 6.3%                | 8.8%                 | 11.7%               | 7.5%                              | 17.0%                 | 17.7%                        |
| 17-20   | 3.5%  | 2.8%                | 3.4%                 | 5.1%                | 1.9%                              | 5.3%                  | 6.1%                         |
| 21+   | 2.6%  | 1.9%                | 2.2%                 | 4.3%                | 2.7%                              | 4.6%                  | 4.5%                         |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 4.7%  | 4.8%                | 6.0%                 | 3.1%                | 7.1%                              | 0.0%                  | 2.6%                         |
| 1-4   | 14.1% | 16.4%               | 15.6%                | 9.2%                | 10.1%                             | 9.1%                  | 8.8%                         |
| 5-8   | 25.9% | 26.9%               | 28.5%                | 22.1%               | 23.2%                             | 28.5%                 | 19.0%                        |
| 9-12  | 22.7% | 22.5%               | 21.6%                | 25.6%               | 21.0%                             | 21.8%                 | 23.5%                        |
| 13-16   | 14.2% | 14.1%               | 12.2%                | 15.0%               | 17.3%                             | 15.8%                 | 17.5%                        |
| 17-20   | 8.5%  | 6.3%                | 7.6%                 | 12.5%               | 11.4%                             | 10.9%                 | 15.2%                        |
| 21+   | 9.9%  | 9.0%                | 8.6%                 | 12.5%               | 10.0%                             | 13.9%                 | 13.4%                        |
| <b>Advising and counseling of students</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 8.8%  | 10.3%               | 6.4%                 | 9.6%                | 7.3%                              | 4.9%                  | 7.3%                         |
| 1-4   | 59.8% | 56.3%               | 64.6%                | 61.3%               | 61.6%                             | 61.1%                 | 63.2%                        |
| 5-8   | 22.2% | 24.1%               | 19.8%                | 19.7%               | 21.6%                             | 25.6%                 | 21.0%                        |
| 9-12  | 6.2%  | 6.6%                | 6.2%                 | 4.7%                | 6.9%                              | 5.2%                  | 5.7%                         |
| 13-16   | 1.4%  | 0.9%                | 1.6%                 | 2.6%                | 1.6%                              | 1.5%                  | 1.2%                         |
| 17-20   | 0.8%  | 0.7%                | 0.5%                 | 1.6%                | 0.5%                              | 0.2%                  | 1.1%                         |
| 21+   | 0.9%  | 1.2%                | 0.8%                 | 0.5%                | 0.5%                              | 1.5%                  | 0.6%                         |
| <b>Committee work and meetings</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 6.9%  | 7.3%                | 7.4%                 | 4.1%                | 9.1%                              | 4.2%                  | 7.5%                         |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men Respondents

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| 1-4   | 54.6% | 51.9%               | 57.1%                | 53.5%               | 59.6%                             | 55.9%                 | 63.4%                        |
| 5-8   | 22.8% | 22.4%               | 21.3%                | 27.3%               | 22.2%                             | 25.8%                 | 18.9%                        |
| 9-12  | 8.5%  | 9.7%                | 7.4%                 | 8.9%                | 4.7%                              | 9.2%                  | 6.8%                         |
| 13-16   | 3.1%  | 3.0%                | 3.6%                 | 3.3%                | 2.1%                              | 3.6%                  | 1.4%                         |
| 17-20   | 2.0%  | 2.9%                | 1.1%                 | 1.4%                | 1.3%                              | 0.8%                  | 1.1%                         |
| 21+   | 2.2%  | 2.8%                | 2.1%                 | 1.6%                | 1.0%                              | 0.5%                  | 0.9%                         |
| <b>Research and scholarly writing</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 14.6% | 11.5%               | 14.9%                | 17.4%               | 15.8%                             | 18.2%                 | 29.4%                        |
| 1-4   | 31.1% | 28.1%               | 27.6%                | 38.2%               | 35.7%                             | 42.3%                 | 42.4%                        |
| 5-8   | 19.1% | 17.2%               | 21.0%                | 22.0%               | 20.6%                             | 22.4%                 | 16.2%                        |
| 9-12  | 12.1% | 12.6%               | 14.3%                | 9.6%                | 12.0%                             | 9.6%                  | 6.0%                         |
| 13-16   | 7.7%  | 9.9%                | 7.6%                 | 4.7%                | 4.6%                              | 3.5%                  | 2.6%                         |
| 17-20   | 6.0%  | 8.0%                | 5.8%                 | 3.0%                | 4.9%                              | 1.4%                  | 1.8%                         |
| 21+   | 9.4%  | 12.8%               | 8.7%                 | 5.0%                | 6.4%                              | 2.7%                  | 1.5%                         |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Other creative products/performances</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 68.6% | 67.4%               | 71.1%                | 67.4%               | 72.8%                             | 63.0%                 | 68.3%                        |
| 1-4   | 18.6% | 19.4%               | 16.9%                | 18.2%               | 17.7%                             | 21.7%                 | 19.9%                        |
| 5-8   | 6.2%  | 6.3%                | 5.5%                 | 7.1%                | 5.1%                              | 8.5%                  | 6.5%                         |
| 9-12  | 2.7%  | 2.5%                | 3.2%                 | 2.6%                | 2.0%                              | 2.1%                  | 3.2%                         |
| 13-16   | 1.8%  | 2.0%                | 1.4%                 | 2.2%                | 1.3%                              | 2.2%                  | 0.8%                         |
| 17-20   | 1.1%  | 1.4%                | 0.7%                 | 1.5%                | 0.4%                              | 1.5%                  | 0.7%                         |
| 21+   | 1.0%  | 1.0%                | 1.1%                 | 1.0%                | 0.8%                              | 0.9%                  | 0.6%                         |
| <b>Community or public service</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 43.5% | 45.9%               | 35.4%                | 47.0%               | 54.1%                             | 37.7%                 | 37.5%                        |
| 1-4   | 42.2% | 40.7%               | 45.9%                | 39.9%               | 36.2%                             | 48.1%                 | 48.6%                        |
| 5-8   | 9.5%  | 8.7%                | 12.4%                | 8.6%                | 7.1%                              | 7.9%                  | 10.2%                        |
| 9-12  | 3.4%  | 3.5%                | 3.9%                 | 3.3%                | 2.0%                              | 5.0%                  | 2.4%                         |
| 13-16   | 0.8%  | 0.5%                | 1.3%                 | 1.0%                | 0.6%                              | 0.5%                  | 0.7%                         |
| 17-20   | 0.3%  | 0.3%                | 0.5%                 | 0.2%                | 0.0%                              | 0.3%                  | 0.2%                         |
| 21+   | 0.3%  | 0.3%                | 0.6%                 | 0.0%                | 0.1%                              | 0.4%                  | 0.5%                         |
| <b>Outside consulting/freelance work</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 76.1% | 78.5%               | 70.8%                | 77.3%               | 77.1%                             | 77.6%                 | 72.6%                        |
| 1-4   | 16.6% | 15.6%               | 19.2%                | 15.8%               | 16.6%                             | 15.3%                 | 17.7%                        |
| 5-8   | 4.8%  | 4.0%                | 6.7%                 | 4.4%                | 5.1%                              | 4.8%                  | 4.9%                         |
| 9-12  | 1.6%  | 1.5%                | 2.5%                 | 0.8%                | 0.6%                              | 0.8%                  | 3.0%                         |
| 13-16   | 0.3%  | 0.0%                | 0.4%                 | 1.0%                | 0.3%                              | 1.3%                  | 0.3%                         |
| 17-20   | 0.2%  | 0.1%                | 0.3%                 | 0.5%                | 0.2%                              | 0.2%                  | 0.6%                         |
| 21+   | 0.3%  | 0.4%                | 0.1%                 | 0.3%                | 0.0%                              | 0.0%                  | 0.9%                         |
| <b>Household/childcare duties</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 14.8% | 16.1%               | 13.7%                | 13.6%               | 13.4%                             | 18.7%                 | 11.7%                        |
| 1-4   | 14.5% | 13.3%               | 17.0%                | 14.3%               | 14.2%                             | 13.3%                 | 15.6%                        |
| 5-8   | 20.9% | 19.8%               | 22.0%                | 21.3%               | 22.7%                             | 20.1%                 | 22.9%                        |
| 9-12  | 17.6% | 18.4%               | 16.3%                | 18.8%               | 14.2%                             | 15.7%                 | 17.7%                        |
| 13-16   | 9.8%  | 9.4%                | 9.7%                 | 11.0%               | 10.6%                             | 8.4%                  | 9.7%                         |
| 17-20   | 7.6%  | 8.1%                | 7.6%                 | 6.1%                | 7.4%                              | 8.3%                  | 6.9%                         |
| 21+   | 14.8% | 14.9%               | 13.6%                | 14.9%               | 17.4%                             | 15.5%                 | 15.4%                        |
| <b>Serving as a caregiver for another adult</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 89.4% | 90.7%               | 87.0%                | 89.8%               | 88.7%                             | 83.3%                 | 90.2%                        |
| 1-4   | 6.7%  | 6.5%                | 7.9%                 | 5.4%                | 7.0%                              | 6.5%                  | 5.7%                         |
| 5-8   | 1.6%  | 1.1%                | 2.0%                 | 1.9%                | 1.9%                              | 5.9%                  | 1.7%                         |
| 9-12  | 1.1%  | 1.1%                | 1.2%                 | 0.9%                | 0.7%                              | 3.1%                  | 1.2%                         |
| 13-16   | 0.4%  | 0.2%                | 0.4%                 | 0.5%                | 0.9%                              | 0.0%                  | 0.5%                         |
| 17-20   | 0.2%  | 0.0%                | 0.3%                 | 0.6%                | 0.4%                              | 0.0%                  | 0.3%                         |
| 21+   | 0.7%  | 0.4%                | 1.2%                 | 0.9%                | 0.5%                              | 1.2%                  | 0.3%                         |
| <b>Other employment, outside of academia</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 91.7% | 92.6%               | 90.1%                | 93.3%               | 92.1%                             | 90.3%                 | 85.9%                        |
| 1-4   | 4.7%  | 4.8%                | 4.9%                 | 3.5%                | 4.8%                              | 4.3%                  | 6.0%                         |
| 5-8   | 1.6%  | 1.0%                | 2.5%                 | 1.7%                | 1.5%                              | 1.4%                  | 3.9%                         |
| 9-12  | 1.0%  | 0.8%                | 1.5%                 | 0.4%                | 1.2%                              | 1.2%                  | 2.2%                         |
| 13-16   | 0.3%  | 0.3%                | 0.1%                 | 0.2%                | 0.2%                              | 1.0%                  | 1.0%                         |
| 17-20   | 0.2%  | 0.0%                | 0.3%                 | 0.5%                | 0.2%                              | 0.5%                  | 0.4%                         |
| 21+   | 0.5%  | 0.5%                | 0.6%                 | 0.5%                | 0.0%                              | 1.3%                  | 0.7%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |       |                     |                      |                     |                                   |                       |                              |
| None   | 3.1%  | 4.1%                | 1.8%                 | 3.4%                | 1.7%                              | 3.1%                  | 2.0%                         |
| 1-4  | 22.4% | 22.3%               | 21.0%                | 25.2%               | 20.6%                             | 25.1%                 | 23.2%                        |
| 5-8  | 35.5% | 34.9%               | 37.3%                | 35.0%               | 34.3%                             | 38.0%                 | 35.1%                        |
| 9-12   | 20.5% | 20.2%               | 22.9%                | 17.1%               | 21.9%                             | 18.1%                 | 21.6%                        |
| 13-16  | 8.1%  | 7.5%                | 8.3%                 | 8.7%                | 9.1%                              | 6.5%                  | 10.0%                        |
| 17-20  | 4.9%  | 5.1%                | 4.3%                 | 5.1%                | 5.6%                              | 4.5%                  | 4.2%                         |
| 21+  | 5.5%  | 6.0%                | 4.4%                 | 5.5%                | 6.8%                              | 4.8%                  | 3.9%                         |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Ask questions in class   | 93.0% | 92.1%               | 93.2%                | 95.0%               | 92.8%                             | 95.6%                 | 94.1%                        |
| Support their opinions with a logical argument   | 78.5% | 79.7%               | 76.5%                | 79.7%               | 79.4%                             | 78.3%                 | 72.6%                        |
| Seek solutions to problems and explain them to others  | 72.2% | 72.4%               | 71.7%                | 73.3%               | 73.8%                             | 75.9%                 | 66.9%                        |
| Analyze multiple sources of information before coming to a conclusion  | 62.6% | 63.6%               | 61.0%                | 63.0%               | 63.2%                             | 65.5%                 | 57.7%                        |
| Evaluate the quality or reliability of information they receive  | 64.6% | 64.7%               | 63.3%                | 66.6%               | 64.8%                             | 71.1%                 | 60.8%                        |
| Take risks for potential gains   | 34.8% | 34.5%               | 34.4%                | 34.2%               | 37.4%                             | 40.7%                 | 35.4%                        |
| Seek alternative solutions to a problem  | 63.0% | 64.8%               | 62.8%                | 61.1%               | 60.3%                             | 67.7%                 | 54.1%                        |
| Look up scientific research articles and resources   | 49.9% | 50.0%               | 49.1%                | 54.2%               | 50.6%                             | 43.8%                 | 43.0%                        |
| Explore topics on their own, even though it was not required for a class   | 48.9% | 50.7%               | 47.3%                | 48.4%               | 47.8%                             | 53.0%                 | 42.1%                        |
| Accept mistakes as part of the learning process  | 70.2% | 68.8%               | 70.8%                | 71.6%               | 73.0%                             | 78.4%                 | 69.5%                        |
| Recognize biases that affect their thinking  | 46.3% | 43.8%               | 48.6%                | 47.2%               | 47.6%                             | 59.2%                 | 47.6%                        |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b>                                 |       |                     |                      |                     |                                   |                       |                              |
| Write in the specific style or format of your discipline   | 55.8% | 53.2%               | 57.3%                | 58.9%               | 59.9%                             | 56.5%                 | 58.5%                        |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline  | 42.5% | 41.8%               | 44.3%                | 39.4%               | 42.3%                             | 49.4%                 | 45.5%                        |
| Discuss the ethical or moral implications of a course of action  | 39.8% | 36.6%               | 44.7%                | 36.6%               | 39.8%                             | 50.4%                 | 50.2%                        |
| Apply mathematical concepts and computational thinking   | 44.9% | 48.8%               | 41.8%                | 42.8%               | 42.3%                             | 40.5%                 | 35.6%                        |
| <b>Methods you use in "all" or "most" of your courses:</b>   |       |                     |                      |                     |                                   |                       |                              |
| Class discussions  | 82.4% | 80.4%               | 85.8%                | 81.3%               | 85.0%                             | 86.1%                 | 83.1%                        |
| Cooperative learning (small groups)  | 65.1% | 61.3%               | 70.2%                | 62.3%               | 72.7%                             | 68.0%                 | 72.8%                        |
| Experiential learning/Field studies  | 28.0% | 26.9%               | 29.7%                | 26.9%               | 28.5%                             | 32.3%                 | 30.0%                        |
| Performances/Demonstrations  | 32.5% | 31.3%               | 34.6%                | 32.8%               | 31.7%                             | 36.5%                 | 33.4%                        |
| Group projects   | 44.9% | 42.1%               | 48.9%                | 45.0%               | 47.1%                             | 43.9%                 | 49.0%                        |
| Extensive lecturing  | 55.6% | 57.4%               | 56.1%                | 55.0%               | 47.2%                             | 58.1%                 | 49.4%                        |
| Multiple drafts of written work  | 32.7% | 33.2%               | 33.3%                | 29.6%               | 35.1%                             | 29.5%                 | 32.7%                        |
| Reflective writing/Journaling  | 22.5% | 20.9%               | 24.9%                | 20.4%               | 21.4%                             | 27.3%                 | 28.8%                        |
| Community service as part of coursework  | 5.6%  | 5.6%                | 6.2%                 | 6.5%                | 3.4%                              | 4.0%                  | 5.0%                         |
| Electronic quizzes with immediate feedback in class  | 21.7% | 22.2%               | 20.7%                | 26.7%               | 12.2%                             | 18.8%                 | 20.9%                        |
| Real-life problems   | 61.0% | 58.2%               | 67.0%                | 61.7%               | 54.0%                             | 67.4%                 | 62.1%                        |
| Student inquiry to drive learning  | 56.0% | 55.8%               | 58.6%                | 51.9%               | 58.1%                             | 59.6%                 | 53.3%                        |
| Readings on racial and ethnic issues   | 24.4% | 22.6%               | 26.2%                | 22.1%               | 30.3%                             | 27.5%                 | 29.0%                        |
| Readings on women or gender issues   | 21.6% | 20.2%               | 23.6%                | 18.5%               | 28.5%                             | 24.6%                 | 23.9%                        |
| Supplemental instruction outside of class and office hours   | 35.6% | 33.8%               | 39.4%                | 33.5%               | 37.6%                             | 43.7%                 | 35.4%                        |
| Student presentations  | 48.2% | 45.9%               | 50.7%                | 45.6%               | 55.5%                             | 48.4%                 | 54.7%                        |
| Student evaluations of each others' work   | 27.5% | 25.6%               | 31.5%                | 27.3%               | 26.1%                             | 25.5%                 | 29.9%                        |
| Grading on a curve   | 22.1% | 23.4%               | 24.3%                | 18.2%               | 21.5%                             | 18.5%                 | 15.7%                        |
| Rubric-based assessment  | 60.6% | 56.5%               | 66.1%                | 65.8%               | 54.1%                             | 65.4%                 | 63.8%                        |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 23.9% | 22.8%               | 27.2%                | 23.6%               | 21.7%                             | 21.4%                 | 24.9%                        |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Videos or podcasts   | 39.2% | 37.3%               | 41.6%                | 41.3%               | 34.0%                             | 43.6%                 | 43.4%                        |
| Simulations/animations   | 19.5% | 18.9%               | 20.7%                | 21.3%               | 17.0%                             | 20.6%                 | 17.6%                        |
| Online homework or virtual labs  | 30.5% | 29.8%               | 29.2%                | 38.0%               | 20.2%                             | 33.0%                 | 32.5%                        |
| Online discussion boards   | 19.1% | 18.1%               | 18.4%                | 25.3%               | 14.3%                             | 21.1%                 | 19.0%                        |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 8.8%  | 9.3%                | 10.4%                | 6.7%                | 6.1%                              | 6.8%                  | 7.6%                         |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |       |                     |                      |                     |                                   |                       |                              |
| Encourage students to become agents of social change   | 77.2% | 74.3%               | 80.1%                | 77.5%               | 74.8%                             | 86.8%                 | 86.3%                        |
| Prepare students for employment after college  | 96.7% | 97.0%               | 96.2%                | 97.1%               | 94.6%                             | 98.1%                 | 96.3%                        |
| Prepare students for graduate or advanced education  | 95.8% | 95.9%               | 95.7%                | 96.1%               | 94.5%                             | 97.3%                 | 94.8%                        |
| Develop students' moral character  | 86.5% | 83.3%               | 92.9%                | 84.5%               | 82.6%                             | 93.2%                 | 93.4%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| Provide for students' emotional development  | 77.8% | 73.8%               | 83.7%                | 76.2%               | 77.3%                             | 85.8%                 | 87.8%                        |
| Help students develop personal values  | 84.0% | 79.6%               | 90.6%                | 82.8%               | 83.4%                             | 93.6%                 | 92.8%                        |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 81.4% | 79.0%               | 83.0%                | 81.2%               | 82.2%                             | 92.8%                 | 88.7%                        |
| Promote students' ability to write effectively   | 94.6% | 93.5%               | 94.7%                | 95.5%               | 97.1%                             | 98.8%                 | 97.0%                        |
| Teach students tolerance and respect for different beliefs   | 92.8% | 91.8%               | 94.2%                | 91.0%               | 93.3%                             | 98.6%                 | 95.9%                        |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                              |
| The chief benefit of a college education is that it increases one's earning power  | 56.9% | 57.5%               | 54.9%                | 65.0%               | 49.3%                             | 61.2%                 | 47.1%                        |
| A racially/ethnically diverse student body enhances the educational experience of all students                             | 95.9% | 95.8%               | 95.4%                | 96.6%               | 96.3%                             | 96.3%                 | 96.6%                        |
| Colleges have a responsibility to work with their surrounding communities to address local issues                          | 92.5% | 92.9%               | 91.1%                | 93.8%               | 89.8%                             | 93.1%                 | 93.8%                        |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work             | 55.8% | 56.1%               | 53.7%                | 58.6%               | 55.4%                             | 55.7%                 | 55.2%                        |
| I try to dispel perceptions of competition in my classroom   | 67.2% | 62.4%               | 72.6%                | 69.1%               | 74.2%                             | 70.9%                 | 71.2%                        |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource | 57.5% | 57.7%               | 57.3%                | 57.8%               | 58.6%                             | 52.1%                 | 57.0%                        |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom                               | 72.1% | 69.4%               | 75.0%                | 73.0%               | 70.6%                             | 78.2%                 | 78.2%                        |
| I achieve a healthy balance between my personal life and my professional life  | 64.1% | 62.3%               | 68.8%                | 62.2%               | 65.0%                             | 67.1%                 | 62.3%                        |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar                               | 44.2% | 44.2%               | 46.0%                | 43.9%               | 39.7%                             | 46.4%                 | 42.3%                        |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                              |
| This institution has effective hiring practices and policies that increase faculty diversity                               | 68.8% | 68.4%               | 65.8%                | 72.4%               | 76.1%                             | 69.4%                 | 66.2%                        |
| Student Affairs staff have the support and respect of faculty  | 77.6% | 76.7%               | 78.8%                | 78.5%               | 75.3%                             | 75.2%                 | 81.9%                        |
| There is a lot of campus racial conflict here  | 27.9% | 36.5%               | 18.1%                | 19.4%               | 28.0%                             | 14.1%                 | 26.1%                        |
| My research is valued by faculty in my department  | 79.5% | 80.1%               | 77.8%                | 78.4%               | 82.8%                             | 81.3%                 | 79.9%                        |
| My teaching is valued by faculty in my department  | 90.0% | 88.2%               | 90.5%                | 91.4%               | 92.3%                             | 94.4%                 | 93.7%                        |
| My service is valued by faculty in my department   | 86.1% | 84.4%               | 87.2%                | 87.1%               | 88.0%                             | 89.5%                 | 89.0%                        |
| Faculty are sufficiently involved in campus decision-making  | 57.0% | 53.1%               | 52.1%                | 65.8%               | 72.8%                             | 62.6%                 | 65.0%                        |
| The faculty are typically at odds with campus administration   | 51.6% | 52.9%               | 49.6%                | 51.1%               | 48.7%                             | 59.9%                 | 50.4%                        |
| Faculty here respect each other  | 87.9% | 86.8%               | 88.7%                | 88.7%               | 88.9%                             | 87.2%                 | 90.9%                        |
| Administrators consider faculty concerns when making policy  | 60.6% | 57.4%               | 61.8%                | 61.0%               | 71.2%                             | 57.6%                 | 69.8%                        |
| This institution takes responsibility for educating underprepared students   | 68.3% | 65.5%               | 66.7%                | 76.2%               | 68.9%                             | 72.8%                 | 74.9%                        |
| The criteria for advancement and promotion decisions are clear   | 76.0% | 75.0%               | 76.4%                | 79.0%               | 75.5%                             | 75.0%                 | 75.7%                        |
| Most of the students I teach lack the basic skills for college level work  | 28.0% | 29.6%               | 15.3%                | 44.6%               | 19.1%                             | 41.9%                 | 29.0%                        |
| There is adequate support for faculty development  | 70.5% | 69.4%               | 76.1%                | 63.9%               | 78.4%                             | 64.6%                 | 67.5%                        |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom                                      | 53.1% | 56.4%               | 50.3%                | 50.5%               | 51.1%                             | 45.9%                 | 48.7%                        |
| This institution takes mentoring into consideration in the promotion process   | 52.6% | 49.1%               | 59.4%                | 50.7%               | 58.7%                             | 51.3%                 | 52.2%                        |
| Faculty of color are treated fairly here   | 80.2% | 78.7%               | 79.6%                | 85.8%               | 82.2%                             | 84.6%                 | 76.7%                        |
| Women faculty are treated fairly here  | 82.3% | 80.6%               | 81.5%                | 86.5%               | 86.1%                             | 85.3%                 | 82.9%                        |
| LGBTQ+ faculty are treated fairly here   | 80.7% | 83.5%               | 72.2%                | 88.2%               | 89.7%                             | 83.4%                 | 60.7%                        |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>                                       |       |                     |                      |                     |                                   |                       |                              |
| Increase or maintain institutional affordability   | 69.8% | 71.6%               | 60.6%                | 84.5%               | 57.7%                             | 64.0%                 | 72.1%                        |
| Develop a sense of community among students and faculty  | 67.0% | 63.3%               | 72.0%                | 63.8%               | 68.1%                             | 77.0%                 | 78.7%                        |
| Facilitate student involvement in community service  | 48.6% | 42.5%               | 60.2%                | 47.5%               | 42.9%                             | 72.0%                 | 51.3%                        |
| Help students learn how to bring about change in society   | 47.1% | 41.4%               | 56.8%                | 41.8%               | 52.9%                             | 59.6%                 | 54.6%                        |
| Increase or maintain institutional prestige  | 72.6% | 79.6%               | 76.6%                | 52.5%               | 74.7%                             | 57.5%                 | 55.1%                        |
| Hire faculty "stars"   | 29.4% | 36.6%               | 32.2%                | 18.0%               | 17.7%                             | 13.4%                 | 10.7%                        |
| Recruit more traditionally underrepresented students   | 56.6% | 58.5%               | 47.9%                | 57.4%               | 68.5%                             | 55.7%                 | 60.0%                        |
| Increase the selectivity of the student body through more competitive admissions criteria                                  | 35.9% | 39.6%               | 41.6%                | 24.1%               | 36.9%                             | 20.9%                 | 19.3%                        |
| Promote gender diversity in the faculty and administration   | 57.4% | 60.9%               | 53.2%                | 54.7%               | 62.7%                             | 49.1%                 | 50.9%                        |
| Promote racial and ethnic diversity in the faculty and administration  | 59.6% | 62.1%               | 54.2%                | 57.7%               | 69.5%                             | 52.1%                 | 58.2%                        |
| Provide resources for faculty to engage in community-based teaching or research  | 38.7% | 39.9%               | 34.3%                | 45.1%               | 39.3%                             | 40.6%                 | 29.1%                        |
| Create and sustain partnerships with surrounding communities   | 46.8% | 47.3%               | 42.1%                | 55.6%               | 39.4%                             | 52.1%                 | 45.0%                        |
| Pursue extramural funding  | 58.1% | 71.5%               | 51.6%                | 42.0%               | 42.7%                             | 46.3%                 | 41.2%                        |
| Strengthen links with the for-profit, corporate sector   | 46.3% | 55.6%               | 44.4%                | 34.5%               | 28.0%                             | 43.6%                 | 31.8%                        |
| Develop leadership ability among students  | 64.4% | 63.5%               | 70.0%                | 56.4%               | 64.6%                             | 69.5%                 | 67.0%                        |
| Develop an appreciation for multiculturalism   | 61.0% | 59.1%               | 58.4%                | 62.6%               | 70.5%                             | 65.4%                 | 69.9%                        |
| Prepare students for the workplace   | 83.6% | 83.0%               | 86.6%                | 83.9%               | 71.3%                             | 90.4%                 | 86.3%                        |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>  |       |                     |                      |                     |                                   |                       |                              |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                 | 26.1% | 26.3%               | 29.6%                | 24.0%               | 21.6%                             | 29.8%                 | 19.6%                        |
| Experience close alignment between your work and your personal values  | 38.0% | 36.1%               | 45.2%                | 30.3%               | 34.9%                             | 47.8%                 | 42.4%                        |
| Mentor faculty   | 15.8% | 17.3%               | 15.9%                | 13.8%               | 13.8%                             | 17.3%                 | 10.7%                        |
| Mentor undergraduate students  | 35.9% | 31.7%               | 37.7%                | 35.5%               | 48.7%                             | 45.0%                 | 43.7%                        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men Respondents

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mentor graduate students  | 23.7% | 33.0%               | 21.6%                | 13.7%               | 7.4%                              | 12.2%                 | 5.3%                         |
| Been mentored by at least one professional in academia  | 24.4% | 25.8%               | 26.5%                | 18.2%               | 23.3%                             | 26.3%                 | 21.1%                        |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.1%  | 7.2%                | 7.0%                 | 8.2%                | 4.9%                              | 9.2%                  | 5.4%                         |
| Accessed the National Research Mentoring Network (NRMN) resource  | 1.5%  | 1.6%                | 0.9%                 | 2.6%                | 0.7%                              | 1.4%                  | 0.9%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 28.8% | 27.1%               | 31.1%                | 30.8%               | 29.4%                             | 31.4%                 | 26.0%                        |
| Good  | 55.2% | 58.7%               | 53.6%                | 49.2%               | 52.7%                             | 50.5%                 | 52.3%                        |
| Fair  | 13.6% | 12.2%               | 12.7%                | 17.2%               | 14.7%                             | 13.7%                 | 18.1%                        |
| Poor  | 2.5%  | 1.9%                | 2.7%                 | 2.9%                | 3.2%                              | 4.4%                  | 3.6%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 44.2% | 41.3%               | 47.5%                | 43.1%               | 49.0%                             | 50.2%                 | 48.5%                        |
| Good  | 48.6% | 51.7%               | 45.2%                | 47.5%               | 46.3%                             | 42.2%                 | 45.8%                        |
| Fair  | 6.7%  | 6.7%                | 6.8%                 | 8.5%                | 4.3%                              | 6.9%                  | 5.1%                         |
| Poor  | 0.5%  | 0.4%                | 0.5%                 | 0.8%                | 0.3%                              | 0.7%                  | 0.6%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 46.1% | 47.3%               | 48.1%                | 41.5%               | 37.4%                             | 36.5%                 | 37.6%                        |
| Good  | 45.0% | 45.6%               | 41.6%                | 46.2%               | 51.9%                             | 46.9%                 | 47.2%                        |
| Fair  | 7.7%  | 6.3%                | 8.1%                 | 10.9%               | 9.6%                              | 14.8%                 | 12.5%                        |
| Poor  | 1.3%  | 0.8%                | 2.2%                 | 1.4%                | 1.1%                              | 1.8%                  | 2.7%                         |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |       |                     |                      |                     |                                   |                       |                              |
| Salary  | 57.8% | 54.7%               | 71.4%                | 45.8%               | 69.3%                             | 50.3%                 | 47.4%                        |
| Health benefits   | 71.6% | 66.4%               | 84.2%                | 74.1%               | 75.2%                             | 64.6%                 | 56.9%                        |
| Retirement benefits   | 73.9% | 71.8%               | 81.0%                | 76.1%               | 77.5%                             | 64.7%                 | 56.8%                        |
| Opportunity for scholarly pursuits  | 66.8% | 69.0%               | 73.0%                | 55.0%               | 70.8%                             | 53.8%                 | 54.9%                        |
| Teaching load   | 69.0% | 73.2%               | 71.2%                | 55.8%               | 71.8%                             | 58.4%                 | 61.0%                        |
| Quality of students   | 71.0% | 68.4%               | 81.7%                | 58.8%               | 82.4%                             | 59.2%                 | 71.7%                        |
| Autonomy and independence   | 87.3% | 86.3%               | 87.9%                | 87.2%               | 91.1%                             | 85.9%                 | 89.8%                        |
| Departmental leadership   | 77.7% | 77.5%               | 78.3%                | 75.6%               | 79.4%                             | 74.0%                 | 81.7%                        |
| Departmental support for work/life balance  | 74.0% | 72.1%               | 76.8%                | 72.1%               | 77.5%                             | 76.4%                 | 78.1%                        |
| Institutional support for work/life balance   | 58.8% | 58.4%               | 62.7%                | 54.1%               | 61.5%                             | 59.8%                 | 54.4%                        |
| Prospects for career advancement  | 63.2% | 63.5%               | 68.7%                | 55.1%               | 66.6%                             | 59.6%                 | 57.8%                        |
| Relative equity of salary and job benefits  | 51.8% | 47.2%               | 64.2%                | 44.9%               | 62.6%                             | 47.0%                 | 46.5%                        |
| Flexibility in relation to family matters or emergencies  | 85.5% | 83.5%               | 87.3%                | 86.6%               | 87.7%                             | 84.0%                 | 90.3%                        |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 77.6% | 76.6%               | 78.8%                | 77.2%               | 82.0%                             | 74.3%                 | 78.5%                        |
| Overall job   | 80.5% | 78.6%               | 85.4%                | 79.4%               | 83.1%                             | 79.0%                 | 77.4%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Managing household responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 18.3% | 18.0%               | 16.2%                | 20.0%               | 22.0%                             | 17.3%                 | 21.7%                        |
| Somewhat  | 54.3% | 53.1%               | 55.5%                | 56.2%               | 53.8%                             | 53.8%                 | 54.6%                        |
| Not at all  | 27.4% | 28.9%               | 28.4%                | 23.8%               | 24.1%                             | 28.9%                 | 23.7%                        |
| <b>Child care</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 17.8% | 17.7%               | 15.6%                | 19.4%               | 21.7%                             | 16.0%                 | 20.1%                        |
| Somewhat  | 40.5% | 40.3%               | 39.0%                | 41.9%               | 41.0%                             | 47.0%                 | 41.8%                        |
| Not at all  | 41.7% | 42.0%               | 45.5%                | 38.7%               | 37.3%                             | 37.0%                 | 38.1%                        |
| <b>My physical health</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 12.5% | 13.2%               | 10.5%                | 14.0%               | 11.7%                             | 15.1%                 | 11.2%                        |
| Somewhat  | 48.6% | 47.8%               | 49.1%                | 50.2%               | 49.7%                             | 45.9%                 | 49.3%                        |
| Not at all  | 38.9% | 39.0%               | 40.4%                | 35.8%               | 38.6%                             | 39.0%                 | 39.4%                        |
| <b>My emotional well-being</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 17.1% | 18.6%               | 13.0%                | 18.3%               | 17.3%                             | 16.2%                 | 18.0%                        |
| Somewhat  | 46.7% | 44.3%               | 48.3%                | 48.6%               | 50.6%                             | 46.3%                 | 50.7%                        |
| Not at all  | 36.2% | 37.1%               | 38.7%                | 33.1%               | 32.2%                             | 37.4%                 | 31.3%                        |
| <b>Review/promotion process</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 17.8% | 17.8%               | 17.0%                | 19.6%               | 17.0%                             | 19.7%                 | 17.3%                        |
| Somewhat  | 34.3% | 33.4%               | 35.0%                | 36.6%               | 35.4%                             | 34.8%                 | 31.5%                        |
| Not at all  | 47.9% | 48.8%               | 48.1%                | 43.9%               | 47.6%                             | 45.5%                 | 51.2%                        |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 5.8%  | 6.6%                | 5.3%                 | 4.8%                | 5.2%                              | 6.1%                  | 4.1%                         |
| Somewhat  | 18.6% | 21.4%               | 14.9%                | 18.0%               | 18.7%                             | 12.4%                 | 16.0%                        |
| Not at all  | 75.6% | 72.0%               | 79.8%                | 77.2%               | 76.0%                             | 81.6%                 | 79.9%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty Committee work</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 11.5% | 11.1%               | 10.0%                | 12.8%               | 13.1%                             | 16.1%                 | 13.1%                        |
| Somewhat  | 50.7% | 49.1%               | 51.8%                | 56.3%               | 49.1%                             | 52.1%                 | 47.1%                        |
| Not at all  | 37.8% | 39.8%               | 38.2%                | 30.9%               | 37.8%                             | 31.8%                 | 39.9%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Faculty meetings</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 8.1%  | 7.6%                | 7.1%                 | 8.6%                | 9.1%                              | 13.2%                 | 10.7%                        |
| Somewhat  | 43.3% | 40.7%               | 43.6%                | 50.4%               | 43.9%                             | 45.8%                 | 43.7%                        |
| Not at all  | 48.7% | 51.7%               | 49.3%                | 41.0%               | 47.0%                             | 41.0%                 | 45.6%                        |
| <b>Students</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 9.4%  | 9.5%                | 8.0%                 | 10.3%               | 10.9%                             | 12.8%                 | 9.4%                         |
| Somewhat  | 57.4% | 56.7%               | 55.1%                | 59.2%               | 59.7%                             | 60.9%                 | 62.3%                        |
| Not at all  | 33.2% | 33.8%               | 36.8%                | 30.5%               | 29.4%                             | 26.3%                 | 28.3%                        |
| <b>Research or publishing demands</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 20.6% | 23.1%               | 22.2%                | 14.5%               | 20.4%                             | 15.8%                 | 10.9%                        |
| Somewhat  | 48.1% | 48.9%               | 46.6%                | 49.9%               | 47.4%                             | 45.0%                 | 44.9%                        |
| Not at all  | 31.4% | 28.0%               | 31.2%                | 35.6%               | 32.2%                             | 39.2%                 | 44.2%                        |
| <b>Institutional procedures and "red tape"</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.9% | 26.4%               | 21.7%                | 25.3%               | 16.0%                             | 22.9%                 | 18.7%                        |
| Somewhat  | 48.1% | 46.6%               | 48.6%                | 51.4%               | 46.5%                             | 52.9%                 | 49.7%                        |
| Not at all  | 28.0% | 27.0%               | 29.7%                | 23.3%               | 37.5%                             | 24.3%                 | 31.6%                        |
| <b>Teaching load</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 15.3% | 11.6%               | 16.4%                | 21.8%               | 15.6%                             | 17.5%                 | 22.9%                        |
| Somewhat  | 45.6% | 45.2%               | 43.4%                | 48.1%               | 46.9%                             | 48.3%                 | 48.7%                        |
| Not at all  | 39.1% | 43.2%               | 40.1%                | 30.1%               | 37.5%                             | 34.2%                 | 28.3%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Lack of personal time</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 20.5% | 20.1%               | 17.7%                | 22.8%               | 23.4%                             | 22.9%                 | 24.2%                        |
| Somewhat  | 46.2% | 46.6%               | 46.5%                | 44.6%               | 43.6%                             | 48.1%                 | 47.5%                        |
| Not at all  | 33.3% | 33.3%               | 35.8%                | 32.5%               | 32.9%                             | 29.0%                 | 28.3%                        |
| <b>Job security</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 10.5% | 10.1%               | 9.0%                 | 10.6%               | 9.0%                              | 14.3%                 | 18.9%                        |
| Somewhat  | 23.1% | 21.7%               | 22.1%                | 24.5%               | 24.0%                             | 31.2%                 | 29.8%                        |
| Not at all  | 66.4% | 68.1%               | 68.9%                | 64.9%               | 67.0%                             | 54.6%                 | 51.3%                        |
| <b>Self-imposed high expectations</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 33.5% | 34.4%               | 34.6%                | 30.0%               | 35.2%                             | 32.1%                 | 29.9%                        |
| Somewhat  | 50.6% | 49.5%               | 49.2%                | 53.7%               | 51.7%                             | 48.2%                 | 56.6%                        |
| Not at all  | 15.9% | 16.1%               | 16.2%                | 16.3%               | 13.1%                             | 19.7%                 | 13.5%                        |
| <b>Increased work responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.0% | 23.4%               | 20.0%                | 23.9%               | 25.4%                             | 21.4%                 | 27.4%                        |
| Somewhat  | 47.7% | 47.8%               | 45.0%                | 50.0%               | 45.7%                             | 52.8%                 | 51.0%                        |
| Not at all  | 29.3% | 28.7%               | 35.0%                | 26.1%               | 29.0%                             | 25.8%                 | 21.6%                        |
| <b>Institutional budget cuts</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 24.1% | 26.4%               | 13.6%                | 27.9%               | 22.1%                             | 36.4%                 | 32.1%                        |
| Somewhat  | 41.2% | 49.0%               | 26.9%                | 41.5%               | 31.8%                             | 40.7%                 | 40.7%                        |
| Not at all  | 34.6% | 24.6%               | 59.5%                | 30.6%               | 46.1%                             | 22.9%                 | 27.3%                        |
| <b>Have you been sexually harassed at this institution?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 2.0%  | 1.9%                | 1.8%                 | 1.9%                | 3.8%                              | 1.8%                  | 1.6%                         |
| No  | 98.0% | 98.1%               | 98.2%                | 98.1%               | 96.2%                             | 98.2%                 | 98.4%                        |
| <b>In the past year, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Considered leaving academe for another job  | 31.6% | 30.8%               | 28.2%                | 35.6%               | 30.0%                             | 33.1%                 | 42.3%                        |
| Considered leaving this institution for another   | 43.5% | 45.8%               | 36.4%                | 47.3%               | 40.0%                             | 46.3%                 | 47.4%                        |
| Engaged in public service/professional consulting without pay   | 46.5% | 45.7%               | 50.1%                | 44.9%               | 41.0%                             | 46.1%                 | 49.1%                        |
| Received at least one firm job offer elsewhere  | 15.8% | 16.7%               | 14.7%                | 17.3%               | 11.1%                             | 15.7%                 | 14.6%                        |
| <b>General activities:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Are you a member of a faculty union?  | 20.1% | 28.0%               | 6.7%                 | 32.9%               | 3.9%                              | 11.8%                 | 1.9%                         |
| Do you plan to retire within the next three years?  | 11.4% | 10.9%               | 13.3%                | 10.3%               | 12.0%                             | 13.7%                 | 9.6%                         |
| Have you ever interrupted your professional career for more than one year for family reasons?                                   | 4.0%  | 4.8%                | 2.9%                 | 3.8%                | 2.2%                              | 3.5%                  | 4.2%                         |
| Have you ever been formally recognized for outstanding teaching at this institution?  | 33.8% | 35.9%               | 35.0%                | 34.4%               | 22.4%                             | 29.5%                 | 25.4%                        |
| <b>Citizenship status:</b>  |       |                     |                      |                     |                                   |                       |                              |
| U.S. citizen  | 90.4% | 87.0%               | 94.2%                | 92.0%               | 92.8%                             | 95.1%                 | 94.2%                        |
| Permanent resident (green card)   | 6.9%  | 9.2%                | 4.5%                 | 5.8%                | 5.2%                              | 3.8%                  | 3.8%                         |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)   | 2.6%  | 3.8%                | 1.3%                 | 2.2%                | 1.9%                              | 1.1%                  | 1.5%                         |



**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| None of the Above   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.6%                         |
| <b>How would you characterize your political views?</b>                       |       |                     |                      |                     |                                   |                       |                              |
| Far left  | 10.7% | 10.8%               | 8.2%                 | 12.4%               | 15.9%                             | 14.1%                 | 7.8%                         |
| Liberal   | 43.6% | 44.8%               | 41.0%                | 42.8%               | 51.5%                             | 44.7%                 | 37.7%                        |
| Middle of the road  | 33.0% | 33.9%               | 33.3%                | 34.7%               | 25.2%                             | 23.4%                 | 34.2%                        |
| Conservative  | 12.3% | 10.2%               | 17.1%                | 10.2%               | 7.1%                              | 17.1%                 | 19.5%                        |
| Far right   | 0.3%  | 0.3%                | 0.4%                 | 0.0%                | 0.3%                              | 0.8%                  | 0.8%                         |
| <b>If you were to begin your career again, would you:</b>                     |       |                     |                      |                     |                                   |                       |                              |
| <b>Still want to come to this institution?</b>                                |       |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 41.5% | 36.5%               | 51.5%                | 38.5%               | 48.5%                             | 45.9%                 | 40.5%                        |
| Probably yes  | 37.7% | 41.0%               | 31.5%                | 38.9%               | 34.7%                             | 31.8%                 | 38.9%                        |
| Not sure  | 12.7% | 13.2%               | 10.5%                | 15.3%               | 10.6%                             | 14.6%                 | 12.2%                        |
| Probably no   | 4.8%  | 5.1%                | 4.2%                 | 4.3%                | 4.1%                              | 5.8%                  | 6.0%                         |
| Definitely no   | 3.3%  | 4.2%                | 2.4%                 | 3.1%                | 2.1%                              | 1.9%                  | 2.4%                         |
| <b>Still want to be a college professor?</b>                                  |       |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 65.9% | 65.7%               | 69.1%                | 62.5%               | 67.1%                             | 72.7%                 | 58.6%                        |
| Probably yes  | 25.6% | 25.4%               | 24.0%                | 27.8%               | 24.7%                             | 21.4%                 | 30.7%                        |
| Not sure  | 6.0%  | 6.0%                | 5.2%                 | 7.2%                | 6.0%                              | 2.8%                  | 8.5%                         |
| Probably no   | 1.8%  | 2.0%                | 1.0%                 | 2.1%                | 1.9%                              | 2.4%                  | 1.8%                         |
| Definitely no   | 0.7%  | 1.0%                | 0.6%                 | 0.5%                | 0.3%                              | 0.7%                  | 0.5%                         |
| <b>Highest Degree Earned</b>  |       |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.8%  | 0.7%                | 0.7%                 | 1.3%                | 0.9%                              | 1.3%                  | 0.5%                         |
| Master's (M.A., M.S.)   | 5.7%  | 4.6%                | 5.2%                 | 7.5%                | 6.4%                              | 7.2%                  | 11.1%                        |
| Terminal master's (M.F.A., M.B.A.)  | 5.3%  | 5.0%                | 6.3%                 | 4.8%                | 4.3%                              | 6.9%                  | 5.6%                         |
| J.D.  | 0.6%  | 0.4%                | 0.9%                 | 0.9%                | 0.3%                              | 0.8%                  | 0.9%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.2%  | 0.0%                | 0.5%                 | 0.5%                | 0.5%                              | 0.3%                  | 0.0%                         |
| Ph.D.   | 83.2% | 86.2%               | 81.8%                | 80.6%               | 84.5%                             | 73.1%                 | 73.1%                        |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 3.3%  | 2.2%                | 3.9%                 | 3.9%                | 2.7%                              | 7.0%                  | 7.7%                         |
| Other degree  | 0.8%  | 0.9%                | 0.7%                 | 0.5%                | 0.3%                              | 3.3%                  | 1.0%                         |
| <b>Degree Currently Working On</b>  |       |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.2%  | 0.3%                | 0.1%                 | 0.2%                | 0.0%                              | 0.2%                  | 0.0%                         |
| Master's (M.A., M.S.)   | 0.3%  | 0.1%                | 0.3%                 | 0.8%                | 0.1%                              | 0.9%                  | 0.8%                         |
| Terminal master's (M.F.A., M.B.A.)  | 0.1%  | 0.0%                | 0.0%                 | 0.3%                | 0.1%                              | 0.0%                  | 0.7%                         |
| J.D.  | 0.1%  | 0.1%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.0%  | 0.0%                | 0.1%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Ph.D.   | 2.5%  | 3.0%                | 2.1%                 | 2.4%                | 0.8%                              | 2.3%                  | 1.9%                         |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 0.3%  | 0.1%                | 0.3%                 | 0.3%                | 0.3%                              | 0.5%                  | 1.1%                         |
| Other degree  | 0.5%  | 0.5%                | 0.3%                 | 0.4%                | 0.6%                              | 0.3%                  | 1.0%                         |
| None  | 96.1% | 95.7%               | 96.8%                | 95.7%               | 98.1%                             | 95.9%                 | 94.6%                        |
| <b>Are you currently serving in an administrative position as:</b>            |       |                     |                      |                     |                                   |                       |                              |
| Department chair  | 9.6%  | 9.3%                | 7.6%                 | 8.6%                | 14.5%                             | 14.7%                 | 15.3%                        |
| Dean (associate or assistant)   | 2.2%  | 2.6%                | 2.2%                 | 1.3%                | 0.9%                              | 0.6%                  | 2.3%                         |
| President   | 0.2%  | 0.2%                | 0.1%                 | 0.0%                | 0.2%                              | 0.0%                  | 0.4%                         |
| Vice-president  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Provost   | 0.1%  | 0.2%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.2%                         |
| Other   | 11.0% | 11.4%               | 11.6%                | 8.7%                | 11.7%                             | 12.6%                 | 10.7%                        |
| Not applicable  | 50.1% | 48.6%               | 52.9%                | 50.1%               | 52.0%                             | 49.8%                 | 49.4%                        |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |       |                     |                      |                     |                                   |                       |                              |
| American Indian or Alaska Native  | 1.3%  | 1.7%                | 0.9%                 | 1.0%                | 1.0%                              | 0.0%                  | 1.7%                         |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 6.5%  | 9.2%                | 3.4%                 | 5.9%                | 4.0%                              | 2.4%                  | 3.6%                         |
| Filipina/o/x  | 0.4%  | 0.6%                | 0.1%                 | 0.3%                | 0.6%                              | 0.5%                  | 0.3%                         |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.5%  | 0.6%                | 0.3%                 | 0.5%                | 0.2%                              | 0.0%                  | 0.1%                         |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 3.1%  | 3.7%                | 2.1%                 | 4.0%                | 2.6%                              | 3.1%                  | 1.0%                         |
| Other Asian   | 0.5%  | 0.7%                | 0.4%                 | 0.4%                | 0.1%                              | 0.2%                  | 0.1%                         |
| African American/Black  | 2.4%  | 2.5%                | 1.7%                 | 3.2%                | 2.8%                              | 3.1%                  | 1.9%                         |
| African   | 0.7%  | 0.7%                | 0.9%                 | 0.3%                | 1.2%                              | 0.6%                  | 0.7%                         |
| Caribbean   | 0.3%  | 0.4%                | 0.0%                 | 0.2%                | 0.5%                              | 0.5%                  | 0.1%                         |
| Other Black   | 0.2%  | 0.2%                | 0.1%                 | 0.1%                | 0.3%                              | 0.0%                  | 0.1%                         |
| Native Hawaiian or Other Pacific Islander                                     | 0.1%  | 0.1%                | 0.2%                 | 0.2%                | 0.1%                              | 0.0%                  | 0.2%                         |
| Mexican American/Chicana/o/x  | 1.5%  | 1.1%                | 1.4%                 | 2.7%                | 2.8%                              | 0.5%                  | 1.7%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Puerto Rican  | 0.2%  | 0.2%                | 0.2%                 | 0.4%                | 0.3%                              | 0.0%                  | 0.3%                         |
| Central American  | 0.2%  | 0.1%                | 0.3%                 | 0.5%                | 0.4%                              | 0.4%                  | 0.4%                         |
| South American  | 1.2%  | 1.2%                | 1.0%                 | 1.5%                | 1.6%                              | 1.0%                  | 1.0%                         |
| Other Hispanic or Latina/o/x  | 1.4%  | 1.7%                | 0.9%                 | 1.8%                | 0.9%                              | 2.5%                  | 0.4%                         |
| Middle Eastern  | 2.1%  | 1.9%                | 2.7%                 | 2.5%                | 2.1%                              | 2.3%                  | 0.5%                         |
| European  | 76.5% | 73.9%               | 80.2%                | 74.9%               | 77.7%                             | 81.7%                 | 82.2%                        |
| Other White   | 7.3%  | 6.5%                | 9.0%                 | 6.4%                | 8.0%                              | 7.1%                  | 8.4%                         |
| Other   | 1.5%  | 1.6%                | 1.0%                 | 1.9%                | 2.0%                              | 1.1%                  | 1.3%                         |
| <b>Race/Ethnicity Group (with multiple race category)</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Native American/Alaska Native   | 0.3%  | 0.5%                | 0.0%                 | 0.0%                | 0.3%                              | 0.0%                  | 0.3%                         |
| Asian or Pacific Islander   | 9.6%  | 12.9%               | 5.7%                 | 9.7%                | 6.1%                              | 6.0%                  | 4.3%                         |
| Black or African American   | 2.6%  | 2.8%                | 2.3%                 | 2.7%                | 2.8%                              | 3.8%                  | 2.5%                         |
| Hispanic/Latina/o/x   | 2.4%  | 2.1%                | 2.2%                 | 4.0%                | 3.0%                              | 1.9%                  | 2.5%                         |
| White   | 80.1% | 76.6%               | 86.0%                | 78.1%               | 81.4%                             | 84.8%                 | 86.3%                        |
| Other   | 1.0%  | 1.1%                | 0.6%                 | 1.5%                | 1.2%                              | 0.0%                  | 1.2%                         |
| Two or more race/ethnicity  | 3.9%  | 4.1%                | 3.1%                 | 4.1%                | 5.3%                              | 3.5%                  | 3.0%                         |
| <b>Is English your primary language?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 86.1% | 82.0%               | 90.9%                | 85.2%               | 89.1%                             | 92.0%                 | 95.4%                        |
| No  | 13.9% | 18.0%               | 9.1%                 | 14.8%               | 10.9%                             | 8.0%                  | 4.6%                         |
| <b>What is your sexual orientation?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Heterosexual/straight   | 91.7% | 91.1%               | 93.0%                | 91.1%               | 90.4%                             | 87.8%                 | 95.9%                        |
| Gay   | 4.6%  | 4.1%                | 4.6%                 | 5.8%                | 6.1%                              | 8.8%                  | 2.6%                         |
| Lesbian   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Bisexual  | 1.9%  | 2.5%                | 1.2%                 | 1.4%                | 1.8%                              | 1.7%                  | 0.5%                         |
| Queer   | 0.5%  | 0.6%                | 0.3%                 | 0.3%                | 0.9%                              | 0.0%                  | 0.3%                         |
| Pansexual   | 0.1%  | 0.0%                | 0.2%                 | 0.2%                | 0.1%                              | 0.0%                  | 0.0%                         |
| Asexual   | 0.2%  | 0.2%                | 0.0%                 | 0.3%                | 0.2%                              | 0.0%                  | 0.1%                         |
| Not listed above  | 1.1%  | 1.4%                | 0.7%                 | 0.9%                | 0.5%                              | 1.7%                  | 0.7%                         |
| <b>Do you identify as transgender?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.2%  | 0.3%                | 0.0%                 | 0.1%                | 0.3%                              | 0.1%                  | 0.0%                         |
| No  | 99.8% | 99.7%               | 100.0%               | 99.9%               | 99.7%                             | 99.9%                 | 100.0%                       |
| <b>How many children do you have under 18 years old:</b>                              |       |                     |                      |                     |                                   |                       |                              |
| 0   | 47.1% | 47.4%               | 46.2%                | 47.8%               | 49.7%                             | 50.0%                 | 41.8%                        |
| 1   | 21.7% | 23.4%               | 19.4%                | 20.9%               | 23.0%                             | 17.7%                 | 20.3%                        |
| 2   | 21.2% | 21.9%               | 18.2%                | 22.2%               | 22.4%                             | 23.8%                 | 23.4%                        |
| 3   | 6.3%  | 5.3%                | 7.8%                 | 6.6%                | 3.6%                              | 5.9%                  | 10.1%                        |
| 4+  | 3.7%  | 2.0%                | 8.4%                 | 2.5%                | 1.4%                              | 2.7%                  | 4.5%                         |
| <b>How many children do you have over 18 years old:</b>                               |       |                     |                      |                     |                                   |                       |                              |
| 0   | 50.0% | 50.7%               | 43.5%                | 56.3%               | 52.8%                             | 58.7%                 | 48.0%                        |
| 1   | 14.1% | 15.7%               | 12.0%                | 14.1%               | 13.8%                             | 10.2%                 | 12.0%                        |
| 2   | 20.9% | 21.7%               | 20.2%                | 19.1%               | 21.6%                             | 14.6%                 | 23.3%                        |
| 3   | 8.7%  | 8.4%                | 10.6%                | 6.3%                | 7.8%                              | 8.4%                  | 11.0%                        |
| 4+  | 6.3%  | 3.5%                | 13.8%                | 4.1%                | 4.0%                              | 8.1%                  | 5.7%                         |
| <b>How satisfied are you with the availability of child care at this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| Very satisfied  | 5.1%  | 6.9%                | 4.3%                 | 3.5%                | 1.7%                              | 4.5%                  | 1.8%                         |
| Satisfied   | 11.6% | 12.4%               | 10.1%                | 12.4%               | 14.3%                             | 13.5%                 | 5.6%                         |
| Marginally satisfied  | 10.7% | 12.0%               | 10.0%                | 9.3%                | 10.6%                             | 11.5%                 | 6.8%                         |
| Not satisfied   | 28.3% | 25.6%               | 30.4%                | 29.4%               | 34.4%                             | 24.5%                 | 33.1%                        |
| Not applicable  | 44.3% | 43.0%               | 45.1%                | 45.5%               | 39.0%                             | 45.9%                 | 52.8%                        |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000  | 0.4%  | 0.8%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| \$10,000 - \$19,999   | 0.0%  | 0.0%                | 0.0%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| \$20,000 - \$29,999   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| \$30,000 - \$39,999   | 0.5%  | 0.6%                | 0.0%                 | 1.0%                | 0.0%                              | 1.1%                  | 0.9%                         |
| \$40,000 - \$49,999   | 3.8%  | 4.3%                | 0.7%                 | 6.5%                | 1.3%                              | 1.7%                  | 5.5%                         |
| \$50,000 - \$59,999   | 7.3%  | 5.8%                | 2.7%                 | 13.4%               | 5.3%                              | 14.2%                 | 20.6%                        |
| \$60,000 - \$69,999   | 12.2% | 11.3%               | 6.7%                 | 16.2%               | 9.0%                              | 22.1%                 | 29.1%                        |
| \$70,000 - \$79,999   | 12.6% | 11.5%               | 9.7%                 | 15.7%               | 13.8%                             | 19.7%                 | 20.4%                        |
| \$80,000 - \$89,999   | 13.4% | 14.0%               | 11.4%                | 15.0%               | 13.5%                             | 11.3%                 | 11.4%                        |
| \$90,000 - \$99,999   | 11.0% | 11.5%               | 13.0%                | 8.4%                | 10.6%                             | 13.3%                 | 5.7%                         |
| \$100,000 - \$124,999   | 20.5% | 21.4%               | 24.2%                | 19.0%               | 21.4%                             | 10.5%                 | 5.9%                         |
| \$125,000 - \$149,999   | 8.7%  | 8.7%                | 14.2%                | 3.9%                | 12.9%                             | 3.0%                  | 0.5%                         |
| \$150,000 - \$199,999   | 6.6%  | 6.9%                | 12.1%                | 0.5%                | 8.1%                              | 3.0%                  | 0.0%                         |
| \$200,000 - \$249,999   | 2.4%  | 2.5%                | 4.5%                 | 0.2%                | 3.0%                              | 0.0%                  | 0.0%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| \$250,000 - \$499,999  | 0.6%  | 0.6%                | 0.9%                 | 0.0%                | 1.1%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 1.1%                  | 0.0%                         |
| \$10,000 - \$19,999  | 0.1%  | 0.0%                | 0.3%                 | 0.3%                | 0.1%                              | 0.0%                  | 0.0%                         |
| \$20,000 - \$29,999  | 0.3%  | 0.8%                | 0.1%                 | 0.0%                | 0.1%                              | 0.0%                  | 0.0%                         |
| \$30,000 - \$39,999  | 0.6%  | 0.0%                | 0.1%                 | 3.1%                | 1.3%                              | 0.0%                  | 1.9%                         |
| \$40,000 - \$49,999  | 5.3%  | 7.7%                | 0.9%                 | 10.2%               | 1.3%                              | 3.2%                  | 8.4%                         |
| \$50,000 - \$59,999  | 8.0%  | 7.3%                | 4.2%                 | 16.1%               | 5.4%                              | 6.0%                  | 18.7%                        |
| \$60,000 - \$69,999  | 8.4%  | 3.0%                | 7.7%                 | 15.3%               | 6.0%                              | 35.5%                 | 18.3%                        |
| \$70,000 - \$79,999  | 13.2% | 11.7%               | 13.8%                | 14.7%               | 11.5%                             | 13.7%                 | 17.7%                        |
| \$80,000 - \$89,999  | 10.7% | 12.5%               | 6.3%                 | 10.7%               | 14.6%                             | 7.5%                  | 15.5%                        |
| \$90,000 - \$99,999  | 8.5%  | 4.7%                | 11.4%                | 9.3%                | 12.7%                             | 16.2%                 | 7.4%                         |
| \$100,000 - \$124,999  | 15.5% | 9.9%                | 23.1%                | 14.1%               | 23.7%                             | 15.4%                 | 8.8%                         |
| \$125,000 - \$149,999  | 9.3%  | 10.5%               | 12.2%                | 6.2%                | 8.7%                              | 1.4%                  | 2.0%                         |
| \$150,000 - \$199,999  | 11.9% | 17.2%               | 13.6%                | 0.0%                | 12.0%                             | 0.0%                  | 1.3%                         |
| \$200,000 - \$249,999  | 5.1%  | 9.2%                | 4.6%                 | 0.0%                | 1.7%                              | 0.0%                  | 0.0%                         |
| \$250,000 - \$499,999  | 2.8%  | 5.6%                | 1.6%                 | 0.0%                | 0.8%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Please enter the four-digit year that each of the following occurred.</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Year of birth</b>   |       |                     |                      |                     |                                   |                       |                              |
| 1993 or later  | 0.1%  | 0.2%                | 0.1%                 | 0.2%                | 0.0%                              | 0.7%                  | 0.2%                         |
| 1984 - 1992  | 9.7%  | 10.4%               | 8.6%                 | 9.0%                | 9.3%                              | 9.5%                  | 11.1%                        |
| 1979 - 1983  | 13.4% | 13.4%               | 12.9%                | 13.8%               | 13.2%                             | 11.8%                 | 15.1%                        |
| 1974 - 1978  | 13.0% | 12.4%               | 12.2%                | 15.5%               | 14.4%                             | 16.1%                 | 12.3%                        |
| 1969 - 1973  | 12.8% | 12.3%               | 11.4%                | 16.8%               | 13.1%                             | 10.5%                 | 12.4%                        |
| 1964 - 1968  | 13.9% | 14.8%               | 13.0%                | 12.1%               | 12.9%                             | 11.7%                 | 16.5%                        |
| 1959 - 1963  | 12.7% | 12.4%               | 13.4%                | 13.1%               | 12.1%                             | 10.0%                 | 13.6%                        |
| 1954 - 1958  | 12.1% | 12.5%               | 11.4%                | 12.3%               | 11.7%                             | 12.8%                 | 11.3%                        |
| 1949 - 1953  | 7.9%  | 7.8%                | 10.3%                | 5.1%                | 8.3%                              | 8.8%                  | 5.1%                         |
| 1944 - 1948  | 2.9%  | 2.5%                | 4.2%                 | 1.7%                | 3.8%                              | 6.3%                  | 1.9%                         |
| 1920 - 1943  | 1.4%  | 1.3%                | 2.5%                 | 0.6%                | 1.2%                              | 1.8%                  | 0.4%                         |
| Earlier than 1920  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Year of first academic appointment</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 4.5%  | 4.7%                | 5.2%                 | 2.1%                | 5.7%                              | 7.7%                  | 2.6%                         |
| 1977 - 1981  | 4.1%  | 3.5%                | 5.8%                 | 3.2%                | 5.4%                              | 3.9%                  | 3.7%                         |
| 1982 - 1986  | 6.5%  | 5.8%                | 7.5%                 | 6.2%                | 8.8%                              | 6.5%                  | 6.0%                         |
| 1987 - 1991  | 8.8%  | 8.7%                | 9.9%                 | 7.7%                | 8.4%                              | 5.9%                  | 9.8%                         |
| 1992 - 1996  | 11.9% | 12.9%               | 10.9%                | 11.2%               | 9.6%                              | 10.4%                 | 11.7%                        |
| 1997 - 2001  | 12.2% | 11.8%               | 12.4%                | 13.4%               | 12.0%                             | 10.8%                 | 12.8%                        |
| 2002 - 2006  | 14.6% | 13.9%               | 13.7%                | 17.9%               | 14.2%                             | 18.0%                 | 14.6%                        |
| 2007 - 2011  | 17.3% | 17.6%               | 16.3%                | 17.8%               | 16.9%                             | 18.4%                 | 17.7%                        |
| 2012 or later  | 20.1% | 20.9%               | 18.2%                | 20.5%               | 19.1%                             | 18.5%                 | 21.0%                        |
| <b>Year of appointment at present institution</b>                            |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 2.2%  | 2.2%                | 2.7%                 | 0.8%                | 2.4%                              | 5.4%                  | 1.7%                         |
| 1977 - 1981  | 2.3%  | 1.6%                | 3.8%                 | 1.1%                | 4.6%                              | 2.4%                  | 2.2%                         |
| 1982 - 1986  | 4.6%  | 4.4%                | 5.2%                 | 3.8%                | 5.5%                              | 4.8%                  | 4.4%                         |
| 1987 - 1991  | 6.5%  | 6.4%                | 7.6%                 | 5.2%                | 8.4%                              | 5.5%                  | 4.9%                         |
| 1992 - 1996  | 8.9%  | 9.5%                | 9.7%                 | 6.8%                | 7.3%                              | 7.4%                  | 9.2%                         |
| 1997 - 2001  | 13.1% | 12.9%               | 12.7%                | 14.4%               | 12.9%                             | 11.1%                 | 14.0%                        |
| 2002 - 2006  | 15.4% | 14.6%               | 13.8%                | 20.4%               | 15.4%                             | 15.0%                 | 15.7%                        |
| 2007 - 2011  | 17.4% | 17.1%               | 17.7%                | 17.9%               | 15.4%                             | 21.1%                 | 17.4%                        |
| 2012 or later  | 29.6% | 31.2%               | 26.9%                | 29.5%               | 28.0%                             | 27.2%                 | 30.5%                        |
| <b>If tenured, year tenure was awarded</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 1.2%  | 1.4%                | 1.5%                 | 0.6%                | 0.7%                              | 1.3%                  | 0.5%                         |
| 1977 - 1981  | 1.1%  | 0.6%                | 2.3%                 | 0.1%                | 2.3%                              | 2.1%                  | 1.4%                         |
| 1982 - 1986  | 3.5%  | 2.9%                | 4.8%                 | 2.3%                | 6.9%                              | 6.8%                  | 2.1%                         |
| 1987 - 1991  | 6.1%  | 5.6%                | 7.6%                 | 5.7%                | 7.0%                              | 5.5%                  | 5.4%                         |
| 1992 - 1996  | 9.1%  | 9.0%                | 11.0%                | 7.0%                | 9.5%                              | 8.2%                  | 7.6%                         |
| 1997 - 2001  | 13.6% | 15.1%               | 13.8%                | 9.7%                | 12.2%                             | 11.1%                 | 12.6%                        |
| 2002 - 2006  | 20.8% | 21.7%               | 18.8%                | 21.5%               | 20.0%                             | 19.1%                 | 21.1%                        |
| 2007 - 2011  | 21.2% | 18.9%               | 20.8%                | 29.7%               | 19.4%                             | 16.8%                 | 23.3%                        |
| 2012 or later  | 23.4% | 24.8%               | 19.5%                | 23.5%               | 22.0%                             | 29.0%                 | 26.1%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Men Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Aggregated Major</b>  |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.6%  | 0.5%                | 0.9%                 | 0.7%                | 0.4%                              | 0.0%                  | 1.2%                         |
| Biological Sciences (General Area 5)   | 8.4%  | 8.4%                | 7.9%                 | 9.6%                | 9.4%                              | 4.7%                  | 7.3%                         |
| Business (General Area 6)  | 9.1%  | 9.1%                | 10.6%                | 8.3%                | 6.2%                              | 9.5%                  | 7.9%                         |
| Education (General Area 10 and Specific Discipline 2102)   | 4.3%  | 3.4%                | 4.9%                 | 5.1%                | 3.9%                              | 4.7%                  | 7.6%                         |
| Engineering (General Area 11)  | 7.3%  | 9.1%                | 7.9%                 | 5.5%                | 2.0%                              | 3.3%                  | 2.9%                         |
| English (General Area 12)  | 4.5%  | 3.8%                | 4.5%                 | 4.8%                | 5.5%                              | 5.0%                  | 8.1%                         |
| Health-related (General Area 15)   | 1.8%  | 1.0%                | 2.8%                 | 3.0%                | 1.4%                              | 2.0%                  | 1.8%                         |
| History or Political Science (Specific Discipline 3007,3009)   | 6.0%  | 6.4%                | 5.6%                 | 5.0%                | 7.8%                              | 5.1%                  | 5.1%                         |
| Humanities (General Area 14,24)  | 7.6%  | 5.9%                | 10.3%                | 4.4%                | 13.3%                             | 12.6%                 | 10.3%                        |
| Fine Arts (General Area 2,4,22)  | 8.2%  | 8.2%                | 7.9%                 | 7.5%                | 7.5%                              | 11.9%                 | 10.4%                        |
| Mathematics or Statistics (General Area 18)  | 6.4%  | 6.8%                | 5.3%                 | 7.3%                | 7.0%                              | 6.1%                  | 5.4%                         |
| Physical Sciences (General Area 25)  | 9.9%  | 11.6%               | 7.7%                 | 9.1%                | 10.0%                             | 8.0%                  | 7.6%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 11.9% | 11.3%               | 10.9%                | 14.4%               | 14.0%                             | 11.7%                 | 12.6%                        |
| Other Technical (General Area 8,19,28)   | 4.4%  | 5.1%                | 3.3%                 | 5.4%                | 2.8%                              | 4.4%                  | 2.3%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 9.4%  | 9.2%                | 9.6%                 | 10.0%               | 8.7%                              | 11.0%                 | 9.6%                         |
| <b>Aggregated Department</b>   |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.3%  | 0.2%                | 0.3%                 | 0.5%                | 0.7%                              | 0.3%                  | 0.7%                         |
| Biological Sciences (General Area 5)   | 7.4%  | 7.2%                | 7.1%                 | 8.3%                | 8.8%                              | 4.4%                  | 7.5%                         |
| Business (General Area 6)  | 10.7% | 9.9%                | 13.4%                | 10.1%               | 6.6%                              | 15.5%                 | 10.7%                        |
| Education (General Area 10 and Specific Discipline 2102)   | 3.0%  | 2.6%                | 3.3%                 | 4.3%                | 2.6%                              | 1.8%                  | 3.8%                         |
| Engineering (General Area 11)  | 7.3%  | 9.6%                | 7.5%                 | 4.9%                | 1.7%                              | 1.9%                  | 1.8%                         |
| English (General Area 12)  | 4.1%  | 3.0%                | 4.7%                 | 4.4%                | 5.3%                              | 5.9%                  | 8.4%                         |
| Health-related (General Area 15)   | 2.4%  | 1.8%                | 3.2%                 | 3.8%                | 1.8%                              | 2.2%                  | 1.6%                         |
| History or Political Science (Specific Discipline 3007,3009)   | 5.2%  | 5.2%                | 4.9%                 | 5.3%                | 7.2%                              | 4.7%                  | 4.9%                         |
| Humanities (General Area 14,24)  | 7.3%  | 6.0%                | 9.6%                 | 3.9%                | 12.4%                             | 11.3%                 | 9.6%                         |
| Fine Arts (General Area 2,4,22)  | 8.2%  | 8.0%                | 8.1%                 | 7.5%                | 7.7%                              | 11.6%                 | 10.6%                        |
| Mathematics or Statistics (General Area 18)  | 6.1%  | 6.1%                | 5.1%                 | 7.5%                | 6.6%                              | 6.8%                  | 5.8%                         |
| Physical Sciences (General Area 25)  | 9.4%  | 10.0%               | 8.0%                 | 9.6%                | 10.5%                             | 8.1%                  | 8.9%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 11.7% | 12.4%               | 9.1%                 | 12.8%               | 13.3%                             | 10.3%                 | 11.7%                        |
| Other Technical (General Area 8,19,28)   | 5.0%  | 6.2%                | 3.1%                 | 5.9%                | 3.3%                              | 5.2%                  | 3.0%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 11.8% | 11.7%               | 12.7%                | 11.1%               | 11.5%                             | 10.1%                 | 10.9%                        |
| <b>CIRP Construct: Civic Minded Values</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 53.86 | 53.4                | 54.16                | 53.81               | 53.78                             | 56.28                 | 55.53                        |
| High Construct Group Score   | 41.7% | 40.4%               | 42.3%                | 39.9%               | 42.0%                             | 50.3%                 | 49.7%                        |
| Average Construct Score Group  | 44.2% | 43.6%               | 45.3%                | 46.2%               | 43.2%                             | 42.7%                 | 41.7%                        |
| Low Construct Score Group  | 14.1% | 16.0%               | 12.4%                | 13.8%               | 14.9%                             | 7.0%                  | 8.7%                         |
| <b>CIRP Construct: Civic Minded Practices</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 48.8  | 48.53               | 49.09                | 49.21               | 47.43                             | 49.79                 | 49.78                        |
| High Construct Group Score   | 26.3% | 25.4%               | 27.1%                | 28.4%               | 20.3%                             | 30.9%                 | 28.9%                        |
| Average Construct Score Group  | 38.1% | 38.1%               | 38.7%                | 36.8%               | 36.1%                             | 37.7%                 | 41.6%                        |
| Low Construct Score Group  | 35.6% | 36.5%               | 34.1%                | 34.7%               | 43.6%                             | 31.4%                 | 29.4%                        |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 49.75 | 49.47               | 49.35                | 50.69               | 51.14                             | 51.79                 | 48.84                        |
| High Construct Group Score   | 30.5% | 29.0%               | 30.8%                | 31.5%               | 35.6%                             | 42.7%                 | 27.8%                        |
| Average Construct Score Group  | 45.4% | 47.3%               | 40.8%                | 51.0%               | 43.5%                             | 36.8%                 | 39.8%                        |
| Low Construct Score Group  | 24.1% | 23.6%               | 28.4%                | 17.5%               | 20.9%                             | 20.5%                 | 32.4%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 49.58 | 49.23               | 49.62                | 51.06               | 48.56                             | 51.96                 | 48.67                        |
| High Construct Group Score   | 29.7% | 29.7%               | 28.3%                | 35.4%               | 24.8%                             | 37.1%                 | 24.3%                        |
| Average Construct Score Group  | 43.3% | 41.7%               | 44.9%                | 42.9%               | 47.6%                             | 43.8%                 | 45.5%                        |
| Low Construct Score Group  | 27.0% | 28.6%               | 26.8%                | 21.7%               | 27.6%                             | 19.0%                 | 30.2%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 52.46 | 52.81               | 51.22                | 52.72               | 54.07                             | 52.15                 | 52.22                        |
| High Construct Group Score   | 38.9% | 41.4%               | 33.0%                | 37.6%               | 47.1%                             | 36.9%                 | 37.3%                        |
| Average Construct Score Group  | 40.9% | 39.4%               | 40.6%                | 46.8%               | 39.1%                             | 37.9%                 | 43.4%                        |
| Low Construct Score Group  | 20.2% | 19.3%               | 26.5%                | 15.5%               | 13.9%                             | 25.2%                 | 19.3%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 46.63 | 48.1                | 47.76                | 42.57               | 46.47                             | 43.19                 | 42.31                        |
| High Construct Group Score   | 13.5% | 15.9%               | 16.8%                | 6.1%                | 12.5%                             | 5.4%                  | 4.6%                         |
| Average Construct Score Group  | 43.8% | 50.3%               | 45.4%                | 30.6%               | 41.6%                             | 28.6%                 | 28.4%                        |
| Low Construct Score Group  | 42.7% | 33.7%               | 37.8%                | 63.3%               | 46.0%                             | 66.0%                 | 67.0%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Men Respondents**

