



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

## 2013-14 HERI Faculty Survey

HERI Theme Reports

Full-time Undergraduate Faculty

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# Illinois Wesleyan University

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Comparison group 1: Private/Nonsectarian 4yr Colleges - very high  
Comparison group 2: Private/Nonsectarian 4yr Colleges

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CIRP Surveys are comprehensive, covering a wide range of topics that research has shown are important to the college experience. Theme reports combine relevant items together for easy access. By examining these items together, these reports illustrate what contributes to specific areas of interest on campus and can be used to facilitate discussion on your campus. Although the survey items were included because they relate to the theme, the item(s) may not be the most important to your institution, its mission, programs, or goals. We encourage you to review your entire Institutional Profile for additional results of specific interest on your campus. Theme reports are generated for full-time undergraduate faculty.

**Theme Description –**  
 Provides a brief definition of the topics covered by the theme.

**Summarized Frequencies –** Full results for all items are provided in the Institutional Profile report.

**Mean –** The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 5=Much Stronger, 4=Stronger, 3=No Change, 2=Weaker, 1=Much Weaker).

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.  
 CIRP Construct: Job Satisfaction-Workplace

Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>There is adequate support for faculty development</b>									
Agree Strongly / Agree somewhat	21.4%	73.6%	76.7%	28.6%	76.5%	77.8%	14.3%	68.5%	75.3%
Mean	1.21	1.97	2.00	1.29	2.00	2.02	1.14	1.90	1.98
Standard Deviation	0.42	0.70	0.68	0.47	0.69	0.68	0.36	0.72	0.68
Significance	--	***	***	--	***	***	--	***	***
Effect Size	--	-1.09	-1.16	--	-1.03	-1.07	--	-1.06	-1.24

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

**Statistical Significance –** Uses the t-test to examine the difference between the mean score for your institution and the comparison group. Items with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (\*p< .05, \*\*p< .01, and \*\*\*p< .001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference may be small and not practically significant. In order to provide additional context to statistical significance, effect sizes are provided.

**Effect Size –** Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g. a negative effect size on questions regarding stress suggest fewer faculty at your institution reported this was the case).

**Comp 1 –** The first comparison group is based on your institution's type and control.

**Comp 2 –** The second comparison group is based on your institution's type and control.

**Standard Deviation –** Measures the variability around the mean. A small standard deviation indicates that the responses to the item tend to be very close to the mean, whereas a large standard deviation indicates that the responses are spread over a larger range of response options.

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Teaching</b>										
Essential/Very important	98.4%	98.1%	98.9%	97.1%	97.7%	98.7%	100.0%	98.5%	99.0%	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	6.9%	13.8%	16.9%	3.2%	13.8%	15.1%	11.1%	13.7%	18.8%	
Taught an interdisciplinary course	39.7%	56.2%	49.8%	32.3%	52.8%	50.4%	48.1%	60.6%	49.1%	
Taught an area studies course (e.g., womens's studies, ethnic studies, LGBTQ studies)	19.3%	28.0%	20.6%	10.0%	20.9%	17.3%	29.6%	37.3%	24.2%	
Taught a service learning course	12.1%	14.5%	20.2%	9.7%	11.2%	16.4%	14.8%	18.8%	24.3%	
Taught an exclusively web-based course at this institution	0.0%	0.4%	10.4%	0.0%	0.4%	7.6%	0.0%	0.5%	13.5%	
Participated in organized activities around enhancing pedagogy and student learning	78.3%	71.5%	73.0%	66.7%	64.0%	65.3%	92.6%	81.2%	81.4%	
Taught a seminar for first-year students	32.8%	31.9%	31.8%	30.3%	31.8%	32.7%	35.7%	32.0%	30.8%	
Taught a capstone course	50.0%	44.4%	48.3%	42.4%	43.6%	50.2%	59.3%	45.6%	46.2%	
Taught in a learning community (e.g., FIG, linked courses)	7.0%	4.9%	6.6%	3.3%	3.9%	5.6%	11.1%	6.1%	7.8%	
Taught a course that meets general education requirements	88.5%	63.9%	67.5%	84.8%	62.4%	65.8%	92.9%	65.9%	69.3%	
<b>How many courses are you teaching this term?</b>										
Mean	2.6	2.0	2.7	2.7	2.1	2.7	2.6	2.0	2.7	
Median	3.0	2.0	3.0	3.0	2.0	3.0	3.0	2.0	3.0	
Mode	3	2	3	3	2	3	3	2	3	
<b>How many courses that you are teaching this term are:</b>										
General education courses	1.0	0.5	0.7	0.9	0.5	0.6	1.0	0.5	0.8	
Courses required for an undergraduate major	1.8	1.3	1.8	1.7	1.4	1.7	1.9	1.3	1.8	
Other undergraduate credit courses	0.6	0.7	0.6	0.5	0.7	0.6	0.6	0.8	0.6	
Developmental/remedial courses (not for credit)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Non-credit courses (other than above)	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	
Graduate courses	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.0	0.3	

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of these courses that you are teaching this term are being taught:</b>										
At this institution	2.8	2.2	2.8	2.8	2.2	2.7	2.8	2.2	2.8	
At another institution	0.1	0.1	0.2	0.0	0.1	0.1	0.2	0.1	0.2	
<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%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	5	171	243	2	80	108	3	91	135	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	4.8%	9.1%	8.2%	6.1%	8.8%	8.3%	3.4%	9.6%	8.1%	
Writing	12.9%	21.3%	19.4%	9.1%	18.8%	19.2%	17.2%	24.5%	19.5%	
Mathematics	4.8%	5.4%	8.5%	9.1%	6.1%	10.3%	0.0%	4.4%	6.4%	
General academic skills	11.3%	13.0%	14.3%	12.1%	12.8%	15.0%	10.3%	13.4%	13.5%	
Other subject areas	6.5%	5.0%	7.9%	6.1%	5.1%	9.9%	6.9%	4.8%	5.7%	
<b>How often in the past year have you encouraged students to:</b>										
<b>Use different points of view to make an argument</b>										
Frequently / Occasionally	93.6%	91.7%	93.6%	90.9%	90.2%	91.9%	96.6%	93.5%	95.5%	
Mean	2.63	2.51	2.51	2.55	2.46	2.47	2.72	2.57	2.55	
Standard deviation	0.61	0.65	0.61	0.67	0.67	0.64	0.53	0.61	0.58	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.13	0.12	-	0.25	0.29	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
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 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Make connections between ideas from different courses</b>										
Frequently / Occasionally	98.4%	98.0%	98.4%	100.0%	97.7%	97.7%	96.5%	98.5%	99.1%	
Mean	2.69	2.66	2.71	2.64	2.63	2.69	2.76	2.70	2.75	
Standard deviation	0.50	0.51	0.49	0.49	0.53	0.51	0.51	0.49	0.45	
Significance	-			-			-			
Effect size	-	0.06	-0.04	-	0.02	-0.10	-	0.12	0.02	
<b>Critically evaluate their position on an issue</b>										
Frequently / Occasionally	95.2%	92.5%	93.9%	97.0%	92.1%	94.2%	93.1%	93.1%	93.7%	
Mean	2.68	2.60	2.59	2.67	2.56	2.60	2.69	2.64	2.59	
Standard deviation	0.57	0.62	0.60	0.54	0.64	0.60	0.60	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.13	0.15	-	0.17	0.12	-	0.08	0.16	
<b>Recognize the biases that affect their thinking</b>										
Frequently / Occasionally	90.3%	90.2%	91.6%	87.9%	88.0%	89.5%	93.1%	93.0%	94.0%	
Mean	2.52	2.46	2.48	2.36	2.38	2.41	2.69	2.58	2.55	
Standard deviation	0.67	0.67	0.65	0.70	0.69	0.67	0.60	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	-0.03	-0.07	-	0.18	0.23	
<b>Think more broadly about an issue</b>										
Frequently / Occasionally	98.4%	96.9%	97.2%	97.0%	96.8%	97.9%	100.0%	97.0%	96.5%	
Mean	2.74	2.73	2.72	2.64	2.69	2.71	2.86	2.79	2.72	
Standard deviation	0.48	0.51	0.51	0.55	0.53	0.50	0.35	0.48	0.52	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	-0.09	-0.14	-	0.15	0.27	
<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>Engage deeply with a significant challenge or question within your discipline</b>										
Frequently / Occasionally	96.5%	93.9%	93.8%	93.4%	93.0%	94.0%	100.0%	95.0%	93.7%	

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	2.50	2.55	2.52	2.40	2.49	2.49	2.62	2.63	2.54	
Standard deviation	0.57	0.61	0.61	0.62	0.62	0.61	0.50	0.58	0.61	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	-0.15	-0.15	-	-0.02	0.13	

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Write in the specific style or format of your discipline</b>										
Frequently / Occasionally	89.5%	92.2%	91.1%	86.7%	90.4%	88.8%	92.6%	94.5%	93.5%	
Mean	2.63	2.60	2.56	2.43	2.51	2.45	2.85	2.71	2.67	
Standard deviation	0.67	0.63	0.65	0.73	0.67	0.69	0.53	0.56	0.59	
Significance	-			-			-			
Effect size	-	0.05	0.11	-	-0.12	-0.03	-	0.25	0.31	
<b>Use research methods from your discipline in field or applied settings</b>										
Frequently / Occasionally	89.2%	84.6%	84.7%	93.3%	83.4%	85.5%	84.6%	86.2%	83.7%	
Mean	2.46	2.40	2.36	2.47	2.35	2.29	2.46	2.46	2.43	
Standard deviation	0.69	0.74	0.73	0.63	0.75	0.70	0.76	0.72	0.76	
Significance	-			-			-			
Effect size	-	0.08	0.14	-	0.16	0.26	-	0.00	0.04	
<b>Apply learning from both academic and field settings</b>										
Frequently / Occasionally	75.4%	70.7%	77.9%	70.0%	67.2%	74.5%	81.5%	75.2%	81.7%	
Mean	2.18	2.08	2.24	2.00	2.00	2.14	2.37	2.17	2.36	
Standard deviation	0.80	0.81	0.79	0.79	0.81	0.80	0.79	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.12	-0.08	-	0.00	-0.18	-	0.25	0.01	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently / Occasionally	85.7%	82.6%	86.3%	83.4%	78.5%	83.7%	88.4%	87.7%	89.2%	
Mean	2.39	2.31	2.31	2.30	2.22	2.25	2.50	2.43	2.38	
Standard deviation	0.73	0.75	0.70	0.75	0.78	0.72	0.71	0.70	0.67	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.10	0.07	-	0.10	0.18	
<b>Weigh the meaning and significance of evidence</b>										
Frequently / Occasionally	98.3%	92.7%	92.1%	96.7%	92.8%	93.0%	100.0%	92.5%	91.1%	
Mean	2.66	2.61	2.56	2.53	2.57	2.58	2.81	2.67	2.53	
Standard deviation	0.51	0.62	0.64	0.57	0.62	0.62	0.40	0.61	0.65	
Significance	-			-			-		*	



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	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Illinois Wesleyan University										
Effect size	-	0.08	0.16	-	-0.06	-0.08	-	0.23	0.43	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently / Occasionally	91.0%	79.9%	86.0%	86.6%	76.2%	84.1%	96.2%	84.6%	88.1%	
Mean	2.36	2.18	2.26	2.20	2.09	2.17	2.54	2.28	2.36	
Standard deviation	0.64	0.74	0.69	0.66	0.75	0.68	0.58	0.71	0.68	
Significance	-			-			-			
Effect size	-	0.24	0.14	-	0.15	0.04	-	0.37	0.26	
<b>Work with classmates outside of class</b>										
Frequently / Occasionally	89.3%	91.5%	92.4%	86.2%	89.3%	91.0%	92.6%	94.1%	94.0%	
Mean	2.48	2.50	2.50	2.34	2.45	2.47	2.63	2.56	2.53	
Standard deviation	0.69	0.65	0.63	0.72	0.68	0.66	0.63	0.60	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.16	-0.20	-	0.12	0.16	
<b>Lead a discussion, activity, or lab</b>										
Frequently / Occasionally	89.5%	86.7%	85.0%	83.3%	84.3%	81.8%	96.3%	89.5%	88.6%	
Mean	2.51	2.41	2.35	2.43	2.33	2.27	2.59	2.50	2.44	
Standard deviation	0.68	0.71	0.73	0.77	0.73	0.75	0.57	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.14	0.22	-	0.14	0.21	-	0.13	0.22	
<b>Provide and/or receive feedback to classmates about a draft or work still in progress</b>										
Frequently / Occasionally	84.2%	78.0%	76.9%	74.2%	73.2%	73.9%	96.1%	84.1%	80.2%	
Mean	2.40	2.18	2.13	2.26	2.08	2.08	2.58	2.30	2.19	
Standard deviation	0.75	0.76	0.76	0.86	0.78	0.77	0.58	0.73	0.74	
Significance	-	*	**	-			-		**	
Effect size	-	0.29	0.36	-	0.23	0.23	-	0.38	0.53	
<b>Analyze and interpret data</b>										
Frequently / Occasionally	89.4%	86.6%	88.1%	93.4%	86.8%	90.0%	85.1%	86.4%	86.1%	
Mean	2.42	2.48	2.47	2.50	2.48	2.52	2.33	2.48	2.41	
Standard deviation	0.68	0.72	0.70	0.63	0.72	0.67	0.73	0.72	0.72	
Significance	-			-			-			

