



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

2016-17 HERI Faculty Survey

Institutional Profile Reports

Wake Forest University

Comparison group 1: PRIVATE UNIVERSITIES - HIGH/VERY HIGH SELECTIVITY
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2016-17 HERI Faculty Survey Profile Reports

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2016-17 HERI Faculty Survey Instrument

<http://heri.ucla.edu/researchersToolsCodebooks.php>

How to Read the Institutional Profile Report

The Institutional Profile provides comprehensive information on your faculty as well as national normative data for similar types of schools. Topics covered include: institutional priorities, goals and expectations for students, pedagogical strategies, sources of stress and satisfaction, and demographics. This report provides information that can be used for assessment activities, accreditation, institutional improvement, and faculty development. Separate Profile reports are generated for faculty and administrators. Comparison groups in the Full-time Undergraduate Faculty and All Respondent reports are normed to reflect the national full-time undergraduate faculty population. Comparison groups for all other reports are aggregated responses from the 2013-14 survey.

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

Comp 2 – The second comparison group is based on a similar grouping of institution type and control.

CIRP Construct – Items that are included in the measurement of a construct are indicated here.

Mean – The arithmetic mean is computed for each survey item based on the response options. Response options are given numeric values and are listed in descending order (i.e., 4=Essential, 3=Very Important, 2=Somewhat Important, 1=Not Important).

Sample University	Total			Men			Women			CIRP
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct
Indicate the importance to you personally of each of the following:										
Becoming a community leader										
Essential	11.1%	9.8%	9.2%	15.0%	10.7%	9.4%	8.9%	9.3%	9.1%	Social Agency
Very important	15.3%	13.8%	13.0%	18.3%	16.4%	13.6%	13.6%	12.6%	12.6%	
Somewhat important	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Somewhat important	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Not important	42.2%	47.8%	49.1%	38.5%	46.6%	50.4%	44.4%	48.3%	48.3%	
Total (n)	1,395	5,458	16,100	514	1,761	6,067	881	3,697	10,033	
Mean	1.95	1.86	1.82	2.10	1.91	1.82	1.87	1.83	1.83	
Standard Deviation	1.01	0.99	0.98	1.08	1.03	0.99	0.96	0.98	0.97	
Significance	-	**	***	-	***	***	-			
Effect Size	-	0.09	0.13	-	0.18	0.28	-	0.04	0.04	

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

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

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

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Full-time Undergraduate Faculty	278	1,886	3,787	151	1,221	2,190	127	665	1,597	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	278	1,885	3,778	151	1,221	2,183	127	664	1,595	
What is your present academic rank?										
Professor	34.5%	38.1%	36.3%	38.4%	44.5%	42.9%	29.8%	26.2%	24.8%	
Associate professor	23.6%	24.7%	25.8%	24.5%	23.1%	24.1%	22.6%	27.8%	28.7%	
Assistant professor	17.1%	27.8%	28.6%	17.2%	23.0%	23.7%	16.9%	36.6%	37.2%	
Lecturer	1.1%	4.0%	3.9%	0.0%	4.3%	4.2%	2.4%	3.6%	3.5%	
Instructor	23.6%	5.4%	5.4%	19.9%	5.2%	5.2%	28.2%	5.8%	5.6%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	275	1,878	3,777	151	1,218	2,186	124	660	1,591	
What is your tenure status at this institution?										
Tenured	54.3%	56.3%	55.4%	58.3%	61.1%	60.5%	49.6%	47.2%	46.5%	
On tenure track, but not tenured	16.9%	25.4%	25.2%	17.2%	22.7%	22.4%	16.5%	30.5%	30.0%	
Not on tenure track, but institution has tenure system	28.8%	17.9%	17.7%	24.5%	15.7%	15.6%	33.9%	21.9%	21.2%	
Institution has no tenure system	0.0%	0.4%	1.8%	0.0%	0.4%	1.5%	0.0%	0.3%	2.3%	
Total(n)	278	1,883	3,782	151	1,220	2,188	127	663	1,594	
Are you retired from this institution?										
Yes	0.0%	0.3%	0.3%	0.0%	0.0%	0.2%	0.0%	0.7%	0.6%	
No	100.0%	99.7%	99.7%	100.0%	100.0%	99.8%	100.0%	99.3%	99.4%	
Total(n)	277	1,884	3,783	150	1,219	2,188	127	665	1,595	
What is your principal activity in your current position at this institution?										
Administration	8.6%	8.3%	8.1%	11.3%	9.2%	8.8%	5.5%	6.6%	6.8%	
Teaching	76.6%	66.4%	69.0%	70.9%	64.3%	66.6%	83.5%	70.4%	73.0%	
Research	9.4%	21.3%	19.3%	12.6%	23.2%	21.4%	5.5%	17.7%	15.5%	
Services to clients and patients	0.4%	1.6%	1.4%	0.7%	1.7%	1.5%	0.0%	1.4%	1.2%	
Other	5.0%	2.4%	2.2%	4.6%	1.6%	1.6%	5.5%	3.8%	3.4%	
Total(n)	278	1,879	3,763	151	1,217	2,171	127	662	1,592	
Personally, how important to you is:										
Research										
Essential	55.4%	59.6%	58.4%	61.9%	62.3%	61.1%	47.3%	54.4%	53.5%	
Very important	26.3%	25.9%	26.4%	20.9%	24.4%	25.0%	33.0%	28.7%	28.9%	
Somewhat important	12.0%	11.2%	12.0%	13.7%	10.3%	11.0%	9.8%	12.9%	13.7%	
Not important	6.4%	3.3%	3.2%	3.6%	2.9%	2.8%	9.8%	4.0%	3.8%	
Total(n)	251	1,730	3,363	139	1,141	1,961	112	589	1,402	
Teaching										
Essential	83.7%	75.6%	75.9%	86.1%	76.3%	76.5%	80.8%	74.3%	74.8%	
Very important	13.4%	22.2%	22.0%	12.6%	21.3%	21.2%	14.4%	23.7%	23.4%	
Somewhat important	2.9%	2.0%	1.9%	1.3%	2.2%	2.1%	4.8%	1.7%	1.6%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Not important	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	
Total(n)	276	1,878	3,750	151	1,218	2,166	125	660	1,584	
Personally, how important to you is:										
Service										
Essential	19.3%	23.0%	23.3%	19.6%	22.8%	22.9%	18.9%	23.5%	24.0%	
Very important	44.6%	44.5%	44.6%	40.6%	44.9%	44.9%	49.5%	43.7%	44.1%	
Somewhat important	33.7%	30.5%	30.1%	37.7%	30.1%	30.0%	28.8%	31.2%	30.4%	
Not important	2.4%	2.0%	2.0%	2.2%	2.2%	2.2%	2.7%	1.6%	1.5%	
Total(n)	249	1,717	3,331	138	1,129	1,934	111	588	1,397	
How many courses are you teaching this term?										
Mean	3.17	3.09	3.21	3.13	3.07	3.17	3.21	3.13	3.26	
Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Mode	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Total(n)	278	1,886	3,787	151	1,221	2,190	127	665	1,597	
How many courses are you teaching this term are:										
General education courses										
Mean	1.64	1.47	1.49	1.59	1.45	1.47	1.71	1.51	1.51	
Median	2	1	1	2	1	1	2	1	1	
Mode	2	1	1	1	1	1	2	1	1	
Total(n)	181	1,886	3,787	99	1,221	2,190	82	665	1,597	
Courses required for an undergraduate major										
Mean	1.90	1.98	2.02	1.90	1.97	2.01	1.91	1.98	2.04	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	215	1,886	3,787	119	1,221	2,190	96	665	1,597	
Other undergraduate credit courses										
Mean	1.72	1.60	1.59	1.66	1.57	1.57	1.78	1.66	1.64	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	174	1,886	3,787	95	1,221	2,190	79	665	1,597	
Developmental/remedial courses (not for credit)										
Mean	1.06	1.03	1.04	1.04	1.02	1.03	1.09	1.05	1.05	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	131	1,886	3,787	75	1,221	2,190	56	665	1,597	
Graduate courses										
Mean	1.41	1.42	1.44	1.44	1.44	1.45	1.38	1.38	1.41	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	157	1,886	3,787	93	1,221	2,190	64	665	1,597	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.39	2.40	2.45	2.35	2.37	2.41	2.44	2.45	2.50	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	250	1,886	3,787	136	1,221	2,190	114	665	1,597	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.21	1.19	1.19	1.24	1.19	1.19	1.17	1.21	1.20	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	178	1,886	3,787	103	1,221	2,190	75	665	1,597	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	169	227	11	111	132	11	58	95	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	98.2%	97.0%	96.9%	98.0%	97.5%	97.3%	98.4%	96.1%	96.2%	
No	1.8%	3.0%	3.1%	2.0%	2.5%	2.7%	1.6%	3.9%	3.8%	
Total(n)	277	1,880	3,771	150	1,216	2,178	127	664	1,593	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	55.2%	64.3%	62.5%	61.0%	67.6%	65.6%	48.4%	58.1%	57.2%	
No	44.8%	35.7%	37.5%	39.0%	32.4%	34.4%	51.6%	41.9%	42.8%	
Total(n)	268	1,853	3,720	146	1,203	2,154	122	650	1,566	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a very large extent	26.5%	33.1%	32.9%	22.5%	34.7%	34.7%	32.8%	29.4%	29.3%	
To a large extent	25.2%	24.6%	24.0%	29.2%	25.1%	24.7%	19.0%	23.4%	22.7%	
To some extent	23.8%	23.9%	24.0%	24.7%	22.9%	23.0%	22.4%	25.9%	26.0%	
To a small extent	15.6%	12.3%	12.5%	13.5%	11.9%	11.9%	19.0%	13.3%	13.6%	
Not at all	8.8%	6.1%	6.7%	10.1%	5.3%	5.8%	6.9%	7.9%	8.5%	
Total(n)	147	1,179	2,085	89	808	1,254	58	371	831	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Mentored graduate students										
To a very large extent	32.4%	38.0%	37.7%	31.4%	39.3%	39.0%	33.9%	35.5%	35.2%	
To a large extent	26.1%	25.6%	25.3%	26.7%	26.0%	25.7%	25.0%	24.7%	24.5%	
To some extent	15.5%	18.3%	18.6%	16.3%	17.6%	17.7%	14.3%	20.0%	20.4%	
To a small extent	19.7%	12.2%	12.0%	19.8%	12.2%	12.1%	19.6%	12.3%	11.9%	
Not at all	6.3%	5.8%	6.3%	5.8%	5.0%	5.5%	7.1%	7.5%	8.0%	
Total(n)	142	1,170	2,068	86	801	1,253	56	369	815	
Helped graduate students access professional networks										
To a very large extent	15.1%	16.7%	17.0%	14.8%	16.3%	16.7%	15.5%	17.4%	17.8%	
To a large extent	15.8%	22.1%	21.7%	14.8%	23.7%	23.4%	17.2%	18.8%	18.5%	
To some extent	30.1%	30.9%	30.7%	33.0%	31.1%	30.8%	25.9%	30.6%	30.7%	
To a small extent	20.5%	16.0%	15.9%	19.3%	14.8%	14.8%	22.4%	18.8%	18.1%	
Not at all	18.5%	14.2%	14.5%	18.2%	14.1%	14.4%	19.0%	14.4%	14.9%	
Total(n)	146	1,165	2,059	88	797	1,237	58	368	822	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	7.1%	11.1%	11.0%	4.7%	11.2%	11.2%	10.7%	10.7%	10.5%	
To a large extent	7.1%	12.9%	12.5%	3.5%	13.4%	13.1%	12.5%	11.7%	11.2%	
To some extent	14.9%	16.1%	15.7%	16.5%	17.0%	16.7%	12.5%	14.3%	13.8%	
To a small extent	9.9%	9.0%	8.9%	12.9%	8.2%	8.1%	5.4%	10.8%	10.3%	
Not at all	61.0%	50.9%	52.0%	62.4%	50.1%	50.9%	58.9%	52.5%	54.3%	
Total(n)	141	1,157	2,053	85	793	1,239	56	364	814	
Published with graduate students										
To a very large extent	8.3%	14.7%	14.1%	5.7%	15.5%	15.2%	12.3%	12.9%	11.9%	
To a large extent	9.0%	12.9%	12.3%	11.5%	15.4%	14.8%	5.3%	7.5%	7.5%	
To some extent	13.9%	16.0%	15.1%	16.1%	16.5%	15.8%	10.5%	14.9%	13.8%	
To a small extent	9.0%	7.6%	7.7%	8.0%	6.7%	6.7%	10.5%	9.6%	9.6%	
Not at all	59.7%	48.9%	50.8%	58.6%	45.9%	47.5%	61.4%	55.1%	57.2%	
Total(n)	144	1,167	2,056	87	800	1,239	57	367	817	
Included graduate students in research grant writing										
To a very large extent	1.4%	5.8%	6.0%	2.3%	6.6%	6.7%	0.0%	4.1%	4.4%	
To a large extent	4.9%	8.3%	7.9%	4.5%	8.3%	7.9%	5.4%	8.4%	7.8%	
To some extent	7.6%	11.0%	10.8%	6.8%	12.0%	11.6%	8.9%	9.0%	9.1%	
To a small extent	12.5%	13.0%	12.5%	13.6%	12.8%	12.6%	10.7%	13.4%	12.4%	
Not at all	73.6%	61.8%	62.9%	72.7%	60.3%	61.2%	75.0%	65.1%	66.3%	
Total(n)	144	1,166	2,068	88	800	1,245	56	366	823	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.18	2.47	2.45	2.24	2.52	2.51	2.10	2.36	2.35	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	147	1,886	3,787	89	1,221	2,190	58	665	1,597	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
In the past two years, how many times have you served on a master's thesis?										
Mean	2.75	3.23	3.13	2.73	3.36	3.28	2.78	2.96	2.82	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	147	1,886	3,787	89	1,221	2,190	58	665	1,597	
In the past two years, how many times have you chaired a master's thesis?										
Mean	1.76	2.17	2.17	1.76	2.24	2.24	1.76	2.00	2.02	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	83	1,886	3,787	50	1,221	2,190	33	665	1,597	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.18	3.09	3.07	2.30	3.33	3.31	2.00	2.57	2.61	
Median	1	2	2	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	146	1,886	3,787	89	1,221	2,190	57	665	1,597	
In the past two years year, how many times have you chaired a dissertation?										
Mean	1.77	2.34	2.34	1.64	2.43	2.42	2.14	2.10	2.14	
Median	1	2	2	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	53	1,886	3,787	39	1,221	2,190	14	665	1,597	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	16.3%	21.0%	22.0%	12.2%	19.2%	20.2%	23.4%	25.0%	25.7%	
Agree somewhat	34.9%	37.2%	36.6%	39.0%	38.8%	38.2%	27.7%	33.4%	33.3%	
Disagree somewhat	24.8%	26.3%	25.6%	22.0%	26.1%	25.6%	29.8%	26.7%	25.7%	
Strongly disagree	24.0%	15.6%	15.8%	26.8%	15.9%	16.1%	19.1%	14.9%	15.3%	
Total(n)	129	1,100	1,929	82	767	1,175	47	333	754	
Mean	2.43	2.64	2.65	2.37	2.61	2.63	2.55	2.68	2.69	
Standard deviation	1.03	0.98	0.99	1.01	0.97	0.98	1.06	1.01	1.02	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.21	-0.22	-	-0.25	-0.27	-	-0.13	-0.14	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	45.0%	48.1%	48.5%	43.2%	45.5%	46.2%	47.9%	53.8%	53.2%	
Agree somewhat	40.3%	34.6%	33.9%	39.5%	37.1%	36.3%	41.7%	29.0%	29.1%	
Disagree somewhat	8.5%	11.0%	10.9%	11.1%	12.0%	11.9%	4.2%	8.6%	8.9%	
Strongly disagree	6.2%	6.3%	6.6%	6.2%	5.3%	5.6%	6.3%	8.6%	8.8%	
Total(n)	129	1,103	1,950	81	766	1,185	48	337	765	
Mean	3.24	3.24	3.24	3.20	3.23	3.23	3.31	3.28	3.27	
Standard deviation	0.85	0.89	0.89	0.87	0.86	0.87	0.83	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.03	-0.03	-	0.03	0.04	

