

**2022-2023 HERI Faculty Survey  
 Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>All Full-Time Undergraduate Faculty Respondents</b>	9,684	920	3,038	1,908	1,170	800	1,848
<b>What is your current gender identity?</b>							
Man	49.4%	41.5%	55.9%	45.8%	49.8%	43.0%	48.5%
Woman	48.3%	55.5%	42.2%	52.0%	46.5%	54.1%	49.4%
Non-binary	0.9%	0.8%	0.8%	0.7%	1.5%	1.3%	0.7%
Genderqueer/Gender non-conforming	0.9%	1.3%	0.5%	1.0%	1.2%	1.0%	0.9%
Not listed above	0.6%	0.9%	0.5%	0.5%	1.0%	0.6%	0.4%
Total (n)	9,591	913	3,014	1,886	1,154	788	1,836
<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%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	9,645	916	3,036	1,891	1,161	799	1,842
<b>What is your present academic rank?</b>							
Professor	30.8%	28.2%	29.6%	33.2%	27.6%	31.2%	33.4%
Associate Professor	28.0%	27.7%	31.0%	23.2%	27.4%	29.5%	27.6%
Assistant Professor	28.7%	27.4%	29.1%	25.8%	31.4%	29.5%	29.6%
Lecturer	6.6%	10.0%	5.4%	10.8%	6.9%	5.3%	3.0%
Instructor	5.8%	6.7%	4.7%	6.6%	6.7%	4.5%	6.2%
Graduate Student/Teaching Assistant	0.1%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Total(n)	9,664	920	3,035	1,902	1,166	799	1,842
<b>What is your tenure status at this institution?</b>							
Tenured	51.2%	41.3%	48.4%	57.9%	48.5%	57.9%	52.4%
On tenure track, but not tenured	20.3%	16.8%	22.0%	20.0%	18.7%	19.8%	21.0%
Not on tenure track, but institution has tenure system	25.7%	40.1%	26.9%	21.9%	25.8%	22.3%	22.0%
Institution has no tenure system	2.8%	1.7%	2.7%	0.3%	7.1%	0.0%	4.6%
Total(n)	9,661	920	3,035	1,894	1,168	799	1,845
<b>Are you retired from this institution?</b>							
Yes	0.4%	0.4%	0.3%	0.5%	0.7%	0.3%	0.5%
No	99.6%	99.6%	99.7%	99.5%	99.3%	99.7%	99.5%
Total(n)	9,648	919	3,030	1,891	1,167	797	1,844
<b>What is your principal activity in your current position at this institution?</b>							
Administration	5.7%	6.8%	7.0%	5.5%	5.9%	1.5%	5.0%
Teaching	86.6%	85.1%	75.9%	90.7%	90.7%	97.5%	93.3%
Research	6.3%	7.1%	15.6%	2.0%	2.2%	0.6%	0.1%
Services to clients and patients	0.4%	0.0%	0.8%	0.5%	0.2%	0.0%	0.2%
Other	1.0%	1.0%	0.8%	1.4%	1.0%	0.4%	1.4%
Total(n)	9,598	913	3,018	1,884	1,156	796	1,831
<b>Personally, how important to you is:</b>							
<b>Research</b>							
Essential	38.6%	37.9%	48.5%	34.7%	43.0%	32.1%	26.6%
Very Important	31.4%	32.9%	26.2%	34.4%	30.1%	34.4%	35.6%
Somewhat Important	24.2%	22.5%	19.9%	24.9%	22.2%	27.4%	31.5%
Not Important	5.8%	6.8%	5.4%	6.1%	4.7%	6.1%	6.3%
Total(n)	9,577	913	3,005	1,880	1,158	791	1,830
Mean	3.03	3.02	3.18	2.98	3.11	2.93	2.82
Standard deviation	0.93	0.94	0.93	0.92	0.91	0.91	0.90
<b>Teaching</b>							
Essential	81.6%	79.3%	79.5%	81.5%	81.6%	85.7%	84.5%
Very Important	16.5%	17.6%	18.2%	16.7%	16.7%	13.6%	14.4%
Somewhat Important	1.7%	3.1%	2.1%	1.6%	1.6%	0.6%	1.1%
Not Important	0.1%	0.0%	0.2%	0.2%	0.2%	0.1%	0.0%
Total(n)	9,620	914	3,027	1,888	1,159	795	1,837
Mean	3.80	3.76	3.77	3.79	3.80	3.85	3.83
Standard deviation	0.45	0.49	0.48	0.46	0.45	0.39	0.40
<b>Service</b>							
Essential	23.2%	25.5%	27.1%	20.1%	20.0%	25.3%	20.0%
Very Important	46.7%	44.4%	47.7%	45.2%	44.7%	46.3%	49.1%
Somewhat Important	27.7%	27.6%	23.5%	32.0%	31.8%	25.3%	29.0%
Not Important	2.3%	2.5%	1.7%	2.7%	3.5%	3.0%	1.9%
Total(n)	9,579	914	3,006	1,879	1,158	789	1,833
Mean	2.91	2.93	3.00	2.83	2.81	2.94	2.87
Standard deviation	0.77	0.79	0.76	0.77	0.79	0.79	0.74
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>							
0	5.2%	3.0%	7.4%	4.6%	6.4%	3.0%	3.4%
1	9.4%	9.0%	14.6%	6.6%	10.9%	2.8%	6.0%
2	24.4%	19.7%	32.0%	15.0%	35.1%	18.6%	19.7%
3	30.5%	28.9%	24.7%	32.7%	29.4%	38.3%	36.1%
4	19.5%	26.3%	14.4%	24.2%	11.5%	26.0%	22.0%
5 or more	10.9%	13.0%	6.9%	16.9%	6.8%	11.4%	12.9%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Total(n)	9,669	920	3,034	1,903	1,168	797	1,847
<b>How many of the courses that you are teaching this term are:</b>							
<b>General education courses</b>							
0	57.2%	62.1%	65.6%	55.0%	59.1%	51.0%	46.3%
1-2	34.0%	28.2%	27.6%	34.5%	34.5%	36.7%	44.6%
3-4	7.7%	8.3%	6.1%	9.1%	5.0%	11.6%	8.3%
5+	1.0%	1.5%	0.7%	1.4%	1.4%	0.7%	0.8%
Total(n)	8,242	820	2,439	1,692	940	700	1,651
<b>Courses required for an undergraduate major</b>							
0	10.5%	11.7%	13.8%	8.8%	12.3%	6.0%	7.5%
1-2	56.8%	51.8%	60.8%	50.8%	62.8%	55.6%	56.0%
3-4	28.1%	31.5%	22.0%	33.4%	22.1%	34.3%	31.3%
5+	4.6%	5.0%	3.4%	7.0%	2.7%	4.0%	5.2%
Total(n)	8,716	863	2,646	1,735	1,022	728	1,722
<b>Other undergraduate credit courses</b>							
0	55.9%	57.9%	56.4%	59.5%	47.1%	59.8%	54.3%
1-2	38.2%	36.1%	38.2%	33.2%	48.5%	34.1%	39.8%
3-4	5.0%	4.2%	4.8%	5.7%	3.7%	5.8%	5.4%
5+	0.9%	1.7%	0.7%	1.6%	0.7%	0.3%	0.6%
Total(n)	7,205	711	2,154	1,471	887	584	1,398
<b>Developmental/remedial courses (not for credit)</b>							
0	97.0%	96.7%	97.2%	97.0%	97.4%	96.9%	97.0%
1-2	2.6%	3.0%	2.6%	2.5%	2.1%	3.1%	2.5%
3-4	0.2%	0.0%	0.2%	0.3%	0.4%	0.0%	0.4%
5+	0.1%	0.3%	0.0%	0.2%	0.1%	0.0%	0.1%
Total(n)	6,802	695	2,002	1,421	795	540	1,349
<b>Graduate courses</b>							
0	75.6%	64.3%	69.7%	72.5%	84.5%	76.7%	88.9%
1-2	22.0%	32.5%	28.2%	24.7%	13.6%	19.8%	9.5%
3-4	2.2%	2.8%	2.1%	2.6%	1.7%	3.0%	1.4%
5+	0.2%	0.4%	0.0%	0.1%	0.2%	0.5%	0.2%
Total(n)	7,301	760	2,202	1,526	843	570	1,400
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>							
0	64.9%	58.9%	64.1%	64.5%	65.0%	70.8%	66.7%
1-2	20.0%	21.6%	23.6%	17.1%	22.3%	14.4%	17.3%
3-4	12.6%	16.0%	10.3%	14.9%	10.6%	13.6%	13.2%
5+	2.6%	3.5%	2.0%	3.5%	2.1%	1.2%	2.8%
Total(n)	9,085	884	2,783	1,791	1,086	770	1,771
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>							
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%
Developmental/remedial 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%
Total(n)	514	28	228	92	76	26	64
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>							
Yes	96.6%	94.7%	95.6%	97.5%	97.0%	98.0%	97.6%
No	3.4%	5.3%	4.4%	2.5%	3.0%	2.0%	2.4%
Total(n)	9,642	917	3,032	1,890	1,164	795	1,844
<b>In the past year, have you worked with or taught graduate students at this institution?</b>							
Yes	36.6%	51.4%	49.2%	44.0%	23.0%	26.9%	13.9%
No	63.4%	48.6%	50.8%	56.0%	77.0%	73.1%	86.1%
Total(n)	9,592	914	3,003	1,881	1,163	792	1,839
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>							
<b>In the past year, to what extent have you:</b>							
<b>Met with graduate students to discuss their research interests</b>							
To a Very Large Extent	23.9%	26.8%	27.3%	24.5%	22.4%	12.7%	7.8%
To a Large Extent	19.8%	20.8%	21.1%	19.9%	20.5%	17.8%	10.9%
To Some Extent	26.8%	27.2%	25.1%	29.3%	23.5%	29.6%	28.5%
To a Small Extent	16.6%	15.2%	15.2%	15.2%	20.5%	20.7%	23.8%
Not at All	13.0%	10.1%	11.3%	11.0%	13.1%	19.2%	28.9%
Total(n)	3,498	467	1,466	828	268	213	256
<b>Mentored graduate students</b>							
To a Very Large Extent	30.9%	37.6%	32.9%	30.3%	31.3%	21.5%	16.9%
To a Large Extent	23.0%	21.8%	24.4%	23.5%	20.0%	21.5%	20.1%
To Some Extent	25.0%	23.3%	24.3%	26.0%	23.8%	25.7%	29.1%
To a Small Extent	13.1%	12.2%	11.6%	12.8%	15.1%	18.2%	18.5%
Not at All	8.0%	5.1%	6.8%	7.5%	9.8%	13.1%	15.4%
Total(n)	3,491	468	1,467	823	265	214	254
<b>Helped graduate students access professional networks</b>							
To a Very Large Extent	15.9%	16.9%	15.8%	17.1%	18.0%	13.3%	9.9%

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Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	19.5%	21.9%	19.9%	19.4%	18.4%	20.0%	13.1%
To Some Extent	31.0%	30.3%	33.5%	30.7%	29.3%	21.4%	28.6%
To a Small Extent	17.8%	18.4%	16.4%	18.0%	17.3%	20.5%	23.0%
Not at All	15.9%	12.6%	14.3%	14.9%	16.9%	24.8%	25.4%
Total(n)	3,470	462	1,459	821	266	210	252
<b>Presented with graduate students at conferences</b>							
To a Very Large Extent	8.4%	9.9%	10.6%	6.7%	10.2%	3.7%	0.8%
To a Large Extent	8.2%	10.1%	10.3%	6.0%	7.5%	7.5%	1.2%
To Some Extent	11.6%	13.1%	13.6%	11.7%	7.9%	7.0%	4.3%
To a Small Extent	8.1%	10.1%	8.1%	9.0%	5.6%	7.9%	3.9%
Not at All	63.7%	56.8%	57.4%	66.6%	68.8%	73.8%	89.8%
Total(n)	3,487	465	1,468	820	266	214	254
<b>Published with graduate students</b>							
To a Very Large Extent	8.8%	9.7%	12.9%	5.0%	9.1%	2.8%	0.0%
To a Large Extent	8.3%	9.5%	11.7%	5.1%	8.7%	3.3%	1.2%
To Some Extent	12.0%	13.1%	15.6%	10.2%	9.5%	5.2%	3.5%
To a Small Extent	6.6%	9.0%	5.8%	8.6%	4.2%	5.7%	3.9%
Not at All	64.3%	58.7%	54.1%	71.1%	68.6%	83.0%	91.3%
Total(n)	3,469	465	1,458	816	264	212	254
<b>Included graduate students in research grant writing</b>							
To a Very Large Extent	5.3%	6.0%	6.9%	4.4%	6.1%	1.4%	0.8%
To a Large Extent	5.1%	5.8%	6.1%	4.2%	6.9%	3.3%	0.0%
To Some Extent	9.5%	11.8%	11.5%	8.5%	7.7%	4.2%	3.2%
To a Small Extent	9.0%	10.9%	10.4%	8.9%	6.5%	5.1%	4.0%
Not at All	71.1%	65.5%	65.2%	74.0%	72.8%	86.0%	92.1%
Total(n)	3,465	467	1,455	816	261	214	252
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>							
0	22.0%	19.8%	19.5%	20.0%	26.5%	29.6%	35.3%
1-5	52.9%	55.2%	54.3%	52.2%	50.7%	46.9%	50.6%
6-10	15.6%	13.6%	16.2%	16.9%	16.4%	16.9%	9.0%
11-20	6.8%	8.5%	7.7%	6.3%	4.1%	4.7%	3.9%
21 or more	2.8%	2.8%	2.3%	4.5%	2.2%	1.9%	1.2%
Total(n)	3,491	469	1,463	823	268	213	255
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>							
0	47.7%	39.9%	45.3%	37.3%	58.5%	73.5%	76.6%
1	11.0%	11.5%	11.2%	11.9%	11.7%	9.5%	6.6%
2	8.9%	10.0%	9.6%	10.5%	7.2%	5.7%	2.7%
3-4	11.4%	13.2%	11.4%	14.6%	9.4%	4.3%	6.3%
5-8	10.3%	12.8%	10.9%	12.8%	6.4%	3.3%	4.3%
9 or more	10.6%	12.6%	11.6%	12.9%	6.8%	3.8%	3.5%
Total(n)	3,493	469	1,471	821	265	211	256
<b>In the past year, how many master's thesis committees have you chaired?</b>							
0	39.2%	37.2%	37.1%	37.9%	53.2%	55.4%	48.3%
1	23.3%	22.3%	25.5%	21.2%	22.0%	25.0%	16.7%
2	15.2%	16.7%	16.6%	15.5%	8.3%	1.8%	13.3%
3-4	13.1%	14.5%	12.4%	15.0%	10.1%	3.6%	13.3%
5-8	6.6%	6.0%	7.5%	6.8%	2.8%	3.6%	5.0%
9 or more	2.6%	3.2%	1.0%	3.7%	3.7%	10.7%	3.3%
Total(n)	1,823	282	801	515	109	56	60
<b>How many dissertation committees have you served on or are currently serving?</b>							
0	64.3%	47.0%	56.6%	78.5%	62.3%	73.5%	88.6%
1	12.1%	17.8%	11.1%	10.4%	15.5%	13.7%	7.5%
2	6.0%	5.6%	7.8%	3.7%	7.9%	5.7%	1.6%
3-4	7.1%	11.4%	9.5%	3.3%	7.2%	2.8%	0.8%
5-8	5.8%	10.9%	7.7%	2.6%	4.9%	0.9%	0.8%
9 or more	4.8%	7.3%	7.2%	1.5%	2.3%	3.3%	0.8%
Total(n)	3,466	466	1,460	810	265	211	254
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>							
0	56.4%	56.1%	49.5%	74.7%	53.1%	75.0%	71.4%
1	18.9%	16.8%	22.2%	10.3%	23.5%	10.7%	17.9%
2	9.2%	9.8%	11.0%	3.4%	11.2%	5.4%	0.0%
3-4	10.2%	11.5%	11.8%	5.7%	10.2%	1.8%	7.1%
5-8	3.8%	4.1%	4.6%	2.3%	1.0%	5.4%	0.0%
9 or more	1.5%	1.6%	0.8%	3.4%	1.0%	1.8%	3.6%
Total(n)	1,226	244	626	174	98	56	28
<b>Rate your agreement with the following statements:</b>							
<b>Graduate students in this program must compete for research opportunities</b>							
Strongly Agree	14.8%	17.4%	13.5%	17.3%	18.5%	12.9%	7.2%
Somewhat Agree	30.5%	33.3%	34.8%	25.8%	34.9%	24.4%	16.2%
Somewhat Disagree	27.9%	26.2%	31.6%	27.8%	21.3%	24.9%	19.6%
Strongly Disagree	26.7%	23.0%	20.1%	29.1%	25.3%	37.8%	57.0%
Total(n)	3,307	447	1,391	784	249	201	235
Mean	2.34	2.45	2.42	2.31	2.47	2.12	1.74
Standard deviation	1.03	1.03	0.96	1.07	1.06	1.06	0.98

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<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>							
Strongly Agree	33.7%	44.3%	37.3%	31.3%	26.5%	20.2%	19.5%
Somewhat Agree	34.5%	33.0%	36.0%	34.7%	38.2%	32.5%	26.0%
Somewhat Disagree	17.0%	14.3%	16.2%	18.1%	18.1%	22.2%	17.3%
Strongly Disagree	14.8%	8.5%	10.5%	15.9%	17.3%	25.1%	37.2%
Total(n)	3,325	449	1,403	790	249	203	231
Mean	2.87	3.13	3.00	2.81	2.74	2.48	2.28
Standard deviation	1.04	0.95	0.98	1.05	1.04	1.08	1.16
<b>This graduate program enrolls too few international students</b>							
Strongly Agree	12.1%	13.2%	10.0%	13.8%	11.4%	12.1%	17.3%
Somewhat Agree	29.5%	28.9%	29.6%	31.3%	21.1%	35.9%	27.0%
Somewhat Disagree	36.8%	40.5%	37.9%	35.9%	39.4%	25.8%	32.3%
Strongly Disagree	21.7%	17.3%	22.5%	19.0%	28.0%	26.3%	23.5%
Total(n)	3,276	439	1,387	780	246	198	226
Mean	2.32	2.38	2.27	2.40	2.16	2.34	2.38
Standard deviation	0.95	0.92	0.92	0.95	0.96	1.00	1.03
<b>Graduate students work well together in this program</b>							
Strongly Agree	44.2%	39.7%	46.8%	40.6%	42.6%	39.5%	54.7%
Somewhat Agree	47.0%	51.0%	45.7%	49.0%	47.1%	48.5%	38.8%
Somewhat Disagree	6.9%	7.9%	5.7%	8.0%	8.3%	10.5%	4.3%
Strongly Disagree	1.9%	1.4%	1.8%	2.4%	2.1%	1.5%	2.2%
Total(n)	3,304	443	1,397	790	242	200	232
Mean	3.33	3.29	3.38	3.28	3.30	3.26	3.46
Standard deviation	0.69	0.67	0.67	0.71	0.71	0.70	0.68
<b>I have encountered instances of academic dishonesty among graduate students</b>							
Strongly Agree	8.0%	7.5%	6.1%	10.7%	11.4%	11.0%	5.7%
Somewhat Agree	19.6%	20.2%	17.1%	21.9%	17.6%	28.5%	20.4%
Somewhat Disagree	20.2%	20.2%	18.3%	23.1%	22.9%	18.0%	20.4%
Strongly Disagree	52.2%	52.1%	58.5%	44.3%	48.2%	42.5%	53.5%
Total(n)	3,318	451	1,405	787	245	200	230
Mean	1.83	1.83	1.71	1.99	1.92	2.08	1.78
Standard deviation	1.01	1.00	0.96	1.04	1.05	1.07	0.96
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>							
Strongly Agree	44.5%	50.7%	47.3%	41.5%	39.1%	36.4%	38.5%
Somewhat Agree	41.1%	37.0%	40.3%	42.1%	48.1%	38.9%	45.0%
Somewhat Disagree	10.0%	9.6%	8.3%	11.9%	9.1%	18.7%	8.2%
Strongly Disagree	4.3%	2.7%	4.0%	4.5%	3.7%	6.1%	8.2%
Total(n)	3,292	446	1,391	783	243	198	231
Mean	3.26	3.36	3.31	3.21	3.23	3.06	3.14
Standard deviation	0.81	0.76	0.79	0.82	0.76	0.89	0.88
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>							
Strongly Agree	17.4%	22.2%	14.2%	18.4%	15.6%	16.0%	26.8%
Somewhat Agree	33.5%	37.7%	36.9%	31.8%	29.2%	24.2%	23.2%
Somewhat Disagree	30.2%	26.9%	32.5%	29.1%	32.5%	32.5%	22.3%
Strongly Disagree	18.9%	13.2%	16.5%	20.7%	22.6%	27.3%	27.7%
Total(n)	3,272	446	1,386	779	243	194	224
Mean	2.49	2.69	2.49	2.48	2.38	2.29	2.49
Standard deviation	0.99	0.96	0.93	1.02	1.00	1.04	1.16
<b>Faculty in my department are good mentors for graduate students</b>							
Strongly Agree	48.4%	45.9%	50.7%	43.9%	45.5%	46.7%	59.7%
Somewhat Agree	40.7%	42.8%	39.8%	43.3%	43.9%	41.2%	29.9%
Somewhat Disagree	8.1%	8.0%	7.2%	9.4%	9.0%	9.0%	7.4%
Strongly Disagree	2.7%	3.3%	2.2%	3.4%	1.6%	3.0%	3.0%
Total(n)	3,321	451	1,407	789	244	199	231
Mean	3.35	3.31	3.39	3.28	3.33	3.32	3.46
Standard deviation	0.74	0.76	0.72	0.77	0.71	0.76	0.76
<b>Most graduate students in this program move on to faculty positions</b>							
Strongly Agree	3.1%	7.0%	2.2%	2.4%	2.5%	2.1%	4.0%
Somewhat Agree	14.9%	19.4%	16.1%	13.1%	12.8%	8.2%	12.9%
Somewhat Disagree	35.7%	37.2%	39.8%	34.5%	36.4%	24.1%	20.9%
Strongly Disagree	46.4%	36.5%	41.9%	49.9%	48.3%	65.6%	62.2%
Total(n)	3,270	444	1,388	776	242	195	225
Mean	1.75	1.97	1.79	1.68	1.69	1.47	1.59
Standard deviation	0.82	0.92	0.79	0.79	0.79	0.73	0.86
<b>Most graduate students in this program move into positions outside of academia</b>							
Strongly Agree	49.2%	39.2%	44.8%	52.4%	53.0%	71.1%	61.9%
Somewhat Agree	36.9%	41.0%	42.3%	34.4%	36.8%	18.3%	20.8%
Somewhat Disagree	10.6%	15.3%	11.1%	9.7%	6.1%	5.1%	11.5%
Strongly Disagree	3.3%	4.5%	1.9%	3.5%	4.0%	5.6%	5.8%
Total(n)	3,286	444	1,391	781	247	197	226
Mean	3.32	3.15	3.30	3.36	3.39	3.55	3.39
Standard deviation	0.79	0.84	0.74	0.80	0.78	0.83	0.90

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past three years, have you:</b>							
Advised student groups involved in service/volunteer work	53.1%	52.3%	51.9%	53.3%	50.6%	56.2%	55.7%
Collaborated with the local community on research/teaching to address their needs	43.4%	52.6%	42.0%	47.4%	37.4%	40.7%	41.9%
Conducted research or writing focused on international/global issues	34.0%	31.4%	37.9%	31.5%	36.9%	31.3%	30.9%
Conducted research or writing focused on racial or ethnic minorities	33.0%	34.1%	33.3%	34.1%	30.9%	33.5%	32.1%
Conducted research or writing focused on women or gender issues	28.8%	28.1%	29.2%	28.4%	29.7%	28.2%	28.3%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	12.5%	12.6%	11.7%	14.1%	12.2%	11.2%	12.7%
Conducted research or writing focused on biomedical science fields	15.6%	14.0%	18.8%	14.5%	13.9%	14.7%	13.9%
Engaged in academic research that spans multiple disciplines	67.8%	62.6%	69.9%	66.9%	72.0%	65.7%	66.0%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	49.9%	48.7%	52.3%	49.9%	47.7%	45.6%	50.1%
Written research grants	39.9%	41.5%	45.0%	40.8%	42.0%	35.6%	30.5%
Received funding for your work from foundations	18.7%	23.7%	19.3%	16.9%	17.8%	18.2%	17.7%
Received funding for your work from state or federal government	18.7%	26.1%	18.7%	23.9%	19.5%	14.5%	10.7%
Received funding for your work from business or industry	10.4%	11.4%	13.3%	9.5%	9.9%	7.3%	7.6%
<b>During the past three years, have you:</b>							
Taught an honors course	18.0%	22.4%	15.5%	17.6%	21.1%	23.0%	16.3%
Taught an interdisciplinary course	43.5%	34.9%	41.6%	35.2%	51.8%	45.7%	53.1%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	16.3%	11.8%	13.9%	13.2%	22.8%	22.2%	18.9%
Taught a service learning course	18.5%	20.9%	15.6%	19.8%	17.0%	23.3%	19.3%
Taught a course exclusively online	67.6%	76.9%	67.6%	76.8%	65.3%	67.5%	54.8%
Participated in organized activities around enhancing pedagogy or student learning	79.1%	77.9%	76.8%	78.5%	80.1%	81.2%	82.3%
Taught a seminar for first-year students	24.4%	14.6%	22.9%	17.4%	27.4%	26.5%	35.9%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	88.8%	90.8%	88.0%	86.4%	91.1%	90.9%	89.3%
<b>In the past year, to what extent have you:</b>							
<b>Presented with undergraduate students at conferences</b>							
To a Very Large Extent	5.1%	3.7%	6.0%	5.9%	4.9%	4.8%	4.0%
To a Large Extent	6.3%	5.0%	7.7%	5.4%	5.2%	5.8%	6.2%
To Some Extent	11.7%	9.9%	12.9%	12.3%	11.0%	9.3%	11.4%
To a Small Extent	8.2%	7.9%	8.0%	9.4%	7.2%	7.6%	8.4%
Not at All	68.7%	73.5%	65.5%	67.0%	71.7%	72.5%	70.1%
Total(n)	9,492	899	2,990	1,858	1,137	788	1,820
<b>Published with undergraduates</b>							
To a Very Large Extent	3.8%	2.7%	5.7%	2.9%	4.6%	2.5%	2.4%
To a Large Extent	4.5%	2.8%	6.8%	4.0%	5.1%	2.3%	2.9%
To Some Extent	9.6%	8.2%	12.7%	7.9%	10.2%	6.6%	7.9%
To a Small Extent	7.1%	6.8%	8.0%	7.4%	6.3%	6.9%	6.2%
Not at All	74.9%	79.5%	66.8%	77.8%	73.8%	81.7%	80.6%
Total(n)	9,451	897	2,975	1,850	1,130	785	1,814
<b>Engaged undergraduates on your research project(s)</b>							
To a Very Large Extent	15.5%	10.8%	19.8%	13.9%	19.4%	11.4%	12.1%
To a Large Extent	11.8%	9.4%	14.3%	10.1%	12.0%	9.8%	11.3%
To Some Extent	17.9%	15.6%	18.7%	16.6%	20.4%	14.5%	18.7%
To a Small Extent	11.4%	11.2%	9.4%	11.5%	10.6%	14.0%	14.2%
Not at All	43.4%	53.0%	37.9%	47.9%	37.6%	50.4%	43.7%
Total(n)	9,362	891	2,945	1,832	1,121	774	1,799
<b>Worked with undergraduates on their research project(s)</b>							
To a Very Large Extent	18.8%	15.5%	17.3%	17.3%	25.5%	17.6%	20.6%
To a Large Extent	15.9%	12.5%	15.7%	13.7%	17.6%	18.9%	17.9%
To Some Extent	21.3%	19.3%	21.2%	21.7%	21.9%	20.4%	22.1%
To a Small Extent	13.2%	14.9%	14.2%	12.5%	11.2%	12.2%	13.2%
Not at All	30.8%	37.7%	31.7%	34.8%	23.8%	30.8%	26.1%
Total(n)	9,488	901	2,981	1,858	1,139	788	1,821
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>							
Excellent	23.3%	17.9%	27.1%	18.9%	26.9%	20.5%	23.4%
Good	40.9%	37.3%	39.4%	41.4%	42.8%	40.3%	43.9%
Fair	11.5%	12.9%	9.9%	12.1%	11.5%	12.8%	12.0%
Poor	1.9%	1.7%	1.4%	3.2%	1.6%	2.3%	1.5%
I have not worked with undergraduates on research projects	22.4%	30.3%	22.1%	24.4%	17.3%	24.2%	19.2%
Total(n)	9,507	901	2,990	1,862	1,141	790	1,823
<b>How many undergraduates do you currently advise?</b>							
None	26.7%	43.8%	30.5%	28.5%	26.0%	14.2%	16.0%
1-5	18.4%	16.6%	23.7%	17.4%	17.2%	17.9%	12.6%
6-10	12.9%	9.0%	13.8%	11.3%	14.7%	13.4%	13.4%
11-20	18.0%	12.0%	13.6%	15.2%	22.9%	19.6%	27.0%
21-30	11.0%	8.0%	6.9%	9.8%	10.3%	16.3%	18.4%
31 or more	13.1%	10.7%	11.5%	17.8%	8.7%	18.5%	12.6%
Total(n)	9,431	891	2,954	1,846	1,133	789	1,818

**2022-2023 HERI Faculty Survey  
Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>							
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>							
Frequently	56.0%	60.9%	48.1%	55.9%	57.3%	59.2%	63.0%
Occasionally	38.7%	34.2%	42.7%	39.5%	38.7%	37.1%	34.7%
Not at All	5.3%	4.9%	9.2%	4.6%	4.0%	3.6%	2.3%
Total(n)	6,812	491	2,017	1,296	832	665	1,511
Mean	2.51	2.56	2.39	2.51	2.53	2.56	2.61
Standard deviation	0.60	0.59	0.65	0.58	0.57	0.57	0.53
<b>Helped them plan their course of study</b>							
Frequently	69.4%	66.4%	55.9%	62.7%	71.7%	83.7%	86.4%
Occasionally	25.6%	27.5%	35.7%	31.0%	23.5%	15.4%	12.7%
Not at All	5.0%	6.1%	8.4%	6.3%	4.8%	0.9%	0.9%
Total(n)	6,814	491	2,019	1,293	831	668	1,512
Mean	2.64	2.60	2.48	2.56	2.67	2.83	2.85
Standard deviation	0.57	0.60	0.65	0.61	0.56	0.40	0.38
<b>Discussed their academic performance</b>							
Frequently	57.2%	63.2%	49.9%	54.2%	52.5%	64.1%	67.1%
Occasionally	37.9%	31.4%	42.0%	40.1%	43.4%	34.1%	31.4%
Not at All	4.9%	5.5%	8.2%	5.8%	4.1%	1.8%	1.6%
Total(n)	6,822	475	1,963	1,248	805	651	1,480
Mean	2.52	2.58	2.42	2.48	2.48	2.62	2.66
Standard deviation	0.59	0.60	0.64	0.60	0.58	0.52	0.51
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>							
Frequently	58.4%	57.1%	56.5%	52.8%	59.8%	61.9%	63.8%
Occasionally	36.9%	36.1%	37.5%	41.1%	37.2%	34.4%	33.8%
Not at All	4.7%	6.7%	6.1%	6.1%	3.0%	3.8%	2.4%
Total(n)	6,810	490	2,015	1,295	833	666	1,511
Mean	2.54	2.50	2.50	2.47	2.57	2.58	2.61
Standard deviation	0.59	0.62	0.61	0.61	0.55	0.56	0.54
<b>Discussed career and post-graduation goals</b>							
Frequently	69.4%	73.1%	67.5%	67.5%	65.3%	70.3%	74.2%
Occasionally	29.0%	25.5%	30.7%	30.2%	33.0%	27.7%	25.0%
Not at All	1.6%	1.4%	1.8%	2.3%	1.7%	1.9%	0.7%
Total(n)	6,826	491	2,020	1,297	833	667	1,518
Mean	2.68	2.72	2.66	2.65	2.64	2.68	2.74
Standard deviation	0.50	0.48	0.51	0.52	0.52	0.51	0.46
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>							
<b>Funded workshops focused on teaching</b>							
Yes	52.0%	56.3%	49.1%	53.2%	48.8%	51.2%	55.5%
No	39.3%	35.5%	44.2%	41.3%	39.7%	36.2%	32.3%
Not eligible	1.4%	1.6%	1.4%	1.0%	1.5%	1.3%	1.7%
Not available	7.4%	6.5%	5.3%	4.5%	10.0%	11.4%	10.5%
Total(n)	9,142	856	2,867	1,771	1,098	766	1,784
<b>Funded workshops focused on research skills development</b>							
Yes	13.3%	15.5%	16.9%	11.4%	13.2%	12.5%	8.6%
No	65.7%	67.8%	69.1%	72.0%	62.9%	58.2%	58.0%
Not eligible	2.4%	4.4%	2.7%	1.9%	2.3%	1.7%	1.8%
Not available	18.7%	12.4%	11.3%	14.8%	21.7%	27.7%	31.5%
Total(n)	9,129	850	2,866	1,766	1,101	763	1,783
<b>Funded workshops focused on grant writing</b>							
Yes	7.1%	8.7%	8.2%	6.5%	8.4%	7.4%	4.5%
No	73.6%	75.0%	79.0%	78.9%	69.3%	65.7%	64.9%
Not eligible	2.4%	4.0%	2.8%	2.1%	2.3%	1.3%	2.0%
Not available	16.8%	12.3%	10.0%	12.5%	20.0%	25.6%	28.7%
Total(n)	9,066	840	2,854	1,750	1,091	761	1,770
<b>Paid sabbatical leave</b>							
Yes	9.7%	4.8%	9.6%	8.7%	14.6%	11.2%	9.5%
No	62.1%	64.2%	64.4%	65.6%	57.4%	59.1%	58.0%
Not eligible	24.1%	27.1%	22.7%	21.9%	22.3%	24.9%	28.1%
Not available	4.1%	3.9%	3.4%	3.8%	5.7%	4.8%	4.4%
Total(n)	9,138	852	2,863	1,770	1,103	767	1,783
<b>Travel funds paid by the institution</b>							
Yes	54.8%	51.2%	56.6%	53.0%	56.0%	48.9%	57.4%
No	39.3%	41.3%	37.7%	41.7%	39.0%	45.7%	35.8%
Not eligible	2.8%	3.3%	3.1%	2.4%	2.5%	2.3%	3.0%
Not available	3.1%	4.2%	2.6%	2.9%	2.6%	3.1%	3.8%
Total(n)	9,016	848	2,835	1,740	1,088	752	1,753
<b>Internal grants for research</b>							
Yes	31.2%	23.9%	36.2%	28.4%	37.5%	24.1%	28.4%
No	60.8%	66.9%	56.5%	65.9%	54.8%	64.0%	62.2%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not eligible	4.0%	6.1%	4.1%	3.6%	3.5%	4.2%	3.6%
Not available	4.0%	3.1%	3.2%	2.2%	4.2%	7.7%	5.9%
<b>Total(n)</b>	<b>9,096</b>	<b>846</b>	<b>2,862</b>	<b>1,760</b>	<b>1,096</b>	<b>758</b>	<b>1,774</b>
<b>Training for administrative leadership</b>							
Yes	11.4%	13.5%	12.3%	11.9%	8.4%	7.0%	12.2%
No	68.5%	70.8%	70.1%	73.1%	68.7%	62.3%	63.0%
Not eligible	6.9%	6.8%	7.7%	6.1%	6.8%	7.0%	6.3%
Not available	13.2%	8.9%	9.9%	8.9%	16.2%	23.7%	18.5%
<b>Total(n)</b>	<b>9,007</b>	<b>840</b>	<b>2,823</b>	<b>1,741</b>	<b>1,088</b>	<b>758</b>	<b>1,757</b>
<b>Training for promoting inclusion and facilitating difficult conversations</b>							
Yes	47.1%	49.5%	49.7%	44.3%	42.5%	47.6%	47.3%
No	45.1%	44.7%	43.7%	49.9%	48.5%	42.6%	42.1%
Not eligible	1.3%	1.3%	1.4%	0.9%	1.5%	1.4%	1.5%
Not available	6.4%	4.4%	5.3%	4.9%	7.5%	8.3%	9.1%
<b>Total(n)</b>	<b>9,142</b>	<b>854</b>	<b>2,870</b>	<b>1,769</b>	<b>1,100</b>	<b>767</b>	<b>1,782</b>
<b>Incentives to develop new courses</b>							
Yes	19.7%	20.6%	17.0%	16.5%	25.0%	26.2%	20.7%
No	63.4%	63.2%	67.5%	67.9%	60.6%	54.8%	58.2%
Not eligible	2.5%	3.0%	2.3%	2.3%	3.2%	1.8%	2.6%
Not available	14.4%	13.1%	13.2%	13.4%	11.3%	17.2%	18.6%
<b>Total(n)</b>	<b>9,124</b>	<b>853</b>	<b>2,854</b>	<b>1,764</b>	<b>1,102</b>	<b>768</b>	<b>1,783</b>
<b>Incentives to integrate technology into your classroom</b>							
Yes	22.9%	19.8%	24.7%	25.9%	23.1%	23.7%	18.1%
No	62.2%	66.0%	62.9%	62.0%	63.3%	55.1%	62.0%
Not eligible	1.5%	2.0%	1.4%	1.1%	1.7%	1.0%	1.6%
Not available	13.4%	12.2%	11.0%	11.0%	11.9%	20.1%	18.3%
<b>Total(n)</b>	<b>9,144</b>	<b>854</b>	<b>2,870</b>	<b>1,767</b>	<b>1,103</b>	<b>767</b>	<b>1,783</b>
<b>Resources to integrate culturally-competent practices into your classroom</b>							
Yes	37.5%	39.7%	38.1%	39.7%	29.7%	37.8%	38.1%
No	51.2%	51.3%	52.1%	52.0%	56.9%	47.5%	47.2%
Not eligible	1.0%	1.1%	1.0%	0.7%	1.0%	0.9%	1.2%
Not available	10.2%	7.9%	8.8%	7.5%	12.3%	13.8%	13.5%
<b>Total(n)</b>	<b>9,135</b>	<b>857</b>	<b>2,865</b>	<b>1,764</b>	<b>1,096</b>	<b>769</b>	<b>1,784</b>
<b>How many of the following have you published?</b>							
<b>Articles in academic or professional journals</b>							
None	21.0%	25.1%	17.9%	20.7%	21.9%	20.5%	24.1%
1-2	18.5%	17.9%	15.8%	20.2%	17.3%	20.7%	21.0%
3-4	13.2%	11.3%	11.5%	13.1%	12.0%	13.6%	17.3%
5-10	18.9%	16.4%	15.9%	19.5%	19.1%	23.0%	22.3%
11-20	13.5%	14.0%	14.6%	14.2%	15.2%	13.9%	9.4%
21-50	10.5%	11.9%	14.9%	9.8%	10.8%	7.3%	4.9%
51+	4.4%	3.4%	9.3%	2.5%	3.6%	1.0%	1.0%
<b>Total(n)</b>	<b>9,167</b>	<b>858</b>	<b>2,878</b>	<b>1,773</b>	<b>1,103</b>	<b>765</b>	<b>1,790</b>
Mean	3.35	3.26	3.75	3.26	3.35	3.15	2.91
Standard deviation	1.81	1.86	1.97	1.74	1.81	1.62	1.54
<b>Chapters in edited volumes</b>							
None	51.8%	53.3%	48.6%	51.8%	50.9%	52.4%	56.4%
1-2	26.3%	27.5%	24.5%	27.3%	26.3%	27.9%	26.7%
3-4	11.1%	10.8%	12.5%	10.9%	11.0%	9.9%	9.9%
5-10	7.8%	6.0%	9.4%	7.9%	8.6%	7.4%	5.7%
11-20	2.1%	1.8%	3.5%	1.3%	2.2%	1.9%	0.8%
21-50	0.9%	0.7%	1.4%	0.8%	0.8%	0.5%	0.3%
51+	0.1%	0.0%	0.2%	0.1%	0.2%	0.0%	0.1%
<b>Total(n)</b>	<b>9,118</b>	<b>855</b>	<b>2,864</b>	<b>1,762</b>	<b>1,094</b>	<b>756</b>	<b>1,787</b>
Mean	1.85	1.77	2.00	1.82	1.88	1.80	1.69
Standard deviation	1.13	1.05	1.25	1.08	1.15	1.06	0.97
<b>Books, manuals, monographs, or research reports</b>							
None	63.4%	65.3%	59.7%	63.9%	60.4%	68.9%	67.4%
1-2	22.7%	20.8%	23.4%	23.4%	24.6%	19.8%	21.9%
3-4	7.5%	7.5%	8.6%	7.1%	8.4%	6.5%	5.8%
5-10	4.4%	4.4%	5.5%	4.0%	4.7%	3.9%	3.3%
11-20	1.3%	1.2%	1.9%	0.9%	1.4%	0.5%	1.0%
21-50	0.5%	0.5%	0.7%	0.4%	0.5%	0.1%	0.5%
51+	0.2%	0.4%	0.3%	0.3%	0.0%	0.3%	0.2%
<b>Total(n)</b>	<b>9,047</b>	<b>850</b>	<b>2,847</b>	<b>1,741</b>	<b>1,091</b>	<b>749</b>	<b>1,769</b>
Mean	1.60	1.58	1.70	1.57	1.64	1.49	1.51
Standard deviation	0.99	1.00	1.08	0.95	0.98	0.89	0.91
<b>Other, such as patents or computer software products</b>							
None	87.6%	90.3%	82.8%	90.2%	86.3%	90.4%	91.0%
1-2	6.8%	5.2%	9.1%	5.3%	7.5%	5.7%	5.1%
3-4	2.4%	2.9%	3.2%	2.1%	2.4%	1.8%	1.4%
5-10	1.5%	1.2%	2.4%	1.2%	1.8%	0.9%	0.9%
11-20	0.7%	0.1%	1.1%	0.6%	0.8%	0.1%	0.5%
21-50	0.5%	0.2%	0.7%	0.4%	0.7%	0.5%	0.3%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
51+	0.5%	0.1%	0.6%	0.2%	0.5%	0.5%	0.7%
Total(n)	8,910	833	2,797	1,727	1,073	740	1,740
Mean	1.25	1.17	1.35	1.19	1.27	1.19	1.19
Standard deviation	0.81	0.61	0.95	0.70	0.85	0.73	0.77
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>							
None	82.7%	80.4%	83.7%	82.1%	85.1%	85.4%	80.2%
1-2	5.1%	5.1%	4.6%	5.2%	5.2%	6.1%	5.3%
3-4	3.5%	3.4%	3.6%	3.6%	3.6%	2.2%	4.1%
5-10	4.0%	5.6%	3.9%	4.7%	3.0%	2.2%	4.1%
11-20	2.2%	2.5%	2.2%	1.9%	2.0%	1.6%	2.9%
21+	2.4%	3.0%	2.1%	2.5%	1.1%	2.5%	3.3%
Total(n)	9,156	857	2,870	1,770	1,102	766	1,791
Mean	1.45	1.54	1.42	1.47	1.35	1.36	1.54
Standard deviation	1.14	1.25	1.11	1.16	0.97	1.05	1.26
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Solo/Individual</b>							
None	29.3%	27.6%	30.3%	28.1%	31.1%	28.4%	29.4%
1-2	32.8%	32.1%	29.3%	35.2%	35.6%	40.0%	32.0%
3-4	18.4%	22.4%	18.8%	16.3%	19.7%	13.7%	19.0%
5-10	11.6%	11.2%	11.8%	13.0%	9.1%	10.5%	11.8%
11-20	4.2%	4.5%	3.9%	4.4%	4.5%	3.2%	4.6%
21+	3.6%	2.2%	5.9%	3.0%	0.0%	4.2%	3.3%
Total(n)	1,326	134	389	270	132	95	306
Mean	2.39	2.40	2.47	2.39	2.20	2.33	2.40
Standard deviation	1.32	1.25	1.43	1.30	1.12	1.31	1.32
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Collaborative</b>							
None	11.5%	11.3%	8.1%	12.7%	14.9%	15.2%	12.2%
1-2	31.5%	27.0%	33.6%	30.0%	35.1%	41.9%	27.4%
3-4	20.2%	19.5%	24.3%	20.0%	16.2%	8.6%	21.0%
5-10	16.6%	18.9%	17.4%	19.3%	15.5%	11.4%	14.3%
11-20	10.7%	13.2%	9.5%	8.7%	13.5%	12.4%	11.2%
21+	9.4%	10.1%	7.2%	9.3%	4.7%	10.5%	14.0%
Total(n)	1,473	159	432	300	148	105	329
Mean	3.12	3.26	3.08	3.09	2.92	2.95	3.27
Standard deviation	1.49	1.51	1.36	1.48	1.44	1.61	1.60
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>							
None	30.4%	33.8%	25.0%	31.6%	28.1%	33.5%	36.5%
1	14.9%	12.4%	11.6%	15.7%	16.0%	16.6%	19.1%
2	13.6%	10.0%	12.3%	14.4%	13.0%	16.8%	15.5%
3	11.3%	10.8%	10.9%	12.5%	11.6%	11.2%	10.8%
4	7.2%	7.2%	7.0%	7.7%	8.1%	6.2%	6.8%
5	5.5%	5.9%	6.4%	5.7%	6.4%	4.9%	3.3%
6	3.9%	4.5%	5.3%	3.3%	4.0%	3.0%	2.1%
7-10	7.0%	8.2%	10.0%	5.7%	7.7%	4.3%	3.8%
More than 10	6.2%	7.3%	11.5%	3.3%	4.9%	3.5%	2.2%
Total(n)	9,109	852	2,860	1,762	1,091	761	1,783
Mean	3.54	3.65	4.22	3.28	3.59	3.10	2.83
Standard deviation	2.57	2.71	2.84	2.34	2.51	2.27	2.09
<b>How many of these professional writings in the past three years were solo-authored?</b>							
None	42.6%	42.0%	46.4%	45.4%	40.1%	37.1%	37.0%
1	22.3%	24.6%	19.3%	21.7%	20.6%	26.6%	27.0%
2	12.8%	13.9%	11.2%	12.8%	13.8%	13.7%	14.1%
3	8.6%	7.1%	8.4%	9.7%	8.9%	8.2%	8.5%
4	4.7%	4.2%	4.9%	4.0%	5.7%	4.3%	4.5%
5	2.7%	2.4%	2.8%	1.9%	3.3%	2.4%	2.9%
6	1.6%	1.0%	1.6%	1.3%	2.1%	2.1%	1.5%
7-10	2.8%	3.2%	3.2%	1.7%	2.9%	3.4%	2.4%
More than 10	2.0%	1.8%	2.2%	1.4%	2.6%	2.1%	2.1%
Total(n)	5,801	505	1,975	1,090	719	466	1,046
Mean	2.51	2.45	2.50	2.33	2.68	2.62	2.56
Standard deviation	1.97	1.92	2.05	1.78	2.09	2.01	1.92
<b>How many of these professional writings in the past three years were co-authored?</b>							
None	19.3%	16.2%	15.6%	16.6%	18.7%	23.9%	29.3%
1	22.6%	20.7%	17.3%	25.2%	25.5%	25.7%	27.7%
2	15.7%	12.2%	14.2%	17.5%	15.3%	18.8%	17.7%
3	11.7%	13.7%	11.0%	13.6%	11.5%	13.2%	9.3%
4	6.9%	8.7%	6.5%	7.7%	7.2%	5.1%	6.1%
5	5.6%	5.5%	6.4%	6.0%	7.2%	4.3%	3.0%
6	3.9%	5.6%	5.3%	3.9%	3.2%	1.8%	1.6%
7-10	7.6%	9.8%	10.5%	6.2%	6.9%	4.9%	4.0%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
More than 10	6.7%	7.5%	13.1%	3.1%	4.5%	2.2%	1.2%
Total(n)	5,753	531	1,971	1,114	694	447	996
Mean	3.75	4.11	4.47	3.54	3.59	3.08	2.78
Standard deviation	2.50	2.58	2.79	2.22	2.36	2.06	1.93
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>							
<b>Scheduled teaching (give actual, not credit hours)</b>							
None	5.1%	4.8%	6.9%	4.3%	6.4%	3.5%	3.0%
1-4	13.7%	16.3%	18.5%	12.1%	13.3%	7.3%	9.2%
5-8	29.7%	28.4%	34.5%	26.1%	33.4%	29.6%	24.0%
9-12	32.5%	29.1%	25.0%	35.2%	31.9%	41.5%	40.1%
13-16	11.1%	10.9%	8.7%	13.0%	7.9%	11.7%	14.8%
17-20	4.3%	3.5%	3.4%	5.4%	3.7%	3.9%	5.3%
21+	3.7%	7.0%	3.1%	3.9%	3.4%	2.5%	3.5%
Total(n)	8,870	820	2,781	1,703	1,073	751	1,742
Mean	3.58	3.63	3.33	3.72	3.46	3.72	3.84
Standard deviation	1.32	1.45	1.32	1.32	1.30	1.15	1.24
<b>Preparing for teaching (including reading student papers and grading)</b>							
None	4.1%	3.1%	5.8%	3.4%	5.3%	2.8%	2.5%
1-4	11.1%	10.3%	15.1%	9.2%	9.5%	8.1%	9.1%
5-8	23.8%	21.3%	28.2%	21.2%	22.9%	23.1%	21.2%
9-12	22.4%	21.3%	21.4%	22.5%	23.7%	24.4%	22.7%
13-16	14.8%	15.3%	12.4%	17.0%	14.8%	16.5%	15.7%
17-20	11.8%	13.7%	8.4%	12.6%	12.4%	14.5%	14.0%
21+	12.0%	15.0%	8.6%	14.0%	11.4%	10.6%	14.8%
Total(n)	8,878	826	2,777	1,710	1,071	753	1,741
Mean	4.16	4.36	3.79	4.35	4.16	4.30	4.41
Standard deviation	1.65	1.68	1.61	1.64	1.65	1.56	1.64
<b>Advising or counseling students</b>							
None	8.1%	11.7%	8.4%	9.1%	9.1%	5.1%	5.5%
1-4	59.7%	57.3%	59.0%	60.8%	57.1%	64.3%	60.4%
5-8	22.5%	21.4%	21.9%	20.3%	23.7%	22.5%	25.1%
9-12	6.5%	6.8%	6.6%	6.7%	6.7%	4.8%	6.6%
13-16	1.8%	1.7%	1.9%	1.6%	2.3%	1.9%	1.2%
17-20	0.7%	0.4%	0.9%	0.6%	0.5%	1.1%	0.7%
21+	0.8%	0.6%	1.2%	0.8%	0.6%	0.4%	0.6%
Total(n)	8,845	818	2,770	1,703	1,066	750	1,738
Mean	2.40	2.33	2.42	2.36	2.40	2.39	2.42
Standard deviation	0.94	0.93	1.00	0.94	0.93	0.87	0.87
<b>Committee work and meetings</b>							
None	5.8%	3.5%	6.5%	4.6%	6.0%	7.0%	6.4%
1-4	53.4%	49.1%	53.4%	49.8%	55.1%	52.2%	58.7%
5-8	25.0%	28.5%	24.3%	26.4%	24.2%	25.9%	23.1%
9-12	8.9%	10.5%	8.4%	11.3%	7.4%	9.7%	7.2%
13-16	3.1%	4.6%	3.4%	3.2%	2.8%	2.0%	2.3%
17-20	2.1%	2.2%	2.2%	2.2%	2.5%	1.9%	1.4%
21+	1.7%	1.5%	1.8%	2.5%	1.9%	1.2%	0.8%
Total(n)	8,813	820	2,759	1,700	1,061	740	1,733
Mean	2.63	2.76	2.63	2.76	2.61	2.58	2.48
Standard deviation	1.14	1.14	1.17	1.21	1.16	1.08	1.00
<b>Research and scholarly writing</b>							
None	23.8%	27.4%	20.4%	23.3%	21.5%	24.5%	29.1%
1-4	37.9%	33.7%	31.1%	39.1%	40.7%	38.9%	47.5%
5-8	17.8%	16.8%	19.6%	19.6%	18.2%	19.5%	12.8%
9-12	9.5%	11.1%	11.6%	8.7%	9.5%	9.0%	6.1%
13-16	4.3%	4.8%	6.4%	3.9%	3.7%	3.6%	1.7%
17-20	2.7%	2.9%	4.4%	2.6%	1.8%	1.9%	1.0%
21+	4.0%	3.3%	6.6%	3.0%	4.5%	2.4%	1.7%
Total(n)	8,791	819	2,762	1,685	1,059	742	1,724
Mean	2.57	2.54	2.92	2.51	2.57	2.44	2.14
Standard deviation	1.52	1.52	1.72	1.43	1.49	1.36	1.18
<b>Other creative products/performances</b>							
None	71.1%	68.6%	72.1%	69.0%	72.6%	72.6%	71.1%
1-4	18.2%	19.2%	18.1%	19.1%	18.3%	16.5%	17.7%
5-8	5.8%	6.1%	5.0%	6.8%	4.8%	6.9%	6.3%
9-12	2.3%	2.8%	2.3%	2.4%	2.6%	2.2%	1.7%
13-16	1.1%	1.7%	1.1%	1.4%	0.4%	1.2%	1.1%
17-20	0.5%	0.7%	0.2%	0.8%	0.8%	0.0%	0.6%
21+	1.0%	0.9%	1.1%	0.6%	0.6%	0.5%	1.6%
Total(n)	8,737	808	2,729	1,682	1,056	738	1,724
Mean	1.50	1.56	1.47	1.53	1.44	1.45	1.52
Standard deviation	1.02	1.08	1.00	1.01	0.93	0.91	1.10
<b>Community or public service</b>							
None	40.6%	39.2%	35.7%	39.3%	52.7%	44.6%	41.2%
1-4	45.1%	46.7%	47.1%	45.6%	37.1%	42.3%	47.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
5-8	9.5%	9.0%	11.5%	10.2%	6.5%	9.2%	7.8%
9-12	3.0%	3.7%	3.4%	2.9%	2.4%	2.6%	2.5%
13-16	0.9%	0.6%	1.3%	0.8%	0.8%	0.7%	0.9%
17-20	0.4%	0.2%	0.5%	0.5%	0.3%	0.1%	0.4%
21+	0.5%	0.5%	0.5%	0.6%	0.2%	0.5%	0.3%
Total(n)	8,760	811	2,739	1,688	1,056	742	1,724
Mean	1.81	1.82	1.91	1.84	1.63	1.75	1.77
Standard deviation	0.92	0.90	0.96	0.95	0.84	0.89	0.87
<b>Outside consulting/freelance work</b>							
None	75.8%	75.4%	73.6%	76.1%	79.6%	76.7%	76.6%
1-4	16.1%	17.0%	17.5%	15.9%	14.4%	14.7%	15.4%
5-8	4.9%	3.9%	5.7%	4.2%	3.9%	5.7%	4.9%
9-12	1.7%	1.7%	1.8%	2.0%	1.3%	1.6%	1.7%
13-16	0.6%	1.2%	0.5%	0.8%	0.5%	0.4%	0.5%
17-20	0.4%	0.4%	0.4%	0.5%	0.1%	0.8%	0.2%
21+	0.5%	0.4%	0.6%	0.5%	0.2%	0.1%	0.8%
Total(n)	8,758	814	2,738	1,690	1,055	743	1,718
Mean	1.38	1.39	1.42	1.39	1.30	1.37	1.38
Standard deviation	0.86	0.87	0.89	0.88	0.71	0.83	0.88
<b>Household/childcare duties</b>							
None	9.8%	12.0%	9.1%	10.2%	11.5%	8.9%	8.8%
1-4	13.4%	12.9%	13.1%	12.8%	13.4%	14.3%	14.0%
5-8	20.7%	18.6%	21.3%	20.8%	20.5%	19.4%	21.4%
9-12	16.6%	16.5%	16.2%	16.0%	18.7%	17.3%	16.0%
13-16	10.1%	9.7%	10.7%	10.0%	9.3%	8.5%	10.4%
17-20	8.3%	9.3%	8.5%	8.7%	7.5%	9.3%	7.3%
21+	21.2%	21.0%	21.1%	21.4%	19.0%	22.4%	22.0%
Total(n)	8,693	806	2,728	1,681	1,042	733	1,703
Mean	4.13	4.11	4.16	4.15	3.99	4.20	4.15
Standard deviation	1.99	2.03	1.97	2.00	1.97	2.00	1.98
<b>Serving as a caregiver for another adult</b>							
None	82.2%	82.6%	80.5%	80.9%	84.4%	79.8%	85.6%
1-4	9.9%	10.4%	11.0%	9.7%	9.3%	9.0%	8.7%
5-8	3.6%	3.5%	3.9%	4.2%	2.4%	5.5%	2.5%
9-12	1.7%	1.2%	1.9%	2.0%	1.6%	2.4%	1.2%
13-16	0.7%	1.0%	0.6%	1.2%	0.6%	0.8%	0.3%
17-20	0.6%	0.5%	0.7%	0.5%	0.6%	0.4%	0.5%
21+	1.4%	0.7%	1.5%	1.6%	1.1%	2.0%	1.2%
Total(n)	8,695	801	2,722	1,677	1,041	741	1,713
Mean	1.36	1.32	1.39	1.41	1.31	1.45	1.28
Standard deviation	1.01	0.90	1.04	1.08	0.93	1.14	0.91
<b>Other employment outside of academia</b>							
None	88.0%	85.0%	88.7%	87.8%	90.9%	87.6%	87.0%
1-4	5.7%	7.8%	5.5%	5.8%	4.1%	4.4%	6.3%
5-8	2.9%	3.1%	2.7%	2.7%	1.9%	4.9%	3.1%
9-12	1.7%	2.4%	1.5%	2.0%	1.9%	1.0%	1.6%
13-16	0.4%	0.4%	0.3%	0.5%	0.2%	0.5%	0.6%
17-20	0.5%	0.9%	0.5%	0.4%	0.4%	0.4%	0.3%
21+	0.8%	0.5%	0.7%	0.8%	0.6%	1.2%	1.0%
Total(n)	8,680	807	2,711	1,668	1,042	733	1,719
Mean	1.25	1.30	1.24	1.26	1.20	1.29	1.27
Standard deviation	0.86	0.88	0.83	0.87	0.77	0.94	0.89
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>							
None	3.3%	3.4%	3.3%	3.6%	3.5%	3.7%	2.6%
1-4	25.8%	28.4%	24.4%	26.5%	23.8%	25.9%	27.4%
5-8	34.5%	33.4%	36.6%	32.9%	33.4%	34.6%	34.1%
9-12	19.7%	18.7%	20.0%	20.1%	20.2%	19.5%	19.1%
13-16	7.8%	7.6%	7.3%	8.0%	9.5%	6.6%	8.2%
17-20	4.3%	4.8%	3.7%	4.9%	4.5%	4.9%	4.0%
21+	4.5%	3.6%	4.7%	4.1%	5.1%	4.9%	4.6%
Total(n)	8,742	812	2,748	1,674	1,056	738	1,714
Mean	3.34	3.27	3.34	3.34	3.42	3.34	3.33
Standard deviation	1.38	1.36	1.36	1.38	1.42	1.41	1.37
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>							
<b>Ask questions in class</b>							
Frequently	95.2%	95.4%	94.0%	96.3%	95.0%	97.1%	95.2%
Occasionally	4.2%	3.5%	5.1%	3.3%	4.2%	2.9%	4.5%
Not at All	0.6%	1.1%	0.9%	0.5%	0.9%	0.0%	0.3%
Total(n)	8,709	798	2,720	1,685	1,051	736	1,719
Mean	2.95	2.94	2.93	2.96	2.94	2.97	2.95
Standard deviation	0.25	0.28	0.29	0.22	0.27	0.17	0.23
<b>Support their opinions with a logical argument</b>							
Frequently	79.1%	79.0%	77.9%	81.1%	78.9%	81.6%	78.0%
Occasionally	18.8%	19.0%	19.3%	17.2%	19.1%	16.8%	19.9%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not at All	2.2%	2.0%	2.8%	1.7%	2.0%	1.6%	2.1%
Total(n)	8,722	801	2,724	1,684	1,053	743	1,717
Mean	2.77	2.77	2.75	2.79	2.77	2.80	2.76
Standard deviation	0.47	0.47	0.49	0.45	0.47	0.44	0.47
<b>Seek solutions to problems and explain them to others</b>							
Frequently	76.5%	78.6%	76.1%	77.0%	77.2%	75.4%	75.5%
Occasionally	21.1%	18.8%	21.2%	21.1%	21.1%	21.5%	22.1%
Not at All	2.4%	2.6%	2.7%	1.9%	1.7%	3.1%	2.4%
Total(n)	8,735	805	2,728	1,686	1,057	740	1,719
Mean	2.74	2.76	2.73	2.75	2.75	2.72	2.73
Standard deviation	0.49	0.48	0.50	0.47	0.47	0.51	0.50
<b>Analyze multiple sources of information before coming to a conclusion</b>							
Frequently	67.3%	71.3%	67.0%	68.2%	67.7%	67.9%	64.6%
Occasionally	28.1%	24.1%	27.5%	28.3%	28.1%	27.2%	31.0%
Not at All	4.6%	4.6%	5.5%	3.5%	4.2%	4.9%	4.4%
Total(n)	8,738	805	2,729	1,684	1,057	742	1,721
Mean	2.63	2.67	2.62	2.65	2.64	2.63	2.60
Standard deviation	0.57	0.56	0.59	0.55	0.56	0.57	0.57
<b>Evaluate the quality or reliability of information they receive</b>							
Frequently	68.0%	70.8%	66.4%	70.1%	66.6%	69.6%	67.4%
Occasionally	27.5%	24.4%	28.2%	26.0%	29.3%	26.1%	28.7%
Not at All	4.5%	4.7%	5.4%	3.9%	4.2%	4.3%	4.0%
Total(n)	8,731	802	2,727	1,683	1,059	740	1,720
Mean	2.63	2.66	2.61	2.66	2.62	2.65	2.63
Standard deviation	0.57	0.57	0.59	0.55	0.56	0.56	0.56
<b>Take risks for potential gains</b>							
Frequently	38.5%	38.7%	37.7%	37.2%	38.2%	40.1%	40.6%
Occasionally	43.6%	40.6%	44.4%	43.4%	44.8%	41.7%	44.2%
Not at All	17.8%	20.7%	17.9%	19.3%	17.0%	18.2%	15.2%
Total(n)	8,685	801	2,711	1,671	1,052	736	1,714
Mean	2.21	2.18	2.20	2.18	2.21	2.22	2.25
Standard deviation	0.72	0.75	0.72	0.73	0.71	0.73	0.70
<b>Seek alternative solutions to a problem</b>							
Frequently	63.0%	66.7%	64.1%	63.7%	62.7%	61.1%	59.8%
Occasionally	33.8%	29.7%	32.6%	33.3%	35.2%	35.5%	36.6%
Not at All	3.2%	3.6%	3.4%	3.0%	2.1%	3.4%	3.5%
Total(n)	8,682	795	2,715	1,674	1,049	738	1,711
Mean	2.60	2.63	2.61	2.61	2.61	2.58	2.56
Standard deviation	0.55	0.55	0.55	0.55	0.53	0.56	0.56
<b>Look up scientific research articles and resources</b>							
Frequently	51.3%	53.6%	50.7%	55.7%	52.9%	49.8%	46.5%
Occasionally	34.5%	33.9%	35.2%	31.8%	34.5%	34.1%	36.4%
Not at All	14.2%	12.5%	14.1%	12.5%	12.5%	16.1%	17.1%
Total(n)	8,688	800	2,712	1,675	1,054	737	1,710
Mean	2.37	2.41	2.37	2.43	2.40	2.34	2.29
Standard deviation	0.72	0.70	0.72	0.70	0.70	0.74	0.74
<b>Explore topics on their own, even though it was not required for a class</b>							
Frequently	51.9%	54.2%	52.2%	53.4%	54.9%	51.3%	47.1%
Occasionally	43.4%	40.2%	42.5%	41.6%	42.0%	44.1%	48.4%
Not at All	4.8%	5.6%	5.3%	5.0%	3.1%	4.6%	4.5%
Total(n)	8,720	803	2,722	1,681	1,055	739	1,720
Mean	2.47	2.49	2.47	2.48	2.52	2.47	2.43
Standard deviation	0.59	0.60	0.60	0.59	0.56	0.58	0.58
<b>Accept mistakes as part of the learning process</b>							
Frequently	77.5%	78.1%	75.7%	78.1%	80.1%	79.1%	77.4%
Occasionally	20.8%	19.8%	22.3%	20.1%	18.7%	19.8%	21.5%
Not at All	1.6%	2.1%	2.1%	1.7%	1.2%	1.1%	1.1%
Total(n)	8,726	802	2,727	1,678	1,055	741	1,723
Mean	2.76	2.76	2.74	2.76	2.79	2.78	2.76
Standard deviation	0.46	0.47	0.49	0.46	0.44	0.44	0.45
<b>Recognize biases that affect their thinking</b>							
Frequently	54.7%	59.5%	53.1%	56.8%	48.4%	58.3%	55.1%
Occasionally	37.8%	31.9%	38.4%	35.6%	44.1%	35.5%	39.1%
Not at All	7.5%	8.6%	8.5%	7.7%	7.4%	6.2%	5.8%
Total(n)	8,711	803	2,724	1,672	1,051	741	1,720
Mean	2.47	2.51	2.45	2.49	2.41	2.52	2.49
Standard deviation	0.63	0.65	0.65	0.64	0.63	0.61	0.60
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>							
<b>Write in the specific style or format of your discipline</b>							
Frequently	62.7%	62.4%	59.6%	62.9%	66.4%	66.9%	63.4%
Occasionally	27.9%	27.1%	28.0%	28.1%	24.9%	26.2%	30.2%
Not at All	9.4%	10.4%	12.3%	9.0%	8.6%	6.9%	6.3%
Total(n)	8,630	785	2,697	1,659	1,043	740	1,706

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	2.53	2.52	2.47	2.54	2.58	2.60	2.57
Standard deviation	0.66	0.68	0.70	0.66	0.65	0.62	0.61
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>							
Frequently	48.7%	52.7%	47.4%	48.0%	47.5%	52.6%	48.6%
Occasionally	36.0%	34.1%	35.3%	36.1%	36.5%	34.0%	38.6%
Not at All	15.3%	13.2%	17.2%	15.8%	16.0%	13.5%	12.8%
Total(n)	8,616	783	2,696	1,653	1,041	736	1,707
Mean	2.33	2.40	2.30	2.32	2.31	2.39	2.36
Standard deviation	0.73	0.71	0.75	0.73	0.73	0.71	0.70
<b>Discuss the ethical or moral implications of a course of action</b>							
Frequently	46.2%	48.0%	45.4%	44.7%	41.2%	54.1%	47.5%
Occasionally	39.1%	36.0%	39.9%	39.6%	41.4%	33.9%	39.5%
Not at All	14.8%	16.0%	14.7%	15.7%	17.4%	11.9%	13.0%
Total(n)	8,607	783	2,695	1,650	1,039	737	1,703
Mean	2.31	2.32	2.31	2.29	2.24	2.42	2.34
Standard deviation	0.71	0.73	0.71	0.72	0.73	0.70	0.70
<b>Apply mathematical concepts and computational thinking</b>							
Frequently	35.2%	32.5%	37.7%	33.1%	41.2%	36.6%	30.4%
Occasionally	26.7%	31.3%	25.7%	28.5%	22.7%	25.9%	27.3%
Not at All	38.1%	36.2%	36.6%	38.4%	36.1%	37.4%	42.3%
Total(n)	8,625	785	2,697	1,656	1,045	737	1,705
Mean	1.97	1.96	2.01	1.95	2.05	1.99	1.88
Standard deviation	0.86	0.83	0.86	0.84	0.88	0.86	0.84
<b>In how many of the courses that you teach do you use each of the following?</b>							
<b>Class discussions</b>							
All	72.3%	71.8%	75.0%	70.5%	73.4%	69.4%	70.2%
Most	14.3%	15.1%	12.5%	15.3%	13.9%	14.8%	15.7%
Some	11.4%	11.2%	10.2%	12.1%	10.7%	13.6%	12.1%
None	2.1%	1.8%	2.2%	2.1%	2.0%	2.2%	2.0%
Total(n)	8,565	774	2,693	1,639	1,032	735	1,692
Mean	3.57	3.57	3.60	3.54	3.59	3.51	3.54
Standard deviation	0.77	0.76	0.76	0.78	0.76	0.81	0.78
<b>Cooperative learning (small groups)</b>							
All	55.7%	53.0%	57.3%	50.6%	59.3%	48.8%	60.0%
Most	19.7%	21.4%	18.8%	21.1%	17.5%	20.6%	20.1%
Some	19.4%	18.8%	18.1%	22.6%	19.2%	24.3%	16.6%
None	5.2%	6.8%	5.8%	5.7%	4.0%	6.3%	3.3%
Total(n)	8,549	776	2,690	1,635	1,034	728	1,686
Mean	3.26	3.20	3.28	3.17	3.32	3.12	3.37
Standard deviation	0.94	0.97	0.95	0.97	0.92	0.99	0.87
<b>Experiential learning/Field studies</b>							
All	17.4%	19.9%	18.2%	16.4%	17.7%	13.8%	17.1%
Most	15.9%	15.8%	15.0%	16.4%	14.6%	14.6%	18.0%
Some	32.2%	28.6%	31.2%	32.5%	31.8%	32.5%	35.0%
None	34.6%	35.8%	35.5%	34.6%	36.0%	39.2%	29.9%
Total(n)	8,460	760	2,658	1,611	1,029	727	1,675
Mean	2.16	2.20	2.16	2.15	2.14	2.03	2.22
Standard deviation	1.08	1.13	1.10	1.07	1.09	1.04	1.06
<b>Performances/Demonstrations</b>							
All	19.2%	22.3%	21.4%	18.0%	17.7%	14.8%	18.2%
Most	15.2%	15.4%	13.7%	14.9%	17.0%	15.2%	16.5%
Some	28.6%	29.1%	27.1%	26.2%	30.6%	30.4%	31.1%
None	37.0%	33.2%	37.7%	40.8%	34.7%	39.7%	34.3%
Total(n)	8,502	766	2,665	1,628	1,031	731	1,681
Mean	2.16	2.27	2.19	2.10	2.18	2.05	2.19
Standard deviation	1.12	1.14	1.16	1.13	1.09	1.07	1.10
<b>Group projects</b>							
All	26.6%	24.9%	29.9%	25.2%	27.7%	21.8%	25.0%
Most	21.9%	23.2%	20.9%	20.0%	22.7%	19.5%	25.1%
Some	34.8%	32.6%	32.2%	35.6%	35.9%	39.3%	36.6%
None	16.7%	19.3%	17.0%	19.2%	13.7%	19.4%	13.3%
Total(n)	8,523	772	2,682	1,627	1,032	728	1,682
Mean	2.58	2.54	2.64	2.51	2.64	2.44	2.62
Standard deviation	1.05	1.06	1.08	1.07	1.03	1.04	1.00
<b>Extensive lecturing</b>							
All	16.6%	13.4%	20.2%	16.1%	15.2%	16.0%	14.2%
Most	24.8%	24.0%	25.6%	25.7%	23.3%	28.0%	22.3%
Some	36.2%	38.1%	35.1%	36.5%	36.5%	33.5%	37.8%
None	22.4%	24.5%	19.1%	21.6%	25.0%	22.5%	25.7%
Total(n)	8,506	770	2,674	1,628	1,027	729	1,678
Mean	2.36	2.26	2.47	2.36	2.29	2.38	2.25
Standard deviation	1.01	0.98	1.02	0.99	1.00	1.00	0.99

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Multiple drafts of written work</b>							
All	15.9%	15.3%	17.3%	14.6%	17.3%	14.8%	14.7%
Most	20.2%	20.8%	18.3%	19.3%	21.8%	23.3%	21.3%
Some	41.3%	38.6%	37.3%	42.2%	43.6%	40.6%	46.6%
None	22.7%	25.2%	27.0%	23.8%	17.3%	21.2%	17.5%
Total(n)	8,474	769	2,655	1,624	1,026	721	1,679
Mean	2.29	2.26	2.26	2.25	2.39	2.32	2.33
Standard deviation	0.99	1.00	1.04	0.98	0.96	0.97	0.93
<b>Reflective writing/Journaling</b>							
All	17.1%	19.6%	17.7%	16.5%	15.5%	15.1%	17.7%
Most	16.1%	14.7%	14.3%	16.6%	14.7%	16.2%	19.7%
Some	31.7%	31.0%	28.3%	32.1%	33.5%	31.8%	35.9%
None	35.1%	34.8%	39.7%	34.8%	36.3%	37.0%	26.7%
Total(n)	8,498	771	2,667	1,624	1,025	730	1,681
Mean	2.15	2.19	2.10	2.15	2.09	2.09	2.28
Standard deviation	1.08	1.11	1.11	1.07	1.06	1.06	1.04
<b>Community service as part of coursework</b>							
All	2.2%	2.6%	2.2%	2.2%	2.0%	2.1%	2.1%
Most	4.9%	7.4%	4.4%	6.3%	3.1%	5.2%	4.2%
Some	21.2%	20.8%	18.9%	22.6%	15.6%	23.0%	26.3%
None	71.7%	69.3%	74.5%	68.9%	79.2%	69.7%	67.4%
Total(n)	8,505	771	2,674	1,623	1,026	729	1,682
Mean	1.38	1.43	1.34	1.42	1.28	1.40	1.41
Standard deviation	0.68	0.74	0.67	0.71	0.62	0.68	0.67
<b>Electronic quizzes with immediate feedback in class</b>							
All	11.6%	16.5%	11.5%	13.6%	9.5%	11.3%	8.8%
Most	14.1%	16.5%	12.9%	17.0%	11.4%	13.7%	13.7%
Some	24.8%	25.4%	23.7%	27.8%	23.3%	21.7%	25.6%
None	49.6%	41.7%	51.8%	41.6%	55.8%	53.3%	51.9%
Total(n)	8,550	777	2,685	1,633	1,034	732	1,689
Mean	1.88	2.08	1.84	2.03	1.75	1.83	1.79
Standard deviation	1.04	1.11	1.04	1.06	0.99	1.05	0.98
<b>Real-life problems</b>							
All	39.7%	45.7%	43.4%	41.0%	32.5%	38.4%	34.8%
Most	29.2%	28.5%	27.5%	27.7%	30.8%	32.9%	31.0%
Some	24.3%	20.2%	22.0%	24.7%	27.9%	22.9%	27.9%
None	6.8%	5.6%	7.1%	6.6%	8.7%	5.8%	6.4%
Total(n)	8,513	771	2,672	1,625	1,031	729	1,685
Mean	3.02	3.14	3.07	3.03	2.87	3.04	2.94
Standard deviation	0.96	0.93	0.97	0.96	0.97	0.92	0.94
<b>Student inquiry to drive learning</b>							
All	33.1%	36.7%	35.7%	31.2%	34.6%	29.6%	29.6%
Most	29.3%	32.0%	28.4%	29.8%	27.8%	29.1%	30.0%
Some	30.3%	24.7%	27.8%	31.1%	31.6%	33.2%	34.0%
None	7.3%	6.6%	8.0%	8.0%	5.9%	8.1%	6.4%
Total(n)	8,521	769	2,679	1,629	1,028	729	1,687
Mean	2.88	2.99	2.92	2.84	2.91	2.80	2.83
Standard deviation	0.96	0.94	0.97	0.96	0.94	0.96	0.93
<b>Readings on racial and ethnic issues</b>							
All	20.5%	22.7%	19.9%	20.2%	21.2%	21.7%	19.9%
Most	15.4%	15.6%	14.3%	15.8%	11.8%	16.7%	18.5%
Some	27.6%	27.6%	26.0%	28.8%	25.1%	29.5%	29.8%
None	36.4%	34.1%	39.8%	35.3%	41.9%	32.1%	31.7%
Total(n)	8,441	757	2,649	1,606	1,027	729	1,673
Mean	2.20	2.27	2.14	2.21	2.12	2.28	2.27
Standard deviation	1.14	1.16	1.15	1.13	1.17	1.13	1.11
<b>Readings on women or gender issues</b>							
All	17.2%	17.2%	17.2%	16.8%	19.4%	19.1%	15.5%
Most	13.7%	13.6%	13.6%	13.2%	10.5%	13.7%	16.4%
Some	28.2%	29.4%	25.6%	28.9%	25.8%	31.0%	31.4%
None	40.9%	39.7%	43.6%	41.0%	44.3%	36.2%	36.7%
Total(n)	8,403	755	2,636	1,601	1,025	723	1,663
Mean	2.07	2.08	2.04	2.06	2.05	2.16	2.11
Standard deviation	1.11	1.10	1.12	1.10	1.15	1.11	1.07
<b>Supplemental instruction outside of class and office hours</b>							
All	18.6%	20.3%	20.3%	16.5%	21.2%	19.2%	15.2%
Most	18.3%	18.3%	18.0%	16.8%	16.1%	21.1%	20.2%
Some	38.7%	37.4%	37.8%	39.7%	36.9%	38.5%	41.0%
None	24.4%	24.0%	23.9%	26.9%	25.8%	21.3%	23.6%
Total(n)	8,392	754	2,637	1,603	1,023	715	1,660
Mean	2.31	2.35	2.35	2.23	2.33	2.38	2.27
Standard deviation	1.04	1.06	1.05	1.02	1.08	1.02	0.99
<b>Student presentations</b>							
All	28.4%	26.2%	32.0%	23.0%	30.9%	25.8%	28.5%
Most	26.0%	25.2%	23.7%	24.4%	28.5%	26.4%	29.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Some	34.9%	36.4%	32.3%	38.1%	32.3%	38.2%	35.5%
None	10.7%	12.3%	12.0%	14.5%	8.3%	9.6%	6.4%
Total(n)	8,444	759	2,651	1,609	1,027	726	1,672
Mean	2.72	2.65	2.76	2.56	2.82	2.68	2.80
Standard deviation	0.99	1.00	1.03	1.00	0.97	0.96	0.93
<b>Student evaluations of each others' work</b>							
All	14.9%	14.8%	18.1%	12.8%	14.2%	10.9%	14.2%
Most	17.6%	18.7%	14.9%	19.1%	16.9%	17.3%	20.2%
Some	39.7%	38.6%	37.2%	39.3%	39.4%	40.2%	44.7%
None	27.8%	27.9%	29.8%	28.8%	29.6%	31.6%	20.8%
Total(n)	8,420	756	2,643	1,605	1,024	727	1,665
Mean	2.20	2.20	2.21	2.16	2.16	2.07	2.28
Standard deviation	1.01	1.01	1.06	0.98	1.00	0.96	0.95
<b>Grading on a curve</b>							
All	5.9%	4.0%	8.6%	5.6%	5.0%	3.9%	4.3%
Most	8.0%	7.1%	8.7%	7.6%	7.6%	9.0%	7.4%
Some	18.9%	18.1%	17.5%	17.6%	19.0%	22.8%	21.1%
None	67.2%	70.8%	65.2%	69.2%	68.4%	64.4%	67.1%
Total(n)	8,419	757	2,641	1,601	1,025	725	1,670
Mean	1.53	1.44	1.61	1.50	1.49	1.52	1.49
Standard deviation	0.87	0.79	0.96	0.86	0.84	0.81	0.81
<b>Rubric-based assessment</b>							
All	43.9%	48.7%	44.6%	47.7%	40.3%	43.9%	39.0%
Most	26.6%	25.8%	27.3%	24.6%	24.6%	26.2%	29.5%
Some	21.6%	18.8%	19.6%	21.8%	24.0%	22.4%	24.0%
None	7.9%	6.7%	8.5%	6.0%	11.2%	7.5%	7.6%
Total(n)	8,256	741	2,591	1,576	1,002	706	1,640
Mean	3.06	3.16	3.08	3.14	2.94	3.07	3.00
Standard deviation	0.98	0.96	0.99	0.96	1.04	0.98	0.97
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>							
All	13.5%	13.4%	15.2%	14.3%	12.6%	12.2%	11.5%
Most	15.4%	17.3%	14.7%	16.6%	13.5%	14.8%	15.8%
Some	39.5%	39.0%	38.2%	38.0%	41.3%	41.6%	41.2%
None	31.5%	30.3%	31.9%	31.1%	32.5%	31.3%	31.5%
Total(n)	8,394	756	2,633	1,598	1,023	721	1,663
Mean	2.11	2.14	2.13	2.14	2.06	2.08	2.07
Standard deviation	1.00	1.00	1.03	1.01	0.98	0.97	0.96
<b>How frequently do you incorporate the following forms of technology into your courses?</b>							
<b>Videos or podcasts</b>							
Frequently	48.7%	51.9%	46.8%	55.2%	44.9%	51.1%	45.5%
Occasionally	43.4%	41.3%	44.6%	38.3%	45.4%	42.7%	46.2%
Not at All	7.9%	6.8%	8.6%	6.5%	9.7%	6.2%	8.3%
Total(n)	8,474	767	2,657	1,610	1,030	730	1,680
Mean	2.41	2.45	2.38	2.49	2.35	2.45	2.37
Standard deviation	0.63	0.62	0.64	0.62	0.65	0.61	0.63
<b>Simulations/animations</b>							
Frequently	21.0%	25.8%	20.7%	22.1%	20.3%	21.3%	18.5%
Occasionally	42.4%	40.5%	42.7%	41.3%	41.0%	39.8%	45.7%
Not at All	36.6%	33.7%	36.5%	36.6%	38.7%	38.9%	35.8%
Total(n)	8,436	763	2,637	1,610	1,024	727	1,675
Mean	1.84	1.92	1.84	1.86	1.82	1.82	1.83
Standard deviation	0.74	0.77	0.74	0.75	0.75	0.76	0.72
<b>Online homework or virtual labs</b>							
Frequently	37.0%	45.1%	35.1%	44.5%	33.6%	36.9%	31.0%
Occasionally	34.8%	33.6%	35.5%	35.5%	32.2%	32.4%	36.1%
Not at All	28.2%	21.3%	29.4%	20.0%	34.2%	30.7%	32.8%
Total(n)	8,423	765	2,636	1,605	1,019	726	1,672
Mean	2.09	2.24	2.06	2.25	1.99	2.06	1.98
Standard deviation	0.80	0.78	0.80	0.77	0.82	0.82	0.80
<b>Online discussion boards</b>							
Frequently	24.9%	32.8%	24.0%	32.2%	26.4%	23.7%	15.5%
Occasionally	37.9%	37.6%	36.0%	40.7%	36.1%	39.9%	38.8%
Not at All	37.1%	29.6%	39.9%	27.1%	37.5%	36.4%	45.7%
Total(n)	8,453	766	2,650	1,607	1,026	725	1,679
Mean	1.88	2.03	1.84	2.05	1.89	1.87	1.70
Standard deviation	0.78	0.79	0.78	0.77	0.79	0.77	0.72
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>							
Frequently	9.6%	11.9%	10.9%	8.8%	8.6%	8.4%	8.6%
Occasionally	21.8%	18.4%	23.5%	21.5%	19.2%	21.1%	23.1%
Not at All	68.5%	69.7%	65.6%	69.7%	72.2%	70.5%	68.4%
Total(n)	8,448	765	2,649	1,606	1,022	725	1,681
Mean	1.41	1.42	1.45	1.39	1.36	1.38	1.40
Standard deviation	0.66	0.69	0.68	0.64	0.64	0.64	0.64

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>							
<b>Felt confident in your ability to provide effective instruction exclusively online</b>							
To a Very Large Extent	24.6%	26.9%	24.3%	28.3%	25.8%	26.1%	19.0%
To a Large Extent	33.4%	32.6%	35.0%	33.9%	31.3%	34.8%	31.2%
To Some Extent	30.4%	28.3%	30.2%	28.0%	30.8%	29.4%	34.1%
To a Small Extent	8.4%	8.5%	7.9%	6.4%	8.2%	6.9%	11.9%
Not at All	3.3%	3.7%	2.5%	3.4%	3.8%	2.9%	3.8%
Total(n)	8,417	763	2,637	1,599	1,019	725	1,674
Mean	3.68	3.71	3.71	3.77	3.67	3.74	3.50
Standard deviation	1.04	1.07	1.00	1.04	1.06	1.01	1.05
<b>Were concerned about your job security</b>							
To a Very Large Extent	9.6%	13.4%	7.2%	7.7%	10.8%	14.2%	10.7%
To a Large Extent	8.0%	9.9%	7.1%	6.8%	6.8%	11.6%	8.9%
To Some Extent	20.6%	23.1%	17.6%	19.9%	20.5%	22.4%	24.2%
To a Small Extent	19.9%	18.1%	18.8%	21.0%	19.7%	19.3%	21.7%
Not at All	41.9%	35.6%	49.3%	44.6%	42.1%	32.5%	34.4%
Total(n)	8,402	759	2,637	1,594	1,018	724	1,670
Mean	2.23	2.48	2.04	2.12	2.24	2.56	2.40
Standard deviation	1.32	1.40	1.26	1.26	1.35	1.41	1.32
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>							
To a Very Large Extent	30.5%	29.0%	26.4%	34.3%	34.2%	31.9%	31.4%
To a Large Extent	18.9%	18.8%	18.9%	17.4%	18.8%	21.5%	19.2%
To Some Extent	22.3%	21.3%	24.8%	19.9%	20.3%	21.0%	22.6%
To a Small Extent	10.3%	7.1%	11.9%	8.9%	9.4%	9.7%	11.3%
Not at All	18.1%	23.8%	18.0%	19.5%	17.3%	15.8%	15.6%
Total(n)	8,344	751	2,620	1,585	1,015	720	1,653
Mean	3.34	3.22	3.24	3.38	3.43	3.44	3.40
Standard deviation	1.46	1.53	1.42	1.51	1.47	1.43	1.42
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>							
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>							
Strongly Agree	58.5%	56.5%	60.0%	56.0%	59.7%	60.1%	57.8%
Agree	34.7%	34.1%	34.6%	35.6%	34.2%	33.3%	35.0%
Disagree	4.8%	7.5%	3.7%	5.7%	3.7%	4.7%	5.3%
Strongly Disagree	2.0%	1.9%	1.7%	2.6%	2.4%	2.0%	1.9%
Total(n)	8,151	734	2,552	1,556	984	706	1,619
Mean	3.50	3.45	3.53	3.45	3.51	3.51	3.49
Standard deviation	0.68	0.72	0.65	0.72	0.69	0.68	0.69
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>							
Strongly Agree	48.2%	47.4%	50.0%	43.4%	46.5%	51.2%	49.9%
Agree	32.6%	29.4%	32.6%	33.1%	32.6%	34.4%	32.8%
Disagree	10.2%	10.6%	9.4%	12.2%	11.5%	9.1%	9.1%
Strongly Disagree	9.0%	12.6%	8.0%	11.3%	9.4%	5.3%	8.3%
Total(n)	8,068	720	2,540	1,538	959	701	1,610
Mean	3.20	3.12	3.25	3.09	3.16	3.32	3.24
Standard deviation	0.95	1.04	0.92	1.00	0.96	0.85	0.93
<b>I had access to effective tech support while teaching remotely</b>							
Strongly Agree	42.3%	41.8%	46.0%	38.8%	45.7%	39.5%	39.0%
Agree	38.8%	40.0%	38.3%	39.1%	37.0%	37.7%	40.2%
Disagree	12.2%	12.8%	10.7%	13.8%	11.0%	14.3%	12.3%
Strongly Disagree	6.8%	5.4%	5.0%	8.3%	6.3%	8.6%	8.5%
Total(n)	8,032	718	2,512	1,532	972	701	1,597
Mean	3.16	3.18	3.25	3.08	3.22	3.08	3.10
Standard deviation	0.89	0.86	0.84	0.92	0.88	0.94	0.92
<b>Please indicate your agreement with each of the following statements:</b>							
<b>Campus leadership provided an appropriate response to the pandemic</b>							
Strongly Agree	41.6%	30.9%	45.7%	34.7%	38.8%	42.2%	48.1%
Somewhat Agree	41.8%	46.2%	40.3%	44.7%	42.6%	41.1%	39.1%
Somewhat Disagree	11.4%	14.0%	9.9%	14.0%	13.6%	11.1%	9.1%
Strongly Disagree	5.2%	8.9%	4.2%	6.6%	5.0%	5.6%	3.6%
Total(n)	8,109	731	2,540	1,540	986	694	1,618
Mean	3.20	2.99	3.27	3.07	3.15	3.20	3.32
Standard deviation	0.84	0.90	0.80	0.86	0.84	0.85	0.79
<b>Faculty in my department were adequately prepared for teaching remotely</b>							
Strongly Agree	19.3%	15.3%	20.4%	15.2%	21.7%	23.5%	20.0%
Somewhat Agree	44.0%	42.6%	45.3%	41.8%	41.4%	44.2%	46.1%
Somewhat Disagree	25.6%	26.9%	25.5%	27.0%	26.4%	24.0%	24.2%
Strongly Disagree	11.1%	15.3%	8.9%	16.0%	10.4%	8.3%	9.7%
Total(n)	8,078	726	2,530	1,541	980	695	1,606
Mean	2.71	2.58	2.77	2.56	2.74	2.83	2.76

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.90	0.93	0.87	0.93	0.91	0.88	0.88
<b>My institution's pandemic response prioritized the health and safety of faculty</b>							
Strongly Agree	40.1%	29.2%	43.1%	35.4%	43.2%	41.6%	42.3%
Somewhat Agree	36.1%	36.9%	35.6%	38.5%	33.6%	36.2%	35.9%
Somewhat Disagree	15.3%	20.1%	13.7%	17.1%	13.5%	15.0%	15.2%
Strongly Disagree	8.4%	13.8%	7.6%	9.0%	9.7%	7.2%	6.6%
Total(n)	8,098	726	2,545	1,541	982	694	1,610
Mean	3.08	2.82	3.14	3.00	3.10	3.12	3.14
Standard deviation	0.94	1.01	0.92	0.94	0.97	0.92	0.91
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>							
Strongly Agree	12.7%	19.0%	11.7%	17.5%	10.7%	11.9%	8.5%
Somewhat Agree	18.9%	20.5%	19.6%	22.6%	17.1%	19.2%	14.6%
Somewhat Disagree	24.6%	25.0%	26.6%	25.1%	21.1%	25.8%	21.7%
Strongly Disagree	43.8%	34.6%	42.0%	34.7%	51.2%	43.2%	55.1%
Total(n)	8,118	728	2,545	1,543	983	699	1,620
Mean	2.01	2.24	2.01	2.23	1.87	2.00	1.77
Standard deviation	1.07	1.12	1.04	1.11	1.05	1.05	0.99
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>							
Strongly Agree	45.9%	35.9%	50.0%	37.0%	52.6%	43.3%	49.5%
Somewhat Agree	34.9%	37.4%	33.3%	40.2%	29.6%	35.8%	34.0%
Somewhat Disagree	11.5%	15.8%	9.3%	13.4%	11.6%	12.4%	10.9%
Strongly Disagree	7.7%	10.9%	7.4%	9.4%	6.2%	8.5%	5.6%
Total(n)	8,072	722	2,530	1,536	980	693	1,611
Mean	3.19	2.98	3.26	3.05	3.28	3.14	3.27
Standard deviation	0.92	0.98	0.91	0.94	0.90	0.94	0.87
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>							
Strongly Agree	64.5%	70.2%	61.9%	66.3%	63.7%	64.6%	64.6%
Somewhat Agree	30.1%	25.8%	32.3%	29.0%	29.6%	29.4%	30.1%
Somewhat Disagree	4.7%	2.9%	5.2%	4.3%	5.1%	5.3%	4.8%
Strongly Disagree	0.7%	1.1%	0.6%	0.4%	1.6%	0.7%	0.6%
Total(n)	8,107	728	2,538	1,543	983	698	1,617
Mean	3.58	3.65	3.55	3.61	3.55	3.58	3.59
Standard deviation	0.62	0.59	0.62	0.59	0.67	0.63	0.61
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>							
<b>Physical health</b>							
To a Very Large Extent	20.6%	21.7%	18.4%	23.6%	22.0%	21.3%	19.6%
To a Large Extent	21.2%	21.0%	21.3%	21.7%	21.8%	20.6%	20.5%
To Some Extent	30.0%	30.8%	31.2%	29.1%	28.0%	29.5%	30.0%
To a Small Extent	16.1%	13.6%	18.0%	14.8%	14.1%	15.0%	17.3%
Not at All	12.1%	12.9%	11.1%	10.8%	14.0%	13.6%	12.6%
Total(n)	8,169	737	2,558	1,544	999	705	1,626
Mean	3.22	3.25	3.18	3.33	3.24	3.21	3.17
Standard deviation	1.28	1.29	1.24	1.28	1.32	1.31	1.28
<b>Mental health</b>							
To a Very Large Extent	24.3%	27.7%	21.6%	27.5%	23.4%	27.6%	23.1%
To a Large Extent	22.6%	22.2%	22.5%	23.3%	24.6%	19.6%	22.4%
To Some Extent	26.2%	25.8%	25.9%	25.3%	25.2%	29.3%	27.0%
To a Small Extent	15.1%	13.2%	16.7%	13.3%	14.3%	12.7%	16.8%
Not at All	11.8%	11.1%	13.3%	10.6%	12.6%	10.9%	10.8%
Total(n)	8,134	733	2,547	1,536	996	700	1,622
Mean	3.33	3.42	3.22	3.44	3.32	3.40	3.30
Standard deviation	1.31	1.31	1.32	1.30	1.31	1.30	1.29
<b>In-person social interaction</b>							
To a Very Large Extent	20.0%	23.3%	18.7%	22.0%	20.4%	21.8%	17.5%
To a Large Extent	25.4%	25.8%	25.6%	23.2%	26.4%	26.9%	25.6%
To Some Extent	28.5%	26.0%	29.2%	29.2%	27.0%	29.1%	28.3%
To a Small Extent	15.2%	14.4%	15.4%	15.1%	14.1%	11.6%	17.5%
Not at All	11.0%	10.5%	11.1%	10.4%	12.2%	10.6%	11.1%
Total(n)	8,105	730	2,541	1,532	987	698	1,617
Mean	3.28	3.37	3.25	3.31	3.29	3.38	3.21
Standard deviation	1.25	1.27	1.24	1.26	1.27	1.24	1.24
<b>Return to in-person teaching</b>							
To a Very Large Extent	15.1%	17.9%	14.1%	17.2%	15.3%	15.5%	13.0%
To a Large Extent	17.7%	20.9%	16.6%	19.1%	15.8%	20.7%	16.4%
To Some Extent	24.8%	24.9%	24.7%	24.5%	24.5%	24.1%	25.6%
To a Small Extent	18.6%	14.3%	19.5%	17.2%	18.0%	16.8%	21.7%
Not at All	23.8%	22.1%	25.1%	22.0%	26.4%	22.9%	23.2%
Total(n)	8,106	728	2,533	1,534	995	702	1,614
Mean	2.82	2.98	2.75	2.92	2.75	2.89	2.74
Standard deviation	1.37	1.40	1.37	1.39	1.40	1.38	1.33
<b>Health of loved ones</b>							
To a Very Large Extent	30.8%	35.6%	29.0%	33.7%	32.7%	33.3%	26.5%



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	23.7%	26.1%	23.8%	24.1%	20.7%	25.2%	23.4%
To a Some Extent	24.6%	21.8%	25.6%	23.0%	24.1%	24.0%	26.5%
To a Small Extent	14.0%	10.0%	14.3%	13.0%	15.7%	10.7%	16.4%
Not at All	6.9%	6.6%	7.3%	6.2%	6.8%	6.8%	7.2%
Total(n)	8,126	731	2,542	1,535	997	703	1,618
Mean	3.58	3.74	3.53	3.66	3.57	3.67	3.46
Standard deviation	1.25	1.22	1.25	1.24	1.27	1.23	1.24
<b>Access to healthcare</b>							
To a Very Large Extent	7.8%	8.2%	7.3%	8.8%	8.2%	9.1%	6.7%
To a Large Extent	10.0%	11.6%	9.1%	9.7%	10.2%	10.3%	10.6%
To a Some Extent	21.5%	23.3%	20.5%	21.2%	21.7%	23.3%	21.5%
To a Small Extent	25.2%	21.6%	24.5%	26.9%	24.3%	24.3%	27.3%
Not at All	35.6%	35.3%	38.6%	33.4%	35.5%	33.0%	33.9%
Total(n)	8,117	733	2,544	1,540	994	696	1,610
Mean	2.29	2.36	2.22	2.34	2.31	2.38	2.29
Standard deviation	1.26	1.29	1.25	1.27	1.27	1.28	1.22
<b>The extent to which others wear masks while out in public</b>							
To a Very Large Extent	20.4%	26.3%	18.5%	23.6%	18.4%	20.1%	18.8%
To a Large Extent	22.4%	21.1%	21.8%	23.2%	23.3%	24.1%	21.7%
To a Some Extent	25.3%	25.0%	25.3%	23.0%	27.4%	25.5%	26.4%
To a Small Extent	15.7%	12.6%	17.2%	14.9%	15.0%	14.3%	16.4%
Not at All	16.3%	15.0%	17.2%	15.3%	15.8%	15.9%	16.7%
Total(n)	8,146	733	2,546	1,538	998	705	1,626
Mean	3.15	3.31	3.07	3.25	3.14	3.18	3.10
Standard deviation	1.35	1.38	1.35	1.37	1.32	1.34	1.34
<b>Coping with social isolation</b>							
To a Very Large Extent	12.6%	12.2%	11.2%	14.4%	15.0%	14.2%	11.2%
To a Large Extent	17.2%	19.5%	16.3%	18.0%	16.5%	19.1%	16.7%
To a Some Extent	27.6%	27.0%	29.1%	27.0%	27.3%	26.3%	26.9%
To a Small Extent	23.4%	23.4%	22.8%	21.8%	23.3%	22.5%	26.3%
Not at All	19.1%	17.9%	20.6%	18.8%	17.9%	17.9%	18.9%
Total(n)	8,148	732	2,553	1,536	997	703	1,627
Mean	2.81	2.85	2.75	2.87	2.88	2.89	2.75
Standard deviation	1.28	1.27	1.26	1.31	1.30	1.30	1.25
<b>Personal finances</b>							
To a Very Large Extent	9.7%	14.6%	8.1%	10.5%	9.0%	11.1%	9.1%
To a Large Extent	10.0%	10.5%	9.4%	9.4%	9.3%	12.0%	10.7%
To a Some Extent	20.8%	20.6%	19.9%	20.4%	20.8%	23.7%	21.6%
To a Small Extent	23.3%	22.0%	23.5%	23.0%	22.8%	22.5%	24.4%
Not at All	36.2%	32.2%	39.2%	36.7%	38.2%	30.7%	34.1%
Total(n)	8,126	732	2,545	1,536	992	701	1,620
Mean	2.34	2.53	2.24	2.34	2.28	2.50	2.36
Standard deviation	1.32	1.41	1.28	1.33	1.30	1.33	1.29
<b>Childcare</b>							
To a Very Large Extent	13.4%	12.5%	12.9%	13.8%	13.7%	14.3%	13.6%
To a Large Extent	6.9%	7.4%	7.3%	7.0%	6.9%	6.4%	6.0%
To a Some Extent	7.9%	7.7%	9.1%	6.6%	6.7%	6.6%	8.5%
To a Small Extent	7.1%	5.0%	7.0%	6.7%	6.0%	9.3%	8.3%
Not at All	64.8%	67.4%	63.7%	65.9%	66.6%	63.4%	63.7%
Total(n)	8,114	727	2,540	1,532	994	700	1,621
Mean	1.97	1.93	1.99	1.96	1.95	1.99	1.97
Standard deviation	1.48	1.47	1.48	1.50	1.50	1.50	1.48
<b>Please indicate the extent to which you agree it is your role to:</b>							
<b>Encourage students to become agents of social change</b>							
Strongly Agree	40.7%	44.9%	39.7%	40.7%	34.6%	45.8%	42.0%
Somewhat Agree	42.3%	38.9%	42.1%	41.9%	44.8%	39.5%	44.0%
Somewhat Disagree	11.3%	11.4%	12.1%	10.2%	12.9%	10.0%	10.8%
Strongly Disagree	5.7%	4.9%	6.1%	7.1%	7.7%	4.7%	3.2%
Total(n)	8,093	731	2,540	1,512	985	701	1,624
Mean	3.18	3.24	3.15	3.16	3.06	3.26	3.25
Standard deviation	0.85	0.84	0.86	0.88	0.88	0.82	0.77
<b>Prepare students for employment after college</b>							
Strongly Agree	70.5%	77.0%	70.9%	71.2%	65.7%	70.8%	69.0%
Somewhat Agree	25.5%	19.9%	24.3%	24.7%	29.4%	25.8%	28.2%
Somewhat Disagree	3.2%	2.6%	3.9%	3.4%	3.6%	2.7%	2.3%
Strongly Disagree	0.8%	0.4%	0.9%	0.7%	1.2%	0.7%	0.5%
Total(n)	8,114	732	2,541	1,519	992	701	1,629
Mean	3.66	3.74	3.65	3.66	3.60	3.67	3.66
Standard deviation	0.58	0.52	0.60	0.58	0.62	0.57	0.55
<b>Prepare students for graduate or advanced education</b>							
Strongly Agree	56.6%	56.7%	58.6%	53.1%	56.1%	56.5%	57.2%
Somewhat Agree	38.3%	37.5%	36.5%	41.2%	39.4%	36.7%	38.6%
Somewhat Disagree	4.2%	5.2%	3.9%	4.8%	3.8%	5.3%	3.6%
Strongly Disagree	0.8%	0.5%	1.0%	0.9%	0.6%	1.6%	0.5%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	8,106	730	2,540	1,518	992	701	1,625
Mean	3.51	3.50	3.53	3.47	3.51	3.48	3.53
Standard deviation	0.62	0.62	0.62	0.63	0.60	0.67	0.59
<b>Develop students' moral character</b>							
Strongly Agree	41.9%	36.5%	52.5%	30.7%	33.0%	41.4%	44.0%
Somewhat Agree	45.0%	45.1%	38.4%	50.8%	49.9%	47.1%	45.8%
Somewhat Disagree	10.5%	14.5%	7.2%	15.1%	13.6%	8.7%	8.5%
Strongly Disagree	2.6%	4.0%	1.9%	3.4%	3.4%	2.7%	1.7%
Total(n)	8,093	732	2,540	1,511	990	700	1,620
Mean	3.26	3.14	3.41	3.09	3.13	3.27	3.32
Standard deviation	0.75	0.81	0.71	0.77	0.77	0.73	0.70
<b>Provide for students' emotional development</b>							
Strongly Agree	28.9%	31.0%	32.9%	26.2%	22.6%	29.1%	28.2%
Somewhat Agree	50.6%	49.6%	49.0%	49.5%	51.4%	50.1%	54.1%
Somewhat Disagree	16.5%	14.3%	14.6%	18.4%	21.2%	17.5%	15.2%
Strongly Disagree	4.0%	5.1%	3.5%	5.8%	4.8%	3.3%	2.5%
Total(n)	8,076	726	2,541	1,508	989	698	1,614
Mean	3.04	3.06	3.11	2.96	2.92	3.05	3.08
Standard deviation	0.78	0.81	0.78	0.82	0.79	0.77	0.73
<b>Help students develop personal values</b>							
Strongly Agree	39.0%	35.7%	46.0%	29.7%	32.3%	39.6%	42.0%
Somewhat Agree	46.9%	45.9%	42.8%	51.0%	49.5%	48.1%	48.2%
Somewhat Disagree	11.2%	14.7%	8.8%	15.4%	14.6%	10.0%	8.2%
Strongly Disagree	2.8%	3.7%	2.4%	4.0%	3.6%	2.3%	1.7%
Total(n)	8,092	728	2,544	1,511	988	697	1,624
Mean	3.22	3.14	3.32	3.06	3.10	3.25	3.30
Standard deviation	0.75	0.80	0.74	0.78	0.78	0.73	0.69
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>							
Strongly Agree	46.8%	51.1%	46.3%	46.7%	41.6%	48.3%	48.2%
Somewhat Agree	39.0%	35.8%	39.1%	38.6%	39.6%	39.7%	40.1%
Somewhat Disagree	9.8%	9.1%	9.9%	10.0%	12.4%	6.6%	9.5%
Strongly Disagree	4.4%	4.0%	4.7%	4.7%	6.4%	5.5%	2.2%
Total(n)	8,070	726	2,532	1,508	984	696	1,624
Mean	3.28	3.34	3.27	3.27	3.16	3.31	3.34
Standard deviation	0.81	0.80	0.82	0.83	0.88	0.82	0.74
<b>Promote students' ability to write effectively</b>							
Strongly Agree	66.2%	64.1%	63.2%	65.7%	73.0%	69.8%	66.6%
Somewhat Agree	28.7%	30.5%	30.4%	29.0%	22.7%	26.5%	29.4%
Somewhat Disagree	4.1%	4.5%	5.0%	4.4%	2.7%	2.7%	3.6%
Strongly Disagree	1.0%	0.8%	1.4%	0.9%	1.5%	1.0%	0.4%
Total(n)	8,103	730	2,546	1,516	986	701	1,624
Mean	3.60	3.58	3.55	3.59	3.67	3.65	3.62
Standard deviation	0.62	0.62	0.66	0.62	0.61	0.58	0.58
<b>Encourage respect for different beliefs</b>							
Strongly Agree	68.1%	72.5%	70.3%	66.6%	65.0%	68.3%	65.8%
Somewhat Agree	27.3%	23.1%	25.1%	28.6%	28.5%	26.9%	30.8%
Somewhat Disagree	3.4%	3.3%	3.4%	3.2%	5.0%	3.0%	2.8%
Strongly Disagree	1.3%	1.1%	1.2%	1.7%	1.5%	1.9%	0.7%
Total(n)	8,088	727	2,531	1,513	991	700	1,626
Mean	3.62	3.67	3.64	3.60	3.57	3.62	3.62
Standard deviation	0.62	0.59	0.61	0.64	0.66	0.64	0.58
<b>Please indicate your agreement with each of the following statements:</b>							
<b>The chief benefit of a college education is that it increases one's earning power</b>							
Strongly Agree	12.3%	16.5%	12.3%	13.6%	12.7%	12.6%	8.7%
Somewhat Agree	44.1%	44.6%	42.4%	48.2%	42.5%	46.7%	42.6%
Somewhat Disagree	29.3%	27.8%	31.0%	26.1%	28.6%	25.5%	32.3%
Strongly Disagree	14.4%	11.2%	14.4%	12.1%	16.2%	15.2%	16.3%
Total(n)	7,993	717	2,513	1,488	976	690	1,609
Mean	2.54	2.66	2.53	2.63	2.52	2.57	2.44
Standard deviation	0.88	0.88	0.88	0.86	0.91	0.90	0.86
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>							
Strongly Agree	73.9%	80.0%	71.4%	75.3%	71.5%	75.8%	74.3%
Somewhat Agree	21.4%	16.5%	23.3%	19.7%	22.9%	19.9%	22.0%
Somewhat Disagree	3.4%	2.2%	3.9%	3.7%	3.7%	2.9%	2.6%
Strongly Disagree	1.3%	1.3%	1.3%	1.3%	1.8%	1.5%	1.1%
Total(n)	8,000	715	2,511	1,497	977	689	1,611
Mean	3.68	3.75	3.65	3.69	3.64	3.70	3.69
Standard deviation	0.60	0.55	0.62	0.60	0.64	0.60	0.58
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>							
Strongly Agree	51.9%	64.0%	50.3%	55.3%	47.7%	54.3%	47.2%
Somewhat Agree	40.7%	29.8%	41.0%	38.5%	43.1%	39.4%	46.1%
Somewhat Disagree	6.2%	5.3%	7.2%	5.1%	7.4%	4.8%	6.0%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Strongly Disagree	1.3%	0.8%	1.5%	1.1%	1.7%	1.6%	0.7%
Total(n)	7,999	714	2,510	1,495	976	691	1,613
Mean	3.43	3.57	3.40	3.48	3.37	3.46	3.40
Standard deviation	0.67	0.63	0.69	0.65	0.70	0.66	0.64
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>							
Strongly Agree	13.5%	14.2%	13.7%	15.6%	14.0%	12.7%	10.9%
Somewhat Agree	45.7%	46.4%	44.5%	46.0%	46.4%	44.3%	46.8%
Somewhat Disagree	32.2%	28.8%	31.9%	31.9%	30.8%	32.8%	34.7%
Strongly Disagree	8.7%	10.6%	9.8%	6.4%	8.8%	10.2%	7.5%
Total(n)	7,825	698	2,458	1,466	952	679	1,572
Mean	2.64	2.64	2.62	2.71	2.66	2.59	2.61
Standard deviation	0.82	0.85	0.84	0.80	0.83	0.84	0.78
<b>I try to dispel perceptions of competition in my classroom</b>							
Strongly Agree	38.6%	37.9%	39.6%	38.5%	41.6%	36.7%	36.2%
Somewhat Agree	40.8%	41.3%	41.4%	38.1%	39.7%	38.8%	43.8%
Somewhat Disagree	16.5%	17.2%	15.5%	18.1%	13.9%	18.6%	17.0%
Strongly Disagree	4.1%	3.6%	3.5%	5.2%	4.8%	5.9%	3.0%
Total(n)	7,888	704	2,479	1,472	973	676	1,584
Mean	3.14	3.14	3.17	3.10	3.18	3.06	3.13
Standard deviation	0.83	0.82	0.81	0.88	0.85	0.89	0.80
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>							
Strongly Agree	19.4%	16.2%	19.1%	16.2%	19.4%	22.7%	23.0%
Somewhat Agree	34.8%	30.9%	36.7%	34.0%	33.8%	32.5%	36.2%
Somewhat Disagree	32.2%	35.6%	31.5%	33.2%	34.2%	31.3%	30.2%
Strongly Disagree	13.5%	17.2%	12.8%	16.6%	12.6%	13.6%	10.6%
Total(n)	7,992	708	2,512	1,496	976	693	1,607
Mean	2.60	2.46	2.62	2.50	2.60	2.64	2.71
Standard deviation	0.95	0.96	0.93	0.95	0.94	0.98	0.94
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>							
Strongly Agree	32.3%	35.8%	31.7%	32.7%	28.6%	36.1%	32.2%
Somewhat Agree	44.2%	42.7%	44.9%	45.1%	45.6%	40.7%	43.6%
Somewhat Disagree	18.2%	16.7%	18.5%	16.8%	19.3%	16.9%	19.7%
Strongly Disagree	5.2%	4.8%	5.0%	5.4%	6.5%	6.3%	4.5%
Total(n)	7,954	707	2,498	1,488	975	685	1,601
Mean	3.04	3.09	3.03	3.05	2.96	3.07	3.04
Standard deviation	0.84	0.84	0.84	0.84	0.86	0.88	0.84
<b>I achieve a healthy balance between my personal life and my professional life</b>							
Strongly Agree	18.1%	17.6%	20.6%	16.5%	17.6%	19.7%	15.6%
Somewhat Agree	39.3%	38.5%	41.1%	40.8%	36.0%	36.8%	38.5%
Somewhat Disagree	26.5%	26.0%	24.3%	26.7%	28.3%	28.1%	28.2%
Strongly Disagree	16.1%	17.9%	14.1%	16.0%	18.1%	15.4%	17.8%
Total(n)	7,993	711	2,514	1,496	975	690	1,607
Mean	2.59	2.56	2.68	2.58	2.53	2.61	2.52
Standard deviation	0.96	0.98	0.95	0.95	0.98	0.97	0.96
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>							
Strongly Agree	24.3%	27.8%	23.7%	27.0%	23.7%	25.3%	21.2%
Somewhat Agree	29.7%	32.6%	29.5%	28.3%	28.8%	29.3%	30.5%
Somewhat Disagree	29.7%	26.6%	30.2%	28.4%	27.6%	28.7%	33.1%
Strongly Disagree	16.3%	12.9%	16.6%	16.3%	19.9%	16.7%	15.2%
Total(n)	7,951	711	2,492	1,489	971	687	1,601
Mean	2.62	2.75	2.60	2.66	2.56	2.63	2.58
Standard deviation	1.02	1.00	1.02	1.04	1.06	1.04	0.99
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>							
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>							
Strongly Agree	18.8%	17.8%	21.0%	16.1%	24.3%	15.5%	16.4%
Somewhat Agree	43.7%	46.5%	40.6%	45.9%	43.6%	39.3%	47.3%
Somewhat Disagree	23.6%	24.9%	22.8%	24.3%	18.5%	28.4%	24.6%
Strongly Disagree	13.9%	10.8%	15.6%	13.8%	13.5%	16.8%	11.8%
Total(n)	7,771	684	2,428	1,447	967	677	1,568
Mean	2.67	2.71	2.67	2.64	2.79	2.53	2.68
Standard deviation	0.94	0.88	0.98	0.91	0.96	0.95	0.88
<b>Student Affairs staff have the support and respect of faculty</b>							
Strongly Agree	22.1%	19.5%	25.3%	17.6%	21.9%	22.8%	22.4%
Somewhat Agree	52.6%	54.1%	52.3%	55.0%	48.7%	53.2%	52.1%
Somewhat Disagree	19.9%	21.3%	18.2%	20.5%	23.1%	19.5%	19.5%
Strongly Disagree	5.4%	5.1%	4.3%	6.9%	6.3%	4.5%	5.9%
Total(n)	7,566	662	2,344	1,410	940	662	1,548
Mean	2.91	2.88	2.99	2.83	2.86	2.94	2.91
Standard deviation	0.79	0.77	0.78	0.79	0.83	0.78	0.81

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>There is a lot of campus racial conflict here</b>							
Strongly Agree	5.3%	3.4%	6.9%	5.4%	4.1%	6.7%	3.9%
Somewhat Agree	22.9%	21.2%	21.9%	23.4%	23.6%	24.9%	23.6%
Somewhat Disagree	42.9%	48.7%	40.4%	44.5%	43.0%	37.0%	45.5%
Strongly Disagree	28.8%	26.7%	30.9%	26.7%	29.3%	31.3%	27.0%
Total(n)	7,682	670	2,406	1,433	952	670	1,551
Mean	2.05	2.01	2.05	2.08	2.03	2.07	2.04
Standard deviation	0.85	0.79	0.89	0.84	0.83	0.91	0.81
<b>My research is valued by faculty in my department</b>							
Strongly Agree	33.1%	25.3%	33.4%	27.5%	35.9%	36.3%	37.9%
Somewhat Agree	43.9%	46.6%	44.8%	43.9%	43.4%	39.7%	43.6%
Somewhat Disagree	15.6%	18.6%	14.7%	18.7%	14.3%	16.1%	13.5%
Strongly Disagree	7.4%	9.5%	7.2%	9.9%	6.4%	7.8%	5.0%
Total(n)	7,641	655	2,400	1,420	958	663	1,545
Mean	3.03	2.88	3.04	2.89	3.09	3.05	3.14
Standard deviation	0.88	0.90	0.87	0.92	0.87	0.92	0.83
<b>My teaching is valued by faculty in my department</b>							
Strongly Agree	57.9%	53.2%	56.3%	51.5%	59.6%	62.2%	65.6%
Somewhat Agree	32.2%	34.9%	33.9%	35.3%	31.7%	28.3%	27.7%
Somewhat Disagree	6.5%	7.7%	6.2%	8.6%	5.5%	6.9%	4.6%
Strongly Disagree	3.4%	4.2%	3.6%	4.6%	3.2%	2.5%	2.1%
Total(n)	7,829	688	2,451	1,460	975	678	1,577
Mean	3.45	3.37	3.43	3.34	3.48	3.50	3.57
Standard deviation	0.76	0.80	0.77	0.82	0.74	0.73	0.68
<b>My service is valued by faculty in my department</b>							
Strongly Agree	51.3%	47.5%	51.5%	44.5%	51.7%	55.5%	56.9%
Somewhat Agree	35.4%	36.8%	35.8%	36.9%	37.0%	31.9%	33.4%
Somewhat Disagree	8.8%	9.7%	8.5%	11.5%	7.7%	9.2%	6.8%
Strongly Disagree	4.5%	6.0%	4.2%	7.1%	3.6%	3.4%	2.9%
Total(n)	7,794	688	2,439	1,458	968	674	1,567
Mean	3.34	3.26	3.35	3.19	3.37	3.39	3.44
Standard deviation	0.82	0.86	0.81	0.90	0.78	0.79	0.75
<b>Faculty are sufficiently involved in campus decision-making</b>							
Strongly Agree	12.6%	10.1%	10.3%	9.9%	13.9%	13.1%	18.8%
Somewhat Agree	39.3%	43.7%	35.6%	41.9%	39.0%	37.0%	42.2%
Somewhat Disagree	28.0%	29.9%	31.0%	28.0%	26.3%	28.8%	23.3%
Strongly Disagree	20.0%	16.3%	23.0%	20.1%	20.9%	21.1%	15.7%
Total(n)	7,797	680	2,445	1,452	967	678	1,575
Mean	2.45	2.48	2.33	2.42	2.46	2.42	2.64
Standard deviation	0.95	0.88	0.94	0.92	0.97	0.96	0.96
<b>The faculty are typically at odds with campus administration</b>							
Strongly Agree	16.0%	14.2%	13.4%	16.2%	20.1%	22.4%	15.5%
Somewhat Agree	42.9%	44.4%	40.4%	43.4%	45.6%	48.7%	41.6%
Somewhat Disagree	33.6%	35.0%	35.5%	34.9%	29.1%	24.1%	35.5%
Strongly Disagree	7.5%	6.4%	10.6%	5.4%	5.3%	4.8%	7.4%
Total(n)	7,729	674	2,428	1,434	952	673	1,568
Mean	2.68	2.66	2.57	2.71	2.80	2.89	2.65
Standard deviation	0.83	0.80	0.85	0.80	0.81	0.80	0.83
<b>Faculty here respect each other</b>							
Strongly Agree	36.0%	32.0%	41.3%	27.6%	36.2%	33.0%	38.4%
Somewhat Agree	51.1%	54.2%	48.4%	55.9%	50.8%	49.9%	50.0%
Somewhat Disagree	10.2%	10.8%	8.3%	12.5%	10.7%	12.4%	9.4%
Strongly Disagree	2.8%	3.1%	2.0%	4.0%	2.3%	4.7%	2.2%
Total(n)	7,813	688	2,446	1,455	964	679	1,581
Mean	3.20	3.15	3.29	3.07	3.21	3.11	3.25
Standard deviation	0.73	0.73	0.70	0.75	0.72	0.79	0.71
<b>Administrators consider faculty concerns when making policy</b>							
Strongly Agree	13.4%	10.1%	14.6%	9.1%	15.2%	8.3%	18.1%
Somewhat Agree	42.4%	46.6%	40.7%	39.6%	41.6%	42.9%	46.1%
Somewhat Disagree	27.3%	26.3%	28.7%	31.0%	25.5%	28.4%	22.8%
Strongly Disagree	16.9%	17.1%	16.1%	20.3%	17.6%	20.4%	13.0%
Total(n)	7,741	674	2,423	1,441	958	673	1,572
Mean	2.52	2.50	2.54	2.37	2.54	2.39	2.69
Standard deviation	0.93	0.89	0.93	0.91	0.95	0.90	0.91
<b>This institution takes responsibility for educating underprepared students</b>							
Strongly Agree	18.9%	20.9%	14.8%	19.6%	17.3%	24.0%	22.3%
Somewhat Agree	44.9%	48.8%	44.3%	45.3%	42.4%	42.2%	46.6%
Somewhat Disagree	25.4%	21.0%	29.7%	22.7%	27.7%	25.1%	22.0%
Strongly Disagree	10.8%	9.3%	11.2%	12.4%	12.6%	8.7%	9.1%
Total(n)	7,742	676	2,407	1,445	964	678	1,572
Mean	2.72	2.81	2.63	2.72	2.65	2.82	2.82
Standard deviation	0.89	0.87	0.87	0.92	0.91	0.90	0.88
<b>The criteria for advancement and promotion decisions are clear</b>							
Strongly Agree	32.0%	26.1%	33.9%	34.8%	29.0%	28.3%	32.2%
Somewhat Agree	42.3%	41.1%	40.4%	42.6%	43.4%	43.9%	44.1%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat Disagree	17.1%	23.3%	16.5%	15.5%	18.9%	16.6%	15.8%
Strongly Disagree	8.7%	9.5%	9.1%	7.2%	8.7%	11.2%	7.8%
Total(n)	7,778	682	2,443	1,447	964	676	1,566
Mean	2.98	2.84	2.99	3.05	2.93	2.89	3.01
Standard deviation	0.91	0.92	0.93	0.89	0.91	0.94	0.89
<b>Most of the students I teach lack the basic skills for college level work</b>							
Strongly Agree	8.6%	12.0%	4.7%	13.8%	8.3%	11.7%	7.3%
Somewhat Agree	25.6%	37.8%	15.7%	32.9%	23.1%	33.7%	27.2%
Somewhat Disagree	41.2%	42.0%	38.4%	41.9%	43.1%	40.2%	43.7%
Strongly Disagree	24.6%	8.2%	41.2%	11.4%	25.5%	14.4%	21.7%
Total(n)	7,812	683	2,445	1,457	967	682	1,578
Mean	2.18	2.54	1.84	2.49	2.14	2.43	2.20
Standard deviation	0.90	0.81	0.86	0.87	0.89	0.88	0.86
<b>There is adequate support for faculty development</b>							
Strongly Agree	23.8%	24.3%	31.5%	19.0%	22.8%	13.9%	21.0%
Somewhat Agree	45.2%	44.3%	44.5%	46.4%	44.2%	44.9%	46.5%
Somewhat Disagree	20.5%	20.4%	17.2%	22.0%	21.9%	25.4%	21.4%
Strongly Disagree	10.4%	11.0%	6.8%	12.6%	11.1%	15.8%	11.2%
Total(n)	7,813	682	2,452	1,455	969	677	1,578
Mean	2.82	2.82	3.01	2.72	2.79	2.57	2.77
Standard deviation	0.91	0.93	0.87	0.91	0.92	0.92	0.90
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>							
Strongly Agree	11.9%	10.4%	12.6%	12.9%	12.1%	13.1%	10.1%
Somewhat Agree	44.5%	47.5%	42.5%	46.7%	43.1%	44.2%	45.1%
Somewhat Disagree	36.1%	34.1%	36.0%	35.6%	36.0%	35.4%	37.9%
Strongly Disagree	7.5%	8.0%	9.0%	4.8%	8.7%	7.3%	6.8%
Total(n)	7,717	674	2,422	1,438	955	670	1,558
Mean	2.61	2.60	2.59	2.68	2.59	2.63	2.59
Standard deviation	0.79	0.78	0.82	0.76	0.81	0.80	0.76
<b>This institution takes mentoring into consideration in the promotion process</b>							
Strongly Agree	15.0%	9.1%	22.9%	8.0%	14.6%	8.5%	15.0%
Somewhat Agree	38.5%	36.6%	38.2%	36.3%	41.1%	37.4%	40.8%
Somewhat Disagree	31.2%	36.8%	26.9%	36.1%	30.8%	33.7%	30.1%
Strongly Disagree	15.3%	17.5%	12.0%	19.5%	13.6%	20.5%	14.2%
Total(n)	7,388	647	2,292	1,395	920	650	1,484
Mean	2.53	2.37	2.72	2.33	2.57	2.34	2.57
Standard deviation	0.92	0.88	0.95	0.88	0.90	0.90	0.91
<b>Faculty of color are treated fairly here</b>							
Strongly Agree	30.5%	26.8%	32.8%	25.9%	34.5%	27.6%	31.5%
Somewhat Agree	41.5%	44.4%	39.3%	43.8%	38.7%	40.5%	43.7%
Somewhat Disagree	20.8%	24.4%	19.9%	22.7%	20.0%	22.4%	18.7%
Strongly Disagree	7.2%	4.4%	8.0%	7.5%	6.8%	9.5%	6.1%
Total(n)	7,532	656	2,350	1,405	936	655	1,530
Mean	2.95	2.94	2.97	2.88	3.01	2.86	3.01
Standard deviation	0.89	0.83	0.92	0.88	0.91	0.93	0.86
<b>Women faculty are treated fairly here</b>							
Strongly Agree	33.4%	30.1%	34.8%	27.6%	37.6%	32.0%	36.1%
Somewhat Agree	40.5%	46.2%	37.9%	43.1%	36.4%	39.7%	42.7%
Somewhat Disagree	19.1%	19.2%	19.2%	21.2%	20.0%	20.2%	15.7%
Strongly Disagree	7.0%	4.5%	8.0%	8.0%	6.1%	8.2%	5.6%
Total(n)	7,647	665	2,388	1,430	957	660	1,547
Mean	3.00	3.02	2.99	2.90	3.06	2.95	3.09
Standard deviation	0.90	0.82	0.93	0.90	0.90	0.92	0.86
<b>LGBTQ+ faculty are treated fairly here</b>							
Strongly Agree	30.0%	28.7%	27.6%	27.9%	39.2%	29.0%	30.7%
Somewhat Agree	43.4%	51.9%	39.5%	47.4%	41.7%	43.3%	43.0%
Somewhat Disagree	17.0%	17.5%	18.3%	19.5%	13.9%	18.3%	13.9%
Strongly Disagree	9.6%	1.9%	14.6%	5.2%	5.1%	9.3%	12.4%
Total(n)	7,353	647	2,287	1,387	918	644	1,470
Mean	2.94	3.08	2.80	2.98	3.15	2.92	2.92
Standard deviation	0.92	0.73	1.00	0.83	0.85	0.92	0.97
<b>Indicate how important you believe each priority listed below is at your college or university:</b>							
<b>Increase or maintain institutional affordability</b>							
Highest Priority	19.7%	27.4%	16.1%	28.0%	18.4%	19.6%	15.1%
High Priority	45.2%	52.0%	38.4%	52.1%	41.0%	43.6%	49.7%
Medium Priority	24.1%	17.5%	25.9%	16.7%	28.1%	26.6%	27.5%
Low Priority	11.0%	3.2%	19.5%	3.2%	12.4%	10.3%	7.7%
Total(n)	7,568	664	2,367	1,407	938	659	1,533
Mean	2.74	3.04	2.51	3.05	2.66	2.72	2.72
Standard deviation	0.90	0.76	0.98	0.76	0.92	0.89	0.81
<b>Develop a sense of community among students and faculty</b>							
Highest Priority	24.9%	21.3%	27.6%	18.1%	21.4%	23.3%	31.3%
High Priority	39.4%	41.5%	39.2%	38.6%	36.5%	39.0%	41.6%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Medium Priority	26.3%	28.5%	24.5%	29.4%	31.1%	29.7%	20.6%
Low Priority	9.4%	8.7%	8.6%	14.0%	11.0%	8.0%	6.4%
Total(n)	7,596	667	2,372	1,411	948	661	1,537
Mean	2.80	2.75	2.86	2.61	2.68	2.78	2.98
Standard deviation	0.92	0.89	0.92	0.94	0.93	0.90	0.88
<b>Facilitate student involvement in community service</b>							
Highest Priority	12.2%	9.7%	16.7%	7.2%	8.5%	17.3%	11.0%
High Priority	35.8%	31.6%	39.9%	30.8%	27.5%	44.9%	37.1%
Medium Priority	38.1%	42.0%	34.4%	44.3%	41.1%	29.4%	38.7%
Low Priority	13.8%	16.8%	9.0%	17.8%	22.9%	8.3%	13.3%
Total(n)	7,539	662	2,359	1,395	933	659	1,531
Mean	2.46	2.34	2.64	2.27	2.22	2.71	2.46
Standard deviation	0.88	0.87	0.86	0.84	0.89	0.85	0.86
<b>Help students learn how to bring about change in society</b>							
Highest Priority	14.7%	12.3%	19.0%	10.0%	13.6%	16.0%	13.6%
High Priority	35.7%	28.9%	38.3%	30.3%	34.5%	40.6%	38.3%
Medium Priority	35.2%	43.2%	31.2%	39.5%	32.6%	33.8%	36.2%
Low Priority	14.4%	15.6%	11.5%	20.2%	19.3%	9.6%	11.9%
Total(n)	7,554	660	2,361	1,402	939	657	1,535
Mean	2.51	2.38	2.65	2.30	2.42	2.63	2.54
Standard deviation	0.91	0.89	0.92	0.90	0.95	0.86	0.87
<b>Increase or maintain institutional prestige</b>							
Highest Priority	23.8%	13.2%	34.5%	12.0%	34.2%	19.5%	18.2%
High Priority	36.7%	36.0%	37.2%	33.8%	37.5%	35.6%	38.8%
Medium Priority	28.0%	36.9%	21.6%	35.1%	19.9%	31.8%	31.1%
Low Priority	11.5%	13.8%	6.8%	19.1%	8.4%	13.2%	12.0%
Total(n)	7,566	658	2,371	1,403	941	658	1,535
Mean	2.73	2.49	2.99	2.39	2.98	2.61	2.63
Standard deviation	0.95	0.89	0.91	0.93	0.94	0.94	0.91
<b>Hire faculty "stars"</b>							
Highest Priority	6.2%	4.7%	11.0%	4.0%	5.1%	2.7%	3.5%
High Priority	16.2%	15.7%	21.8%	12.4%	21.3%	9.2%	10.9%
Medium Priority	31.2%	35.8%	32.7%	28.4%	31.6%	29.5%	29.8%
Low Priority	46.5%	43.8%	34.5%	55.3%	42.0%	58.6%	55.8%
Total(n)	7,529	656	2,349	1,406	934	655	1,529
Mean	1.82	1.81	2.09	1.65	1.90	1.56	1.62
Standard deviation	0.92	0.87	1.00	0.85	0.91	0.77	0.81
<b>Recruit more traditionally underrepresented students</b>							
Highest Priority	20.9%	30.0%	14.2%	25.0%	24.5%	22.3%	20.9%
High Priority	39.7%	43.3%	36.3%	40.4%	39.2%	38.9%	43.6%
Medium Priority	28.9%	20.9%	35.1%	26.0%	27.9%	26.9%	27.0%
Low Priority	10.4%	5.9%	14.4%	8.5%	8.4%	11.9%	8.4%
Total(n)	7,533	661	2,353	1,398	937	655	1,529
Mean	2.71	2.97	2.50	2.82	2.80	2.72	2.77
Standard deviation	0.91	0.86	0.91	0.91	0.91	0.94	0.87
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>							
Highest Priority	7.0%	4.1%	10.0%	4.8%	9.4%	7.5%	3.8%
High Priority	17.7%	10.5%	25.3%	10.4%	21.3%	13.0%	15.4%
Medium Priority	31.9%	22.6%	35.6%	24.4%	33.5%	30.2%	36.7%
Low Priority	43.5%	62.8%	29.1%	60.4%	35.8%	49.3%	44.0%
Total(n)	7,507	658	2,332	1,400	934	655	1,528
Mean	1.88	1.56	2.16	1.60	2.04	1.79	1.79
Standard deviation	0.94	0.84	0.96	0.86	0.97	0.94	0.84
<b>Promote gender diversity in the faculty and administration</b>							
Highest Priority	15.7%	18.0%	16.1%	16.1%	17.4%	13.7%	13.7%
High Priority	33.7%	35.8%	34.1%	31.8%	36.3%	31.4%	33.4%
Medium Priority	33.2%	32.3%	32.8%	35.0%	30.1%	31.6%	35.1%
Low Priority	17.4%	13.9%	17.0%	17.1%	16.3%	23.3%	17.8%
Total(n)	7,522	656	2,347	1,398	935	656	1,530
Mean	2.48	2.58	2.49	2.47	2.55	2.36	2.43
Standard deviation	0.95	0.94	0.96	0.96	0.96	0.99	0.94
<b>Promote racial and ethnic diversity in the faculty and administration</b>							
Highest Priority	21.7%	25.1%	20.3%	21.2%	24.0%	20.8%	21.9%
High Priority	36.2%	37.8%	33.6%	36.1%	36.9%	36.1%	39.0%
Medium Priority	28.2%	25.7%	29.9%	29.7%	25.1%	26.1%	28.0%
Low Priority	13.9%	11.4%	16.1%	13.1%	14.1%	17.0%	11.2%
Total(n)	7,547	658	2,354	1,406	938	659	1,532
Mean	2.66	2.77	2.58	2.65	2.71	2.61	2.72
Standard deviation	0.97	0.95	0.99	0.96	0.98	1.00	0.93
<b>Provide resources for faculty to engage in community-based teaching or research</b>							
Highest Priority	9.9%	12.8%	9.7%	10.6%	11.1%	9.4%	7.6%
High Priority	27.1%	31.1%	25.7%	28.0%	27.6%	30.9%	24.6%
Medium Priority	38.3%	35.6%	39.9%	37.8%	36.5%	40.3%	38.0%
Low Priority	24.7%	20.5%	24.7%	23.6%	24.8%	19.4%	29.8%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	7,502	655	2,340	1,401	930	650	1,526
Mean	2.22	2.36	2.20	2.26	2.25	2.30	2.10
Standard deviation	0.93	0.95	0.92	0.94	0.95	0.89	0.92
<b>Create and sustain partnerships with surrounding communities</b>							
Highest Priority	14.0%	21.2%	13.7%	15.1%	12.4%	13.9%	11.3%
High Priority	32.9%	37.9%	28.3%	38.3%	30.9%	35.8%	32.9%
Medium Priority	36.7%	30.3%	37.9%	33.0%	39.3%	39.1%	38.3%
Low Priority	16.4%	10.6%	20.0%	13.6%	17.3%	11.3%	17.5%
Total(n)	7,525	660	2,343	1,401	934	657	1,530
Mean	2.45	2.70	2.36	2.55	2.38	2.52	2.38
Standard deviation	0.92	0.92	0.95	0.91	0.91	0.87	0.90
<b>Pursue extramural funding</b>							
Highest Priority	14.6%	17.4%	18.8%	11.4%	15.8%	13.1%	9.9%
High Priority	30.1%	33.5%	29.2%	29.1%	30.1%	34.7%	29.1%
Medium Priority	36.0%	32.1%	33.3%	38.4%	36.3%	33.8%	40.5%
Low Priority	19.2%	17.0%	18.6%	21.1%	17.9%	18.4%	20.5%
Total(n)	7,351	648	2,292	1,372	913	636	1,490
Mean	2.40	2.51	2.48	2.31	2.44	2.42	2.28
Standard deviation	0.96	0.97	1.00	0.93	0.96	0.94	0.90
<b>Strengthen links with the for-profit, corporate sector</b>							
Highest Priority	12.1%	11.3%	16.3%	9.8%	13.8%	11.2%	7.8%
High Priority	26.1%	27.4%	27.7%	27.4%	26.0%	26.1%	21.9%
Medium Priority	34.5%	34.7%	34.6%	36.4%	25.4%	35.8%	37.4%
Low Priority	27.3%	26.6%	21.5%	26.4%	34.8%	26.9%	32.8%
Total(n)	7,384	646	2,302	1,373	916	643	1,504
Mean	2.23	2.23	2.39	2.20	2.19	2.22	2.05
Standard deviation	0.98	0.97	1.00	0.94	1.06	0.97	0.93
<b>Develop leadership ability among students</b>							
Highest Priority	20.6%	15.3%	27.2%	13.8%	20.3%	19.0%	19.8%
High Priority	41.8%	35.6%	43.2%	37.8%	43.5%	43.9%	44.2%
Medium Priority	29.8%	35.8%	24.4%	35.4%	30.1%	28.5%	30.6%
Low Priority	7.8%	13.3%	5.2%	12.9%	6.1%	8.6%	5.4%
Total(n)	7,505	654	2,346	1,390	937	652	1,526
Mean	2.75	2.53	2.92	2.53	2.78	2.73	2.78
Standard deviation	0.87	0.91	0.85	0.89	0.84	0.87	0.82
<b>Develop an appreciation for multiculturalism</b>							
Highest Priority	23.2%	28.0%	21.9%	22.2%	23.4%	25.9%	22.7%
High Priority	39.7%	40.6%	37.8%	39.3%	38.3%	38.5%	44.1%
Medium Priority	27.5%	24.7%	29.0%	28.8%	26.3%	25.9%	26.6%
Low Priority	9.6%	6.7%	11.3%	9.7%	11.9%	9.6%	6.6%
Total(n)	7,520	660	2,347	1,397	931	659	1,526
Mean	2.77	2.90	2.70	2.74	2.73	2.81	2.83
Standard deviation	0.91	0.89	0.93	0.91	0.95	0.93	0.85
<b>Prepare students for the workplace</b>							
Highest Priority	41.1%	45.2%	44.9%	40.5%	36.8%	41.4%	36.3%
High Priority	43.3%	39.2%	42.4%	42.6%	40.1%	43.2%	49.1%
Medium Priority	13.5%	13.3%	11.2%	14.1%	19.5%	13.7%	12.8%
Low Priority	2.1%	2.3%	1.5%	2.8%	3.5%	1.7%	1.8%
Total(n)	7,570	661	2,369	1,406	939	659	1,536
Mean	3.23	3.27	3.31	3.21	3.10	3.24	3.20
Standard deviation	0.76	0.78	0.73	0.78	0.83	0.75	0.72
<b>Please indicate the extent to which you:</b>							
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>							
To a Very Large Extent	24.3%	25.0%	26.7%	23.5%	22.8%	23.6%	22.5%
To a Large Extent	32.5%	29.3%	34.3%	34.2%	30.0%	31.9%	31.4%
To Some Extent	30.1%	31.1%	28.7%	29.8%	32.4%	28.4%	31.6%
To a Small Extent	9.3%	10.4%	7.3%	8.5%	11.0%	10.9%	10.9%
Not at All	3.7%	4.3%	3.0%	4.0%	3.8%	5.2%	3.6%
Total(n)	7,521	656	2,358	1,387	936	658	1,526
Mean	3.64	3.60	3.74	3.65	3.57	3.58	3.58
Standard deviation	1.06	1.10	1.03	1.05	1.07	1.12	1.06
<b>Experience close alignment between your work and your personal values</b>							
To a Very Large Extent	36.5%	31.2%	43.2%	28.2%	34.5%	34.1%	38.3%
To a Large Extent	41.6%	41.7%	38.5%	45.6%	40.5%	42.2%	43.1%
To Some Extent	17.1%	21.0%	14.4%	19.4%	20.3%	17.3%	15.5%
To a Small Extent	3.6%	4.3%	3.1%	4.8%	4.0%	3.8%	2.6%
Not at All	1.2%	1.8%	0.8%	1.9%	0.7%	2.6%	0.6%
Total(n)	7,520	657	2,359	1,389	934	654	1,527
Mean	4.09	3.96	4.20	3.93	4.04	4.01	4.16
Standard deviation	0.88	0.93	0.85	0.92	0.88	0.95	0.82
<b>Mentor faculty</b>							
To a Very Large Extent	14.4%	13.1%	16.4%	12.0%	15.3%	13.4%	14.2%
To a Large Extent	22.0%	24.0%	20.9%	21.9%	23.4%	21.9%	21.9%
To Some Extent	32.2%	33.0%	31.6%	31.8%	30.2%	32.5%	34.3%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Small Extent	15.5%	13.8%	15.0%	17.6%	14.3%	14.8%	16.0%
Not at All	15.9%	16.2%	16.1%	16.7%	16.8%	17.4%	13.6%
Total(n)	7,430	643	2,329	1,379	922	649	1,508
Mean	3.03	3.04	3.06	2.95	3.06	2.99	3.07
Standard deviation	1.26	1.24	1.29	1.24	1.29	1.27	1.22
<b>Mentor undergraduate students</b>							
To a Very Large Extent	42.2%	35.6%	41.1%	36.0%	46.5%	44.9%	48.4%
To a Large Extent	30.2%	28.9%	28.9%	31.0%	30.0%	29.3%	32.5%
To Some Extent	18.3%	22.9%	19.9%	22.4%	15.3%	16.9%	12.8%
To a Small Extent	6.2%	8.7%	6.3%	8.3%	5.2%	6.0%	3.9%
Not at All	3.1%	4.0%	3.9%	2.2%	3.0%	2.9%	2.4%
Total(n)	7,461	655	2,332	1,381	929	651	1,513
Mean	4.02	3.83	3.97	3.90	4.12	4.07	4.21
Standard deviation	1.06	1.12	1.10	1.05	1.04	1.06	0.97
<b>Mentor graduate students</b>							
To a Very Large Extent	13.1%	19.5%	18.6%	15.0%	7.9%	9.2%	4.9%
To a Large Extent	12.6%	17.3%	16.9%	15.3%	9.4%	8.6%	5.0%
To Some Extent	13.7%	17.8%	17.3%	15.3%	11.5%	9.7%	7.7%
To a Small Extent	12.3%	12.2%	13.0%	13.9%	13.9%	12.2%	8.9%
Not at All	48.3%	33.1%	34.2%	40.5%	57.3%	60.4%	73.4%
Total(n)	7,324	646	2,285	1,371	904	631	1,487
Mean	2.30	2.78	2.73	2.51	1.97	1.94	1.59
Standard deviation	1.49	1.53	1.53	1.51	1.33	1.37	1.14
<b>Been mentored by at least one professional in academia</b>							
To a Very Large Extent	28.8%	28.0%	30.4%	27.2%	29.9%	29.6%	26.9%
To a Large Extent	24.6%	21.6%	26.1%	25.1%	25.3%	22.1%	24.0%
To Some Extent	24.2%	24.5%	23.9%	22.6%	24.0%	23.1%	26.8%
To a Small Extent	14.6%	16.7%	12.7%	17.4%	12.7%	14.7%	15.2%
Not at All	7.8%	9.2%	7.0%	7.7%	8.0%	10.6%	7.2%
Total(n)	7,497	653	2,347	1,389	932	653	1,523
Mean	3.52	3.43	3.60	3.47	3.56	3.45	3.48
Standard deviation	1.26	1.30	1.23	1.27	1.26	1.33	1.23
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>							
To a Very Large Extent	9.2%	9.0%	9.7%	9.7%	10.1%	9.2%	7.6%
To a Large Extent	11.9%	13.0%	11.7%	11.7%	12.7%	8.9%	13.0%
To Some Extent	22.5%	24.7%	23.0%	22.4%	20.4%	19.0%	23.9%
To a Small Extent	19.4%	16.5%	20.6%	16.5%	22.4%	18.5%	19.9%
Not at All	36.9%	36.8%	35.0%	39.8%	34.4%	44.5%	35.7%
Total(n)	7,494	655	2,346	1,387	931	654	1,521
Mean	2.37	2.41	2.40	2.35	2.42	2.20	2.37
Standard deviation	1.33	1.33	1.33	1.36	1.34	1.33	1.29
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>							
To a Very Large Extent	1.0%	0.9%	1.1%	0.9%	1.1%	1.1%	0.6%
To a Large Extent	1.8%	2.0%	2.1%	2.0%	1.2%	0.9%	1.6%
To Some Extent	3.1%	3.7%	4.0%	4.1%	2.8%	2.8%	1.1%
To a Small Extent	4.2%	6.1%	4.0%	5.0%	4.2%	3.5%	3.3%
Not at All	89.9%	87.3%	88.8%	88.0%	90.7%	91.7%	93.3%
Total(n)	7,467	651	2,342	1,381	927	649	1,517
Mean	1.20	1.23	1.23	1.23	1.18	1.16	1.13
Standard deviation	0.66	0.70	0.72	0.70	0.63	0.61	0.55
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>							
Excellent	32.3%	31.5%	35.1%	29.7%	35.3%	28.1%	30.6%
Good	49.6%	49.1%	48.3%	52.3%	50.3%	47.8%	49.7%
Fair	14.6%	16.4%	13.6%	13.9%	11.6%	20.0%	15.5%
Poor	3.5%	2.9%	3.0%	4.1%	2.8%	4.0%	4.2%
Total(n)	6,012	517	1,870	1,115	744	519	1,247
Mean	3.11	3.09	3.16	3.08	3.18	3.00	3.07
Standard deviation	0.77	0.77	0.76	0.77	0.74	0.80	0.79
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>							
Excellent	48.8%	44.2%	50.4%	44.3%	52.1%	47.7%	51.0%
Good	44.6%	46.7%	43.6%	46.7%	42.7%	44.3%	44.7%
Fair	5.8%	8.6%	5.2%	7.6%	4.7%	6.9%	3.8%
Poor	0.8%	0.5%	0.8%	1.4%	0.5%	1.1%	0.5%
Total(n)	6,998	604	2,158	1,317	875	612	1,432
Mean	3.41	3.35	3.44	3.34	3.47	3.39	3.46
Standard deviation	0.64	0.65	0.63	0.68	0.61	0.67	0.60
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>							
Excellent	46.0%	49.6%	49.1%	44.5%	47.2%	36.5%	37.6%
Good	43.9%	41.6%	42.6%	44.2%	43.9%	47.4%	48.7%
Fair	8.7%	8.0%	7.2%	9.5%	8.3%	13.9%	11.1%
Poor	1.4%	0.7%	1.2%	1.8%	0.6%	2.2%	2.5%
Total(n)	3,575	411	1,435	780	360	230	359



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	3.34	3.40	3.40	3.31	3.38	3.18	3.21
Standard deviation	0.70	0.67	0.67	0.72	0.66	0.75	0.74
<b>How satisfied are you with the following aspects of your job?</b>							
<b>Salary</b>							
Very Satisfied	11.2%	7.5%	19.6%	5.6%	13.3%	7.8%	5.0%
Satisfied	34.7%	27.3%	39.7%	31.8%	40.0%	28.7%	31.9%
Marginally Satisfied	28.9%	31.6%	23.2%	34.1%	25.7%	32.7%	32.1%
Not Satisfied	25.3%	33.7%	17.6%	28.4%	20.9%	30.9%	31.0%
Total(n)	7,521	656	2,367	1,382	937	658	1,521
Mean	2.32	2.09	2.61	2.15	2.46	2.13	2.11
Standard deviation	0.97	0.95	0.99	0.90	0.97	0.94	0.90
<b>Health benefits</b>							
Very Satisfied	23.8%	27.2%	33.7%	24.6%	21.8%	16.5%	10.6%
Satisfied	45.2%	46.6%	45.6%	45.7%	50.6%	44.6%	40.6%
Marginally Satisfied	21.7%	21.2%	15.3%	20.7%	19.2%	28.5%	31.5%
Not Satisfied	9.2%	5.0%	5.4%	9.0%	8.3%	10.4%	17.2%
Total(n)	7,479	655	2,351	1,378	930	653	1,512
Mean	2.84	2.96	3.08	2.86	2.86	2.67	2.45
Standard deviation	0.89	0.83	0.84	0.89	0.85	0.87	0.90
<b>Retirement benefits</b>							
Very Satisfied	22.3%	19.9%	30.0%	24.7%	25.9%	13.2%	10.8%
Satisfied	45.6%	51.5%	45.3%	48.7%	50.4%	42.3%	39.1%
Marginally Satisfied	21.8%	21.6%	18.0%	20.0%	17.6%	26.4%	30.3%
Not Satisfied	10.3%	7.0%	6.8%	6.6%	6.2%	18.1%	19.9%
Total(n)	7,435	647	2,337	1,371	923	652	1,505
Mean	2.80	2.84	2.98	2.92	2.96	2.51	2.41
Standard deviation	0.90	0.82	0.87	0.84	0.82	0.94	0.92
<b>Opportunity for scholarly pursuits</b>							
Very Satisfied	15.6%	10.2%	26.0%	8.8%	16.9%	7.7%	10.7%
Satisfied	40.8%	38.7%	41.3%	37.6%	44.3%	39.7%	42.0%
Marginally Satisfied	28.4%	33.3%	22.3%	32.1%	25.8%	33.7%	31.6%
Not Satisfied	15.2%	17.7%	10.4%	21.4%	13.0%	18.9%	15.8%
Total(n)	7,454	648	2,349	1,371	923	652	1,511
Mean	2.57	2.41	2.83	2.34	2.65	2.36	2.48
Standard deviation	0.93	0.90	0.93	0.91	0.91	0.87	0.88
<b>Teaching load</b>							
Very Satisfied	14.9%	10.7%	21.0%	9.1%	21.9%	7.3%	11.5%
Satisfied	44.6%	44.3%	45.3%	43.0%	46.1%	44.7%	44.2%
Marginally Satisfied	24.4%	27.8%	20.6%	27.8%	20.3%	26.8%	27.2%
Not Satisfied	16.1%	17.3%	13.1%	20.1%	11.7%	21.2%	17.0%
Total(n)	7,502	655	2,361	1,382	937	657	1,510
Mean	2.58	2.48	2.74	2.41	2.78	2.38	2.50
Standard deviation	0.93	0.90	0.94	0.91	0.92	0.90	0.91
<b>Quality of students</b>							
Very Satisfied	23.7%	12.8%	35.7%	12.7%	28.8%	11.3%	21.8%
Satisfied	46.8%	46.8%	45.9%	46.2%	44.5%	47.7%	49.8%
Marginally Satisfied	22.1%	30.5%	14.4%	29.7%	19.6%	28.3%	22.3%
Not Satisfied	7.4%	9.9%	4.0%	11.3%	7.1%	12.7%	6.1%
Total(n)	7,511	656	2,361	1,385	938	654	1,517
Mean	2.87	2.63	3.13	2.60	2.95	2.58	2.87
Standard deviation	0.86	0.83	0.80	0.85	0.88	0.85	0.82
<b>Autonomy and independence</b>							
Very Satisfied	43.4%	38.8%	45.6%	35.9%	48.1%	41.8%	46.5%
Satisfied	42.2%	43.7%	39.4%	47.3%	39.2%	45.0%	42.0%
Marginally Satisfied	10.3%	12.3%	10.3%	13.0%	9.2%	8.7%	8.5%
Not Satisfied	4.0%	5.2%	4.7%	3.8%	3.4%	4.6%	2.9%
Total(n)	7,490	650	2,358	1,376	933	658	1,515
Mean	3.25	3.16	3.26	3.15	3.32	3.24	3.32
Standard deviation	0.80	0.83	0.82	0.79	0.78	0.79	0.75
<b>Departmental leadership</b>							
Very Satisfied	42.3%	38.0%	45.6%	37.2%	43.5%	37.9%	44.8%
Satisfied	35.2%	35.8%	32.5%	36.8%	35.4%	40.0%	35.6%
Marginally Satisfied	12.4%	12.2%	12.6%	13.0%	13.1%	11.6%	11.6%
Not Satisfied	10.1%	14.0%	9.3%	13.0%	8.0%	10.5%	8.1%
Total(n)	7,502	656	2,359	1,385	932	655	1,515
Mean	3.10	2.98	3.14	2.98	3.14	3.05	3.17
Standard deviation	0.97	1.03	0.97	1.01	0.93	0.96	0.93
<b>Departmental support for work/life balance</b>							
Very Satisfied	30.7%	24.4%	31.7%	24.9%	32.0%	35.6%	34.4%
Satisfied	40.9%	40.9%	41.0%	41.9%	41.0%	37.9%	41.0%
Marginally Satisfied	18.2%	20.9%	17.6%	21.2%	18.0%	16.5%	16.0%
Not Satisfied	10.2%	13.9%	9.6%	12.0%	9.0%	9.9%	8.6%
Total(n)	7,499	656	2,358	1,383	930	654	1,518
Mean	2.92	2.76	2.95	2.80	2.96	2.99	3.01

**2022-2023 HERI Faculty Survey  
Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.94	0.97	0.94	0.95	0.93	0.96	0.92
<b>Institutional support for work/life balance</b>							
Very Satisfied	15.0%	10.9%	20.4%	11.0%	15.0%	14.1%	12.6%
Satisfied	36.2%	35.5%	37.9%	36.6%	35.8%	37.0%	33.4%
Marginally Satisfied	27.9%	30.9%	24.4%	28.7%	28.7%	26.1%	31.4%
Not Satisfied	20.9%	22.8%	17.3%	23.7%	20.6%	22.9%	22.6%
Total(n)	7,487	654	2,352	1,383	928	652	1,518
Mean	2.45	2.34	2.61	2.35	2.45	2.42	2.36
Standard deviation	0.98	0.95	1.00	0.96	0.98	0.99	0.97
<b>Prospects for career advancement</b>							
Very Satisfied	13.4%	8.5%	19.7%	8.3%	15.5%	9.4%	11.1%
Satisfied	40.1%	38.8%	41.0%	39.8%	41.7%	37.3%	40.0%
Marginally Satisfied	26.5%	28.2%	24.2%	28.8%	23.9%	27.7%	28.2%
Not Satisfied	19.9%	24.5%	15.1%	23.1%	18.9%	25.5%	20.7%
Total(n)	7,445	649	2,343	1,378	921	646	1,508
Mean	2.47	2.31	2.65	2.33	2.54	2.31	2.41
Standard deviation	0.96	0.94	0.96	0.92	0.97	0.96	0.94
<b>Relative equity of salary and job benefits</b>							
Very Satisfied	11.1%	6.0%	18.0%	6.7%	12.9%	8.0%	6.6%
Satisfied	31.8%	25.3%	35.8%	29.4%	36.5%	27.1%	29.7%
Marginally Satisfied	28.0%	29.9%	23.6%	31.4%	25.8%	30.5%	31.0%
Not Satisfied	29.2%	38.7%	22.6%	32.6%	24.8%	34.4%	32.7%
Total(n)	7,429	648	2,335	1,368	923	649	1,506
Mean	2.25	1.99	2.49	2.10	2.37	2.09	2.10
Standard deviation	1.00	0.94	1.03	0.94	0.99	0.96	0.94
<b>Flexibility in relation to family matters or emergencies</b>							
Very Satisfied	40.6%	36.8%	43.5%	34.2%	42.8%	40.4%	42.4%
Satisfied	43.4%	44.6%	41.2%	45.6%	44.0%	44.2%	43.9%
Marginally Satisfied	12.2%	14.3%	11.4%	14.9%	10.6%	12.1%	10.9%
Not Satisfied	3.8%	4.3%	4.0%	5.2%	2.6%	3.2%	2.8%
Total(n)	7,451	644	2,345	1,373	921	651	1,517
Mean	3.21	3.14	3.24	3.09	3.27	3.22	3.26
Standard deviation	0.80	0.82	0.81	0.83	0.75	0.78	0.76
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>							
Very Satisfied	26.9%	22.4%	33.0%	21.6%	30.0%	25.0%	23.0%
Satisfied	47.1%	47.0%	45.4%	48.1%	45.5%	48.6%	49.4%
Marginally Satisfied	18.2%	21.0%	15.4%	20.2%	16.6%	18.0%	20.4%
Not Satisfied	7.8%	9.6%	6.2%	10.1%	7.9%	8.4%	7.2%
Total(n)	7,318	638	2,308	1,344	901	640	1,487
Mean	2.93	2.82	3.05	2.81	2.98	2.90	2.88
Standard deviation	0.87	0.89	0.85	0.89	0.88	0.87	0.84
<b>Overall job</b>							
Very Satisfied	24.8%	17.6%	33.2%	17.6%	27.7%	19.2%	21.8%
Satisfied	50.7%	51.1%	48.6%	53.2%	51.2%	49.1%	51.7%
Marginally Satisfied	19.4%	25.5%	14.8%	21.9%	17.2%	23.7%	20.9%
Not Satisfied	5.2%	5.8%	3.4%	7.2%	3.9%	8.0%	5.6%
Total(n)	7,483	652	2,359	1,381	929	650	1,512
Mean	2.95	2.81	3.12	2.81	3.03	2.80	2.90
Standard deviation	0.80	0.79	0.78	0.81	0.78	0.84	0.80
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>							
<b>Managing household responsibilities</b>							
Extensive	28.3%	29.3%	27.6%	28.9%	27.2%	29.9%	28.3%
Somewhat	52.1%	51.4%	52.9%	51.2%	50.4%	50.7%	53.7%
Not at All	19.6%	19.3%	19.5%	19.9%	22.4%	19.4%	18.0%
Total(n)	7,325	644	2,297	1,355	905	635	1,489
Mean	2.09	2.10	2.08	2.09	2.05	2.11	2.10
Standard deviation	0.69	0.69	0.68	0.69	0.70	0.69	0.67
<b>Review/promotion process</b>							
Extensive	20.7%	22.0%	23.3%	20.5%	19.6%	26.2%	14.4%
Somewhat	39.7%	42.1%	39.6%	38.1%	38.6%	33.9%	43.4%
Not at All	39.6%	35.9%	37.2%	41.4%	41.8%	39.8%	42.2%
Total(n)	6,062	546	1,972	1,152	718	492	1,182
Mean	1.81	1.86	1.86	1.79	1.78	1.86	1.72
Standard deviation	0.75	0.75	0.77	0.76	0.75	0.80	0.70
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>							
Extensive	8.4%	8.4%	8.6%	9.4%	7.1%	11.2%	6.6%
Somewhat	26.2%	27.2%	26.0%	27.7%	27.1%	26.4%	24.3%
Not at All	65.4%	64.4%	65.4%	63.0%	65.8%	62.4%	69.1%
Total(n)	6,568	581	2,059	1,226	833	556	1,313
Mean	1.43	1.44	1.43	1.46	1.41	1.49	1.38
Standard deviation	0.64	0.64	0.65	0.66	0.62	0.69	0.61
<b>Committee work</b>							
Extensive	16.7%	17.1%	16.5%	19.2%	16.5%	18.3%	13.8%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat	53.4%	56.6%	53.8%	54.2%	49.7%	53.1%	53.0%
Not at All	29.9%	26.3%	29.7%	26.6%	33.8%	28.6%	33.2%
Total(n)	7,107	636	2,249	1,318	869	612	1,423
Mean	1.87	1.91	1.87	1.93	1.83	1.90	1.81
Standard deviation	0.67	0.65	0.67	0.67	0.69	0.68	0.66
<b>Faculty meetings</b>							
Extensive	12.7%	14.2%	11.3%	16.5%	10.2%	15.6%	11.1%
Somewhat	45.6%	43.9%	43.7%	46.1%	43.3%	48.0%	49.1%
Not at All	41.7%	41.9%	45.0%	37.4%	46.6%	36.3%	39.8%
Total(n)	7,307	640	2,303	1,336	906	641	1,481
Mean	1.71	1.72	1.66	1.79	1.64	1.79	1.71
Standard deviation	0.68	0.70	0.67	0.70	0.66	0.69	0.65
<b>Students</b>							
Extensive	16.3%	16.7%	14.9%	17.7%	17.8%	14.7%	16.5%
Somewhat	59.4%	60.3%	58.9%	57.6%	57.5%	60.1%	62.2%
Not at All	24.3%	22.9%	26.1%	24.6%	24.6%	25.2%	21.3%
Total(n)	7,361	645	2,299	1,364	914	639	1,500
Mean	1.92	1.94	1.89	1.93	1.93	1.90	1.95
Standard deviation	0.63	0.63	0.63	0.65	0.65	0.62	0.61
<b>Research or publishing demands</b>							
Extensive	20.3%	21.7%	25.1%	20.7%	19.2%	19.8%	13.0%
Somewhat	47.4%	47.8%	48.6%	47.1%	48.6%	45.5%	45.7%
Not at All	32.3%	30.6%	26.3%	32.1%	32.2%	34.7%	41.3%
Total(n)	6,642	540	2,094	1,220	829	585	1,374
Mean	1.88	1.91	1.99	1.89	1.87	1.85	1.72
Standard deviation	0.72	0.72	0.72	0.72	0.71	0.72	0.68
<b>Institutional procedures and "red tape"</b>							
Extensive	25.8%	33.0%	24.5%	31.4%	23.3%	25.4%	21.3%
Somewhat	49.3%	47.6%	49.3%	49.5%	49.1%	49.3%	49.7%
Not at All	25.0%	19.4%	26.3%	19.1%	27.6%	25.2%	29.0%
Total(n)	7,139	624	2,240	1,320	881	614	1,460
Mean	2.01	2.14	1.98	2.12	1.96	2.00	1.92
Standard deviation	0.71	0.71	0.71	0.70	0.71	0.71	0.71
<b>Teaching load</b>							
Extensive	22.7%	24.5%	19.8%	26.4%	17.5%	24.4%	25.7%
Somewhat	47.5%	49.8%	45.8%	47.3%	48.7%	47.3%	48.8%
Not at All	29.7%	25.7%	34.4%	26.3%	33.8%	28.3%	25.6%
Total(n)	7,334	641	2,300	1,354	905	639	1,495
Mean	1.93	1.99	1.85	2.00	1.84	1.96	2.00
Standard deviation	0.72	0.71	0.72	0.73	0.70	0.73	0.72
<b>Lack of personal time</b>							
Extensive	30.7%	31.8%	28.5%	33.3%	30.8%	30.4%	31.4%
Somewhat	45.1%	44.5%	45.3%	44.1%	44.1%	42.9%	47.6%
Not at All	24.2%	23.7%	26.2%	22.6%	25.1%	26.8%	21.0%
Total(n)	7,366	645	2,302	1,362	916	639	1,502
Mean	2.07	2.08	2.02	2.11	2.06	2.04	2.10
Standard deviation	0.74	0.74	0.74	0.74	0.75	0.76	0.72
<b>Job security</b>							
Extensive	12.8%	15.5%	12.4%	7.0%	13.1%	18.1%	14.9%
Somewhat	28.6%	34.1%	25.9%	26.9%	23.7%	34.9%	31.9%
Not at All	58.7%	50.3%	61.7%	66.1%	63.2%	47.0%	53.2%
Total(n)	7,088	624	2,230	1,298	864	619	1,453
Mean	1.54	1.65	1.51	1.41	1.50	1.71	1.62
Standard deviation	0.71	0.73	0.71	0.62	0.72	0.75	0.73
<b>Self-imposed high expectations</b>							
Extensive	35.6%	38.9%	36.2%	33.9%	34.7%	38.8%	34.1%
Somewhat	51.2%	48.5%	50.9%	52.9%	50.0%	45.9%	54.2%
Not at All	13.2%	12.6%	12.9%	13.2%	15.3%	15.3%	11.7%
Total(n)	7,345	645	2,300	1,353	910	639	1,498
Mean	2.22	2.26	2.23	2.21	2.19	2.23	2.22
Standard deviation	0.66	0.67	0.66	0.65	0.68	0.70	0.64
<b>Increased work responsibilities</b>							
Extensive	32.7%	38.4%	27.7%	35.1%	32.8%	33.9%	35.2%
Somewhat	46.1%	45.7%	47.4%	45.2%	44.8%	45.6%	46.2%
Not at All	21.2%	15.9%	24.9%	19.6%	22.4%	20.6%	18.6%
Total(n)	7,273	641	2,273	1,349	897	632	1,481
Mean	2.12	2.22	2.03	2.15	2.10	2.13	2.17
Standard deviation	0.72	0.70	0.73	0.72	0.74	0.73	0.71
<b>Institutional budget cuts</b>							
Extensive	25.6%	35.3%	14.0%	28.7%	22.1%	35.7%	32.9%
Somewhat	38.4%	43.4%	27.4%	46.2%	39.9%	41.2%	42.8%
Not at All	36.0%	21.4%	58.6%	25.1%	38.0%	23.1%	24.4%
Total(n)	6,841	618	2,048	1,296	832	614	1,433
Mean	1.90	2.14	1.55	2.04	1.84	2.13	2.09
Standard deviation	0.78	0.74	0.73	0.73	0.76	0.76	0.75

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Have you been sexually harassed at this institution?</b>							
Yes	6.7%	6.4%	5.7%	9.1%	7.7%	7.6%	5.2%
No	93.3%	93.6%	94.3%	90.9%	92.3%	92.4%	94.8%
Total(n)	7,547	668	2,371	1,388	942	654	1,524
<b>In the past year, have you:</b>							
<b>Considered leaving academe for another job?</b>							
Yes	45.1%	52.0%	38.7%	48.0%	43.5%	46.9%	49.4%
No	54.9%	48.0%	61.3%	52.0%	56.5%	53.1%	50.6%
Total(n)	7,488	656	2,355	1,371	933	654	1,519
<b>Considered leaving this institution for another?</b>							
Yes	47.1%	52.1%	43.1%	50.8%	45.3%	48.8%	48.0%
No	52.9%	47.9%	56.9%	49.2%	54.7%	51.2%	52.0%
Total(n)	7,473	649	2,351	1,376	928	654	1,515
<b>Engaged in public service/professional consulting without pay?</b>							
Yes	47.7%	50.3%	48.9%	52.1%	41.3%	45.3%	45.6%
No	52.3%	49.7%	51.1%	47.9%	58.7%	54.7%	54.4%
Total(n)	7,462	652	2,347	1,372	928	653	1,510
<b>Received at least one firm job offer elsewhere?</b>							
Yes	17.2%	21.8%	16.5%	17.1%	18.6%	17.8%	15.0%
No	82.8%	78.2%	83.5%	82.9%	81.4%	82.2%	85.0%
Total(n)	7,455	651	2,348	1,369	925	650	1,512
<b>For each of the following items, please mark either Yes or No.</b>							
<b>Are you a member of a faculty union?</b>							
Yes	11.7%	19.7%	8.0%	26.3%	5.3%	10.0%	5.5%
No	88.3%	80.3%	92.0%	73.7%	94.7%	90.0%	94.5%
Total(n)	7,418	654	2,329	1,353	928	649	1,505
<b>Do you plan to retire within the next three years?</b>							
Yes	10.7%	11.8%	11.0%	11.6%	9.6%	12.3%	8.9%
No	89.3%	88.2%	89.0%	88.4%	90.4%	87.7%	91.1%
Total(n)	7,410	655	2,317	1,359	927	650	1,502
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>							
Yes	9.4%	13.0%	8.3%	10.1%	7.2%	11.4%	9.4%
No	90.6%	87.0%	91.7%	89.9%	92.8%	88.6%	90.6%
Total(n)	7,428	654	2,327	1,363	927	649	1,508
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>							
Yes	30.9%	36.7%	31.5%	35.9%	27.3%	24.0%	28.2%
No	69.1%	63.3%	68.5%	64.1%	72.7%	76.0%	71.8%
Total(n)	7,431	656	2,327	1,364	930	649	1,505
<b>Citizenship status:</b>							
U.S. citizen	93.6%	92.8%	93.9%	93.4%	91.4%	95.1%	94.1%
Permanent resident (green card)	4.3%	5.0%	4.4%	4.8%	4.8%	2.6%	3.8%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.0%	2.3%	1.6%	1.7%	3.3%	2.0%	2.0%
None of the above	0.1%	0.0%	0.1%	0.1%	0.4%	0.3%	0.1%
Total(n)	7,530	665	2,363	1,389	935	655	1,523
<b>How would you characterize your political views?</b>							
Far right	0.5%	0.5%	0.6%	0.3%	0.4%	0.2%	0.5%
Conservative	12.2%	8.4%	14.0%	9.1%	11.3%	11.9%	14.5%
Middle-of-the-road	31.5%	33.3%	36.2%	32.3%	23.0%	28.3%	29.4%
Liberal	43.8%	46.0%	39.8%	44.3%	49.6%	47.3%	43.4%
Far left	12.1%	11.8%	9.3%	14.1%	15.7%	12.4%	12.2%
Total(n)	7,365	645	2,312	1,357	918	639	1,494
<b>If given the choice, would you:</b>							
<b>Still come to this institution?</b>							
Definitely yes	40.2%	35.0%	47.4%	32.3%	43.5%	31.7%	40.1%
Probably yes	36.6%	38.8%	32.7%	41.5%	35.3%	38.6%	36.9%
Not sure	14.4%	15.6%	12.8%	14.9%	13.2%	19.0%	14.6%
Probably no	5.9%	7.7%	4.6%	7.5%	5.7%	5.8%	5.6%
Definitely no	3.0%	2.9%	2.5%	3.8%	2.3%	4.9%	2.8%
Total(n)	7,532	662	2,368	1,385	941	653	1,523
Mean	4.05	3.95	4.18	3.91	4.12	3.86	4.06
Standard deviation	1.02	1.04	0.99	1.05	1.00	1.08	1.01
<b>Still be a college professor?</b>							
Definitely yes	57.2%	52.2%	62.0%	54.8%	58.0%	55.0%	54.5%
Probably yes	29.5%	32.7%	27.1%	30.2%	28.8%	29.2%	32.1%
Not sure	9.6%	10.9%	8.5%	10.3%	8.8%	11.6%	9.7%
Probably no	3.1%	3.2%	2.1%	3.9%	3.9%	3.1%	3.2%
Definitely no	0.7%	1.1%	0.4%	0.8%	0.6%	1.2%	0.5%
Total(n)	7,506	661	2,358	1,379	935	655	1,518
Mean	4.40	4.32	4.48	4.34	4.40	4.34	4.37
Standard deviation	0.83	0.87	0.77	0.87	0.85	0.89	0.83

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public	Private	Public 4yr	Private	Catholic 4yr	Other
		Universities	Universities	Colleges	Nonsectarian 4yr Colleges	Colleges	Religious 4yr Colleges
<b>Please select your base institutional salary.</b>							
Less than \$10,000	0.1%	0.0%	0.1%	0.1%	0.2%	0.0%	0.2%
\$10,000-19,999	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%
\$20,000-29,999	0.2%	0.6%	0.1%	0.1%	0.0%	0.2%	0.3%
\$30,000-39,999	0.8%	0.3%	0.3%	0.8%	0.4%	0.2%	2.1%
\$40,000-49,999	3.2%	6.1%	1.3%	5.7%	1.8%	2.5%	4.1%
\$50,000-59,999	10.3%	18.9%	3.2%	13.4%	6.8%	9.9%	16.9%
\$60,000-69,999	15.6%	20.1%	5.9%	18.4%	13.6%	22.6%	24.4%
\$70,000-79,999	14.5%	19.8%	8.6%	12.8%	14.3%	16.9%	21.8%
\$80,000-89,999	13.2%	10.9%	12.7%	12.5%	15.3%	16.0%	13.3%
\$90,000-99,999	10.7%	6.8%	12.2%	12.6%	10.9%	12.9%	7.4%
\$100,000-124,999	17.7%	10.3%	25.4%	18.7%	21.0%	12.9%	8.2%
\$125,000-149,999	7.0%	4.5%	13.3%	4.1%	8.5%	4.9%	1.1%
\$150,000-199,999	4.6%	1.7%	10.7%	1.0%	6.2%	1.1%	0.1%
\$200,000-249,999	1.6%	0.0%	4.6%	0.0%	0.8%	0.2%	0.0%
\$250,000-499,999	0.4%	0.0%	1.3%	0.0%	0.1%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	7,357	651	2,303	1,356	914	638	1,495
<b>Your base institutional salary reported above is based on:</b>							
Less than 9 months	6.8%	7.7%	10.0%	4.7%	5.2%	4.4%	5.5%
9/10 months	67.9%	81.8%	61.7%	75.8%	66.3%	67.2%	65.6%
11/12 months	25.3%	10.6%	28.4%	19.5%	28.5%	28.5%	28.8%
Total(n)	7,395	653	2,321	1,356	920	643	1,502
<b>Highest Degree Earned</b>							
Bachelor's (BA, B.S., etc.)	0.7%	1.2%	0.8%	0.9%	1.0%	0.3%	0.3%
Master's (M.A., M.S.)	11.5%	16.2%	9.0%	13.9%	14.2%	9.2%	10.5%
Terminal Master's (M.F.A., M.B.A.)	5.5%	6.4%	5.5%	6.0%	4.7%	4.0%	6.0%
J.D.	0.7%	0.9%	1.0%	0.8%	0.6%	0.6%	0.3%
M.D., D.D.S., D.V.M., etc. (medical)	0.3%	0.3%	0.5%	0.1%	0.3%	0.2%	0.3%
Ph.D.	73.7%	66.3%	77.4%	71.0%	74.7%	76.2%	72.1%
Professional Doctorate (Ed.D., Psy.D., etc.)	6.5%	7.0%	5.0%	6.7%	4.2%	8.4%	9.2%
Other	1.0%	1.7%	0.9%	0.7%	0.3%	1.1%	1.3%
Total(n)	7,518	659	2,361	1,389	937	652	1,520
<b>Degree Currently Working On</b>							
Bachelor's (BA, B.S., etc.)	0.1%	0.5%	0.0%	0.1%	0.1%	0.0%	0.2%
Master's (M.A., M.S.)	0.9%	1.6%	0.7%	1.3%	0.8%	0.8%	0.6%
Terminal Master's (M.F.A., M.B.A.)	0.2%	0.2%	0.1%	0.3%	0.3%	0.5%	0.1%
J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	3.1%	4.0%	2.0%	3.5%	3.6%	3.0%	3.9%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.0%	1.6%	0.7%	1.1%	1.1%	0.8%	1.1%
Other	0.7%	1.2%	0.6%	0.6%	0.4%	0.8%	0.9%
None	93.9%	91.0%	95.7%	93.1%	93.7%	94.2%	93.2%
Total(n)	7,387	645	2,312	1,371	918	642	1,499
<b>Are you currently serving in an administrative position as:</b>							
Department chair	10.3%	5.7%	7.0%	6.4%	13.4%	15.6%	17.6%
Not marked	89.7%	94.3%	93.0%	93.6%	86.6%	84.4%	82.4%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
Dean (including Associate or Assistant)	2.1%	1.0%	2.9%	1.0%	2.5%	0.9%	3.0%
Not marked	97.9%	99.0%	97.1%	99.0%	97.5%	99.1%	97.0%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
Vice-president	0.1%	0.0%	0.1%	0.1%	0.2%	0.0%	0.3%
Not marked	99.9%	100.0%	99.9%	99.9%	99.8%	100.0%	99.7%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
Provost	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Not marked	100.0%	100.0%	100.0%	100.0%	99.9%	100.0%	99.9%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
Other	11.3%	12.6%	11.1%	10.2%	10.0%	13.9%	11.9%
Not marked	88.7%	87.4%	88.9%	89.8%	90.0%	86.1%	88.1%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
Not applicable	51.3%	49.8%	53.2%	52.5%	50.3%	50.5%	48.6%
Not marked	48.7%	50.2%	46.8%	47.5%	49.7%	49.5%	51.4%
Total(n)	9,684	920	3,038	1,908	1,170	800	1,848
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>							
Native American/Alaska Native	0.8%	1.3%	0.7%	1.0%	0.9%	0.3%	0.9%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.3%	3.0%	3.1%	3.7%	3.2%	2.1%	4.0%
Filipino/a/o/x	0.4%	0.4%	0.5%	0.2%	0.1%	0.8%	0.4%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.4%	0.2%	0.4%	0.7%	0.7%	0.3%	0.1%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.6%	0.9%	1.3%	2.0%	2.1%	1.9%	1.4%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Other Asian	0.2%	0.0%	0.3%	0.3%	0.3%	0.1%	0.1%
African American/Black	2.0%	1.1%	2.1%	2.1%	2.6%	2.3%	1.4%
African	0.5%	0.8%	0.6%	0.4%	0.3%	0.1%	0.7%
Caribbean	0.3%	0.2%	0.2%	0.3%	0.2%	0.5%	0.2%
Other Black	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%
Mexican American/Chicana/o/e/x	1.6%	2.4%	0.9%	2.3%	1.4%	1.4%	2.0%
Puerto Rican	0.4%	0.1%	0.3%	0.6%	0.4%	0.3%	0.7%
Central American	0.2%	0.3%	0.1%	0.2%	0.3%	0.5%	0.2%
South American	1.1%	1.0%	1.3%	0.7%	1.5%	1.3%	1.0%
Other Hispanic or Latina/o/e/x	1.1%	1.5%	0.8%	1.2%	1.2%	1.3%	1.0%
Middle Eastern	1.4%	0.9%	1.8%	1.0%	1.8%	1.5%	1.1%
European	57.4%	53.8%	57.8%	52.5%	58.7%	59.4%	62.1%
Other White	7.4%	7.3%	7.5%	7.2%	7.6%	8.5%	7.0%
Other	1.3%	1.1%	1.5%	1.0%	1.7%	1.4%	0.9%
<b>Total(n)</b>	<b>9,684</b>	<b>920</b>	<b>3,038</b>	<b>1,908</b>	<b>1,170</b>	<b>800</b>	<b>1,848</b>
<b>Race/Ethnicity Group (with multiple race category)</b>							
Native American/Alaska Native	0.2%	1.2%	0.2%	0.0%	0.2%	0.0%	0.1%
Asian/Pacific Islander	6.4%	5.9%	5.9%	8.2%	6.6%	6.2%	5.8%
Black/African American	2.8%	2.2%	3.0%	3.0%	3.0%	2.2%	2.7%
Latina/o/e/x	3.2%	4.0%	2.6%	3.4%	3.5%	3.5%	3.5%
White	81.5%	80.9%	82.7%	78.6%	79.7%	84.2%	82.5%
Other Race/Ethnicity	1.1%	0.8%	1.4%	0.7%	1.4%	1.3%	0.8%
Two or More Races/Ethnicities	4.7%	5.0%	4.2%	6.0%	5.5%	2.7%	4.7%
<b>Total (n)</b>	<b>7,280</b>	<b>644</b>	<b>2,280</b>	<b>1,347</b>	<b>905</b>	<b>633</b>	<b>1,471</b>
<b>Is English your native language?</b>							
Yes	89.7%	90.4%	89.8%	88.4%	87.2%	90.2%	91.7%
No	10.3%	9.6%	10.2%	11.6%	12.8%	9.8%	8.3%
<b>Total(n)</b>	<b>7,494</b>	<b>654</b>	<b>2,352</b>	<b>1,385</b>	<b>934</b>	<b>654</b>	<b>1,515</b>
<b>What is your sexual orientation?</b>							
Heterosexual/straight	88.3%	88.2%	91.3%	84.5%	83.8%	87.9%	90.0%
Gay	2.5%	2.2%	2.3%	2.6%	3.1%	3.0%	2.1%
Lesbian	1.3%	0.9%	1.0%	1.6%	2.0%	1.4%	1.1%
Bisexual	3.2%	3.9%	2.1%	4.5%	4.2%	2.5%	3.4%
Queer	2.2%	2.0%	1.6%	3.0%	3.4%	2.8%	1.3%
Pansexual	0.6%	0.5%	0.3%	1.2%	1.0%	0.2%	0.6%
Asexual	0.5%	0.9%	0.4%	0.8%	0.4%	0.5%	0.3%
Not listed above	1.4%	1.4%	1.0%	1.9%	2.0%	1.7%	1.2%
<b>Total (n)</b>	<b>7,295</b>	<b>642</b>	<b>2,290</b>	<b>1,338</b>	<b>904</b>	<b>636</b>	<b>1,485</b>
<b>Do you identify as transgender?</b>							
No	99.4%	99.0%	99.4%	99.6%	98.9%	99.5%	99.6%
Yes	0.6%	1.0%	0.6%	0.4%	1.1%	0.5%	0.4%
<b>Total(n)</b>	<b>9,610</b>	<b>913</b>	<b>3,019</b>	<b>1,889</b>	<b>1,162</b>	<b>790</b>	<b>1,837</b>
<b>How many children do you have in the following age ranges?</b>							
<b>Under 18 years old</b>							
0	52.3%	56.4%	49.1%	55.5%	56.3%	54.1%	49.3%
1	18.0%	15.9%	17.4%	18.3%	20.8%	16.9%	18.3%
2	19.3%	19.6%	18.2%	18.7%	17.8%	21.9%	21.2%
3	6.4%	5.3%	7.5%	6.0%	3.9%	5.3%	7.6%
4+	4.0%	2.8%	7.9%	1.5%	1.3%	1.7%	3.6%
<b>Total(n)</b>	<b>6,384</b>	<b>567</b>	<b>1,985</b>	<b>1,209</b>	<b>771</b>	<b>543</b>	<b>1,309</b>
<b>18 years or older</b>							
0	53.3%	60.0%	47.1%	57.6%	57.6%	51.7%	54.0%
1	13.1%	12.3%	12.5%	13.2%	14.0%	14.1%	13.1%
2	18.5%	18.1%	18.1%	16.8%	19.3%	19.2%	20.1%
3	8.0%	7.4%	9.4%	6.8%	5.3%	9.0%	8.4%
4+	7.2%	2.1%	13.0%	5.6%	3.8%	6.0%	4.4%
<b>Total(n)</b>	<b>6,318</b>	<b>568</b>	<b>1,997</b>	<b>1,170</b>	<b>787</b>	<b>532</b>	<b>1,264</b>
<b>How satisfied are you with the availability of child care at this institution?</b>							
Very satisfied	6.4%	4.1%	8.4%	6.1%	3.0%	7.7%	5.5%
Satisfied	15.8%	10.3%	16.5%	15.5%	14.4%	17.6%	17.3%
Marginally satisfied	15.4%	10.3%	16.8%	16.3%	16.4%	15.5%	13.3%
Not satisfied	62.5%	75.2%	58.3%	62.1%	66.2%	59.2%	64.0%
<b>Total(n)</b>	<b>1,785</b>	<b>145</b>	<b>607</b>	<b>343</b>	<b>201</b>	<b>142</b>	<b>347</b>
Mean	1.66	1.43	1.75	1.66	1.54	1.74	1.64
Standard deviation	0.96	0.84	1.01	0.95	0.85	1.01	0.95
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
\$20,000 - \$29,999	0.1%	0.2%	0.1%	0.0%	0.0%	0.2%	0.0%
\$30,000 - \$39,999	0.5%	0.2%	0.1%	0.6%	0.5%	0.0%	1.5%
\$40,000 - \$49,999	3.3%	5.3%	1.2%	5.9%	1.8%	2.1%	3.9%
\$50,000 - \$59,999	10.3%	18.1%	3.4%	14.2%	5.0%	9.6%	15.6%
\$60,000 - \$69,999	16.6%	20.7%	5.9%	19.8%	13.4%	24.5%	24.8%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
\$70,000 - \$79,999	15.0%	21.8%	7.9%	12.5%	13.9%	17.7%	23.7%
\$80,000 - \$89,999	13.4%	11.3%	12.1%	12.3%	17.2%	16.3%	13.7%
\$90,000 - \$99,999	10.5%	6.4%	12.6%	11.9%	10.1%	12.1%	7.9%
\$100,000 - \$124,999	17.5%	9.8%	26.6%	17.9%	22.6%	11.0%	7.8%
\$125,000 - \$149,999	6.8%	4.5%	13.1%	3.8%	9.5%	5.1%	1.1%
\$150,000 - \$199,999	4.2%	1.7%	10.8%	1.0%	5.3%	1.2%	0.0%
\$200,000 - \$249,999	1.4%	0.0%	4.8%	0.0%	0.5%	0.2%	0.0%
\$250,000 - \$499,999	0.4%	0.0%	1.3%	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>Total(n)</b>	<b>4,976</b>	<b>531</b>	<b>1,412</b>	<b>1,021</b>	<b>603</b>	<b>429</b>	<b>980</b>
Mean	8.96	8.06	10.44	8.42	9.40	8.50	7.83
Standard deviation	2.24	1.97	2.15	2.07	2.08	1.86	1.67
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>							
Less than \$10,000	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
\$10,000 - \$19,999	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.3%	1.4%	0.3%	0.4%	0.0%	0.0%	0.5%
\$30,000 - \$39,999	1.5%	1.4%	0.8%	1.9%	0.4%	0.6%	3.5%
\$40,000 - \$49,999	3.3%	13.0%	1.5%	4.6%	1.9%	3.9%	4.2%
\$50,000 - \$59,999	10.7%	26.1%	3.5%	11.1%	11.5%	10.1%	18.7%
\$60,000 - \$69,999	13.6%	13.0%	6.0%	14.1%	14.2%	18.4%	22.7%
\$70,000 - \$79,999	13.8%	7.2%	10.8%	13.4%	14.6%	14.0%	18.9%
\$80,000 - \$89,999	13.1%	10.1%	14.2%	11.8%	10.3%	14.5%	13.6%
\$90,000 - \$99,999	11.3%	11.6%	10.8%	15.3%	13.0%	15.6%	6.8%
\$100,000 - \$124,999	17.6%	11.6%	22.6%	20.2%	17.6%	17.9%	9.3%
\$125,000 - \$149,999	7.1%	2.9%	13.1%	6.5%	5.4%	3.9%	1.2%
\$150,000 - \$199,999	5.2%	1.4%	9.9%	0.8%	9.2%	1.1%	0.5%
\$200,000 - \$249,999	1.9%	0.0%	4.7%	0.0%	1.5%	0.0%	0.0%
\$250,000 - \$499,999	0.5%	0.0%	1.4%	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>Total(n)</b>	<b>1,854</b>	<b>69</b>	<b>655</b>	<b>262</b>	<b>261</b>	<b>179</b>	<b>428</b>
Mean	9.04	7.70	10.20	8.73	9.24	8.68	7.71
Standard deviation	2.39	2.32	2.32	2.16	2.33	1.97	1.90
<b>Please enter the four-digit year that each of the following occurred.</b>							
<b>Year of birth</b>							
1995 or later	0.5%	0.5%	0.4%	0.7%	0.5%	0.2%	0.8%
1986 - 1995	11.4%	10.8%	10.5%	10.3%	16.0%	9.3%	12.1%
1981 - 1985	13.7%	13.7%	12.8%	12.7%	12.8%	13.6%	16.8%
1976 - 1980	16.0%	16.4%	17.4%	16.7%	14.5%	14.4%	14.6%
1971 - 1975	13.9%	15.6%	12.0%	16.0%	12.2%	15.5%	14.6%
1966 - 1970	14.9%	15.5%	14.6%	15.9%	13.9%	15.5%	14.4%
1961 - 1965	12.1%	11.5%	12.0%	12.7%	11.3%	12.1%	12.3%
1956 - 1960	9.5%	9.7%	9.9%	9.3%	8.8%	9.7%	9.3%
1951 - 1955	5.1%	4.3%	5.8%	3.8%	7.4%	5.9%	3.7%
1946 - 1950	2.0%	1.1%	3.2%	1.5%	1.4%	2.6%	1.1%
1922 - 1945	0.8%	0.8%	1.2%	0.4%	1.0%	1.1%	0.3%
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
<b>Total(n)</b>	<b>7,115</b>	<b>627</b>	<b>2,242</b>	<b>1,303</b>	<b>882</b>	<b>611</b>	<b>1,450</b>
<b>Year of first academic appointment:</b>							
1982 or earlier	2.4%	1.1%	3.1%	1.3%	2.9%	3.4%	2.2%
1983 - 1987	2.9%	1.9%	3.5%	1.9%	2.9%	3.3%	3.1%
1988 - 1992	5.0%	3.5%	5.7%	4.8%	5.3%	4.5%	5.2%
1993 - 1997	7.9%	7.0%	8.1%	7.2%	7.5%	7.4%	9.4%
1998 - 2002	11.9%	10.7%	11.4%	13.5%	10.3%	12.2%	12.2%
2003 - 2007	14.0%	12.7%	13.5%	16.2%	13.7%	15.9%	12.8%
2008 - 2012	16.7%	18.0%	15.9%	16.6%	16.0%	19.1%	16.7%
2013 - 2017	18.7%	24.2%	18.2%	19.1%	17.9%	16.8%	17.7%
2018 or later	20.5%	21.0%	20.7%	19.4%	23.5%	17.4%	20.7%
<b>Total(n)</b>	<b>9,573</b>	<b>916</b>	<b>3,006</b>	<b>1,884</b>	<b>1,156</b>	<b>786</b>	<b>1,825</b>
<b>Year of appointment at present institution</b>							
1982 or earlier	1.1%	0.3%	1.5%	0.5%	1.6%	1.3%	1.2%
1983 - 1987	1.6%	0.4%	2.2%	1.0%	1.6%	2.1%	1.9%
1988 - 1992	3.4%	1.8%	4.0%	2.5%	3.7%	3.7%	3.6%
1993 - 1997	5.3%	4.8%	6.0%	4.3%	5.1%	5.7%	5.7%
1998 - 2002	10.1%	8.5%	9.7%	11.5%	9.9%	9.7%	10.3%
2003 - 2007	12.9%	11.5%	12.0%	14.8%	11.7%	15.2%	13.0%
2008 - 2012	15.6%	16.3%	15.6%	16.7%	13.1%	17.0%	15.0%
2013 - 2017	20.8%	25.8%	19.7%	22.3%	19.9%	19.7%	19.7%
2018 or later	29.1%	30.5%	29.3%	26.4%	33.3%	25.6%	29.6%
<b>Total(n)</b>	<b>9,469</b>	<b>902</b>	<b>2,977</b>	<b>1,851</b>	<b>1,149</b>	<b>776</b>	<b>1,814</b>
<b>If tenured, year tenure was awarded</b>							
1982 or earlier	0.4%	0.0%	0.6%	0.1%	0.4%	0.7%	0.4%
1983 - 1987	0.9%	0.3%	1.2%	0.7%	1.1%	0.9%	0.9%
1988 - 1992	2.3%	1.1%	2.9%	1.0%	3.8%	1.6%	2.8%
1993 - 1997	5.1%	3.5%	6.5%	2.9%	6.4%	6.4%	4.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Private		Public		Other	
		Universities	Universities	Colleges	4yr Colleges	Catholic 4yr Colleges	Religious 4yr Colleges
1998 - 2002	7.2%	7.9%	8.6%	3.9%	8.4%	7.3%	7.9%
2003 - 2007	15.0%	17.7%	14.3%	16.1%	15.8%	13.3%	14.3%
2008 - 2012	18.8%	19.3%	17.7%	20.5%	14.9%	19.1%	20.7%
2013 - 2017	22.7%	21.0%	23.5%	24.0%	21.1%	25.3%	20.4%
2018 or later	27.5%	29.2%	24.7%	30.8%	28.1%	25.5%	28.0%
<b>Total(n)</b>	<b>4,815</b>	<b>367</b>	<b>1,444</b>	<b>1,064</b>	<b>549</b>	<b>451</b>	<b>940</b>
<b>Aggregated Major</b>							
Agriculture or Forestry (General Area 1)	0.8%	1.1%	1.0%	0.8%	0.3%	0.3%	0.9%
Biological Sciences (General Area 5)	7.7%	6.4%	8.1%	7.5%	5.8%	8.2%	8.7%
Business (General Area 6)	6.6%	6.0%	8.2%	5.1%	4.7%	8.9%	5.8%
Education (General Area 10 and Specific Discipline 2102)	8.9%	14.7%	7.3%	11.1%	6.7%	8.0%	8.4%
Engineering (General Area 11)	4.5%	2.4%	6.5%	3.5%	7.7%	2.0%	2.3%
English (General Area 12)	5.9%	5.6%	5.0%	6.2%	6.5%	5.5%	7.0%
Health-related (General Area 15)	6.3%	7.2%	7.3%	8.2%	2.6%	7.2%	4.3%
History or Political Science (Specific Discipline 3007,3009)	5.0%	3.1%	4.8%	5.1%	6.2%	5.5%	5.3%
Humanities (General Area 14,24)	8.5%	4.7%	8.7%	4.3%	9.4%	12.7%	11.4%
Fine Arts (General Area 2,4,22)	7.4%	8.0%	7.9%	7.1%	5.1%	4.9%	9.3%
Mathematics or Statistics (General Area 18)	4.8%	3.1%	5.2%	4.1%	5.6%	5.7%	4.5%
Physical Sciences (General Area 25)	6.7%	6.0%	5.7%	6.1%	10.3%	7.1%	6.9%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.5%	16.3%	10.7%	15.2%	10.7%	12.6%	12.1%
Other Technical (General Area 8,19,28)	3.2%	4.1%	2.9%	3.2%	6.2%	3.0%	1.6%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.2%	11.3%	10.8%	12.5%	12.0%	8.5%	11.5%
<b>Total(n)</b>	<b>7,330</b>	<b>638</b>	<b>2,308</b>	<b>1,365</b>	<b>906</b>	<b>637</b>	<b>1,476</b>
<b>Aggregated Department</b>							
Agriculture or Forestry (General Area 1)	0.6%	1.1%	0.7%	0.7%	0.3%	0.2%	0.5%
Biological Sciences (General Area 5)	7.2%	5.5%	7.4%	7.4%	5.2%	7.9%	8.3%
Business (General Area 6)	8.1%	6.8%	10.3%	6.8%	4.9%	10.8%	7.2%
Education (General Area 10 and Specific Discipline 2102)	5.0%	7.4%	3.9%	6.3%	2.7%	5.7%	5.7%
Engineering (General Area 11)	4.4%	2.2%	6.9%	3.1%	7.3%	1.6%	1.9%
English (General Area 12)	5.8%	4.7%	5.4%	6.1%	5.5%	6.5%	6.7%
Health-related (General Area 15)	7.3%	11.0%	7.6%	10.2%	2.0%	7.9%	5.5%
History or Political Science (Specific Discipline 3007,3009)	4.7%	2.8%	4.8%	5.1%	4.7%	4.9%	5.0%
Humanities (General Area 14,24)	8.1%	4.6%	8.3%	4.1%	9.3%	12.1%	10.8%
Fine Arts (General Area 2,4,22)	7.8%	8.4%	8.5%	7.5%	5.6%	4.5%	9.4%
Mathematics or Statistics (General Area 18)	5.2%	4.6%	5.0%	4.9%	7.2%	5.6%	4.8%
Physical Sciences (General Area 25)	6.8%	5.5%	6.1%	5.8%	9.6%	7.2%	7.4%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.5%	15.6%	9.3%	14.0%	10.8%	12.4%	10.9%
Other Technical (General Area 8,19,28)	3.7%	4.9%	3.4%	3.3%	7.3%	3.3%	2.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	13.8%	14.8%	12.6%	14.9%	17.7%	9.4%	13.7%
<b>Total(n)</b>	<b>7,280</b>	<b>634</b>	<b>2,298</b>	<b>1,358</b>	<b>893</b>	<b>629</b>	<b>1,468</b>
<b>Faculty works in a STEM department</b>							
Yes	25.1%	22.3%	26.9%	24.1%	27.0%	25.1%	23.4%
No	74.9%	77.7%	73.1%	75.9%	73.0%	74.9%	76.6%
<b>Total(n)</b>	<b>9,684</b>	<b>920</b>	<b>3,038</b>	<b>1,908</b>	<b>1,170</b>	<b>800</b>	<b>1,848</b>
<b>CIRP Construct: Civic Minded Values</b>							
Mean Score	55.49	56.58	55.2	55.48	54.21	56.17	55.96
High Construct Group Score	51.2%	56.0%	49.3%	52.4%	45.3%	54.1%	53.3%
Average Construct Score Group	38.3%	35.0%	39.5%	36.8%	41.1%	36.8%	38.3%
Low Construct Score Group	10.5%	9.0%	11.2%	10.8%	13.6%	9.1%	8.4%
<b>CIRP Construct: Civic Minded Practices</b>							
Mean Score	49.23	50.11	49.25	49.84	47.68	48.98	49.23
High Construct Group Score	27.9%	30.4%	28.0%	31.0%	22.1%	25.9%	27.6%
Average Construct Score Group	37.8%	40.0%	37.7%	36.3%	36.0%	37.2%	39.7%
Low Construct Score Group	34.4%	29.6%	34.3%	32.7%	42.0%	36.9%	32.6%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>							
Mean Score	48.05	48.35	47.78	47.34	49.14	47.41	48.59
High Construct Group Score	26.2%	23.8%	26.8%	23.0%	30.6%	24.5%	27.3%
Average Construct Score Group	39.8%	45.0%	36.8%	42.3%	39.7%	37.2%	41.2%
Low Construct Score Group	34.0%	31.2%	36.4%	34.7%	29.6%	38.2%	31.4%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>							
Mean Score	49.52	51.14	49.46	49.74	48.57	50.92	48.67
High Construct Group Score	28.8%	36.1%	28.9%	28.8%	26.2%	32.5%	25.6%
Average Construct Score Group	43.5%	41.4%	42.4%	45.5%	41.0%	47.6%	43.8%
Low Construct Score Group	27.7%	22.6%	28.6%	25.7%	32.8%	19.9%	30.6%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>							
Mean Score	52	53.99	51.03	52.5	52.44	51.48	52.11
High Construct Group Score	37.8%	49.1%	33.2%	40.3%	40.9%	35.0%	36.8%
Average Construct Score Group	39.3%	33.2%	39.6%	39.6%	36.4%	38.9%	43.3%
Low Construct Score Group	22.9%	17.7%	27.2%	20.2%	22.6%	26.1%	19.9%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>							
Mean Score	43.93	41.49	46.94	40.75	45.96	42.52	42.64
High Construct Group Score	8.9%	3.6%	16.2%	3.6%	10.4%	6.2%	4.9%
Average Construct Score Group	34.1%	26.1%	41.4%	23.5%	44.6%	29.2%	31.8%
Low Construct Score Group	57.0%	70.3%	42.4%	72.9%	45.0%	64.6%	63.3%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - All Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>CIRP Construct: Mentor Self-Efficacy</b>							
Mean Score	49.67	50.4	49.73	50.77	49.82	49.43	48.58
High Construct Group Score	25.4%	30.0%	24.6%	27.6%	28.6%	23.9%	21.1%
Average Construct Score Group	45.3%	42.1%	47.4%	44.9%	40.8%	45.0%	46.2%
Low Construct Score Group	29.3%	27.9%	28.0%	27.6%	30.6%	31.1%	32.7%
<b>CIRP Construct: Student-Centered Pedagogy</b>							
Mean Score	51.73	51.81	52.05	50.97	52.11	50.43	52.26
High Construct Group Score	33.9%	33.1%	36.3%	31.3%	34.0%	28.4%	35.3%
Average Construct Score Group	45.5%	46.3%	43.2%	44.8%	47.1%	46.7%	47.8%
Low Construct Score Group	20.6%	20.5%	20.5%	23.9%	18.8%	24.9%	16.9%
<b>CIRP Construct: Scholarly Productivity</b>							
Mean Score	50.9	50.38	52.9	50.38	51.01	49.94	48.79
High Construct Group Score	34.3%	35.2%	45.0%	31.9%	36.5%	27.2%	20.9%
Average Construct Score Group	42.3%	37.4%	35.0%	44.3%	40.6%	49.8%	51.9%
Low Construct Score Group	23.4%	27.3%	20.0%	23.7%	22.9%	23.0%	27.2%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>							
Mean Score	50.27	49.08	50.35	48.62	50.7	50.82	51.69
High Construct Group Score	35.5%	29.2%	35.7%	28.5%	37.4%	39.5%	41.7%
Average Construct Score Group	31.6%	32.6%	32.2%	31.6%	30.0%	30.6%	31.9%
Low Construct Score Group	32.8%	38.2%	32.1%	40.0%	32.6%	30.0%	26.4%
<b>CIRP Construct: Satisfaction with Compensation</b>							
Mean Score	49.98	49.07	52.95	48.81	51.36	47.29	47.13
High Construct Group Score	23.6%	19.5%	35.6%	18.4%	27.5%	13.5%	13.3%
Average Construct Score Group	48.5%	51.5%	45.2%	51.6%	51.0%	48.3%	47.9%
Low Construct Score Group	27.9%	29.0%	19.2%	30.1%	21.5%	38.2%	38.7%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>							
Mean Score	49.95	48.38	51.19	48.23	50.87	49.47	49.91
High Construct Group Score	28.2%	22.6%	34.3%	22.3%	30.4%	26.1%	26.1%
Average Construct Score Group	45.2%	43.9%	42.5%	44.5%	46.9%	47.0%	48.8%
Low Construct Score Group	26.6%	33.4%	23.2%	33.1%	22.7%	26.9%	25.1%
<b>CIRP Construct: Science Identity</b>							
Mean Score	67.29	63.72	61.17	71.05	75.44	69.92	66.94
High Construct Group Score	63.1%	54.3%	52.4%	66.7%	79.5%	66.7%	64.4%
Average Construct Score Group	18.9%	22.9%	21.4%	10.0%	9.1%	22.7%	19.5%
Low Construct Score Group	18.0%	22.9%	26.2%	23.3%	11.4%	10.7%	16.1%
<b>CIRP Construct: Science Self-Efficacy</b>							
Mean Score	48.88	47.05	46.31	48.3	52.77	50.04	49.13
High Construct Group Score	21.8%	17.6%	21.8%	6.9%	34.1%	20.0%	23.8%
Average Construct Score Group	48.8%	52.9%	37.2%	58.6%	47.7%	58.7%	46.4%
Low Construct Score Group	29.4%	29.4%	41.0%	34.5%	18.2%	21.3%	29.8%
<b>CIRP Construct: Career-Related Stress</b>							
Mean Score	52.21	52.95	51.91	53.04	51.41	52.06	52.13
High Construct Group Score	36.0%	38.6%	34.5%	39.6%	34.7%	37.8%	34.1%
Average Construct Score Group	45.0%	45.2%	45.6%	43.7%	43.2%	41.0%	47.9%
Low Construct Score Group	19.0%	16.2%	19.9%	16.7%	22.1%	21.3%	18.0%
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>							
Mean Score	53.9	53.5	55.02	52.55	52.57	54.07	54.34
High Construct Group Score	42.4%	39.1%	50.6%	32.6%	33.6%	43.4%	45.1%
Average Construct Score Group	49.0%	50.3%	43.0%	55.5%	53.6%	48.6%	49.0%
Low Construct Score Group	8.6%	10.7%	6.4%	11.9%	12.8%	8.0%	5.8%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
<b>All Full-Time Undergraduate Faculty Men Respondents</b>	4,734	379	1,686	864	575	339	891
<b>What is your current gender identity?</b>							
Man	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Woman	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genderqueer/Gender non-conforming	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	4,734	379	1,686	864	575	339	891
<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%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,715	378	1,686	855	570	339	887
<b>What is your present academic rank?</b>							
Professor	37.2%	34.8%	35.8%	41.7%	31.9%	36.3%	40.2%
Associate Professor	28.4%	27.7%	32.4%	20.9%	29.3%	30.4%	27.0%
Assistant Professor	25.0%	25.3%	24.2%	24.2%	28.4%	25.7%	24.8%
Lecturer	4.9%	6.9%	4.4%	7.8%	5.1%	4.1%	2.6%
Instructor	4.4%	5.3%	3.2%	5.1%	5.4%	3.5%	5.4%
Graduate Student/Teaching Assistant	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Total(n)	4,732	379	1,686	863	574	339	891
<b>What is your tenure status at this institution?</b>							
Tenured	56.9%	48.0%	55.9%	63.9%	51.6%	62.5%	57.1%
On tenure track, but not tenured	18.4%	18.5%	19.1%	19.5%	16.2%	16.5%	18.1%
Not on tenure track, but institution has tenure system	21.5%	31.4%	22.2%	16.5%	26.0%	20.9%	18.4%
Institution has no tenure system	3.2%	2.1%	2.8%	0.1%	6.3%	0.0%	6.4%
Total(n)	4,729	379	1,686	861	574	339	890
<b>Are you retired from this institution?</b>							
Yes	0.5%	0.3%	0.4%	0.7%	0.7%	0.3%	0.8%
No	99.5%	99.7%	99.6%	99.3%	99.3%	99.7%	99.2%
Total(n)	4,726	379	1,686	859	574	338	890
<b>What is your principal activity in your current position at this institution?</b>							
Administration	5.7%	6.4%	6.6%	6.0%	6.3%	2.1%	4.5%
Teaching	85.7%	85.9%	75.1%	90.0%	90.2%	96.4%	94.7%
Research	7.4%	7.2%	16.8%	2.5%	2.6%	0.9%	0.0%
Services to clients and patients	0.4%	0.0%	0.9%	0.4%	0.2%	0.0%	0.0%
Other	0.8%	0.5%	0.7%	1.2%	0.7%	0.6%	0.8%
Total(n)	4,699	377	1,677	854	570	338	883
<b>Personally, how important to you is:</b>							
<b>Research</b>							
Essential	41.7%	43.5%	51.6%	37.4%	41.3%	34.1%	29.4%
Very Important	31.1%	27.1%	26.2%	34.9%	32.0%	34.1%	36.5%
Somewhat Important	22.2%	22.8%	17.8%	23.3%	20.9%	24.6%	29.1%
Not Important	5.0%	6.6%	4.4%	4.4%	5.8%	7.2%	5.0%
Total(n)	4,684	377	1,670	850	569	334	884
Mean	3.09	3.07	3.25	3.05	3.09	2.95	2.90
Standard deviation	0.91	0.96	0.90	0.88	0.92	0.94	0.88
<b>Teaching</b>							
Essential	82.1%	80.4%	80.1%	82.5%	81.8%	84.3%	85.6%
Very Important	16.3%	17.5%	17.9%	15.7%	16.1%	15.1%	13.6%
Somewhat Important	1.5%	2.1%	1.9%	1.5%	1.8%	0.3%	0.8%
Not Important	0.1%	0.0%	0.1%	0.2%	0.4%	0.3%	0.0%
Total(n)	4,701	378	1,680	852	571	337	883
Mean	3.80	3.78	3.78	3.81	3.79	3.83	3.85
Standard deviation	0.44	0.46	0.47	0.45	0.47	0.40	0.38
<b>Service</b>							
Essential	22.6%	22.0%	27.9%	18.0%	18.8%	23.9%	19.1%
Very Important	45.8%	48.1%	46.1%	43.8%	44.0%	44.7%	47.8%
Somewhat Important	28.7%	27.2%	24.0%	34.3%	33.3%	28.1%	30.0%
Not Important	2.9%	2.6%	1.9%	3.9%	3.9%	3.3%	3.1%
Total(n)	4,679	378	1,671	848	568	331	883
Mean	2.88	2.89	3.00	2.76	2.78	2.89	2.83
Standard deviation	0.78	0.77	0.77	0.79	0.79	0.80	0.77
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>							
0	5.0%	3.4%	7.2%	4.3%	6.4%	3.3%	2.0%
1	9.7%	7.9%	15.3%	7.0%	9.4%	2.4%	5.5%
2	25.1%	19.0%	34.0%	15.5%	32.3%	15.1%	19.2%
3	30.0%	30.3%	23.3%	33.5%	31.8%	37.3%	35.4%
4	19.2%	25.1%	13.1%	23.6%	13.4%	28.7%	24.0%
5 or more	11.0%	14.2%	7.1%	16.1%	6.6%	13.3%	13.9%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Total(n)	4,731	379	1,685	863	575	338	891
<b>How many of the courses that you are teaching this term are:</b>							
<b>General education courses</b>							
0	57.6%	63.1%	67.3%	54.1%	64.2%	46.7%	42.3%
1-2	34.2%	29.5%	26.9%	35.3%	31.1%	38.3%	47.8%
3-4	7.2%	6.5%	5.2%	9.0%	3.6%	14.3%	8.7%
5+	1.0%	0.9%	0.7%	1.6%	1.1%	0.7%	1.2%
Total(n)	4,013	339	1,366	767	447	287	807
<b>Courses required for an undergraduate major</b>							
0	10.6%	11.7%	15.0%	7.4%	9.4%	6.5%	7.4%
1-2	57.2%	47.9%	62.3%	51.5%	61.6%	55.2%	55.6%
3-4	28.1%	35.9%	19.2%	34.7%	26.8%	35.3%	32.5%
5+	4.1%	4.6%	3.5%	6.4%	2.2%	2.9%	4.5%
Total(n)	4,263	351	1,471	784	508	306	843
<b>Other undergraduate credit courses</b>							
0	55.6%	56.4%	55.0%	59.8%	49.9%	59.4%	54.2%
1-2	38.8%	38.8%	39.4%	33.1%	45.8%	33.5%	40.6%
3-4	4.9%	3.8%	4.8%	6.1%	3.4%	6.7%	4.5%
5+	0.8%	1.0%	0.7%	0.9%	1.0%	0.4%	0.7%
Total(n)	3,497	289	1,212	655	417	239	685
<b>Developmental/remedial courses (not for credit)</b>							
0	97.3%	96.8%	97.6%	96.9%	97.6%	96.8%	97.4%
1-2	2.6%	3.2%	2.2%	3.0%	2.4%	3.2%	2.3%
3-4	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.3%
5+	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%
Total(n)	3,289	280	1,121	637	378	216	657
<b>Graduate courses</b>							
0	74.4%	64.5%	67.1%	72.6%	80.4%	75.0%	90.6%
1-2	23.4%	32.9%	30.9%	25.4%	17.9%	19.9%	7.8%
3-4	1.9%	2.2%	2.0%	1.8%	1.2%	3.8%	1.5%
5+	0.3%	0.3%	0.1%	0.1%	0.5%	1.3%	0.1%
Total(n)	3,576	313	1,254	680	413	236	680
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>							
0	65.5%	59.5%	65.1%	66.3%	63.2%	69.6%	67.8%
1-2	19.8%	18.7%	23.9%	16.5%	22.2%	14.4%	16.6%
3-4	12.2%	17.4%	9.1%	13.4%	12.7%	15.0%	13.1%
5+	2.5%	4.4%	1.9%	3.8%	1.9%	0.9%	2.4%
Total(n)	4,469	363	1,559	819	535	326	867
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>							
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%
Developmental/remedial 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%
Total(n)	240	13	122	38	37	12	18
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>							
Yes	96.6%	93.9%	96.1%	96.4%	97.2%	97.6%	97.9%
No	3.4%	6.1%	3.9%	3.6%	2.8%	2.4%	2.1%
Total(n)	4,719	379	1,684	857	574	337	888
<b>In the past year, have you worked with or taught graduate students at this institution?</b>							
Yes	38.5%	50.9%	53.7%	41.7%	28.1%	26.8%	12.6%
No	61.5%	49.1%	46.3%	58.3%	71.9%	73.2%	87.4%
Total(n)	4,698	377	1,670	856	573	336	886
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>							
<b>In the past year, to what extent have you:</b>							
<b>Met with graduate students to discuss their research interests</b>							
To a Very Large Extent	24.8%	27.9%	27.6%	26.1%	20.5%	14.6%	7.1%
To a Large Extent	21.9%	22.6%	23.7%	21.0%	22.4%	16.9%	12.5%
To Some Extent	26.1%	25.3%	25.6%	27.7%	24.8%	25.8%	28.6%
To a Small Extent	16.0%	14.2%	14.1%	15.4%	20.5%	21.3%	25.0%
Not at All	11.2%	10.0%	9.0%	9.8%	11.8%	21.3%	26.8%
Total(n)	1,800	190	891	357	161	89	112
<b>Mentored graduate students</b>							
To a Very Large Extent	30.8%	38.0%	32.7%	29.9%	28.9%	21.1%	16.2%
To a Large Extent	23.5%	19.3%	25.8%	22.6%	21.4%	21.1%	20.7%
To Some Extent	24.8%	27.1%	23.5%	26.0%	25.2%	25.6%	26.1%
To a Small Extent	12.7%	10.4%	11.3%	13.0%	16.4%	15.6%	18.9%
Not at All	8.2%	5.2%	6.6%	8.5%	8.2%	16.7%	18.0%
Total(n)	1,798	192	892	354	159	90	111
<b>Helped graduate students access professional networks</b>							
To a Very Large Extent	15.2%	18.8%	14.6%	16.1%	16.4%	11.5%	12.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	20.2%	19.4%	20.5%	21.2%	19.5%	20.7%	15.7%
To a Some Extent	31.5%	28.5%	34.0%	30.6%	31.4%	29.9%	20.4%
To a Small Extent	17.9%	20.4%	16.4%	19.0%	15.7%	18.4%	25.0%
Not at All	15.2%	12.9%	14.4%	13.0%	17.0%	19.5%	26.9%
Total(n)	1,781	186	888	353	159	87	108
<b>Presented with graduate students at conferences</b>							
To a Very Large Extent	9.0%	7.4%	11.3%	6.2%	11.3%	5.6%	0.9%
To a Large Extent	9.1%	10.1%	11.7%	5.9%	7.5%	6.7%	0.9%
To a Some Extent	12.0%	13.8%	13.7%	12.4%	8.8%	7.8%	2.7%
To a Small Extent	8.5%	11.6%	8.5%	9.9%	5.7%	7.8%	2.7%
Not at All	61.4%	57.1%	54.8%	65.6%	66.7%	72.2%	92.7%
Total(n)	1,794	189	891	355	159	90	110
<b>Published with graduate students</b>							
To a Very Large Extent	10.8%	9.5%	15.0%	5.7%	10.8%	4.5%	0.0%
To a Large Extent	9.7%	9.0%	13.0%	6.0%	10.2%	3.4%	0.9%
To a Some Extent	13.2%	12.7%	16.4%	11.1%	11.5%	5.6%	3.6%
To a Small Extent	6.3%	9.0%	5.1%	10.0%	3.2%	9.0%	2.7%
Not at All	60.0%	59.8%	50.6%	67.2%	64.3%	77.5%	92.7%
Total(n)	1,782	189	886	351	157	89	110
<b>Included graduate students in research grant writing</b>							
To a Very Large Extent	4.9%	4.2%	6.3%	3.7%	5.7%	1.1%	0.0%
To a Large Extent	5.9%	5.8%	6.8%	5.7%	8.3%	2.2%	0.0%
To a Some Extent	10.5%	11.1%	12.2%	9.9%	10.2%	4.4%	3.6%
To a Small Extent	9.5%	8.9%	11.1%	10.5%	3.8%	7.8%	4.5%
Not at All	69.1%	70.0%	63.5%	70.3%	72.0%	84.4%	91.8%
Total(n)	1,782	190	882	353	157	90	110
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>							
0	19.3%	22.4%	16.8%	14.3%	26.1%	23.3%	36.6%
1-5	54.3%	51.0%	55.5%	58.4%	47.8%	46.7%	51.8%
6-10	17.5%	16.1%	17.4%	19.7%	19.9%	22.2%	7.1%
11-20	6.7%	8.3%	8.0%	5.1%	4.3%	4.4%	4.5%
21 or more	2.2%	2.1%	2.4%	2.5%	1.9%	3.3%	0.0%
Total(n)	1,804	192	893	356	161	90	112
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>							
0	45.1%	41.1%	41.7%	36.1%	56.3%	69.3%	72.3%
1	11.5%	12.5%	11.7%	12.2%	11.3%	9.1%	7.1%
2	9.9%	13.0%	10.1%	9.7%	10.6%	8.0%	4.5%
3-4	11.8%	12.5%	12.1%	15.1%	8.1%	4.5%	9.8%
5-8	11.1%	12.0%	12.1%	14.5%	6.9%	2.3%	3.6%
9 or more	10.6%	8.9%	12.3%	12.5%	6.9%	6.8%	2.7%
Total(n)	1,798	192	894	352	160	88	112
<b>In the past year, how many master's thesis committees have you chaired?</b>							
0	38.8%	39.8%	36.8%	36.4%	49.3%	55.6%	48.4%
1	24.4%	26.5%	25.2%	22.2%	24.6%	25.9%	16.1%
2	15.9%	13.3%	18.7%	13.8%	11.6%	0.0%	16.1%
3-4	12.6%	13.3%	10.4%	19.6%	8.7%	3.7%	12.9%
5-8	6.3%	5.3%	7.7%	5.3%	2.9%	0.0%	6.5%
9 or more	2.0%	1.8%	1.2%	2.7%	2.9%	14.8%	0.0%
Total(n)	984	113	519	225	69	27	31
<b>How many dissertation committees have you served on or are currently serving?</b>							
0	61.5%	46.3%	53.7%	79.7%	57.5%	73.0%	89.3%
1	11.7%	18.9%	10.8%	8.6%	16.3%	13.5%	8.0%
2	6.8%	6.8%	8.2%	3.7%	10.0%	5.6%	0.9%
3-4	8.3%	11.1%	10.4%	4.3%	10.0%	3.4%	0.9%
5-8	6.3%	10.5%	8.7%	2.6%	3.1%	2.2%	0.0%
9 or more	5.4%	6.3%	8.1%	1.1%	3.1%	2.2%	0.9%
Total(n)	1,786	190	886	349	160	89	112
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>							
0	54.5%	60.8%	47.7%	71.8%	53.7%	79.2%	83.3%
1	19.9%	14.7%	23.1%	9.9%	25.4%	8.3%	8.3%
2	10.4%	8.8%	12.3%	4.2%	11.9%	4.2%	0.0%
3-4	10.7%	10.8%	12.3%	8.5%	7.5%	0.0%	8.3%
5-8	3.5%	4.9%	3.9%	2.8%	0.0%	4.2%	0.0%
9 or more	1.0%	0.0%	0.7%	2.8%	1.5%	4.2%	0.0%
Total(n)	683	102	407	71	67	24	12
<b>Rate your agreement with the following statements:</b>							
<b>Graduate students in this program must compete for research opportunities</b>							
Strongly Agree	14.5%	19.7%	12.2%	17.6%	17.9%	17.0%	6.8%
Somewhat Agree	33.7%	37.2%	36.6%	28.4%	40.4%	28.4%	15.5%
Somewhat Disagree	27.9%	22.4%	32.2%	27.9%	21.2%	20.5%	18.4%
Strongly Disagree	23.9%	20.8%	19.0%	26.1%	20.5%	34.1%	59.2%
Total(n)	1,718	183	847	341	156	88	103
Mean	2.39	2.56	2.42	2.38	2.56	2.28	1.70
Standard deviation	1.00	1.03	0.93	1.05	1.01	1.11	0.97