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.08	-0.07	-	0.03	-0.03	-	-0.21	-0.11	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently / Occasionally	53.5%	57.1%	61.8%	53.3%	61.6%	63.8%	53.8%	51.5%	59.5%	
Mean	1.88	1.94	1.99	1.93	2.03	2.05	1.81	1.82	1.92	
Standard deviation	0.90	0.89	0.87	0.94	0.89	0.88	0.85	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.11	-0.14	-	-0.01	-0.13	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										Student-Centered Pedagogy
All / Most	91.1%	87.0%	87.4%	90.0%	84.1%	85.3%	92.3%	90.5%	89.8%	
Mean	3.68	3.55	3.55	3.57	3.47	3.50	3.81	3.65	3.62	
Standard deviation	0.69	0.76	0.75	0.68	0.80	0.78	0.69	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.13	0.09	-	0.23	0.27	
<b>Cooperative learning (small groups)</b>										Student-Centered Pedagogy
All / Most	67.8%	65.3%	65.0%	56.7%	58.6%	56.1%	80.8%	73.8%	74.8%	
Mean	2.96	2.95	2.98	2.80	2.80	2.78	3.15	3.15	3.19	
Standard deviation	0.87	0.94	0.96	0.89	0.96	0.99	0.83	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	0.00	0.02	-	0.00	-0.05	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Experiential learning/Field studies</b>										Student-Centered Pedagogy
All / Most	25.0%	24.6%	31.1%	16.7%	22.1%	28.4%	34.6%	27.9%	34.2%	
Mean	1.96	1.94	2.15	1.87	1.87	2.07	2.08	2.03	2.23	
Standard deviation	0.95	1.00	1.02	0.86	1.00	1.03	1.06	1.00	0.99	
Significance	-			-			-			
Effect size	-	0.02	-0.19	-	0.00	-0.19	-	0.05	-0.15	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Performances/Demonstrations</b>										
All / Most	39.3%	33.3%	36.5%	36.7%	31.7%	33.4%	42.3%	35.4%	39.8%	
Mean	2.32	2.13	2.24	2.27	2.09	2.16	2.38	2.17	2.32	
Standard deviation	1.11	1.06	1.08	1.11	1.03	1.06	1.13	1.08	1.08	
Significance	-			-			-			
Effect size	-	0.18	0.07	-	0.17	0.10	-	0.19	0.06	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										Student-Centered Pedagogy
All / Most	55.3%	51.6%	47.8%	43.3%	49.2%	43.3%	69.2%	54.6%	52.9%	
Mean	2.70	2.64	2.58	2.50	2.56	2.48	2.92	2.74	2.70	
Standard deviation	0.93	0.98	0.99	0.82	0.98	0.97	1.02	0.96	1.00	
Significance	-			-			-			
Effect size	-	0.06	0.12	-	-0.06	0.02	-	0.19	0.22	
<b>Extensive lecturing</b>										
All / Most	37.5%	41.0%	40.9%	46.6%	50.5%	49.2%	26.9%	29.0%	31.6%	
Mean	2.16	2.38	2.35	2.43	2.59	2.52	1.85	2.11	2.16	
Standard deviation	0.93	0.98	0.94	0.94	0.96	0.92	0.83	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.22	-0.20	-	-0.17	-0.10	-	-0.28	-0.34	
<b>Multiple drafts of written work</b>										
All / Most	57.2%	43.4%	41.1%	50.0%	38.9%	39.2%	65.4%	49.2%	43.2%	
Mean	2.68	2.48	2.43	2.57	2.36	2.40	2.81	2.62	2.46	
Standard deviation	0.81	0.91	0.93	0.82	0.91	0.93	0.80	0.91	0.93	
Significance	-		*	-			-			
Effect size	-	0.22	0.27	-	0.23	0.18	-	0.21	0.38	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student-selected topics for course content</b>										Student-Centered Pedagogy
All / Most	32.1%	25.9%	28.1%	33.4%	23.7%	23.9%	30.8%	28.7%	32.7%	
Mean	2.29	2.11	2.18	2.23	2.03	2.05	2.35	2.21	2.32	
Standard deviation	0.85	0.89	0.93	0.82	0.88	0.91	0.89	0.88	0.93	
Significance	-			-			-			
Effect size	-	0.20	0.12	-	0.23	0.20	-	0.16	0.03	
<b>Reflective writing/journaling</b>										Student-Centered Pedagogy
All / Most	30.4%	24.3%	27.9%	23.3%	21.3%	22.1%	38.5%	28.0%	34.3%	
Mean	2.07	1.95	2.06	1.83	1.85	1.90	2.35	2.07	2.24	
Standard deviation	0.87	0.94	0.98	0.87	0.92	0.92	0.80	0.96	1.01	
Significance	-			-			-			
Effect size	-	0.13	0.01	-	-0.02	-0.08	-	0.29	0.11	
<b>Community service as part of coursework</b>										Civic Minded Practice
All / Most	5.4%	4.7%	10.2%	3.3%	4.0%	8.2%	8.0%	5.5%	12.4%	
Mean	1.36	1.32	1.48	1.30	1.28	1.43	1.44	1.39	1.53	
Standard deviation	0.70	0.61	0.78	0.65	0.58	0.77	0.77	0.65	0.80	
Significance	-			-			-			
Effect size	-	0.07	-0.15	-	0.03	-0.17	-	0.08	-0.11	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Electronic quizzes with immediate feedback in class</b>										
All / Most	7.3%	5.5%	10.6%	6.9%	4.7%	10.1%	7.7%	6.3%	11.2%	
Mean	1.22	1.25	1.40	1.21	1.22	1.40	1.23	1.28	1.41	
Standard deviation	0.57	0.61	0.80	0.56	0.58	0.81	0.59	0.65	0.78	
Significance	-			-			-			
Effect size	-	-0.05	-0.23	-	-0.02	-0.23	-	-0.08	-0.23	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Using real-life problems</b>										
All / Most	60.7%	66.1%	73.4%	50.0%	66.1%	73.5%	73.1%	66.1%	73.3%	
Mean	2.91	3.00	3.17	2.73	2.99	3.15	3.12	3.01	3.19	
Standard deviation	1.00	0.98	0.93	0.98	1.00	0.92	0.99	0.96	0.94	
Significance	-		*	-		*	-			
Effect size	-	-0.09	-0.28	-	-0.26	-0.46	-	0.11	-0.07	
<b>Using student inquiry to drive learning</b>										
All / Most	67.9%	61.9%	61.9%	50.0%	56.9%	59.1%	88.5%	68.3%	64.9%	Student-Centered Pedagogy
Mean	2.89	2.87	2.89	2.57	2.77	2.80	3.27	2.99	2.98	
Standard deviation	0.95	0.93	0.91	0.97	0.97	0.90	0.78	0.87	0.92	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.21	-0.26	-	0.32	0.32	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>"Learn before lecture" through multimedia tools (e.g., flipping the classroom)</b>										
All / Most	21.8%	14.0%	18.7%	17.2%	13.0%	16.9%	26.9%	15.3%	20.7%	
Mean	1.85	1.66	1.77	1.72	1.65	1.74	2.00	1.69	1.81	
Standard deviation	0.97	0.84	0.89	1.00	0.85	0.87	0.94	0.84	0.91	
Significance	-			-			-			
Effect size	-	0.23	0.09	-	0.08	-0.02	-	0.37	0.21	
<b>Readings on racial and ethnic issues</b>										
All / Most	36.4%	31.5%	27.9%	24.1%	25.5%	22.6%	50.0%	39.1%	33.6%	
Mean	2.09	2.07	2.01	1.69	1.88	1.83	2.54	2.31	2.20	
Standard deviation	1.04	1.11	1.04	0.93	1.03	0.97	0.99	1.15	1.08	
Significance	-			-			-			
Effect size	-	0.02	0.08	-	-0.18	-0.14	-	0.20	0.31	
<b>Readings on women and gender issues</b>										
All / Most	28.3%	31.7%	26.1%	7.4%	23.3%	19.5%	50.0%	42.3%	33.4%	Student-Centered Pedagogy
Mean	2.04	2.08	1.94	1.59	1.86	1.78	2.50	2.35	2.11	
Standard deviation	0.96	1.09	1.03	0.75	1.02	0.94	0.95	1.12	1.09	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			Pedagogy
Effect size	-	-0.04	0.10	-	-0.26	-0.20	-	0.13	0.36	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Starting class with a question that engages students</b>										
All / Most	53.7%	55.6%	53.9%	50.0%	53.2%	54.8%	57.7%	58.6%	52.9%	
Mean	2.61	2.71	2.69	2.50	2.67	2.69	2.73	2.75	2.68	
Standard deviation	0.83	0.83	0.87	0.84	0.81	0.83	0.83	0.86	0.90	
Significance	-			-			-			
Effect size	-	-0.12	-0.09	-	-0.21	-0.23	-	-0.02	0.06	
<b>Techniques to create an inclusive classroom environment for diverse students</b>										
All / Most	59.2%	58.7%	61.0%	39.3%	48.7%	52.5%	80.8%	71.1%	70.1%	
Mean	2.81	2.80	2.85	2.29	2.55	2.66	3.38	3.10	3.05	
Standard deviation	1.10	1.09	1.08	1.08	1.10	1.10	0.80	1.00	1.02	
Significance	-			-			-			
Effect size	-	0.01	-0.04	-	-0.24	-0.34	-	0.28	0.32	
<b>Supplemental instruction that is outside of class and office hours</b>										Student-Centered Pedagogy
All / Most	40.8%	34.6%	39.4%	32.1%	34.8%	40.4%	50.0%	34.5%	38.2%	
Mean	2.37	2.30	2.35	2.21	2.31	2.38	2.54	2.28	2.31	
Standard deviation	1.00	1.00	0.99	0.92	0.98	0.96	1.07	1.02	1.02	
Effect size	-	0.07	0.02	-	-0.10	-0.18	-	0.25	0.23	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All / Most	61.8%	60.1%	67.3%	51.7%	54.2%	62.5%	73.1%	67.6%	72.4%	
Mean	2.89	2.83	2.93	2.62	2.66	2.78	3.19	3.04	3.09	
Standard deviation	0.90	0.92	0.89	0.86	0.89	0.88	0.85	0.91	0.89	

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001



2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.07	-0.04	-	-0.04	-0.18	-	0.16	0.11	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Student evaluations of each others' work</b>										
All / Most	36.4%	27.7%	29.4%	27.5%	22.8%	23.4%	46.2%	33.6%	35.8%	
Mean	2.31	2.12	2.21	2.03	1.99	2.05	2.62	2.28	2.38	
Standard deviation	0.84	0.92	0.94	0.82	0.90	0.90	0.75	0.93	0.94	
Significance	-			-			-			
Effect size	-	0.21	0.11	-	0.04	-0.02	-	0.37	0.26	
<b>Grading on a curve</b>										
All / Most	12.8%	19.7%	16.0%	13.7%	21.9%	22.4%	11.5%	16.8%	9.2%	Student-Centered Pedagogy
Mean	1.49	1.73	1.60	1.62	1.84	1.78	1.35	1.60	1.42	
Standard deviation	0.86	1.00	0.91	0.98	1.04	0.99	0.69	0.92	0.76	
Significance	-			-			-			
Effect size	-	-0.24	-0.12	-	-0.21	-0.16	-	-0.27	-0.09	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Rubric-based assessment</b>										
All / Most	52.7%	39.3%	52.9%	31.0%	31.1%	43.6%	77.0%	49.8%	62.7%	
Mean	2.67	2.32	2.67	2.28	2.13	2.43	3.12	2.56	2.92	
Standard deviation	1.06	1.06	1.07	0.92	1.01	1.04	1.03	1.07	1.04	
Significance	-	*		-			-	**		
Effect size	-	0.33	0.00	-	0.15	-0.14	-	0.52	0.19	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide instructions clearly delineating what students are to do to complete the assignment</b>										
Frequently / Occasionally	100.0%	99.5%	99.4%	100.0%	99.5%	99.3%	100.0%	99.6%	99.4%	
Mean	2.91	2.89	2.89	2.81	2.86	2.86	3.00	2.91	2.93	
Standard deviation	0.30	0.33	0.33	0.40	0.36	0.37	0.00	0.30	0.27	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	-0.14	-0.14	-	0.30	0.26	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Explain what you want students to gain from the assignment</b>										
Frequently / Occasionally	96.2%	97.8%	98.6%	96.3%	96.8%	97.7%	96.1%	99.0%	99.4%	
Mean	2.79	2.71	2.76	2.70	2.66	2.72	2.88	2.77	2.80	
Standard deviation	0.49	0.50	0.46	0.54	0.54	0.49	0.43	0.45	0.42	
Significance	-			-			-			
Effect size	-	0.16	0.07	-	0.07	-0.04	-	0.24	0.19	
<b>Provide feedback on drafts or work still in progress</b>										
Frequently / Occasionally	100.0%	95.6%	94.5%	100.0%	94.0%	92.8%	100.0%	97.7%	96.3%	
Mean	2.74	2.50	2.50	2.70	2.43	2.43	2.77	2.59	2.58	
Standard deviation	0.45	0.58	0.60	0.47	0.61	0.62	0.43	0.54	0.56	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.41	0.40	-	0.44	0.44	-	0.33	0.34	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Provide in advance the criteria for evaluating the assignment</b>										
Frequently / Occasionally	100.0%	96.1%	97.1%	100.0%	94.8%	96.2%	100.0%	97.8%	98.2%	
Mean	2.74	2.59	2.67	2.59	2.53	2.58	2.88	2.67	2.77	
Standard deviation	0.45	0.57	0.53	0.50	0.60	0.57	0.33	0.51	0.46	
Significance	-			-			-	*		
Effect size	-	0.26	0.13	-	0.10	0.02	-	0.41	0.24	
<b>Explicitly link the assignment with course goals or learning objectives</b>										
Frequently / Occasionally	94.3%	94.8%	95.9%	96.3%	93.8%	95.3%	92.3%	96.0%	96.4%	
Mean	2.53	2.57	2.62	2.59	2.56	2.61	2.46	2.60	2.63	
Standard deviation	0.61	0.59	0.56	0.57	0.61	0.58	0.65	0.57	0.55	
Significance	-			-			-			
Effect size	-	-0.07	-0.16	-	0.05	-0.03	-	-0.25	-0.31	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>YouTube or other videos</b>										
Frequently / Occasionally	89.0%	85.2%	85.9%	86.2%	81.7%	79.6%	92.3%	89.5%	92.8%	
Mean	2.24	2.19	2.23	2.07	2.10	2.12	2.42	2.29	2.35	
Standard deviation	0.64	0.67	0.68	0.59	0.68	0.72	0.64	0.65	0.61	
Significance	-			-			-			
Effect size	-	0.07	0.01	-	-0.04	-0.07	-	0.20	0.11	
<b>Classroom enhancement technology (e.g., Elmo, tablet PCs)</b>										
Frequently / Occasionally	58.2%	42.0%	51.2%	55.2%	44.8%	50.8%	61.6%	38.5%	51.7%	
Mean	1.80	1.57	1.70	1.76	1.60	1.68	1.85	1.53	1.73	
Standard deviation	0.78	0.74	0.77	0.79	0.74	0.75	0.78	0.73	0.78	
Significance	-	*		-			-	*		
Effect size	-	0.31	0.13	-	0.22	0.11	-	0.44	0.15	
<b>Simulations/animations</b>										
Frequently / Occasionally	48.1%	48.9%	56.2%	37.9%	50.7%	54.8%	60.0%	46.7%	57.6%	
Mean	1.63	1.63	1.71	1.41	1.65	1.68	1.88	1.61	1.74	
Standard deviation	0.73	0.72	0.71	0.57	0.72	0.69	0.83	0.72	0.72	
Significance	-			-		*	-			
Effect size	-	0.00	-0.11	-	-0.33	-0.39	-	0.38	0.19	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Podcasts</b>										
Frequently / Occasionally	23.6%	23.4%	22.3%	13.8%	19.7%	20.0%	34.6%	28.2%	24.8%	
Mean	1.25	1.25	1.25	1.14	1.21	1.22	1.38	1.30	1.29	
Standard deviation	0.48	0.48	0.50	0.35	0.45	0.45	0.57	0.50	0.54	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.16	-0.18	-	0.16	0.17	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
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 HERI Theme