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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	
This graduate program enrolls too many international students										
Strongly agree	6.3%	7.3%	7.6%	6.3%	6.4%	6.5%	6.3%	9.4%	9.8%	
Agree somewhat	20.5%	20.7%	20.8%	16.5%	18.8%	18.8%	27.1%	24.9%	24.8%	
Disagree somewhat	43.3%	42.2%	41.9%	45.6%	42.9%	42.8%	39.6%	40.5%	40.3%	
Strongly disagree	29.9%	29.8%	29.7%	31.6%	31.9%	31.9%	27.1%	25.2%	25.1%	
Total(n)	127	1,089	1,906	79	757	1,157	48	332	749	
Mean	2.03	2.06	2.06	1.97	2.00	2.00	2.13	2.18	2.19	
Standard deviation	0.87	0.89	0.90	0.86	0.87	0.88	0.89	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.03	-0.03	-	-0.05	-0.07	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	53.8%	49.0%	48.1%	49.4%	47.6%	47.0%	62.5%	52.2%	50.6%	
Agree somewhat	36.8%	44.4%	44.5%	39.0%	45.2%	45.3%	32.5%	42.4%	42.8%	
Disagree somewhat	5.1%	5.2%	5.7%	6.5%	5.7%	6.1%	2.5%	4.2%	5.0%	
Strongly disagree	4.3%	1.4%	1.6%	5.2%	1.4%	1.6%	2.5%	1.3%	1.6%	
Total(n)	117	1,043	1,823	77	733	1,128	40	310	695	
Mean	3.40	3.41	3.39	3.32	3.39	3.38	3.55	3.45	3.43	
Standard deviation	0.78	0.66	0.67	0.82	0.66	0.67	0.68	0.64	0.66	
Significance	-			-			-			
Effect size	-	-0.02	0.01	-	-0.11	-0.09	-	0.16	0.18	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	7.9%	6.0%	6.4%	4.9%	4.6%	5.1%	13.0%	9.2%	9.1%	
Agree somewhat	13.4%	17.2%	18.0%	9.9%	15.6%	16.2%	19.6%	20.8%	21.9%	
Disagree somewhat	22.8%	18.2%	18.8%	27.2%	19.7%	19.9%	15.2%	14.8%	16.6%	
Strongly disagree	55.9%	58.6%	56.8%	58.0%	60.0%	58.8%	52.2%	55.1%	52.4%	
Total(n)	127	1,073	1,888	81	755	1,154	46	318	734	
Mean	1.73	1.71	1.74	1.62	1.65	1.68	1.93	1.84	1.88	
Standard deviation	0.97	0.95	0.97	0.86	0.90	0.92	1.12	1.05	1.04	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	-0.03	-0.07	-	0.09	0.05	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	54.0%	58.0%	56.8%	50.6%	56.5%	55.6%	60.5%	61.4%	59.4%	
Agree somewhat	31.5%	32.7%	33.4%	32.1%	33.6%	34.1%	30.2%	30.6%	31.7%	
Disagree somewhat	8.9%	5.9%	6.3%	11.1%	6.4%	6.7%	4.7%	4.7%	5.4%	
Strongly disagree	5.6%	3.4%	3.5%	6.2%	3.5%	3.6%	4.7%	3.3%	3.5%	
Total(n)	124	1,089	1,926	81	762	1,173	43	327	753	
Mean	3.34	3.45	3.43	3.27	3.43	3.42	3.47	3.50	3.47	
Standard deviation	0.86	0.76	0.76	0.89	0.76	0.77	0.80	0.74	0.75	

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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	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.21	-0.19	-	-0.04	0.00	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	20.3%	19.2%	19.2%	22.2%	18.5%	18.5%	16.7%	20.8%	20.6%	
Agree somewhat	36.6%	40.6%	40.1%	35.8%	42.1%	41.6%	38.1%	37.3%	37.0%	
Disagree somewhat	27.6%	28.4%	28.5%	27.2%	28.8%	28.9%	28.6%	27.6%	27.6%	
Strongly disagree	15.4%	11.7%	12.3%	14.8%	10.6%	11.1%	16.7%	14.3%	14.8%	
Total(n)	123	1,081	1,894	81	755	1,154	42	326	740	
Mean	2.62	2.67	2.66	2.65	2.68	2.67	2.55	2.65	2.63	
Standard deviation	0.98	0.92	0.92	0.99	0.89	0.90	0.97	0.96	0.97	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.03	-0.02	-	-0.10	-0.08	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	50.0%	50.6%	49.4%	47.5%	50.5%	49.5%	54.8%	50.6%	49.1%	
Agree somewhat	41.8%	40.9%	41.2%	43.8%	40.3%	40.5%	38.1%	42.3%	42.7%	
Disagree somewhat	3.3%	5.9%	6.6%	1.3%	5.9%	6.6%	7.1%	5.8%	6.7%	
Strongly disagree	4.9%	2.7%	2.8%	7.5%	3.2%	3.3%	0.0%	1.3%	1.6%	
Total(n)	122	1,087	1,907	80	762	1,170	42	325	737	
Mean	3.37	3.39	3.37	3.31	3.38	3.36	3.48	3.42	3.39	
Standard deviation	0.77	0.72	0.73	0.84	0.74	0.75	0.63	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.09	-0.07	-	0.09	0.13	
Most graduate students in this program move on to faculty positions										
Strongly agree	3.2%	3.1%	3.5%	2.4%	2.6%	2.9%	4.7%	4.1%	4.7%	
Agree somewhat	22.4%	23.3%	23.0%	22.0%	22.8%	22.5%	23.3%	24.4%	23.8%	
Disagree somewhat	40.0%	44.3%	43.3%	36.6%	44.5%	43.9%	46.5%	44.0%	42.1%	
Strongly disagree	34.4%	29.3%	30.3%	39.0%	30.1%	30.7%	25.6%	27.5%	29.4%	
Total(n)	125	1,070	1,883	82	752	1,154	43	318	729	
Mean	1.94	2.00	2.00	1.88	1.98	1.98	2.07	2.05	2.04	
Standard deviation	0.84	0.81	0.82	0.84	0.80	0.80	0.83	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.13	-0.13	-	0.02	0.04	
Most graduate students in this program move into positions outside of academia										
Strongly agree	31.2%	32.3%	33.4%	35.4%	32.7%	33.2%	23.3%	31.3%	33.8%	
Agree somewhat	44.8%	47.2%	46.5%	42.7%	48.7%	48.3%	48.8%	43.7%	42.5%	
Disagree somewhat	17.6%	17.0%	16.5%	15.9%	15.4%	15.2%	20.9%	20.9%	19.4%	
Strongly disagree	6.4%	3.5%	3.6%	6.1%	3.2%	3.3%	7.0%	4.1%	4.3%	
Total(n)	125	1,083	1,910	82	762	1,172	43	321	738	
Mean	3.01	3.08	3.10	3.07	3.11	3.11	2.88	3.02	3.06	
Standard deviation	0.87	0.79	0.80	0.87	0.77	0.78	0.85	0.83	0.84	

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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	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.05	-0.05	-	-0.17	-0.21	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	47.3%	53.4%	54.3%	46.4%	51.7%	52.0%	48.3%	56.5%	58.1%	
Collaborated with the local community in research/teaching	35.4%	38.9%	40.0%	38.6%	38.1%	38.3%	31.7%	40.5%	43.1%	
Conducted research or writing focused on international/global issues	42.2%	43.6%	43.6%	44.6%	42.9%	43.2%	39.5%	44.7%	44.1%	
Conducted research or writing focused on racial or ethnic minorities	36.3%	30.8%	32.2%	30.9%	25.2%	26.3%	42.7%	41.3%	42.4%	
Conducted research or writing focused on women and gender issues	36.6%	31.8%	31.7%	28.8%	23.8%	23.7%	45.8%	46.7%	45.7%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	14.2%	11.0%	10.9%	11.8%	8.9%	9.0%	17.1%	14.8%	14.3%	
Conducted research or writing focused on biomedical science fields	20.3%	21.9%	22.1%	23.1%	23.4%	23.5%	17.1%	18.9%	19.5%	
Engaged in academic research that spans multiple disciplines	69.1%	74.7%	74.3%	70.3%	74.8%	74.3%	67.8%	74.7%	74.3%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	54.4%	58.0%	57.2%	59.0%	58.8%	58.0%	49.2%	56.6%	55.8%	
Written research grants	50.8%	57.4%	56.0%	55.2%	59.2%	57.6%	45.8%	53.9%	53.3%	
Received funding for your work from foundations	24.9%	26.2%	25.6%	27.7%	26.0%	25.3%	21.7%	26.7%	26.2%	
Received funding for your work from state or federal government	19.0%	25.0%	24.3%	24.1%	29.0%	27.9%	13.0%	17.6%	18.0%	
Received funding for your work from business or industry	9.2%	14.5%	14.1%	13.4%	18.6%	18.0%	4.3%	7.0%	7.3%	
Total(n)	250	1,745	3,464	134	1,135	1,993	116	610	1,471	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	20.3%	18.1%	18.9%	15.9%	17.3%	18.3%	25.4%	19.7%	19.8%	
Taught an interdisciplinary course	46.0%	44.2%	43.9%	46.7%	42.5%	42.2%	45.2%	47.3%	46.8%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	17.6%	16.0%	15.8%	11.7%	11.6%	11.4%	24.6%	24.3%	23.4%	
Taught a service learning course	16.0%	16.2%	17.1%	13.6%	12.6%	13.1%	18.8%	23.0%	24.2%	
Taught a course exclusively online	7.3%	10.0%	11.8%	5.9%	9.0%	10.2%	8.9%	11.9%	14.5%	
Participated in organized activities around enhancing pedagogy and student learning	64.9%	64.5%	65.6%	56.8%	59.6%	60.4%	74.2%	73.7%	74.7%	
Taught a seminar for first-year students	34.8%	26.4%	26.0%	32.8%	24.7%	24.4%	37.0%	29.5%	28.8%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	85.8%	85.6%	86.1%	82.1%	83.4%	83.8%	90.0%	89.7%	90.0%	
Total(n)	260	1,787	3,599	140	1,160	2,077	120	627	1,522	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	3.5%	5.9%	6.0%	3.6%	6.4%	6.4%	3.4%	5.0%	5.3%	
To a large extent	5.5%	7.1%	7.2%	5.8%	7.4%	7.3%	5.2%	6.6%	6.9%	
To some extent	8.6%	12.9%	12.7%	9.4%	13.2%	13.0%	7.8%	12.3%	12.1%	
To a small extent	9.8%	10.3%	10.2%	10.8%	10.1%	9.8%	8.6%	10.8%	10.7%	
Not at all	72.5%	63.7%	63.9%	70.5%	62.9%	63.4%	75.0%	65.2%	65.0%	
Total(n)	255	1,773	3,542	139	1,159	2,044	116	614	1,498	
Published with undergraduates										
To a very large extent	2.5%	5.0%	4.8%	3.9%	6.4%	6.2%	0.9%	2.3%	2.3%	
To a large extent	3.4%	6.4%	6.0%	3.9%	7.8%	7.3%	2.7%	3.7%	3.8%	