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>							
Strongly Agree	34.2%	50.5%	36.2%	32.1%	25.0%	28.4%	13.7%
Somewhat Agree	35.7%	31.0%	37.6%	35.9%	36.5%	34.1%	27.5%
Somewhat Disagree	16.8%	12.0%	15.9%	18.8%	19.2%	21.6%	18.6%
Strongly Disagree	13.3%	6.5%	10.2%	13.2%	19.2%	15.9%	40.2%
Total(n)	1,729	184	859	340	156	88	102
Mean	2.91	3.26	3.00	2.87	2.67	2.75	2.15
Standard deviation	1.02	0.91	0.97	1.01	1.05	1.04	1.10
<b>This graduate program enrolls too few international students</b>							
Strongly Agree	10.6%	13.5%	8.8%	13.5%	8.3%	9.4%	15.8%
Somewhat Agree	28.5%	25.3%	29.6%	29.4%	21.2%	29.4%	31.7%
Somewhat Disagree	37.1%	41.6%	37.4%	37.1%	40.4%	27.1%	29.7%
Strongly Disagree	23.8%	19.7%	24.1%	20.0%	30.1%	34.1%	22.8%
Total(n)	1,710	178	850	340	156	85	101
Mean	2.26	2.33	2.23	2.36	2.08	2.14	2.41
Standard deviation	0.94	0.94	0.92	0.95	0.92	1.00	1.01
<b>Graduate students work well together in this program</b>							
Strongly Agree	44.3%	36.4%	48.5%	39.9%	36.8%	38.4%	54.4%
Somewhat Agree	46.8%	51.6%	45.2%	46.9%	53.3%	50.0%	38.8%
Somewhat Disagree	6.6%	9.8%	4.6%	9.9%	7.9%	9.3%	2.9%
Strongly Disagree	2.3%	2.2%	1.8%	3.2%	2.0%	2.3%	3.9%
Total(n)	1,722	184	854	343	152	86	103
Mean	3.33	3.22	3.40	3.24	3.25	3.24	3.44
Standard deviation	0.70	0.71	0.66	0.76	0.68	0.72	0.74
<b>I have encountered instances of academic dishonesty among graduate students</b>							
Strongly Agree	8.2%	9.8%	5.7%	12.0%	12.5%	11.6%	3.9%
Somewhat Agree	18.4%	22.3%	15.6%	21.3%	17.1%	29.1%	17.5%
Somewhat Disagree	18.9%	17.4%	18.6%	21.3%	21.7%	16.3%	14.6%
Strongly Disagree	54.5%	50.5%	60.1%	45.5%	48.7%	43.0%	64.1%
Total(n)	1,727	184	859	343	152	86	103
Mean	1.80	1.91	1.67	2.00	1.93	2.09	1.61
Standard deviation	1.01	1.06	0.94	1.07	1.08	1.09	0.91
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>							
Strongly Agree	44.0%	48.4%	48.3%	38.3%	38.8%	34.9%	35.0%
Somewhat Agree	41.9%	40.1%	39.7%	42.5%	50.0%	40.7%	49.5%
Somewhat Disagree	9.3%	7.1%	7.7%	14.2%	7.2%	18.6%	5.8%
Strongly Disagree	4.8%	4.4%	4.2%	5.0%	3.9%	5.8%	9.7%
Total(n)	1,710	182	848	339	152	86	103
Mean	3.25	3.32	3.32	3.14	3.24	3.05	3.10
Standard deviation	0.81	0.79	0.79	0.84	0.75	0.88	0.89
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>							
Strongly Agree	15.1%	20.7%	12.5%	16.9%	15.2%	16.9%	19.2%
Somewhat Agree	34.6%	39.1%	37.8%	32.5%	29.8%	20.5%	26.3%
Somewhat Disagree	32.5%	26.1%	34.6%	30.5%	30.5%	39.8%	31.3%
Strongly Disagree	17.7%	14.1%	15.1%	20.1%	24.5%	22.9%	23.2%
Total(n)	1,700	184	845	338	151	83	99
Mean	2.47	2.66	2.48	2.46	2.36	2.31	2.41
Standard deviation	0.95	0.96	0.90	1.00	1.02	1.01	1.05
<b>Faculty in my department are good mentors for graduate students</b>							
Strongly Agree	49.5%	44.0%	52.3%	44.3%	45.4%	48.8%	60.2%
Somewhat Agree	39.7%	44.0%	38.4%	41.6%	44.1%	38.4%	31.1%
Somewhat Disagree	8.3%	9.8%	7.3%	10.3%	8.6%	9.3%	5.8%
Strongly Disagree	2.5%	2.2%	2.0%	3.8%	2.0%	3.5%	2.9%
Total(n)	1,726	184	860	341	152	86	103
Mean	3.36	3.30	3.41	3.26	3.33	3.33	3.49
Standard deviation	0.74	0.73	0.71	0.79	0.72	0.79	0.74
<b>Most graduate students in this program move on to faculty positions</b>							
Strongly Agree	2.6%	9.3%	1.8%	2.1%	1.3%	2.4%	2.0%
Somewhat Agree	14.2%	18.0%	14.5%	12.8%	14.5%	8.4%	14.1%
Somewhat Disagree	37.6%	36.1%	41.0%	35.7%	38.8%	27.7%	23.2%
Strongly Disagree	45.6%	36.6%	42.8%	49.4%	45.4%	61.4%	60.6%
Total(n)	1,704	183	851	336	152	83	99
Mean	1.74	2.00	1.75	1.68	1.72	1.52	1.58
Standard deviation	0.80	0.96	0.76	0.78	0.76	0.75	0.81
<b>Most graduate students in this program move into positions outside of academia</b>							
Strongly Agree	48.2%	37.4%	45.9%	49.1%	51.9%	64.0%	64.4%
Somewhat Agree	39.3%	40.1%	43.6%	36.4%	40.9%	25.6%	19.8%
Somewhat Disagree	10.1%	18.1%	9.4%	10.9%	5.2%	3.5%	10.9%
Strongly Disagree	2.5%	4.4%	1.1%	3.6%	1.9%	7.0%	5.0%
Total(n)	1,711	182	850	338	154	86	101
Mean	3.33	3.10	3.34	3.31	3.43	3.47	3.44
Standard deviation	0.76	0.85	0.69	0.80	0.68	0.86	0.88

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past three years, have you:</b>							
Advised student groups involved in service/volunteer work	52.4%	48.0%	51.3%	54.2%	48.6%	54.2%	56.1%
Collaborated with the local community on research/teaching to address their needs	41.2%	49.6%	39.6%	46.8%	35.6%	34.7%	41.4%
Conducted research or writing focused on international/global issues	35.8%	33.3%	39.7%	34.8%	34.2%	34.6%	31.8%
Conducted research or writing focused on racial or ethnic minorities	28.2%	28.6%	28.4%	29.8%	21.9%	27.6%	30.2%
Conducted research or writing focused on women or gender issues	20.5%	18.6%	22.1%	20.4%	17.0%	19.3%	21.1%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	9.4%	8.3%	9.2%	11.1%	6.8%	8.6%	10.7%
Conducted research or writing focused on biomedical science fields	16.4%	16.0%	19.8%	14.9%	11.7%	14.9%	15.2%
Engaged in academic research that spans multiple disciplines	70.4%	65.3%	72.6%	70.7%	71.3%	69.2%	67.9%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	51.8%	51.1%	53.5%	51.6%	47.8%	47.6%	53.2%
Written research grants	40.8%	44.2%	46.1%	41.5%	43.2%	30.8%	30.7%
Received funding for your work from foundations	18.9%	27.2%	18.7%	18.6%	19.0%	14.8%	17.7%
Received funding for your work from state or federal government	20.1%	28.9%	21.2%	25.8%	23.0%	11.6%	10.3%
Received funding for your work from business or industry	13.1%	14.1%	16.1%	12.9%	12.9%	7.8%	9.2%
<b>During the past three years, have you:</b>							
Taught an honors course	19.2%	25.5%	16.3%	19.6%	20.8%	25.0%	18.7%
Taught an interdisciplinary course	43.3%	36.4%	40.5%	36.4%	46.5%	45.6%	55.2%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	12.2%	10.2%	10.5%	10.7%	15.1%	16.4%	14.4%
Taught a service learning course	15.2%	17.0%	12.9%	15.9%	14.4%	20.9%	16.7%
Taught a course exclusively online	67.2%	77.4%	67.5%	77.5%	62.9%	66.8%	55.4%
Participated in organized activities around enhancing pedagogy or student learning	74.4%	70.7%	72.6%	74.6%	73.5%	76.9%	78.8%
Taught a seminar for first-year students	24.2%	14.7%	21.7%	18.2%	25.4%	29.0%	36.1%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	87.5%	89.0%	87.7%	84.4%	89.8%	88.3%	87.5%
<b>In the past year, to what extent have you:</b>							
<b>Presented with undergraduate students at conferences</b>							
To a Very Large Extent	5.3%	3.8%	6.2%	5.7%	4.5%	4.5%	4.5%
To a Large Extent	6.9%	4.6%	9.1%	5.3%	5.6%	5.4%	6.9%
To Some Extent	11.7%	6.7%	13.2%	11.8%	12.4%	9.6%	11.4%
To a Small Extent	8.3%	9.9%	7.9%	10.0%	6.5%	6.9%	8.5%
Not at All	67.7%	75.1%	63.5%	67.1%	71.1%	73.7%	68.8%
Total(n)	4,638	373	1,662	837	558	334	874
<b>Published with undergraduates</b>							
To a Very Large Extent	4.8%	4.0%	6.7%	3.6%	5.4%	3.0%	2.9%
To a Large Extent	5.7%	3.5%	8.5%	5.2%	6.0%	2.1%	3.3%
To Some Extent	10.5%	7.5%	13.9%	8.1%	11.7%	5.7%	8.5%
To a Small Extent	7.8%	9.4%	8.7%	7.7%	6.1%	8.1%	6.3%
Not at All	71.2%	75.7%	62.2%	75.4%	70.8%	81.0%	79.0%
Total(n)	4,616	374	1,666	830	554	332	870
<b>Engaged undergraduates on your research project(s)</b>							
To a Very Large Extent	16.9%	12.1%	21.4%	14.1%	18.9%	12.8%	13.2%
To a Large Extent	13.3%	10.0%	16.3%	11.9%	13.4%	9.1%	11.8%
To Some Extent	19.8%	15.9%	20.6%	19.2%	21.6%	14.3%	21.8%
To a Small Extent	12.0%	13.5%	10.0%	13.0%	10.0%	15.2%	14.3%
Not at All	38.0%	48.5%	31.7%	41.9%	36.1%	48.6%	38.9%
Total(n)	4,583	371	1,639	825	551	329	868
<b>Worked with undergraduates on their research project(s)</b>							
To a Very Large Extent	18.5%	14.2%	18.4%	15.8%	23.8%	17.3%	20.3%
To a Large Extent	16.9%	12.0%	16.2%	16.7%	17.9%	19.1%	18.7%
To Some Extent	22.4%	21.4%	22.6%	22.9%	22.0%	21.5%	22.6%
To a Small Extent	13.7%	16.0%	14.6%	13.9%	12.0%	12.2%	12.6%
Not at All	28.5%	36.4%	28.2%	30.7%	24.3%	29.9%	25.8%
Total(n)	4,638	374	1,667	837	559	335	876
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>							
Excellent	25.2%	18.8%	29.9%	21.1%	25.2%	20.0%	24.7%
Good	41.8%	36.2%	40.8%	43.3%	44.6%	41.5%	43.3%
Fair	11.7%	16.1%	10.0%	11.2%	12.0%	14.0%	12.6%
Poor	2.1%	1.6%	1.3%	4.3%	1.8%	2.7%	1.6%
I have not worked with undergraduates on research projects	19.2%	27.3%	18.1%	20.0%	16.4%	21.8%	17.9%
Total(n)	4,648	373	1,666	838	560	335	876
<b>How many undergraduates do you currently advise?</b>							
None	24.9%	39.9%	28.4%	25.1%	27.2%	14.7%	14.1%
1-5	20.9%	18.5%	26.4%	19.5%	18.8%	20.7%	14.3%
6-10	13.8%	8.7%	15.5%	12.6%	13.2%	12.6%	14.4%
11-20	17.2%	13.3%	13.0%	14.6%	22.0%	17.7%	26.2%
21-30	10.8%	9.0%	6.1%	10.3%	11.1%	16.8%	18.2%
31 or more	12.4%	10.6%	10.5%	17.9%	7.7%	17.4%	12.7%
Total(n)	4,609	368	1,642	834	559	333	873

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
<p>Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.</p>							
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>							
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>							
Frequently	49.7%	56.5%	41.5%	51.7%	48.9%	55.4%	57.3%
Occasionally	43.2%	36.0%	47.4%	42.1%	45.2%	41.3%	39.3%
Not at All	7.1%	7.5%	11.2%	6.2%	6.0%	3.3%	3.4%
Total(n)	3,404	214	1,155	611	403	276	745
Mean	2.43	2.49	2.30	2.45	2.43	2.52	2.54
Standard deviation	0.62	0.63	0.66	0.61	0.60	0.56	0.56
<b>Helped them plan their course of study</b>							
Frequently	65.2%	64.0%	50.3%	62.1%	64.8%	80.1%	85.5%
Occasionally	29.2%	29.0%	40.4%	32.2%	28.8%	19.1%	13.7%
Not at All	5.6%	7.0%	9.3%	5.7%	6.5%	0.7%	0.8%
Total(n)	3,404	214	1,154	609	403	277	747
Mean	2.60	2.57	2.41	2.56	2.58	2.79	2.85
Standard deviation	0.59	0.62	0.65	0.60	0.61	0.42	0.38
<b>Discussed their academic performance</b>							
Frequently	52.5%	59.0%	44.1%	52.0%	46.6%	61.7%	63.8%
Occasionally	41.7%	33.8%	46.7%	41.7%	49.2%	36.4%	34.0%
Not at All	5.8%	7.1%	9.1%	6.3%	4.1%	1.9%	2.2%
Total(n)	3,308	210	1,128	588	386	269	727
Mean	2.47	2.52	2.35	2.46	2.42	2.60	2.62
Standard deviation	0.60	0.63	0.64	0.61	0.57	0.53	0.53
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>							
Frequently	54.3%	52.6%	52.9%	49.8%	53.5%	57.2%	59.9%
Occasionally	41.1%	41.3%	40.9%	45.5%	43.8%	37.3%	37.9%
Not at All	4.6%	6.1%	6.2%	4.7%	2.7%	5.4%	2.3%
Total(n)	3,400	213	1,151	611	404	276	745
Mean	2.50	2.46	2.47	2.45	2.51	2.52	2.58
Standard deviation	0.58	0.61	0.61	0.59	0.55	0.60	0.54
<b>Discussed career and post-graduation goals</b>							
Frequently	66.1%	70.6%	64.7%	64.1%	60.6%	69.0%	70.5%
Occasionally	32.3%	28.0%	33.8%	33.8%	37.6%	28.2%	28.6%
Not at All	1.6%	1.4%	1.5%	2.1%	1.7%	2.9%	0.9%
Total(n)	3,413	214	1,157	612	404	277	749
Mean	2.64	2.69	2.63	2.62	2.59	2.66	2.70
Standard deviation	0.51	0.49	0.51	0.53	0.53	0.53	0.48
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>							
<b>Funded workshops focused on teaching</b>							
Yes	43.7%	44.9%	40.6%	44.3%	42.6%	43.3%	49.1%
No	48.4%	45.8%	53.0%	50.3%	48.2%	45.2%	40.4%
Not eligible	1.2%	1.4%	1.7%	0.5%	1.1%	1.2%	1.0%
Not available	6.7%	7.9%	4.7%	4.9%	8.0%	10.2%	9.4%
Total(n)	4,471	354	1,603	793	537	323	861
<b>Funded workshops focused on research skills development</b>							
Yes	13.3%	12.9%	16.8%	11.5%	12.4%	10.8%	9.9%
No	70.5%	73.1%	72.1%	73.9%	69.8%	65.0%	65.7%
Not eligible	1.8%	2.6%	2.7%	0.5%	1.9%	2.2%	0.8%
Not available	14.5%	11.4%	8.4%	14.1%	16.0%	22.0%	23.6%
Total(n)	4,466	350	1,602	793	539	323	859
<b>Funded workshops focused on grant writing</b>							
Yes	6.8%	6.6%	7.8%	6.0%	8.1%	7.5%	4.5%
No	78.5%	80.0%	81.9%	81.7%	75.9%	72.9%	72.2%
Not eligible	2.0%	3.1%	2.7%	1.1%	1.7%	1.9%	1.2%
Not available	12.7%	10.3%	7.5%	11.1%	14.3%	17.8%	22.1%
Total(n)	4,430	350	1,594	783	532	321	850
<b>Paid sabbatical leave</b>							
Yes	9.8%	6.5%	9.6%	8.7%	13.4%	9.9%	10.3%
No	68.1%	70.0%	69.7%	70.5%	65.0%	67.3%	64.5%
Not eligible	18.5%	19.5%	18.4%	16.9%	16.9%	18.2%	21.0%
Not available	3.5%	4.0%	2.4%	3.9%	4.7%	4.6%	4.1%
Total(n)	4,470	353	1,602	794	537	324	860
<b>Travel funds paid by the institution</b>							
Yes	54.5%	47.2%	57.9%	53.4%	53.4%	43.3%	57.0%
No	41.0%	46.9%	37.7%	42.8%	42.8%	51.9%	37.9%
Not eligible	2.2%	2.3%	2.7%	1.5%	2.3%	2.2%	2.0%
Not available	2.2%	3.7%	1.6%	2.3%	1.5%	2.5%	3.1%
Total(n)	4,402	352	1,585	783	528	314	840
<b>Internal grants for research</b>							
Yes	31.6%	23.6%	37.7%	28.5%	33.8%	22.6%	28.4%
No	62.3%	69.5%	56.5%	67.4%	60.8%	68.0%	64.4%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not eligible	3.0%	3.7%	3.3%	2.2%	2.8%	4.4%	2.3%
Not available	3.1%	3.1%	2.5%	1.9%	2.6%	5.0%	4.9%
<b>Total(n)</b>	<b>4,448</b>	<b>351</b>	<b>1,598</b>	<b>789</b>	<b>538</b>	<b>319</b>	<b>853</b>
<b>Training for administrative leadership</b>							
Yes	11.8%	11.8%	12.7%	12.3%	7.9%	8.2%	13.4%
No	72.8%	74.9%	74.1%	74.9%	74.7%	68.3%	68.2%
Not eligible	5.0%	4.9%	6.0%	4.1%	4.5%	5.6%	3.9%
Not available	10.4%	8.4%	7.2%	8.7%	12.9%	17.9%	14.5%
<b>Total(n)</b>	<b>4,409</b>	<b>347</b>	<b>1,580</b>	<b>781</b>	<b>529</b>	<b>319</b>	<b>853</b>
<b>Training for promoting inclusion and facilitating difficult conversations</b>							
Yes	40.6%	36.9%	45.2%	37.1%	37.5%	41.7%	38.5%
No	53.0%	58.0%	49.8%	58.0%	54.9%	49.7%	52.4%
Not eligible	1.1%	0.8%	1.3%	0.6%	1.3%	1.9%	1.0%
Not available	5.2%	4.2%	3.7%	4.3%	6.3%	6.8%	8.0%
<b>Total(n)</b>	<b>4,473</b>	<b>355</b>	<b>1,603</b>	<b>792</b>	<b>539</b>	<b>324</b>	<b>860</b>
<b>Incentives to develop new courses</b>							
Yes	19.2%	22.3%	17.2%	16.2%	21.9%	26.2%	20.1%
No	67.9%	65.6%	71.8%	71.2%	66.3%	58.6%	63.4%
Not eligible	1.7%	1.7%	1.4%	0.9%	2.6%	2.8%	1.7%
Not available	11.2%	10.4%	9.6%	11.8%	9.3%	12.3%	14.8%
<b>Total(n)</b>	<b>4,470</b>	<b>355</b>	<b>1,600</b>	<b>791</b>	<b>540</b>	<b>324</b>	<b>860</b>
<b>Incentives to integrate technology into your classroom</b>							
Yes	21.8%	19.4%	23.1%	23.9%	20.8%	25.6%	17.6%
No	66.7%	68.2%	67.2%	65.6%	68.3%	59.3%	67.8%
Not eligible	1.0%	1.1%	1.0%	0.5%	1.3%	1.2%	1.0%
Not available	10.6%	11.3%	8.7%	9.9%	9.6%	13.9%	13.6%
<b>Total(n)</b>	<b>4,477</b>	<b>355</b>	<b>1,605</b>	<b>794</b>	<b>539</b>	<b>324</b>	<b>860</b>
<b>Resources to integrate culturally-competent practices into your classroom</b>							
Yes	29.6%	28.1%	31.7%	27.4%	23.8%	30.2%	31.9%
No	61.0%	63.8%	60.0%	64.5%	65.8%	59.0%	56.5%
Not eligible	0.8%	0.8%	0.8%	0.6%	0.9%	1.5%	0.7%
Not available	8.5%	7.3%	7.5%	7.4%	9.5%	9.3%	10.9%
<b>Total(n)</b>	<b>4,474</b>	<b>356</b>	<b>1,602</b>	<b>792</b>	<b>538</b>	<b>324</b>	<b>862</b>
<b>How many of the following have you published?</b>							
<b>Articles in academic or professional journals</b>							
None	18.2%	23.1%	14.6%	16.5%	22.0%	20.7%	20.9%
1-2	16.0%	14.2%	13.7%	18.9%	16.1%	16.4%	18.3%
3-4	12.0%	9.4%	10.0%	10.9%	10.7%	13.6%	18.2%
5-10	18.9%	16.5%	14.8%	21.5%	17.8%	21.9%	24.4%
11-20	14.1%	16.5%	14.8%	15.5%	14.8%	14.8%	9.9%
21-50	13.9%	15.4%	19.0%	12.6%	13.1%	11.1%	6.5%
51+	7.0%	4.8%	13.2%	4.1%	5.4%	1.5%	1.8%
<b>Total(n)</b>	<b>4,488</b>	<b>351</b>	<b>1,608</b>	<b>800</b>	<b>540</b>	<b>324</b>	<b>865</b>
Mean	3.64	3.55	4.11	3.55	3.48	3.33	3.11
Standard deviation	1.89	1.94	2.01	1.78	1.91	1.72	1.59
<b>Chapters in edited volumes</b>							
None	50.2%	52.9%	45.3%	50.2%	53.5%	52.8%	55.0%
1-2	25.7%	25.7%	24.5%	27.4%	25.6%	25.6%	26.2%
3-4	11.6%	10.9%	13.6%	11.0%	9.9%	9.1%	10.8%
5-10	8.8%	8.3%	10.3%	9.0%	8.2%	9.1%	6.3%
11-20	2.5%	1.7%	4.4%	1.4%	1.5%	2.5%	1.0%
21-50	1.1%	0.6%	1.5%	1.0%	1.1%	0.9%	0.6%
51+	0.2%	0.0%	0.4%	0.1%	0.2%	0.0%	0.1%
<b>Total(n)</b>	<b>4,458</b>	<b>350</b>	<b>1,597</b>	<b>793</b>	<b>535</b>	<b>320</b>	<b>863</b>
Mean	1.92	1.82	2.10	1.88	1.83	1.86	1.74
Standard deviation	1.19	1.09	1.31	1.13	1.14	1.16	1.03
<b>Books, manuals, monographs, or research reports</b>							
None	58.8%	63.3%	55.4%	59.0%	57.6%	65.8%	61.0%
1-2	24.1%	22.3%	23.6%	25.6%	25.0%	18.8%	25.6%
3-4	8.4%	7.4%	10.3%	7.6%	8.1%	7.2%	6.9%
5-10	6.0%	4.3%	7.1%	5.8%	6.9%	6.0%	4.1%
11-20	1.8%	2.0%	2.3%	1.2%	1.5%	1.3%	1.5%
21-50	0.7%	0.3%	0.9%	0.6%	0.9%	0.3%	0.7%
51+	0.3%	0.3%	0.4%	0.3%	0.0%	0.6%	0.2%
<b>Total(n)</b>	<b>4,427</b>	<b>349</b>	<b>1,588</b>	<b>781</b>	<b>533</b>	<b>319</b>	<b>857</b>
Mean	1.71	1.61	1.81	1.67	1.73	1.61	1.63
Standard deviation	1.08	1.02	1.16	1.03	1.07	1.07	1.01
<b>Other, such as patents or computer software products</b>							
None	83.2%	87.8%	77.5%	85.8%	82.5%	87.5%	88.7%
1-2	8.7%	6.1%	11.3%	7.8%	9.8%	6.4%	6.2%
3-4	3.4%	4.1%	4.4%	3.2%	3.6%	2.9%	1.6%
5-10	2.2%	1.2%	3.3%	1.7%	2.1%	1.0%	1.3%
11-20	0.9%	0.0%	1.5%	0.8%	0.8%	0.3%	0.5%
21-50	0.8%	0.6%	1.1%	0.5%	0.8%	1.3%	0.6%



2022-2023 HERI Faculty Survey  
 Full-Time Undergraduate Faculty - Men Respondents

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
51+	0.7%	0.3%	1.0%	0.3%	0.6%	0.6%	1.1%
Total(n)	4,357	344	1,561	774	530	313	835
Mean	1.34	1.22	1.47	1.26	1.33	1.27	1.25
Standard deviation	0.96	0.73	1.11	0.80	0.91	0.89	0.89
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>							
None	81.8%	78.7%	84.5%	78.9%	85.3%	86.1%	76.9%
1-2	4.9%	4.5%	3.9%	5.6%	4.5%	5.6%	6.1%
3-4	3.7%	3.4%	3.5%	4.0%	3.0%	1.5%	5.0%
5-10	3.8%	5.1%	3.6%	5.1%	2.4%	2.2%	3.9%
11-20	2.4%	2.8%	1.9%	2.4%	3.0%	1.5%	3.2%
21+	3.5%	5.4%	2.6%	4.0%	1.9%	3.1%	4.9%
Total(n)	4,484	352	1,604	801	539	323	865
Mean	1.51	1.65	1.42	1.58	1.39	1.37	1.65
Standard deviation	1.24	1.42	1.13	1.31	1.08	1.10	1.39
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Solo/Individual</b>							
None	30.1%	26.7%	32.4%	26.2%	34.9%	29.3%	30.2%
1-2	30.8%	25.0%	24.0%	33.3%	31.7%	41.5%	36.0%
3-4	17.6%	28.3%	19.6%	17.0%	12.7%	12.2%	15.1%
5-10	11.5%	11.7%	12.3%	14.2%	12.7%	7.3%	8.7%
11-20	5.6%	6.7%	4.9%	6.4%	7.9%	0.0%	5.8%
21+	4.4%	1.7%	6.9%	2.8%	0.0%	9.8%	4.1%
Total(n)	681	60	204	141	63	41	172
Mean	2.45	2.52	2.54	2.50	2.27	2.37	2.36
Standard deviation	1.39	1.28	1.51	1.34	1.29	1.48	1.36
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Collaborative</b>							
None	10.9%	13.3%	8.3%	11.2%	11.3%	14.6%	12.0%
1-2	28.5%	22.7%	28.4%	31.7%	29.6%	39.0%	25.7%
3-4	19.8%	17.3%	26.6%	15.5%	14.1%	7.3%	20.9%
5-10	14.7%	13.3%	16.6%	16.8%	15.5%	7.3%	12.6%
11-20	12.8%	17.3%	10.0%	12.4%	21.1%	14.6%	11.0%
21+	13.3%	16.0%	10.0%	12.4%	8.5%	17.1%	17.8%
Total(n)	768	75	229	161	71	41	191
Mean	3.30	3.47	3.22	3.25	3.31	3.20	3.38
Standard deviation	1.58	1.69	1.43	1.58	1.56	1.79	1.67
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>							
None	27.4%	30.9%	21.6%	26.8%	27.2%	32.6%	35.3%
1	13.9%	11.2%	10.4%	15.4%	17.4%	14.9%	17.8%
2	13.4%	11.2%	11.8%	16.0%	11.2%	15.2%	15.8%
3	11.5%	11.2%	10.7%	13.0%	11.6%	12.7%	11.0%
4	7.4%	8.0%	7.3%	8.9%	7.1%	6.2%	6.7%
5	5.9%	6.0%	7.0%	5.5%	6.9%	5.0%	3.8%
6	4.3%	4.6%	5.8%	3.8%	3.9%	3.4%	2.4%
7-10	8.0%	8.6%	10.4%	6.5%	9.0%	6.5%	4.9%
More than 10	8.1%	8.3%	15.0%	4.0%	5.8%	3.4%	2.2%
Total(n)	4,461	349	1,597	794	536	322	863
Mean	3.81	3.83	4.58	3.51	3.70	3.27	2.95
Standard deviation	2.67	2.74	2.91	2.38	2.60	2.37	2.17
<b>How many of these professional writings in the past three years were solo-authored?</b>							
None	43.5%	42.6%	48.1%	45.7%	43.6%	34.1%	35.1%
1	20.6%	22.7%	17.5%	20.3%	21.2%	23.9%	25.3%
2	12.4%	13.4%	10.5%	14.3%	10.5%	15.1%	14.4%
3	8.4%	7.9%	8.0%	9.0%	8.2%	10.2%	8.4%
4	5.1%	4.6%	5.0%	5.2%	5.9%	3.9%	5.4%
5	2.6%	1.9%	3.1%	1.0%	2.0%	3.4%	3.5%
6	1.8%	1.4%	1.8%	1.1%	2.3%	2.4%	2.1%
7-10	3.3%	4.2%	3.1%	1.9%	3.4%	5.4%	3.6%
More than 10	2.3%	1.4%	2.9%	1.5%	2.8%	1.5%	2.1%
Total(n)	2,982	216	1,164	523	353	205	521
Mean	2.56	2.50	2.54	2.34	2.61	2.81	2.73
Standard deviation	2.05	1.97	2.14	1.79	2.13	2.10	2.05
<b>How many of these professional writings in the past three years were co-authored?</b>							
None	20.1%	14.7%	15.5%	19.4%	18.3%	26.5%	33.2%
1	19.7%	18.3%	14.4%	22.4%	24.1%	22.8%	25.8%
2	15.6%	13.8%	14.2%	17.2%	14.9%	19.6%	17.1%
3	10.6%	15.2%	10.2%	11.6%	9.7%	11.6%	8.7%
4	6.8%	7.6%	7.0%	8.2%	6.6%	5.3%	5.4%
5	5.8%	6.3%	6.2%	6.4%	9.2%	3.2%	2.5%
6	4.1%	4.9%	5.4%	5.0%	2.9%	1.6%	1.4%
7-10	8.5%	10.7%	10.9%	6.0%	8.6%	7.9%	4.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
More than 10	8.7%	8.5%	16.3%	3.7%	5.7%	1.6%	1.2%
Total(n)	2,940	224	1,158	535	349	189	485
Mean	3.93	4.25	4.71	3.58	3.79	3.12	2.72
Standard deviation	2.64	2.60	2.87	2.31	2.50	2.17	1.97
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>							
<b>Scheduled teaching (give actual, not credit hours)</b>							
None	4.8%	4.7%	6.5%	3.9%	6.3%	3.4%	1.8%
1-4	13.6%	14.5%	19.9%	10.9%	11.6%	7.5%	7.8%
5-8	29.5%	31.7%	35.8%	25.1%	30.8%	27.0%	21.0%
9-12	33.2%	27.8%	24.4%	36.3%	33.3%	44.5%	44.6%
13-16	11.1%	11.2%	7.6%	12.9%	10.1%	11.6%	16.2%
17-20	4.2%	3.3%	2.9%	7.0%	3.6%	3.1%	5.1%
21+	3.7%	6.8%	3.0%	3.8%	4.4%	2.8%	3.6%
Total(n)	4,334	338	1,556	760	526	319	835
Mean	3.59	3.63	3.27	3.79	3.58	3.74	3.95
Standard deviation	1.31	1.43	1.29	1.32	1.34	1.15	1.17
<b>Preparing for teaching (including reading student papers and grading)</b>							
None	3.9%	3.6%	5.5%	2.9%	5.5%	3.1%	1.4%
1-4	13.2%	12.1%	18.1%	10.2%	10.1%	8.8%	10.8%
5-8	25.7%	21.3%	30.0%	22.1%	25.3%	27.8%	22.2%
9-12	22.9%	24.0%	20.8%	24.5%	23.4%	23.8%	24.2%
13-16	14.2%	13.3%	12.0%	17.3%	14.3%	15.3%	15.3%
17-20	9.6%	12.1%	5.9%	10.9%	9.0%	13.4%	13.3%
21+	10.5%	13.6%	7.7%	12.1%	12.4%	7.8%	12.8%
Total(n)	4,336	338	1,554	763	525	320	836
Mean	4.01	4.22	3.64	4.24	4.07	4.11	4.32
Standard deviation	1.61	1.68	1.56	1.59	1.66	1.52	1.59
<b>Advising or counseling students</b>							
None	8.1%	11.1%	8.4%	9.1%	9.9%	5.6%	5.3%
1-4	61.6%	59.3%	59.9%	62.1%	58.5%	69.0%	64.3%
5-8	21.7%	22.2%	21.9%	19.7%	22.8%	20.7%	22.5%
9-12	5.9%	5.4%	6.2%	6.7%	5.7%	3.1%	5.7%
13-16	1.4%	1.2%	1.7%	1.3%	2.3%	0.9%	0.7%
17-20	0.6%	0.0%	0.6%	0.7%	0.2%	0.6%	0.8%
21+	0.7%	0.9%	1.2%	0.4%	0.6%	0.0%	0.6%
Total(n)	4,318	334	1,547	760	523	319	835
Mean	2.36	2.30	2.40	2.33	2.35	2.27	2.37
Standard deviation	0.90	0.89	0.97	0.88	0.90	0.71	0.85
<b>Committee work and meetings</b>							
None	6.4%	2.7%	6.3%	5.4%	8.1%	8.9%	7.1%
1-4	56.5%	53.0%	56.8%	51.9%	53.3%	56.4%	63.8%
5-8	23.5%	28.9%	23.3%	24.7%	25.2%	23.2%	19.6%
9-12	7.9%	8.6%	7.4%	11.2%	7.9%	7.0%	6.0%
13-16	2.6%	4.5%	2.8%	2.8%	1.9%	1.9%	2.0%
17-20	1.7%	1.5%	1.8%	2.1%	1.9%	1.9%	1.2%
21+	1.2%	0.9%	1.5%	1.9%	1.7%	0.6%	0.2%
Total(n)	4,302	336	1,544	756	520	314	832
Mean	2.54	2.67	2.55	2.68	2.55	2.45	2.37
Standard deviation	1.07	1.04	1.10	1.16	1.12	1.02	0.90
<b>Research and scholarly writing</b>							
None	20.9%	24.6%	18.0%	18.2%	19.8%	22.7%	27.1%
1-4	36.3%	32.0%	27.7%	39.5%	39.8%	36.6%	49.0%
5-8	18.7%	16.5%	20.9%	21.9%	18.3%	22.1%	11.3%
9-12	10.7%	13.5%	13.1%	8.6%	10.0%	8.8%	8.1%
13-16	5.2%	6.6%	7.1%	5.1%	5.0%	5.4%	1.2%
17-20	3.4%	2.7%	5.6%	2.9%	2.5%	2.2%	1.3%
21+	4.8%	4.2%	7.7%	3.7%	4.6%	2.2%	1.9%
Total(n)	4,300	334	1,547	752	520	317	830
Mean	2.73	2.70	3.11	2.66	2.67	2.53	2.19
Standard deviation	1.59	1.59	1.77	1.47	1.53	1.38	1.21
<b>Other creative products/performances</b>							
None	70.0%	67.2%	72.1%	67.2%	69.7%	71.6%	69.3%
1-4	17.8%	17.2%	17.2%	18.8%	18.9%	16.1%	18.1%
5-8	7.0%	8.3%	5.9%	8.0%	6.0%	8.7%	7.6%
9-12	2.6%	5.2%	2.4%	2.5%	3.5%	1.9%	1.9%
13-16	1.2%	1.5%	1.1%	2.1%	0.6%	1.3%	0.8%
17-20	0.4%	0.3%	0.1%	0.7%	1.0%	0.0%	0.5%
21+	0.9%	0.3%	1.1%	0.7%	0.4%	0.3%	1.7%
Total(n)	4,251	326	1,520	750	518	310	827
Mean	1.52	1.59	1.48	1.58	1.51	1.46	1.55
Standard deviation	1.03	1.03	1.00	1.07	0.98	0.89	1.11
<b>Community or public service</b>							
None	42.4%	42.9%	36.9%	42.0%	54.3%	44.1%	44.8%
1-4	42.9%	42.6%	43.9%	44.8%	34.9%	42.4%	44.6%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
5-8	9.7%	9.6%	12.3%	9.7%	6.7%	8.4%	7.4%
9-12	3.1%	4.2%	4.0%	2.3%	2.9%	2.9%	2.1%
13-16	1.0%	0.0%	1.5%	0.5%	0.6%	1.3%	0.8%
17-20	0.4%	0.0%	0.7%	0.3%	0.4%	0.3%	0.4%
21+	0.4%	0.6%	0.7%	0.4%	0.2%	0.6%	0.0%
Total(n)	4,279	333	1,533	754	519	311	829
Mean	1.80	1.78	1.94	1.77	1.62	1.78	1.71
Standard deviation	0.93	0.89	1.03	0.86	0.87	0.96	0.81
<b>Outside consulting/freelance work</b>							
None	74.0%	76.5%	71.2%	75.4%	77.6%	76.3%	73.9%
1-4	16.9%	13.6%	18.8%	16.2%	15.7%	15.1%	16.7%
5-8	5.4%	4.8%	6.3%	4.1%	4.3%	6.6%	5.3%
9-12	2.1%	2.7%	2.3%	2.6%	1.5%	0.6%	2.1%
13-16	0.7%	2.1%	0.3%	0.9%	1.0%	0.6%	0.6%
17-20	0.4%	0.3%	0.5%	0.4%	0.0%	0.3%	0.2%
21+	0.5%	0.0%	0.6%	0.4%	0.0%	0.3%	1.1%
Total(n)	4,283	332	1,534	759	517	317	824
Mean	1.42	1.41	1.46	1.40	1.33	1.36	1.44
Standard deviation	0.89	0.90	0.91	0.89	0.72	0.80	0.96
<b>Household/childcare duties</b>							
None	13.7%	15.0%	12.3%	15.0%	16.2%	14.2%	12.7%
1-4	13.9%	16.8%	13.3%	12.5%	13.9%	15.2%	14.9%
5-8	21.6%	16.8%	22.8%	21.2%	21.3%	20.4%	22.4%
9-12	16.8%	17.4%	15.9%	17.0%	17.6%	18.4%	16.9%
13-16	10.2%	10.4%	11.1%	10.8%	9.2%	6.8%	9.9%
17-20	7.7%	8.6%	8.2%	8.4%	6.4%	6.8%	6.8%
21+	16.1%	15.0%	16.4%	15.1%	15.4%	18.1%	16.4%
Total(n)	4,245	327	1,526	753	512	309	818
Mean	3.83	3.77	3.91	3.82	3.71	3.81	3.82
Standard deviation	1.96	1.99	1.94	1.96	1.97	2.01	1.95
<b>Serving as a caregiver for another adult</b>							
None	85.8%	85.4%	84.5%	86.3%	87.7%	83.5%	87.7%
1-4	8.7%	9.1%	10.0%	7.3%	6.8%	8.3%	8.6%
5-8	2.7%	3.4%	2.8%	3.5%	2.0%	4.4%	1.4%
9-12	1.3%	0.9%	1.4%	1.3%	1.8%	1.6%	0.6%
13-16	0.4%	0.0%	0.3%	0.8%	0.4%	0.3%	0.4%
17-20	0.4%	0.6%	0.3%	0.3%	0.4%	0.6%	0.4%
21+	0.8%	0.6%	0.7%	0.5%	1.0%	1.3%	1.0%
Total(n)	4,261	328	1,527	752	511	315	828
Mean	1.26	1.25	1.27	1.26	1.25	1.34	1.22
Standard deviation	0.82	0.79	0.79	0.81	0.87	0.98	0.80
<b>Other employment outside of academia</b>							
None	88.4%	87.1%	89.4%	87.9%	91.2%	88.7%	85.9%
1-4	5.8%	6.4%	5.4%	6.7%	3.7%	5.2%	7.0%
5-8	2.7%	2.5%	2.6%	1.9%	2.3%	3.6%	3.5%
9-12	1.3%	1.8%	1.3%	1.5%	1.4%	0.3%	1.2%
13-16	0.5%	0.6%	0.2%	0.5%	0.2%	0.3%	1.1%
17-20	0.4%	0.9%	0.4%	0.4%	0.2%	0.6%	0.1%
21+	0.9%	0.6%	0.7%	1.2%	1.0%	1.3%	1.1%
Total(n)	4,240	326	1,520	750	511	309	824
Mean	1.24	1.28	1.22	1.26	1.20	1.26	1.29
Standard deviation	0.85	0.90	0.79	0.91	0.80	0.92	0.91
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>							
None	2.9%	3.6%	2.7%	2.8%	3.5%	3.5%	2.3%
1-4	20.7%	25.2%	19.8%	19.4%	18.5%	19.7%	23.5%
5-8	35.2%	33.9%	36.6%	34.2%	32.9%	32.8%	36.1%
9-12	21.8%	17.6%	22.6%	23.9%	22.0%	22.3%	19.6%
13-16	9.1%	9.1%	8.2%	10.1%	11.3%	8.0%	8.7%
17-20	4.8%	6.1%	4.4%	4.8%	4.9%	6.1%	4.6%
21+	5.6%	4.5%	5.7%	4.8%	7.0%	7.6%	5.1%
Total(n)	4,270	330	1,538	749	514	314	825
Mean	3.50	3.40	3.50	3.53	3.62	3.60	3.43
Standard deviation	1.41	1.43	1.39	1.37	1.48	1.51	1.38
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>							
<b>Ask questions in class</b>							
Frequently	93.9%	94.2%	93.2%	95.3%	93.4%	96.2%	93.4%
Occasionally	5.4%	4.3%	6.1%	3.9%	5.8%	3.8%	6.4%
Not at All	0.6%	1.5%	0.7%	0.8%	0.8%	0.0%	0.1%
Total(n)	4,246	326	1,523	748	513	313	823
Mean	2.93	2.93	2.92	2.95	2.93	2.96	2.93
Standard deviation	0.27	0.31	0.29	0.26	0.29	0.19	0.25
<b>Support their opinions with a logical argument</b>							
Frequently	77.3%	76.8%	76.7%	79.7%	76.8%	81.6%	74.9%
Occasionally	20.3%	19.9%	20.5%	18.3%	20.2%	16.5%	23.2%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not at All	2.5%	3.4%	2.8%	2.0%	2.9%	1.9%	2.0%
Total(n)	4,250	327	1,524	750	514	315	820
Mean	2.75	2.73	2.74	2.78	2.74	2.80	2.73
Standard deviation	0.49	0.51	0.50	0.46	0.50	0.45	0.49
<b>Seek solutions to problems and explain them to others</b>							
Frequently	74.1%	76.1%	73.4%	74.4%	76.6%	75.5%	72.0%
Occasionally	23.2%	20.2%	23.8%	23.1%	21.3%	22.6%	25.1%
Not at All	2.7%	3.6%	2.8%	2.5%	2.1%	1.9%	2.9%
Total(n)	4,256	331	1,523	750	517	314	821
Mean	2.71	2.73	2.71	2.72	2.74	2.74	2.69
Standard deviation	0.51	0.52	0.51	0.50	0.48	0.48	0.52
<b>Analyze multiple sources of information before coming to a conclusion</b>							
Frequently	64.4%	68.1%	64.5%	65.7%	62.9%	66.7%	61.7%
Occasionally	30.2%	25.2%	29.4%	30.4%	31.5%	28.6%	33.5%
Not at All	5.4%	6.7%	6.2%	3.9%	5.6%	4.8%	4.9%
Total(n)	4,254	329	1,522	749	517	315	822
Mean	2.59	2.61	2.58	2.62	2.57	2.62	2.57
Standard deviation	0.59	0.61	0.61	0.56	0.60	0.58	0.59
<b>Evaluate the quality or reliability of information they receive</b>							
Frequently	64.5%	67.9%	63.3%	67.7%	61.2%	67.1%	63.7%
Occasionally	30.3%	25.8%	31.0%	28.0%	34.0%	28.4%	31.3%
Not at All	5.2%	6.4%	5.7%	4.3%	4.8%	4.5%	5.0%
Total(n)	4,257	330	1,524	749	518	313	823
Mean	2.59	2.62	2.58	2.63	2.56	2.63	2.59
Standard deviation	0.59	0.60	0.60	0.56	0.59	0.57	0.59
<b>Take risks for potential gains</b>							
Frequently	36.1%	38.3%	34.3%	35.0%	34.8%	42.4%	38.1%
Occasionally	44.8%	39.8%	46.2%	43.9%	46.6%	39.5%	46.1%
Not at All	19.1%	21.9%	19.6%	21.1%	18.6%	18.2%	15.8%
Total(n)	4,233	329	1,514	743	515	314	818
Mean	2.17	2.16	2.15	2.14	2.16	2.24	2.22
Standard deviation	0.72	0.76	0.72	0.74	0.71	0.74	0.70
<b>Seek alternative solutions to a problem</b>							
Frequently	61.6%	62.8%	63.2%	61.8%	62.3%	58.5%	58.9%
Occasionally	34.8%	32.0%	33.1%	34.7%	34.6%	38.7%	37.7%
Not at All	3.6%	5.2%	3.6%	3.5%	3.1%	2.9%	3.4%
Total(n)	4,234	328	1,515	743	515	313	820
Mean	2.58	2.58	2.60	2.58	2.59	2.56	2.55
Standard deviation	0.56	0.59	0.56	0.56	0.55	0.55	0.56
<b>Look up scientific research articles and resources</b>							
Frequently	46.7%	47.6%	47.5%	51.9%	46.7%	47.3%	40.1%
Occasionally	38.5%	41.2%	38.7%	33.8%	41.7%	33.5%	41.1%
Not at All	14.8%	11.2%	13.8%	14.3%	11.5%	19.2%	18.8%
Total(n)	4,244	330	1,515	746	520	313	820
Mean	2.32	2.36	2.34	2.38	2.35	2.28	2.21
Standard deviation	0.72	0.68	0.71	0.72	0.68	0.77	0.74
<b>Explore topics on their own, even though it was not required for a class</b>							
Frequently	49.7%	53.6%	50.8%	50.1%	49.7%	50.2%	45.7%
Occasionally	45.2%	39.4%	44.2%	44.0%	47.0%	44.7%	49.7%
Not at All	5.0%	7.0%	5.0%	5.9%	3.3%	5.1%	4.6%
Total(n)	4,251	330	1,522	746	517	313	823
Mean	2.45	2.47	2.46	2.44	2.46	2.45	2.41
Standard deviation	0.59	0.62	0.59	0.60	0.56	0.59	0.58
<b>Accept mistakes as part of the learning process</b>							
Frequently	73.7%	75.2%	72.2%	73.9%	77.0%	74.3%	73.2%
Occasionally	24.3%	21.2%	25.8%	23.5%	21.3%	23.8%	25.4%
Not at All	2.1%	3.6%	2.0%	2.6%	1.7%	1.9%	1.5%
Total(n)	4,255	330	1,525	744	517	315	824
Mean	2.72	2.72	2.70	2.71	2.75	2.72	2.72
Standard deviation	0.50	0.53	0.50	0.51	0.47	0.49	0.48
<b>Recognize biases that affect their thinking</b>							
Frequently	48.5%	54.8%	48.2%	48.2%	41.4%	53.5%	49.6%
Occasionally	42.0%	33.3%	42.0%	41.2%	49.1%	40.1%	42.6%
Not at All	9.4%	11.8%	9.8%	10.6%	9.5%	6.4%	7.8%
Total(n)	4,246	330	1,521	743	517	314	821
Mean	2.39	2.43	2.38	2.38	2.32	2.47	2.42
Standard deviation	0.65	0.69	0.66	0.67	0.64	0.61	0.63
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>							
<b>Write in the specific style or format of your discipline</b>							
Frequently	57.6%	55.5%	55.2%	57.3%	60.5%	62.7%	59.1%
Occasionally	30.7%	31.3%	30.5%	30.7%	28.2%	28.0%	33.2%
Not at All	11.8%	13.2%	14.3%	12.0%	11.4%	9.2%	7.7%
Total(n)	4,204	326	1,501	736	511	314	816

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	2.46	2.42	2.41	2.45	2.49	2.54	2.51
Standard deviation	0.70	0.71	0.73	0.70	0.69	0.66	0.64
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>							
Frequently	43.9%	49.7%	41.8%	43.2%	42.5%	47.6%	45.5%
Occasionally	37.7%	33.0%	37.5%	36.9%	38.4%	38.3%	40.2%
Not at All	18.3%	17.3%	20.7%	19.8%	19.0%	14.1%	14.2%
Total(n)	4,191	324	1,500	731	510	311	815
Mean	2.26	2.32	2.21	2.23	2.24	2.33	2.31
Standard deviation	0.75	0.75	0.76	0.76	0.75	0.71	0.71
<b>Discuss the ethical or moral implications of a course of action</b>							
Frequently	42.1%	43.2%	42.1%	39.5%	36.3%	53.4%	43.5%
Occasionally	40.4%	37.0%	40.8%	41.3%	42.4%	32.6%	41.8%
Not at All	17.5%	19.8%	17.1%	19.2%	21.2%	14.1%	14.7%
Total(n)	4,190	324	1,502	731	509	313	811
Mean	2.25	2.23	2.25	2.20	2.15	2.39	2.29
Standard deviation	0.73	0.76	0.73	0.74	0.74	0.72	0.71
<b>Apply mathematical concepts and computational thinking</b>							
Frequently	41.2%	38.7%	44.5%	38.7%	49.6%	38.9%	33.8%
Occasionally	25.7%	29.1%	24.1%	28.4%	21.7%	26.8%	26.7%
Not at All	33.2%	32.2%	31.3%	32.9%	28.7%	34.4%	39.5%
Total(n)	4,205	326	1,504	736	512	314	813
Mean	2.08	2.06	2.13	2.06	2.21	2.04	1.94
Standard deviation	0.86	0.84	0.86	0.84	0.86	0.86	0.85
<b>In how many of the courses that you teach do you use each of the following?</b>							
<b>Class discussions</b>							
All	69.0%	67.7%	73.4%	64.2%	68.7%	70.6%	65.3%
Most	15.1%	16.6%	13.1%	16.6%	15.9%	12.5%	17.5%
Some	13.4%	12.5%	11.3%	16.2%	12.3%	14.4%	15.3%
None	2.5%	3.1%	2.2%	3.1%	3.1%	2.6%	1.9%
Total(n)	4,166	319	1,500	718	511	313	805
Mean	3.51	3.49	3.58	3.42	3.50	3.51	3.46
Standard deviation	0.82	0.83	0.78	0.87	0.83	0.83	0.82
<b>Cooperative learning (small groups)</b>							
All	47.0%	43.8%	50.5%	41.3%	48.1%	38.4%	49.6%
Most	21.6%	22.5%	20.2%	22.0%	21.8%	22.3%	22.8%
Some	24.2%	23.8%	22.0%	27.9%	24.4%	32.3%	22.2%
None	7.2%	10.0%	7.2%	8.8%	5.7%	7.1%	5.5%
Total(n)	4,153	320	1,494	717	509	310	803
Mean	3.08	3.00	3.14	2.96	3.12	2.92	3.16
Standard deviation	1.00	1.04	1.00	1.02	0.97	0.99	0.95
<b>Experiential learning/Field studies</b>							
All	15.0%	17.3%	16.3%	14.9%	15.4%	11.7%	12.6%
Most	14.8%	16.3%	15.1%	14.9%	12.9%	10.1%	16.6%
Some	31.9%	27.2%	30.6%	30.6%	33.7%	30.5%	36.5%
None	38.4%	39.1%	38.1%	39.6%	38.0%	47.7%	34.2%
Total(n)	4,105	312	1,476	705	505	308	799
Mean	2.06	2.12	2.10	2.05	2.06	1.86	2.08
Standard deviation	1.06	1.11	1.08	1.07	1.06	1.01	1.00
<b>Performances/Demonstrations</b>							
All	18.2%	22.9%	20.2%	18.1%	18.3%	13.2%	14.5%
Most	14.7%	12.4%	14.0%	14.2%	16.5%	15.8%	15.9%
Some	29.2%	29.0%	27.0%	27.3%	32.7%	30.9%	32.0%
None	37.9%	35.7%	38.8%	40.4%	32.5%	40.2%	37.5%
Total(n)	4,134	314	1,489	713	508	311	799
Mean	2.13	2.23	2.16	2.10	2.21	2.02	2.07
Standard deviation	1.11	1.16	1.15	1.12	1.09	1.04	1.05
<b>Group projects</b>							
All	23.4%	21.4%	27.5%	21.7%	24.2%	18.4%	19.7%
Most	21.4%	21.1%	20.3%	20.1%	23.0%	16.8%	25.2%
Some	35.9%	35.2%	32.4%	36.3%	38.0%	42.1%	38.3%
None	19.4%	22.3%	19.8%	21.8%	14.8%	22.7%	16.7%
Total(n)	4,139	318	1,493	710	508	309	801
Mean	2.49	2.42	2.55	2.42	2.57	2.31	2.48
Standard deviation	1.05	1.06	1.09	1.06	1.01	1.02	0.99
<b>Extensive lecturing</b>							
All	20.9%	16.8%	24.9%	21.3%	18.4%	20.2%	16.6%
Most	29.0%	28.3%	28.9%	29.1%	28.5%	33.3%	28.2%
Some	34.2%	37.5%	32.3%	33.6%	36.0%	32.4%	36.3%
None	15.9%	17.5%	13.9%	16.0%	17.0%	14.1%	19.0%
Total(n)	4,134	315	1,486	714	505	312	802
Mean	2.55	2.44	2.65	2.56	2.48	2.60	2.42
Standard deviation	0.99	0.97	1.00	1.00	0.98	0.96	0.98

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Multiple drafts of written work</b>							
All	12.6%	12.4%	15.3%	12.2%	10.7%	10.1%	10.2%
Most	19.0%	21.0%	17.6%	17.4%	19.5%	20.8%	21.2%
Some	43.1%	36.9%	37.4%	44.9%	47.9%	46.6%	50.0%
None	25.3%	29.6%	29.8%	25.5%	21.9%	22.5%	18.6%
Total(n)	4,114	314	1,475	713	503	307	802
Mean	2.19	2.16	2.18	2.16	2.19	2.19	2.23
Standard deviation	0.95	0.99	1.03	0.94	0.90	0.90	0.87
<b>Reflective writing/Journaling</b>							
All	12.3%	15.0%	13.5%	11.3%	10.5%	9.6%	12.2%
Most	13.4%	12.4%	13.1%	11.9%	12.3%	14.1%	16.3%
Some	30.4%	28.3%	25.9%	31.0%	32.1%	28.6%	38.4%
None	43.9%	44.3%	47.5%	45.8%	45.0%	47.6%	33.0%
Total(n)	4,129	314	1,482	716	504	311	802
Mean	1.94	1.98	1.93	1.89	1.88	1.86	2.08
Standard deviation	1.03	1.08	1.07	1.01	0.99	0.99	0.99
<b>Community service as part of coursework</b>							
All	1.5%	2.2%	1.5%	1.3%	1.6%	1.9%	1.4%
Most	3.6%	5.1%	3.8%	3.9%	2.6%	4.8%	2.5%
Some	19.5%	21.5%	17.0%	21.1%	13.8%	20.3%	25.1%
None	75.4%	71.2%	77.7%	73.7%	82.0%	73.0%	71.1%
Total(n)	4,141	316	1,492	714	506	311	802
Mean	1.31	1.38	1.29	1.33	1.24	1.36	1.34
Standard deviation	0.62	0.69	0.61	0.61	0.57	0.67	0.60
<b>Electronic quizzes with immediate feedback in class</b>							
All	10.4%	16.9%	10.7%	11.3%	9.4%	9.0%	7.5%
Most	14.3%	13.1%	13.5%	18.3%	13.2%	13.8%	13.7%
Some	23.4%	27.2%	22.1%	24.9%	23.4%	19.0%	24.5%
None	51.9%	42.8%	53.7%	45.5%	53.9%	58.2%	54.3%
Total(n)	4,151	320	1,493	716	508	311	803
Mean	1.83	2.04	1.81	1.95	1.78	1.74	1.74
Standard deviation	1.02	1.11	1.03	1.04	1.00	1.01	0.96
<b>Real-life problems</b>							
All	35.5%	37.5%	39.7%	37.4%	28.9%	33.4%	30.0%
Most	30.2%	33.8%	28.9%	25.6%	33.9%	36.3%	30.7%
Some	26.1%	20.2%	23.3%	28.2%	28.5%	23.5%	31.1%
None	8.2%	8.5%	8.1%	8.8%	8.7%	6.8%	8.2%
Total(n)	4,139	317	1,485	714	508	311	804
Mean	2.93	3.00	3.00	2.92	2.83	2.96	2.82
Standard deviation	0.97	0.96	0.98	1.00	0.95	0.92	0.95
<b>Student inquiry to drive learning</b>							
All	28.9%	34.6%	31.3%	26.7%	28.0%	26.5%	25.6%
Most	29.0%	29.9%	28.3%	28.4%	29.8%	30.4%	29.4%
Some	33.1%	27.4%	30.2%	35.2%	35.1%	34.0%	37.3%
None	9.0%	8.2%	10.2%	9.8%	7.1%	9.1%	7.7%
Total(n)	4,139	318	1,490	716	504	309	802
Mean	2.78	2.91	2.81	2.72	2.79	2.74	2.73
Standard deviation	0.97	0.97	0.99	0.97	0.93	0.95	0.93
<b>Readings on racial and ethnic issues</b>							
All	14.5%	17.1%	13.7%	14.7%	13.2%	15.5%	15.3%
Most	12.8%	12.3%	12.2%	12.6%	8.7%	13.5%	16.9%
Some	27.2%	29.4%	25.8%	27.2%	23.7%	32.9%	29.0%
None	45.5%	41.3%	48.3%	45.5%	54.3%	38.1%	38.9%
Total(n)	4,110	310	1,477	707	506	310	800
Mean	1.96	2.05	1.91	1.96	1.81	2.06	2.09
Standard deviation	1.08	1.10	1.07	1.08	1.06	1.07	1.08
<b>Readings on women or gender issues</b>							
All	12.5%	14.7%	11.7%	12.2%	12.3%	14.4%	12.6%
Most	11.6%	8.5%	12.4%	12.1%	7.9%	10.5%	13.8%
Some	27.0%	30.6%	24.9%	25.9%	23.1%	31.7%	31.3%
None	48.9%	46.3%	51.0%	49.8%	56.7%	43.5%	42.3%
Total(n)	4,088	307	1,470	703	506	306	796
Mean	1.88	1.92	1.85	1.87	1.76	1.96	1.97
Standard deviation	1.04	1.06	1.04	1.05	1.04	1.06	1.03
<b>Supplemental instruction outside of class and office hours</b>							
All	15.7%	18.1%	17.1%	14.0%	17.5%	16.2%	12.4%
Most	19.1%	17.8%	18.0%	16.6%	19.0%	20.1%	23.6%
Some	40.7%	38.5%	39.6%	41.8%	40.7%	41.6%	42.5%
None	24.4%	25.6%	25.3%	27.5%	22.8%	22.1%	21.5%
Total(n)	4,084	309	1,472	705	504	303	791
Mean	2.26	2.28	2.27	2.17	2.31	2.30	2.27
Standard deviation	1.00	1.04	1.02	0.99	1.01	0.99	0.94
<b>Student presentations</b>							
All	22.5%	21.0%	26.3%	18.4%	22.3%	20.5%	20.9%
Most	25.5%	23.2%	24.2%	23.1%	30.0%	23.1%	29.1%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Some	39.3%	40.6%	35.9%	41.2%	38.1%	43.8%	42.6%
None	12.6%	15.2%	13.6%	17.4%	9.7%	12.7%	7.4%
Total(n)	4,113	310	1,481	707	507	308	800
Mean	2.58	2.50	2.63	2.42	2.65	2.51	2.64
Standard deviation	0.97	0.99	1.01	0.98	0.93	0.96	0.89
<b>Student evaluations of each others' work</b>							
All	11.5%	11.4%	14.7%	9.5%	10.3%	7.7%	9.6%
Most	16.2%	16.2%	14.6%	17.3%	14.5%	13.9%	20.0%
Some	39.4%	38.0%	37.0%	38.7%	39.4%	38.7%	45.1%
None	33.0%	34.4%	33.7%	34.6%	35.8%	39.7%	25.3%
Total(n)	4,098	308	1,475	706	505	310	794
Mean	2.06	2.05	2.10	2.02	1.99	1.90	2.14
Standard deviation	0.97	0.98	1.03	0.95	0.96	0.91	0.90
<b>Grading on a curve</b>							
All	7.4%	4.9%	10.8%	6.9%	5.3%	5.2%	4.6%
Most	10.7%	9.4%	11.0%	11.7%	10.0%	11.7%	9.8%
Some	20.9%	22.3%	18.8%	21.4%	19.7%	22.7%	23.9%
None	61.0%	63.4%	59.3%	60.0%	65.0%	60.4%	61.7%
Total(n)	4,108	309	1,477	707	508	308	799
Mean	1.65	1.56	1.73	1.66	1.56	1.62	1.57
Standard deviation	0.94	0.85	1.03	0.94	0.88	0.89	0.85
<b>Rubric-based assessment</b>							
All	35.7%	38.7%	37.4%	37.7%	35.6%	35.9%	29.6%
Most	28.7%	29.2%	29.5%	25.3%	25.6%	28.2%	32.1%
Some	25.1%	22.6%	22.8%	29.3%	25.0%	22.9%	27.6%
None	10.5%	9.5%	10.3%	7.7%	13.8%	13.0%	10.7%
Total(n)	4,015	305	1,441	685	492	301	791
Mean	2.90	2.97	2.94	2.93	2.83	2.87	2.81
Standard deviation	1.01	1.00	1.01	0.99	1.06	1.05	0.98
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>							
All	9.8%	10.0%	11.0%	11.1%	8.7%	9.1%	7.4%
Most	14.7%	17.1%	14.7%	15.1%	12.1%	10.1%	16.7%
Some	40.2%	41.9%	38.8%	38.0%	43.2%	44.2%	40.8%
None	35.3%	31.0%	35.4%	35.8%	36.0%	36.7%	35.1%
Total(n)	4,088	310	1,467	703	505	308	795
Mean	1.99	2.06	2.01	2.01	1.93	1.92	1.96
Standard deviation	0.94	0.94	0.97	0.98	0.91	0.91	0.90
<b>How frequently do you incorporate the following forms of technology into your courses?</b>							
<b>Videos or podcasts</b>							
Frequently	42.2%	45.0%	42.4%	46.8%	36.3%	40.3%	41.0%
Occasionally	47.0%	43.8%	46.6%	42.9%	50.7%	50.0%	49.2%
Not at All	10.8%	11.2%	11.0%	10.3%	13.0%	9.7%	9.8%
Total(n)	4,121	313	1,482	709	509	310	798
Mean	2.31	2.34	2.31	2.37	2.23	2.31	2.31
Standard deviation	0.66	0.67	0.66	0.66	0.66	0.64	0.64
<b>Simulations/animations</b>							
Frequently	19.1%	26.5%	18.7%	18.1%	20.4%	16.9%	17.8%
Occasionally	44.2%	38.4%	45.6%	43.9%	43.8%	42.5%	45.0%
Not at All	36.8%	35.2%	35.8%	38.1%	35.8%	40.6%	37.2%
Total(n)	4,103	310	1,473	709	505	308	798
Mean	1.82	1.91	1.83	1.80	1.85	1.76	1.81
Standard deviation	0.73	0.78	0.72	0.72	0.73	0.72	0.72
<b>Online homework or virtual labs</b>							
Frequently	34.1%	40.5%	32.7%	41.7%	33.7%	33.1%	27.9%
Occasionally	35.2%	34.7%	35.4%	35.5%	33.3%	31.8%	37.2%
Not at All	30.7%	24.8%	31.9%	22.8%	32.9%	35.1%	34.9%
Total(n)	4,095	311	1,472	707	501	308	796
Mean	2.03	2.16	2.01	2.19	2.01	1.98	1.93
Standard deviation	0.80	0.79	0.80	0.78	0.82	0.83	0.79
<b>Online discussion boards</b>							
Frequently	20.5%	26.8%	20.0%	26.0%	22.3%	17.9%	13.9%
Occasionally	36.1%	37.1%	33.5%	40.2%	35.0%	39.6%	36.1%
Not at All	43.5%	36.1%	46.5%	33.9%	42.7%	42.5%	50.1%
Total(n)	4,115	313	1,478	709	506	308	801
Mean	1.77	1.91	1.74	1.92	1.80	1.75	1.64
Standard deviation	0.77	0.79	0.77	0.77	0.78	0.74	0.71
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>							
Frequently	7.9%	10.6%	9.1%	6.4%	7.3%	5.8%	7.2%
Occasionally	20.3%	19.0%	22.2%	18.1%	18.3%	17.9%	21.3%
Not at All	71.8%	70.4%	68.7%	75.6%	74.4%	76.3%	71.4%
Total(n)	4,109	311	1,477	708	504	308	801
Mean	1.36	1.40	1.40	1.31	1.33	1.30	1.36
Standard deviation	0.62	0.67	0.65	0.58	0.61	0.57	0.61

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>							
<b>Felt confident in your ability to provide effective instruction exclusively online</b>							
To a Very Large Extent	23.5%	24.4%	22.6%	26.2%	27.6%	24.9%	19.1%
To a Large Extent	32.8%	33.4%	35.1%	34.2%	30.2%	33.0%	28.7%
To Some Extent	30.7%	29.6%	30.3%	28.6%	28.6%	31.7%	34.5%
To a Small Extent	9.5%	9.6%	9.1%	6.5%	9.1%	7.8%	13.6%
Not at All	3.5%	2.9%	2.8%	4.5%	4.4%	2.6%	4.1%
Total(n)	4,097	311	1,466	707	503	309	801
Mean	3.63	3.67	3.66	3.71	3.68	3.70	3.45
Standard deviation	1.05	1.04	1.01	1.06	1.10	1.01	1.07
<b>Were concerned about your job security</b>							
To a Very Large Extent	8.2%	11.0%	6.1%	7.1%	8.4%	13.3%	9.7%
To a Large Extent	7.4%	10.7%	6.2%	6.5%	5.4%	8.4%	9.9%
To Some Extent	17.5%	18.8%	13.7%	17.8%	19.1%	21.8%	21.2%
To a Small Extent	18.9%	15.9%	16.5%	21.1%	20.7%	19.8%	21.2%
Not at All	48.0%	43.7%	57.6%	47.5%	46.4%	36.7%	38.0%
Total(n)	4,096	309	1,469	707	502	308	801
Mean	2.09	2.29	1.87	2.05	2.09	2.42	2.32
Standard deviation	1.30	1.40	1.22	1.25	1.27	1.40	1.33
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>							
To a Very Large Extent	25.9%	26.1%	22.7%	31.8%	24.4%	26.3%	27.3%
To a Large Extent	18.8%	18.3%	18.2%	18.0%	20.0%	20.8%	19.4%
To Some Extent	24.3%	24.2%	26.6%	20.4%	23.6%	25.0%	23.9%
To a Small Extent	11.7%	7.2%	13.5%	9.6%	10.8%	8.8%	13.5%
Not at All	19.3%	24.2%	19.0%	20.1%	21.4%	19.2%	15.9%
Total(n)	4,080	306	1,461	705	501	308	799
Mean	3.20	3.15	3.12	3.32	3.15	3.26	3.29
Standard deviation	1.44	1.50	1.40	1.50	1.45	1.43	1.41
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>							
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>							
Strongly Agree	59.2%	53.8%	61.8%	56.3%	59.3%	61.3%	58.3%
Agree	34.7%	37.0%	34.0%	36.0%	35.0%	32.3%	34.6%
Disagree	4.1%	6.9%	2.9%	5.0%	2.9%	4.3%	5.2%
Strongly Disagree	2.0%	2.3%	1.3%	2.8%	2.9%	2.0%	1.9%
Total(n)	3,984	303	1,428	686	486	300	781
Mean	3.51	3.42	3.56	3.46	3.51	3.53	3.49
Standard deviation	0.67	0.72	0.62	0.72	0.69	0.68	0.69
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>							
Strongly Agree	50.8%	49.0%	53.2%	45.5%	46.0%	57.1%	52.1%
Agree	32.9%	29.3%	33.4%	34.5%	32.9%	30.0%	33.3%
Disagree	8.7%	11.0%	7.2%	10.4%	11.6%	7.3%	7.8%
Strongly Disagree	7.6%	10.7%	6.1%	9.7%	9.5%	5.6%	6.8%
Total(n)	3,958	300	1,421	682	474	303	778
Mean	3.27	3.17	3.34	3.16	3.15	3.39	3.31
Standard deviation	0.91	1.00	0.86	0.96	0.97	0.85	0.88
<b>I had access to effective tech support while teaching remotely</b>							
Strongly Agree	44.0%	37.9%	49.6%	37.1%	46.7%	42.1%	41.0%
Agree	38.5%	43.7%	37.0%	39.2%	37.7%	37.1%	39.7%
Disagree	11.5%	13.0%	9.4%	14.8%	10.6%	14.4%	11.4%
Strongly Disagree	6.0%	5.5%	4.0%	8.9%	5.0%	6.4%	7.9%
Total(n)	3,920	293	1,403	676	480	299	769
Mean	3.20	3.14	3.32	3.05	3.26	3.15	3.14
Standard deviation	0.87	0.84	0.80	0.93	0.84	0.89	0.91
<b>Please indicate your agreement with each of the following statements:</b>							
<b>Campus leadership provided an appropriate response to the pandemic</b>							
Strongly Agree	45.1%	28.8%	50.5%	36.7%	41.2%	45.4%	51.5%
Somewhat Agree	38.9%	48.7%	36.7%	42.1%	38.8%	37.4%	37.3%
Somewhat Disagree	10.8%	12.9%	9.3%	14.0%	14.3%	11.6%	7.5%
Strongly Disagree	5.1%	9.6%	3.6%	7.3%	5.7%	5.6%	3.7%
Total(n)	3,980	302	1,416	687	490	302	783
Mean	3.24	2.97	3.34	3.08	3.16	3.23	3.37
Standard deviation	0.84	0.90	0.79	0.89	0.87	0.86	0.78
<b>Faculty in my department were adequately prepared for teaching remotely</b>							
Strongly Agree	21.2%	12.7%	22.9%	16.6%	23.9%	26.7%	21.5%
Somewhat Agree	43.7%	44.5%	44.8%	41.0%	39.5%	43.6%	46.1%
Somewhat Disagree	25.5%	27.4%	25.1%	27.9%	26.2%	21.8%	24.3%
Strongly Disagree	9.7%	15.4%	7.2%	14.4%	10.4%	7.9%	8.1%
Total(n)	3,963	299	1,407	687	489	303	778
Mean	2.76	2.55	2.83	2.60	2.77	2.89	2.81



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.89	0.90	0.86	0.93	0.93	0.89	0.86
<b>My institution's pandemic response prioritized the health and safety of faculty</b>							
Strongly Agree	42.7%	29.8%	45.9%	38.0%	42.7%	46.4%	44.6%
Somewhat Agree	36.7%	39.1%	35.6%	37.8%	35.5%	35.1%	38.2%
Somewhat Disagree	13.4%	19.5%	12.6%	15.1%	11.8%	12.6%	12.3%
Strongly Disagree	7.2%	11.6%	6.0%	9.0%	10.0%	6.0%	4.9%
Total(n)	3,976	302	1,417	687	490	302	778
Mean	3.15	2.87	3.21	3.05	3.11	3.22	3.22
Standard deviation	0.91	0.97	0.88	0.94	0.97	0.88	0.85
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>							
Strongly Agree	9.7%	15.9%	8.6%	13.5%	9.8%	10.2%	5.6%
Somewhat Agree	16.6%	14.6%	17.1%	21.5%	16.4%	17.7%	11.8%
Somewhat Disagree	24.5%	28.6%	27.1%	23.5%	20.7%	24.6%	21.5%
Strongly Disagree	49.2%	40.9%	47.2%	41.4%	53.1%	47.5%	61.0%
Total(n)	3,986	301	1,419	688	488	305	785
Mean	1.87	2.06	1.87	2.07	1.83	1.90	1.62
Standard deviation	1.01	1.09	0.99	1.08	1.03	1.03	0.90
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>							
Strongly Agree	44.9%	33.2%	48.8%	36.5%	49.1%	44.0%	47.2%
Somewhat Agree	35.7%	40.3%	33.3%	40.4%	31.5%	34.4%	37.6%
Somewhat Disagree	11.6%	16.4%	10.5%	12.1%	12.1%	13.2%	10.3%
Strongly Disagree	7.8%	10.1%	7.4%	11.0%	7.4%	8.3%	5.0%
Total(n)	3,961	298	1,408	684	489	302	780
Mean	3.18	2.97	3.24	3.02	3.22	3.14	3.27
Standard deviation	0.92	0.95	0.91	0.96	0.93	0.94	0.84
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>							
Strongly Agree	61.5%	67.3%	58.6%	62.8%	62.3%	60.9%	62.9%
Somewhat Agree	32.5%	26.3%	35.4%	32.2%	29.9%	32.9%	31.2%
Somewhat Disagree	5.1%	4.7%	5.4%	4.5%	5.5%	4.9%	5.2%
Strongly Disagree	0.9%	1.7%	0.6%	0.4%	2.2%	1.3%	0.6%
Total(n)	3,983	300	1,414	689	491	304	785
Mean	3.55	3.59	3.52	3.57	3.52	3.53	3.56
Standard deviation	0.64	0.66	0.63	0.60	0.70	0.65	0.62
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>							
<b>Physical health</b>							
To a Very Large Extent	16.5%	21.7%	13.4%	19.9%	18.6%	17.5%	15.2%
To a Large Extent	20.2%	19.0%	20.5%	20.7%	21.6%	19.5%	18.7%
To Some Extent	29.9%	27.7%	31.0%	30.3%	26.3%	30.8%	30.2%
To a Small Extent	18.7%	16.0%	20.9%	16.6%	15.6%	15.6%	21.0%
Not at All	14.8%	15.7%	14.1%	12.5%	18.0%	16.6%	14.9%
Total(n)	3,980	300	1,422	680	495	302	781
Mean	3.05	3.15	2.98	3.19	3.07	3.06	2.98
Standard deviation	1.28	1.35	1.23	1.28	1.35	1.31	1.27
<b>Mental health</b>							
To a Very Large Extent	18.6%	21.8%	15.7%	21.8%	19.0%	21.1%	18.6%
To a Large Extent	20.9%	23.2%	20.8%	21.1%	20.4%	20.4%	20.4%
To Some Extent	27.2%	26.8%	26.0%	26.1%	27.5%	31.1%	28.5%
To a Small Extent	18.2%	13.1%	20.5%	17.1%	16.0%	14.0%	20.1%
Not at All	15.2%	15.1%	17.0%	13.9%	17.2%	13.4%	12.4%
Total(n)	3,963	298	1,413	678	495	299	780
Mean	3.10	3.23	2.98	3.20	3.08	3.22	3.13
Standard deviation	1.32	1.34	1.31	1.33	1.34	1.30	1.28
<b>In-person social interaction</b>							
To a Very Large Extent	16.2%	19.2%	14.5%	18.7%	17.5%	17.8%	14.8%
To a Large Extent	24.4%	24.6%	25.0%	21.9%	25.3%	24.9%	24.8%
To Some Extent	28.9%	27.3%	29.9%	29.9%	27.5%	29.0%	27.6%
To a Small Extent	16.3%	16.5%	16.4%	17.0%	12.9%	11.1%	19.7%
Not at All	14.1%	12.5%	14.3%	12.4%	16.8%	17.2%	13.0%
Total(n)	3,941	297	1,410	675	487	297	775
Mean	3.12	3.22	3.09	3.17	3.14	3.15	3.09
Standard deviation	1.27	1.28	1.25	1.27	1.32	1.32	1.25
<b>Return to in-person teaching</b>							
To a Very Large Extent	9.8%	10.7%	9.4%	12.9%	10.5%	8.9%	7.4%
To a Large Extent	15.3%	16.7%	13.8%	15.8%	15.6%	21.2%	14.3%
To Some Extent	23.3%	29.4%	22.8%	22.3%	23.5%	21.9%	22.9%
To a Small Extent	20.8%	16.1%	21.3%	20.7%	19.1%	17.9%	23.9%
Not at All	30.9%	27.1%	32.7%	28.3%	31.2%	30.1%	31.5%
Total(n)	3,950	299	1,406	676	493	302	774
Mean	2.52	2.68	2.46	2.64	2.55	2.61	2.42
Standard deviation	1.33	1.32	1.32	1.37	1.35	1.34	1.27
<b>Health of loved ones</b>							
To a Very Large Extent	25.9%	31.3%	23.9%	27.8%	28.4%	28.3%	23.2%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	23.2%	27.3%	23.1%	24.2%	22.1%	26.0%	20.7%
To Some Extent	26.2%	23.6%	26.9%	23.8%	27.0%	27.0%	27.3%
To a Small Extent	16.2%	9.8%	16.1%	16.7%	15.6%	11.7%	20.5%
Not at All	8.5%	8.1%	10.0%	7.5%	6.9%	7.0%	8.2%
Total(n)	3,953	297	1,410	677	493	300	776
Mean	3.42	3.64	3.35	3.48	3.49	3.57	3.30
Standard deviation	1.26	1.24	1.28	1.26	1.24	1.21	1.26
<b>Access to healthcare</b>							
To a Very Large Extent	7.6%	10.7%	6.9%	9.1%	7.5%	7.4%	6.6%
To a Large Extent	8.9%	12.0%	7.4%	9.1%	10.4%	8.4%	9.6%
To Some Extent	20.7%	23.4%	19.7%	20.3%	21.4%	26.4%	19.3%
To a Small Extent	25.3%	19.4%	23.2%	27.4%	25.1%	23.0%	30.4%
Not at All	37.5%	34.4%	42.8%	34.1%	35.6%	34.8%	34.2%
Total(n)	3,952	299	1,412	680	491	296	774
Mean	2.24	2.45	2.12	2.32	2.29	2.31	2.24
Standard deviation	1.25	1.35	1.24	1.28	1.26	1.24	1.21
<b>The extent to which others wear masks while out in public</b>							
To a Very Large Extent	15.6%	17.7%	15.2%	18.7%	14.8%	16.6%	13.1%
To a Large Extent	21.2%	24.1%	20.4%	22.6%	22.1%	21.5%	19.7%
To Some Extent	25.7%	26.8%	24.9%	22.9%	27.9%	24.8%	28.3%
To a Small Extent	17.4%	12.0%	18.7%	16.8%	17.2%	16.6%	18.2%
Not at All	20.0%	19.4%	20.8%	19.0%	18.0%	20.5%	20.6%
Total(n)	3,963	299	1,410	678	494	302	780
Mean	2.95	3.09	2.91	3.05	2.98	2.97	2.86
Standard deviation	1.35	1.36	1.35	1.38	1.31	1.37	1.31
<b>Coping with social isolation</b>							
To a Very Large Extent	10.7%	9.7%	9.4%	12.9%	12.1%	11.6%	10.3%
To a Large Extent	16.2%	21.1%	14.8%	16.9%	16.4%	17.3%	15.8%
To Some Extent	27.7%	25.8%	29.5%	27.4%	26.5%	26.9%	26.3%
To a Small Extent	23.6%	23.4%	22.9%	22.1%	23.4%	21.3%	27.3%
Not at All	21.8%	20.1%	23.3%	20.7%	21.6%	22.9%	20.4%
Total(n)	3,973	299	1,418	680	495	301	780
Mean	2.70	2.77	2.64	2.79	2.74	2.73	2.68
Standard deviation	1.27	1.26	1.25	1.30	1.30	1.30	1.25
<b>Personal finances</b>							
To a Very Large Extent	8.1%	14.1%	5.9%	9.7%	8.0%	9.0%	7.9%
To a Large Extent	9.6%	10.8%	8.5%	9.6%	8.4%	11.0%	11.4%
To Some Extent	19.7%	19.9%	18.5%	17.4%	20.4%	22.7%	22.2%
To a Small Extent	23.2%	22.9%	23.0%	23.3%	22.9%	22.7%	24.2%
Not at All	39.4%	32.3%	44.1%	40.1%	40.4%	34.7%	34.3%
Total(n)	3,962	297	1,415	679	490	300	781
Mean	2.24	2.52	2.09	2.26	2.21	2.37	2.34
Standard deviation	1.28	1.40	1.22	1.33	1.27	1.30	1.27
<b>Childcare</b>							
To a Very Large Extent	9.8%	9.8%	9.5%	9.6%	10.4%	10.3%	10.0%
To a Large Extent	7.0%	7.4%	6.9%	9.2%	7.5%	5.3%	5.4%
To Some Extent	8.9%	7.8%	9.4%	7.7%	7.7%	8.6%	10.2%
To a Small Extent	8.1%	6.4%	8.1%	7.1%	6.7%	11.3%	9.3%
Not at All	66.2%	68.6%	66.1%	66.5%	67.7%	64.5%	65.2%
Total(n)	3,959	296	1,415	677	492	301	778
Mean	1.86	1.83	1.86	1.88	1.86	1.86	1.86
Standard deviation	1.38	1.39	1.37	1.40	1.40	1.36	1.36
<b>Please indicate the extent to which you agree it is your role to:</b>							
<b>Encourage students to become agents of social change</b>							
Strongly Agree	33.2%	34.7%	32.0%	32.6%	28.1%	41.5%	35.1%
Somewhat Agree	44.1%	42.3%	43.3%	44.1%	45.4%	39.1%	47.3%
Somewhat Disagree	14.3%	14.0%	15.9%	12.0%	15.2%	13.7%	13.1%
Strongly Disagree	8.4%	9.0%	8.8%	11.3%	11.3%	5.7%	4.5%
Total(n)	3,947	300	1,417	666	487	299	778
Mean	3.02	3.03	2.99	2.98	2.90	3.16	3.13
Standard deviation	0.90	0.92	0.91	0.95	0.94	0.87	0.80
<b>Prepare students for employment after college</b>							
Strongly Agree	67.9%	74.1%	67.9%	68.2%	67.5%	70.2%	64.5%
Somewhat Agree	27.2%	22.6%	26.1%	26.6%	27.8%	25.4%	31.7%
Somewhat Disagree	3.9%	2.7%	4.7%	4.3%	3.7%	3.7%	2.9%
Strongly Disagree	1.0%	0.7%	1.3%	0.9%	1.0%	0.7%	0.9%
Total(n)	3,957	301	1,416	669	492	299	780
Mean	3.62	3.70	3.61	3.62	3.62	3.65	3.60
Standard deviation	0.61	0.55	0.64	0.61	0.61	0.58	0.59
<b>Prepare students for graduate or advanced education</b>							
Strongly Agree	54.7%	54.3%	57.5%	47.4%	56.0%	55.9%	54.8%
Somewhat Agree	40.2%	39.7%	37.9%	46.3%	39.7%	38.1%	40.2%
Somewhat Disagree	4.2%	5.7%	3.4%	5.2%	3.5%	4.3%	4.5%
Strongly Disagree	1.0%	0.3%	1.2%	1.0%	0.8%	1.7%	0.5%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	3,954	300	1,416	669	491	299	779
Mean	3.49	3.48	3.52	3.40	3.51	3.48	3.49
Standard deviation	0.63	0.62	0.62	0.64	0.61	0.66	0.61
<b>Develop students' moral character</b>							
Strongly Agree	43.9%	36.5%	55.1%	29.6%	35.0%	44.1%	44.4%
Somewhat Agree	43.8%	46.8%	37.2%	49.5%	47.9%	45.5%	46.7%
Somewhat Disagree	9.1%	11.3%	5.7%	15.9%	12.8%	7.7%	6.9%
Strongly Disagree	3.1%	5.3%	2.0%	5.0%	4.3%	2.7%	1.9%
Total(n)	3,949	301	1,415	666	491	299	777
Mean	3.29	3.15	3.45	3.04	3.14	3.31	3.34
Standard deviation	0.76	0.82	0.70	0.81	0.80	0.73	0.69
<b>Provide for students' emotional development</b>							
Strongly Agree	26.3%	26.8%	29.9%	21.3%	23.1%	28.3%	25.3%
Somewhat Agree	50.9%	48.5%	50.5%	49.5%	49.4%	47.1%	56.2%
Somewhat Disagree	17.6%	17.4%	15.4%	20.3%	21.0%	20.5%	15.9%
Strongly Disagree	5.2%	7.4%	4.2%	8.9%	6.5%	4.0%	2.6%
Total(n)	3,941	299	1,415	666	490	297	774
Mean	2.98	2.95	3.06	2.83	2.89	3.00	3.04
Standard deviation	0.80	0.86	0.79	0.86	0.83	0.81	0.72
<b>Help students develop personal values</b>							
Strongly Agree	39.8%	33.1%	46.9%	29.3%	32.7%	41.4%	42.4%
Somewhat Agree	46.6%	48.2%	42.6%	50.3%	50.3%	46.5%	47.9%
Somewhat Disagree	10.2%	12.7%	7.8%	15.1%	12.7%	9.4%	8.1%
Strongly Disagree	3.4%	6.0%	2.8%	5.2%	4.3%	2.7%	1.7%
Total(n)	3,947	299	1,415	668	489	297	779
Mean	3.23	3.08	3.34	3.04	3.11	3.27	3.31
Standard deviation	0.76	0.83	0.74	0.81	0.78	0.74	0.69
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>							
Strongly Agree	37.9%	40.5%	38.4%	37.1%	33.3%	42.0%	38.2%
Somewhat Agree	42.6%	39.5%	42.8%	41.7%	42.1%	40.3%	45.5%
Somewhat Disagree	12.8%	12.0%	12.3%	13.4%	15.7%	9.8%	12.6%
Strongly Disagree	6.7%	8.0%	6.6%	7.8%	8.8%	7.8%	3.7%
Total(n)	3,937	299	1,410	666	489	295	778
Mean	3.12	3.12	3.13	3.08	3.00	3.17	3.18
Standard deviation	0.87	0.91	0.87	0.90	0.92	0.90	0.79
<b>Promote students' ability to write effectively</b>							
Strongly Agree	63.4%	61.5%	61.3%	61.4%	69.5%	72.2%	62.7%
Somewhat Agree	30.7%	30.4%	31.9%	32.2%	25.4%	24.1%	33.2%
Somewhat Disagree	4.5%	6.4%	5.3%	5.4%	3.3%	2.0%	3.3%
Strongly Disagree	1.4%	1.7%	1.6%	1.0%	1.8%	1.7%	0.8%
Total(n)	3,953	299	1,418	668	489	299	780
Mean	3.56	3.52	3.53	3.54	3.63	3.67	3.58
Standard deviation	0.65	0.69	0.67	0.65	0.64	0.60	0.60
<b>Encourage respect for different beliefs</b>							
Strongly Agree	61.2%	62.3%	65.2%	56.4%	58.9%	63.2%	58.7%
Somewhat Agree	32.3%	30.7%	29.0%	36.1%	33.2%	30.1%	36.1%
Somewhat Disagree	4.5%	5.0%	4.1%	4.9%	5.5%	4.0%	4.1%
Strongly Disagree	1.9%	2.0%	1.7%	2.5%	2.4%	2.7%	1.2%
Total(n)	3,948	300	1,412	667	491	299	779
Mean	3.53	3.53	3.58	3.46	3.48	3.54	3.52
Standard deviation	0.67	0.69	0.65	0.71	0.71	0.70	0.63
<b>Please indicate your agreement with each of the following statements:</b>							
<b>The chief benefit of a college education is that it increases one's earning power</b>							
Strongly Agree	12.6%	17.9%	11.8%	13.4%	15.8%	14.8%	8.6%
Somewhat Agree	42.3%	45.6%	41.0%	46.7%	41.3%	42.4%	40.2%
Somewhat Disagree	28.9%	23.3%	31.5%	25.8%	27.8%	24.6%	31.3%
Strongly Disagree	16.2%	13.2%	15.8%	14.1%	15.1%	18.2%	19.9%
Total(n)	3,902	296	1,399	659	482	297	769
Mean	2.51	2.68	2.49	2.59	2.58	2.54	2.37
Standard deviation	0.91	0.92	0.90	0.89	0.93	0.95	0.90
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>							
Strongly Agree	64.9%	70.2%	63.1%	66.1%	61.6%	67.9%	65.9%
Somewhat Agree	28.4%	24.4%	29.6%	26.2%	31.2%	25.0%	28.9%
Somewhat Disagree	4.7%	3.1%	5.1%	5.4%	5.2%	4.7%	3.4%
Strongly Disagree	2.1%	2.4%	2.1%	2.3%	2.1%	2.4%	1.8%
Total(n)	3,909	295	1,400	663	484	296	771
Mean	3.56	3.62	3.54	3.56	3.52	3.58	3.59
Standard deviation	0.68	0.66	0.69	0.70	0.69	0.69	0.65
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>							
Strongly Agree	44.3%	54.8%	41.7%	50.0%	41.0%	48.7%	40.7%
Somewhat Agree	45.6%	35.7%	46.8%	41.7%	47.4%	43.0%	50.5%
Somewhat Disagree	8.1%	7.8%	9.2%	6.5%	9.5%	5.7%	7.5%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Strongly Disagree	1.9%	1.7%	2.2%	1.8%	2.1%	2.7%	1.3%
Total(n)	3,906	294	1,397	660	485	298	772
Mean	3.32	3.44	3.28	3.40	3.27	3.38	3.31
Standard deviation	0.71	0.71	0.72	0.69	0.72	0.72	0.66
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>							
Strongly Agree	13.2%	18.6%	11.9%	15.5%	13.4%	14.5%	10.7%
Somewhat Agree	44.8%	45.2%	43.6%	45.2%	45.2%	44.9%	46.3%
Somewhat Disagree	32.7%	25.5%	33.3%	33.4%	32.7%	29.1%	35.3%
Strongly Disagree	9.3%	10.7%	11.3%	6.0%	8.7%	11.5%	7.7%
Total(n)	3,841	290	1,377	653	471	296	754
Mean	2.62	2.72	2.56	2.70	2.63	2.63	2.60
Standard deviation	0.83	0.89	0.84	0.80	0.82	0.87	0.78
<b>I try to dispel perceptions of competition in my classroom</b>							
Strongly Agree	32.3%	30.0%	34.0%	29.4%	36.4%	28.8%	31.2%
Somewhat Agree	42.5%	37.9%	43.4%	41.1%	42.9%	40.8%	44.1%
Somewhat Disagree	19.6%	26.3%	17.7%	21.7%	14.5%	21.6%	20.9%
Strongly Disagree	5.7%	5.8%	4.9%	7.8%	6.2%	8.9%	3.8%
Total(n)	3,869	293	1,387	654	483	292	760
Mean	3.01	2.92	3.06	2.92	3.10	2.89	3.03
Standard deviation	0.86	0.89	0.84	0.90	0.87	0.92	0.82
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>							
Strongly Agree	20.6%	18.8%	18.4%	18.0%	20.1%	26.4%	25.6%
Somewhat Agree	35.7%	31.1%	37.8%	33.9%	34.0%	32.4%	37.5%
Somewhat Disagree	31.1%	36.2%	30.6%	32.2%	34.4%	26.8%	28.6%
Strongly Disagree	12.6%	14.0%	13.1%	15.9%	11.6%	14.4%	8.3%
Total(n)	3,904	293	1,401	661	483	299	767
Mean	2.64	2.55	2.62	2.54	2.63	2.71	2.80
Standard deviation	0.95	0.95	0.93	0.96	0.93	1.01	0.91
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>							
Strongly Agree	29.5%	32.0%	28.1%	30.5%	26.0%	35.4%	30.0%
Somewhat Agree	44.3%	41.6%	45.4%	43.9%	46.2%	40.4%	44.1%
Somewhat Disagree	20.0%	19.2%	21.0%	18.4%	20.6%	17.2%	20.5%
Strongly Disagree	6.2%	7.2%	5.5%	7.2%	7.2%	7.1%	5.4%
Total(n)	3,886	291	1,391	656	485	297	766
Mean	2.97	2.98	2.96	2.98	2.91	3.04	2.99
Standard deviation	0.86	0.90	0.84	0.88	0.86	0.90	0.85
<b>I achieve a healthy balance between my personal life and my professional life</b>							
Strongly Agree	23.6%	25.2%	25.7%	22.3%	22.6%	30.2%	18.5%
Somewhat Agree	41.8%	36.4%	43.9%	42.5%	38.3%	39.3%	42.8%
Somewhat Disagree	22.3%	23.8%	20.6%	22.9%	25.5%	18.1%	23.8%
Strongly Disagree	12.3%	14.6%	9.9%	12.2%	13.7%	12.4%	14.8%
Total(n)	3,905	294	1,399	663	483	298	768
Mean	2.77	2.72	2.85	2.75	2.70	2.87	2.65
Standard deviation	0.95	1.00	0.91	0.94	0.97	0.98	0.95
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>							
Strongly Agree	17.6%	20.8%	17.2%	20.3%	13.9%	21.2%	15.8%
Somewhat Agree	25.6%	30.7%	26.0%	24.1%	25.9%	21.9%	25.7%
Somewhat Disagree	34.5%	29.0%	35.2%	33.0%	33.2%	35.0%	37.3%
Strongly Disagree	22.2%	19.5%	21.6%	22.7%	27.0%	21.9%	21.3%
Total(n)	3,886	293	1,386	661	482	297	767
Mean	2.39	2.53	2.39	2.42	2.27	2.42	2.36
Standard deviation	1.02	1.03	1.01	1.05	1.01	1.05	0.99
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>							
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>							
Strongly Agree	21.8%	22.5%	22.9%	19.5%	28.8%	20.9%	17.4%
Somewhat Agree	44.7%	44.3%	41.1%	46.3%	43.9%	39.4%	52.5%
Somewhat Disagree	21.2%	21.4%	20.6%	21.9%	18.4%	26.0%	21.6%
Strongly Disagree	12.3%	11.8%	15.4%	12.3%	8.9%	13.7%	8.6%
Total(n)	3,797	280	1,347	640	483	292	755
Mean	2.76	2.78	2.71	2.73	2.93	2.67	2.79
Standard deviation	0.93	0.93	0.98	0.91	0.91	0.96	0.83
<b>Student Affairs staff have the support and respect of faculty</b>							
Strongly Agree	22.7%	19.5%	26.0%	16.6%	22.3%	24.7%	22.8%
Somewhat Agree	52.9%	55.1%	52.0%	55.2%	52.3%	48.8%	53.8%
Somewhat Disagree	18.8%	19.9%	17.7%	20.3%	20.0%	20.9%	17.4%
Strongly Disagree	5.6%	5.5%	4.3%	7.9%	5.3%	5.6%	6.0%
Total(n)	3,714	272	1,302	632	470	287	751
Mean	2.93	2.89	3.00	2.81	2.92	2.93	2.93
Standard deviation	0.80	0.78	0.78	0.81	0.79	0.82	0.80

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>There is a lot of campus racial conflict here</b>							
Strongly Agree	3.8%	2.6%	4.9%	3.5%	3.6%	5.1%	2.4%
Somewhat Agree	16.8%	14.2%	16.4%	16.4%	16.9%	20.1%	17.6%
Somewhat Disagree	43.3%	49.3%	40.7%	45.1%	42.3%	36.5%	47.5%
Strongly Disagree	36.0%	33.9%	38.0%	35.1%	37.2%	38.2%	32.4%
Total(n)	3,772	274	1,347	636	473	293	749
Mean	1.88	1.85	1.88	1.88	1.87	1.92	1.90
Standard deviation	0.82	0.75	0.85	0.80	0.82	0.89	0.77
<b>My research is valued by faculty in my department</b>							
Strongly Agree	34.1%	27.1%	34.5%	28.7%	34.1%	37.0%	39.8%
Somewhat Agree	45.2%	43.6%	46.0%	46.0%	48.5%	40.8%	43.5%
Somewhat Disagree	14.1%	19.4%	13.2%	17.2%	13.0%	14.2%	12.2%
Strongly Disagree	6.5%	9.9%	6.4%	8.2%	4.4%	8.0%	4.6%
Total(n)	3,760	273	1,338	635	478	289	747
Mean	3.07	2.88	3.08	2.95	3.12	3.07	3.18
Standard deviation	0.86	0.92	0.85	0.89	0.80	0.91	0.82
<b>My teaching is valued by faculty in my department</b>							
Strongly Agree	58.9%	50.4%	57.3%	53.1%	61.0%	64.6%	66.2%
Somewhat Agree	32.3%	36.4%	33.5%	34.8%	31.8%	27.9%	28.3%
Somewhat Disagree	5.6%	8.6%	5.4%	7.6%	5.2%	5.4%	3.7%
Strongly Disagree	3.2%	4.6%	3.7%	4.5%	2.1%	2.0%	1.8%
Total(n)	3,827	280	1,363	646	484	294	760
Mean	3.47	3.33	3.44	3.37	3.52	3.55	3.59
Standard deviation	0.74	0.82	0.76	0.81	0.69	0.69	0.65
<b>My service is valued by faculty in my department</b>							
Strongly Agree	52.5%	47.9%	52.6%	46.1%	53.8%	57.7%	56.8%
Somewhat Agree	35.7%	34.3%	35.4%	38.0%	37.9%	32.6%	34.7%
Somewhat Disagree	7.7%	10.7%	8.1%	9.4%	6.3%	6.9%	5.4%
Strongly Disagree	4.1%	7.1%	3.8%	6.5%	2.1%	2.7%	3.0%
Total(n)	3,807	280	1,353	648	480	291	755
Mean	3.37	3.23	3.37	3.24	3.43	3.45	3.45
Standard deviation	0.79	0.91	0.79	0.87	0.70	0.74	0.73
<b>Faculty are sufficiently involved in campus decision-making</b>							
Strongly Agree	13.7%	11.2%	11.4%	10.7%	15.8%	12.9%	20.3%
Somewhat Agree	39.1%	41.5%	36.6%	42.3%	37.4%	38.0%	41.7%
Somewhat Disagree	26.8%	28.9%	30.1%	26.9%	25.6%	26.1%	21.2%
Strongly Disagree	20.3%	18.4%	21.9%	20.1%	21.2%	23.1%	16.8%
Total(n)	3,814	277	1,358	643	481	295	760
Mean	2.46	2.45	2.38	2.44	2.48	2.41	2.65
Standard deviation	0.96	0.92	0.95	0.93	1.00	0.98	0.98
<b>The faculty are typically at odds with campus administration</b>							
Strongly Agree	15.1%	17.8%	11.3%	15.2%	20.3%	22.6%	14.7%
Somewhat Agree	40.4%	41.7%	36.9%	42.9%	45.5%	48.3%	37.9%
Somewhat Disagree	35.6%	36.2%	39.0%	36.3%	28.1%	22.9%	38.3%
Strongly Disagree	8.9%	4.3%	12.8%	5.6%	6.1%	6.2%	9.1%
Total(n)	3,792	276	1,351	639	477	292	757
Mean	2.62	2.73	2.47	2.68	2.80	2.87	2.58
Standard deviation	0.85	0.80	0.86	0.80	0.83	0.83	0.85
<b>Faculty here respect each other</b>							
Strongly Agree	39.0%	33.6%	43.9%	29.4%	40.4%	33.0%	42.0%
Somewhat Agree	49.0%	52.5%	46.8%	52.8%	48.5%	51.7%	47.6%
Somewhat Disagree	9.5%	8.9%	7.5%	14.8%	9.0%	10.9%	8.6%
Strongly Disagree	2.5%	5.0%	1.8%	3.0%	2.1%	4.4%	1.8%
Total(n)	3,812	280	1,356	642	480	294	760
Mean	3.25	3.15	3.33	3.09	3.27	3.13	3.30
Standard deviation	0.72	0.78	0.69	0.74	0.71	0.77	0.70
<b>Administrators consider faculty concerns when making policy</b>							
Strongly Agree	15.8%	9.8%	17.0%	9.8%	19.7%	9.6%	21.1%
Somewhat Agree	42.2%	44.9%	42.2%	41.7%	38.1%	38.2%	45.8%
Somewhat Disagree	25.7%	27.2%	26.7%	27.5%	25.1%	31.1%	20.3%
Strongly Disagree	16.2%	18.1%	14.1%	21.0%	17.2%	21.2%	12.8%
Total(n)	3,791	276	1,343	643	478	293	758
Mean	2.58	2.46	2.62	2.40	2.60	2.36	2.75
Standard deviation	0.94	0.90	0.93	0.93	0.99	0.92	0.93
<b>This institution takes responsibility for educating underprepared students</b>							
Strongly Agree	19.9%	19.5%	16.3%	18.9%	19.0%	27.0%	25.2%
Somewhat Agree	47.4%	48.7%	47.1%	49.3%	47.9%	41.0%	47.8%
Somewhat Disagree	23.4%	22.0%	27.2%	19.7%	24.0%	22.9%	20.1%
Strongly Disagree	9.4%	9.7%	9.4%	12.2%	9.1%	9.2%	7.0%
Total(n)	3,790	277	1,337	641	484	293	758
Mean	2.78	2.78	2.70	2.75	2.77	2.86	2.91
Standard deviation	0.87	0.87	0.85	0.90	0.86	0.92	0.85
<b>The criteria for advancement and promotion decisions are clear</b>							
Strongly Agree	36.1%	31.0%	39.3%	38.2%	32.3%	30.4%	34.9%
Somewhat Agree	42.0%	39.7%	40.0%	42.5%	44.1%	44.0%	44.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat Disagree	14.8%	19.1%	13.9%	12.9%	17.4%	13.7%	15.2%
Strongly Disagree	7.1%	10.1%	6.8%	6.4%	6.2%	11.9%	5.8%
Total(n)	3,810	277	1,359	642	483	293	756
Mean	3.07	2.92	3.12	3.12	3.02	2.93	3.08
Standard deviation	0.89	0.95	0.89	0.87	0.86	0.96	0.85
<b>Most of the students I teach lack the basic skills for college level work</b>							
Strongly Agree	7.6%	12.3%	3.3%	13.0%	7.1%	14.5%	6.8%
Somewhat Agree	23.7%	37.9%	13.8%	31.0%	24.3%	29.4%	27.5%
Somewhat Disagree	40.5%	41.9%	36.5%	43.4%	44.4%	41.9%	41.7%
Strongly Disagree	28.1%	7.9%	46.4%	12.6%	24.3%	14.2%	23.9%
Total(n)	3,819	277	1,359	645	482	296	760
Mean	2.11	2.55	1.74	2.44	2.14	2.44	2.17
Standard deviation	0.90	0.81	0.82	0.87	0.87	0.91	0.87
<b>There is adequate support for faculty development</b>							
Strongly Agree	26.2%	22.0%	35.1%	19.0%	25.1%	16.7%	22.1%
Somewhat Agree	45.4%	44.0%	44.2%	44.6%	47.1%	45.1%	47.8%
Somewhat Disagree	19.4%	22.0%	15.4%	22.9%	19.1%	23.9%	21.1%
Strongly Disagree	9.0%	11.9%	5.2%	13.5%	8.7%	14.3%	9.1%
Total(n)	3,818	277	1,363	643	482	293	760
Mean	2.89	2.76	3.09	2.69	2.89	2.64	2.83
Standard deviation	0.90	0.93	0.84	0.93	0.88	0.92	0.88
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>							
Strongly Agree	9.8%	8.1%	11.2%	10.5%	9.6%	11.0%	7.2%
Somewhat Agree	40.3%	42.5%	37.9%	43.3%	40.7%	36.8%	42.4%
Somewhat Disagree	40.5%	39.2%	39.7%	40.8%	38.8%	42.6%	42.3%
Strongly Disagree	9.4%	10.3%	11.2%	5.5%	10.9%	9.6%	8.1%
Total(n)	3,774	273	1,343	638	477	291	752
Mean	2.51	2.48	2.49	2.59	2.49	2.49	2.49
Standard deviation	0.80	0.79	0.84	0.75	0.81	0.82	0.75
<b>This institution takes mentoring into consideration in the promotion process</b>							
Strongly Agree	17.8%	11.2%	28.3%	7.8%	15.2%	10.6%	14.8%
Somewhat Agree	41.5%	34.6%	40.3%	40.0%	46.9%	37.0%	45.7%
Somewhat Disagree	28.1%	37.2%	22.3%	34.6%	27.5%	33.1%	27.7%
Strongly Disagree	12.7%	17.1%	9.1%	17.6%	10.4%	19.4%	11.8%
Total(n)	3,640	269	1,283	625	461	284	718
Mean	2.64	2.40	2.88	2.38	2.67	2.39	2.63
Standard deviation	0.92	0.90	0.93	0.86	0.86	0.92	0.87
<b>Faculty of color are treated fairly here</b>							
Strongly Agree	39.4%	35.4%	41.2%	34.3%	42.7%	38.6%	40.2%
Somewhat Agree	40.9%	42.7%	39.2%	44.0%	40.4%	36.8%	42.6%
Somewhat Disagree	15.0%	18.6%	14.2%	17.5%	13.1%	17.5%	13.2%
Strongly Disagree	4.7%	3.3%	5.4%	4.3%	3.8%	7.0%	4.0%
Total(n)	3,726	274	1,320	630	475	285	742
Mean	3.15	3.10	3.16	3.08	3.22	3.07	3.19
Standard deviation	0.84	0.81	0.86	0.83	0.81	0.92	0.81
<b>Women faculty are treated fairly here</b>							
Strongly Agree	44.5%	41.5%	44.7%	39.3%	47.9%	46.9%	46.6%
Somewhat Agree	38.6%	42.2%	36.4%	42.3%	36.3%	36.4%	40.6%
Somewhat Disagree	13.3%	14.2%	14.4%	14.4%	12.8%	11.9%	10.9%
Strongly Disagree	3.6%	2.2%	4.6%	3.9%	2.9%	4.9%	1.9%
Total(n)	3,735	275	1,323	633	476	286	742
Mean	3.24	3.23	3.21	3.17	3.29	3.25	3.32
Standard deviation	0.81	0.77	0.85	0.82	0.80	0.85	0.74
<b>LGBTQ+ faculty are treated fairly here</b>							
Strongly Agree	37.4%	37.8%	33.6%	36.8%	46.2%	39.4%	37.8%
Somewhat Agree	40.7%	47.8%	38.2%	43.4%	41.5%	38.7%	40.3%
Somewhat Disagree	13.3%	13.3%	13.9%	16.7%	8.8%	15.6%	11.4%
Strongly Disagree	8.7%	1.1%	14.3%	3.1%	3.4%	6.4%	10.5%
Total(n)	3,618	270	1,276	622	465	282	703
Mean	3.07	3.22	2.91	3.14	3.31	3.11	3.05
Standard deviation	0.92	0.71	1.02	0.80	0.77	0.89	0.95
<b>Indicate how important you believe each priority listed below is at your college or university:</b>							
<b>Increase or maintain institutional affordability</b>							
Highest Priority	20.4%	23.4%	19.0%	29.3%	19.5%	19.9%	14.7%
High Priority	47.1%	54.7%	43.2%	50.4%	39.3%	50.2%	52.5%
Medium Priority	23.1%	18.6%	22.6%	16.7%	30.6%	20.9%	27.4%
Low Priority	9.3%	3.3%	15.2%	3.5%	10.6%	9.1%	5.3%
Total(n)	3,712	274	1,320	627	471	287	733
Mean	2.79	2.98	2.66	3.06	2.68	2.81	2.77
Standard deviation	0.87	0.74	0.95	0.77	0.91	0.86	0.76
<b>Develop a sense of community among students and faculty</b>							
Highest Priority	26.1%	20.5%	29.6%	15.8%	23.1%	25.1%	32.9%
High Priority	41.0%	40.7%	41.9%	40.7%	39.1%	38.7%	41.8%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Medium Priority	24.6%	30.4%	20.5%	29.9%	29.6%	30.7%	19.5%
Low Priority	8.4%	8.4%	8.0%	13.6%	8.2%	5.6%	5.7%
Total(n)	3,716	273	1,322	626	476	287	732
Mean	2.85	2.73	2.93	2.59	2.77	2.83	3.02
Standard deviation	0.90	0.88	0.90	0.91	0.90	0.87	0.87
<b>Facilitate student involvement in community service</b>							
Highest Priority	12.6%	10.3%	16.6%	6.6%	8.9%	17.8%	11.6%
High Priority	35.3%	27.8%	39.3%	28.4%	28.1%	42.7%	38.2%
Medium Priority	38.2%	44.3%	35.0%	45.6%	39.6%	30.8%	37.4%
Low Priority	13.9%	17.6%	9.0%	19.4%	23.4%	8.7%	12.7%
Total(n)	3,696	273	1,317	620	470	286	730
Mean	2.47	2.31	2.64	2.22	2.23	2.70	2.49
Standard deviation	0.88	0.88	0.86	0.83	0.91	0.86	0.86
<b>Help students learn how to bring about change in society</b>							
Highest Priority	14.0%	9.9%	18.4%	8.2%	11.3%	13.6%	14.7%
High Priority	35.4%	25.7%	37.6%	30.2%	34.2%	44.1%	36.7%
Medium Priority	35.3%	47.8%	31.2%	39.0%	34.0%	30.1%	37.8%
Low Priority	15.3%	16.5%	12.8%	22.6%	20.6%	12.2%	10.9%
Total(n)	3,702	272	1,314	623	471	286	736
Mean	2.48	2.29	2.62	2.24	2.36	2.59	2.55
Standard deviation	0.91	0.86	0.93	0.89	0.93	0.87	0.87
<b>Increase or maintain institutional prestige</b>							
Highest Priority	23.1%	14.0%	30.7%	11.0%	34.7%	20.2%	16.5%
High Priority	37.2%	33.9%	38.7%	33.6%	36.2%	32.8%	41.3%
Medium Priority	28.9%	37.6%	24.2%	35.2%	22.6%	33.1%	31.0%
Low Priority	10.8%	14.4%	6.4%	20.2%	6.6%	13.9%	11.2%
Total(n)	3,710	271	1,321	625	473	287	733
Mean	2.73	2.48	2.94	2.36	2.99	2.59	2.63
Standard deviation	0.94	0.91	0.89	0.92	0.91	0.96	0.89
<b>Hire faculty "stars"</b>							
Highest Priority	5.5%	3.7%	8.7%	3.2%	5.7%	3.8%	3.1%
High Priority	15.5%	12.6%	20.8%	11.2%	20.1%	8.0%	10.7%
Medium Priority	30.5%	36.7%	31.7%	27.2%	33.7%	27.3%	27.9%
Low Priority	48.5%	47.0%	38.7%	58.4%	40.5%	60.8%	58.3%
Total(n)	3,696	270	1,311	625	472	286	732
Mean	1.78	1.73	1.99	1.59	1.91	1.55	1.59
Standard deviation	0.90	0.82	0.97	0.81	0.91	0.80	0.80
<b>Recruit more traditionally underrepresented students</b>							
Highest Priority	18.4%	27.1%	12.1%	23.0%	21.7%	19.6%	20.0%
High Priority	40.4%	43.6%	38.5%	41.6%	38.4%	42.1%	41.9%
Medium Priority	30.7%	23.4%	34.7%	27.4%	31.6%	27.0%	30.0%
Low Priority	10.5%	5.9%	14.7%	8.0%	8.2%	11.2%	8.1%
Total(n)	3,695	273	1,310	623	474	285	730
Mean	2.67	2.92	2.48	2.79	2.74	2.70	2.74
Standard deviation	0.89	0.86	0.89	0.89	0.89	0.91	0.87
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>							
Highest Priority	7.4%	5.9%	10.0%	4.7%	9.3%	8.0%	4.4%
High Priority	19.4%	11.1%	26.8%	10.1%	21.8%	14.6%	17.6%
Medium Priority	32.9%	20.7%	35.3%	25.7%	35.9%	33.4%	36.8%
Low Priority	40.3%	62.2%	27.9%	59.5%	33.0%	43.9%	41.2%
Total(n)	3,689	270	1,304	622	473	287	733
Mean	1.94	1.61	2.19	1.60	2.07	1.87	1.85
Standard deviation	0.94	0.91	0.95	0.85	0.96	0.94	0.86
<b>Promote gender diversity in the faculty and administration</b>							
Highest Priority	16.9%	17.5%	17.0%	17.1%	18.2%	17.1%	15.1%
High Priority	37.7%	37.5%	38.7%	34.7%	38.6%	34.3%	39.1%
Medium Priority	31.9%	35.3%	29.9%	34.1%	30.3%	33.2%	32.8%
Low Priority	13.6%	9.7%	14.3%	14.1%	12.9%	15.4%	12.9%
Total(n)	3,694	269	1,314	619	472	286	734
Mean	2.58	2.63	2.59	2.55	2.62	2.53	2.56
Standard deviation	0.92	0.88	0.93	0.93	0.93	0.95	0.90
<b>Promote racial and ethnic diversity in the faculty and administration</b>							
Highest Priority	20.1%	21.0%	18.9%	19.4%	23.8%	20.6%	19.9%
High Priority	38.7%	41.9%	37.2%	37.9%	37.6%	40.2%	41.2%
Medium Priority	28.1%	26.5%	28.6%	30.8%	26.1%	24.1%	28.2%
Low Priority	13.1%	10.7%	15.4%	11.9%	12.5%	15.0%	10.6%
Total(n)	3,698	272	1,313	623	471	286	733
Mean	2.66	2.73	2.60	2.65	2.73	2.66	2.70
Standard deviation	0.94	0.91	0.96	0.92	0.96	0.97	0.91
<b>Provide resources for faculty to engage in community-based teaching or research</b>							
Highest Priority	8.4%	10.8%	7.8%	8.7%	10.1%	8.2%	7.5%
High Priority	27.0%	31.6%	26.2%	27.7%	26.1%	29.4%	26.0%
Medium Priority	39.5%	37.2%	40.3%	38.9%	37.7%	45.0%	38.4%
Low Priority	25.0%	20.4%	25.6%	24.8%	26.1%	17.4%	28.1%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Total(n)	3,676	269	1,304	622	467	282	732
Mean	2.19	2.33	2.16	2.20	2.20	2.28	2.13
Standard deviation	0.91	0.92	0.90	0.91	0.94	0.85	0.91
<b>Create and sustain partnerships with surrounding communities</b>							
Highest Priority	13.2%	20.7%	12.4%	14.5%	12.3%	14.0%	10.8%
High Priority	31.5%	36.9%	27.8%	35.0%	30.5%	36.0%	32.1%
Medium Priority	38.3%	29.9%	39.6%	35.9%	39.4%	38.1%	40.7%
Low Priority	17.0%	12.5%	20.2%	14.6%	17.8%	11.9%	16.4%
Total(n)	3,687	271	1,306	622	472	286	730
Mean	2.41	2.66	2.32	2.49	2.37	2.52	2.37
Standard deviation	0.92	0.94	0.93	0.91	0.92	0.88	0.88
<b>Pursue extramural funding</b>							
Highest Priority	13.5%	15.4%	16.9%	9.5%	16.3%	14.6%	7.9%
High Priority	31.4%	34.5%	30.5%	30.2%	32.5%	33.9%	31.3%
Medium Priority	36.8%	33.3%	34.4%	38.6%	35.5%	34.6%	42.5%
Low Priority	18.3%	16.9%	18.2%	21.7%	15.7%	16.8%	18.3%
Total(n)	3,640	267	1,296	612	465	280	720
Mean	2.40	2.48	2.46	2.27	2.49	2.46	2.29
Standard deviation	0.94	0.95	0.98	0.91	0.94	0.94	0.85
<b>Strengthen links with the for-profit, corporate sector</b>							
Highest Priority	11.8%	11.6%	14.5%	8.5%	15.9%	11.9%	7.1%
High Priority	26.8%	28.5%	26.1%	28.3%	29.7%	28.7%	23.4%
Medium Priority	35.2%	32.2%	37.5%	35.1%	24.9%	37.1%	38.2%
Low Priority	26.2%	27.7%	21.9%	28.1%	29.5%	22.4%	31.3%
Total(n)	3,643	267	1,294	612	465	286	719
Mean	2.24	2.24	2.33	2.17	2.32	2.30	2.06
Standard deviation	0.97	0.99	0.98	0.94	1.06	0.95	0.91
<b>Develop leadership ability among students</b>							
Highest Priority	21.0%	13.4%	28.6%	11.9%	20.8%	18.9%	18.8%
High Priority	41.7%	34.9%	43.8%	34.7%	43.0%	42.1%	45.4%
Medium Priority	29.7%	36.8%	22.4%	39.6%	30.5%	29.5%	31.4%
Low Priority	7.6%	14.9%	5.2%	13.8%	5.7%	9.5%	4.4%
Total(n)	3,683	269	1,308	616	472	285	733
Mean	2.76	2.47	2.96	2.45	2.79	2.71	2.79
Standard deviation	0.87	0.90	0.85	0.87	0.84	0.88	0.80
<b>Develop an appreciation for multiculturalism</b>							
Highest Priority	20.9%	22.9%	20.4%	19.4%	21.3%	24.8%	20.5%
High Priority	41.3%	43.2%	39.7%	39.2%	40.0%	41.6%	45.8%
Medium Priority	28.0%	26.9%	28.5%	31.5%	26.2%	25.2%	26.9%
Low Priority	9.8%	7.0%	11.4%	10.0%	12.6%	8.4%	6.8%
Total(n)	3,688	271	1,306	623	470	286	732
Mean	2.73	2.82	2.69	2.68	2.70	2.83	2.80
Standard deviation	0.90	0.87	0.92	0.90	0.94	0.90	0.84
<b>Prepare students for the workplace</b>							
Highest Priority	40.6%	39.3%	44.4%	39.0%	40.7%	42.9%	34.8%
High Priority	44.1%	41.2%	43.6%	42.6%	39.5%	42.5%	50.9%
Medium Priority	13.3%	17.3%	10.4%	14.6%	16.7%	13.6%	13.5%
Low Priority	2.0%	2.2%	1.6%	3.8%	3.2%	1.0%	0.8%
Total(n)	3,715	272	1,322	625	474	287	735
Mean	3.23	3.18	3.31	3.17	3.18	3.27	3.20
Standard deviation	0.75	0.79	0.72	0.81	0.82	0.73	0.69
<b>Please indicate the extent to which you:</b>							
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>							
To a Very Large Extent	26.0%	26.3%	27.5%	23.1%	24.8%	28.3%	25.2%
To a Large Extent	33.9%	31.9%	37.3%	37.3%	29.1%	30.8%	30.1%
To Some Extent	28.4%	26.7%	27.0%	28.0%	30.6%	25.2%	31.7%
To a Small Extent	8.4%	10.0%	5.9%	8.3%	10.3%	10.8%	10.2%
Not at All	3.3%	5.2%	2.3%	3.3%	5.2%	4.9%	2.8%
Total(n)	3,668	270	1,312	611	464	286	725
Mean	3.71	3.64	3.82	3.69	3.58	3.67	3.65
Standard deviation	1.05	1.13	0.98	1.02	1.12	1.14	1.05
<b>Experience close alignment between your work and your personal values</b>							
To a Very Large Extent	39.4%	30.3%	47.3%	28.1%	36.5%	37.9%	40.7%
To a Large Extent	40.4%	42.4%	36.5%	47.0%	38.9%	37.5%	43.3%
To Some Extent	15.7%	21.0%	12.4%	18.3%	20.1%	18.6%	13.3%
To a Small Extent	3.3%	4.4%	2.8%	4.7%	3.9%	3.5%	2.3%
Not at All	1.1%	1.8%	1.0%	2.0%	0.6%	2.5%	0.3%
Total(n)	3,672	271	1,313	613	463	285	727
Mean	4.14	3.95	4.26	3.94	4.07	4.05	4.22
Standard deviation	0.88	0.93	0.85	0.91	0.88	0.96	0.78
<b>Mentor faculty</b>							
To a Very Large Extent	13.9%	11.0%	16.3%	9.9%	14.3%	13.7%	13.6%
To a Large Extent	23.1%	25.0%	21.9%	22.8%	26.4%	22.5%	22.9%
To Some Extent	33.3%	34.1%	34.1%	32.4%	31.6%	31.7%	33.9%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Small Extent	16.2%	14.8%	14.9%	21.3%	14.7%	15.8%	16.0%
Not at All	13.5%	15.2%	12.7%	13.6%	13.0%	16.2%	13.6%
Total(n)	3,634	264	1,299	605	462	284	720
Mean	3.08	3.02	3.14	2.94	3.14	3.02	3.07
Standard deviation	1.22	1.20	1.23	1.17	1.22	1.26	1.21
<b>Mentor undergraduate students</b>							
To a Very Large Extent	40.7%	36.5%	40.5%	35.2%	42.5%	39.6%	46.3%
To a Large Extent	31.3%	31.0%	30.8%	29.9%	31.2%	31.9%	33.1%
To Some Extent	19.3%	20.7%	19.5%	24.4%	18.7%	18.6%	14.6%
To a Small Extent	6.1%	7.4%	6.2%	9.0%	3.9%	6.3%	4.4%
Not at All	2.7%	4.4%	3.0%	1.5%	3.7%	3.5%	1.5%
Total(n)	3,640	271	1,300	602	461	285	721
Mean	4.01	3.88	4.00	3.88	4.05	3.98	4.18
Standard deviation	1.04	1.12	1.06	1.04	1.05	1.07	0.94
<b>Mentor graduate students</b>							
To a Very Large Extent	13.8%	19.5%	20.4%	15.2%	8.5%	10.3%	3.4%
To a Large Extent	13.7%	17.6%	19.5%	13.3%	12.1%	7.7%	5.3%
To Some Extent	14.0%	17.6%	17.7%	14.7%	14.1%	8.1%	7.6%
To a Small Extent	12.6%	12.2%	13.0%	15.2%	13.9%	13.3%	8.9%
Not at All	46.0%	33.2%	29.5%	41.7%	51.5%	60.5%	74.8%
Total(n)	3,567	262	1,269	607	447	271	711
Mean	2.37	2.78	2.88	2.45	2.12	1.94	1.54
Standard deviation	1.50	1.54	1.52	1.50	1.38	1.39	1.06
<b>Been mentored by at least one professional in academia</b>							
To a Very Large Extent	27.8%	26.0%	30.4%	24.1%	28.4%	31.2%	25.1%
To a Large Extent	25.1%	19.3%	27.4%	25.9%	23.5%	22.5%	24.5%
To Some Extent	24.4%	24.9%	23.4%	22.8%	25.9%	22.8%	27.3%
To a Small Extent	14.8%	18.6%	12.5%	20.0%	13.8%	12.3%	15.0%
Not at All	7.9%	11.2%	6.4%	7.2%	8.4%	11.2%	8.1%
Total(n)	3,662	269	1,308	610	464	285	726
Mean	3.50	3.30	3.63	3.40	3.50	3.50	3.43
Standard deviation	1.25	1.33	1.22	1.25	1.27	1.34	1.24
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>							
To a Very Large Extent	8.2%	7.7%	9.1%	7.7%	9.9%	10.2%	5.5%
To a Large Extent	11.6%	13.3%	12.1%	10.6%	11.9%	7.0%	12.5%
To Some Extent	23.2%	23.6%	23.5%	22.3%	20.3%	20.8%	25.9%
To a Small Extent	20.7%	15.9%	22.1%	18.3%	25.1%	16.9%	20.7%
Not at All	36.3%	39.5%	33.2%	41.1%	32.8%	45.1%	35.4%
Total(n)	3,663	271	1,308	611	463	284	726
Mean	2.35	2.34	2.42	2.26	2.41	2.20	2.32
Standard deviation	1.30	1.32	1.30	1.30	1.32	1.35	1.23
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>							
To a Very Large Extent	0.6%	0.4%	1.0%	0.5%	0.4%	0.7%	0.3%
To a Large Extent	1.8%	2.2%	1.9%	2.3%	1.5%	1.4%	1.2%
To Some Extent	2.8%	4.5%	2.8%	3.8%	3.2%	2.8%	1.1%
To a Small Extent	4.2%	5.9%	4.1%	4.9%	3.7%	3.9%	3.4%
Not at All	90.6%	87.0%	90.2%	88.5%	91.1%	91.2%	93.9%
Total(n)	3,657	269	1,306	610	462	284	726
Mean	1.18	1.23	1.19	1.21	1.16	1.17	1.10
Standard deviation	0.62	0.67	0.67	0.66	0.59	0.60	0.47
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>							
Excellent	32.5%	28.6%	36.6%	28.2%	37.4%	27.1%	29.0%
Good	50.0%	47.3%	48.7%	52.7%	49.6%	48.5%	51.8%
Fair	13.8%	19.5%	11.3%	13.5%	10.9%	20.1%	15.9%
Poor	3.7%	4.5%	3.4%	5.5%	2.0%	4.4%	3.3%
Total(n)	3,046	220	1,095	510	393	229	599
Mean	3.11	3.00	3.19	3.04	3.22	2.98	3.07
Standard deviation	0.77	0.82	0.76	0.80	0.72	0.81	0.76
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>							
Excellent	47.6%	44.5%	49.8%	42.9%	50.5%	47.0%	47.2%
Good	45.1%	44.9%	44.6%	47.1%	43.3%	43.2%	46.3%
Fair	6.2%	9.4%	4.5%	8.3%	5.5%	9.0%	5.6%
Poor	1.1%	1.2%	1.1%	1.7%	0.7%	0.8%	0.9%
Total(n)	3,450	254	1,223	580	436	266	691
Mean	3.39	3.33	3.43	3.31	3.44	3.36	3.40
Standard deviation	0.65	0.69	0.64	0.70	0.63	0.68	0.64
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>							
Excellent	45.7%	46.2%	49.8%	43.9%	44.7%	38.1%	33.5%
Good	43.9%	42.0%	42.9%	43.9%	47.1%	44.3%	46.7%
Fair	8.9%	11.2%	5.9%	10.4%	8.2%	15.5%	16.2%
Poor	1.5%	0.6%	1.4%	1.8%	0.0%	2.1%	3.6%
Total(n)	1,841	169	863	337	208	97	167

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	3.34	3.34	3.41	3.30	3.37	3.19	3.10
Standard deviation	0.70	0.70	0.67	0.73	0.63	0.77	0.80
<b>How satisfied are you with the following aspects of your job?</b>							
<b>Salary</b>							
Very Satisfied	14.5%	8.4%	24.6%	7.7%	13.5%	11.6%	5.8%
Satisfied	36.5%	25.1%	42.6%	31.3%	41.5%	32.0%	32.9%
Marginally Satisfied	27.0%	31.3%	19.8%	35.8%	26.7%	28.5%	30.7%
Not Satisfied	22.0%	35.3%	13.0%	25.2%	18.3%	27.8%	30.6%
Total(n)	3,680	275	1,319	611	465	284	726
Mean	2.44	2.07	2.79	2.21	2.50	2.27	2.14
Standard deviation	0.99	0.97	0.96	0.91	0.94	1.00	0.92
<b>Health benefits</b>							
Very Satisfied	27.4%	28.6%	39.5%	27.3%	22.0%	21.4%	10.9%
Satisfied	44.5%	43.8%	44.8%	45.2%	48.8%	43.2%	41.4%
Marginally Satisfied	19.4%	20.7%	11.5%	18.9%	20.1%	24.2%	31.4%
Not Satisfied	8.7%	6.9%	4.2%	8.7%	9.1%	11.2%	16.3%
Total(n)	3,670	276	1,313	609	463	285	724
Mean	2.91	2.94	3.20	2.91	2.84	2.75	2.47
Standard deviation	0.90	0.88	0.80	0.90	0.87	0.92	0.89
<b>Retirement benefits</b>							
Very Satisfied	26.0%	20.0%	36.0%	27.6%	26.9%	19.1%	11.0%
Satisfied	46.5%	46.7%	45.4%	46.1%	50.5%	38.7%	38.9%
Marginally Satisfied	19.8%	23.7%	14.0%	19.7%	17.4%	24.8%	28.5%
Not Satisfied	9.7%	9.6%	4.6%	6.6%	5.2%	17.4%	21.6%
Total(n)	3,637	270	1,302	605	461	282	717
Mean	2.87	2.77	3.13	2.95	2.99	2.60	2.39
Standard deviation	0.91	0.88	0.82	0.86	0.81	0.99	0.94
<b>Opportunity for scholarly pursuits</b>							
Very Satisfied	20.3%	9.9%	33.0%	11.3%	19.1%	11.3%	12.9%
Satisfied	41.8%	37.4%	41.6%	40.9%	45.7%	40.8%	42.7%
Marginally Satisfied	24.7%	32.6%	17.1%	27.9%	24.6%	32.3%	30.1%
Not Satisfied	13.2%	20.1%	8.3%	19.9%	10.7%	15.6%	14.4%
Total(n)	3,662	273	1,316	609	460	282	722
Mean	2.69	2.37	2.99	2.44	2.73	2.48	2.54
Standard deviation	0.94	0.91	0.91	0.93	0.89	0.89	0.89
<b>Teaching load</b>							
Very Satisfied	18.6%	13.5%	26.3%	11.6%	22.5%	10.2%	13.3%
Satisfied	45.5%	40.0%	46.7%	45.4%	46.0%	41.1%	46.9%
Marginally Satisfied	21.6%	29.5%	16.2%	25.7%	19.7%	26.7%	24.3%
Not Satisfied	14.2%	17.1%	10.8%	17.2%	11.8%	22.1%	15.5%
Total(n)	3,678	275	1,318	610	467	285	723
Mean	2.68	2.50	2.89	2.51	2.79	2.39	2.58
Standard deviation	0.93	0.93	0.92	0.91	0.92	0.94	0.91
<b>Quality of students</b>							
Very Satisfied	24.8%	9.4%	39.5%	10.8%	26.3%	10.2%	20.4%
Satisfied	43.9%	43.5%	42.8%	44.2%	44.1%	42.0%	46.3%
Marginally Satisfied	22.9%	33.0%	14.3%	31.6%	20.8%	29.7%	26.2%
Not Satisfied	8.4%	14.1%	3.5%	13.4%	8.8%	18.0%	7.0%
Total(n)	3,682	276	1,318	613	467	283	725
Mean	2.85	2.48	3.18	2.52	2.88	2.45	2.80
Standard deviation	0.89	0.85	0.80	0.86	0.90	0.90	0.84
<b>Autonomy and independence</b>							
Very Satisfied	45.6%	36.4%	49.8%	38.2%	48.0%	46.1%	45.9%
Satisfied	41.2%	45.1%	36.9%	47.9%	38.9%	40.1%	43.8%
Marginally Satisfied	9.2%	13.5%	8.5%	10.4%	10.5%	8.1%	7.2%
Not Satisfied	4.1%	5.1%	4.8%	3.6%	2.6%	5.6%	3.0%
Total(n)	3,670	275	1,315	608	465	284	723
Mean	3.28	3.13	3.32	3.21	3.32	3.27	3.33
Standard deviation	0.79	0.83	0.82	0.77	0.77	0.84	0.74
<b>Departmental leadership</b>							
Very Satisfied	45.8%	34.9%	49.6%	40.8%	48.2%	43.3%	46.7%
Satisfied	34.9%	38.5%	32.5%	36.5%	33.4%	39.1%	36.1%
Marginally Satisfied	10.6%	10.9%	10.6%	10.9%	12.0%	7.7%	10.2%
Not Satisfied	8.7%	15.6%	7.3%	11.7%	6.4%	9.9%	6.9%
Total(n)	3,677	275	1,315	613	467	284	723
Mean	3.18	2.93	3.24	3.06	3.23	3.16	3.23
Standard deviation	0.94	1.04	0.91	0.99	0.90	0.94	0.89
<b>Departmental support for work/life balance</b>							
Very Satisfied	33.7%	23.2%	36.1%	27.6%	36.9%	40.3%	33.6%
Satisfied	42.4%	42.8%	42.7%	42.9%	38.4%	38.5%	45.2%
Marginally Satisfied	15.7%	20.3%	14.0%	18.6%	16.5%	13.8%	15.0%
Not Satisfied	8.2%	13.8%	7.1%	11.0%	8.2%	7.4%	6.2%
Total(n)	3,677	276	1,317	609	466	283	726
Mean	3.01	2.75	3.08	2.87	3.04	3.12	3.06

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.91	0.96	0.88	0.94	0.93	0.91	0.86
<b>Institutional support for work/life balance</b>							
Very Satisfied	18.8%	12.0%	25.4%	12.5%	20.0%	18.3%	13.8%
Satisfied	39.8%	36.5%	42.0%	40.6%	37.5%	40.5%	37.7%
Marginally Satisfied	25.2%	31.4%	20.9%	27.3%	25.4%	22.9%	29.6%
Not Satisfied	16.2%	20.1%	11.6%	19.6%	17.0%	18.3%	18.9%
Total(n)	3,669	274	1,313	608	464	284	726
Mean	2.61	2.41	2.81	2.46	2.61	2.59	2.46
Standard deviation	0.97	0.94	0.94	0.94	0.99	0.99	0.95
<b>Prospects for career advancement</b>							
Very Satisfied	16.3%	9.6%	24.0%	8.7%	17.4%	13.5%	11.5%
Satisfied	42.3%	36.0%	43.7%	44.4%	45.8%	34.4%	41.3%
Marginally Satisfied	24.4%	30.9%	20.9%	25.9%	21.5%	27.0%	27.7%
Not Satisfied	17.1%	23.5%	11.4%	21.0%	15.4%	25.2%	19.5%
Total(n)	3,655	272	1,308	610	461	282	722
Mean	2.58	2.32	2.80	2.41	2.65	2.36	2.45
Standard deviation	0.95	0.94	0.93	0.91	0.94	1.00	0.93
<b>Relative equity of salary and job benefits</b>							
Very Satisfied	14.6%	7.4%	23.2%	8.9%	14.8%	11.7%	7.8%
Satisfied	36.1%	23.6%	41.0%	34.8%	39.8%	31.6%	32.6%
Marginally Satisfied	25.7%	31.7%	20.0%	28.3%	25.7%	29.1%	30.4%
Not Satisfied	23.5%	37.3%	15.8%	28.0%	19.8%	27.7%	29.2%
Total(n)	3,639	271	1,302	604	460	282	720
Mean	2.42	2.01	2.72	2.25	2.50	2.27	2.19
Standard deviation	1.00	0.95	0.99	0.96	0.97	0.99	0.95
<b>Flexibility in relation to family matters or emergencies</b>							
Very Satisfied	43.5%	34.7%	48.3%	34.8%	45.3%	43.0%	44.4%
Satisfied	43.9%	46.3%	40.5%	48.8%	44.5%	43.3%	44.7%
Marginally Satisfied	9.6%	13.8%	8.9%	11.6%	8.7%	10.2%	8.2%
Not Satisfied	3.0%	5.2%	2.3%	4.8%	1.5%	3.5%	2.8%
Total(n)	3,655	268	1,313	606	461	284	723
Mean	3.28	3.10	3.35	3.14	3.34	3.26	3.31
Standard deviation	0.76	0.83	0.74	0.80	0.70	0.78	0.74
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>							
Very Satisfied	30.5%	23.0%	38.2%	24.8%	31.8%	27.8%	24.3%
Satisfied	48.1%	50.6%	44.4%	49.4%	48.6%	49.1%	51.9%
Marginally Satisfied	15.8%	19.2%	12.2%	20.1%	14.6%	16.7%	18.0%
Not Satisfied	5.6%	7.2%	5.2%	5.7%	5.1%	6.4%	5.8%
Total(n)	3,597	265	1,294	593	453	281	711
Mean	3.03	2.89	3.16	2.93	3.07	2.98	2.95
Standard deviation	0.83	0.84	0.83	0.82	0.81	0.84	0.81
<b>Overall job</b>							
Very Satisfied	29.9%	17.5%	40.5%	20.1%	31.7%	23.0%	24.8%
Satisfied	48.8%	49.6%	45.6%	53.4%	50.8%	47.0%	50.0%
Marginally Satisfied	16.4%	26.6%	11.2%	19.1%	14.3%	21.9%	19.0%
Not Satisfied	4.9%	6.2%	2.7%	7.4%	3.2%	8.1%	6.2%
Total(n)	3,671	274	1,318	611	463	283	722
Mean	3.04	2.78	3.24	2.86	3.11	2.85	2.93
Standard deviation	0.81	0.80	0.75	0.82	0.76	0.87	0.83
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>							
<b>Managing household responsibilities</b>							
Extensive	22.1%	21.6%	21.8%	20.5%	20.3%	23.0%	24.6%
Somewhat	53.8%	53.0%	55.1%	55.4%	50.4%	49.6%	53.9%
Not at All	24.2%	25.4%	23.0%	24.0%	29.3%	27.4%	21.4%
Total(n)	3,582	268	1,277	599	454	274	710
Mean	1.98	1.96	1.99	1.96	1.91	1.96	2.03
Standard deviation	0.68	0.69	0.67	0.67	0.70	0.71	0.68
<b>Review/promotion process</b>							
Extensive	17.0%	21.8%	18.4%	16.1%	15.7%	21.4%	12.5%
Somewhat	37.0%	37.6%	37.6%	37.7%	37.9%	28.1%	37.5%
Not at All	46.0%	40.6%	44.0%	46.2%	46.3%	50.5%	50.0%
Total(n)	3,011	229	1,105	528	369	210	570
Mean	1.71	1.81	1.74	1.70	1.69	1.71	1.62
Standard deviation	0.74	0.77	0.75	0.73	0.73	0.80	0.70
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>							
Extensive	5.8%	7.3%	6.3%	5.4%	4.5%	8.8%	4.3%
Somewhat	18.1%	18.5%	18.9%	19.0%	17.2%	18.0%	16.1%
Not at All	76.1%	74.2%	74.7%	75.6%	78.4%	73.2%	79.6%
Total(n)	3,121	233	1,119	536	402	228	603
Mean	1.30	1.33	1.32	1.30	1.26	1.36	1.25
Standard deviation	0.57	0.61	0.59	0.56	0.53	0.64	0.52
<b>Committee work</b>							
Extensive	13.0%	11.7%	13.5%	15.4%	11.6%	13.1%	11.5%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat	54.0%	58.5%	55.0%	54.5%	50.7%	55.2%	51.5%
Not at All	33.0%	29.8%	31.5%	30.1%	37.7%	31.7%	37.0%
Total(n)	3,502	265	1,263	585	440	268	681
Mean	1.80	1.82	1.82	1.85	1.74	1.81	1.74
Standard deviation	0.65	0.62	0.65	0.66	0.65	0.64	0.65
<b>Faculty meetings</b>							
Extensive	10.3%	13.1%	9.7%	13.5%	7.4%	10.5%	9.6%
Somewhat	45.8%	44.4%	43.5%	48.1%	42.9%	49.8%	48.8%
Not at All	43.9%	42.5%	46.8%	38.3%	49.7%	39.7%	41.6%
Total(n)	3,586	268	1,281	592	457	277	711
Mean	1.66	1.71	1.63	1.75	1.58	1.71	1.68
Standard deviation	0.66	0.69	0.65	0.68	0.63	0.65	0.64
<b>Students</b>							
Extensive	12.6%	13.3%	11.4%	13.6%	14.3%	12.4%	12.9%
Somewhat	59.0%	59.6%	59.6%	57.8%	54.8%	57.1%	62.3%
Not at All	28.3%	27.0%	29.0%	28.6%	30.9%	30.5%	24.8%
Total(n)	3,605	270	1,281	604	456	275	719
Mean	1.84	1.86	1.82	1.85	1.83	1.82	1.88
Standard deviation	0.62	0.62	0.61	0.63	0.65	0.63	0.60
<b>Research or publishing demands</b>							
Extensive	17.2%	17.3%	23.2%	14.9%	13.7%	17.1%	10.6%
Somewhat	46.3%	46.8%	48.9%	45.4%	46.3%	42.2%	43.6%
Not at All	36.6%	35.9%	27.9%	39.8%	40.0%	40.7%	45.8%
Total(n)	3,362	231	1,202	571	423	258	677
Mean	1.81	1.81	1.95	1.75	1.74	1.76	1.65
Standard deviation	0.71	0.71	0.71	0.70	0.68	0.72	0.66
<b>Institutional procedures and "red tape"</b>							
Extensive	24.6%	35.1%	23.0%	30.6%	22.5%	25.4%	19.4%
Somewhat	50.2%	48.7%	51.3%	50.2%	48.4%	48.2%	50.6%
Not at All	25.3%	16.2%	25.7%	19.2%	29.0%	26.5%	30.1%
Total(n)	3,542	265	1,267	588	448	272	702
Mean	1.99	2.19	1.97	2.11	1.94	1.99	1.89
Standard deviation	0.71	0.69	0.70	0.70	0.72	0.72	0.70
<b>Teaching load</b>							
Extensive	19.4%	23.0%	15.8%	23.0%	17.5%	19.9%	22.7%
Somewhat	46.2%	43.7%	45.7%	46.8%	44.8%	49.5%	47.4%
Not at All	34.3%	33.3%	38.5%	30.3%	37.7%	30.7%	29.9%
Total(n)	3,599	270	1,285	601	451	277	715
Mean	1.85	1.90	1.77	1.93	1.80	1.89	1.93
Standard deviation	0.72	0.74	0.70	0.73	0.72	0.70	0.72
<b>Lack of personal time</b>							
Extensive	23.1%	24.7%	21.6%	24.5%	23.0%	22.1%	24.4%
Somewhat	45.2%	41.7%	44.8%	47.3%	45.5%	41.7%	46.6%
Not at All	31.7%	33.6%	33.6%	28.2%	31.5%	36.2%	29.0%
Total(n)	3,604	271	1,280	603	457	276	717
Mean	1.91	1.91	1.88	1.96	1.91	1.86	1.95
Standard deviation	0.74	0.76	0.73	0.73	0.73	0.75	0.73
<b>Job security</b>							
Extensive	11.1%	15.0%	10.6%	6.0%	9.3%	18.4%	13.1%
Somewhat	26.9%	32.3%	22.9%	25.7%	22.0%	31.8%	34.3%
Not at All	62.0%	52.6%	66.5%	68.3%	68.6%	49.8%	52.6%
Total(n)	3,504	266	1,247	584	440	267	700
Mean	1.49	1.62	1.44	1.38	1.41	1.69	1.61
Standard deviation	0.69	0.73	0.68	0.60	0.65	0.76	0.71
<b>Self-imposed high expectations</b>							
Extensive	31.5%	32.2%	33.0%	30.2%	30.3%	33.7%	29.5%
Somewhat	52.6%	51.1%	52.3%	54.1%	50.0%	46.4%	56.3%
Not at All	15.9%	16.7%	14.6%	15.7%	19.7%	19.9%	14.2%
Total(n)	3,601	270	1,286	597	456	276	716
Mean	2.16	2.16	2.18	2.14	2.11	2.14	2.15
Standard deviation	0.67	0.68	0.67	0.66	0.70	0.72	0.64
<b>Increased work responsibilities</b>							
Extensive	25.0%	31.5%	21.0%	27.5%	25.1%	23.9%	28.1%
Somewhat	48.3%	48.7%	48.8%	49.1%	47.2%	47.1%	47.8%
Not at All	26.7%	19.9%	30.2%	23.5%	27.7%	29.0%	24.1%
Total(n)	3,571	267	1,269	597	451	276	711
Mean	1.98	2.12	1.91	2.04	1.97	1.95	2.04
Standard deviation	0.72	0.71	0.71	0.71	0.73	0.73	0.72
<b>Institutional budget cuts</b>							
Extensive	21.5%	36.4%	10.0%	26.3%	19.1%	31.3%	28.8%
Somewhat	36.2%	42.9%	21.3%	49.3%	38.9%	41.9%	43.8%
Not at All	42.3%	20.7%	68.7%	24.4%	42.0%	26.8%	27.4%
Total(n)	3,374	261	1,151	578	429	272	683
Mean	1.79	2.16	1.41	2.02	1.77	2.04	2.01
Standard deviation	0.77	0.74	0.67	0.71	0.75	0.76	0.75

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Have you been sexually harassed at this institution?</b>							
Yes	2.4%	2.5%	1.7%	3.4%	3.0%	2.8%	2.1%
No	97.6%	97.5%	98.3%	96.6%	97.0%	97.2%	97.9%
Total(n)	3,711	282	1,326	619	469	285	730
<b>In the past year, have you:</b>							
<b>Considered leaving academe for another job?</b>							
Yes	39.6%	47.8%	34.1%	43.3%	36.8%	41.1%	44.7%
No	60.4%	52.2%	65.9%	56.7%	63.2%	58.9%	55.3%
Total(n)	3,677	278	1,316	608	465	285	725
<b>Considered leaving this institution for another?</b>							
Yes	44.2%	52.0%	38.9%	48.9%	41.0%	46.0%	48.1%
No	55.8%	48.0%	61.1%	51.1%	59.0%	54.0%	51.9%
Total(n)	3,670	275	1,315	611	463	285	721
<b>Engaged in public service/professional consulting without pay?</b>							
Yes	47.9%	50.9%	49.4%	51.9%	40.4%	42.5%	47.6%
No	52.1%	49.1%	50.6%	48.1%	59.6%	57.5%	52.4%
Total(n)	3,664	275	1,314	607	463	285	720
<b>Received at least one firm job offer elsewhere?</b>							
Yes	16.8%	19.7%	15.8%	17.6%	20.1%	18.0%	14.2%
No	83.2%	80.3%	84.2%	82.4%	79.9%	82.0%	85.8%
Total(n)	3,660	274	1,314	607	462	284	719
<b>For each of the following items, please mark either Yes or No.</b>							
<b>Are you a member of a faculty union?</b>							
Yes	9.9%	18.1%	5.9%	24.2%	5.0%	13.1%	3.9%
No	90.1%	81.9%	94.1%	75.8%	95.0%	86.9%	96.1%
Total(n)	3,639	277	1,302	599	462	282	717
<b>Do you plan to retire within the next three years?</b>							
Yes	12.2%	12.3%	12.7%	13.0%	10.6%	17.0%	10.0%
No	87.8%	87.7%	87.3%	87.0%	89.4%	83.0%	90.0%
Total(n)	3,636	276	1,294	602	463	283	718
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>							
Yes	4.5%	8.4%	2.9%	4.8%	5.0%	6.7%	4.5%
No	95.5%	91.6%	97.1%	95.2%	95.0%	93.3%	95.5%
Total(n)	3,641	275	1,299	602	463	283	719
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>							
Yes	32.4%	39.0%	33.6%	37.3%	27.4%	22.9%	30.7%
No	67.6%	61.0%	66.4%	62.7%	72.6%	77.1%	69.3%
Total(n)	3,650	277	1,301	604	464	284	720
<b>Citizenship status:</b>							
U.S. citizen	92.9%	91.5%	94.0%	92.9%	90.1%	94.1%	92.9%
Permanent resident (green card)	4.6%	5.3%	4.5%	5.3%	4.9%	3.1%	4.5%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.2%	3.2%	1.5%	1.6%	4.1%	2.4%	2.5%
None of the above	0.2%	0.0%	0.0%	0.2%	0.9%	0.3%	0.1%
Total(n)	3,706	282	1,323	619	467	286	729
<b>How would you characterize your political views?</b>							
Far right	0.7%	0.4%	0.8%	0.3%	0.6%	0.4%	1.1%
Conservative	15.8%	9.5%	18.0%	11.1%	16.0%	17.7%	17.2%
Middle-of-the-road	34.6%	35.5%	40.1%	35.8%	23.5%	32.5%	31.4%
Liberal	39.2%	44.7%	34.3%	40.4%	47.1%	37.5%	40.5%
Far left	9.7%	9.9%	6.8%	12.3%	12.7%	12.0%	9.8%
Total(n)	3,646	273	1,302	611	463	283	714
<b>If given the choice, would you:</b>							
<b>Still come to this institution?</b>							
Definitely yes	43.0%	33.1%	52.5%	32.1%	44.3%	34.3%	41.1%
Probably yes	35.7%	38.1%	30.0%	42.2%	38.0%	38.8%	36.9%
Not sure	12.6%	17.1%	10.7%	13.2%	10.0%	16.1%	14.0%
Probably no	5.7%	8.2%	4.2%	8.6%	5.3%	4.9%	5.5%
Definitely no	3.1%	3.6%	2.6%	3.9%	2.3%	5.9%	2.5%
Total(n)	3,702	281	1,325	614	469	286	727
Mean	4.10	3.89	4.26	3.90	4.17	3.91	4.09
Standard deviation	1.02	1.07	0.98	1.07	0.97	1.11	0.99
<b>Still be a college professor?</b>							
Definitely yes	60.6%	54.4%	65.3%	55.8%	61.6%	63.3%	56.7%
Probably yes	27.3%	31.0%	24.9%	28.8%	26.6%	23.1%	31.2%
Not sure	8.9%	11.0%	7.7%	10.5%	7.9%	9.1%	9.5%
Probably no	2.6%	2.5%	1.8%	4.3%	3.2%	3.1%	2.2%
Definitely no	0.6%	1.1%	0.4%	0.7%	0.6%	1.4%	0.4%
Total(n)	3,687	281	1,318	611	466	286	725
Mean	4.45	4.35	4.53	4.35	4.45	4.44	4.42
Standard deviation	0.81	0.85	0.75	0.88	0.82	0.89	0.78

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Please select your base institutional salary.</b>							
Less than \$10,000	0.2%	0.0%	0.2%	0.2%	0.2%	0.0%	0.3%
\$10,000-19,999	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%
\$20,000-29,999	0.2%	0.7%	0.2%	0.0%	0.0%	0.4%	0.1%
\$30,000-39,999	0.7%	0.0%	0.0%	1.0%	0.0%	0.4%	2.8%
\$40,000-49,999	2.4%	5.8%	0.9%	3.8%	1.5%	1.4%	3.8%
\$50,000-59,999	7.4%	13.1%	1.9%	9.8%	4.3%	8.2%	14.6%
\$60,000-69,999	12.8%	17.8%	4.2%	15.3%	10.9%	16.1%	24.0%
\$70,000-79,999	13.3%	20.4%	6.1%	12.0%	16.3%	18.6%	20.6%
\$80,000-89,999	12.6%	13.8%	9.7%	12.1%	14.3%	17.1%	14.8%
\$90,000-99,999	10.1%	6.5%	10.4%	14.3%	8.5%	13.6%	7.0%
\$100,000-124,999	20.7%	14.2%	26.4%	23.4%	24.1%	16.4%	10.3%
\$125,000-149,999	9.5%	5.8%	16.9%	6.1%	10.2%	6.4%	1.4%
\$150,000-199,999	7.0%	1.8%	15.1%	2.0%	8.5%	1.1%	0.3%
\$200,000-249,999	2.3%	0.0%	6.1%	0.0%	0.9%	0.4%	0.0%
\$250,000-499,999	0.7%	0.0%	1.8%	0.0%	0.2%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	3,620	275	1,285	602	460	280	718
<b>Your base institutional salary reported above is based on:</b>							
Less than 9 months	7.0%	5.0%	11.0%	4.5%	4.8%	4.6%	5.0%
9/10 months	68.8%	85.3%	62.8%	78.6%	69.3%	65.1%	65.9%
11/12 months	24.2%	9.7%	26.1%	16.9%	25.9%	30.2%	29.1%
Total(n)	3,639	278	1,297	604	460	281	719
<b>Highest Degree Earned</b>							
Bachelor's (BA, BS, etc.)	0.9%	1.1%	0.9%	1.1%	1.1%	0.4%	0.5%
Master's (MA, M.S.)	8.2%	12.2%	5.7%	8.3%	15.2%	8.4%	6.4%
Terminal Master's (M.F.A., M.B.A.)	5.8%	6.8%	5.6%	6.8%	4.5%	3.5%	6.6%
J.D.	0.9%	1.1%	1.2%	1.0%	0.9%	1.1%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.4%	0.4%	0.5%	0.2%	0.4%	0.4%	0.3%
Ph.D.	78.0%	70.6%	82.0%	77.5%	72.9%	77.9%	77.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	5.2%	6.5%	3.7%	4.9%	4.5%	7.4%	7.3%
Other	0.8%	1.4%	0.4%	0.3%	0.6%	1.1%	1.5%
Total(n)	3,700	279	1,321	618	468	285	729
<b>Degree Currently Working On</b>							
Bachelor's (BA, BS, etc.)	0.2%	1.1%	0.1%	0.2%	0.0%	0.0%	0.1%
Master's (MA, M.S.)	0.6%	1.5%	0.5%	0.8%	0.9%	0.7%	0.1%
Terminal Master's (M.F.A., M.B.A.)	0.2%	0.0%	0.0%	0.5%	0.7%	0.7%	0.1%
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.	2.9%	3.3%	1.8%	3.1%	4.2%	2.8%	3.7%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.7%	1.1%	0.3%	0.7%	1.3%	0.7%	0.8%
Other	0.4%	1.8%	0.3%	0.2%	0.2%	0.0%	0.6%
None	94.9%	91.2%	96.7%	94.6%	92.8%	95.0%	94.5%
Total(n)	3,639	272	1,300	608	457	281	721
<b>Are you currently serving in an administrative position as:</b>							
Department chair	11.2%	7.7%	7.4%	7.1%	14.1%	17.4%	19.4%
Not marked	88.8%	92.3%	92.6%	92.9%	85.9%	82.6%	80.6%
Total(n)	4,734	379	1,686	864	575	339	891
Dean (including Associate or Assistant)	2.2%	0.5%	2.7%	1.6%	1.9%	1.2%	3.0%
Not marked	97.8%	99.5%	97.3%	98.4%	98.1%	98.8%	97.0%
Total(n)	4,734	379	1,686	864	575	339	891
Vice-president	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%	0.3%
Not marked	99.9%	100.0%	99.9%	100.0%	99.7%	100.0%	99.7%
Total(n)	4,734	379	1,686	864	575	339	891
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	4,734	379	1,686	864	575	339	891
Provost	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	99.8%	100.0%	100.0%
Total(n)	4,734	379	1,686	864	575	339	891
Other	10.9%	12.7%	10.5%	10.1%	11.3%	12.7%	10.5%
Not marked	89.1%	87.3%	89.5%	89.9%	88.7%	87.3%	89.5%
Total(n)	4,734	379	1,686	864	575	339	891
Not applicable	50.7%	49.6%	53.5%	49.9%	49.2%	52.2%	46.8%
Not marked	49.3%	50.4%	46.5%	50.1%	50.8%	47.8%	53.2%
Total(n)	4,734	379	1,686	864	575	339	891
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>							
Native American/Alaska Native	0.7%	0.5%	0.7%	0.8%	0.9%	0.0%	0.8%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.9%	3.4%	2.3%	3.4%	3.0%	2.7%	3.6%
Filipino/a/x	0.3%	0.5%	0.2%	0.1%	0.2%	0.6%	0.6%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.3%	0.3%	0.3%	0.5%	0.5%	0.3%	0.2%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.9%	1.8%	1.5%	2.7%	2.3%	2.7%	1.6%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Other Asian	0.2%	0.0%	0.1%	0.6%	0.3%	0.0%	0.0%
African American/Black	1.8%	1.1%	1.5%	1.6%	2.6%	2.7%	1.8%
African	0.6%	0.5%	0.7%	0.6%	0.0%	0.0%	1.2%
Caribbean	0.2%	0.3%	0.2%	0.1%	0.2%	0.3%	0.1%
Other Black	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%
Mexican American/Chicana/o/e/x	1.6%	3.4%	0.8%	2.3%	1.7%	0.6%	2.0%
Puerto Rican	0.4%	0.0%	0.2%	0.8%	0.3%	0.0%	0.6%
Central American	0.3%	0.3%	0.2%	0.1%	0.3%	0.3%	0.3%
South American	1.2%	1.1%	1.3%	0.9%	1.9%	0.9%	1.0%
Other Hispanic or Latina/o/e/x	0.8%	1.6%	0.6%	1.3%	0.9%	1.2%	0.4%
Middle Eastern	1.7%	0.8%	2.1%	1.6%	2.4%	1.8%	1.1%
European	59.2%	55.4%	60.6%	52.9%	60.0%	63.7%	62.0%
Other White	6.5%	5.5%	6.9%	5.8%	7.3%	6.8%	6.5%
Other	1.3%	1.3%	1.4%	1.5%	1.0%	2.1%	1.0%
Total(n)	4,734	379	1,686	864	575	339	891
<b>Race/Ethnicity Group (with multiple race category)</b>							
Native American/Alaska Native	0.1%	0.7%	0.2%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific Islander	6.3%	7.4%	4.8%	8.8%	6.6%	7.6%	5.6%
Black/African American	2.6%	1.5%	2.4%	2.2%	2.9%	2.2%	3.8%
Latina/o/e/x	2.9%	5.2%	2.2%	3.0%	4.2%	1.4%	3.1%
White	82.4%	79.0%	85.8%	77.8%	80.3%	84.9%	82.0%
Other Race/Ethnicity	1.1%	0.4%	1.2%	1.0%	0.9%	1.8%	1.0%
Two or More Races/Ethnicities	4.5%	5.9%	3.3%	7.2%	5.3%	2.2%	4.5%
Total (n)	3,600	271	1,283	600	456	278	712
<b>Is English your native language?</b>							
Yes	89.5%	88.4%	90.5%	88.0%	86.4%	89.5%	91.3%
No	10.5%	11.6%	9.5%	12.0%	13.6%	10.5%	8.7%
Total(n)	3,695	276	1,321	617	469	285	727
<b>What is your sexual orientation?</b>							
Heterosexual/straight	91.8%	93.8%	93.4%	88.4%	90.3%	90.3%	92.7%
Gay	4.6%	4.4%	3.8%	5.9%	5.4%	5.7%	4.1%
Lesbian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bisexual	1.4%	0.7%	1.2%	2.2%	1.3%	1.4%	1.1%
Queer	0.6%	0.0%	0.6%	0.8%	1.1%	0.7%	0.3%
Pansexual	0.2%	0.4%	0.1%	0.2%	0.4%	0.0%	0.1%
Asexual	0.2%	0.4%	0.1%	0.3%	0.2%	0.4%	0.0%
Not listed above	1.3%	0.4%	0.8%	2.2%	1.3%	1.4%	1.7%
Total (n)	3,615	272	1,294	596	462	279	712
<b>Do you identify as transgender?</b>							
No	99.9%	100.0%	99.9%	99.9%	100.0%	99.7%	100.0%
Yes	0.1%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%
Total(n)	4,720	377	1,682	862	573	338	888
<b>How many children do you have in the following age ranges?</b>							
<b>Under 18 years old</b>							
0	48.3%	52.8%	43.9%	52.5%	55.0%	53.4%	44.4%
1	18.1%	17.7%	17.5%	17.8%	18.0%	17.5%	19.9%
2	19.4%	17.7%	17.3%	21.3%	19.3%	22.2%	20.7%
3	7.9%	6.9%	9.1%	6.9%	5.8%	4.7%	9.4%
4+	6.4%	4.8%	12.1%	1.5%	1.9%	2.1%	5.5%
Total(n)	3,089	231	1,090	539	378	234	617
<b>18 years or older</b>							
0	46.9%	55.9%	39.1%	53.8%	51.0%	51.3%	47.4%
1	12.5%	12.6%	11.8%	11.3%	14.4%	12.4%	13.6%
2	20.3%	20.6%	18.7%	20.4%	21.5%	18.8%	23.0%
3	10.2%	8.0%	11.9%	9.2%	7.3%	9.8%	10.6%
4+	10.2%	2.9%	18.5%	5.2%	5.8%	7.7%	5.5%
Total(n)	3,123	238	1,130	520	396	234	605
<b>How satisfied are you with the availability of child care at this institution?</b>							
Very satisfied	8.3%	5.2%	12.4%	5.8%	3.4%	10.3%	5.2%
Satisfied	20.3%	12.1%	22.5%	19.2%	18.2%	17.2%	21.8%
Marginally satisfied	18.0%	15.5%	18.8%	17.9%	19.3%	17.2%	16.7%
Not satisfied	53.4%	67.2%	46.3%	57.1%	59.1%	55.2%	56.3%
Total(n)	890	58	356	156	88	58	174
Mean	1.84	1.55	2.01	1.74	1.66	1.83	1.76
Standard deviation	1.02	0.90	1.09	0.96	0.90	1.06	0.97
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%
\$20,000 - \$29,999	0.1%	0.4%	0.1%	0.0%	0.0%	0.5%	0.0%
\$30,000 - \$39,999	0.5%	0.0%	0.0%	0.9%	0.0%	0.0%	1.9%
\$40,000 - \$49,999	2.2%	4.7%	0.6%	3.2%	1.3%	1.6%	3.4%
\$50,000 - \$59,999	6.9%	13.2%	1.7%	10.6%	2.2%	7.7%	11.9%
\$60,000 - \$69,999	13.4%	17.5%	3.9%	15.7%	11.0%	18.6%	25.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Men Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
\$70,000 - \$79,999	14.2%	22.6%	5.7%	12.6%	18.0%	19.1%	21.8%
\$80,000 - \$89,999	12.7%	14.1%	8.8%	11.9%	15.5%	16.9%	15.7%
\$90,000 - \$99,999	10.2%	5.1%	10.9%	14.7%	7.3%	12.0%	8.5%
\$100,000 - \$124,999	21.2%	14.1%	28.6%	22.6%	24.9%	14.8%	10.6%
\$125,000 - \$149,999	9.4%	6.4%	17.2%	5.7%	11.4%	6.6%	1.1%
\$150,000 - \$199,999	6.3%	1.7%	14.4%	2.1%	7.6%	1.6%	0.0%
\$200,000 - \$249,999	2.1%	0.0%	6.1%	0.0%	0.6%	0.5%	0.0%
\$250,000 - \$499,999	0.6%	0.0%	1.7%	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>Total(n)</b>	<b>2,480</b>	<b>234</b>	<b>804</b>	<b>470</b>	<b>317</b>	<b>183</b>	<b>472</b>
Mean	9.45	8.41	10.96	8.93	9.70	8.81	8.01
Standard deviation	2.29	2.04	2.00	2.08	2.05	1.94	1.74
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>							
Less than \$10,000	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
\$10,000 - \$19,999	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.3%	3.7%	0.3%	0.0%	0.0%	0.0%	0.5%
\$30,000 - \$39,999	1.5%	0.0%	0.0%	2.0%	0.0%	1.2%	4.8%
\$40,000 - \$49,999	3.3%	18.5%	1.5%	6.0%	2.5%	1.2%	4.3%
\$50,000 - \$59,999	9.5%	14.8%	3.0%	5.0%	11.0%	8.4%	21.2%
\$60,000 - \$69,999	11.2%	14.8%	4.8%	13.0%	11.0%	10.8%	20.7%
\$70,000 - \$79,999	12.0%	3.7%	7.7%	10.0%	12.7%	16.9%	18.8%
\$80,000 - \$89,999	12.5%	11.1%	12.2%	12.0%	11.0%	14.5%	13.5%
\$90,000 - \$99,999	9.2%	14.8%	8.0%	14.0%	10.2%	18.1%	3.8%
\$100,000 - \$124,999	19.3%	18.5%	21.7%	27.0%	21.2%	22.9%	9.1%
\$125,000 - \$149,999	9.1%	0.0%	15.8%	10.0%	5.9%	6.0%	1.9%
\$150,000 - \$199,999	8.0%	0.0%	15.8%	1.0%	11.9%	0.0%	1.0%
\$200,000 - \$249,999	2.9%	0.0%	6.8%	0.0%	1.7%	0.0%	0.0%
\$250,000 - \$499,999	0.9%	0.0%	2.1%	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>Total(n)</b>	<b>872</b>	<b>27</b>	<b>336</b>	<b>100</b>	<b>118</b>	<b>83</b>	<b>208</b>
Mean	9.39	7.78	10.73	9.17	9.53	9.07	7.60
Standard deviation	2.54	2.42	2.33	2.20	2.42	1.88	2.02
<b>Please enter the four-digit year that each of the following occurred.</b>							
<b>Year of birth</b>							
1995 or later	0.3%	0.0%	0.2%	0.2%	0.9%	0.4%	0.4%
1986 - 1995	8.8%	7.9%	8.8%	6.6%	12.0%	6.6%	9.7%
1981 - 1985	12.5%	11.3%	12.4%	12.2%	9.8%	11.8%	15.5%
1976 - 1980	15.4%	15.0%	16.3%	15.8%	15.6%	12.5%	14.5%
1971 - 1975	14.3%	18.8%	11.6%	16.7%	11.8%	18.0%	15.8%
1966 - 1970	14.7%	14.7%	14.7%	16.3%	14.2%	12.9%	14.4%
1961 - 1965	12.4%	12.0%	12.0%	14.6%	11.8%	11.0%	12.6%
1956 - 1960	11.0%	9.8%	11.0%	11.1%	12.4%	11.0%	10.6%
1951 - 1955	6.5%	6.8%	7.0%	4.3%	8.9%	9.2%	4.5%
1946 - 1950	2.6%	1.9%	4.1%	1.7%	1.1%	4.4%	1.4%
1922 - 1945	1.3%	1.9%	1.9%	0.5%	1.6%	2.2%	0.4%
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>3,563</b>	<b>266</b>	<b>1,279</b>	<b>588</b>	<b>450</b>	<b>272</b>	<b>708</b>
<b>Year of first academic appointment:</b>							
1982 or earlier	3.5%	1.6%	4.2%	2.0%	3.9%	6.0%	3.1%
1983 - 1987	3.8%	3.4%	4.6%	2.9%	3.7%	3.3%	3.6%
1988 - 1992	6.0%	4.2%	7.3%	5.1%	5.3%	5.4%	5.5%
1993 - 1997	9.1%	9.8%	8.8%	8.7%	7.2%	8.7%	11.2%
1998 - 2002	12.6%	12.7%	11.5%	15.0%	11.4%	10.7%	13.9%
2003 - 2007	14.4%	12.5%	13.7%	16.5%	15.2%	16.1%	13.4%
2008 - 2012	16.6%	19.6%	15.6%	16.1%	16.1%	19.7%	16.8%
2013 - 2017	17.3%	19.9%	17.3%	16.3%	18.4%	17.0%	16.4%
2018 or later	16.8%	16.2%	16.9%	17.4%	18.9%	13.1%	16.0%
<b>Total(n)</b>	<b>4,698</b>	<b>377</b>	<b>1,675</b>	<b>855</b>	<b>571</b>	<b>335</b>	<b>885</b>
<b>Year of appointment at present institution</b>							
1982 or earlier	1.7%	0.8%	2.1%	1.0%	1.9%	2.7%	1.5%
1983 - 1987	2.3%	0.8%	2.8%	1.5%	1.8%	3.0%	2.6%
1988 - 1992	4.0%	1.6%	4.9%	3.0%	3.9%	4.5%	3.8%
1993 - 1997	6.2%	6.7%	7.1%	4.3%	5.1%	6.6%	6.9%
1998 - 2002	11.5%	11.7%	10.7%	13.5%	11.3%	9.4%	11.8%
2003 - 2007	13.5%	12.0%	12.1%	16.2%	11.8%	16.3%	14.5%
2008 - 2012	16.1%	16.0%	16.2%	16.6%	13.9%	17.8%	16.1%
2013 - 2017	19.3%	22.1%	18.7%	19.1%	21.3%	19.3%	18.2%
2018 or later	25.4%	28.3%	25.3%	24.8%	29.0%	20.2%	24.7%
<b>Total(n)</b>	<b>4,657</b>	<b>375</b>	<b>1,657</b>	<b>842</b>	<b>568</b>	<b>331</b>	<b>884</b>
<b>If tenured, year tenure was awarded</b>							
1982 or earlier	0.6%	0.0%	1.0%	0.2%	0.3%	1.4%	0.6%
1983 - 1987	1.1%	0.6%	1.3%	1.1%	1.4%	1.4%	0.8%
1988 - 1992	3.1%	2.3%	3.5%	1.9%	4.1%	2.4%	3.4%
1993 - 1997	6.1%	3.4%	7.8%	3.6%	7.5%	8.1%	5.0%



Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
1998 - 2002	7.8%	8.0%	9.5%	4.1%	7.5%	7.2%	8.9%
2003 - 2007	16.8%	22.9%	14.8%	18.9%	18.2%	14.4%	16.5%
2008 - 2012	19.3%	18.3%	17.5%	22.1%	15.1%	17.2%	23.3%
2013 - 2017	21.5%	21.1%	21.8%	23.4%	19.9%	23.9%	19.1%
2018 or later	23.6%	23.4%	22.8%	24.9%	26.0%	23.9%	22.3%
<b>Total(n)</b>	<b>2,639</b>	<b>175</b>	<b>931</b>	<b>535</b>	<b>292</b>	<b>209</b>	<b>497</b>
<b>Aggregated Major</b>							
Agriculture or Forestry (General Area 1)	1.1%	2.2%	1.2%	1.3%	0.2%	0.4%	1.0%
Biological Sciences (General Area 5)	8.0%	7.8%	8.5%	8.2%	5.2%	8.6%	8.2%
Business (General Area 6)	8.4%	7.8%	10.2%	7.2%	6.3%	11.9%	6.3%
Education (General Area 10 and Specific Discipline 2102)	6.1%	13.1%	5.2%	6.3%	5.4%	6.1%	5.4%
Engineering (General Area 11)	7.1%	3.4%	9.5%	6.1%	11.5%	3.2%	3.6%
English (General Area 12)	4.9%	6.0%	3.8%	5.4%	3.9%	4.0%	6.8%
Health-related (General Area 15)	2.5%	2.6%	3.0%	4.1%	1.1%	1.4%	1.5%
History or Political Science (Specific Discipline 3007,3009)	5.9%	4.1%	5.5%	7.1%	6.8%	6.1%	6.0%
Humanities (General Area 14,24)	9.1%	5.2%	9.7%	4.4%	8.1%	15.1%	12.0%
Fine Arts (General Area 2,4,22)	8.0%	9.0%	7.5%	9.4%	5.0%	4.7%	10.6%
Mathematics or Statistics (General Area 18)	5.8%	3.4%	6.1%	6.1%	7.2%	5.8%	5.3%
Physical Sciences (General Area 25)	8.5%	8.6%	7.1%	7.9%	12.4%	8.6%	8.9%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.2%	10.4%	9.9%	12.7%	6.3%	10.8%	11.0%
Other Technical (General Area 8,19,28)	4.2%	6.7%	3.2%	3.8%	8.9%	4.7%	2.2%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	10.1%	9.7%	9.5%	10.0%	11.5%	8.8%	11.0%
<b>Total(n)</b>	<b>3,631</b>	<b>268</b>	<b>1,301</b>	<b>608</b>	<b>459</b>	<b>278</b>	<b>717</b>
<b>Aggregated Department</b>							
Agriculture or Forestry (General Area 1)	0.8%	1.5%	0.8%	1.3%	0.2%	0.0%	0.7%
Biological Sciences (General Area 5)	7.5%	7.1%	7.9%	8.2%	4.0%	8.4%	8.2%
Business (General Area 6)	10.0%	9.4%	12.6%	9.2%	6.4%	14.2%	7.1%
Education (General Area 10 and Specific Discipline 2102)	3.1%	4.9%	2.9%	4.1%	1.1%	4.0%	3.1%
Engineering (General Area 11)	6.8%	3.7%	9.4%	5.9%	10.8%	2.5%	3.1%
English (General Area 12)	4.9%	5.2%	4.1%	5.4%	3.7%	4.4%	6.7%
Health-related (General Area 15)	3.0%	5.2%	3.0%	4.6%	0.9%	1.8%	2.4%
History or Political Science (Specific Discipline 3007,3009)	5.6%	3.7%	5.3%	7.2%	4.6%	5.1%	6.0%
Humanities (General Area 14,24)	8.6%	4.5%	9.0%	4.4%	7.9%	14.2%	11.3%
Fine Arts (General Area 2,4,22)	8.1%	8.6%	7.9%	9.5%	4.6%	4.4%	10.8%
Mathematics or Statistics (General Area 18)	6.0%	4.1%	5.5%	6.2%	8.8%	5.8%	5.7%
Physical Sciences (General Area 25)	8.4%	8.2%	7.4%	7.6%	11.2%	8.7%	9.2%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.3%	11.2%	8.8%	10.7%	6.8%	11.3%	9.1%
Other Technical (General Area 8,19,28)	5.2%	7.9%	4.3%	4.4%	10.8%	5.5%	3.1%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.7%	14.6%	11.2%	11.2%	18.2%	9.8%	13.5%
<b>Total(n)</b>	<b>3,620</b>	<b>267</b>	<b>1,298</b>	<b>609</b>	<b>455</b>	<b>275</b>	<b>716</b>
<b>Faculty works in a STEM department</b>							
Yes	27.6%	24.8%	28.6%	26.5%	32.9%	25.1%	25.5%
No	72.4%	75.2%	71.4%	73.5%	67.1%	74.9%	74.5%
<b>Total(n)</b>	<b>4,734</b>	<b>379</b>	<b>1,686</b>	<b>864</b>	<b>575</b>	<b>339</b>	<b>891</b>
<b>CIRP Construct: Civic Minded Values</b>							
Mean Score	53.52	54.07	53.26	53.35	52.32	54.67	54.26
High Construct Group Score	41.4%	41.7%	40.0%	41.8%	36.8%	48.3%	43.7%
Average Construct Score Group	43.4%	44.3%	44.2%	41.8%	43.9%	38.7%	44.5%
Low Construct Score Group	15.2%	14.0%	15.8%	16.4%	19.3%	13.0%	11.8%
<b>CIRP Construct: Civic Minded Practices</b>							
Mean Score	48.84	49.47	48.94	49.49	47.28	48.29	48.97
High Construct Group Score	25.9%	28.0%	26.1%	29.4%	20.3%	20.9%	26.5%
Average Construct Score Group	38.7%	39.8%	39.0%	37.2%	35.8%	39.8%	40.4%
Low Construct Score Group	35.5%	32.2%	34.9%	33.4%	43.8%	39.2%	33.1%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>							
Mean Score	50.25	50.36	49.8	49.68	51.58	50.15	50.69
High Construct Group Score	35.4%	32.5%	34.9%	33.5%	40.1%	36.5%	35.7%
Average Construct Score Group	39.9%	45.2%	37.6%	42.3%	40.5%	35.1%	41.5%
Low Construct Score Group	24.7%	22.3%	27.5%	24.2%	19.3%	28.4%	22.8%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>							
Mean Score	49.2	50.71	49.1	49.07	48.4	50.84	48.84
High Construct Group Score	27.3%	34.8%	27.0%	26.2%	25.6%	30.0%	25.9%
Average Construct Score Group	44.6%	41.4%	44.3%	46.9%	40.3%	50.9%	44.6%
Low Construct Score Group	28.1%	23.8%	28.7%	27.0%	34.0%	19.2%	29.4%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>							
Mean Score	52.33	53.73	51.57	52.64	52.68	52.5	52.61
High Construct Group Score	38.8%	47.8%	35.0%	40.1%	41.3%	38.5%	39.9%
Average Construct Score Group	40.1%	35.5%	40.7%	40.4%	37.3%	42.0%	41.7%
Low Construct Score Group	21.0%	16.7%	24.3%	19.6%	21.4%	19.4%	18.5%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>							
Mean Score	44.05	41.45	46.54	40.45	46.13	42.73	42.78
High Construct Group Score	9.1%	4.0%	14.8%	3.5%	10.9%	8.0%	4.9%
Average Construct Score Group	33.8%	26.1%	40.3%	22.3%	43.7%	26.5%	31.0%
Low Construct Score Group	57.1%	69.9%	44.9%	74.2%	45.4%	65.5%	64.1%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>CIRP Construct: Mentor Self-Efficacy</b>							
Mean Score	48.93	49.65	48.86	49.85	49.49	49.07	47.5
High Construct Group Score	22.8%	29.5%	21.2%	31.8%	27.2%	21.2%	17.6%
Average Construct Score Group	44.2%	41.1%	46.3%	34.1%	40.3%	44.2%	43.8%
Low Construct Score Group	33.1%	29.5%	32.4%	34.1%	32.5%	34.6%	38.6%
<b>CIRP Construct: Student-Centered Pedagogy</b>							
Mean Score	50.14	50.08	50.75	49.11	50.34	48.68	50.41
High Construct Group Score	27.2%	29.6%	29.9%	24.9%	26.6%	19.8%	26.4%
Average Construct Score Group	46.0%	42.7%	44.7%	43.2%	47.7%	47.0%	50.9%
Low Construct Score Group	26.8%	27.7%	25.4%	31.9%	25.8%	33.2%	22.8%
<b>CIRP Construct: Scholarly Productivity</b>							
Mean Score	52.1	51.37	54.45	51.58	51.29	50.51	49.59
High Construct Group Score	39.5%	39.5%	51.3%	37.3%	38.3%	31.1%	23.6%
Average Construct Score Group	40.1%	35.5%	32.5%	43.7%	37.3%	46.5%	52.2%
Low Construct Score Group	20.4%	25.0%	16.2%	19.0%	24.4%	22.5%	24.2%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>							
Mean Score	50.64	48.77	50.66	49.08	51.24	51.27	52
High Construct Group Score	36.5%	28.4%	36.5%	30.0%	38.2%	38.9%	43.2%
Average Construct Score Group	32.5%	33.3%	33.1%	32.8%	30.6%	34.1%	31.4%
Low Construct Score Group	31.0%	38.3%	30.4%	37.2%	31.2%	27.0%	25.5%
<b>CIRP Construct: Satisfaction with Compensation</b>							
Mean Score	51.27	48.84	54.93	49.69	51.9	48.46	47.54
High Construct Group Score	29.5%	19.1%	44.7%	23.5%	29.3%	21.1%	14.2%
Average Construct Score Group	46.3%	46.9%	41.7%	50.1%	50.9%	42.8%	49.6%
Low Construct Score Group	24.2%	33.9%	13.6%	26.4%	19.9%	36.1%	36.2%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>							
Mean Score	51.17	48.42	52.83	49.28	51.85	50.55	50.61
High Construct Group Score	32.7%	23.5%	40.2%	25.3%	33.8%	32.6%	28.4%
Average Construct Score Group	45.5%	44.4%	41.6%	47.1%	48.1%	43.9%	50.7%
Low Construct Score Group	21.7%	32.1%	18.2%	27.6%	18.2%	23.5%	20.9%
<b>CIRP Construct: Science Identity</b>							
Mean Score	70.12	65.13	70.89	71.7	73.91	69.87	69.22
High Construct Group Score	67.5%	57.9%	79.2%	66.7%	72.0%	61.1%	68.3%
Average Construct Score Group	20.2%	26.3%	12.5%	11.1%	12.0%	33.3%	19.5%
Low Construct Score Group	12.3%	15.8%	8.3%	22.2%	16.0%	5.6%	12.2%
<b>CIRP Construct: Science Self-Efficacy</b>							
Mean Score	49.58	46.63	50.96	48.99	52.87	49.64	48.29
High Construct Group Score	22.4%	22.2%	30.4%	11.1%	32.0%	16.7%	22.0%
Average Construct Score Group	53.4%	55.6%	43.5%	55.6%	52.0%	66.7%	46.3%
Low Construct Score Group	24.2%	22.2%	26.1%	33.3%	16.0%	16.7%	31.7%
<b>CIRP Construct: Career-Related Stress</b>							
Mean Score	50.82	51.46	50.75	51.59	50.01	50.44	50.71
High Construct Group Score	29.4%	31.8%	28.5%	32.6%	28.2%	29.4%	28.0%
Average Construct Score Group	46.8%	45.6%	48.0%	46.4%	44.2%	45.0%	47.8%
Low Construct Score Group	23.8%	22.6%	23.5%	21.1%	27.6%	25.5%	24.2%
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>							
Mean Score	53.56	52.65	54.81	51.62	52.28	53.92	53.95
High Construct Group Score	42.0%	36.5%	50.5%	30.7%	33.3%	44.1%	43.1%
Average Construct Score Group	48.7%	51.5%	43.3%	53.6%	52.2%	48.2%	51.2%
Low Construct Score Group	9.3%	12.0%	6.3%	15.7%	14.4%	7.7%	5.8%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>All Full-Time Undergraduate Faculty Women Respondents</b>	4,630	507	1,273	980	537	426	907
<b>What is your current gender identity?</b>							
Man	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Woman	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Non-binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genderqueer/Gender non-conforming	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	4,630	507	1,273	980	537	426	907
<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%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,616	504	1,271	974	535	426	906
<b>What is your present academic rank?</b>							
Professor	24.4%	22.7%	21.6%	26.3%	23.5%	26.3%	26.9%
Associate Professor	27.5%	28.2%	29.2%	24.8%	25.7%	28.9%	28.1%
Assistant Professor	32.5%	29.4%	35.6%	27.3%	34.5%	32.6%	34.4%
Lecturer	8.4%	12.4%	6.8%	13.5%	8.6%	6.6%	3.5%
Instructor	7.1%	7.3%	6.7%	7.8%	7.6%	5.6%	7.2%
Graduate Student/Teaching Assistant	0.1%	0.0%	0.1%	0.4%	0.0%	0.0%	0.0%
Total(n)	4,624	507	1,271	979	536	426	905
<b>What is your tenure status at this institution?</b>							
Tenured	45.3%	36.1%	38.5%	52.9%	45.3%	54.0%	47.9%
On tenure track, but not tenured	22.3%	15.8%	26.1%	20.0%	21.4%	22.3%	23.6%
Not on tenure track, but institution has tenure system	30.0%	46.5%	32.9%	26.6%	25.7%	23.7%	25.7%
Institution has no tenure system	2.4%	1.6%	2.5%	0.4%	7.6%	0.0%	2.9%
Total(n)	4,621	507	1,271	973	537	426	907
<b>Are you retired from this institution?</b>							
Yes	0.3%	0.6%	0.2%	0.3%	0.6%	0.2%	0.3%
No	99.7%	99.4%	99.8%	99.7%	99.4%	99.8%	99.7%
Total(n)	4,609	506	1,267	970	536	425	905
<b>What is your principal activity in your current position at this institution?</b>							
Administration	5.9%	7.3%	7.7%	5.4%	6.0%	1.2%	5.6%
Teaching	87.3%	84.5%	76.6%	91.1%	91.2%	98.3%	92.1%
Research	5.0%	6.7%	14.0%	1.3%	1.1%	0.2%	0.1%
Services to clients and patients	0.4%	0.0%	0.7%	0.6%	0.2%	0.0%	0.4%
Other	1.3%	1.4%	1.0%	1.5%	1.5%	0.2%	1.8%
Total(n)	4,595	504	1,266	970	532	424	899
<b>Personally, how important to you is:</b>							
<b>Research</b>							
Essential	34.8%	34.1%	43.8%	32.0%	43.0%	29.1%	23.7%
Very Important	32.0%	36.5%	26.4%	34.4%	28.9%	35.9%	34.6%
Somewhat Important	26.6%	22.3%	23.1%	26.1%	24.4%	29.8%	34.2%
Not Important	6.6%	7.2%	6.8%	7.6%	3.8%	5.2%	7.6%
Total(n)	4,577	502	1,257	966	533	423	896
Mean	2.95	2.97	3.07	2.91	3.11	2.89	2.74
Standard deviation	0.94	0.92	0.97	0.94	0.90	0.89	0.90
<b>Teaching</b>							
Essential	81.6%	79.1%	79.0%	81.3%	82.0%	87.3%	83.8%
Very Important	16.5%	17.3%	18.4%	17.0%	16.7%	11.8%	14.8%
Somewhat Important	1.9%	3.6%	2.4%	1.5%	1.3%	0.9%	1.3%
Not Important	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%
Total(n)	4,606	503	1,269	972	534	424	904
Mean	3.80	3.76	3.76	3.79	3.81	3.86	3.83
Standard deviation	0.45	0.51	0.49	0.46	0.43	0.37	0.41
<b>Service</b>							
Essential	23.8%	27.7%	25.8%	21.7%	21.5%	26.4%	21.1%
Very Important	48.2%	42.8%	50.6%	46.7%	46.3%	46.9%	51.2%
Somewhat Important	26.5%	27.3%	22.4%	29.9%	30.0%	23.6%	27.2%
Not Important	1.5%	2.2%	1.1%	1.7%	2.2%	3.1%	0.6%
Total(n)	4,586	502	1,258	967	534	424	901
Mean	2.94	2.96	3.01	2.89	2.87	2.97	2.93
Standard deviation	0.75	0.80	0.73	0.75	0.77	0.79	0.71
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>							
0	5.5%	3.0%	7.9%	5.2%	6.0%	3.1%	4.6%
1	9.3%	9.9%	13.9%	6.3%	12.8%	2.6%	6.7%
2	23.7%	20.7%	29.1%	14.6%	38.7%	21.2%	20.0%
3	30.6%	27.2%	25.9%	31.7%	26.1%	38.8%	36.9%
4	19.8%	27.0%	16.6%	24.3%	9.5%	23.8%	19.6%
5 or more	11.1%	12.2%	6.5%	17.9%	6.9%	10.6%	12.1%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Total(n)	4,626	507	1,272	979	537	425	906
<b>How many of the courses that you are teaching this term are:</b>							
<b>General education courses</b>							
0	57.2%	62.1%	63.7%	56.2%	53.6%	55.2%	50.6%
1-2	33.5%	25.9%	28.6%	33.3%	38.2%	34.6%	41.3%
3-4	8.2%	10.0%	7.1%	9.2%	6.4%	9.4%	7.8%
5+	1.0%	2.0%	0.6%	1.4%	1.8%	0.8%	0.4%
Total(n)	3,959	448	1,008	869	453	382	799
<b>Courses required for an undergraduate major</b>							
0	10.5%	12.3%	12.2%	10.3%	15.7%	5.1%	7.3%
1-2	56.3%	54.8%	58.8%	49.8%	63.7%	55.1%	57.2%
3-4	28.0%	27.7%	25.7%	32.2%	17.6%	34.6%	29.5%
5+	5.1%	5.2%	3.2%	7.7%	3.0%	5.1%	6.0%
Total(n)	4,172	480	1,108	895	465	390	834
<b>Other undergraduate credit courses</b>							
0	56.5%	58.7%	58.4%	59.2%	44.7%	60.7%	55.1%
1-2	37.3%	34.7%	36.4%	33.2%	50.7%	33.3%	38.1%
3-4	5.2%	4.8%	4.7%	5.3%	4.2%	5.6%	6.3%
5+	1.0%	1.8%	0.6%	2.2%	0.5%	0.3%	0.4%
Total(n)	3,492	395	896	770	430	321	680
<b>Developmental/remedial courses (not for credit)</b>							
0	96.9%	96.6%	96.7%	97.0%	97.1%	97.0%	96.8%
1-2	2.5%	2.8%	3.0%	2.2%	1.8%	3.0%	2.4%
3-4	0.4%	0.0%	0.4%	0.5%	0.8%	0.0%	0.5%
5+	0.2%	0.5%	0.0%	0.3%	0.3%	0.0%	0.3%
Total(n)	3,312	388	839	743	384	300	658
<b>Graduate courses</b>							
0	77.0%	64.0%	73.6%	72.3%	90.8%	77.4%	87.0%
1-2	20.4%	32.1%	24.1%	24.2%	7.4%	20.3%	11.2%
3-4	2.5%	3.4%	2.3%	3.4%	1.8%	2.3%	1.5%
5+	0.1%	0.5%	0.0%	0.1%	0.0%	0.0%	0.3%
Total(n)	3,503	417	901	799	391	310	685
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>							
0	63.9%	59.0%	62.6%	62.3%	65.9%	70.7%	65.7%
1-2	20.5%	24.0%	23.3%	18.1%	23.8%	14.6%	18.2%
3-4	13.0%	14.8%	12.0%	16.2%	8.2%	13.2%	13.0%
5+	2.6%	2.3%	2.2%	3.5%	2.2%	1.5%	3.2%
Total(n)	4,324	488	1,154	914	501	410	857
<b>What types of courses do you primarily teach?</b> (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%
Developmental/remedial 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%
Total(n)	258	15	102	52	32	14	43
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>							
Yes	96.7%	94.8%	94.9%	98.5%	96.6%	98.6%	97.5%
No	3.3%	5.2%	5.1%	1.5%	3.4%	1.4%	2.5%
Total(n)	4,609	504	1,271	970	534	424	906
<b>In the past year, have you worked with or taught graduate students at this institution?</b>							
Yes	34.6%	51.7%	43.1%	45.8%	17.0%	26.8%	15.3%
No	65.4%	48.3%	56.9%	54.2%	83.0%	73.2%	84.7%
Total(n)	4,581	503	1,256	962	534	422	904
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>							
<b>In the past year, to what extent have you:</b>							
<b>Met with graduate students to discuss their research interests</b>							
To a Very Large Extent	23.0%	27.7%	26.1%	23.6%	24.2%	11.5%	8.7%
To a Large Extent	17.1%	17.7%	16.6%	19.0%	16.5%	19.5%	10.1%
To Some Extent	27.5%	28.5%	24.6%	30.4%	22.0%	29.2%	29.7%
To a Small Extent	17.4%	16.9%	17.2%	14.7%	19.8%	21.2%	23.2%
Not at All	15.0%	9.2%	15.5%	12.2%	17.6%	18.6%	28.3%
Total(n)	1,579	260	536	441	91	113	138
<b>Mentored graduate students</b>							
To a Very Large Extent	31.3%	39.4%	32.6%	31.0%	33.3%	21.2%	18.2%
To a Large Extent	22.6%	22.8%	21.8%	24.6%	18.9%	23.0%	20.4%
To Some Extent	24.8%	20.1%	26.1%	25.1%	20.0%	25.7%	30.7%
To a Small Extent	13.6%	13.5%	12.5%	12.1%	13.3%	19.5%	18.2%
Not at All	7.8%	4.2%	6.9%	7.3%	14.4%	10.6%	12.4%
Total(n)	1,574	259	536	439	90	113	137
<b>Helped graduate students access professional networks</b>							
To a Very Large Extent	16.5%	16.2%	17.3%	17.8%	20.9%	14.2%	8.7%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	18.4%	23.2%	18.2%	18.3%	16.5%	18.6%	11.6%
To a Some Extent	30.3%	31.3%	33.5%	29.9%	23.1%	15.9%	34.1%
To a Small Extent	18.3%	17.4%	16.9%	17.6%	22.0%	23.9%	21.0%
Not at All	16.5%	12.0%	14.1%	16.4%	17.6%	27.4%	24.6%
Total(n)	1,571	259	532	438	91	113	138
<b>Presented with graduate students at conferences</b>							
To a Very Large Extent	7.6%	12.0%	9.3%	6.4%	7.7%	2.7%	0.7%
To a Large Extent	6.9%	10.4%	7.2%	6.2%	8.8%	5.3%	1.4%
To a Some Extent	11.1%	12.7%	13.6%	11.5%	5.5%	4.4%	5.8%
To a Small Extent	8.0%	9.3%	7.6%	9.0%	6.6%	8.8%	4.3%
Not at All	66.4%	55.6%	62.3%	66.9%	71.4%	78.8%	87.7%
Total(n)	1,574	259	538	435	91	113	138
<b>Published with graduate students</b>							
To a Very Large Extent	6.3%	10.0%	9.2%	3.9%	5.5%	1.8%	0.0%
To a Large Extent	6.8%	10.0%	9.0%	4.6%	7.7%	3.6%	1.4%
To a Some Extent	10.8%	12.7%	14.8%	9.6%	6.6%	4.5%	3.6%
To a Small Extent	7.0%	9.3%	7.3%	7.6%	6.6%	1.8%	4.3%
Not at All	69.0%	57.9%	59.7%	74.3%	73.6%	88.4%	90.6%
Total(n)	1,570	259	534	436	91	112	138
<b>Included graduate students in research grant writing</b>							
To a Very Large Extent	5.7%	7.7%	7.3%	4.6%	6.7%	1.8%	1.5%
To a Large Extent	4.2%	6.2%	5.1%	3.0%	5.6%	4.4%	0.0%
To a Some Extent	8.4%	12.7%	10.3%	7.6%	2.2%	3.5%	2.9%
To a Small Extent	8.2%	11.5%	8.8%	7.6%	11.2%	2.7%	3.6%
Not at All	73.6%	61.9%	68.5%	77.1%	74.2%	87.6%	92.0%
Total(n)	1,566	260	534	433	89	113	137
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>							
0	24.9%	17.7%	23.8%	24.7%	26.4%	35.4%	33.6%
1-5	51.4%	58.1%	52.5%	46.9%	56.0%	46.0%	49.6%
6-10	13.6%	11.9%	14.4%	15.3%	9.9%	12.4%	10.9%
11-20	6.7%	8.8%	7.1%	6.9%	4.4%	5.3%	3.6%
21 or more	3.4%	3.5%	2.1%	6.2%	3.3%	0.9%	2.2%
Total(n)	1,571	260	533	437	91	113	137
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>							
0	50.4%	38.6%	50.6%	38.4%	65.2%	76.1%	79.7%
1	10.7%	11.2%	11.0%	11.4%	12.4%	9.7%	5.8%
2	8.3%	8.5%	9.3%	11.4%	2.2%	4.4%	1.4%
3-4	10.8%	13.1%	10.4%	13.9%	10.1%	4.4%	3.6%
5-8	9.4%	13.5%	9.1%	11.4%	4.5%	3.5%	5.1%
9 or more	10.4%	15.1%	9.7%	13.6%	5.6%	1.8%	4.3%
Total(n)	1,577	259	538	440	89	113	138
<b>In the past year, how many master's thesis committees have you chaired?</b>							
0	40.1%	36.5%	38.5%	39.5%	61.3%	51.9%	46.4%
1	22.0%	18.2%	26.4%	20.3%	19.4%	25.9%	17.9%
2	14.5%	18.9%	12.5%	16.6%	3.2%	3.7%	10.7%
3-4	13.6%	15.7%	16.2%	10.7%	12.9%	3.7%	14.3%
5-8	6.5%	6.9%	5.7%	8.1%	0.0%	7.4%	3.6%
9 or more	3.3%	3.8%	0.8%	4.8%	3.2%	7.4%	7.1%
Total(n)	781	159	265	271	31	27	28
<b>How many dissertation committees have you served on or are currently serving?</b>							
0	67.3%	47.1%	62.2%	77.6%	69.7%	72.3%	87.6%
1	12.4%	17.0%	11.2%	11.5%	14.6%	15.2%	7.3%
2	4.9%	5.0%	6.2%	3.7%	5.6%	5.4%	2.2%
3-4	5.9%	11.6%	8.2%	2.8%	2.2%	2.7%	0.7%
5-8	5.3%	11.6%	6.2%	2.8%	6.7%	0.0%	1.5%
9 or more	4.2%	7.7%	6.0%	1.6%	1.1%	4.5%	0.7%
Total(n)	1,565	259	535	433	89	112	137
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>							
0	59.2%	53.3%	52.5%	78.4%	53.8%	71.0%	62.5%
1	16.7%	17.0%	19.7%	9.3%	19.2%	12.9%	25.0%
2	8.0%	11.1%	9.1%	3.1%	7.7%	6.5%	0.0%
3-4	9.5%	11.9%	11.1%	3.1%	19.2%	3.2%	6.3%
5-8	4.4%	3.7%	6.6%	2.1%	0.0%	6.5%	0.0%
9 or more	2.2%	3.0%	1.0%	4.1%	0.0%	0.0%	6.3%
Total(n)	503	135	198	97	26	31	16
<b>Rate your agreement with the following statements:</b>							
<b>Graduate students in this program must compete for research opportunities</b>							
Strongly Agree	14.8%	15.3%	14.6%	17.3%	20.0%	9.6%	7.1%
Somewhat Agree	26.9%	29.8%	31.7%	23.6%	27.5%	22.1%	16.7%
Somewhat Disagree	28.0%	28.6%	31.7%	27.0%	20.0%	27.9%	20.6%
Strongly Disagree	30.2%	26.2%	22.0%	32.0%	32.5%	40.4%	55.6%
Total(n)	1,481	248	508	415	80	104	126
Mean	2.26	2.34	2.39	2.26	2.35	2.01	1.75
Standard deviation	1.05	1.03	0.99	1.09	1.14	1.01	0.98

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>							
Strongly Agree	33.5%	40.6%	39.1%	30.6%	30.0%	14.2%	24.4%
Somewhat Agree	32.7%	32.9%	32.6%	33.7%	40.0%	33.0%	24.4%
Somewhat Disagree	17.2%	16.5%	16.6%	17.3%	16.3%	21.7%	17.1%
Strongly Disagree	16.6%	10.0%	11.7%	18.3%	13.8%	31.1%	34.1%
Total(n)	1,485	249	506	421	80	106	123
Mean	2.83	3.04	2.99	2.77	2.86	2.30	2.39
Standard deviation	1.07	0.99	1.01	1.08	1.00	1.06	1.19
<b>This graduate program enrolls too few international students</b>							
Strongly Agree	12.9%	12.2%	10.6%	13.8%	16.9%	14.4%	17.5%
Somewhat Agree	30.9%	32.2%	30.5%	32.4%	22.1%	38.5%	23.3%
Somewhat Disagree	36.8%	40.8%	39.3%	35.1%	36.4%	25.0%	34.2%
Strongly Disagree	19.4%	14.7%	19.6%	18.6%	24.7%	22.1%	25.0%
Total(n)	1,460	245	501	413	77	104	120
Mean	2.37	2.42	2.32	2.41	2.31	2.45	2.33
Standard deviation	0.94	0.89	0.91	0.95	1.03	0.99	1.04
<b>Graduate students work well together in this program</b>							
Strongly Agree	45.0%	44.0%	45.1%	41.5%	51.9%	41.9%	56.9%
Somewhat Agree	46.8%	49.0%	46.4%	50.6%	37.7%	46.7%	37.4%
Somewhat Disagree	6.9%	6.2%	6.9%	6.4%	9.1%	10.5%	4.9%
Strongly Disagree	1.3%	0.8%	1.6%	1.4%	1.3%	1.0%	0.8%
Total(n)	1,473	243	506	419	77	105	123
Mean	3.36	3.36	3.35	3.32	3.40	3.30	3.50
Standard deviation	0.67	0.64	0.68	0.66	0.71	0.69	0.63
<b>I have encountered instances of academic dishonesty among graduate students</b>							
Strongly Agree	7.7%	4.8%	6.5%	9.9%	11.3%	10.5%	6.6%
Somewhat Agree	20.9%	20.0%	18.3%	23.1%	17.5%	28.6%	22.3%
Somewhat Disagree	21.6%	22.4%	18.9%	23.3%	25.0%	18.1%	25.6%
Strongly Disagree	49.8%	52.8%	56.3%	43.8%	46.3%	42.9%	45.5%
Total(n)	1,480	250	508	416	80	105	121
Mean	1.87	1.77	1.75	1.99	1.94	2.07	1.90
Standard deviation	1.00	0.93	0.97	1.03	1.05	1.07	0.97
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>							
Strongly Agree	45.9%	52.8%	46.7%	44.7%	38.5%	38.8%	43.4%
Somewhat Agree	40.4%	35.5%	41.0%	41.6%	50.0%	35.9%	41.0%
Somewhat Disagree	10.0%	10.1%	8.9%	9.6%	10.3%	18.4%	8.2%
Strongly Disagree	3.7%	1.6%	3.4%	4.1%	1.3%	6.8%	7.4%
Total(n)	1,474	248	507	416	78	103	122
Mean	3.28	3.40	3.31	3.27	3.26	3.07	3.20
Standard deviation	0.79	0.73	0.77	0.80	0.69	0.92	0.88
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>							
Strongly Agree	20.3%	22.7%	16.7%	20.8%	17.5%	16.7%	34.5%
Somewhat Agree	32.6%	38.1%	36.3%	30.8%	26.3%	27.5%	21.0%
Somewhat Disagree	27.1%	26.7%	29.0%	27.6%	36.3%	24.5%	14.3%
Strongly Disagree	19.9%	12.6%	18.1%	20.8%	20.0%	31.4%	30.3%
Total(n)	1,465	247	504	413	80	102	119
Mean	2.53	2.71	2.52	2.52	2.41	2.29	2.60
Standard deviation	1.03	0.96	0.97	1.04	1.00	1.09	1.24
<b>Faculty in my department are good mentors for graduate students</b>							
Strongly Agree	47.8%	46.8%	49.3%	43.7%	45.0%	47.1%	60.7%
Somewhat Agree	41.9%	42.8%	41.7%	45.6%	42.5%	40.4%	28.7%
Somewhat Disagree	7.6%	6.4%	6.8%	7.9%	11.3%	9.6%	8.2%
Strongly Disagree	2.7%	4.0%	2.2%	2.9%	1.3%	2.9%	2.5%
Total(n)	1,486	250	511	419	80	104	122
Mean	3.35	3.32	3.38	3.30	3.31	3.32	3.48
Standard deviation	0.74	0.77	0.71	0.74	0.72	0.77	0.75
<b>Most graduate students in this program move on to faculty positions</b>							
Strongly Agree	3.6%	5.7%	3.0%	2.9%	3.8%	1.9%	5.8%
Somewhat Agree	15.9%	19.9%	18.7%	14.1%	11.4%	7.8%	12.5%
Somewhat Disagree	33.4%	37.4%	38.0%	33.1%	30.4%	20.4%	20.0%
Strongly Disagree	47.1%	37.0%	40.4%	49.9%	54.4%	69.9%	61.7%
Total(n)	1,462	246	503	411	79	103	120
Mean	1.76	1.94	1.84	1.70	1.65	1.42	1.63
Standard deviation	0.85	0.89	0.83	0.82	0.83	0.72	0.92
<b>Most graduate students in this program move into positions outside of academia</b>							
Strongly Agree	50.8%	41.3%	43.7%	55.4%	55.0%	77.5%	58.8%
Somewhat Agree	33.9%	41.3%	39.9%	32.0%	31.3%	10.8%	21.8%
Somewhat Disagree	11.2%	13.0%	13.3%	8.9%	7.5%	6.9%	12.6%
Strongly Disagree	4.1%	4.5%	3.2%	3.6%	6.3%	4.9%	6.7%
Total(n)	1,467	247	504	415	80	102	119
Mean	3.31	3.19	3.24	3.39	3.35	3.61	3.33
Standard deviation	0.83	0.83	0.80	0.80	0.87	0.82	0.94

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
<b>During the past three years, have you:</b>							
Advised student groups involved in service/volunteer work	53.8%	56.5%	53.1%	52.1%	51.4%	57.7%	54.9%
Collaborated with the local community on research/teaching to address their needs	45.1%	54.9%	44.6%	47.6%	38.0%	45.0%	42.1%
Conducted research or writing focused on international/global issues	31.9%	29.6%	35.1%	28.9%	39.7%	27.4%	29.5%
Conducted research or writing focused on racial or ethnic minorities	37.1%	38.1%	39.3%	37.1%	38.9%	36.3%	33.0%
Conducted research or writing focused on women or gender issues	35.9%	34.5%	37.2%	34.6%	41.1%	33.5%	34.5%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	13.8%	14.5%	12.7%	15.5%	15.3%	11.3%	13.3%
Conducted research or writing focused on biomedical science fields	14.8%	12.8%	17.4%	13.7%	16.0%	15.3%	12.8%
Engaged in academic research that spans multiple disciplines	64.5%	59.8%	66.1%	63.4%	71.2%	61.4%	63.7%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	47.6%	47.2%	50.1%	48.3%	45.8%	43.8%	46.2%
Written research grants	38.6%	40.2%	43.0%	39.6%	39.9%	39.0%	29.7%
Received funding for your work from foundations	18.0%	21.7%	19.3%	15.1%	15.6%	20.4%	17.7%
Received funding for your work from state or federal government	17.0%	24.8%	14.8%	21.8%	15.2%	17.5%	11.0%
Received funding for your work from business or industry	7.3%	9.5%	9.1%	6.2%	5.3%	7.1%	6.0%
<b>During the past three years, have you:</b>							
Taught an honors course	16.7%	20.5%	14.5%	16.1%	20.9%	20.6%	14.0%
Taught an interdisciplinary course	42.8%	33.7%	42.3%	33.1%	55.8%	45.1%	50.4%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	19.5%	12.4%	17.4%	15.2%	28.9%	25.2%	22.5%
Taught a service learning course	21.5%	24.3%	19.1%	23.1%	19.1%	25.1%	21.5%
Taught a course exclusively online	67.6%	76.0%	67.7%	75.8%	67.8%	67.2%	54.0%
Participated in organized activities around enhancing pedagogy or student learning	83.5%	83.8%	81.8%	81.8%	86.3%	83.9%	85.8%
Taught a seminar for first-year students	24.2%	14.3%	24.5%	16.6%	28.1%	23.8%	35.6%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	90.0%	92.0%	88.3%	88.0%	92.1%	93.2%	90.8%
<b>In the past year, to what extent have you:</b>							
<b>Presented with undergraduate students at conferences</b>							
To a Very Large Extent	5.0%	3.9%	5.7%	5.8%	5.3%	5.2%	3.3%
To a Large Extent	5.7%	5.5%	5.9%	5.6%	4.8%	6.2%	5.9%
To Some Extent	11.6%	12.4%	12.7%	12.8%	9.1%	9.0%	10.8%
To a Small Extent	8.1%	6.9%	7.9%	9.0%	8.0%	7.9%	8.3%
Not at All	69.7%	71.4%	67.8%	66.7%	72.8%	71.7%	71.6%
Total(n)	4,547	493	1,251	959	525	420	899
<b>Published with undergraduates</b>							
To a Very Large Extent	2.8%	1.6%	4.2%	2.0%	3.8%	2.4%	1.9%
To a Large Extent	3.3%	2.4%	4.7%	2.8%	3.8%	2.4%	2.5%
To Some Extent	8.8%	9.2%	11.2%	8.0%	8.4%	7.6%	7.0%
To a Small Extent	6.5%	4.7%	7.1%	7.0%	6.5%	6.0%	6.5%
Not at All	78.5%	82.0%	72.7%	80.2%	77.5%	81.6%	82.2%
Total(n)	4,533	490	1,245	958	524	419	897
<b>Engaged undergraduates on your research project(s)</b>							
To a Very Large Extent	14.0%	9.7%	17.4%	13.2%	19.4%	10.4%	11.0%
To a Large Extent	10.4%	8.8%	11.6%	8.9%	10.3%	10.4%	11.1%
To Some Extent	15.7%	14.8%	16.5%	14.7%	18.6%	14.0%	15.3%
To a Small Extent	10.9%	9.7%	8.7%	9.8%	11.6%	13.3%	14.3%
Not at All	49.0%	57.1%	45.7%	53.3%	40.1%	51.8%	48.4%
Total(n)	4,473	487	1,229	945	516	413	883
<b>Worked with undergraduates on their research project(s)</b>							
To a Very Large Extent	18.6%	17.2%	15.2%	18.5%	26.0%	16.7%	20.7%
To a Large Extent	14.8%	11.3%	15.2%	10.8%	17.1%	19.6%	16.8%
To Some Extent	20.2%	17.6%	19.7%	20.7%	21.7%	19.3%	21.3%
To a Small Extent	12.9%	14.2%	13.5%	11.7%	10.6%	12.4%	14.4%
Not at All	33.5%	39.7%	36.4%	38.2%	24.5%	32.0%	26.8%
Total(n)	4,544	494	1,248	960	526	419	897
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>							
Excellent	21.3%	16.3%	23.8%	17.6%	26.4%	20.2%	22.0%
Good	40.2%	38.9%	37.6%	39.5%	42.3%	39.8%	44.3%
Fair	11.0%	10.1%	9.5%	12.5%	10.6%	11.7%	11.7%
Poor	1.5%	1.6%	1.2%	2.0%	1.3%	2.1%	1.3%
I have not worked with undergraduates on research projects	26.0%	33.1%	27.9%	28.4%	19.4%	26.2%	20.6%
Total(n)	4,550	496	1,248	961	527	420	898
<b>How many undergraduates do you currently advise?</b>							
None	28.7%	46.7%	33.1%	31.9%	25.7%	14.0%	17.9%
1-5	15.7%	15.1%	20.3%	15.5%	14.9%	15.0%	10.8%
6-10	11.9%	9.2%	11.7%	10.4%	16.5%	13.5%	12.0%
11-20	18.6%	11.2%	14.3%	15.5%	23.4%	20.7%	28.0%
21-30	11.2%	7.1%	7.9%	9.2%	9.4%	16.9%	18.6%
31 or more	13.8%	10.6%	12.6%	17.4%	10.2%	20.0%	12.7%
Total(n)	4,519	490	1,235	953	522	421	898

