

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	243	733	2,232	135	440	1,394	108	293	838	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	11.2%	3.8%	7.5%	14.9%	3.5%	7.3%	6.5%	4.5%	7.8%	
Teaching	73.4%	56.0%	66.9%	65.7%	53.9%	65.1%	83.2%	60.0%	70.0%	
Research	9.5%	39.0%	23.5%	13.4%	41.5%	25.9%	4.7%	34.1%	19.3%	
Services to clients and patients	1.7%	0.2%	1.0%	1.5%	0.2%	1.0%	1.9%	0.4%	1.0%	
Other	4.1%	0.9%	1.2%	4.5%	0.8%	0.7%	3.7%	0.9%	1.9%	
Total(n)	241	729	2,224	134	437	1,388	107	292	836	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	99.2%	100.0%	100.0%	98.5%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.8%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	243	732	2,227	135	440	1,394	108	292	833	
<b>What is your present academic rank?</b>										
Professor	37.3%	48.1%	42.4%	38.5%	55.5%	50.1%	35.8%	33.5%	28.0%	
Associate professor	25.8%	22.7%	26.2%	30.0%	21.0%	24.1%	20.8%	26.2%	30.0%	
Assistant professor	23.7%	17.9%	20.4%	22.3%	14.0%	16.3%	25.5%	25.7%	28.0%	
Lecturer	11.4%	9.3%	7.5%	7.7%	8.4%	7.0%	16.0%	11.0%	8.4%	
Instructor	1.7%	2.0%	3.6%	1.5%	1.2%	2.5%	1.9%	3.5%	5.6%	
Total(n)	236	721	1,928	130	433	1,230	106	288	698	
<b>What is your tenure status at this institution?</b>										
Tenured	53.7%	61.8%	59.0%	59.7%	68.8%	65.7%	46.3%	48.1%	46.6%	
On tenure track, but not tenured	17.8%	14.5%	15.2%	17.2%	9.8%	11.9%	18.5%	23.9%	21.2%	
Not on tenure track, but institution has tenure system	27.7%	23.4%	22.7%	22.4%	21.3%	20.1%	34.3%	27.5%	27.5%	
Institution has no tenure system	0.8%	0.2%	3.1%	0.7%	0.1%	2.3%	0.9%	0.6%	4.7%	
Total(n)	242	732	1,945	134	439	1,239	108	293	706	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	7.9%	10.8%	10.2%	11.9%	13.5%	11.8%	2.5%	5.5%	7.5%	
Not marked	92.1%	89.2%	89.8%	88.1%	86.5%	88.2%	97.5%	94.5%	92.5%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
Dean (associate or assistant)	4.7%	4.6%	3.6%	5.5%	6.2%	4.4%	3.7%	1.4%	2.2%	
Not marked	95.3%	95.4%	96.4%	94.5%	93.8%	95.6%	96.3%	98.6%	97.8%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
Vice-president	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Not marked	100.0%	100.0%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	99.7%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not marked	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
Other	13.2%	14.2%	15.1%	15.6%	13.7%	14.2%	9.9%	15.1%	16.8%	
Not marked	86.8%	85.8%	84.9%	84.4%	86.3%	85.8%	90.1%	84.9%	83.2%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	
Not applicable	63.7%	48.1%	54.5%	59.6%	43.7%	51.9%	69.1%	57.0%	59.0%	
Not marked	36.3%	51.9%	45.5%	40.4%	56.3%	48.1%	30.9%	43.0%	41.0%	
Total(n)	190	694	1,953	109	419	1,210	81	275	743	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.4%	
Master's (M.A., M.S.)	11.1%	4.1%	8.6%	8.3%	4.3%	7.9%	14.8%	3.7%	9.9%	
M.F.A.	4.2%	3.5%	3.1%	3.7%	1.7%	1.7%	4.9%	6.5%	5.2%	
M.B.A.	0.5%	0.5%	0.6%	0.9%	0.5%	0.7%	0.0%	0.4%	0.4%	
LL.B., J.D.	3.7%	2.1%	1.7%	4.6%	3.3%	1.9%	2.5%	0.0%	1.2%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.3%	0.0%	0.0%	0.4%	0.0%	0.2%	0.1%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.6%	0.4%	0.0%	0.4%	0.2%	0.0%	1.1%	0.8%	
Ed.D.	0.5%	1.3%	2.4%	0.0%	0.4%	1.7%	1.2%	2.8%	3.5%	
Ph.D.	79.5%	85.5%	80.5%	82.6%	86.4%	83.1%	75.3%	83.9%	76.3%	
Other degree	0.5%	2.3%	2.0%	0.0%	2.8%	1.9%	1.2%	1.2%	2.2%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	190	587	1,830	109	345	1,126	81	242	704	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.5%	0.8%	0.0%	0.3%	0.5%	0.0%	1.0%	1.4%	
M.F.A.	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
M.B.A.	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Ed.D.	0.0%	0.7%	0.6%	0.0%	0.4%	0.4%	0.0%	1.1%	1.0%	
Ph.D.	1.1%	1.7%	2.2%	0.0%	1.9%	1.9%	2.5%	1.5%	2.7%	
Other degree	0.0%	2.0%	1.1%	0.0%	0.0%	0.4%	0.0%	5.8%	2.4%	
None	98.9%	94.7%	95.0%	100.0%	97.4%	96.8%	97.5%	89.6%	91.8%	
Total(n)	181	342	1,501	101	203	947	80	139	554	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	52.5%	71.5%	58.6%	57.5%	74.0%	63.4%	46.3%	66.5%	50.1%	
Very important	25.6%	16.3%	24.0%	23.9%	16.9%	23.1%	27.8%	15.0%	25.5%	
Somewhat important	15.3%	6.6%	13.0%	11.2%	5.1%	10.2%	20.4%	9.5%	18.1%	
Not important	6.6%	5.7%	4.4%	7.5%	3.9%	3.3%	5.6%	9.0%	6.3%	
Total(n)	242	729	2,226	134	437	1,390	108	292	836	
<b>Teaching</b>										
Essential	76.5%	65.7%	70.2%	77.0%	67.2%	70.2%	75.9%	62.6%	70.1%	
Very important	19.8%	30.5%	26.9%	19.3%	27.6%	26.2%	20.4%	36.2%	28.1%	
Somewhat important	3.3%	3.8%	2.8%	3.7%	5.1%	3.5%	2.8%	1.1%	1.7%	
Not important	0.4%	0.1%	0.1%	0.0%	0.1%	0.0%	0.9%	0.2%	0.1%	
Total(n)	243	732	2,227	135	439	1,390	108	293	837	