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To some extent	9.2%	13.3%	12.5%	8.7%	13.1%	12.4%	9.9%	13.7%	12.7%	
To a small extent	6.7%	8.3%	7.9%	8.7%	8.8%	8.5%	4.5%	7.3%	7.0%	
Not at all	78.2%	67.1%	68.7%	74.8%	63.9%	65.6%	82.0%	73.0%	74.2%	
Total(n)	238	1,720	3,469	127	1,123	2,002	111	597	1,467	
Engaged undergraduates on your research projects										
To a very large extent	17.1%	20.6%	19.8%	15.3%	21.6%	20.8%	19.3%	18.7%	18.1%	
To a large extent	13.1%	16.8%	16.2%	17.5%	18.4%	18.0%	7.9%	13.6%	13.3%	
To some extent	22.7%	22.5%	21.9%	28.5%	22.7%	22.3%	15.8%	22.0%	21.3%	
To a small extent	12.7%	11.8%	12.0%	13.9%	11.5%	11.9%	11.4%	12.3%	12.2%	
Not at all	34.3%	28.3%	30.0%	24.8%	25.7%	27.1%	45.6%	33.3%	35.1%	
Total(n)	251	1,773	3,534	137	1,156	2,039	114	617	1,495	
Worked with undergraduates on their research projects										
To a very large extent	22.3%	19.4%	19.4%	20.0%	18.4%	18.5%	25.0%	21.2%	20.9%	
To a large extent	22.7%	20.9%	20.5%	22.1%	20.1%	19.9%	23.3%	22.6%	21.5%	
To some extent	20.7%	23.3%	23.0%	22.9%	24.2%	23.9%	18.1%	21.7%	21.5%	
To a small extent	10.9%	13.2%	13.2%	14.3%	14.7%	14.6%	6.9%	10.3%	10.8%	
Not at all	23.4%	23.2%	23.9%	20.7%	22.6%	23.2%	26.7%	24.4%	25.2%	
Total(n)	256	1,782	3,579	140	1,163	2,067	116	619	1,512	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	27.9%	30.4%	29.0%	33.1%	32.5%	31.0%	21.8%	26.5%	25.4%	
Good	48.1%	45.6%	44.9%	48.2%	45.7%	45.1%	47.9%	45.3%	44.4%	
Fair	7.8%	9.3%	10.1%	10.1%	9.5%	10.3%	5.0%	9.0%	9.8%	
Poor	1.9%	1.0%	1.1%	1.4%	1.0%	1.1%	2.5%	0.9%	1.0%	
I have not worked with undergraduates on research projects	14.3%	13.7%	14.9%	7.2%	11.3%	12.4%	22.7%	18.2%	19.3%	
Total(n)	258	1,789	3,593	139	1,166	2,076	119	623	1,517	
How many undergraduate students do you advise?										
Mean	8.51	7.45	7.57	8.42	7.11	7.22	8.62	8.08	8.18	
Median	12	7	7	12	6	6	11	9	10	
Mode	12	1	1	12	1	1	12	1	1	
Total(n)	258	1,886	3,787	139	1,221	2,190	119	665	1,597	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	53.3%	41.4%	43.6%	42.2%	38.1%	39.6%	65.6%	47.2%	50.2%	
Occasionally	39.0%	47.8%	46.5%	50.0%	49.2%	48.6%	26.9%	45.3%	42.9%	
Not at All	7.7%	10.8%	9.9%	7.8%	12.6%	11.7%	7.5%	7.5%	6.9%	
Total(n)	195	1,297	2,603	102	846	1,491	93	451	1,112	
Mean	2.46	2.31	2.34	2.34	2.25	2.28	2.58	2.40	2.43	
Standard deviation	0.64	0.65	0.65	0.62	0.67	0.66	0.63	0.62	0.62	
Significance	-	**	*	-			-	*	*	

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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	-	0.23	0.18	-	0.13	0.09	-	0.29	0.24	
Helped them plan their course of study										
Frequently	78.2%	62.5%	64.6%	70.6%	59.4%	61.1%	86.8%	68.1%	70.4%	
Occasionally	20.7%	30.8%	29.2%	27.5%	33.1%	31.9%	13.2%	26.7%	24.8%	
Not at All	1.0%	6.7%	6.2%	2.0%	7.5%	7.0%	0.0%	5.2%	4.9%	
Total(n)	193	1,287	2,605	102	840	1,494	91	447	1,111	
Mean	2.77	2.56	2.58	2.69	2.52	2.54	2.87	2.63	2.66	
Standard deviation	0.44	0.62	0.61	0.51	0.63	0.62	0.34	0.58	0.57	
Significance	-	***	***	-	**	*	-	***	***	
Effect size	-	0.34	0.31	-	0.27	0.24	-	0.41	0.37	
Discussed their academic performance										
Frequently	61.5%	51.1%	53.4%	55.4%	50.2%	51.7%	68.1%	52.7%	56.1%	
Occasionally	35.9%	43.0%	41.2%	40.6%	43.2%	42.1%	30.9%	42.6%	39.6%	
Not at All	2.6%	5.9%	5.5%	4.0%	6.6%	6.2%	1.1%	4.7%	4.3%	
Total(n)	195	1,284	2,591	101	837	1,482	94	447	1,109	
Mean	2.59	2.45	2.48	2.51	2.44	2.46	2.67	2.48	2.52	
Standard deviation	0.54	0.61	0.60	0.58	0.62	0.61	0.49	0.59	0.58	
Significance	-	**	*	-			-	**	*	
Effect size	-	0.23	0.18	-	0.11	0.08	-	0.32	0.26	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	66.2%	58.5%	59.4%	59.8%	55.4%	56.0%	73.1%	64.0%	65.0%	
Occasionally	31.3%	37.1%	36.4%	38.2%	40.1%	39.7%	23.7%	31.8%	30.9%	
Not at All	2.6%	4.4%	4.2%	2.0%	4.4%	4.3%	3.2%	4.3%	4.2%	
Total(n)	195	1,299	2,617	102	847	1,502	93	452	1,115	
Mean	2.64	2.54	2.55	2.58	2.51	2.52	2.70	2.60	2.61	
Standard deviation	0.53	0.58	0.58	0.53	0.58	0.58	0.53	0.57	0.57	
Significance	-	*	*	-			-			
Effect size	-	0.17	0.16	-	0.12	0.10	-	0.18	0.16	
Discussed career and post-graduation goals										
Frequently	65.6%	68.7%	69.3%	61.8%	66.8%	67.0%	69.9%	72.3%	73.1%	
Occasionally	31.8%	29.5%	29.0%	35.3%	31.0%	30.8%	28.0%	26.9%	26.0%	
Not at All	2.6%	1.7%	1.7%	2.9%	2.2%	2.2%	2.2%	0.8%	0.9%	
Total(n)	195	1,298	2,608	102	847	1,494	93	451	1,114	
Mean	2.63	2.67	2.68	2.59	2.65	2.65	2.68	2.71	2.72	
Standard deviation	0.53	0.51	0.50	0.55	0.52	0.52	0.51	0.47	0.47	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.12	-0.12	-	-0.06	-0.09	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	53.3%	49.6%	50.4%	47.8%	45.7%	46.2%	59.8%	57.2%	58.0%	

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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	
No	45.5%	47.6%	46.3%	50.0%	51.5%	50.6%	40.2%	40.0%	38.7%	
Not eligible	0.0%	0.3%	0.4%	0.0%	0.2%	0.3%	0.0%	0.5%	0.6%	
Not available	1.2%	2.5%	2.9%	2.2%	2.6%	2.9%	0.0%	2.3%	2.8%	
Total(n)	246	1,719	3,460	134	1,119	1,990	112	600	1,470	
Funded workshops outside the institution focused on research skills development										
Yes	13.9%	17.9%	19.1%	15.0%	18.1%	18.5%	12.5%	17.7%	20.1%	
No	80.0%	74.0%	72.4%	80.5%	76.0%	75.0%	79.5%	70.4%	67.8%	
Not eligible	1.6%	1.3%	1.3%	0.0%	1.0%	1.0%	3.6%	1.8%	1.7%	
Not available	4.5%	6.7%	7.2%	4.5%	5.0%	5.5%	4.5%	10.1%	10.4%	
Total(n)	245	1,708	3,428	133	1,111	1,971	112	597	1,457	
Funded workshops outside the institution focused on grant writing										
Yes	7.8%	12.3%	13.4%	9.7%	13.2%	13.8%	5.4%	10.5%	12.7%	
No	88.2%	81.3%	79.8%	88.8%	82.6%	81.6%	87.4%	78.7%	76.4%	
Not eligible	1.2%	1.4%	1.5%	0.0%	0.8%	0.8%	2.7%	2.7%	2.6%	
Not available	2.9%	4.9%	5.4%	1.5%	3.4%	3.8%	4.5%	8.0%	8.3%	
Total(n)	245	1,699	3,402	134	1,111	1,970	111	588	1,432	
Paid sabbatical leave										
Yes	15.9%	14.5%	13.7%	18.0%	14.9%	14.1%	13.4%	13.9%	12.9%	
No	59.2%	64.6%	64.3%	63.9%	67.0%	67.1%	53.6%	60.1%	59.4%	
Not eligible	18.8%	15.7%	16.5%	12.0%	14.2%	14.5%	26.8%	18.7%	20.0%	
Not available	6.1%	5.1%	5.6%	6.0%	4.0%	4.3%	6.3%	7.3%	7.7%	
Total(n)	245	1,712	3,411	133	1,115	1,966	112	597	1,445	
Travel funds paid by the institution										
Yes	78.1%	73.8%	71.6%	77.0%	71.6%	69.9%	79.5%	78.1%	74.7%	
No	18.6%	22.9%	24.5%	20.0%	25.3%	26.6%	17.0%	18.3%	20.8%	
Not eligible	1.6%	1.1%	1.2%	0.0%	1.0%	1.2%	3.6%	1.3%	1.4%	
Not available	1.6%	2.1%	2.6%	3.0%	2.0%	2.4%	0.0%	2.3%	3.1%	
Total(n)	247	1,720	3,456	135	1,123	1,997	112	597	1,459	
Internal grants for research										
Yes	37.1%	42.9%	41.2%	39.8%	43.3%	41.5%	33.9%	42.3%	40.5%	
No	59.6%	53.1%	54.2%	57.9%	53.7%	54.7%	61.6%	51.9%	53.2%	
Not eligible	2.4%	2.1%	2.3%	0.8%	1.5%	1.8%	4.5%	3.0%	3.2%	
Not available	0.8%	1.9%	2.4%	1.5%	1.5%	2.0%	0.0%	2.7%	3.2%	
Total(n)	245	1,715	3,418	133	1,116	1,964	112	599	1,454	
Training for administrative leadership										
Yes	13.5%	13.5%	13.8%	11.2%	12.4%	12.6%	16.2%	15.7%	15.9%	
No	74.7%	73.9%	72.8%	80.6%	76.9%	76.1%	67.6%	68.1%	66.9%	
Not eligible	8.2%	5.8%	5.9%	3.7%	4.7%	4.7%	13.5%	8.0%	8.0%	
Not available	3.7%	6.8%	7.6%	4.5%	6.0%	6.7%	2.7%	8.2%	9.2%	
Total(n)	245	1,703	3,404	134	1,112	1,969	111	591	1,435	
Received incentives to develop new courses										
Yes	18.0%	15.4%	16.4%	17.3%	13.2%	14.2%	18.8%	19.6%	20.2%	

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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	
No	77.1%	73.5%	71.7%	76.7%	76.2%	74.7%	77.7%	68.3%	66.4%	
Not eligible	0.8%	1.4%	1.5%	0.0%	1.0%	1.2%	1.8%	2.0%	2.1%	
Not available	4.1%	9.7%	10.4%	6.0%	9.5%	9.9%	1.8%	10.1%	11.3%	
Total(n)	245	1,709	3,411	133	1,114	1,965	112	595	1,446	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	19.0%	17.6%	20.0%	16.4%	15.6%	17.6%	22.2%	21.3%	24.2%	
No	78.1%	74.2%	71.3%	79.1%	76.7%	74.3%	76.9%	69.6%	65.9%	
Not eligible	0.0%	0.8%	0.8%	0.0%	0.6%	0.7%	0.0%	1.0%	1.0%	
Not available	2.9%	7.4%	7.9%	4.5%	7.1%	7.4%	0.9%	8.1%	8.8%	
Total(n)	242	1,706	3,424	134	1,114	1,973	108	592	1,451	
Received resources to integrate culturally-competent practices into your classroom										
Yes	27.0%	20.8%	21.7%	18.2%	15.8%	16.6%	37.5%	30.5%	30.8%	
No	70.1%	69.6%	68.0%	78.8%	75.6%	74.3%	59.8%	58.1%	56.8%	
Not eligible	0.4%	0.5%	0.6%	0.0%	0.5%	0.5%	0.9%	0.6%	0.7%	
Not available	2.5%	9.0%	9.7%	3.0%	8.1%	8.6%	1.8%	10.7%	11.6%	
Total(n)	244	1,701	3,401	132	1,109	1,955	112	592	1,446	
How many of the following have you published?										
Articles in academic or professional journals										
None	13.9%	10.8%	11.7%	9.0%	8.4%	9.2%	19.6%	15.3%	16.0%	
1-2	20.0%	15.9%	16.3%	19.5%	15.4%	15.5%	20.5%	16.8%	17.6%	
3-4	10.6%	11.7%	12.3%	9.0%	9.6%	10.2%	12.5%	15.5%	16.0%	
5-10	17.1%	17.6%	17.8%	16.5%	16.4%	16.5%	17.9%	20.0%	20.3%	
11-20	16.7%	14.3%	14.3%	15.8%	13.5%	13.9%	17.9%	15.9%	15.0%	
21-50	14.7%	17.3%	16.2%	20.3%	20.8%	19.8%	8.0%	10.5%	10.0%	
51+	6.9%	12.5%	11.4%	9.8%	15.9%	14.9%	3.6%	5.9%	5.2%	
Total(n)	245	1,712	3,447	133	1,114	1,989	112	598	1,458	
Mean	3.75	4.10	4.01	4.11	4.37	4.29	3.32	3.60	3.51	
Standard deviation	1.87	1.92	1.91	1.88	1.93	1.93	1.76	1.78	1.76	
Significance	-	**	*	-	-	-	-	-	-	
Effect size	-	-0.18	-0.14	-	-0.13	-0.09	-	-0.16	-0.11	
Chapters in edited volumes										
None	40.2%	36.7%	37.9%	37.9%	35.2%	36.4%	42.7%	39.3%	40.5%	
1-2	26.1%	27.0%	27.4%	25.0%	25.4%	25.5%	27.3%	30.1%	30.6%	
3-4	12.8%	13.8%	13.6%	16.1%	15.3%	15.1%	9.1%	11.0%	11.1%	
5-10	12.8%	12.8%	12.1%	12.1%	12.9%	12.5%	13.6%	12.6%	11.5%	
11-20	4.3%	5.5%	5.2%	2.4%	5.7%	5.5%	6.4%	5.1%	4.6%	
21-50	3.0%	3.4%	3.0%	4.8%	4.1%	3.8%	0.9%	1.9%	1.7%	
51+	0.9%	0.8%	0.8%	1.6%	1.3%	1.2%	0.0%	0.0%	0.0%	