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>							
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>							
Frequently	62.5%	64.7%	56.9%	59.3%	65.8%	62.4%	68.9%
Occasionally	34.0%	32.9%	36.7%	37.4%	32.1%	33.7%	29.7%
Not at All	3.5%	2.3%	6.4%	3.3%	2.1%	3.9%	1.4%
Total(n)	3,181	258	812	639	386	359	727
Mean	2.59	2.62	2.50	2.56	2.64	2.58	2.68
Standard deviation	0.56	0.53	0.62	0.56	0.52	0.57	0.50
<b>Helped them plan their course of study</b>							
Frequently	73.7%	69.4%	63.1%	63.2%	78.2%	86.4%	87.5%
Occasionally	21.9%	25.2%	29.4%	30.3%	18.7%	12.5%	11.6%
Not at All	4.4%	5.4%	7.5%	6.6%	3.1%	1.1%	1.0%
Total(n)	3,181	258	814	638	385	360	726
Mean	2.69	2.64	2.56	2.57	2.75	2.85	2.87
Standard deviation	0.55	0.58	0.63	0.61	0.50	0.38	0.37
<b>Discussed their academic performance</b>							
Frequently	61.9%	66.0%	57.7%	56.3%	58.1%	65.6%	70.3%
Occasionally	34.0%	30.0%	35.5%	38.5%	37.9%	32.4%	28.8%
Not at All	4.0%	4.0%	6.9%	5.2%	4.0%	2.0%	0.8%
Total(n)	3,090	247	784	615	377	352	715
Mean	2.58	2.62	2.51	2.51	2.54	2.64	2.70
Standard deviation	0.57	0.56	0.62	0.60	0.57	0.52	0.48
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>							
Frequently	62.6%	61.2%	61.0%	55.0%	67.4%	65.2%	67.7%
Occasionally	32.4%	31.4%	32.8%	37.5%	29.3%	32.0%	29.7%
Not at All	5.0%	7.4%	6.2%	7.5%	3.4%	2.8%	2.6%
Total(n)	3,182	258	813	638	386	359	728
Mean	2.58	2.54	2.55	2.47	2.64	2.62	2.65
Standard deviation	0.59	0.63	0.61	0.63	0.55	0.54	0.53
<b>Discussed career and post-graduation goals</b>							
Frequently	73.1%	76.7%	71.2%	70.4%	69.8%	71.9%	78.5%
Occasionally	25.3%	21.7%	26.7%	26.9%	28.4%	26.7%	21.1%
Not at All	1.7%	1.6%	2.1%	2.7%	1.8%	1.4%	0.4%
Total(n)	3,185	258	812	639	387	359	730
Mean	2.71	2.75	2.69	2.68	2.68	2.70	2.78
Standard deviation	0.49	0.47	0.51	0.52	0.50	0.49	0.42
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>							
<b>Funded workshops focused on teaching</b>							
Yes	60.4%	65.2%	60.7%	60.7%	55.5%	57.1%	61.7%
No	30.4%	27.6%	32.7%	34.1%	31.2%	29.2%	25.0%
Not eligible	1.5%	1.5%	1.1%	1.3%	2.0%	1.5%	2.2%
Not available	7.6%	5.7%	5.5%	3.9%	11.4%	12.3%	11.1%
Total(n)	4,376	471	1,193	919	510	408	875
<b>Funded workshops focused on research skills development</b>							
Yes	13.3%	17.5%	17.0%	11.7%	13.7%	13.3%	7.6%
No	61.3%	64.2%	65.7%	70.4%	56.5%	52.8%	50.9%
Not eligible	3.0%	5.3%	2.6%	3.1%	2.9%	1.5%	2.7%
Not available	22.4%	13.0%	14.7%	14.8%	26.9%	32.3%	38.7%
Total(n)	4,368	469	1,192	916	510	405	876
<b>Funded workshops focused on grant writing</b>							
Yes	7.5%	10.0%	8.7%	6.9%	8.7%	7.2%	4.7%
No	69.1%	72.3%	75.8%	76.6%	63.1%	60.0%	58.0%
Not eligible	2.9%	4.1%	3.0%	2.9%	3.2%	1.0%	2.8%
Not available	20.5%	13.5%	12.5%	13.6%	25.0%	31.9%	34.6%
Total(n)	4,341	459	1,188	911	507	405	871
<b>Paid sabbatical leave</b>							
Yes	9.4%	3.2%	9.5%	8.8%	15.4%	12.0%	8.6%
No	56.6%	61.1%	57.9%	62.0%	51.2%	52.8%	51.7%
Not eligible	29.5%	31.8%	28.6%	25.6%	26.8%	29.8%	35.0%
Not available	4.5%	3.8%	4.0%	3.6%	6.6%	5.4%	4.7%
Total(n)	4,376	468	1,192	919	514	409	874
<b>Travel funds paid by the institution</b>							
Yes	55.1%	53.4%	54.5%	53.3%	59.2%	52.4%	57.8%
No	37.7%	37.8%	38.1%	40.7%	34.7%	41.4%	33.8%
Not eligible	3.3%	3.9%	3.6%	2.9%	2.5%	2.5%	3.8%
Not available	3.9%	4.9%	3.7%	3.1%	3.5%	3.7%	4.6%
Total(n)	4,323	466	1,179	901	510	403	864
<b>Internal grants for research</b>							
Yes	30.8%	24.4%	34.3%	28.5%	40.2%	25.7%	28.6%
No	59.5%	64.9%	56.7%	65.0%	49.7%	60.5%	60.1%



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not eligible	5.0%	7.5%	5.2%	4.4%	4.1%	4.0%	4.8%
Not available	4.7%	3.2%	3.8%	2.2%	5.9%	9.9%	6.4%
<b>Total(n)</b>	<b>4,356</b>	<b>464</b>	<b>1,194</b>	<b>913</b>	<b>507</b>	<b>405</b>	<b>873</b>
<b>Training for administrative leadership</b>							
Yes	11.3%	15.2%	11.6%	11.9%	9.4%	6.4%	11.4%
No	64.4%	68.2%	65.5%	71.5%	63.3%	56.7%	57.8%
Not eligible	8.6%	7.4%	10.0%	7.4%	9.2%	8.2%	8.5%
Not available	15.7%	9.3%	12.9%	9.2%	18.0%	28.7%	22.3%
<b>Total(n)</b>	<b>4,310</b>	<b>462</b>	<b>1,174</b>	<b>902</b>	<b>510</b>	<b>404</b>	<b>858</b>
<b>Training for promoting inclusion and facilitating difficult conversations</b>							
Yes	53.9%	59.8%	56.1%	50.3%	47.1%	52.0%	56.2%
No	37.4%	34.6%	35.6%	43.9%	42.4%	36.8%	31.9%
Not eligible	1.5%	1.1%	1.6%	1.0%	1.8%	1.2%	2.1%
Not available	7.3%	4.5%	6.7%	4.9%	8.8%	10.0%	9.8%
<b>Total(n)</b>	<b>4,378</b>	<b>468</b>	<b>1,196</b>	<b>919</b>	<b>512</b>	<b>408</b>	<b>875</b>
<b>Incentives to develop new courses</b>							
Yes	20.0%	19.1%	16.7%	16.9%	27.3%	25.9%	21.1%
No	59.5%	61.9%	62.6%	65.8%	55.8%	52.3%	53.0%
Not eligible	3.2%	3.4%	3.4%	3.0%	3.9%	1.0%	3.5%
Not available	17.3%	15.6%	17.3%	14.3%	13.1%	20.8%	22.3%
<b>Total(n)</b>	<b>4,359</b>	<b>467</b>	<b>1,182</b>	<b>913</b>	<b>513</b>	<b>409</b>	<b>875</b>
<b>Incentives to integrate technology into your classroom</b>							
Yes	23.8%	19.0%	26.7%	27.7%	25.2%	21.8%	18.5%
No	58.3%	66.0%	57.8%	59.6%	58.6%	51.7%	56.7%
Not eligible	1.8%	2.1%	2.0%	1.3%	2.3%	0.7%	2.2%
Not available	16.0%	12.8%	13.5%	11.5%	13.8%	25.7%	22.6%
<b>Total(n)</b>	<b>4,374</b>	<b>468</b>	<b>1,193</b>	<b>915</b>	<b>515</b>	<b>408</b>	<b>875</b>
<b>Resources to integrate culturally-competent practices into your classroom</b>							
Yes	45.3%	49.1%	46.5%	50.1%	35.2%	42.4%	44.0%
No	41.9%	42.1%	42.2%	42.2%	48.5%	39.3%	38.2%
Not eligible	1.1%	0.9%	1.3%	0.7%	1.2%	0.5%	1.8%
Not available	11.7%	7.9%	10.0%	7.0%	15.1%	17.8%	16.0%
<b>Total(n)</b>	<b>4,371</b>	<b>470</b>	<b>1,191</b>	<b>914</b>	<b>511</b>	<b>410</b>	<b>875</b>
<b>How many of the following have you published?</b>							
<b>Articles in academic or professional journals</b>							
None	24.2%	26.3%	22.4%	24.2%	22.4%	20.4%	28.1%
1-2	20.9%	20.8%	19.0%	21.6%	17.8%	23.6%	23.2%
3-4	14.2%	12.2%	13.3%	14.8%	13.3%	13.8%	16.4%
5-10	19.0%	16.2%	17.5%	18.3%	20.6%	22.9%	20.6%
11-20	12.7%	12.6%	14.3%	12.6%	16.1%	14.0%	8.3%
21-50	7.1%	9.5%	9.4%	7.2%	8.2%	4.7%	3.2%
51+	1.9%	2.5%	4.2%	1.2%	1.6%	0.7%	0.1%
<b>Total(n)</b>	<b>4,383</b>	<b>476</b>	<b>1,196</b>	<b>916</b>	<b>510</b>	<b>407</b>	<b>878</b>
Mean	3.04	3.07	3.27	3.00	3.21	3.03	2.68
Standard deviation	1.68	1.78	1.81	1.65	1.70	1.54	1.45
<b>Chapters in edited volumes</b>							
None	53.8%	53.7%	53.1%	53.3%	49.4%	53.0%	58.4%
1-2	26.8%	28.8%	24.4%	27.9%	26.4%	29.6%	26.8%
3-4	10.5%	10.7%	10.8%	10.4%	12.2%	10.0%	9.1%
5-10	6.8%	4.4%	8.4%	6.8%	8.3%	6.0%	5.2%
11-20	1.6%	1.7%	2.2%	1.2%	3.1%	1.5%	0.5%
21-50	0.5%	0.6%	1.2%	0.4%	0.4%	0.0%	0.0%
51+	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
<b>Total(n)</b>	<b>4,370</b>	<b>475</b>	<b>1,194</b>	<b>914</b>	<b>508</b>	<b>402</b>	<b>877</b>
Mean	1.77	1.73	1.86	1.76	1.91	1.73	1.63
Standard deviation	1.05	1.00	1.16	1.01	1.16	0.97	0.89
<b>Books, manuals, monographs, or research reports</b>							
None	68.6%	67.3%	65.9%	68.4%	63.9%	71.6%	74.8%
1-2	20.8%	19.5%	22.5%	21.2%	23.7%	20.1%	17.5%
3-4	6.4%	7.2%	6.2%	6.9%	8.7%	6.3%	4.5%
5-10	2.9%	4.5%	3.5%	2.3%	2.6%	2.0%	2.3%
11-20	0.9%	0.6%	1.3%	0.8%	1.2%	0.0%	0.6%
21-50	0.2%	0.4%	0.3%	0.2%	0.0%	0.0%	0.2%
51+	0.2%	0.4%	0.3%	0.2%	0.0%	0.0%	0.1%
<b>Total(n)</b>	<b>4,334</b>	<b>471</b>	<b>1,189</b>	<b>904</b>	<b>507</b>	<b>398</b>	<b>865</b>
Mean	1.48	1.55	1.54	1.47	1.53	1.39	1.38
Standard deviation	0.87	0.97	0.93	0.85	0.85	0.70	0.78
<b>Other, such as patents or computer software products</b>							
None	92.3%	92.2%	90.1%	94.3%	90.9%	93.1%	93.5%
1-2	4.6%	4.3%	6.3%	3.3%	4.8%	4.8%	3.7%
3-4	1.3%	2.0%	1.5%	1.0%	1.2%	0.8%	1.3%
5-10	0.9%	1.3%	1.0%	0.6%	1.4%	0.8%	0.5%
11-20	0.4%	0.2%	0.6%	0.3%	0.8%	0.0%	0.5%
21-50	0.2%	0.0%	0.3%	0.2%	0.4%	0.0%	0.1%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
51+	0.3%	0.0%	0.3%	0.2%	0.4%	0.5%	0.5%
Total(n)	4,272	461	1,167	897	496	393	858
Mean	1.14	1.13	1.17	1.11	1.19	1.12	1.13
Standard deviation	0.62	0.51	0.66	0.55	0.75	0.56	0.62
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>							
None	84.3%	83.1%	83.9%	85.1%	85.8%	85.0%	83.4%
1-2	5.2%	5.3%	5.4%	4.8%	5.6%	6.6%	4.6%
3-4	3.3%	3.2%	3.4%	3.1%	4.3%	2.5%	3.4%
5-10	3.9%	5.5%	3.6%	4.0%	2.9%	2.2%	4.4%
11-20	2.0%	1.9%	2.4%	1.6%	1.2%	1.7%	2.4%
21+	1.3%	1.1%	1.3%	1.3%	0.2%	2.0%	1.8%
Total(n)	4,381	474	1,193	914	514	408	878
Mean	1.38	1.41	1.39	1.36	1.29	1.35	1.43
Standard deviation	1.02	1.04	1.03	1.00	0.80	1.00	1.11
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Solo/Individual</b>							
None	29.3%	26.6%	31.1%	30.3%	27.1%	30.6%	28.1%
1-2	34.5%	39.1%	34.8%	38.7%	37.3%	34.7%	26.6%
3-4	20.1%	18.8%	17.7%	15.1%	30.5%	16.3%	25.0%
5-10	11.0%	12.5%	8.5%	10.9%	5.1%	12.2%	15.6%
11-20	2.6%	1.6%	3.0%	1.7%	0.0%	6.1%	3.1%
21+	2.6%	1.6%	4.9%	3.4%	0.0%	0.0%	1.6%
Total(n)	583	64	164	119	59	49	128
Mean	2.31	2.28	2.32	2.25	2.14	2.29	2.44
Standard deviation	1.22	1.13	1.34	1.24	0.88	1.21	1.23
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Collaborative</b>							
None	12.6%	10.7%	7.4%	14.2%	21.2%	17.2%	12.9%
1-2	35.2%	32.0%	40.9%	28.3%	39.4%	43.1%	30.3%
3-4	20.0%	21.3%	20.5%	24.4%	18.2%	8.6%	20.5%
5-10	18.0%	21.3%	17.6%	22.0%	15.2%	12.1%	16.7%
11-20	9.0%	10.7%	10.2%	4.7%	6.1%	12.1%	10.6%
21+	5.2%	4.0%	3.4%	6.3%	0.0%	6.9%	9.1%
Total(n)	634	75	176	127	66	58	132
Mean	2.91	3.01	2.93	2.94	2.45	2.79	3.09
Standard deviation	1.36	1.33	1.27	1.36	1.17	1.53	1.50
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>							
None	33.8%	35.8%	29.9%	35.7%	29.2%	35.1%	37.8%
1	16.0%	13.1%	13.3%	16.0%	15.2%	17.8%	21.1%
2	13.7%	9.5%	13.0%	13.5%	14.6%	17.3%	15.0%
3	11.1%	11.2%	11.3%	12.0%	11.7%	9.9%	10.2%
4	6.7%	6.1%	6.3%	6.9%	8.5%	5.9%	6.7%
5	5.1%	5.7%	5.3%	5.9%	6.3%	5.2%	2.9%
6	3.3%	4.0%	4.8%	2.6%	4.0%	3.0%	1.6%
7-10	5.9%	8.2%	9.0%	4.8%	6.7%	2.0%	2.7%
More than 10	4.4%	6.5%	7.1%	2.6%	3.8%	3.7%	1.9%
Total(n)	4,366	475	1,192	914	506	404	875
Mean	3.25	3.52	3.73	3.07	3.46	2.93	2.67
Standard deviation	2.42	2.69	2.69	2.25	2.41	2.17	1.97
<b>How many of these professional writings in the past three years were solo-authored?</b>							
None	42.5%	42.9%	44.1%	46.0%	37.0%	42.4%	39.7%
1	24.1%	24.9%	22.0%	22.6%	19.9%	28.8%	28.8%
2	13.1%	15.0%	12.6%	11.8%	16.0%	10.6%	13.7%
3	8.9%	6.2%	9.1%	10.7%	9.9%	6.4%	8.5%
4	4.0%	3.3%	4.4%	2.8%	5.7%	4.2%	3.6%
5	2.6%	2.6%	2.1%	2.4%	4.8%	1.7%	2.4%
6	1.2%	0.7%	1.3%	1.1%	1.5%	2.1%	0.6%
7-10	2.2%	2.6%	3.4%	1.5%	2.7%	1.3%	1.0%
More than 10	1.5%	1.8%	0.9%	1.1%	2.4%	2.5%	1.6%
Total(n)	2,627	273	755	535	332	236	496
Mean	2.40	2.37	2.42	2.28	2.76	2.36	2.32
Standard deviation	1.83	1.85	1.88	1.72	2.05	1.88	1.67
<b>How many of these professional writings in the past three years were co-authored?</b>							
None	17.9%	16.8%	15.7%	13.2%	18.6%	19.5%	25.9%
1	26.0%	22.7%	21.2%	28.6%	28.3%	28.4%	29.8%
2	15.9%	11.3%	14.5%	17.9%	14.8%	18.6%	17.7%
3	13.0%	13.4%	12.1%	15.8%	13.2%	15.3%	9.9%
4	6.8%	9.3%	5.5%	7.1%	8.0%	5.5%	6.8%
5	5.3%	4.5%	6.6%	5.5%	5.5%	5.5%	3.5%
6	3.8%	5.8%	5.5%	3.1%	3.5%	2.1%	1.9%
7-10	6.7%	9.3%	9.9%	6.4%	5.5%	2.1%	3.3%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
More than 10	4.6%	6.9%	8.8%	2.4%	2.6%	3.0%	1.2%
Total(n)	2,628	291	758	546	311	236	486
Mean	3.57	4.00	4.15	3.50	3.37	3.12	2.84
Standard deviation	2.34	2.56	2.65	2.11	2.17	1.97	1.89
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>							
<b>Scheduled teaching (give actual, not credit hours)</b>							
None	5.5%	4.9%	7.5%	4.9%	6.4%	3.8%	4.1%
1-4	14.1%	17.9%	17.4%	13.2%	15.9%	7.5%	10.7%
5-8	29.7%	26.1%	32.1%	27.3%	36.2%	30.1%	26.7%
9-12	31.9%	29.9%	26.0%	33.9%	30.0%	40.1%	36.4%
13-16	11.1%	10.6%	10.2%	12.5%	5.8%	11.8%	13.8%
17-20	4.2%	4.0%	4.0%	4.3%	3.2%	4.5%	5.1%
21+	3.4%	6.6%	2.9%	4.0%	2.4%	2.3%	3.1%
Total(n)	4,248	452	1,154	886	497	399	860
Mean	3.56	3.62	3.38	3.65	3.32	3.71	3.73
Standard deviation	1.32	1.46	1.35	1.33	1.23	1.17	1.27
<b>Preparing for teaching (including reading student papers and grading)</b>							
None	4.4%	3.1%	6.2%	4.0%	5.0%	2.8%	3.4%
1-4	9.1%	9.2%	11.3%	8.3%	8.7%	7.3%	7.9%
5-8	22.2%	21.4%	26.2%	21.1%	20.8%	20.0%	20.4%
9-12	21.6%	19.0%	22.2%	20.9%	24.0%	24.0%	20.6%
13-16	15.7%	17.2%	12.8%	16.9%	15.7%	17.8%	16.5%
17-20	14.0%	15.1%	11.4%	14.1%	15.7%	15.8%	15.0%
21+	12.9%	15.1%	9.8%	14.6%	10.1%	12.5%	16.2%
Total(n)	4,255	458	1,153	889	496	400	859
Mean	4.29	4.44	3.98	4.39	4.24	4.44	4.49
Standard deviation	1.67	1.67	1.66	1.68	1.63	1.58	1.68
<b>Advising or counseling students</b>							
None	8.3%	11.9%	8.8%	9.5%	8.5%	4.8%	6.0%
1-4	57.7%	55.6%	57.8%	59.5%	55.4%	60.3%	57.1%
5-8	23.2%	21.3%	21.9%	20.7%	25.2%	23.6%	27.3%
9-12	7.0%	8.4%	6.9%	6.4%	7.1%	6.3%	7.5%
13-16	2.1%	2.0%	2.3%	2.0%	2.4%	2.8%	1.4%
17-20	0.8%	0.4%	1.0%	0.7%	0.8%	1.5%	0.2%
21+	0.9%	0.4%	1.2%	1.1%	0.6%	0.8%	0.6%
Total(n)	4,243	455	1,153	887	493	398	857
Mean	2.43	2.36	2.44	2.39	2.44	2.49	2.44
Standard deviation	0.97	0.95	1.03	0.99	0.96	0.99	0.86
<b>Committee work and meetings</b>							
None	5.2%	4.0%	6.7%	4.1%	4.3%	5.3%	5.6%
1-4	50.4%	45.2%	49.2%	47.8%	57.7%	49.1%	53.6%
5-8	26.5%	29.1%	25.1%	27.8%	22.0%	28.6%	27.0%
9-12	10.0%	12.6%	9.9%	11.3%	7.3%	11.6%	8.3%
13-16	3.5%	4.8%	4.3%	3.4%	3.7%	2.0%	2.7%
17-20	2.3%	2.9%	2.5%	2.5%	2.8%	1.8%	1.6%
21+	2.1%	1.5%	2.2%	3.2%	2.2%	1.5%	1.2%
Total(n)	4,230	454	1,146	887	492	395	856
Mean	2.72	2.84	2.72	2.82	2.66	2.67	2.58
Standard deviation	1.19	1.19	1.24	1.26	1.21	1.10	1.06
<b>Research and scholarly writing</b>							
None	27.1%	30.3%	24.2%	27.6%	24.0%	26.1%	31.1%
1-4	39.4%	34.9%	34.9%	38.9%	41.9%	41.4%	46.1%
5-8	16.9%	16.9%	18.2%	17.6%	17.5%	17.3%	13.8%
9-12	8.2%	9.2%	9.6%	8.7%	9.3%	8.4%	4.5%
13-16	3.3%	2.9%	5.4%	2.6%	2.2%	2.3%	2.4%
17-20	2.0%	3.1%	2.8%	2.1%	1.0%	1.8%	0.8%
21+	3.2%	2.6%	4.9%	2.5%	4.1%	2.8%	1.4%
Total(n)	4,211	455	1,145	876	492	394	849
Mean	2.40	2.39	2.65	2.36	2.43	2.36	2.09
Standard deviation	1.42	1.45	1.59	1.37	1.41	1.35	1.15
<b>Other creative products/performances</b>							
None	72.6%	70.0%	72.9%	70.5%	76.4%	74.0%	73.1%
1-4	18.5%	20.9%	18.9%	19.6%	17.7%	16.2%	17.0%
5-8	4.6%	4.2%	3.7%	5.7%	3.1%	6.1%	5.2%
9-12	1.9%	1.3%	2.2%	2.1%	1.6%	2.3%	1.4%
13-16	1.0%	2.0%	1.0%	0.7%	0.2%	0.8%	1.4%
17-20	0.5%	0.9%	0.4%	0.9%	0.6%	0.0%	0.4%
21+	0.9%	0.7%	1.0%	0.6%	0.4%	0.8%	1.5%
Total(n)	4,210	454	1,140	877	491	396	852
Mean	1.45	1.50	1.44	1.48	1.35	1.43	1.48
Standard deviation	0.97	1.01	0.96	0.96	0.81	0.91	1.07
<b>Community or public service</b>							
None	39.0%	36.6%	34.3%	37.1%	52.2%	45.7%	37.6%
1-4	47.3%	49.8%	50.9%	46.4%	38.8%	41.2%	49.9%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
5-8	9.2%	8.3%	10.6%	10.5%	6.1%	9.8%	8.1%
9-12	2.8%	3.6%	2.7%	3.4%	1.4%	2.5%	2.7%
13-16	0.9%	1.1%	0.8%	1.0%	1.0%	0.3%	0.8%
17-20	0.4%	0.4%	0.3%	0.8%	0.2%	0.0%	0.5%
21+	0.4%	0.2%	0.4%	0.8%	0.2%	0.5%	0.4%
Total(n)	4,202	448	1,137	878	490	398	851
Mean	1.82	1.85	1.87	1.90	1.62	1.72	1.82
Standard deviation	0.90	0.89	0.86	1.01	0.82	0.85	0.88
<b>Outside consulting/freelance work</b>							
None	78.1%	75.3%	77.4%	77.0%	82.7%	77.1%	79.3%
1-4	15.0%	19.2%	15.2%	15.4%	12.6%	13.7%	13.9%
5-8	4.3%	3.1%	4.8%	4.3%	3.3%	5.1%	4.6%
9-12	1.3%	1.1%	1.1%	1.5%	0.8%	2.5%	1.3%
13-16	0.5%	0.7%	0.7%	0.7%	0.0%	0.3%	0.4%
17-20	0.4%	0.2%	0.3%	0.6%	0.2%	1.3%	0.1%
21+	0.5%	0.4%	0.6%	0.5%	0.4%	0.0%	0.5%
Total(n)	4,198	453	1,135	875	491	393	851
Mean	1.34	1.35	1.36	1.37	1.25	1.39	1.32
Standard deviation	0.81	0.78	0.85	0.86	0.68	0.88	0.77
<b>Household/childcare duties</b>							
None	5.8%	9.8%	4.9%	6.0%	5.8%	4.8%	5.2%
1-4	12.7%	9.3%	13.0%	13.4%	13.3%	11.7%	13.3%
5-8	19.8%	20.2%	19.2%	20.2%	19.3%	19.1%	20.4%
9-12	16.3%	15.7%	16.7%	15.0%	20.1%	16.8%	14.7%
13-16	10.0%	9.1%	10.0%	9.7%	10.0%	9.2%	11.2%
17-20	9.1%	10.4%	9.0%	8.8%	9.1%	11.5%	7.5%
21+	26.4%	25.5%	27.0%	26.8%	22.4%	26.8%	27.7%
Total(n)	4,174	451	1,135	872	482	392	842
Mean	4.45	4.38	4.49	4.43	4.32	4.55	4.46
Standard deviation	1.97	2.03	1.95	1.99	1.91	1.94	1.97
<b>Serving as a caregiver for another adult</b>							
None	78.9%	81.0%	75.6%	76.8%	81.8%	78.0%	83.4%
1-4	11.0%	11.2%	12.4%	11.6%	11.4%	8.4%	9.2%
5-8	4.3%	3.8%	4.9%	4.6%	2.7%	6.6%	3.6%
9-12	2.1%	1.6%	2.6%	2.3%	1.4%	2.8%	1.8%
13-16	1.0%	1.3%	1.1%	1.5%	0.8%	1.3%	0.1%
17-20	0.7%	0.2%	1.1%	0.8%	0.8%	0.3%	0.6%
21+	1.9%	0.9%	2.4%	2.4%	1.0%	2.8%	1.4%
Total(n)	4,163	447	1,126	870	484	395	841
Mean	1.45	1.35	1.54	1.52	1.35	1.53	1.34
Standard deviation	1.14	0.94	1.25	1.24	0.97	1.26	0.98
<b>Other employment outside of academia</b>							
None	87.7%	84.3%	88.3%	87.6%	90.7%	86.2%	87.6%
1-4	5.5%	8.6%	5.3%	5.1%	4.3%	3.8%	6.0%
5-8	3.1%	3.3%	2.8%	3.2%	1.4%	6.1%	2.8%
9-12	2.2%	2.9%	1.7%	2.6%	2.5%	1.5%	2.1%
13-16	0.4%	0.2%	0.4%	0.5%	0.2%	0.8%	0.2%
17-20	0.5%	0.7%	0.6%	0.5%	0.6%	0.3%	0.4%
21+	0.6%	0.0%	0.7%	0.6%	0.2%	1.3%	0.8%
Total(n)	4,166	453	1,123	862	486	392	850
Mean	1.26	1.28	1.25	1.27	1.20	1.33	1.26
Standard deviation	0.85	0.77	0.86	0.86	0.74	0.98	0.85
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>							
None	3.6%	3.3%	3.7%	4.0%	3.6%	3.8%	3.0%
1-4	31.1%	31.6%	30.7%	32.6%	29.3%	29.8%	31.6%
5-8	34.1%	33.6%	36.9%	31.9%	33.5%	36.5%	32.1%
9-12	17.5%	18.1%	16.7%	17.1%	18.2%	17.6%	18.2%
13-16	6.6%	6.8%	6.1%	6.0%	7.9%	5.4%	7.7%
17-20	3.9%	4.0%	2.9%	4.9%	4.4%	4.1%	3.6%
21+	3.2%	2.6%	3.1%	3.4%	3.0%	2.8%	3.8%
Total(n)	4,196	453	1,141	871	495	392	844
Mean	3.17	3.16	3.12	3.17	3.23	3.14	3.22
Standard deviation	1.31	1.29	1.27	1.37	1.33	1.28	1.34
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>							
<b>Ask questions in class</b>							
Frequently	96.4%	96.2%	95.2%	97.2%	96.3%	97.9%	96.7%
Occasionally	2.9%	3.2%	3.6%	2.6%	2.7%	2.1%	2.8%
Not at All	0.6%	0.7%	1.1%	0.2%	1.0%	0.0%	0.5%
Total(n)	4,184	442	1,133	879	490	390	850
Mean	2.96	2.95	2.94	2.97	2.95	2.98	2.96
Standard deviation	0.23	0.24	0.28	0.19	0.26	0.14	0.21
<b>Support their opinions with a logical argument</b>							
Frequently	80.6%	80.0%	79.5%	82.2%	80.9%	81.3%	80.4%
Occasionally	17.4%	18.8%	17.5%	16.4%	18.1%	17.2%	17.3%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not at All	2.0%	1.1%	3.0%	1.4%	1.0%	1.5%	2.3%
Total(n)	4,196	446	1,135	876	492	395	852
Mean	2.79	2.79	2.76	2.81	2.80	2.80	2.78
Standard deviation	0.45	0.43	0.49	0.43	0.43	0.44	0.47
<b>Seek solutions to problems and explain them to others</b>							
Frequently	78.8%	80.4%	79.6%	79.4%	77.4%	75.6%	78.4%
Occasionally	19.1%	17.8%	17.8%	19.2%	21.5%	20.3%	19.5%
Not at All	2.1%	1.8%	2.5%	1.4%	1.0%	4.1%	2.1%
Total(n)	4,202	445	1,140	879	492	394	852
Mean	2.77	2.79	2.77	2.78	2.76	2.72	2.76
Standard deviation	0.47	0.45	0.48	0.45	0.45	0.53	0.47
<b>Analyze multiple sources of information before coming to a conclusion</b>							
Frequently	69.8%	73.4%	70.1%	70.5%	72.0%	67.8%	66.7%
Occasionally	26.3%	23.3%	25.1%	26.6%	25.4%	27.4%	29.4%
Not at All	3.9%	3.4%	4.8%	3.0%	2.6%	4.8%	4.0%
Total(n)	4,207	447	1,142	877	492	394	855
Mean	2.66	2.70	2.65	2.68	2.69	2.63	2.63
Standard deviation	0.55	0.53	0.57	0.53	0.52	0.57	0.56
<b>Evaluate the quality or reliability of information they receive</b>							
Frequently	70.8%	72.5%	70.0%	71.9%	70.1%	70.8%	70.1%
Occasionally	25.3%	23.7%	24.7%	24.5%	26.6%	25.1%	26.9%
Not at All	4.0%	3.8%	5.3%	3.5%	3.3%	4.1%	3.1%
Total(n)	4,195	443	1,138	876	492	394	852
Mean	2.67	2.69	2.65	2.68	2.67	2.67	2.67
Standard deviation	0.55	0.54	0.58	0.54	0.54	0.55	0.53
<b>Take risks for potential gains</b>							
Frequently	40.0%	36.8%	41.3%	38.7%	40.4%	38.2%	41.8%
Occasionally	43.0%	42.4%	42.5%	43.4%	44.1%	43.1%	43.1%
Not at All	17.0%	20.8%	16.3%	17.9%	15.6%	18.7%	15.1%
Total(n)	4,176	443	1,132	871	488	390	852
Mean	2.23	2.16	2.25	2.21	2.25	2.19	2.27
Standard deviation	0.72	0.74	0.72	0.72	0.71	0.73	0.71
<b>Seek alternative solutions to a problem</b>							
Frequently	64.0%	69.5%	65.1%	64.8%	63.0%	62.5%	59.9%
Occasionally	33.1%	27.8%	31.8%	32.6%	35.7%	33.7%	36.4%
Not at All	2.9%	2.7%	3.1%	2.5%	1.2%	3.8%	3.7%
Total(n)	4,171	439	1,134	873	487	392	846
Mean	2.61	2.67	2.62	2.62	2.62	2.59	2.56
Standard deviation	0.54	0.53	0.55	0.53	0.51	0.57	0.57
<b>Look up scientific research articles and resources</b>							
Frequently	56.0%	59.1%	54.9%	59.2%	59.5%	51.9%	52.5%
Occasionally	30.5%	28.7%	30.4%	29.9%	27.4%	34.8%	32.0%
Not at All	13.5%	12.2%	14.7%	10.9%	13.2%	13.3%	15.5%
Total(n)	4,170	443	1,132	872	486	391	846
Mean	2.43	2.47	2.40	2.48	2.46	2.39	2.37
Standard deviation	0.72	0.70	0.73	0.68	0.72	0.71	0.74
<b>Explore topics on their own, even though it was not required for a class</b>							
Frequently	53.4%	53.6%	53.7%	56.0%	60.4%	51.4%	47.4%
Occasionally	41.8%	41.4%	40.5%	39.6%	36.5%	44.0%	48.1%
Not at All	4.7%	5.0%	5.8%	4.4%	3.1%	4.6%	4.5%
Total(n)	4,191	444	1,135	877	490	393	852
Mean	2.49	2.49	2.48	2.52	2.57	2.47	2.43
Standard deviation	0.59	0.59	0.61	0.58	0.55	0.58	0.58
<b>Accept mistakes as part of the learning process</b>							
Frequently	81.2%	80.4%	80.2%	81.5%	83.1%	83.0%	80.9%
Occasionally	17.5%	18.5%	17.5%	17.4%	16.1%	16.5%	18.3%
Not at All	1.3%	1.1%	2.3%	1.1%	0.8%	0.5%	0.8%
Total(n)	4,192	443	1,136	876	490	393	854
Mean	2.80	2.79	2.78	2.80	2.82	2.82	2.80
Standard deviation	0.43	0.43	0.47	0.43	0.40	0.39	0.42
<b>Recognize biases that affect their thinking</b>							
Frequently	60.3%	62.4%	59.5%	63.4%	55.3%	61.4%	59.5%
Occasionally	34.2%	31.3%	33.7%	31.5%	39.9%	32.7%	36.4%
Not at All	5.5%	6.3%	6.8%	5.0%	4.7%	5.8%	4.1%
Total(n)	4,188	444	1,138	872	486	394	854
Mean	2.55	2.56	2.53	2.58	2.51	2.56	2.55
Standard deviation	0.60	0.61	0.62	0.59	0.59	0.60	0.57
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>							
<b>Write in the specific style or format of your discipline</b>							
Frequently	67.7%	68.6%	65.1%	67.7%	72.6%	69.7%	67.1%
Occasionally	25.1%	23.1%	25.0%	25.9%	21.4%	24.9%	27.8%
Not at All	7.1%	8.3%	9.9%	6.4%	6.0%	5.3%	5.1%
Total(n)	4,150	433	1,128	865	486	393	845

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	2.61	2.60	2.55	2.61	2.67	2.64	2.62
Standard deviation	0.62	0.64	0.67	0.60	0.59	0.58	0.58
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>							
Frequently	52.8%	54.4%	54.7%	52.0%	50.6%	54.6%	50.9%
Occasionally	34.8%	35.0%	32.5%	35.4%	35.8%	32.7%	37.8%
Not at All	12.3%	10.6%	12.8%	12.6%	13.6%	12.8%	11.3%
Total(n)	4,150	432	1,129	864	486	392	847
Mean	2.40	2.44	2.42	2.39	2.37	2.42	2.40
Standard deviation	0.70	0.68	0.71	0.70	0.71	0.71	0.68
<b>Discuss the ethical or moral implications of a course of action</b>							
Frequently	49.4%	51.5%	49.6%	48.2%	44.3%	52.9%	50.7%
Occasionally	38.1%	34.9%	38.5%	38.7%	41.4%	36.3%	37.5%
Not at All	12.5%	13.6%	11.8%	13.1%	14.3%	10.7%	11.8%
Total(n)	4,142	433	1,126	861	483	391	848
Mean	2.37	2.38	2.38	2.35	2.30	2.42	2.39
Standard deviation	0.69	0.71	0.69	0.70	0.70	0.68	0.69
<b>Apply mathematical concepts and computational thinking</b>							
Frequently	29.3%	27.5%	28.8%	28.0%	33.6%	35.5%	27.0%
Occasionally	27.9%	33.7%	27.9%	28.8%	22.9%	25.6%	28.1%
Not at All	42.8%	38.8%	43.3%	43.3%	43.5%	38.9%	44.9%
Total(n)	4,144	433	1,126	862	485	391	847
Mean	1.87	1.89	1.85	1.85	1.90	1.97	1.82
Standard deviation	0.84	0.81	0.84	0.83	0.87	0.86	0.83
<b>In how many of the courses that you teach do you use each of the following?</b>							
<b>Class discussions</b>							
All	75.2%	75.1%	77.3%	75.6%	77.6%	67.4%	74.5%
Most	13.6%	13.8%	12.0%	14.3%	12.6%	16.9%	14.3%
Some	9.4%	10.3%	8.5%	8.9%	8.8%	13.6%	9.1%
None	1.7%	0.9%	2.1%	1.3%	1.0%	2.1%	2.1%
Total(n)	4,126	429	1,125	863	477	390	842
Mean	3.62	3.63	3.65	3.64	3.67	3.50	3.61
Standard deviation	0.72	0.70	0.73	0.70	0.68	0.80	0.74
<b>Cooperative learning (small groups)</b>							
All	64.2%	60.5%	66.2%	58.3%	69.5%	56.5%	69.9%
Most	18.0%	20.2%	17.1%	19.9%	13.6%	19.9%	17.5%
Some	14.6%	14.9%	13.0%	18.6%	14.8%	17.6%	11.2%
None	3.2%	4.4%	3.7%	3.3%	2.1%	6.0%	1.3%
Total(n)	4,121	430	1,127	861	479	386	838
Mean	3.43	3.37	3.46	3.33	3.51	3.27	3.56
Standard deviation	0.86	0.89	0.86	0.89	0.82	0.95	0.74
<b>Experiential learning/Field studies</b>							
All	19.7%	21.5%	20.7%	18.0%	19.2%	16.0%	21.2%
Most	17.0%	16.1%	15.2%	17.9%	15.5%	18.3%	19.3%
Some	32.2%	30.0%	31.9%	33.6%	30.3%	33.3%	32.8%
None	31.1%	32.4%	32.3%	30.5%	34.9%	32.3%	26.7%
Total(n)	4,083	423	1,113	849	478	387	833
Mean	2.25	2.27	2.24	2.23	2.19	2.18	2.35
Standard deviation	1.10	1.13	1.12	1.07	1.11	1.06	1.09
<b>Performances/Demonstrations</b>							
All	20.0%	21.6%	22.7%	17.8%	16.6%	15.9%	22.0%
Most	15.6%	18.3%	13.0%	15.7%	17.0%	14.4%	17.1%
Some	28.1%	29.1%	27.4%	25.3%	29.1%	29.6%	30.0%
None	36.3%	31.0%	36.9%	41.2%	37.3%	40.1%	30.9%
Total(n)	4,095	426	1,107	859	477	389	837
Mean	2.19	2.31	2.21	2.10	2.13	2.06	2.30
Standard deviation	1.13	1.13	1.17	1.13	1.09	1.09	1.13
<b>Group projects</b>							
All	29.6%	27.3%	33.1%	28.1%	30.3%	24.3%	29.9%
Most	22.3%	24.8%	21.3%	19.8%	22.2%	22.0%	25.4%
Some	33.9%	30.8%	31.9%	35.4%	34.5%	36.7%	34.8%
None	14.1%	17.1%	13.6%	16.8%	13.0%	17.1%	9.9%
Total(n)	4,109	428	1,121	859	478	387	836
Mean	2.67	2.62	2.74	2.59	2.70	2.53	2.75
Standard deviation	1.05	1.06	1.06	1.07	1.04	1.04	0.99
<b>Extensive lecturing</b>							
All	12.5%	10.9%	14.1%	11.7%	11.9%	13.2%	12.0%
Most	20.5%	20.7%	21.0%	23.1%	18.2%	24.4%	16.4%
Some	38.5%	38.8%	38.9%	39.3%	35.8%	34.5%	40.1%
None	28.6%	29.5%	26.0%	25.9%	34.0%	27.8%	31.5%
Total(n)	4,100	430	1,120	857	477	385	831
Mean	2.17	2.13	2.23	2.21	2.08	2.23	2.09
Standard deviation	0.98	0.96	0.99	0.96	1.00	1.00	0.98

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Multiple drafts of written work</b>							
All	18.7%	17.5%	19.5%	16.5%	22.8%	17.8%	18.5%
Most	21.3%	21.4%	19.2%	20.5%	24.8%	24.3%	21.6%
Some	39.5%	39.4%	37.3%	40.0%	39.0%	37.1%	43.1%
None	20.5%	21.7%	24.0%	23.0%	13.4%	20.9%	16.7%
Total(n)	4,090	429	1,113	854	479	383	832
Mean	2.38	2.35	2.34	2.31	2.57	2.39	2.42
Standard deviation	1.01	1.01	1.05	1.00	0.98	1.01	0.97
<b>Reflective writing/Journaling</b>							
All	21.7%	22.7%	22.6%	21.1%	20.1%	18.6%	22.9%
Most	18.6%	16.7%	15.9%	20.5%	16.6%	17.3%	22.9%
Some	33.1%	33.2%	31.7%	32.7%	34.8%	34.5%	33.7%
None	26.6%	27.4%	29.8%	25.8%	28.5%	29.6%	20.5%
Total(n)	4,098	431	1,118	850	477	388	834
Mean	2.35	2.35	2.31	2.37	2.28	2.25	2.48
Standard deviation	1.09	1.11	1.12	1.08	1.09	1.07	1.06
<b>Community service as part of coursework</b>							
All	2.8%	3.0%	2.7%	3.0%	2.5%	2.3%	2.8%
Most	6.3%	9.3%	5.3%	8.2%	3.6%	5.7%	6.0%
Some	23.1%	20.5%	21.9%	24.3%	16.4%	25.1%	27.5%
None	67.9%	67.1%	70.2%	64.5%	77.5%	66.8%	63.7%
Total(n)	4,094	429	1,116	853	475	386	835
Mean	1.44	1.48	1.41	1.50	1.31	1.44	1.48
Standard deviation	0.73	0.79	0.71	0.77	0.66	0.71	0.73
<b>Electronic quizzes with immediate feedback in class</b>							
All	12.9%	16.5%	12.6%	15.6%	9.8%	13.1%	10.5%
Most	14.4%	19.7%	12.6%	16.5%	10.4%	14.1%	14.1%
Some	26.2%	24.1%	25.9%	29.9%	23.9%	24.4%	26.2%
None	46.5%	39.7%	48.8%	38.0%	55.9%	48.3%	49.2%
Total(n)	4,126	431	1,124	860	481	389	841
Mean	1.94	2.13	1.89	2.10	1.74	1.92	1.86
Standard deviation	1.06	1.11	1.05	1.08	0.99	1.07	1.02
<b>Real-life problems</b>							
All	43.8%	52.1%	48.5%	43.7%	36.3%	42.5%	38.3%
Most	28.1%	24.5%	25.2%	29.1%	27.1%	30.8%	31.9%
Some	22.7%	20.3%	20.7%	21.9%	27.9%	22.0%	24.9%
None	5.4%	3.0%	5.6%	5.3%	8.8%	4.7%	4.9%
Total(n)	4,103	428	1,120	853	480	386	836
Mean	3.10	3.26	3.17	3.11	2.91	3.11	3.04
Standard deviation	0.93	0.88	0.94	0.93	0.99	0.91	0.91
<b>Student inquiry to drive learning</b>							
All	36.7%	38.0%	41.2%	34.3%	41.2%	31.1%	32.3%
Most	29.8%	34.3%	28.7%	30.8%	26.2%	27.8%	30.8%
Some	27.9%	22.8%	25.0%	28.2%	27.8%	33.4%	31.7%
None	5.6%	4.9%	5.1%	6.7%	4.8%	7.7%	5.2%
Total(n)	4,110	426	1,121	856	478	389	840
Mean	2.97	3.05	3.06	2.93	3.04	2.82	2.90
Standard deviation	0.93	0.90	0.93	0.94	0.94	0.96	0.92
<b>Readings on racial and ethnic issues</b>							
All	25.8%	27.3%	27.3%	24.6%	27.8%	25.3%	23.6%
Most	17.9%	18.2%	17.1%	18.4%	15.2%	18.3%	19.8%
Some	28.5%	26.3%	26.6%	30.6%	27.4%	28.1%	31.0%
None	27.7%	28.2%	29.0%	26.5%	29.7%	28.4%	25.7%
Total(n)	4,064	422	1,106	843	475	388	830
Mean	2.42	2.45	2.43	2.41	2.41	2.40	2.41
Standard deviation	1.15	1.17	1.17	1.12	1.18	1.15	1.11
<b>Readings on women or gender issues</b>							
All	21.1%	19.1%	23.5%	20.2%	25.4%	21.5%	17.4%
Most	15.7%	17.7%	15.1%	14.3%	12.9%	16.1%	18.3%
Some	29.9%	28.6%	26.8%	31.9%	29.6%	31.1%	32.2%
None	33.3%	34.5%	34.5%	33.6%	32.1%	31.3%	32.2%
Total(n)	4,048	423	1,100	842	473	386	824
Mean	2.25	2.22	2.28	2.21	2.32	2.28	2.21
Standard deviation	1.13	1.12	1.17	1.12	1.17	1.12	1.08
<b>Supplemental instruction outside of class and office hours</b>							
All	21.0%	21.9%	24.2%	18.1%	24.7%	21.5%	17.1%
Most	17.5%	18.3%	18.3%	16.9%	13.7%	21.7%	17.1%
Some	36.6%	36.7%	35.2%	37.8%	32.8%	36.1%	39.7%
None	24.8%	23.1%	22.3%	27.3%	28.8%	20.7%	26.1%
Total(n)	4,040	420	1,099	842	473	382	824
Mean	2.35	2.39	2.44	2.26	2.34	2.44	2.25
Standard deviation	1.07	1.07	1.09	1.05	1.14	1.05	1.03
<b>Student presentations</b>							
All	34.0%	30.0%	39.7%	26.4%	39.1%	28.9%	35.6%
Most	26.3%	27.2%	22.8%	25.4%	26.8%	28.4%	30.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Some	30.9%	33.3%	27.4%	36.2%	26.6%	35.4%	29.0%
None	8.9%	9.5%	10.2%	12.0%	7.4%	7.2%	5.4%
Total(n)	4,058	423	1,103	845	473	387	827
Mean	2.85	2.78	2.92	2.66	2.98	2.79	2.96
Standard deviation	0.99	0.98	1.04	1.00	0.98	0.94	0.93
<b>Student evaluations of each others' work</b>							
All	18.1%	17.1%	22.6%	15.5%	17.7%	12.4%	18.3%
Most	18.7%	20.9%	15.1%	20.5%	18.8%	19.4%	20.3%
Some	40.3%	38.9%	37.7%	40.0%	39.7%	41.7%	44.6%
None	22.8%	23.2%	24.6%	24.0%	23.8%	26.4%	16.8%
Total(n)	4,053	422	1,102	843	474	386	826
Mean	2.32	2.32	2.36	2.28	2.30	2.18	2.40
Standard deviation	1.02	1.01	1.08	1.00	1.02	0.96	0.97
<b>Grading on a curve</b>							
All	4.2%	3.1%	5.7%	4.3%	3.8%	3.1%	3.6%
Most	5.3%	5.9%	5.9%	3.7%	5.3%	6.7%	5.2%
Some	16.9%	14.9%	15.6%	14.5%	18.3%	22.0%	19.0%
None	73.5%	76.1%	72.8%	77.5%	72.6%	68.1%	72.2%
Total(n)	4,048	423	1,101	840	471	386	827
Mean	1.40	1.36	1.45	1.35	1.40	1.45	1.40
Standard deviation	0.78	0.73	0.84	0.75	0.76	0.76	0.75
<b>Rubric-based assessment</b>							
All	52.0%	56.6%	53.7%	55.4%	46.0%	50.5%	48.1%
Most	24.6%	23.1%	24.9%	24.0%	22.8%	23.9%	26.9%
Some	18.1%	16.3%	15.5%	16.1%	22.4%	22.6%	20.3%
None	5.2%	4.1%	5.9%	4.6%	8.8%	2.9%	4.6%
Total(n)	3,978	412	1,085	834	465	376	806
Mean	3.23	3.32	3.26	3.30	3.06	3.22	3.19
Standard deviation	0.93	0.89	0.93	0.90	1.02	0.90	0.91
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>							
All	17.0%	15.7%	20.7%	16.7%	16.5%	13.6%	15.1%
Most	15.8%	17.6%	14.3%	17.4%	15.0%	18.6%	14.6%
Some	39.1%	37.8%	37.4%	38.3%	39.5%	40.1%	42.0%
None	28.1%	29.0%	27.6%	27.7%	29.0%	27.7%	28.3%
Total(n)	4,038	421	1,100	839	473	382	823
Mean	2.22	2.20	2.28	2.23	2.19	2.18	2.16
Standard deviation	1.04	1.03	1.08	1.03	1.03	0.99	1.00
<b>How frequently do you incorporate the following forms of technology into your courses?</b>							
<b>Videos or podcasts</b>							
Frequently	54.9%	57.2%	52.6%	61.2%	53.4%	59.5%	49.3%
Occasionally	40.0%	39.0%	41.7%	35.3%	40.5%	37.9%	43.7%
Not at All	5.1%	3.7%	5.8%	3.6%	6.1%	2.6%	6.9%
Total(n)	4,085	428	1,111	845	476	388	837
Mean	2.50	2.54	2.47	2.58	2.47	2.57	2.42
Standard deviation	0.59	0.57	0.60	0.56	0.61	0.55	0.62
<b>Simulations/animations</b>							
Frequently	22.7%	25.8%	23.5%	25.2%	19.8%	24.8%	18.4%
Occasionally	40.9%	41.9%	38.9%	40.1%	38.3%	37.2%	47.0%
Not at All	36.4%	32.3%	37.5%	34.7%	41.9%	38.0%	34.6%
Total(n)	4,066	427	1,100	845	475	387	832
Mean	1.86	1.93	1.86	1.91	1.78	1.87	1.84
Standard deviation	0.76	0.76	0.77	0.77	0.75	0.78	0.71
<b>Online homework or virtual labs</b>							
Frequently	40.0%	48.1%	38.5%	46.3%	34.2%	40.6%	34.3%
Occasionally	34.3%	33.2%	35.4%	35.4%	31.1%	32.8%	34.9%
Not at All	25.7%	18.7%	26.2%	18.3%	34.7%	26.6%	30.8%
Total(n)	4,061	428	1,100	842	473	387	831
Mean	2.14	2.29	2.12	2.28	2.00	2.14	2.03
Standard deviation	0.80	0.76	0.79	0.75	0.83	0.81	0.81
<b>Online discussion boards</b>							
Frequently	29.2%	37.2%	28.4%	37.7%	30.7%	28.0%	17.4%
Occasionally	39.8%	37.9%	39.6%	40.9%	37.3%	40.4%	41.2%
Not at All	30.9%	24.8%	32.0%	21.4%	32.0%	31.6%	41.4%
Total(n)	4,071	427	1,106	843	475	386	834
Mean	1.98	2.12	1.96	2.16	1.99	1.96	1.76
Standard deviation	0.78	0.78	0.78	0.75	0.79	0.77	0.73
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>							
Frequently	11.6%	13.5%	13.5%	10.9%	9.9%	10.6%	10.1%
Occasionally	23.5%	18.2%	25.3%	24.7%	19.8%	23.1%	25.0%
Not at All	64.9%	68.3%	61.2%	64.4%	70.3%	66.2%	64.9%
Total(n)	4,072	429	1,107	842	474	385	835
Mean	1.47	1.45	1.52	1.47	1.40	1.44	1.45
Standard deviation	0.69	0.72	0.72	0.68	0.66	0.68	0.67



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>							
<b>Felt confident in your ability to provide effective instruction exclusively online</b>							
To a Very Large Extent	25.4%	27.9%	26.1%	30.2%	24.0%	26.6%	18.5%
To a Large Extent	34.3%	32.6%	35.4%	33.9%	33.2%	35.9%	34.1%
To Some Extent	30.1%	27.5%	30.2%	27.3%	32.1%	27.9%	34.2%
To a Small Extent	7.2%	7.7%	6.3%	5.8%	7.0%	6.5%	10.2%
Not at All	2.9%	4.2%	2.1%	2.7%	3.6%	3.1%	3.0%
Total(n)	4,049	426	1,104	838	470	384	827
Mean	3.72	3.72	3.77	3.83	3.67	3.76	3.55
Standard deviation	1.01	1.08	0.97	1.01	1.03	1.02	1.00
<b>Were concerned about your job security</b>							
To a Very Large Extent	10.4%	14.9%	8.1%	7.5%	12.6%	14.6%	11.1%
To a Large Extent	8.5%	8.7%	8.3%	7.1%	8.3%	13.0%	8.0%
To Some Extent	23.4%	26.2%	22.2%	21.7%	21.1%	23.4%	26.9%
To a Small Extent	21.2%	19.3%	22.6%	21.3%	19.1%	19.3%	22.5%
Not at All	36.4%	30.9%	38.9%	42.4%	38.9%	29.7%	31.6%
Total(n)	4,039	424	1,103	835	470	384	823
Mean	2.35	2.57	2.24	2.16	2.36	2.64	2.44
Standard deviation	1.32	1.39	1.27	1.26	1.39	1.40	1.31
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>							
To a Very Large Extent	34.4%	30.5%	30.4%	36.1%	43.2%	35.2%	34.8%
To a Large Extent	18.9%	19.0%	19.5%	16.8%	17.9%	22.8%	18.9%
To Some Extent	20.7%	19.8%	23.2%	20.0%	17.1%	18.6%	21.5%
To a Small Extent	8.7%	6.9%	9.5%	7.9%	8.3%	10.0%	9.0%
Not at All	17.3%	23.8%	17.4%	19.2%	13.5%	13.4%	15.9%
Total(n)	4,001	420	1,095	826	468	381	811
Mean	3.44	3.25	3.36	3.43	3.69	3.56	3.48
Standard deviation	1.47	1.54	1.44	1.51	1.43	1.40	1.44
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>							
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>							
Strongly Agree	57.6%	58.5%	57.9%	55.6%	59.5%	58.7%	57.3%
Agree	34.8%	31.9%	35.3%	35.3%	34.4%	34.1%	35.6%
Disagree	5.5%	7.9%	4.7%	6.6%	4.0%	5.3%	5.3%
Strongly Disagree	2.0%	1.7%	2.1%	2.5%	2.2%	1.9%	1.8%
Total(n)	3,906	407	1,060	816	454	375	794
Mean	3.48	3.47	3.49	3.44	3.51	3.50	3.48
Standard deviation	0.70	0.71	0.68	0.73	0.68	0.69	0.68
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>							
Strongly Agree	45.8%	46.2%	45.7%	42.6%	46.0%	46.6%	48.4%
Agree	32.6%	29.5%	32.5%	31.7%	33.6%	37.1%	32.8%
Disagree	11.4%	10.1%	12.1%	13.0%	11.3%	11.1%	9.9%
Strongly Disagree	10.1%	14.1%	9.8%	12.7%	9.1%	5.1%	8.9%
Total(n)	3,848	396	1,053	802	441	369	787
Mean	3.14	3.08	3.14	3.04	3.17	3.25	3.21
Standard deviation	0.98	1.06	0.97	1.03	0.95	0.85	0.95
<b>I had access to effective tech support while teaching remotely</b>							
Strongly Agree	41.1%	44.6%	42.2%	40.9%	45.4%	37.1%	37.6%
Agree	39.1%	38.1%	40.3%	38.4%	36.0%	37.9%	40.9%
Disagree	12.5%	12.3%	11.7%	13.0%	11.4%	14.2%	12.9%
Strongly Disagree	7.3%	5.0%	5.7%	7.7%	7.2%	10.8%	8.5%
Total(n)	3,851	399	1,044	805	447	372	784
Mean	3.14	3.22	3.19	3.12	3.20	3.01	3.08
Standard deviation	0.90	0.85	0.86	0.91	0.90	0.97	0.92
<b>Please indicate your agreement with each of the following statements:</b>							
<b>Campus leadership provided an appropriate response to the pandemic</b>							
Strongly Agree	38.7%	32.9%	39.7%	33.5%	36.9%	39.7%	46.1%
Somewhat Agree	44.8%	44.8%	45.8%	46.9%	46.2%	44.6%	40.5%
Somewhat Disagree	11.9%	14.6%	10.5%	13.6%	12.6%	10.5%	10.7%
Strongly Disagree	4.7%	7.7%	4.0%	6.0%	4.2%	5.2%	2.7%
Total(n)	3,870	404	1,058	802	452	363	791
Mean	3.18	3.03	3.21	3.08	3.16	3.19	3.30
Standard deviation	0.81	0.89	0.78	0.84	0.80	0.82	0.77
<b>Faculty in my department were adequately prepared for teaching remotely</b>							
Strongly Agree	17.7%	17.0%	17.3%	14.8%	19.9%	20.7%	18.9%
Somewhat Agree	44.6%	41.9%	45.9%	43.0%	43.2%	45.2%	46.2%
Somewhat Disagree	25.7%	26.4%	26.3%	26.0%	26.4%	24.8%	24.1%
Strongly Disagree	12.1%	14.7%	10.5%	16.2%	10.5%	9.4%	10.8%
Total(n)	3,857	401	1,058	804	447	363	784
Mean	2.68	2.61	2.70	2.56	2.72	2.77	2.73

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.90	0.93	0.88	0.93	0.90	0.88	0.89
<b>My institution's pandemic response prioritized the health and safety of faculty</b>							
Strongly Agree	38.3%	28.8%	40.3%	34.5%	43.3%	38.6%	41.4%
Somewhat Agree	35.5%	36.1%	35.9%	38.5%	31.9%	36.4%	33.2%
Somewhat Disagree	17.1%	20.6%	15.0%	18.4%	15.4%	16.8%	17.9%
Strongly Disagree	9.1%	14.5%	8.8%	8.6%	9.4%	8.3%	7.5%
Total(n)	3,862	399	1,061	803	448	363	788
Mean	3.03	2.79	3.08	2.99	3.09	3.05	3.09
Standard deviation	0.96	1.02	0.95	0.93	0.98	0.94	0.94
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>							
Strongly Agree	15.6%	19.9%	15.7%	20.8%	11.8%	13.7%	11.3%
Somewhat Agree	21.3%	25.4%	22.8%	23.6%	17.7%	19.8%	17.4%
Somewhat Disagree	24.7%	24.6%	25.9%	26.5%	21.7%	27.5%	21.7%
Strongly Disagree	38.4%	30.1%	35.5%	29.1%	48.8%	39.0%	49.6%
Total(n)	3,873	402	1,061	804	451	364	791
Mean	2.14	2.35	2.19	2.36	1.92	2.08	1.90
Standard deviation	1.10	1.11	1.09	1.11	1.06	1.06	1.05
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>							
Strongly Agree	47.4%	37.9%	52.0%	38.7%	56.5%	42.7%	51.6%
Somewhat Agree	34.3%	35.9%	33.7%	39.9%	27.2%	37.4%	31.2%
Somewhat Disagree	11.2%	15.3%	7.4%	13.8%	10.9%	11.1%	11.7%
Strongly Disagree	7.2%	10.8%	6.9%	7.6%	5.4%	8.9%	5.5%
Total(n)	3,854	398	1,057	802	448	361	788
Mean	3.22	3.01	3.31	3.10	3.35	3.14	3.29
Standard deviation	0.91	0.98	0.88	0.91	0.88	0.94	0.88
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>							
Strongly Agree	67.3%	71.7%	66.0%	68.9%	64.5%	67.6%	66.5%
Somewhat Agree	27.9%	26.3%	28.3%	26.6%	30.1%	26.1%	29.1%
Somewhat Disagree	4.3%	1.2%	5.0%	4.1%	4.7%	6.0%	4.1%
Strongly Disagree	0.5%	0.7%	0.8%	0.4%	0.7%	0.3%	0.4%
Total(n)	3,867	403	1,058	804	448	364	790
Mean	3.62	3.69	3.59	3.64	3.58	3.61	3.62
Standard deviation	0.60	0.53	0.62	0.58	0.61	0.61	0.58
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>							
<b>Physical health</b>							
To a Very Large Extent	24.4%	22.1%	24.2%	26.0%	25.7%	23.9%	23.5%
To a Large Extent	22.6%	23.5%	22.8%	22.7%	22.4%	22.0%	22.1%
To Some Extent	30.2%	32.5%	31.9%	27.9%	30.5%	28.5%	29.7%
To a Small Extent	13.5%	11.4%	13.8%	13.8%	12.2%	14.5%	14.2%
Not at All	9.3%	10.4%	7.3%	9.5%	9.2%	11.0%	10.5%
Total(n)	3,923	412	1,069	810	459	372	801
Mean	3.39	3.35	3.43	3.42	3.43	3.33	3.34
Standard deviation	1.25	1.24	1.20	1.27	1.25	1.29	1.27
<b>Mental health</b>							
To a Very Large Extent	29.3%	31.2%	28.9%	31.3%	28.1%	32.1%	26.3%
To a Large Extent	24.6%	22.0%	24.4%	25.4%	29.4%	19.9%	24.9%
To Some Extent	25.7%	26.1%	26.2%	24.8%	23.5%	28.0%	25.8%
To a Small Extent	12.2%	13.2%	12.1%	10.1%	12.3%	11.6%	14.0%
Not at All	8.2%	7.6%	8.3%	8.5%	6.8%	8.4%	8.9%
Total(n)	3,907	410	1,068	804	456	371	798
Mean	3.55	3.56	3.54	3.61	3.60	3.56	3.46
Standard deviation	1.25	1.26	1.25	1.26	1.21	1.28	1.26
<b>In-person social interaction</b>							
To a Very Large Extent	23.2%	25.2%	23.6%	24.0%	23.5%	24.6%	19.8%
To a Large Extent	26.6%	27.0%	26.5%	24.3%	28.4%	29.5%	26.4%
To Some Extent	28.3%	25.7%	28.9%	29.2%	25.9%	28.9%	29.1%
To a Small Extent	14.3%	13.5%	14.3%	13.5%	15.8%	12.2%	15.5%
Not at All	7.6%	8.6%	6.7%	8.9%	6.4%	4.9%	9.1%
Total(n)	3,900	408	1,064	805	455	370	798
Mean	3.43	3.47	3.46	3.41	3.47	3.57	3.32
Standard deviation	1.21	1.24	1.19	1.24	1.19	1.13	1.21
<b>Return to in-person teaching</b>							
To a Very Large Extent	19.8%	21.5%	19.9%	20.2%	20.6%	19.5%	18.1%
To a Large Extent	19.8%	24.0%	19.9%	21.5%	16.0%	20.1%	18.1%
To Some Extent	26.9%	22.8%	27.7%	26.7%	26.3%	26.8%	28.6%
To a Small Extent	16.7%	13.4%	17.5%	14.5%	16.2%	16.3%	20.1%
Not at All	16.7%	18.3%	14.9%	17.1%	21.0%	17.3%	15.1%
Total(n)	3,892	404	1,060	806	457	369	796
Mean	3.09	3.17	3.12	3.13	2.99	3.08	3.04
Standard deviation	1.35	1.39	1.32	1.36	1.41	1.35	1.31
<b>Health of loved ones</b>							
To a Very Large Extent	35.7%	38.4%	35.6%	38.4%	38.1%	37.1%	29.6%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	24.1%	26.4%	24.5%	23.9%	19.0%	23.9%	25.7%
To a Some Extent	23.3%	20.0%	24.1%	22.6%	21.6%	22.6%	25.9%
To a Small Extent	11.7%	9.8%	12.0%	10.1%	15.3%	9.9%	12.5%
Not at All	5.2%	5.4%	3.8%	5.0%	6.1%	6.5%	6.3%
Total(n)	3,907	409	1,065	804	459	372	798
Mean	3.73	3.83	3.76	3.81	3.68	3.75	3.60
Standard deviation	1.21	1.20	1.17	1.19	1.29	1.23	1.21
<b>Access to healthcare</b>							
To a Very Large Extent	7.5%	5.6%	7.3%	8.4%	8.3%	9.2%	6.6%
To a Large Extent	10.7%	11.2%	11.0%	9.5%	9.8%	11.7%	11.2%
To a Some Extent	22.4%	23.7%	21.6%	21.7%	22.9%	21.4%	23.7%
To a Small Extent	25.6%	23.0%	26.8%	27.3%	23.4%	26.0%	24.7%
Not at All	33.8%	36.4%	33.3%	33.1%	35.6%	31.7%	33.8%
Total(n)	3,901	409	1,065	807	458	369	793
Mean	2.33	2.27	2.32	2.33	2.32	2.41	2.32
Standard deviation	1.25	1.22	1.24	1.26	1.28	1.29	1.23
<b>The extent to which others wear masks while out in public</b>							
To a Very Large Extent	24.5%	31.5%	21.8%	27.3%	22.2%	22.6%	23.9%
To a Large Extent	23.5%	19.3%	24.0%	22.8%	25.3%	26.3%	23.3%
To a Some Extent	25.5%	25.1%	26.1%	23.7%	27.5%	26.9%	25.2%
To a Small Extent	14.1%	12.7%	15.5%	13.5%	12.6%	13.2%	14.7%
Not at All	12.4%	11.5%	12.5%	12.7%	12.4%	11.0%	12.8%
Total(n)	3,918	410	1,069	806	459	372	802
Mean	3.34	3.47	3.27	3.39	3.32	3.36	3.31
Standard deviation	1.32	1.35	1.30	1.35	1.29	1.27	1.33
<b>Coping with social isolation</b>							
To a Very Large Extent	14.3%	14.0%	13.2%	15.2%	18.2%	15.6%	12.1%
To a Large Extent	18.1%	18.4%	18.4%	18.2%	17.3%	20.5%	16.9%
To a Some Extent	27.9%	27.9%	28.6%	27.2%	28.2%	26.7%	27.9%
To a Small Extent	23.6%	23.8%	23.1%	21.8%	23.0%	24.3%	25.8%
Not at All	16.2%	15.9%	16.8%	17.6%	13.3%	12.9%	17.3%
Total(n)	3,909	408	1,068	802	457	371	803
Mean	2.91	2.91	2.88	2.92	3.04	3.02	2.81
Standard deviation	1.28	1.27	1.27	1.31	1.29	1.26	1.25
<b>Personal finances</b>							
To a Very Large Extent	10.8%	14.1%	10.2%	10.5%	10.0%	12.4%	9.9%
To a Large Extent	10.3%	10.2%	10.4%	9.3%	10.3%	13.0%	9.8%
To a Some Extent	21.9%	21.7%	21.4%	23.0%	21.2%	24.1%	21.1%
To a Small Extent	23.7%	21.2%	25.0%	22.7%	22.7%	23.0%	25.1%
Not at All	33.3%	32.7%	33.0%	34.5%	35.8%	27.6%	34.0%
Total(n)	3,901	410	1,064	803	458	370	796
Mean	2.42	2.52	2.40	2.39	2.36	2.60	2.36
Standard deviation	1.33	1.40	1.31	1.32	1.33	1.34	1.31
<b>Childcare</b>							
To a Very Large Extent	17.0%	14.8%	17.2%	17.2%	17.7%	17.9%	16.9%
To a Large Extent	6.8%	7.6%	7.8%	5.2%	6.3%	7.9%	6.3%
To a Some Extent	7.1%	8.1%	9.0%	5.9%	5.7%	5.2%	7.1%
To a Small Extent	6.0%	3.7%	5.7%	6.0%	5.5%	7.6%	7.4%
Not at All	63.0%	65.8%	60.2%	65.8%	64.8%	61.4%	62.3%
Total(n)	3,895	406	1,061	803	458	368	799
Mean	2.09	2.02	2.16	2.02	2.07	2.13	2.08
Standard deviation	1.58	1.54	1.59	1.57	1.60	1.61	1.57
<b>Please indicate the extent to which you agree it is your role to:</b>							
<b>Encourage students to become agents of social change</b>							
Strongly Agree	48.1%	52.0%	49.5%	47.1%	41.2%	48.5%	48.8%
Somewhat Agree	41.0%	37.4%	40.9%	40.7%	44.9%	41.0%	41.1%
Somewhat Disagree	8.4%	9.4%	7.1%	8.6%	11.2%	7.3%	8.5%
Strongly Disagree	2.5%	1.2%	2.5%	3.7%	2.6%	3.2%	1.6%
Total(n)	3,885	406	1,058	794	454	371	802
Mean	3.35	3.40	3.38	3.31	3.25	3.35	3.37
Standard deviation	0.74	0.71	0.72	0.78	0.76	0.75	0.71
<b>Prepare students for employment after college</b>							
Strongly Agree	73.7%	80.0%	75.5%	74.8%	63.6%	71.7%	73.9%
Somewhat Agree	23.4%	17.2%	21.6%	22.2%	30.9%	25.9%	24.5%
Somewhat Disagree	2.4%	2.5%	2.5%	2.5%	3.9%	1.9%	1.5%
Strongly Disagree	0.5%	0.2%	0.4%	0.5%	1.5%	0.5%	0.1%
Total(n)	3,896	406	1,061	797	456	371	805
Mean	3.70	3.77	3.72	3.71	3.57	3.69	3.72
Standard deviation	0.53	0.49	0.52	0.53	0.65	0.53	0.49
<b>Prepare students for graduate or advanced education</b>							
Strongly Agree	59.1%	59.8%	60.6%	58.2%	55.9%	58.0%	59.8%
Somewhat Agree	36.1%	35.6%	34.1%	36.6%	39.3%	35.0%	37.2%
Somewhat Disagree	4.1%	4.0%	4.5%	4.4%	4.4%	5.7%	2.5%
Strongly Disagree	0.7%	0.7%	0.8%	0.8%	0.4%	1.3%	0.5%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Total(n)	3,891	405	1,059	797	456	371	803
Mean	3.54	3.54	3.55	3.52	3.51	3.50	3.56
Standard deviation	0.61	0.61	0.62	0.62	0.60	0.67	0.57
<b>Develop students' moral character</b>							
Strongly Agree	40.2%	36.7%	49.4%	32.0%	31.4%	39.2%	43.5%
Somewhat Agree	46.2%	43.8%	40.3%	51.6%	52.3%	48.9%	45.3%
Somewhat Disagree	11.7%	16.7%	9.0%	14.3%	14.5%	9.2%	9.8%
Strongly Disagree	1.9%	2.7%	1.3%	2.1%	1.8%	2.7%	1.5%
Total(n)	3,882	406	1,060	791	455	370	800
Mean	3.25	3.15	3.38	3.13	3.13	3.25	3.31
Standard deviation	0.73	0.79	0.70	0.73	0.72	0.73	0.71
<b>Provide for students' emotional development</b>							
Strongly Agree	31.6%	34.1%	36.7%	30.8%	22.2%	29.5%	30.7%
Somewhat Agree	50.2%	51.2%	47.3%	49.1%	52.7%	52.7%	52.2%
Somewhat Disagree	15.5%	11.9%	13.8%	16.8%	22.6%	15.4%	14.6%
Strongly Disagree	2.6%	2.7%	2.3%	3.3%	2.4%	2.4%	2.5%
Total(n)	3,872	402	1,060	788	455	370	797
Mean	3.11	3.17	3.18	3.07	2.95	3.09	3.11
Standard deviation	0.75	0.74	0.75	0.78	0.74	0.73	0.74
<b>Help students develop personal values</b>							
Strongly Agree	38.1%	37.9%	44.8%	30.1%	31.9%	37.7%	41.0%
Somewhat Agree	47.2%	43.6%	43.0%	51.5%	48.4%	49.1%	48.8%
Somewhat Disagree	12.6%	16.3%	10.5%	15.3%	17.4%	11.1%	8.6%
Strongly Disagree	2.1%	2.2%	1.7%	3.0%	2.4%	2.2%	1.6%
Total(n)	3,884	404	1,063	790	455	369	803
Mean	3.21	3.17	3.31	3.09	3.10	3.22	3.29
Standard deviation	0.74	0.78	0.73	0.75	0.76	0.73	0.69
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>							
Strongly Agree	55.3%	59.5%	56.5%	54.4%	49.2%	51.9%	57.7%
Somewhat Agree	35.9%	32.8%	34.8%	36.1%	38.1%	40.3%	35.6%
Somewhat Disagree	6.9%	7.0%	6.8%	7.3%	9.8%	4.3%	6.2%
Strongly Disagree	1.8%	0.7%	1.9%	2.2%	2.9%	3.5%	0.5%
Total(n)	3,873	402	1,057	790	451	370	803
Mean	3.45	3.51	3.46	3.43	3.34	3.41	3.50
Standard deviation	0.70	0.66	0.71	0.72	0.77	0.73	0.64
<b>Promote students' ability to write effectively</b>							
Strongly Agree	68.9%	67.0%	65.7%	69.3%	76.5%	68.2%	69.8%
Somewhat Agree	26.7%	29.8%	28.3%	26.4%	19.7%	27.8%	26.6%
Somewhat Disagree	3.6%	3.0%	4.6%	3.4%	2.4%	3.5%	3.5%
Strongly Disagree	0.8%	0.2%	1.3%	0.9%	1.3%	0.5%	0.1%
Total(n)	3,888	406	1,062	795	452	371	802
Mean	3.64	3.64	3.58	3.64	3.71	3.64	3.66
Standard deviation	0.59	0.55	0.64	0.59	0.58	0.58	0.55
<b>Encourage respect for different beliefs</b>							
Strongly Agree	75.0%	80.1%	77.2%	74.6%	71.6%	73.0%	72.8%
Somewhat Agree	22.1%	17.4%	19.9%	22.5%	22.9%	23.8%	25.5%
Somewhat Disagree	2.3%	2.0%	2.3%	2.0%	4.8%	2.2%	1.5%
Strongly Disagree	0.6%	0.5%	0.6%	0.9%	0.7%	1.1%	0.2%
Total(n)	3,879	402	1,054	794	455	370	804
Mean	3.71	3.77	3.74	3.71	3.65	3.69	3.71
Standard deviation	0.54	0.50	0.52	0.55	0.60	0.57	0.50
<b>Please indicate your agreement with each of the following statements:</b>							
<b>The chief benefit of a college education is that it increases one's earning power</b>							
Strongly Agree	12.2%	15.9%	13.2%	14.1%	9.6%	11.0%	9.0%
Somewhat Agree	46.6%	44.3%	44.6%	50.7%	44.8%	50.6%	45.5%
Somewhat Disagree	29.6%	30.7%	30.6%	25.4%	29.8%	26.5%	33.2%
Strongly Disagree	11.7%	9.1%	11.6%	9.9%	15.8%	11.9%	12.3%
Total(n)	3,833	397	1,048	781	449	362	796
Mean	2.59	2.67	2.59	2.69	2.48	2.61	2.51
Standard deviation	0.85	0.85	0.86	0.83	0.87	0.84	0.82
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>							
Strongly Agree	83.3%	87.7%	82.4%	82.8%	82.4%	82.9%	83.2%
Somewhat Agree	14.6%	11.1%	15.1%	14.6%	14.9%	15.5%	15.2%
Somewhat Disagree	1.8%	1.3%	2.2%	2.2%	2.2%	1.1%	1.4%
Strongly Disagree	0.3%	0.0%	0.3%	0.4%	0.4%	0.6%	0.3%
Total(n)	3,839	397	1,046	787	450	362	797
Mean	3.81	3.86	3.80	3.80	3.79	3.81	3.81
Standard deviation	0.46	0.38	0.47	0.48	0.49	0.46	0.44
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>							
Strongly Agree	59.7%	71.0%	61.8%	60.2%	54.6%	59.4%	53.7%
Somewhat Agree	35.9%	25.9%	33.8%	35.2%	39.6%	36.5%	42.0%
Somewhat Disagree	4.0%	3.0%	3.9%	3.9%	5.1%	3.6%	4.1%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Strongly Disagree	0.4%	0.0%	0.5%	0.6%	0.7%	0.6%	0.1%
Total(n)	3,840	397	1,049	786	449	362	797
Mean	3.55	3.68	3.57	3.55	3.48	3.55	3.49
Standard deviation	0.59	0.53	0.59	0.60	0.63	0.59	0.58
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>							
Strongly Agree	13.3%	10.6%	15.6%	15.4%	14.8%	9.9%	10.4%
Somewhat Agree	46.6%	47.5%	45.8%	47.3%	47.3%	44.9%	46.8%
Somewhat Disagree	32.2%	31.4%	30.8%	31.2%	29.5%	35.8%	35.1%
Strongly Disagree	7.9%	10.4%	7.8%	6.1%	8.4%	9.4%	7.6%
Total(n)	3,741	385	1,021	766	440	352	777
Mean	2.65	2.58	2.69	2.72	2.68	2.55	2.60
Standard deviation	0.81	0.82	0.83	0.80	0.83	0.80	0.78
<b>I try to dispel perceptions of competition in my classroom</b>							
Strongly Agree	44.6%	44.5%	46.7%	45.5%	46.4%	43.3%	40.3%
Somewhat Agree	39.3%	43.4%	38.8%	36.0%	36.8%	36.5%	44.0%
Somewhat Disagree	13.7%	10.0%	13.0%	15.5%	13.4%	16.4%	13.8%
Strongly Disagree	2.4%	2.1%	1.5%	3.0%	3.3%	3.7%	1.9%
Total(n)	3,775	389	1,030	773	448	353	782
Mean	3.26	3.30	3.31	3.24	3.26	3.20	3.23
Standard deviation	0.78	0.73	0.75	0.82	0.82	0.84	0.75
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>							
Strongly Agree	18.1%	14.2%	19.9%	14.8%	18.7%	19.0%	20.1%
Somewhat Agree	34.3%	31.0%	35.1%	34.3%	34.1%	33.1%	35.6%
Somewhat Disagree	33.4%	35.9%	32.8%	33.5%	34.3%	34.7%	32.0%
Strongly Disagree	14.2%	18.8%	12.2%	17.5%	12.9%	13.2%	12.3%
Total(n)	3,833	393	1,046	785	449	363	797
Mean	2.56	2.41	2.63	2.46	2.59	2.58	2.63
Standard deviation	0.94	0.95	0.94	0.95	0.94	0.94	0.94
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>							
Strongly Agree	34.4%	38.4%	35.3%	34.6%	29.3%	35.0%	33.6%
Somewhat Agree	44.4%	44.0%	44.6%	46.1%	46.1%	41.5%	43.1%
Somewhat Disagree	16.9%	14.8%	15.9%	15.3%	18.6%	17.9%	19.6%
Strongly Disagree	4.2%	2.8%	4.2%	4.0%	6.0%	5.6%	3.7%
Total(n)	3,819	393	1,045	783	447	357	794
Mean	3.09	3.18	3.11	3.11	2.99	3.06	3.07
Standard deviation	0.82	0.78	0.82	0.80	0.85	0.87	0.82
<b>I achieve a healthy balance between my personal life and my professional life</b>							
Strongly Agree	12.7%	11.4%	14.1%	11.7%	12.2%	11.6%	13.0%
Somewhat Agree	37.1%	40.1%	37.6%	39.9%	34.1%	34.6%	34.9%
Somewhat Disagree	30.6%	27.9%	29.2%	30.4%	30.7%	36.3%	31.5%
Strongly Disagree	19.6%	20.6%	19.0%	18.0%	22.9%	17.5%	20.6%
Total(n)	3,835	394	1,050	784	449	361	797
Mean	2.43	2.42	2.47	2.45	2.36	2.40	2.40
Standard deviation	0.94	0.94	0.96	0.92	0.97	0.91	0.96
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>							
Strongly Agree	30.5%	32.9%	31.3%	32.3%	32.9%	28.7%	26.1%
Somewhat Agree	34.0%	34.7%	34.1%	32.4%	32.4%	35.7%	35.2%
Somewhat Disagree	25.2%	24.6%	24.4%	24.5%	22.6%	23.7%	29.2%
Strongly Disagree	10.3%	7.8%	10.2%	10.8%	12.1%	12.0%	9.5%
Total(n)	3,817	395	1,044	780	447	359	792
Mean	2.85	2.93	2.87	2.86	2.86	2.81	2.78
Standard deviation	0.97	0.94	0.97	0.99	1.01	0.98	0.94
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>							
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>							
Strongly Agree	15.9%	13.8%	18.4%	13.4%	20.1%	11.0%	16.0%
Somewhat Agree	42.7%	47.8%	40.4%	45.6%	42.3%	38.9%	42.6%
Somewhat Disagree	26.2%	28.2%	26.0%	26.1%	19.5%	31.3%	27.3%
Strongly Disagree	15.1%	10.2%	15.3%	14.8%	18.1%	18.9%	14.1%
Total(n)	3,735	383	1,021	761	442	355	773
Mean	2.59	2.65	2.62	2.58	2.64	2.42	2.61
Standard deviation	0.93	0.84	0.95	0.90	1.00	0.92	0.92
<b>Student Affairs staff have the support and respect of faculty</b>							
Strongly Agree	21.6%	19.8%	24.2%	18.8%	21.5%	20.6%	22.2%
Somewhat Agree	52.6%	53.1%	53.5%	54.6%	45.4%	58.3%	50.7%
Somewhat Disagree	20.7%	22.8%	18.4%	20.5%	25.5%	17.4%	21.5%
Strongly Disagree	5.2%	4.3%	3.9%	6.1%	7.6%	3.8%	5.5%
Total(n)	3,621	369	982	736	432	345	757
Mean	2.91	2.88	2.98	2.86	2.81	2.96	2.90
Standard deviation	0.79	0.77	0.76	0.79	0.86	0.73	0.81

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>There is a lot of campus racial conflict here</b>							
Strongly Agree	6.6%	4.0%	8.8%	7.1%	4.1%	8.3%	5.1%
Somewhat Agree	28.7%	25.9%	28.9%	28.6%	30.5%	29.0%	28.6%
Somewhat Disagree	43.2%	48.3%	40.4%	44.7%	44.6%	37.9%	44.3%
Strongly Disagree	21.5%	21.9%	21.8%	19.6%	20.7%	24.7%	21.9%
Total(n)	3,673	375	999	751	439	348	761
Mean	2.20	2.12	2.25	2.23	2.18	2.21	2.17
Standard deviation	0.85	0.79	0.89	0.84	0.80	0.91	0.83
<b>My research is valued by faculty in my department</b>							
Strongly Agree	32.0%	23.8%	32.1%	26.6%	37.2%	34.8%	36.8%
Somewhat Agree	43.1%	48.5%	43.5%	42.8%	40.0%	39.4%	43.7%
Somewhat Disagree	16.8%	18.6%	16.7%	19.9%	14.2%	18.3%	14.2%
Strongly Disagree	8.1%	9.1%	7.8%	10.7%	8.7%	7.5%	5.4%
Total(n)	3,641	361	1,001	740	438	345	756
Mean	2.99	2.87	3.00	2.85	3.06	3.01	3.12
Standard deviation	0.90	0.88	0.89	0.93	0.93	0.91	0.84
<b>My teaching is valued by faculty in my department</b>							
Strongly Agree	57.5%	55.4%	55.4%	50.5%	59.0%	59.9%	66.1%
Somewhat Agree	32.3%	33.9%	34.2%	36.3%	31.4%	29.1%	26.8%
Somewhat Disagree	6.9%	7.0%	7.2%	8.6%	5.1%	8.2%	5.2%
Strongly Disagree	3.4%	3.6%	3.1%	4.6%	4.5%	2.8%	1.9%
Total(n)	3,754	386	1,025	765	449	354	775
Mean	3.44	3.41	3.42	3.33	3.45	3.46	3.57
Standard deviation	0.77	0.78	0.76	0.82	0.79	0.76	0.68
<b>My service is valued by faculty in my department</b>							
Strongly Agree	50.6%	47.2%	50.6%	44.0%	49.8%	54.1%	57.8%
Somewhat Agree	35.3%	38.6%	36.4%	36.4%	36.5%	30.6%	32.3%
Somewhat Disagree	9.6%	8.8%	8.8%	12.8%	8.7%	11.3%	7.5%
Strongly Disagree	4.5%	5.4%	4.2%	6.7%	4.9%	4.0%	2.3%
Total(n)	3,741	386	1,023	763	446	353	770
Mean	3.32	3.27	3.33	3.18	3.31	3.35	3.46
Standard deviation	0.83	0.84	0.81	0.90	0.83	0.83	0.73
<b>Faculty are sufficiently involved in campus decision-making</b>							
Strongly Agree	11.7%	9.7%	9.2%	9.6%	12.2%	11.9%	17.7%
Somewhat Agree	39.9%	45.4%	34.9%	42.1%	40.5%	36.7%	42.7%
Somewhat Disagree	29.3%	30.4%	32.7%	28.3%	26.8%	31.4%	25.6%
Strongly Disagree	19.1%	14.4%	23.2%	20.0%	20.5%	20.1%	13.9%
Total(n)	3,736	381	1,025	760	444	354	772
Mean	2.44	2.50	2.30	2.41	2.44	2.40	2.64
Standard deviation	0.93	0.86	0.93	0.91	0.95	0.94	0.93
<b>The faculty are typically at odds with campus administration</b>							
Strongly Agree	16.6%	11.4%	15.5%	17.1%	20.0%	22.1%	15.7%
Somewhat Agree	45.4%	46.3%	45.1%	44.1%	45.2%	49.9%	44.7%
Somewhat Disagree	31.8%	34.3%	31.7%	33.5%	30.0%	24.9%	33.4%
Strongly Disagree	6.2%	8.0%	7.8%	5.3%	4.8%	3.1%	6.1%
Total(n)	3,699	376	1,016	749	436	353	769
Mean	2.72	2.61	2.68	2.73	2.80	2.91	2.70
Standard deviation	0.81	0.79	0.83	0.80	0.81	0.77	0.80
<b>Faculty here respect each other</b>							
Strongly Agree	33.2%	30.8%	38.8%	25.8%	30.7%	32.6%	35.8%
Somewhat Agree	53.5%	55.2%	50.5%	59.4%	54.4%	48.3%	52.8%
Somewhat Disagree	10.5%	12.2%	8.7%	10.5%	12.2%	14.0%	9.4%
Strongly Disagree	2.9%	1.8%	2.0%	4.3%	2.7%	5.1%	2.1%
Total(n)	3,754	386	1,027	763	443	356	779
Mean	3.17	3.15	3.26	3.07	3.13	3.08	3.22
Standard deviation	0.72	0.69	0.70	0.73	0.72	0.81	0.70
<b>Administrators consider faculty concerns when making policy</b>							
Strongly Agree	11.2%	10.1%	11.4%	8.8%	10.9%	6.8%	15.9%
Somewhat Agree	43.2%	48.5%	39.5%	38.6%	45.8%	47.2%	46.9%
Somewhat Disagree	28.6%	25.5%	31.2%	33.0%	25.3%	26.4%	25.3%
Strongly Disagree	17.0%	15.9%	17.9%	19.6%	18.0%	19.6%	11.9%
Total(n)	3,709	377	1,018	751	439	352	772
Mean	2.49	2.53	2.44	2.37	2.50	2.41	2.67
Standard deviation	0.90	0.88	0.91	0.89	0.91	0.88	0.88
<b>This institution takes responsibility for educating underprepared students</b>							
Strongly Agree	17.7%	21.4%	12.8%	20.1%	15.5%	21.1%	19.4%
Somewhat Agree	43.2%	49.1%	41.3%	42.9%	38.4%	43.5%	45.7%
Somewhat Disagree	27.4%	21.1%	33.0%	24.6%	29.8%	27.2%	24.4%
Strongly Disagree	11.8%	8.4%	12.9%	12.4%	16.4%	8.1%	10.5%
Total(n)	3,711	379	1,008	756	440	356	772
Mean	2.67	2.83	2.54	2.71	2.53	2.78	2.74
Standard deviation	0.90	0.86	0.87	0.93	0.94	0.87	0.89
<b>The criteria for advancement and promotion decisions are clear</b>							
Strongly Agree	28.1%	22.7%	27.3%	32.8%	24.3%	25.1%	30.5%
Somewhat Agree	43.1%	42.0%	41.6%	42.6%	44.1%	44.6%	44.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat Disagree	19.1%	25.8%	20.1%	17.0%	19.8%	19.5%	16.0%
Strongly Disagree	9.8%	9.4%	11.0%	7.6%	11.8%	10.7%	8.9%
Total(n)	3,725	383	1,021	759	440	354	768
Mean	2.89	2.78	2.85	3.01	2.81	2.84	2.97
Standard deviation	0.92	0.90	0.94	0.90	0.94	0.92	0.90
<b>Most of the students I teach lack the basic skills for college level work</b>							
Strongly Agree	9.3%	11.7%	6.5%	14.3%	9.0%	9.5%	7.1%
Somewhat Agree	27.4%	37.7%	18.0%	33.9%	22.1%	36.7%	27.2%
Somewhat Disagree	42.3%	42.3%	41.3%	41.5%	42.0%	39.5%	45.7%
Strongly Disagree	21.0%	8.3%	34.2%	10.2%	26.9%	14.3%	20.0%
Total(n)	3,749	385	1,025	763	443	357	776
Mean	2.25	2.53	1.97	2.52	2.13	2.41	2.21
Standard deviation	0.89	0.81	0.88	0.86	0.91	0.85	0.84
<b>There is adequate support for faculty development</b>							
Strongly Agree	21.7%	25.0%	27.5%	19.4%	20.2%	11.5%	20.2%
Somewhat Agree	45.6%	45.6%	45.4%	48.0%	42.2%	43.9%	46.1%
Somewhat Disagree	21.3%	19.0%	19.0%	20.8%	24.0%	27.9%	21.4%
Strongly Disagree	11.4%	10.4%	8.1%	11.8%	13.5%	16.6%	12.2%
Total(n)	3,749	384	1,026	763	445	355	776
Mean	2.78	2.85	2.92	2.75	2.69	2.50	2.74
Standard deviation	0.91	0.91	0.89	0.90	0.94	0.90	0.92
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>							
Strongly Agree	13.8%	11.8%	13.9%	14.2%	15.1%	14.8%	12.9%
Somewhat Agree	49.0%	51.6%	49.0%	49.3%	46.7%	51.1%	47.9%
Somewhat Disagree	31.9%	31.1%	31.0%	32.1%	33.0%	29.0%	34.1%
Strongly Disagree	5.3%	5.5%	6.1%	4.4%	5.3%	5.1%	5.1%
Total(n)	3,709	380	1,018	756	437	352	766
Mean	2.71	2.70	2.71	2.73	2.72	2.76	2.69
Standard deviation	0.77	0.75	0.78	0.75	0.78	0.76	0.76
<b>This institution takes mentoring into consideration in the promotion process</b>							
Strongly Agree	12.3%	7.3%	16.4%	8.5%	13.7%	5.6%	15.4%
Somewhat Agree	35.8%	38.0%	36.3%	33.6%	34.8%	37.2%	36.0%
Somewhat Disagree	34.4%	36.9%	32.8%	37.7%	33.6%	34.8%	32.1%
Strongly Disagree	17.6%	17.9%	14.6%	20.1%	17.8%	22.4%	16.4%
Total(n)	3,524	358	954	726	422	339	725
Mean	2.43	2.35	2.54	2.31	2.45	2.26	2.50
Standard deviation	0.92	0.86	0.93	0.89	0.94	0.87	0.94
<b>Faculty of color are treated fairly here</b>							
Strongly Agree	21.6%	20.4%	22.1%	19.2%	25.0%	18.4%	23.3%
Somewhat Agree	42.9%	46.1%	40.4%	44.4%	38.1%	44.3%	45.2%
Somewhat Disagree	26.1%	28.7%	26.4%	26.5%	26.4%	25.7%	24.2%
Strongly Disagree	9.4%	4.7%	11.0%	9.9%	10.5%	11.7%	7.4%
Total(n)	3,580	362	972	735	420	343	748
Mean	2.77	2.82	2.74	2.73	2.78	2.69	2.84
Standard deviation	0.89	0.81	0.93	0.88	0.94	0.90	0.86
<b>Women faculty are treated fairly here</b>							
Strongly Agree	22.4%	21.6%	22.3%	18.1%	26.6%	19.5%	26.1%
Somewhat Agree	42.9%	49.7%	40.1%	44.1%	37.3%	42.8%	45.2%
Somewhat Disagree	24.7%	22.7%	25.3%	26.8%	27.0%	26.7%	20.4%
Strongly Disagree	10.0%	5.9%	12.2%	11.1%	9.1%	10.9%	8.2%
Total(n)	3,681	370	1,007	751	440	348	765
Mean	2.78	2.87	2.73	2.69	2.81	2.71	2.89
Standard deviation	0.91	0.82	0.94	0.89	0.93	0.90	0.89
<b>LGBTQ+ faculty are treated fairly here</b>							
Strongly Agree	22.5%	21.8%	20.2%	21.0%	30.6%	20.0%	23.9%
Somewhat Agree	46.9%	55.7%	41.9%	51.0%	43.7%	48.4%	46.0%
Somewhat Disagree	20.5%	20.2%	23.8%	21.8%	18.7%	19.4%	16.6%
Strongly Disagree	10.1%	2.2%	14.1%	6.2%	7.0%	12.2%	13.5%
Total(n)	3,514	357	957	725	412	335	728
Mean	2.82	2.97	2.68	2.87	2.98	2.76	2.80
Standard deviation	0.90	0.71	0.95	0.81	0.88	0.91	0.95
<b>Indicate how important you believe each priority listed below is at your college or university:</b>							
<b>Increase or maintain institutional affordability</b>							
Highest Priority	19.1%	30.5%	12.0%	27.5%	17.6%	19.5%	15.2%
High Priority	43.7%	51.1%	32.8%	52.8%	43.7%	38.8%	48.0%
Medium Priority	24.7%	15.1%	30.1%	16.9%	24.6%	30.3%	27.3%
Low Priority	12.5%	3.2%	25.1%	2.9%	14.1%	11.4%	9.6%
Total(n)	3,622	370	989	735	426	343	759
Mean	2.69	3.09	2.32	3.05	2.65	2.66	2.69
Standard deviation	0.92	0.76	0.98	0.75	0.93	0.92	0.84
<b>Develop a sense of community among students and faculty</b>							
Highest Priority	23.6%	21.7%	24.7%	20.1%	19.2%	20.9%	30.1%
High Priority	38.6%	42.9%	36.5%	37.3%	35.4%	38.8%	42.1%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Medium Priority	27.7%	27.1%	29.7%	28.8%	31.7%	29.6%	21.4%
Low Priority	10.1%	8.3%	9.1%	13.8%	13.7%	10.7%	6.4%
Total(n)	3,644	373	992	737	432	345	765
Mean	2.76	2.78	2.77	2.64	2.60	2.70	2.96
Standard deviation	0.93	0.88	0.92	0.95	0.95	0.92	0.88
<b>Facilitate student involvement in community service</b>							
Highest Priority	11.8%	9.2%	16.9%	7.9%	8.5%	16.3%	10.2%
High Priority	36.7%	34.5%	41.1%	33.4%	26.7%	46.5%	36.5%
Medium Priority	38.1%	40.5%	33.3%	43.0%	42.7%	29.1%	39.8%
Low Priority	13.3%	15.8%	8.7%	15.6%	22.2%	8.1%	13.4%
Total(n)	3,612	368	985	730	424	344	761
Mean	2.47	2.37	2.66	2.34	2.21	2.71	2.44
Standard deviation	0.87	0.86	0.86	0.83	0.89	0.83	0.85
<b>Help students learn how to bring about change in society</b>							
Highest Priority	15.0%	13.4%	19.6%	11.3%	15.4%	16.9%	12.2%
High Priority	36.9%	32.4%	39.9%	31.2%	36.4%	38.8%	40.3%
Medium Priority	35.1%	40.1%	30.9%	40.1%	31.5%	36.7%	34.5%
Low Priority	13.0%	14.2%	9.5%	17.4%	16.8%	7.6%	13.0%
Total(n)	3,622	367	989	734	429	343	760
Mean	2.54	2.45	2.70	2.36	2.50	2.65	2.52
Standard deviation	0.90	0.89	0.89	0.90	0.95	0.85	0.87
<b>Increase or maintain institutional prestige</b>							
Highest Priority	24.2%	11.7%	39.4%	12.7%	33.8%	17.5%	19.1%
High Priority	36.6%	38.3%	35.2%	35.0%	39.6%	38.5%	36.8%
Medium Priority	27.4%	37.2%	18.2%	35.1%	16.8%	30.9%	31.6%
Low Priority	11.8%	12.8%	7.2%	17.2%	9.8%	13.1%	12.5%
Total(n)	3,625	366	992	732	429	343	763
Mean	2.73	2.49	3.07	2.43	2.97	2.60	2.63
Standard deviation	0.96	0.86	0.93	0.92	0.95	0.92	0.93
<b>Hire faculty "stars"</b>							
Highest Priority	6.5%	4.9%	13.8%	4.4%	4.3%	1.5%	3.4%
High Priority	17.0%	18.0%	23.4%	13.6%	23.7%	9.7%	11.2%
Medium Priority	32.3%	35.5%	33.9%	30.1%	30.3%	31.4%	32.4%
Low Priority	44.1%	41.5%	28.8%	52.0%	41.7%	57.5%	53.0%
Total(n)	3,603	366	982	735	422	341	757
Mean	1.86	1.86	2.22	1.70	1.91	1.55	1.65
Standard deviation	0.92	0.88	1.01	0.86	0.90	0.73	0.81
<b>Recruit more traditionally underrepresented students</b>							
Highest Priority	22.9%	31.3%	16.3%	26.5%	27.7%	22.8%	21.3%
High Priority	39.8%	44.0%	34.0%	40.1%	39.7%	38.0%	46.1%
Medium Priority	27.2%	19.6%	35.5%	24.7%	23.9%	27.5%	24.4%
Low Priority	10.0%	5.2%	14.2%	8.8%	8.7%	11.7%	8.1%
Total(n)	3,612	368	986	729	426	342	761
Mean	2.76	3.01	2.52	2.84	2.86	2.72	2.81
Standard deviation	0.92	0.85	0.93	0.92	0.92	0.95	0.86
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>							
Highest Priority	6.4%	2.5%	9.9%	4.8%	9.2%	6.8%	3.4%
High Priority	16.0%	10.1%	23.5%	10.6%	21.2%	11.8%	13.5%
Medium Priority	31.3%	24.5%	36.3%	23.7%	30.9%	27.7%	37.1%
Low Priority	46.4%	62.9%	30.3%	60.9%	38.7%	53.7%	46.0%
Total(n)	3,596	367	975	734	424	339	757
Mean	1.82	1.52	2.13	1.59	2.01	1.72	1.74
Standard deviation	0.92	0.77	0.96	0.86	0.98	0.92	0.82
<b>Promote gender diversity in the faculty and administration</b>							
Highest Priority	14.2%	17.4%	14.2%	14.8%	17.1%	10.5%	12.1%
High Priority	30.4%	35.4%	28.6%	30.5%	34.3%	28.9%	28.8%
Medium Priority	34.5%	30.2%	36.7%	35.4%	29.6%	30.3%	37.6%
Low Priority	20.8%	16.9%	20.4%	19.3%	19.0%	30.3%	21.5%
Total(n)	3,607	367	978	735	426	343	758
Mean	2.38	2.53	2.37	2.41	2.50	2.20	2.32
Standard deviation	0.97	0.97	0.96	0.96	0.99	0.99	0.94
<b>Promote racial and ethnic diversity in the faculty and administration</b>							
Highest Priority	23.0%	27.6%	21.8%	22.6%	24.1%	20.9%	23.3%
High Priority	34.1%	35.5%	29.8%	35.2%	36.7%	32.5%	37.4%
Medium Priority	28.4%	25.4%	31.7%	28.6%	23.8%	28.1%	27.9%
Low Priority	14.5%	11.5%	16.6%	13.7%	15.4%	18.6%	11.4%
Total(n)	3,624	366	986	739	428	345	760
Mean	2.66	2.79	2.57	2.67	2.69	2.56	2.73
Standard deviation	0.99	0.97	1.01	0.97	1.00	1.02	0.95
<b>Provide resources for faculty to engage in community-based teaching or research</b>							
Highest Priority	11.1%	13.7%	12.1%	12.1%	11.8%	9.9%	7.8%
High Priority	27.1%	31.1%	25.1%	28.3%	29.2%	31.3%	23.6%
Medium Priority	37.5%	34.7%	39.6%	37.5%	35.8%	36.5%	37.7%
Low Priority	24.2%	20.5%	23.2%	22.1%	23.1%	22.2%	30.9%



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	3,601	366	980	734	424	342	755
Mean	2.25	2.38	2.26	2.31	2.30	2.29	2.08
Standard deviation	0.95	0.96	0.95	0.95	0.95	0.92	0.92
<b>Create and sustain partnerships with surrounding communities</b>							
Highest Priority	14.8%	21.2%	15.6%	15.7%	12.1%	13.1%	12.1%
High Priority	34.4%	39.1%	29.4%	40.9%	31.7%	35.8%	33.0%
Medium Priority	35.1%	30.7%	35.8%	30.7%	38.5%	39.8%	36.5%
Low Priority	15.7%	9.0%	19.2%	12.7%	17.7%	11.3%	18.4%
Total(n)	3,608	368	979	733	423	344	761
Mean	2.48	2.73	2.41	2.60	2.38	2.51	2.39
Standard deviation	0.93	0.90	0.97	0.90	0.91	0.86	0.92
<b>Pursue extramural funding</b>							
Highest Priority	15.6%	19.4%	21.1%	12.7%	15.3%	11.5%	11.5%
High Priority	29.0%	32.4%	27.7%	28.0%	28.4%	34.7%	27.7%
Medium Priority	35.4%	31.6%	32.3%	38.2%	36.9%	34.4%	38.1%
Low Priority	20.0%	16.6%	18.9%	21.1%	19.4%	19.3%	22.8%
Total(n)	3,494	361	940	717	412	331	733
Mean	2.40	2.55	2.51	2.32	2.40	2.38	2.28
Standard deviation	0.98	0.99	1.03	0.95	0.97	0.92	0.94
<b>Strengthen links with the for-profit, corporate sector</b>							
Highest Priority	12.6%	10.9%	19.0%	10.4%	11.4%	11.1%	8.6%
High Priority	25.4%	26.2%	29.5%	26.9%	22.0%	23.5%	20.9%
Medium Priority	34.1%	37.3%	31.1%	38.0%	26.6%	35.2%	36.3%
Low Priority	28.0%	25.6%	20.4%	24.7%	40.1%	30.1%	34.2%
Total(n)	3,524	359	955	718	414	332	746
Mean	2.23	2.22	2.47	2.23	2.05	2.16	2.04
Standard deviation	0.99	0.95	1.02	0.94	1.04	0.98	0.95
<b>Develop leadership ability among students</b>							
Highest Priority	20.2%	15.9%	25.7%	15.0%	20.0%	19.9%	20.6%
High Priority	42.2%	36.7%	43.1%	40.5%	43.9%	44.0%	43.7%
Medium Priority	29.6%	34.8%	26.4%	32.4%	29.6%	27.9%	29.5%
Low Priority	7.9%	12.6%	4.8%	12.1%	6.6%	8.2%	6.2%
Total(n)	3,593	365	980	728	426	341	753
Mean	2.75	2.56	2.90	2.58	2.77	2.76	2.79
Standard deviation	0.87	0.90	0.84	0.89	0.84	0.87	0.84
<b>Develop an appreciation for multiculturalism</b>							
Highest Priority	25.1%	31.2%	23.9%	24.3%	24.9%	25.8%	24.4%
High Priority	38.8%	39.8%	35.3%	39.8%	37.8%	37.1%	43.3%
Medium Priority	27.2%	23.0%	30.3%	26.9%	26.3%	26.7%	26.2%
Low Priority	8.9%	6.0%	10.6%	9.1%	11.0%	10.4%	6.1%
Total(n)	3,610	369	984	729	426	345	757
Mean	2.80	2.96	2.72	2.79	2.77	2.78	2.86
Standard deviation	0.92	0.88	0.94	0.91	0.95	0.95	0.85
<b>Prepare students for the workplace</b>							
Highest Priority	41.9%	49.9%	46.3%	41.7%	32.5%	39.5%	38.6%
High Priority	42.7%	37.9%	41.0%	42.5%	42.8%	44.5%	46.8%
Medium Priority	13.3%	10.0%	11.5%	13.7%	21.0%	13.7%	12.2%
Low Priority	2.1%	2.2%	1.2%	2.0%	3.7%	2.3%	2.4%
Total(n)	3,627	369	989	736	428	344	761
Mean	3.24	3.36	3.32	3.24	3.04	3.21	3.22
Standard deviation	0.76	0.75	0.72	0.76	0.83	0.76	0.75
<b>Please indicate the extent to which you:</b>							
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>							
To a Very Large Extent	22.3%	23.3%	24.9%	24.0%	19.9%	18.7%	19.9%
To a Large Extent	31.0%	26.6%	30.4%	31.6%	30.9%	32.4%	32.8%
To Some Extent	32.2%	35.1%	31.3%	31.5%	34.4%	32.1%	31.4%
To a Small Extent	10.3%	11.2%	9.4%	8.7%	12.0%	11.4%	11.3%
Not at All	4.1%	3.8%	3.9%	4.3%	2.8%	5.5%	4.6%
Total(n)	3,619	365	990	728	433	343	760
Mean	3.57	3.54	3.63	3.63	3.53	3.47	3.52
Standard deviation	1.07	1.08	1.08	1.07	1.03	1.09	1.07
<b>Experience close alignment between your work and your personal values</b>							
To a Very Large Extent	33.5%	32.1%	37.8%	28.4%	31.0%	30.6%	36.4%
To a Large Extent	42.9%	40.8%	41.4%	44.8%	43.1%	45.6%	43.0%
To Some Extent	18.7%	21.4%	17.1%	20.6%	21.3%	16.8%	17.0%
To a Small Extent	3.7%	4.4%	3.2%	4.5%	3.9%	4.1%	2.8%
Not at All	1.2%	1.4%	0.5%	1.6%	0.7%	2.9%	0.9%
Total(n)	3,614	365	990	728	432	340	759
Mean	4.04	3.98	4.13	3.94	4.00	3.97	4.11
Standard deviation	0.88	0.91	0.84	0.90	0.86	0.95	0.85
<b>Mentor faculty</b>							
To a Very Large Extent	15.1%	15.0%	16.6%	13.8%	16.8%	12.2%	14.7%
To a Large Extent	20.9%	22.8%	19.5%	21.6%	21.0%	21.1%	20.9%
To Some Extent	31.1%	32.5%	28.5%	31.5%	27.2%	33.9%	34.4%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Small Extent	14.7%	13.3%	14.7%	14.6%	14.4%	14.3%	16.1%
Not at All	18.2%	16.4%	20.7%	18.6%	20.6%	18.5%	13.9%
Total(n)	3,568	360	975	727	423	336	747
Mean	3.00	3.07	2.97	2.97	2.99	2.94	3.06
Standard deviation	1.30	1.27	1.35	1.29	1.36	1.26	1.23
<b>Mentor undergraduate students</b>							
To a Very Large Extent	43.6%	34.9%	41.7%	36.7%	50.6%	49.3%	50.5%
To a Large Extent	29.1%	27.7%	26.7%	31.6%	28.0%	27.0%	32.1%
To Some Extent	17.2%	23.6%	20.1%	20.7%	12.1%	15.7%	10.5%
To a Small Extent	6.4%	9.9%	6.5%	8.1%	6.8%	5.3%	3.5%
Not at All	3.7%	3.8%	5.0%	3.0%	2.6%	2.7%	3.5%
Total(n)	3,587	364	975	731	429	337	751
Mean	4.03	3.80	3.94	3.91	4.17	4.15	4.23
Standard deviation	1.09	1.14	1.15	1.08	1.05	1.04	1.00
<b>Mentor graduate students</b>							
To a Very Large Extent	12.4%	19.8%	16.1%	15.3%	6.4%	7.8%	6.4%
To a Large Extent	11.4%	17.3%	13.3%	16.7%	6.0%	8.4%	5.0%
To Some Extent	13.4%	17.3%	17.0%	15.6%	9.1%	11.7%	7.7%
To a Small Extent	12.0%	12.1%	13.0%	12.8%	14.3%	11.4%	9.0%
Not at All	50.9%	33.5%	40.6%	39.6%	64.2%	60.7%	71.9%
Total(n)	3,531	364	961	718	419	333	736
Mean	2.22	2.78	2.51	2.55	1.76	1.91	1.65
Standard deviation	1.47	1.54	1.52	1.51	1.22	1.33	1.21
<b>Been mentored by at least one professional in academia</b>							
To a Very Large Extent	29.3%	29.1%	30.6%	30.0%	30.3%	26.2%	27.9%
To a Large Extent	24.6%	23.1%	25.0%	24.6%	28.0%	23.2%	23.6%
To Some Extent	24.1%	25.0%	24.1%	23.1%	22.4%	23.2%	26.2%
To a Small Extent	14.3%	15.4%	12.6%	14.9%	11.4%	17.1%	15.7%
Not at All	7.6%	7.4%	7.6%	7.4%	7.9%	10.3%	6.6%
Total(n)	3,604	364	983	731	429	340	757
Mean	3.54	3.51	3.58	3.55	3.61	3.38	3.50
Standard deviation	1.26	1.26	1.25	1.26	1.25	1.31	1.23
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>							
To a Very Large Extent	10.0%	9.9%	10.5%	11.1%	9.8%	7.9%	9.4%
To a Large Extent	11.9%	12.3%	10.9%	12.6%	13.5%	9.1%	12.8%
To Some Extent	22.1%	26.3%	22.9%	21.9%	20.3%	18.5%	22.1%
To a Small Extent	18.3%	16.4%	18.9%	15.2%	20.3%	19.6%	19.4%
Not at All	37.7%	35.1%	36.8%	39.2%	36.1%	44.9%	36.2%
Total(n)	3,604	365	983	730	429	341	756
Mean	2.38	2.45	2.39	2.41	2.41	2.16	2.40
Standard deviation	1.35	1.34	1.35	1.40	1.35	1.30	1.34
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>							
To a Very Large Extent	1.3%	1.4%	1.3%	1.4%	1.9%	1.5%	0.9%
To a Large Extent	1.8%	1.9%	2.6%	1.7%	0.9%	0.6%	2.1%
To Some Extent	3.5%	3.3%	5.6%	4.6%	2.6%	2.7%	0.9%
To a Small Extent	4.2%	6.1%	4.0%	5.0%	4.2%	3.0%	3.2%
Not at All	89.1%	87.3%	86.5%	87.4%	90.4%	92.3%	92.8%
Total(n)	3,582	363	980	725	427	336	751
Mean	1.22	1.24	1.28	1.25	1.20	1.16	1.15
Standard deviation	0.72	0.73	0.79	0.74	0.70	0.64	0.62
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>							
Excellent	32.4%	34.5%	32.7%	31.4%	33.2%	29.2%	33.0%
Good	49.1%	49.6%	48.2%	51.3%	50.8%	47.2%	47.8%
Fair	15.3%	14.4%	16.9%	14.1%	12.6%	19.5%	14.5%
Poor	3.2%	1.4%	2.2%	3.1%	3.4%	4.1%	4.7%
Total(n)	2,795	284	733	573	325	267	613
Mean	3.11	3.17	3.11	3.11	3.14	3.01	3.09
Standard deviation	0.77	0.72	0.76	0.76	0.76	0.81	0.81
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>							
Excellent	50.0%	44.6%	51.0%	45.6%	53.1%	49.1%	54.5%
Good	44.2%	47.9%	42.6%	46.3%	42.4%	44.7%	43.1%
Fair	5.2%	7.5%	6.0%	7.0%	4.2%	4.7%	2.3%
Poor	0.5%	0.0%	0.3%	1.2%	0.2%	1.6%	0.1%
Total(n)	3,327	332	884	689	401	318	703
Mean	3.44	3.37	3.44	3.36	3.48	3.41	3.52
Standard deviation	0.62	0.62	0.62	0.66	0.59	0.66	0.55
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>							
Excellent	46.5%	52.0%	47.9%	46.0%	48.9%	36.9%	41.6%
Good	43.8%	42.3%	42.4%	44.1%	40.1%	46.7%	49.7%
Fair	8.5%	5.3%	8.8%	8.4%	9.5%	13.9%	7.0%
Poor	1.2%	0.4%	0.9%	1.4%	1.5%	2.5%	1.6%
Total(n)	1,621	227	535	415	137	122	185

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	3.36	3.46	3.37	3.35	3.36	3.18	3.31
Standard deviation	0.69	0.62	0.68	0.70	0.72	0.76	0.67
<b>How satisfied are you with the following aspects of your job?</b>							
<b>Salary</b>							
Very Satisfied	7.9%	6.7%	13.3%	4.0%	12.6%	4.3%	4.2%
Satisfied	32.9%	29.4%	36.5%	32.2%	39.3%	24.3%	30.9%
Marginally Satisfied	30.8%	31.4%	27.1%	32.9%	23.7%	38.0%	34.2%
Not Satisfied	28.3%	32.5%	23.1%	30.9%	24.4%	33.3%	30.6%
Total(n)	3,604	360	989	726	430	345	754
Mean	2.21	2.10	2.40	2.09	2.40	2.00	2.09
Standard deviation	0.94	0.94	0.98	0.88	0.99	0.87	0.88
<b>Health benefits</b>							
Very Satisfied	20.5%	26.3%	26.3%	23.2%	21.4%	13.2%	10.4%
Satisfied	45.9%	49.2%	46.9%	45.8%	52.8%	44.4%	40.0%
Marginally Satisfied	24.0%	21.2%	19.9%	22.1%	18.1%	32.4%	32.3%
Not Satisfied	9.5%	3.4%	6.9%	9.0%	7.7%	10.0%	17.3%
Total(n)	3,575	358	979	725	426	340	747
Mean	2.77	2.98	2.92	2.83	2.88	2.61	2.44
Standard deviation	0.88	0.78	0.86	0.89	0.83	0.84	0.90
<b>Retirement benefits</b>							
Very Satisfied	18.8%	19.9%	22.4%	22.9%	24.9%	9.1%	10.7%
Satisfied	47.4%	55.3%	46.6%	51.2%	51.7%	45.2%	39.5%
Marginally Satisfied	23.4%	19.7%	21.9%	19.5%	17.1%	27.6%	32.5%
Not Satisfied	10.4%	5.1%	9.0%	6.4%	6.4%	18.2%	17.3%
Total(n)	3,564	356	976	722	422	341	747
Mean	2.75	2.90	2.82	2.91	2.95	2.45	2.44
Standard deviation	0.88	0.77	0.88	0.82	0.82	0.89	0.90
<b>Opportunity for scholarly pursuits</b>							
Very Satisfied	11.1%	9.9%	17.1%	7.0%	14.7%	4.1%	9.1%
Satisfied	40.1%	39.0%	41.5%	35.9%	43.4%	38.1%	41.8%
Marginally Satisfied	32.2%	35.3%	28.8%	35.7%	26.8%	36.4%	32.9%
Not Satisfied	16.6%	15.8%	12.5%	21.4%	15.2%	21.4%	16.2%
Total(n)	3,558	354	975	718	422	341	748
Mean	2.46	2.43	2.63	2.28	2.58	2.25	2.44
Standard deviation	0.90	0.87	0.91	0.88	0.92	0.84	0.87
<b>Teaching load</b>							
Very Satisfied	11.5%	8.4%	14.6%	7.2%	21.9%	5.2%	9.9%
Satisfied	44.1%	47.9%	43.7%	42.2%	45.9%	47.1%	42.4%
Marginally Satisfied	26.7%	25.9%	26.2%	28.7%	20.3%	25.9%	30.0%
Not Satisfied	17.7%	17.8%	15.5%	21.9%	11.9%	21.8%	17.7%
Total(n)	3,591	359	985	727	429	344	747
Mean	2.49	2.47	2.57	2.35	2.78	2.36	2.45
Standard deviation	0.91	0.88	0.92	0.90	0.92	0.88	0.89
<b>Quality of students</b>							
Very Satisfied	22.5%	14.8%	31.2%	14.2%	31.1%	12.0%	22.9%
Satisfied	50.1%	49.9%	50.2%	48.3%	45.5%	51.9%	53.5%
Marginally Satisfied	21.1%	28.7%	14.5%	28.1%	17.9%	27.1%	18.2%
Not Satisfied	6.4%	6.7%	4.2%	9.5%	5.6%	9.0%	5.3%
Total(n)	3,596	359	985	727	431	343	751
Mean	2.89	2.73	3.08	2.67	3.02	2.67	2.94
Standard deviation	0.82	0.79	0.79	0.83	0.84	0.80	0.79
<b>Autonomy and independence</b>							
Very Satisfied	41.6%	40.6%	40.9%	34.0%	49.2%	38.8%	47.3%
Satisfied	43.4%	42.5%	42.8%	47.4%	38.6%	48.4%	41.3%
Marginally Satisfied	11.2%	12.1%	12.0%	14.9%	8.0%	9.0%	9.2%
Not Satisfied	3.8%	4.8%	4.4%	3.7%	4.2%	3.8%	2.3%
Total(n)	3,586	355	984	724	427	345	751
Mean	3.23	3.19	3.20	3.12	3.33	3.22	3.34
Standard deviation	0.79	0.83	0.81	0.79	0.80	0.76	0.74
<b>Departmental leadership</b>							
Very Satisfied	39.3%	40.0%	40.9%	35.0%	39.5%	33.0%	43.6%
Satisfied	35.7%	34.2%	32.8%	37.3%	37.4%	41.2%	35.4%
Marginally Satisfied	13.9%	12.8%	15.2%	14.2%	13.4%	14.3%	12.5%
Not Satisfied	11.1%	13.1%	11.1%	13.5%	9.6%	11.4%	8.5%
Total(n)	3,590	360	985	726	425	342	752
Mean	3.03	3.01	3.04	2.94	3.07	2.96	3.14
Standard deviation	0.99	1.03	1.00	1.01	0.96	0.96	0.94
<b>Departmental support for work/life balance</b>							
Very Satisfied	28.2%	25.6%	26.6%	22.6%	27.1%	32.2%	35.7%
Satisfied	39.6%	39.0%	39.2%	42.0%	43.6%	37.1%	37.2%
Marginally Satisfied	20.6%	20.9%	22.4%	23.0%	20.0%	18.4%	17.0%
Not Satisfied	11.6%	14.5%	11.8%	12.3%	9.2%	12.3%	10.1%
Total(n)	3,587	359	982	729	424	342	751
Mean	2.84	2.76	2.81	2.75	2.89	2.89	2.98

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.96	0.99	0.96	0.94	0.91	0.99	0.97
<b>Institutional support for work/life balance</b>							
Very Satisfied	11.6%	9.7%	14.4%	10.0%	9.7%	10.9%	11.9%
Satisfied	33.2%	34.3%	33.3%	33.8%	34.9%	34.7%	30.2%
Marginally Satisfied	30.4%	30.6%	28.8%	29.9%	31.6%	27.9%	33.6%
Not Satisfied	24.8%	25.3%	23.6%	26.3%	23.8%	26.5%	24.4%
Total(n)	3,584	359	980	730	424	340	751
Mean	2.32	2.28	2.38	2.28	2.30	2.30	2.30
Standard deviation	0.97	0.95	1.00	0.96	0.94	0.98	0.97
<b>Prospects for career advancement</b>							
Very Satisfied	10.8%	7.6%	14.4%	8.0%	13.3%	6.0%	10.9%
Satisfied	38.4%	40.4%	38.1%	36.9%	38.7%	38.5%	39.1%
Marginally Satisfied	28.6%	27.2%	28.3%	30.8%	26.6%	28.7%	28.8%
Not Satisfied	22.2%	24.7%	19.2%	24.2%	21.4%	26.9%	21.2%
Total(n)	3,557	356	976	723	421	335	746
Mean	2.38	2.31	2.48	2.29	2.44	2.24	2.40
Standard deviation	0.95	0.93	0.96	0.92	0.97	0.92	0.94
<b>Relative equity of salary and job benefits</b>							
Very Satisfied	7.5%	4.8%	11.7%	4.6%	10.6%	4.7%	5.6%
Satisfied	27.7%	26.4%	29.3%	25.9%	32.9%	21.8%	27.5%
Marginally Satisfied	30.4%	29.8%	28.3%	33.1%	25.9%	33.0%	32.1%
Not Satisfied	34.4%	39.0%	30.7%	36.3%	30.8%	40.4%	34.8%
Total(n)	3,560	356	974	721	425	339	745
Mean	2.08	1.97	2.22	1.99	2.24	1.91	2.04
Standard deviation	0.96	0.92	1.01	0.90	1.00	0.90	0.92
<b>Flexibility in relation to family matters or emergencies</b>							
Very Satisfied	38.1%	38.0%	37.6%	33.7%	40.9%	38.1%	41.3%
Satisfied	43.4%	43.4%	43.0%	43.4%	43.0%	44.5%	43.6%
Marginally Satisfied	14.4%	14.9%	14.3%	17.5%	12.4%	14.2%	12.7%
Not Satisfied	4.2%	3.7%	5.1%	5.5%	3.8%	3.2%	2.4%
Total(n)	3,565	355	975	722	421	339	753
Mean	3.15	3.16	3.13	3.05	3.21	3.17	3.24
Standard deviation	0.82	0.81	0.84	0.86	0.80	0.79	0.76
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>							
Very Satisfied	23.4%	21.5%	26.7%	19.4%	28.1%	21.8%	22.0%
Satisfied	46.7%	44.1%	47.6%	47.3%	42.3%	48.3%	47.8%
Marginally Satisfied	20.2%	22.6%	18.6%	20.1%	18.8%	19.0%	22.4%
Not Satisfied	9.8%	11.9%	7.1%	13.2%	10.8%	10.9%	7.8%
Total(n)	3,497	354	956	712	409	331	735
Mean	2.84	2.75	2.94	2.73	2.88	2.81	2.84
Standard deviation	0.89	0.93	0.86	0.92	0.94	0.90	0.85
<b>Overall job</b>							
Very Satisfied	20.0%	17.6%	24.4%	15.9%	23.5%	15.9%	19.4%
Satisfied	53.1%	52.1%	52.9%	54.1%	52.3%	51.0%	54.2%
Marginally Satisfied	21.8%	25.2%	18.9%	23.3%	20.0%	25.1%	22.2%
Not Satisfied	5.1%	5.0%	3.8%	6.8%	4.2%	8.0%	4.3%
Total(n)	3,579	357	983	725	426	339	749
Mean	2.88	2.82	2.98	2.79	2.95	2.75	2.89
Standard deviation	0.78	0.78	0.76	0.79	0.78	0.82	0.76
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>							
<b>Managing household responsibilities</b>							
Extensive	34.5%	35.2%	35.3%	35.9%	34.3%	35.3%	31.4%
Somewhat	50.4%	51.0%	49.6%	47.7%	50.2%	51.2%	53.4%
Not at All	15.2%	13.8%	15.1%	16.5%	15.5%	13.5%	15.2%
Total(n)	3,520	355	964	711	414	334	742
Mean	2.19	2.21	2.20	2.19	2.19	2.22	2.16
Standard deviation	0.68	0.67	0.68	0.70	0.68	0.66	0.66
<b>Review/promotion process</b>							
Extensive	24.2%	22.9%	29.1%	23.5%	24.1%	29.7%	16.0%
Somewhat	42.4%	45.2%	42.5%	38.9%	38.1%	38.6%	48.5%
Not at All	33.4%	31.9%	28.5%	37.5%	37.8%	31.7%	35.6%
Total(n)	2,865	301	822	586	315	259	582
Mean	1.91	1.91	2.01	1.86	1.86	1.98	1.80
Standard deviation	0.75	0.74	0.76	0.77	0.78	0.78	0.69
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>							
Extensive	10.0%	8.5%	10.8%	11.5%	9.3%	12.8%	7.7%
Somewhat	33.1%	33.5%	33.5%	34.2%	35.6%	31.3%	30.5%
Not at All	56.9%	58.0%	55.7%	54.3%	55.1%	55.9%	61.8%
Total(n)	3,244	331	892	646	396	304	675
Mean	1.53	1.50	1.55	1.57	1.54	1.57	1.46
Standard deviation	0.67	0.65	0.68	0.69	0.66	0.71	0.63
<b>Committee work</b>							
Extensive	20.1%	21.1%	20.1%	21.6%	21.6%	22.9%	15.9%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat	52.9%	56.4%	51.9%	54.8%	48.3%	51.4%	53.7%
Not at All	27.1%	22.5%	28.0%	23.6%	30.0%	25.7%	30.4%
Total(n)	3,390	351	932	691	393	319	704
Mean	1.93	1.99	1.92	1.98	1.92	1.97	1.86
Standard deviation	0.68	0.66	0.69	0.67	0.71	0.70	0.67
<b>Faculty meetings</b>							
Extensive	14.9%	15.3%	13.2%	18.5%	12.9%	20.2%	12.0%
Somewhat	45.3%	43.8%	43.4%	44.5%	44.3%	47.3%	48.9%
Not at All	39.8%	40.9%	43.4%	36.9%	42.8%	32.4%	39.1%
Total(n)	3,497	352	965	701	411	336	732
Mean	1.75	1.74	1.70	1.82	1.70	1.88	1.73
Standard deviation	0.70	0.71	0.69	0.72	0.68	0.72	0.66
<b>Students</b>							
Extensive	19.8%	19.2%	19.3%	21.2%	21.9%	17.3%	19.1%
Somewhat	60.3%	61.9%	58.9%	57.8%	61.0%	62.5%	62.5%
Not at All	19.9%	18.9%	21.7%	20.9%	17.1%	20.2%	18.3%
Total(n)	3,530	354	962	716	420	336	742
Mean	2.00	2.00	1.98	2.00	2.05	1.97	2.01
Standard deviation	0.63	0.62	0.64	0.65	0.62	0.61	0.61
<b>Research or publishing demands</b>							
Extensive	23.3%	25.7%	27.2%	25.1%	24.9%	21.9%	15.3%
Somewhat	48.8%	48.3%	48.2%	49.2%	52.0%	48.7%	47.8%
Not at All	27.9%	26.0%	24.6%	25.7%	23.0%	29.5%	36.9%
Total(n)	3,072	288	842	610	369	302	661
Mean	1.95	2.00	2.03	1.99	2.02	1.92	1.78
Standard deviation	0.71	0.72	0.72	0.71	0.69	0.71	0.69
<b>Institutional procedures and "red tape"</b>							
Extensive	26.5%	31.5%	25.6%	32.1%	23.9%	25.9%	21.4%
Somewhat	48.9%	47.4%	47.7%	48.8%	50.1%	49.4%	50.2%
Not at All	24.7%	21.2%	26.8%	19.0%	25.9%	24.7%	28.4%
Total(n)	3,379	340	919	688	397	316	719
Mean	2.02	2.10	1.99	2.13	1.98	2.01	1.93
Standard deviation	0.72	0.72	0.72	0.70	0.71	0.71	0.70
<b>Teaching load</b>							
Extensive	25.8%	25.6%	24.4%	28.4%	17.8%	29.3%	28.0%
Somewhat	48.8%	54.8%	46.2%	47.9%	52.6%	43.7%	50.3%
Not at All	25.4%	19.6%	29.3%	23.7%	29.6%	26.9%	21.8%
Total(n)	3,508	352	958	708	416	334	740
Mean	2.00	2.06	1.95	2.05	1.88	2.02	2.06
Standard deviation	0.72	0.67	0.73	0.72	0.68	0.75	0.70
<b>Lack of personal time</b>							
Extensive	37.9%	37.9%	37.2%	39.9%	38.8%	36.0%	37.3%
Somewhat	45.3%	46.6%	45.9%	42.3%	42.9%	44.6%	48.5%
Not at All	16.8%	15.5%	16.9%	17.8%	18.3%	19.3%	14.2%
Total(n)	3,537	354	965	714	420	336	748
Mean	2.21	2.22	2.20	2.22	2.20	2.17	2.23
Standard deviation	0.71	0.70	0.71	0.73	0.73	0.73	0.68
<b>Job security</b>							
Extensive	14.1%	16.2%	14.8%	7.0%	17.1%	17.2%	16.1%
Somewhat	30.0%	35.1%	29.3%	27.9%	24.8%	38.5%	29.6%
Not at All	55.8%	48.7%	55.9%	65.1%	58.1%	44.3%	54.3%
Total(n)	3,365	339	927	673	387	325	714
Mean	1.58	1.68	1.59	1.42	1.59	1.73	1.62
Standard deviation	0.73	0.74	0.73	0.62	0.76	0.74	0.75
<b>Self-imposed high expectations</b>							
Extensive	40.0%	44.9%	41.1%	37.3%	40.2%	42.1%	38.0%
Somewhat	49.7%	45.8%	48.7%	51.8%	49.2%	46.0%	52.8%
Not at All	10.3%	9.3%	10.2%	11.0%	10.6%	11.9%	9.2%
Total(n)	3,516	354	959	711	415	335	742
Mean	2.30	2.36	2.31	2.26	2.30	2.30	2.29
Standard deviation	0.64	0.65	0.65	0.64	0.65	0.67	0.62
<b>Increased work responsibilities</b>							
Extensive	40.3%	44.8%	35.8%	41.6%	40.8%	42.4%	41.2%
Somewhat	44.0%	43.3%	46.2%	41.5%	42.1%	43.9%	45.0%
Not at All	15.8%	11.9%	18.0%	16.9%	17.1%	13.6%	13.8%
Total(n)	3,478	353	949	706	409	330	731
Mean	2.24	2.33	2.18	2.25	2.24	2.29	2.27
Standard deviation	0.71	0.68	0.71	0.72	0.72	0.69	0.69
<b>Institutional budget cuts</b>							
Extensive	29.6%	35.4%	19.0%	30.6%	25.5%	39.2%	36.5%
Somewhat	40.5%	44.0%	34.9%	43.8%	41.5%	40.4%	41.8%
Not at All	29.9%	20.6%	46.0%	25.6%	33.1%	20.4%	21.7%
Total(n)	3,263	339	847	676	369	319	713
Mean	2.00	2.15	1.73	2.05	1.92	2.19	2.15
Standard deviation	0.77	0.74	0.76	0.75	0.76	0.75	0.75

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Have you been sexually harassed at this institution?</b>							
Yes	10.5%	9.3%	10.5%	12.9%	12.3%	11.7%	7.3%
No	89.5%	90.7%	89.5%	87.1%	87.7%	88.3%	92.7%
Total(n)	3,605	365	987	726	431	341	755
<b>In the past year, have you:</b>							
<b>Considered leaving academe for another job?</b>							
Yes	49.8%	55.7%	43.9%	51.4%	49.8%	51.0%	52.7%
No	50.2%	44.3%	56.1%	48.6%	50.2%	49.0%	47.3%
Total(n)	3,578	357	981	718	428	341	753
<b>Considered leaving this institution for another?</b>							
Yes	49.1%	53.0%	47.5%	51.1%	48.7%	50.7%	46.7%
No	50.9%	47.0%	52.5%	48.9%	51.3%	49.3%	53.3%
Total(n)	3,572	353	978	720	427	341	753
<b>Engaged in public service/professional consulting without pay?</b>							
Yes	47.0%	49.4%	47.9%	51.7%	40.3%	47.6%	43.6%
No	53.0%	50.6%	52.1%	48.3%	59.7%	52.4%	56.4%
Total(n)	3,572	356	977	720	427	340	752
<b>Received at least one firm job offer elsewhere?</b>							
Yes	17.2%	24.2%	16.7%	15.9%	17.1%	18.6%	15.2%
No	82.8%	75.8%	83.3%	84.1%	82.9%	81.4%	84.8%
Total(n)	3,568	356	977	719	426	338	752
<b>For each of the following items, please mark either Yes or No.</b>							
<b>Are you a member of a faculty union?</b>							
Yes	13.2%	20.8%	10.4%	27.6%	5.2%	8.0%	6.3%
No	86.8%	79.2%	89.6%	72.4%	94.8%	92.0%	93.7%
Total(n)	3,549	356	970	710	426	339	748
<b>Do you plan to retire within the next three years?</b>							
Yes	9.3%	11.2%	9.0%	10.8%	8.9%	9.1%	7.8%
No	90.7%	88.8%	91.0%	89.2%	91.1%	90.9%	92.2%
Total(n)	3,551	358	968	713	427	339	746
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>							
Yes	14.5%	17.0%	15.8%	14.5%	9.4%	14.8%	14.4%
No	85.5%	83.0%	84.2%	85.5%	90.6%	85.2%	85.6%
Total(n)	3,559	358	971	716	426	338	750
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>							
Yes	29.9%	35.9%	29.0%	35.4%	28.2%	24.3%	26.4%
No	70.1%	64.1%	71.0%	64.6%	71.8%	75.7%	73.6%
Total(n)	3,553	359	970	715	426	337	746
<b>Citizenship status:</b>							
U.S. citizen	94.3%	94.2%	93.9%	93.8%	92.8%	96.2%	95.2%
Permanent resident (green card)	3.9%	4.1%	4.3%	4.5%	4.9%	2.1%	3.2%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.7%	1.7%	1.7%	1.5%	2.3%	1.5%	1.6%
None of the above	0.1%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%
Total(n)	3,601	362	986	727	429	341	756
<b>How would you characterize your political views?</b>							
Far right	0.2%	0.3%	0.5%	0.3%	0.0%	0.0%	0.0%
Conservative	8.6%	7.4%	8.9%	7.2%	6.9%	6.7%	11.8%
Middle-of-the-road	28.8%	31.3%	31.4%	30.3%	22.3%	25.8%	28.1%
Liberal	49.1%	47.9%	47.4%	48.1%	53.4%	56.7%	47.1%
Far left	13.3%	13.1%	11.9%	14.1%	17.3%	10.9%	13.0%
Total(n)	3,516	351	960	709	421	330	745
<b>If given the choice, would you:</b>							
<b>Still come to this institution?</b>							
Definitely yes	38.1%	36.4%	41.8%	33.2%	42.6%	29.2%	40.2%
Probably yes	37.7%	39.7%	36.4%	41.6%	32.3%	39.2%	36.9%
Not sure	15.8%	14.4%	14.8%	15.7%	16.7%	20.4%	15.1%
Probably no	5.6%	6.9%	4.8%	5.9%	6.0%	6.8%	5.0%
Definitely no	2.8%	2.5%	2.1%	3.6%	2.3%	4.4%	2.8%
Total(n)	3,596	360	985	726	430	339	756
Mean	4.03	4.01	4.11	3.95	4.07	3.82	4.07
Standard deviation	1.01	1.01	0.97	1.02	1.02	1.07	1.00
<b>Still be a college professor?</b>							
Definitely yes	54.0%	49.6%	57.9%	54.5%	53.4%	49.0%	52.9%
Probably yes	31.8%	34.5%	29.8%	30.8%	31.6%	33.7%	33.0%
Not sure	10.2%	11.4%	9.4%	10.2%	9.6%	13.2%	9.6%
Probably no	3.4%	3.9%	2.4%	3.5%	4.7%	2.9%	3.9%
Definitely no	0.7%	0.6%	0.4%	1.0%	0.7%	1.2%	0.7%
Total(n)	3,584	359	982	723	427	341	752
Mean	4.35	4.29	4.42	4.34	4.32	4.26	4.34
Standard deviation	0.85	0.86	0.79	0.87	0.88	0.88	0.85

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Women Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public	Private	Public 4yr	Private	Catholic 4yr	Other
		Universities	Universities	Colleges	Nonsectarian 4yr Colleges	Colleges	Religious 4yr Colleges
<b>Please select your base institutional salary.</b>							
Less than \$10,000	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%	0.1%
\$10,000-19,999	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
\$20,000-29,999	0.2%	0.3%	0.1%	0.1%	0.0%	0.0%	0.4%
\$30,000-39,999	0.8%	0.6%	0.5%	0.6%	1.0%	0.0%	1.6%
\$40,000-49,999	4.1%	6.5%	1.9%	7.1%	1.9%	3.6%	4.3%
\$50,000-59,999	13.2%	23.1%	5.1%	16.5%	9.6%	10.6%	18.9%
\$60,000-69,999	18.5%	22.5%	8.0%	20.9%	15.9%	28.8%	24.9%
\$70,000-79,999	15.7%	19.7%	12.0%	13.9%	12.5%	14.8%	22.6%
\$80,000-89,999	13.9%	9.0%	16.7%	12.0%	16.8%	15.8%	11.9%
\$90,000-99,999	11.1%	7.0%	14.1%	11.2%	13.0%	11.8%	7.8%
\$100,000-124,999	14.9%	7.0%	24.5%	14.8%	17.8%	10.3%	6.5%
\$125,000-149,999	4.5%	3.1%	8.5%	2.7%	6.7%	3.0%	0.9%
\$150,000-199,999	2.2%	1.1%	5.2%	0.1%	4.1%	1.2%	0.0%
\$200,000-249,999	0.8%	0.0%	2.6%	0.0%	0.5%	0.0%	0.0%
\$250,000-499,999	0.1%	0.0%	0.5%	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>Total(n)</b>	<b>3,527</b>	<b>355</b>	<b>970</b>	<b>714</b>	<b>416</b>	<b>330</b>	<b>742</b>
<b>Your base institutional salary reported above is based on:</b>							
Less than 9 months	6.7%	9.6%	8.9%	4.9%	5.2%	4.2%	5.9%
9/10 months	66.7%	78.8%	59.1%	73.6%	64.3%	68.0%	65.1%
11/12 months	26.6%	11.6%	32.0%	21.5%	30.5%	27.8%	29.0%
<b>Total(n)</b>	<b>3,540</b>	<b>354</b>	<b>973</b>	<b>712</b>	<b>420</b>	<b>334</b>	<b>747</b>
<b>Highest Degree Earned</b>							
Bachelor's (BA, B.S., etc.)	0.6%	1.4%	0.7%	0.7%	0.9%	0.3%	0.1%
Master's (M.A., M.S.)	15.2%	20.1%	13.2%	18.7%	14.0%	10.6%	14.8%
Terminal Master's (M.F.A., M.B.A.)	5.1%	5.6%	5.1%	5.2%	4.2%	4.4%	5.5%
J.D.	0.6%	0.8%	0.7%	0.7%	0.5%	0.3%	0.5%
M.D., D.D.S., D.V.M., etc. (medical)	0.3%	0.3%	0.5%	0.0%	0.2%	0.0%	0.3%
Ph.D.	69.2%	62.7%	71.7%	65.3%	76.5%	74.4%	66.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	7.9%	7.2%	6.5%	8.5%	3.7%	8.8%	11.3%
Other	1.1%	1.9%	1.5%	0.8%	0.0%	1.2%	1.2%
<b>Total(n)</b>	<b>3,590</b>	<b>359</b>	<b>983</b>	<b>727</b>	<b>429</b>	<b>340</b>	<b>752</b>
<b>Degree Currently Working On</b>							
Bachelor's (BA, B.S., etc.)	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Master's (M.A., M.S.)	1.2%	1.7%	0.9%	1.8%	0.7%	0.9%	0.9%
Terminal Master's (M.F.A., M.B.A.)	0.1%	0.3%	0.2%	0.1%	0.0%	0.3%	0.0%
J.D.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	3.3%	4.5%	1.9%	4.0%	2.8%	3.3%	4.2%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.4%	2.0%	1.4%	1.5%	0.9%	0.6%	1.5%
Other	0.9%	0.9%	0.9%	1.0%	0.7%	1.2%	0.9%
None	93.0%	90.6%	94.6%	91.5%	94.8%	93.7%	92.2%
<b>Total(n)</b>	<b>3,526</b>	<b>352</b>	<b>956</b>	<b>721</b>	<b>422</b>	<b>334</b>	<b>741</b>
<b>Are you currently serving in an administrative position as:</b>							
Department chair	9.5%	4.5%	6.4%	5.9%	13.2%	14.8%	16.1%
Not marked	90.5%	95.5%	93.6%	94.1%	86.8%	85.2%	83.9%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
Dean (including Associate or Assistant)	2.2%	1.4%	3.1%	0.6%	3.4%	0.7%	3.2%
Not marked	97.8%	98.6%	96.9%	99.4%	96.6%	99.3%	96.8%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
Vice-president	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%
Not marked	99.9%	100.0%	100.0%	99.9%	100.0%	100.0%	99.8%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
Provost	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Not marked	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	99.9%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
Other	12.0%	13.0%	11.8%	10.5%	9.3%	15.7%	13.0%
Not marked	88.0%	87.0%	88.2%	89.5%	90.7%	84.3%	87.0%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
Not applicable	52.1%	49.9%	53.4%	54.7%	51.6%	48.4%	50.8%
Not marked	47.9%	50.1%	46.6%	45.3%	48.4%	51.6%	49.2%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>							
Native American/Alaska Native	0.9%	1.8%	0.5%	1.1%	0.9%	0.2%	1.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.8%	2.6%	4.2%	4.3%	3.7%	0.9%	4.5%
Filipino/a/x	0.5%	0.4%	1.0%	0.3%	0.0%	0.9%	0.2%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.5%	0.2%	0.5%	0.9%	0.9%	0.2%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.3%	0.2%	1.3%	1.4%	2.0%	1.2%	1.2%

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Other Asian	0.2%	0.0%	0.5%	0.1%	0.2%	0.2%	0.1%
African American/Black	2.2%	1.2%	3.0%	2.6%	3.0%	1.9%	0.9%
African	0.5%	1.0%	0.6%	0.2%	0.6%	0.2%	0.2%
Caribbean	0.4%	0.2%	0.3%	0.5%	0.2%	0.7%	0.3%
Other Black	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/e/x	1.7%	1.6%	1.2%	2.3%	1.1%	1.6%	2.0%
Puerto Rican	0.5%	0.2%	0.5%	0.4%	0.6%	0.5%	0.9%
Central American	0.2%	0.4%	0.0%	0.2%	0.4%	0.7%	0.1%
South American	1.1%	1.0%	1.3%	0.6%	1.1%	1.6%	1.0%
Other Hispanic or Latina/o/e/x	1.3%	1.2%	1.0%	1.2%	1.7%	1.4%	1.4%
Middle Eastern	1.1%	0.6%	1.5%	0.5%	1.1%	1.4%	1.1%
European	56.7%	53.6%	55.1%	53.0%	59.2%	57.3%	63.1%
Other White	8.3%	8.5%	8.2%	8.6%	8.0%	9.4%	7.6%
Other	1.0%	0.6%	1.6%	0.4%	1.5%	0.7%	0.7%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
<b>Race/Ethnicity Group (with multiple race category)</b>							
Native American/Alaska Native	0.3%	1.7%	0.1%	0.0%	0.5%	0.0%	0.1%
Asian/Pacific Islander	6.6%	4.5%	7.6%	7.7%	6.9%	4.3%	6.0%
Black/African American	3.1%	2.8%	3.9%	3.9%	3.3%	2.4%	1.5%
Latina/o/e/x	3.6%	3.1%	3.2%	3.8%	3.1%	5.2%	4.0%
White	80.9%	83.6%	78.8%	79.5%	79.2%	84.5%	83.0%
Other Race/Ethnicity	0.7%	0.6%	1.3%	0.1%	1.2%	0.6%	0.4%
Two or More Races/Ethnicities	4.8%	3.7%	5.3%	4.9%	5.7%	3.0%	4.9%
<b>Total (n)</b>	<b>3,490</b>	<b>353</b>	<b>952</b>	<b>711</b>	<b>418</b>	<b>328</b>	<b>728</b>
<b>Is English your native language?</b>							
Yes	89.7%	91.9%	88.6%	88.5%	87.8%	90.6%	91.8%
No	10.3%	8.1%	11.4%	11.5%	12.2%	9.4%	8.2%
<b>Total(n)</b>	<b>3,575</b>	<b>357</b>	<b>975</b>	<b>724</b>	<b>426</b>	<b>341</b>	<b>752</b>
<b>What is your sexual orientation?</b>							
Heterosexual/straight	87.9%	87.2%	90.9%	84.1%	82.0%	90.6%	90.3%
Gay	0.2%	0.6%	0.0%	0.0%	0.5%	0.3%	0.3%
Lesbian	2.3%	1.4%	2.2%	2.7%	3.9%	1.8%	1.9%
Bisexual	5.0%	5.7%	3.0%	6.5%	7.1%	3.0%	5.4%
Queer	2.0%	2.3%	1.4%	3.0%	3.2%	2.7%	0.9%
Pansexual	0.9%	0.6%	0.6%	1.8%	1.2%	0.3%	0.7%
Asexual	0.7%	1.1%	0.8%	1.1%	0.2%	0.6%	0.4%
Not listed above	0.9%	1.1%	1.1%	0.8%	2.0%	0.6%	0.1%
<b>Total (n)</b>	<b>3,497</b>	<b>352</b>	<b>952</b>	<b>711</b>	<b>410</b>	<b>330</b>	<b>742</b>
<b>Do you identify as transgender?</b>							
No	99.9%	99.8%	99.9%	100.0%	99.8%	100.0%	100.0%
Yes	0.1%	0.2%	0.1%	0.0%	0.2%	0.0%	0.0%
<b>Total(n)</b>	<b>4,617</b>	<b>505</b>	<b>1,269</b>	<b>975</b>	<b>536</b>	<b>426</b>	<b>906</b>
<b>How many children do you have in the following age ranges?</b>							
<b>Under 18 years old</b>							
0	55.7%	58.2%	55.3%	57.9%	57.1%	51.6%	53.9%
1	17.9%	14.8%	17.4%	18.1%	23.7%	17.3%	16.8%
2	19.7%	21.4%	19.3%	17.0%	16.7%	23.3%	21.9%
3	5.1%	4.4%	5.3%	5.5%	1.9%	6.4%	5.7%
4+	1.7%	1.3%	2.7%	1.4%	0.6%	1.4%	1.7%
<b>Total(n)</b>	<b>3,107</b>	<b>318</b>	<b>851</b>	<b>634</b>	<b>359</b>	<b>283</b>	<b>662</b>
<b>18 years or older</b>							
0	59.0%	63.1%	57.3%	60.0%	63.1%	50.0%	59.6%
1	13.5%	11.9%	13.2%	14.8%	13.1%	15.3%	12.7%
2	17.2%	16.7%	17.7%	14.2%	18.4%	21.2%	17.5%
3	6.0%	6.7%	6.2%	4.8%	3.6%	8.4%	6.6%
4+	4.4%	1.6%	5.6%	6.1%	1.7%	5.1%	3.6%
<b>Total(n)</b>	<b>3,024</b>	<b>312</b>	<b>824</b>	<b>620</b>	<b>358</b>	<b>274</b>	<b>636</b>
<b>How satisfied are you with the availability of child care at this institution?</b>							
Very satisfied	4.6%	3.5%	2.9%	6.2%	2.9%	6.0%	6.0%
Satisfied	11.0%	8.2%	8.3%	11.8%	8.8%	18.1%	13.1%
Marginally satisfied	12.4%	7.1%	13.8%	15.2%	12.7%	14.5%	8.9%
Not satisfied	72.1%	81.2%	75.0%	66.9%	75.5%	61.4%	72.0%
<b>Total(n)</b>	<b>856</b>	<b>85</b>	<b>240</b>	<b>178</b>	<b>102</b>	<b>83</b>	<b>168</b>
Mean	1.48	1.34	1.39	1.57	1.39	1.69	1.53
Standard deviation	0.86	0.78	0.76	0.93	0.77	0.97	0.93
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.5%	0.4%	0.0%	0.4%	1.1%	0.0%	1.2%
\$40,000 - \$49,999	4.4%	5.7%	2.1%	8.0%	2.3%	2.7%	4.4%
\$50,000 - \$59,999	13.8%	22.2%	6.0%	17.4%	8.6%	10.2%	18.7%
\$60,000 - \$69,999	20.0%	24.0%	8.6%	23.2%	16.5%	30.2%	24.9%



	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
\$70,000 - \$79,999	15.8%	21.5%	10.9%	13.0%	9.4%	15.6%	24.9%
\$80,000 - \$89,999	14.1%	9.3%	16.5%	12.5%	19.9%	16.4%	11.6%
\$90,000 - \$99,999	10.6%	7.5%	14.7%	9.4%	12.0%	11.6%	7.7%
\$100,000 - \$124,999	13.8%	5.7%	24.0%	13.8%	19.5%	8.9%	5.4%
\$125,000 - \$149,999	4.0%	2.5%	7.4%	2.3%	7.1%	3.6%	1.2%
\$150,000 - \$199,999	2.0%	1.1%	6.0%	0.0%	3.0%	0.9%	0.0%
\$200,000 - \$249,999	0.8%	0.0%	3.0%	0.0%	0.4%	0.0%	0.0%
\$250,000 - \$499,999	0.2%	0.0%	0.7%	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%
Total(n)	2,344	279	570	522	266	225	482
Mean	8.46	7.70	9.72	7.98	9.03	8.26	7.68
Standard deviation	2.09	1.79	2.15	1.96	2.08	1.76	1.61
<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%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.3%	0.0%	0.3%	0.7%	0.0%	0.0%	0.5%
\$30,000 - \$39,999	1.5%	2.4%	1.6%	1.3%	0.8%	0.0%	2.3%
\$40,000 - \$49,999	3.3%	9.8%	1.6%	3.9%	1.6%	6.6%	3.7%
\$50,000 - \$59,999	11.8%	31.7%	4.2%	15.0%	11.7%	12.1%	16.8%
\$60,000 - \$69,999	15.5%	12.2%	7.4%	15.0%	14.1%	25.3%	24.8%
\$70,000 - \$79,999	15.4%	9.8%	14.2%	15.7%	16.4%	11.0%	19.2%
\$80,000 - \$89,999	13.7%	9.8%	16.8%	9.8%	10.9%	15.4%	13.6%
\$90,000 - \$99,999	13.0%	9.8%	13.2%	16.3%	16.4%	13.2%	8.9%
\$100,000 - \$124,999	16.8%	7.3%	24.2%	17.0%	15.6%	13.2%	9.8%
\$125,000 - \$149,999	5.0%	4.9%	9.7%	4.6%	4.7%	1.1%	0.5%
\$150,000 - \$199,999	2.7%	2.4%	3.9%	0.7%	7.0%	2.2%	0.0%
\$200,000 - \$249,999	0.9%	0.0%	2.3%	0.0%	0.8%	0.0%	0.0%
\$250,000 - \$499,999	0.1%	0.0%	0.3%	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%
Total(n)	937	41	310	153	128	91	214
Mean	8.72	7.68	9.59	8.50	9.04	8.27	7.81
Standard deviation	2.18	2.29	2.17	2.11	2.19	1.97	1.78
<b>Please enter the four-digit year that each of the following occurred.</b>							
<b>Year of birth</b>							
1995 or later	0.7%	0.6%	0.4%	1.2%	0.0%	0.0%	1.1%
1986 - 1995	13.8%	12.8%	12.7%	13.2%	19.3%	10.8%	14.3%
1981 - 1985	15.2%	16.3%	13.8%	12.8%	16.8%	14.6%	18.0%
1976 - 1980	16.6%	17.5%	18.9%	17.4%	13.1%	15.9%	14.9%
1971 - 1975	13.7%	14.0%	12.8%	15.9%	13.6%	14.3%	12.5%
1966 - 1970	14.9%	15.7%	14.3%	15.3%	13.6%	17.8%	14.5%
1961 - 1965	11.7%	11.1%	11.8%	11.3%	10.6%	13.4%	12.4%
1956 - 1960	8.1%	9.3%	8.6%	7.8%	5.3%	8.9%	8.3%
1951 - 1955	3.7%	2.0%	4.4%	3.5%	5.5%	2.9%	2.9%
1946 - 1950	1.3%	0.6%	2.1%	1.3%	1.5%	1.0%	0.8%
1922 - 1945	0.3%	0.0%	0.2%	0.3%	0.5%	0.3%	0.3%
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
Total(n)	3,366	343	919	680	398	314	712
<b>Year of first academic appointment:</b>							
1982 or earlier	1.3%	0.8%	1.4%	0.8%	1.5%	1.4%	1.6%
1983 - 1987	2.0%	0.6%	2.1%	1.0%	2.3%	3.6%	2.7%
1988 - 1992	4.2%	2.6%	3.7%	4.4%	5.5%	4.0%	4.8%
1993 - 1997	6.6%	4.7%	6.7%	5.8%	7.9%	6.4%	7.8%
1998 - 2002	11.0%	9.3%	11.4%	11.9%	9.5%	12.8%	10.5%
2003 - 2007	13.7%	12.4%	13.5%	16.0%	12.1%	15.9%	11.9%
2008 - 2012	16.8%	17.2%	15.9%	17.3%	15.7%	18.8%	16.9%
2013 - 2017	20.3%	27.8%	19.6%	21.8%	17.8%	17.1%	18.6%
2018 or later	24.2%	24.7%	25.7%	21.0%	27.8%	20.0%	25.4%
Total(n)	4,590	507	1,261	973	529	421	899
<b>Year of appointment at present institution</b>							
1982 or earlier	0.5%	0.0%	0.6%	0.2%	1.0%	0.2%	0.9%
1983 - 1987	1.0%	0.0%	1.3%	0.5%	1.5%	1.4%	1.3%
1988 - 1992	2.9%	2.0%	3.0%	2.1%	4.0%	3.4%	3.4%
1993 - 1997	4.5%	3.0%	4.6%	4.3%	5.3%	5.0%	4.7%
1998 - 2002	8.7%	6.5%	8.2%	9.4%	9.3%	9.1%	9.0%
2003 - 2007	12.4%	10.7%	12.2%	14.0%	11.4%	14.9%	11.3%
2008 - 2012	15.0%	16.6%	14.7%	16.7%	11.6%	16.1%	14.2%
2013 - 2017	22.5%	29.1%	21.2%	25.2%	18.8%	20.4%	21.0%
2018 or later	32.5%	32.1%	34.3%	27.6%	37.1%	29.3%	34.2%
Total(n)	4,531	495	1,251	953	526	416	890
<b>If tenured, year tenure was awarded</b>							
1982 or earlier	0.1%	0.0%	0.0%	0.0%	0.4%	0.0%	0.2%
1983 - 1987	0.5%	0.0%	1.0%	0.2%	0.4%	0.4%	0.7%
1988 - 1992	1.3%	0.0%	1.4%	0.2%	3.4%	0.9%	2.1%
1993 - 1997	3.9%	3.4%	3.9%	2.0%	5.6%	5.3%	4.5%

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
1998 - 2002	6.6%	7.3%	7.0%	3.6%	9.9%	8.0%	6.9%
2003 - 2007	12.6%	12.4%	13.0%	13.1%	13.7%	11.5%	11.6%
2008 - 2012	18.1%	18.5%	17.8%	19.3%	14.6%	19.9%	17.6%
2013 - 2017	24.3%	22.5%	26.9%	24.7%	21.5%	27.4%	21.6%
2018 or later	32.6%	36.0%	28.8%	37.0%	30.5%	26.5%	34.7%
<b>Total(n)</b>	<b>2,044</b>	<b>178</b>	<b>483</b>	<b>503</b>	<b>233</b>	<b>226</b>	<b>421</b>
<b>Aggregated Major</b>							
Agriculture or Forestry (General Area 1)	0.5%	0.3%	0.7%	0.4%	0.5%	0.3%	0.6%
Biological Sciences (General Area 5)	7.7%	5.7%	7.8%	7.0%	6.8%	8.4%	9.5%
Business (General Area 6)	4.9%	4.0%	5.7%	3.2%	3.4%	6.9%	5.6%
Education (General Area 10 and Specific Discipline 2102)	11.9%	16.0%	10.2%	15.8%	8.5%	9.3%	11.6%
Engineering (General Area 11)	1.8%	1.4%	2.5%	1.5%	3.2%	0.9%	1.1%
English (General Area 12)	6.8%	5.4%	6.2%	6.9%	9.5%	5.7%	7.2%
Health-related (General Area 15)	10.3%	11.1%	13.2%	12.0%	4.6%	12.0%	7.0%
History or Political Science (Specific Discipline 3007,3009)	4.1%	1.7%	4.1%	3.8%	5.1%	4.8%	4.5%
Humanities (General Area 14,24)	7.6%	4.3%	7.0%	4.1%	11.2%	10.2%	10.2%
Fine Arts (General Area 2,4,22)	6.7%	6.9%	8.3%	4.9%	4.4%	5.4%	8.1%
Mathematics or Statistics (General Area 18)	3.7%	3.1%	4.0%	2.4%	4.1%	5.7%	3.7%
Physical Sciences (General Area 25)	4.9%	4.3%	3.6%	4.3%	7.8%	6.0%	5.2%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.7%	20.9%	11.8%	16.9%	15.6%	14.2%	13.1%
Other Technical (General Area 8,19,28)	2.0%	1.7%	2.5%	2.4%	2.7%	1.5%	1.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.3%	13.1%	12.4%	14.4%	12.4%	8.4%	11.6%
<b>Total(n)</b>	<b>3,490</b>	<b>350</b>	<b>957</b>	<b>715</b>	<b>410</b>	<b>332</b>	<b>726</b>
<b>Aggregated Department</b>							
Agriculture or Forestry (General Area 1)	0.4%	0.9%	0.5%	0.1%	0.5%	0.3%	0.1%
Biological Sciences (General Area 5)	7.1%	4.6%	7.0%	6.5%	6.7%	8.3%	8.6%
Business (General Area 6)	6.3%	4.3%	7.7%	4.5%	3.5%	8.6%	7.6%
Education (General Area 10 and Specific Discipline 2102)	7.2%	9.5%	5.4%	8.6%	4.7%	7.0%	8.5%
Engineering (General Area 11)	1.8%	0.9%	3.5%	0.8%	3.0%	0.6%	0.8%
English (General Area 12)	6.6%	4.3%	6.6%	6.8%	7.5%	7.0%	6.8%
Health-related (General Area 15)	12.0%	16.1%	13.9%	15.3%	3.5%	13.1%	8.8%
History or Political Science (Specific Discipline 3007,3009)	3.8%	1.4%	4.3%	3.5%	4.2%	4.3%	4.0%
Humanities (General Area 14,24)	7.3%	4.6%	6.9%	3.4%	11.2%	9.8%	9.7%
Fine Arts (General Area 2,4,22)	7.2%	7.8%	9.0%	5.4%	6.0%	4.9%	8.2%
Mathematics or Statistics (General Area 18)	4.4%	5.2%	4.2%	3.5%	5.7%	5.5%	3.8%
Physical Sciences (General Area 25)	5.2%	3.7%	4.2%	4.5%	8.0%	6.1%	6.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.8%	19.3%	10.2%	16.4%	15.7%	13.8%	12.5%
Other Technical (General Area 8,19,28)	2.0%	2.3%	2.1%	2.1%	3.2%	1.8%	1.1%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.8%	15.2%	14.4%	18.4%	16.7%	8.9%	13.5%
<b>Total(n)</b>	<b>3,455</b>	<b>348</b>	<b>951</b>	<b>707</b>	<b>402</b>	<b>327</b>	<b>720</b>
<b>Faculty works in a STEM department</b>							
Yes	23.1%	21.3%	25.1%	22.3%	21.6%	25.8%	21.8%
No	76.9%	78.7%	74.9%	77.7%	78.4%	74.2%	78.2%
<b>Total(n)</b>	<b>4,630</b>	<b>507</b>	<b>1,273</b>	<b>980</b>	<b>537</b>	<b>426</b>	<b>907</b>
<b>CIRP Construct: Civic Minded Values</b>							
Mean Score	57.53	58.55	57.77	57.24	56.35	57.37	57.71
High Construct Group Score	60.7%	66.5%	61.1%	60.8%	53.6%	57.7%	62.4%
Average Construct Score Group	34.1%	29.1%	34.0%	33.0%	39.8%	36.9%	33.3%
Low Construct Score Group	5.2%	4.4%	4.9%	6.1%	6.6%	5.4%	4.3%
<b>CIRP Construct: Civic Minded Practices</b>							
Mean Score	49.58	50.63	49.63	50.12	47.79	49.51	49.44
High Construct Group Score	29.5%	32.5%	30.1%	31.9%	22.7%	29.6%	28.4%
Average Construct Score Group	37.0%	39.8%	36.1%	36.3%	35.8%	34.6%	39.4%
Low Construct Score Group	33.5%	27.6%	33.8%	31.9%	41.5%	35.8%	32.2%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>							
Mean Score	45.96	46.92	45.33	45.52	46.63	45.14	46.74
High Construct Group Score	17.1%	17.4%	16.5%	14.3%	20.9%	14.5%	19.3%
Average Construct Score Group	40.5%	44.9%	36.8%	43.2%	39.4%	39.6%	41.6%
Low Construct Score Group	42.5%	37.7%	46.7%	42.5%	39.6%	46.0%	39.1%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>							
Mean Score	49.86	51.43	50.06	50.37	48.69	50.76	48.59
High Construct Group Score	30.4%	36.9%	31.6%	31.3%	26.8%	33.2%	25.5%
Average Construct Score Group	42.5%	41.8%	40.4%	44.7%	41.0%	45.1%	43.1%
Low Construct Score Group	27.1%	21.3%	28.0%	24.0%	32.2%	21.7%	31.4%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>							
Mean Score	51.69	54.15	50.32	52.41	52.37	50.54	51.72
High Construct Group Score	36.7%	50.3%	30.5%	40.8%	41.4%	30.9%	34.1%
Average Construct Score Group	38.9%	31.7%	39.3%	38.5%	35.2%	37.3%	45.0%
Low Construct Score Group	24.4%	18.0%	30.2%	20.6%	23.4%	31.8%	20.9%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>							
Mean Score	43.85	41.47	47.5	41.07	45.89	42.19	42.53
High Construct Group Score	8.5%	2.7%	18.1%	3.4%	10.0%	4.1%	4.8%
Average Construct Score Group	34.9%	26.4%	42.8%	25.7%	46.0%	31.6%	32.8%
Low Construct Score Group	56.6%	70.9%	39.1%	70.9%	44.0%	64.3%	62.4%

		Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
	<b>Total</b>						
<b>CIRP Construct: Mentor Self-Efficacy</b>							
Mean Score	50.47	50.89	51.11	51.62	49.9	49.6	49.24
High Construct Group Score	27.9%	30.5%	29.6%	24.5%	28.7%	25.4%	22.7%
Average Construct Score Group	47.3%	43.8%	49.8%	52.8%	42.1%	45.2%	48.3%
Low Construct Score Group	24.9%	25.8%	20.6%	22.6%	29.2%	29.4%	29.0%
<b>CIRP Construct: Student-Centered Pedagogy</b>							
Mean Score	53.25	53.14	53.73	52.49	53.67	51.62	53.94
High Construct Group Score	40.2%	36.1%	44.5%	35.9%	40.7%	34.1%	43.2%
Average Construct Score Group	45.3%	49.3%	41.4%	46.8%	47.0%	46.9%	45.0%
Low Construct Score Group	14.6%	14.6%	14.1%	17.4%	12.3%	19.0%	11.8%
<b>CIRP Construct: Scholarly Productivity</b>							
Mean Score	49.63	49.72	50.8	49.29	50.59	49.47	47.86
High Construct Group Score	28.9%	32.3%	36.2%	27.0%	35.0%	24.4%	17.5%
Average Construct Score Group	44.3%	38.8%	38.4%	45.4%	42.8%	51.8%	51.8%
Low Construct Score Group	26.8%	28.9%	25.4%	27.6%	22.2%	23.7%	30.8%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>							
Mean Score	50.03	49.31	50.09	48.41	50.22	50.37	51.64
High Construct Group Score	34.8%	29.7%	35.0%	27.6%	36.7%	39.7%	41.0%
Average Construct Score Group	31.0%	32.3%	31.4%	30.3%	30.0%	27.7%	32.5%
Low Construct Score Group	34.2%	38.0%	33.6%	42.1%	33.3%	32.7%	26.5%
<b>CIRP Construct: Satisfaction with Compensation</b>							
Mean Score	48.84	49.23	50.59	48.27	50.9	46.24	46.92
High Construct Group Score	18.0%	19.2%	24.4%	14.8%	25.8%	7.5%	12.6%
Average Construct Score Group	51.0%	55.3%	50.0%	53.4%	52.0%	51.6%	47.2%
Low Construct Score Group	31.0%	25.6%	25.6%	31.8%	22.3%	40.9%	40.2%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>							
Mean Score	48.88	48.25	49.35	47.46	49.95	48.4	49.54
High Construct Group Score	23.9%	21.4%	27.3%	20.0%	27.1%	20.3%	24.2%
Average Construct Score Group	45.4%	43.6%	44.3%	42.8%	45.7%	49.3%	48.1%
Low Construct Score Group	30.7%	35.0%	28.4%	37.2%	27.1%	30.4%	27.7%
<b>CIRP Construct: Science Identity</b>							
Mean Score	65.05	61.67	57.44	72.47	77.83	70.36	64.52
High Construct Group Score	59.6%	50.0%	42.1%	72.7%	88.9%	72.2%	59.5%
Average Construct Score Group	18.0%	21.4%	24.6%	9.1%	5.6%	11.1%	21.4%
Low Construct Score Group	22.5%	28.6%	33.3%	18.2%	5.6%	16.7%	19.0%
<b>CIRP Construct: Science Self-Efficacy</b>							
Mean Score	48.16	48.33	44.19	47.16	51.86	50.54	49.89
High Construct Group Score	21.1%	14.3%	17.0%	0.0%	33.3%	25.0%	25.6%
Average Construct Score Group	45.0%	57.1%	35.8%	63.6%	44.4%	47.2%	46.2%
Low Construct Score Group	33.9%	28.6%	47.2%	36.4%	22.2%	27.8%	28.2%
<b>CIRP Construct: Career-Related Stress</b>							
Mean Score	53.53	54.25	53.34	54.14	52.91	53.35	53.29
High Construct Group Score	42.4%	44.4%	42.1%	44.7%	42.3%	44.8%	38.6%
Average Construct Score Group	43.3%	45.3%	42.2%	42.1%	41.4%	37.2%	48.6%
Low Construct Score Group	14.3%	10.3%	15.6%	13.2%	16.4%	18.0%	12.8%
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>							
Mean Score	54.27	54.16	55.34	53.33	52.94	54.15	54.67
High Construct Group Score	42.8%	40.9%	50.9%	34.2%	34.0%	42.9%	46.6%
Average Construct Score Group	49.3%	49.5%	42.7%	56.9%	55.0%	48.8%	47.3%
Low Construct Score Group	7.9%	9.6%	6.4%	8.9%	11.0%	8.4%	6.1%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>All Full-Time Undergraduate Faculty Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents</b>	169	19	39	32	31	18	30
<b>What is your current gender identity?</b>							
Man	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Woman	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-binary	50.3%	36.8%	64.1%	40.6%	54.8%	55.6%	43.3%
Genderqueer/Gender non-conforming	49.7%	63.2%	35.9%	59.4%	45.2%	44.4%	56.7%
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	169	19	39	32	31	18	30
<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%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	169	19	39	32	31	18	30
<b>What is your present academic rank?</b>							
Professor	21.3%	31.6%	20.5%	15.6%	9.7%	38.9%	23.3%
Associate Professor	27.2%	15.8%	23.1%	37.5%	32.3%	11.1%	33.3%
Assistant Professor	39.1%	26.3%	43.6%	34.4%	41.9%	50.0%	36.7%
Lecturer	7.1%	10.5%	7.7%	9.4%	9.7%	0.0%	3.3%
Instructor	5.3%	15.8%	5.1%	3.1%	6.5%	0.0%	3.3%
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	169	19	39	32	31	18	30
<b>What is your tenure status at this institution?</b>							
Tenured	41.4%	42.1%	30.8%	53.1%	38.7%	33.3%	50.0%
On tenure track, but not tenured	27.8%	21.1%	30.8%	31.3%	22.6%	33.3%	26.7%
Not on tenure track, but institution has tenure system	27.8%	36.8%	35.9%	15.6%	25.8%	33.3%	23.3%
Institution has no tenure system	3.0%	0.0%	2.6%	0.0%	12.9%	0.0%	0.0%
Total(n)	169	19	39	32	31	18	30
<b>Are you retired from this institution?</b>							
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	168	19	38	32	31	18	30
<b>What is your principal activity in your current position at this institution?</b>							
Administration	3.0%	0.0%	5.1%	3.1%	0.0%	0.0%	6.7%
Teaching	88.8%	89.5%	79.5%	90.6%	90.3%	94.4%	93.3%
Research	8.3%	10.5%	15.4%	6.3%	9.7%	5.6%	0.0%
Services to clients and patients	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	169	19	39	32	31	18	30
<b>Personally, how important to you is:</b>							
<b>Research</b>							
Essential	47.3%	26.3%	56.4%	43.8%	64.5%	44.4%	36.7%
Very Important	27.2%	47.4%	25.6%	31.3%	19.4%	11.1%	30.0%
Somewhat Important	23.1%	26.3%	15.4%	25.0%	16.1%	44.4%	23.3%
Not Important	2.4%	0.0%	2.6%	0.0%	0.0%	0.0%	10.0%
Total(n)	169	19	39	32	31	18	30
Mean	3.20	3.00	3.36	3.19	3.48	3.00	2.93
Standard deviation	0.87	0.75	0.84	0.82	0.77	0.97	1.01
<b>Teaching</b>							
Essential	75.1%	73.7%	69.2%	75.0%	83.9%	72.2%	76.7%
Very Important	20.7%	21.1%	28.2%	18.8%	12.9%	27.8%	16.7%
Somewhat Important	4.1%	5.3%	2.6%	6.3%	3.2%	0.0%	6.7%
Not Important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	169	19	39	32	31	18	30
Mean	3.71	3.68	3.67	3.69	3.81	3.72	3.70
Standard deviation	0.54	0.58	0.53	0.59	0.48	0.46	0.60
<b>Service</b>							
Essential	22.2%	31.6%	31.6%	18.8%	12.9%	22.2%	17.2%
Very Important	38.9%	15.8%	36.8%	53.1%	38.7%	44.4%	37.9%
Somewhat Important	37.1%	52.6%	28.9%	28.1%	48.4%	33.3%	37.9%
Not Important	1.8%	0.0%	2.6%	0.0%	0.0%	0.0%	6.9%
Total(n)	167	19	38	32	31	18	29
Mean	2.81	2.79	2.97	2.91	2.65	2.89	2.66
Standard deviation	0.80	0.92	0.85	0.69	0.71	0.76	0.86
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>							
0	5.3%	0.0%	2.6%	0.0%	16.1%	0.0%	10.0%
1	7.7%	5.3%	12.8%	9.4%	3.2%	11.1%	3.3%
2	27.8%	15.8%	43.6%	9.4%	32.3%	22.2%	33.3%
3	34.3%	42.1%	28.2%	37.5%	29.0%	38.9%	36.7%
4	17.8%	21.1%	5.1%	34.4%	12.9%	27.8%	13.3%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
5 or more	7.1%	15.8%	7.7%	9.4%	6.5%	0.0%	3.3%
Total(n)	169	19	39	32	31	18	30
<b>How many of the courses that you are teaching this term are:</b>							
<b>General education courses</b>							
0	50.7%	38.9%	61.1%	43.8%	68.2%	44.4%	42.3%
1-2	40.8%	55.6%	30.6%	40.6%	31.8%	44.4%	50.0%
3-4	7.9%	5.6%	5.6%	15.6%	0.0%	11.1%	7.7%
5+	0.7%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%
Total(n)	152	18	36	32	22	18	26
<b>Courses required for an undergraduate major</b>							
0	11.2%	5.6%	5.6%	6.9%	12.0%	23.5%	18.5%
1-2	63.8%	50.0%	75.0%	62.1%	76.0%	52.9%	55.6%
3-4	22.4%	38.9%	13.9%	31.0%	8.0%	23.5%	25.9%
5+	2.6%	5.6%	5.6%	0.0%	4.0%	0.0%	0.0%
Total(n)	152	18	36	29	25	17	27
<b>Other undergraduate credit courses</b>							
0	46.5%	62.5%	53.6%	48.1%	36.4%	53.3%	26.3%
1-2	51.2%	31.3%	46.4%	44.4%	63.6%	46.7%	73.7%
3-4	1.6%	0.0%	0.0%	7.4%	0.0%	0.0%	0.0%
5+	0.8%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	127	16	28	27	22	15	19
<b>Developmental/remedial courses (not for credit)</b>							
0	96.6%	93.8%	96.3%	95.8%	100.0%	100.0%	94.4%
1-2	3.4%	6.3%	3.7%	4.2%	0.0%	0.0%	5.6%
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	118	16	27	24	19	14	18
<b>Graduate courses</b>							
0	69.8%	66.7%	63.3%	70.4%	61.9%	71.4%	89.5%
1-2	27.9%	33.3%	36.7%	25.9%	33.3%	21.4%	10.5%
3-4	2.3%	0.0%	0.0%	3.7%	4.8%	7.1%	0.0%
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	129	18	30	27	21	14	19
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>							
0	71.1%	57.9%	68.4%	67.7%	84.6%	83.3%	66.7%
1-2	13.8%	10.5%	18.4%	12.9%	7.7%	11.1%	18.5%
3-4	12.6%	15.8%	10.5%	19.4%	7.7%	5.6%	14.8%
5+	2.5%	15.8%	2.6%	0.0%	0.0%	0.0%	0.0%
Total(n)	159	19	38	31	26	18	27
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>							
Undergraduate credit courses	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Developmental/remedial 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%
Total(n)	9	0	1	0	5	0	3
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>							
Yes	97.0%	100.0%	97.4%	93.8%	100.0%	88.9%	100.0%
No	3.0%	0.0%	2.6%	6.3%	0.0%	11.1%	0.0%
Total(n)	169	19	39	32	31	18	30
<b>In the past year, have you worked with or taught graduate students at this institution?</b>							
Yes	36.7%	36.8%	56.4%	43.8%	29.0%	33.3%	13.3%
No	63.3%	63.2%	43.6%	56.3%	71.0%	66.7%	86.7%
Total(n)	169	19	39	32	31	18	30
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>							
<b>In the past year, to what extent have you:</b>							
<b>Met with graduate students to discuss their research interests</b>							
To a Very Large Extent	21.0%	0.0%	22.7%	28.6%	33.3%	16.7%	0.0%
To a Large Extent	24.2%	42.9%	31.8%	14.3%	22.2%	16.7%	0.0%
To Some Extent	25.8%	28.6%	31.8%	14.3%	22.2%	50.0%	0.0%
To a Small Extent	19.4%	0.0%	13.6%	35.7%	22.2%	16.7%	25.0%
Not at All	9.7%	28.6%	0.0%	7.1%	0.0%	0.0%	75.0%
Total(n)	62	7	22	14	9	6	4
<b>Mentored graduate students</b>							
To a Very Large Extent	29.0%	0.0%	31.8%	28.6%	44.4%	50.0%	0.0%
To a Large Extent	21.0%	42.9%	31.8%	14.3%	11.1%	0.0%	0.0%
To Some Extent	32.3%	28.6%	22.7%	42.9%	33.3%	33.3%	50.0%
To a Small Extent	12.9%	14.3%	9.1%	14.3%	11.1%	16.7%	25.0%
Not at All	4.8%	14.3%	4.5%	0.0%	0.0%	0.0%	25.0%
Total(n)	62	7	22	14	9	6	4

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Helped graduate students access professional networks</b>							
To a Very Large Extent	18.0%	0.0%	22.7%	21.4%	11.1%	40.0%	0.0%
To a Large Extent	23.0%	42.9%	31.8%	7.1%	22.2%	20.0%	0.0%
To Some Extent	36.1%	42.9%	22.7%	50.0%	55.6%	0.0%	50.0%
To a Small Extent	6.6%	0.0%	9.1%	7.1%	0.0%	0.0%	25.0%
Not at All	16.4%	14.3%	13.6%	14.3%	11.1%	40.0%	25.0%
Total(n)	61	7	22	14	9	5	4
<b>Presented with graduate students at conferences</b>							
To a Very Large Extent	8.1%	0.0%	9.1%	21.4%	0.0%	0.0%	0.0%
To a Large Extent	11.3%	0.0%	18.2%	0.0%	0.0%	50.0%	0.0%
To Some Extent	14.5%	28.6%	9.1%	14.3%	11.1%	33.3%	0.0%
To a Small Extent	1.6%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%
Not at All	64.5%	71.4%	59.1%	64.3%	88.9%	16.7%	100.0%
Total(n)	62	7	22	14	9	6	4
<b>Published with graduate students</b>							
To a Very Large Extent	8.3%	0.0%	14.3%	15.4%	0.0%	0.0%	0.0%
To a Large Extent	5.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%
To Some Extent	8.3%	42.9%	0.0%	7.7%	0.0%	16.7%	0.0%
To a Small Extent	5.0%	0.0%	0.0%	15.4%	0.0%	16.7%	0.0%
Not at All	73.3%	57.1%	71.4%	61.5%	100.0%	66.7%	100.0%
Total(n)	60	7	21	13	9	6	4
<b>Included graduate students in research grant writing</b>							
To a Very Large Extent	4.9%	0.0%	9.1%	7.1%	0.0%	0.0%	0.0%
To a Large Extent	1.6%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%
To Some Extent	9.8%	14.3%	9.1%	7.1%	12.5%	16.7%	0.0%
To a Small Extent	11.5%	14.3%	13.6%	14.3%	0.0%	16.7%	0.0%
Not at All	72.1%	71.4%	68.2%	64.3%	87.5%	66.7%	100.0%
Total(n)	61	7	22	14	8	6	4
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>							
0	25.8%	28.6%	27.3%	7.1%	33.3%	16.7%	75.0%
1-5	56.5%	57.1%	50.0%	78.6%	55.6%	50.0%	25.0%
6-10	9.7%	14.3%	9.1%	0.0%	11.1%	33.3%	0.0%
11-20	4.8%	0.0%	9.1%	7.1%	0.0%	0.0%	0.0%
21 or more	3.2%	0.0%	4.5%	7.1%	0.0%	0.0%	0.0%
Total(n)	62	7	22	14	9	6	4
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>							
0	53.2%	42.9%	54.5%	35.7%	44.4%	83.3%	100.0%
1	8.1%	14.3%	0.0%	21.4%	0.0%	16.7%	0.0%
2	1.6%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%
3-4	12.9%	42.9%	9.1%	7.1%	22.2%	0.0%	0.0%
5-8	14.5%	0.0%	13.6%	28.6%	22.2%	0.0%	0.0%
9 or more	9.7%	0.0%	22.7%	0.0%	11.1%	0.0%	0.0%
Total(n)	62	7	22	14	9	6	4
<b>In the past year, how many master's thesis committees have you chaired?</b>							
0	34.5%	25.0%	30.0%	22.2%	60.0%	100.0%	0.0%
1	17.2%	50.0%	10.0%	22.2%	0.0%	0.0%	0.0%
2	20.7%	25.0%	20.0%	33.3%	0.0%	0.0%	0.0%
3-4	10.3%	0.0%	10.0%	22.2%	0.0%	0.0%	0.0%
5-8	13.8%	0.0%	30.0%	0.0%	20.0%	0.0%	0.0%
9 or more	3.4%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%
Total(n)	29	4	10	9	5	1	0
<b>How many dissertation committees have you served on or are currently serving?</b>							
0	70.5%	50.0%	50.0%	78.6%	100.0%	83.3%	100.0%
1	11.5%	16.7%	18.2%	14.3%	0.0%	0.0%	0.0%
2	11.5%	0.0%	22.7%	7.1%	0.0%	16.7%	0.0%
3-4	4.9%	16.7%	9.1%	0.0%	0.0%	0.0%	0.0%
5-8	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
9 or more	1.6%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	61	6	22	14	9	6	4
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>							
0	61.1%	33.3%	72.7%	33.3%	0.0%	100.0%	0.0%
1	27.8%	33.3%	18.2%	66.7%	0.0%	0.0%	0.0%
2	5.6%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%
3-4	5.6%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
5-8	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
9 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	18	3	11	3	0	1	0
<b>Rate your agreement with the following statements:</b>							
<b>Graduate students in this program must compete for research opportunities</b>							
Strongly Agree	25.0%	42.9%	33.3%	14.3%	11.1%	16.7%	33.3%
Somewhat Agree	26.7%	28.6%	33.3%	28.6%	22.2%	0.0%	33.3%
Somewhat Disagree	23.3%	28.6%	19.0%	35.7%	22.2%	16.7%	0.0%
Strongly Disagree	25.0%	0.0%	14.3%	21.4%	44.4%	66.7%	33.3%
Total(n)	60	7	21	14	9	6	3

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	2.52	3.14	2.86	2.36	2.00	1.67	2.67
Standard deviation	1.13	0.90	1.06	1.01	1.12	1.21	1.53
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>							
Strongly Agree	34.4%	28.6%	45.5%	35.7%	22.2%	16.7%	33.3%
Somewhat Agree	34.4%	71.4%	36.4%	28.6%	33.3%	16.7%	0.0%
Somewhat Disagree	21.3%	0.0%	18.2%	28.6%	22.2%	50.0%	0.0%
Strongly Disagree	9.8%	0.0%	0.0%	7.1%	22.2%	16.7%	66.7%
Total(n)	61	7	22	14	9	6	3
Mean	2.93	3.29	3.27	2.93	2.56	2.33	2.00
Standard deviation	0.98	0.49	0.77	1.00	1.13	1.03	1.73
<b>This graduate program enrolls too few international students</b>							
Strongly Agree	20.0%	42.9%	18.2%	15.4%	11.1%	0.0%	66.7%
Somewhat Agree	35.0%	14.3%	22.7%	69.2%	22.2%	66.7%	0.0%
Somewhat Disagree	26.7%	28.6%	22.7%	15.4%	44.4%	33.3%	33.3%
Strongly Disagree	18.3%	14.3%	36.4%	0.0%	22.2%	0.0%	0.0%
Total(n)	60	7	22	13	9	6	3
Mean	2.57	2.86	2.23	3.00	2.22	2.67	3.33
Standard deviation	1.01	1.21	1.15	0.58	0.97	0.52	1.15
<b>Graduate students work well together in this program</b>							
Strongly Agree	43.3%	0.0%	45.5%	53.8%	66.7%	33.3%	33.3%
Somewhat Agree	41.7%	71.4%	31.8%	38.5%	22.2%	66.7%	66.7%
Somewhat Disagree	11.7%	28.6%	18.2%	0.0%	11.1%	0.0%	0.0%
Strongly Disagree	3.3%	0.0%	4.5%	7.7%	0.0%	0.0%	0.0%
Total(n)	60	7	22	13	9	6	3
Mean	3.25	2.71	3.18	3.38	3.56	3.33	3.33
Standard deviation	0.79	0.49	0.91	0.87	0.73	0.52	0.58
<b>I have encountered instances of academic dishonesty among graduate students</b>							
Strongly Agree	4.9%	28.6%	4.5%	0.0%	0.0%	0.0%	0.0%
Somewhat Agree	26.2%	0.0%	36.4%	14.3%	33.3%	33.3%	33.3%
Somewhat Disagree	18.0%	28.6%	0.0%	28.6%	33.3%	16.7%	33.3%
Strongly Disagree	50.8%	42.9%	59.1%	57.1%	33.3%	50.0%	33.3%
Total(n)	61	7	22	14	9	6	3
Mean	1.85	2.14	1.86	1.57	2.00	1.83	2.00
Standard deviation	0.98	1.35	1.08	0.76	0.87	0.98	1.00
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>							
Strongly Agree	35.6%	42.9%	38.1%	38.5%	33.3%	33.3%	0.0%
Somewhat Agree	35.6%	14.3%	33.3%	53.8%	11.1%	50.0%	66.7%
Somewhat Disagree	23.7%	42.9%	23.8%	7.7%	33.3%	16.7%	33.3%
Strongly Disagree	5.1%	0.0%	4.8%	0.0%	22.2%	0.0%	0.0%
Total(n)	59	7	21	13	9	6	3
Mean	3.02	3.00	3.05	3.31	2.56	3.17	2.67
Standard deviation	0.90	1.00	0.92	0.63	1.24	0.75	0.58
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>							
Strongly Agree	13.3%	28.6%	27.3%	0.0%	0.0%	0.0%	0.0%
Somewhat Agree	33.3%	28.6%	18.2%	50.0%	50.0%	33.3%	33.3%
Somewhat Disagree	35.0%	42.9%	31.8%	35.7%	25.0%	50.0%	33.3%
Strongly Disagree	18.3%	0.0%	22.7%	14.3%	25.0%	16.7%	33.3%
Total(n)	60	7	22	14	8	6	3
Mean	2.42	2.86	2.50	2.36	2.25	2.17	2.00
Standard deviation	0.94	0.90	1.14	0.74	0.89	0.75	1.00
<b>Faculty in my department are good mentors for graduate students</b>							
Strongly Agree	38.3%	42.9%	40.9%	42.9%	37.5%	16.7%	33.3%
Somewhat Agree	46.7%	42.9%	40.9%	35.7%	62.5%	83.3%	33.3%
Somewhat Disagree	13.3%	14.3%	13.6%	21.4%	0.0%	0.0%	33.3%
Strongly Disagree	1.7%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%
Total(n)	60	7	22	14	8	6	3
Mean	3.22	3.29	3.18	3.21	3.38	3.17	3.00
Standard deviation	0.74	0.76	0.85	0.80	0.52	0.41	1.00
<b>Most graduate students in this program move on to faculty positions</b>							
Strongly Agree	3.4%	0.0%	5.0%	0.0%	12.5%	0.0%	0.0%
Somewhat Agree	10.3%	14.3%	20.0%	7.1%	0.0%	0.0%	0.0%
Somewhat Disagree	34.5%	42.9%	35.0%	35.7%	25.0%	50.0%	0.0%
Strongly Disagree	51.7%	42.9%	40.0%	57.1%	62.5%	50.0%	100.0%
Total(n)	58	7	20	14	8	6	3
Mean	1.66	1.71	1.90	1.50	1.63	1.50	1.00
Standard deviation	0.81	0.76	0.91	0.65	1.06	0.55	0.00
<b>Most graduate students in this program move into positions outside of academia</b>							
Strongly Agree	49.2%	42.9%	45.5%	42.9%	55.6%	50.0%	100.0%
Somewhat Agree	32.8%	28.6%	27.3%	50.0%	22.2%	50.0%	0.0%
Somewhat Disagree	13.1%	28.6%	22.7%	7.1%	0.0%	0.0%	0.0%
Strongly Disagree	4.9%	0.0%	4.5%	0.0%	22.2%	0.0%	0.0%
Total(n)	61	7	22	14	9	6	3
Mean	3.26	3.14	3.14	3.36	3.11	3.50	4.00
Standard deviation	0.87	0.90	0.94	0.63	1.27	0.55	0.00

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past three years, have you:</b>							
Advised student groups involved in service/volunteer work	50.9%	31.6%	46.2%	53.1%	61.3%	55.6%	53.3%
Collaborated with the local community on research/teaching to address their needs	49.7%	52.6%	56.4%	53.1%	41.9%	50.0%	43.3%
Conducted research or writing focused on international/global issues	41.3%	38.9%	46.2%	19.4%	48.4%	38.9%	53.3%
Conducted research or writing focused on racial or ethnic minorities	57.1%	42.1%	55.3%	59.4%	67.7%	61.1%	53.3%
Conducted research or writing focused on women or gender issues	66.3%	52.6%	68.4%	74.2%	73.3%	66.7%	56.7%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	59.3%	52.6%	69.2%	64.5%	56.7%	50.0%	53.3%
Conducted research or writing focused on biomedical science fields	15.1%	10.5%	20.5%	23.3%	13.3%	11.1%	6.7%
Engaged in academic research that spans multiple disciplines	78.7%	63.2%	79.5%	71.9%	83.9%	94.4%	80.0%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	63.9%	57.9%	66.7%	50.0%	71.0%	61.1%	73.3%
Written research grants	47.6%	27.8%	56.4%	45.2%	51.6%	44.4%	48.3%
Received funding for your work from foundations	24.1%	10.5%	39.5%	16.1%	25.8%	22.2%	20.7%
Received funding for your work from state or federal government	20.5%	16.7%	23.7%	25.8%	25.8%	11.1%	13.3%
Received funding for your work from business or industry	12.0%	5.3%	23.1%	16.1%	9.7%	0.0%	6.9%
<b>During the past three years, have you:</b>							
Taught an honors course	16.7%	15.8%	15.4%	9.4%	23.3%	22.2%	16.7%
Taught an interdisciplinary course	61.7%	27.8%	69.2%	46.9%	73.3%	55.6%	80.0%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	42.6%	31.6%	41.0%	28.1%	54.8%	55.6%	46.7%
Taught a service learning course	20.1%	15.8%	20.5%	28.1%	19.4%	11.1%	20.0%
Taught a course exclusively online	74.1%	83.3%	70.3%	81.3%	75.0%	77.8%	62.1%
Participated in organized activities around enhancing pedagogy or student learning	88.1%	78.9%	92.3%	80.6%	90.3%	88.9%	93.3%
Taught a seminar for first-year students	33.1%	26.3%	33.3%	28.1%	35.5%	33.3%	40.0%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	92.3%	89.5%	92.3%	90.6%	96.8%	88.9%	93.3%
<b>In the past year, to what extent have you:</b>							
<b>Presented with undergraduate students at conferences</b>							
To a Very Large Extent	5.4%	0.0%	5.1%	6.5%	3.2%	5.6%	10.3%
To a Large Extent	5.4%	5.3%	7.7%	6.5%	9.7%	0.0%	0.0%
To Some Extent	13.2%	10.5%	10.3%	12.9%	12.9%	16.7%	17.2%
To a Small Extent	5.4%	0.0%	10.3%	6.5%	0.0%	5.6%	6.9%
Not at All	70.7%	84.2%	66.7%	67.7%	74.2%	72.2%	65.5%
Total(n)	167	19	39	31	31	18	29
<b>Published with undergraduates</b>							
To a Very Large Extent	5.5%	5.3%	8.3%	9.7%	3.3%	0.0%	3.3%
To a Large Extent	3.7%	0.0%	5.6%	3.2%	6.7%	0.0%	3.3%
To Some Extent	9.8%	5.3%	11.1%	3.2%	13.3%	5.6%	16.7%
To a Small Extent	5.5%	10.5%	5.6%	6.5%	6.7%	5.6%	0.0%
Not at All	75.6%	78.9%	69.4%	77.4%	70.0%	88.9%	76.7%
Total(n)	164	19	36	31	30	18	30
<b>Engaged undergraduates on your research project(s)</b>							
To a Very Large Extent	14.4%	10.5%	20.5%	16.1%	19.4%	5.9%	6.7%
To a Large Extent	10.8%	10.5%	17.9%	6.5%	12.9%	5.9%	6.7%
To Some Extent	21.6%	26.3%	15.4%	16.1%	32.3%	17.6%	23.3%
To a Small Extent	10.8%	10.5%	10.3%	19.4%	0.0%	11.8%	13.3%
Not at All	42.5%	42.1%	35.9%	41.9%	35.5%	58.8%	50.0%
Total(n)	167	19	39	31	31	17	30
<b>Worked with undergraduates on their research project(s)</b>							
To a Very Large Extent	26.9%	10.5%	28.2%	26.7%	29.0%	33.3%	30.0%
To a Large Extent	21.0%	26.3%	17.9%	20.0%	22.6%	11.1%	26.7%
To Some Extent	22.8%	26.3%	15.4%	23.3%	25.8%	16.7%	30.0%
To a Small Extent	10.8%	15.8%	12.8%	10.0%	12.9%	11.1%	3.3%
Not at All	18.6%	21.1%	25.6%	20.0%	9.7%	27.8%	10.0%
Total(n)	167	19	39	30	31	18	30
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>							
Excellent	26.2%	36.8%	21.1%	12.5%	45.2%	16.7%	26.7%
Good	41.7%	31.6%	47.4%	46.9%	22.6%	44.4%	53.3%
Fair	13.7%	10.5%	13.2%	18.8%	19.4%	11.1%	6.7%
Poor	6.0%	5.3%	7.9%	12.5%	3.2%	0.0%	3.3%
I have not worked with undergraduates on research projects	12.5%	15.8%	10.5%	9.4%	9.7%	27.8%	10.0%
Total(n)	168	19	38	32	31	18	30
<b>How many undergraduates do you currently advise?</b>							
None	25.7%	36.8%	30.8%	29.0%	16.7%	22.2%	20.0%
1-5	18.0%	21.1%	20.5%	19.4%	16.7%	22.2%	10.0%
6-10	11.4%	10.5%	2.6%	9.7%	13.3%	22.2%	16.7%
11-20	25.1%	15.8%	17.9%	25.8%	36.7%	22.2%	30.0%
21-30	9.6%	10.5%	10.3%	6.5%	10.0%	5.6%	13.3%
31 or more	10.2%	5.3%	17.9%	9.7%	6.7%	5.6%	10.0%
Total(n)	167	19	39	31	30	18	30