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	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	17.6%	15.6%	19.9%	17.9%	18.3%	20.4%	17.1%	10.2%	18.8%	
Very important	50.2%	46.6%	47.0%	46.3%	44.0%	44.3%	55.2%	51.7%	51.7%	
Somewhat important	27.6%	32.9%	29.5%	29.1%	31.8%	30.9%	25.7%	35.0%	27.0%	
Not important	4.6%	5.0%	3.7%	6.7%	5.9%	4.3%	1.9%	3.1%	2.6%	
Total(n)	239	715	2,201	134	429	1,376	105	286	825	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	37.1%	49.9%	52.0%	33.6%	48.4%	50.5%	41.6%	52.9%	54.8%	
No	62.9%	50.1%	48.0%	66.4%	51.6%	49.5%	58.4%	47.1%	45.2%	
Total(n)	229	704	2,163	128	424	1,356	101	280	807	
Collaborated with the local community in research/teaching	39.8%	40.7%	43.7%	40.9%	38.7%	41.2%	38.4%	44.7%	48.1%	
No	60.2%	59.3%	56.3%	59.1%	61.3%	58.8%	61.6%	55.3%	51.9%	
Total(n)	226	704	2,152	127	422	1,351	99	282	801	
Conducted research or writing focused on international/global issues	34.1%	39.3%	39.2%	35.7%	42.4%	41.9%	32.0%	33.2%	34.4%	
No	65.9%	60.7%	60.8%	64.3%	57.6%	58.1%	68.0%	66.8%	65.6%	
Total(n)	229	693	2,124	126	414	1,334	103	279	790	
Conducted research or writing focused on racial or ethnic minorities	28.4%	27.4%	26.9%	18.9%	24.6%	22.9%	40.0%	32.6%	33.8%	
No	71.6%	72.6%	73.1%	81.1%	75.4%	77.1%	60.0%	67.4%	66.2%	
Total(n)	222	682	2,095	122	404	1,313	100	278	782	
Conducted research or writing focused on women and gender issues	26.1%	33.2%	29.5%	15.0%	28.3%	23.6%	39.2%	42.7%	39.7%	
No	73.9%	66.8%	70.5%	85.0%	71.7%	76.4%	60.8%	57.3%	60.3%	
Total(n)	222	679	2,093	120	402	1,308	102	277	785	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	8.5%	12.1%	9.4%	8.5%	8.8%	7.5%	8.5%	18.4%	12.9%	
No	91.5%	87.9%	90.6%	91.5%	91.2%	92.5%	91.5%	81.6%	87.1%	
Total(n)	212	665	2,050	118	397	1,290	94	268	760	
Engaged undergraduates on your research project	46.3%	60.7%	56.3%	52.7%	60.2%	58.3%	38.2%	61.7%	52.9%	
No	53.7%	39.3%	43.7%	47.3%	39.8%	41.7%	61.8%	38.3%	47.1%	
Total(n)	231	702	2,162	129	420	1,354	102	282	808	
Worked with undergraduates on a research project	61.4%	73.1%	68.4%	65.1%	71.9%	69.2%	56.7%	75.4%	67.0%	
No	38.6%	26.9%	31.6%	34.9%	28.1%	30.8%	43.3%	24.6%	33.0%	
Total(n)	233	701	2,160	129	418	1,352	104	283	808	
Engaged in academic research that spans multiple disciplines	69.4%	81.1%	76.9%	71.3%	82.2%	78.2%	67.0%	79.0%	74.6%	
No	30.6%	18.9%	23.1%	28.7%	17.8%	21.8%	33.0%	21.0%	25.4%	
Total(n)	232	708	2,165	129	423	1,350	103	285	815	
Supervised an undergraduate thesis	44.2%	53.3%	41.6%	46.5%	52.4%	42.2%	41.2%	55.0%	40.6%	
No	55.8%	46.7%	58.4%	53.5%	47.6%	57.8%	58.8%	45.0%	59.4%	
Total(n)	231	700	2,134	129	422	1,342	102	278	792	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	53.7%	63.8%	57.4%	57.8%	68.0%	62.7%	48.5%	55.4%	48.0%	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
No	46.3%	36.2%	42.6%	42.2%	32.0%	37.3%	51.5%	44.6%	52.0%	
Total(n)	229	700	2,146	128	418	1,339	101	282	807	
Received funding for your work from foundations	28.3%	38.6%	30.0%	28.0%	42.2%	32.6%	28.7%	31.7%	25.5%	
No	71.7%	61.4%	70.0%	72.0%	57.8%	67.4%	71.3%	68.3%	74.5%	
Total(n)	226	674	2,097	125	401	1,311	101	273	786	
Received funding for your work from state or federal government	24.0%	35.6%	25.2%	29.8%	41.7%	29.7%	16.8%	24.3%	17.3%	
No	76.0%	64.4%	74.8%	70.2%	58.3%	70.3%	83.2%	75.7%	82.7%	
Total(n)	225	681	2,097	124	408	1,319	101	273	778	
Received funding for your work from business or industry	6.0%	14.7%	12.3%	8.4%	19.2%	16.2%	3.1%	6.3%	5.5%	
No	94.0%	85.3%	87.7%	91.6%	80.8%	83.8%	96.9%	93.7%	94.5%	
Total(n)	217	659	2,064	119	392	1,296	98	267	768	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	10.9%	22.8%	23.5%	11.6%	27.0%	26.3%	10.0%	14.5%	18.6%	
No	89.1%	77.2%	76.5%	88.4%	73.0%	73.7%	90.0%	85.5%	81.4%	
Total(n)	229	705	2,138	129	427	1,345	100	278	793	
Taught an interdisciplinary course	32.6%	53.7%	44.6%	34.6%	57.5%	46.8%	30.0%	46.0%	40.8%	
No	67.4%	46.3%	55.4%	65.4%	42.5%	53.2%	70.0%	54.0%	59.2%	
Total(n)	230	707	2,133	130	428	1,343	100	279	790	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	12.3%	14.8%	13.5%	8.6%	12.4%	11.0%	17.2%	19.6%	17.7%	
No	87.7%	85.2%	86.5%	91.4%	87.6%	89.0%	82.8%	80.4%	82.3%	
Total(n)	227	695	2,123	128	420	1,335	99	275	788	
Taught a service learning course	11.4%	12.6%	16.2%	7.8%	11.1%	13.0%	16.2%	15.5%	21.9%	
No	88.6%	87.4%	83.8%	92.2%	88.9%	87.0%	83.8%	84.5%	78.1%	
Total(n)	228	697	2,128	129	420	1,337	99	277	791	
Taught an exclusively web-based course at this institution	1.3%	3.1%	8.5%	1.6%	2.2%	6.9%	1.0%	4.8%	11.4%	
No	98.7%	96.9%	91.5%	98.4%	97.8%	93.1%	99.0%	95.2%	88.6%	
Total(n)	225	695	2,113	128	422	1,332	97	273	781	
Participated in organized activities around enhancing pedagogy and student learning	57.9%	49.9%	58.5%	48.8%	43.3%	52.4%	69.7%	63.0%	69.3%	
No	42.1%	50.1%	41.5%	51.2%	56.7%	47.6%	30.3%	37.0%	30.7%	
Total(n)	228	701	2,138	129	425	1,343	99	276	795	
Taught a seminar for first-year students	25.4%	26.8%	24.9%	22.3%	27.8%	24.7%	29.6%	24.8%	25.2%	
No	74.6%	73.2%	75.1%	77.7%	72.2%	75.3%	70.4%	75.2%	74.8%	
Total(n)	228	700	2,125	130	425	1,340	98	275	785	
Taught a capstone course	17.2%	29.2%	30.5%	15.5%	32.1%	31.8%	19.4%	23.5%	28.4%	
No	82.8%	70.8%	69.5%	84.5%	67.9%	68.2%	80.6%	76.5%	71.6%	
Total(n)	227	698	2,129	129	424	1,342	98	274	787	
Taught in a learning community (e.g., FIG, linked courses)	3.6%	3.7%	6.2%	2.4%	4.8%	7.1%	5.1%	1.7%	4.8%	
No	1	1	1	1	1	1	1	1	1	
Total(n)	225	694	2,120	126	418	1,333	99	276	787	
Taught a course that meets general education requirements	52.0%	47.0%	49.5%	49.2%	45.4%	48.8%	55.4%	50.2%	50.7%	
No	48.0%	53.0%	50.5%	50.8%	54.6%	51.2%	44.6%	49.8%	49.3%	
Total(n)	229	702	2,137	128	424	1,343	101	278	794	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
To a great extent	6.3%	4.5%	6.0%	5.5%	4.6%	6.9%	7.3%	4.4%	4.2%	
To some extent	17.9%	25.9%	23.6%	19.5%	26.0%	23.8%	15.6%	25.8%	23.3%	
Not at all	75.9%	69.6%	70.4%	75.0%	69.5%	69.2%	77.1%	69.8%	72.5%	
Total(n)	224	705	2,107	128	428	1,330	96	277	777	
<b>Published with undergraduates</b>										
To a great extent	3.2%	6.3%	5.8%	3.9%	5.9%	6.4%	2.1%	7.3%	4.9%	
To some extent	16.7%	17.3%	16.6%	15.7%	21.0%	19.8%	17.9%	9.8%	10.7%	
Not at all	80.2%	76.3%	77.5%	80.3%	73.1%	73.8%	80.0%	82.8%	84.4%	
Total(n)	222	704	2,099	127	428	1,328	95	276	771	
<b>How many courses are you teaching this term (include all institutions at which you teach)?</b>										
Mean	2.07	1.83	2.15	2.01	1.88	2.15	2.14	1.73	2.15	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	242	33,576	70,777	134	22,290	45,099	108	11,286	25,678	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	0.55	0.59	0.59	0.50	0.64	0.61	0.61	0.46	0.56	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	216	19,973	51,899	122	13,502	32,986	94	6,471	18,914	
<b>Courses required for an undergraduate major</b>										
Mean	0.87	1.20	1.40	0.86	1.18	1.36	0.87	1.23	1.47	
Median	1	1	1	1	1	1	1	1	1	
Mode	0	1	1	0	1	1	0	1	1	
Total(n)	216	24,118	57,148	122	16,244	36,859	94	7,874	20,289	
<b>Other undergraduate credit courses</b>										
Mean	0.51	1.14	0.74	0.48	1.25	0.80	0.56	0.92	0.63	
Median	0	1	0	0	1	0	0	1	0	
Mode	0	1	0	0	1	0	0	1	0	
Total(n)	216	18,588	49,396	122	12,215	31,266	94	6,373	18,130	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	0.00	0.01	0.01	0.00	0.01	0.01	0.01	0.00	0.02	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	216	14,401	44,079	122	9,284	27,878	94	5,117	16,201	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term are:</b>										
<b>Non-credit courses (other than above)</b>										
Mean	0.01	0.03	0.05	0.00	0.01	0.05	0.02	0.06	0.04	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	216	14,599	44,876	122	9,304	28,426	94	5,295	16,450	
<b>Graduate courses</b>										
Mean	0.51	0.65	0.49	0.58	0.74	0.53	0.43	0.44	0.42	
Median	0	1	0	0	1	0	0	0	0	
Mode	0	1	0	0	1	0	0	0	0	
Total(n)	216	19,926	50,777	122	13,985	33,148	94	5,941	17,630	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.20	2.12	2.37	2.14	2.09	2.32	2.28	2.19	2.46	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	216	27,300	61,926	122	18,667	39,947	94	8,634	21,979	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	0.31	0.39	0.26	0.44	0.30	0.21	0.14	0.63	0.36	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	216	16,304	47,629	122	11,797	31,380	94	4,507	16,248	
<b>What types of courses do you primarily teach?</b>										
<small>(based on faculty who indicated they were not teaching this term)</small>										
Undergraduate credit courses	64.0%	100.0%	100.0%	75.0%	100.0%	100.0%	53.8%	100.0%	100.0%	
Graduate courses	8.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	
I do not teach	24.0%	0.0%	0.0%	8.3%	0.0%	0.0%	38.5%	0.0%	0.0%	
Total(n)	25	70	161	12	40	96	13	30	65	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
<b>Reading</b>										
Not marked	6.3%	7.2%	5.9%	3.7%	9.2%	6.4%	9.6%	3.4%	5.1%	
Total(n)	238	732	2,209	134	440	1,383	104	292	826	
<b>Writing</b>										
Not marked	10.9%	15.3%	14.3%	8.2%	17.7%	14.5%	14.4%	10.6%	14.1%	
Total(n)	238	732	2,209	134	440	1,383	104	292	826	
<b>Mathematics</b>										
Not marked	2.1%	7.1%	6.4%	3.0%	9.8%	8.4%	1.0%	1.9%	2.7%	
Total(n)	97.9%	92.9%	93.6%	97.0%	90.2%	91.6%	99.0%	98.1%	97.3%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	238	732	2,209	134	440	1,383	104	292	826	
General academic skills	7.6%	11.9%	10.9%	6.0%	13.9%	10.8%	9.6%	7.8%	11.0%	
Not marked	92.4%	88.1%	89.1%	94.0%	86.1%	89.2%	90.4%	92.2%	89.0%	
Total(n)	238	732	2,209	134	440	1,383	104	292	826	
Other subject areas	4.2%	7.4%	7.4%	3.0%	8.7%	7.5%	5.8%	4.8%	7.4%	
Not marked	95.8%	92.6%	92.6%	97.0%	91.3%	92.5%	94.2%	95.2%	92.6%	
Total(n)	238	732	2,209	134	440	1,383	104	292	826	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<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	21.4%	11.9%	18.2%	16.0%	10.7%	14.5%	28.2%	14.5%	24.9%	
No	70.9%	65.8%	62.4%	77.9%	67.8%	66.5%	62.1%	61.8%	55.1%	
Not eligible	2.6%	2.7%	2.7%	0.8%	2.8%	2.4%	4.9%	2.3%	3.2%	
Not available	5.1%	19.6%	16.7%	5.3%	18.7%	16.6%	4.9%	21.5%	16.8%	
Total(n)	234	708	2,150	131	427	1,348	103	281	802	
<b>Paid sabbatical leave</b>										
Yes	17.2%	33.2%	22.6%	17.7%	33.1%	23.5%	16.5%	33.3%	21.0%	
No	56.7%	43.0%	50.0%	62.3%	43.4%	52.7%	49.5%	42.1%	45.2%	
Not eligible	20.2%	16.7%	20.8%	13.8%	16.9%	17.9%	28.2%	16.1%	26.1%	
Not available	6.0%	7.2%	6.5%	6.2%	6.6%	5.9%	5.8%	8.4%	7.7%	
Total(n)	233	707	2,153	130	424	1,348	103	283	805	
<b>Travel funds paid by the institution</b>										
Yes	90.2%	67.0%	73.9%	88.6%	66.5%	73.4%	92.2%	68.0%	74.8%	
No	9.4%	24.1%	19.1%	11.4%	24.3%	19.5%	6.8%	23.5%	18.5%	
Not eligible	0.4%	1.9%	1.8%	0.0%	1.6%	1.4%	1.0%	2.4%	2.5%	
Not available	0.0%	7.1%	5.2%	0.0%	7.6%	5.8%	0.0%	6.1%	4.2%	
Total(n)	235	712	2,161	132	429	1,355	103	283	806	
<b>Internal grants for research</b>										
Yes	47.4%	40.4%	41.0%	50.4%	42.5%	43.0%	43.7%	36.1%	37.6%	
No	47.8%	50.5%	51.1%	47.3%	48.5%	49.4%	48.5%	54.4%	54.0%	
Not eligible	3.4%	6.4%	5.1%	2.3%	6.6%	4.9%	4.9%	6.1%	5.4%	
Not available	1.3%	2.7%	2.8%	0.0%	2.4%	2.6%	2.9%	3.4%	3.0%	
Total(n)	232	704	2,150	129	424	1,349	103	280	801	
<b>Training for administrative leadership</b>										
Yes	17.6%	11.0%	14.1%	14.6%	10.0%	12.1%	21.4%	13.0%	17.7%	
No	73.4%	70.0%	67.1%	80.0%	68.7%	69.2%	65.0%	72.6%	63.3%	
Not eligible	8.2%	4.2%	5.1%	4.6%	2.8%	3.6%	12.6%	7.0%	7.8%	
Not available	0.9%	14.7%	13.7%	0.8%	18.4%	15.0%	1.0%	7.4%	11.2%	
Total(n)	233	703	2,146	130	423	1,347	103	280	799	
<b>Received incentives to develop new courses</b>										
Yes	22.8%	24.5%	21.8%	20.0%	23.3%	20.2%	26.5%	26.9%	24.7%	
No	74.1%	65.6%	64.8%	77.7%	68.3%	68.1%	69.6%	60.2%	59.1%	
Not eligible	1.3%	1.5%	2.3%	1.5%	1.4%	1.8%	1.0%	1.6%	3.1%	
Not available	1.7%	8.5%	11.1%	0.8%	7.0%	9.9%	2.9%	11.3%	13.1%	
Total(n)	232	703	2,145	130	421	1,344	102	282	801	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	20.6%	26.4%	26.4%	18.5%	26.3%	25.4%	23.3%	26.6%	28.1%	
No	76.4%	66.3%	63.5%	79.2%	66.8%	66.1%	72.8%	65.2%	58.9%	
Not eligible	0.9%	0.8%	1.5%	0.8%	0.9%	1.1%	1.0%	0.8%	2.4%	
Not available	2.1%	6.5%	8.5%	1.5%	6.0%	7.4%	2.9%	7.4%	10.6%	
Total(n)	233	706	2,154	130	424	1,350	103	282	804	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	14.3%	12.4%	15.9%	13.7%	11.8%	13.7%	15.2%	13.7%	19.9%	
1-2	17.8%	15.1%	15.3%	13.0%	14.5%	13.4%	24.2%	16.1%	18.8%	
3-4	10.9%	8.3%	10.6%	9.2%	7.0%	9.9%	13.1%	11.0%	11.8%	
5-10	17.0%	14.5%	17.5%	13.7%	6.6%	12.9%	21.2%	30.3%	25.8%	
11-20	13.5%	10.4%	12.4%	12.2%	11.0%	13.8%	15.2%	9.2%	10.0%	
21-50	18.3%	16.8%	13.8%	26.7%	19.3%	16.3%	7.1%	11.9%	9.5%	
51+	8.3%	22.5%	14.4%	11.5%	29.9%	20.1%	4.0%	7.8%	4.3%	
Total(n)	230	702	2,142	131	423	1,347	99	279	795	
Mean	3.85	4.36	3.95	4.24	4.68	4.29	3.34	3.72	3.33	
Standard deviation	1.93	2.12	2.03	2.01	2.20	2.09	1.69	1.78	1.75	
Significance	-	**		-	*		-			
Effect size	-	-0.24	-0.05	-	-0.20	-0.02	-	-0.21	0.01	
<b>Chapters in edited volumes</b>										
None	34.7%	25.0%	32.1%	36.2%	22.7%	28.9%	32.7%	29.7%	37.9%	
1-2	32.4%	29.0%	30.3%	26.0%	31.2%	30.8%	40.8%	24.4%	29.5%	
3-4	14.2%	18.2%	15.4%	16.5%	13.7%	14.3%	11.2%	27.2%	17.4%	
5-10	12.4%	13.1%	12.1%	13.4%	14.4%	13.7%	11.2%	10.5%	9.3%	
11-20	2.7%	10.4%	6.9%	3.9%	11.8%	7.7%	1.0%	7.6%	5.6%	
21-50	3.6%	4.3%	3.0%	3.9%	6.2%	4.5%	3.1%	0.6%	0.3%	
51+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	
Total(n)	225	690	2,112	127	417	1,333	98	273	779	
Mean	2.27	2.68	2.41	2.35	2.80	2.55	2.16	2.44	2.16	
Standard deviation	1.32	1.46	1.39	1.39	1.54	1.46	1.21	1.26	1.21	
Significance	-	***		-	**		-			
Effect size	-	-0.28	-0.10	-	-0.29	-0.14	-	-0.22	0.00	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Books, manuals, or monographs</b>										
None	58.7%	43.8%	51.3%	54.0%	45.0%	48.7%	64.9%	41.5%	55.9%	
1-2	27.8%	33.8%	29.7%	30.2%	30.2%	28.7%	24.7%	41.0%	31.6%	
3-4	9.0%	7.0%	8.4%	10.3%	6.0%	9.4%	7.2%	8.9%	6.5%	
5-10	3.6%	12.0%	8.1%	4.0%	13.8%	9.3%	3.1%	8.4%	5.8%	
11-20	0.4%	3.4%	2.3%	0.8%	5.0%	3.5%	0.0%	0.2%	0.2%	
21-50	0.4%	0.0%	0.2%	0.8%	0.0%	0.3%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Total(n)	223	687	2,088	126	415	1,319	97	272	769	
Mean	1.61	1.97	1.81	1.70	2.04	1.92	1.48	1.85	1.63	
Standard deviation	0.88	1.14	1.07	0.96	1.23	1.16	0.77	0.91	0.86	
Significance	-	***	**	-	**	*	-	***		
Effect size	-	-0.32	-0.19	-	-0.28	-0.19	-	-0.41	-0.17	
<b>Other, such as patents or computer software products</b>										
None	89.5%	78.3%	81.4%	89.1%	72.5%	77.0%	90.1%	89.8%	89.4%	
1-2	7.1%	8.0%	8.2%	6.7%	8.8%	9.8%	7.7%	6.4%	5.4%	
3-4	1.9%	3.5%	3.5%	2.5%	4.1%	3.7%	1.1%	2.2%	3.1%	
5-10	0.5%	7.5%	4.6%	0.8%	10.9%	6.2%	0.0%	0.7%	1.7%	
11-20	0.5%	2.3%	1.5%	0.0%	3.0%	2.2%	1.1%	0.9%	0.4%	
21-50	0.0%	0.2%	0.4%	0.0%	0.3%	0.6%	0.0%	0.0%	0.1%	
51+	0.5%	0.2%	0.3%	0.8%	0.3%	0.5%	0.0%	0.0%	0.0%	
Total(n)	210	651	1,999	119	395	1,265	91	256	734	
Mean	1.17	1.49	1.39	1.19	1.65	1.51	1.14	1.16	1.19	
Standard deviation	0.64	1.07	0.98	0.72	1.22	1.11	0.53	0.57	0.61	
Significance	-	***	**	-	***	**	-			
Effect size	-	-0.30	-0.22	-	-0.38	-0.29	-	-0.04	-0.08	
<b>In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	85.8%	82.8%	84.4%	89.8%	82.7%	84.2%	80.6%	83.1%	84.7%	
1-2	6.2%	7.4%	6.1%	4.7%	6.3%	5.6%	8.2%	9.8%	6.9%	
3-4	2.2%	1.0%	2.3%	1.6%	1.0%	2.0%	3.1%	0.9%	2.8%	
5-10	3.6%	4.2%	3.6%	2.4%	4.6%	3.7%	5.1%	3.2%	3.3%	
11-20	0.9%	2.4%	1.4%	0.8%	2.3%	1.5%	1.0%	2.5%	1.4%	
21+	1.3%	2.2%	2.2%	0.8%	3.0%	2.9%	2.0%	0.6%	0.9%	
Total(n)	225	698	2,128	127	422	1,336	98	276	792	
Mean	1.32	1.42	1.38	1.22	1.47	1.41	1.44	1.34	1.32	
Standard deviation	0.92	1.11	1.05	0.78	1.20	1.13	1.08	0.92	0.90	
Significance	-			-	*		-			
Effect size	-	-0.09	-0.06	-	-0.21	-0.17	-	0.11	0.13	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>										
None	18.4%	15.9%	21.1%	16.2%	16.0%	20.0%	21.4%	15.8%	23.2%	
1-2	33.8%	18.6%	25.7%	26.9%	14.4%	22.1%	42.9%	26.9%	32.1%	
3-4	25.0%	25.8%	25.7%	25.4%	28.5%	28.2%	24.5%	20.5%	21.1%	
5-10	16.7%	25.4%	19.0%	23.8%	26.0%	20.1%	7.1%	24.2%	17.0%	
11-20	3.9%	9.9%	5.9%	4.6%	11.5%	7.2%	3.1%	6.7%	3.7%	
21+	2.2%	4.4%	2.6%	3.1%	3.7%	2.4%	1.0%	5.9%	2.9%	
Total(n)	228	700	2,140	130	423	1,343	98	277	797	
Mean	2.61	3.08	2.71	2.83	3.14	2.80	2.31	2.97	2.54	
Standard deviation	1.20	1.36	1.30	1.26	1.35	1.30	1.05	1.39	1.27	
Significance	-	***		-	*		-	***		
Effect size	-	-0.35	-0.08	-	-0.23	0.02	-	-0.47	-0.18	
<b>In the past two years, have you taught a graduate course?</b>										
Yes	44.8%	74.7%	63.3%	53.3%	79.2%	67.7%	34.0%	65.6%	55.5%	
No	55.2%	25.3%	36.7%	46.7%	20.8%	32.3%	66.0%	34.4%	44.5%	
Total(n)	241	731	2,229	135	440	1,393	106	291	836	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	88.4%	91.3%	90.9%	91.7%	88.4%	87.7%	84.4%	96.8%	96.6%	
Occasionally	5.6%	7.2%	8.0%	4.2%	9.2%	10.7%	7.3%	3.2%	3.4%	
Not at all	6.0%	1.6%	1.0%	4.2%	2.4%	1.6%	8.3%	0.0%	0.0%	
Total(n)	216	686	2,103	120	408	1,309	96	278	794	
Mean	2.82	2.90	2.90	2.88	2.86	2.86	2.76	2.97	2.97	
Standard deviation	0.52	0.35	0.33	0.44	0.41	0.39	0.59	0.18	0.18	
Significance	-	*	**	-			-	***	***	
Effect size	-	-0.23	-0.24	-	0.05	0.05	-	-1.17	-1.17	
<b>Support their opinions with a logical argument</b>										
Frequently	71.5%	76.0%	74.4%	74.8%	71.5%	69.8%	67.4%	84.7%	82.4%	
Occasionally	20.6%	21.5%	22.7%	17.6%	25.4%	26.5%	24.2%	14.0%	16.3%	
Not at all	7.9%	2.5%	2.9%	7.6%	3.2%	3.8%	8.4%	1.2%	1.3%	
Total(n)	214	681	2,093	119	405	1,301	95	276	792	
Mean	2.64	2.73	2.72	2.67	2.68	2.66	2.59	2.84	2.81	
Standard deviation	0.63	0.49	0.51	0.61	0.53	0.55	0.64	0.40	0.42	
Significance	-	*	*	-			-	***	***	
Effect size	-	-0.18	-0.16	-	-0.02	0.02	-	-0.63	-0.52	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 solutions to problems and explain them to others</b>										
Frequently	56.3%	66.2%	67.3%	58.5%	65.7%	64.6%	53.7%	67.3%	72.0%	
Occasionally	32.4%	29.9%	28.7%	32.2%	30.2%	30.8%	32.6%	29.4%	25.2%	
Not at all	11.3%	3.8%	3.9%	9.3%	4.1%	4.6%	13.7%	3.4%	2.8%	
Total(n)	213	685	2,095	118	406	1,304	95	279	791	
Mean	2.45	2.62	2.63	2.49	2.62	2.60	2.40	2.64	2.69	
Standard deviation	0.69	0.56	0.56	0.66	0.56	0.58	0.72	0.55	0.52	
Significance	-	***	***	-	*		-	***	***	
Effect size	-	-0.30	-0.32	-	-0.23	-0.19	-	-0.44	-0.56	
<b>Revise their papers to improve their writing</b>										
Frequently	52.6%	48.9%	49.3%	50.8%	39.3%	41.7%	54.7%	67.4%	62.4%	
Occasionally	29.6%	35.3%	35.6%	28.0%	40.9%	39.9%	31.6%	24.5%	28.2%	
Not at all	17.8%	15.8%	15.1%	21.2%	19.7%	18.4%	13.7%	8.1%	9.5%	
Total(n)	213	682	2,097	118	405	1,305	95	277	792	
Mean	2.35	2.33	2.34	2.30	2.20	2.23	2.41	2.59	2.53	
Standard deviation	0.77	0.73	0.73	0.80	0.74	0.74	0.72	0.64	0.66	
Significance	-			-			-	*		
Effect size	-	0.03	0.01	-	0.14	0.09	-	-0.28	-0.18	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	55.2%	63.6%	60.2%	56.4%	61.5%	56.7%	53.7%	67.7%	66.3%	
Occasionally	33.5%	30.7%	34.4%	29.1%	30.9%	36.0%	38.9%	30.5%	31.6%	
Not at all	11.3%	5.7%	5.4%	14.5%	7.7%	7.3%	7.4%	1.8%	2.1%	
Total(n)	212	682	2,089	117	403	1,299	95	279	790	
Mean	2.44	2.58	2.55	2.42	2.54	2.49	2.46	2.66	2.64	
Standard deviation	0.69	0.60	0.60	0.73	0.63	0.63	0.63	0.51	0.52	
Significance	-	**	*	-			-	**	**	
Effect size	-	-0.23	-0.18	-	-0.19	-0.11	-	-0.39	-0.35	
<b>Take risks for potential gains</b>										
Frequently	30.8%	33.5%	32.5%	29.3%	28.8%	28.3%	32.6%	42.7%	39.8%	
Occasionally	42.2%	35.5%	40.7%	42.2%	37.7%	43.4%	42.1%	31.4%	36.0%	
Not at all	27.0%	30.9%	26.9%	28.4%	33.5%	28.4%	25.3%	25.9%	24.2%	
Total(n)	211	673	2,081	116	401	1,297	95	272	784	
Mean	2.04	2.03	2.06	2.01	1.95	2.00	2.07	2.17	2.16	
Standard deviation	0.76	0.80	0.77	0.76	0.79	0.75	0.76	0.81	0.78	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.08	0.01	-	-0.12	-0.12	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 alternative solutions to a problem</b>										
Frequently	46.5%	54.4%	51.4%	44.1%	55.7%	49.7%	49.5%	52.0%	54.3%	
Occasionally	42.3%	38.9%	41.7%	44.9%	38.3%	43.2%	38.9%	40.2%	39.0%	
Not at all	11.3%	6.7%	6.9%	11.0%	6.0%	7.1%	11.6%	7.8%	6.7%	
Total(n)	213	683	2,092	118	405	1,301	95	278	791	
Mean	2.35	2.48	2.44	2.33	2.50	2.43	2.38	2.44	2.48	
Standard deviation	0.67	0.62	0.62	0.67	0.61	0.62	0.69	0.63	0.62	
Significance	-	**	*	-	**		-			
Effect size	-	-0.21	-0.15	-	-0.28	-0.16	-	-0.10	-0.16	
<b>Look up scientific research articles and resources</b>										
Frequently	40.4%	48.5%	46.5%	39.8%	44.9%	42.3%	41.1%	55.3%	53.6%	
Occasionally	27.7%	34.6%	35.9%	28.0%	38.1%	40.0%	27.4%	27.8%	28.7%	
Not at all	31.9%	16.9%	17.6%	32.2%	17.0%	17.6%	31.6%	16.8%	17.6%	
Total(n)	213	682	2,091	118	405	1,304	95	277	787	
Mean	2.08	2.32	2.29	2.08	2.28	2.25	2.09	2.39	2.36	
Standard deviation	0.85	0.74	0.75	0.85	0.74	0.73	0.85	0.76	0.76	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.32	-0.28	-	-0.27	-0.23	-	-0.39	-0.36	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	39.4%	46.1%	42.9%	36.4%	41.8%	41.2%	43.2%	54.5%	45.9%	
Occasionally	48.8%	48.1%	51.5%	54.2%	50.8%	52.3%	42.1%	42.8%	50.1%	
Not at all	11.7%	5.8%	5.6%	9.3%	7.4%	6.5%	14.7%	2.7%	4.0%	
Total(n)	213	684	2,097	118	405	1,305	95	279	792	
Mean	2.28	2.40	2.37	2.27	2.34	2.35	2.28	2.52	2.42	
Standard deviation	0.66	0.60	0.59	0.62	0.61	0.60	0.71	0.55	0.57	
Significance	-	*	*	-			-	***	*	
Effect size	-	-0.20	-0.15	-	-0.11	-0.13	-	-0.44	-0.25	
<b>Accept mistakes as part of the learning process</b>										
Frequently	57.9%	60.7%	62.8%	56.3%	55.0%	57.6%	60.0%	71.6%	71.7%	
Occasionally	34.1%	33.0%	32.3%	37.8%	37.4%	36.1%	29.5%	24.5%	25.5%	
Not at all	7.9%	6.3%	5.0%	5.9%	7.6%	6.3%	10.5%	3.9%	2.7%	
Total(n)	214	685	2,100	119	406	1,306	95	279	794	
Mean	2.50	2.54	2.58	2.50	2.47	2.51	2.49	2.68	2.69	
Standard deviation	0.64	0.61	0.59	0.61	0.63	0.61	0.68	0.54	0.52	
Significance	-			-			-	**	***	
Effect size	-	-0.07	-0.14	-	0.05	-0.02	-	-0.35	-0.38	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	58.2%	59.4%	61.6%	52.5%	50.7%	54.1%	65.3%	76.1%	74.5%	
Occasionally	28.6%	35.0%	33.5%	33.1%	43.5%	40.6%	23.2%	18.6%	21.2%	
Not at all	13.1%	5.6%	4.9%	14.4%	5.8%	5.3%	11.6%	5.3%	4.3%	
Total(n)	213	680	2,089	118	402	1,296	95	278	793	
Mean	2.45	2.54	2.57	2.38	2.45	2.49	2.54	2.71	2.70	
Standard deviation	0.72	0.60	0.59	0.73	0.60	0.60	0.70	0.56	0.54	
Significance	-		**	-			-	*	**	
Effect size	-	-0.15	-0.20	-	-0.12	-0.18	-	-0.30	-0.30	
<b>Work with other students on group projects</b>										
Frequently	0.53	0.52	0.53	0.49	0.43	0.45	0.59	0.70	0.67	
Occasionally	0.29	0.31	0.34	0.32	0.37	0.38	0.26	0.20	0.27	
Not at all	0.17	0.16	0.13	0.19	0.20	0.17	0.15	0.10	0.07	
Total(n)	214.00	681.00	2090.00	119.00	403.00	1299.00	95.00	278.00	791.00	
Mean	2.36	2.36	2.39	2.29	2.23	2.28	2.44	2.60	2.60	
Standard deviation	0.76	0.75	0.71	0.77	0.76	0.74	0.74	0.66	0.62	
Significance	-			-			-	*	*	
Effect size	-	0.00	-0.04	-	0.08	0.01	-	-0.24	-0.26	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	58.7%	63.1%	64.5%	52.5%	56.3%	57.4%	66.3%	76.0%	76.9%	
Occasionally	31.9%	32.4%	31.9%	38.1%	37.3%	37.6%	24.2%	22.8%	22.1%	
Not at all	9.4%	4.6%	3.5%	9.3%	6.3%	5.0%	9.5%	1.2%	1.0%	
Total(n)	213	682	2,092	118	403	1,300	95	279	792	
Mean	2.49	2.58	2.61	2.43	2.50	2.52	2.57	2.75	2.76	
Standard deviation	0.66	0.58	0.56	0.66	0.61	0.59	0.66	0.46	0.45	
Significance	-		**	-			-	**	***	
Effect size	-	-0.16	-0.21	-	-0.11	-0.15	-	-0.39	-0.42	
<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	51.3%	56.3%	55.6%	48.8%	48.9%	49.7%	54.5%	70.7%	66.0%	
Occasionally	35.4%	33.4%	35.4%	37.0%	38.8%	39.5%	33.3%	22.8%	28.3%	
Not at all	13.3%	10.3%	9.0%	14.2%	12.3%	10.8%	12.1%	6.5%	5.7%	
Total(n)	226	685	2,095	127	408	1,306	99	277	789	
Mean	2.38	2.46	2.47	2.35	2.37	2.39	2.42	2.64	2.60	
Standard deviation	0.71	0.67	0.65	0.72	0.69	0.67	0.70	0.60	0.59	
Significance	-			-			-	**	**	
Effect size	-	-0.12	-0.14	-	-0.03	-0.06	-	-0.37	-0.31	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How often in the past year have you encouraged students to:</b>										
<b>Make connections between ideas from different courses</b>										
Frequently	57.3%	62.5%	65.0%	54.8%	58.6%	61.0%	60.6%	70.1%	72.0%	
Occasionally	36.4%	35.7%	32.7%	38.9%	39.0%	36.1%	33.3%	29.0%	26.8%	
Not at all	6.2%	1.9%	2.3%	6.3%	2.3%	2.9%	6.1%	0.9%	1.2%	
Total(n)	225	686	2,098	126	408	1,307	99	278	791	
Mean	2.51	2.61	2.63	2.48	2.56	2.58	2.55	2.69	2.71	
Standard deviation	0.61	0.53	0.53	0.62	0.54	0.55	0.61	0.48	0.48	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.19	-0.23	-	-0.15	-0.18	-	-0.29	-0.33	
<b>Critically evaluate their position on an issue</b>										
Frequently	60.6%	70.4%	67.5%	57.5%	69.7%	65.7%	64.6%	71.8%	70.6%	
Occasionally	29.2%	21.6%	25.0%	31.5%	21.7%	25.6%	26.3%	21.4%	23.9%	
Not at all	10.2%	8.0%	7.5%	11.0%	8.6%	8.6%	9.1%	6.8%	5.5%	
Total(n)	226	685	2,091	127	408	1,303	99	277	788	
Mean	2.50	2.62	2.60	2.46	2.61	2.57	2.56	2.65	2.65	
Standard deviation	0.67	0.63	0.62	0.69	0.64	0.65	0.66	0.60	0.58	
Significance	-	*	*	-	*		-			
Effect size	-	-0.19	-0.16	-	-0.23	-0.17	-	-0.15	-0.16	
<b>Recognize the biases that affect their thinking</b>										
Frequently	51.8%	48.4%	53.0%	46.4%	44.3%	48.2%	58.6%	56.5%	61.2%	
Occasionally	33.5%	40.3%	36.8%	33.6%	41.4%	39.0%	33.3%	37.9%	33.0%	
Not at all	14.7%	11.3%	10.2%	20.0%	14.3%	12.8%	8.1%	5.6%	5.8%	
Total(n)	224	681	2,088	125	405	1,301	99	276	787	
Mean	2.37	2.37	2.43	2.26	2.30	2.35	2.51	2.51	2.55	
Standard deviation	0.73	0.68	0.67	0.77	0.70	0.70	0.64	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.00	-0.09	-	-0.06	-0.13	-	0.00	-0.07	
<b>Think more broadly about an issue</b>										
Frequently	73.5%	74.6%	74.3%	67.7%	71.8%	71.7%	80.8%	80.3%	78.8%	
Occasionally	21.7%	21.2%	22.0%	25.2%	23.2%	23.4%	17.2%	17.4%	19.6%	
Not at all	4.9%	4.1%	3.8%	7.1%	5.1%	5.0%	2.0%	2.3%	1.6%	
Total(n)	226	685	2,091	127	408	1,302	99	277	789	
Mean	2.69	2.70	2.71	2.61	2.67	2.67	2.79	2.78	2.77	
Standard deviation	0.56	0.54	0.53	0.62	0.57	0.57	0.46	0.47	0.46	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.11	-0.11	-	0.02	0.04	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Engage deeply with a significant challenge or question within your discipline</b>										
Frequently	50.9%	69.0%	62.4%	47.5%	67.7%	61.3%	55.1%	71.6%	64.4%	
Occasionally	36.6%	24.7%	30.2%	41.5%	24.6%	30.5%	30.6%	24.8%	29.8%	
Not at all	12.5%	6.3%	7.3%	11.0%	7.7%	8.2%	14.3%	3.6%	5.9%	
Total(n)	216	660	2,042	118	388	1,269	98	272	773	
Mean	2.38	2.63	2.55	2.36	2.60	2.53	2.41	2.68	2.58	
Standard deviation	0.70	0.60	0.63	0.68	0.63	0.64	0.73	0.54	0.60	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	-0.42	-0.27	-	-0.38	-0.27	-	-0.50	-0.28	
<b>Write in the specific style or format of your discipline</b>										
Frequently	56.0%	60.0%	57.3%	51.3%	54.1%	50.7%	61.9%	71.2%	68.7%	
Occasionally	26.4%	28.6%	29.6%	28.6%	32.6%	33.9%	23.7%	21.0%	22.3%	
Not at all	17.6%	11.4%	13.1%	20.2%	13.3%	15.5%	14.4%	7.8%	9.0%	
Total(n)	216	658	2,040	119	387	1,266	97	271	774	
Mean	2.38	2.49	2.44	2.31	2.41	2.35	2.47	2.63	2.60	
Standard deviation	0.77	0.69	0.71	0.79	0.71	0.73	0.74	0.62	0.65	
Significance	-	*		-			-	*		
Effect size	-	-0.16	-0.08	-	-0.14	-0.05	-	-0.26	-0.20	
<b>Use research methods from your discipline in field or applied settings</b>										
Frequently	46.3%	56.8%	53.6%	49.2%	54.5%	50.1%	42.9%	61.0%	59.5%	
Occasionally	30.3%	27.8%	30.0%	30.8%	31.4%	33.6%	29.6%	20.9%	23.9%	
Not at all	23.4%	15.4%	16.4%	20.0%	14.1%	16.3%	27.6%	18.1%	16.6%	
Total(n)	218	659	2,041	120	387	1,266	98	272	775	
Mean	2.23	2.41	2.37	2.29	2.40	2.34	2.15	2.43	2.43	
Standard deviation	0.80	0.74	0.75	0.78	0.72	0.74	0.83	0.78	0.76	
Significance	-	**	**	-			-	**	***	
Effect size	-	-0.24	-0.19	-	-0.15	-0.07	-	-0.36	-0.37	
<b>Apply learning from both academic and field settings</b>										
Frequently	33.2%	40.8%	43.2%	38.8%	38.4%	39.8%	26.5%	45.5%	49.0%	
Occasionally	33.6%	39.7%	38.5%	31.0%	43.4%	42.1%	36.7%	32.6%	32.3%	
Not at all	33.2%	19.5%	18.3%	30.2%	18.2%	18.1%	36.7%	21.8%	18.7%	
Total(n)	214	659	2,036	116	386	1,261	98	273	775	
Mean	2.00	2.21	2.25	2.09	2.20	2.22	1.90	2.24	2.30	
Standard deviation	0.82	0.75	0.74	0.83	0.72	0.73	0.79	0.79	0.76	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.28	-0.34	-	-0.15	-0.18	-	-0.43	-0.53	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	42.5%	46.3%	45.7%	35.6%	42.7%	42.8%	51.0%	53.1%	50.7%	
Occasionally	34.6%	38.2%	39.5%	38.1%	37.3%	39.4%	30.2%	39.9%	39.7%	
Not at all	22.9%	15.5%	14.8%	26.3%	20.0%	17.8%	18.8%	7.0%	9.6%	
Total(n)	214	659	2,038	118	388	1,265	96	271	773	
Mean	2.20	2.31	2.31	2.09	2.23	2.25	2.32	2.46	2.41	
Standard deviation	0.79	0.72	0.71	0.78	0.76	0.74	0.77	0.62	0.66	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.15	-	-0.18	-0.22	-	-0.23	-0.14	
<b>Weigh the meaning and significance of evidence</b>										
Frequently	57.8%	63.0%	60.8%	62.0%	61.1%	59.5%	52.6%	66.5%	63.0%	
Occasionally	30.3%	25.6%	28.7%	28.1%	25.9%	29.3%	33.0%	25.0%	27.8%	
Not at all	11.9%	11.5%	10.5%	9.9%	13.0%	11.3%	14.4%	8.5%	9.1%	
Total(n)	218	660	2,038	121	389	1,265	97	271	773	
Mean	2.46	2.51	2.50	2.52	2.48	2.48	2.38	2.58	2.54	
Standard deviation	0.70	0.69	0.68	0.67	0.71	0.69	0.73	0.64	0.66	
Significance	-			-			-	*	*	
Effect size	-	-0.07	-0.06	-	0.06	0.06	-	-0.31	-0.24	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	37.0%	41.6%	44.1%	34.7%	36.1%	40.7%	39.8%	52.2%	49.9%	
Occasionally	39.3%	38.7%	39.8%	38.0%	39.8%	40.4%	40.8%	36.7%	38.9%	
Not at all	23.7%	19.7%	16.1%	27.3%	24.1%	19.0%	19.4%	11.1%	11.2%	
Total(n)	219	660	2,040	121	389	1,266	98	271	774	
Mean	2.13	2.22	2.28	2.07	2.12	2.22	2.20	2.41	2.39	
Standard deviation	0.77	0.75	0.72	0.79	0.77	0.74	0.75	0.68	0.68	
Significance	-		**	-		*	-	*	*	
Effect size	-	-0.12	-0.21	-	-0.06	-0.20	-	-0.31	-0.28	
<b>Work with classmates outside of class</b>										
Frequently	46.6%	46.0%	46.4%	47.9%	39.5%	43.4%	44.9%	58.6%	51.6%	
Occasionally	38.8%	33.2%	36.9%	37.2%	35.7%	37.0%	40.8%	28.5%	36.8%	
Not at all	14.6%	20.7%	16.7%	14.9%	24.8%	19.6%	14.3%	12.9%	11.6%	
Total(n)	219	664	2,046	121	393	1,273	98	271	773	
Mean	2.32	2.25	2.30	2.33	2.15	2.24	2.31	2.46	2.40	
Standard deviation	0.72	0.78	0.74	0.72	0.79	0.76	0.71	0.71	0.69	
Significance	-			-	*		-			
Effect size	-	0.09	0.03	-	0.23	0.12	-	-0.21	-0.13	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Lead a discussion, activity, or lab</b>										
Frequently	46.8%	40.8%	42.5%	42.4%	35.6%	37.5%	52.0%	50.7%	51.1%	
Occasionally	31.0%	41.3%	38.3%	33.1%	43.8%	40.4%	28.6%	36.5%	34.6%	
Not at all	22.2%	17.9%	19.2%	24.6%	20.6%	22.1%	19.4%	12.9%	14.3%	
Total(n)	216	658	2,039	118	387	1,265	98	271	774	
Mean	2.25	2.23	2.23	2.18	2.15	2.15	2.33	2.38	2.37	
Standard deviation	0.80	0.73	0.75	0.80	0.73	0.76	0.78	0.70	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.04	0.04	-	-0.07	-0.06	
<b>Provide and/or receive feedback to classmates about a draft or work still in progress</b>										
Frequently	28.6%	29.7%	31.2%	27.1%	20.7%	24.3%	30.3%	46.8%	43.0%	
Occasionally	30.4%	45.7%	40.7%	29.7%	54.5%	45.3%	31.3%	28.7%	32.8%	
Not at all	41.0%	24.7%	28.1%	43.2%	24.8%	30.4%	38.4%	24.5%	24.2%	
Total(n)	217	661	2,037	118	388	1,264	99	273	773	
Mean	1.88	2.05	2.03	1.84	1.96	1.94	1.92	2.22	2.19	
Standard deviation	0.83	0.74	0.77	0.83	0.67	0.74	0.83	0.81	0.80	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.23	-0.19	-	-0.18	-0.14	-	-0.37	-0.34	
<b>Analyze and interpret data</b>										
Frequently	47.2%	61.4%	58.2%	49.6%	61.5%	58.5%	44.3%	61.1%	57.6%	
Occasionally	32.4%	25.0%	29.8%	35.3%	26.6%	30.7%	28.9%	22.0%	28.2%	
Not at all	20.4%	13.6%	12.0%	15.1%	11.9%	10.8%	26.8%	16.8%	14.2%	
Total(n)	216	661	2,040	119	389	1,269	97	272	771	
Mean	2.27	2.48	2.46	2.34	2.50	2.48	2.18	2.44	2.43	
Standard deviation	0.78	0.72	0.70	0.73	0.70	0.68	0.83	0.76	0.73	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.29	-0.27	-	-0.23	-0.21	-	-0.34	-0.34	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	27.9%	31.5%	31.5%	35.5%	37.7%	37.0%	18.4%	19.7%	21.9%	
Occasionally	19.2%	25.5%	24.7%	24.8%	26.5%	25.1%	12.2%	23.5%	24.1%	
Not at all	53.0%	43.0%	43.8%	39.7%	35.8%	37.9%	69.4%	56.8%	54.0%	
Total(n)	219	662	2,042	121	392	1,271	98	270	771	
Mean	1.75	1.89	1.88	1.96	2.02	1.99	1.49	1.63	1.68	
Standard deviation	0.87	0.86	0.86	0.87	0.86	0.87	0.79	0.79	0.81	
Significance	-	*	*	-			-		*	
Effect size	-	-0.16	-0.15	-	-0.07	-0.03	-	-0.18	-0.23	

Wake Forest University	Total			Men			Women			CIRP 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>Class discussions</b>										
All	63.1%	68.8%	68.8%	58.0%	62.0%	63.2%	69.5%	80.7%	78.1%	
Most	19.6%	10.9%	14.5%	23.5%	10.5%	15.3%	14.7%	11.4%	13.2%	
Some	12.6%	17.2%	13.6%	15.1%	22.8%	17.3%	9.5%	7.2%	7.6%	
None	4.7%	3.2%	3.0%	3.4%	4.7%	4.2%	6.3%	0.6%	1.1%	
Total(n)	214	659	2,016	119	388	1,247	95	271	769	
Mean	3.41	3.45	3.49	3.36	3.30	3.37	3.47	3.72	3.68	
Standard deviation	0.88	0.89	0.84	0.86	0.97	0.91	0.91	0.62	0.66	
Significance	-			-			-	**	**	
Effect size	-	-0.04	-0.10	-	0.06	-0.01	-	-0.40	-0.32	
<b>Cooperative learning (small groups)</b>										
All	34.6%	34.8%	33.0%	31.9%	23.9%	24.1%	37.9%	53.9%	47.7%	
Most	22.7%	22.3%	23.9%	21.6%	22.8%	24.0%	24.2%	21.3%	23.7%	
Some	27.0%	19.2%	25.1%	30.2%	23.6%	28.9%	23.2%	11.5%	18.9%	
None	15.6%	23.7%	18.0%	16.4%	29.6%	23.0%	14.7%	13.3%	9.7%	
Total(n)	211	655	2,010	116	384	1,244	95	271	766	
Mean	2.76	2.68	2.72	2.69	2.41	2.49	2.85	3.16	3.09	
Standard deviation	1.09	1.18	1.11	1.09	1.15	1.09	1.09	1.08	1.02	
Significance	-			-	*		-	*	*	
Effect size	-	0.07	0.04	-	0.24	0.18	-	-0.29	-0.24	
<b>Experiential learning/Field studies</b>										
All	7.6%	15.2%	14.9%	8.7%	13.4%	12.6%	6.3%	18.4%	18.7%	
Most	11.4%	16.1%	16.2%	14.8%	14.8%	16.6%	7.4%	18.2%	15.7%	
Some	30.0%	32.3%	28.4%	29.6%	33.4%	29.4%	30.5%	30.2%	26.9%	
None	51.0%	36.5%	40.5%	47.0%	38.3%	41.5%	55.8%	33.2%	38.8%	
Total(n)	210	655	2,005	115	383	1,238	95	272	767	
Mean	1.76	2.10	2.06	1.85	2.03	2.00	1.64	2.22	2.14	
Standard deviation	0.93	1.06	1.08	0.98	1.03	1.04	0.87	1.10	1.13	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.32	-0.28	-	-0.17	-0.14	-	-0.53	-0.44	
<b>Performances/Demonstrations</b>										
All	16.8%	18.7%	18.7%	16.8%	18.7%	16.6%	16.8%	18.8%	22.3%	
Most	13.0%	14.5%	16.0%	14.2%	14.5%	16.1%	11.6%	14.4%	15.9%	
Some	28.4%	28.2%	27.9%	30.1%	31.2%	31.4%	26.3%	22.9%	22.0%	
None	41.8%	38.6%	37.4%	38.9%	35.6%	36.0%	45.3%	43.8%	39.8%	
Total(n)	208	653	2,012	113	382	1,243	95	271	769	
Mean	2.05	2.13	2.16	2.09	2.16	2.13	2.00	2.08	2.21	
Standard deviation	1.11	1.12	1.12	1.10	1.11	1.08	1.12	1.15	1.19	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.06	-0.04	-	-0.07	-0.18	

Wake Forest University	Total			Men			Women			CIRP 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>Group projects</b>										
All	23.9%	25.6%	23.2%	26.3%	23.0%	20.1%	21.1%	30.2%	28.2%	
Most	22.5%	17.1%	18.2%	15.3%	13.5%	15.9%	31.6%	23.4%	22.1%	
Some	31.9%	30.5%	35.4%	35.6%	30.2%	35.3%	27.4%	31.1%	35.5%	
None	21.6%	26.8%	23.2%	22.9%	33.4%	28.6%	20.0%	15.2%	14.3%	
Total(n)	213	657	2,014	118	385	1,244	95	272	770	
Mean	2.49	2.41	2.41	2.45	2.26	2.28	2.54	2.69	2.64	
Standard deviation	1.08	1.14	1.08	1.11	1.15	1.08	1.04	1.06	1.04	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.17	0.16	-	-0.14	-0.10	
<b>Extensive lecturing</b>										
All	17.0%	22.0%	21.9%	27.4%	27.3%	26.9%	4.2%	12.6%	13.6%	
Most	24.5%	33.0%	30.9%	29.1%	37.9%	35.0%	18.9%	24.2%	24.1%	
Some	32.5%	28.8%	30.0%	29.9%	25.9%	27.8%	35.8%	33.8%	33.6%	
None	25.9%	16.3%	17.3%	13.7%	8.9%	10.4%	41.1%	29.4%	28.7%	
Total(n)	212	655	2,014	117	385	1,247	95	270	767	
Mean	2.33	2.61	2.57	2.70	2.84	2.78	1.86	2.20	2.23	
Standard deviation	1.04	1.00	1.01	1.02	0.93	0.96	0.87	1.00	1.01	
Significance	-	***	**	-			-	**	***	
Effect size	-	-0.28	-0.24	-	-0.15	-0.08	-	-0.34	-0.37	
<b>Multiple drafts of written work</b>										
All	13.7%	15.2%	16.6%	12.9%	11.1%	13.4%	14.7%	22.3%	21.9%	
Most	18.0%	18.4%	18.6%	13.8%	15.8%	16.9%	23.2%	22.9%	21.6%	
Some	39.8%	37.6%	38.8%	37.9%	39.1%	39.7%	42.1%	35.1%	37.3%	
None	28.4%	28.9%	26.0%	35.3%	34.0%	30.1%	20.0%	19.7%	19.2%	
Total(n)	211	651	2,009	116	382	1,242	95	269	767	
Mean	2.17	2.20	2.26	2.04	2.04	2.14	2.33	2.48	2.46	
Standard deviation	0.99	1.02	1.02	1.01	0.97	0.99	0.96	1.04	1.03	
Significance	-			-			-			
Effect size	-	-0.03	-0.09	-	0.00	-0.10	-	-0.14	-0.13	
<b>Student-selected topics for course content</b>										
All	11.4%	12.1%	12.4%	9.5%	11.2%	11.0%	13.8%	13.6%	14.7%	
Most	14.8%	16.2%	16.0%	8.6%	9.5%	12.4%	22.3%	27.8%	21.8%	
Some	39.0%	40.7%	43.5%	42.2%	42.9%	44.5%	35.1%	36.9%	41.9%	
None	34.8%	31.1%	28.1%	39.7%	36.4%	32.2%	28.7%	21.7%	21.5%	
Total(n)	210	654	2,009	116	383	1,240	94	271	769	
Mean	2.03	2.09	2.13	1.88	1.96	2.02	2.21	2.33	2.30	
Standard deviation	0.98	0.97	0.96	0.92	0.95	0.94	1.01	0.96	0.97	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.08	-0.15	-	-0.13	-0.09	