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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)	234	1,651	3,303	124	1,071	1,895	110	580	1,408	
Mean	2.27	2.37	2.31	2.37	2.46	2.41	2.16	2.20	2.14	
Standard deviation	1.43	1.46	1.43	1.52	1.52	1.50	1.33	1.32	1.28	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.06	-0.03	-	-0.03	0.02	
How many of the following have you published?										
Books, manuals, or monographs										
None	57.7%	58.1%	58.9%	54.6%	55.5%	56.0%	61.5%	63.1%	64.1%	
1-2	27.6%	26.6%	26.1%	28.5%	27.6%	27.3%	26.6%	24.6%	23.9%	
3-4	7.9%	8.4%	8.3%	7.7%	8.3%	8.3%	8.3%	8.6%	8.2%	
5-10	4.6%	5.4%	5.2%	5.4%	6.3%	6.2%	3.7%	3.6%	3.5%	
11-20	2.1%	1.2%	1.2%	3.8%	1.8%	1.8%	0.0%	0.1%	0.2%	
21-50	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
51+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
Total(n)	239	1,670	3,341	130	1,086	1,924	109	584	1,417	
Mean	1.66	1.66	1.65	1.75	1.73	1.72	1.54	1.53	1.52	
Standard deviation	0.96	0.96	0.96	1.06	1.03	1.02	0.80	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.02	0.03	-	0.01	0.02	
Other, such as patents or computer software products										
None	78.8%	72.2%	73.2%	75.6%	68.3%	69.3%	82.7%	80.2%	80.6%	
1-2	12.0%	14.0%	13.6%	13.4%	15.1%	14.8%	10.2%	11.8%	11.4%	
3-4	3.7%	5.5%	5.4%	5.0%	6.0%	5.9%	2.0%	4.5%	4.3%	
5-10	4.1%	4.9%	4.6%	5.0%	6.1%	5.7%	3.1%	2.6%	2.6%	
11-20	0.9%	1.6%	1.5%	0.8%	2.1%	2.0%	1.0%	0.6%	0.7%	
21-50	0.0%	1.1%	1.0%	0.0%	1.4%	1.4%	0.0%	0.3%	0.3%	
51+	0.5%	0.7%	0.6%	0.0%	0.9%	0.9%	1.0%	0.1%	0.1%	
Total(n)	217	1,589	3,180	119	1,048	1,845	98	541	1,335	
Mean	1.38	1.56	1.53	1.42	1.67	1.64	1.34	1.33	1.33	
Standard deviation	0.90	1.12	1.10	0.87	1.24	1.21	0.94	0.79	0.81	
Significance	-	*	*	-	*		-			
Effect size	-	-0.16	-0.14	-	-0.20	-0.18	-	0.01	0.01	
In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	86.2%	86.5%	86.1%	88.7%	87.9%	87.3%	83.2%	84.0%	84.0%	
1-2	3.7%	4.9%	5.0%	3.0%	3.5%	3.7%	4.4%	7.5%	7.2%	
3-4	2.0%	2.4%	2.5%	1.5%	2.2%	2.3%	2.7%	3.0%	3.0%	
5-10	3.3%	2.9%	2.9%	0.8%	2.5%	2.6%	6.2%	3.7%	3.6%	
11-20	1.6%	1.4%	1.5%	2.3%	1.6%	1.7%	0.9%	1.0%	1.1%	
21+	3.3%	1.8%	1.9%	3.8%	2.3%	2.4%	2.7%	0.9%	1.1%	
Total(n)	246	1,718	3,482	133	1,118	2,013	113	600	1,469	
Mean	1.40	1.33	1.35	1.36	1.34	1.35	1.45	1.33	1.34	

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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	
Standard deviation	1.15	0.99	1.01	1.16	1.04	1.06	1.15	0.89	0.92	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.02	0.01	-	0.13	0.12	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	48.0%	39.0%	36.6%	58.3%	39.1%	36.5%	38.5%	38.9%	36.8%	
1-2	24.0%	34.3%	35.0%	25.0%	30.8%	32.0%	23.1%	40.0%	39.7%	
3-4	12.0%	11.1%	11.7%	8.3%	10.8%	11.1%	15.4%	11.5%	12.8%	
5-10	8.0%	8.8%	9.2%	8.3%	11.8%	12.1%	7.7%	4.1%	4.7%	
11-20	8.0%	4.3%	4.8%	0.0%	4.2%	4.9%	15.4%	4.6%	4.8%	
21+	0.0%	2.4%	2.6%	0.0%	3.3%	3.5%	0.0%	0.9%	1.2%	
Total(n)	25	184	396	12	116	236	13	68	160	
Mean	2.04	2.12	2.18	1.67	2.21	2.27	2.38	1.98	2.04	
Standard deviation	1.31	1.27	1.29	0.98	1.35	1.37	1.50	1.11	1.14	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	-0.40	-0.44	-	0.36	0.30	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	3.0%	8.6%	8.8%	0.0%	5.9%	6.1%	5.6%	12.6%	12.6%	
1-2	24.2%	35.3%	35.7%	26.7%	30.7%	31.7%	22.2%	41.9%	41.3%	
3-4	33.3%	19.4%	18.9%	26.7%	20.3%	19.7%	38.9%	18.2%	17.8%	
5-10	18.2%	18.5%	18.0%	6.7%	17.0%	16.8%	27.8%	20.6%	19.7%	
11-20	3.0%	7.3%	7.8%	6.7%	9.6%	9.9%	0.0%	3.9%	4.9%	
21+	18.2%	10.9%	10.7%	33.3%	16.5%	15.8%	5.6%	2.9%	3.7%	
Total(n)	33	229	491	15	139	280	18	90	211	
Mean	3.48	3.13	3.13	3.93	3.43	3.40	3.11	2.70	2.74	
Standard deviation	1.46	1.46	1.47	1.71	1.55	1.54	1.13	1.20	1.25	
Significance	-			-			-			
Effect size	-	0.24	0.24	-	0.32	0.34	-	0.34	0.30	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
None	15.2%	13.6%	15.0%	13.4%	12.3%	13.5%	17.4%	16.1%	17.6%	
1	6.6%	7.6%	8.2%	6.7%	7.2%	7.8%	6.4%	8.3%	9.1%	
2	16.0%	12.0%	12.4%	14.9%	11.7%	11.8%	17.4%	12.5%	13.3%	
3	14.4%	12.7%	13.0%	14.2%	11.8%	12.2%	14.7%	14.4%	14.3%	
4	13.2%	9.8%	9.7%	10.4%	9.2%	9.2%	16.5%	11.0%	10.6%	
5	9.5%	9.5%	9.2%	7.5%	8.4%	8.2%	11.9%	11.7%	10.9%	
6	6.6%	7.3%	7.0%	8.2%	7.2%	7.0%	4.6%	7.4%	7.0%	
7-10	8.6%	13.1%	12.4%	10.4%	13.5%	13.1%	6.4%	12.3%	11.4%	
More than 10	9.9%	14.4%	13.1%	14.2%	18.6%	17.2%	4.6%	6.3%	5.9%	
Total(n)	243	1,713	3,467	134	1,117	2,003	109	596	1,464	