| All Men Faculty  | Total | Other               |                      |                     |                                   |                       |                        |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------|
|  |       | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Religious 4yr Colleges |
| <b>CIRP Construct: Mentor Self-Efficacy</b>                            |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 48.73 | 49.26               | 48.19                | 48.81               | 48.89                             | 49.95                 | 47.04                  |
| High Construct Group Score   | 21.7% | 20.8%               | 20.9%                | 26.3%               | 21.9%                             | 30.1%                 | 18.3%                  |
| Average Construct Score Group  | 43.4% | 44.6%               | 44.1%                | 38.0%               | 48.4%                             | 39.9%                 | 37.7%                  |
| Low Construct Score Group  | 34.9% | 34.6%               | 35.0%                | 35.7%               | 29.8%                             | 30.0%                 | 44.0%                  |
| <b>CIRP Construct: Student-Centered Pedagogy</b>                       |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 49.61 | 48.87               | 50.59                | 49.4                | 50.59                             | 50.54                 | 50.69                  |
| High Construct Group Score   | 25.8% | 23.6%               | 31.1%                | 22.0%               | 29.6%                             | 29.2%                 | 26.6%                  |
| Average Construct Score Group  | 44.4% | 43.0%               | 42.2%                | 48.2%               | 46.3%                             | 42.4%                 | 52.7%                  |
| Low Construct Score Group  | 29.8% | 33.4%               | 26.7%                | 29.8%               | 24.2%                             | 28.4%                 | 20.7%                  |
| <b>CIRP Construct: Scholarly Productivity</b>                          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 54.74 | 56.2                | 55.16                | 52.37               | 53.94                             | 50.59                 | 49.93                  |
| High Construct Group Score   | 56.4% | 65.7%               | 56.3%                | 43.3%               | 49.6%                             | 35.6%                 | 31.7%                  |
| Average Construct Score Group  | 28.4% | 21.6%               | 29.4%                | 38.6%               | 35.7%                             | 40.9%                 | 41.2%                  |
| Low Construct Score Group  | 15.1% | 12.7%               | 14.4%                | 18.1%               | 14.7%                             | 23.5%                 | 27.1%                  |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.35 | 49.61               | 50.68                | 50.04               | 51.43                             | 52.09                 | 51.65                  |
| High Construct Group Score   | 35.3% | 32.8%               | 36.8%                | 32.7%               | 39.9%                             | 38.7%                 | 42.4%                  |
| Average Construct Score Group  | 33.0% | 33.0%               | 33.2%                | 31.2%               | 31.2%                             | 41.8%                 | 33.9%                  |
| Low Construct Score Group  | 31.7% | 34.2%               | 30.0%                | 36.1%               | 28.9%                             | 19.4%                 | 23.8%                  |
| <b>CIRP Construct: Satisfaction with Compensation</b>                  |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 51.91 | 51.25               | 54.84                | 50.32               | 53.42                             | 49.81                 | 48.77                  |
| High Construct Group Score   | 31.7% | 28.8%               | 44.7%                | 25.4%               | 35.9%                             | 23.1%                 | 18.4%                  |
| Average Construct Score Group  | 47.9% | 49.7%               | 41.7%                | 50.8%               | 48.3%                             | 48.9%                 | 50.7%                  |
| Low Construct Score Group  | 20.4% | 21.5%               | 13.6%                | 23.8%               | 15.9%                             | 27.9%                 | 30.9%                  |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b> |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.21 | 49.25               | 51.92                | 49.58               | 52.04                             | 49.84                 | 50.77                  |
| High Construct Group Score   | 28.1% | 24.0%               | 36.1%                | 24.9%               | 34.4%                             | 27.2%                 | 30.6%                  |
| Average Construct Score Group  | 48.6% | 50.7%               | 42.7%                | 51.7%               | 47.0%                             | 48.4%                 | 50.0%                  |
| Low Construct Score Group  | 23.2% | 25.3%               | 21.2%                | 23.4%               | 18.5%                             | 24.4%                 | 19.4%                  |
| <b>CIRP Construct: Science Identity</b>                                |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 51.17 | 51.74               | 50.79                | 50.52               | 52.4                              | 48.13                 | 48.07                  |
| High Construct Group Score   | 39.0% | 43.2%               | 36.8%                | 29.2%               | 46.4%                             | 37.3%                 | 22.8%                  |
| Average Construct Score Group  | 28.8% | 28.1%               | 32.0%                | 27.6%               | 25.1%                             | 20.4%                 | 29.8%                  |
| Low Construct Score Group  | 32.2% | 28.7%               | 31.2%                | 43.1%               | 28.5%                             | 42.3%                 | 47.4%                  |
| <b>CIRP Construct: Science Self-Efficacy</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.28 | 50.36               | 50.56                | 50.25               | 50.24                             | 50.01                 | 48.11                  |
| High Construct Group Score   | 25.2% | 25.6%               | 27.5%                | 21.6%               | 21.9%                             | 30.8%                 | 19.0%                  |
| Average Construct Score Group  | 50.5% | 50.8%               | 46.0%                | 55.9%               | 61.8%                             | 47.3%                 | 47.1%                  |
| Low Construct Score Group  | 24.3% | 23.6%               | 26.5%                | 22.5%               | 16.3%                             | 21.9%                 | 34.0%                  |
| <b>CIRP Construct: Career-Related Stress</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.26 | 50.12               | 49.98                | 50.95               | 50.35                             | 50.91                 | 50.54                  |
| High Construct Group Score   | 26.0% | 25.3%               | 25.1%                | 29.4%               | 26.9%                             | 26.4%                 | 26.4%                  |
| Average Construct Score Group  | 47.9% | 47.4%               | 48.5%                | 48.1%               | 46.9%                             | 50.5%                 | 48.5%                  |
| Low Construct Score Group  | 26.1% | 27.3%               | 26.4%                | 22.4%               | 26.2%                             | 23.1%                 | 25.1%                  |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b>   |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 53.27 | 52.26               | 55.12                | 52.39               | 53.04                             | 55.77                 | 55.45                  |
| High Construct Group Score   | 39.0% | 32.0%               | 51.4%                | 34.3%               | 37.9%                             | 54.5%                 | 52.6%                  |
| Average Construct Score Group  | 50.3% | 54.8%               | 42.2%                | 53.5%               | 50.6%                             | 40.7%                 | 43.3%                  |
| Low Construct Score Group  | 10.6% | 13.2%               | 6.4%                 | 12.2%               | 11.5%                             | 4.8%                  | 4.1%                   |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents

| All Women Faculty   | Total  | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|--------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>Total Respondents</b>  | 6,560  | 693                 | 1,510                | 1,257               | 1,336                             | 587                   | 1177                         |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| <b>What is your present academic rank?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Professor   | 23.4%  | 22.8%               | 23.4%                | 24.8%               | 26.4%                             | 18.8%                 | 22.1%                        |
| Associate professor   | 28.3%  | 28.6%               | 28.4%                | 26.7%               | 28.2%                             | 32.7%                 | 28.0%                        |
| Assistant professor   | 35.4%  | 34.6%               | 37.1%                | 33.3%               | 35.1%                             | 38.8%                 | 40.0%                        |
| Lecturer  | 6.7%   | 7.0%                | 6.4%                 | 8.3%                | 5.9%                              | 3.5%                  | 2.8%                         |
| Instructor  | 6.2%   | 7.0%                | 4.6%                 | 6.8%                | 4.3%                              | 6.2%                  | 7.0%                         |
| <b>What is your tenure status at this institution?</b>  |        |                     |                      |                     |                                   |                       |                              |
| Tenured   | 48.4%  | 51.0%               | 42.1%                | 50.6%               | 52.0%                             | 46.1%                 | 41.6%                        |
| On tenure track, but not tenured  | 27.3%  | 27.5%               | 26.9%                | 28.5%               | 25.1%                             | 23.0%                 | 28.6%                        |
| Not on tenure track, but institution has tenure system  | 22.8%  | 21.4%               | 26.9%                | 20.8%               | 21.5%                             | 22.8%                 | 26.2%                        |
| Institution has no tenure system  | 1.6%   | 0.1%                | 4.1%                 | 0.1%                | 1.5%                              | 8.1%                  | 3.5%                         |
| <b>Are you retired from this institution?</b>   |        |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.4%   | 0.3%                | 0.2%                 | 0.8%                | 0.2%                              | 0.7%                  | 0.6%                         |
| No  | 99.6%  | 99.7%               | 99.8%                | 99.2%               | 99.8%                             | 99.3%                 | 99.4%                        |
| <b>What is your principal activity in your current position at this institution?</b>                                      |        |                     |                      |                     |                                   |                       |                              |
| Administration  | 7.1%   | 7.9%                | 7.8%                 | 7.1%                | 4.0%                              | 4.0%                  | 5.7%                         |
| Teaching  | 76.3%  | 63.1%               | 79.1%                | 88.5%               | 91.6%                             | 94.7%                 | 90.8%                        |
| Research  | 14.6%  | 27.3%               | 10.8%                | 2.2%                | 2.6%                              | 0.2%                  | 0.1%                         |
| Services to clients and patients  | 0.4%   | 0.1%                | 0.7%                 | 0.3%                | 0.3%                              | 0.6%                  | 1.5%                         |
| Other   | 1.6%   | 1.6%                | 1.7%                 | 1.8%                | 1.4%                              | 0.5%                  | 1.9%                         |
| <b>Noted as being personally "essential" or "very important":</b>   |        |                     |                      |                     |                                   |                       |                              |
| Research  | 77.0%  | 83.8%               | 74.5%                | 70.5%               | 80.3%                             | 67.9%                 | 59.9%                        |
| Teaching  | 97.5%  | 96.5%               | 98.6%                | 97.3%               | 98.6%                             | 99.1%                 | 98.7%                        |
| Service   | 72.8%  | 71.0%               | 76.9%                | 73.2%               | 64.2%                             | 81.1%                 | 76.7%                        |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 3.54   | 3.29                | 3.47                 | 4.03                | 3.27                              | 4.16                  | 4.05                         |
| Median  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| Mode  | 3      | 3                   | 3                    | 4                   | 3                                 | 4                     | 4                            |
| <b>How many courses are you teaching this term are:</b>   |        |                     |                      |                     |                                   |                       |                              |
| <b>General education courses</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.5    | 1.47                | 1.49                 | 1.54                | 1.53                              | 1.53                  | 1.56                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Courses required for an undergraduate major</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 2.14   | 1.99                | 2.16                 | 2.34                | 2.03                              | 2.43                  | 2.37                         |
| Median  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| Mode  | 2      | 2                   | 2                    | 2                   | 2                                 | 2                     | 2                            |
| <b>Other undergraduate credit courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.53   | 1.55                | 1.48                 | 1.51                | 1.64                              | 1.46                  | 1.49                         |
| Median  | 1      | 2                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 2                                 | 1                     | 1                            |
| <b>Developmental/remedial courses (not for credit)</b>  |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.04   | 1.02                | 1.05                 | 1.04                | 1.03                              | 1.04                  | 1.06                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>Graduate courses</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.38   | 1.49                | 1.35                 | 1.3                 | 1.13                              | 1.33                  | 1.21                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |        |                     |                      |                     |                                   |                       |                              |
| <b>At another institution</b>   |        |                     |                      |                     |                                   |                       |                              |
| Mean  | 1.47   | 1.46                | 1.42                 | 1.55                | 1.4                               | 1.46                  | 1.53                         |
| Median  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| Mode  | 1      | 1                   | 1                    | 1                   | 1                                 | 1                     | 1                            |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |        |                     |                      |                     |                                   |                       |                              |
| Undergraduate credit courses  | 100.0% | 100.0%              | 100.0%               | 100.0%              | 100.0%                            | 100.0%                | 100.0%                       |
| Graduate courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Non-credit courses  | 0.0%   | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| I do not teach   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>In the past year, have you:</b>   |       |                     |                      |                     |                                   |                       |                              |
| Worked with or taught undergraduate students at this institution?  | 96.4% | 95.9%               | 96.5%                | 97.0%               | 96.6%                             | 97.2%                 | 97.1%                        |
| Worked with or taught graduate students at this institution?   | 53.1% | 72.2%               | 47.7%                | 44.4%               | 16.7%                             | 32.4%                 | 23.2%                        |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Advised student groups involved in service/volunteer work  | 55.0% | 49.7%               | 59.3%                | 59.8%               | 51.9%                             | 62.5%                 | 62.1%                        |
| Collaborated with the local community on research/teaching to address their needs  | 49.7% | 48.5%               | 50.2%                | 54.5%               | 42.9%                             | 49.7%                 | 50.2%                        |
| Conducted research or writing focused on international/global issues   | 38.8% | 43.3%               | 35.4%                | 34.7%               | 44.7%                             | 33.2%                 | 28.0%                        |
| Conducted research or writing focused on racial or ethnic minorities   | 40.1% | 44.7%               | 35.9%                | 39.0%               | 40.8%                             | 30.8%                 | 30.3%                        |
| Conducted research or writing focused on women or gender issues  | 41.7% | 47.1%               | 40.2%                | 34.3%               | 43.5%                             | 35.9%                 | 33.3%                        |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 13.5% | 14.0%               | 12.8%                | 13.7%               | 17.0%                             | 7.9%                  | 10.9%                        |
| Conducted research or writing focused on biomedical science fields   | 16.2% | 15.5%               | 15.4%                | 19.5%               | 17.9%                             | 15.1%                 | 13.8%                        |
| Engaged in academic research that spans multiple disciplines   | 72.0% | 76.8%               | 70.6%                | 66.6%               | 76.2%                             | 65.0%                 | 59.6%                        |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)   | 52.7% | 56.1%               | 52.7%                | 46.6%               | 56.1%                             | 44.9%                 | 48.6%                        |
| Written research grants  | 47.5% | 54.0%               | 43.0%                | 45.8%               | 48.4%                             | 35.3%                 | 30.0%                        |
| Received funding for your work from foundations  | 21.5% | 20.6%               | 22.5%                | 22.8%               | 25.5%                             | 15.8%                 | 19.5%                        |
| Received funding for your work from state or federal government  | 23.0% | 30.7%               | 14.5%                | 23.6%               | 17.4%                             | 13.4%                 | 9.4%                         |
| Received funding for your work from business or industry   | 7.1%  | 7.9%                | 8.1%                 | 6.7%                | 4.7%                              | 5.0%                  | 4.1%                         |
| <b>During the past three years, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Taught an honors course  | 17.7% | 18.5%               | 13.3%                | 18.6%               | 21.6%                             | 24.5%                 | 15.0%                        |
| Taught an interdisciplinary course   | 43.8% | 44.1%               | 45.2%                | 37.6%               | 54.8%                             | 36.6%                 | 45.5%                        |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 22.1% | 22.8%               | 21.6%                | 17.1%               | 32.2%                             | 20.3%                 | 21.6%                        |
| Taught a service learning course   | 21.9% | 20.7%               | 20.7%                | 22.6%               | 24.1%                             | 27.7%                 | 25.7%                        |
| Taught a course exclusively online   | 38.5% | 44.0%               | 25.5%                | 46.4%               | 19.7%                             | 43.1%                 | 39.9%                        |
| Participated in organized activities around enhancing pedagogy or student learning   | 79.1% | 74.0%               | 80.3%                | 84.7%               | 85.9%                             | 83.8%                 | 82.9%                        |
| Taught a seminar for first-year students   | 21.3% | 17.4%               | 25.0%                | 18.6%               | 31.8%                             | 23.5%                 | 28.3%                        |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 89.8% | 88.8%               | 90.8%                | 89.8%               | 90.0%                             | 92.4%                 | 90.7%                        |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |       |                     |                      |                     |                                   |                       |                              |
| Presented with undergraduate students at conferences   | 5.4%  | 4.6%                | 6.0%                 | 7.3%                | 5.1%                              | 5.4%                  | 4.3%                         |
| Published with undergraduates  | 2.9%  | 3.1%                | 3.2%                 | 2.5%                | 4.1%                              | 1.8%                  | 1.4%                         |
| Engaged undergraduates on your research project(s)   | 14.9% | 13.4%               | 16.6%                | 16.6%               | 19.9%                             | 11.9%                 | 10.9%                        |
| Worked with undergraduates on their research project(s)  | 18.8% | 17.9%               | 17.0%                | 17.9%               | 31.0%                             | 21.2%                 | 16.5%                        |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Excellent  | 22.8% | 20.4%               | 26.1%                | 21.4%               | 32.6%                             | 18.7%                 | 22.1%                        |
| Good   | 40.0% | 41.3%               | 36.6%                | 39.6%               | 44.0%                             | 38.9%                 | 38.9%                        |
| Fair   | 12.2% | 13.8%               | 9.8%                 | 11.5%               | 9.2%                              | 13.3%                 | 14.1%                        |
| Poor   | 1.4%  | 1.7%                | 1.5%                 | 1.3%                | 0.8%                              | 0.7%                  | 0.9%                         |
| I have not worked with undergraduates on research projects   | 23.6% | 22.7%               | 26.0%                | 26.3%               | 13.4%                             | 28.3%                 | 24.0%                        |
| <b>How many undergraduates do you currently advise?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean   | 7.71  | 6.76                | 7.57                 | 8.64                | 8.6                               | 9.79                  | 9.55                         |
| Median   | 8     | 5                   | 8                    | 11                  | 11                                | 12                    | 12                           |
| Mode   | 1     | 1                   | 1                    | 1                   | 12                                | 12                    | 12                           |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 60.1% | 57.1%               | 56.9%                | 63.6%               | 62.4%                             | 72.2%                 | 65.3%                        |
| Helped them plan their course of study   | 71.7% | 66.5%               | 68.7%                | 71.7%               | 81.3%                             | 86.5%                 | 86.5%                        |
| Discussed their academic performance   | 62.2% | 61.1%               | 57.7%                | 65.4%               | 61.5%                             | 75.4%                 | 66.2%                        |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 64.5% | 62.2%               | 63.6%                | 67.3%               | 66.1%                             | 67.5%                 | 67.6%                        |
| Discussed career and post-graduation goals   | 75.7% | 75.6%               | 74.7%                | 78.2%               | 71.3%                             | 77.2%                 | 76.2%                        |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on teaching</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 60.2% | 52.3%               | 66.6%                | 66.6%               | 66.0%                             | 61.3%                 | 66.0%                        |
| No   | 33.8% | 42.5%               | 28.5%                | 28.2%               | 27.2%                             | 25.1%                 | 21.4%                        |
| Not eligible   | 0.9%  | 1.0%                | 0.8%                 | 0.8%                | 0.5%                              | 1.1%                  | 1.0%                         |
| Not available  | 5.1%  | 4.1%                | 4.0%                 | 4.4%                | 6.3%                              | 12.5%                 | 11.6%                        |
| <b>Funded workshops focused on research skills development</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 20.8% | 25.6%               | 20.1%                | 16.4%               | 14.7%                             | 12.0%                 | 15.8%                        |
| No   | 62.5% | 63.6%               | 63.7%                | 65.3%               | 60.4%                             | 51.3%                 | 52.2%                        |
| Not eligible   | 2.0%  | 1.7%                | 3.1%                 | 1.6%                | 1.8%                              | 1.6%                  | 2.2%                         |
| Not available  | 14.7% | 9.0%                | 13.1%                | 16.8%               | 23.0%                             | 35.1%                 | 29.8%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Funded workshops focused on grant writing</b>                                 |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 14.9% | 20.2%               | 10.7%                | 10.3%               | 14.0%                             | 9.0%                  | 10.2%                        |
| No   | 71.3% | 72.0%               | 75.1%                | 75.4%               | 67.4%                             | 54.9%                 | 57.8%                        |
| Not eligible   | 2.0%  | 2.0%                | 2.5%                 | 1.3%                | 1.8%                              | 2.0%                  | 2.5%                         |
| Not available  | 11.8% | 5.8%                | 11.8%                | 13.1%               | 16.8%                             | 34.1%                 | 29.5%                        |
| <b>Paid sabbatical leave</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 10.2% | 10.7%               | 9.1%                 | 7.5%                | 19.8%                             | 6.6%                  | 7.8%                         |
| No   | 58.1% | 60.4%               | 60.3%                | 55.6%               | 49.3%                             | 57.3%                 | 53.2%                        |
| Not eligible   | 28.1% | 26.2%               | 26.8%                | 31.1%               | 28.4%                             | 30.8%                 | 34.1%                        |
| Not available  | 3.7%  | 2.6%                | 3.9%                 | 5.7%                | 2.5%                              | 5.3%                  | 5.0%                         |
| <b>Travel funds paid by the institution</b>                                      |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 68.2% | 68.4%               | 72.8%                | 62.1%               | 73.0%                             | 65.8%                 | 65.8%                        |
| No   | 25.8% | 25.8%               | 23.4%                | 28.8%               | 23.2%                             | 28.2%                 | 26.5%                        |
| Not eligible   | 3.1%  | 2.9%                | 2.2%                 | 5.1%                | 2.1%                              | 2.4%                  | 3.0%                         |
| Not available  | 2.9%  | 2.9%                | 1.7%                 | 4.1%                | 1.8%                              | 3.7%                  | 4.7%                         |
| <b>Internal grants for research</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 35.5% | 36.1%               | 35.2%                | 35.1%               | 47.5%                             | 27.8%                 | 24.4%                        |
| No   | 55.4% | 55.7%               | 57.3%                | 53.7%               | 44.0%                             | 60.2%                 | 63.1%                        |
| Not eligible   | 5.2%  | 5.1%                | 3.5%                 | 7.5%                | 4.9%                              | 4.9%                  | 5.3%                         |
| Not available  | 3.9%  | 3.1%                | 4.1%                 | 3.7%                | 3.5%                              | 7.1%                  | 7.2%                         |
| <b>Training for administrative leadership</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 12.6% | 13.0%               | 13.6%                | 13.8%               | 8.1%                              | 9.9%                  | 11.1%                        |
| No   | 65.7% | 67.3%               | 65.8%                | 66.4%               | 64.8%                             | 57.1%                 | 59.0%                        |
| Not eligible   | 8.2%  | 7.8%                | 8.6%                 | 8.3%                | 9.0%                              | 7.7%                  | 8.3%                         |
| Not available  | 13.5% | 12.0%               | 12.0%                | 11.5%               | 18.1%                             | 25.3%                 | 21.5%                        |
| <b>Training for promoting inclusion and facilitating difficult conversations</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 45.9% | 45.1%               | 54.1%                | 35.1%               | 53.9%                             | 38.3%                 | 49.6%                        |
| No   | 44.9% | 46.9%               | 39.4%                | 53.4%               | 36.5%                             | 44.4%                 | 35.7%                        |
| Not eligible   | 1.8%  | 1.5%                | 1.2%                 | 3.1%                | 1.7%                              | 1.2%                  | 2.0%                         |
| Not available  | 7.4%  | 6.4%                | 5.3%                 | 8.5%                | 7.9%                              | 16.1%                 | 12.8%                        |
| <b>Incentives to develop new courses</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 20.6% | 17.2%               | 21.5%                | 22.8%               | 25.8%                             | 24.2%                 | 26.3%                        |
| No   | 62.9% | 67.5%               | 63.5%                | 60.1%               | 59.7%                             | 52.5%                 | 49.2%                        |
| Not eligible   | 2.9%  | 2.7%                | 2.1%                 | 4.0%                | 3.2%                              | 2.2%                  | 3.3%                         |
| Not available  | 13.5% | 12.6%               | 12.9%                | 13.0%               | 11.3%                             | 21.1%                 | 21.2%                        |
| <b>Incentives to integrate technology into your classroom</b>                    |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 27.2% | 21.7%               | 30.4%                | 32.4%               | 30.8%                             | 34.5%                 | 30.6%                        |
| No   | 59.8% | 66.4%               | 57.6%                | 55.6%               | 57.2%                             | 46.1%                 | 46.5%                        |
| Not eligible   | 2.0%  | 2.4%                | 1.2%                 | 2.3%                | 1.7%                              | 1.1%                  | 2.1%                         |
| Not available  | 10.9% | 9.5%                | 10.8%                | 9.7%                | 10.3%                             | 18.3%                 | 20.7%                        |
| <b>Resources to integrate culturally-competent practices into your classroom</b> |       |                     |                      |                     |                                   |                       |                              |
| Yes  | 34.6% | 29.9%               | 42.5%                | 30.1%               | 40.1%                             | 35.4%                 | 46.5%                        |
| No   | 52.3% | 58.4%               | 46.1%                | 56.2%               | 45.9%                             | 41.8%                 | 34.1%                        |
| Not eligible   | 0.9%  | 0.9%                | 0.8%                 | 0.7%                | 0.9%                              | 1.6%                  | 1.0%                         |
| Not available  | 12.2% | 10.8%               | 10.5%                | 13.0%               | 13.1%                             | 21.2%                 | 18.4%                        |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Articles in academic or professional journals</b>                             |       |                     |                      |                     |                                   |                       |                              |
| None   | 17.0% | 13.0%               | 18.3%                | 19.1%               | 13.4%                             | 24.4%                 | 32.8%                        |
| 1-2  | 19.1% | 16.1%               | 19.6%                | 21.7%               | 19.5%                             | 25.6%                 | 25.2%                        |
| 3-4  | 14.7% | 13.0%               | 15.4%                | 17.5%               | 15.4%                             | 15.0%                 | 15.1%                        |
| 5-10   | 21.3% | 21.2%               | 21.0%                | 21.6%               | 24.6%                             | 21.0%                 | 18.1%                        |
| 11-20  | 14.9% | 18.1%               | 13.4%                | 12.6%               | 17.7%                             | 9.3%                  | 5.5%                         |
| 21-50  | 10.2% | 14.7%               | 8.4%                 | 6.7%                | 7.5%                              | 4.0%                  | 2.8%                         |
| 51+  | 2.8%  | 3.8%                | 3.8%                 | 0.8%                | 2.0%                              | 0.7%                  | 0.4%                         |
| <b>Chapters in edited volumes</b>  |       |                     |                      |                     |                                   |                       |                              |
| None   | 46.1% | 38.4%               | 47.8%                | 54.7%               | 43.4%                             | 59.0%                 | 62.3%                        |
| 1-2  | 27.9% | 28.5%               | 26.4%                | 27.8%               | 31.2%                             | 26.9%                 | 26.4%                        |
| 3-4  | 13.4% | 16.3%               | 11.9%                | 11.8%               | 12.9%                             | 7.6%                  | 7.4%                         |
| 5-10   | 8.5%  | 11.2%               | 8.8%                 | 4.4%                | 8.7%                              | 5.5%                  | 3.3%                         |
| 11-20  | 2.9%  | 3.9%                | 3.5%                 | 1.1%                | 3.1%                              | 0.9%                  | 0.6%                         |
| 21-50  | 1.2%  | 1.8%                | 1.4%                 | 0.3%                | 0.7%                              | 0.1%                  | 0.0%                         |
| 51+  | 0.0%  | 0.0%                | 0.2%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>How many of the following have you published?</b>                             |       |                     |                      |                     |                                   |                       |                              |
| <b>Books, manuals, monographs, or research reports</b>                           |       |                     |                      |                     |                                   |                       |                              |
| None   | 60.7% | 53.7%               | 63.1%                | 67.1%               | 60.3%                             | 72.2%                 | 75.4%                        |