Wake Forest University	Total			Men			Women			CIRP 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>Reflective writing/journaling</b>										
All	11.9%	8.6%	11.8%	8.6%	6.5%	9.1%	16.0%	12.2%	16.4%	
Most	14.8%	12.5%	13.0%	12.1%	12.2%	11.4%	18.1%	13.0%	15.7%	
Some	32.9%	24.6%	28.1%	32.8%	23.5%	28.0%	33.0%	26.5%	28.3%	
None	40.5%	54.3%	47.0%	46.6%	57.7%	51.5%	33.0%	48.2%	39.5%	
Total(n)	210	649	2,005	116	381	1,239	94	268	766	
Mean	1.98	1.75	1.90	1.83	1.68	1.78	2.17	1.89	2.09	
Standard deviation	1.02	0.98	1.03	0.95	0.93	0.97	1.06	1.04	1.10	
Significance	-	**		-			-	*		
Effect size	-	0.23	0.08	-	0.16	0.05	-	0.27	0.07	
<b>Community service as part of coursework</b>										
All	2.9%	4.0%	4.2%	3.5%	2.3%	2.9%	2.1%	6.9%	6.3%	
Most	3.8%	4.0%	5.6%	0.9%	3.0%	5.0%	7.4%	5.6%	6.7%	
Some	20.0%	17.4%	20.5%	22.6%	16.7%	18.5%	16.8%	18.6%	23.9%	
None	73.3%	74.7%	69.6%	73.0%	77.9%	73.5%	73.7%	68.9%	63.1%	
Total(n)	210	647	2,000	115	379	1,237	95	268	763	
Mean	1.36	1.37	1.44	1.35	1.30	1.37	1.38	1.51	1.56	
Standard deviation	0.69	0.74	0.78	0.68	0.64	0.71	0.72	0.88	0.87	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	0.08	-0.03	-	-0.15	-0.21	
<b>Electronic quizzes with immediate feedback in class</b>										
All	3.8%	1.8%	4.3%	1.7%	1.2%	4.1%	6.3%	2.8%	4.5%	
Most	4.3%	4.3%	6.6%	4.3%	5.0%	6.7%	4.2%	3.3%	6.3%	
Some	16.1%	12.2%	13.5%	13.8%	11.4%	13.1%	18.9%	13.5%	14.1%	
None	75.8%	81.7%	75.7%	80.2%	82.4%	76.1%	70.5%	80.5%	75.0%	
Total(n)	211	653	2,004	116	382	1,239	95	271	765	
Mean	1.36	1.26	1.39	1.28	1.25	1.39	1.46	1.28	1.40	
Standard deviation	0.74	0.62	0.79	0.63	0.60	0.79	0.85	0.66	0.80	
Significance	-			-			-	*		
Effect size	-	0.16	-0.04	-	0.05	-0.14	-	0.27	0.08	
<b>Using real-life problems</b>										
All	49.5%	34.2%	42.2%	49.2%	30.1%	39.5%	50.0%	41.5%	46.7%	
Most	25.0%	20.4%	23.5%	31.4%	21.3%	23.7%	17.0%	18.7%	23.3%	
Some	19.3%	29.2%	23.3%	16.1%	30.2%	25.0%	23.4%	27.5%	20.5%	
None	6.1%	16.2%	11.0%	3.4%	18.4%	11.8%	9.6%	12.3%	9.6%	
Total(n)	212	658	2,017	118	386	1,247	94	272	770	
Mean	3.18	2.73	2.97	3.26	2.63	2.91	3.07	2.89	3.07	
Standard deviation	0.95	1.10	1.05	0.85	1.10	1.05	1.06	1.08	1.02	
Significance	-	***	**	-	***	***	-			
Effect size	-	0.41	0.20	-	0.57	0.33	-	0.17	0.00	

Wake Forest University	Total			Men			Women			CIRP 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>Using student inquiry to drive learning</b>										
All	34.8%	24.7%	29.4%	30.2%	21.3%	26.2%	40.4%	30.8%	34.6%	
Most	25.2%	26.8%	28.2%	25.0%	23.7%	28.2%	25.5%	32.4%	28.2%	
Some	32.4%	33.4%	32.4%	39.7%	36.7%	34.0%	23.4%	27.5%	29.7%	
None	7.6%	15.1%	10.1%	5.2%	18.4%	11.6%	10.6%	9.4%	7.5%	
Total(n)	210	653	2,009	116	381	1,241	94	272	768	
Mean	2.87	2.61	2.77	2.80	2.48	2.69	2.96	2.84	2.90	
Standard deviation	0.98	1.02	0.98	0.93	1.02	0.99	1.04	0.97	0.97	
Significance	-	**		-	**		-			
Effect size	-	0.25	0.10	-	0.31	0.11	-	0.12	0.06	
<b>"Learn before lecture" through multimedia tools (e.g., flipping the classroom)</b>										
All	7.1%	7.1%	7.8%	3.7%	7.9%	8.0%	11.1%	5.7%	7.5%	
Most	12.2%	14.6%	13.6%	13.1%	15.1%	13.9%	11.1%	13.6%	13.0%	
Some	26.9%	31.3%	33.9%	24.3%	30.0%	32.9%	30.0%	33.6%	35.6%	
None	53.8%	47.1%	44.7%	58.9%	47.0%	45.2%	47.8%	47.1%	43.9%	
Total(n)	197	631	1,958	107	369	1,204	90	262	754	
Mean	1.73	1.82	1.84	1.62	1.84	1.85	1.86	1.78	1.84	
Standard deviation	0.93	0.93	0.93	0.85	0.95	0.94	1.01	0.89	0.92	
Significance	-			-	*	*	-			
Effect size	-	-0.10	-0.12	-	-0.23	-0.24	-	0.09	0.02	
<b>Readings on racial and ethnic issues</b>										
All	16.3%	17.2%	14.1%	7.3%	6.4%	7.3%	26.9%	35.5%	25.0%	
Most	10.9%	12.2%	11.3%	11.0%	15.6%	11.0%	10.8%	6.5%	11.6%	
Some	28.2%	28.1%	29.5%	22.9%	29.3%	29.8%	34.4%	25.9%	28.8%	
None	44.6%	42.5%	45.2%	58.7%	48.7%	51.8%	28.0%	32.1%	34.5%	
Total(n)	202	634	1,962	109	368	1,206	93	266	756	
Mean	1.99	2.04	1.94	1.67	1.80	1.74	2.37	2.45	2.27	
Standard deviation	1.10	1.11	1.06	0.94	0.93	0.92	1.16	1.26	1.18	
Significance	-			-			-			
Effect size	-	-0.05	0.05	-	-0.14	-0.08	-	-0.06	0.08	
<b>Readings on women and gender issues</b>										
All	12.4%	15.7%	12.1%	5.5%	4.0%	4.2%	20.7%	35.6%	24.8%	
Most	12.4%	14.0%	11.7%	11.0%	16.8%	12.1%	14.1%	9.3%	10.9%	
Some	27.4%	25.7%	28.6%	21.1%	26.8%	28.4%	34.8%	24.0%	28.9%	
None	47.8%	44.6%	47.6%	62.4%	52.5%	55.3%	30.4%	31.1%	35.4%	
Total(n)	201	636	1,963	109	370	1,207	92	266	756	
Mean	1.90	2.01	1.88	1.60	1.72	1.65	2.25	2.49	2.25	
Standard deviation	1.05	1.10	1.03	0.89	0.88	0.85	1.11	1.26	1.18	
Significance	-			-			-			
Effect size	-	-0.10	0.02	-	-0.14	-0.06	-	-0.19	0.00	

Wake Forest University	Total			Men			Women			CIRP 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>Starting class with a question that engages students</b>										
All	21.7%	25.1%	22.2%	20.9%	25.0%	20.7%	22.6%	25.1%	24.6%	
Most	30.5%	29.3%	30.4%	33.6%	30.7%	32.1%	26.9%	27.0%	27.8%	
Some	38.4%	33.3%	37.0%	36.4%	30.0%	35.6%	40.9%	39.0%	39.3%	
None	9.4%	12.3%	10.3%	9.1%	14.3%	11.6%	9.7%	9.0%	8.3%	
Total(n)	203	640	1,974	110	373	1,211	93	267	763	
Mean	2.65	2.67	2.64	2.66	2.66	2.62	2.62	2.68	2.69	
Standard deviation	0.92	0.98	0.94	0.91	1.00	0.94	0.94	0.95	0.93	
Significance	-			-			-			
Effect size	-	-0.02	0.01	-	0.00	0.04	-	-0.06	-0.08	
<b>Techniques to create an inclusive classroom environment for diverse students</b>										
All	35.5%	36.4%	35.1%	30.0%	27.1%	28.3%	41.9%	52.5%	45.8%	
Most	21.7%	19.3%	24.1%	20.9%	20.1%	24.7%	22.6%	18.0%	23.1%	
Some	23.2%	22.5%	22.7%	22.7%	25.7%	24.1%	23.7%	17.0%	20.3%	
None	19.7%	21.8%	18.2%	26.4%	27.2%	22.8%	11.8%	12.5%	10.7%	
Total(n)	203	635	1,965	110	371	1,207	93	264	758	
Mean	2.73	2.70	2.76	2.55	2.47	2.59	2.95	3.11	3.04	
Standard deviation	1.14	1.17	1.12	1.18	1.16	1.13	1.07	1.09	1.04	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.07	-0.04	-	-0.15	-0.09	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	16.7%	19.6%	17.2%	19.1%	19.7%	16.1%	14.0%	19.2%	19.1%	
Most	19.7%	14.3%	17.0%	20.9%	12.1%	16.4%	18.3%	18.1%	17.9%	
Some	34.5%	38.6%	40.5%	40.9%	40.8%	42.9%	26.9%	34.9%	36.6%	
None	29.1%	27.5%	25.3%	19.1%	27.4%	24.6%	40.9%	27.8%	26.5%	
Total(n)	203	637	1,963	110	371	1,206	93	266	757	
Mean	2.24	2.26	2.26	2.40	2.24	2.24	2.05	2.29	2.30	
Standard deviation	1.05	1.06	1.02	1.01	1.06	1.00	1.08	1.07	1.06	
Significance	-			-			-		*	
Effect size	-	-0.02	-0.02	-	0.15	0.16	-	-0.22	-0.24	



Wake Forest University	Total			Men			Women			CIRP 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 presentations</b>										
All	24.6%	24.7%	25.6%	20.0%	19.7%	19.9%	30.1%	33.2%	34.8%	
Most	28.6%	29.1%	27.6%	24.5%	26.7%	25.1%	33.3%	33.2%	31.4%	
Some	32.0%	35.4%	35.5%	38.2%	40.0%	40.9%	24.7%	27.4%	27.0%	
None	14.8%	10.9%	11.3%	17.3%	13.6%	14.1%	11.8%	6.2%	6.8%	
Total(n)	203	642	1,975	110	375	1,214	93	267	761	
Mean	2.63	2.68	2.68	2.47	2.52	2.51	2.82	2.93	2.94	
Standard deviation	1.01	0.96	0.98	1.00	0.96	0.96	1.00	0.92	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.05	-	-0.05	-0.04	-	-0.12	-0.13	
<b>Student evaluations of each others' work</b>										
All	10.3%	11.3%	11.6%	12.7%	8.2%	8.3%	7.5%	16.8%	17.0%	
Most	14.3%	13.0%	14.2%	10.9%	9.5%	12.1%	18.3%	19.2%	17.6%	
Some	31.0%	34.0%	38.0%	23.6%	32.8%	36.7%	39.8%	36.0%	40.0%	
None	44.3%	41.6%	36.2%	52.7%	49.4%	42.9%	34.4%	28.1%	25.3%	
Total(n)	203	640	1,974	110	374	1,213	93	266	761	
Mean	1.91	1.94	2.01	1.84	1.76	1.86	1.99	2.25	2.26	
Standard deviation	1.00	1.00	0.98	1.06	0.93	0.93	0.91	1.04	1.02	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.03	-0.10	-	0.09	-0.02	-	-0.25	-0.26	
<b>Grading on a curve</b>										
All	12.7%	13.2%	11.7%	18.8%	17.2%	14.7%	5.4%	6.5%	7.0%	
Most	10.2%	18.9%	15.5%	10.7%	18.2%	15.2%	9.7%	20.2%	16.0%	
Some	23.9%	19.8%	20.6%	22.3%	19.9%	22.0%	25.8%	19.7%	18.5%	
None	53.2%	48.1%	52.1%	48.2%	44.8%	48.0%	59.1%	53.6%	58.5%	
Total(n)	205	636	1,965	112	372	1,208	93	264	757	
Mean	1.82	1.97	1.87	2.00	2.08	1.97	1.61	1.80	1.71	
Standard deviation	1.06	1.09	1.06	1.16	1.14	1.11	0.87	0.98	0.97	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.14	-0.05	-	-0.07	0.03	-	-0.19	-0.10	
<b>Rubric-based assessment</b>										
All	26.6%	23.5%	28.6%	18.5%	17.1%	21.0%	36.3%	34.5%	40.8%	
Most	22.1%	19.2%	21.1%	25.9%	17.7%	20.5%	17.6%	21.7%	22.2%	
Some	24.1%	21.0%	24.2%	21.3%	22.2%	27.0%	27.5%	18.9%	19.7%	
None	27.1%	36.4%	26.0%	34.3%	43.0%	31.4%	18.7%	24.9%	17.3%	
Total(n)	199	627	1,952	108	365	1,199	91	262	753	
Mean	2.48	2.30	2.52	2.29	2.09	2.31	2.71	2.66	2.87	
Standard deviation	1.15	1.19	1.16	1.13	1.13	1.12	1.15	1.19	1.13	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.15	-0.03	-	0.18	-0.02	-	0.04	-0.14	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<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	83.9%	91.0%	89.4%	82.1%	88.9%	86.1%	86.0%	94.8%	94.7%	
Occasionally	13.2%	8.7%	10.3%	17.0%	10.8%	13.4%	8.6%	5.2%	5.3%	
Not at all	2.9%	0.2%	0.3%	0.9%	0.3%	0.5%	5.4%	0.0%	0.0%	
Total(n)	205	647	1,999	112	379	1,231	93	268	768	
Mean	2.81	2.91	2.89	2.81	2.89	2.86	2.81	2.95	2.95	
Standard deviation	0.46	0.30	0.32	0.41	0.33	0.37	0.52	0.22	0.22	
Significance	-	***	**	-	*		-	***	***	
Effect size	-	-0.33	-0.25	-	-0.24	-0.14	-	-0.64	-0.64	
<b>Explain what you want students to gain from the assignment</b>										
Frequently	70.2%	72.6%	75.0%	70.5%	67.1%	69.9%	69.9%	82.0%	83.1%	
Occasionally	26.3%	26.8%	24.0%	28.6%	32.0%	28.8%	23.7%	17.8%	16.3%	
Not at all	3.4%	0.6%	1.0%	0.9%	0.9%	1.3%	6.5%	0.2%	0.6%	
Total(n)	205	645	1,997	112	378	1,231	93	267	766	
Mean	2.67	2.72	2.74	2.70	2.66	2.69	2.63	2.82	2.82	
Standard deviation	0.54	0.46	0.46	0.48	0.49	0.49	0.60	0.39	0.40	
Significance	-		*	-			-	***	***	
Effect size	-	-0.11	-0.15	-	0.08	0.02	-	-0.49	-0.48	
<b>Provide feedback on drafts or work still in progress</b>										
Frequently	46.3%	47.4%	48.4%	42.3%	41.6%	41.6%	51.1%	57.3%	59.4%	
Occasionally	40.0%	40.3%	41.8%	42.3%	42.6%	46.5%	37.2%	36.5%	34.2%	
Not at all	13.7%	12.3%	9.8%	15.3%	15.8%	11.9%	11.7%	6.2%	6.4%	
Total(n)	205	644	1,990	111	377	1,225	94	267	765	
Mean	2.33	2.35	2.39	2.27	2.26	2.30	2.39	2.51	2.53	
Standard deviation	0.70	0.69	0.66	0.71	0.71	0.67	0.69	0.61	0.61	
Significance	-			-			-		*	
Effect size	-	-0.03	-0.09	-	0.01	-0.04	-	-0.20	-0.23	
<b>Provide in advance the criteria for evaluating the assignment</b>										
Frequently	66.3%	69.7%	74.5%	62.2%	64.6%	68.7%	71.3%	78.5%	83.9%	
Occasionally	27.3%	27.6%	22.9%	30.6%	32.9%	28.1%	23.4%	18.6%	14.5%	
Not at all	6.3%	2.7%	2.6%	7.2%	2.5%	3.2%	5.3%	2.9%	1.6%	
Total(n)	205	645	1,999	111	377	1,231	94	268	768	
Mean	2.60	2.67	2.72	2.55	2.62	2.65	2.66	2.76	2.82	
Standard deviation	0.61	0.52	0.50	0.63	0.54	0.54	0.58	0.49	0.42	
Significance	-		**	-			-		***	
Effect size	-	-0.13	-0.24	-	-0.13	-0.19	-	-0.20	-0.38	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In creating assignments for your courses, how often do you:</b>										
<b>Explicitly link the assignment with course goals or learning objectives</b>										
Frequently	64.2%	67.8%	67.9%	60.7%	64.6%	64.7%	68.5%	73.5%	73.0%	
Occasionally	29.4%	25.3%	25.8%	33.9%	27.7%	28.7%	23.9%	21.0%	21.3%	
Not at all	6.4%	6.9%	6.3%	5.4%	7.7%	6.7%	7.6%	5.5%	5.7%	
Total(n)	204	645	1,997	112	378	1,230	92	267	767	
Mean	2.58	2.61	2.62	2.55	2.57	2.58	2.61	2.68	2.67	
Standard deviation	0.61	0.61	0.60	0.60	0.63	0.61	0.63	0.57	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.07	-	-0.03	-0.05	-	-0.12	-0.10	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>YouTube or other videos</b>										
Frequently	33.3%	32.5%	35.1%	25.9%	26.2%	30.0%	42.4%	43.1%	43.2%	
Occasionally	49.0%	50.0%	48.3%	57.1%	52.9%	49.3%	39.1%	45.1%	46.7%	
Not at all	17.6%	17.5%	16.6%	17.0%	20.9%	20.7%	18.5%	11.8%	10.1%	
Total(n)	204	645	1,989	112	378	1,230	92	267	759	
Mean	2.16	2.15	2.18	2.09	2.05	2.09	2.24	2.31	2.33	
Standard deviation	0.70	0.69	0.69	0.65	0.68	0.71	0.75	0.67	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.03	-	0.06	0.00	-	-0.10	-0.14	
<b>Classroom enhancement technology (e.g., Elmo, tablet PCs)</b>										
Frequently	18.6%	20.6%	21.1%	19.6%	23.6%	21.4%	17.4%	15.6%	20.6%	
Occasionally	24.5%	26.0%	27.2%	29.5%	24.5%	26.4%	18.5%	28.6%	28.5%	
Not at all	56.9%	53.4%	51.7%	50.9%	52.0%	52.2%	64.1%	55.8%	50.8%	
Total(n)	204	640	1,977	112	377	1,223	92	263	754	
Mean	1.62	1.67	1.69	1.69	1.72	1.69	1.53	1.60	1.70	
Standard deviation	0.78	0.80	0.80	0.78	0.82	0.80	0.78	0.74	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.09	-	-0.04	0.00	-	-0.09	-0.22	
<b>Simulations/animations</b>										
Frequently	9.8%	17.8%	16.7%	12.5%	21.7%	18.0%	6.5%	11.3%	14.6%	
Occasionally	36.3%	35.1%	36.3%	46.4%	37.8%	39.4%	23.9%	30.5%	31.4%	
Not at all	53.9%	47.1%	47.0%	41.1%	40.5%	42.6%	69.6%	58.2%	54.0%	
Total(n)	204	641	1,981	112	376	1,225	92	265	756	
Mean	1.56	1.71	1.70	1.71	1.81	1.75	1.37	1.53	1.61	
Standard deviation	0.67	0.75	0.74	0.68	0.77	0.74	0.61	0.69	0.73	
Significance	-	*	**	-	-	-	-	*	**	
Effect size	-	-0.20	-0.19	-	-0.13	-0.05	-	-0.23	-0.33	

Wake Forest University	Total			Men			Women			CIRP 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>Podcasts</b>										
Frequently	3.5%	3.0%	3.6%	4.5%	3.1%	3.1%	2.2%	2.9%	4.4%	
Occasionally	20.5%	19.0%	18.3%	18.2%	18.7%	16.8%	23.3%	19.7%	20.7%	
Not at all	76.0%	77.9%	78.1%	77.3%	78.2%	80.0%	74.4%	77.4%	74.9%	
Total(n)	200	636	1,965	110	374	1,219	90	262	746	
Mean	1.28	1.25	1.26	1.27	1.25	1.23	1.28	1.26	1.29	
Standard deviation	0.52	0.50	0.51	0.54	0.50	0.49	0.50	0.50	0.54	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.04	0.08	-	0.04	-0.02	
<b>Online homework or virtual labs</b>										
Frequently	12.8%	12.0%	16.6%	9.0%	11.4%	14.4%	17.4%	13.1%	20.1%	
Occasionally	26.1%	25.7%	26.1%	26.1%	27.5%	27.1%	26.1%	22.6%	24.4%	
Not at all	61.1%	62.3%	57.3%	64.9%	61.1%	58.5%	56.5%	64.3%	55.4%	
Total(n)	203	643	1,981	111	378	1,227	92	265	754	
Mean	1.52	1.50	1.59	1.44	1.50	1.56	1.61	1.49	1.65	
Standard deviation	0.71	0.70	0.76	0.66	0.69	0.73	0.77	0.71	0.79	
Significance	-			-			-			
Effect size	-	0.03	-0.09	-	-0.09	-0.16	-	0.17	-0.05	
<b>Online discussion boards</b>										
Frequently	6.4%	11.6%	13.6%	5.4%	5.7%	7.9%	7.6%	21.5%	22.7%	
Occasionally	27.1%	33.2%	31.9%	27.0%	35.8%	33.3%	27.2%	28.9%	29.6%	
Not at all	66.5%	55.2%	54.5%	67.6%	58.6%	58.8%	65.2%	49.5%	47.7%	
Total(n)	203	643	1,983	111	378	1,228	92	265	755	
Mean	1.40	1.56	1.59	1.38	1.47	1.49	1.42	1.72	1.75	
Standard deviation	0.61	0.69	0.72	0.59	0.60	0.64	0.63	0.80	0.80	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.23	-0.26	-	-0.15	-0.17	-	-0.38	-0.41	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	88.2%	93.3%	90.6%	88.1%	91.7%	89.0%	88.4%	95.9%	93.1%	
Very important	11.3%	6.3%	8.8%	11.0%	7.8%	10.4%	11.6%	3.7%	6.4%	
Somewhat important	0.0%	0.4%	0.5%	0.0%	0.4%	0.5%	0.0%	0.4%	0.5%	
Not important	0.5%	0.1%	0.1%	0.9%	0.1%	0.2%	0.0%	0.0%	0.0%	
Total(n)	195	634	1,959	109	373	1,210	86	261	749	
Mean	3.87	3.93	3.90	3.86	3.91	3.88	3.88	3.95	3.93	
Standard deviation	0.38	0.28	0.33	0.42	0.31	0.35	0.32	0.23	0.28	
Significance	-	*		-			-	*		
Effect size	-	-0.21	-0.09	-	-0.16	-0.06	-	-0.30	-0.18	
<b>Prepare students for employment after college</b>										
Essential	37.2%	35.9%	41.9%	37.0%	38.4%	40.3%	37.5%	31.7%	44.5%	
Very important	40.8%	36.7%	35.4%	40.7%	33.4%	34.0%	40.9%	42.4%	37.6%	
Somewhat important	20.4%	26.6%	21.5%	19.4%	27.2%	24.4%	21.6%	25.5%	16.9%	
Not important	1.5%	0.8%	1.2%	2.8%	1.1%	1.3%	0.0%	0.4%	1.0%	
Total(n)	196	635	1,963	108	373	1,211	88	262	752	
Mean	3.14	3.08	3.18	3.12	3.09	3.13	3.16	3.05	3.26	
Standard deviation	0.79	0.81	0.81	0.82	0.83	0.83	0.76	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.07	-0.05	-	0.04	-0.01	-	0.14	-0.13	
<b>Prepare students for graduate or advanced education</b>										
Essential	31.1%	30.2%	30.5%	31.5%	32.1%	31.4%	30.7%	27.1%	29.0%	
Very important	39.8%	48.7%	47.1%	40.7%	48.1%	47.7%	38.6%	49.6%	46.0%	
Somewhat important	26.0%	20.4%	21.5%	23.1%	19.0%	20.0%	29.5%	22.9%	23.9%	
Not important	3.1%	0.7%	1.0%	4.6%	0.9%	0.9%	1.1%	0.4%	1.1%	
Total(n)	196	634	1,961	108	371	1,208	88	263	753	
Mean	2.99	3.08	3.07	2.99	3.11	3.10	2.99	3.03	3.03	
Standard deviation	0.84	0.73	0.74	0.86	0.73	0.73	0.81	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	-0.16	-0.15	-	-0.06	-0.05	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 moral character</b>										
Essential	31.3%	27.9%	36.3%	28.0%	23.0%	32.6%	35.2%	36.1%	42.2%	
Very important	33.3%	35.5%	34.4%	35.5%	39.1%	36.8%	30.7%	29.5%	30.6%	
Somewhat important	27.2%	31.1%	25.2%	26.2%	31.8%	25.8%	28.4%	30.0%	24.2%	
Not important	8.2%	5.5%	4.1%	10.3%	6.1%	4.8%	5.7%	4.4%	3.0%	
Total(n)	195	631	1,957	107	370	1,207	88	261	750	
Mean	2.88	2.86	3.03	2.81	2.79	2.97	2.95	2.97	3.12	
Standard deviation	0.95	0.89	0.88	0.96	0.86	0.88	0.93	0.92	0.88	
Significance	-		*	-			-			
Effect size	-	0.02	-0.17	-	0.02	-0.18	-	-0.02	-0.19	
<b>Provide for students' emotional development</b>										
Essential	19.5%	16.0%	18.0%	15.9%	11.4%	14.0%	23.9%	23.6%	24.3%	
Very important	35.4%	31.0%	33.4%	32.7%	32.0%	34.3%	38.6%	29.3%	32.0%	
Somewhat important	36.9%	43.7%	40.0%	38.3%	47.5%	42.1%	35.2%	37.4%	36.8%	
Not important	8.2%	9.3%	8.6%	13.1%	9.1%	9.6%	2.3%	9.7%	7.0%	
Total(n)	195	634	1,961	107	371	1,209	88	263	752	
Mean	2.66	2.54	2.61	2.51	2.46	2.53	2.84	2.67	2.74	
Standard deviation	0.88	0.87	0.88	0.91	0.81	0.85	0.81	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.14	0.06	-	0.06	-0.02	-	0.18	0.11	
<b>Teach students the classic works of Western civilization</b>										
Essential	9.8%	8.1%	9.2%	14.2%	7.4%	9.0%	4.6%	9.2%	9.5%	
Very important	21.8%	24.0%	24.8%	19.8%	28.9%	27.8%	24.1%	15.9%	20.0%	
Somewhat important	45.1%	39.1%	39.3%	40.6%	36.9%	37.7%	50.6%	43.0%	41.7%	
Not important	23.3%	28.8%	26.7%	25.5%	26.8%	25.4%	20.7%	32.0%	28.8%	
Total(n)	193	630	1,948	106	370	1,202	87	260	746	
Mean	2.18	2.11	2.16	2.23	2.17	2.20	2.13	2.02	2.10	
Standard deviation	0.90	0.92	0.93	0.99	0.91	0.92	0.79	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.08	0.02	-	0.07	0.03	-	0.12	0.03	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Help students develop personal values</b>										
Essential	29.7%	27.9%	34.3%	23.4%	26.0%	31.1%	37.5%	31.1%	39.4%	
Very important	34.4%	33.9%	35.0%	39.3%	35.9%	36.9%	28.4%	30.5%	31.8%	
Somewhat important	29.2%	31.9%	26.3%	29.0%	31.3%	27.0%	29.5%	32.8%	25.1%	
Not important	6.7%	6.4%	4.5%	8.4%	6.8%	5.0%	4.5%	5.5%	3.7%	
Total(n)	195	633	1,960	107	371	1,208	88	262	752	
Mean	2.87	2.83	2.99	2.78	2.81	2.94	2.99	2.87	3.07	
Standard deviation	0.92	0.91	0.89	0.90	0.90	0.88	0.93	0.92	0.89	
Significance	-			-			-			
Effect size	-	0.04	-0.13	-	-0.03	-0.18	-	0.13	-0.09	
<b>Instill in students a commitment to community service</b>										
Essential	13.8%	16.5%	18.3%	13.1%	15.5%	16.1%	14.8%	18.1%	21.8%	
Very important	31.8%	26.3%	31.2%	25.2%	23.5%	30.9%	39.8%	30.8%	31.7%	
Somewhat important	37.4%	37.4%	36.1%	42.1%	38.8%	36.4%	31.8%	35.1%	35.5%	
Not important	16.9%	19.8%	14.4%	19.6%	22.2%	16.6%	13.6%	16.0%	10.9%	
Total(n)	195	634	1,960	107	371	1,207	88	263	753	
Mean	2.43	2.39	2.53	2.32	2.32	2.46	2.56	2.51	2.64	
Standard deviation	0.93	0.98	0.95	0.94	0.99	0.95	0.91	0.97	0.94	
Significance	-			-			-			
Effect size	-	0.04	-0.11	-	0.00	-0.15	-	0.05	-0.09	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	34.5%	30.6%	30.8%	21.7%	23.0%	22.8%	50.0%	43.3%	43.5%	
Very important	33.5%	30.0%	33.2%	33.0%	30.6%	33.1%	34.1%	29.1%	33.3%	
Somewhat important	20.1%	23.0%	24.6%	28.3%	24.0%	28.7%	10.2%	21.2%	18.1%	
Not important	11.9%	16.4%	11.3%	17.0%	22.4%	15.3%	5.7%	6.4%	5.0%	
Total(n)	194	632	1,954	106	369	1,202	88	263	752	
Mean	2.91	2.75	2.84	2.59	2.54	2.63	3.28	3.09	3.15	
Standard deviation	1.01	1.06	0.99	1.01	1.08	1.00	0.87	0.95	0.89	
Significance	-			-			-			
Effect size	-	0.15	0.07	-	0.05	-0.04	-	0.20	0.15	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Promote ability to write effectively</b>										
Essential	67.7%	66.9%	64.4%	60.7%	63.4%	58.8%	76.1%	72.7%	73.3%	
Very important	28.2%	22.7%	26.2%	33.6%	23.5%	28.8%	21.6%	21.5%	22.1%	
Somewhat important	2.6%	9.2%	8.1%	2.8%	11.9%	11.2%	2.3%	4.5%	3.1%	
Not important	1.5%	1.2%	1.3%	2.8%	1.2%	1.2%	0.0%	1.3%	1.5%	
Total(n)	195	634	1,961	107	371	1,209	88	263	752	
Mean	3.62	3.55	3.54	3.52	3.49	3.45	3.74	3.66	3.67	
Standard deviation	0.62	0.71	0.70	0.69	0.75	0.74	0.49	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.04	0.09	-	0.13	0.11	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	35.4%	40.3%	35.9%	29.9%	30.3%	28.0%	42.0%	56.8%	48.5%	
Very important	39.5%	28.9%	33.6%	41.1%	29.6%	35.1%	37.5%	27.8%	31.3%	
Somewhat important	18.5%	19.1%	19.7%	19.6%	24.5%	22.8%	17.0%	10.3%	14.8%	
Not important	6.7%	11.7%	10.8%	9.3%	15.6%	14.2%	3.4%	5.1%	5.4%	
Total(n)	195	633	1,958	107	370	1,206	88	263	752	
Mean	3.04	2.98	2.95	2.92	2.75	2.77	3.18	3.36	3.23	
Standard deviation	0.90	1.03	0.99	0.93	1.05	1.01	0.84	0.86	0.89	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.16	0.15	-	-0.21	-0.06	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	48.7%	53.7%	50.3%	38.9%	45.3%	41.5%	60.9%	67.8%	64.3%	
Very important	33.8%	21.9%	28.6%	36.1%	21.1%	30.1%	31.0%	23.3%	26.3%	
Somewhat important	12.8%	16.7%	14.8%	18.5%	22.5%	19.5%	5.7%	6.9%	7.4%	
Not important	4.6%	7.7%	6.3%	6.5%	11.1%	9.0%	2.3%	2.0%	2.0%	
Total(n)	195	632	1,954	108	370	1,203	87	262	751	
Mean	3.27	3.22	3.23	3.07	3.01	3.04	3.51	3.57	3.53	
Standard deviation	0.86	0.98	0.92	0.91	1.06	0.98	0.71	0.71	0.72	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.06	0.03	-	-0.08	-0.03	