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Institutional Profile Report
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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	
Mean	4.61	5.07	4.91	4.94	5.32	5.17	4.20	4.60	4.44	
Standard deviation	2.53	2.71	2.71	2.67	2.77	2.78	2.29	2.52	2.52	
Significance	-	*		-			-			
Effect size	-	-0.17	-0.11	-	-0.14	-0.08	-	-0.16	-0.10	
How many of these publications in the past three years have been solo-authored?										
None	25.5%	34.2%	34.0%	31.7%	36.9%	36.1%	17.5%	28.9%	30.0%	
1	16.8%	17.2%	17.7%	14.4%	16.7%	17.2%	20.0%	18.3%	18.6%	
2	15.2%	13.2%	13.4%	15.4%	12.9%	13.1%	15.0%	13.8%	13.9%	
3	13.6%	11.9%	11.9%	11.5%	11.5%	11.4%	16.3%	12.9%	12.9%	
4	12.0%	8.3%	8.0%	7.7%	6.5%	6.5%	17.5%	11.9%	10.9%	
5	7.1%	5.0%	4.9%	5.8%	4.6%	4.5%	8.8%	5.9%	5.6%	
6	3.3%	3.3%	3.2%	3.8%	2.9%	2.9%	2.5%	4.2%	3.8%	
7-10	2.2%	4.0%	4.1%	1.9%	4.1%	4.4%	2.5%	3.6%	3.5%	
More than 10	4.3%	2.8%	2.7%	7.7%	4.0%	3.8%	0.0%	0.4%	0.7%	
Total(n)	184	1,242	2,377	104	844	1,417	80	398	960	
Mean	3.41	3.08	3.07	3.38	3.04	3.05	3.45	3.16	3.10	
Standard deviation	2.22	2.23	2.22	2.48	2.32	2.31	1.85	2.05	2.04	
Significance	-		*	-			-			
Effect size	-	0.15	0.15	-	0.15	0.14	-	0.14	0.17	
How many of these publications in the past three years have been co-authored?										
None	25.1%	18.4%	18.9%	18.7%	15.2%	16.0%	34.2%	25.2%	24.3%	
1	16.9%	15.7%	16.3%	18.7%	15.4%	15.8%	14.5%	16.3%	17.2%	
2	17.5%	13.0%	13.5%	15.9%	12.8%	13.0%	19.7%	13.4%	14.3%	
3	9.8%	10.1%	10.5%	9.3%	9.7%	10.0%	10.5%	11.1%	11.3%	
4	7.7%	7.4%	7.5%	8.4%	7.8%	7.9%	6.6%	6.8%	6.8%	
5	3.8%	6.0%	6.0%	5.6%	6.4%	6.2%	1.3%	5.2%	5.5%	
6	3.3%	4.4%	4.3%	2.8%	3.8%	3.8%	3.9%	5.6%	5.3%	
7-10	7.7%	10.8%	10.3%	10.3%	11.8%	11.3%	3.9%	8.7%	8.4%	
More than 10	8.2%	14.0%	12.8%	10.3%	17.1%	16.0%	5.3%	7.7%	6.8%	
Total(n)	183	1,341	2,510	107	915	1,509	76	426	1,001	
Mean	3.70	4.46	4.35	4.11	4.76	4.64	3.12	3.86	3.79	
Standard deviation	2.62	2.86	2.81	2.72	2.90	2.87	2.36	2.67	2.60	
Significance	-	***	**	-	*		-	*	*	
Effect size	-	-0.27	-0.23	-	-0.22	-0.18	-	-0.28	-0.26	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	6.3%	8.9%	8.0%	7.0%	8.8%	8.0%	5.6%	8.9%	8.0%	
1-4	17.7%	23.4%	22.0%	18.6%	24.1%	22.9%	16.7%	22.0%	20.3%	
5-8	49.8%	42.4%	41.2%	53.5%	43.6%	42.4%	45.4%	40.2%	39.0%	
9-12	20.3%	16.9%	19.2%	17.1%	16.8%	18.8%	24.1%	17.0%	19.9%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
13-16	3.8%	5.6%	6.2%	3.9%	5.1%	5.8%	3.7%	6.4%	7.1%	
17-20	1.3%	1.5%	1.8%	0.0%	1.0%	1.3%	2.8%	2.5%	2.7%	
21+	0.8%	1.3%	1.6%	0.0%	0.5%	0.9%	1.9%	2.9%	2.9%	
Total(n)	237	1,672	3,348	129	1,088	1,927	108	584	1,421	
Mean	3.05	2.97	3.06	2.92	2.90	2.99	3.19	3.09	3.18	
Standard deviation	1.02	1.15	1.18	0.89	1.06	1.11	1.14	1.30	1.30	
Significance	-			-			-			
Effect size	-	0.07	-0.01	-	0.02	-0.06	-	0.08	0.01	
Preparing for teaching (including reading student papers and grading)										
None	6.3%	8.1%	7.4%	6.6%	8.0%	7.3%	5.9%	8.4%	7.5%	
1-4	10.3%	16.8%	16.3%	12.3%	19.1%	18.6%	7.9%	12.4%	12.1%	
5-8	29.1%	29.7%	29.2%	32.0%	31.3%	30.6%	25.7%	26.8%	26.5%	
9-12	26.5%	21.9%	22.1%	26.2%	21.4%	21.8%	26.7%	23.0%	22.7%	
13-16	13.5%	11.0%	11.7%	11.5%	10.0%	10.6%	15.8%	13.0%	13.6%	
17-20	9.4%	7.3%	8.0%	7.4%	6.1%	6.6%	11.9%	9.7%	10.4%	
21+	4.9%	5.1%	5.5%	4.1%	4.2%	4.5%	5.9%	6.7%	7.2%	
Total(n)	223	1,628	3,266	122	1,062	1,889	101	566	1,377	
Mean	3.78	3.53	3.60	3.62	3.42	3.48	3.98	3.76	3.83	
Standard deviation	1.48	1.53	1.54	1.43	1.47	1.49	1.52	1.61	1.61	
Significance	-	*		-			-			
Effect size	-	0.16	0.12	-	0.14	0.09	-	0.14	0.09	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	4.3%	5.6%	5.5%	5.6%	5.7%	5.7%	2.8%	5.3%	5.3%	
1-4	72.5%	65.1%	63.9%	69.8%	65.6%	65.0%	75.7%	64.2%	61.9%	
5-8	15.9%	19.2%	19.8%	17.5%	18.7%	19.1%	14.0%	20.0%	21.2%	
9-12	5.2%	6.3%	6.7%	5.6%	6.6%	6.7%	4.7%	5.8%	6.6%	
13-16	1.3%	1.8%	1.9%	0.8%	1.8%	1.9%	1.9%	1.7%	1.9%	
17-20	0.0%	0.8%	0.9%	0.0%	0.8%	0.9%	0.0%	0.8%	0.9%	
21+	0.9%	1.3%	1.3%	0.8%	0.8%	0.7%	0.9%	2.2%	2.2%	
Total(n)	233	1,649	3,321	126	1,073	1,912	107	576	1,409	
Mean	2.30	2.41	2.43	2.29	2.39	2.40	2.31	2.46	2.50	
Standard deviation	0.81	0.97	0.98	0.80	0.92	0.92	0.82	1.06	1.07	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.13	-	-0.11	-0.12	-	-0.14	-0.18	
Committee work and meetings										
None	5.2%	5.9%	5.8%	4.0%	6.2%	6.1%	6.6%	5.4%	5.3%	
1-4	57.0%	56.4%	56.2%	63.7%	57.9%	58.1%	49.1%	53.5%	52.9%	
5-8	23.5%	21.7%	21.9%	17.7%	20.4%	20.4%	30.2%	24.1%	24.5%	
9-12	7.8%	8.4%	8.6%	8.1%	8.2%	8.2%	7.5%	8.8%	9.3%	
13-16	3.0%	3.6%	3.7%	2.4%	3.1%	3.2%	3.8%	4.7%	4.6%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
17-20	1.7%	2.1%	2.0%	2.4%	2.5%	2.3%	0.9%	1.4%	1.5%	
21+	1.7%	1.9%	1.8%	1.6%	1.7%	1.7%	1.9%	2.1%	1.9%	
Total(n)	230	1,641	3,292	124	1,068	1,907	106	573	1,385	
Mean	2.59	2.61	2.61	2.55	2.59	2.58	2.63	2.67	2.67	
Standard deviation	1.12	1.17	1.16	1.12	1.17	1.16	1.12	1.18	1.16	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.03	-0.03	-	-0.03	-0.03	
Research and scholarly writing										
None	11.2%	9.9%	10.4%	7.8%	8.4%	9.0%	15.4%	12.7%	12.9%	
1-4	28.0%	24.1%	25.5%	25.8%	22.5%	23.3%	30.8%	27.3%	29.4%	
5-8	21.1%	19.9%	20.0%	21.1%	19.0%	19.2%	21.2%	21.7%	21.5%	
9-12	14.7%	14.0%	13.7%	15.6%	14.8%	14.5%	13.5%	12.5%	12.3%	
13-16	8.2%	10.1%	9.8%	7.8%	10.5%	10.5%	8.7%	9.2%	8.6%	
17-20	7.3%	8.2%	7.7%	10.2%	9.3%	9.0%	3.8%	6.0%	5.6%	
21+	9.5%	13.8%	12.8%	11.7%	15.4%	14.6%	6.7%	10.7%	9.7%	
Total(n)	232	1,653	3,309	128	1,078	1,905	104	575	1,404	
Mean	3.41	3.70	3.62	3.67	3.86	3.79	3.08	3.39	3.30	
Standard deviation	1.80	1.91	1.89	1.84	1.92	1.91	1.69	1.84	1.80	
Significance	-	*		-			-			
Effect size	-	-0.15	-0.11	-	-0.10	-0.06	-	-0.17	-0.12	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	70.8%	64.6%	63.4%	69.2%	63.4%	62.2%	72.6%	66.9%	65.7%	
1-4	14.6%	19.8%	20.6%	15.4%	19.8%	20.7%	13.7%	19.9%	20.5%	
5-8	7.5%	8.3%	8.5%	6.8%	8.4%	8.7%	8.4%	8.1%	8.1%	
9-12	2.8%	3.1%	3.3%	3.4%	3.5%	3.5%	2.1%	2.5%	2.9%	
13-16	2.4%	1.9%	1.8%	3.4%	2.4%	2.3%	1.1%	0.9%	0.9%	
17-20	0.9%	1.4%	1.4%	0.9%	1.5%	1.5%	1.1%	1.2%	1.2%	
21+	0.9%	0.9%	1.0%	0.9%	1.1%	1.2%	1.1%	0.6%	0.8%	
Total(n)	212	1,506	3,087	117	984	1,788	95	522	1,299	
Mean	1.58	1.66	1.68	1.62	1.70	1.72	1.53	1.56	1.60	
Standard deviation	1.15	1.16	1.18	1.19	1.22	1.23	1.10	1.04	1.08	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.07	-0.08	-	-0.03	-0.06	
Community or public service										
None	45.5%	36.4%	36.0%	44.4%	36.1%	36.2%	46.7%	37.1%	35.7%	
1-4	44.2%	46.3%	46.9%	45.2%	45.2%	45.5%	42.9%	48.5%	49.5%	
5-8	10.0%	12.6%	12.3%	9.5%	13.1%	12.9%	10.5%	11.5%	11.3%	
9-12	0.4%	3.0%	3.0%	0.8%	3.6%	3.4%	0.0%	1.8%	2.2%	
13-16	0.0%	0.6%	0.7%	0.0%	0.5%	0.6%	0.0%	0.7%	0.8%	
17-20	0.0%	0.6%	0.5%	0.0%	0.8%	0.8%	0.0%	0.0%	0.1%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
21+	0.0%	0.6%	0.6%	0.0%	0.7%	0.6%	0.0%	0.4%	0.5%	
Total(n)	231	1,657	3,315	126	1,079	1,914	105	578	1,401	
Mean	1.65	1.89	1.89	1.67	1.93	1.92	1.64	1.82	1.85	
Standard deviation	0.67	0.94	0.94	0.68	0.99	0.98	0.67	0.83	0.86	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.26	-0.26	-	-0.26	-0.26	-	-0.22	-0.24	
Outside consulting/freelance work										
None	79.2%	73.4%	72.8%	75.6%	72.2%	71.7%	83.7%	75.9%	74.7%	
1-4	15.6%	19.8%	20.0%	18.1%	19.9%	20.1%	12.5%	19.5%	19.8%	
5-8	3.9%	4.6%	4.9%	3.9%	5.2%	5.4%	3.8%	3.5%	3.9%	
9-12	0.4%	1.1%	1.3%	0.8%	1.4%	1.4%	0.0%	0.5%	0.9%	
13-16	0.4%	0.2%	0.3%	0.8%	0.4%	0.4%	0.0%	0.0%	0.0%	
17-20	0.4%	0.5%	0.4%	0.8%	0.5%	0.5%	0.0%	0.4%	0.4%	
21+	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.2%	0.3%	
Total(n)	231	1,633	3,268	127	1,073	1,895	104	560	1,373	
Mean	1.29	1.38	1.39	1.35	1.41	1.42	1.20	1.31	1.34	
Standard deviation	0.67	0.78	0.80	0.78	0.83	0.84	0.49	0.67	0.72	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.07	-0.08	-	-0.16	-0.19	
Household/childcare duties										
None	10.7%	10.9%	11.3%	14.1%	13.7%	14.2%	6.6%	5.5%	6.1%	
1-4	17.5%	17.6%	17.8%	18.0%	18.6%	18.6%	17.0%	15.8%	16.3%	
5-8	24.8%	22.9%	22.5%	19.5%	21.8%	21.6%	31.1%	25.1%	24.2%	
9-12	15.8%	15.7%	15.6%	18.0%	16.5%	16.3%	13.2%	14.1%	14.4%	
13-16	6.8%	8.4%	8.3%	8.6%	9.4%	9.3%	4.7%	6.5%	6.7%	
17-20	6.4%	7.3%	7.2%	3.9%	6.2%	6.1%	9.4%	9.4%	9.2%	
21+	17.9%	17.2%	17.2%	18.0%	13.8%	13.8%	17.9%	23.7%	23.2%	
Total(n)	234	1,642	3,290	128	1,069	1,897	106	573	1,393	
Mean	3.82	3.84	3.82	3.73	3.63	3.61	3.92	4.23	4.19	
Standard deviation	1.96	1.95	1.96	2.00	1.91	1.92	1.91	1.97	1.98	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.05	0.06	-	-0.16	-0.14	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	89.9%	87.4%	86.5%	93.7%	89.9%	89.6%	85.1%	82.4%	80.7%	
1-4	4.4%	7.8%	8.0%	3.2%	6.5%	6.6%	5.9%	10.3%	10.7%	
5-8	4.0%	2.5%	2.7%	1.6%	2.1%	2.1%	6.9%	3.3%	3.8%	
9-12	0.9%	1.0%	1.1%	0.0%	0.3%	0.5%	2.0%	2.3%	2.4%	
13-16	0.4%	0.4%	0.5%	0.8%	0.3%	0.4%	0.0%	0.5%	0.6%	
17-20	0.4%	0.5%	0.5%	0.8%	0.4%	0.4%	0.0%	0.5%	0.8%	
21+	0.0%	0.5%	0.6%	0.0%	0.4%	0.5%	0.0%	0.7%	0.9%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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)	227	1,609	3,234	126	1,056	1,875	101	553	1,359	
Mean	1.19	1.22	1.25	1.13	1.17	1.18	1.26	1.33	1.37	
Standard deviation	0.65	0.75	0.81	0.64	0.67	0.70	0.67	0.89	0.98	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.06	-0.07	-	-0.08	-0.11	
Other employment, outside of academia										
None	94.7%	93.6%	92.5%	95.2%	94.3%	93.5%	94.1%	92.2%	90.9%	
1-4	2.7%	2.9%	3.5%	1.6%	2.3%	2.8%	3.9%	4.0%	4.7%	
5-8	0.9%	1.8%	2.0%	1.6%	1.7%	1.9%	0.0%	2.0%	2.3%	
9-12	0.0%	0.7%	0.8%	0.0%	0.5%	0.6%	0.0%	1.0%	1.2%	
13-16	0.4%	0.4%	0.5%	0.8%	0.5%	0.5%	0.0%	0.3%	0.3%	
17-20	1.3%	0.2%	0.2%	0.8%	0.2%	0.2%	2.0%	0.4%	0.3%	
21+	0.0%	0.4%	0.4%	0.0%	0.5%	0.5%	0.0%	0.2%	0.3%	
Total(n)	226	1,619	3,249	124	1,061	1,885	102	558	1,364	
Mean	1.13	1.14	1.16	1.12	1.13	1.15	1.14	1.15	1.18	
Standard deviation	0.67	0.64	0.68	0.63	0.65	0.68	0.72	0.62	0.67	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.02	-0.04	-	-0.02	-0.06	
Personal time										
None	1.3%	2.8%	3.1%	0.8%	2.3%	2.6%	1.9%	3.6%	4.0%	
1-4	24.4%	25.6%	26.7%	24.2%	21.9%	22.9%	24.5%	32.7%	33.5%	
5-8	34.6%	35.8%	35.4%	32.8%	36.3%	35.9%	36.8%	34.9%	34.4%	
9-12	20.9%	20.4%	19.7%	22.7%	22.7%	22.1%	18.9%	15.9%	15.4%	
13-16	10.3%	8.2%	7.9%	10.9%	8.8%	8.5%	9.4%	7.0%	6.8%	
17-20	3.4%	3.5%	3.6%	2.3%	3.8%	3.8%	4.7%	2.9%	3.0%	
21+	5.1%	3.8%	3.6%	6.3%	4.2%	4.1%	3.8%	3.0%	2.8%	
Total(n)	234	1,656	3,325	128	1,080	1,920	106	576	1,405	
Mean	3.45	3.31	3.28	3.51	3.42	3.39	3.39	3.11	3.08	
Standard deviation	1.36	1.31	1.31	1.38	1.31	1.32	1.34	1.28	1.28	
Significance	-			-			-	*	*	
Effect size	-	0.11	0.13	-	0.07	0.09	-	0.22	0.24	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	97.4%	94.9%	94.8%	96.8%	93.9%	94.0%	98.1%	96.6%	96.3%	
Occasionally	1.7%	4.0%	4.0%	1.6%	4.7%	4.7%	1.9%	2.7%	2.8%	
Not at all	0.9%	1.2%	1.2%	1.6%	1.4%	1.3%	0.0%	0.7%	0.9%	
Total(n)	231	1,641	3,306	126	1,066	1,906	105	575	1,400	
Mean	2.97	2.94	2.94	2.95	2.93	2.93	2.98	2.96	2.95	
Standard deviation	0.23	0.29	0.29	0.28	0.31	0.31	0.14	0.23	0.25	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.06	0.06	-	0.09	0.12	

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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	
Support their opinions with a logical argument										
Frequently	83.4%	79.6%	80.1%	86.4%	78.5%	79.0%	79.8%	81.6%	82.0%	
Occasionally	14.0%	17.9%	17.5%	11.2%	18.9%	18.5%	17.3%	16.0%	15.6%	
Not at all	2.6%	2.6%	2.5%	2.4%	2.6%	2.5%	2.9%	2.5%	2.4%	
Total(n)	229	1,629	3,289	125	1,062	1,905	104	567	1,384	
Mean	2.81	2.77	2.78	2.84	2.76	2.77	2.77	2.79	2.80	
Standard deviation	0.46	0.48	0.47	0.43	0.49	0.48	0.49	0.46	0.46	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.16	0.15	-	-0.04	-0.07	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	74.6%	72.1%	72.7%	70.6%	69.9%	70.4%	79.4%	76.3%	76.8%	
Occasionally	21.9%	24.4%	24.0%	24.6%	26.0%	25.7%	18.6%	21.4%	20.9%	
Not at all	3.5%	3.5%	3.4%	4.8%	4.1%	3.9%	2.0%	2.3%	2.4%	
Total(n)	228	1,625	3,274	126	1,059	1,891	102	566	1,383	
Mean	2.71	2.69	2.69	2.66	2.66	2.67	2.77	2.74	2.74	
Standard deviation	0.53	0.53	0.53	0.57	0.55	0.55	0.46	0.49	0.49	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.00	-0.02	-	0.06	0.06	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	71.0%	68.6%	69.0%	69.8%	65.6%	65.8%	72.4%	74.4%	74.8%	
Not at all	23.4%	25.6%	25.6%	23.8%	27.6%	27.8%	22.9%	21.8%	21.6%	
	5.6%	5.7%	5.4%	6.3%	6.8%	6.4%	4.8%	3.7%	3.6%	
Total(n)	231	1,628	3,287	126	1,059	1,896	105	569	1,391	
Mean	2.65	2.63	2.64	2.63	2.59	2.59	2.68	2.71	2.71	
Standard deviation	0.58	0.59	0.58	0.60	0.62	0.61	0.56	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.06	0.07	-	-0.06	-0.06	
Evaluate the quality or reliability of information they receive										
Frequently	72.9%	69.8%	70.1%	69.6%	66.3%	66.6%	76.9%	76.4%	76.4%	
Occasionally	23.1%	25.5%	25.3%	26.4%	28.6%	28.4%	19.2%	19.6%	19.8%	
Not at all	3.9%	4.7%	4.6%	4.0%	5.1%	5.1%	3.8%	4.0%	3.8%	
Total(n)	229	1,627	3,276	125	1,057	1,890	104	570	1,386	
Mean	2.69	2.65	2.65	2.66	2.61	2.62	2.73	2.72	2.73	
Standard deviation	0.54	0.57	0.56	0.56	0.58	0.58	0.53	0.53	0.52	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.09	0.07	-	0.02	0.00	
Take risks for potential gains										
Frequently	44.1%	38.0%	38.4%	37.1%	34.4%	34.8%	52.4%	45.0%	44.8%	
Occasionally	36.6%	43.0%	42.9%	39.5%	44.5%	44.4%	33.0%	40.0%	40.2%	
Not at all	19.4%	19.0%	18.7%	23.4%	21.1%	20.8%	14.6%	15.0%	15.0%	
Total(n)	227	1,620	3,256	124	1,061	1,889	103	559	1,367	
Mean	2.25	2.19	2.20	2.14	2.13	2.14	2.38	2.30	2.30	