**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents**

|   |              | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|--------------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  | <b>Total</b> |                     |                      |                     |                                   |                       |                              |
| 1-2   | 25.7%        | 28.7%               | 23.5%                | 24.3%               | 26.4%                             | 21.3%                 | 19.0%                        |
| 3-4   | 7.3%         | 8.9%                | 7.2%                 | 4.7%                | 8.6%                              | 4.4%                  | 4.6%                         |
| 5-10  | 4.8%         | 6.7%                | 5.1%                 | 2.7%                | 3.6%                              | 1.9%                  | 1.0%                         |
| 11-20   | 0.8%         | 1.1%                | 0.7%                 | 0.5%                | 0.7%                              | 0.1%                  | 0.0%                         |
| 21-50   | 0.4%         | 0.5%                | 0.1%                 | 0.8%                | 0.4%                              | 0.2%                  | 0.1%                         |
| 51+   | 0.2%         | 0.4%                | 0.2%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| <b>Other, such as patents or computer software products</b>   |              |                     |                      |                     |                                   |                       |                              |
| None  | 90.1%        | 87.3%               | 90.5%                | 92.8%               | 90.5%                             | 95.7%                 | 95.5%                        |
| 1-2   | 6.2%         | 7.6%                | 5.8%                 | 5.7%                | 5.9%                              | 2.3%                  | 3.1%                         |
| 3-4   | 1.6%         | 2.1%                | 1.3%                 | 1.0%                | 1.9%                              | 1.3%                  | 0.9%                         |
| 5-10  | 1.2%         | 1.9%                | 1.2%                 | 0.2%                | 0.6%                              | 0.2%                  | 0.3%                         |
| 11-20   | 0.6%         | 0.8%                | 0.8%                 | 0.1%                | 0.6%                              | 0.0%                  | 0.1%                         |
| 21-50   | 0.1%         | 0.0%                | 0.1%                 | 0.0%                | 0.3%                              | 0.3%                  | 0.0%                         |
| 51+   | 0.2%         | 0.3%                | 0.2%                 | 0.2%                | 0.3%                              | 0.2%                  | 0.2%                         |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |              |                     |                      |                     |                                   |                       |                              |
| None  | 83.4%        | 82.8%               | 82.7%                | 86.1%               | 82.8%                             | 86.7%                 | 81.1%                        |
| 1-2   | 5.9%         | 6.7%                | 6.1%                 | 3.9%                | 6.7%                              | 5.4%                  | 4.9%                         |
| 3-4   | 3.3%         | 3.1%                | 3.7%                 | 3.3%                | 3.6%                              | 1.9%                  | 4.1%                         |
| 5-10  | 3.6%         | 3.6%                | 3.3%                 | 3.9%                | 2.8%                              | 2.7%                  | 4.3%                         |
| 11-20   | 1.7%         | 1.3%                | 2.2%                 | 1.4%                | 2.5%                              | 1.7%                  | 2.6%                         |
| 21+   | 2.2%         | 2.6%                | 2.0%                 | 1.5%                | 1.6%                              | 1.6%                  | 3.0%                         |
| <b>How many of these have been performed alone/solo?</b>  |              |                     |                      |                     |                                   |                       |                              |
| None  | 3.6%         | 4.7%                | 4.6%                 | 0.8%                | 1.0%                              | 6.1%                  | 1.3%                         |
| 1-2   | 4.1%         | 5.4%                | 3.3%                 | 2.2%                | 2.5%                              | 0.9%                  | 6.1%                         |
| 3-4   | 12.6%        | 11.4%               | 14.1%                | 15.5%               | 9.0%                              | 9.2%                  | 14.4%                        |
| 5-10  | 16.0%        | 15.1%               | 13.9%                | 15.0%               | 19.2%                             | 19.0%                 | 24.0%                        |
| 11-20   | 31.3%        | 27.7%               | 32.9%                | 39.3%               | 33.0%                             | 43.3%                 | 23.8%                        |
| 21+   | 32.4%        | 35.7%               | 31.1%                | 27.3%               | 35.5%                             | 21.6%                 | 30.4%                        |
| <b>How many of these have been collaborative?</b>   |              |                     |                      |                     |                                   |                       |                              |
| None  | 12.0%        | 10.6%               | 9.6%                 | 16.7%               | 15.6%                             | 17.4%                 | 11.2%                        |
| 1-2   | 37.7%        | 40.5%               | 37.1%                | 36.0%               | 31.7%                             | 34.7%                 | 33.4%                        |
| 3-4   | 17.0%        | 16.8%               | 19.3%                | 14.4%               | 20.2%                             | 14.8%                 | 14.2%                        |
| 5-10  | 17.2%        | 16.5%               | 17.2%                | 19.0%               | 16.3%                             | 17.7%                 | 18.9%                        |
| 11-20   | 8.4%         | 6.8%                | 9.6%                 | 9.2%                | 8.5%                              | 8.8%                  | 12.7%                        |
| 21+   | 7.7%         | 8.8%                | 7.1%                 | 4.8%                | 7.8%                              | 6.8%                  | 9.7%                         |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>     |              |                     |                      |                     |                                   |                       |                              |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |              |                     |                      |                     |                                   |                       |                              |
| None  | 5.9%         | 6.9%                | 6.7%                 | 3.8%                | 7.2%                              | 2.6%                  | 3.6%                         |
| 1-4   | 16.6%        | 20.3%               | 15.9%                | 14.7%               | 11.8%                             | 5.9%                  | 11.5%                        |
| 5-8   | 35.1%        | 40.0%               | 34.1%                | 28.1%               | 38.0%                             | 28.2%                 | 26.4%                        |
| 9-12  | 26.6%        | 20.5%               | 27.2%                | 32.5%               | 31.1%                             | 36.0%                 | 36.8%                        |
| 13-16   | 9.4%         | 7.0%                | 10.2%                | 12.2%               | 7.1%                              | 15.0%                 | 13.9%                        |
| 17-20   | 3.3%         | 2.3%                | 3.1%                 | 5.6%                | 2.0%                              | 5.4%                  | 4.9%                         |
| 21+   | 3.1%         | 3.0%                | 2.9%                 | 3.2%                | 2.7%                              | 6.7%                  | 2.9%                         |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |              |                     |                      |                     |                                   |                       |                              |
| None  | 4.9%         | 5.6%                | 5.6%                 | 2.9%                | 5.9%                              | 2.5%                  | 3.6%                         |
| 1-4   | 10.6%        | 11.9%               | 11.9%                | 9.7%                | 6.7%                              | 5.2%                  | 8.2%                         |
| 5-8   | 20.3%        | 21.4%               | 21.5%                | 18.8%               | 17.4%                             | 20.3%                 | 16.8%                        |
| 9-12  | 20.5%        | 19.3%               | 19.8%                | 22.5%               | 22.7%                             | 21.5%                 | 21.5%                        |
| 13-16   | 16.7%        | 17.8%               | 15.2%                | 14.6%               | 16.7%                             | 17.4%                 | 18.9%                        |
| 17-20   | 12.6%        | 11.4%               | 13.0%                | 13.0%               | 15.7%                             | 15.0%                 | 13.8%                        |
| 21+   | 14.4%        | 12.6%               | 12.9%                | 18.5%               | 14.9%                             | 18.0%                 | 17.2%                        |
| <b>Advising and counseling of students</b>  |              |                     |                      |                     |                                   |                       |                              |
| None  | 7.0%         | 6.8%                | 8.1%                 | 7.3%                | 5.4%                              | 4.9%                  | 6.5%                         |
| 1-4   | 57.3%        | 58.6%               | 55.8%                | 56.1%               | 55.1%                             | 57.0%                 | 60.3%                        |
| 5-8   | 24.6%        | 23.7%               | 25.5%                | 24.8%               | 29.9%                             | 22.9%                 | 22.4%                        |
| 9-12  | 6.9%         | 6.8%                | 6.4%                 | 7.5%                | 6.6%                              | 9.2%                  | 6.2%                         |
| 13-16   | 2.1%         | 2.5%                | 1.4%                 | 1.8%                | 1.6%                              | 1.9%                  | 2.5%                         |
| 17-20   | 1.2%         | 1.0%                | 0.9%                 | 1.6%                | 0.8%                              | 3.2%                  | 1.0%                         |
| 21+   | 1.0%         | 0.6%                | 1.8%                 | 1.0%                | 0.6%                              | 0.8%                  | 1.2%                         |
| <b>Committee work and meetings</b>  |              |                     |                      |                     |                                   |                       |                              |
| None  | 4.7%         | 4.5%                | 4.9%                 | 3.5%                | 7.8%                              | 3.7%                  | 6.6%                         |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| 1-4   | 50.0% | 47.0%               | 52.7%                | 46.9%               | 57.4%                             | 53.7%                 | 59.2%                        |
| 5-8   | 26.8% | 27.7%               | 24.2%                | 31.2%               | 21.1%                             | 26.8%                 | 23.1%                        |
| 9-12  | 10.6% | 11.5%               | 10.5%                | 10.7%               | 8.0%                              | 11.3%                 | 7.2%                         |
| 13-16   | 3.6%  | 4.5%                | 3.3%                 | 3.5%                | 2.1%                              | 2.6%                  | 1.8%                         |
| 17-20   | 1.9%  | 2.0%                | 1.8%                 | 2.2%                | 2.2%                              | 1.4%                  | 0.8%                         |
| 21+   | 2.3%  | 2.9%                | 2.5%                 | 2.0%                | 1.4%                              | 0.5%                  | 1.2%                         |
| <b>Research and scholarly writing</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 18.9% | 16.0%               | 20.4%                | 19.6%               | 15.4%                             | 26.2%                 | 31.4%                        |
| 1-4   | 35.8% | 28.2%               | 37.4%                | 45.2%               | 40.2%                             | 41.7%                 | 44.9%                        |
| 5-8   | 18.4% | 18.8%               | 18.0%                | 19.3%               | 21.8%                             | 14.4%                 | 12.5%                        |
| 9-12  | 10.1% | 11.9%               | 10.1%                | 7.9%                | 8.3%                              | 10.8%                 | 6.4%                         |
| 13-16   | 6.2%  | 9.1%                | 5.0%                 | 2.9%                | 5.7%                              | 3.5%                  | 2.3%                         |
| 17-20   | 4.5%  | 6.7%                | 4.3%                 | 1.9%                | 2.9%                              | 2.1%                  | 0.8%                         |
| 21+   | 6.2%  | 9.3%                | 4.8%                 | 3.3%                | 5.8%                              | 1.4%                  | 1.8%                         |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Other creative products/performances</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 73.7% | 74.1%               | 71.2%                | 74.5%               | 76.2%                             | 73.5%                 | 73.7%                        |
| 1-4   | 17.8% | 16.1%               | 21.2%                | 18.3%               | 16.4%                             | 17.7%                 | 18.3%                        |
| 5-8   | 3.8%  | 3.9%                | 3.8%                 | 3.4%                | 3.9%                              | 4.0%                  | 4.5%                         |
| 9-12  | 2.1%  | 2.4%                | 1.9%                 | 1.8%                | 1.4%                              | 3.1%                  | 1.5%                         |
| 13-16   | 1.0%  | 1.4%                | 0.7%                 | 0.7%                | 0.9%                              | 0.1%                  | 0.9%                         |
| 17-20   | 0.6%  | 0.9%                | 0.1%                 | 0.6%                | 0.4%                              | 0.6%                  | 0.2%                         |
| 21+   | 1.1%  | 1.3%                | 1.1%                 | 0.7%                | 0.9%                              | 1.0%                  | 0.8%                         |
| <b>Community or public service</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 39.3% | 42.0%               | 35.1%                | 34.0%               | 54.0%                             | 33.1%                 | 35.8%                        |
| 1-4   | 46.5% | 42.5%               | 51.2%                | 51.7%               | 37.3%                             | 50.6%                 | 52.3%                        |
| 5-8   | 9.4%  | 9.5%                | 9.5%                 | 11.4%               | 6.0%                              | 8.6%                  | 7.2%                         |
| 9-12  | 3.2%  | 4.2%                | 2.5%                 | 1.9%                | 1.5%                              | 5.0%                  | 3.1%                         |
| 13-16   | 0.9%  | 1.0%                | 0.9%                 | 0.8%                | 0.5%                              | 0.8%                  | 0.8%                         |
| 17-20   | 0.2%  | 0.2%                | 0.2%                 | 0.0%                | 0.2%                              | 1.1%                  | 0.3%                         |
| 21+   | 0.6%  | 0.7%                | 0.6%                 | 0.2%                | 0.4%                              | 0.7%                  | 0.6%                         |
| <b>Outside consulting/freelance work</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 80.8% | 81.4%               | 77.2%                | 83.6%               | 82.3%                             | 81.3%                 | 78.5%                        |
| 1-4   | 14.1% | 13.4%               | 17.4%                | 12.0%               | 13.8%                             | 12.4%                 | 15.6%                        |
| 5-8   | 3.0%  | 3.0%                | 3.1%                 | 2.8%                | 2.8%                              | 3.5%                  | 3.4%                         |
| 9-12  | 1.1%  | 1.1%                | 1.2%                 | 0.9%                | 0.4%                              | 2.5%                  | 1.2%                         |
| 13-16   | 0.2%  | 0.1%                | 0.5%                 | 0.2%                | 0.2%                              | 0.1%                  | 0.7%                         |
| 17-20   | 0.2%  | 0.2%                | 0.0%                 | 0.0%                | 0.3%                              | 0.1%                  | 0.5%                         |
| 21+   | 0.6%  | 0.9%                | 0.6%                 | 0.4%                | 0.2%                              | 0.0%                  | 0.2%                         |
| <b>Household/childcare duties</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 5.2%  | 5.5%                | 5.0%                 | 5.2%                | 4.4%                              | 5.1%                  | 4.6%                         |
| 1-4   | 13.6% | 12.4%               | 14.4%                | 14.2%               | 14.1%                             | 13.9%                 | 16.4%                        |
| 5-8   | 21.3% | 20.5%               | 21.8%                | 21.8%               | 24.2%                             | 18.5%                 | 21.2%                        |
| 9-12  | 16.1% | 15.9%               | 15.2%                | 17.4%               | 15.7%                             | 19.7%                 | 15.5%                        |
| 13-16   | 11.2% | 11.4%               | 11.7%                | 11.3%               | 10.0%                             | 10.5%                 | 10.6%                        |
| 17-20   | 8.8%  | 10.2%               | 8.0%                 | 6.8%                | 9.4%                              | 7.7%                  | 7.0%                         |
| 21+   | 23.8% | 24.2%               | 23.9%                | 23.3%               | 22.1%                             | 24.7%                 | 24.7%                        |
| <b>Serving as a caregiver for another adult</b>   |       |                     |                      |                     |                                   |                       |                              |
| None  | 81.6% | 80.3%               | 80.7%                | 82.7%               | 87.1%                             | 80.3%                 | 84.4%                        |
| 1-4   | 9.7%  | 10.0%               | 10.4%                | 10.0%               | 6.7%                              | 8.3%                  | 8.5%                         |
| 5-8   | 3.1%  | 2.9%                | 4.0%                 | 2.5%                | 2.6%                              | 4.1%                  | 3.0%                         |
| 9-12  | 2.4%  | 3.3%                | 2.0%                 | 1.3%                | 1.2%                              | 2.5%                  | 2.0%                         |
| 13-16   | 1.0%  | 1.0%                | 0.8%                 | 1.5%                | 1.0%                              | 1.3%                  | 0.5%                         |
| 17-20   | 0.3%  | 0.1%                | 0.5%                 | 0.6%                | 0.3%                              | 0.3%                  | 0.6%                         |
| 21+   | 1.9%  | 2.5%                | 1.6%                 | 1.3%                | 1.1%                              | 3.2%                  | 1.1%                         |
| <b>Other employment, outside of academia</b>  |       |                     |                      |                     |                                   |                       |                              |
| None  | 89.5% | 90.6%               | 89.2%                | 87.1%               | 93.7%                             | 86.8%                 | 86.4%                        |
| 1-4   | 5.0%  | 5.0%                | 5.0%                 | 4.9%                | 4.1%                              | 5.3%                  | 5.5%                         |
| 5-8   | 2.4%  | 2.4%                | 2.3%                 | 3.1%                | 1.1%                              | 3.0%                  | 3.0%                         |
| 9-12  | 1.5%  | 0.9%                | 2.0%                 | 1.7%                | 0.7%                              | 3.2%                  | 2.7%                         |
| 13-16   | 0.5%  | 0.4%                | 0.3%                 | 0.8%                | 0.1%                              | 0.8%                  | 0.9%                         |
| 17-20   | 0.3%  | 0.1%                | 0.5%                 | 0.3%                | 0.1%                              | 0.5%                  | 0.8%                         |
| 21+   | 0.9%  | 0.6%                | 0.6%                 | 2.2%                | 0.3%                              | 0.4%                  | 0.7%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |       |                     |                      |                     |                                   |                       |                              |
| None   | 3.7%  | 3.7%                | 3.7%                 | 3.7%                | 3.3%                              | 3.8%                  | 4.0%                         |
| 1-4  | 30.8% | 30.8%               | 33.1%                | 29.5%               | 28.6%                             | 31.9%                 | 29.7%                        |
| 5-8  | 34.9% | 34.5%               | 34.5%                | 35.5%               | 34.4%                             | 38.4%                 | 36.1%                        |
| 9-12   | 17.8% | 19.2%               | 17.4%                | 15.7%               | 19.0%                             | 14.2%                 | 16.9%                        |
| 13-16  | 7.0%  | 7.1%                | 6.2%                 | 8.1%                | 6.5%                              | 5.5%                  | 7.6%                         |
| 17-20  | 3.3%  | 3.4%                | 2.8%                 | 3.1%                | 4.2%                              | 3.9%                  | 3.2%                         |
| 21+  | 2.4%  | 1.3%                | 2.5%                 | 4.3%                | 4.0%                              | 2.4%                  | 2.5%                         |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Ask questions in class   | 95.4% | 94.7%               | 94.9%                | 96.9%               | 96.1%                             | 96.2%                 | 95.6%                        |
| Support their opinions with a logical argument   | 81.3% | 81.9%               | 79.7%                | 82.4%               | 82.9%                             | 82.0%                 | 77.6%                        |
| Seek solutions to problems and explain them to others  | 76.6% | 76.6%               | 76.8%                | 76.6%               | 77.7%                             | 79.0%                 | 73.4%                        |
| Analyze multiple sources of information before coming to a conclusion  | 74.0% | 77.4%               | 73.6%                | 70.0%               | 73.1%                             | 70.0%                 | 67.2%                        |
| Evaluate the quality or reliability of information they receive  | 73.4% | 74.6%               | 74.8%                | 71.3%               | 69.7%                             | 74.3%                 | 71.1%                        |
| Take risks for potential gains   | 38.4% | 37.0%               | 40.1%                | 38.0%               | 43.8%                             | 37.1%                 | 37.0%                        |
| Seek alternative solutions to a problem  | 66.2% | 68.1%               | 67.1%                | 64.7%               | 65.6%                             | 64.1%                 | 58.0%                        |
| Look up scientific research articles and resources   | 60.6% | 61.1%               | 59.5%                | 64.5%               | 57.7%                             | 57.9%                 | 54.8%                        |
| Explore topics on their own, even though it was not required for a class   | 53.8% | 57.0%               | 52.7%                | 51.8%               | 50.7%                             | 52.5%                 | 47.0%                        |
| Accept mistakes as part of the learning process  | 79.4% | 79.1%               | 78.7%                | 80.2%               | 82.0%                             | 80.3%                 | 78.3%                        |
| Recognize biases that affect their thinking  | 61.5% | 62.4%               | 60.0%                | 63.1%               | 58.8%                             | 60.9%                 | 59.8%                        |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b>                                 |       |                     |                      |                     |                                   |                       |                              |
| Write in the specific style or format of your discipline   | 70.2% | 69.7%               | 69.3%                | 69.9%               | 72.5%                             | 75.2%                 | 71.6%                        |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline  | 54.5% | 55.2%               | 56.9%                | 52.9%               | 50.1%                             | 51.5%                 | 52.6%                        |
| Discuss the ethical or moral implications of a course of action  | 52.0% | 50.6%               | 57.1%                | 50.0%               | 45.3%                             | 55.0%                 | 57.1%                        |
| Apply mathematical concepts and computational thinking   | 28.7% | 27.2%               | 27.9%                | 31.5%               | 32.7%                             | 31.6%                 | 26.8%                        |
| <b>Methods you use in "all" or "most" of your courses:</b>   |       |                     |                      |                     |                                   |                       |                              |
| Class discussions  | 90.9% | 91.6%               | 90.2%                | 91.9%               | 89.7%                             | 89.6%                 | 88.9%                        |
| Cooperative learning (small groups)  | 81.5% | 80.2%               | 82.7%                | 78.6%               | 88.5%                             | 80.5%                 | 86.1%                        |
| Experiential learning/Field studies  | 32.7% | 31.5%               | 31.1%                | 32.9%               | 34.4%                             | 39.1%                 | 39.3%                        |
| Performances/Demonstrations  | 35.7% | 34.3%               | 36.1%                | 36.9%               | 32.3%                             | 41.0%                 | 41.0%                        |
| Group projects   | 52.2% | 50.0%               | 56.0%                | 49.2%               | 59.3%                             | 48.0%                 | 56.4%                        |
| Extensive lecturing  | 33.0% | 30.6%               | 37.2%                | 36.7%               | 25.0%                             | 42.0%                 | 30.3%                        |
| Multiple drafts of written work  | 40.2% | 41.4%               | 40.1%                | 36.4%               | 46.0%                             | 38.2%                 | 37.7%                        |
| Reflective writing/Journaling  | 35.6% | 34.1%               | 39.8%                | 33.6%               | 32.7%                             | 35.7%                 | 42.2%                        |
| Community service as part of coursework  | 8.9%  | 7.9%                | 9.0%                 | 11.6%               | 6.1%                              | 11.1%                 | 9.1%                         |
| Electronic quizzes with immediate feedback in class  | 22.1% | 22.5%               | 16.5%                | 31.2%               | 13.7%                             | 21.4%                 | 21.3%                        |
| Real-life problems   | 68.6% | 67.2%               | 71.0%                | 70.7%               | 59.5%                             | 74.6%                 | 72.4%                        |
| Student inquiry to drive learning  | 62.8% | 60.2%               | 66.2%                | 64.0%               | 64.2%                             | 65.4%                 | 63.1%                        |
| Readings on racial and ethnic issues   | 43.9% | 48.1%               | 41.8%                | 38.2%               | 45.5%                             | 36.8%                 | 40.2%                        |
| Readings on women or gender issues   | 40.1% | 45.5%               | 37.3%                | 32.7%               | 43.1%                             | 31.7%                 | 35.1%                        |
| Supplemental instruction outside of class and office hours   | 39.0% | 39.5%               | 41.0%                | 34.3%               | 41.3%                             | 42.2%                 | 38.4%                        |
| Student presentations  | 62.0% | 61.5%               | 64.7%                | 56.3%               | 70.1%                             | 60.3%                 | 64.5%                        |
| Student evaluations of each others' work   | 38.6% | 39.5%               | 39.7%                | 36.0%               | 38.0%                             | 32.5%                 | 40.1%                        |
| Grading on a curve   | 11.2% | 11.4%               | 12.1%                | 10.4%               | 12.1%                             | 11.7%                 | 7.9%                         |
| Rubric-based assessment  | 75.1% | 74.4%               | 76.1%                | 77.2%               | 65.4%                             | 77.9%                 | 79.4%                        |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 31.8% | 32.8%               | 32.1%                | 30.1%               | 27.6%                             | 33.6%                 | 32.5%                        |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Videos or podcasts   | 51.4% | 51.8%               | 49.9%                | 54.3%               | 45.3%                             | 51.3%                 | 52.5%                        |
| Simulations/animations   | 20.2% | 18.2%               | 20.2%                | 23.7%               | 17.5%                             | 28.0%                 | 22.9%                        |
| Online homework or virtual labs  | 32.2% | 31.2%               | 27.1%                | 40.0%               | 23.7%                             | 41.8%                 | 37.1%                        |
| Online discussion boards   | 26.1% | 26.8%               | 20.2%                | 33.5%               | 21.5%                             | 29.4%                 | 22.6%                        |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 10.3% | 10.8%               | 10.0%                | 10.6%               | 8.2%                              | 8.3%                  | 10.8%                        |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |       |                     |                      |                     |                                   |                       |                              |
| Encourage students to become agents of social change   | 89.6% | 87.8%               | 91.7%                | 90.2%               | 88.4%                             | 93.3%                 | 92.6%                        |
| Prepare students for employment after college  | 97.7% | 97.7%               | 97.6%                | 98.7%               | 95.0%                             | 98.4%                 | 98.5%                        |
| Prepare students for graduate or advanced education  | 95.9% | 95.7%               | 96.1%                | 96.3%               | 95.3%                             | 95.2%                 | 96.3%                        |
| Develop students' moral character  | 87.4% | 82.4%               | 94.1%                | 88.9%               | 86.4%                             | 93.8%                 | 93.4%                        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| Provide for students' emotional development  | 83.2% | 78.7%               | 88.4%                | 85.3%               | 81.9%                             | 86.8%                 | 89.6%                        |
| Help students develop personal values  | 88.1% | 85.0%               | 93.4%                | 87.2%               | 88.1%                             | 90.2%                 | 92.5%                        |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 93.3% | 93.3%               | 93.4%                | 92.8%               | 92.6%                             | 92.6%                 | 95.5%                        |
| Promote students' ability to write effectively   | 97.3% | 97.1%               | 97.5%                | 97.1%               | 98.5%                             | 97.8%                 | 97.1%                        |
| Teach students tolerance and respect for different beliefs   | 97.3% | 96.7%               | 98.5%                | 96.9%               | 97.1%                             | 98.0%                 | 98.0%                        |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                              |
| The chief benefit of a college education is that it increases one's earning power  | 60.2% | 60.0%               | 56.9%                | 69.4%               | 51.4%                             | 63.4%                 | 55.3%                        |
| A racially/ethnically diverse student body enhances the educational experience of all students                             | 99.3% | 99.6%               | 98.6%                | 99.4%               | 99.5%                             | 98.9%                 | 98.9%                        |
| Colleges have a responsibility to work with their surrounding communities to address local issues                          | 97.0% | 97.1%               | 96.7%                | 97.6%               | 95.9%                             | 97.7%                 | 96.3%                        |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work             | 62.8% | 66.9%               | 58.7%                | 63.7%               | 58.1%                             | 56.6%                 | 55.3%                        |
| I try to dispel perceptions of competition in my classroom   | 83.9% | 85.1%               | 83.7%                | 82.4%               | 86.0%                             | 80.1%                 | 81.2%                        |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource | 55.9% | 54.0%               | 60.3%                | 52.7%               | 60.5%                             | 60.5%                 | 54.8%                        |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom                               | 82.0% | 82.8%               | 81.6%                | 83.4%               | 77.6%                             | 80.5%                 | 80.0%                        |
| I achieve a healthy balance between my personal life and my professional life  | 55.1% | 51.7%               | 59.0%                | 61.3%               | 49.4%                             | 58.6%                 | 53.2%                        |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar                               | 66.1% | 70.4%               | 62.7%                | 62.1%               | 63.4%                             | 62.0%                 | 65.3%                        |
| <b>Do you "agree" or "strongly agree":</b>   |       |                     |                      |                     |                                   |                       |                              |
| This institution has effective hiring practices and policies that increase faculty diversity                               | 59.5% | 53.9%               | 60.5%                | 66.9%               | 68.6%                             | 63.6%                 | 59.1%                        |
| Student Affairs staff have the support and respect of faculty  | 77.2% | 73.7%               | 78.5%                | 82.8%               | 73.4%                             | 81.0%                 | 82.0%                        |
| There is a lot of campus racial conflict here  | 41.6% | 53.1%               | 32.5%                | 28.1%               | 45.6%                             | 26.8%                 | 36.5%                        |
| My research is valued by faculty in my department  | 76.2% | 75.3%               | 77.6%                | 73.4%               | 79.6%                             | 82.0%                 | 78.6%                        |
| My teaching is valued by faculty in my department  | 89.3% | 86.6%               | 90.8%                | 90.7%               | 91.9%                             | 91.5%                 | 93.4%                        |
| My service is valued by faculty in my department   | 84.2% | 80.9%               | 86.2%                | 85.2%               | 87.2%                             | 87.4%                 | 91.1%                        |
| Faculty are sufficiently involved in campus decision-making  | 55.1% | 48.7%               | 49.0%                | 67.2%               | 67.8%                             | 59.0%                 | 64.6%                        |
| The faculty are typically at odds with campus administration   | 55.9% | 56.8%               | 59.0%                | 49.4%               | 56.5%                             | 61.1%                 | 53.8%                        |
| Faculty here respect each other  | 85.4% | 83.3%               | 86.9%                | 84.8%               | 87.8%                             | 90.4%                 | 90.4%                        |
| Administrators consider faculty concerns when making policy  | 58.1% | 53.9%               | 56.3%                | 62.6%               | 67.2%                             | 58.4%                 | 67.2%                        |
| This institution takes responsibility for educating underprepared students   | 65.1% | 60.4%               | 63.1%                | 74.2%               | 63.4%                             | 73.6%                 | 73.3%                        |
| The criteria for advancement and promotion decisions are clear   | 69.5% | 65.0%               | 70.6%                | 75.8%               | 72.7%                             | 70.9%                 | 72.6%                        |
| Most of the students I teach lack the basic skills for college level work  | 30.6% | 32.0%               | 17.4%                | 46.3%               | 17.0%                             | 42.9%                 | 29.8%                        |
| There is adequate support for faculty development  | 64.3% | 61.2%               | 70.8%                | 62.2%               | 71.5%                             | 57.9%                 | 64.4%                        |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom                                      | 62.6% | 66.2%               | 59.1%                | 59.5%               | 65.9%                             | 55.8%                 | 59.9%                        |
| This institution takes mentoring into consideration in the promotion process   | 44.1% | 39.6%               | 46.6%                | 44.6%               | 52.4%                             | 47.9%                 | 51.4%                        |
| Faculty of color are treated fairly here   | 63.0% | 54.3%               | 64.5%                | 73.5%               | 65.4%                             | 76.9%                 | 72.1%                        |
| Women faculty are treated fairly here  | 61.3% | 52.6%               | 63.0%                | 70.4%               | 68.4%                             | 73.2%                 | 71.2%                        |
| LGBTQ+ faculty are treated fairly here   | 67.0% | 62.9%               | 60.8%                | 80.1%               | 76.7%                             | 79.8%                 | 58.4%                        |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>                                       |       |                     |                      |                     |                                   |                       |                              |
| Increase or maintain institutional affordability   | 67.6% | 68.1%               | 55.4%                | 85.6%               | 57.4%                             | 65.2%                 | 68.3%                        |
| Develop a sense of community among students and faculty  | 63.1% | 54.1%               | 67.9%                | 68.1%               | 67.8%                             | 78.1%                 | 77.5%                        |
| Facilitate student involvement in community service  | 50.9% | 43.6%               | 64.7%                | 50.4%               | 41.7%                             | 73.8%                 | 53.0%                        |
| Help students learn how to bring about change in society   | 50.4% | 40.7%               | 64.2%                | 49.6%               | 52.8%                             | 68.1%                 | 59.0%                        |
| Increase or maintain institutional prestige  | 69.7% | 73.5%               | 77.7%                | 52.1%               | 77.6%                             | 64.9%                 | 60.3%                        |
| Hire faculty "stars"   | 28.9% | 34.7%               | 36.4%                | 17.2%               | 20.6%                             | 14.8%                 | 19.0%                        |
| Recruit more traditionally underrepresented students   | 54.3% | 50.1%               | 47.5%                | 62.7%               | 67.2%                             | 58.0%                 | 62.3%                        |
| Increase the selectivity of the student body through more competitive admissions criteria                                  | 29.6% | 30.1%               | 41.5%                | 20.3%               | 32.3%                             | 19.8%                 | 17.1%                        |
| Promote gender diversity in the faculty and administration   | 44.6% | 42.9%               | 46.1%                | 48.5%               | 48.6%                             | 35.7%                 | 40.2%                        |
| Promote racial and ethnic diversity in the faculty and administration  | 53.0% | 50.4%               | 50.7%                | 57.3%               | 62.9%                             | 48.3%                 | 56.3%                        |
| Provide resources for faculty to engage in community-based teaching or research  | 40.9% | 40.3%               | 41.0%                | 44.9%               | 42.5%                             | 40.9%                 | 32.4%                        |
| Create and sustain partnerships with surrounding communities   | 49.6% | 46.3%               | 50.0%                | 58.2%               | 44.2%                             | 57.4%                 | 47.7%                        |
| Pursue extramural funding  | 54.5% | 66.4%               | 51.4%                | 42.0%               | 45.5%                             | 40.3%                 | 40.0%                        |
| Strengthen links with the for-profit, corporate sector   | 44.3% | 52.6%               | 46.8%                | 36.0%               | 28.1%                             | 34.6%                 | 31.0%                        |
| Develop leadership ability among students  | 60.3% | 52.3%               | 72.1%                | 58.5%               | 66.9%                             | 66.7%                 | 67.9%                        |
| Develop an appreciation for multiculturalism   | 59.5% | 53.9%               | 57.8%                | 66.5%               | 68.8%                             | 66.3%                 | 66.4%                        |
| Prepare students for the workplace   | 82.4% | 79.9%               | 86.5%                | 86.1%               | 72.2%                             | 84.6%                 | 86.3%                        |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>  |       |                     |                      |                     |                                   |                       |                              |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                 | 23.7% | 24.7%               | 24.6%                | 24.8%               | 17.5%                             | 23.2%                 | 19.1%                        |
| Experience close alignment between your work and your personal values  | 37.0% | 34.2%               | 42.7%                | 35.7%               | 36.4%                             | 38.0%                 | 41.4%                        |
| Mentor faculty   | 14.4% | 13.6%               | 17.5%                | 14.5%               | 12.8%                             | 15.4%                 | 11.8%                        |
| Mentor undergraduate students  | 40.1% | 36.6%               | 39.6%                | 40.9%               | 52.1%                             | 42.6%                 | 46.2%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mentor graduate students  | 18.8% | 25.6%               | 16.9%                | 16.4%               | 6.1%                              | 12.5%                 | 6.9%                         |
| Been mentored by at least one professional in academia  | 27.6% | 28.4%               | 28.2%                | 27.8%               | 27.2%                             | 26.6%                 | 21.5%                        |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.4%  | 6.8%                | 9.0%                 | 8.5%                | 6.8%                              | 5.8%                  | 5.2%                         |
| Accessed the National Research Mentoring Network (NRMN) resource  | 0.6%  | 0.1%                | 0.6%                 | 1.6%                | 0.5%                              | 1.2%                  | 0.9%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 31.4% | 32.0%               | 31.7%                | 31.9%               | 31.7%                             | 28.4%                 | 26.7%                        |
| Good  | 51.0% | 50.3%               | 51.8%                | 51.7%               | 49.1%                             | 52.0%                 | 52.6%                        |
| Fair  | 13.6% | 13.5%               | 13.5%                | 11.9%               | 15.4%                             | 13.6%                 | 17.4%                        |
| Poor  | 4.0%  | 4.2%                | 3.0%                 | 4.5%                | 3.9%                              | 6.0%                  | 3.3%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 46.4% | 42.8%               | 51.3%                | 43.6%               | 55.3%                             | 48.0%                 | 50.7%                        |
| Good  | 46.8% | 49.0%               | 42.0%                | 50.3%               | 40.8%                             | 45.8%                 | 45.2%                        |
| Fair  | 6.0%  | 7.1%                | 6.0%                 | 5.6%                | 3.4%                              | 5.8%                  | 3.5%                         |
| Poor  | 0.8%  | 1.1%                | 0.7%                 | 0.5%                | 0.5%                              | 0.3%                  | 0.6%                         |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |       |                     |                      |                     |                                   |                       |                              |
| Excellent   | 47.4% | 51.6%               | 45.5%                | 41.3%               | 40.2%                             | 38.2%                 | 37.3%                        |
| Good  | 44.1% | 42.0%               | 45.7%                | 46.0%               | 47.6%                             | 50.7%                 | 50.1%                        |
| Fair  | 7.7%  | 6.1%                | 7.8%                 | 11.7%               | 11.4%                             | 9.2%                  | 9.7%                         |
| Poor  | 0.7%  | 0.4%                | 1.0%                 | 1.0%                | 0.8%                              | 2.0%                  | 2.9%                         |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |       |                     |                      |                     |                                   |                       |                              |
| Salary  | 49.4% | 45.9%               | 58.0%                | 45.0%               | 65.7%                             | 39.4%                 | 41.8%                        |
| Health benefits   | 69.8% | 63.2%               | 79.3%                | 78.1%               | 71.9%                             | 67.9%                 | 60.2%                        |
| Retirement benefits   | 71.6% | 68.4%               | 75.4%                | 78.4%               | 75.0%                             | 66.6%                 | 60.8%                        |
| Opportunity for scholarly pursuits  | 57.5% | 58.0%               | 61.0%                | 55.0%               | 65.2%                             | 41.8%                 | 49.4%                        |
| Teaching load   | 60.4% | 62.4%               | 62.1%                | 52.2%               | 69.5%                             | 56.0%                 | 55.2%                        |
| Quality of students   | 74.9% | 73.4%               | 83.5%                | 66.0%               | 84.2%                             | 61.4%                 | 77.3%                        |
| Autonomy and independence   | 86.6% | 86.5%               | 84.4%                | 85.8%               | 92.5%                             | 87.4%                 | 88.8%                        |
| Departmental leadership   | 72.6% | 68.4%               | 75.6%                | 74.9%               | 77.5%                             | 71.5%                 | 78.2%                        |
| Departmental support for work/life balance  | 65.1% | 60.5%               | 68.3%                | 65.9%               | 70.6%                             | 70.1%                 | 72.7%                        |
| Institutional support for work/life balance   | 47.6% | 42.3%               | 53.7%                | 51.5%               | 48.4%                             | 53.0%                 | 48.4%                        |
| Prospects for career advancement  | 51.6% | 47.4%               | 57.4%                | 50.7%               | 60.5%                             | 51.6%                 | 52.3%                        |
| Relative equity of salary and job benefits  | 38.1% | 32.2%               | 46.3%                | 37.0%               | 52.0%                             | 38.2%                 | 37.3%                        |
| Flexibility in relation to family matters or emergencies  | 78.7% | 74.3%               | 81.4%                | 80.8%               | 81.7%                             | 86.5%                 | 84.6%                        |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 67.3% | 61.1%               | 75.9%                | 67.7%               | 72.4%                             | 72.0%                 | 69.7%                        |
| Overall job   | 76.5% | 73.2%               | 80.8%                | 76.1%               | 82.2%                             | 79.1%                 | 77.7%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Managing household responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 26.4% | 27.6%               | 24.9%                | 25.5%               | 27.5%                             | 25.7%                 | 25.4%                        |
| Somewhat  | 55.5% | 56.2%               | 55.7%                | 52.7%               | 54.4%                             | 57.0%                 | 57.3%                        |
| Not at all  | 18.1% | 16.2%               | 19.4%                | 21.8%               | 18.0%                             | 17.3%                 | 17.4%                        |
| <b>Child care</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 31.0% | 34.2%               | 28.8%                | 26.8%               | 33.6%                             | 27.5%                 | 28.1%                        |
| Somewhat  | 38.2% | 38.0%               | 40.9%                | 34.7%               | 37.9%                             | 39.5%                 | 39.7%                        |
| Not at all  | 30.8% | 27.8%               | 30.3%                | 38.5%               | 28.5%                             | 33.0%                 | 32.2%                        |
| <b>My physical health</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 16.6% | 19.2%               | 15.9%                | 13.7%               | 15.0%                             | 10.8%                 | 15.4%                        |
| Somewhat  | 48.7% | 45.7%               | 48.9%                | 52.7%               | 52.2%                             | 51.6%                 | 50.6%                        |
| Not at all  | 34.7% | 35.1%               | 35.2%                | 33.6%               | 32.8%                             | 37.5%                 | 34.0%                        |
| <b>My emotional well-being</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 25.4% | 28.7%               | 22.6%                | 21.6%               | 26.8%                             | 19.6%                 | 25.1%                        |
| Somewhat  | 51.3% | 49.2%               | 52.6%                | 53.0%               | 52.3%                             | 56.8%                 | 51.7%                        |
| Not at all  | 23.3% | 22.1%               | 24.9%                | 25.4%               | 20.9%                             | 23.6%                 | 23.2%                        |
| <b>Review/promotion process</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 24.2% | 27.7%               | 23.7%                | 18.9%               | 25.0%                             | 23.8%                 | 16.7%                        |
| Somewhat  | 42.7% | 41.4%               | 43.2%                | 44.3%               | 41.8%                             | 42.7%                 | 46.3%                        |
| Not at all  | 33.1% | 30.9%               | 33.0%                | 36.8%               | 33.2%                             | 33.5%                 | 37.0%                        |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 10.6% | 13.9%               | 7.2%                 | 8.9%                | 9.1%                              | 8.2%                  | 6.3%                         |
| Somewhat  | 32.9% | 33.8%               | 35.5%                | 28.3%               | 35.9%                             | 25.3%                 | 31.6%                        |
| Not at all  | 56.5% | 52.3%               | 57.3%                | 62.8%               | 55.0%                             | 66.6%                 | 62.1%                        |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| <b>Committee work</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 14.8% | 12.4%               | 15.6%                | 18.0%               | 16.4%                             | 18.0%                 | 14.5%                        |
| Somewhat  | 53.2% | 54.8%               | 52.1%                | 53.9%               | 50.8%                             | 50.3%                 | 48.7%                        |
| Not at all  | 32.1% | 32.8%               | 32.3%                | 28.1%               | 32.8%                             | 31.7%                 | 36.8%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Faculty meetings</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 11.1% | 10.7%               | 10.4%                | 11.9%               | 11.5%                             | 15.8%                 | 9.9%                         |
| Somewhat  | 46.0% | 47.0%               | 46.0%                | 45.3%               | 42.6%                             | 45.1%                 | 46.3%                        |
| Not at all  | 42.9% | 42.3%               | 43.6%                | 42.8%               | 45.9%                             | 39.1%                 | 43.8%                        |
| <b>Students</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 13.8% | 13.5%               | 11.7%                | 15.9%               | 14.8%                             | 17.2%                 | 12.7%                        |
| Somewhat  | 59.0% | 57.4%               | 59.4%                | 57.6%               | 63.0%                             | 60.3%                 | 65.5%                        |
| Not at all  | 27.3% | 29.1%               | 28.9%                | 26.5%               | 22.2%                             | 22.5%                 | 21.8%                        |
| <b>Research or publishing demands</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 26.4% | 31.4%               | 25.3%                | 21.3%               | 25.4%                             | 19.9%                 | 15.1%                        |
| Somewhat  | 49.1% | 48.2%               | 49.1%                | 51.0%               | 51.5%                             | 49.7%                 | 47.2%                        |
| Not at all  | 24.5% | 20.5%               | 25.6%                | 27.7%               | 23.1%                             | 30.3%                 | 37.8%                        |
| <b>Institutional procedures and "red tape"</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 23.4% | 27.7%               | 20.4%                | 21.7%               | 17.0%                             | 24.6%                 | 17.3%                        |
| Somewhat  | 47.6% | 45.1%               | 50.1%                | 50.9%               | 43.6%                             | 49.1%                 | 50.9%                        |
| Not at all  | 29.0% | 27.3%               | 29.5%                | 27.4%               | 39.4%                             | 26.3%                 | 31.8%                        |
| <b>Teaching load</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 21.6% | 18.5%               | 20.9%                | 29.1%               | 19.2%                             | 20.9%                 | 27.4%                        |
| Somewhat  | 47.1% | 47.1%               | 46.9%                | 45.1%               | 50.4%                             | 50.8%                 | 47.4%                        |
| Not at all  | 31.2% | 34.4%               | 32.2%                | 25.8%               | 30.4%                             | 28.3%                 | 25.1%                        |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Lack of personal time</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 33.4% | 34.3%               | 31.6%                | 32.4%               | 34.9%                             | 30.2%                 | 35.3%                        |
| Somewhat  | 48.2% | 48.7%               | 49.1%                | 45.7%               | 48.2%                             | 52.4%                 | 46.9%                        |
| Not at all  | 18.4% | 17.1%               | 19.3%                | 22.0%               | 16.9%                             | 17.4%                 | 17.7%                        |
| <b>Job security</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 14.2% | 14.7%               | 12.9%                | 11.5%               | 16.0%                             | 16.0%                 | 18.3%                        |
| Somewhat  | 28.2% | 27.2%               | 30.0%                | 26.0%               | 26.4%                             | 32.2%                 | 33.6%                        |
| Not at all  | 57.7% | 58.0%               | 57.1%                | 62.5%               | 57.5%                             | 51.9%                 | 48.1%                        |
| <b>Self-imposed high expectations</b>   |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 39.2% | 38.7%               | 39.9%                | 38.8%               | 41.4%                             | 36.3%                 | 40.4%                        |
| Somewhat  | 50.1% | 51.9%               | 48.5%                | 47.5%               | 50.7%                             | 51.4%                 | 48.9%                        |
| Not at all  | 10.7% | 9.4%                | 11.6%                | 13.7%               | 8.0%                              | 12.3%                 | 10.7%                        |
| <b>Increased work responsibilities</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 33.9% | 35.5%               | 29.2%                | 33.3%               | 35.3%                             | 34.9%                 | 37.3%                        |
| Somewhat  | 46.3% | 44.4%               | 46.5%                | 50.4%               | 45.1%                             | 45.5%                 | 48.3%                        |
| Not at all  | 19.9% | 20.1%               | 24.3%                | 16.3%               | 19.6%                             | 19.6%                 | 14.4%                        |
| <b>Institutional budget cuts</b>  |       |                     |                      |                     |                                   |                       |                              |
| Extensive   | 28.8% | 32.5%               | 18.5%                | 28.0%               | 25.1%                             | 34.5%                 | 36.4%                        |
| Somewhat  | 45.5% | 51.6%               | 37.3%                | 45.6%               | 34.6%                             | 43.1%                 | 41.8%                        |
| Not at all  | 25.7% | 16.0%               | 44.3%                | 26.4%               | 40.3%                             | 22.4%                 | 21.8%                        |
| <b>Have you been sexually harassed at this institution?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 12.0% | 13.3%               | 11.4%                | 11.5%               | 11.7%                             | 9.5%                  | 8.1%                         |
| No  | 88.0% | 86.7%               | 88.6%                | 88.5%               | 88.3%                             | 90.5%                 | 91.9%                        |
| <b>In the past year, have you:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Considered leaving academe for another job  | 39.2% | 40.3%               | 34.1%                | 41.4%               | 36.0%                             | 41.0%                 | 44.8%                        |
| Considered leaving this institution for another   | 47.4% | 53.6%               | 40.3%                | 45.4%               | 40.4%                             | 43.6%                 | 45.1%                        |
| Engaged in public service/professional consulting without pay   | 45.0% | 45.7%               | 45.3%                | 48.6%               | 37.2%                             | 39.7%                 | 42.2%                        |
| Received at least one firm job offer elsewhere  | 13.7% | 13.1%               | 14.8%                | 14.9%               | 10.2%                             | 15.7%                 | 14.1%                        |
| <b>General activities:</b>  |       |                     |                      |                     |                                   |                       |                              |
| Are you a member of a faculty union?  | 22.4% | 30.3%               | 9.6%                 | 36.0%               | 6.1%                              | 10.5%                 | 2.0%                         |
| Do you plan to retire within the next three years?  | 8.5%  | 7.2%                | 8.8%                 | 11.3%               | 7.0%                              | 9.2%                  | 10.5%                        |
| Have you ever interrupted your professional career for more than one year for family reasons?                                   | 12.0% | 10.9%               | 12.7%                | 14.0%               | 8.8%                              | 12.9%                 | 14.5%                        |
| Have you ever been formally recognized for outstanding teaching at this institution?  | 28.3% | 28.9%               | 29.2%                | 33.9%               | 19.8%                             | 23.0%                 | 20.6%                        |
| <b>Citizenship status:</b>  |       |                     |                      |                     |                                   |                       |                              |
| U.S. citizen  | 92.4% | 90.3%               | 94.4%                | 93.3%               | 91.8%                             | 96.6%                 | 95.9%                        |
| Permanent resident (green card)   | 5.7%  | 7.6%                | 3.9%                 | 5.3%                | 5.0%                              | 2.4%                  | 3.1%                         |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)   | 1.9%  | 2.1%                | 1.7%                 | 1.5%                | 3.2%                              | 1.0%                  | 0.5%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| None of the Above   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.5%                         |
| <b>How would you characterize your political views?</b>                       |       |                     |                      |                     |                                   |                       |                              |
| Far left  | 13.7% | 15.8%               | 12.9%                | 10.5%               | 19.0%                             | 8.5%                  | 8.8%                         |
| Liberal   | 52.4% | 52.9%               | 46.8%                | 55.6%               | 62.9%                             | 50.3%                 | 46.6%                        |
| Middle of the road  | 26.6% | 26.4%               | 30.9%                | 25.2%               | 15.3%                             | 32.0%                 | 28.5%                        |
| Conservative  | 7.2%  | 4.8%                | 9.2%                 | 8.7%                | 2.6%                              | 9.2%                  | 15.8%                        |
| Far right   | 0.1%  | 0.1%                | 0.2%                 | 0.1%                | 0.2%                              | 0.0%                  | 0.2%                         |
| <b>If you were to begin your career again, would you:</b>                     |       |                     |                      |                     |                                   |                       |                              |
| <b>Still want to come to this institution?</b>                                |       |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 41.2% | 36.9%               | 46.7%                | 42.2%               | 47.1%                             | 39.0%                 | 42.9%                        |
| Probably yes  | 36.4% | 36.9%               | 36.4%                | 35.6%               | 33.0%                             | 39.0%                 | 38.3%                        |
| Not sure  | 12.6% | 12.4%               | 9.2%                 | 15.5%               | 14.9%                             | 15.3%                 | 12.2%                        |
| Probably no   | 6.7%  | 9.1%                | 5.6%                 | 5.1%                | 3.1%                              | 3.6%                  | 4.2%                         |
| Definitely no   | 3.2%  | 4.6%                | 2.1%                 | 1.6%                | 1.9%                              | 3.1%                  | 2.4%                         |
| <b>Still want to be a college professor?</b>                                  |       |                     |                      |                     |                                   |                       |                              |
| Definitely yes  | 61.2% | 60.8%               | 63.3%                | 60.7%               | 60.5%                             | 60.9%                 | 59.5%                        |
| Probably yes  | 26.5% | 26.2%               | 26.5%                | 24.9%               | 27.5%                             | 30.1%                 | 29.2%                        |
| Not sure  | 8.4%  | 8.4%                | 8.1%                 | 8.0%                | 9.6%                              | 8.1%                  | 9.4%                         |
| Probably no   | 2.9%  | 3.5%                | 1.7%                 | 4.3%                | 2.1%                              | 0.8%                  | 1.8%                         |
| Definitely no   | 1.0%  | 1.1%                | 0.5%                 | 2.0%                | 0.3%                              | 0.2%                  | 0.2%                         |
| <b>Highest Degree Earned</b>  |       |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.4%  | 0.3%                | 0.4%                 | 0.3%                | 0.7%                              | 0.3%                  | 0.4%                         |
| Master's (M.A., M.S.)   | 9.8%  | 7.7%                | 9.9%                 | 13.8%               | 6.3%                              | 11.4%                 | 16.4%                        |
| Terminal master's (M.F.A., M.B.A.)  | 4.3%  | 3.4%                | 5.6%                 | 3.7%                | 4.2%                              | 4.2%                  | 7.3%                         |
| J.D.  | 0.4%  | 0.1%                | 0.9%                 | 0.9%                | 0.2%                              | 0.6%                  | 0.5%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%  | 0.0%                | 0.3%                 | 0.1%                | 0.0%                              | 0.0%                  | 0.2%                         |
| Ph.D.   | 77.7% | 83.9%               | 74.1%                | 71.4%               | 84.2%                             | 68.2%                 | 63.7%                        |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 6.3%  | 3.7%                | 7.9%                 | 8.8%                | 3.5%                              | 14.4%                 | 10.9%                        |
| Other degree  | 0.9%  | 0.9%                | 0.9%                 | 1.1%                | 0.9%                              | 1.0%                  | 0.8%                         |
| <b>Degree Currently Working On</b>  |       |                     |                      |                     |                                   |                       |                              |
| Bachelor's (B.A., B.S., etc.)   | 0.0%  | 0.0%                | 0.0%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| Master's (M.A., M.S.)   | 0.7%  | 0.5%                | 1.5%                 | 0.6%                | 0.7%                              | 0.0%                  | 0.8%                         |
| Terminal master's (M.F.A., M.B.A.)  | 0.2%  | 0.1%                | 0.4%                 | 0.1%                | 0.2%                              | 0.1%                  | 0.1%                         |
| J.D.  | 0.0%  | 0.0%                | 0.0%                 | 0.1%                | 0.0%                              | 0.0%                  | 0.0%                         |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%  | 0.0%                | 0.4%                 | 0.1%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Ph.D.   | 2.7%  | 2.5%                | 2.9%                 | 2.5%                | 2.3%                              | 3.7%                  | 4.0%                         |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 1.5%  | 0.4%                | 1.6%                 | 3.6%                | 0.9%                              | 1.5%                  | 3.2%                         |
| Other degree  | 0.5%  | 0.4%                | 0.7%                 | 0.7%                | 0.6%                              | 0.7%                  | 0.8%                         |
| None  | 94.3% | 96.2%               | 92.6%                | 92.4%               | 95.3%                             | 94.0%                 | 91.2%                        |
| <b>Are you currently serving in an administrative position as:</b>            |       |                     |                      |                     |                                   |                       |                              |
| Department chair  | 7.5%  | 6.4%                | 6.7%                 | 6.0%                | 10.6%                             | 14.3%                 | 14.7%                        |
| Dean (associate or assistant)   | 2.0%  | 2.0%                | 2.7%                 | 1.6%                | 1.9%                              | 1.0%                  | 1.9%                         |
| President   | 0.1%  | 0.0%                | 0.1%                 | 0.1%                | 0.1%                              | 0.4%                  | 0.1%                         |
| Vice-president  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Provost   | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Other   | 12.4% | 12.8%               | 13.1%                | 10.9%               | 10.3%                             | 13.5%                 | 13.3%                        |
| Not applicable  | 54.5% | 55.3%               | 52.9%                | 55.7%               | 55.1%                             | 53.5%                 | 50.1%                        |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |       |                     |                      |                     |                                   |                       |                              |
| American Indian or Alaska Native  | 1.9%  | 2.5%                | 1.0%                 | 3.2%                | 0.6%                              | 0.7%                  | 0.7%                         |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 5.6%  | 5.6%                | 5.0%                 | 6.7%                | 6.4%                              | 3.8%                  | 3.7%                         |
| Filipina/o/x  | 0.5%  | 0.4%                | 0.6%                 | 0.5%                | 0.8%                              | 0.3%                  | 0.7%                         |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.4%  | 0.1%                | 0.4%                 | 1.3%                | 0.8%                              | 0.0%                  | 0.1%                         |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 2.2%  | 2.4%                | 1.5%                 | 2.4%                | 3.0%                              | 1.8%                  | 2.4%                         |
| Other Asian   | 0.3%  | 0.1%                | 0.4%                 | 0.7%                | 0.0%                              | 0.0%                  | 0.1%                         |
| African American/Black  | 3.3%  | 2.1%                | 3.5%                 | 5.4%                | 4.4%                              | 3.2%                  | 3.3%                         |
| African   | 0.5%  | 0.7%                | 0.1%                 | 0.8%                | 0.4%                              | 0.2%                  | 0.1%                         |
| Caribbean   | 0.4%  | 0.2%                | 0.4%                 | 0.6%                | 1.2%                              | 1.1%                  | 0.1%                         |
| Other Black   | 0.0%  | 0.0%                | 0.1%                 | 0.2%                | 0.0%                              | 0.0%                  | 0.0%                         |
| Native Hawaiian or Other Pacific Islander                                     | 0.2%  | 0.0%                | 0.4%                 | 0.3%                | 0.3%                              | 0.0%                  | 0.0%                         |
| Mexican American/Chicana/o/x  | 1.4%  | 0.7%                | 1.5%                 | 2.4%                | 1.8%                              | 1.5%                  | 2.1%                         |

**2019-2020 HERI Faculty Survey**  
**Weighted National Norms - Women Respondents**

|   | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|---|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>  |       |                     |                      |                     |                                   |                       |                              |
| Puerto Rican  | 0.4%  | 0.4%                | 0.5%                 | 0.3%                | 0.8%                              | 0.9%                  | 0.3%                         |
| Central American  | 0.2%  | 0.1%                | 0.3%                 | 0.0%                | 0.3%                              | 1.0%                  | 0.2%                         |
| South American  | 1.0%  | 0.8%                | 1.2%                 | 1.4%                | 0.8%                              | 1.5%                  | 0.7%                         |
| Other Hispanic or Latina/o/x  | 1.1%  | 0.9%                | 1.4%                 | 1.0%                | 1.7%                              | 1.2%                  | 0.8%                         |
| Middle Eastern  | 2.0%  | 2.7%                | 1.7%                 | 1.7%                | 2.1%                              | 0.5%                  | 0.5%                         |
| European  | 75.0% | 75.2%               | 77.5%                | 70.4%               | 74.1%                             | 73.8%                 | 79.4%                        |
| Other White   | 10.1% | 10.9%               | 8.5%                 | 10.2%               | 7.9%                              | 12.6%                 | 10.7%                        |
| Other   | 2.1%  | 2.8%                | 2.5%                 | 1.1%                | 1.3%                              | 0.9%                  | 1.0%                         |
| <b>Race/Ethnicity Group (with multiple race category)</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Native American/Alaska Native   | 0.4%  | 0.8%                | 0.1%                 | 0.0%                | 0.2%                              | 0.5%                  | 0.3%                         |
| Asian or Pacific Islander   | 7.8%  | 7.9%                | 6.1%                 | 10.1%               | 9.4%                              | 5.7%                  | 5.3%                         |
| Black or African American   | 3.1%  | 2.0%                | 3.3%                 | 5.2%                | 5.0%                              | 3.3%                  | 2.2%                         |
| Hispanic/Latina/o/x   | 2.1%  | 1.4%                | 2.4%                 | 2.9%                | 2.6%                              | 2.8%                  | 2.6%                         |
| White   | 80.1% | 81.6%               | 80.9%                | 74.4%               | 76.7%                             | 84.2%                 | 84.7%                        |
| Other   | 1.4%  | 1.8%                | 1.7%                 | 0.8%                | 1.0%                              | 0.5%                  | 0.9%                         |
| Two or more race/ethnicity  | 5.0%  | 4.5%                | 5.5%                 | 6.7%                | 5.1%                              | 3.0%                  | 4.0%                         |
| <b>Is English your primary language?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 87.3% | 85.2%               | 89.4%                | 86.9%               | 85.7%                             | 91.7%                 | 94.4%                        |
| No  | 12.7% | 14.8%               | 10.6%                | 13.1%               | 14.3%                             | 8.3%                  | 5.6%                         |
| <b>What is your sexual orientation?</b>   |       |                     |                      |                     |                                   |                       |                              |
| Heterosexual/straight   | 90.6% | 89.6%               | 93.3%                | 90.3%               | 87.4%                             | 90.4%                 | 93.6%                        |
| Gay   | 0.1%  | 0.0%                | 0.1%                 | 0.0%                | 0.3%                              | 0.0%                  | 0.1%                         |
| Lesbian   | 2.9%  | 3.5%                | 1.7%                 | 3.0%                | 3.9%                              | 3.3%                  | 1.4%                         |
| Bisexual  | 3.3%  | 3.7%                | 2.4%                 | 3.1%                | 4.0%                              | 4.4%                  | 2.4%                         |
| Queer   | 1.5%  | 1.6%                | 1.3%                 | 1.2%                | 2.7%                              | 0.4%                  | 0.8%                         |
| Pansexual   | 0.4%  | 0.3%                | 0.4%                 | 0.6%                | 0.7%                              | 0.2%                  | 0.3%                         |
| Asexual   | 0.6%  | 0.4%                | 0.6%                 | 1.3%                | 0.5%                              | 0.7%                  | 0.5%                         |
| Not listed above  | 0.7%  | 0.9%                | 0.2%                 | 0.5%                | 0.5%                              | 0.6%                  | 0.8%                         |
| <b>Do you identify as transgender?</b>  |       |                     |                      |                     |                                   |                       |                              |
| Yes   | 0.1%  | 0.1%                | 0.3%                 | 0.1%                | 0.2%                              | 0.4%                  | 0.1%                         |
| No  | 99.9% | 99.9%               | 99.7%                | 99.9%               | 99.8%                             | 99.6%                 | 99.9%                        |
| <b>How many children do you have under 18 years old:</b>                              |       |                     |                      |                     |                                   |                       |                              |
| 0   | 53.5% | 52.8%               | 52.5%                | 56.5%               | 54.5%                             | 55.4%                 | 51.3%                        |
| 1   | 21.3% | 24.3%               | 18.5%                | 18.7%               | 21.5%                             | 19.3%                 | 18.4%                        |
| 2   | 18.9% | 17.5%               | 21.0%                | 17.8%               | 20.5%                             | 18.9%                 | 23.3%                        |
| 3   | 5.2%  | 4.7%                | 6.5%                 | 5.9%                | 3.0%                              | 4.2%                  | 5.1%                         |
| 4+  | 1.1%  | 0.8%                | 1.4%                 | 1.1%                | 0.4%                              | 2.2%                  | 1.9%                         |
| <b>How many children do you have over 18 years old:</b>                               |       |                     |                      |                     |                                   |                       |                              |
| 0   | 62.3% | 65.9%               | 58.9%                | 59.9%               | 66.3%                             | 58.1%                 | 54.3%                        |
| 1   | 12.0% | 10.9%               | 12.3%                | 14.4%               | 12.0%                             | 12.1%                 | 11.9%                        |
| 2   | 17.6% | 15.7%               | 19.1%                | 18.4%               | 17.1%                             | 21.3%                 | 21.7%                        |
| 3   | 5.4%  | 5.1%                | 6.3%                 | 4.9%                | 3.5%                              | 5.1%                  | 8.0%                         |
| 4+  | 2.7%  | 2.5%                | 3.5%                 | 2.4%                | 1.1%                              | 3.5%                  | 4.0%                         |
| <b>How satisfied are you with the availability of child care at this institution?</b> |       |                     |                      |                     |                                   |                       |                              |
| Very satisfied  | 3.7%  | 3.1%                | 1.2%                 | 9.2%                | 1.8%                              | 6.2%                  | 2.2%                         |
| Satisfied   | 8.8%  | 10.6%               | 7.6%                 | 7.8%                | 7.5%                              | 10.4%                 | 3.2%                         |
| Marginally satisfied  | 12.5% | 16.1%               | 10.4%                | 10.5%               | 10.7%                             | 8.2%                  | 4.6%                         |
| Not satisfied   | 37.2% | 35.1%               | 39.8%                | 38.6%               | 45.2%                             | 25.9%                 | 36.4%                        |
| Not applicable  | 37.9% | 35.0%               | 41.0%                | 34.0%               | 34.8%                             | 49.3%                 | 53.6%                        |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000  | 0.1%  | 0.0%                | 0.0%                 | 0.1%                | 0.0%                              | 0.6%                  | 0.6%                         |
| \$10,000 - \$19,999   | 0.1%  | 0.3%                | 0.0%                 | 0.1%                | 0.1%                              | 0.0%                  | 0.0%                         |
| \$20,000 - \$29,999   | 0.0%  | 0.0%                | 0.0%                 | 0.1%                | 0.0%                              | 0.0%                  | 0.5%                         |
| \$30,000 - \$39,999   | 0.7%  | 0.8%                | 0.1%                 | 0.7%                | 0.0%                              | 1.3%                  | 2.0%                         |
| \$40,000 - \$49,999   | 6.0%  | 7.5%                | 1.8%                 | 6.9%                | 1.7%                              | 3.0%                  | 10.6%                        |
| \$50,000 - \$59,999   | 11.1% | 9.2%                | 5.7%                 | 17.7%               | 7.7%                              | 15.5%                 | 23.8%                        |
| \$60,000 - \$69,999   | 19.3% | 18.5%               | 13.3%                | 24.3%               | 13.2%                             | 35.4%                 | 26.9%                        |
| \$70,000 - \$79,999   | 17.7% | 18.7%               | 17.8%                | 17.5%               | 13.3%                             | 15.4%                 | 18.1%                        |
| \$80,000 - \$89,999   | 15.7% | 17.0%               | 16.7%                | 12.8%               | 16.6%                             | 14.4%                 | 10.8%                        |
| \$90,000 - \$99,999   | 8.6%  | 6.5%                | 12.8%                | 10.0%               | 12.1%                             | 6.9%                  | 4.5%                         |
| \$100,000 - \$124,999   | 13.2% | 13.1%               | 20.7%                | 8.2%                | 21.2%                             | 4.6%                  | 1.9%                         |
| \$125,000 - \$149,999   | 4.7%  | 5.5%                | 6.0%                 | 1.5%                | 8.6%                              | 2.6%                  | 0.2%                         |
| \$150,000 - \$199,999   | 2.1%  | 2.4%                | 3.5%                 | 0.2%                | 4.6%                              | 0.3%                  | 0.0%                         |
| \$200,000 - \$249,999   | 0.6%  | 0.5%                | 1.7%                 | 0.0%                | 0.9%                              | 0.0%                  | 0.0%                         |



**2019-2020 HERI Faculty Survey  
 Weighted National Norms - Women Respondents**

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| \$250,000 - \$499,999  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>  |       |                     |                      |                     |                                   |                       |                              |
| Less than \$10,000   | 0.1%  | 0.0%                | 0.3%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| \$10,000 - \$19,999  | 0.1%  | 0.0%                | 0.2%                 | 0.2%                | 0.2%                              | 0.0%                  | 0.5%                         |
| \$20,000 - \$29,999  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.5%                         |
| \$30,000 - \$39,999  | 1.0%  | 1.5%                | 0.3%                 | 1.5%                | 0.0%                              | 0.5%                  | 2.3%                         |
| \$40,000 - \$49,999  | 5.3%  | 6.9%                | 1.9%                 | 8.3%                | 3.1%                              | 4.7%                  | 7.0%                         |
| \$50,000 - \$59,999  | 11.7% | 14.1%               | 5.5%                 | 13.5%               | 6.6%                              | 15.6%                 | 22.1%                        |
| \$60,000 - \$69,999  | 14.2% | 9.7%                | 14.1%                | 13.5%               | 12.5%                             | 26.8%                 | 26.7%                        |
| \$70,000 - \$79,999  | 19.3% | 26.2%               | 16.0%                | 15.9%               | 14.3%                             | 18.4%                 | 17.5%                        |
| \$80,000 - \$89,999  | 12.9% | 11.7%               | 14.5%                | 11.9%               | 15.8%                             | 18.2%                 | 8.3%                         |
| \$90,000 - \$99,999  | 10.7% | 5.3%                | 14.3%                | 19.8%               | 8.9%                              | 7.4%                  | 4.9%                         |
| \$100,000 - \$124,999  | 14.4% | 13.2%               | 21.1%                | 8.1%                | 21.1%                             | 5.0%                  | 9.0%                         |
| \$125,000 - \$149,999  | 5.4%  | 3.5%                | 8.3%                 | 3.7%                | 12.3%                             | 2.9%                  | 0.6%                         |
| \$150,000 - \$199,999  | 2.6%  | 2.3%                | 2.8%                 | 3.8%                | 5.0%                              | 0.3%                  | 0.0%                         |
| \$200,000 - \$249,999  | 2.1%  | 5.6%                | 0.8%                 | 0.0%                | 0.4%                              | 0.0%                  | 0.6%                         |
| \$250,000 - \$499,999  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| \$500,000 or higher  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.0%                  | 0.0%                         |
| <b>Please enter the four-digit year that each of the following occurred.</b> |       |                     |                      |                     |                                   |                       |                              |
| <b>Year of birth</b>   |       |                     |                      |                     |                                   |                       |                              |
| 1993 or later  | 0.4%  | 0.4%                | 0.5%                 | 0.1%                | 0.4%                              | 0.4%                  | 0.4%                         |
| 1984 - 1992  | 12.0% | 10.3%               | 10.7%                | 13.3%               | 17.6%                             | 13.2%                 | 15.5%                        |
| 1979 - 1983  | 17.9% | 20.3%               | 16.1%                | 16.6%               | 16.4%                             | 14.3%                 | 15.0%                        |
| 1974 - 1978  | 15.4% | 16.4%               | 15.0%                | 15.7%               | 14.0%                             | 14.0%                 | 11.9%                        |
| 1969 - 1973  | 14.1% | 13.9%               | 14.2%                | 13.4%               | 13.6%                             | 17.1%                 | 15.6%                        |
| 1964 - 1968  | 15.1% | 15.9%               | 14.9%                | 15.8%               | 13.3%                             | 12.6%                 | 13.2%                        |
| 1959 - 1963  | 11.1% | 9.8%                | 11.8%                | 12.6%               | 11.1%                             | 10.6%                 | 13.3%                        |
| 1954 - 1958  | 7.8%  | 7.1%                | 8.5%                 | 8.1%                | 7.2%                              | 9.0%                  | 9.6%                         |
| 1949 - 1953  | 4.4%  | 4.0%                | 5.7%                 | 3.5%                | 5.5%                              | 4.2%                  | 4.0%                         |
| 1944 - 1948  | 1.5%  | 1.6%                | 2.3%                 | 0.8%                | 0.9%                              | 2.8%                  | 1.0%                         |
| 1920 - 1943  | 0.3%  | 0.1%                | 0.4%                 | 0.1%                | 0.1%                              | 1.8%                  | 0.4%                         |
| Earlier than 1920  | 0.0%  | 0.0%                | 0.0%                 | 0.0%                | 0.0%                              | 0.1%                  | 0.0%                         |
| <b>Year of first academic appointment</b>                                    |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 1.4%  | 1.1%                | 2.3%                 | 0.8%                | 1.7%                              | 3.0%                  | 1.2%                         |
| 1977 - 1981  | 1.8%  | 1.4%                | 2.5%                 | 1.4%                | 2.8%                              | 2.4%                  | 2.0%                         |
| 1982 - 1986  | 3.5%  | 3.0%                | 3.8%                 | 3.6%                | 4.7%                              | 3.3%                  | 4.1%                         |
| 1987 - 1991  | 6.1%  | 5.7%                | 5.6%                 | 6.5%                | 8.7%                              | 5.9%                  | 5.8%                         |
| 1992 - 1996  | 11.0% | 11.6%               | 11.3%                | 10.1%               | 12.0%                             | 9.0%                  | 9.3%                         |
| 1997 - 2001  | 13.4% | 12.7%               | 13.8%                | 15.0%               | 13.5%                             | 12.7%                 | 12.9%                        |
| 2002 - 2006  | 16.8% | 17.1%               | 15.8%                | 18.3%               | 14.3%                             | 17.1%                 | 16.9%                        |
| 2007 - 2011  | 20.0% | 20.5%               | 20.7%                | 19.2%               | 17.5%                             | 19.1%                 | 20.2%                        |
| 2012 or later  | 25.9% | 26.8%               | 24.3%                | 25.2%               | 24.9%                             | 27.5%                 | 27.7%                        |
| <b>Year of appointment at present institution</b>                            |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 0.6%  | 0.4%                | 1.1%                 | 0.3%                | 0.9%                              | 1.9%                  | 0.7%                         |
| 1977 - 1981  | 1.0%  | 0.6%                | 1.4%                 | 0.6%                | 1.5%                              | 1.9%                  | 1.6%                         |
| 1982 - 1986  | 2.2%  | 2.1%                | 2.3%                 | 1.6%                | 3.3%                              | 2.0%                  | 2.7%                         |
| 1987 - 1991  | 4.3%  | 3.9%                | 4.2%                 | 4.4%                | 6.5%                              | 4.7%                  | 4.5%                         |
| 1992 - 1996  | 7.8%  | 7.7%                | 7.7%                 | 8.1%                | 9.5%                              | 6.0%                  | 7.4%                         |
| 1997 - 2001  | 12.0% | 11.5%               | 11.4%                | 14.4%               | 12.7%                             | 10.8%                 | 10.8%                        |
| 2002 - 2006  | 16.5% | 16.0%               | 15.7%                | 19.4%               | 14.5%                             | 16.7%                 | 16.6%                        |
| 2007 - 2011  | 20.5% | 21.0%               | 22.7%                | 18.6%               | 16.7%                             | 19.8%                 | 19.3%                        |
| 2012 or later  | 35.1% | 36.8%               | 33.4%                | 32.6%               | 34.4%                             | 36.2%                 | 36.3%                        |
| <b>If tenured, year tenure was awarded</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| 1976 or earlier  | 0.1%  | 0.0%                | 0.0%                 | 0.0%                | 0.4%                              | 1.7%                  | 0.3%                         |
| 1977 - 1981  | 0.6%  | 0.7%                | 0.4%                 | 0.1%                | 0.9%                              | 1.3%                  | 0.4%                         |
| 1982 - 1986  | 1.4%  | 0.5%                | 3.6%                 | 0.9%                | 2.9%                              | 0.9%                  | 2.0%                         |
| 1987 - 1991  | 3.2%  | 3.8%                | 3.3%                 | 1.2%                | 4.6%                              | 3.7%                  | 3.0%                         |
| 1992 - 1996  | 6.0%  | 4.9%                | 6.9%                 | 6.1%                | 9.3%                              | 5.8%                  | 6.6%                         |
| 1997 - 2001  | 11.8% | 12.6%               | 10.6%                | 10.9%               | 14.4%                             | 11.2%                 | 8.6%                         |
| 2002 - 2006  | 19.6% | 20.1%               | 18.5%                | 19.9%               | 18.8%                             | 15.6%                 | 21.3%                        |
| 2007 - 2011  | 25.6% | 25.3%               | 24.4%                | 29.0%               | 21.7%                             | 29.3%                 | 25.2%                        |
| 2012 or later  | 31.6% | 32.1%               | 32.2%                | 31.9%               | 27.0%                             | 30.5%                 | 32.6%                        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents

|  | Total | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Other Religious 4yr Colleges |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------------|
| <b>All Women Faculty</b>   |       |                     |                      |                     |                                   |                       |                              |
| <b>Aggregated Major</b>  |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.5%  | 0.7%                | 0.4%                 | 0.3%                | 0.5%                              | 0.7%                  | 0.3%                         |
| Biological Sciences (General Area 5)   | 6.8%  | 6.4%                | 6.0%                 | 7.6%                | 8.9%                              | 7.1%                  | 7.1%                         |
| Business (General Area 6)  | 5.0%  | 5.4%                | 5.8%                 | 3.6%                | 3.2%                              | 5.1%                  | 6.5%                         |
| Education (General Area 10 and Specific Discipline 2102)   | 11.3% | 11.6%               | 7.9%                 | 15.8%               | 5.2%                              | 11.3%                 | 15.0%                        |
| Engineering (General Area 11)  | 2.5%  | 2.9%                | 3.2%                 | 1.9%                | 1.2%                              | 0.5%                  | 1.4%                         |
| English (General Area 12)  | 7.2%  | 7.2%                | 8.5%                 | 5.9%                | 7.2%                              | 7.1%                  | 6.7%                         |
| Health-related (General Area 15)   | 9.2%  | 5.9%                | 12.8%                | 12.9%               | 4.0%                              | 17.7%                 | 10.6%                        |
| History or Political Science (Specific Discipline 3007,3009)   | 5.4%  | 6.3%                | 4.5%                 | 4.5%                | 7.8%                              | 3.4%                  | 3.1%                         |
| Humanities (General Area 14,24)  | 8.3%  | 8.8%                | 9.2%                 | 3.3%                | 13.2%                             | 8.7%                  | 9.1%                         |
| Fine Arts (General Area 2,4,22)  | 7.0%  | 8.2%                | 7.1%                 | 4.3%                | 7.4%                              | 4.5%                  | 7.6%                         |
| Mathematics or Statistics (General Area 18)  | 3.0%  | 2.3%                | 3.7%                 | 3.5%                | 4.7%                              | 3.8%                  | 2.1%                         |
| Physical Sciences (General Area 25)  | 4.1%  | 2.9%                | 3.8%                 | 4.6%                | 9.4%                              | 5.3%                  | 4.1%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 15.7% | 16.5%               | 12.9%                | 17.5%               | 17.5%                             | 11.9%                 | 14.6%                        |
| Other Technical (General Area 8,19,28)   | 2.0%  | 2.6%                | 1.9%                 | 1.2%                | 2.2%                              | 1.7%                  | 0.8%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 11.9% | 12.3%               | 12.2%                | 13.2%               | 7.6%                              | 11.3%                 | 10.9%                        |
| <b>Aggregated Department</b>   |       |                     |                      |                     |                                   |                       |                              |
| Agriculture or Forestry (General Area 1)   | 0.4%  | 0.5%                | 0.4%                 | 0.6%                | 0.0%                              | 0.0%                  | 0.1%                         |
| Biological Sciences (General Area 5)   | 6.4%  | 5.9%                | 5.4%                 | 6.9%                | 8.8%                              | 8.2%                  | 6.6%                         |
| Business (General Area 6)  | 5.8%  | 5.9%                | 6.8%                 | 4.4%                | 3.5%                              | 6.7%                  | 8.2%                         |
| Education (General Area 10 and Specific Discipline 2102)   | 6.6%  | 7.7%                | 4.0%                 | 7.0%                | 3.7%                              | 8.5%                  | 9.5%                         |
| Engineering (General Area 11)  | 2.2%  | 2.6%                | 3.5%                 | 1.6%                | 0.9%                              | 0.4%                  | 0.6%                         |
| English (General Area 12)  | 7.9%  | 8.4%                | 9.4%                 | 6.2%                | 5.7%                              | 8.5%                  | 6.9%                         |
| Health-related (General Area 15)   | 11.6% | 6.9%                | 15.9%                | 19.5%               | 3.9%                              | 21.3%                 | 11.2%                        |
| History or Political Science (Specific Discipline 3007,3009)   | 4.3%  | 4.7%                | 3.6%                 | 3.7%                | 7.0%                              | 2.7%                  | 3.4%                         |
| Humanities (General Area 14,24)  | 7.6%  | 7.2%                | 8.6%                 | 3.7%                | 14.4%                             | 7.4%                  | 9.6%                         |
| Fine Arts (General Area 2,4,22)  | 8.1%  | 10.2%               | 7.4%                 | 4.7%                | 8.0%                              | 5.0%                  | 8.1%                         |
| Mathematics or Statistics (General Area 18)  | 3.4%  | 2.6%                | 3.9%                 | 4.2%                | 4.8%                              | 3.6%                  | 2.5%                         |
| Physical Sciences (General Area 25)  | 4.2%  | 3.0%                | 3.8%                 | 4.8%                | 9.3%                              | 4.9%                  | 4.9%                         |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 14.6% | 16.1%               | 11.4%                | 14.5%               | 16.8%                             | 11.1%                 | 14.2%                        |
| Other Technical (General Area 8,19,28)   | 1.9%  | 2.2%                | 1.9%                 | 1.2%                | 2.4%                              | 2.3%                  | 0.6%                         |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 15.0% | 16.1%               | 14.0%                | 17.0%               | 10.8%                             | 9.3%                  | 13.6%                        |
| <b>CIRP Construct: Civic Minded Values</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 58.21 | 58.04               | 58.48                | 58.33               | 57.69                             | 58.76                 | 58.46                        |
| High Construct Group Score   | 64.9% | 64.1%               | 65.7%                | 66.5%               | 61.0%                             | 67.6%                 | 66.5%                        |
| Average Construct Score Group  | 31.3% | 31.6%               | 31.3%                | 29.6%               | 34.8%                             | 29.7%                 | 30.6%                        |
| Low Construct Score Group  | 3.8%  | 4.4%                | 3.0%                 | 3.9%                | 4.2%                              | 2.7%                  | 2.9%                         |
| <b>CIRP Construct: Civic Minded Practices</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 49.88 | 49.34               | 50.35                | 50.98               | 48.19                             | 50.7                  | 50.46                        |
| High Construct Group Score   | 32.2% | 31.0%               | 33.2%                | 36.2%               | 25.3%                             | 33.8%                 | 33.2%                        |
| Average Construct Score Group  | 36.5% | 34.2%               | 38.5%                | 39.1%               | 33.9%                             | 39.1%                 | 40.0%                        |
| Low Construct Score Group  | 31.3% | 34.8%               | 28.3%                | 24.8%               | 40.8%                             | 27.2%                 | 26.9%                        |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 45.47 | 43.94               | 45.49                | 47.24               | 46.8                              | 49.13                 | 46.59                        |
| High Construct Group Score   | 15.5% | 12.4%               | 15.7%                | 17.5%               | 17.8%                             | 29.5%                 | 17.8%                        |
| Average Construct Score Group  | 39.9% | 35.5%               | 39.4%                | 48.2%               | 43.9%                             | 40.7%                 | 42.1%                        |
| Low Construct Score Group  | 44.6% | 52.0%               | 44.9%                | 34.3%               | 38.3%                             | 29.8%                 | 40.2%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>                                   |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 50.4  | 49.8                | 51.14                | 51.53               | 48.95                             | 52.23                 | 49.59                        |
| High Construct Group Score   | 33.0% | 30.8%               | 36.4%                | 37.2%               | 27.6%                             | 40.6%                 | 28.0%                        |
| Average Construct Score Group  | 41.2% | 40.6%               | 40.0%                | 41.0%               | 45.7%                             | 40.7%                 | 43.4%                        |
| Low Construct Score Group  | 25.8% | 28.6%               | 23.5%                | 21.8%               | 26.7%                             | 18.7%                 | 28.6%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>  |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 51.32 | 50.85               | 50.68                | 52.76               | 52.43                             | 50.58                 | 51.61                        |
| High Construct Group Score   | 36.9% | 36.8%               | 31.8%                | 42.8%               | 42.9%                             | 28.2%                 | 35.6%                        |
| Average Construct Score Group  | 35.2% | 31.2%               | 38.8%                | 37.4%               | 34.7%                             | 42.7%                 | 40.1%                        |
| Low Construct Score Group  | 27.9% | 32.0%               | 29.4%                | 19.8%               | 22.4%                             | 29.1%                 | 24.3%                        |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>                             |       |                     |                      |                     |                                   |                       |                              |
| Mean Score   | 46.02 | 47                  | 48.41                | 42.26               | 46.53                             | 43.72                 | 43.1                         |
| High Construct Group Score   | 12.1% | 13.2%               | 18.8%                | 5.7%                | 11.4%                             | 6.7%                  | 4.9%                         |
| Average Construct Score Group  | 42.4% | 47.1%               | 47.5%                | 28.7%               | 45.9%                             | 33.3%                 | 33.9%                        |
| Low Construct Score Group  | 45.6% | 39.7%               | 33.7%                | 65.5%               | 42.7%                             | 60.0%                 | 61.3%                        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women Respondents**

| All Women Faculty  | Total | Other               |                      |                     |                                   |                       |                        |
|--|-------|---------------------|----------------------|---------------------|-----------------------------------|-----------------------|------------------------|
|  |       | Public Universities | Private Universities | Public 4yr Colleges | Private Nonsectarian 4yr Colleges | Catholic 4yr Colleges | Religious 4yr Colleges |
| <b>CIRP Construct: Mentor Self-Efficacy</b>                            |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.19 | 50.74               | 50.03                | 49.85               | 50.02                             | 50.52                 | 47.38                  |
| High Construct Group Score   | 27.8% | 29.6%               | 27.2%                | 26.8%               | 25.7%                             | 30.1%                 | 19.3%                  |
| Average Construct Score Group  | 46.4% | 45.8%               | 48.5%                | 45.6%               | 45.8%                             | 48.2%                 | 40.2%                  |
| Low Construct Score Group  | 25.9% | 24.6%               | 24.4%                | 27.6%               | 28.5%                             | 21.6%                 | 40.5%                  |
| <b>CIRP Construct: Student-Centered Pedagogy</b>                       |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 52.88 | 52.57               | 53.36                | 52.43               | 54.06                             | 52.35                 | 53.53                  |
| High Construct Group Score   | 39.4% | 38.9%               | 43.2%                | 35.3%               | 43.7%                             | 35.8%                 | 39.4%                  |
| Average Construct Score Group  | 45.1% | 44.3%               | 41.9%                | 48.5%               | 45.8%                             | 46.0%                 | 49.4%                  |
| Low Construct Score Group  | 15.5% | 16.7%               | 15.0%                | 16.3%               | 10.5%                             | 18.2%                 | 11.2%                  |
| <b>CIRP Construct: Scholarly Productivity</b>                          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 52.76 | 54.72               | 52.47                | 50.95               | 53.11                             | 49.2                  | 47.55                  |
| High Construct Group Score   | 46.7% | 57.7%               | 42.6%                | 38.3%               | 46.5%                             | 27.1%                 | 22.1%                  |
| Average Construct Score Group  | 34.4% | 28.3%               | 37.8%                | 38.3%               | 39.3%                             | 43.3%                 | 41.9%                  |
| Low Construct Score Group  | 18.9% | 14.0%               | 19.6%                | 23.4%               | 14.2%                             | 29.6%                 | 36.1%                  |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>          |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 49.67 | 47.7                | 50.5                 | 49.77               | 51.46                             | 51.54                 | 52.07                  |
| High Construct Group Score   | 33.1% | 25.3%               | 34.9%                | 33.0%               | 42.0%                             | 44.6%                 | 44.5%                  |
| Average Construct Score Group  | 31.0% | 27.7%               | 34.8%                | 32.3%               | 30.0%                             | 28.0%                 | 32.0%                  |
| Low Construct Score Group  | 35.9% | 47.0%               | 30.3%                | 34.8%               | 28.0%                             | 27.4%                 | 23.5%                  |
| <b>CIRP Construct: Satisfaction with Compensation</b>                  |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.21 | 49.37               | 51.92                | 50.42               | 52.39                             | 48.51                 | 48.14                  |
| High Construct Group Score   | 23.8% | 19.2%               | 30.5%                | 27.5%               | 32.3%                             | 15.8%                 | 16.4%                  |
| Average Construct Score Group  | 50.6% | 52.9%               | 49.9%                | 46.7%               | 48.5%                             | 48.9%                 | 52.3%                  |
| Low Construct Score Group  | 25.6% | 27.9%               | 19.6%                | 25.7%               | 19.1%                             | 35.3%                 | 31.4%                  |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b> |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 48.35 | 46.98               | 49.73                | 48.75               | 49.97                             | 49.11                 | 49.47                  |
| High Construct Group Score   | 23.1% | 19.2%               | 28.1%                | 23.9%               | 26.8%                             | 24.8%                 | 25.1%                  |
| Average Construct Score Group  | 44.1% | 42.0%               | 45.1%                | 44.6%               | 46.3%                             | 48.5%                 | 47.6%                  |
| Low Construct Score Group  | 32.8% | 38.7%               | 26.7%                | 31.5%               | 26.9%                             | 26.7%                 | 27.3%                  |
| <b>CIRP Construct: Science Identity</b>                                |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 49.46 | 51.94               | 48.21                | 48.61               | 47.2                              | 43.96                 | 49.57                  |
| High Construct Group Score   | 29.5% | 46.2%               | 24.1%                | 15.6%               | 24.6%                             | 18.8%                 | 23.3%                  |
| Average Construct Score Group  | 33.5% | 29.1%               | 33.2%                | 42.2%               | 27.0%                             | 20.9%                 | 39.8%                  |
| Low Construct Score Group  | 37.0% | 24.7%               | 42.8%                | 42.2%               | 48.4%                             | 60.3%                 | 37.0%                  |
| <b>CIRP Construct: Science Self-Efficacy</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 50.43 | 52.15               | 49.7                 | 48.82               | 49.49                             | 52.29                 | 49.37                  |
| High Construct Group Score   | 27.8% | 33.5%               | 30.6%                | 18.3%               | 13.6%                             | 33.8%                 | 16.0%                  |
| Average Construct Score Group  | 49.7% | 49.7%               | 40.1%                | 61.9%               | 67.1%                             | 36.9%                 | 58.4%                  |
| Low Construct Score Group  | 22.4% | 16.8%               | 29.4%                | 19.8%               | 19.4%                             | 29.3%                 | 25.5%                  |
| <b>CIRP Construct: Career-Related Stress</b>                           |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 52.42 | 52.58               | 51.93                | 52.71               | 52.39                             | 52.43                 | 52.15                  |
| High Construct Group Score   | 34.5% | 33.8%               | 33.5%                | 37.2%               | 34.4%                             | 35.9%                 | 34.6%                  |
| Average Construct Score Group  | 50.2% | 53.0%               | 48.9%                | 45.6%               | 49.6%                             | 48.3%                 | 50.4%                  |
| Low Construct Score Group  | 15.3% | 13.2%               | 17.6%                | 17.3%               | 16.0%                             | 15.8%                 | 15.0%                  |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b>   |       |                     |                      |                     |                                   |                       |                        |
| Mean Score   | 55.06 | 54.28               | 56.42                | 54.9                | 54.54                             | 56.1                  | 56.3                   |
| High Construct Group Score   | 46.5% | 41.7%               | 56.5%                | 43.7%               | 42.8%                             | 52.0%                 | 55.6%                  |
| Average Construct Score Group  | 47.0% | 49.9%               | 39.7%                | 49.6%               | 50.9%                             | 43.9%                 | 40.5%                  |
| Low Construct Score Group  | 6.5%  | 8.4%                | 3.8%                 | 6.7%                | 6.3%                              | 4.2%                  | 3.9%                   |