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>							
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>							
Frequently	60.5%	50.0%	51.9%	68.2%	64.0%	64.3%	62.5%
Occasionally	36.3%	41.7%	37.0%	31.8%	36.0%	35.7%	37.5%
Not at All	3.2%	8.3%	11.1%	0.0%	0.0%	0.0%	0.0%
Total(n)	124	12	27	22	25	14	24
Mean	2.57	2.42	2.41	2.68	2.64	2.64	2.63
Standard deviation	0.56	0.67	0.69	0.48	0.49	0.50	0.49
<b>Helped them plan their course of study</b>							
Frequently	71.8%	50.0%	66.7%	54.5%	84.0%	85.7%	83.3%
Occasionally	26.6%	50.0%	33.3%	40.9%	12.0%	14.3%	16.7%
Not at All	1.6%	0.0%	0.0%	4.5%	4.0%	0.0%	0.0%
Total(n)	124	12	27	22	25	14	24
Mean	2.70	2.50	2.67	2.50	2.80	2.86	2.83
Standard deviation	0.49	0.52	0.48	0.60	0.50	0.36	0.38
<b>Discussed their academic performance</b>							
Frequently	61.2%	72.7%	55.6%	50.0%	58.3%	71.4%	69.6%
Occasionally	35.5%	27.3%	40.7%	45.5%	33.3%	28.6%	30.4%
Not at All	3.3%	0.0%	3.7%	4.5%	8.3%	0.0%	0.0%
Total(n)	121	11	27	22	24	14	23
Mean	2.58	2.73	2.52	2.45	2.50	2.71	2.70
Standard deviation	0.56	0.47	0.58	0.60	0.66	0.47	0.47
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>							
Frequently	61.3%	50.0%	66.7%	63.6%	48.0%	71.4%	66.7%
Occasionally	37.9%	50.0%	33.3%	31.8%	52.0%	28.6%	33.3%
Not at All	0.8%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%
Total(n)	124	12	27	22	25	14	24
Mean	2.60	2.50	2.67	2.59	2.48	2.71	2.67
Standard deviation	0.51	0.52	0.48	0.59	0.51	0.47	0.48
<b>Discussed career and post-graduation goals</b>							
Frequently	65.9%	50.0%	70.4%	68.2%	70.8%	57.1%	66.7%
Occasionally	32.5%	50.0%	25.9%	31.8%	29.2%	42.9%	29.2%
Not at All	1.6%	0.0%	3.7%	0.0%	0.0%	0.0%	4.2%
Total(n)	123	12	27	22	24	14	24
Mean	2.64	2.50	2.67	2.68	2.71	2.57	2.63
Standard deviation	0.51	0.52	0.55	0.48	0.46	0.51	0.58
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>							
<b>Funded workshops focused on teaching</b>							
Yes	60.1%	61.1%	55.6%	57.1%	60.7%	66.7%	63.3%
No	27.2%	27.8%	36.1%	39.3%	21.4%	27.8%	10.0%
Not eligible	2.5%	11.1%	0.0%	0.0%	0.0%	0.0%	6.7%
Not available	10.1%	0.0%	8.3%	3.6%	17.9%	5.6%	20.0%
Total(n)	158	18	36	28	28	18	30
<b>Funded workshops focused on research skills development</b>							
Yes	13.8%	27.8%	21.6%	3.6%	17.2%	16.7%	0.0%
No	57.5%	50.0%	59.5%	75.0%	48.3%	55.6%	53.3%
Not eligible	3.1%	16.7%	2.7%	0.0%	0.0%	0.0%	3.3%
Not available	25.6%	5.6%	16.2%	21.4%	34.5%	27.8%	43.3%
Total(n)	160	18	37	28	29	18	30
<b>Funded workshops focused on grant writing</b>							
Yes	6.3%	16.7%	5.4%	3.6%	6.9%	11.1%	0.0%
No	65.6%	50.0%	75.7%	78.6%	58.6%	61.1%	60.0%
Not eligible	3.8%	22.2%	2.7%	0.0%	0.0%	0.0%	3.3%
Not available	24.4%	11.1%	16.2%	17.9%	34.5%	27.8%	36.7%
Total(n)	160	18	37	28	29	18	30
<b>Paid sabbatical leave</b>							
Yes	15.0%	16.7%	8.1%	14.3%	24.1%	11.1%	16.7%
No	45.0%	33.3%	54.1%	53.6%	31.0%	44.4%	46.7%
Not eligible	36.3%	50.0%	29.7%	28.6%	37.9%	44.4%	36.7%
Not available	3.8%	0.0%	8.1%	3.6%	6.9%	0.0%	0.0%
Total(n)	160	18	37	28	29	18	30
<b>Travel funds paid by the institution</b>							
Yes	59.2%	64.7%	62.2%	55.6%	53.6%	61.1%	60.0%
No	36.3%	23.5%	35.1%	40.7%	35.7%	38.9%	40.0%
Not eligible	1.9%	11.8%	0.0%	0.0%	3.6%	0.0%	0.0%
Not available	2.5%	0.0%	2.7%	3.7%	7.1%	0.0%	0.0%
Total(n)	157	17	37	27	28	18	30
<b>Internal grants for research</b>							
Yes	35.2%	16.7%	44.4%	35.7%	48.3%	22.2%	30.0%
No	54.7%	61.1%	52.8%	50.0%	48.3%	66.7%	56.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not eligible	5.7%	22.2%	0.0%	10.7%	0.0%	5.6%	3.3%
Not available	4.4%	0.0%	2.8%	3.6%	3.4%	5.6%	10.0%
<b>Total(n)</b>	<b>159</b>	<b>18</b>	<b>36</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>30</b>
<b>Training for administrative leadership</b>							
Yes	10.1%	5.6%	18.9%	14.3%	3.6%	0.0%	10.3%
No	63.9%	55.6%	64.9%	67.9%	60.7%	72.2%	62.1%
Not eligible	10.8%	33.3%	2.7%	10.7%	7.1%	11.1%	10.3%
Not available	15.2%	5.6%	13.5%	7.1%	28.6%	16.7%	17.2%
<b>Total(n)</b>	<b>158</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>28</b>	<b>18</b>	<b>29</b>
<b>Training for promoting inclusion and facilitating difficult conversations</b>							
Yes	50.0%	44.4%	45.9%	50.0%	58.6%	55.6%	46.7%
No	37.5%	33.3%	40.5%	32.1%	34.5%	44.4%	40.0%
Not eligible	2.5%	16.7%	0.0%	3.6%	0.0%	0.0%	0.0%
Not available	10.0%	5.6%	13.5%	14.3%	6.9%	0.0%	13.3%
<b>Total(n)</b>	<b>160</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>30</b>
<b>Incentives to develop new courses</b>							
Yes	25.0%	27.8%	18.9%	21.4%	31.0%	33.3%	23.3%
No	51.9%	50.0%	59.5%	39.3%	55.2%	44.4%	56.7%
Not eligible	5.6%	16.7%	2.7%	14.3%	3.4%	0.0%	0.0%
Not available	17.5%	5.6%	18.9%	25.0%	10.3%	22.2%	20.0%
<b>Total(n)</b>	<b>160</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>30</b>
<b>Incentives to integrate technology into your classroom</b>							
Yes	24.4%	44.4%	29.7%	25.0%	20.7%	16.7%	13.3%
No	53.8%	27.8%	54.1%	46.4%	62.1%	66.7%	60.0%
Not eligible	4.4%	16.7%	2.7%	7.1%	0.0%	5.6%	0.0%
Not available	17.5%	11.1%	13.5%	21.4%	17.2%	11.1%	26.7%
<b>Total(n)</b>	<b>160</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>30</b>
<b>Resources to integrate culturally-competent practices into your classroom</b>							
Yes	46.3%	38.9%	51.4%	42.9%	44.8%	55.6%	43.3%
No	36.3%	33.3%	32.4%	32.1%	37.9%	38.9%	43.3%
Not eligible	2.5%	11.1%	2.7%	3.6%	0.0%	0.0%	0.0%
Not available	15.0%	16.7%	13.5%	21.4%	17.2%	5.6%	13.3%
<b>Total(n)</b>	<b>160</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>30</b>
<b>How many of the following have you published?</b>							
<b>Articles in academic or professional journals</b>							
None	18.2%	27.8%	18.9%	17.9%	24.1%	22.2%	3.4%
1-2	23.3%	27.8%	13.5%	17.9%	27.6%	22.2%	34.5%
3-4	20.1%	16.7%	21.6%	25.0%	20.7%	22.2%	13.8%
5-10	18.9%	22.2%	18.9%	10.7%	20.7%	27.8%	17.2%
11-20	11.3%	0.0%	8.1%	21.4%	3.4%	0.0%	27.6%
21-50	6.9%	5.6%	16.2%	7.1%	3.4%	5.6%	0.0%
51+	1.3%	0.0%	2.7%	0.0%	0.0%	0.0%	3.4%
<b>Total(n)</b>	<b>159</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>29</b>	<b>18</b>	<b>29</b>
Mean	3.08	2.56	3.43	3.21	2.62	2.78	3.45
Standard deviation	1.56	1.42	1.79	1.60	1.35	1.40	1.48
<b>Chapters in edited volumes</b>							
None	39.2%	55.6%	51.4%	39.3%	32.1%	33.3%	24.1%
1-2	34.8%	27.8%	24.3%	25.0%	46.4%	33.3%	51.7%
3-4	10.8%	5.6%	10.8%	17.9%	3.6%	16.7%	10.3%
5-10	10.8%	5.6%	8.1%	14.3%	17.9%	11.1%	6.9%
11-20	1.9%	0.0%	5.4%	0.0%	0.0%	0.0%	3.4%
21-50	2.5%	5.6%	0.0%	3.6%	0.0%	5.6%	3.4%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>158</b>	<b>18</b>	<b>37</b>	<b>28</b>	<b>28</b>	<b>18</b>	<b>29</b>
Mean	2.09	1.83	1.92	2.21	2.07	2.28	2.24
Standard deviation	1.23	1.34	1.21	1.32	1.05	1.36	1.21
<b>Books, manuals, monographs, or research reports</b>							
None	57.4%	64.7%	55.6%	57.1%	58.6%	68.8%	48.3%
1-2	29.0%	17.6%	25.0%	35.7%	34.5%	12.5%	37.9%
3-4	5.8%	11.8%	8.3%	0.0%	3.4%	6.3%	6.9%
5-10	6.5%	5.9%	5.6%	7.1%	3.4%	12.5%	6.9%
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21-50	1.3%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>155</b>	<b>17</b>	<b>36</b>	<b>28</b>	<b>29</b>	<b>16</b>	<b>29</b>
Mean	1.66	1.59	1.86	1.57	1.52	1.63	1.72
Standard deviation	1.00	0.94	1.33	0.84	0.74	1.09	0.88
<b>Other, such as patents or computer software products</b>							
None	84.4%	88.2%	80.6%	82.1%	84.6%	88.9%	86.2%
1-2	8.4%	5.9%	11.1%	7.1%	11.5%	0.0%	10.3%
3-4	3.2%	5.9%	2.8%	3.6%	0.0%	5.6%	3.4%
5-10	1.9%	0.0%	2.8%	3.6%	0.0%	5.6%	0.0%
11-20	1.9%	0.0%	2.8%	3.6%	3.8%	0.0%	0.0%
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	154	17	36	28	26	18	29
Mean	1.29	1.18	1.36	1.39	1.27	1.28	1.17
Standard deviation	0.79	0.53	0.90	0.99	0.83	0.83	0.47
<b>In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>							
None	70.9%	50.0%	59.5%	75.0%	74.1%	88.9%	80.0%
1-2	8.2%	11.1%	10.8%	10.7%	11.1%	0.0%	3.3%
3-4	4.4%	5.6%	2.7%	7.1%	3.7%	5.6%	3.3%
5-10	8.9%	16.7%	16.2%	3.6%	11.1%	0.0%	3.3%
11-20	3.8%	11.1%	5.4%	0.0%	0.0%	0.0%	6.7%
21+	3.8%	5.6%	5.4%	3.6%	0.0%	5.6%	3.3%
Total(n)	158	18	37	28	27	18	30
Mean	1.78	2.44	2.14	1.54	1.52	1.39	1.63
Standard deviation	1.42	1.76	1.64	1.17	1.01	1.24	1.43
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Solo/Individual</b>							
None	27.8%	33.3%	8.3%	33.3%	50.0%	0.0%	40.0%
1-2	30.6%	33.3%	25.0%	33.3%	50.0%	0.0%	20.0%
3-4	13.9%	16.7%	25.0%	16.7%	0.0%	0.0%	0.0%
5-10	16.7%	0.0%	33.3%	0.0%	0.0%	100.0%	20.0%
11-20	5.6%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%
21+	5.6%	0.0%	8.3%	0.0%	0.0%	0.0%	20.0%
Total(n)	36	6	12	6	6	1	5
Mean	2.58	2.33	3.17	2.33	1.50	4.00	2.80
Standard deviation	1.48	1.51	1.34	1.51	0.55	.	2.17
<b>How many of these exhibitions, recordings or performances were:</b>							
<b>Collaborative</b>							
None	7.1%	0.0%	6.7%	28.6%	0.0%	0.0%	0.0%
1-2	26.2%	0.0%	26.7%	28.6%	57.1%	0.0%	20.0%
3-4	31.0%	33.3%	40.0%	14.3%	14.3%	50.0%	40.0%
5-10	28.6%	50.0%	20.0%	28.6%	28.6%	50.0%	20.0%
11-20	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
21+	4.8%	16.7%	6.7%	0.0%	0.0%	0.0%	0.0%
Total(n)	42	6	15	7	7	2	5
Mean	3.07	4.00	3.00	2.43	2.71	3.50	3.40
Standard deviation	1.18	1.10	1.20	1.27	0.95	0.71	1.14
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>							
None	25.5%	35.3%	18.9%	32.1%	21.4%	16.7%	31.0%
1	8.3%	17.6%	10.8%	7.1%	10.7%	5.6%	0.0%
2	15.3%	0.0%	8.1%	7.1%	21.4%	38.9%	20.7%
3	11.5%	0.0%	13.5%	14.3%	10.7%	5.6%	17.2%
4	13.4%	17.6%	13.5%	7.1%	21.4%	11.1%	10.3%
5	4.5%	5.9%	8.1%	7.1%	3.6%	0.0%	0.0%
6	6.4%	17.6%	5.4%	7.1%	3.6%	0.0%	6.9%
7-10	9.6%	0.0%	13.5%	14.3%	3.6%	16.7%	6.9%
More than 10	5.7%	5.9%	8.1%	3.6%	3.6%	5.6%	6.9%
Total(n)	157	17	37	28	28	18	29
Mean	4.00	3.71	4.54	4.00	3.64	4.06	3.79
Standard deviation	2.58	2.78	2.69	2.78	2.18	2.58	2.60
<b>How many of these professional writings in the past three years were solo-authored?</b>							
None	22.1%	10.0%	33.3%	16.7%	19.0%	20.0%	21.1%
1	23.9%	50.0%	20.0%	27.8%	28.6%	6.7%	21.1%
2	17.7%	0.0%	10.0%	5.6%	33.3%	33.3%	21.1%
3	8.0%	10.0%	10.0%	5.6%	4.8%	13.3%	5.3%
4	8.8%	20.0%	10.0%	11.1%	4.8%	6.7%	5.3%
5	4.4%	10.0%	6.7%	11.1%	0.0%	0.0%	0.0%
6	4.4%	0.0%	0.0%	11.1%	4.8%	0.0%	10.5%
7-10	4.4%	0.0%	3.3%	5.6%	0.0%	13.3%	5.3%
More than 10	6.2%	0.0%	6.7%	5.6%	4.8%	6.7%	10.5%
Total(n)	113	10	30	18	21	15	19
Mean	3.48	3.10	3.20	4.06	2.95	3.87	3.84
Standard deviation	2.41	1.73	2.46	2.62	1.99	2.59	2.79
<b>How many of these professional writings in the past three years were co-authored?</b>							
None	27.9%	40.0%	14.8%	41.2%	28.6%	46.2%	12.5%
1	21.2%	10.0%	25.9%	5.9%	19.0%	30.8%	31.3%
2	19.2%	10.0%	14.8%	11.8%	33.3%	15.4%	25.0%
3	9.6%	0.0%	11.1%	11.8%	9.5%	0.0%	18.8%
4	6.7%	10.0%	7.4%	11.8%	4.8%	0.0%	6.3%
5	5.8%	10.0%	11.1%	11.8%	0.0%	0.0%	0.0%
6	1.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%
7-10	5.8%	0.0%	7.4%	5.9%	4.8%	7.7%	6.3%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
More than 10	2.9%	10.0%	7.4%	0.0%	0.0%	0.0%	0.0%
Total(n)	104	10	27	17	21	13	16
Mean	3.13	3.60	3.85	3.12	2.67	2.15	3.06
Standard deviation	2.21	2.95	2.51	2.26	1.68	1.91	1.73
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>							
<b>Scheduled teaching (give actual, not credit hours)</b>							
None	4.4%	0.0%	2.7%	0.0%	10.7%	0.0%	10.0%
1-4	9.5%	17.6%	8.1%	14.3%	7.1%	0.0%	10.0%
5-8	38.6%	23.5%	56.8%	25.0%	39.3%	55.6%	26.7%
9-12	31.0%	23.5%	18.9%	42.9%	32.1%	27.8%	40.0%
13-16	10.1%	17.6%	5.4%	17.9%	3.6%	16.7%	6.7%
17-20	1.9%	0.0%	2.7%	0.0%	7.1%	0.0%	0.0%
21+	4.4%	17.6%	5.4%	0.0%	0.0%	0.0%	6.7%
Total(n)	158	17	37	28	28	18	30
Mean	3.56	4.12	3.46	3.64	3.32	3.61	3.50
Standard deviation	1.25	1.69	1.24	0.95	1.25	0.78	1.43
<b>Preparing for teaching (including reading student papers and grading)</b>							
None	3.8%	0.0%	2.7%	0.0%	7.1%	0.0%	10.0%
1-4	10.8%	11.8%	5.4%	17.9%	14.3%	16.7%	3.3%
5-8	17.1%	17.6%	29.7%	10.7%	14.3%	5.6%	16.7%
9-12	25.3%	35.3%	18.9%	10.7%	21.4%	44.4%	33.3%
13-16	12.7%	5.9%	18.9%	14.3%	7.1%	16.7%	10.0%
17-20	12.0%	11.8%	16.2%	7.1%	21.4%	0.0%	10.0%
21+	18.4%	17.6%	8.1%	39.3%	14.3%	16.7%	16.7%
Total(n)	158	17	37	28	28	18	30
Mean	4.42	4.41	4.27	5.00	4.29	4.28	4.27
Standard deviation	1.75	1.66	1.52	1.98	1.90	1.56	1.80
<b>Advising or counseling students</b>							
None	6.4%	23.5%	5.4%	7.7%	7.1%	0.0%	0.0%
1-4	61.5%	64.7%	59.5%	65.4%	64.3%	66.7%	53.3%
5-8	20.5%	5.9%	27.0%	11.5%	21.4%	27.8%	23.3%
9-12	6.4%	0.0%	2.7%	11.5%	7.1%	5.6%	10.0%
13-16	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
17-20	2.6%	5.9%	2.7%	0.0%	0.0%	0.0%	6.7%
21+	1.9%	0.0%	2.7%	3.8%	0.0%	0.0%	3.3%
Total(n)	156	17	37	26	28	18	30
Mean	2.49	2.06	2.51	2.46	2.29	2.39	2.97
Standard deviation	1.12	1.14	1.15	1.21	0.71	0.61	1.40
<b>Committee work and meetings</b>							
None	5.1%	11.8%	2.7%	0.0%	0.0%	5.9%	13.3%
1-4	53.5%	64.7%	48.6%	57.1%	53.6%	52.9%	50.0%
5-8	26.8%	17.6%	32.4%	25.0%	39.3%	23.5%	16.7%
9-12	7.6%	0.0%	10.8%	7.1%	3.6%	5.9%	13.3%
13-16	2.5%	0.0%	0.0%	10.7%	0.0%	5.9%	0.0%
17-20	2.5%	0.0%	2.7%	0.0%	3.6%	5.9%	3.3%
21+	1.9%	5.9%	2.7%	0.0%	0.0%	0.0%	3.3%
Total(n)	157	17	37	28	28	17	30
Mean	2.64	2.35	2.76	2.71	2.61	2.71	2.60
Standard deviation	1.15	1.32	1.16	1.01	0.88	1.26	1.38
<b>Research and scholarly writing</b>							
None	17.8%	17.6%	13.5%	10.7%	17.9%	17.6%	30.0%
1-4	36.9%	35.3%	37.8%	35.7%	39.3%	29.4%	40.0%
5-8	23.6%	23.5%	16.2%	28.6%	25.0%	23.5%	26.7%
9-12	9.6%	11.8%	13.5%	10.7%	3.6%	23.5%	0.0%
13-16	5.7%	5.9%	8.1%	10.7%	3.6%	5.9%	0.0%
17-20	2.5%	5.9%	5.4%	3.6%	0.0%	0.0%	0.0%
21+	3.8%	0.0%	5.4%	0.0%	10.7%	0.0%	3.3%
Total(n)	157	17	37	28	28	17	30
Mean	2.71	2.71	3.03	2.86	2.79	2.71	2.13
Standard deviation	1.48	1.40	1.67	1.30	1.75	1.21	1.20
<b>Other creative products/performances</b>							
None	61.5%	52.9%	56.8%	67.9%	66.7%	52.9%	66.7%
1-4	21.8%	17.6%	21.6%	21.4%	14.8%	41.2%	20.0%
5-8	5.1%	11.8%	5.4%	0.0%	11.1%	0.0%	3.3%
9-12	4.5%	0.0%	8.1%	10.7%	3.7%	0.0%	0.0%
13-16	1.3%	0.0%	2.7%	0.0%	0.0%	5.9%	0.0%
17-20	1.9%	5.9%	0.0%	0.0%	0.0%	0.0%	6.7%
21+	3.8%	11.8%	5.4%	0.0%	3.7%	0.0%	3.3%
Total(n)	156	17	37	28	27	17	30
Mean	1.83	2.41	2.00	1.54	1.70	1.65	1.80
Standard deviation	1.49	2.15	1.62	0.96	1.35	1.00	1.63
<b>Community or public service</b>							
None	42.4%	41.2%	35.1%	39.3%	46.4%	44.4%	50.0%
1-4	47.5%	41.2%	59.5%	50.0%	42.9%	50.0%	36.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
5-8	7.6%	11.8%	2.7%	7.1%	10.7%	5.6%	10.0%
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13-16	1.3%	0.0%	2.7%	3.6%	0.0%	0.0%	0.0%
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	1.3%	5.9%	0.0%	0.0%	0.0%	0.0%	3.3%
Total(n)	158	17	37	28	28	18	30
Mean	1.75	2.00	1.76	1.79	1.64	1.61	1.77
Standard deviation	0.94	1.46	0.76	0.88	0.68	0.61	1.19
<b>Outside consulting/freelance work</b>							
None	71.8%	70.6%	73.0%	71.4%	77.8%	66.7%	69.0%
1-4	20.5%	17.6%	21.6%	21.4%	11.1%	33.3%	20.7%
5-8	3.2%	0.0%	2.7%	0.0%	11.1%	0.0%	3.4%
9-12	1.3%	0.0%	0.0%	3.6%	0.0%	0.0%	3.4%
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	0.6%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%
21+	2.6%	5.9%	2.7%	3.6%	0.0%	0.0%	3.4%
Total(n)	156	17	37	28	27	18	29
Mean	1.49	1.82	1.43	1.54	1.33	1.33	1.59
Standard deviation	1.14	1.81	1.07	1.26	0.68	0.49	1.27
<b>Household/childcare duties</b>							
None	10.8%	11.8%	8.1%	10.7%	25.0%	5.9%	3.3%
1-4	16.6%	23.5%	16.2%	10.7%	7.1%	41.2%	13.3%
5-8	19.7%	5.9%	16.2%	17.9%	32.1%	17.6%	23.3%
9-12	18.5%	23.5%	13.5%	21.4%	14.3%	11.8%	26.7%
13-16	8.3%	17.6%	13.5%	3.6%	3.6%	11.8%	3.3%
17-20	9.6%	0.0%	10.8%	14.3%	0.0%	5.9%	20.0%
21+	16.6%	17.6%	21.6%	21.4%	17.9%	5.9%	10.0%
Total(n)	157	17	37	28	28	17	30
Mean	3.92	3.82	4.27	4.25	3.36	3.24	4.13
Standard deviation	1.95	2.01	2.02	2.05	2.06	1.68	1.70
<b>Serving as a caregiver for another adult</b>							
None	77.1%	82.4%	81.1%	71.4%	63.0%	66.7%	93.3%
1-4	10.2%	0.0%	5.4%	10.7%	25.9%	22.2%	0.0%
5-8	5.1%	0.0%	5.4%	10.7%	7.4%	5.6%	0.0%
9-12	1.9%	0.0%	2.7%	0.0%	3.7%	5.6%	0.0%
13-16	1.9%	11.8%	0.0%	3.6%	0.0%	0.0%	0.0%
17-20	1.3%	5.9%	0.0%	0.0%	0.0%	0.0%	3.3%
21+	2.5%	0.0%	5.4%	3.6%	0.0%	0.0%	3.3%
Total(n)	157	17	37	28	27	18	30
Mean	1.55	1.76	1.57	1.68	1.52	1.50	1.37
Standard deviation	1.31	1.71	1.48	1.42	0.80	0.86	1.40
<b>Other employment outside of academia</b>							
None	82.6%	58.8%	75.7%	89.3%	80.8%	94.1%	93.3%
1-4	9.0%	17.6%	13.5%	7.1%	11.5%	5.9%	0.0%
5-8	2.6%	5.9%	2.7%	3.6%	3.8%	0.0%	0.0%
9-12	1.9%	0.0%	5.4%	0.0%	3.8%	0.0%	0.0%
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
17-20	1.3%	5.9%	0.0%	0.0%	0.0%	0.0%	3.3%
21+	2.6%	11.8%	2.7%	0.0%	0.0%	0.0%	3.3%
Total(n)	155	17	37	28	26	17	30
Mean	1.42	2.29	1.51	1.14	1.31	1.06	1.37
Standard deviation	1.21	2.17	1.22	0.45	0.74	0.24	1.40
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>							
None	4.5%	5.9%	10.8%	3.7%	3.7%	0.0%	0.0%
1-4	20.5%	17.6%	16.2%	25.9%	22.2%	33.3%	13.3%
5-8	31.4%	11.8%	32.4%	29.6%	37.0%	33.3%	36.7%
9-12	19.2%	52.9%	10.8%	11.1%	14.8%	11.1%	26.7%
13-16	10.3%	0.0%	8.1%	22.2%	11.1%	11.1%	6.7%
17-20	4.5%	5.9%	5.4%	3.7%	3.7%	5.6%	3.3%
21+	9.6%	5.9%	16.2%	3.7%	7.4%	5.6%	13.3%
Total(n)	156	17	37	27	27	18	30
Mean	3.62	3.65	3.70	3.48	3.48	3.39	3.90
Standard deviation	1.60	1.46	1.93	1.48	1.53	1.50	1.54
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>							
<b>Ask questions in class</b>							
Frequently	96.1%	100.0%	91.2%	96.4%	96.3%	94.4%	100.0%
Occasionally	3.9%	0.0%	8.8%	3.6%	3.7%	5.6%	0.0%
Not at All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	154	17	34	28	27	18	30
Mean	2.96	3.00	2.91	2.96	2.96	2.94	3.00
Standard deviation	0.19	0.00	0.29	0.19	0.19	0.24	0.00
<b>Support their opinions with a logical argument</b>							
Frequently	83.9%	100.0%	71.4%	85.7%	77.8%	83.3%	93.3%
Occasionally	15.5%	0.0%	28.6%	14.3%	18.5%	16.7%	6.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Not at All	0.6%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%
Total(n)	155	17	35	28	27	18	30
Mean	2.83	3.00	2.71	2.86	2.74	2.83	2.93
Standard deviation	0.39	0.00	0.46	0.36	0.53	0.38	0.25
<b>Seek solutions to problems and explain them to others</b>							
Frequently	78.6%	88.2%	80.0%	71.4%	77.8%	76.5%	80.0%
Occasionally	19.5%	11.8%	17.1%	28.6%	18.5%	17.6%	20.0%
Not at All	1.9%	0.0%	2.9%	0.0%	3.7%	5.9%	0.0%
Total(n)	154	17	35	28	27	17	30
Mean	2.77	2.88	2.77	2.71	2.74	2.71	2.80
Standard deviation	0.47	0.33	0.49	0.46	0.53	0.59	0.41
<b>Analyze multiple sources of information before coming to a conclusion</b>							
Frequently	76.0%	88.2%	68.6%	75.0%	70.4%	83.3%	79.3%
Occasionally	21.4%	11.8%	28.6%	25.0%	22.2%	11.1%	20.7%
Not at All	2.6%	0.0%	2.9%	0.0%	7.4%	5.6%	0.0%
Total(n)	154	17	35	28	27	18	29
Mean	2.73	2.88	2.66	2.75	2.63	2.78	2.79
Standard deviation	0.50	0.33	0.54	0.44	0.63	0.55	0.41
<b>Evaluate the quality or reliability of information they receive</b>							
Frequently	81.3%	94.1%	68.6%	85.7%	82.1%	83.3%	82.8%
Occasionally	14.8%	5.9%	28.6%	14.3%	7.1%	5.6%	17.2%
Not at All	3.9%	0.0%	2.9%	0.0%	10.7%	11.1%	0.0%
Total(n)	155	17	35	28	28	18	29
Mean	2.77	2.94	2.66	2.86	2.71	2.72	2.83
Standard deviation	0.50	0.24	0.54	0.36	0.66	0.67	0.38
<b>Take risks for potential gains</b>							
Frequently	60.6%	88.2%	54.3%	57.1%	57.1%	50.0%	65.5%
Occasionally	32.3%	5.9%	40.0%	32.1%	32.1%	44.4%	31.0%
Not at All	7.1%	5.9%	5.7%	10.7%	10.7%	5.6%	3.4%
Total(n)	155	17	35	28	28	18	29
Mean	2.54	2.82	2.49	2.46	2.46	2.44	2.62
Standard deviation	0.63	0.53	0.61	0.69	0.69	0.62	0.56
<b>Seek alternative solutions to a problem</b>							
Frequently	71.1%	75.0%	68.6%	75.0%	57.7%	77.8%	75.9%
Occasionally	27.0%	25.0%	28.6%	21.4%	42.3%	22.2%	20.7%
Not at All	2.0%	0.0%	2.9%	3.6%	0.0%	0.0%	3.4%
Total(n)	152	16	35	28	26	18	29
Mean	2.69	2.75	2.66	2.71	2.58	2.78	2.72
Standard deviation	0.50	0.45	0.54	0.53	0.50	0.43	0.53
<b>Look up scientific research articles and resources</b>							
Frequently	44.7%	33.3%	42.9%	53.6%	40.7%	44.4%	48.3%
Occasionally	34.9%	26.7%	45.7%	35.7%	33.3%	33.3%	27.6%
Not at All	20.4%	40.0%	11.4%	10.7%	25.9%	22.2%	24.1%
Total(n)	152	15	35	28	27	18	29
Mean	2.24	1.93	2.31	2.43	2.15	2.22	2.24
Standard deviation	0.77	0.88	0.68	0.69	0.82	0.81	0.83
<b>Explore topics on their own, even though it was not required for a class</b>							
Frequently	62.7%	75.0%	68.6%	57.1%	44.4%	72.2%	65.5%
Occasionally	35.9%	25.0%	28.6%	39.3%	55.6%	27.8%	34.5%
Not at All	1.3%	0.0%	2.9%	3.6%	0.0%	0.0%	0.0%
Total(n)	153	16	35	28	27	18	29
Mean	2.61	2.75	2.66	2.54	2.44	2.72	2.66
Standard deviation	0.51	0.45	0.54	0.58	0.51	0.46	0.48
<b>Accept mistakes as part of the learning process</b>							
Frequently	84.3%	87.5%	82.9%	82.1%	81.5%	83.3%	89.7%
Occasionally	15.7%	12.5%	17.1%	17.9%	18.5%	16.7%	10.3%
Not at All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	153	16	35	28	27	18	29
Mean	2.84	2.88	2.83	2.82	2.81	2.83	2.90
Standard deviation	0.36	0.34	0.38	0.39	0.40	0.38	0.31
<b>Recognize biases that affect their thinking</b>							
Frequently	73.2%	81.3%	65.7%	71.4%	63.0%	83.3%	82.8%
Occasionally	21.6%	12.5%	31.4%	25.0%	22.2%	11.1%	17.2%
Not at All	5.2%	6.3%	2.9%	3.6%	14.8%	5.6%	0.0%
Total(n)	153	16	35	28	27	18	29
Mean	2.68	2.75	2.63	2.68	2.48	2.78	2.83
Standard deviation	0.57	0.58	0.55	0.55	0.75	0.55	0.38
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>							
<b>Write in the specific style or format of your discipline</b>							
Frequently	66.9%	46.2%	66.7%	67.9%	66.7%	72.2%	72.4%
Occasionally	23.8%	30.8%	19.4%	25.0%	22.2%	27.8%	24.1%
Not at All	9.3%	23.1%	13.9%	7.1%	11.1%	0.0%	3.4%
Total(n)	151	13	36	28	27	18	29

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	2.58	2.23	2.53	2.61	2.56	2.72	2.69
Standard deviation	0.66	0.83	0.74	0.63	0.70	0.46	0.54
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>							
Frequently	67.1%	85.7%	50.0%	64.3%	70.4%	83.3%	69.0%
Occasionally	23.0%	7.1%	41.7%	32.1%	18.5%	5.6%	13.8%
Not at All	9.9%	7.1%	8.3%	3.6%	11.1%	11.1%	17.2%
Total(n)	152	14	36	28	27	18	29
Mean	2.57	2.79	2.42	2.61	2.59	2.72	2.52
Standard deviation	0.67	0.58	0.65	0.57	0.69	0.67	0.78
<b>Discuss the ethical or moral implications of a course of action</b>							
Frequently	64.2%	46.2%	63.9%	64.3%	66.7%	83.3%	58.6%
Occasionally	29.8%	38.5%	33.3%	28.6%	22.2%	16.7%	37.9%
Not at All	6.0%	15.4%	2.8%	7.1%	11.1%	0.0%	3.4%
Total(n)	151	13	36	28	27	18	29
Mean	2.58	2.31	2.61	2.57	2.56	2.83	2.55
Standard deviation	0.60	0.75	0.55	0.63	0.70	0.38	0.57
<b>Apply mathematical concepts and computational thinking</b>							
Frequently	23.8%	28.6%	27.8%	17.9%	18.5%	23.5%	27.6%
Occasionally	23.8%	21.4%	25.0%	25.0%	29.6%	23.5%	17.2%
Not at All	52.3%	50.0%	47.2%	57.1%	51.9%	52.9%	55.2%
Total(n)	151	14	36	28	27	17	29
Mean	1.72	1.79	1.81	1.61	1.67	1.71	1.72
Standard deviation	0.83	0.89	0.86	0.79	0.78	0.85	0.88
<b>In how many of the courses that you teach do you use each of the following?</b>							
<b>Class discussions</b>							
All	84.0%	71.4%	86.1%	85.7%	84.0%	83.3%	86.2%
Most	6.7%	14.3%	2.8%	7.1%	4.0%	5.6%	10.3%
Some	8.7%	14.3%	8.3%	7.1%	12.0%	11.1%	3.4%
None	0.7%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%
Total(n)	150	14	36	28	25	18	29
Mean	3.74	3.57	3.72	3.79	3.72	3.72	3.83
Standard deviation	0.64	0.76	0.74	0.57	0.68	0.67	0.47
<b>Cooperative learning (small groups)</b>							
All	65.6%	35.7%	69.4%	53.6%	88.5%	66.7%	65.5%
Most	16.6%	35.7%	11.1%	32.1%	3.8%	5.6%	17.2%
Some	13.9%	14.3%	13.9%	10.7%	3.8%	27.8%	17.2%
None	4.0%	14.3%	5.6%	3.6%	3.8%	0.0%	0.0%
Total(n)	151	14	36	28	26	18	29
Mean	3.44	2.93	3.44	3.36	3.77	3.39	3.48
Standard deviation	0.88	1.07	0.94	0.83	0.71	0.92	0.78
<b>Experiential learning/Field studies</b>							
All	18.7%	15.4%	22.2%	7.1%	34.6%	11.1%	17.2%
Most	14.7%	7.7%	11.1%	14.3%	19.2%	11.1%	20.7%
Some	33.3%	30.8%	30.6%	39.3%	19.2%	38.9%	41.4%
None	33.3%	46.2%	36.1%	39.3%	26.9%	38.9%	20.7%
Total(n)	150	13	36	28	26	18	29
Mean	2.19	1.92	2.19	1.89	2.62	1.94	2.34
Standard deviation	1.10	1.12	1.17	0.92	1.24	1.00	1.01
<b>Performances/Demonstrations</b>							
All	21.2%	35.7%	27.8%	14.3%	23.1%	22.2%	10.3%
Most	18.5%	7.1%	27.8%	14.3%	19.2%	11.1%	20.7%
Some	31.1%	42.9%	19.4%	32.1%	30.8%	38.9%	34.5%
None	29.1%	14.3%	25.0%	39.3%	26.9%	27.8%	34.5%
Total(n)	151	14	36	28	26	18	29
Mean	2.32	2.64	2.58	2.04	2.38	2.28	2.07
Standard deviation	1.11	1.15	1.16	1.07	1.13	1.13	1.00
<b>Group projects</b>							
All	33.3%	14.3%	37.1%	32.1%	46.2%	27.8%	31.0%
Most	22.0%	28.6%	25.7%	21.4%	19.2%	11.1%	24.1%
Some	29.3%	28.6%	25.7%	17.9%	26.9%	50.0%	34.5%
None	15.3%	28.6%	11.4%	28.6%	7.7%	11.1%	10.3%
Total(n)	150	14	35	28	26	18	29
Mean	2.73	2.29	2.89	2.57	3.04	2.56	2.76
Standard deviation	1.08	1.07	1.05	1.23	1.04	1.04	1.02
<b>Extensive lecturing</b>							
All	11.9%	7.1%	19.4%	14.3%	15.4%	0.0%	6.9%
Most	20.5%	21.4%	27.8%	14.3%	11.5%	22.2%	24.1%
Some	34.4%	35.7%	33.3%	42.9%	50.0%	22.2%	20.7%
None	33.1%	35.7%	19.4%	28.6%	23.1%	55.6%	48.3%
Total(n)	151	14	36	28	26	18	29
Mean	2.11	2.00	2.47	2.14	2.19	1.67	1.90
Standard deviation	1.00	0.96	1.03	1.01	0.98	0.84	1.01

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Multiple drafts of written work</b>							
All	27.5%	14.3%	27.8%	25.9%	34.6%	29.4%	27.6%
Most	20.8%	7.1%	19.4%	37.0%	11.5%	35.3%	13.8%
Some	41.6%	57.1%	33.3%	29.6%	53.8%	35.3%	48.3%
None	10.1%	21.4%	19.4%	7.4%	0.0%	0.0%	10.3%
Total(n)	149	14	36	27	26	17	29
Mean	2.66	2.14	2.56	2.81	2.81	2.94	2.59
Standard deviation	0.99	0.95	1.11	0.92	0.94	0.83	1.02
<b>Reflective writing/Journaling</b>							
All	29.5%	28.6%	36.1%	21.4%	28.0%	41.2%	24.1%
Most	23.5%	0.0%	19.4%	25.0%	32.0%	35.3%	24.1%
Some	23.5%	35.7%	11.1%	28.6%	24.0%	17.6%	31.0%
None	23.5%	35.7%	33.3%	25.0%	16.0%	5.9%	20.7%
Total(n)	149	14	36	28	25	17	29
Mean	2.59	2.21	2.58	2.43	2.72	3.12	2.52
Standard deviation	1.14	1.25	1.30	1.10	1.06	0.93	1.09
<b>Community service as part of coursework</b>							
All	2.0%	0.0%	5.7%	0.0%	3.8%	0.0%	0.0%
Most	4.0%	0.0%	5.7%	3.6%	7.7%	0.0%	3.4%
Some	16.7%	21.4%	11.4%	17.9%	11.5%	22.2%	20.7%
None	77.3%	78.6%	77.1%	78.6%	76.9%	77.8%	75.9%
Total(n)	150	14	35	28	26	18	29
Mean	1.31	1.21	1.40	1.25	1.38	1.22	1.28
Standard deviation	0.64	0.43	0.85	0.52	0.80	0.43	0.53
<b>Electronic quizzes with immediate feedback in class</b>							
All	6.6%	7.1%	8.3%	10.7%	7.7%	5.6%	0.0%
Most	4.6%	7.1%	5.6%	7.1%	3.8%	5.6%	0.0%
Some	21.2%	28.6%	19.4%	32.1%	15.4%	0.0%	27.6%
None	67.5%	57.1%	66.7%	50.0%	73.1%	88.9%	72.4%
Total(n)	151	14	36	28	26	18	29
Mean	1.50	1.64	1.56	1.79	1.46	1.28	1.28
Standard deviation	0.86	0.93	0.94	0.99	0.90	0.83	0.45
<b>Real-life problems</b>							
All	43.0%	35.7%	47.2%	50.0%	26.9%	44.4%	48.3%
Most	30.5%	28.6%	33.3%	32.1%	42.3%	16.7%	24.1%
Some	21.9%	28.6%	13.9%	17.9%	19.2%	33.3%	27.6%
None	4.6%	7.1%	5.6%	0.0%	11.5%	5.6%	0.0%
Total(n)	151	14	36	28	26	18	29
Mean	3.12	2.93	3.22	3.32	2.85	3.00	3.21
Standard deviation	0.91	1.00	0.90	0.77	0.97	1.03	0.86
<b>Student inquiry to drive learning</b>							
All	48.3%	53.8%	44.4%	46.4%	42.3%	41.2%	62.1%
Most	30.9%	23.1%	30.6%	32.1%	30.8%	35.3%	31.0%
Some	16.1%	15.4%	19.4%	14.3%	23.1%	23.5%	3.4%
None	4.7%	7.7%	5.6%	7.1%	3.8%	0.0%	3.4%
Total(n)	149	13	36	28	26	17	29
Mean	3.23	3.23	3.14	3.18	3.12	3.18	3.52
Standard deviation	0.89	1.01	0.93	0.94	0.91	0.81	0.74
<b>Readings on racial and ethnic issues</b>							
All	44.0%	14.3%	47.2%	42.9%	50.0%	52.9%	44.8%
Most	22.0%	14.3%	19.4%	28.6%	19.2%	17.6%	27.6%
Some	19.3%	42.9%	22.2%	14.3%	11.5%	17.6%	17.2%
None	14.7%	28.6%	11.1%	14.3%	19.2%	11.8%	10.3%
Total(n)	150	14	36	28	26	17	29
Mean	2.95	2.14	3.03	3.00	3.00	3.12	3.07
Standard deviation	1.11	1.03	1.08	1.09	1.20	1.11	1.03
<b>Readings on women or gender issues</b>							
All	44.0%	14.3%	47.2%	42.9%	46.2%	58.8%	44.8%
Most	21.3%	14.3%	22.2%	25.0%	23.1%	5.9%	27.6%
Some	18.0%	42.9%	16.7%	17.9%	11.5%	17.6%	13.8%
None	16.7%	28.6%	13.9%	14.3%	19.2%	17.6%	13.8%
Total(n)	150	14	36	28	26	17	29
Mean	2.93	2.14	3.03	2.96	2.96	3.06	3.03
Standard deviation	1.14	1.03	1.11	1.10	1.18	1.25	1.09
<b>Supplemental instruction outside of class and office hours</b>							
All	23.3%	14.3%	30.6%	17.9%	23.1%	23.5%	24.1%
Most	15.3%	14.3%	11.1%	17.9%	3.8%	23.5%	24.1%
Some	39.3%	50.0%	41.7%	39.3%	38.5%	29.4%	37.9%
None	22.0%	21.4%	16.7%	25.0%	34.6%	23.5%	13.8%
Total(n)	150	14	36	28	26	17	29
Mean	2.40	2.21	2.56	2.29	2.15	2.47	2.59
Standard deviation	1.07	0.97	1.11	1.05	1.16	1.12	1.02
<b>Student presentations</b>							
All	39.6%	21.4%	51.4%	32.1%	38.5%	52.9%	34.5%
Most	27.5%	21.4%	20.0%	25.0%	30.8%	29.4%	37.9%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Some	26.8%	42.9%	22.9%	35.7%	26.9%	11.8%	24.1%
None	6.0%	14.3%	5.7%	7.1%	3.8%	5.9%	3.4%
Total(n)	149	14	35	28	26	17	29
Mean	3.01	2.50	3.17	2.82	3.04	3.29	3.03
Standard deviation	0.96	1.02	0.98	0.98	0.92	0.92	0.87
<b>Student evaluations of each others' work</b>							
All	22.7%	7.1%	30.6%	21.4%	15.4%	35.3%	20.7%
Most	22.7%	14.3%	13.9%	25.0%	26.9%	23.5%	31.0%
Some	34.7%	50.0%	25.0%	32.1%	34.6%	35.3%	41.4%
None	20.0%	28.6%	30.6%	21.4%	23.1%	5.9%	6.9%
Total(n)	150	14	36	28	26	17	29
Mean	2.48	2.00	2.44	2.46	2.35	2.88	2.66
Standard deviation	1.05	0.88	1.23	1.07	1.02	0.99	0.90
<b>Grading on a curve</b>							
All	8.1%	7.1%	8.6%	7.1%	11.5%	0.0%	10.3%
Most	6.0%	0.0%	0.0%	17.9%	3.8%	11.8%	3.4%
Some	16.1%	21.4%	11.4%	10.7%	19.2%	29.4%	13.8%
None	69.8%	71.4%	80.0%	64.3%	65.4%	58.8%	72.4%
Total(n)	149	14	35	28	26	17	29
Mean	1.52	1.43	1.37	1.68	1.62	1.53	1.52
Standard deviation	0.93	0.85	0.88	1.02	1.02	0.72	0.99
<b>Rubric-based assessment</b>							
All	49.3%	42.9%	60.0%	64.3%	42.3%	35.3%	39.3%
Most	26.4%	21.4%	17.1%	21.4%	30.8%	52.9%	25.0%
Some	18.9%	21.4%	20.0%	10.7%	23.1%	5.9%	28.6%
None	5.4%	14.3%	2.9%	3.6%	3.8%	5.9%	7.1%
Total(n)	148	14	35	28	26	17	28
Mean	3.20	2.93	3.34	3.46	3.12	3.18	2.96
Standard deviation	0.93	1.14	0.91	0.84	0.91	0.81	1.00
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>							
All	22.1%	21.4%	19.4%	21.4%	16.0%	29.4%	27.6%
Most	18.1%	14.3%	16.7%	21.4%	20.0%	11.8%	20.7%
Some	37.6%	21.4%	47.2%	39.3%	36.0%	35.3%	34.5%
None	22.1%	42.9%	16.7%	17.9%	28.0%	23.5%	17.2%
Total(n)	149	14	36	28	25	17	29
Mean	2.40	2.14	2.39	2.46	2.24	2.47	2.59
Standard deviation	1.06	1.23	0.99	1.04	1.05	1.18	1.09
<b>How frequently do you incorporate the following forms of technology into your courses?</b>							
<b>Videos or podcasts</b>							
Frequently	54.4%	28.6%	58.3%	75.0%	45.8%	55.6%	48.3%
Occasionally	38.3%	64.3%	38.9%	17.9%	50.0%	33.3%	37.9%
Not at All	7.4%	7.1%	2.8%	7.1%	4.2%	11.1%	13.8%
Total(n)	149	14	36	28	24	18	29
Mean	2.47	2.21	2.56	2.68	2.42	2.44	2.34
Standard deviation	0.63	0.58	0.56	0.61	0.58	0.70	0.72
<b>Simulations/animations</b>							
Frequently	18.9%	7.1%	20.0%	14.3%	20.8%	16.7%	27.6%
Occasionally	39.9%	64.3%	45.7%	28.6%	37.5%	44.4%	31.0%
Not at All	41.2%	28.6%	34.3%	57.1%	41.7%	38.9%	41.4%
Total(n)	148	14	35	28	24	18	29
Mean	1.78	1.79	1.86	1.57	1.79	1.78	1.86
Standard deviation	0.75	0.58	0.73	0.74	0.78	0.73	0.83
<b>Online homework or virtual labs</b>							
Frequently	31.8%	42.9%	31.4%	46.4%	16.7%	33.3%	24.1%
Occasionally	38.5%	35.7%	45.7%	35.7%	45.8%	33.3%	31.0%
Not at All	29.7%	21.4%	22.9%	17.9%	37.5%	33.3%	44.8%
Total(n)	148	14	35	28	24	18	29
Mean	2.02	2.21	2.09	2.29	1.79	2.00	1.79
Standard deviation	0.79	0.80	0.74	0.76	0.72	0.84	0.82
<b>Online discussion boards</b>							
Frequently	27.9%	14.3%	44.4%	25.0%	33.3%	29.4%	10.7%
Occasionally	41.5%	50.0%	33.3%	35.7%	50.0%	47.1%	42.9%
Not at All	30.6%	35.7%	22.2%	39.3%	16.7%	23.5%	46.4%
Total(n)	147	14	36	28	24	17	28
Mean	1.97	1.79	2.22	1.86	2.17	2.06	1.64
Standard deviation	0.77	0.70	0.80	0.80	0.70	0.75	0.68
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>							
Frequently	8.1%	0.0%	11.1%	3.6%	12.5%	11.1%	6.9%
Occasionally	21.5%	21.4%	25.0%	21.4%	25.0%	27.8%	10.3%
Not at All	70.5%	78.6%	63.9%	75.0%	62.5%	61.1%	82.8%
Total(n)	149	14	36	28	24	18	29
Mean	1.38	1.21	1.47	1.29	1.50	1.50	1.24
Standard deviation	0.63	0.43	0.70	0.53	0.72	0.71	0.58

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>							
<b>Felt confident in your ability to provide effective instruction exclusively online</b>							
To a Very Large Extent	28.9%	42.9%	30.6%	28.6%	20.8%	33.3%	24.1%
To a Large Extent	27.5%	28.6%	30.6%	25.0%	20.8%	38.9%	24.1%
To Some Extent	28.9%	21.4%	25.0%	28.6%	50.0%	22.2%	24.1%
To a Small Extent	10.1%	0.0%	8.3%	17.9%	8.3%	0.0%	17.2%
Not at All	4.7%	7.1%	5.6%	0.0%	0.0%	5.6%	10.3%
Total(n)	149	14	36	28	24	18	29
Mean	3.66	4.00	3.72	3.64	3.54	3.94	3.34
Standard deviation	1.14	1.18	1.16	1.10	0.93	1.06	1.32
<b>Were concerned about your job security</b>							
To a Very Large Extent	21.5%	14.3%	22.2%	21.4%	25.0%	22.2%	20.7%
To a Large Extent	12.1%	28.6%	11.1%	0.0%	8.3%	33.3%	6.9%
To Some Extent	24.2%	14.3%	22.2%	21.4%	33.3%	16.7%	31.0%
To a Small Extent	17.4%	35.7%	13.9%	25.0%	8.3%	5.6%	20.7%
Not at All	24.8%	7.1%	30.6%	32.1%	25.0%	22.2%	20.7%
Total(n)	149	14	36	28	24	18	29
Mean	2.88	3.07	2.81	2.54	3.00	3.28	2.86
Standard deviation	1.47	1.27	1.55	1.50	1.50	1.49	1.41
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>							
To a Very Large Extent	52.7%	46.2%	41.7%	57.1%	58.3%	66.7%	51.9%
To a Large Extent	20.5%	38.5%	30.6%	7.1%	16.7%	11.1%	22.2%
To Some Extent	15.1%	7.7%	11.1%	21.4%	12.5%	16.7%	18.5%
To a Small Extent	6.8%	0.0%	11.1%	7.1%	4.2%	5.6%	7.4%
Not at All	4.8%	7.7%	5.6%	7.1%	8.3%	0.0%	0.0%
Total(n)	146	13	36	28	24	18	27
Mean	4.10	4.15	3.92	4.00	4.13	4.39	4.19
Standard deviation	1.18	1.14	1.23	1.33	1.30	0.98	1.00
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>							
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>							
Strongly Agree	62.3%	50.0%	57.1%	67.9%	65.2%	61.1%	67.9%
Agree	31.5%	42.9%	34.3%	32.1%	21.7%	33.3%	28.6%
Disagree	4.8%	7.1%	5.7%	0.0%	13.0%	0.0%	3.6%
Strongly Disagree	1.4%	0.0%	2.9%	0.0%	0.0%	5.6%	0.0%
Total(n)	146	14	35	28	23	18	28
Mean	3.55	3.43	3.46	3.68	3.52	3.50	3.64
Standard deviation	0.65	0.65	0.74	0.48	0.73	0.79	0.56
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>							
Strongly Agree	42.7%	42.9%	51.4%	28.6%	47.8%	33.3%	46.4%
Agree	29.4%	21.4%	14.3%	42.9%	30.4%	53.3%	25.0%
Disagree	12.6%	14.3%	11.4%	10.7%	13.0%	6.7%	17.9%
Strongly Disagree	15.4%	21.4%	22.9%	17.9%	8.7%	6.7%	10.7%
Total(n)	143	14	35	28	23	15	28
Mean	2.99	2.86	2.94	2.82	3.17	3.13	3.07
Standard deviation	1.08	1.23	1.26	1.06	0.98	0.83	1.05
<b>I had access to effective tech support while teaching remotely</b>							
Strongly Agree	27.5%	35.7%	23.5%	25.9%	25.0%	25.0%	33.3%
Agree	45.8%	35.7%	41.2%	55.6%	50.0%	56.3%	37.0%
Disagree	16.2%	21.4%	20.6%	7.4%	12.5%	12.5%	22.2%
Strongly Disagree	10.6%	7.1%	14.7%	11.1%	12.5%	6.3%	7.4%
Total(n)	142	14	34	27	24	16	27
Mean	2.90	3.00	2.74	2.96	2.88	3.00	2.96
Standard deviation	0.92	0.96	0.99	0.90	0.95	0.82	0.94
<b>Please indicate your agreement with each of the following statements:</b>							
<b>Campus leadership provided an appropriate response to the pandemic</b>							
Strongly Agree	27.1%	38.5%	37.1%	21.4%	20.8%	17.6%	25.9%
Somewhat Agree	47.9%	38.5%	34.3%	57.1%	58.3%	47.1%	51.9%
Somewhat Disagree	11.8%	7.7%	11.4%	7.1%	12.5%	23.5%	11.1%
Strongly Disagree	13.2%	15.4%	17.1%	14.3%	8.3%	11.8%	11.1%
Total(n)	144	13	35	28	24	17	27
Mean	2.89	3.00	2.91	2.86	2.92	2.71	2.93
Standard deviation	0.95	1.08	1.09	0.93	0.83	0.92	0.92
<b>Faculty in my department were adequately prepared for teaching remotely</b>							
Strongly Agree	11.2%	21.4%	8.8%	3.7%	8.3%	17.6%	14.8%
Somewhat Agree	41.3%	35.7%	47.1%	37.0%	45.8%	41.2%	37.0%
Somewhat Disagree	28.7%	7.1%	26.5%	25.9%	33.3%	41.2%	33.3%
Strongly Disagree	18.9%	35.7%	17.6%	33.3%	12.5%	0.0%	14.8%
Total(n)	143	14	34	27	24	17	27
Mean	2.45	2.43	2.47	2.11	2.50	2.76	2.52

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	0.92	1.22	0.90	0.93	0.83	0.75	0.94
<b>My institution's pandemic response prioritized the health and safety of faculty</b>							
Strongly Agree	26.7%	42.9%	33.3%	21.4%	37.5%	11.8%	14.8%
Somewhat Agree	37.7%	21.4%	27.8%	39.3%	33.3%	52.9%	51.9%
Somewhat Disagree	19.9%	14.3%	19.4%	21.4%	20.8%	29.4%	14.8%
Strongly Disagree	15.8%	21.4%	19.4%	17.9%	8.3%	5.9%	18.5%
Total(n)	146	14	36	28	24	17	27
Mean	2.75	2.86	2.75	2.64	3.00	2.71	2.63
Standard deviation	1.02	1.23	1.13	1.03	0.98	0.77	0.97
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>							
Strongly Agree	17.9%	50.0%	17.1%	21.4%	8.3%	11.8%	11.1%
Somewhat Agree	20.7%	7.1%	25.7%	21.4%	16.7%	41.2%	11.1%
Somewhat Disagree	19.3%	14.3%	22.9%	25.0%	20.8%	5.9%	18.5%
Strongly Disagree	42.1%	28.6%	34.3%	32.1%	54.2%	41.2%	59.3%
Total(n)	145	14	35	28	24	17	27
Mean	2.14	2.79	2.26	2.32	1.79	2.24	1.74
Standard deviation	1.15	1.37	1.12	1.16	1.02	1.15	1.06
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>							
Strongly Agree	43.2%	42.9%	41.7%	21.4%	54.2%	29.4%	66.7%
Somewhat Agree	30.1%	28.6%	30.6%	42.9%	29.2%	29.4%	18.5%
Somewhat Disagree	15.1%	14.3%	13.9%	17.9%	12.5%	35.3%	3.7%
Strongly Disagree	11.6%	14.3%	13.9%	17.9%	4.2%	5.9%	11.1%
Total(n)	146	14	36	28	24	17	27
Mean	3.05	3.00	3.00	2.68	3.33	2.82	3.41
Standard deviation	1.03	1.11	1.07	1.02	0.87	0.95	1.01
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>							
Strongly Agree	74.5%	92.9%	68.6%	75.0%	83.3%	64.7%	70.4%
Somewhat Agree	22.1%	0.0%	25.7%	25.0%	16.7%	35.3%	22.2%
Somewhat Disagree	2.8%	7.1%	5.7%	0.0%	0.0%	0.0%	3.7%
Strongly Disagree	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	3.7%
Total(n)	145	14	35	28	24	17	27
Mean	3.70	3.86	3.63	3.75	3.83	3.65	3.59
Standard deviation	0.55	0.53	0.60	0.44	0.38	0.49	0.75
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>							
<b>Physical health</b>							
To a Very Large Extent	34.0%	14.3%	33.3%	46.4%	29.2%	33.3%	37.0%
To a Large Extent	17.7%	7.1%	16.7%	17.9%	16.7%	16.7%	25.9%
To Some Extent	29.9%	50.0%	25.0%	28.6%	33.3%	27.8%	25.9%
To a Small Extent	12.2%	21.4%	16.7%	3.6%	12.5%	11.1%	11.1%
Not at All	6.1%	7.1%	8.3%	3.6%	8.3%	11.1%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.61	3.00	3.50	4.00	3.46	3.50	3.89
Standard deviation	1.24	1.11	1.34	1.12	1.28	1.38	1.05
<b>Mental health</b>							
To a Very Large Extent	47.3%	57.1%	30.6%	60.7%	29.2%	52.9%	63.0%
To a Large Extent	22.6%	14.3%	38.9%	17.9%	29.2%	11.8%	11.1%
To Some Extent	17.1%	7.1%	11.1%	17.9%	20.8%	23.5%	22.2%
To a Small Extent	6.8%	7.1%	11.1%	3.6%	12.5%	5.9%	0.0%
Not at All	6.2%	14.3%	8.3%	0.0%	8.3%	5.9%	3.7%
Total(n)	146	14	36	28	24	17	27
Mean	3.98	3.93	3.72	4.36	3.58	4.00	4.30
Standard deviation	1.22	1.54	1.26	0.91	1.28	1.27	1.07
<b>In-person social interaction</b>							
To a Very Large Extent	33.6%	42.9%	25.0%	40.7%	29.2%	38.9%	33.3%
To a Large Extent	23.3%	14.3%	33.3%	18.5%	16.7%	22.2%	25.9%
To Some Extent	24.7%	28.6%	16.7%	25.9%	29.2%	27.8%	25.9%
To a Small Extent	8.9%	0.0%	11.1%	7.4%	12.5%	5.6%	11.1%
Not at All	9.6%	14.3%	13.9%	7.4%	12.5%	5.6%	3.7%
Total(n)	146	14	36	27	24	18	27
Mean	3.62	3.71	3.44	3.78	3.38	3.83	3.74
Standard deviation	1.29	1.44	1.36	1.28	1.38	1.20	1.16
<b>Return to in-person teaching</b>							
To a Very Large Extent	32.7%	64.3%	22.2%	35.7%	16.7%	50.0%	29.6%
To a Large Extent	24.5%	21.4%	27.8%	21.4%	16.7%	33.3%	25.9%
To Some Extent	15.0%	0.0%	13.9%	25.0%	20.8%	5.6%	14.8%
To a Small Extent	14.3%	7.1%	13.9%	10.7%	29.2%	5.6%	14.8%
Not at All	13.6%	7.1%	22.2%	7.1%	16.7%	5.6%	14.8%
Total(n)	147	14	36	28	24	18	27
Mean	3.48	4.29	3.14	3.68	2.88	4.17	3.41
Standard deviation	1.42	1.27	1.50	1.28	1.36	1.15	1.45
<b>Health of loved ones</b>							
To a Very Large Extent	36.7%	35.7%	27.8%	42.9%	33.3%	50.0%	37.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
<b>Note:</b> Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Large Extent	25.9%	14.3%	30.6%	21.4%	16.7%	38.9%	29.6%
To Some Extent	21.8%	21.4%	25.0%	25.0%	25.0%	11.1%	18.5%
To a Small Extent	12.2%	21.4%	11.1%	7.1%	20.8%	0.0%	14.8%
Not at All	3.4%	7.1%	5.6%	3.6%	4.2%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.80	3.50	3.64	3.93	3.54	4.39	3.89
Standard deviation	1.16	1.40	1.17	1.15	1.28	0.70	1.09
<b>Access to healthcare</b>							
To a Very Large Extent	18.4%	21.4%	13.9%	14.3%	25.0%	27.8%	14.8%
To a Large Extent	16.3%	14.3%	16.7%	21.4%	8.3%	16.7%	18.5%
To Some Extent	17.7%	21.4%	16.7%	25.0%	8.3%	16.7%	18.5%
To a Small Extent	21.1%	21.4%	19.4%	7.1%	37.5%	22.2%	22.2%
Not at All	26.5%	21.4%	33.3%	32.1%	20.8%	16.7%	25.9%
Total(n)	147	14	36	28	24	18	27
Mean	2.79	2.93	2.58	2.79	2.79	3.17	2.74
Standard deviation	1.46	1.49	1.46	1.47	1.53	1.50	1.43
<b>The extent to which others wear masks while out in public</b>							
To a Very Large Extent	34.7%	50.0%	30.6%	39.3%	25.0%	38.9%	33.3%
To a Large Extent	27.2%	21.4%	22.2%	32.1%	25.0%	27.8%	33.3%
To Some Extent	19.0%	0.0%	25.0%	17.9%	20.8%	16.7%	22.2%
To a Small Extent	8.8%	14.3%	5.6%	7.1%	16.7%	0.0%	11.1%
Not at All	10.2%	14.3%	16.7%	3.6%	12.5%	16.7%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.67	3.79	3.44	3.96	3.33	3.72	3.89
Standard deviation	1.31	1.58	1.42	1.10	1.37	1.45	1.01
<b>Coping with social isolation</b>							
To a Very Large Extent	18.4%	14.3%	16.7%	21.4%	20.8%	27.8%	11.1%
To a Large Extent	28.6%	35.7%	22.2%	32.1%	12.5%	33.3%	40.7%
To Some Extent	28.6%	28.6%	36.1%	32.1%	33.3%	5.6%	25.9%
To a Small Extent	12.9%	7.1%	8.3%	3.6%	33.3%	16.7%	11.1%
Not at All	11.6%	14.3%	16.7%	10.7%	0.0%	16.7%	11.1%
Total(n)	147	14	36	28	24	18	27
Mean	3.29	3.29	3.14	3.50	3.21	3.39	3.30
Standard deviation	1.24	1.27	1.29	1.20	1.14	1.50	1.17
<b>Personal finances</b>							
To a Very Large Extent	18.5%	28.6%	22.2%	25.0%	8.3%	22.2%	7.7%
To a Large Extent	15.1%	21.4%	19.4%	3.6%	16.7%	5.6%	23.1%
To Some Extent	24.7%	21.4%	25.0%	21.4%	20.8%	38.9%	23.1%
To a Small Extent	15.1%	21.4%	2.8%	21.4%	25.0%	16.7%	11.5%
Not at All	26.7%	7.1%	30.6%	28.6%	29.2%	16.7%	34.6%
Total(n)	146	14	36	28	24	18	26
Mean	2.84	3.43	3.00	2.75	2.50	3.00	2.58
Standard deviation	1.45	1.34	1.55	1.55	1.32	1.37	1.39
<b>Childcare</b>							
To a Very Large Extent	15.1%	14.3%	19.4%	18.5%	8.3%	5.6%	18.5%
To a Large Extent	5.5%	0.0%	11.1%	3.7%	0.0%	0.0%	11.1%
To Some Extent	2.1%	0.0%	2.8%	3.7%	4.2%	0.0%	0.0%
To a Small Extent	7.5%	7.1%	2.8%	11.1%	8.3%	11.1%	7.4%
Not at All	69.9%	78.6%	63.9%	63.0%	79.2%	83.3%	63.0%
Total(n)	146	14	36	27	24	18	27
Mean	1.88	1.64	2.19	2.04	1.50	1.33	2.15
Standard deviation	1.52	1.45	1.70	1.60	1.18	0.97	1.68
<b>Please indicate the extent to which you agree it is your role to:</b>							
<b>Encourage students to become agents of social change</b>							
Strongly Agree	59.2%	71.4%	55.6%	60.7%	54.2%	72.2%	51.9%
Somewhat Agree	31.3%	14.3%	30.6%	28.6%	37.5%	27.8%	40.7%
Somewhat Disagree	5.4%	7.1%	8.3%	7.1%	0.0%	0.0%	7.4%
Strongly Disagree	4.1%	7.1%	5.6%	3.6%	8.3%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.46	3.50	3.36	3.46	3.38	3.72	3.44
Standard deviation	0.78	0.94	0.87	0.79	0.88	0.46	0.64
<b>Prepare students for employment after college</b>							
Strongly Agree	51.7%	64.3%	47.2%	39.3%	70.8%	61.1%	40.7%
Somewhat Agree	42.9%	35.7%	41.7%	57.1%	29.2%	33.3%	51.9%
Somewhat Disagree	5.4%	0.0%	11.1%	3.6%	0.0%	5.6%	7.4%
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.46	3.64	3.36	3.36	3.71	3.56	3.33
Standard deviation	0.60	0.50	0.68	0.56	0.46	0.62	0.62
<b>Prepare students for graduate or advanced education</b>							
Strongly Agree	45.5%	42.9%	40.0%	40.7%	58.3%	50.0%	44.4%
Somewhat Agree	49.0%	50.0%	57.1%	55.6%	41.7%	33.3%	48.1%
Somewhat Disagree	5.5%	7.1%	2.9%	3.7%	0.0%	16.7%	7.4%
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	145	14	35	27	24	18	27
Mean	3.40	3.36	3.37	3.37	3.58	3.33	3.37
Standard deviation	0.59	0.63	0.55	0.56	0.50	0.77	0.63
<b>Develop students' moral character</b>							
Strongly Agree	41.5%	42.9%	50.0%	28.6%	41.7%	44.4%	40.7%
Somewhat Agree	42.2%	42.9%	33.3%	46.4%	45.8%	44.4%	44.4%
Somewhat Disagree	13.6%	7.1%	13.9%	25.0%	4.2%	11.1%	14.8%
Strongly Disagree	2.7%	7.1%	2.8%	0.0%	8.3%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.22	3.21	3.31	3.04	3.21	3.33	3.26
Standard deviation	0.78	0.89	0.82	0.74	0.88	0.69	0.71
<b>Provide for students' emotional development</b>							
Strongly Agree	34.0%	50.0%	38.9%	17.9%	29.2%	44.4%	33.3%
Somewhat Agree	55.8%	35.7%	50.0%	67.9%	62.5%	55.6%	55.6%
Somewhat Disagree	8.2%	7.1%	5.6%	14.3%	8.3%	0.0%	11.1%
Strongly Disagree	2.0%	7.1%	5.6%	0.0%	0.0%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.22	3.29	3.22	3.04	3.21	3.44	3.22
Standard deviation	0.68	0.91	0.80	0.58	0.59	0.51	0.64
<b>Help students develop personal values</b>							
Strongly Agree	48.3%	50.0%	52.8%	28.6%	45.8%	55.6%	59.3%
Somewhat Agree	43.5%	35.7%	41.7%	50.0%	45.8%	44.4%	40.7%
Somewhat Disagree	7.5%	14.3%	2.8%	21.4%	8.3%	0.0%	0.0%
Strongly Disagree	0.7%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%
Total(n)	147	14	36	28	24	18	27
Mean	3.39	3.36	3.44	3.07	3.38	3.56	3.59
Standard deviation	0.66	0.74	0.69	0.72	0.65	0.51	0.50
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>							
Strongly Agree	66.4%	64.3%	62.9%	67.9%	70.8%	72.2%	63.0%
Somewhat Agree	26.7%	28.6%	25.7%	32.1%	25.0%	16.7%	29.6%
Somewhat Disagree	4.1%	0.0%	8.6%	0.0%	0.0%	5.6%	7.4%
Strongly Disagree	2.7%	7.1%	2.9%	0.0%	4.2%	5.6%	0.0%
Total(n)	146	14	35	28	24	18	27
Mean	3.57	3.50	3.49	3.68	3.63	3.56	3.56
Standard deviation	0.70	0.85	0.78	0.48	0.71	0.86	0.64
<b>Promote students' ability to write effectively</b>							
Strongly Agree	72.6%	57.1%	66.7%	78.6%	75.0%	66.7%	84.6%
Somewhat Agree	24.0%	35.7%	27.8%	17.9%	25.0%	33.3%	11.5%
Somewhat Disagree	3.4%	7.1%	5.6%	3.6%	0.0%	0.0%	3.8%
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	146	14	36	28	24	18	26
Mean	3.69	3.50	3.61	3.75	3.75	3.67	3.81
Standard deviation	0.53	0.65	0.60	0.52	0.44	0.49	0.49
<b>Encourage respect for different beliefs</b>							
Strongly Agree	71.2%	71.4%	71.4%	82.1%	70.8%	66.7%	63.0%
Somewhat Agree	25.3%	28.6%	20.0%	17.9%	29.2%	27.8%	33.3%
Somewhat Disagree	2.7%	0.0%	8.6%	0.0%	0.0%	0.0%	3.7%
Strongly Disagree	0.7%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%
Total(n)	146	14	35	28	24	18	27
Mean	3.67	3.71	3.63	3.82	3.71	3.56	3.59
Standard deviation	0.56	0.47	0.65	0.39	0.46	0.78	0.57
<b>Please indicate your agreement with each of the following statements:</b>							
<b>The chief benefit of a college education is that it increases one's earning power</b>							
Strongly Agree	6.3%	15.4%	8.3%	4.0%	8.3%	5.6%	0.0%
Somewhat Agree	30.1%	38.5%	36.1%	20.0%	25.0%	33.3%	29.6%
Somewhat Disagree	36.4%	23.1%	30.6%	52.0%	37.5%	33.3%	37.0%
Strongly Disagree	27.3%	23.1%	25.0%	24.0%	29.2%	27.8%	33.3%
Total(n)	143	13	36	25	24	18	27
Mean	2.15	2.46	2.28	2.04	2.13	2.17	1.96
Standard deviation	0.90	1.05	0.94	0.79	0.95	0.92	0.81
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>							
Strongly Agree	85.3%	84.6%	91.7%	96.0%	83.3%	83.3%	70.4%
Somewhat Agree	10.5%	0.0%	8.3%	0.0%	12.5%	11.1%	25.9%
Somewhat Disagree	2.8%	7.7%	0.0%	4.0%	0.0%	5.6%	3.7%
Strongly Disagree	1.4%	7.7%	0.0%	0.0%	4.2%	0.0%	0.0%
Total(n)	143	13	36	25	24	18	27
Mean	3.80	3.62	3.92	3.92	3.75	3.78	3.67
Standard deviation	0.55	0.96	0.28	0.40	0.68	0.55	0.55
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>							
Strongly Agree	60.8%	69.2%	62.9%	69.2%	62.5%	55.6%	48.1%
Somewhat Agree	34.3%	15.4%	31.4%	30.8%	29.2%	44.4%	48.1%
Somewhat Disagree	4.2%	7.7%	5.7%	0.0%	8.3%	0.0%	3.7%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Strongly Disagree	0.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	143	13	35	26	24	18	27
Mean	3.55	3.46	3.57	3.69	3.54	3.56	3.44
Standard deviation	0.61	0.97	0.61	0.47	0.66	0.51	0.58
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>							
Strongly Agree	24.5%	23.1%	31.4%	23.1%	18.2%	33.3%	16.0%
Somewhat Agree	48.2%	61.5%	40.0%	38.5%	54.5%	33.3%	68.0%
Somewhat Disagree	20.1%	7.7%	17.1%	23.1%	27.3%	27.8%	16.0%
Strongly Disagree	7.2%	7.7%	11.4%	15.4%	0.0%	5.6%	0.0%
Total(n)	139	13	35	26	22	18	25
Mean	2.90	3.00	2.91	2.69	2.91	2.94	3.00
Standard deviation	0.85	0.82	0.98	1.01	0.68	0.94	0.58
<b>I try to dispel perceptions of competition in my classroom</b>							
Strongly Agree	60.1%	38.5%	52.8%	69.2%	66.7%	55.6%	69.2%
Somewhat Agree	32.2%	46.2%	38.9%	26.9%	29.2%	22.2%	30.8%
Somewhat Disagree	6.3%	15.4%	5.6%	3.8%	4.2%	16.7%	0.0%
Strongly Disagree	1.4%	0.0%	2.8%	0.0%	0.0%	5.6%	0.0%
Total(n)	143	13	36	26	24	18	26
Mean	3.51	3.23	3.42	3.65	3.63	3.28	3.69
Standard deviation	0.68	0.73	0.73	0.56	0.58	0.96	0.47
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>							
Strongly Agree	16.7%	7.7%	19.4%	15.4%	12.5%	16.7%	22.2%
Somewhat Agree	31.9%	30.8%	36.1%	42.3%	29.2%	27.8%	22.2%
Somewhat Disagree	31.3%	15.4%	25.0%	34.6%	33.3%	44.4%	33.3%
Strongly Disagree	20.1%	46.2%	19.4%	7.7%	25.0%	11.1%	22.2%
Total(n)	144	13	36	26	24	18	27
Mean	2.45	2.00	2.56	2.65	2.29	2.50	2.44
Standard deviation	1.00	1.08	1.03	0.85	1.00	0.92	1.09
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>							
Strongly Agree	56.6%	38.5%	55.6%	53.8%	62.5%	66.7%	57.7%
Somewhat Agree	32.9%	38.5%	33.3%	30.8%	25.0%	27.8%	42.3%
Somewhat Disagree	7.7%	15.4%	5.6%	15.4%	8.3%	5.6%	0.0%
Strongly Disagree	2.8%	7.7%	5.6%	0.0%	4.2%	0.0%	0.0%
Total(n)	143	13	36	26	24	18	26
Mean	3.43	3.08	3.39	3.38	3.46	3.61	3.58
Standard deviation	0.76	0.95	0.84	0.75	0.83	0.61	0.50
<b>I achieve a healthy balance between my personal life and my professional life</b>							
Strongly Agree	14.6%	23.1%	22.2%	15.4%	8.3%	11.1%	7.4%
Somewhat Agree	31.9%	46.2%	30.6%	38.5%	29.2%	22.2%	29.6%
Somewhat Disagree	31.3%	23.1%	22.2%	19.2%	41.7%	38.9%	44.4%
Strongly Disagree	22.2%	7.7%	25.0%	26.9%	20.8%	27.8%	18.5%
Total(n)	144	13	36	26	24	18	27
Mean	2.39	2.85	2.50	2.42	2.25	2.17	2.26
Standard deviation	0.99	0.90	1.11	1.06	0.90	0.99	0.86
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>							
Strongly Agree	39.0%	38.5%	41.7%	40.0%	52.2%	33.3%	26.9%
Somewhat Agree	22.7%	15.4%	30.6%	16.0%	13.0%	22.2%	30.8%
Somewhat Disagree	24.8%	38.5%	11.1%	32.0%	17.4%	27.8%	34.6%
Strongly Disagree	13.5%	7.7%	16.7%	12.0%	17.4%	16.7%	7.7%
Total(n)	141	13	36	25	23	18	26
Mean	2.87	2.85	2.97	2.84	3.00	2.72	2.77
Standard deviation	1.08	1.07	1.11	1.11	1.21	1.13	0.95
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>							
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>							
Strongly Agree	10.1%	16.7%	14.7%	11.5%	9.1%	5.9%	3.7%
Somewhat Agree	43.5%	58.3%	41.2%	34.6%	59.1%	41.2%	37.0%
Somewhat Disagree	21.7%	16.7%	17.6%	34.6%	4.5%	23.5%	29.6%
Strongly Disagree	24.6%	8.3%	26.5%	19.2%	27.3%	29.4%	29.6%
Total(n)	138	12	34	26	22	17	27
Mean	2.39	2.83	2.44	2.38	2.50	2.24	2.15
Standard deviation	0.97	0.83	1.05	0.94	1.01	0.97	0.91
<b>Student Affairs staff have the support and respect of faculty</b>							
Strongly Agree	16.3%	0.0%	18.2%	11.5%	19.0%	17.6%	23.1%
Somewhat Agree	46.7%	75.0%	45.5%	57.7%	33.3%	35.3%	42.3%
Somewhat Disagree	28.9%	8.3%	27.3%	26.9%	42.9%	47.1%	19.2%
Strongly Disagree	8.1%	16.7%	9.1%	3.8%	4.8%	0.0%	15.4%
Total(n)	135	12	33	26	21	17	26
Mean	2.71	2.58	2.73	2.77	2.67	2.71	2.73
Standard deviation	0.84	0.79	0.88	0.71	0.86	0.77	1.00

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>There is a lot of campus racial conflict here</b>							
Strongly Agree	14.2%	0.0%	32.3%	11.5%	9.1%	5.9%	11.5%
Somewhat Agree	38.8%	41.7%	25.8%	46.2%	40.9%	35.3%	46.2%
Somewhat Disagree	35.8%	41.7%	35.5%	23.1%	40.9%	41.2%	38.5%
Strongly Disagree	11.2%	16.7%	6.5%	19.2%	9.1%	17.6%	3.8%
Total(n)	134	12	31	26	22	17	26
Mean	2.56	2.25	2.84	2.50	2.50	2.29	2.65
Standard deviation	0.87	0.75	0.97	0.95	0.80	0.85	0.75
<b>My research is valued by faculty in my department</b>							
Strongly Agree	28.7%	33.3%	27.3%	24.0%	30.4%	41.2%	23.1%
Somewhat Agree	37.5%	50.0%	45.5%	32.0%	21.7%	29.4%	46.2%
Somewhat Disagree	22.8%	8.3%	18.2%	28.0%	39.1%	17.6%	19.2%
Strongly Disagree	11.0%	8.3%	9.1%	16.0%	8.7%	11.8%	11.5%
Total(n)	136	12	33	25	23	17	26
Mean	2.84	3.08	2.91	2.64	2.74	3.00	2.81
Standard deviation	0.97	0.90	0.91	1.04	1.01	1.06	0.94
<b>My teaching is valued by faculty in my department</b>							
Strongly Agree	47.8%	50.0%	42.4%	48.0%	47.8%	58.8%	46.2%
Somewhat Agree	30.1%	25.0%	36.4%	24.0%	26.1%	29.4%	34.6%
Somewhat Disagree	16.2%	16.7%	15.2%	28.0%	21.7%	11.8%	3.8%
Strongly Disagree	5.9%	8.3%	6.1%	0.0%	4.3%	0.0%	15.4%
Total(n)	136	12	33	25	23	17	26
Mean	3.20	3.17	3.15	3.20	3.17	3.47	3.12
Standard deviation	0.92	1.03	0.91	0.87	0.94	0.72	1.07
<b>My service is valued by faculty in my department</b>							
Strongly Agree	36.8%	41.7%	36.4%	20.0%	43.5%	41.2%	42.3%
Somewhat Agree	35.3%	41.7%	39.4%	36.0%	26.1%	41.2%	30.8%
Somewhat Disagree	16.2%	16.7%	15.2%	24.0%	17.4%	11.8%	11.5%
Strongly Disagree	11.8%	0.0%	9.1%	20.0%	13.0%	5.9%	15.4%
Total(n)	136	12	33	25	23	17	26
Mean	2.97	3.25	3.03	2.56	3.00	3.18	3.00
Standard deviation	1.00	0.75	0.95	1.04	1.09	0.88	1.10
<b>Faculty are sufficiently involved in campus decision-making</b>							
Strongly Agree	8.7%	0.0%	6.1%	3.8%	8.7%	11.8%	18.5%
Somewhat Agree	35.5%	58.3%	24.2%	34.6%	34.8%	35.3%	40.7%
Somewhat Disagree	29.7%	16.7%	30.3%	46.2%	30.4%	29.4%	18.5%
Strongly Disagree	26.1%	25.0%	39.4%	15.4%	26.1%	23.5%	22.2%
Total(n)	138	12	33	26	23	17	27
Mean	2.27	2.33	1.97	2.27	2.26	2.35	2.56
Standard deviation	0.95	0.89	0.95	0.78	0.96	1.00	1.05
<b>The faculty are typically at odds with campus administration</b>							
Strongly Agree	20.1%	25.0%	27.3%	16.0%	9.5%	29.4%	15.4%
Somewhat Agree	50.0%	50.0%	42.4%	40.0%	71.4%	41.2%	57.7%
Somewhat Disagree	27.6%	25.0%	24.2%	44.0%	19.0%	23.5%	26.9%
Strongly Disagree	2.2%	0.0%	6.1%	0.0%	0.0%	5.9%	0.0%
Total(n)	134	12	33	25	21	17	26
Mean	2.88	3.00	2.91	2.72	2.90	2.94	2.88
Standard deviation	0.75	0.74	0.88	0.74	0.54	0.90	0.65
<b>Faculty here respect each other</b>							
Strongly Agree	26.5%	16.7%	31.3%	23.1%	30.4%	35.3%	19.2%
Somewhat Agree	50.7%	75.0%	40.6%	53.8%	52.2%	52.9%	46.2%
Somewhat Disagree	16.2%	8.3%	21.9%	11.5%	17.4%	5.9%	23.1%
Strongly Disagree	6.6%	0.0%	6.3%	11.5%	0.0%	5.9%	11.5%
Total(n)	136	12	32	26	23	17	26
Mean	2.97	3.08	2.97	2.88	3.13	3.18	2.73
Standard deviation	0.83	0.51	0.90	0.91	0.69	0.81	0.92
<b>Administrators consider faculty concerns when making policy</b>							
Strongly Agree	8.1%	16.7%	15.2%	3.8%	4.5%	0.0%	7.7%
Somewhat Agree	35.3%	33.3%	30.3%	23.1%	31.8%	47.1%	50.0%
Somewhat Disagree	33.1%	25.0%	24.2%	50.0%	45.5%	23.5%	26.9%
Strongly Disagree	23.5%	25.0%	30.3%	23.1%	18.2%	29.4%	15.4%
Total(n)	136	12	33	26	22	17	26
Mean	2.28	2.42	2.30	2.08	2.23	2.18	2.50
Standard deviation	0.92	1.08	1.07	0.80	0.81	0.88	0.86
<b>This institution takes responsibility for educating underprepared students</b>							
Strongly Agree	16.8%	16.7%	15.2%	19.2%	17.4%	17.6%	15.4%
Somewhat Agree	33.6%	50.0%	27.3%	30.8%	17.4%	41.2%	46.2%
Somewhat Disagree	28.5%	0.0%	30.3%	38.5%	52.2%	23.5%	11.5%
Strongly Disagree	21.2%	33.3%	27.3%	11.5%	13.0%	17.6%	26.9%
Total(n)	137	12	33	26	23	17	26
Mean	2.46	2.50	2.30	2.58	2.39	2.59	2.50
Standard deviation	1.01	1.17	1.05	0.95	0.94	1.00	1.07
<b>The criteria for advancement and promotion decisions are clear</b>							
Strongly Agree	22.1%	16.7%	21.2%	24.0%	26.1%	29.4%	15.4%
Somewhat Agree	40.4%	50.0%	33.3%	48.0%	34.8%	41.2%	42.3%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat Disagree	20.6%	25.0%	15.2%	16.0%	30.4%	11.8%	26.9%
Strongly Disagree	16.9%	8.3%	30.3%	12.0%	8.7%	17.6%	15.4%
Total(n)	136	12	33	25	23	17	26
Mean	2.68	2.75	2.45	2.84	2.78	2.82	2.58
Standard deviation	1.00	0.87	1.15	0.94	0.95	1.07	0.95
<b>Most of the students I teach lack the basic skills for college level work</b>							
Strongly Agree	11.7%	16.7%	6.1%	23.1%	8.7%	0.0%	15.4%
Somewhat Agree	26.3%	33.3%	15.2%	34.6%	21.7%	41.2%	23.1%
Somewhat Disagree	37.2%	41.7%	33.3%	26.9%	43.5%	35.3%	46.2%
Strongly Disagree	24.8%	8.3%	45.5%	15.4%	26.1%	23.5%	15.4%
Total(n)	137	12	33	26	23	17	26
Mean	2.25	2.58	1.82	2.65	2.13	2.18	2.38
Standard deviation	0.96	0.90	0.92	1.02	0.92	0.81	0.94
<b>There is adequate support for faculty development</b>							
Strongly Agree	12.4%	41.7%	6.1%	11.5%	17.4%	5.9%	7.7%
Somewhat Agree	40.9%	25.0%	51.5%	46.2%	26.1%	52.9%	34.6%
Somewhat Disagree	27.0%	16.7%	24.2%	30.8%	39.1%	11.8%	30.8%
Strongly Disagree	19.7%	16.7%	18.2%	11.5%	17.4%	29.4%	26.9%
Total(n)	137	12	33	26	23	17	26
Mean	2.46	2.92	2.45	2.58	2.43	2.35	2.23
Standard deviation	0.95	1.16	0.87	0.86	0.99	1.00	0.95
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>							
Strongly Agree	20.4%	25.0%	24.2%	30.8%	8.7%	23.5%	11.5%
Somewhat Agree	42.3%	41.7%	36.4%	50.0%	43.5%	29.4%	50.0%
Somewhat Disagree	29.9%	16.7%	33.3%	15.4%	39.1%	41.2%	30.8%
Strongly Disagree	7.3%	16.7%	6.1%	3.8%	8.7%	5.9%	7.7%
Total(n)	137	12	33	26	23	17	26
Mean	2.76	2.75	2.79	3.08	2.52	2.71	2.65
Standard deviation	0.86	1.06	0.89	0.80	0.79	0.92	0.80
<b>This institution takes mentoring into consideration in the promotion process</b>							
Strongly Agree	7.8%	27.3%	3.3%	4.0%	0.0%	11.8%	11.5%
Somewhat Agree	36.7%	36.4%	23.3%	40.0%	42.1%	41.2%	42.3%
Somewhat Disagree	33.6%	18.2%	33.3%	24.0%	47.4%	35.3%	38.5%
Strongly Disagree	21.9%	18.2%	40.0%	32.0%	10.5%	11.8%	7.7%
Total(n)	128	11	30	25	19	17	26
Mean	2.30	2.73	1.90	2.16	2.32	2.53	2.58
Standard deviation	0.90	1.10	0.88	0.94	0.67	0.87	0.81
<b>Faculty of color are treated fairly here</b>							
Strongly Agree	11.1%	16.7%	9.1%	8.3%	8.7%	17.6%	11.5%
Somewhat Agree	29.6%	41.7%	21.2%	29.2%	30.4%	23.5%	38.5%
Somewhat Disagree	41.5%	33.3%	45.5%	37.5%	56.5%	52.9%	23.1%
Strongly Disagree	17.8%	8.3%	24.2%	25.0%	4.3%	5.9%	26.9%
Total(n)	135	12	33	24	23	17	26
Mean	2.34	2.67	2.15	2.21	2.43	2.53	2.35
Standard deviation	0.90	0.89	0.91	0.93	0.73	0.87	1.02
<b>Women faculty are treated fairly here</b>							
Strongly Agree	17.6%	25.0%	15.2%	11.5%	17.4%	25.0%	19.2%
Somewhat Agree	39.7%	41.7%	39.4%	46.2%	34.8%	31.3%	42.3%
Somewhat Disagree	26.5%	33.3%	27.3%	23.1%	39.1%	31.3%	11.5%
Strongly Disagree	16.2%	0.0%	18.2%	19.2%	8.7%	12.5%	26.9%
Total(n)	136	12	33	26	23	16	26
Mean	2.59	2.92	2.52	2.50	2.61	2.69	2.54
Standard deviation	0.96	0.79	0.97	0.95	0.89	1.01	1.10
<b>LGBTQ+ faculty are treated fairly here</b>							
Strongly Agree	14.8%	16.7%	9.4%	8.0%	21.7%	17.6%	19.2%
Somewhat Agree	34.8%	50.0%	31.3%	36.0%	30.4%	23.5%	42.3%
Somewhat Disagree	28.1%	33.3%	21.9%	24.0%	43.5%	52.9%	7.7%
Strongly Disagree	22.2%	0.0%	37.5%	32.0%	4.3%	5.9%	30.8%
Total(n)	135	12	32	25	23	17	26
Mean	2.42	2.83	2.13	2.20	2.70	2.53	2.50
Standard deviation	1.00	0.72	1.04	1.00	0.88	0.87	1.14
<b>Indicate how important you believe each priority listed below is at your college or university:</b>							
<b>Increase or maintain institutional affordability</b>							
Highest Priority	16.7%	25.0%	19.4%	12.0%	22.7%	11.8%	12.0%
High Priority	40.9%	25.0%	29.0%	76.0%	36.4%	41.2%	32.0%
Medium Priority	29.5%	50.0%	22.6%	8.0%	31.8%	29.4%	48.0%
Low Priority	12.9%	0.0%	29.0%	4.0%	9.1%	17.6%	8.0%
Total(n)	132	12	31	25	22	17	25
Mean	2.61	2.75	2.39	2.96	2.73	2.47	2.48
Standard deviation	0.91	0.87	1.12	0.61	0.94	0.94	0.82
<b>Develop a sense of community among students and faculty</b>							
Highest Priority	22.9%	25.0%	41.9%	16.0%	14.3%	17.6%	16.0%
High Priority	28.2%	25.0%	22.6%	24.0%	14.3%	52.9%	36.0%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Medium Priority	31.3%	25.0%	19.4%	36.0%	52.4%	29.4%	28.0%
Low Priority	17.6%	25.0%	16.1%	24.0%	19.0%	0.0%	20.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.56	2.50	2.90	2.32	2.24	2.88	2.48
Standard deviation	1.03	1.17	1.14	1.03	0.94	0.70	1.00
<b>Facilitate student involvement in community service</b>							
Highest Priority	7.7%	8.3%	13.3%	0.0%	4.8%	11.8%	8.0%
High Priority	31.5%	33.3%	33.3%	16.0%	33.3%	52.9%	28.0%
Medium Priority	36.9%	33.3%	40.0%	44.0%	38.1%	23.5%	36.0%
Low Priority	23.8%	25.0%	13.3%	40.0%	23.8%	11.8%	28.0%
Total(n)	130	12	30	25	21	17	25
Mean	2.23	2.25	2.47	1.76	2.19	2.65	2.16
Standard deviation	0.90	0.97	0.90	0.72	0.87	0.86	0.94
<b>Help students learn how to bring about change in society</b>							
Highest Priority	20.6%	33.3%	19.4%	12.0%	33.3%	23.5%	12.0%
High Priority	27.5%	8.3%	38.7%	16.0%	19.0%	35.3%	36.0%
Medium Priority	33.6%	41.7%	25.8%	32.0%	28.6%	41.2%	40.0%
Low Priority	18.3%	16.7%	16.1%	40.0%	19.0%	0.0%	12.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.50	2.58	2.61	2.00	2.67	2.82	2.48
Standard deviation	1.02	1.16	0.99	1.04	1.15	0.81	0.87
<b>Increase or maintain institutional prestige</b>							
Highest Priority	29.0%	33.3%	38.7%	16.0%	38.1%	41.2%	12.0%
High Priority	26.7%	25.0%	41.9%	20.0%	19.0%	11.8%	32.0%
Medium Priority	26.0%	25.0%	12.9%	28.0%	19.0%	41.2%	36.0%
Low Priority	18.3%	16.7%	6.5%	36.0%	23.8%	5.9%	20.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.66	2.75	3.13	2.16	2.71	2.88	2.36
Standard deviation	1.09	1.14	0.88	1.11	1.23	1.05	0.95
<b>Hire faculty "stars"</b>							
Highest Priority	10.7%	16.7%	16.1%	4.0%	14.3%	11.8%	4.0%
High Priority	9.9%	0.0%	19.4%	8.0%	9.5%	11.8%	4.0%
Medium Priority	24.4%	41.7%	29.0%	16.0%	9.5%	35.3%	24.0%
Low Priority	55.0%	41.7%	35.5%	72.0%	66.7%	41.2%	68.0%
Total(n)	131	12	31	25	21	17	25
Mean	1.76	1.92	2.16	1.44	1.71	1.94	1.44
Standard deviation	1.01	1.08	1.10	0.82	1.15	1.03	0.77
<b>Recruit more traditionally underrepresented students</b>							
Highest Priority	32.8%	50.0%	29.0%	28.0%	33.3%	35.3%	32.0%
High Priority	25.2%	25.0%	19.4%	20.0%	42.9%	17.6%	28.0%
Medium Priority	26.0%	8.3%	41.9%	36.0%	19.0%	17.6%	16.0%
Low Priority	16.0%	16.7%	9.7%	16.0%	4.8%	29.4%	24.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.75	3.08	2.68	2.60	3.05	2.59	2.68
Standard deviation	1.08	1.16	1.01	1.08	0.86	1.28	1.18
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>							
Highest Priority	6.9%	8.3%	16.7%	4.0%	0.0%	11.8%	0.0%
High Priority	12.3%	8.3%	13.3%	8.0%	19.0%	11.8%	12.0%
Medium Priority	24.6%	16.7%	33.3%	8.0%	23.8%	35.3%	28.0%
Low Priority	56.2%	66.7%	36.7%	80.0%	57.1%	41.2%	60.0%
Total(n)	130	12	30	25	21	17	25
Mean	1.70	1.58	2.10	1.36	1.62	1.94	1.52
Standard deviation	0.94	1.00	1.09	0.81	0.80	1.03	0.71
<b>Promote gender diversity in the faculty and administration</b>							
Highest Priority	15.3%	33.3%	19.4%	16.0%	4.8%	11.8%	12.0%
High Priority	22.9%	25.0%	22.6%	12.0%	33.3%	29.4%	20.0%
Medium Priority	35.1%	33.3%	35.5%	40.0%	42.9%	35.3%	24.0%
Low Priority	26.7%	8.3%	22.6%	32.0%	19.0%	23.5%	44.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.27	2.83	2.39	2.12	2.24	2.29	2.00
Standard deviation	1.02	1.03	1.05	1.05	0.83	0.99	1.08
<b>Promote racial and ethnic diversity in the faculty and administration</b>							
Highest Priority	24.2%	33.3%	25.8%	16.0%	23.8%	17.6%	30.8%
High Priority	26.5%	33.3%	19.4%	20.0%	33.3%	29.4%	30.8%
Medium Priority	28.0%	16.7%	29.0%	36.0%	38.1%	29.4%	15.4%
Low Priority	21.2%	16.7%	25.8%	28.0%	4.8%	23.5%	23.1%
Total(n)	132	12	31	25	21	17	26
Mean	2.54	2.83	2.45	2.24	2.76	2.41	2.69
Standard deviation	1.08	1.11	1.15	1.05	0.89	1.06	1.16
<b>Provide resources for faculty to engage in community-based teaching or research</b>							
Highest Priority	13.0%	25.0%	16.1%	12.0%	19.0%	5.9%	4.0%
High Priority	25.2%	33.3%	19.4%	24.0%	23.8%	47.1%	16.0%
Medium Priority	33.6%	25.0%	35.5%	32.0%	28.6%	41.2%	36.0%
Low Priority	28.2%	16.7%	29.0%	32.0%	28.6%	5.9%	44.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Total(n)	131	12	31	25	21	17	25
Mean	2.23	2.67	2.23	2.16	2.33	2.53	1.80
Standard deviation	1.00	1.07	1.06	1.03	1.11	0.72	0.87
<b>Create and sustain partnerships with surrounding communities</b>							
Highest Priority	15.3%	41.7%	19.4%	12.0%	9.5%	23.5%	0.0%
High Priority	25.2%	8.3%	9.7%	32.0%	23.8%	29.4%	44.0%
Medium Priority	41.2%	41.7%	41.9%	36.0%	57.1%	41.2%	32.0%
Low Priority	18.3%	8.3%	29.0%	20.0%	9.5%	5.9%	24.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.37	2.83	2.19	2.36	2.33	2.71	2.20
Standard deviation	0.96	1.11	1.08	0.95	0.80	0.92	0.82
<b>Pursue extramural funding</b>							
Highest Priority	16.7%	8.3%	33.3%	16.7%	15.8%	6.3%	8.0%
High Priority	27.0%	50.0%	26.7%	33.3%	10.5%	37.5%	16.0%
Medium Priority	31.0%	25.0%	13.3%	33.3%	36.8%	25.0%	52.0%
Low Priority	25.4%	16.7%	26.7%	16.7%	36.8%	31.3%	24.0%
Total(n)	126	12	30	24	19	16	25
Mean	2.35	2.50	2.67	2.50	2.05	2.19	2.08
Standard deviation	1.04	0.90	1.21	0.98	1.08	0.98	0.86
<b>Strengthen links with the for-profit, corporate sector</b>							
Highest Priority	9.4%	16.7%	13.3%	12.0%	10.5%	6.3%	0.0%
High Priority	21.3%	33.3%	33.3%	16.0%	15.8%	18.8%	12.0%
Medium Priority	31.5%	16.7%	26.7%	32.0%	15.8%	37.5%	52.0%
Low Priority	37.8%	33.3%	26.7%	40.0%	57.9%	37.5%	36.0%
Total(n)	127	12	30	25	19	16	25
Mean	2.02	2.33	2.33	2.00	1.79	1.94	1.76
Standard deviation	0.99	1.15	1.03	1.04	1.08	0.93	0.66
<b>Develop leadership ability among students</b>							
Highest Priority	20.6%	33.3%	19.4%	20.0%	19.0%	5.9%	28.0%
High Priority	33.6%	25.0%	35.5%	24.0%	42.9%	58.8%	20.0%
Medium Priority	35.9%	41.7%	29.0%	36.0%	38.1%	29.4%	44.0%
Low Priority	9.9%	0.0%	16.1%	20.0%	0.0%	5.9%	8.0%
Total(n)	131	12	31	25	21	17	25
Mean	2.65	2.92	2.58	2.44	2.81	2.65	2.68
Standard deviation	0.92	0.90	0.99	1.04	0.75	0.70	0.99
<b>Develop an appreciation for multiculturalism</b>							
Highest Priority	28.5%	50.0%	22.6%	20.0%	40.0%	23.5%	28.0%
High Priority	29.2%	25.0%	35.5%	32.0%	15.0%	29.4%	32.0%
Medium Priority	26.9%	16.7%	19.4%	28.0%	40.0%	35.3%	24.0%
Low Priority	15.4%	8.3%	22.6%	20.0%	5.0%	11.8%	16.0%
Total(n)	130	12	31	25	20	17	25
Mean	2.71	3.17	2.58	2.52	2.90	2.65	2.72
Standard deviation	1.05	1.03	1.09	1.05	1.02	1.00	1.06
<b>Prepare students for the workplace</b>							
Highest Priority	33.1%	41.7%	32.3%	40.0%	30.0%	52.9%	12.0%
High Priority	40.8%	41.7%	38.7%	44.0%	25.0%	29.4%	60.0%
Medium Priority	23.1%	16.7%	22.6%	16.0%	45.0%	17.6%	20.0%
Low Priority	3.1%	0.0%	6.5%	0.0%	0.0%	0.0%	8.0%
Total(n)	130	12	31	25	20	17	25
Mean	3.04	3.25	2.97	3.24	2.85	3.35	2.76
Standard deviation	0.83	0.75	0.91	0.72	0.88	0.79	0.78
<b>Please indicate the extent to which you:</b>							
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>							
To a Very Large Extent	30.5%	50.0%	50.0%	28.0%	19.0%	23.5%	15.4%
To a Large Extent	27.5%	33.3%	13.3%	28.0%	38.1%	35.3%	26.9%
To Some Extent	29.8%	16.7%	23.3%	28.0%	38.1%	23.5%	42.3%
To a Small Extent	8.4%	0.0%	6.7%	8.0%	4.8%	11.8%	15.4%
Not at All	3.8%	0.0%	6.7%	8.0%	0.0%	5.9%	0.0%
Total(n)	131	12	30	25	21	17	26
Mean	3.73	4.33	3.93	3.60	3.71	3.59	3.42
Standard deviation	1.10	0.78	1.28	1.22	0.85	1.18	0.95
<b>Experience close alignment between your work and your personal values</b>							
To a Very Large Extent	39.7%	33.3%	46.7%	32.0%	57.1%	35.3%	30.8%
To a Large Extent	42.0%	58.3%	33.3%	36.0%	33.3%	52.9%	50.0%
To Some Extent	11.5%	0.0%	16.7%	12.0%	4.8%	5.9%	19.2%
To a Small Extent	5.3%	0.0%	3.3%	16.0%	4.8%	5.9%	0.0%
Not at All	1.5%	8.3%	0.0%	4.0%	0.0%	0.0%	0.0%
Total(n)	131	12	30	25	21	17	26
Mean	4.13	4.08	4.23	3.76	4.43	4.18	4.12
Standard deviation	0.92	1.08	0.86	1.20	0.81	0.81	0.71
<b>Mentor faculty</b>							
To a Very Large Extent	12.5%	0.0%	16.7%	12.5%	10.0%	23.5%	7.7%
To a Large Extent	18.8%	36.4%	20.0%	12.5%	15.0%	17.6%	19.2%
To Some Extent	30.5%	27.3%	20.0%	25.0%	45.0%	17.6%	46.2%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
To a Small Extent	17.2%	0.0%	26.7%	20.8%	10.0%	17.6%	15.4%
Not at All	21.1%	36.4%	16.7%	29.2%	20.0%	23.5%	11.5%
Total(n)	128	11	30	24	20	17	26
Mean	2.84	2.64	2.93	2.58	2.85	3.00	2.96
Standard deviation	1.30	1.36	1.36	1.38	1.23	1.54	1.08
<b>Mentor undergraduate students</b>							
To a Very Large Extent	38.2%	50.0%	50.0%	12.0%	38.1%	35.3%	46.2%
To a Large Extent	34.4%	16.7%	26.7%	40.0%	57.1%	29.4%	30.8%
To Some Extent	21.4%	25.0%	16.7%	40.0%	4.8%	23.5%	19.2%
To a Small Extent	5.3%	8.3%	3.3%	8.0%	0.0%	11.8%	3.8%
Not at All	0.8%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%
Total(n)	131	12	30	25	21	17	26
Mean	4.04	4.08	4.17	3.56	4.33	3.88	4.19
Standard deviation	0.94	1.08	1.05	0.82	0.58	1.05	0.90
<b>Mentor graduate students</b>							
To a Very Large Extent	9.4%	8.3%	21.4%	4.0%	9.5%	6.3%	4.0%
To a Large Extent	15.7%	16.7%	21.4%	20.0%	14.3%	25.0%	0.0%
To Some Extent	11.0%	25.0%	14.3%	16.0%	9.5%	0.0%	4.0%
To a Small Extent	13.4%	16.7%	10.7%	20.0%	9.5%	12.5%	12.0%
Not at All	50.4%	33.3%	32.1%	40.0%	57.1%	56.3%	80.0%
Total(n)	127	12	28	25	21	16	25
Mean	2.20	2.50	2.89	2.28	2.10	2.13	1.36
Standard deviation	1.44	1.38	1.59	1.31	1.48	1.50	0.91
<b>Been mentored by at least one professional in academia</b>							
To a Very Large Extent	38.0%	41.7%	30.0%	28.0%	42.9%	43.8%	48.0%
To a Large Extent	17.8%	41.7%	16.7%	28.0%	9.5%	0.0%	16.0%
To Some Extent	23.3%	0.0%	36.7%	8.0%	19.0%	37.5%	28.0%
To a Small Extent	13.2%	8.3%	13.3%	16.0%	19.0%	12.5%	8.0%
Not at All	7.8%	8.3%	3.3%	20.0%	9.5%	6.3%	0.0%
Total(n)	129	12	30	25	21	16	25
Mean	3.65	4.00	3.57	3.28	3.57	3.63	4.04
Standard deviation	1.31	1.28	1.17	1.54	1.47	1.36	1.06
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>							
To a Very Large Extent	13.1%	16.7%	10.0%	20.0%	9.5%	17.6%	8.0%
To a Large Extent	17.7%	25.0%	16.7%	12.0%	9.5%	23.5%	24.0%
To Some Extent	17.7%	8.3%	16.7%	20.0%	28.6%	5.9%	20.0%
To a Small Extent	16.2%	25.0%	16.7%	16.0%	9.5%	23.5%	12.0%
Not at All	35.4%	25.0%	40.0%	32.0%	42.9%	29.4%	36.0%
Total(n)	130	12	30	25	21	17	25
Mean	2.57	2.83	2.40	2.72	2.33	2.76	2.56
Standard deviation	1.45	1.53	1.43	1.54	1.39	1.56	1.42
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>							
To a Very Large Extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
To a Large Extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
To Some Extent	2.3%	0.0%	0.0%	4.0%	0.0%	5.9%	4.0%
To a Small Extent	6.9%	8.3%	6.7%	8.0%	9.5%	11.8%	0.0%
Not at All	90.8%	91.7%	93.3%	88.0%	90.5%	82.4%	96.0%
Total(n)	130	12	30	25	21	17	25
Mean	1.12	1.08	1.07	1.16	1.10	1.24	1.08
Standard deviation	0.39	0.29	0.25	0.47	0.30	0.56	0.40
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>							
Excellent	20.8%	16.7%	32.0%	23.5%	23.1%	15.4%	9.1%
Good	52.1%	83.3%	40.0%	58.8%	61.5%	46.2%	50.0%
Fair	19.8%	0.0%	16.0%	17.6%	0.0%	38.5%	31.8%
Poor	7.3%	0.0%	12.0%	0.0%	15.4%	0.0%	9.1%
Total(n)	96	6	25	17	13	13	22
Mean	2.86	3.17	2.92	3.06	2.92	2.77	2.59
Standard deviation	0.83	0.41	1.00	0.66	0.95	0.73	0.80
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>							
Excellent	47.6%	30.0%	62.1%	36.0%	50.0%	29.4%	60.0%
Good	44.4%	60.0%	27.6%	48.0%	50.0%	58.8%	40.0%
Fair	7.9%	10.0%	10.3%	16.0%	0.0%	11.8%	0.0%
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	126	10	29	25	20	17	25
Mean	3.40	3.20	3.52	3.20	3.50	3.18	3.60
Standard deviation	0.63	0.63	0.69	0.71	0.51	0.64	0.50
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>							
Excellent	45.0%	50.0%	57.9%	33.3%	66.7%	14.3%	40.0%
Good	40.0%	37.5%	21.1%	40.0%	33.3%	85.7%	60.0%
Fair	11.7%	0.0%	21.1%	20.0%	0.0%	0.0%	0.0%
Poor	3.3%	12.5%	0.0%	6.7%	0.0%	0.0%	0.0%
Total(n)	60	8	19	15	6	7	5

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Mean	3.27	3.25	3.37	3.00	3.67	3.14	3.40
Standard deviation	0.80	1.04	0.83	0.93	0.52	0.38	0.55
<b>How satisfied are you with the following aspects of your job?</b>							
<b>Salary</b>							
Very Satisfied	10.7%	8.3%	10.0%	4.2%	27.3%	11.8%	3.8%
Satisfied	30.5%	8.3%	23.3%	37.5%	27.3%	41.2%	38.5%
Marginally Satisfied	24.4%	41.7%	33.3%	29.2%	31.8%	5.9%	7.7%
Not Satisfied	34.4%	41.7%	33.3%	29.2%	13.6%	41.2%	50.0%
Total(n)	131	12	30	24	22	17	26
Mean	2.18	1.83	2.10	2.17	2.68	2.24	1.96
Standard deviation	1.03	0.94	0.99	0.92	1.04	1.15	1.04
<b>Health benefits</b>							
Very Satisfied	17.8%	8.3%	26.7%	8.7%	36.4%	6.3%	11.5%
Satisfied	46.5%	41.7%	43.3%	56.5%	40.9%	62.5%	38.5%
Marginally Satisfied	25.6%	41.7%	20.0%	30.4%	18.2%	25.0%	26.9%
Not Satisfied	10.1%	8.3%	10.0%	4.3%	4.5%	6.3%	23.1%
Total(n)	129	12	30	23	22	16	26
Mean	2.72	2.50	2.87	2.70	3.09	2.69	2.38
Standard deviation	0.87	0.80	0.94	0.70	0.87	0.70	0.98
<b>Retirement benefits</b>							
Very Satisfied	16.0%	8.3%	20.0%	12.5%	31.8%	5.9%	11.5%
Satisfied	38.9%	50.0%	16.7%	54.2%	40.9%	41.2%	42.3%
Marginally Satisfied	29.8%	33.3%	40.0%	33.3%	13.6%	29.4%	26.9%
Not Satisfied	15.3%	8.3%	23.3%	0.0%	13.6%	23.5%	19.2%
Total(n)	131	12	30	24	22	17	26
Mean	2.56	2.58	2.33	2.79	2.91	2.29	2.46
Standard deviation	0.94	0.79	1.06	0.66	1.02	0.92	0.95
<b>Opportunity for scholarly pursuits</b>							
Very Satisfied	7.6%	8.3%	13.3%	4.2%	13.6%	5.9%	0.0%
Satisfied	36.6%	50.0%	40.0%	16.7%	36.4%	52.9%	34.6%
Marginally Satisfied	24.4%	16.7%	16.7%	33.3%	27.3%	11.8%	34.6%
Not Satisfied	31.3%	25.0%	30.0%	45.8%	22.7%	29.4%	30.8%
Total(n)	131	12	30	24	22	17	26
Mean	2.21	2.42	2.37	1.79	2.41	2.35	2.04
Standard deviation	0.97	1.00	1.07	0.88	1.01	1.00	0.82
<b>Teaching load</b>							
Very Satisfied	10.0%	0.0%	10.0%	4.2%	22.7%	0.0%	16.0%
Satisfied	40.8%	41.7%	50.0%	16.7%	54.5%	47.1%	36.0%
Marginally Satisfied	29.2%	50.0%	13.3%	41.7%	13.6%	47.1%	28.0%
Not Satisfied	20.0%	8.3%	26.7%	37.5%	9.1%	5.9%	20.0%
Total(n)	130	12	30	24	22	17	25
Mean	2.41	2.33	2.43	1.88	2.91	2.41	2.48
Standard deviation	0.92	0.65	1.01	0.85	0.87	0.62	1.00
<b>Quality of students</b>							
Very Satisfied	27.9%	16.7%	31.0%	20.8%	42.9%	23.5%	26.9%
Satisfied	39.5%	33.3%	34.5%	41.7%	38.1%	41.2%	46.2%
Marginally Satisfied	26.4%	33.3%	27.6%	33.3%	14.3%	29.4%	23.1%
Not Satisfied	6.2%	16.7%	6.9%	4.2%	4.8%	5.9%	3.8%
Total(n)	129	12	29	24	21	17	26
Mean	2.89	2.50	2.90	2.79	3.19	2.82	2.96
Standard deviation	0.89	1.00	0.94	0.83	0.87	0.88	0.82
<b>Autonomy and independence</b>							
Very Satisfied	37.4%	33.3%	33.3%	33.3%	45.5%	23.5%	50.0%
Satisfied	40.5%	50.0%	36.7%	37.5%	40.9%	52.9%	34.6%
Marginally Satisfied	15.3%	0.0%	23.3%	25.0%	4.5%	17.6%	11.5%
Not Satisfied	6.9%	16.7%	6.7%	4.2%	9.1%	5.9%	3.8%
Total(n)	131	12	30	24	22	17	26
Mean	3.08	3.00	2.97	3.00	3.23	2.94	3.31
Standard deviation	0.89	1.04	0.93	0.88	0.92	0.83	0.84
<b>Departmental leadership</b>							
Very Satisfied	30.0%	33.3%	36.7%	20.8%	27.3%	35.3%	28.0%
Satisfied	33.8%	50.0%	23.3%	37.5%	40.9%	29.4%	32.0%
Marginally Satisfied	17.7%	16.7%	13.3%	16.7%	18.2%	23.5%	20.0%
Not Satisfied	18.5%	0.0%	26.7%	25.0%	13.6%	11.8%	20.0%
Total(n)	130	12	30	24	22	17	25
Mean	2.75	3.17	2.70	2.54	2.82	2.88	2.68
Standard deviation	1.08	0.72	1.24	1.10	1.01	1.05	1.11
<b>Departmental support for work/life balance</b>							
Very Satisfied	22.1%	8.3%	13.3%	29.2%	18.2%	29.4%	30.8%
Satisfied	38.2%	58.3%	33.3%	33.3%	45.5%	35.3%	34.6%
Marginally Satisfied	20.6%	33.3%	20.0%	20.8%	13.6%	29.4%	15.4%
Not Satisfied	19.1%	0.0%	33.3%	16.7%	22.7%	5.9%	19.2%
Total(n)	131	12	30	24	22	17	26
Mean	2.63	2.75	2.27	2.75	2.59	2.88	2.77

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Standard deviation	1.03	0.62	1.08	1.07	1.05	0.93	1.11
<b>Institutional support for work/life balance</b>							
Very Satisfied	6.9%	0.0%	6.7%	8.3%	13.6%	0.0%	7.7%
Satisfied	25.2%	41.7%	23.3%	37.5%	18.2%	17.6%	19.2%
Marginally Satisfied	29.8%	41.7%	23.3%	16.7%	40.9%	52.9%	19.2%
Not Satisfied	38.2%	16.7%	46.7%	37.5%	27.3%	29.4%	53.8%
Total(n)	131	12	30	24	22	17	26
Mean	2.01	2.25	1.90	2.17	2.18	1.88	1.81
Standard deviation	0.96	0.75	0.99	1.05	1.01	0.70	1.02
<b>Prospects for career advancement</b>							
Very Satisfied	9.2%	8.3%	10.0%	4.2%	18.2%	5.9%	8.0%
Satisfied	30.8%	41.7%	30.0%	25.0%	22.7%	41.2%	32.0%
Marginally Satisfied	30.8%	16.7%	26.7%	37.5%	27.3%	35.3%	36.0%
Not Satisfied	29.2%	33.3%	33.3%	33.3%	31.8%	17.6%	24.0%
Total(n)	130	12	30	24	22	17	25
Mean	2.20	2.25	2.17	2.00	2.27	2.35	2.24
Standard deviation	0.97	1.06	1.02	0.88	1.12	0.86	0.93
<b>Relative equity of salary and job benefits</b>							
Very Satisfied	8.4%	0.0%	6.7%	8.3%	22.7%	5.9%	3.8%
Satisfied	28.2%	33.3%	30.0%	12.5%	36.4%	41.2%	23.1%
Marginally Satisfied	26.7%	8.3%	20.0%	54.2%	31.8%	17.6%	19.2%
Not Satisfied	36.6%	58.3%	43.3%	25.0%	9.1%	35.3%	53.8%
Total(n)	131	12	30	24	22	17	26
Mean	2.08	1.75	2.00	2.04	2.73	2.18	1.77
Standard deviation	0.99	0.97	1.02	0.86	0.94	1.01	0.95
<b>Flexibility in relation to family matters or emergencies</b>							
Very Satisfied	31.3%	41.7%	30.0%	33.3%	31.8%	29.4%	26.9%
Satisfied	42.0%	33.3%	30.0%	41.7%	50.0%	58.8%	42.3%
Marginally Satisfied	19.1%	16.7%	20.0%	20.8%	18.2%	11.8%	23.1%
Not Satisfied	7.6%	8.3%	20.0%	4.2%	0.0%	0.0%	7.7%
Total(n)	131	12	30	24	22	17	26
Mean	2.97	3.08	2.70	3.04	3.14	3.18	2.88
Standard deviation	0.90	1.00	1.12	0.86	0.71	0.64	0.91
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>							
Very Satisfied	22.5%	16.7%	30.0%	21.7%	28.6%	17.6%	15.4%
Satisfied	39.5%	66.7%	23.3%	30.4%	47.6%	52.9%	38.5%
Marginally Satisfied	27.1%	16.7%	33.3%	34.8%	14.3%	29.4%	26.9%
Not Satisfied	10.9%	0.0%	13.3%	13.0%	9.5%	0.0%	19.2%
Total(n)	129	12	30	23	21	17	26
Mean	2.74	3.00	2.70	2.61	2.95	2.88	2.50
Standard deviation	0.93	0.60	1.06	0.99	0.92	0.70	0.99
<b>Overall job</b>							
Very Satisfied	13.0%	8.3%	13.3%	4.2%	22.7%	17.6%	11.5%
Satisfied	45.0%	66.7%	40.0%	45.8%	50.0%	41.2%	38.5%
Marginally Satisfied	30.5%	8.3%	36.7%	41.7%	18.2%	35.3%	30.8%
Not Satisfied	11.5%	16.7%	10.0%	8.3%	9.1%	5.9%	19.2%
Total(n)	131	12	30	24	22	17	26
Mean	2.60	2.67	2.57	2.46	2.86	2.71	2.42
Standard deviation	0.86	0.89	0.86	0.72	0.89	0.85	0.95
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>							
<b>Managing household responsibilities</b>							
Extensive	38.1%	41.7%	31.0%	37.5%	35.0%	37.5%	48.0%
Somewhat	49.2%	33.3%	58.6%	41.7%	50.0%	62.5%	44.0%
Not at All	12.7%	25.0%	10.3%	20.8%	15.0%	0.0%	8.0%
Total(n)	126	12	29	24	20	16	25
Mean	2.25	2.17	2.21	2.17	2.20	2.38	2.40
Standard deviation	0.67	0.83	0.62	0.76	0.70	0.50	0.65
<b>Review/promotion process</b>							
Extensive	29.8%	12.5%	41.7%	33.3%	20.0%	42.9%	20.0%
Somewhat	36.5%	37.5%	29.2%	27.8%	55.0%	14.3%	50.0%
Not at All	33.7%	50.0%	29.2%	38.9%	25.0%	42.9%	30.0%
Total(n)	104	8	24	18	20	14	20
Mean	1.96	1.63	2.13	1.94	1.95	2.00	1.90
Standard deviation	0.80	0.74	0.85	0.87	0.69	0.96	0.72
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>							
Extensive	24.0%	20.0%	26.9%	25.0%	19.0%	20.0%	28.0%
Somewhat	48.8%	30.0%	57.7%	45.8%	47.6%	53.3%	48.0%
Not at All	27.3%	50.0%	15.4%	29.2%	33.3%	26.7%	24.0%
Total(n)	121	10	26	24	21	15	25
Mean	1.97	1.70	2.12	1.96	1.86	1.93	2.04
Standard deviation	0.72	0.82	0.65	0.75	0.73	0.70	0.73
<b>Committee work</b>							
Extensive	25.8%	27.3%	29.6%	37.5%	15.0%	23.1%	20.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Somewhat	53.3%	27.3%	59.3%	45.8%	60.0%	46.2%	64.0%
Not at All	20.8%	45.5%	11.1%	16.7%	25.0%	30.8%	16.0%
Total(n)	120	11	27	24	20	13	25
Mean	2.05	1.82	2.19	2.21	1.90	1.92	2.04
Standard deviation	0.68	0.87	0.62	0.72	0.64	0.76	0.61
<b>Faculty meetings</b>							
Extensive	18.9%	9.1%	20.7%	29.2%	9.5%	18.8%	19.2%
Somewhat	46.5%	45.5%	58.6%	45.8%	38.1%	31.3%	50.0%
Not at All	34.6%	45.5%	20.7%	25.0%	52.4%	50.0%	30.8%
Total(n)	127	11	29	24	21	16	26
Mean	1.84	1.64	2.00	2.04	1.57	1.69	1.88
Standard deviation	0.72	0.67	0.65	0.75	0.68	0.79	0.71
<b>Students</b>							
Extensive	25.2%	33.3%	32.1%	20.8%	23.8%	12.5%	26.9%
Somewhat	44.9%	33.3%	35.7%	41.7%	38.1%	56.3%	61.5%
Not at All	29.9%	33.3%	32.1%	37.5%	38.1%	31.3%	11.5%
Total(n)	127	12	28	24	21	16	26
Mean	1.95	2.00	2.00	1.83	1.86	1.81	2.15
Standard deviation	0.74	0.85	0.82	0.76	0.79	0.66	0.61
<b>Research or publishing demands</b>							
Extensive	28.1%	25.0%	36.0%	39.1%	14.3%	31.3%	20.8%
Somewhat	45.5%	50.0%	48.0%	39.1%	57.1%	37.5%	41.7%
Not at All	26.4%	25.0%	16.0%	21.7%	28.6%	31.3%	37.5%
Total(n)	121	12	25	23	21	16	24
Mean	2.02	2.00	2.20	2.17	1.86	2.00	1.83
Standard deviation	0.74	0.74	0.71	0.78	0.65	0.82	0.76
<b>Institutional procedures and "red tape"</b>							
Extensive	33.9%	40.0%	34.5%	25.0%	20.0%	33.3%	50.0%
Somewhat	43.5%	40.0%	34.5%	62.5%	50.0%	53.3%	26.9%
Not at All	22.6%	20.0%	31.0%	12.5%	30.0%	13.3%	23.1%
Total(n)	124	10	29	24	20	15	26
Mean	2.11	2.20	2.03	2.13	1.90	2.20	2.27
Standard deviation	0.75	0.79	0.82	0.61	0.72	0.68	0.83
<b>Teaching load</b>							
Extensive	30.2%	40.0%	34.5%	50.0%	14.3%	12.5%	26.9%
Somewhat	43.7%	30.0%	34.5%	37.5%	42.9%	75.0%	46.2%
Not at All	26.2%	30.0%	31.0%	12.5%	42.9%	12.5%	26.9%
Total(n)	126	10	29	24	21	16	26
Mean	2.04	2.10	2.03	2.38	1.71	2.00	2.00
Standard deviation	0.75	0.88	0.82	0.71	0.72	0.52	0.75
<b>Lack of personal time</b>							
Extensive	40.6%	25.0%	41.4%	37.5%	28.6%	62.5%	46.2%
Somewhat	42.2%	41.7%	41.4%	41.7%	47.6%	31.3%	46.2%
Not at All	17.2%	33.3%	17.2%	20.8%	23.8%	6.3%	7.7%
Total(n)	128	12	29	24	21	16	26
Mean	2.23	1.92	2.24	2.17	2.05	2.56	2.38
Standard deviation	0.73	0.79	0.74	0.76	0.74	0.63	0.64
<b>Job security</b>							
Extensive	17.6%	20.0%	10.7%	15.0%	19.0%	26.7%	20.0%
Somewhat	31.1%	30.0%	42.9%	25.0%	28.6%	26.7%	28.0%
Not at All	51.3%	50.0%	46.4%	60.0%	52.4%	46.7%	52.0%
Total(n)	119	10	28	20	21	15	25
Mean	1.66	1.70	1.64	1.55	1.67	1.80	1.68
Standard deviation	0.76	0.82	0.68	0.76	0.80	0.86	0.80
<b>Self-imposed high expectations</b>							
Extensive	36.5%	33.3%	21.4%	37.5%	19.0%	68.8%	48.0%
Somewhat	53.2%	58.3%	67.9%	45.8%	71.4%	31.3%	40.0%
Not at All	10.3%	8.3%	10.7%	16.7%	9.5%	0.0%	12.0%
Total(n)	126	12	28	24	21	16	25
Mean	2.26	2.25	2.11	2.21	2.10	2.69	2.36
Standard deviation	0.63	0.62	0.57	0.72	0.54	0.48	0.70
<b>Increased work responsibilities</b>							
Extensive	40.8%	33.3%	42.9%	29.2%	35.0%	46.7%	53.8%
Somewhat	46.4%	33.3%	39.3%	62.5%	50.0%	53.3%	38.5%
Not at All	12.8%	33.3%	17.9%	8.3%	15.0%	0.0%	7.7%
Total(n)	125	12	28	24	20	15	26
Mean	2.28	2.00	2.25	2.21	2.20	2.47	2.46
Standard deviation	0.68	0.85	0.75	0.59	0.70	0.52	0.65
<b>Institutional budget cuts</b>							
Extensive	27.2%	20.0%	19.2%	30.4%	15.8%	50.0%	33.3%
Somewhat	47.4%	50.0%	46.2%	56.5%	42.1%	41.7%	45.8%
Not at All	25.4%	30.0%	34.6%	13.0%	42.1%	8.3%	20.8%
Total(n)	114	10	26	23	19	12	24
Mean	2.02	1.90	1.85	2.17	1.74	2.42	2.13
Standard deviation	0.73	0.74	0.73	0.65	0.73	0.67	0.74

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Have you been sexually harassed at this institution?</b>							
Yes	21.1%	8.3%	13.8%	33.3%	19.0%	12.5%	30.8%
No	78.9%	91.7%	86.2%	66.7%	81.0%	87.5%	69.2%
Total(n)	128	12	29	24	21	16	26
<b>In the past year, have you:</b>							
<b>Considered leaving academe for another job?</b>							
Yes	61.7%	41.7%	62.1%	54.2%	61.9%	68.8%	73.1%
No	38.3%	58.3%	37.9%	45.8%	38.1%	31.3%	26.9%
Total(n)	128	12	29	24	21	16	26
<b>Considered leaving this institution for another?</b>							
Yes	68.0%	41.7%	72.4%	70.8%	71.4%	75.0%	65.4%
No	32.0%	58.3%	27.6%	29.2%	28.6%	25.0%	34.6%
Total(n)	128	12	29	24	21	16	26
<b>Engaged in public service/professional consulting without pay?</b>							
Yes	56.0%	66.7%	53.6%	62.5%	65.0%	50.0%	44.0%
No	44.0%	33.3%	46.4%	37.5%	35.0%	50.0%	56.0%
Total(n)	125	12	28	24	20	16	25
<b>Received at least one firm job offer elsewhere?</b>							
Yes	17.3%	0.0%	34.5%	25.0%	5.0%	0.0%	19.2%
No	82.7%	100.0%	65.5%	75.0%	95.0%	100.0%	80.8%
Total(n)	127	12	29	24	20	16	26
<b>For each of the following items, please mark either Yes or No.</b>							
<b>Are you a member of a faculty union?</b>							
Yes	24.4%	25.0%	24.1%	45.8%	15.0%	6.3%	23.1%
No	75.6%	75.0%	75.9%	54.2%	85.0%	93.8%	76.9%
Total(n)	127	12	29	24	20	16	26
<b>Do you plan to retire within the next three years?</b>							
Yes	4.0%	0.0%	7.1%	0.0%	5.3%	0.0%	7.7%
No	96.0%	100.0%	92.9%	100.0%	94.7%	100.0%	92.3%
Total(n)	125	12	28	24	19	16	26
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>							
Yes	7.1%	8.3%	6.9%	0.0%	5.0%	18.8%	7.7%
No	92.9%	91.7%	93.1%	100.0%	95.0%	81.3%	92.3%
Total(n)	127	12	29	24	20	16	26
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>							
Yes	22.0%	16.7%	27.6%	25.0%	20.0%	25.0%	15.4%
No	78.0%	83.3%	72.4%	75.0%	80.0%	75.0%	84.6%
Total(n)	127	12	29	24	20	16	26
<b>Citizenship status:</b>							
U.S. citizen	93.0%	83.3%	93.1%	95.8%	90.5%	93.8%	96.2%
Permanent resident (green card)	3.1%	16.7%	3.4%	0.0%	0.0%	0.0%	3.8%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	3.9%	0.0%	3.4%	4.2%	9.5%	6.3%	0.0%
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	128	12	29	24	21	16	26
<b>How would you characterize your political views?</b>							
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Conservative	2.4%	0.0%	0.0%	4.3%	5.0%	6.7%	0.0%
Middle-of-the-road	16.3%	33.3%	25.0%	4.3%	15.0%	6.7%	16.0%
Liberal	34.1%	41.7%	39.3%	39.1%	30.0%	33.3%	24.0%
Far left	47.2%	25.0%	35.7%	52.2%	50.0%	53.3%	60.0%
Total(n)	123	12	28	23	20	15	25
<b>If given the choice, would you:</b>							
<b>Still come to this institution?</b>							
Definitely yes	25.2%	33.3%	20.7%	20.8%	38.1%	25.0%	20.0%
Probably yes	33.9%	50.0%	31.0%	20.8%	38.1%	25.0%	44.0%
Not sure	24.4%	0.0%	31.0%	33.3%	19.0%	43.8%	12.0%
Probably no	12.6%	16.7%	13.8%	20.8%	0.0%	6.3%	16.0%
Definitely no	3.9%	0.0%	3.4%	4.2%	4.8%	0.0%	8.0%
Total(n)	127	12	29	24	21	16	25
Mean	3.64	4.00	3.52	3.33	4.05	3.69	3.52
Standard deviation	1.11	1.04	1.09	1.17	1.02	0.95	1.23
<b>Still be a college professor?</b>							
Definitely yes	54.3%	66.7%	53.6%	58.3%	66.7%	31.3%	50.0%
Probably yes	28.3%	16.7%	28.6%	33.3%	23.8%	43.8%	23.1%
Not sure	10.2%	0.0%	14.3%	0.0%	9.5%	18.8%	15.4%
Probably no	5.5%	0.0%	3.6%	8.3%	0.0%	6.3%	11.5%
Definitely no	1.6%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	127	12	28	24	21	16	26
Mean	4.28	4.17	4.32	4.42	4.57	4.00	4.12
Standard deviation	0.97	1.53	0.86	0.88	0.68	0.89	1.07

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
<b>Please select your base institutional salary.</b>							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,000-29,999	0.8%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000-39,999	1.6%	0.0%	3.4%	4.2%	0.0%	0.0%	0.0%
\$40,000-49,999	3.9%	8.3%	0.0%	4.2%	4.8%	0.0%	7.7%
\$50,000-59,999	12.5%	25.0%	0.0%	12.5%	9.5%	18.8%	19.2%
\$60,000-69,999	14.1%	8.3%	6.9%	12.5%	23.8%	18.8%	15.4%
\$70,000-79,999	16.4%	16.7%	13.8%	4.2%	4.8%	18.8%	38.5%
\$80,000-89,999	14.8%	8.3%	13.8%	29.2%	14.3%	12.5%	7.7%
\$90,000-99,999	15.6%	8.3%	20.7%	16.7%	19.0%	18.8%	7.7%
\$100,000-124,999	13.3%	8.3%	24.1%	16.7%	19.0%	0.0%	3.8%
\$125,000-149,999	3.9%	0.0%	10.3%	0.0%	0.0%	12.5%	0.0%
\$150,000-199,999	2.3%	8.3%	3.4%	0.0%	4.8%	0.0%	0.0%
\$200,000-249,999	0.8%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%
\$250,000-499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	128	12	29	24	21	16	26
<b>Your base institutional salary reported above is based on:</b>							
Less than 9 months	6.3%	8.3%	3.4%	8.3%	4.8%	6.3%	7.7%
9/10 months	70.3%	83.3%	75.9%	58.3%	57.1%	81.3%	73.1%
11/12 months	23.4%	8.3%	20.7%	33.3%	38.1%	12.5%	19.2%
Total(n)	128	12	29	24	21	16	26
<b>Highest Degree Earned</b>							
Bachelor's (BA, B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Master's (M.A., M.S.)	7.1%	0.0%	17.2%	8.3%	5.0%	0.0%	4.0%
Terminal Master's (M.F.A., M.B.A.)	11.1%	25.0%	13.8%	8.3%	15.0%	6.3%	4.0%
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	74.6%	66.7%	58.6%	75.0%	80.0%	75.0%	92.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	5.6%	8.3%	6.9%	4.2%	0.0%	18.8%	0.0%
Other	1.6%	0.0%	3.4%	4.2%	0.0%	0.0%	0.0%
Total(n)	126	12	29	24	20	16	25
<b>Degree Currently Working On</b>							
Bachelor's (BA, B.S., etc.)	0.8%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%
Master's (M.A., M.S.)	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ph.D.	4.0%	0.0%	10.3%	0.0%	5.0%	0.0%	4.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.8%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
None	93.7%	100.0%	89.7%	100.0%	90.0%	93.8%	92.0%
Total(n)	126	12	29	24	20	16	25
<b>Are you currently serving in an administrative position as:</b>							
Department chair	7.7%	0.0%	10.3%	6.3%	6.5%	11.1%	10.0%
Not marked	92.3%	100.0%	89.7%	93.8%	93.5%	88.9%	90.0%
Total(n)	169	19	39	32	31	18	30
Dean (including Associate or Assistant)	0.6%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%
Not marked	99.4%	100.0%	97.4%	100.0%	100.0%	100.0%	100.0%
Total(n)	169	19	39	32	31	18	30
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	169	19	39	32	31	18	30
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	169	19	39	32	31	18	30
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total(n)	169	19	39	32	31	18	30
Other	11.8%	10.5%	15.4%	9.4%	6.5%	5.6%	20.0%
Not marked	88.2%	89.5%	84.6%	90.6%	93.5%	94.4%	80.0%
Total(n)	169	19	39	32	31	18	30
Not applicable	48.5%	47.4%	43.6%	59.4%	38.7%	55.6%	50.0%
Not marked	51.5%	52.6%	56.4%	40.6%	61.3%	44.4%	50.0%
Total(n)	169	19	39	32	31	18	30
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>							
Native American/Alaska Native	1.2%	5.3%	0.0%	3.1%	0.0%	0.0%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.6%	10.5%	2.6%	0.0%	0.0%	16.7%	0.0%
Filipino/a/x	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	3.0%	0.0%	0.0%	6.3%	3.2%	5.6%	3.3%



**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	Total	Public Universities	Private Universities	Public 4yr Colleges	Private Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Other Religious 4yr Colleges
Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
Other Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
African American/Black	2.4%	0.0%	5.1%	3.1%	0.0%	0.0%	3.3%
African	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Caribbean	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/e/x	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Puerto Rican	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Central American	0.6%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%
South American	0.6%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%
Other Hispanic or Latina/o/e/x	1.8%	10.5%	0.0%	0.0%	0.0%	0.0%	3.3%
Middle Eastern	2.4%	10.5%	2.6%	3.1%	0.0%	0.0%	0.0%
European	53.8%	47.4%	56.4%	53.1%	48.4%	55.6%	60.0%
Other White	10.1%	10.5%	15.4%	9.4%	6.5%	11.1%	6.7%
Other	1.2%	0.0%	0.0%	3.1%	0.0%	0.0%	3.3%
<b>Total(n)</b>	<b>169</b>	<b>19</b>	<b>39</b>	<b>32</b>	<b>31</b>	<b>18</b>	<b>30</b>
<b>Race/Ethnicity Group (with multiple race category)</b>							
Native American/Alaska Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific Islander	9.0%	16.7%	3.4%	8.3%	5.6%	25.0%	4.3%
Black/African American	1.6%	0.0%	3.4%	0.0%	0.0%	0.0%	4.3%
Latina/o/e/x	0.8%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%
White	80.3%	58.3%	86.2%	75.0%	94.4%	75.0%	82.6%
Other Race/Ethnicity	1.6%	0.0%	0.0%	4.2%	0.0%	0.0%	4.3%
Two or More Races/Ethnicities	6.6%	25.0%	3.4%	12.5%	0.0%	0.0%	4.3%
<b>Total (n)</b>	<b>122</b>	<b>12</b>	<b>29</b>	<b>24</b>	<b>18</b>	<b>16</b>	<b>23</b>
<b>Is English your native language?</b>							
Yes	94.5%	91.7%	93.1%	91.7%	95.0%	93.8%	100.0%
No	5.5%	8.3%	6.9%	8.3%	5.0%	6.3%	0.0%
<b>Total(n)</b>	<b>127</b>	<b>12</b>	<b>29</b>	<b>24</b>	<b>20</b>	<b>16</b>	<b>26</b>
<b>What is your sexual orientation?</b>							
Heterosexual/straight	13.1%	16.7%	27.6%	4.3%	0.0%	18.8%	8.7%
Gay	4.1%	0.0%	13.8%	0.0%	0.0%	6.3%	0.0%
Lesbian	9.0%	8.3%	3.4%	8.7%	10.5%	12.5%	13.0%
Bisexual	9.8%	25.0%	3.4%	4.3%	15.8%	12.5%	8.7%
Queer	49.2%	41.7%	48.3%	56.5%	57.9%	43.8%	43.5%
Pansexual	6.6%	0.0%	3.4%	8.7%	10.5%	0.0%	13.0%
Asexual	3.3%	8.3%	0.0%	4.3%	5.3%	0.0%	4.3%
Not listed above	4.9%	0.0%	0.0%	13.0%	0.0%	6.3%	8.7%
<b>Total (n)</b>	<b>122</b>	<b>12</b>	<b>29</b>	<b>23</b>	<b>19</b>	<b>16</b>	<b>23</b>
<b>Do you identify as transgender?</b>							
No	72.2%	57.9%	69.2%	78.1%	67.7%	88.9%	73.3%
Yes	27.8%	42.1%	30.8%	21.9%	32.3%	11.1%	26.7%
<b>Total(n)</b>	<b>169</b>	<b>19</b>	<b>39</b>	<b>32</b>	<b>31</b>	<b>18</b>	<b>30</b>
<b>How many children do you have in the following age ranges?</b>							
<b>Under 18 years old</b>							
0	70.5%	63.6%	65.5%	62.5%	78.9%	100.0%	60.9%
1	14.8%	18.2%	17.2%	25.0%	10.5%	0.0%	13.0%
2	10.7%	9.1%	13.8%	4.2%	10.5%	0.0%	21.7%
3	2.5%	0.0%	3.4%	4.2%	0.0%	0.0%	4.3%
4+	1.6%	9.1%	0.0%	4.2%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>122</b>	<b>11</b>	<b>29</b>	<b>24</b>	<b>19</b>	<b>16</b>	<b>23</b>
<b>18 years or older</b>							
0	85.3%	70.0%	80.8%	90.5%	94.4%	87.5%	83.3%
1	9.2%	20.0%	11.5%	0.0%	5.6%	12.5%	11.1%
2	2.8%	10.0%	3.8%	0.0%	0.0%	0.0%	5.6%
3	1.8%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%
4+	0.9%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>109</b>	<b>10</b>	<b>26</b>	<b>21</b>	<b>18</b>	<b>16</b>	<b>18</b>
<b>How satisfied are you with the availability of child care at this institution?</b>							
Very satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Satisfied	23.8%	100.0%	0.0%	40.0%	50.0%	0.0%	0.0%
Marginally satisfied	23.8%	0.0%	16.7%	0.0%	50.0%	0.0%	40.0%
Not satisfied	52.4%	0.0%	83.3%	60.0%	0.0%	0.0%	60.0%
<b>Total(n)</b>	<b>21</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>5</b>
Mean	1.71	3.00	1.17	1.80	2.50	.	1.40
Standard deviation	0.85	.	0.41	1.10	0.58	.	0.55
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>							
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	1.1%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%
\$40,000 - \$49,999	4.4%	10.0%	0.0%	7.1%	8.3%	0.0%	5.3%
\$50,000 - \$59,999	12.2%	20.0%	0.0%	14.3%	0.0%	15.4%	26.3%
\$60,000 - \$69,999	13.3%	10.0%	9.1%	14.3%	16.7%	23.1%	10.5%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

	<b>Total</b>	<b>Public Universities</b>	<b>Private Universities</b>	<b>Public 4yr Colleges</b>	<b>Private Nonsectarian 4yr Colleges</b>	<b>Catholic 4yr Colleges</b>	<b>Other Religious 4yr Colleges</b>
<b>Note:</b> Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.							
\$70,000 - \$79,999	17.8%	20.0%	13.6%	0.0%	0.0%	15.4%	47.4%
\$80,000 - \$89,999	15.6%	10.0%	18.2%	21.4%	16.7%	15.4%	10.5%
\$90,000 - \$99,999	15.6%	10.0%	13.6%	21.4%	33.3%	23.1%	0.0%
\$100,000 - \$124,999	14.4%	10.0%	27.3%	21.4%	25.0%	0.0%	0.0%
\$125,000 - \$149,999	3.3%	0.0%	9.1%	0.0%	0.0%	7.7%	0.0%
\$150,000 - \$199,999	2.2%	10.0%	4.5%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$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>Total(n)</b>	<b>90</b>	<b>10</b>	<b>22</b>	<b>14</b>	<b>12</b>	<b>13</b>	<b>19</b>
Mean	8.59	8.30	9.59	8.64	9.17	8.38	7.32
Standard deviation	2.02	2.50	2.06	2.06	1.90	1.80	1.16
<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%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	3.3%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%
\$40,000 - \$49,999	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%
\$50,000 - \$59,999	13.3%	100.0%	0.0%	12.5%	25.0%	0.0%	0.0%
\$60,000 - \$69,999	16.7%	0.0%	0.0%	12.5%	37.5%	0.0%	20.0%
\$70,000 - \$79,999	16.7%	0.0%	16.7%	12.5%	12.5%	50.0%	20.0%
\$80,000 - \$89,999	10.0%	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%
\$90,000 - \$99,999	20.0%	0.0%	50.0%	12.5%	0.0%	0.0%	40.0%
\$100,000 - \$124,999	3.3%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%
\$125,000 - \$149,999	6.7%	0.0%	16.7%	0.0%	0.0%	50.0%	0.0%
\$150,000 - \$199,999	3.3%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%
\$200,000 - \$249,999	3.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>30</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>5</b>
Mean	8.57	6.00	10.67	7.75	8.13	10.00	8.00
Standard deviation	2.39	.	2.07	1.98	2.53	2.83	2.12
<b>Please enter the four-digit year that each of the following occurred.</b>							
<b>Year of birth</b>							
1995 or later	0.8%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
1986 - 1995	24.2%	18.2%	25.0%	17.4%	38.9%	25.0%	20.8%
1981 - 1985	15.8%	0.0%	3.6%	30.4%	11.1%	31.3%	16.7%
1976 - 1980	17.5%	27.3%	21.4%	21.7%	11.1%	18.8%	8.3%
1971 - 1975	10.8%	0.0%	7.1%	4.3%	5.6%	6.3%	33.3%
1966 - 1970	16.7%	27.3%	28.6%	13.0%	11.1%	6.3%	12.5%
1961 - 1965	9.2%	18.2%	7.1%	8.7%	16.7%	6.3%	4.2%
1956 - 1960	2.5%	0.0%	3.6%	4.3%	0.0%	0.0%	4.2%
1951 - 1955	2.5%	0.0%	3.6%	0.0%	5.6%	6.3%	0.0%
1946 - 1950	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1922 - 1945	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	<b>120</b>	<b>11</b>	<b>28</b>	<b>23</b>	<b>18</b>	<b>16</b>	<b>24</b>
<b>Year of first academic appointment:</b>							
1982 or earlier	1.2%	0.0%	2.6%	0.0%	3.2%	0.0%	0.0%
1983 - 1987	0.6%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%
1988 - 1992	0.6%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	7.2%	5.6%	12.8%	15.6%	3.2%	0.0%	0.0%
1998 - 2002	10.2%	5.6%	7.7%	9.4%	12.9%	11.1%	13.8%
2003 - 2007	13.8%	11.1%	12.8%	12.5%	9.7%	16.7%	20.7%
2008 - 2012	13.8%	11.1%	15.4%	18.8%	9.7%	16.7%	10.3%
2013 - 2017	20.4%	27.8%	15.4%	18.8%	19.4%	11.1%	31.0%
2018 or later	32.3%	27.8%	33.3%	25.0%	41.9%	44.4%	24.1%
<b>Total(n)</b>	<b>167</b>	<b>18</b>	<b>39</b>	<b>32</b>	<b>31</b>	<b>18</b>	<b>29</b>
<b>Year of appointment at present institution</b>							
1982 or earlier	1.2%	0.0%	2.6%	0.0%	3.3%	0.0%	0.0%
1983 - 1987	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1988 - 1992	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	2.4%	5.6%	2.6%	6.3%	0.0%	0.0%	0.0%
1998 - 2002	7.2%	5.6%	10.3%	9.4%	0.0%	16.7%	3.4%
2003 - 2007	11.4%	22.2%	7.7%	9.4%	13.3%	0.0%	17.2%
2008 - 2012	15.1%	11.1%	12.8%	18.8%	13.3%	22.2%	13.8%
2013 - 2017	21.1%	22.2%	17.9%	28.1%	16.7%	11.1%	27.6%
2018 or later	41.6%	33.3%	46.2%	28.1%	53.3%	50.0%	37.9%
<b>Total(n)</b>	<b>166</b>	<b>18</b>	<b>39</b>	<b>32</b>	<b>30</b>	<b>18</b>	<b>29</b>
<b>If tenured, year tenure was awarded</b>							
1982 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1983 - 1987	1.5%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%
1988 - 1992	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	1.5%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer,  
 Gender Non-Conforming, and Identity Not Listed Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public		Private		Other	
		Universities	Universities	Colleges	Nonsectarian 4yr Colleges	Catholic 4yr Colleges	Religious 4yr Colleges
1998 - 2002	5.9%	12.5%	0.0%	12.5%	8.3%	0.0%	0.0%
2003 - 2007	13.2%	25.0%	25.0%	12.5%	0.0%	16.7%	7.1%
2008 - 2012	19.1%	37.5%	16.7%	6.3%	16.7%	16.7%	28.6%
2013 - 2017	26.5%	0.0%	41.7%	25.0%	33.3%	16.7%	28.6%
2018 or later	32.4%	25.0%	8.3%	43.8%	33.3%	50.0%	35.7%
<b>Total(n)</b>	<b>68</b>	<b>8</b>	<b>12</b>	<b>16</b>	<b>12</b>	<b>6</b>	<b>14</b>
<b>Aggregated Major</b>							
Agriculture or Forestry (General Area 1)	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Biological Sciences (General Area 5)	1.6%	0.0%	0.0%	4.3%	0.0%	0.0%	4.3%
Business (General Area 6)	1.6%	9.1%	0.0%	4.3%	0.0%	0.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	4.1%	9.1%	3.4%	0.0%	0.0%	12.5%	4.3%
Engineering (General Area 11)	4.1%	0.0%	6.9%	0.0%	10.0%	6.3%	0.0%
English (General Area 12)	13.9%	9.1%	17.2%	8.7%	10.0%	25.0%	13.0%
Health-related (General Area 15)	4.9%	0.0%	10.3%	4.3%	0.0%	12.5%	0.0%
History or Political Science (Specific Discipline 3007,3009)	8.2%	18.2%	0.0%	0.0%	20.0%	12.5%	8.7%
Humanities (General Area 14,24)	15.6%	9.1%	17.2%	8.7%	5.0%	12.5%	34.8%
Fine Arts (General Area 2,4,22)	11.5%	27.3%	13.8%	8.7%	20.0%	0.0%	4.3%
Mathematics or Statistics (General Area 18)	1.6%	0.0%	3.4%	0.0%	0.0%	0.0%	4.3%
Physical Sciences (General Area 25)	4.1%	0.0%	6.9%	4.3%	5.0%	6.3%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.1%	9.1%	10.3%	34.8%	10.0%	6.3%	4.3%
Other Technical (General Area 8,19,28)	3.3%	9.1%	3.4%	4.3%	5.0%	0.0%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.5%	0.0%	6.9%	17.4%	15.0%	6.3%	17.4%
<b>Total(n)</b>	<b>122</b>	<b>11</b>	<b>29</b>	<b>23</b>	<b>20</b>	<b>16</b>	<b>23</b>
<b>Aggregated Department</b>							
Agriculture or Forestry (General Area 1)	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%
Biological Sciences (General Area 5)	1.6%	0.0%	0.0%	4.3%	0.0%	0.0%	4.3%
Business (General Area 6)	1.6%	9.1%	0.0%	4.3%	0.0%	0.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	1.6%	9.1%	0.0%	0.0%	0.0%	6.3%	0.0%
Engineering (General Area 11)	4.1%	0.0%	6.9%	0.0%	10.0%	6.3%	0.0%
English (General Area 12)	13.9%	9.1%	17.2%	8.7%	10.0%	31.3%	8.7%
Health-related (General Area 15)	4.9%	0.0%	10.3%	4.3%	0.0%	12.5%	0.0%
History or Political Science (Specific Discipline 3007,3009)	7.4%	18.2%	0.0%	0.0%	20.0%	12.5%	4.3%
Humanities (General Area 14,24)	15.6%	9.1%	17.2%	8.7%	5.0%	12.5%	34.8%
Fine Arts (General Area 2,4,22)	11.5%	27.3%	17.2%	8.7%	15.0%	0.0%	4.3%
Mathematics or Statistics (General Area 18)	4.1%	0.0%	3.4%	4.3%	0.0%	0.0%	13.0%
Physical Sciences (General Area 25)	2.5%	0.0%	6.9%	0.0%	0.0%	6.3%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.3%	9.1%	6.9%	39.1%	5.0%	6.3%	4.3%
Other Technical (General Area 8,19,28)	3.3%	9.1%	3.4%	4.3%	5.0%	0.0%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.8%	0.0%	10.3%	13.0%	30.0%	6.3%	21.7%
<b>Total(n)</b>	<b>122</b>	<b>11</b>	<b>29</b>	<b>23</b>	<b>20</b>	<b>16</b>	<b>23</b>
<b>Faculty works in a STEM department</b>							
Yes	16.6%	5.3%	25.6%	12.5%	9.7%	27.8%	16.7%
No	83.4%	94.7%	74.4%	87.5%	90.3%	72.2%	83.3%
<b>Total(n)</b>	<b>169</b>	<b>19</b>	<b>39</b>	<b>32</b>	<b>31</b>	<b>18</b>	<b>30</b>
<b>CIRP Construct: Civic Minded Values</b>							
Mean Score	58.7	58.54	58.26	59.66	58.57	59.72	57.82
High Construct Group Score	73.5%	71.4%	72.2%	75.0%	70.8%	83.3%	70.4%
Average Construct Score Group	20.4%	14.3%	19.4%	25.0%	20.8%	11.1%	25.9%
Low Construct Score Group	6.1%	14.3%	8.3%	0.0%	8.3%	5.6%	3.7%
<b>CIRP Construct: Civic Minded Practices</b>							
Mean Score	49.32	49.32	49.91	49.58	49.7	48.61	48.31
High Construct Group Score	30.8%	26.3%	33.3%	37.5%	25.8%	33.3%	26.7%
Average Construct Score Group	36.1%	42.1%	41.0%	21.9%	45.2%	27.8%	36.7%
Low Construct Score Group	33.1%	31.6%	25.6%	40.6%	29.0%	38.9%	36.7%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>							
Mean Score	42.51	46.6	41.1	41.21	43.24	43.79	42.3
High Construct Group Score	10.1%	16.7%	8.8%	7.7%	4.3%	17.6%	11.1%
Average Construct Score Group	30.2%	50.0%	20.6%	30.8%	34.8%	17.6%	37.0%
Low Construct Score Group	59.7%	33.3%	70.6%	61.5%	60.9%	64.7%	51.9%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>							
Mean Score	48.48	53	48.24	46.89	48.42	52.49	45.51
High Construct Group Score	27.5%	41.7%	25.8%	24.0%	28.6%	47.1%	12.0%
Average Construct Score Group	37.4%	25.0%	35.5%	32.0%	42.9%	41.2%	44.0%
Low Construct Score Group	35.1%	33.3%	38.7%	44.0%	28.6%	11.8%	44.0%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>							
Mean Score	50.72	56.2	50.43	49.2	51.95	49.95	49.46
High Construct Group Score	34.6%	50.0%	35.5%	28.0%	36.4%	41.2%	26.9%
Average Construct Score Group	34.6%	33.3%	25.8%	40.0%	40.9%	23.5%	42.3%
Low Construct Score Group	30.8%	16.7%	38.7%	32.0%	22.7%	35.3%	30.8%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>							
Mean Score	42.76	43.06	47.53	38.33	42.13	45.37	39.9
High Construct Group Score	9.9%	8.3%	19.4%	8.0%	4.8%	17.6%	0.0%
Average Construct Score Group	26.7%	25.0%	41.9%	4.0%	28.6%	35.3%	24.0%
Low Construct Score Group	63.4%	66.7%	38.7%	88.0%	66.7%	47.1%	76.0%

**2022-2023 HERI Faculty Survey**  
**Full-Time Undergraduate Faculty - Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

Note: Due to decreased institutional participation, this year's data has not been weighted and normed and therefore, it is not nationally representative of all full-time undergraduate faculty.	Total	Public	Private	Public 4yr	Private	Catholic 4yr	Other
		Universities	Universities	Colleges	Nonsectarian 4yr Colleges	Colleges	Religious 4yr Colleges
<b>CIRP Construct: Mentor Self-Efficacy</b>							
Mean Score	52.44	50.59	56.12	.	50.12	50.58	52.28
High Construct Group Score	40.5%	33.3%	54.5%	0.0%	28.6%	33.3%	41.7%
Average Construct Score Group	38.1%	16.7%	36.4%	0.0%	42.9%	50.0%	41.7%
Low Construct Score Group	21.4%	50.0%	9.1%	0.0%	28.6%	16.7%	16.7%
<b>CIRP Construct: Student-Centered Pedagogy</b>							
Mean Score	54.64	50.27	54.98	52.97	56.44	55.33	55.87
High Construct Group Score	51.0%	21.4%	50.0%	53.6%	50.0%	61.1%	58.6%
Average Construct Score Group	37.1%	57.1%	33.3%	28.6%	46.2%	22.2%	41.4%
Low Construct Score Group	11.9%	21.4%	16.7%	17.9%	3.8%	16.7%	0.0%
<b>CIRP Construct: Scholarly Productivity</b>							
Mean Score	51.33	48.49	52.45	51.38	50.23	51.17	52.82
High Construct Group Score	35.2%	22.2%	45.9%	35.7%	27.6%	27.8%	41.4%
Average Construct Score Group	47.8%	50.0%	37.8%	39.3%	55.2%	61.1%	51.7%
Low Construct Score Group	17.0%	27.8%	16.2%	25.0%	17.2%	11.1%	6.9%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>							
Mean Score	47.03	47.93	47.34	45.26	46.94	49.91	46.22
High Construct Group Score	23.4%	16.7%	27.3%	11.5%	26.1%	35.3%	23.1%
Average Construct Score Group	32.8%	41.7%	21.2%	46.2%	30.4%	29.4%	34.6%
Low Construct Score Group	43.8%	41.7%	51.5%	42.3%	43.5%	35.3%	42.3%
<b>CIRP Construct: Satisfaction with Compensation</b>							
Mean Score	47.27	46.4	47.42	45.82	51.52	47.06	45.39
High Construct Group Score	16.8%	16.7%	20.0%	4.2%	31.8%	11.8%	15.4%
Average Construct Score Group	42.7%	50.0%	40.0%	50.0%	40.9%	47.1%	34.6%
Low Construct Score Group	40.5%	33.3%	40.0%	45.8%	27.3%	41.2%	50.0%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>							
Mean Score	47.06	48.03	45.72	46.43	50.07	48.1	45.5
High Construct Group Score	21.4%	25.0%	23.3%	20.8%	22.7%	17.6%	19.2%
Average Construct Score Group	40.5%	50.0%	30.0%	33.3%	54.5%	52.9%	34.6%
Low Construct Score Group	38.2%	25.0%	46.7%	45.8%	22.7%	29.4%	46.2%
<b>CIRP Construct: Science Identity</b>							
Mean Score	66.22	88.6	58.3	.	.	57.43	68.98
High Construct Group Score	66.7%	100.0%	50.0%	0.0%	0.0%	50.0%	75.0%
Average Construct Score Group	11.1%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%
Low Construct Score Group	22.2%	0.0%	50.0%	0.0%	0.0%	0.0%	25.0%
<b>CIRP Construct: Science Self-Efficacy</b>							
Mean Score	50.54	44.2	59.19	.	.	50.04	50.22
High Construct Group Score	25.0%	0.0%	100.0%	0.0%	0.0%	0.0%	25.0%
Average Construct Score Group	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%
Low Construct Score Group	25.0%	100.0%	0.0%	0.0%	0.0%	0.0%	25.0%
<b>CIRP Construct: Career-Related Stress</b>							
Mean Score	54.4	51.47	54.21	56.32	51.33	55.59	55.91
High Construct Group Score	44.5%	33.3%	44.8%	45.8%	23.8%	50.0%	61.5%
Average Construct Score Group	43.8%	33.3%	44.8%	45.8%	57.1%	43.8%	34.6%
Low Construct Score Group	11.7%	33.3%	10.3%	8.3%	19.0%	6.3%	3.8%
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>							
Mean Score	55.08	55.62	55.79	53.15	54.83	56.21	55.32
High Construct Group Score	49.7%	57.1%	52.8%	35.7%	45.8%	50.0%	59.3%
Average Construct Score Group	45.6%	35.7%	41.7%	53.6%	50.0%	50.0%	40.7%
Low Construct Score Group	4.8%	7.1%	5.6%	10.7%	4.2%	0.0%	0.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>All Respondents</b>	13,638	3,809	3,306	3,478	1,525	1,457	32	31
<b>What is your current gender identity?</b>								
Man	47.4%	57.5%	48.6%	41.9%	40.5%	38.7%	41.9%	35.3%
Woman	50.5%	40.9%	49.3%	55.4%	57.4%	59.1%	58.1%	58.8%
Non-binary	0.8%	0.6%	0.5%	1.5%	0.3%	0.6%	0.0%	0.0%
Genderqueer/Gender non-conforming	0.8%	0.5%	1.1%	0.7%	1.2%	0.6%	0.0%	0.0%
Not listed above	0.6%	0.6%	0.5%	0.5%	0.5%	1.1%	0.0%	5.9%
Total (n)	13,483	3,764	3,271	3,459	1,503	1,438	31	17
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>								
Yes	84.3%	95.8%	96.5%	94.5%	46.6%	43.3%	0.0%	73.9%
No	15.7%	4.2%	3.5%	5.5%	53.4%	56.7%	100.0%	26.1%
Total (n)	13,583	3,793	3,301	3,474	1,516	1,453	23	23
<b>What is your present academic rank?</b>								
Professor	28.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Associate Professor	24.3%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assistant Professor	25.6%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Lecturer	11.2%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Instructor	10.7%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Graduate Student/Teaching Assistant	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Total (n)	13,607	3,809	3,306	3,478	1,525	1,457	32	0
<b>What is your tenure status at this institution?</b>								
Tenured	42.9%	85.6%	73.2%	4.1%	0.6%	0.2%	0.0%	15.8%
On tenure track, but not tenured	17.3%	1.2%	8.1%	57.7%	0.7%	1.7%	0.0%	15.8%
Not on tenure track, but institution has tenure system	35.6%	10.4%	15.9%	33.9%	95.9%	86.3%	95.5%	47.4%
Institution has no tenure system	4.2%	2.8%	2.8%	4.4%	2.9%	11.8%	4.5%	21.1%
Total (n)	13,591	3,803	3,304	3,472	1,522	1,449	22	19
<b>Are you retired from this institution?</b>								
Yes	0.8%	1.4%	0.4%	0.3%	1.2%	1.2%	0.0%	0.0%
No	99.2%	98.6%	99.6%	99.7%	98.8%	98.8%	0.0%	100.0%
Total (n)	13,559	3,795	3,298	3,469	1,519	1,453	0	25
<b>What is your principal activity in your current position at this institution?</b>								
Administration	7.1%	14.1%	6.8%	2.5%	3.4%	4.2%	0.0%	8.3%
Teaching	84.2%	77.6%	83.2%	85.6%	93.5%	91.0%	0.0%	79.2%
Research	6.2%	6.5%	7.9%	9.4%	0.5%	0.3%	0.0%	0.0%
Services to clients and patients	0.9%	0.8%	0.6%	0.9%	0.9%	1.4%	0.0%	8.3%
Other	1.6%	1.0%	1.5%	1.6%	1.7%	3.0%	0.0%	4.2%
Total (n)	13,436	3,738	3,276	3,463	1,499	1,436	0	24
<b>PART-TIME ONLY</b>								
<b>If given the choice, I would prefer to work full-time at this institution</b>								
Yes	58.0%	53.1%	47.8%	63.1%	60.5%	56.1%	0.0%	66.7%
No	42.0%	46.9%	52.2%	36.9%	39.5%	43.9%	0.0%	33.3%
Total (n)	1,602	96	67	130	668	635	0	6
<b>Have you ever sought a full-time teaching position at this or another institution?</b>								
Yes	52.7%	55.8%	48.5%	57.3%	53.6%	50.5%	0.0%	100.0%
No	47.3%	44.2%	51.5%	42.7%	46.4%	49.5%	0.0%	0.0%
Total (n)	1,606	95	68	131	672	634	0	6
<b>If yes above, how long ago did you pursue a full-time position?</b>								
Currently seeking a position	22.2%	21.2%	18.8%	10.7%	25.3%	22.2%	0.0%	16.7%
Within the last year	11.9%	7.7%	3.1%	14.7%	11.8%	13.1%	0.0%	0.0%
1 to 2 years ago	11.3%	15.4%	6.3%	13.3%	9.0%	13.4%	0.0%	0.0%
3 to 5 years ago	16.8%	5.8%	9.4%	24.0%	19.4%	14.7%	0.0%	16.7%
More than 5 years ago	37.8%	50.0%	62.5%	37.3%	34.6%	36.6%	0.0%	66.7%
Total (n)	841	52	32	75	356	320	0	6
<b>Is your full-time professional career outside academia?</b>								
Yes	41.2%	32.6%	42.6%	48.9%	40.4%	41.6%	0.0%	50.0%
No	58.8%	67.4%	57.4%	51.1%	59.6%	58.4%	0.0%	50.0%
Total (n)	1,604	95	68	131	669	635	0	6
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>								
<b>My part-time position is an important source of income for me</b>								
Strongly Agree	46.3%	46.8%	37.3%	41.4%	53.4%	40.6%	0.0%	50.0%
Somewhat Agree	30.6%	40.4%	35.8%	29.7%	26.9%	32.9%	0.0%	16.7%
Somewhat Disagree	12.7%	8.5%	17.9%	14.8%	10.0%	15.1%	0.0%	33.3%
Strongly Disagree	10.3%	4.3%	9.0%	14.1%	9.7%	11.4%	0.0%	0.0%
Total (n)	1,586	94	67	128	661	630	0	6
Mean	3.13	3.30	3.01	2.98	3.24	3.03	.	3.17
Standard deviation	0.99	0.80	0.96	1.06	0.98	1.01	.	0.98
<b>Compensation is not a major consideration in my decision to teach part-time</b>								
Strongly Agree	15.4%	13.7%	20.6%	22.0%	11.3%	18.0%	0.0%	16.7%
Somewhat Agree	31.6%	44.2%	33.8%	33.9%	27.5%	33.3%	0.0%	16.7%
Somewhat Disagree	26.8%	20.0%	19.1%	29.1%	28.8%	25.8%	0.0%	50.0%
Strongly Disagree	26.2%	22.1%	26.5%	15.0%	32.4%	22.8%	0.0%	16.7%
Total (n)	1,575	95	68	127	652	627	0	6
Mean	2.36	2.49	2.49	2.63	2.18	2.47	.	2.33
Standard deviation	1.03	0.99	1.10	0.99	1.01	1.03	.	1.03

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Part-time teaching is a stepping-stone to a full-time position</b>								
Strongly Agree	17.4%	22.3%	18.2%	13.5%	18.1%	16.9%	0.0%	0.0%
Somewhat Agree	29.8%	24.5%	34.8%	37.3%	29.3%	29.1%	0.0%	33.3%
Somewhat Disagree	24.1%	21.3%	13.6%	22.2%	21.9%	28.3%	0.0%	33.3%
Strongly Disagree	28.7%	31.9%	33.3%	27.0%	30.8%	25.8%	0.0%	33.3%
Total(n)	1,580	94	66	126	659	629	0	6
Mean	2.36	2.37	2.38	2.37	2.35	2.37	.	2.00
Standard deviation	1.07	1.15	1.13	1.03	1.10	1.04	.	0.89
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>								
Strongly Agree	12.7%	11.6%	11.8%	8.6%	21.4%	4.8%	0.0%	0.0%
Somewhat Agree	6.8%	10.5%	7.4%	11.7%	8.9%	3.2%	0.0%	0.0%
Somewhat Disagree	8.6%	8.4%	11.8%	7.0%	8.3%	9.1%	0.0%	0.0%
Strongly Disagree	71.9%	69.5%	69.1%	72.7%	61.5%	83.0%	0.0%	100.0%
Total(n)	1,580	95	68	128	654	629	0	6
Mean	1.60	1.64	1.62	1.56	1.90	1.30	.	1.00
Standard deviation	1.07	1.07	1.05	1.00	1.25	0.75	.	0.00
<b>Teaching part-time fits my current lifestyle</b>								
Strongly Agree	51.8%	56.8%	60.3%	52.3%	50.3%	51.9%	0.0%	33.3%
Somewhat Agree	33.2%	33.7%	30.9%	30.5%	31.8%	35.4%	0.0%	50.0%
Somewhat Disagree	8.6%	5.3%	5.9%	9.4%	9.5%	8.3%	0.0%	0.0%
Strongly Disagree	6.3%	4.2%	2.9%	7.8%	8.4%	4.4%	0.0%	16.7%
Total(n)	1,597	95	68	128	664	636	0	6
Mean	3.31	3.43	3.49	3.27	3.24	3.35	.	3.00
Standard deviation	0.87	0.78	0.74	0.93	0.94	0.81	.	1.10
<b>Full-time positions were not available</b>								
Strongly Agree	33.1%	32.6%	29.2%	22.0%	36.4%	32.4%	0.0%	50.0%
Somewhat Agree	25.0%	27.2%	13.8%	27.6%	25.2%	25.1%	0.0%	16.7%
Somewhat Disagree	18.7%	10.9%	24.6%	24.4%	16.1%	20.7%	0.0%	33.3%
Strongly Disagree	23.2%	29.3%	32.3%	26.0%	22.3%	21.8%	0.0%	0.0%
Total(n)	1,554	92	65	127	646	618	0	6
Mean	2.68	2.63	2.40	2.46	2.76	2.68	.	3.17
Standard deviation	1.16	1.22	1.22	1.10	1.17	1.14	.	0.98
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>								
Strongly Agree	89.2%	88.4%	89.7%	87.7%	88.8%	90.2%	0.0%	66.7%
Somewhat Agree	8.6%	7.4%	8.8%	9.2%	9.0%	8.0%	0.0%	33.3%
Somewhat Disagree	1.1%	3.2%	0.0%	3.1%	0.9%	0.8%	0.0%	0.0%
Strongly Disagree	1.1%	1.1%	1.5%	0.0%	1.3%	0.9%	0.0%	0.0%
Total(n)	1,602	95	68	130	668	635	0	6
Mean	3.86	3.83	3.87	3.85	3.85	3.88	.	3.67
Standard deviation	0.45	0.52	0.45	0.44	0.47	0.43	.	0.52
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>								
Use of private office	14.8%	21.4%	21.1%	22.7%	12.3%	14.2%	5.9%	14.3%
Shared office space	35.7%	17.9%	18.3%	20.5%	46.5%	31.3%	94.1%	0.0%
A personal computer	22.1%	25.0%	28.2%	27.3%	22.3%	18.8%	52.9%	14.3%
An email account	93.6%	85.7%	85.9%	94.7%	94.4%	95.1%	82.4%	85.7%
A phone/voicemail	18.5%	20.5%	21.1%	24.2%	18.9%	16.0%	29.4%	14.3%
Professional development funds	10.5%	14.3%	14.1%	15.2%	10.1%	9.0%	5.9%	14.3%
Printer access (i.e., free printing)	50.4%	44.6%	32.4%	42.4%	54.8%	50.2%	64.7%	28.6%
Parking privileges	35.7%	40.2%	26.8%	34.8%	35.4%	36.6%	41.2%	14.3%
Total(n)	1,668	112	71	132	681	648	17	7
<b>Please indicate your agreement with the following statements.</b>								
<b>Part-time instructors at this institution:</b>								
<b>Are given specific training before teaching</b>								
Strongly Agree	23.7%	22.8%	29.4%	43.8%	18.9%	24.2%	0.0%	0.0%
Agree	30.8%	31.5%	32.4%	23.8%	29.6%	33.0%	0.0%	66.7%
Disagree	21.3%	20.7%	19.1%	16.9%	21.8%	22.0%	0.0%	16.7%
Strongly Disagree	24.2%	25.0%	19.1%	15.4%	29.6%	20.8%	0.0%	16.7%
Total(n)	1,592	92	68	130	665	631	0	6
Mean	2.54	2.52	2.72	2.96	2.38	2.61	.	2.50
Standard deviation	1.10	1.10	1.09	1.11	1.10	1.07	.	0.84
<b>Rarely get hired into full-time positions</b>								
Strongly Agree	33.4%	30.7%	14.8%	24.8%	42.7%	27.5%	0.0%	66.7%
Agree	34.1%	30.7%	44.3%	33.6%	31.3%	36.8%	0.0%	16.7%
Disagree	24.8%	26.1%	29.5%	31.2%	19.8%	28.2%	0.0%	16.7%
Strongly Disagree	7.6%	12.5%	11.5%	10.4%	6.2%	7.4%	0.0%	0.0%
Total(n)	1,498	88	61	125	626	592	0	6
Mean	2.93	2.80	2.62	2.73	3.10	2.84	.	3.50
Standard deviation	0.94	1.02	0.88	0.95	0.93	0.91	.	0.84
<b>Receive respect from students</b>								
Strongly Agree	64.7%	64.7%	56.3%	66.4%	61.8%	68.3%	0.0%	66.7%
Agree	29.3%	30.6%	34.4%	26.1%	31.3%	26.9%	0.0%	33.3%
Disagree	4.1%	4.7%	7.8%	5.0%	4.8%	2.7%	0.0%	0.0%
Strongly Disagree	1.9%	0.0%	1.6%	2.5%	2.1%	2.0%	0.0%	0.0%
Total(n)	1,493	85	64	119	629	590	0	6
Mean	3.57	3.60	3.45	3.56	3.53	3.62	.	3.67
Standard deviation	0.67	0.58	0.71	0.71	0.69	0.64	.	0.52

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Are primarily responsible for introductory classes</b>								
Strongly Agree	25.9%	25.3%	26.9%	19.5%	27.5%	25.4%	0.0%	50.0%
Agree	34.8%	37.4%	29.9%	34.4%	35.4%	34.5%	0.0%	33.3%
Disagree	26.8%	24.2%	34.3%	31.3%	24.4%	28.3%	0.0%	0.0%
Strongly Disagree	12.4%	13.2%	9.0%	14.8%	12.7%	11.7%	0.0%	16.7%
Total(n)	1,561	91	67	128	655	614	0	6
Mean	2.74	2.75	2.75	2.59	2.78	2.74	.	3.17
Standard deviation	0.98	0.98	0.96	0.97	0.99	0.97	.	1.17
<b>Have no guarantee of employment security</b>								
Strongly Agree	54.6%	43.5%	51.5%	50.0%	58.2%	53.6%	0.0%	66.7%
Agree	30.5%	39.1%	33.3%	34.6%	29.1%	29.7%	0.0%	16.7%
Disagree	11.8%	16.3%	12.1%	10.8%	9.8%	13.3%	0.0%	16.7%
Strongly Disagree	3.1%	1.1%	3.0%	4.6%	2.9%	3.4%	0.0%	0.0%
Total(n)	1,577	92	66	130	660	623	0	6
Mean	3.37	3.25	3.33	3.30	3.43	3.34	.	3.50
Standard deviation	0.81	0.76	0.81	0.84	0.78	0.83	.	0.84
<b>Have access to support services (e.g., administrative assistance)</b>								
Strongly Agree	42.0%	46.7%	44.8%	48.8%	39.2%	42.8%	0.0%	33.3%
Agree	35.5%	34.8%	34.3%	30.4%	35.5%	36.7%	0.0%	33.3%
Disagree	13.0%	12.0%	7.5%	14.4%	14.1%	12.2%	0.0%	16.7%
Strongly Disagree	9.5%	6.5%	13.4%	6.4%	11.2%	8.3%	0.0%	16.7%
Total(n)	1,573	92	67	125	659	624	0	6
Mean	3.10	3.22	3.10	3.22	3.03	3.14	.	2.83
Standard deviation	0.96	0.90	1.03	0.92	0.99	0.93	.	1.17
<b>Are compensated for advising/counseling students</b>								
Strongly Agree	6.7%	4.4%	15.6%	11.1%	3.6%	8.5%	0.0%	0.0%
Agree	14.7%	16.5%	15.6%	18.3%	12.8%	15.9%	0.0%	0.0%
Disagree	30.4%	38.5%	26.6%	30.2%	29.1%	30.9%	0.0%	50.0%
Strongly Disagree	48.2%	40.7%	42.2%	40.5%	54.6%	44.7%	0.0%	50.0%
Total(n)	1,541	91	64	126	643	611	0	6
Mean	1.80	1.85	2.05	2.00	1.65	1.88	.	1.50
Standard deviation	0.93	0.86	1.10	1.02	0.84	0.97	.	0.55
<b>Are required to attend meetings</b>								
Strongly Agree	10.4%	15.2%	10.8%	7.1%	11.7%	8.9%	0.0%	16.7%
Agree	27.4%	34.8%	33.8%	33.1%	22.5%	29.9%	0.0%	0.0%
Disagree	35.2%	34.8%	32.3%	39.4%	36.0%	33.8%	0.0%	50.0%
Strongly Disagree	27.0%	15.2%	23.1%	20.5%	29.9%	27.4%	0.0%	33.3%
Total(n)	1,577	92	65	127	659	628	0	6
Mean	2.21	2.50	2.32	2.27	2.16	2.20	.	2.00
Standard deviation	0.96	0.93	0.95	0.87	0.98	0.94	.	1.10
<b>Have good working relationships with the administration</b>								
Strongly Agree	44.7%	47.8%	48.5%	41.1%	42.1%	47.3%	0.0%	50.0%
Agree	39.3%	35.9%	33.3%	45.7%	40.3%	38.3%	0.0%	16.7%
Disagree	11.6%	13.0%	13.6%	10.9%	12.4%	10.7%	0.0%	0.0%
Strongly Disagree	4.3%	3.3%	4.5%	2.3%	5.1%	3.6%	0.0%	33.3%
Total(n)	1,589	92	66	129	662	634	0	6
Mean	3.25	3.28	3.26	3.26	3.19	3.29	.	2.83
Standard deviation	0.82	0.82	0.86	0.74	0.84	0.80	.	1.47
<b>Are respected by full-time faculty</b>								
Strongly Agree	37.4%	44.6%	39.4%	39.8%	30.9%	42.2%	0.0%	50.0%
Agree	38.4%	41.3%	37.9%	43.0%	36.7%	38.9%	0.0%	50.0%
Disagree	16.9%	10.9%	16.7%	10.9%	21.2%	14.7%	0.0%	0.0%
Strongly Disagree	7.3%	3.3%	6.1%	6.3%	11.3%	4.2%	0.0%	0.0%
Total(n)	1,574	92	66	128	657	625	0	6
Mean	3.06	3.27	3.11	3.16	2.87	3.19	.	3.50
Standard deviation	0.91	0.79	0.90	0.86	0.98	0.84	.	0.55
<b>Are paid fairly</b>								
Strongly Agree	13.5%	20.9%	17.9%	20.9%	9.6%	14.4%	0.0%	16.7%
Agree	28.4%	26.4%	28.4%	32.6%	27.1%	29.4%	0.0%	0.0%
Disagree	27.9%	29.7%	26.9%	27.1%	28.2%	27.5%	0.0%	50.0%
Strongly Disagree	30.3%	23.1%	26.9%	19.4%	35.1%	28.8%	0.0%	33.3%
Total(n)	1,583	91	67	129	664	626	0	6
Mean	2.25	2.45	2.37	2.55	2.11	2.29	.	2.00
Standard deviation	1.03	1.07	1.07	1.03	1.00	1.04	.	1.10
<b>Have input in course designs</b>								
Strongly Agree	34.7%	41.1%	23.9%	33.6%	31.8%	38.1%	0.0%	33.3%
Agree	37.3%	36.7%	47.8%	37.5%	35.6%	38.0%	0.0%	33.3%
Disagree	15.2%	18.9%	11.9%	18.8%	16.3%	13.1%	0.0%	16.7%
Strongly Disagree	12.9%	3.3%	16.4%	10.2%	16.3%	10.8%	0.0%	16.7%
Total(n)	1,581	90	67	128	663	627	0	6
Mean	2.94	3.16	2.79	2.95	2.83	3.03	.	2.83
Standard deviation	1.01	0.85	0.99	0.97	1.05	0.97	.	1.17
<b>Are included in faculty governance</b>								
Strongly Agree	10.3%	16.5%	18.8%	20.3%	5.6%	11.6%	0.0%	0.0%
Agree	29.2%	34.1%	35.9%	39.8%	25.0%	30.0%	0.0%	33.3%
Disagree	27.5%	28.6%	17.2%	22.7%	27.8%	29.0%	0.0%	33.3%
Strongly Disagree	32.9%	20.9%	28.1%	17.2%	41.7%	29.4%	0.0%	33.3%
Total(n)	1,557	91	64	128	648	620	0	6
Mean	2.17	2.46	2.45	2.63	1.94	2.24	.	2.00

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.00	1.00	1.10	1.00	0.94	1.00	.	0.89
<b>Aside from this institution, at how many other institutions do you teach?</b>								
None	54.7%	53.1%	57.4%	58.0%	53.0%	55.1%	82.4%	50.0%
1	28.7%	25.0%	29.4%	28.2%	28.1%	30.2%	17.6%	33.3%
2	9.6%	13.5%	5.9%	7.6%	11.9%	7.7%	0.0%	0.0%
3 or more	7.0%	8.3%	7.4%	6.1%	7.0%	6.9%	0.0%	16.7%
Total(n)	1,625	96	68	131	672	635	17	6
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>								
More than three months	22.9%	32.6%	23.5%	17.1%	20.2%	25.9%	6.3%	20.0%
1-3 months	44.3%	41.1%	42.6%	50.4%	47.5%	41.2%	12.5%	40.0%
3-4 weeks	19.9%	18.9%	23.5%	22.5%	18.8%	20.2%	31.3%	0.0%
1-2 weeks	9.9%	7.4%	8.8%	6.2%	10.9%	9.6%	18.8%	40.0%
Less than 1 week	2.9%	0.0%	1.5%	3.9%	2.5%	3.0%	31.3%	0.0%
Total(n)	1,615	95	68	129	669	633	16	5
Mean	3.74	3.99	3.78	3.71	3.72	3.77	2.44	3.40
Standard deviation								
<b>END OF PART-TIME ONLY</b>	1.01	0.91	0.96	0.96	0.99	1.03	1.26	1.34
<b>Personally, how important to you is:</b>								
<b>Research</b>								
Essential	36.3%	45.7%	37.6%	39.1%	20.9%	17.3%	0.0%	28.6%
Very Important	31.4%	30.5%	32.5%	33.4%	27.8%	30.6%	0.0%	21.4%
Somewhat Important	25.1%	20.2%	24.5%	22.7%	36.3%	33.0%	0.0%	42.9%
Not Important	7.3%	3.6%	5.4%	4.8%	15.0%	19.0%	0.0%	7.1%
Total(n)	13,401	3,737	3,276	3,452	1,484	1,424	0	28
Mean	2.97	3.18	3.02	3.07	2.55	2.46	.	2.71
Standard deviation	0.95	0.88	0.91	0.90	0.98	0.99	.	0.98
<b>Personally, how important to you is:</b>								
<b>Teaching</b>								
Essential	79.8%	79.0%	79.7%	79.7%	81.9%	80.4%	0.0%	78.6%
Very Important	17.8%	18.7%	17.7%	17.8%	16.2%	17.6%	0.0%	10.7%
Somewhat Important	2.1%	2.0%	2.3%	2.1%	1.8%	1.9%	0.0%	10.7%
Not Important	0.3%	0.3%	0.3%	0.3%	0.1%	0.1%	0.0%	0.0%
Total(n)	13,455	3,743	3,287	3,466	1,497	1,434	0	28
Mean	3.77	3.76	3.77	3.77	3.80	3.78	.	3.68
Standard deviation	0.48	0.49	0.49	0.49	0.45	0.47	.	0.67
<b>Personally, how important to you is:</b>								
<b>Service</b>								
Essential	26.1%	27.4%	25.2%	23.6%	26.6%	30.4%	0.0%	39.3%
Very Important	44.8%	45.9%	47.1%	45.5%	40.4%	39.7%	0.0%	32.1%
Somewhat Important	26.1%	24.7%	25.6%	28.4%	27.1%	24.4%	0.0%	25.0%
Not Important	3.0%	2.1%	2.1%	2.5%	5.9%	5.5%	0.0%	3.6%
Total(n)	13,393	3,728	3,281	3,454	1,476	1,426	0	28
Mean	2.94	2.99	2.95	2.90	2.88	2.95	.	3.07
Standard deviation	0.80	0.78	0.77	0.78	0.87	0.88	.	0.90
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>								
0	7.9%	11.8%	8.2%	5.9%	5.2%	4.7%	28.1%	4.3%
1	15.3%	16.2%	11.8%	10.5%	19.5%	27.1%	50.0%	4.3%
2	24.0%	25.8%	26.2%	24.1%	19.5%	19.7%	9.4%	8.7%
3	26.3%	25.5%	30.3%	30.1%	20.9%	16.8%	6.3%	17.4%
4	16.1%	14.4%	15.6%	18.2%	17.1%	15.9%	3.1%	34.8%
5 or more	10.3%	6.4%	8.0%	11.1%	17.8%	15.7%	3.1%	30.4%
Total(n)	13,606	3,800	3,300	3,475	1,521	1,455	32	23
<b>How many of the courses that you are teaching this term are:</b>								
<b>General education courses</b>								
0	62.6%	61.9%	63.9%	66.7%	56.1%	59.2%	57.9%	29.4%
1-2	29.7%	32.4%	30.8%	26.4%	29.4%	28.5%	36.8%	35.3%
3-4	6.5%	5.5%	4.9%	6.2%	10.4%	8.7%	5.3%	5.9%
5+	1.3%	0.2%	0.4%	0.7%	4.0%	3.6%	0.0%	29.4%
Total(n)	11,168	2,940	2,705	2,916	1,313	1,258	19	17
<b>Courses required for an undergraduate major</b>								
0	22.2%	21.8%	21.6%	20.4%	22.0%	29.2%	33.3%	15.0%
1-2	50.8%	55.6%	52.6%	48.0%	47.3%	45.8%	52.4%	35.0%
3-4	23.0%	20.4%	22.7%	27.0%	24.1%	18.9%	14.3%	35.0%
5+	4.0%	2.1%	3.0%	4.6%	6.6%	6.1%	0.0%	15.0%
Total(n)	11,625	3,032	2,825	3,074	1,354	1,299	21	20
<b>Other undergraduate credit courses</b>								
0	62.0%	61.9%	61.4%	63.4%	56.6%	66.1%	77.8%	43.8%
1-2	32.9%	34.4%	34.2%	31.7%	33.9%	28.3%	16.7%	43.8%
3-4	4.2%	3.3%	4.0%	4.4%	6.8%	4.0%	5.6%	6.3%
5+	0.9%	0.4%	0.5%	0.5%	2.7%	1.6%	0.0%	6.3%
Total(n)	9,959	2,569	2,396	2,630	1,169	1,161	18	16
<b>Developmental/remedial courses (not for credit)</b>								
0	97.2%	98.1%	98.0%	97.3%	95.8%	95.0%	88.9%	100.0%



	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-2	2.5%	1.8%	1.8%	2.5%	3.6%	4.2%	11.1%	0.0%
3-4	0.2%	0.1%	0.2%	0.1%	0.3%	0.6%	0.0%	0.0%
5+	0.1%	0.0%	0.0%	0.1%	0.3%	0.2%	0.0%	0.0%
<b>Total(n)</b>	<b>9,575</b>	<b>2,426</b>	<b>2,272</b>	<b>2,523</b>	<b>1,172</b>	<b>1,149</b>	<b>18</b>	<b>15</b>
<b>Graduate courses</b>								
0	63.9%	60.6%	61.2%	63.7%	71.9%	68.9%	89.5%	81.3%
1-2	28.2%	32.7%	30.1%	26.0%	22.3%	25.3%	10.5%	18.8%
3-4	6.9%	6.0%	7.8%	8.7%	5.1%	4.5%	0.0%	0.0%
5+	1.1%	0.7%	1.0%	1.6%	0.7%	1.3%	0.0%	0.0%
<b>Total(n)</b>	<b>10,475</b>	<b>2,764</b>	<b>2,518</b>	<b>2,741</b>	<b>1,230</b>	<b>1,187</b>	<b>19</b>	<b>16</b>
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>								
0	61.4%	68.5%	69.4%	60.2%	46.3%	45.2%	68.2%	55.0%
1-2	23.9%	20.3%	18.7%	23.2%	32.8%	36.6%	27.3%	20.0%
3-4	11.8%	9.4%	10.5%	13.8%	15.1%	12.3%	0.0%	10.0%
5+	2.9%	1.8%	1.4%	2.7%	5.9%	5.9%	4.5%	15.0%
<b>Total(n)</b>	<b>12,395</b>	<b>3,323</b>	<b>3,005</b>	<b>3,238</b>	<b>1,418</b>	<b>1,369</b>	<b>22</b>	<b>20</b>
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>								
Undergraduate credit courses	55.8%	53.2%	62.1%	54.7%	46.8%	60.3%	55.6%	80.0%
Graduate courses	23.0%	26.8%	18.0%	20.2%	30.4%	20.6%	11.1%	0.0%
Developmental/remedial courses	0.6%	0.0%	0.0%	1.5%	3.8%	1.5%	0.0%	0.0%
I do not teach	20.5%	20.0%	19.9%	23.6%	19.0%	17.6%	33.3%	20.0%
<b>Total(n)</b>	<b>1,091</b>	<b>455</b>	<b>272</b>	<b>203</b>	<b>79</b>	<b>68</b>	<b>9</b>	<b>5</b>
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>								
Yes	85.8%	86.6%	87.8%	84.9%	85.8%	80.7%	0.0%	96.4%
No	14.2%	13.4%	12.2%	15.1%	14.2%	19.3%	0.0%	3.6%
<b>Total(n)</b>	<b>13,549</b>	<b>3,794</b>	<b>3,294</b>	<b>3,469</b>	<b>1,514</b>	<b>1,450</b>	<b>0</b>	<b>28</b>
<b>In the past year, have you worked with or taught graduate students at this institution?</b>								
Yes	43.8%	49.0%	48.4%	43.0%	32.6%	33.1%	0.0%	50.0%
No	56.2%	51.0%	51.6%	57.0%	67.4%	66.9%	0.0%	50.0%
<b>Total(n)</b>	<b>13,462</b>	<b>3,773</b>	<b>3,268</b>	<b>3,448</b>	<b>1,505</b>	<b>1,442</b>	<b>0</b>	<b>26</b>
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>								
<b>In the past year, to what extent have you:</b>								
<b>Met with graduate students to discuss their research interests</b>								
To a Very Large Extent	24.2%	30.2%	26.6%	23.4%	12.3%	8.5%	0.0%	7.1%
To a Large Extent	19.2%	21.5%	21.6%	19.9%	10.9%	8.9%	0.0%	21.4%
To Some Extent	25.4%	26.0%	26.3%	24.5%	26.1%	21.4%	0.0%	28.6%
To a Small Extent	16.3%	14.0%	15.7%	17.0%	19.9%	21.4%	0.0%	14.3%
Not at All	14.9%	8.3%	9.7%	15.3%	30.8%	40.0%	0.0%	28.6%
<b>Total(n)</b>	<b>5,867</b>	<b>1,839</b>	<b>1,573</b>	<b>1,481</b>	<b>487</b>	<b>473</b>	<b>0</b>	<b>14</b>
<b>Mentored graduate students</b>								
To a Very Large Extent	35.5%	39.2%	38.8%	35.8%	24.7%	20.6%	0.0%	14.3%
To a Large Extent	23.2%	24.1%	24.5%	23.1%	19.6%	20.3%	0.0%	14.3%
To Some Extent	21.7%	21.4%	20.9%	20.4%	26.0%	25.8%	0.0%	14.3%
To a Small Extent	11.4%	9.8%	10.7%	11.2%	15.7%	15.9%	0.0%	14.3%
Not at All	8.1%	5.5%	5.1%	9.4%	14.0%	17.4%	0.0%	42.9%
<b>Total(n)</b>	<b>5,854</b>	<b>1,832</b>	<b>1,572</b>	<b>1,479</b>	<b>485</b>	<b>472</b>	<b>0</b>	<b>14</b>
<b>Helped graduate students access professional networks</b>								
To a Very Large Extent	18.8%	21.8%	19.6%	17.0%	16.9%	11.8%	0.0%	14.3%
To a Large Extent	21.5%	22.9%	23.6%	20.6%	15.4%	18.8%	0.0%	14.3%
To Some Extent	30.2%	30.5%	30.2%	30.7%	29.0%	28.8%	0.0%	21.4%
To a Small Extent	15.7%	14.7%	14.1%	16.0%	20.0%	19.5%	0.0%	14.3%
Not at All	13.9%	10.1%	12.6%	15.7%	18.8%	21.1%	0.0%	35.7%
<b>Total(n)</b>	<b>5,826</b>	<b>1,829</b>	<b>1,562</b>	<b>1,468</b>	<b>480</b>	<b>473</b>	<b>0</b>	<b>14</b>
<b>Presented with graduate students at conferences</b>								
To a Very Large Extent	7.8%	10.6%	8.9%	6.6%	3.7%	1.3%	0.0%	0.0%
To a Large Extent	7.7%	11.0%	8.8%	6.5%	1.2%	1.5%	0.0%	7.1%
To Some Extent	11.5%	13.0%	14.4%	11.1%	4.6%	3.8%	0.0%	7.1%
To a Small Extent	7.6%	7.7%	8.9%	8.1%	4.6%	4.2%	0.0%	7.1%
Not at All	65.5%	57.7%	58.9%	67.6%	85.9%	89.2%	0.0%	78.6%
<b>Total(n)</b>	<b>5,847</b>	<b>1,830</b>	<b>1,571</b>	<b>1,477</b>	<b>483</b>	<b>472</b>	<b>0</b>	<b>14</b>
<b>Published with graduate students</b>								
To a Very Large Extent	8.7%	12.6%	9.9%	7.0%	2.9%	1.1%	0.0%	7.1%
To a Large Extent	7.3%	10.9%	8.4%	5.9%	0.6%	0.6%	0.0%	0.0%
To Some Extent	10.6%	11.7%	14.5%	10.7%	2.7%	1.5%	0.0%	7.1%
To a Small Extent	6.7%	7.3%	8.3%	6.3%	3.8%	4.1%	0.0%	7.1%
Not at All	66.6%	57.5%	58.9%	70.2%	90.0%	92.7%	0.0%	78.6%
<b>Total(n)</b>	<b>5,815</b>	<b>1,817</b>	<b>1,568</b>	<b>1,472</b>	<b>478</b>	<b>466</b>	<b>0</b>	<b>14</b>
<b>Included graduate students in research grant writing</b>								
To a Very Large Extent	5.1%	7.2%	6.0%	3.8%	2.3%	0.4%	0.0%	7.1%
To a Large Extent	4.7%	6.0%	5.3%	4.8%	1.0%	0.9%	0.0%	7.1%
To Some Extent	8.6%	11.0%	10.6%	7.9%	1.7%	2.6%	0.0%	0.0%
To a Small Extent	7.8%	8.5%	9.4%	8.4%	2.9%	3.0%	0.0%	7.1%
Not at All	73.8%	67.3%	68.7%	75.2%	92.1%	93.2%	0.0%	78.6%
<b>Total(n)</b>	<b>5,818</b>	<b>1,812</b>	<b>1,571</b>	<b>1,473</b>	<b>480</b>	<b>468</b>	<b>0</b>	<b>14</b>

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>								
0	20.8%	14.2%	17.3%	26.4%	25.1%	35.8%	0.0%	38.5%
1-5	51.0%	51.4%	51.3%	49.4%	53.9%	50.5%	0.0%	38.5%
6-10	17.2%	21.3%	18.1%	15.5%	11.5%	9.9%	0.0%	15.4%
11-20	7.8%	9.8%	8.6%	6.4%	6.8%	2.9%	0.0%	7.7%
21 or more	3.1%	3.3%	4.7%	2.2%	2.7%	0.8%	0.0%	0.0%
Total(n)	5,856	1,839	1,568	1,475	486	475	0	13
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>								
0	57.5%	48.0%	50.5%	60.8%	77.7%	85.3%	0.0%	91.7%
1	9.1%	10.2%	9.5%	9.2%	7.6%	4.4%	0.0%	8.3%
2	7.1%	8.3%	7.8%	7.4%	3.3%	3.8%	0.0%	0.0%
3-4	8.9%	9.7%	10.4%	10.2%	3.9%	1.7%	0.0%	0.0%
5-8	8.1%	10.1%	10.4%	6.8%	3.3%	1.5%	0.0%	0.0%
9 or more	9.4%	13.6%	11.4%	5.6%	4.1%	3.4%	0.0%	0.0%
Total(n)	5,853	1,835	1,571	1,475	485	475	0	12
<b>In the past year, how many master's thesis committees have you chaired?</b>								
0	40.8%	38.3%	37.1%	41.2%	69.2%	67.1%	0.0%	100.0%
1	20.9%	21.5%	21.9%	22.1%	9.3%	8.6%	0.0%	0.0%
2	14.5%	15.2%	15.7%	15.2%	3.7%	2.9%	0.0%	0.0%
3-4	12.4%	14.2%	13.0%	11.6%	3.7%	1.4%	0.0%	0.0%
5-8	6.9%	6.9%	7.6%	6.4%	4.7%	5.7%	0.0%	0.0%
9 or more	4.6%	3.9%	4.6%	3.5%	9.3%	14.3%	0.0%	0.0%
Total(n)	2,483	951	776	578	107	70	0	1
<b>How many dissertation committees have you served on or are currently serving?</b>								
0	65.0%	53.5%	59.0%	70.4%	86.2%	90.3%	0.0%	90.9%
1	10.3%	11.7%	11.6%	10.9%	5.8%	3.6%	0.0%	9.1%
2	5.5%	7.2%	6.8%	4.4%	2.3%	1.9%	0.0%	0.0%
3-4	7.2%	9.5%	8.4%	6.5%	1.7%	1.7%	0.0%	0.0%
5-8	5.8%	8.1%	7.0%	4.8%	1.5%	0.6%	0.0%	0.0%
9 or more	6.2%	10.0%	7.2%	3.1%	2.5%	1.9%	0.0%	0.0%
Total(n)	5,817	1,818	1,563	1,473	479	473	0	11
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>								
0	50.4%	46.6%	49.5%	54.5%	70.8%	65.2%	0.0%	100.0%
1	17.5%	17.7%	19.6%	15.0%	12.3%	15.2%	0.0%	0.0%
2	10.1%	12.4%	9.8%	8.5%	0.0%	4.3%	0.0%	0.0%
3-4	11.3%	12.2%	9.9%	12.9%	6.2%	6.5%	0.0%	0.0%
5-8	6.5%	7.5%	6.8%	5.1%	4.6%	2.2%	0.0%	0.0%
9 or more	4.1%	3.6%	4.4%	3.9%	6.2%	6.5%	0.0%	0.0%
Total(n)	2,020	841	634	433	65	46	0	1
<b>Rate your agreement with the following statements:</b>								
<b>Graduate students in this program must compete for research opportunities</b>								
Strongly Agree	14.0%	15.1%	13.4%	13.9%	15.7%	9.4%	0.0%	10.0%
Somewhat Agree	29.5%	32.2%	28.4%	28.1%	28.4%	28.6%	0.0%	20.0%
Somewhat Disagree	28.0%	26.6%	28.4%	29.1%	26.8%	30.4%	0.0%	30.0%
Strongly Disagree	28.5%	26.1%	29.8%	28.9%	29.1%	31.6%	0.0%	40.0%
Total(n)	5,533	1,747	1,502	1,407	440	427	0	10
Mean	2.29	2.36	2.25	2.27	2.31	2.16	.	2.00
Standard deviation	1.03	1.03	1.03	1.03	1.05	0.98	.	1.05
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>								
Strongly Agree	28.4%	30.5%	28.7%	27.7%	28.7%	20.6%	0.0%	20.0%
Somewhat Agree	33.1%	32.8%	33.0%	33.0%	32.3%	36.0%	0.0%	50.0%
Somewhat Disagree	20.6%	19.7%	19.9%	21.6%	19.8%	24.0%	0.0%	10.0%
Strongly Disagree	17.9%	17.1%	18.3%	17.7%	19.2%	19.4%	0.0%	20.0%
Total(n)	5,557	1,752	1,500	1,413	449	433	0	10
Mean	2.72	2.77	2.72	2.71	2.71	2.58	.	2.70
Standard deviation	1.06	1.06	1.07	1.06	1.08	1.02	.	1.06
<b>This graduate program enrolls too few international students</b>								
Strongly Agree	10.2%	9.4%	10.8%	12.7%	7.8%	5.2%	0.0%	0.0%
Somewhat Agree	27.7%	28.6%	28.4%	27.9%	26.9%	21.8%	0.0%	20.0%
Somewhat Disagree	37.1%	37.1%	36.4%	37.1%	34.7%	41.1%	0.0%	50.0%
Strongly Disagree	25.1%	24.8%	24.3%	22.4%	30.6%	31.9%	0.0%	30.0%
Total(n)	5,493	1,740	1,487	1,395	435	426	0	10
Mean	2.23	2.23	2.26	2.31	2.12	2.00	.	1.90
Standard deviation	0.94	0.93	0.95	0.96	0.94	0.86	.	0.74
<b>Graduate students work well together in this program</b>								
Strongly Agree	47.8%	49.4%	46.1%	47.0%	47.8%	49.9%	0.0%	50.0%
Somewhat Agree	45.0%	44.6%	47.4%	43.4%	44.2%	44.9%	0.0%	40.0%
Somewhat Disagree	5.7%	4.8%	4.9%	7.5%	6.5%	4.8%	0.0%	10.0%
Strongly Disagree	1.5%	1.1%	1.6%	2.1%	1.6%	0.5%	0.0%	0.0%
Total(n)	5,548	1,756	1,501	1,394	448	439	0	10
Mean	3.39	3.42	3.38	3.35	3.38	3.44	.	3.40
Standard deviation	0.66	0.64	0.66	0.71	0.68	0.61	.	0.70
<b>I have encountered instances of academic dishonesty among graduate students</b>								
Strongly Agree	8.6%	7.8%	9.2%	8.5%	10.2%	8.0%	0.0%	10.0%
Somewhat Agree	23.3%	24.4%	25.1%	22.3%	20.3%	19.1%	0.0%	10.0%
Somewhat Disagree	21.4%	22.1%	20.6%	21.3%	21.6%	21.6%	0.0%	30.0%
Strongly Disagree	46.7%	45.7%	45.2%	47.9%	47.9%	51.4%	0.0%	50.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	5,573	1,761	1,508	1,401	453	440	0	10
Mean	1.94	1.94	1.98	1.91	1.93	1.84	.	1.80
Standard deviation	1.02	1.01	1.03	1.02	1.04	1.00	.	1.03
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>								
Strongly Agree	45.8%	49.4%	45.1%	44.5%	39.4%	45.0%	0.0%	40.0%
Somewhat Agree	40.0%	39.2%	40.9%	40.5%	40.3%	38.7%	0.0%	40.0%
Somewhat Disagree	9.9%	8.0%	9.8%	10.4%	14.1%	11.9%	0.0%	20.0%
Strongly Disagree	4.2%	3.4%	4.1%	4.7%	6.2%	4.4%	0.0%	0.0%
Total(n)	5,508	1,747	1,500	1,388	434	429	0	10
Mean	3.27	3.35	3.27	3.25	3.13	3.24	.	3.20
Standard deviation	0.81	0.77	0.80	0.82	0.88	0.83	.	0.79
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>								
Strongly Agree	17.3%	18.7%	14.5%	15.7%	20.9%	23.0%	0.0%	22.2%
Somewhat Agree	32.0%	31.4%	31.2%	32.3%	32.8%	36.3%	0.0%	11.1%
Somewhat Disagree	31.1%	31.3%	32.7%	32.5%	26.7%	24.9%	0.0%	44.4%
Strongly Disagree	19.5%	18.6%	21.6%	19.5%	19.5%	15.9%	0.0%	22.2%
Total(n)	5,458	1,734	1,485	1,378	430	422	0	9
Mean	2.47	2.50	2.39	2.44	2.55	2.66	.	2.33
Standard deviation	0.99	1.00	0.98	0.98	1.03	1.00	.	1.12
<b>Faculty in my department are good mentors for graduate students</b>								
Strongly Agree	50.8%	49.0%	47.5%	55.0%	49.7%	57.2%	0.0%	66.7%
Somewhat Agree	39.6%	41.3%	42.6%	35.6%	38.8%	36.3%	0.0%	22.2%
Somewhat Disagree	7.5%	7.4%	7.6%	7.6%	9.8%	5.1%	0.0%	11.1%
Strongly Disagree	2.1%	2.4%	2.3%	1.8%	1.8%	1.4%	0.0%	0.0%
Total(n)	5,558	1,760	1,506	1,402	449	432	0	9
Mean	3.39	3.37	3.35	3.44	3.36	3.49	.	3.56
Standard deviation	0.72	0.72	0.72	0.71	0.73	0.66	.	0.73
<b>Most graduate students in this program move on to faculty positions</b>								
Strongly Agree	3.1%	3.9%	2.7%	2.1%	3.7%	3.2%	0.0%	10.0%
Somewhat Agree	13.6%	14.2%	12.6%	12.7%	13.8%	16.6%	0.0%	20.0%
Somewhat Disagree	35.1%	36.6%	32.5%	34.1%	39.0%	37.0%	0.0%	40.0%
Strongly Disagree	48.3%	45.3%	52.1%	51.1%	43.5%	43.2%	0.0%	30.0%
Total(n)	5,475	1,727	1,492	1,385	428	433	0	10
Mean	1.71	1.77	1.66	1.66	1.78	1.80	.	2.10
Standard deviation	0.81	0.83	0.80	0.78	0.82	0.83	.	0.99
<b>Most graduate students in this program move into positions outside of academia</b>								
Strongly Agree	54.2%	48.7%	56.1%	59.3%	52.3%	55.5%	0.0%	60.0%
Somewhat Agree	32.3%	36.7%	32.0%	29.1%	30.3%	27.9%	0.0%	20.0%
Somewhat Disagree	9.5%	10.9%	7.8%	8.2%	11.6%	11.3%	0.0%	20.0%
Strongly Disagree	4.0%	3.7%	4.1%	3.3%	5.8%	5.3%	0.0%	0.0%
Total(n)	5,510	1,741	1,496	1,397	432	434	0	10
Mean	3.37	3.30	3.40	3.45	3.29	3.34	.	3.40
Standard deviation	0.81	0.81	0.80	0.78	0.89	0.88	.	0.84
<b>During the past three years, have you:</b>								
<b>Advised student groups involved in service/volunteer work</b>								
Collaborated with the local community on research/teaching to address their needs	49.9%	51.9%	56.3%	53.0%	38.5%	34.5%	0.0%	55.6%
Conducted research or writing focused on international/global issues	42.0%	44.4%	46.7%	44.2%	31.6%	30.5%	0.0%	44.4%
Conducted research or writing focused on racial or ethnic minorities	31.2%	37.5%	34.6%	32.6%	20.2%	15.4%	0.0%	26.9%
Conducted research or writing focused on women or gender issues	31.5%	33.7%	34.8%	33.9%	25.1%	19.4%	0.0%	34.6%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	26.8%	29.7%	30.1%	27.7%	19.2%	15.5%	0.0%	30.8%
<b>Conducted research or writing focused on biomedical science fields</b>								
Engaged in academic research that spans multiple disciplines	12.1%	11.6%	12.7%	13.5%	11.2%	8.9%	0.0%	12.0%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	15.2%	18.0%	17.9%	17.2%	6.6%	5.5%	0.0%	11.5%
Written research grants	62.2%	71.3%	69.7%	67.4%	39.4%	32.4%	0.0%	53.8%
Received funding for your work from foundations	47.8%	55.2%	50.9%	48.1%	38.8%	29.8%	0.0%	51.9%
Received funding for your work from state or federal government	35.0%	40.6%	41.7%	42.7%	13.9%	9.2%	0.0%	25.0%
Received funding for your work from business or industry	17.2%	20.2%	18.8%	19.7%	8.4%	8.5%	0.0%	24.0%
Received funding for your work from business or industry	17.6%	23.3%	20.1%	17.0%	8.1%	7.8%	0.0%	19.2%
Received funding for your work from business or industry	10.3%	12.5%	10.8%	10.0%	8.3%	6.3%	0.0%	23.1%
<b>During the past three years, have you:</b>								
<b>Taught an honors course</b>								
Taught an interdisciplinary course	14.8%	19.1%	17.1%	12.0%	11.4%	8.5%	0.0%	14.8%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	39.2%	43.7%	42.5%	38.7%	33.8%	27.0%	10.3%	37.9%
Taught a service learning course	14.4%	14.9%	17.0%	14.7%	12.1%	8.7%	0.0%	14.8%
Taught a course exclusively online	17.1%	17.5%	20.0%	17.4%	14.0%	11.9%	3.4%	29.6%
Participated in organized activities around enhancing pedagogy or student learning	68.1%	67.5%	69.2%	65.0%	75.0%	68.3%	30.0%	65.5%
Taught a seminar for first-year students	73.2%	74.3%	79.3%	78.2%	62.4%	56.3%	45.2%	79.3%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	22.0%	22.4%	23.3%	23.2%	20.8%	16.9%	13.3%	14.8%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	83.6%	86.3%	89.8%	86.1%	72.5%	69.1%	20.0%	65.5%
<b>In the past year, to what extent have you:</b>								
<b>Presented with undergraduate students at conferences</b>								
To a Very Large Extent	4.0%	5.1%	5.1%	4.2%	1.4%	0.9%	0.0%	0.0%
To a Large Extent	5.0%	5.8%	6.8%	5.6%	1.6%	1.4%	0.0%	3.6%
To Some Extent	9.6%	11.3%	11.3%	10.9%	4.4%	3.6%	0.0%	14.3%
To a Small Extent	7.1%	8.5%	8.2%	7.2%	3.5%	4.6%	0.0%	7.1%
Not at All	74.2%	69.4%	68.6%	72.2%	89.1%	89.6%	0.0%	75.0%
Total(n)	13,258	3,712	3,245	3,409	1,465	1,399	0	28

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Published with undergraduates</b>								
To a Very Large Extent	3.0%	4.2%	3.7%	3.0%	0.9%	0.6%	0.0%	3.7%
To a Large Extent	3.7%	5.3%	4.2%	4.3%	0.8%	0.5%	0.0%	3.7%
To Some Extent	7.8%	9.2%	10.5%	8.5%	2.1%	1.7%	0.0%	11.1%
To a Small Extent	6.0%	7.7%	7.0%	6.0%	2.3%	2.7%	0.0%	0.0%
Not at All	79.5%	73.6%	74.6%	78.1%	94.0%	94.5%	0.0%	81.5%
Total(n)	13,204	3,695	3,231	3,399	1,459	1,393	0	27
<b>Engaged undergraduates on your research project(s)</b>								
To a Very Large Extent	12.3%	15.0%	15.9%	13.9%	3.3%	2.2%	0.0%	3.6%
To a Large Extent	9.6%	11.2%	12.2%	11.0%	3.5%	2.7%	0.0%	3.6%
To Some Extent	14.7%	17.7%	16.4%	16.3%	7.8%	5.8%	0.0%	17.9%
To a Small Extent	9.8%	10.9%	11.4%	9.8%	7.1%	6.1%	0.0%	3.6%
Not at All	53.7%	45.1%	44.1%	49.1%	78.2%	83.2%	0.0%	71.4%
Total(n)	13,096	3,651	3,210	3,364	1,456	1,387	0	28
<b>Worked with undergraduates on their research project(s)</b>								
To a Very Large Extent	15.0%	17.4%	19.2%	15.4%	7.7%	5.8%	0.0%	14.8%
To a Large Extent	13.0%	15.3%	15.0%	13.7%	6.9%	6.4%	0.0%	11.1%
To Some Extent	18.4%	20.6%	20.0%	19.0%	14.1%	11.9%	0.0%	11.1%
To a Small Extent	11.8%	12.4%	11.7%	12.6%	10.4%	10.2%	0.0%	11.1%
Not at All	41.8%	34.3%	34.1%	39.2%	60.9%	65.7%	0.0%	51.9%
Total(n)	13,238	3,705	3,237	3,412	1,459	1,398	0	27
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>								
Excellent	19.9%	25.6%	21.4%	19.6%	12.9%	9.4%	0.0%	11.1%
Good	34.7%	39.5%	39.6%	35.2%	22.8%	21.8%	0.0%	33.3%
Fair	9.8%	10.5%	11.7%	10.4%	6.4%	5.6%	0.0%	7.4%
Poor	1.6%	1.6%	2.0%	1.8%	0.7%	0.6%	0.0%	0.0%
I have not worked with undergraduates on research projects	34.0%	22.7%	25.2%	32.9%	57.1%	62.8%	0.0%	48.1%
Total(n)	13,282	3,720	3,244	3,417	1,472	1,402	0	27
<b>How many undergraduates do you currently advise?</b>								
None	41.8%	31.3%	30.4%	42.0%	66.2%	70.1%	0.0%	59.1%
1-5	15.4%	18.0%	16.1%	18.3%	9.2%	6.4%	0.0%	4.5%
6-10	10.2%	13.0%	12.1%	9.7%	5.1%	4.7%	0.0%	9.1%
11-20	13.9%	17.0%	17.0%	12.7%	7.5%	7.8%	0.0%	13.6%
21-30	8.5%	10.3%	11.0%	7.7%	4.2%	4.5%	0.0%	4.5%
31 or more	10.2%	10.4%	13.3%	9.6%	7.8%	6.5%	0.0%	9.1%
Total(n)	13,175	3,698	3,224	3,390	1,458	1,383	0	22
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>								
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>								
Frequently	55.5%	53.1%	56.2%	56.1%	60.2%	59.0%	0.0%	66.7%
Occasionally	38.5%	40.9%	38.4%	37.5%	34.0%	34.6%	0.0%	33.3%
Not at All	6.0%	6.1%	5.4%	6.4%	5.8%	6.4%	0.0%	0.0%
Total(n)	7,546	2,514	2,211	1,925	480	407	0	9
Mean	2.50	2.47	2.51	2.50	2.54	2.53	.	2.67
Standard deviation	0.61	0.61	0.60	0.62	0.60	0.61	.	0.50
<b>Helped them plan their course of study</b>								
Frequently	67.1%	68.2%	70.2%	64.4%	60.3%	64.6%	0.0%	66.7%
Occasionally	26.6%	27.2%	24.7%	27.7%	28.5%	24.6%	0.0%	33.3%
Not at All	6.3%	4.6%	5.1%	7.8%	11.2%	10.8%	0.0%	0.0%
Total(n)	7,549	2,519	2,207	1,926	481	407	0	9
Mean	2.61	2.64	2.65	2.57	2.49	2.54	.	2.67
Standard deviation	0.60	0.57	0.57	0.63	0.69	0.68	.	0.50
<b>Discussed their academic performance</b>								
Frequently	57.1%	55.7%	57.3%	55.9%	61.6%	64.4%	0.0%	62.5%
Occasionally	37.6%	39.2%	37.4%	37.6%	33.9%	32.8%	0.0%	37.5%
Not at All	5.3%	5.1%	5.3%	6.5%	4.5%	2.7%	0.0%	0.0%
Total(n)	7,336	2,437	2,145	1,875	469	402	0	8
Mean	2.52	2.51	2.52	2.49	2.57	2.62	.	2.63
Standard deviation	0.60	0.59	0.60	0.62	0.58	0.54	.	0.52
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>								
Frequently	57.1%	58.8%	60.7%	54.4%	48.2%	49.8%	0.0%	55.6%
Occasionally	37.1%	37.4%	34.8%	39.0%	38.8%	37.2%	0.0%	44.4%
Not at All	5.8%	3.8%	4.5%	6.6%	12.9%	13.1%	0.0%	0.0%
Total(n)	7,542	2,513	2,211	1,924	479	406	0	9
Mean	2.51	2.55	2.56	2.48	2.35	2.37	.	2.56
Standard deviation	0.61	0.57	0.58	0.62	0.70	0.70	.	0.53
<b>Discussed career and post-graduation goals</b>								
Frequently	69.1%	68.8%	70.2%	69.2%	67.1%	67.2%	0.0%	66.7%
Occasionally	28.8%	29.6%	28.2%	28.7%	28.5%	28.2%	0.0%	33.3%
Not at All	2.0%	1.5%	1.5%	2.1%	4.4%	4.7%	0.0%	0.0%
Total(n)	7,560	2,520	2,215	1,928	480	408	0	9
Mean	2.67	2.67	2.69	2.67	2.63	2.63	.	2.67
Standard deviation	0.51	0.50	0.50	0.51	0.57	0.57	.	0.50

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>								
<b>Funded workshops focused on teaching</b>								
Yes	47.6%	42.2%	50.4%	57.1%	42.6%	38.3%	0.0%	51.7%
No	39.3%	49.1%	40.2%	31.7%	35.0%	33.2%	0.0%	37.9%
Not eligible	3.4%	1.2%	1.6%	2.2%	8.2%	11.2%	0.0%	0.0%
Not available	9.7%	7.6%	7.8%	9.0%	14.1%	17.4%	0.0%	10.3%
Total(n)	12,773	3,627	3,128	3,247	1,407	1,335	0	29
<b>Funded workshops focused on research skills development</b>								
Yes	12.7%	10.8%	14.2%	19.2%	5.8%	5.5%	0.0%	18.5%
No	62.8%	70.6%	64.1%	56.4%	60.8%	55.9%	0.0%	59.3%
Not eligible	4.5%	1.3%	2.0%	3.1%	12.0%	14.6%	0.0%	0.0%
Not available	20.0%	17.2%	19.6%	21.3%	21.4%	24.1%	0.0%	22.2%
Total(n)	12,755	3,623	3,125	3,247	1,407	1,326	0	27
<b>Funded workshops focused on grant writing</b>								
Yes	6.5%	5.4%	7.3%	10.8%	2.6%	1.6%	0.0%	7.1%
No	69.9%	78.3%	72.5%	65.6%	63.7%	58.6%	0.0%	71.4%
Not eligible	4.6%	1.3%	2.3%	3.3%	12.0%	14.3%	0.0%	0.0%
Not available	18.9%	15.0%	18.0%	20.3%	21.8%	25.5%	0.0%	21.4%
Total(n)	12,663	3,591	3,102	3,229	1,393	1,320	0	28
<b>Paid sabbatical leave</b>								
Yes	7.8%	13.4%	12.1%	3.3%	1.2%	0.3%	0.0%	0.0%
No	58.3%	72.4%	66.5%	50.8%	39.2%	39.3%	0.0%	53.6%
Not eligible	26.9%	10.1%	17.4%	39.5%	45.3%	44.4%	0.0%	32.1%
Not available	7.1%	4.1%	4.0%	6.4%	14.3%	16.0%	0.0%	14.3%
Total(n)	12,762	3,619	3,128	3,250	1,409	1,328	0	28
<b>Travel funds paid by the institution</b>								
Yes	47.7%	57.6%	56.5%	53.9%	17.6%	17.1%	0.0%	32.0%
No	38.9%	37.6%	37.5%	36.7%	46.1%	43.3%	0.0%	52.0%
Not eligible	7.3%	1.4%	2.4%	4.7%	23.6%	24.5%	0.0%	12.0%
Not available	6.0%	3.4%	3.6%	4.7%	12.8%	15.1%	0.0%	4.0%
Total(n)	12,609	3,585	3,099	3,208	1,384	1,308	0	25
<b>Internal grants for research</b>								
Yes	25.8%	29.7%	33.1%	31.7%	7.0%	4.0%	0.0%	11.5%
No	59.1%	64.2%	58.8%	56.4%	56.0%	55.7%	0.0%	69.2%
Not eligible	8.2%	2.4%	3.2%	5.8%	23.8%	25.1%	0.0%	7.7%
Not available	6.9%	3.7%	4.9%	6.1%	13.2%	15.3%	0.0%	11.5%
Total(n)	12,700	3,604	3,120	3,228	1,393	1,329	0	26
<b>Training for administrative leadership</b>								
Yes	11.2%	16.8%	14.1%	7.6%	4.6%	5.0%	0.0%	10.7%
No	64.1%	68.7%	65.5%	67.5%	53.6%	51.5%	0.0%	57.1%
Not eligible	10.1%	2.6%	4.9%	11.2%	24.1%	25.6%	0.0%	10.7%
Not available	14.5%	11.9%	15.5%	13.8%	17.7%	17.9%	0.0%	21.4%
Total(n)	12,581	3,556	3,096	3,208	1,378	1,315	0	28
<b>Training for promoting inclusion and facilitating difficult conversations</b>								
Yes	44.1%	45.9%	48.3%	47.7%	35.6%	29.4%	0.0%	48.1%
No	43.4%	47.7%	42.1%	42.1%	38.8%	43.6%	0.0%	37.0%
Not eligible	4.0%	0.7%	1.4%	2.7%	12.3%	13.4%	0.0%	3.7%
Not available	8.5%	5.8%	8.2%	7.5%	13.4%	13.7%	0.0%	11.1%
Total(n)	12,764	3,624	3,129	3,242	1,411	1,331	0	27
<b>Incentives to develop new courses</b>								
Yes	18.1%	17.4%	18.5%	21.4%	15.1%	14.4%	0.0%	13.8%
No	60.7%	68.5%	62.9%	58.2%	51.3%	50.0%	0.0%	58.6%
Not eligible	5.4%	1.5%	2.1%	4.2%	15.5%	16.4%	0.0%	6.9%
Not available	15.8%	12.6%	16.6%	16.2%	18.2%	19.2%	0.0%	20.7%
Total(n)	12,745	3,611	3,131	3,233	1,408	1,333	0	29
<b>Incentives to integrate technology into your classroom</b>								
Yes	22.3%	20.4%	22.0%	24.6%	24.6%	19.6%	0.0%	33.3%
No	59.0%	66.9%	60.7%	57.4%	48.0%	49.8%	0.0%	40.7%
Not eligible	3.9%	1.1%	1.7%	2.7%	11.0%	12.3%	0.0%	7.4%
Not available	14.7%	11.6%	15.6%	15.2%	16.4%	18.3%	0.0%	18.5%
Total(n)	12,773	3,616	3,134	3,247	1,416	1,333	0	27
<b>Resources to integrate culturally-competent practices into your classroom</b>								
Yes	36.2%	34.9%	37.0%	40.6%	34.9%	28.9%	0.0%	30.8%
No	49.0%	55.3%	49.9%	45.7%	41.8%	45.5%	0.0%	53.8%
Not eligible	3.2%	0.9%	1.4%	2.1%	8.8%	10.2%	0.0%	0.0%
Not available	11.6%	9.0%	11.7%	11.6%	14.5%	15.4%	0.0%	15.4%
Total(n)	12,757	3,624	3,128	3,244	1,404	1,331	0	26
<b>How many of the following have you published?</b>								
<b>Articles in academic or professional journals</b>								
None	26.3%	11.8%	15.0%	25.4%	54.2%	63.9%	72.4%	40.7%
1-2	18.6%	11.9%	16.1%	26.9%	21.5%	19.1%	17.2%	25.9%
3-4	12.3%	10.1%	15.5%	14.8%	9.7%	7.8%	6.9%	7.4%
5-10	16.7%	18.7%	22.9%	17.0%	8.1%	5.7%	0.0%	11.1%
11-20	11.9%	17.3%	16.1%	9.7%	3.0%	2.3%	3.4%	7.4%
21-50	9.7%	18.3%	11.3%	5.4%	2.0%	1.0%	0.0%	3.7%
51+	4.6%	11.9%	3.2%	0.9%	1.4%	0.1%	0.0%	3.7%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	12,873	3,666	3,135	3,252	1,416	1,348	29	27
Mean	3.17	4.20	3.55	2.78	1.96	1.67	1.45	2.44
Standard deviation	1.86	1.89	1.69	1.56	1.38	1.12	0.91	1.74
<b>Chapters in edited volumes</b>								
None	55.6%	34.9%	47.1%	65.0%	78.4%	83.5%	96.6%	76.9%
1-2	24.0%	25.0%	29.9%	26.1%	14.8%	12.6%	0.0%	11.5%
3-4	10.3%	16.0%	14.1%	6.0%	4.2%	2.7%	0.0%	7.7%
5-10	7.1%	16.0%	7.1%	2.4%	1.6%	0.5%	0.0%	3.8%
11-20	2.0%	5.3%	1.5%	0.2%	0.6%	0.3%	3.4%	0.0%
21-50	0.8%	2.2%	0.3%	0.1%	0.3%	0.2%	0.0%	0.0%
51+	0.2%	0.5%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%
Total(n)	12,792	3,646	3,119	3,230	1,412	1,330	29	26
Mean	1.79	2.41	1.87	1.48	1.33	1.22	1.14	1.38
Standard deviation	1.12	1.40	1.04	0.77	0.75	0.60	0.74	0.80
<b>Books, manuals, monographs, or research reports</b>								
None	64.5%	44.5%	63.6%	76.0%	74.6%	81.3%	86.2%	64.3%
1-2	21.9%	28.3%	25.5%	17.0%	17.4%	13.1%	13.8%	28.6%
3-4	7.0%	13.1%	5.9%	4.1%	4.5%	2.8%	0.0%	3.6%
5-10	4.4%	9.3%	3.4%	1.8%	2.3%	1.6%	0.0%	3.6%
11-20	1.3%	3.1%	1.0%	0.5%	0.6%	0.4%	0.0%	0.0%
21-50	0.6%	1.2%	0.4%	0.3%	0.2%	0.4%	0.0%	0.0%
51+	0.4%	0.6%	0.3%	0.3%	0.4%	0.4%	0.0%	0.0%
Total(n)	12,705	3,606	3,092	3,214	1,397	1,339	29	28
Mean	1.59	2.04	1.55	1.36	1.39	1.29	1.14	1.46
Standard deviation	1.01	1.25	0.91	0.79	0.83	0.77	0.35	0.74
<b>Other, such as patents or computer software products</b>								
None	88.1%	84.5%	87.0%	89.1%	91.7%	93.8%	96.6%	96.3%
1-2	6.4%	7.8%	7.1%	6.6%	4.2%	2.9%	3.4%	3.7%
3-4	2.2%	2.9%	2.7%	2.0%	1.2%	0.8%	0.0%	0.0%
5-10	1.5%	2.2%	1.6%	1.2%	0.9%	1.0%	0.0%	0.0%
11-20	0.7%	1.0%	0.8%	0.4%	0.9%	0.5%	0.0%	0.0%
21-50	0.5%	0.7%	0.4%	0.4%	0.4%	0.5%	0.0%	0.0%
51+	0.6%	1.0%	0.5%	0.3%	0.6%	0.6%	0.0%	0.0%
Total(n)	12,547	3,527	3,054	3,188	1,391	1,331	29	27
Mean	1.24	1.33	1.25	1.20	1.19	1.15	1.03	1.04
Standard deviation	0.82	0.97	0.80	0.70	0.78	0.73	0.19	0.19
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>								
None	83.1%	83.6%	85.0%	82.9%	78.9%	82.0%	85.7%	85.7%
1-2	5.3%	4.9%	4.3%	5.4%	6.9%	6.3%	14.3%	7.1%
3-4	3.7%	3.2%	3.4%	4.1%	4.2%	4.7%	0.0%	0.0%
5-10	3.7%	3.8%	3.4%	3.5%	4.9%	3.1%	0.0%	3.6%
11-20	2.0%	1.9%	2.2%	2.1%	1.8%	1.7%	0.0%	0.0%
21+	2.2%	2.7%	1.5%	2.1%	3.2%	2.2%	0.0%	3.6%
Total(n)	12,854	3,658	3,131	3,244	1,421	1,344	28	28
Mean	1.43	1.44	1.38	1.43	1.54	1.43	1.14	1.36
Standard deviation	1.11	1.14	1.04	1.10	1.22	1.08	0.36	1.10
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Solo/Individual</b>								
None	28.0%	29.0%	34.8%	25.8%	23.8%	22.6%	25.0%	25.0%
1-2	35.5%	32.1%	31.2%	37.4%	38.1%	42.8%	75.0%	50.0%
3-4	17.6%	16.9%	16.6%	20.0%	16.5%	17.3%	0.0%	0.0%
5-10	11.4%	14.3%	9.8%	9.7%	13.1%	10.1%	0.0%	0.0%
11-20	3.9%	3.6%	4.0%	5.2%	3.1%	2.4%	0.0%	0.0%
21+	3.7%	4.0%	3.5%	1.9%	5.4%	4.8%	0.0%	25.0%
Total(n)	1,853	496	397	484	260	208	4	4
Mean	2.39	2.44	2.28	2.37	2.50	2.41	1.75	2.75
Standard deviation	1.30	1.35	1.33	1.22	1.35	1.27	0.50	2.22
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Collaborative</b>								
None	13.3%	10.7%	11.5%	14.2%	16.8%	16.9%	25.0%	0.0%
1-2	32.4%	30.8%	31.1%	34.2%	33.3%	32.9%	75.0%	33.3%
3-4	19.8%	18.9%	23.0%	20.7%	16.5%	18.7%	0.0%	0.0%
5-10	15.8%	16.9%	16.4%	13.8%	17.6%	14.7%	0.0%	33.3%
11-20	9.8%	10.9%	11.7%	9.2%	7.2%	8.9%	0.0%	0.0%
21+	8.8%	11.9%	6.3%	7.9%	8.6%	8.0%	0.0%	33.3%
Total(n)	2,021	562	427	521	279	225	4	3
Mean	3.03	3.22	3.05	2.93	2.91	2.90	1.75	4.00
Standard deviation	1.48	1.54	1.41	1.46	1.50	1.49	0.50	2.00
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>								
None	36.1%	22.1%	26.3%	31.1%	66.9%	75.6%	72.4%	56.0%
1	14.0%	13.9%	15.2%	15.3%	12.9%	9.4%	10.3%	12.0%
2	12.5%	14.1%	14.4%	13.6%	7.0%	6.4%	10.3%	16.0%
3	10.1%	12.5%	11.5%	11.0%	5.0%	3.5%	6.9%	16.0%
4	6.4%	7.4%	7.8%	7.8%	2.5%	1.7%	0.0%	0.0%
5	5.0%	6.5%	6.2%	5.5%	1.3%	1.0%	0.0%	0.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
6	3.4%	4.6%	4.4%	3.2%	1.0%	0.7%	0.0%	0.0%
7-10	6.5%	8.7%	8.0%	7.1%	1.6%	0.6%	0.0%	0.0%
More than 10	6.0%	10.2%	6.2%	5.2%	1.8%	1.1%	0.0%	0.0%
Total(n)	12,777	3,642	3,116	3,233	1,406	1,326	29	25
Mean	3.34	4.12	3.73	3.46	1.90	1.61	1.52	1.92
Standard deviation	2.57	2.71	2.57	2.51	1.75	1.43	0.95	1.19
<b>How many of these professional writings in the past three years were solo-authored?</b>								
None	42.8%	40.9%	44.0%	47.6%	30.0%	35.5%	33.3%	37.5%
1	23.1%	20.0%	23.1%	24.1%	33.8%	29.0%	33.3%	12.5%
2	12.6%	13.2%	12.2%	11.7%	12.3%	17.4%	33.3%	25.0%
3	8.4%	9.4%	7.6%	7.3%	10.4%	8.5%	0.0%	25.0%
4	4.3%	5.2%	4.9%	2.9%	3.1%	3.1%	0.0%	0.0%
5	2.6%	2.9%	2.8%	2.3%	1.7%	1.4%	0.0%	0.0%
6	1.5%	1.7%	1.6%	1.0%	1.9%	1.4%	0.0%	0.0%
7-10	2.7%	3.8%	2.2%	2.0%	2.8%	1.7%	0.0%	0.0%
More than 10	2.1%	3.0%	1.6%	1.1%	4.0%	2.0%	0.0%	0.0%
Total(n)	7,429	2,567	2,084	2,051	423	293	3	8
Mean	2.48	2.70	2.42	2.21	2.74	2.45	2.00	2.38
Standard deviation	1.95	2.14	1.89	1.72	2.08	1.77	1.00	1.30
<b>How many of these professional writings in the past three years were co-authored?</b>								
None	18.7%	17.8%	17.4%	16.2%	32.2%	33.6%	0.0%	33.3%
1	22.4%	19.6%	22.8%	22.6%	32.4%	29.5%	50.0%	22.2%
2	16.0%	16.0%	15.7%	16.2%	15.0%	18.5%	25.0%	22.2%
3	11.7%	11.3%	12.3%	12.8%	8.2%	7.2%	25.0%	22.2%
4	6.9%	6.7%	6.6%	8.3%	4.2%	4.8%	0.0%	0.0%
5	5.5%	5.5%	6.2%	5.8%	2.2%	2.4%	0.0%	0.0%
6	3.7%	4.0%	4.1%	3.8%	1.2%	0.7%	0.0%	0.0%
7-10	7.8%	8.4%	8.2%	8.8%	2.2%	1.0%	0.0%	0.0%
More than 10	7.3%	10.6%	6.6%	5.5%	2.2%	2.4%	0.0%	0.0%
Total(n)	7,446	2,550	2,121	2,065	401	292	8	9
Mean	3.80	4.08	3.84	3.84	2.56	2.50	2.75	2.33
Standard deviation	2.53	2.68	2.51	2.44	1.86	1.76	0.89	1.22
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>								
<b>Scheduled teaching (give actual, not credit hours)</b>								
None	7.6%	10.5%	7.4%	5.6%	6.5%	6.1%	0.0%	6.5%
1-4	18.8%	19.1%	16.8%	14.6%	22.0%	30.2%	0.0%	12.9%
5-8	28.8%	29.5%	30.9%	30.0%	25.4%	23.2%	0.0%	19.4%
9-12	27.5%	27.4%	28.6%	31.5%	24.4%	19.3%	0.0%	19.4%
13-16	9.5%	8.1%	9.5%	10.0%	11.1%	10.4%	0.0%	16.1%
17-20	3.8%	3.1%	3.6%	4.2%	4.1%	4.8%	0.0%	16.1%
21+	3.9%	2.4%	3.3%	4.2%	6.4%	6.0%	0.0%	9.7%
Total(n)	12,369	3,516	3,043	3,140	1,355	1,284	0	31
Mean	3.40	3.22	3.40	3.55	3.50	3.36	.	4.13
Standard deviation	1.40	1.35	1.35	1.35	1.52	1.55	.	1.75
<b>Preparing for teaching (including reading student papers and grading)</b>								
None	6.2%	9.5%	6.6%	3.8%	4.8%	3.6%	0.0%	3.2%
1-4	14.8%	14.2%	13.5%	11.8%	16.7%	24.4%	0.0%	9.7%
5-8	24.4%	23.9%	24.3%	23.8%	24.5%	26.8%	0.0%	22.6%
9-12	20.9%	21.4%	22.3%	21.2%	19.0%	17.0%	0.0%	19.4%
13-16	13.0%	12.8%	14.3%	14.0%	11.4%	9.8%	0.0%	6.5%
17-20	10.1%	9.1%	9.3%	12.6%	10.0%	8.2%	0.0%	16.1%
21+	10.7%	9.0%	9.7%	12.7%	13.5%	10.1%	0.0%	22.6%
Total(n)	12,383	3,510	3,049	3,146	1,362	1,285	0	31
Mean	3.93	3.77	3.91	4.18	3.99	3.70	.	4.55
Standard deviation	1.70	1.71	1.66	1.68	1.76	1.68	.	1.86
<b>Advising or counseling students</b>								
None	12.2%	8.0%	7.0%	10.1%	25.1%	27.7%	0.0%	12.9%
1-4	58.4%	60.8%	58.8%	58.9%	55.1%	53.5%	0.0%	61.3%
5-8	20.0%	21.2%	24.3%	21.1%	12.6%	11.9%	0.0%	19.4%
9-12	5.9%	6.6%	6.6%	6.5%	3.6%	3.7%	0.0%	3.2%
13-16	1.8%	1.9%	1.9%	1.8%	1.6%	1.6%	0.0%	0.0%
17-20	0.7%	0.6%	0.9%	0.7%	0.7%	0.9%	0.0%	0.0%
21+	0.9%	0.9%	0.6%	0.8%	1.5%	0.8%	0.0%	3.2%
Total(n)	12,329	3,500	3,042	3,131	1,351	1,274	0	31
Mean	2.32	2.39	2.42	2.36	2.09	2.04	.	2.29
Standard deviation	0.97	0.95	0.92	0.96	1.06	1.01	.	1.10
<b>Committee work and meetings</b>								
None	14.9%	5.5%	5.1%	9.1%	43.9%	47.1%	0.0%	27.6%
1-4	47.7%	44.1%	47.1%	58.3%	41.9%	39.0%	0.0%	58.6%
5-8	22.0%	27.0%	27.2%	22.0%	9.7%	9.7%	0.0%	10.3%
9-12	8.3%	11.3%	11.5%	6.4%	2.6%	2.9%	0.0%	0.0%
13-16	3.1%	4.6%	4.3%	2.0%	1.3%	0.8%	0.0%	0.0%
17-20	2.0%	3.7%	2.5%	1.2%	0.3%	0.3%	0.0%	3.4%
21+	2.0%	3.8%	2.3%	1.1%	0.2%	0.3%	0.0%	0.0%
Total(n)	12,287	3,480	3,033	3,126	1,346	1,273	0	29
Mean	2.51	2.92	2.80	2.42	1.77	1.74	.	1.97
Standard deviation	1.24	1.37	1.23	1.01	0.90	0.90	.	0.98