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Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Online homework or virtual labs</b>										
Frequently / Occasionally	42.6%	37.7%	50.9%	31.0%	33.8%	49.3%	56.0%	42.5%	52.7%	
Mean	1.67	1.51	1.70	1.45	1.45	1.69	1.92	1.58	1.71	
Standard deviation	0.85	0.72	0.77	0.74	0.68	0.78	0.91	0.75	0.76	
Significance	-			-			-	*		
Effect size	-	0.22	-0.04	-	0.00	-0.31	-	0.45	0.28	
<b>Online discussion boards</b>										
Frequently / Occasionally	43.6%	45.1%	47.8%	27.5%	39.1%	38.6%	61.6%	52.4%	57.7%	
Mean	1.56	1.60	1.64	1.38	1.51	1.51	1.77	1.70	1.78	
Standard deviation	0.71	0.73	0.74	0.68	0.70	0.70	0.71	0.75	0.76	
Significance	-			-			-			
Effect size	-	-0.05	-0.11	-	-0.19	-0.19	-	0.09	-0.01	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
9 or more hours	56.5%	36.3%	52.3%	54.6%	36.3%	53.5%	58.6%	36.3%	51.2%	
Mean	3.61	3.20	3.52	3.52	3.19	3.53	3.72	3.21	3.52	
Standard deviation	1.36	1.21	1.14	1.15	1.16	1.12	1.58	1.28	1.17	
Significance	-	**		-			-	*		
Effect size	-	0.34	0.08	-	0.28	-0.01	-	0.40	0.17	
<b>Preparing for teaching (including reading student papers and grading)</b>										
9 or more hours	56.4%	65.4%	65.0%	51.5%	64.3%	63.7%	61.9%	66.7%	66.5%	
Mean	3.79	4.20	4.31	3.85	4.12	4.22	3.72	4.30	4.40	
Standard deviation	1.55	1.72	1.64	1.72	1.67	1.61	1.36	1.78	1.66	
Significance	-		*	-			-		*	
Effect size	-	-0.24	-0.32	-	-0.16	-0.23	-	-0.33	-0.41	
<b>My teaching is valued by faculty in my department</b>										
Agree strongly / Agree somewhat	92.3%	91.6%	91.8%	88.9%	92.8%	91.8%	96.0%	90.1%	91.7%	

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	3.50	3.54	3.52	3.37	3.57	3.53	3.64	3.52	3.52	
Standard deviation	0.70	0.73	0.72	0.79	0.70	0.73	0.57	0.78	0.71	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.29	-0.22	-	0.15	0.17	
<b>Please indicate the extent to which you:</b>										
<b>Structure your courses so that students master a conceptual understanding of course content</b>										
To a great extent / To some extent	100.0%	99.3%	99.5%	100.0%	99.0%	99.6%	100.0%	99.7%	99.5%	
Mean	2.83	2.87	2.83	2.74	2.85	2.82	2.92	2.89	2.83	
Standard deviation	0.38	0.36	0.39	0.45	0.38	0.40	0.28	0.32	0.39	
Significance	-			-			-			
Effect size	-	-0.11	0.00	-	-0.29	-0.20	-	0.09	0.23	
<b>Structure your courses so that students develop study skills that prepare them for college-level work</b>										
To a great extent / To some extent	94.2%	94.2%	94.5%	92.6%	93.3%	93.4%	96.0%	95.3%	95.7%	
Mean	2.46	2.47	2.49	2.30	2.44	2.45	2.64	2.51	2.54	
Standard deviation	0.61	0.60	0.60	0.61	0.62	0.61	0.57	0.59	0.58	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	-0.23	-0.25	-	0.22	0.17	

**Professional Practice - Scholarship** - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.  
See CIRP Construct: Scholarly Productivity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Personally, how important to you is:</b>									
<b>Research</b>									
Essential / Very important	73.0%	85.1%	74.6%	67.7%	83.5%	76.5%	79.3%	87.1%	72.5%
<b>During the past two years, have you engaged in any of the following activities?</b>									
Collaborated with the local community in research/teaching issues	43.3%	38.1%	46.9%	38.7%	32.7%	45.0%	48.3%	44.9%	49.1%
Collaborated with the local community in research/teaching minorities	31.6%	42.4%	34.7%	26.7%	40.8%	34.5%	37.0%	44.4%	34.9%
Conducted research or writing focused on - Women and gender issues	34.5%	33.6%	29.0%	29.0%	28.7%	24.1%	40.7%	40.0%	34.5%
Conducted research or writing focused on - Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	34.5%	36.0%	28.4%	10.3%	24.9%	21.3%	61.5%	50.1%	36.2%
Engaged undergraduates on your research project	12.5%	14.0%	10.0%	6.9%	11.1%	7.8%	18.5%	17.8%	12.5%
Worked with undergraduates on a research project	63.9%	66.3%	55.1%	59.4%	65.5%	55.6%	69.0%	67.3%	54.5%
Engaged in academic research that spans multiple disciplines	83.6%	81.8%	78.0%	81.3%	81.8%	79.8%	86.2%	81.9%	75.9%
Received funding for your work from - Foundations	74.2%	77.8%	70.6%	69.7%	74.6%	69.6%	79.3%	81.9%	71.7%
Received funding for your work from - State or federal government	26.8%	27.5%	20.0%	16.7%	26.9%	19.4%	38.5%	28.1%	20.7%
Received funding for your work from - Business or industry	17.2%	19.9%	19.2%	10.0%	20.5%	20.5%	25.0%	19.2%	17.8%
<b>In the past two years, to what extent have you:</b>									
<b>Presented with undergraduate students at conferences</b>									
To a great extent / To some extent	45.9%	33.3%	33.9%	48.5%	32.1%	34.6%	42.8%	34.9%	33.2%
<b>Published with undergraduates</b>									
To a great extent / To some extent	30.5%	28.6%	19.0%	32.3%	29.5%	20.0%	28.6%	27.4%	17.9%
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>									
<b>Internal grants for research</b>									
Yes	46.7%	57.8%	40.8%	48.4%	55.9%	41.3%	44.8%	60.1%	40.4%

**Professional Practice - Scholarship** - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.  
 See CIRP Construct: Scholarly Productivity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How many of the following have you published?</b>									
<b>Articles in academic or professional journals</b>									
5 or more	47.5%	56.9%	44.1%	47.0%	60.2%	47.0%	48.2%	52.5%	40.9%
Mean	3.41	3.65	3.17	3.66	3.83	3.32	3.14	3.41	3.01
Standard deviation	1.75	1.64	1.63	1.79	1.70	1.67	1.68	1.54	1.58
Significance	-			-			-		
Effect size	-	-0.15	0.15	-	-0.10	0.20	-	-0.18	0.08
<b>Chapters in edited volumes</b>									
1 or more	56.7%	59.9%	49.1%	54.9%	57.6%	50.4%	58.5%	62.9%	47.5%
Mean	1.87	2.11	1.84	1.94	2.11	1.91	1.79	2.10	1.77
Standard deviation	1.03	1.22	1.09	1.12	1.25	1.11	0.94	1.16	1.05
Significance	-			-			-		
Effect size	-	-0.20	0.03	-	-0.14	0.03	-	-0.27	0.02
<b>Books, manuals, or monographs</b>									
1 or more	31.1%	38.4%	32.9%	34.3%	40.1%	38.3%	27.5%	36.2%	27.0%
Mean	1.39	1.58	1.47	1.44	1.63	1.56	1.34	1.51	1.37
Standard deviation	0.69	0.90	0.80	0.72	0.97	0.88	0.67	0.80	0.70
Significance	-			-			-		
Effect size	-	-0.21	-0.10	-	-0.20	-0.14	-	-0.21	-0.04
<b>Other, such as patents, or computer software products</b>									
1 or more	12.5%	11.8%	11.5%	17.8%	14.7%	15.3%	7.1%	7.9%	7.5%
Mean	1.18	1.20	1.21	1.29	1.24	1.29	1.07	1.14	1.12
Standard deviation	0.51	0.66	0.68	0.66	0.70	0.79	0.26	0.61	0.52
Significance	-			-			-		
Effect size	-	-0.03	-0.04	-	0.07	0.00	-	-0.11	-0.10
<b>In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?</b>									
1 or more	19.9%	12.9%	11.3%	22.7%	13.2%	11.4%	17.2%	12.5%	11.2%
Mean	1.37	1.30	1.27	1.55	1.33	1.29	1.17	1.26	1.24
Standard deviation	0.92	0.91	0.86	1.21	0.99	0.91	0.38	0.79	0.80



2013-14 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
HERI Theme

**Professional Practice - Scholarship** - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.  
See CIRP Construct: Scholarly Productivity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	0.08	0.12	-	0.22	0.29	-	-0.11	-0.09

**Professional Practice - Scholarship** - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.  
 See CIRP Construct: Scholarly Productivity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>In the past two years, how many of your professional writings have been published or accepted for publication?</b> 3 or more									
	36.1%	37.0%	27.1%	37.5%	36.7%	26.6%	34.4%	37.4%	27.7%
Mean	2.23	2.28	2.03	2.28	2.29	1.99	2.17	2.26	2.06
Standard deviation	0.94	0.99	1.04	1.05	1.03	1.03	0.80	0.94	1.06
Significance	-			-			-		
Effect size	-	-0.05	0.19	-	-0.01	0.28	-	-0.10	0.10
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>									
<b>Other creative products/performances</b>									
1 or more hours	27.8%	20.3%	23.0%	25.1%	21.3%	24.4%	31.0%	18.9%	21.5%
Mean	1.43	1.34	1.39	1.47	1.36	1.43	1.38	1.30	1.35
Standard deviation	0.81	0.84	0.90	0.92	0.88	0.94	0.68	0.79	0.85
Significance	-			-			-		
Effect size	-	0.11	0.04	-	0.13	0.04	-	0.10	0.04
<b>Do you use your scholarship to address local community needs?</b> Yes									
	31.4%	23.4%	33.2%	26.9%	23.0%	32.6%	36.0%	24.0%	33.9%
<b>My research is valued by faculty in my department</b>									
Agree strongly / Agree somewhat	74.5%	84.2%	80.0%	61.5%	84.8%	81.0%	88.0%	83.4%	79.0%
Mean	3.10	3.27	3.12	2.88	3.28	3.13	3.32	3.26	3.10
Standard deviation	0.92	0.84	0.86	0.82	0.81	0.85	0.99	0.87	0.87
Significance	-			-	*		-		
Effect size	-	-0.20	-0.02	-	-0.49	-0.29	-	0.07	0.25

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.  
See CIRP Construct: Civic Minded Practice, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Personally, how important to you is:</b>									
<b>Service</b>									
Essential / Very important	61.9%	57.2%	65.6%	58.8%	54.2%	63.6%	65.5%	61.1%	67.8%
<b>During the past two years, have you engaged in any of the following activities?</b>									
Advised student groups involved in service/volunteer work	56.9%	43.5%	55.9%	58.1%	40.8%	55.3%	55.6%	46.9%	56.5%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	54.8%	52.8%	51.0%	48.5%	55.4%	53.9%	62.1%	49.4%	47.9%
<b>Please indicate the extent to which you:</b>									
<b>Mentor new faculty</b>									
To a great extent / To some extent	82.7%	83.7%	82.5%	81.5%	84.4%	83.0%	84.0%	82.9%	82.1%
Mean	2.02	2.12	2.12	2.07	2.11	2.10	1.96	2.13	2.14
Standard deviation	0.61	0.66	0.67	0.68	0.64	0.66	0.54	0.68	0.69
Significance	-			-			-		
Effect size	-	-0.15	-0.15	-	-0.06	-0.05	-	-0.25	-0.26

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.  
 See CIRP Construct: Civic Minded Practice, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate the importance to you personally of each of the following:</b>									
<b>Mentor undergraduate students</b>									
To a great extent / To some extent									
	100.0%	98.5%	97.4%	100.0%	98.3%	98.1%	100.0%	98.7%	96.6%
Mean	2.87	2.73	2.66	2.78	2.70	2.64	2.96	2.77	2.68
Standard deviation	0.34	0.48	0.53	0.42	0.49	0.52	0.20	0.45	0.53
Significance	-	*	**	-	-	-	-	*	**
Effect size	-	0.29	0.40	-	0.16	0.27	-	0.42	0.53
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>									
<b>Advising and counseling of students</b>									
5 or more hours									
	38.7%	40.6%	41.0%	42.4%	38.8%	36.0%	34.4%	42.9%	46.4%
Mean	2.35	2.48	2.56	2.39	2.44	2.46	2.31	2.53	2.68
Standard deviation	0.68	0.85	0.94	0.56	0.85	0.84	0.81	0.86	1.03
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.15	-0.22	-	-0.06	-0.08	-	-0.26	-0.36
<b>Committee work and meetings</b>									
5 or more hours									
	38.7%	28.2%	35.5%	39.4%	27.9%	32.3%	37.9%	28.7%	39.1%
Mean	2.47	2.29	2.48	2.55	2.26	2.39	2.38	2.33	2.58
Standard deviation	0.88	0.90	1.00	0.94	0.86	0.89	0.82	0.94	1.11
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.20	-0.01	-	0.34	0.18	-	0.05	-0.18

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.  
See CIRP Construct: Civic Minded Practice, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>	23.4%	25.3%	33.3%	25.0%	24.2%	35.2%	21.4%	26.5%	31.0%
Mean	2.07	2.17	2.47	2.19	2.17	2.51	1.93	2.18	2.43
Standard deviation	1.07	1.27	1.53	1.15	1.29	1.56	0.98	1.24	1.50
Significance	-		*	-			-		
Effect size	-	-0.08	-0.26	-	0.02	-0.21	-	-0.20	-0.33
<b>Community or public service</b>									
1 or more hours	47.4%	39.4%	52.8%	53.1%	39.1%	51.7%	41.3%	39.9%	53.8%
Mean	1.70	1.50	1.71	1.94	1.50	1.73	1.45	1.50	1.68
Standard deviation	1.12	0.80	0.88	1.41	0.82	0.93	0.57	0.77	0.81
Significance	-			-	**		-		
Effect size	-	0.25	-0.01	-	0.54	0.23	-	-0.06	-0.28
<b>Do you use your scholarship to address local community needs?</b>									
Yes	31.4%	23.4%	33.2%	26.9%	23.0%	32.6%	36.0%	24.0%	33.9%
<b>Engaged in public service/professional consulting without pay?</b>									
Yes	46.2%	43.8%	52.9%	51.9%	44.6%	55.7%	40.0%	42.9%	50.1%
<b>My service is valued by faculty in my department</b>									
Agree strongly / Agree somewhat	80.4%	83.9%	86.8%	69.3%	85.4%	87.1%	92.0%	81.9%	86.6%
Mean	3.24	3.28	3.36	2.96	3.32	3.37	3.52	3.23	3.35
Standard deviation	0.86	0.86	0.81	0.87	0.84	0.82	0.77	0.88	0.81
Significance	-			-	*	*	-		
Effect size	-	-0.05	-0.15	-	-0.43	-0.50	-	0.33	0.21