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

| All Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Total Respondents</b>  | 13,444      | 3,884          | 3,865           | 3,846          | 885      | 925        | 39          |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |             |                |                 |                |          |            |             |
| Yes   | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |
| <b>What is your present academic rank?</b>  |             |                |                 |                |          |            |             |
| Professor   | 31.6%       | 100.0%         | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Associate professor   | 26.9%       | 0.0%           | 100.0%          | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Assistant professor   | 29.4%       | 0.0%           | 0.0%            | 100.0%         | 0.0%     | 0.0%       | 0.0%        |
| Lecturer  | 6.3%        | 0.0%           | 0.0%            | 0.0%           | 100.0%   | 0.0%       | 0.0%        |
| Instructor  | 5.8%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 100.0%     | 0.0%        |
| <b>What is your tenure status at this institution?</b>  |             |                |                 |                |          |            |             |
| Tenured   | 54.9%       | 95.4%          | 88.6%           | 3.0%           | 0.5%     | 0.7%       | 31.5%       |
| On tenure track, but not tenured  | 23.9%       | 0.5%           | 5.1%            | 75.8%          | 0.2%     | 1.9%       | 30.9%       |
| Not on tenure track, but institution has tenure system  | 19.8%       | 3.3%           | 5.2%            | 19.2%          | 98.7%    | 93.5%      | 36.9%       |
| Institution has no tenure system  | 1.4%        | 0.8%           | 1.1%            | 2.0%           | 0.6%     | 3.9%       | 0.8%        |
| <b>Are you retired from this institution?</b>   |             |                |                 |                |          |            |             |
| Yes   | 0.4%        | 0.8%           | 0.3%            | 0.1%           | 0.5%     | 0.3%       | 0.0%        |
| No  | 99.6%       | 99.2%          | 99.7%           | 99.9%          | 99.5%    | 99.7%      | 100.0%      |
| <b>What is your principal activity in your current position at this institution?</b>                                      |             |                |                 |                |          |            |             |
| Administration  | 8.2%        | 16.4%          | 6.9%            | 2.2%           | 3.6%     | 5.1%       | 1.2%        |
| Teaching  | 73.8%       | 67.3%          | 73.5%           | 73.8%          | 92.8%    | 90.0%      | 81.4%       |
| Research  | 16.6%       | 15.0%          | 18.0%           | 22.9%          | 2.5%     | 1.6%       | 16.2%       |
| Services to clients and patients  | 0.3%        | 0.2%           | 0.3%            | 0.4%           | 0.2%     | 1.0%       | 0.0%        |
| Other   | 1.1%        | 1.0%           | 1.4%            | 0.8%           | 0.9%     | 2.3%       | 1.2%        |
| <b>Noted as being personally "essential" or "very important":</b>   |             |                |                 |                |          |            |             |
| Research  | 79.3%       | 85.1%          | 80.5%           | 83.3%          | 51.0%    | 49.7%      | 64.2%       |
| Teaching  | 97.3%       | 97.3%          | 97.6%           | 96.9%          | 97.0%    | 98.5%      | 100.0%      |
| Service   | 70.3%       | 74.2%          | 70.7%           | 64.6%          | 72.0%    | 75.3%      | 60.9%       |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |             |                |                 |                |          |            |             |
| Mean  | 3.48        | 3.14           | 3.4             | 3.64           | 4.08     | 4.25       | 4.68        |
| Median  | 3           | 3              | 3               | 4              | 4        | 4          | 5           |
| Mode  | 3           | 3              | 3               | 3              | 4        | 4          | 6           |
| <b>How many courses are you teaching this term are:</b>   |             |                |                 |                |          |            |             |
| <b>General education courses</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.49        | 1.45           | 1.47            | 1.45           | 1.72     | 1.73       | 1.88        |
| Median  | 1           | 1              | 1               | 1              | 2        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Courses required for an undergraduate major</b>  |             |                |                 |                |          |            |             |
| Mean  | 2.11        | 1.99           | 2.09            | 2.15           | 2.31     | 2.43       | 2.73        |
| Median  | 2           | 2              | 2               | 2              | 2        | 2          | 3           |
| Mode  | 2           | 2              | 2               | 2              | 2        | 2          | 2           |
| <b>Other undergraduate credit courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.52        | 1.55           | 1.49            | 1.51           | 1.62     | 1.54       | 1.57        |
| Median  | 1           | 2              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Developmental/remedial courses (not for credit)</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.03        | 1.02           | 1.02            | 1.03           | 1.05     | 1.13       | 1.09        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Graduate courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.38        | 1.4            | 1.39            | 1.4            | 1.23     | 1.2        | 1.18        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |             |                |                 |                |          |            |             |
| <b>At another institution</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.49        | 1.44           | 1.42            | 1.5            | 1.67     | 1.73       | 1.49        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |             |                |                 |                |          |            |             |
| Undergraduate credit courses  | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |
| Graduate courses  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Non-credit courses  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| I do not teach  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>In the past year, have you:</b>  |             |                |                 |                |          |            |             |
| Worked with or taught undergraduate students at this institution?   | 95.8%       | 96.6%          | 97.2%           | 94.2%          | 97.0%    | 92.4%      | 96.8%       |
| Worked with or taught graduate students at this institution?  | 54.9%       | 61.9%          | 57.6%           | 53.9%          | 35.9%    | 29.9%      | 21.9%       |
| <b>During the past three years, have you:</b>   |             |                |                 |                |          |            |             |
| Advised student groups involved in service/volunteer work   | 53.3%       | 51.4%          | 56.6%           | 53.8%          | 51.5%    | 47.0%      | 66.1%       |
| Collaborated with the local community on research/teaching to address their needs   | 46.2%       | 42.2%          | 49.2%           | 49.3%          | 41.5%    | 43.4%      | 58.3%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>   |             |                |                 |                |          |            |             |
| Conducted research or writing focused on international/global issues   | 39.7%       | 46.1%          | 42.5%           | 37.0%          | 26.6%    | 18.2%      | 21.8%       |
| Conducted research or writing focused on racial or ethnic minorities   | 31.3%       | 31.1%          | 34.4%           | 32.5%          | 26.4%    | 17.1%      | 15.3%       |
| Conducted research or writing focused on women or gender issues  | 30.0%       | 30.7%          | 32.1%           | 32.2%          | 19.3%    | 16.6%      | 30.4%       |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 11.3%       | 11.0%          | 11.6%           | 12.0%          | 10.8%    | 7.9%       | 7.7%        |
| Conducted research or writing focused on biomedical science fields   | 17.6%       | 20.1%          | 16.5%           | 20.4%          | 6.1%     | 7.7%       | 9.5%        |
| Engaged in academic research that spans multiple disciplines   | 72.6%       | 78.0%          | 76.2%           | 75.8%          | 46.3%    | 38.4%      | 53.3%       |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)   | 54.0%       | 58.8%          | 56.6%           | 53.6%          | 39.0%    | 34.0%      | 46.7%       |
| Written research grants  | 49.2%       | 51.9%          | 51.3%           | 57.1%          | 19.3%    | 15.9%      | 32.6%       |
| Received funding for your work from foundations  | 22.9%       | 25.3%          | 22.5%           | 25.1%          | 14.7%    | 9.8%       | 6.2%        |
| Received funding for your work from state or federal government  | 27.0%       | 32.5%          | 26.8%           | 27.4%          | 10.5%    | 14.1%      | 2.0%        |
| Received funding for your work from business or industry   | 10.7%       | 14.1%          | 10.3%           | 8.6%           | 7.1%     | 7.9%       | 0.0%        |
| <b>During the past three years, have you:</b>  |             |                |                 |                |          |            |             |
| Taught an honors course  | 19.3%       | 21.3%          | 21.8%           | 16.0%          | 20.8%    | 10.8%      | 12.7%       |
| Taught an interdisciplinary course   | 43.2%       | 46.4%          | 45.6%           | 41.7%          | 34.7%    | 31.0%      | 41.4%       |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 16.5%       | 16.7%          | 20.5%           | 14.4%          | 14.4%    | 9.3%       | 9.5%        |
| Taught a service learning course   | 18.0%       | 15.9%          | 21.1%           | 17.4%          | 18.2%    | 17.1%      | 30.3%       |
| Taught a course exclusively online   | 36.1%       | 33.1%          | 36.6%           | 33.7%          | 48.1%    | 49.4%      | 61.2%       |
| Participated in organized activities around enhancing pedagogy or student learning   | 70.5%       | 66.1%          | 72.5%           | 72.8%          | 75.0%    | 68.4%      | 86.0%       |
| Taught a seminar for first-year students   | 21.4%       | 21.9%          | 22.9%           | 19.7%          | 20.8%    | 20.9%      | 31.6%       |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 86.6%       | 84.7%          | 90.0%           | 86.5%          | 87.3%    | 81.6%      | 85.1%       |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Presented with undergraduate students at conferences   | 6.2%        | 6.9%           | 6.2%            | 7.1%           | 1.5%     | 1.9%       | 6.7%        |
| Published with undergraduates  | 3.9%        | 4.7%           | 3.4%            | 4.5%           | 1.8%     | 0.7%       | 0.0%        |
| Engaged undergraduates on your research project(s)   | 16.4%       | 19.2%          | 16.4%           | 18.5%          | 6.1%     | 2.4%       | 5.4%        |
| Worked with undergraduates on their research project(s)  | 18.6%       | 20.3%          | 20.5%           | 19.4%          | 8.6%     | 6.4%       | 13.8%       |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |             |                |                 |                |          |            |             |
| Excellent  | 24.4%       | 30.7%          | 23.2%           | 21.3%          | 21.2%    | 14.1%      | 2.7%        |
| Good   | 40.4%       | 40.3%          | 45.1%           | 42.4%          | 26.2%    | 24.6%      | 35.2%       |
| Fair   | 12.5%       | 12.7%          | 15.2%           | 12.0%          | 7.6%     | 6.4%       | 30.2%       |
| Poor   | 1.8%        | 1.7%           | 2.3%            | 1.8%           | 1.3%     | 1.1%       | 0.0%        |
| I have not worked with undergraduates on research projects   | 20.8%       | 14.5%          | 14.1%           | 22.6%          | 43.6%    | 53.7%      | 31.9%       |
| <b>How many undergraduates do you currently advise?</b>  |             |                |                 |                |          |            |             |
| Mean   | 7.26        | 7.68           | 7.96            | 6.86           | 5.82     | 5.20       | 7.62        |
| Median   | 7.00        | 8.00           | 9.00            | 6.00           | 1.00     | 1.00       | 9.00        |
| Mode   | 1.00        | 1.00           | 1.00            | 1.00           | 1.00     | 1.00       | 12.00       |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |             |                |                 |                |          |            |             |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 51.2%       | 48.1%          | 51.6%           | 52.6%          | 56.6%    | 60.5%      | 47.3%       |
| Helped them plan their course of study   | 67.2%       | 66.6%          | 70.6%           | 64.3%          | 66.0%    | 68.9%      | 48.7%       |
| Discussed their academic performance   | 56.2%       | 56.4%          | 56.6%           | 55.0%          | 52.3%    | 66.4%      | 51.4%       |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 58.4%       | 60.3%          | 59.9%           | 54.8%          | 58.1%    | 58.9%      | 35.9%       |
| Discussed career and post-graduation goals   | 70.4%       | 68.7%          | 70.3%           | 72.4%          | 72.1%    | 70.6%      | 47.8%       |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |             |                |                 |                |          |            |             |
| <b>Funded workshops focused on teaching</b>  |             |                |                 |                |          |            |             |
| Yes  | 51.1%       | 40.2%          | 51.5%           | 59.9%          | 59.5%    | 56.8%      | 61.0%       |
| No   | 43.1%       | 55.7%          | 42.9%           | 33.8%          | 32.1%    | 32.3%      | 35.3%       |
| Not eligible   | 1.1%        | 0.5%           | 0.8%            | 0.9%           | 2.7%     | 5.0%       | 0.0%        |
| Not available  | 4.7%        | 3.6%           | 4.8%            | 5.4%           | 5.7%     | 5.9%       | 3.7%        |
| <b>Funded workshops focused on research skills development</b>   |             |                |                 |                |          |            |             |
| Yes  | 18.5%       | 13.0%          | 17.1%           | 28.9%          | 11.6%    | 10.7%      | 15.4%       |
| No   | 67.7%       | 76.8%          | 69.4%           | 55.4%          | 70.3%    | 67.8%      | 57.9%       |
| Not eligible   | 2.0%        | 0.6%           | 0.9%            | 1.7%           | 8.9%     | 9.7%       | 0.0%        |
| Not available  | 11.8%       | 9.6%           | 12.6%           | 14.1%          | 9.2%     | 11.9%      | 26.6%       |
| <b>Funded workshops focused on grant writing</b>   |             |                |                 |                |          |            |             |
| Yes  | 13.5%       | 9.0%           | 12.2%           | 22.8%          | 5.5%     | 6.1%       | 10.3%       |
| No   | 74.8%       | 82.8%          | 77.1%           | 63.8%          | 76.6%    | 72.8%      | 63.1%       |
| Not eligible   | 1.9%        | 0.5%           | 0.8%            | 1.5%           | 8.1%     | 11.1%      | 0.0%        |
| Not available  | 9.8%        | 7.7%           | 10.0%           | 12.0%          | 9.8%     | 10.0%      | 26.5%       |
| <b>Paid sabbatical leave</b>   |             |                |                 |                |          |            |             |
| Yes  | 10.2%       | 15.2%          | 14.6%           | 4.4%           | 1.1%     | 0.0%       | 0.0%        |
| No   | 63.5%       | 74.9%          | 69.1%           | 52.6%          | 43.2%    | 48.6%      | 64.1%       |
| Not eligible   | 23.0%       | 7.8%           | 13.7%           | 38.5%          | 50.7%    | 44.7%      | 17.6%       |
| Not available  | 3.4%        | 2.0%           | 2.6%            | 4.5%           | 5.0%     | 6.7%       | 18.3%       |
| <b>Travel funds paid by the institution</b>  |             |                |                 |                |          |            |             |
| Yes  | 62.6%       | 61.6%          | 68.4%           | 67.6%          | 40.8%    | 40.2%      | 36.4%       |
| No   | 32.5%       | 36.1%          | 28.9%           | 26.6%          | 42.8%    | 46.9%      | 52.5%       |
| Not eligible   | 2.4%        | 0.5%           | 0.9%            | 2.6%           | 12.2%    | 9.0%       | 3.2%        |
| Not available  | 2.5%        | 1.8%           | 1.8%            | 3.2%           | 4.1%     | 3.9%       | 7.9%        |
| <b>Internal grants for research</b>  |             |                |                 |                |          |            |             |
| Yes  | 32.4%       | 28.4%          | 36.4%           | 42.0%          | 11.6%    | 10.2%      | 28.7%       |
| No   | 60.4%       | 68.6%          | 59.3%           | 49.9%          | 63.2%    | 68.4%      | 57.7%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>  |             |                |                 |                |          |            |             |
| Not eligible  | 4.0%        | 0.8%           | 1.7%            | 3.9%           | 21.3%    | 15.5%      | 3.2%        |
| Not available   | 3.2%        | 2.1%           | 2.7%            | 4.2%           | 3.9%     | 6.0%       | 10.3%       |
| <b>Training for administrative leadership</b>   |             |                |                 |                |          |            |             |
| Yes   | 12.2%       | 18.5%          | 14.8%           | 5.4%           | 4.8%     | 6.6%       | 7.9%        |
| No  | 71.2%       | 72.9%          | 70.7%           | 72.3%          | 64.6%    | 65.6%      | 71.2%       |
| Not eligible  | 6.2%        | 1.5%           | 2.7%            | 9.7%           | 18.9%    | 18.8%      | 0.0%        |
| Not available   | 10.4%       | 7.1%           | 11.8%           | 12.6%          | 11.7%    | 9.0%       | 20.9%       |
| <b>Training for promoting inclusion and facilitating difficult conversations</b>  |             |                |                 |                |          |            |             |
| Yes   | 40.5%       | 41.3%          | 40.4%           | 41.8%          | 35.6%    | 35.5%      | 41.2%       |
| No  | 52.1%       | 54.0%          | 52.5%           | 50.1%          | 51.0%    | 50.7%      | 52.7%       |
| Not eligible  | 1.5%        | 0.4%           | 0.6%            | 1.4%           | 6.6%     | 6.7%       | 0.0%        |
| Not available   | 5.9%        | 4.3%           | 6.5%            | 6.7%           | 6.8%     | 7.1%       | 6.1%        |
| <b>Incentives to develop new courses</b>  |             |                |                 |                |          |            |             |
| Yes   | 19.2%       | 17.5%          | 19.9%           | 20.0%          | 21.9%    | 18.3%      | 26.7%       |
| No  | 67.7%       | 72.7%          | 68.0%           | 65.5%          | 57.2%    | 59.7%      | 61.2%       |
| Not eligible  | 2.2%        | 0.9%           | 0.8%            | 2.0%           | 8.5%     | 10.6%      | 3.8%        |
| Not available   | 10.9%       | 9.0%           | 11.3%           | 12.5%          | 12.4%    | 11.3%      | 8.2%        |
| <b>Incentives to integrate technology into your classroom</b>   |             |                |                 |                |          |            |             |
| Yes   | 25.1%       | 23.6%          | 24.8%           | 25.3%          | 30.1%    | 28.6%      | 25.2%       |
| No  | 64.4%       | 68.4%          | 65.6%           | 62.5%          | 54.9%    | 55.9%      | 58.2%       |
| Not eligible  | 1.6%        | 0.6%           | 0.6%            | 1.6%           | 5.7%     | 6.6%       | 1.3%        |
| Not available   | 8.9%        | 7.3%           | 9.0%            | 10.5%          | 9.3%     | 8.9%       | 15.4%       |
| <b>Resources to integrate culturally-competent practices into your classroom</b>  |             |                |                 |                |          |            |             |
| Yes   | 26.7%       | 23.7%          | 24.7%           | 29.4%          | 37.0%    | 27.9%      | 58.0%       |
| No  | 62.9%       | 68.8%          | 64.0%           | 59.0%          | 50.6%    | 57.8%      | 32.7%       |
| Not eligible  | 1.0%        | 0.3%           | 0.4%            | 1.1%           | 3.1%     | 4.9%       | 1.3%        |
| Not available   | 9.4%        | 7.3%           | 10.9%           | 10.4%          | 9.2%     | 9.4%       | 7.9%        |
| <b>How many of the following have you published?</b>  |             |                |                 |                |          |            |             |
| <b>Articles in academic or professional journals</b>  |             |                |                 |                |          |            |             |
| None  | 15.6%       | 8.4%           | 9.5%            | 15.2%          | 43.2%    | 58.2%      | 32.4%       |
| 1-2   | 16.3%       | 9.0%           | 15.2%           | 23.0%          | 23.4%    | 20.5%      | 24.6%       |
| 3-4   | 12.4%       | 7.2%           | 14.0%           | 17.1%          | 12.2%    | 10.9%      | 7.5%        |
| 5-10  | 18.9%       | 14.6%          | 25.4%           | 21.8%          | 12.4%    | 4.4%       | 29.6%       |
| 11-20   | 15.2%       | 16.5%          | 19.5%           | 14.0%          | 4.8%     | 4.3%       | 1.3%        |
| 21-50   | 14.1%       | 24.9%          | 13.2%           | 7.7%           | 3.5%     | 1.0%       | 4.5%        |
| 51+   | 7.5%        | 19.4%          | 3.1%            | 1.1%           | 0.6%     | 0.8%       | 0.0%        |
| <b>Chapters in edited volumes</b>   |             |                |                 |                |          |            |             |
| None  | 44.9%       | 26.9%          | 40.2%           | 56.1%          | 72.0%    | 82.5%      | 57.5%       |
| 1-2   | 26.3%       | 24.6%          | 28.6%           | 30.1%          | 20.4%    | 12.0%      | 31.5%       |
| 3-4   | 13.5%       | 16.8%          | 18.3%           | 9.5%           | 4.1%     | 3.1%       | 1.5%        |
| 5-10  | 9.8%        | 17.8%          | 10.2%           | 3.8%           | 2.6%     | 0.9%       | 7.5%        |
| 11-20   | 4.0%        | 10.1%          | 2.0%            | 0.4%           | 0.9%     | 1.2%       | 0.0%        |
| 21-50   | 1.2%        | 3.1%           | 0.4%            | 0.1%           | 0.0%     | 0.3%       | 2.0%        |
| 51+   | 0.3%        | 0.6%           | 0.2%            | 0.1%           | 0.0%     | 0.0%       | 0.0%        |
| <b>How many of the following have you published?</b>  |             |                |                 |                |          |            |             |
| <b>Books, manuals, monographs, or research reports</b>  |             |                |                 |                |          |            |             |
| None  | 56.7%       | 37.4%          | 54.0%           | 71.8%          | 76.2%    | 82.3%      | 47.6%       |
| 1-2   | 26.2%       | 29.6%          | 32.2%           | 21.3%          | 18.1%    | 11.6%      | 47.9%       |
| 3-4   | 8.7%        | 15.2%          | 8.3%            | 4.0%           | 2.8%     | 4.2%       | 1.4%        |
| 5-10  | 5.7%        | 12.5%          | 3.8%            | 1.6%           | 1.8%     | 1.2%       | 0.0%        |
| 11-20   | 1.7%        | 3.3%           | 1.0%            | 0.7%           | 1.0%     | 0.4%       | 3.2%        |
| 21-50   | 0.7%        | 1.5%           | 0.4%            | 0.3%           | 0.1%     | 0.3%       | 0.0%        |
| 51+   | 0.3%        | 0.4%           | 0.2%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Other, such as patents or computer software products</b>   |             |                |                 |                |          |            |             |
| None  | 85.9%       | 81.2%          | 86.9%           | 87.4%          | 91.4%    | 92.6%      | 100.0%      |
| 1-2   | 7.7%        | 8.3%           | 7.9%            | 7.7%           | 6.0%     | 5.4%       | 0.0%        |
| 3-4   | 2.9%        | 4.7%           | 2.3%            | 2.4%           | 0.9%     | 1.3%       | 0.0%        |
| 5-10  | 1.8%        | 2.8%           | 1.7%            | 1.5%           | 0.4%     | 0.1%       | 0.0%        |
| 11-20   | 0.9%        | 1.7%           | 0.5%            | 0.6%           | 0.5%     | 0.1%       | 0.0%        |
| 21-50   | 0.3%        | 0.6%           | 0.2%            | 0.2%           | 0.3%     | 0.1%       | 0.0%        |
| 51+   | 0.4%        | 0.6%           | 0.4%            | 0.1%           | 0.6%     | 0.5%       | 0.0%        |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |             |                |                 |                |          |            |             |
| None  | 82.9%       | 82.8%          | 84.5%           | 82.3%          | 78.7%    | 83.4%      | 88.6%       |
| 1-2   | 4.9%        | 4.9%           | 4.0%            | 4.9%           | 6.2%     | 7.6%       | 6.1%        |
| 3-4   | 3.4%        | 3.1%           | 3.5%            | 3.4%           | 5.0%     | 3.3%       | 1.9%        |
| 5-10  | 3.9%        | 4.5%           | 3.4%            | 4.1%           | 3.6%     | 1.8%       | 1.2%        |
| 11-20   | 2.1%        | 2.0%           | 1.8%            | 2.6%           | 2.2%     | 0.6%       | 2.2%        |
| 21+   | 2.8%        | 2.7%           | 2.7%            | 2.7%           | 4.3%     | 3.2%       | 0.0%        |
| <b>How many of these have been performed alone/solo?</b>  |             |                |                 |                |          |            |             |
| None  | 4.7%        | 5.3%           | 4.2%            | 2.9%           | 11.1%    | 5.0%       | 0.0%        |
| 1-2   | 5.0%        | 5.3%           | 6.1%            | 4.8%           | 2.4%     | 3.2%       | 0.0%        |
| 3-4   | 13.1%       | 17.7%          | 8.6%            | 12.3%          | 12.5%    | 11.6%      | 19.2%       |
| 5-10  | 16.0%       | 15.1%          | 14.0%           | 19.7%          | 13.9%    | 14.0%      | 6.9%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>  |             |                |                 |                |          |            |             |
| 11-20   | 31.0%       | 32.0%          | 34.4%           | 26.2%          | 32.3%    | 34.0%      | 48.8%       |
| 21+   | 30.1%       | 24.7%          | 32.6%           | 34.1%          | 27.7%    | 32.2%      | 25.1%       |
| <b>How many of these have been collaborative?</b>   |             |                |                 |                |          |            |             |
| None  | 12.1%       | 15.1%          | 11.0%           | 8.8%           | 11.6%    | 18.2%      | 32.5%       |
| 1-2   | 31.5%       | 28.1%          | 31.5%           | 33.2%          | 32.4%    | 41.2%      | 37.3%       |
| 3-4   | 18.1%       | 18.3%          | 16.2%           | 20.8%          | 18.5%    | 10.9%      | 6.9%        |
| 5-10  | 17.1%       | 18.7%          | 18.0%           | 16.9%          | 13.5%    | 8.4%       | 23.3%       |
| 11-20   | 9.9%        | 9.1%           | 9.2%            | 11.0%          | 10.9%    | 9.5%       | 0.0%        |
| 21+   | 11.4%       | 10.8%          | 14.1%           | 9.3%           | 13.1%    | 11.7%      | 0.0%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |             |                |                 |                |          |            |             |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |             |                |                 |                |          |            |             |
| None  | 5.6%        | 8.2%           | 6.3%            | 3.0%           | 3.7%     | 2.2%       | 3.2%        |
| 1-4   | 17.3%       | 23.1%          | 16.1%           | 15.3%          | 8.5%     | 10.0%      | 4.0%        |
| 5-8   | 35.3%       | 34.6%          | 39.0%           | 37.5%          | 26.3%    | 19.9%      | 39.2%       |
| 9-12  | 26.6%       | 22.8%          | 24.9%           | 28.9%          | 33.4%    | 38.6%      | 13.7%       |
| 13-16   | 9.0%        | 6.9%           | 9.0%            | 9.1%           | 14.4%    | 14.5%      | 12.9%       |
| 17-20   | 3.4%        | 2.5%           | 2.4%            | 3.3%           | 9.4%     | 8.0%       | 11.4%       |
| 21+   | 2.8%        | 2.0%           | 2.4%            | 3.0%           | 4.3%     | 6.8%       | 15.6%       |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |             |                |                 |                |          |            |             |
| None  | 4.8%        | 7.2%           | 5.3%            | 2.5%           | 2.7%     | 2.2%       | 3.2%        |
| 1-4   | 12.6%       | 16.2%          | 12.0%           | 10.8%          | 9.3%     | 7.6%       | 7.5%        |
| 5-8   | 23.5%       | 25.1%          | 23.3%           | 24.3%          | 15.7%    | 19.5%      | 14.2%       |
| 9-12  | 21.7%       | 21.3%          | 23.9%           | 21.5%          | 18.3%    | 19.2%      | 10.1%       |
| 13-16   | 15.3%       | 12.7%          | 16.9%           | 16.1%          | 14.8%    | 18.7%      | 5.5%        |
| 17-20   | 10.3%       | 9.0%           | 9.3%            | 11.5%          | 14.6%    | 11.1%      | 26.1%       |
| 21+   | 11.8%       | 8.5%           | 9.3%            | 13.3%          | 24.6%    | 21.7%      | 33.5%       |
| <b>Advising and counseling of students</b>  |             |                |                 |                |          |            |             |
| None  | 8.0%        | 7.6%           | 5.5%            | 7.5%           | 14.3%    | 18.5%      | 3.9%        |
| 1-4   | 58.8%       | 60.6%          | 57.6%           | 58.8%          | 57.1%    | 55.3%      | 54.5%       |
| 5-8   | 23.2%       | 23.0%          | 25.8%           | 23.5%          | 19.0%    | 14.8%      | 19.1%       |
| 9-12  | 6.5%        | 6.2%           | 7.2%            | 6.2%           | 5.2%     | 6.8%       | 20.9%       |
| 13-16   | 1.7%        | 1.2%           | 1.7%            | 2.0%           | 2.5%     | 1.2%       | 1.6%        |
| 17-20   | 0.9%        | 0.9%           | 0.9%            | 1.0%           | 1.1%     | 1.5%       | 0.0%        |
| 21+   | 0.9%        | 0.5%           | 1.3%            | 0.9%           | 0.9%     | 2.0%       | 0.0%        |
| <b>Committee work and meetings</b>  |             |                |                 |                |          |            |             |
| None  | 6.0%        | 4.6%           | 2.6%            | 6.1%           | 17.1%    | 17.5%      | 0.0%        |
| 1-4   | 52.6%       | 44.5%          | 47.1%           | 63.2%          | 58.9%    | 64.8%      | 68.4%       |
| 5-8   | 24.5%       | 27.0%          | 28.9%           | 21.5%          | 17.2%    | 11.6%      | 24.7%       |
| 9-12  | 9.4%        | 11.7%          | 12.8%           | 5.9%           | 4.0%     | 3.7%       | 4.0%        |
| 13-16   | 3.3%        | 4.5%           | 4.3%            | 1.7%           | 1.4%     | 1.7%       | 0.0%        |
| 17-20   | 2.0%        | 3.3%           | 2.1%            | 0.9%           | 1.0%     | 0.3%       | 0.0%        |
| 21+   | 2.3%        | 4.4%           | 2.1%            | 0.7%           | 0.4%     | 0.5%       | 2.9%        |
| <b>Research and scholarly writing</b>   |             |                |                 |                |          |            |             |
| None  | 16.5%       | 10.5%          | 14.1%           | 11.6%          | 48.9%    | 52.5%      | 40.9%       |
| 1-4   | 33.1%       | 33.3%          | 34.5%           | 33.2%          | 30.8%    | 28.1%      | 40.9%       |
| 5-8   | 18.8%       | 18.7%          | 20.2%           | 21.2%          | 9.8%     | 10.1%      | 4.7%        |
| 9-12  | 11.2%       | 12.8%          | 12.2%           | 11.3%          | 4.0%     | 4.7%       | 3.0%        |
| 13-16   | 7.0%        | 8.5%           | 5.9%            | 8.5%           | 1.8%     | 1.9%       | 8.9%        |
| 17-20   | 5.3%        | 7.1%           | 5.1%            | 5.5%           | 0.9%     | 0.2%       | 0.0%        |
| 21+   | 8.0%        | 9.1%           | 8.0%            | 8.7%           | 3.7%     | 2.5%       | 1.6%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |             |                |                 |                |          |            |             |
| <b>Other creative products/performances</b>   |             |                |                 |                |          |            |             |
| None  | 70.8%       | 71.0%          | 73.8%           | 69.8%          | 64.4%    | 67.3%      | 70.2%       |
| 1-4   | 18.2%       | 16.5%          | 16.6%           | 19.8%          | 22.6%    | 23.2%      | 21.9%       |
| 5-8   | 5.2%        | 5.7%           | 4.5%            | 5.3%           | 4.6%     | 5.6%       | 7.9%        |
| 9-12  | 2.4%        | 3.2%           | 2.1%            | 1.7%           | 3.4%     | 2.6%       | 0.0%        |
| 13-16   | 1.4%        | 1.4%           | 1.1%            | 1.7%           | 3.0%     | 0.5%       | 0.0%        |
| 17-20   | 0.9%        | 1.4%           | 0.6%            | 0.8%           | 0.4%     | 0.0%       | 0.0%        |
| 21+   | 1.0%        | 0.8%           | 1.3%            | 1.0%           | 1.5%     | 0.7%       | 0.0%        |
| <b>Community or public service</b>  |             |                |                 |                |          |            |             |
| None  | 41.7%       | 39.2%          | 41.6%           | 43.3%          | 45.7%    | 43.2%      | 45.6%       |
| 1-4   | 44.1%       | 44.1%          | 44.2%           | 44.6%          | 41.1%    | 43.4%      | 48.6%       |
| 5-8   | 9.5%        | 11.3%          | 8.7%            | 8.2%           | 10.0%    | 8.3%       | 3.4%        |
| 9-12  | 3.3%        | 3.9%           | 3.6%            | 2.6%           | 2.3%     | 4.0%       | 0.0%        |
| 13-16   | 0.8%        | 0.7%           | 1.0%            | 0.8%           | 0.6%     | 0.8%       | 2.3%        |
| 17-20   | 0.3%        | 0.3%           | 0.4%            | 0.2%           | 0.1%     | 0.0%       | 0.0%        |
| 21+   | 0.4%        | 0.6%           | 0.5%            | 0.3%           | 0.2%     | 0.2%       | 0.0%        |
| <b>Outside consulting/freelance work</b>  |             |                |                 |                |          |            |             |
| None  | 78.1%       | 76.7%          | 79.6%           | 79.9%          | 74.3%    | 74.0%      | 86.3%       |
| 1-4   | 15.5%       | 17.5%          | 14.8%           | 14.0%          | 14.2%    | 17.2%      | 9.8%        |
| 5-8   | 4.0%        | 3.8%           | 3.8%            | 4.0%           | 5.3%     | 5.3%       | 1.7%        |
| 9-12  | 1.4%        | 1.5%           | 0.9%            | 1.0%           | 4.6%     | 2.3%       | 0.0%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>   |             |                |                 |                |          |            |             |
| 13-16  | 0.3%        | 0.2%           | 0.1%            | 0.3%           | 0.2%     | 0.6%       | 0.0%        |
| 17-20  | 0.2%        | 0.1%           | 0.2%            | 0.3%           | 0.2%     | 0.5%       | 2.3%        |
| 21+  | 0.4%        | 0.2%           | 0.8%            | 0.3%           | 1.2%     | 0.1%       | 0.0%        |
| <b>Household/childcare duties</b>  |             |                |                 |                |          |            |             |
| None   | 10.7%       | 12.5%          | 8.3%            | 10.1%          | 11.4%    | 13.7%      | 7.5%        |
| 1-4  | 14.1%       | 16.0%          | 12.6%           | 12.5%          | 14.6%    | 18.2%      | 7.7%        |
| 5-8  | 21.1%       | 24.0%          | 19.1%           | 20.4%          | 20.0%    | 17.3%      | 28.2%       |
| 9-12   | 17.0%       | 20.4%          | 15.8%           | 15.0%          | 17.5%    | 12.4%      | 16.4%       |
| 13-16  | 10.4%       | 9.1%           | 11.6%           | 11.1%          | 10.4%    | 9.1%       | 2.3%        |
| 17-20  | 8.1%        | 7.2%           | 10.2%           | 7.3%           | 6.9%     | 7.9%       | 11.5%       |
| 21+  | 18.7%       | 10.7%          | 22.4%           | 23.7%          | 19.2%    | 21.3%      | 26.5%       |
| <b>Serving as a caregiver for another adult</b>  |             |                |                 |                |          |            |             |
| None   | 86.0%       | 84.0%          | 86.5%           | 89.2%          | 83.2%    | 82.4%      | 79.9%       |
| 1-4  | 8.0%        | 10.2%          | 7.3%            | 5.7%           | 9.3%     | 8.2%       | 8.8%        |
| 5-8  | 2.3%        | 2.3%           | 2.4%            | 1.5%           | 3.8%     | 3.1%       | 6.8%        |
| 9-12   | 1.7%        | 2.1%           | 1.0%            | 1.7%           | 1.1%     | 2.8%       | 0.0%        |
| 13-16  | 0.6%        | 0.4%           | 0.8%            | 0.7%           | 0.3%     | 1.1%       | 0.0%        |
| 17-20  | 0.3%        | 0.2%           | 0.3%            | 0.1%           | 0.6%     | 0.8%       | 2.3%        |
| 21+  | 1.2%        | 0.8%           | 1.7%            | 1.1%           | 1.7%     | 1.6%       | 2.3%        |
| <b>Other employment, outside of academia</b>   |             |                |                 |                |          |            |             |
| None   | 90.7%       | 93.1%          | 92.6%           | 90.2%          | 81.1%    | 80.0%      | 87.7%       |
| 1-4  | 4.8%        | 3.7%           | 3.9%            | 5.5%           | 7.6%     | 9.0%       | 2.4%        |
| 5-8  | 2.0%        | 1.5%           | 1.7%            | 2.1%           | 3.3%     | 4.3%       | 2.8%        |
| 9-12   | 1.2%        | 0.8%           | 0.9%            | 1.4%           | 2.7%     | 2.7%       | 2.4%        |
| 13-16  | 0.4%        | 0.3%           | 0.2%            | 0.3%           | 0.8%     | 1.6%       | 2.4%        |
| 17-20  | 0.2%        | 0.1%           | 0.1%            | 0.2%           | 0.7%     | 0.7%       | 0.0%        |
| 21+  | 0.7%        | 0.4%           | 0.5%            | 0.3%           | 3.7%     | 1.7%       | 2.4%        |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |             |                |                 |                |          |            |             |
| None   | 3.4%        | 2.7%           | 3.5%            | 4.3%           | 1.6%     | 3.5%       | 0.0%        |
| 1-4  | 26.1%       | 22.5%          | 25.7%           | 30.5%          | 22.7%    | 29.0%      | 57.5%       |
| 5-8  | 35.3%       | 36.2%          | 35.0%           | 35.1%          | 34.8%    | 32.3%      | 23.8%       |
| 9-12   | 19.4%       | 21.0%          | 19.2%           | 17.9%          | 17.8%    | 20.5%      | 8.9%        |
| 13-16  | 7.6%        | 8.7%           | 7.6%            | 6.0%           | 9.9%     | 6.7%       | 7.5%        |
| 17-20  | 4.2%        | 4.8%           | 4.6%            | 3.1%           | 5.3%     | 3.6%       | 0.0%        |
| 21+  | 4.2%        | 4.2%           | 4.4%            | 3.1%           | 8.0%     | 4.3%       | 2.3%        |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>                                    |             |                |                 |                |          |            |             |
| Ask questions in class   | 94.0%       | 92.7%          | 94.4%           | 94.3%          | 96.2%    | 96.2%      | 98.4%       |
| Support their opinions with a logical argument   | 79.7%       | 77.1%          | 80.0%           | 81.7%          | 81.6%    | 81.1%      | 69.4%       |
| Seek solutions to problems and explain them to others  | 74.1%       | 70.3%          | 72.5%           | 78.3%          | 76.4%    | 79.9%      | 70.0%       |
| Analyze multiple sources of information before coming to a conclusion  | 67.5%       | 64.4%          | 69.3%           | 68.4%          | 69.3%    | 70.8%      | 66.8%       |
| Evaluate the quality or reliability of information they receive  | 68.4%       | 65.9%          | 69.7%           | 68.7%          | 71.3%    | 72.6%      | 80.4%       |
| Take risks for potential gains   | 36.4%       | 35.5%          | 36.9%           | 35.5%          | 40.0%    | 39.5%      | 41.4%       |
| Seek alternative solutions to a problem  | 64.4%       | 62.8%          | 62.6%           | 64.9%          | 70.0%    | 73.5%      | 67.3%       |
| Look up scientific research articles and resources   | 54.5%       | 54.0%          | 54.2%           | 56.6%          | 51.2%    | 51.8%      | 64.3%       |
| Explore topics on their own, even though it was not required for a class   | 51.1%       | 47.4%          | 51.8%           | 53.6%          | 52.9%    | 53.4%      | 73.9%       |
| Accept mistakes as part of the learning process  | 74.2%       | 70.3%          | 72.3%           | 77.9%          | 77.9%    | 83.6%      | 73.0%       |
| Recognize biases that affect their thinking  | 52.9%       | 48.2%          | 53.6%           | 56.2%          | 54.7%    | 57.9%      | 44.8%       |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b> |             |                |                 |                |          |            |             |
| Write in the specific style or format of your discipline   | 62.1%       | 59.6%          | 64.9%           | 63.9%          | 59.2%    | 56.0%      | 66.5%       |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline                        | 47.7%       | 45.8%          | 49.0%           | 48.1%          | 47.5%    | 50.0%      | 53.1%       |
| Discuss the ethical or moral implications of a course of action  | 45.1%       | 42.3%          | 47.5%           | 45.0%          | 45.7%    | 50.0%      | 50.6%       |
| Apply mathematical concepts and computational thinking   | 37.9%       | 41.1%          | 35.7%           | 38.0%          | 32.4%    | 34.4%      | 25.9%       |
| <b>Methods you use in "all" or "most" of your courses:</b>   |             |                |                 |                |          |            |             |
| Class discussions  | 86.1%       | 84.1%          | 86.7%           | 87.1%          | 87.3%    | 88.6%      | 85.9%       |
| Cooperative learning (small groups)  | 72.2%       | 64.2%          | 71.4%           | 78.9%          | 76.6%    | 84.3%      | 70.3%       |
| Experiential learning/Field studies  | 30.0%       | 26.3%          | 29.2%           | 34.9%          | 28.2%    | 33.0%      | 20.7%       |
| Performances/Demonstrations  | 33.9%       | 28.4%          | 30.8%           | 37.2%          | 46.3%    | 51.3%      | 45.3%       |
| Group projects   | 48.0%       | 41.6%          | 47.0%           | 53.2%          | 54.2%    | 58.7%      | 38.6%       |
| Extensive lecturing  | 45.8%       | 49.9%          | 43.1%           | 44.7%          | 45.5%    | 40.4%      | 52.7%       |
| Multiple drafts of written work  | 36.0%       | 35.4%          | 36.4%           | 35.9%          | 38.5%    | 35.1%      | 14.5%       |
| Reflective writing/Journaling  | 28.2%       | 23.2%          | 27.9%           | 32.1%          | 30.6%    | 36.4%      | 24.6%       |
| Community service as part of coursework  | 7.0%        | 5.5%           | 7.2%            | 8.3%           | 7.0%     | 9.1%       | 11.8%       |
| Electronic quizzes with immediate feedback in class  | 21.8%       | 18.3%          | 18.8%           | 25.8%          | 23.1%    | 35.6%      | 40.1%       |
| Real-life problems   | 64.3%       | 58.9%          | 63.4%           | 68.9%          | 68.9%    | 71.7%      | 64.4%       |
| Student inquiry to drive learning  | 59.0%       | 55.4%          | 58.0%           | 60.4%          | 66.9%    | 68.1%      | 65.9%       |
| Readings on racial and ethnic issues   | 32.8%       | 27.7%          | 37.0%           | 35.1%          | 32.5%    | 31.9%      | 37.5%       |
| Readings on women or gender issues   | 29.6%       | 26.5%          | 33.2%           | 30.9%          | 28.4%    | 25.9%      | 16.0%       |
| Supplemental instruction outside of class and office hours   | 37.1%       | 34.1%          | 36.4%           | 39.2%          | 39.5%    | 45.2%      | 44.4%       |
| Student presentations  | 54.2%       | 50.4%          | 54.5%           | 57.9%          | 55.6%    | 55.2%      | 23.7%       |
| Student evaluations of each others' work   | 32.3%       | 26.6%          | 31.0%           | 36.7%          | 43.8%    | 37.9%      | 4.3%        |



2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

| All Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Grading on a curve   | 17.4%       | 22.6%          | 15.4%           | 15.3%          | 14.5%    | 9.4%       | 11.4%       |
| Rubric-based assessment  | 66.8%       | 58.8%          | 66.4%           | 74.0%          | 73.2%    | 73.3%      | 73.9%       |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 27.3%       | 24.1%          | 26.8%           | 29.0%          | 30.9%    | 36.9%      | 45.5%       |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |             |                |                 |                |          |            |             |
| Videos or podcasts   | 44.5%       | 38.9%          | 44.8%           | 48.6%          | 47.8%    | 51.0%      | 52.2%       |
| Simulations/animations   | 19.8%       | 16.7%          | 19.1%           | 23.6%          | 18.7%    | 22.6%      | 38.7%       |
| Online homework or virtual labs  | 31.2%       | 27.3%          | 30.2%           | 31.2%          | 44.6%    | 45.6%      | 35.7%       |
| Online discussion boards   | 22.1%       | 19.9%          | 21.4%           | 22.7%          | 28.2%    | 29.0%      | 38.6%       |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 9.4%        | 8.1%           | 9.0%            | 12.1%          | 5.7%     | 9.7%       | 16.9%       |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |             |                |                 |                |          |            |             |
| Encourage students to become agents of social change   | 82.6%       | 78.1%          | 82.2%           | 87.2%          | 87.1%    | 82.4%      | 83.0%       |
| Prepare students for employment after college  | 97.1%       | 96.4%          | 97.0%           | 97.8%          | 97.9%    | 98.1%      | 85.3%       |
| Prepare students for graduate or advanced education  | 95.8%       | 96.2%          | 95.0%           | 96.7%          | 96.1%    | 92.6%      | 91.3%       |
| Develop students' moral character  | 86.9%       | 86.3%          | 85.5%           | 87.8%          | 90.2%    | 89.3%      | 89.9%       |
| Provide for students' emotional development  | 80.1%       | 76.2%          | 78.8%           | 83.9%          | 84.8%    | 86.6%      | 72.3%       |
| Help students develop personal values  | 85.8%       | 83.5%          | 86.2%           | 86.4%          | 89.0%    | 91.5%      | 71.1%       |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 86.6%       | 83.6%          | 86.2%           | 89.5%          | 88.6%    | 89.0%      | 80.6%       |
| Promote students' ability to write effectively   | 95.8%       | 96.1%          | 96.0%           | 96.4%          | 93.5%    | 91.9%      | 100.0%      |
| Teach students tolerance and respect for different beliefs   | 94.7%       | 94.0%          | 94.4%           | 95.5%          | 95.3%    | 96.7%      | 100.0%      |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| The chief benefit of a college education is that it increases one's earning power  | 58.4%       | 54.9%          | 56.5%           | 61.5%          | 63.4%    | 66.7%      | 76.4%       |
| A racially/ethnically diverse student body enhances the educational experience of all students   | 97.4%       | 96.6%          | 97.4%           | 98.3%          | 98.6%    | 95.6%      | 96.9%       |
| Colleges have a responsibility to work with their surrounding communities to address local issues  | 94.5%       | 93.3%          | 93.6%           | 96.1%          | 96.1%    | 95.5%      | 100.0%      |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work   | 58.8%       | 56.1%          | 59.4%           | 57.0%          | 68.9%    | 71.2%      | 49.5%       |
| I try to dispel perceptions of competition in my classroom   | 74.5%       | 71.8%          | 75.3%           | 76.3%          | 76.3%    | 74.7%      | 89.1%       |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource   | 56.8%       | 58.8%          | 59.8%           | 52.7%          | 54.2%    | 53.8%      | 58.3%       |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom   | 76.4%       | 73.2%          | 77.0%           | 77.6%          | 80.5%    | 81.7%      | 73.3%       |
| I achieve a healthy balance between my personal life and my professional life  | 60.2%       | 65.3%          | 56.8%           | 54.8%          | 65.6%    | 68.7%      | 51.3%       |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar   | 53.7%       | 41.7%          | 54.2%           | 63.0%          | 62.8%    | 66.7%      | 77.3%       |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| This institution has effective hiring practices and policies that increase faculty diversity   | 64.8%       | 66.3%          | 61.1%           | 63.6%          | 73.5%    | 70.4%      | 87.6%       |
| Student Affairs staff have the support and respect of faculty  | 77.5%       | 74.4%          | 74.6%           | 81.3%          | 84.8%    | 84.4%      | 56.8%       |
| There is a lot of campus racial conflict here  | 33.8%       | 29.8%          | 39.4%           | 34.6%          | 29.8%    | 31.6%      | 16.9%       |
| My research is valued by faculty in my department  | 81.1%       | 82.2%          | 76.6%           | 80.8%          | 60.4%    | 62.8%      | 66.1%       |
| My teaching is valued by faculty in my department  | 89.7%       | 89.0%          | 89.3%           | 91.5%          | 89.2%    | 86.6%      | 71.5%       |
| My service is valued by faculty in my department   | 85.3%       | 86.4%          | 84.9%           | 86.1%          | 80.3%    | 81.0%      | 64.4%       |
| Faculty are sufficiently involved in campus decision-making  | 56.2%       | 53.1%          | 52.0%           | 60.9%          | 62.3%    | 65.7%      | 44.4%       |
| The faculty are typically at odds with campus administration   | 53.5%       | 52.3%          | 55.5%           | 53.5%          | 55.0%    | 48.6%      | 55.5%       |
| Faculty here respect each other  | 86.8%       | 86.0%          | 86.1%           | 89.1%          | 85.8%    | 85.7%      | 62.5%       |
| Administrators consider faculty concerns when making policy  | 59.9%       | 57.4%          | 55.9%           | 63.2%          | 66.3%    | 65.1%      | 45.3%       |
| This institution takes responsibility for educating underprepared students   | 66.9%       | 66.9%          | 63.5%           | 67.9%          | 71.9%    | 74.0%      | 68.5%       |
| The criteria for advancement and promotion decisions are clear   | 73.2%       | 81.8%          | 73.0%           | 66.6%          | 65.1%    | 61.2%      | 76.8%       |
| Most of the students I teach lack the basic skills for college level work  | 29.2%       | 25.7%          | 28.7%           | 32.4%          | 29.5%    | 35.9%      | 53.9%       |
| There is adequate support for faculty development  | 67.8%       | 67.7%          | 65.0%           | 68.8%          | 70.4%    | 75.6%      | 51.6%       |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom  | 57.2%       | 58.9%          | 60.4%           | 55.3%          | 49.8%    | 48.2%      | 48.1%       |
| This institution takes mentoring into consideration in the promotion process   | 49.0%       | 51.2%          | 42.6%           | 50.0%          | 50.8%    | 60.9%      | 35.1%       |
| Faculty of color are treated fairly here   | 72.8%       | 75.8%          | 67.4%           | 72.3%          | 77.3%    | 78.7%      | 95.5%       |
| Women faculty are treated fairly here  | 73.2%       | 75.6%          | 68.3%           | 73.1%          | 77.7%    | 77.4%      | 85.9%       |
| LGBTQ+ faculty are treated fairly here   | 74.9%       | 76.7%          | 71.0%           | 74.2%          | 81.0%    | 80.3%      | 94.6%       |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>   |             |                |                 |                |          |            |             |
| Increase or maintain institutional affordability   | 68.9%       | 69.6%          | 69.5%           | 67.9%          | 66.6%    | 68.4%      | 66.5%       |
| Develop a sense of community among students and faculty  | 65.3%       | 66.1%          | 63.3%           | 64.4%          | 69.7%    | 70.4%      | 55.1%       |
| Facilitate student involvement in community service  | 49.6%       | 47.1%          | 49.0%           | 52.2%          | 48.4%    | 57.0%      | 56.6%       |
| Help students learn how to bring about change in society   | 48.6%       | 45.9%          | 45.7%           | 53.1%          | 54.3%    | 50.6%      | 39.5%       |
| Increase or maintain institutional prestige  | 71.3%       | 74.0%          | 70.9%           | 68.2%          | 74.4%    | 69.1%      | 76.1%       |
| Hire faculty "stars"   | 29.2%       | 28.5%          | 27.4%           | 29.5%          | 34.3%    | 34.8%      | 49.3%       |
| Recruit more traditionally underrepresented students   | 55.6%       | 57.5%          | 54.9%           | 53.5%          | 56.8%    | 57.2%      | 61.1%       |
| Increase the selectivity of the student body through more competitive admissions criteria  | 33.2%       | 36.7%          | 30.9%           | 31.4%          | 32.9%    | 32.1%      | 20.0%       |
| Promote gender diversity in the faculty and administration   | 51.9%       | 56.0%          | 48.3%           | 50.5%          | 52.2%    | 49.8%      | 46.4%       |
| Promote racial and ethnic diversity in the faculty and administration  | 56.8%       | 60.1%          | 54.5%           | 54.3%          | 59.6%    | 57.4%      | 48.8%       |
| Provide resources for faculty to engage in community-based teaching or research  | 39.7%       | 35.5%          | 38.1%           | 44.9%          | 40.8%    | 47.0%      | 26.1%       |
| Create and sustain partnerships with surrounding communities   | 48.0%       | 43.6%          | 46.5%           | 52.3%          | 52.6%    | 56.7%      | 53.1%       |
| Pursue extramural funding  | 56.5%       | 61.2%          | 54.5%           | 54.3%          | 53.0%    | 52.4%      | 49.6%       |
| Strengthen links with the for-profit, corporate sector   | 45.5%       | 47.0%          | 42.0%           | 43.8%          | 52.7%    | 53.7%      | 75.9%       |
| Develop leadership ability among students  | 62.6%       | 62.5%          | 59.7%           | 63.8%          | 66.9%    | 67.6%      | 62.5%       |
| Develop an appreciation for multiculturalism   | 60.4%       | 62.0%          | 57.5%           | 58.6%          | 71.8%    | 61.3%      | 61.6%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b><br>Prepare students for the workplace  | 83.1%       | 82.8%          | 82.0%           | 83.4%          | 87.1%    | 83.7%      | 85.3%       |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                      | 25.1%       | 27.3%          | 24.3%           | 25.4%          | 17.1%    | 21.3%      | 39.3%       |
| Experience close alignment between your work and your personal values   | 37.6%       | 41.5%          | 34.8%           | 35.8%          | 37.9%    | 35.6%      | 32.7%       |
| Mentor faculty  | 15.2%       | 24.5%          | 14.1%           | 7.6%           | 7.1%     | 10.3%      | 10.8%       |
| Mentor undergraduate students   | 37.7%       | 37.5%          | 37.3%           | 40.6%          | 31.5%    | 32.3%      | 39.9%       |
| Mentor graduate students  | 21.6%       | 26.6%          | 21.9%           | 21.1%          | 5.6%     | 8.0%       | 5.4%        |
| Been mentored by at least one professional in academia  | 25.8%       | 27.5%          | 21.8%           | 30.2%          | 18.4%    | 20.8%      | 14.6%       |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.2%        | 8.4%           | 6.3%            | 7.5%           | 3.7%     | 7.2%       | 5.9%        |
| Accessed the National Research Mentoring Network (NRMN) resource  | 1.1%        | 1.0%           | 0.7%            | 1.9%           | 0.2%     | 0.8%       | 2.7%        |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |             |                |                 |                |          |            |             |
| Excellent   | 29.9%       | 31.4%          | 28.3%           | 30.4%          | 26.6%    | 27.6%      | 37.3%       |
| Good  | 53.4%       | 56.1%          | 53.9%           | 49.4%          | 51.5%    | 48.3%      | 29.6%       |
| Fair  | 13.6%       | 10.5%          | 15.2%           | 15.6%          | 17.1%    | 16.8%      | 22.8%       |
| Poor  | 3.1%        | 2.0%           | 2.6%            | 4.6%           | 4.8%     | 7.4%       | 10.2%       |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |             |                |                 |                |          |            |             |
| Excellent   | 45.1%       | 46.0%          | 45.1%           | 45.4%          | 43.1%    | 40.5%      | 48.1%       |
| Good  | 47.8%       | 47.8%          | 47.7%           | 47.4%          | 46.8%    | 52.1%      | 32.0%       |
| Fair  | 6.4%        | 5.7%           | 6.6%            | 6.7%           | 8.9%     | 5.6%       | 19.9%       |
| Poor  | 0.6%        | 0.5%           | 0.7%            | 0.5%           | 1.1%     | 1.7%       | 0.0%        |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |             |                |                 |                |          |            |             |
| Excellent   | 46.6%       | 50.6%          | 46.5%           | 45.5%          | 32.2%    | 31.6%      | 61.5%       |
| Good  | 44.6%       | 41.5%          | 45.8%           | 45.5%          | 50.8%    | 53.3%      | 38.5%       |
| Fair  | 7.7%        | 6.9%           | 6.7%            | 8.5%           | 13.9%    | 10.2%      | 0.0%        |
| Poor  | 1.1%        | 0.9%           | 1.0%            | 0.5%           | 3.1%     | 4.9%       | 0.0%        |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |             |                |                 |                |          |            |             |
| Salary  | 54.1%       | 65.6%          | 50.4%           | 51.0%          | 37.6%    | 34.9%      | 38.2%       |
| Health benefits   | 70.8%       | 73.5%          | 67.1%           | 68.9%          | 77.7%    | 75.1%      | 63.8%       |
| Retirement benefits   | 72.9%       | 74.5%          | 70.7%           | 73.5%          | 71.5%    | 71.9%      | 74.6%       |
| Opportunity for scholarly pursuits  | 62.8%       | 70.4%          | 60.5%           | 60.0%          | 49.9%    | 54.9%      | 29.2%       |
| Teaching load   | 65.3%       | 69.0%          | 63.6%           | 62.8%          | 62.3%    | 66.6%      | 61.0%       |
| Quality of students   | 72.7%       | 72.9%          | 72.9%           | 71.0%          | 78.0%    | 73.4%      | 51.5%       |
| Autonomy and independence   | 87.0%       | 87.0%          | 87.8%           | 86.9%          | 87.1%    | 83.8%      | 83.4%       |
| Departmental leadership   | 75.5%       | 76.0%          | 73.5%           | 76.1%          | 75.4%    | 79.5%      | 77.2%       |
| Departmental support for work/life balance  | 70.1%       | 73.2%          | 67.3%           | 67.9%          | 73.1%    | 74.1%      | 75.0%       |
| Institutional support for work/life balance   | 54.0%       | 56.7%          | 49.2%           | 52.2%          | 61.7%    | 62.3%      | 35.6%       |
| Prospects for career advancement  | 58.2%       | 66.3%          | 53.0%           | 61.0%          | 35.1%    | 42.8%      | 38.8%       |
| Relative equity of salary and job benefits  | 45.9%       | 52.9%          | 39.2%           | 47.5%          | 34.2%    | 39.8%      | 37.3%       |
| Flexibility in relation to family matters or emergencies  | 82.6%       | 83.7%          | 81.4%           | 81.7%          | 82.8%    | 85.6%      | 80.4%       |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 73.2%       | 76.3%          | 71.4%           | 70.6%          | 71.2%    | 77.8%      | 67.2%       |
| Overall job   | 78.8%       | 82.6%          | 74.4%           | 79.4%          | 75.5%    | 77.6%      | 63.3%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Managing household responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 21.9%       | 15.7%          | 25.0%           | 26.8%          | 19.0%    | 22.5%      | 40.1%       |
| Somewhat  | 54.8%       | 53.1%          | 54.9%           | 56.8%          | 54.6%    | 55.0%      | 44.5%       |
| Not at all  | 23.3%       | 31.2%          | 20.1%           | 16.4%          | 26.4%    | 22.5%      | 15.5%       |
| <b>Child care</b>   |             |                |                 |                |          |            |             |
| Extensive   | 23.0%       | 12.4%          | 27.3%           | 34.5%          | 13.3%    | 17.3%      | 8.6%        |
| Somewhat  | 39.6%       | 39.5%          | 41.1%           | 39.2%          | 38.4%    | 34.7%      | 27.7%       |
| Not at all  | 37.4%       | 48.1%          | 31.6%           | 26.3%          | 48.3%    | 48.1%      | 63.7%       |
| <b>My physical health</b>   |             |                |                 |                |          |            |             |
| Extensive   | 14.3%       | 11.5%          | 15.9%           | 16.2%          | 12.7%    | 15.4%      | 5.8%        |
| Somewhat  | 48.7%       | 50.1%          | 49.0%           | 46.2%          | 50.6%    | 48.1%      | 52.1%       |
| Not at all  | 37.1%       | 38.4%          | 35.1%           | 37.6%          | 36.7%    | 36.5%      | 42.1%       |
| <b>My emotional well-being</b>  |             |                |                 |                |          |            |             |
| Extensive   | 20.7%       | 13.7%          | 23.1%           | 27.3%          | 17.4%    | 22.3%      | 31.9%       |
| Somewhat  | 48.7%       | 47.6%          | 49.8%           | 48.9%          | 49.8%    | 48.4%      | 49.1%       |
| Not at all  | 30.6%       | 38.7%          | 27.2%           | 23.8%          | 32.9%    | 29.3%      | 19.0%       |
| <b>Review/promotion process</b>   |             |                |                 |                |          |            |             |
| Extensive   | 20.6%       | 6.7%           | 20.8%           | 34.7%          | 19.1%    | 14.6%      | 9.1%        |
| Somewhat  | 37.9%       | 23.4%          | 41.0%           | 48.0%          | 37.8%    | 43.3%      | 45.3%       |
| Not at all  | 41.5%       | 69.9%          | 38.3%           | 17.3%          | 43.1%    | 42.1%      | 45.6%       |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |             |                |                 |                |          |            |             |
| Extensive   | 7.9%        | 7.5%           | 8.8%            | 8.8%           | 4.3%     | 5.2%       | 0.0%        |
| Somewhat  | 25.0%       | 24.2%          | 26.8%           | 24.7%          | 22.2%    | 25.8%      | 35.4%       |
| Not at all  | 67.0%       | 68.2%          | 64.4%           | 66.4%          | 73.4%    | 69.0%      | 64.6%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>  |             |                |                 |                |          |            |             |
| <b>Committee work</b>   |             |                |                 |                |          |            |             |
| Extensive   | 12.9%       | 14.5%          | 17.5%           | 8.5%           | 6.9%     | 5.0%       | 21.7%       |
| Somewhat  | 51.8%       | 53.1%          | 54.8%           | 51.3%          | 41.3%    | 38.5%      | 37.6%       |
| Not at all  | 35.4%       | 32.5%          | 27.7%           | 40.2%          | 51.8%    | 56.4%      | 40.7%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Faculty meetings</b>   |             |                |                 |                |          |            |             |
| Extensive   | 9.4%        | 9.0%           | 12.2%           | 8.6%           | 4.3%     | 5.2%       | 22.1%       |
| Somewhat  | 44.5%       | 48.6%          | 47.4%           | 40.8%          | 31.1%    | 34.8%      | 29.4%       |
| Not at all  | 46.2%       | 42.3%          | 40.4%           | 50.5%          | 64.6%    | 60.0%      | 48.5%       |
| <b>Students</b>   |             |                |                 |                |          |            |             |
| Extensive   | 11.3%       | 6.7%           | 12.2%           | 16.0%          | 9.5%     | 13.8%      | 26.0%       |
| Somewhat  | 58.1%       | 57.7%          | 57.1%           | 60.7%          | 56.4%    | 53.6%      | 58.1%       |
| Not at all  | 30.6%       | 35.7%          | 30.8%           | 23.3%          | 34.1%    | 32.6%      | 15.9%       |
| <b>Research or publishing demands</b>   |             |                |                 |                |          |            |             |
| Extensive   | 23.0%       | 13.3%          | 25.0%           | 36.8%          | 10.6%    | 9.4%       | 5.1%        |
| Somewhat  | 48.5%       | 49.9%          | 53.1%           | 46.3%          | 33.0%    | 31.8%      | 59.1%       |
| Not at all  | 28.5%       | 36.8%          | 21.9%           | 16.9%          | 56.4%    | 58.9%      | 35.8%       |
| <b>Institutional procedures and "red tape"</b>  |             |                |                 |                |          |            |             |
| Extensive   | 23.7%       | 29.7%          | 24.6%           | 19.3%          | 13.8%    | 12.1%      | 11.7%       |
| Somewhat  | 47.9%       | 47.1%          | 49.3%           | 47.3%          | 48.8%    | 47.7%      | 63.6%       |
| Not at all  | 28.4%       | 23.2%          | 26.1%           | 33.5%          | 37.4%    | 40.2%      | 24.8%       |
| <b>Teaching load</b>  |             |                |                 |                |          |            |             |
| Extensive   | 18.0%       | 12.1%          | 19.7%           | 23.5%          | 19.5%    | 17.3%      | 11.3%       |
| Somewhat  | 46.3%       | 44.7%          | 46.0%           | 48.7%          | 42.8%    | 48.8%      | 51.3%       |
| Not at all  | 35.7%       | 43.2%          | 34.3%           | 27.7%          | 37.7%    | 34.0%      | 37.4%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Lack of personal time</b>  |             |                |                 |                |          |            |             |
| Extensive   | 26.0%       | 20.8%          | 29.1%           | 31.9%          | 19.3%    | 20.9%      | 36.6%       |
| Somewhat  | 47.1%       | 46.0%          | 47.3%           | 47.8%          | 49.3%    | 47.4%      | 39.4%       |
| Not at all  | 26.9%       | 33.2%          | 23.6%           | 20.4%          | 31.4%    | 31.8%      | 24.0%       |
| <b>Job security</b>   |             |                |                 |                |          |            |             |
| Extensive   | 12.1%       | 4.9%           | 7.0%            | 18.6%          | 25.4%    | 31.1%      | 25.7%       |
| Somewhat  | 25.3%       | 14.7%          | 20.6%           | 37.8%          | 36.0%    | 34.6%      | 43.1%       |
| Not at all  | 62.7%       | 80.4%          | 72.4%           | 43.6%          | 38.7%    | 34.3%      | 31.2%       |
| <b>Self-imposed high expectations</b>   |             |                |                 |                |          |            |             |
| Extensive   | 36.0%       | 31.2%          | 35.4%           | 43.6%          | 34.1%    | 32.4%      | 31.2%       |
| Somewhat  | 50.3%       | 51.5%          | 51.6%           | 47.7%          | 49.2%    | 51.8%      | 45.9%       |
| Not at all  | 13.7%       | 17.3%          | 13.0%           | 8.7%           | 16.7%    | 15.8%      | 22.8%       |
| <b>Increased work responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 27.7%       | 25.7%          | 31.4%           | 28.3%          | 22.6%    | 23.6%      | 29.3%       |
| Somewhat  | 47.1%       | 45.3%          | 48.5%           | 47.6%          | 47.2%    | 48.0%      | 46.4%       |
| Not at all  | 25.3%       | 29.1%          | 20.1%           | 24.0%          | 30.2%    | 28.3%      | 24.3%       |
| <b>Institutional budget cuts</b>  |             |                |                 |                |          |            |             |
| Extensive   | 26.1%       | 27.0%          | 27.1%           | 24.7%          | 23.4%    | 26.4%      | 12.8%       |
| Somewhat  | 43.1%       | 41.6%          | 44.5%           | 44.7%          | 41.3%    | 38.1%      | 51.0%       |
| Not at all  | 30.8%       | 31.3%          | 28.4%           | 30.6%          | 35.3%    | 35.5%      | 36.2%       |
| <b>Have you been sexually harassed at this institution?</b>   |             |                |                 |                |          |            |             |
| Yes   | 6.3%        | 6.8%           | 9.0%            | 4.3%           | 2.9%     | 3.7%       | 2.5%        |
| No  | 93.7%       | 93.2%          | 91.0%           | 95.7%          | 97.1%    | 96.3%      | 97.5%       |
| <b>In the past year, have you:</b>  |             |                |                 |                |          |            |             |
| Considered leaving academe for another job  | 34.9%       | 25.7%          | 36.8%           | 39.6%          | 48.5%    | 44.4%      | 28.9%       |
| Considered leaving this institution for another   | 45.2%       | 40.4%          | 49.3%           | 48.0%          | 45.5%    | 40.0%      | 52.7%       |
| Engaged in public service/professional consulting without pay   | 45.9%       | 51.7%          | 46.3%           | 40.3%          | 42.2%    | 38.2%      | 48.3%       |
| Received at least one firm job offer elsewhere  | 14.9%       | 12.8%          | 10.8%           | 18.4%          | 18.1%    | 27.2%      | 25.6%       |
| <b>General activities:</b>  |             |                |                 |                |          |            |             |
| Are you a member of a faculty union?  | 21.1%       | 19.3%          | 23.4%           | 21.9%          | 25.8%    | 10.8%      | 51.6%       |
| Do you plan to retire within the next three years?  | 10.2%       | 18.3%          | 7.6%            | 2.3%           | 11.5%    | 10.2%      | 0.0%        |
| Have you ever interrupted your professional career for more than one year for family reasons?                                   | 7.5%        | 4.1%           | 6.0%            | 9.5%           | 17.2%    | 14.9%      | 3.9%        |
| Have you ever been formally recognized for outstanding teaching at this institution?  | 31.4%       | 45.6%          | 34.2%           | 15.0%          | 22.4%    | 20.7%      | 37.3%       |
| <b>Citizenship status:</b>  |             |                |                 |                |          |            |             |
| U.S. citizen  | 91.3%       | 96.7%          | 91.0%           | 84.4%          | 92.0%    | 92.7%      | 97.9%       |
| Permanent resident (green card)   | 6.4%        | 3.2%           | 8.7%            | 8.8%           | 6.0%     | 3.2%       | 0.0%        |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)   | 2.3%        | 0.1%           | 0.3%            | 6.8%           | 1.9%     | 3.7%       | 2.1%        |
| None of the Above   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.4%       | 0.0%        |
| <b>How would you characterize your political views?</b>   |             |                |                 |                |          |            |             |
| Far left  | 12.0%       | 8.2%           | 14.1%           | 14.7%          | 12.4%    | 11.7%      | 9.2%        |
| Liberal   | 47.4%       | 50.7%          | 47.4%           | 45.5%          | 48.6%    | 34.1%      | 43.0%       |
| Middle of the road  | 30.2%       | 31.0%          | 28.3%           | 30.4%          | 29.1%    | 35.8%      | 31.6%       |
| Conservative  | 10.1%       | 10.1%          | 9.9%            | 9.1%           | 8.9%     | 17.6%      | 16.3%       |
| Far right   | 0.2%        | 0.1%           | 0.2%            | 0.2%           | 0.9%     | 0.8%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