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Research and scholarly writing</b>								
None	30.4%	18.9%	21.5%	23.8%	59.8%	67.3%	0.0%	44.4%
1-4	35.1%	38.0%	40.5%	36.7%	25.6%	20.6%	0.0%	37.0%
5-8	15.6%	17.9%	17.7%	18.1%	7.7%	6.8%	0.0%	11.1%
9-12	8.5%	10.5%	9.7%	9.9%	3.6%	2.3%	0.0%	3.7%
13-16	3.9%	5.5%	3.8%	4.5%	1.4%	1.3%	0.0%	0.0%
17-20	2.6%	3.6%	2.9%	2.7%	0.7%	0.7%	0.0%	0.0%
21+	3.9%	5.6%	3.9%	4.3%	1.2%	0.9%	0.0%	3.7%
Total(n)	12,250	3,462	3,027	3,124	1,344	1,266	0	27
Mean	2.44	2.79	2.58	2.60	1.68	1.56	.	1.93
Standard deviation	1.53	1.62	1.49	1.54	1.12	1.05	.	1.30
<b>Other creative products/performances</b>								
None	71.1%	73.0%	74.5%	69.3%	65.6%	68.2%	0.0%	51.9%
1-4	18.3%	15.9%	16.9%	20.5%	21.3%	19.6%	0.0%	29.6%
5-8	5.7%	5.8%	4.7%	5.9%	6.3%	6.9%	0.0%	7.4%
9-12	2.3%	2.3%	1.9%	2.0%	2.8%	3.1%	0.0%	7.4%
13-16	1.1%	1.2%	0.9%	1.0%	1.6%	1.1%	0.0%	3.7%
17-20	0.5%	0.6%	0.4%	0.4%	0.5%	0.4%	0.0%	0.0%
21+	1.0%	1.1%	0.7%	0.9%	1.9%	0.8%	0.0%	0.0%
Total(n)	12,180	3,443	3,001	3,101	1,342	1,266	0	27
Mean	1.49	1.49	1.42	1.50	1.63	1.54	.	1.81
Standard deviation	1.01	1.05	0.92	0.97	1.18	1.01	.	1.11
<b>Community or public service</b>								
None	41.6%	37.8%	38.7%	41.9%	49.1%	50.2%	0.0%	25.9%
1-4	43.7%	44.9%	46.5%	45.0%	37.4%	36.8%	0.0%	55.6%
5-8	9.5%	11.5%	9.7%	8.4%	8.6%	7.6%	0.0%	11.1%
9-12	3.2%	3.5%	3.1%	3.3%	2.8%	2.8%	0.0%	7.4%
13-16	1.0%	1.2%	1.1%	0.7%	0.7%	1.2%	0.0%	0.0%
17-20	0.5%	0.5%	0.3%	0.4%	0.7%	0.6%	0.0%	0.0%
21+	0.6%	0.7%	0.5%	0.3%	0.9%	0.8%	0.0%	0.0%
Total(n)	12,214	3,460	3,021	3,102	1,341	1,263	0	27
Mean	1.82	1.90	1.84	1.78	1.74	1.73	.	2.00
Standard deviation	0.96	0.99	0.93	0.88	1.01	1.01	.	0.83
<b>Outside consulting/freelance work</b>								
None	72.7%	73.6%	76.6%	74.7%	62.9%	66.2%	0.0%	78.6%
1-4	17.1%	18.1%	15.6%	16.3%	19.0%	17.8%	0.0%	14.3%
5-8	5.5%	5.1%	5.0%	5.2%	7.3%	7.2%	0.0%	3.6%
9-12	2.2%	1.8%	1.4%	2.2%	4.0%	3.6%	0.0%	0.0%
13-16	0.8%	0.4%	0.6%	0.7%	1.9%	1.7%	0.0%	3.6%
17-20	0.6%	0.3%	0.4%	0.4%	2.2%	1.1%	0.0%	0.0%
21+	1.0%	0.7%	0.4%	0.5%	2.6%	2.5%	0.0%	0.0%
Total(n)	12,209	3,471	3,003	3,104	1,341	1,262	0	28
Mean	1.47	1.41	1.37	1.41	1.80	1.70	.	1.36
Standard deviation	1.01	0.89	0.83	0.90	1.41	1.31	.	0.87
<b>Household/childcare duties</b>								
None	12.0%	12.5%	8.7%	10.0%	18.4%	16.4%	0.0%	19.2%
1-4	13.9%	15.0%	11.3%	14.5%	14.2%	15.5%	0.0%	19.2%
5-8	20.6%	22.3%	20.2%	19.9%	20.0%	19.5%	0.0%	23.1%
9-12	16.0%	18.4%	16.0%	15.0%	13.6%	14.6%	0.0%	15.4%
13-16	9.2%	10.2%	10.2%	8.7%	7.3%	7.5%	0.0%	3.8%
17-20	7.9%	8.3%	8.7%	7.8%	5.7%	7.5%	0.0%	11.5%
21+	20.3%	13.5%	24.9%	24.1%	20.7%	19.0%	0.0%	7.7%
Total(n)	12,112	3,430	2,993	3,082	1,322	1,259	0	26
Mean	4.02	3.77	4.33	4.18	3.77	3.80	.	3.31
Standard deviation	2.02	1.88	2.00	2.05	2.13	2.08	.	1.89
<b>Serving as a caregiver for another adult</b>								
None	81.0%	79.5%	80.8%	84.3%	79.8%	79.2%	0.0%	68.0%
1-4	10.2%	11.4%	10.1%	8.9%	9.1%	10.6%	0.0%	24.0%
5-8	3.8%	4.2%	3.9%	2.9%	4.7%	4.1%	0.0%	4.0%
9-12	1.9%	2.1%	2.0%	1.4%	2.4%	2.1%	0.0%	4.0%
13-16	0.8%	0.8%	0.9%	0.4%	0.9%	1.3%	0.0%	0.0%
17-20	0.6%	0.6%	0.6%	0.7%	0.6%	0.5%	0.0%	0.0%
21+	1.7%	1.5%	1.7%	1.4%	2.4%	2.2%	0.0%	0.0%
Total(n)	12,122	3,433	2,992	3,083	1,328	1,261	0	25
Mean	1.40	1.41	1.40	1.32	1.47	1.46	.	1.44
Standard deviation	1.07	1.05	1.08	0.98	1.20	1.17	.	0.77
<b>Other employment outside of academia</b>								
None	79.8%	89.2%	87.6%	81.5%	59.5%	52.4%	0.0%	75.0%
1-4	6.4%	4.8%	5.3%	7.4%	8.7%	8.9%	0.0%	14.3%
5-8	3.8%	2.4%	3.0%	3.9%	6.8%	6.2%	0.0%	0.0%
9-12	2.4%	1.2%	1.5%	3.0%	4.3%	3.9%	0.0%	0.0%
13-16	0.9%	0.5%	0.3%	0.9%	1.9%	2.4%	0.0%	0.0%
17-20	1.1%	0.4%	0.5%	0.8%	2.8%	3.1%	0.0%	0.0%
21+	5.7%	1.5%	1.8%	2.6%	16.0%	23.0%	0.0%	10.7%
Total(n)	12,054	3,429	2,977	3,061	1,315	1,244	0	28
Mean	1.64	1.26	1.30	1.47	2.53	2.96	.	1.79
Standard deviation	1.57	0.96	1.02	1.24	2.27	2.51	.	1.87
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>								
None	3.2%	2.7%	3.7%	3.9%	2.7%	2.3%	0.0%	7.4%



	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-4	25.5%	21.5%	27.8%	29.3%	24.3%	23.3%	0.0%	25.9%
5-8	34.4%	34.9%	34.3%	33.2%	35.1%	35.1%	0.0%	37.0%
9-12	19.8%	22.4%	18.8%	18.7%	18.9%	19.6%	0.0%	11.1%
13-16	7.8%	8.8%	7.5%	7.2%	8.1%	7.2%	0.0%	11.1%
17-20	4.4%	5.1%	3.9%	3.6%	4.6%	5.0%	0.0%	0.0%
21+	4.8%	4.6%	4.0%	4.1%	6.3%	7.5%	0.0%	7.4%
Total(n)	12,187	3,457	2,996	3,104	1,339	1,264	0	27
Mean	3.36	3.47	3.27	3.23	3.45	3.51	.	3.22
Standard deviation	1.39	1.37	1.36	1.36	1.45	1.48	.	1.53
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>								
<b>Ask questions in class</b>								
Frequently	87.6%	86.4%	88.4%	88.2%	90.2%	84.5%	96.2%	96.4%
Occasionally	4.7%	5.8%	4.6%	4.1%	3.3%	5.2%	0.0%	0.0%
Not at All	7.7%	7.8%	7.0%	7.7%	6.5%	10.4%	3.8%	3.6%
Total(n)	11,802	3,348	2,908	2,977	1,298	1,217	26	28
Mean	2.80	2.79	2.81	2.80	2.84	2.74	2.92	2.93
Standard deviation	0.56	0.57	0.54	0.56	0.52	0.63	0.39	0.38
<b>Support their opinions with a logical argument</b>								
Frequently	73.4%	70.1%	74.3%	75.1%	78.2%	70.5%	77.8%	82.8%
Occasionally	17.6%	20.5%	17.7%	16.1%	13.8%	17.5%	18.5%	6.9%
Not at All	9.0%	9.4%	7.9%	8.8%	8.0%	12.0%	3.7%	10.3%
Total(n)	11,809	3,360	2,896	2,977	1,301	1,219	27	29
Mean	2.64	2.61	2.66	2.66	2.70	2.59	2.74	2.72
Standard deviation	0.64	0.65	0.62	0.63	0.61	0.69	0.53	0.65
<b>Seek solutions to problems and explain them to others</b>								
Frequently	71.2%	66.9%	71.5%	74.1%	75.5%	70.8%	84.6%	79.3%
Occasionally	19.8%	23.9%	20.7%	17.0%	16.6%	16.9%	11.5%	17.2%
Not at All	8.9%	9.2%	7.9%	8.9%	7.9%	12.3%	3.8%	3.4%
Total(n)	11,832	3,371	2,912	2,977	1,298	1,219	26	29
Mean	2.62	2.58	2.64	2.65	2.68	2.58	2.81	2.76
Standard deviation	0.64	0.65	0.62	0.64	0.61	0.70	0.49	0.51
<b>Analyze multiple sources of information before coming to a conclusion</b>								
Frequently	63.6%	61.7%	64.0%	64.8%	69.3%	59.2%	55.6%	82.8%
Occasionally	25.6%	27.3%	26.0%	24.6%	21.3%	26.6%	40.7%	13.8%
Not at All	10.8%	11.0%	10.0%	10.7%	9.4%	14.2%	3.7%	3.4%
Total(n)	11,830	3,370	2,912	2,982	1,295	1,215	27	29
Mean	2.53	2.51	2.54	2.54	2.60	2.45	2.52	2.79
Standard deviation	0.68	0.69	0.67	0.68	0.66	0.73	0.58	0.49
<b>Evaluate the quality or reliability of information they receive</b>								
Frequently	64.4%	62.6%	63.8%	65.2%	70.9%	61.2%	70.4%	79.3%
Occasionally	25.0%	26.5%	26.4%	23.9%	20.6%	24.7%	25.9%	20.7%
Not at All	10.6%	10.9%	9.8%	10.9%	8.4%	14.1%	3.7%	0.0%
Total(n)	11,814	3,369	2,906	2,976	1,290	1,217	27	29
Mean	2.54	2.52	2.54	2.54	2.62	2.47	2.67	2.79
Standard deviation	0.68	0.68	0.67	0.68	0.64	0.73	0.55	0.41
<b>Take risks for potential gains</b>								
Frequently	36.6%	35.0%	36.3%	36.2%	42.8%	35.6%	44.4%	31.0%
Occasionally	40.2%	40.9%	42.2%	40.0%	36.1%	38.6%	37.0%	44.8%
Not at All	23.2%	24.1%	21.5%	23.8%	21.1%	25.7%	18.5%	24.1%
Total(n)	11,741	3,341	2,887	2,963	1,285	1,209	27	29
Mean	2.13	2.11	2.15	2.12	2.22	2.10	2.26	2.07
Standard deviation	0.76	0.76	0.75	0.76	0.77	0.78	0.76	0.75
<b>Seek alternative solutions to a problem</b>								
Frequently	59.5%	56.4%	58.4%	61.4%	67.2%	57.2%	66.7%	86.2%
Occasionally	31.0%	33.9%	33.3%	28.8%	24.5%	30.6%	29.6%	10.3%
Not at All	9.5%	9.7%	8.4%	9.8%	8.3%	12.1%	3.7%	3.4%
Total(n)	11,759	3,347	2,896	2,961	1,285	1,214	27	29
Mean	2.50	2.47	2.50	2.52	2.59	2.45	2.63	2.83
Standard deviation	0.66	0.67	0.65	0.67	0.64	0.70	0.56	0.47
<b>Look up scientific research articles and resources</b>								
Frequently	49.2%	46.6%	51.2%	51.8%	50.4%	44.0%	46.2%	51.7%
Occasionally	31.4%	32.7%	31.3%	30.6%	29.5%	31.3%	30.8%	41.4%
Not at All	19.4%	20.6%	17.5%	17.6%	20.1%	24.8%	23.1%	6.9%
Total(n)	11,760	3,350	2,890	2,967	1,290	1,208	26	29
Mean	2.30	2.26	2.34	2.34	2.30	2.19	2.23	2.45
Standard deviation	0.77	0.78	0.76	0.76	0.78	0.81	0.82	0.63
<b>Explore topics on their own, even though it was not required for a class</b>								
Frequently	49.3%	45.7%	48.3%	51.6%	55.3%	49.0%	55.6%	62.1%
Occasionally	39.3%	43.1%	41.6%	37.2%	33.6%	34.9%	33.3%	37.9%
Not at All	11.4%	11.3%	10.1%	11.1%	11.1%	16.1%	11.1%	0.0%
Total(n)	11,808	3,358	2,904	2,979	1,293	1,218	27	29
Mean	2.38	2.34	2.38	2.40	2.44	2.33	2.44	2.62
Standard deviation	0.68	0.67	0.66	0.68	0.68	0.74	0.70	0.49
<b>Accept mistakes as part of the learning process</b>								
Frequently	72.3%	67.5%	71.4%	74.9%	79.2%	73.2%	88.9%	86.2%
Occasionally	19.7%	24.1%	21.4%	17.0%	14.1%	15.9%	11.1%	10.3%
Not at All	8.0%	8.4%	7.2%	8.0%	6.7%	10.9%	0.0%	3.4%
Total(n)	11,814	3,365	2,906	2,976	1,294	1,217	27	29

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.64	2.59	2.64	2.67	2.72	2.62	2.89	2.83
Standard deviation	0.63	0.64	0.61	0.62	0.58	0.67	0.32	0.47
<b>Recognize biases that affect their thinking</b>								
Frequently	51.8%	46.8%	51.5%	54.1%	59.9%	51.7%	51.9%	65.5%
Occasionally	34.7%	38.6%	35.5%	33.2%	28.9%	31.7%	48.1%	31.0%
Not at All	13.5%	14.5%	13.0%	12.7%	11.2%	16.5%	0.0%	3.4%
Total(n)	11,788	3,361	2,898	2,965	1,292	1,216	27	29
Mean	2.38	2.32	2.38	2.41	2.49	2.35	2.52	2.62
Standard deviation	0.71	0.71	0.71	0.71	0.69	0.75	0.51	0.56
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>								
<b>Write in the specific style or format of your discipline</b>								
Frequently	63.4%	62.9%	65.3%	63.0%	65.4%	59.2%	46.2%	57.1%
Occasionally	26.1%	26.8%	25.1%	27.6%	23.9%	24.9%	42.3%	35.7%
Not at All	10.5%	10.4%	9.6%	9.4%	10.8%	15.9%	11.5%	7.1%
Total(n)	11,942	3,390	2,938	3,016	1,308	1,236	26	28
Mean	2.53	2.53	2.56	2.54	2.55	2.43	2.35	2.50
Standard deviation	0.68	0.68	0.66	0.66	0.68	0.75	0.69	0.64
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>								
Frequently	50.6%	48.1%	50.5%	51.7%	56.4%	49.1%	38.5%	57.1%
Occasionally	34.4%	35.3%	34.3%	34.8%	30.6%	35.8%	34.6%	32.1%
Not at All	14.9%	16.6%	15.2%	13.5%	13.0%	15.0%	26.9%	10.7%
Total(n)	11,928	3,388	2,939	3,010	1,306	1,231	26	28
Mean	2.36	2.31	2.35	2.38	2.43	2.34	2.12	2.46
Standard deviation	0.73	0.74	0.73	0.71	0.71	0.73	0.82	0.69
<b>Discuss the ethical or moral implications of a course of action</b>								
Frequently	48.2%	45.9%	47.9%	48.8%	54.8%	46.7%	26.9%	53.6%
Occasionally	37.0%	39.0%	37.7%	36.4%	32.3%	36.5%	34.6%	25.0%
Not at All	14.8%	15.1%	14.3%	14.8%	12.9%	16.7%	38.5%	21.4%
Total(n)	11,905	3,376	2,939	3,006	1,300	1,230	26	28
Mean	2.33	2.31	2.34	2.34	2.42	2.30	1.88	2.32
Standard deviation	0.72	0.72	0.71	0.72	0.71	0.74	0.82	0.82
<b>Apply mathematical concepts and computational thinking</b>								
Frequently	32.4%	33.6%	34.1%	34.0%	27.2%	26.4%	42.3%	33.3%
Occasionally	27.3%	26.7%	27.0%	28.3%	26.5%	28.1%	23.1%	22.2%
Not at All	40.3%	39.7%	39.0%	37.7%	46.2%	45.5%	34.6%	44.4%
Total(n)	11,929	3,387	2,942	3,013	1,300	1,234	26	27
Mean	1.92	1.94	1.95	1.96	1.81	1.81	2.08	1.89
Standard deviation	0.85	0.85	0.85	0.85	0.84	0.83	0.89	0.89
<b>In how many of the courses that you teach do you use each of the following?</b>								
<b>Class discussions</b>								
All	73.9%	72.5%	73.0%	73.8%	79.0%	75.3%	52.0%	72.0%
Most	13.2%	14.0%	13.2%	13.5%	11.6%	12.0%	24.0%	12.0%
Some	10.3%	11.0%	11.3%	10.4%	6.9%	8.8%	16.0%	12.0%
None	2.6%	2.5%	2.5%	2.3%	2.5%	3.9%	8.0%	4.0%
Total(n)	11,853	3,372	2,926	2,985	1,298	1,222	25	25
Mean	3.58	3.56	3.57	3.59	3.67	3.59	3.20	3.52
Standard deviation	0.78	0.79	0.79	0.77	0.72	0.81	1.00	0.87
<b>Cooperative learning (small groups)</b>								
All	54.6%	50.3%	55.1%	58.9%	56.6%	52.7%	76.0%	36.0%
Most	19.0%	19.2%	20.0%	20.3%	15.4%	17.1%	16.0%	12.0%
Some	19.1%	22.7%	19.0%	16.1%	17.3%	18.4%	8.0%	36.0%
None	7.3%	7.8%	5.9%	4.8%	10.7%	11.8%	0.0%	16.0%
Total(n)	11,828	3,360	2,921	2,983	1,293	1,221	25	25
Mean	3.21	3.12	3.24	3.33	3.18	3.11	3.68	2.68
Standard deviation	0.99	1.01	0.96	0.91	1.07	1.08	0.63	1.14
<b>Experiential learning/Field studies</b>								
All	18.6%	15.7%	16.9%	20.1%	21.8%	23.2%	40.0%	17.4%
Most	14.9%	15.0%	16.3%	16.3%	10.9%	12.3%	12.0%	8.7%
Some	30.4%	31.6%	32.7%	31.0%	25.8%	25.1%	32.0%	34.8%
None	36.1%	37.7%	34.1%	32.6%	41.5%	39.4%	16.0%	39.1%
Total(n)	11,704	3,324	2,889	2,959	1,277	1,207	25	23
Mean	2.16	2.09	2.16	2.24	2.13	2.19	2.76	2.04
Standard deviation	1.11	1.07	1.07	1.11	1.17	1.19	1.16	1.11
<b>Performances/Demonstrations</b>								
All	21.4%	17.7%	17.7%	23.2%	28.0%	28.7%	32.0%	12.5%
Most	15.4%	13.9%	15.3%	16.8%	14.5%	17.2%	28.0%	8.3%
Some	27.3%	28.0%	27.7%	28.6%	25.3%	22.9%	20.0%	37.5%
None	36.0%	40.4%	39.2%	31.4%	32.2%	31.2%	20.0%	41.7%
Total(n)	11,756	3,337	2,902	2,970	1,288	1,210	25	24
Mean	2.22	2.09	2.12	2.32	2.38	2.43	2.72	1.92
Standard deviation	1.15	1.11	1.11	1.14	1.20	1.20	1.14	1.02
<b>Group projects</b>								
All	27.6%	25.3%	26.8%	29.0%	32.0%	27.3%	44.0%	24.0%
Most	20.6%	20.2%	22.6%	23.4%	15.9%	15.9%	16.0%	4.0%
Some	32.9%	35.5%	35.2%	31.6%	27.1%	29.6%	16.0%	28.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
None	18.9%	19.0%	15.4%	16.1%	24.9%	27.2%	24.0%	44.0%
Total(n)	11,786	3,356	2,912	2,976	1,283	1,209	25	25
Mean	2.57	2.52	2.61	2.65	2.55	2.43	2.80	2.08
Standard deviation	1.08	1.07	1.04	1.06	1.18	1.16	1.26	1.22
<b>Extensive lecturing</b>								
All	17.3%	16.0%	16.1%	17.1%	23.5%	17.3%	20.8%	20.8%
Most	23.4%	25.1%	24.2%	22.5%	22.0%	20.6%	12.5%	20.8%
Some	35.6%	36.3%	36.4%	37.6%	30.0%	33.1%	25.0%	25.0%
None	23.8%	22.6%	23.3%	22.8%	24.5%	29.1%	41.7%	33.3%
Total(n)	11,764	3,346	2,915	2,959	1,286	1,210	24	24
Mean	2.34	2.35	2.33	2.34	2.44	2.26	2.13	2.29
Standard deviation	1.02	1.00	1.01	1.01	1.10	1.06	1.19	1.16
<b>Multiple drafts of written work</b>								
All	16.2%	14.8%	14.2%	17.3%	21.1%	17.5%	16.7%	12.5%
Most	18.8%	19.5%	20.6%	19.3%	17.5%	12.7%	0.0%	25.0%
Some	39.7%	42.5%	42.6%	38.9%	33.5%	33.8%	20.8%	37.5%
None	25.3%	23.2%	22.7%	24.5%	27.8%	36.0%	62.5%	25.0%
Total(n)	11,704	3,326	2,900	2,946	1,282	1,202	24	24
Mean	2.26	2.26	2.26	2.29	2.32	2.12	1.71	2.25
Standard deviation	1.01	0.98	0.97	1.02	1.09	1.08	1.12	0.99
<b>Reflective writing/Journaling</b>								
All	18.5%	13.7%	16.4%	19.9%	25.8%	24.9%	24.0%	24.0%
Most	16.0%	14.6%	15.7%	17.9%	15.8%	15.9%	12.0%	8.0%
Some	30.4%	31.6%	33.0%	30.6%	26.6%	25.3%	8.0%	20.0%
None	35.1%	40.1%	34.8%	31.5%	31.9%	33.9%	56.0%	48.0%
Total(n)	11,762	3,345	2,902	2,964	1,288	1,213	25	25
Mean	2.18	2.02	2.14	2.26	2.35	2.32	2.04	2.08
Standard deviation	1.10	1.05	1.07	1.11	1.18	1.18	1.31	1.26
<b>Community service as part of coursework</b>								
All	2.7%	2.1%	2.4%	2.9%	3.6%	3.4%	4.0%	0.0%
Most	4.8%	4.5%	5.4%	4.7%	4.4%	5.0%	8.0%	8.7%
Some	20.3%	21.4%	21.0%	20.9%	18.6%	16.5%	4.0%	21.7%
None	72.2%	72.0%	71.2%	71.5%	73.5%	75.1%	84.0%	69.6%
Total(n)	11,755	3,350	2,913	2,959	1,282	1,203	25	23
Mean	1.38	1.37	1.39	1.39	1.38	1.37	1.32	1.39
Standard deviation	0.70	0.67	0.70	0.71	0.73	0.73	0.80	0.66
<b>Electronic quizzes with immediate feedback in class</b>								
All	13.1%	9.0%	10.9%	14.3%	19.4%	19.0%	32.0%	16.0%
Most	13.7%	11.9%	13.9%	15.6%	12.9%	14.4%	20.0%	8.0%
Some	24.2%	22.9%	25.7%	25.7%	22.1%	22.5%	24.0%	28.0%
None	49.1%	56.1%	49.5%	44.4%	45.5%	44.1%	24.0%	48.0%
Total(n)	11,823	3,363	2,918	2,983	1,292	1,217	25	25
Mean	1.91	1.74	1.86	2.00	2.06	2.08	2.60	1.92
Standard deviation	1.07	0.99	1.03	1.08	1.17	1.16	1.19	1.12
<b>Real-life problems</b>								
All	42.2%	37.2%	41.1%	45.0%	47.0%	46.4%	44.0%	62.5%
Most	28.5%	29.0%	29.5%	28.9%	25.6%	27.2%	20.0%	0.0%
Some	22.2%	25.3%	22.8%	20.4%	19.3%	19.3%	24.0%	33.3%
None	7.1%	8.5%	6.5%	5.8%	8.0%	7.1%	12.0%	4.2%
Total(n)	11,785	3,355	2,907	2,967	1,287	1,220	25	24
Mean	3.06	2.95	3.05	3.13	3.12	3.13	2.96	3.21
Standard deviation	0.96	0.98	0.95	0.93	0.99	0.96	1.10	1.06
<b>Student inquiry to drive learning</b>								
All	35.2%	29.2%	32.5%	38.0%	43.4%	42.5%	48.0%	52.0%
Most	28.9%	27.9%	31.4%	29.1%	27.7%	26.7%	8.0%	16.0%
Some	27.9%	33.5%	28.7%	26.2%	20.9%	22.5%	40.0%	24.0%
None	8.0%	9.4%	7.4%	6.7%	8.0%	8.3%	4.0%	8.0%
Total(n)	11,772	3,344	2,913	2,969	1,285	1,211	25	25
Mean	2.91	2.77	2.89	2.98	3.07	3.03	3.00	3.12
Standard deviation	0.97	0.97	0.95	0.95	0.98	0.99	1.04	1.05
<b>Readings on racial and ethnic issues</b>								
All	21.3%	19.8%	22.3%	21.2%	24.1%	20.2%	16.7%	12.5%
Most	15.1%	14.7%	15.8%	16.0%	15.5%	12.1%	4.2%	25.0%
Some	26.7%	28.2%	25.8%	27.2%	24.5%	26.6%	12.5%	25.0%
None	36.9%	37.3%	36.2%	35.6%	35.9%	41.1%	66.7%	37.5%
Total(n)	11,649	3,326	2,873	2,941	1,269	1,192	24	24
Mean	2.21	2.17	2.24	2.23	2.28	2.11	1.71	2.13
Standard deviation	1.15	1.13	1.16	1.15	1.18	1.15	1.16	1.08
<b>Readings on women or gender issues</b>								
All	17.4%	16.5%	18.4%	16.8%	20.2%	15.5%	17.4%	12.5%
Most	13.3%	13.6%	13.9%	13.5%	13.0%	10.6%	4.3%	12.5%
Some	27.4%	28.5%	27.6%	27.8%	25.6%	25.5%	4.3%	37.5%
None	41.9%	41.4%	40.0%	41.9%	41.3%	48.3%	73.9%	37.5%
Total(n)	11,591	3,302	2,863	2,932	1,263	1,184	23	24
Mean	2.06	2.05	2.11	2.05	2.12	1.93	1.65	2.00
Standard deviation	1.11	1.10	1.13	1.11	1.16	1.10	1.19	1.02
<b>Supplemental instruction outside of class and office hours</b>								
All	19.2%	16.7%	18.0%	21.0%	24.0%	19.5%	29.2%	20.8%
Most	17.9%	17.8%	19.9%	18.1%	15.6%	15.9%	8.3%	8.3%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Some	37.6%	40.4%	37.4%	38.4%	32.3%	34.1%	16.7%	41.7%
None	25.3%	25.1%	24.7%	22.5%	28.1%	30.5%	45.8%	29.2%
Total(n)	11,583	3,304	2,864	2,921	1,258	1,188	24	24
Mean	2.31	2.26	2.31	2.38	2.35	2.24	2.21	2.21
Standard deviation	1.05	1.01	1.03	1.05	1.13	1.09	1.32	1.10
<b>Student presentations</b>								
All	29.7%	27.4%	27.0%	31.6%	33.3%	34.1%	25.0%	26.9%
Most	25.1%	26.5%	27.8%	25.9%	20.3%	18.5%	12.5%	26.9%
Some	32.7%	35.6%	34.5%	31.8%	28.6%	26.5%	29.2%	38.5%
None	12.6%	10.5%	10.7%	10.8%	17.8%	21.0%	33.3%	7.7%
Total(n)	11,649	3,321	2,878	2,940	1,268	1,192	24	26
Mean	2.72	2.71	2.71	2.78	2.69	2.66	2.29	2.73
Standard deviation	1.02	0.98	0.98	1.01	1.11	1.15	1.20	0.96
<b>Student evaluations of each others' work</b>								
All	16.0%	13.5%	14.5%	16.4%	22.0%	19.2%	25.0%	8.3%
Most	16.8%	15.2%	17.7%	19.3%	15.7%	14.6%	12.5%	20.8%
Some	38.2%	41.8%	41.0%	37.2%	30.7%	32.4%	25.0%	45.8%
None	28.9%	29.5%	26.7%	27.2%	31.7%	33.9%	37.5%	25.0%
Total(n)	11,617	3,311	2,865	2,935	1,269	1,189	24	24
Mean	2.20	2.13	2.20	2.25	2.28	2.19	2.25	2.13
Standard deviation	1.03	0.99	0.99	1.03	1.13	1.10	1.22	0.90
<b>Grading on a curve</b>								
All	6.5%	8.0%	6.1%	5.7%	7.0%	5.1%	8.7%	0.0%
Most	7.5%	9.1%	8.2%	6.4%	5.7%	5.7%	13.0%	8.3%
Some	18.5%	20.3%	16.5%	18.4%	18.5%	18.6%	17.4%	25.0%
None	67.4%	62.5%	69.1%	69.5%	68.8%	70.5%	60.9%	66.7%
Total(n)	11,616	3,317	2,865	2,934	1,268	1,185	23	24
Mean	1.53	1.63	1.51	1.48	1.51	1.45	1.70	1.42
Standard deviation	0.89	0.95	0.88	0.85	0.89	0.82	1.02	0.65
<b>Rubric-based assessment</b>								
All	47.2%	39.7%	44.9%	52.0%	54.9%	54.3%	43.5%	40.0%
Most	24.9%	25.7%	27.7%	24.5%	21.1%	21.0%	4.3%	24.0%
Some	19.5%	23.5%	20.6%	16.6%	16.7%	16.1%	30.4%	28.0%
None	8.3%	11.2%	6.7%	6.9%	7.3%	8.6%	21.7%	8.0%
Total(n)	11,397	3,228	2,819	2,897	1,242	1,163	23	25
Mean	3.11	2.94	3.11	3.21	3.24	3.21	2.70	2.96
Standard deviation	0.99	1.04	0.96	0.96	0.98	1.00	1.26	1.02
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>								
All	14.8%	13.1%	14.3%	15.4%	17.9%	15.9%	12.5%	8.3%
Most	15.3%	14.4%	16.1%	16.4%	13.5%	14.8%	0.0%	20.8%
Some	38.1%	39.1%	38.9%	37.9%	37.7%	33.8%	54.2%	37.5%
None	31.8%	33.3%	30.6%	30.2%	31.0%	35.5%	33.3%	33.3%
Total(n)	11,564	3,296	2,864	2,918	1,256	1,182	24	24
Mean	2.13	2.07	2.14	2.17	2.18	2.11	1.92	2.04
Standard deviation	1.02	1.00	1.01	1.03	1.06	1.06	0.93	0.95
<b>How frequently do you incorporate the following forms of technology into your courses?</b>								
<b>Videos or podcasts</b>								
Frequently	50.2%	44.7%	49.4%	52.7%	57.5%	53.3%	27.3%	68.0%
Occasionally	41.3%	45.2%	43.0%	39.7%	34.2%	38.3%	50.0%	24.0%
Not at All	8.5%	10.1%	7.6%	7.5%	8.3%	8.3%	22.7%	8.0%
Total(n)	11,698	3,342	2,882	2,955	1,274	1,198	22	25
Mean	2.42	2.35	2.42	2.45	2.49	2.45	2.05	2.60
Standard deviation	0.64	0.65	0.63	0.63	0.65	0.64	0.72	0.65
<b>Simulations/animations</b>								
Frequently	21.9%	18.6%	20.7%	25.3%	24.8%	22.7%	13.6%	33.3%
Occasionally	41.4%	40.5%	44.0%	42.8%	37.2%	39.1%	40.9%	29.2%
Not at All	36.7%	40.8%	35.4%	31.9%	38.0%	38.2%	45.5%	37.5%
Total(n)	11,637	3,331	2,864	2,941	1,267	1,188	22	24
Mean	1.85	1.78	1.85	1.93	1.87	1.85	1.68	1.96
Standard deviation	0.75	0.74	0.73	0.75	0.78	0.77	0.72	0.86
<b>Online homework or virtual labs</b>								
Frequently	38.2%	32.0%	36.4%	39.8%	47.5%	45.2%	36.4%	64.0%
Occasionally	33.4%	35.2%	34.2%	34.0%	28.3%	31.0%	40.9%	24.0%
Not at All	28.4%	32.7%	29.4%	26.2%	24.3%	23.8%	22.7%	12.0%
Total(n)	11,627	3,320	2,869	2,932	1,270	1,189	22	25
Mean	2.10	1.99	2.07	2.14	2.23	2.21	2.14	2.52
Standard deviation	0.81	0.81	0.81	0.80	0.81	0.80	0.77	0.71
<b>Online discussion boards</b>								
Frequently	29.6%	23.6%	26.7%	30.6%	39.1%	40.9%	13.6%	37.5%
Occasionally	35.1%	36.5%	37.2%	35.9%	29.9%	29.8%	50.0%	33.3%
Not at All	35.3%	39.9%	36.1%	33.5%	31.1%	29.2%	36.4%	29.2%
Total(n)	11,657	3,333	2,869	2,947	1,272	1,190	22	24
Mean	1.94	1.84	1.91	1.97	2.08	2.12	1.77	2.08
Standard deviation	0.80	0.78	0.79	0.80	0.83	0.83	0.69	0.83
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>								
Frequently	10.0%	7.3%	9.9%	12.8%	11.0%	10.1%	13.6%	4.2%
Occasionally	22.1%	19.9%	21.4%	27.0%	20.3%	19.4%	22.7%	25.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	67.9%	72.8%	68.7%	60.2%	68.7%	70.5%	63.6%	70.8%
Total(n)	11,651	3,335	2,875	2,938	1,269	1,188	22	24
Mean	1.42	1.35	1.41	1.53	1.42	1.40	1.50	1.33
Standard deviation	0.67	0.61	0.66	0.71	0.68	0.66	0.74	0.56
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>								
<b>Felt confident in your ability to provide effective instruction exclusively online</b>								
To a Very Large Extent	29.5%	26.1%	26.0%	28.8%	40.2%	38.1%	27.3%	48.0%
To a Large Extent	31.8%	32.5%	32.2%	32.5%	29.6%	29.2%	27.3%	24.0%
To Some Extent	27.8%	29.0%	31.2%	27.7%	21.9%	22.6%	27.3%	24.0%
To a Small Extent	7.6%	9.1%	7.7%	7.4%	5.9%	5.8%	9.1%	4.0%
Not at All	3.3%	3.4%	2.9%	3.6%	2.5%	4.4%	9.1%	0.0%
Total(n)	11,652	3,368	2,878	2,907	1,260	1,192	22	25
Mean	3.77	3.69	3.71	3.75	3.99	3.91	3.55	4.16
Standard deviation	1.06	1.06	1.03	1.06	1.04	1.11	1.26	0.94
<b>Were concerned about your job security</b>								
To a Very Large Extent	10.0%	5.3%	7.4%	13.0%	18.1%	12.8%	14.3%	34.8%
To a Large Extent	8.1%	4.5%	6.8%	11.3%	10.8%	10.8%	4.8%	17.4%
To Some Extent	20.5%	13.6%	21.9%	25.4%	21.7%	23.7%	28.6%	21.7%
To a Small Extent	18.9%	18.6%	21.0%	18.9%	16.6%	17.9%	19.0%	4.3%
Not at All	42.5%	58.0%	42.9%	31.4%	32.9%	34.8%	33.3%	21.7%
Total(n)	11,647	3,373	2,877	2,905	1,260	1,188	21	23
Mean	2.24	1.80	2.15	2.56	2.65	2.49	2.48	3.39
Standard deviation	1.34	1.16	1.25	1.37	1.48	1.39	1.40	1.56
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>								
To a Very Large Extent	26.6%	24.5%	35.2%	30.7%	16.5%	11.8%	20.0%	15.0%
To a Large Extent	17.2%	19.3%	19.3%	18.9%	9.7%	9.4%	5.0%	20.0%
To Some Extent	21.3%	24.7%	21.2%	23.0%	15.8%	13.6%	35.0%	15.0%
To a Small Extent	10.5%	13.0%	9.5%	9.1%	9.4%	9.8%	15.0%	10.0%
Not at All	24.4%	18.5%	14.8%	18.3%	48.6%	55.3%	25.0%	40.0%
Total(n)	11,520	3,357	2,871	2,883	1,221	1,148	20	20
Mean	3.11	3.18	3.51	3.34	2.36	2.13	2.80	2.60
Standard deviation	1.52	1.42	1.43	1.46	1.54	1.46	1.44	1.57
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>								
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>								
Strongly Agree	59.2%	59.2%	58.7%	55.9%	67.5%	60.4%	41.2%	52.2%
Agree	34.1%	34.2%	34.4%	37.2%	27.5%	32.7%	47.1%	39.1%
Disagree	4.5%	4.5%	4.6%	4.6%	3.3%	5.3%	5.9%	4.3%
Strongly Disagree	2.1%	2.1%	2.2%	2.3%	1.8%	1.6%	5.9%	4.3%
Total(n)	11,106	3,278	2,808	2,703	1,191	1,086	17	23
Mean	3.51	3.51	3.50	3.47	3.61	3.52	3.24	3.39
Standard deviation	0.68	0.68	0.69	0.69	0.64	0.67	0.83	0.78
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>								
Strongly Agree	49.1%	50.2%	47.3%	45.4%	54.1%	54.3%	25.0%	45.8%
Agree	32.0%	31.6%	33.6%	33.4%	27.3%	30.1%	56.3%	37.5%
Disagree	10.0%	9.5%	10.5%	11.1%	9.0%	8.5%	12.5%	4.2%
Strongly Disagree	8.9%	8.6%	8.7%	10.0%	9.6%	7.1%	6.3%	12.5%
Total(n)	10,843	3,260	2,775	2,619	1,138	1,011	16	24
Mean	3.21	3.24	3.19	3.14	3.26	3.32	3.00	3.17
Standard deviation	0.95	0.94	0.94	0.97	0.97	0.90	0.82	1.01
<b>I had access to effective tech support while teaching remotely</b>								
Strongly Agree	44.7%	45.5%	40.5%	41.4%	53.3%	52.9%	33.3%	28.0%
Agree	37.2%	36.4%	39.8%	39.1%	31.2%	33.7%	40.0%	48.0%
Disagree	11.7%	11.7%	12.6%	12.6%	10.0%	8.5%	20.0%	16.0%
Strongly Disagree	6.5%	6.3%	7.1%	6.9%	5.6%	4.8%	6.7%	8.0%
Total(n)	10,936	3,279	2,784	2,637	1,153	1,043	15	25
Mean	3.20	3.21	3.14	3.15	3.32	3.35	3.00	2.96
Standard deviation	0.88	0.88	0.89	0.89	0.87	0.83	0.93	0.89
<b>Please indicate your agreement with each of the following statements:</b>								
<b>Campus leadership provided an appropriate response to the pandemic</b>								
Strongly Agree	45.1%	46.4%	40.4%	42.1%	51.6%	53.1%	50.0%	32.0%
Somewhat Agree	40.2%	37.5%	42.8%	42.9%	37.0%	38.6%	33.3%	48.0%
Somewhat Disagree	10.2%	10.7%	11.2%	10.7%	8.6%	6.6%	11.1%	12.0%
Strongly Disagree	4.5%	5.4%	5.6%	4.3%	2.8%	1.7%	5.6%	8.0%
Total(n)	11,207	3,318	2,816	2,732	1,184	1,114	18	25
Mean	3.26	3.25	3.18	3.23	3.37	3.43	3.28	3.04
Standard deviation	0.82	0.85	0.84	0.81	0.76	0.69	0.89	0.89
<b>Faculty in my department were adequately prepared for teaching remotely</b>								
Strongly Agree	23.2%	21.4%	19.6%	23.0%	27.6%	33.6%	10.5%	20.8%
Somewhat Agree	43.0%	43.7%	42.4%	43.6%	41.4%	42.3%	57.9%	54.2%
Somewhat Disagree	23.6%	24.1%	26.2%	23.7%	22.0%	17.0%	21.1%	12.5%
Strongly Disagree	10.2%	10.8%	11.7%	9.6%	9.0%	7.0%	10.5%	12.5%
Total(n)	11,134	3,301	2,806	2,704	1,183	1,097	19	24
Mean	2.79	2.76	2.70	2.80	2.88	3.03	2.68	2.83

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.91	0.91	0.91	0.90	0.92	0.89	0.82	0.92
<b>My institution's pandemic response prioritized the health and safety of faculty</b>								
Strongly Agree	44.3%	43.0%	38.2%	42.2%	55.0%	57.1%	55.6%	34.8%
Somewhat Agree	34.8%	34.4%	37.3%	35.0%	32.2%	32.1%	22.2%	43.5%
Somewhat Disagree	13.7%	14.5%	15.9%	15.1%	8.6%	7.8%	22.2%	17.4%
Strongly Disagree	7.2%	8.1%	8.6%	7.7%	4.2%	3.0%	0.0%	4.3%
Total(n)	11,178	3,317	2,807	2,718	1,187	1,108	18	23
Mean	3.16	3.12	3.05	3.12	3.38	3.43	3.33	3.09
Standard deviation	0.92	0.94	0.94	0.93	0.81	0.76	0.84	0.85
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>								
Strongly Agree	18.0%	13.5%	15.7%	18.3%	27.0%	26.2%	15.8%	26.1%
Somewhat Agree	20.0%	17.7%	18.3%	23.1%	21.1%	21.7%	36.8%	30.4%
Somewhat Disagree	23.4%	24.8%	24.6%	23.0%	20.2%	20.6%	15.8%	21.7%
Strongly Disagree	38.6%	43.9%	41.3%	35.5%	31.6%	31.5%	31.6%	21.7%
Total(n)	11,168	3,305	2,792	2,737	1,187	1,105	19	23
Mean	2.17	2.01	2.08	2.24	2.44	2.43	2.37	2.61
Standard deviation	1.13	1.08	1.10	1.12	1.19	1.18	1.12	1.12
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>								
Strongly Agree	48.7%	48.2%	45.5%	46.3%	56.1%	56.3%	52.6%	38.1%
Somewhat Agree	34.3%	33.0%	35.3%	36.2%	32.7%	32.8%	31.6%	33.3%
Somewhat Disagree	10.2%	11.4%	11.6%	10.1%	6.8%	7.3%	5.3%	19.0%
Strongly Disagree	6.8%	7.5%	7.6%	7.4%	4.5%	3.6%	10.5%	9.5%
Total(n)	11,138	3,309	2,795	2,715	1,179	1,100	19	21
Mean	3.25	3.22	3.19	3.22	3.40	3.42	3.26	3.00
Standard deviation	0.89	0.92	0.92	0.90	0.80	0.78	0.99	1.00
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>								
Strongly Agree	61.4%	61.3%	64.5%	61.3%	62.7%	53.4%	55.6%	54.5%
Somewhat Agree	31.4%	32.3%	29.8%	31.6%	29.3%	33.9%	44.4%	40.9%
Somewhat Disagree	5.6%	5.3%	4.8%	5.9%	5.4%	8.3%	0.0%	4.5%
Strongly Disagree	1.6%	1.2%	1.0%	1.2%	2.6%	4.4%	0.0%	0.0%
Total(n)	11,127	3,289	2,799	2,715	1,181	1,103	18	22
Mean	3.53	3.54	3.58	3.53	3.52	3.36	3.56	3.50
Standard deviation	0.68	0.65	0.63	0.66	0.72	0.81	0.51	0.60
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>								
<b>Physical health</b>								
To a Very Large Extent	20.1%	17.8%	21.6%	21.9%	21.3%	17.8%	10.0%	13.0%
To a Large Extent	20.5%	21.3%	21.1%	21.1%	19.3%	15.9%	25.0%	26.1%
To Some Extent	29.6%	29.4%	29.1%	30.4%	27.9%	31.4%	35.0%	26.1%
To a Small Extent	16.3%	17.6%	16.7%	14.3%	14.8%	17.6%	15.0%	26.1%
Not at All	13.5%	13.9%	11.5%	12.3%	16.7%	17.2%	15.0%	8.7%
Total(n)	11,301	3,313	2,816	2,800	1,206	1,123	20	23
Mean	3.17	3.12	3.25	3.26	3.14	3.00	3.00	3.09
Standard deviation	1.30	1.28	1.28	1.29	1.36	1.32	1.21	1.20
<b>Mental health</b>								
To a Very Large Extent	22.7%	17.3%	24.8%	28.3%	23.7%	18.9%	10.0%	9.1%
To a Large Extent	21.8%	19.5%	24.7%	23.3%	19.1%	20.6%	30.0%	27.3%
To Some Extent	26.2%	28.5%	24.8%	25.2%	25.3%	25.6%	45.0%	27.3%
To a Small Extent	15.5%	19.1%	14.6%	12.7%	14.6%	15.2%	10.0%	18.2%
Not at All	13.8%	15.6%	11.1%	10.5%	17.3%	19.8%	5.0%	18.2%
Total(n)	11,261	3,295	2,804	2,796	1,205	1,119	20	22
Mean	3.24	3.04	3.37	3.46	3.17	3.03	3.30	2.91
Standard deviation	1.33	1.30	1.30	1.30	1.40	1.38	0.98	1.27
<b>In-person social interaction</b>								
To a Very Large Extent	19.7%	17.8%	20.2%	22.1%	20.7%	17.5%	5.0%	26.1%
To a Large Extent	24.7%	23.5%	25.8%	27.2%	21.2%	23.1%	35.0%	21.7%
To Some Extent	28.0%	29.6%	27.5%	27.1%	28.3%	26.8%	45.0%	26.1%
To a Small Extent	15.4%	16.6%	16.1%	13.0%	14.5%	16.8%	5.0%	17.4%
Not at All	12.1%	12.5%	10.3%	10.7%	15.3%	15.7%	10.0%	8.7%
Total(n)	11,205	3,278	2,796	2,780	1,196	1,112	20	23
Mean	3.25	3.17	3.30	3.37	3.17	3.10	3.20	3.39
Standard deviation	1.27	1.26	1.25	1.26	1.33	1.31	1.01	1.31
<b>Return to in-person teaching</b>								
To a Very Large Extent	14.8%	13.1%	15.8%	16.0%	17.4%	11.3%	5.3%	9.1%
To a Large Extent	16.9%	15.5%	19.3%	18.1%	14.0%	15.3%	26.3%	27.3%
To Some Extent	24.0%	24.2%	23.5%	25.3%	23.0%	22.7%	31.6%	22.7%
To a Small Extent	18.0%	18.6%	18.5%	17.3%	16.9%	17.9%	10.5%	13.6%
Not at All	26.3%	28.5%	23.0%	23.3%	28.7%	32.9%	26.3%	27.3%
Total(n)	11,178	3,279	2,797	2,761	1,186	1,114	19	22
Mean	2.76	2.66	2.86	2.86	2.74	2.54	2.74	2.77
Standard deviation	1.39	1.38	1.38	1.38	1.44	1.38	1.28	1.38
<b>Health of loved ones</b>								
To a Very Large Extent	30.6%	26.5%	31.8%	34.2%	33.1%	27.6%	40.0%	30.4%
To a Large Extent	23.6%	23.5%	24.1%	23.4%	21.8%	24.7%	30.0%	39.1%
To Some Extent	24.4%	26.9%	22.9%	24.2%	22.6%	23.7%	20.0%	17.4%
To a Small Extent	13.6%	15.2%	14.2%	11.6%	12.5%	13.8%	10.0%	8.7%
Not at All	7.8%	8.0%	6.9%	6.7%	10.0%	10.1%	0.0%	4.3%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	11,238	3,292	2,808	2,778	1,201	1,116	20	23
Mean	3.55	3.45	3.60	3.67	3.55	3.46	4.00	3.83
Standard deviation	1.26	1.25	1.26	1.24	1.33	1.30	1.03	1.11
<b>Access to healthcare</b>								
To a Very Large Extent	8.3%	6.0%	7.8%	9.6%	12.1%	9.0%	10.0%	8.7%
To a Large Extent	10.2%	9.0%	9.5%	12.1%	10.2%	10.4%	30.0%	26.1%
To Some Extent	21.3%	20.5%	19.9%	23.4%	21.3%	22.3%	20.0%	13.0%
To a Small Extent	23.9%	25.0%	26.2%	23.5%	19.9%	20.5%	20.0%	26.1%
Not at All	36.3%	39.6%	36.6%	31.4%	36.6%	37.9%	20.0%	26.1%
Total(n)	11,208	3,284	2,803	2,778	1,195	1,105	20	23
Mean	2.30	2.17	2.26	2.45	2.41	2.32	2.90	2.65
Standard deviation	1.28	1.21	1.26	1.30	1.38	1.31	1.33	1.37
<b>The extent to which others wear masks while out in public</b>								
To a Very Large Extent	20.0%	18.3%	20.1%	21.9%	20.9%	18.7%	15.0%	16.7%
To a Large Extent	21.8%	20.9%	23.5%	22.9%	19.8%	19.1%	45.0%	33.3%
To Some Extent	24.8%	26.4%	25.2%	24.1%	24.3%	21.7%	20.0%	29.2%
To a Small Extent	15.5%	16.0%	16.1%	15.2%	14.0%	15.0%	5.0%	8.3%
Not at All	17.9%	18.4%	15.1%	15.8%	21.0%	25.5%	15.0%	12.5%
Total(n)	11,267	3,294	2,812	2,793	1,202	1,122	20	24
Mean	3.10	3.05	3.17	3.20	3.05	2.91	3.40	3.33
Standard deviation	1.37	1.35	1.33	1.36	1.42	1.45	1.27	1.24
<b>Coping with social isolation</b>								
To a Very Large Extent	12.1%	9.0%	12.5%	15.5%	13.0%	11.0%	15.0%	4.2%
To a Large Extent	17.0%	14.9%	16.6%	20.3%	15.2%	17.4%	20.0%	20.8%
To Some Extent	27.2%	27.7%	28.0%	26.6%	27.5%	24.2%	25.0%	33.3%
To a Small Extent	23.0%	25.9%	23.6%	19.9%	22.0%	21.8%	20.0%	25.0%
Not at All	20.7%	22.4%	19.4%	17.7%	22.3%	25.6%	20.0%	16.7%
Total(n)	11,273	3,302	2,815	2,791	1,202	1,119	20	24
Mean	2.77	2.62	2.79	2.96	2.75	2.66	2.90	2.71
Standard deviation	1.29	1.23	1.28	1.31	1.31	1.32	1.37	1.12
<b>Personal finances</b>								
To a Very Large Extent	10.1%	5.3%	8.9%	13.6%	15.5%	11.9%	30.0%	22.7%
To a Large Extent	10.2%	6.9%	9.1%	14.0%	11.1%	12.1%	35.0%	18.2%
To Some Extent	20.6%	18.5%	21.4%	21.3%	20.2%	23.2%	20.0%	9.1%
To a Small Extent	22.7%	23.8%	23.1%	23.3%	19.2%	21.0%	10.0%	9.1%
Not at All	36.5%	45.5%	37.5%	27.9%	34.0%	31.8%	5.0%	40.9%
Total(n)	11,244	3,298	2,802	2,787	1,203	1,112	20	22
Mean	2.35	2.03	2.29	2.62	2.55	2.51	3.75	2.73
Standard deviation	1.33	1.18	1.29	1.37	1.44	1.36	1.16	1.70
<b>Childcare</b>								
To a Very Large Extent	12.3%	6.7%	17.9%	16.5%	8.8%	8.5%	0.0%	8.7%
To a Large Extent	6.4%	5.2%	7.7%	7.3%	5.0%	5.6%	10.0%	4.3%
To Some Extent	7.7%	7.5%	8.6%	7.4%	6.5%	7.7%	10.0%	4.3%
To a Small Extent	6.7%	7.5%	7.4%	6.1%	5.8%	5.4%	0.0%	13.0%
Not at All	66.9%	73.1%	58.3%	62.7%	73.9%	72.7%	80.0%	69.6%
Total(n)	11,195	3,283	2,802	2,775	1,190	1,102	20	23
Mean	1.91	1.65	2.19	2.09	1.69	1.72	1.50	1.70
Standard deviation	1.45	1.22	1.60	1.57	1.31	1.31	1.05	1.29
<b>Please indicate the extent to which you agree it is your role to:</b>								
<b>Encourage students to become agents of social change</b>								
Strongly Agree	43.0%	38.3%	41.1%	47.3%	48.1%	45.3%	0.0%	48.0%
Somewhat Agree	40.2%	42.2%	42.7%	38.3%	37.2%	36.4%	0.0%	36.0%
Somewhat Disagree	10.7%	12.2%	10.9%	9.5%	9.0%	11.0%	0.0%	12.0%
Strongly Disagree	6.0%	7.2%	5.4%	4.9%	5.7%	7.3%	0.0%	4.0%
Total(n)	11,137	3,229	2,796	2,793	1,186	1,108	0	25
Mean	3.20	3.12	3.19	3.28	3.28	3.20	.	3.28
Standard deviation	0.86	0.88	0.84	0.83	0.85	0.90	.	0.84
<b>Prepare students for employment after college</b>								
Strongly Agree	72.3%	68.5%	71.9%	76.1%	72.6%	74.3%	0.0%	61.5%
Somewhat Agree	23.9%	26.9%	24.8%	21.1%	22.4%	21.3%	0.0%	34.6%
Somewhat Disagree	3.0%	3.6%	2.7%	2.1%	4.1%	3.1%	0.0%	3.8%
Strongly Disagree	0.8%	1.0%	0.6%	0.6%	0.9%	1.3%	0.0%	0.0%
Total(n)	11,175	3,236	2,803	2,804	1,193	1,113	0	26
Mean	3.68	3.63	3.68	3.73	3.67	3.69	.	3.58
Standard deviation	0.57	0.60	0.56	0.53	0.60	0.60	.	0.58
<b>Prepare students for graduate or advanced education</b>								
Strongly Agree	57.1%	55.6%	56.5%	60.8%	56.4%	55.0%	0.0%	53.8%
Somewhat Agree	36.8%	38.7%	37.4%	34.1%	36.4%	36.7%	0.0%	38.5%
Somewhat Disagree	4.8%	4.3%	4.9%	4.1%	5.7%	6.3%	0.0%	3.8%
Strongly Disagree	1.3%	1.5%	1.2%	1.0%	1.4%	2.0%	0.0%	3.8%
Total(n)	11,144	3,224	2,797	2,799	1,191	1,107	0	26
Mean	3.50	3.48	3.49	3.55	3.48	3.45	.	3.42
Standard deviation	0.65	0.65	0.65	0.62	0.67	0.70	.	0.76
<b>Develop students' moral character</b>								
Strongly Agree	43.3%	42.1%	42.3%	45.0%	45.4%	43.1%	0.0%	44.4%
Somewhat Agree	43.9%	44.1%	44.3%	43.3%	41.8%	45.8%	0.0%	44.4%
Somewhat Disagree	10.1%	11.2%	10.7%	9.3%	9.7%	8.6%	0.0%	7.4%
Strongly Disagree	2.6%	2.6%	2.7%	2.4%	3.1%	2.6%	0.0%	3.7%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	11,146	3,227	2,795	2,795	1,192	1,110	0	27
Mean	3.28	3.26	3.26	3.31	3.29	3.29	.	3.30
Standard deviation	0.75	0.76	0.75	0.74	0.77	0.73	.	0.78
<b>Provide for students' emotional development</b>								
Strongly Agree	31.2%	26.6%	29.0%	34.2%	37.8%	36.1%	0.0%	33.3%
Somewhat Agree	49.0%	51.3%	49.8%	47.8%	44.7%	47.7%	0.0%	40.7%
Somewhat Disagree	15.7%	17.8%	16.7%	14.7%	12.7%	12.7%	0.0%	14.8%
Strongly Disagree	4.1%	4.3%	4.5%	3.2%	4.8%	3.5%	0.0%	11.1%
Total(n)	11,112	3,224	2,790	2,777	1,188	1,106	0	27
Mean	3.07	3.00	3.03	3.13	3.15	3.16	.	2.96
Standard deviation	0.79	0.79	0.80	0.78	0.82	0.78	.	0.98
<b>Help students develop personal values</b>								
Strongly Agree	40.3%	38.7%	39.1%	41.9%	42.8%	41.2%	0.0%	44.4%
Somewhat Agree	45.8%	47.0%	46.6%	44.4%	42.7%	47.0%	0.0%	29.6%
Somewhat Disagree	11.1%	11.1%	11.7%	11.1%	11.3%	9.3%	0.0%	22.2%
Strongly Disagree	2.8%	3.1%	2.6%	2.6%	3.2%	2.5%	0.0%	3.7%
Total(n)	11,137	3,224	2,795	2,792	1,188	1,111	0	27
Mean	3.24	3.21	3.22	3.26	3.25	3.27	.	3.15
Standard deviation	0.76	0.76	0.75	0.75	0.78	0.73	.	0.91
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>								
Strongly Agree	48.0%	44.8%	46.5%	51.6%	52.7%	46.6%	0.0%	60.0%
Somewhat Agree	38.0%	39.8%	39.5%	35.8%	34.0%	38.6%	0.0%	24.0%
Somewhat Disagree	9.4%	10.5%	9.7%	8.5%	8.5%	8.5%	0.0%	12.0%
Strongly Disagree	4.7%	4.9%	4.4%	4.1%	4.8%	6.3%	0.0%	4.0%
Total(n)	11,118	3,220	2,796	2,784	1,189	1,104	0	25
Mean	3.29	3.25	3.28	3.35	3.35	3.26	.	3.40
Standard deviation	0.82	0.83	0.81	0.80	0.83	0.86	.	0.87
<b>Promote students' ability to write effectively</b>								
Strongly Agree	66.2%	69.0%	66.9%	64.7%	67.4%	59.0%	0.0%	59.3%
Somewhat Agree	28.3%	26.5%	28.3%	29.6%	26.6%	31.6%	0.0%	25.9%
Somewhat Disagree	4.3%	3.6%	3.9%	4.3%	3.9%	7.3%	0.0%	11.1%
Strongly Disagree	1.3%	0.9%	0.9%	1.3%	2.0%	2.2%	0.0%	3.7%
Total(n)	11,158	3,234	2,801	2,797	1,190	1,109	0	27
Mean	3.59	3.64	3.61	3.58	3.59	3.47	.	3.41
Standard deviation	0.63	0.60	0.61	0.64	0.66	0.73	.	0.84
<b>Encourage respect for different beliefs</b>								
Strongly Agree	69.0%	65.7%	67.8%	71.4%	74.6%	69.1%	0.0%	65.4%
Somewhat Agree	26.4%	29.4%	27.0%	24.5%	21.6%	25.9%	0.0%	26.9%
Somewhat Disagree	3.2%	3.6%	3.8%	2.6%	2.0%	2.6%	0.0%	3.8%
Strongly Disagree	1.5%	1.2%	1.4%	1.4%	1.8%	2.3%	0.0%	3.8%
Total(n)	11,140	3,234	2,793	2,794	1,185	1,108	0	26
Mean	3.63	3.60	3.61	3.66	3.69	3.62	.	3.54
Standard deviation	0.62	0.62	0.63	0.60	0.60	0.66	.	0.76
<b>Please indicate your agreement with each of the following statements:</b>								
<b>The chief benefit of a college education is that it increases one's earning power</b>								
Strongly Agree	14.0%	12.5%	12.1%	14.2%	17.7%	18.6%	0.0%	16.0%
Somewhat Agree	45.8%	43.9%	45.6%	45.4%	49.2%	49.3%	0.0%	44.0%
Somewhat Disagree	27.7%	29.3%	29.0%	27.7%	24.0%	23.4%	0.0%	28.0%
Strongly Disagree	12.5%	14.3%	13.3%	12.7%	9.1%	8.7%	0.0%	12.0%
Total(n)	10,997	3,212	2,748	2,747	1,170	1,095	0	25
Mean	2.61	2.55	2.57	2.61	2.76	2.78	.	2.64
Standard deviation	0.88	0.88	0.87	0.88	0.85	0.85	.	0.91
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>								
Strongly Agree	73.7%	70.7%	74.7%	76.2%	76.3%	71.1%	0.0%	66.7%
Somewhat Agree	21.6%	24.1%	21.2%	19.9%	18.9%	22.6%	0.0%	20.8%
Somewhat Disagree	3.3%	3.4%	3.0%	2.8%	3.1%	4.9%	0.0%	8.3%
Strongly Disagree	1.4%	1.8%	1.1%	1.1%	1.7%	1.4%	0.0%	4.2%
Total(n)	11,001	3,209	2,758	2,749	1,168	1,093	0	24
Mean	3.68	3.64	3.70	3.71	3.70	3.63	.	3.50
Standard deviation	0.61	0.64	0.58	0.57	0.61	0.64	.	0.83
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>								
Strongly Agree	53.2%	47.1%	52.3%	58.8%	58.0%	54.7%	0.0%	52.2%
Somewhat Agree	39.5%	43.9%	40.4%	35.1%	35.6%	39.3%	0.0%	34.8%
Somewhat Disagree	6.0%	7.3%	6.1%	5.2%	4.8%	4.7%	0.0%	13.0%
Strongly Disagree	1.3%	1.6%	1.3%	0.9%	1.6%	1.4%	0.0%	0.0%
Total(n)	11,003	3,202	2,760	2,756	1,168	1,094	0	23
Mean	3.45	3.37	3.44	3.52	3.50	3.47	.	3.39
Standard deviation	0.67	0.69	0.67	0.64	0.67	0.65	.	0.72
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>								
Strongly Agree	14.2%	13.1%	13.9%	13.3%	19.9%	14.5%	0.0%	15.8%
Somewhat Agree	45.9%	44.3%	45.1%	46.6%	47.2%	49.6%	0.0%	47.4%
Somewhat Disagree	31.4%	31.8%	32.9%	31.9%	25.8%	31.0%	0.0%	31.6%
Strongly Disagree	8.5%	10.8%	8.1%	8.1%	7.1%	4.9%	0.0%	5.3%
Total(n)	10,705	3,149	2,705	2,684	1,101	1,047	0	19
Mean	2.66	2.60	2.65	2.65	2.80	2.74	.	2.74



	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.82	0.85	0.82	0.81	0.84	0.76	.	0.81
<b>I try to dispel perceptions of competition in my classroom</b>								
Strongly Agree	39.5%	35.6%	38.9%	41.3%	46.0%	40.8%	0.0%	45.5%
Somewhat Agree	40.3%	42.1%	40.9%	40.2%	34.1%	40.1%	0.0%	50.0%
Somewhat Disagree	15.9%	17.4%	16.4%	14.8%	14.4%	14.6%	0.0%	4.5%
Strongly Disagree	4.3%	4.9%	3.8%	3.6%	5.5%	4.5%	0.0%	0.0%
Total(n)	10,778	3,149	2,718	2,691	1,138	1,060	0	22
Mean	3.15	3.08	3.15	3.19	3.20	3.17	.	3.41
Standard deviation	0.84	0.85	0.83	0.82	0.89	0.84	.	0.59
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>								
Strongly Agree	18.4%	20.5%	19.3%	15.9%	18.2%	16.9%	0.0%	8.3%
Somewhat Agree	33.9%	36.2%	34.4%	31.8%	31.5%	33.1%	0.0%	37.5%
Somewhat Disagree	32.7%	30.8%	32.6%	35.0%	32.4%	32.8%	0.0%	25.0%
Strongly Disagree	15.0%	12.5%	13.6%	17.3%	17.9%	17.2%	0.0%	29.2%
Total(n)	10,933	3,194	2,745	2,734	1,148	1,088	0	24
Mean	2.56	2.65	2.59	2.46	2.50	2.50	.	2.25
Standard deviation	0.96	0.94	0.95	0.96	0.99	0.97	.	0.99
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>								
Strongly Agree	34.5%	31.3%	31.9%	36.3%	42.4%	37.5%	0.0%	40.9%
Somewhat Agree	43.6%	43.9%	43.1%	44.5%	41.5%	43.8%	0.0%	50.0%
Somewhat Disagree	17.0%	18.9%	19.4%	15.2%	12.7%	14.7%	0.0%	9.1%
Strongly Disagree	4.9%	5.9%	5.6%	3.9%	3.4%	4.1%	0.0%	0.0%
Total(n)	10,904	3,186	2,732	2,732	1,156	1,076	0	22
Mean	3.08	3.01	3.01	3.13	3.23	3.15	.	3.32
Standard deviation	0.84	0.86	0.86	0.81	0.80	0.82	.	0.65
<b>I achieve a healthy balance between my personal life and my professional life</b>								
Strongly Agree	21.9%	22.6%	15.5%	18.9%	30.3%	34.9%	0.0%	22.7%
Somewhat Agree	39.2%	40.7%	38.0%	38.5%	39.2%	39.2%	0.0%	45.5%
Somewhat Disagree	24.4%	23.9%	28.3%	26.1%	19.5%	17.3%	0.0%	18.2%
Strongly Disagree	14.5%	12.8%	18.2%	16.5%	10.9%	8.6%	0.0%	13.6%
Total(n)	10,987	3,206	2,753	2,746	1,167	1,093	0	22
Mean	2.69	2.73	2.51	2.60	2.89	3.00	.	2.77
Standard deviation	0.97	0.95	0.96	0.97	0.96	0.93	.	0.97
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>								
Strongly Agree	24.0%	17.7%	24.8%	27.5%	32.0%	23.0%	0.0%	39.1%
Somewhat Agree	29.4%	26.1%	30.9%	32.3%	27.7%	29.5%	0.0%	17.4%
Somewhat Disagree	29.2%	33.5%	29.7%	27.3%	21.9%	27.8%	0.0%	30.4%
Strongly Disagree	17.4%	22.7%	14.6%	12.9%	18.4%	19.7%	0.0%	13.0%
Total(n)	10,899	3,185	2,733	2,739	1,144	1,075	0	23
Mean	2.60	2.39	2.66	2.74	2.73	2.56	.	2.83
Standard deviation	1.03	1.02	1.01	1.00	1.10	1.05	.	1.11
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>								
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>								
Strongly Agree	20.7%	20.4%	17.0%	19.8%	26.0%	27.6%	0.0%	16.7%
Somewhat Agree	44.7%	44.4%	43.7%	43.4%	46.6%	49.9%	0.0%	44.4%
Somewhat Disagree	22.1%	22.2%	24.6%	23.4%	18.8%	15.6%	0.0%	27.8%
Strongly Disagree	12.5%	13.0%	14.8%	13.3%	8.5%	7.0%	0.0%	11.1%
Total(n)	10,650	3,169	2,700	2,630	1,100	1,033	0	18
Mean	2.74	2.72	2.63	2.70	2.90	2.98	.	2.67
Standard deviation	0.93	0.93	0.93	0.94	0.88	0.84	.	0.91
<b>Student Affairs staff have the support and respect of faculty</b>								
Strongly Agree	24.5%	21.4%	20.4%	26.3%	29.7%	34.5%	0.0%	31.6%
Somewhat Agree	52.6%	52.3%	52.5%	53.7%	53.0%	51.3%	0.0%	31.6%
Somewhat Disagree	17.9%	19.8%	21.6%	15.8%	13.9%	11.5%	0.0%	31.6%
Strongly Disagree	5.0%	6.6%	5.5%	4.2%	3.4%	2.7%	0.0%	5.3%
Total(n)	10,353	3,110	2,622	2,542	1,057	1,003	0	19
Mean	2.97	2.88	2.88	3.02	3.09	3.18	.	2.89
Standard deviation	0.79	0.81	0.79	0.77	0.75	0.73	.	0.94
<b>There is a lot of campus racial conflict here</b>								
Strongly Agree	5.2%	4.6%	5.6%	6.7%	4.5%	3.1%	0.0%	4.5%
Somewhat Agree	20.9%	19.6%	25.3%	22.1%	17.0%	14.1%	0.0%	27.3%
Somewhat Disagree	41.9%	44.1%	41.8%	41.4%	40.0%	39.5%	0.0%	18.2%
Strongly Disagree	32.0%	31.6%	27.3%	29.8%	38.5%	43.2%	0.0%	50.0%
Total(n)	10,521	3,147	2,658	2,584	1,090	1,020	0	22
Mean	1.99	1.97	2.09	2.06	1.87	1.77	.	1.86
Standard deviation	0.86	0.84	0.86	0.88	0.85	0.80	.	0.99
<b>My research is valued by faculty in my department</b>								
Strongly Agree	31.1%	34.9%	30.1%	35.8%	18.5%	20.6%	0.0%	42.9%
Somewhat Agree	44.3%	44.0%	45.3%	43.5%	43.3%	46.0%	0.0%	14.3%
Somewhat Disagree	16.3%	14.7%	16.9%	14.1%	21.9%	20.3%	0.0%	19.0%
Strongly Disagree	8.4%	6.4%	7.6%	6.5%	16.3%	13.1%	0.0%	23.8%
Total(n)	10,334	3,149	2,658	2,590	1,003	913	0	21
Mean	2.98	3.07	2.98	3.09	2.64	2.74	.	2.76
Standard deviation	0.90	0.87	0.88	0.87	0.96	0.93	.	1.26

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>My teaching is valued by faculty in my department</b>								
Strongly Agree	56.4%	55.3%	56.7%	59.7%	52.6%	55.4%	0.0%	58.3%
Somewhat Agree	33.2%	34.6%	32.6%	32.1%	32.7%	33.9%	0.0%	29.2%
Somewhat Disagree	6.9%	6.7%	7.2%	5.5%	9.4%	7.6%	0.0%	4.2%
Strongly Disagree	3.5%	3.5%	3.5%	2.7%	5.3%	3.2%	0.0%	8.3%
Total(n)	10,716	3,166	2,694	2,660	1,126	1,046	0	24
Mean	3.43	3.42	3.42	3.49	3.33	3.41	.	3.38
Standard deviation	0.77	0.77	0.78	0.72	0.85	0.76	.	0.92
<b>My service is valued by faculty in my department</b>								
Strongly Agree	50.0%	52.6%	51.7%	49.6%	43.8%	45.2%	0.0%	42.9%
Somewhat Agree	35.8%	34.6%	33.7%	38.1%	36.4%	39.2%	0.0%	33.3%
Somewhat Disagree	9.4%	8.2%	9.6%	8.8%	12.3%	10.9%	0.0%	9.5%
Strongly Disagree	4.8%	4.6%	4.9%	3.6%	7.4%	4.7%	0.0%	14.3%
Total(n)	10,651	3,174	2,693	2,647	1,102	1,014	0	21
Mean	3.31	3.35	3.32	3.34	3.17	3.25	.	3.05
Standard deviation	0.83	0.82	0.84	0.78	0.91	0.83	.	1.07
<b>Faculty are sufficiently involved in campus decision-making</b>								
Strongly Agree	13.8%	13.8%	10.6%	15.1%	14.4%	18.1%	0.0%	16.7%
Somewhat Agree	40.8%	36.5%	37.9%	44.1%	47.0%	47.0%	0.0%	29.2%
Somewhat Disagree	27.4%	27.6%	30.4%	26.3%	25.6%	23.3%	0.0%	20.8%
Strongly Disagree	18.1%	22.1%	21.0%	14.5%	13.1%	11.6%	0.0%	33.3%
Total(n)	10,646	3,182	2,704	2,637	1,084	1,015	0	24
Mean	2.50	2.42	2.38	2.60	2.63	2.72	.	2.29
Standard deviation	0.94	0.98	0.93	0.91	0.89	0.89	.	1.12
<b>The faculty are typically at odds with campus administration</b>								
Strongly Agree	14.5%	15.5%	16.5%	13.7%	13.1%	8.9%	0.0%	42.9%
Somewhat Agree	40.4%	42.3%	42.7%	40.8%	36.0%	31.8%	0.0%	33.3%
Somewhat Disagree	35.4%	34.3%	34.0%	35.9%	36.1%	41.2%	0.0%	14.3%
Strongly Disagree	9.7%	7.9%	6.8%	9.6%	14.8%	18.1%	0.0%	9.5%
Total(n)	10,536	3,162	2,681	2,605	1,072	995	0	21
Mean	2.60	2.65	2.69	2.59	2.47	2.32	.	3.10
Standard deviation	0.85	0.83	0.82	0.84	0.90	0.87	.	1.00
<b>Faculty here respect each other</b>								
Strongly Agree	37.2%	33.2%	34.0%	43.3%	35.2%	44.4%	0.0%	33.3%
Somewhat Agree	50.3%	52.4%	52.7%	47.2%	50.0%	45.8%	0.0%	45.8%
Somewhat Disagree	9.8%	11.1%	10.9%	7.2%	11.1%	8.0%	0.0%	16.7%
Strongly Disagree	2.7%	3.4%	2.4%	2.3%	3.7%	1.7%	0.0%	4.2%
Total(n)	10,690	3,175	2,698	2,656	1,103	1,034	0	24
Mean	3.22	3.15	3.18	3.32	3.17	3.33	.	3.08
Standard deviation	0.73	0.74	0.72	0.70	0.76	0.70	.	0.83
<b>Administrators consider faculty concerns when making policy</b>								
Strongly Agree	15.4%	14.9%	11.8%	16.1%	17.3%	22.1%	0.0%	29.2%
Somewhat Agree	43.5%	39.7%	41.5%	46.7%	46.6%	49.7%	0.0%	25.0%
Somewhat Disagree	25.9%	26.4%	28.5%	25.2%	25.3%	20.2%	0.0%	20.8%
Strongly Disagree	15.2%	19.0%	18.2%	11.9%	10.9%	8.0%	0.0%	25.0%
Total(n)	10,580	3,170	2,686	2,616	1,077	1,007	0	24
Mean	2.59	2.51	2.47	2.67	2.70	2.86	.	2.58
Standard deviation	0.92	0.96	0.92	0.88	0.88	0.85	.	1.18
<b>This institution takes responsibility for educating underprepared students</b>								
Strongly Agree	20.5%	19.0%	15.5%	22.5%	26.0%	27.2%	0.0%	34.8%
Somewhat Agree	46.2%	47.7%	45.3%	45.1%	44.0%	49.2%	0.0%	30.4%
Somewhat Disagree	23.8%	23.1%	28.4%	22.9%	22.3%	18.1%	0.0%	21.7%
Strongly Disagree	9.5%	10.2%	10.8%	9.5%	7.7%	5.5%	0.0%	13.0%
Total(n)	10,570	3,151	2,679	2,618	1,087	1,012	0	23
Mean	2.78	2.76	2.65	2.81	2.88	2.98	.	2.87
Standard deviation	0.88	0.88	0.87	0.89	0.88	0.82	.	1.06
<b>The criteria for advancement and promotion decisions are clear</b>								
Strongly Agree	29.8%	39.3%	28.3%	29.2%	17.5%	18.6%	0.0%	19.0%
Somewhat Agree	41.9%	43.6%	45.5%	40.7%	34.3%	38.8%	0.0%	28.6%
Somewhat Disagree	18.7%	11.7%	17.9%	19.4%	30.7%	28.4%	0.0%	23.8%
Strongly Disagree	9.5%	5.3%	8.3%	10.7%	17.5%	14.2%	0.0%	28.6%
Total(n)	10,605	3,173	2,698	2,638	1,077	998	0	21
Mean	2.92	3.17	2.94	2.88	2.52	2.62	.	2.38
Standard deviation	0.93	0.83	0.89	0.95	0.98	0.95	.	1.12
<b>Most of the students I teach lack the basic skills for college level work</b>								
Strongly Agree	8.2%	7.2%	7.3%	8.9%	11.2%	7.8%	0.0%	12.0%
Somewhat Agree	25.1%	24.4%	24.8%	23.9%	27.5%	29.0%	0.0%	32.0%
Somewhat Disagree	41.2%	39.2%	42.3%	43.3%	39.3%	41.8%	0.0%	36.0%
Strongly Disagree	25.4%	29.2%	25.6%	23.9%	22.0%	21.5%	0.0%	20.0%
Total(n)	10,668	3,156	2,684	2,639	1,125	1,039	0	25
Mean	2.16	2.10	2.14	2.18	2.28	2.23	.	2.36
Standard deviation	0.90	0.90	0.88	0.90	0.93	0.87	.	0.95
<b>There is adequate support for faculty development</b>								
Strongly Agree	24.0%	24.5%	21.0%	25.9%	26.4%	23.1%	0.0%	32.0%
Somewhat Agree	45.2%	44.5%	44.4%	46.3%	43.2%	49.3%	0.0%	32.0%
Somewhat Disagree	20.5%	20.0%	23.4%	18.6%	21.6%	18.0%	0.0%	24.0%
Strongly Disagree	10.2%	10.9%	11.3%	9.2%	8.8%	9.6%	0.0%	12.0%
Total(n)	10,694	3,181	2,700	2,654	1,103	1,031	0	25
Mean	2.83	2.83	2.75	2.89	2.87	2.86	.	2.84

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.91	0.92	0.91	0.89	0.90	0.88	.	1.03
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>								
Strongly Agree	11.1%	11.5%	12.3%	12.3%	7.6%	6.9%	0.0%	5.3%
Somewhat Agree	42.5%	45.4%	46.2%	40.7%	37.4%	33.5%	0.0%	36.8%
Somewhat Disagree	37.2%	34.9%	35.1%	37.3%	41.3%	45.2%	0.0%	36.8%
Strongly Disagree	9.3%	8.2%	6.4%	9.7%	13.6%	14.4%	0.0%	21.1%
Total(n)	10,531	3,143	2,667	2,610	1,079	1,013	0	19
Mean	2.55	2.60	2.64	2.56	2.39	2.33	.	2.26
Standard deviation	0.81	0.80	0.78	0.83	0.81	0.80	.	0.87
<b>This institution takes mentoring into consideration in the promotion process</b>								
Strongly Agree	14.9%	15.8%	12.6%	18.4%	11.6%	12.5%	0.0%	11.8%
Somewhat Agree	38.5%	38.7%	36.3%	39.0%	38.0%	42.8%	0.0%	35.3%
Somewhat Disagree	31.6%	30.2%	33.9%	29.1%	34.7%	33.3%	0.0%	29.4%
Strongly Disagree	15.0%	15.3%	17.2%	13.5%	15.7%	11.4%	0.0%	23.5%
Total(n)	10,017	3,023	2,586	2,481	990	920	0	17
Mean	2.53	2.55	2.44	2.62	2.46	2.56	.	2.35
Standard deviation	0.92	0.93	0.92	0.93	0.89	0.85	.	1.00
<b>Faculty of color are treated fairly here</b>								
Strongly Agree	32.8%	33.9%	27.0%	32.2%	37.5%	41.5%	0.0%	42.1%
Somewhat Agree	41.5%	41.4%	42.0%	40.8%	40.8%	43.0%	0.0%	26.3%
Somewhat Disagree	19.3%	18.2%	23.0%	20.5%	17.3%	12.2%	0.0%	21.1%
Strongly Disagree	6.4%	6.5%	8.0%	6.5%	4.5%	3.3%	0.0%	10.5%
Total(n)	10,252	3,104	2,607	2,521	1,030	971	0	19
Mean	3.01	3.03	2.88	2.99	3.11	3.23	.	3.00
Standard deviation	0.88	0.88	0.90	0.89	0.85	0.79	.	1.05
<b>Women faculty are treated fairly here</b>								
Strongly Agree	35.7%	36.9%	30.2%	34.2%	41.5%	44.3%	0.0%	42.9%
Somewhat Agree	40.5%	39.6%	40.7%	42.0%	38.5%	40.8%	0.0%	23.8%
Somewhat Disagree	17.4%	16.8%	21.2%	17.4%	14.9%	11.7%	0.0%	9.5%
Strongly Disagree	6.4%	6.7%	7.8%	6.3%	5.1%	3.2%	0.0%	23.8%
Total(n)	10,433	3,138	2,641	2,576	1,059	998	0	21
Mean	3.06	3.07	2.93	3.04	3.16	3.26	.	2.86
Standard deviation	0.89	0.89	0.91	0.88	0.86	0.79	.	1.24
<b>LGBTQ+ faculty are treated fairly here</b>								
Strongly Agree	32.1%	32.7%	26.9%	31.3%	36.5%	41.2%	0.0%	38.9%
Somewhat Agree	43.8%	42.9%	43.5%	44.3%	43.8%	44.9%	0.0%	33.3%
Somewhat Disagree	15.7%	15.1%	18.7%	16.3%	14.3%	9.4%	0.0%	16.7%
Strongly Disagree	8.6%	9.3%	10.9%	8.2%	5.5%	4.5%	0.0%	11.1%
Total(n)	10,017	3,019	2,548	2,473	1,003	956	0	18
Mean	2.99	2.99	2.86	2.99	3.11	3.23	.	3.00
Standard deviation	0.91	0.92	0.93	0.90	0.85	0.80	.	1.03
<b>Indicate how important you believe each priority listed below is at your college or university:</b>								
<b>Increase or maintain institutional affordability</b>								
Highest Priority	19.9%	19.5%	18.8%	20.3%	21.9%	21.1%	0.0%	26.3%
High Priority	45.0%	46.0%	44.7%	43.4%	43.7%	48.1%	0.0%	47.4%
Medium Priority	23.9%	23.8%	25.3%	23.2%	23.9%	22.1%	0.0%	5.3%
Low Priority	11.2%	10.7%	11.2%	13.1%	10.6%	8.7%	0.0%	21.1%
Total(n)	10,302	3,100	2,621	2,535	1,056	971	0	19
Mean	2.74	2.74	2.71	2.71	2.77	2.82	.	2.79
Standard deviation	0.90	0.89	0.90	0.94	0.91	0.86	.	1.08
<b>Develop a sense of community among students and faculty</b>								
Highest Priority	25.8%	24.8%	23.0%	27.6%	27.1%	30.6%	0.0%	34.8%
High Priority	40.1%	37.4%	39.6%	42.2%	41.7%	43.0%	0.0%	21.7%
Medium Priority	25.4%	27.7%	27.1%	23.2%	23.9%	20.9%	0.0%	26.1%
Low Priority	8.7%	10.2%	10.3%	7.0%	7.3%	5.5%	0.0%	17.4%
Total(n)	10,342	3,102	2,621	2,552	1,066	978	0	23
Mean	2.83	2.77	2.75	2.90	2.89	2.99	.	2.74
Standard deviation	0.91	0.94	0.92	0.88	0.89	0.86	.	1.14
<b>Facilitate student involvement in community service</b>								
Highest Priority	13.6%	12.8%	12.0%	14.0%	14.1%	18.8%	0.0%	15.8%
High Priority	36.6%	34.8%	36.3%	37.6%	39.3%	38.1%	0.0%	21.1%
Medium Priority	37.0%	38.9%	37.7%	36.1%	34.5%	33.5%	0.0%	52.6%
Low Priority	12.8%	13.5%	14.0%	12.3%	12.2%	9.6%	0.0%	10.5%
Total(n)	10,256	3,082	2,612	2,530	1,044	969	0	19
Mean	2.51	2.47	2.46	2.53	2.55	2.66	.	2.42
Standard deviation	0.88	0.88	0.88	0.88	0.88	0.89	.	0.90
<b>Help students learn how to bring about change in society</b>								
Highest Priority	16.5%	13.9%	14.0%	19.4%	19.2%	21.4%	0.0%	14.3%
High Priority	36.2%	33.9%	37.3%	36.6%	39.7%	35.6%	0.0%	28.6%
Medium Priority	33.8%	37.2%	34.4%	32.0%	28.9%	31.7%	0.0%	42.9%
Low Priority	13.5%	15.0%	14.2%	12.1%	12.2%	11.3%	0.0%	14.3%
Total(n)	10,270	3,088	2,613	2,532	1,052	964	0	21
Mean	2.56	2.47	2.51	2.63	2.66	2.67	.	2.43
Standard deviation	0.92	0.91	0.90	0.93	0.92	0.94	.	0.93
<b>Increase or maintain institutional prestige</b>								
Highest Priority	25.1%	23.9%	24.1%	26.5%	27.7%	24.1%	0.0%	42.9%
High Priority	37.3%	35.7%	36.2%	37.5%	38.4%	43.5%	0.0%	33.3%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Medium Priority	27.1%	28.9%	28.1%	25.5%	26.2%	24.5%	0.0%	19.0%
Low Priority	10.5%	11.4%	11.6%	10.5%	7.6%	7.9%	0.0%	4.8%
Total(n)	10,292	3,094	2,614	2,543	1,049	971	0	21
Mean	2.77	2.72	2.73	2.80	2.86	2.84	.	3.14
Standard deviation	0.94	0.95	0.95	0.95	0.91	0.88	.	0.91
<b>Hire faculty "stars"</b>								
Highest Priority	7.2%	7.1%	6.5%	7.5%	9.8%	6.0%	0.0%	10.5%
High Priority	17.8%	14.9%	16.6%	19.2%	23.0%	21.2%	0.0%	36.8%
Medium Priority	32.3%	29.9%	30.3%	34.0%	34.8%	38.7%	0.0%	15.8%
Low Priority	42.6%	48.0%	46.6%	39.3%	32.4%	34.0%	0.0%	36.8%
Total(n)	10,201	3,093	2,602	2,515	1,029	943	0	19
Mean	1.90	1.81	1.83	1.95	2.10	1.99	.	2.21
Standard deviation	0.94	0.94	0.93	0.94	0.97	0.89	.	1.08
<b>Recruit more traditionally underrepresented students</b>								
Highest Priority	21.2%	19.6%	19.0%	23.9%	25.9%	20.7%	0.0%	23.8%
High Priority	39.3%	40.3%	39.6%	37.9%	39.2%	39.6%	0.0%	33.3%
Medium Priority	28.9%	29.1%	29.8%	28.2%	25.8%	31.0%	0.0%	28.6%
Low Priority	10.5%	11.0%	11.5%	10.1%	9.1%	8.7%	0.0%	14.3%
Total(n)	10,206	3,076	2,599	2,524	1,039	947	0	21
Mean	2.71	2.68	2.66	2.76	2.82	2.72	.	2.67
Standard deviation	0.92	0.91	0.91	0.93	0.92	0.89	.	1.02
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>								
Highest Priority	7.6%	8.8%	5.8%	7.7%	8.6%	7.4%	0.0%	17.6%
High Priority	18.8%	17.6%	18.8%	19.0%	20.8%	20.1%	0.0%	5.9%
Medium Priority	32.6%	32.2%	31.7%	31.5%	33.9%	37.7%	0.0%	29.4%
Low Priority	41.0%	41.4%	43.7%	41.8%	36.7%	34.8%	0.0%	47.1%
Total(n)	10,167	3,082	2,592	2,504	1,030	942	0	17
Mean	1.93	1.94	1.87	1.93	2.01	2.00	.	1.94
Standard deviation	0.95	0.97	0.92	0.95	0.96	0.92	.	1.14
<b>Promote gender diversity in the faculty and administration</b>								
Highest Priority	16.6%	16.2%	14.7%	17.5%	19.4%	17.3%	0.0%	26.3%
High Priority	34.1%	33.7%	33.0%	33.4%	38.2%	35.8%	0.0%	21.1%
Medium Priority	32.8%	33.4%	34.0%	32.7%	27.7%	32.7%	0.0%	36.8%
Low Priority	16.6%	16.7%	18.3%	16.3%	14.8%	14.2%	0.0%	15.8%
Total(n)	10,184	3,086	2,594	2,519	1,022	944	0	19
Mean	2.51	2.49	2.44	2.52	2.62	2.56	.	2.58
Standard deviation	0.96	0.95	0.95	0.96	0.96	0.94	.	1.07
<b>Promote racial and ethnic diversity in the faculty and administration</b>								
Highest Priority	22.3%	22.3%	21.1%	23.2%	24.7%	21.2%	0.0%	21.1%
High Priority	36.4%	36.3%	36.0%	35.0%	39.5%	38.5%	0.0%	26.3%
Medium Priority	28.0%	29.1%	27.7%	28.3%	24.4%	27.9%	0.0%	42.1%
Low Priority	13.3%	12.4%	15.2%	13.5%	11.4%	12.4%	0.0%	10.5%
Total(n)	10,235	3,084	2,606	2,530	1,039	957	0	19
Mean	2.68	2.68	2.63	2.68	2.78	2.68	.	2.58
Standard deviation	0.96	0.95	0.98	0.98	0.95	0.94	.	0.96
<b>Provide resources for faculty to engage in community-based teaching or research</b>								
Highest Priority	11.1%	8.5%	8.4%	14.3%	15.8%	13.5%	0.0%	11.1%
High Priority	27.7%	25.1%	26.2%	29.4%	30.4%	32.7%	0.0%	33.3%
Medium Priority	37.1%	40.5%	37.9%	34.1%	34.0%	34.9%	0.0%	38.9%
Low Priority	24.1%	25.9%	27.4%	22.2%	19.8%	19.0%	0.0%	16.7%
Total(n)	10,151	3,069	2,596	2,508	1,017	943	0	18
Mean	2.26	2.16	2.16	2.36	2.42	2.41	.	2.39
Standard deviation	0.95	0.91	0.92	0.98	0.98	0.94	.	0.92
<b>Create and sustain partnerships with surrounding communities</b>								
Highest Priority	15.7%	11.6%	13.4%	18.3%	20.4%	22.4%	0.0%	16.7%
High Priority	33.9%	31.0%	31.7%	36.3%	36.0%	40.5%	0.0%	61.1%
Medium Priority	34.9%	38.8%	38.2%	31.6%	30.4%	27.1%	0.0%	22.2%
Low Priority	15.5%	18.6%	16.7%	13.8%	13.1%	10.0%	0.0%	0.0%
Total(n)	10,198	3,079	2,600	2,518	1,032	951	0	18
Mean	2.50	2.36	2.42	2.59	2.64	2.75	.	2.94
Standard deviation	0.93	0.91	0.92	0.94	0.95	0.91	.	0.64
<b>Pursue extramural funding</b>								
Highest Priority	15.2%	14.8%	15.1%	16.5%	14.7%	13.8%	0.0%	16.7%
High Priority	30.4%	31.7%	29.8%	29.3%	30.2%	30.5%	0.0%	55.6%
Medium Priority	35.4%	34.6%	34.6%	35.1%	36.7%	39.7%	0.0%	16.7%
Low Priority	19.0%	19.0%	20.4%	19.1%	18.4%	16.0%	0.0%	11.1%
Total(n)	9,927	3,034	2,540	2,450	980	905	0	18
Mean	2.42	2.42	2.40	2.43	2.41	2.42	.	2.78
Standard deviation	0.96	0.96	0.97	0.98	0.95	0.92	.	0.88
<b>Strengthen links with the for-profit, corporate sector</b>								
Highest Priority	13.4%	11.1%	12.7%	15.0%	15.6%	15.8%	0.0%	11.8%
High Priority	27.5%	25.5%	25.6%	27.3%	31.8%	34.6%	0.0%	41.2%
Medium Priority	33.7%	35.3%	34.3%	32.2%	32.3%	32.0%	0.0%	29.4%
Low Priority	25.5%	28.1%	27.4%	25.5%	20.2%	17.6%	0.0%	17.6%
Total(n)	10,000	3,044	2,558	2,454	1,005	922	0	17
Mean	2.29	2.20	2.24	2.32	2.43	2.49	.	2.47
Standard deviation	0.99	0.97	0.99	1.01	0.98	0.96	.	0.94

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Develop leadership ability among students</b>								
Highest Priority	22.0%	19.7%	18.9%	23.3%	27.0%	28.8%	0.0%	26.3%
High Priority	41.8%	41.2%	41.5%	42.3%	41.4%	43.4%	0.0%	36.8%
Medium Priority	29.0%	30.7%	31.6%	28.2%	25.6%	22.8%	0.0%	26.3%
Low Priority	7.2%	8.3%	8.0%	6.3%	5.9%	5.0%	0.0%	10.5%
Total(n)	10,189	3,082	2,598	2,511	1,026	953	0	19
Mean	2.79	2.72	2.71	2.83	2.89	2.96	.	2.79
Standard deviation	0.87	0.87	0.86	0.86	0.87	0.85	.	0.98
<b>Develop an appreciation for multiculturalism</b>								
Highest Priority	25.1%	23.5%	21.1%	26.4%	31.1%	30.8%	0.0%	31.6%
High Priority	39.8%	39.7%	40.2%	38.4%	40.1%	40.6%	0.0%	36.8%
Medium Priority	26.3%	27.5%	27.9%	26.8%	21.3%	22.3%	0.0%	21.1%
Low Priority	8.9%	9.3%	10.7%	8.4%	7.4%	6.4%	0.0%	10.5%
Total(n)	10,217	3,084	2,594	2,524	1,037	959	0	19
Mean	2.81	2.77	2.72	2.83	2.95	2.96	.	2.89
Standard deviation	0.91	0.91	0.92	0.92	0.91	0.89	.	0.99
<b>Prepare students for the workplace</b>								
Highest Priority	43.3%	40.2%	42.0%	45.8%	45.2%	47.9%	0.0%	63.6%
High Priority	42.0%	43.9%	42.9%	41.8%	38.6%	37.6%	0.0%	31.8%
Medium Priority	12.5%	13.9%	13.0%	10.9%	12.1%	12.0%	0.0%	4.5%
Low Priority	2.2%	2.1%	2.1%	1.5%	4.1%	2.5%	0.0%	0.0%
Total(n)	10,304	3,095	2,609	2,544	1,061	973	0	22
Mean	3.26	3.22	3.25	3.32	3.25	3.31	.	3.59
Standard deviation	0.76	0.76	0.76	0.72	0.82	0.78	.	0.59
<b>Please indicate the extent to which you:</b>								
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>								
To a Very Large Extent	26.1%	26.2%	21.9%	27.0%	30.6%	29.6%	0.0%	26.1%
To a Large Extent	32.2%	32.0%	33.0%	33.2%	28.7%	32.0%	0.0%	30.4%
To Some Extent	28.7%	29.4%	32.0%	27.4%	25.4%	25.0%	0.0%	21.7%
To a Small Extent	9.0%	9.3%	9.4%	8.5%	9.4%	8.2%	0.0%	8.7%
Not at All	3.9%	3.1%	3.6%	3.9%	5.8%	5.3%	0.0%	13.0%
Total(n)	10,224	3,045	2,572	2,566	1,051	967	0	23
Mean	3.67	3.69	3.60	3.71	3.69	3.72	.	3.48
Standard deviation	1.08	1.05	1.04	1.07	1.17	1.13	.	1.34
<b>Experience close alignment between your work and your personal values</b>								
To a Very Large Extent	39.4%	40.5%	35.0%	37.6%	46.3%	44.0%	0.0%	52.2%
To a Large Extent	40.3%	39.4%	41.4%	41.9%	36.3%	40.6%	0.0%	30.4%
To Some Extent	16.2%	15.9%	18.1%	16.6%	14.1%	12.9%	0.0%	13.0%
To a Small Extent	3.2%	3.0%	4.4%	3.0%	2.4%	1.8%	0.0%	4.3%
Not at All	1.0%	1.2%	1.2%	0.9%	0.9%	0.6%	0.0%	0.0%
Total(n)	10,218	3,037	2,572	2,556	1,057	973	0	23
Mean	4.14	4.15	4.05	4.12	4.25	4.25	.	4.30
Standard deviation	0.87	0.87	0.90	0.85	0.85	0.80	.	0.88
<b>Mentor faculty</b>								
To a Very Large Extent	14.8%	24.4%	14.9%	8.9%	8.1%	7.2%	0.0%	9.5%
To a Large Extent	21.0%	29.5%	26.0%	12.6%	13.2%	11.1%	0.0%	33.3%
To Some Extent	30.2%	32.6%	36.4%	26.3%	22.9%	23.9%	0.0%	23.8%
To a Small Extent	14.6%	9.4%	14.4%	20.5%	15.2%	15.6%	0.0%	9.5%
Not at All	19.4%	4.1%	8.1%	31.8%	40.5%	42.2%	0.0%	23.8%
Total(n)	10,076	3,003	2,557	2,516	1,031	948	0	21
Mean	2.97	3.61	3.25	2.46	2.33	2.25	.	2.95
Standard deviation	1.31	1.08	1.12	1.29	1.34	1.30	.	1.36
<b>Mentor undergraduate students</b>								
To a Very Large Extent	35.2%	36.8%	40.9%	35.5%	26.7%	23.8%	0.0%	31.8%
To a Large Extent	26.9%	28.7%	26.6%	27.4%	25.2%	21.6%	0.0%	45.5%
To Some Extent	18.2%	18.5%	17.0%	17.0%	21.6%	20.6%	0.0%	13.6%
To a Small Extent	8.6%	7.6%	6.7%	7.8%	12.6%	14.3%	0.0%	9.1%
Not at All	11.1%	8.4%	8.8%	12.3%	13.9%	19.7%	0.0%	0.0%
Total(n)	10,091	2,991	2,556	2,529	1,035	958	0	22
Mean	3.67	3.78	3.84	3.66	3.38	3.15	.	4.00
Standard deviation	1.33	1.25	1.27	1.35	1.36	1.44	.	0.93
<b>Mentor graduate students</b>								
To a Very Large Extent	17.7%	21.1%	18.8%	17.1%	12.9%	11.0%	0.0%	19.0%
To a Large Extent	15.0%	16.2%	15.6%	15.3%	12.5%	11.1%	0.0%	23.8%
To Some Extent	13.7%	13.8%	14.1%	13.3%	14.1%	13.2%	0.0%	9.5%
To a Small Extent	11.2%	10.8%	11.4%	11.2%	12.1%	10.6%	0.0%	19.0%
Not at All	42.4%	38.1%	40.1%	43.0%	48.5%	54.1%	0.0%	28.6%
Total(n)	9,925	2,955	2,519	2,499	1,009	922	0	21
Mean	2.54	2.71	2.62	2.52	2.29	2.14	.	2.86
Standard deviation	1.57	1.60	1.57	1.56	1.48	1.44	.	1.56
<b>Been mentored by at least one professional in academia</b>								
To a Very Large Extent	28.4%	28.1%	27.9%	34.0%	23.7%	21.1%	0.0%	9.5%
To a Large Extent	23.9%	24.3%	24.2%	26.2%	20.1%	19.4%	0.0%	33.3%
To Some Extent	24.2%	24.9%	25.8%	22.7%	23.1%	23.6%	0.0%	23.8%
To a Small Extent	14.1%	14.9%	15.0%	10.5%	17.1%	15.2%	0.0%	14.3%
Not at All	9.4%	7.8%	7.2%	6.6%	16.0%	20.7%	0.0%	19.0%
Total(n)	10,165	3,025	2,566	2,546	1,045	962	0	21
Mean	3.48	3.50	3.51	3.70	3.18	3.05	.	3.00

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.29	1.26	1.24	1.22	1.39	1.42	.	1.30
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>								
To a Very Large Extent	9.8%	8.7%	9.3%	11.3%	10.5%	9.5%	0.0%	10.5%
To a Large Extent	12.0%	12.2%	11.5%	13.3%	9.9%	10.5%	0.0%	31.6%
To Some Extent	21.9%	24.7%	23.8%	19.6%	17.6%	18.7%	0.0%	5.3%
To a Small Extent	18.1%	20.4%	20.5%	16.1%	13.8%	15.0%	0.0%	15.8%
Not at All	38.3%	34.0%	34.9%	39.6%	48.3%	46.3%	0.0%	36.8%
Total(n)	10,167	3,024	2,574	2,549	1,040	961	0	19
Mean	2.37	2.41	2.40	2.41	2.21	2.22	.	2.63
Standard deviation	1.35	1.30	1.31	1.41	1.40	1.37	.	1.54
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>								
To a Very Large Extent	1.2%	1.0%	1.1%	1.4%	2.0%	0.8%	0.0%	0.0%
To a Large Extent	1.8%	1.5%	1.8%	2.4%	1.1%	2.0%	0.0%	5.3%
To Some Extent	3.3%	3.2%	2.9%	3.5%	2.9%	4.4%	0.0%	0.0%
To a Small Extent	4.4%	4.3%	4.4%	4.5%	3.8%	5.0%	0.0%	5.3%
Not at All	89.3%	90.0%	89.8%	88.1%	90.2%	87.7%	0.0%	89.5%
Total(n)	10,115	3,013	2,565	2,533	1,034	951	0	19
Mean	1.21	1.19	1.20	1.24	1.21	1.23	.	1.21
Standard deviation	0.70	0.65	0.67	0.76	0.73	0.70	.	0.71
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>								
Excellent	33.0%	35.8%	30.3%	33.2%	32.7%	29.5%	0.0%	50.0%
Good	49.0%	49.9%	50.8%	48.4%	43.7%	45.5%	0.0%	33.3%
Fair	14.4%	12.1%	15.1%	14.1%	18.5%	19.8%	0.0%	8.3%
Poor	3.6%	2.3%	3.8%	4.3%	5.1%	5.2%	0.0%	8.3%
Total(n)	7,797	2,796	2,264	1,641	568	516	0	12
Mean	3.11	3.19	3.08	3.10	3.04	2.99	.	3.25
Standard deviation	0.78	0.73	0.78	0.80	0.85	0.84	.	0.97
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>								
Excellent	46.7%	48.6%	48.9%	46.1%	42.1%	40.3%	0.0%	50.0%
Good	45.2%	44.5%	44.6%	46.6%	44.2%	46.4%	0.0%	50.0%
Fair	6.9%	6.0%	5.6%	6.4%	11.5%	10.7%	0.0%	0.0%
Poor	1.2%	0.9%	0.9%	0.8%	2.2%	2.6%	0.0%	0.0%
Total(n)	8,583	2,631	2,237	2,155	828	718	0	14
Mean	3.37	3.41	3.41	3.38	3.26	3.24	.	3.50
Standard deviation	0.67	0.64	0.64	0.64	0.74	0.75	.	0.52
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>								
Excellent	47.8%	49.5%	49.8%	47.7%	42.1%	39.9%	0.0%	62.5%
Good	42.8%	43.0%	40.9%	42.8%	44.3%	47.7%	0.0%	25.0%
Fair	7.9%	6.6%	7.9%	8.1%	10.6%	9.1%	0.0%	12.5%
Poor	1.5%	0.9%	1.4%	1.5%	3.0%	3.4%	0.0%	0.0%
Total(n)	5,377	1,732	1,439	1,351	461	386	0	8
Mean	3.37	3.41	3.39	3.37	3.25	3.24	.	3.50
Standard deviation	0.69	0.66	0.69	0.69	0.77	0.75	.	0.76
<b>How satisfied are you with the following aspects of your job?</b>								
<b>Salary</b>								
Very Satisfied	11.2%	17.4%	9.9%	8.3%	8.0%	5.9%	0.0%	17.4%
Satisfied	34.8%	39.3%	36.7%	31.7%	28.4%	30.6%	0.0%	21.7%
Marginally Satisfied	28.9%	24.6%	27.9%	31.8%	31.2%	35.3%	0.0%	34.8%
Not Satisfied	25.1%	18.6%	25.6%	28.2%	32.4%	28.1%	0.0%	26.1%
Total(n)	10,237	3,043	2,581	2,559	1,055	976	0	23
Mean	2.32	2.56	2.31	2.20	2.12	2.14	.	2.30
Standard deviation	0.97	0.98	0.96	0.94	0.96	0.90	.	1.06
<b>Health benefits</b>								
Very Satisfied	22.5%	28.2%	21.8%	20.0%	22.6%	12.7%	0.0%	19.0%
Satisfied	43.1%	43.7%	46.2%	45.1%	36.3%	34.5%	0.0%	38.1%
Marginally Satisfied	20.3%	19.3%	21.0%	23.5%	15.5%	17.7%	0.0%	14.3%
Not Satisfied	14.1%	8.8%	11.0%	11.4%	25.5%	35.1%	0.0%	28.6%
Total(n)	10,043	3,019	2,564	2,526	1,007	906	0	21
Mean	2.74	2.91	2.79	2.74	2.56	2.25	.	2.48
Standard deviation	0.96	0.91	0.91	0.91	1.10	1.07	.	1.12
<b>Retirement benefits</b>								
Very Satisfied	20.8%	25.3%	19.6%	22.1%	17.6%	10.0%	0.0%	13.6%
Satisfied	43.4%	43.4%	46.9%	45.1%	36.9%	36.3%	0.0%	31.8%
Marginally Satisfied	20.7%	18.9%	22.1%	22.8%	18.3%	19.8%	0.0%	27.3%
Not Satisfied	15.0%	12.4%	11.4%	10.0%	27.2%	33.9%	0.0%	27.3%
Total(n)	9,996	2,996	2,560	2,514	998	906	0	22
Mean	2.70	2.82	2.75	2.79	2.45	2.23	.	2.32
Standard deviation	0.96	0.95	0.90	0.90	1.07	1.03	.	1.04
<b>Opportunity for scholarly pursuits</b>								
Very Satisfied	15.1%	20.8%	13.1%	14.9%	10.6%	7.0%	0.0%	18.2%
Satisfied	39.8%	41.3%	39.7%	41.1%	34.3%	36.8%	0.0%	45.5%
Marginally Satisfied	27.5%	24.2%	29.9%	28.8%	27.3%	29.0%	0.0%	18.2%
Not Satisfied	17.6%	13.7%	17.3%	15.2%	27.8%	27.1%	0.0%	18.2%
Total(n)	10,010	3,028	2,557	2,517	990	896	0	22
Mean	2.52	2.69	2.49	2.56	2.28	2.24	.	2.64

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.95	0.95	0.93	0.92	0.98	0.93	.	1.00
<b>Teaching load</b>								
Very Satisfied	15.6%	17.7%	12.9%	15.5%	17.6%	14.2%	0.0%	13.6%
Satisfied	45.3%	45.2%	44.6%	44.1%	45.4%	51.2%	0.0%	45.5%
Marginally Satisfied	23.6%	22.0%	25.5%	25.4%	20.8%	21.8%	0.0%	22.7%
Not Satisfied	15.4%	15.1%	17.0%	15.0%	16.2%	12.8%	0.0%	18.2%
Total(n)	10,150	3,018	2,564	2,547	1,046	953	0	22
Mean	2.61	2.66	2.53	2.60	2.64	2.67	.	2.55
Standard deviation	0.93	0.94	0.92	0.92	0.95	0.87	.	0.96
<b>Quality of students</b>								
Very Satisfied	24.5%	23.6%	23.2%	26.0%	24.4%	26.6%	0.0%	31.8%
Satisfied	47.4%	47.6%	45.7%	48.0%	49.0%	48.5%	0.0%	40.9%
Marginally Satisfied	21.3%	21.6%	23.6%	19.9%	20.1%	19.8%	0.0%	22.7%
Not Satisfied	6.7%	7.3%	7.5%	6.2%	6.5%	5.1%	0.0%	4.5%
Total(n)	10,190	3,031	2,573	2,551	1,048	965	0	22
Mean	2.90	2.87	2.85	2.94	2.91	2.97	.	3.00
Standard deviation	0.85	0.85	0.86	0.84	0.84	0.82	.	0.87
<b>Autonomy and independence</b>								
Very Satisfied	44.2%	42.8%	40.8%	45.6%	49.1%	48.6%	0.0%	27.3%
Satisfied	42.0%	42.3%	43.6%	41.2%	38.1%	43.3%	0.0%	50.0%
Marginally Satisfied	9.9%	10.4%	11.2%	9.4%	9.8%	6.6%	0.0%	9.1%
Not Satisfied	3.9%	4.5%	4.4%	3.8%	2.9%	1.5%	0.0%	13.6%
Total(n)	10,172	3,023	2,571	2,550	1,046	960	0	22
Mean	3.27	3.23	3.21	3.29	3.34	3.39	.	2.91
Standard deviation	0.79	0.81	0.81	0.79	0.77	0.68	.	0.97
<b>Departmental leadership</b>								
Very Satisfied	41.8%	41.2%	39.1%	43.9%	42.0%	44.4%	0.0%	52.2%
Satisfied	36.0%	35.2%	37.3%	34.9%	36.3%	37.8%	0.0%	17.4%
Marginally Satisfied	12.4%	11.9%	13.0%	12.8%	12.7%	10.7%	0.0%	21.7%
Not Satisfied	9.9%	11.7%	10.6%	8.4%	9.0%	7.1%	0.0%	8.7%
Total(n)	10,172	3,021	2,576	2,548	1,042	962	0	23
Mean	3.10	3.06	3.05	3.14	3.11	3.20	.	3.13
Standard deviation	0.96	1.00	0.97	0.94	0.95	0.89	.	1.06
<b>Departmental support for work/life balance</b>								
Very Satisfied	31.0%	31.1%	27.4%	33.1%	30.7%	35.6%	0.0%	42.9%
Satisfied	41.3%	41.9%	40.9%	40.0%	43.3%	42.0%	0.0%	33.3%
Marginally Satisfied	17.8%	17.7%	19.9%	17.1%	16.8%	15.0%	0.0%	14.3%
Not Satisfied	9.9%	9.3%	11.8%	9.8%	9.2%	7.4%	0.0%	9.5%
Total(n)	10,137	3,023	2,577	2,547	1,027	942	0	21
Mean	2.93	2.95	2.84	2.96	2.96	3.06	.	3.10
Standard deviation	0.94	0.93	0.96	0.95	0.92	0.89	.	1.00
<b>Institutional support for work/life balance</b>								
Very Satisfied	16.9%	16.1%	13.2%	17.0%	19.5%	26.3%	0.0%	28.6%
Satisfied	37.4%	37.6%	33.3%	38.1%	42.4%	41.5%	0.0%	14.3%
Marginally Satisfied	26.7%	27.5%	30.2%	26.6%	22.0%	20.0%	0.0%	38.1%
Not Satisfied	18.9%	18.7%	23.3%	18.3%	16.1%	12.3%	0.0%	19.0%
Total(n)	10,118	3,021	2,574	2,541	1,024	937	0	21
Mean	2.52	2.51	2.36	2.54	2.65	2.82	.	2.52
Standard deviation	0.98	0.97	0.98	0.98	0.97	0.96	.	1.12
<b>Prospects for career advancement</b>								
Very Satisfied	13.2%	15.8%	11.7%	14.7%	8.5%	9.3%	0.0%	21.1%
Satisfied	39.6%	44.2%	39.3%	42.0%	27.7%	31.7%	0.0%	21.1%
Marginally Satisfied	26.6%	23.5%	28.6%	27.2%	28.3%	27.8%	0.0%	10.5%
Not Satisfied	20.7%	16.4%	20.4%	16.1%	35.5%	31.3%	0.0%	47.4%
Total(n)	10,016	2,988	2,560	2,525	1,009	915	0	19
Mean	2.45	2.59	2.42	2.55	2.09	2.19	.	2.16
Standard deviation	0.96	0.94	0.94	0.93	0.98	0.98	.	1.26
<b>Relative equity of salary and job benefits</b>								
Very Satisfied	11.1%	15.0%	9.0%	10.8%	7.7%	8.6%	0.0%	20.0%
Satisfied	31.8%	34.7%	32.0%	31.3%	28.1%	27.5%	0.0%	10.0%
Marginally Satisfied	27.7%	25.7%	27.7%	29.8%	26.4%	30.4%	0.0%	25.0%
Not Satisfied	29.4%	24.6%	31.4%	28.1%	37.8%	33.5%	0.0%	45.0%
Total(n)	10,033	2,995	2,555	2,521	1,008	934	0	20
Mean	2.25	2.40	2.19	2.25	2.06	2.11	.	2.05
Standard deviation	1.00	1.02	0.98	0.98	0.98	0.97	.	1.19
<b>Flexibility in relation to family matters or emergencies</b>								
Very Satisfied	41.0%	41.7%	38.7%	42.9%	39.5%	41.7%	0.0%	45.5%
Satisfied	43.4%	43.9%	45.0%	41.6%	42.5%	43.5%	0.0%	31.8%
Marginally Satisfied	11.8%	10.9%	12.5%	11.6%	13.5%	11.0%	0.0%	9.1%
Not Satisfied	3.8%	3.5%	3.7%	3.9%	4.5%	3.8%	0.0%	13.6%
Total(n)	10,072	3,017	2,553	2,525	1,022	933	0	22
Mean	3.22	3.24	3.19	3.23	3.17	3.23	.	3.09
Standard deviation	0.80	0.78	0.79	0.80	0.83	0.79	.	1.06
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>								
Very Satisfied	27.1%	31.0%	24.9%	26.5%	24.1%	24.7%	0.0%	31.3%
Satisfied	46.9%	48.0%	48.3%	45.9%	45.6%	43.2%	0.0%	31.3%
Marginally Satisfied	17.8%	15.1%	19.0%	18.5%	20.0%	19.3%	0.0%	6.3%
Not Satisfied	8.3%	5.9%	7.8%	9.1%	10.2%	12.8%	0.0%	31.3%
Total(n)	9,799	2,963	2,527	2,458	953	882	0	16

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.93	3.04	2.90	2.90	2.84	2.80	.	2.63
Standard deviation	0.88	0.83	0.86	0.90	0.91	0.96	.	1.26
<b>Overall job</b>								
Very Satisfied	25.8%	28.8%	21.8%	25.3%	26.3%	27.9%	0.0%	31.8%
Satisfied	50.6%	48.0%	50.1%	53.3%	50.1%	53.2%	0.0%	40.9%
Marginally Satisfied	18.7%	18.0%	21.9%	17.2%	19.2%	15.3%	0.0%	13.6%
Not Satisfied	5.0%	5.1%	6.2%	4.2%	4.4%	3.6%	0.0%	13.6%
Total(n)	10,156	3,023	2,568	2,547	1,044	952	0	22
Mean	2.97	3.01	2.87	3.00	2.98	3.05	.	2.91
Standard deviation	0.80	0.82	0.82	0.77	0.79	0.76	.	1.02
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>								
<b>Managing household responsibilities</b>								
Extensive	26.9%	19.6%	32.3%	31.7%	27.2%	23.1%	0.0%	21.1%
Somewhat	51.5%	55.1%	50.8%	51.4%	45.8%	47.4%	0.0%	57.9%
Not at All	21.6%	25.3%	17.0%	16.9%	27.0%	29.5%	0.0%	21.1%
Total(n)	9,870	2,962	2,513	2,479	986	911	0	19
Mean	2.05	1.94	2.15	2.15	2.00	1.94	.	2.00
Standard deviation	0.69	0.67	0.68	0.68	0.74	0.72	.	0.67
<b>Review/promotion process</b>								
Extensive	19.7%	7.7%	20.3%	31.9%	21.2%	13.8%	0.0%	45.5%
Somewhat	38.9%	26.9%	43.8%	46.3%	39.1%	37.1%	0.0%	27.3%
Not at All	41.4%	65.3%	35.9%	21.8%	39.8%	49.1%	0.0%	27.3%
Total(n)	7,946	2,182	2,199	2,230	709	615	0	11
Mean	1.78	1.42	1.84	2.10	1.81	1.65	.	2.18
Standard deviation	0.75	0.63	0.73	0.73	0.76	0.71	.	0.87
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>								
Extensive	8.2%	7.7%	10.0%	8.3%	5.9%	5.9%	0.0%	25.0%
Somewhat	25.3%	25.8%	26.1%	26.7%	25.7%	17.1%	0.0%	25.0%
Not at All	66.5%	66.5%	63.9%	65.0%	68.4%	77.1%	0.0%	50.0%
Total(n)	8,751	2,662	2,237	2,240	829	767	0	16
Mean	1.42	1.41	1.46	1.43	1.38	1.29	.	1.75
Standard deviation	0.64	0.63	0.67	0.64	0.59	0.57	.	0.86
<b>Committee work</b>								
Extensive	15.6%	18.0%	21.5%	11.5%	6.8%	6.0%	0.0%	5.9%
Somewhat	51.0%	56.1%	54.7%	50.4%	35.6%	31.8%	0.0%	52.9%
Not at All	33.4%	25.9%	23.8%	38.1%	57.6%	62.2%	0.0%	41.2%
Total(n)	9,064	2,921	2,476	2,339	660	651	0	17
Mean	1.82	1.92	1.98	1.73	1.49	1.44	.	1.65
Standard deviation	0.68	0.66	0.67	0.65	0.62	0.61	.	0.61
<b>Faculty meetings</b>								
Extensive	12.0%	14.8%	15.5%	8.7%	6.3%	5.8%	0.0%	6.3%
Somewhat	43.2%	49.4%	47.4%	40.7%	29.4%	28.4%	0.0%	25.0%
Not at All	44.8%	35.8%	37.1%	50.6%	64.3%	65.7%	0.0%	68.8%
Total(n)	9,481	2,954	2,498	2,462	798	753	0	16
Mean	1.67	1.79	1.78	1.58	1.42	1.40	.	1.38
Standard deviation	0.68	0.68	0.69	0.65	0.61	0.60	.	0.62
<b>Students</b>								
Extensive	14.8%	11.8%	17.9%	17.1%	15.1%	9.8%	0.0%	5.6%
Somewhat	57.2%	58.6%	58.1%	58.5%	52.2%	52.5%	0.0%	44.4%
Not at All	28.0%	29.6%	24.0%	24.4%	32.7%	37.7%	0.0%	50.0%
Total(n)	9,914	2,971	2,518	2,483	1,004	920	0	18
Mean	1.87	1.82	1.94	1.93	1.82	1.72	.	1.56
Standard deviation	0.64	0.62	0.64	0.64	0.67	0.63	.	0.62
<b>Research or publishing demands</b>								
Extensive	19.3%	11.9%	23.1%	28.5%	13.5%	8.1%	0.0%	15.4%
Somewhat	45.3%	47.4%	52.2%	44.2%	30.4%	23.9%	0.0%	38.5%
Not at All	35.4%	40.7%	24.7%	27.3%	56.1%	68.0%	0.0%	46.2%
Total(n)	8,476	2,807	2,342	2,248	572	494	0	13
Mean	1.84	1.71	1.98	2.01	1.57	1.40	.	1.69
Standard deviation	0.72	0.67	0.69	0.75	0.72	0.63	.	0.75
<b>Institutional procedures and "red tape"</b>								
Extensive	24.2%	29.4%	28.5%	20.6%	16.5%	10.9%	0.0%	28.6%
Somewhat	48.0%	50.2%	47.9%	47.5%	45.9%	43.1%	0.0%	57.1%
Not at All	27.8%	20.4%	23.6%	31.9%	37.6%	45.9%	0.0%	14.3%
Total(n)	9,430	2,928	2,465	2,379	851	786	0	21
Mean	1.96	2.09	2.05	1.89	1.79	1.65	.	2.14
Standard deviation	0.72	0.70	0.72	0.72	0.70	0.67	.	0.65
<b>Teaching load</b>								
Extensive	20.3%	18.2%	24.1%	23.5%	14.8%	13.3%	0.0%	21.1%
Somewhat	44.8%	45.7%	47.1%	48.0%	39.3%	33.2%	0.0%	36.8%
Not at All	34.9%	36.1%	28.8%	28.5%	45.9%	53.4%	0.0%	42.1%
Total(n)	9,782	2,907	2,505	2,471	980	900	0	19
Mean	1.85	1.82	1.95	1.95	1.69	1.60	.	1.79
Standard deviation	0.73	0.71	0.73	0.72	0.71	0.71	.	0.79
<b>Lack of personal time</b>								
Extensive	27.8%	24.5%	34.2%	31.9%	21.2%	16.9%	0.0%	25.0%
Somewhat	44.2%	46.8%	45.0%	44.8%	38.7%	38.2%	0.0%	35.0%



	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	28.0%	28.7%	20.8%	23.3%	40.1%	44.9%	0.0%	40.0%
Total(n)	9,886	2,958	2,520	2,498	986	904	0	20
Mean	2.00	1.96	2.13	2.09	1.81	1.72	.	1.85
Standard deviation	0.75	0.73	0.73	0.74	0.76	0.74	.	0.81
<b>Job security</b>								
Extensive	13.2%	7.0%	9.8%	16.9%	24.8%	18.9%	0.0%	40.9%
Somewhat	29.3%	19.1%	27.7%	36.5%	37.4%	36.4%	0.0%	27.3%
Not at All	57.5%	73.9%	62.5%	46.6%	37.9%	44.7%	0.0%	31.8%
Total(n)	9,559	2,773	2,431	2,471	969	893	0	22
Mean	1.56	1.33	1.47	1.70	1.87	1.74	.	2.09
Standard deviation	0.72	0.60	0.67	0.74	0.78	0.76	.	0.87
<b>Self-imposed high expectations</b>								
Extensive	34.3%	29.2%	36.0%	42.1%	31.7%	27.9%	0.0%	23.8%
Somewhat	50.3%	54.7%	51.8%	45.2%	48.5%	47.6%	0.0%	42.9%
Not at All	15.4%	16.1%	12.2%	12.7%	19.8%	24.5%	0.0%	33.3%
Total(n)	9,905	2,953	2,520	2,491	996	924	0	21
Mean	2.19	2.13	2.24	2.29	2.12	2.03	.	1.90
Standard deviation	0.68	0.66	0.65	0.68	0.71	0.72	.	0.77
<b>Increased work responsibilities</b>								
Extensive	30.4%	31.8%	37.2%	29.9%	19.9%	18.2%	0.0%	45.0%
Somewhat	44.6%	44.4%	45.0%	47.7%	42.2%	38.5%	0.0%	25.0%
Not at All	25.0%	23.8%	17.9%	22.3%	37.9%	43.2%	0.0%	30.0%
Total(n)	9,754	2,941	2,504	2,465	947	877	0	20
Mean	2.05	2.08	2.19	2.08	1.82	1.75	.	2.15
Standard deviation	0.74	0.74	0.72	0.72	0.74	0.74	.	0.88
<b>Institutional budget cuts</b>								
Extensive	24.0%	25.5%	26.3%	23.3%	21.1%	16.6%	0.0%	22.2%
Somewhat	37.4%	37.3%	39.0%	36.5%	38.9%	33.4%	0.0%	38.9%
Not at All	38.7%	37.1%	34.7%	40.2%	40.0%	50.0%	0.0%	38.9%
Total(n)	9,104	2,805	2,376	2,260	839	806	0	18
Mean	1.85	1.88	1.92	1.83	1.81	1.67	.	1.83
Standard deviation	0.78	0.78	0.78	0.78	0.76	0.75	.	0.79
<b>Have you been sexually harassed at this institution?</b>								
Yes	5.9%	8.1%	7.5%	3.6%	4.1%	2.5%	10.0%	9.1%
No	94.1%	91.9%	92.5%	96.4%	95.9%	97.5%	90.0%	90.9%
Total(n)	10,339	3,078	2,587	2,571	1,075	986	20	22
<b>In the past year, have you:</b>								
<b>Considered leaving academe for another job?</b>								
Yes	43.3%	37.9%	47.6%	46.6%	44.6%	38.4%	0.0%	54.5%
No	56.7%	62.1%	52.4%	53.4%	55.4%	61.6%	0.0%	45.5%
Total(n)	10,180	3,030	2,569	2,551	1,045	963	0	22
<b>Considered leaving this institution for another?</b>								
Yes	44.9%	43.3%	49.3%	47.3%	41.7%	34.8%	0.0%	50.0%
No	55.1%	56.7%	50.7%	52.7%	58.3%	65.2%	0.0%	50.0%
Total(n)	10,156	3,020	2,566	2,543	1,043	964	0	20
<b>Engaged in public service/professional consulting without pay?</b>								
Yes	48.7%	53.2%	49.8%	44.1%	48.6%	43.6%	0.0%	55.0%
No	51.3%	46.8%	50.2%	55.9%	51.4%	56.4%	0.0%	45.0%
Total(n)	10,145	3,016	2,562	2,538	1,046	963	0	20
<b>Received at least one firm job offer elsewhere?</b>								
Yes	20.3%	14.4%	16.9%	24.7%	28.8%	27.0%	0.0%	25.0%
No	79.7%	85.6%	83.1%	75.3%	71.2%	73.0%	0.0%	75.0%
Total(n)	10,118	3,013	2,559	2,530	1,037	959	0	20
<b>For each of the following items, please mark either Yes or No.</b>								
<b>Are you a member of a faculty union?</b>								
Yes	12.6%	12.1%	11.4%	10.1%	26.5%	8.2%	0.0%	28.6%
No	87.4%	87.9%	88.6%	89.9%	73.5%	91.8%	0.0%	71.4%
Total(n)	10,090	3,007	2,549	2,525	1,037	951	0	21
<b>Do you plan to retire within the next three years?</b>								
Yes	11.5%	19.9%	8.8%	4.0%	14.7%	9.5%	0.0%	0.0%
No	88.5%	80.1%	91.2%	96.0%	85.3%	90.5%	0.0%	100.0%
Total(n)	10,061	2,982	2,546	2,533	1,033	947	0	20
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>								
Yes	10.4%	6.0%	8.9%	11.7%	17.1%	17.8%	0.0%	25.0%
No	89.6%	94.0%	91.1%	88.3%	82.9%	82.2%	0.0%	75.0%
Total(n)	10,095	2,998	2,555	2,532	1,037	953	0	20
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>								
Yes	28.5%	42.5%	33.0%	15.9%	22.0%	13.2%	0.0%	30.0%
No	71.5%	57.5%	67.0%	84.1%	78.0%	86.8%	0.0%	70.0%
Total(n)	10,090	2,996	2,555	2,534	1,035	950	0	20
<b>Citizenship status:</b>								
U.S. citizen	94.2%	97.4%	94.7%	88.0%	97.2%	96.5%	70.0%	100.0%
Permanent resident (green card)	3.8%	2.4%	4.5%	6.3%	1.9%	1.6%	5.0%	0.0%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.7%	0.1%	0.5%	5.2%	0.7%	1.2%	15.0%	0.0%
None of the above	0.3%	0.0%	0.3%	0.5%	0.2%	0.7%	10.0%	0.0%
Total(n)	10,312	3,076	2,578	2,559	1,071	990	20	18

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>How would you characterize your political views?</b>								
Far right	0.5%	0.4%	0.5%	0.3%	0.3%	1.2%	5.3%	0.0%
Conservative	13.1%	13.3%	12.1%	11.6%	15.5%	17.1%	10.5%	13.3%
Middle-of-the-road	32.8%	31.6%	32.5%	31.2%	35.5%	37.8%	36.8%	73.3%
Liberal	42.8%	45.9%	42.4%	44.1%	39.6%	35.1%	36.8%	13.3%
Far left	10.8%	8.9%	12.5%	12.8%	9.2%	8.9%	10.5%	0.0%
Total(n)	10,057	3,026	2,521	2,492	1,035	949	19	15
<b>If given the choice, would you:</b>								
<b>Still come to this institution?</b>								
Definitely yes	43.9%	41.5%	37.3%	45.0%	53.5%	55.4%	0.0%	40.9%
Probably yes	34.9%	34.3%	37.2%	36.5%	30.6%	31.6%	0.0%	45.5%
Not sure	13.2%	14.7%	15.6%	11.7%	10.8%	9.1%	0.0%	4.5%
Probably no	5.2%	6.4%	5.9%	4.8%	4.1%	2.2%	0.0%	9.1%
Definitely no	2.7%	3.1%	4.1%	2.0%	0.9%	1.7%	0.0%	0.0%
Total(n)	10,287	3,079	2,580	2,560	1,065	981	0	22
Mean	4.12	4.05	3.98	4.18	4.32	4.37	.	4.18
Standard deviation	1.00	1.04	1.06	0.95	0.89	0.87	.	0.91
<b>Still be a college professor?</b>								
Definitely yes	59.0%	63.1%	53.1%	58.3%	60.4%	62.0%	0.0%	40.0%
Probably yes	28.6%	25.8%	32.4%	28.7%	27.2%	28.4%	0.0%	55.0%
Not sure	9.1%	7.9%	10.1%	10.2%	8.7%	7.5%	0.0%	5.0%
Probably no	2.7%	2.5%	3.8%	2.2%	2.9%	1.8%	0.0%	0.0%
Definitely no	0.6%	0.7%	0.6%	0.7%	0.8%	0.3%	0.0%	0.0%
Total(n)	10,237	3,052	2,576	2,557	1,061	971	0	20
Mean	4.43	4.48	4.34	4.42	4.44	4.50	.	4.35
Standard deviation	0.81	0.80	0.85	0.81	0.83	0.74	.	0.59
<b>Please select your base institutional salary.</b>								
Less than \$10,000	0.1%	0.0%	0.0%	0.2%	0.4%	1.0%	0.0%	0.0%
\$10,000-19,999	0.1%	0.0%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%
\$20,000-29,999	0.2%	0.1%	0.0%	0.0%	1.0%	1.4%	0.0%	0.0%
\$30,000-39,999	0.7%	0.5%	0.2%	0.5%	3.0%	3.6%	0.0%	12.5%
\$40,000-49,999	2.9%	0.6%	0.5%	2.1%	16.6%	21.3%	0.0%	0.0%
\$50,000-59,999	9.3%	1.0%	5.2%	17.5%	22.0%	26.6%	0.0%	25.0%
\$60,000-69,999	14.5%	5.3%	17.0%	22.2%	13.8%	20.1%	0.0%	12.5%
\$70,000-79,999	13.8%	10.2%	14.9%	16.8%	15.6%	13.4%	0.0%	12.5%
\$80,000-89,999	13.1%	11.1%	15.1%	14.9%	12.4%	5.5%	0.0%	12.5%
\$90,000-99,999	10.8%	10.6%	13.0%	10.6%	8.0%	3.8%	0.0%	0.0%
\$100,000-124,999	18.3%	26.8%	22.0%	9.9%	5.2%	2.9%	0.0%	25.0%
\$125,000-149,999	7.7%	14.8%	6.8%	2.7%	1.0%	0.2%	0.0%	0.0%
\$150,000-199,999	5.6%	12.2%	3.6%	1.6%	0.4%	0.2%	0.0%	0.0%
\$200,000-249,999	2.2%	4.6%	1.4%	0.8%	0.4%	0.0%	0.0%	0.0%
\$250,000-499,999	0.8%	2.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	8,614	2,857	2,443	2,388	500	418	0	8
<b>Your base institutional salary reported above is based on:</b>								
Less than 9 months	7.1%	7.3%	7.2%	7.5%	4.8%	5.8%	0.0%	0.0%
9/10 months	64.1%	66.4%	66.0%	63.6%	54.7%	50.7%	0.0%	25.0%
11/12 months	28.8%	26.2%	26.7%	28.9%	40.4%	43.5%	0.0%	75.0%
Total(n)	8,662	2,885	2,458	2,398	497	416	0	8
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>								
Less than \$5,000	14.2%	5.4%	18.5%	10.9%	10.6%	19.5%	0.0%	0.0%
\$5,000-9,999	23.3%	21.7%	14.8%	17.5%	19.4%	29.8%	0.0%	40.0%
\$10,000-14,999	17.5%	14.1%	24.7%	17.5%	17.5%	17.1%	0.0%	0.0%
\$15,000-19,999	11.4%	12.0%	6.2%	13.1%	10.9%	11.9%	0.0%	20.0%
\$20,000-24,999	9.5%	10.9%	9.9%	13.1%	9.4%	8.3%	0.0%	20.0%
\$25,000-29,999	4.5%	7.6%	7.4%	2.9%	4.9%	3.7%	0.0%	0.0%
\$30,000-34,999	3.8%	1.1%	0.0%	6.6%	5.7%	2.4%	0.0%	0.0%
\$35,000-39,999	2.4%	3.3%	1.2%	3.6%	3.0%	1.7%	0.0%	0.0%
\$40,000-44,999	2.4%	1.1%	2.5%	2.9%	4.5%	0.6%	0.0%	0.0%
\$45,000-49,999	2.7%	2.2%	3.7%	3.6%	3.4%	1.7%	0.0%	20.0%
\$50,000-59,999	3.0%	5.4%	3.7%	4.4%	4.0%	1.1%	0.0%	0.0%
\$60,000-69,999	2.0%	5.4%	1.2%	0.7%	2.3%	1.7%	0.0%	0.0%
\$70,000-79,999	1.6%	4.3%	0.0%	0.7%	2.6%	0.6%	0.0%	0.0%
\$80,000-89,999	0.6%	2.2%	2.5%	0.7%	0.8%	0.0%	0.0%	0.0%
\$90,000-99,999	0.2%	0.0%	0.0%	0.7%	0.4%	0.0%	0.0%	0.0%
\$100,000 or more	0.8%	3.3%	3.7%	0.7%	0.6%	0.2%	0.0%	0.0%
Total(n)	1,389	92	81	137	530	544	0	5
<b>Per-Course earnings for part-time faculty.</b>								
Less than \$500	2.5%	1.2%	2.7%	0.8%	3.4%	2.3%	5.9%	0.0%
\$500-999	5.9%	1.2%	4.0%	0.8%	7.1%	6.1%	35.3%	0.0%
\$1,000-1,499	8.4%	7.3%	6.7%	4.7%	10.3%	8.0%	5.9%	0.0%
\$1,500-1,999	6.8%	7.3%	5.3%	6.2%	9.1%	4.6%	11.8%	20.0%
\$2,000-2,499	8.9%	11.0%	12.0%	6.2%	7.7%	9.5%	17.6%	20.0%
\$2,500-2,999	10.4%	13.4%	10.7%	15.5%	5.3%	13.7%	5.9%	0.0%
\$3,000-3,499	19.3%	9.8%	28.0%	31.0%	10.7%	25.4%	5.9%	20.0%
\$3,500-3,999	7.9%	8.5%	6.7%	12.4%	4.3%	10.1%	11.8%	20.0%
\$4,000-4,499	5.1%	7.3%	4.0%	2.3%	4.0%	6.9%	0.0%	0.0%
\$4,500-4,999	3.4%	4.9%	1.3%	3.9%	3.4%	3.6%	0.0%	0.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$5,000-5,499	5.3%	11.0%	5.3%	3.9%	7.3%	3.1%	0.0%	0.0%
\$5,500-5,999	2.7%	2.4%	1.3%	0.8%	5.7%	0.4%	0.0%	20.0%
\$6,000-6,499	4.5%	1.2%	0.0%	2.3%	9.3%	1.7%	0.0%	0.0%
\$6,500-6,999	1.5%	1.2%	0.0%	0.8%	3.0%	0.6%	0.0%	0.0%
\$7,000-7,499	1.6%	0.0%	5.3%	1.6%	2.2%	0.8%	0.0%	0.0%
\$7,500-7,999	0.4%	0.0%	0.0%	1.6%	0.4%	0.4%	0.0%	0.0%
\$8,000-8,499	1.3%	0.0%	1.3%	0.8%	2.6%	0.6%	0.0%	0.0%
\$8,500-8,999	0.1%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	0.3%	1.2%	0.0%	0.0%	0.4%	0.2%	0.0%	0.0%
\$9,500-9,999	0.3%	1.2%	1.3%	0.0%	0.2%	0.2%	0.0%	0.0%
\$10,000 or more	3.3%	7.3%	4.0%	4.7%	3.8%	1.9%	0.0%	0.0%
<b>Total(n)</b>	<b>1,338</b>	<b>82</b>	<b>75</b>	<b>129</b>	<b>506</b>	<b>524</b>	<b>17</b>	<b>5</b>
<b>Highest Degree Earned</b>								
Bachelor's (B.A., B.S., etc.)	1.1%	0.2%	0.3%	0.2%	3.5%	4.3%	65.0%	0.0%
Master's (M.A., M.S.)	15.8%	3.5%	6.6%	13.6%	42.3%	55.0%	25.0%	29.4%
Terminal Master's (M.F.A., M.B.A.)	5.8%	4.3%	4.5%	5.6%	10.9%	9.1%	0.0%	0.0%
J.D.	1.6%	2.3%	1.2%	1.2%	1.5%	1.6%	0.0%	5.9%
M.D., D.D.S., D.V.M., etc. (medical)	0.9%	0.6%	0.9%	1.6%	0.3%	0.8%	5.0%	5.9%
Ph.D.	65.0%	81.0%	76.9%	66.2%	31.0%	19.7%	0.0%	29.4%
Professional Doctorate (Ed.D., Psy.D., etc.)	8.5%	7.3%	8.7%	10.3%	8.7%	6.5%	0.0%	29.4%
Other	1.3%	0.8%	1.1%	1.3%	1.8%	3.0%	5.0%	0.0%
<b>Total(n)</b>	<b>10,294</b>	<b>3,076</b>	<b>2,575</b>	<b>2,556</b>	<b>1,070</b>	<b>980</b>	<b>20</b>	<b>17</b>
<b>Degree Currently Working On</b>								
Bachelor's (B.A., B.S., etc.)	0.1%	0.1%	0.1%	0.1%	0.0%	0.5%	5.0%	0.0%
Master's (M.A., M.S.)	1.2%	0.3%	0.6%	0.8%	2.0%	3.5%	85.0%	0.0%
Terminal Master's (M.F.A., M.B.A.)	0.3%	0.1%	0.2%	0.2%	0.7%	0.8%	0.0%	0.0%
J.D.	0.0%	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%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%
Ph.D.	3.4%	1.5%	2.0%	4.7%	5.3%	7.5%	0.0%	0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.3%	0.2%	0.6%	1.6%	3.1%	3.4%	0.0%	0.0%
Other	0.8%	0.5%	0.7%	0.6%	1.4%	1.6%	0.0%	5.9%
None	92.9%	97.2%	95.6%	91.8%	87.4%	82.6%	10.0%	94.1%
<b>Total(n)</b>	<b>10,045</b>	<b>2,978</b>	<b>2,536</b>	<b>2,510</b>	<b>1,029</b>	<b>955</b>	<b>20</b>	<b>17</b>
<b>Are you currently serving in an administrative position as:</b>								
Department chair	8.7%	15.7%	12.9%	3.2%	1.4%	1.6%	0.0%	0.0%
Not marked	91.3%	84.3%	87.1%	96.8%	98.6%	98.4%	100.0%	100.0%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
Dean (including Associate or Assistant)	2.3%	5.4%	2.4%	0.6%	0.4%	0.3%	0.0%	0.0%
Not marked	97.7%	94.6%	97.6%	99.4%	99.6%	99.7%	100.0%	100.0%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
Vice-president	0.1%	0.4%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%
Not marked	99.9%	99.6%	100.0%	100.0%	99.9%	99.9%	100.0%	100.0%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
Provost	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	99.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
Other	10.3%	13.2%	14.6%	7.6%	5.3%	5.1%	0.0%	9.7%
Not marked	89.7%	86.8%	85.4%	92.4%	94.7%	94.9%	100.0%	90.3%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
Not applicable	51.4%	43.0%	46.0%	59.0%	61.0%	58.8%	0.0%	45.2%
Not marked	48.6%	57.0%	54.0%	41.0%	39.0%	41.2%	100.0%	54.8%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>								
Native American/Alaska Native	1.0%	0.9%	0.7%	1.0%	1.7%	1.3%	6.3%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.1%	3.0%	3.2%	3.9%	2.6%	1.5%	6.3%	3.2%
Filipina/o/x	0.5%	0.2%	0.5%	0.6%	1.0%	0.3%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.4%	0.3%	0.4%	0.4%	0.5%	0.5%	6.3%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.5%	1.4%	1.7%	2.0%	0.8%	1.0%	6.3%	0.0%
Other Asian	0.2%	0.3%	0.3%	0.2%	0.3%	0.1%	0.0%	0.0%
African American/Black	2.3%	1.6%	2.1%	3.0%	3.0%	2.4%	0.0%	3.2%
African	0.5%	0.4%	0.3%	0.8%	0.4%	0.7%	3.1%	0.0%
Caribbean	0.2%	0.2%	0.2%	0.3%	0.3%	0.1%	0.0%	0.0%
Other Black	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.4%	0.0%	3.1%	0.0%
Mexican American/Chicana/o/e/x	1.8%	1.4%	1.6%	1.9%	2.8%	1.8%	3.1%	3.2%
Puerto Rican	0.5%	0.3%	0.4%	0.5%	0.9%	0.6%	3.1%	0.0%
Central American	0.2%	0.2%	0.3%	0.3%	0.3%	0.2%	3.1%	0.0%
South American	1.0%	0.7%	0.9%	1.7%	0.6%	0.5%	0.0%	0.0%
Other Hispanic or Latina/o/e/x	1.0%	1.0%	0.9%	1.0%	1.8%	0.6%	3.1%	0.0%
Middle Eastern	1.5%	1.4%	1.6%	1.9%	1.5%	0.9%	6.3%	0.0%
European	54.6%	62.6%	57.4%	49.3%	48.8%	47.1%	34.4%	32.3%
Other White	7.8%	6.1%	7.6%	8.4%	8.3%	11.1%	9.4%	3.2%
Other	1.3%	1.3%	1.4%	1.2%	1.5%	0.8%	3.1%	0.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Total(n)</b>	13,638	3,809	3,306	3,478	1,525	1,457	32	31
<b>Race/Ethnicity Group (with multiple race category)</b>								
Native American/Alaska Native	0.2%	0.2%	0.2%	0.3%	0.1%	0.5%	0.0%	0.0%
Asian/Pacific Islander	6.4%	5.5%	6.6%	8.1%	6.3%	3.6%	16.7%	7.7%
Black/African American	3.3%	2.1%	2.7%	4.8%	3.8%	3.6%	5.6%	7.7%
Latina/o/e/x	3.4%	2.7%	3.0%	4.4%	4.9%	2.6%	0.0%	0.0%
White	80.4%	84.3%	82.0%	75.3%	75.8%	82.9%	44.4%	76.9%
Other Race/Ethnicity	1.1%	1.2%	1.1%	1.1%	1.3%	0.8%	0.0%	0.0%
Two or More Races/Ethnicities	5.2%	3.9%	4.4%	5.9%	7.7%	5.9%	33.3%	7.7%
<b>Total (n)</b>	9,956	2,975	2,487	2,474	1,042	947	18	13
<b>Is English your native language?</b>								
Yes	90.0%	91.6%	90.4%	86.3%	91.0%	93.5%	70.0%	94.4%
No	10.0%	8.4%	9.6%	13.7%	9.0%	6.5%	30.0%	5.6%
<b>Total(n)</b>	10,256	3,057	2,566	2,546	1,065	984	20	18
<b>What is your sexual orientation?</b>								
Heterosexual/straight	88.8%	91.2%	88.8%	86.1%	87.7%	89.2%	89.5%	92.3%
Gay	2.3%	2.2%	2.4%	2.7%	2.6%	1.4%	0.0%	0.0%
Lesbian	1.4%	1.3%	1.6%	1.2%	1.7%	1.4%	0.0%	0.0%
Bisexual	2.9%	1.7%	2.5%	4.8%	3.2%	2.4%	10.5%	0.0%
Queer	2.0%	1.2%	2.4%	2.7%	1.6%	2.3%	0.0%	0.0%
Pansexual	0.6%	0.2%	0.4%	0.8%	1.2%	1.4%	0.0%	0.0%
Asexual	0.5%	0.3%	0.7%	0.5%	0.6%	0.4%	0.0%	0.0%
Not listed above	1.5%	1.9%	1.2%	1.3%	1.5%	1.5%	0.0%	7.7%
<b>Total (n)</b>	9,954	2,981	2,498	2,478	1,018	947	19	13
<b>Do you identify as transgender?</b>								
No	99.5%	99.7%	99.6%	99.1%	99.7%	99.3%	100.0%	100.0%
Yes	0.5%	0.3%	0.4%	0.9%	0.3%	0.7%	0.0%	0.0%
<b>Total(n)</b>	13,508	3,775	3,277	3,460	1,501	1,442	31	22
<b>How many children do you have in the following age ranges?</b>								
<b>Under 18 years old</b>								
0	54.1%	59.0%	44.6%	51.9%	64.0%	60.1%	100.0%	75.0%
1	17.8%	18.6%	18.4%	17.5%	15.4%	17.6%	0.0%	16.7%
2	18.4%	15.7%	23.9%	18.0%	14.9%	16.7%	0.0%	8.3%
3	6.1%	4.6%	7.5%	7.7%	4.3%	4.3%	0.0%	0.0%
4+	3.6%	2.1%	5.6%	4.8%	1.3%	1.4%	0.0%	0.0%
<b>Total(n)</b>	8,608	2,331	2,247	2,317	890	792	19	12
<b>18 years or older</b>								
0	50.8%	32.1%	56.7%	72.0%	48.9%	45.4%	95.0%	25.0%
1	13.8%	17.6%	13.6%	8.7%	14.5%	14.4%	0.0%	25.0%
2	19.6%	28.1%	16.1%	10.9%	20.4%	22.5%	0.0%	25.0%
3	8.6%	11.5%	7.7%	4.6%	10.1%	10.2%	5.0%	8.3%
4+	7.1%	10.7%	5.9%	3.8%	6.2%	7.5%	0.0%	16.7%
<b>Total(n)</b>	8,745	2,726	2,098	2,100	933	856	20	12
<b>How satisfied are you with the availability of child care at this institution?</b>								
Very satisfied	6.6%	8.3%	5.2%	5.5%	9.2%	9.6%	0.0%	100.0%
Satisfied	15.5%	17.0%	15.0%	14.1%	16.8%	17.5%	0.0%	0.0%
Marginally satisfied	15.1%	16.8%	13.6%	15.5%	13.4%	16.7%	0.0%	0.0%
Not satisfied	62.9%	57.9%	66.2%	64.9%	60.5%	56.1%	0.0%	0.0%
<b>Total(n)</b>	2,147	542	752	619	119	114	0	1
Mean	1.66	1.76	1.59	1.60	1.75	1.81	.	4.00
Standard deviation	0.96	1.01	0.92	0.92	1.04	1.05	.	.
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>								
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.1%	0.0%	0.0%	0.0%	0.7%	0.5%	0.0%	0.0%
\$30,000 - \$39,999	0.5%	0.2%	0.2%	0.4%	3.3%	3.3%	0.0%	0.0%
\$40,000 - \$49,999	3.1%	0.5%	0.6%	2.2%	23.4%	26.5%	0.0%	0.0%
\$50,000 - \$59,999	9.8%	0.9%	5.7%	19.3%	28.3%	28.0%	0.0%	100.0%
\$60,000 - \$69,999	16.0%	5.5%	19.1%	25.6%	13.0%	21.3%	0.0%	0.0%
\$70,000 - \$79,999	14.7%	12.0%	17.3%	16.1%	12.3%	13.3%	0.0%	0.0%
\$80,000 - \$89,999	13.4%	13.6%	14.7%	14.3%	7.8%	3.3%	0.0%	0.0%
\$90,000 - \$99,999	10.7%	11.5%	12.7%	10.0%	5.2%	1.4%	0.0%	0.0%
\$100,000 - \$124,999	17.6%	27.0%	20.1%	7.9%	4.5%	1.4%	0.0%	0.0%
\$125,000 - \$149,999	7.0%	13.6%	5.8%	1.9%	1.5%	0.5%	0.0%	0.0%
\$150,000 - \$199,999	4.7%	10.4%	2.3%	1.5%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	1.8%	3.3%	1.4%	0.8%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.6%	1.5%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	5,502	1,895	1,610	1,516	269	211	0	1
Mean	9.06	10.44	9.11	8.05	6.81	6.36	.	6.00
Standard deviation	2.28	1.99	1.96	1.88	1.90	1.49	.	.
<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%	0.5%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.0%	0.1%	0.5%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.2%	0.1%	0.0%	0.0%	1.5%	1.1%	0.0%	0.0%
\$30,000 - \$39,999	1.1%	1.1%	0.5%	0.4%	2.5%	4.4%	0.0%	20.0%
\$40,000 - \$49,999	2.7%	0.8%	0.5%	2.2%	7.0%	15.6%	0.0%	0.0%
\$50,000 - \$59,999	8.5%	1.5%	4.2%	14.1%	14.4%	26.1%	0.0%	0.0%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$60,000 - \$69,999	11.9%	4.3%	12.3%	17.0%	13.9%	20.0%	0.0%	20.0%
\$70,000 - \$79,999	12.6%	7.0%	9.7%	18.9%	20.4%	13.9%	0.0%	20.0%
\$80,000 - \$89,999	12.8%	6.3%	16.0%	17.0%	17.9%	6.1%	0.0%	20.0%
\$90,000 - \$99,999	11.1%	9.5%	14.2%	10.7%	11.9%	7.2%	0.0%	0.0%
\$100,000 - \$124,999	19.4%	27.3%	26.5%	11.8%	7.0%	5.0%	0.0%	20.0%
\$125,000 - \$149,999	8.4%	17.1%	7.4%	4.6%	0.5%	0.0%	0.0%	0.0%
\$150,000 - \$199,999	6.8%	14.0%	6.9%	2.3%	1.0%	0.6%	0.0%	0.0%
\$200,000 - \$249,999	2.9%	7.4%	1.4%	0.9%	1.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	1.3%	3.6%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	2,469	744	650	689	201	180	0	5
Mean	9.44	11.01	9.77	8.55	7.88	6.96	.	7.80
Standard deviation	2.44	2.22	2.03	2.01	2.13	1.87	.	2.59
<b>Please enter the four-digit year that each of the following occurred.</b>								
<b>Year of birth</b>								
1995 or later	0.7%	0.1%	0.2%	1.0%	1.4%	1.6%	40.0%	0.0%
1986 - 1995	10.5%	0.3%	3.3%	28.3%	11.3%	13.2%	35.0%	0.0%
1981 - 1985	12.7%	2.5%	17.5%	22.2%	10.2%	10.5%	5.0%	10.0%
1976 - 1980	15.1%	8.9%	23.3%	16.0%	14.1%	11.8%	5.0%	10.0%
1971 - 1975	13.3%	15.5%	16.4%	9.8%	9.7%	11.3%	5.0%	10.0%
1966 - 1970	14.7%	20.9%	14.1%	14.1%	8.5%	14.5%	0.0%	0.0%
1961 - 1965	12.5%	20.2%	10.4%	5.5%	12.7%	12.6%	5.0%	20.0%
1956 - 1960	10.3%	16.2%	8.5%	4.2%	11.0%	11.9%	5.0%	10.0%
1951 - 1955	6.1%	9.4%	3.9%	2.6%	8.9%	7.9%	0.0%	20.0%
1946 - 1950	2.8%	4.1%	1.5%	1.2%	5.6%	3.2%	0.0%	10.0%
1922 - 1945	1.2%	1.9%	0.7%	0.7%	1.3%	1.6%	0.0%	10.0%
Earlier than 1922	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	9,728	2,890	2,422	2,423	1,015	948	20	10
<b>Year of first academic appointment:</b>								
1982 or earlier	2.5%	6.1%	1.3%	0.4%	2.0%	1.8%	0.0%	6.3%
1983 - 1987	2.7%	6.7%	1.7%	0.5%	1.3%	1.2%	0.0%	0.0%
1988 - 1992	4.8%	11.2%	3.1%	1.0%	3.8%	2.3%	0.0%	10.0%
1993 - 1997	7.3%	15.7%	6.3%	1.8%	4.4%	3.7%	0.0%	6.3%
1998 - 2002	11.4%	22.4%	10.3%	2.9%	9.5%	7.9%	0.0%	18.8%
2003 - 2007	13.3%	19.8%	17.7%	4.5%	11.6%	10.1%	0.0%	12.5%
2008 - 2012	15.9%	12.1%	27.3%	11.0%	15.2%	13.0%	3.1%	25.0%
2013 - 2017	18.7%	3.2%	26.9%	26.5%	20.7%	20.4%	3.1%	12.5%
2018 or later	23.3%	2.9%	5.5%	51.5%	31.6%	39.6%	93.8%	18.8%
Total(n)	13,488	3,766	3,263	3,449	1,515	1,447	32	16
<b>Year of appointment at present institution</b>								
1982 or earlier	1.1%	3.0%	0.6%	0.1%	0.5%	0.2%	0.0%	0.0%
1983 - 1987	1.5%	3.8%	1.0%	0.2%	0.5%	0.7%	0.0%	6.3%
1988 - 1992	3.1%	7.6%	2.1%	0.5%	1.8%	1.4%	0.0%	0.0%
1993 - 1997	4.9%	11.4%	3.5%	1.1%	2.8%	2.6%	0.0%	0.0%
1998 - 2002	9.1%	20.3%	7.4%	1.1%	7.1%	5.6%	0.0%	18.8%
2003 - 2007	12.0%	22.3%	12.6%	2.9%	10.7%	7.4%	0.0%	18.8%
2008 - 2012	15.0%	16.4%	24.1%	5.8%	15.1%	12.8%	3.1%	18.8%
2013 - 2017	21.0%	7.4%	35.8%	21.0%	22.5%	21.3%	0.0%	12.5%
2018 or later	32.3%	7.8%	12.9%	67.3%	39.1%	47.9%	96.9%	25.0%
Total(n)	13,295	3,698	3,235	3,423	1,475	1,416	32	16
<b>If tenured, year tenure was awarded</b>								
1982 or earlier	0.5%	0.7%	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%
1983 - 1987	1.0%	1.5%	0.3%	0.7%	0.0%	0.0%	0.0%	0.0%
1988 - 1992	2.3%	3.6%	0.5%	2.2%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	5.3%	7.6%	2.2%	3.7%	0.0%	0.0%	0.0%	0.0%
1998 - 2002	7.3%	10.9%	2.7%	0.7%	0.0%	0.0%	0.0%	0.0%
2003 - 2007	14.6%	20.8%	6.9%	4.5%	22.2%	33.3%	0.0%	0.0%
2008 - 2012	18.4%	24.6%	10.6%	9.7%	11.1%	0.0%	0.0%	0.0%
2013 - 2017	22.7%	21.8%	24.3%	14.9%	22.2%	0.0%	0.0%	100.0%
2018 or later	28.0%	8.4%	52.4%	62.7%	44.4%	66.7%	0.0%	0.0%
Total(n)	5,675	3,169	2,359	134	9	3	0	1
<b>Aggregated Major</b>								
Agriculture or Forestry (General Area 1)	0.6%	0.9%	0.8%	0.5%	0.1%	0.6%	0.0%	0.0%
Biological Sciences (General Area 5)	6.5%	7.8%	7.4%	6.2%	3.8%	3.6%	15.8%	0.0%
Business (General Area 6)	7.3%	5.7%	7.7%	6.8%	9.4%	10.5%	0.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	10.8%	8.6%	9.4%	10.5%	14.7%	17.1%	10.5%	25.0%
Engineering (General Area 11)	4.3%	5.0%	4.3%	5.2%	2.2%	2.7%	0.0%	0.0%
English (General Area 12)	5.2%	5.7%	4.7%	4.4%	6.7%	5.8%	21.1%	6.3%
Health-related (General Area 15)	8.2%	5.1%	8.3%	12.3%	6.8%	8.5%	5.3%	6.3%
History or Political Science (Specific Discipline 3007,3009)	4.1%	5.1%	5.1%	3.4%	2.7%	2.2%	5.3%	0.0%
Humanities (General Area 14,24)	7.1%	8.1%	7.3%	6.6%	7.5%	4.7%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	6.8%	7.1%	6.0%	6.4%	9.5%	6.4%	5.3%	12.5%
Mathematics or Statistics (General Area 18)	4.0%	4.5%	4.2%	3.8%	2.8%	4.1%	0.0%	6.3%
Physical Sciences (General Area 25)	5.5%	6.8%	6.3%	5.4%	3.0%	2.2%	15.8%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.2%	14.2%	13.3%	12.8%	13.3%	11.2%	0.0%	18.8%
Other Technical (General Area 8,19,28)	3.2%	2.7%	2.4%	4.1%	2.9%	4.0%	21.1%	6.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	13.0%	12.7%	12.8%	11.8%	14.6%	16.5%	0.0%	18.8%
Total(n)	10,063	2,999	2,511	2,503	1,042	973	19	16

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Aggregated Department</b>								
Agriculture or Forestry (General Area 1)	0.5%	0.7%	0.4%	0.4%	0.1%	0.5%	0.0%	0.0%
Biological Sciences (General Area 5)	5.9%	7.0%	6.9%	5.7%	3.6%	3.1%	20.0%	0.0%
Business (General Area 6)	8.8%	7.6%	8.9%	7.6%	11.6%	12.0%	0.0%	14.3%
Education (General Area 10 and Specific Discipline 2102)	6.9%	5.7%	6.3%	7.0%	9.3%	9.6%	5.0%	7.1%
Engineering (General Area 11)	4.0%	4.8%	3.9%	4.6%	2.1%	1.9%	0.0%	0.0%
English (General Area 12)	5.2%	5.8%	4.6%	4.2%	7.0%	5.5%	20.0%	7.1%
Health-related (General Area 15)	9.7%	6.3%	10.0%	14.4%	7.9%	8.7%	10.0%	7.1%
History or Political Science (Specific Discipline 3007,3009)	3.7%	4.8%	4.9%	2.8%	2.4%	1.4%	5.0%	0.0%
Humanities (General Area 14,24)	6.8%	7.5%	7.3%	6.3%	7.1%	4.7%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	7.1%	7.3%	6.3%	6.6%	10.1%	6.9%	0.0%	14.3%
Mathematics or Statistics (General Area 18)	4.5%	4.5%	4.3%	4.3%	3.9%	6.0%	0.0%	14.3%
Physical Sciences (General Area 25)	5.6%	6.7%	6.5%	5.5%	3.0%	3.0%	15.0%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.9%	12.7%	12.0%	11.4%	12.1%	10.8%	0.0%	14.3%
Other Technical (General Area 8,19,28)	3.8%	2.9%	2.8%	4.8%	3.8%	5.6%	25.0%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.6%	15.7%	15.0%	14.2%	15.8%	20.2%	0.0%	21.4%
<b>Total(n)</b>	<b>9,992</b>	<b>2,968</b>	<b>2,493</b>	<b>2,499</b>	<b>1,039</b>	<b>959</b>	<b>20</b>	<b>14</b>
<b>Faculty works in a STEM department</b>								
Yes	23.2%	24.7%	24.7%	25.9%	15.5%	17.8%	37.5%	9.7%
No	76.8%	75.3%	75.3%	74.1%	84.5%	82.2%	62.5%	90.3%
<b>Total(n)</b>	<b>13,638</b>	<b>3,809</b>	<b>3,306</b>	<b>3,478</b>	<b>1,525</b>	<b>1,457</b>	<b>32</b>	<b>31</b>
<b>CIRP Construct: Civic Minded Values</b>								
Mean Score	55.7	54.79	55.61	56.56	56.47	55.52	.	56.23
High Construct Group Score	52.6%	48.5%	51.3%	56.6%	57.8%	52.4%	0.0%	64.0%
Average Construct Score Group	36.9%	38.9%	38.4%	34.8%	33.1%	36.6%	0.0%	24.0%
Low Construct Score Group	10.5%	12.6%	10.3%	8.6%	9.2%	11.0%	0.0%	12.0%
<b>CIRP Construct: Civic Minded Practices</b>								
Mean Score	48.99	49.58	49.78	49.17	47.39	46.91	48.2	50.26
High Construct Group Score	26.9%	29.1%	30.5%	27.5%	20.5%	18.4%	16.0%	29.0%
Average Construct Score Group	37.3%	38.5%	37.6%	38.1%	33.9%	33.7%	84.0%	45.2%
Low Construct Score Group	35.8%	32.4%	31.8%	34.4%	45.6%	47.9%	0.0%	25.8%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>								
Mean Score	48.75	48.76	47.18	48.6	50.22	51.54	.	48.41
High Construct Group Score	28.7%	29.3%	22.9%	27.9%	34.0%	37.9%	0.0%	40.0%
Average Construct Score Group	40.2%	39.6%	39.7%	39.9%	41.1%	44.0%	0.0%	20.0%
Low Construct Score Group	31.1%	31.1%	37.4%	32.3%	24.9%	18.1%	0.0%	40.0%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>								
Mean Score	50.07	48.81	49.13	51.04	51.5	52.48	.	52.76
High Construct Group Score	31.3%	26.0%	28.0%	35.1%	37.3%	40.9%	0.0%	26.3%
Average Construct Score Group	42.3%	43.8%	42.6%	41.3%	39.7%	41.7%	0.0%	63.2%
Low Construct Score Group	26.4%	30.3%	29.4%	23.6%	23.0%	17.4%	0.0%	10.5%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>								
Mean Score	52.29	52.05	51.54	52.54	53.62	52.98	.	53.09
High Construct Group Score	39.0%	37.2%	36.7%	39.7%	45.3%	42.7%	0.0%	34.8%
Average Construct Score Group	38.8%	40.4%	38.7%	38.2%	36.1%	37.9%	0.0%	47.8%
Low Construct Score Group	22.2%	22.4%	24.6%	22.1%	18.6%	19.5%	0.0%	17.4%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>								
Mean Score	44.52	44.13	43.87	44.79	45.8	45.38	.	47.87
High Construct Group Score	10.4%	10.5%	9.1%	10.6%	12.5%	10.3%	0.0%	18.2%
Average Construct Score Group	35.4%	32.4%	33.9%	37.2%	39.4%	40.2%	0.0%	31.8%
Low Construct Score Group	54.2%	57.1%	57.0%	52.2%	48.1%	49.4%	0.0%	50.0%
<b>CIRP Construct: Mentor Self-Efficacy</b>								
Mean Score	49.72	50.27	49.31	49.72	50.78	48.5	.	51.65
High Construct Group Score	26.7%	27.7%	24.2%	26.1%	36.1%	27.0%	0.0%	28.6%
Average Construct Score Group	43.7%	45.6%	45.1%	44.1%	36.1%	36.2%	0.0%	57.1%
Low Construct Score Group	29.6%	26.7%	30.8%	29.8%	27.7%	36.8%	0.0%	14.3%
<b>CIRP Construct: Student-Centered Pedagogy</b>								
Mean Score	51.7	50.73	51.69	52.61	52.29	51.57	53.2	49.9
High Construct Group Score	34.8%	30.1%	34.0%	38.6%	38.3%	36.6%	32.0%	34.6%
Average Construct Score Group	43.8%	45.3%	45.7%	44.2%	39.4%	39.0%	44.0%	26.9%
Low Construct Score Group	21.4%	24.6%	20.3%	17.2%	22.3%	24.4%	24.0%	38.5%
<b>CIRP Construct: Scholarly Productivity</b>								
Mean Score	49.85	54.85	51.92	48.73	43.19	41.41	40.25	45.42
High Construct Group Score	31.4%	51.8%	38.3%	23.7%	7.4%	4.6%	3.4%	14.3%
Average Construct Score Group	39.2%	34.8%	44.8%	48.3%	31.8%	24.7%	20.7%	39.3%
Low Construct Score Group	29.4%	13.4%	17.0%	28.1%	60.8%	70.6%	75.9%	46.4%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>								
Mean Score	49.98	50.2	49.91	50.81	48.19	49.41	.	48.74
High Construct Group Score	34.6%	35.9%	33.8%	37.5%	27.6%	32.4%	0.0%	40.0%
Average Construct Score Group	31.2%	30.5%	32.5%	31.5%	30.3%	30.5%	0.0%	16.0%
Low Construct Score Group	34.3%	33.6%	33.7%	30.9%	42.2%	37.2%	0.0%	44.0%
<b>CIRP Construct: Satisfaction with Compensation</b>								
Mean Score	49.44	51.39	49.34	49.62	46.97	45.88	.	47.67
High Construct Group Score	22.9%	30.4%	20.8%	22.1%	17.9%	12.4%	0.0%	17.4%
Average Construct Score Group	46.3%	45.5%	48.2%	49.7%	39.7%	42.0%	0.0%	39.1%
Low Construct Score Group	30.9%	24.1%	31.1%	28.2%	42.4%	45.6%	0.0%	43.5%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>								
Mean Score	50.03	50.72	49.43	50.12	49.42	49.89	.	48.7
High Construct Group Score	28.8%	31.5%	25.6%	29.2%	27.4%	29.1%	0.0%	37.5%

	All Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Average Construct Score Group	45.0%	44.8%	46.5%	44.8%	43.3%	44.6%	0.0%	29.2%
Low Construct Score Group	26.2%	23.6%	27.9%	26.0%	29.3%	26.3%	0.0%	33.3%
<b>CIRP Construct: Science Identity</b>								
Mean Score	65.74	69.81	65.97	66.69	63.2	54.74	.	85.84
High Construct Group Score	60.5%	66.2%	62.3%	64.9%	59.3%	33.9%	0.0%	100.0%
Average Construct Score Group	19.6%	20.3%	20.0%	13.4%	18.5%	32.2%	0.0%	0.0%
Low Construct Score Group	19.8%	13.5%	17.7%	21.6%	22.2%	33.9%	0.0%	0.0%
<b>CIRP Construct: Science Self-Efficacy</b>								
Mean Score	48.82	49.4	49.79	48.5	49.83	45.35	.	62.83
High Construct Group Score	23.7%	22.7%	27.7%	22.8%	25.9%	16.7%	0.0%	100.0%
Average Construct Score Group	46.7%	52.3%	46.2%	46.5%	51.9%	33.3%	0.0%	0.0%
Low Construct Score Group	29.6%	25.0%	26.1%	30.7%	22.2%	50.0%	0.0%	0.0%
<b>CIRP Construct: Career-Related Stress</b>								
Mean Score	50.53	51.12	53.17	51.86	45.24	43.83	.	48.28
High Construct Group Score	31.3%	30.6%	42.0%	35.0%	15.2%	12.6%	0.0%	26.1%
Average Construct Score Group	42.5%	46.7%	42.3%	44.9%	35.2%	31.6%	0.0%	30.4%
Low Construct Score Group	26.2%	22.7%	15.8%	20.1%	49.6%	55.9%	0.0%	43.5%
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>								
Mean Score	54.14	53.67	53.86	54.59	54.73	54.47	.	53.88
High Construct Group Score	43.8%	41.1%	43.2%	46.2%	46.7%	44.3%	0.0%	40.7%
Average Construct Score Group	47.6%	50.2%	47.5%	45.8%	44.3%	48.7%	0.0%	48.1%
Low Construct Score Group	8.5%	8.7%	9.3%	8.0%	9.0%	7.1%	0.0%	11.1%

2022-2023 HERI Faculty Survey  
**Men Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>All Men Respondents</b>	6,387	2,163	1,590	1,450	609	556	13	6
<b>What is your current gender identity?</b>								
Man	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Woman	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genderqueer/Gender non-conforming	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	6,387	2,163	1,590	1,450	609	556	13	6
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>								
Yes	85.8%	97.1%	97.0%	92.9%	41.6%	41.5%	0.0%	50.0%
No	14.2%	2.9%	3.0%	7.1%	58.4%	58.5%	100.0%	50.0%
Total(n)	6,360	2,156	1,587	1,447	601	554	9	6
<b>What is your present academic rank?</b>								
Professor	33.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Associate Professor	24.9%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assistant Professor	22.7%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Lecturer	9.5%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Instructor	8.7%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Graduate Student/Teaching Assistant	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Total(n)	6,381	2,163	1,590	1,450	609	556	13	0
<b>What is your tenure status at this institution?</b>								
Tenured	48.8%	87.6%	72.5%	4.1%	0.3%	0.4%	0.0%	16.7%
On tenure track, but not tenured	15.6%	1.0%	8.4%	57.2%	0.7%	1.6%	0.0%	0.0%
Not on tenure track, but institution has tenure system	31.3%	8.6%	16.0%	34.0%	94.4%	86.1%	87.5%	50.0%
Institution has no tenure system	4.3%	2.9%	3.1%	4.6%	4.6%	11.9%	12.5%	33.3%
Total(n)	6,377	2,161	1,590	1,449	609	554	8	6
<b>Are you retired from this institution?</b>								
Yes	0.8%	1.0%	0.4%	0.3%	2.1%	1.3%	0.0%	0.0%
No	99.2%	99.0%	99.6%	99.7%	97.9%	98.7%	0.0%	100.0%
Total(n)	6,366	2,161	1,589	1,448	609	553	0	6
<b>What is your principal activity in your current position at this institution?</b>								
Administration	6.8%	13.7%	5.6%	1.1%	2.9%	3.1%	0.0%	0.0%
Teaching	83.5%	77.8%	82.1%	85.7%	94.3%	92.9%	0.0%	83.3%
Research	7.8%	7.0%	10.3%	12.0%	0.8%	0.2%	0.0%	0.0%
Services to clients and patients	0.8%	0.8%	0.7%	0.8%	0.7%	1.3%	0.0%	16.7%
Other	1.0%	0.7%	1.3%	0.4%	1.3%	2.6%	0.0%	0.0%
Total(n)	6,308	2,135	1,579	1,444	595	549	0	6
<b>PART-TIME ONLY</b>								
<b>If given the choice, I would prefer to work full-time at this institution</b>								
Yes	54.7%	52.6%	47.2%	58.9%	57.4%	52.2%	0.0%	33.3%
No	45.3%	47.4%	52.8%	41.1%	42.6%	47.8%	0.0%	66.7%
Total(n)	700	38	36	73	282	268	0	3
<b>Have you ever sought a full-time teaching position at this or another institution?</b>								
Yes	50.8%	55.3%	52.8%	46.6%	53.5%	47.6%	0.0%	100.0%
No	49.2%	44.7%	47.2%	53.4%	46.5%	52.4%	0.0%	0.0%
Total(n)	701	38	36	73	284	267	0	3
<b>If yes above, how long ago did you pursue a full-time position?</b>								
Currently seeking a position	20.6%	23.8%	11.1%	11.8%	25.8%	18.1%	0.0%	0.0%
Within the last year	10.5%	0.0%	5.6%	11.8%	10.6%	12.6%	0.0%	0.0%
1 to 2 years ago	10.5%	9.5%	5.6%	17.6%	11.3%	8.7%	0.0%	0.0%
3 to 5 years ago	15.8%	4.8%	11.1%	17.6%	17.9%	15.0%	0.0%	33.3%
More than 5 years ago	42.7%	61.9%	66.7%	41.2%	34.4%	45.7%	0.0%	66.7%
Total(n)	354	21	18	34	151	127	0	3
<b>Is your full-time professional career outside academia?</b>								
Yes	51.9%	43.2%	47.2%	61.6%	52.3%	50.4%	0.0%	66.7%
No	48.1%	56.8%	52.8%	38.4%	47.7%	49.6%	0.0%	33.3%
Total(n)	700	37	36	73	283	268	0	3
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>								
<b>My part-time position is an important source of income for me</b>								
Strongly Agree	39.4%	37.8%	25.7%	31.9%	45.4%	37.2%	0.0%	33.3%
Somewhat Agree	32.6%	43.2%	48.6%	33.3%	30.4%	31.6%	0.0%	0.0%
Somewhat Disagree	14.1%	13.5%	11.4%	19.4%	10.7%	16.2%	0.0%	66.7%
Strongly Disagree	13.9%	5.4%	14.3%	15.3%	13.6%	15.0%	0.0%	0.0%
Total(n)	693	37	35	72	280	266	0	3
Mean	2.98	3.14	2.86	2.82	3.08	2.91	.	2.67
Standard deviation	1.04	0.86	0.97	1.05	1.05	1.06	.	1.15
<b>Compensation is not a major consideration in my decision to teach part-time</b>								
Strongly Agree	18.7%	10.5%	27.8%	22.2%	13.7%	23.2%	0.0%	0.0%
Somewhat Agree	35.4%	55.3%	38.9%	40.3%	29.5%	37.3%	0.0%	0.0%
Somewhat Disagree	25.4%	21.1%	16.7%	26.4%	30.2%	21.3%	0.0%	66.7%
Strongly Disagree	20.6%	13.2%	16.7%	11.1%	26.6%	18.3%	0.0%	33.3%
Total(n)	690	38	36	72	278	263	0	3
Mean	2.52	2.63	2.78	2.74	2.30	2.65	.	1.67
Standard deviation	1.02	0.85	1.05	0.93	1.01	1.03	.	0.58



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Part-time teaching is a stepping-stone to a full-time position</b>								
Strongly Agree	15.2%	13.5%	14.7%	13.0%	18.7%	12.5%	0.0%	0.0%
Somewhat Agree	30.3%	21.6%	38.2%	43.5%	30.2%	27.0%	0.0%	33.3%
Somewhat Disagree	25.1%	27.0%	17.6%	17.4%	21.6%	31.2%	0.0%	66.7%
Strongly Disagree	29.4%	37.8%	29.4%	26.1%	29.5%	29.3%	0.0%	0.0%
Total(n)	684	37	34	69	278	263	0	3
Mean	2.31	2.11	2.38	2.43	2.38	2.23	.	2.33
Standard deviation	1.05	1.07	1.07	1.02	1.10	1.01	.	0.58
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>								
Strongly Agree	11.4%	10.8%	8.3%	7.0%	18.5%	5.7%	0.0%	0.0%
Somewhat Agree	6.1%	10.8%	5.6%	7.0%	9.1%	2.3%	0.0%	0.0%
Somewhat Disagree	9.5%	13.5%	11.1%	7.0%	11.3%	7.6%	0.0%	0.0%
Strongly Disagree	73.0%	64.9%	75.0%	78.9%	61.1%	84.5%	0.0%	100.0%
Total(n)	686	37	36	71	275	264	0	3
Mean	1.56	1.68	1.47	1.42	1.85	1.29	.	1.00
Standard deviation	1.03	1.06	0.94	0.90	1.19	0.77	.	0.00
<b>Teaching part-time fits my current lifestyle</b>								
Strongly Agree	52.6%	59.5%	66.7%	54.2%	51.1%	51.5%	0.0%	0.0%
Somewhat Agree	33.5%	29.7%	27.8%	29.2%	33.2%	35.4%	0.0%	100.0%
Somewhat Disagree	8.6%	5.4%	5.6%	9.7%	8.6%	9.3%	0.0%	0.0%
Strongly Disagree	5.3%	5.4%	0.0%	6.9%	7.1%	3.7%	0.0%	0.0%
Total(n)	696	37	36	72	280	268	0	3
Mean	3.33	3.43	3.61	3.31	3.28	3.35	.	3.00
Standard deviation	0.85	0.83	0.60	0.91	0.90	0.80	.	0.00
<b>Full-time positions were not available</b>								
Strongly Agree	28.0%	29.7%	20.6%	20.0%	34.3%	24.6%	0.0%	0.0%
Somewhat Agree	26.8%	29.7%	14.7%	30.0%	27.4%	26.5%	0.0%	33.3%
Somewhat Disagree	21.8%	10.8%	29.4%	24.3%	17.9%	25.4%	0.0%	66.7%
Strongly Disagree	23.3%	29.7%	35.3%	25.7%	20.4%	23.5%	0.0%	0.0%
Total(n)	678	37	34	70	274	260	0	3
Mean	2.60	2.59	2.21	2.44	2.76	2.52	.	2.33
Standard deviation	1.13	1.21	1.15	1.09	1.13	1.10	.	0.58
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>								
Strongly Agree	88.3%	86.8%	83.3%	90.3%	88.0%	89.1%	0.0%	66.7%
Somewhat Agree	9.0%	7.9%	13.9%	5.6%	9.5%	8.6%	0.0%	33.3%
Somewhat Disagree	1.6%	5.3%	0.0%	4.2%	1.1%	1.1%	0.0%	0.0%
Strongly Disagree	1.1%	0.0%	2.8%	0.0%	1.4%	1.1%	0.0%	0.0%
Total(n)	699	38	36	72	283	267	0	3
Mean	3.84	3.82	3.78	3.86	3.84	3.86	.	3.67
Standard deviation	0.48	0.51	0.59	0.45	0.49	0.46	.	0.58
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>								
Use of private office	14.9%	24.4%	18.9%	20.5%	12.5%	14.0%	0.0%	33.3%
Shared office space	31.5%	15.6%	18.9%	12.3%	41.9%	28.7%	100.0%	0.0%
A personal computer	22.9%	33.3%	24.3%	17.8%	26.6%	17.3%	57.1%	33.3%
An email account	93.4%	84.4%	86.5%	94.5%	94.5%	94.1%	100.0%	100.0%
A phone/voicemail	18.0%	26.7%	18.9%	16.4%	20.1%	14.7%	14.3%	33.3%
Professional development funds	7.4%	17.8%	8.1%	11.0%	5.5%	6.3%	14.3%	33.3%
Printer access (i.e., free printing)	45.0%	44.4%	27.0%	28.8%	50.2%	46.0%	71.4%	33.3%
Parking privileges	32.4%	35.6%	16.2%	28.8%	34.3%	32.4%	57.1%	33.3%
Total(n)	726	45	37	73	289	272	7	3
<b>Please indicate your agreement with the following statements.</b>								
<b>Part-time instructors at this institution:</b>								
<b>Are given specific training before teaching</b>								
Strongly Agree	27.3%	22.9%	36.1%	56.9%	19.6%	27.1%	0.0%	0.0%
Agree	32.1%	31.4%	30.6%	25.0%	32.1%	33.8%	0.0%	66.7%
Disagree	21.8%	22.9%	22.2%	8.3%	23.9%	22.9%	0.0%	33.3%
Strongly Disagree	18.8%	22.9%	11.1%	9.7%	24.3%	16.2%	0.0%	0.0%
Total(n)	692	35	36	72	280	266	0	3
Mean	2.68	2.54	2.92	3.29	2.47	2.72	.	2.67
Standard deviation	1.07	1.09	1.02	0.98	1.06	1.03	.	0.58
<b>Rarely get hired into full-time positions</b>								
Strongly Agree	31.2%	33.3%	12.5%	17.9%	41.6%	25.9%	0.0%	33.3%
Agree	36.8%	27.3%	46.9%	38.8%	36.3%	36.8%	0.0%	33.3%
Disagree	25.2%	33.3%	28.1%	31.3%	17.9%	29.6%	0.0%	33.3%
Strongly Disagree	6.8%	6.1%	12.5%	11.9%	4.2%	7.7%	0.0%	0.0%
Total(n)	644	33	32	67	262	247	0	3
Mean	2.92	2.88	2.59	2.63	3.15	2.81	.	3.00
Standard deviation	0.91	0.96	0.87	0.92	0.86	0.91	.	1.00
<b>Receive respect from students</b>								
Strongly Agree	65.7%	60.6%	61.8%	60.6%	68.5%	65.1%	0.0%	66.7%
Agree	28.1%	27.3%	26.5%	33.3%	24.3%	31.1%	0.0%	33.3%
Disagree	4.3%	12.1%	11.8%	4.5%	4.9%	1.7%	0.0%	0.0%
Strongly Disagree	1.9%	0.0%	0.0%	1.5%	2.2%	2.1%	0.0%	0.0%
Total(n)	644	33	34	66	267	241	0	3
Mean	3.58	3.48	3.50	3.53	3.59	3.59	.	3.67
Standard deviation	0.67	0.71	0.71	0.66	0.69	0.63	.	0.58

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Are primarily responsible for introductory classes</b>								
Strongly Agree	22.9%	28.6%	25.0%	9.9%	25.0%	23.3%	0.0%	0.0%
Agree	35.8%	34.3%	27.8%	40.8%	34.4%	37.0%	0.0%	66.7%
Disagree	27.7%	25.7%	36.1%	32.4%	25.7%	28.0%	0.0%	0.0%
Strongly Disagree	13.6%	11.4%	11.1%	16.9%	14.9%	11.7%	0.0%	33.3%
Total(n)	678	35	36	71	276	257	0	3
Mean	2.68	2.80	2.67	2.44	2.70	2.72	.	2.33
Standard deviation	0.97	0.99	0.99	0.89	1.01	0.95	.	1.15
<b>Have no guarantee of employment security</b>								
Strongly Agree	54.8%	60.0%	60.0%	50.0%	57.3%	51.9%	0.0%	66.7%
Agree	32.8%	31.4%	34.3%	38.9%	30.8%	33.2%	0.0%	33.3%
Disagree	10.1%	5.7%	5.7%	8.3%	9.3%	12.6%	0.0%	0.0%
Strongly Disagree	2.3%	2.9%	0.0%	2.8%	2.5%	2.3%	0.0%	0.0%
Total(n)	686	35	35	72	279	262	0	3
Mean	3.40	3.49	3.54	3.36	3.43	3.35	.	3.67
Standard deviation	0.76	0.74	0.61	0.76	0.76	0.79	.	0.58
<b>Have access to support services (e.g., administrative assistance)</b>								
Strongly Agree	42.3%	45.7%	41.7%	50.0%	38.8%	43.8%	0.0%	33.3%
Agree	37.3%	31.4%	41.7%	32.4%	37.3%	38.9%	0.0%	33.3%
Disagree	11.1%	11.4%	5.6%	10.3%	12.3%	10.6%	0.0%	33.3%
Strongly Disagree	9.2%	11.4%	11.1%	7.4%	11.6%	6.8%	0.0%	0.0%
Total(n)	683	35	36	68	276	265	0	3
Mean	3.13	3.11	3.14	3.25	3.03	3.20	.	3.00
Standard deviation	0.94	1.02	0.96	0.92	0.99	0.88	.	1.00
<b>Are compensated for advising/counseling students</b>								
Strongly Agree	5.0%	2.9%	8.8%	11.6%	0.4%	8.0%	0.0%	0.0%
Agree	15.0%	8.6%	17.6%	17.4%	13.6%	16.5%	0.0%	0.0%
Disagree	35.8%	45.7%	35.3%	37.7%	34.6%	34.9%	0.0%	66.7%
Strongly Disagree	44.2%	42.9%	38.2%	33.3%	51.5%	40.6%	0.0%	33.3%
Total(n)	674	35	34	69	272	261	0	3
Mean	1.81	1.71	1.97	2.07	1.63	1.92	.	1.67
Standard deviation	0.87	0.75	0.97	0.99	0.73	0.94	.	0.58
<b>Are required to attend meetings</b>								
Strongly Agree	9.2%	11.4%	8.6%	4.3%	11.5%	7.5%	0.0%	33.3%
Agree	27.8%	34.3%	34.3%	39.1%	23.3%	28.3%	0.0%	0.0%
Disagree	35.9%	42.9%	40.0%	33.3%	35.1%	35.8%	0.0%	33.3%
Strongly Disagree	27.1%	11.4%	17.1%	23.2%	30.1%	28.3%	0.0%	33.3%
Total(n)	686	35	35	69	279	265	0	3
Mean	2.19	2.46	2.34	2.25	2.16	2.15	.	2.33
Standard deviation	0.94	0.85	0.87	0.86	0.99	0.92	.	1.53
<b>Have good working relationships with the administration</b>								
Strongly Agree	47.2%	48.6%	51.4%	45.1%	45.5%	48.5%	0.0%	66.7%
Agree	38.5%	28.6%	37.1%	43.7%	39.4%	37.7%	0.0%	33.3%
Disagree	10.7%	17.1%	11.4%	8.5%	10.8%	10.4%	0.0%	0.0%
Strongly Disagree	3.6%	5.7%	0.0%	2.8%	4.3%	3.4%	0.0%	0.0%
Total(n)	691	35	35	71	279	268	0	3
Mean	3.29	3.20	3.40	3.31	3.26	3.31	.	3.67
Standard deviation	0.80	0.93	0.69	0.75	0.82	0.79	.	0.58
<b>Are respected by full-time faculty</b>								
Strongly Agree	36.5%	40.0%	28.6%	39.4%	32.2%	40.8%	0.0%	33.3%
Agree	42.4%	40.0%	54.3%	46.5%	40.2%	42.0%	0.0%	66.7%
Disagree	15.4%	17.1%	14.3%	8.5%	19.2%	13.4%	0.0%	0.0%
Strongly Disagree	5.7%	2.9%	2.9%	5.6%	8.3%	3.8%	0.0%	0.0%
Total(n)	682	35	35	71	276	262	0	3
Mean	3.10	3.17	3.09	3.20	2.96	3.20	.	3.33
Standard deviation	0.86	0.82	0.74	0.82	0.92	0.81	.	0.58
<b>Are paid fairly</b>								
Strongly Agree	14.9%	20.0%	13.9%	29.2%	10.7%	15.2%	0.0%	0.0%
Agree	32.3%	37.1%	36.1%	34.7%	29.9%	33.3%	0.0%	0.0%
Disagree	28.2%	25.7%	25.0%	23.6%	28.5%	29.5%	0.0%	66.7%
Strongly Disagree	24.6%	17.1%	25.0%	12.5%	31.0%	22.0%	0.0%	33.3%
Total(n)	691	35	36	72	281	264	0	3
Mean	2.37	2.60	2.39	2.81	2.20	2.42	.	1.67
Standard deviation	1.01	1.01	1.02	1.00	1.00	0.99	.	0.58
<b>Have input in course designs</b>								
Strongly Agree	34.5%	40.0%	22.2%	29.6%	34.1%	37.2%	0.0%	33.3%
Agree	40.1%	37.1%	47.2%	38.0%	39.8%	40.2%	0.0%	66.7%
Disagree	14.8%	17.1%	22.2%	22.5%	14.0%	12.4%	0.0%	0.0%
Strongly Disagree	10.6%	5.7%	8.3%	9.9%	12.2%	10.2%	0.0%	0.0%
Total(n)	690	35	36	71	279	266	0	3
Mean	2.99	3.11	2.83	2.87	2.96	3.05	.	3.33
Standard deviation	0.96	0.90	0.88	0.96	0.98	0.95	.	0.58
<b>Are included in faculty governance</b>								
Strongly Agree	12.4%	20.0%	17.6%	25.7%	6.2%	13.7%	0.0%	0.0%
Agree	29.5%	25.7%	35.3%	34.3%	26.7%	30.4%	0.0%	66.7%
Disagree	27.4%	28.6%	20.6%	27.1%	27.1%	28.5%	0.0%	33.3%
Strongly Disagree	30.7%	25.7%	26.5%	12.9%	39.9%	27.4%	0.0%	0.0%
Total(n)	678	35	34	70	273	263	0	3
Mean	2.24	2.40	2.44	2.73	1.99	2.30	.	2.67

2022-2023 HERI Faculty Survey  
Men Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.02	1.09	1.08	0.99	0.96	1.02	.	0.58
<b>Aside from this institution, at how many other institutions do you teach?</b>								
None	56.7%	57.9%	63.9%	54.8%	54.2%	57.8%	85.7%	66.7%
1	26.4%	23.7%	25.0%	31.5%	26.1%	26.1%	14.3%	33.3%
2	9.6%	13.2%	5.6%	6.8%	12.0%	8.2%	0.0%	0.0%
3 or more	7.3%	5.3%	5.6%	6.8%	7.7%	7.8%	0.0%	0.0%
Total(n)	709	38	36	73	284	268	7	3
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>								
More than three months	23.1%	32.4%	19.4%	18.1%	18.7%	28.7%	0.0%	33.3%
1-3 months	45.7%	37.8%	47.2%	51.4%	49.1%	42.3%	16.7%	33.3%
3-4 weeks	21.8%	24.3%	27.8%	22.2%	20.8%	21.1%	50.0%	0.0%
1-2 weeks	7.5%	5.4%	2.8%	5.6%	9.2%	7.2%	0.0%	33.3%
Less than 1 week	1.9%	0.0%	2.8%	2.8%	2.1%	0.8%	33.3%	0.0%
Total(n)	702	37	36	72	283	265	6	3
Mean	3.81	3.97	3.78	3.76	3.73	3.91	2.50	3.67
Standard deviation								
END OF PART-TIME ONLY	0.94	0.90	0.90	0.91	0.94	0.92	1.22	1.53
<b>Personally, how important to you is:</b>								
<b>Research</b>								
Essential	39.3%	47.8%	40.1%	41.6%	21.3%	16.8%	0.0%	33.3%
Very Important	30.7%	30.4%	31.0%	32.9%	27.9%	27.9%	0.0%	16.7%
Somewhat Important	23.3%	19.0%	22.8%	20.8%	35.8%	35.2%	0.0%	33.3%
Not Important	6.7%	2.9%	6.1%	4.7%	15.0%	20.1%	0.0%	16.7%
Total(n)	6,282	2,131	1,578	1,438	587	542	0	6
Mean	3.02	3.23	3.05	3.11	2.56	2.41	.	2.67
Standard deviation	0.95	0.85	0.93	0.89	0.99	0.99	.	1.21
<b>Personally, how important to you is:</b>								
<b>Teaching</b>								
Essential	79.7%	79.3%	80.7%	79.4%	79.8%	79.3%	0.0%	83.3%
Very Important	18.0%	18.7%	16.4%	18.6%	18.0%	18.5%	0.0%	0.0%
Somewhat Important	2.0%	1.7%	2.4%	1.8%	2.0%	2.0%	0.0%	16.7%
Not Important	0.3%	0.3%	0.4%	0.3%	0.2%	0.2%	0.0%	0.0%
Total(n)	6,307	2,135	1,583	1,444	594	545	0	6
Mean	3.77	3.77	3.77	3.77	3.77	3.77	.	3.67
Standard deviation	0.48	0.48	0.50	0.48	0.47	0.48	.	0.82
<b>Personally, how important to you is:</b>								
<b>Service</b>								
Essential	24.8%	26.3%	23.5%	22.5%	24.9%	28.9%	0.0%	33.3%
Very Important	43.7%	45.4%	45.9%	44.5%	38.3%	34.4%	0.0%	33.3%
Somewhat Important	27.7%	25.6%	27.9%	29.2%	30.0%	29.1%	0.0%	33.3%
Not Important	3.7%	2.7%	2.7%	3.8%	6.9%	7.6%	0.0%	0.0%
Total(n)	6,273	2,124	1,580	1,437	583	543	0	6
Mean	2.90	2.95	2.90	2.86	2.81	2.85	.	3.00
Standard deviation	0.82	0.79	0.78	0.81	0.89	0.93	.	0.89
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>								
0	7.2%	10.6%	6.9%	4.8%	4.8%	3.6%	23.1%	20.0%
1	15.7%	15.9%	11.8%	11.8%	21.8%	29.5%	53.8%	0.0%
2	24.7%	26.7%	25.5%	24.8%	20.7%	19.1%	7.7%	20.0%
3	26.3%	25.7%	30.8%	28.3%	20.7%	17.4%	15.4%	40.0%
4	16.0%	14.6%	16.0%	18.6%	16.7%	14.4%	0.0%	0.0%
5 or more	10.0%	6.5%	9.0%	11.7%	15.3%	16.0%	0.0%	20.0%
Total(n)	6,382	2,159	1,590	1,450	609	556	13	5
<b>How many of the courses that you are teaching this term are:</b>								
<b>General education courses</b>								
0	62.4%	61.0%	64.1%	66.4%	59.7%	56.3%	55.6%	33.3%
1-2	30.3%	33.4%	30.4%	26.0%	27.1%	33.5%	44.4%	33.3%
3-4	6.1%	5.4%	5.0%	6.5%	9.9%	6.6%	0.0%	0.0%
5+	1.1%	0.2%	0.5%	1.0%	3.2%	3.7%	0.0%	33.3%
Total(n)	5,234	1,689	1,312	1,210	524	487	9	3
<b>Courses required for an undergraduate major</b>								
0	20.3%	20.4%	20.4%	17.3%	22.1%	25.4%	44.4%	25.0%
1-2	52.7%	56.3%	53.8%	49.5%	48.1%	51.3%	33.3%	50.0%
3-4	23.4%	21.3%	23.0%	28.2%	23.8%	18.9%	22.2%	25.0%
5+	3.5%	2.0%	2.8%	5.0%	5.9%	4.4%	0.0%	0.0%
Total(n)	5,470	1,741	1,383	1,298	538	497	9	4
<b>Other undergraduate credit courses</b>								
0	61.3%	61.6%	59.5%	62.1%	61.3%	63.5%	88.9%	0.0%
1-2	33.7%	34.7%	36.3%	32.3%	30.2%	31.4%	11.1%	50.0%
3-4	4.1%	3.2%	3.7%	5.1%	6.1%	4.0%	0.0%	25.0%
5+	0.8%	0.5%	0.6%	0.6%	2.4%	1.1%	0.0%	25.0%
Total(n)	4,634	1,463	1,164	1,088	460	446	9	4
<b>Developmental/remedial courses (not for credit)</b>								
0	97.4%	98.2%	98.3%	97.0%	97.0%	94.3%	100.0%	100.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-2	2.4%	1.7%	1.6%	2.8%	3.0%	5.4%	0.0%	0.0%
3-4	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
5+	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%
<b>Total(n)</b>	<b>4,441</b>	<b>1,385</b>	<b>1,090</b>	<b>1,043</b>	<b>468</b>	<b>442</b>	<b>9</b>	<b>4</b>
<b>Graduate courses</b>								
0	64.1%	60.3%	63.1%	65.8%	69.0%	69.8%	80.0%	100.0%
1-2	29.2%	34.4%	28.6%	26.6%	25.3%	23.6%	20.0%	0.0%
3-4	5.8%	4.7%	7.3%	6.5%	5.1%	5.3%	0.0%	0.0%
5+	0.9%	0.6%	0.9%	1.1%	0.6%	1.3%	0.0%	0.0%
<b>Total(n)</b>	<b>4,926</b>	<b>1,602</b>	<b>1,213</b>	<b>1,146</b>	<b>494</b>	<b>457</b>	<b>10</b>	<b>4</b>
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>								
0	62.2%	69.0%	69.6%	58.8%	45.4%	43.7%	70.0%	50.0%
1-2	23.6%	20.0%	17.9%	24.1%	35.0%	38.2%	30.0%	25.0%
3-4	11.5%	9.2%	10.9%	14.2%	13.7%	11.9%	0.0%	25.0%
5+	2.8%	1.8%	1.6%	2.8%	5.9%	6.2%	0.0%	0.0%
<b>Total(n)</b>	<b>5,881</b>	<b>1,918</b>	<b>1,471</b>	<b>1,372</b>	<b>575</b>	<b>531</b>	<b>10</b>	<b>4</b>
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>								
Undergraduate credit courses	59.4%	58.6%	65.5%	58.0%	48.3%	55.0%	66.7%	50.0%
Graduate courses	23.7%	25.9%	18.2%	18.8%	41.4%	20.0%	33.3%	0.0%
Developmental/remedial courses	0.4%	0.0%	0.0%	1.4%	3.4%	0.0%	0.0%	0.0%
I do not teach	16.6%	15.5%	16.4%	21.7%	6.9%	25.0%	0.0%	50.0%
<b>Total(n)</b>	<b>465</b>	<b>232</b>	<b>110</b>	<b>69</b>	<b>29</b>	<b>20</b>	<b>3</b>	<b>2</b>
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>								
Yes	87.5%	88.9%	89.7%	87.1%	82.1%	82.5%	0.0%	100.0%
No	12.5%	11.1%	10.3%	12.9%	17.9%	17.5%	0.0%	0.0%
<b>Total(n)</b>	<b>6,359</b>	<b>2,155</b>	<b>1,588</b>	<b>1,447</b>	<b>609</b>	<b>554</b>	<b>0</b>	<b>6</b>
<b>In the past year, have you worked with or taught graduate students at this institution?</b>								
Yes	44.5%	50.2%	47.6%	42.4%	32.8%	31.2%	0.0%	83.3%
No	55.5%	49.8%	52.4%	57.6%	67.2%	68.8%	0.0%	16.7%
<b>Total(n)</b>	<b>6,324</b>	<b>2,145</b>	<b>1,580</b>	<b>1,439</b>	<b>603</b>	<b>551</b>	<b>0</b>	<b>6</b>
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>								
<b>In the past year, to what extent have you:</b>								
<b>Met with graduate students to discuss their research interests</b>								
To a Very Large Extent	25.4%	30.1%	25.3%	26.6%	11.6%	8.2%	0.0%	0.0%
To a Large Extent	21.0%	22.1%	23.6%	20.5%	13.6%	12.4%	0.0%	20.0%
To Some Extent	25.5%	27.1%	24.4%	24.4%	29.3%	20.0%	0.0%	0.0%
To a Small Extent	15.8%	13.4%	16.9%	15.1%	22.2%	20.0%	0.0%	40.0%
Not at All	12.4%	7.2%	9.8%	13.4%	23.2%	39.4%	0.0%	40.0%
<b>Total(n)</b>	<b>2,801</b>	<b>1,072</b>	<b>746</b>	<b>610</b>	<b>198</b>	<b>170</b>	<b>0</b>	<b>5</b>
<b>Mentored graduate students</b>								
To a Very Large Extent	34.1%	37.9%	37.8%	33.2%	19.4%	15.9%	0.0%	0.0%
To a Large Extent	24.0%	24.7%	22.1%	26.1%	23.5%	21.8%	0.0%	20.0%
To Some Extent	22.1%	22.2%	21.9%	19.9%	27.6%	24.1%	0.0%	0.0%
To a Small Extent	11.6%	9.8%	12.0%	11.7%	15.8%	15.9%	0.0%	20.0%
Not at All	8.2%	5.4%	6.1%	9.2%	13.8%	22.4%	0.0%	60.0%
<b>Total(n)</b>	<b>2,794</b>	<b>1,066</b>	<b>748</b>	<b>609</b>	<b>196</b>	<b>170</b>	<b>0</b>	<b>5</b>
<b>Helped graduate students access professional networks</b>								
To a Very Large Extent	17.4%	19.0%	17.7%	15.9%	16.7%	11.7%	0.0%	20.0%
To a Large Extent	22.1%	24.4%	23.5%	19.4%	15.1%	18.7%	0.0%	0.0%
To Some Extent	30.8%	32.0%	28.7%	33.1%	30.7%	26.3%	0.0%	30.0%
To a Small Extent	15.7%	14.8%	15.7%	16.6%	16.7%	16.4%	0.0%	40.0%
Not at All	14.0%	9.9%	14.3%	15.0%	20.8%	26.9%	0.0%	40.0%
<b>Total(n)</b>	<b>2,773</b>	<b>1,064</b>	<b>739</b>	<b>602</b>	<b>192</b>	<b>171</b>	<b>0</b>	<b>5</b>
<b>Presented with graduate students at conferences</b>								
To a Very Large Extent	8.2%	10.0%	9.2%	7.2%	4.6%	0.6%	0.0%	0.0%
To a Large Extent	8.7%	11.3%	9.4%	7.9%	1.0%	1.2%	0.0%	0.0%
To Some Extent	11.8%	12.3%	13.5%	13.3%	4.6%	3.6%	0.0%	0.0%
To a Small Extent	7.8%	8.4%	9.2%	7.7%	2.6%	4.1%	0.0%	0.0%
Not at All	63.5%	57.9%	58.6%	63.8%	87.2%	90.5%	0.0%	100.0%
<b>Total(n)</b>	<b>2,790</b>	<b>1,067</b>	<b>747</b>	<b>607</b>	<b>195</b>	<b>169</b>	<b>0</b>	<b>5</b>
<b>Published with graduate students</b>								
To a Very Large Extent	11.0%	13.7%	12.1%	9.6%	4.7%	1.8%	0.0%	0.0%
To a Large Extent	8.9%	12.0%	9.2%	7.7%	0.0%	1.8%	0.0%	0.0%
To Some Extent	11.5%	12.1%	14.5%	12.0%	4.2%	1.2%	0.0%	0.0%
To a Small Extent	6.4%	7.1%	6.7%	6.9%	2.6%	3.6%	0.0%	0.0%
Not at All	62.2%	55.0%	57.5%	63.8%	88.5%	91.7%	0.0%	100.0%
<b>Total(n)</b>	<b>2,774</b>	<b>1,056</b>	<b>746</b>	<b>607</b>	<b>191</b>	<b>169</b>	<b>0</b>	<b>5</b>
<b>Included graduate students in research grant writing</b>								
To a Very Large Extent	4.8%	6.2%	4.8%	4.1%	2.6%	0.6%	0.0%	0.0%
To a Large Extent	5.3%	5.6%	6.6%	6.0%	0.5%	1.8%	0.0%	0.0%
To Some Extent	9.9%	11.7%	10.7%	10.4%	2.6%	2.4%	0.0%	0.0%
To a Small Extent	8.4%	9.4%	9.4%	9.3%	2.6%	2.4%	0.0%	0.0%
Not at All	71.5%	67.2%	68.5%	70.2%	91.6%	92.8%	0.0%	100.0%
<b>Total(n)</b>	<b>2,770</b>	<b>1,055</b>	<b>747</b>	<b>605</b>	<b>191</b>	<b>167</b>	<b>0</b>	<b>5</b>