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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	
Standard deviation	0.76	0.73	0.73	0.77	0.73	0.73	0.73	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.01	0.00	-	0.11	0.11	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	68.0%	65.0%	65.7%	66.1%	63.5%	64.2%	70.2%	67.9%	68.2%	
Occasionally	27.2%	31.0%	30.5%	28.2%	32.5%	31.9%	26.0%	28.2%	28.1%	
Not at all	4.8%	4.0%	3.8%	5.6%	4.0%	3.9%	3.8%	3.8%	3.7%	
Total(n)	228	1,626	3,276	124	1,056	1,886	104	570	1,390	
Mean	2.63	2.61	2.62	2.60	2.59	2.60	2.66	2.64	2.65	
Standard deviation	0.58	0.56	0.56	0.60	0.57	0.56	0.55	0.55	0.55	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.02	0.00	-	0.04	0.02	
Look up scientific research articles and resources										
Frequently	49.8%	51.9%	52.4%	48.4%	49.5%	49.8%	51.5%	56.5%	57.0%	
Occasionally	35.8%	34.5%	33.9%	43.7%	38.6%	38.0%	26.2%	26.5%	26.5%	
Not at all	14.4%	13.6%	13.7%	7.9%	11.9%	12.2%	22.3%	17.0%	16.5%	
Total(n)	229	1,620	3,266	126	1,058	1,891	103	562	1,375	
Mean	2.35	2.38	2.39	2.40	2.38	2.38	2.29	2.40	2.41	
Standard deviation	0.72	0.71	0.72	0.63	0.69	0.69	0.81	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	0.03	0.03	-	-0.14	-0.16	
Explore topics on their own, even though it was not required for a class										
Frequently	51.7%	52.8%	53.2%	45.6%	50.0%	50.3%	59.0%	58.3%	58.4%	
Occasionally	44.3%	42.8%	42.5%	48.8%	45.0%	44.8%	39.0%	38.7%	38.3%	
Not at all	3.9%	4.3%	4.3%	5.6%	5.0%	4.9%	1.9%	2.9%	3.3%	
Total(n)	230	1,633	3,279	125	1,060	1,891	105	573	1,388	
Mean	2.48	2.49	2.49	2.40	2.45	2.45	2.57	2.55	2.55	
Standard deviation	0.57	0.58	0.58	0.60	0.59	0.59	0.53	0.55	0.56	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.08	-0.08	-	0.04	0.04	
Accept mistakes as part of the learning process										
Frequently	73.2%	69.9%	70.6%	61.9%	64.8%	65.7%	86.7%	79.8%	79.4%	
Occasionally	24.7%	27.2%	26.6%	34.9%	32.1%	31.3%	12.4%	18.0%	18.3%	
Not at all	2.2%	2.8%	2.8%	3.2%	3.2%	3.0%	1.0%	2.2%	2.4%	
Total(n)	231	1,633	3,288	126	1,061	1,902	105	572	1,386	
Mean	2.71	2.67	2.68	2.59	2.62	2.63	2.86	2.78	2.77	
Standard deviation	0.50	0.53	0.52	0.56	0.55	0.54	0.38	0.47	0.47	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	-0.05	-0.07	-	0.17	0.19	

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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	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	56.3%	55.1%	55.5%	50.0%	49.5%	49.9%	63.8%	65.8%	65.5%	
Occasionally	33.6%	35.4%	35.5%	37.1%	39.7%	39.8%	29.5%	27.2%	27.9%	
Not at all	10.0%	9.5%	9.0%	12.9%	10.8%	10.3%	6.7%	7.0%	6.6%	
Total(n)	229	1,625	3,273	124	1,058	1,888	105	567	1,385	
Mean	2.46	2.46	2.47	2.37	2.39	2.40	2.57	2.59	2.59	
Standard deviation	0.67	0.66	0.65	0.70	0.67	0.67	0.62	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.03	-0.04	-	-0.03	-0.03	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	64.8%	61.5%	62.6%	57.9%	57.8%	58.5%	73.1%	68.5%	69.8%	
Occasionally	24.8%	27.3%	26.7%	29.4%	29.1%	28.7%	19.2%	23.9%	23.1%	
Not at all	10.4%	11.2%	10.7%	12.7%	13.1%	12.7%	7.7%	7.5%	7.1%	
Total(n)	230	1,613	3,256	126	1,048	1,874	104	565	1,382	
Mean	2.54	2.50	2.52	2.45	2.45	2.46	2.65	2.61	2.63	
Standard deviation	0.68	0.69	0.68	0.71	0.71	0.71	0.62	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.00	-0.01	-	0.06	0.03	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	48.2%	46.3%	47.3%	45.6%	42.3%	43.0%	51.5%	53.8%	54.7%	
Occasionally	34.2%	34.5%	34.4%	33.6%	35.3%	35.4%	35.0%	33.0%	32.7%	
Not at all	17.5%	19.2%	18.3%	20.8%	22.3%	21.6%	13.6%	13.2%	12.6%	
Total(n)	228	1,605	3,249	125	1,045	1,876	103	560	1,373	
Mean	2.31	2.27	2.29	2.25	2.20	2.21	2.38	2.41	2.42	
Standard deviation	0.75	0.76	0.76	0.78	0.78	0.77	0.72	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.06	0.05	-	-0.04	-0.06	
Discuss the ethical or moral implications of a course of action										
Frequently	43.9%	42.6%	44.0%	40.3%	38.3%	39.2%	48.1%	50.7%	52.3%	
Occasionally	34.2%	36.6%	36.2%	36.3%	39.6%	39.2%	31.7%	31.0%	30.9%	
Not at all	21.9%	20.8%	19.9%	23.4%	22.1%	21.6%	20.2%	18.2%	16.9%	
Total(n)	228	1,602	3,233	124	1,038	1,859	104	564	1,374	
Mean	2.22	2.22	2.24	2.17	2.16	2.18	2.28	2.33	2.35	
Standard deviation	0.78	0.77	0.76	0.78	0.76	0.76	0.78	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.01	-0.01	-	-0.07	-0.09	

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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	
Apply mathematical concepts and computational thinking										
Frequently	27.9%	36.7%	36.5%	37.0%	42.7%	42.7%	16.7%	24.9%	25.5%	
Occasionally	22.3%	23.7%	24.2%	24.4%	23.6%	23.8%	19.6%	23.8%	25.0%	
Not at all	49.8%	39.7%	39.3%	38.6%	33.7%	33.5%	63.7%	51.3%	49.5%	
Total(n)	229	1,611	3,259	127	1,054	1,888	102	557	1,371	
Mean	1.78	1.97	1.97	1.98	2.09	2.09	1.53	1.74	1.76	
Standard deviation	0.86	0.87	0.87	0.87	0.87	0.87	0.77	0.83	0.83	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.22	-0.22	-	-0.13	-0.13	-	-0.25	-0.28	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	72.2%	74.7%	74.6%	67.5%	71.9%	71.6%	78.2%	80.1%	79.8%	
Most	14.5%	11.9%	12.1%	15.1%	12.5%	12.8%	13.9%	10.5%	10.8%	
Some	11.0%	11.2%	11.1%	15.1%	13.2%	13.2%	5.9%	7.4%	7.5%	
None	2.2%	2.3%	2.2%	2.4%	2.4%	2.4%	2.0%	2.0%	1.8%	
Total(n)	227	1,589	3,213	126	1,034	1,847	101	555	1,366	
Mean	3.57	3.59	3.59	3.48	3.54	3.54	3.68	3.69	3.69	
Standard deviation	0.77	0.78	0.77	0.84	0.81	0.81	0.68	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.07	-0.07	-	-0.01	-0.01	
Cooperative learning (small groups)										
All	50.9%	49.5%	49.3%	39.8%	42.4%	42.1%	64.4%	62.8%	61.8%	
Most	17.0%	19.0%	19.1%	18.7%	19.5%	19.4%	14.9%	18.2%	18.5%	
Some	21.9%	22.1%	22.4%	28.5%	25.6%	26.1%	13.9%	15.4%	15.8%	
None	10.3%	9.5%	9.2%	13.0%	12.6%	12.3%	6.9%	3.7%	3.8%	
Total(n)	224	1,570	3,181	123	1,019	1,830	101	551	1,351	
Mean	3.08	3.08	3.08	2.85	2.92	2.91	3.37	3.40	3.38	
Standard deviation	1.07	1.04	1.04	1.09	1.08	1.08	0.97	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.06	-0.06	-	-0.03	-0.01	
Experiential learning/Field studies										
All	15.9%	18.7%	18.9%	15.1%	17.5%	17.4%	17.0%	21.0%	21.8%	
Most	11.8%	14.0%	14.4%	8.7%	13.1%	13.4%	16.0%	15.7%	16.1%	
Some	29.1%	29.1%	29.6%	30.2%	28.7%	29.2%	27.7%	30.0%	30.3%	
None	43.2%	38.2%	37.1%	46.0%	40.7%	40.0%	39.4%	33.3%	31.9%	
Total(n)	220	1,562	3,149	126	1,019	1,807	94	543	1,342	
Mean	2.00	2.13	2.15	1.93	2.07	2.08	2.11	2.24	2.28	
Standard deviation	1.09	1.12	1.12	1.07	1.11	1.11	1.11	1.13	1.13	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.13	-0.14	-	-0.12	-0.15	
Performances/Demonstrations										
All	18.4%	21.8%	22.0%	15.1%	19.1%	19.2%	22.4%	26.9%	26.9%	

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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	
Most	15.2%	13.9%	14.5%	15.1%	13.3%	13.8%	15.3%	15.1%	15.7%	
Some	22.6%	24.4%	24.6%	22.7%	25.2%	25.3%	22.4%	22.9%	23.2%	
None	43.8%	39.9%	38.9%	47.1%	42.4%	41.6%	39.8%	35.0%	34.1%	
Total(n)	217	1,554	3,155	119	1,016	1,813	98	538	1,342	
Mean	2.08	2.18	2.20	1.98	2.09	2.11	2.20	2.34	2.35	
Standard deviation	1.15	1.17	1.17	1.11	1.15	1.15	1.19	1.21	1.20	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.10	-0.11	-	-0.12	-0.13	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	23.0%	24.8%	25.1%	18.9%	22.1%	22.1%	28.3%	29.9%	30.4%	
Most	21.2%	21.2%	21.2%	18.9%	19.4%	19.7%	24.2%	24.5%	23.9%	
Some	32.3%	32.5%	32.6%	34.6%	33.5%	33.6%	29.3%	30.6%	30.9%	
None	23.5%	21.5%	21.1%	27.6%	24.9%	24.6%	18.2%	15.0%	14.8%	
Total(n)	226	1,583	3,185	127	1,033	1,834	99	550	1,351	
Mean	2.44	2.49	2.50	2.29	2.39	2.39	2.63	2.69	2.70	
Standard deviation	1.09	1.08	1.08	1.07	1.09	1.08	1.08	1.05	1.06	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.09	-0.09	-	-0.06	-0.07	
Extensive lecturing										
All	18.7%	22.5%	22.4%	23.2%	26.0%	26.1%	13.0%	15.7%	15.8%	
Most	22.2%	27.5%	27.6%	28.0%	30.3%	30.3%	15.0%	22.0%	22.8%	
Some	36.4%	33.9%	34.0%	35.2%	31.9%	31.7%	38.0%	37.6%	38.0%	
None	22.7%	16.2%	16.0%	13.6%	11.7%	11.9%	34.0%	24.7%	23.4%	
Total(n)	225	1,578	3,177	125	1,036	1,838	100	542	1,339	
Mean	2.37	2.56	2.56	2.61	2.71	2.71	2.07	2.29	2.31	
Standard deviation	1.03	1.01	1.01	0.99	0.98	0.98	1.01	1.01	1.00	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.19	-0.19	-	-0.10	-0.10	-	-0.22	-0.24	
Multiple drafts of written work										
All	16.9%	15.2%	15.2%	12.7%	12.2%	12.2%	22.2%	21.0%	20.7%	
Most	18.2%	18.6%	19.0%	15.1%	16.4%	16.7%	22.2%	23.0%	23.1%	
Some	45.8%	42.3%	42.2%	49.2%	44.1%	44.1%	41.4%	38.8%	38.8%	
None	19.1%	23.9%	23.6%	23.0%	27.4%	27.1%	14.1%	17.3%	17.4%	
Total(n)	225	1,577	3,188	126	1,031	1,836	99	546	1,352	
Mean	2.33	2.25	2.26	2.17	2.13	2.14	2.53	2.48	2.47	
Standard deviation	0.97	0.98	0.98	0.93	0.95	0.95	0.99	1.01	1.01	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.04	0.03	-	0.05	0.06	
Reflective writing/journaling										
All	11.2%	12.2%	12.4%	8.7%	10.9%	10.7%	14.3%	14.8%	15.4%	
Most	15.6%	13.5%	13.9%	10.3%	10.7%	11.3%	22.4%	18.8%	18.6%	