| All Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>  |             |                |                 |                |          |            |             |
| <b>If you were to begin your career again, would you:</b>                     |             |                |                 |                |          |            |             |
| <b>Still want to come to this institution?</b>                                |             |                |                 |                |          |            |             |
| Definitely yes  | 41.4%       | 39.2%          | 38.1%           | 44.2%          | 50.1%    | 48.7%      | 35.6%       |
| Probably yes  | 37.1%       | 39.4%          | 39.3%           | 33.9%          | 30.6%    | 35.5%      | 29.2%       |
| Not sure  | 12.6%       | 11.9%          | 13.0%           | 13.5%          | 12.0%    | 11.4%      | 31.9%       |
| Probably no   | 5.6%        | 5.8%           | 6.2%            | 5.5%           | 5.2%     | 2.2%       | 3.3%        |
| Definitely no   | 3.2%        | 3.7%           | 3.4%            | 2.9%           | 2.1%     | 2.3%       | 0.0%        |
| <b>Still want to be a college professor?</b>                                  |             |                |                 |                |          |            |             |
| Definitely yes  | 63.9%       | 70.8%          | 60.6%           | 61.0%          | 57.1%    | 57.7%      | 63.8%       |
| Probably yes  | 26.0%       | 21.7%          | 27.8%           | 29.1%          | 23.7%    | 31.5%      | 14.0%       |
| Not sure  | 7.1%        | 5.0%           | 7.9%            | 7.9%           | 10.3%    | 7.7%       | 22.3%       |
| Probably no   | 2.3%        | 2.0%           | 2.9%            | 1.2%           | 6.2%     | 1.9%       | 0.0%        |
| Definitely no   | 0.8%        | 0.6%           | 0.8%            | 0.8%           | 2.7%     | 1.1%       | 0.0%        |
| <b>Highest Degree Earned</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.6%        | 0.1%           | 0.3%            | 0.2%           | 2.8%     | 5.1%       | 2.6%        |
| Master's (M.A., M.S.)   | 7.5%        | 2.0%           | 4.3%            | 5.7%           | 24.3%    | 51.9%      | 20.9%       |
| Terminal master's (M.F.A., M.B.A.)  | 4.9%        | 3.5%           | 4.0%            | 5.0%           | 11.2%    | 10.3%      | 1.7%        |
| J.D.  | 0.5%        | 0.5%           | 0.4%            | 0.7%           | 1.0%     | 0.5%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.2%        | 0.2%           | 0.1%            | 0.3%           | 0.0%     | 0.2%       | 0.0%        |
| Ph.D.   | 80.8%       | 90.0%          | 85.7%           | 81.1%          | 50.8%    | 26.5%      | 72.1%       |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 4.6%        | 3.2%           | 4.4%            | 6.3%           | 8.4%     | 2.5%       | 2.6%        |
| Other degree  | 0.9%        | 0.6%           | 0.8%            | 0.8%           | 1.5%     | 2.9%       | 0.0%        |
| <b>Degree Currently Working On</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.1%        | 0.0%           | 0.0%            | 0.4%           | 0.1%     | 0.1%       | 0.0%        |
| Master's (M.A., M.S.)   | 0.5%        | 0.2%           | 0.5%            | 0.3%           | 1.4%     | 2.6%       | 0.0%        |
| Terminal master's (M.F.A., M.B.A.)  | 0.1%        | 0.1%           | 0.1%            | 0.2%           | 0.3%     | 0.5%       | 0.0%        |
| J.D.  | 0.0%        | 0.0%           | 0.1%            | 0.0%           | 0.0%     | 0.1%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%        | 0.0%           | 0.1%            | 0.0%           | 0.0%     | 0.1%       | 0.0%        |
| Ph.D.   | 2.6%        | 1.8%           | 1.7%            | 3.1%           | 2.5%     | 9.4%       | 6.0%        |
| Professional Doctorate (Ed.D., Psy.D., etc.)                                  | 0.8%        | 0.1%           | 0.2%            | 0.9%           | 4.8%     | 3.5%       | 0.0%        |
| Other degree  | 0.5%        | 0.2%           | 0.6%            | 0.6%           | 0.3%     | 1.5%       | 0.0%        |
| None  | 95.3%       | 97.6%          | 96.7%           | 94.5%          | 90.6%    | 82.0%      | 94.0%       |
| <b>Are you currently serving in an administrative position as:</b>            |             |                |                 |                |          |            |             |
| Department chair  | 8.7%        | 16.3%          | 10.7%           | 1.7%           | 1.5%     | 1.9%       | 6.3%        |
| Dean (associate or assistant)   | 2.1%        | 4.7%           | 1.8%            | 0.4%           | 0.3%     | 0.3%       | 0.0%        |
| President   | 0.1%        | 0.3%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Vice-president  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Provost   | 0.1%        | 0.2%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Other   | 11.6%       | 14.7%          | 14.6%           | 6.4%           | 10.8%    | 8.3%       | 4.0%        |
| Not applicable  | 52.0%       | 45.3%          | 47.3%           | 61.1%          | 57.7%    | 57.3%      | 43.0%       |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |             |                |                 |                |          |            |             |
| American Indian or Alaska Native  | 1.6%        | 0.8%           | 1.3%            | 2.2%           | 3.5%     | 3.7%       | 0.0%        |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 6.1%        | 5.3%           | 6.5%            | 8.0%           | 2.5%     | 3.4%       | 0.0%        |
| Filipina/o/x  | 0.5%        | 0.5%           | 0.2%            | 0.8%           | 0.5%     | 0.2%       | 0.0%        |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.4%        | 0.4%           | 0.2%            | 0.7%           | 0.5%     | 0.6%       | 0.0%        |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 2.7%        | 3.2%           | 2.4%            | 3.0%           | 0.9%     | 2.2%       | 3.9%        |
| Other Asian   | 0.4%        | 0.7%           | 0.0%            | 0.2%           | 0.9%     | 0.8%       | 0.0%        |
| African American/Black  | 2.8%        | 1.8%           | 3.6%            | 3.4%           | 1.3%     | 3.5%       | 6.0%        |
| African   | 0.6%        | 0.3%           | 0.6%            | 1.1%           | 0.7%     | 0.5%       | 0.0%        |
| Caribbean   | 0.3%        | 0.1%           | 0.5%            | 0.5%           | 0.5%     | 0.1%       | 0.0%        |
| Other Black   | 0.1%        | 0.0%           | 0.1%            | 0.2%           | 0.0%     | 0.1%       | 0.0%        |
| Native Hawaiian or Other Pacific Islander                                     | 0.2%        | 0.1%           | 0.2%            | 0.1%           | 0.2%     | 0.8%       | 0.0%        |
| Mexican American/Chicana/o/x  | 1.5%        | 1.2%           | 1.0%            | 1.9%           | 2.7%     | 2.3%       | 0.0%        |
| Puerto Rican  | 0.3%        | 0.2%           | 0.4%            | 0.5%           | 0.0%     | 0.1%       | 0.0%        |
| Central American  | 0.2%        | 0.1%           | 0.1%            | 0.3%           | 0.6%     | 0.5%       | 0.0%        |
| South American  | 1.1%        | 0.7%           | 0.8%            | 1.7%           | 1.7%     | 1.9%       | 0.0%        |
| Other Hispanic or Latina/o/x  | 1.3%        | 1.2%           | 1.3%            | 1.1%           | 1.9%     | 2.2%       | 0.0%        |
| Middle Eastern  | 2.1%        | 1.9%           | 2.0%            | 2.6%           | 1.6%     | 2.2%       | 0.0%        |
| European  | 75.8%       | 80.7%          | 74.5%           | 70.6%          | 79.0%    | 73.9%      | 71.6%       |
| Other White   | 8.5%        | 5.4%           | 8.6%            | 10.8%          | 9.3%     | 15.7%      | 22.5%       |
| Other   | 1.8%        | 1.9%           | 2.3%            | 1.2%           | 2.1%     | 1.7%       | 0.0%        |
| <b>Race/Ethnicity Group (with multiple race category)</b>                     |             |                |                 |                |          |            |             |
| Native American/Alaska Native   | 0.3%        | 0.2%           | 0.2%            | 0.4%           | 0.6%     | 1.4%       | 0.0%        |
| Asian or Pacific Islander   | 8.8%        | 8.1%           | 8.8%            | 11.4%          | 4.2%     | 5.2%       | 3.9%        |
| Black or African American   | 2.9%        | 1.6%           | 3.6%            | 3.9%           | 1.8%     | 3.2%       | 6.0%        |
| Hispanic/Latina/o/x   | 2.3%        | 1.8%           | 1.6%            | 3.3%           | 3.8%     | 1.8%       | 0.0%        |
| White   | 80.1%       | 84.1%          | 79.9%           | 75.2%          | 80.8%    | 80.1%      | 90.2%       |
| Other   | 1.2%        | 1.4%           | 1.6%            | 0.5%           | 1.2%     | 1.3%       | 0.0%        |
| Two or more race/ethnicity  | 4.4%        | 2.9%           | 4.2%            | 5.3%           | 7.6%     | 7.0%       | 0.0%        |
| <b>Is English your primary language?</b>                                      |             |                |                 |                |          |            |             |
| Yes   | 86.6%       | 88.7%          | 85.7%           | 84.4%          | 86.6%    | 89.1%      | 98.2%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

| All Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>  | 13.4%       | 11.3%          | 14.3%           | 15.6%          | 13.4%    | 10.9%      | 1.8%        |
| <b>What is your sexual orientation?</b>   |             |                |                 |                |          |            |             |
| Heterosexual/straight   | 91.2%       | 92.9%          | 92.4%           | 88.8%          | 89.3%    | 89.7%      | 96.5%       |
| Gay   | 2.7%        | 2.5%           | 1.9%            | 3.2%           | 4.4%     | 2.5%       | 3.5%        |
| Lesbian   | 1.3%        | 1.1%           | 1.4%            | 1.3%           | 1.7%     | 1.2%       | 0.0%        |
| Bisexual  | 2.5%        | 1.3%           | 1.8%            | 4.3%           | 2.8%     | 3.7%       | 0.0%        |
| Queer   | 0.9%        | 0.5%           | 1.0%            | 1.4%           | 0.8%     | 0.8%       | 0.0%        |
| Pansexual   | 0.2%        | 0.0%           | 0.3%            | 0.3%           | 0.4%     | 0.7%       | 0.0%        |
| Asexual   | 0.4%        | 0.2%           | 0.4%            | 0.6%           | 0.3%     | 0.0%       | 0.0%        |
| Not listed above  | 0.9%        | 1.5%           | 0.7%            | 0.3%           | 0.2%     | 1.4%       | 0.0%        |
| <b>Do you identify as transgender?</b>  |             |                |                 |                |          |            |             |
| Yes   | 0.2%        | 0.2%           | 0.2%            | 0.1%           | 0.2%     | 0.5%       | 0.0%        |
| No  | 99.8%       | 99.8%          | 99.8%           | 99.9%          | 99.8%    | 99.5%      | 100.0%      |
| <b>How many children do you have under 18 years old:</b>                              |             |                |                 |                |          |            |             |
| 0   | 50.0%       | 55.5%          | 41.3%           | 50.2%          | 59.7%    | 52.5%      | 69.6%       |
| 1   | 21.6%       | 22.9%          | 23.1%           | 19.5%          | 17.6%    | 22.0%      | 16.0%       |
| 2   | 20.2%       | 16.4%          | 25.2%           | 20.4%          | 16.8%    | 17.5%      | 14.4%       |
| 3   | 5.8%        | 4.2%           | 7.0%            | 6.5%           | 4.1%     | 5.5%       | 0.0%        |
| 4+  | 2.5%        | 1.0%           | 3.4%            | 3.3%           | 1.8%     | 2.5%       | 0.0%        |
| <b>How many children do you have over 18 years old:</b>                               |             |                |                 |                |          |            |             |
| 0   | 55.3%       | 34.2%          | 60.7%           | 79.8%          | 54.6%    | 54.1%      | 53.5%       |
| 1   | 13.2%       | 18.7%          | 13.8%           | 5.3%           | 12.9%    | 11.9%      | 12.0%       |
| 2   | 19.5%       | 28.9%          | 16.7%           | 8.5%           | 21.6%    | 20.0%      | 34.5%       |
| 3   | 7.3%        | 11.3%          | 5.7%            | 3.3%           | 7.8%     | 6.7%       | 0.0%        |
| 4+  | 4.8%        | 7.0%           | 3.2%            | 3.2%           | 3.1%     | 7.4%       | 0.0%        |
| <b>How satisfied are you with the availability of child care at this institution?</b> |             |                |                 |                |          |            |             |
| Very satisfied  | 4.5%        | 5.6%           | 5.6%            | 2.6%           | 5.1%     | 2.3%       | 0.0%        |
| Satisfied   | 10.4%       | 10.6%          | 10.6%           | 10.0%          | 9.8%     | 11.2%      | 0.0%        |
| Marginally satisfied  | 11.4%       | 8.2%           | 10.2%           | 15.5%          | 10.1%    | 12.7%      | 0.0%        |
| Not satisfied   | 32.0%       | 32.3%          | 32.2%           | 34.9%          | 19.7%    | 22.7%      | 7.0%        |
| Not applicable  | 41.6%       | 43.3%          | 41.3%           | 37.0%          | 55.3%    | 51.1%      | 93.0%       |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.3%        | 0.3%           | 0.2%            | 0.3%           | 0.1%     | 0.0%       | 0.0%        |
| \$10,000 - \$19,999   | 0.1%        | 0.0%           | 0.0%            | 0.0%           | 0.1%     | 1.2%       | 0.0%        |
| \$20,000 - \$29,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.1%     | 0.1%       | 0.0%        |
| \$30,000 - \$39,999   | 0.6%        | 0.0%           | 0.2%            | 0.3%           | 2.4%     | 7.2%       | 6.9%        |
| \$40,000 - \$49,999   | 4.7%        | 0.3%           | 0.6%            | 3.8%           | 33.0%    | 37.0%      | 9.0%        |
| \$50,000 - \$59,999   | 8.9%        | 0.5%           | 4.6%            | 19.4%          | 19.1%    | 23.9%      | 29.8%       |
| \$60,000 - \$69,999   | 15.2%       | 6.7%           | 15.1%           | 25.4%          | 20.3%    | 13.7%      | 30.7%       |
| \$70,000 - \$79,999   | 14.8%       | 7.2%           | 23.8%           | 17.4%          | 10.5%    | 8.2%       | 9.0%        |
| \$80,000 - \$89,999   | 14.4%       | 11.6%          | 21.0%           | 14.2%          | 5.6%     | 6.3%       | 2.9%        |
| \$90,000 - \$99,999   | 10.0%       | 12.0%          | 12.7%           | 7.5%           | 2.9%     | 0.7%       | 0.0%        |
| \$100,000 - \$124,999   | 17.4%       | 31.3%          | 15.5%           | 6.8%           | 4.5%     | 1.0%       | 11.7%       |
| \$125,000 - \$149,999   | 7.0%        | 16.2%          | 2.7%            | 2.0%           | 0.7%     | 0.7%       | 0.0%        |
| \$150,000 - \$199,999   | 4.7%        | 9.3%           | 2.9%            | 2.1%           | 0.7%     | 0.0%       | 0.0%        |
| \$200,000 - \$249,999   | 1.6%        | 3.7%           | 0.6%            | 0.7%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 0.3%        | 0.9%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>           |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.1%        | 0.1%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$10,000 - \$19,999   | 0.1%        | 0.2%           | 0.1%            | 0.0%           | 0.2%     | 0.4%       | 0.0%        |
| \$20,000 - \$29,999   | 0.2%        | 0.0%           | 0.0%            | 0.0%           | 0.1%     | 2.4%       | 0.0%        |
| \$30,000 - \$39,999   | 0.8%        | 0.1%           | 0.1%            | 0.4%           | 2.2%     | 6.0%       | 0.0%        |
| \$40,000 - \$49,999   | 5.3%        | 0.1%           | 0.5%            | 6.0%           | 15.7%    | 28.4%      | 9.4%        |
| \$50,000 - \$59,999   | 9.7%        | 0.7%           | 7.2%            | 16.1%          | 15.2%    | 25.6%      | 29.0%       |
| \$60,000 - \$69,999   | 11.1%       | 2.9%           | 13.6%           | 16.4%          | 15.0%    | 12.5%      | 47.0%       |
| \$70,000 - \$79,999   | 16.0%       | 5.7%           | 13.4%           | 30.2%          | 20.1%    | 11.6%      | 14.6%       |
| \$80,000 - \$89,999   | 11.7%       | 7.5%           | 17.1%           | 15.0%          | 8.3%     | 5.0%       | 0.0%        |
| \$90,000 - \$99,999   | 9.5%        | 7.9%           | 15.2%           | 6.4%           | 15.2%    | 3.3%       | 0.0%        |
| \$100,000 - \$124,999   | 15.0%       | 24.6%          | 18.8%           | 6.6%           | 6.0%     | 3.3%       | 0.0%        |
| \$125,000 - \$149,999   | 7.5%        | 16.8%          | 8.1%            | 0.7%           | 0.0%     | 0.0%       | 0.0%        |
| \$150,000 - \$199,999   | 7.7%        | 18.1%          | 5.1%            | 1.4%           | 2.0%     | 1.5%       | 0.0%        |
| \$200,000 - \$249,999   | 3.7%        | 10.7%          | 0.4%            | 0.8%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 1.5%        | 4.7%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Please enter the four-digit year that each of the following occurred.</b>          |             |                |                 |                |          |            |             |
| <b>Year of birth</b>  |             |                |                 |                |          |            |             |
| 1993 or later   | 0.2%        | 0.0%           | 0.1%            | 0.4%           | 0.8%     | 0.9%       | 4.4%        |
| 1984 - 1992   | 10.7%       | 0.1%           | 2.4%            | 29.4%          | 12.8%    | 19.8%      | 19.0%       |
| 1979 - 1983   | 15.3%       | 0.7%           | 17.8%           | 31.2%          | 14.6%    | 13.6%      | 14.6%       |
| 1974 - 1978   | 14.0%       | 7.8%           | 21.9%           | 15.1%          | 11.4%    | 11.7%      | 26.6%       |
| 1969 - 1973   | 13.3%       | 14.3%          | 18.3%           | 7.6%           | 13.3%    | 12.4%      | 8.8%        |
| 1964 - 1968   | 14.4%       | 20.0%          | 14.7%           | 6.4%           | 18.9%    | 14.7%      | 15.7%       |
| 1959 - 1963   | 12.0%       | 18.7%          | 12.0%           | 4.4%           | 11.3%    | 9.8%       | 3.3%        |
| 1954 - 1958   | 10.3%       | 18.7%          | 7.5%            | 3.6%           | 8.5%     | 7.6%       | 7.6%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents**

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Faculty</b>   |             |                |                 |                |          |            |             |
| 1949 - 1953  | 6.4%        | 12.7%          | 3.9%            | 1.3%           | 5.2%     | 6.8%       | 0.0%        |
| 1944 - 1948  | 2.3%        | 4.8%           | 1.1%            | 0.6%           | 1.5%     | 2.3%       | 0.0%        |
| 1920 - 1943  | 0.9%        | 2.1%           | 0.3%            | 0.0%           | 1.6%     | 0.4%       | 0.0%        |
| Earlier than 1920  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Year of first academic appointment</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 3.2%        | 8.8%           | 0.9%            | 0.2%           | 1.4%     | 0.3%       | 0.0%        |
| 1977 - 1981  | 3.2%        | 7.6%           | 1.7%            | 0.6%           | 1.5%     | 0.7%       | 0.0%        |
| 1982 - 1986  | 5.2%        | 12.9%          | 2.8%            | 0.5%           | 2.8%     | 1.2%       | 2.9%        |
| 1987 - 1991  | 7.6%        | 16.1%          | 6.0%            | 0.9%           | 5.9%     | 4.8%       | 13.5%       |
| 1992 - 1996  | 11.5%       | 21.3%          | 12.1%           | 2.3%           | 8.9%     | 5.7%       | 0.0%        |
| 1997 - 2001  | 12.7%       | 19.3%          | 17.0%           | 3.1%           | 11.5%    | 7.9%       | 10.5%       |
| 2002 - 2006  | 15.6%       | 10.8%          | 29.4%           | 8.3%           | 18.5%    | 10.9%      | 13.8%       |
| 2007 - 2011  | 18.5%       | 2.0%           | 26.5%           | 27.3%          | 23.3%    | 20.1%      | 14.3%       |
| 2012 or later  | 22.5%       | 1.3%           | 3.5%            | 56.8%          | 26.2%    | 48.5%      | 45.0%       |
| <b>Year of appointment at present institution</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 1.5%        | 4.3%           | 0.3%            | 0.0%           | 0.8%     | 0.1%       | 0.0%        |
| 1977 - 1981  | 1.7%        | 3.8%           | 1.1%            | 0.4%           | 1.0%     | 1.1%       | 0.0%        |
| 1982 - 1986  | 3.5%        | 9.3%           | 1.8%            | 0.2%           | 1.3%     | 0.3%       | 2.3%        |
| 1987 - 1991  | 5.6%        | 12.9%          | 3.9%            | 0.6%           | 2.3%     | 2.8%       | 4.6%        |
| 1992 - 1996  | 8.5%        | 17.8%          | 7.3%            | 1.3%           | 6.5%     | 2.5%       | 0.0%        |
| 1997 - 2001  | 12.7%       | 23.2%          | 14.5%           | 1.5%           | 10.9%    | 6.1%       | 11.1%       |
| 2002 - 2006  | 15.9%       | 18.4%          | 27.4%           | 3.5%           | 17.2%    | 10.7%      | 9.2%        |
| 2007 - 2011  | 18.7%       | 5.1%           | 33.5%           | 18.1%          | 24.0%    | 20.7%      | 10.7%       |
| 2012 or later  | 31.9%       | 5.2%           | 10.2%           | 74.3%          | 36.0%    | 55.7%      | 62.1%       |
| <b>If tenured, year tenure was awarded</b>   |             |                |                 |                |          |            |             |
| 1976 or earlier  | 0.8%        | 1.3%           | 0.1%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| 1977 - 1981  | 0.9%        | 1.5%           | 0.1%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| 1982 - 1986  | 2.7%        | 4.4%           | 0.6%            | 1.8%           | 68.8%    | 0.0%       | 0.0%        |
| 1987 - 1991  | 5.0%        | 8.0%           | 1.4%            | 3.7%           | 0.0%     | 9.6%       | 0.0%        |
| 1992 - 1996  | 7.9%        | 11.9%          | 3.0%            | 4.8%           | 0.0%     | 35.2%      | 0.0%        |
| 1997 - 2001  | 12.9%       | 18.7%          | 5.6%            | 12.0%          | 1.8%     | 0.0%       | 0.0%        |
| 2002 - 2006  | 20.4%       | 26.2%          | 13.5%           | 5.0%           | 6.1%     | 31.3%      | 100.0%      |
| 2007 - 2011  | 22.8%       | 20.6%          | 26.0%           | 12.0%          | 19.6%    | 23.8%      | 0.0%        |
| 2012 or later  | 26.5%       | 7.3%           | 49.6%           | 60.5%          | 3.7%     | 0.0%       | 0.0%        |
| <b>Aggregated Major</b>  |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.6%        | 0.6%           | 0.6%            | 0.6%           | 0.2%     | 0.7%       | 0.0%        |
| Biological Sciences (General Area 5)   | 7.7%        | 8.8%           | 6.7%            | 8.6%           | 5.6%     | 3.1%       | 20.7%       |
| Business (General Area 6)  | 7.3%        | 6.7%           | 7.0%            | 7.2%           | 10.4%    | 10.6%      | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 7.3%        | 5.4%           | 7.4%            | 7.6%           | 10.5%    | 13.8%      | 12.9%       |
| Engineering (General Area 11)  | 5.2%        | 6.5%           | 4.5%            | 4.9%           | 4.1%     | 3.6%       | 0.0%        |
| English (General Area 12)  | 5.7%        | 5.6%           | 5.7%            | 4.7%           | 9.5%     | 7.2%       | 5.1%        |
| Health-related (General Area 15)   | 5.0%        | 1.7%           | 4.7%            | 8.7%           | 5.8%     | 6.8%       | 20.7%       |
| History or Political Science (Specific Discipline 3007,3009)   | 5.7%        | 6.7%           | 7.7%            | 4.4%           | 0.9%     | 1.9%       | 0.0%        |
| Humanities (General Area 14,24)  | 7.9%        | 8.9%           | 8.2%            | 6.2%           | 8.7%     | 8.2%       | 7.9%        |
| Fine Arts (General Area 2,4,22)  | 7.7%        | 7.4%           | 7.8%            | 7.7%           | 10.8%    | 5.6%       | 2.6%        |
| Mathematics or Statistics (General Area 18)  | 5.0%        | 5.9%           | 4.7%            | 4.1%           | 5.3%     | 4.8%       | 0.0%        |
| Physical Sciences (General Area 25)  | 7.4%        | 9.7%           | 7.5%            | 5.9%           | 4.0%     | 4.6%       | 0.0%        |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 13.6%       | 13.1%          | 14.1%           | 15.2%          | 11.1%    | 7.4%       | 19.4%       |
| Other Technical (General Area 8,19,28)   | 3.4%        | 3.7%           | 3.3%            | 3.3%           | 2.3%     | 3.8%       | 0.0%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 10.5%       | 9.4%           | 10.0%           | 10.9%          | 10.8%    | 17.8%      | 10.8%       |
| <b>Aggregated Department</b>   |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.4%        | 0.3%           | 0.4%            | 0.6%           | 0.1%     | 0.1%       | 0.0%        |
| Biological Sciences (General Area 5)   | 7.0%        | 7.5%           | 6.5%            | 7.9%           | 5.4%     | 2.7%       | 20.7%       |
| Business (General Area 6)  | 8.6%        | 8.1%           | 7.9%            | 8.2%           | 12.6%    | 14.0%      | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 4.6%        | 3.2%           | 4.7%            | 5.5%           | 5.0%     | 7.4%       | 9.0%        |
| Engineering (General Area 11)  | 5.1%        | 6.7%           | 4.2%            | 4.9%           | 3.0%     | 3.1%       | 0.0%        |
| English (General Area 12)  | 5.7%        | 6.2%           | 5.8%            | 4.6%           | 8.1%     | 6.0%       | 5.1%        |
| Health-related (General Area 15)   | 6.3%        | 2.3%           | 5.6%            | 10.5%          | 11.5%    | 9.3%       | 28.5%       |
| History or Political Science (Specific Discipline 3007,3009)   | 4.9%        | 5.9%           | 6.1%            | 3.8%           | 0.8%     | 1.3%       | 0.0%        |
| Humanities (General Area 14,24)  | 7.4%        | 8.0%           | 7.9%            | 5.7%           | 8.7%     | 8.7%       | 5.1%        |
| Fine Arts (General Area 2,4,22)  | 8.2%        | 8.0%           | 8.3%            | 8.4%           | 9.8%     | 5.5%       | 2.6%        |
| Mathematics or Statistics (General Area 18)  | 4.9%        | 5.7%           | 4.5%            | 4.3%           | 5.1%     | 6.1%       | 0.0%        |
| Physical Sciences (General Area 25)  | 7.2%        | 9.6%           | 7.4%            | 5.1%           | 4.2%     | 4.9%       | 0.0%        |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 12.9%       | 13.0%          | 13.1%           | 15.0%          | 7.5%     | 5.8%       | 15.5%       |
| Other Technical (General Area 8,19,28)   | 3.7%        | 3.7%           | 4.1%            | 3.2%           | 3.4%     | 4.5%       | 3.9%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 13.1%       | 12.0%          | 13.7%           | 12.4%          | 14.8%    | 20.4%      | 9.7%        |
| <b>CIRP Construct: Civic Minded Values</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 55.75       | 54.44          | 55.78           | 56.86          | 56.96    | 56.5       | 56.45       |
| High Construct Group Score   | 51.8%       | 44.7%          | 51.8%           | 57.3%          | 59.5%    | 57.1%      | 53.3%       |
| Average Construct Score Group  | 38.6%       | 43.4%          | 37.4%           | 35.8%          | 33.4%    | 34.9%      | 29.7%       |
| Low Construct Score Group  | 9.6%        | 11.8%          | 10.8%           | 6.8%           | 7.1%     | 8.0%       | 17.0%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - All Respondents

| All Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>CIRP Construct: Civic Minded Practices</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 49.27       | 49.09          | 49.73           | 49.29          | 48.57    | 48.64      | 51.21       |
| High Construct Group Score   | 28.8%       | 27.6%          | 31.7%           | 29.4%          | 23.5%    | 25.3%      | 42.9%       |
| Average Construct Score Group  | 37.4%       | 37.8%          | 36.2%           | 37.9%          | 39.4%    | 37.4%      | 26.1%       |
| Low Construct Score Group  | 33.7%       | 34.6%          | 32.2%           | 32.8%          | 37.0%    | 37.3%      | 30.9%       |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>               |             |                |                 |                |          |            |             |
| Mean Score   | 47.9        | 48.37          | 46.75           | 47.7           | 49.54    | 49.88      | 52.42       |
| High Construct Group Score   | 24.0%       | 24.9%          | 21.4%           | 22.5%          | 31.1%    | 31.3%      | 37.6%       |
| Average Construct Score Group  | 43.0%       | 45.5%          | 39.5%           | 44.4%          | 40.1%    | 41.2%      | 46.2%       |
| Low Construct Score Group  | 33.0%       | 29.6%          | 39.1%           | 33.1%          | 28.8%    | 27.5%      | 16.3%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>       |             |                |                 |                |          |            |             |
| Mean Score   | 49.94       | 49.02          | 49.57           | 50.9           | 50.76    | 51.78      | 50.09       |
| High Construct Group Score   | 31.2%       | 27.0%          | 30.2%           | 35.7%          | 31.6%    | 39.7%      | 27.4%       |
| Average Construct Score Group  | 42.4%       | 44.1%          | 42.7%           | 39.6%          | 47.1%    | 38.2%      | 44.7%       |
| Low Construct Score Group  | 26.5%       | 28.9%          | 27.1%           | 24.7%          | 21.3%    | 22.1%      | 27.9%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>              |             |                |                 |                |          |            |             |
| Mean Score   | 51.97       | 52.42          | 51.38           | 51.85          | 52.74    | 51.8       | 50.59       |
| High Construct Group Score   | 38.1%       | 39.8%          | 36.2%           | 37.8%          | 38.9%    | 36.8%      | 35.9%       |
| Average Construct Score Group  | 38.4%       | 39.5%          | 38.1%           | 36.4%          | 41.3%    | 40.5%      | 32.6%       |
| Low Construct Score Group  | 23.5%       | 20.7%          | 25.7%           | 25.8%          | 19.8%    | 22.7%      | 31.5%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b> |             |                |                 |                |          |            |             |
| Mean Score   | 46.36       | 46.67          | 46.1            | 45.95          | 47.55    | 46.58      | 46.38       |
| High Construct Group Score   | 12.9%       | 14.2%          | 11.0%           | 12.4%          | 16.8%    | 12.2%      | 22.5%       |
| Average Construct Score Group  | 43.2%       | 43.6%          | 43.6%           | 41.2%          | 46.4%    | 46.2%      | 25.8%       |
| Low Construct Score Group  | 43.9%       | 42.3%          | 45.4%           | 46.4%          | 36.8%    | 41.6%      | 51.7%       |
| <b>CIRP Construct: Mentor Self-Efficacy</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 49.36       | 49.9           | 49.66           | 48.6           | 48.16    | 50.05      | 56.75       |
| High Construct Group Score   | 24.3%       | 25.8%          | 27.8%           | 19.3%          | 20.4%    | 29.1%      | 78.3%       |
| Average Construct Score Group  | 44.7%       | 46.0%          | 40.0%           | 48.0%          | 43.5%    | 44.8%      | 18.5%       |
| Low Construct Score Group  | 31.0%       | 28.2%          | 32.1%           | 32.7%          | 36.1%    | 26.1%      | 3.2%        |
| <b>CIRP Construct: Student-Centered Pedagogy</b>                                     |             |                |                 |                |          |            |             |
| Mean Score   | 51.02       | 49.49          | 50.93           | 52.13          | 52.63    | 53.21      | 49.24       |
| High Construct Group Score   | 31.7%       | 25.6%          | 31.6%           | 35.5%          | 38.3%    | 43.0%      | 25.2%       |
| Average Construct Score Group  | 44.7%       | 44.6%          | 43.6%           | 46.9%          | 43.9%    | 39.4%      | 46.3%       |
| Low Construct Score Group  | 23.6%       | 29.9%          | 24.8%           | 17.6%          | 17.9%    | 17.5%      | 28.5%       |
| <b>CIRP Construct: Scholarly Productivity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 53.89       | 58.21          | 54.53           | 52.35          | 45.6     | 43.04      | 47.45       |
| High Construct Group Score   | 52.2%       | 70.0%          | 54.9%           | 45.3%          | 17.6%    | 10.8%      | 27.2%       |
| Average Construct Score Group  | 31.0%       | 21.8%          | 33.7%           | 39.1%          | 34.5%    | 26.3%      | 31.8%       |
| Low Construct Score Group  | 16.8%       | 8.2%           | 11.5%           | 15.5%          | 47.9%    | 62.8%      | 41.1%       |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>                        |             |                |                 |                |          |            |             |
| Mean Score   | 50.05       | 50.37          | 49.69           | 50.47          | 48.5     | 49.5       | 42.34       |
| High Construct Group Score   | 34.3%       | 36.3%          | 32.9%           | 36.6%          | 23.5%    | 29.8%      | 22.5%       |
| Average Construct Score Group  | 32.1%       | 31.6%          | 31.2%           | 31.0%          | 39.3%    | 38.0%      | 16.4%       |
| Low Construct Score Group  | 33.5%       | 32.1%          | 36.0%           | 32.3%          | 37.2%    | 32.2%      | 61.1%       |
| <b>CIRP Construct: Satisfaction with Compensation</b>                                |             |                |                 |                |          |            |             |
| Mean Score   | 51.18       | 52.78          | 50.39           | 50.72          | 49.1     | 49.54      | 48.78       |
| High Construct Group Score   | 28.3%       | 35.6%          | 24.5%           | 26.8%          | 18.3%    | 19.1%      | 7.6%        |
| Average Construct Score Group  | 49.1%       | 45.2%          | 51.1%           | 50.5%          | 51.2%    | 54.3%      | 57.4%       |
| Low Construct Score Group  | 22.6%       | 19.1%          | 24.4%           | 22.7%          | 30.5%    | 26.6%      | 35.0%       |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b>               |             |                |                 |                |          |            |             |
| Mean Score   | 49.41       | 50.22          | 48.68           | 49.14          | 48.87    | 49.85      | 49.12       |
| High Construct Group Score   | 25.9%       | 30.2%          | 22.7%           | 24.5%          | 22.5%    | 26.7%      | 26.2%       |
| Average Construct Score Group  | 46.7%       | 46.0%          | 48.1%           | 45.7%          | 46.1%    | 50.3%      | 32.6%       |
| Low Construct Score Group  | 27.4%       | 23.9%          | 29.3%           | 29.8%          | 31.3%    | 23.1%      | 41.3%       |
| <b>CIRP Construct: Science Identity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 50.48       | 52.39          | 49.35           | 51.15          | 45.12    | 46.02      | .           |
| High Construct Group Score   | 35.1%       | 40.7%          | 36.3%           | 36.7%          | 8.0%     | 17.7%      | 0.0%        |
| Average Construct Score Group  | 30.7%       | 32.8%          | 23.8%           | 34.7%          | 30.6%    | 27.9%      | 0.0%        |
| Low Construct Score Group  | 34.1%       | 26.5%          | 40.0%           | 28.6%          | 61.4%    | 54.4%      | 0.0%        |
| <b>CIRP Construct: Science Self-Efficacy</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 50.34       | 52.02          | 49.67           | 50.27          | 46.44    | 46.81      | .           |
| High Construct Group Score   | 26.2%       | 36.1%          | 18.8%           | 27.1%          | 11.6%    | 4.5%       | 0.0%        |
| Average Construct Score Group  | 50.2%       | 44.1%          | 54.2%           | 50.9%          | 59.0%    | 58.0%      | 0.0%        |
| Low Construct Score Group  | 23.6%       | 19.8%          | 27.1%           | 22.0%          | 29.4%    | 37.6%      | 0.0%        |
| <b>CIRP Construct: Career-Related Stress</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 51.2        | 50.21          | 52.4            | 52.61          | 48.11    | 47.34      | 50.88       |
| High Construct Group Score   | 29.7%       | 25.8%          | 34.1%           | 35.9%          | 17.0%    | 14.1%      | 18.4%       |
| Average Construct Score Group  | 48.9%       | 48.1%          | 48.7%           | 49.6%          | 49.7%    | 49.9%      | 67.2%       |
| Low Construct Score Group  | 21.4%       | 26.1%          | 17.2%           | 14.5%          | 33.4%    | 36.0%      | 14.4%       |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b>                 |             |                |                 |                |          |            |             |
| Mean Score   | 54.05       | 53.32          | 53.81           | 54.64          | 54.95    | 55.58      | 54.39       |
| High Construct Group Score   | 42.3%       | 38.1%          | 40.7%           | 46.5%          | 45.6%    | 50.2%      | 51.6%       |
| Average Construct Score Group  | 48.9%       | 51.9%          | 49.9%           | 45.5%          | 48.0%    | 44.4%      | 33.7%       |
| Low Construct Score Group  | 8.9%        | 10.1%          | 9.5%            | 8.0%           | 6.4%     | 5.4%       | 14.7%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Total Respondents</b>  | 6,884       | 2,371          | 2,025           | 1,726          | 369      | 377        | 16          |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |             |                |                 |                |          |            |             |
| Yes   | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |
| <b>What is your present academic rank?</b>  |             |                |                 |                |          |            |             |
| Professor   | 0.377       | 1              | 0               | 0              | 0        | 0          | 0           |
| Associate professor   | 0.259       | 0              | 1               | 0              | 0        | 0          | 0           |
| Assistant professor   | 0.248       | 0              | 0               | 1              | 0        | 0          | 0           |
| Lecturer  | 0.061       | 0              | 0               | 0              | 1        | 0          | 0           |
| Instructor  | 0.055       | 0              | 0               | 0              | 0        | 1          | 0           |
| <b>What is your tenure status at this institution?</b>  |             |                |                 |                |          |            |             |
| Tenured   | 0.598       | 0.956          | 0.885           | 0.032          | 0.006    | 0.006      | 0.316       |
| On tenure track, but not tenured  | 0.214       | 0.006          | 0.053           | 0.793          | 0.002    | 0.024      | 0.462       |
| Not on tenure track, but institution has tenure system  | 0.175       | 0.031          | 0.052           | 0.159          | 0.985    | 0.918      | 0.222       |
| Institution has no tenure system  | 0.013       | 0.007          | 0.011           | 0.017          | 0.007    | 0.053      | 0           |
| <b>Are you retired from this institution?</b>   |             |                |                 |                |          |            |             |
| Yes   | 0.004       | 0.008          | 0.002           | 0.001          | 0.009    | 0          | 0           |
| No  | 0.996       | 0.992          | 0.998           | 0.999          | 0.991    | 1          | 1           |
| <b>What is your principal activity in your current position at this institution?</b>                                      |             |                |                 |                |          |            |             |
| Administration  | 0.089       | 0.172          | 0.067           | 0.013          | 0.024    | 0.045      | 0.021       |
| Teaching  | 0.72        | 0.659          | 0.721           | 0.715          | 0.96     | 0.899      | 0.695       |
| Research  | 0.18        | 0.162          | 0.198           | 0.266          | 0.009    | 0.026      | 0.285       |
| Services to clients and patients  | 0.003       | 0.002          | 0.004           | 0.003          | 0.002    | 0.003      | 0           |
| Other   | 0.007       | 0.005          | 0.011           | 0.003          | 0.006    | 0.028      | 0           |
| <b>Noted as being personally "essential" or "very important":</b>   |             |                |                 |                |          |            |             |
| Research  | 0.809       | 0.862          | 0.804           | 0.86           | 0.546    | 0.511      | 0.587       |
| Teaching  | 0.972       | 0.975          | 0.968           | 0.964          | 0.986    | 0.986      | 1           |
| Service   | 0.684       | 0.735          | 0.684           | 0.601          | 0.669    | 0.746      | 0.492       |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |             |                |                 |                |          |            |             |
| Mean  | 3.44        | 3.12           | 3.43            | 3.59           | 4.04     | 4.26       | 4.68        |
| Median  | 3           | 3              | 3               | 3              | 4        | 4          | 5           |
| Mode  | 3           | 3              | 3               | 3              | 4        | 4          | 4           |
| <b>How many courses are you teaching this term are:</b>   |             |                |                 |                |          |            |             |
| <b>General education courses</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.48        | 1.43           | 1.49            | 1.45           | 1.67     | 1.73       | 1.91        |
| Median  | 1           | 1              | 1               | 1              | 2        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Courses required for an undergraduate major</b>  |             |                |                 |                |          |            |             |
| Mean  | 2.1         | 1.99           | 2.07            | 2.15           | 2.27     | 2.45       | 2.69        |
| Median  | 2           | 2              | 2               | 2              | 2        | 2          | 2           |
| Mode  | 2           | 2              | 2               | 2              | 2        | 2          | 2           |
| <b>Other undergraduate credit courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.52        | 1.53           | 1.5             | 1.5            | 1.57     | 1.58       | 1.72        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Developmental/remedial courses (not for credit)</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.03        | 1.02           | 1.02            | 1.04           | 1.04     | 1.13       | 1           |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Graduate courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.37        | 1.4            | 1.39            | 1.38           | 1.25     | 1.2        | 1.07        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |             |                |                 |                |          |            |             |
| <b>At another institution</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.5         | 1.47           | 1.44            | 1.52           | 1.64     | 1.68       | 1.15        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |             |                |                 |                |          |            |             |
| Undergraduate credit courses  | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |



**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

| All Men Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Graduate courses   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Non-credit courses   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| I do not teach   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>In the past year, have you:</b>   |             |                |                 |                |          |            |             |
| Worked with or taught undergraduate students at this institution?  | 95.4%       | 96.7%          | 97.3%           | 92.4%          | 96.8%    | 89.0%      | 100.0%      |
| Worked with or taught graduate students at this institution?   | 56.2%       | 64.1%          | 58.4%           | 51.6%          | 38.8%    | 32.0%      | 13.8%       |
| <b>During the past three years, have you:</b>  |             |                |                 |                |          |            |             |
| Advised student groups involved in service/volunteer work  | 52.0%       | 50.8%          | 56.0%           | 51.1%          | 51.3%    | 46.1%      | 61.1%       |
| Collaborated with the local community on research/teaching to address their needs  | 43.6%       | 41.0%          | 46.8%           | 44.7%          | 42.1%    | 42.5%      | 64.5%       |
| Conducted research or writing focused on international/global issues   | 40.3%       | 43.7%          | 43.5%           | 39.4%          | 26.1%    | 21.0%      | 12.4%       |
| Conducted research or writing focused on racial or ethnic minorities   | 24.7%       | 23.5%          | 27.6%           | 26.3%          | 22.9%    | 14.8%      | 7.9%        |
| Conducted research or writing focused on women or gender issues  | 21.2%       | 21.0%          | 22.0%           | 23.6%          | 14.1%    | 15.1%      | 37.9%       |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 9.6%        | 8.6%           | 9.4%            | 11.3%          | 11.1%    | 8.3%       | 8.3%        |
| Conducted research or writing focused on biomedical science fields   | 18.6%       | 21.5%          | 17.1%           | 21.2%          | 4.1%     | 9.7%       | 3.8%        |
| Engaged in academic research that spans multiple disciplines   | 73.1%       | 77.2%          | 76.4%           | 76.3%          | 45.7%    | 44.1%      | 50.4%       |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-ed)  | 55.0%       | 59.3%          | 57.3%           | 53.2%          | 40.5%    | 37.6%      | 46.3%       |
| Written research grants  | 50.4%       | 53.2%          | 52.5%           | 59.9%          | 15.2%    | 16.1%      | 46.6%       |
| Received funding for your work from foundations  | 23.9%       | 26.6%          | 23.8%           | 25.0%          | 13.9%    | 12.0%      | 6.0%        |
| Received funding for your work from state or federal government  | 30.1%       | 35.6%          | 29.3%           | 29.8%          | 9.5%     | 18.7%      | 1.4%        |
| Received funding for your work from business or industry   | 13.3%       | 16.6%          | 12.7%           | 11.2%          | 6.0%     | 11.3%      | 0.0%        |
| <b>During the past three years, have you:</b>  |             |                |                 |                |          |            |             |
| Taught an honors course  | 20.5%       | 21.0%          | 23.0%           | 17.9%          | 23.4%    | 13.8%      | 23.6%       |
| Taught an interdisciplinary course   | 42.8%       | 44.2%          | 43.8%           | 43.0%          | 32.7%    | 36.9%      | 46.7%       |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 12.2%       | 11.6%          | 14.7%           | 11.6%          | 10.4%    | 9.4%       | 21.5%       |
| Taught a service learning course   | 15.0%       | 14.3%          | 17.6%           | 13.1%          | 15.1%    | 15.5%      | 27.5%       |
| Taught a course exclusively online   | 34.4%       | 32.8%          | 34.4%           | 30.1%          | 46.7%    | 51.1%      | 48.8%       |
| Participated in organized activities around enhancing pedagogy or student learning   | 63.9%       | 61.4%          | 67.0%           | 64.9%          | 65.4%    | 60.2%      | 82.6%       |
| Taught a seminar for first-year students   | 21.5%       | 20.9%          | 24.3%           | 19.4%          | 23.3%    | 19.4%      | 37.2%       |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 84.2%       | 82.3%          | 88.7%           | 83.3%          | 84.4%    | 80.7%      | 81.1%       |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Presented with undergraduate students at conferences   | 6.7%        | 7.9%           | 6.5%            | 7.1%           | 2.2%     | 2.2%       | 11.7%       |
| Published with undergraduates  | 4.6%        | 5.5%           | 3.9%            | 5.1%           | 3.3%     | 1.1%       | 0.0%        |
| Engaged undergraduates on your research project(s)   | 17.6%       | 20.4%          | 17.0%           | 19.9%          | 6.0%     | 2.6%       | 2.3%        |
| Worked with undergraduates on their research project(s)  | 18.4%       | 19.7%          | 19.9%           | 19.9%          | 8.7%     | 6.8%       | 3.7%        |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |             |                |                 |                |          |            |             |
| Excellent  | 25.6%       | 30.9%          | 23.5%           | 22.9%          | 21.2%    | 14.5%      | 0.0%        |
| Good   | 40.8%       | 40.2%          | 45.6%           | 43.7%          | 28.1%    | 22.9%      | 31.6%       |
| Fair   | 12.8%       | 13.2%          | 15.2%           | 11.3%          | 8.4%     | 8.6%       | 47.5%       |
| Poor   | 2.1%        | 2.0%           | 2.2%            | 2.5%           | 1.9%     | 1.8%       | 0.0%        |
| I have not worked with undergraduates on research projects   | 18.7%       | 13.6%          | 13.6%           | 19.6%          | 40.4%    | 52.2%      | 20.9%       |
| <b>How many undergraduates do you currently advise?</b>  |             |                |                 |                |          |            |             |
| Mean   | 6.92        | 7.35           | 7.54            | 6.51           | 4.88     | 5.00       | 6.69        |
| Median   | 6.00        | 7.00           | 7.00            | 5.00           | 1.00     | 1.00       | 4.00        |
| Mode   | 1.00        | 1.00           | 1.00            | 1.00           | 1.00     | 1.00       | 3.00        |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |             |                |                 |                |          |            |             |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 44.3%       | 42.5%          | 44.5%           | 45.6%          | 47.7%    | 54.5%      | 24.2%       |
| Helped them plan their course of study   | 63.7%       | 62.7%          | 67.1%           | 61.9%          | 61.1%    | 64.4%      | 31.4%       |
| Discussed their academic performance   | 51.6%       | 52.9%          | 50.7%           | 49.3%          | 53.0%    | 59.2%      | 28.4%       |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 53.8%       | 55.7%          | 53.2%           | 51.1%          | 54.8%    | 57.0%      | 10.2%       |
| Discussed career and post-graduation goals   | 66.4%       | 66.6%          | 65.7%           | 66.6%          | 71.3%    | 63.8%      | 15.1%       |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |             |                |                 |                |          |            |             |
| <b>Funded workshops focused on teaching</b>  |             |                |                 |                |          |            |             |
| Yes  | 44.2%       | 34.0%          | 45.7%           | 56.5%          | 50.6%    | 48.9%      | 42.0%       |
| No   | 50.2%       | 62.1%          | 49.3%           | 37.1%          | 39.3%    | 38.5%      | 58.0%       |
| Not eligible   | 1.2%        | 0.6%           | 1.0%            | 1.1%           | 3.1%     | 5.6%       | 0.0%        |
| Not available  | 4.4%        | 3.3%           | 4.0%            | 5.3%           | 6.9%     | 7.0%       | 0.0%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