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.  
CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the past two years, have you engaged in any of the following activities?</b>									
Participated in organized activities around enhancing pedagogy and student learning	78.3%	71.5%	73.0%	66.7%	64.0%	65.3%	92.6%	81.2%	81.4%
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>									
<b>Paid workshops outside the institution focused on teaching</b>									
Yes	22.0%	19.3%	27.4%	20.0%	18.5%	23.2%	24.1%	20.4%	32.0%
<b>Paid sabbatical leave</b>									
Yes	18.6%	35.9%	20.5%	10.0%	35.3%	20.7%	27.6%	36.7%	20.3%
<b>Travel funds paid by the institution</b>									
Yes	91.8%	86.9%	82.3%	90.6%	83.5%	83.3%	93.1%	91.1%	81.2%
<b>Internal grants for research</b>									
Yes	46.7%	57.8%	40.8%	48.4%	55.9%	41.3%	44.8%	60.1%	40.4%
<b>Training for administrative leadership</b>									
Yes	10.2%	8.4%	11.1%	6.7%	7.7%	9.0%	13.8%	9.3%	13.4%
<b>Received incentives to develop new courses</b>									
Yes	44.1%	29.6%	25.2%	40.0%	26.6%	22.6%	48.3%	33.4%	28.0%
<b>Received incentives to integrate new technology into your classroom</b>									
Yes	20.0%	27.1%	27.3%	22.6%	23.6%	25.9%	17.2%	31.6%	28.9%
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>									
Yes	11.5%	6.4%	6.8%	14.8%	4.3%	4.4%	8.0%	9.0%	9.3%
<b>Have you ever received an award for outstanding teaching?</b>									
Yes	50.0%	36.0%	36.4%	40.7%	38.5%	36.6%	60.0%	32.9%	36.1%

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.  
 CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how well each of the following describes your college or university:</b>									
<b>Faculty are rewarded for being good teachers</b>									
Very descriptive / Somewhat descriptive	75.0%	88.5%	73.4%	70.4%	89.6%	75.1%	80.0%	87.1%	71.6%
Mean	2.02	2.38	2.07	1.89	2.39	2.08	2.16	2.37	2.05
Standard deviation	0.73	0.68	0.77	0.70	0.67	0.76	0.75	0.70	0.78
Significance	-	***		-	***		-		
Effect size	-	-0.53	-0.06	-	-0.75	-0.25	-	-0.30	0.14
<b>There is respect for the expression of diverse values and beliefs</b>									
Very descriptive / Somewhat descriptive									
	90.4%	90.3%	87.3%	88.9%	90.7%	88.6%	92.0%	89.6%	85.8%
Mean	2.31	2.33	2.20	2.22	2.35	2.22	2.40	2.30	2.16
Standard deviation	0.64	0.65	0.64	0.64	0.64	0.63	0.65	0.65	0.65
Significance	-			-			-		
Effect size	-	-0.03	0.17	-	-0.20	0.00	-	0.15	0.37
<b>Faculty are rewarded for their efforts to use instructional technology</b>									
Very descriptive / Somewhat descriptive	82.7%	78.4%	65.6%	77.8%	78.4%	66.9%	88.0%	78.3%	64.2%
Mean	2.04	2.05	1.83	2.00	2.03	1.83	2.08	2.07	1.82
Standard deviation	0.63	0.69	0.70	0.68	0.68	0.69	0.57	0.71	0.71
Significance	-		*	-			-		
Effect size	-	-0.01	0.30	-	-0.04	0.25	-	0.01	0.37
<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>My research is valued by faculty in my department</b>									
Agree strongly / Agree somewhat	74.5%	84.2%	80.0%	61.5%	84.8%	81.0%	88.0%	83.4%	79.0%
Mean	3.10	3.27	3.12	2.88	3.28	3.13	3.32	3.26	3.10

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

2013-14 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Institutional Support and Resources**  
 HERI Theme

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.  
 CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Standard deviation	0.92	0.84	0.86	0.82	0.81	0.85	0.99	0.87	0.87
Significance	-			-	*		-		
Effect size	-	-0.20	-0.02	-	-0.49	-0.29	-	0.07	0.25



**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.  
 CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
<b>My teaching is valued by faculty in my department</b>									
Agree strongly / Agree somewhat	92.3%	91.6%	91.8%	88.9%	92.8%	91.8%	96.0%	90.1%	91.7%
Mean	3.50	3.54	3.52	3.37	3.57	3.53	3.64	3.52	3.52
Standard deviation	0.70	0.73	0.72	0.79	0.70	0.73	0.57	0.78	0.71
Significance	-			-			-		
Effect size	-	-0.05	-0.03	-	-0.29	-0.22	-	0.15	0.17
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
<b>My service is valued by faculty in my department</b>									
Agree strongly / Agree somewhat	80.4%	83.9%	86.8%	69.3%	85.4%	87.1%	92.0%	81.9%	86.6%
Mean	3.24	3.28	3.36	2.96	3.32	3.37	3.52	3.23	3.35
Standard deviation	0.86	0.86	0.81	0.87	0.84	0.82	0.77	0.88	0.81
Significance	-			-	*	*	-		
Effect size	-	-0.05	-0.15	-	-0.43	-0.50	-	0.33	0.21
<b>There is adequate support for faculty development</b>									
Agree strongly / Agree somewhat	58.8%	77.7%	56.3%	53.8%	78.6%	58.4%	64.0%	76.6%	54.0%
Mean	2.47	3.09	2.60	2.35	3.12	2.64	2.60	3.05	2.56
Standard deviation	0.90	0.89	1.04	0.80	0.88	1.06	1.00	0.89	1.02
Significance	-	***		-	***		-	*	
Effect size	-	-0.70	-0.13	-	-0.88	-0.27	-	-0.51	0.04

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>									
<b>Develop ability to think critically</b>									
Essential / Very important	100.0%	99.2%	99.0%	100.0%	99.2%	98.5%	100.0%	99.3%	99.5%
Mean	3.95	3.92	3.91	3.90	3.90	3.89	4.00	3.94	3.94
Standard deviation	0.23	0.30	0.32	0.31	0.32	0.37	0.00	0.28	0.26
Significance	-			-			-		
Effect size	-	0.10	0.13	-	0.00	0.03	-	0.21	0.23
<b>Prepare students for employment after college</b>									
Essential / Very important	81.8%	74.2%	81.3%	82.7%	73.5%	78.7%	80.8%	75.2%	84.4%
Mean	3.13	3.00	3.23	3.14	2.98	3.20	3.12	3.03	3.28
Standard deviation	0.75	0.79	0.79	0.69	0.79	0.81	0.82	0.78	0.76
Significance	-			-			-		
Effect size	-	0.16	-0.13	-	0.20	-0.07	-	0.12	-0.21
<b>Prepare students for graduate or advanced education</b>									
Essential / Very important	72.7%	76.0%	76.1%	72.4%	73.9%	75.4%	73.1%	78.5%	76.8%
Mean	3.13	3.04	3.06	3.10	3.02	3.03	3.15	3.07	3.10
Standard deviation	0.86	0.75	0.76	0.90	0.77	0.76	0.83	0.72	0.76
Significance	-			-			-		
Effect size	-	0.12	0.09	-	0.10	0.09	-	0.11	0.07
<b>Develop moral character</b>									
Essential / Very important	67.3%	59.1%	67.6%	62.1%	55.2%	63.9%	73.1%	64.0%	71.6%
Mean	2.89	2.73	2.90	2.79	2.65	2.83	3.00	2.84	2.99
Standard deviation	0.83	0.90	0.88	0.82	0.90	0.90	0.85	0.88	0.85
Significance	-			-			-		
Effect size	-	0.18	-0.01	-	0.16	-0.04	-	0.18	0.01
<b>Provide for students' emotional development</b>									
Essential / Very important	50.0%	51.9%	54.0%	35.7%	47.0%	45.4%	65.4%	57.9%	63.5%
Mean	2.63	2.59	2.66	2.43	2.51	2.52	2.85	2.68	2.80
Standard deviation	0.90	0.83	0.86	0.84	0.82	0.89	0.92	0.83	0.81

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	0.05	-0.03	-	-0.10	-0.10	-	0.20	0.06

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>									
<b>Teach students the classic works of Western civilization</b>									
Essential / Very important	40.7%	33.4%	31.1%	50.0%	37.6%	35.5%	30.7%	28.3%	26.5%
Mean	2.43	2.21	2.16	2.57	2.29	2.22	2.27	2.11	2.10
Standard deviation	0.81	0.93	0.90	0.74	0.97	0.93	0.87	0.86	0.86
Significance	-		*	-		*	-		
Effect size	-	0.24	0.30	-	0.29	0.38	-	0.19	0.20
<b>Help students develop personal values</b>									
Essential / Very important	76.4%	61.0%	67.1%	72.4%	55.7%	59.3%	80.8%	67.7%	75.6%
Mean	2.98	2.79	2.92	2.83	2.70	2.80	3.15	2.91	3.06
Standard deviation	0.78	0.89	0.87	0.71	0.90	0.91	0.83	0.87	0.81
Significance	-			-			-		
Effect size	-	0.21	0.07	-	0.14	0.03	-	0.28	0.11
<b>Instill in students a commitment to community service</b>									
Essential / Very important	55.5%	38.4%	46.4%	48.3%	32.8%	42.4%	64.0%	45.3%	50.7%
Mean	2.57	2.31	2.50	2.48	2.21	2.40	2.68	2.45	2.62
Standard deviation	0.81	0.87	0.89	0.74	0.87	0.88	0.90	0.86	0.88
Significance	-	*		-			-		
Effect size	-	0.30	0.08	-	0.31	0.09	-	0.27	0.07
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>									
Essential / Very important	83.6%	67.9%	70.9%	82.7%	61.4%	62.1%	84.6%	76.0%	80.4%
Mean	3.16	2.94	2.98	2.93	2.78	2.77	3.42	3.13	3.20
Standard deviation	0.69	0.94	0.94	0.53	0.94	0.97	0.76	0.90	0.85
Significance	-			-			-		
Effect size	-	0.23	0.19	-	0.16	0.16	-	0.32	0.26

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Promote ability to write effectively</b>									
Essential / Very important	92.7%	96.5%	96.8%	96.5%	96.3%	96.0%	88.5%	96.9%	97.8%
Mean	3.76	3.73	3.71	3.76	3.68	3.68	3.77	3.79	3.74
Standard deviation	0.58	0.53	0.53	0.51	0.55	0.56	0.65	0.49	0.50
Significance	-			-			-		
Effect size	-	0.06	0.09	-	0.15	0.14	-	-0.04	0.06
<b>Help students evaluate the quality and reliability of information</b>									
Essential / Very important	80.0%	73.8%	70.4%	75.8%	70.2%	68.4%	84.6%	78.3%	72.4%
Mean	3.25	3.06	3.03	3.14	2.98	2.99	3.38	3.15	3.07
Standard deviation	0.78	0.88	0.90	0.79	0.90	0.92	0.75	0.85	0.89
Significance	-			-			-		
Effect size	-	0.22	0.24	-	0.18	0.16	-	0.27	0.35
<b>Teach students tolerance and respect for different beliefs</b>									
Essential / Very important	87.2%	81.8%	82.9%	82.8%	76.8%	77.8%	92.3%	88.2%	88.4%
Mean	3.42	3.27	3.29	3.24	3.15	3.13	3.62	3.43	3.46
Standard deviation	0.71	0.83	0.83	0.74	0.87	0.88	0.64	0.75	0.72
Significance	-			-			-		
Effect size	-	0.18	0.16	-	0.10	0.13	-	0.25	0.22
<b>Encourage students to become agents of social change</b>									
Essential / Very important	54.6%	50.2%	60.3%	41.3%	41.0%	50.1%	69.3%	61.7%	71.2%
Mean	2.67	2.56	2.75	2.38	2.37	2.55	3.00	2.79	2.97
Standard deviation	0.79	0.93	0.93	0.68	0.92	0.94	0.80	0.89	0.88
Significance	-			-			-		
Effect size	-	0.12	-0.09	-	0.01	-0.18	-	0.24	0.03

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<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 takes responsibility for educating underprepared students</b>									
Agree strongly / Agree somewhat	34.6%	52.2%	55.3%	37.0%	56.4%	57.1%	32.0%	46.8%	53.4%
Mean	2.27	2.55	2.58	2.22	2.62	2.60	2.32	2.46	2.55
Standard deviation	0.82	0.85	0.87	0.80	0.86	0.83	0.85	0.83	0.91
Significance	-	*	*	-	*	*	-		
Effect size	-	-0.33	-0.36	-	-0.47	-0.46	-	-0.17	-0.25
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To promote the intellectual development of students</b>									
Highest priority / High priority	88.5%	87.7%	77.2%	77.7%	87.6%	74.5%	100.0%	87.9%	80.0%
Mean	3.35	3.46	3.17	3.04	3.45	3.14	3.68	3.48	3.21
Standard deviation	0.79	0.75	0.86	0.90	0.75	0.89	0.48	0.75	0.83
Significance	-			-	**		-		**
Effect size	-	-0.15	0.21	-	-0.55	-0.11	-	0.27	0.57
<b>To develop leadership ability among students</b>									
Highest priority / High priority	63.5%	66.9%	63.5%	55.5%	63.3%	60.4%	72.0%	71.2%	66.8%
Mean	2.69	2.81	2.79	2.52	2.73	2.72	2.88	2.90	2.86
Standard deviation	0.81	0.78	0.84	0.89	0.77	0.85	0.67	0.78	0.83
Significance	-			-			-		
Effect size	-	-0.15	-0.12	-	-0.27	-0.24	-	-0.03	0.02