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>								
0	18.7%	12.7%	16.7%	23.1%	25.5%	41.9%	0.0%	20.0%
1-5	53.6%	54.4%	53.6%	52.3%	59.2%	47.1%	0.0%	60.0%
6-10	17.7%	21.7%	17.2%	17.4%	7.7%	7.0%	0.0%	20.0%
11-20	7.4%	9.0%	8.2%	5.4%	5.6%	3.5%	0.0%	0.0%
21 or more	2.6%	2.2%	4.3%	1.8%	2.0%	0.6%	0.0%	0.0%
Total(n)	2,803	1,072	748	610	196	172	0	5
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>								
0	53.4%	45.5%	48.6%	56.4%	75.5%	86.0%	0.0%	100.0%
1	9.8%	11.3%	9.7%	8.9%	9.2%	4.1%	0.0%	0.0%
2	8.4%	8.9%	9.5%	8.7%	5.1%	4.1%	0.0%	0.0%
3-4	9.5%	10.0%	10.8%	11.2%	3.6%	1.7%	0.0%	0.0%
5-8	9.0%	10.3%	10.5%	8.9%	3.6%	0.6%	0.0%	0.0%
9 or more	9.9%	14.0%	10.9%	5.8%	3.1%	3.5%	0.0%	0.0%
Total(n)	2,798	1,068	751	606	196	172	0	5
<b>In the past year, how many master's thesis committees have you chaired?</b>								
0	40.3%	39.9%	35.5%	39.8%	75.0%	62.5%	0.0%	0.0%
1	22.1%	21.2%	26.2%	21.2%	8.3%	16.7%	0.0%	0.0%
2	15.8%	16.4%	15.8%	17.4%	4.2%	4.2%	0.0%	0.0%
3-4	12.1%	13.0%	13.0%	12.1%	2.1%	0.0%	0.0%	0.0%
5-8	6.1%	6.2%	6.5%	5.7%	4.2%	4.2%	0.0%	0.0%
9 or more	3.6%	3.3%	3.1%	3.8%	6.3%	12.5%	0.0%	0.0%
Total(n)	1,301	579	386	264	48	24	0	0
<b>How many dissertation committees have you served on or are currently serving?</b>								
0	61.8%	51.5%	59.4%	68.9%	81.3%	88.3%	0.0%	100.0%
1	10.5%	11.6%	11.2%	10.4%	8.8%	2.3%	0.0%	0.0%
2	6.2%	7.4%	6.8%	4.8%	4.1%	3.5%	0.0%	0.0%
3-4	8.4%	10.8%	8.2%	8.4%	1.6%	2.9%	0.0%	0.0%
5-8	6.4%	8.9%	7.6%	4.3%	1.0%	0.0%	0.0%	0.0%
9 or more	6.7%	9.9%	6.7%	3.3%	3.1%	2.9%	0.0%	0.0%
Total(n)	2,782	1,060	747	607	193	171	0	4
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>								
0	50.9%	46.9%	50.8%	55.0%	80.6%	65.0%	0.0%	0.0%
1	17.4%	18.4%	19.6%	13.8%	11.1%	5.0%	0.0%	0.0%
2	11.6%	12.9%	11.0%	11.6%	0.0%	10.0%	0.0%	0.0%
3-4	10.7%	11.9%	10.0%	11.1%	0.0%	5.0%	0.0%	0.0%
5-8	5.9%	7.2%	6.0%	3.2%	2.8%	0.0%	0.0%	0.0%
9 or more	3.5%	2.7%	2.7%	5.3%	5.6%	15.0%	0.0%	0.0%
Total(n)	1,058	512	301	189	36	20	0	0
<b>Rate your agreement with the following statements:</b>								
<b>Graduate students in this program must compete for research opportunities</b>								
Strongly Agree	14.6%	14.9%	12.7%	16.6%	16.9%	11.8%	0.0%	20.0%
Somewhat Agree	33.1%	34.4%	32.0%	31.4%	32.2%	36.8%	0.0%	20.0%
Somewhat Disagree	27.7%	27.5%	30.1%	26.4%	26.0%	25.0%	0.0%	20.0%
Strongly Disagree	24.6%	23.2%	25.2%	25.7%	24.9%	26.3%	0.0%	40.0%
Total(n)	2,660	1,028	718	580	177	152	0	5
Mean	2.38	2.41	2.32	2.39	2.41	2.34	.	2.20
Standard deviation	1.01	1.00	0.99	1.04	1.04	1.00	.	1.30
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>								
Strongly Agree	30.1%	31.8%	31.1%	29.5%	28.9%	17.4%	0.0%	40.0%
Somewhat Agree	35.0%	35.5%	33.3%	35.1%	33.3%	40.6%	0.0%	40.0%
Somewhat Disagree	19.2%	18.8%	18.8%	20.0%	18.9%	21.3%	0.0%	0.0%
Strongly Disagree	15.7%	13.8%	16.8%	15.4%	18.9%	20.6%	0.0%	20.0%
Total(n)	2,677	1,033	720	584	180	155	0	5
Mean	2.79	2.85	2.79	2.79	2.72	2.55	.	3.00
Standard deviation	1.04	1.02	1.06	1.03	1.08	1.01	.	1.22
<b>This graduate program enrolls too few international students</b>								
Strongly Agree	9.3%	9.0%	10.3%	10.5%	6.8%	4.5%	0.0%	0.0%
Somewhat Agree	25.8%	27.6%	25.1%	26.1%	22.7%	19.5%	0.0%	20.0%
Somewhat Disagree	37.4%	38.3%	37.1%	36.4%	33.5%	39.6%	0.0%	60.0%
Strongly Disagree	27.6%	25.2%	27.5%	26.9%	36.9%	36.4%	0.0%	20.0%
Total(n)	2,658	1,027	717	579	176	154	0	5
Mean	2.17	2.20	2.18	2.20	1.99	1.92	.	2.00
Standard deviation	0.94	0.92	0.95	0.96	0.94	0.86	.	0.71
<b>Graduate students work well together in this program</b>								
Strongly Agree	47.1%	50.0%	42.8%	45.2%	49.2%	51.6%	0.0%	40.0%
Somewhat Agree	45.7%	44.4%	50.6%	43.5%	43.7%	42.1%	0.0%	60.0%
Somewhat Disagree	5.7%	4.2%	4.7%	9.0%	6.6%	6.3%	0.0%	0.0%
Strongly Disagree	1.6%	1.4%	1.9%	2.3%	0.5%	0.0%	0.0%	0.0%
Total(n)	2,680	1,036	722	575	183	159	0	5
Mean	3.38	3.43	3.34	3.32	3.42	3.45	.	3.40
Standard deviation	0.67	0.64	0.66	0.73	0.64	0.61	.	0.55
<b>I have encountered instances of academic dishonesty among graduate students</b>								
Strongly Agree	8.3%	7.0%	8.6%	10.0%	8.6%	8.8%	0.0%	20.0%
Somewhat Agree	22.6%	23.3%	23.9%	21.0%	24.3%	22.6%	0.0%	0.0%
Somewhat Disagree	20.4%	21.5%	17.3%	21.6%	20.0%	23.3%	0.0%	20.0%
Strongly Disagree	48.7%	49.2%	50.2%	47.4%	47.0%	45.3%	0.0%	60.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	2,689	1,035	723	582	185	159	0	5
Mean	1.90	1.87	1.91	1.93	1.95	1.95	.	1.80
Standard deviation	1.02	0.99	1.04	1.04	1.03	1.02	.	1.30
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>								
Strongly Agree	44.1%	49.6%	41.9%	39.8%	38.2%	41.6%	0.0%	40.0%
Somewhat Agree	42.2%	40.1%	43.3%	43.1%	42.1%	46.8%	0.0%	60.0%
Somewhat Disagree	9.3%	7.0%	9.5%	11.8%	14.6%	7.8%	0.0%	0.0%
Strongly Disagree	4.4%	3.3%	5.4%	5.2%	5.1%	3.9%	0.0%	0.0%
Total(n)	2,654	1,023	719	575	178	154	0	5
Mean	3.26	3.36	3.22	3.18	3.13	3.26	.	3.40
Standard deviation	0.80	0.76	0.83	0.83	0.85	0.77	.	0.55
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>								
Strongly Agree	14.7%	16.3%	12.5%	12.7%	16.2%	19.3%	0.0%	50.0%
Somewhat Agree	34.9%	34.8%	33.8%	32.3%	42.2%	42.0%	0.0%	25.0%
Somewhat Disagree	32.4%	32.8%	33.8%	35.8%	24.3%	19.3%	0.0%	25.0%
Strongly Disagree	18.1%	16.2%	19.9%	19.2%	17.3%	19.3%	0.0%	0.0%
Total(n)	2,628	1,021	713	567	173	150	0	4
Mean	2.46	2.51	2.39	2.38	2.57	2.61	.	3.25
Standard deviation	0.95	0.95	0.94	0.94	0.96	1.01	.	0.96
<b>Faculty in my department are good mentors for graduate students</b>								
Strongly Agree	50.3%	50.0%	47.0%	52.7%	51.4%	56.8%	0.0%	75.0%
Somewhat Agree	40.1%	41.0%	42.3%	37.2%	39.2%	35.5%	0.0%	25.0%
Somewhat Disagree	7.6%	7.2%	7.9%	8.3%	8.8%	5.2%	0.0%	0.0%
Strongly Disagree	2.0%	1.7%	2.8%	1.9%	0.6%	2.6%	0.0%	0.0%
Total(n)	2,677	1,033	723	581	181	155	0	4
Mean	3.39	3.39	3.34	3.41	3.41	3.46	.	3.75
Standard deviation	0.71	0.70	0.74	0.72	0.67	0.71	.	0.50
<b>Most graduate students in this program move on to faculty positions</b>								
Strongly Agree	2.6%	2.9%	2.1%	2.3%	2.9%	3.8%	0.0%	20.0%
Somewhat Agree	13.4%	14.6%	10.9%	11.2%	17.3%	20.1%	0.0%	20.0%
Somewhat Disagree	36.5%	37.6%	36.8%	33.6%	38.7%	35.2%	0.0%	40.0%
Strongly Disagree	47.5%	44.9%	50.3%	52.9%	41.0%	40.9%	0.0%	20.0%
Total(n)	2,638	1,012	718	571	173	159	0	5
Mean	1.71	1.75	1.65	1.63	1.82	1.87	.	2.40
Standard deviation	0.79	0.81	0.76	0.77	0.82	0.87	.	1.14
<b>Most graduate students in this program move into positions outside of academia</b>								
Strongly Agree	52.8%	47.5%	54.9%	58.9%	54.3%	54.4%	0.0%	40.0%
Somewhat Agree	35.6%	40.1%	34.5%	30.5%	31.4%	34.2%	0.0%	40.0%
Somewhat Disagree	8.5%	9.7%	7.4%	7.5%	9.7%	8.2%	0.0%	20.0%
Strongly Disagree	3.1%	2.7%	3.2%	3.1%	4.6%	3.2%	0.0%	0.0%
Total(n)	2,657	1,026	716	577	175	158	0	5
Mean	3.38	3.32	3.41	3.45	3.35	3.40	.	3.20
Standard deviation	0.77	0.76	0.76	0.76	0.84	0.77	.	0.84
<b>During the past three years, have you:</b>								
<b>Advised student groups involved in service/volunteer work</b>								
Collaborated with the local community on research/teaching to address their needs	49.1%	51.1%	53.5%	51.6%	38.6%	33.6%	0.0%	50.0%
Conducted research or writing focused on international/global issues	39.7%	42.0%	40.7%	43.1%	29.8%	29.4%	0.0%	33.3%
Conducted research or writing focused on racial or ethnic minorities	33.6%	38.7%	34.7%	35.6%	22.1%	18.1%	0.0%	16.7%
Conducted research or writing focused on women or gender issues	26.6%	28.6%	28.6%	29.4%	22.4%	16.7%	0.0%	16.7%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	18.7%	21.0%	19.5%	19.6%	13.6%	10.5%	0.0%	33.3%
<b>Conducted research or writing focused on biomedical science fields</b>								
Engaged in academic research that spans multiple disciplines	9.0%	8.6%	8.7%	10.6%	9.2%	7.2%	0.0%	0.0%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	16.2%	18.4%	18.0%	19.2%	6.2%	5.5%	0.0%	0.0%
Written research grants	65.3%	72.7%	69.6%	70.9%	42.2%	34.7%	0.0%	33.3%
Received funding for your work from foundations	49.5%	56.6%	49.5%	48.6%	42.7%	31.6%	0.0%	50.0%
Received funding for your work from state or federal government	36.3%	41.6%	40.2%	43.5%	13.7%	10.0%	0.0%	16.7%
Received funding for your work from business or industry	17.3%	19.8%	18.3%	19.9%	8.9%	7.3%	0.0%	16.7%
Received funding for your work from state or federal government	19.3%	24.2%	21.1%	19.0%	8.8%	7.0%	0.0%	16.7%
Received funding for your work from business or industry	13.1%	16.0%	13.4%	11.9%	10.3%	7.1%	0.0%	33.3%
<b>During the past three years, have you:</b>								
<b>Taught an honors course</b>								
Taught an interdisciplinary course	16.2%	19.0%	17.5%	14.4%	11.4%	11.8%	0.0%	16.7%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	39.8%	43.0%	41.8%	40.4%	33.0%	27.1%	15.4%	50.0%
Taught a service learning course	10.4%	10.4%	13.1%	10.8%	6.8%	6.2%	0.0%	16.7%
Taught a course exclusively online	14.1%	14.6%	16.2%	14.0%	11.5%	9.4%	7.7%	33.3%
Participated in organized activities around enhancing pedagogy or student learning	67.7%	67.4%	67.7%	63.7%	76.6%	71.6%	23.1%	50.0%
Taught a seminar for first-year students	68.3%	68.5%	74.8%	74.4%	53.3%	49.6%	38.5%	66.7%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	21.7%	22.3%	23.8%	22.8%	17.1%	15.6%	7.7%	0.0%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	82.4%	85.1%	88.6%	84.3%	69.2%	65.6%	15.4%	50.0%
<b>In the past year, to what extent have you:</b>								
<b>Presented with undergraduate students at conferences</b>								
To a Very Large Extent	4.3%	4.8%	4.8%	5.2%	1.9%	0.9%	0.0%	0.0%
To a Large Extent	6.0%	6.5%	7.7%	6.6%	1.7%	1.9%	0.0%	0.0%
To Some Extent	10.2%	12.0%	11.4%	10.4%	4.8%	4.3%	0.0%	16.7%
To a Small Extent	7.3%	8.2%	8.5%	7.7%	2.6%	4.3%	0.0%	0.0%
Not at All	72.3%	68.5%	67.7%	70.0%	89.0%	88.5%	0.0%	83.3%
Total(n)	6,215	2,120	1,557	1,419	581	532	0	6

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Published with undergraduates</b>								
To a Very Large Extent	4.0%	4.8%	4.8%	4.2%	1.2%	0.8%	0.0%	0.0%
To a Large Extent	4.9%	6.3%	5.3%	5.7%	0.7%	0.8%	0.0%	0.0%
To Some Extent	8.9%	10.6%	10.5%	10.0%	2.3%	1.7%	0.0%	20.0%
To a Small Extent	6.7%	7.6%	7.9%	7.1%	1.7%	3.6%	0.0%	0.0%
Not at All	75.5%	70.6%	71.4%	73.1%	94.1%	93.2%	0.0%	80.0%
Total(n)	6,186	2,113	1,549	1,415	576	528	0	5
<b>Engaged undergraduates on your research project(s)</b>								
To a Very Large Extent	13.9%	16.1%	17.4%	15.3%	4.2%	1.9%	0.0%	0.0%
To a Large Extent	11.5%	12.8%	12.8%	13.8%	4.3%	4.4%	0.0%	0.0%
To Some Extent	16.9%	19.3%	17.6%	18.8%	9.4%	8.0%	0.0%	16.7%
To a Small Extent	10.5%	11.2%	12.3%	10.6%	7.1%	5.7%	0.0%	0.0%
Not at All	47.3%	40.6%	39.9%	41.5%	75.0%	80.1%	0.0%	83.3%
Total(n)	6,145	2,091	1,542	1,401	577	528	0	6
<b>Worked with undergraduates on their research project(s)</b>								
To a Very Large Extent	15.3%	16.2%	18.1%	17.4%	7.4%	5.8%	0.0%	16.7%
To a Large Extent	14.3%	16.7%	16.1%	14.7%	6.9%	6.8%	0.0%	16.7%
To Some Extent	20.1%	21.8%	20.8%	20.5%	16.2%	14.5%	0.0%	0.0%
To a Small Extent	12.4%	13.3%	12.0%	13.5%	9.2%	9.8%	0.0%	33.3%
Not at All	37.9%	31.9%	32.9%	34.0%	60.3%	63.0%	0.0%	33.3%
Total(n)	6,206	2,117	1,556	1,418	579	530	0	6
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>								
Excellent	22.1%	26.7%	22.6%	22.5%	16.1%	8.8%	0.0%	0.0%
Good	36.3%	40.5%	39.3%	36.8%	21.4%	25.7%	0.0%	50.0%
Fair	10.4%	10.6%	12.0%	11.6%	6.3%	6.0%	0.0%	16.7%
Poor	1.8%	1.8%	2.2%	2.3%	0.5%	0.6%	0.0%	0.0%
I have not worked with undergraduates on research projects	29.3%	20.3%	23.9%	26.8%	55.6%	59.0%	0.0%	33.3%
Total(n)	6,229	2,121	1,558	1,425	583	536	0	6
<b>How many undergraduates do you currently advise?</b>								
None	38.5%	28.0%	29.0%	40.5%	69.5%	69.1%	0.0%	66.7%
1-5	18.2%	20.3%	20.1%	20.6%	9.5%	6.5%	0.0%	16.7%
6-10	11.0%	14.5%	12.6%	9.6%	3.6%	4.2%	0.0%	16.7%
11-20	13.9%	16.5%	16.5%	12.5%	7.3%	6.7%	0.0%	0.0%
21-30	8.6%	9.8%	10.6%	7.6%	4.3%	5.3%	0.0%	0.0%
31 or more	9.9%	10.9%	11.2%	9.2%	5.7%	8.2%	0.0%	0.0%
Total(n)	6,181	2,116	1,544	1,413	577	525	0	6
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>								
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>								
Frequently	48.8%	46.9%	48.7%	51.0%	51.2%	52.2%	0.0%	100.0%
Occasionally	43.4%	45.5%	43.9%	40.2%	42.4%	37.9%	0.0%	0.0%
Not at All	7.8%	7.6%	7.3%	8.8%	6.5%	9.9%	0.0%	0.0%
Total(n)	3,739	1,507	1,079	820	170	161	0	2
Mean	2.41	2.39	2.41	2.42	2.45	2.42	.	3.00
Standard deviation	0.63	0.63	0.62	0.65	0.62	0.67	.	0.00
<b>Helped them plan their course of study</b>								
Frequently	63.1%	64.5%	63.4%	61.4%	55.0%	64.8%	0.0%	50.0%
Occasionally	29.9%	30.4%	29.6%	30.2%	30.4%	25.8%	0.0%	50.0%
Not at All	7.0%	5.2%	7.0%	8.4%	14.6%	9.4%	0.0%	0.0%
Total(n)	3,737	1,509	1,075	821	171	159	0	2
Mean	2.56	2.59	2.56	2.53	2.40	2.55	.	2.50
Standard deviation	0.62	0.59	0.62	0.65	0.73	0.66	.	0.71
<b>Discussed their academic performance</b>								
Frequently	52.2%	51.7%	49.7%	53.5%	54.8%	65.0%	0.0%	100.0%
Occasionally	41.4%	42.4%	43.5%	39.0%	39.3%	33.1%	0.0%	0.0%
Not at All	6.4%	5.9%	6.9%	7.6%	6.0%	1.9%	0.0%	0.0%
Total(n)	3,632	1,464	1,049	793	168	157	0	1
Mean	2.46	2.46	2.43	2.46	2.49	2.63	.	3.00
Standard deviation	0.61	0.60	0.62	0.63	0.61	0.52	.	.
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>								
Frequently	53.2%	53.8%	54.7%	53.1%	40.0%	50.9%	0.0%	100.0%
Occasionally	41.4%	42.0%	39.9%	41.4%	46.5%	40.9%	0.0%	0.0%
Not at All	5.5%	4.3%	5.5%	5.5%	13.5%	8.2%	0.0%	0.0%
Total(n)	3,732	1,504	1,079	818	170	159	0	2
Mean	2.48	2.50	2.49	2.48	2.26	2.43	.	3.00
Standard deviation	0.60	0.58	0.60	0.60	0.68	0.64	.	0.00
<b>Discussed career and post-graduation goals</b>								
Frequently	65.9%	65.6%	66.4%	66.5%	63.4%	64.0%	0.0%	100.0%
Occasionally	32.2%	32.6%	31.8%	31.8%	32.6%	31.7%	0.0%	0.0%
Not at All	2.0%	1.8%	1.8%	1.7%	4.1%	4.3%	0.0%	0.0%
Total(n)	3,748	1,511	1,081	821	172	161	0	2
Mean	2.64	2.64	2.65	2.65	2.59	2.60	.	3.00
Standard deviation	0.52	0.52	0.51	0.51	0.57	0.57	.	0.00

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>								
<b>Funded workshops focused on teaching</b>								
Yes	39.8%	33.9%	42.9%	52.3%	29.4%	32.0%	0.0%	50.0%
No	48.3%	58.3%	48.3%	36.7%	46.9%	39.8%	0.0%	50.0%
Not eligible	3.2%	1.0%	1.9%	2.4%	7.3%	12.9%	0.0%	0.0%
Not available	8.8%	6.7%	6.9%	8.5%	16.4%	15.4%	0.0%	0.0%
Total(n)	5,992	2,077	1,497	1,351	548	513	0	6
<b>Funded workshops focused on research skills development</b>								
Yes	12.7%	9.8%	13.0%	22.2%	5.5%	5.9%	0.0%	16.7%
No	67.8%	76.1%	70.8%	57.0%	63.1%	58.3%	0.0%	83.3%
Not eligible	3.7%	1.0%	2.1%	3.0%	9.9%	15.1%	0.0%	0.0%
Not available	15.8%	13.1%	14.0%	17.8%	21.5%	20.6%	0.0%	0.0%
Total(n)	5,987	2,075	1,497	1,352	548	509	0	6
<b>Funded workshops focused on grant writing</b>								
Yes	6.3%	4.7%	6.1%	12.4%	2.0%	1.8%	0.0%	0.0%
No	75.1%	83.4%	78.7%	67.1%	66.3%	61.0%	0.0%	83.3%
Not eligible	3.9%	0.9%	2.4%	3.3%	10.2%	15.4%	0.0%	0.0%
Not available	14.8%	11.0%	12.9%	17.3%	21.5%	21.8%	0.0%	16.7%
Total(n)	5,936	2,052	1,485	1,348	540	505	0	6
<b>Paid sabbatical leave</b>								
Yes	8.1%	12.8%	11.5%	2.9%	1.3%	0.6%	0.0%	0.0%
No	64.6%	77.0%	70.7%	56.4%	42.4%	42.3%	0.0%	66.7%
Not eligible	21.1%	6.9%	14.3%	34.8%	40.5%	40.7%	0.0%	16.7%
Not available	6.2%	3.3%	3.5%	5.9%	15.8%	16.4%	0.0%	16.7%
Total(n)	5,992	2,074	1,499	1,352	550	511	0	6
<b>Travel funds paid by the institution</b>								
Yes	47.7%	58.4%	53.9%	51.2%	13.3%	13.9%	0.0%	16.7%
No	41.3%	38.5%	41.5%	40.1%	49.8%	46.4%	0.0%	83.3%
Not eligible	6.1%	1.0%	1.9%	4.6%	23.4%	25.5%	0.0%	0.0%
Not available	4.8%	2.1%	2.7%	4.1%	13.5%	14.3%	0.0%	0.0%
Total(n)	5,901	2,053	1,473	1,337	534	498	0	6
<b>Internal grants for research</b>								
Yes	27.0%	30.2%	33.0%	32.5%	6.8%	3.7%	0.0%	0.0%
No	61.0%	65.8%	60.6%	56.7%	56.7%	58.6%	0.0%	100.0%
Not eligible	6.5%	1.6%	2.9%	5.1%	22.0%	23.7%	0.0%	0.0%
Not available	5.5%	2.5%	3.5%	5.8%	14.4%	13.9%	0.0%	0.0%
Total(n)	5,957	2,062	1,493	1,346	541	510	0	5
<b>Training for administrative leadership</b>								
Yes	11.3%	16.6%	13.2%	6.7%	4.7%	4.1%	0.0%	0.0%
No	69.2%	73.1%	71.3%	71.5%	55.9%	55.8%	0.0%	83.3%
Not eligible	7.8%	1.8%	4.0%	10.0%	21.0%	23.4%	0.0%	0.0%
Not available	11.6%	8.5%	11.6%	11.8%	18.4%	16.7%	0.0%	16.7%
Total(n)	5,913	2,045	1,480	1,336	537	509	0	6
<b>Training for promoting inclusion and facilitating difficult conversations</b>								
Yes	38.4%	40.8%	42.9%	40.4%	24.8%	24.6%	0.0%	50.0%
No	51.0%	54.1%	49.4%	49.8%	48.6%	49.2%	0.0%	50.0%
Not eligible	3.6%	0.6%	1.4%	2.9%	12.4%	14.5%	0.0%	0.0%
Not available	7.0%	4.6%	6.3%	6.9%	14.2%	11.7%	0.0%	0.0%
Total(n)	5,993	2,077	1,498	1,351	549	512	0	6
<b>Incentives to develop new courses</b>								
Yes	17.9%	16.6%	17.5%	22.7%	15.3%	15.0%	0.0%	0.0%
No	65.5%	73.6%	67.1%	60.7%	54.6%	52.8%	0.0%	83.3%
Not eligible	4.1%	0.8%	1.9%	3.8%	13.1%	15.0%	0.0%	0.0%
Not available	12.4%	9.0%	13.5%	12.8%	17.0%	17.2%	0.0%	16.7%
Total(n)	5,989	2,070	1,503	1,349	548	513	0	6
<b>Incentives to integrate technology into your classroom</b>								
Yes	21.3%	19.2%	21.2%	25.5%	20.7%	19.3%	0.0%	33.3%
No	63.7%	71.7%	65.2%	58.8%	52.8%	52.0%	0.0%	50.0%
Not eligible	3.2%	0.7%	1.5%	2.5%	10.5%	11.7%	0.0%	0.0%
Not available	11.8%	8.3%	12.1%	13.1%	16.0%	17.0%	0.0%	16.7%
Total(n)	5,999	2,073	1,501	1,355	551	513	0	6
<b>Resources to integrate culturally-competent practices into your classroom</b>								
Yes	28.0%	27.5%	28.6%	32.8%	22.7%	21.6%	0.0%	16.7%
No	59.4%	64.8%	60.7%	54.5%	52.9%	53.0%	0.0%	66.7%
Not eligible	2.9%	0.8%	1.3%	2.1%	9.2%	11.8%	0.0%	0.0%
Not available	9.7%	6.9%	9.3%	10.6%	15.2%	13.6%	0.0%	16.7%
Total(n)	5,992	2,075	1,498	1,352	546	515	0	6
<b>How many of the following have you published?</b>								
<b>Articles in academic or professional journals</b>								
None	23.0%	11.2%	15.0%	22.4%	51.7%	63.3%	76.9%	50.0%
1-2	16.0%	10.7%	14.0%	25.2%	18.1%	17.2%	7.7%	33.3%
3-4	11.2%	8.2%	14.6%	13.9%	9.8%	8.5%	7.7%	0.0%
5-10	16.9%	17.2%	22.0%	18.1%	10.3%	5.6%	0.0%	0.0%
11-20	12.9%	16.6%	16.0%	10.8%	4.3%	3.5%	7.7%	0.0%
21-50	12.6%	20.3%	13.5%	8.2%	2.7%	1.7%	0.0%	0.0%
51+	7.4%	15.8%	5.0%	1.5%	3.1%	0.2%	0.0%	16.7%



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	6,045	2,093	1,505	1,357	553	518	13	6
Mean	3.48	4.41	3.71	3.00	2.18	1.75	1.54	2.33
Standard deviation	1.96	1.94	1.76	1.66	1.61	1.23	1.20	2.34
<b>Chapters in edited volumes</b>								
None	53.1%	35.1%	48.2%	66.3%	74.9%	81.6%	92.3%	66.7%
1-2	23.9%	24.0%	29.5%	24.5%	17.6%	13.1%	0.0%	16.7%
3-4	10.9%	15.8%	13.7%	5.8%	4.2%	4.1%	0.0%	0.0%
5-10	8.3%	16.5%	6.9%	2.7%	1.8%	0.8%	0.0%	16.7%
11-20	2.5%	5.5%	1.4%	0.4%	0.9%	0.4%	7.7%	0.0%
21-50	1.0%	2.5%	0.2%	0.2%	0.4%	0.0%	0.0%	0.0%
51+	0.3%	0.7%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%
Total(n)	6,001	2,079	1,496	1,345	550	512	13	6
Mean	1.87	2.44	1.85	1.47	1.38	1.25	1.31	1.67
Standard deviation	1.19	1.43	1.03	0.80	0.82	0.60	1.11	1.21
<b>Books, manuals, monographs, or research reports</b>								
None	59.8%	42.8%	61.5%	72.8%	70.1%	78.5%	76.9%	33.3%
1-2	23.1%	26.7%	26.8%	18.3%	20.1%	13.7%	23.1%	50.0%
3-4	8.0%	13.4%	5.5%	4.9%	6.2%	3.9%	0.0%	0.0%
5-10	5.9%	11.2%	4.2%	2.5%	2.0%	2.0%	0.0%	16.7%
11-20	1.8%	3.5%	1.3%	0.7%	0.7%	0.6%	0.0%	0.0%
21-50	0.9%	1.7%	0.4%	0.4%	0.4%	0.6%	0.0%	0.0%
51+	0.5%	0.7%	0.4%	0.3%	0.4%	0.8%	0.0%	0.0%
Total(n)	5,963	2,058	1,490	1,338	546	512	13	6
Mean	1.71	2.14	1.60	1.43	1.46	1.37	1.23	2.00
Standard deviation	1.12	1.33	0.98	0.87	0.88	0.92	0.44	1.10
<b>Other, such as patents or computer software products</b>								
None	83.3%	81.1%	81.8%	84.2%	86.4%	90.3%	100.0%	83.3%
1-2	8.4%	9.1%	9.2%	9.5%	5.9%	3.5%	0.0%	16.7%
3-4	3.4%	4.0%	3.9%	2.8%	2.9%	1.6%	0.0%	0.0%
5-10	2.2%	2.7%	2.6%	1.7%	1.5%	1.8%	0.0%	0.0%
11-20	1.0%	1.1%	1.0%	0.8%	1.5%	1.0%	0.0%	0.0%
21-50	0.8%	1.0%	0.7%	0.8%	0.6%	0.8%	0.0%	0.0%
51+	0.8%	1.0%	0.8%	0.2%	1.3%	1.2%	0.0%	0.0%
Total(n)	5,891	2,021	1,464	1,331	543	513	13	6
Mean	1.35	1.41	1.37	1.28	1.33	1.27	1.00	1.17
Standard deviation	0.98	1.06	0.98	0.82	1.02	0.98	0.00	0.41
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>								
None	82.6%	83.7%	85.1%	80.9%	78.5%	78.9%	83.3%	100.0%
1-2	5.0%	4.6%	3.5%	5.8%	6.1%	7.4%	16.7%	0.0%
3-4	3.7%	3.1%	3.2%	4.4%	3.8%	5.3%	0.0%	0.0%
5-10	3.5%	3.5%	3.7%	3.3%	4.0%	3.5%	0.0%	0.0%
11-20	2.2%	2.0%	2.5%	2.2%	2.5%	1.2%	0.0%	0.0%
21+	3.1%	3.1%	2.1%	3.4%	5.1%	3.7%	0.0%	0.0%
Total(n)	6,030	2,085	1,506	1,354	554	513	12	6
Mean	1.47	1.45	1.41	1.50	1.61	1.52	1.17	1.00
Standard deviation	1.19	1.18	1.11	1.22	1.37	1.20	0.39	0.00
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Solo/Individual</b>								
None	28.9%	29.2%	41.1%	22.7%	27.0%	21.1%	0.0%	0.0%
1-2	33.0%	28.4%	26.0%	38.4%	32.0%	46.3%	100.0%	0.0%
3-4	17.1%	18.5%	16.7%	17.9%	14.0%	15.8%	0.0%	0.0%
5-10	10.9%	13.7%	7.8%	10.9%	12.0%	8.4%	0.0%	0.0%
11-20	5.5%	5.9%	4.2%	7.4%	5.0%	3.2%	0.0%	0.0%
21+	4.6%	4.4%	4.2%	2.6%	10.0%	5.3%	0.0%	0.0%
Total(n)	889	271	192	229	100	95	2	0
Mean	2.45	2.52	2.20	2.50	2.66	2.42	2.00	.
Standard deviation	1.39	1.41	1.38	1.30	1.59	1.29	0.00	.
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Collaborative</b>								
None	13.0%	9.0%	10.7%	15.1%	16.7%	21.0%	50.0%	0.0%
1-2	29.2%	29.9%	22.4%	31.8%	29.8%	33.0%	50.0%	0.0%
3-4	19.5%	19.8%	25.9%	17.6%	14.0%	17.0%	0.0%	0.0%
5-10	14.5%	15.1%	17.6%	12.2%	15.8%	11.0%	0.0%	0.0%
11-20	11.5%	12.0%	13.7%	11.4%	9.6%	8.0%	0.0%	0.0%
21+	12.2%	14.2%	9.8%	11.8%	14.0%	10.0%	0.0%	0.0%
Total(n)	990	324	205	245	114	100	2	0
Mean	3.19	3.34	3.30	3.09	3.14	2.82	1.50	.
Standard deviation	1.58	1.57	1.47	1.60	1.67	1.58	0.71	.
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>								
None	32.9%	20.8%	26.7%	28.1%	64.6%	76.4%	84.6%	83.3%
1	13.1%	13.3%	14.3%	14.1%	12.9%	7.3%	7.7%	0.0%
2	12.3%	14.2%	13.6%	12.7%	7.1%	5.9%	0.0%	16.7%
3	10.4%	12.2%	11.0%	10.8%	6.0%	4.9%	7.7%	0.0%
4	6.6%	7.3%	7.5%	8.3%	2.2%	1.6%	0.0%	0.0%
5	5.5%	6.2%	6.3%	7.1%	1.5%	1.4%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
6	3.8%	4.4%	4.7%	3.8%	1.5%	0.8%	0.0%	0.0%
7-10	7.5%	9.6%	8.3%	8.3%	2.0%	0.4%	0.0%	0.0%
More than 10	7.9%	11.8%	7.6%	7.0%	2.4%	1.4%	0.0%	0.0%
Total(n)	6,001	2,074	1,504	1,344	551	509	13	6
Mean	3.61	4.27	3.83	3.77	2.03	1.65	1.31	1.33
Standard deviation	2.69	2.77	2.66	2.63	1.90	1.51	0.85	0.82
<b>How many of these professional writings in the past three years were solo-authored?</b>								
None	43.6%	41.9%	47.0%	48.2%	30.3%	21.9%	0.0%	0.0%
1	21.2%	18.7%	19.9%	23.1%	32.4%	34.2%	0.0%	0.0%
2	12.2%	13.6%	11.0%	10.6%	11.9%	18.4%	0.0%	100.0%
3	8.3%	8.7%	7.2%	7.6%	11.9%	11.4%	0.0%	0.0%
4	4.7%	5.2%	5.6%	3.1%	4.3%	3.5%	0.0%	0.0%
5	2.6%	2.7%	2.9%	2.4%	1.1%	2.6%	0.0%	0.0%
6	1.6%	1.7%	2.0%	1.1%	1.6%	1.8%	0.0%	0.0%
7-10	3.3%	4.2%	2.9%	2.2%	2.7%	3.5%	0.0%	0.0%
More than 10	2.4%	3.2%	1.5%	1.7%	3.8%	2.6%	0.0%	0.0%
Total(n)	3,707	1,509	1,000	898	185	114	0	1
Mean	2.54	2.72	2.45	2.27	2.74	2.89	.	3.00
Standard deviation	2.05	2.19	1.98	1.84	2.04	1.96	.	.
<b>How many of these professional writings in the past three years were co-authored?</b>								
None	19.8%	19.0%	17.9%	17.3%	36.9%	42.9%	0.0%	100.0%
1	19.6%	17.9%	21.2%	19.2%	28.0%	17.1%	50.0%	0.0%
2	15.5%	15.9%	15.0%	15.5%	12.5%	21.0%	0.0%	0.0%
3	10.6%	10.0%	11.6%	11.9%	5.4%	6.7%	50.0%	0.0%
4	6.8%	5.8%	6.7%	8.5%	6.5%	6.7%	0.0%	0.0%
5	5.8%	5.6%	6.3%	6.6%	2.4%	2.9%	0.0%	0.0%
6	3.9%	4.1%	4.2%	4.0%	1.8%	1.0%	0.0%	0.0%
7-10	8.6%	9.4%	8.2%	9.8%	3.6%	0.0%	0.0%	0.0%
More than 10	9.4%	12.2%	8.9%	7.3%	3.0%	1.9%	0.0%	0.0%
Total(n)	3,667	1,474	1,019	898	168	105	2	1
Mean	3.97	4.19	3.99	4.04	2.67	2.41	3.00	1.00
Standard deviation	2.66	2.78	2.62	2.57	2.11	1.73	1.41	.
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>								
<b>Scheduled teaching (give actual, not credit hours)</b>								
None	7.0%	9.5%	6.7%	4.6%	6.3%	4.9%	0.0%	16.7%
1-4	17.9%	18.5%	15.4%	13.6%	22.6%	29.6%	0.0%	0.0%
5-8	29.4%	30.1%	31.6%	29.0%	28.3%	22.7%	0.0%	33.3%
9-12	28.4%	28.2%	30.1%	32.6%	23.2%	18.8%	0.0%	33.3%
13-16	9.5%	8.5%	9.2%	10.4%	9.9%	11.6%	0.0%	16.7%
17-20	3.7%	3.0%	3.4%	5.2%	3.2%	4.3%	0.0%	0.0%
21+	4.0%	2.3%	3.6%	4.6%	6.5%	8.2%	0.0%	0.0%
Total(n)	5,797	2,014	1,457	1,304	526	490	0	6
Mean	3.43	3.26	3.44	3.65	3.43	3.48	.	3.33
Standard deviation	1.38	1.32	1.33	1.36	1.50	1.62	.	1.37
<b>Preparing for teaching (including reading student papers and grading)</b>								
None	5.9%	8.7%	5.8%	3.1%	4.7%	3.1%	0.0%	16.7%
1-4	16.4%	15.8%	16.1%	12.4%	19.4%	27.1%	0.0%	0.0%
5-8	26.1%	25.7%	25.6%	25.7%	28.7%	27.1%	0.0%	33.3%
9-12	21.3%	20.8%	23.5%	22.8%	18.5%	16.1%	0.0%	16.7%
13-16	12.7%	13.3%	12.8%	13.6%	11.7%	9.2%	0.0%	0.0%
17-20	8.3%	8.3%	7.7%	10.3%	6.8%	7.1%	0.0%	16.7%
21+	9.3%	7.5%	8.5%	12.0%	10.2%	10.4%	0.0%	16.7%
Total(n)	5,802	2,012	1,458	1,305	530	491	0	6
Mean	3.81	3.69	3.78	4.10	3.74	3.64	.	4.00
Standard deviation	1.64	1.65	1.61	1.63	1.65	1.68	.	2.19
<b>Advising or counseling students</b>								
None	12.3%	7.7%	7.8%	10.1%	30.6%	31.1%	0.0%	0.0%
1-4	60.0%	62.9%	61.3%	59.0%	55.0%	52.4%	0.0%	66.7%
5-8	19.5%	20.4%	22.3%	22.5%	9.3%	10.6%	0.0%	16.7%
9-12	5.4%	5.9%	6.0%	5.2%	3.6%	4.1%	0.0%	0.0%
13-16	1.5%	1.5%	1.6%	1.8%	0.6%	1.0%	0.0%	0.0%
17-20	0.6%	0.5%	0.8%	0.5%	0.6%	0.2%	0.0%	0.0%
21+	0.7%	1.0%	0.3%	1.0%	0.4%	0.6%	0.0%	16.7%
Total(n)	5,779	2,006	1,455	1,296	527	489	0	6
Mean	2.28	2.36	2.36	2.35	1.92	1.95	.	3.00
Standard deviation	0.93	0.93	0.86	0.95	0.88	0.93	.	2.00
<b>Committee work and meetings</b>								
None	15.1%	5.3%	5.4%	12.4%	52.1%	51.6%	0.0%	16.7%
1-4	50.7%	48.3%	53.1%	62.5%	38.0%	35.6%	0.0%	83.3%
5-8	20.8%	26.5%	25.2%	17.5%	6.5%	9.1%	0.0%	0.0%
9-12	7.3%	9.5%	10.1%	4.8%	2.5%	2.3%	0.0%	0.0%
13-16	2.7%	3.9%	3.3%	1.5%	1.0%	0.8%	0.0%	0.0%
17-20	1.9%	3.6%	1.6%	0.8%	0.0%	0.6%	0.0%	0.0%
21+	1.5%	3.0%	1.3%	0.5%	0.0%	0.0%	0.0%	0.0%
Total(n)	5,756	1,995	1,451	1,294	524	486	0	6
Mean	2.43	2.81	2.63	2.25	1.62	1.67	.	1.83
Standard deviation	1.17	1.31	1.09	0.90	0.79	0.87	.	0.41

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Research and scholarly writing</b>								
None	27.1%	16.8%	21.2%	21.5%	57.9%	67.4%	0.0%	66.7%
1-4	33.8%	36.4%	37.4%	33.9%	27.0%	19.9%	0.0%	16.7%
5-8	16.3%	18.3%	18.4%	18.1%	7.5%	6.8%	0.0%	16.7%
9-12	10.0%	11.5%	10.6%	11.8%	4.6%	2.5%	0.0%	0.0%
13-16	4.9%	6.0%	4.7%	6.1%	1.3%	2.1%	0.0%	0.0%
17-20	3.3%	4.4%	3.7%	3.2%	0.6%	0.4%	0.0%	0.0%
21+	4.6%	6.5%	4.1%	5.3%	1.1%	1.0%	0.0%	0.0%
Total(n)	5,748	1,985	1,453	1,295	522	487	0	6
Mean	2.60	2.93	2.68	2.78	1.71	1.57	.	1.50
Standard deviation	1.61	1.68	1.55	1.63	1.12	1.08	.	0.84
<b>Other creative products/performances</b>								
None	70.3%	72.3%	72.9%	66.0%	67.6%	68.6%	0.0%	50.0%
1-4	18.0%	15.9%	16.6%	21.5%	20.3%	19.1%	0.0%	33.3%
5-8	6.6%	6.9%	5.2%	8.0%	5.8%	6.2%	0.0%	16.7%
9-12	2.5%	2.6%	2.7%	2.0%	2.5%	3.7%	0.0%	0.0%
13-16	1.2%	1.1%	1.4%	1.1%	1.2%	1.2%	0.0%	0.0%
17-20	0.4%	0.4%	0.2%	0.4%	0.8%	0.2%	0.0%	0.0%
21+	1.0%	0.9%	1.0%	1.0%	1.9%	0.8%	0.0%	0.0%
Total(n)	5,687	1,968	1,429	1,282	521	481	0	6
Mean	1.52	1.49	1.48	1.56	1.59	1.54	.	1.67
Standard deviation	1.03	1.00	1.01	1.02	1.17	1.02	.	0.82
<b>Community or public service</b>								
None	43.8%	39.4%	42.5%	44.1%	54.2%	54.1%	0.0%	66.7%
1-4	41.4%	43.7%	43.4%	42.1%	34.4%	31.6%	0.0%	33.3%
5-8	9.5%	11.4%	8.9%	8.3%	7.7%	8.3%	0.0%	0.0%
9-12	3.4%	3.3%	3.3%	4.0%	2.3%	3.3%	0.0%	0.0%
13-16	1.0%	1.2%	1.2%	0.6%	0.4%	1.2%	0.0%	0.0%
17-20	0.4%	0.4%	0.3%	0.5%	0.4%	0.8%	0.0%	0.0%
21+	0.5%	0.7%	0.4%	0.3%	0.6%	0.6%	0.0%	0.0%
Total(n)	5,720	1,983	1,443	1,287	520	481	0	6
Mean	1.80	1.87	1.80	1.78	1.64	1.71	.	1.33
Standard deviation	0.95	0.98	0.93	0.92	0.91	1.04	.	0.52
<b>Outside consulting/freelance work</b>								
None	71.8%	73.1%	75.9%	71.5%	63.5%	64.0%	0.0%	83.3%
1-4	17.4%	18.1%	15.3%	17.6%	17.7%	20.5%	0.0%	16.7%
5-8	6.0%	5.6%	5.8%	6.3%	6.3%	7.7%	0.0%	0.0%
9-12	2.4%	1.9%	1.7%	2.7%	5.2%	2.7%	0.0%	0.0%
13-16	0.7%	0.4%	0.5%	0.7%	1.5%	1.7%	0.0%	0.0%
17-20	0.6%	0.3%	0.3%	0.5%	2.7%	0.8%	0.0%	0.0%
21+	1.0%	0.7%	0.5%	0.7%	3.1%	2.7%	0.0%	0.0%
Total(n)	5,728	1,994	1,436	1,285	524	483	0	6
Mean	1.49	1.42	1.39	1.48	1.84	1.71	.	1.17
Standard deviation	1.01	0.88	0.85	0.96	1.49	1.30	.	0.41
<b>Household/childcare duties</b>								
None	16.6%	16.3%	11.1%	14.8%	28.2%	27.2%	0.0%	16.7%
1-4	14.5%	15.6%	11.6%	14.3%	17.1%	16.3%	0.0%	50.0%
5-8	21.3%	24.1%	21.9%	19.2%	18.7%	16.5%	0.0%	16.7%
9-12	16.1%	18.2%	16.1%	15.1%	11.3%	15.3%	0.0%	0.0%
13-16	9.1%	9.5%	11.7%	8.9%	4.9%	4.8%	0.0%	0.0%
17-20	7.3%	7.0%	8.4%	8.4%	4.1%	5.9%	0.0%	0.0%
21+	15.1%	9.4%	19.2%	19.4%	15.8%	14.0%	0.0%	16.7%
Total(n)	5,671	1,963	1,430	1,280	514	478	0	6
Mean	3.69	3.47	4.08	3.92	3.23	3.28	.	2.83
Standard deviation	1.98	1.81	1.96	2.06	2.11	2.07	.	2.14
<b>Serving as a caregiver for another adult</b>								
None	84.9%	83.2%	85.0%	88.5%	84.4%	83.4%	0.0%	66.7%
1-4	8.8%	10.2%	9.1%	7.1%	7.5%	7.9%	0.0%	33.3%
5-8	3.0%	3.5%	2.8%	2.0%	3.7%	3.5%	0.0%	0.0%
9-12	1.4%	1.7%	1.3%	0.9%	1.2%	2.1%	0.0%	0.0%
13-16	0.5%	0.5%	0.4%	0.1%	0.8%	1.2%	0.0%	0.0%
17-20	0.4%	0.2%	0.6%	0.4%	0.8%	0.4%	0.0%	0.0%
21+	1.0%	0.9%	0.7%	1.1%	1.7%	1.4%	0.0%	0.0%
Total(n)	5,691	1,978	1,429	1,277	518	483	0	6
Mean	1.29	1.30	1.28	1.22	1.36	1.37	.	1.33
Standard deviation	0.89	0.85	0.85	0.83	1.07	1.05	.	0.52
<b>Other employment outside of academia</b>								
None	81.2%	89.4%	88.4%	83.0%	55.2%	48.6%	0.0%	66.7%
1-4	6.2%	5.0%	5.5%	6.6%	8.1%	10.3%	0.0%	16.7%
5-8	3.3%	2.3%	2.6%	3.1%	6.9%	6.7%	0.0%	0.0%
9-12	1.8%	1.2%	1.4%	2.2%	3.1%	3.4%	0.0%	0.0%
13-16	0.8%	0.4%	0.2%	0.9%	2.2%	2.9%	0.0%	0.0%
17-20	0.9%	0.4%	0.4%	0.6%	2.2%	3.6%	0.0%	0.0%
21+	5.8%	1.3%	1.6%	3.6%	22.4%	24.4%	0.0%	16.7%
Total(n)	5,647	1,966	1,425	1,266	509	475	0	6
Mean	1.61	1.25	1.27	1.48	2.85	3.10	.	2.17
Standard deviation	1.56	0.91	0.96	1.33	2.48	2.54	.	2.40
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>								
None	2.8%	2.4%	3.3%	3.5%	2.3%	2.1%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-4	20.9%	18.1%	20.9%	25.4%	21.5%	19.2%	0.0%	33.3%
5-8	34.5%	34.9%	34.7%	34.6%	33.3%	32.6%	0.0%	50.0%
9-12	21.7%	23.8%	21.2%	19.8%	19.5%	21.9%	0.0%	0.0%
13-16	9.2%	10.0%	9.3%	7.9%	10.3%	7.7%	0.0%	0.0%
17-20	4.9%	5.6%	5.1%	3.4%	5.2%	5.8%	0.0%	0.0%
21+	6.0%	5.2%	5.5%	5.4%	7.9%	10.6%	0.0%	16.7%
Total(n)	5,708	1,977	1,438	1,286	522	479	0	6
Mean	3.52	3.58	3.50	3.35	3.61	3.74	.	3.33
Standard deviation	1.43	1.38	1.42	1.40	1.51	1.58	.	1.86
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>								
<b>Ask questions in class</b>								
Frequently	87.5%	86.4%	88.6%	89.0%	87.6%	84.3%	90.9%	100.0%
Occasionally	5.9%	6.8%	5.8%	5.0%	4.8%	6.0%	0.0%	0.0%
Not at All	6.6%	6.8%	5.6%	6.0%	7.6%	9.7%	9.1%	0.0%
Total(n)	5,564	1,935	1,402	1,245	501	466	11	4
Mean	2.81	2.80	2.83	2.83	2.80	2.75	2.82	3.00
Standard deviation	0.54	0.55	0.50	0.51	0.56	0.62	0.60	0.00
<b>Support their opinions with a logical argument</b>								
Frequently	72.7%	69.9%	71.9%	77.1%	75.9%	71.5%	63.6%	100.0%
Occasionally	19.2%	21.4%	21.0%	15.9%	15.1%	17.6%	27.3%	0.0%
Not at All	8.1%	8.7%	7.1%	7.0%	9.0%	10.9%	9.1%	0.0%
Total(n)	5,566	1,943	1,402	1,237	502	466	11	5
Mean	2.65	2.61	2.65	2.70	2.67	2.61	2.55	3.00
Standard deviation	0.63	0.64	0.61	0.59	0.63	0.68	0.69	0.00
<b>Seek solutions to problems and explain them to others</b>								
Frequently	70.0%	66.0%	69.9%	74.2%	74.5%	70.4%	81.8%	100.0%
Occasionally	21.8%	25.4%	23.3%	18.1%	16.6%	18.0%	18.2%	0.0%
Not at All	8.2%	8.6%	6.7%	7.7%	8.8%	11.6%	0.0%	0.0%
Total(n)	5,577	1,948	1,409	1,238	499	467	11	5
Mean	2.62	2.57	2.63	2.67	2.66	2.59	2.82	3.00
Standard deviation	0.63	0.65	0.61	0.61	0.63	0.69	0.40	0.00
<b>Analyze multiple sources of information before coming to a conclusion</b>								
Frequently	61.7%	59.7%	61.1%	64.1%	67.5%	59.4%	27.3%	100.0%
Occasionally	27.7%	29.5%	29.1%	25.7%	22.2%	26.8%	72.7%	0.0%
Not at All	10.6%	10.8%	9.7%	10.2%	10.2%	13.7%	0.0%	0.0%
Total(n)	5,578	1,947	1,407	1,243	499	466	11	5
Mean	2.51	2.49	2.51	2.54	2.57	2.46	2.27	3.00
Standard deviation	0.68	0.68	0.67	0.67	0.67	0.72	0.47	0.00
<b>Evaluate the quality or reliability of information they receive</b>								
Frequently	62.0%	59.0%	60.7%	65.6%	69.3%	60.6%	54.5%	80.0%
Occasionally	27.8%	30.1%	30.1%	24.5%	21.5%	26.0%	45.5%	20.0%
Not at All	10.3%	10.9%	9.2%	9.9%	9.2%	13.3%	0.0%	0.0%
Total(n)	5,578	1,949	1,407	1,243	498	465	11	5
Mean	2.52	2.48	2.52	2.56	2.60	2.47	2.55	2.80
Standard deviation	0.67	0.68	0.66	0.67	0.65	0.72	0.52	0.45
<b>Take risks for potential gains</b>								
Frequently	34.6%	32.6%	33.7%	36.8%	39.5%	34.9%	27.3%	20.0%
Occasionally	41.7%	41.9%	45.1%	40.1%	38.3%	38.4%	45.5%	40.0%
Not at All	23.7%	25.5%	21.2%	23.1%	22.3%	26.7%	27.3%	40.0%
Total(n)	5,536	1,934	1,398	1,233	494	461	11	5
Mean	2.11	2.07	2.13	2.14	2.17	2.08	2.00	1.80
Standard deviation	0.76	0.76	0.73	0.76	0.77	0.78	0.77	0.84
<b>Seek alternative solutions to a problem</b>								
Frequently	58.5%	55.3%	57.2%	64.0%	65.0%	53.9%	63.6%	100.0%
Occasionally	32.6%	35.0%	35.3%	27.8%	25.5%	34.5%	36.4%	0.0%
Not at All	8.9%	9.7%	7.5%	8.2%	9.5%	11.6%	0.0%	0.0%
Total(n)	5,545	1,932	1,399	1,240	494	464	11	5
Mean	2.50	2.46	2.50	2.56	2.55	2.42	2.64	3.00
Standard deviation	0.65	0.66	0.63	0.64	0.66	0.69	0.50	0.00
<b>Look up scientific research articles and resources</b>								
Frequently	45.5%	43.7%	47.1%	49.1%	44.3%	40.1%	18.2%	40.0%
Occasionally	35.4%	36.3%	35.8%	34.5%	32.9%	34.9%	36.4%	60.0%
Not at All	19.2%	20.0%	17.1%	16.4%	22.8%	25.0%	45.5%	0.0%
Total(n)	5,561	1,941	1,401	1,240	499	464	11	5
Mean	2.26	2.24	2.30	2.33	2.21	2.15	1.73	2.40
Standard deviation	0.76	0.76	0.74	0.74	0.79	0.79	0.79	0.55
<b>Explore topics on their own, even though it was not required for a class</b>								
Frequently	47.4%	44.1%	46.2%	51.9%	52.0%	47.4%	54.5%	80.0%
Occasionally	41.8%	44.4%	44.8%	38.6%	36.3%	37.3%	27.3%	20.0%
Not at All	10.8%	11.5%	9.0%	9.5%	11.6%	15.2%	18.2%	0.0%
Total(n)	5,570	1,943	1,405	1,242	498	466	11	5
Mean	2.37	2.33	2.37	2.42	2.40	2.32	2.36	2.80
Standard deviation	0.67	0.67	0.64	0.66	0.69	0.72	0.81	0.45
<b>Accept mistakes as part of the learning process</b>								
Frequently	69.3%	64.0%	68.6%	75.6%	74.3%	70.9%	81.8%	80.0%
Occasionally	23.1%	27.8%	25.0%	17.8%	17.2%	18.5%	18.2%	20.0%
Not at All	7.6%	8.2%	6.4%	6.6%	8.6%	10.6%	0.0%	0.0%
Total(n)	5,572	1,947	1,403	1,241	501	464	11	5

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.62	2.56	2.62	2.69	2.66	2.60	2.82	2.80
Standard deviation	0.62	0.64	0.60	0.59	0.63	0.67	0.40	0.45
<b>Recognize biases that affect their thinking</b>								
Frequently	46.3%	41.4%	46.1%	50.8%	54.9%	46.1%	36.4%	80.0%
Occasionally	39.1%	42.9%	40.0%	36.5%	31.3%	35.6%	63.6%	20.0%
Not at All	14.6%	15.6%	13.9%	12.7%	13.8%	18.3%	0.0%	0.0%
Total(n)	5,560	1,945	1,400	1,238	499	464	11	5
Mean	2.32	2.26	2.32	2.38	2.41	2.28	2.36	2.80
Standard deviation	0.71	0.71	0.71	0.70	0.72	0.75	0.50	0.45
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>								
<b>Write in the specific style or format of your discipline</b>								
Frequently	58.1%	57.3%	58.2%	59.4%	60.4%	55.9%	54.5%	60.0%
Occasionally	28.9%	30.0%	29.0%	29.6%	25.6%	25.4%	27.3%	40.0%
Not at All	13.0%	12.7%	12.8%	11.0%	14.0%	18.8%	18.2%	0.0%
Total(n)	5,596	1,954	1,407	1,243	507	469	11	5
Mean	2.45	2.45	2.45	2.48	2.46	2.37	2.36	2.60
Standard deviation	0.71	0.71	0.71	0.69	0.73	0.78	0.81	0.55
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>								
Frequently	45.4%	42.5%	44.0%	48.7%	55.0%	42.9%	36.4%	60.0%
Occasionally	36.4%	37.7%	36.7%	35.3%	30.6%	39.2%	36.4%	40.0%
Not at All	18.2%	19.8%	19.3%	16.0%	14.4%	17.9%	27.3%	0.0%
Total(n)	5,580	1,950	1,405	1,238	507	464	11	5
Mean	2.27	2.23	2.25	2.33	2.41	2.25	2.09	2.60
Standard deviation	0.75	0.76	0.76	0.74	0.73	0.74	0.83	0.55
<b>Discuss the ethical or moral implications of a course of action</b>								
Frequently	43.3%	42.5%	41.3%	43.3%	54.1%	41.5%	18.2%	80.0%
Occasionally	39.0%	39.9%	40.8%	38.5%	33.5%	37.4%	36.4%	0.0%
Not at All	17.7%	17.6%	17.9%	18.2%	12.4%	21.1%	45.5%	20.0%
Total(n)	5,572	1,947	1,406	1,239	499	465	11	5
Mean	2.26	2.25	2.23	2.25	2.42	2.20	1.73	2.60
Standard deviation	0.74	0.73	0.73	0.74	0.70	0.77	0.79	0.89
<b>Apply mathematical concepts and computational thinking</b>								
Frequently	39.6%	39.6%	42.2%	43.8%	28.8%	33.0%	36.4%	20.0%
Occasionally	26.4%	26.1%	24.7%	26.3%	28.8%	30.2%	36.4%	60.0%
Not at All	33.9%	34.2%	33.1%	30.0%	42.5%	36.8%	27.3%	20.0%
Total(n)	5,593	1,955	1,410	1,241	504	467	11	5
Mean	2.06	2.05	2.09	2.14	1.86	1.96	2.09	2.00
Standard deviation	0.86	0.86	0.86	0.85	0.83	0.84	0.83	0.71
<b>In how many of the courses that you teach do you use each of the following?</b>								
<b>Class discussions</b>								
All	70.9%	69.7%	69.7%	70.5%	77.9%	72.7%	60.0%	50.0%
Most	14.3%	15.2%	13.9%	13.9%	13.9%	13.5%	10.0%	25.0%
Some	12.0%	12.5%	13.3%	13.1%	7.0%	8.6%	20.0%	0.0%
None	2.8%	2.6%	3.1%	2.5%	1.2%	5.2%	10.0%	25.0%
Total(n)	5,549	1,940	1,400	1,227	503	465	10	4
Mean	3.53	3.52	3.50	3.52	3.69	3.54	3.20	3.00
Standard deviation	0.81	0.81	0.84	0.81	0.65	0.86	1.14	1.41
<b>Cooperative learning (small groups)</b>								
All	46.8%	42.4%	47.3%	52.2%	46.4%	48.8%	100.0%	0.0%
Most	20.5%	21.2%	22.0%	20.3%	17.2%	17.9%	0.0%	25.0%
Some	23.5%	26.4%	23.3%	21.2%	23.0%	19.4%	0.0%	25.0%
None	9.2%	10.0%	7.4%	6.3%	13.4%	13.8%	0.0%	50.0%
Total(n)	5,528	1,934	1,395	1,222	500	463	10	4
Mean	3.05	2.96	3.09	3.18	2.97	3.02	4.00	1.75
Standard deviation	1.03	1.04	1.00	0.98	1.11	1.11	0.00	0.96
<b>Experiential learning/Field studies</b>								
All	16.0%	13.7%	13.7%	19.2%	18.8%	21.4%	40.0%	0.0%
Most	13.8%	14.1%	15.3%	14.8%	8.1%	11.8%	20.0%	0.0%
Some	30.2%	31.6%	32.9%	30.5%	24.6%	21.6%	20.0%	0.0%
None	40.0%	40.7%	38.2%	35.5%	48.5%	45.3%	20.0%	100.0%
Total(n)	5,474	1,911	1,384	1,212	495	459	10	3
Mean	2.06	2.01	2.04	2.18	1.97	2.09	2.80	1.00
Standard deviation	1.08	1.05	1.04	1.11	1.15	1.19	1.23	0.00
<b>Performances/Demonstrations</b>								
All	19.8%	16.6%	16.1%	24.0%	25.7%	27.0%	50.0%	0.0%
Most	15.0%	13.6%	15.1%	15.4%	16.8%	17.7%	20.0%	0.0%
Some	28.0%	28.5%	29.2%	30.0%	23.4%	22.5%	20.0%	25.0%
None	37.1%	41.3%	39.7%	30.6%	34.1%	32.8%	10.0%	75.0%
Total(n)	5,504	1,922	1,394	1,216	495	463	10	4
Mean	2.18	2.05	2.08	2.33	2.34	2.39	3.10	1.25
Standard deviation	1.13	1.10	1.09	1.15	1.19	1.20	1.10	0.50
<b>Group projects</b>								
All	24.9%	22.9%	24.0%	27.8%	27.2%	25.3%	30.0%	0.0%
Most	20.3%	20.0%	21.0%	22.5%	17.5%	16.7%	20.0%	0.0%
Some	33.8%	36.1%	36.6%	31.1%	28.5%	29.7%	10.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
None	21.0%	20.9%	18.4%	18.6%	26.8%	28.4%	40.0%	100.0%
Total(n)	5,510	1,931	1,395	1,216	492	462	10	4
Mean	2.49	2.45	2.51	2.60	2.45	2.39	2.40	1.00
Standard deviation	1.08	1.06	1.05	1.08	1.15	1.15	1.35	0.00
<b>Extensive lecturing</b>								
All	22.0%	20.7%	22.0%	21.3%	27.9%	23.6%	22.2%	25.0%
Most	27.5%	28.4%	27.8%	27.5%	26.3%	24.7%	11.1%	25.0%
Some	33.3%	34.3%	34.1%	34.6%	28.5%	28.2%	33.3%	25.0%
None	17.2%	16.7%	16.2%	16.6%	17.4%	23.4%	33.3%	25.0%
Total(n)	5,506	1,932	1,392	1,213	495	461	9	4
Mean	2.54	2.53	2.56	2.54	2.65	2.49	2.22	2.50
Standard deviation	1.02	1.00	1.01	1.00	1.07	1.09	1.20	1.29
<b>Multiple drafts of written work</b>								
All	13.4%	11.5%	11.2%	16.0%	17.8%	15.9%	20.0%	25.0%
Most	17.8%	17.3%	19.9%	19.2%	15.0%	13.7%	0.0%	25.0%
Some	41.2%	45.5%	42.7%	38.1%	36.6%	33.5%	20.0%	0.0%
None	27.5%	25.8%	26.2%	26.7%	30.6%	37.0%	60.0%	50.0%
Total(n)	5,474	1,913	1,387	1,206	494	460	10	4
Mean	2.17	2.14	2.16	2.25	2.20	2.08	1.80	2.25
Standard deviation	0.98	0.93	0.94	1.02	1.06	1.07	1.23	1.50
<b>Reflective writing/Journaling</b>								
All	13.6%	10.5%	12.0%	15.0%	21.5%	18.5%	10.0%	25.0%
Most	13.0%	11.9%	13.6%	14.5%	13.0%	12.0%	10.0%	0.0%
Some	29.0%	29.2%	30.3%	30.6%	24.3%	26.1%	10.0%	0.0%
None	44.4%	48.3%	44.0%	39.8%	41.3%	43.4%	70.0%	75.0%
Total(n)	5,498	1,925	1,395	1,211	494	459	10	4
Mean	1.96	1.85	1.94	2.05	2.15	2.06	1.60	1.75
Standard deviation	1.06	1.00	1.03	1.07	1.18	1.14	1.07	1.50
<b>Community service as part of coursework</b>								
All	2.0%	1.3%	1.2%	3.4%	2.4%	3.1%	0.0%	0.0%
Most	3.8%	3.6%	4.3%	3.6%	3.7%	4.2%	10.0%	0.0%
Some	18.2%	20.3%	17.4%	18.2%	16.6%	13.8%	10.0%	0.0%
None	76.0%	74.7%	77.1%	74.8%	77.3%	79.0%	80.0%	100.0%
Total(n)	5,507	1,930	1,398	1,216	493	457	10	3
Mean	1.32	1.32	1.30	1.36	1.31	1.31	1.30	1.00
Standard deviation	0.64	0.61	0.61	0.71	0.66	0.69	0.67	0.00
<b>Electronic quizzes with immediate feedback in class</b>								
All	12.0%	8.5%	10.5%	14.7%	15.7%	19.7%	20.0%	0.0%
Most	14.2%	12.4%	14.0%	17.3%	14.3%	13.8%	10.0%	0.0%
Some	22.6%	21.4%	24.2%	24.1%	21.2%	21.0%	30.0%	0.0%
None	51.2%	57.8%	51.3%	43.9%	48.8%	45.6%	40.0%	100.0%
Total(n)	5,525	1,934	1,397	1,221	496	463	10	4
Mean	1.87	1.72	1.84	2.03	1.97	2.08	2.10	1.00
Standard deviation	1.06	0.98	1.02	1.10	1.12	1.17	1.20	0.00
<b>Real-life problems</b>								
All	37.9%	34.4%	36.9%	40.2%	44.3%	42.8%	20.0%	25.0%
Most	29.5%	29.8%	30.1%	30.5%	26.4%	27.2%	20.0%	0.0%
Some	24.2%	25.8%	25.9%	22.7%	20.1%	19.9%	40.0%	50.0%
None	8.4%	9.9%	7.1%	6.5%	9.3%	10.2%	20.0%	25.0%
Total(n)	5,517	1,931	1,394	1,218	497	463	10	4
Mean	2.97	2.89	2.97	3.05	3.06	3.03	2.40	2.25
Standard deviation	0.98	0.99	0.96	0.94	1.01	1.02	1.07	1.26
<b>Student inquiry to drive learning</b>								
All	30.9%	25.3%	28.5%	34.8%	40.5%	40.5%	50.0%	0.0%
Most	28.6%	28.2%	30.8%	28.1%	27.2%	26.4%	10.0%	25.0%
Some	30.8%	35.1%	31.9%	28.9%	22.6%	22.7%	40.0%	25.0%
None	9.8%	11.4%	8.8%	8.2%	9.7%	10.5%	0.0%	50.0%
Total(n)	5,501	1,924	1,394	1,214	496	459	10	4
Mean	2.81	2.67	2.79	2.90	2.99	2.97	3.10	1.75
Standard deviation	0.99	0.98	0.96	0.98	1.01	1.03	0.99	0.96
<b>Readings on racial and ethnic issues</b>								
All	14.6%	14.1%	14.6%	13.3%	19.4%	15.0%	11.1%	0.0%
Most	12.4%	12.9%	12.8%	12.4%	12.7%	9.1%	0.0%	25.0%
Some	25.9%	27.8%	24.8%	26.1%	23.5%	23.5%	11.1%	25.0%
None	47.1%	45.2%	47.8%	48.1%	44.5%	52.4%	77.8%	50.0%
Total(n)	5,463	1,918	1,383	1,207	490	452	9	4
Mean	1.95	1.96	1.94	1.91	2.07	1.87	1.44	1.75
Standard deviation	1.08	1.07	1.09	1.06	1.16	1.10	1.01	0.96
<b>Readings on women or gender issues</b>								
All	12.1%	11.8%	12.8%	10.2%	16.0%	11.7%	12.5%	0.0%
Most	11.3%	12.0%	11.1%	10.5%	11.9%	10.6%	0.0%	0.0%
Some	25.7%	26.9%	26.0%	26.8%	23.6%	19.6%	0.0%	50.0%
None	50.9%	49.3%	50.1%	52.5%	48.6%	58.1%	87.5%	50.0%
Total(n)	5,429	1,903	1,378	1,204	488	444	8	4
Mean	1.85	1.86	1.87	1.78	1.95	1.76	1.38	1.50
Standard deviation	1.04	1.03	1.05	1.00	1.12	1.05	1.06	0.58
<b>Supplemental instruction outside of class and office hours</b>								
All	16.2%	14.6%	14.7%	17.9%	19.3%	19.5%	44.4%	25.0%
Most	18.7%	18.7%	20.8%	18.4%	17.2%	15.7%	0.0%	0.0%

2022-2023 HERI Faculty Survey  
Men Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Some	39.4%	41.3%	39.2%	41.4%	32.2%	34.6%	11.1%	50.0%
None	25.7%	25.5%	25.3%	22.4%	31.2%	30.2%	44.4%	25.0%
Total(n)	5,428	1,903	1,376	1,198	487	451	9	4
Mean	2.25	2.22	2.25	2.32	2.25	2.25	2.44	2.25
Standard deviation	1.01	0.99	0.99	1.01	1.09	1.09	1.51	1.26
<b>Student presentations</b>								
All	24.4%	22.3%	21.2%	27.4%	29.4%	29.3%	22.2%	25.0%
Most	24.9%	26.1%	26.6%	24.3%	21.7%	20.0%	0.0%	25.0%
Some	36.3%	39.2%	39.3%	35.5%	28.4%	26.6%	11.1%	25.0%
None	14.5%	12.4%	13.0%	12.8%	20.5%	24.2%	66.7%	25.0%
Total(n)	5,464	1,915	1,385	1,207	493	451	9	4
Mean	2.59	2.58	2.56	2.66	2.60	2.54	1.78	2.50
Standard deviation	1.01	0.97	0.96	1.01	1.11	1.15	1.30	1.29
<b>Student evaluations of each others' work</b>								
All	13.2%	10.7%	11.9%	15.2%	17.5%	17.6%	22.2%	0.0%
Most	15.5%	13.6%	15.8%	18.2%	14.9%	16.0%	0.0%	0.0%
Some	37.7%	40.3%	39.9%	36.5%	32.0%	30.0%	33.3%	50.0%
None	33.6%	35.4%	32.4%	30.1%	35.6%	36.4%	44.4%	50.0%
Total(n)	5,442	1,908	1,377	1,203	491	450	9	4
Mean	2.08	2.00	2.07	2.19	2.14	2.15	2.00	1.50
Standard deviation	1.01	0.96	0.98	1.03	1.09	1.10	1.22	0.58
<b>Grading on a curve</b>								
All	8.5%	10.2%	8.0%	7.0%	9.3%	5.8%	11.1%	0.0%
Most	10.1%	11.5%	11.6%	8.1%	7.7%	7.1%	0.0%	0.0%
Some	20.7%	22.1%	17.1%	20.6%	22.8%	23.7%	22.2%	50.0%
None	60.7%	56.1%	63.2%	64.3%	60.2%	63.4%	66.7%	50.0%
Total(n)	5,454	1,913	1,382	1,206	492	448	9	4
Mean	1.66	1.76	1.65	1.58	1.66	1.55	1.56	1.50
Standard deviation	0.97	1.01	0.97	0.91	0.97	0.86	1.01	0.58
<b>Rubric-based assessment</b>								
All	39.1%	32.8%	35.6%	45.5%	48.9%	49.2%	22.2%	25.0%
Most	26.7%	26.9%	31.6%	25.8%	20.9%	20.6%	11.1%	0.0%
Some	22.9%	26.2%	24.1%	19.6%	20.5%	17.6%	22.2%	25.0%
None	11.2%	14.2%	8.7%	9.1%	9.8%	12.6%	44.4%	50.0%
Total(n)	5,325	1,857	1,358	1,181	479	437	9	4
Mean	2.94	2.78	2.94	3.08	3.09	3.06	2.11	2.00
Standard deviation	1.03	1.05	0.97	1.01	1.04	1.08	1.27	1.41
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>								
All	11.6%	10.0%	11.0%	12.4%	14.6%	14.9%	11.1%	0.0%
Most	13.9%	13.1%	15.9%	13.9%	12.2%	13.1%	0.0%	0.0%
Some	39.0%	40.2%	38.3%	40.0%	37.1%	35.4%	44.4%	0.0%
None	35.6%	36.7%	34.7%	33.8%	36.1%	36.7%	44.4%	100.0%
Total(n)	5,424	1,904	1,380	1,198	485	444	9	4
Mean	2.01	1.96	2.03	2.05	2.05	2.06	1.78	1.00
Standard deviation	0.98	0.95	0.97	0.98	1.03	1.04	0.97	0.00
<b>How frequently do you incorporate the following forms of technology into your courses?</b>								
<b>Videos or podcasts</b>								
Frequently	44.3%	39.5%	44.0%	47.4%	51.6%	49.7%	22.2%	25.0%
Occasionally	44.6%	47.7%	45.9%	42.4%	38.6%	39.8%	44.4%	25.0%
Not at All	11.1%	12.8%	10.1%	10.2%	9.8%	10.5%	33.3%	50.0%
Total(n)	5,482	1,922	1,390	1,210	492	455	9	4
Mean	2.33	2.27	2.34	2.37	2.42	2.39	1.89	1.75
Standard deviation	0.67	0.67	0.65	0.66	0.66	0.67	0.78	0.96
<b>Simulations/animations</b>								
Frequently	20.5%	17.8%	19.2%	25.2%	21.0%	23.6%	11.1%	0.0%
Occasionally	42.8%	42.4%	45.7%	43.8%	37.7%	39.1%	44.4%	25.0%
Not at All	36.7%	39.9%	35.1%	31.0%	41.3%	37.3%	44.4%	75.0%
Total(n)	5,454	1,912	1,380	1,205	491	453	9	4
Mean	1.84	1.78	1.84	1.94	1.80	1.86	1.67	1.25
Standard deviation	0.74	0.73	0.72	0.75	0.76	0.77	0.71	0.50
<b>Online homework or virtual labs</b>								
Frequently	35.7%	30.5%	34.5%	39.4%	43.5%	43.7%	22.2%	25.0%
Occasionally	34.0%	36.3%	34.2%	33.6%	29.5%	29.4%	33.3%	25.0%
Not at All	30.3%	33.1%	31.3%	27.0%	27.0%	26.9%	44.4%	50.0%
Total(n)	5,444	1,907	1,383	1,200	492	449	9	4
Mean	2.05	1.97	2.03	2.12	2.16	2.17	1.78	1.75
Standard deviation	0.81	0.80	0.81	0.81	0.82	0.82	0.83	0.96
<b>Online discussion boards</b>								
Frequently	25.4%	18.1%	23.1%	29.8%	34.8%	41.6%	11.1%	0.0%
Occasionally	33.5%	36.1%	35.0%	32.5%	28.3%	26.3%	33.3%	25.0%
Not at All	41.1%	45.8%	41.8%	37.7%	37.0%	32.1%	55.6%	75.0%
Total(n)	5,462	1,915	1,387	1,206	492	449	9	4
Mean	1.84	1.72	1.81	1.92	1.98	2.10	1.56	1.25
Standard deviation	0.80	0.75	0.78	0.82	0.85	0.85	0.73	0.50
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>								
Frequently	8.7%	6.9%	8.2%	11.6%	8.8%	10.2%	22.2%	0.0%
Occasionally	20.5%	18.5%	20.9%	26.3%	15.7%	18.0%	11.1%	25.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	70.8%	74.7%	70.9%	62.1%	75.6%	71.7%	66.7%	75.0%
Total(n)	5,458	1,918	1,385	1,202	491	449	9	4
Mean	1.38	1.32	1.37	1.50	1.33	1.39	1.56	1.25
Standard deviation	0.64	0.60	0.63	0.70	0.63	0.67	0.88	0.50
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>								
<b>Felt confident in your ability to provide effective instruction exclusively online</b>								
To a Very Large Extent	28.9%	23.9%	24.2%	30.9%	41.9%	44.7%	33.3%	75.0%
To a Large Extent	31.3%	32.8%	30.9%	31.4%	30.2%	27.3%	22.2%	0.0%
To Some Extent	28.1%	29.9%	33.3%	26.1%	19.3%	19.6%	22.2%	25.0%
To a Small Extent	8.2%	9.7%	8.4%	7.7%	6.4%	5.1%	11.1%	0.0%
Not at All	3.5%	3.7%	3.3%	3.9%	2.2%	3.3%	11.1%	0.0%
Total(n)	5,460	1,930	1,383	1,187	497	450	9	4
Mean	3.74	3.64	3.64	3.78	4.03	4.05	3.56	4.50
Standard deviation	1.07	1.06	1.04	1.09	1.03	1.07	1.42	1.00
<b>Were concerned about your job security</b>								
To a Very Large Extent	8.5%	4.4%	6.6%	12.7%	14.9%	13.2%	11.1%	25.0%
To a Large Extent	7.3%	4.1%	6.1%	12.6%	8.9%	8.5%	0.0%	0.0%
To Some Extent	17.6%	12.1%	19.6%	22.6%	19.7%	19.4%	22.2%	0.0%
To a Small Extent	18.4%	17.7%	19.7%	18.7%	17.1%	18.3%	22.2%	25.0%
Not at All	48.3%	61.6%	48.0%	33.4%	39.4%	40.6%	44.4%	50.0%
Total(n)	5,466	1,934	1,384	1,190	497	448	9	4
Mean	2.09	1.72	2.04	2.52	2.43	2.35	2.11	2.25
Standard deviation	1.31	1.11	1.23	1.39	1.45	1.42	1.36	1.89
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>								
To a Very Large Extent	22.9%	19.8%	29.4%	27.8%	15.4%	11.4%	12.5%	0.0%
To a Large Extent	17.1%	19.4%	17.4%	19.2%	9.6%	8.9%	12.5%	33.3%
To Some Extent	23.5%	26.5%	24.3%	24.7%	16.0%	13.0%	25.0%	0.0%
To a Small Extent	11.4%	14.3%	10.0%	10.1%	8.8%	9.4%	25.0%	0.0%
Not at All	25.1%	20.1%	18.9%	18.1%	50.2%	57.2%	25.0%	66.7%
Total(n)	5,424	1,924	1,379	1,185	488	437	8	3
Mean	3.01	3.05	3.29	3.29	2.31	2.08	2.63	2.00
Standard deviation	1.48	1.39	1.46	1.43	1.53	1.44	1.41	1.73
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>								
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>								
Strongly Agree	60.2%	59.5%	58.5%	59.3%	68.3%	62.6%	57.1%	33.3%
Agree	34.0%	34.8%	35.8%	34.1%	28.3%	31.0%	28.6%	66.7%
Disagree	3.8%	4.0%	3.5%	4.0%	2.6%	5.0%	14.3%	0.0%
Strongly Disagree	1.9%	1.8%	2.2%	2.5%	0.9%	1.4%	0.0%	0.0%
Total(n)	5,244	1,877	1,352	1,113	470	422	7	3
Mean	3.53	3.52	3.51	3.50	3.64	3.55	3.43	3.33
Standard deviation	0.66	0.66	0.67	0.69	0.58	0.66	0.79	0.58
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>								
Strongly Agree	51.3%	52.3%	48.4%	49.1%	56.5%	56.3%	50.0%	33.3%
Agree	32.3%	32.0%	36.0%	31.1%	28.0%	29.2%	33.3%	66.7%
Disagree	8.9%	8.7%	9.4%	9.4%	6.7%	9.7%	16.7%	0.0%
Strongly Disagree	7.4%	6.9%	6.2%	10.3%	8.7%	4.9%	0.0%	0.0%
Total(n)	5,142	1,873	1,340	1,083	446	391	6	3
Mean	3.27	3.30	3.27	3.19	3.32	3.37	3.33	3.33
Standard deviation	0.91	0.89	0.87	0.98	0.94	0.85	0.82	0.58
<b>I had access to effective tech support while teaching remotely</b>								
Strongly Agree	46.4%	47.4%	42.0%	43.2%	54.2%	56.6%	50.0%	33.3%
Agree	37.1%	36.7%	40.4%	39.2%	30.7%	30.0%	16.7%	66.7%
Disagree	11.0%	10.5%	11.5%	12.1%	10.1%	8.9%	33.3%	0.0%
Strongly Disagree	5.4%	5.3%	6.1%	5.4%	5.0%	4.5%	0.0%	0.0%
Total(n)	5,165	1,878	1,331	1,088	456	403	6	3
Mean	3.25	3.26	3.18	3.20	3.34	3.39	3.17	3.33
Standard deviation	0.86	0.85	0.86	0.85	0.85	0.83	0.98	0.58
<b>Please indicate your agreement with each of the following statements:</b>								
<b>Campus leadership provided an appropriate response to the pandemic</b>								
Strongly Agree	48.0%	49.1%	42.1%	47.2%	56.4%	54.8%	50.0%	75.0%
Somewhat Agree	37.8%	35.5%	42.1%	39.3%	33.0%	35.9%	33.3%	25.0%
Somewhat Disagree	9.6%	10.1%	10.9%	9.2%	7.9%	6.5%	16.7%	0.0%
Strongly Disagree	4.6%	5.3%	5.0%	4.4%	2.6%	2.8%	0.0%	0.0%
Total(n)	5,288	1,894	1,360	1,124	466	434	6	4
Mean	3.29	3.28	3.21	3.29	3.43	3.43	3.33	3.75
Standard deviation	0.82	0.85	0.83	0.81	0.75	0.74	0.82	0.50
<b>Faculty in my department were adequately prepared for teaching remotely</b>								
Strongly Agree	25.4%	22.5%	20.3%	27.1%	32.5%	41.5%	0.0%	50.0%
Somewhat Agree	42.9%	44.2%	43.0%	44.1%	39.4%	37.9%	57.1%	25.0%
Somewhat Disagree	22.8%	24.0%	26.9%	20.5%	19.6%	14.3%	28.6%	25.0%
Strongly Disagree	8.9%	9.3%	9.8%	8.2%	8.6%	6.3%	14.3%	0.0%
Total(n)	5,257	1,885	1,352	1,117	465	427	7	4
Mean	2.85	2.80	2.74	2.90	2.96	3.15	2.43	3.25



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.90	0.89	0.89	0.89	0.93	0.89	0.79	0.96
<b>My institution's pandemic response prioritized the health and safety of faculty</b>								
Strongly Agree	46.0%	45.4%	38.9%	45.7%	57.0%	59.1%	66.7%	75.0%
Somewhat Agree	35.5%	34.0%	39.1%	35.7%	33.7%	32.8%	16.7%	25.0%
Somewhat Disagree	12.2%	13.5%	14.3%	12.3%	6.6%	6.0%	16.7%	0.0%
Strongly Disagree	6.3%	7.1%	7.7%	6.3%	2.8%	2.1%	0.0%	0.0%
Total(n)	5,281	1,893	1,352	1,121	472	433	6	4
Mean	3.21	3.18	3.09	3.21	3.45	3.49	3.50	3.75
Standard deviation	0.89	0.92	0.91	0.89	0.74	0.70	0.84	0.50
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>								
Strongly Agree	14.6%	10.7%	11.5%	17.1%	23.7%	24.4%	28.6%	25.0%
Somewhat Agree	18.1%	16.2%	16.6%	20.3%	22.0%	20.9%	14.3%	25.0%
Somewhat Disagree	23.6%	24.6%	24.5%	22.8%	20.7%	21.4%	28.6%	25.0%
Strongly Disagree	43.8%	48.5%	47.4%	39.8%	33.7%	33.3%	28.6%	25.0%
Total(n)	5,278	1,890	1,352	1,126	469	430	7	4
Mean	2.03	1.89	1.92	2.15	2.36	2.37	2.43	2.50
Standard deviation	1.10	1.03	1.05	1.12	1.17	1.18	1.27	1.29
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>								
Strongly Agree	47.8%	47.8%	44.0%	46.3%	55.0%	55.2%	57.1%	75.0%
Somewhat Agree	35.1%	32.8%	36.3%	38.0%	34.9%	34.7%	28.6%	25.0%
Somewhat Disagree	10.3%	11.7%	12.0%	8.7%	5.6%	7.7%	14.3%	0.0%
Strongly Disagree	6.8%	7.6%	7.7%	7.1%	4.5%	2.3%	0.0%	0.0%
Total(n)	5,259	1,890	1,345	1,120	464	429	7	4
Mean	3.24	3.21	3.17	3.23	3.40	3.43	3.43	3.75
Standard deviation	0.89	0.93	0.92	0.88	0.79	0.73	0.79	0.50
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>								
Strongly Agree	58.7%	59.5%	59.9%	59.6%	57.8%	50.0%	66.7%	75.0%
Somewhat Agree	33.5%	33.9%	34.3%	32.2%	32.8%	33.1%	33.3%	0.0%
Somewhat Disagree	6.0%	5.3%	5.0%	6.5%	5.8%	11.3%	0.0%	25.0%
Strongly Disagree	1.8%	1.3%	0.9%	1.7%	3.6%	5.6%	0.0%	0.0%
Total(n)	5,265	1,883	1,350	1,123	467	432	6	4
Mean	3.49	3.52	3.53	3.50	3.45	3.28	3.67	3.50
Standard deviation	0.69	0.66	0.63	0.69	0.76	0.87	0.52	1.00
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>								
<b>Physical health</b>								
To a Very Large Extent	16.2%	13.5%	17.3%	19.9%	16.6%	15.3%	0.0%	0.0%
To a Large Extent	19.2%	20.1%	19.4%	20.0%	18.5%	13.5%	28.6%	25.0%
To Some Extent	29.6%	30.0%	30.0%	29.4%	25.7%	31.6%	28.6%	0.0%
To a Small Extent	18.7%	20.7%	19.8%	15.4%	16.8%	17.2%	14.3%	50.0%
Not at All	16.3%	15.8%	13.5%	15.4%	22.3%	22.3%	28.6%	25.0%
Total(n)	5,291	1,885	1,358	1,137	470	430	7	4
Mean	3.00	2.95	3.07	3.14	2.90	2.82	2.57	2.25
Standard deviation	1.30	1.25	1.27	1.32	1.38	1.34	1.27	1.26
<b>Mental health</b>								
To a Very Large Extent	17.4%	13.0%	19.8%	23.7%	17.1%	13.3%	0.0%	0.0%
To a Large Extent	20.0%	17.6%	23.4%	21.4%	17.5%	17.9%	42.9%	0.0%
To Some Extent	26.9%	29.1%	25.5%	25.4%	25.6%	26.3%	42.9%	33.3%
To a Small Extent	18.2%	21.5%	17.1%	14.9%	16.9%	17.0%	0.0%	33.3%
Not at All	17.6%	18.8%	14.1%	14.7%	22.9%	25.6%	14.3%	33.3%
Total(n)	5,273	1,875	1,353	1,137	468	430	7	3
Mean	3.01	2.84	3.18	3.24	2.89	2.76	3.14	2.00
Standard deviation	1.34	1.28	1.32	1.36	1.39	1.36	1.07	1.00
<b>In-person social interaction</b>								
To a Very Large Extent	16.3%	14.1%	16.5%	19.5%	18.1%	15.4%	0.0%	25.0%
To a Large Extent	23.5%	23.9%	24.6%	25.1%	17.3%	20.8%	42.9%	0.0%
To Some Extent	28.7%	30.2%	28.9%	26.5%	29.4%	25.9%	42.9%	25.0%
To a Small Extent	16.4%	16.9%	17.9%	13.3%	15.1%	18.2%	14.3%	50.0%
Not at All	15.1%	14.8%	12.1%	15.5%	20.1%	19.6%	0.0%	0.0%
Total(n)	5,240	1,867	1,344	1,127	463	428	7	4
Mean	3.10	3.06	3.16	3.20	2.98	2.94	3.29	3.00
Standard deviation	1.28	1.25	1.24	1.32	1.36	1.34	0.76	1.41
<b>Return to in-person teaching</b>								
To a Very Large Extent	9.9%	8.5%	10.6%	11.2%	13.1%	6.8%	0.0%	0.0%
To a Large Extent	14.8%	13.8%	17.2%	15.9%	12.0%	11.4%	42.9%	25.0%
To Some Extent	22.5%	22.3%	22.8%	23.5%	20.9%	21.5%	0.0%	50.0%
To a Small Extent	19.6%	21.5%	19.8%	18.4%	15.5%	18.9%	0.0%	0.0%
Not at All	33.2%	34.0%	29.5%	31.0%	38.5%	41.4%	57.1%	25.0%
Total(n)	5,243	1,869	1,345	1,125	465	428	7	4
Mean	2.49	2.41	2.60	2.58	2.46	2.23	2.29	2.75
Standard deviation	1.34	1.31	1.35	1.36	1.43	1.28	1.60	1.26
<b>Health of loved ones</b>								
To a Very Large Extent	26.2%	21.7%	27.7%	30.0%	30.3%	26.1%	42.9%	50.0%
To a Large Extent	22.8%	23.5%	23.0%	22.7%	18.2%	24.2%	28.6%	25.0%
To Some Extent	26.0%	28.3%	24.5%	25.2%	25.4%	23.5%	14.3%	25.0%
To a Small Extent	15.5%	17.7%	16.6%	12.8%	13.0%	12.6%	14.3%	0.0%
Not at All	9.5%	8.8%	8.1%	9.4%	13.0%	13.5%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	5,256	1,873	1,350	1,125	468	429	7	4
Mean	3.41	3.32	3.46	3.51	3.40	3.37	4.00	4.25
Standard deviation	1.28	1.24	1.27	1.29	1.38	1.35	1.15	0.96
<b>Access to healthcare</b>								
To a Very Large Extent	8.1%	5.6%	7.9%	10.5%	12.1%	8.6%	0.0%	25.0%
To a Large Extent	9.5%	8.6%	8.5%	11.4%	9.1%	11.2%	57.1%	0.0%
To Some Extent	20.7%	20.5%	18.1%	24.4%	18.5%	23.0%	14.3%	0.0%
To a Small Extent	23.6%	25.0%	27.0%	21.8%	19.1%	16.4%	14.3%	25.0%
Not at All	38.1%	40.3%	38.4%	31.8%	41.1%	40.9%	14.3%	50.0%
Total(n)	5,253	1,873	1,350	1,128	470	421	7	4
Mean	2.26	2.14	2.20	2.47	2.32	2.30	3.14	2.25
Standard deviation	1.28	1.20	1.25	1.32	1.40	1.33	1.21	1.89
<b>The extent to which others wear masks while out in public</b>								
To a Very Large Extent	15.5%	14.1%	15.4%	17.7%	17.7%	14.2%	14.3%	0.0%
To a Large Extent	20.6%	19.9%	23.4%	21.2%	16.2%	17.2%	42.9%	50.0%
To Some Extent	25.3%	27.0%	25.0%	24.4%	24.3%	22.7%	14.3%	25.0%
To a Small Extent	17.0%	18.1%	17.1%	17.0%	14.3%	14.8%	0.0%	0.0%
Not at All	21.6%	20.9%	19.0%	19.6%	27.7%	31.1%	28.6%	25.0%
Total(n)	5,275	1,877	1,353	1,133	470	431	7	4
Mean	2.91	2.88	2.99	3.00	2.82	2.68	3.14	3.00
Standard deviation	1.36	1.33	1.34	1.37	1.45	1.43	1.57	1.41
<b>Coping with social isolation</b>								
To a Very Large Extent	10.2%	7.3%	10.8%	14.5%	10.7%	9.3%	0.0%	0.0%
To a Large Extent	15.7%	14.6%	15.3%	19.4%	13.9%	14.2%	42.9%	25.0%
To Some Extent	27.4%	29.0%	27.2%	26.0%	28.6%	23.0%	14.3%	25.0%
To a Small Extent	22.9%	25.1%	24.1%	19.6%	20.1%	21.6%	14.3%	50.0%
Not at All	23.8%	24.0%	22.6%	20.5%	26.7%	31.9%	28.6%	0.0%
Total(n)	5,284	1,883	1,357	1,135	468	430	7	4
Mean	2.66	2.56	2.68	2.88	2.62	2.47	2.71	2.75
Standard deviation	1.28	1.21	1.28	1.33	1.30	1.32	1.38	0.96
<b>Personal finances</b>								
To a Very Large Extent	8.3%	4.6%	7.0%	12.6%	12.8%	11.4%	57.1%	25.0%
To a Large Extent	9.6%	6.5%	7.8%	15.9%	9.8%	12.1%	28.6%	0.0%
To Some Extent	19.7%	17.9%	20.3%	20.8%	22.2%	20.1%	14.3%	0.0%
To a Small Extent	22.2%	22.8%	24.6%	21.6%	15.4%	21.0%	0.0%	0.0%
Not at All	40.2%	48.2%	40.3%	29.1%	39.9%	35.3%	0.0%	75.0%
Total(n)	5,271	1,879	1,352	1,132	469	428	7	4
Mean	2.24	1.96	2.17	2.61	2.40	2.43	4.43	2.00
Standard deviation	1.29	1.15	1.23	1.38	1.42	1.37	0.79	2.00
<b>Childcare</b>								
To a Very Large Extent	9.3%	4.4%	13.5%	14.1%	7.9%	6.4%	0.0%	0.0%
To a Large Extent	6.5%	4.9%	8.3%	8.0%	4.1%	6.6%	14.3%	0.0%
To Some Extent	8.6%	7.8%	10.2%	9.3%	6.9%	7.3%	14.3%	0.0%
To a Small Extent	7.6%	8.0%	8.8%	7.2%	4.9%	6.8%	0.0%	0.0%
Not at All	67.9%	74.8%	59.3%	61.5%	76.2%	72.9%	71.4%	100.0%
Total(n)	5,256	1,871	1,353	1,129	467	425	7	4
Mean	1.82	1.56	2.08	2.06	1.63	1.67	1.71	1.00
Standard deviation	1.35	1.11	1.49	1.51	1.25	1.24	1.25	0.00
<b>Please indicate the extent to which you agree it is your role to:</b>								
<b>Encourage students to become agents of social change</b>								
Strongly Agree	34.2%	31.3%	32.4%	38.3%	40.0%	35.3%	0.0%	75.0%
Somewhat Agree	42.6%	44.3%	45.1%	40.6%	40.3%	36.0%	0.0%	0.0%
Somewhat Disagree	14.2%	14.9%	14.3%	13.2%	12.1%	15.9%	0.0%	25.0%
Strongly Disagree	8.9%	9.5%	8.2%	7.9%	7.6%	12.8%	0.0%	0.0%
Total(n)	5,224	1,850	1,347	1,139	462	422	0	4
Mean	3.02	2.97	3.02	3.09	3.13	2.94	.	3.50
Standard deviation	0.92	0.92	0.89	0.91	0.90	1.01	.	1.00
<b>Prepare students for employment after college</b>								
Strongly Agree	69.9%	67.0%	68.3%	76.0%	70.3%	71.1%	0.0%	75.0%
Somewhat Agree	25.4%	28.0%	27.0%	20.8%	23.3%	23.3%	0.0%	25.0%
Somewhat Disagree	3.7%	3.8%	3.9%	2.5%	5.6%	4.0%	0.0%	0.0%
Strongly Disagree	1.0%	1.2%	0.8%	0.8%	0.9%	1.6%	0.0%	0.0%
Total(n)	5,243	1,854	1,350	1,142	468	425	0	4
Mean	3.64	3.61	3.63	3.72	3.63	3.64	.	3.75
Standard deviation	0.60	0.62	0.60	0.55	0.63	0.64	.	0.50
<b>Prepare students for graduate or advanced education</b>								
Strongly Agree	55.5%	54.2%	54.1%	62.1%	52.4%	51.6%	0.0%	50.0%
Somewhat Agree	38.3%	40.2%	39.4%	33.3%	39.9%	38.7%	0.0%	50.0%
Somewhat Disagree	4.9%	4.2%	5.3%	3.8%	6.7%	7.9%	0.0%	0.0%
Strongly Disagree	1.3%	1.5%	1.2%	0.9%	1.1%	1.9%	0.0%	0.0%
Total(n)	5,230	1,852	1,348	1,141	466	419	0	4
Mean	3.48	3.47	3.46	3.57	3.44	3.40	.	3.50
Standard deviation	0.65	0.65	0.65	0.61	0.67	0.72	.	0.58
<b>Develop students' moral character</b>								
Strongly Agree	44.7%	45.3%	43.4%	45.0%	48.0%	41.0%	0.0%	75.0%
Somewhat Agree	43.0%	42.5%	43.4%	43.5%	40.3%	46.2%	0.0%	25.0%
Somewhat Disagree	9.3%	9.2%	10.0%	8.6%	9.6%	8.8%	0.0%	0.0%
Strongly Disagree	3.0%	3.0%	3.2%	2.9%	2.1%	4.0%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	5,229	1,853	1,345	1,138	467	422	0	4
Mean	3.29	3.30	3.27	3.31	3.34	3.24	.	3.75
Standard deviation	0.76	0.76	0.77	0.75	0.74	0.78	.	0.50
<b>Provide for students' emotional development</b>								
Strongly Agree	28.0%	24.6%	25.9%	32.1%	34.1%	32.0%	0.0%	25.0%
Somewhat Agree	49.4%	51.9%	49.6%	47.2%	46.4%	46.5%	0.0%	75.0%
Somewhat Disagree	17.4%	18.5%	18.3%	16.2%	15.0%	15.3%	0.0%	0.0%
Strongly Disagree	5.2%	4.9%	6.2%	4.6%	4.5%	6.2%	0.0%	0.0%
Total(n)	5,214	1,848	1,345	1,132	466	419	0	4
Mean	3.00	2.96	2.95	3.07	3.10	3.04	.	3.25
Standard deviation	0.81	0.79	0.83	0.81	0.81	0.85	.	0.50
<b>Help students develop personal values</b>								
Strongly Agree	40.5%	39.9%	39.2%	41.7%	44.0%	39.8%	0.0%	50.0%
Somewhat Agree	46.0%	46.3%	46.4%	45.5%	43.1%	47.9%	0.0%	50.0%
Somewhat Disagree	10.2%	10.1%	11.2%	9.7%	9.7%	8.8%	0.0%	0.0%
Strongly Disagree	3.4%	3.6%	3.3%	3.1%	3.2%	3.6%	0.0%	0.0%
Total(n)	5,224	1,848	1,346	1,140	466	420	0	4
Mean	3.24	3.23	3.21	3.26	3.28	3.24	.	3.50
Standard deviation	0.77	0.77	0.77	0.76	0.77	0.76	.	0.58
<b>Enhance students' knowledge of and appreciation for other race/ethnic groups</b>								
Strongly Agree	38.0%	36.2%	36.1%	41.1%	44.9%	35.8%	0.0%	75.0%
Somewhat Agree	41.9%	43.7%	43.3%	40.0%	37.4%	39.6%	0.0%	25.0%
Somewhat Disagree	12.9%	13.2%	13.3%	12.1%	11.0%	14.1%	0.0%	0.0%
Strongly Disagree	7.2%	6.9%	7.2%	6.8%	6.7%	10.5%	0.0%	0.0%
Total(n)	5,214	1,844	1,345	1,137	465	419	0	4
Mean	3.11	3.09	3.08	3.15	3.21	3.01	.	3.75
Standard deviation	0.89	0.87	0.88	0.88	0.89	0.96	.	0.50
<b>Promote students' ability to write effectively</b>								
Strongly Agree	63.5%	65.7%	61.5%	63.8%	65.7%	57.6%	0.0%	75.0%
Somewhat Agree	30.1%	29.2%	32.1%	29.2%	28.3%	32.2%	0.0%	25.0%
Somewhat Disagree	4.8%	4.0%	5.0%	5.3%	4.3%	7.3%	0.0%	0.0%
Strongly Disagree	1.5%	1.1%	1.4%	1.7%	1.7%	2.8%	0.0%	0.0%
Total(n)	5,234	1,852	1,348	1,141	467	422	0	4
Mean	3.56	3.59	3.54	3.55	3.58	3.45	.	3.75
Standard deviation	0.66	0.62	0.66	0.67	0.66	0.75	.	0.50
<b>Encourage respect for different beliefs</b>								
Strongly Agree	61.1%	60.3%	58.9%	63.9%	68.8%	56.1%	0.0%	50.0%
Somewhat Agree	32.4%	33.2%	33.7%	31.1%	25.6%	35.4%	0.0%	50.0%
Somewhat Disagree	4.3%	4.7%	5.0%	3.0%	3.7%	4.5%	0.0%	0.0%
Strongly Disagree	2.2%	1.8%	2.4%	2.0%	1.9%	4.0%	0.0%	0.0%
Total(n)	5,230	1,851	1,347	1,139	465	424	0	4
Mean	3.52	3.52	3.49	3.57	3.61	3.44	.	3.50
Standard deviation	0.68	0.67	0.70	0.65	0.65	0.76	.	0.58
<b>Please indicate your agreement with each of the following statements:</b>								
<b>The chief benefit of a college education is that it increases one's earning power</b>								
Strongly Agree	14.4%	12.2%	12.2%	16.3%	18.2%	21.8%	0.0%	0.0%
Somewhat Agree	44.2%	42.5%	44.4%	44.5%	48.2%	45.9%	0.0%	75.0%
Somewhat Disagree	27.1%	29.6%	28.8%	24.3%	24.1%	21.8%	0.0%	0.0%
Strongly Disagree	14.3%	15.7%	14.5%	14.9%	9.4%	10.5%	0.0%	25.0%
Total(n)	5,168	1,849	1,323	1,118	456	418	0	4
Mean	2.59	2.51	2.54	2.62	2.75	2.79	.	2.50
Standard deviation	0.90	0.90	0.89	0.93	0.86	0.90	.	1.00
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>								
Strongly Agree	64.3%	62.5%	64.4%	67.0%	69.9%	58.9%	0.0%	100.0%
Somewhat Agree	28.8%	31.1%	29.1%	26.2%	23.3%	31.3%	0.0%	0.0%
Somewhat Disagree	4.6%	4.1%	4.8%	4.7%	3.9%	6.9%	0.0%	0.0%
Strongly Disagree	2.2%	2.4%	1.7%	2.1%	2.8%	2.9%	0.0%	0.0%
Total(n)	5,173	1,846	1,327	1,119	459	418	0	4
Mean	3.55	3.54	3.56	3.58	3.60	3.46	.	4.00
Standard deviation	0.69	0.69	0.67	0.68	0.70	0.75	.	0.00
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>								
Strongly Agree	45.1%	39.7%	43.5%	52.8%	51.1%	47.0%	0.0%	50.0%
Somewhat Agree	44.9%	48.8%	46.4%	38.8%	41.2%	43.4%	0.0%	25.0%
Somewhat Disagree	8.0%	9.3%	8.3%	6.8%	5.5%	6.7%	0.0%	25.0%
Strongly Disagree	2.0%	2.1%	1.9%	1.6%	2.2%	2.9%	0.0%	0.0%
Total(n)	5,168	1,841	1,329	1,121	456	417	0	4
Mean	3.33	3.26	3.31	3.43	3.41	3.35	.	3.25
Standard deviation	0.71	0.71	0.70	0.69	0.70	0.73	.	0.96
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>								
Strongly Agree	13.7%	12.0%	14.5%	13.8%	20.2%	11.4%	0.0%	0.0%
Somewhat Agree	44.7%	43.8%	43.3%	45.6%	45.0%	50.2%	0.0%	50.0%
Somewhat Disagree	32.3%	32.9%	33.2%	32.1%	26.4%	33.3%	0.0%	50.0%
Strongly Disagree	9.3%	11.3%	9.0%	8.5%	8.5%	5.0%	0.0%	0.0%
Total(n)	5,068	1,815	1,315	1,096	436	402	0	4
Mean	2.63	2.57	2.63	2.65	2.77	2.68	.	2.50

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.83	0.84	0.84	0.82	0.87	0.74	.	0.58
<b>I try to dispel perceptions of competition in my classroom</b>								
Strongly Agree	32.5%	30.0%	32.1%	35.3%	38.0%	31.9%	0.0%	25.0%
Somewhat Agree	41.9%	43.7%	42.5%	41.1%	36.2%	40.5%	0.0%	50.0%
Somewhat Disagree	19.4%	20.0%	20.2%	18.1%	17.7%	19.3%	0.0%	25.0%
Strongly Disagree	6.2%	6.4%	5.3%	5.4%	8.1%	8.4%	0.0%	0.0%
Total(n)	5,095	1,823	1,314	1,102	447	405	0	4
Mean	3.01	2.97	3.01	3.06	3.04	2.96	.	3.00
Standard deviation	0.88	0.87	0.86	0.87	0.94	0.92	.	0.82
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>								
Strongly Agree	19.9%	21.4%	20.0%	17.9%	20.5%	18.0%	0.0%	0.0%
Somewhat Agree	34.2%	36.6%	33.7%	32.7%	31.7%	31.9%	0.0%	25.0%
Somewhat Disagree	32.0%	30.5%	34.0%	32.1%	30.1%	33.8%	0.0%	50.0%
Strongly Disagree	13.9%	11.5%	12.4%	17.3%	17.6%	16.3%	0.0%	25.0%
Total(n)	5,149	1,838	1,325	1,117	448	417	0	4
Mean	2.60	2.68	2.61	2.51	2.55	2.52	.	2.00
Standard deviation	0.96	0.94	0.94	0.98	1.01	0.97	.	0.82
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>								
Strongly Agree	31.2%	27.9%	27.7%	34.0%	42.8%	36.3%	0.0%	100.0%
Somewhat Agree	43.6%	44.4%	43.6%	43.6%	41.9%	41.7%	0.0%	0.0%
Somewhat Disagree	19.3%	20.8%	22.4%	16.9%	11.5%	17.8%	0.0%	0.0%
Strongly Disagree	5.9%	6.9%	6.3%	5.5%	3.8%	4.1%	0.0%	0.0%
Total(n)	5,130	1,831	1,319	1,114	453	410	0	3
Mean	3.00	2.93	2.93	3.06	3.24	3.10	.	4.00
Standard deviation	0.86	0.87	0.86	0.85	0.80	0.84	.	0.00
<b>I achieve a healthy balance between my personal life and my professional life</b>								
Strongly Agree	27.2%	27.2%	20.9%	24.6%	37.1%	43.4%	0.0%	25.0%
Somewhat Agree	41.3%	43.2%	40.7%	40.6%	39.7%	38.1%	0.0%	75.0%
Somewhat Disagree	20.4%	20.0%	24.8%	21.7%	14.4%	11.8%	0.0%	0.0%
Strongly Disagree	11.1%	9.7%	13.5%	13.1%	8.7%	6.7%	0.0%	0.0%
Total(n)	5,168	1,842	1,329	1,118	458	417	0	4
Mean	2.85	2.88	2.69	2.77	3.05	3.18	.	3.25
Standard deviation	0.95	0.92	0.95	0.97	0.93	0.89	.	0.50
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>								
Strongly Agree	17.3%	12.6%	19.3%	20.1%	23.4%	18.0%	0.0%	25.0%
Somewhat Agree	26.1%	23.3%	26.3%	30.6%	26.1%	26.5%	0.0%	0.0%
Somewhat Disagree	33.6%	36.4%	34.2%	31.5%	27.2%	31.6%	0.0%	50.0%
Strongly Disagree	22.9%	27.6%	20.2%	17.8%	23.4%	24.0%	0.0%	25.0%
Total(n)	5,133	1,834	1,319	1,115	449	412	0	4
Mean	2.38	2.21	2.45	2.53	2.49	2.38	.	2.25
Standard deviation	1.02	0.99	1.02	1.00	1.09	1.04	.	1.26
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>								
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>								
Strongly Agree	23.9%	23.6%	18.8%	24.6%	32.4%	31.6%	0.0%	0.0%
Somewhat Agree	45.4%	44.7%	45.1%	44.5%	45.1%	51.6%	0.0%	100.0%
Somewhat Disagree	19.5%	20.5%	22.5%	19.7%	13.6%	11.6%	0.0%	0.0%
Strongly Disagree	11.1%	11.2%	13.6%	11.2%	9.0%	5.1%	0.0%	0.0%
Total(n)	5,008	1,811	1,296	1,067	435	395	0	4
Mean	2.82	2.81	2.69	2.83	3.01	3.10	.	3.00
Standard deviation	0.92	0.92	0.93	0.93	0.91	0.79	.	0.00
<b>Student Affairs staff have the support and respect of faculty</b>								
Strongly Agree	25.3%	22.1%	20.6%	28.1%	34.1%	37.7%	0.0%	50.0%
Somewhat Agree	52.4%	52.7%	53.0%	53.0%	50.0%	50.0%	0.0%	50.0%
Somewhat Disagree	17.2%	19.1%	20.7%	14.6%	12.8%	9.5%	0.0%	0.0%
Strongly Disagree	5.1%	6.2%	5.6%	4.3%	3.1%	2.8%	0.0%	0.0%
Total(n)	4,895	1,785	1,260	1,034	422	390	0	4
Mean	2.98	2.91	2.89	3.05	3.15	3.23	.	3.50
Standard deviation	0.79	0.81	0.79	0.77	0.76	0.73	.	0.58
<b>There is a lot of campus racial conflict here</b>								
Strongly Agree	4.0%	3.5%	4.5%	4.6%	3.9%	3.3%	0.0%	0.0%
Somewhat Agree	15.1%	14.6%	18.5%	16.4%	9.6%	8.7%	0.0%	25.0%
Somewhat Disagree	41.4%	43.6%	43.4%	38.9%	38.3%	34.7%	0.0%	25.0%
Strongly Disagree	39.6%	38.3%	33.6%	40.1%	48.2%	53.3%	0.0%	50.0%
Total(n)	4,978	1,808	1,284	1,054	436	392	0	4
Mean	1.84	1.83	1.94	1.85	1.69	1.62	.	1.75
Standard deviation	0.82	0.80	0.84	0.85	0.80	0.78	.	0.96
<b>My research is valued by faculty in my department</b>								
Strongly Agree	32.5%	37.2%	30.0%	37.1%	19.7%	19.3%	0.0%	33.3%
Somewhat Agree	45.4%	44.6%	47.0%	44.1%	44.0%	49.0%	0.0%	33.3%
Somewhat Disagree	14.7%	13.2%	15.7%	12.0%	21.1%	18.7%	0.0%	33.3%
Strongly Disagree	7.4%	5.0%	7.3%	6.7%	15.2%	12.9%	0.0%	0.0%
Total(n)	4,913	1,809	1,277	1,054	407	363	0	3
Mean	3.03	3.14	3.00	3.12	2.68	2.75	.	3.00
Standard deviation	0.88	0.83	0.87	0.86	0.96	0.91	.	1.00

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>My teaching is valued by faculty in my department</b>								
Strongly Agree	57.7%	55.8%	58.6%	60.8%	55.4%	57.8%	0.0%	75.0%
Somewhat Agree	33.0%	35.4%	31.7%	31.7%	31.3%	32.2%	0.0%	25.0%
Somewhat Disagree	6.0%	6.1%	6.2%	4.6%	8.5%	6.3%	0.0%	0.0%
Strongly Disagree	3.2%	2.7%	3.5%	2.9%	4.9%	3.8%	0.0%	0.0%
Total(n)	5,042	1,816	1,299	1,077	448	398	0	4
Mean	3.45	3.44	3.45	3.50	3.37	3.44	.	3.75
Standard deviation	0.75	0.73	0.76	0.72	0.84	0.77	.	0.50
<b>My service is valued by faculty in my department</b>								
Strongly Agree	51.4%	54.1%	51.9%	50.0%	46.3%	47.3%	0.0%	33.3%
Somewhat Agree	36.2%	34.8%	35.1%	40.0%	35.3%	36.7%	0.0%	66.7%
Somewhat Disagree	8.2%	7.4%	8.4%	7.1%	11.7%	9.8%	0.0%	0.0%
Strongly Disagree	4.2%	3.8%	4.6%	2.9%	6.7%	6.2%	0.0%	0.0%
Total(n)	5,003	1,813	1,299	1,065	436	387	0	3
Mean	3.35	3.39	3.34	3.37	3.21	3.25	.	3.33
Standard deviation	0.80	0.78	0.82	0.74	0.90	0.87	.	0.58
<b>Faculty are sufficiently involved in campus decision-making</b>								
Strongly Agree	15.2%	15.7%	10.8%	17.6%	15.5%	21.0%	0.0%	25.0%
Somewhat Agree	40.6%	36.9%	38.6%	43.2%	50.3%	46.3%	0.0%	50.0%
Somewhat Disagree	26.0%	26.0%	29.4%	24.6%	23.8%	20.5%	0.0%	25.0%
Strongly Disagree	18.2%	21.4%	21.1%	14.5%	10.4%	12.3%	0.0%	0.0%
Total(n)	5,017	1,821	1,301	1,067	433	391	0	4
Mean	2.53	2.47	2.39	2.64	2.71	2.76	.	3.00
Standard deviation	0.96	1.00	0.94	0.94	0.85	0.92	.	0.82
<b>The faculty are typically at odds with campus administration</b>								
Strongly Agree	13.9%	14.2%	14.8%	14.0%	12.6%	10.8%	0.0%	0.0%
Somewhat Agree	38.1%	39.9%	40.3%	38.9%	31.9%	27.0%	0.0%	75.0%
Somewhat Disagree	36.5%	36.3%	36.6%	34.9%	37.1%	41.9%	0.0%	0.0%
Strongly Disagree	11.4%	9.6%	8.3%	12.2%	18.4%	20.3%	0.0%	25.0%
Total(n)	4,981	1,811	1,293	1,055	429	389	0	4
Mean	2.55	2.59	2.62	2.55	2.39	2.28	.	2.50
Standard deviation	0.87	0.85	0.84	0.88	0.93	0.91	.	1.00
<b>Faculty here respect each other</b>								
Strongly Agree	40.4%	35.6%	38.2%	48.6%	41.7%	46.3%	0.0%	25.0%
Somewhat Agree	48.4%	52.1%	49.2%	43.5%	44.9%	45.1%	0.0%	75.0%
Somewhat Disagree	8.9%	9.8%	10.2%	6.2%	9.7%	7.3%	0.0%	0.0%
Strongly Disagree	2.3%	2.5%	2.4%	1.6%	3.7%	1.3%	0.0%	0.0%
Total(n)	5,017	1,815	1,298	1,073	432	395	0	4
Mean	3.27	3.21	3.23	3.39	3.25	3.36	.	3.25
Standard deviation	0.72	0.71	0.72	0.68	0.78	0.67	.	0.50
<b>Administrators consider faculty concerns when making policy</b>								
Strongly Agree	17.9%	16.9%	13.1%	20.5%	22.4%	26.7%	0.0%	50.0%
Somewhat Agree	43.5%	41.5%	43.3%	45.2%	45.2%	47.3%	0.0%	25.0%
Somewhat Disagree	24.2%	24.6%	27.1%	22.0%	24.5%	18.0%	0.0%	25.0%
Strongly Disagree	14.4%	17.0%	16.5%	12.3%	7.9%	8.0%	0.0%	0.0%
Total(n)	4,988	1,813	1,294	1,059	429	389	0	4
Mean	2.65	2.58	2.53	2.74	2.82	2.93	.	3.25
Standard deviation	0.93	0.96	0.92	0.92	0.87	0.87	.	0.96
<b>This institution takes responsibility for educating underprepared students</b>								
Strongly Agree	21.5%	20.3%	15.7%	25.3%	27.9%	29.0%	0.0%	50.0%
Somewhat Agree	48.8%	49.6%	47.6%	48.5%	47.5%	52.1%	0.0%	50.0%
Somewhat Disagree	21.6%	21.9%	27.0%	18.1%	18.4%	15.1%	0.0%	0.0%
Strongly Disagree	8.1%	8.2%	9.8%	8.2%	6.2%	3.8%	0.0%	0.0%
Total(n)	4,983	1,800	1,290	1,065	434	390	0	4
Mean	2.84	2.82	2.69	2.91	2.97	3.06	.	3.50
Standard deviation	0.85	0.85	0.85	0.87	0.84	0.77	.	0.58
<b>The criteria for advancement and promotion decisions are clear</b>								
Strongly Agree	34.1%	41.9%	31.5%	33.0%	22.5%	21.9%	0.0%	0.0%
Somewhat Agree	42.0%	43.7%	44.0%	39.6%	34.9%	41.0%	0.0%	75.0%
Somewhat Disagree	16.3%	10.2%	16.7%	18.5%	27.9%	25.1%	0.0%	25.0%
Strongly Disagree	7.7%	4.3%	7.9%	8.9%	14.8%	12.0%	0.0%	0.0%
Total(n)	4,998	1,818	1,299	1,067	427	383	0	4
Mean	3.02	3.23	2.99	2.97	2.65	2.73	.	2.75
Standard deviation	0.90	0.80	0.89	0.93	0.99	0.94	.	0.50
<b>Most of the students I teach lack the basic skills for college level work</b>								
Strongly Agree	7.3%	7.0%	6.9%	8.5%	7.8%	6.0%	0.0%	0.0%
Somewhat Agree	23.5%	22.8%	21.9%	23.9%	28.7%	25.2%	0.0%	25.0%
Somewhat Disagree	40.2%	37.5%	42.2%	42.1%	37.2%	44.1%	0.0%	25.0%
Strongly Disagree	29.0%	32.7%	29.0%	25.5%	26.2%	24.7%	0.0%	50.0%
Total(n)	5,028	1,818	1,295	1,068	446	397	0	4
Mean	2.09	2.04	2.07	2.15	2.18	2.13	.	1.75
Standard deviation	0.90	0.91	0.88	0.90	0.91	0.85	.	0.96
<b>There is adequate support for faculty development</b>								
Strongly Agree	26.6%	26.9%	23.7%	30.0%	26.9%	25.6%	0.0%	50.0%
Somewhat Agree	45.9%	45.3%	45.6%	47.4%	43.2%	49.0%	0.0%	25.0%
Somewhat Disagree	19.0%	18.6%	21.7%	15.4%	23.0%	16.8%	0.0%	25.0%
Strongly Disagree	8.5%	9.2%	9.0%	7.2%	6.9%	8.6%	0.0%	0.0%
Total(n)	5,022	1,816	1,302	1,071	435	394	0	4
Mean	2.91	2.90	2.84	3.00	2.90	2.92	.	3.25

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.89	0.90	0.89	0.86	0.88	0.87	.	0.96
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>								
Strongly Agree	9.5%	9.9%	10.0%	10.8%	7.3%	4.4%	0.0%	0.0%
Somewhat Agree	38.2%	41.9%	42.4%	34.4%	29.9%	26.8%	0.0%	0.0%
Somewhat Disagree	41.0%	38.4%	39.5%	42.2%	45.6%	49.5%	0.0%	100.0%
Strongly Disagree	11.3%	9.8%	8.1%	12.5%	17.2%	19.3%	0.0%	0.0%
Total(n)	4,957	1,798	1,291	1,051	425	388	0	4
Mean	2.46	2.52	2.54	2.44	2.27	2.16	.	2.00
Standard deviation	0.81	0.80	0.78	0.84	0.83	0.78	.	0.00
<b>This institution takes mentoring into consideration in the promotion process</b>								
Strongly Agree	18.0%	18.7%	15.4%	23.1%	13.8%	14.3%	0.0%	0.0%
Somewhat Agree	41.3%	41.6%	39.1%	41.1%	39.5%	49.6%	0.0%	100.0%
Somewhat Disagree	28.4%	27.4%	32.4%	24.1%	33.6%	25.8%	0.0%	0.0%
Strongly Disagree	12.3%	12.3%	13.0%	11.7%	13.1%	10.4%	0.0%	0.0%
Total(n)	4,750	1,746	1,250	1,005	390	357	0	2
Mean	2.65	2.67	2.57	2.76	2.54	2.68	.	3.00
Standard deviation	0.91	0.92	0.90	0.94	0.89	0.84	.	0.00
<b>Faculty of color are treated fairly here</b>								
Strongly Agree	41.9%	41.5%	35.4%	43.3%	51.2%	51.2%	0.0%	66.7%
Somewhat Agree	40.2%	41.1%	41.4%	39.1%	36.1%	39.2%	0.0%	33.3%
Somewhat Disagree	13.7%	13.3%	17.9%	12.9%	9.9%	8.1%	0.0%	0.0%
Strongly Disagree	4.3%	4.1%	5.3%	4.7%	2.9%	1.6%	0.0%	0.0%
Total(n)	4,886	1,791	1,260	1,033	416	383	0	3
Mean	3.20	3.20	3.07	3.21	3.36	3.40	.	3.67
Standard deviation	0.83	0.82	0.86	0.84	0.78	0.71	.	0.58
<b>Women faculty are treated fairly here</b>								
Strongly Agree	46.6%	47.5%	40.9%	46.1%	55.1%	53.8%	0.0%	66.7%
Somewhat Agree	38.4%	38.0%	39.0%	39.7%	35.5%	37.6%	0.0%	33.3%
Somewhat Disagree	11.8%	11.0%	16.2%	11.5%	7.5%	6.8%	0.0%	0.0%
Strongly Disagree	3.2%	3.6%	4.0%	2.7%	1.9%	1.8%	0.0%	0.0%
Total(n)	4,901	1,799	1,265	1,037	414	383	0	3
Mean	3.28	3.29	3.17	3.29	3.44	3.43	.	3.67
Standard deviation	0.80	0.80	0.84	0.77	0.72	0.70	.	0.58
<b>LGBTQ+ faculty are treated fairly here</b>								
Strongly Agree	39.7%	39.1%	34.2%	40.9%	46.5%	50.3%	0.0%	33.3%
Somewhat Agree	40.9%	40.8%	41.2%	41.1%	40.3%	41.0%	0.0%	66.7%
Somewhat Disagree	11.8%	11.8%	14.6%	11.6%	9.2%	6.1%	0.0%	0.0%
Strongly Disagree	7.5%	8.3%	10.1%	6.4%	4.0%	2.7%	0.0%	0.0%
Total(n)	4,754	1,732	1,232	1,007	404	376	0	3
Mean	3.13	3.11	2.99	3.17	3.29	3.39	.	3.33
Standard deviation	0.89	0.91	0.94	0.87	0.79	0.72	.	0.58
<b>Indicate how important you believe each priority listed below is at your college or university:</b>								
<b>Increase or maintain institutional affordability</b>								
Highest Priority	21.0%	19.9%	18.5%	23.4%	25.1%	23.3%	0.0%	0.0%
High Priority	46.1%	46.6%	47.3%	44.4%	42.1%	49.7%	0.0%	33.3%
Medium Priority	23.0%	23.9%	24.4%	21.3%	21.7%	20.7%	0.0%	33.3%
Low Priority	9.8%	9.7%	9.8%	10.9%	11.1%	6.3%	0.0%	33.3%
Total(n)	4,882	1,782	1,263	1,029	423	382	0	3
Mean	2.78	2.77	2.75	2.80	2.81	2.90	.	2.00
Standard deviation	0.89	0.88	0.87	0.92	0.94	0.83	.	1.00
<b>Develop a sense of community among students and faculty</b>								
Highest Priority	26.7%	25.8%	23.3%	29.9%	27.1%	32.7%	0.0%	66.7%
High Priority	41.5%	39.2%	41.5%	44.6%	41.2%	44.0%	0.0%	0.0%
Medium Priority	24.0%	26.1%	25.7%	19.1%	24.9%	19.9%	0.0%	33.3%
Low Priority	7.9%	8.8%	9.4%	6.4%	6.8%	3.4%	0.0%	0.0%
Total(n)	4,884	1,780	1,264	1,030	425	382	0	3
Mean	2.87	2.82	2.79	2.98	2.88	3.06	.	3.33
Standard deviation	0.90	0.92	0.91	0.86	0.88	0.81	.	1.15
<b>Facilitate student involvement in community service</b>								
Highest Priority	13.8%	12.6%	12.8%	14.7%	13.5%	20.3%	0.0%	33.3%
High Priority	35.6%	34.8%	34.1%	37.3%	40.9%	33.9%	0.0%	33.3%
Medium Priority	37.5%	38.1%	39.0%	35.7%	35.8%	36.8%	0.0%	33.3%
Low Priority	13.1%	14.5%	14.0%	12.3%	9.9%	8.9%	0.0%	0.0%
Total(n)	4,856	1,774	1,260	1,023	416	380	0	3
Mean	2.50	2.46	2.46	2.54	2.58	2.66	.	3.00
Standard deviation	0.89	0.89	0.89	0.89	0.84	0.90	.	1.00
<b>Help students learn how to bring about change in society</b>								
Highest Priority	15.5%	13.0%	13.7%	19.0%	19.2%	20.9%	0.0%	0.0%
High Priority	35.7%	33.7%	37.3%	36.2%	40.0%	32.9%	0.0%	66.7%
Medium Priority	34.2%	37.1%	33.9%	31.7%	29.7%	33.4%	0.0%	33.3%
Low Priority	14.8%	16.2%	15.1%	13.1%	11.0%	12.8%	0.0%	0.0%
Total(n)	4,856	1,775	1,265	1,022	417	374	0	3
Mean	2.52	2.43	2.50	2.61	2.67	2.62	.	2.67
Standard deviation	0.92	0.91	0.91	0.94	0.91	0.96	.	0.58
<b>Increase or maintain institutional prestige</b>								
Highest Priority	25.2%	23.8%	23.8%	28.0%	28.9%	24.9%	0.0%	33.3%
High Priority	37.8%	36.2%	37.8%	36.9%	39.6%	45.4%	0.0%	66.7%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Medium Priority</b>	27.2%	29.0%	27.7%	25.1%	26.0%	23.6%	0.0%	0.0%
<b>Low Priority</b>	9.8%	11.0%	10.7%	10.0%	5.5%	6.1%	0.0%	0.0%
Total(n)	4,871	1,780	1,263	1,029	419	377	0	3
Mean	2.78	2.73	2.75	2.83	2.92	2.89	.	3.33
Standard deviation	0.93	0.94	0.94	0.95	0.87	0.85	.	0.58
<b>Hire faculty "stars"</b>								
Highest Priority	6.9%	6.8%	6.2%	7.4%	9.6%	5.1%	0.0%	0.0%
High Priority	17.7%	15.9%	16.5%	20.3%	20.2%	19.7%	0.0%	66.7%
Medium Priority	31.2%	28.6%	29.9%	32.3%	35.2%	40.5%	0.0%	33.3%
Low Priority	44.2%	48.7%	47.5%	40.0%	34.9%	34.6%	0.0%	0.0%
Total(n)	4,844	1,777	1,258	1,021	415	370	0	3
Mean	1.87	1.81	1.81	1.95	2.05	1.95	.	2.67
Standard deviation	0.94	0.94	0.92	0.95	0.97	0.87	.	0.58
<b>Recruit more traditionally underrepresented students</b>								
Highest Priority	18.8%	17.2%	16.8%	22.3%	22.4%	19.1%	0.0%	33.3%
High Priority	39.8%	41.2%	39.6%	37.5%	41.9%	38.3%	0.0%	33.3%
Medium Priority	30.6%	30.8%	31.9%	29.1%	26.7%	33.9%	0.0%	33.3%
Low Priority	10.8%	10.8%	11.7%	11.1%	8.9%	8.7%	0.0%	0.0%
Total(n)	4,834	1,770	1,261	1,019	415	366	0	3
Mean	2.67	2.65	2.61	2.71	2.78	2.68	.	3.00
Standard deviation	0.90	0.89	0.90	0.94	0.89	0.88	.	1.00
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>								
Highest Priority	8.5%	9.0%	6.3%	9.4%	8.7%	10.9%	0.0%	33.3%
High Priority	20.8%	19.8%	20.4%	22.6%	20.0%	22.6%	0.0%	0.0%
Medium Priority	33.3%	33.0%	33.1%	31.8%	38.2%	34.0%	0.0%	33.3%
Low Priority	37.4%	38.2%	40.2%	36.2%	33.1%	32.6%	0.0%	33.3%
Total(n)	4,836	1,773	1,258	1,020	414	368	0	3
Mean	2.00	1.99	1.93	2.05	2.04	2.12	.	2.33
Standard deviation	0.96	0.97	0.92	0.98	0.94	0.99	.	1.53
<b>Promote gender diversity in the faculty and administration</b>								
Highest Priority	17.8%	17.2%	15.3%	18.5%	22.4%	21.3%	0.0%	33.3%
High Priority	37.3%	39.1%	36.3%	36.7%	37.6%	33.6%	0.0%	33.3%
Medium Priority	31.7%	31.7%	33.7%	31.2%	26.5%	32.2%	0.0%	33.3%
Low Priority	13.2%	12.0%	14.8%	13.5%	13.5%	12.8%	0.0%	0.0%
Total(n)	4,830	1,771	1,254	1,021	415	366	0	3
Mean	2.60	2.62	2.52	2.60	2.69	2.63	.	3.00
Standard deviation	0.93	0.91	0.92	0.94	0.97	0.96	.	1.00
<b>Promote racial and ethnic diversity in the faculty and administration</b>								
Highest Priority	20.9%	20.7%	18.4%	22.5%	24.2%	22.8%	0.0%	33.3%
High Priority	38.1%	38.9%	37.7%	37.9%	38.3%	36.0%	0.0%	66.7%
Medium Priority	28.4%	29.0%	29.0%	27.3%	26.8%	28.2%	0.0%	0.0%
Low Priority	12.6%	11.5%	14.9%	12.3%	10.8%	13.0%	0.0%	0.0%
Total(n)	4,842	1,772	1,258	1,022	418	369	0	3
Mean	2.67	2.69	2.60	2.71	2.76	2.69	.	3.33
Standard deviation	0.94	0.93	0.95	0.95	0.94	0.97	.	0.58
<b>Provide resources for faculty to engage in community-based teaching or research</b>								
Highest Priority	10.0%	7.5%	6.3%	14.2%	16.9%	15.5%	0.0%	0.0%
High Priority	27.2%	25.1%	26.0%	30.2%	29.8%	30.2%	0.0%	33.3%
Medium Priority	38.3%	41.3%	39.6%	34.1%	34.7%	35.1%	0.0%	66.7%
Low Priority	24.4%	26.0%	28.1%	21.4%	18.6%	19.1%	0.0%	0.0%
Total(n)	4,805	1,763	1,251	1,012	409	367	0	3
Mean	2.23	2.14	2.10	2.37	2.45	2.42	.	2.33
Standard deviation	0.93	0.89	0.89	0.97	0.98	0.97	.	0.58
<b>Create and sustain partnerships with surrounding communities</b>								
Highest Priority	14.5%	9.9%	11.8%	19.3%	20.2%	26.0%	0.0%	33.3%
High Priority	32.3%	30.4%	29.7%	35.6%	37.1%	36.3%	0.0%	33.3%
Medium Priority	36.6%	40.0%	40.5%	31.6%	29.6%	29.0%	0.0%	33.3%
Low Priority	16.5%	19.6%	18.0%	13.6%	13.0%	8.7%	0.0%	0.0%
Total(n)	4,826	1,768	1,254	1,017	415	369	0	3
Mean	2.45	2.31	2.35	2.61	2.65	2.80	.	3.00
Standard deviation	0.93	0.90	0.91	0.95	0.95	0.93	.	1.00
<b>Pursue extramural funding</b>								
Highest Priority	14.8%	13.8%	12.9%	18.8%	15.0%	15.2%	0.0%	0.0%
High Priority	31.2%	33.2%	30.9%	29.0%	28.3%	31.0%	0.0%	100.0%
Medium Priority	36.1%	35.0%	36.2%	34.7%	39.0%	41.7%	0.0%	0.0%
Low Priority	17.9%	18.0%	19.9%	17.5%	17.8%	12.1%	0.0%	0.0%
Total(n)	4,754	1,751	1,239	1,006	400	355	0	3
Mean	2.43	2.43	2.37	2.49	2.41	2.49	.	3.00
Standard deviation	0.95	0.94	0.94	0.99	0.95	0.89	.	0.00
<b>Strengthen links with the for-profit, corporate sector</b>								
Highest Priority	13.8%	10.6%	11.8%	17.8%	17.6%	20.9%	0.0%	0.0%
High Priority	28.1%	26.8%	27.1%	27.6%	31.8%	35.5%	0.0%	66.7%
Medium Priority	33.6%	36.0%	34.9%	31.3%	30.6%	27.1%	0.0%	33.3%
Low Priority	24.5%	26.6%	26.2%	23.2%	20.0%	16.5%	0.0%	0.0%
Total(n)	4,772	1,757	1,242	1,003	409	358	0	3
Mean	2.31	2.21	2.24	2.40	2.47	2.61	.	2.67
Standard deviation	0.99	0.96	0.97	1.03	1.00	0.99	.	0.58

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Develop leadership ability among students</b>								
Highest Priority	22.4%	20.1%	19.5%	24.3%	28.0%	31.0%	0.0%	66.7%
High Priority	41.6%	42.5%	40.2%	41.1%	41.1%	43.9%	0.0%	0.0%
Medium Priority	29.1%	29.3%	32.4%	28.4%	27.1%	20.8%	0.0%	33.3%
Low Priority	6.9%	8.0%	7.9%	6.1%	3.9%	4.3%	0.0%	0.0%
Total(n)	4,835	1,778	1,253	1,016	414	371	0	3
Mean	2.79	2.75	2.71	2.84	2.93	3.02	.	3.33
Standard deviation	0.87	0.87	0.87	0.86	0.84	0.83	.	1.15
<b>Develop an appreciation for multiculturalism</b>								
Highest Priority	22.1%	21.0%	16.9%	24.3%	29.0%	31.4%	0.0%	66.7%
High Priority	41.0%	41.9%	43.6%	38.5%	40.2%	36.2%	0.0%	0.0%
Medium Priority	27.3%	27.6%	28.3%	28.8%	22.1%	24.9%	0.0%	33.3%
Low Priority	9.5%	9.6%	11.2%	8.4%	8.6%	7.6%	0.0%	0.0%
Total(n)	4,838	1,775	1,252	1,018	420	370	0	3
Mean	2.76	2.74	2.66	2.79	2.90	2.91	.	3.33
Standard deviation	0.90	0.90	0.89	0.91	0.92	0.93	.	1.15
<b>Prepare students for the workplace</b>								
Highest Priority	43.4%	40.1%	41.8%	48.4%	43.8%	49.3%	0.0%	66.7%
High Priority	42.4%	44.6%	44.1%	39.1%	39.8%	38.0%	0.0%	33.3%
Medium Priority	12.2%	13.4%	12.4%	11.0%	11.1%	10.3%	0.0%	0.0%
Low Priority	2.1%	1.9%	1.7%	1.5%	5.4%	2.4%	0.0%	0.0%
Total(n)	4,880	1,780	1,261	1,032	425	379	0	3
Mean	3.27	3.23	3.26	3.34	3.22	3.34	.	3.67
Standard deviation	0.75	0.75	0.74	0.73	0.85	0.76	.	0.58
<b>Please indicate the extent to which you:</b>								
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>								
To a Very Large Extent	27.6%	27.3%	23.2%	29.3%	34.1%	30.9%	0.0%	75.0%
To a Large Extent	33.2%	33.4%	34.6%	32.9%	30.6%	31.5%	0.0%	25.0%
To Some Extent	27.4%	28.0%	30.9%	27.2%	20.8%	21.1%	0.0%	0.0%
To a Small Extent	8.2%	8.5%	8.1%	7.4%	8.1%	9.6%	0.0%	0.0%
Not at All	3.6%	2.8%	3.1%	3.2%	6.4%	6.9%	0.0%	0.0%
Total(n)	4,814	1,753	1,241	1,033	408	375	0	4
Mean	3.73	3.74	3.67	3.78	3.78	3.70	.	4.75
Standard deviation	1.06	1.04	1.02	1.05	1.18	1.20	.	0.50
<b>Experience close alignment between your work and your personal values</b>								
To a Very Large Extent	41.7%	42.7%	36.7%	40.8%	51.0%	44.9%	0.0%	75.0%
To a Large Extent	39.5%	38.8%	42.0%	41.0%	31.5%	39.1%	0.0%	25.0%
To Some Extent	14.8%	14.6%	16.2%	14.2%	14.4%	13.8%	0.0%	0.0%
To a Small Extent	3.0%	2.9%	4.4%	2.6%	2.2%	1.1%	0.0%	0.0%
Not at All	1.0%	1.0%	0.8%	1.4%	1.0%	1.1%	0.0%	0.0%
Total(n)	4,816	1,748	1,241	1,031	416	376	0	4
Mean	4.18	4.19	4.09	4.17	4.29	4.26	.	4.75
Standard deviation	0.86	0.86	0.88	0.86	0.86	0.81	.	0.50
<b>Mentor faculty</b>								
To a Very Large Extent	14.4%	22.7%	11.2%	9.5%	8.2%	6.8%	0.0%	0.0%
To a Large Extent	22.0%	30.1%	25.4%	12.6%	10.0%	11.1%	0.0%	66.7%
To Some Extent	31.7%	33.7%	37.8%	25.9%	24.7%	26.3%	0.0%	0.0%
To a Small Extent	15.1%	10.4%	15.8%	22.0%	16.5%	14.6%	0.0%	33.3%
Not at All	16.7%	3.1%	9.8%	29.9%	40.6%	41.2%	0.0%	0.0%
Total(n)	4,755	1,732	1,234	1,016	401	369	0	3
Mean	3.02	3.59	3.12	2.50	2.29	2.28	.	3.33
Standard deviation	1.27	1.04	1.11	1.29	1.31	1.29	.	1.15
<b>Mentor undergraduate students</b>								
To a Very Large Extent	34.9%	35.6%	38.2%	37.3%	25.1%	25.5%	0.0%	25.0%
To a Large Extent	28.6%	31.3%	29.4%	27.6%	23.6%	20.9%	0.0%	75.0%
To Some Extent	19.4%	19.3%	17.7%	19.9%	22.1%	22.2%	0.0%	0.0%
To a Small Extent	7.8%	7.1%	6.7%	5.8%	13.4%	13.8%	0.0%	0.0%
Not at All	9.3%	6.7%	8.1%	9.4%	15.9%	17.6%	0.0%	0.0%
Total(n)	4,751	1,723	1,233	1,019	403	369	0	4
Mean	3.72	3.82	3.83	3.78	3.29	3.23	.	4.25
Standard deviation	1.27	1.18	1.24	1.27	1.39	1.42	.	0.50
<b>Mentor graduate students</b>								
To a Very Large Extent	17.9%	20.9%	17.2%	18.0%	13.6%	10.6%	0.0%	0.0%
To a Large Extent	15.5%	17.2%	15.2%	15.6%	12.6%	10.0%	0.0%	75.0%
To Some Extent	14.0%	14.3%	14.5%	12.8%	15.2%	12.5%	0.0%	0.0%
To a Small Extent	11.6%	10.3%	13.4%	12.3%	11.4%	9.5%	0.0%	25.0%
Not at All	41.0%	37.2%	39.7%	41.2%	47.2%	57.4%	0.0%	0.0%
Total(n)	4,675	1,701	1,210	1,005	396	359	0	4
Mean	2.58	2.74	2.57	2.57	2.34	2.07	.	3.50
Standard deviation	1.57	1.59	1.54	1.57	1.50	1.43	.	1.00
<b>Been mentored by at least one professional in academia</b>								
To a Very Large Extent	27.1%	27.2%	26.3%	34.0%	21.2%	17.2%	0.0%	0.0%
To a Large Extent	24.2%	25.7%	24.8%	24.2%	18.5%	20.7%	0.0%	50.0%
To Some Extent	24.8%	24.6%	25.9%	24.3%	24.8%	23.9%	0.0%	0.0%
To a Small Extent	14.3%	14.8%	15.6%	10.4%	17.8%	14.2%	0.0%	25.0%
Not at All	9.6%	7.6%	7.3%	7.1%	17.8%	23.9%	0.0%	25.0%
Total(n)	4,796	1,745	1,240	1,024	411	372	0	4
Mean	3.45	3.50	3.47	3.68	3.08	2.93	.	2.75



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.29	1.24	1.24	1.24	1.39	1.41	.	1.50
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>								
To a Very Large Extent	8.7%	7.9%	7.2%	11.9%	8.3%	9.7%	0.0%	0.0%
To a Large Extent	11.7%	11.5%	11.4%	13.1%	11.5%	9.9%	0.0%	50.0%
To Some Extent	22.7%	24.6%	24.8%	19.8%	16.9%	21.0%	0.0%	0.0%
To a Small Extent	19.2%	21.0%	21.5%	17.0%	14.9%	14.0%	0.0%	0.0%
Not at All	37.7%	35.1%	35.0%	38.2%	48.4%	45.4%	0.0%	50.0%
Total(n)	4,803	1,745	1,244	1,029	409	372	0	4
Mean	2.35	2.36	2.34	2.43	2.16	2.24	.	2.50
Standard deviation	1.32	1.28	1.26	1.41	1.36	1.37	.	1.73
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>								
To a Very Large Extent	1.0%	0.5%	0.6%	1.6%	2.7%	0.5%	0.0%	0.0%
To a Large Extent	1.9%	1.3%	1.5%	3.2%	1.7%	2.5%	0.0%	25.0%
To Some Extent	3.1%	2.6%	2.5%	3.5%	3.9%	4.7%	0.0%	0.0%
To a Small Extent	4.3%	3.9%	4.2%	4.9%	3.9%	6.0%	0.0%	0.0%
Not at All	89.8%	91.7%	91.2%	86.8%	87.7%	86.3%	0.0%	75.0%
Total(n)	4,781	1,740	1,241	1,024	407	365	0	4
Mean	1.20	1.15	1.16	1.28	1.28	1.25	.	1.75
Standard deviation	0.67	0.57	0.59	0.81	0.84	0.70	.	1.50
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>								
Excellent	33.2%	36.3%	28.7%	34.9%	28.4%	30.4%	0.0%	100.0%
Good	49.7%	49.1%	53.3%	48.2%	48.9%	42.5%	0.0%	0.0%
Fair	13.5%	12.1%	13.6%	13.2%	18.7%	19.8%	0.0%	0.0%
Poor	3.6%	2.5%	4.5%	3.6%	4.0%	7.2%	0.0%	0.0%
Total(n)	3,829	1,632	1,076	687	225	207	0	2
Mean	3.12	3.19	3.06	3.14	3.02	2.96	.	4.00
Standard deviation	0.77	0.74	0.77	0.78	0.80	0.89	.	0.00
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>								
Excellent	45.8%	46.8%	45.8%	47.4%	40.8%	40.1%	0.0%	100.0%
Good	45.6%	45.3%	46.6%	45.4%	44.6%	45.6%	0.0%	0.0%
Fair	7.2%	7.0%	6.1%	6.3%	12.7%	10.5%	0.0%	0.0%
Poor	1.4%	1.0%	1.5%	1.0%	1.9%	3.8%	0.0%	0.0%
Total(n)	4,169	1,553	1,102	908	316	287	0	3
Mean	3.36	3.38	3.37	3.39	3.24	3.22	.	4.00
Standard deviation	0.68	0.66	0.66	0.65	0.74	0.78	.	0.00
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>								
Excellent	47.0%	48.2%	47.6%	49.4%	42.3%	32.6%	0.0%	100.0%
Good	43.3%	44.1%	41.7%	41.0%	45.4%	52.8%	0.0%	0.0%
Fair	8.2%	6.7%	9.0%	8.3%	10.3%	11.8%	0.0%	0.0%
Poor	1.4%	1.1%	1.7%	1.2%	2.1%	2.8%	0.0%	0.0%
Total(n)	2,623	1,019	701	563	194	144	0	2
Mean	3.36	3.39	3.35	3.39	3.28	3.15	.	4.00
Standard deviation	0.69	0.66	0.72	0.69	0.73	0.73	.	0.00
<b>How satisfied are you with the following aspects of your job?</b>								
<b>Salary</b>								
Very Satisfied	14.5%	20.8%	12.1%	10.9%	10.7%	7.0%	0.0%	25.0%
Satisfied	37.0%	40.4%	37.3%	34.5%	30.8%	34.0%	0.0%	0.0%
Marginally Satisfied	27.2%	21.5%	27.9%	31.7%	32.2%	32.6%	0.0%	75.0%
Not Satisfied	21.3%	17.2%	22.7%	22.9%	26.4%	26.5%	0.0%	0.0%
Total(n)	4,823	1,751	1,244	1,037	413	374	0	4
Mean	2.45	2.65	2.39	2.33	2.26	2.21	.	2.50
Standard deviation	0.98	1.00	0.97	0.95	0.97	0.92	.	1.00
<b>Health benefits</b>								
Very Satisfied	26.0%	31.5%	24.4%	23.6%	24.5%	11.9%	0.0%	66.7%
Satisfied	42.9%	43.3%	46.4%	43.7%	32.9%	37.7%	0.0%	0.0%
Marginally Satisfied	18.4%	17.4%	18.9%	22.0%	14.5%	15.6%	0.0%	0.0%
Not Satisfied	12.7%	7.7%	10.3%	10.7%	28.1%	34.8%	0.0%	33.3%
Total(n)	4,753	1,745	1,240	1,020	392	353	0	3
Mean	2.82	2.99	2.85	2.80	2.54	2.27	.	3.00
Standard deviation	0.96	0.89	0.91	0.92	1.14	1.06	.	1.73
<b>Retirement benefits</b>								
Very Satisfied	24.5%	29.6%	23.1%	24.9%	19.6%	8.5%	0.0%	50.0%
Satisfied	43.0%	41.4%	46.4%	45.4%	35.1%	40.6%	0.0%	0.0%
Marginally Satisfied	18.7%	18.0%	20.1%	20.2%	15.8%	17.0%	0.0%	0.0%
Not Satisfied	13.8%	11.0%	10.4%	9.6%	29.5%	33.8%	0.0%	50.0%
Total(n)	4,716	1,725	1,236	1,012	387	352	0	4
Mean	2.78	2.90	2.82	2.86	2.45	2.24	.	2.50
Standard deviation	0.97	0.95	0.90	0.90	1.11	1.02	.	1.73
<b>Opportunity for scholarly pursuits</b>								
Very Satisfied	19.5%	25.1%	17.2%	19.5%	10.7%	9.3%	0.0%	25.0%
Satisfied	41.4%	42.9%	41.0%	42.1%	34.5%	40.8%	0.0%	75.0%
Marginally Satisfied	24.2%	20.9%	26.6%	25.0%	27.4%	27.2%	0.0%	0.0%
Not Satisfied	14.8%	11.1%	15.2%	13.4%	27.4%	22.7%	0.0%	0.0%
Total(n)	4,751	1,744	1,237	1,022	391	353	0	4
Mean	2.66	2.82	2.60	2.68	2.29	2.37	.	3.25

**2022-2023 HERI Faculty Survey**  
**Men Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.96	0.93	0.94	0.94	0.98	0.94	.	0.50
<b>Teaching load</b>								
Very Satisfied	19.1%	21.4%	16.7%	18.4%	22.0%	15.9%	0.0%	25.0%
Satisfied	46.3%	45.2%	45.0%	46.3%	47.6%	54.3%	0.0%	75.0%
Marginally Satisfied	21.1%	20.1%	22.6%	22.9%	18.5%	18.4%	0.0%	0.0%
Not Satisfied	13.5%	13.3%	15.7%	12.4%	12.0%	11.4%	0.0%	0.0%
Total(n)	4,800	1,742	1,241	1,033	410	370	0	4
Mean	2.71	2.75	2.63	2.71	2.80	2.75	.	3.25
Standard deviation	0.93	0.94	0.94	0.91	0.92	0.86	.	0.50
<b>Quality of students</b>								
Very Satisfied	25.3%	24.6%	25.1%	27.3%	23.2%	24.7%	0.0%	75.0%
Satisfied	44.7%	45.2%	41.8%	44.0%	48.6%	50.8%	0.0%	25.0%
Marginally Satisfied	22.3%	22.1%	24.7%	21.2%	21.0%	19.4%	0.0%	0.0%
Not Satisfied	7.7%	8.1%	8.4%	7.4%	7.2%	5.1%	0.0%	0.0%
Total(n)	4,816	1,745	1,245	1,036	414	372	0	4
Mean	2.88	2.86	2.84	2.91	2.88	2.95	.	3.75
Standard deviation	0.88	0.88	0.90	0.88	0.85	0.80	.	0.50
<b>Autonomy and independence</b>								
Very Satisfied	45.8%	44.2%	42.7%	49.3%	51.9%	47.0%	0.0%	50.0%
Satisfied	41.6%	41.5%	42.9%	39.9%	39.8%	44.1%	0.0%	50.0%
Marginally Satisfied	8.9%	9.9%	10.0%	7.4%	7.3%	7.0%	0.0%	0.0%
Not Satisfied	3.7%	4.4%	4.4%	3.5%	1.0%	1.9%	0.0%	0.0%
Total(n)	4,803	1,744	1,240	1,033	412	370	0	4
Mean	3.29	3.25	3.24	3.35	3.43	3.36	.	3.50
Standard deviation	0.78	0.81	0.80	0.76	0.67	0.70	.	0.58
<b>Departmental leadership</b>								
Very Satisfied	45.2%	44.2%	41.5%	49.8%	47.5%	46.3%	0.0%	100.0%
Satisfied	36.0%	35.4%	38.4%	32.6%	37.0%	39.0%	0.0%	0.0%
Marginally Satisfied	10.7%	10.8%	12.1%	10.1%	9.7%	8.1%	0.0%	0.0%
Not Satisfied	8.2%	9.6%	8.0%	7.5%	5.8%	6.5%	0.0%	0.0%
Total(n)	4,808	1,744	1,243	1,035	413	369	0	4
Mean	3.18	3.14	3.13	3.25	3.26	3.25	.	4.00
Standard deviation	0.92	0.96	0.92	0.92	0.86	0.86	.	0.00
<b>Departmental support for work/life balance</b>								
Very Satisfied	34.2%	33.7%	30.5%	36.9%	34.1%	40.9%	0.0%	75.0%
Satisfied	42.9%	42.9%	42.8%	42.5%	46.4%	39.8%	0.0%	25.0%
Marginally Satisfied	15.1%	16.5%	16.6%	12.9%	13.3%	11.6%	0.0%	0.0%
Not Satisfied	7.8%	6.9%	10.0%	7.7%	6.2%	7.7%	0.0%	0.0%
Total(n)	4,791	1,744	1,244	1,032	405	362	0	4
Mean	3.03	3.03	2.94	3.09	3.08	3.14	.	3.75
Standard deviation	0.90	0.88	0.93	0.89	0.85	0.90	.	0.50
<b>Institutional support for work/life balance</b>								
Very Satisfied	20.8%	19.1%	17.7%	22.4%	22.9%	32.2%	0.0%	75.0%
Satisfied	40.9%	41.1%	38.7%	41.7%	45.8%	39.4%	0.0%	25.0%
Marginally Satisfied	23.7%	25.2%	25.7%	22.9%	19.7%	16.7%	0.0%	0.0%
Not Satisfied	14.6%	14.5%	17.9%	13.1%	11.7%	11.7%	0.0%	0.0%
Total(n)	4,782	1,741	1,243	1,032	402	360	0	4
Mean	2.68	2.65	2.56	2.73	2.80	2.92	.	3.75
Standard deviation	0.96	0.95	0.98	0.95	0.92	0.98	.	0.50
<b>Prospects for career advancement</b>								
Very Satisfied	16.1%	19.0%	13.9%	16.6%	11.9%	12.3%	0.0%	33.3%
Satisfied	42.0%	46.1%	41.0%	44.2%	29.6%	32.5%	0.0%	66.7%
Marginally Satisfied	24.3%	20.9%	27.4%	25.2%	27.1%	24.2%	0.0%	0.0%
Not Satisfied	17.6%	14.0%	17.6%	13.9%	31.4%	31.1%	0.0%	0.0%
Total(n)	4,736	1,724	1,241	1,022	395	351	0	3
Mean	2.57	2.70	2.51	2.64	2.22	2.26	.	3.33
Standard deviation	0.96	0.93	0.94	0.92	1.02	1.03	.	0.58
<b>Relative equity of salary and job benefits</b>								
Very Satisfied	14.8%	18.9%	12.3%	14.1%	10.4%	10.1%	0.0%	25.0%
Satisfied	36.0%	37.9%	35.2%	37.2%	31.6%	31.9%	0.0%	0.0%
Marginally Satisfied	25.8%	23.6%	27.2%	26.9%	27.1%	26.9%	0.0%	50.0%
Not Satisfied	23.4%	19.7%	25.2%	21.9%	30.9%	31.1%	0.0%	25.0%
Total(n)	4,734	1,725	1,237	1,016	395	357	0	4
Mean	2.42	2.56	2.35	2.44	2.22	2.21	.	2.25
Standard deviation	1.00	1.01	0.99	0.98	1.00	1.00	.	1.26
<b>Flexibility in relation to family matters or emergencies</b>								
Very Satisfied	43.3%	43.6%	42.2%	45.1%	41.8%	42.7%	0.0%	50.0%
Satisfied	44.3%	44.5%	45.7%	42.9%	42.8%	44.6%	0.0%	50.0%
Marginally Satisfied	9.4%	9.6%	9.2%	8.6%	12.3%	8.6%	0.0%	0.0%
Not Satisfied	2.9%	2.4%	2.9%	3.4%	3.3%	4.2%	0.0%	0.0%
Total(n)	4,757	1,738	1,233	1,021	400	361	0	4
Mean	3.28	3.29	3.27	3.30	3.23	3.26	.	3.50
Standard deviation	0.75	0.73	0.75	0.77	0.79	0.78	.	0.58
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>								
Very Satisfied	30.5%	33.5%	28.5%	30.4%	26.0%	27.9%	0.0%	66.7%
Satisfied	48.1%	48.9%	48.8%	46.3%	51.0%	44.0%	0.0%	33.3%
Marginally Satisfied	15.6%	13.7%	16.0%	17.5%	15.6%	17.8%	0.0%	0.0%
Not Satisfied	5.8%	3.9%	6.7%	5.7%	7.3%	10.3%	0.0%	0.0%
Total(n)	4,662	1,714	1,221	992	384	348	0	3

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	3.03	3.12	2.99	3.01	2.96	2.89	.	3.67
Standard deviation	0.83	0.78	0.84	0.84	0.84	0.93	.	0.58
<b>Overall job</b>								
Very Satisfied	30.6%	33.0%	26.6%	31.8%	30.8%	29.8%	0.0%	50.0%
Satisfied	49.1%	46.7%	49.3%	51.4%	50.0%	53.1%	0.0%	50.0%
Marginally Satisfied	15.6%	15.5%	18.9%	12.9%	14.8%	13.6%	0.0%	0.0%
Not Satisfied	4.6%	4.8%	5.2%	4.0%	4.4%	3.5%	0.0%	0.0%
Total(n)	4,800	1,738	1,242	1,035	412	369	0	4
Mean	3.06	3.08	2.97	3.11	3.07	3.09	.	3.50
Standard deviation	0.80	0.82	0.81	0.77	0.79	0.75	.	0.58
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>								
<b>Managing household responsibilities</b>								
Extensive	20.9%	14.8%	26.5%	26.4%	20.6%	16.8%	0.0%	0.0%
Somewhat	52.7%	55.8%	52.2%	52.9%	44.9%	47.2%	0.0%	75.0%
Not at All	26.4%	29.4%	21.3%	20.7%	34.6%	36.1%	0.0%	25.0%
Total(n)	4,651	1,707	1,209	1,000	379	352	0	4
Mean	1.95	1.85	2.05	2.06	1.86	1.81	.	1.75
Standard deviation	0.69	0.65	0.69	0.68	0.73	0.70	.	0.50
<b>Review/promotion process</b>								
Extensive	15.9%	6.7%	17.1%	28.5%	15.7%	12.9%	0.0%	0.0%
Somewhat	36.0%	25.2%	42.9%	45.0%	34.3%	30.6%	0.0%	100.0%
Not at All	48.1%	68.2%	40.0%	26.5%	50.0%	56.5%	0.0%	0.0%
Total(n)	3,833	1,303	1,088	912	280	248	0	2
Mean	1.68	1.39	1.77	2.02	1.66	1.56	.	2.00
Standard deviation	0.73	0.61	0.72	0.74	0.74	0.71	.	0.00
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>								
Extensive	5.8%	6.1%	7.3%	5.4%	2.6%	3.4%	0.0%	0.0%
Somewhat	17.8%	18.1%	18.0%	18.7%	18.5%	12.4%	0.0%	33.3%
Not at All	76.4%	75.8%	74.8%	75.9%	78.9%	84.2%	0.0%	66.7%
Total(n)	4,045	1,510	1,046	875	313	298	0	3
Mean	1.29	1.30	1.33	1.29	1.24	1.19	.	1.33
Standard deviation	0.57	0.58	0.60	0.56	0.48	0.47	.	0.58
<b>Committee work</b>								
Extensive	11.9%	13.5%	16.8%	8.0%	2.4%	3.4%	0.0%	0.0%
Somewhat	51.5%	57.4%	55.9%	47.3%	31.2%	28.0%	0.0%	100.0%
Not at All	36.6%	29.1%	27.3%	44.7%	66.4%	68.7%	0.0%	0.0%
Total(n)	4,355	1,700	1,193	939	253	268	0	2
Mean	1.75	1.84	1.89	1.63	1.36	1.35	.	2.00
Standard deviation	0.65	0.63	0.66	0.63	0.53	0.54	.	0.00
<b>Faculty meetings</b>								
Extensive	9.6%	11.7%	12.0%	6.6%	3.0%	5.0%	0.0%	0.0%
Somewhat	43.6%	50.7%	46.9%	37.7%	26.9%	26.2%	0.0%	100.0%
Not at All	46.7%	37.6%	41.1%	55.6%	70.1%	68.8%	0.0%	0.0%
Total(n)	4,514	1,711	1,205	994	301	301	0	2
Mean	1.63	1.74	1.71	1.51	1.33	1.36	.	2.00
Standard deviation	0.65	0.65	0.67	0.62	0.53	0.58	.	0.00
<b>Students</b>								
Extensive	11.6%	9.7%	15.3%	13.1%	9.6%	7.0%	0.0%	0.0%
Somewhat	56.6%	59.0%	57.9%	56.6%	49.6%	48.6%	0.0%	0.0%
Not at All	31.8%	31.4%	26.8%	30.3%	40.8%	44.4%	0.0%	100.0%
Total(n)	4,691	1,716	1,212	1,007	395	358	0	3
Mean	1.80	1.78	1.88	1.83	1.69	1.63	.	1.00
Standard deviation	0.63	0.60	0.64	0.64	0.64	0.61	.	0.00
<b>Research or publishing demands</b>								
Extensive	16.5%	11.7%	20.1%	24.7%	9.2%	7.5%	0.0%	0.0%
Somewhat	44.3%	46.4%	51.4%	41.6%	28.3%	21.5%	0.0%	100.0%
Not at All	39.2%	41.9%	28.6%	33.7%	62.5%	71.0%	0.0%	0.0%
Total(n)	4,178	1,647	1,127	938	251	214	0	1
Mean	1.77	1.70	1.91	1.91	1.47	1.36	.	2.00
Standard deviation	0.71	0.67	0.69	0.76	0.66	0.62	.	.
<b>Institutional procedures and "red tape"</b>								
Extensive	22.8%	27.5%	25.6%	18.3%	15.3%	8.8%	0.0%	0.0%
Somewhat	48.6%	52.0%	48.4%	47.8%	39.6%	43.1%	0.0%	100.0%
Not at All	28.6%	20.6%	25.9%	33.9%	45.1%	48.1%	0.0%	0.0%
Total(n)	4,538	1,707	1,193	968	346	320	0	4
Mean	1.94	2.07	2.00	1.84	1.70	1.61	.	2.00
Standard deviation	0.71	0.69	0.72	0.71	0.72	0.64	.	0.00
<b>Teaching load</b>								
Extensive	17.0%	15.2%	21.6%	20.5%	8.5%	9.3%	0.0%	0.0%
Somewhat	43.9%	45.9%	45.8%	45.9%	35.1%	31.5%	0.0%	33.3%
Not at All	39.2%	38.9%	32.6%	33.7%	56.4%	59.3%	0.0%	66.7%
Total(n)	4,659	1,688	1,215	1,007	390	356	0	3
Mean	1.78	1.76	1.89	1.87	1.52	1.50	.	1.33
Standard deviation	0.72	0.70	0.73	0.72	0.65	0.66	.	0.58
<b>Lack of personal time</b>								
Extensive	20.7%	18.6%	25.9%	24.0%	12.7%	12.2%	0.0%	0.0%
Somewhat	44.3%	46.2%	46.0%	45.9%	35.9%	34.6%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	35.0%	35.2%	28.1%	30.1%	51.4%	53.3%	0.0%	100.0%
Total(n)	4,671	1,708	1,212	1,007	387	353	0	4
Mean	1.86	1.83	1.98	1.94	1.61	1.59	.	1.00
Standard deviation	0.73	0.71	0.73	0.73	0.70	0.70	.	0.00
<b>Job security</b>								
Extensive	11.2%	5.6%	8.4%	18.6%	18.6%	17.1%	0.0%	0.0%
Somewhat	27.2%	18.1%	27.7%	36.2%	36.4%	31.2%	0.0%	50.0%
Not at All	61.7%	76.3%	63.9%	45.2%	44.9%	51.7%	0.0%	50.0%
Total(n)	4,551	1,630	1,190	1,005	376	346	0	4
Mean	1.49	1.29	1.45	1.73	1.74	1.65	.	1.50
Standard deviation	0.69	0.57	0.64	0.75	0.75	0.75	.	0.58
<b>Self-imposed high expectations</b>								
Extensive	30.6%	26.9%	32.4%	38.6%	27.4%	24.2%	0.0%	0.0%
Somewhat	51.0%	55.3%	52.1%	45.8%	47.8%	45.2%	0.0%	75.0%
Not at All	18.3%	17.8%	15.5%	15.5%	24.8%	30.6%	0.0%	25.0%
Total(n)	4,682	1,705	1,216	1,010	391	356	0	4
Mean	2.12	2.09	2.17	2.23	2.03	1.94	.	1.75
Standard deviation	0.69	0.66	0.67	0.70	0.72	0.74	.	0.50
<b>Increased work responsibilities</b>								
Extensive	23.3%	25.2%	27.6%	22.3%	11.3%	14.6%	0.0%	0.0%
Somewhat	46.4%	45.7%	48.5%	49.6%	40.9%	39.0%	0.0%	66.7%
Not at All	30.3%	29.1%	23.9%	28.0%	47.8%	46.4%	0.0%	33.3%
Total(n)	4,629	1,697	1,209	999	372	349	0	3
Mean	1.93	1.96	2.04	1.94	1.63	1.68	.	1.67
Standard deviation	0.73	0.74	0.72	0.71	0.68	0.71	.	0.58
<b>Institutional budget cuts</b>								
Extensive	19.7%	21.1%	20.6%	20.0%	16.1%	13.0%	0.0%	0.0%
Somewhat	34.9%	35.6%	35.4%	33.8%	35.5%	32.0%	0.0%	33.3%
Not at All	45.4%	43.3%	43.9%	46.2%	48.4%	55.0%	0.0%	66.7%
Total(n)	4,343	1,627	1,140	916	335	322	0	3
Mean	1.74	1.78	1.77	1.74	1.68	1.58	.	1.33
Standard deviation	0.77	0.77	0.77	0.77	0.74	0.71	.	0.58
<b>Have you been sexually harassed at this institution?</b>								
Yes	2.1%	2.8%	2.5%	1.3%	1.2%	0.8%	14.3%	25.0%
No	97.9%	97.2%	97.5%	98.7%	98.8%	99.2%	85.7%	75.0%
Total(n)	4,891	1,770	1,252	1,050	428	380	7	4
<b>In the past year, have you:</b>								
<b>Considered leaving academe for another job?</b>								
Yes	37.5%	33.0%	42.3%	40.8%	35.7%	34.9%	0.0%	50.0%
No	62.5%	67.0%	57.7%	59.2%	64.3%	65.1%	0.0%	50.0%
Total(n)	4,819	1,747	1,243	1,039	414	372	0	4
<b>Considered leaving this institution for another?</b>								
Yes	42.0%	41.2%	46.7%	42.6%	37.7%	33.9%	0.0%	50.0%
No	58.0%	58.8%	53.3%	57.4%	62.3%	66.1%	0.0%	50.0%
Total(n)	4,811	1,746	1,239	1,036	414	372	0	4
<b>Engaged in public service/professional consulting without pay?</b>								
Yes	48.5%	51.9%	48.6%	43.6%	50.2%	44.1%	0.0%	75.0%
No	51.5%	48.1%	51.4%	56.4%	49.8%	55.9%	0.0%	25.0%
Total(n)	4,804	1,744	1,240	1,032	414	370	0	4
<b>Received at least one firm job offer elsewhere?</b>								
Yes	19.8%	14.6%	16.6%	24.4%	34.0%	26.8%	0.0%	25.0%
No	80.2%	85.4%	83.4%	75.6%	66.0%	73.2%	0.0%	75.0%
Total(n)	4,790	1,742	1,238	1,028	409	369	0	4
<b>For each of the following items, please mark either Yes or No.</b>								
<b>Are you a member of a faculty union?</b>								
Yes	10.3%	9.7%	8.8%	9.1%	22.7%	7.9%	0.0%	25.0%
No	89.7%	90.3%	91.2%	90.9%	77.3%	92.1%	0.0%	75.0%
Total(n)	4,776	1,737	1,232	1,029	409	365	0	4
<b>Do you plan to retire within the next three years?</b>								
Yes	13.1%	20.5%	8.9%	5.5%	16.1%	10.7%	0.0%	0.0%
No	86.9%	79.5%	91.1%	94.5%	83.9%	89.3%	0.0%	100.0%
Total(n)	4,763	1,724	1,232	1,031	409	363	0	4
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>								
Yes	5.0%	2.7%	3.2%	6.4%	10.7%	11.7%	0.0%	0.0%
No	95.0%	97.3%	96.8%	93.6%	89.3%	88.3%	0.0%	100.0%
Total(n)	4,779	1,731	1,237	1,030	411	367	0	3
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>								
Yes	30.5%	42.7%	32.4%	16.9%	20.8%	15.6%	0.0%	0.0%
No	69.5%	57.3%	67.6%	83.1%	79.2%	84.4%	0.0%	100.0%
Total(n)	4,781	1,736	1,236	1,032	408	365	0	4
<b>Citizenship status:</b>								
U.S. citizen	93.3%	97.0%	93.8%	84.3%	96.7%	95.0%	85.7%	100.0%
Permanent resident (green card)	4.3%	2.8%	5.0%	7.9%	1.9%	2.3%	0.0%	0.0%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	2.0%	0.2%	0.8%	7.0%	1.2%	1.3%	14.3%	0.0%
None of the above	0.4%	0.1%	0.4%	0.9%	0.2%	1.3%	0.0%	0.0%
Total(n)	4,888	1,772	1,251	1,042	429	363	7	4

**2022-2023 HERI Faculty Survey**  
**Men Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>How would you characterize your political views?</b>								
Far right	0.7%	0.5%	0.8%	0.6%	0.5%	1.6%	0.0%	0.0%
Conservative	17.1%	16.9%	15.6%	15.9%	20.9%	22.0%	14.3%	0.0%
Middle-of-the-road	36.1%	35.6%	34.9%	34.5%	39.8%	41.7%	42.9%	100.0%
Liberal	37.3%	40.4%	37.5%	37.8%	31.4%	27.4%	42.9%	0.0%
Far left	8.9%	6.6%	11.1%	11.3%	7.4%	7.3%	0.0%	0.0%
Total(n)	4,803	1,757	1,229	1,021	417	369	7	3
<b>If given the choice, would you:</b>								
<b>Still come to this institution?</b>								
Definitely yes	46.8%	43.9%	41.3%	50.0%	58.5%	57.0%	0.0%	75.0%
Probably yes	33.9%	33.8%	36.4%	34.4%	28.5%	31.5%	0.0%	25.0%
Not sure	11.5%	13.2%	13.4%	9.2%	8.3%	7.1%	0.0%	0.0%
Probably no	5.1%	6.4%	4.9%	4.1%	4.2%	2.9%	0.0%	0.0%
Definitely no	2.7%	2.8%	4.0%	2.4%	0.5%	1.6%	0.0%	0.0%
Total(n)	4,871	1,765	1,252	1,045	424	381	0	4
Mean	4.17	4.10	4.06	4.25	4.40	4.39	.	4.75
Standard deviation	1.00	1.03	1.05	0.95	0.85	0.86	.	0.50
<b>Still be a college professor?</b>								
Definitely yes	62.7%	64.7%	56.7%	64.6%	66.6%	63.9%	0.0%	66.7%
Probably yes	26.5%	24.3%	30.3%	25.4%	25.4%	28.1%	0.0%	33.3%
Not sure	7.8%	8.0%	9.4%	7.6%	5.9%	5.1%	0.0%	0.0%
Probably no	2.4%	2.4%	3.1%	1.5%	1.7%	2.7%	0.0%	0.0%
Definitely no	0.6%	0.6%	0.5%	0.9%	0.5%	0.3%	0.0%	0.0%
Total(n)	4,842	1,751	1,250	1,042	422	374	0	3
Mean	4.48	4.50	4.40	4.51	4.56	4.53	.	4.67
Standard deviation	0.79	0.79	0.82	0.77	0.72	0.74	.	0.58
<b>Please select your base institutional salary.</b>								
Less than \$10,000	0.1%	0.0%	0.0%	0.2%	1.1%	1.3%	0.0%	0.0%
\$10,000-19,999	0.1%	0.1%	0.0%	0.1%	0.6%	0.0%	0.0%	0.0%
\$20,000-29,999	0.2%	0.1%	0.0%	0.0%	1.7%	1.9%	0.0%	0.0%
\$30,000-39,999	0.7%	0.5%	0.3%	0.3%	1.7%	5.2%	0.0%	0.0%
\$40,000-49,999	2.1%	0.7%	0.4%	2.0%	13.6%	19.4%	0.0%	0.0%
\$50,000-59,999	6.6%	0.7%	3.9%	15.5%	14.2%	26.5%	0.0%	0.0%
\$60,000-69,999	11.7%	4.4%	15.4%	18.6%	13.1%	18.7%	0.0%	0.0%
\$70,000-79,999	12.4%	9.2%	13.1%	15.9%	19.9%	11.0%	0.0%	0.0%
\$80,000-89,999	12.2%	9.4%	13.4%	15.8%	13.6%	9.0%	0.0%	100.0%
\$90,000-99,999	10.0%	8.6%	12.1%	10.9%	9.7%	4.5%	0.0%	0.0%
\$100,000-124,999	21.3%	26.7%	24.3%	13.8%	7.4%	1.9%	0.0%	0.0%
\$125,000-149,999	10.1%	16.3%	8.9%	3.8%	1.7%	0.0%	0.0%	0.0%
\$150,000-199,999	8.2%	15.0%	5.3%	2.3%	1.1%	0.6%	0.0%	0.0%
\$200,000-249,999	3.1%	5.5%	2.4%	0.8%	0.6%	0.0%	0.0%	0.0%
\$250,000-499,999	1.4%	3.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,152	1,677	1,191	952	176	155	0	1
<b>Your base institutional salary reported above is based on:</b>								
Less than 9 months	7.6%	8.5%	7.1%	7.5%	5.1%	4.6%	0.0%	0.0%
9/10 months	65.2%	66.3%	67.8%	63.6%	55.4%	53.3%	0.0%	0.0%
11/12 months	27.2%	25.3%	25.0%	28.8%	39.4%	42.1%	0.0%	100.0%
Total(n)	4,174	1,695	1,194	957	175	152	0	1
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>								
Less than \$5,000	14.3%	5.9%	28.6%	10.7%	12.2%	17.0%	0.0%	0.0%
\$5,000-9,999	22.7%	17.6%	14.3%	17.3%	17.0%	32.5%	0.0%	50.0%
\$10,000-14,999	17.7%	11.8%	17.1%	18.7%	20.1%	16.0%	0.0%	0.0%
\$15,000-19,999	12.1%	14.7%	11.4%	16.0%	10.9%	11.8%	0.0%	0.0%
\$20,000-24,999	12.1%	11.8%	11.4%	20.0%	12.2%	9.0%	0.0%	50.0%
\$25,000-29,999	4.1%	8.8%	5.7%	1.3%	4.4%	3.8%	0.0%	0.0%
\$30,000-34,999	4.3%	0.0%	0.0%	5.3%	6.6%	2.8%	0.0%	0.0%
\$35,000-39,999	2.0%	0.0%	0.0%	2.7%	2.6%	1.9%	0.0%	0.0%
\$40,000-44,999	1.9%	0.0%	0.0%	2.7%	3.9%	0.0%	0.0%	0.0%
\$45,000-49,999	2.4%	2.9%	5.7%	1.3%	3.1%	1.4%	0.0%	0.0%
\$50,000-59,999	1.9%	5.9%	0.0%	1.3%	2.6%	0.9%	0.0%	0.0%
\$60,000-69,999	2.2%	8.8%	0.0%	1.3%	1.7%	2.4%	0.0%	0.0%
\$70,000-79,999	0.5%	2.9%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
\$80,000-89,999	0.7%	2.9%	2.9%	0.0%	0.9%	0.0%	0.0%	0.0%
\$90,000-99,999	0.3%	0.0%	0.0%	1.3%	0.4%	0.0%	0.0%	0.0%
\$100,000 or more	0.9%	5.9%	2.9%	0.0%	0.4%	0.5%	0.0%	0.0%
Total(n)	587	34	35	75	229	212	0	2
<b>Per-Course earnings for part-time faculty.</b>								
Less than \$500	2.8%	0.0%	2.9%	1.4%	3.5%	2.9%	0.0%	0.0%
\$500-999	3.6%	0.0%	0.0%	1.4%	3.9%	4.4%	28.6%	0.0%
\$1,000-1,499	6.4%	3.3%	5.9%	2.8%	8.3%	5.8%	14.3%	0.0%
\$1,500-1,999	6.6%	10.0%	5.9%	5.6%	8.3%	4.9%	0.0%	0.0%
\$2,000-2,499	9.2%	13.3%	8.8%	5.6%	7.5%	10.7%	28.6%	50.0%
\$2,500-2,999	11.4%	10.0%	14.7%	13.9%	6.6%	15.5%	14.3%	0.0%
\$3,000-3,499	20.2%	13.3%	32.4%	33.3%	11.0%	25.2%	14.3%	0.0%
\$3,500-3,999	7.8%	10.0%	5.9%	12.5%	4.4%	10.2%	0.0%	0.0%
\$4,000-4,499	4.7%	10.0%	5.9%	2.8%	3.9%	5.3%	0.0%	0.0%
\$4,500-4,999	3.5%	0.0%	0.0%	4.2%	3.5%	4.4%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$5,000-5,499	5.0%	6.7%	2.9%	2.8%	7.5%	3.4%	0.0%	0.0%
\$5,500-5,999	3.6%	3.3%	0.0%	1.4%	7.0%	1.0%	0.0%	50.0%
\$6,000-6,499	4.3%	3.3%	0.0%	2.8%	8.8%	1.0%	0.0%	0.0%
\$6,500-6,999	2.2%	0.0%	0.0%	0.0%	4.8%	1.0%	0.0%	0.0%
\$7,000-7,499	1.6%	0.0%	2.9%	1.4%	2.2%	1.0%	0.0%	0.0%
\$7,500-7,999	0.7%	0.0%	0.0%	2.8%	0.9%	0.0%	0.0%	0.0%
\$8,000-8,499	1.4%	0.0%	2.9%	0.0%	2.6%	0.5%	0.0%	0.0%
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	0.5%	3.3%	0.0%	0.0%	0.4%	0.5%	0.0%	0.0%
\$9,500-9,999	0.3%	3.3%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 or more	4.3%	10.0%	5.9%	5.6%	4.8%	2.4%	0.0%	0.0%
<b>Total(n)</b>	<b>579</b>	<b>30</b>	<b>34</b>	<b>72</b>	<b>228</b>	<b>206</b>	<b>7</b>	<b>2</b>
<b>Highest Degree Earned</b>								
Bachelor's (B.A., B.S., etc.)	1.1%	0.3%	0.2%	0.3%	4.9%	5.5%	42.9%	0.0%
Master's (M.A., M.S.)	11.7%	3.1%	6.2%	10.9%	32.2%	49.5%	28.6%	0.0%
Terminal Master's (M.F.A., M.B.A.)	6.1%	4.2%	4.6%	5.8%	14.4%	11.6%	0.0%	0.0%
J.D.	1.9%	2.5%	1.0%	1.2%	2.8%	2.9%	0.0%	25.0%
M.D., D.D.S., D.V.M., etc. (medical)	1.1%	0.6%	1.1%	2.2%	0.5%	0.5%	14.3%	25.0%
Ph.D.	70.6%	82.9%	80.0%	71.7%	34.8%	21.6%	0.0%	25.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	6.1%	5.6%	6.0%	6.7%	8.2%	5.0%	0.0%	25.0%
Other	1.3%	0.8%	1.0%	1.2%	2.1%	3.4%	14.3%	0.0%
<b>Total(n)</b>	<b>4,877</b>	<b>1,766</b>	<b>1,252</b>	<b>1,043</b>	<b>425</b>	<b>380</b>	<b>7</b>	<b>4</b>
<b>Degree Currently Working On</b>								
Bachelor's (B.A., B.S., etc.)	0.2%	0.1%	0.1%	0.2%	0.0%	0.8%	14.3%	0.0%
Master's (M.A., M.S.)	0.8%	0.2%	0.5%	0.7%	1.0%	3.3%	57.1%	0.0%
Terminal Master's (M.F.A., M.B.A.)	0.4%	0.1%	0.2%	0.2%	1.2%	1.6%	0.0%	0.0%
J.D.	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.1%	0.1%	0.0%	0.3%	0.2%	0.3%	0.0%	0.0%
Ph.D.	3.2%	1.5%	1.9%	5.7%	4.4%	7.6%	0.0%	0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	0.9%	0.1%	0.5%	0.9%	3.7%	2.7%	0.0%	0.0%
Other	0.5%	0.3%	0.6%	0.3%	1.5%	1.1%	0.0%	0.0%
None	93.9%	97.7%	96.0%	91.8%	87.9%	82.7%	28.6%	100.0%
<b>Total(n)</b>	<b>4,769</b>	<b>1,721</b>	<b>1,238</b>	<b>1,024</b>	<b>406</b>	<b>369</b>	<b>7</b>	<b>4</b>
<b>Are you currently serving in an administrative position as:</b>								
Department chair	9.5%	16.0%	12.6%	2.8%	1.6%	2.0%	0.0%	0.0%
Not marked	90.5%	84.0%	87.4%	97.2%	98.4%	98.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
Dean (including Associate or Assistant)	2.5%	5.2%	2.1%	0.7%	0.3%	0.2%	0.0%	0.0%
Not marked	97.5%	94.8%	97.9%	99.3%	99.7%	99.8%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
Vice-president	0.2%	0.5%	0.1%	0.1%	0.2%	0.2%	0.0%	0.0%
Not marked	99.8%	99.5%	99.9%	99.9%	99.8%	99.8%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
Provost	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
Other	9.9%	12.8%	12.5%	7.4%	4.6%	3.8%	0.0%	0.0%
Not marked	90.1%	87.2%	87.5%	92.6%	95.4%	96.2%	100.0%	100.0%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
Not applicable	51.1%	44.0%	48.7%	57.7%	59.9%	60.1%	0.0%	66.7%
Not marked	48.9%	56.0%	51.3%	42.3%	40.1%	39.9%	100.0%	33.3%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>								
Native American/Alaska Native	0.9%	0.8%	0.7%	1.0%	1.5%	1.1%	7.7%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.8%	2.3%	3.0%	4.3%	1.5%	1.6%	15.4%	0.0%
Filipina/o/x	0.4%	0.2%	0.3%	0.6%	1.1%	0.5%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.4%	0.2%	0.2%	0.8%	0.5%	0.7%	15.4%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.0%	1.7%	2.5%	2.8%	0.8%	1.1%	0.0%	0.0%
Other Asian	0.2%	0.3%	0.3%	0.1%	0.2%	0.0%	0.0%	0.0%
African American/Black	1.9%	1.1%	1.8%	2.4%	3.0%	2.5%	0.0%	0.0%
African	0.6%	0.5%	0.3%	1.1%	0.7%	0.9%	7.7%	0.0%
Caribbean	0.2%	0.1%	0.1%	0.3%	0.3%	0.2%	0.0%	0.0%
Other Black	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.3%	0.0%	7.7%	0.0%
Mexican American/Chicana/o/e/x	1.8%	1.3%	1.5%	2.1%	2.6%	2.2%	7.7%	16.7%
Puerto Rican	0.5%	0.4%	0.3%	0.5%	1.6%	0.4%	7.7%	0.0%
Central American	0.3%	0.2%	0.2%	0.3%	0.5%	0.2%	0.0%	0.0%
South American	1.0%	0.5%	1.2%	2.3%	0.3%	0.4%	0.0%	0.0%
Other Hispanic or Latina/o/e/x	0.9%	0.9%	0.6%	0.8%	1.6%	0.7%	7.7%	0.0%
Middle Eastern	1.9%	1.6%	1.8%	2.6%	1.5%	1.6%	0.0%	0.0%
European	56.7%	65.2%	59.7%	46.7%	49.6%	49.3%	38.5%	50.0%
Other White	6.8%	5.8%	6.1%	7.9%	7.7%	8.6%	7.7%	0.0%
Other	1.2%	1.2%	1.4%	0.9%	1.1%	1.3%	0.0%	0.0%

**2022-2023 HERI Faculty Survey**  
**Men Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Total(n)</b>	6,387	2,163	1,590	1,450	609	556	13	6
<b>Race/Ethnicity Group (with multiple race category)</b>								
Native American/Alaska Native	0.2%	0.2%	0.2%	0.1%	0.2%	0.3%	0.0%	0.0%
Asian/Pacific Islander	6.7%	5.0%	7.2%	10.1%	5.1%	5.1%	14.3%	0.0%
Black/African American	2.8%	1.6%	2.1%	4.5%	4.4%	4.3%	14.3%	0.0%
Latina/o/e/x	3.2%	2.4%	2.5%	4.6%	6.3%	2.2%	0.0%	0.0%
White	81.2%	86.0%	83.1%	73.2%	76.3%	80.9%	14.3%	66.7%
Other Race/Ethnicity	1.0%	1.0%	1.2%	1.0%	1.0%	0.8%	0.0%	0.0%
Two or More Races/Ethnicities	4.9%	3.8%	3.7%	6.4%	6.8%	6.5%	57.1%	33.3%
<b>Total (n)</b>	4,743	1,717	1,215	1,016	413	372	7	3
<b>Is English your native language?</b>								
Yes	89.2%	91.8%	89.3%	83.0%	89.9%	92.7%	85.7%	100.0%
No	10.8%	8.2%	10.7%	17.0%	10.1%	7.3%	14.3%	0.0%
<b>Total(n)</b>	4,867	1,759	1,246	1,044	425	382	7	4
<b>What is your sexual orientation?</b>								
Heterosexual/straight	91.9%	93.5%	92.5%	89.0%	90.3%	92.5%	85.7%	66.7%
Gay	4.5%	3.5%	4.4%	6.2%	6.0%	3.5%	0.0%	0.0%
Lesbian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bisexual	1.3%	0.8%	1.1%	2.3%	2.2%	0.5%	14.3%	0.0%
Queer	0.6%	0.3%	0.7%	0.9%	0.2%	0.5%	0.0%	0.0%
Pansexual	0.2%	0.1%	0.1%	0.1%	0.5%	0.8%	0.0%	0.0%
Asexual	0.1%	0.1%	0.2%	0.1%	0.0%	0.5%	0.0%	0.0%
Not listed above	1.3%	1.6%	0.9%	1.5%	0.7%	1.6%	0.0%	33.3%
<b>Total (n)</b>	4,745	1,722	1,220	1,019	403	371	7	3
<b>Do you identify as transgender?</b>								
No	99.9%	100.0%	99.9%	99.9%	100.0%	99.6%	100.0%	100.0%
Yes	0.1%	0.0%	0.1%	0.1%	0.0%	0.4%	0.0%	0.0%
<b>Total(n)</b>	6,362	2,156	1,585	1,445	604	553	13	6
<b>How many children do you have in the following age ranges?</b>								
<b>Under 18 years old</b>								
0	50.1%	56.2%	38.7%	46.9%	62.8%	58.5%	100.0%	100.0%
1	18.0%	19.4%	17.7%	16.9%	16.4%	18.7%	0.0%	0.0%
2	18.8%	15.4%	25.5%	18.2%	15.0%	16.1%	0.0%	0.0%
3	7.4%	5.8%	8.8%	9.5%	5.3%	4.3%	0.0%	0.0%
4+	5.8%	3.2%	9.2%	8.5%	0.6%	2.3%	0.0%	0.0%
<b>Total(n)</b>	3,985	1,297	1,085	953	341	299	7	3
<b>18 years or older</b>								
0	44.4%	24.9%	52.7%	71.8%	42.7%	44.1%	100.0%	25.0%
1	13.6%	16.2%	14.5%	8.0%	13.5%	12.7%	0.0%	0.0%
2	21.2%	29.5%	15.8%	11.1%	22.3%	22.8%	0.0%	50.0%
3	10.8%	14.1%	9.1%	5.1%	13.3%	12.4%	0.0%	0.0%
4+	10.0%	15.4%	7.9%	3.9%	8.2%	8.0%	0.0%	25.0%
<b>Total(n)</b>	4,170	1,594	1,013	837	377	338	7	4
<b>How satisfied are you with the availability of child care at this institution?</b>								
Very satisfied	8.5%	10.3%	8.4%	7.1%	10.9%	2.6%	0.0%	0.0%
Satisfied	20.4%	19.2%	20.6%	19.8%	21.7%	28.9%	0.0%	0.0%
Marginally satisfied	17.7%	18.6%	16.4%	18.7%	13.0%	21.1%	0.0%	0.0%
Not satisfied	53.5%	51.9%	54.6%	54.4%	54.3%	47.4%	0.0%	0.0%
<b>Total(n)</b>	1,041	291	383	283	46	38	0	0
Mean	1.84	1.88	1.83	1.80	1.89	1.87	.	.
Standard deviation	1.03	1.06	1.03	0.99	1.10	0.93	.	.
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>								
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.1%	0.0%	0.0%	0.0%	2.1%	1.2%	0.0%	0.0%
\$30,000 - \$39,999	0.5%	0.4%	0.2%	0.2%	2.1%	4.9%	0.0%	0.0%
\$40,000 - \$49,999	2.0%	0.5%	0.4%	2.0%	14.7%	23.5%	0.0%	0.0%
\$50,000 - \$59,999	6.4%	0.5%	3.9%	15.7%	20.0%	28.4%	0.0%	0.0%
\$60,000 - \$69,999	12.9%	4.2%	17.4%	21.5%	11.6%	23.5%	0.0%	0.0%
\$70,000 - \$79,999	13.8%	10.9%	14.8%	17.2%	21.1%	8.6%	0.0%	0.0%
\$80,000 - \$89,999	12.4%	11.1%	12.8%	15.9%	9.5%	3.7%	0.0%	0.0%
\$90,000 - \$99,999	10.2%	9.7%	11.9%	10.3%	9.5%	1.2%	0.0%	0.0%
\$100,000 - \$124,999	21.4%	27.6%	24.1%	10.9%	6.3%	3.7%	0.0%	0.0%
\$125,000 - \$149,999	9.7%	15.8%	8.3%	2.8%	3.2%	0.0%	0.0%	10.0%
\$150,000 - \$199,999	7.0%	13.0%	3.6%	2.5%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	2.6%	4.1%	2.4%	0.8%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	1.0%	2.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	2,696	1,111	805	604	95	81	0	0
Mean	9.58	10.72	9.49	8.37	7.45	6.32	.	.
Standard deviation	2.32	2.02	2.04	1.97	2.10	1.68	.	.
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>								
Less than \$10,000	0.1%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.3%	0.2%	0.0%	0.0%	1.4%	1.6%	0.0%	0.0%
\$30,000 - \$39,999	1.2%	1.2%	0.7%	0.4%	1.4%	6.3%	0.0%	0.0%
\$40,000 - \$49,999	2.7%	0.7%	0.7%	2.5%	13.0%	14.1%	0.0%	0.0%
\$50,000 - \$59,999	7.6%	1.4%	4.4%	16.0%	7.2%	28.1%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$60,000 - \$69,999	9.5%	4.5%	11.1%	13.8%	13.0%	12.5%	0.0%	0.0%
\$70,000 - \$79,999	10.4%	7.2%	9.4%	13.1%	20.3%	14.1%	0.0%	0.0%
\$80,000 - \$89,999	11.9%	6.2%	13.5%	17.1%	17.4%	12.5%	0.0%	100.0%
\$90,000 - \$99,999	9.4%	6.7%	11.8%	11.3%	8.7%	9.4%	0.0%	0.0%
\$100,000 - \$124,999	21.1%	25.8%	25.9%	16.4%	10.1%	0.0%	0.0%	0.0%
\$125,000 - \$149,999	10.0%	16.7%	8.8%	6.2%	0.0%	0.0%	0.0%	0.0%
\$150,000 - \$199,999	9.2%	15.5%	9.8%	2.2%	2.9%	1.6%	0.0%	0.0%
\$200,000 - \$249,999	4.3%	8.6%	2.7%	1.1%	1.4%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	2.3%	5.3%	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%	0.0%
Total(n)	1,125	419	297	275	69	64	0	1
Mean	9.82	11.14	10.00	8.76	7.90	6.95	.	9.00
Standard deviation	2.57	2.33	2.21	2.13	2.49	1.94	.	.
<b>Please enter the four-digit year that each of the following occurred.</b>								
<b>Year of birth</b>								
1995 or later	0.5%	0.1%	0.2%	1.0%	1.0%	1.1%	28.6%	0.0%
1986 - 1995	7.9%	0.2%	2.9%	26.4%	7.7%	9.8%	42.9%	0.0%
1981 - 1985	11.4%	2.0%	17.1%	22.6%	8.9%	8.4%	14.3%	0.0%
1976 - 1980	14.3%	8.1%	23.0%	15.9%	10.9%	13.3%	0.0%	33.3%
1971 - 1975	13.2%	14.4%	17.1%	9.6%	10.1%	8.1%	0.0%	0.0%
1966 - 1970	14.7%	20.4%	13.3%	7.7%	12.1%	14.9%	0.0%	0.0%
1961 - 1965	13.0%	20.0%	10.3%	4.7%	11.4%	14.1%	0.0%	0.0%
1956 - 1960	11.5%	17.0%	8.5%	4.8%	13.8%	11.7%	14.3%	0.0%
1951 - 1955	7.7%	10.4%	4.1%	4.3%	12.3%	11.4%	0.0%	33.3%
1946 - 1950	3.8%	5.1%	2.1%	1.6%	9.6%	3.8%	0.0%	0.0%
1922 - 1945	2.0%	2.3%	1.3%	1.5%	2.2%	3.5%	0.0%	33.3%
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,692	1,697	1,209	1,002	405	369	7	3
<b>Year of first academic appointment:</b>								
1982 or earlier	3.8%	7.9%	1.9%	0.5%	2.6%	3.3%	0.0%	0.0%
1983 - 1987	3.7%	8.3%	1.8%	0.8%	1.7%	0.7%	0.0%	0.0%
1988 - 1992	5.7%	11.9%	3.4%	1.0%	4.3%	2.7%	0.0%	0.0%
1993 - 1997	8.4%	16.1%	6.3%	2.0%	5.0%	4.4%	0.0%	20.0%
1998 - 2002	12.5%	21.8%	11.0%	3.1%	8.7%	9.6%	0.0%	20.0%
2003 - 2007	13.6%	17.9%	17.6%	5.5%	10.9%	10.2%	0.0%	0.0%
2008 - 2012	15.8%	10.8%	27.7%	11.2%	15.2%	14.9%	7.7%	0.0%
2013 - 2017	17.3%	3.0%	25.3%	27.5%	20.0%	20.9%	0.0%	40.0%
2018 or later	19.1%	2.2%	5.0%	48.4%	31.7%	33.4%	92.3%	20.0%
Total(n)	6,338	2,146	1,575	1,442	606	551	13	5
<b>Year of appointment at present institution</b>								
1982 or earlier	1.7%	3.9%	1.0%	0.2%	0.5%	0.6%	0.0%	0.0%
1983 - 1987	2.1%	4.8%	1.1%	0.3%	1.0%	0.7%	0.0%	0.0%
1988 - 1992	3.7%	8.2%	2.1%	0.5%	1.9%	1.7%	0.0%	0.0%
1993 - 1997	5.7%	11.7%	3.8%	1.4%	3.0%	2.6%	0.0%	0.0%
1998 - 2002	10.5%	20.7%	7.8%	1.2%	7.3%	6.8%	0.0%	40.0%
2003 - 2007	12.7%	21.0%	12.9%	3.4%	9.5%	8.5%	0.0%	0.0%
2008 - 2012	15.7%	15.8%	24.8%	6.0%	16.2%	14.3%	7.7%	0.0%
2013 - 2017	19.7%	7.4%	33.0%	21.6%	22.0%	22.4%	0.0%	40.0%
2018 or later	28.1%	6.6%	13.6%	65.3%	38.7%	42.5%	92.3%	20.0%
Total(n)	6,273	2,118	1,568	1,433	592	544	13	5
<b>If tenured, year tenure was awarded</b>								
1982 or earlier	0.8%	1.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
1983 - 1987	1.3%	1.8%	0.4%	1.8%	0.0%	0.0%	0.0%	0.0%
1988 - 1992	3.1%	4.6%	0.6%	5.3%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	6.2%	8.6%	2.4%	3.5%	0.0%	0.0%	0.0%	0.0%
1998 - 2002	7.8%	11.1%	2.7%	1.8%	0.0%	0.0%	0.0%	0.0%
2003 - 2007	16.3%	22.0%	7.5%	3.5%	0.0%	50.0%	0.0%	0.0%
2008 - 2012	19.2%	23.7%	12.2%	12.3%	0.0%	0.0%	0.0%	0.0%
2013 - 2017	21.5%	19.7%	24.5%	21.1%	0.0%	0.0%	0.0%	0.0%
2018 or later	23.9%	7.5%	49.3%	50.9%	100.0%	50.0%	0.0%	0.0%
Total(n)	3,052	1,859	1,132	57	2	2	0	0
<b>Aggregated Major</b>								
Agriculture or Forestry (General Area 1)	0.9%	1.3%	0.9%	0.7%	0.0%	0.5%	0.0%	0.0%
Biological Sciences (General Area 5)	6.9%	8.3%	8.0%	6.1%	2.7%	4.0%	0.0%	0.0%
Business (General Area 6)	9.9%	6.8%	10.6%	9.4%	15.9%	16.7%	0.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	7.5%	5.9%	7.1%	8.5%	9.4%	12.2%	0.0%	0.0%
Engineering (General Area 11)	7.2%	7.2%	6.8%	9.2%	4.1%	6.4%	0.0%	0.0%
English (General Area 12)	4.2%	4.4%	3.9%	4.0%	4.3%	4.5%	16.7%	0.0%
Health-related (General Area 15)	3.8%	3.2%	3.7%	5.7%	3.1%	1.9%	16.7%	25.0%
History or Political Science (Specific Discipline 3007,3009)	5.1%	6.0%	5.4%	4.1%	4.1%	3.7%	0.0%	0.0%
Humanities (General Area 14,24)	7.9%	8.3%	8.3%	7.7%	9.2%	4.5%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	7.1%	7.2%	6.7%	6.3%	10.4%	7.4%	0.0%	0.0%
Mathematics or Statistics (General Area 18)	5.1%	5.5%	5.3%	5.3%	2.9%	4.8%	0.0%	25.0%
Physical Sciences (General Area 25)	7.2%	8.3%	7.8%	7.7%	3.6%	2.4%	50.0%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.0%	12.3%	11.0%	9.0%	13.8%	7.7%	0.0%	25.0%
Other Technical (General Area 8,19,28)	4.6%	3.6%	3.5%	6.7%	4.8%	7.2%	16.7%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.5%	11.9%	11.1%	9.5%	11.6%	16.2%	0.0%	25.0%
Total(n)	4,795	1,743	1,231	1,020	414	377	6	4



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Aggregated Department</b>								
Agriculture or Forestry (General Area 1)	0.6%	1.0%	0.4%	0.7%	0.2%	0.3%	0.0%	0.0%
Biological Sciences (General Area 5)	6.4%	7.6%	7.5%	5.9%	2.2%	4.0%	0.0%	0.0%
Business (General Area 6)	11.7%	9.1%	12.2%	10.4%	18.7%	17.2%	0.0%	25.0%
Education (General Area 10 and Specific Discipline 2102)	4.5%	3.8%	4.3%	4.9%	6.5%	4.8%	0.0%	0.0%
Engineering (General Area 11)	6.6%	7.3%	6.3%	7.7%	3.6%	4.6%	0.0%	0.0%
English (General Area 12)	4.2%	4.5%	3.3%	4.2%	5.8%	4.3%	14.3%	0.0%
Health-related (General Area 15)	4.5%	3.9%	4.6%	6.6%	3.6%	1.6%	14.3%	25.0%
History or Political Science (Specific Discipline 3007,3009)	4.5%	5.5%	5.2%	3.5%	3.4%	2.1%	0.0%	0.0%
Humanities (General Area 14,24)	7.5%	7.6%	8.0%	7.2%	7.7%	5.9%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	7.2%	7.2%	6.8%	6.5%	10.1%	8.0%	0.0%	0.0%
Mathematics or Statistics (General Area 18)	5.4%	5.5%	5.4%	5.5%	3.4%	7.2%	0.0%	25.0%
Physical Sciences (General Area 25)	7.2%	7.9%	8.1%	7.8%	3.6%	2.7%	42.9%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.5%	10.4%	9.5%	8.3%	11.3%	7.0%	0.0%	0.0%
Other Technical (General Area 8,19,28)	5.6%	3.7%	4.4%	8.2%	6.7%	9.9%	28.6%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.5%	15.1%	14.0%	12.5%	13.4%	20.4%	0.0%	25.0%
<b>Total(n)</b>	<b>4,777</b>	<b>1,727</b>	<b>1,228</b>	<b>1,021</b>	<b>417</b>	<b>373</b>	<b>7</b>	<b>4</b>
<b>Faculty works in a STEM department</b>								
Yes	25.7%	28.8%	26.8%	27.0%	15.1%	18.2%	30.8%	33.3%
No	74.3%	71.2%	73.2%	73.0%	84.9%	81.8%	69.2%	66.7%
<b>Total(n)</b>	<b>6,387</b>	<b>2,163</b>	<b>1,590</b>	<b>1,450</b>	<b>609</b>	<b>556</b>	<b>13</b>	<b>6</b>
<b>CIRP Construct: Civic Minded Values</b>								
Mean Score	53.51	52.99	53.33	54.34	54.77	52.68	.	59.95
High Construct Group Score	41.8%	39.0%	40.7%	45.4%	49.6%	39.6%	0.0%	75.0%
Average Construct Score Group	42.5%	44.2%	44.1%	40.7%	37.8%	40.5%	0.0%	25.0%
Low Construct Score Group	15.7%	16.8%	15.3%	13.9%	12.6%	19.9%	0.0%	0.0%
<b>CIRP Construct: Civic Minded Practices</b>								
Mean Score	48.55	49.1	48.8	48.9	46.89	46.55	48.35	47.23
High Construct Group Score	24.8%	26.9%	25.7%	25.5%	19.4%	17.7%	20.0%	33.3%
Average Construct Score Group	37.7%	39.4%	38.7%	38.5%	31.0%	33.0%	80.0%	16.7%
Low Construct Score Group	37.5%	33.7%	35.6%	36.0%	49.6%	49.3%	0.0%	50.0%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>								
Mean Score	50.9	50.78	49.3	51.18	52.93	53.62	.	53.83
High Construct Group Score	38.0%	38.0%	31.2%	38.8%	47.2%	47.0%	0.0%	50.0%
Average Construct Score Group	39.9%	39.8%	40.2%	39.8%	37.1%	42.5%	0.0%	50.0%
Low Construct Score Group	22.2%	22.2%	28.5%	21.4%	15.7%	10.5%	0.0%	0.0%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>								
Mean Score	49.67	48.42	48.54	51.21	51.78	52.77	.	54.61
High Construct Group Score	29.4%	24.3%	24.8%	36.6%	36.7%	40.4%	0.0%	33.3%
Average Construct Score Group	43.4%	44.3%	45.6%	40.2%	41.5%	42.8%	0.0%	66.7%
Low Construct Score Group	27.2%	31.5%	29.6%	23.2%	21.8%	16.8%	0.0%	0.0%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>								
Mean Score	52.5	52.45	51.64	52.89	53.73	53.1	.	56.62
High Construct Group Score	39.6%	38.7%	36.8%	40.7%	46.3%	42.3%	0.0%	33.3%
Average Construct Score Group	39.5%	41.1%	39.6%	38.9%	34.9%	38.6%	0.0%	66.7%
Low Construct Score Group	20.9%	20.2%	23.6%	20.4%	18.8%	19.1%	0.0%	0.0%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>								
Mean Score	44.8	44.37	44.14	45.37	46.05	46.01	.	50.91
High Construct Group Score	11.1%	11.1%	9.6%	12.4%	10.6%	12.9%	0.0%	33.3%
Average Construct Score Group	35.5%	32.6%	33.7%	38.2%	42.0%	40.3%	0.0%	33.3%
Low Construct Score Group	53.4%	56.3%	56.7%	49.4%	47.4%	46.8%	0.0%	33.3%
<b>CIRP Construct: Mentor Self-Efficacy</b>								
Mean Score	49.05	49.47	48.29	49.38	50.38	48.27	.	52.7
High Construct Group Score	23.9%	24.0%	20.2%	25.8%	35.8%	26.1%	0.0%	0.0%
Average Construct Score Group	42.8%	46.1%	43.0%	41.2%	32.1%	36.3%	0.0%	100.0%
Low Construct Score Group	33.3%	29.9%	36.8%	33.0%	32.1%	37.6%	0.0%	0.0%
<b>CIRP Construct: Student-Centered Pedagogy</b>								
Mean Score	50.22	49.37	50.14	51.39	50.76	50.4	51.78	38.12
High Construct Group Score	28.4%	25.0%	26.8%	33.0%	31.7%	32.3%	20.0%	0.0%
Average Construct Score Group	44.2%	44.4%	47.3%	44.0%	41.0%	37.9%	60.0%	0.0%
Low Construct Score Group	27.4%	30.6%	25.9%	23.0%	27.3%	29.8%	20.0%	100.0%
<b>CIRP Construct: Scholarly Productivity</b>								
Mean Score	51.14	55.56	52.32	49.68	44.08	41.66	39.96	43.91
High Construct Group Score	36.9%	54.7%	41.1%	27.8%	10.1%	6.3%	7.7%	16.7%
Average Construct Score Group	37.2%	32.4%	42.1%	47.0%	32.7%	22.6%	15.4%	16.7%
Low Construct Score Group	25.9%	12.9%	16.8%	25.1%	57.3%	71.0%	76.9%	66.7%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>								
Mean Score	50.43	50.73	50.22	51.21	48.72	49.55	.	51.16
High Construct Group Score	35.8%	37.2%	34.5%	39.1%	29.5%	32.3%	0.0%	25.0%
Average Construct Score Group	32.0%	30.5%	33.8%	32.5%	31.6%	32.1%	0.0%	50.0%
Low Construct Score Group	32.1%	32.3%	31.7%	28.4%	38.9%	35.6%	0.0%	25.0%
<b>CIRP Construct: Satisfaction with Compensation</b>								
Mean Score	50.81	52.69	50.45	50.8	47.7	46.64	.	54.71
High Construct Group Score	28.5%	36.3%	25.6%	28.1%	19.4%	13.3%	0.0%	50.0%
Average Construct Score Group	44.8%	43.1%	46.8%	47.4%	39.7%	45.3%	0.0%	25.0%
Low Construct Score Group	26.7%	20.7%	27.7%	24.5%	40.9%	41.3%	0.0%	25.0%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>								
Mean Score	51.21	51.74	50.64	51.42	50.74	50.51	.	55.49
High Construct Group Score	33.0%	34.5%	30.3%	34.1%	31.3%	33.0%	0.0%	50.0%

								Graduate Student / Teaching Assistant	No Response
	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor			
Average Construct Score Group	45.5%	45.3%	46.8%	45.1%	45.7%	42.6%	0.0%	50.0%	
Low Construct Score Group	21.6%	20.2%	22.9%	20.8%	23.0%	24.4%	0.0%	0.0%	
<b>CIRP Construct: Science Identity</b>									
Mean Score	69.53	72.99	66.58	71.2	67.45	58.92	.	85.84	
High Construct Group Score	65.6%	72.5%	61.0%	69.6%	66.7%	36.4%	0.0%	100.0%	
Average Construct Score Group	22.8%	21.3%	29.3%	16.1%	13.3%	40.9%	0.0%	0.0%	
Low Construct Score Group	11.6%	6.3%	9.8%	14.3%	20.0%	22.7%	0.0%	0.0%	
<b>CIRP Construct: Science Self-Efficacy</b>									
Mean Score	49.47	49.6	46.86	50.31	52.73	48.6	.	62.83	
High Construct Group Score	23.9%	21.5%	10.5%	31.5%	33.3%	27.3%	0.0%	100.0%	
Average Construct Score Group	50.2%	54.4%	65.8%	42.6%	60.0%	22.7%	0.0%	0.0%	
Low Construct Score Group	25.8%	24.1%	23.7%	25.9%	6.7%	50.0%	0.0%	0.0%	
<b>CIRP Construct: Career-Related Stress</b>									
Mean Score	49.31	50.15	51.61	50.12	42.91	42.66	.	37.64	
High Construct Group Score	25.4%	25.2%	33.9%	27.6%	9.8%	9.9%	0.0%	0.0%	
Average Construct Score Group	44.2%	49.1%	45.6%	46.1%	29.2%	28.2%	0.0%	25.0%	
Low Construct Score Group	30.4%	25.7%	20.6%	26.3%	61.0%	61.8%	0.0%	75.0%	
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>									
Mean Score	53.67	53.5	53.29	54.15	54.57	53.33	.	56.36	
High Construct Group Score	42.6%	42.1%	41.0%	43.6%	49.1%	40.2%	0.0%	50.0%	
Average Construct Score Group	48.0%	49.1%	48.4%	47.8%	41.2%	49.6%	0.0%	50.0%	
Low Construct Score Group	9.4%	8.9%	10.6%	8.7%	9.6%	10.1%	0.0%	0.0%	

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>All Women Respondents</b>	6,807	1,539	1,612	1,915	863	850	18	10
<b>What is your current gender identity?</b>								
Man	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Woman	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Non-binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Genderqueer/Gender non-conforming	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total (n)	6,807	1,539	1,612	1,915	863	850	18	10
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>								
Yes	83.0%	93.9%	96.0%	95.8%	50.2%	44.2%	0.0%	77.8%
No	17.0%	6.1%	4.0%	4.2%	49.8%	55.8%	100.0%	22.2%
Total(n)	6,787	1,530	1,610	1,914	862	849	13	9
<b>What is your present academic rank?</b>								
Professor	22.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Associate Professor	23.7%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Assistant Professor	28.2%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Lecturer	12.7%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Instructor	12.5%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Graduate Student/Teaching Assistant	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Total(n)	6,797	1,539	1,612	1,915	863	850	18	0
<b>What is your tenure status at this institution?</b>								
Tenured	37.5%	82.9%	73.4%	4.1%	0.8%	0.1%	0.0%	11.1%
On tenure track, but not tenured	18.9%	1.5%	7.9%	58.1%	0.7%	1.8%	0.0%	11.1%
Not on tenure track, but institution has tenure system	39.7%	12.9%	16.3%	33.8%	96.7%	87.0%	100.0%	55.6%
Institution has no tenure system	4.0%	2.7%	2.4%	4.0%	1.7%	11.1%	0.0%	22.2%
Total(n)	6,784	1,535	1,611	1,910	861	845	13	9
<b>Are you retired from this institution?</b>								
Yes	0.8%	2.0%	0.3%	0.2%	0.6%	0.9%	0.0%	0.0%
No	99.2%	98.0%	99.7%	99.8%	99.4%	99.1%	0.0%	100.0%
Total(n)	6,768	1,531	1,608	1,909	861	849	0	10
<b>What is your principal activity in your current position at this institution?</b>								
Administration	7.6%	15.4%	8.2%	3.7%	3.9%	5.1%	0.0%	22.2%
Teaching	84.7%	76.7%	84.2%	85.5%	92.7%	89.9%	0.0%	55.6%
Research	4.7%	5.7%	5.3%	7.3%	0.4%	0.4%	0.0%	0.0%
Services to clients and patients	0.9%	0.8%	0.5%	0.9%	1.1%	1.5%	0.0%	11.1%
Other	2.1%	1.5%	1.8%	2.5%	2.0%	3.1%	0.0%	11.1%
Total(n)	6,715	1,504	1,599	1,907	855	841	0	9
<b>PART-TIME ONLY</b>								
<b>If given the choice, I would prefer to work full-time at this institution</b>								
Yes	60.2%	53.6%	48.3%	66.0%	62.8%	58.4%	0.0%	100.0%
No	39.8%	46.4%	51.7%	34.0%	37.2%	41.6%	0.0%	0.0%
Total(n)	851	56	29	53	360	351	0	2
<b>Have you ever sought a full-time teaching position at this or another institution?</b>								
Yes	54.1%	56.4%	43.3%	70.4%	53.9%	52.1%	0.0%	100.0%
No	45.9%	43.6%	56.7%	29.6%	46.1%	47.9%	0.0%	0.0%
Total(n)	854	55	30	54	362	351	0	2
<b>If yes above, how long ago did you pursue a full-time position?</b>								
Currently seeking a position	22.7%	20.0%	30.8%	10.5%	24.0%	24.0%	0.0%	0.0%
Within the last year	12.9%	13.3%	0.0%	15.8%	12.5%	13.7%	0.0%	0.0%
1 to 2 years ago	12.0%	20.0%	7.7%	10.5%	7.8%	15.8%	0.0%	0.0%
3 to 5 years ago	17.2%	6.7%	0.0%	26.3%	21.4%	14.2%	0.0%	0.0%
More than 5 years ago	35.2%	40.0%	61.5%	36.8%	34.4%	32.2%	0.0%	100.0%
Total(n)	458	30	13	38	192	183	0	2
<b>Is your full-time professional career outside academia?</b>								
Yes	32.9%	26.8%	33.3%	33.3%	31.4%	35.3%	0.0%	50.0%
No	67.1%	73.2%	66.7%	66.7%	68.6%	64.7%	0.0%	50.0%
Total(n)	853	56	30	54	360	351	0	2
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>								
<b>My part-time position is an important source of income for me</b>								
Strongly Agree	51.2%	50.9%	50.0%	50.0%	59.8%	42.8%	0.0%	50.0%
Somewhat Agree	29.5%	40.0%	23.3%	26.9%	23.9%	34.5%	0.0%	50.0%
Somewhat Disagree	11.5%	5.5%	26.7%	9.6%	9.6%	13.5%	0.0%	0.0%
Strongly Disagree	7.7%	3.6%	0.0%	13.5%	6.7%	9.2%	0.0%	0.0%
Total(n)	843	55	30	52	356	348	0	2
Mean	3.24	3.38	3.23	3.13	3.37	3.11	.	3.50
Standard deviation	0.94	0.76	0.86	1.07	0.91	0.96	.	0.71
<b>Compensation is not a major consideration in my decision to teach part-time</b>								
Strongly Agree	12.7%	16.4%	13.3%	19.6%	9.2%	14.7%	0.0%	0.0%
Somewhat Agree	29.1%	38.2%	30.0%	27.5%	26.4%	30.5%	0.0%	50.0%
Somewhat Disagree	27.5%	18.2%	16.7%	31.4%	27.6%	29.0%	0.0%	50.0%
Strongly Disagree	30.7%	27.3%	40.0%	21.6%	36.8%	25.9%	0.0%	0.0%
Total(n)	834	55	30	51	348	348	0	2
Mean	2.24	2.44	2.17	2.45	2.08	2.34	.	2.50
Standard deviation	1.03	1.07	1.12	1.05	1.00	1.02	.	0.71