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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	
Some	28.1%	27.8%	28.4%	25.4%	26.6%	27.0%	31.6%	30.0%	30.9%	
None	45.1%	46.5%	45.2%	55.6%	51.8%	51.0%	31.6%	36.4%	35.1%	
Total(n)	224	1,572	3,186	126	1,025	1,836	98	547	1,350	
Mean	1.93	1.91	1.94	1.72	1.81	1.82	2.19	2.12	2.14	
Standard deviation	1.03	1.04	1.04	0.97	1.01	1.01	1.04	1.06	1.06	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	-0.09	-0.10	-	0.07	0.05	
Community service as part of coursework										
All	1.8%	2.3%	2.6%	1.6%	1.5%	1.7%	2.0%	4.0%	4.4%	
Most	4.0%	4.4%	4.7%	3.1%	3.6%	3.7%	5.1%	6.1%	6.5%	
Some	20.4%	18.6%	19.2%	15.0%	16.0%	16.6%	27.3%	23.5%	24.0%	
None	73.9%	74.6%	73.4%	80.3%	79.0%	78.1%	65.7%	66.4%	65.1%	
Total(n)	226	1,575	3,171	127	1,029	1,830	99	546	1,341	
Mean	1.34	1.34	1.37	1.26	1.28	1.29	1.43	1.48	1.50	
Standard deviation	0.64	0.68	0.70	0.59	0.60	0.62	0.69	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	-0.03	-0.05	-	-0.06	-0.09	
Electronic quizzes with immediate feedback in class										
All	4.6%	6.6%	6.8%	5.6%	6.9%	6.8%	3.2%	6.1%	6.7%	
Most	5.9%	8.4%	8.6%	9.7%	8.8%	8.8%	1.1%	7.6%	8.4%	
Some	13.2%	14.7%	15.5%	12.9%	14.8%	15.3%	13.7%	14.4%	15.9%	
None	76.3%	70.3%	69.0%	71.8%	69.5%	69.1%	82.1%	71.9%	69.0%	
Total(n)	219	1,560	3,160	124	1,025	1,835	95	535	1,325	
Mean	1.39	1.51	1.53	1.49	1.53	1.53	1.25	1.48	1.53	
Standard deviation	0.80	0.90	0.91	0.89	0.91	0.91	0.64	0.88	0.91	
Significance	-		*	-			-	*	**	
Effect size	-	-0.13	-0.15	-	-0.04	-0.04	-	-0.26	-0.31	
Using real-life problems										
All	30.5%	38.3%	39.0%	29.1%	36.4%	36.7%	32.3%	42.0%	43.1%	
Most	28.8%	27.8%	27.8%	29.9%	29.4%	29.3%	27.3%	24.7%	25.1%	
Some	25.2%	23.5%	23.5%	26.0%	24.5%	24.6%	24.2%	21.6%	21.4%	
None	15.5%	10.4%	9.8%	15.0%	9.7%	9.4%	16.2%	11.7%	10.5%	
Total(n)	226	1,582	3,203	127	1,033	1,848	99	549	1,355	
Mean	2.74	2.94	2.96	2.73	2.92	2.93	2.76	2.97	3.01	
Standard deviation	1.06	1.01	1.01	1.04	1.00	0.99	1.08	1.05	1.03	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.20	-0.22	-	-0.19	-0.20	-	-0.20	-0.24	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	25.1%	27.9%	28.7%	19.7%	24.4%	24.9%	32.0%	34.7%	35.4%	
Most	32.6%	29.1%	29.0%	34.6%	30.2%	30.2%	30.0%	26.9%	26.9%	
Some	32.2%	32.9%	32.7%	34.6%	34.4%	34.2%	29.0%	30.0%	29.8%	

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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	
None	10.1%	10.1%	9.6%	11.0%	11.0%	10.7%	9.0%	8.5%	7.8%	
Total(n)	227	1,588	3,212	127	1,037	1,854	100	551	1,358	
Mean	2.73	2.75	2.77	2.63	2.68	2.69	2.85	2.88	2.90	
Standard deviation	0.95	0.97	0.97	0.92	0.96	0.96	0.98	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.05	-0.06	-	-0.03	-0.05	
Readings on racial and ethnic issues										
All	24.2%	17.9%	18.1%	22.6%	15.0%	14.9%	26.3%	23.6%	23.8%	
Most	15.2%	12.0%	12.5%	9.7%	8.8%	9.4%	22.2%	18.1%	18.0%	
Some	22.4%	23.3%	23.8%	18.5%	21.5%	21.9%	27.3%	26.9%	27.2%	
None	38.1%	46.8%	45.7%	49.2%	54.7%	53.9%	24.2%	31.5%	31.0%	
Total(n)	223	1,548	3,145	124	1,015	1,813	99	533	1,332	
Mean	2.26	2.01	2.03	2.06	1.84	1.85	2.51	2.34	2.35	
Standard deviation	1.20	1.14	1.14	1.23	1.10	1.10	1.13	1.15	1.15	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.22	0.20	-	0.20	0.19	-	0.15	0.14	
Readings on women and gender issues										
All	21.3%	15.7%	15.6%	16.0%	11.3%	11.2%	27.8%	24.2%	23.4%	
Most	15.7%	12.7%	12.7%	16.0%	11.2%	11.3%	15.5%	15.4%	15.3%	
Some	24.5%	23.1%	23.8%	19.3%	21.0%	21.6%	30.9%	27.1%	27.7%	
None	38.4%	48.5%	47.9%	48.7%	56.4%	55.9%	25.8%	33.4%	33.6%	
Total(n)	216	1,525	3,097	119	998	1,789	97	527	1,308	
Mean	2.20	1.96	1.96	1.99	1.77	1.78	2.45	2.30	2.29	
Standard deviation	1.17	1.11	1.11	1.14	1.04	1.03	1.15	1.17	1.16	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.22	0.22	-	0.21	0.20	-	0.13	0.14	
Supplemental instruction that is outside of class and office hours										
All	18.1%	16.6%	17.4%	15.6%	15.0%	15.4%	21.2%	19.6%	20.9%	
Most	20.4%	19.6%	19.6%	19.7%	19.6%	19.6%	21.2%	19.5%	19.5%	
Some	38.9%	37.2%	37.5%	40.2%	37.3%	37.8%	37.4%	37.1%	37.0%	
None	22.6%	26.6%	25.6%	24.6%	28.0%	27.3%	20.2%	23.7%	22.6%	
Total(n)	221	1,535	3,096	122	1,002	1,782	99	533	1,314	
Mean	2.34	2.26	2.29	2.26	2.22	2.23	2.43	2.35	2.39	
Standard deviation	1.02	1.03	1.03	1.00	1.02	1.02	1.04	1.05	1.05	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.04	0.03	-	0.08	0.04	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	30.6%	27.2%	27.7%	23.8%	22.5%	22.8%	39.0%	36.2%	36.3%	
Most	29.3%	27.0%	27.0%	27.0%	25.7%	25.9%	32.0%	29.3%	28.9%	
Some	31.5%	33.7%	33.4%	41.0%	37.7%	37.3%	20.0%	26.2%	26.7%	
None	8.6%	12.1%	11.9%	8.2%	14.0%	14.0%	9.0%	8.4%	8.1%	

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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)	222	1,548	3,142	122	1,011	1,809	100	537	1,333	
Mean	2.82	2.69	2.71	2.66	2.57	2.58	3.01	2.93	2.93	
Standard deviation	0.97	1.00	1.00	0.93	0.99	0.99	0.98	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.09	0.08	-	0.08	0.08	
Student evaluations of each others' work										
All	12.2%	13.1%	13.3%	9.0%	10.9%	10.8%	16.2%	17.4%	17.7%	
Most	13.6%	14.8%	15.0%	9.0%	12.6%	13.0%	19.2%	19.2%	18.7%	
Some	42.1%	41.4%	41.2%	41.0%	41.1%	40.9%	43.4%	41.9%	41.7%	
None	32.1%	30.7%	30.5%	41.0%	35.4%	35.3%	21.2%	21.6%	21.9%	
Total(n)	221	1,548	3,136	122	1,013	1,804	99	535	1,332	
Mean	2.06	2.10	2.11	1.86	1.99	1.99	2.30	2.32	2.32	
Standard deviation	0.97	0.98	0.99	0.92	0.96	0.96	0.98	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.14	-0.14	-	-0.02	-0.02	
Grading on a curve										
All	9.6%	10.6%	10.3%	12.3%	12.7%	12.3%	6.3%	6.6%	6.5%	
Most	7.3%	9.2%	9.5%	9.0%	10.2%	10.3%	5.2%	7.4%	7.9%	
Some	22.9%	21.9%	22.3%	22.1%	22.4%	23.1%	24.0%	20.8%	20.9%	
None	60.1%	58.3%	58.0%	56.6%	54.7%	54.3%	64.6%	65.2%	64.7%	
Total(n)	218	1,536	3,110	122	1,011	1,803	96	525	1,307	
Mean	1.67	1.72	1.72	1.77	1.81	1.81	1.53	1.55	1.56	
Standard deviation	0.98	1.01	1.00	1.05	1.06	1.05	0.86	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.04	-0.04	-	-0.02	-0.03	
Rubric-based assessment										
All	32.9%	34.0%	34.8%	24.6%	29.0%	29.1%	43.3%	43.8%	44.8%	
Most	25.6%	24.7%	24.6%	25.4%	25.5%	25.6%	25.8%	23.0%	22.9%	
Some	22.4%	22.8%	23.0%	23.0%	23.3%	23.6%	21.6%	22.0%	21.9%	
None	19.2%	18.5%	17.6%	27.0%	22.2%	21.7%	9.3%	11.2%	10.4%	
Total(n)	219	1,530	3,113	122	1,003	1,790	97	527	1,323	
Mean	2.72	2.74	2.77	2.48	2.61	2.62	3.03	2.99	3.02	
Standard deviation	1.12	1.11	1.11	1.14	1.12	1.12	1.02	1.05	1.04	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	-0.12	-0.13	-	0.04	0.01	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	9.9%	9.3%	9.7%	6.5%	7.7%	7.9%	14.1%	12.4%	12.7%	
Most	12.2%	11.4%	11.7%	14.6%	10.7%	10.8%	9.1%	12.6%	13.2%	
Some	36.9%	35.2%	35.7%	36.6%	33.4%	33.7%	37.4%	38.6%	39.3%	
None	41.0%	44.1%	43.0%	42.3%	48.1%	47.6%	39.4%	36.3%	34.8%	
Total(n)	222	1,548	3,149	123	1,013	1,818	99	535	1,331	
Mean	1.91	1.86	1.88	1.85	1.78	1.79	1.98	2.01	2.04	

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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	
Standard deviation	0.96	0.95	0.96	0.90	0.92	0.93	1.03	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.08	0.06	-	-0.03	-0.06	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	41.1%	40.3%	40.6%	39.0%	36.9%	36.9%	43.6%	46.7%	47.1%	
Occasionally	42.4%	44.3%	44.1%	42.3%	45.6%	45.4%	42.6%	42.0%	41.8%	
Not at all	16.5%	15.3%	15.3%	18.7%	17.5%	17.7%	13.9%	11.3%	11.1%	
Total(n)	224	1,557	3,161	123	1,017	1,819	101	540	1,342	
Mean	2.25	2.25	2.25	2.20	2.19	2.19	2.30	2.35	2.36	
Standard deviation	0.72	0.70	0.70	0.74	0.71	0.71	0.70	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.01	0.01	-	-0.07	-0.09	
Simulations/animations										
Frequently	15.7%	18.2%	18.6%	15.1%	18.0%	17.9%	16.5%	18.6%	19.9%	
Occasionally	32.4%	37.5%	37.8%	36.1%	38.9%	39.4%	27.8%	34.8%	35.0%	
Not at all	51.9%	44.3%	43.6%	48.7%	43.0%	42.7%	55.7%	46.6%	45.1%	
Total(n)	216	1,523	3,104	119	999	1,790	97	524	1,314	
Mean	1.64	1.74	1.75	1.66	1.75	1.75	1.61	1.72	1.75	
Standard deviation	0.74	0.75	0.75	0.73	0.74	0.74	0.76	0.76	0.77	
Significance	-		*	-			-			
Effect size	-	-0.13	-0.15	-	-0.12	-0.12	-	-0.14	-0.18	
Online homework or virtual labs										
Frequently	17.4%	17.7%	19.3%	15.7%	17.8%	18.6%	19.4%	17.6%	20.6%	
Occasionally	32.0%	31.3%	31.2%	33.9%	30.8%	30.8%	29.6%	32.3%	32.0%	
Not at all	50.7%	51.0%	49.5%	50.4%	51.4%	50.6%	51.0%	50.1%	47.4%	
Total(n)	219	1,534	3,117	121	1,009	1,801	98	525	1,316	
Mean	1.67	1.67	1.70	1.65	1.66	1.68	1.68	1.67	1.73	
Standard deviation	0.76	0.76	0.77	0.74	0.76	0.77	0.78	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	-0.01	-0.04	-	0.01	-0.06	
Online discussion boards										
Frequently	6.8%	13.2%	14.2%	9.9%	13.2%	13.4%	3.1%	13.4%	15.6%	
Occasionally	24.7%	29.1%	29.4%	19.0%	25.4%	25.8%	31.6%	36.4%	36.0%	
Not at all	68.5%	57.6%	56.4%	71.1%	61.5%	60.8%	65.3%	50.2%	48.4%	
Total(n)	219	1,533	3,117	121	1,010	1,808	98	523	1,309	
Mean	1.38	1.56	1.58	1.39	1.52	1.53	1.38	1.63	1.67	
Standard deviation	0.61	0.72	0.73	0.66	0.72	0.72	0.55	0.71	0.73	
Significance	-	***	***	-		*	-	**	***	
Effect size	-	-0.25	-0.27	-	-0.18	-0.19	-	-0.35	-0.40	