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.  
 See CIRP Construct: Institutional Priority: Commitment to Diversity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>									
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>									
Essential / Very important	83.6%	67.9%	70.9%	82.7%	61.4%	62.1%	84.6%	76.0%	80.4%
Mean	3.16	2.94	2.98	2.93	2.78	2.77	3.42	3.13	3.20
Standard deviation	0.69	0.94	0.94	0.53	0.94	0.97	0.76	0.90	0.85
Significance	-			-			-		
Effect size	-	0.23	0.19	-	0.16	0.16	-	0.32	0.26
<b>Teach students tolerance and respect for different beliefs</b>									
Essential / Very important	87.2%	81.8%	82.9%	82.8%	76.8%	77.8%	92.3%	88.2%	88.4%
Mean	3.42	3.27	3.29	3.24	3.15	3.13	3.62	3.43	3.46
Standard deviation	0.71	0.83	0.83	0.74	0.87	0.88	0.64	0.75	0.72
Significance	-			-			-		
Effect size	-	0.18	0.16	-	0.10	0.13	-	0.25	0.22
<b>Indicate how well each of the following describes your college or university:</b>									
<b>There is respect for the expression of diverse values and beliefs</b>									
Very descriptive / Somewhat descriptive	90.4%	90.3%	87.3%	88.9%	90.7%	88.6%	92.0%	89.6%	85.8%
Mean	2.31	2.33	2.20	2.22	2.35	2.22	2.40	2.30	2.16
Standard deviation	0.64	0.65	0.64	0.64	0.64	0.63	0.65	0.65	0.65
Significance	-			-			-		
Effect size	-	-0.03	0.17	-	-0.20	0.00	-	0.15	0.37

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.  
 See CIRP Construct: Institutional Priority: Commitment to Diversity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how well each of the following describes your college or university:</b>									
<b>The administration is open about its policies</b>									
Very descriptive / Somewhat descriptive	84.6%	80.9%	62.4%	85.2%	82.6%	63.2%	84.0%	78.8%	61.6%
Mean	2.17	2.09	1.81	2.07	2.12	1.84	2.28	2.04	1.77
Standard deviation	0.68	0.68	0.72	0.62	0.67	0.74	0.74	0.68	0.70
Significance	-		***	-			-		***
Effect size	-	0.12	0.50	-	-0.07	0.31	-	0.35	0.73
<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>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>									
Agree strongly / Agree somewhat	59.6%	79.7%	74.1%	59.3%	82.1%	73.4%	60.0%	76.6%	74.8%
Mean	2.65	3.03	2.94	2.63	3.07	2.97	2.68	2.97	2.91
Standard deviation	0.71	0.76	0.81	0.69	0.73	0.86	0.75	0.78	0.75
Significance	-	***	*	-	**	*	-		
Effect size	-	-0.50	-0.36	-	-0.60	-0.40	-	-0.37	-0.31



**Diversity** - These items relate to social attitudes and experiences with diversity on campus.  
 See CIRP Construct: Institutional Priority: Commitment to Diversity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<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>Faculty here are strongly interested in the academic problems of undergraduates</b>									
Agree strongly / Agree somewhat	86.6%	96.0%	93.0%	85.2%	95.7%	93.5%	88.0%	96.5%	92.3%
Mean	3.44	3.64	3.51	3.37	3.64	3.53	3.52	3.64	3.48
Standard deviation	0.87	0.58	0.66	0.93	0.58	0.68	0.82	0.57	0.65
Significance	-	*		-	*		-		
Effect size	-	-0.34	-0.11	-	-0.47	-0.24	-	-0.21	0.06
<b>There is a lot of campus racial conflict here</b>									
Agree strongly / Agree somewhat	19.6%	23.6%	17.0%	3.8%	17.1%	13.1%	36.0%	31.9%	21.0%
Mean	1.92	2.04	1.74	1.69	1.91	1.67	2.16	2.20	1.82
Standard deviation	0.69	0.80	0.82	0.55	0.76	0.76	0.75	0.82	0.86
Significance	-			-			-		*
Effect size	-	-0.15	0.22	-	-0.29	0.03	-	-0.05	0.40
<b>This institution takes responsibility for educating underprepared students</b>									
Agree strongly / Agree somewhat	34.6%	52.2%	55.3%	37.0%	56.4%	57.1%	32.0%	46.8%	53.4%
Mean	2.27	2.55	2.58	2.22	2.62	2.60	2.32	2.46	2.55
Standard deviation	0.82	0.85	0.87	0.80	0.86	0.83	0.85	0.83	0.91
Significance	-	*	*	-	*	*	-		
Effect size	-	-0.33	-0.36	-	-0.47	-0.46	-	-0.17	-0.25

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.  
 See CIRP Construct: Institutional Priority: Commitment to Diversity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To develop a sense of community among students and faculty</b>									
Highest priority / High priority	71.2%	70.5%	66.7%	66.7%	70.7%	64.4%	76.0%	70.3%	69.0%
Mean	2.79	2.86	2.81	2.59	2.83	2.74	3.00	2.89	2.88
Standard deviation	0.80	0.82	0.86	0.84	0.82	0.86	0.71	0.83	0.87
Significance	-			-			-		
Effect size	-	-0.09	-0.02	-	-0.29	-0.17	-	0.13	0.14
<b>To recruit more minority students</b>									
Highest priority / High priority	66.6%	71.7%	53.7%	66.7%	73.9%	52.0%	66.7%	69.0%	55.3%
Mean	2.76	2.86	2.57	2.70	2.90	2.56	2.83	2.81	2.59
Standard deviation	0.74	0.75	0.84	0.78	0.75	0.85	0.70	0.74	0.84
Significance	-			-			-		
Effect size	-	-0.13	0.23	-	-0.27	0.16	-	0.03	0.29
<b>To promote gender diversity among in the faculty and administration</b>									
Highest priority / High priority	41.2%	67.4%	49.4%	46.1%	76.1%	57.5%	36.0%	56.6%	41.3%
Mean	2.37	2.81	2.49	2.42	2.95	2.66	2.32	2.64	2.33
Standard deviation	0.69	0.83	0.94	0.70	0.74	0.86	0.69	0.90	0.99
Significance	-	***		-	***		-		
Effect size	-	-0.53	-0.13	-	-0.72	-0.28	-	-0.36	-0.01

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.  
 See CIRP Construct: Institutional Priority: Commitment to Diversity

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To promote racial and ethnic diversity in the faculty and administration</b>									
Highest priority / High priority	38.4%	65.4%	49.2%	37.0%	70.4%	52.5%	40.0%	59.4%	45.5%
Mean	2.29	2.76	2.44	2.26	2.83	2.49	2.32	2.67	2.39
Standard deviation	0.75	0.85	0.97	0.66	0.80	0.95	0.85	0.90	0.99
Significance	-	***		-	***		-		
Effect size	-	-0.55	-0.15	-	-0.71	-0.24	-	-0.39	-0.07
<b>To develop an appreciation for multiculturalism</b>									
Highest priority / High priority	59.6%	69.5%	61.3%	55.6%	72.0%	64.8%	64.0%	66.4%	57.6%
Mean	2.69	2.86	2.74	2.56	2.88	2.77	2.84	2.83	2.70
Standard deviation	0.70	0.79	0.86	0.64	0.76	0.85	0.75	0.82	0.88
Significance	-			-	*		-		
Effect size	-	-0.22	-0.06	-	-0.42	-0.25	-	0.01	0.16
<b>Please indicate your agreement with each of the following statements:</b>									
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>									
Agree strongly / Agree somewhat	94.5%	95.8%	96.4%	93.1%	93.3%	94.6%	96.2%	98.8%	98.4%
Mean	3.65	3.67	3.66	3.48	3.56	3.57	3.85	3.81	3.75
Standard deviation	0.58	0.59	0.57	0.63	0.67	0.63	0.46	0.42	0.47
Significance	-			-			-		
Effect size	-	-0.03	-0.02	-	-0.12	-0.14	-	0.10	0.21

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the past two years, have you:</b>									
<b>Considered leaving academe for another job?</b>									
Yes	26.9%	31.0%	33.4%	29.6%	28.1%	30.5%	24.0%	34.5%	36.3%
<b>Considered leaving this institution for another?</b>									
Yes	44.2%	43.0%	47.4%	51.9%	42.1%	44.7%	36.0%	44.2%	50.2%
<b>If you were to begin your career again, would you:</b>									
<b>Still want to come to this institution?</b>									
Definitely yes / Probably yes	67.3%	78.8%	66.4%	66.6%	80.1%	68.0%	68.0%	77.4%	65.0%
Mean	3.73	4.12	3.74	3.70	4.16	3.77	3.76	4.07	3.71
Standard deviation	1.30	1.02	1.15	1.32	0.98	1.17	1.30	1.06	1.13
Significance	-	**		-	*		-		
Effect size	-	-0.38	-0.01	-	-0.47	-0.06	-	-0.29	0.04
<b>Still want to be a college professor?</b>									
Definitely yes / Probably yes	80.8%	87.5%	84.9%	81.5%	88.0%	85.0%	80.0%	87.0%	84.8%
Mean	4.27	4.45	4.36	4.26	4.48	4.37	4.28	4.42	4.35
Standard deviation	1.01	0.79	0.86	1.06	0.79	0.90	0.98	0.79	0.82
Significance	-			-			-		
Effect size	-	-0.23	-0.10	-	-0.28	-0.12	-	-0.18	-0.09

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Salary</b>									
Very satisfied / Satisfied	30.7%	71.7%	47.5%	29.6%	70.6%	53.1%	32.0%	73.1%	41.7%
Mean	1.98	2.84	2.35	2.04	2.85	2.45	1.92	2.84	2.25
Standard deviation	0.90	0.89	0.96	0.85	0.88	0.95	0.95	0.91	0.96
Significance	-	***	**	-	***	*	-	***	
Effect size	-	-0.97	-0.39	-	-0.92	-0.43	-	-1.01	-0.34
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Health benefits</b>									
Very satisfied / Satisfied	75.0%	79.9%	60.2%	74.0%	80.4%	64.5%	76.0%	79.3%	55.8%
Mean	2.88	3.05	2.67	2.89	3.06	2.77	2.88	3.05	2.57
Standard deviation	1.00	0.81	0.94	1.09	0.79	0.94	0.93	0.83	0.92
Significance	-			-			-		
Effect size	-	-0.21	0.22	-	-0.22	0.13	-	-0.20	0.34
<b>Retirement benefits</b>									
Very satisfied / Satisfied	21.1%	76.4%	60.5%	29.6%	76.4%	63.4%	12.0%	76.3%	57.5%
Mean	1.79	2.96	2.68	1.81	2.97	2.75	1.76	2.95	2.60
Standard deviation	0.87	0.86	0.92	0.96	0.86	0.94	0.78	0.85	0.90
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	-1.36	-0.97	-	-1.35	-1.00	-	-1.40	-0.93

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Opportunity for scholarly pursuits</b>									
Very satisfied / Satisfied	44.2%	67.3%	46.5%	48.1%	70.6%	50.1%	40.0%	63.3%	42.7%
Mean	2.31	2.80	2.33	2.37	2.88	2.40	2.24	2.72	2.26
Standard deviation	0.81	0.90	0.99	0.79	0.88	1.01	0.83	0.91	0.96
Significance	-	***		-	**		-	**	
Effect size	-	-0.54	-0.02	-	-0.58	-0.03	-	-0.53	-0.02
<b>Teaching load</b>									
Very satisfied / Satisfied	55.8%	70.0%	52.5%	59.3%	72.4%	56.9%	52.0%	67.0%	48.0%
Mean	2.44	2.83	2.43	2.48	2.89	2.52	2.40	2.75	2.33
Standard deviation	0.85	0.90	0.97	0.80	0.88	0.98	0.91	0.92	0.95
Significance	-	**		-	*		-		
Effect size	-	-0.43	0.01	-	-0.47	-0.04	-	-0.38	0.07
<b>Quality of students</b>									
Very satisfied / Satisfied	84.7%	83.7%	56.9%	85.2%	82.4%	58.7%	84.0%	85.4%	55.0%
Mean	3.02	3.19	2.58	3.04	3.16	2.62	3.00	3.23	2.54
Standard deviation	0.70	0.78	0.94	0.71	0.80	0.92	0.71	0.76	0.95
Significance	-		***	-		*	-		*
Effect size	-	-0.22	0.47	-	-0.15	0.46	-	-0.30	0.48

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Office/lab space</b>									
Very satisfied / Satisfied	88.5%	82.6%	68.0%	85.2%	82.4%	66.4%	92.0%	82.7%	69.6%
Mean	3.23	3.18	2.82	3.07	3.18	2.82	3.40	3.18	2.83
Standard deviation	0.76	0.88	0.99	0.73	0.88	1.00	0.76	0.88	0.96
Significance	-		**	-			-		**
Effect size	-	0.06	0.41	-	-0.13	0.25	-	0.25	0.59
<b>Autonomy and independence</b>									
Very satisfied / Satisfied	94.1%	94.1%	84.9%	96.2%	95.7%	82.6%	91.7%	92.1%	87.1%
Mean	3.53	3.54	3.24	3.44	3.57	3.20	3.63	3.50	3.28
Standard deviation	0.67	0.67	0.87	0.58	0.64	0.95	0.77	0.71	0.77
Significance	-		*	-			-		*
Effect size	-	-0.01	0.33	-	-0.20	0.25	-	0.18	0.45
<b>Professional relationships with other faculty</b>									
Very satisfied / Satisfied	78.9%	81.7%	82.0%	70.3%	80.8%	80.9%	88.0%	82.8%	83.1%
Mean	3.17	3.16	3.15	2.93	3.15	3.14	3.44	3.17	3.16
Standard deviation	0.94	0.90	0.86	0.92	0.89	0.87	0.92	0.91	0.85
Significance	-			-			-		
Effect size	-	0.01	0.02	-	-0.25	-0.24	-	0.30	0.33
<b>Competency of colleagues</b>									
Very satisfied / Satisfied	82.7%	84.7%	84.2%	74.1%	84.1%	84.3%	92.0%	85.4%	84.2%
Mean	3.12	3.23	3.15	2.81	3.20	3.16	3.44	3.27	3.15
Standard deviation	0.92	0.81	0.79	0.88	0.80	0.79	0.87	0.83	0.79
Significance	-			-	*	*	-		
Effect size	-	-0.14	-0.04	-	-0.49	-0.44	-	0.20	0.37