Wake Forest University	Total			Men			Women			CIRP Construct
	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>Encourage students to become agents of social change</b>										
Essential	24.7%	21.4%	24.3%	19.8%	17.9%	19.5%	30.7%	27.2%	31.9%	
Very important	28.9%	31.2%	30.1%	24.5%	30.3%	29.6%	34.1%	32.6%	30.7%	
Somewhat important	30.4%	29.3%	31.1%	34.0%	31.6%	33.5%	26.1%	25.4%	27.3%	
Not important	16.0%	18.1%	14.5%	21.7%	20.1%	17.3%	9.1%	14.7%	10.0%	
Total(n)	194	631	1,948	106	369	1,203	88	262	745	
Mean	2.62	2.56	2.64	2.42	2.46	2.51	2.86	2.72	2.85	
Standard deviation	1.03	1.02	1.00	1.04	1.00	0.99	0.96	1.02	0.98	
Significance	-			-			-			
Effect size	-	0.06	-0.02	-	-0.04	-0.09	-	0.14	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>										
None	10.5%	11.2%	7.8%	9.4%	9.5%	7.0%	11.9%	14.6%	9.4%	
1-4	21.0%	24.5%	20.9%	26.6%	24.5%	20.9%	13.9%	24.4%	20.9%	
5-8	47.2%	43.9%	40.8%	48.4%	46.1%	43.9%	45.5%	39.6%	35.4%	
9-12	19.2%	14.5%	21.9%	13.3%	14.9%	20.5%	26.7%	13.8%	24.3%	
13-16	0.9%	2.5%	5.1%	0.0%	1.6%	4.2%	2.0%	4.2%	6.7%	
17-20	0.4%	2.3%	1.8%	0.8%	2.9%	2.3%	0.0%	1.2%	1.1%	
21+	0.9%	1.1%	1.6%	1.6%	0.5%	1.2%	0.0%	2.2%	2.3%	
Total(n)	229	698	2,119	128	418	1,326	101	280	793	
Mean	2.84	2.84	3.08	2.77	2.85	3.06	2.93	2.81	3.10	
Standard deviation	1.01	1.14	1.17	1.02	1.08	1.12	0.98	1.25	1.24	
Significance	-		**	-		**	-			
Effect size	-	0.00	-0.21	-	-0.07	-0.26	-	0.10	-0.14	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	10.0%	9.7%	6.8%	8.6%	7.4%	5.8%	11.8%	14.2%	8.7%	
1-4	11.7%	18.3%	17.3%	17.2%	23.9%	21.0%	4.9%	7.6%	11.0%	
5-8	25.7%	26.1%	27.4%	28.1%	24.7%	27.7%	22.5%	28.7%	26.7%	
9-12	20.0%	17.9%	19.5%	25.0%	16.2%	17.9%	13.7%	21.2%	22.2%	
13-16	13.9%	13.9%	14.0%	5.5%	14.0%	14.4%	24.5%	13.7%	13.3%	
17-20	10.4%	9.7%	9.0%	7.0%	9.8%	7.9%	14.7%	9.4%	10.9%	
21+	8.3%	4.4%	6.1%	8.6%	4.0%	5.4%	7.8%	5.2%	7.3%	
Total(n)	230	698	2,116	128	417	1,321	102	281	795	
Mean	3.80	3.55	3.68	3.57	3.51	3.59	4.10	3.62	3.82	
Standard deviation	1.70	1.61	1.59	1.64	1.59	1.55	1.74	1.64	1.64	
Significance	-	*		-			-	*		
Effect size	-	0.16	0.08	-	0.04	-0.01	-	0.29	0.17	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
<b>Advising and counseling of students</b>										
None	7.9%	2.9%	3.3%	7.1%	2.9%	3.0%	8.9%	2.7%	3.9%	
1-4	59.6%	51.0%	55.0%	61.4%	50.9%	56.2%	57.4%	51.3%	53.0%	
5-8	21.9%	31.1%	27.3%	21.3%	28.6%	25.7%	22.8%	35.9%	30.1%	
9-12	8.8%	11.4%	10.3%	8.7%	13.0%	10.3%	8.9%	8.4%	10.2%	
13-16	1.3%	2.9%	2.8%	1.6%	4.1%	3.9%	1.0%	0.8%	0.9%	
17-20	0.0%	0.1%	0.7%	0.0%	0.1%	0.5%	0.0%	0.2%	1.2%	
21+	0.4%	0.5%	0.6%	0.0%	0.4%	0.4%	1.0%	0.8%	0.7%	
Total(n)	228	697	2,121	127	416	1,324	101	281	797	
Mean	2.38	2.63	2.59	2.36	2.66	2.59	2.40	2.57	2.58	
Standard deviation	0.86	0.90	0.94	0.80	0.93	0.94	0.93	0.83	0.93	
Significance	-	***	**	-	**	**	-			
Effect size	-	-0.28	-0.22	-	-0.32	-0.24	-	-0.20	-0.19	
<b>Committee work and meetings</b>										
None	8.3%	8.2%	7.2%	9.4%	6.2%	6.3%	6.9%	12.1%	8.8%	
1-4	56.5%	56.6%	57.3%	60.2%	57.6%	59.5%	52.0%	54.7%	53.4%	
5-8	24.3%	27.0%	25.0%	21.1%	28.7%	24.5%	28.4%	23.8%	25.8%	
9-12	6.1%	6.9%	7.7%	4.7%	6.8%	7.1%	7.8%	7.0%	8.6%	
13-16	2.6%	0.9%	1.8%	3.1%	0.4%	1.7%	2.0%	1.8%	1.9%	
17-20	0.9%	0.3%	0.6%	0.0%	0.2%	0.4%	2.0%	0.6%	0.8%	
21+	1.3%	0.1%	0.5%	1.6%	0.2%	0.5%	1.0%	0.0%	0.5%	
Total(n)	230	696	2,115	128	415	1,320	102	281	795	
Mean	2.46	2.37	2.43	2.38	2.39	2.42	2.56	2.34	2.46	
Standard deviation	1.03	0.81	0.90	1.01	0.76	0.87	1.05	0.89	0.95	
Significance	-			-			-	*		
Effect size	-	0.11	0.03	-	-0.01	-0.05	-	0.25	0.11	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
<b>Other administration</b>										
None	32.4%	25.5%	28.7%	30.4%	25.9%	29.3%	35.0%	24.5%	27.8%	
1-4	35.6%	43.6%	40.6%	33.6%	39.8%	39.7%	38.0%	51.1%	42.2%	
5-8	12.0%	18.1%	14.8%	12.0%	21.7%	16.1%	12.0%	11.1%	12.4%	
9-12	9.3%	8.5%	8.1%	9.6%	8.9%	7.6%	9.0%	7.8%	9.1%	
13-16	4.4%	1.7%	2.9%	5.6%	1.1%	2.8%	3.0%	2.8%	3.2%	
17-20	4.4%	1.2%	2.2%	6.4%	1.5%	2.2%	2.0%	0.6%	2.3%	
21+	1.8%	1.4%	2.7%	2.4%	1.0%	2.4%	1.0%	2.1%	3.1%	
Total(n)	225	682	2,081	125	406	1,296	100	276	785	
Mean	2.38	2.26	2.33	2.55	2.28	2.31	2.17	2.23	2.37	
Standard deviation	1.50	1.18	1.39	1.63	1.16	1.36	1.29	1.22	1.43	
Significance	-			-	*		-			
Effect size	-	0.10	0.04	-	0.23	0.18	-	-0.05	-0.14	
<b>Research and scholarly writing</b>										
None	14.9%	9.7%	10.8%	14.2%	7.6%	8.5%	15.8%	13.9%	14.9%	
1-4	30.3%	14.6%	24.0%	29.1%	14.9%	22.1%	31.7%	14.0%	27.4%	
5-8	23.7%	19.5%	20.3%	19.7%	21.6%	22.1%	28.7%	15.3%	17.2%	
9-12	12.7%	16.0%	14.5%	15.0%	17.6%	16.5%	9.9%	12.8%	10.9%	
13-16	5.7%	10.8%	9.8%	6.3%	10.4%	9.4%	5.0%	11.6%	10.3%	
17-20	3.1%	8.1%	8.4%	3.9%	7.6%	8.8%	2.0%	8.9%	7.6%	
21+	9.6%	21.4%	12.3%	11.8%	20.3%	12.7%	6.9%	23.5%	11.7%	
Total(n)	228	693	2,106	127	415	1,316	101	278	790	
Mean	3.12	4.13	3.63	3.29	4.12	3.74	2.90	4.15	3.44	
Standard deviation	1.75	2.00	1.88	1.86	1.93	1.84	1.60	2.13	1.94	
Significance	-	***	***	-	***	**	-	***	**	
Effect size	-	-0.51	-0.27	-	-0.43	-0.24	-	-0.59	-0.28	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
<b>Other creative products/performances</b>										
None	77.8%	66.4%	70.0%	79.4%	64.3%	68.0%	75.8%	70.4%	73.6%	
1-4	13.8%	22.3%	19.0%	15.1%	22.4%	20.2%	12.1%	22.2%	16.9%	
5-8	4.0%	4.6%	5.5%	1.6%	5.2%	5.9%	7.1%	3.5%	4.8%	
9-12	2.7%	1.4%	1.7%	2.4%	1.6%	1.7%	3.0%	1.1%	1.7%	
13-16	0.4%	3.8%	2.3%	0.0%	5.4%	3.1%	1.0%	0.6%	0.8%	
17-20	0.4%	0.4%	0.5%	0.8%	0.7%	0.6%	0.0%	0.0%	0.3%	
21+	0.9%	1.1%	1.0%	0.8%	0.5%	0.5%	1.0%	2.2%	1.9%	
Total(n)	225	674	2,058	126	401	1,284	99	273	774	
Mean	1.39	1.59	1.53	1.34	1.65	1.55	1.45	1.48	1.48	
Standard deviation	0.94	1.13	1.06	0.90	1.16	1.05	1.00	1.06	1.09	
Significance	-	*		-	**	*	-			
Effect size	-	-0.18	-0.13	-	-0.27	-0.20	-	-0.03	-0.03	
<b>Community or public service</b>										
None	54.4%	56.6%	44.5%	61.9%	56.4%	43.4%	45.0%	56.8%	46.3%	
1-4	38.1%	32.6%	41.3%	32.5%	32.7%	41.2%	45.0%	32.5%	41.5%	
5-8	6.6%	6.4%	8.8%	4.0%	7.4%	10.3%	10.0%	4.4%	6.2%	
9-12	0.4%	0.9%	1.8%	0.8%	0.8%	1.9%	0.0%	1.1%	1.7%	
13-16	0.4%	3.5%	2.4%	0.8%	2.6%	2.0%	0.0%	5.2%	3.1%	
17-20	0.0%	0.0%	0.9%	0.0%	0.0%	0.9%	0.0%	0.0%	1.0%	
21+	0.0%	0.1%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.2%	
Total(n)	226	679	2,082	126	402	1,296	100	277	786	
Mean	1.54	1.62	1.80	1.46	1.61	1.82	1.65	1.65	1.78	
Standard deviation	0.68	0.92	1.00	0.69	0.88	0.99	0.66	1.00	1.02	
Significance	-		***	-		***	-			
Effect size	-	-0.09	-0.26	-	-0.17	-0.36	-	0.00	-0.13	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
<b>Outside consulting/freelance work</b>										
None	79.6%	65.4%	69.3%	81.7%	58.7%	65.5%	77.0%	78.1%	76.0%	
1-4	17.3%	21.7%	20.3%	15.1%	25.0%	22.3%	20.0%	15.2%	16.8%	
5-8	2.7%	9.0%	6.7%	3.2%	11.3%	8.0%	2.0%	4.4%	4.5%	
9-12	0.4%	2.2%	2.0%	0.0%	2.3%	1.9%	1.0%	2.0%	2.0%	
13-16	0.0%	0.2%	0.4%	0.0%	0.2%	0.5%	0.0%	0.2%	0.4%	
17-20	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	1.5%	1.2%	0.0%	2.4%	1.8%	0.0%	0.0%	0.3%	
Total(n)	226	682	2,077	126	407	1,300	100	275	777	
Mean	1.24	1.57	1.49	1.21	1.70	1.57	1.27	1.31	1.35	
Standard deviation	0.51	1.03	0.97	0.48	1.15	1.06	0.55	0.67	0.75	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.32	-0.26	-	-0.43	-0.34	-	-0.06	-0.11	
<b>Household/childcare duties</b>										
None	12.4%	13.5%	12.9%	16.8%	18.3%	16.7%	6.9%	4.4%	6.3%	
1-4	17.3%	17.7%	17.7%	18.4%	14.1%	17.4%	15.8%	24.5%	18.3%	
5-8	31.4%	19.0%	20.1%	32.8%	19.1%	19.2%	29.7%	18.7%	21.7%	
9-12	12.8%	19.2%	17.6%	13.6%	25.5%	20.2%	11.9%	7.2%	13.0%	
13-16	9.3%	7.2%	9.1%	5.6%	5.2%	8.5%	13.9%	11.1%	10.2%	
17-20	4.4%	10.9%	8.6%	2.4%	12.9%	9.6%	6.9%	7.0%	6.8%	
21+	12.4%	12.6%	14.0%	10.4%	4.9%	8.4%	14.9%	27.2%	23.7%	
Total(n)	226	677	2,073	125	403	1,293	101	274	780	
Mean	3.52	3.72	3.74	3.22	3.43	3.49	3.90	4.26	4.18	
Standard deviation	1.81	1.92	1.92	1.75	1.76	1.83	1.82	2.08	2.00	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.12	-0.15	-	-0.17	-0.14	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>										
<b>Other employment, outside of academia</b>										
None	90.7%	90.2%	89.6%	90.4%	89.6%	89.2%	91.0%	91.4%	90.3%	
1-4	7.6%	5.3%	5.4%	7.2%	5.0%	5.3%	8.0%	5.8%	5.7%	
5-8	0.4%	2.3%	2.8%	0.8%	2.3%	2.6%	0.0%	2.3%	3.0%	
9-12	0.4%	0.3%	0.7%	0.8%	0.3%	0.9%	0.0%	0.2%	0.4%	
13-16	0.4%	0.2%	0.1%	0.0%	0.1%	0.1%	1.0%	0.4%	0.2%	
17-20	0.4%	0.2%	0.2%	0.8%	0.2%	0.1%	0.0%	0.0%	0.2%	
21+	0.0%	1.6%	1.3%	0.0%	2.5%	1.8%	0.0%	0.0%	0.2%	
Total(n)	225	674	2,069	125	401	1,290	100	273	779	
Mean	1.14	1.22	1.22	1.15	1.27	1.25	1.12	1.12	1.16	
Standard deviation	0.55	0.88	0.83	0.60	1.03	0.94	0.48	0.46	0.59	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.12	-0.11	-	0.00	-0.07	
<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	33.5%	39.1%	37.7%	37.6%	48.5%	44.0%	28.6%	23.6%	27.8%	
Agree somewhat	54.5%	50.5%	51.1%	52.3%	46.6%	48.2%	57.1%	57.0%	55.6%	
Disagree somewhat	10.0%	8.2%	9.3%	8.3%	4.4%	6.7%	12.1%	14.4%	13.4%	
Disagree strongly	2.0%	2.3%	1.9%	1.8%	0.6%	1.0%	2.2%	5.0%	3.2%	
Total(n)	200	617	1,926	109	356	1,180	91	261	746	
Mean	3.20	3.26	3.25	3.26	3.43	3.35	3.12	2.99	3.08	
Standard deviation	0.69	0.70	0.70	0.69	0.61	0.65	0.70	0.76	0.73	
Significance	-			-	*		-			
Effect size	-	-0.09	-0.07	-	-0.28	-0.14	-	0.17	0.05	
<b>I try to dispel perceptions of competition</b>										
Agree strongly	31.2%	35.0%	30.0%	24.1%	28.0%	25.8%	39.6%	46.7%	36.6%	
Agree somewhat	47.2%	46.9%	47.3%	49.1%	53.3%	49.8%	45.1%	36.0%	43.3%	
Disagree somewhat	18.6%	16.2%	19.5%	22.2%	16.2%	20.7%	14.3%	16.2%	17.7%	
Disagree strongly	3.0%	1.9%	3.2%	4.6%	2.4%	3.7%	1.1%	1.1%	2.4%	
Total(n)	199	608	1,905	108	352	1,169	91	256	736	
Mean	3.07	3.15	3.04	2.93	3.07	2.98	3.23	3.28	3.14	
Standard deviation	0.79	0.75	0.79	0.81	0.73	0.78	0.73	0.77	0.79	
Significance	-			-			-			
Effect size	-	-0.11	0.04	-	-0.19	-0.06	-	-0.06	0.11	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>I encourage all students to approach me for help</b>										
Agree strongly	89.9%	88.0%	90.0%	88.0%	85.6%	87.3%	92.2%	91.9%	94.2%	
Agree somewhat	10.1%	9.1%	8.6%	12.0%	9.7%	10.3%	7.8%	8.1%	5.8%	
Disagree somewhat	0.0%	2.9%	1.5%	0.0%	4.7%	2.4%	0.0%	0.0%	0.0%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	198	616	1,930	108	357	1,183	90	259	747	
Mean	3.90	3.85	3.88	3.88	3.81	3.85	3.92	3.92	3.94	
Standard deviation	0.30	0.43	0.36	0.33	0.50	0.42	0.27	0.27	0.23	
Significance	-			-			-			
Effect size	-	0.12	0.06	-	0.14	0.07	-	0.00	-0.09	
<b>Most students are well-prepared for the difficulty of the courses I teach</b>										
Agree strongly	25.3%	21.4%	17.4%	22.9%	18.6%	15.8%	28.1%	26.1%	20.0%	
Agree somewhat	51.5%	55.0%	52.7%	51.4%	61.5%	56.2%	51.7%	44.4%	47.2%	
Disagree somewhat	21.2%	20.2%	26.5%	22.9%	15.4%	24.5%	19.1%	28.2%	29.7%	
Disagree strongly	2.0%	3.3%	3.3%	2.8%	4.6%	3.5%	1.1%	1.3%	3.0%	
Total(n)	198	618	1,929	109	357	1,181	89	261	748	
Mean	3.00	2.95	2.84	2.94	2.94	2.84	3.07	2.95	2.84	
Standard deviation	0.74	0.74	0.74	0.76	0.72	0.72	0.72	0.77	0.77	
Significance	-		**	-			-		**	
Effect size	-	0.07	0.22	-	0.00	0.14	-	0.16	0.30	
<b>In my classroom, there is no such thing as a question that is too elementary</b>										
Agree strongly	62.8%	63.8%	63.2%	56.9%	59.0%	56.9%	70.0%	71.6%	73.2%	
Agree somewhat	28.6%	24.5%	26.5%	29.4%	25.2%	29.6%	27.8%	23.3%	21.6%	
Disagree somewhat	8.0%	11.6%	9.7%	12.8%	15.6%	12.7%	2.2%	4.9%	5.1%	
Disagree strongly	0.5%	0.2%	0.5%	0.9%	0.1%	0.8%	0.0%	0.2%	0.1%	
Total(n)	199	616	1,927	109	355	1,180	90	261	747	
Mean	3.54	3.52	3.52	3.42	3.43	3.43	3.68	3.66	3.68	
Standard deviation	0.66	0.70	0.69	0.75	0.75	0.74	0.52	0.58	0.57	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.01	-0.01	-	0.03	0.00	
<b>All students have the potential to excel in my courses</b>										
Agree strongly	58.5%	63.2%	61.3%	53.2%	56.9%	55.4%	64.8%	73.5%	70.5%	
Agree somewhat	33.5%	22.7%	26.9%	38.5%	24.9%	29.6%	27.5%	19.0%	22.6%	
Disagree somewhat	8.0%	13.6%	10.6%	8.3%	17.6%	13.1%	7.7%	7.0%	6.5%	
Disagree strongly	0.0%	0.5%	1.3%	0.0%	0.6%	1.9%	0.0%	0.4%	0.4%	
Total(n)	200	619	1,930	109	358	1,182	91	261	748	
Mean	3.51	3.49	3.48	3.45	3.38	3.38	3.57	3.66	3.63	
Standard deviation	0.64	0.74	0.73	0.65	0.79	0.78	0.63	0.63	0.62	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.09	0.09	-	-0.14	-0.10	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>The amount of material that is required for my courses poses a substantial challenge to students</b>										
Agree strongly	17.5%	24.5%	23.9%	16.5%	25.6%	24.9%	18.7%	22.6%	22.3%	
Agree somewhat	46.5%	50.3%	49.5%	47.7%	51.7%	49.3%	45.1%	47.9%	49.7%	
Disagree somewhat	30.0%	21.9%	23.6%	29.4%	21.0%	23.4%	30.8%	23.4%	24.0%	
Disagree strongly	6.0%	3.4%	3.0%	6.4%	1.7%	2.4%	5.5%	6.1%	4.0%	
Total(n)	200	616	1,923	109	356	1,179	91	260	744	
Mean	2.76	2.96	2.94	2.74	3.01	2.97	2.77	2.87	2.90	
Standard deviation	0.81	0.77	0.77	0.81	0.73	0.76	0.82	0.83	0.78	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.26	-0.23	-	-0.37	-0.30	-	-0.12	-0.17	
<b>Students are often overwhelmed by the pace of my courses</b>										
Agree strongly	5.5%	7.1%	7.9%	5.5%	8.2%	8.4%	5.5%	5.3%	7.0%	
Agree somewhat	30.0%	41.3%	38.4%	29.4%	49.6%	43.9%	30.8%	27.6%	29.8%	
Disagree somewhat	52.0%	42.8%	45.3%	51.4%	37.8%	41.5%	52.7%	51.0%	51.4%	
Disagree strongly	12.5%	8.8%	8.4%	13.8%	4.4%	6.3%	11.0%	16.0%	11.8%	
Total(n)	200	616	1,926	109	356	1,180	91	260	746	
Mean	2.29	2.47	2.46	2.27	2.61	2.54	2.31	2.22	2.32	
Standard deviation	0.75	0.75	0.76	0.77	0.70	0.74	0.74	0.77	0.77	
Significance	-	**	**	-	***	***	-			
Effect size	-	-0.24	-0.22	-	-0.49	-0.36	-	0.12	-0.01	
<b>Most students learn best when they do their assignments on their own</b>										
Agree strongly	14.6%	9.4%	11.3%	15.7%	8.3%	12.1%	13.2%	11.2%	10.2%	
Agree somewhat	41.7%	50.7%	45.6%	43.5%	58.3%	50.3%	39.6%	38.2%	38.2%	
Disagree somewhat	38.7%	36.5%	38.7%	34.3%	31.2%	34.2%	44.0%	45.3%	45.8%	
Disagree strongly	5.0%	3.4%	4.3%	6.5%	2.2%	3.4%	3.3%	5.3%	5.9%	
Total(n)	199	613	1,920	108	356	1,179	91	257	741	
Mean	2.66	2.66	2.64	2.69	2.73	2.71	2.63	2.55	2.53	
Standard deviation	0.79	0.69	0.74	0.82	0.64	0.72	0.75	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.06	-0.03	-	0.11	0.13	