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Part-time teaching is a stepping-stone to a full-time position</b>								
Strongly Agree	19.5%	27.3%	23.3%	13.2%	18.5%	20.0%	0.0%	0.0%
Somewhat Agree	28.7%	27.3%	30.0%	28.3%	27.7%	29.7%	0.0%	50.0%
Somewhat Disagree	24.0%	18.2%	10.0%	28.3%	22.7%	26.9%	0.0%	0.0%
Strongly Disagree	27.9%	27.3%	36.7%	30.2%	31.1%	23.4%	0.0%	50.0%
Total(n)	847	55	30	53	357	350	0	2
Mean	2.40	2.55	2.40	2.25	2.34	2.46	.	2.00
Standard deviation	1.09	1.17	1.22	1.04	1.10	1.06	.	1.41
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>								
Strongly Agree	13.7%	10.7%	16.7%	11.3%	24.0%	4.0%	0.0%	0.0%
Somewhat Agree	7.2%	8.9%	6.7%	17.0%	9.0%	3.7%	0.0%	0.0%
Somewhat Disagree	7.9%	5.4%	13.3%	5.7%	6.5%	9.7%	0.0%	0.0%
Strongly Disagree	71.1%	75.0%	63.3%	66.0%	60.5%	82.5%	0.0%	100.0%
Total(n)	844	56	30	53	354	349	0	2
Mean	1.64	1.55	1.77	1.74	1.97	1.29	.	1.00
Standard deviation	1.10	1.04	1.17	1.11	1.29	0.72	.	0.00
<b>Teaching part-time fits my current lifestyle</b>								
Strongly Agree	52.2%	55.4%	56.7%	51.9%	50.1%	53.4%	0.0%	50.0%
Somewhat Agree	32.8%	37.5%	30.0%	32.7%	30.9%	34.4%	0.0%	0.0%
Somewhat Disagree	8.1%	3.6%	6.7%	7.7%	10.0%	7.1%	0.0%	0.0%
Strongly Disagree	6.9%	3.6%	6.7%	7.7%	8.9%	5.1%	0.0%	50.0%
Total(n)	851	56	30	52	359	352	0	2
Mean	3.30	3.45	3.37	3.29	3.22	3.36	.	2.50
Standard deviation	0.89	0.74	0.89	0.91	0.95	0.83	.	2.12
<b>Full-time positions were not available</b>								
Strongly Agree	36.3%	34.0%	36.7%	22.6%	37.5%	37.1%	0.0%	100.0%
Somewhat Agree	23.9%	26.4%	13.3%	26.4%	23.3%	24.9%	0.0%	0.0%
Somewhat Disagree	16.3%	11.3%	20.0%	24.5%	14.7%	17.3%	0.0%	0.0%
Strongly Disagree	23.5%	28.3%	30.0%	26.4%	24.5%	20.8%	0.0%	0.0%
Total(n)	827	53	30	53	347	342	0	2
Mean	2.73	2.66	2.57	2.45	2.74	2.78	.	4.00
Standard deviation	1.18	1.22	1.28	1.12	1.20	1.15	.	0.00
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>								
Strongly Agree	90.5%	90.9%	96.7%	85.2%	90.5%	90.9%	0.0%	50.0%
Somewhat Agree	7.9%	7.3%	3.3%	13.0%	7.5%	7.7%	0.0%	50.0%
Somewhat Disagree	0.8%	1.8%	0.0%	1.9%	0.8%	0.6%	0.0%	0.0%
Strongly Disagree	0.8%	0.0%	0.0%	0.0%	1.1%	0.9%	0.0%	0.0%
Total(n)	852	55	30	54	359	352	0	2
Mean	3.88	3.89	3.97	3.83	3.87	3.89	.	3.50
Standard deviation	0.41	0.37	0.18	0.42	0.44	0.40	.	0.71
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>								
Use of private office	15.0%	18.8%	25.0%	27.3%	12.3%	14.5%	10.0%	0.0%
Shared office space	39.3%	18.8%	18.8%	30.9%	50.3%	33.7%	90.0%	0.0%
A personal computer	21.5%	17.2%	34.4%	36.4%	19.9%	19.8%	50.0%	0.0%
An email account	94.3%	87.5%	87.5%	94.5%	94.8%	96.1%	70.0%	100.0%
A phone/voicemail	19.4%	15.6%	25.0%	32.7%	18.9%	17.5%	40.0%	0.0%
Professional development funds	12.8%	10.9%	21.9%	20.0%	13.7%	10.9%	0.0%	0.0%
Printer access (i.e., free printing)	54.7%	43.8%	40.6%	58.2%	58.7%	53.2%	60.0%	50.0%
Parking privileges	38.5%	42.2%	40.6%	43.6%	36.1%	39.8%	30.0%	0.0%
Total(n)	888	64	32	55	366	359	10	2
<b>Please indicate your agreement with the following statements.</b>								
<b>Part-time instructors at this institution:</b>								
<b>Are given specific training before teaching</b>								
Strongly Agree	21.3%	23.6%	23.3%	29.6%	18.6%	22.3%	0.0%	0.0%
Agree	30.0%	32.7%	36.7%	20.4%	28.1%	32.1%	0.0%	100.0%
Disagree	21.2%	18.2%	13.3%	27.8%	20.8%	21.8%	0.0%	0.0%
Strongly Disagree	27.5%	25.5%	26.7%	22.2%	32.5%	23.8%	0.0%	0.0%
Total(n)	850	55	30	54	360	349	0	2
Mean	2.45	2.55	2.57	2.57	2.33	2.53	.	3.00
Standard deviation	1.11	1.12	1.14	1.14	1.12	1.08	.	0.00
<b>Rarely get hired into full-time positions</b>								
Strongly Agree	34.4%	28.3%	17.9%	29.6%	43.2%	28.2%	0.0%	100.0%
Agree	32.2%	34.0%	42.9%	27.8%	27.6%	36.7%	0.0%	0.0%
Disagree	24.9%	20.8%	28.6%	33.3%	21.2%	27.9%	0.0%	0.0%
Strongly Disagree	8.4%	17.0%	10.7%	9.3%	7.9%	7.3%	0.0%	0.0%
Total(n)	807	53	28	54	340	330	0	2
Mean	2.93	2.74	2.68	2.78	3.06	2.86	.	4.00
Standard deviation	0.96	1.06	0.90	0.98	0.98	0.91	.	0.00
<b>Receive respect from students</b>								
Strongly Agree	65.1%	66.7%	50.0%	73.5%	58.7%	71.5%	0.0%	50.0%
Agree	29.6%	33.3%	42.9%	16.3%	35.7%	23.4%	0.0%	50.0%
Disagree	3.5%	0.0%	3.6%	6.1%	3.8%	3.3%	0.0%	0.0%
Strongly Disagree	1.9%	0.0%	3.6%	4.1%	1.8%	1.8%	0.0%	0.0%
Total(n)	802	51	28	49	339	333	0	2
Mean	3.58	3.67	3.39	3.59	3.51	3.65	.	3.50
Standard deviation	0.65	0.48	0.74	0.79	0.66	0.64	.	0.71

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Are primarily responsible for introductory classes</b>								
Strongly Agree	27.9%	22.2%	31.0%	30.2%	29.4%	26.3%	0.0%	100.0%
Agree	34.1%	38.9%	31.0%	24.5%	36.2%	33.0%	0.0%	0.0%
Disagree	26.5%	24.1%	31.0%	32.1%	24.0%	28.4%	0.0%	0.0%
Strongly Disagree	11.5%	14.8%	6.9%	13.2%	10.5%	12.3%	0.0%	0.0%
Total(n)	834	54	29	53	354	342	0	2
Mean	2.78	2.69	2.86	2.72	2.84	2.73	.	4.00
Standard deviation	0.98	0.99	0.95	1.04	0.96	0.98	.	0.00
<b>Have no guarantee of employment security</b>								
Strongly Agree	53.4%	32.7%	41.4%	46.3%	58.1%	54.0%	0.0%	50.0%
Agree	29.2%	43.6%	31.0%	31.5%	28.1%	27.7%	0.0%	0.0%
Disagree	13.4%	23.6%	20.7%	14.8%	10.4%	13.9%	0.0%	50.0%
Strongly Disagree	3.9%	0.0%	6.9%	7.4%	3.4%	4.3%	0.0%	0.0%
Total(n)	842	55	29	54	356	346	0	2
Mean	3.32	3.09	3.07	3.17	3.41	3.32	.	3.00
Standard deviation	0.85	0.75	0.96	0.95	0.81	0.87	.	1.41
<b>Have access to support services (e.g., administrative assistance)</b>								
Strongly Agree	42.5%	45.5%	51.7%	47.2%	40.1%	43.0%	0.0%	50.0%
Agree	33.9%	38.2%	27.6%	30.2%	33.9%	34.6%	0.0%	0.0%
Disagree	14.6%	12.7%	6.9%	18.9%	15.7%	14.0%	0.0%	0.0%
Strongly Disagree	8.9%	3.6%	13.8%	3.8%	10.4%	8.4%	0.0%	50.0%
Total(n)	840	55	29	53	357	344	0	2
Mean	3.10	3.25	3.17	3.21	3.04	3.12	.	2.50
Standard deviation	0.96	0.82	1.07	0.88	0.99	0.95	.	2.12
<b>Are compensated for advising/counseling students</b>								
Strongly Agree	8.4%	5.6%	25.0%	11.3%	6.4%	9.3%	0.0%	0.0%
Agree	15.2%	20.4%	14.3%	20.8%	12.7%	16.2%	0.0%	0.0%
Disagree	25.8%	35.2%	17.9%	18.9%	24.6%	27.2%	0.0%	50.0%
Strongly Disagree	50.6%	38.9%	42.9%	49.1%	56.4%	47.3%	0.0%	50.0%
Total(n)	817	54	28	53	346	334	0	2
Mean	1.82	1.93	2.21	1.94	1.69	1.87	.	1.50
Standard deviation	0.98	0.91	1.26	1.08	0.92	1.00	.	0.71
<b>Are required to attend meetings</b>								
Strongly Agree	11.8%	18.2%	14.3%	11.1%	12.4%	10.1%	0.0%	0.0%
Agree	27.1%	36.4%	32.1%	24.1%	22.3%	30.7%	0.0%	0.0%
Disagree	34.7%	29.1%	21.4%	46.3%	36.6%	32.5%	0.0%	100.0%
Strongly Disagree	26.5%	16.4%	32.1%	18.5%	28.7%	26.7%	0.0%	0.0%
Total(n)	842	55	28	54	355	348	0	2
Mean	2.24	2.56	2.29	2.28	2.18	2.24	.	2.00
Standard deviation	0.97	0.98	1.08	0.90	0.99	0.96	.	0.00
<b>Have good working relationships with the administration</b>								
Strongly Agree	43.6%	49.1%	44.8%	38.9%	39.5%	47.4%	0.0%	50.0%
Agree	40.3%	40.0%	31.0%	48.1%	42.0%	38.3%	0.0%	0.0%
Disagree	11.9%	9.1%	17.2%	13.0%	13.4%	10.3%	0.0%	0.0%
Strongly Disagree	4.3%	1.8%	6.9%	0.0%	5.0%	4.0%	0.0%	50.0%
Total(n)	847	55	29	54	357	350	0	2
Mean	3.23	3.36	3.14	3.26	3.16	3.29	.	2.50
Standard deviation	0.82	0.73	0.95	0.68	0.84	0.81	.	2.12
<b>Are respected by full-time faculty</b>								
Strongly Agree	38.9%	47.3%	51.7%	42.6%	30.9%	44.0%	0.0%	50.0%
Agree	35.2%	41.8%	20.7%	37.0%	33.4%	36.8%	0.0%	50.0%
Disagree	17.8%	7.3%	20.7%	14.8%	22.5%	14.9%	0.0%	0.0%
Strongly Disagree	8.2%	3.6%	6.9%	5.6%	13.2%	4.3%	0.0%	0.0%
Total(n)	844	55	29	54	356	348	0	2
Mean	3.05	3.33	3.17	3.17	2.82	3.20	.	3.50
Standard deviation	0.94	0.77	1.00	0.88	1.02	0.85	.	0.71
<b>Are paid fairly</b>								
Strongly Agree	12.5%	20.4%	24.1%	9.4%	9.2%	13.9%	0.0%	50.0%
Agree	25.8%	20.4%	20.7%	32.1%	24.9%	27.2%	0.0%	0.0%
Disagree	27.4%	33.3%	31.0%	30.2%	27.7%	25.4%	0.0%	50.0%
Strongly Disagree	34.3%	25.9%	24.1%	28.3%	38.3%	33.5%	0.0%	0.0%
Total(n)	842	54	29	53	358	346	0	2
Mean	2.16	2.35	2.45	2.23	2.05	2.21	.	3.00
Standard deviation	1.04	1.08	1.12	0.97	1.00	1.06	.	1.41
<b>Have input in course designs</b>								
Strongly Agree	35.2%	41.5%	27.6%	39.6%	30.6%	39.0%	0.0%	0.0%
Agree	34.9%	37.7%	48.3%	35.8%	32.0%	36.4%	0.0%	0.0%
Disagree	15.7%	18.9%	0.0%	15.1%	18.4%	13.6%	0.0%	50.0%
Strongly Disagree	14.3%	1.9%	24.1%	9.4%	18.9%	11.0%	0.0%	50.0%
Total(n)	842	53	29	53	359	346	0	2
Mean	2.91	3.19	2.79	3.06	2.74	3.03	.	1.50
Standard deviation	1.04	0.81	1.11	0.97	1.09	0.98	.	0.71
<b>Are included in faculty governance</b>								
Strongly Agree	9.0%	13.0%	20.7%	14.8%	5.4%	10.3%	0.0%	0.0%
Agree	29.4%	38.9%	37.9%	46.3%	24.2%	29.9%	0.0%	0.0%
Disagree	28.2%	29.6%	13.8%	16.7%	28.5%	30.5%	0.0%	50.0%
Strongly Disagree	33.5%	18.5%	27.6%	22.2%	41.9%	29.3%	0.0%	50.0%
Total(n)	831	54	29	54	351	341	0	2
Mean	2.14	2.46	2.52	2.54	1.93	2.21	.	1.50

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.99	0.95	1.12	1.00	0.94	0.98	.	0.71
<b>Aside from this institution, at how many other institutions do you teach?</b>								
None	53.5%	48.2%	50.0%	64.8%	51.7%	54.1%	80.0%	50.0%
1	30.6%	26.8%	36.7%	20.4%	30.1%	33.0%	20.0%	50.0%
2	9.0%	14.3%	3.3%	9.3%	11.6%	6.3%	0.0%	0.0%
3 or more	6.8%	10.7%	10.0%	5.6%	6.6%	6.6%	0.0%	0.0%
Total(n)	865	56	30	54	362	351	10	2
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>								
More than three months	23.1%	32.1%	30.0%	15.1%	21.4%	24.4%	10.0%	0.0%
1-3 months	43.9%	44.6%	36.7%	49.1%	47.2%	41.2%	10.0%	50.0%
3-4 weeks	18.3%	14.3%	16.7%	22.6%	16.9%	19.9%	20.0%	0.0%
1-2 weeks	11.1%	8.9%	16.7%	7.5%	11.9%	9.9%	30.0%	50.0%
Less than 1 week	3.6%	0.0%	0.0%	5.7%	2.5%	4.5%	30.0%	0.0%
Total(n)	863	56	30	53	360	352	10	2
Mean	3.72	4.00	3.80	3.60	3.73	3.71	2.40	3.00
Standard deviation								
<b>END OF PART-TIME ONLY</b>	1.05	0.91	1.06	1.03	1.01	1.08	1.35	1.41
<b>Personally, how important to you is:</b>								
<b>Research</b>								
Essential	33.0%	42.6%	34.4%	36.6%	20.3%	17.5%	0.0%	20.0%
Very Important	32.5%	30.7%	34.3%	34.5%	27.7%	32.4%	0.0%	20.0%
Somewhat Important	26.9%	22.0%	26.6%	24.0%	37.0%	32.1%	0.0%	50.0%
Not Important	7.7%	4.7%	4.6%	4.9%	15.1%	18.0%	0.0%	10.0%
Total(n)	6,694	1,503	1,596	1,902	849	834	0	10
Mean	2.91	3.11	2.98	3.03	2.53	2.49	.	2.50
Standard deviation	0.95	0.91	0.89	0.90	0.98	0.98	.	0.97
<b>Personally, how important to you is:</b>								
<b>Teaching</b>								
Essential	80.3%	78.7%	78.9%	80.7%	84.1%	81.6%	0.0%	60.0%
Very Important	17.3%	18.7%	18.7%	16.6%	14.2%	16.8%	0.0%	20.0%
Somewhat Important	2.1%	2.1%	2.2%	2.4%	1.6%	1.5%	0.0%	20.0%
Not Important	0.3%	0.5%	0.2%	0.3%	0.1%	0.1%	0.0%	0.0%
Total(n)	6,727	1,507	1,604	1,910	855	841	0	10
Mean	3.78	3.76	3.76	3.78	3.82	3.80	.	3.40
Standard deviation	0.48	0.50	0.49	0.49	0.43	0.45	.	0.84
<b>Personally, how important to you is:</b>								
<b>Service</b>								
Essential	27.2%	28.7%	26.8%	24.4%	27.7%	30.9%	0.0%	40.0%
Very Important	46.4%	47.4%	48.5%	46.9%	42.2%	43.7%	0.0%	30.0%
Somewhat Important	24.4%	22.7%	23.4%	27.3%	25.6%	21.6%	0.0%	30.0%
Not Important	2.0%	1.2%	1.2%	1.4%	4.5%	3.8%	0.0%	0.0%
Total(n)	6,697	1,502	1,601	1,905	844	835	0	10
Mean	2.99	3.04	3.01	2.94	2.93	3.02	.	3.10
Standard deviation	0.77	0.75	0.74	0.75	0.84	0.82	.	0.88
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>								
0	8.7%	13.7%	9.4%	6.7%	5.7%	5.3%	33.3%	0.0%
1	15.1%	16.9%	11.8%	9.7%	18.0%	26.4%	44.4%	11.1%
2	23.5%	25.2%	27.0%	23.1%	18.7%	20.1%	11.1%	11.1%
3	26.0%	24.5%	29.4%	31.0%	21.2%	16.5%	0.0%	11.1%
4	16.1%	13.7%	15.3%	18.4%	17.0%	16.4%	5.6%	22.2%
5 or more	10.6%	6.1%	7.1%	11.1%	19.5%	15.3%	5.6%	44.4%
Total(n)	6,801	1,536	1,611	1,915	863	849	18	9
<b>How many of the courses that you are teaching this term are:</b>								
<b>General education courses</b>								
0	63.1%	63.9%	64.1%	67.2%	53.4%	60.9%	60.0%	28.6%
1-2	28.7%	30.3%	30.8%	26.3%	31.0%	25.3%	30.0%	42.9%
3-4	6.8%	5.5%	4.7%	6.0%	11.0%	10.2%	10.0%	0.0%
5+	1.4%	0.3%	0.4%	0.5%	4.6%	3.6%	0.0%	28.6%
Total(n)	5,583	1,165	1,311	1,613	745	732	10	7
<b>Courses required for an undergraduate major</b>								
0	24.2%	24.1%	23.3%	22.3%	22.3%	32.2%	25.0%	12.5%
1-2	48.9%	54.8%	50.8%	46.8%	46.8%	42.7%	66.7%	25.0%
3-4	22.4%	18.6%	22.5%	26.4%	24.2%	18.2%	8.3%	25.0%
5+	4.5%	2.5%	3.4%	4.5%	6.8%	6.9%	0.0%	37.5%
Total(n)	5,791	1,205	1,356	1,683	770	757	12	8
<b>Other undergraduate credit courses</b>								
0	63.0%	62.8%	63.7%	64.7%	53.7%	67.6%	66.7%	66.7%
1-2	31.7%	33.5%	31.8%	30.7%	36.0%	26.7%	22.2%	33.3%
3-4	4.4%	3.4%	4.2%	4.0%	7.5%	3.8%	11.1%	0.0%
5+	0.9%	0.4%	0.3%	0.5%	2.8%	1.9%	0.0%	0.0%
Total(n)	5,031	1,040	1,168	1,461	669	678	9	6
<b>Developmental/remedial courses (not for credit)</b>								
0	97.1%	98.3%	97.9%	97.6%	95.0%	95.4%	77.8%	100.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-2	2.4%	1.5%	1.8%	2.2%	3.9%	3.4%	22.2%	0.0%
3-4	0.3%	0.1%	0.3%	0.1%	0.6%	1.0%	0.0%	0.0%
5+	0.1%	0.1%	0.0%	0.1%	0.5%	0.1%	0.0%	0.0%
<b>Total(n)</b>	<b>4,857</b>	<b>979</b>	<b>1,120</b>	<b>1,405</b>	<b>665</b>	<b>673</b>	<b>9</b>	<b>6</b>
<b>Graduate courses</b>								
0	63.6%	61.0%	59.0%	62.2%	73.5%	68.8%	100.0%	66.7%
1-2	27.3%	30.4%	31.5%	25.4%	20.6%	25.8%	0.0%	33.3%
3-4	7.9%	7.8%	8.5%	10.4%	5.0%	4.2%	0.0%	0.0%
5+	1.2%	0.8%	1.0%	2.0%	0.9%	1.2%	0.0%	0.0%
<b>Total(n)</b>	<b>5,244</b>	<b>1,094</b>	<b>1,233</b>	<b>1,514</b>	<b>695</b>	<b>693</b>	<b>9</b>	<b>6</b>
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>								
0	60.5%	68.1%	69.0%	60.6%	47.3%	45.5%	66.7%	44.4%
1-2	24.6%	20.9%	19.4%	23.0%	31.7%	36.6%	25.0%	22.2%
3-4	12.0%	9.2%	10.2%	13.7%	15.6%	12.3%	0.0%	11.1%
5+	2.9%	1.8%	1.4%	2.7%	5.4%	5.5%	8.3%	22.2%
<b>Total(n)</b>	<b>6,138</b>	<b>1,313</b>	<b>1,447</b>	<b>1,763</b>	<b>799</b>	<b>795</b>	<b>12</b>	<b>9</b>
<b>What types of courses do you primarily teach?</b> <small>(based on faculty who indicated they were not teaching this term)</small>								
Undergraduate credit courses	52.7%	47.2%	59.5%	52.8%	44.9%	63.6%	50.0%	100.0%
Graduate courses	22.5%	27.8%	17.6%	21.3%	24.5%	18.2%	0.0%	0.0%
Developmental/remedial courses	0.8%	0.0%	0.0%	1.6%	4.1%	2.3%	0.0%	0.0%
I do not teach	24.0%	25.0%	22.9%	24.4%	26.5%	15.9%	50.0%	0.0%
<b>Total(n)</b>	<b>592</b>	<b>212</b>	<b>153</b>	<b>127</b>	<b>49</b>	<b>44</b>	<b>6</b>	<b>1</b>
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>								
Yes	84.0%	83.1%	85.8%	83.3%	88.1%	79.3%	0.0%	100.0%
No	16.0%	16.9%	14.2%	16.7%	11.9%	20.7%	0.0%	0.0%
<b>Total(n)</b>	<b>6,763</b>	<b>1,533</b>	<b>1,606</b>	<b>1,911</b>	<b>856</b>	<b>847</b>	<b>0</b>	<b>10</b>
<b>In the past year, have you worked with or taught graduate students at this institution?</b>								
Yes	43.1%	47.5%	49.5%	43.2%	32.6%	33.5%	0.0%	44.4%
No	56.9%	52.5%	50.5%	56.8%	67.4%	66.5%	0.0%	55.6%
<b>Total(n)</b>	<b>6,714</b>	<b>1,522</b>	<b>1,590</b>	<b>1,898</b>	<b>853</b>	<b>842</b>	<b>0</b>	<b>9</b>
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>								
<b>In the past year, to what extent have you:</b>								
<b>Met with graduate students to discuss their research interests</b>								
To a Very Large Extent	23.2%	30.9%	27.4%	21.0%	12.8%	8.2%	0.0%	25.0%
To a Large Extent	17.2%	19.6%	19.4%	19.7%	8.4%	6.4%	0.0%	25.0%
To Some Extent	25.3%	24.9%	28.2%	24.7%	23.4%	22.1%	0.0%	25.0%
To a Small Extent	16.9%	14.7%	15.2%	18.0%	19.0%	22.9%	0.0%	0.0%
Not at All	17.3%	9.9%	9.9%	16.6%	36.5%	40.4%	0.0%	25.0%
<b>Total(n)</b>	<b>2,880</b>	<b>719</b>	<b>785</b>	<b>818</b>	<b>274</b>	<b>280</b>	<b>0</b>	<b>4</b>
<b>Mentored graduate students</b>								
To a Very Large Extent	37.0%	41.2%	39.6%	38.2%	28.1%	24.0%	0.0%	25.0%
To a Large Extent	22.6%	23.5%	26.7%	21.1%	16.8%	19.0%	0.0%	0.0%
To Some Extent	21.3%	20.1%	19.6%	20.6%	24.8%	28.0%	0.0%	25.0%
To a Small Extent	11.2%	9.6%	9.8%	10.9%	16.1%	15.1%	0.0%	0.0%
Not at All	8.0%	5.6%	4.2%	9.3%	14.2%	14.0%	0.0%	50.0%
<b>Total(n)</b>	<b>2,874</b>	<b>718</b>	<b>782</b>	<b>817</b>	<b>274</b>	<b>279</b>	<b>0</b>	<b>4</b>
<b>Helped graduate students access professional networks</b>								
To a Very Large Extent	19.9%	25.3%	21.1%	17.6%	16.8%	12.5%	0.0%	25.0%
To a Large Extent	21.0%	21.2%	23.2%	21.4%	14.7%	19.0%	0.0%	25.0%
To Some Extent	29.6%	29.0%	31.4%	28.9%	28.2%	30.1%	0.0%	0.0%
To a Small Extent	15.9%	14.8%	13.1%	15.9%	22.7%	20.8%	0.0%	0.0%
Not at All	13.6%	9.7%	11.3%	16.2%	17.6%	17.6%	0.0%	50.0%
<b>Total(n)</b>	<b>2,868</b>	<b>718</b>	<b>781</b>	<b>813</b>	<b>273</b>	<b>279</b>	<b>0</b>	<b>4</b>
<b>Presented with graduate students at conferences</b>								
To a Very Large Extent	7.2%	11.0%	8.3%	6.1%	3.3%	1.4%	0.0%	0.0%
To a Large Extent	6.7%	10.2%	8.6%	5.4%	1.1%	1.8%	0.0%	0.0%
To Some Extent	11.2%	14.0%	15.3%	9.4%	4.4%	3.9%	0.0%	25.0%
To a Small Extent	7.6%	7.1%	8.6%	8.6%	5.9%	4.3%	0.0%	25.0%
Not at All	67.4%	57.6%	59.2%	70.5%	85.3%	88.6%	0.0%	50.0%
<b>Total(n)</b>	<b>2,871</b>	<b>715</b>	<b>782</b>	<b>817</b>	<b>273</b>	<b>280</b>	<b>0</b>	<b>4</b>
<b>Published with graduate students</b>								
To a Very Large Extent	6.4%	10.5%	7.6%	5.2%	1.8%	0.7%	0.0%	25.0%
To a Large Extent	5.8%	9.2%	7.7%	4.6%	1.1%	0.0%	0.0%	0.0%
To Some Extent	9.9%	11.2%	14.5%	10.0%	1.8%	1.1%	0.0%	25.0%
To a Small Extent	7.1%	7.7%	9.6%	5.9%	4.4%	4.7%	0.0%	0.0%
Not at All	70.7%	61.3%	60.7%	74.4%	90.8%	93.4%	0.0%	50.0%
<b>Total(n)</b>	<b>2,857</b>	<b>714</b>	<b>781</b>	<b>812</b>	<b>272</b>	<b>274</b>	<b>0</b>	<b>4</b>
<b>Included graduate students in research grant writing</b>								
To a Very Large Extent	5.2%	8.3%	6.8%	3.7%	2.2%	0.4%	0.0%	25.0%
To a Large Extent	4.1%	6.6%	4.1%	3.9%	1.1%	0.4%	0.0%	25.0%
To Some Extent	7.5%	10.2%	10.5%	6.4%	0.7%	2.9%	0.0%	0.0%
To a Small Extent	7.1%	7.1%	9.3%	7.4%	3.3%	3.6%	0.0%	0.0%
Not at All	76.1%	67.8%	69.3%	78.7%	92.7%	92.8%	0.0%	50.0%
<b>Total(n)</b>	<b>2,864</b>	<b>709</b>	<b>782</b>	<b>816</b>	<b>274</b>	<b>279</b>	<b>0</b>	<b>4</b>

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>								
0	22.6%	16.3%	17.7%	28.7%	25.4%	31.3%	0.0%	50.0%
1-5	48.5%	47.0%	48.9%	47.2%	50.7%	52.7%	0.0%	25.0%
6-10	17.0%	20.9%	19.5%	13.9%	14.1%	12.1%	0.0%	0.0%
11-20	8.2%	10.8%	9.1%	7.5%	6.5%	2.8%	0.0%	25.0%
21 or more	3.7%	5.0%	4.7%	2.7%	3.3%	1.1%	0.0%	0.0%
Total(n)	2,873	719	779	814	276	281	0	4
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>								
0	61.3%	51.3%	52.8%	63.4%	79.6%	85.4%	0.0%	100.0%
1	8.4%	8.8%	9.3%	9.3%	6.2%	4.6%	0.0%	0.0%
2	6.1%	7.6%	6.4%	6.7%	2.2%	3.2%	0.0%	0.0%
3-4	8.2%	9.2%	9.6%	9.5%	4.4%	1.8%	0.0%	0.0%
5-8	7.3%	9.9%	10.2%	5.5%	3.3%	1.8%	0.0%	0.0%
9 or more	8.8%	13.2%	11.7%	5.5%	4.4%	3.2%	0.0%	0.0%
Total(n)	2,874	719	778	818	275	280	0	4
<b>In the past year, how many master's thesis committees have you chaired?</b>								
0	41.4%	35.7%	39.2%	42.5%	65.5%	68.3%	0.0%	0.0%
1	19.5%	22.0%	18.1%	22.1%	10.9%	4.9%	0.0%	0.0%
2	13.2%	13.1%	15.3%	13.7%	3.6%	2.4%	0.0%	0.0%
3-4	12.6%	16.0%	12.6%	11.4%	5.5%	2.4%	0.0%	0.0%
5-8	7.7%	8.0%	8.5%	7.4%	3.6%	4.9%	0.0%	0.0%
9 or more	5.7%	5.1%	6.3%	3.0%	10.9%	17.1%	0.0%	0.0%
Total(n)	1,110	350	365	299	55	41	0	0
<b>How many dissertation committees have you served on or are currently serving?</b>								
0	67.9%	56.1%	59.1%	71.4%	89.7%	90.7%	0.0%	100.0%
1	10.2%	11.7%	12.0%	11.2%	3.7%	4.7%	0.0%	0.0%
2	4.8%	6.9%	6.6%	3.9%	1.1%	1.1%	0.0%	0.0%
3-4	6.1%	7.9%	8.4%	5.4%	1.8%	1.1%	0.0%	0.0%
5-8	5.3%	7.0%	6.5%	5.1%	1.8%	1.1%	0.0%	0.0%
9 or more	5.8%	10.4%	7.5%	2.9%	1.8%	1.4%	0.0%	0.0%
Total(n)	2,855	710	775	816	271	279	0	4
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>								
0	49.8%	46.8%	48.6%	53.0%	57.1%	65.4%	0.0%	0.0%
1	17.2%	15.8%	18.8%	16.5%	14.3%	23.1%	0.0%	0.0%
2	8.7%	12.3%	8.9%	5.7%	0.0%	0.0%	0.0%	0.0%
3-4	12.0%	11.9%	10.2%	14.8%	14.3%	7.7%	0.0%	0.0%
5-8	7.5%	8.1%	7.7%	7.0%	7.1%	3.8%	0.0%	0.0%
9 or more	4.7%	5.2%	5.8%	3.0%	7.1%	0.0%	0.0%	0.0%
Total(n)	907	310	313	230	28	26	0	0
<b>Rate your agreement with the following statements:</b>								
<b>Graduate students in this program must compete for research opportunities</b>								
Strongly Agree	13.1%	15.1%	14.0%	11.7%	14.7%	7.9%	0.0%	0.0%
Somewhat Agree	26.2%	29.2%	24.9%	25.7%	25.9%	23.2%	0.0%	50.0%
Somewhat Disagree	28.3%	25.2%	26.6%	30.9%	27.5%	33.9%	0.0%	50.0%
Strongly Disagree	32.5%	30.5%	34.5%	31.7%	31.9%	35.0%	0.0%	0.0%
Total(n)	2,702	675	743	777	251	254	0	2
Mean	2.20	2.29	2.18	2.18	2.24	2.04	.	2.50
Standard deviation	1.03	1.06	1.06	1.01	1.06	0.95	.	0.71
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>								
Strongly Agree	26.8%	28.7%	26.5%	26.7%	28.3%	21.9%	0.0%	0.0%
Somewhat Agree	31.0%	27.6%	32.2%	31.7%	31.0%	33.6%	0.0%	50.0%
Somewhat Disagree	21.9%	21.2%	21.2%	22.2%	20.9%	25.8%	0.0%	50.0%
Strongly Disagree	20.3%	22.4%	20.0%	19.4%	19.8%	18.8%	0.0%	0.0%
Total(n)	2,707	673	739	779	258	256	0	2
Mean	2.64	2.63	2.65	2.66	2.68	2.59	.	2.50
Standard deviation	1.08	1.12	1.08	1.07	1.09	1.03	.	0.71
<b>This graduate program enrolls too few international students</b>								
Strongly Agree	10.5%	9.6%	10.8%	13.8%	7.2%	5.2%	0.0%	0.0%
Somewhat Agree	29.8%	30.6%	31.4%	29.5%	30.1%	23.2%	0.0%	0.0%
Somewhat Disagree	37.2%	35.6%	36.3%	37.8%	35.7%	43.2%	0.0%	50.0%
Strongly Disagree	22.6%	24.2%	21.4%	18.9%	26.9%	28.4%	0.0%	50.0%
Total(n)	2,671	669	732	769	249	250	0	2
Mean	2.28	2.26	2.32	2.38	2.18	2.05	.	1.50
Standard deviation	0.93	0.93	0.93	0.94	0.91	0.85	.	0.71
<b>Graduate students work well together in this program</b>								
Strongly Agree	49.1%	50.0%	49.6%	48.6%	46.6%	48.8%	0.0%	50.0%
Somewhat Agree	44.3%	44.1%	44.3%	43.6%	45.1%	46.1%	0.0%	0.0%
Somewhat Disagree	5.4%	5.2%	5.1%	6.0%	5.9%	4.3%	0.0%	50.0%
Strongly Disagree	1.3%	0.7%	0.9%	1.8%	2.4%	0.8%	0.0%	0.0%
Total(n)	2,698	676	738	771	253	258	0	2
Mean	3.41	3.43	3.43	3.39	3.36	3.43	.	3.00
Standard deviation	0.65	0.63	0.64	0.68	0.70	0.62	.	1.41
<b>I have encountered instances of academic dishonesty among graduate students</b>								
Strongly Agree	8.6%	8.4%	9.7%	7.3%	11.3%	7.7%	0.0%	0.0%
Somewhat Agree	24.0%	27.9%	26.3%	23.0%	17.2%	16.9%	0.0%	50.0%
Somewhat Disagree	22.4%	22.9%	23.5%	21.0%	22.7%	21.2%	0.0%	50.0%
Strongly Disagree	45.0%	40.8%	40.5%	48.7%	48.8%	54.2%	0.0%	0.0%



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	2,713	681	744	770	256	260	0	2
Mean	1.96	2.04	2.05	1.89	1.91	1.78	.	2.50
Standard deviation	1.02	1.01	1.03	1.00	1.05	0.99	.	0.71
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>								
Strongly Agree	48.0%	49.9%	48.9%	47.9%	40.2%	47.5%	0.0%	50.0%
Somewhat Agree	38.2%	37.8%	38.5%	38.9%	40.2%	34.1%	0.0%	50.0%
Somewhat Disagree	10.0%	8.7%	10.0%	8.9%	12.7%	14.5%	0.0%	0.0%
Strongly Disagree	3.8%	3.5%	2.6%	4.3%	7.0%	3.9%	0.0%	0.0%
Total(n)	2,686	679	740	766	244	255	0	2
Mean	3.30	3.34	3.34	3.30	3.14	3.25	.	3.50
Standard deviation	0.80	0.78	0.76	0.81	0.89	0.85	.	0.71
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>								
Strongly Agree	20.1%	22.9%	16.4%	18.5%	23.3%	25.4%	0.0%	0.0%
Somewhat Agree	29.5%	26.8%	29.1%	31.7%	26.9%	34.1%	0.0%	0.0%
Somewhat Disagree	29.8%	28.7%	31.5%	30.2%	29.0%	27.4%	0.0%	0.0%
Strongly Disagree	20.6%	21.6%	23.1%	19.6%	20.8%	13.1%	0.0%	100.0%
Total(n)	2,668	672	733	764	245	252	0	2
Mean	2.49	2.51	2.39	2.49	2.53	2.72	.	1.00
Standard deviation	1.03	1.07	1.01	1.01	1.07	0.99	.	0.00
<b>Faculty in my department are good mentors for graduate students</b>								
Strongly Agree	51.8%	48.4%	47.7%	57.2%	48.4%	59.6%	0.0%	0.0%
Somewhat Agree	39.0%	41.2%	43.0%	34.2%	39.5%	35.3%	0.0%	50.0%
Somewhat Disagree	7.3%	7.6%	7.4%	7.0%	9.4%	4.3%	0.0%	50.0%
Strongly Disagree	2.0%	2.8%	1.9%	1.6%	2.7%	0.8%	0.0%	0.0%
Total(n)	2,711	682	742	774	256	255	0	2
Mean	3.41	3.35	3.37	3.47	3.34	3.54	.	2.50
Standard deviation	0.71	0.74	0.70	0.69	0.76	0.62	.	0.71
<b>Most graduate students in this program move on to faculty positions</b>								
Strongly Agree	3.6%	5.6%	3.4%	2.1%	4.1%	3.1%	0.0%	0.0%
Somewhat Agree	14.0%	14.1%	14.2%	14.1%	11.1%	15.0%	0.0%	50.0%
Somewhat Disagree	33.5%	34.0%	28.6%	34.7%	39.9%	37.0%	0.0%	0.0%
Strongly Disagree	48.9%	46.3%	53.7%	49.1%	44.9%	44.9%	0.0%	50.0%
Total(n)	2,676	674	737	766	243	254	0	2
Mean	1.72	1.79	1.67	1.69	1.74	1.76	.	2.00
Standard deviation	0.84	0.89	0.84	0.79	0.81	0.82	.	1.41
<b>Most graduate students in this program move into positions outside of academia</b>								
Strongly Agree	55.9%	51.2%	57.8%	59.5%	51.0%	56.5%	0.0%	50.0%
Somewhat Agree	28.9%	31.0%	29.5%	28.1%	30.2%	22.7%	0.0%	0.0%
Somewhat Disagree	10.3%	12.6%	7.7%	8.9%	12.2%	13.7%	0.0%	50.0%
Strongly Disagree	4.9%	5.2%	5.0%	3.4%	6.5%	7.1%	0.0%	0.0%
Total(n)	2,687	674	740	771	245	255	0	2
Mean	3.36	3.28	3.40	3.44	3.26	3.29	.	3.00
Standard deviation	0.85	0.88	0.83	0.79	0.91	0.95	.	1.41
<b>During the past three years, have you:</b>								
Advised student groups involved in service/volunteer work	50.5%	53.0%	58.6%	54.3%	38.6%	34.5%	0.0%	33.3%
Collaborated with the local community on research/teaching to address their needs	43.9%	47.6%	52.4%	44.8%	33.0%	30.5%	0.0%	44.4%
Conducted research or writing focused on international/global issues	28.6%	35.0%	34.1%	30.3%	18.6%	13.1%	0.0%	20.0%
Conducted research or writing focused on racial or ethnic minorities	35.5%	40.4%	41.9%	36.5%	26.8%	21.2%	0.0%	30.0%
Conducted research or writing focused on women or gender issues	32.9%	41.0%	39.2%	32.2%	22.7%	18.1%	0.0%	30.0%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	13.5%	15.0%	14.8%	13.7%	11.9%	9.0%	0.0%	30.0%
Conducted research or writing focused on biomedical science fields	14.2%	17.6%	17.7%	15.7%	7.0%	5.1%	0.0%	22.2%
Engaged in academic research that spans multiple disciplines	58.7%	69.1%	69.0%	64.1%	36.6%	29.9%	0.0%	50.0%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	45.7%	52.9%	52.2%	46.9%	35.4%	27.9%	0.0%	50.0%
Written research grants	33.6%	39.1%	42.7%	41.4%	14.0%	8.6%	0.0%	30.0%
Received funding for your work from foundations	16.8%	20.5%	19.2%	19.2%	7.8%	8.7%	0.0%	33.3%
Received funding for your work from state or federal government	15.8%	22.0%	18.8%	15.2%	7.8%	8.2%	0.0%	30.0%
Received funding for your work from business or industry	7.5%	7.2%	8.1%	8.2%	6.7%	5.7%	0.0%	20.0%
<b>During the past three years, have you:</b>								
Taught an honors course	13.4%	18.8%	16.5%	10.5%	11.4%	6.7%	0.0%	10.0%
Taught an interdisciplinary course	38.1%	44.3%	42.0%	37.2%	34.2%	26.1%	0.0%	30.0%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	17.4%	20.3%	20.2%	16.7%	15.5%	10.3%	0.0%	20.0%
Taught a service learning course	19.7%	21.4%	23.5%	20.1%	15.3%	13.7%	0.0%	20.0%
Taught a course exclusively online	68.3%	67.4%	70.2%	65.8%	74.1%	66.3%	37.5%	60.0%
Participated in organized activities around enhancing pedagogy or student learning	77.5%	82.3%	83.3%	80.7%	68.5%	59.9%	47.1%	80.0%
Taught a seminar for first-year students	22.1%	22.5%	22.6%	23.1%	22.8%	17.6%	12.5%	30.0%
Participated in the development of curriculum (enhancing an existing course or creating a new course)	84.3%	87.7%	90.7%	87.7%	74.1%	70.8%	18.8%	50.0%
<b>In the past year, to what extent have you:</b>								
Presented with undergraduate students at conferences								
To a Very Large Extent	3.7%	5.4%	5.3%	3.5%	1.1%	0.9%	0.0%	0.0%
To a Large Extent	4.3%	4.8%	6.2%	4.9%	1.6%	1.1%	0.0%	0.0%
To Some Extent	9.1%	10.3%	11.3%	11.3%	3.8%	3.3%	0.0%	10.0%
To a Small Extent	7.0%	8.9%	7.9%	6.9%	4.3%	4.7%	0.0%	0.0%
Not at All	75.9%	70.6%	69.3%	73.5%	89.2%	90.0%	0.0%	90.0%
Total(n)	6,634	1,491	1,592	1,882	837	822	0	10

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Published with undergraduates</b>								
To a Very Large Extent	2.1%	3.3%	2.5%	2.1%	0.6%	0.4%	0.0%	10.0%
To a Large Extent	2.6%	3.8%	3.1%	3.2%	0.7%	0.2%	0.0%	0.0%
To Some Extent	6.8%	7.5%	10.6%	7.4%	2.0%	1.7%	0.0%	0.0%
To a Small Extent	5.3%	7.9%	6.2%	5.3%	2.8%	1.9%	0.0%	0.0%
Not at All	83.2%	77.6%	77.5%	82.1%	93.9%	95.7%	0.0%	90.0%
Total(n)	6,615	1,484	1,588	1,876	836	821	0	10
<b>Engaged undergraduates on your research project(s)</b>								
To a Very Large Extent	10.5%	13.0%	14.4%	12.6%	2.6%	2.1%	0.0%	10.0%
To a Large Extent	7.9%	9.0%	11.3%	9.1%	2.8%	1.8%	0.0%	0.0%
To Some Extent	12.5%	15.4%	15.1%	14.2%	6.6%	4.5%	0.0%	10.0%
To a Small Extent	9.2%	10.6%	10.9%	9.0%	7.0%	6.1%	0.0%	10.0%
Not at All	59.8%	52.0%	48.3%	55.1%	81.0%	85.4%	0.0%	70.0%
Total(n)	6,545	1,461	1,573	1,854	832	815	0	10
<b>Worked with undergraduates on their research project(s)</b>								
To a Very Large Extent	14.4%	18.1%	20.1%	13.8%	7.6%	5.5%	0.0%	10.0%
To a Large Extent	11.5%	13.2%	13.9%	12.9%	6.4%	6.1%	0.0%	10.0%
To Some Extent	16.8%	19.1%	18.9%	18.1%	12.4%	10.1%	0.0%	10.0%
To a Small Extent	11.5%	11.6%	11.5%	12.0%	11.8%	10.1%	0.0%	0.0%
Not at All	45.8%	38.1%	35.6%	43.2%	62.0%	68.2%	0.0%	70.0%
Total(n)	6,626	1,489	1,585	1,886	834	822	0	10
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>								
Excellent	17.7%	23.7%	20.1%	17.6%	10.5%	9.6%	0.0%	22.2%
Good	33.2%	38.7%	39.6%	34.0%	23.4%	18.8%	0.0%	22.2%
Fair	9.1%	10.0%	11.4%	9.4%	6.4%	5.1%	0.0%	0.0%
Poor	1.2%	1.1%	1.6%	1.4%	0.8%	0.6%	0.0%	0.0%
I have not worked with undergraduates on research projects	38.8%	26.5%	27.3%	37.5%	58.9%	65.9%	0.0%	55.6%
Total(n)	6,638	1,496	1,588	1,883	842	820	0	9
<b>How many undergraduates do you currently advise?</b>								
None	45.2%	36.4%	32.2%	43.3%	64.1%	71.0%	0.0%	77.8%
1-5	12.7%	14.4%	12.3%	16.3%	8.9%	6.4%	0.0%	0.0%
6-10	9.4%	10.7%	11.4%	10.2%	5.9%	5.1%	0.0%	0.0%
11-20	13.8%	17.5%	17.4%	12.7%	8.1%	8.1%	0.0%	22.2%
21-30	8.4%	10.9%	11.4%	7.9%	4.0%	4.0%	0.0%	0.0%
31 or more	10.5%	10.1%	15.4%	9.6%	9.1%	5.4%	0.0%	0.0%
Total(n)	6,593	1,482	1,583	1,868	835	816	0	9
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>								
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>								
Frequently	62.3%	62.3%	63.2%	60.6%	64.2%	63.4%	0.0%	50.0%
Occasionally	33.6%	34.0%	33.1%	34.8%	30.0%	33.6%	0.0%	50.0%
Not at All	4.1%	3.7%	3.7%	4.6%	5.8%	3.0%	0.0%	0.0%
Total(n)	3,565	936	1,062	1,040	293	232	0	2
Mean	2.58	2.59	2.60	2.56	2.58	2.60	.	2.50
Standard deviation	0.57	0.56	0.56	0.58	0.60	0.55	.	0.71
<b>Helped them plan their course of study</b>								
Frequently	71.2%	73.9%	76.8%	66.8%	62.8%	65.2%	0.0%	50.0%
Occasionally	23.1%	22.4%	19.9%	25.6%	27.6%	23.2%	0.0%	50.0%
Not at All	5.7%	3.7%	3.3%	7.6%	9.6%	11.6%	0.0%	0.0%
Total(n)	3,567	938	1,061	1,040	293	233	0	2
Mean	2.65	2.70	2.74	2.59	2.53	2.54	.	2.50
Standard deviation	0.58	0.53	0.51	0.63	0.66	0.69	.	0.71
<b>Discussed their academic performance</b>								
Frequently	62.0%	61.6%	64.7%	58.2%	64.8%	64.8%	0.0%	50.0%
Occasionally	33.7%	34.5%	31.7%	36.1%	31.7%	31.7%	0.0%	50.0%
Not at All	4.3%	3.9%	3.6%	5.7%	3.5%	3.5%	0.0%	0.0%
Total(n)	3,464	904	1,025	1,019	284	230	0	2
Mean	2.58	2.58	2.61	2.53	2.61	2.61	.	2.50
Standard deviation	0.57	0.57	0.56	0.60	0.56	0.56	.	0.71
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>								
Frequently	60.9%	65.9%	66.8%	55.7%	52.1%	48.7%	0.0%	50.0%
Occasionally	32.7%	30.9%	29.4%	36.7%	34.6%	34.9%	0.0%	50.0%
Not at All	6.3%	3.2%	3.8%	7.6%	13.4%	16.4%	0.0%	0.0%
Total(n)	3,565	938	1,060	1,041	292	232	0	2
Mean	2.55	2.63	2.63	2.48	2.39	2.32	.	2.50
Standard deviation	0.61	0.55	0.56	0.63	0.71	0.74	.	0.71
<b>Discussed career and post-graduation goals</b>								
Frequently	72.7%	74.2%	74.6%	71.6%	68.8%	68.7%	0.0%	50.0%
Occasionally	25.2%	24.9%	24.1%	25.9%	26.4%	26.2%	0.0%	50.0%
Not at All	2.1%	1.0%	1.3%	2.5%	4.8%	5.2%	0.0%	0.0%
Total(n)	3,568	937	1,062	1,042	292	233	0	2
Mean	2.71	2.73	2.73	2.69	2.64	2.64	.	2.50
Standard deviation	0.50	0.46	0.47	0.51	0.57	0.58	.	0.71

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>								
<b>Funded workshops focused on teaching</b>								
Yes	55.1%	53.6%	58.2%	61.1%	51.6%	41.9%	0.0%	33.3%
No	31.2%	36.5%	32.6%	28.0%	27.1%	29.7%	0.0%	55.6%
Not eligible	3.5%	1.4%	1.4%	1.8%	8.8%	10.0%	0.0%	0.0%
Not available	10.3%	8.5%	7.9%	9.1%	12.5%	18.3%	0.0%	11.1%
Total(n)	6,390	1,452	1,539	1,794	816	780	0	9
<b>Funded workshops focused on research skills development</b>								
Yes	12.7%	12.2%	15.6%	17.0%	5.9%	5.3%	0.0%	11.1%
No	58.5%	63.1%	57.8%	56.4%	59.7%	54.5%	0.0%	66.7%
Not eligible	5.2%	1.8%	2.1%	3.0%	13.4%	14.3%	0.0%	0.0%
Not available	23.6%	22.9%	24.5%	23.6%	21.0%	25.9%	0.0%	22.2%
Total(n)	6,376	1,450	1,536	1,792	813	776	0	9
<b>Funded workshops focused on grant writing</b>								
Yes	6.7%	6.4%	8.5%	9.7%	2.7%	1.4%	0.0%	0.0%
No	65.6%	71.3%	66.8%	65.1%	62.6%	57.2%	0.0%	77.8%
Not eligible	5.2%	1.8%	2.3%	3.3%	13.0%	13.5%	0.0%	0.0%
Not available	22.4%	20.4%	22.5%	21.9%	21.7%	27.9%	0.0%	22.2%
Total(n)	6,334	1,443	1,525	1,777	807	773	0	9
<b>Paid sabbatical leave</b>								
Yes	7.3%	14.0%	12.5%	3.5%	1.1%	0.1%	0.0%	0.0%
No	53.1%	66.5%	62.7%	47.2%	38.0%	38.1%	0.0%	50.0%
Not eligible	32.0%	14.4%	20.6%	42.5%	48.1%	46.5%	0.0%	40.0%
Not available	7.6%	5.1%	4.2%	6.7%	12.8%	15.2%	0.0%	10.0%
Total(n)	6,379	1,451	1,537	1,794	813	774	0	10
<b>Travel funds paid by the institution</b>								
Yes	47.8%	57.2%	58.7%	55.7%	20.3%	19.0%	0.0%	33.3%
No	36.8%	35.7%	34.2%	34.5%	43.5%	41.9%	0.0%	55.6%
Not eligible	8.3%	1.9%	2.9%	4.6%	23.6%	23.8%	0.0%	0.0%
Not available	7.1%	5.2%	4.2%	5.1%	12.5%	15.3%	0.0%	11.1%
Total(n)	6,320	1,436	1,533	1,767	806	769	0	9
<b>Internal grants for research</b>								
Yes	24.8%	29.2%	33.5%	31.0%	6.7%	4.0%	0.0%	22.2%
No	57.6%	61.7%	57.2%	56.9%	56.0%	54.1%	0.0%	66.7%
Not eligible	9.6%	3.5%	3.5%	5.8%	25.0%	26.1%	0.0%	0.0%
Not available	8.0%	5.7%	5.8%	6.3%	12.3%	15.8%	0.0%	11.1%
Total(n)	6,354	1,446	1,535	1,780	807	777	0	9
<b>Training for administrative leadership</b>								
Yes	11.3%	17.8%	15.1%	8.4%	4.6%	5.5%	0.0%	30.0%
No	59.6%	62.3%	60.2%	64.8%	52.4%	49.0%	0.0%	40.0%
Not eligible	12.2%	3.6%	5.8%	11.6%	26.1%	27.5%	0.0%	10.0%
Not available	16.9%	16.3%	18.9%	15.1%	16.8%	18.1%	0.0%	20.0%
Total(n)	6,282	1,414	1,526	1,772	796	764	0	10
<b>Training for promoting inclusion and facilitating difficult conversations</b>								
Yes	49.4%	53.5%	53.6%	53.1%	42.4%	32.3%	0.0%	44.4%
No	36.7%	38.3%	35.4%	36.5%	33.0%	40.5%	0.0%	44.4%
Not eligible	4.3%	0.8%	1.6%	2.5%	12.0%	12.6%	0.0%	0.0%
Not available	9.6%	7.4%	9.5%	7.9%	12.6%	14.5%	0.0%	11.1%
Total(n)	6,383	1,452	1,540	1,789	816	777	0	9
<b>Incentives to develop new courses</b>								
Yes	18.0%	18.1%	19.5%	20.3%	14.5%	13.8%	0.0%	0.0%
No	56.7%	61.9%	59.1%	56.8%	50.0%	49.1%	0.0%	60.0%
Not eligible	6.5%	2.3%	2.2%	4.2%	16.7%	17.2%	0.0%	10.0%
Not available	18.8%	17.7%	19.1%	18.7%	18.8%	19.9%	0.0%	30.0%
Total(n)	6,364	1,444	1,536	1,782	814	778	0	10
<b>Incentives to integrate technology into your classroom</b>								
Yes	23.0%	21.8%	23.0%	23.7%	26.9%	19.5%	0.0%	22.2%
No	55.2%	60.6%	56.5%	56.9%	45.4%	49.0%	0.0%	44.4%
Not eligible	4.6%	1.5%	1.9%	2.7%	11.1%	12.7%	0.0%	11.1%
Not available	17.2%	16.1%	18.5%	16.6%	16.6%	18.8%	0.0%	22.2%
Total(n)	6,384	1,447	1,541	1,790	819	778	0	9
<b>Resources to integrate culturally-competent practices into your classroom</b>								
Yes	43.7%	45.1%	44.8%	46.4%	42.7%	33.9%	0.0%	12.5%
No	39.9%	42.2%	40.2%	39.5%	34.9%	41.5%	0.0%	75.0%
Not eligible	3.3%	1.0%	1.5%	1.9%	8.6%	9.0%	0.0%	0.0%
Not available	13.1%	11.8%	13.5%	12.3%	13.8%	15.6%	0.0%	12.5%
Total(n)	6,378	1,453	1,539	1,792	812	774	0	8
<b>How many of the following have you published?</b>								
<b>Articles in academic or professional journals</b>								
None	29.7%	12.3%	15.3%	27.9%	56.4%	65.5%	68.8%	44.4%
1-2	20.8%	13.5%	18.1%	28.1%	23.9%	19.9%	25.0%	33.3%
3-4	13.1%	12.3%	16.4%	15.3%	9.4%	7.1%	6.3%	0.0%
5-10	16.6%	20.7%	24.1%	16.2%	6.4%	5.7%	0.0%	22.2%
11-20	10.9%	18.5%	19.9%	8.8%	2.2%	1.3%	0.0%	0.0%
21-50	6.9%	16.0%	8.8%	3.2%	1.5%	0.4%	0.0%	0.0%
51+	2.0%	6.6%	1.3%	0.5%	0.2%	0.1%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	6,429	1,474	1,538	1,790	817	785	16	9
Mean	2.87	3.94	3.39	2.62	1.79	1.59	1.38	2.00
Standard deviation	1.71	1.79	1.59	1.46	1.17	1.00	0.62	1.22
<b>Chapters in edited volumes</b>								
None	58.2%	34.7%	46.5%	64.5%	81.3%	85.8%	100.0%	87.5%
1-2	23.9%	26.5%	30.4%	27.1%	12.5%	11.5%	0.0%	12.5%
3-4	9.5%	16.1%	14.5%	5.8%	4.0%	1.8%	0.0%	0.0%
5-10	6.1%	15.8%	6.8%	2.2%	1.5%	0.4%	0.0%	0.0%
11-20	1.6%	5.0%	1.4%	0.2%	0.4%	0.1%	0.0%	0.0%
21-50	0.5%	1.7%	0.3%	0.1%	0.2%	0.3%	0.0%	0.0%
51+	0.1%	0.2%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%
Total(n)	6,401	1,470	1,535	1,781	817	774	16	8
Mean	1.71	2.36	1.87	1.47	1.28	1.19	1.00	1.13
Standard deviation	1.05	1.34	1.02	0.75	0.71	0.56	0.00	0.35
<b>Books, manuals, monographs, or research reports</b>								
None	69.2%	47.3%	66.9%	78.6%	77.7%	83.5%	93.8%	66.7%
1-2	20.4%	29.8%	23.5%	15.8%	15.6%	12.5%	6.3%	33.3%
3-4	6.1%	12.9%	6.0%	3.7%	3.2%	1.9%	0.0%	0.0%
5-10	2.9%	6.7%	2.6%	1.2%	2.4%	1.4%	0.0%	0.0%
11-20	0.9%	2.5%	0.7%	0.3%	0.6%	0.3%	0.0%	0.0%
21-50	0.3%	0.6%	0.2%	0.1%	0.1%	0.3%	0.0%	0.0%
51+	0.2%	0.3%	0.1%	0.3%	0.4%	0.1%	0.0%	0.0%
Total(n)	6,356	1,454	1,515	1,772	808	782	16	9
Mean	1.48	1.90	1.48	1.30	1.34	1.24	1.06	1.33
Standard deviation	0.88	1.11	0.83	0.71	0.80	0.65	0.25	0.50
<b>Other, such as patents or computer software products</b>								
None	92.7%	89.5%	92.1%	92.8%	95.4%	96.6%	93.8%	100.0%
1-2	4.4%	5.9%	5.1%	4.5%	2.9%	2.1%	6.3%	0.0%
3-4	1.1%	1.4%	1.4%	1.4%	0.1%	0.3%	0.0%	0.0%
5-10	0.8%	1.4%	0.6%	0.7%	0.6%	0.3%	0.0%	0.0%
11-20	0.4%	0.6%	0.5%	0.1%	0.5%	0.3%	0.0%	0.0%
21-50	0.2%	0.2%	0.1%	0.2%	0.2%	0.3%	0.0%	0.0%
51+	0.4%	0.9%	0.2%	0.3%	0.2%	0.3%	0.0%	0.0%
Total(n)	6,275	1,414	1,503	1,755	804	774	16	9
Mean	1.14	1.22	1.14	1.12	1.10	1.07	1.06	1.00
Standard deviation	0.63	0.82	0.58	0.56	0.56	0.50	0.25	0.00
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>								
None	84.2%	83.7%	85.5%	84.9%	80.5%	84.9%	87.5%	90.0%
1-2	5.4%	5.4%	5.1%	5.0%	7.3%	5.3%	12.5%	0.0%
3-4	3.7%	3.3%	3.7%	3.7%	4.0%	3.9%	0.0%	0.0%
5-10	3.5%	3.9%	3.1%	3.4%	5.0%	2.7%	0.0%	0.0%
11-20	1.8%	1.8%	1.8%	2.0%	1.3%	1.9%	0.0%	0.0%
21+	1.4%	1.9%	0.9%	1.1%	1.8%	1.3%	0.0%	10.0%
Total(n)	6,430	1,475	1,533	1,789	820	787	16	10
Mean	1.37	1.40	1.33	1.36	1.45	1.35	1.13	1.50
Standard deviation	1.01	1.07	0.94	0.99	1.08	0.98	0.34	1.58
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Solo/Individual</b>								
None	27.8%	30.6%	29.1%	28.9%	23.6%	22.8%	50.0%	0.0%
1-2	37.8%	35.0%	37.0%	36.6%	42.9%	40.6%	50.0%	0.0%
3-4	18.3%	16.5%	16.9%	22.6%	14.3%	20.8%	0.0%	0.0%
5-10	11.3%	14.1%	11.1%	7.7%	14.3%	10.9%	0.0%	0.0%
11-20	2.2%	0.5%	3.7%	3.0%	2.1%	1.0%	0.0%	0.0%
21+	2.6%	3.4%	2.1%	1.3%	2.9%	4.0%	0.0%	100.0%
Total(n)	874	206	189	235	140	101	2	1
Mean	2.30	2.29	2.30	2.23	2.37	2.39	1.50	6.00
Standard deviation	1.20	1.24	1.22	1.12	1.21	1.21	0.71	.
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Collaborative</b>								
None	13.9%	13.8%	12.7%	13.5%	16.4%	14.4%	0.0%	0.0%
1-2	35.7%	32.3%	40.7%	35.9%	35.6%	32.4%	100.0%	0.0%
3-4	20.0%	18.0%	19.6%	22.7%	19.2%	19.8%	0.0%	0.0%
5-10	16.4%	18.0%	14.2%	15.1%	19.9%	16.2%	0.0%	0.0%
11-20	8.4%	9.2%	9.3%	8.0%	4.8%	10.8%	0.0%	0.0%
21+	5.6%	8.8%	3.4%	4.8%	4.1%	6.3%	0.0%	100.0%
Total(n)	932	217	204	251	146	111	2	1
Mean	2.86	3.03	2.77	2.82	2.73	2.95	2.00	6.00
Standard deviation	1.38	1.49	1.30	1.33	1.31	1.44	0.00	.
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>								
None	39.4%	23.9%	26.2%	33.6%	68.9%	76.3%	62.5%	66.7%
1	14.8%	14.8%	16.3%	16.5%	13.1%	9.8%	12.5%	22.2%
2	12.6%	14.0%	15.2%	14.2%	7.3%	6.6%	18.8%	0.0%
3	9.8%	12.9%	11.9%	11.1%	4.2%	2.8%	6.3%	11.1%
4	6.1%	7.4%	7.9%	7.4%	2.2%	1.7%	0.0%	0.0%
5	4.5%	6.8%	6.3%	4.4%	1.1%	0.8%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
6	2.9%	4.7%	4.0%	2.7%	0.5%	0.6%	0.0%	0.0%
7-10	5.4%	7.4%	7.3%	6.2%	1.4%	0.6%	0.0%	0.0%
More than 10	4.4%	8.1%	4.9%	3.9%	1.4%	0.8%	0.0%	0.0%
Total(n)	6,396	1,474	1,525	1,787	810	775	16	9
Mean	3.07	3.90	3.60	3.20	1.78	1.57	1.69	1.56
Standard deviation	2.42	2.62	2.47	2.38	1.59	1.34	1.01	1.01
<b>How many of these professional writings in the past three years were solo-authored?</b>								
None	42.6%	40.1%	42.1%	48.0%	30.6%	41.6%	33.3%	100.0%
1	25.1%	21.7%	25.9%	25.2%	35.6%	25.5%	33.3%	0.0%
2	12.9%	12.5%	13.4%	12.1%	12.2%	18.6%	33.3%	0.0%
3	8.6%	10.4%	8.1%	7.4%	9.0%	7.5%	0.0%	0.0%
4	3.6%	4.9%	4.0%	2.6%	2.3%	2.5%	0.0%	0.0%
5	2.4%	3.0%	2.5%	2.0%	1.8%	0.6%	0.0%	0.0%
6	1.2%	1.7%	1.1%	0.6%	1.8%	1.2%	0.0%	0.0%
7-10	2.0%	3.0%	1.6%	1.6%	2.7%	0.6%	0.0%	0.0%
More than 10	1.6%	2.6%	1.4%	0.5%	4.1%	1.9%	0.0%	0.0%
Total(n)	3,484	991	1,024	1,081	222	161	3	2
Mean	2.37	2.65	2.34	2.11	2.67	2.25	2.00	1.00
Standard deviation	1.81	2.06	1.74	1.55	2.06	1.62	1.00	0.00
<b>How many of these professional writings in the past three years were co-authored?</b>								
None	17.3%	15.7%	16.6%	15.1%	30.1%	29.2%	0.0%	0.0%
1	25.4%	22.4%	24.3%	25.5%	35.6%	34.5%	50.0%	66.7%
2	16.6%	16.0%	16.7%	16.6%	16.7%	17.9%	33.3%	0.0%
3	12.9%	13.4%	13.0%	13.6%	9.7%	8.3%	16.7%	33.3%
4	7.0%	8.0%	6.4%	8.2%	2.3%	3.6%	0.0%	0.0%
5	5.1%	5.2%	6.2%	5.1%	2.3%	2.4%	0.0%	0.0%
6	3.6%	3.9%	4.0%	3.9%	0.5%	0.6%	0.0%	0.0%
7-10	7.0%	7.0%	8.0%	8.1%	0.9%	1.2%	0.0%	0.0%
More than 10	5.2%	8.4%	4.7%	3.9%	1.9%	2.4%	0.0%	0.0%
Total(n)	3,545	1,011	1,040	1,101	216	168	6	3
Mean	3.63	3.92	3.71	3.69	2.43	2.52	2.67	2.67
Standard deviation	2.37	2.52	2.38	2.32	1.62	1.73	0.82	1.15
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>								
<b>Scheduled teaching (give actual, not credit hours)</b>								
None	8.2%	12.1%	8.2%	6.4%	6.9%	6.6%	0.0%	0.0%
1-4	20.1%	20.3%	18.7%	15.4%	22.1%	31.1%	0.0%	30.0%
5-8	28.0%	28.8%	29.5%	30.3%	23.3%	23.5%	0.0%	20.0%
9-12	26.7%	26.0%	27.2%	30.5%	25.1%	19.7%	0.0%	10.0%
13-16	9.5%	7.3%	9.7%	9.9%	11.7%	9.4%	0.0%	30.0%
17-20	3.9%	3.3%	3.9%	3.5%	4.6%	5.1%	0.0%	10.0%
21+	3.7%	2.2%	2.9%	4.0%	6.3%	4.5%	0.0%	0.0%
Total(n)	6,184	1,411	1,492	1,735	784	752	0	10
Mean	3.35	3.15	3.35	3.49	3.52	3.27	.	3.70
Standard deviation	1.41	1.37	1.37	1.35	1.54	1.50	.	1.49
<b>Preparing for teaching (including reading student papers and grading)</b>								
None	6.6%	11.0%	7.4%	4.3%	5.1%	3.7%	0.0%	0.0%
1-4	13.3%	12.1%	11.1%	11.1%	15.2%	22.9%	0.0%	20.0%
5-8	23.0%	21.8%	23.3%	22.4%	21.9%	27.3%	0.0%	30.0%
9-12	20.3%	21.9%	21.1%	20.3%	18.9%	17.7%	0.0%	10.0%
13-16	13.4%	12.2%	15.7%	14.4%	11.7%	10.4%	0.0%	20.0%
17-20	11.6%	10.3%	10.6%	14.6%	11.8%	9.0%	0.0%	20.0%
21+	11.7%	10.7%	10.8%	12.9%	15.4%	9.0%	0.0%	0.0%
Total(n)	6,194	1,408	1,497	1,740	787	752	0	10
Mean	4.02	3.86	4.01	4.25	4.14	3.71	.	3.90
Standard deviation	1.73	1.78	1.70	1.70	1.80	1.65	.	1.52
<b>Advising or counseling students</b>								
None	12.3%	8.8%	6.5%	10.1%	21.8%	25.5%	0.0%	30.0%
1-4	57.1%	57.8%	56.1%	58.7%	55.5%	55.4%	0.0%	70.0%
5-8	20.5%	22.4%	26.3%	20.3%	14.4%	12.1%	0.0%	0.0%
9-12	6.3%	7.4%	7.1%	7.6%	3.2%	3.1%	0.0%	0.0%
13-16	2.1%	2.4%	2.2%	1.7%	2.2%	2.2%	0.0%	0.0%
17-20	0.8%	0.5%	0.9%	0.9%	0.6%	1.1%	0.0%	0.0%
21+	1.0%	0.8%	0.9%	0.7%	2.3%	0.7%	0.0%	0.0%
Total(n)	6,168	1,404	1,495	1,735	780	744	0	10
Mean	2.35	2.41	2.49	2.38	2.20	2.07	.	1.70
Standard deviation	1.01	0.96	0.97	0.97	1.15	1.02	.	0.48
<b>Committee work and meetings</b>								
None	14.7%	5.9%	4.7%	6.6%	38.8%	44.6%	0.0%	40.0%
1-4	44.9%	38.0%	41.4%	55.4%	44.5%	40.9%	0.0%	50.0%
5-8	23.1%	27.9%	29.0%	25.2%	11.4%	9.9%	0.0%	0.0%
9-12	9.1%	14.0%	12.9%	7.4%	2.7%	3.2%	0.0%	0.0%
13-16	3.5%	5.6%	5.4%	2.3%	1.7%	0.8%	0.0%	0.0%
17-20	2.2%	3.9%	3.4%	1.6%	0.5%	0.1%	0.0%	10.0%
21+	2.4%	4.7%	3.3%	1.5%	0.4%	0.4%	0.0%	0.0%
Total(n)	6,153	1,394	1,492	1,733	779	745	0	10
Mean	2.58	3.06	2.96	2.54	1.87	1.77	.	2.00
Standard deviation	1.29	1.44	1.33	1.07	0.96	0.90	.	1.49

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Research and scholarly writing</b>								
None	33.8%	22.2%	22.1%	25.8%	62.1%	68.1%	0.0%	44.4%
1-4	36.3%	40.4%	43.5%	38.6%	24.2%	21.0%	0.0%	44.4%
5-8	14.9%	17.4%	17.0%	18.2%	7.2%	6.2%	0.0%	11.1%
9-12	7.2%	8.9%	8.6%	8.6%	2.9%	2.3%	0.0%	0.0%
13-16	2.9%	4.3%	3.0%	3.2%	1.4%	0.8%	0.0%	0.0%
17-20	1.9%	2.4%	2.0%	2.2%	0.9%	0.7%	0.0%	0.0%
21+	3.1%	4.4%	3.6%	3.5%	1.3%	0.8%	0.0%	0.0%
Total(n)	6,126	1,389	1,482	1,729	780	737	0	9
Mean	2.27	2.58	2.48	2.45	1.65	1.52	.	1.67
Standard deviation	1.43	1.52	1.42	1.45	1.13	1.00	.	0.71
<b>Other creative products/performances</b>								
None	72.3%	74.5%	76.1%	72.0%	65.6%	68.4%	0.0%	66.7%
1-4	18.5%	15.7%	17.4%	19.8%	21.9%	19.8%	0.0%	22.2%
5-8	4.9%	4.6%	4.0%	4.3%	6.2%	7.1%	0.0%	0.0%
9-12	1.9%	1.9%	1.3%	1.8%	2.3%	2.6%	0.0%	11.1%
13-16	1.0%	1.3%	0.3%	0.9%	1.8%	1.1%	0.0%	0.0%
17-20	0.5%	0.8%	0.5%	0.4%	0.4%	0.5%	0.0%	0.0%
21+	0.9%	1.2%	0.4%	0.8%	1.9%	0.5%	0.0%	0.0%
Total(n)	6,121	1,388	1,482	1,720	778	744	0	9
Mean	1.46	1.47	1.35	1.44	1.62	1.52	.	1.56
Standard deviation	0.97	1.06	0.80	0.93	1.17	0.97	.	1.01
<b>Community or public service</b>								
None	39.5%	35.5%	34.8%	40.4%	46.1%	47.8%	0.0%	22.2%
1-4	45.8%	46.6%	50.1%	47.0%	38.9%	40.4%	0.0%	55.6%
5-8	9.6%	11.7%	10.4%	8.7%	8.9%	7.3%	0.0%	11.1%
9-12	3.0%	3.7%	2.8%	2.7%	3.1%	2.0%	0.0%	11.1%
13-16	0.9%	1.2%	0.9%	0.7%	0.9%	1.1%	0.0%	0.0%
17-20	0.5%	0.7%	0.4%	0.3%	0.9%	0.5%	0.0%	0.0%
21+	0.6%	0.6%	0.7%	0.2%	1.2%	0.8%	0.0%	0.0%
Total(n)	6,119	1,390	1,486	1,716	778	740	0	9
Mean	1.84	1.93	1.89	1.78	1.81	1.73	.	2.11
Standard deviation	0.95	1.00	0.93	0.85	1.07	0.97	.	0.93
<b>Outside consulting/freelance work</b>								
None	73.9%	75.0%	77.5%	77.2%	63.4%	67.8%	0.0%	66.7%
1-4	16.4%	17.5%	15.8%	15.1%	19.1%	16.1%	0.0%	22.2%
5-8	5.1%	4.4%	4.1%	4.5%	7.9%	6.9%	0.0%	11.1%
9-12	2.1%	1.4%	1.2%	1.9%	3.4%	4.1%	0.0%	0.0%
13-16	0.9%	0.5%	0.6%	0.6%	2.2%	1.6%	0.0%	0.0%
17-20	0.7%	0.4%	0.3%	0.4%	1.8%	1.2%	0.0%	0.0%
21+	0.9%	0.8%	0.4%	0.3%	2.2%	2.3%	0.0%	0.0%
Total(n)	6,109	1,390	1,477	1,720	774	739	0	9
Mean	1.45	1.39	1.34	1.36	1.76	1.68	.	1.44
Standard deviation	1.00	0.88	0.80	0.83	1.35	1.31	.	0.73
<b>Household/childcare duties</b>								
None	7.7%	7.3%	6.3%	6.3%	12.3%	9.3%	0.0%	11.1%
1-4	13.3%	13.8%	11.1%	14.5%	12.4%	15.0%	0.0%	0.0%
5-8	20.0%	20.1%	18.4%	20.5%	20.5%	21.5%	0.0%	11.1%
9-12	15.9%	18.5%	15.9%	14.8%	15.1%	14.1%	0.0%	22.2%
13-16	9.4%	11.2%	9.0%	8.6%	9.0%	9.2%	0.0%	11.1%
17-20	8.5%	10.3%	8.9%	7.3%	6.8%	8.8%	0.0%	33.3%
21+	25.2%	18.8%	30.5%	27.9%	23.9%	22.2%	0.0%	11.1%
Total(n)	6,071	1,382	1,471	1,703	766	740	0	9
Mean	4.33	4.19	4.59	4.38	4.12	4.14	.	4.67
Standard deviation	2.01	1.90	2.01	2.02	2.08	2.02	.	1.87
<b>Serving as a caregiver for another adult</b>								
None	77.7%	75.0%	76.9%	81.2%	77.1%	77.1%	0.0%	87.5%
1-4	11.3%	13.1%	11.2%	10.2%	10.0%	11.9%	0.0%	12.5%
5-8	4.6%	4.8%	5.0%	3.6%	5.5%	4.6%	0.0%	0.0%
9-12	2.4%	2.6%	2.4%	1.9%	3.3%	2.0%	0.0%	0.0%
13-16	1.0%	1.2%	1.2%	0.6%	1.0%	1.1%	0.0%	0.0%
17-20	0.8%	1.1%	0.6%	1.0%	0.4%	0.4%	0.0%	0.0%
21+	2.3%	2.2%	2.6%	1.6%	2.7%	2.8%	0.0%	0.0%
Total(n)	6,065	1,371	1,474	1,707	768	737	0	8
Mean	1.49	1.54	1.52	1.40	1.53	1.51	.	1.13
Standard deviation	1.20	1.24	1.25	1.08	1.26	1.24	.	0.35
<b>Other employment outside of academia</b>								
None	78.4%	88.8%	86.8%	80.3%	62.5%	54.6%	0.0%	55.6%
1-4	6.6%	4.6%	5.1%	7.8%	8.7%	8.3%	0.0%	33.3%
5-8	4.2%	2.5%	3.4%	4.4%	7.0%	5.6%	0.0%	0.0%
9-12	2.9%	1.2%	1.6%	3.7%	5.2%	4.5%	0.0%	0.0%
13-16	1.0%	0.7%	0.4%	0.9%	1.6%	2.1%	0.0%	0.0%
17-20	1.2%	0.4%	0.6%	0.9%	3.1%	2.8%	0.0%	0.0%
21+	5.6%	1.7%	2.0%	1.9%	11.9%	22.1%	0.0%	11.1%
Total(n)	6,035	1,375	1,463	1,699	762	727	0	9
Mean	1.67	1.29	1.33	1.47	2.32	2.88	.	2.00
Standard deviation	1.59	1.01	1.08	1.19	2.11	2.49	.	1.94
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>								
None	3.4%	2.7%	4.2%	4.1%	2.8%	2.0%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-4	30.1%	26.6%	35.1%	32.3%	26.0%	26.2%	0.0%	11.1%
5-8	34.4%	35.2%	33.4%	32.4%	36.4%	37.0%	0.0%	44.4%
9-12	18.1%	20.1%	16.1%	18.0%	18.5%	17.9%	0.0%	11.1%
13-16	6.6%	7.2%	5.7%	6.6%	6.7%	7.0%	0.0%	33.3%
17-20	3.9%	4.6%	2.9%	3.8%	4.3%	4.4%	0.0%	0.0%
21+	3.6%	3.6%	2.6%	2.9%	5.3%	5.4%	0.0%	0.0%
Total(n)	6,106	1,393	1,468	1,719	774	743	0	9
Mean	3.20	3.31	3.03	3.14	3.34	3.36	.	3.67
Standard deviation	1.33	1.33	1.26	1.31	1.39	1.39	.	1.12
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>								
<b>Ask questions in class</b>								
Frequently	87.6%	86.3%	88.1%	87.6%	91.8%	84.1%	100.0%	90.0%
Occasionally	3.6%	4.4%	3.5%	3.2%	2.4%	4.9%	0.0%	0.0%
Not at All	8.8%	9.3%	8.5%	9.1%	5.8%	11.0%	0.0%	10.0%
Total(n)	5,875	1,324	1,419	1,641	755	711	15	10
Mean	2.79	2.77	2.80	2.78	2.86	2.73	3.00	2.80
Standard deviation	0.59	0.60	0.58	0.59	0.49	0.65	0.00	0.63
<b>Support their opinions with a logical argument</b>								
Frequently	73.8%	70.1%	76.5%	73.4%	79.8%	69.3%	87.5%	80.0%
Occasionally	16.3%	19.6%	14.5%	16.3%	12.8%	18.0%	12.5%	0.0%
Not at All	9.9%	10.4%	9.0%	10.3%	7.4%	12.8%	0.0%	20.0%
Total(n)	5,884	1,329	1,411	1,649	756	713	16	10
Mean	2.64	2.60	2.67	2.63	2.72	2.57	2.88	2.60
Standard deviation	0.66	0.67	0.63	0.66	0.59	0.71	0.34	0.84
<b>Seek solutions to problems and explain them to others</b>								
Frequently	72.2%	67.9%	73.0%	73.9%	75.9%	70.3%	86.7%	80.0%
Occasionally	18.0%	21.9%	18.0%	16.1%	16.9%	16.7%	6.7%	10.0%
Not at All	9.8%	10.1%	9.0%	9.9%	7.1%	13.0%	6.7%	10.0%
Total(n)	5,895	1,335	1,417	1,649	756	713	15	10
Mean	2.62	2.58	2.64	2.64	2.69	2.57	2.80	2.70
Standard deviation	0.66	0.67	0.64	0.66	0.60	0.71	0.56	0.67
<b>Analyze multiple sources of information before coming to a conclusion</b>								
Frequently	65.0%	63.7%	66.3%	64.9%	70.4%	58.6%	75.0%	80.0%
Occasionally	23.9%	24.9%	23.4%	23.8%	21.0%	26.5%	18.8%	20.0%
Not at All	11.1%	11.5%	10.4%	11.2%	8.6%	14.9%	6.3%	0.0%
Total(n)	5,893	1,336	1,420	1,648	753	710	16	10
Mean	2.54	2.52	2.56	2.54	2.62	2.44	2.69	2.80
Standard deviation	0.69	0.69	0.67	0.69	0.64	0.74	0.60	0.42
<b>Evaluate the quality or reliability of information they receive</b>								
Frequently	66.0%	67.0%	66.3%	64.1%	71.9%	61.0%	81.3%	70.0%
Occasionally	22.9%	21.9%	23.1%	24.0%	20.4%	24.4%	12.5%	30.0%
Not at All	11.1%	11.0%	10.6%	11.9%	7.7%	14.6%	6.3%	0.0%
Total(n)	5,878	1,332	1,414	1,643	750	713	16	10
Mean	2.55	2.56	2.56	2.52	2.64	2.46	2.75	2.70
Standard deviation	0.69	0.68	0.68	0.70	0.62	0.74	0.58	0.48
<b>Take risks for potential gains</b>								
Frequently	37.6%	37.2%	38.1%	35.3%	44.6%	35.4%	56.3%	20.0%
Occasionally	39.2%	40.2%	40.1%	39.9%	34.7%	39.1%	31.3%	30.0%
Not at All	23.2%	22.6%	21.9%	24.8%	20.7%	25.5%	12.5%	50.0%
Total(n)	5,850	1,321	1,405	1,640	749	709	16	10
Mean	2.14	2.15	2.16	2.11	2.24	2.10	2.44	1.70
Standard deviation	0.77	0.76	0.76	0.77	0.77	0.77	0.73	0.82
<b>Seek alternative solutions to a problem</b>								
Frequently	60.0%	57.5%	59.3%	59.3%	68.2%	58.6%	68.8%	70.0%
Occasionally	29.9%	32.4%	31.3%	29.7%	24.4%	28.8%	25.0%	20.0%
Not at All	10.1%	10.1%	9.4%	11.0%	7.3%	12.6%	6.3%	10.0%
Total(n)	5,855	1,326	1,412	1,630	749	712	16	10
Mean	2.50	2.47	2.50	2.48	2.61	2.46	2.63	2.60
Standard deviation	0.67	0.67	0.66	0.69	0.62	0.71	0.62	0.70
<b>Look up scientific research articles and resources</b>								
Frequently	52.7%	50.5%	55.4%	53.8%	55.0%	45.9%	66.7%	60.0%
Occasionally	27.7%	27.8%	26.9%	28.0%	26.8%	29.1%	26.7%	40.0%
Not at All	19.7%	21.7%	17.7%	18.3%	18.2%	25.0%	6.7%	0.0%
Total(n)	5,844	1,322	1,405	1,635	749	708	15	10
Mean	2.33	2.29	2.38	2.35	2.37	2.21	2.60	2.60
Standard deviation	0.78	0.80	0.77	0.77	0.77	0.82	0.63	0.52
<b>Explore topics on their own, even though it was not required for a class</b>								
Frequently	50.5%	47.1%	50.0%	51.1%	57.4%	48.9%	56.3%	50.0%
Occasionally	37.2%	41.6%	38.7%	36.3%	31.8%	34.0%	37.5%	50.0%
Not at All	12.3%	11.3%	11.3%	12.6%	10.8%	17.1%	6.3%	0.0%
Total(n)	5,878	1,326	1,415	1,645	752	714	16	10
Mean	2.38	2.36	2.39	2.39	2.47	2.32	2.50	2.50
Standard deviation	0.69	0.68	0.68	0.70	0.68	0.75	0.63	0.53
<b>Accept mistakes as part of the learning process</b>								
Frequently	74.9%	72.1%	74.0%	74.4%	82.4%	74.4%	93.8%	80.0%
Occasionally	16.4%	19.0%	17.9%	16.3%	12.0%	14.3%	6.3%	10.0%
Not at All	8.7%	9.0%	8.1%	9.3%	5.6%	11.3%	0.0%	10.0%
Total(n)	5,880	1,329	1,417	1,643	750	715	16	10

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.66	2.63	2.66	2.65	2.77	2.63	2.94	2.70
Standard deviation	0.63	0.64	0.62	0.64	0.54	0.68	0.25	0.67
<b>Recognize biases that affect their thinking</b>								
Frequently	56.6%	54.1%	56.4%	56.3%	63.5%	54.9%	62.5%	60.0%
Occasionally	30.9%	32.8%	31.5%	30.9%	27.2%	29.4%	37.5%	40.0%
Not at All	12.5%	13.1%	12.0%	12.8%	9.3%	15.7%	0.0%	0.0%
Total(n)	5,872	1,328	1,414	1,639	751	714	16	10
Mean	2.44	2.41	2.44	2.43	2.54	2.39	2.63	2.60
Standard deviation	0.71	0.71	0.70	0.71	0.66	0.74	0.50	0.52
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>								
<b>Write in the specific style or format of your discipline</b>								
Frequently	68.0%	70.8%	71.7%	65.7%	69.0%	60.9%	40.0%	50.0%
Occasionally	23.6%	21.9%	21.5%	26.0%	22.6%	25.1%	53.3%	50.0%
Not at All	8.4%	7.3%	6.8%	8.3%	8.4%	14.0%	6.7%	0.0%
Total(n)	5,982	1,350	1,444	1,676	758	729	15	10
Mean	2.60	2.64	2.65	2.57	2.61	2.47	2.33	2.50
Standard deviation	0.64	0.61	0.60	0.64	0.64	0.73	0.62	0.53
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>								
Frequently	54.9%	55.4%	56.2%	53.6%	57.1%	52.9%	40.0%	40.0%
Occasionally	33.0%	32.1%	32.5%	34.7%	31.0%	33.9%	33.3%	40.0%
Not at All	12.1%	12.6%	11.3%	11.7%	11.9%	13.2%	26.7%	20.0%
Total(n)	5,985	1,351	1,448	1,676	756	729	15	10
Mean	2.43	2.43	2.45	2.42	2.45	2.40	2.13	2.20
Standard deviation	0.70	0.70	0.69	0.69	0.70	0.71	0.83	0.79
<b>Discuss the ethical or moral implications of a course of action</b>								
Frequently	52.3%	50.2%	53.7%	52.4%	55.8%	50.3%	33.3%	40.0%
Occasionally	35.3%	37.8%	35.3%	35.1%	31.0%	35.8%	33.3%	30.0%
Not at All	12.4%	12.1%	11.0%	12.5%	13.2%	13.9%	33.3%	30.0%
Total(n)	5,969	1,343	1,446	1,671	758	726	15	10
Mean	2.40	2.38	2.43	2.40	2.43	2.36	2.00	2.10
Standard deviation	0.70	0.69	0.68	0.70	0.71	0.71	0.85	0.88
<b>Apply mathematical concepts and computational thinking</b>								
Frequently	25.5%	24.7%	26.3%	26.7%	25.7%	22.1%	46.7%	30.0%
Occasionally	28.2%	27.5%	29.4%	30.1%	24.5%	27.4%	13.3%	20.0%
Not at All	46.2%	47.8%	44.3%	43.2%	49.7%	50.5%	40.0%	50.0%
Total(n)	5,971	1,346	1,444	1,675	754	727	15	10
Mean	1.79	1.77	1.82	1.83	1.76	1.72	2.07	1.80
Standard deviation	0.82	0.82	0.82	0.82	0.84	0.80	0.96	0.92
<b>In how many of the courses that you teach do you use each of the following?</b>								
<b>Class discussions</b>								
All	76.5%	76.6%	75.8%	76.0%	79.5%	76.7%	46.7%	77.8%
Most	12.3%	12.1%	12.7%	13.6%	9.8%	11.1%	33.3%	11.1%
Some	8.6%	8.8%	9.6%	8.2%	7.0%	8.8%	13.3%	11.1%
None	2.5%	2.5%	1.9%	2.2%	3.6%	3.3%	6.7%	0.0%
Total(n)	5,940	1,347	1,438	1,661	752	718	15	9
Mean	3.63	3.63	3.62	3.63	3.65	3.61	3.20	3.67
Standard deviation	0.75	0.75	0.73	0.73	0.76	0.78	0.94	0.71
<b>Cooperative learning (small groups)</b>								
All	61.8%	61.5%	62.5%	63.5%	63.3%	55.4%	60.0%	44.4%
Most	17.6%	16.4%	17.9%	20.3%	13.9%	16.6%	26.7%	0.0%
Some	15.1%	17.3%	15.4%	12.4%	13.9%	18.0%	13.3%	44.4%
None	5.5%	4.8%	4.2%	3.8%	8.9%	10.0%	0.0%	11.1%
Total(n)	5,934	1,339	1,438	1,665	750	718	15	9
Mean	3.36	3.35	3.39	3.43	3.32	3.17	3.47	2.78
Standard deviation	0.93	0.93	0.89	0.85	1.02	1.05	0.74	1.20
<b>Experiential learning/Field studies</b>								
All	20.9%	18.3%	20.0%	20.9%	23.6%	24.4%	40.0%	33.3%
Most	16.0%	16.4%	17.6%	17.6%	12.7%	12.4%	6.7%	11.1%
Some	30.4%	31.4%	32.5%	30.9%	27.0%	27.1%	40.0%	22.2%
None	32.6%	34.0%	29.9%	30.6%	36.7%	36.1%	13.3%	33.3%
Total(n)	5,872	1,326	1,421	1,651	741	709	15	9
Mean	2.25	2.19	2.28	2.29	2.23	2.25	2.73	2.44
Standard deviation	1.12	1.10	1.09	1.11	1.18	1.18	1.16	1.33
<b>Performances/Demonstrations</b>								
All	22.6%	19.0%	19.2%	22.5%	29.2%	29.8%	20.0%	11.1%
Most	15.8%	14.1%	15.7%	17.6%	13.6%	16.7%	33.3%	11.1%
Some	26.6%	27.3%	26.4%	27.9%	26.0%	23.0%	20.0%	44.4%
None	35.1%	39.6%	38.7%	32.0%	31.3%	30.5%	26.7%	33.3%
Total(n)	5,892	1,329	1,423	1,657	751	708	15	9
Mean	2.26	2.12	2.15	2.31	2.41	2.46	2.47	2.00
Standard deviation	1.16	1.13	1.14	1.14	1.21	1.21	1.13	1.00
<b>Group projects</b>								
All	30.0%	28.3%	29.7%	29.4%	35.0%	29.4%	53.3%	33.3%
Most	20.8%	20.5%	23.8%	24.1%	14.8%	14.5%	13.3%	0.0%
Some	32.1%	34.7%	33.9%	31.9%	26.4%	29.8%	20.0%	33.3%



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
None	17.1%	16.4%	12.7%	14.6%	23.8%	26.3%	13.3%	33.3%
Total(n)	5,913	1,339	1,430	1,663	749	708	15	9
Mean	2.64	2.61	2.70	2.68	2.61	2.47	3.07	2.33
Standard deviation	1.08	1.06	1.03	1.05	1.19	1.17	1.16	1.32
<b>Extensive lecturing</b>								
All	13.0%	9.6%	10.5%	14.0%	20.6%	13.6%	20.0%	11.1%
Most	19.6%	20.0%	21.0%	19.1%	19.3%	17.7%	13.3%	22.2%
Some	37.8%	39.5%	38.4%	40.0%	31.0%	36.3%	20.0%	22.2%
None	29.6%	31.0%	30.1%	26.9%	29.1%	32.3%	46.7%	44.4%
Total(n)	5,898	1,328	1,436	1,651	748	711	15	9
Mean	2.16	2.08	2.12	2.20	2.31	2.13	2.07	2.00
Standard deviation	0.99	0.94	0.96	0.99	1.10	1.02	1.22	1.12
<b>Multiple drafts of written work</b>								
All	18.5%	18.6%	16.9%	17.9%	22.8%	18.4%	14.3%	22.2%
Most	19.6%	22.5%	21.0%	19.5%	19.3%	12.1%	0.0%	22.2%
Some	38.2%	38.8%	42.4%	39.1%	32.0%	33.5%	21.4%	33.3%
None	23.7%	20.1%	19.7%	23.5%	25.9%	36.0%	64.3%	22.2%
Total(n)	5,873	1,327	1,430	1,645	746	702	14	9
Mean	2.33	2.40	2.35	2.32	2.39	2.13	1.64	2.44
Standard deviation	1.03	1.01	0.98	1.02	1.10	1.10	1.08	1.13
<b>Reflective writing/Journaling</b>								
All	22.9%	17.6%	20.8%	23.2%	29.0%	29.4%	33.3%	33.3%
Most	18.6%	18.2%	17.6%	20.3%	17.6%	18.5%	13.3%	22.2%
Some	31.7%	35.2%	35.6%	30.8%	27.7%	24.4%	6.7%	0.0%
None	26.9%	29.0%	26.0%	25.7%	25.8%	27.7%	46.7%	44.4%
Total(n)	5,904	1,334	1,424	1,656	752	714	15	9
Mean	2.38	2.24	2.33	2.41	2.50	2.50	2.33	2.44
Standard deviation	1.11	1.06	1.08	1.10	1.16	1.18	1.40	1.42
<b>Community service as part of coursework</b>								
All	3.2%	3.1%	3.3%	2.6%	4.5%	3.5%	6.7%	0.0%
Most	5.9%	6.0%	6.7%	5.5%	4.8%	5.7%	6.7%	11.1%
Some	22.5%	23.1%	24.7%	23.2%	19.8%	18.4%	0.0%	22.2%
None	68.4%	67.8%	65.3%	68.7%	70.9%	72.4%	86.7%	66.7%
Total(n)	5,891	1,334	1,431	1,647	748	707	15	9
Mean	1.44	1.45	1.48	1.42	1.43	1.40	1.33	1.44
Standard deviation	0.75	0.75	0.76	0.71	0.78	0.75	0.90	0.73
<b>Electronic quizzes with immediate feedback in class</b>								
All	14.2%	9.9%	11.3%	14.4%	21.8%	18.9%	40.0%	11.1%
Most	13.7%	11.2%	14.4%	15.0%	12.4%	15.1%	26.7%	22.2%
Some	25.5%	25.0%	27.2%	26.8%	23.2%	22.9%	20.0%	22.2%
None	46.6%	53.8%	47.1%	43.8%	42.6%	43.1%	13.3%	44.4%
Total(n)	5,936	1,343	1,436	1,665	753	715	15	9
Mean	1.95	1.77	1.90	2.00	2.13	2.10	2.93	2.00
Standard deviation	1.08	1.00	1.03	1.08	1.19	1.15	1.10	1.12
<b>Real-life problems</b>								
All	46.1%	40.6%	45.3%	48.5%	49.2%	48.5%	60.0%	66.7%
Most	27.5%	27.4%	29.0%	27.4%	25.0%	27.9%	20.0%	0.0%
Some	20.4%	25.3%	19.8%	18.8%	18.4%	18.5%	13.3%	33.3%
None	6.0%	6.7%	5.8%	5.4%	7.4%	5.2%	6.7%	0.0%
Total(n)	5,909	1,337	1,429	1,653	748	718	15	9
Mean	3.14	3.02	3.14	3.19	3.16	3.20	3.33	3.33
Standard deviation	0.94	0.96	0.93	0.92	0.97	0.92	0.98	1.00
<b>Student inquiry to drive learning</b>								
All	38.7%	34.0%	35.7%	40.0%	44.8%	43.9%	46.7%	55.6%
Most	29.2%	28.0%	32.1%	29.7%	27.8%	27.2%	6.7%	11.1%
Some	25.6%	31.3%	26.1%	24.4%	20.6%	21.9%	40.0%	33.3%
None	6.4%	6.7%	6.1%	6.0%	6.8%	7.0%	6.7%	0.0%
Total(n)	5,909	1,334	1,432	1,658	748	713	15	9
Mean	3.00	2.89	2.97	3.04	3.11	3.08	2.93	3.22
Standard deviation	0.95	0.95	0.93	0.94	0.96	0.97	1.10	0.97
<b>Readings on racial and ethnic issues</b>								
All	27.0%	27.1%	28.8%	26.5%	27.2%	23.8%	20.0%	33.3%
Most	17.5%	17.6%	18.7%	18.2%	17.5%	13.7%	6.7%	11.1%
Some	27.9%	29.2%	27.3%	28.4%	25.2%	29.2%	13.3%	22.2%
None	27.6%	26.1%	25.3%	26.8%	30.2%	33.3%	60.0%	33.3%
Total(n)	5,835	1,323	1,408	1,639	739	702	15	9
Mean	2.44	2.46	2.51	2.44	2.42	2.28	1.87	2.44
Standard deviation	1.16	1.15	1.15	1.15	1.18	1.16	1.25	1.33
<b>Readings on women or gender issues</b>								
All	21.6%	22.4%	22.7%	21.1%	22.7%	17.9%	20.0%	33.3%
Most	15.0%	16.1%	16.5%	15.4%	13.9%	10.2%	6.7%	11.1%
Some	29.5%	31.5%	29.9%	28.8%	27.1%	29.9%	6.7%	22.2%
None	33.9%	30.1%	30.9%	34.7%	36.3%	42.0%	66.7%	33.3%
Total(n)	5,812	1,314	1,403	1,633	735	703	15	9
Mean	2.24	2.31	2.31	2.23	2.23	2.04	1.80	2.44
Standard deviation	1.14	1.12	1.13	1.14	1.17	1.11	1.26	1.33
<b>Supplemental instruction outside of class and office hours</b>								
All	21.6%	18.7%	21.0%	23.1%	27.4%	19.5%	20.0%	0.0%
Most	17.3%	16.7%	19.2%	18.0%	14.4%	16.0%	13.3%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Some	35.8%	38.8%	35.7%	36.3%	32.4%	33.3%	20.0%	37.5%
None	25.2%	25.8%	24.1%	22.6%	25.9%	31.2%	46.7%	62.5%
Total(n)	5,804	1,318	1,404	1,629	731	699	15	8
Mean	2.35	2.28	2.37	2.42	2.43	2.24	2.07	1.38
Standard deviation	1.08	1.05	1.07	1.08	1.15	1.09	1.22	0.52
<b>Student presentations</b>								
All	34.6%	34.1%	32.7%	34.3%	36.3%	38.0%	26.7%	44.4%
Most	25.1%	26.9%	28.3%	27.1%	18.9%	17.4%	20.0%	11.1%
Some	29.6%	31.3%	30.5%	29.0%	29.3%	26.0%	40.0%	33.3%
None	10.8%	7.7%	8.5%	9.7%	15.5%	18.6%	13.3%	11.1%
Total(n)	5,826	1,320	1,407	1,637	735	703	15	9
Mean	2.83	2.87	2.85	2.86	2.76	2.75	2.60	2.89
Standard deviation	1.02	0.97	0.98	1.00	1.10	1.15	1.06	1.17
<b>Student evaluations of each others' work</b>								
All	18.5%	17.1%	17.1%	17.1%	24.8%	20.3%	26.7%	11.1%
Most	18.0%	17.1%	19.5%	20.2%	15.7%	13.7%	20.0%	22.2%
Some	38.8%	44.6%	41.8%	38.0%	30.3%	33.4%	20.0%	55.6%
None	24.7%	21.3%	21.6%	24.8%	29.2%	32.7%	33.3%	11.1%
Total(n)	5,819	1,319	1,403	1,635	737	701	15	9
Mean	2.30	2.30	2.32	2.30	2.36	2.22	2.40	2.33
Standard deviation	1.04	0.99	1.00	1.02	1.15	1.11	1.24	0.87
<b>Grading on a curve</b>								
All	4.6%	4.8%	4.0%	4.6%	5.6%	4.4%	7.1%	0.0%
Most	5.2%	5.9%	4.8%	5.1%	4.6%	5.0%	21.4%	0.0%
Some	16.5%	17.3%	16.0%	16.9%	16.4%	15.1%	14.3%	22.2%
None	73.7%	72.0%	75.2%	73.4%	73.4%	75.4%	57.1%	77.8%
Total(n)	5,813	1,319	1,403	1,632	736	700	14	9
Mean	1.41	1.43	1.38	1.41	1.42	1.38	1.79	1.22
Standard deviation	0.79	0.81	0.76	0.79	0.82	0.78	1.05	0.44
<b>Rubric-based assessment</b>								
All	54.8%	49.1%	53.8%	57.1%	58.6%	58.2%	57.1%	44.4%
Most	23.1%	24.3%	24.6%	23.1%	21.2%	20.5%	0.0%	33.3%
Some	16.4%	19.8%	17.2%	14.4%	14.2%	15.2%	35.7%	22.2%
None	5.7%	6.8%	4.5%	5.5%	5.9%	6.1%	7.1%	0.0%
Total(n)	5,725	1,289	1,380	1,621	723	689	14	9
Mean	3.27	3.16	3.28	3.32	3.33	3.31	3.07	3.22
Standard deviation	0.93	0.97	0.90	0.91	0.93	0.94	1.14	0.83
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>								
All	17.7%	17.3%	17.2%	17.6%	20.4%	16.9%	13.3%	0.0%
Most	16.4%	15.9%	16.2%	18.3%	14.5%	15.7%	0.0%	33.3%
Some	37.3%	38.1%	39.6%	36.2%	37.9%	32.4%	60.0%	55.6%
None	28.6%	28.7%	27.0%	27.9%	27.1%	35.0%	26.7%	11.1%
Total(n)	5,786	1,310	1,398	1,624	730	700	15	9
Mean	2.23	2.22	2.24	2.26	2.28	2.14	2.00	2.22
Standard deviation	1.05	1.05	1.03	1.05	1.07	1.08	0.93	0.67
<b>How frequently do you incorporate the following forms of technology into your courses?</b>								
<b>Videos or podcasts</b>								
Frequently	55.5%	51.3%	55.1%	56.5%	61.8%	55.7%	30.8%	66.7%
Occasionally	38.4%	42.3%	39.7%	38.0%	30.9%	37.2%	53.8%	33.3%
Not at All	6.0%	6.4%	5.2%	5.5%	7.3%	7.1%	15.4%	0.0%
Total(n)	5,860	1,334	1,409	1,650	741	704	13	9
Mean	2.50	2.45	2.50	2.51	2.55	2.49	2.15	2.67
Standard deviation	0.61	0.61	0.59	0.60	0.63	0.63	0.69	0.50
<b>Simulations/animations</b>								
Frequently	23.1%	19.6%	22.2%	25.5%	27.5%	21.5%	15.4%	12.5%
Occasionally	40.3%	38.3%	42.6%	41.9%	37.0%	38.9%	38.5%	50.0%
Not at All	36.6%	42.1%	35.1%	32.6%	35.5%	39.6%	46.2%	37.5%
Total(n)	5,829	1,332	1,403	1,641	735	697	13	8
Mean	1.86	1.77	1.87	1.93	1.92	1.82	1.69	1.75
Standard deviation	0.76	0.75	0.75	0.76	0.79	0.76	0.75	0.71
<b>Online homework or virtual labs</b>								
Frequently	40.4%	34.0%	38.7%	40.2%	49.9%	45.8%	46.2%	55.6%
Occasionally	33.0%	33.6%	34.1%	34.3%	27.7%	32.0%	46.2%	33.3%
Not at All	26.6%	32.4%	27.1%	25.6%	22.4%	22.3%	7.7%	11.1%
Total(n)	5,827	1,327	1,404	1,636	737	701	13	9
Mean	2.14	2.02	2.12	2.15	2.28	2.24	2.38	2.44
Standard deviation	0.81	0.81	0.80	0.80	0.81	0.79	0.65	0.73
<b>Online discussion boards</b>								
Frequently	33.3%	31.1%	30.0%	31.3%	41.9%	40.0%	15.4%	50.0%
Occasionally	36.6%	37.5%	39.3%	38.2%	30.4%	32.1%	61.5%	37.5%
Not at All	30.0%	31.4%	30.7%	30.6%	27.6%	27.9%	23.1%	12.5%
Total(n)	5,841	1,331	1,402	1,646	739	702	13	8
Mean	2.03	2.00	1.99	2.01	2.14	2.12	1.92	2.38
Standard deviation	0.80	0.79	0.78	0.79	0.82	0.82	0.64	0.74
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>								
Frequently	11.3%	8.0%	11.7%	13.8%	12.6%	10.1%	7.7%	0.0%
Occasionally	23.7%	21.8%	22.2%	27.7%	23.5%	20.7%	30.8%	25.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	65.0%	70.3%	66.0%	58.6%	63.9%	69.1%	61.5%	75.0%
Total(n)	5,838	1,332	1,407	1,641	737	700	13	8
Mean	1.46	1.38	1.46	1.55	1.49	1.41	1.46	1.25
Standard deviation	0.69	0.63	0.70	0.72	0.71	0.67	0.66	0.46
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>								
<b>Felt confident in your ability to provide effective instruction exclusively online</b>								
To a Very Large Extent	29.9%	28.5%	27.9%	27.0%	39.0%	34.0%	23.1%	44.4%
To a Large Extent	32.6%	32.4%	34.3%	33.5%	29.9%	30.3%	30.8%	33.3%
To Some Extent	27.4%	28.0%	28.9%	28.9%	23.1%	24.6%	30.8%	22.2%
To a Small Extent	6.9%	8.1%	6.8%	7.3%	5.5%	6.0%	7.7%	0.0%
Not at All	3.1%	3.0%	2.3%	3.4%	2.5%	5.0%	7.7%	0.0%
Total(n)	5,829	1,350	1,407	1,625	723	702	13	9
Mean	3.79	3.75	3.79	3.73	3.97	3.82	3.54	4.22
Standard deviation	1.04	1.05	1.00	1.04	1.03	1.12	1.20	0.83
<b>Were concerned about your job security</b>								
To a Very Large Extent	10.8%	6.1%	7.8%	12.7%	19.1%	12.0%	16.7%	33.3%
To a Large Extent	8.8%	4.9%	7.4%	10.2%	12.3%	12.6%	8.3%	22.2%
To Some Extent	23.0%	14.7%	23.9%	27.5%	23.4%	26.4%	33.3%	33.3%
To a Small Extent	19.8%	20.2%	22.8%	19.3%	16.3%	18.0%	16.7%	0.0%
Not at All	37.6%	54.0%	38.1%	30.4%	28.9%	31.0%	25.0%	11.1%
Total(n)	5,823	1,351	1,408	1,620	723	700	12	9
Mean	2.35	1.89	2.24	2.56	2.76	2.57	2.75	3.67
Standard deviation	1.34	1.19	1.25	1.35	1.47	1.36	1.42	1.32
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>								
To a Very Large Extent	29.4%	30.5%	39.9%	32.1%	16.7%	11.6%	25.0%	28.6%
To a Large Extent	17.3%	19.5%	21.3%	18.5%	9.7%	9.8%	0.0%	0.0%
To Some Extent	19.7%	22.5%	18.8%	21.9%	15.7%	14.1%	41.7%	14.3%
To a Small Extent	9.5%	10.8%	8.9%	8.4%	10.0%	10.1%	8.3%	14.3%
Not at All	24.2%	16.6%	11.1%	19.1%	47.9%	54.4%	25.0%	42.9%
Total(n)	5,746	1,346	1,409	1,606	693	673	12	7
Mean	3.18	3.36	3.70	3.36	2.37	2.14	2.92	2.57
Standard deviation	1.54	1.43	1.36	1.48	1.55	1.45	1.51	1.81
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>								
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>								
Strongly Agree	58.5%	58.9%	58.8%	53.7%	68.0%	58.7%	30.0%	62.5%
Agree	34.2%	33.1%	33.5%	39.4%	25.9%	34.2%	60.0%	25.0%
Disagree	5.1%	5.5%	5.6%	4.9%	3.7%	5.6%	0.0%	0.0%
Strongly Disagree	2.2%	2.5%	2.0%	2.0%	2.5%	1.6%	10.0%	12.5%
Total(n)	5,521	1,317	1,373	1,500	684	629	10	8
Mean	3.49	3.48	3.49	3.45	3.59	3.50	3.10	3.38
Standard deviation	0.69	0.71	0.70	0.68	0.68	0.68	0.88	1.06
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>								
Strongly Agree	47.5%	47.2%	47.1%	43.1%	54.0%	53.7%	10.0%	44.4%
Agree	31.8%	31.7%	31.1%	35.1%	26.0%	30.8%	70.0%	44.4%
Disagree	10.8%	10.6%	11.1%	12.4%	10.5%	7.3%	10.0%	0.0%
Strongly Disagree	9.9%	10.5%	10.7%	9.5%	9.6%	8.2%	10.0%	11.1%
Total(n)	5,368	1,301	1,353	1,449	658	588	10	9
Mean	3.17	3.16	3.15	3.12	3.24	3.30	2.80	3.22
Standard deviation	0.98	0.99	0.99	0.96	0.98	0.92	0.79	0.97
<b>I had access to effective tech support while teaching remotely</b>								
Strongly Agree	43.6%	42.6%	39.7%	40.6%	54.2%	51.3%	22.2%	30.0%
Agree	37.3%	36.8%	39.4%	39.1%	30.9%	35.7%	55.6%	50.0%
Disagree	12.1%	13.1%	13.3%	12.7%	9.7%	8.3%	11.1%	10.0%
Strongly Disagree	7.0%	7.5%	7.6%	7.6%	5.3%	4.7%	11.1%	10.0%
Total(n)	5,429	1,313	1,372	1,462	661	602	9	10
Mean	3.18	3.14	3.11	3.13	3.34	3.34	2.89	3.00
Standard deviation	0.90	0.92	0.91	0.91	0.86	0.82	0.93	0.94
<b>Please indicate your agreement with each of the following statements:</b>								
<b>Campus leadership provided an appropriate response to the pandemic</b>								
Strongly Agree	43.1%	43.1%	39.4%	39.4%	49.5%	53.0%	50.0%	30.0%
Somewhat Agree	42.4%	41.0%	43.8%	45.0%	39.4%	39.6%	33.3%	40.0%
Somewhat Disagree	10.4%	11.0%	11.4%	11.6%	8.7%	6.4%	8.3%	20.0%
Strongly Disagree	4.0%	4.9%	5.5%	3.9%	2.5%	0.9%	8.3%	10.0%
Total(n)	5,571	1,336	1,372	1,519	681	641	12	10
Mean	3.25	3.22	3.17	3.20	3.36	3.45	3.25	2.90
Standard deviation	0.80	0.83	0.84	0.79	0.74	0.66	0.97	0.99
<b>Faculty in my department were adequately prepared for teaching remotely</b>								
Strongly Agree	21.5%	19.9%	19.0%	20.1%	25.0%	29.6%	16.7%	11.1%
Somewhat Agree	43.4%	43.2%	42.5%	43.7%	42.6%	45.4%	58.3%	55.6%
Somewhat Disagree	24.2%	24.2%	25.7%	25.8%	23.8%	17.7%	16.7%	11.1%
Strongly Disagree	11.0%	12.6%	12.8%	10.3%	8.5%	7.3%	8.3%	22.2%
Total(n)	5,533	1,329	1,371	1,500	680	632	12	9
Mean	2.75	2.70	2.68	2.74	2.84	2.97	2.83	2.56

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.91	0.93	0.93	0.90	0.90	0.87	0.83	1.01
<b>My institution's pandemic response prioritized the health and safety of faculty</b>								
Strongly Agree	43.6%	40.4%	38.1%	40.6%	54.6%	57.1%	50.0%	37.5%
Somewhat Agree	34.0%	35.2%	36.2%	33.9%	31.0%	30.6%	25.0%	12.5%
Somewhat Disagree	14.9%	15.7%	16.8%	17.1%	10.0%	8.8%	25.0%	37.5%
Strongly Disagree	7.5%	8.8%	8.8%	8.4%	4.4%	3.5%	0.0%	12.5%
Total(n)	5,551	1,337	1,371	1,508	678	637	12	8
Mean	3.14	3.07	3.04	3.07	3.36	3.41	3.25	2.75
Standard deviation	0.93	0.95	0.95	0.95	0.83	0.79	0.87	1.16
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>								
Strongly Agree	21.0%	17.2%	20.1%	18.9%	28.9%	27.0%	8.3%	37.5%
Somewhat Agree	21.9%	19.5%	20.6%	25.1%	20.7%	22.3%	50.0%	37.5%
Somewhat Disagree	23.4%	25.6%	24.7%	23.5%	20.1%	19.9%	8.3%	12.5%
Strongly Disagree	33.8%	37.7%	34.6%	32.5%	30.2%	30.8%	33.3%	12.5%
Total(n)	5,545	1,330	1,357	1,520	681	637	12	8
Mean	2.30	2.16	2.26	2.30	2.48	2.46	2.33	3.00
Standard deviation	1.14	1.11	1.14	1.11	1.20	1.19	1.07	1.07
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>								
Strongly Agree	50.2%	49.0%	47.6%	46.9%	57.7%	58.7%	50.0%	37.5%
Somewhat Agree	33.5%	33.8%	34.7%	34.8%	30.8%	30.5%	33.3%	25.0%
Somewhat Disagree	9.9%	10.7%	10.6%	11.0%	7.5%	6.6%	0.0%	25.0%
Strongly Disagree	6.4%	6.6%	7.1%	7.4%	4.0%	4.1%	16.7%	12.5%
Total(n)	5,538	1,333	1,369	1,506	678	632	12	8
Mean	3.28	3.25	3.23	3.21	3.42	3.44	3.17	2.88
Standard deviation	0.88	0.89	0.90	0.91	0.80	0.79	1.11	1.13
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>								
Strongly Agree	63.9%	63.6%	69.0%	62.5%	65.5%	55.7%	50.0%	62.5%
Somewhat Agree	29.6%	30.3%	25.7%	31.2%	27.5%	34.5%	50.0%	37.5%
Somewhat Disagree	5.1%	5.2%	4.3%	5.5%	5.0%	6.3%	0.0%	0.0%
Strongly Disagree	1.3%	0.8%	1.0%	0.9%	1.9%	3.5%	0.0%	0.0%
Total(n)	5,521	1,322	1,366	1,503	676	634	12	8
Mean	3.56	3.57	3.63	3.55	3.57	3.42	3.50	3.63
Standard deviation	0.65	0.63	0.61	0.64	0.68	0.76	0.52	0.52
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>								
<b>Physical health</b>								
To a Very Large Extent	23.4%	23.4%	25.5%	22.8%	24.7%	19.1%	15.4%	12.5%
To a Large Extent	22.0%	23.6%	23.0%	21.8%	20.5%	18.0%	23.1%	25.0%
To Some Extent	29.7%	28.9%	28.5%	31.3%	29.1%	30.7%	38.5%	25.0%
To a Small Extent	14.1%	13.0%	13.5%	14.0%	13.3%	18.2%	15.4%	37.5%
Not at All	10.9%	11.1%	9.5%	10.1%	12.3%	14.0%	7.7%	0.0%
Total(n)	5,653	1,341	1,372	1,567	697	655	13	8
Mean	3.33	3.35	3.42	3.33	3.32	3.10	3.23	3.13
Standard deviation	1.27	1.27	1.26	1.25	1.31	1.30	1.17	1.13
<b>Mental health</b>								
To a Very Large Extent	27.1%	22.9%	28.9%	30.9%	28.1%	22.0%	15.4%	12.5%
To a Large Extent	23.7%	22.4%	26.3%	24.7%	19.9%	22.6%	23.1%	37.5%
To Some Extent	25.9%	28.3%	24.5%	25.5%	25.4%	24.9%	46.2%	25.0%
To a Small Extent	13.2%	15.7%	12.4%	11.3%	13.3%	14.1%	15.4%	12.5%
Not at All	10.1%	10.7%	7.9%	7.7%	13.2%	16.4%	0.0%	12.5%
Total(n)	5,632	1,334	1,366	1,563	697	651	13	8
Mean	3.44	3.31	3.56	3.60	3.36	3.20	3.38	3.25
Standard deviation	1.29	1.28	1.24	1.24	1.36	1.37	0.96	1.28
<b>In-person social interaction</b>								
To a Very Large Extent	22.4%	22.4%	23.2%	23.8%	21.9%	18.7%	7.7%	12.5%
To a Large Extent	25.9%	23.1%	27.1%	28.6%	24.0%	24.4%	30.8%	50.0%
To Some Extent	27.8%	29.2%	26.8%	27.6%	27.7%	27.6%	46.2%	12.5%
To a Small Extent	14.7%	16.2%	14.8%	13.0%	14.7%	16.4%	0.0%	12.5%
Not at All	9.1%	9.1%	8.2%	7.1%	11.7%	13.0%	15.4%	12.5%
Total(n)	5,610	1,324	1,367	1,557	693	648	13	8
Mean	3.38	3.33	3.42	3.49	3.30	3.19	3.15	3.38
Standard deviation	1.24	1.24	1.22	1.19	1.28	1.28	1.14	1.30
<b>Return to in-person teaching</b>								
To a Very Large Extent	18.8%	19.0%	20.2%	19.3%	19.8%	13.9%	8.3%	12.5%
To a Large Extent	18.8%	18.1%	21.1%	19.3%	15.4%	17.6%	16.7%	25.0%
To Some Extent	26.0%	27.7%	24.6%	27.1%	24.6%	23.8%	50.0%	12.5%
To a Small Extent	16.7%	14.5%	17.6%	16.7%	18.4%	17.3%	16.7%	25.0%
Not at All	19.7%	20.7%	16.5%	17.7%	21.8%	27.5%	8.3%	25.0%
Total(n)	5,583	1,324	1,367	1,541	683	648	12	8
Mean	3.00	3.00	3.11	3.06	2.93	2.73	3.00	2.75
Standard deviation	1.38	1.38	1.36	1.35	1.41	1.39	1.04	1.49
<b>Health of loved ones</b>								
To a Very Large Extent	34.5%	32.8%	35.6%	37.6%	34.9%	28.2%	38.5%	25.0%
To a Large Extent	24.2%	23.3%	25.3%	23.5%	24.1%	25.1%	30.8%	50.0%
To Some Extent	23.3%	25.5%	21.9%	23.4%	21.3%	24.0%	23.1%	12.5%
To a Small Extent	11.8%	11.9%	11.7%	10.7%	12.1%	14.6%	7.7%	12.5%
Not at All	6.1%	6.6%	5.5%	4.8%	7.6%	8.0%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	5,626	1,332	1,373	1,557	694	649	13	8
Mean	3.69	3.64	3.74	3.78	3.66	3.51	4.00	3.88
Standard deviation	1.23	1.23	1.21	1.19	1.27	1.26	1.00	0.99
<b>Access to healthcare</b>								
To a Very Large Extent	8.1%	5.7%	7.4%	8.5%	11.9%	9.3%	15.4%	0.0%
To a Large Extent	10.6%	9.5%	10.4%	12.0%	10.8%	9.6%	15.4%	37.5%
To Some Extent	21.9%	20.5%	22.1%	22.8%	23.1%	21.5%	23.1%	0.0%
To a Small Extent	24.6%	25.4%	26.0%	25.0%	20.5%	23.1%	23.1%	50.0%
Not at All	34.8%	38.8%	34.2%	31.8%	33.6%	36.5%	23.1%	12.5%
Total(n)	5,602	1,326	1,368	1,554	687	646	13	8
Mean	2.33	2.18	2.31	2.40	2.47	2.32	2.77	2.63
Standard deviation	1.27	1.21	1.24	1.28	1.36	1.30	1.42	1.19
<b>The extent to which others wear masks while out in public</b>								
To a Very Large Extent	23.5%	23.4%	23.8%	24.7%	22.7%	21.3%	15.4%	22.2%
To a Large Extent	22.9%	22.4%	24.2%	23.5%	22.1%	19.9%	46.2%	33.3%
To Some Extent	24.9%	26.8%	25.4%	24.4%	24.5%	21.7%	23.1%	33.3%
To a Small Extent	14.3%	13.4%	15.1%	14.3%	14.1%	15.0%	7.7%	0.0%
Not at All	14.4%	14.0%	11.5%	13.0%	16.6%	22.1%	7.7%	11.1%
Total(n)	5,638	1,332	1,374	1,564	693	653	13	9
Mean	3.27	3.28	3.34	3.33	3.20	3.03	3.54	3.56
Standard deviation	1.35	1.33	1.30	1.34	1.38	1.44	1.13	1.24
<b>Coping with social isolation</b>								
To a Very Large Extent	13.7%	11.4%	13.6%	15.9%	14.5%	12.1%	23.1%	0.0%
To a Large Extent	17.9%	15.8%	17.9%	20.4%	15.7%	19.0%	7.7%	11.1%
To Some Extent	27.2%	26.6%	28.4%	27.5%	27.3%	24.9%	30.8%	66.7%
To a Small Extent	23.5%	26.9%	23.9%	20.6%	23.6%	22.6%	23.1%	0.0%
Not at All	17.7%	19.3%	16.1%	15.7%	18.8%	21.4%	15.4%	22.2%
Total(n)	5,631	1,332	1,372	1,559	695	651	13	9
Mean	2.86	2.73	2.89	3.00	2.83	2.78	3.00	2.67
Standard deviation	1.28	1.26	1.26	1.29	1.31	1.31	1.41	1.00
<b>Personal finances</b>								
To a Very Large Extent	11.2%	6.0%	10.5%	13.8%	16.7%	11.6%	15.4%	12.5%
To a Large Extent	10.7%	7.4%	10.2%	12.3%	12.2%	12.5%	38.5%	25.0%
To Some Extent	21.3%	19.6%	22.6%	21.1%	19.2%	24.9%	23.1%	12.5%
To a Small Extent	23.5%	25.5%	21.9%	24.9%	21.8%	21.4%	15.4%	12.5%
Not at All	33.2%	41.5%	34.7%	27.9%	30.1%	29.6%	7.7%	37.5%
Total(n)	5,618	1,332	1,367	1,558	694	646	13	8
Mean	2.43	2.11	2.40	2.59	2.64	2.55	3.38	2.63
Standard deviation	1.34	1.20	1.33	1.37	1.44	1.34	1.19	1.60
<b>Childcare</b>								
To a Very Large Extent	15.2%	9.5%	22.3%	18.7%	9.6%	10.0%	0.0%	11.1%
To a Large Extent	6.3%	5.7%	7.0%	6.9%	5.5%	5.0%	7.7%	0.0%
To Some Extent	7.0%	7.3%	7.4%	6.0%	6.4%	8.1%	7.7%	11.1%
To a Small Extent	5.9%	6.9%	5.9%	5.4%	6.3%	4.7%	0.0%	11.1%
Not at All	65.7%	70.6%	57.3%	63.1%	72.1%	72.2%	84.6%	66.7%
Total(n)	5,592	1,327	1,366	1,551	685	641	13	9
Mean	2.00	1.77	2.31	2.13	1.74	1.76	1.38	1.78
Standard deviation	1.53	1.35	1.69	1.62	1.35	1.36	0.96	1.39
<b>Please indicate the extent to which you agree it is your role to:</b>								
<b>Encourage students to become agents of social change</b>								
Strongly Agree	51.2%	48.3%	49.3%	54.2%	53.9%	51.2%	0.0%	30.0%
Somewhat Agree	38.5%	40.3%	40.8%	36.7%	35.5%	37.5%	0.0%	60.0%
Somewhat Disagree	7.5%	8.3%	7.3%	6.9%	7.2%	8.0%	0.0%	10.0%
Strongly Disagree	2.8%	3.1%	2.6%	2.2%	3.5%	3.4%	0.0%	0.0%
Total(n)	5,566	1,294	1,366	1,560	685	651	0	10
Mean	3.38	3.34	3.37	3.43	3.40	3.36	.	3.20
Standard deviation	0.74	0.76	0.73	0.72	0.77	0.77	.	0.63
<b>Prepare students for employment after college</b>								
Strongly Agree	74.9%	70.8%	76.2%	77.0%	74.5%	76.7%	0.0%	40.0%
Somewhat Agree	22.1%	25.3%	21.8%	20.7%	21.4%	19.9%	0.0%	50.0%
Somewhat Disagree	2.3%	3.2%	1.6%	1.8%	3.1%	2.5%	0.0%	10.0%
Strongly Disagree	0.6%	0.7%	0.4%	0.5%	1.0%	0.9%	0.0%	0.0%
Total(n)	5,581	1,297	1,369	1,567	686	652	0	10
Mean	3.71	3.66	3.74	3.74	3.69	3.72	.	3.30
Standard deviation	0.54	0.57	0.50	0.51	0.58	0.55	.	0.67
<b>Prepare students for graduate or advanced education</b>								
Strongly Agree	59.1%	57.5%	59.4%	60.7%	59.6%	57.1%	0.0%	50.0%
Somewhat Agree	35.0%	36.9%	34.9%	34.0%	33.5%	35.6%	0.0%	40.0%
Somewhat Disagree	4.5%	4.2%	4.3%	4.2%	5.2%	5.2%	0.0%	0.0%
Strongly Disagree	1.4%	1.4%	1.3%	1.1%	1.6%	2.0%	0.0%	10.0%
Total(n)	5,564	1,288	1,365	1,564	686	651	0	10
Mean	3.52	3.51	3.52	3.54	3.51	3.48	.	3.30
Standard deviation	0.65	0.65	0.64	0.63	0.67	0.69	.	0.95
<b>Develop students' moral character</b>								
Strongly Agree	42.5%	38.2%	41.6%	45.4%	44.0%	44.5%	0.0%	20.0%
Somewhat Agree	44.7%	46.5%	45.0%	43.2%	43.0%	45.6%	0.0%	60.0%
Somewhat Disagree	10.9%	13.8%	11.3%	9.6%	9.8%	8.3%	0.0%	20.0%
Strongly Disagree	1.9%	1.6%	2.0%	1.8%	3.2%	1.5%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	5,565	1,289	1,366	1,563	686	651	0	10
Mean	3.28	3.21	3.26	3.32	3.28	3.33	.	3.00
Standard deviation	0.73	0.73	0.74	0.72	0.77	0.69	.	0.67
<b>Provide for students' emotional development</b>								
Strongly Agree	34.4%	29.4%	32.5%	35.8%	40.8%	38.2%	0.0%	30.0%
Somewhat Agree	48.7%	50.7%	50.0%	48.2%	43.5%	49.4%	0.0%	30.0%
Somewhat Disagree	14.2%	17.0%	15.1%	13.8%	11.4%	10.6%	0.0%	30.0%
Strongly Disagree	2.7%	2.9%	2.5%	2.2%	4.2%	1.8%	0.0%	10.0%
Total(n)	5,547	1,291	1,361	1,552	683	650	0	10
Mean	3.15	3.07	3.12	3.18	3.21	3.24	.	2.80
Standard deviation	0.76	0.76	0.75	0.74	0.81	0.71	.	1.03
<b>Help students develop personal values</b>								
Strongly Agree	40.3%	37.4%	39.5%	41.9%	42.5%	41.9%	0.0%	20.0%
Somewhat Agree	45.5%	48.0%	46.1%	43.9%	42.5%	46.6%	0.0%	30.0%
Somewhat Disagree	12.2%	12.5%	12.7%	12.1%	12.6%	9.6%	0.0%	50.0%
Strongly Disagree	2.0%	2.2%	1.8%	2.1%	2.5%	1.8%	0.0%	0.0%
Total(n)	5,565	1,293	1,366	1,559	683	654	0	10
Mean	3.24	3.20	3.23	3.26	3.25	3.29	.	2.70
Standard deviation	0.74	0.74	0.73	0.75	0.77	0.71	.	0.82
<b>Enhance students' knowledge of and appreciation for other race/ethnic groups</b>								
Strongly Agree	57.1%	57.3%	56.0%	59.3%	58.2%	52.7%	0.0%	60.0%
Somewhat Agree	34.8%	34.7%	36.2%	33.0%	32.1%	39.3%	0.0%	20.0%
Somewhat Disagree	6.2%	6.4%	6.4%	5.9%	6.9%	5.1%	0.0%	10.0%
Strongly Disagree	1.9%	1.6%	1.4%	1.9%	2.8%	2.9%	0.0%	10.0%
Total(n)	5,558	1,291	1,368	1,555	685	649	0	10
Mean	3.47	3.48	3.47	3.50	3.46	3.42	.	3.30
Standard deviation	0.70	0.69	0.68	0.69	0.74	0.72	.	1.06
<b>Promote students' ability to write effectively</b>								
Strongly Agree	68.6%	73.9%	72.2%	65.2%	68.7%	59.4%	0.0%	40.0%
Somewhat Agree	26.6%	22.7%	24.6%	30.1%	25.0%	31.5%	0.0%	40.0%
Somewhat Disagree	3.7%	2.9%	2.7%	3.6%	3.9%	7.2%	0.0%	10.0%
Strongly Disagree	1.1%	0.5%	0.5%	1.1%	2.3%	1.8%	0.0%	10.0%
Total(n)	5,573	1,297	1,369	1,562	684	651	0	10
Mean	3.63	3.70	3.68	3.59	3.60	3.49	.	3.10
Standard deviation	0.61	0.55	0.55	0.62	0.68	0.71	.	0.99
<b>Encourage respect for different beliefs</b>								
Strongly Agree	76.4%	73.5%	76.4%	77.5%	78.9%	77.2%	0.0%	80.0%
Somewhat Agree	20.8%	24.0%	20.6%	19.4%	19.1%	20.2%	0.0%	10.0%
Somewhat Disagree	2.0%	2.1%	2.6%	2.3%	0.9%	1.2%	0.0%	0.0%
Strongly Disagree	0.8%	0.5%	0.4%	0.8%	1.2%	1.4%	0.0%	10.0%
Total(n)	5,563	1,298	1,363	1,562	682	648	0	10
Mean	3.73	3.70	3.73	3.73	3.76	3.73	.	3.60
Standard deviation	0.53	0.53	0.52	0.54	0.52	0.55	.	0.97
<b>Please indicate your agreement with each of the following statements:</b>								
<b>The chief benefit of a college education is that it increases one's earning power</b>								
Strongly Agree	13.8%	12.6%	12.3%	13.0%	17.2%	17.7%	0.0%	10.0%
Somewhat Agree	47.9%	46.4%	47.1%	46.8%	51.2%	52.0%	0.0%	30.0%
Somewhat Disagree	28.1%	29.2%	29.3%	29.9%	23.4%	23.8%	0.0%	40.0%
Strongly Disagree	10.2%	11.7%	11.2%	10.3%	8.3%	6.6%	0.0%	20.0%
Total(n)	5,484	1,279	1,343	1,536	676	640	0	10
Mean	2.65	2.60	2.60	2.63	2.77	2.81	.	2.30
Standard deviation	0.84	0.85	0.84	0.84	0.83	0.80	.	0.95
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>								
Strongly Agree	82.8%	83.1%	85.0%	82.9%	81.6%	79.2%	0.0%	60.0%
Somewhat Agree	15.1%	14.6%	13.4%	15.6%	15.8%	17.8%	0.0%	30.0%
Somewhat Disagree	1.7%	1.8%	1.3%	1.4%	2.2%	2.8%	0.0%	10.0%
Strongly Disagree	0.3%	0.5%	0.4%	0.1%	0.4%	0.2%	0.0%	0.0%
Total(n)	5,493	1,279	1,350	1,541	673	640	0	10
Mean	3.80	3.80	3.83	3.81	3.78	3.76	.	3.50
Standard deviation	0.46	0.47	0.43	0.43	0.49	0.50	.	0.71
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>								
Strongly Agree	61.0%	58.4%	61.2%	63.1%	63.1%	59.4%	0.0%	40.0%
Somewhat Agree	34.7%	37.1%	34.4%	32.9%	31.6%	37.7%	0.0%	50.0%
Somewhat Disagree	3.8%	3.9%	3.8%	3.9%	4.6%	2.8%	0.0%	10.0%
Strongly Disagree	0.5%	0.6%	0.7%	0.1%	0.7%	0.2%	0.0%	0.0%
Total(n)	5,494	1,279	1,349	1,542	674	640	0	10
Mean	3.56	3.53	3.56	3.59	3.57	3.56	.	3.30
Standard deviation	0.59	0.60	0.60	0.57	0.62	0.56	.	0.67
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>								
Strongly Agree	14.3%	14.3%	13.0%	12.3%	19.3%	16.3%	0.0%	16.7%
Somewhat Agree	47.2%	45.2%	47.1%	47.1%	49.5%	49.3%	0.0%	83.3%
Somewhat Disagree	31.1%	30.5%	33.1%	33.0%	25.3%	29.7%	0.0%	0.0%
Strongly Disagree	7.4%	10.1%	6.8%	7.5%	5.9%	4.6%	0.0%	0.0%
Total(n)	5,316	1,251	1,317	1,498	632	612	0	6
Mean	2.68	2.64	2.66	2.64	2.82	2.77	.	3.17

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.81	0.85	0.79	0.79	0.81	0.77	.	0.41
<b>I try to dispel perceptions of competition in my classroom</b>								
Strongly Agree	45.9%	43.7%	45.3%	45.2%	51.8%	46.8%	0.0%	60.0%
Somewhat Agree	39.0%	40.3%	39.2%	40.0%	33.2%	39.7%	0.0%	40.0%
Somewhat Disagree	12.7%	13.5%	13.2%	12.6%	12.0%	11.6%	0.0%	0.0%
Strongly Disagree	2.3%	2.5%	2.3%	2.2%	2.9%	1.9%	0.0%	0.0%
Total(n)	5,358	1,246	1,328	1,498	656	620	0	10
Mean	3.28	3.25	3.28	3.28	3.34	3.31	.	3.60
Standard deviation	0.77	0.78	0.77	0.77	0.80	0.75	.	0.52
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>								
Strongly Agree	17.0%	18.6%	18.5%	14.6%	16.7%	16.6%	0.0%	10.0%
Somewhat Agree	33.9%	36.1%	35.1%	31.8%	31.6%	34.4%	0.0%	40.0%
Somewhat Disagree	33.3%	31.2%	31.9%	37.0%	33.9%	31.4%	0.0%	20.0%
Strongly Disagree	15.8%	14.1%	14.5%	16.6%	17.8%	17.7%	0.0%	30.0%
Total(n)	5,445	1,273	1,339	1,525	664	634	0	10
Mean	2.52	2.59	2.58	2.44	2.47	2.50	.	2.30
Standard deviation	0.95	0.95	0.95	0.93	0.97	0.97	.	1.06
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>								
Strongly Agree	36.9%	35.5%	35.5%	37.2%	41.6%	37.6%	0.0%	33.3%
Somewhat Agree	44.0%	43.4%	42.9%	45.5%	42.1%	45.6%	0.0%	44.4%
Somewhat Disagree	15.3%	16.7%	16.8%	14.5%	13.3%	12.8%	0.0%	22.2%
Strongly Disagree	3.8%	4.4%	4.8%	2.8%	3.0%	4.0%	0.0%	0.0%
Total(n)	5,443	1,272	1,337	1,526	668	631	0	9
Mean	3.14	3.10	3.09	3.17	3.22	3.17	.	3.11
Standard deviation	0.81	0.83	0.84	0.77	0.79	0.80	.	0.78
<b>I achieve a healthy balance between my personal life and my professional life</b>								
Strongly Agree	17.1%	16.1%	10.0%	14.8%	25.7%	30.3%	0.0%	11.1%
Somewhat Agree	37.5%	37.6%	35.6%	37.3%	39.6%	39.5%	0.0%	44.4%
Somewhat Disagree	28.1%	29.3%	31.8%	29.3%	22.8%	20.8%	0.0%	33.3%
Strongly Disagree	17.3%	16.9%	22.5%	18.6%	11.9%	9.4%	0.0%	11.1%
Total(n)	5,482	1,282	1,344	1,535	672	640	0	9
Mean	2.54	2.53	2.33	2.48	2.79	2.91	.	2.56
Standard deviation	0.97	0.95	0.93	0.96	0.96	0.94	.	0.88
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>								
Strongly Agree	29.6%	24.0%	29.6%	32.2%	37.8%	25.5%	0.0%	60.0%
Somewhat Agree	32.7%	30.4%	36.1%	34.0%	28.4%	31.6%	0.0%	20.0%
Somewhat Disagree	25.5%	30.3%	25.5%	24.3%	19.0%	25.7%	0.0%	10.0%
Strongly Disagree	12.2%	15.4%	8.8%	9.5%	14.9%	17.2%	0.0%	10.0%
Total(n)	5,437	1,268	1,339	1,534	659	627	0	10
Mean	2.80	2.80	2.87	2.89	2.89	2.65	.	3.30
Standard deviation	1.00	1.01	0.94	0.97	1.07	1.04	.	1.06
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>								
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>								
Strongly Agree	17.8%	15.6%	15.7%	16.8%	21.7%	25.4%	0.0%	12.5%
Somewhat Agree	44.3%	44.4%	42.0%	42.6%	48.6%	49.0%	0.0%	25.0%
Somewhat Disagree	24.6%	24.8%	27.0%	26.1%	22.3%	17.5%	0.0%	37.5%
Strongly Disagree	13.3%	15.2%	15.3%	14.5%	7.4%	8.1%	0.0%	25.0%
Total(n)	5,325	1,276	1,328	1,475	632	606	0	8
Mean	2.67	2.60	2.58	2.62	2.84	2.92	.	2.25
Standard deviation	0.92	0.93	0.93	0.93	0.85	0.86	.	1.04
<b>Student Affairs staff have the support and respect of faculty</b>								
Strongly Agree	23.9%	20.6%	20.5%	25.1%	26.7%	32.7%	0.0%	0.0%
Somewhat Agree	53.2%	52.0%	52.1%	54.6%	55.6%	52.7%	0.0%	28.6%
Somewhat Disagree	18.2%	20.5%	22.3%	16.2%	14.3%	12.4%	0.0%	57.1%
Strongly Disagree	4.7%	6.8%	5.1%	4.0%	3.5%	2.2%	0.0%	14.3%
Total(n)	5,147	1,245	1,291	1,420	603	581	0	7
Mean	2.96	2.87	2.88	3.01	3.05	3.16	.	2.14
Standard deviation	0.78	0.82	0.79	0.76	0.74	0.72	.	0.69
<b>There is a lot of campus racial conflict here</b>								
Strongly Agree	6.2%	5.9%	6.4%	8.0%	5.2%	3.0%	0.0%	12.5%
Somewhat Agree	25.9%	26.6%	31.6%	25.7%	21.3%	16.8%	0.0%	25.0%
Somewhat Disagree	42.9%	45.9%	40.5%	43.4%	41.5%	42.8%	0.0%	25.0%
Strongly Disagree	25.0%	21.7%	21.5%	23.0%	32.0%	37.4%	0.0%	37.5%
Total(n)	5,230	1,260	1,301	1,446	621	594	0	8
Mean	2.13	2.17	2.23	2.19	2.00	1.86	.	2.13
Standard deviation	0.86	0.83	0.86	0.88	0.86	0.80	.	1.13
<b>My research is valued by faculty in my department</b>								
Strongly Agree	29.8%	32.0%	30.0%	35.3%	17.8%	21.8%	0.0%	25.0%
Somewhat Agree	43.5%	43.6%	43.9%	43.3%	43.1%	44.1%	0.0%	0.0%
Somewhat Disagree	17.6%	16.4%	18.3%	15.2%	22.1%	20.6%	0.0%	25.0%
Strongly Disagree	9.1%	8.0%	7.8%	6.2%	17.0%	13.5%	0.0%	50.0%
Total(n)	5,111	1,257	1,306	1,450	566	524	0	8
Mean	2.94	3.00	2.96	3.08	2.62	2.74	.	2.00
Standard deviation	0.91	0.90	0.89	0.86	0.97	0.95	.	1.31

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>My teaching is valued by faculty in my department</b>								
Strongly Agree	55.7%	55.4%	55.1%	59.4%	51.2%	54.0%	0.0%	33.3%
Somewhat Agree	33.4%	33.3%	33.2%	32.4%	33.5%	35.7%	0.0%	44.4%
Somewhat Disagree	7.4%	7.1%	8.2%	5.8%	9.8%	7.8%	0.0%	0.0%
Strongly Disagree	3.5%	4.2%	3.5%	2.4%	5.5%	2.4%	0.0%	22.2%
Total(n)	5,340	1,266	1,319	1,492	641	613	0	9
Mean	3.41	3.40	3.40	3.49	3.30	3.41	.	2.89
Standard deviation	0.78	0.80	0.78	0.71	0.86	0.74	.	1.17
<b>My service is valued by faculty in my department</b>								
Strongly Agree	49.3%	51.5%	51.6%	50.3%	42.6%	44.5%	0.0%	12.5%
Somewhat Agree	35.7%	34.5%	32.9%	36.5%	37.1%	40.8%	0.0%	37.5%
Somewhat Disagree	10.2%	8.7%	10.7%	9.7%	12.6%	11.0%	0.0%	12.5%
Strongly Disagree	4.8%	5.3%	4.9%	3.5%	7.7%	3.7%	0.0%	37.5%
Total(n)	5,320	1,276	1,318	1,491	634	593	0	8
Mean	3.29	3.32	3.31	3.34	3.15	3.26	.	2.25
Standard deviation	0.84	0.84	0.85	0.79	0.92	0.80	.	1.16
<b>Faculty are sufficiently involved in campus decision-making</b>								
Strongly Agree	12.6%	11.8%	10.2%	13.3%	14.0%	16.8%	0.0%	0.0%
Somewhat Agree	41.5%	36.4%	37.5%	45.1%	45.1%	48.2%	0.0%	50.0%
Somewhat Disagree	28.6%	29.7%	31.9%	27.5%	26.3%	24.3%	0.0%	0.0%
Strongly Disagree	17.3%	22.1%	20.3%	14.1%	14.6%	10.7%	0.0%	50.0%
Total(n)	5,294	1,276	1,327	1,478	616	589	0	8
Mean	2.49	2.38	2.38	2.58	2.58	2.71	.	2.00
Standard deviation	0.92	0.96	0.92	0.89	0.90	0.87	.	1.07
<b>The faculty are typically at odds with campus administration</b>								
Strongly Agree	14.6%	16.8%	17.9%	12.9%	13.3%	7.9%	0.0%	42.9%
Somewhat Agree	42.5%	45.7%	44.7%	42.5%	38.2%	35.3%	0.0%	28.6%
Somewhat Disagree	34.6%	31.8%	32.1%	36.6%	36.3%	39.3%	0.0%	28.6%
Strongly Disagree	8.3%	5.7%	5.3%	8.0%	12.2%	17.6%	0.0%	0.0%
Total(n)	5,231	1,267	1,316	1,460	608	573	0	7
Mean	2.63	2.74	2.75	2.60	2.53	2.33	.	3.14
Standard deviation	0.83	0.80	0.81	0.81	0.87	0.86	.	0.90
<b>Faculty here respect each other</b>								
Strongly Agree	34.4%	30.4%	30.2%	39.7%	30.8%	43.2%	0.0%	33.3%
Somewhat Agree	52.4%	53.1%	56.2%	50.0%	53.9%	46.5%	0.0%	55.6%
Somewhat Disagree	10.2%	12.3%	11.2%	7.8%	11.7%	8.1%	0.0%	11.1%
Strongly Disagree	3.0%	4.2%	2.4%	2.5%	3.6%	2.2%	0.0%	0.0%
Total(n)	5,339	1,276	1,324	1,492	634	604	0	9
Mean	3.18	3.10	3.14	3.27	3.12	3.31	.	3.22
Standard deviation	0.73	0.76	0.70	0.71	0.75	0.71	.	0.67
<b>Administrators consider faculty concerns when making policy</b>								
Strongly Agree	13.3%	12.5%	10.5%	13.4%	14.0%	20.1%	0.0%	11.1%
Somewhat Agree	44.1%	38.1%	40.7%	47.8%	48.1%	51.1%	0.0%	44.4%
Somewhat Disagree	27.3%	28.5%	29.8%	27.5%	25.4%	21.0%	0.0%	0.0%
Strongly Disagree	15.3%	20.9%	19.0%	11.3%	12.4%	7.8%	0.0%	44.4%
Total(n)	5,266	1,272	1,320	1,465	613	587	0	9
Mean	2.55	2.42	2.43	2.63	2.64	2.83	.	2.22
Standard deviation	0.91	0.96	0.91	0.85	0.87	0.84	.	1.20
<b>This institution takes responsibility for educating underprepared students</b>								
Strongly Agree	19.6%	17.0%	15.2%	20.6%	24.9%	26.7%	0.0%	12.5%
Somewhat Agree	44.3%	45.9%	43.5%	43.1%	42.1%	48.6%	0.0%	37.5%
Somewhat Disagree	25.8%	24.7%	30.1%	26.2%	24.9%	18.7%	0.0%	37.5%
Strongly Disagree	10.2%	12.4%	11.2%	10.1%	8.1%	6.1%	0.0%	12.5%
Total(n)	5,265	1,269	1,316	1,465	618	589	0	8
Mean	2.73	2.68	2.63	2.74	2.84	2.96	.	2.50
Standard deviation	0.89	0.90	0.87	0.90	0.89	0.83	.	0.93
<b>The criteria for advancement and promotion decisions are clear</b>								
Strongly Agree	26.2%	36.3%	25.1%	27.0%	14.3%	17.2%	0.0%	12.5%
Somewhat Agree	42.4%	43.8%	47.9%	41.6%	34.5%	38.0%	0.0%	12.5%
Somewhat Disagree	20.6%	13.7%	18.7%	19.6%	32.4%	30.1%	0.0%	25.0%
Strongly Disagree	10.7%	6.2%	8.2%	11.8%	18.8%	14.6%	0.0%	50.0%
Total(n)	5,282	1,273	1,323	1,480	617	581	0	8
Mean	2.84	3.10	2.90	2.84	2.44	2.58	.	1.88
Standard deviation	0.93	0.86	0.87	0.95	0.95	0.94	.	1.13
<b>Most of the students I teach lack the basic skills for college level work</b>								
Strongly Agree	8.6%	6.9%	7.7%	9.2%	12.6%	8.4%	0.0%	10.0%
Somewhat Agree	26.5%	26.6%	27.2%	23.7%	27.0%	31.1%	0.0%	30.0%
Somewhat Disagree	42.6%	41.8%	43.0%	44.3%	41.5%	40.8%	0.0%	40.0%
Strongly Disagree	22.3%	24.7%	22.2%	22.8%	18.9%	19.7%	0.0%	20.0%
Total(n)	5,311	1,257	1,317	1,478	641	608	0	10
Mean	2.21	2.16	2.20	2.19	2.33	2.28	.	2.30
Standard deviation	0.89	0.87	0.87	0.89	0.92	0.88	.	0.95
<b>There is adequate support for faculty development</b>								
Strongly Agree	21.9%	21.3%	18.7%	23.4%	26.8%	21.8%	0.0%	20.0%
Somewhat Agree	45.0%	44.1%	43.4%	45.7%	43.5%	50.6%	0.0%	30.0%
Somewhat Disagree	21.6%	21.8%	24.9%	20.8%	20.3%	17.5%	0.0%	30.0%
Strongly Disagree	11.4%	12.9%	13.0%	10.1%	9.4%	10.1%	0.0%	20.0%
Total(n)	5,337	1,284	1,323	1,489	630	601	0	10
Mean	2.77	2.74	2.68	2.83	2.88	2.84	.	2.50



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.92	0.94	0.92	0.90	0.91	0.88	.	1.08
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>								
Strongly Agree	12.2%	13.4%	14.2%	12.9%	7.4%	8.1%	0.0%	14.3%
Somewhat Agree	46.8%	51.2%	49.9%	45.6%	42.8%	37.0%	0.0%	71.4%
Somewhat Disagree	33.8%	30.1%	30.9%	34.0%	38.4%	43.2%	0.0%	14.3%
Strongly Disagree	7.3%	5.3%	5.1%	7.5%	11.3%	11.7%	0.0%	0.0%
Total(n)	5,259	1,266	1,305	1,470	619	592	0	7
Mean	2.64	2.73	2.73	2.64	2.46	2.42	.	3.00
Standard deviation	0.79	0.76	0.76	0.80	0.79	0.80	.	0.58
<b>This institution takes mentoring into consideration in the promotion process</b>								
Strongly Agree	12.2%	11.5%	10.1%	15.7%	10.5%	11.6%	0.0%	0.0%
Somewhat Agree	36.0%	34.8%	33.6%	37.4%	36.8%	39.7%	0.0%	37.5%
Somewhat Disagree	34.7%	34.5%	35.6%	32.8%	35.3%	37.1%	0.0%	25.0%
Strongly Disagree	17.2%	19.3%	20.7%	14.1%	17.4%	11.6%	0.0%	37.5%
Total(n)	4,970	1,200	1,267	1,389	570	536	0	8
Mean	2.43	2.39	2.33	2.55	2.41	2.51	.	2.00
Standard deviation	0.91	0.92	0.92	0.92	0.89	0.84	.	0.93
<b>Faculty of color are treated fairly here</b>								
Strongly Agree	24.4%	22.5%	19.2%	24.6%	28.5%	35.8%	0.0%	14.3%
Somewhat Agree	43.4%	42.8%	43.4%	42.5%	44.8%	45.9%	0.0%	28.6%
Somewhat Disagree	24.2%	24.9%	27.3%	25.3%	22.1%	14.0%	0.0%	42.9%
Strongly Disagree	8.0%	9.8%	10.1%	7.5%	4.6%	4.3%	0.0%	14.3%
Total(n)	5,071	1,240	1,280	1,405	583	556	0	7
Mean	2.84	2.78	2.72	2.84	2.97	3.13	.	2.43
Standard deviation	0.88	0.90	0.89	0.88	0.83	0.81	.	0.98
<b>Women faculty are treated fairly here</b>								
Strongly Agree	25.8%	21.7%	20.2%	26.1%	32.6%	39.1%	0.0%	25.0%
Somewhat Agree	42.9%	42.9%	42.7%	43.9%	41.0%	42.9%	0.0%	25.0%
Somewhat Disagree	22.4%	24.7%	26.2%	21.4%	20.3%	14.1%	0.0%	12.5%
Strongly Disagree	8.9%	10.6%	10.9%	8.7%	6.1%	3.9%	0.0%	37.5%
Total(n)	5,223	1,261	1,307	1,454	610	583	0	8
Mean	2.85	2.76	2.72	2.87	3.00	3.17	.	2.38
Standard deviation	0.90	0.91	0.91	0.90	0.88	0.81	.	1.30
<b>LGBTQ+ faculty are treated fairly here</b>								
Strongly Agree	25.0%	23.0%	20.3%	24.7%	29.8%	35.9%	0.0%	14.3%
Somewhat Agree	46.8%	46.7%	46.1%	47.1%	47.1%	48.3%	0.0%	28.6%
Somewhat Disagree	19.0%	19.8%	22.6%	19.0%	17.6%	10.6%	0.0%	28.6%
Strongly Disagree	9.2%	10.6%	11.0%	9.3%	5.5%	5.3%	0.0%	28.6%
Total(n)	4,971	1,213	1,252	1,383	567	549	0	7
Mean	2.88	2.82	2.76	2.87	3.01	3.15	.	2.29
Standard deviation	0.89	0.90	0.90	0.89	0.83	0.81	.	1.11
<b>Indicate how important you believe each priority listed below is at your college or university:</b>								
<b>Increase or maintain institutional affordability</b>								
Highest Priority	18.9%	18.5%	19.3%	18.3%	19.9%	19.8%	0.0%	0.0%
High Priority	44.2%	46.2%	42.4%	42.5%	44.6%	47.8%	0.0%	71.4%
Medium Priority	24.4%	23.3%	25.9%	24.5%	25.0%	22.5%	0.0%	0.0%
Low Priority	12.4%	11.9%	12.4%	14.7%	10.5%	9.9%	0.0%	28.6%
Total(n)	5,107	1,242	1,284	1,419	599	556	0	7
Mean	2.70	2.71	2.69	2.64	2.74	2.78	.	2.43
Standard deviation	0.92	0.90	0.92	0.94	0.90	0.88	.	0.98
<b>Develop a sense of community among students and faculty</b>								
Highest Priority	25.0%	22.8%	23.1%	25.9%	27.3%	29.5%	0.0%	22.2%
High Priority	39.3%	35.8%	38.1%	40.9%	42.1%	42.9%	0.0%	44.4%
Medium Priority	26.6%	29.6%	28.1%	26.0%	23.5%	21.2%	0.0%	22.2%
Low Priority	9.1%	11.8%	10.7%	7.3%	7.1%	6.4%	0.0%	11.1%
Total(n)	5,142	1,244	1,285	1,434	608	562	0	9
Mean	2.80	2.70	2.74	2.85	2.90	2.96	.	2.78
Standard deviation	0.92	0.95	0.93	0.89	0.88	0.87	.	0.97
<b>Facilitate student involvement in community service</b>								
Highest Priority	13.6%	13.0%	11.4%	13.8%	14.7%	18.2%	0.0%	14.3%
High Priority	37.8%	35.0%	38.5%	38.1%	38.1%	41.6%	0.0%	14.3%
Medium Priority	36.3%	39.9%	36.2%	36.4%	33.6%	30.8%	0.0%	57.1%
Low Priority	12.3%	12.0%	13.9%	11.7%	13.7%	9.4%	0.0%	14.3%
Total(n)	5,092	1,230	1,280	1,421	599	555	0	7
Mean	2.53	2.49	2.47	2.54	2.54	2.69	.	2.29
Standard deviation	0.88	0.87	0.87	0.87	0.90	0.88	.	0.95
<b>Help students learn how to bring about change in society</b>								
Highest Priority	17.3%	15.1%	14.2%	19.1%	19.9%	21.8%	0.0%	11.1%
High Priority	37.3%	35.0%	38.5%	37.5%	39.3%	37.6%	0.0%	22.2%
Medium Priority	33.3%	37.3%	33.8%	32.2%	28.7%	31.1%	0.0%	55.6%
Low Priority	12.0%	12.6%	13.5%	11.2%	12.1%	9.5%	0.0%	11.1%
Total(n)	5,107	1,236	1,278	1,422	603	559	0	9
Mean	2.60	2.53	2.54	2.65	2.67	2.72	.	2.33
Standard deviation	0.91	0.90	0.90	0.91	0.93	0.91	.	0.87
<b>Increase or maintain institutional prestige</b>								
Highest Priority	24.7%	24.0%	24.0%	25.5%	26.9%	23.2%	0.0%	44.4%
High Priority	37.2%	35.4%	35.2%	37.9%	37.5%	43.6%	0.0%	33.3%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Medium Priority	27.3%	28.8%	28.8%	26.0%	26.4%	24.8%	0.0%	22.2%
Low Priority	10.8%	11.8%	11.9%	10.5%	9.2%	8.4%	0.0%	0.0%
Total(n)	5,111	1,237	1,281	1,426	598	560	0	9
Mean	2.76	2.72	2.71	2.78	2.82	2.82	.	3.22
Standard deviation	0.95	0.96	0.96	0.94	0.93	0.89	.	0.83
<b>Hire faculty "stars"</b>								
Highest Priority	7.4%	7.7%	6.5%	7.5%	10.1%	5.9%	0.0%	14.3%
High Priority	18.2%	13.7%	16.9%	18.6%	24.9%	23.2%	0.0%	28.6%
Medium Priority	33.7%	32.0%	31.0%	35.7%	34.6%	38.4%	0.0%	14.3%
Low Priority	40.6%	46.5%	45.6%	38.3%	30.4%	32.5%	0.0%	42.9%
Total(n)	5,052	1,239	1,273	1,408	583	542	0	7
Mean	1.92	1.83	1.84	1.95	2.15	2.03	.	2.14
Standard deviation	0.94	0.94	0.93	0.93	0.97	0.89	.	1.21
<b>Recruit more traditionally underrepresented students</b>								
Highest Priority	23.1%	22.5%	21.0%	23.7%	28.2%	22.1%	0.0%	11.1%
High Priority	39.6%	40.0%	39.8%	39.2%	38.4%	40.3%	0.0%	33.3%
Medium Priority	27.5%	26.9%	28.0%	28.0%	24.1%	29.8%	0.0%	33.3%
Low Priority	9.9%	10.7%	11.1%	9.2%	9.3%	7.8%	0.0%	22.2%
Total(n)	5,071	1,229	1,270	1,419	593	551	0	9
Mean	2.76	2.74	2.71	2.77	2.85	2.77	.	2.33
Standard deviation	0.92	0.92	0.92	0.91	0.93	0.88	.	1.00
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>								
Highest Priority	6.8%	8.4%	5.3%	6.6%	8.5%	5.3%	0.0%	14.3%
High Priority	17.1%	14.6%	17.5%	16.6%	21.5%	18.8%	0.0%	0.0%
Medium Priority	32.2%	31.3%	30.5%	31.8%	30.7%	40.5%	0.0%	28.6%
Low Priority	43.9%	45.7%	46.7%	45.0%	39.2%	35.4%	0.0%	57.1%
Total(n)	5,037	1,233	1,269	1,399	586	543	0	7
Mean	1.87	1.86	1.81	1.85	1.99	1.94	.	1.71
Standard deviation	0.93	0.96	0.91	0.93	0.97	0.87	.	1.11
<b>Promote gender diversity in the faculty and administration</b>								
Highest Priority	15.1%	14.1%	14.1%	16.4%	17.5%	14.1%	0.0%	25.0%
High Priority	31.6%	27.0%	30.2%	31.4%	38.7%	38.8%	0.0%	25.0%
Medium Priority	33.8%	35.9%	34.1%	34.2%	28.6%	33.1%	0.0%	37.5%
Low Priority	19.4%	23.0%	21.7%	18.0%	15.1%	14.1%	0.0%	12.5%
Total(n)	5,058	1,239	1,273	1,415	576	547	0	8
Mean	2.43	2.32	2.37	2.46	2.59	2.53	.	2.63
Standard deviation	0.97	0.98	0.97	0.97	0.95	0.90	.	1.06
<b>Promote racial and ethnic diversity in the faculty and administration</b>								
Highest Priority	23.4%	23.8%	23.8%	23.2%	25.8%	20.0%	0.0%	25.0%
High Priority	35.3%	33.6%	34.4%	33.3%	40.3%	41.0%	0.0%	12.5%
Medium Priority	27.7%	29.5%	26.3%	29.3%	22.9%	27.9%	0.0%	50.0%
Low Priority	13.6%	13.1%	15.5%	14.2%	11.0%	11.2%	0.0%	12.5%
Total(n)	5,092	1,236	1,278	1,424	590	556	0	8
Mean	2.69	2.68	2.67	2.66	2.81	2.70	.	2.50
Standard deviation	0.98	0.98	1.00	0.99	0.94	0.91	.	1.07
<b>Provide resources for faculty to engage in community-based teaching or research</b>								
Highest Priority	12.1%	9.8%	10.4%	14.2%	15.5%	12.3%	0.0%	16.7%
High Priority	28.1%	24.5%	26.6%	29.2%	30.2%	35.2%	0.0%	16.7%
Medium Priority	36.1%	39.9%	36.6%	34.1%	33.5%	34.3%	0.0%	33.3%
Low Priority	23.6%	25.8%	26.4%	22.5%	20.8%	18.2%	0.0%	33.3%
Total(n)	5,046	1,232	1,275	1,412	576	545	0	6
Mean	2.29	2.18	2.21	2.35	2.40	2.42	.	2.17
Standard deviation	0.96	0.93	0.95	0.98	0.98	0.92	.	1.17
<b>Create and sustain partnerships with surrounding communities</b>								
Highest Priority	16.7%	13.7%	15.3%	17.6%	21.2%	20.0%	0.0%	14.3%
High Priority	35.5%	31.5%	33.3%	37.1%	36.1%	43.9%	0.0%	57.1%
Medium Priority	33.2%	37.4%	35.9%	31.4%	29.7%	25.7%	0.0%	28.6%
Low Priority	14.6%	17.4%	15.5%	13.8%	13.0%	10.4%	0.0%	0.0%
Total(n)	5,066	1,233	1,276	1,416	585	549	0	7
Mean	2.54	2.42	2.48	2.58	2.65	2.74	.	2.86
Standard deviation	0.94	0.93	0.93	0.93	0.95	0.90	.	0.69
<b>Pursue extramural funding</b>								
Highest Priority	15.5%	15.9%	16.8%	14.9%	14.9%	13.7%	0.0%	25.0%
High Priority	29.8%	30.0%	29.0%	29.4%	31.5%	29.7%	0.0%	62.5%
Medium Priority	34.8%	33.5%	33.4%	35.7%	34.6%	39.1%	0.0%	12.5%
Low Priority	20.0%	20.7%	20.8%	20.1%	19.0%	17.5%	0.0%	0.0%
Total(n)	4,887	1,205	1,238	1,365	552	519	0	8
Mean	2.41	2.41	2.42	2.39	2.42	2.39	.	3.13
Standard deviation	0.98	0.99	1.00	0.97	0.96	0.93	.	0.64
<b>Strengthen links with the for-profit, corporate sector</b>								
Highest Priority	13.0%	11.5%	13.7%	13.2%	14.6%	12.2%	0.0%	28.6%
High Priority	26.9%	23.9%	24.1%	27.1%	31.5%	35.0%	0.0%	42.9%
Medium Priority	34.0%	34.8%	33.8%	33.2%	33.5%	35.5%	0.0%	28.6%
Low Priority	26.1%	29.8%	28.5%	26.4%	20.4%	17.3%	0.0%	0.0%
Total(n)	4,939	1,213	1,250	1,369	568	532	0	7
Mean	2.27	2.17	2.23	2.27	2.40	2.42	.	3.00
Standard deviation	0.99	0.98	1.01	1.00	0.97	0.91	.	0.82

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Develop leadership ability among students</b>								
Highest Priority	21.8%	19.0%	18.8%	22.4%	26.9%	27.7%	0.0%	42.9%
High Priority	42.2%	39.6%	43.2%	43.4%	41.7%	43.4%	0.0%	42.9%
Medium Priority	28.6%	32.4%	30.0%	27.9%	24.4%	23.4%	0.0%	14.3%
Low Priority	7.4%	9.0%	7.9%	6.3%	7.1%	5.5%	0.0%	0.0%
Total(n)	5,047	1,227	1,274	1,410	581	548	0	7
Mean	2.78	2.69	2.73	2.82	2.88	2.93	.	3.29
Standard deviation	0.87	0.88	0.86	0.85	0.88	0.85	.	0.76
<b>Develop an appreciation for multiculturalism</b>								
Highest Priority	27.7%	26.8%	25.2%	27.5%	33.4%	29.9%	0.0%	22.2%
High Priority	38.8%	37.3%	37.3%	38.7%	39.8%	44.5%	0.0%	44.4%
Medium Priority	25.5%	27.4%	27.6%	25.7%	20.6%	20.7%	0.0%	22.2%
Low Priority	8.1%	8.4%	9.9%	8.1%	6.1%	4.9%	0.0%	11.1%
Total(n)	5,080	1,232	1,276	1,422	586	555	0	9
Mean	2.86	2.82	2.78	2.86	3.01	2.99	.	2.78
Standard deviation	0.91	0.92	0.94	0.91	0.89	0.84	.	0.97
<b>Prepare students for the workplace</b>								
Highest Priority	43.7%	40.5%	42.6%	44.2%	46.8%	47.5%	0.0%	80.0%
High Priority	41.8%	43.3%	41.5%	43.7%	38.3%	38.0%	0.0%	10.0%
Medium Priority	12.6%	14.0%	13.5%	10.8%	12.1%	12.3%	0.0%	10.0%
Low Priority	2.0%	2.2%	2.3%	1.3%	2.8%	2.1%	0.0%	0.0%
Total(n)	5,115	1,237	1,278	1,427	603	560	0	10
Mean	3.27	3.22	3.24	3.31	3.29	3.31	.	3.70
Standard deviation	0.76	0.76	0.77	0.71	0.79	0.77	.	0.67
<b>Please indicate the extent to which you:</b>								
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>								
To a Very Large Extent	24.5%	24.2%	20.3%	25.1%	28.7%	28.8%	0.0%	0.0%
To a Large Extent	31.2%	29.5%	31.3%	33.6%	27.1%	32.7%	0.0%	33.3%
To Some Extent	30.2%	31.7%	33.4%	27.8%	28.7%	27.0%	0.0%	44.4%
To a Small Extent	9.9%	11.1%	10.8%	9.1%	10.2%	7.0%	0.0%	11.1%
Not at All	4.3%	3.5%	4.3%	4.4%	5.3%	4.5%	0.0%	11.1%
Total(n)	5,093	1,212	1,259	1,445	609	559	0	9
Mean	3.62	3.60	3.52	3.66	3.64	3.74	.	3.00
Standard deviation	1.09	1.08	1.06	1.08	1.15	1.08	.	1.00
<b>Experience close alignment between your work and your personal values</b>								
To a Very Large Extent	37.3%	37.3%	33.5%	35.6%	43.3%	43.7%	0.0%	44.4%
To a Large Extent	41.2%	40.7%	41.0%	42.3%	39.7%	41.2%	0.0%	33.3%
To Some Extent	17.4%	17.7%	19.8%	18.6%	14.2%	12.2%	0.0%	11.1%
To a Small Extent	3.2%	3.1%	4.3%	3.0%	2.1%	2.5%	0.0%	11.1%
Not at All	0.9%	1.2%	1.4%	0.6%	0.7%	0.4%	0.0%	0.0%
Total(n)	5,088	1,210	1,259	1,438	607	565	0	9
Mean	4.11	4.10	4.01	4.09	4.23	4.25	.	4.11
Standard deviation	0.86	0.88	0.91	0.84	0.82	0.79	.	1.05
<b>Mentor faculty</b>								
To a Very Large Extent	15.2%	27.1%	18.7%	8.4%	7.9%	7.3%	0.0%	0.0%
To a Large Extent	20.2%	28.9%	26.7%	12.6%	15.1%	11.1%	0.0%	25.0%
To Some Extent	28.8%	31.0%	34.9%	27.0%	21.9%	22.6%	0.0%	25.0%
To a Small Extent	14.1%	7.7%	13.1%	19.3%	14.4%	16.6%	0.0%	0.0%
Not at All	21.7%	5.3%	6.6%	32.7%	40.7%	42.4%	0.0%	50.0%
Total(n)	5,017	1,196	1,251	1,416	597	549	0	8
Mean	2.93	3.65	3.38	2.45	2.35	2.24	.	2.25
Standard deviation	1.35	1.11	1.13	1.29	1.35	1.30	.	1.39
<b>Mentor undergraduate students</b>								
To a Very Large Extent	35.5%	38.2%	43.7%	34.9%	27.3%	22.5%	0.0%	0.0%
To a Large Extent	25.3%	25.1%	23.8%	27.2%	26.3%	22.5%	0.0%	62.5%
To Some Extent	16.9%	17.1%	16.1%	14.7%	21.9%	19.1%	0.0%	12.5%
To a Small Extent	9.5%	8.7%	6.8%	9.1%	12.2%	14.7%	0.0%	25.0%
Not at All	12.8%	11.0%	9.6%	14.1%	12.4%	21.2%	0.0%	0.0%
Total(n)	5,026	1,190	1,251	1,423	598	556	0	8
Mean	3.61	3.71	3.85	3.60	3.44	3.10	.	3.38
Standard deviation	1.38	1.34	1.31	1.40	1.33	1.45	.	0.92
<b>Mentor graduate students</b>								
To a Very Large Extent	17.6%	21.5%	20.6%	16.5%	11.9%	11.1%	0.0%	12.5%
To a Large Extent	14.3%	14.5%	15.7%	15.1%	11.6%	11.3%	0.0%	25.0%
To Some Extent	13.6%	12.8%	13.9%	13.8%	13.8%	14.1%	0.0%	0.0%
To a Small Extent	10.8%	11.4%	9.6%	10.4%	13.1%	10.9%	0.0%	37.5%
Not at All	43.7%	39.7%	40.2%	44.3%	49.7%	52.7%	0.0%	25.0%
Total(n)	4,945	1,176	1,238	1,410	580	533	0	8
Mean	2.51	2.67	2.67	2.49	2.23	2.17	.	2.63
Standard deviation	1.57	1.61	1.61	1.56	1.46	1.45	.	1.51
<b>Been mentored by at least one professional in academia</b>								
To a Very Large Extent	29.3%	29.1%	28.8%	33.7%	26.0%	23.2%	0.0%	0.0%
To a Large Extent	23.9%	22.9%	23.7%	27.6%	21.7%	19.0%	0.0%	12.5%
To Some Extent	23.8%	25.1%	26.1%	21.5%	21.8%	23.7%	0.0%	50.0%
To a Small Extent	13.9%	14.7%	14.5%	10.8%	16.3%	15.8%	0.0%	25.0%
Not at All	9.2%	8.1%	6.9%	6.3%	14.2%	18.3%	0.0%	12.5%
Total(n)	5,058	1,203	1,255	1,435	600	557	0	8
Mean	3.50	3.50	3.53	3.72	3.29	3.13	.	2.63

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.29	1.27	1.24	1.21	1.38	1.41	.	0.92
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>								
To a Very Large Extent	10.8%	9.9%	11.5%	10.9%	11.9%	9.2%	0.0%	12.5%
To a Large Extent	11.9%	12.7%	11.4%	13.0%	9.0%	11.2%	0.0%	12.5%
To Some Extent	21.3%	25.0%	23.4%	19.7%	18.2%	16.4%	0.0%	0.0%
To a Small Extent	17.3%	19.8%	19.4%	15.4%	13.0%	16.0%	0.0%	37.5%
Not at All	38.8%	32.6%	34.2%	40.9%	47.8%	47.3%	0.0%	37.5%
Total(n)	5,058	1,203	1,259	1,434	598	556	0	8
Mean	2.39	2.48	2.47	2.38	2.24	2.19	.	2.25
Standard deviation	1.38	1.32	1.36	1.40	1.43	1.37	.	1.49
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>								
To a Very Large Extent	1.5%	1.7%	1.5%	1.4%	1.5%	1.1%	0.0%	0.0%
To a Large Extent	1.8%	1.7%	2.2%	2.0%	0.7%	1.8%	0.0%	0.0%
To Some Extent	3.6%	3.9%	3.5%	3.7%	2.4%	4.3%	0.0%	0.0%
To a Small Extent	4.4%	4.8%	4.7%	4.0%	3.7%	4.7%	0.0%	0.0%
Not at All	88.7%	87.9%	88.0%	89.0%	91.7%	88.1%	0.0%	100.0%
Total(n)	5,027	1,196	1,253	1,424	593	553	0	8
Mean	1.23	1.24	1.25	1.23	1.17	1.23	.	1.00
Standard deviation	0.73	0.75	0.76	0.73	0.64	0.71	.	0.00
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>								
Excellent	33.2%	35.4%	32.5%	32.2%	35.0%	28.6%	0.0%	50.0%
Good	48.2%	50.9%	47.7%	48.3%	40.9%	48.3%	0.0%	25.0%
Fair	15.1%	11.8%	16.4%	14.9%	18.3%	19.4%	0.0%	25.0%
Poor	3.5%	1.9%	3.4%	4.6%	5.9%	3.7%	0.0%	0.0%
Total(n)	3,751	1,096	1,129	905	323	294	0	4
Mean	3.11	3.20	3.09	3.08	3.05	3.02	.	3.25
Standard deviation	0.78	0.71	0.78	0.81	0.88	0.79	.	0.96
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>								
Excellent	47.6%	50.7%	52.2%	45.1%	43.9%	39.8%	0.0%	20.0%
Good	44.8%	43.7%	42.2%	47.7%	43.5%	46.9%	0.0%	80.0%
Fair	6.6%	4.8%	5.1%	6.5%	10.1%	11.4%	0.0%	0.0%
Poor	1.0%	0.8%	0.5%	0.8%	2.5%	2.0%	0.0%	0.0%
Total(n)	4,155	1,009	1,074	1,177	485	405	0	5
Mean	3.39	3.44	3.46	3.37	3.29	3.24	.	3.20
Standard deviation	0.66	0.62	0.62	0.64	0.75	0.73	.	0.45
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>								
Excellent	48.8%	51.9%	52.6%	46.3%	40.6%	44.9%	0.0%	66.7%
Good	42.1%	40.9%	39.4%	44.4%	45.0%	43.6%	0.0%	0.0%
Fair	7.5%	6.6%	7.0%	7.7%	10.4%	7.6%	0.0%	33.3%
Poor	1.6%	0.6%	1.0%	1.6%	4.0%	4.0%	0.0%	0.0%
Total(n)	2,591	668	703	743	249	225	0	3
Mean	3.38	3.44	3.44	3.35	3.22	3.29	.	3.33
Standard deviation	0.69	0.64	0.67	0.69	0.79	0.78	.	1.15
<b>How satisfied are you with the following aspects of your job?</b>								
<b>Salary</b>								
Very Satisfied	8.1%	12.6%	7.8%	6.5%	6.1%	5.5%	0.0%	11.1%
Satisfied	33.0%	38.3%	36.0%	29.9%	27.3%	28.9%	0.0%	22.2%
Marginally Satisfied	30.8%	28.9%	28.2%	32.4%	30.0%	37.2%	0.0%	33.3%
Not Satisfied	28.1%	20.1%	28.0%	31.3%	36.6%	28.4%	0.0%	33.3%
Total(n)	5,088	1,210	1,262	1,433	607	567	0	9
Mean	2.21	2.44	2.24	2.12	2.03	2.11	.	2.11
Standard deviation	0.94	0.95	0.95	0.93	0.94	0.88	.	1.05
<b>Health benefits</b>								
Very Satisfied	19.7%	23.7%	19.3%	17.9%	22.2%	13.7%	0.0%	0.0%
Satisfied	43.3%	44.4%	46.2%	46.2%	37.9%	31.9%	0.0%	55.6%
Marginally Satisfied	21.9%	22.0%	22.9%	24.5%	15.5%	19.8%	0.0%	11.1%
Not Satisfied	15.1%	9.9%	11.6%	11.4%	24.3%	34.6%	0.0%	33.3%
Total(n)	4,971	1,194	1,248	1,420	580	520	0	9
Mean	2.68	2.82	2.73	2.71	2.58	2.25	.	2.22
Standard deviation	0.96	0.91	0.90	0.89	1.08	1.07	.	0.97
<b>Retirement benefits</b>								
Very Satisfied	17.8%	19.6%	16.4%	20.4%	17.0%	11.5%	0.0%	0.0%
Satisfied	44.3%	47.0%	47.7%	45.5%	37.8%	34.2%	0.0%	44.4%
Marginally Satisfied	22.1%	19.5%	23.8%	24.4%	19.1%	21.1%	0.0%	33.3%
Not Satisfied	15.7%	13.9%	12.1%	9.8%	26.0%	33.2%	0.0%	22.2%
Total(n)	4,960	1,191	1,249	1,414	576	521	0	9
Mean	2.64	2.72	2.68	2.76	2.46	2.24	.	2.22
Standard deviation	0.95	0.93	0.89	0.88	1.05	1.04	.	0.83
<b>Opportunity for scholarly pursuits</b>								
Very Satisfied	11.2%	14.6%	9.3%	11.9%	10.9%	5.9%	0.0%	0.0%
Satisfied	38.5%	39.4%	38.5%	41.0%	33.9%	34.3%	0.0%	55.6%
Marginally Satisfied	30.7%	28.9%	33.3%	31.7%	27.0%	30.2%	0.0%	22.2%
Not Satisfied	19.7%	17.1%	19.0%	15.4%	28.2%	29.6%	0.0%	22.2%
Total(n)	4,940	1,202	1,245	1,407	567	510	0	9
Mean	2.41	2.52	2.38	2.49	2.28	2.16	.	2.33

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.93	0.94	0.90	0.89	0.99	0.92	.	0.87
<b>Teaching load</b>								
Very Satisfied	12.6%	12.9%	9.4%	13.7%	15.3%	13.5%	0.0%	0.0%
Satisfied	44.8%	45.3%	44.2%	43.0%	44.5%	50.2%	0.0%	50.0%
Marginally Satisfied	25.6%	24.6%	28.3%	26.9%	21.8%	23.1%	0.0%	12.5%
Not Satisfied	17.0%	17.2%	18.2%	16.4%	18.3%	13.3%	0.0%	37.5%
Total(n)	5,028	1,196	1,249	1,425	600	550	0	8
Mean	2.53	2.54	2.45	2.54	2.57	2.64	.	2.13
Standard deviation	0.92	0.92	0.89	0.92	0.96	0.88	.	0.99
<b>Quality of students</b>								
Very Satisfied	23.7%	22.2%	21.6%	24.5%	25.4%	27.7%	0.0%	11.1%
Satisfied	50.5%	51.6%	49.3%	51.4%	50.2%	48.2%	0.0%	66.7%
Marginally Satisfied	20.2%	20.2%	22.4%	19.1%	18.9%	19.6%	0.0%	11.1%
Not Satisfied	5.6%	6.0%	6.6%	4.9%	5.5%	4.5%	0.0%	11.1%
Total(n)	5,052	1,205	1,253	1,427	598	560	0	9
Mean	2.92	2.90	2.86	2.96	2.95	2.99	.	2.78
Standard deviation	0.81	0.81	0.83	0.79	0.81	0.81	.	0.83
<b>Autonomy and independence</b>								
Very Satisfied	43.0%	40.7%	39.1%	43.6%	48.5%	50.1%	0.0%	22.2%
Satisfied	42.7%	44.0%	44.6%	42.2%	37.2%	42.5%	0.0%	55.6%
Marginally Satisfied	10.5%	11.0%	12.1%	10.6%	10.5%	6.1%	0.0%	0.0%
Not Satisfied	3.7%	4.3%	4.2%	3.6%	3.8%	1.3%	0.0%	22.2%
Total(n)	5,048	1,198	1,258	1,428	600	555	0	9
Mean	3.25	3.21	3.19	3.26	3.30	3.41	.	2.78
Standard deviation	0.79	0.80	0.80	0.79	0.81	0.66	.	1.09
<b>Departmental leadership</b>								
Very Satisfied	39.1%	37.7%	37.0%	40.2%	39.2%	44.3%	0.0%	12.5%
Satisfied	36.2%	35.4%	36.4%	36.9%	35.7%	36.6%	0.0%	37.5%
Marginally Satisfied	13.6%	12.9%	13.9%	14.2%	14.5%	12.0%	0.0%	25.0%
Not Satisfied	11.1%	14.0%	12.8%	8.8%	10.6%	7.2%	0.0%	25.0%
Total(n)	5,040	1,195	1,261	1,424	594	558	0	8
Mean	3.03	2.97	2.98	3.08	3.04	3.18	.	2.38
Standard deviation	0.98	1.03	1.01	0.94	0.98	0.90	.	1.06
<b>Departmental support for work/life balance</b>								
Very Satisfied	28.4%	27.6%	24.5%	30.7%	29.1%	32.7%	0.0%	12.5%
Satisfied	40.2%	40.8%	39.3%	38.4%	41.7%	43.7%	0.0%	50.0%
Marginally Satisfied	20.2%	19.6%	22.9%	20.0%	19.2%	16.5%	0.0%	25.0%
Not Satisfied	11.2%	12.0%	13.3%	10.9%	10.0%	7.2%	0.0%	12.5%
Total(n)	5,029	1,201	1,259	1,428	588	545	0	8
Mean	2.86	2.84	2.75	2.89	2.90	3.02	.	2.63
Standard deviation	0.96	0.96	0.97	0.96	0.94	0.88	.	0.92
<b>Institutional support for work/life balance</b>								
Very Satisfied	13.6%	12.2%	8.9%	13.8%	17.2%	23.4%	0.0%	12.5%
Satisfied	34.8%	33.4%	28.7%	36.0%	41.1%	42.6%	0.0%	25.0%
Marginally Satisfied	29.5%	30.6%	34.6%	29.3%	23.5%	21.8%	0.0%	37.5%
Not Satisfied	22.1%	23.8%	27.8%	20.9%	18.2%	12.2%	0.0%	25.0%
Total(n)	5,017	1,201	1,257	1,422	587	542	0	8
Mean	2.40	2.34	2.19	2.43	2.57	2.77	.	2.25
Standard deviation	0.98	0.97	0.94	0.97	0.98	0.94	.	1.04
<b>Prospects for career advancement</b>								
Very Satisfied	10.6%	11.5%	9.6%	13.7%	6.2%	7.9%	0.0%	0.0%
Satisfied	37.8%	41.9%	37.9%	41.2%	26.6%	32.0%	0.0%	14.3%
Marginally Satisfied	28.8%	27.2%	30.0%	28.2%	29.7%	30.1%	0.0%	14.3%
Not Satisfied	22.8%	19.4%	22.5%	16.9%	37.6%	30.1%	0.0%	71.4%
Total(n)	4,968	1,186	1,247	1,416	580	532	0	7
Mean	2.36	2.45	2.35	2.52	2.01	2.18	.	1.43
Standard deviation	0.95	0.93	0.93	0.93	0.94	0.95	.	0.79
<b>Relative equity of salary and job benefits</b>								
Very Satisfied	7.8%	9.7%	5.8%	8.5%	6.0%	8.1%	0.0%	0.0%
Satisfied	28.1%	30.1%	28.9%	27.7%	26.1%	25.5%	0.0%	25.0%
Marginally Satisfied	29.6%	29.3%	28.2%	31.8%	25.6%	32.5%	0.0%	25.0%
Not Satisfied	34.5%	30.9%	37.2%	32.0%	42.3%	33.9%	0.0%	50.0%
Total(n)	4,986	1,193	1,246	1,418	579	542	0	8
Mean	2.09	2.19	2.03	2.13	1.96	2.08	.	1.75
Standard deviation	0.96	0.98	0.94	0.96	0.96	0.96	.	0.89
<b>Flexibility in relation to family matters or emergencies</b>								
Very Satisfied	39.2%	39.3%	35.9%	41.6%	38.7%	41.3%	0.0%	33.3%
Satisfied	42.9%	43.2%	44.6%	41.1%	42.7%	43.3%	0.0%	44.4%
Marginally Satisfied	13.7%	13.0%	15.3%	13.5%	13.7%	12.6%	0.0%	11.1%
Not Satisfied	4.1%	4.6%	4.2%	3.8%	4.9%	2.8%	0.0%	11.1%
Total(n)	5,000	1,200	1,248	1,417	586	540	0	9
Mean	3.17	3.17	3.12	3.21	3.15	3.23	.	3.00
Standard deviation	0.82	0.82	0.81	0.81	0.84	0.77	.	1.00
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>								
Very Satisfied	24.0%	27.5%	21.6%	24.1%	22.7%	23.0%	0.0%	0.0%
Satisfied	46.1%	47.0%	48.4%	45.9%	42.6%	42.4%	0.0%	50.0%
Marginally Satisfied	19.6%	17.0%	21.7%	18.7%	22.9%	20.4%	0.0%	0.0%
Not Satisfied	10.3%	8.6%	8.4%	11.3%	11.9%	14.3%	0.0%	50.0%
Total(n)	4,841	1,179	1,233	1,380	538	505	0	6

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.84	2.93	2.83	2.83	2.76	2.74	.	2.00
Standard deviation	0.91	0.89	0.86	0.92	0.94	0.97	.	1.10
<b>Overall job</b>								
Very Satisfied	21.7%	23.7%	17.3%	20.8%	23.5%	27.7%	0.0%	33.3%
Satisfied	52.4%	50.7%	51.4%	55.4%	51.0%	52.6%	0.0%	22.2%
Marginally Satisfied	21.1%	20.7%	24.5%	20.0%	21.6%	16.2%	0.0%	22.2%
Not Satisfied	4.8%	5.0%	6.7%	3.8%	3.9%	3.5%	0.0%	22.2%
Total(n)	5,036	1,205	1,252	1,425	596	549	0	9
Mean	2.91	2.93	2.79	2.93	2.94	3.05	.	2.67
Standard deviation	0.78	0.80	0.80	0.75	0.78	0.76	.	1.22
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>								
<b>Managing household responsibilities</b>								
Extensive	32.5%	26.3%	37.7%	35.7%	31.8%	26.6%	0.0%	12.5%
Somewhat	50.1%	54.2%	49.6%	49.6%	46.8%	47.2%	0.0%	62.5%
Not at All	17.4%	19.4%	12.7%	14.7%	21.5%	26.2%	0.0%	25.0%
Total(n)	4,916	1,178	1,233	1,397	573	527	0	8
Mean	2.15	2.07	2.25	2.21	2.10	2.00	.	1.88
Standard deviation	0.69	0.67	0.67	0.68	0.72	0.73	.	0.64
<b>Review/promotion process</b>								
Extensive	23.0%	9.4%	23.1%	33.9%	24.1%	14.2%	0.0%	75.0%
Somewhat	41.7%	28.6%	44.9%	47.7%	43.5%	40.4%	0.0%	0.0%
Not at All	35.2%	62.0%	32.0%	18.4%	32.3%	45.3%	0.0%	25.0%
Total(n)	3,867	822	1,050	1,245	402	344	0	4
Mean	1.88	1.47	1.91	2.16	1.92	1.69	.	2.50
Standard deviation	0.75	0.66	0.74	0.71	0.75	0.71	.	1.00
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>								
Extensive	9.5%	9.3%	11.8%	9.4%	7.0%	7.0%	0.0%	42.9%
Somewhat	31.3%	35.8%	32.3%	31.4%	30.2%	19.0%	0.0%	14.3%
Not at All	59.1%	54.9%	55.9%	59.3%	62.8%	73.9%	0.0%	42.9%
Total(n)	4,435	1,086	1,124	1,291	486	441	0	7
Mean	1.50	1.54	1.56	1.50	1.44	1.33	.	2.00
Standard deviation	0.66	0.66	0.70	0.66	0.62	0.60	.	1.00
<b>Committee work</b>								
Extensive	18.8%	24.3%	25.7%	13.6%	9.7%	7.7%	0.0%	12.5%
Somewhat	50.8%	54.3%	53.8%	52.9%	37.6%	33.7%	0.0%	50.0%
Not at All	30.6%	21.4%	20.5%	33.5%	52.7%	58.6%	0.0%	37.5%
Total(n)	4,438	1,145	1,212	1,328	383	362	0	8
Mean	1.88	2.03	2.05	1.80	1.57	1.49	.	1.75
Standard deviation	0.69	0.68	0.68	0.66	0.66	0.64	.	0.71
<b>Faculty meetings</b>								
Extensive	14.0%	19.2%	18.6%	10.0%	8.3%	6.3%	0.0%	12.5%
Somewhat	42.7%	47.1%	47.7%	42.9%	30.8%	29.1%	0.0%	12.5%
Not at All	43.3%	33.7%	33.7%	47.1%	60.9%	64.6%	0.0%	75.0%
Total(n)	4,677	1,166	1,222	1,387	468	426	0	8
Mean	1.71	1.86	1.85	1.63	1.47	1.42	.	1.38
Standard deviation	0.70	0.71	0.71	0.66	0.65	0.61	.	0.74
<b>Students</b>								
Extensive	17.6%	14.8%	20.7%	20.2%	17.8%	10.2%	0.0%	11.1%
Somewhat	58.2%	58.4%	58.3%	60.1%	55.4%	56.0%	0.0%	44.4%
Not at All	24.1%	26.8%	20.9%	19.7%	26.8%	33.8%	0.0%	44.4%
Total(n)	4,919	1,176	1,234	1,394	574	532	0	9
Mean	1.94	1.88	2.00	2.00	1.91	1.76	.	1.67
Standard deviation	0.64	0.63	0.65	0.63	0.66	0.62	.	0.71
<b>Research or publishing demands</b>								
Extensive	21.8%	11.6%	26.1%	31.0%	16.7%	8.0%	0.0%	14.3%
Somewhat	46.4%	48.9%	53.0%	46.6%	30.8%	25.2%	0.0%	28.6%
Not at All	31.8%	39.5%	20.9%	22.5%	52.5%	66.8%	0.0%	57.1%
Total(n)	4,033	1,086	1,146	1,233	299	262	0	7
Mean	1.90	1.72	2.05	2.09	1.64	1.41	.	1.57
Standard deviation	0.73	0.66	0.68	0.73	0.75	0.64	.	0.79
<b>Institutional procedures and "red tape"</b>								
Extensive	25.1%	31.5%	30.8%	21.2%	17.3%	12.3%	0.0%	42.9%
Somewhat	47.7%	48.6%	48.0%	47.7%	49.9%	42.5%	0.0%	28.6%
Not at All	27.2%	20.0%	21.2%	31.1%	32.8%	45.2%	0.0%	28.6%
Total(n)	4,600	1,147	1,200	1,333	473	440	0	7
Mean	1.98	2.12	2.10	1.90	1.85	1.67	.	2.14
Standard deviation	0.72	0.71	0.71	0.72	0.69	0.68	.	0.90
<b>Teaching load</b>								
Extensive	23.0%	22.0%	26.3%	25.7%	18.2%	15.8%	0.0%	37.5%
Somewhat	45.7%	45.1%	48.9%	49.2%	42.9%	33.3%	0.0%	25.0%
Not at All	31.3%	32.9%	24.9%	25.1%	38.9%	51.0%	0.0%	37.5%
Total(n)	4,818	1,142	1,219	1,380	555	514	0	8
Mean	1.92	1.89	2.01	2.01	1.79	1.65	.	2.00
Standard deviation	0.73	0.73	0.72	0.71	0.73	0.74	.	0.93
<b>Lack of personal time</b>								
Extensive	34.1%	33.0%	42.2%	36.9%	25.9%	18.8%	0.0%	33.3%
Somewhat	44.4%	47.4%	44.1%	44.5%	41.5%	41.3%	0.0%	66.7%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	21.4%	19.7%	13.7%	18.6%	32.6%	39.8%	0.0%	0.0%
Total(n)	4,910	1,174	1,236	1,407	564	520	0	9
Mean	2.13	2.13	2.29	2.18	1.93	1.79	.	2.33
Standard deviation	0.73	0.71	0.69	0.72	0.76	0.74	.	0.50
<b>Job security</b>								
Extensive	14.8%	8.4%	11.1%	15.1%	28.4%	20.4%	0.0%	44.4%
Somewhat	31.1%	19.8%	28.0%	36.9%	38.4%	38.3%	0.0%	22.2%
Not at All	54.1%	71.8%	60.9%	48.0%	33.2%	41.4%	0.0%	33.3%
Total(n)	4,707	1,070	1,174	1,382	557	515	0	9
Mean	1.61	1.37	1.50	1.67	1.95	1.79	.	2.11
Standard deviation	0.73	0.63	0.69	0.72	0.78	0.76	.	0.93
<b>Self-imposed high expectations</b>								
Extensive	38.0%	32.6%	40.3%	44.7%	35.4%	29.3%	0.0%	50.0%
Somewhat	49.4%	53.6%	51.1%	44.8%	48.7%	49.7%	0.0%	12.5%
Not at All	12.6%	13.7%	8.7%	10.5%	15.9%	20.9%	0.0%	37.5%
Total(n)	4,915	1,171	1,232	1,398	571	535	0	8
Mean	2.25	2.19	2.32	2.34	2.19	2.08	.	2.13
Standard deviation	0.66	0.65	0.62	0.66	0.69	0.70	.	0.99
<b>Increased work responsibilities</b>								
Extensive	36.9%	41.6%	46.5%	35.1%	24.8%	20.3%	0.0%	57.1%
Somewhat	42.9%	42.1%	41.6%	46.2%	43.8%	38.4%	0.0%	28.6%
Not at All	20.1%	16.4%	11.9%	18.6%	31.4%	41.2%	0.0%	14.3%
Total(n)	4,825	1,167	1,226	1,384	544	497	0	7
Mean	2.17	2.25	2.35	2.16	1.93	1.79	.	2.43
Standard deviation	0.74	0.72	0.68	0.71	0.75	0.76	.	0.79
<b>Institutional budget cuts</b>								
Extensive	27.9%	31.4%	31.8%	25.5%	24.8%	18.9%	0.0%	42.9%
Somewhat	39.4%	39.6%	42.2%	38.5%	40.1%	34.2%	0.0%	14.3%
Not at All	32.7%	29.0%	26.0%	36.0%	35.1%	46.9%	0.0%	42.9%
Total(n)	4,493	1,109	1,171	1,274	476	456	0	7
Mean	1.95	2.02	2.06	1.89	1.90	1.72	.	2.00
Standard deviation	0.78	0.78	0.76	0.78	0.77	0.76	.	1.00
<b>Have you been sexually harassed at this institution?</b>								
Yes	8.9%	14.8%	11.8%	5.1%	5.7%	3.3%	7.7%	0.0%
No	91.1%	85.2%	88.2%	94.9%	94.3%	96.7%	92.3%	100.0%
Total(n)	5,123	1,227	1,260	1,434	611	569	13	9
<b>In the past year, have you:</b>								
<b>Considered leaving academe for another job?</b>								
Yes	47.9%	43.4%	52.6%	49.9%	49.6%	40.5%	0.0%	55.6%
No	52.1%	56.6%	47.4%	50.1%	50.4%	59.5%	0.0%	44.4%
Total(n)	5,040	1,201	1,253	1,426	595	556	0	9
<b>Considered leaving this institution for another?</b>								
Yes	46.7%	45.1%	51.3%	49.9%	43.5%	34.6%	0.0%	50.0%
No	53.3%	54.9%	48.7%	50.1%	56.5%	65.4%	0.0%	50.0%
Total(n)	5,027	1,194	1,254	1,421	593	557	0	8
<b>Engaged in public service/professional consulting without pay?</b>								
Yes	48.4%	55.0%	50.4%	44.2%	46.8%	42.8%	0.0%	37.5%
No	51.6%	45.0%	49.6%	55.8%	53.2%	57.2%	0.0%	62.5%
Total(n)	5,028	1,193	1,251	1,420	598	558	0	8
<b>Received at least one firm job offer elsewhere?</b>								
Yes	20.4%	13.5%	16.7%	24.5%	26.1%	27.2%	0.0%	12.5%
No	79.6%	86.5%	83.3%	75.5%	73.9%	72.8%	0.0%	87.5%
Total(n)	5,018	1,192	1,249	1,418	595	556	0	8
<b>For each of the following items, please mark either Yes or No.</b>								
<b>Are you a member of a faculty union?</b>								
Yes	14.4%	15.0%	13.6%	10.5%	28.8%	8.7%	0.0%	37.5%
No	85.6%	85.0%	86.4%	89.5%	71.2%	91.3%	0.0%	62.5%
Total(n)	4,998	1,190	1,244	1,410	594	552	0	8
<b>Do you plan to retire within the next three years?</b>								
Yes	10.2%	19.5%	8.8%	3.0%	13.5%	9.1%	0.0%	0.0%
No	89.8%	80.5%	91.2%	97.0%	86.5%	90.9%	0.0%	100.0%
Total(n)	4,991	1,182	1,244	1,416	591	550	0	8
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>								
Yes	15.7%	10.6%	14.6%	15.7%	22.1%	21.7%	0.0%	33.3%
No	84.3%	89.4%	85.4%	84.3%	77.9%	78.3%	0.0%	66.7%
Total(n)	5,003	1,188	1,245	1,416	593	552	0	9
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>								
Yes	26.9%	42.8%	33.8%	15.6%	22.3%	11.6%	0.0%	22.2%
No	73.1%	57.2%	66.2%	84.4%	77.7%	88.4%	0.0%	77.8%
Total(n)	4,998	1,183	1,246	1,416	593	551	0	9
<b>Citizenship status:</b>								
U.S. citizen	95.2%	98.1%	95.7%	90.6%	97.5%	97.2%	61.5%	100.0%
Permanent resident (green card)	3.3%	1.8%	4.1%	5.2%	1.8%	1.2%	7.7%	0.0%
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.3%	0.1%	0.1%	3.8%	0.5%	1.2%	15.4%	0.0%
None of the above	0.2%	0.0%	0.1%	0.3%	0.2%	0.4%	15.4%	0.0%
Total(n)	5,114	1,229	1,256	1,431	606	570	13	9

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>How would you characterize your political views?</b>								
Far right	0.3%	0.3%	0.2%	0.1%	0.2%	0.7%	8.3%	0.0%
Conservative	9.5%	7.8%	8.6%	8.9%	11.6%	13.8%	8.3%	25.0%
Middle-of-the-road	30.1%	25.4%	31.0%	29.4%	33.2%	36.1%	33.3%	62.5%
Liberal	48.7%	55.1%	47.0%	49.3%	46.4%	40.1%	33.3%	12.5%
Far left	11.5%	11.4%	13.2%	12.2%	8.7%	9.3%	16.7%	0.0%
Total(n)	4,982	1,200	1,229	1,396	588	549	12	8
<b>If given the choice, would you:</b>								
<b>Still come to this institution?</b>								
Definitely yes	41.8%	39.4%	33.7%	42.1%	50.6%	55.1%	0.0%	25.0%
Probably yes	36.0%	35.2%	38.1%	38.2%	32.6%	31.3%	0.0%	50.0%
Not sure	14.7%	16.7%	17.4%	13.3%	12.1%	10.5%	0.0%	12.5%
Probably no	4.9%	5.5%	6.7%	4.8%	4.0%	1.2%	0.0%	12.5%
Definitely no	2.6%	3.2%	4.1%	1.7%	0.8%	2.0%	0.0%	0.0%
Total(n)	5,093	1,232	1,256	1,429	605	563	0	8
Mean	4.09	4.02	3.91	4.14	4.28	4.36	.	3.88
Standard deviation	0.99	1.03	1.07	0.94	0.88	0.87	.	0.99
<b>Still be a college professor?</b>								
Definitely yes	55.7%	61.8%	49.2%	53.7%	56.3%	61.7%	0.0%	42.9%
Probably yes	30.6%	27.7%	34.6%	31.4%	28.4%	27.8%	0.0%	57.1%
Not sure	10.1%	7.5%	10.9%	11.9%	10.6%	9.1%	0.0%	0.0%
Probably no	2.9%	2.2%	4.5%	2.6%	3.7%	1.1%	0.0%	0.0%
Definitely no	0.7%	0.7%	0.7%	0.5%	1.0%	0.4%	0.0%	0.0%
Total(n)	5,072	1,220	1,253	1,429	602	561	0	7
Mean	4.38	4.48	4.27	4.35	4.35	4.49	.	4.43
Standard deviation	0.83	0.79	0.88	0.82	0.88	0.73	.	0.53
<b>Please select your base institutional salary.</b>								
Less than \$10,000	0.1%	0.0%	0.1%	0.1%	0.0%	0.8%	0.0%	0.0%
\$10,000-19,999	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
\$20,000-29,999	0.1%	0.1%	0.0%	0.1%	0.7%	0.8%	0.0%	0.0%
\$30,000-39,999	0.8%	0.4%	0.2%	0.5%	3.6%	2.8%	0.0%	16.7%
\$40,000-49,999	3.6%	0.5%	0.6%	1.9%	18.9%	23.0%	0.0%	0.0%
\$50,000-59,999	11.8%	1.4%	6.4%	18.7%	27.0%	27.0%	0.0%	33.3%
\$60,000-69,999	17.2%	6.4%	18.4%	25.3%	13.4%	20.2%	0.0%	16.7%
\$70,000-79,999	15.2%	11.6%	16.3%	17.9%	12.7%	15.3%	0.0%	16.7%
\$80,000-89,999	14.1%	13.7%	17.1%	14.3%	11.7%	3.2%	0.0%	0.0%
\$90,000-99,999	11.4%	13.1%	14.0%	10.2%	6.8%	3.2%	0.0%	0.0%
\$100,000-124,999	15.7%	27.6%	19.9%	7.1%	4.2%	3.6%	0.0%	16.7%
\$125,000-149,999	5.3%	12.6%	4.5%	2.1%	0.7%	0.0%	0.0%	0.0%
\$150,000-199,999	3.1%	8.4%	2.0%	1.0%	0.0%	0.0%	0.0%	0.0%
\$200,000-249,999	1.2%	3.2%	0.3%	0.7%	0.3%	0.0%	0.0%	0.0%
\$250,000-499,999	0.3%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,223	1,113	1,188	1,361	307	248	0	6
<b>Your base institutional salary reported above is based on:</b>								
Less than 9 months	6.7%	5.4%	7.4%	7.7%	4.9%	6.4%	0.0%	0.0%
9/10 months	62.8%	66.4%	63.7%	63.8%	53.8%	48.6%	0.0%	16.7%
11/12 months	30.5%	28.2%	28.9%	28.6%	41.3%	45.0%	0.0%	83.3%
Total(n)	4,242	1,121	1,195	1,366	305	249	0	6
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>								
Less than \$5,000	14.2%	5.6%	11.4%	10.7%	9.1%	21.5%	0.0%	0.0%
\$5,000-9,999	23.9%	25.9%	15.9%	16.1%	20.7%	28.8%	0.0%	50.0%
\$10,000-14,999	17.0%	13.0%	31.8%	16.1%	15.8%	17.0%	0.0%	0.0%
\$15,000-19,999	10.5%	9.3%	0.0%	8.9%	10.9%	12.2%	0.0%	0.0%
\$20,000-24,999	7.6%	11.1%	6.8%	5.4%	7.4%	7.7%	0.0%	0.0%
\$25,000-29,999	4.9%	7.4%	9.1%	5.4%	5.3%	3.5%	0.0%	0.0%
\$30,000-34,999	3.5%	1.9%	0.0%	7.1%	4.9%	2.2%	0.0%	0.0%
\$35,000-39,999	2.9%	5.6%	2.3%	5.4%	3.5%	1.6%	0.0%	0.0%
\$40,000-44,999	2.8%	1.9%	4.5%	3.6%	4.9%	0.6%	0.0%	0.0%
\$45,000-49,999	3.2%	1.9%	2.3%	7.1%	3.9%	1.9%	0.0%	50.0%
\$50,000-59,999	3.9%	5.6%	6.8%	8.9%	4.9%	1.3%	0.0%	0.0%
\$60,000-69,999	1.9%	1.9%	2.3%	0.0%	2.8%	1.3%	0.0%	0.0%
\$70,000-79,999	2.3%	5.6%	0.0%	1.8%	4.2%	0.3%	0.0%	0.0%
\$80,000-89,999	0.7%	1.9%	2.3%	1.8%	0.7%	0.0%	0.0%	0.0%
\$90,000-99,999	0.1%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
\$100,000 or more	0.8%	1.9%	4.5%	1.8%	0.7%	0.0%	0.0%	0.0%
Total(n)	753	54	44	56	285	312	0	2
<b>Per-Course earnings for part-time faculty.</b>								
Less than \$500	2.4%	2.0%	2.6%	0.0%	3.1%	2.0%	10.0%	0.0%
\$500-999	7.6%	2.0%	7.7%	0.0%	9.5%	7.0%	40.0%	0.0%
\$1,000-1,499	9.9%	10.2%	7.7%	5.9%	12.2%	9.3%	0.0%	0.0%
\$1,500-1,999	7.0%	6.1%	5.1%	7.8%	9.5%	4.3%	20.0%	50.0%
\$2,000-2,499	9.0%	10.2%	15.4%	5.9%	8.0%	9.3%	10.0%	0.0%
\$2,500-2,999	9.9%	14.3%	7.7%	17.6%	4.6%	13.3%	0.0%	0.0%
\$3,000-3,499	17.8%	8.2%	20.5%	29.4%	9.5%	24.6%	0.0%	50.0%
\$3,500-3,999	7.8%	6.1%	7.7%	11.8%	4.6%	10.0%	20.0%	0.0%
\$4,000-4,499	5.2%	4.1%	2.6%	2.0%	3.8%	7.6%	0.0%	0.0%
\$4,500-4,999	3.6%	8.2%	2.6%	3.9%	3.4%	3.3%	0.0%	0.0%



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$5,000-5,499	5.6%	14.3%	7.7%	3.9%	7.3%	3.0%	0.0%	0.0%
\$5,500-5,999	2.0%	2.0%	2.6%	0.0%	4.6%	0.0%	0.0%	0.0%
\$6,000-6,499	4.8%	0.0%	0.0%	2.0%	10.3%	2.0%	0.0%	0.0%
\$6,500-6,999	0.8%	2.0%	0.0%	2.0%	1.1%	0.3%	0.0%	0.0%
\$7,000-7,499	1.7%	0.0%	7.7%	2.0%	2.3%	0.7%	0.0%	0.0%
\$7,500-7,999	0.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%
\$8,000-8,499	1.3%	0.0%	0.0%	2.0%	2.3%	0.7%	0.0%	0.0%
\$8,500-8,999	0.3%	4.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$9,000-9,499	0.1%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
\$9,500-9,999	0.3%	0.0%	0.0%	0.0%	0.4%	0.3%	0.0%	0.0%
\$10,000 or more	2.7%	6.1%	2.6%	3.9%	3.1%	1.7%	0.0%	0.0%
<b>Total(n)</b>	<b>714</b>	<b>49</b>	<b>39</b>	<b>51</b>	<b>262</b>	<b>301</b>	<b>10</b>	<b>2</b>
<b>Highest Degree Earned</b>								
Bachelor's (B.A., B.S., etc.)	1.0%	0.2%	0.3%	0.1%	2.1%	3.5%	76.9%	0.0%
Master's (M.A., M.S.)	19.8%	4.1%	7.2%	15.8%	50.1%	58.9%	23.1%	37.5%
Terminal Master's (M.F.A., M.B.A.)	5.3%	4.0%	4.2%	5.6%	7.9%	7.3%	0.0%	0.0%
J.D.	1.4%	2.2%	1.4%	1.3%	0.7%	0.9%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.7%	0.7%	0.6%	1.1%	0.2%	0.7%	0.0%	0.0%
Ph.D.	59.7%	78.3%	73.4%	61.8%	28.6%	18.6%	0.0%	25.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	10.8%	9.8%	11.7%	12.9%	9.0%	7.4%	0.0%	37.5%
Other	1.4%	0.8%	1.2%	1.4%	1.5%	2.7%	0.0%	0.0%
<b>Total(n)</b>	<b>5,099</b>	<b>1,227</b>	<b>1,250</b>	<b>1,428</b>	<b>609</b>	<b>564</b>	<b>13</b>	<b>8</b>
<b>Degree Currently Working On</b>								
Bachelor's (B.A., B.S., etc.)	0.1%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%
Master's (M.A., M.S.)	1.6%	0.6%	0.8%	0.8%	2.9%	3.8%	100.0%	0.0%
Terminal Master's (M.F.A., M.B.A.)	0.2%	0.0%	0.2%	0.2%	0.3%	0.4%	0.0%	0.0%
J.D.	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Ph.D.	3.5%	1.6%	2.0%	4.3%	5.6%	6.9%	0.0%	0.0%
Professional Doctorate (Ed.D., Psy.D., etc.)	1.6%	0.4%	0.6%	2.2%	2.6%	4.0%	0.0%	0.0%
Other	0.9%	0.7%	0.8%	0.9%	1.2%	1.6%	0.0%	0.0%
None	92.0%	96.5%	95.4%	91.4%	87.4%	83.2%	0.0%	100.0%
<b>Total(n)</b>	<b>4,973</b>	<b>1,180</b>	<b>1,226</b>	<b>1,403</b>	<b>588</b>	<b>554</b>	<b>13</b>	<b>9</b>
<b>Are you currently serving in an administrative position as:</b>								
Department chair	8.0%	15.7%	13.3%	3.7%	1.2%	1.3%	0.0%	0.0%
Not marked	92.0%	84.3%	86.7%	96.3%	98.8%	98.7%	100.0%	100.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
Dean (including Associate or Assistant)	2.3%	5.8%	2.9%	0.6%	0.5%	0.4%	0.0%	0.0%
Not marked	97.7%	94.2%	97.1%	99.4%	99.5%	99.6%	100.0%	100.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
Vice-president	0.1%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Not marked	99.9%	99.7%	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
Provost	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Not marked	99.9%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
Other	10.9%	14.4%	16.9%	7.7%	5.8%	5.8%	0.0%	30.0%
Not marked	89.1%	85.6%	83.1%	92.3%	94.2%	94.2%	100.0%	70.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
Not applicable	51.7%	41.0%	43.7%	59.9%	62.2%	58.4%	0.0%	50.0%
Not marked	48.3%	59.0%	56.3%	40.1%	37.8%	41.6%	100.0%	50.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>								
Native American/Alaska Native	1.0%	1.0%	0.6%	1.0%	1.6%	1.4%	5.6%	0.0%
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.4%	3.8%	3.5%	3.8%	3.6%	1.5%	0.0%	10.0%
Filipina/o/x	0.5%	0.1%	0.7%	0.6%	0.9%	0.2%	0.0%	0.0%
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.4%	0.4%	0.6%	0.2%	0.6%	0.5%	0.0%	0.0%
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.1%	0.9%	1.1%	1.5%	0.8%	0.9%	11.1%	0.0%
Other Asian	0.3%	0.4%	0.2%	0.2%	0.3%	0.2%	0.0%	0.0%
African American/Black	2.8%	2.2%	2.4%	3.5%	3.1%	2.4%	0.0%	10.0%
African	0.4%	0.2%	0.4%	0.7%	0.2%	0.6%	0.0%	0.0%
Caribbean	0.3%	0.3%	0.3%	0.4%	0.3%	0.0%	0.0%	0.0%
Other Black	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.1%	0.1%	0.2%	0.1%	0.5%	0.0%	0.0%	0.0%
Mexican American/Chicana/o/e/x	1.8%	1.4%	1.8%	1.8%	3.0%	1.5%	0.0%	0.0%
Puerto Rican	0.5%	0.3%	0.6%	0.6%	0.5%	0.8%	0.0%	0.0%
Central American	0.2%	0.1%	0.4%	0.3%	0.1%	0.2%	5.6%	0.0%
South American	0.9%	1.1%	0.6%	1.3%	0.8%	0.6%	0.0%	0.0%
Other Hispanic or Latina/o/e/x	1.2%	1.0%	1.2%	1.3%	2.1%	0.6%	0.0%	0.0%
Middle Eastern	1.2%	1.0%	1.2%	1.5%	1.5%	0.5%	11.1%	0.0%
European	53.7%	60.5%	56.3%	51.8%	48.6%	46.2%	33.3%	50.0%
Other White	8.8%	6.4%	9.1%	8.6%	8.9%	12.6%	11.1%	10.0%
Other	1.1%	1.2%	1.2%	1.0%	1.3%	0.5%	5.6%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Total(n)</b>	6,807	1,539	1,612	1,915	863	850	18	10
<b>Race/Ethnicity Group (with multiple race category)</b>								
Native American/Alaska Native	0.3%	0.3%	0.1%	0.4%	0.0%	0.5%	0.0%	0.0%
Asian/Pacific Islander	6.1%	6.0%	6.3%	6.6%	7.3%	2.7%	18.2%	12.5%
Black/African American	3.7%	2.8%	3.1%	5.2%	3.7%	3.1%	0.0%	12.5%
Latina/o/e/x	3.7%	3.3%	3.6%	4.3%	4.2%	2.9%	0.0%	0.0%
White	80.1%	82.8%	81.1%	77.1%	76.0%	84.1%	63.6%	75.0%
Other Race/Ethnicity	0.9%	1.1%	0.9%	0.7%	1.0%	0.7%	0.0%	0.0%
Two or More Races/Ethnicities	5.3%	3.7%	4.8%	5.6%	7.8%	5.9%	18.2%	0.0%
<b>Total (n)</b>	4,962	1,195	1,217	1,384	600	547	11	8
<b>Is English your native language?</b>								
Yes	90.7%	91.1%	91.2%	88.5%	91.3%	94.2%	61.5%	88.9%
No	9.3%	8.9%	8.8%	11.5%	8.7%	5.8%	38.5%	11.1%
<b>Total(n)</b>	5,082	1,221	1,249	1,418	606	566	13	9
<b>What is your sexual orientation?</b>								
Heterosexual/straight	88.8%	90.7%	88.0%	87.5%	88.6%	89.8%	91.7%	100.0%
Gay	0.2%	0.3%	0.2%	0.1%	0.2%	0.0%	0.0%	0.0%
Lesbian	2.5%	2.8%	2.9%	1.9%	2.7%	2.2%	0.0%	0.0%
Bisexual	4.2%	2.8%	3.4%	6.4%	3.9%	3.6%	8.3%	0.0%
Queer	1.9%	1.3%	2.6%	1.9%	1.2%	2.2%	0.0%	0.0%
Pansexual	0.9%	0.3%	0.7%	1.2%	1.5%	1.3%	0.0%	0.0%
Asexual	0.6%	0.4%	1.1%	0.6%	0.7%	0.2%	0.0%	0.0%
Not listed above	1.0%	1.5%	1.1%	0.4%	1.2%	0.7%	0.0%	0.0%
<b>Total (n)</b>	4,968	1,199	1,223	1,387	589	550	12	8
<b>Do you identify as transgender?</b>								
No	99.9%	99.9%	99.9%	100.0%	99.9%	99.9%	100.0%	100.0%
Yes	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%
<b>Total(n)</b>	6,789	1,531	1,609	1,913	861	847	18	10
<b>How many children do you have in the following age ranges?</b>								
<b>Under 18 years old</b>								
0	57.1%	62.1%	50.2%	54.7%	64.1%	60.4%	100.0%	75.0%
1	17.8%	18.1%	19.1%	18.1%	15.2%	16.8%	0.0%	12.5%
2	18.4%	15.9%	22.2%	18.4%	15.7%	17.8%	0.0%	12.5%
3	5.1%	3.2%	6.3%	6.5%	3.3%	4.3%	0.0%	0.0%
4+	1.6%	0.7%	2.3%	2.2%	1.7%	0.6%	0.0%	0.0%
<b>Total(n)</b>	4,370	974	1,104	1,286	521	465	12	8
<b>18 years or older</b>								
0	56.0%	41.4%	59.8%	71.5%	52.2%	45.9%	92.3%	28.6%
1	14.0%	19.6%	12.6%	9.3%	15.3%	15.4%	0.0%	28.6%
2	18.7%	26.8%	16.9%	11.1%	20.0%	23.0%	0.0%	14.3%
3	6.8%	8.1%	6.6%	4.4%	8.1%	8.8%	7.7%	14.3%
4+	4.4%	4.0%	4.0%	3.8%	4.5%	7.0%	0.0%	14.3%
<b>Total(n)</b>	4,342	1,070	1,038	1,195	531	488	13	7
<b>How satisfied are you with the availability of child care at this institution?</b>								
Very satisfied	4.9%	6.2%	1.7%	4.3%	8.5%	13.9%	0.0%	100.0%
Satisfied	10.5%	14.1%	9.4%	8.6%	12.7%	11.1%	0.0%	0.0%
Marginally satisfied	12.4%	14.5%	9.9%	12.9%	12.7%	15.3%	0.0%	0.0%
Not satisfied	72.1%	65.1%	79.0%	74.2%	66.2%	59.7%	0.0%	0.0%
<b>Total(n)</b>	1,062	241	352	325	71	72	0	1
Mean	1.48	1.61	1.34	1.43	1.63	1.79	.	4.00
Standard deviation	0.87	0.95	0.72	0.82	1.00	1.11	.	.
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>								
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,000 - \$39,999	0.6%	0.0%	0.1%	0.5%	4.3%	2.5%	0.0%	0.0%
\$40,000 - \$49,999	4.1%	0.4%	0.7%	2.1%	29.4%	28.9%	0.0%	0.0%
\$50,000 - \$59,999	13.1%	1.4%	7.5%	21.6%	33.7%	28.9%	0.0%	100.0%
\$60,000 - \$69,999	19.3%	7.3%	21.3%	29.1%	12.3%	18.2%	0.0%	0.0%
\$70,000 - \$79,999	15.6%	13.6%	19.3%	15.7%	6.7%	16.5%	0.0%	0.0%
\$80,000 - \$89,999	14.6%	17.3%	17.1%	13.2%	6.7%	3.3%	0.0%	0.0%
\$90,000 - \$99,999	11.0%	13.5%	13.5%	9.7%	2.5%	1.7%	0.0%	0.0%
\$100,000 - \$124,999	14.1%	26.9%	16.1%	5.4%	3.7%	0.0%	0.0%	0.0%
\$125,000 - \$149,999	4.2%	10.5%	2.9%	1.4%	0.6%	0.0%	0.0%	0.0%
\$150,000 - \$199,999	2.3%	6.7%	0.8%	0.7%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	0.9%	1.9%	0.5%	0.7%	0.0%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total(n)</b>	2,643	736	756	866	163	121	0	1
Mean	8.54	10.05	8.72	7.82	6.40	6.34	.	6.00
Standard deviation	2.11	1.86	1.78	1.74	1.69	1.30	.	.
<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%	0.0%	0.0%	0.0%
\$10,000 - \$19,999	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
\$20,000 - \$29,999	0.2%	0.0%	0.0%	0.0%	1.6%	0.9%	0.0%	0.0%
\$30,000 - \$39,999	1.1%	1.0%	0.3%	0.5%	2.4%	3.6%	0.0%	25.0%
\$40,000 - \$49,999	2.7%	1.0%	0.3%	1.8%	4.0%	17.1%	0.0%	0.0%
\$50,000 - \$59,999	9.4%	1.6%	4.1%	12.9%	19.0%	24.3%	0.0%	0.0%