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Job security</b>									
Very satisfied / Satisfied	78.9%	86.6%	76.3%	74.0%	87.7%	76.2%	84.0%	85.2%	76.4%
Mean	3.15	3.42	3.08	3.04	3.47	3.11	3.28	3.35	3.04
Standard deviation	1.02	0.88	1.00	1.09	0.85	1.01	0.94	0.91	0.99
Significance	-	*		-	*		-		
Effect size	-	-0.31	0.07	-	-0.51	-0.07	-	-0.08	0.24
<b>Departmental leadership</b>									
Very satisfied / Satisfied	67.3%	74.9%	74.4%	62.9%	77.3%	75.0%	72.0%	71.9%	73.7%
Mean	2.90	3.02	2.97	2.70	3.09	3.01	3.12	2.93	2.93
Standard deviation	1.12	1.00	0.98	1.07	0.96	0.94	1.17	1.03	1.02
Significance	-			-	*		-		
Effect size	-	-0.12	-0.07	-	-0.41	-0.33	-	0.18	0.19
<b>Course assignments</b>									
Very satisfied / Satisfied	82.7%	89.9%	88.4%	77.7%	91.1%	88.6%	88.0%	88.4%	88.0%
Mean	3.21	3.34	3.28	3.04	3.38	3.30	3.40	3.29	3.26
Standard deviation	0.78	0.70	0.73	0.81	0.68	0.73	0.71	0.73	0.73
Significance	-			-	*		-		
Effect size	-	-0.19	-0.10	-	-0.50	-0.36	-	0.15	0.19



**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Freedom to determine course content</b>									
Very satisfied / Satisfied	90.4%	96.0%	95.0%	88.9%	97.4%	96.6%	92.0%	94.3%	93.3%
Mean	3.48	3.70	3.65	3.41	3.74	3.67	3.56	3.66	3.62
Standard deviation	0.83	0.60	0.63	0.89	0.55	0.57	0.77	0.66	0.68
Significance	-	*		-	**	*	-		
Effect size	-	-0.37	-0.27	-	-0.60	-0.46	-	-0.15	-0.09
<b>Availability of child care at this institution</b>									
Very satisfied / Satisfied	27.3%	49.8%	27.4%	20.0%	53.2%	31.8%	33.3%	46.2%	23.3%
Mean	1.73	2.46	1.80	1.60	2.55	1.90	1.83	2.35	1.71
Standard deviation	0.90	1.18	1.12	0.89	1.17	1.14	0.98	1.19	1.09
Significance	-	*		-			-		
Effect size	-	-0.62	-0.06	-	-0.81	-0.26	-	-0.44	0.11
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Prospects for career advancement</b>									
Very satisfied / Satisfied	47.8%	68.3%	52.0%	41.7%	70.1%	52.4%	54.5%	66.0%	51.5%
Mean	2.39	2.81	2.48	2.29	2.84	2.49	2.50	2.77	2.47
Standard deviation	0.98	0.94	0.96	1.00	0.93	0.96	0.96	0.94	0.97
Significance	-	**		-	**		-		
Effect size	-	-0.45	-0.09	-	-0.59	-0.21	-	-0.29	0.03
<b>Clerical/administrative support</b>									
Very satisfied / Satisfied	60.8%	72.8%	59.8%	61.5%	76.3%	62.6%	60.0%	68.3%	56.7%
Mean	2.65	2.96	2.63	2.65	3.04	2.70	2.64	2.86	2.56
Standard deviation	1.02	0.96	1.06	0.98	0.91	1.02	1.08	1.01	1.09
Significance	-	*		-	*		-		
Effect size	-	-0.32	0.02	-	-0.43	-0.05	-	-0.22	0.07

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.  
 See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Overall job satisfaction</b>									
Very satisfied / Satisfied	71.1%	84.8%	72.5%	70.4%	85.7%	70.9%	72.0%	83.6%	74.2%
Mean	2.81	3.20	2.91	2.74	3.25	2.91	2.88	3.13	2.90
Standard deviation	0.82	0.78	0.87	0.76	0.77	0.88	0.88	0.78	0.85
Significance	-	***		-	***		-		
Effect size	-	-0.50	-0.11	-	-0.66	-0.19	-	-0.32	-0.02
<b>Relative equity of salary and job benefits</b>									
Very satisfied / Satisfied	34.6%	67.9%	47.3%	40.7%	70.1%	52.3%	28.0%	65.1%	42.0%
Mean	2.02	2.79	2.32	2.11	2.83	2.42	1.92	2.74	2.21
Standard deviation	0.92	0.97	1.02	0.93	0.97	1.02	0.91	0.98	1.01
Significance	-	***	*	-	***		-	***	
Effect size	-	-0.79	-0.29	-	-0.74	-0.30	-	-0.84	-0.29
<b>How satisfied are you with the following aspects of your job?</b>									
<b>Flexibility in relation to family matters or emergencies</b>									
Very satisfied / Satisfied	92.0%	88.7%	83.2%	96.1%	91.4%	82.6%	87.5%	85.6%	83.9%
Mean	3.30	3.32	3.20	3.38	3.40	3.22	3.21	3.22	3.18
Standard deviation	0.79	0.75	0.79	0.57	0.69	0.78	0.98	0.81	0.81
Significance	-			-			-		
Effect size	-	-0.03	0.13	-	-0.03	0.21	-	-0.01	0.04

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<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>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>									
Agree strongly / Agree somewhat	59.6%	79.7%	74.1%	59.3%	82.1%	73.4%	60.0%	76.6%	74.8%
Mean	2.65	3.03	2.94	2.63	3.07	2.97	2.68	2.97	2.91
Standard deviation	0.71	0.76	0.81	0.69	0.73	0.86	0.75	0.78	0.75
Significance	-	***	*	-	**	*	-	-	-
Effect size	-	-0.50	-0.36	-	-0.60	-0.40	-	-0.37	-0.31
<b>Faculty are committed to the welfare of this institution</b>									
Agree strongly / Agree somewhat	86.5%	94.7%	91.5%	85.1%	93.3%	91.4%	88.0%	96.5%	91.7%
Mean	3.44	3.60	3.48	3.30	3.53	3.43	3.60	3.68	3.52
Standard deviation	0.83	0.63	0.69	0.82	0.68	0.72	0.82	0.56	0.65
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.25	-0.06	-	-0.34	-0.18	-	-0.14	0.12
<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>Faculty here are strongly interested in the academic problems of undergraduates</b>									
Agree strongly / Agree somewhat	86.6%	96.0%	93.0%	85.2%	95.7%	93.5%	88.0%	96.5%	92.3%
Mean	3.44	3.64	3.51	3.37	3.64	3.53	3.52	3.64	3.48
Standard deviation	0.87	0.58	0.66	0.93	0.58	0.68	0.82	0.57	0.65
Significance	-	*	-	-	*	-	-	-	-
Effect size	-	-0.34	-0.11	-	-0.47	-0.24	-	-0.21	0.06

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To promote the intellectual development of students</b>									
Highest priority / High priority	88.5%	87.7%	77.2%	77.7%	87.6%	74.5%	100.0%	87.9%	80.0%
Mean	3.35	3.46	3.17	3.04	3.45	3.14	3.68	3.48	3.21
Standard deviation	0.79	0.75	0.86	0.90	0.75	0.89	0.48	0.75	0.83
Significance	-			-	**		-		**
Effect size	-	-0.15	0.21	-	-0.55	-0.11	-	0.27	0.57
<b>To develop a sense of community among students and faculty</b>									
Highest priority / High priority	71.2%	70.5%	66.7%	66.7%	70.7%	64.4%	76.0%	70.3%	69.0%
Mean	2.79	2.86	2.81	2.59	2.83	2.74	3.00	2.89	2.88
Standard deviation	0.80	0.82	0.86	0.84	0.82	0.86	0.71	0.83	0.87
Significance	-			-			-		
Effect size	-	-0.09	-0.02	-	-0.29	-0.17	-	0.13	0.14
<b>To facilitate student involvement in community service</b>									
Highest priority / High priority	49.0%	44.4%	53.3%	55.6%	45.1%	52.1%	41.7%	43.6%	54.6%
Mean	2.47	2.42	2.56	2.56	2.44	2.52	2.38	2.38	2.61
Standard deviation	0.67	0.77	0.86	0.64	0.79	0.87	0.71	0.75	0.85
Significance	-			-			-		
Effect size	-	0.06	-0.10	-	0.15	0.05	-	0.00	-0.27
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To help students learn how to bring about change in society</b>									
Highest priority / High priority	46.1%	48.0%	42.8%	48.1%	48.4%	39.4%	44.0%	47.6%	46.5%
Mean	2.50	2.48	2.41	2.52	2.48	2.32	2.48	2.47	2.50
Standard deviation	0.75	0.83	0.90	0.80	0.82	0.89	0.71	0.84	0.89
Significance	-			-			-		

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	0.02	0.10	-	0.05	0.22	-	0.01	-0.02

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>To increase or maintain institutional prestige</b>									
Highest priority / High priority	73.1%	87.4%	75.0%	66.7%	85.6%	73.7%	80.0%	89.5%	76.4%
Mean	2.75	3.23	2.98	2.70	3.19	2.96	2.80	3.27	3.01
Standard deviation	0.68	0.72	0.86	0.78	0.75	0.90	0.58	0.67	0.81
Significance	-	***		-	***		-	***	
Effect size	-	-0.67	-0.27	-	-0.65	-0.29	-	-0.70	-0.26
<b>To hire faculty 'stars'</b>									
Highest priority / High priority	17.3%	12.3%	13.4%	11.1%	9.6%	10.8%	24.0%	15.5%	16.3%
Mean	1.69	1.65	1.64	1.56	1.57	1.59	1.84	1.74	1.69
Standard deviation	0.85	0.73	0.77	0.80	0.70	0.72	0.90	0.76	0.81
Significance	-			-			-		
Effect size	-	0.05	0.06	-	-0.01	-0.04	-	0.13	0.19
<b>To recruit more minority students</b>									
Highest priority / High priority	66.6%	71.7%	53.7%	66.7%	73.9%	52.0%	66.7%	69.0%	55.3%
Mean	2.76	2.86	2.57	2.70	2.90	2.56	2.83	2.81	2.59
Standard deviation	0.74	0.75	0.84	0.78	0.75	0.85	0.70	0.74	0.84
Significance	-			-			-		
Effect size	-	-0.13	0.23	-	-0.27	0.16	-	0.03	0.29
<b>To enhance the institution's national image</b>									
Highest priority / High priority	67.3%	82.5%	76.0%	55.6%	80.5%	73.6%	80.0%	84.9%	78.4%
Mean	2.69	3.15	3.02	2.52	3.12	2.96	2.88	3.20	3.08
Standard deviation	0.64	0.76	0.84	0.70	0.78	0.86	0.53	0.73	0.82
Significance	-	***	**	-	***	**	-	*	
Effect size	-	-0.61	-0.39	-	-0.77	-0.51	-	-0.44	-0.24

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>To promote gender diversity in the faculty and administration</b>									
Highest priority / High priority	41.2%	67.4%	49.4%	46.1%	76.1%	57.5%	36.0%	56.6%	41.3%
Mean	2.37	2.81	2.49	2.42	2.95	2.66	2.32	2.64	2.33
Standard deviation	0.69	0.83	0.94	0.70	0.74	0.86	0.69	0.90	0.99
Significance	-	***		-	***		-		
Effect size	-	-0.53	-0.13	-	-0.72	-0.28	-	-0.36	-0.01
<b>To promote racial and ethnic diversity in the faculty and administration</b>									
Highest priority / High priority	38.4%	65.4%	49.2%	37.0%	70.4%	52.5%	40.0%	59.4%	45.5%
Mean	2.29	2.76	2.44	2.26	2.83	2.49	2.32	2.67	2.39
Standard deviation	0.75	0.85	0.97	0.66	0.80	0.95	0.85	0.90	0.99
Significance	-	***		-	***		-		
Effect size	-	-0.55	-0.15	-	-0.71	-0.24	-	-0.39	-0.07
<b>To provide resources for faculty to engage in community-based teaching or research</b>									
Highest priority / High priority	21.1%	32.2%	26.7%	11.1%	28.9%	26.0%	32.0%	36.3%	27.5%
Mean	2.02	2.20	2.02	1.93	2.17	2.00	2.12	2.23	2.04
Standard deviation	0.75	0.78	0.85	0.68	0.76	0.83	0.83	0.80	0.87
Significance	-			-			-		
Effect size	-	-0.23	0.00	-	-0.32	-0.08	-	-0.14	0.09

**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To create and sustain partnerships with surrounding communities</b>									
Highest priority / High priority									
Mean	38.4%	36.8%	42.1%	33.3%	35.8%	42.6%	44.0%	38.2%	41.5%
Standard deviation	2.25	2.30	2.36	2.15	2.28	2.33	2.36	2.32	2.39
Significance	0.74	0.72	0.83	0.72	0.71	0.81	0.76	0.74	0.84
Effect size	-	-0.07	-0.13	-	-0.18	-0.22	-	0.05	-0.04
<b>To pursue extramural funding</b>									
Highest priority / High priority									
Mean	38.5%	40.5%	37.6%	25.9%	39.7%	37.9%	52.0%	41.5%	37.4%
Standard deviation	2.33	2.34	2.25	2.22	2.33	2.25	2.44	2.34	2.26
Significance	0.81	0.82	0.91	0.75	0.81	0.89	0.87	0.83	0.93
Effect size	-	-0.01	0.09	-	-0.14	-0.03	-	0.12	0.19
<b>To strengthen links with the for-profit, corporate sector</b>									
Highest priority / High priority									
Mean	19.2%	14.8%	28.3%	25.9%	15.0%	28.8%	12.0%	14.4%	27.7%
Standard deviation	1.88	1.67	1.98	1.96	1.66	1.99	1.80	1.68	1.97
Significance	0.70	0.79	0.92	0.76	0.77	0.91	0.65	0.81	0.93
Effect size	-	0.27	-0.11	-	0.39	-0.03	-	0.15	-0.18
<b>To develop leadership ability among students</b>									
Highest priority / High priority									
Mean	63.5%	66.9%	63.5%	55.5%	63.3%	60.4%	72.0%	71.2%	66.8%
Standard deviation	2.69	2.81	2.79	2.52	2.73	2.72	2.88	2.90	2.86
Significance	0.81	0.78	0.84	0.89	0.77	0.85	0.67	0.78	0.83
Effect size	-	-0.15	-0.12	-	-0.27	-0.24	-	-0.03	0.02



**Institutional Priorities** - These items gauge faculty opinion on various types of institutional priorities.

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how important you believe each priority listed below is at your college or university?</b>									
<b>To develop an appreciation for multiculturalism</b>									
Highest priority / High priority	59.6%	69.5%	61.3%	55.6%	72.0%	64.8%	64.0%	66.4%	57.6%
Mean	2.69	2.86	2.74	2.56	2.88	2.77	2.84	2.83	2.70
Standard deviation	0.70	0.79	0.86	0.64	0.76	0.85	0.75	0.82	0.88
Significance	-			-	*		-		
Effect size	-	-0.22	-0.06	-	-0.42	-0.25	-	0.01	0.16
<b>Please indicate your agreement with each of the following statements:</b>									
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>									
Agree strongly / Agree somewhat	89.1%	90.3%	90.8%	89.6%	87.2%	88.1%	88.5%	94.2%	93.7%
Mean	3.18	3.25	3.30	3.14	3.17	3.21	3.23	3.35	3.39
Standard deviation	0.67	0.66	0.66	0.58	0.68	0.69	0.76	0.61	0.63
Significance	-			-			-		
Effect size	-	-0.11	-0.18	-	-0.04	-0.10	-	-0.20	-0.25