Wake Forest University	Total			Men			Women			CIRP Construct
	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>Faculty are interested in students' personal problems</b>										
Agree strongly	21.3%	11.4%	21.5%	19.1%	9.4%	21.3%	24.1%	14.6%	21.8%	
Agree somewhat	64.0%	51.7%	51.1%	67.3%	49.6%	49.7%	59.8%	55.3%	53.3%	
Disagree somewhat	13.2%	34.6%	24.3%	11.8%	38.8%	25.4%	14.9%	27.6%	22.6%	
Disagree strongly	1.5%	2.3%	3.1%	1.8%	2.2%	3.6%	1.1%	2.5%	2.3%	
Total(n)	197	606	1,897	110	353	1,164	87	253	733	
Mean	3.05	2.72	2.91	3.04	2.66	2.89	3.07	2.82	2.95	
Standard deviation	0.64	0.69	0.76	0.62	0.68	0.77	0.66	0.70	0.73	
Significance	-	***	*	-	***	*	-	**		
Effect size	-	0.48	0.18	-	0.56	0.19	-	0.36	0.16	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	11.0%	13.8%	14.5%	7.5%	9.3%	13.1%	15.5%	21.5%	16.7%	
Agree somewhat	56.5%	48.5%	47.1%	53.3%	56.1%	48.9%	60.7%	35.7%	44.0%	
Disagree somewhat	26.7%	26.6%	28.1%	30.8%	21.3%	25.7%	21.4%	35.6%	31.9%	
Disagree strongly	5.8%	11.0%	10.3%	8.4%	13.3%	12.2%	2.4%	7.2%	7.3%	
Total(n)	191	592	1,862	107	345	1,143	84	247	719	
Mean	2.73	2.65	2.66	2.60	2.61	2.63	2.89	2.71	2.70	
Standard deviation	0.73	0.85	0.85	0.75	0.83	0.86	0.68	0.88	0.83	
Significance	-			-			-		*	
Effect size	-	0.09	0.08	-	-0.01	-0.03	-	0.20	0.23	
<b>Most students are well-prepared academically</b>										
Agree strongly	44.4%	29.8%	26.6%	47.3%	33.8%	29.0%	40.9%	23.1%	22.9%	
Agree somewhat	42.4%	52.6%	47.6%	38.2%	48.6%	46.7%	47.7%	59.1%	49.1%	
Disagree somewhat	12.6%	15.1%	22.3%	13.6%	14.0%	20.8%	11.4%	16.9%	24.5%	
Disagree strongly	0.5%	2.6%	3.5%	0.9%	3.6%	3.5%	0.0%	0.9%	3.4%	
Total(n)	198	609	1,905	110	356	1,170	88	253	735	
Mean	3.31	3.10	2.97	3.32	3.13	3.01	3.30	3.04	2.92	
Standard deviation	0.71	0.74	0.79	0.74	0.78	0.80	0.66	0.66	0.78	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.28	0.43	-	0.24	0.39	-	0.39	0.49	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Agree strongly	21.1%	26.0%	20.0%	21.8%	34.7%	23.9%	20.2%	11.9%	14.0%	
Agree somewhat	54.6%	40.2%	43.5%	54.5%	45.1%	45.5%	54.8%	32.2%	40.4%	
Disagree somewhat	18.0%	19.5%	22.8%	16.4%	12.1%	19.1%	20.2%	31.5%	28.6%	
Disagree strongly	6.2%	14.3%	13.7%	7.3%	8.1%	11.5%	4.8%	24.4%	17.0%	
Total(n)	194	593	1,865	110	345	1,145	84	248	720	
Mean	2.91	2.78	2.70	2.91	3.06	2.82	2.90	2.32	2.51	
Standard deviation	0.80	0.99	0.94	0.82	0.89	0.93	0.77	0.97	0.93	
Significance	-		**	-			-	***	***	
Effect size	-	0.13	0.22	-	-0.17	0.10	-	0.60	0.42	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	38.8%	31.0%	27.2%	38.7%	36.3%	29.3%	39.0%	22.5%	23.9%	
Agree somewhat	50.0%	38.3%	45.4%	50.9%	37.1%	45.3%	48.8%	40.2%	45.6%	
Disagree somewhat	11.2%	25.2%	22.4%	10.4%	23.4%	21.4%	12.2%	27.9%	24.0%	
Disagree strongly	0.0%	5.6%	5.0%	0.0%	3.2%	4.0%	0.0%	9.4%	6.5%	
Total(n)	188	574	1,847	106	334	1,131	82	240	716	
Mean	3.28	2.95	2.95	3.28	3.07	3.00	3.27	2.76	2.87	
Standard deviation	0.65	0.88	0.83	0.64	0.85	0.82	0.67	0.91	0.85	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	0.38	0.40	-	0.25	0.34	-	0.56	0.47	
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	61.6%	48.8%	53.1%	63.6%	56.7%	57.6%	59.1%	35.7%	45.8%	
Agree somewhat	34.3%	40.4%	37.2%	32.7%	36.2%	33.8%	36.4%	47.3%	42.8%	
Disagree somewhat	3.5%	7.7%	7.1%	2.7%	6.1%	6.8%	4.5%	10.4%	7.7%	
Disagree strongly	0.5%	3.1%	2.6%	0.9%	1.0%	1.9%	0.0%	6.6%	3.7%	
Total(n)	198	605	1,901	110	355	1,171	88	250	730	
Mean	3.57	3.35	3.41	3.59	3.48	3.47	3.55	3.12	3.31	
Standard deviation	0.59	0.75	0.73	0.60	0.66	0.71	0.59	0.84	0.77	
Significance	-	***	**	-			-	***	**	
Effect size	-	0.29	0.22	-	0.17	0.17	-	0.51	0.31	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	64.1%	35.6%	42.2%	68.5%	34.9%	43.0%	58.3%	36.7%	40.9%	
Agree somewhat	30.7%	40.8%	41.3%	26.9%	45.2%	42.2%	35.7%	33.4%	40.0%	
Disagree somewhat	5.2%	18.7%	13.3%	4.6%	17.2%	12.7%	6.0%	21.2%	14.3%	
Disagree strongly	0.0%	5.0%	3.2%	0.0%	2.7%	2.1%	0.0%	8.7%	4.8%	
Total(n)	192	608	1,897	108	355	1,164	84	253	733	
Mean	3.59	3.07	3.23	3.64	3.12	3.26	3.52	2.98	3.17	
Standard deviation	0.59	0.86	0.79	0.57	0.78	0.76	0.61	0.96	0.85	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.60	0.46	-	0.67	0.50	-	0.56	0.41	
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	5.2%	3.2%	2.1%	1.9%	1.0%	0.9%	9.4%	6.9%	4.0%	
Agree somewhat	26.0%	7.3%	7.2%	15.0%	2.7%	4.4%	40.0%	15.1%	11.7%	
Disagree somewhat	44.3%	35.4%	35.3%	50.5%	36.4%	33.2%	36.5%	33.7%	38.6%	
Disagree strongly	24.5%	54.1%	55.4%	32.7%	60.0%	61.5%	14.1%	44.3%	45.7%	
Total(n)	192	602	1,897	107	353	1,168	85	249	729	
Mean	2.12	1.60	1.56	1.86	1.45	1.45	2.45	1.85	1.74	
Standard deviation	0.84	0.76	0.72	0.73	0.60	0.62	0.85	0.92	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.68	0.78	-	0.68	0.66	-	0.65	0.87	
<b>My research is valued by faculty in my department</b>										
Agree strongly	40.1%	48.1%	39.5%	48.6%	61.0%	45.0%	29.3%	27.2%	30.8%	
Agree somewhat	40.1%	32.6%	37.7%	34.3%	23.3%	34.9%	47.6%	47.7%	42.1%	
Disagree somewhat	13.4%	12.5%	14.5%	12.4%	11.0%	14.8%	14.6%	15.0%	13.9%	
Disagree strongly	6.4%	6.8%	8.3%	4.8%	4.7%	5.2%	8.5%	10.1%	13.2%	
Total(n)	187	591	1,861	105	345	1,147	82	246	714	
Mean	3.14	3.22	3.08	3.27	3.41	3.20	2.98	2.92	2.91	
Standard deviation	0.88	0.91	0.93	0.86	0.86	0.88	0.89	0.91	0.98	
Significance	-			-			-			
Effect size	-	-0.09	0.06	-	-0.16	0.08	-	0.07	0.07	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>My teaching is valued by faculty in my department</b>										
Agree strongly	52.3%	55.1%	52.0%	58.3%	64.4%	57.1%	44.7%	39.7%	44.1%	
Agree somewhat	36.8%	33.6%	36.3%	30.6%	27.4%	32.9%	44.7%	43.8%	41.8%	
Disagree somewhat	9.3%	8.3%	8.2%	8.3%	5.4%	6.8%	10.6%	13.3%	10.5%	
Disagree strongly	1.6%	3.0%	3.4%	2.8%	2.9%	3.3%	0.0%	3.2%	3.6%	
Total(n)	193	606	1,892	108	351	1,159	85	255	733	
Mean	3.40	3.41	3.37	3.44	3.53	3.44	3.34	3.20	3.26	
Standard deviation	0.72	0.77	0.78	0.77	0.73	0.76	0.66	0.79	0.79	
Significance	-			-			-			
Effect size	-	-0.01	0.04	-	-0.12	0.00	-	0.18	0.10	
<b>My service is valued by faculty in my department</b>										
Agree strongly	40.1%	49.7%	45.4%	43.0%	59.2%	49.7%	36.5%	34.1%	38.5%	
Agree somewhat	43.2%	36.4%	37.6%	43.0%	30.5%	34.7%	43.5%	46.1%	42.3%	
Disagree somewhat	12.5%	8.1%	10.3%	10.3%	6.6%	9.4%	15.3%	10.4%	11.7%	
Disagree strongly	4.2%	5.8%	6.7%	3.7%	3.7%	6.2%	4.7%	9.4%	7.5%	
Total(n)	192	600	1,881	107	348	1,155	85	252	726	
Mean	3.19	3.30	3.22	3.25	3.45	3.28	3.12	3.05	3.12	
Standard deviation	0.81	0.85	0.88	0.79	0.78	0.87	0.84	0.91	0.89	
Significance	-			-	*		-			
Effect size	-	-0.13	-0.03	-	-0.26	-0.03	-	0.08	0.00	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	15.5%	19.2%	11.9%	19.4%	26.3%	15.3%	10.5%	7.5%	6.6%	
Agree somewhat	39.7%	32.5%	33.8%	38.0%	29.9%	32.4%	41.9%	36.7%	36.1%	
Disagree somewhat	27.3%	23.4%	29.0%	25.9%	22.3%	27.0%	29.1%	25.1%	32.1%	
Disagree strongly	17.5%	24.9%	25.3%	16.7%	21.5%	25.4%	18.6%	30.7%	25.1%	
Total(n)	194	601	1,878	108	350	1,151	86	251	727	
Mean	2.53	2.46	2.32	2.60	2.61	2.38	2.44	2.21	2.24	
Standard deviation	0.96	1.06	0.98	0.99	1.09	1.02	0.92	0.96	0.91	
Significance	-		**	-		*	-			
Effect size	-	0.07	0.21	-	-0.01	0.22	-	0.24	0.22	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	11.2%	6.9%	10.5%	10.1%	7.3%	10.9%	12.7%	6.3%	9.9%	
Agree somewhat	48.9%	43.8%	43.8%	51.5%	51.0%	47.5%	45.6%	31.7%	38.1%	
Disagree somewhat	32.0%	39.4%	36.4%	30.3%	38.0%	35.5%	34.2%	41.6%	37.8%	
Disagree strongly	7.9%	9.9%	9.3%	8.1%	3.6%	6.2%	7.6%	20.4%	14.2%	
Total(n)	178	583	1,832	99	338	1,123	79	245	709	
Mean	2.63	2.48	2.56	2.64	2.62	2.63	2.63	2.24	2.44	
Standard deviation	0.79	0.77	0.80	0.78	0.67	0.76	0.80	0.85	0.85	
Significance	-	*		-			-	***		
Effect size	-	0.19	0.09	-	0.03	0.01	-	0.46	0.22	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	33.0%	29.7%	28.3%	37.4%	39.4%	33.4%	27.6%	13.5%	20.3%	
Agree somewhat	39.2%	30.8%	36.7%	39.3%	25.3%	32.7%	39.1%	40.1%	43.0%	
Disagree somewhat	20.1%	20.6%	19.8%	17.8%	22.0%	20.4%	23.0%	18.3%	18.8%	
Disagree strongly	7.7%	18.8%	15.2%	5.6%	13.3%	13.5%	10.3%	28.1%	17.9%	
Total(n)	194	601	1,878	107	350	1,155	87	251	723	
Mean	2.97	2.71	2.78	3.08	2.91	2.86	2.84	2.39	2.66	
Standard deviation	0.92	1.08	1.02	0.88	1.07	1.03	0.95	1.03	0.99	
Significance	-	**	*	-		*	-	***		
Effect size	-	0.24	0.19	-	0.16	0.21	-	0.44	0.18	
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	1.6%	1.2%	1.7%	2.9%	0.8%	1.0%	0.0%	1.8%	2.8%	
Agree somewhat	5.3%	5.5%	11.0%	3.8%	5.4%	10.0%	7.2%	5.6%	12.6%	
Disagree somewhat	31.4%	38.2%	41.3%	30.5%	36.7%	41.4%	32.5%	40.6%	41.1%	
Disagree strongly	61.7%	55.2%	46.0%	62.9%	57.1%	47.5%	60.2%	52.0%	43.5%	
Total(n)	188	601	1,882	105	349	1,156	83	252	726	
Mean	1.47	1.53	1.68	1.47	1.50	1.65	1.47	1.57	1.75	
Standard deviation	0.67	0.66	0.73	0.71	0.64	0.70	0.63	0.68	0.78	
Significance	-		***	-		*	-		**	
Effect size	-	-0.09	-0.29	-	-0.05	-0.26	-	-0.15	-0.36	
<b>There is adequate support for faculty development</b>										
Agree strongly	38.7%	18.9%	21.2%	41.5%	19.8%	22.1%	35.3%	17.4%	19.6%	
Agree somewhat	46.6%	41.4%	40.1%	43.4%	46.2%	43.9%	50.6%	33.4%	34.1%	
Disagree somewhat	11.5%	24.1%	26.8%	12.3%	22.8%	24.7%	10.6%	26.3%	30.2%	
Disagree strongly	3.1%	15.6%	11.9%	2.8%	11.3%	9.4%	3.5%	22.9%	16.1%	
Total(n)	191	597	1,878	106	347	1,156	85	250	722	
Mean	3.21	2.63	2.70	3.24	2.74	2.79	3.18	2.45	2.57	
Standard deviation	0.77	0.96	0.93	0.78	0.90	0.89	0.76	1.03	0.98	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.60	0.55	-	0.56	0.51	-	0.71	0.62	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 successfully educates students in remedial/developmental education</b>										
Agree strongly	9.7%	2.7%	5.6%	9.6%	2.7%	5.4%	9.8%	2.8%	5.9%	
Agree somewhat	35.8%	35.1%	41.7%	34.0%	39.3%	44.4%	37.8%	27.8%	37.2%	
Disagree somewhat	43.8%	33.4%	34.8%	48.9%	33.8%	35.1%	37.8%	32.6%	34.3%	
Disagree strongly	10.8%	28.9%	18.0%	7.4%	24.2%	15.0%	14.6%	36.8%	22.7%	
Total(n)	176	557	1,792	94	322	1,093	82	235	699	
Mean	2.44	2.12	2.35	2.46	2.20	2.40	2.43	1.97	2.26	
Standard deviation	0.81	0.86	0.84	0.77	0.84	0.81	0.86	0.87	0.87	
Significance	-	***		-	**		-	***		
Effect size	-	0.37	0.11	-	0.31	0.07	-	0.53	0.20	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Agree strongly	5.3%	8.2%	6.8%	5.9%	4.7%	4.9%	4.7%	14.0%	9.7%	
Agree somewhat	44.1%	35.6%	35.5%	43.1%	33.4%	33.7%	45.3%	39.3%	38.3%	
Disagree somewhat	40.4%	46.1%	45.9%	42.2%	49.1%	48.0%	38.4%	41.1%	42.7%	
Disagree strongly	10.1%	10.1%	11.8%	8.8%	12.8%	13.4%	11.6%	5.7%	9.3%	
Total(n)	188	577	1,836	102	329	1,118	86	248	718	
Mean	2.45	2.42	2.37	2.46	2.30	2.30	2.43	2.62	2.48	
Standard deviation	0.75	0.78	0.78	0.74	0.75	0.76	0.76	0.79	0.79	
Significance	-			-		*	-			
Effect size	-	0.04	0.10	-	0.21	0.21	-	-0.24	-0.06	
<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	42.6%	50.9%	45.6%	45.3%	52.6%	48.9%	39.0%	48.0%	40.3%	
High priority	39.4%	34.4%	35.6%	35.8%	36.8%	35.3%	43.9%	30.4%	36.1%	
Medium priority	13.8%	10.9%	14.8%	16.0%	9.1%	12.9%	11.0%	14.0%	17.9%	
Low priority	4.3%	3.8%	4.0%	2.8%	1.5%	2.9%	6.1%	7.7%	5.7%	
Total(n)	188	589	1,859	106	344	1,146	82	245	713	
Mean	3.20	3.32	3.23	3.24	3.41	3.30	3.16	3.19	3.11	
Standard deviation	0.83	0.82	0.84	0.82	0.72	0.80	0.85	0.94	0.89	
Significance	-			-	*		-			
Effect size	-	-0.15	-0.04	-	-0.24	-0.07	-	-0.03	0.06	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	26.7%	17.4%	16.1%	25.7%	20.2%	16.3%	28.0%	12.6%	15.7%	
High priority	48.1%	35.4%	39.9%	48.6%	43.4%	44.4%	47.6%	22.0%	32.8%	
Medium priority	20.9%	26.2%	26.8%	21.0%	20.9%	24.1%	20.7%	35.2%	31.1%	
Low priority	4.3%	20.9%	17.2%	4.8%	15.4%	15.1%	3.7%	30.2%	20.5%	
Total(n)	187	587	1,866	105	342	1,150	82	245	716	
Mean	2.97	2.49	2.55	2.95	2.68	2.62	3.00	2.17	2.44	
Standard deviation	0.81	1.01	0.96	0.81	0.96	0.93	0.80	1.00	0.98	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.48	0.44	-	0.28	0.35	-	0.83	0.57	
<b>To facilitate student involvement in community service</b>										
Highest priority	13.9%	10.2%	16.0%	12.4%	10.7%	15.2%	15.9%	9.4%	17.2%	
High priority	46.0%	31.2%	39.7%	43.8%	34.1%	40.4%	48.8%	26.4%	38.7%	
Medium priority	32.6%	36.1%	31.1%	32.4%	36.7%	32.5%	32.9%	35.0%	29.0%	
Low priority	7.5%	22.5%	13.1%	11.4%	18.5%	11.9%	2.4%	29.2%	15.0%	
Total(n)	187	582	1,855	105	339	1,142	82	243	713	
Mean	2.66	2.29	2.59	2.57	2.37	2.59	2.78	2.16	2.58	
Standard deviation	0.81	0.93	0.91	0.85	0.90	0.89	0.74	0.95	0.94	
Significance	-	***		-	*		-	***		
Effect size	-	0.40	0.08	-	0.22	-0.02	-	0.65	0.21	
<b>To help students learn how to bring about change in society</b>										
Highest priority	14.4%	8.0%	12.6%	15.2%	8.8%	13.3%	13.4%	6.6%	11.7%	
High priority	31.0%	29.4%	32.0%	28.6%	35.1%	33.9%	34.1%	20.0%	28.9%	
Medium priority	35.8%	38.7%	38.1%	33.3%	38.3%	36.8%	39.0%	39.4%	40.1%	
Low priority	18.7%	23.8%	17.3%	22.9%	17.7%	16.0%	13.4%	34.0%	19.4%	
Total(n)	187	582	1,853	105	337	1,138	82	245	715	
Mean	2.41	2.22	2.40	2.36	2.35	2.44	2.48	1.99	2.33	
Standard deviation	0.95	0.90	0.92	1.00	0.87	0.91	0.89	0.90	0.92	
Significance	-	*		-			-	***		
Effect size	-	0.21	0.01	-	0.01	-0.09	-	0.54	0.16	
<b>To increase or maintain institutional prestige</b>										
Highest priority	57.1%	68.0%	51.3%	55.1%	66.7%	49.6%	59.8%	70.2%	54.1%	
High priority	33.9%	26.0%	35.6%	38.3%	27.8%	37.2%	28.0%	23.0%	33.1%	
Medium priority	8.5%	5.1%	10.9%	6.5%	4.6%	11.3%	11.0%	5.9%	10.2%	
Low priority	0.5%	1.0%	2.2%	0.0%	1.0%	1.9%	1.2%	0.9%	2.6%	
Total(n)	189	585	1,860	107	342	1,148	82	243	712	
Mean	3.48	3.61	3.36	3.49	3.60	3.34	3.46	3.63	3.39	
Standard deviation	0.67	0.63	0.76	0.62	0.63	0.75	0.74	0.64	0.77	
Significance	-	*	*	-		*	-	*		
Effect size	-	-0.21	0.16	-	-0.17	0.20	-	-0.27	0.09	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 hire faculty 'stars'</b>										
Highest priority	5.9%	52.3%	26.8%	3.8%	48.0%	25.0%	8.8%	59.5%	29.7%	
High priority	28.6%	27.0%	26.0%	24.8%	30.1%	26.1%	33.8%	21.7%	25.9%	
Medium priority	45.9%	14.8%	26.2%	46.7%	14.9%	26.4%	45.0%	14.7%	25.8%	
Low priority	19.5%	5.9%	20.9%	24.8%	7.0%	22.5%	12.5%	4.1%	18.5%	
Total(n)	185	583	1,850	105	341	1,144	80	242	706	
Mean	2.21	3.26	2.59	2.08	3.19	2.54	2.39	3.37	2.67	
Standard deviation	0.82	0.92	1.09	0.80	0.93	1.09	0.82	0.88	1.09	
Significance	-	***	***	-	***	***	-	***	*	
Effect size	-	-1.14	-0.35	-	-1.19	-0.42	-	-1.11	-0.26	
<b>To recruit more minority students</b>										
Highest priority	15.0%	8.9%	9.6%	16.0%	9.4%	9.7%	13.6%	8.0%	9.4%	
High priority	55.6%	43.5%	35.8%	55.7%	49.9%	36.5%	55.6%	32.8%	34.8%	
Medium priority	25.7%	33.1%	38.6%	23.6%	32.3%	39.4%	28.4%	34.5%	37.3%	
Low priority	3.7%	14.5%	16.0%	4.7%	8.3%	14.4%	2.5%	24.8%	18.6%	
Total(n)	187	578	1,842	106	338	1,137	81	240	705	
Mean	2.82	2.47	2.39	2.83	2.60	2.41	2.80	2.24	2.35	
Standard deviation	0.73	0.85	0.87	0.75	0.77	0.85	0.70	0.91	0.89	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.41	0.49	-	0.30	0.49	-	0.62	0.51	
<b>To enhance the institution's national image</b>										
Highest priority	52.9%	79.7%	58.3%	53.3%	80.8%	58.0%	52.4%	77.9%	58.8%	
High priority	38.6%	16.6%	31.2%	40.2%	16.1%	31.5%	36.6%	17.3%	30.7%	
Medium priority	7.9%	3.2%	8.5%	6.5%	2.9%	8.7%	9.8%	3.9%	8.1%	
Low priority	0.5%	0.5%	2.0%	0.0%	0.3%	1.7%	1.2%	0.8%	2.4%	
Total(n)	189	585	1,859	107	342	1,146	82	243	713	
Mean	3.44	3.76	3.46	3.47	3.77	3.46	3.40	3.72	3.46	
Standard deviation	0.66	0.53	0.73	0.62	0.50	0.73	0.72	0.57	0.74	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.60	-0.03	-	-0.60	0.01	-	-0.56	-0.08	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	13.4%	13.1%	10.8%	13.3%	14.5%	11.9%	13.4%	10.7%	9.0%	
High priority	43.3%	33.6%	30.2%	46.7%	43.7%	35.3%	39.0%	16.8%	22.0%	
Medium priority	36.4%	34.8%	36.9%	37.1%	35.4%	38.0%	35.4%	33.7%	35.1%	
Low priority	7.0%	18.5%	22.1%	2.9%	6.4%	14.7%	12.2%	38.8%	33.8%	
Total(n)	187	579	1,842	105	337	1,132	82	242	710	
Mean	2.63	2.41	2.30	2.70	2.66	2.44	2.54	1.99	2.06	
Standard deviation	0.80	0.94	0.93	0.73	0.80	0.88	0.88	0.99	0.96	
Significance	-	**	***	-		**	-	***	***	
Effect size	-	0.23	0.35	-	0.05	0.30	-	0.56	0.50	



Wake Forest University	Total			Men			Women			CIRP Construct
	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	12.4%	12.6%	9.9%	12.5%	14.3%	9.7%	12.2%	9.6%	10.2%	
High priority	41.4%	33.2%	30.9%	49.0%	43.6%	36.6%	31.7%	15.8%	21.8%	
Medium priority	38.2%	36.6%	37.2%	31.7%	36.6%	36.7%	46.3%	36.6%	38.1%	
Low priority	8.1%	17.6%	22.0%	6.7%	5.4%	17.0%	9.8%	38.0%	29.9%	
Total(n)	186	576	1,839	104	336	1,131	82	240	708	
Mean	2.58	2.41	2.29	2.67	2.67	2.39	2.46	1.97	2.12	
Standard deviation	0.81	0.92	0.92	0.78	0.79	0.88	0.83	0.96	0.95	
Significance	-	*	***	-	-	**	-	***	**	
Effect size	-	0.18	0.32	-	0.00	0.32	-	0.51	0.36	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	8.1%	3.9%	5.7%	6.9%	4.4%	5.3%	9.6%	2.9%	6.4%	
High priority	39.5%	19.6%	24.8%	35.3%	21.5%	25.8%	44.6%	16.6%	23.1%	
Medium priority	34.1%	39.9%	40.1%	32.4%	42.9%	40.6%	36.1%	34.9%	39.2%	
Low priority	18.4%	36.6%	29.5%	25.5%	31.1%	28.3%	9.6%	45.6%	31.2%	
Total(n)	185	573	1,834	102	329	1,120	83	244	714	
Mean	2.37	1.91	2.07	2.24	1.99	2.08	2.54	1.77	2.05	
Standard deviation	0.88	0.84	0.88	0.91	0.84	0.86	0.80	0.83	0.89	
Significance	-	***	***	-	*	-	-	***	***	
Effect size	-	0.55	0.34	-	0.30	0.19	-	0.93	0.55	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	6.4%	11.4%	11.2%	6.7%	16.3%	11.5%	6.1%	3.2%	10.8%	
High priority	35.8%	25.3%	29.4%	30.5%	24.7%	29.5%	42.7%	26.4%	29.4%	
Medium priority	41.2%	41.6%	42.5%	43.8%	34.8%	41.8%	37.8%	52.8%	43.5%	
Low priority	16.6%	21.7%	16.8%	19.0%	24.2%	17.1%	13.4%	17.7%	16.4%	
Total(n)	187	574	1,835	105	332	1,127	82	242	708	
Mean	2.32	2.26	2.35	2.25	2.33	2.35	2.41	2.15	2.34	
Standard deviation	0.83	0.92	0.89	0.84	1.02	0.90	0.80	0.74	0.88	
Significance	-	-	-	-	-	-	-	**	-	
Effect size	-	0.07	-0.03	-	-0.08	-0.11	-	0.35	0.08	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 pursue extramural funding</b>										
Highest priority	22.4%	60.6%	37.8%	19.4%	64.2%	38.8%	26.3%	54.8%	36.2%	
High priority	42.1%	20.8%	27.7%	46.6%	20.1%	28.4%	36.3%	22.0%	26.5%	
Medium priority	28.4%	13.5%	25.2%	25.2%	13.4%	25.0%	32.5%	13.5%	25.5%	
Low priority	7.1%	5.1%	9.3%	8.7%	2.3%	7.8%	5.0%	9.6%	11.9%	
Total(n)	183	574	1,825	103	333	1,122	80	241	703	
Mean	2.80	3.37	2.94	2.77	3.46	2.98	2.84	3.22	2.87	
Standard deviation	0.87	0.90	1.00	0.87	0.81	0.97	0.88	1.01	1.04	
Significance	-	***		-	***	*	-	**		
Effect size	-	-0.63	-0.14	-	-0.85	-0.22	-	-0.38	-0.03	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	17.2%	33.7%	21.1%	13.2%	38.9%	23.0%	22.5%	25.0%	18.1%	
High priority	32.3%	33.2%	32.2%	31.1%	31.2%	30.9%	33.8%	36.5%	34.4%	
Medium priority	34.9%	25.0%	32.6%	37.7%	22.7%	32.7%	31.3%	29.0%	32.4%	
Low priority	15.6%	8.1%	14.0%	17.9%	7.3%	13.3%	12.5%	9.5%	15.1%	
Total(n)	186	574	1,827	106	335	1,127	80	239	700	
Mean	2.51	2.93	2.60	2.40	3.02	2.64	2.66	2.77	2.55	
Standard deviation	0.95	0.95	0.97	0.93	0.95	0.98	0.97	0.93	0.96	
Significance	-	***		-	***	*	-			
Effect size	-	-0.44	-0.09	-	-0.65	-0.24	-	-0.12	0.11	
<b>To develop leadership ability among students</b>										
Highest priority	20.2%	19.7%	23.0%	23.8%	23.0%	25.8%	15.7%	14.2%	18.7%	
High priority	56.4%	45.5%	43.1%	46.7%	44.4%	42.2%	68.7%	47.2%	44.4%	
Medium priority	22.9%	27.0%	27.6%	29.5%	26.8%	26.3%	14.5%	27.3%	29.7%	
Low priority	0.5%	7.8%	6.3%	0.0%	5.8%	5.8%	1.2%	11.3%	7.2%	
Total(n)	188	582	1,847	105	338	1,134	83	244	713	
Mean	2.96	2.77	2.83	2.94	2.85	2.88	2.99	2.64	2.75	
Standard deviation	0.67	0.85	0.85	0.73	0.84	0.86	0.59	0.86	0.84	
Significance	-	**	*	-			-	***	*	
Effect size	-	0.22	0.15	-	0.11	0.07	-	0.41	0.29	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	13.0%	8.5%	11.7%	12.6%	6.2%	9.3%	13.4%	12.3%	15.7%	
High priority	43.2%	34.6%	34.1%	41.7%	39.9%	35.8%	45.1%	25.7%	31.4%	
Medium priority	36.8%	36.1%	36.3%	38.8%	33.8%	37.0%	34.1%	39.8%	35.1%	
Low priority	7.0%	20.9%	17.9%	6.8%	20.1%	17.9%	7.3%	22.1%	17.8%	
Total(n)	185	575	1,842	103	332	1,129	82	243	713	
Mean	2.62	2.31	2.40	2.60	2.32	2.36	2.65	2.28	2.45	
Standard deviation	0.80	0.89	0.91	0.80	0.86	0.88	0.81	0.94	0.96	
Significance	-	***	**	-	**	**	-	**		
Effect size	-	0.35	0.24	-	0.33	0.27	-	0.39	0.21	
<b>To prepare students for the workplace</b>										
Highest priority	28.7%	28.6%	28.7%	24.8%	29.2%	28.5%	33.7%	27.7%	29.1%	
High priority	53.7%	46.1%	50.1%	56.2%	51.5%	53.0%	50.6%	37.2%	45.5%	
Medium priority	16.5%	17.6%	17.1%	17.1%	15.8%	16.3%	15.7%	20.7%	18.3%	
Low priority	1.1%	7.6%	4.1%	1.9%	3.6%	2.2%	0.0%	14.4%	7.1%	
Total(n)	188	582	1,856	105	337	1,140	83	245	716	
Mean	3.10	2.96	3.03	3.04	3.06	3.08	3.18	2.78	2.97	
Standard deviation	0.70	0.88	0.79	0.71	0.77	0.73	0.68	1.01	0.87	
Significance	-	*		-			-	***	*	
Effect size	-	0.16	0.09	-	-0.03	-0.05	-	0.40	0.24	
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	71.5%	32.0%	42.5%	73.1%	31.7%	43.0%	69.5%	32.5%	41.6%	
Somewhat descriptive	26.9%	59.6%	49.7%	26.0%	60.7%	50.5%	28.0%	57.8%	48.4%	
Not descriptive	1.6%	8.4%	7.8%	1.0%	7.6%	6.5%	2.4%	9.7%	10.0%	
Total(n)	186	582	1,840	104	337	1,130	82	245	710	
Mean	2.70	2.24	2.35	2.72	2.24	2.37	2.67	2.23	2.32	
Standard deviation	0.49	0.59	0.62	0.47	0.58	0.60	0.52	0.61	0.65	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.78	0.56	-	0.83	0.58	-	0.72	0.54	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	19.9%	21.1%	21.5%	22.9%	17.8%	20.7%	16.0%	26.6%	22.7%	
Somewhat descriptive	53.8%	41.1%	43.6%	52.4%	44.2%	43.6%	55.6%	35.9%	43.6%	
Not descriptive	26.3%	37.8%	34.9%	24.8%	38.0%	35.7%	28.4%	37.5%	33.7%	
Total(n)	186	573	1,818	105	333	1,118	81	240	700	
Mean	1.94	1.83	1.87	1.98	1.80	1.85	1.88	1.89	1.89	
Standard deviation	0.68	0.75	0.74	0.69	0.72	0.74	0.66	0.79	0.74	
Significance	-			-	*		-			
Effect size	-	0.15	0.09	-	0.25	0.18	-	-0.01	-0.01	