| All Men Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Funded workshops focused on research skills development</b>                   |             |                |                 |                |          |            |             |
| Yes  | 16.7%       | 12.3%          | 14.6%           | 29.3%          | 11.0%    | 9.1%       | 9.2%        |
| No   | 71.7%       | 79.3%          | 75.7%           | 56.2%          | 70.7%    | 67.5%      | 63.7%       |
| Not eligible   | 2.0%        | 0.5%           | 1.0%            | 1.8%           | 10.2%    | 9.2%       | 0.0%        |
| Not available  | 9.6%        | 7.9%           | 8.7%            | 12.8%          | 8.1%     | 14.1%      | 27.2%       |
| <b>Funded workshops focused on grant writing</b>                                 |             |                |                 |                |          |            |             |
| Yes  | 12.4%       | 8.4%           | 10.5%           | 24.7%          | 2.7%     | 6.1%       | 9.2%        |
| No   | 77.4%       | 84.5%          | 81.2%           | 62.4%          | 79.1%    | 73.3%      | 68.3%       |
| Not eligible   | 1.8%        | 0.4%           | 0.9%            | 1.7%           | 9.0%     | 9.6%       | 0.0%        |
| Not available  | 8.3%        | 6.6%           | 7.5%            | 11.2%          | 9.1%     | 11.0%      | 22.6%       |
| <b>Paid sabbatical leave</b>   |             |                |                 |                |          |            |             |
| Yes  | 10.2%       | 14.0%          | 13.3%           | 5.3%           | 1.1%     | 0.1%       | 0.0%        |
| No   | 67.6%       | 76.9%          | 73.4%           | 53.8%          | 51.9%    | 50.5%      | 82.2%       |
| Not eligible   | 19.1%       | 7.6%           | 10.9%           | 35.8%          | 42.3%    | 42.6%      | 4.0%        |
| Not available  | 3.1%        | 1.6%           | 2.4%            | 5.1%           | 4.7%     | 6.9%       | 13.7%       |
| <b>Travel funds paid by the institution</b>                                      |             |                |                 |                |          |            |             |
| Yes  | 58.4%       | 56.7%          | 64.2%           | 64.9%          | 35.7%    | 39.6%      | 29.3%       |
| No   | 37.5%       | 41.9%          | 33.5%           | 29.0%          | 52.7%    | 47.2%      | 63.6%       |
| Not eligible   | 1.9%        | 0.4%           | 0.6%            | 2.6%           | 7.8%     | 9.7%       | 2.5%        |
| Not available  | 2.2%        | 1.1%           | 1.8%            | 3.6%           | 3.8%     | 3.5%       | 4.6%        |
| <b>Internal grants for research</b>  |             |                |                 |                |          |            |             |
| Yes  | 30.0%       | 25.7%          | 32.6%           | 42.5%          | 12.8%    | 11.3%      | 39.4%       |
| No   | 64.1%       | 72.2%          | 63.6%           | 49.8%          | 66.9%    | 68.9%      | 48.9%       |
| Not eligible   | 3.2%        | 0.5%           | 1.8%            | 3.2%           | 16.9%    | 13.9%      | 2.5%        |
| Not available  | 2.7%        | 1.6%           | 1.9%            | 4.5%           | 3.3%     | 5.8%       | 9.2%        |
| <b>Training for administrative leadership</b>                                    |             |                |                 |                |          |            |             |
| Yes  | 11.9%       | 17.4%          | 14.3%           | 4.1%           | 3.2%     | 5.9%       | 9.2%        |
| No   | 75.3%       | 75.7%          | 74.9%           | 78.1%          | 69.2%    | 68.6%      | 86.3%       |
| Not eligible   | 4.7%        | 1.2%           | 2.4%            | 7.4%           | 15.9%    | 17.5%      | 0.0%        |
| Not available  | 8.0%        | 5.7%           | 8.5%            | 10.4%          | 11.7%    | 8.0%       | 4.6%        |
| <b>Training for promoting inclusion and facilitating difficult conversations</b> |             |                |                 |                |          |            |             |
| Yes  | 36.5%       | 38.0%          | 35.6%           | 37.5%          | 31.8%    | 29.7%      | 36.8%       |
| No   | 57.5%       | 58.4%          | 58.8%           | 55.1%          | 56.8%    | 57.0%      | 58.6%       |
| Not eligible   | 1.2%        | 0.3%           | 0.4%            | 1.5%           | 5.3%     | 6.5%       | 0.0%        |
| Not available  | 4.7%        | 3.3%           | 5.1%            | 5.9%           | 6.1%     | 6.9%       | 4.6%        |
| <b>Incentives to develop new courses</b>   |             |                |                 |                |          |            |             |
| Yes  | 18.1%       | 16.9%          | 19.0%           | 18.7%          | 19.3%    | 19.1%      | 0.0%        |
| No   | 71.2%       | 75.7%          | 71.7%           | 68.0%          | 63.2%    | 59.4%      | 88.3%       |
| Not eligible   | 1.7%        | 0.5%           | 0.6%            | 1.7%           | 5.6%     | 10.7%      | 7.1%        |
| Not available  | 9.0%        | 7.0%           | 8.7%            | 11.6%          | 12.0%    | 10.8%      | 4.6%        |
| <b>Incentives to integrate technology into your classroom</b>                    |             |                |                 |                |          |            |             |
| Yes  | 23.5%       | 22.1%          | 24.5%           | 23.7%          | 24.5%    | 26.7%      | 9.2%        |
| No   | 67.9%       | 71.7%          | 67.3%           | 65.9%          | 61.8%    | 58.2%      | 83.7%       |
| Not eligible   | 1.2%        | 0.6%           | 0.4%            | 1.3%           | 3.7%     | 6.6%       | 2.5%        |
| Not available  | 7.4%        | 5.5%           | 7.8%            | 9.1%           | 10.0%    | 8.6%       | 4.6%        |
| <b>Resources to integrate culturally-competent practices into your classroom</b> |             |                |                 |                |          |            |             |
| Yes  | 20.7%       | 19.4%          | 19.1%           | 22.2%          | 30.3%    | 21.3%      | 56.2%       |
| No   | 70.9%       | 74.5%          | 72.7%           | 67.7%          | 58.0%    | 64.7%      | 36.6%       |
| Not eligible   | 1.1%        | 0.3%           | 0.4%            | 1.4%           | 3.6%     | 6.5%       | 2.5%        |
| Not available  | 7.3%        | 5.9%           | 7.8%            | 8.7%           | 8.1%     | 7.5%       | 4.6%        |
| <b>How many of the following have you published?</b>                             |             |                |                 |                |          |            |             |
| <b>Articles in academic or professional journals</b>                             |             |                |                 |                |          |            |             |
| None   | 14.6%       | 8.5%           | 9.3%            | 14.1%          | 41.6%    | 57.4%      | 24.1%       |
| 1-2  | 14.1%       | 8.2%           | 14.3%           | 21.4%          | 20.4%    | 17.1%      | 17.9%       |
| 3-4  | 10.7%       | 6.5%           | 12.1%           | 15.3%          | 12.1%    | 11.5%      | 0.0%        |
| 5-10   | 17.0%       | 12.9%          | 22.0%           | 22.1%          | 12.7%    | 4.8%       | 55.5%       |
| 11-20  | 15.3%       | 15.1%          | 20.2%           | 14.8%          | 6.5%     | 6.6%       | 0.0%        |
| 21-50  | 17.1%       | 25.0%          | 17.4%           | 10.2%          | 5.8%     | 1.2%       | 2.5%        |
| 51+  | 11.1%       | 23.8%          | 4.7%            | 2.0%           | 1.0%     | 1.4%       | 0.0%        |
| <b>Chapters in edited volumes</b>  |             |                |                 |                |          |            |             |
| None   | 44.1%       | 28.8%          | 42.2%           | 55.7%          | 71.4%    | 81.0%      | 32.8%       |
| 1-2  | 25.1%       | 23.5%          | 28.0%           | 29.1%          | 18.4%    | 11.5%      | 56.1%       |
| 3-4  | 13.6%       | 16.1%          | 17.6%           | 9.9%           | 4.4%     | 3.1%       | 2.9%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| 5-10  | 10.8%       | 17.9%          | 9.2%            | 4.8%           | 4.1%     | 1.7%       | 8.2%        |
| 11-20   | 4.9%        | 10.1%          | 2.5%            | 0.5%           | 1.6%     | 2.2%       | 0.0%        |
| 21-50   | 1.2%        | 2.7%           | 0.3%            | 0.0%           | 0.0%     | 0.5%       | 0.0%        |
| 51+   | 0.4%        | 0.8%           | 0.3%            | 0.1%           | 0.0%     | 0.0%       | 0.0%        |
| <b>How many of the following have you published?</b>  |             |                |                 |                |          |            |             |
| <b>Books, manuals, monographs, or research reports</b>  |             |                |                 |                |          |            |             |
| None  | 53.7%       | 37.8%          | 53.3%           | 69.7%          | 74.7%    | 79.0%      | 35.9%       |
| 1-2   | 26.6%       | 28.8%          | 31.9%           | 22.4%          | 18.9%    | 11.3%      | 61.5%       |
| 3-4   | 9.7%        | 15.0%          | 8.5%            | 4.6%           | 2.7%     | 7.3%       | 2.5%        |
| 5-10  | 6.4%        | 11.8%          | 4.1%            | 2.1%           | 1.7%     | 1.8%       | 0.0%        |
| 11-20   | 2.3%        | 4.3%           | 1.5%            | 0.6%           | 1.7%     | 0.6%       | 0.0%        |
| 21-50   | 0.9%        | 1.8%           | 0.6%            | 0.3%           | 0.3%     | 0.0%       | 0.0%        |
| 51+   | 0.3%        | 0.5%           | 0.0%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Other, such as patents or computer software products</b>   |             |                |                 |                |          |            |             |
| None  | 82.7%       | 79.2%          | 83.3%           | 83.5%          | 91.8%    | 90.7%      | 100.0%      |
| 1-2   | 8.8%        | 9.0%           | 9.1%            | 9.9%           | 4.5%     | 5.8%       | 0.0%        |
| 3-4   | 3.9%        | 5.4%           | 3.4%            | 3.2%           | 1.2%     | 2.4%       | 0.0%        |
| 5-10  | 2.3%        | 2.8%           | 2.7%            | 2.2%           | 0.6%     | 0.1%       | 0.0%        |
| 11-20   | 1.2%        | 2.0%           | 0.8%            | 0.7%           | 0.6%     | 0.1%       | 0.0%        |
| 21-50   | 0.6%        | 0.9%           | 0.4%            | 0.4%           | 0.6%     | 0.0%       | 0.0%        |
| 51+   | 0.5%        | 0.8%           | 0.3%            | 0.2%           | 0.6%     | 0.9%       | 0.0%        |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |             |                |                 |                |          |            |             |
| None  | 82.5%       | 83.2%          | 83.5%           | 81.9%          | 76.6%    | 82.6%      | 89.8%       |
| 1-2   | 4.2%        | 4.2%           | 3.5%            | 3.6%           | 5.4%     | 7.7%       | 4.6%        |
| 3-4   | 3.5%        | 2.9%           | 3.7%            | 3.9%           | 5.8%     | 3.1%       | 0.0%        |
| 5-10  | 4.1%        | 4.8%           | 3.9%            | 4.0%           | 3.3%     | 1.5%       | 1.5%        |
| 11-20   | 2.3%        | 2.0%           | 2.3%            | 3.2%           | 2.4%     | 0.7%       | 4.2%        |
| 21+   | 3.3%        | 2.9%           | 3.1%            | 3.4%           | 6.5%     | 4.3%       | 0.0%        |
| <b>How many of these have been performed alone/solo?</b>  |             |                |                 |                |          |            |             |
| None  | 5.5%        | 3.4%           | 6.2%            | 4.6%           | 16.3%    | 6.1%       | 0.0%        |
| 1-2   | 5.6%        | 6.0%           | 7.6%            | 4.2%           | 3.5%     | 3.3%       | 0.0%        |
| 3-4   | 13.4%       | 19.3%          | 7.5%            | 12.4%          | 10.3%    | 9.8%       | 40.8%       |
| 5-10  | 16.1%       | 16.8%          | 15.0%           | 17.9%          | 11.9%    | 13.2%      | 14.6%       |
| 11-20   | 30.8%       | 30.3%          | 33.4%           | 29.3%          | 26.8%    | 35.6%      | 0.0%        |
| 21+   | 28.6%       | 24.2%          | 30.3%           | 31.6%          | 31.2%    | 32.0%      | 44.6%       |
| <b>How many of these have been collaborative?</b>   |             |                |                 |                |          |            |             |
| None  | 12.2%       | 15.7%          | 10.7%           | 8.2%           | 9.8%     | 16.9%      | 0.0%        |
| 1-2   | 26.9%       | 24.7%          | 27.2%           | 28.9%          | 24.0%    | 37.7%      | 44.6%       |
| 3-4   | 19.0%       | 20.1%          | 16.8%           | 20.6%          | 22.3%    | 8.1%       | 14.6%       |
| 5-10  | 16.9%       | 16.6%          | 18.8%           | 17.2%          | 15.7%    | 10.1%      | 40.8%       |
| 11-20   | 10.9%       | 10.0%          | 11.0%           | 12.3%          | 10.3%    | 11.7%      | 0.0%        |
| 21+   | 14.0%       | 12.9%          | 15.6%           | 12.8%          | 17.9%    | 15.4%      | 0.0%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>     |             |                |                 |                |          |            |             |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |             |                |                 |                |          |            |             |
| None  | 5.3%        | 7.7%           | 4.8%            | 3.3%           | 2.6%     | 2.7%       | 3.9%        |
| 1-4   | 17.8%       | 23.5%          | 16.5%           | 14.8%          | 5.4%     | 9.7%       | 0.0%        |
| 5-8   | 35.4%       | 33.9%          | 40.4%           | 39.0%          | 22.0%    | 20.2%      | 30.5%       |
| 9-12  | 26.7%       | 23.4%          | 24.9%           | 28.0%          | 37.5%    | 42.2%      | 20.8%       |
| 13-16   | 8.7%        | 6.5%           | 9.0%            | 10.0%          | 14.2%    | 12.0%      | 7.1%        |
| 17-20   | 3.5%        | 2.8%           | 2.0%            | 3.0%           | 12.9%    | 7.6%       | 16.5%       |
| 21+   | 2.6%        | 2.3%           | 2.4%            | 1.9%           | 5.3%     | 5.6%       | 21.2%       |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |             |                |                 |                |          |            |             |
| None  | 4.7%        | 7.0%           | 3.8%            | 2.9%           | 3.2%     | 2.2%       | 3.9%        |
| 1-4   | 14.1%       | 17.4%          | 14.6%           | 10.9%          | 9.0%     | 7.9%       | 7.1%        |
| 5-8   | 25.9%       | 27.0%          | 25.6%           | 27.6%          | 15.5%    | 22.7%      | 16.5%       |
| 9-12  | 22.7%       | 21.9%          | 24.4%           | 22.8%          | 22.8%    | 19.1%      | 7.1%        |
| 13-16   | 14.2%       | 12.2%          | 16.2%           | 15.5%          | 12.1%    | 16.2%      | 3.9%        |
| 17-20   | 8.5%        | 7.9%           | 7.4%            | 8.6%           | 15.0%    | 10.6%      | 13.6%       |
| 21+   | 9.9%        | 6.6%           | 8.0%            | 11.6%          | 22.4%    | 21.2%      | 47.9%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Advising and counseling of students</b>  |             |                |                 |                |          |            |             |
| None  | 8.8%        | 7.8%           | 6.3%            | 8.8%           | 17.9%    | 18.7%      | 3.9%        |
| 1-4   | 59.8%       | 61.3%          | 59.2%           | 60.2%          | 54.4%    | 55.5%      | 58.5%       |
| 5-8   | 22.2%       | 23.2%          | 23.9%           | 21.4%          | 17.7%    | 14.1%      | 27.1%       |
| 9-12  | 6.2%        | 5.4%           | 7.2%            | 6.3%           | 5.5%     | 6.8%       | 6.5%        |
| 13-16   | 1.4%        | 1.2%           | 1.5%            | 1.4%           | 2.1%     | 0.8%       | 3.9%        |
| 17-20   | 0.8%        | 0.8%           | 0.7%            | 0.5%           | 1.3%     | 1.9%       | 0.0%        |
| 21+   | 0.9%        | 0.3%           | 1.1%            | 1.4%           | 1.1%     | 2.1%       | 0.0%        |
| <b>Committee work and meetings</b>  |             |                |                 |                |          |            |             |
| None  | 6.9%        | 4.6%           | 2.2%            | 8.4%           | 22.6%    | 23.0%      | 0.0%        |
| 1-4   | 54.6%       | 46.3%          | 51.7%           | 68.9%          | 59.5%    | 60.0%      | 48.1%       |
| 5-8   | 22.8%       | 27.0%          | 26.7%           | 16.3%          | 14.4%    | 9.7%       | 44.8%       |
| 9-12  | 8.5%        | 10.8%          | 11.5%           | 4.3%           | 1.3%     | 4.3%       | 0.0%        |
| 13-16   | 3.1%        | 4.2%           | 3.5%            | 1.4%           | 1.2%     | 2.0%       | 0.0%        |
| 17-20   | 2.0%        | 3.3%           | 2.4%            | 0.2%           | 0.9%     | 0.1%       | 0.0%        |
| 21+   | 2.2%        | 3.8%           | 2.0%            | 0.4%           | 0.0%     | 0.9%       | 7.1%        |
| <b>Research and scholarly writing</b>   |             |                |                 |                |          |            |             |
| None  | 14.6%       | 9.8%           | 13.3%           | 8.7%           | 48.6%    | 49.0%      | 27.1%       |
| 1-4   | 31.1%       | 31.6%          | 32.2%           | 30.2%          | 29.7%    | 28.5%      | 48.5%       |
| 5-8   | 19.1%       | 18.7%          | 20.8%           | 21.5%          | 10.1%    | 12.4%      | 11.0%       |
| 9-12  | 12.1%       | 13.1%          | 13.3%           | 12.2%          | 6.1%     | 4.2%       | 7.1%        |
| 13-16   | 7.7%        | 9.1%           | 6.2%            | 9.6%           | 2.1%     | 1.9%       | 6.3%        |
| 17-20   | 6.0%        | 7.7%           | 5.3%            | 6.4%           | 1.2%     | 0.3%       | 0.0%        |
| 21+   | 9.4%        | 10.1%          | 9.1%            | 11.5%          | 2.2%     | 3.7%       | 0.0%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |             |                |                 |                |          |            |             |
| <b>Other creative products/performances</b>   |             |                |                 |                |          |            |             |
| None  | 68.6%       | 68.7%          | 72.0%           | 66.9%          | 61.0%    | 66.7%      | 62.3%       |
| 1-4   | 18.6%       | 17.1%          | 16.8%           | 20.3%          | 23.0%    | 25.1%      | 28.3%       |
| 5-8   | 6.2%        | 6.9%           | 5.6%            | 6.5%           | 4.7%     | 4.8%       | 9.4%        |
| 9-12  | 2.7%        | 3.4%           | 2.0%            | 1.8%           | 5.0%     | 2.6%       | 0.0%        |
| 13-16   | 1.8%        | 1.5%           | 1.4%            | 2.2%           | 4.9%     | 0.5%       | 0.0%        |
| 17-20   | 1.1%        | 1.8%           | 0.8%            | 0.9%           | 0.0%     | 0.1%       | 0.0%        |
| 21+   | 1.0%        | 0.5%           | 1.4%            | 1.4%           | 1.3%     | 0.2%       | 0.0%        |
| <b>Community or public service</b>  |             |                |                 |                |          |            |             |
| None  | 43.5%       | 39.0%          | 43.6%           | 48.0%          | 53.1%    | 45.4%      | 41.3%       |
| 1-4   | 42.2%       | 44.1%          | 42.1%           | 41.4%          | 32.4%    | 41.3%      | 54.8%       |
| 5-8   | 9.5%        | 11.5%          | 8.6%            | 7.4%           | 10.2%    | 8.2%       | 3.9%        |
| 9-12  | 3.4%        | 3.9%           | 4.1%            | 1.8%           | 3.0%     | 4.9%       | 0.0%        |
| 13-16   | 0.8%        | 0.7%           | 0.9%            | 0.7%           | 1.1%     | 0.2%       | 0.0%        |
| 17-20   | 0.3%        | 0.4%           | 0.4%            | 0.2%           | 0.2%     | 0.0%       | 0.0%        |
| 21+   | 0.3%        | 0.3%           | 0.3%            | 0.5%           | 0.1%     | 0.0%       | 0.0%        |
| <b>Outside consulting/freelance work</b>  |             |                |                 |                |          |            |             |
| None  | 76.1%       | 74.3%          | 78.3%           | 79.0%          | 69.8%    | 71.7%      | 78.6%       |
| 1-4   | 16.6%       | 19.0%          | 15.4%           | 14.0%          | 15.6%    | 17.8%      | 17.5%       |
| 5-8   | 4.8%        | 4.6%           | 4.3%            | 5.1%           | 6.8%     | 6.0%       | 3.9%        |
| 9-12  | 1.6%        | 1.6%           | 1.2%            | 0.8%           | 6.0%     | 3.2%       | 0.0%        |
| 13-16   | 0.3%        | 0.2%           | 0.2%            | 0.7%           | 0.2%     | 0.2%       | 0.0%        |
| 17-20   | 0.2%        | 0.1%           | 0.2%            | 0.3%           | 0.3%     | 0.9%       | 0.0%        |
| 21+   | 0.3%        | 0.2%           | 0.5%            | 0.1%           | 1.3%     | 0.1%       | 0.0%        |
| <b>Household/childcare duties</b>   |             |                |                 |                |          |            |             |
| None  | 14.8%       | 16.1%          | 11.0%           | 14.9%          | 17.4%    | 20.6%      | 7.1%        |
| 1-4   | 14.5%       | 16.0%          | 13.3%           | 12.2%          | 13.1%    | 21.3%      | 3.9%        |
| 5-8   | 20.9%       | 25.0%          | 18.1%           | 18.7%          | 18.9%    | 15.4%      | 40.6%       |
| 9-12  | 17.6%       | 20.5%          | 16.9%           | 15.0%          | 18.9%    | 10.4%      | 14.2%       |
| 13-16   | 9.8%        | 7.9%           | 10.8%           | 12.0%          | 10.2%    | 8.3%       | 0.0%        |
| 17-20   | 7.6%        | 6.7%           | 10.4%           | 6.8%           | 5.0%     | 6.4%       | 7.1%        |
| 21+   | 14.8%       | 7.8%           | 19.5%           | 20.5%          | 16.5%    | 17.5%      | 27.1%       |
| <b>Serving as a caregiver for another adult</b>   |             |                |                 |                |          |            |             |
| None  | 89.4%       | 87.4%          | 90.5%           | 92.8%          | 87.9%    | 84.9%      | 86.4%       |
| 1-4   | 6.7%        | 8.4%           | 6.3%            | 4.4%           | 4.8%     | 7.7%       | 13.6%       |
| 5-8   | 1.6%        | 1.8%           | 1.2%            | 1.4%           | 3.3%     | 2.2%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Men Faculty</b>   |             |                |                 |                |          |            |             |
| 9-12   | 1.1%        | 1.5%           | 0.8%            | 0.4%           | 1.5%     | 2.6%       | 0.0%        |
| 13-16  | 0.4%        | 0.2%           | 0.3%            | 0.7%           | 0.0%     | 0.7%       | 0.0%        |
| 17-20  | 0.2%        | 0.2%           | 0.2%            | 0.0%           | 0.3%     | 1.1%       | 0.0%        |
| 21+  | 0.7%        | 0.6%           | 0.9%            | 0.3%           | 2.3%     | 0.8%       | 0.0%        |
| <b>Other employment, outside of academia</b>   |             |                |                 |                |          |            |             |
| None   | 91.7%       | 92.8%          | 94.0%           | 91.9%          | 82.9%    | 80.2%      | 93.5%       |
| 1-4  | 4.7%        | 4.2%           | 3.2%            | 5.5%           | 8.5%     | 8.3%       | 0.0%        |
| 5-8  | 1.6%        | 1.3%           | 1.6%            | 1.3%           | 2.4%     | 5.0%       | 6.5%        |
| 9-12   | 1.0%        | 0.8%           | 0.7%            | 0.7%           | 3.9%     | 2.4%       | 0.0%        |
| 13-16  | 0.3%        | 0.4%           | 0.1%            | 0.1%           | 0.1%     | 1.3%       | 0.0%        |
| 17-20  | 0.2%        | 0.1%           | 0.1%            | 0.3%           | 0.9%     | 0.4%       | 0.0%        |
| 21+  | 0.5%        | 0.5%           | 0.3%            | 0.3%           | 1.4%     | 2.4%       | 0.0%        |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |             |                |                 |                |          |            |             |
| None   | 3.1%        | 2.9%           | 3.1%            | 3.3%           | 1.9%     | 5.1%       | 0.0%        |
| 1-4  | 22.4%       | 20.3%          | 20.3%           | 27.9%          | 18.8%    | 26.4%      | 61.5%       |
| 5-8  | 35.5%       | 35.4%          | 36.7%           | 35.8%          | 35.5%    | 29.7%      | 20.4%       |
| 9-12   | 20.5%       | 21.8%          | 20.4%           | 18.4%          | 20.9%    | 21.3%      | 0.0%        |
| 13-16  | 8.1%        | 9.1%           | 7.9%            | 6.8%           | 8.2%     | 6.8%       | 18.1%       |
| 17-20  | 4.9%        | 5.3%           | 5.2%            | 3.3%           | 7.2%     | 4.8%       | 0.0%        |
| 21+  | 5.5%        | 5.2%           | 6.4%            | 4.4%           | 7.5%     | 5.9%       | 0.0%        |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>                                    |             |                |                 |                |          |            |             |
| Ask questions in class   | 93.0%       | 91.7%          | 94.1%           | 93.4%          | 94.7%    | 94.7%      | 96.1%       |
| Support their opinions with a logical argument   | 78.5%       | 74.9%          | 79.4%           | 81.8%          | 84.3%    | 79.5%      | 55.2%       |
| Seek solutions to problems and explain them to others  | 72.2%       | 68.4%          | 70.9%           | 77.6%          | 77.5%    | 77.8%      | 75.3%       |
| Analyze multiple sources of information before coming to a conclusion  | 62.6%       | 60.7%          | 64.1%           | 61.8%          | 65.0%    | 70.2%      | 61.8%       |
| Evaluate the quality or reliability of information they receive  | 64.6%       | 62.4%          | 65.9%           | 64.7%          | 67.6%    | 70.9%      | 76.0%       |
| Take risks for potential gains   | 34.8%       | 33.7%          | 32.4%           | 35.6%          | 42.7%    | 43.1%      | 39.4%       |
| Seek alternative solutions to a problem  | 63.0%       | 62.8%          | 61.1%           | 62.3%          | 65.4%    | 73.7%      | 61.1%       |
| Look up scientific research articles and resources   | 49.9%       | 53.2%          | 48.6%           | 47.3%          | 43.0%    | 50.1%      | 37.1%       |
| Explore topics on their own, even though it was not required for a class   | 48.9%       | 46.7%          | 48.7%           | 51.3%          | 50.8%    | 53.6%      | 71.3%       |
| Accept mistakes as part of the learning process  | 70.2%       | 67.3%          | 67.0%           | 74.5%          | 75.9%    | 82.4%      | 82.4%       |
| Recognize biases that affect their thinking  | 46.3%       | 43.0%          | 46.9%           | 48.5%          | 47.8%    | 55.8%      | 46.9%       |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b> |             |                |                 |                |          |            |             |
| Write in the specific style or format of your discipline   | 55.8%       | 54.6%          | 58.8%           | 56.4%          | 50.6%    | 53.6%      | 65.9%       |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline                        | 42.5%       | 40.9%          | 43.2%           | 42.2%          | 42.7%    | 51.0%      | 61.8%       |
| Discuss the ethical or moral implications of a course of action  | 39.8%       | 39.3%          | 39.2%           | 38.1%          | 43.7%    | 50.9%      | 41.1%       |
| Apply mathematical concepts and computational thinking   | 44.9%       | 46.5%          | 43.6%           | 45.9%          | 39.4%    | 39.6%      | 34.2%       |
| <b>Methods you use in "all" or "most" of your courses:</b>   |             |                |                 |                |          |            |             |
| Class discussions  | 82.4%       | 81.3%          | 83.2%           | 82.0%          | 83.7%    | 87.6%      | 72.9%       |
| Cooperative learning (small groups)  | 65.1%       | 58.5%          | 62.6%           | 73.9%          | 70.9%    | 81.2%      | 52.1%       |
| Experiential learning/Field studies  | 28.0%       | 26.0%          | 26.5%           | 32.9%          | 23.7%    | 32.4%      | 15.9%       |
| Performances/Demonstrations  | 32.5%       | 27.7%          | 30.1%           | 36.7%          | 42.6%    | 52.3%      | 37.1%       |
| Group projects   | 44.9%       | 39.3%          | 43.3%           | 51.1%          | 53.6%    | 58.2%      | 26.9%       |
| Extensive lecturing  | 55.6%       | 58.9%          | 52.8%           | 55.4%          | 53.6%    | 47.4%      | 66.0%       |
| Multiple drafts of written work  | 32.7%       | 30.8%          | 34.6%           | 33.2%          | 34.4%    | 34.6%      | 18.1%       |
| Reflective writing/Journaling  | 22.5%       | 20.6%          | 21.8%           | 23.8%          | 24.6%    | 31.4%      | 28.5%       |
| Community service as part of coursework  | 5.6%        | 5.1%           | 5.5%            | 6.3%           | 6.6%     | 6.8%       | 6.5%        |
| Electronic quizzes with immediate feedback in class  | 21.7%       | 18.3%          | 18.0%           | 26.6%          | 25.3%    | 38.7%      | 28.3%       |
| Real-life problems   | 61.0%       | 58.7%          | 59.0%           | 63.6%          | 67.0%    | 70.0%      | 41.1%       |
| Student inquiry to drive learning  | 56.0%       | 53.0%          | 55.7%           | 58.0%          | 61.0%    | 66.3%      | 39.4%       |
| Readings on racial and ethnic issues   | 24.4%       | 21.3%          | 28.1%           | 24.7%          | 26.4%    | 25.9%      | 48.1%       |
| Readings on women or gender issues   | 21.6%       | 19.3%          | 24.6%           | 21.4%          | 22.8%    | 24.3%      | 19.8%       |
| Supplemental instruction outside of class and office hours   | 35.6%       | 33.0%          | 32.7%           | 40.6%          | 40.1%    | 43.7%      | 58.0%       |
| Student presentations  | 48.2%       | 45.5%          | 48.1%           | 51.9%          | 51.2%    | 50.2%      | 17.3%       |
| Student evaluations of each others' work   | 27.5%       | 23.7%          | 26.5%           | 31.4%          | 36.9%    | 33.8%      | 2.7%        |
| Grading on a curve   | 22.1%       | 26.8%          | 19.0%           | 19.7%          | 23.2%    | 11.3%      | 20.5%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

| All Men Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Rubric-based assessment  | 60.6%       | 54.4%          | 60.3%           | 68.9%          | 65.2%    | 66.2%      | 61.1%       |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 23.9%       | 21.0%          | 23.2%           | 25.3%          | 28.1%    | 38.0%      | 64.4%       |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |             |                |                 |                |          |            |             |
| Videos or podcasts   | 39.2%       | 37.2%          | 38.5%           | 40.5%          | 43.3%    | 47.0%      | 37.1%       |
| Simulations/animations   | 19.5%       | 17.5%          | 19.5%           | 21.9%          | 19.4%    | 23.9%      | 21.2%       |
| Online homework or virtual labs  | 30.5%       | 27.3%          | 30.1%           | 31.2%          | 40.1%    | 43.0%      | 34.8%       |
| Online discussion boards   | 19.1%       | 17.3%          | 18.4%           | 20.1%          | 23.4%    | 27.4%      | 49.0%       |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 8.8%        | 8.2%           | 8.9%            | 10.8%          | 4.6%     | 8.2%       | 14.2%       |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |             |                |                 |                |          |            |             |
| Encourage students to become agents of social change   | 77.2%       | 74.2%          | 75.7%           | 82.3%          | 81.4%    | 79.5%      | 66.2%       |
| Prepare students for employment after college  | 96.7%       | 96.3%          | 96.1%           | 97.4%          | 97.9%    | 99.0%      | 66.2%       |
| Prepare students for graduate or advanced education  | 95.8%       | 96.7%          | 95.2%           | 95.5%          | 97.0%    | 92.0%      | 79.9%       |
| Develop students' moral character  | 86.5%       | 87.1%          | 83.4%           | 87.4%          | 89.2%    | 90.8%      | 86.3%       |
| Provide for students' emotional development  | 77.8%       | 75.1%          | 75.6%           | 82.9%          | 80.4%    | 83.9%      | 66.2%       |
| Help students develop personal values  | 84.0%       | 82.0%          | 83.1%           | 85.7%          | 88.0%    | 93.1%      | 66.2%       |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 81.4%       | 79.5%          | 80.5%           | 84.3%          | 84.0%    | 85.1%      | 66.2%       |
| Promote students' ability to write effectively   | 94.6%       | 95.3%          | 94.8%           | 95.3%          | 90.4%    | 90.0%      | 100.0%      |
| Teach students tolerance and respect for different beliefs   | 92.8%       | 93.1%          | 91.1%           | 93.1%          | 93.4%    | 96.6%      | 100.0%      |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| The chief benefit of a college education is that it increases one's earning power  | 56.9%       | 55.9%          | 53.5%           | 59.4%          | 60.5%    | 67.1%      | 66.6%       |
| A racially/ethnically diverse student body enhances the educational experience of all students   | 95.9%       | 95.3%          | 96.5%           | 96.6%          | 97.7%    | 92.8%      | 92.9%       |
| Colleges have a responsibility to work with their surrounding communities to address local issues  | 92.5%       | 91.7%          | 91.1%           | 94.5%          | 94.2%    | 94.3%      | 100.0%      |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work   | 55.8%       | 53.2%          | 55.1%           | 55.8%          | 64.1%    | 71.6%      | 65.1%       |
| I try to dispel perceptions of competition in my classroom   | 67.2%       | 66.3%          | 68.4%           | 68.3%          | 67.0%    | 64.2%      | 86.7%       |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource   | 57.5%       | 58.6%          | 59.1%           | 55.9%          | 53.0%    | 52.2%      | 72.3%       |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom   | 72.1%       | 69.1%          | 74.2%           | 71.7%          | 78.3%    | 80.4%      | 86.3%       |
| I achieve a healthy balance between my personal life and my professional life  | 64.1%       | 69.0%          | 61.9%           | 55.6%          | 69.3%    | 69.5%      | 41.1%       |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar   | 44.2%       | 34.9%          | 44.8%           | 53.2%          | 54.4%    | 63.0%      | 79.0%       |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| This institution has effective hiring practices and policies that increase faculty diversity   | 68.8%       | 70.1%          | 66.0%           | 66.7%          | 76.5%    | 73.4%      | 85.8%       |
| Student Affairs staff have the support and respect of faculty  | 77.6%       | 75.2%          | 74.6%           | 82.4%          | 84.7%    | 84.4%      | 44.5%       |
| There is a lot of campus racial conflict here  | 27.9%       | 25.2%          | 32.7%           | 28.3%          | 29.0%    | 23.9%      | 13.3%       |
| My research is valued by faculty in my department  | 79.5%       | 84.1%          | 78.2%           | 80.2%          | 64.6%    | 59.0%      | 61.1%       |
| My teaching is valued by faculty in my department  | 90.0%       | 89.4%          | 91.1%           | 89.8%          | 91.8%    | 87.7%      | 61.7%       |
| My service is valued by faculty in my department   | 86.1%       | 86.9%          | 86.1%           | 86.3%          | 83.1%    | 82.0%      | 54.6%       |
| Faculty are sufficiently involved in campus decision-making  | 57.0%       | 54.4%          | 54.4%           | 60.6%          | 62.4%    | 68.9%      | 48.1%       |
| The faculty are typically at odds with campus administration   | 51.6%       | 49.0%          | 54.8%           | 53.9%          | 52.9%    | 45.7%      | 55.8%       |
| Faculty here respect each other  | 87.9%       | 86.9%          | 87.5%           | 91.0%          | 86.2%    | 87.3%      | 52.1%       |
| Administrators consider faculty concerns when making policy  | 60.6%       | 58.4%          | 58.4%           | 63.3%          | 70.4%    | 68.0%      | 41.1%       |
| This institution takes responsibility for educating underprepared students   | 68.3%       | 67.9%          | 65.9%           | 69.0%          | 73.1%    | 75.6%      | 79.2%       |
| The criteria for advancement and promotion decisions are clear   | 76.0%       | 82.8%          | 74.9%           | 68.3%          | 70.9%    | 65.6%      | 72.7%       |
| Most of the students I teach lack the basic skills for college level work  | 28.0%       | 25.2%          | 28.5%           | 31.6%          | 27.8%    | 32.8%      | 51.4%       |
| There is adequate support for faculty development  | 70.5%       | 71.0%          | 68.6%           | 70.4%          | 70.8%    | 77.8%      | 37.9%       |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom  | 53.1%       | 55.7%          | 55.6%           | 49.0%          | 46.0%    | 44.2%      | 42.3%       |
| This institution takes mentoring into consideration in the promotion process   | 52.6%       | 55.1%          | 45.6%           | 53.1%          | 54.6%    | 64.7%      | 50.1%       |
| Faculty of color are treated fairly here   | 80.2%       | 82.0%          | 76.7%           | 80.0%          | 81.7%    | 82.7%      | 100.0%      |
| Women faculty are treated fairly here  | 82.3%       | 83.1%          | 80.2%           | 82.1%          | 85.4%    | 83.9%      | 76.8%       |
| LGBTQ+ faculty are treated fairly here   | 80.7%       | 81.2%          | 79.3%           | 79.6%          | 83.8%    | 84.9%      | 95.4%       |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>   |             |                |                 |                |          |            |             |
| Increase or maintain institutional affordability   | 69.8%       | 69.7%          | 71.5%           | 68.3%          | 67.7%    | 71.4%      | 85.8%       |
| Develop a sense of community among students and faculty  | 67.0%       | 69.2%          | 62.3%           | 65.3%          | 73.6%    | 73.0%      | 50.9%       |
| Facilitate student involvement in community service  | 48.6%       | 47.6%          | 46.6%           | 50.1%          | 50.8%    | 58.8%      | 68.1%       |
| Help students learn how to bring about change in society   | 47.1%       | 46.3%          | 43.4%           | 50.9%          | 53.1%    | 50.2%      | 44.4%       |
| Increase or maintain institutional prestige  | 72.6%       | 75.0%          | 69.0%           | 71.9%          | 77.5%    | 69.1%      | 64.6%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Hire faculty "stars"  | 29.4%       | 28.5%          | 27.1%           | 31.8%          | 38.4%    | 28.2%      | 41.6%       |
| Recruit more traditionally underrepresented students  | 56.6%       | 57.7%          | 53.7%           | 55.3%          | 61.6%    | 63.0%      | 65.7%       |
| Increase the selectivity of the student body through more competitive admissions criteria                                       | 35.9%       | 37.9%          | 32.5%           | 37.4%          | 35.1%    | 31.7%      | 4.6%        |
| Promote gender diversity in the faculty and administration  | 57.4%       | 61.2%          | 53.5%           | 54.8%          | 58.7%    | 56.1%      | 51.5%       |
| Promote racial and ethnic diversity in the faculty and administration   | 59.6%       | 62.3%          | 56.8%           | 56.3%          | 65.9%    | 61.3%      | 51.5%       |
| Provide resources for faculty to engage in community-based teaching or research   | 38.7%       | 35.7%          | 37.5%           | 42.4%          | 45.2%    | 47.3%      | 30.5%       |
| Create and sustain partnerships with surrounding communities  | 46.8%       | 43.3%          | 45.7%           | 50.0%          | 55.8%    | 57.9%      | 79.0%       |
| Pursue extramural funding   | 58.1%       | 61.9%          | 55.3%           | 56.2%          | 55.4%    | 51.9%      | 62.6%       |
| Strengthen links with the for-profit, corporate sector  | 46.3%       | 46.9%          | 40.3%           | 47.6%          | 57.2%    | 55.8%      | 76.3%       |
| Develop leadership ability among students   | 64.4%       | 64.1%          | 60.7%           | 66.0%          | 71.9%    | 69.6%      | 85.8%       |
| Develop an appreciation for multiculturalism  | 61.0%       | 63.0%          | 57.0%           | 59.2%          | 72.2%    | 61.4%      | 72.1%       |
| Prepare students for the workplace  | 83.6%       | 83.0%          | 82.8%           | 84.4%          | 87.7%    | 84.2%      | 85.8%       |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                      | 26.1%       | 28.3%          | 24.3%           | 26.9%          | 19.5%    | 20.1%      | 49.8%       |
| Experience close alignment between your work and your personal values   | 38.0%       | 40.7%          | 34.8%           | 36.7%          | 39.9%    | 35.6%      | 28.2%       |
| Mentor faculty  | 15.8%       | 23.2%          | 13.6%           | 8.4%           | 5.5%     | 10.8%      | 0.0%        |
| Mentor undergraduate students   | 35.9%       | 36.0%          | 34.4%           | 38.5%          | 34.3%    | 31.8%      | 15.5%       |
| Mentor graduate students  | 23.7%       | 27.0%          | 24.4%           | 24.1%          | 6.4%     | 8.7%       | 0.0%        |
| Been mentored by at least one professional in academia  | 24.4%       | 27.0%          | 20.8%           | 28.2%          | 12.4%    | 17.6%      | 10.9%       |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.1%        | 7.7%           | 6.3%            | 8.3%           | 2.3%     | 5.1%       | 7.5%        |
| Accessed the National Research Mentoring Network (NRMN) resource  | 1.5%        | 1.2%           | 1.0%            | 2.9%           | 0.4%     | 1.3%       | 0.0%        |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |             |                |                 |                |          |            |             |
| Excellent   | 28.8%       | 30.3%          | 27.0%           | 28.3%          | 26.0%    | 28.2%      | 39.1%       |
| Good  | 55.2%       | 55.9%          | 56.3%           | 52.4%          | 52.5%    | 54.1%      | 23.2%       |
| Fair  | 13.6%       | 11.7%          | 14.4%           | 15.4%          | 20.7%    | 13.7%      | 28.2%       |
| Poor  | 2.5%        | 2.1%           | 2.2%            | 3.9%           | 0.8%     | 4.0%       | 9.4%        |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |             |                |                 |                |          |            |             |
| Excellent   | 44.2%       | 45.0%          | 43.7%           | 43.4%          | 47.4%    | 40.8%      | 43.5%       |
| Good  | 48.6%       | 49.2%          | 47.4%           | 49.9%          | 39.7%    | 53.5%      | 37.6%       |
| Fair  | 6.7%        | 5.4%           | 8.2%            | 6.4%           | 12.9%    | 5.2%       | 18.8%       |
| Poor  | 0.5%        | 0.5%           | 0.7%            | 0.4%           | 0.0%     | 0.5%       | 0.0%        |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |             |                |                 |                |          |            |             |
| Excellent   | 46.1%       | 50.2%          | 44.2%           | 44.3%          | 34.7%    | 26.0%      | 100.0%      |
| Good  | 45.0%       | 41.9%          | 47.6%           | 45.9%          | 49.9%    | 56.5%      | 0.0%        |
| Fair  | 7.7%        | 6.8%           | 6.9%            | 9.2%           | 11.3%    | 12.9%      | 0.0%        |
| Poor  | 1.3%        | 1.1%           | 1.3%            | 0.6%           | 4.2%     | 4.5%       | 0.0%        |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |             |                |                 |                |          |            |             |
| Salary  | 57.8%       | 67.2%          | 53.0%           | 54.2%          | 42.6%    | 37.2%      | 40.8%       |
| Health benefits   | 71.6%       | 74.3%          | 68.3%           | 68.6%          | 75.9%    | 75.3%      | 58.3%       |
| Retirement benefits   | 73.9%       | 75.6%          | 73.2%           | 73.1%          | 71.7%    | 69.3%      | 67.0%       |
| Opportunity for scholarly pursuits  | 66.8%       | 73.0%          | 66.0%           | 62.3%          | 51.6%    | 58.5%      | 13.3%       |
| Teaching load   | 69.0%       | 71.9%          | 67.9%           | 64.1%          | 70.9%    | 71.6%      | 53.6%       |
| Quality of students   | 71.0%       | 71.8%          | 70.5%           | 68.8%          | 75.3%    | 73.6%      | 39.9%       |
| Autonomy and independence   | 87.3%       | 87.1%          | 89.5%           | 85.7%          | 88.3%    | 84.7%      | 78.8%       |
| Departmental leadership   | 77.7%       | 77.8%          | 78.2%           | 76.0%          | 77.4%    | 82.2%      | 65.7%       |
| Departmental support for work/life balance  | 74.0%       | 75.8%          | 72.3%           | 71.2%          | 77.9%    | 76.2%      | 68.3%       |
| Institutional support for work/life balance   | 58.8%       | 60.9%          | 55.1%           | 56.2%          | 65.0%    | 65.6%      | 33.5%       |
| Prospects for career advancement  | 63.2%       | 69.9%          | 58.1%           | 65.2%          | 40.8%    | 49.4%      | 33.6%       |
| Relative equity of salary and job benefits  | 51.8%       | 56.5%          | 46.0%           | 54.2%          | 37.6%    | 46.2%      | 33.4%       |
| Flexibility in relation to family matters or emergencies  | 85.5%       | 86.0%          | 86.1%           | 84.2%          | 82.8%    | 87.7%      | 72.1%       |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 77.6%       | 79.8%          | 76.9%           | 73.8%          | 77.9%    | 80.8%      | 67.2%       |
| Overall job   | 80.5%       | 83.4%          | 77.9%           | 78.7%          | 78.4%    | 81.4%      | 58.7%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Managing household responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 18.3%       | 13.3%          | 20.8%           | 24.9%          | 12.8%    | 22.7%      | 35.6%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Men Faculty</b>  |             |                |                 |                |          |            |             |
| Somewhat  | 54.3%       | 51.4%          | 55.6%           | 57.8%          | 56.3%    | 53.0%      | 57.6%       |
| Not at all  | 27.4%       | 35.3%          | 23.7%           | 17.3%          | 30.9%    | 24.4%      | 6.7%        |
| <b>Child care</b>   |             |                |                 |                |          |            |             |
| Extensive   | 17.8%       | 9.8%           | 21.0%           | 29.4%          | 9.9%     | 18.0%      | 0.0%        |
| Somewhat  | 40.5%       | 38.5%          | 43.5%           | 41.9%          | 37.8%    | 35.0%      | 30.4%       |
| Not at all  | 41.7%       | 51.7%          | 35.5%           | 28.7%          | 52.3%    | 47.0%      | 69.6%       |
| <b>My physical health</b>   |             |                |                 |                |          |            |             |
| Extensive   | 12.5%       | 10.6%          | 13.4%           | 13.8%          | 14.3%    | 16.1%      | 7.1%        |
| Somewhat  | 48.6%       | 50.8%          | 48.1%           | 44.8%          | 50.7%    | 48.1%      | 54.6%       |
| Not at all  | 38.9%       | 38.6%          | 38.5%           | 41.4%          | 35.1%    | 35.8%      | 38.3%       |
| <b>My emotional well-being</b>  |             |                |                 |                |          |            |             |
| Extensive   | 17.1%       | 11.6%          | 19.3%           | 24.2%          | 14.3%    | 21.1%      | 27.1%       |
| Somewhat  | 46.7%       | 45.1%          | 48.3%           | 48.0%          | 47.0%    | 46.5%      | 48.1%       |
| Not at all  | 36.2%       | 43.4%          | 32.4%           | 27.8%          | 38.6%    | 32.4%      | 24.7%       |
| <b>Review/promotion process</b>   |             |                |                 |                |          |            |             |
| Extensive   | 17.8%       | 5.5%           | 18.7%           | 35.7%          | 18.3%    | 14.4%      | 17.1%       |
| Somewhat  | 34.3%       | 22.5%          | 37.7%           | 46.7%          | 34.0%    | 42.5%      | 27.8%       |
| Not at all  | 47.9%       | 72.0%          | 43.6%           | 17.6%          | 47.6%    | 43.0%      | 55.1%       |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |             |                |                 |                |          |            |             |
| Extensive   | 5.8%        | 6.1%           | 4.9%            | 7.1%           | 3.6%     | 4.3%       | 0.0%        |
| Somewhat  | 18.6%       | 18.4%          | 19.5%           | 17.5%          | 16.0%    | 24.5%      | 21.7%       |
| Not at all  | 75.6%       | 75.5%          | 75.6%           | 75.4%          | 80.4%    | 71.2%      | 78.3%       |
| <b>Committee work</b>   |             |                |                 |                |          |            |             |
| Extensive   | 11.5%       | 12.6%          | 14.9%           | 8.0%           | 5.3%     | 4.3%       | 42.5%       |
| Somewhat  | 50.7%       | 51.7%          | 54.9%           | 50.1%          | 36.7%    | 35.0%      | 41.0%       |
| Not at all  | 37.8%       | 35.8%          | 30.3%           | 42.0%          | 57.9%    | 60.7%      | 16.5%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Faculty meetings</b>   |             |                |                 |                |          |            |             |
| Extensive   | 8.1%        | 7.1%           | 11.4%           | 7.5%           | 4.1%     | 4.1%       | 47.9%       |
| Somewhat  | 43.3%       | 47.3%          | 45.5%           | 39.5%          | 23.2%    | 35.5%      | 17.5%       |
| Not at all  | 48.7%       | 45.6%          | 43.1%           | 53.0%          | 72.7%    | 60.4%      | 34.6%       |
| <b>Students</b>   |             |                |                 |                |          |            |             |
| Extensive   | 9.4%        | 5.6%           | 10.9%           | 14.7%          | 7.3%     | 12.4%      | 18.1%       |
| Somewhat  | 57.4%       | 56.8%          | 57.4%           | 61.0%          | 53.1%    | 49.1%      | 63.8%       |
| Not at all  | 33.2%       | 37.6%          | 31.7%           | 24.2%          | 39.5%    | 38.4%      | 18.1%       |
| <b>Research or publishing demands</b>   |             |                |                 |                |          |            |             |
| Extensive   | 20.6%       | 12.1%          | 21.8%           | 37.9%          | 11.9%    | 10.4%      | 4.6%        |
| Somewhat  | 48.1%       | 50.0%          | 53.0%           | 45.5%          | 25.9%    | 29.3%      | 50.9%       |
| Not at all  | 31.4%       | 37.8%          | 25.2%           | 16.6%          | 62.2%    | 60.3%      | 44.5%       |
| <b>Institutional procedures and "red tape"</b>  |             |                |                 |                |          |            |             |
| Extensive   | 23.9%       | 29.8%          | 23.9%           | 17.8%          | 12.1%    | 12.4%      | 18.1%       |
| Somewhat  | 48.1%       | 47.2%          | 50.6%           | 47.5%          | 43.9%    | 49.3%      | 66.0%       |
| Not at all  | 28.0%       | 23.0%          | 25.4%           | 34.6%          | 43.9%    | 38.3%      | 15.9%       |
| <b>Teaching load</b>  |             |                |                 |                |          |            |             |
| Extensive   | 15.3%       | 10.3%          | 17.1%           | 22.6%          | 15.3%    | 13.5%      | 14.2%       |
| Somewhat  | 45.6%       | 44.5%          | 44.6%           | 50.3%          | 39.7%    | 45.6%      | 41.1%       |
| Not at all  | 39.1%       | 45.2%          | 38.3%           | 27.1%          | 45.0%    | 40.9%      | 44.8%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Lack of personal time</b>  |             |                |                 |                |          |            |             |
| Extensive   | 20.5%       | 16.3%          | 21.8%           | 28.5%          | 14.6%    | 17.7%      | 45.2%       |
| Somewhat  | 46.2%       | 45.1%          | 47.4%           | 47.5%          | 44.8%    | 46.1%      | 30.0%       |
| Not at all  | 33.3%       | 38.7%          | 30.8%           | 24.0%          | 40.6%    | 36.2%      | 24.7%       |
| <b>Job security</b>   |             |                |                 |                |          |            |             |
| Extensive   | 10.5%       | 4.4%           | 6.8%            | 18.3%          | 21.0%    | 30.2%      | 20.6%       |
| Somewhat  | 23.1%       | 14.3%          | 19.0%           | 37.2%          | 37.7%    | 33.9%      | 41.7%       |
| Not at all  | 66.4%       | 81.3%          | 74.1%           | 44.6%          | 41.3%    | 35.9%      | 37.7%       |
| <b>Self-imposed high expectations</b>   |             |                |                 |                |          |            |             |
| Extensive   | 33.5%       | 28.9%          | 34.1%           | 43.2%          | 28.2%    | 30.6%      | 25.2%       |
| Somewhat  | 50.6%       | 50.3%          | 52.0%           | 48.1%          | 54.2%    | 51.9%      | 74.8%       |
| Not at all  | 15.9%       | 20.7%          | 13.9%           | 8.7%           | 17.5%    | 17.5%      | 0.0%        |
| <b>Increased work responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 23.0%       | 21.8%          | 25.3%           | 24.2%          | 18.6%    | 19.9%      | 51.7%       |



**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Men Faculty</b>  |             |                |                 |                |          |            |             |
| Somewhat  | 47.7%       | 45.4%          | 50.3%           | 49.3%          | 43.5%    | 50.7%      | 30.6%       |
| Not at all  | 29.3%       | 32.8%          | 24.4%           | 26.5%          | 37.9%    | 29.4%      | 17.6%       |
| <b>Institutional budget cuts</b>  |             |                |                 |                |          |            |             |
| Extensive   | 24.1%       | 24.5%          | 25.4%           | 23.2%          | 20.7%    | 22.0%      | 18.1%       |
| Somewhat  | 41.2%       | 42.0%          | 42.3%           | 40.4%          | 37.2%    | 37.5%      | 44.6%       |
| Not at all  | 34.6%       | 33.5%          | 32.3%           | 36.4%          | 42.1%    | 40.4%      | 37.3%       |
| <b>Have you been sexually harassed at this institution?</b>                                   |             |                |                 |                |          |            |             |
| Yes   | 2.0%        | 2.7%           | 1.8%            | 1.4%           | 0.7%     | 0.8%       | 0.0%        |
| No  | 98.0%       | 97.3%          | 98.2%           | 98.6%          | 99.3%    | 99.2%      | 100.0%      |
| <b>In the past year, have you:</b>  |             |                |                 |                |          |            |             |
| Considered leaving academe for another job  | 31.6%       | 23.7%          | 34.2%           | 37.7%          | 43.8%    | 43.0%      | 20.6%       |
| Considered leaving this institution for another   | 43.5%       | 39.4%          | 48.6%           | 45.6%          | 46.6%    | 39.3%      | 41.1%       |
| Engaged in public service/professional consulting without pay                                 | 46.5%       | 52.8%          | 45.1%           | 38.5%          | 44.7%    | 39.3%      | 47.7%       |
| Received at least one firm job offer elsewhere  | 15.8%       | 12.8%          | 11.3%           | 22.7%          | 17.4%    | 31.1%      | 26.9%       |
| <b>General activities:</b>  |             |                |                 |                |          |            |             |
| Are you a member of a faculty union?  | 20.1%       | 19.2%          | 22.8%           | 20.6%          | 20.2%    | 10.9%      | 51.9%       |
| Do you plan to retire within the next three years?  | 11.4%       | 19.4%          | 7.3%            | 1.7%           | 11.0%    | 10.5%      | 0.0%        |
| Have you ever interrupted your professional career for more than one year for family reasons? | 4.0%        | 2.5%           | 3.6%            | 5.9%           | 5.3%     | 8.3%       | 7.1%        |
| Have you ever been formally recognized for outstanding teaching at this institution?          | 33.8%       | 46.1%          | 35.1%           | 14.5%          | 26.4%    | 18.7%      | 52.3%       |
| <b>Citizenship status:</b>  |             |                |                 |                |          |            |             |
| U.S. citizen  | 90.4%       | 96.5%          | 89.4%           | 79.7%          | 90.4%    | 93.1%      | 96.1%       |
| Permanent resident (green card)   | 6.9%        | 3.5%           | 10.0%           | 10.6%          | 6.0%     | 4.3%       | 0.0%        |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)                           | 2.6%        | 0.0%           | 0.5%            | 9.6%           | 3.6%     | 2.1%       | 3.9%        |
| None of the Above   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.5%       | 0.0%        |
| <b>How would you characterize your political views?</b>                                       |             |                |                 |                |          |            |             |
| Far left  | 10.7%       | 6.5%           | 13.2%           | 14.3%          | 12.2%    | 14.5%      | 7.6%        |
| Liberal   | 43.6%       | 47.9%          | 42.0%           | 41.6%          | 42.8%    | 26.5%      | 48.3%       |
| Middle of the road  | 33.0%       | 34.0%          | 32.0%           | 32.0%          | 31.3%    | 36.8%      | 36.6%       |
| Conservative  | 12.3%       | 11.5%          | 12.5%           | 11.7%          | 12.6%    | 21.2%      | 7.6%        |
| Far right   | 0.3%        | 0.1%           | 0.4%            | 0.3%           | 1.1%     | 1.0%       | 0.0%        |
| <b>If you were to begin your career again, would you:</b>                                     |             |                |                 |                |          |            |             |
| <b>Still want to come to this institution?</b>  |             |                |                 |                |          |            |             |
| Definitely yes  | 41.5%       | 39.7%          | 39.4%           | 43.2%          | 49.9%    | 52.1%      | 13.3%       |
| Probably yes  | 37.7%       | 37.9%          | 39.6%           | 36.3%          | 36.1%    | 34.4%      | 52.4%       |
| Not sure  | 12.7%       | 13.1%          | 13.1%           | 13.3%          | 7.5%     | 8.9%       | 27.1%       |
| Probably no   | 4.8%        | 5.2%           | 4.4%            | 5.1%           | 4.2%     | 2.4%       | 7.1%        |
| Definitely no   | 3.3%        | 4.1%           | 3.5%            | 2.1%           | 2.3%     | 2.3%       | 0.0%        |
| <b>Still want to be a college professor?</b>  |             |                |                 |                |          |            |             |
| Definitely yes  | 65.9%       | 71.3%          | 63.0%           | 61.5%          | 60.2%    | 60.4%      | 65.0%       |
| Probably yes  | 25.6%       | 21.5%          | 28.0%           | 29.2%          | 24.4%    | 32.8%      | 15.0%       |
| Not sure  | 6.0%        | 4.7%           | 5.5%            | 7.6%           | 12.2%    | 5.8%       | 20.1%       |
| Probably no   | 1.8%        | 1.8%           | 2.7%            | 0.7%           | 2.8%     | 0.3%       | 0.0%        |
| Definitely no   | 0.7%        | 0.6%           | 0.8%            | 1.0%           | 0.4%     | 0.7%       | 0.0%        |
| <b>Highest Degree Earned</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.8%        | 0.1%           | 0.5%            | 0.3%           | 3.7%     | 6.9%       | 0.0%        |
| Master's (M.A., M.S.)   | 5.7%        | 1.9%           | 3.7%            | 3.7%           | 18.1%    | 45.5%      | 7.6%        |
| Terminal master's (M.F.A., M.B.A.)  | 5.3%        | 3.9%           | 4.4%            | 5.6%           | 13.0%    | 12.1%      | 2.5%        |
| J.D.  | 0.6%        | 0.4%           | 0.6%            | 1.0%           | 1.0%     | 0.5%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.2%        | 0.3%           | 0.1%            | 0.4%           | 0.1%     | 0.2%       | 0.0%        |
| Ph.D.   | 83.2%       | 90.2%          | 87.3%           | 83.5%          | 54.9%    | 30.9%      | 90.0%       |
| Professional Doctorate (Ed.D., Psy.D., etc.)  | 3.3%        | 2.8%           | 2.6%            | 4.6%           | 7.1%     | 1.8%       | 0.0%        |
| Other degree  | 0.8%        | 0.5%           | 0.8%            | 0.9%           | 2.2%     | 2.2%       | 0.0%        |
| <b>Degree Currently Working On</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.2%        | 0.0%           | 0.0%            | 0.8%           | 0.2%     | 0.0%       | 0.0%        |
| Master's (M.A., M.S.)   | 0.3%        | 0.0%           | 0.3%            | 0.4%           | 1.1%     | 1.8%       | 0.0%        |
| Terminal master's (M.F.A., M.B.A.)  | 0.1%        | 0.1%           | 0.0%            | 0.2%           | 0.3%     | 0.3%       | 0.0%        |
| J.D.  | 0.1%        | 0.0%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.0%        | 0.0%           | 0.1%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Ph.D.   | 2.5%        | 1.5%           | 1.5%            | 3.8%           | 1.8%     | 10.8%      | 7.6%        |
| Professional Doctorate (Ed.D., Psy.D., etc.)  | 0.3%        | 0.1%           | 0.1%            | 0.5%           | 1.1%     | 1.2%       | 0.0%        |
| Other degree  | 0.5%        | 0.2%           | 0.3%            | 0.8%           | 0.5%     | 2.3%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| None  | 96.1%       | 98.2%          | 97.5%           | 93.5%          | 94.9%    | 83.6%      | 92.4%       |
| <b>Are you currently serving in an administrative position as:</b>            |             |                |                 |                |          |            |             |
| Department chair  | 9.6%        | 17.5%          | 9.9%            | 1.2%           | 1.1%     | 2.1%       | 10.4%       |
| Dean (associate or assistant)   | 2.2%        | 4.6%           | 1.5%            | 0.0%           | 0.0%     | 0.5%       | 0.0%        |
| President   | 0.2%        | 0.2%           | 0.3%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Vice-president  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Provost   | 0.1%        | 0.2%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Other   | 11.0%       | 13.9%          | 14.5%           | 4.5%           | 7.7%     | 8.5%       | 2.1%        |
| Not applicable  | 50.1%       | 45.5%          | 44.8%           | 59.7%          | 56.3%    | 57.0%      | 25.4%       |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |             |                |                 |                |          |            |             |
| American Indian or Alaska Native  | 1.3%        | 0.6%           | 1.3%            | 1.8%           | 1.4%     | 5.2%       | 0.0%        |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 6.5%        | 5.8%           | 6.4%            | 9.9%           | 2.5%     | 3.0%       | 0.0%        |
| Filipina/o/x  | 0.4%        | 0.5%           | 0.2%            | 0.7%           | 0.1%     | 0.3%       | 0.0%        |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.5%        | 0.4%           | 0.1%            | 1.0%           | 0.1%     | 0.9%       | 0.0%        |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 3.1%        | 3.7%           | 2.5%            | 3.4%           | 0.7%     | 2.6%       | 7.6%        |
| Other Asian   | 0.5%        | 0.9%           | 0.0%            | 0.0%           | 1.5%     | 0.3%       | 0.0%        |
| African American/Black  | 2.4%        | 1.4%           | 2.5%            | 4.2%           | 1.2%     | 3.7%       | 0.0%        |
| African   | 0.7%        | 0.2%           | 1.1%            | 1.2%           | 0.9%     | 0.9%       | 0.0%        |
| Caribbean   | 0.3%        | 0.0%           | 0.5%            | 0.6%           | 0.6%     | 0.2%       | 0.0%        |
| Other Black   | 0.2%        | 0.0%           | 0.2%            | 0.4%           | 0.1%     | 0.2%       | 0.0%        |
| Native Hawaiian or Other Pacific Islander                                     | 0.1%        | 0.0%           | 0.2%            | 0.0%           | 0.0%     | 1.4%       | 0.0%        |
| Mexican American/Chicana/o/x  | 1.5%        | 1.2%           | 0.9%            | 2.0%           | 4.1%     | 2.6%       | 0.0%        |
| Puerto Rican  | 0.2%        | 0.1%           | 0.5%            | 0.3%           | 0.0%     | 0.2%       | 0.0%        |
| Central American  | 0.2%        | 0.1%           | 0.2%            | 0.3%           | 0.5%     | 0.9%       | 0.0%        |
| South American  | 1.2%        | 0.6%           | 1.0%            | 1.9%           | 3.0%     | 2.9%       | 0.0%        |
| Other Hispanic or Latina/o/x  | 1.4%        | 1.1%           | 1.6%            | 1.5%           | 2.5%     | 2.4%       | 0.0%        |
| Middle Eastern  | 2.1%        | 1.9%           | 2.2%            | 2.3%           | 2.6%     | 2.6%       | 0.0%        |
| European  | 76.5%       | 81.3%          | 74.9%           | 69.3%          | 78.2%    | 74.2%      | 73.6%       |
| Other White   | 7.3%        | 4.8%           | 8.3%            | 8.7%           | 8.6%     | 15.9%      | 26.4%       |
| Other   | 1.5%        | 1.7%           | 1.7%            | 0.8%           | 1.4%     | 2.3%       | 0.0%        |
| <b>Race/Ethnicity Group (with multiple race category)</b>                     |             |                |                 |                |          |            |             |
| Native American/Alaska Native   | 0.3%        | 0.0%           | 0.3%            | 0.1%           | 1.1%     | 2.6%       | 0.0%        |
| Asian or Pacific Islander   | 9.6%        | 8.9%           | 8.8%            | 14.4%          | 3.6%     | 4.6%       | 7.6%        |
| Black or African American   | 2.6%        | 1.2%           | 3.1%            | 4.9%           | 2.0%     | 3.1%       | 0.0%        |
| Hispanic/Latina/o/x   | 2.4%        | 1.8%           | 1.8%            | 3.8%           | 5.6%     | 1.6%       | 0.0%        |
| White   | 80.1%       | 84.2%          | 80.6%           | 72.2%          | 81.2%    | 77.2%      | 92.4%       |
| Other   | 1.0%        | 1.3%           | 1.3%            | 0.3%           | 0.2%     | 1.4%       | 0.0%        |
| Two or more race/ethnicity  | 3.9%        | 2.6%           | 4.0%            | 4.2%           | 6.2%     | 9.7%       | 0.0%        |
| <b>Is English your primary language?</b>                                      |             |                |                 |                |          |            |             |
| Yes   | 86.1%       | 88.5%          | 86.3%           | 80.8%          | 85.7%    | 88.5%      | 96.1%       |
| No  | 13.9%       | 11.5%          | 13.7%           | 19.2%          | 14.3%    | 11.5%      | 3.9%        |
| <b>What is your sexual orientation?</b>                                       |             |                |                 |                |          |            |             |
| Heterosexual/straight   | 91.7%       | 93.2%          | 93.6%           | 88.3%          | 88.2%    | 88.7%      | 91.8%       |
| Gay   | 4.6%        | 3.6%           | 3.5%            | 6.9%           | 8.4%     | 4.5%       | 8.2%        |
| Lesbian   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Bisexual  | 1.9%        | 1.1%           | 1.4%            | 2.9%           | 3.0%     | 4.1%       | 0.0%        |
| Queer   | 0.5%        | 0.4%           | 0.3%            | 0.8%           | 0.3%     | 0.9%       | 0.0%        |
| Pansexual   | 0.1%        | 0.0%           | 0.0%            | 0.2%           | 0.1%     | 0.0%       | 0.0%        |
| Asexual   | 0.2%        | 0.1%           | 0.0%            | 0.4%           | 0.0%     | 0.0%       | 0.0%        |
| Not listed above  | 1.1%        | 1.5%           | 1.1%            | 0.4%           | 0.0%     | 1.7%       | 0.0%        |
| <b>Do you identify as transgender?</b>  |             |                |                 |                |          |            |             |
| Yes   | 0.2%        | 0.2%           | 0.2%            | 0.1%           | 0.0%     | 0.5%       | 0.0%        |
| No  | 99.8%       | 99.8%          | 99.8%           | 99.9%          | 100.0%   | 99.5%      | 100.0%      |
| <b>How many children do you have under 18 years old:</b>                      |             |                |                 |                |          |            |             |
| 0   | 47.1%       | 54.0%          | 35.7%           | 45.8%          | 60.2%    | 51.3%      | 82.3%       |
| 1   | 21.7%       | 23.3%          | 23.5%           | 18.6%          | 16.9%    | 23.5%      | 0.0%        |
| 2   | 21.2%       | 17.6%          | 27.2%           | 21.9%          | 15.2%    | 18.3%      | 17.7%       |
| 3   | 6.3%        | 3.8%           | 8.7%            | 7.9%           | 4.9%     | 3.9%       | 0.0%        |
| 4+  | 3.7%        | 1.4%           | 4.9%            | 5.8%           | 2.7%     | 2.9%       | 0.0%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

| All Men Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>How many children do you have over 18 years old:</b>                               |             |                |                 |                |          |            |             |
| 0   | 50.0%       | 29.1%          | 55.5%           | 85.4%          | 59.5%    | 53.6%      | 48.4%       |
| 1   | 14.1%       | 18.4%          | 15.4%           | 4.3%           | 10.8%    | 13.2%      | 16.1%       |
| 2   | 20.9%       | 30.2%          | 18.2%           | 5.1%           | 17.7%    | 18.6%      | 35.5%       |
| 3   | 8.7%        | 13.0%          | 6.7%            | 2.6%           | 7.7%     | 6.3%       | 0.0%        |
| 4+  | 6.3%        | 9.3%           | 4.1%            | 2.6%           | 4.3%     | 8.3%       | 0.0%        |
| <b>How satisfied are you with the availability of child care at this institution?</b> |             |                |                 |                |          |            |             |
| Very satisfied  | 5.1%        | 6.0%           | 7.0%            | 2.2%           | 6.8%     | 0.0%       | 0.0%        |
| Satisfied   | 11.6%       | 10.3%          | 13.3%           | 11.3%          | 7.7%     | 13.3%      | 0.0%        |
| Marginally satisfied  | 10.7%       | 6.1%           | 10.0%           | 16.0%          | 14.6%    | 11.9%      | 0.0%        |
| Not satisfied   | 28.3%       | 31.1%          | 25.4%           | 30.9%          | 19.6%    | 23.4%      | 0.0%        |
| Not applicable  | 44.3%       | 46.6%          | 44.2%           | 39.6%          | 51.3%    | 51.3%      | 100.0%      |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.4%        | 0.4%           | 0.3%            | 0.6%           | 0.0%     | 0.1%       | 0.0%        |
| \$10,000 - \$19,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.2%     | 0.0%       | 0.0%        |
| \$20,000 - \$29,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.2%       | 0.0%        |
| \$30,000 - \$39,999   | 0.5%        | 0.1%           | 0.1%            | 0.4%           | 2.2%     | 7.4%       | 0.0%        |
| \$40,000 - \$49,999   | 3.8%        | 0.3%           | 0.5%            | 2.8%           | 30.0%    | 34.8%      | 19.1%       |
| \$50,000 - \$59,999   | 7.3%        | 0.4%           | 4.3%            | 17.6%          | 19.5%    | 25.5%      | 19.1%       |
| \$60,000 - \$69,999   | 12.2%       | 5.8%           | 14.5%           | 20.2%          | 16.3%    | 14.5%      | 36.5%       |
| \$70,000 - \$79,999   | 12.6%       | 5.7%           | 20.3%           | 17.7%          | 11.0%    | 7.5%       | 19.1%       |
| \$80,000 - \$89,999   | 13.4%       | 10.8%          | 18.2%           | 15.4%          | 6.0%     | 6.8%       | 6.2%        |
| \$90,000 - \$99,999   | 11.0%       | 10.5%          | 14.7%           | 10.6%          | 5.3%     | 1.4%       | 0.0%        |
| \$100,000 - \$124,999   | 20.5%       | 31.5%          | 18.3%           | 9.3%           | 6.8%     | 0.7%       | 0.0%        |
| \$125,000 - \$149,999   | 8.7%        | 17.3%          | 3.4%            | 2.0%           | 1.3%     | 1.2%       | 0.0%        |
| \$150,000 - \$199,999   | 6.6%        | 11.3%          | 4.2%            | 2.9%           | 1.3%     | 0.0%       | 0.0%        |
| \$200,000 - \$249,999   | 2.4%        | 4.7%           | 1.0%            | 0.7%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 0.6%        | 1.3%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>           |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.0%        | 0.1%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$10,000 - \$19,999   | 0.1%        | 0.1%           | 0.3%            | 0.0%           | 0.5%     | 0.0%       | 0.0%        |
| \$20,000 - \$29,999   | 0.3%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 4.1%       | 0.0%        |
| \$30,000 - \$39,999   | 0.6%        | 0.0%           | 0.0%            | 0.7%           | 1.3%     | 4.6%       | 0.0%        |
| \$40,000 - \$49,999   | 5.3%        | 0.0%           | 0.5%            | 9.5%           | 16.5%    | 24.3%      | 32.1%       |
| \$50,000 - \$59,999   | 8.0%        | 0.5%           | 7.9%            | 12.5%          | 13.5%    | 29.3%      | 0.0%        |
| \$60,000 - \$69,999   | 8.4%        | 1.7%           | 10.2%           | 15.6%          | 14.3%    | 12.5%      | 17.9%       |
| \$70,000 - \$79,999   | 13.2%       | 4.0%           | 12.7%           | 27.0%          | 25.2%    | 11.8%      | 50.0%       |
| \$80,000 - \$89,999   | 10.7%       | 6.2%           | 14.7%           | 17.8%          | 7.0%     | 6.8%       | 0.0%        |
| \$90,000 - \$99,999   | 8.5%        | 6.9%           | 14.9%           | 6.8%           | 9.3%     | 2.1%       | 0.0%        |
| \$100,000 - \$124,999   | 15.5%       | 22.4%          | 19.7%           | 5.8%           | 8.3%     | 1.6%       | 0.0%        |
| \$125,000 - \$149,999   | 9.3%        | 17.1%          | 9.4%            | 1.4%           | 0.0%     | 0.0%       | 0.0%        |
| \$150,000 - \$199,999   | 11.9%       | 22.0%          | 8.8%            | 2.5%           | 4.2%     | 2.7%       | 0.0%        |
| \$200,000 - \$249,999   | 5.1%        | 12.1%          | 0.8%            | 0.3%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 2.8%        | 6.9%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Please enter the four-digit year that each of the following occurred.</b>          |             |                |                 |                |          |            |             |
| <b>Year of birth</b>  |             |                |                 |                |          |            |             |
| 1993 or later   | 0.1%        | 0.0%           | 0.1%            | 0.2%           | 1.0%     | 0.4%       | 0.0%        |
| 1984 - 1992   | 9.7%        | 0.0%           | 2.6%            | 32.8%          | 11.4%    | 20.2%      | 14.5%       |
| 1979 - 1983   | 13.4%       | 0.5%           | 17.2%           | 32.7%          | 12.6%    | 14.3%      | 14.5%       |
| 1974 - 1978   | 13.0%       | 7.0%           | 21.1%           | 15.7%          | 12.9%    | 11.0%      | 37.1%       |
| 1969 - 1973   | 12.8%       | 13.1%          | 18.8%           | 5.7%           | 13.0%    | 11.8%      | 0.0%        |
| 1964 - 1968   | 13.9%       | 18.1%          | 15.0%           | 5.2%           | 13.4%    | 14.1%      | 14.5%       |
| 1959 - 1963   | 12.7%       | 19.2%          | 11.4%           | 3.2%           | 12.3%    | 9.5%       | 0.0%        |
| 1954 - 1958   | 12.1%       | 20.7%          | 7.9%            | 2.7%           | 10.1%    | 6.0%       | 19.3%       |
| 1949 - 1953   | 7.9%        | 13.6%          | 4.1%            | 1.4%           | 8.0%     | 9.1%       | 0.0%        |
| 1944 - 1948   | 2.9%        | 5.3%           | 1.4%            | 0.4%           | 2.3%     | 2.8%       | 0.0%        |
| 1920 - 1943   | 1.4%        | 2.6%           | 0.5%            | 0.1%           | 2.9%     | 0.8%       | 0.0%        |
| Earlier than 1920   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Men**

| All Men Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Year of first academic appointment</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 4.5%        | 10.4%          | 1.2%            | 0.2%           | 2.3%     | 0.2%       | 0.0%        |
| 1977 - 1981  | 4.1%        | 8.9%           | 1.7%            | 0.7%           | 2.5%     | 0.5%       | 0.0%        |
| 1982 - 1986  | 6.5%        | 14.3%          | 2.8%            | 0.5%           | 2.9%     | 1.4%       | 1.6%        |
| 1987 - 1991  | 8.8%        | 16.8%          | 5.9%            | 0.9%           | 6.1%     | 5.6%       | 14.2%       |
| 1992 - 1996  | 11.9%       | 19.8%          | 11.6%           | 2.0%           | 10.2%    | 5.3%       | 0.0%        |
| 1997 - 2001  | 12.2%       | 16.7%          | 17.7%           | 2.2%           | 7.8%     | 6.8%       | 15.3%       |
| 2002 - 2006  | 14.6%       | 9.4%           | 28.9%           | 6.8%           | 21.3%    | 11.4%      | 12.3%       |
| 2007 - 2011  | 17.3%       | 2.3%           | 26.1%           | 29.6%          | 21.8%    | 18.7%      | 9.7%        |
| 2012 or later  | 20.1%       | 1.3%           | 4.2%            | 57.1%          | 25.1%    | 50.0%      | 47.0%       |
| <b>Year of appointment at present institution</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 2.2%        | 5.2%           | 0.4%            | 0.0%           | 1.3%     | 0.2%       | 0.0%        |
| 1977 - 1981  | 2.3%        | 4.3%           | 1.6%            | 0.3%           | 1.8%     | 1.1%       | 0.0%        |
| 1982 - 1986  | 4.6%        | 10.5%          | 1.8%            | 0.3%           | 1.5%     | 0.2%       | 0.0%        |
| 1987 - 1991  | 6.5%        | 13.8%          | 3.7%            | 0.4%           | 2.0%     | 3.6%       | 0.0%        |
| 1992 - 1996  | 8.9%        | 17.2%          | 6.5%            | 1.5%           | 6.5%     | 1.4%       | 0.0%        |
| 1997 - 2001  | 13.1%       | 21.9%          | 15.3%           | 0.8%           | 8.9%     | 4.4%       | 16.9%       |
| 2002 - 2006  | 15.4%       | 16.7%          | 26.9%           | 2.6%           | 15.8%    | 10.8%      | 12.4%       |
| 2007 - 2011  | 17.4%       | 5.2%           | 32.4%           | 17.5%          | 25.6%    | 19.8%      | 5.3%        |
| 2012 or later  | 29.6%       | 5.2%           | 11.4%           | 76.6%          | 36.5%    | 58.5%      | 65.4%       |
| <b>If tenured, year tenure was awarded</b>   |             |                |                 |                |          |            |             |
| 1976 or earlier  | 1.2%        | 1.9%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| 1977 - 1981  | 1.1%        | 1.7%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| 1982 - 1986  | 3.5%        | 5.0%           | 1.0%            | 3.3%           | 100.0%   | 0.0%       | 0.0%        |
| 1987 - 1991  | 6.1%        | 9.1%           | 1.6%            | 4.9%           | 0.0%     | 0.0%       | 0.0%        |
| 1992 - 1996  | 9.1%        | 12.9%          | 3.1%            | 8.9%           | 0.0%     | 0.0%       | 0.0%        |
| 1997 - 2001  | 13.6%       | 19.2%          | 4.7%            | 14.7%          | 0.0%     | 0.0%       | 0.0%        |
| 2002 - 2006  | 20.8%       | 25.3%          | 14.3%           | 4.1%           | 0.0%     | 54.8%      | 100.0%      |
| 2007 - 2011  | 21.2%       | 17.7%          | 27.0%           | 12.6%          | 0.0%     | 45.2%      | 0.0%        |
| 2012 or later  | 23.4%       | 7.3%           | 48.0%           | 51.5%          | 0.0%     | 0.0%       | 0.0%        |
| <b>Aggregated Major</b>  |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.6%        | 0.9%           | 0.3%            | 0.7%           | 0.1%     | 0.7%       | 0.0%        |
| Biological Sciences (General Area 5)   | 8.4%        | 10.2%          | 7.2%            | 8.5%           | 5.3%     | 2.1%       | 25.4%       |
| Business (General Area 6)  | 9.1%        | 7.5%           | 8.8%            | 9.2%           | 15.9%    | 16.0%      | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 4.3%        | 3.8%           | 4.7%            | 4.2%           | 5.6%     | 6.0%       | 12.7%       |
| Engineering (General Area 11)  | 7.3%        | 8.2%           | 6.0%            | 7.9%           | 6.2%     | 4.7%       | 0.0%        |
| English (General Area 12)  | 4.5%        | 3.9%           | 4.3%            | 3.9%           | 9.0%     | 9.1%       | 12.7%       |
| Health-related (General Area 15)   | 1.8%        | 1.1%           | 1.6%            | 3.2%           | 1.8%     | 2.2%       | 12.7%       |
| History or Political Science (Specific Discipline 3007,3009)   | 6.0%        | 6.4%           | 8.3%            | 4.4%           | 1.0%     | 2.9%       | 0.0%        |
| Humanities (General Area 14,24)  | 7.6%        | 7.5%           | 8.6%            | 6.7%           | 8.3%     | 7.7%       | 19.8%       |
| Fine Arts (General Area 2,4,22)  | 8.2%        | 7.6%           | 8.5%            | 8.3%           | 14.1%    | 5.5%       | 4.1%        |
| Mathematics or Statistics (General Area 18)  | 6.4%        | 7.0%           | 5.4%            | 6.4%           | 6.8%     | 6.7%       | 0.0%        |
| Physical Sciences (General Area 25)  | 9.9%        | 11.7%          | 10.7%           | 8.2%           | 4.4%     | 5.3%       | 0.0%        |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 11.9%       | 11.5%          | 12.1%           | 14.3%          | 8.0%     | 8.5%       | 12.7%       |
| Other Technical (General Area 8,19,28)   | 4.4%        | 4.5%           | 4.5%            | 4.1%           | 4.0%     | 4.8%       | 0.0%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 9.4%        | 8.5%           | 9.0%            | 9.9%           | 9.4%     | 17.9%      | 0.0%        |
| <b>Aggregated Department</b>   |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.3%        | 0.3%           | 0.2%            | 0.7%           | 0.1%     | 0.0%       | 0.0%        |
| Biological Sciences (General Area 5)   | 7.4%        | 8.8%           | 6.6%            | 7.5%           | 5.2%     | 1.7%       | 25.4%       |
| Business (General Area 6)  | 10.7%       | 9.3%           | 9.9%            | 10.8%          | 17.6%    | 19.2%      | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 3.0%        | 2.4%           | 3.1%            | 3.5%           | 5.7%     | 2.7%       | 12.7%       |
| Engineering (General Area 11)  | 7.3%        | 8.3%           | 6.1%            | 8.0%           | 4.3%     | 4.7%       | 0.0%        |
| English (General Area 12)  | 4.1%        | 4.3%           | 3.9%            | 3.0%           | 7.5%     | 5.6%       | 12.7%       |
| Health-related (General Area 15)   | 2.4%        | 1.6%           | 1.8%            | 4.3%           | 1.6%     | 4.9%       | 12.7%       |
| History or Political Science (Specific Discipline 3007,3009)   | 5.2%        | 5.7%           | 7.0%            | 4.1%           | 0.9%     | 1.9%       | 0.0%        |
| Humanities (General Area 14,24)  | 7.3%        | 6.9%           | 8.3%            | 6.5%           | 8.6%     | 8.0%       | 12.7%       |
| Fine Arts (General Area 2,4,22)  | 8.2%        | 7.8%           | 8.5%            | 8.3%           | 13.3%    | 3.4%       | 4.1%        |
| Mathematics or Statistics (General Area 18)  | 6.1%        | 6.2%           | 5.1%            | 6.6%           | 6.5%     | 8.0%       | 0.0%        |
| Physical Sciences (General Area 25)  | 9.4%        | 11.1%          | 10.5%           | 6.9%           | 4.9%     | 5.8%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Men