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the past two years, have you engaged in any of the following activities?</b>									
Advised student groups involved in service/volunteer work	56.9%	43.5%	55.9%	58.1%	40.8%	55.3%	55.6%	46.9%	56.5%
Engaged undergraduates on <u>your</u> research project	63.9%	66.3%	55.1%	59.4%	65.5%	55.6%	69.0%	67.3%	54.5%
Worked with undergraduates on a research project	83.6%	81.8%	78.0%	81.3%	81.8%	79.8%	86.2%	81.9%	75.9%
Supervised an undergraduate thesis	55.7%	68.0%	53.5%	48.5%	69.9%	52.8%	64.3%	65.7%	54.4%
<b>Indicate how well each of the following describes your college or university:</b>									
<b>It is easy for students to see faculty outside of regular office hours</b>									
Very descriptive / Somewhat descriptive									
Mean	92.3%	98.3%	96.4%	88.9%	97.6%	95.4%	96.0%	99.1%	97.5%
Standard deviation	2.54	2.77	2.65	2.41	2.78	2.65	2.68	2.75	2.65
Significance	0.64	0.46	0.55	0.69	0.47	0.56	0.56	0.46	0.53
Effect size	-	***	-	-	***	*	-	-	-
	-	-0.50	-0.20	-	-0.79	-0.43	-	-0.15	0.06
<b>Faculty are rewarded for being good teachers</b>									
Very descriptive / Somewhat descriptive									
Mean	75.0%	88.5%	73.4%	70.4%	89.6%	75.1%	80.0%	87.1%	71.6%
Standard deviation	2.02	2.38	2.07	1.89	2.39	2.08	2.16	2.37	2.05
Significance	0.73	0.68	0.77	0.70	0.67	0.76	0.75	0.70	0.78
Effect size	-	***	-	-	***	-	-	-	-
	-	-0.53	-0.06	-	-0.75	-0.25	-	-0.30	0.14

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>									
<b>Students</b>									
Extensive / Somewhat	60.7%	63.4%	63.0%	55.6%	58.3%	58.5%	66.7%	69.7%	67.5%
Mean	1.69	1.71	1.73	1.59	1.64	1.67	1.79	1.80	1.78
Standard deviation	0.62	0.60	0.63	0.57	0.59	0.63	0.66	0.60	0.62
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.03	-0.06	-	-0.08	-0.13	-	-0.02	0.02
<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>Faculty are interested in students' personal problems</b>									
Agree strongly / Agree somewhat	80.8%	79.8%	83.8%	77.8%	78.7%	82.2%	84.0%	81.1%	85.5%
Mean	2.88	2.99	3.01	2.78	2.98	2.98	3.00	2.99	3.04
Standard deviation	0.70	0.69	0.64	0.70	0.69	0.66	0.71	0.68	0.62
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.16	-0.20	-	-0.29	-0.30	-	0.01	-0.06
<b>Most students are well-prepared academically</b>									
Agree strongly / Agree somewhat	86.5%	84.6%	57.7%	77.8%	84.3%	59.5%	96.0%	84.9%	55.9%
Mean	3.08	3.14	2.64	2.96	3.13	2.68	3.20	3.15	2.59
Standard deviation	0.71	0.71	0.81	0.76	0.71	0.82	0.65	0.71	0.81
Significance	-	-	***	-	-	-	-	-	***
Effect size	-	-0.08	0.54	-	-0.24	0.34	-	0.07	0.75

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>									
Agree strongly / Agree somewhat	86.6%	96.0%	93.0%	85.2%	95.7%	93.5%	88.0%	96.5%	92.3%
Mean	3.44	3.64	3.51	3.37	3.64	3.53	3.52	3.64	3.48
Standard deviation	0.87	0.58	0.66	0.93	0.58	0.68	0.82	0.57	0.65
Significance	-	*		-	*		-		
Effect size	-	-0.34	-0.11	-	-0.47	-0.24	-	-0.21	0.06
<b>Indicate the extent to which you agree or disagree with each of the following:</b>									
<b>It is primarily up to individual students whether they succeed in my courses</b>									
Agree strongly / Agree somewhat	83.0%	85.4%	86.8%	89.3%	87.0%	86.9%	76.0%	83.4%	86.8%
Mean	3.09	3.15	3.18	3.18	3.20	3.17	3.00	3.09	3.19
Standard deviation	0.71	0.71	0.74	0.61	0.73	0.77	0.82	0.68	0.70
Significance	-			-			-		
Effect size	-	-0.08	-0.12	-	-0.03	0.01	-	-0.13	-0.27
<b>I try to dispel perceptions of competition</b>									
Agree strongly / Agree somewhat	70.6%	82.9%	79.5%	67.8%	79.5%	74.3%	73.9%	87.1%	84.9%
Mean	2.96	3.18	3.09	2.86	3.09	3.01	3.09	3.29	3.18
Standard deviation	0.85	0.76	0.82	0.80	0.79	0.89	0.90	0.71	0.73
Significance	-	*		-			-		
Effect size	-	-0.29	-0.16	-	-0.29	-0.17	-	-0.28	-0.12
<b>I encourage all students to approach me for help</b>									
Agree strongly / Agree somewhat	98.1%	99.9%	100.0%	96.4%	99.8%	99.9%	100.0%	100.0%	100.0%
Mean	3.85	3.95	3.96	3.82	3.93	3.95	3.88	3.96	3.98
Standard deviation	0.41	0.23	0.19	0.48	0.26	0.22	0.33	0.19	0.14
Significance	-	**	***	-	*	**	-	*	***
Effect size	-	-0.43	-0.58	-	-0.42	-0.59	-	-0.42	-0.71

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate the extent to which you agree or disagree with each of the following:</b>									
<b>Most students are well-prepared for the difficulty of the courses I teach</b>									
Agree strongly / Agree somewhat	77.4%	75.9%	56.5%	78.6%	75.3%	56.8%	76.0%	76.8%	56.2%
Mean	2.81	2.90	2.59	2.82	2.88	2.57	2.80	2.93	2.62
Standard deviation	0.48	0.67	0.76	0.48	0.64	0.75	0.50	0.69	0.77
Significance	-		*	-			-		
Effect size	-	-0.13	0.29	-	-0.09	0.33	-	-0.19	0.23
<b>In my classroom, there is no such thing as a question that is too elementary</b>									
Agree strongly / Agree somewhat	94.4%	92.4%	91.9%	92.8%	90.2%	90.5%	96.0%	94.9%	93.4%
Mean	3.57	3.56	3.55	3.50	3.51	3.52	3.64	3.63	3.58
Standard deviation	0.60	0.66	0.67	0.64	0.68	0.70	0.57	0.62	0.64
Significance	-			-			-		
Effect size	-	0.02	0.03	-	-0.01	-0.03	-	0.02	0.09
<b>All students have the potential to excel in my courses</b>									
Agree strongly / Agree somewhat	94.3%	90.7%	89.6%	92.6%	87.8%	89.2%	96.0%	94.3%	90.0%
Mean	3.50	3.46	3.43	3.52	3.36	3.37	3.48	3.58	3.49
Standard deviation	0.61	0.68	0.70	0.64	0.72	0.71	0.59	0.61	0.69
Significance	-			-			-		
Effect size	-	0.06	0.10	-	0.22	0.21	-	-0.16	-0.01

**Habits of Mind** - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>In your interactions with undergraduates, how often do you encourage them to:</b>									
<b>Ask questions in class</b>									
Frequently / Occasionally	100.0%	99.6%	99.1%	100.0%	99.5%	99.9%	100.0%	99.4%	98.2%
Mean	2.98	2.94	2.94	2.97	2.94	2.95	3.00	2.95	2.93
Standard deviation	0.13	0.25	0.27	0.17	0.26	0.23	0.00	0.23	0.31
Significance	-			-			-		
Effect size	-	0.16	0.15	-	0.12	0.09	-	0.22	0.23
<b>Support their opinions with a logical argument</b>									
Frequently / Occasionally	98.4%	98.3%	98.1%	97.0%	98.7%	98.6%	100.0%	97.8%	97.6%
Mean	2.82	2.81	2.79	2.76	2.79	2.76	2.90	2.83	2.82
Standard deviation	0.43	0.43	0.45	0.50	0.43	0.46	0.31	0.43	0.44
Significance	-			-			-		
Effect size	-	0.02	0.07	-	-0.07	0.00	-	0.16	0.18
<b>Seek solutions to problems and explain them to others</b>									
Frequently / Occasionally	100.0%	95.4%	96.5%	100.0%	95.4%	97.2%	100.0%	95.5%	95.6%
Mean	2.69	2.66	2.71	2.66	2.64	2.70	2.72	2.68	2.71
Standard deviation	0.47	0.56	0.53	0.48	0.57	0.51	0.45	0.55	0.54
Significance	-			-			-		
Effect size	-	0.05	-0.04	-	0.04	-0.08	-	0.07	0.02
<b>Revise their papers to improve their writing</b>									
Frequently / Occasionally	90.2%	91.6%	90.3%	87.5%	89.0%	90.6%	93.1%	94.9%	89.9%
Mean	2.64	2.55	2.49	2.53	2.46	2.48	2.76	2.67	2.52
Standard deviation	0.66	0.64	0.67	0.72	0.68	0.66	0.58	0.57	0.67
Significance	-			-			-		
Effect size	-	0.14	0.22	-	0.10	0.08	-	0.16	0.36
<b>Evaluate the quality or reliability of information they receive</b>									
Frequently / Occasionally	91.8%	94.7%	96.1%	90.7%	94.1%	96.5%	93.1%	95.5%	95.9%
Mean	2.49	2.59	2.59	2.38	2.53	2.57	2.62	2.67	2.61
Standard deviation	0.65	0.59	0.56	0.66	0.61	0.56	0.62	0.56	0.57

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

**Habits of Mind** - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	-0.17	-0.18	-	-0.25	-0.34	-	-0.09	0.02

**Habits of Mind** - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>In your interactions with undergraduates, how often do you encourage them to:</b>									
<b>Take risks for potential gains</b>									
Frequently / Occasionally	85.5%	83.0%	83.1%	81.8%	81.3%	83.0%	89.7%	85.0%	83.1%
Mean	2.23	2.23	2.18	2.09	2.19	2.18	2.38	2.28	2.18
Standard deviation	0.69	0.72	0.70	0.68	0.73	0.70	0.68	0.71	0.69
Significance	-			-			-		
Effect size	-	0.00	0.07	-	-0.14	-0.13	-	0.14	0.29
<b>Seek alternative solutions to a problem</b>									
Frequently / Occasionally	100.0%	95.2%	93.3%	100.0%	94.6%	92.3%	100.0%	95.9%	94.4%
Mean	2.55	2.50	2.48	2.52	2.49	2.46	2.59	2.52	2.50
Standard deviation	0.50	0.59	0.62	0.51	0.60	0.63	0.50	0.58	0.60
Significance	-			-			-		
Effect size	-	0.08	0.11	-	0.05	0.10	-	0.12	0.15
<b>Look up scientific research articles and resources</b>									
Frequently / Occasionally	83.9%	80.1%	81.4%	81.8%	80.4%	83.0%	86.2%	79.6%	79.8%
Mean	2.31	2.30	2.31	2.15	2.29	2.31	2.48	2.32	2.30
Standard deviation	0.74	0.78	0.76	0.71	0.77	0.74	0.74	0.79	0.78
Significance	-			-			-		
Effect size	-	0.01	0.00	-	-0.18	-0.22	-	0.20	0.23
<b>Explore topics on their own, even though it was not required for a class</b>									
Frequently / Occasionally	96.8%	95.9%	94.8%	97.0%	95.9%	96.5%	96.6%	96.0%	93.1%
Mean	2.42	2.42	2.40	2.33	2.39	2.40	2.52	2.45	2.41
Standard deviation	0.56	0.57	0.59	0.54	0.57	0.56	0.57	0.57	0.62
Significance	-			-			-		
Effect size	-	0.00	0.03	-	-0.11	-0.13	-	0.12	0.18
<b>Accept mistakes as part of the learning process</b>									
Frequently / Occasionally	96.8%	97.5%	97.7%	97.0%	97.5%	97.9%	96.6%	97.4%	97.4%
Mean	2.69	2.66	2.64	2.67	2.62	2.61	2.72	2.71	2.67
Standard deviation	0.53	0.52	0.53	0.54	0.53	0.53	0.53	0.51	0.52

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001



**Habits of Mind** - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	0.06	0.09	-	0.09	0.11	-	0.02	0.10

**Habits of Mind** - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>In your interactions with undergraduates, how often do you encourage them to:</b>									
<b>Seek feedback on their academic work</b>									
Frequently / Occasionally	96.8%	97.4%	97.4%	97.0%	96.9%	97.9%	96.6%	98.1%	96.9%
Mean	2.69	2.68	2.70	2.67	2.62	2.69	2.72	2.77	2.71
Standard deviation	0.53	0.52	0.51	0.54	0.55	0.50	0.53	0.46	0.52
Significance	-			-			-		
Effect size	-	0.02	-0.02	-	0.09	-0.04	-	-0.11	0.02
<b>Integrate skills and knowledge from different sources and experiences</b>									
Frequently / Occasionally	93.5%	97.3%	97.8%	87.9%	96.1%	97.5%	100.0%	98.9%	97.9%
Mean	2.56	2.65	2.66	2.36	2.59	2.62	2.79	2.74	2.71
Standard deviation	0.62	0.53	0.52	0.70	0.57	0.53	0.41	0.46	0.50
Significance	-			-	*	**	-		
Effect size	-	-0.17	-0.19	-	-0.40	-0.49	-	0.11	0.16