Wake Forest University	Total			Men			Women			CIRP Construct
	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 here respect each other</b>										
Very descriptive	58.9%	56.1%	52.4%	64.1%	63.8%	56.7%	52.4%	43.4%	45.7%	
Somewhat descriptive	37.3%	35.1%	38.8%	34.0%	25.4%	33.5%	41.5%	51.2%	47.2%	
Not descriptive	3.8%	8.8%	8.8%	1.9%	10.8%	9.8%	6.1%	5.4%	7.1%	
Total(n)	185	581	1,839	103	337	1,129	82	244	710	
Mean	2.55	2.47	2.44	2.62	2.53	2.47	2.46	2.38	2.39	
Standard deviation	0.57	0.65	0.65	0.53	0.68	0.67	0.61	0.59	0.62	
Significance	-		*	-		*	-			
Effect size	-	0.12	0.17	-	0.13	0.22	-	0.14	0.11	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	41.7%	21.4%	23.6%	46.7%	24.2%	25.6%	35.4%	16.6%	20.5%	
Somewhat descriptive	43.9%	38.7%	44.8%	40.0%	41.0%	45.6%	48.8%	34.6%	43.6%	
Not descriptive	14.4%	40.0%	31.5%	13.3%	34.8%	28.7%	15.9%	48.7%	35.9%	
Total(n)	187	583	1,837	105	340	1,130	82	243	707	
Mean	2.27	1.81	1.92	2.33	1.89	1.97	2.20	1.68	1.85	
Standard deviation	0.70	0.76	0.74	0.70	0.76	0.74	0.69	0.74	0.73	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.61	0.47	-	0.58	0.49	-	0.70	0.48	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	38.6%	33.4%	27.2%	38.8%	44.0%	33.3%	38.3%	15.8%	17.5%	
Somewhat descriptive	48.4%	47.0%	52.4%	47.6%	40.8%	47.6%	49.4%	57.2%	59.9%	
Not descriptive	13.0%	19.6%	20.4%	13.6%	15.2%	19.0%	12.3%	27.0%	22.6%	
Total(n)	184	576	1,830	103	333	1,124	81	243	706	
Mean	2.26	2.14	2.07	2.25	2.29	2.14	2.26	1.89	1.95	
Standard deviation	0.67	0.72	0.69	0.68	0.71	0.71	0.67	0.64	0.63	
Significance	-	*	***	-			-	***	***	
Effect size	-	0.17	0.28	-	-0.06	0.15	-	0.58	0.49	
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	36.1%	20.5%	20.1%	37.9%	24.2%	21.6%	33.8%	13.9%	17.6%	
Somewhat descriptive	45.4%	50.0%	52.5%	41.7%	49.5%	52.6%	50.0%	50.8%	52.3%	
Not descriptive	18.6%	29.6%	27.4%	20.4%	26.3%	25.7%	16.3%	35.3%	30.1%	
Total(n)	183	572	1,811	103	334	1,112	80	238	699	
Mean	2.17	1.91	1.93	2.17	1.98	1.96	2.18	1.79	1.88	
Standard deviation	0.72	0.70	0.69	0.75	0.71	0.69	0.69	0.67	0.68	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	0.37	0.35	-	0.27	0.30	-	0.58	0.44	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Administrators consider faculty concerns when making policy</b>										
Very descriptive	20.5%	18.2%	13.6%	20.0%	22.7%	16.3%	21.3%	10.4%	9.3%	
Somewhat descriptive	51.4%	42.6%	45.8%	52.4%	44.4%	45.5%	50.0%	39.6%	46.3%	
Not descriptive	28.1%	39.2%	40.6%	27.6%	32.9%	38.2%	28.8%	50.0%	44.4%	
Total(n)	185	575	1,822	105	336	1,119	80	239	703	
Mean	1.92	1.79	1.73	1.92	1.90	1.78	1.93	1.60	1.65	
Standard deviation	0.70	0.73	0.68	0.69	0.74	0.70	0.71	0.67	0.64	
Significance	-	*	***	-	-	-	-	***	***	
Effect size	-	0.18	0.28	-	0.03	0.20	-	0.49	0.44	
<b>The administration is open about its policies</b>										
Very descriptive	16.1%	14.4%	12.8%	18.1%	16.4%	14.8%	13.6%	11.1%	9.6%	
Somewhat descriptive	48.9%	38.2%	40.3%	45.7%	37.9%	39.6%	53.1%	38.5%	41.5%	
Not descriptive	34.9%	47.4%	46.9%	36.2%	45.7%	45.7%	33.3%	50.4%	48.9%	
Total(n)	186	576	1,829	105	335	1,123	81	241	706	
Mean	1.81	1.67	1.66	1.82	1.71	1.69	1.80	1.61	1.61	
Standard deviation	0.69	0.71	0.69	0.72	0.73	0.71	0.66	0.68	0.66	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	0.20	0.22	-	0.15	0.18	-	0.28	0.29	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	47.8%	50.5%	48.9%	52.4%	53.4%	51.3%	42.2%	45.6%	45.0%	
To some extent	45.7%	39.5%	43.2%	40.8%	36.4%	41.6%	51.8%	44.7%	45.7%	
Not at all	6.5%	10.0%	8.0%	6.8%	10.2%	7.1%	6.0%	9.7%	9.4%	
Total(n)	186	586	1,839	103	342	1,129	83	244	710	
Mean	2.41	2.41	2.41	2.46	2.43	2.44	2.36	2.36	2.36	
Standard deviation	0.61	0.66	0.63	0.62	0.67	0.62	0.60	0.65	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.00	-	0.04	0.03	-	0.00	0.00	
<b>Achieve a healthy balance between your personal life and professional life</b>										
To a great extent	35.8%	38.4%	37.3%	41.3%	49.4%	45.7%	28.9%	19.8%	23.9%	
To some extent	50.3%	42.6%	45.7%	45.2%	38.1%	42.8%	56.6%	50.3%	50.4%	
Not at all	13.9%	19.0%	17.0%	13.5%	12.5%	11.5%	14.5%	30.0%	25.8%	
Total(n)	187	582	1,839	104	339	1,126	83	243	713	
Mean	2.22	2.19	2.20	2.28	2.37	2.34	2.14	1.90	1.98	
Standard deviation	0.67	0.73	0.71	0.69	0.70	0.67	0.65	0.70	0.70	
Significance	-	-	-	-	-	-	-	**	*	
Effect size	-	0.04	0.03	-	-0.13	-0.09	-	0.34	0.23	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Experience close alignment between your work and your personal values</b>										
To a great extent	65.4%	65.4%	70.2%	65.7%	66.6%	71.3%	65.0%	63.3%	68.6%	
To some extent	31.9%	30.4%	26.9%	29.4%	31.3%	26.8%	35.0%	28.9%	27.0%	
Not at all	2.7%	4.2%	2.9%	4.9%	2.0%	1.9%	0.0%	7.8%	4.4%	
Total(n)	182	580	1,837	102	340	1,127	80	240	710	
Mean	2.63	2.61	2.67	2.61	2.65	2.69	2.65	2.55	2.64	
Standard deviation	0.54	0.57	0.53	0.58	0.52	0.50	0.48	0.64	0.56	
Significance	-			-			-			
Effect size	-	0.04	-0.08	-	-0.08	-0.16	-	0.16	0.02	
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	25.4%	30.6%	30.4%	22.1%	25.4%	27.3%	29.6%	39.3%	35.2%	
To some extent	35.1%	35.7%	34.4%	31.7%	37.1%	34.2%	39.5%	33.3%	34.8%	
Not at all	39.5%	33.7%	35.2%	46.2%	37.5%	38.5%	30.9%	27.4%	30.0%	
Total(n)	185	576	1,825	104	336	1,118	81	240	707	
Mean	1.86	1.97	1.95	1.76	1.88	1.89	1.99	2.12	2.05	
Standard deviation	0.80	0.80	0.81	0.79	0.78	0.80	0.78	0.81	0.81	
Significance	-			-			-			
Effect size	-	-0.14	-0.11	-	-0.15	-0.16	-	-0.16	-0.07	
<b>Mentor new faculty</b>										
To a great extent	24.2%	28.7%	28.0%	22.5%	26.2%	28.2%	26.3%	33.0%	27.8%	
To some extent	55.5%	50.6%	52.1%	52.9%	50.8%	50.9%	58.8%	50.2%	53.9%	
Not at all	20.3%	20.7%	19.9%	24.5%	22.9%	20.9%	15.0%	16.9%	18.3%	
Total(n)	182	578	1,829	102	340	1,125	80	238	704	
Mean	2.04	2.08	2.08	1.98	2.03	2.07	2.11	2.16	2.10	
Standard deviation	0.67	0.70	0.69	0.69	0.70	0.70	0.64	0.69	0.67	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.07	-0.13	-	-0.07	0.01	
<b>Mentor undergraduate students</b>										
To a great extent	61.6%	51.0%	57.3%	56.3%	44.3%	52.9%	68.3%	62.6%	64.2%	
To some extent	30.3%	44.5%	39.0%	35.9%	50.8%	43.6%	23.2%	33.7%	31.6%	
Not at all	8.1%	4.5%	3.7%	7.8%	4.9%	3.5%	8.5%	3.7%	4.1%	
Total(n)	185	581	1,829	103	340	1,121	82	241	708	
Mean	2.54	2.47	2.54	2.49	2.39	2.49	2.60	2.59	2.60	
Standard deviation	0.64	0.58	0.57	0.64	0.58	0.57	0.65	0.56	0.57	
Significance	-			-			-			
Effect size	-	0.12	0.00	-	0.17	0.00	-	0.02	0.00	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
<b>Structure your courses so that students master a conceptual understanding of course content</b>										
To a great extent	81.1%	86.0%	84.3%	81.7%	85.3%	82.6%	80.2%	87.2%	86.9%	
To some extent	18.4%	13.8%	15.4%	18.3%	14.7%	17.2%	18.5%	12.4%	12.5%	
Not at all	0.5%	0.2%	0.3%	0.0%	0.0%	0.2%	1.2%	0.5%	0.5%	
Total(n)	185	585	1,838	104	341	1,127	81	244	711	
Mean	2.81	2.86	2.84	2.82	2.85	2.82	2.79	2.87	2.86	
Standard deviation	0.41	0.35	0.38	0.39	0.35	0.39	0.44	0.35	0.36	
Significance	-			-			-			
Effect size	-	-0.14	-0.08	-	-0.09	0.00	-	-0.23	-0.19	
<b>Structure your courses so that students develop study skills that prepare them for college-level work</b>										
To a great extent	45.9%	49.1%	51.9%	45.5%	43.7%	49.5%	46.3%	58.2%	55.6%	
To some extent	42.5%	34.0%	37.9%	42.6%	36.7%	38.5%	42.5%	29.4%	36.8%	
Not at all	11.6%	17.0%	10.3%	11.9%	19.6%	11.9%	11.3%	12.5%	7.7%	
Total(n)	181	581	1,832	101	338	1,122	80	243	710	
Mean	2.34	2.32	2.42	2.34	2.24	2.38	2.35	2.46	2.48	
Standard deviation	0.68	0.75	0.67	0.68	0.76	0.69	0.68	0.71	0.63	
Significance	-			-			-			
Effect size	-	0.03	-0.12	-	0.13	-0.06	-	-0.15	-0.21	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	14.4%	17.2%	16.8%	14.2%	19.8%	18.8%	14.6%	12.8%	13.6%	
Satisfied	47.3%	41.7%	40.6%	52.8%	47.2%	43.6%	40.2%	32.4%	35.8%	
Marginally satisfied	19.7%	22.3%	23.5%	17.0%	17.7%	20.4%	23.2%	30.0%	28.5%	
Not satisfied	18.6%	18.8%	19.1%	16.0%	15.2%	17.3%	22.0%	24.7%	22.1%	
Total(n)	188	591	1,844	106	346	1,134	82	245	710	
Mean	2.57	2.57	2.55	2.65	2.72	2.64	2.48	2.33	2.41	
Standard deviation	0.95	0.98	0.98	0.92	0.95	0.98	1.00	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	-0.07	0.01	-	0.15	0.07	
<b>Health benefits</b>										
Very satisfied	18.8%	42.2%	37.0%	23.6%	40.0%	36.1%	12.5%	45.8%	38.3%	
Satisfied	48.4%	48.6%	48.3%	47.2%	52.9%	49.6%	50.0%	41.4%	46.2%	
Marginally satisfied	21.5%	7.0%	9.8%	18.9%	5.0%	9.4%	25.0%	10.4%	10.4%	
Not satisfied	11.3%	2.2%	4.9%	10.4%	2.1%	4.8%	12.5%	2.3%	5.2%	
Total(n)	186	585	1,814	106	342	1,125	80	243	689	
Mean	2.75	3.31	3.17	2.84	3.31	3.17	2.63	3.31	3.18	
Standard deviation	0.89	0.70	0.80	0.91	0.66	0.79	0.86	0.75	0.81	
Significance	-	***	***	-	***	***	-	***	***	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.80	-0.53	-	-0.71	-0.42	-	-0.91	-0.68	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
Very satisfied	19.8%	41.9%	36.1%	25.5%	45.6%	38.4%	12.3%	35.4%	32.4%	
Satisfied	41.7%	47.3%	46.4%	38.7%	44.7%	44.3%	45.7%	51.9%	49.7%	
Marginally satisfied	28.9%	8.5%	11.9%	25.5%	7.0%	10.9%	33.3%	11.1%	13.4%	
Not satisfied	9.6%	2.3%	5.7%	10.4%	2.7%	6.4%	8.6%	1.6%	4.4%	
Total(n)	187	580	1,804	106	339	1,114	81	241	690	
Mean	2.72	3.29	3.13	2.79	3.33	3.15	2.62	3.21	3.10	
Standard deviation	0.89	0.72	0.83	0.94	0.72	0.85	0.81	0.70	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.79	-0.49	-	-0.75	-0.42	-	-0.84	-0.61	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied	23.0%	38.2%	29.1%	26.0%	42.4%	32.0%	19.0%	31.1%	24.5%	
Satisfied	51.9%	30.5%	35.0%	51.0%	31.3%	35.6%	53.2%	29.0%	34.0%	
Marginally satisfied	18.0%	21.1%	23.6%	17.3%	16.8%	21.8%	19.0%	28.2%	26.3%	
Not satisfied	7.1%	10.3%	12.4%	5.8%	9.4%	10.6%	8.9%	11.8%	15.1%	
Total(n)	183	581	1,820	104	339	1,119	79	242	701	
Mean	2.91	2.97	2.81	2.97	3.07	2.89	2.82	2.79	2.68	
Standard deviation	0.83	1.00	0.99	0.82	0.98	0.98	0.84	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.06	0.10	-	-0.10	0.08	-	0.03	0.14	
<b>Teaching load</b>										
Very satisfied	23.9%	31.2%	24.7%	29.8%	30.7%	24.0%	15.8%	32.1%	25.8%	
Satisfied	47.8%	48.5%	46.6%	45.2%	45.3%	46.6%	51.3%	53.8%	46.7%	
Marginally satisfied	16.7%	13.5%	17.2%	16.3%	15.9%	18.3%	17.1%	9.5%	15.5%	
Not satisfied	11.7%	6.8%	11.5%	8.7%	8.1%	11.1%	15.8%	4.7%	12.0%	
Total(n)	180	588	1,845	104	343	1,132	76	245	713	
Mean	2.84	3.04	2.85	2.96	2.99	2.83	2.67	3.13	2.86	
Standard deviation	0.92	0.85	0.92	0.90	0.89	0.92	0.93	0.76	0.94	
Significance	-	**		-			-	***		
Effect size	-	-0.24	-0.01	-	-0.03	0.14	-	-0.61	-0.20	
<b>Quality of students</b>										
Very satisfied	42.0%	37.6%	29.3%	42.7%	35.9%	29.4%	41.0%	40.5%	29.2%	
Satisfied	38.7%	46.6%	46.0%	35.0%	46.8%	45.0%	43.6%	46.3%	47.5%	
Marginally satisfied	16.0%	11.7%	18.1%	19.4%	12.2%	19.3%	11.5%	10.9%	16.2%	
Not satisfied	3.3%	4.1%	6.6%	2.9%	5.1%	6.3%	3.8%	2.4%	7.1%	
Total(n)	181	587	1,846	103	343	1,134	78	244	712	
Mean	3.19	3.18	2.98	3.17	3.13	2.98	3.22	3.25	2.99	
Standard deviation	0.82	0.79	0.86	0.85	0.82	0.86	0.80	0.74	0.86	
Significance	-		**	-		*	-		*	
Effect size	-	0.01	0.24	-	0.05	0.22	-	-0.04	0.27	



Wake Forest University	Total			Men			Women			CIRP Construct
	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	36.1%	37.5%	33.7%	35.6%	39.9%	34.0%	36.7%	33.6%	33.2%	
Satisfied	36.1%	36.6%	36.1%	37.5%	37.8%	36.9%	34.2%	34.6%	34.8%	
Marginally satisfied	13.1%	13.1%	15.1%	12.5%	13.6%	15.8%	13.9%	12.4%	13.9%	
Not satisfied	14.8%	12.7%	15.1%	14.4%	8.8%	13.3%	15.2%	19.4%	18.1%	
Total(n)	183	583	1,828	104	341	1,123	79	242	705	
Mean	2.93	2.99	2.88	2.94	3.09	2.92	2.92	2.82	2.83	
Standard deviation	1.04	1.01	1.04	1.03	0.94	1.01	1.06	1.10	1.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	0.05	-	-0.16	0.02	-	0.09	0.08	
<b>Autonomy and independence</b>										
Very satisfied	55.4%	49.7%	45.7%	57.7%	46.7%	43.5%	52.4%	54.7%	49.1%	
Satisfied	36.0%	38.2%	39.4%	36.5%	41.0%	41.2%	35.4%	33.5%	36.5%	
Marginally satisfied	6.5%	8.7%	10.0%	4.8%	8.8%	10.6%	8.5%	8.4%	9.1%	
Not satisfied	2.2%	3.5%	4.9%	1.0%	3.5%	4.7%	3.7%	3.4%	5.3%	
Total(n)	186	589	1,844	104	344	1,133	82	245	711	
Mean	3.45	3.34	3.26	3.51	3.31	3.24	3.37	3.39	3.29	
Standard deviation	0.71	0.78	0.83	0.64	0.78	0.82	0.79	0.78	0.84	
Significance	-	-	**	-	*	**	-	-	-	
Effect size	-	0.14	0.23	-	0.26	0.33	-	-0.03	0.10	
<b>Professional relationships with other faculty</b>										
Very satisfied	40.9%	40.2%	38.5%	40.4%	44.1%	39.9%	41.5%	33.7%	36.2%	
Satisfied	40.3%	36.0%	38.4%	38.5%	32.3%	37.6%	42.7%	42.3%	39.7%	
Marginally satisfied	11.3%	11.1%	13.4%	10.6%	9.2%	11.5%	12.2%	14.2%	16.4%	
Not satisfied	7.5%	12.6%	9.8%	10.6%	14.3%	11.0%	3.7%	9.8%	7.7%	
Total(n)	186	590	1,842	104	344	1,131	82	246	711	
Mean	3.15	3.04	3.06	3.09	3.06	3.06	3.22	3.00	3.04	
Standard deviation	0.90	1.01	0.95	0.97	1.05	0.98	0.80	0.93	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.09	-	0.03	0.03	-	0.24	0.20	
<b>Competency of colleagues</b>										
Very satisfied	42.9%	38.2%	37.1%	44.7%	42.2%	38.9%	40.7%	31.5%	34.1%	
Satisfied	41.3%	42.4%	44.1%	43.7%	37.7%	40.7%	38.3%	50.2%	49.6%	
Marginally satisfied	10.9%	13.4%	12.8%	7.8%	13.5%	13.1%	14.8%	13.3%	12.3%	
Not satisfied	4.9%	6.0%	6.0%	3.9%	6.6%	7.4%	6.2%	5.1%	4.0%	
Total(n)	184	588	1,839	103	342	1,129	81	246	710	
Mean	3.22	3.13	3.12	3.29	3.15	3.11	3.14	3.08	3.14	
Standard deviation	0.83	0.86	0.85	0.77	0.89	0.90	0.89	0.80	0.78	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.10	0.12	-	0.16	0.20	-	0.08	0.00	