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Men Faculty</b>   |             |                |                 |                |          |            |             |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 11.7%       | 12.2%          | 11.2%           | 13.5%          | 7.5%     | 5.2%       | 12.7%       |
| Other Technical (General Area 8,19,28)   | 5.0%        | 4.5%           | 5.9%            | 4.6%           | 5.7%     | 6.4%       | 0.0%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 11.8%       | 10.5%          | 11.9%           | 11.9%          | 10.6%    | 22.5%      | 7.1%        |
| <b>CIRP Construct: Civic Minded Values</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 53.86       | 53.14          | 53.47           | 55.02          | 54.92    | 55.02      | 52.97       |
| High Construct Group Score   | 41.7%       | 37.6%          | 39.7%           | 48.0%          | 46.9%    | 49.0%      | 49.8%       |
| Average Construct Score Group  | 44.2%       | 47.2%          | 43.9%           | 41.3%          | 41.3%    | 39.6%      | 16.5%       |
| Low Construct Score Group  | 14.1%       | 15.3%          | 16.4%           | 10.7%          | 11.8%    | 11.4%      | 33.8%       |
| <b>CIRP Construct: Civic Minded Practices</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 48.8        | 48.97          | 49.21           | 48.3           | 48.27    | 48.42      | 51.19       |
| High Construct Group Score   | 26.3%       | 25.9%          | 28.9%           | 25.5%          | 23.1%    | 23.3%      | 45.9%       |
| Average Construct Score Group  | 38.1%       | 39.1%          | 38.2%           | 37.0%          | 37.2%    | 37.2%      | 22.5%       |
| Low Construct Score Group  | 35.6%       | 35.0%          | 32.9%           | 37.5%          | 39.7%    | 39.5%      | 31.5%       |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 49.75       | 49.88          | 49.07           | 49.52          | 51.47    | 51.31      | 51.49       |
| High Construct Group Score   | 30.5%       | 30.5%          | 28.8%           | 28.5%          | 40.7%    | 37.4%      | 31.7%       |
| Average Construct Score Group  | 45.4%       | 47.1%          | 42.6%           | 48.0%          | 38.5%    | 40.1%      | 44.3%       |
| Low Construct Score Group  | 24.1%       | 22.3%          | 28.6%           | 23.5%          | 20.8%    | 22.5%      | 24.0%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>                                   |             |                |                 |                |          |            |             |
| Mean Score   | 49.58       | 48.99          | 49.37           | 50.06          | 50.89    | 52.04      | 51.74       |
| High Construct Group Score   | 29.7%       | 26.7%          | 28.6%           | 33.6%          | 31.1%    | 42.2%      | 35.3%       |
| Average Construct Score Group  | 43.3%       | 44.7%          | 44.3%           | 40.3%          | 49.5%    | 33.4%      | 56.5%       |
| Low Construct Score Group  | 27.0%       | 28.6%          | 27.1%           | 26.1%          | 19.4%    | 24.4%      | 8.2%        |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 52.46       | 52.8           | 51.92           | 52.2           | 53.49    | 52.49      | 52.56       |
| High Construct Group Score   | 38.9%       | 40.4%          | 35.8%           | 38.8%          | 41.6%    | 39.8%      | 44.4%       |
| Average Construct Score Group  | 40.9%       | 41.4%          | 42.8%           | 37.2%          | 44.7%    | 40.3%      | 42.0%       |
| Low Construct Score Group  | 20.2%       | 18.2%          | 21.4%           | 24.0%          | 13.8%    | 19.9%      | 13.6%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>                             |             |                |                 |                |          |            |             |
| Mean Score   | 46.63       | 46.73          | 45.97           | 46.87          | 48.18    | 46.35      | 45.01       |
| High Construct Group Score   | 13.5%       | 14.6%          | 11.0%           | 13.8%          | 19.4%    | 9.9%       | 17.6%       |
| Average Construct Score Group  | 43.8%       | 44.0%          | 43.0%           | 42.2%          | 49.5%    | 48.7%      | 20.1%       |
| Low Construct Score Group  | 42.7%       | 41.4%          | 46.1%           | 44.0%          | 31.2%    | 41.4%      | 62.3%       |
| <b>CIRP Construct: Mentor Self-Efficacy</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 48.73       | 49.69          | 48.11           | 47.88          | 46.97    | 50.36      | 47.98       |
| High Construct Group Score   | 21.7%       | 25.2%          | 21.5%           | 15.9%          | 15.1%    | 32.5%      | 0.0%        |
| Average Construct Score Group  | 43.4%       | 45.3%          | 36.9%           | 48.2%          | 41.2%    | 40.3%      | 100.0%      |
| Low Construct Score Group  | 34.9%       | 29.6%          | 41.6%           | 35.9%          | 43.7%    | 27.2%      | 0.0%        |
| <b>CIRP Construct: Student-Centered Pedagogy</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 49.61       | 48.47          | 49.42           | 50.74          | 51.14    | 52.56      | 45.79       |
| High Construct Group Score   | 25.8%       | 21.8%          | 25.9%           | 27.8%          | 31.6%    | 41.2%      | 16.5%       |
| Average Construct Score Group  | 44.4%       | 43.6%          | 42.3%           | 49.0%          | 44.5%    | 39.3%      | 28.5%       |
| Low Construct Score Group  | 29.8%       | 34.6%          | 31.8%           | 23.2%          | 23.9%    | 19.5%      | 55.0%       |
| <b>CIRP Construct: Scholarly Productivity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 54.74       | 58.46          | 54.86           | 53.01          | 46.54    | 43.78      | 49.83       |
| High Construct Group Score   | 56.4%       | 71.4%          | 57.0%           | 48.8%          | 23.3%    | 14.9%      | 45.1%       |
| Average Construct Score Group  | 28.4%       | 20.3%          | 31.8%           | 37.8%          | 33.8%    | 24.3%      | 21.7%       |
| Low Construct Score Group  | 15.1%       | 8.3%           | 11.2%           | 13.4%          | 42.9%    | 60.8%      | 33.2%       |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 50.35       | 50.47          | 50.09           | 50.69          | 49.95    | 49.62      | 47.19       |
| High Construct Group Score   | 35.3%       | 36.4%          | 34.2%           | 37.7%          | 28.3%    | 28.8%      | 48.1%       |
| Average Construct Score Group  | 33.0%       | 32.3%          | 31.9%           | 31.3%          | 41.5%    | 42.6%      | 8.5%        |
| Low Construct Score Group  | 31.7%       | 31.4%          | 34.0%           | 31.0%          | 30.2%    | 28.5%      | 43.4%       |
| <b>CIRP Construct: Satisfaction with Compensation</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 51.91       | 53.33          | 51.26           | 50.95          | 49.73    | 50.26      | 47.51       |
| High Construct Group Score   | 31.7%       | 38.4%          | 27.4%           | 29.3%          | 20.3%    | 21.3%      | 0.0%        |
| Average Construct Score Group  | 47.9%       | 43.9%          | 51.6%           | 48.4%          | 53.3%    | 55.0%      | 67.7%       |
| Low Construct Score Group  | 20.4%       | 17.7%          | 21.0%           | 22.3%          | 26.4%    | 23.6%      | 32.3%       |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 50.21       | 50.86          | 49.81           | 49.64          | 49.51    | 50.25      | 49.26       |
| High Construct Group Score   | 28.1%       | 32.1%          | 25.1%           | 25.6%          | 24.9%    | 25.4%      | 31.1%       |
| Average Construct Score Group  | 48.6%       | 47.2%          | 51.6%           | 46.7%          | 48.4%    | 55.4%      | 26.9%       |
| Low Construct Score Group  | 23.2%       | 20.7%          | 23.3%           | 27.7%          | 26.7%    | 19.2%      | 42.0%       |

**2019-2020 HERI Faculty Survey  
 Weighted National Norms - Men**

| <b>All Men Faculty</b>   | <b>All Faculty</b> | <b>Full Professor</b> | <b>Assoc Professor</b> | <b>Asst Professor</b> | <b>Lecturer</b> | <b>Instructor</b> | <b>No Response</b> |
|--|--------------------|-----------------------|------------------------|-----------------------|-----------------|-------------------|--------------------|
| <b>CIRP Construct: Science Identity</b>                              |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 51.17              | 52.85                 | 49.49                  | 52.18                 | 43.3            | 46.73             | .                  |
| High Construct Group Score   | 39.0%              | 43.4%                 | 34.9%                  | 44.7%                 | 10.5%           | 16.7%             | 0.0%               |
| Average Construct Score Group  | 28.8%              | 30.9%                 | 25.9%                  | 31.8%                 | 11.0%           | 31.9%             | 0.0%               |
| Low Construct Score Group  | 32.2%              | 25.7%                 | 39.1%                  | 23.5%                 | 78.5%           | 51.4%             | 0.0%               |
| <b>CIRP Construct: Science Self-Efficacy</b>                         |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 50.28              | 51.88                 | 48.68                  | 50.52                 | 46.19           | 45.41             | .                  |
| High Construct Group Score   | 25.2%              | 33.9%                 | 13.0%                  | 27.4%                 | 11.6%           | 2.2%              | 0.0%               |
| Average Construct Score Group  | 50.5%              | 45.9%                 | 56.1%                  | 55.3%                 | 50.0%           | 42.7%             | 0.0%               |
| Low Construct Score Group  | 24.3%              | 20.2%                 | 30.9%                  | 17.3%                 | 38.4%           | 55.1%             | 0.0%               |
| <b>CIRP Construct: Career-Related Stress</b>                         |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 50.26              | 49.41                 | 51.39                  | 52.11                 | 46.86           | 46.7              | 52.99              |
| High Construct Group Score   | 26.0%              | 22.6%                 | 29.7%                  | 33.9%                 | 14.2%           | 12.8%             | 25.2%              |
| Average Construct Score Group  | 47.9%              | 48.1%                 | 47.5%                  | 48.6%                 | 43.5%           | 49.5%             | 70.9%              |
| Low Construct Score Group  | 26.1%              | 29.3%                 | 22.9%                  | 17.5%                 | 42.2%           | 37.7%             | 3.9%               |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b> |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 53.27              | 53.05                 | 52.5                   | 53.93                 | 54.04           | 55.11             | 53.67              |
| High Construct Group Score   | 39.0%              | 37.3%                 | 35.2%                  | 44.3%                 | 41.0%           | 45.6%             | 56.8%              |
| Average Construct Score Group  | 50.3%              | 51.7%                 | 52.0%                  | 46.7%                 | 49.9%           | 49.4%             | 9.4%               |
| Low Construct Score Group  | 10.6%              | 11.0%                 | 12.8%                  | 9.0%                  | 9.1%            | 5.0%              | 33.8%              |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women**

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Total Respondents</b>  | 6,560       | 1,513          | 1,840           | 2,120          | 516      | 548        | 23          |
| <b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b> |             |                |                 |                |          |            |             |
| Yes   | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |
| <b>What is your present academic rank?</b>  |             |                |                 |                |          |            |             |
| Professor   | 23.4%       | 100.0%         | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Associate professor   | 28.3%       | 0.0%           | 100.0%          | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Assistant professor   | 35.4%       | 0.0%           | 0.0%            | 100.0%         | 0.0%     | 0.0%       | 0.0%        |
| Lecturer  | 6.7%        | 0.0%           | 0.0%            | 0.0%           | 100.0%   | 0.0%       | 0.0%        |
| Instructor  | 6.2%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 100.0%     | 0.0%        |
| <b>What is your tenure status at this institution?</b>  |             |                |                 |                |          |            |             |
| Tenured   | 48.4%       | 94.9%          | 88.8%           | 2.9%           | 0.3%     | 0.8%       | 31.4%       |
| On tenure track, but not tenured  | 27.3%       | 0.4%           | 4.9%            | 72.6%          | 0.2%     | 1.3%       | 0.0%        |
| Not on tenure track, but institution has tenure system  | 22.8%       | 3.7%           | 5.1%            | 22.3%          | 99.0%    | 95.6%      | 66.3%       |
| Institution has no tenure system  | 1.6%        | 1.0%           | 1.2%            | 2.3%           | 0.4%     | 2.3%       | 2.3%        |
| <b>Are you retired from this institution?</b>   |             |                |                 |                |          |            |             |
| Yes   | 0.4%        | 1.0%           | 0.4%            | 0.1%           | 0.0%     | 0.6%       | 0.0%        |
| No  | 99.6%       | 99.0%          | 99.6%           | 99.9%          | 100.0%   | 99.4%      | 100.0%      |
| <b>What is your principal activity in your current position at this institution?</b>                                      |             |                |                 |                |          |            |             |
| Administration  | 7.1%        | 14.6%          | 7.0%            | 3.0%           | 5.1%     | 5.9%       | 0.0%        |
| Teaching  | 76.3%       | 70.4%          | 75.2%           | 76.0%          | 88.9%    | 90.1%      | 97.2%       |
| Research  | 14.6%       | 12.6%          | 15.8%           | 19.4%          | 4.5%     | 0.4%       | 0.0%        |
| Services to clients and patients  | 0.4%        | 0.2%           | 0.2%            | 0.4%           | 0.1%     | 1.8%       | 0.0%        |
| Other   | 1.6%        | 2.2%           | 1.8%            | 1.2%           | 1.3%     | 1.8%       | 2.8%        |
| <b>Noted as being personally "essential" or "very important":</b>   |             |                |                 |                |          |            |             |
| Research  | 77.0%       | 82.7%          | 80.6%           | 80.7%          | 46.8%    | 47.9%      | 71.5%       |
| Teaching  | 97.5%       | 96.9%          | 98.5%           | 97.3%          | 95.0%    | 98.3%      | 100.0%      |
| Service   | 72.8%       | 75.9%          | 73.5%           | 68.9%          | 78.1%    | 76.1%      | 76.2%       |
| <b>How many courses are you teaching this term (include all institutions at which you teach)?</b>                         |             |                |                 |                |          |            |             |
| Mean  | 3.54        | 3.18           | 3.36            | 3.68           | 4.13     | 4.23       | 4.68        |
| Median  | 3           | 3              | 3               | 4              | 4        | 4          | 6           |
| Mode  | 3           | 3              | 3               | 3              | 4        | 5          | 6           |
| <b>How many courses are you teaching this term are:</b>   |             |                |                 |                |          |            |             |
| <b>General education courses</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.5         | 1.51           | 1.45            | 1.44           | 1.78     | 1.74       | 1.85        |
| Median  | 1           | 1              | 1               | 1              | 2        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Courses required for an undergraduate major</b>  |             |                |                 |                |          |            |             |
| Mean  | 2.14        | 2              | 2.12            | 2.15           | 2.36     | 2.42       | 2.78        |
| Median  | 2           | 2              | 2               | 2              | 2        | 2          | 3           |
| Mode  | 2           | 2              | 2               | 2              | 2        | 2          | 4           |
| <b>Other undergraduate credit courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.53        | 1.57           | 1.47            | 1.52           | 1.68     | 1.5        | 1.45        |
| Median  | 1           | 2              | 1               | 1              | 2        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Developmental/remedial courses (not for credit)</b>  |             |                |                 |                |          |            |             |
| Mean  | 1.04        | 1.03           | 1.02            | 1.03           | 1.05     | 1.12       | 1.16        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>Graduate courses</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.38        | 1.39           | 1.39            | 1.42           | 1.2      | 1.2        | 1.27        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>How many of these courses that you are teaching this term are being taught:</b>  |             |                |                 |                |          |            |             |
| <b>At another institution</b>   |             |                |                 |                |          |            |             |
| Mean  | 1.47        | 1.37           | 1.41            | 1.48           | 1.72     | 1.79       | 1.97        |
| Median  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| Mode  | 1           | 1              | 1               | 1              | 1        | 1          | 1           |
| <b>What types of courses do you primarily teach?</b><br>(based on faculty who indicated they were not teaching this term) |             |                |                 |                |          |            |             |
| Undergraduate credit courses  | 100.0%      | 100.0%         | 100.0%          | 100.0%         | 100.0%   | 100.0%     | 100.0%      |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Graduate courses   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Non-credit courses   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| I do not teach   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>In the past year, have you:</b>   |             |                |                 |                |          |            |             |
| Worked with or taught undergraduate students at this institution?  | 96.4%       | 96.3%          | 96.9%           | 95.9%          | 97.2%    | 96.5%      | 92.5%       |
| Worked with or taught graduate students at this institution?   | 53.1%       | 57.3%          | 56.6%           | 56.1%          | 32.4%    | 27.4%      | 32.4%       |
| <b>During the past three years, have you:</b>  |             |                |                 |                |          |            |             |
| Advised student groups involved in service/volunteer work  | 55.0%       | 52.7%          | 57.5%           | 56.3%          | 51.7%    | 47.9%      | 72.6%       |
| Collaborated with the local community on research/teaching to address their needs  | 49.7%       | 44.8%          | 52.1%           | 53.5%          | 40.9%    | 44.5%      | 51.1%       |
| Conducted research or writing focused on international/global issues   | 38.8%       | 51.2%          | 41.3%           | 34.9%          | 27.1%    | 15.0%      | 34.9%       |
| Conducted research or writing focused on racial or ethnic minorities   | 40.1%       | 47.8%          | 42.8%           | 38.2%          | 30.5%    | 19.7%      | 23.9%       |
| Conducted research or writing focused on women or gender issues  | 41.7%       | 51.8%          | 44.4%           | 40.2%          | 25.5%    | 18.4%      | 21.8%       |
| Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues  | 13.5%       | 16.4%          | 14.3%           | 12.6%          | 10.5%    | 7.5%       | 7.0%        |
| Conducted research or writing focused on biomedical science fields   | 16.2%       | 16.8%          | 15.7%           | 19.6%          | 8.4%     | 5.4%       | 16.9%       |
| Engaged in academic research that spans multiple disciplines   | 72.0%       | 79.8%          | 75.8%           | 75.3%          | 47.1%    | 31.8%      | 56.6%       |
| Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-ed)  | 52.7%       | 57.7%          | 55.7%           | 53.9%          | 37.3%    | 29.9%      | 47.2%       |
| Written research grants  | 47.5%       | 49.0%          | 49.9%           | 54.6%          | 24.1%    | 15.7%      | 16.4%       |
| Received funding for your work from foundations  | 21.5%       | 22.4%          | 20.8%           | 25.2%          | 15.7%    | 7.3%       | 6.5%        |
| Received funding for your work from state or federal government  | 23.0%       | 25.7%          | 23.9%           | 25.1%          | 11.7%    | 8.7%       | 2.8%        |
| Received funding for your work from business or industry   | 7.1%        | 8.7%           | 7.4%            | 6.1%           | 8.5%     | 4.1%       | 0.0%        |
| <b>During the past three years, have you:</b>  |             |                |                 |                |          |            |             |
| Taught an honors course  | 17.7%       | 22.1%          | 20.5%           | 14.3%          | 17.9%    | 7.2%       | 3.9%        |
| Taught an interdisciplinary course   | 43.8%       | 51.0%          | 47.8%           | 40.6%          | 36.9%    | 24.3%      | 37.2%       |
| Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)  | 22.1%       | 27.7%          | 27.5%           | 16.9%          | 19.1%    | 9.0%       | 0.0%        |
| Taught a service learning course   | 21.9%       | 19.3%          | 25.3%           | 21.3%          | 21.7%    | 19.0%      | 32.4%       |
| Taught a course exclusively online   | 38.5%       | 33.9%          | 39.3%           | 37.1%          | 49.7%    | 47.4%      | 71.0%       |
| Participated in organized activities around enhancing pedagogy or student learning   | 79.1%       | 76.1%          | 79.1%           | 80.0%          | 86.2%    | 77.9%      | 88.8%       |
| Taught a seminar for first-year students   | 21.3%       | 24.1%          | 21.1%           | 19.9%          | 17.7%    | 22.7%      | 27.1%       |
| Participated in the development of curriculum (enhancing an existing course or creating a new course)  | 89.8%       | 89.9%          | 91.5%           | 89.3%          | 90.6%    | 82.6%      | 88.8%       |
| <b>During the past three years, have you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Presented with undergraduate students at conferences   | 5.4%        | 4.7%           | 5.9%            | 7.1%           | 0.7%     | 1.6%       | 0.0%        |
| Published with undergraduates  | 2.9%        | 3.0%           | 2.9%            | 3.9%           | 0.0%     | 0.2%       | 0.0%        |
| Engaged undergraduates on your research project(s)   | 14.9%       | 16.4%          | 15.7%           | 17.1%          | 6.1%     | 2.2%       | 8.9%        |
| Worked with undergraduates on their research project(s)  | 18.8%       | 21.7%          | 21.4%           | 18.9%          | 8.4%     | 5.9%       | 25.9%       |
| <b>How would you rate the overall experience of working with undergraduates on research projects?</b>  |             |                |                 |                |          |            |             |
| Excellent  | 22.8%       | 30.1%          | 22.9%           | 19.7%          | 21.2%    | 13.7%      | 6.3%        |
| Good   | 40.0%       | 40.6%          | 44.5%           | 41.2%          | 24.0%    | 26.6%      | 39.9%       |
| Fair   | 12.2%       | 11.7%          | 15.3%           | 12.5%          | 6.7%     | 3.8%       | 7.5%        |
| Poor   | 1.4%        | 1.1%           | 2.5%            | 1.1%           | 0.7%     | 0.3%       | 0.0%        |
| I have not worked with undergraduates on research projects   | 23.6%       | 16.5%          | 14.8%           | 25.4%          | 47.4%    | 55.5%      | 46.3%       |
| <b>How many undergraduates do you currently advise?</b>  |             |                |                 |                |          |            |             |
| Mean   | 7.71        | 8.39           | 8.47            | 7.18           | 6.92     | 5.42       | 8.84        |
| Median   | 8           | 11             | 11              | 6              | 5        | 1          | 12          |
| Mode   | 1           | 1              | 1               | 1              | 1        | 1          | 12          |
| <b>During the past year, how "frequently" did you do the following for your advisees?</b>  |             |                |                 |                |          |            |             |
| Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)      | 60.1%       | 59.7%          | 59.7%           | 59.3%          | 64.2%    | 67.0%      | 70.6%       |
| Helped them plan their course of study   | 71.7%       | 74.8%          | 74.7%           | 66.5%          | 70.2%    | 73.9%      | 66.1%       |
| Discussed their academic performance   | 62.2%       | 63.7%          | 63.4%           | 60.3%          | 51.6%    | 74.4%      | 74.6%       |
| Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)                                   | 64.5%       | 70.0%          | 67.6%           | 58.3%          | 60.9%    | 61.0%      | 61.9%       |
| Discussed career and post-graduation goals   | 75.7%       | 73.2%          | 75.6%           | 77.8%          | 72.8%    | 78.2%      | 82.3%       |
| <b>During the past year, did you take advantage of any of the following professional development opportunities provided by this institution?</b> |             |                |                 |                |          |            |             |
| <b>Funded workshops focused on teaching</b>  |             |                |                 |                |          |            |             |
| Yes  | 60.2%       | 53.6%          | 58.5%           | 63.0%          | 69.7%    | 66.2%      | 81.8%       |
| No   | 33.8%       | 41.7%          | 35.2%           | 30.8%          | 23.7%    | 24.9%      | 10.5%       |
| Not eligible   | 0.9%        | 0.4%           | 0.5%            | 0.7%           | 2.3%     | 4.3%       | 0.0%        |
| Not available  | 5.1%        | 4.2%           | 5.8%            | 5.4%           | 4.3%     | 4.6%       | 7.8%        |



**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women**

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Women Faculty</b>   |             |                |                 |                |          |            |             |
| <b>Funded workshops focused on research skills development</b>                   |             |                |                 |                |          |            |             |
| Yes  | 20.8%       | 14.6%          | 20.2%           | 28.5%          | 12.2%    | 12.5%      | 22.3%       |
| No   | 62.5%       | 71.3%          | 61.9%           | 54.8%          | 69.8%    | 68.0%      | 51.7%       |
| Not eligible   | 2.0%        | 0.7%           | 0.7%            | 1.6%           | 7.4%     | 10.4%      | 0.0%        |
| Not available  | 14.7%       | 13.4%          | 17.2%           | 15.2%          | 10.5%    | 9.2%       | 26.0%       |
| <b>Funded workshops focused on grant writing</b>                                 |             |                |                 |                |          |            |             |
| Yes  | 14.9%       | 10.4%          | 14.2%           | 21.1%          | 8.6%     | 6.0%       | 11.6%       |
| No   | 71.3%       | 79.1%          | 72.1%           | 65.0%          | 73.7%    | 72.1%      | 57.5%       |
| Not eligible   | 2.0%        | 0.6%           | 0.7%            | 1.2%           | 7.1%     | 12.9%      | 0.0%        |
| Not available  | 11.8%       | 9.9%           | 13.0%           | 12.7%          | 10.6%    | 8.9%       | 30.8%       |
| <b>Paid sabbatical leave</b>   |             |                |                 |                |          |            |             |
| Yes  | 10.2%       | 17.9%          | 16.2%           | 3.5%           | 1.1%     | 0.0%       | 0.0%        |
| No   | 58.1%       | 70.7%          | 63.9%           | 51.6%          | 33.1%    | 46.4%      | 44.2%       |
| Not eligible   | 28.1%       | 8.4%           | 17.2%           | 40.9%          | 60.4%    | 47.2%      | 32.5%       |
| Not available  | 3.7%        | 3.0%           | 2.8%            | 4.0%           | 5.4%     | 6.4%       | 23.3%       |
| <b>Travel funds paid by the institution</b>                                      |             |                |                 |                |          |            |             |
| Yes  | 68.2%       | 72.3%          | 73.4%           | 70.1%          | 46.8%    | 41.0%      | 44.2%       |
| No   | 25.8%       | 23.6%          | 23.4%           | 24.5%          | 31.3%    | 46.5%      | 40.3%       |
| Not eligible   | 3.1%        | 0.6%           | 1.4%            | 2.6%           | 17.5%    | 8.1%       | 3.9%        |
| Not available  | 2.9%        | 3.5%           | 1.8%            | 2.9%           | 4.5%     | 4.4%       | 11.6%       |
| <b>Internal grants for research</b>  |             |                |                 |                |          |            |             |
| Yes  | 35.5%       | 34.2%          | 40.8%           | 41.6%          | 10.3%    | 8.8%       | 17.0%       |
| No   | 55.4%       | 60.8%          | 54.0%           | 50.0%          | 58.8%    | 67.8%      | 67.5%       |
| Not eligible   | 5.2%        | 1.6%           | 1.6%            | 4.5%           | 26.4%    | 17.3%      | 3.9%        |
| Not available  | 3.9%        | 3.3%           | 3.6%            | 3.9%           | 4.6%     | 6.2%       | 11.6%       |
| <b>Training for administrative leadership</b>                                    |             |                |                 |                |          |            |             |
| Yes  | 12.6%       | 21.0%          | 15.5%           | 6.7%           | 6.7%     | 7.4%       | 6.5%        |
| No   | 65.7%       | 66.6%          | 65.7%           | 67.0%          | 59.1%    | 62.2%      | 54.7%       |
| Not eligible   | 8.2%        | 2.1%           | 3.1%            | 11.7%          | 22.5%    | 20.2%      | 0.0%        |
| Not available  | 13.5%       | 10.3%          | 15.7%           | 14.6%          | 11.7%    | 10.2%      | 38.8%       |
| <b>Training for promoting inclusion and facilitating difficult conversations</b> |             |                |                 |                |          |            |             |
| Yes  | 45.9%       | 48.2%          | 46.1%           | 45.7%          | 40.1%    | 42.3%      | 45.9%       |
| No   | 44.9%       | 44.5%          | 44.9%           | 45.6%          | 44.2%    | 43.4%      | 46.3%       |
| Not eligible   | 1.8%        | 0.6%           | 0.7%            | 1.4%           | 8.1%     | 7.0%       | 0.0%        |
| Not available  | 7.4%        | 6.6%           | 8.3%            | 7.3%           | 7.6%     | 7.3%       | 7.8%        |
| <b>Incentives to develop new courses</b>   |             |                |                 |                |          |            |             |
| Yes  | 20.6%       | 18.8%          | 21.0%           | 21.2%          | 25.0%    | 17.4%      | 58.1%       |
| No   | 62.9%       | 66.2%          | 63.6%           | 63.3%          | 50.3%    | 60.0%      | 29.4%       |
| Not eligible   | 2.9%        | 1.6%           | 1.0%            | 2.3%           | 11.9%    | 10.6%      | 0.0%        |
| Not available  | 13.5%       | 13.4%          | 14.5%           | 13.3%          | 12.8%    | 12.0%      | 12.5%       |
| <b>Incentives to integrate technology into your classroom</b>                    |             |                |                 |                |          |            |             |
| Yes  | 27.2%       | 26.7%          | 25.1%           | 26.8%          | 36.7%    | 30.9%      | 42.7%       |
| No   | 59.8%       | 61.2%          | 63.6%           | 59.5%          | 46.8%    | 53.3%      | 30.1%       |
| Not eligible   | 2.0%        | 0.8%           | 0.8%            | 2.0%           | 7.9%     | 6.7%       | 0.0%        |
| Not available  | 10.9%       | 11.2%          | 10.5%           | 11.8%          | 8.6%     | 9.2%       | 27.2%       |
| <b>Resources to integrate culturally-competent practices into your classroom</b> |             |                |                 |                |          |            |             |
| Yes  | 34.6%       | 33.1%          | 31.5%           | 36.0%          | 44.8%    | 35.5%      | 60.0%       |
| No   | 52.3%       | 56.3%          | 53.5%           | 51.1%          | 42.2%    | 49.9%      | 28.4%       |
| Not eligible   | 0.9%        | 0.4%           | 0.4%            | 0.9%           | 2.6%     | 3.2%       | 0.0%        |
| Not available  | 12.2%       | 10.2%          | 14.5%           | 12.0%          | 10.5%    | 11.5%      | 11.6%       |
| <b>How many of the following have you published?</b>                             |             |                |                 |                |          |            |             |
| <b>Articles in academic or professional journals</b>                             |             |                |                 |                |          |            |             |
| None   | 17.0%       | 8.2%           | 9.7%            | 16.1%          | 45.0%    | 59.2%      | 41.9%       |
| 1-2  | 19.1%       | 10.7%          | 16.3%           | 24.5%          | 26.9%    | 24.5%      | 32.3%       |
| 3-4  | 14.7%       | 8.6%           | 16.4%           | 18.8%          | 12.3%    | 10.1%      | 16.2%       |
| 5-10   | 21.3%       | 18.2%          | 29.5%           | 21.6%          | 12.0%    | 3.9%       | 0.0%        |
| 11-20  | 14.9%       | 19.6%          | 18.8%           | 13.3%          | 2.9%     | 1.6%       | 2.8%        |
| 21-50  | 10.2%       | 24.7%          | 8.2%            | 5.4%           | 0.7%     | 0.7%       | 6.8%        |
| 51+  | 2.8%        | 10.0%          | 1.1%            | 0.3%           | 0.1%     | 0.0%       | 0.0%        |
| <b>Chapters in edited volumes</b>  |             |                |                 |                |          |            |             |
| None   | 46.1%       | 22.7%          | 37.9%           | 56.5%          | 72.8%    | 84.2%      | 82.1%       |
| 1-2  | 27.9%       | 27.0%          | 29.3%           | 31.1%          | 22.7%    | 12.6%      | 7.1%        |
| 3-4  | 13.4%       | 18.2%          | 19.2%           | 9.1%           | 3.6%     | 3.2%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| 5-10  | 8.5%        | 17.8%          | 11.5%           | 3.0%           | 0.8%     | 0.0%       | 6.8%        |
| 11-20   | 2.9%        | 10.1%          | 1.5%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| 21-50   | 1.2%        | 4.0%           | 0.6%            | 0.1%           | 0.1%     | 0.0%       | 4.0%        |
| 51+   | 0.0%        | 0.1%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>How many of the following have you published?</b>  |             |                |                 |                |          |            |             |
| <b>Books, manuals, monographs, or research reports</b>  |             |                |                 |                |          |            |             |
| None  | 60.7%       | 36.5%          | 54.9%           | 73.8%          | 77.9%    | 86.2%      | 60.9%       |
| 1-2   | 25.7%       | 31.6%          | 32.5%           | 20.4%          | 17.2%    | 12.0%      | 32.3%       |
| 3-4   | 7.3%        | 15.5%          | 8.0%            | 3.4%           | 2.8%     | 0.5%       | 0.0%        |
| 5-10  | 4.8%        | 14.1%          | 3.4%            | 1.1%           | 1.9%     | 0.6%       | 0.0%        |
| 11-20   | 0.8%        | 1.3%           | 0.5%            | 0.8%           | 0.2%     | 0.1%       | 6.8%        |
| 21-50   | 0.4%        | 0.9%           | 0.1%            | 0.3%           | 0.0%     | 0.6%       | 0.0%        |
| 51+   | 0.2%        | 0.2%           | 0.4%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Other, such as patents or computer software products</b>   |             |                |                 |                |          |            |             |
| None  | 90.1%       | 85.8%          | 91.3%           | 90.9%          | 90.8%    | 94.8%      | 100.0%      |
| 1-2   | 6.2%        | 6.7%           | 6.3%            | 5.8%           | 7.7%     | 5.0%       | 0.0%        |
| 3-4   | 1.6%        | 3.0%           | 0.9%            | 1.7%           | 0.5%     | 0.1%       | 0.0%        |
| 5-10  | 1.2%        | 2.9%           | 0.6%            | 0.9%           | 0.2%     | 0.0%       | 0.0%        |
| 11-20   | 0.6%        | 1.1%           | 0.3%            | 0.6%           | 0.4%     | 0.0%       | 0.0%        |
| 21-50   | 0.1%        | 0.1%           | 0.0%            | 0.0%           | 0.0%     | 0.1%       | 0.0%        |
| 51+   | 0.2%        | 0.3%           | 0.5%            | 0.0%           | 0.4%     | 0.0%       | 0.0%        |
| <b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b> |             |                |                 |                |          |            |             |
| None  | 83.4%       | 82.0%          | 85.7%           | 82.7%          | 81.1%    | 84.3%      | 87.4%       |
| 1-2   | 5.9%        | 6.2%           | 4.7%            | 6.0%           | 7.1%     | 7.5%       | 7.8%        |
| 3-4   | 3.3%        | 3.5%           | 3.4%            | 2.9%           | 4.0%     | 3.5%       | 3.9%        |
| 5-10  | 3.6%        | 4.0%           | 2.7%            | 4.1%           | 4.0%     | 2.2%       | 1.0%        |
| 11-20   | 1.7%        | 1.8%           | 1.2%            | 2.2%           | 2.0%     | 0.5%       | 0.0%        |
| 21+   | 2.2%        | 2.4%           | 2.3%            | 2.0%           | 1.8%     | 2.0%       | 0.0%        |
| <b>How many of these have been performed alone/solo?</b>  |             |                |                 |                |          |            |             |
| None  | 3.6%        | 9.4%           | 1.2%            | 1.2%           | 3.6%     | 3.5%       | 0.0%        |
| 1-2   | 4.1%        | 3.6%           | 3.9%            | 5.4%           | 0.8%     | 3.0%       | 0.0%        |
| 3-4   | 12.6%       | 14.2%          | 10.4%           | 12.2%          | 15.8%    | 14.2%      | 0.0%        |
| 5-10  | 16.0%       | 11.2%          | 12.6%           | 21.6%          | 16.9%    | 15.2%      | 0.0%        |
| 11-20   | 31.3%       | 35.6%          | 36.0%           | 23.0%          | 40.4%    | 31.7%      | 92.3%       |
| 21+   | 32.4%       | 26.0%          | 36.0%           | 36.6%          | 22.6%    | 32.4%      | 7.7%        |
| <b>How many of these have been collaborative?</b>   |             |                |                 |                |          |            |             |
| None  | 12.0%       | 13.7%          | 11.5%           | 9.4%           | 14.1%    | 19.8%      | 61.6%       |
| 1-2   | 37.7%       | 35.1%          | 37.4%           | 37.2%          | 43.7%    | 45.3%      | 30.8%       |
| 3-4   | 17.0%       | 14.5%          | 15.3%           | 21.0%          | 13.3%    | 14.1%      | 0.0%        |
| 5-10  | 17.2%       | 23.1%          | 16.8%           | 16.6%          | 10.5%    | 6.5%       | 7.7%        |
| 11-20   | 8.4%        | 7.2%           | 6.9%            | 9.9%           | 11.7%    | 6.9%       | 0.0%        |
| 21+   | 7.7%        | 6.4%           | 12.1%           | 6.0%           | 6.7%     | 7.3%       | 0.0%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>     |             |                |                 |                |          |            |             |
| <b>Scheduled teaching (give actual, not credit hours)</b>   |             |                |                 |                |          |            |             |
| None  | 5.9%        | 9.3%           | 8.1%            | 2.8%           | 5.0%     | 1.5%       | 2.7%        |
| 1-4   | 16.6%       | 22.1%          | 15.6%           | 15.7%          | 11.8%    | 10.4%      | 6.8%        |
| 5-8   | 35.1%       | 36.0%          | 37.3%           | 36.1%          | 31.1%    | 19.5%      | 45.3%       |
| 9-12  | 26.6%       | 21.4%          | 24.8%           | 29.6%          | 28.9%    | 34.5%      | 8.7%        |
| 13-16   | 9.4%        | 7.9%           | 9.0%            | 8.3%           | 14.6%    | 17.5%      | 17.0%       |
| 17-20   | 3.3%        | 1.9%           | 2.8%            | 3.5%           | 5.5%     | 8.5%       | 7.8%        |
| 21+   | 3.1%        | 1.4%           | 2.4%            | 4.0%           | 3.1%     | 8.1%       | 11.6%       |
| <b>Preparing for teaching (including reading student papers and grading)</b>  |             |                |                 |                |          |            |             |
| None  | 4.9%        | 7.8%           | 7.0%            | 2.1%           | 2.2%     | 2.2%       | 2.7%        |
| 1-4   | 10.6%       | 13.6%          | 8.9%            | 10.7%          | 9.7%     | 7.3%       | 7.8%        |
| 5-8   | 20.3%       | 20.9%          | 20.5%           | 21.4%          | 15.9%    | 15.7%      | 12.6%       |
| 9-12  | 20.5%       | 20.0%          | 23.3%           | 20.2%          | 13.2%    | 19.2%      | 12.2%       |
| 13-16   | 16.7%       | 13.7%          | 17.8%           | 16.6%          | 17.8%    | 21.6%      | 6.5%        |
| 17-20   | 12.6%       | 11.2%          | 11.6%           | 14.2%          | 14.1%    | 11.7%      | 34.9%       |
| 21+   | 14.4%       | 12.7%          | 10.8%           | 14.8%          | 27.2%    | 22.2%      | 23.3%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women**