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$60,000 - \$69,999	13.7%	3.8%	12.3%	19.3%	14.3%	24.3%	0.0%	25.0%
\$70,000 - \$79,999	14.7%	7.1%	10.3%	23.2%	19.8%	14.4%	0.0%	25.0%
\$80,000 - \$89,999	13.6%	6.7%	18.5%	16.8%	18.3%	1.8%	0.0%	0.0%
\$90,000 - \$99,999	12.3%	13.1%	16.1%	10.1%	13.5%	5.4%	0.0%	0.0%
\$100,000 - \$124,999	18.5%	29.8%	27.0%	9.0%	5.6%	8.1%	0.0%	25.0%
\$125,000 - \$149,999	6.9%	16.7%	6.5%	3.6%	0.8%	0.0%	0.0%	0.0%
\$150,000 - \$199,999	4.8%	12.2%	4.7%	1.8%	0.0%	0.0%	0.0%	0.0%
\$200,000 - \$249,999	1.7%	5.8%	0.0%	0.8%	0.8%	0.0%	0.0%	0.0%
\$250,000 - \$499,999	0.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	1,282	312	341	388	126	111	0	4
Mean	9.11	10.80	9.58	8.38	7.88	6.94	.	7.50
Standard deviation	2.27	2.05	1.82	1.90	1.92	1.85	.	2.89
<b>Please enter the four-digit year that each of the following occurred.</b>								
<b>Year of birth</b>								
1995 or later	0.9%	0.0%	0.3%	0.9%	1.6%	2.0%	46.2%	0.0%
1986 - 1995	12.6%	0.4%	4.0%	28.6%	13.1%	15.4%	30.8%	0.0%
1981 - 1985	14.1%	3.3%	17.9%	22.4%	11.0%	11.7%	0.0%	16.7%
1976 - 1980	15.9%	10.1%	23.6%	16.2%	16.0%	11.0%	7.7%	0.0%
1971 - 1975	13.5%	17.3%	15.4%	10.4%	9.8%	13.3%	7.7%	16.7%
1966 - 1970	14.6%	21.2%	15.0%	9.0%	15.0%	14.3%	0.0%	0.0%
1961 - 1965	12.1%	20.4%	10.4%	6.3%	13.6%	11.3%	7.7%	33.3%
1956 - 1960	9.3%	15.0%	8.6%	3.9%	9.5%	12.4%	0.0%	16.7%
1951 - 1955	4.7%	8.0%	3.9%	1.3%	6.6%	5.7%	0.0%	0.0%
1946 - 1950	1.8%	2.9%	0.9%	0.9%	3.1%	2.6%	0.0%	16.7%
1922 - 1945	0.5%	1.4%	0.1%	0.1%	0.7%	0.4%	0.0%	0.0%
Earlier than 1922	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	4,788	1,136	1,157	1,349	580	547	13	6
<b>Year of first academic appointment:</b>								
1982 or earlier	1.3%	3.4%	0.8%	0.3%	1.5%	0.8%	0.0%	12.5%
1983 - 1987	1.8%	4.5%	1.8%	0.2%	1.0%	1.5%	0.0%	0.0%
1988 - 1992	3.9%	10.1%	2.8%	1.1%	3.5%	1.8%	0.0%	0.0%
1993 - 1997	6.1%	15.1%	5.9%	1.5%	3.8%	3.3%	0.0%	0.0%
1998 - 2002	10.4%	23.6%	9.2%	2.8%	10.2%	6.6%	0.0%	12.5%
2003 - 2007	12.9%	22.5%	17.4%	3.7%	11.4%	10.1%	0.0%	12.5%
2008 - 2012	16.1%	13.8%	27.4%	10.7%	15.2%	11.8%	0.0%	50.0%
2013 - 2017	20.2%	3.4%	28.9%	26.2%	21.0%	20.1%	0.0%	0.0%
2018 or later	27.2%	3.6%	6.0%	53.5%	32.2%	43.9%	100.0%	12.5%
Total(n)	6,752	1,526	1,594	1,901	860	845	18	8
<b>Year of appointment at present institution</b>								
1982 or earlier	0.5%	1.7%	0.3%	0.1%	0.4%	0.0%	0.0%	0.0%
1983 - 1987	0.9%	2.3%	0.8%	0.1%	0.2%	0.7%	0.0%	12.5%
1988 - 1992	2.6%	6.8%	2.2%	0.6%	1.8%	1.3%	0.0%	0.0%
1993 - 1997	4.2%	11.3%	3.2%	0.9%	2.5%	2.4%	0.0%	0.0%
1998 - 2002	7.9%	20.0%	6.8%	1.1%	7.1%	4.9%	0.0%	12.5%
2003 - 2007	11.3%	24.3%	12.0%	2.5%	11.1%	6.7%	0.0%	12.5%
2008 - 2012	14.2%	16.8%	23.7%	5.3%	14.4%	11.8%	0.0%	37.5%
2013 - 2017	22.3%	7.4%	38.8%	21.1%	22.6%	21.0%	0.0%	0.0%
2018 or later	36.1%	9.3%	12.1%	68.4%	39.9%	51.2%	100.0%	25.0%
Total(n)	6,633	1,490	1,575	1,886	835	821	18	8
<b>If tenured, year tenure was awarded</b>								
1982 or earlier	0.1%	0.2%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%
1983 - 1987	0.6%	1.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
1988 - 1992	1.2%	2.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
1993 - 1997	4.1%	6.1%	2.0%	4.0%	0.0%	0.0%	0.0%	0.0%
1998 - 2002	6.7%	10.9%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%
2003 - 2007	12.5%	19.1%	5.9%	5.3%	28.6%	0.0%	0.0%	0.0%
2008 - 2012	17.3%	25.8%	8.9%	8.0%	14.3%	0.0%	0.0%	0.0%
2013 - 2017	24.2%	25.3%	23.9%	9.3%	28.6%	0.0%	0.0%	100.0%
2018 or later	33.3%	9.6%	56.2%	72.0%	28.6%	100.0%	0.0%	0.0%
Total(n)	2,478	1,238	1,156	75	7	1	0	1
<b>Aggregated Major</b>								
Agriculture or Forestry (General Area 1)	0.4%	0.3%	0.6%	0.4%	0.2%	0.7%	0.0%	0.0%
Biological Sciences (General Area 5)	6.3%	7.3%	7.1%	6.6%	4.7%	3.4%	23.1%	0.0%
Business (General Area 6)	4.9%	4.1%	5.0%	4.9%	4.7%	6.8%	0.0%	0.0%
Education (General Area 10 and Specific Discipline 2102)	14.1%	12.7%	12.0%	12.3%	18.9%	20.9%	15.4%	42.9%
Engineering (General Area 11)	1.6%	1.9%	1.7%	2.0%	1.0%	0.4%	0.0%	0.0%
English (General Area 12)	6.0%	7.5%	5.1%	4.4%	7.7%	6.8%	23.1%	14.3%
Health-related (General Area 15)	12.7%	7.8%	13.5%	17.3%	9.8%	13.2%	0.0%	0.0%
History or Political Science (Specific Discipline 3007,3009)	3.2%	3.7%	4.6%	2.8%	1.9%	1.3%	7.7%	0.0%
Humanities (General Area 14,24)	6.2%	7.8%	6.0%	5.4%	6.7%	4.8%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	6.4%	7.0%	5.3%	6.1%	8.6%	5.9%	7.7%	0.0%
Mathematics or Statistics (General Area 18)	3.0%	3.1%	3.0%	2.8%	2.7%	3.8%	0.0%	0.0%
Physical Sciences (General Area 25)	3.9%	4.8%	4.8%	3.8%	2.4%	2.0%	0.0%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.2%	17.0%	15.8%	15.3%	13.1%	12.7%	0.0%	14.3%
Other Technical (General Area 8,19,28)	1.7%	1.4%	1.2%	2.3%	1.5%	1.6%	23.1%	14.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.4%	13.7%	14.4%	13.6%	16.2%	15.9%	0.0%	14.3%
Total(n)	4,981	1,186	1,218	1,403	594	560	13	7

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Aggregated Department</b>								
Agriculture or Forestry (General Area 1)	0.3%	0.3%	0.2%	0.2%	0.0%	0.7%	0.0%	0.0%
Biological Sciences (General Area 5)	5.6%	6.3%	6.5%	5.7%	4.6%	2.5%	30.8%	0.0%
Business (General Area 6)	6.2%	5.5%	5.9%	5.8%	6.4%	8.7%	0.0%	20.0%
Education (General Area 10 and Specific Discipline 2102)	9.5%	8.7%	8.6%	8.5%	11.7%	13.2%	7.7%	0.0%
Engineering (General Area 11)	1.4%	1.2%	1.5%	2.1%	1.2%	0.2%	0.0%	0.0%
English (General Area 12)	6.0%	7.7%	5.5%	3.9%	7.3%	6.7%	23.1%	20.0%
Health-related (General Area 15)	15.0%	10.0%	15.9%	20.7%	11.4%	13.6%	7.7%	0.0%
History or Political Science (Specific Discipline 3007,3009)	2.9%	3.7%	4.2%	2.3%	1.9%	0.9%	7.7%	0.0%
Humanities (General Area 14,24)	6.0%	7.2%	6.1%	5.2%	7.1%	3.8%	0.0%	0.0%
Fine Arts (General Area 2,4,22)	6.8%	7.2%	5.9%	6.3%	9.8%	6.3%	0.0%	0.0%
Mathematics or Statistics (General Area 18)	3.6%	3.1%	3.1%	3.5%	4.2%	5.4%	0.0%	20.0%
Physical Sciences (General Area 25)	4.2%	5.0%	4.8%	4.1%	2.5%	3.3%	0.0%	0.0%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.3%	16.1%	14.5%	13.6%	13.1%	13.0%	0.0%	20.0%
Other Technical (General Area 8,19,28)	1.9%	1.6%	1.2%	2.4%	1.9%	2.4%	23.1%	0.0%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	16.4%	16.3%	16.0%	15.7%	16.9%	19.3%	0.0%	20.0%
<b>Total(n)</b>	<b>4,938</b>	<b>1,175</b>	<b>1,205</b>	<b>1,397</b>	<b>590</b>	<b>553</b>	<b>13</b>	<b>5</b>
<b>Faculty works in a STEM department</b>								
Yes	21.5%	19.9%	23.2%	25.3%	16.1%	17.5%	44.4%	10.0%
No	78.5%	80.1%	76.8%	74.7%	83.9%	82.5%	55.6%	90.0%
<b>Total(n)</b>	<b>6,807</b>	<b>1,539</b>	<b>1,612</b>	<b>1,915</b>	<b>863</b>	<b>850</b>	<b>18</b>	<b>10</b>
<b>CIRP Construct: Civic Minded Values</b>								
Mean Score	57.84	57.56	57.82	58.26	57.87	57.42	.	54.88
High Construct Group Score	62.6%	62.2%	61.3%	64.6%	63.8%	59.8%	0.0%	50.0%
Average Construct Score Group	32.4%	32.2%	33.6%	31.0%	30.3%	35.6%	0.0%	40.0%
Low Construct Score Group	5.0%	5.5%	5.0%	4.4%	5.9%	4.6%	0.0%	10.0%
<b>CIRP Construct: Civic Minded Practices</b>								
Mean Score	49.38	50.24	50.7	49.36	47.73	47.03	48.1	48.91
High Construct Group Score	28.8%	32.1%	35.1%	28.9%	21.6%	18.4%	13.3%	20.0%
Average Construct Score Group	36.9%	37.5%	36.7%	38.0%	35.9%	33.9%	86.7%	40.0%
Low Construct Score Group	34.3%	30.4%	28.2%	33.1%	42.5%	47.7%	0.0%	40.0%
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>								
Mean Score	46.87	45.91	45.3	46.9	48.61	50.45	.	43.4
High Construct Group Score	20.2%	16.8%	15.0%	20.4%	25.3%	32.6%	0.0%	22.2%
Average Construct Score Group	41.3%	40.2%	40.0%	40.1%	44.4%	45.9%	0.0%	11.1%
Low Construct Score Group	38.5%	42.9%	45.0%	39.5%	30.3%	21.5%	0.0%	66.7%
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>								
Mean Score	50.48	49.28	49.73	51	51.42	52.5	.	51.51
High Construct Group Score	33.3%	28.1%	31.4%	34.2%	38.0%	42.2%	0.0%	28.6%
Average Construct Score Group	41.2%	43.1%	39.6%	42.2%	38.2%	40.7%	0.0%	57.1%
Low Construct Score Group	25.5%	28.8%	29.0%	23.6%	23.8%	17.1%	0.0%	14.3%
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>								
Mean Score	52.13	51.48	51.49	52.24	53.69	53.06	.	52.28
High Construct Group Score	38.6%	34.7%	37.1%	38.5%	45.5%	43.2%	0.0%	40.0%
Average Construct Score Group	38.3%	40.1%	37.4%	38.4%	36.7%	38.2%	0.0%	40.0%
Low Construct Score Group	23.1%	25.2%	25.5%	23.1%	17.8%	18.6%	0.0%	20.0%
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>								
Mean Score	44.3	43.83	43.61	44.45	45.63	45.11	.	48.11
High Construct Group Score	9.7%	9.4%	8.6%	9.5%	13.9%	8.9%	0.0%	22.2%
Average Construct Score Group	35.6%	32.7%	34.0%	36.7%	37.6%	40.7%	0.0%	33.3%
Low Construct Score Group	54.7%	57.9%	57.4%	53.8%	48.5%	50.4%	0.0%	44.4%
<b>CIRP Construct: Mentor Self-Efficacy</b>								
Mean Score	50.42	51.4	50.67	49.92	51	48.7	.	48.94
High Construct Group Score	29.4%	32.8%	29.8%	25.3%	36.0%	27.7%	0.0%	25.0%
Average Construct Score Group	45.3%	45.2%	47.2%	48.2%	39.5%	36.9%	0.0%	50.0%
Low Construct Score Group	25.3%	22.0%	23.0%	26.5%	24.6%	35.4%	0.0%	25.0%
<b>CIRP Construct: Student-Centered Pedagogy</b>								
Mean Score	53.01	52.54	53.14	53.42	53.26	52.39	54.15	52.63
High Construct Group Score	40.3%	36.7%	40.5%	42.3%	42.4%	39.8%	40.0%	33.3%
Average Construct Score Group	43.6%	47.0%	44.3%	44.5%	38.7%	39.7%	33.3%	33.3%
Low Construct Score Group	16.1%	16.3%	15.2%	13.2%	18.9%	20.5%	26.7%	33.3%
<b>CIRP Construct: Scholarly Productivity</b>								
Mean Score	48.59	53.93	51.44	47.96	42.47	41.05	40.49	43.17
High Construct Group Score	26.1%	48.0%	35.1%	20.4%	5.3%	3.2%	0.0%	11.1%
Average Construct Score Group	40.8%	38.1%	47.4%	49.0%	30.8%	25.1%	25.0%	33.3%
Low Construct Score Group	33.0%	13.9%	17.5%	30.6%	63.8%	71.7%	75.0%	55.6%
<b>CIRP Construct: Sense of a Respectful Work Environment</b>								
Mean Score	49.71	49.7	49.65	50.7	47.87	49.45	.	42.08
High Construct Group Score	33.7%	34.5%	33.3%	37.2%	26.3%	32.6%	0.0%	20.0%
Average Construct Score Group	30.5%	31.1%	31.0%	30.5%	29.8%	29.6%	0.0%	10.0%
Low Construct Score Group	35.7%	34.4%	35.7%	32.3%	43.9%	37.8%	0.0%	70.0%
<b>CIRP Construct: Satisfaction with Compensation</b>								
Mean Score	48.32	49.71	48.35	48.97	46.56	45.63	.	43.54
High Construct Group Score	17.9%	22.3%	16.1%	18.2%	17.4%	12.3%	0.0%	0.0%
Average Construct Score Group	48.0%	49.3%	49.8%	52.0%	39.6%	40.0%	0.0%	44.4%
Low Construct Score Group	34.1%	28.4%	34.1%	29.7%	43.0%	47.7%	0.0%	55.6%
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>								
Mean Score	49.08	49.38	48.41	49.36	48.74	49.68	.	44.54
High Construct Group Score	25.2%	27.5%	21.2%	25.8%	25.4%	27.4%	0.0%	11.1%

								Graduate Student / Teaching Assistant	No Response
	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor			
Average Construct Score Group	45.1%	44.2%	46.8%	45.3%	42.2%	45.5%	0.0%	44.4%	
Low Construct Score Group	29.7%	28.3%	31.9%	28.9%	32.5%	27.1%	0.0%	44.4%	
<b>CIRP Construct: Science Identity</b>									
Mean Score	62.6	64.93	65.54	63.14	56.73	52.82	.	.	
High Construct Group Score	56.3%	56.0%	62.4%	61.6%	45.5%	34.3%	0.0%	0.0%	
Average Construct Score Group	17.3%	18.0%	15.3%	12.3%	27.3%	28.6%	0.0%	0.0%	
Low Construct Score Group	26.4%	26.0%	22.4%	26.0%	27.3%	37.1%	0.0%	0.0%	
<b>CIRP Construct: Science Self-Efficacy</b>									
Mean Score	48.2	48.81	51.46	46.98	44.36	43.23	.	.	
High Construct Group Score	23.5%	23.9%	37.7%	15.9%	9.1%	9.7%	0.0%	0.0%	
Average Construct Score Group	43.6%	47.8%	36.4%	49.3%	45.5%	41.9%	0.0%	0.0%	
Low Construct Score Group	32.9%	28.3%	26.0%	34.8%	45.5%	48.4%	0.0%	0.0%	
<b>CIRP Construct: Career-Related Stress</b>									
Mean Score	51.59	52.43	54.67	53.04	46.59	44.38	.	52.15	
High Construct Group Score	36.5%	37.8%	49.8%	40.4%	18.3%	13.6%	0.0%	33.3%	
Average Construct Score Group	40.9%	43.6%	39.1%	44.0%	39.0%	33.6%	0.0%	33.3%	
Low Construct Score Group	22.5%	18.5%	11.2%	15.7%	42.7%	52.7%	0.0%	33.3%	
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>									
Mean Score	54.66	54.01	54.49	54.98	55.04	55.19	.	51.09	
High Construct Group Score	45.1%	40.2%	45.5%	48.4%	45.4%	46.2%	0.0%	20.0%	
Average Construct Score Group	47.4%	51.6%	46.4%	44.3%	46.7%	48.9%	0.0%	70.0%	
Low Construct Score Group	7.5%	8.2%	8.1%	7.3%	7.9%	4.9%	0.0%	10.0%	

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>All Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents</b>	211	41	53	78	23	16		
<b>What is your current gender identity?</b>								
Man	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Woman	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Non-binary	48.8%	51.2%	30.2%	67.9%	21.7%	50.0%		
Genderqueer/Gender non-conforming	51.2%	48.8%	69.8%	32.1%	78.3%	50.0%		
Not listed above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total (n)	211	41	53	78	23	16		
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>								
Yes	89.6%	92.7%	100.0%	97.4%	56.5%	56.3%		
No	10.4%	7.3%	0.0%	2.6%	43.5%	43.8%		
Total(n)	211	41	53	78	23	16		
<b>What is your present academic rank?</b>								
Professor	19.4%	100.0%	0.0%	0.0%	0.0%	0.0%		
Associate Professor	25.1%	0.0%	100.0%	0.0%	0.0%	0.0%		
Assistant Professor	37.0%	0.0%	0.0%	100.0%	0.0%	0.0%		
Lecturer	10.9%	0.0%	0.0%	0.0%	100.0%	0.0%		
Instructor	7.6%	0.0%	0.0%	0.0%	0.0%	100.0%		
Graduate Student/Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	211	41	53	78	23	16		
<b>What is your tenure status at this institution?</b>								
Tenured	36.2%	75.6%	83.0%	1.3%	0.0%	0.0%		
On tenure track, but not tenured	24.8%	0.0%	5.7%	62.8%	0.0%	0.0%		
Not on tenure track, but institution has tenure system	33.3%	24.4%	7.5%	29.5%	100.0%	68.8%		
Institution has no tenure system	5.7%	0.0%	3.8%	6.4%	0.0%	31.3%		
Total(n)	210	41	53	78	22	16		
<b>Are you retired from this institution?</b>								
Yes	0.5%	2.5%	0.0%	0.0%	0.0%	0.0%		
No	99.5%	97.5%	100.0%	100.0%	100.0%	100.0%		
Total(n)	209	40	53	78	22	16		
<b>What is your principal activity in your current position at this institution?</b>								
Administration	2.4%	2.5%	3.8%	1.3%	0.0%	6.3%		
Teaching	88.0%	92.5%	79.2%	89.7%	100.0%	81.3%		
Research	7.2%	2.5%	13.2%	7.7%	0.0%	6.3%		
Services to clients and patients	1.0%	0.0%	3.8%	0.0%	0.0%	0.0%		
Other	1.4%	2.5%	0.0%	1.3%	0.0%	6.3%		
Total(n)	209	40	53	78	22	16		
<b>PART-TIME ONLY</b>								
<b>If given the choice, I would prefer to work full-time at this institution</b>								
Yes	78.6%	100.0%	0.0%	100.0%	77.8%	66.7%		
No	21.4%	0.0%	0.0%	0.0%	22.2%	33.3%		
Total(n)	14	1	0	1	9	3		
<b>Have you ever sought a full-time teaching position at this or another institution?</b>								
Yes	64.3%	0.0%	0.0%	100.0%	66.7%	66.7%		
No	35.7%	100.0%	0.0%	0.0%	33.3%	33.3%		
Total(n)	14	1	0	1	9	3		
<b>If yes above, how long ago did you pursue a full-time position?</b>								
Currently seeking a position	55.6%	0.0%	0.0%	0.0%	66.7%	50.0%		
Within the last year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
1 to 2 years ago	11.1%	0.0%	0.0%	0.0%	0.0%	50.0%		
3 to 5 years ago	22.2%	0.0%	0.0%	100.0%	16.7%	0.0%		
More than 5 years ago	11.1%	0.0%	0.0%	0.0%	16.7%	0.0%		
Total(n)	9	0	0	1	6	2		
<b>Is your full-time professional career outside academia?</b>								
Yes	21.4%	0.0%	0.0%	0.0%	22.2%	33.3%		
No	78.6%	100.0%	0.0%	100.0%	77.8%	66.7%		
Total(n)	14	1	0	1	9	3		
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>								
<b>My part-time position is an important source of income for me</b>								
Strongly Agree	78.6%	100.0%	0.0%	100.0%	77.8%	66.7%		
Somewhat Agree	14.3%	0.0%	0.0%	0.0%	22.2%	0.0%		
Somewhat Disagree	7.1%	0.0%	0.0%	0.0%	0.0%	33.3%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.71	4.00	.	4.00	3.78	3.33		
Standard deviation	0.61	.	.	.	0.44	1.15		
<b>Compensation is not a major consideration in my decision to teach part-time</b>								
Strongly Agree	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Somewhat Agree	14.3%	0.0%	0.0%	0.0%	11.1%	33.3%		
Somewhat Disagree	57.1%	100.0%	0.0%	100.0%	44.4%	66.7%		
Strongly Disagree	21.4%	0.0%	0.0%	0.0%	33.3%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	2.07	2.00	.	2.00	2.00	2.33		
Standard deviation	0.83	.	.	.	1.00	0.58		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Part-time teaching is a stepping-stone to a full-time position</b>								
Strongly Agree	15.4%	100.0%	0.0%	0.0%	0.0%	33.3%		
Somewhat Agree	53.8%	0.0%	0.0%	0.0%	62.5%	66.7%		
Somewhat Disagree	7.7%	0.0%	0.0%	100.0%	0.0%	0.0%		
Strongly Disagree	23.1%	0.0%	0.0%	0.0%	37.5%	0.0%		
Total(n)	13	1	0	1	8	3		
Mean	2.62	4.00	.	2.00	2.25	3.33		
Standard deviation	1.04	.	.	.	1.04	0.58		
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>								
Strongly Agree	21.4%	0.0%	0.0%	0.0%	22.2%	33.3%		
Somewhat Agree	21.4%	100.0%	0.0%	100.0%	11.1%	0.0%		
Somewhat Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Strongly Disagree	57.1%	0.0%	0.0%	0.0%	66.7%	66.7%		
Total(n)	14	1	0	1	9	3		
Mean	2.07	3.00	.	3.00	1.89	2.00		
Standard deviation	1.33	.	.	.	1.36	1.73		
<b>Teaching part-time fits my current lifestyle</b>								
Strongly Agree	21.4%	0.0%	0.0%	0.0%	33.3%	0.0%		
Somewhat Agree	42.9%	0.0%	0.0%	0.0%	33.3%	100.0%		
Somewhat Disagree	14.3%	100.0%	0.0%	100.0%	0.0%	0.0%		
Strongly Disagree	21.4%	0.0%	0.0%	0.0%	33.3%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	2.64	2.00	.	2.00	2.67	3.00		
Standard deviation	1.08	.	.	.	1.32	0.00		
<b>Full-time positions were not available</b>								
Strongly Agree	57.1%	100.0%	0.0%	100.0%	66.7%	0.0%		
Somewhat Agree	14.3%	0.0%	0.0%	0.0%	11.1%	33.3%		
Somewhat Disagree	21.4%	0.0%	0.0%	0.0%	22.2%	33.3%		
Strongly Disagree	7.1%	0.0%	0.0%	0.0%	0.0%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	3.21	4.00	.	4.00	3.44	2.00		
Standard deviation	1.05	.	.	.	0.88	1.00		
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>								
Strongly Agree	71.4%	100.0%	0.0%	100.0%	66.7%	66.7%		
Somewhat Agree	28.6%	0.0%	0.0%	0.0%	33.3%	33.3%		
Somewhat Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.71	4.00	.	4.00	3.67	3.67		
Standard deviation	0.47	.	.	.	0.50	0.58		
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>								
Use of private office	26.7%	0.0%	0.0%	0.0%	33.3%	33.3%		
Shared office space	46.7%	50.0%	0.0%	0.0%	55.6%	33.3%		
A personal computer	26.7%	50.0%	0.0%	100.0%	11.1%	33.3%		
An email account	86.7%	50.0%	0.0%	100.0%	88.9%	100.0%		
A phone/voicemail	13.3%	0.0%	0.0%	0.0%	11.1%	33.3%		
Professional development funds	20.0%	0.0%	0.0%	0.0%	22.2%	33.3%		
Printer access (i.e., free printing)	60.0%	50.0%	0.0%	100.0%	55.6%	66.7%		
Parking privileges	20.0%	50.0%	0.0%	0.0%	22.2%	0.0%		
Total(n)	15	2	0	1	9	3		
<b>Please indicate your agreement with the following statements.</b>								
<b>Part-time instructors at this institution:</b>								
<b>Are given specific training before teaching</b>								
Strongly Agree	7.1%	0.0%	0.0%	0.0%	0.0%	33.3%		
Agree	14.3%	0.0%	0.0%	0.0%	22.2%	0.0%		
Disagree	21.4%	0.0%	0.0%	100.0%	11.1%	33.3%		
Strongly Disagree	57.1%	100.0%	0.0%	0.0%	66.7%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	1.71	1.00	.	2.00	1.56	2.33		
Standard deviation	0.99	.	.	.	0.88	1.53		
<b>Rarely get hired into full-time positions</b>								
Strongly Agree	42.9%	0.0%	0.0%	0.0%	66.7%	0.0%		
Agree	21.4%	0.0%	0.0%	100.0%	11.1%	33.3%		
Disagree	35.7%	100.0%	0.0%	0.0%	22.2%	66.7%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.07	2.00	.	3.00	3.44	2.33		
Standard deviation	0.92	.	.	.	0.88	0.58		
<b>Receive respect from students</b>								
Strongly Agree	28.6%	100.0%	0.0%	0.0%	11.1%	66.7%		
Agree	42.9%	0.0%	0.0%	100.0%	44.4%	33.3%		
Disagree	28.6%	0.0%	0.0%	0.0%	44.4%	0.0%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.00	4.00	.	3.00	2.67	3.67		
Standard deviation	0.78	.	.	.	0.71	0.58		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

							Graduate Student / Teaching Assistant	No Response
	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor		
<b>Are primarily responsible for introductory classes</b>								
Strongly Agree	50.0%	0.0%	0.0%	100.0%	44.4%	66.7%		
Agree	35.7%	100.0%	0.0%	0.0%	33.3%	33.3%		
Disagree	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Strongly Disagree	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.29	3.00	.	4.00	3.11	3.67		
Standard deviation	0.91	.	.	.	1.05	0.58		
<b>Have no guarantee of employment security</b>								
Strongly Agree	64.3%	0.0%	0.0%	100.0%	66.7%	66.7%		
Agree	28.6%	100.0%	0.0%	0.0%	22.2%	33.3%		
Disagree	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.57	3.00	.	4.00	3.56	3.67		
Standard deviation	0.65	.	.	.	0.73	0.58		
<b>Have access to support services (e.g., administrative assistance)</b>								
Strongly Agree	14.3%	100.0%	0.0%	100.0%	0.0%	0.0%		
Agree	35.7%	0.0%	0.0%	0.0%	33.3%	66.7%		
Disagree	14.3%	0.0%	0.0%	0.0%	22.2%	0.0%		
Strongly Disagree	35.7%	0.0%	0.0%	0.0%	44.4%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	2.29	4.00	.	4.00	1.89	2.33		
Standard deviation	1.14	.	.	.	0.93	1.15		
<b>Are compensated for advising/counseling students</b>								
Strongly Agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Agree	7.1%	100.0%	0.0%	0.0%	0.0%	0.0%		
Disagree	35.7%	0.0%	0.0%	100.0%	33.3%	33.3%		
Strongly Disagree	57.1%	0.0%	0.0%	0.0%	66.7%	66.7%		
Total(n)	14	1	0	1	9	3		
Mean	1.50	3.00	.	2.00	1.33	1.33		
Standard deviation	0.65	.	.	.	0.50	0.58		
<b>Are required to attend meetings</b>								
Strongly Agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Agree	21.4%	0.0%	0.0%	0.0%	11.1%	66.7%		
Disagree	35.7%	100.0%	0.0%	100.0%	33.3%	0.0%		
Strongly Disagree	42.9%	0.0%	0.0%	0.0%	55.6%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	1.79	2.00	.	2.00	1.56	2.33		
Standard deviation	0.80	.	.	.	0.73	1.15		
<b>Have good working relationships with the administration</b>								
Strongly Agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Agree	50.0%	100.0%	0.0%	0.0%	44.4%	66.7%		
Disagree	35.7%	0.0%	0.0%	100.0%	33.3%	33.3%		
Strongly Disagree	14.3%	0.0%	0.0%	0.0%	22.2%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	2.36	3.00	.	2.00	2.22	2.67		
Standard deviation	0.74	.	.	.	0.83	0.58		
<b>Are respected by full-time faculty</b>								
Strongly Agree	15.4%	100.0%	0.0%	0.0%	0.0%	33.3%		
Agree	30.8%	0.0%	0.0%	0.0%	22.2%	66.7%		
Disagree	23.1%	0.0%	0.0%	0.0%	33.3%	0.0%		
Strongly Disagree	30.8%	0.0%	0.0%	0.0%	44.4%	0.0%		
Total(n)	13	1	0	0	9	3		
Mean	2.31	4.00	.	.	1.78	3.33		
Standard deviation	1.11	.	.	.	0.83	0.58		
<b>Are paid fairly</b>								
Strongly Agree	7.1%	100.0%	0.0%	0.0%	0.0%	0.0%		
Agree	14.3%	0.0%	0.0%	0.0%	11.1%	33.3%		
Disagree	35.7%	0.0%	0.0%	100.0%	33.3%	33.3%		
Strongly Disagree	42.9%	0.0%	0.0%	0.0%	55.6%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	1.86	4.00	.	2.00	1.56	2.00		
Standard deviation	0.95	.	.	.	0.73	1.00		
<b>Have input in course designs</b>								
Strongly Agree	14.3%	100.0%	0.0%	0.0%	0.0%	33.3%		
Agree	28.6%	0.0%	0.0%	100.0%	22.2%	33.3%		
Disagree	21.4%	0.0%	0.0%	0.0%	22.2%	33.3%		
Strongly Disagree	35.7%	0.0%	0.0%	0.0%	55.6%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	2.21	4.00	.	3.00	1.67	3.00		
Standard deviation	1.12	.	.	.	0.87	1.00		
<b>Are included in faculty governance</b>								
Strongly Agree	14.3%	100.0%	0.0%	0.0%	0.0%	33.3%		
Agree	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Disagree	28.6%	0.0%	0.0%	100.0%	22.2%	33.3%		
Strongly Disagree	50.0%	0.0%	0.0%	0.0%	66.7%	33.3%		
Total(n)	14	1	0	1	9	3		
Mean	1.86	4.00	.	2.00	1.44	2.33		



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.10	.	.	.	0.73	1.53		
<b>Aside from this institution, at how many other institutions do you teach?</b>								
None	50.0%	100.0%	0.0%	0.0%	33.3%	100.0%		
1	28.6%	0.0%	0.0%	100.0%	33.3%	0.0%		
2	14.3%	0.0%	0.0%	0.0%	22.2%	0.0%		
3 or more	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Total(n)	14	1	0	1	9	3		
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>								
More than three months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
1-3 months	42.9%	0.0%	0.0%	100.0%	44.4%	33.3%		
3-4 weeks	28.6%	100.0%	0.0%	0.0%	33.3%	0.0%		
1-2 weeks	21.4%	0.0%	0.0%	0.0%	11.1%	66.7%		
Less than 1 week	7.1%	0.0%	0.0%	0.0%	11.1%	0.0%		
Total(n)	14	1	0	1	9	3		
Mean	3.07	3.00	.	4.00	3.11	2.67		
Standard deviation								
<b>END OF PART-TIME ONLY</b>	1.00	.	.	.	1.05	1.15		
<b>Personally, how important to you is:</b>								
<b>Research</b>								
Essential	45.9%	32.5%	56.6%	52.6%	36.4%	25.0%		
Very Important	25.4%	35.0%	22.6%	24.4%	22.7%	18.8%		
Somewhat Important	24.4%	30.0%	17.0%	19.2%	36.4%	43.8%		
Not Important	4.3%	2.5%	3.8%	3.8%	4.5%	12.5%		
Total(n)	209	40	53	78	22	16		
Mean	3.13	2.98	3.32	3.26	2.91	2.56		
Standard deviation	0.93	0.86	0.89	0.90	0.97	1.03		
<b>Personally, how important to you is:</b>								
<b>Teaching</b>								
Essential	75.1%	70.0%	73.6%	76.9%	81.8%	75.0%		
Very Important	20.6%	22.5%	20.8%	20.5%	13.6%	25.0%		
Somewhat Important	4.3%	7.5%	5.7%	2.6%	4.5%	0.0%		
Not Important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	209	40	53	78	22	16		
Mean	3.71	3.63	3.68	3.74	3.77	3.75		
Standard deviation	0.54	0.63	0.58	0.50	0.53	0.45		
<b>Personally, how important to you is:</b>								
<b>Service</b>								
Essential	27.5%	23.1%	25.0%	25.6%	36.4%	43.8%		
Very Important	39.1%	35.9%	46.2%	37.2%	45.5%	25.0%		
Somewhat Important	30.9%	41.0%	25.0%	35.9%	13.6%	25.0%		
Not Important	2.4%	0.0%	3.8%	1.3%	4.5%	6.3%		
Total(n)	207	39	52	78	22	16		
Mean	2.92	2.82	2.92	2.87	3.14	3.06		
Standard deviation	0.82	0.79	0.81	0.81	0.83	1.00		
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>								
0	7.6%	12.2%	11.3%	3.8%	0.0%	12.5%		
1	8.6%	9.8%	13.2%	7.7%	0.0%	6.3%		
2	27.6%	17.1%	24.5%	34.6%	31.8%	25.0%		
3	31.9%	31.7%	28.3%	41.0%	18.2%	18.8%		
4	16.7%	22.0%	17.0%	10.3%	22.7%	25.0%		
5 or more	7.6%	7.3%	5.7%	2.6%	27.3%	12.5%		
Total(n)	210	41	53	78	22	16		
<b>How many of the courses that you are teaching this term are:</b>								
<b>General education courses</b>								
0	54.9%	44.4%	56.8%	60.0%	52.4%	53.8%		
1-2	37.0%	50.0%	38.6%	32.9%	28.6%	30.8%		
3-4	7.6%	5.6%	4.5%	7.1%	14.3%	15.4%		
5+	0.5%	0.0%	0.0%	0.0%	4.8%	0.0%		
Total(n)	184	36	44	70	21	13		
<b>Courses required for an undergraduate major</b>								
0	19.7%	17.6%	15.6%	26.5%	9.1%	21.4%		
1-2	57.4%	55.9%	73.3%	51.5%	50.0%	50.0%		
3-4	20.8%	26.5%	11.1%	20.6%	31.8%	21.4%		
5+	2.2%	0.0%	0.0%	1.5%	9.1%	7.1%		
Total(n)	183	34	45	68	22	14		
<b>Other undergraduate credit courses</b>								
0	51.6%	50.0%	44.4%	54.8%	42.1%	75.0%		
1-2	46.5%	50.0%	52.8%	43.5%	52.6%	25.0%		
3-4	1.3%	0.0%	2.8%	1.6%	0.0%	0.0%		
5+	0.6%	0.0%	0.0%	0.0%	5.3%	0.0%		
Total(n)	159	30	36	62	19	12		
<b>Developmental/remedial courses (not for credit)</b>								
0	97.3%	96.4%	97.1%	98.2%	94.7%	100.0%		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-2	2.7%	3.6%	2.9%	1.8%	5.3%	0.0%		
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
5+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	150	28	35	57	19	11		
<b>Graduate courses</b>								
0	63.8%	65.5%	64.3%	60.7%	84.2%	41.7%		
1-2	28.2%	31.0%	28.6%	27.9%	10.5%	50.0%		
3-4	6.7%	3.4%	4.8%	9.8%	5.3%	8.3%		
5+	1.2%	0.0%	2.4%	1.6%	0.0%	0.0%		
Total(n)	163	29	42	61	19	12		
<b>How many of these courses that you are teaching this term are being taught at another institution?</b>								
0	67.2%	61.1%	78.3%	73.3%	27.3%	76.9%		
1-2	18.2%	19.4%	15.2%	13.3%	36.4%	23.1%		
3-4	12.0%	16.7%	6.5%	12.0%	22.7%	0.0%		
5+	2.6%	2.8%	0.0%	1.3%	13.6%	0.0%		
Total(n)	192	36	46	75	22	13		
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)								
Undergraduate credit courses	62.5%	60.0%	66.7%	66.7%	0.0%	50.0%		
Graduate courses	18.8%	20.0%	16.7%	0.0%	0.0%	50.0%		
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
I do not teach	18.8%	20.0%	16.7%	33.3%	0.0%	0.0%		
Total(n)	16	5	6	3	0	2		
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>								
Yes	88.1%	92.7%	90.6%	83.3%	95.5%	81.3%		
No	11.9%	7.3%	9.4%	16.7%	4.5%	18.8%		
Total(n)	210	41	53	78	22	16		
<b>In the past year, have you worked with or taught graduate students at this institution?</b>								
Yes	44.3%	41.5%	41.5%	42.3%	45.5%	68.8%		
No	55.7%	58.5%	58.5%	57.7%	54.5%	31.3%		
Total(n)	210	41	53	78	22	16		
<b>ONLY FACULTY WHO TAUGHT OR WORKED WITH GRADUATE STUDENTS AT THIS INSTITUTION</b>								
<b>In the past year, to what extent have you:</b>								
<b>Met with graduate students to discuss their research interests</b>								
To a Very Large Extent	17.2%	5.9%	22.7%	21.2%	20.0%	9.1%		
To a Large Extent	24.7%	29.4%	40.9%	15.2%	30.0%	9.1%		
To Some Extent	24.7%	29.4%	22.7%	24.2%	30.0%	18.2%		
To a Small Extent	20.4%	23.5%	9.1%	30.3%	0.0%	27.3%		
Not at All	12.9%	11.8%	4.5%	9.1%	20.0%	36.4%		
Total(n)	93	17	22	33	10	11		
<b>Mentored graduate students</b>								
To a Very Large Extent	31.2%	17.6%	36.4%	36.4%	40.0%	18.2%		
To a Large Extent	21.5%	23.5%	27.3%	21.2%	20.0%	9.1%		
To Some Extent	29.0%	35.3%	36.4%	24.2%	30.0%	18.2%		
To a Small Extent	11.8%	17.6%	0.0%	12.1%	10.0%	27.3%		
Not at All	6.5%	5.9%	0.0%	6.1%	0.0%	27.3%		
Total(n)	93	17	22	33	10	11		
<b>Helped graduate students access professional networks</b>								
To a Very Large Extent	16.3%	12.5%	22.7%	21.2%	10.0%	0.0%		
To a Large Extent	21.7%	18.8%	27.3%	18.2%	50.0%	0.0%		
To Some Extent	35.9%	18.8%	40.9%	39.4%	30.0%	45.5%		
To a Small Extent	13.0%	12.5%	0.0%	12.1%	10.0%	45.5%		
Not at All	13.0%	37.5%	9.1%	9.1%	0.0%	9.1%		
Total(n)	92	16	22	33	10	11		
<b>Presented with graduate students at conferences</b>								
To a Very Large Extent	6.5%	0.0%	13.6%	6.1%	0.0%	9.1%		
To a Large Extent	8.6%	17.6%	0.0%	12.1%	10.0%	0.0%		
To Some Extent	14.0%	17.6%	13.6%	15.2%	10.0%	9.1%		
To a Small Extent	3.2%	0.0%	9.1%	0.0%	10.0%	0.0%		
Not at All	67.7%	64.7%	63.6%	66.7%	70.0%	81.8%		
Total(n)	93	17	22	33	10	11		
<b>Published with graduate students</b>								
To a Very Large Extent	5.5%	0.0%	14.3%	6.1%	0.0%	0.0%		
To a Large Extent	3.3%	6.3%	0.0%	6.1%	0.0%	0.0%		
To Some Extent	9.9%	18.8%	19.0%	3.0%	0.0%	9.1%		
To a Small Extent	4.4%	6.3%	14.3%	0.0%	0.0%	0.0%		
Not at All	76.9%	68.8%	52.4%	84.8%	100.0%	90.9%		
Total(n)	91	16	21	33	10	11		
<b>Included graduate students in research grant writing</b>								
To a Very Large Extent	3.3%	0.0%	13.6%	0.0%	0.0%	0.0%		
To a Large Extent	4.3%	0.0%	4.5%	6.1%	10.0%	0.0%		
To Some Extent	6.5%	17.6%	9.1%	0.0%	10.0%	0.0%		
To a Small Extent	8.7%	5.9%	4.5%	18.2%	0.0%	0.0%		
Not at All	77.2%	76.5%	68.2%	75.8%	80.0%	100.0%		
Total(n)	92	17	22	33	10	10		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

		Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
	All Faculty							
<b>In the past year, how many letters of recommendation have you written for graduate students?</b>								
0	26.9%	29.4%	13.6%	27.3%	20.0%	54.5%		
1-5	53.8%	52.9%	63.6%	51.5%	50.0%	45.5%		
6-10	10.8%	11.8%	4.5%	18.2%	10.0%	0.0%		
11-20	5.4%	5.9%	4.5%	3.0%	20.0%	0.0%		
21 or more	3.2%	0.0%	13.6%	0.0%	0.0%	0.0%		
Total(n)	93	17	22	33	10	11		
<b>In the past year, how many master's thesis committees have you served on or are currently serving?</b>								
0	61.3%	64.7%	36.4%	66.7%	70.0%	81.8%		
1	11.8%	5.9%	18.2%	12.1%	10.0%	9.1%		
2	2.2%	5.9%	0.0%	3.0%	0.0%	0.0%		
3-4	8.6%	0.0%	13.6%	15.2%	0.0%	0.0%		
5-8	9.7%	11.8%	27.3%	0.0%	0.0%	9.1%		
9 or more	6.5%	11.8%	4.5%	3.0%	20.0%	0.0%		
Total(n)	93	17	22	33	10	11		
<b>In the past year, how many master's thesis committees have you chaired?</b>								
0	44.4%	50.0%	42.9%	45.5%	33.3%	50.0%		
1	16.7%	0.0%	7.1%	45.5%	0.0%	0.0%		
2	16.7%	33.3%	21.4%	9.1%	0.0%	0.0%		
3-4	8.3%	0.0%	21.4%	0.0%	0.0%	0.0%		
5-8	11.1%	16.7%	7.1%	0.0%	33.3%	50.0%		
9 or more	2.8%	0.0%	0.0%	0.0%	33.3%	0.0%		
Total(n)	36	6	14	11	3	2		
<b>How many dissertation committees have you served on or are currently serving?</b>								
0	73.9%	88.2%	42.9%	69.7%	100.0%	100.0%		
1	9.8%	0.0%	19.0%	15.2%	0.0%	0.0%		
2	8.7%	5.9%	14.3%	12.1%	0.0%	0.0%		
3-4	4.3%	5.9%	14.3%	0.0%	0.0%	0.0%		
5-8	1.1%	0.0%	4.8%	0.0%	0.0%	0.0%		
9 or more	2.2%	0.0%	4.8%	3.0%	0.0%	0.0%		
Total(n)	92	17	21	33	10	11		
<b>In the past year, how many of these dissertation committees have you chaired or are currently chairing?</b>								
0	62.5%	50.0%	58.3%	70.0%	0.0%	0.0%		
1	20.8%	0.0%	33.3%	10.0%	0.0%	0.0%		
2	4.2%	0.0%	0.0%	10.0%	0.0%	0.0%		
3-4	8.3%	50.0%	0.0%	10.0%	0.0%	0.0%		
5-8	4.2%	0.0%	8.3%	0.0%	0.0%	0.0%		
9 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	24	2	12	10	0	0		
<b>Rate your agreement with the following statements:</b>								
<b>Graduate students in this program must compete for research opportunities</b>								
Strongly Agree	18.9%	18.8%	22.7%	18.2%	22.2%	10.0%		
Somewhat Agree	26.7%	18.8%	27.3%	30.3%	22.2%	30.0%		
Somewhat Disagree	25.6%	25.0%	22.7%	33.3%	22.2%	10.0%		
Strongly Disagree	28.9%	37.5%	27.3%	18.2%	33.3%	50.0%		
Total(n)	90	16	22	33	9	10		
Mean	2.36	2.19	2.45	2.48	2.33	2.00		
Standard deviation	1.09	1.17	1.14	1.00	1.22	1.15		
<b>It is important for graduate students to spend at least one term as a teaching assistant to develop teaching skills</b>								
Strongly Agree	29.7%	31.3%	40.9%	21.2%	33.3%	27.3%		
Somewhat Agree	34.1%	37.5%	40.9%	27.3%	44.4%	27.3%		
Somewhat Disagree	26.4%	31.3%	13.6%	36.4%	11.1%	27.3%		
Strongly Disagree	9.9%	0.0%	4.5%	15.2%	11.1%	18.2%		
Total(n)	91	16	22	33	9	11		
Mean	2.84	3.00	3.18	2.55	3.00	2.64		
Standard deviation	0.97	0.82	0.85	1.00	1.00	1.12		
<b>This graduate program enrolls too few international students</b>								
Strongly Agree	17.0%	18.8%	9.5%	18.8%	37.5%	9.1%		
Somewhat Agree	35.2%	31.3%	52.4%	28.1%	25.0%	36.4%		
Somewhat Disagree	28.4%	25.0%	19.0%	37.5%	25.0%	27.3%		
Strongly Disagree	19.3%	25.0%	19.0%	15.6%	12.5%	27.3%		
Total(n)	88	16	21	32	8	11		
Mean	2.50	2.44	2.52	2.50	2.88	2.27		
Standard deviation	0.99	1.09	0.93	0.98	1.13	1.01		
<b>Graduate students work well together in this program</b>								
Strongly Agree	44.9%	18.8%	54.5%	51.6%	33.3%	54.5%		
Somewhat Agree	40.4%	62.5%	36.4%	29.0%	44.4%	45.5%		
Somewhat Disagree	11.2%	18.8%	0.0%	16.1%	22.2%	0.0%		
Strongly Disagree	3.4%	0.0%	9.1%	3.2%	0.0%	0.0%		
Total(n)	89	16	22	31	9	11		
Mean	3.27	3.00	3.36	3.29	3.11	3.55		
Standard deviation	0.79	0.63	0.90	0.86	0.78	0.52		
<b>I have encountered instances of academic dishonesty among graduate students</b>								
Strongly Agree	5.6%	6.7%	9.1%	3.1%	11.1%	0.0%		
Somewhat Agree	24.7%	26.7%	9.1%	31.3%	33.3%	27.3%		
Somewhat Disagree	21.3%	26.7%	22.7%	21.9%	33.3%	0.0%		
Strongly Disagree	48.3%	40.0%	59.1%	43.8%	22.2%	72.7%		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	89	15	22	32	9	11		
Mean	1.88	2.00	1.68	1.94	2.33	1.55		
Standard deviation	0.97	1.00	0.99	0.95	1.00	0.93		
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>								
Strongly Agree	34.1%	37.5%	31.8%	41.9%	22.2%	20.0%		
Somewhat Agree	35.2%	31.3%	40.9%	35.5%	22.2%	40.0%		
Somewhat Disagree	21.6%	25.0%	13.6%	22.6%	44.4%	10.0%		
Strongly Disagree	9.1%	6.3%	13.6%	0.0%	11.1%	30.0%		
Total(n)	88	16	22	31	9	10		
Mean	2.94	3.00	2.91	3.19	2.56	2.50		
Standard deviation	0.96	0.97	1.02	0.79	1.01	1.18		
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>								
Strongly Agree	13.6%	13.3%	19.0%	3.1%	33.3%	18.2%		
Somewhat Agree	31.8%	26.7%	28.6%	43.8%	22.2%	18.2%		
Somewhat Disagree	30.7%	33.3%	28.6%	34.4%	22.2%	27.3%		
Strongly Disagree	23.9%	26.7%	23.8%	18.8%	22.2%	36.4%		
Total(n)	88	15	21	32	9	11		
Mean	2.35	2.27	2.43	2.31	2.67	2.18		
Standard deviation	0.99	1.03	1.08	0.82	1.22	1.17		
<b>Faculty in my department are good mentors for graduate students</b>								
Strongly Agree	43.8%	37.5%	59.1%	45.2%	44.4%	18.2%		
Somewhat Agree	40.4%	50.0%	31.8%	41.9%	11.1%	63.6%		
Somewhat Disagree	14.6%	6.3%	9.1%	12.9%	44.4%	18.2%		
Strongly Disagree	1.1%	6.3%	0.0%	0.0%	0.0%	0.0%		
Total(n)	89	16	22	31	9	11		
Mean	3.27	3.19	3.50	3.32	3.00	3.00		
Standard deviation	0.75	0.83	0.67	0.70	1.00	0.63		
<b>Most graduate students in this program move on to faculty positions</b>								
Strongly Agree	2.4%	0.0%	5.3%	0.0%	11.1%	0.0%		
Somewhat Agree	9.4%	0.0%	10.5%	6.3%	22.2%	20.0%		
Somewhat Disagree	32.9%	73.3%	26.3%	21.9%	0.0%	50.0%		
Strongly Disagree	55.3%	26.7%	57.9%	71.9%	66.7%	30.0%		
Total(n)	85	15	19	32	9	10		
Mean	1.59	1.73	1.63	1.34	1.78	1.90		
Standard deviation	0.76	0.46	0.90	0.60	1.20	0.74		
<b>Most graduate students in this program move into positions outside of academia</b>								
Strongly Agree	57.3%	33.3%	45.5%	75.0%	55.6%	63.6%		
Somewhat Agree	28.1%	60.0%	31.8%	15.6%	11.1%	27.3%		
Somewhat Disagree	11.2%	6.7%	18.2%	6.3%	22.2%	9.1%		
Strongly Disagree	3.4%	0.0%	4.5%	3.1%	11.1%	0.0%		
Total(n)	89	15	22	32	9	11		
Mean	3.39	3.27	3.18	3.63	3.11	3.55		
Standard deviation	0.82	0.59	0.91	0.75	1.17	0.69		
<b>During the past three years, have you:</b>								
Advised student groups involved in service/volunteer work	48.8%	46.3%	62.3%	48.7%	33.3%	31.3%		
Collaborated with the local community on research/teaching to address their needs	45.5%	46.3%	45.3%	50.0%	38.1%	31.3%		
Conducted research or writing focused on international/global issues	38.6%	48.8%	41.5%	35.5%	33.3%	25.0%		
Conducted research or writing focused on racial or ethnic minorities	56.0%	52.5%	69.8%	53.8%	50.0%	37.5%		
Conducted research or writing focused on women or gender issues	63.6%	61.0%	69.2%	68.8%	45.0%	50.0%		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	57.5%	48.8%	58.5%	63.6%	45.0%	62.5%		
Conducted research or writing focused on biomedical science fields	14.6%	12.2%	18.9%	17.1%	0.0%	13.3%		
Engaged in academic research that spans multiple disciplines	76.4%	75.0%	83.0%	78.2%	71.4%	56.3%		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	63.9%	61.0%	64.2%	63.6%	71.4%	62.5%		
Written research grants	42.7%	31.7%	43.4%	60.5%	15.0%	18.8%		
Received funding for your work from foundations	22.3%	22.0%	17.6%	27.3%	14.3%	25.0%		
Received funding for your work from state or federal government	19.9%	10.0%	24.5%	28.6%	4.8%	6.7%		
Received funding for your work from business or industry	11.1%	9.8%	11.3%	14.5%	9.5%	0.0%		
<b>During the past three years, have you:</b>								
Taught an honors course	14.1%	24.4%	17.3%	9.1%	15.0%	0.0%		
Taught an interdisciplinary course	55.6%	62.5%	69.2%	46.2%	50.0%	46.7%		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	39.3%	46.3%	43.4%	37.7%	35.0%	20.0%		
Taught a service learning course	19.0%	14.6%	20.8%	19.7%	25.0%	13.3%		
Taught a course exclusively online	72.7%	75.0%	77.1%	67.1%	73.7%	80.0%		
Participated in organized activities around enhancing pedagogy or student learning	83.0%	80.5%	86.5%	84.6%	85.0%	66.7%		
Taught a seminar for first-year students	30.6%	26.8%	28.3%	32.9%	47.6%	13.3%		
Participated in the development of curriculum (enhancing an existing course or creating a new course)	89.3%	90.2%	94.3%	85.7%	90.0%	86.7%		
<b>In the past year, to what extent have you:</b>								
Presented with undergraduate students at conferences								
To a Very Large Extent	4.4%	5.0%	5.8%	5.2%	0.0%	0.0%		
To a Large Extent	4.4%	5.0%	5.8%	5.2%	0.0%	0.0%		
To Some Extent	10.7%	12.5%	9.6%	11.7%	14.3%	0.0%		
To a Small Extent	5.4%	7.5%	3.8%	5.2%	4.8%	6.7%		
Not at All	75.1%	70.0%	75.0%	72.7%	81.0%	93.3%		
Total(n)	205	40	52	77	21	15		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Published with undergraduates</b>								
To a Very Large Extent	5.0%	2.6%	4.0%	6.5%	4.8%	6.7%		
To a Large Extent	3.0%	2.6%	4.0%	3.9%	0.0%	0.0%		
To Some Extent	7.9%	5.1%	8.0%	11.7%	4.8%	0.0%		
To a Small Extent	4.5%	7.7%	2.0%	5.2%	0.0%	6.7%		
Not at All	79.7%	82.1%	82.0%	72.7%	90.5%	86.7%		
Total(n)	202	39	50	77	21	15		
<b>Engaged undergraduates on your research project(s)</b>								
To a Very Large Extent	12.7%	7.7%	9.6%	19.2%	9.5%	6.7%		
To a Large Extent	9.8%	10.3%	15.4%	7.7%	9.5%	0.0%		
To Some Extent	18.5%	20.5%	21.2%	19.2%	14.3%	6.7%		
To a Small Extent	9.8%	12.8%	9.6%	9.0%	14.3%	0.0%		
Not at All	49.3%	48.7%	44.2%	44.9%	52.4%	86.7%		
Total(n)	205	39	52	78	21	15		
<b>Worked with undergraduates on their research project(s)</b>								
To a Very Large Extent	23.4%	32.5%	25.0%	19.5%	23.8%	13.3%		
To a Large Extent	18.5%	15.0%	19.2%	20.8%	23.8%	6.7%		
To Some Extent	20.0%	27.5%	23.1%	15.6%	28.6%	0.0%		
To a Small Extent	9.8%	5.0%	13.5%	10.4%	0.0%	20.0%		
Not at All	28.3%	20.0%	19.2%	33.8%	23.8%	60.0%		
Total(n)	205	40	52	77	21	15		
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>								
Excellent	23.3%	32.5%	23.1%	17.9%	28.6%	20.0%		
Good	37.9%	40.0%	44.2%	38.5%	33.3%	13.3%		
Fair	11.7%	10.0%	15.4%	11.5%	9.5%	6.7%		
Poor	4.9%	7.5%	7.7%	2.6%	4.8%	0.0%		
I have not worked with undergraduates on research projects	22.3%	10.0%	9.6%	29.5%	23.8%	60.0%		
Total(n)	206	40	52	78	21	15		
<b>How many undergraduates do you currently advise?</b>								
None	37.1%	22.5%	23.1%	40.3%	52.4%	86.7%		
1-5	15.6%	20.0%	11.5%	19.5%	14.3%	0.0%		
6-10	9.3%	15.0%	11.5%	5.2%	14.3%	0.0%		
11-20	20.5%	30.0%	28.8%	18.2%	0.0%	6.7%		
21-30	7.8%	7.5%	13.5%	7.8%	0.0%	0.0%		
31 or more	9.8%	5.0%	11.5%	9.1%	19.0%	6.7%		
Total(n)	205	40	52	77	21	15		
<b>During the past year, how often have you done each of the following with your undergraduate advisees?</b>								
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>								
Frequently	61.2%	54.8%	70.0%	50.0%	90.0%	100.0%		
Occasionally	35.7%	38.7%	30.0%	45.7%	10.0%	0.0%		
Not at All	3.1%	6.5%	0.0%	4.3%	0.0%	0.0%		
Total(n)	129	31	40	46	10	2		
Mean	2.58	2.48	2.70	2.46	2.90	3.00		
Standard deviation	0.55	0.63	0.46	0.59	0.32	0.00		
<b>Helped them plan their course of study</b>								
Frequently	70.5%	71.0%	62.5%	76.1%	70.0%	100.0%		
Occasionally	27.9%	29.0%	35.0%	21.7%	30.0%	0.0%		
Not at All	1.6%	0.0%	2.5%	2.2%	0.0%	0.0%		
Total(n)	129	31	40	46	10	2		
Mean	2.69	2.71	2.60	2.74	2.70	3.00		
Standard deviation	0.50	0.46	0.55	0.49	0.48	0.00		
<b>Discussed their academic performance</b>								
Frequently	61.1%	58.6%	62.5%	55.6%	80.0%	100.0%		
Occasionally	34.9%	37.9%	30.0%	42.2%	20.0%	0.0%		
Not at All	4.0%	3.4%	7.5%	2.2%	0.0%	0.0%		
Total(n)	126	29	40	45	10	2		
Mean	2.57	2.55	2.55	2.53	2.80	3.00		
Standard deviation	0.57	0.57	0.64	0.55	0.42	0.00		
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>								
Frequently	61.2%	74.2%	52.5%	54.3%	80.0%	100.0%		
Occasionally	38.0%	25.8%	47.5%	43.5%	20.0%	0.0%		
Not at All	0.8%	0.0%	0.0%	2.2%	0.0%	0.0%		
Total(n)	129	31	40	46	10	2		
Mean	2.60	2.74	2.53	2.52	2.80	3.00		
Standard deviation	0.51	0.44	0.51	0.55	0.42	0.00		
<b>Discussed career and post-graduation goals</b>								
Frequently	66.4%	64.5%	60.0%	69.6%	77.8%	100.0%		
Occasionally	32.0%	32.3%	37.5%	30.4%	22.2%	0.0%		
Not at All	1.6%	3.2%	2.5%	0.0%	0.0%	0.0%		
Total(n)	128	31	40	46	9	2		
Mean	2.65	2.61	2.58	2.70	2.78	3.00		
Standard deviation	0.51	0.56	0.55	0.47	0.44	0.00		

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?</b>								
<b>Funded workshops focused on teaching</b>								
Yes	55.6%	56.4%	43.8%	62.2%	60.0%	53.3%		
No	27.0%	35.9%	37.5%	23.0%	15.0%	6.7%		
Not eligible	5.1%	5.1%	0.0%	2.7%	15.0%	20.0%		
Not available	12.2%	2.6%	18.8%	12.2%	10.0%	20.0%		
Total(n)	196	39	48	74	20	15		
<b>Funded workshops focused on research skills development</b>								
Yes	13.1%	12.8%	6.1%	17.6%	14.3%	13.3%		
No	54.5%	71.8%	65.3%	45.9%	38.1%	40.0%		
Not eligible	5.6%	5.1%	0.0%	2.7%	14.3%	26.7%		
Not available	26.8%	10.3%	28.6%	33.8%	33.3%	20.0%		
Total(n)	198	39	49	74	21	15		
<b>Funded workshops focused on grant writing</b>								
Yes	6.1%	2.6%	4.1%	8.1%	9.5%	6.7%		
No	62.1%	84.6%	67.3%	58.1%	38.1%	40.0%		
Not eligible	6.6%	5.1%	0.0%	2.7%	19.0%	33.3%		
Not available	25.3%	7.7%	28.6%	31.1%	33.3%	20.0%		
Total(n)	198	39	49	74	21	15		
<b>Paid sabbatical leave</b>								
Yes	12.6%	23.7%	24.0%	5.4%	0.0%	0.0%		
No	42.4%	57.9%	52.0%	39.2%	23.8%	13.3%		
Not eligible	37.9%	18.4%	18.0%	51.4%	52.4%	66.7%		
Not available	7.1%	0.0%	6.0%	4.1%	23.8%	20.0%		
Total(n)	198	38	50	74	21	15		
<b>Travel funds paid by the institution</b>								
Yes	55.2%	42.1%	65.3%	63.5%	35.0%	38.5%		
No	35.1%	55.3%	30.6%	29.7%	40.0%	15.4%		
Not eligible	6.2%	2.6%	0.0%	4.1%	20.0%	30.8%		
Not available	3.6%	0.0%	4.1%	2.7%	5.0%	15.4%		
Total(n)	194	38	49	74	20	13		
<b>Internal grants for research</b>								
Yes	32.5%	28.2%	36.7%	39.7%	19.0%	13.3%		
No	50.8%	66.7%	51.0%	45.2%	47.6%	40.0%		
Not eligible	9.6%	5.1%	2.0%	9.6%	19.0%	33.3%		
Not available	7.1%	0.0%	10.2%	5.5%	14.3%	13.3%		
Total(n)	197	39	49	73	21	15		
<b>Training for administrative leadership</b>								
Yes	9.2%	5.1%	16.7%	6.8%	4.8%	14.3%		
No	61.0%	82.1%	58.3%	60.3%	47.6%	35.7%		
Not eligible	13.3%	2.6%	4.2%	17.8%	23.8%	35.7%		
Not available	16.4%	10.3%	20.8%	15.1%	23.8%	14.3%		
Total(n)	195	39	48	73	21	14		
<b>Training for promoting inclusion and facilitating difficult conversations</b>								
Yes	49.5%	38.5%	51.0%	54.1%	57.1%	40.0%		
No	33.8%	48.7%	34.7%	33.8%	9.5%	26.7%		
Not eligible	5.6%	2.6%	0.0%	4.1%	14.3%	26.7%		
Not available	11.1%	10.3%	14.3%	8.1%	19.0%	6.7%		
Total(n)	198	39	49	74	21	15		
<b>Incentives to develop new courses</b>								
Yes	22.8%	28.2%	18.4%	21.9%	23.8%	26.7%		
No	48.7%	51.3%	59.2%	53.4%	23.8%	20.0%		
Not eligible	10.7%	5.1%	2.0%	9.6%	28.6%	33.3%		
Not available	17.8%	15.4%	20.4%	15.1%	23.8%	20.0%		
Total(n)	197	39	49	73	21	15		
<b>Incentives to integrate technology into your classroom</b>								
Yes	22.8%	25.6%	16.3%	23.3%	38.1%	13.3%		
No	51.8%	56.4%	57.1%	54.8%	23.8%	46.7%		
Not eligible	7.1%	5.1%	0.0%	4.1%	23.8%	26.7%		
Not available	18.3%	12.8%	26.5%	17.8%	14.3%	13.3%		
Total(n)	197	39	49	73	21	15		
<b>Resources to integrate culturally-competent practices into your classroom</b>								
Yes	45.5%	38.5%	49.0%	45.9%	57.1%	33.3%		
No	33.3%	46.2%	32.7%	37.8%	9.5%	13.3%		
Not eligible	5.6%	2.6%	0.0%	4.1%	14.3%	26.7%		
Not available	15.7%	12.8%	18.4%	12.2%	19.0%	26.7%		
Total(n)	198	39	49	74	21	15		
<b>How many of the following have you published?</b>								
<b>Articles in academic or professional journals</b>								
None	21.8%	22.5%	12.5%	18.9%	35.0%	46.7%		
1-2	23.4%	15.0%	12.5%	31.1%	35.0%	26.7%		
3-4	19.8%	25.0%	14.6%	21.6%	15.0%	20.0%		
5-10	16.2%	17.5%	22.9%	17.6%	5.0%	0.0%		
11-20	11.7%	12.5%	20.8%	8.1%	5.0%	6.7%		
21-50	6.1%	7.5%	12.5%	2.7%	5.0%	0.0%		
51+	1.0%	0.0%	4.2%	0.0%	0.0%	0.0%		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	197	40	48	74	20	15		
Mean	2.95	3.05	3.81	2.73	2.25	1.93		
Standard deviation	1.57	1.57	1.70	1.33	1.41	1.16		
<b>Chapters in edited volumes</b>								
None	42.9%	35.0%	25.0%	52.1%	55.0%	60.0%		
1-2	34.2%	27.5%	37.5%	34.2%	40.0%	33.3%		
3-4	9.7%	15.0%	12.5%	9.6%	0.0%	0.0%		
5-10	8.7%	10.0%	18.8%	4.1%	5.0%	0.0%		
11-20	2.0%	7.5%	2.1%	0.0%	0.0%	0.0%		
21-50	2.6%	5.0%	4.2%	0.0%	0.0%	6.7%		
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	196	40	48	73	20	15		
Mean	2.01	2.43	2.48	1.66	1.55	1.67		
Standard deviation	1.21	1.50	1.34	0.82	0.76	1.29		
<b>Books, manuals, monographs, or research reports</b>								
None	60.6%	41.0%	38.3%	76.7%	73.7%	86.7%		
1-2	27.5%	35.9%	44.7%	19.2%	15.8%	6.7%		
3-4	4.7%	12.8%	6.4%	0.0%	5.3%	0.0%		
5-10	6.2%	10.3%	8.5%	2.7%	5.3%	6.7%		
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
21-50	1.0%	0.0%	2.1%	1.4%	0.0%	0.0%		
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	193	39	47	73	19	15		
Mean	1.61	1.92	1.94	1.34	1.42	1.27		
Standard deviation	0.96	0.98	1.07	0.82	0.84	0.80		
<b>Other, such as patents or computer software products</b>								
None	86.5%	87.2%	87.2%	84.7%	89.5%	86.7%		
1-2	7.8%	5.1%	8.5%	6.9%	10.5%	13.3%		
3-4	2.6%	2.6%	4.3%	2.8%	0.0%	0.0%		
5-10	1.6%	2.6%	0.0%	2.8%	0.0%	0.0%		
11-20	1.6%	2.6%	0.0%	2.8%	0.0%	0.0%		
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	192	39	47	72	19	15		
Mean	1.24	1.28	1.17	1.32	1.11	1.13		
Standard deviation	0.72	0.86	0.48	0.89	0.32	0.35		
<b>In the past <u>three</u> years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?</b>								
None	70.4%	80.0%	73.5%	75.0%	40.0%	53.3%		
1-2	8.7%	2.5%	6.1%	11.1%	10.0%	20.0%		
3-4	4.1%	0.0%	4.1%	2.8%	10.0%	13.3%		
5-10	8.7%	7.5%	6.1%	6.9%	25.0%	6.7%		
11-20	3.6%	2.5%	6.1%	2.8%	0.0%	6.7%		
21+	4.6%	7.5%	4.1%	1.4%	15.0%	0.0%		
Total(n)	196	40	49	72	20	15		
Mean	1.80	1.73	1.78	1.56	2.80	1.93		
Standard deviation	1.46	1.58	1.49	1.16	1.85	1.28		
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Solo/Individual</b>								
None	27.1%	14.3%	27.3%	30.8%	9.1%	66.7%		
1-2	33.3%	57.1%	27.3%	30.8%	36.4%	16.7%		
3-4	14.6%	0.0%	9.1%	7.7%	45.5%	0.0%		
5-10	14.6%	14.3%	18.2%	23.1%	9.1%	0.0%		
11-20	6.3%	0.0%	9.1%	7.7%	0.0%	16.7%		
21+	4.2%	14.3%	9.1%	0.0%	0.0%	0.0%		
Total(n)	48	7	11	13	11	6		
Mean	2.52	2.71	2.82	2.46	2.55	1.83		
Standard deviation	1.41	1.70	1.72	1.39	0.82	1.60		
<b>How many of these exhibitions, recordings or performances were:</b>								
<b>Collaborative</b>								
None	9.3%	0.0%	0.0%	11.1%	18.2%	16.7%		
1-2	27.8%	12.5%	27.3%	33.3%	27.3%	33.3%		
3-4	25.9%	25.0%	18.2%	33.3%	18.2%	33.3%		
5-10	25.9%	50.0%	36.4%	22.2%	9.1%	16.7%		
11-20	7.4%	12.5%	18.2%	0.0%	9.1%	0.0%		
21+	3.7%	0.0%	0.0%	0.0%	18.2%	0.0%		
Total(n)	54	8	11	18	11	6		
Mean	3.06	3.63	3.45	2.67	3.18	2.50		
Standard deviation	1.25	0.92	1.13	0.97	1.83	1.05		
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>								
None	28.7%	22.5%	22.9%	24.7%	52.6%	53.3%		
1	10.8%	12.5%	4.2%	13.7%	5.3%	20.0%		
2	14.4%	20.0%	14.6%	13.7%	0.0%	20.0%		
3	10.8%	12.5%	16.7%	9.6%	5.3%	0.0%		
4	11.3%	12.5%	10.4%	9.6%	21.1%	6.7%		
5	3.6%	2.5%	4.2%	5.5%	0.0%	0.0%		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
6	5.6%	2.5%	8.3%	6.8%	5.3%	0.0%		
7-10	8.7%	10.0%	10.4%	9.6%	5.3%	0.0%		
More than 10	6.2%	5.0%	8.3%	6.8%	5.3%	0.0%		
Total(n)	195	40	46	73	19	15		
Mean	3.79	3.78	4.35	3.99	3.16	1.87		
Standard deviation	2.62	2.48	2.68	2.68	2.73	1.19		
<b>How many of these professional writings in the past three years were solo-authored?</b>								
None	23.1%	13.3%	22.9%	31.5%	0.0%	28.6%		
1	26.9%	26.7%	22.9%	24.1%	37.5%	57.1%		
2	17.2%	20.0%	14.3%	20.4%	12.5%	0.0%		
3	7.5%	10.0%	11.4%	1.9%	25.0%	0.0%		
4	7.5%	13.3%	5.7%	5.6%	0.0%	14.3%		
5	3.7%	0.0%	8.6%	3.7%	0.0%	0.0%		
6	3.7%	0.0%	5.7%	5.6%	0.0%	0.0%		
7-10	4.5%	10.0%	0.0%	3.7%	12.5%	0.0%		
More than 10	6.0%	6.7%	8.6%	3.7%	12.5%	0.0%		
Total(n)	134	30	35	54	8	7		
Mean	3.34	3.73	3.54	3.00	4.25	2.14		
Standard deviation	2.39	2.45	2.48	2.31	2.76	1.35		
<b>How many of these professional writings in the past three years were co-authored?</b>								
None	25.4%	37.0%	24.2%	19.1%	12.5%	42.9%		
1	23.8%	14.8%	27.3%	21.3%	37.5%	42.9%		
2	18.9%	25.9%	12.1%	21.3%	12.5%	14.3%		
3	9.8%	11.1%	12.1%	6.4%	25.0%	0.0%		
4	5.7%	3.7%	3.0%	10.6%	0.0%	0.0%		
5	5.7%	3.7%	6.1%	8.5%	0.0%	0.0%		
6	0.8%	0.0%	0.0%	0.0%	12.5%	0.0%		
7-10	6.6%	3.7%	12.1%	6.4%	0.0%	0.0%		
More than 10	3.3%	0.0%	3.0%	6.4%	0.0%	0.0%		
Total(n)	122	27	33	47	8	7		
Mean	3.20	2.59	3.39	3.64	3.13	1.71		
Standard deviation	2.25	1.76	2.49	2.42	1.89	0.76		
<b>During the present term, how many hours per week on average do you spend on each of the following?</b>								
<b>Scheduled teaching (give actual, not credit hours)</b>								
None	6.2%	5.1%	8.2%	4.1%	0.0%	20.0%		
1-4	13.8%	15.4%	12.2%	11.0%	10.5%	33.3%		
5-8	37.4%	23.1%	51.0%	41.1%	31.6%	20.0%		
9-12	28.2%	28.2%	18.4%	39.7%	26.3%	6.7%		
13-16	9.2%	20.5%	10.2%	2.7%	10.5%	6.7%		
17-20	1.5%	0.0%	0.0%	0.0%	10.5%	6.7%		
21+	3.6%	7.7%	0.0%	1.4%	10.5%	6.7%		
Total(n)	195	39	49	73	19	15		
Mean	3.39	3.74	3.10	3.32	4.11	2.93		
Standard deviation	1.27	1.48	1.03	0.96	1.52	1.83		
<b>Preparing for teaching (including reading student papers and grading)</b>								
None	4.1%	0.0%	8.2%	2.7%	0.0%	13.3%		
1-4	14.9%	20.5%	10.2%	16.4%	5.3%	20.0%		
5-8	18.5%	10.3%	20.4%	23.3%	15.8%	13.3%		
9-12	23.1%	33.3%	20.4%	19.2%	26.3%	20.0%		
13-16	12.8%	12.8%	14.3%	13.7%	5.3%	13.3%		
17-20	11.8%	10.3%	14.3%	9.6%	26.3%	0.0%		
21+	14.9%	12.8%	12.2%	15.1%	21.1%	20.0%		
Total(n)	195	39	49	73	19	15		
Mean	4.21	4.21	4.14	4.14	4.95	3.80		
Standard deviation	1.75	1.63	1.79	1.74	1.61	2.08		
<b>Advising or counseling students</b>								
None	8.8%	5.3%	4.1%	8.3%	5.3%	40.0%		
1-4	59.6%	60.5%	65.3%	63.9%	52.6%	26.7%		
5-8	19.7%	21.1%	18.4%	19.4%	21.1%	20.0%		
9-12	7.8%	0.0%	12.2%	6.9%	15.8%	6.7%		
13-16	0.5%	2.6%	0.0%	0.0%	0.0%	0.0%		
17-20	2.1%	5.3%	0.0%	0.0%	5.3%	6.7%		
21+	1.6%	5.3%	0.0%	1.4%	0.0%	0.0%		
Total(n)	193	38	49	72	19	15		
Mean	2.44	2.71	2.39	2.32	2.68	2.20		
Standard deviation	1.08	1.49	0.76	0.90	1.16	1.42		
<b>Committee work and meetings</b>								
None	10.8%	7.7%	2.0%	8.3%	26.3%	40.0%		
1-4	49.5%	48.7%	46.9%	55.6%	47.4%	33.3%		
5-8	25.8%	23.1%	30.6%	25.0%	26.3%	20.0%		
9-12	7.7%	7.7%	8.2%	9.7%	0.0%	6.7%		
13-16	2.1%	5.1%	4.1%	0.0%	0.0%	0.0%		
17-20	2.1%	2.6%	6.1%	0.0%	0.0%	0.0%		
21+	2.1%	5.1%	2.0%	1.4%	0.0%	0.0%		
Total(n)	194	39	49	72	19	15		
Mean	2.55	2.82	2.92	2.43	2.00	1.93		
Standard deviation	1.19	1.47	1.30	0.95	0.75	0.96		



**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Research and scholarly writing</b>								
None	21.1%	18.4%	20.4%	16.4%	21.1%	53.3%		
1-4	36.6%	34.2%	34.7%	39.7%	47.4%	20.0%		
5-8	20.1%	23.7%	24.5%	17.8%	21.1%	6.7%		
9-12	10.3%	13.2%	12.2%	11.0%	5.3%	0.0%		
13-16	4.6%	5.3%	0.0%	8.2%	5.3%	0.0%		
17-20	3.6%	0.0%	4.1%	4.1%	0.0%	13.3%		
21+	3.6%	5.3%	4.1%	2.7%	0.0%	6.7%		
Total(n)	194	38	49	73	19	15		
Mean	2.66	2.74	2.65	2.78	2.26	2.40		
Standard deviation	1.52	1.50	1.49	1.51	1.05	2.13		
<b>Other creative products/performances</b>								
None	59.1%	57.9%	71.4%	65.3%	21.1%	40.0%		
1-4	22.8%	23.7%	14.3%	22.2%	31.6%	40.0%		
5-8	6.7%	0.0%	8.2%	4.2%	21.1%	13.3%		
9-12	5.2%	2.6%	2.0%	5.6%	21.1%	0.0%		
13-16	1.0%	2.6%	0.0%	1.4%	0.0%	0.0%		
17-20	1.6%	2.6%	4.1%	0.0%	0.0%	0.0%		
21+	3.6%	10.5%	0.0%	1.4%	5.3%	6.7%		
Total(n)	193	38	49	72	19	15		
Mean	1.85	2.18	1.57	1.61	2.68	2.07		
Standard deviation	1.45	2.01	1.17	1.12	1.49	1.53		
<b>Community or public service</b>								
None	43.6%	46.2%	49.0%	41.1%	26.3%	53.3%		
1-4	46.2%	43.6%	38.8%	49.3%	57.9%	46.7%		
5-8	7.2%	5.1%	12.2%	4.1%	15.8%	0.0%		
9-12	1.0%	0.0%	0.0%	2.7%	0.0%	0.0%		
13-16	1.0%	0.0%	0.0%	2.7%	0.0%	0.0%		
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
21+	1.0%	5.1%	0.0%	0.0%	0.0%	0.0%		
Total(n)	195	39	49	73	19	15		
Mean	1.74	1.85	1.63	1.77	1.89	1.47		
Standard deviation	0.91	1.35	0.70	0.87	0.66	0.52		
<b>Outside consulting/freelance work</b>								
None	67.4%	64.1%	76.6%	71.2%	42.1%	60.0%		
1-4	20.2%	23.1%	14.9%	23.3%	21.1%	13.3%		
5-8	4.1%	2.6%	4.3%	1.4%	15.8%	6.7%		
9-12	3.1%	5.1%	2.1%	1.4%	5.3%	6.7%		
13-16	1.0%	0.0%	0.0%	0.0%	5.3%	6.7%		
17-20	1.6%	0.0%	2.1%	0.0%	5.3%	6.7%		
21+	2.6%	5.1%	0.0%	2.7%	5.3%	0.0%		
Total(n)	193	39	47	73	19	15		
Mean	1.65	1.74	1.40	1.47	2.47	2.07		
Standard deviation	1.31	1.46	0.95	1.09	1.84	1.67		
<b>Household/childcare duties</b>								
None	10.8%	15.4%	10.2%	11.1%	0.0%	13.3%		
1-4	17.0%	20.5%	8.2%	22.2%	15.8%	13.3%		
5-8	18.6%	12.8%	20.4%	16.7%	26.3%	26.7%		
9-12	19.1%	20.5%	18.4%	20.8%	15.8%	13.3%		
13-16	8.2%	10.3%	6.1%	8.3%	10.5%	6.7%		
17-20	8.8%	7.7%	16.3%	5.6%	10.5%	0.0%		
21+	17.5%	12.8%	20.4%	15.3%	21.1%	26.7%		
Total(n)	194	39	49	72	19	15		
Mean	3.93	3.64	4.33	3.71	4.37	3.93		
Standard deviation	1.97	1.97	1.99	1.92	1.83	2.19		
<b>Serving as a caregiver for another adult</b>								
None	77.8%	69.2%	77.6%	80.6%	84.2%	80.0%		
1-4	9.8%	15.4%	6.1%	12.5%	0.0%	6.7%		
5-8	4.6%	2.6%	8.2%	4.2%	5.3%	0.0%		
9-12	1.5%	2.6%	4.1%	0.0%	0.0%	0.0%		
13-16	3.1%	2.6%	4.1%	1.4%	0.0%	13.3%		
17-20	1.0%	2.6%	0.0%	0.0%	5.3%	0.0%		
21+	2.1%	5.1%	0.0%	1.4%	5.3%	0.0%		
Total(n)	194	39	49	72	19	15		
Mean	1.54	1.82	1.51	1.35	1.68	1.60		
Standard deviation	1.28	1.67	1.08	0.95	1.77	1.40		
<b>Other employment outside of academia</b>								
None	76.6%	87.2%	87.8%	77.1%	47.4%	46.7%		
1-4	8.3%	2.6%	8.2%	10.0%	15.8%	6.7%		
5-8	4.2%	2.6%	2.0%	7.1%	5.3%	0.0%		
9-12	2.1%	2.6%	0.0%	2.9%	5.3%	0.0%		
13-16	2.1%	0.0%	0.0%	1.4%	10.5%	6.7%		
17-20	1.6%	0.0%	2.0%	0.0%	5.3%	6.7%		
21+	5.2%	5.1%	0.0%	1.4%	10.5%	33.3%		
Total(n)	192	39	49	70	19	15		
Mean	1.70	1.46	1.22	1.47	2.74	3.67		
Standard deviation	1.60	1.43	0.80	1.09	2.21	2.87		
<b>Personal time (e.g., exercise, hobbies, relaxing)</b>								
None	4.7%	2.6%	2.0%	4.2%	5.3%	20.0%		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
1-4	18.1%	12.8%	16.3%	25.4%	10.5%	13.3%		
5-8	33.7%	23.1%	49.0%	28.2%	36.8%	33.3%		
9-12	21.2%	30.8%	16.3%	21.1%	21.1%	13.3%		
13-16	8.3%	10.3%	10.2%	8.5%	5.3%	0.0%		
17-20	3.6%	7.7%	2.0%	1.4%	5.3%	6.7%		
21+	10.4%	12.8%	4.1%	11.3%	15.8%	13.3%		
Total(n)	193	39	49	71	19	15		
Mean	3.63	4.08	3.39	3.54	3.89	3.33		
Standard deviation	1.59	1.61	1.24	1.63	1.76	1.99		
<b>In your interactions with undergraduates, how often in the past year did you encourage them to:</b>								
<b>Ask questions in class</b>								
Frequently	90.7%	94.7%	93.3%	86.2%	94.7%	86.7%		
Occasionally	4.4%	5.3%	2.2%	7.7%	0.0%	0.0%		
Not at All	4.9%	0.0%	4.4%	6.2%	5.3%	13.3%		
Total(n)	182	38	45	65	19	15		
Mean	2.86	2.95	2.89	2.80	2.89	2.73		
Standard deviation	0.47	0.23	0.44	0.54	0.46	0.70		
<b>Support their opinions with a logical argument</b>								
Frequently	79.8%	78.9%	87.0%	76.9%	78.9%	73.3%		
Occasionally	14.2%	15.8%	10.9%	16.9%	15.8%	6.7%		
Not at All	6.0%	5.3%	2.2%	6.2%	5.3%	20.0%		
Total(n)	183	38	46	65	19	15		
Mean	2.74	2.74	2.85	2.71	2.74	2.53		
Standard deviation	0.56	0.55	0.42	0.58	0.56	0.83		
<b>Seek solutions to problems and explain them to others</b>								
Frequently	74.7%	73.7%	71.7%	73.4%	78.9%	86.7%		
Occasionally	18.7%	23.7%	21.7%	18.8%	15.8%	0.0%		
Not at All	6.6%	2.6%	6.5%	7.8%	5.3%	13.3%		
Total(n)	182	38	46	64	19	15		
Mean	2.68	2.71	2.65	2.66	2.74	2.73		
Standard deviation	0.59	0.52	0.60	0.62	0.56	0.70		
<b>Analyze multiple sources of information before coming to a conclusion</b>								
Frequently	73.6%	76.3%	77.8%	67.7%	78.9%	73.3%		
Occasionally	19.8%	21.1%	15.6%	24.6%	15.8%	13.3%		
Not at All	6.6%	2.6%	6.7%	7.7%	5.3%	13.3%		
Total(n)	182	38	45	65	19	15		
Mean	2.67	2.74	2.71	2.60	2.74	2.60		
Standard deviation	0.60	0.50	0.59	0.63	0.56	0.74		
<b>Evaluate the quality or reliability of information they receive</b>								
Frequently	77.6%	78.9%	80.4%	75.4%	84.2%	66.7%		
Occasionally	14.2%	15.8%	13.0%	15.4%	10.5%	13.3%		
Not at All	8.2%	5.3%	6.5%	9.2%	5.3%	20.0%		
Total(n)	183	38	46	65	19	15		
Mean	2.69	2.74	2.74	2.66	2.79	2.47		
Standard deviation	0.62	0.55	0.57	0.64	0.54	0.83		
<b>Take risks for potential gains</b>								
Frequently	56.3%	71.1%	56.5%	41.5%	63.2%	73.3%		
Occasionally	31.1%	21.1%	28.3%	46.2%	26.3%	6.7%		
Not at All	12.6%	7.9%	15.2%	12.3%	10.5%	20.0%		
Total(n)	183	38	46	65	19	15		
Mean	2.44	2.63	2.41	2.29	2.53	2.53		
Standard deviation	0.71	0.63	0.75	0.68	0.70	0.83		
<b>Seek alternative solutions to a problem</b>								
Frequently	67.2%	73.7%	72.7%	56.9%	78.9%	64.3%		
Occasionally	26.1%	26.3%	22.7%	33.8%	10.5%	21.4%		
Not at All	6.7%	0.0%	4.5%	9.2%	10.5%	14.3%		
Total(n)	180	38	44	65	19	14		
Mean	2.61	2.74	2.68	2.48	2.68	2.50		
Standard deviation	0.61	0.45	0.56	0.66	0.67	0.76		
<b>Look up scientific research articles and resources</b>								
Frequently	46.1%	50.0%	48.9%	43.1%	42.1%	46.2%		
Occasionally	32.2%	31.6%	31.1%	29.2%	47.4%	30.8%		
Not at All	21.7%	18.4%	20.0%	27.7%	10.5%	23.1%		
Total(n)	180	38	45	65	19	13		
Mean	2.24	2.32	2.29	2.15	2.32	2.23		
Standard deviation	0.79	0.77	0.79	0.83	0.67	0.83		
<b>Explore topics on their own, even though it was not required for a class</b>								
Frequently	59.7%	63.2%	62.2%	52.3%	57.9%	78.6%		
Occasionally	34.3%	36.8%	33.3%	38.5%	36.8%	7.1%		
Not at All	6.1%	0.0%	4.4%	9.2%	5.3%	14.3%		
Total(n)	181	38	45	65	19	14		
Mean	2.54	2.63	2.58	2.43	2.53	2.64		
Standard deviation	0.61	0.49	0.58	0.66	0.61	0.74		
<b>Accept mistakes as part of the learning process</b>								
Frequently	79.0%	84.2%	84.4%	70.8%	84.2%	78.6%		
Occasionally	16.6%	15.8%	13.3%	23.1%	10.5%	7.1%		
Not at All	4.4%	0.0%	2.2%	6.2%	5.3%	14.3%		
Total(n)	181	38	45	65	19	14		

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	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.75	2.84	2.82	2.65	2.79	2.64		
Standard deviation	0.53	0.37	0.44	0.60	0.54	0.74		
<b>Recognize biases that affect their thinking</b>								
Frequently	69.1%	71.1%	73.3%	63.1%	78.9%	64.3%		
Occasionally	21.5%	23.7%	17.8%	24.6%	15.8%	21.4%		
Not at All	9.4%	5.3%	8.9%	12.3%	5.3%	14.3%		
Total(n)	181	38	45	65	19	14		
Mean	2.60	2.66	2.64	2.51	2.74	2.50		
Standard deviation	0.66	0.58	0.65	0.71	0.56	0.76		
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>								
<b>Write in the specific style or format of your discipline</b>								
Frequently	67.6%	61.1%	76.1%	65.7%	57.9%	78.6%		
Occasionally	22.7%	25.0%	15.2%	28.6%	31.6%	0.0%		
Not at All	9.7%	13.9%	8.7%	5.7%	10.5%	21.4%		
Total(n)	185	36	46	70	19	14		
Mean	2.58	2.47	2.67	2.60	2.47	2.57		
Standard deviation	0.66	0.74	0.63	0.60	0.70	0.85		
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>								
Frequently	66.1%	70.3%	69.6%	60.0%	73.7%	64.3%		
Occasionally	23.1%	27.0%	17.4%	27.1%	21.1%	14.3%		
Not at All	10.8%	2.7%	13.0%	12.9%	5.3%	21.4%		
Total(n)	186	37	46	70	19	14		
Mean	2.55	2.68	2.57	2.47	2.68	2.43		
Standard deviation	0.68	0.53	0.72	0.72	0.58	0.85		
<b>Discuss the ethical or moral implications of a course of action</b>								
Frequently	61.6%	54.1%	65.2%	68.1%	52.6%	50.0%		
Occasionally	30.8%	40.5%	26.1%	24.6%	42.1%	35.7%		
Not at All	7.6%	5.4%	8.7%	7.2%	5.3%	14.3%		
Total(n)	185	37	46	69	19	14		
Mean	2.54	2.49	2.57	2.61	2.47	2.36		
Standard deviation	0.63	0.61	0.65	0.62	0.61	0.74		
<b>Apply mathematical concepts and computational thinking</b>								
Frequently	25.4%	30.6%	21.7%	27.1%	31.6%	7.1%		
Occasionally	24.3%	19.4%	21.7%	25.7%	42.1%	14.3%		
Not at All	50.3%	50.0%	56.5%	47.1%	26.3%	78.6%		
Total(n)	185	36	46	70	19	14		
Mean	1.75	1.81	1.65	1.80	2.05	1.29		
Standard deviation	0.84	0.89	0.82	0.84	0.78	0.61		
<b>In how many of the courses that you teach do you use each of the following?</b>								
<b>Class discussions</b>								
All	82.1%	74.3%	87.0%	81.4%	89.5%	78.6%		
Most	8.2%	11.4%	6.5%	7.1%	5.3%	14.3%		
Some	8.7%	14.3%	4.3%	10.0%	5.3%	7.1%		
None	1.1%	0.0%	2.2%	1.4%	0.0%	0.0%		
Total(n)	184	35	46	70	19	14		
Mean	3.71	3.60	3.78	3.69	3.84	3.71		
Standard deviation	0.67	0.74	0.63	0.71	0.50	0.61		
<b>Cooperative learning (small groups)</b>								
All	63.2%	47.2%	63.0%	70.0%	73.7%	57.1%		
Most	18.9%	16.7%	23.9%	18.6%	15.8%	14.3%		
Some	14.1%	27.8%	6.5%	11.4%	10.5%	21.4%		
None	3.8%	8.3%	6.5%	0.0%	0.0%	7.1%		
Total(n)	185	36	46	70	19	14		
Mean	3.42	3.03	3.43	3.59	3.63	3.21		
Standard deviation	0.87	1.06	0.89	0.69	0.68	1.05		
<b>Experiential learning/Field studies</b>								
All	19.7%	13.9%	17.4%	20.3%	22.2%	35.7%		
Most	13.1%	11.1%	13.0%	11.6%	22.2%	14.3%		
Some	33.3%	33.3%	28.3%	34.8%	38.9%	35.7%		
None	33.9%	41.7%	41.3%	33.3%	16.7%	14.3%		
Total(n)	183	36	46	69	18	14		
Mean	2.19	1.97	2.07	2.19	2.50	2.71		
Standard deviation	1.11	1.06	1.12	1.12	1.04	1.14		
<b>Performances/Demonstrations</b>								
All	24.3%	19.4%	21.7%	24.3%	42.1%	21.4%		
Most	19.5%	13.9%	19.6%	22.9%	5.3%	35.7%		
Some	29.2%	36.1%	23.9%	22.9%	47.4%	35.7%		
None	27.0%	30.6%	34.8%	30.0%	5.3%	7.1%		
Total(n)	185	36	46	70	19	14		
Mean	2.41	2.22	2.28	2.41	2.84	2.71		
Standard deviation	1.13	1.10	1.17	1.16	1.07	0.91		
<b>Group projects</b>								
All	33.3%	28.6%	28.3%	41.4%	38.9%	14.3%		
Most	21.9%	14.3%	28.3%	17.1%	33.3%	28.6%		
Some	29.0%	31.4%	28.3%	28.6%	22.2%	35.7%		

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	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
None	15.8%	25.7%	15.2%	12.9%	5.6%	21.4%		
Total(n)	183	35	46	70	18	14		
Mean	2.73	2.46	2.70	2.87	3.06	2.36		
Standard deviation	1.09	1.17	1.05	1.10	0.94	1.01		
<b>Extensive lecturing</b>								
All	12.0%	11.1%	8.7%	17.4%	10.5%	0.0%		
Most	20.1%	25.0%	15.2%	17.4%	26.3%	28.6%		
Some	34.8%	36.1%	41.3%	31.9%	26.3%	35.7%		
None	33.2%	27.8%	34.8%	33.3%	36.8%	35.7%		
Total(n)	184	36	46	69	19	14		
Mean	2.11	2.19	1.98	2.19	2.11	1.93		
Standard deviation	1.00	0.98	0.93	1.09	1.05	0.83		
<b>Multiple drafts of written work</b>								
All	26.4%	22.9%	24.4%	27.5%	36.8%	21.4%		
Most	19.8%	31.4%	20.0%	18.8%	15.8%	0.0%		
Some	39.6%	22.9%	44.4%	43.5%	26.3%	64.3%		
None	14.3%	22.9%	11.1%	10.1%	21.1%	14.3%		
Total(n)	182	35	45	69	19	14		
Mean	2.58	2.54	2.58	2.64	2.68	2.29		
Standard deviation	1.03	1.09	0.99	1.00	1.20	0.99		
<b>Reflective writing/Journaling</b>								
All	29.0%	31.4%	20.0%	32.9%	31.6%	28.6%		
Most	24.0%	20.0%	26.7%	22.9%	21.1%	35.7%		
Some	23.5%	22.9%	26.7%	20.0%	31.6%	21.4%		
None	23.5%	25.7%	26.7%	24.3%	15.8%	14.3%		
Total(n)	183	35	45	70	19	14		
Mean	2.58	2.57	2.40	2.64	2.68	2.79		
Standard deviation	1.14	1.20	1.10	1.18	1.11	1.05		
<b>Community service as part of coursework</b>								
All	2.2%	0.0%	2.2%	4.3%	0.0%	0.0%		
Most	3.8%	0.0%	2.2%	5.8%	5.3%	7.1%		
Some	16.8%	16.7%	19.6%	11.6%	21.1%	28.6%		
None	77.2%	83.3%	76.1%	78.3%	73.7%	64.3%		
Total(n)	184	36	46	69	19	14		
Mean	1.31	1.17	1.30	1.36	1.32	1.43		
Standard deviation	0.65	0.38	0.63	0.79	0.58	0.65		
<b>Electronic quizzes with immediate feedback in class</b>								
All	9.2%	8.3%	6.5%	11.4%	15.8%	0.0%		
Most	4.9%	8.3%	2.2%	2.9%	5.3%	14.3%		
Some	22.2%	19.4%	23.9%	21.4%	15.8%	35.7%		
None	63.8%	63.9%	67.4%	64.3%	63.2%	50.0%		
Total(n)	185	36	46	70	19	14		
Mean	1.59	1.61	1.48	1.61	1.74	1.64		
Standard deviation	0.95	0.96	0.84	1.00	1.15	0.74		
<b>Real-life problems</b>								
All	45.4%	41.7%	43.5%	42.9%	52.6%	64.3%		
Most	28.6%	33.3%	26.1%	34.3%	21.1%	7.1%		
Some	20.5%	19.4%	21.7%	18.6%	26.3%	21.4%		
None	5.4%	5.6%	8.7%	4.3%	0.0%	7.1%		
Total(n)	185	36	46	70	19	14		
Mean	3.14	3.11	3.04	3.16	3.26	3.29		
Standard deviation	0.93	0.92	1.01	0.88	0.87	1.07		
<b>Student inquiry to drive learning</b>								
All	48.1%	42.9%	52.2%	42.9%	66.7%	50.0%		
Most	31.1%	25.7%	32.6%	35.7%	27.8%	21.4%		
Some	15.8%	25.7%	8.7%	18.6%	0.0%	21.4%		
None	4.9%	5.7%	6.5%	2.9%	5.6%	7.1%		
Total(n)	183	35	46	70	18	14		
Mean	3.22	3.06	3.30	3.19	3.56	3.14		
Standard deviation	0.89	0.97	0.89	0.84	0.78	1.03		
<b>Readings on racial and ethnic issues</b>								
All	41.8%	45.7%	54.3%	32.9%	47.4%	28.6%		
Most	22.8%	17.1%	19.6%	27.1%	15.8%	35.7%		
Some	17.9%	22.9%	10.9%	20.0%	15.8%	21.4%		
None	17.4%	14.3%	15.2%	20.0%	21.1%	14.3%		
Total(n)	184	35	46	70	19	14		
Mean	2.89	2.94	3.13	2.73	2.89	2.79		
Standard deviation	1.14	1.14	1.13	1.13	1.24	1.05		
<b>Readings on women or gender issues</b>								
All	41.8%	45.7%	54.3%	32.9%	47.4%	28.6%		
Most	22.3%	17.1%	19.6%	25.7%	15.8%	35.7%		
Some	16.3%	20.0%	10.9%	17.1%	15.8%	21.4%		
None	19.6%	17.1%	15.2%	24.3%	21.1%	14.3%		
Total(n)	184	35	46	70	19	14		
Mean	2.86	2.91	3.13	2.67	2.89	2.79		
Standard deviation	1.16	1.17	1.13	1.18	1.24	1.05		
<b>Supplemental instruction outside of class and office hours</b>								
All	23.0%	31.4%	17.4%	21.7%	26.3%	21.4%		
Most	15.3%	8.6%	15.2%	15.9%	26.3%	14.3%		

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	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Some	39.9%	51.4%	37.0%	37.7%	26.3%	50.0%		
None	21.9%	8.6%	30.4%	24.6%	21.1%	14.3%		
Total(n)	183	35	46	69	19	14		
Mean	2.39	2.63	2.20	2.35	2.58	2.43		
Standard deviation	1.07	1.03	1.07	1.08	1.12	1.02		
<b>Student presentations</b>								
All	36.6%	48.6%	34.8%	36.2%	31.6%	21.4%		
Most	29.5%	17.1%	37.0%	29.0%	36.8%	28.6%		
Some	26.2%	25.7%	19.6%	29.0%	21.1%	42.9%		
None	7.7%	8.6%	8.7%	5.8%	10.5%	7.1%		
Total(n)	183	35	46	69	19	14		
Mean	2.95	3.06	2.98	2.96	2.89	2.64		
Standard deviation	0.97	1.06	0.95	0.95	0.99	0.93		
<b>Student evaluations of each others' work</b>								
All	22.3%	22.9%	19.6%	21.4%	31.6%	21.4%		
Most	21.2%	20.0%	21.7%	21.4%	31.6%	7.1%		
Some	34.8%	34.3%	45.7%	27.1%	31.6%	42.9%		
None	21.7%	22.9%	13.0%	30.0%	5.3%	28.6%		
Total(n)	184	35	46	70	19	14		
Mean	2.44	2.43	2.48	2.34	2.89	2.21		
Standard deviation	1.06	1.09	0.96	1.13	0.94	1.12		
<b>Grading on a curve</b>								
All	7.1%	5.7%	10.9%	7.2%	0.0%	7.1%		
Most	6.6%	5.7%	8.7%	8.7%	0.0%	0.0%		
Some	16.9%	28.6%	13.0%	17.4%	5.3%	14.3%		
None	69.4%	60.0%	67.4%	66.7%	94.7%	78.6%		
Total(n)	183	35	46	69	19	14		
Mean	1.51	1.57	1.63	1.57	1.05	1.36		
Standard deviation	0.90	0.85	1.04	0.93	0.23	0.84		
<b>Rubric-based assessment</b>								
All	50.5%	44.1%	57.8%	45.7%	63.2%	50.0%		
Most	25.3%	29.4%	11.1%	35.7%	21.1%	14.3%		
Some	17.6%	17.6%	20.0%	15.7%	10.5%	28.6%		
None	6.6%	8.8%	11.1%	2.9%	5.3%	7.1%		
Total(n)	182	34	45	70	19	14		
Mean	3.20	3.09	3.16	3.24	3.42	3.07		
Standard deviation	0.95	1.00	1.11	0.82	0.90	1.07		
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>								
All	21.9%	23.5%	30.4%	17.1%	15.8%	21.4%		
Most	16.9%	26.5%	10.9%	17.1%	15.8%	14.3%		
Some	36.6%	26.5%	32.6%	41.4%	42.1%	42.9%		
None	24.6%	23.5%	26.1%	24.3%	26.3%	21.4%		
Total(n)	183	34	46	70	19	14		
Mean	2.36	2.50	2.46	2.27	2.21	2.36		
Standard deviation	1.08	1.11	1.19	1.02	1.03	1.08		
<b>How frequently do you incorporate the following forms of technology into your courses?</b>								
<b>Videos or podcasts</b>								
Frequently	51.9%	58.3%	40.0%	56.5%	63.2%	35.7%		
Occasionally	41.0%	33.3%	51.1%	34.8%	36.8%	64.3%		
Not at All	7.1%	8.3%	8.9%	8.7%	0.0%	0.0%		
Total(n)	183	36	45	69	19	14		
Mean	2.45	2.50	2.31	2.48	2.63	2.36		
Standard deviation	0.63	0.65	0.63	0.66	0.50	0.50		
<b>Simulations/animations</b>								
Frequently	18.7%	16.7%	13.3%	20.6%	21.1%	28.6%		
Occasionally	42.3%	38.9%	35.6%	47.1%	42.1%	50.0%		
Not at All	39.0%	44.4%	51.1%	32.4%	36.8%	21.4%		
Total(n)	182	36	45	68	19	14		
Mean	1.80	1.72	1.62	1.88	1.84	2.07		
Standard deviation	0.73	0.74	0.72	0.72	0.76	0.73		
<b>Online homework or virtual labs</b>								
Frequently	35.7%	41.7%	20.5%	36.2%	52.6%	42.9%		
Occasionally	35.2%	33.3%	34.1%	37.7%	26.3%	42.9%		
Not at All	29.1%	25.0%	45.5%	26.1%	21.1%	14.3%		
Total(n)	182	36	44	69	19	14		
Mean	2.07	2.17	1.75	2.10	2.32	2.29		
Standard deviation	0.80	0.81	0.78	0.79	0.82	0.73		
<b>Online discussion boards</b>								
Frequently	32.2%	27.8%	32.6%	26.5%	42.1%	57.1%		
Occasionally	38.9%	33.3%	39.5%	44.1%	31.6%	35.7%		
Not at All	28.9%	38.9%	27.9%	29.4%	26.3%	7.1%		
Total(n)	180	36	43	68	19	14		
Mean	2.03	1.89	2.05	1.97	2.16	2.50		
Standard deviation	0.78	0.82	0.79	0.75	0.83	0.65		
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>								
Frequently	9.3%	5.6%	8.9%	10.1%	5.3%	21.4%		
Occasionally	20.8%	25.0%	13.3%	26.1%	21.1%	7.1%		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	69.9%	69.4%	77.8%	63.8%	73.7%	71.4%		
Total(n)	183	36	45	69	19	14		
Mean	1.39	1.36	1.31	1.46	1.32	1.50		
Standard deviation	0.65	0.59	0.63	0.68	0.58	0.85		
<b>Due to the COVID-19 pandemic, please indicate the extent to which you:</b>								
<b>Felt confident in your ability to provide effective instruction exclusively online</b>								
To a Very Large Extent	31.1%	45.9%	20.0%	26.5%	42.1%	35.7%		
To a Large Extent	28.4%	29.7%	20.0%	32.4%	15.8%	50.0%		
To Some Extent	26.8%	16.2%	35.6%	26.5%	36.8%	14.3%		
To a Small Extent	9.3%	8.1%	15.6%	10.3%	0.0%	0.0%		
Not at All	4.4%	0.0%	8.9%	4.4%	5.3%	0.0%		
Total(n)	183	37	45	68	19	14		
Mean	3.73	4.14	3.27	3.66	3.89	4.21		
Standard deviation	1.13	0.98	1.21	1.11	1.15	0.70		
<b>Were concerned about your job security</b>								
To a Very Large Extent	21.9%	16.2%	8.9%	22.1%	57.9%	28.6%		
To a Large Extent	10.4%	10.8%	6.7%	14.7%	10.5%	0.0%		
To Some Extent	25.1%	21.6%	31.1%	27.9%	5.3%	28.6%		
To a Small Extent	15.8%	16.2%	13.3%	17.6%	21.1%	7.1%		
Not at All	26.8%	35.1%	40.0%	17.6%	5.3%	35.7%		
Total(n)	183	37	45	68	19	14		
Mean	2.85	2.57	2.31	3.06	3.95	2.79		
Standard deviation	1.48	1.48	1.31	1.39	1.43	1.67		
<b>Felt your research productivity (e.g. manuscripts, grant writing, experiments) has suffered</b>								
To a Very Large Extent	48.6%	40.5%	62.8%	47.1%	33.3%	53.8%		
To a Large Extent	19.0%	18.9%	18.6%	22.1%	11.1%	15.4%		
To Some Extent	14.5%	18.9%	9.3%	16.2%	16.7%	7.7%		
To a Small Extent	6.1%	5.4%	7.0%	7.4%	5.6%	0.0%		
Not at All	11.7%	16.2%	2.3%	7.4%	33.3%	23.1%		
Total(n)	179	37	43	68	18	13		
Mean	3.87	3.62	4.33	3.94	3.06	3.77		
Standard deviation	1.39	1.48	1.06	1.27	1.73	1.69		
<b>Please indicate your agreement with the following statements related to teaching during the COVID-19 pandemic:</b>								
<b>I felt empowered to make accommodations for students (e.g. assignments, deadlines, attendance)</b>								
Strongly Agree	58.9%	66.7%	66.7%	50.8%	47.4%	69.2%		
Agree	33.7%	27.8%	23.8%	43.1%	47.4%	15.4%		
Disagree	6.3%	2.8%	9.5%	4.6%	5.3%	15.4%		
Strongly Disagree	1.1%	2.8%	0.0%	1.5%	0.0%	0.0%		
Total(n)	175	36	42	65	19	13		
Mean	3.50	3.58	3.57	3.43	3.42	3.54		
Standard deviation	0.67	0.69	0.67	0.66	0.61	0.78		
<b>I had the authority to adjust the course format (i.e., virtual, in-person, hybrid) in order to protect my health and the health of my students</b>								
Strongly Agree	39.6%	52.8%	31.0%	37.7%	33.3%	50.0%		
Agree	31.4%	19.4%	35.7%	39.3%	33.3%	8.3%		
Disagree	13.0%	5.6%	21.4%	11.5%	5.6%	25.0%		
Strongly Disagree	16.0%	22.2%	11.9%	11.5%	27.8%	16.7%		
Total(n)	169	36	42	61	18	12		
Mean	2.95	3.03	2.86	3.03	2.72	2.92		
Standard deviation	1.08	1.23	1.00	0.98	1.23	1.24		
<b>I had access to effective tech support while teaching remotely</b>								
Strongly Agree	30.2%	50.0%	23.8%	23.0%	26.3%	35.7%		
Agree	42.4%	38.9%	40.5%	47.5%	36.8%	42.9%		
Disagree	15.7%	8.3%	19.0%	16.4%	21.1%	14.3%		
Strongly Disagree	11.6%	2.8%	16.7%	13.1%	15.8%	7.1%		
Total(n)	172	36	42	61	19	14		
Mean	2.91	3.36	2.71	2.80	2.74	3.07		
Standard deviation	0.96	0.76	1.02	0.95	1.05	0.92		
<b>Please indicate your agreement with each of the following statements:</b>								
<b>Campus leadership provided an appropriate response to the pandemic</b>								
Strongly Agree	28.2%	40.5%	27.9%	22.7%	17.6%	35.7%		
Somewhat Agree	47.5%	37.8%	39.5%	56.1%	47.1%	57.1%		
Somewhat Disagree	12.4%	8.1%	14.0%	13.6%	23.5%	0.0%		
Strongly Disagree	11.9%	13.5%	18.6%	7.6%	11.8%	7.1%		
Total(n)	177	37	43	66	17	14		
Mean	2.92	3.05	2.77	2.94	2.71	3.21		
Standard deviation	0.94	1.03	1.07	0.82	0.92	0.80		
<b>Faculty in my department were adequately prepared for teaching remotely</b>								
Strongly Agree	12.6%	16.2%	11.6%	14.3%	0.0%	14.3%		
Somewhat Agree	39.4%	45.9%	32.6%	34.9%	50.0%	50.0%		
Somewhat Disagree	28.6%	27.0%	27.9%	31.7%	22.2%	28.6%		
Strongly Disagree	19.4%	10.8%	27.9%	19.0%	27.8%	7.1%		
Total(n)	175	37	43	63	18	14		
Mean	2.45	2.68	2.28	2.44	2.22	2.71		

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.94	0.88	1.01	0.96	0.88	0.83		
<b>My institution's pandemic response prioritized the health and safety of faculty</b>								
Strongly Agree	27.9%	32.4%	25.0%	25.8%	27.8%	35.7%		
Somewhat Agree	36.9%	35.1%	22.7%	43.9%	38.9%	50.0%		
Somewhat Disagree	20.1%	16.2%	31.8%	19.7%	11.1%	7.1%		
Strongly Disagree	15.1%	16.2%	20.5%	10.6%	22.2%	7.1%		
Total(n)	179	37	44	66	18	14		
Mean	2.78	2.84	2.52	2.85	2.72	3.14		
Standard deviation	1.02	1.07	1.09	0.93	1.13	0.86		
<b>I would prefer to teach more of my courses in either a hybrid or fully online format</b>								
Strongly Agree	23.0%	24.3%	11.6%	19.7%	38.9%	50.0%		
Somewhat Agree	20.8%	27.0%	9.3%	25.8%	22.2%	14.3%		
Somewhat Disagree	18.0%	13.5%	23.3%	16.7%	16.7%	21.4%		
Strongly Disagree	38.2%	35.1%	55.8%	37.9%	22.2%	14.3%		
Total(n)	178	37	43	66	18	14		
Mean	2.29	2.41	1.77	2.27	2.78	3.00		
Standard deviation	1.20	1.21	1.04	1.17	1.22	1.18		
<b>This college developed effective policies related to COVID-19 vaccinations for the campus community</b>								
Strongly Agree	40.8%	54.1%	40.9%	34.8%	38.9%	35.7%		
Somewhat Agree	33.5%	21.6%	27.3%	40.9%	38.9%	42.9%		
Somewhat Disagree	15.1%	16.2%	18.2%	13.6%	11.1%	14.3%		
Strongly Disagree	10.6%	8.1%	13.6%	10.6%	11.1%	7.1%		
Total(n)	179	37	44	66	18	14		
Mean	3.04	3.22	2.95	3.00	3.06	3.07		
Standard deviation	0.99	1.00	1.08	0.96	1.00	0.92		
<b>I significantly adjusted my course policies (e.g., attendance, assignment deadlines) to accommodate students' needs during the pandemic</b>								
Strongly Agree	71.2%	72.2%	79.1%	65.2%	88.9%	50.0%		
Somewhat Agree	24.3%	19.4%	11.6%	33.3%	11.1%	50.0%		
Somewhat Disagree	3.4%	5.6%	7.0%	1.5%	0.0%	0.0%		
Strongly Disagree	1.1%	2.8%	2.3%	0.0%	0.0%	0.0%		
Total(n)	177	36	43	66	18	14		
Mean	3.66	3.61	3.67	3.64	3.89	3.50		
Standard deviation	0.60	0.73	0.71	0.52	0.32	0.52		
<b>Rate the extent to which each of the following was a source of stress for you due to the COVID-19 pandemic:</b>								
<b>Physical health</b>								
To a Very Large Extent	35.2%	32.4%	33.3%	35.3%	38.9%	42.9%		
To a Large Extent	18.1%	8.1%	22.2%	26.5%	11.1%	0.0%		
To Some Extent	29.7%	27.0%	24.4%	30.9%	33.3%	42.9%		
To a Small Extent	11.5%	24.3%	11.1%	2.9%	16.7%	14.3%		
Not at All	5.5%	8.1%	8.9%	4.4%	0.0%	0.0%		
Total(n)	182	37	45	68	18	14		
Mean	3.66	3.32	3.60	3.85	3.72	3.71		
Standard deviation	1.22	1.38	1.30	1.08	1.18	1.20		
<b>Mental health</b>								
To a Very Large Extent	45.9%	35.1%	42.2%	49.3%	50.0%	64.3%		
To a Large Extent	24.3%	18.9%	22.2%	28.4%	38.9%	7.1%		
To Some Extent	18.8%	27.0%	20.0%	16.4%	5.6%	21.4%		
To a Small Extent	6.1%	5.4%	8.9%	4.5%	5.6%	7.1%		
Not at All	5.0%	13.5%	6.7%	1.5%	0.0%	0.0%		
Total(n)	181	37	45	67	18	14		
Mean	4.00	3.57	3.84	4.19	4.33	4.29		
Standard deviation	1.16	1.39	1.26	0.97	0.84	1.07		
<b>In-person social interaction</b>								
To a Very Large Extent	35.4%	35.1%	36.4%	29.4%	50.0%	42.9%		
To a Large Extent	23.8%	13.5%	27.3%	29.4%	22.2%	14.3%		
To Some Extent	23.8%	24.3%	20.5%	25.0%	27.8%	21.4%		
To a Small Extent	8.3%	16.2%	2.3%	8.8%	0.0%	14.3%		
Not at All	8.8%	10.8%	13.6%	7.4%	0.0%	7.1%		
Total(n)	181	37	44	68	18	14		
Mean	3.69	3.46	3.70	3.65	4.22	3.71		
Standard deviation	1.28	1.41	1.36	1.21	0.88	1.38		
<b>Return to in-person teaching</b>								
To a Very Large Extent	34.3%	43.2%	33.3%	26.9%	50.0%	28.6%		
To a Large Extent	22.1%	13.5%	22.2%	28.4%	11.1%	28.6%		
To Some Extent	17.1%	5.4%	17.8%	17.9%	33.3%	21.4%		
To a Small Extent	13.3%	16.2%	13.3%	16.4%	0.0%	7.1%		
Not at All	13.3%	21.6%	13.3%	10.4%	5.6%	14.3%		
Total(n)	181	37	45	67	18	14		
Mean	3.51	3.41	3.49	3.45	4.00	3.50		
Standard deviation	1.42	1.67	1.42	1.33	1.19	1.40		
<b>Health of loved ones</b>								
To a Very Large Extent	37.9%	40.5%	35.6%	29.4%	55.6%	57.1%		
To a Large Extent	26.4%	21.6%	24.4%	32.4%	27.8%	14.3%		
To Some Extent	21.4%	21.6%	20.0%	25.0%	11.1%	21.4%		
To a Small Extent	11.5%	8.1%	15.6%	13.2%	5.6%	7.1%		
Not at All	2.7%	8.1%	4.4%	0.0%	0.0%	0.0%		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	182	37	45	68	18	14		
Mean	3.85	3.78	3.71	3.78	4.33	4.21		
Standard deviation	1.13	1.29	1.24	1.02	0.91	1.05		
<b>Access to healthcare</b>								
To a Very Large Extent	20.3%	29.7%	15.6%	16.2%	27.8%	21.4%		
To a Large Extent	16.5%	13.5%	11.1%	20.6%	16.7%	21.4%		
To Some Extent	18.1%	8.1%	15.6%	20.6%	27.8%	28.6%		
To a Small Extent	20.9%	21.6%	17.8%	26.5%	11.1%	14.3%		
Not at All	24.2%	27.0%	40.0%	16.2%	16.7%	14.3%		
Total(n)	182	37	45	68	18	14		
Mean	2.88	2.97	2.44	2.94	3.28	3.21		
Standard deviation	1.47	1.64	1.50	1.34	1.45	1.37		
<b>The extent to which others wear masks while out in public</b>								
To a Very Large Extent	35.7%	37.8%	42.2%	26.5%	44.4%	42.9%		
To a Large Extent	29.1%	24.3%	11.1%	39.7%	38.9%	35.7%		
To Some Extent	17.6%	8.1%	33.3%	17.6%	5.6%	7.1%		
To a Small Extent	8.2%	5.4%	8.9%	10.3%	5.6%	7.1%		
Not at All	9.3%	24.3%	4.4%	5.9%	5.6%	7.1%		
Total(n)	182	37	45	68	18	14		
Mean	3.74	3.46	3.78	3.71	4.11	4.00		
Standard deviation	1.28	1.63	1.22	1.15	1.13	1.24		
<b>Coping with social isolation</b>								
To a Very Large Extent	18.7%	8.1%	20.0%	22.1%	22.2%	21.4%		
To a Large Extent	28.0%	16.2%	22.2%	38.2%	33.3%	21.4%		
To Some Extent	27.5%	24.3%	40.0%	20.6%	22.2%	35.7%		
To a Small Extent	14.8%	24.3%	11.1%	11.8%	16.7%	14.3%		
Not at All	11.0%	27.0%	6.7%	7.4%	5.6%	7.1%		
Total(n)	182	37	45	68	18	14		
Mean	3.29	2.54	3.38	3.56	3.50	3.36		
Standard deviation	1.24	1.28	1.13	1.18	1.20	1.22		
<b>Personal finances</b>								
To a Very Large Extent	19.9%	5.4%	11.4%	20.6%	50.0%	42.9%		
To a Large Extent	16.6%	16.2%	15.9%	22.1%	5.6%	7.1%		
To Some Extent	23.2%	16.2%	18.2%	32.4%	16.7%	21.4%		
To a Small Extent	14.9%	18.9%	13.6%	14.7%	16.7%	7.1%		
Not at All	25.4%	43.2%	40.9%	10.3%	11.1%	21.4%		
Total(n)	181	37	44	68	18	14		
Mean	2.91	2.22	2.43	3.28	3.67	3.43		
Standard deviation	1.46	1.32	1.45	1.24	1.53	1.65		
<b>Childcare</b>								
To a Very Large Extent	13.9%	10.8%	22.2%	11.9%	5.6%	15.4%		
To a Large Extent	5.6%	0.0%	8.9%	4.5%	11.1%	7.7%		
To Some Extent	2.2%	0.0%	2.2%	4.5%	0.0%	0.0%		
To a Small Extent	6.7%	10.8%	8.9%	3.0%	11.1%	0.0%		
Not at All	71.7%	78.4%	57.8%	76.1%	72.2%	76.9%		
Total(n)	180	37	45	67	18	13		
Mean	1.83	1.54	2.29	1.73	1.67	1.85		
Standard deviation	1.48	1.26	1.71	1.42	1.28	1.63		
<b>Please indicate the extent to which you agree it is your role to:</b>								
<b>Encourage students to become agents of social change</b>								
Strongly Agree	59.1%	52.8%	57.8%	54.4%	72.2%	85.7%		
Somewhat Agree	30.4%	27.8%	31.1%	35.3%	27.8%	14.3%		
Somewhat Disagree	7.2%	11.1%	11.1%	5.9%	0.0%	0.0%		
Strongly Disagree	3.3%	8.3%	0.0%	4.4%	0.0%	0.0%		
Total(n)	181	36	45	68	18	14		
Mean	3.45	3.25	3.47	3.40	3.72	3.86		
Standard deviation	0.77	0.97	0.69	0.79	0.46	0.36		
<b>Prepare students for employment after college</b>								
Strongly Agree	56.9%	55.6%	46.7%	60.3%	61.1%	71.4%		
Somewhat Agree	38.7%	38.9%	53.3%	33.8%	27.8%	28.6%		
Somewhat Disagree	4.4%	5.6%	0.0%	5.9%	11.1%	0.0%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	181	36	45	68	18	14		
Mean	3.52	3.50	3.47	3.54	3.50	3.71		
Standard deviation	0.58	0.61	0.50	0.61	0.71	0.47		
<b>Prepare students for graduate or advanced education</b>								
Strongly Agree	46.4%	51.4%	50.0%	41.2%	50.0%	42.9%		
Somewhat Agree	46.4%	40.0%	45.5%	50.0%	50.0%	42.9%		
Somewhat Disagree	7.3%	8.6%	4.5%	8.8%	0.0%	14.3%		
Strongly Disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	179	35	44	68	18	14		
Mean	3.39	3.43	3.45	3.32	3.50	3.29		
Standard deviation	0.62	0.65	0.59	0.63	0.51	0.73		
<b>Develop students' moral character</b>								
Strongly Agree	42.5%	33.3%	42.2%	41.2%	55.6%	57.1%		
Somewhat Agree	42.5%	41.7%	44.4%	42.6%	38.9%	42.9%		
Somewhat Disagree	11.6%	19.4%	11.1%	11.8%	5.6%	0.0%		
Strongly Disagree	3.3%	5.6%	2.2%	4.4%	0.0%	0.0%		



	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Total(n)	181	36	45	68	18	14		
Mean	3.24	3.03	3.27	3.21	3.50	3.57		
Standard deviation	0.79	0.88	0.75	0.82	0.62	0.51		
<b>Provide for students' emotional development</b>								
Strongly Agree	35.9%	27.8%	24.4%	41.2%	44.4%	57.1%		
Somewhat Agree	53.0%	63.9%	55.6%	47.1%	55.6%	42.9%		
Somewhat Disagree	8.3%	5.6%	13.3%	10.3%	0.0%	0.0%		
Strongly Disagree	2.8%	2.8%	6.7%	1.5%	0.0%	0.0%		
Total(n)	181	36	45	68	18	14		
Mean	3.22	3.17	2.98	3.28	3.44	3.57		
Standard deviation	0.71	0.65	0.81	0.71	0.51	0.51		
<b>Help students develop personal values</b>								
Strongly Agree	47.0%	36.1%	42.2%	50.0%	55.6%	64.3%		
Somewhat Agree	43.1%	44.4%	51.1%	38.2%	44.4%	35.7%		
Somewhat Disagree	8.3%	19.4%	4.4%	8.8%	0.0%	0.0%		
Strongly Disagree	1.7%	0.0%	2.2%	2.9%	0.0%	0.0%		
Total(n)	181	36	45	68	18	14		
Mean	3.35	3.17	3.33	3.35	3.56	3.64		
Standard deviation	0.70	0.74	0.67	0.77	0.51	0.50		
<b>Enhance students' knowledge of and appreciation for other race/ethnic groups</b>								
Strongly Agree	65.6%	55.6%	70.5%	61.8%	66.7%	92.9%		
Somewhat Agree	27.2%	36.1%	22.7%	27.9%	33.3%	7.1%		
Somewhat Disagree	4.4%	2.8%	4.5%	7.4%	0.0%	0.0%		
Strongly Disagree	2.8%	5.6%	2.3%	2.9%	0.0%	0.0%		
Total(n)	180	36	44	68	18	14		
Mean	3.56	3.42	3.61	3.49	3.67	3.93		
Standard deviation	0.71	0.81	0.69	0.76	0.49	0.27		
<b>Promote students' ability to write effectively</b>								
Strongly Agree	72.8%	66.7%	75.0%	75.0%	66.7%	78.6%		
Somewhat Agree	22.8%	27.8%	20.5%	20.6%	33.3%	14.3%		
Somewhat Disagree	3.9%	5.6%	4.5%	2.9%	0.0%	7.1%		
Strongly Disagree	0.6%	0.0%	0.0%	1.5%	0.0%	0.0%		
Total(n)	180	36	44	68	18	14		
Mean	3.68	3.61	3.70	3.69	3.67	3.71		
Standard deviation	0.58	0.60	0.55	0.60	0.49	0.61		
<b>Encourage respect for different beliefs</b>								
Strongly Agree	71.7%	61.1%	79.5%	67.6%	83.3%	78.6%		
Somewhat Agree	23.3%	33.3%	13.6%	26.5%	16.7%	21.4%		
Somewhat Disagree	3.9%	2.8%	4.5%	5.9%	0.0%	0.0%		
Strongly Disagree	1.1%	2.8%	2.3%	0.0%	0.0%	0.0%		
Total(n)	180	36	44	68	18	14		
Mean	3.66	3.53	3.70	3.62	3.83	3.79		
Standard deviation	0.61	0.70	0.67	0.60	0.38	0.43		
<b>Please indicate your agreement with each of the following statements:</b>								
<b>The chief benefit of a college education is that it increases one's earning power</b>								
Strongly Agree	6.8%	8.6%	6.8%	5.9%	11.8%	0.0%		
Somewhat Agree	33.3%	40.0%	29.5%	32.4%	29.4%	38.5%		
Somewhat Disagree	35.6%	28.6%	38.6%	33.8%	47.1%	38.5%		
Strongly Disagree	24.3%	22.9%	25.0%	27.9%	11.8%	23.1%		
Total(n)	177	35	44	68	17	13		
Mean	2.23	2.34	2.18	2.16	2.41	2.15		
Standard deviation	0.89	0.94	0.90	0.91	0.87	0.80		
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>								
Strongly Agree	85.8%	75.0%	93.2%	86.6%	81.3%	92.3%		
Somewhat Agree	10.2%	8.3%	6.8%	11.9%	18.8%	7.7%		
Somewhat Disagree	2.8%	11.1%	0.0%	1.5%	0.0%	0.0%		
Strongly Disagree	1.1%	5.6%	0.0%	0.0%	0.0%	0.0%		
Total(n)	176	36	44	67	16	13		
Mean	3.81	3.53	3.93	3.85	3.81	3.92		
Standard deviation	0.53	0.91	0.25	0.40	0.40	0.28		
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>								
Strongly Agree	63.3%	48.6%	61.4%	66.2%	64.7%	92.3%		
Somewhat Agree	31.6%	34.3%	38.6%	29.4%	35.3%	7.7%		
Somewhat Disagree	4.5%	14.3%	0.0%	4.4%	0.0%	0.0%		
Strongly Disagree	0.6%	2.9%	0.0%	0.0%	0.0%	0.0%		
Total(n)	177	35	44	68	17	13		
Mean	3.58	3.29	3.61	3.62	3.65	3.92		
Standard deviation	0.61	0.83	0.49	0.57	0.49	0.28		
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>								
Strongly Agree	24.7%	22.2%	20.0%	25.4%	43.8%	18.2%		
Somewhat Agree	48.2%	44.4%	47.5%	52.2%	37.5%	54.5%		
Somewhat Disagree	19.4%	27.8%	22.5%	13.4%	12.5%	27.3%		
Strongly Disagree	7.6%	5.6%	10.0%	9.0%	6.3%	0.0%		
Total(n)	170	36	40	67	16	11		
Mean	2.90	2.83	2.78	2.94	3.19	2.91		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.86	0.85	0.89	0.87	0.91	0.70		
<b>I try to dispel perceptions of competition in my classroom</b>								
Strongly Agree	57.7%	48.6%	60.5%	60.3%	62.5%	53.8%		
Somewhat Agree	33.1%	34.3%	32.6%	33.8%	25.0%	38.5%		
Somewhat Disagree	6.3%	11.4%	2.3%	5.9%	6.3%	7.7%		
Strongly Disagree	2.9%	5.7%	4.7%	0.0%	6.3%	0.0%		
Total(n)	175	35	43	68	16	13		
Mean	3.46	3.26	3.49	3.54	3.44	3.46		
Standard deviation	0.74	0.89	0.77	0.61	0.89	0.66		
<b>Students' use of personal devices and laptops in the classroom serve as more of a distraction than an educational resource</b>								
Strongly Agree	14.1%	25.0%	9.1%	16.2%	6.3%	0.0%		
Somewhat Agree	29.4%	30.6%	40.9%	22.1%	25.0%	30.8%		
Somewhat Disagree	35.0%	36.1%	22.7%	35.3%	50.0%	53.8%		
Strongly Disagree	21.5%	8.3%	27.3%	26.5%	18.8%	15.4%		
Total(n)	177	36	44	68	17	13		
Mean	2.36	2.72	2.32	2.28	2.19	2.15		
Standard deviation	0.97	0.94	0.98	1.03	0.83	0.69		
<b>I feel I have the skills to facilitate conversation about diversity issues in the classroom</b>								
Strongly Agree	56.5%	63.9%	53.5%	51.5%	64.7%	61.5%		
Somewhat Agree	32.2%	25.0%	34.9%	36.8%	23.5%	30.8%		
Somewhat Disagree	7.9%	5.6%	7.0%	8.8%	11.8%	7.7%		
Strongly Disagree	3.4%	5.6%	4.7%	2.9%	0.0%	0.0%		
Total(n)	177	36	43	68	17	13		
Mean	3.42	3.47	3.37	3.37	3.53	3.54		
Standard deviation	0.78	0.84	0.82	0.77	0.72	0.66		
<b>I achieve a healthy balance between my personal life and my professional life</b>								
Strongly Agree	16.9%	19.4%	16.3%	14.7%	23.5%	15.4%		
Somewhat Agree	31.6%	41.7%	32.6%	29.4%	17.6%	30.8%		
Somewhat Disagree	29.4%	30.6%	32.6%	30.9%	23.5%	15.4%		
Strongly Disagree	22.0%	8.3%	18.6%	25.0%	35.3%	38.5%		
Total(n)	177	36	43	68	17	13		
Mean	2.44	2.72	2.47	2.34	2.29	2.23		
Standard deviation	1.02	0.88	0.98	1.02	1.21	1.17		
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>								
Strongly Agree	41.7%	38.9%	33.3%	41.8%	52.9%	61.5%		
Somewhat Agree	21.7%	13.9%	23.8%	20.9%	35.3%	23.1%		
Somewhat Disagree	24.0%	22.2%	26.2%	29.9%	5.9%	15.4%		
Strongly Disagree	12.6%	25.0%	16.7%	7.5%	5.9%	0.0%		
Total(n)	175	36	42	67	17	13		
Mean	2.93	2.67	2.74	2.97	3.35	3.46		
Standard deviation	1.08	1.24	1.11	1.01	0.86	0.78		
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>								
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>								
Strongly Agree	10.4%	16.7%	4.7%	10.8%	11.8%	8.3%		
Somewhat Agree	44.5%	44.4%	51.2%	44.6%	23.5%	50.0%		
Somewhat Disagree	22.5%	22.2%	16.3%	21.5%	29.4%	41.7%		
Strongly Disagree	22.5%	16.7%	27.9%	23.1%	35.3%	0.0%		
Total(n)	173	36	43	65	17	12		
Mean	2.43	2.61	2.33	2.43	2.12	2.67		
Standard deviation	0.95	0.96	0.94	0.97	1.05	0.65		
<b>Student Affairs staff have the support and respect of faculty</b>								
Strongly Agree	16.1%	11.1%	12.5%	21.5%	6.7%	25.0%		
Somewhat Agree	48.8%	50.0%	47.5%	49.2%	53.3%	41.7%		
Somewhat Disagree	27.4%	30.6%	30.0%	23.1%	33.3%	25.0%		
Strongly Disagree	7.7%	8.3%	10.0%	6.2%	6.7%	8.3%		
Total(n)	168	36	40	65	15	12		
Mean	2.73	2.64	2.63	2.86	2.60	2.83		
Standard deviation	0.82	0.80	0.84	0.83	0.74	0.94		
<b>There is a lot of campus racial conflict here</b>								
Strongly Agree	13.3%	14.7%	17.5%	14.1%	0.0%	8.3%		
Somewhat Agree	38.0%	32.4%	47.5%	31.3%	50.0%	41.7%		
Somewhat Disagree	37.3%	32.4%	32.5%	42.2%	37.5%	41.7%		
Strongly Disagree	11.4%	20.6%	2.5%	12.5%	12.5%	8.3%		
Total(n)	166	34	40	64	16	12		
Mean	2.53	2.41	2.80	2.47	2.38	2.50		
Standard deviation	0.86	0.99	0.76	0.89	0.72	0.80		
<b>My research is valued by faculty in my department</b>								
Strongly Agree	26.2%	31.4%	34.1%	27.7%	0.0%	9.1%		
Somewhat Agree	39.3%	28.6%	46.3%	43.1%	31.3%	36.4%		
Somewhat Disagree	23.8%	28.6%	14.6%	18.5%	37.5%	54.5%		
Strongly Disagree	10.7%	11.4%	4.9%	10.8%	31.3%	0.0%		
Total(n)	168	35	41	65	16	11		
Mean	2.81	2.80	3.10	2.88	2.00	2.55		
Standard deviation	0.95	1.02	0.83	0.94	0.82	0.69		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>My teaching is valued by faculty in my department</b>								
Strongly Agree	45.3%	44.4%	50.0%	52.3%	17.6%	33.3%		
Somewhat Agree	32.9%	27.8%	35.0%	32.3%	41.2%	33.3%		
Somewhat Disagree	15.3%	19.4%	12.5%	9.2%	29.4%	25.0%		
Strongly Disagree	6.5%	8.3%	2.5%	6.2%	11.8%	8.3%		
Total(n)	170	36	40	65	17	12		
Mean	3.17	3.08	3.33	3.31	2.65	2.92		
Standard deviation	0.92	1.00	0.80	0.88	0.93	1.00		
<b>My service is valued by faculty in my department</b>								
Strongly Agree	36.5%	38.9%	50.0%	33.8%	17.6%	25.0%		
Somewhat Agree	35.9%	30.6%	25.0%	43.1%	41.2%	41.7%		
Somewhat Disagree	15.3%	25.0%	12.5%	7.7%	23.5%	25.0%		
Strongly Disagree	12.4%	5.6%	12.5%	15.4%	17.6%	8.3%		
Total(n)	170	36	40	65	17	12		
Mean	2.96	3.03	3.13	2.95	2.59	2.83		
Standard deviation	1.01	0.94	1.07	1.02	1.00	0.94		
<b>Faculty are sufficiently involved in campus decision-making</b>								
Strongly Agree	7.5%	2.9%	9.5%	9.1%	0.0%	16.7%		
Somewhat Agree	35.8%	34.3%	31.0%	40.9%	38.9%	25.0%		
Somewhat Disagree	31.8%	28.6%	33.3%	30.3%	38.9%	33.3%		
Strongly Disagree	24.9%	34.3%	26.2%	19.7%	22.2%	25.0%		
Total(n)	173	35	42	66	18	12		
Mean	2.26	2.06	2.24	2.39	2.17	2.33		
Standard deviation	0.92	0.91	0.96	0.91	0.79	1.07		
<b>The faculty are typically at odds with campus administration</b>								
Strongly Agree	18.6%	17.6%	20.5%	16.7%	31.3%	8.3%		
Somewhat Agree	46.1%	50.0%	56.4%	42.4%	43.8%	25.0%		
Somewhat Disagree	32.9%	32.4%	17.9%	39.4%	18.8%	66.7%		
Strongly Disagree	2.4%	0.0%	5.1%	1.5%	6.3%	0.0%		
Total(n)	167	34	39	66	16	12		
Mean	2.81	2.85	2.92	2.74	3.00	2.42		
Standard deviation	0.76	0.70	0.77	0.75	0.89	0.67		
<b>Faculty here respect each other</b>								
Strongly Agree	26.9%	19.4%	17.5%	39.4%	11.8%	33.3%		
Somewhat Agree	52.0%	47.2%	67.5%	45.5%	52.9%	50.0%		
Somewhat Disagree	15.2%	19.4%	12.5%	9.1%	35.3%	16.7%		
Strongly Disagree	5.8%	13.9%	2.5%	6.1%	0.0%	0.0%		
Total(n)	171	36	40	66	17	12		
Mean	3.00	2.72	3.00	3.18	2.76	3.17		
Standard deviation	0.81	0.94	0.64	0.84	0.66	0.72		
<b>Administrators consider faculty concerns when making policy</b>								
Strongly Agree	7.7%	8.6%	10.0%	7.6%	0.0%	9.1%		
Somewhat Agree	37.9%	34.3%	25.0%	50.0%	29.4%	36.4%		
Somewhat Disagree	31.4%	34.3%	25.0%	27.3%	47.1%	45.5%		
Strongly Disagree	23.1%	22.9%	40.0%	15.2%	23.5%	9.1%		
Total(n)	169	35	40	66	17	11		
Mean	2.30	2.29	2.05	2.50	2.06	2.45		
Standard deviation	0.91	0.93	1.04	0.85	0.75	0.82		
<b>This institution takes responsibility for educating underprepared students</b>								
Strongly Agree	15.8%	19.4%	10.0%	21.2%	5.9%	8.3%		
Somewhat Agree	35.1%	36.1%	37.5%	36.4%	35.3%	16.7%		
Somewhat Disagree	28.7%	22.2%	25.0%	25.8%	35.3%	66.7%		
Strongly Disagree	20.5%	22.2%	27.5%	16.7%	23.5%	8.3%		
Total(n)	171	36	40	66	17	12		
Mean	2.46	2.53	2.30	2.62	2.24	2.25		
Standard deviation	0.99	1.06	0.99	1.00	0.90	0.75		
<b>The criteria for advancement and promotion decisions are clear</b>								
Strongly Agree	19.4%	25.7%	26.8%	20.0%	0.0%	0.0%		
Somewhat Agree	37.6%	48.6%	34.1%	43.1%	17.6%	16.7%		
Somewhat Disagree	23.5%	8.6%	24.4%	27.7%	35.3%	25.0%		
Strongly Disagree	19.4%	17.1%	14.6%	9.2%	47.1%	58.3%		
Total(n)	170	35	41	65	17	12		
Mean	2.57	2.83	2.73	2.74	1.71	1.58		
Standard deviation	1.01	1.01	1.03	0.89	0.77	0.79		
<b>Most of the students I teach lack the basic skills for college level work</b>								
Strongly Agree	11.6%	11.1%	10.0%	9.1%	27.8%	8.3%		
Somewhat Agree	25.0%	27.8%	22.5%	22.7%	16.7%	50.0%		
Somewhat Disagree	38.4%	38.9%	35.0%	43.9%	33.3%	25.0%		
Strongly Disagree	25.0%	22.2%	32.5%	24.2%	22.2%	16.7%		
Total(n)	172	36	40	66	18	12		
Mean	2.23	2.28	2.10	2.17	2.50	2.50		
Standard deviation	0.96	0.94	0.98	0.90	1.15	0.90		
<b>There is adequate support for faculty development</b>								
Strongly Agree	12.3%	17.1%	12.5%	13.6%	0.0%	8.3%		
Somewhat Agree	40.4%	37.1%	45.0%	43.9%	38.9%	16.7%		
Somewhat Disagree	27.5%	28.6%	20.0%	22.7%	38.9%	58.3%		
Strongly Disagree	19.9%	17.1%	22.5%	19.7%	22.2%	16.7%		
Total(n)	171	35	40	66	18	12		
Mean	2.45	2.54	2.48	2.52	2.17	2.17		

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	0.95	0.98	0.99	0.96	0.79	0.83		
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>								
Strongly Agree	20.8%	22.2%	24.4%	21.2%	22.2%	0.0%		
Somewhat Agree	43.4%	33.3%	51.2%	37.9%	44.4%	75.0%		
Somewhat Disagree	29.5%	27.8%	22.0%	34.8%	33.3%	25.0%		
Strongly Disagree	6.4%	16.7%	2.4%	6.1%	0.0%	0.0%		
Total(n)	173	36	41	66	18	12		
Mean	2.79	2.61	2.98	2.74	2.89	2.75		
Standard deviation	0.85	1.02	0.76	0.86	0.76	0.45		
<b>This institution takes mentoring into consideration in the promotion process</b>								
Strongly Agree	7.4%	11.8%	7.7%	6.3%	0.0%	10.0%		
Somewhat Agree	35.0%	41.2%	25.6%	42.2%	37.5%	0.0%		
Somewhat Disagree	35.0%	38.2%	30.8%	32.8%	37.5%	50.0%		
Strongly Disagree	22.7%	8.8%	35.9%	18.8%	25.0%	40.0%		
Total(n)	163	34	39	64	16	10		
Mean	2.27	2.56	2.05	2.36	2.13	1.80		
Standard deviation	0.90	0.82	0.97	0.86	0.81	0.92		
<b>Faculty of color are treated fairly here</b>								
Strongly Agree	10.3%	26.5%	5.0%	7.9%	6.3%	0.0%		
Somewhat Agree	32.7%	32.4%	22.5%	38.1%	25.0%	50.0%		
Somewhat Disagree	38.8%	29.4%	45.0%	38.1%	43.8%	41.7%		
Strongly Disagree	18.2%	11.8%	27.5%	15.9%	25.0%	8.3%		
Total(n)	165	34	40	63	16	12		
Mean	2.35	2.74	2.05	2.38	2.13	2.42		
Standard deviation	0.90	0.99	0.85	0.85	0.89	0.67		
<b>Women faculty are treated fairly here</b>								
Strongly Agree	18.3%	37.1%	7.5%	15.6%	22.2%	8.3%		
Somewhat Agree	40.8%	34.3%	45.0%	43.8%	33.3%	41.7%		
Somewhat Disagree	24.9%	17.1%	22.5%	29.7%	16.7%	41.7%		
Strongly Disagree	16.0%	11.4%	25.0%	10.9%	27.8%	8.3%		
Total(n)	169	35	40	64	18	12		
Mean	2.62	2.97	2.35	2.64	2.50	2.50		
Standard deviation	0.96	1.01	0.95	0.88	1.15	0.80		
<b>LGBTQ+ faculty are treated fairly here</b>								
Strongly Agree	15.6%	31.4%	5.1%	14.1%	17.6%	8.3%		
Somewhat Agree	35.9%	40.0%	35.9%	37.5%	23.5%	33.3%		
Somewhat Disagree	26.9%	14.3%	25.6%	32.8%	29.4%	33.3%		
Strongly Disagree	21.6%	14.3%	33.3%	15.6%	29.4%	25.0%		
Total(n)	167	35	39	64	17	12		
Mean	2.46	2.89	2.13	2.50	2.29	2.25		
Standard deviation	1.00	1.02	0.95	0.93	1.10	0.97		
<b>Indicate how important you believe each priority listed below is at your college or university:</b>								
<b>Increase or maintain institutional affordability</b>								
Highest Priority	16.3%	23.5%	15.0%	14.3%	11.8%	16.7%		
High Priority	41.6%	29.4%	42.5%	50.8%	41.2%	25.0%		
Medium Priority	27.7%	26.5%	30.0%	22.2%	41.2%	33.3%		
Low Priority	14.5%	20.6%	12.5%	12.7%	5.9%	25.0%		
Total(n)	166	34	40	63	17	12		
Mean	2.60	2.56	2.60	2.67	2.59	2.33		
Standard deviation	0.93	1.08	0.90	0.88	0.80	1.07		
<b>Develop a sense of community among students and faculty</b>								
Highest Priority	23.5%	23.5%	15.0%	30.2%	17.6%	25.0%		
High Priority	30.1%	20.6%	30.0%	34.9%	29.4%	33.3%		
Medium Priority	28.9%	35.3%	35.0%	23.8%	23.5%	25.0%		
Low Priority	17.5%	20.6%	20.0%	11.1%	29.4%	16.7%		
Total(n)	166	34	40	63	17	12		
Mean	2.60	2.47	2.40	2.84	2.35	2.67		
Standard deviation	1.03	1.08	0.98	0.99	1.11	1.07		
<b>Facilitate student involvement in community service</b>								
Highest Priority	8.5%	8.8%	7.5%	8.1%	0.0%	25.0%		
High Priority	29.9%	35.3%	30.0%	30.6%	31.3%	8.3%		
Medium Priority	40.2%	41.2%	42.5%	35.5%	43.8%	50.0%		
Low Priority	21.3%	14.7%	20.0%	25.8%	25.0%	16.7%		
Total(n)	164	34	40	62	16	12		
Mean	2.26	2.38	2.25	2.21	2.06	2.42		
Standard deviation	0.89	0.85	0.87	0.93	0.77	1.08		
<b>Help students learn how to bring about change in society</b>								
Highest Priority	18.2%	14.7%	10.0%	28.6%	0.0%	25.0%		
High Priority	28.5%	32.4%	22.5%	23.8%	43.8%	41.7%		
Medium Priority	36.4%	35.3%	52.5%	31.7%	25.0%	25.0%		
Low Priority	17.0%	17.6%	15.0%	15.9%	31.3%	8.3%		
Total(n)	165	34	40	63	16	12		
Mean	2.48	2.44	2.28	2.65	2.13	2.83		
Standard deviation	0.98	0.96	0.85	1.06	0.89	0.94		
<b>Increase or maintain institutional prestige</b>								
Highest Priority	27.3%	29.4%	32.5%	23.8%	18.8%	33.3%		
High Priority	29.7%	23.5%	22.5%	38.1%	43.8%	8.3%		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Medium Priority	25.5%	32.4%	25.0%	20.6%	37.5%	16.7%		
Low Priority	17.6%	14.7%	20.0%	17.5%	0.0%	41.7%		
Total(n)	165	34	40	63	16	12		
Mean	2.67	2.68	2.68	2.68	2.81	2.33		
Standard deviation	1.06	1.07	1.14	1.03	0.75	1.37		
<b>Hire faculty "stars"</b>								
Highest Priority	9.7%	5.7%	15.0%	6.5%	6.3%	25.0%		
High Priority	12.1%	8.6%	7.5%	14.5%	31.3%	0.0%		
Medium Priority	26.1%	22.9%	25.0%	29.0%	25.0%	25.0%		
Low Priority	52.1%	62.9%	52.5%	50.0%	37.5%	50.0%		
Total(n)	165	35	40	62	16	12		
Mean	1.79	1.57	1.85	1.77	2.06	2.00		
Standard deviation	1.00	0.88	1.10	0.93	1.00	1.28		
<b>Recruit more traditionally underrepresented students</b>								
Highest Priority	31.3%	31.4%	25.0%	44.4%	12.5%	8.3%		
High Priority	27.1%	25.7%	32.5%	20.6%	18.8%	58.3%		
Medium Priority	26.5%	25.7%	25.0%	19.0%	62.5%	25.0%		
Low Priority	15.1%	17.1%	17.5%	15.9%	6.3%	8.3%		
Total(n)	166	35	40	63	16	12		
Mean	2.75	2.71	2.65	2.94	2.38	2.67		
Standard deviation	1.06	1.10	1.05	1.13	0.81	0.78		
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>								
Highest Priority	5.5%	8.6%	10.0%	1.6%	0.0%	8.3%		
High Priority	12.3%	14.3%	12.5%	14.8%	0.0%	8.3%		
Medium Priority	28.8%	31.4%	30.0%	19.7%	53.3%	33.3%		
Low Priority	53.4%	45.7%	47.5%	63.9%	46.7%	50.0%		
Total(n)	163	35	40	61	15	12		
Mean	1.70	1.86	1.85	1.54	1.53	1.75		
Standard deviation	0.89	0.97	1.00	0.81	0.52	0.97		
<b>Promote gender diversity in the faculty and administration</b>								
Highest Priority	16.5%	17.6%	10.0%	21.0%	6.3%	25.0%		
High Priority	24.4%	23.5%	25.0%	22.6%	37.5%	16.7%		
Medium Priority	35.4%	41.2%	37.5%	29.0%	37.5%	41.7%		
Low Priority	23.8%	17.6%	27.5%	27.4%	18.8%	16.7%		
Total(n)	164	34	40	62	16	12		
Mean	2.34	2.41	2.18	2.37	2.31	2.50		
Standard deviation	1.02	0.99	0.96	1.10	0.87	1.09		
<b>Promote racial and ethnic diversity in the faculty and administration</b>								
Highest Priority	23.0%	23.5%	22.0%	27.4%	6.3%	25.0%		
High Priority	28.5%	26.5%	26.8%	25.8%	50.0%	25.0%		
Medium Priority	28.5%	29.4%	29.3%	27.4%	25.0%	33.3%		
Low Priority	20.0%	20.6%	22.0%	19.4%	18.8%	16.7%		
Total(n)	165	34	41	62	16	12		
Mean	2.55	2.53	2.49	2.61	2.44	2.58		
Standard deviation	1.06	1.08	1.08	1.09	0.89	1.08		
<b>Provide resources for faculty to engage in community-based teaching or research</b>								
Highest Priority	12.8%	8.8%	10.0%	17.7%	6.3%	16.7%		
High Priority	25.6%	38.2%	27.5%	19.4%	31.3%	8.3%		
Medium Priority	32.9%	35.3%	27.5%	32.3%	37.5%	41.7%		
Low Priority	28.7%	17.6%	35.0%	30.6%	25.0%	33.3%		
Total(n)	164	34	40	62	16	12		
Mean	2.23	2.38	2.13	2.24	2.19	2.08		
Standard deviation	1.01	0.89	1.02	1.08	0.91	1.08		
<b>Create and sustain partnerships with surrounding communities</b>								
Highest Priority	15.9%	17.6%	10.0%	22.6%	0.0%	16.7%		
High Priority	26.8%	23.5%	35.0%	27.4%	6.3%	33.3%		
Medium Priority	40.2%	41.2%	42.5%	35.5%	62.5%	25.0%		
Low Priority	17.1%	17.6%	12.5%	14.5%	31.3%	25.0%		
Total(n)	164	34	40	62	16	12		
Mean	2.41	2.41	2.43	2.58	1.75	2.42		
Standard deviation	0.95	0.99	0.84	1.00	0.58	1.08		
<b>Pursue extramural funding</b>								
Highest Priority	16.8%	17.6%	26.3%	15.5%	7.1%	0.0%		
High Priority	29.0%	17.6%	31.6%	31.0%	28.6%	45.5%		
Medium Priority	31.0%	52.9%	15.8%	27.6%	42.9%	18.2%		
Low Priority	23.2%	11.8%	26.3%	25.9%	21.4%	36.4%		
Total(n)	155	34	38	58	14	11		
Mean	2.39	2.41	2.58	2.36	2.21	2.09		
Standard deviation	1.02	0.92	1.15	1.04	0.89	0.94		
<b>Strengthen links with the for-profit, corporate sector</b>								
Highest Priority	10.7%	8.8%	15.8%	6.6%	7.1%	25.0%		
High Priority	22.0%	23.5%	18.4%	26.2%	14.3%	16.7%		
Medium Priority	33.3%	35.3%	36.8%	27.9%	50.0%	25.0%		
Low Priority	34.0%	32.4%	28.9%	39.3%	28.6%	33.3%		
Total(n)	159	34	38	61	14	12		
Mean	2.09	2.09	2.21	2.00	2.00	2.33		
Standard deviation	0.99	0.97	1.04	0.97	0.88	1.23		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

		Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
	All Faculty							
<b>Develop leadership ability among students</b>								
Highest Priority	17.7%	17.6%	10.0%	25.8%	6.3%	16.7%		
High Priority	35.4%	35.3%	35.0%	35.5%	37.5%	33.3%		
Medium Priority	37.8%	41.2%	42.5%	30.6%	37.5%	50.0%		
Low Priority	9.1%	5.9%	12.5%	8.1%	18.8%	0.0%		
Total(n)	164	34	40	62	16	12		
Mean	2.62	2.65	2.43	2.79	2.31	2.67		
Standard deviation	0.88	0.85	0.84	0.93	0.87	0.78		
<b>Develop an appreciation for multiculturalism</b>								
Highest Priority	26.8%	28.6%	17.5%	32.8%	6.3%	50.0%		
High Priority	32.3%	37.1%	37.5%	24.6%	50.0%	16.7%		
Medium Priority	26.8%	22.9%	30.0%	27.9%	31.3%	16.7%		
Low Priority	14.0%	11.4%	15.0%	14.8%	12.5%	16.7%		
Total(n)	164	35	40	61	16	12		
Mean	2.72	2.83	2.58	2.75	2.50	3.00		
Standard deviation	1.01	0.98	0.96	1.07	0.82	1.21		
<b>Prepare students for the workplace</b>								
Highest Priority	33.3%	34.3%	30.0%	37.7%	17.6%	41.7%		
High Priority	42.4%	31.4%	50.0%	47.5%	47.1%	16.7%		
Medium Priority	21.2%	28.6%	20.0%	11.5%	29.4%	41.7%		
Low Priority	3.0%	5.7%	0.0%	3.3%	5.9%	0.0%		
Total(n)	165	35	40	61	17	12		
Mean	3.06	2.94	3.10	3.20	2.76	3.00		
Standard deviation	0.82	0.94	0.71	0.77	0.83	0.95		
<b>Please indicate the extent to which you:</b>								
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>								
To a Very Large Extent	27.3%	38.2%	29.3%	25.8%	12.5%	16.7%		
To a Large Extent	30.3%	29.4%	29.3%	30.6%	31.3%	33.3%		
To Some Extent	30.9%	29.4%	36.6%	27.4%	31.3%	33.3%		
To a Small Extent	8.5%	0.0%	4.9%	12.9%	12.5%	16.7%		
Not at All	3.0%	2.9%	0.0%	3.2%	12.5%	0.0%		
Total(n)	165	34	41	62	16	12		
Mean	3.70	4.00	3.83	3.63	3.19	3.50		
Standard deviation	1.05	0.98	0.92	1.10	1.22	1.00		
<b>Experience close alignment between your work and your personal values</b>								
To a Very Large Extent	37.6%	47.1%	39.0%	33.9%	25.0%	41.7%		
To a Large Extent	41.8%	32.4%	39.0%	48.4%	50.0%	33.3%		
To Some Extent	14.5%	11.8%	19.5%	11.3%	12.5%	25.0%		
To a Small Extent	4.8%	5.9%	2.4%	4.8%	12.5%	0.0%		
Not at All	1.2%	2.9%	0.0%	1.6%	0.0%	0.0%		
Total(n)	165	34	41	62	16	12		
Mean	4.10	4.15	4.15	4.08	3.88	4.17		
Standard deviation	0.91	1.05	0.82	0.89	0.96	0.83		
<b>Mentor faculty</b>								
To a Very Large Extent	11.9%	15.2%	22.0%	6.8%	6.3%	0.0%		
To a Large Extent	20.0%	27.3%	19.5%	13.6%	31.3%	18.2%		
To Some Extent	26.9%	33.3%	39.0%	18.6%	18.8%	18.2%		
To a Small Extent	18.1%	15.2%	14.6%	23.7%	25.0%	0.0%		
Not at All	23.1%	9.1%	4.9%	37.3%	18.8%	63.6%		
Total(n)	160	33	41	59	16	11		
Mean	2.79	3.24	3.39	2.29	2.81	1.91		
Standard deviation	1.32	1.17	1.14	1.29	1.28	1.30		
<b>Mentor undergraduate students</b>								
To a Very Large Extent	32.9%	41.2%	39.0%	24.6%	43.8%	16.7%		
To a Large Extent	29.3%	26.5%	31.7%	29.5%	31.3%	25.0%		
To Some Extent	18.9%	23.5%	19.5%	21.3%	6.3%	8.3%		
To a Small Extent	7.3%	2.9%	7.3%	6.6%	6.3%	25.0%		
Not at All	11.6%	5.9%	2.4%	18.0%	12.5%	25.0%		
Total(n)	164	34	41	61	16	12		
Mean	3.65	3.94	3.98	3.36	3.88	2.83		
Standard deviation	1.32	1.15	1.06	1.40	1.41	1.53		
<b>Mentor graduate students</b>								
To a Very Large Extent	13.9%	2.9%	12.5%	17.2%	26.7%	18.2%		
To a Large Extent	20.3%	26.5%	15.0%	15.5%	33.3%	27.3%		
To Some Extent	10.1%	5.9%	12.5%	12.1%	0.0%	18.2%		
To a Small Extent	12.0%	17.6%	10.0%	8.6%	6.7%	27.3%		
Not at All	43.7%	47.1%	50.0%	46.6%	33.3%	9.1%		
Total(n)	158	34	40	58	15	11		
Mean	2.49	2.21	2.30	2.48	3.13	3.18		
Standard deviation	1.54	1.37	1.52	1.60	1.73	1.33		
<b>Been mentored by at least one professional in academia</b>								
To a Very Large Extent	35.0%	27.3%	50.0%	35.5%	18.8%	25.0%		
To a Large Extent	19.6%	15.2%	25.0%	24.2%	6.3%	8.3%		
To Some Extent	23.3%	21.2%	20.0%	27.4%	25.0%	16.7%		
To a Small Extent	13.5%	30.3%	5.0%	6.5%	25.0%	16.7%		
Not at All	8.6%	6.1%	0.0%	6.5%	25.0%	33.3%		
Total(n)	163	33	40	62	16	12		
Mean	3.59	3.27	4.20	3.76	2.69	2.75		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.32	1.33	0.94	1.20	1.45	1.66		
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>								
To a Very Large Extent	12.3%	11.8%	10.0%	11.3%	20.0%	16.7%		
To a Large Extent	17.8%	26.5%	10.0%	24.2%	6.7%	0.0%		
To Some Extent	17.2%	20.6%	20.0%	14.5%	6.7%	25.0%		
To a Small Extent	15.3%	11.8%	25.0%	14.5%	0.0%	16.7%		
Not at All	37.4%	29.4%	35.0%	35.5%	66.7%	41.7%		
Total(n)	163	34	40	62	15	12		
Mean	2.52	2.79	2.35	2.61	2.13	2.33		
Standard deviation	1.45	1.43	1.33	1.46	1.73	1.50		
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>								
To a Very Large Extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
To a Large Extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
To Some Extent	1.8%	5.9%	0.0%	1.6%	0.0%	0.0%		
To a Small Extent	6.1%	5.9%	5.0%	8.2%	6.3%	0.0%		
Not at All	92.0%	88.2%	95.0%	90.2%	93.8%	100.0%		
Total(n)	163	34	40	61	16	12		
Mean	1.10	1.18	1.05	1.11	1.06	1.00		
Standard deviation	0.36	0.52	0.22	0.37	0.25	0.00		
<b>How would you rate the overall quality of your mentoring relationship with your <i>faculty</i> mentee(s)?</b>								
Excellent	23.9%	24.1%	16.7%	17.1%	53.8%	50.0%		
Good	51.3%	48.3%	58.3%	60.0%	23.1%	25.0%		
Fair	18.8%	24.1%	22.2%	14.3%	15.4%	0.0%		
Poor	6.0%	3.4%	2.8%	8.6%	7.7%	25.0%		
Total(n)	117	29	36	35	13	4		
Mean	2.93	2.93	2.89	2.86	3.23	3.00		
Standard deviation	0.82	0.80	0.71	0.81	1.01	1.41		
<b>How would you rate the overall quality of your mentoring relationship with your <i>undergraduate</i> mentee(s)?</b>								
Excellent	45.7%	53.3%	47.2%	44.0%	28.6%	50.0%		
Good	45.7%	40.0%	44.4%	48.0%	50.0%	50.0%		
Fair	8.7%	6.7%	8.3%	8.0%	21.4%	0.0%		
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	138	30	36	50	14	8		
Mean	3.37	3.47	3.39	3.36	3.07	3.50		
Standard deviation	0.64	0.63	0.64	0.63	0.73	0.53		
<b>How would you rate the overall quality of your mentoring relationship with your <i>graduate</i> mentee(s)?</b>								
Excellent	43.5%	41.2%	38.9%	45.2%	50.0%	44.4%		
Good	43.5%	47.1%	44.4%	41.9%	30.0%	55.6%		
Fair	10.6%	5.9%	11.1%	12.9%	20.0%	0.0%		
Poor	2.4%	5.9%	5.6%	0.0%	0.0%	0.0%		
Total(n)	85	17	18	31	10	9		
Mean	3.28	3.24	3.17	3.32	3.30	3.44		
Standard deviation	0.75	0.83	0.86	0.70	0.82	0.53		
<b>How satisfied are you with the following aspects of your job?</b>								
<b>Salary</b>								
Very Satisfied	11.5%	17.6%	9.8%	9.8%	11.8%	8.3%		
Satisfied	29.7%	32.4%	31.7%	32.8%	17.6%	16.7%		
Marginally Satisfied	23.0%	20.6%	29.3%	13.1%	35.3%	41.7%		
Not Satisfied	35.8%	29.4%	29.3%	44.3%	35.3%	33.3%		
Total(n)	165	34	41	61	17	12		
Mean	2.17	2.38	2.22	2.08	2.06	2.00		
Standard deviation	1.05	1.10	0.99	1.08	1.03	0.95		
<b>Health benefits</b>								
Very Satisfied	15.4%	21.9%	17.1%	11.7%	17.6%	8.3%		
Satisfied	43.8%	46.9%	48.8%	43.3%	29.4%	41.7%		
Marginally Satisfied	24.7%	21.9%	22.0%	30.0%	35.3%	0.0%		
Not Satisfied	16.0%	9.4%	12.2%	15.0%	17.6%	50.0%		
Total(n)	162	32	41	60	17	12		
Mean	2.59	2.81	2.71	2.52	2.47	2.08		
Standard deviation	0.94	0.90	0.90	0.89	1.01	1.16		
<b>Retirement benefits</b>								
Very Satisfied	14.0%	15.2%	17.1%	14.8%	5.9%	8.3%		
Satisfied	36.0%	36.4%	39.0%	41.0%	29.4%	8.3%		
Marginally Satisfied	30.5%	33.3%	31.7%	27.9%	35.3%	25.0%		
Not Satisfied	19.5%	15.2%	12.2%	16.4%	29.4%	58.3%		
Total(n)	164	33	41	61	17	12		
Mean	2.45	2.52	2.61	2.54	2.12	1.67		
Standard deviation	0.96	0.94	0.92	0.94	0.93	0.98		
<b>Opportunity for scholarly pursuits</b>								
Very Satisfied	9.1%	15.2%	9.8%	8.2%	5.9%	0.0%		
Satisfied	34.8%	42.4%	36.6%	34.4%	29.4%	16.7%		
Marginally Satisfied	24.4%	18.2%	24.4%	24.6%	35.3%	25.0%		
Not Satisfied	31.7%	24.2%	29.3%	32.8%	29.4%	58.3%		
Total(n)	164	33	41	61	17	12		
Mean	2.21	2.48	2.27	2.18	2.12	1.58		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Standard deviation	1.00	1.03	1.00	0.99	0.93	0.79		
<b>Teaching load</b>								
Very Satisfied	9.8%	5.9%	12.5%	13.1%	0.0%	8.3%		
Satisfied	40.9%	52.9%	40.0%	39.3%	29.4%	33.3%		
Marginally Satisfied	28.0%	20.6%	27.5%	31.1%	23.5%	41.7%		
Not Satisfied	21.3%	20.6%	20.0%	16.4%	47.1%	16.7%		
Total(n)	164	34	40	61	17	12		
Mean	2.39	2.44	2.45	2.49	1.82	2.33		
Standard deviation	0.93	0.89	0.96	0.92	0.88	0.89		
<b>Quality of students</b>								
Very Satisfied	30.7%	18.2%	32.5%	37.7%	29.4%	25.0%		
Satisfied	39.9%	48.5%	42.5%	34.4%	23.5%	58.3%		
Marginally Satisfied	23.3%	30.3%	22.5%	18.0%	41.2%	8.3%		
Not Satisfied	6.1%	3.0%	2.5%	9.8%	5.9%	8.3%		
Total(n)	163	33	40	61	17	12		
Mean	2.95	2.82	3.05	3.00	2.76	3.00		
Standard deviation	0.89	0.77	0.81	0.98	0.97	0.85		
<b>Autonomy and independence</b>								
Very Satisfied	38.8%	47.1%	43.9%	39.3%	5.9%	41.7%		
Satisfied	40.6%	38.2%	34.1%	44.3%	41.2%	50.0%		
Marginally Satisfied	13.9%	8.8%	14.6%	9.8%	41.2%	8.3%		
Not Satisfied	6.7%	5.9%	7.3%	6.6%	11.8%	0.0%		
Total(n)	165	34	41	61	17	12		
Mean	3.12	3.26	3.15	3.16	2.41	3.33		
Standard deviation	0.89	0.86	0.94	0.86	0.80	0.65		
<b>Departmental leadership</b>								
Very Satisfied	28.7%	20.6%	37.5%	37.7%	0.0%	16.7%		
Satisfied	34.1%	41.2%	32.5%	27.9%	35.3%	50.0%		
Marginally Satisfied	19.5%	11.8%	12.5%	23.0%	35.3%	25.0%		
Not Satisfied	17.7%	26.5%	17.5%	11.5%	29.4%	8.3%		
Total(n)	164	34	40	61	17	12		
Mean	2.74	2.56	2.90	2.92	2.06	2.75		
Standard deviation	1.06	1.11	1.10	1.04	0.83	0.87		
<b>Departmental support for work/life balance</b>								
Very Satisfied	21.3%	30.3%	19.5%	24.6%	0.0%	16.7%		
Satisfied	35.4%	39.4%	39.0%	37.7%	23.5%	16.7%		
Marginally Satisfied	23.8%	15.2%	24.4%	23.0%	29.4%	41.7%		
Not Satisfied	19.5%	15.2%	17.1%	14.8%	47.1%	25.0%		
Total(n)	164	33	41	61	17	12		
Mean	2.59	2.85	2.61	2.72	1.76	2.25		
Standard deviation	1.03	1.03	1.00	1.00	0.83	1.06		
<b>Institutional support for work/life balance</b>								
Very Satisfied	6.7%	12.1%	9.8%	4.9%	0.0%	0.0%		
Satisfied	27.4%	27.3%	24.4%	32.8%	17.6%	25.0%		
Marginally Satisfied	29.3%	30.3%	26.8%	27.9%	29.4%	41.7%		
Not Satisfied	36.6%	30.3%	39.0%	34.4%	52.9%	33.3%		
Total(n)	164	33	41	61	17	12		
Mean	2.04	2.21	2.05	2.08	1.65	1.92		
Standard deviation	0.96	1.02	1.02	0.94	0.79	0.79		
<b>Prospects for career advancement</b>								
Very Satisfied	8.5%	8.8%	12.5%	9.8%	0.0%	0.0%		
Satisfied	31.7%	38.2%	37.5%	32.8%	17.6%	8.3%		
Marginally Satisfied	28.0%	29.4%	30.0%	31.1%	17.6%	16.7%		
Not Satisfied	31.7%	23.5%	20.0%	26.2%	64.7%	75.0%		
Total(n)	164	34	40	61	17	12		
Mean	2.17	2.32	2.43	2.26	1.53	1.33		
Standard deviation	0.98	0.94	0.96	0.96	0.80	0.65		
<b>Relative equity of salary and job benefits</b>								
Very Satisfied	7.9%	5.9%	7.3%	13.1%	0.0%	0.0%		
Satisfied	27.3%	41.2%	26.8%	24.6%	17.6%	16.7%		
Marginally Satisfied	26.7%	17.6%	34.1%	26.2%	29.4%	25.0%		
Not Satisfied	38.2%	35.3%	31.7%	36.1%	52.9%	58.3%		
Total(n)	165	34	41	61	17	12		
Mean	2.05	2.18	2.10	2.15	1.65	1.58		
Standard deviation	0.99	1.00	0.94	1.06	0.79	0.79		
<b>Flexibility in relation to family matters or emergencies</b>								
Very Satisfied	30.9%	35.3%	26.8%	34.4%	11.8%	41.7%		
Satisfied	40.6%	44.1%	43.9%	39.3%	41.2%	25.0%		
Marginally Satisfied	19.4%	11.8%	24.4%	18.0%	29.4%	16.7%		
Not Satisfied	9.1%	8.8%	4.9%	8.2%	17.6%	16.7%		
Total(n)	165	34	41	61	17	12		
Mean	2.93	3.06	2.93	3.00	2.47	2.92		
Standard deviation	0.93	0.92	0.85	0.93	0.94	1.16		
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>								
Very Satisfied	21.1%	30.3%	22.0%	18.3%	12.5%	18.2%		
Satisfied	38.5%	48.5%	36.6%	38.3%	31.3%	27.3%		
Marginally Satisfied	28.0%	15.2%	24.4%	31.7%	43.8%	36.4%		
Not Satisfied	12.4%	6.1%	17.1%	11.7%	12.5%	18.2%		
Total(n)	161	33	41	60	16	11		



2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Mean	2.68	3.03	2.63	2.63	2.44	2.45		
Standard deviation	0.94	0.85	1.02	0.92	0.89	1.04		
<b>Overall job</b>								
Very Satisfied	14.5%	20.6%	12.2%	18.0%	5.9%	0.0%		
Satisfied	46.7%	44.1%	48.8%	44.3%	35.3%	75.0%		
Marginally Satisfied	28.5%	23.5%	26.8%	29.5%	41.2%	25.0%		
Not Satisfied	10.3%	11.8%	12.2%	8.2%	17.6%	0.0%		
Total(n)	165	34	41	61	17	12		
Mean	2.65	2.74	2.61	2.72	2.29	2.75		
Standard deviation	0.85	0.93	0.86	0.86	0.85	0.45		
<b>Please indicate the extent to which each of the following has been a source of stress for you during the past year:</b>								
<b>Managing household responsibilities</b>								
Extensive	37.5%	34.4%	47.5%	28.8%	29.4%	66.7%		
Somewhat	51.3%	46.9%	45.0%	61.0%	52.9%	33.3%		
Not at All	11.3%	18.8%	7.5%	10.2%	17.6%	0.0%		
Total(n)	160	32	40	59	17	12		
Mean	2.26	2.16	2.40	2.19	2.12	2.67		
Standard deviation	0.65	0.72	0.63	0.60	0.70	0.49		
<b>Review/promotion process</b>								
Extensive	30.5%	4.3%	24.2%	43.1%	53.8%	12.5%		
Somewhat	35.9%	34.8%	42.4%	33.3%	23.1%	50.0%		
Not at All	33.6%	60.9%	33.3%	23.5%	23.1%	37.5%		
Total(n)	128	23	33	51	13	8		
Mean	1.97	1.43	1.91	2.20	2.31	1.75		
Standard deviation	0.80	0.59	0.77	0.80	0.85	0.71		
<b>Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)</b>								
Extensive	27.6%	20.7%	24.4%	28.6%	40.0%	36.4%		
Somewhat	45.4%	34.5%	53.7%	48.2%	46.7%	27.3%		
Not at All	27.0%	44.8%	22.0%	23.2%	13.3%	36.4%		
Total(n)	152	29	41	56	15	11		
Mean	2.01	1.76	2.02	2.05	2.27	2.00		
Standard deviation	0.74	0.79	0.69	0.72	0.70	0.89		
<b>Committee work</b>								
Extensive	25.0%	25.8%	31.7%	21.2%	15.4%	28.6%		
Somewhat	51.4%	51.6%	51.2%	48.1%	61.5%	57.1%		
Not at All	23.6%	22.6%	17.1%	30.8%	23.1%	14.3%		
Total(n)	144	31	41	52	13	7		
Mean	2.01	2.03	2.15	1.90	1.92	2.14		
Standard deviation	0.70	0.71	0.69	0.72	0.64	0.69		
<b>Faculty meetings</b>								
Extensive	16.1%	21.9%	22.0%	10.3%	13.3%	11.1%		
Somewhat	47.1%	50.0%	56.1%	37.9%	46.7%	55.6%		
Not at All	36.8%	28.1%	22.0%	51.7%	40.0%	33.3%		
Total(n)	155	32	41	58	15	9		
Mean	1.79	1.94	2.00	1.59	1.73	1.78		
Standard deviation	0.70	0.72	0.67	0.68	0.70	0.67		
<b>Students</b>								
Extensive	23.3%	21.2%	22.0%	12.3%	52.9%	45.5%		
Somewhat	45.9%	42.4%	51.2%	52.6%	29.4%	27.3%		
Not at All	30.8%	36.4%	26.8%	35.1%	17.6%	27.3%		
Total(n)	159	33	41	57	17	11		
Mean	1.92	1.85	1.95	1.77	2.35	2.18		
Standard deviation	0.73	0.76	0.71	0.66	0.79	0.87		
<b>Research or publishing demands</b>								
Extensive	28.8%	16.1%	28.2%	36.4%	25.0%	33.3%		
Somewhat	45.9%	45.2%	53.8%	41.8%	58.3%	22.2%		
Not at All	25.3%	38.7%	17.9%	21.8%	16.7%	44.4%		
Total(n)	146	31	39	55	12	9		
Mean	2.03	1.77	2.10	2.15	2.08	1.89		
Standard deviation	0.74	0.72	0.68	0.76	0.67	0.93		
<b>Institutional procedures and "red tape"</b>								
Extensive	32.9%	31.3%	36.6%	35.1%	18.8%	33.3%		
Somewhat	45.2%	37.5%	43.9%	42.1%	68.8%	55.6%		
Not at All	21.9%	31.3%	19.5%	22.8%	12.5%	11.1%		
Total(n)	155	32	41	57	16	9		
Mean	2.11	2.00	2.17	2.12	2.06	2.22		
Standard deviation	0.73	0.80	0.74	0.76	0.57	0.67		
<b>Teaching load</b>								
Extensive	29.9%	31.3%	30.0%	23.7%	47.1%	33.3%		
Somewhat	42.7%	40.6%	35.0%	54.2%	35.3%	22.2%		
Not at All	27.4%	28.1%	35.0%	22.0%	17.6%	44.4%		
Total(n)	157	32	40	59	17	9		
Mean	2.03	2.03	1.95	2.02	2.29	1.89		
Standard deviation	0.76	0.78	0.81	0.68	0.77	0.93		
<b>Lack of personal time</b>								
Extensive	40.7%	27.3%	34.1%	45.8%	58.8%	50.0%		
Somewhat	39.5%	54.5%	43.9%	33.9%	29.4%	25.0%		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
Not at All	19.8%	18.2%	22.0%	20.3%	11.8%	25.0%		
Total(n)	162	33	41	59	17	12		
Mean	2.21	2.09	2.12	2.25	2.47	2.25		
Standard deviation	0.75	0.68	0.75	0.78	0.72	0.87		
<b>Job security</b>								
Extensive	20.4%	13.8%	5.6%	25.9%	58.8%	0.0%		
Somewhat	32.9%	34.5%	22.2%	31.0%	23.5%	83.3%		
Not at All	46.7%	51.7%	72.2%	43.1%	17.6%	16.7%		
Total(n)	152	29	36	58	17	12		
Mean	1.74	1.62	1.33	1.83	2.41	1.83		
Standard deviation	0.78	0.73	0.59	0.82	0.80	0.39		
<b>Self-imposed high expectations</b>								
Extensive	36.5%	33.3%	30.0%	37.9%	31.3%	66.7%		
Somewhat	53.5%	57.6%	60.0%	48.3%	62.5%	33.3%		
Not at All	10.1%	9.1%	10.0%	13.8%	6.3%	0.0%		
Total(n)	159	33	40	58	16	12		
Mean	2.26	2.24	2.20	2.24	2.25	2.67		
Standard deviation	0.63	0.61	0.61	0.68	0.58	0.49		
<b>Increased work responsibilities</b>								
Extensive	38.0%	27.3%	42.5%	38.6%	47.1%	36.4%		
Somewhat	46.2%	57.6%	42.5%	50.9%	29.4%	27.3%		
Not at All	15.8%	15.2%	15.0%	10.5%	23.5%	36.4%		
Total(n)	158	33	40	57	17	11		
Mean	2.22	2.12	2.28	2.28	2.24	2.00		
Standard deviation	0.70	0.65	0.72	0.65	0.83	0.89		
<b>Institutional budget cuts</b>								
Extensive	27.0%	33.3%	18.4%	32.0%	26.7%	12.5%		
Somewhat	47.5%	53.3%	57.9%	32.0%	60.0%	50.0%		
Not at All	25.5%	13.3%	23.7%	36.0%	13.3%	37.5%		
Total(n)	141	30	38	50	15	8		
Mean	2.01	2.20	1.95	1.96	2.13	1.75		
Standard deviation	0.73	0.66	0.66	0.83	0.64	0.71		
<b>Have you been sexually harassed at this institution?</b>								
Yes	19.0%	26.5%	24.4%	10.2%	23.5%	16.7%		
No	81.0%	73.5%	75.6%	89.8%	76.5%	83.3%		
Total(n)	163	34	41	59	17	12		
<b>In the past year, have you:</b>								
<b>Considered leaving academe for another job?</b>								
Yes	60.5%	60.6%	53.7%	62.7%	88.2%	33.3%		
No	39.5%	39.4%	46.3%	37.3%	11.8%	66.7%		
Total(n)	162	33	41	59	17	12		
<b>Considered leaving this institution for another?</b>								
Yes	65.4%	63.6%	70.7%	61.0%	82.4%	50.0%		
No	34.6%	36.4%	29.3%	39.0%	17.6%	50.0%		
Total(n)	162	33	41	59	17	12		
<b>Engaged in public service/professional consulting without pay?</b>								
Yes	56.0%	51.5%	61.5%	50.8%	68.8%	58.3%		
No	44.0%	48.5%	38.5%	49.2%	31.3%	41.7%		
Total(n)	159	33	39	59	16	12		
<b>Received at least one firm job offer elsewhere?</b>								
Yes	20.5%	15.2%	24.4%	23.7%	18.8%	8.3%		
No	79.5%	84.8%	75.6%	76.3%	81.3%	91.7%		
Total(n)	161	33	41	59	16	12		
<b>For each of the following items, please mark either Yes or No.</b>								
<b>Are you a member of a faculty union?</b>								
Yes	24.8%	30.3%	31.7%	16.9%	43.8%	0.0%		
No	75.2%	69.7%	68.3%	83.1%	56.3%	100.0%		
Total(n)	161	33	41	59	16	12		
<b>Do you plan to retire within the next three years?</b>								
Yes	4.4%	6.3%	7.5%	0.0%	12.5%	0.0%		
No	95.6%	93.8%	92.5%	100.0%	87.5%	100.0%		
Total(n)	159	32	40	59	16	12		
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>								
Yes	8.7%	6.1%	9.8%	8.5%	0.0%	25.0%		
No	91.3%	93.9%	90.2%	91.5%	100.0%	75.0%		
Total(n)	161	33	41	59	16	12		
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>								
Yes	21.7%	39.4%	29.3%	8.5%	31.3%	0.0%		
No	78.3%	60.6%	70.7%	91.5%	68.8%	100.0%		
Total(n)	161	33	41	59	16	12		
<b>Citizenship status:</b>								
U.S. citizen	93.9%	88.2%	100.0%	89.8%	100.0%	100.0%		
Permanent resident (green card)	3.1%	11.8%	0.0%	1.7%	0.0%	0.0%		
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	3.1%	0.0%	0.0%	8.5%	0.0%	0.0%		
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	163	34	41	59	17	12		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>How would you characterize your political views?</b>								
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Conservative	1.9%	9.1%	0.0%	0.0%	0.0%	0.0%		
Middle-of-the-road	16.6%	27.3%	15.4%	12.3%	12.5%	16.7%		
Liberal	34.4%	24.2%	46.2%	31.6%	25.0%	50.0%		
Far left	47.1%	39.4%	38.5%	56.1%	62.5%	33.3%		
<b>Total(n)</b>	<b>157</b>	<b>33</b>	<b>39</b>	<b>57</b>	<b>16</b>	<b>12</b>		
<b>If given the choice, would you:</b>								
<b>Still come to this institution?</b>								
Definitely yes	29.2%	29.4%	23.1%	32.2%	23.5%	41.7%		
Probably yes	34.8%	35.3%	38.5%	35.6%	23.5%	33.3%		
Not sure	19.9%	14.7%	25.6%	18.6%	29.4%	8.3%		
Probably no	12.4%	11.8%	12.8%	11.9%	11.8%	16.7%		
Definitely no	3.7%	8.8%	0.0%	1.7%	11.8%	0.0%		
<b>Total(n)</b>	<b>161</b>	<b>34</b>	<b>39</b>	<b>59</b>	<b>17</b>	<b>12</b>		
Mean	3.73	3.65	3.72	3.85	3.35	4.00		
Standard deviation	1.12	1.28	0.97	1.06	1.32	1.13		
<b>Still be a college professor?</b>								
Definitely yes	53.4%	54.5%	55.0%	57.6%	41.2%	41.7%		
Probably yes	29.8%	27.3%	30.0%	23.7%	35.3%	58.3%		
Not sure	10.6%	3.0%	10.0%	15.3%	17.6%	0.0%		
Probably no	5.0%	12.1%	5.0%	1.7%	5.9%	0.0%		
Definitely no	1.2%	3.0%	0.0%	1.7%	0.0%	0.0%		
<b>Total(n)</b>	<b>161</b>	<b>33</b>	<b>40</b>	<b>59</b>	<b>17</b>	<b>12</b>		
Mean	4.29	4.18	4.35	4.34	4.12	4.42		
Standard deviation	0.93	1.16	0.86	0.92	0.93	0.51		
<b>Please select your base institutional salary.</b>								
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$10,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$20,000-29,999	0.7%	0.0%	0.0%	0.0%	0.0%	16.7%		
\$30,000-39,999	1.4%	0.0%	0.0%	1.8%	11.1%	0.0%		
\$40,000-49,999	3.5%	0.0%	2.5%	7.0%	0.0%	0.0%		
\$50,000-59,999	11.9%	0.0%	5.0%	21.1%	11.1%	33.3%		
\$60,000-69,999	15.4%	6.5%	17.5%	14.0%	44.4%	16.7%		
\$70,000-79,999	14.7%	12.9%	22.5%	10.5%	22.2%	0.0%		
\$80,000-89,999	14.7%	19.4%	12.5%	17.5%	0.0%	0.0%		
\$90,000-99,999	15.4%	25.8%	12.5%	12.3%	11.1%	16.7%		
\$100,000-124,999	13.3%	16.1%	17.5%	12.3%	0.0%	0.0%		
\$125,000-149,999	4.9%	12.9%	2.5%	1.8%	0.0%	16.7%		
\$150,000-199,999	3.5%	6.5%	5.0%	1.8%	0.0%	0.0%		
\$200,000-249,999	0.7%	0.0%	2.5%	0.0%	0.0%	0.0%		
\$250,000-499,999	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%		
<b>Total(n)</b>	<b>143</b>	<b>31</b>	<b>40</b>	<b>57</b>	<b>9</b>	<b>6</b>		
<b>Your base institutional salary reported above is based on:</b>								
Less than 9 months	5.6%	9.7%	7.5%	1.8%	0.0%	16.7%		
9/10 months	66.4%	74.2%	72.5%	61.4%	66.7%	33.3%		
11/12 months	28.0%	16.1%	20.0%	36.8%	33.3%	50.0%		
<b>Total(n)</b>	<b>143</b>	<b>31</b>	<b>40</b>	<b>57</b>	<b>9</b>	<b>6</b>		
<b>Total salary from teaching at this institution for this academic year for part-time faculty.</b>								
Less than \$5,000	11.8%	0.0%	0.0%	0.0%	14.3%	16.7%		
\$5,000-9,999	17.6%	0.0%	0.0%	50.0%	14.3%	16.7%		
\$10,000-14,999	23.5%	100.0%	0.0%	50.0%	0.0%	16.7%		
\$15,000-19,999	11.8%	0.0%	0.0%	0.0%	14.3%	16.7%		
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$25,000-29,999	11.8%	0.0%	0.0%	0.0%	14.3%	16.7%		
\$30,000-34,999	5.9%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$40,000-44,999	11.8%	0.0%	0.0%	0.0%	14.3%	16.7%		
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$50,000-59,999	5.9%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
<b>Total(n)</b>	<b>17</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>6</b>		
<b>Per-Course earnings for part-time faculty.</b>								
Less than \$500	6.3%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$500-999	6.3%	0.0%	0.0%	0.0%	0.0%	20.0%		
\$1,000-1,499	6.3%	0.0%	0.0%	0.0%	0.0%	20.0%		
\$1,500-1,999	6.3%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$2,500-2,999	6.3%	50.0%	0.0%	0.0%	0.0%	0.0%		
\$3,000-3,499	31.3%	0.0%	0.0%	50.0%	28.6%	40.0%		
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$4,000-4,499	12.5%	50.0%	0.0%	0.0%	14.3%	0.0%		
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$5,000-5,499	6.3%	0.0%	0.0%	50.0%	0.0%	0.0%		
\$5,500-5,999	6.3%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$6,000-6,499	6.3%	0.0%	0.0%	0.0%	0.0%	20.0%		
\$6,500-6,999	6.3%	0.0%	0.0%	0.0%	14.3%	0.0%		
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	16	2	0	2	7	5		
<b>Highest Degree Earned</b>								
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Master's (M.A., M.S.)	13.1%	5.9%	7.7%	6.8%	31.3%	58.3%		
Terminal Master's (M.F.A., M.B.A.)	10.6%	14.7%	10.3%	3.4%	25.0%	16.7%		
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
M.D., D.D.S., D.V.M., etc. (medical)	0.6%	0.0%	0.0%	1.7%	0.0%	0.0%		
Ph.D.	66.3%	70.6%	79.5%	76.3%	25.0%	16.7%		
Professional Doctorate (Ed.D., Psy.D., etc.)	7.5%	8.8%	2.6%	8.5%	12.5%	8.3%		
Other	1.9%	0.0%	0.0%	3.4%	6.3%	0.0%		
Total(n)	160	34	39	59	16	12		
<b>Degree Currently Working On</b>								
Bachelor's (B.A., B.S., etc.)	0.6%	0.0%	0.0%	0.0%	0.0%	8.3%		
Master's (M.A., M.S.)	1.3%	0.0%	0.0%	3.4%	0.0%	0.0%		
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Ph.D.	5.0%	0.0%	5.1%	0.0%	12.5%	33.3%		
Professional Doctorate (Ed.D., Psy.D., etc.)	3.1%	3.0%	5.1%	0.0%	12.5%	0.0%		
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
None	89.9%	97.0%	89.7%	96.6%	75.0%	58.3%		
Total(n)	159	33	39	59	16	12		
<b>Are you currently serving in an administrative position as:</b>								
Department chair	6.2%	12.2%	9.4%	1.3%	4.3%	6.3%		
Not marked	93.8%	87.8%	90.6%	98.7%	95.7%	93.8%		
Total(n)	211	41	53	78	23	16		
Dean (including Associate or Assistant)	0.5%	2.4%	0.0%	0.0%	0.0%	0.0%		
Not marked	99.5%	97.6%	100.0%	100.0%	100.0%	100.0%		
Total(n)	211	41	53	78	23	16		
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
Total(n)	211	41	53	78	23	16		
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
Total(n)	211	41	53	78	23	16		
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
Total(n)	211	41	53	78	23	16		
Other	11.4%	7.3%	15.1%	10.3%	8.7%	18.8%		
Not marked	88.6%	92.7%	84.9%	89.7%	91.3%	81.3%		
Total(n)	211	41	53	78	23	16		
Not applicable	51.2%	56.1%	39.6%	57.7%	47.8%	50.0%		
Not marked	48.8%	43.9%	60.4%	42.3%	52.2%	50.0%		
Total(n)	211	41	53	78	23	16		
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>								
Native American/Alaska Native	1.9%	0.0%	3.8%	0.0%	4.3%	6.3%		
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.3%	12.2%	0.0%	2.6%	0.0%	0.0%		
Filipina/o/x	0.5%	0.0%	0.0%	1.3%	0.0%	0.0%		
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.4%	2.4%	1.9%	3.8%	0.0%	0.0%		
Other Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
African American/Black	3.8%	2.4%	7.5%	2.6%	4.3%	0.0%		
African	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Caribbean	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Other Black	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Mexican American/Chicana/o/e/x	0.5%	2.4%	0.0%	0.0%	0.0%	0.0%		
Puerto Rican	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Central American	0.5%	0.0%	0.0%	1.3%	0.0%	0.0%		
South American	0.9%	0.0%	0.0%	2.6%	0.0%	0.0%		
Other Hispanic or Latina/o/e/x	1.4%	4.9%	1.9%	0.0%	0.0%	0.0%		
Middle Eastern	2.4%	2.4%	5.7%	0.0%	4.3%	0.0%		
European	53.6%	56.1%	52.8%	48.7%	60.9%	62.5%		
Other White	11.4%	7.3%	9.4%	15.4%	8.7%	12.5%		
Other	1.9%	0.0%	1.9%	2.6%	4.3%	0.0%		

2022-2023 HERI Faculty Survey  
Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Total(n)</b>	211	41	53	78	23	16		
<b>Race/Ethnicity Group (with multiple race category)</b>								
Native American/Alaska Native	0.6%	0.0%	0.0%	0.0%	0.0%	8.3%		
Asian/Pacific Islander	8.4%	18.8%	2.7%	10.5%	0.0%	0.0%		
Black/African American	3.2%	3.1%	8.1%	1.8%	0.0%	0.0%		
Latina/o/e/x	0.6%	0.0%	0.0%	1.8%	0.0%	0.0%		
White	77.3%	71.9%	75.7%	77.2%	81.3%	91.7%		
Other Race/Ethnicity	1.9%	0.0%	0.0%	3.5%	6.3%	0.0%		
Two or More Races/Ethnicities	7.8%	6.3%	13.5%	5.3%	12.5%	0.0%		
<b>Total (n)</b>	154	32	37	57	16	12		
<b>Is English your native language?</b>								
Yes	95.0%	94.1%	97.5%	91.5%	100.0%	100.0%		
No	5.0%	5.9%	2.5%	8.5%	0.0%	0.0%		
<b>Total(n)</b>	161	34	40	59	16	12		
<b>What is your sexual orientation?</b>								
Heterosexual/straight	14.8%	23.5%	10.8%	12.5%	18.8%	8.3%		
Gay	3.2%	5.9%	2.7%	1.8%	6.3%	0.0%		
Lesbian	8.4%	14.7%	10.8%	3.6%	6.3%	8.3%		
Bisexual	9.0%	8.8%	10.8%	10.7%	6.3%	0.0%		
Queer	48.4%	35.3%	48.6%	55.4%	37.5%	66.7%		
Pansexual	6.5%	2.9%	5.4%	7.1%	6.3%	16.7%		
Asexual	5.2%	5.9%	2.7%	5.4%	12.5%	0.0%		
Not listed above	4.5%	2.9%	8.1%	3.6%	6.3%	0.0%		
<b>Total (n)</b>	155	34	37	56	16	12		
<b>Do you identify as transgender?</b>								
No	72.7%	78.0%	84.9%	61.5%	81.0%	62.5%		
Yes	27.3%	22.0%	15.1%	38.5%	19.0%	37.5%		
<b>Total(n)</b>	209	41	53	78	21	16		
<b>How many children do you have in the following age ranges?</b>								
<b>Under 18 years old</b>								
0	70.8%	81.3%	55.3%	72.4%	78.6%	75.0%		
1	14.3%	6.3%	21.1%	15.5%	7.1%	16.7%		
2	10.4%	9.4%	23.7%	6.9%	0.0%	0.0%		
3	3.2%	0.0%	0.0%	3.4%	14.3%	8.3%		
4+	1.3%	3.1%	0.0%	1.7%	0.0%	0.0%		
<b>Total(n)</b>	154	32	38	58	14	12		
<b>18 years or older</b>								
0	87.8%	80.6%	81.8%	90.6%	100.0%	100.0%		
1	7.9%	9.7%	15.2%	5.7%	0.0%	0.0%		
2	2.2%	3.2%	3.0%	1.9%	0.0%	0.0%		
3	1.4%	3.2%	0.0%	1.9%	0.0%	0.0%		
4+	0.7%	3.2%	0.0%	0.0%	0.0%	0.0%		
<b>Total(n)</b>	139	31	33	53	11	11		
<b>How satisfied are you with the availability of child care at this institution?</b>								
Very satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Satisfied	24.0%	50.0%	9.1%	22.2%	100.0%	50.0%		
Marginally satisfied	20.0%	50.0%	27.3%	11.1%	0.0%	0.0%		
Not satisfied	56.0%	0.0%	63.6%	66.7%	0.0%	50.0%		
<b>Total(n)</b>	25	2	11	9	1	2		
Mean	1.68	2.50	1.45	1.56	3.00	2.00		
Standard deviation	0.85	0.71	0.69	0.88	.	1.41		
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>								
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$30,000 - \$39,999	1.1%	0.0%	0.0%	2.9%	0.0%	0.0%		
\$40,000 - \$49,999	4.2%	0.0%	3.4%	8.6%	0.0%	0.0%		
\$50,000 - \$59,999	12.6%	0.0%	6.9%	25.7%	16.7%	0.0%		
\$60,000 - \$69,999	14.7%	4.3%	10.3%	17.1%	50.0%	50.0%		
\$70,000 - \$79,999	16.8%	17.4%	31.0%	5.7%	16.7%	0.0%		
\$80,000 - \$89,999	14.7%	26.1%	10.3%	14.3%	0.0%	0.0%		
\$90,000 - \$99,999	14.7%	26.1%	13.8%	8.6%	16.7%	0.0%		
\$100,000 - \$124,999	13.7%	13.0%	13.8%	17.1%	0.0%	0.0%		
\$125,000 - \$149,999	4.2%	8.7%	3.4%	0.0%	0.0%	50.0%		
\$150,000 - \$199,999	3.2%	4.3%	6.9%	0.0%	0.0%	0.0%		
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
<b>Total(n)</b>	95	23	29	35	6	2		
Mean	8.61	9.70	8.93	7.77	7.50	9.50		
Standard deviation	2.07	1.49	2.03	2.13	1.38	3.54		
<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%	0.0%		
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
\$30,000 - \$39,999	2.5%	0.0%	0.0%	0.0%	33.3%	0.0%		
\$40,000 - \$49,999	2.5%	0.0%	0.0%	4.8%	0.0%	0.0%		
\$50,000 - \$59,999	10.0%	0.0%	0.0%	9.5%	0.0%	66.7%		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
\$60,000 - \$69,999	17.5%	0.0%	50.0%	9.5%	33.3%	0.0%		
\$70,000 - \$79,999	12.5%	0.0%	0.0%	19.0%	33.3%	0.0%		
\$80,000 - \$89,999	12.5%	0.0%	0.0%	23.8%	0.0%	0.0%		
\$90,000 - \$99,999	20.0%	40.0%	12.5%	19.0%	0.0%	33.3%		
\$100,000 - \$124,999	7.5%	0.0%	25.0%	4.8%	0.0%	0.0%		
\$125,000 - \$149,999	7.5%	40.0%	0.0%	4.8%	0.0%	0.0%		
\$150,000 - \$199,999	5.0%	20.0%	0.0%	4.8%	0.0%	0.0%		
\$200,000 - \$249,999	2.5%	0.0%	12.5%	0.0%	0.0%	0.0%		
\$250,000 - \$499,999	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%		
Total(n)	40	5	8	21	3	3		
Mean	8.90	11.40	9.25	8.76	6.33	7.33		
Standard deviation	2.34	1.34	2.66	1.97	2.08	2.31		
<b>Please enter the four-digit year that each of the following occurred.</b>								
<b>Year of birth</b>								
1995 or later	3.3%	3.2%	0.0%	5.3%	6.7%	0.0%		
1986 - 1995	25.3%	3.2%	0.0%	50.9%	33.3%	25.0%		
1981 - 1985	17.3%	3.2%	25.7%	15.8%	26.7%	25.0%		
1976 - 1980	15.3%	12.9%	22.9%	14.0%	6.7%	16.7%		
1971 - 1975	11.3%	16.1%	20.0%	3.5%	0.0%	25.0%		
1966 - 1970	14.7%	32.3%	17.1%	7.0%	13.3%	0.0%		
1961 - 1965	8.0%	12.9%	11.4%	3.5%	6.7%	8.3%		
1956 - 1960	2.0%	6.5%	2.9%	0.0%	0.0%	0.0%		
1951 - 1955	2.7%	9.7%	0.0%	0.0%	6.7%	0.0%		
1946 - 1950	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
1922 - 1945	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Earlier than 1922	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	150	31	35	57	15	12		
<b>Year of first academic appointment:</b>								
1982 or earlier	1.4%	7.7%	0.0%	0.0%	0.0%	0.0%		
1983 - 1987	0.5%	2.6%	0.0%	0.0%	0.0%	0.0%		
1988 - 1992	1.0%	5.1%	0.0%	0.0%	0.0%	0.0%		
1993 - 1997	7.2%	7.7%	15.1%	2.6%	9.1%	0.0%		
1998 - 2002	8.7%	25.6%	9.4%	2.6%	4.5%	0.0%		
2003 - 2007	13.9%	20.5%	26.4%	2.6%	18.2%	6.3%		
2008 - 2012	11.5%	15.4%	15.1%	6.4%	13.6%	12.5%		
2013 - 2017	20.7%	2.6%	30.2%	19.2%	31.8%	25.0%		
2018 or later	35.1%	12.8%	3.8%	66.7%	22.7%	56.3%		
Total(n)	208	39	53	78	22	16		
<b>Year of appointment at present institution</b>								
1982 or earlier	1.9%	7.7%	1.9%	0.0%	0.0%	0.0%		
1983 - 1987	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
1988 - 1992	0.5%	2.6%	0.0%	0.0%	0.0%	0.0%		
1993 - 1997	2.9%	5.1%	3.8%	1.3%	4.5%	0.0%		
1998 - 2002	5.8%	15.4%	7.7%	1.3%	4.5%	0.0%		
2003 - 2007	11.1%	23.1%	17.3%	1.3%	18.2%	0.0%		
2008 - 2012	12.6%	23.1%	17.3%	5.1%	9.1%	12.5%		
2013 - 2017	20.3%	5.1%	40.4%	11.5%	36.4%	12.5%		
2018 or later	44.9%	17.9%	11.5%	79.5%	27.3%	75.0%		
Total(n)	207	39	52	78	22	16		
<b>If tenured, year tenure was awarded</b>								
1982 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
1983 - 1987	1.4%	3.3%	0.0%	0.0%	0.0%	0.0%		
1988 - 1992	1.4%	3.3%	0.0%	0.0%	0.0%	0.0%		
1993 - 1997	2.7%	6.7%	0.0%	0.0%	0.0%	0.0%		
1998 - 2002	5.4%	6.7%	4.7%	0.0%	0.0%	0.0%		
2003 - 2007	12.2%	16.7%	9.3%	0.0%	0.0%	0.0%		
2008 - 2012	20.3%	33.3%	11.6%	0.0%	0.0%	0.0%		
2013 - 2017	25.7%	20.0%	30.2%	0.0%	0.0%	0.0%		
2018 or later	31.1%	10.0%	44.2%	100.0%	0.0%	0.0%		
Total(n)	74	30	43	1	0	0		
<b>Aggregated Major</b>								
Agriculture or Forestry (General Area 1)	0.7%	0.0%	0.0%	1.8%	0.0%	0.0%		
Biological Sciences (General Area 5)	1.3%	0.0%	2.7%	1.8%	0.0%	0.0%		
Business (General Area 6)	2.0%	3.1%	0.0%	1.8%	6.7%	0.0%		
Education (General Area 10 and Specific Discipline 2102)	3.9%	6.3%	2.7%	5.3%	0.0%	0.0%		
Engineering (General Area 11)	3.9%	0.0%	5.4%	7.0%	0.0%	0.0%		
English (General Area 12)	13.7%	15.6%	16.2%	8.8%	33.3%	0.0%		
Health-related (General Area 15)	5.9%	9.4%	0.0%	8.8%	0.0%	8.3%		
History or Political Science (Specific Discipline 3007,3009)	7.2%	9.4%	13.5%	5.3%	0.0%	0.0%		
Humanities (General Area 14,24)	12.4%	15.6%	13.5%	14.0%	0.0%	8.3%		
Fine Arts (General Area 2,4,22)	11.1%	9.4%	8.1%	10.5%	26.7%	8.3%		
Mathematics or Statistics (General Area 18)	1.3%	0.0%	2.7%	1.8%	0.0%	0.0%		
Physical Sciences (General Area 25)	3.3%	3.1%	5.4%	1.8%	6.7%	0.0%		
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	18.3%	15.6%	10.8%	19.3%	20.0%	41.7%		
Other Technical (General Area 8,19,28)	2.6%	0.0%	2.7%	3.5%	0.0%	8.3%		
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.4%	12.5%	16.2%	8.8%	6.7%	25.0%		
Total(n)	153	32	37	57	15	12		

2022-2023 HERI Faculty Survey  
 Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents

	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor	Graduate Student / Teaching Assistant	No Response
<b>Aggregated Department</b>								
Agriculture or Forestry (General Area 1)	0.6%	0.0%	0.0%	1.7%	0.0%	0.0%		
Biological Sciences (General Area 5)	1.3%	0.0%	2.7%	1.7%	0.0%	0.0%		
Business (General Area 6)	1.9%	3.1%	0.0%	1.7%	6.7%	0.0%		
Education (General Area 10 and Specific Discipline 2102)	3.2%	3.1%	0.0%	5.1%	6.7%	0.0%		
Engineering (General Area 11)	4.5%	0.0%	5.4%	8.5%	0.0%	0.0%		
English (General Area 12)	13.5%	15.6%	13.5%	10.2%	33.3%	0.0%		
Health-related (General Area 15)	5.2%	9.4%	0.0%	6.8%	0.0%	8.3%		
History or Political Science (Specific Discipline 3007,3009)	5.8%	6.3%	13.5%	3.4%	0.0%	0.0%		
Humanities (General Area 14,24)	12.9%	9.4%	13.5%	16.9%	0.0%	16.7%		
Fine Arts (General Area 2,4,22)	11.0%	12.5%	8.1%	8.5%	26.7%	8.3%		
Mathematics or Statistics (General Area 18)	3.9%	3.1%	5.4%	3.4%	6.7%	0.0%		
Physical Sciences (General Area 25)	1.9%	0.0%	5.4%	1.7%	0.0%	0.0%		
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.5%	18.8%	10.8%	15.3%	6.7%	33.3%		
Other Technical (General Area 8,19,28)	3.2%	0.0%	2.7%	5.1%	0.0%	8.3%		
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.5%	18.8%	18.9%	10.2%	13.3%	25.0%		
Total(n)	155	32	37	59	15	12		
<b>Faculty works in a STEM department</b>								
Yes	16.6%	12.2%	15.1%	23.1%	4.3%	18.8%		
No	83.4%	87.8%	84.9%	76.9%	95.7%	81.3%		
Total(n)	211	41	53	78	23	16		
<b>CIRP Construct: Civic Minded Values</b>								
Mean Score	58.76	56.05	59.52	58.24	60.48	63.59		
High Construct Group Score	71.8%	61.1%	73.3%	69.1%	77.8%	100.0%		
Average Construct Score Group	22.1%	25.0%	20.0%	26.5%	22.2%	0.0%		
Low Construct Score Group	6.1%	13.9%	6.7%	4.4%	0.0%	0.0%		
<b>CIRP Construct: Civic Minded Practices</b>								
Mean Score	48.95	48.42	49.49	49.26	48.84	47.16		
High Construct Group Score	28.0%	22.0%	34.0%	32.1%	17.4%	18.8%		
Average Construct Score Group	35.5%	39.0%	34.0%	33.3%	39.1%	37.5%		
Low Construct Score Group	36.5%	39.0%	32.1%	34.6%	43.5%	43.8%		
<b>CIRP Construct: Perceptions of the Campus Climate for Diversity</b>								
Mean Score	42.73	46.76	40.2	42.93	40.78	41.46		
High Construct Group Score	9.7%	25.0%	4.7%	6.1%	11.1%	0.0%		
Average Construct Score Group	32.0%	30.6%	23.3%	39.4%	27.8%	33.3%		
Low Construct Score Group	58.3%	44.4%	72.1%	54.5%	61.1%	66.7%		
<b>CIRP Construct: Institutional Priority - Commitment to Civic Engagement</b>								
Mean Score	48.75	49.67	48.53	49.53	44.22	48.83		
High Construct Group Score	26.1%	29.4%	22.5%	31.7%	6.3%	25.0%		
Average Construct Score Group	41.2%	44.1%	42.5%	36.5%	50.0%	41.7%		
Low Construct Score Group	32.7%	26.5%	35.0%	31.7%	43.8%	33.3%		
<b>CIRP Construct: Institutional Priority - Commitment to Diversity</b>								
Mean Score	50.98	51.73	49.68	51.72	49.29	51.86		
High Construct Group Score	34.3%	37.1%	26.8%	41.3%	16.7%	41.7%		
Average Construct Score Group	37.9%	42.9%	43.9%	28.6%	55.6%	25.0%		
Low Construct Score Group	27.8%	20.0%	29.3%	30.2%	27.8%	33.3%		
<b>CIRP Construct: Institutional Priority - Commitment to Institutional Prestige</b>								
Mean Score	42.86	43.01	43.71	42.21	43.5	42.2		
High Construct Group Score	7.8%	11.4%	12.5%	4.8%	0.0%	8.3%		
Average Construct Score Group	30.7%	22.9%	27.5%	34.9%	31.3%	41.7%		
Low Construct Score Group	61.4%	65.7%	60.0%	60.3%	68.8%	50.0%		
<b>CIRP Construct: Mentor Self-Efficacy</b>								
Mean Score	51.28	55.39	49.82	50.02	54.64	46.21		
High Construct Group Score	35.8%	53.8%	25.0%	36.8%	50.0%	0.0%		
Average Construct Score Group	37.7%	38.5%	50.0%	21.1%	50.0%	60.0%		
Low Construct Score Group	26.4%	7.7%	25.0%	42.1%	0.0%	40.0%		
<b>CIRP Construct: Student-Centered Pedagogy</b>								
Mean Score	54.36	52.39	54.21	54.94	57.21	53.22		
High Construct Group Score	50.3%	38.9%	56.5%	50.0%	68.4%	35.7%		
Average Construct Score Group	37.3%	38.9%	32.6%	40.0%	31.6%	42.9%		
Low Construct Score Group	12.4%	22.2%	10.9%	10.0%	0.0%	21.4%		
<b>CIRP Construct: Scholarly Productivity</b>								
Mean Score	50.47	51.33	54.34	49.83	46.54	44.16		
High Construct Group Score	32.0%	37.5%	52.1%	25.7%	10.0%	13.3%		
Average Construct Score Group	47.2%	45.0%	41.7%	54.1%	45.0%	40.0%		
Low Construct Score Group	20.8%	17.5%	6.3%	20.3%	45.0%	46.7%		
<b>CIRP Construct: Sense of a Respectful Work Environment</b>								
Mean Score	46.8	46.28	48.76	47.78	40.9	44.59		
High Construct Group Score	22.1%	27.8%	24.4%	21.2%	5.9%	25.0%		
Average Construct Score Group	33.7%	19.4%	41.5%	43.9%	17.6%	16.7%		
Low Construct Score Group	44.2%	52.8%	34.1%	34.8%	76.5%	58.3%		
<b>CIRP Construct: Satisfaction with Compensation</b>								
Mean Score	46.62	48.53	48	46.87	43.43	39.73		
High Construct Group Score	16.4%	17.6%	22.0%	16.4%	5.9%	8.3%		
Average Construct Score Group	40.6%	50.0%	43.9%	39.3%	35.3%	16.7%		
Low Construct Score Group	43.0%	32.4%	34.1%	44.3%	58.8%	75.0%		
<b>CIRP Construct: Satisfaction with Professional Work Environment</b>								
Mean Score	46.71	48.69	46.89	47.31	40.85	45.73		
High Construct Group Score	21.2%	23.5%	22.0%	24.6%	5.9%	16.7%		

**2022-2023 HERI Faculty Survey**  
**Non-binary, Genderqueer, Gender Non-Conforming, and Identity Not Listed Respondents**

							Graduate Student / Teaching Assistant	No Response
	All Faculty	Full Professor	Assoc Professor	Asst Professor	Lecturer	Instructor		
Average Construct Score Group	38.2%	50.0%	36.6%	37.7%	17.6%	41.7%		
Low Construct Score Group	40.6%	26.5%	41.5%	37.7%	76.5%	41.7%		
<b>CIRP Construct: Science Identity</b>								
Mean Score	68.76	66.16	74.58	67.99	.	.		
High Construct Group Score	70.0%	66.7%	100.0%	60.0%	0.0%	0.0%		
Average Construct Score Group	10.0%	33.3%	0.0%	0.0%	0.0%	0.0%		
Low Construct Score Group	20.0%	0.0%	0.0%	40.0%	0.0%	0.0%		
<b>CIRP Construct: Science Self-Efficacy</b>								
Mean Score	50.66	53.09	47.7	50.32	.	.		
High Construct Group Score	22.2%	33.3%	0.0%	25.0%	0.0%	0.0%		
Average Construct Score Group	55.6%	66.7%	50.0%	50.0%	0.0%	0.0%		
Low Construct Score Group	22.2%	0.0%	50.0%	25.0%	0.0%	0.0%		
<b>CIRP Construct: Career-Related Stress</b>								
Mean Score	53.71	52.68	54.52	53.77	55.62	50.82		
High Construct Group Score	42.6%	42.4%	43.9%	40.7%	47.1%	41.7%		
Average Construct Score Group	40.7%	36.4%	43.9%	44.1%	41.2%	25.0%		
Low Construct Score Group	16.7%	21.2%	12.2%	15.3%	11.8%	33.3%		
<b>CIRP Construct: Focus on Undergraduates' Personal Development</b>								
Mean Score	54.99	53.24	54.29	54.99	57.67	58.3		
High Construct Group Score	49.7%	36.1%	48.9%	48.5%	61.1%	78.6%		
Average Construct Score Group	44.2%	55.6%	48.9%	41.2%	38.9%	21.4%		
Low Construct Score Group	6.1%	8.3%	2.2%	10.3%	0.0%	0.0%		