Wake Forest University	Total			Men			Women			CIRP Construct
	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	49.5%	45.3%	44.6%	57.5%	51.7%	50.4%	38.8%	34.5%	35.6%	
Satisfied	33.3%	26.5%	29.8%	30.2%	22.9%	27.3%	37.5%	32.6%	33.8%	
Marginally satisfied	8.1%	13.7%	13.9%	5.7%	12.9%	12.2%	11.3%	15.0%	16.6%	
Not satisfied	9.1%	14.5%	11.6%	6.6%	12.6%	10.1%	12.5%	17.8%	14.0%	
Total(n)	186	583	1,817	106	342	1,116	80	241	701	
Mean	3.23	3.03	3.07	3.39	3.14	3.18	3.03	2.84	2.91	
Standard deviation	0.94	1.08	1.02	0.87	1.06	1.00	1.01	1.09	1.04	
Significance	-	*	*	-	*	*	-	-	-	
Effect size	-	0.19	0.16	-	0.24	0.21	-	0.17	0.12	
<b>Departmental leadership</b>										
Very satisfied	35.4%	35.5%	34.7%	41.3%	43.6%	39.2%	27.3%	22.0%	27.7%	
Satisfied	30.4%	35.1%	36.0%	26.0%	34.1%	34.1%	36.4%	36.7%	38.9%	
Marginally satisfied	17.7%	13.2%	13.6%	20.2%	12.6%	13.9%	14.3%	14.3%	13.3%	
Not satisfied	16.6%	16.2%	15.7%	12.5%	9.7%	12.9%	22.1%	26.9%	20.1%	
Total(n)	181	581	1,817	104	340	1,114	77	241	703	
Mean	2.85	2.90	2.90	2.96	3.12	3.00	2.69	2.54	2.74	
Standard deviation	1.08	1.06	1.05	1.06	0.97	1.02	1.10	1.11	1.07	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.05	-	-0.16	-0.04	-	0.14	-0.05	
<b>Course assignments</b>										
Very satisfied	44.7%	37.6%	35.2%	47.1%	38.1%	34.8%	41.3%	36.7%	35.7%	
Satisfied	43.0%	50.6%	50.2%	42.3%	49.2%	50.1%	44.0%	52.8%	50.3%	
Marginally satisfied	8.4%	8.4%	9.9%	6.7%	9.0%	9.9%	10.7%	7.5%	9.9%	
Not satisfied	3.9%	3.4%	4.8%	3.8%	3.7%	5.3%	4.0%	3.0%	4.1%	
Total(n)	179	586	1,825	104	343	1,116	75	243	709	
Mean	3.28	3.22	3.16	3.33	3.22	3.14	3.23	3.23	3.18	
Standard deviation	0.78	0.74	0.79	0.77	0.76	0.80	0.80	0.71	0.77	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.08	0.15	-	0.14	0.24	-	0.00	0.06	
<b>Freedom to determine course content</b>										
Very satisfied	70.4%	68.6%	63.9%	72.1%	70.0%	62.9%	68.0%	66.4%	65.4%	
Satisfied	24.0%	25.4%	29.0%	23.1%	23.9%	29.8%	25.3%	28.1%	27.8%	
Marginally satisfied	3.4%	4.4%	4.4%	1.9%	5.0%	5.0%	5.3%	3.4%	3.5%	
Not satisfied	2.2%	1.5%	2.7%	2.9%	1.2%	2.2%	1.3%	2.1%	3.4%	
Total(n)	179	584	1,827	104	343	1,121	75	241	706	
Mean	3.63	3.61	3.54	3.64	3.63	3.53	3.60	3.59	3.55	
Standard deviation	0.66	0.65	0.70	0.67	0.64	0.69	0.66	0.66	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.13	-	0.02	0.16	-	0.02	0.07	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Availability of child care at this institution</b>										
Very satisfied	7.1%	26.0%	17.0%	10.0%	36.7%	23.7%	2.9%	9.2%	7.9%	
Satisfied	3.5%	13.1%	13.5%	6.0%	16.5%	18.4%	0.0%	7.8%	6.8%	
Marginally satisfied	3.5%	17.6%	16.4%	2.0%	13.2%	12.7%	5.7%	24.3%	21.6%	
Not satisfied	85.9%	43.3%	53.0%	82.0%	33.5%	45.2%	91.4%	58.6%	63.7%	
Total(n)	85	206	614	50	110	341	35	96	273	
Mean	1.32	2.22	1.95	1.44	2.56	2.21	1.14	1.68	1.59	
Standard deviation	0.85	1.25	1.16	0.99	1.28	1.24	0.55	0.96	0.92	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.72	-0.54	-	-0.88	-0.62	-	-0.56	-0.49	
<b>Prospects for career advancement</b>										
Very satisfied	17.8%	20.9%	18.2%	22.2%	25.1%	20.7%	12.0%	14.0%	14.5%	
Satisfied	46.0%	37.2%	36.2%	48.5%	41.5%	38.9%	42.7%	30.2%	32.0%	
Marginally satisfied	23.0%	23.2%	26.1%	19.2%	20.1%	26.1%	28.0%	28.2%	26.1%	
Not satisfied	13.2%	18.8%	19.5%	10.1%	13.3%	14.3%	17.3%	27.5%	27.4%	
Total(n)	174	545	1,727	99	314	1,051	75	231	676	
Mean	2.68	2.60	2.53	2.83	2.78	2.66	2.49	2.31	2.34	
Standard deviation	0.92	1.02	1.00	0.89	0.97	0.96	0.92	1.02	1.03	
Significance	-			-			-			
Effect size	-	0.08	0.15	-	0.05	0.18	-	0.18	0.15	
<b>Clerical/administrative support</b>										
Very satisfied	31.9%	25.7%	27.6%	36.8%	28.7%	28.4%	25.3%	20.3%	26.2%	
Satisfied	41.6%	33.9%	33.6%	39.6%	37.6%	36.9%	44.3%	27.4%	28.4%	
Marginally satisfied	18.9%	21.3%	22.0%	15.1%	20.9%	21.4%	24.1%	21.9%	22.8%	
Not satisfied	7.6%	19.2%	16.9%	8.5%	12.8%	13.3%	6.3%	30.4%	22.5%	
Total(n)	185	579	1,819	106	339	1,115	79	240	704	
Mean	2.98	2.66	2.72	3.05	2.82	2.80	2.89	2.38	2.58	
Standard deviation	0.90	1.06	1.04	0.93	0.99	1.00	0.86	1.12	1.10	
Significance	-	***	**	-	*	*	-	***	*	
Effect size	-	0.30	0.25	-	0.23	0.25	-	0.46	0.28	
<b>Overall job satisfaction</b>										
Very satisfied	36.4%	35.4%	33.8%	39.4%	41.1%	38.6%	32.5%	25.8%	26.3%	
Satisfied	47.3%	46.5%	46.0%	46.2%	45.1%	43.6%	48.8%	48.7%	49.7%	
Marginally satisfied	13.6%	12.1%	15.0%	12.5%	10.9%	14.3%	15.0%	14.2%	16.1%	
Not satisfied	2.7%	6.0%	5.2%	1.9%	2.8%	3.5%	3.8%	11.3%	7.8%	
Total(n)	184	586	1,830	104	344	1,123	80	242	707	
Mean	3.17	3.11	3.08	3.23	3.25	3.17	3.10	2.89	2.95	
Standard deviation	0.76	0.84	0.83	0.74	0.76	0.80	0.79	0.92	0.86	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	-0.03	0.08	-	0.23	0.17	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Relative equity of salary and job benefits</b>										
Very satisfied	16.5%	20.2%	18.6%	17.5%	25.4%	22.7%	15.2%	11.5%	12.2%	
Satisfied	39.6%	37.8%	37.6%	44.7%	39.2%	39.2%	32.9%	35.3%	35.1%	
Marginally satisfied	19.8%	21.8%	22.6%	16.5%	19.4%	20.2%	24.1%	25.8%	26.4%	
Not satisfied	24.2%	20.3%	21.2%	21.4%	16.0%	17.9%	27.8%	27.4%	26.3%	
Total(n)	182	573	1,793	103	335	1,101	79	238	692	
Mean	2.48	2.58	2.54	2.58	2.74	2.67	2.35	2.31	2.33	
Standard deviation	1.03	1.03	1.02	1.01	1.01	1.02	1.05	1.00	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.06	-	-0.16	-0.09	-	0.04	0.02	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	46.5%	40.1%	41.0%	55.6%	45.2%	43.7%	34.2%	31.4%	36.7%	
Satisfied	40.1%	46.1%	43.6%	31.3%	45.5%	43.7%	52.1%	47.2%	43.3%	
Marginally satisfied	9.3%	12.3%	11.5%	9.1%	8.2%	9.3%	9.6%	19.4%	15.0%	
Not satisfied	4.1%	1.4%	3.9%	4.0%	1.1%	3.2%	4.1%	1.9%	5.0%	
Total(n)	172	527	1,731	99	311	1,066	73	216	665	
Mean	3.29	3.25	3.22	3.38	3.35	3.28	3.16	3.08	3.12	
Standard deviation	0.80	0.72	0.80	0.82	0.67	0.76	0.76	0.76	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.09	-	0.04	0.13	-	0.11	0.05	
<b>Rate your agreement with the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	7.3%	6.8%	8.6%	8.8%	7.1%	8.4%	5.4%	6.2%	8.9%	
Agree somewhat	36.9%	39.3%	42.0%	38.1%	44.2%	44.3%	35.5%	31.3%	38.4%	
Disagree somewhat	37.4%	37.4%	34.3%	36.3%	36.6%	34.1%	38.7%	38.5%	34.7%	
Disagree strongly	18.4%	16.5%	15.1%	16.8%	12.0%	13.2%	20.4%	24.0%	18.0%	
Total(n)	206	633	1,946	113	370	1,197	93	263	749	
Mean	2.33	2.36	2.44	2.39	2.47	2.48	2.26	2.20	2.38	
Standard deviation	0.86	0.84	0.85	0.87	0.79	0.83	0.85	0.87	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.13	-	-0.10	-0.11	-	0.07	-0.14	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all</b>										
Agree strongly	64.7%	66.8%	63.5%	50.0%	55.5%	53.4%	82.6%	85.6%	79.6%	
Agree somewhat	30.4%	27.2%	30.3%	42.0%	35.3%	38.0%	16.3%	13.6%	18.1%	
Disagree somewhat	3.9%	3.6%	4.2%	6.3%	5.4%	5.6%	1.1%	0.6%	2.0%	
Disagree strongly	1.0%	2.4%	2.0%	1.8%	3.7%	3.0%	0.0%	0.2%	0.3%	
Total(n)	204	633	1,949	112	370	1,199	92	263	750	
Mean	3.59	3.58	3.55	3.40	3.43	3.42	3.82	3.85	3.77	
Standard deviation	0.62	0.68	0.67	0.69	0.76	0.73	0.42	0.39	0.48	
Significance	-			-			-			
Effect size	-	0.01	0.06	-	-0.04	-0.03	-	-0.08	0.10	
<b>External pressures often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	16.6%	13.4%	16.4%	15.3%	9.5%	15.0%	18.2%	20.0%	18.7%	
Agree somewhat	42.2%	45.5%	47.0%	36.9%	48.7%	48.1%	48.9%	39.9%	45.3%	
Disagree somewhat	30.7%	30.8%	27.9%	36.0%	30.8%	27.5%	23.9%	30.9%	28.6%	
Disagree strongly	10.6%	10.3%	8.7%	11.7%	11.0%	9.5%	9.1%	9.2%	7.4%	
Total(n)	199	624	1,936	111	367	1,194	88	257	742	
Mean	2.65	2.62	2.71	2.56	2.57	2.69	2.76	2.71	2.75	
Standard deviation	0.88	0.84	0.84	0.89	0.81	0.84	0.86	0.89	0.84	
Significance	-			-			-			
Effect size	-	0.04	-0.07	-	-0.01	-0.15	-	0.06	0.01	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	34.7%	40.4%	38.8%	28.2%	33.4%	31.2%	42.4%	52.2%	50.9%	
Agree somewhat	50.0%	45.4%	48.3%	50.0%	48.3%	52.0%	50.0%	40.6%	42.3%	
Disagree somewhat	9.4%	12.9%	11.5%	11.8%	16.7%	15.0%	6.5%	6.6%	5.9%	
Disagree strongly	5.9%	1.3%	1.4%	10.0%	1.7%	1.8%	1.1%	0.6%	0.9%	
Total(n)	202	629	1,944	110	367	1,195	92	262	749	
Mean	3.13	3.25	3.24	2.96	3.13	3.13	3.34	3.44	3.43	
Standard deviation	0.81	0.72	0.71	0.90	0.74	0.72	0.65	0.64	0.65	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.17	-0.15	-	-0.23	-0.24	-	-0.16	-0.14	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	11.3%	14.0%	12.5%	9.0%	8.4%	8.9%	14.3%	24.1%	18.6%	
Agree somewhat	45.6%	49.2%	48.5%	43.2%	52.7%	50.8%	48.8%	43.1%	44.7%	
Disagree somewhat	31.3%	24.9%	30.0%	33.3%	26.4%	30.5%	28.6%	22.3%	29.2%	
Disagree strongly	11.8%	11.8%	9.0%	14.4%	12.5%	9.9%	8.3%	10.5%	7.5%	
Total(n)	195	616	1,918	111	365	1,187	84	251	731	
Mean	2.56	2.66	2.65	2.47	2.57	2.59	2.69	2.81	2.74	
Standard deviation	0.84	0.86	0.81	0.85	0.81	0.79	0.82	0.92	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.11	-	-0.12	-0.15	-	-0.13	-0.06	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive	20.9%	18.9%	18.8%	19.4%	14.0%	14.4%	22.8%	26.4%	25.4%	
Somewhat	47.8%	50.3%	51.3%	45.6%	55.0%	52.9%	50.6%	43.1%	48.8%	
Not at all	31.3%	30.8%	30.0%	35.0%	31.0%	32.7%	26.6%	30.5%	25.8%	
Total(n)	182	566	1,790	103	329	1,095	79	237	695	
Mean	1.90	1.88	1.89	1.84	1.83	1.82	1.96	1.96	2.00	
Standard deviation	0.72	0.69	0.69	0.72	0.65	0.66	0.71	0.75	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.01	-	0.02	0.03	-	0.00	-0.06	
<b>Child care</b>										
Extensive	18.0%	16.5%	18.9%	17.6%	8.7%	12.7%	18.4%	28.8%	29.5%	
Somewhat	38.2%	47.1%	40.8%	35.3%	47.3%	40.7%	42.1%	46.8%	41.0%	
Not at all	43.8%	36.4%	40.3%	47.1%	44.0%	46.6%	39.5%	24.4%	29.5%	
Total(n)	89	289	1,018	51	163	683	38	126	335	
Mean	1.74	1.80	1.79	1.71	1.65	1.66	1.79	2.04	2.00	
Standard deviation	0.75	0.70	0.74	0.76	0.63	0.69	0.74	0.73	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.07	-	0.10	0.07	-	-0.34	-0.27	
<b>My physical health</b>										
Extensive	5.7%	7.2%	8.0%	5.0%	5.2%	5.8%	6.6%	10.3%	11.3%	
Somewhat	42.0%	47.8%	46.5%	43.0%	50.6%	47.5%	40.8%	43.3%	44.8%	
Not at all	52.3%	45.0%	45.6%	52.0%	44.2%	46.6%	52.6%	46.3%	43.9%	
Total(n)	176	551	1,771	100	326	1,096	76	225	675	
Mean	1.53	1.62	1.62	1.53	1.61	1.59	1.54	1.64	1.67	
Standard deviation	0.60	0.62	0.63	0.59	0.58	0.60	0.62	0.66	0.67	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.14	-	-0.14	-0.10	-	-0.15	-0.19	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Review/promotion process</b>										
Extensive	19.8%	27.7%	25.4%	17.2%	17.7%	19.0%	23.2%	42.9%	35.3%	
Somewhat	37.0%	40.5%	41.8%	29.0%	44.1%	42.6%	47.8%	35.1%	40.6%	
Not at all	43.2%	31.8%	32.8%	53.8%	38.2%	38.4%	29.0%	22.0%	24.2%	
Total(n)	162	526	1,672	93	303	1,034	69	223	638	
Mean	1.77	1.96	1.93	1.63	1.80	1.81	1.94	2.21	2.11	
Standard deviation	0.76	0.77	0.76	0.76	0.72	0.73	0.73	0.78	0.76	
Significance	-	**	*	-		*	-	*		
Effect size	-	-0.25	-0.21	-	-0.24	-0.25	-	-0.35	-0.22	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	8.6%	10.5%	8.4%	4.4%	6.0%	5.7%	14.1%	17.3%	12.5%	
Somewhat	18.5%	20.3%	23.8%	11.0%	7.8%	14.8%	28.2%	39.5%	37.4%	
Not at all	72.8%	69.2%	67.7%	84.6%	86.1%	79.5%	57.7%	43.1%	50.0%	
Total(n)	162	510	1,622	91	289	987	71	221	635	
Mean	1.36	1.41	1.41	1.20	1.20	1.26	1.56	1.74	1.63	
Standard deviation	0.64	0.67	0.64	0.50	0.53	0.55	0.73	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	0.00	-0.11	-	-0.25	-0.10	
<b>Personal finances</b>										
Extensive	8.4%	11.7%	16.1%	6.9%	9.0%	14.8%	10.4%	15.9%	18.1%	
Somewhat	48.0%	46.8%	45.3%	44.1%	48.7%	46.0%	53.2%	43.7%	44.2%	
Not at all	43.6%	41.6%	38.6%	49.0%	42.3%	39.1%	36.4%	40.4%	37.7%	
Total(n)	179	567	1,792	102	332	1,106	77	235	686	
Mean	1.65	1.70	1.78	1.58	1.67	1.76	1.74	1.76	1.80	
Standard deviation	0.63	0.67	0.70	0.62	0.63	0.69	0.64	0.71	0.72	
Significance	-		*	-		*	-			
Effect size	-	-0.07	-0.19	-	-0.14	-0.26	-	-0.03	-0.08	
<b>Committee work</b>										
Extensive	12.3%	11.2%	10.9%	12.6%	7.2%	9.0%	11.8%	17.8%	14.0%	
Somewhat	43.0%	43.8%	46.9%	45.6%	43.4%	46.8%	39.5%	44.3%	47.2%	
Not at all	44.7%	45.0%	42.1%	41.7%	49.4%	44.3%	48.7%	38.0%	38.8%	
Total(n)	179	562	1,774	103	326	1,090	76	236	684	
Mean	1.68	1.66	1.69	1.71	1.58	1.65	1.63	1.80	1.75	
Standard deviation	0.68	0.67	0.66	0.68	0.62	0.64	0.69	0.72	0.68	
Significance	-			-			-			
Effect size	-	0.03	-0.02	-	0.21	0.09	-	-0.24	-0.18	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Faculty meetings</b>										
Extensive	8.4%	14.4%	11.7%	7.9%	10.2%	9.0%	9.0%	21.4%	15.9%	
Somewhat	40.8%	31.5%	40.2%	42.6%	28.6%	39.2%	38.5%	36.4%	41.7%	
Not at all	50.8%	54.1%	48.2%	49.5%	61.1%	51.8%	52.6%	42.2%	42.5%	
Total(n)	179	570	1,794	101	332	1,099	78	238	695	
Mean	1.58	1.60	1.63	1.58	1.49	1.57	1.56	1.79	1.73	
Standard deviation	0.64	0.73	0.68	0.64	0.67	0.65	0.66	0.77	0.72	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.03	-0.07	-	0.13	0.02	-	-0.30	-0.24	
<b>Colleagues</b>										
Extensive	12.6%	18.4%	14.2%	11.5%	12.8%	11.4%	14.1%	27.7%	18.5%	
Somewhat	42.9%	32.8%	40.7%	43.3%	32.3%	39.7%	42.3%	33.6%	42.4%	
Not at all	44.5%	48.8%	45.1%	45.2%	54.9%	48.9%	43.6%	38.7%	39.2%	
Total(n)	182	569	1,805	104	334	1,109	78	235	696	
Mean	1.68	1.70	1.69	1.66	1.58	1.63	1.71	1.89	1.79	
Standard deviation	0.69	0.76	0.71	0.68	0.71	0.68	0.70	0.81	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.01	-	0.11	0.04	-	-0.22	-0.11	
<b>Students</b>										
Extensive	4.4%	5.6%	6.2%	3.9%	1.9%	3.5%	5.1%	11.7%	10.5%	
Somewhat	51.1%	45.2%	48.8%	50.5%	46.3%	49.4%	51.9%	43.5%	47.8%	
Not at all	44.5%	49.2%	45.0%	45.6%	51.8%	47.1%	43.0%	44.8%	41.7%	
Total(n)	182	574	1,816	103	335	1,111	79	239	705	
Mean	1.60	1.56	1.61	1.58	1.50	1.56	1.62	1.67	1.69	
Standard deviation	0.57	0.60	0.60	0.57	0.54	0.56	0.58	0.67	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	-0.02	-	0.15	0.04	-	-0.07	-0.11	
<b>Research or publishing demands</b>										
Extensive	24.3%	27.3%	27.1%	25.0%	22.0%	23.5%	23.4%	35.9%	32.6%	
Somewhat	52.5%	52.1%	51.2%	55.0%	54.7%	51.9%	49.4%	47.9%	50.2%	
Not at all	23.2%	20.7%	21.7%	20.0%	23.4%	24.6%	27.3%	16.2%	17.2%	
Total(n)	177	554	1,744	100	324	1,079	77	230	665	
Mean	2.01	2.07	2.05	2.05	1.99	1.99	1.96	2.20	2.15	
Standard deviation	0.69	0.69	0.70	0.67	0.67	0.69	0.72	0.69	0.69	
Significance	-	-	-	-	-	-	-	**	*	
Effect size	-	-0.09	-0.06	-	0.09	0.09	-	-0.35	-0.28	



Wake Forest University	Total			Men			Women			CIRP Construct
	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	18.1%	23.2%	22.9%	22.1%	18.2%	20.4%	12.8%	31.6%	26.7%	
Somewhat	48.9%	51.3%	52.5%	45.2%	61.3%	57.2%	53.8%	34.9%	45.1%	
Not at all	33.0%	25.5%	24.6%	32.7%	20.6%	22.4%	33.3%	33.5%	28.2%	
Total(n)	182	568	1,798	104	336	1,110	78	232	688	
Mean	1.85	1.98	1.98	1.89	1.98	1.98	1.79	1.98	1.99	
Standard deviation	0.70	0.70	0.69	0.74	0.62	0.65	0.65	0.81	0.74	
Significance	-	*	*	-			-		*	
Effect size	-	-0.19	-0.19	-	-0.15	-0.14	-	-0.23	-0.27	
<b>Teaching load</b>										
Extensive	10.6%	9.1%	11.9%	8.7%	8.7%	10.1%	13.0%	9.9%	14.6%	
Somewhat	37.2%	49.1%	47.0%	37.9%	54.9%	50.5%	36.4%	39.6%	41.6%	
Not at all	52.2%	41.8%	41.1%	53.4%	36.4%	39.4%	50.6%	50.5%	43.8%	
Total(n)	180	578	1,813	103	337	1,112	77	241	701	
Mean	1.58	1.67	1.71	1.55	1.72	1.71	1.62	1.59	1.71	
Standard deviation	0.68	0.63	0.67	0.65	0.61	0.64	0.71	0.66	0.71	
Significance	-		*	-	*	*	-			
Effect size	-	-0.14	-0.19	-	-0.28	-0.25	-	0.05	-0.13	
<b>Lack of personal time</b>										
Extensive	27.8%	23.2%	24.0%	23.8%	16.7%	18.3%	32.9%	34.0%	33.0%	
Somewhat	44.4%	46.3%	45.8%	46.7%	48.7%	46.7%	41.5%	42.4%	44.4%	
Not at all	27.8%	30.4%	30.2%	29.5%	34.6%	35.0%	25.6%	23.6%	22.6%	
Total(n)	187	577	1,817	105	336	1,115	82	241	702	
Mean	2.00	1.93	1.94	1.94	1.82	1.83	2.07	2.10	2.10	
Standard deviation	0.75	0.73	0.73	0.73	0.69	0.71	0.77	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.17	0.15	-	-0.04	-0.04	
<b>Job security</b>										
Extensive	11.4%	15.5%	14.5%	8.8%	14.1%	12.6%	14.6%	17.8%	17.3%	
Somewhat	20.7%	24.2%	25.5%	14.7%	19.6%	21.6%	28.0%	31.7%	31.4%	
Not at all	67.9%	60.3%	60.1%	76.5%	66.3%	65.8%	57.3%	50.4%	51.3%	
Total(n)	184	570	1,793	102	331	1,099	82	239	694	
Mean	1.43	1.55	1.54	1.32	1.48	1.47	1.57	1.67	1.66	
Standard deviation	0.69	0.75	0.73	0.63	0.73	0.71	0.74	0.76	0.75	
Significance	-			-	*	*	-			
Effect size	-	-0.16	-0.15	-	-0.22	-0.21	-	-0.13	-0.12	

Wake Forest University	Total			Men			Women			CIRP Construct
	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>Working with underprepared students</b>										
Extensive	3.4%	3.4%	6.3%	4.0%	3.8%	6.5%	2.6%	2.6%	5.9%	
Somewhat	39.7%	39.9%	46.5%	42.6%	42.2%	47.7%	35.9%	36.1%	44.6%	
Not at all	57.0%	56.7%	47.2%	53.5%	53.9%	45.7%	61.5%	61.3%	49.5%	
Total(n)	179	571	1,800	101	333	1,105	78	238	695	
Mean	1.46	1.47	1.59	1.50	1.50	1.61	1.41	1.41	1.56	
Standard deviation	0.56	0.56	0.61	0.58	0.57	0.61	0.55	0.54	0.60	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	-0.02	-0.21	-	0.00	-0.18	-	0.00	-0.25	
<b>Self-imposed high expectations</b>										
Extensive	32.4%	38.2%	38.7%	27.2%	31.8%	34.7%	39.2%	49.1%	44.9%	
Somewhat	54.9%	46.2%	46.1%	59.2%	47.3%	46.5%	49.4%	44.3%	45.5%	
Not at all	12.6%	15.6%	15.2%	13.6%	20.9%	18.8%	11.4%	6.6%	9.7%	
Total(n)	182	575	1,811	103	335	1,111	79	240	700	
Mean	2.20	2.23	2.23	2.14	2.11	2.16	2.28	2.42	2.35	
Standard deviation	0.64	0.70	0.70	0.63	0.72	0.71	0.66	0.61	0.65	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.04	-	0.04	-0.03	-	-0.23	-0.11	
<b>Change in work responsibilities</b>										
Extensive	21.6%	20.6%	21.2%	21.2%	15.6%	17.5%	22.2%	28.9%	27.1%	
Somewhat	49.2%	53.6%	51.5%	45.2%	61.6%	54.1%	54.3%	39.9%	47.5%	
Not at all	29.2%	25.9%	27.2%	33.7%	22.7%	28.4%	23.5%	31.2%	25.4%	
Total(n)	185	574	1,800	104	334	1,106	81	240	694	
Mean	1.92	1.95	1.94	1.88	1.93	1.89	1.99	1.98	2.02	
Standard deviation	0.71	0.68	0.69	0.73	0.62	0.67	0.68	0.78	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.03	-	-0.08	-0.01	-	0.01	-0.04	
<b>Institutional budget cuts</b>										
Extensive	8.9%	13.6%	12.9%	4.0%	13.0%	11.1%	15.0%	14.5%	16.0%	
Somewhat	46.7%	33.9%	38.9%	46.0%	34.5%	39.3%	47.5%	32.8%	38.3%	
Not at all	44.4%	52.5%	48.1%	50.0%	52.5%	49.7%	37.5%	52.7%	45.7%	
Total(n)	180	542	1,734	100	315	1,065	80	227	669	
Mean	1.64	1.61	1.65	1.54	1.61	1.61	1.78	1.62	1.70	
Standard deviation	0.64	0.71	0.70	0.58	0.71	0.68	0.69	0.73	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	-0.01	-	-0.10	-0.10	-	0.22	0.11	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
<b>Considered leaving academe for another job?</b>										
Yes	16.6%	33.4%	31.2%	17.1%	34.3%	29.8%	15.9%	31.8%	33.6%	
No	83.4%	66.6%	68.8%	82.9%	65.7%	70.2%	84.1%	68.2%	66.4%	
Total(n)	187	587	1,841	105	340	1,128	82	247	713	
<b>Considered leaving this institution for another?</b>										
Yes	33.2%	50.7%	47.4%	32.4%	47.3%	45.3%	34.1%	56.4%	50.7%	
No	66.8%	49.3%	52.6%	67.6%	52.7%	54.7%	65.9%	43.6%	49.3%	
Total(n)	187	587	1,839	105	341	1,128	82	246	711	
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	47.1%	51.6%	54.1%	50.9%	51.8%	56.4%	42.0%	51.2%	50.6%	
No	52.9%	48.4%	45.9%	49.1%	48.2%	43.6%	58.0%	48.8%	49.4%	
Total(n)	187	589	1,842	106	342	1,129	81	247	713	
<b>Received at least one firm job offer?</b>										
Yes	14.4%	15.1%	15.6%	17.0%	17.4%	17.4%	11.0%	11.2%	12.8%	
No	85.6%	84.9%	84.4%	83.0%	82.6%	82.6%	89.0%	88.8%	87.2%	
Total(n)	188	589	1,841	106	343	1,129	82	246	712	
<b>Requested/sought an early promotion?</b>										
Yes	2.7%	5.0%	4.5%	1.9%	6.3%	4.7%	3.7%	2.9%	4.1%	
No	97.3%	95.0%	95.5%	98.1%	93.7%	95.3%	96.3%	97.1%	95.9%	
Total(n)	188	586	1,837	106	342	1,128	82	244	709	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	5.3%	1.1%	7.6%	6.6%	1.3%	6.4%	3.7%	0.8%	9.5%	
No	94.7%	98.9%	92.4%	93.4%	98.7%	93.6%	96.3%	99.2%	90.5%	
Total(n)	188	589	1,838	106	342	1,125	82	247	713	
<b>Are you a U.S. citizen?</b>										
Yes	96.2%	89.7%	93.1%	94.2%	87.7%	92.1%	98.8%	93.0%	94.8%	
No	3.8%	10.3%	6.9%	5.8%	12.3%	7.9%	1.2%	7.0%	5.2%	
Total(n)	185	590	1,842	103	343	1,127	82	247	715	
<b>Do you plan to retire within the next three years?</b>										
Yes	8.6%	11.1%	9.4%	15.4%	16.9%	12.3%	0.0%	1.5%	4.7%	
No	91.4%	88.9%	90.6%	84.6%	83.1%	87.7%	100.0%	98.5%	95.3%	
Total(n)	186	586	1,833	104	339	1,123	82	247	710	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	29.9%	28.6%	36.0%	25.5%	24.0%	35.0%	35.8%	36.3%	37.7%	
No	70.1%	71.4%	64.0%	74.5%	76.0%	65.0%	64.2%	63.7%	62.3%	
Total(n)	187	585	1,833	106	341	1,126	81	244	707	
<b>Have you been sexually harassed at this institution?</b>										
Yes	2.7%	4.0%	6.5%	0.9%	0.6%	2.4%	4.9%	9.9%	13.0%	
No	97.3%	96.0%	93.5%	99.1%	99.4%	97.6%	95.1%	90.1%	87.0%	