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>Advising and counseling of students</b>  |             |                |                 |                |          |            |             |
| None  | 7.0%        | 7.1%           | 4.6%            | 6.2%           | 10.2%    | 18.2%      | 3.9%        |
| 1-4   | 57.3%       | 58.9%          | 55.6%           | 57.6%          | 60.1%    | 55.0%      | 51.7%       |
| 5-8   | 24.6%       | 22.6%          | 28.1%           | 25.5%          | 20.4%    | 15.5%      | 13.3%       |
| 9-12  | 6.9%        | 8.0%           | 7.2%            | 6.2%           | 4.9%     | 6.8%       | 31.0%       |
| 13-16   | 2.1%        | 1.4%           | 1.9%            | 2.6%           | 2.9%     | 1.6%       | 0.0%        |
| 17-20   | 1.2%        | 1.0%           | 1.0%            | 1.5%           | 0.8%     | 1.1%       | 0.0%        |
| 21+   | 1.0%        | 0.9%           | 1.5%            | 0.5%           | 0.6%     | 1.8%       | 0.0%        |
| <b>Committee work and meetings</b>  |             |                |                 |                |          |            |             |
| None  | 4.7%        | 4.5%           | 3.1%            | 4.0%           | 11.2%    | 10.9%      | 0.0%        |
| 1-4   | 50.0%       | 40.7%          | 41.5%           | 58.0%          | 58.2%    | 70.5%      | 82.8%       |
| 5-8   | 26.8%       | 27.2%          | 31.5%           | 26.2%          | 20.2%    | 13.7%      | 10.4%       |
| 9-12  | 10.6%       | 13.7%          | 14.4%           | 7.4%           | 7.1%     | 3.0%       | 6.8%        |
| 13-16   | 3.6%        | 5.2%           | 5.4%            | 2.0%           | 1.6%     | 1.3%       | 0.0%        |
| 17-20   | 1.9%        | 3.1%           | 1.8%            | 1.6%           | 1.0%     | 0.5%       | 0.0%        |
| 21+   | 2.3%        | 5.7%           | 2.3%            | 0.9%           | 0.8%     | 0.1%       | 0.0%        |
| <b>Research and scholarly writing</b>   |             |                |                 |                |          |            |             |
| None  | 18.9%       | 12.2%          | 15.1%           | 14.3%          | 49.2%    | 56.5%      | 51.0%       |
| 1-4   | 35.8%       | 36.9%          | 37.2%           | 35.9%          | 32.1%    | 27.6%      | 35.4%       |
| 5-8   | 18.4%       | 18.6%          | 19.4%           | 21.0%          | 9.5%     | 7.5%       | 0.0%        |
| 9-12  | 10.1%       | 12.1%          | 11.0%           | 10.5%          | 1.8%     | 5.3%       | 0.0%        |
| 13-16   | 6.2%        | 7.2%           | 5.6%            | 7.6%           | 1.4%     | 1.9%       | 10.8%       |
| 17-20   | 4.5%        | 5.9%           | 4.8%            | 4.6%           | 0.7%     | 0.0%       | 0.0%        |
| 21+   | 6.2%        | 6.9%           | 6.8%            | 6.2%           | 5.2%     | 1.2%       | 2.8%        |
| <b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b> |             |                |                 |                |          |            |             |
| <b>Other creative products/performances</b>   |             |                |                 |                |          |            |             |
| None  | 73.7%       | 75.9%          | 75.9%           | 72.4%          | 68.1%    | 68.0%      | 76.0%       |
| 1-4   | 17.8%       | 15.2%          | 16.3%           | 19.3%          | 22.2%    | 21.1%      | 17.2%       |
| 5-8   | 3.8%        | 3.2%           | 3.2%            | 4.2%           | 4.5%     | 6.5%       | 6.8%        |
| 9-12  | 2.1%        | 2.8%           | 2.2%            | 1.5%           | 1.5%     | 2.5%       | 0.0%        |
| 13-16   | 1.0%        | 1.1%           | 0.8%            | 1.2%           | 1.0%     | 0.5%       | 0.0%        |
| 17-20   | 0.6%        | 0.6%           | 0.4%            | 0.7%           | 0.9%     | 0.0%       | 0.0%        |
| 21+   | 1.1%        | 1.2%           | 1.2%            | 0.6%           | 1.8%     | 1.4%       | 0.0%        |
| <b>Community or public service</b>  |             |                |                 |                |          |            |             |
| None  | 39.3%       | 39.5%          | 39.3%           | 39.2%          | 37.6%    | 40.7%      | 48.8%       |
| 1-4   | 46.5%       | 44.0%          | 46.6%           | 47.5%          | 50.6%    | 45.9%      | 44.1%       |
| 5-8   | 9.4%        | 10.8%          | 9.0%            | 8.9%           | 9.7%     | 8.5%       | 3.1%        |
| 9-12  | 3.2%        | 3.7%           | 2.9%            | 3.3%           | 1.6%     | 3.0%       | 0.0%        |
| 13-16   | 0.9%        | 0.7%           | 1.2%            | 0.8%           | 0.1%     | 1.6%       | 4.0%        |
| 17-20   | 0.2%        | 0.1%           | 0.4%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| 21+   | 0.6%        | 1.2%           | 0.7%            | 0.1%           | 0.4%     | 0.3%       | 0.0%        |
| <b>Outside consulting/freelance work</b>  |             |                |                 |                |          |            |             |
| None  | 80.8%       | 82.2%          | 81.1%           | 80.6%          | 79.3%    | 76.7%      | 91.9%       |
| 1-4   | 14.1%       | 14.1%          | 14.1%           | 14.0%          | 12.7%    | 16.4%      | 4.0%        |
| 5-8   | 3.0%        | 2.1%           | 3.2%            | 3.1%           | 3.7%     | 4.5%       | 0.0%        |
| 9-12  | 1.1%        | 1.1%           | 0.4%            | 1.2%           | 2.9%     | 1.1%       | 0.0%        |
| 13-16   | 0.2%        | 0.2%           | 0.0%            | 0.3%           | 0.3%     | 1.1%       | 0.0%        |
| 17-20   | 0.2%        | 0.1%           | 0.1%            | 0.3%           | 0.0%     | 0.0%       | 4.0%        |
| 21+   | 0.6%        | 0.2%           | 1.0%            | 0.5%           | 1.1%     | 0.2%       | 0.0%        |
| <b>Household/childcare duties</b>   |             |                |                 |                |          |            |             |
| None  | 5.2%        | 4.7%           | 4.9%            | 5.7%           | 4.8%     | 5.5%       | 7.8%        |
| 1-4   | 13.6%       | 16.1%          | 11.7%           | 12.7%          | 16.3%    | 14.6%      | 10.4%       |
| 5-8   | 21.3%       | 21.9%          | 20.4%           | 21.8%          | 21.1%    | 19.6%      | 19.4%       |
| 9-12  | 16.1%       | 20.1%          | 14.5%           | 15.1%          | 15.9%    | 14.8%      | 18.0%       |
| 13-16   | 11.2%       | 11.6%          | 12.5%           | 10.3%          | 10.7%    | 10.0%      | 3.9%        |
| 17-20   | 8.8%        | 8.3%           | 10.1%           | 7.8%           | 8.9%     | 9.7%       | 14.6%       |
| 21+   | 23.8%       | 17.3%          | 25.9%           | 26.6%          | 22.3%    | 25.8%      | 26.0%       |
| <b>Serving as a caregiver for another adult</b>   |             |                |                 |                |          |            |             |
| None  | 81.6%       | 76.5%          | 81.8%           | 86.0%          | 78.0%    | 79.6%      | 75.2%       |
| 1-4   | 9.7%        | 14.0%          | 8.6%            | 6.8%           | 14.2%    | 8.9%       | 5.3%        |
| 5-8   | 3.1%        | 3.5%           | 3.8%            | 1.6%           | 4.5%     | 4.3%       | 11.6%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| 9-12   | 2.4%        | 3.6%           | 1.2%            | 2.8%           | 0.7%     | 2.9%       | 0.0%        |
| 13-16  | 1.0%        | 1.0%           | 1.4%            | 0.7%           | 0.7%     | 1.5%       | 0.0%        |
| 17-20  | 0.3%        | 0.3%           | 0.3%            | 0.2%           | 0.8%     | 0.4%       | 3.9%        |
| 21+  | 1.9%        | 1.1%           | 2.8%            | 1.8%           | 1.1%     | 2.5%       | 3.9%        |
| <b>Other employment, outside of academia</b>   |             |                |                 |                |          |            |             |
| None   | 89.5%       | 94.0%          | 91.0%           | 88.8%          | 79.1%    | 79.8%      | 83.2%       |
| 1-4  | 5.0%        | 2.7%           | 4.8%            | 5.5%           | 6.7%     | 9.7%       | 4.2%        |
| 5-8  | 2.4%        | 1.9%           | 1.8%            | 2.8%           | 4.4%     | 3.6%       | 0.0%        |
| 9-12   | 1.5%        | 0.6%           | 1.1%            | 2.1%           | 1.4%     | 3.1%       | 4.2%        |
| 13-16  | 0.5%        | 0.2%           | 0.3%            | 0.4%           | 1.6%     | 1.9%       | 4.2%        |
| 17-20  | 0.3%        | 0.3%           | 0.2%            | 0.1%           | 0.5%     | 1.1%       | 0.0%        |
| 21+  | 0.9%        | 0.3%           | 0.8%            | 0.3%           | 6.3%     | 0.8%       | 4.2%        |
| <b>Personal time (e.g., exercise, hobbies, relaxing)</b>   |             |                |                 |                |          |            |             |
| None   | 3.7%        | 2.2%           | 4.0%            | 5.3%           | 1.2%     | 1.6%       | 0.0%        |
| 1-4  | 30.8%       | 27.2%          | 32.0%           | 32.7%          | 27.1%    | 32.1%      | 54.6%       |
| 5-8  | 34.9%       | 37.8%          | 33.0%           | 34.6%          | 34.1%    | 35.5%      | 26.2%       |
| 9-12   | 17.8%       | 19.3%          | 17.7%           | 17.4%          | 14.3%    | 19.6%      | 15.3%       |
| 13-16  | 7.0%        | 7.9%           | 7.3%            | 5.3%           | 11.7%    | 6.6%       | 0.0%        |
| 17-20  | 3.3%        | 3.7%           | 3.8%            | 2.8%           | 3.1%     | 2.3%       | 0.0%        |
| 21+  | 2.4%        | 1.9%           | 2.1%            | 1.9%           | 8.5%     | 2.3%       | 3.9%        |
| <b>In your interactions with undergraduates, how often "frequently" do you encourage them to:</b>                                    |             |                |                 |                |          |            |             |
| Ask questions in class   | 95.4%       | 94.9%          | 94.8%           | 95.2%          | 97.9%    | 97.9%      | 100.0%      |
| Support their opinions with a logical argument   | 81.3%       | 82.0%          | 80.6%           | 81.7%          | 78.8%    | 83.0%      | 79.4%       |
| Seek solutions to problems and explain them to others  | 76.6%       | 74.5%          | 74.5%           | 79.0%          | 75.3%    | 82.3%      | 66.3%       |
| Analyze multiple sources of information before coming to a conclusion  | 74.0%       | 72.5%          | 75.3%           | 74.3%          | 73.8%    | 71.5%      | 70.5%       |
| Evaluate the quality or reliability of information they receive  | 73.4%       | 73.4%          | 74.2%           | 72.2%          | 75.3%    | 74.6%      | 83.5%       |
| Take risks for potential gains   | 38.4%       | 39.3%          | 42.1%           | 35.4%          | 37.2%    | 35.5%      | 42.7%       |
| Seek alternative solutions to a problem  | 66.2%       | 62.8%          | 64.3%           | 67.2%          | 74.8%    | 73.3%      | 71.6%       |
| Look up scientific research articles and resources   | 60.6%       | 55.7%          | 60.8%           | 64.9%          | 59.9%    | 53.7%      | 83.5%       |
| Explore topics on their own, even though it was not required for a class   | 53.8%       | 48.9%          | 55.4%           | 55.6%          | 55.1%    | 53.2%      | 75.7%       |
| Accept mistakes as part of the learning process  | 79.4%       | 76.9%          | 78.5%           | 80.9%          | 80.0%    | 85.0%      | 66.3%       |
| Recognize biases that affect their thinking  | 61.5%       | 59.5%          | 61.5%           | 63.1%          | 62.2%    | 60.3%      | 43.2%       |
| <b>How "frequently" in the courses you taught in the past year have you given at least one assignment that required students to:</b> |             |                |                 |                |          |            |             |
| Write in the specific style or format of your discipline   | 70.2%       | 70.7%          | 72.2%           | 70.6%          | 68.3%    | 58.7%      | 67.0%       |
| Describe how different perspectives would affect the interpretation of a question or issue in your discipline                        | 54.5%       | 56.3%          | 55.9%           | 53.3%          | 52.6%    | 48.8%      | 46.7%       |
| Discuss the ethical or moral implications of a course of action  | 52.0%       | 48.9%          | 57.3%           | 51.2%          | 47.8%    | 49.0%      | 57.5%       |
| Apply mathematical concepts and computational thinking   | 28.7%       | 29.4%          | 26.3%           | 31.0%          | 25.0%    | 28.2%      | 19.6%       |
| <b>Methods you use in "all" or "most" of your courses:</b>   |             |                |                 |                |          |            |             |
| Class discussions  | 90.9%       | 90.2%          | 90.8%           | 91.7%          | 91.1%    | 89.8%      | 95.8%       |
| Cooperative learning (small groups)  | 81.5%       | 76.5%          | 81.8%           | 83.3%          | 82.7%    | 88.0%      | 85.9%       |
| Experiential learning/Field studies  | 32.7%       | 27.0%          | 32.4%           | 36.7%          | 32.9%    | 33.7%      | 24.5%       |
| Performances/Demonstrations  | 35.7%       | 29.9%          | 31.6%           | 37.7%          | 50.2%    | 50.2%      | 51.9%       |
| Group projects   | 52.2%       | 46.4%          | 51.4%           | 55.1%          | 54.8%    | 59.3%      | 48.3%       |
| Extensive lecturing  | 33.0%       | 30.4%          | 31.7%           | 35.2%          | 36.8%    | 32.2%      | 42.2%       |
| Multiple drafts of written work  | 40.2%       | 45.4%          | 38.5%           | 38.4%          | 42.8%    | 35.6%      | 11.7%       |
| Reflective writing/Journaling  | 35.6%       | 28.9%          | 35.0%           | 39.5%          | 37.0%    | 42.2%      | 21.4%       |
| Community service as part of coursework  | 8.9%        | 6.4%           | 9.2%            | 10.0%          | 7.4%     | 11.6%      | 16.0%       |
| Electronic quizzes with immediate feedback in class  | 22.1%       | 18.3%          | 19.8%           | 25.0%          | 20.6%    | 32.0%      | 49.5%       |
| Real-life problems   | 68.6%       | 59.5%          | 68.4%           | 73.7%          | 70.9%    | 73.6%      | 82.9%       |
| Student inquiry to drive learning  | 62.8%       | 60.7%          | 60.7%           | 62.7%          | 73.2%    | 70.2%      | 84.0%       |
| Readings on racial and ethnic issues   | 43.9%       | 41.7%          | 47.4%           | 44.3%          | 39.2%    | 38.7%      | 29.0%       |
| Readings on women or gender issues   | 40.1%       | 42.4%          | 43.2%           | 39.2%          | 34.4%    | 27.7%      | 13.0%       |
| Supplemental instruction outside of class and office hours   | 39.0%       | 36.5%          | 40.9%           | 38.1%          | 38.9%    | 46.9%      | 35.1%       |
| Student presentations  | 62.0%       | 61.2%          | 61.9%           | 63.3%          | 60.3%    | 61.1%      | 28.8%       |
| Student evaluations of each others' work   | 38.6%       | 32.9%          | 36.3%           | 41.4%          | 51.4%    | 42.6%      | 5.4%        |
| Grading on a curve   | 11.2%       | 13.6%          | 11.2%           | 11.4%          | 5.2%     | 7.2%       | 4.3%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Rubric-based assessment  | 75.1%       | 68.3%          | 73.4%           | 78.6%          | 81.9%    | 81.4%      | 84.0%       |
| Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions) | 31.8%       | 30.7%          | 30.8%           | 32.2%          | 33.9%    | 35.5%      | 30.4%       |
| <b>How "frequently" do you incorporate the following forms of technology into your courses?</b>  |             |                |                 |                |          |            |             |
| Videos or podcasts   | 51.4%       | 42.6%          | 52.2%           | 55.8%          | 52.7%    | 55.6%      | 64.1%       |
| Simulations/animations   | 20.2%       | 15.1%          | 18.6%           | 25.1%          | 18.0%    | 20.9%      | 52.5%       |
| Online homework or virtual labs  | 32.2%       | 27.4%          | 30.2%           | 31.1%          | 49.4%    | 48.8%      | 36.4%       |
| Online discussion boards   | 26.1%       | 25.7%          | 24.9%           | 25.1%          | 33.4%    | 30.8%      | 30.4%       |
| Audience response systems to gauge students' understanding (e.g., clickers)  | 10.3%       | 7.9%           | 9.2%            | 13.2%          | 7.0%     | 11.5%      | 19.0%       |
| <b>To what extent do you agree that it is your role to: (% marking "agree" or "strongly agree")</b>  |             |                |                 |                |          |            |             |
| Encourage students to become agents of social change   | 89.6%       | 86.5%          | 89.8%           | 91.5%          | 93.1%    | 85.9%      | 95.8%       |
| Prepare students for employment after college  | 97.7%       | 96.8%          | 98.1%           | 98.2%          | 97.8%    | 97.1%      | 100.0%      |
| Prepare students for graduate or advanced education  | 95.9%       | 95.3%          | 94.8%           | 97.7%          | 95.2%    | 93.2%      | 100.0%      |
| Develop students' moral character  | 87.4%       | 84.7%          | 88.0%           | 88.1%          | 91.3%    | 87.5%      | 92.6%       |
| Provide for students' emotional development  | 83.2%       | 78.5%          | 82.6%           | 84.7%          | 89.5%    | 89.8%      | 77.4%       |
| Help students develop personal values  | 88.1%       | 86.7%          | 89.8%           | 87.1%          | 90.1%    | 89.5%      | 74.8%       |
| Enhance students' knowledge of and appreciation for other racial/ethnic groups   | 93.3%       | 92.6%          | 92.9%           | 94.0%          | 93.6%    | 93.7%      | 91.6%       |
| Promote students' ability to write effectively   | 97.3%       | 98.0%          | 97.3%           | 97.4%          | 96.8%    | 94.3%      | 100.0%      |
| Teach students tolerance and respect for different beliefs   | 97.3%       | 95.9%          | 98.1%           | 97.6%          | 97.4%    | 96.9%      | 100.0%      |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| The chief benefit of a college education is that it increases one's earning power  | 60.2%       | 52.8%          | 60.0%           | 63.3%          | 66.5%    | 66.3%      | 83.9%       |
| A racially/ethnically diverse student body enhances the educational experience of all students   | 99.3%       | 99.5%          | 98.5%           | 99.8%          | 99.4%    | 98.9%      | 100.0%      |
| Colleges have a responsibility to work with their surrounding communities to address local issues  | 97.0%       | 96.7%          | 96.4%           | 97.5%          | 98.2%    | 96.9%      | 100.0%      |
| Private funding sources often prevent researchers from being completely objective in the conduct of their work   | 62.8%       | 62.7%          | 64.5%           | 58.1%          | 74.2%    | 70.7%      | 36.9%       |
| I try to dispel perceptions of competition in my classroom   | 83.9%       | 84.0%          | 83.3%           | 83.4%          | 86.4%    | 86.8%      | 91.1%       |
| Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource   | 55.9%       | 59.1%          | 60.6%           | 49.8%          | 55.6%    | 55.6%      | 47.6%       |
| I feel I have the skills to facilitate conversations about diversity issues in the classroom   | 82.0%       | 82.2%          | 80.4%           | 82.9%          | 83.0%    | 83.3%      | 63.4%       |
| I achieve a healthy balance between my personal life and my professional life  | 55.1%       | 57.1%          | 50.8%           | 54.0%          | 61.7%    | 67.7%      | 59.2%       |
| I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar   | 66.1%       | 56.5%          | 65.2%           | 71.6%          | 72.2%    | 71.1%      | 76.1%       |
| <b>Do you "agree" or "strongly agree":</b>   |             |                |                 |                |          |            |             |
| This institution has effective hiring practices and policies that increase faculty diversity   | 59.5%       | 57.7%          | 55.5%           | 61.0%          | 70.2%    | 67.0%      | 89.0%       |
| Student Affairs staff have the support and respect of faculty  | 77.2%       | 72.5%          | 74.5%           | 80.3%          | 85.0%    | 84.4%      | 66.8%       |
| There is a lot of campus racial conflict here  | 41.6%       | 40.1%          | 47.1%           | 40.2%          | 30.6%    | 40.4%      | 19.7%       |
| My research is valued by faculty in my department  | 76.2%       | 77.8%          | 74.8%           | 81.3%          | 55.6%    | 67.3%      | 70.1%       |
| My teaching is valued by faculty in my department  | 89.3%       | 88.2%          | 87.2%           | 93.1%          | 86.3%    | 85.3%      | 79.0%       |
| My service is valued by faculty in my department   | 84.2%       | 85.4%          | 83.5%           | 86.0%          | 77.2%    | 79.9%      | 71.8%       |
| Faculty are sufficiently involved in campus decision-making  | 55.1%       | 50.3%          | 49.3%           | 61.2%          | 62.3%    | 62.1%      | 41.3%       |
| The faculty are typically at odds with campus administration   | 55.9%       | 59.7%          | 56.3%           | 53.2%          | 57.5%    | 51.9%      | 55.3%       |
| Faculty here respect each other  | 85.4%       | 84.1%          | 84.5%           | 87.4%          | 85.3%    | 83.9%      | 70.5%       |
| Administrators consider faculty concerns when making policy  | 58.1%       | 55.4%          | 53.1%           | 63.0%          | 61.9%    | 61.9%      | 48.8%       |
| This institution takes responsibility for educating underprepared students   | 65.1%       | 64.8%          | 60.8%           | 66.8%          | 70.5%    | 72.2%      | 60.2%       |
| The criteria for advancement and promotion decisions are clear   | 69.5%       | 79.7%          | 70.8%           | 65.2%          | 58.8%    | 56.3%      | 80.1%       |
| Most of the students I teach lack the basic skills for college level work  | 30.6%       | 26.9%          | 28.9%           | 33.1%          | 31.4%    | 39.5%      | 55.8%       |
| There is adequate support for faculty development  | 64.3%       | 60.3%          | 60.8%           | 67.5%          | 70.0%    | 73.1%      | 62.1%       |
| Faculty are not prepared to deal with conflict over diversity issues in the classroom  | 62.6%       | 66.1%          | 65.9%           | 60.8%          | 53.9%    | 52.6%      | 51.9%       |
| This institution takes mentoring into consideration in the promotion process   | 44.1%       | 42.5%          | 39.1%           | 47.2%          | 46.5%    | 56.7%      | 22.2%       |
| Faculty of color are treated fairly here   | 63.0%       | 62.1%          | 56.8%           | 65.3%          | 72.2%    | 74.2%      | 91.1%       |
| Women faculty are treated fairly here  | 61.3%       | 59.2%          | 54.8%           | 65.4%          | 69.3%    | 70.3%      | 94.2%       |
| LGBTQ+ faculty are treated fairly here   | 67.0%       | 66.3%          | 61.2%           | 69.3%          | 77.6%    | 75.1%      | 93.9%       |
| <b>Issues you believe to be of "highest" or "high" priority at your institution:</b>   |             |                |                 |                |          |            |             |
| Increase or maintain institutional affordability   | 67.6%       | 69.4%          | 67.3%           | 67.5%          | 65.4%    | 65.0%      | 50.0%       |
| Develop a sense of community among students and faculty  | 63.1%       | 59.2%          | 64.5%           | 63.6%          | 65.6%    | 67.4%      | 58.5%       |
| Facilitate student involvement in community service  | 50.9%       | 46.1%          | 51.6%           | 53.9%          | 45.7%    | 55.0%      | 48.7%       |
| Help students learn how to bring about change in society   | 50.4%       | 45.3%          | 48.3%           | 55.0%          | 55.5%    | 51.0%      | 35.5%       |
| Increase or maintain institutional prestige  | 69.7%       | 72.0%          | 73.0%           | 64.9%          | 71.0%    | 69.1%      | 86.0%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Hire faculty "stars"  | 28.9%       | 28.5%          | 27.8%           | 27.4%          | 32.2%    | 42.2%      | 55.8%       |
| Recruit more traditionally underrepresented students  | 54.3%       | 57.1%          | 56.1%           | 51.9%          | 52.0%    | 50.4%      | 57.4%       |
| Increase the selectivity of the student body through more competitive admissions criteria                                       | 29.6%       | 34.0%          | 29.1%           | 26.1%          | 30.6%    | 32.6%      | 30.7%       |
| Promote gender diversity in the faculty and administration  | 44.6%       | 44.4%          | 42.3%           | 46.8%          | 45.3%    | 42.7%      | 42.3%       |
| Promote racial and ethnic diversity in the faculty and administration   | 53.0%       | 55.2%          | 51.8%           | 52.5%          | 53.1%    | 52.9%      | 46.7%       |
| Provide resources for faculty to engage in community-based teaching or research   | 40.9%       | 35.1%          | 38.8%           | 47.0%          | 36.1%    | 46.6%      | 23.1%       |
| Create and sustain partnerships with surrounding communities  | 49.6%       | 44.4%          | 47.5%           | 54.3%          | 49.2%    | 55.2%      | 35.1%       |
| Pursue extramural funding   | 54.5%       | 59.6%          | 53.4%           | 52.7%          | 50.5%    | 53.0%      | 40.2%       |
| Strengthen links with the for-profit, corporate sector  | 44.3%       | 47.4%          | 44.0%           | 40.5%          | 47.7%    | 51.3%      | 75.5%       |
| Develop leadership ability among students   | 60.3%       | 59.0%          | 58.6%           | 61.8%          | 61.6%    | 65.2%      | 43.7%       |
| Develop an appreciation for multiculturalism  | 59.5%       | 59.7%          | 58.0%           | 58.1%          | 71.3%    | 61.3%      | 53.1%       |
| Prepare students for the workplace  | 82.4%       | 82.5%          | 81.1%           | 82.4%          | 86.6%    | 83.2%      | 84.9%       |
| <b>Indicate the extent to which you: (% marking "to a very large extent")</b>   |             |                |                 |                |          |            |             |
| Feel that the training you received in graduate school prepared you well for your role as a faculty member                      | 23.7%       | 24.9%          | 24.3%           | 24.1%          | 14.5%    | 22.7%      | 31.6%       |
| Experience close alignment between your work and your personal values   | 37.0%       | 43.2%          | 34.8%           | 35.0%          | 35.7%    | 35.5%      | 35.9%       |
| Mentor faculty  | 14.4%       | 27.4%          | 14.6%           | 6.8%           | 8.7%     | 9.8%       | 18.7%       |
| Mentor undergraduate students   | 40.1%       | 41.0%          | 40.5%           | 42.5%          | 28.7%    | 33.0%      | 57.9%       |
| Mentor graduate students  | 18.8%       | 25.7%          | 18.9%           | 18.5%          | 4.8%     | 7.2%       | 9.4%        |
| Been mentored by at least one professional in academia  | 27.6%       | 28.6%          | 23.0%           | 31.9%          | 24.7%    | 24.6%      | 17.3%       |
| Participated in training in preparation to be a mentor (e.g., workshops, programs)  | 7.4%        | 9.8%           | 6.2%            | 6.9%           | 5.1%     | 9.5%       | 4.7%        |
| Accessed the National Research Mentoring Network (NRMN) resource  | 0.6%        | 0.8%           | 0.3%            | 0.9%           | 0.1%     | 0.3%       | 4.7%        |
| <b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>                       |             |                |                 |                |          |            |             |
| Excellent   | 31.4%       | 33.9%          | 29.7%           | 32.3%          | 27.4%    | 26.8%      | 34.5%       |
| Good  | 51.0%       | 56.4%          | 51.2%           | 46.7%          | 50.3%    | 41.5%      | 39.7%       |
| Fair  | 13.6%       | 7.8%           | 16.2%           | 15.8%          | 12.8%    | 20.3%      | 14.3%       |
| Poor  | 4.0%        | 1.9%           | 3.0%            | 5.2%           | 9.5%     | 11.3%      | 11.5%       |
| <b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>                 |             |                |                 |                |          |            |             |
| Excellent   | 46.4%       | 48.3%          | 46.7%           | 47.2%          | 39.0%    | 40.1%      | 51.3%       |
| Good  | 46.8%       | 44.6%          | 48.1%           | 45.3%          | 53.7%    | 50.5%      | 28.1%       |
| Fair  | 6.0%        | 6.5%           | 4.6%            | 7.0%           | 5.1%     | 6.2%       | 20.6%       |
| Poor  | 0.8%        | 0.6%           | 0.6%            | 0.6%           | 2.2%     | 3.2%       | 0.0%        |
| <b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>                      |             |                |                 |                |          |            |             |
| Excellent   | 47.4%       | 51.5%          | 49.2%           | 46.5%          | 29.7%    | 39.2%      | 28.6%       |
| Good  | 44.1%       | 40.6%          | 43.7%           | 45.3%          | 51.8%    | 48.9%      | 71.4%       |
| Fair  | 7.7%        | 7.4%           | 6.6%            | 7.8%           | 16.5%    | 6.4%       | 0.0%        |
| Poor  | 0.7%        | 0.5%           | 0.6%            | 0.4%           | 1.9%     | 5.5%       | 0.0%        |
| <b>Aspects of your job with which you are "very satisfied" or "satisfied":</b>  |             |                |                 |                |          |            |             |
| Salary  | 49.4%       | 62.0%          | 47.4%           | 48.2%          | 32.3%    | 32.2%      | 35.9%       |
| Health benefits   | 69.8%       | 71.9%          | 65.7%           | 69.2%          | 79.5%    | 74.9%      | 68.4%       |
| Retirement benefits   | 71.6%       | 72.1%          | 67.9%           | 73.9%          | 71.2%    | 75.0%      | 81.1%       |
| Opportunity for scholarly pursuits  | 57.5%       | 64.6%          | 54.3%           | 57.9%          | 48.0%    | 50.7%      | 42.7%       |
| Teaching load   | 60.4%       | 62.6%          | 58.7%           | 61.5%          | 52.7%    | 60.8%      | 67.5%       |
| Quality of students   | 74.9%       | 75.4%          | 75.6%           | 73.0%          | 80.9%    | 73.3%      | 61.4%       |
| Autonomy and independence   | 86.6%       | 86.9%          | 85.9%           | 87.9%          | 85.8%    | 82.8%      | 87.5%       |
| Departmental leadership   | 72.6%       | 71.8%          | 68.0%           | 76.2%          | 73.3%    | 76.3%      | 87.1%       |
| Departmental support for work/life balance  | 65.1%       | 67.2%          | 61.5%           | 65.0%          | 67.8%    | 71.5%      | 80.7%       |
| Institutional support for work/life balance   | 47.6%       | 47.2%          | 42.4%           | 48.7%          | 58.2%    | 58.4%      | 37.4%       |
| Prospects for career advancement  | 51.6%       | 58.4%          | 47.3%           | 57.4%          | 29.1%    | 35.2%      | 43.3%       |
| Relative equity of salary and job benefits  | 38.1%       | 44.8%          | 31.4%           | 41.5%          | 30.6%    | 32.3%      | 40.6%       |
| Flexibility in relation to family matters or emergencies  | 78.7%       | 78.5%          | 76.1%           | 79.6%          | 82.8%    | 83.2%      | 87.5%       |
| Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)                         | 67.3%       | 68.5%          | 65.1%           | 67.8%          | 63.9%    | 74.4%      | 67.3%       |
| Overall job   | 76.5%       | 80.9%          | 70.4%           | 80.1%          | 72.5%    | 73.2%      | 67.3%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Managing household responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 26.4%       | 20.9%          | 29.7%           | 28.3%          | 25.6%    | 22.3%      | 43.9%       |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Women Faculty</b>  |             |                |                 |                |          |            |             |
| Somewhat  | 55.5%       | 56.8%          | 54.1%           | 56.0%          | 52.8%    | 57.3%      | 33.1%       |
| Not at all  | 18.1%       | 22.4%          | 16.1%           | 15.7%          | 21.6%    | 20.4%      | 23.0%       |
| <b>Child care</b>   |             |                |                 |                |          |            |             |
| Extensive   | 31.0%       | 19.0%          | 36.5%           | 39.9%          | 17.3%    | 16.2%      | 14.6%       |
| Somewhat  | 38.2%       | 42.0%          | 37.7%           | 36.3%          | 39.2%    | 34.2%      | 25.8%       |
| Not at all  | 30.8%       | 39.0%          | 25.9%           | 23.8%          | 43.5%    | 49.6%      | 59.6%       |
| <b>My physical health</b>   |             |                |                 |                |          |            |             |
| Extensive   | 16.6%       | 13.7%          | 18.7%           | 18.3%          | 11.1%    | 14.5%      | 4.7%        |
| Somewhat  | 48.7%       | 48.5%          | 50.0%           | 47.5%          | 50.5%    | 48.2%      | 50.0%       |
| Not at all  | 34.7%       | 37.9%          | 31.2%           | 34.2%          | 38.5%    | 37.3%      | 45.3%       |
| <b>My emotional well-being</b>  |             |                |                 |                |          |            |             |
| Extensive   | 25.4%       | 18.4%          | 27.4%           | 29.9%          | 20.6%    | 23.8%      | 36.0%       |
| Somewhat  | 51.3%       | 53.2%          | 51.5%           | 49.7%          | 52.6%    | 50.6%      | 50.0%       |
| Not at all  | 23.3%       | 28.4%          | 21.2%           | 20.5%          | 26.8%    | 25.6%      | 14.0%       |
| <b>Review/promotion process</b>   |             |                |                 |                |          |            |             |
| Extensive   | 24.2%       | 10.0%          | 23.1%           | 33.8%          | 19.9%    | 14.8%      | 3.4%        |
| Somewhat  | 42.7%       | 26.0%          | 44.8%           | 49.1%          | 41.6%    | 44.1%      | 57.7%       |
| Not at all  | 33.1%       | 64.0%          | 32.1%           | 17.0%          | 38.5%    | 41.0%      | 38.9%       |
| <b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>  |             |                |                 |                |          |            |             |
| Extensive   | 10.6%       | 10.6%          | 12.9%           | 10.2%          | 5.1%     | 6.2%       | 0.0%        |
| Somewhat  | 32.9%       | 36.3%          | 34.6%           | 30.5%          | 28.8%    | 27.5%      | 50.4%       |
| Not at all  | 56.5%       | 53.1%          | 52.5%           | 59.2%          | 66.1%    | 66.4%      | 49.6%       |
| <b>Committee work</b>   |             |                |                 |                |          |            |             |
| Extensive   | 14.8%       | 18.8%          | 20.5%           | 9.0%           | 8.7%     | 5.9%       | 4.7%        |
| Somewhat  | 53.2%       | 56.2%          | 54.7%           | 52.3%          | 46.1%    | 42.8%      | 34.9%       |
| Not at all  | 32.1%       | 25.1%          | 24.8%           | 38.6%          | 45.2%    | 51.3%      | 60.5%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Faculty meetings</b>   |             |                |                 |                |          |            |             |
| Extensive   | 11.1%       | 13.4%          | 13.1%           | 9.6%           | 4.5%     | 6.5%       | 0.0%        |
| Somewhat  | 46.0%       | 51.6%          | 49.6%           | 42.0%          | 39.2%    | 33.9%      | 39.5%       |
| Not at all  | 42.9%       | 35.0%          | 37.3%           | 48.4%          | 56.3%    | 59.6%      | 60.5%       |
| <b>Students</b>   |             |                |                 |                |          |            |             |
| Extensive   | 13.8%       | 9.2%           | 13.6%           | 17.1%          | 11.8%    | 15.4%      | 32.7%       |
| Somewhat  | 59.0%       | 59.6%          | 56.7%           | 60.3%          | 59.9%    | 58.9%      | 53.2%       |
| Not at all  | 27.3%       | 31.3%          | 29.7%           | 22.5%          | 28.3%    | 25.7%      | 14.0%       |
| <b>Research or publishing demands</b>   |             |                |                 |                |          |            |             |
| Extensive   | 26.4%       | 15.8%          | 28.6%           | 35.8%          | 8.9%     | 7.8%       | 5.7%        |
| Somewhat  | 49.1%       | 49.6%          | 53.3%           | 46.9%          | 42.9%    | 35.4%      | 69.5%       |
| Not at all  | 24.5%       | 34.6%          | 18.1%           | 17.2%          | 48.1%    | 56.8%      | 24.7%       |
| <b>Institutional procedures and "red tape"</b>  |             |                |                 |                |          |            |             |
| Extensive   | 23.4%       | 29.4%          | 25.3%           | 20.5%          | 15.6%    | 11.8%      | 5.4%        |
| Somewhat  | 47.6%       | 46.8%          | 47.8%           | 47.0%          | 54.1%    | 45.5%      | 61.2%       |
| Not at all  | 29.0%       | 23.7%          | 26.9%           | 32.5%          | 30.3%    | 42.7%      | 33.4%       |
| <b>Teaching load</b>  |             |                |                 |                |          |            |             |
| Extensive   | 21.6%       | 16.1%          | 22.6%           | 24.3%          | 23.9%    | 21.7%      | 8.6%        |
| Somewhat  | 47.1%       | 45.3%          | 47.6%           | 47.3%          | 46.0%    | 52.6%      | 60.8%       |
| Not at all  | 31.2%       | 38.7%          | 29.8%           | 28.3%          | 30.1%    | 25.7%      | 30.6%       |
| <b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b> |             |                |                 |                |          |            |             |
| <b>Lack of personal time</b>  |             |                |                 |                |          |            |             |
| Extensive   | 33.4%       | 30.7%          | 37.6%           | 34.8%          | 24.4%    | 24.5%      | 29.2%       |
| Somewhat  | 48.2%       | 48.1%          | 47.1%           | 48.0%          | 54.0%    | 48.9%      | 47.4%       |
| Not at all  | 18.4%       | 21.1%          | 15.3%           | 17.2%          | 21.6%    | 26.6%      | 23.4%       |
| <b>Job security</b>   |             |                |                 |                |          |            |             |
| Extensive   | 14.2%       | 6.0%           | 7.1%            | 18.9%          | 30.1%    | 32.2%      | 30.4%       |
| Somewhat  | 28.2%       | 15.6%          | 22.4%           | 38.3%          | 34.1%    | 35.4%      | 44.4%       |
| Not at all  | 57.7%       | 78.4%          | 70.4%           | 42.7%          | 35.8%    | 32.4%      | 25.1%       |
| <b>Self-imposed high expectations</b>   |             |                |                 |                |          |            |             |
| Extensive   | 39.2%       | 36.2%          | 36.9%           | 43.9%          | 40.2%    | 34.5%      | 36.4%       |
| Somewhat  | 50.1%       | 54.0%          | 51.1%           | 47.5%          | 44.0%    | 51.7%      | 21.0%       |
| Not at all  | 10.7%       | 9.8%           | 12.0%           | 8.6%           | 15.8%    | 13.8%      | 42.6%       |
| <b>Increased work responsibilities</b>  |             |                |                 |                |          |            |             |
| Extensive   | 33.9%       | 34.5%          | 38.3%           | 31.9%          | 26.9%    | 28.1%      | 8.6%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

|   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Women Faculty</b>  |             |                |                 |                |          |            |             |
| Somewhat  | 46.3%       | 45.1%          | 46.4%           | 46.2%          | 51.1%    | 44.8%      | 60.9%       |
| Not at all  | 19.9%       | 20.5%          | 15.3%           | 21.9%          | 22.0%    | 27.0%      | 30.5%       |
| <b>Institutional budget cuts</b>  |             |                |                 |                |          |            |             |
| Extensive   | 28.8%       | 32.7%          | 29.1%           | 25.9%          | 26.3%    | 31.7%      | 6.5%        |
| Somewhat  | 45.5%       | 40.9%          | 47.0%           | 48.5%          | 45.6%    | 38.7%      | 58.5%       |
| Not at all  | 25.7%       | 26.5%          | 23.9%           | 25.6%          | 28.1%    | 29.6%      | 35.0%       |
| <b>Have you been sexually harassed at this institution?</b>                                   |             |                |                 |                |          |            |             |
| Yes   | 12.0%       | 16.0%          | 17.3%           | 6.8%           | 5.3%     | 7.1%       | 4.7%        |
| No  | 88.0%       | 84.0%          | 82.7%           | 93.2%          | 94.7%    | 92.9%      | 95.3%       |
| <b>In the past year, have you:</b>  |             |                |                 |                |          |            |             |
| Considered leaving academe for another job  | 39.2%       | 30.2%          | 39.9%           | 41.3%          | 53.6%    | 46.1%      | 36.0%       |
| Considered leaving this institution for another   | 47.4%       | 42.6%          | 50.1%           | 50.0%          | 44.4%    | 40.8%      | 62.6%       |
| Engaged in public service/professional consulting without pay                                 | 45.0%       | 49.3%          | 47.6%           | 41.9%          | 39.6%    | 37.0%      | 48.8%       |
| Received at least one firm job offer elsewhere  | 13.7%       | 12.7%          | 10.3%           | 14.8%          | 18.9%    | 22.6%      | 24.5%       |
| <b>General activities:</b>  |             |                |                 |                |          |            |             |
| Are you a member of a faculty union?  | 22.4%       | 19.4%          | 24.1%           | 23.0%          | 31.8%    | 10.6%      | 51.4%       |
| Do you plan to retire within the next three years?  | 8.5%        | 15.9%          | 7.9%            | 2.8%           | 12.1%    | 9.9%       | 0.0%        |
| Have you ever interrupted your professional career for more than one year for family reasons? | 12.0%       | 7.7%           | 8.8%            | 12.7%          | 29.9%    | 22.7%      | 1.2%        |
| Have you ever been formally recognized for outstanding teaching at this institution?          | 28.3%       | 44.5%          | 33.1%           | 15.4%          | 18.1%    | 23.0%      | 24.5%       |
| <b>Citizenship status:</b>  |             |                |                 |                |          |            |             |
| U.S. citizen  | 92.4%       | 97.3%          | 92.7%           | 88.4%          | 93.8%    | 92.2%      | 100.0%      |
| Permanent resident (green card)   | 5.7%        | 2.6%           | 7.1%            | 7.3%           | 6.0%     | 2.0%       | 0.0%        |
| Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)                           | 1.9%        | 0.1%           | 0.2%            | 4.3%           | 0.2%     | 5.5%       | 0.0%        |
| None of the Above   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.4%       | 0.0%        |
| <b>How would you characterize your political views?</b>                                       |             |                |                 |                |          |            |             |
| Far left  | 13.7%       | 11.8%          | 15.1%           | 15.0%          | 12.7%    | 8.4%       | 10.9%       |
| Liberal   | 52.4%       | 56.9%          | 53.8%           | 48.9%          | 54.9%    | 43.2%      | 37.1%       |
| Middle of the road  | 26.6%       | 24.3%          | 24.1%           | 29.1%          | 26.7%    | 34.5%      | 26.0%       |
| Conservative  | 7.2%        | 7.0%           | 7.0%            | 6.8%           | 5.0%     | 13.3%      | 26.0%       |
| Far right   | 0.1%        | 0.0%           | 0.0%            | 0.2%           | 0.6%     | 0.5%       | 0.0%        |
| <b>If you were to begin your career again, would you:</b>                                     |             |                |                 |                |          |            |             |
| <b>Still want to come to this institution?</b>  |             |                |                 |                |          |            |             |
| Definitely yes  | 41.2%       | 37.9%          | 36.5%           | 45.1%          | 50.4%    | 44.8%      | 54.7%       |
| Probably yes  | 36.4%       | 42.9%          | 39.1%           | 31.8%          | 24.6%    | 36.8%      | 9.4%        |
| Not sure  | 12.6%       | 9.2%           | 12.8%           | 13.7%          | 16.8%    | 14.3%      | 36.0%       |
| Probably no   | 6.7%        | 7.1%           | 8.3%            | 5.8%           | 6.2%     | 1.9%       | 0.0%        |
| Definitely no   | 3.2%        | 2.9%           | 3.3%            | 3.6%           | 2.0%     | 2.3%       | 0.0%        |
| <b>Still want to be a college professor?</b>  |             |                |                 |                |          |            |             |
| Definitely yes  | 61.2%       | 69.5%          | 57.8%           | 60.6%          | 53.7%    | 54.6%      | 62.7%       |
| Probably yes  | 26.5%       | 22.0%          | 27.6%           | 29.0%          | 22.8%    | 30.1%      | 13.1%       |
| Not sure  | 8.4%        | 5.6%           | 10.7%           | 8.2%           | 8.2%     | 9.9%       | 24.2%       |
| Probably no   | 2.9%        | 2.5%           | 3.1%            | 1.6%           | 9.9%     | 3.8%       | 0.0%        |
| Definitely no   | 1.0%        | 0.5%           | 0.8%            | 0.6%           | 5.3%     | 1.6%       | 0.0%        |
| <b>Highest Degree Earned</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.4%        | 0.0%           | 0.1%            | 0.1%           | 1.9%     | 3.0%       | 4.7%        |
| Master's (M.A., M.S.)   | 9.8%        | 2.1%           | 5.1%            | 7.5%           | 31.0%    | 59.4%      | 31.6%       |
| Terminal master's (M.F.A., M.B.A.)  | 4.3%        | 2.7%           | 3.6%            | 4.4%           | 9.2%     | 8.3%       | 1.2%        |
| J.D.  | 0.4%        | 0.7%           | 0.2%            | 0.4%           | 1.0%     | 0.5%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%        | 0.0%           | 0.1%            | 0.2%           | 0.0%     | 0.1%       | 0.0%        |
| Ph.D.   | 77.7%       | 89.6%          | 83.8%           | 79.0%          | 46.3%    | 21.5%      | 57.9%       |
| Professional Doctorate (Ed.D., Psy.D., etc.)  | 6.3%        | 4.0%           | 6.3%            | 7.9%           | 9.8%     | 3.5%       | 4.7%        |
| Other degree  | 0.9%        | 0.9%           | 0.8%            | 0.7%           | 0.8%     | 3.8%       | 0.0%        |
| <b>Degree Currently Working On</b>  |             |                |                 |                |          |            |             |
| Bachelor's (B.A., B.S., etc.)   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.2%       | 0.0%        |
| Master's (M.A., M.S.)   | 0.7%        | 0.6%           | 0.7%            | 0.2%           | 1.6%     | 3.5%       | 0.0%        |
| Terminal master's (M.F.A., M.B.A.)  | 0.2%        | 0.1%           | 0.1%            | 0.1%           | 0.2%     | 0.8%       | 0.0%        |
| J.D.  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.2%       | 0.0%        |
| M.D., D.D.S., D.V.M., etc. (medical)  | 0.1%        | 0.0%           | 0.2%            | 0.1%           | 0.0%     | 0.3%       | 0.0%        |
| Ph.D.   | 2.7%        | 2.6%           | 1.9%            | 2.5%           | 3.3%     | 7.8%       | 4.7%        |
| Professional Doctorate (Ed.D., Psy.D., etc.)  | 1.5%        | 0.2%           | 0.4%            | 1.2%           | 8.6%     | 6.2%       | 0.0%        |
| Other degree  | 0.5%        | 0.4%           | 0.9%            | 0.4%           | 0.1%     | 0.6%       | 0.0%        |



2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| None  | 94.3%       | 96.2%          | 95.8%           | 95.5%          | 86.1%    | 80.2%      | 95.3%       |
| <b>Are you currently serving in an administrative position as:</b>            |             |                |                 |                |          |            |             |
| Department chair  | 7.5%        | 13.8%          | 11.8%           | 2.2%           | 1.9%     | 1.6%       | 0.9%        |
| Dean (associate or assistant)   | 2.0%        | 4.9%           | 2.1%            | 0.7%           | 0.6%     | 0.1%       | 0.0%        |
| President   | 0.1%        | 0.3%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Vice-president  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Provost   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Other   | 12.4%       | 16.3%          | 14.8%           | 8.2%           | 14.6%    | 8.2%       | 6.6%        |
| Not applicable  | 54.5%       | 45.1%          | 50.4%           | 62.4%          | 59.4%    | 57.5%      | 66.1%       |
| <b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b> |             |                |                 |                |          |            |             |
| American Indian or Alaska Native  | 1.9%        | 1.0%           | 1.2%            | 2.5%           | 5.7%     | 2.0%       | 0.0%        |
| East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)                        | 5.6%        | 4.3%           | 6.6%            | 6.5%           | 2.4%     | 3.9%       | 0.0%        |
| Filipina/o/x  | 0.5%        | 0.3%           | 0.2%            | 0.8%           | 0.8%     | 0.0%       | 0.0%        |
| Southeast Asian (e.g. Cambodian, Vietnamese, Hmong)                           | 0.4%        | 0.4%           | 0.4%            | 0.4%           | 0.8%     | 0.3%       | 0.0%        |
| South Asian (e.g. Indian, Pakistani, Nepalese, Sri Lankan)                    | 2.2%        | 2.3%           | 2.2%            | 2.6%           | 1.1%     | 1.7%       | 0.0%        |
| Other Asian   | 0.3%        | 0.1%           | 0.1%            | 0.4%           | 0.2%     | 1.4%       | 0.0%        |
| African American/Black  | 3.3%        | 2.7%           | 4.9%            | 2.7%           | 1.4%     | 3.3%       | 12.2%       |
| African   | 0.5%        | 0.5%           | 0.0%            | 1.0%           | 0.5%     | 0.1%       | 0.0%        |
| Caribbean   | 0.4%        | 0.3%           | 0.6%            | 0.5%           | 0.4%     | 0.0%       | 0.0%        |
| Other Black   | 0.0%        | 0.0%           | 0.1%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| Native Hawaiian or Other Pacific Islander                                     | 0.2%        | 0.2%           | 0.2%            | 0.1%           | 0.4%     | 0.1%       | 0.0%        |
| Mexican American/Chicana/o/x  | 1.4%        | 1.0%           | 1.0%            | 1.9%           | 1.2%     | 2.0%       | 0.0%        |
| Puerto Rican  | 0.4%        | 0.3%           | 0.3%            | 0.8%           | 0.0%     | 0.0%       | 0.0%        |
| Central American  | 0.2%        | 0.1%           | 0.1%            | 0.3%           | 0.7%     | 0.0%       | 0.0%        |
| South American  | 1.0%        | 1.1%           | 0.5%            | 1.6%           | 0.3%     | 0.7%       | 0.0%        |
| Other Hispanic or Latina/o/x  | 1.1%        | 1.4%           | 1.0%            | 0.8%           | 1.3%     | 1.9%       | 0.0%        |
| Middle Eastern  | 2.0%        | 1.8%           | 1.7%            | 2.8%           | 0.6%     | 1.6%       | 0.0%        |
| European  | 75.0%       | 79.4%          | 74.1%           | 71.8%          | 79.9%    | 73.7%      | 69.5%       |
| Other White   | 10.1%       | 6.6%           | 9.0%            | 12.6%          | 10.1%    | 15.4%      | 18.3%       |
| Other   | 2.1%        | 2.3%           | 2.8%            | 1.5%           | 2.8%     | 1.1%       | 0.0%        |
| <b>Race/Ethnicity Group (with multiple race category)</b>                     |             |                |                 |                |          |            |             |
| Native American/Alaska Native   | 0.4%        | 0.6%           | 0.1%            | 0.6%           | 0.0%     | 0.0%       | 0.0%        |
| Asian or Pacific Islander   | 7.8%        | 6.4%           | 8.9%            | 8.7%           | 4.8%     | 6.0%       | 0.0%        |
| Black or African American   | 3.1%        | 2.5%           | 4.2%            | 3.0%           | 1.6%     | 3.4%       | 12.2%       |
| Hispanic/Latina/o/x   | 2.1%        | 1.9%           | 1.4%            | 2.9%           | 1.7%     | 2.1%       | 0.0%        |
| White   | 80.1%       | 83.7%          | 79.1%           | 77.8%          | 80.4%    | 83.5%      | 87.8%       |
| Other   | 1.4%        | 1.5%           | 2.0%            | 0.8%           | 2.3%     | 1.1%       | 0.0%        |
| Two or more race/ethnicity  | 5.0%        | 3.5%           | 4.3%            | 6.2%           | 9.2%     | 3.8%       | 0.0%        |
| <b>Is English your primary language?</b>                                      |             |                |                 |                |          |            |             |
| Yes   | 87.3%       | 89.0%          | 85.0%           | 87.6%          | 87.7%    | 89.7%      | 100.0%      |
| No  | 12.7%       | 11.0%          | 15.0%           | 12.4%          | 12.3%    | 10.3%      | 0.0%        |
| <b>What is your sexual orientation?</b>                                       |             |                |                 |                |          |            |             |
| Heterosexual/straight   | 90.6%       | 92.0%          | 91.1%           | 89.1%          | 90.4%    | 90.9%      | 100.0%      |
| Gay   | 0.1%        | 0.1%           | 0.1%            | 0.0%           | 0.1%     | 0.0%       | 0.0%        |
| Lesbian   | 2.9%        | 3.4%           | 3.0%            | 2.4%           | 3.6%     | 2.5%       | 0.0%        |
| Bisexual  | 3.3%        | 1.7%           | 2.3%            | 5.4%           | 2.7%     | 3.2%       | 0.0%        |
| Queer   | 1.5%        | 0.7%           | 1.8%            | 1.8%           | 1.4%     | 0.6%       | 0.0%        |
| Pansexual   | 0.4%        | 0.0%           | 0.5%            | 0.4%           | 0.6%     | 1.6%       | 0.0%        |
| Asexual   | 0.6%        | 0.3%           | 0.8%            | 0.7%           | 0.7%     | 0.0%       | 0.0%        |
| Not listed above  | 0.7%        | 1.6%           | 0.4%            | 0.2%           | 0.5%     | 1.1%       | 0.0%        |
| <b>Do you identify as transgender?</b>  |             |                |                 |                |          |            |             |
| Yes   | 0.1%        | 0.0%           | 0.1%            | 0.1%           | 0.5%     | 0.5%       | 0.0%        |
| No  | 99.9%       | 100.0%         | 99.9%           | 99.9%          | 99.5%    | 99.5%      | 100.0%      |
| <b>How many children do you have under 18 years old:</b>                      |             |                |                 |                |          |            |             |
| 0   | 53.5%       | 58.4%          | 47.7%           | 54.3%          | 59.2%    | 53.9%      | 62.8%       |
| 1   | 21.3%       | 22.2%          | 22.7%           | 20.3%          | 18.3%    | 20.1%      | 24.5%       |
| 2   | 18.9%       | 14.1%          | 22.9%           | 19.0%          | 18.5%    | 16.5%      | 12.6%       |
| 3   | 5.2%        | 5.1%           | 5.1%            | 5.3%           | 3.2%     | 7.4%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty   | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|---|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| 4+  | 1.1%        | 0.2%           | 1.6%            | 1.1%           | 0.8%     | 2.0%       | 0.0%        |
| <b>How many children do you have over 18 years old:</b>                               |             |                |                 |                |          |            |             |
| 0   | 62.3%       | 45.9%          | 66.3%           | 75.2%          | 49.0%    | 54.6%      | 56.2%       |
| 1   | 12.0%       | 19.4%          | 11.9%           | 6.1%           | 15.3%    | 10.5%      | 9.8%        |
| 2   | 17.6%       | 25.9%          | 15.1%           | 11.1%          | 26.0%    | 21.5%      | 34.0%       |
| 3   | 5.4%        | 7.2%           | 4.5%            | 3.9%           | 8.0%     | 7.1%       | 0.0%        |
| 4+  | 2.7%        | 1.6%           | 2.1%            | 3.6%           | 1.6%     | 6.3%       | 0.0%        |
| <b>How satisfied are you with the availability of child care at this institution?</b> |             |                |                 |                |          |            |             |
| Very satisfied  | 3.7%        | 4.7%           | 3.6%            | 3.0%           | 3.4%     | 5.1%       | 0.0%        |
| Satisfied   | 8.8%        | 11.2%          | 7.0%            | 8.6%           | 11.9%    | 8.6%       | 0.0%        |
| Marginally satisfied  | 12.5%       | 13.1%          | 10.5%           | 14.9%          | 5.5%     | 13.7%      | 0.0%        |
| Not satisfied   | 37.2%       | 35.0%          | 41.8%           | 39.2%          | 19.8%    | 21.8%      | 8.8%        |
| Not applicable  | 37.9%       | 36.0%          | 37.1%           | 34.2%          | 59.4%    | 50.8%      | 91.2%       |
| <b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>            |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.1%        | 0.0%           | 0.1%            | 0.1%           | 0.2%     | 0.0%       | 0.0%        |
| \$10,000 - \$19,999   | 0.1%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 2.7%       | 0.0%        |
| \$20,000 - \$29,999   | 0.0%        | 0.1%           | 0.0%            | 0.0%           | 0.2%     | 0.0%       | 0.0%        |
| \$30,000 - \$39,999   | 0.7%        | 0.0%           | 0.4%            | 0.3%           | 2.5%     | 6.9%       | 13.1%       |
| \$40,000 - \$49,999   | 6.0%        | 0.3%           | 0.7%            | 4.8%           | 36.2%    | 39.5%      | 0.0%        |
| \$50,000 - \$59,999   | 11.1%       | 0.6%           | 5.0%            | 21.1%          | 18.6%    | 22.1%      | 39.3%       |
| \$60,000 - \$69,999   | 19.3%       | 8.6%           | 15.8%           | 30.2%          | 24.4%    | 12.7%      | 25.5%       |
| \$70,000 - \$79,999   | 17.7%       | 10.4%          | 28.1%           | 17.1%          | 10.0%    | 9.0%       | 0.0%        |
| \$80,000 - \$89,999   | 15.7%       | 13.5%          | 24.4%           | 13.1%          | 5.2%     | 5.8%       | 0.0%        |
| \$90,000 - \$99,999   | 8.6%        | 15.3%          | 10.4%           | 4.7%           | 0.4%     | 0.0%       | 0.0%        |
| \$100,000 - \$124,999   | 13.2%       | 31.0%          | 12.1%           | 4.5%           | 2.2%     | 1.3%       | 22.0%       |
| \$125,000 - \$149,999   | 4.7%        | 13.7%          | 1.8%            | 2.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$150,000 - \$199,999   | 2.1%        | 5.0%           | 1.2%            | 1.4%           | 0.0%     | 0.0%       | 0.0%        |
| \$200,000 - \$249,999   | 0.6%        | 1.5%           | 0.0%            | 0.7%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>           |             |                |                 |                |          |            |             |
| Less than \$10,000  | 0.1%        | 0.0%           | 0.3%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$10,000 - \$19,999   | 0.1%        | 0.3%           | 0.0%            | 0.0%           | 0.0%     | 0.9%       | 0.0%        |
| \$20,000 - \$29,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.2%     | 0.3%       | 0.0%        |
| \$30,000 - \$39,999   | 1.0%        | 0.2%           | 0.2%            | 0.2%           | 3.1%     | 7.6%       | 0.0%        |
| \$40,000 - \$49,999   | 5.3%        | 0.2%           | 0.5%            | 3.4%           | 14.9%    | 33.5%      | 0.0%        |
| \$50,000 - \$59,999   | 11.7%       | 0.9%           | 6.5%            | 18.7%          | 16.8%    | 21.1%      | 41.0%       |
| \$60,000 - \$69,999   | 14.2%       | 5.6%           | 17.2%           | 17.0%          | 15.6%    | 12.4%      | 59.0%       |
| \$70,000 - \$79,999   | 19.3%       | 9.5%           | 14.2%           | 32.5%          | 15.5%    | 11.4%      | 0.0%        |
| \$80,000 - \$89,999   | 12.9%       | 10.2%          | 19.7%           | 12.9%          | 9.5%     | 2.7%       | 0.0%        |
| \$90,000 - \$99,999   | 10.7%       | 10.0%          | 15.6%           | 6.2%           | 20.6%    | 4.7%       | 0.0%        |
| \$100,000 - \$124,999   | 14.4%       | 29.4%          | 17.9%           | 7.2%           | 3.9%     | 5.3%       | 0.0%        |
| \$125,000 - \$149,999   | 5.4%        | 16.3%          | 6.7%            | 0.2%           | 0.0%     | 0.0%       | 0.0%        |
| \$150,000 - \$199,999   | 2.6%        | 9.6%           | 1.2%            | 0.6%           | 0.0%     | 0.0%       | 0.0%        |
| \$200,000 - \$249,999   | 2.1%        | 7.7%           | 0.0%            | 1.1%           | 0.0%     | 0.0%       | 0.0%        |
| \$250,000 - \$499,999   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| \$500,000 or higher   | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Please enter the four-digit year that each of the following occurred.</b>          |             |                |                 |                |          |            |             |
| <b>Year of birth</b>  |             |                |                 |                |          |            |             |
| 1993 or later   | 0.4%        | 0.1%           | 0.0%            | 0.6%           | 0.7%     | 1.4%       | 7.3%        |
| 1984 - 1992   | 12.0%       | 0.4%           | 2.3%            | 26.4%          | 14.4%    | 19.3%      | 21.9%       |
| 1979 - 1983   | 17.9%       | 1.3%           | 18.5%           | 29.9%          | 16.9%    | 12.8%      | 14.6%       |
| 1974 - 1978   | 15.4%       | 9.9%           | 22.8%           | 14.6%          | 9.8%     | 12.5%      | 19.7%       |
| 1969 - 1973   | 14.1%       | 17.0%          | 17.8%           | 9.3%           | 13.7%    | 13.1%      | 14.6%       |
| 1964 - 1968   | 15.1%       | 24.5%          | 14.3%           | 7.4%           | 25.0%    | 15.4%      | 16.4%       |
| 1959 - 1963   | 11.1%       | 17.7%          | 12.7%           | 5.5%           | 10.2%    | 10.2%      | 5.5%        |
| 1954 - 1958   | 7.8%        | 13.8%          | 7.1%            | 4.3%           | 6.7%     | 9.4%       | 0.0%        |
| 1949 - 1953   | 4.4%        | 10.7%          | 3.7%            | 1.1%           | 2.0%     | 4.2%       | 0.0%        |
| 1944 - 1948   | 1.5%        | 3.7%           | 0.7%            | 0.9%           | 0.6%     | 1.6%       | 0.0%        |
| 1920 - 1943   | 0.3%        | 0.9%           | 0.2%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

| All Women Faculty  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| Earlier than 1920  | 0.0%        | 0.0%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| <b>Year of first academic appointment</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 1.4%        | 5.1%           | 0.6%            | 0.1%           | 0.3%     | 0.3%       | 0.0%        |
| 1977 - 1981  | 1.8%        | 4.7%           | 1.7%            | 0.6%           | 0.2%     | 0.9%       | 0.0%        |
| 1982 - 1986  | 3.5%        | 9.7%           | 2.8%            | 0.6%           | 2.6%     | 1.0%       | 4.6%        |
| 1987 - 1991  | 6.1%        | 14.6%          | 6.1%            | 1.0%           | 5.7%     | 3.8%       | 12.7%       |
| 1992 - 1996  | 11.0%       | 24.6%          | 12.7%           | 2.5%           | 7.3%     | 6.2%       | 0.0%        |
| 1997 - 2001  | 13.4%       | 24.9%          | 16.2%           | 4.0%           | 16.0%    | 9.3%       | 4.6%        |
| 2002 - 2006  | 16.8%       | 13.8%          | 30.1%           | 9.7%           | 15.1%    | 10.2%      | 15.5%       |
| 2007 - 2011  | 20.0%       | 1.4%           | 27.1%           | 25.1%          | 25.3%    | 21.6%      | 20.1%       |
| 2012 or later  | 25.9%       | 1.1%           | 2.7%            | 56.5%          | 27.6%    | 46.7%      | 42.5%       |
| <b>Year of appointment at present institution</b>  |             |                |                 |                |          |            |             |
| 1976 or earlier  | 0.6%        | 2.4%           | 0.1%            | 0.1%           | 0.1%     | 0.0%       | 0.0%        |
| 1977 - 1981  | 1.0%        | 2.6%           | 0.4%            | 0.5%           | 0.1%     | 1.0%       | 0.0%        |
| 1982 - 1986  | 2.2%        | 6.6%           | 1.7%            | 0.1%           | 1.1%     | 0.5%       | 5.2%        |
| 1987 - 1991  | 4.3%        | 11.0%          | 4.2%            | 0.8%           | 2.6%     | 1.8%       | 10.3%       |
| 1992 - 1996  | 7.8%        | 19.1%          | 8.3%            | 1.1%           | 6.5%     | 3.9%       | 0.0%        |
| 1997 - 2001  | 12.0%       | 26.0%          | 13.5%           | 2.2%           | 13.3%    | 8.3%       | 3.9%        |
| 2002 - 2006  | 16.5%       | 22.2%          | 28.0%           | 4.4%           | 18.9%    | 10.5%      | 5.2%        |
| 2007 - 2011  | 20.5%       | 4.9%           | 34.9%           | 18.6%          | 22.0%    | 21.8%      | 17.4%       |
| 2012 or later  | 35.1%       | 5.2%           | 8.8%            | 72.2%          | 35.3%    | 52.2%      | 58.0%       |
| <b>If tenured, year tenure was awarded</b>   |             |                |                 |                |          |            |             |
| 1976 or earlier  | 0.1%        | 0.2%           | 0.0%            | 0.3%           | 0.0%     | 0.0%       | 0.0%        |
| 1977 - 1981  | 0.6%        | 1.2%           | 0.0%            | 0.0%           | 0.0%     | 0.0%       | 0.0%        |
| 1982 - 1986  | 1.4%        | 2.9%           | 0.2%            | 0.3%           | 0.0%     | 0.0%       | 0.0%        |
| 1987 - 1991  | 3.2%        | 5.6%           | 1.2%            | 2.5%           | 0.0%     | 17.3%      | 0.0%        |
| 1992 - 1996  | 6.0%        | 9.6%           | 3.0%            | 0.9%           | 0.0%     | 63.0%      | 0.0%        |
| 1997 - 2001  | 11.8%       | 17.7%          | 6.7%            | 9.3%           | 5.9%     | 0.0%       | 0.0%        |
| 2002 - 2006  | 19.6%       | 28.3%          | 12.5%           | 5.9%           | 19.7%    | 12.7%      | 0.0%        |
| 2007 - 2011  | 25.6%       | 27.2%          | 24.9%           | 11.5%          | 62.7%    | 7.0%       | 0.0%        |
| 2012 or later  | 31.6%       | 7.2%           | 51.6%           | 69.3%          | 11.7%    | 0.0%       | 0.0%        |
| <b>Aggregated Major</b>  |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.5%        | 0.0%           | 1.0%            | 0.4%           | 0.2%     | 0.7%       | 0.0%        |
| Biological Sciences (General Area 5)   | 6.8%        | 5.8%           | 6.0%            | 8.8%           | 5.9%     | 4.3%       | 17.5%       |
| Business (General Area 6)  | 5.0%        | 4.9%           | 5.0%            | 5.5%           | 4.4%     | 4.4%       | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 11.3%       | 9.2%           | 10.5%           | 10.6%          | 15.8%    | 23.0%      | 13.0%       |
| Engineering (General Area 11)  | 2.5%        | 2.8%           | 2.7%            | 2.2%           | 1.7%     | 2.4%       | 0.0%        |
| English (General Area 12)  | 7.2%        | 9.4%           | 7.4%            | 5.3%           | 10.1%    | 5.1%       | 0.0%        |
| Health-related (General Area 15)   | 9.2%        | 2.8%           | 8.4%            | 13.6%          | 10.0%    | 12.2%      | 26.0%       |
| History or Political Science (Specific Discipline 3007,3009)   | 5.4%        | 7.3%           | 7.1%            | 4.3%           | 0.7%     | 0.9%       | 0.0%        |
| Humanities (General Area 14,24)  | 8.3%        | 12.0%          | 7.8%            | 5.8%           | 9.2%     | 8.8%       | 0.0%        |
| Fine Arts (General Area 2,4,22)  | 7.0%        | 7.1%           | 7.1%            | 7.1%           | 7.2%     | 5.7%       | 1.6%        |
| Mathematics or Statistics (General Area 18)  | 3.0%        | 3.4%           | 3.7%            | 2.1%           | 3.8%     | 2.6%       | 0.0%        |
| Physical Sciences (General Area 25)  | 4.1%        | 5.2%           | 3.7%            | 3.8%           | 3.5%     | 3.8%       | 0.0%        |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 15.7%       | 16.9%          | 16.6%           | 15.9%          | 14.5%    | 6.2%       | 23.9%       |
| Other Technical (General Area 8,19,28)   | 2.0%        | 1.8%           | 1.8%            | 2.6%           | 0.6%     | 2.5%       | 0.0%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 11.9%       | 11.4%          | 11.2%           | 11.9%          | 12.3%    | 17.5%      | 17.9%       |
| <b>Aggregated Department</b>   |             |                |                 |                |          |            |             |
| Agriculture or Forestry (General Area 1)   | 0.4%        | 0.2%           | 0.6%            | 0.4%           | 0.1%     | 0.2%       | 0.0%        |
| Biological Sciences (General Area 5)   | 6.4%        | 4.4%           | 6.3%            | 8.3%           | 5.6%     | 3.9%       | 17.5%       |
| Business (General Area 6)  | 5.8%        | 5.3%           | 5.6%            | 5.8%           | 7.1%     | 7.9%       | 0.0%        |
| Education (General Area 10 and Specific Discipline 2102)   | 6.6%        | 4.9%           | 6.6%            | 7.3%           | 4.3%     | 13.0%      | 6.5%        |
| Engineering (General Area 11)  | 2.2%        | 3.1%           | 2.0%            | 2.1%           | 1.7%     | 1.3%       | 0.0%        |
| English (General Area 12)  | 7.9%        | 10.6%          | 8.0%            | 6.0%           | 8.7%     | 6.4%       | 0.0%        |
| Health-related (General Area 15)   | 11.6%       | 3.8%           | 10.0%           | 15.9%          | 22.3%    | 14.6%      | 39.0%       |
| History or Political Science (Specific Discipline 3007,3009)   | 4.3%        | 6.4%           | 5.1%            | 3.6%           | 0.7%     | 0.7%       | 0.0%        |
| Humanities (General Area 14,24)  | 7.6%        | 10.6%          | 7.4%            | 5.1%           | 8.9%     | 9.5%       | 0.0%        |
| Fine Arts (General Area 2,4,22)  | 8.1%        | 8.4%           | 8.0%            | 8.6%           | 6.0%     | 8.0%       | 1.6%        |
| Mathematics or Statistics (General Area 18)  | 3.4%        | 4.3%           | 3.8%            | 2.2%           | 3.6%     | 4.0%       | 0.0%        |
| Physical Sciences (General Area 25)  | 4.2%        | 6.1%           | 3.6%            | 3.5%           | 3.4%     | 4.0%       | 0.0%        |

2019-2020 HERI Faculty Survey  
Weighted National Norms - Women

|  | All Faculty | Full Professor | Assoc Professor | Asst Professor | Lecturer | Instructor | No Response |
|--|-------------|----------------|-----------------|----------------|----------|------------|-------------|
| <b>All Women Faculty</b>   |             |                |                 |                |          |            |             |
| Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012) | 14.6%       | 14.9%          | 15.3%           | 16.4%          | 7.5%     | 6.5%       | 17.4%       |
| Other Technical (General Area 8,19,28)   | 1.9%        | 1.8%           | 1.9%            | 2.1%           | 0.9%     | 2.3%       | 6.5%        |
| Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)                 | 15.0%       | 15.3%          | 15.7%           | 12.8%          | 19.3%    | 17.8%      | 11.4%       |
| <b>CIRP Construct: Civic Minded Values</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 5821.0%     | 5726.0%        | 5846.0%         | 5848.0%        | 5915.0%  | 5825.0%    | 5913.0%     |
| High Construct Group Score   | 64.9%       | 60.3%          | 65.9%           | 65.5%          | 73.0%    | 66.7%      | 56.0%       |
| Average Construct Score Group  | 31.3%       | 35.4%          | 29.9%           | 31.0%          | 25.0%    | 29.4%      | 39.8%       |
| Low Construct Score Group  | 3.8%        | 4.3%           | 4.2%            | 3.5%           | 2.0%     | 3.9%       | 4.2%        |
| <b>CIRP Construct: Civic Minded Practices</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 4988.0%     | 4937.0%        | 5035.0%         | 5020.0%        | 4892.0%  | 4890.0%    | 5122.0%     |
| High Construct Group Score   | 32.2%       | 31.1%          | 35.0%           | 32.9%          | 24.1%    | 27.7%      | 39.0%       |
| Average Construct Score Group  | 36.5%       | 35.0%          | 33.7%           | 38.7%          | 42.0%    | 37.6%      | 30.8%       |
| Low Construct Score Group  | 31.3%       | 33.9%          | 31.3%           | 28.4%          | 33.9%    | 34.7%      | 30.2%       |
| <b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 4547.0%     | 4503.0%        | 4406.0%         | 4611.0%        | 4745.0%  | 4821.0%    | 5313.0%     |
| High Construct Group Score   | 15.5%       | 12.3%          | 12.9%           | 17.3%          | 20.6%    | 24.3%      | 42.1%       |
| Average Construct Score Group  | 39.9%       | 41.8%          | 35.9%           | 41.2%          | 41.9%    | 42.4%      | 47.6%       |
| Low Construct Score Group  | 44.6%       | 45.8%          | 51.3%           | 41.4%          | 37.5%    | 33.3%      | 10.3%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>                                   |             |                |                 |                |          |            |             |
| Mean Score   | 5040.0%     | 4910.0%        | 4980.0%         | 5163.0%        | 5063.0%  | 5148.0%    | 4894.0%     |
| High Construct Group Score   | 33.0%       | 27.6%          | 32.0%           | 37.4%          | 32.1%    | 36.8%      | 22.0%       |
| Average Construct Score Group  | 41.2%       | 42.9%          | 41.0%           | 39.0%          | 44.7%    | 43.8%      | 36.6%       |
| Low Construct Score Group  | 25.8%       | 29.5%          | 27.0%           | 23.6%          | 23.2%    | 19.4%      | 41.5%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 5132.0%     | 5158.0%        | 5078.0%         | 5154.0%        | 5194.0%  | 5100.0%    | 4901.0%     |
| High Construct Group Score   | 36.9%       | 38.4%          | 36.6%           | 36.9%          | 36.0%    | 33.4%      | 29.1%       |
| Average Construct Score Group  | 35.2%       | 35.5%          | 32.8%           | 35.7%          | 37.8%    | 40.8%      | 25.0%       |
| Low Construct Score Group  | 27.9%       | 26.1%          | 30.5%           | 27.4%          | 26.3%    | 25.8%      | 45.9%       |
| <b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>                             |             |                |                 |                |          |            |             |
| Mean Score   | 4602.0%     | 4654.0%        | 4624.0%         | 4515.0%        | 4687.0%  | 4684.0%    | 4748.0%     |
| High Construct Group Score   | 12.1%       | 13.3%          | 11.2%           | 11.1%          | 14.1%    | 14.8%      | 26.4%       |
| Average Construct Score Group  | 42.4%       | 42.6%          | 44.3%           | 40.3%          | 43.2%    | 43.3%      | 30.4%       |
| Low Construct Score Group  | 45.6%       | 44.1%          | 44.6%           | 48.6%          | 42.7%    | 41.8%      | 43.2%       |
| <b>CIRP Construct: Mentor Self-Efficacy</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 5019.0%     | 5038.0%        | 5145.0%         | 4924.0%        | 4917.0%  | 4970.0%    | 5766.0%     |
| High Construct Group Score   | 27.8%       | 27.4%          | 35.1%           | 22.4%          | 24.9%    | 25.4%      | 86.4%       |
| Average Construct Score Group  | 46.4%       | 47.7%          | 43.6%           | 47.8%          | 45.4%    | 49.7%      | 10.0%       |
| Low Construct Score Group  | 25.9%       | 24.9%          | 21.3%           | 29.8%          | 29.7%    | 24.8%      | 3.6%        |
| <b>CIRP Construct: Student-Centered Pedagogy</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 5288.0%     | 5171.0%        | 5271.0%         | 5337.0%        | 5422.0%  | 5396.0%    | 5187.0%     |
| High Construct Group Score   | 39.4%       | 33.8%          | 38.2%           | 42.3%          | 45.4%    | 45.1%      | 31.8%       |
| Average Construct Score Group  | 45.1%       | 46.7%          | 45.3%           | 45.1%          | 43.1%    | 39.6%      | 59.9%       |
| Low Construct Score Group  | 15.5%       | 19.6%          | 16.6%           | 12.6%          | 11.5%    | 15.3%      | 8.3%        |
| <b>CIRP Construct: Scholarly Productivity</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 5276.0%     | 5766.0%        | 5413.0%         | 5175.0%        | 4450.0%  | 4217.0%    | 4473.0%     |
| High Construct Group Score   | 46.7%       | 67.0%          | 52.3%           | 42.2%          | 10.9%    | 6.1%       | 6.8%        |
| Average Construct Score Group  | 34.4%       | 25.0%          | 35.9%           | 40.3%          | 35.2%    | 28.7%      | 43.2%       |
| Low Construct Score Group  | 18.9%       | 8.0%           | 11.7%           | 17.5%          | 53.8%    | 65.3%      | 50.0%       |
| <b>CIRP Construct: Sense of a Respectful Work Environment</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 4967.0%     | 5017.0%        | 4923.0%         | 5027.0%        | 4709.0%  | 4936.0%    | 3851.0%     |
| High Construct Group Score   | 33.1%       | 36.0%          | 31.4%           | 35.7%          | 18.8%    | 30.9%      | 2.3%        |
| Average Construct Score Group  | 31.0%       | 30.2%          | 30.3%           | 30.8%          | 37.1%    | 32.5%      | 22.7%       |
| Low Construct Score Group  | 35.9%       | 33.8%          | 38.3%           | 33.6%          | 44.1%    | 36.6%      | 75.0%       |
| <b>CIRP Construct: Satisfaction with Compensation</b>  |             |                |                 |                |          |            |             |
| Mean Score   | 5021.0%     | 5157.0%        | 4939.0%         | 5052.0%        | 4844.0%  | 4870.0%    | 4987.0%     |
| High Construct Group Score   | 23.8%       | 29.5%          | 21.0%           | 24.6%          | 16.2%    | 16.5%      | 14.0%       |
| Average Construct Score Group  | 50.6%       | 48.2%          | 50.6%           | 52.3%          | 48.9%    | 53.5%      | 48.6%       |
| Low Construct Score Group  | 25.6%       | 22.3%          | 28.3%           | 23.1%          | 35.0%    | 30.0%      | 37.4%       |
| <b>CIRP Construct: Satisfaction with Professional Work Environment</b>   |             |                |                 |                |          |            |             |
| Mean Score   | 4835.0%     | 4881.0%        | 4738.0%         | 4871.0%        | 4820.0%  | 4938.0%    | 4900.0%     |
| High Construct Group Score   | 23.1%       | 26.0%          | 19.9%           | 23.6%          | 20.1%    | 28.1%      | 22.0%       |
| Average Construct Score Group  | 44.1%       | 43.3%          | 44.1%           | 44.8%          | 43.7%    | 44.3%      | 37.4%       |
| Low Construct Score Group  | 32.8%       | 30.8%          | 36.1%           | 31.6%          | 36.3%    | 27.6%      | 40.6%       |

**2019-2020 HERI Faculty Survey  
Weighted National Norms - Women**

| <b>All Women Faculty</b>   | <b>All Faculty</b> | <b>Full Professor</b> | <b>Assoc Professor</b> | <b>Asst Professor</b> | <b>Lecturer</b> | <b>Instructor</b> | <b>No Response</b> |
|--|--------------------|-----------------------|------------------------|-----------------------|-----------------|-------------------|--------------------|
| <b>CIRP Construct: Science Identity</b>                              |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 4946.0%            | 5044.0%               | 4916.0%                | 5039.0%               | 4644.0%         | 4498.0%           | .                  |
| High Construct Group Score   | 29.5%              | 29.3%                 | 38.0%                  | 30.8%                 | 6.2%            | 19.2%             | 0.0%               |
| Average Construct Score Group  | 33.5%              | 40.8%                 | 20.9%                  | 36.8%                 | 44.9%           | 22.1%             | 0.0%               |
| Low Construct Score Group  | 37.0%              | 29.8%                 | 41.1%                  | 32.3%                 | 48.9%           | 58.7%             | 0.0%               |
| <b>CIRP Construct: Science Self-Efficacy</b>                         |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 5043.0%            | 5264.0%               | 5101.0%                | 5008.0%               | 4669.0%         | 4886.0%           | .                  |
| High Construct Group Score   | 27.8%              | 45.3%                 | 26.5%                  | 26.9%                 | 11.7%           | 7.7%              | 0.0%               |
| Average Construct Score Group  | 49.7%              | 36.6%                 | 51.6%                  | 47.6%                 | 67.9%           | 80.2%             | 0.0%               |
| Low Construct Score Group  | 22.4%              | 18.1%                 | 21.9%                  | 25.5%                 | 20.4%           | 12.1%             | 0.0%               |
| <b>CIRP Construct: Career-Related Stress</b>                         |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 5242.0%            | 5198.0%               | 5355.0%                | 5304.0%               | 4941.0%         | 4810.0%           | 4908.0%            |
| High Construct Group Score   | 34.5%              | 33.0%                 | 39.1%                  | 37.6%                 | 19.8%           | 15.7%             | 12.6%              |
| Average Construct Score Group  | 50.2%              | 48.2%                 | 50.1%                  | 50.5%                 | 56.1%           | 50.3%             | 64.0%              |
| Low Construct Score Group  | 15.3%              | 18.8%                 | 10.8%                  | 11.8%                 | 24.1%           | 34.0%             | 23.4%              |
| <b>CIRP Construct: Focus on Undergraduates' Personal Development</b> |                    |                       |                        |                       |                 |                   |                    |
| Mean Score   | 5506.0%            | 5392.0%               | 5535.0%                | 5527.0%               | 5592.0%         | 5614.0%           | 5494.0%            |
| High Construct Group Score   | 46.5%              | 39.8%                 | 47.0%                  | 48.5%                 | 50.5%           | 55.7%             | 47.6%              |
| Average Construct Score Group  | 47.0%              | 52.2%                 | 47.4%                  | 44.5%                 | 46.0%           | 38.4%             | 52.4%              |
| Low Construct Score Group  | 6.5%               | 8.1%                  | 5.5%                   | 7.0%                  | 3.5%            | 5.9%              | 0.0%               |