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Please indicate the extent to which you:</b>									
<b>Achieve a healthy balance between your personal life and your professional life</b>									
To a great extent / To some extent	73.0%	79.0%	77.8%	77.7%	82.7%	80.3%	68.0%	74.3%	75.1%
Mean	2.02	2.05	2.06	2.22	2.16	2.14	1.80	1.92	1.97
Standard deviation	0.75	0.69	0.71	0.80	0.69	0.72	0.65	0.66	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-0.06	-	0.09	0.11	-	-0.18	-0.25
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>									
To a great extent / To some extent	48.0%	53.4%	56.0%	55.5%	46.8%	49.3%	40.0%	61.3%	62.8%
Mean	1.77	1.74	1.77	1.78	1.65	1.69	1.76	1.86	1.86
Standard deviation	0.88	0.78	0.78	0.80	0.76	0.78	0.97	0.78	0.77
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	0.04	0.00	-	0.17	0.12	-	-0.13	-0.13
<b>Please indicate the extent to which each of the following has been a source of for you during the last two years:</b>									
<b>Managing household responsibilities</b>									
Extensive / Somewhat	74.6%	80.7%	76.4%	70.3%	79.3%	75.8%	79.2%	82.3%	77.1%
Mean	2.02	2.06	1.99	1.96	2.00	1.95	2.08	2.13	2.02
Standard deviation	0.73	0.66	0.68	0.76	0.64	0.66	0.72	0.68	0.69
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.06	0.04	-	-0.06	0.02	-	-0.07	0.09
<b>Child care</b>									
Extensive / Somewhat	64.7%	71.3%	62.1%	66.6%	69.6%	59.8%	62.5%	73.4%	64.6%
Mean	1.88	1.97	1.87	1.89	1.91	1.80	1.88	2.06	1.95
Standard deviation	0.78	0.74	0.78	0.78	0.71	0.75	0.83	0.77	0.81
Significance	-	-	-	-	-	-	-	-	-
Effect size	-	-0.12	0.01	-	-0.03	0.12	-	-0.23	-0.09

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>My physical health</b>									
Extensive / Somewhat	58.9%	58.2%	57.3%	48.1%	57.6%	59.1%	70.9%	59.0%	55.6%
Mean	1.71	1.71	1.69	1.67	1.68	1.70	1.75	1.74	1.67
Standard deviation	0.67	0.68	0.67	0.78	0.66	0.66	0.53	0.70	0.67
Significance	-			-			-		
Effect size	-	0.00	0.03	-	-0.02	-0.05	-	0.01	0.12
<b>Review/promotion process</b>									
Extensive / Somewhat	50.0%	59.0%	60.6%	42.3%	53.1%	58.0%	59.1%	66.3%	63.3%
Mean	1.71	1.81	1.82	1.62	1.72	1.79	1.82	1.92	1.85
Standard deviation	0.80	0.77	0.76	0.80	0.76	0.76	0.80	0.77	0.75
Significance	-			-			-		
Effect size	-	-0.13	-0.14	-	-0.13	-0.22	-	-0.13	-0.04
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>									
Extensive / Somewhat	29.8%	33.7%	34.3%	20.0%	23.6%	27.6%	40.9%	45.4%	40.6%
Mean	1.36	1.44	1.43	1.28	1.31	1.34	1.45	1.60	1.52
Standard deviation	0.61	0.68	0.65	0.61	0.60	0.59	0.60	0.73	0.68
Significance	-			-			-		
Effect size	-	-0.12	-0.11	-	-0.05	-0.10	-	-0.21	-0.10
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>									
<b>Personal finances</b>									
Extensive / Somewhat	72.6%	57.4%	62.3%	74.1%	58.1%	64.0%	70.9%	56.7%	60.5%
Mean	1.98	1.72	1.83	1.96	1.72	1.87	2.00	1.71	1.78
Standard deviation	0.73	0.70	0.74	0.71	0.69	0.75	0.78	0.70	0.73
Significance	-	**		-			-	*	
Effect size	-	0.37	0.20	-	0.35	0.12	-	0.41	0.30
<b>Committee work</b>									
Extensive / Somewhat	78.0%	63.4%	63.7%	70.4%	61.3%	62.4%	87.0%	66.0%	65.0%
Mean	1.94	1.79	1.78	1.85	1.75	1.75	2.04	1.84	1.81
Standard deviation	0.62	0.69	0.67	0.66	0.68	0.66	0.56	0.70	0.69

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Significance	-			-			-		
Effect size	-	0.22	0.24	-	0.15	0.15	-	0.29	0.33

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Faculty meetings</b>									
Extensive / Somewhat	74.6%	48.4%	58.5%	66.6%	46.3%	55.3%	83.3%	50.8%	61.7%
Mean	2.02	1.58	1.70	1.89	1.55	1.66	2.17	1.61	1.74
Standard deviation	0.73	0.66	0.66	0.75	0.65	0.66	0.70	0.67	0.66
Significance	-	***	***	-	**		-	***	**
Effect size	-	0.67	0.48	-	0.52	0.35	-	0.84	0.65
<b>Colleagues</b>									
Extensive / Somewhat	76.5%	66.5%	62.6%	85.2%	62.8%	57.3%	66.7%	71.0%	68.1%
Mean	1.98	1.83	1.76	2.15	1.77	1.70	1.79	1.91	1.82
Standard deviation	0.68	0.69	0.67	0.66	0.68	0.68	0.66	0.69	0.66
Significance	-		*	-	**	***	-		
Effect size	-	0.22	0.33	-	0.56	0.66	-	-0.17	-0.05
<b>Students</b>									
Extensive / Somewhat	60.7%	63.4%	63.0%	55.6%	58.3%	58.5%	66.7%	69.7%	67.5%
Mean	1.69	1.71	1.73	1.59	1.64	1.67	1.79	1.80	1.78
Standard deviation	0.62	0.60	0.63	0.57	0.59	0.63	0.66	0.60	0.62
Significance	-			-			-		
Effect size	-	-0.03	-0.06	-	-0.08	-0.13	-	-0.02	0.02
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>									
<b>Research or publishing demands</b>									
Extensive / Somewhat	75.0%	78.3%	69.2%	66.7%	72.0%	65.8%	84.0%	86.3%	73.0%
Mean	1.92	2.03	1.86	1.74	1.92	1.79	2.12	2.17	1.94
Standard deviation	0.65	0.68	0.68	0.59	0.69	0.65	0.67	0.64	0.69
Significance	-			-			-		
Effect size	-	-0.16	0.09	-	-0.26	-0.08	-	-0.08	0.26

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Institutional procedures and "red tape"</b>									
Extensive / Somewhat	70.6%	62.5%	74.2%	70.4%	62.8%	73.6%	70.9%	62.2%	74.9%
Mean	1.82	1.77	1.97	1.78	1.77	1.95	1.88	1.77	1.99
Standard deviation	0.62	0.68	0.70	0.58	0.68	0.69	0.68	0.69	0.70
Significance	-			-			-		
Effect size	-	0.07	-0.21	-	0.01	-0.25	-	0.16	-0.16
<b>Teaching load</b>									
Extensive / Somewhat	74.5%	61.4%	64.6%	66.7%	58.1%	61.7%	83.3%	65.6%	67.5%
Mean	1.92	1.76	1.84	1.78	1.70	1.76	2.08	1.84	1.92
Standard deviation	0.66	0.69	0.72	0.64	0.67	0.69	0.65	0.71	0.75
Significance	-			-			-		
Effect size	-	0.23	0.11	-	0.12	0.03	-	0.34	0.21
Please indicate the extent to which each of the following has been a source of _____ for you during the last two years:									
<b>Lack of personal time</b>									
Extensive / Somewhat	82.7%	81.5%	78.6%	77.7%	75.8%	76.0%	88.0%	88.6%	81.2%
Mean	2.21	2.16	2.13	2.11	2.03	2.05	2.32	2.30	2.22
Standard deviation	0.72	0.71	0.74	0.75	0.72	0.72	0.69	0.66	0.74
Significance	-			-			-		
Effect size	-	0.07	0.11	-	0.11	0.08	-	0.03	0.14
<b>Job security</b>									
Extensive / Somewhat	32.7%	29.3%	36.1%	29.6%	25.4%	31.6%	36.0%	34.3%	40.8%
Mean	1.44	1.40	1.47	1.44	1.36	1.42	1.44	1.46	1.53
Standard deviation	0.70	0.68	0.69	0.75	0.66	0.67	0.65	0.70	0.70
Significance	-			-			-		
Effect size	-	0.06	-0.04	-	0.12	0.03	-	-0.03	-0.13

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Working with underprepared students</b>									
Extensive / Somewhat	51.9%	52.8%	67.4%	55.6%	51.5%	61.9%	48.0%	54.1%	72.9%
Mean	1.60	1.58	1.82	1.59	1.56	1.75	1.60	1.60	1.90
Standard deviation	0.63	0.59	0.66	0.57	0.58	0.67	0.71	0.60	0.65
Significance	-		*	-			-		*
Effect size	-	0.03	-0.33	-	0.05	-0.24	-	0.00	-0.46
<b>Please indicate the extent to which each of the following has been a source of for you during the last two years:</b>									
<b>Self-imposed high expectations</b>									
Extensive / Somewhat	88.5%	88.0%	85.8%	85.2%	85.8%	83.8%	92.0%	90.7%	87.8%
Mean	2.27	2.24	2.22	2.11	2.16	2.15	2.44	2.33	2.28
Standard deviation	0.66	0.65	0.67	0.64	0.65	0.67	0.65	0.64	0.67
Significance	-			-			-		
Effect size	-	0.05	0.07	-	-0.08	-0.06	-	0.17	0.24
<b>Change in work responsibilities</b>									
Extensive / Somewhat	74.5%	72.6%	77.2%	65.4%	68.4%	75.5%	84.0%	77.9%	78.8%
Mean	2.10	1.99	2.07	1.85	1.90	1.99	2.36	2.10	2.15
Standard deviation	0.78	0.73	0.72	0.73	0.72	0.69	0.76	0.73	0.74
Significance	-			-			-		
Effect size	-	0.15	0.04	-	-0.07	-0.20	-	0.36	0.28
<b>Institutional budget cuts</b>									
Extensive / Somewhat	96.1%	51.6%	67.0%	100.0%	48.2%	65.0%	92.0%	55.8%	68.9%
Mean	2.56	1.67	1.96	2.59	1.64	1.93	2.52	1.72	1.98
Standard deviation	0.57	0.73	0.78	0.50	0.73	0.79	0.65	0.73	0.78
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	1.22	0.77	-	1.30	0.84	-	1.10	0.69



**Relationship with Administration** - These items relate to faculty perception and experience with the campus administration.  
See CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Indicate how well each of the following describes your college or university:</b>									
<b>The faculty are typically at odds with campus administration</b>									
Very descriptive / Somewhat descriptive	76.9%	56.7%	71.4%	85.2%	56.5%	70.8%	68.0%	57.1%	72.0%
Mean	2.02	1.70	1.99	2.15	1.71	2.00	1.88	1.70	1.97
Standard deviation	0.70	0.69	0.75	0.66	0.70	0.77	0.73	0.68	0.73
Significance	-	**		-	**		-		
Effect size	-	0.46	0.04	-	0.63	0.19	-	0.26	-0.12
<b>Administrators consider faculty concerns when making policy</b>									
Very descriptive / Somewhat descriptive	86.5%	85.9%	66.1%	85.2%	87.5%	68.6%	88.0%	83.8%	63.5%
Mean	2.23	2.20	1.85	2.11	2.25	1.91	2.36	2.12	1.78
Standard deviation	0.67	0.66	0.71	0.64	0.66	0.73	0.70	0.66	0.68
Significance	-		***	-			-		***
Effect size	-	0.05	0.54	-	-0.21	0.27	-	0.36	0.85
<b>The administration is open about its policies</b>									
Very descriptive / Somewhat descriptive	84.6%	80.9%	62.4%	85.2%	82.6%	63.2%	84.0%	78.8%	61.6%
Mean	2.17	2.09	1.81	2.07	2.12	1.84	2.28	2.04	1.77
Standard deviation	0.68	0.68	0.72	0.62	0.67	0.74	0.74	0.68	0.70
Significance	-		***	-			-		***
Effect size	-	0.12	0.50	-	-0.07	0.31	-	0.35	0.73
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>									
<b>Colleagues</b>									
Extensive / Somewhat	76.5%	66.5%	62.6%	85.2%	62.8%	57.3%	66.7%	71.0%	68.1%
Mean	1.98	1.83	1.76	2.15	1.77	1.70	1.79	1.91	1.82
Standard deviation	0.68	0.69	0.67	0.66	0.68	0.68	0.66	0.69	0.66
Significance	-		*	-	**	***	-		
Effect size	-	0.22	0.33	-	0.56	0.66	-	-0.17	-0.05

**Relationship with Administration** - These items relate to faculty perception and experience with the campus administration.

See CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:									
<b>Institutional procedures and "red tape"</b>									
Extensive / Somewhat	70.6%	62.5%	74.2%	70.4%	62.8%	73.6%	70.9%	62.2%	74.9%
Mean	1.82	1.77	1.97	1.78	1.77	1.95	1.88	1.77	1.99
Standard deviation	0.62	0.68	0.70	0.58	0.68	0.69	0.68	0.69	0.70
Significance	-			-			-		
Effect size	-	0.07	-0.21	-	0.01	-0.25	-	0.16	-0.16
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
<b>Student Affairs staff have the support and respect of faculty</b>									
Agree strongly / Agree somewhat	78.9%	76.6%	69.4%	81.5%	77.9%	68.8%	76.0%	74.8%	70.1%
Mean	3.13	2.98	2.86	3.04	2.98	2.86	3.24	2.98	2.87
Standard deviation	0.84	0.84	0.84	0.76	0.81	0.83	0.93	0.87	0.85
Significance	-		*	-			-		*
Effect size	-	0.18	0.32	-	0.07	0.22	-	0.30	0.44
<b>Faculty are sufficiently involved in campus decision making</b>									
Agree strongly / Agree somewhat	73.1%	78.3%	56.2%	66.6%	78.9%	57.4%	80.0%	77.5%	54.7%
Mean	2.98	3.05	2.54	2.78	3.07	2.57	3.20	3.04	2.52
Standard deviation	0.96	0.87	1.01	0.93	0.87	1.02	0.96	0.87	0.99
Significance	-		**	-			-		***
Effect size	-	-0.08	0.44	-	-0.33	0.21	-	0.18	0.69
<b>The criteria for advancement and promotion decisions are clear</b>									
Agree strongly / Agree somewhat	71.2%	79.3%	67.6%	62.9%	81.2%	68.0%	80.0%	77.0%	67.2%
Mean	2.96	3.11	2.81	2.70	3.16	2.82	3.24	3.04	2.80
Standard deviation	1.05	0.89	0.99	0.99	0.89	1.00	1.05	0.90	0.97
Significance	-			-	**		-		*

Note: Significance \* p<.05, \*\* p<.01, \*\*\* p<.001

**Relationship with Administration** - These items relate to faculty perception and experience with the campus administration.  
 See CIRP Construct: Job Satisfaction-Workplace

Illinois Wesleyan University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Effect size	-	-0.17	0.15	-	-0.52	-0.12	-	0.22	0.45