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Wake Forest University										
Total(n)	187	589	1,834	106	344	1,127	81	245	707	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	2.1%	5.4%	6.2%	0.9%	0.9%	2.7%	3.7%	12.9%	11.6%	
No	97.9%	94.6%	93.8%	99.1%	99.1%	97.3%	96.3%	87.1%	88.4%	
Total(n)	188	591	1,840	106	344	1,128	82	247	712	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	37.8%	48.4%	44.4%	34.9%	51.0%	47.3%	41.5%	44.0%	39.9%	
No	62.2%	51.6%	55.6%	65.1%	49.0%	52.7%	58.5%	56.0%	60.1%	
Total(n)	188	590	1,843	106	344	1,130	82	246	713	
<b>How would you characterize your political views?</b>										
Far left	9.0%	19.6%	14.6%	7.5%	18.3%	14.4%	11.0%	21.8%	15.0%	
Liberal	60.8%	50.7%	42.2%	53.3%	45.6%	36.5%	70.7%	58.7%	51.1%	
Middle of the road	23.3%	20.5%	27.0%	29.9%	21.9%	28.3%	14.6%	18.4%	25.0%	
Conservative	6.3%	9.1%	15.9%	8.4%	14.0%	20.5%	3.7%	1.1%	8.8%	
Far right	0.5%	0.1%	0.3%	0.9%	0.1%	0.4%	0.0%	0.0%	0.2%	
Total(n)	189	581	1,826	107	339	1,121	82	242	705	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	46.8%	46.6%	43.7%	48.1%	49.4%	45.4%	45.1%	42.0%	40.9%	
Probably yes	34.7%	30.0%	31.7%	34.3%	30.0%	31.7%	35.4%	30.1%	31.7%	
Not sure	10.5%	10.0%	13.2%	11.1%	10.7%	13.8%	9.8%	8.9%	12.1%	
Probably no	4.7%	6.6%	6.3%	3.7%	3.9%	4.0%	6.1%	11.1%	9.8%	
Definitely no	3.2%	6.7%	5.1%	2.8%	6.0%	5.0%	3.7%	7.9%	5.4%	
Total(n)	190	590	1,843	108	343	1,129	82	247	714	
Mean	4.17	4.03	4.02	4.21	4.13	4.09	4.12	3.87	3.93	
Standard deviation	1.01	1.20	1.13	0.98	1.13	1.09	1.06	1.28	1.19	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	0.07	0.11	-	0.20	0.16	
<b>Still want to be a college professor?</b>										
Definitely yes	62.4%	63.3%	64.6%	71.0%	65.4%	68.1%	51.2%	59.8%	59.1%	
Probably yes	26.5%	19.6%	21.8%	18.7%	18.4%	18.5%	36.6%	21.7%	27.0%	
Not sure	10.1%	12.6%	10.0%	10.3%	12.8%	10.0%	9.8%	12.4%	9.8%	
Probably no	0.5%	4.1%	3.4%	0.0%	3.0%	3.1%	1.2%	5.9%	3.8%	
Definitely no	0.5%	0.3%	0.2%	0.0%	0.4%	0.3%	1.2%	0.2%	0.2%	
Total(n)	189	590	1,845	107	343	1,129	82	247	716	
Mean	4.50	4.42	4.47	4.61	4.45	4.51	4.35	4.35	4.41	
Standard deviation	0.74	0.88	0.82	0.67	0.86	0.82	0.81	0.92	0.83	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	0.19	0.12	-	0.00	-0.07	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.9%	0.1%	0.3%	1.4%	0.2%	0.2%	0.0%	0.0%	0.5%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
\$30,000 - \$39,999	0.0%	0.2%	0.4%	0.0%	0.4%	0.2%	0.0%	0.0%	0.7%	
\$40,000 - \$49,999	5.3%	7.4%	5.6%	2.8%	9.8%	6.3%	9.5%	3.0%	4.4%	
\$50,000 - \$59,999	7.9%	1.9%	3.5%	6.9%	1.8%	2.4%	9.5%	2.1%	5.4%	
\$60,000 - \$69,999	14.0%	4.8%	11.0%	13.9%	3.1%	8.9%	14.3%	8.0%	14.7%	
\$70,000 - \$79,999	13.2%	15.9%	15.3%	12.5%	10.7%	11.1%	14.3%	25.3%	22.5%	
\$80,000 - \$89,999	11.4%	13.5%	13.1%	9.7%	9.8%	12.2%	14.3%	20.2%	14.5%	
\$90,000 - \$99,999	7.0%	3.5%	6.8%	6.9%	3.2%	6.3%	7.1%	4.0%	7.7%	
\$100,000 - \$124,999	20.2%	27.8%	25.5%	18.1%	37.3%	32.9%	23.8%	10.9%	13.0%	
\$125,000 - \$149,999	8.8%	12.1%	9.7%	11.1%	13.4%	11.2%	4.8%	9.9%	7.0%	
\$150,000 or more	11.4%	12.7%	8.7%	16.7%	10.5%	8.3%	2.4%	16.6%	9.5%	
Total(n)	114	322	960	72	194	603	42	128	357	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
\$20,000 - \$29,999	0.0%	0.0%	0.7%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	17.0%	2.6%	2.5%	21.1%	2.5%	2.2%	14.7%	2.7%	2.9%	
\$50,000 - \$59,999	9.4%	12.7%	13.1%	5.3%	9.8%	13.0%	11.8%	16.5%	13.3%	
\$60,000 - \$69,999	18.9%	5.9%	12.1%	21.1%	4.4%	7.1%	17.6%	7.9%	18.9%	
\$70,000 - \$79,999	9.4%	6.1%	10.4%	0.0%	3.1%	9.2%	14.7%	10.3%	12.1%	
\$80,000 - \$89,999	5.7%	4.1%	8.6%	15.8%	2.3%	6.5%	0.0%	6.5%	11.5%	
\$90,000 - \$99,999	13.2%	13.9%	13.0%	21.1%	6.8%	9.3%	8.8%	23.4%	18.1%	
\$100,000 - \$124,999	15.1%	26.8%	22.7%	5.3%	32.4%	28.8%	20.6%	19.3%	14.2%	
\$125,000 - \$149,999	3.8%	6.7%	5.4%	5.3%	2.9%	4.6%	2.9%	11.9%	6.5%	
\$150,000 or more	7.5%	21.1%	11.3%	5.3%	35.8%	18.1%	8.8%	1.5%	2.1%	
Total(n)	53	121	524	19	59	306	34	62	218	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	1.7%	8.6%	8.0%	1.1%	7.8%	7.5%	2.5%	10.0%	8.6%	
9/10 months	66.9%	63.7%	57.6%	77.9%	65.8%	59.6%	53.8%	60.3%	54.4%	
11/12 months	31.4%	27.7%	34.5%	21.1%	26.5%	32.9%	43.8%	29.7%	37.0%	
Total(n)	175	565	1,758	95	327	1,078	80	238	680	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	52.0%	43.9%	45.2%	44.0%	35.8%	39.4%	62.0%	57.5%	54.5%	
75% to 99%	39.7%	36.9%	42.3%	42.0%	38.6%	45.0%	36.7%	34.0%	38.1%	
74% to 50%	7.8%	14.4%	9.6%	13.0%	18.1%	11.4%	1.3%	8.3%	6.8%	
25% to 49%	0.6%	4.7%	2.6%	1.0%	7.4%	4.0%	0.0%	0.2%	0.4%	
1% to 24%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	0.0%	0.0%	0.2%	
0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	179	585	1,794	100	343	1,108	79	242	686	
<b>Other income from this institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	2.2%	0.8%	0.0%	0.4%	0.2%	0.0%	6.7%	2.1%	
25% to 49%	2.9%	18.7%	9.4%	3.0%	19.5%	10.1%	2.6%	16.6%	7.8%	
1% to 24%	52.4%	71.4%	63.4%	56.1%	73.4%	66.4%	46.2%	66.2%	57.5%	
0%	44.8%	7.7%	26.4%	40.9%	6.7%	23.3%	51.3%	10.5%	32.6%	
Total(n)	105	242	998	66	156	643	39	86	355	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.6%	0.6%	0.0%	0.9%	0.6%	0.0%	0.0%	0.6%	
74% to 50%	0.0%	1.3%	0.4%	0.0%	0.0%	0.0%	0.0%	4.7%	1.0%	
25% to 49%	0.0%	17.1%	3.8%	0.0%	20.9%	5.1%	0.0%	6.7%	1.2%	
1% to 24%	11.0%	47.6%	22.3%	9.4%	46.6%	23.8%	13.8%	50.2%	19.4%	
0%	89.0%	33.4%	73.0%	90.6%	31.6%	70.5%	86.2%	38.3%	77.8%	
Total(n)	82	100	710	53	63	453	29	37	257	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	
74% to 50%	3.9%	10.9%	5.1%	4.5%	13.2%	6.7%	2.7%	3.1%	1.7%	
25% to 49%	3.9%	7.3%	6.7%	6.1%	8.5%	7.5%	0.0%	3.1%	4.9%	
1% to 24%	37.9%	74.1%	53.5%	40.9%	72.5%	54.6%	32.4%	79.6%	51.1%	
0%	54.4%	7.7%	34.5%	48.5%	5.8%	31.1%	64.9%	14.1%	42.2%	
Total(n)	103	218	939	66	149	625	37	69	314	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
<b>Year of birth</b>										
1981 or later	3.3%	0.8%	1.2%	3.8%	0.8%	0.4%	2.6%	0.9%	2.4%	
1986 - 1980	9.3%	6.2%	6.4%	9.5%	7.5%	6.3%	9.0%	4.2%	6.7%	
1971 - 1975	20.2%	16.0%	14.2%	14.3%	9.6%	12.0%	28.2%	26.5%	17.6%	
1966 - 1970	8.7%	11.0%	12.0%	10.5%	8.6%	10.8%	6.4%	14.9%	14.0%	
1961 - 1965	11.5%	6.9%	9.1%	8.6%	5.4%	8.7%	15.4%	9.2%	9.7%	
1956 - 1960	14.2%	13.8%	14.4%	14.3%	11.1%	12.1%	14.1%	18.4%	18.1%	
1951 - 1955	10.9%	13.9%	14.7%	11.4%	14.9%	14.6%	10.3%	12.2%	14.8%	
1946 - 1950	11.5%	13.3%	14.0%	13.3%	16.4%	16.2%	9.0%	8.2%	10.4%	
1941 - 1945	7.7%	6.8%	7.3%	9.5%	7.8%	8.4%	5.1%	5.2%	5.5%	
1940 or earlier	2.7%	11.3%	6.8%	4.8%	17.9%	10.5%	0.0%	0.3%	0.9%	
Total(n)	183	560	1,767	105	328	1,094	78	232	673	
<b>FACULTY WHO TAUGHT GRADUATE COURSES ONLY</b>										
In the past two years, to what extent have you:										
<b>Met with graduate students to discuss their research interests</b>										
To a great extent	55.0%	71.3%	61.1%	59.7%	70.2%	62.3%	46.2%	73.7%	58.7%	
To some extent	33.3%	24.7%	33.1%	27.8%	25.0%	32.7%	43.6%	23.7%	34.0%	
Not at all	11.7%	4.1%	5.7%	12.5%	4.7%	5.0%	10.3%	2.5%	7.3%	
Total(n)	111	388	1,195	72	251	801	39	137	394	
<b>Written research grants</b>										
To a great extent	22.7%	36.0%	28.3%	23.6%	34.5%	28.1%	21.1%	39.6%	28.6%	
To some extent	30.0%	36.6%	38.4%	29.2%	39.8%	39.8%	31.6%	28.8%	35.3%	
Not at all	47.3%	27.5%	33.3%	47.2%	25.7%	32.1%	47.4%	31.6%	36.1%	
Total(n)	110	386	1,193	72	250	801	38	136	392	
<b>Mentored graduate students</b>										
To a great extent	63.6%	73.6%	66.5%	63.4%	73.7%	67.0%	64.1%	73.4%	65.3%	
To some extent	28.2%	24.3%	29.6%	28.2%	24.2%	29.0%	28.2%	24.6%	31.0%	
Not at all	8.2%	2.1%	3.9%	8.5%	2.1%	4.1%	7.7%	2.0%	3.6%	
Total(n)	110	385	1,190	71	248	796	39	137	394	
<b>Helped graduate students access professional networks</b>										
To a great extent	43.6%	53.5%	44.5%	46.5%	51.7%	43.0%	38.5%	57.9%	47.9%	
To some extent	41.8%	38.0%	44.4%	40.8%	40.1%	45.6%	43.6%	33.0%	41.8%	
Not at all	14.5%	8.5%	11.1%	12.7%	8.3%	11.5%	17.9%	9.2%	10.2%	
Total(n)	110	386	1,192	71	249	799	39	137	393	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
To a great extent	19.1%	26.4%	22.8%	18.1%	28.5%	24.8%	21.1%	21.3%	18.3%	
To some extent	26.4%	26.4%	25.3%	30.6%	23.0%	22.5%	18.4%	34.6%	31.5%	
Not at all	54.5%	47.2%	51.9%	51.4%	48.5%	52.7%	60.5%	44.1%	50.3%	
Total(n)	110	385	1,189	72	249	797	38	136	392	
<b>Published with graduate students</b>										
To a great extent	22.0%	31.2%	25.2%	22.2%	32.6%	27.2%	21.6%	27.7%	20.5%	
To some extent	20.2%	17.9%	20.3%	22.2%	16.9%	20.5%	16.2%	20.4%	19.9%	
Not at all	57.8%	50.9%	54.5%	55.6%	50.5%	52.3%	62.2%	51.8%	59.5%	
Total(n)	109	385	1,188	72	250	798	37	135	390	
<b>Included graduate students in research grant writing</b>										
To a great extent	10.0%	11.5%	9.9%	12.5%	8.9%	8.9%	5.3%	17.9%	12.0%	
To some extent	13.6%	25.4%	20.7%	12.5%	26.8%	21.7%	15.8%	22.1%	18.4%	
Not at all	76.4%	63.1%	69.4%	75.0%	64.3%	69.4%	78.9%	60.0%	69.5%	
Total(n)	110	386	1,191	72	250	800	38	136	391	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	10.61	17.98	14.08	9.55	18.81	14.80	12.58	15.98	12.53	
Median	6	10	8	6	8	7	8	10	9	
Mode	0	10	10	0	10	10	0	12	10	
Total(n)	109	24,942	44,527	71	17,636	30,504	38	7,306	14,023	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	1.23	2.61	1.90	1.38	2.24	1.71	0.94	3.51	2.31	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	105	22,860	41,972	69	16,187	28,685	36	6,673	13,287	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	0.29	2.38	1.64	0.28	2.42	1.69	0.31	2.31	1.53	
Median	0	2	1	0	2	1	0	1	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	103	24,007	42,728	68	16,940	29,259	35	7,067	13,469	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reesearch opportunities</b>										
Agree strongly	8.9%	30.7%	23.2%	9.0%	25.7%	21.0%	8.8%	42.8%	28.1%	
Agree somewhat	25.7%	42.6%	39.7%	23.9%	46.7%	41.6%	29.4%	32.7%	35.6%	
Disagree somewhat	25.7%	18.8%	23.4%	32.8%	18.5%	24.0%	11.8%	19.5%	22.2%	
Disagree strongly	39.6%	7.9%	13.7%	34.3%	9.1%	13.5%	50.0%	5.1%	14.0%	
Total(n)	101	366	1,141	67	242	775	34	124	366	
Mean	2.04	2.96	2.73	2.07	2.89	2.70	1.97	3.13	2.78	
Standard deviation	1.01	0.90	0.97	0.97	0.89	0.95	1.09	0.90	1.01	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-1.02	-0.71	-	-0.92	-0.66	-	-1.29	-0.80	
<b>It is important for graduate students in this program to spend at least one term as a teaching assistant</b>										
Agree strongly	28.3%	64.6%	50.7%	28.4%	58.2%	46.8%	28.1%	79.9%	59.2%	
Agree somewhat	17.2%	20.3%	22.6%	17.9%	26.3%	26.9%	15.6%	6.2%	13.3%	
Disagree somewhat	20.2%	10.8%	14.4%	22.4%	12.6%	15.4%	15.6%	6.5%	12.3%	
Disagree strongly	34.3%	4.3%	12.2%	31.3%	3.0%	10.9%	40.6%	7.4%	15.2%	
Total(n)	99	366	1,139	67	242	776	32	124	363	
Mean	2.39	3.45	3.12	2.43	3.40	3.10	2.31	3.59	3.17	
Standard deviation	1.23	0.85	1.06	1.21	0.82	1.02	1.28	0.90	1.14	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-1.25	-0.69	-	-1.18	-0.66	-	-1.42	-0.75	
<b>This graduate program enrolls too many international students</b>										
Agree strongly	2.0%	3.9%	4.1%	3.0%	3.8%	4.0%	0.0%	4.1%	4.5%	
Agree somewhat	9.2%	16.7%	15.4%	9.1%	17.5%	16.3%	9.4%	14.9%	13.5%	
Disagree somewhat	26.5%	34.4%	31.5%	30.3%	35.2%	32.8%	18.8%	32.6%	28.7%	
Disagree strongly	62.2%	45.0%	48.9%	57.6%	43.6%	46.9%	71.9%	48.4%	53.3%	
Total(n)	98	365	1,138	66	242	775	32	123	363	
Mean	1.51	1.79	1.75	1.58	1.81	1.77	1.38	1.75	1.69	
Standard deviation	0.75	0.85	0.86	0.79	0.85	0.86	0.66	0.86	0.87	
Significance	-	**	**	-	*		-	*		
Effect size	-	-0.33	-0.28	-	-0.27	-0.22	-	-0.43	-0.36	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department prefer to hire international students to work on their research</b>										
Agree strongly	0.0%	1.1%	2.9%	0.0%	1.0%	3.6%	0.0%	1.3%	1.3%	
Agree somewhat	2.1%	4.4%	4.7%	3.1%	5.6%	5.2%	0.0%	1.6%	3.5%	
Disagree somewhat	30.2%	33.6%	28.6%	31.3%	35.5%	30.6%	28.1%	29.3%	24.1%	
Disagree strongly	67.7%	60.9%	63.9%	65.6%	57.9%	60.5%	71.9%	67.8%	71.0%	
Total(n)	96	356	1,119	64	236	763	32	120	356	
Mean	1.34	1.46	1.47	1.38	1.50	1.52	1.28	1.36	1.35	
Standard deviation	0.52	0.64	0.72	0.55	0.65	0.76	0.46	0.58	0.62	
Significance	-			-			-			
Effect size	-	-0.19	-0.18	-	-0.18	-0.18	-	-0.14	-0.11	
<b>International and domestic graduate students work well together in this program</b>										
Agree strongly	30.1%	48.4%	43.6%	31.7%	48.0%	44.0%	26.7%	49.3%	42.8%	
Agree somewhat	53.8%	48.2%	48.6%	55.6%	49.5%	49.0%	50.0%	45.0%	47.9%	
Disagree somewhat	12.9%	3.0%	5.9%	9.5%	2.2%	5.8%	20.0%	4.8%	6.0%	
Disagree strongly	3.2%	0.5%	1.9%	3.2%	0.4%	1.2%	3.3%	0.9%	3.3%	
Total(n)	93	355	1,101	63	237	756	30	118	345	
Mean	3.11	3.44	3.34	3.16	3.45	3.36	3.00	3.43	3.30	
Standard deviation	0.74	0.58	0.67	0.72	0.56	0.65	0.79	0.63	0.73	
Significance	-	***	**	-	***	*	-	**	*	
Effect size	-	-0.57	-0.34	-	-0.52	-0.31	-	-0.68	-0.41	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Agree strongly	9.1%	6.8%	7.8%	7.5%	7.3%	7.2%	12.5%	5.3%	9.3%	
Agree somewhat	24.2%	22.4%	25.1%	26.9%	23.5%	25.7%	18.8%	19.9%	23.7%	
Disagree somewhat	17.2%	17.1%	18.0%	16.4%	18.3%	18.7%	18.8%	14.3%	16.5%	
Disagree strongly	49.5%	53.7%	49.1%	49.3%	50.9%	48.4%	50.0%	60.5%	50.6%	
Total(n)	99	363	1,129	67	241	769	32	122	360	
Mean	1.93	1.82	1.92	1.93	1.87	1.92	1.94	1.70	1.92	
Standard deviation	1.05	1.00	1.02	1.03	1.01	1.01	1.11	0.96	1.05	
Significance	-			-			-			
Effect size	-	0.11	0.01	-	0.06	0.01	-	0.25	0.02	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
Agree strongly	50.5%	44.8%	45.5%	55.4%	46.7%	46.2%	40.0%	40.6%	44.0%	
Agree somewhat	32.6%	45.7%	41.7%	30.8%	46.6%	41.3%	36.7%	43.6%	42.5%	
Disagree somewhat	10.5%	8.7%	10.2%	10.8%	5.8%	9.7%	10.0%	15.1%	11.3%	
Disagree strongly	6.3%	0.8%	2.6%	3.1%	0.9%	2.8%	13.3%	0.6%	2.3%	
Total(n)	95	356	1,122	65	238	767	30	118	355	
Mean	3.27	3.35	3.30	3.38	3.39	3.31	3.03	3.24	3.28	
Standard deviation	0.89	0.67	0.76	0.80	0.64	0.76	1.03	0.72	0.75	
Significance	-			-			-			
Effect size	-	-0.12	-0.04	-	-0.02	0.09	-	-0.29	-0.33	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Agree strongly	6.7%	21.9%	21.3%	8.2%	17.6%	17.7%	3.4%	32.3%	29.3%	
Agree somewhat	34.4%	37.0%	33.0%	34.4%	41.4%	37.1%	34.5%	26.1%	24.1%	
Disagree somewhat	36.7%	30.3%	29.6%	37.7%	31.6%	30.7%	34.5%	26.9%	27.0%	
Disagree strongly	22.2%	10.9%	16.1%	19.7%	9.3%	14.5%	27.6%	14.7%	19.7%	
Total(n)	90	354	1,113	61	236	763	29	118	350	
Mean	2.26	2.70	2.60	2.31	2.67	2.58	2.14	2.76	2.63	
Standard deviation	0.88	0.93	0.99	0.89	0.87	0.94	0.88	1.06	1.10	
Significance	-	***	**	-	**	*	-	**	*	
Effect size	-	-0.47	-0.34	-	-0.41	-0.29	-	-0.58	-0.45	
<b>Graduate faculty in my department are good teachers</b>										
Agree strongly	60.6%	41.1%	44.4%	58.7%	41.7%	43.2%	64.5%	39.6%	47.1%	
Agree somewhat	34.0%	45.3%	41.3%	38.1%	41.2%	40.2%	25.8%	55.5%	43.8%	
Disagree somewhat	3.2%	12.4%	12.5%	3.2%	16.2%	14.9%	3.2%	3.3%	7.1%	
Disagree strongly	2.1%	1.1%	1.8%	0.0%	1.0%	1.7%	6.5%	1.6%	2.1%	
Total(n)	94	357	1,120	63	237	765	31	120	355	
Mean	3.53	3.26	3.28	3.56	3.24	3.25	3.48	3.33	3.36	
Standard deviation	0.67	0.72	0.75	0.56	0.75	0.77	0.85	0.62	0.70	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.38	0.33	-	0.43	0.40	-	0.24	0.17	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Agree strongly	50.5%	38.2%	39.1%	48.4%	43.4%	41.9%	54.8%	25.6%	32.9%	
Agree somewhat	44.1%	49.5%	46.7%	43.5%	48.9%	45.1%	45.2%	50.7%	50.3%	
Disagree somewhat	5.4%	9.8%	11.5%	8.1%	6.6%	11.5%	0.0%	17.5%	11.7%	
Disagree strongly	0.0%	2.5%	2.7%	0.0%	1.0%	1.5%	0.0%	6.2%	5.2%	
Total(n)	93	353	1,111	62	234	759	31	119	352	
Mean	3.45	3.23	3.22	3.40	3.35	3.27	3.55	2.96	3.11	
Standard deviation	0.60	0.73	0.75	0.64	0.65	0.72	0.51	0.82	0.80	
Significance	-	**	**	-	-	-	-	***	**	
Effect size	-	0.30	0.31	-	0.08	0.18	-	0.72	0.55	
<b>Most graduate students in this program move on to faculty positions</b>										
Agree strongly	2.2%	15.0%	10.7%	1.6%	17.6%	11.8%	3.4%	8.6%	8.1%	
Agree somewhat	18.3%	39.3%	30.3%	23.4%	36.9%	29.4%	6.9%	45.2%	32.4%	
Disagree somewhat	36.6%	28.1%	33.8%	37.5%	27.0%	33.0%	34.5%	30.9%	35.8%	
Disagree strongly	43.0%	17.5%	25.2%	37.5%	18.5%	25.8%	55.2%	15.2%	23.7%	
Total(n)	93	356	1,115	64	237	764	29	119	351	
Mean	1.80	2.52	2.26	1.89	2.54	2.27	1.59	2.47	2.25	
Standard deviation	0.82	0.95	0.95	0.82	0.99	0.98	0.78	0.85	0.91	
Significance	-	***	***	-	***	**	-	***	***	
Effect size	-	-0.76	-0.48	-	-0.66	-0.39	-	-1.04	-0.73	
<b>Most graduate students in this program move into positions within industry</b>										
Agree strongly	29.5%	9.4%	16.3%	27.7%	9.8%	16.6%	33.3%	8.5%	15.8%	
Agree somewhat	37.9%	41.1%	39.0%	43.1%	49.9%	44.3%	26.7%	20.1%	27.3%	
Disagree somewhat	22.1%	24.5%	24.8%	21.5%	20.2%	22.4%	23.3%	35.0%	30.1%	
Disagree strongly	10.5%	24.9%	19.9%	7.7%	20.2%	16.8%	16.7%	36.4%	26.8%	
Total(n)	95	353	1,113	65	236	764	30	117	349	
Mean	2.86	2.35	2.52	2.91	2.49	2.61	2.77	2.01	2.32	
Standard deviation	0.96	0.96	0.99	0.90	0.92	0.95	1.10	0.95	1.03	
Significance	-	***	**	-	**	*	-	***	*	
Effect size	-	0.53	0.34	-	0.46	0.32	-	0.80	0.44	
<b>Year of first academic appointment</b>										
1973 or earlier	7.8%	16.2%	12.2%	11.0%	23.3%	17.2%	4.0%	2.3%	3.3%	
1974 - 1978	8.3%	8.8%	7.3%	11.0%	10.4%	8.8%	5.1%	5.6%	4.7%	
1979 - 1983	8.8%	13.6%	11.6%	8.5%	15.5%	13.7%	9.1%	10.0%	7.9%	
1984 - 1988	12.0%	8.6%	9.9%	11.9%	8.9%	10.4%	12.1%	7.9%	9.0%	
1989 - 1993	10.1%	9.5%	10.3%	11.0%	8.2%	8.6%	9.1%	12.2%	13.5%	
1994 - 1998	16.1%	9.7%	14.2%	16.9%	7.3%	11.9%	15.2%	14.6%	18.2%	
1999 - 2003	16.6%	13.0%	14.9%	13.6%	10.5%	13.4%	20.2%	18.1%	17.6%	
2004 - 2008	20.3%	17.5%	18.1%	16.1%	13.5%	14.7%	25.3%	25.2%	24.1%	
2009 or later	0.0%	3.0%	1.5%	0.0%	2.5%	1.3%	0.0%	4.1%	1.9%	
Total(n)	217	706	2,087	118	423	1,311	99	283	776	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Year of appointment at present institution</b>										
1973 or earlier	4.2%	5.0%	4.7%	5.7%	7.0%	6.1%	2.3%	1.1%	2.2%	
1974 - 1978	4.7%	7.1%	6.0%	4.8%	9.9%	8.0%	4.7%	1.5%	2.3%	
1979 - 1983	8.4%	10.3%	7.5%	8.6%	13.0%	9.8%	8.1%	4.9%	3.3%	
1984 - 1988	12.6%	12.9%	12.6%	15.2%	14.7%	14.6%	9.3%	9.0%	8.9%	
1989 - 1993	8.4%	11.5%	11.1%	11.4%	8.5%	9.6%	4.7%	17.6%	14.0%	
1994 - 1998	14.1%	13.4%	15.9%	13.3%	14.3%	15.7%	15.1%	11.8%	16.2%	
1999 - 2003	19.4%	9.9%	14.1%	17.1%	9.0%	13.1%	22.1%	11.9%	16.1%	
2004 - 2008	28.3%	20.9%	22.6%	23.8%	17.0%	18.7%	33.7%	28.7%	29.9%	
2009 or later	0.0%	8.9%	5.4%	0.0%	6.6%	4.4%	0.0%	13.4%	7.2%	
Total(n)	191	645	1,825	105	386	1,160	86	259	665	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	1.1%	7.9%	6.7%	1.7%	10.6%	9.3%	0.0%	0.4%	0.5%	
1974 - 1978	3.2%	7.3%	6.2%	3.4%	7.8%	6.7%	2.9%	5.9%	5.0%	
1979 - 1983	10.8%	15.8%	14.5%	12.1%	20.6%	19.5%	8.6%	2.4%	2.5%	
1984 - 1988	4.3%	8.9%	8.4%	5.2%	9.4%	9.5%	2.9%	7.4%	5.7%	
1989 - 1993	14.0%	24.9%	24.6%	12.1%	23.3%	23.7%	17.1%	29.4%	26.7%	
1994 - 1998	18.3%	8.6%	10.4%	19.0%	6.9%	7.4%	17.1%	13.3%	17.5%	
1999 - 2003	20.4%	7.2%	8.5%	20.7%	3.6%	5.3%	20.0%	17.1%	16.2%	
2004 - 2008	28.0%	14.5%	14.4%	25.9%	12.7%	12.0%	31.4%	19.5%	20.2%	
2009 or later	0.0%	5.0%	6.3%	0.0%	5.1%	6.6%	0.0%	4.7%	5.7%	
Total(n)	93	351	596	58	234	389	35	117	207	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.4%	0.0%	0.0%	0.5%	0.0%	0.4%	0.2%	
Biological Sciences (General Area 5)	8.6%	5.4%	7.0%	8.5%	2.8%	6.1%	8.6%	9.7%	8.4%	
Business (General Area 6)	8.6%	3.7%	4.9%	12.3%	3.7%	5.4%	3.7%	3.7%	4.1%	
Education (General Area 10 and Specific Discipline 2102)	3.2%	1.5%	5.0%	3.8%	1.0%	3.8%	2.5%	2.3%	6.8%	
Engineering (General Area 11)	0.5%	9.0%	5.2%	0.9%	12.4%	7.4%	0.0%	3.3%	1.8%	
English (General Area 12)	5.9%	9.3%	9.2%	2.8%	9.8%	8.5%	9.9%	8.3%	10.2%	
Health-related (General Area 15)	1.1%	3.5%	4.7%	0.9%	3.4%	3.6%	1.2%	3.7%	6.5%	
History or Political Science (Specific Discipline 3007,3009)	5.3%	8.6%	7.5%	5.7%	10.8%	8.7%	4.9%	5.0%	5.5%	
Humanities (General Area 14,24)	15.5%	8.8%	10.1%	10.4%	2.7%	8.0%	22.2%	19.0%	13.3%	
Fine Arts (General Area 2,4,22)	8.0%	5.9%	6.4%	5.7%	6.1%	6.6%	11.1%	5.5%	6.2%	
Mathematics or Statistics (General Area 18)	3.7%	5.4%	4.1%	5.7%	8.3%	6.0%	1.2%	0.7%	1.1%	
Physical Sciences (General Area 25)	8.6%	6.2%	6.2%	11.3%	8.2%	8.5%	4.9%	2.7%	2.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.8%	18.8%	15.9%	13.2%	15.3%	14.1%	12.3%	24.6%	18.7%	
Other Technical (General Area 8,19,28)	1.1%	2.9%	2.4%	1.9%	4.0%	3.4%	0.0%	1.0%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	17.1%	11.0%	11.1%	17.0%	11.5%	9.4%	17.3%	10.0%	13.6%	
Total(n)	187	579	1,818	106	337	1,117	81	242	701	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	7.5%	6.1%	6.9%	7.5%	4.6%	6.3%	7.4%	8.6%	7.8%	
Business (General Area 6)	10.2%	3.9%	6.1%	14.2%	3.7%	6.1%	4.9%	4.3%	6.0%	
Education (General Area 10 and Specific Discipline 2102)	2.1%	0.5%	3.0%	2.8%	0.4%	2.2%	1.2%	0.8%	4.1%	
Engineering (General Area 11)	0.0%	9.8%	5.6%	0.0%	13.5%	8.0%	0.0%	3.7%	1.7%	
English (General Area 12)	7.0%	9.9%	10.0%	3.8%	10.2%	9.1%	11.1%	9.4%	11.4%	
Health-related (General Area 15)	1.6%	4.7%	5.6%	1.9%	4.9%	4.8%	1.2%	4.3%	6.9%	
History or Political Science (Specific Discipline 3007,3009)	6.4%	7.4%	6.5%	7.5%	7.6%	6.9%	4.9%	6.9%	5.9%	
Humanities (General Area 14,24)	15.5%	8.1%	9.7%	10.4%	2.7%	8.1%	22.2%	17.1%	12.3%	
Fine Arts (General Area 2,4,22)	8.0%	7.2%	7.5%	5.7%	8.1%	7.8%	11.1%	5.7%	7.1%	
Mathematics or Statistics (General Area 18)	3.2%	3.6%	3.7%	4.7%	5.7%	5.4%	1.2%	0.2%	1.0%	
Physical Sciences (General Area 25)	8.6%	6.2%	6.4%	11.3%	8.1%	8.8%	4.9%	3.2%	2.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.3%	20.3%	15.3%	12.3%	16.6%	13.4%	12.3%	26.4%	18.1%	
Other Technical (General Area 8,19,28)	2.7%	3.3%	2.6%	4.7%	4.6%	3.3%	0.0%	1.3%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.0%	8.8%	11.0%	13.2%	9.4%	9.3%	17.3%	8.0%	13.5%	
<b>Total(n)</b>	<b>187</b>	<b>574</b>	<b>1,809</b>	<b>106</b>	<b>335</b>	<b>1,111</b>	<b>81</b>	<b>239</b>	<b>698</b>	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	65.1%	65.2%	62.2%	68.9%	68.1%	61.1%	60.0%	61.3%	63.8%	
1	15.1%	17.9%	14.9%	11.3%	16.1%	13.3%	20.0%	20.2%	17.3%	
2	15.6%	12.2%	12.9%	13.2%	10.3%	12.4%	18.8%	14.8%	13.5%	
3	3.8%	4.2%	6.1%	5.7%	5.0%	7.3%	1.3%	3.1%	4.5%	
4+	0.5%	0.5%	3.9%	0.9%	0.5%	6.0%	0.0%	0.5%	0.9%	
<b>Total(n)</b>	<b>186</b>	<b>486</b>	<b>1,691</b>	<b>106</b>	<b>274</b>	<b>1,036</b>	<b>80</b>	<b>212</b>	<b>655</b>	
<b>18 years or older</b>										
0	66.5%	58.2%	57.4%	63.8%	47.4%	49.9%	70.0%	77.1%	69.6%	
1	11.9%	16.8%	11.9%	7.6%	22.0%	13.6%	17.5%	7.5%	9.0%	
2	14.6%	20.6%	19.2%	19.0%	25.7%	22.4%	8.8%	11.5%	13.8%	
3	5.4%	3.1%	5.6%	6.7%	2.9%	6.0%	3.8%	3.3%	4.9%	
4+	1.6%	1.4%	6.0%	2.9%	1.9%	8.1%	0.0%	0.6%	2.6%	
<b>Total(n)</b>	<b>185</b>	<b>484</b>	<b>1,692</b>	<b>105</b>	<b>288</b>	<b>1,053</b>	<b>80</b>	<b>196</b>	<b>639</b>	

Wake Forest University	Total			Men			Women			CIRP
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct
<b>Are you currently: (Mark one)</b>										
Single	14.5%	16.7%	14.2%	11.4%	13.7%	11.7%	18.5%	21.5%	18.1%	
In a civil union	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
In a domestic partnership	0.5%	2.5%	2.1%	0.0%	3.2%	1.9%	1.2%	1.3%	2.3%	
Married	76.3%	65.9%	72.7%	82.9%	73.3%	79.8%	67.9%	53.9%	61.6%	
Unmarried, living with partner	2.7%	9.5%	4.8%	1.0%	5.2%	2.8%	4.9%	16.5%	8.0%	
Divorced	1.6%	0.6%	0.5%	1.0%	0.4%	0.4%	2.5%	0.8%	0.5%	
Widowed	4.3%	4.5%	5.0%	3.8%	4.0%	2.9%	4.9%	5.3%	8.3%	
Separated	0.0%	0.3%	0.6%	0.0%	0.1%	0.2%	0.0%	0.7%	1.3%	
Total(n)	186	580	1,817	105	336	1,115	81	244	702	
<b>Is English your native language?</b>										
Yes	90.5%	88.6%	90.7%	90.7%	87.7%	90.8%	90.1%	90.2%	90.6%	
No	9.5%	11.4%	9.3%	9.3%	12.3%	9.2%	9.9%	9.8%	9.4%	
Total(n)	189	587	1,827	108	343	1,122	81	244	705	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	89.5%	87.5%	86.9%	88.1%	90.3%	87.7%	91.4%	82.9%	85.7%	
Not marked	10.5%	12.5%	13.1%	11.9%	9.7%	12.3%	8.6%	17.1%	14.3%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
African American/Black	3.2%	3.0%	4.6%	1.8%	1.3%	4.5%	4.9%	5.7%	4.7%	
Not marked	96.8%	97.0%	95.4%	98.2%	98.7%	95.5%	95.1%	94.3%	95.3%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
American Indian/Alaska Native	0.5%	0.3%	0.7%	0.9%	0.4%	0.7%	0.0%	0.2%	0.7%	
Not marked	99.5%	99.7%	99.3%	99.1%	99.6%	99.3%	100.0%	99.8%	99.3%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Asian American/Asian	3.7%	3.0%	3.7%	3.7%	3.1%	3.3%	3.7%	2.9%	4.3%	
Not marked	96.3%	97.0%	96.3%	96.3%	96.9%	96.7%	96.3%	97.1%	95.7%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	
Not marked	100.0%	100.0%	99.8%	100.0%	100.0%	99.7%	100.0%	100.0%	99.9%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Mexican American/Chicano	0.5%	5.5%	3.2%	0.9%	4.2%	2.7%	0.0%	7.6%	4.0%	
Not marked	99.5%	94.5%	96.8%	99.1%	95.8%	97.3%	100.0%	92.4%	96.0%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Puerto Rican	0.0%	3.2%	1.8%	0.0%	5.2%	2.7%	0.0%	0.0%	0.4%	
Not marked	100.0%	96.8%	98.2%	100.0%	94.8%	97.3%	100.0%	100.0%	99.6%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Other Latino	3.7%	4.3%	2.9%	3.7%	6.3%	3.8%	3.7%	1.2%	1.5%	
Not marked	96.3%	95.7%	97.1%	96.3%	93.7%	96.2%	96.3%	98.8%	98.5%	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
Other	1.1%	0.9%	1.4%	1.8%	0.9%	1.5%	0.0%	0.9%	1.2%	
Not marked	98.9%	99.1%	98.6%	98.2%	99.1%	98.5%	100.0%	99.1%	98.8%	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	190	579	1,810	109	337	1,108	81	242	702	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Asian	3.7%	2.7%	3.3%	3.7%	2.8%	3.0%	3.7%	2.4%	3.7%	
Black	2.1%	2.6%	4.4%	0.9%	0.8%	4.2%	3.7%	5.5%	4.6%	
Hispanic	2.7%	6.5%	4.1%	3.7%	5.4%	3.6%	1.2%	8.3%	4.8%	
White	87.8%	83.1%	83.5%	87.9%	83.9%	83.5%	87.7%	81.7%	83.5%	
Other	1.1%	0.7%	1.2%	1.9%	0.6%	1.2%	0.0%	0.9%	1.1%	
Two or more races/ethnicities	2.7%	4.4%	3.5%	1.9%	6.4%	4.2%	3.7%	1.2%	2.2%	
Total (n)	188	579	1,810	107	337	1,108	81	242	702	