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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	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	5.5%	7.8%	7.8%	4.1%	7.4%	7.4%	7.1%	8.5%	8.5%	
Occasionally	12.3%	13.7%	14.2%	13.2%	13.4%	13.6%	11.2%	14.4%	15.3%	
Not at all	82.2%	78.5%	78.0%	82.6%	79.2%	79.0%	81.6%	77.1%	76.2%	
Total(n)	219	1,536	3,120	121	1,009	1,798	98	527	1,322	
Mean	1.23	1.29	1.30	1.21	1.28	1.28	1.26	1.31	1.32	
Standard deviation	0.54	0.60	0.60	0.50	0.59	0.59	0.58	0.62	0.62	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	-0.12	-0.12	-	-0.08	-0.10	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	32.6%	34.3%	36.6%	28.9%	29.3%	31.1%	37.0%	43.8%	46.4%	
Very important	41.6%	42.5%	41.7%	35.5%	42.4%	42.1%	49.0%	42.7%	41.2%	
Somewhat important	16.3%	16.0%	14.9%	19.8%	19.2%	18.1%	12.0%	10.0%	9.2%	
Not important	9.5%	7.1%	6.8%	15.7%	9.1%	8.7%	2.0%	3.4%	3.3%	
Total(n)	221	1,535	3,112	121	1,004	1,795	100	531	1,317	
Mean	2.97	3.04	3.08	2.78	2.92	2.95	3.21	3.27	3.31	
Standard deviation	0.93	0.89	0.88	1.04	0.92	0.92	0.73	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.08	-0.13	-	-0.15	-0.18	-	-0.08	-0.13	
Prepare students for employment after college										
Essential	50.5%	61.7%	63.5%	49.2%	60.7%	62.0%	52.0%	63.7%	66.3%	
Very important	42.3%	33.3%	31.8%	43.3%	34.3%	33.3%	41.0%	31.4%	29.2%	
Somewhat important	6.8%	4.2%	4.0%	6.7%	4.1%	3.9%	7.0%	4.5%	4.1%	
Not important	0.5%	0.7%	0.7%	0.8%	0.8%	0.8%	0.0%	0.4%	0.4%	
Total(n)	220	1,529	3,117	120	1,002	1,803	100	527	1,314	
Mean	3.43	3.56	3.58	3.41	3.55	3.57	3.45	3.58	3.61	
Standard deviation	0.64	0.61	0.60	0.65	0.62	0.61	0.63	0.60	0.59	
Significance	-	**	***	-	*	**	-	*	**	
Effect size	-	-0.21	-0.25	-	-0.23	-0.26	-	-0.22	-0.27	
Prepare students for graduate or advanced education										
Essential	51.1%	58.7%	60.2%	51.7%	59.2%	60.3%	50.5%	57.7%	60.0%	
Very important	46.1%	38.6%	37.1%	45.0%	38.6%	37.4%	47.5%	38.8%	36.5%	
Somewhat important	2.7%	2.4%	2.4%	3.3%	2.0%	2.0%	2.0%	3.4%	3.2%	
Not important	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	
Total(n)	219	1,533	3,121	120	1,004	1,800	99	529	1,321	
Mean	3.48	3.56	3.57	3.48	3.57	3.58	3.48	3.54	3.56	
Standard deviation	0.55	0.56	0.56	0.56	0.55	0.55	0.54	0.57	0.57	
Significance	-	*	*	-			-			
Effect size	-	-0.14	-0.16	-	-0.16	-0.18	-	-0.11	-0.14	

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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	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	35.2%	49.6%	50.4%	29.2%	48.1%	48.9%	42.4%	52.4%	53.0%	
Very important	51.1%	39.4%	39.0%	50.8%	39.1%	38.8%	51.5%	39.9%	39.4%	
Somewhat important	11.0%	9.1%	8.7%	15.0%	10.1%	9.6%	6.1%	7.2%	7.0%	
Not important	2.7%	1.9%	1.9%	5.0%	2.7%	2.6%	0.0%	0.4%	0.6%	
Total(n)	219	1,534	3,113	120	1,005	1,803	99	529	1,310	
Mean	3.19	3.37	3.38	3.04	3.33	3.34	3.36	3.44	3.45	
Standard deviation	0.73	0.73	0.72	0.80	0.76	0.76	0.60	0.64	0.65	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.25	-0.26	-	-0.38	-0.39	-	-0.13	-0.14	
Provide for students' emotional development										
Essential	26.6%	30.7%	31.7%	21.2%	27.4%	28.5%	33.0%	37.0%	37.4%	
Very important	50.0%	47.9%	47.6%	50.8%	49.0%	48.8%	49.0%	45.6%	45.3%	
Somewhat important	19.3%	17.7%	17.1%	21.2%	18.7%	18.0%	17.0%	15.9%	15.6%	
Not important	4.1%	3.7%	3.6%	6.8%	4.8%	4.7%	1.0%	1.5%	1.7%	
Total(n)	218	1,530	3,102	118	1,000	1,789	100	530	1,313	
Mean	2.99	3.06	3.07	2.86	2.99	3.01	3.14	3.18	3.19	
Standard deviation	0.79	0.79	0.79	0.83	0.81	0.81	0.73	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.16	-0.19	-	-0.05	-0.07	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	35.6%	44.6%	45.5%	32.5%	43.1%	43.9%	39.4%	47.5%	48.3%	
Very important	48.4%	42.3%	41.8%	46.7%	42.6%	42.3%	50.5%	41.7%	40.9%	
Somewhat important	12.8%	10.6%	10.3%	15.0%	11.3%	10.9%	10.1%	9.4%	9.1%	
Not important	3.2%	2.4%	2.4%	5.8%	2.9%	2.8%	0.0%	1.5%	1.6%	
Total(n)	219	1,534	3,121	120	1,007	1,806	99	527	1,315	
Mean	3.16	3.29	3.30	3.06	3.26	3.27	3.29	3.35	3.36	
Standard deviation	0.77	0.75	0.75	0.84	0.77	0.77	0.64	0.71	0.71	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.17	-0.19	-	-0.26	-0.27	-	-0.08	-0.10	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	43.7%	40.5%	42.6%	36.4%	33.1%	34.9%	52.5%	54.6%	56.3%	
Very important	39.6%	39.9%	38.9%	36.4%	42.1%	41.4%	43.6%	35.9%	34.5%	
Somewhat important	9.9%	13.7%	13.0%	15.7%	16.7%	16.0%	3.0%	7.8%	7.5%	
Not important	6.8%	5.9%	5.5%	11.6%	8.1%	7.6%	1.0%	1.7%	1.8%	
Total(n)	222	1,532	3,109	121	1,003	1,794	101	529	1,315	
Mean	3.20	3.15	3.19	2.98	3.00	3.04	3.48	3.43	3.45	

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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	
Standard deviation	0.88	0.87	0.86	1.00	0.91	0.90	0.61	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	-0.02	-0.07	-	0.07	0.04	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	76.7%	73.8%	74.3%	73.6%	70.1%	70.4%	80.6%	81.1%	81.2%	
Very important	18.7%	21.8%	21.6%	18.2%	24.6%	24.5%	19.4%	16.5%	16.4%	
Somewhat important	3.2%	3.5%	3.3%	5.8%	4.2%	4.1%	0.0%	2.1%	2.0%	
Not important	1.4%	0.9%	0.8%	2.5%	1.1%	1.0%	0.0%	0.4%	0.4%	
Total(n)	219	1,525	3,114	121	998	1,805	98	527	1,309	
Mean	3.71	3.69	3.69	3.63	3.64	3.64	3.81	3.78	3.78	
Standard deviation	0.60	0.58	0.57	0.71	0.62	0.61	0.40	0.48	0.48	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.02	-0.02	-	0.06	0.06	
Teach students tolerance and respect for different beliefs										
Essential	59.7%	58.6%	59.8%	49.6%	52.2%	53.2%	72.0%	70.9%	71.5%	
Very important	29.4%	31.5%	30.9%	33.9%	35.6%	35.2%	24.0%	23.6%	23.4%	
Somewhat important	7.2%	7.0%	6.6%	10.7%	8.4%	8.0%	3.0%	4.3%	4.0%	
Not important	3.6%	2.9%	2.7%	5.8%	3.8%	3.6%	1.0%	1.1%	1.1%	
Total(n)	221	1,533	3,102	121	1,003	1,790	100	530	1,312	
Mean	3.45	3.46	3.48	3.27	3.36	3.38	3.67	3.64	3.65	
Standard deviation	0.78	0.75	0.74	0.88	0.79	0.78	0.59	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.11	-0.14	-	0.05	0.03	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	4.7%	9.3%	10.7%	4.3%	8.3%	9.6%	5.1%	11.2%	12.6%	
Agree somewhat	36.0%	38.9%	39.8%	29.3%	39.9%	40.4%	43.9%	36.9%	38.8%	
Disagree somewhat	37.4%	35.9%	34.3%	42.2%	35.8%	34.5%	31.6%	36.1%	33.8%	
Strongly disagree	22.0%	15.9%	15.2%	24.1%	15.9%	15.5%	19.4%	15.9%	14.8%	
Total(n)	214	1,508	3,062	116	986	1,774	98	522	1,288	
Mean	2.23	2.42	2.46	2.14	2.41	2.44	2.35	2.43	2.49	
Standard deviation	0.85	0.86	0.88	0.83	0.85	0.86	0.85	0.89	0.89	
Significance	-	**	***	-	**	***	-			
Effect size	-	-0.22	-0.26	-	-0.32	-0.35	-	-0.09	-0.16	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	75.6%	66.7%	67.9%	65.3%	58.5%	59.8%	87.9%	82.4%	82.2%	

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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	
Agree somewhat	20.3%	27.6%	26.7%	27.1%	33.1%	32.3%	12.1%	17.0%	16.8%	
Disagree somewhat	3.2%	4.5%	4.3%	5.9%	6.6%	6.2%	0.0%	0.7%	1.0%	
Strongly disagree	0.9%	1.2%	1.1%	1.7%	1.8%	1.7%	0.0%	0.0%	0.0%	
Total(n)	217	1,511	3,070	118	986	1,776	99	525	1,294	
Mean	3.71	3.60	3.61	3.56	3.48	3.50	3.88	3.82	3.81	
Standard deviation	0.57	0.63	0.62	0.69	0.70	0.69	0.33	0.40	0.42	
Significance	-	*	*	-			-			
Effect size	-	0.17	0.16	-	0.11	0.09	-	0.15	0.17	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	50.0%	47.5%	48.5%	46.6%	42.4%	43.2%	54.1%	57.2%	57.8%	
Agree somewhat	38.8%	42.8%	42.4%	37.9%	45.9%	45.5%	39.8%	37.0%	36.9%	
Disagree somewhat	9.3%	8.4%	7.9%	12.1%	9.9%	9.5%	6.1%	5.7%	5.1%	
Strongly disagree	1.9%	1.3%	1.2%	3.4%	1.8%	1.8%	0.0%	0.2%	0.2%	
Total(n)	214	1,505	3,054	116	984	1,769	98	521	1,285	
Mean	3.37	3.36	3.38	3.28	3.29	3.30	3.48	3.51	3.52	
Standard deviation	0.73	0.69	0.68	0.81	0.72	0.71	0.61	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	-0.01	-0.03	-	-0.05	-0.07	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	19.3%	13.2%	13.3%	17.2%	12.8%	13.0%	21.9%	14.1%	14.0%	
Agree somewhat	41.5%	43.4%	43.3%	37.1%	40.7%	40.9%	46.9%	48.7%	47.6%	
Disagree somewhat	29.7%	34.8%	34.5%	35.3%	36.7%	36.0%	22.9%	31.0%	31.7%	
Strongly disagree	9.4%	8.7%	8.9%	10.3%	9.9%	10.2%	8.3%	6.3%	6.7%	
Total(n)	212	1,490	3,027	116	979	1,757	96	511	1,270	
Mean	2.71	2.61	2.61	2.61	2.56	2.57	2.82	2.71	2.69	
Standard deviation	0.89	0.82	0.83	0.89	0.84	0.84	0.87	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.06	0.05	-	0.14	0.16	
I try to dispel perceptions of competition										
Strongly agree	19.5%	16.4%	16.4%	15.9%	13.3%	13.5%	23.7%	22.4%	21.6%	
Agree somewhat	49.5%	44.6%	44.4%	46.0%	42.2%	42.3%	53.6%	49.2%	48.2%	
Disagree somewhat	22.4%	30.8%	30.8%	27.4%	34.7%	34.3%	16.5%	23.4%	24.7%	
Strongly disagree	8.6%	8.1%	8.3%	10.6%	9.8%	10.0%	6.2%	5.0%	5.5%	
Total(n)	210	1,473	2,962	113	963	1,719	97	510	1,243	
Mean	2.80	2.69	2.69	2.67	2.59	2.59	2.95	2.89	2.86	
Standard deviation	0.85	0.84	0.84	0.87	0.84	0.84	0.81	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.13	0.13	-	0.10	0.10	-	0.08	0.11	

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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	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	24.3%	24.4%	24.4%	28.2%	29.2%	29.0%	19.6%	15.1%	16.1%	
Agree somewhat	45.3%	43.8%	43.4%	42.7%	43.5%	43.4%	48.5%	44.4%	43.5%	
Disagree somewhat	21.0%	21.5%	21.6%	21.4%	19.6%	19.7%	20.6%	25.0%	25.0%	
Strongly disagree	9.3%	10.4%	10.6%	7.7%	7.7%	7.9%	11.3%	15.5%	15.4%	
Total(n)	214	1,499	3,036	117	982	1,767	97	517	1,269	
Mean	2.85	2.82	2.82	2.91	2.94	2.94	2.76	2.59	2.60	
Standard deviation	0.90	0.92	0.92	0.90	0.89	0.89	0.90	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.03	-	0.18	0.17	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	19.8%	17.8%	18.4%	17.4%	14.3%	14.7%	22.7%	24.5%	25.0%	
Agree somewhat	26.9%	31.3%	31.4%	18.3%	26.5%	26.8%	37.1%	40.7%	39.5%	
Disagree somewhat	33.5%	32.4%	32.0%	37.4%	36.3%	35.9%	28.9%	24.8%	25.2%	
Strongly disagree	19.8%	18.5%	18.2%	27.0%	22.9%	22.6%	11.3%	9.9%	10.2%	
Total(n)	212	1,501	3,041	115	983	1,762	97	518	1,279	
Mean	2.47	2.48	2.50	2.26	2.32	2.34	2.71	2.80	2.79	
Standard deviation	1.02	0.99	0.99	1.04	0.98	0.98	0.95	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.06	-0.08	-	-0.10	-0.09	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	22.4%	20.8%	21.0%	21.4%	21.1%	21.7%	23.5%	20.2%	19.7%	
Agree somewhat	52.4%	48.5%	47.9%	56.3%	49.6%	49.0%	48.0%	46.4%	46.0%	
Disagree somewhat	17.1%	21.8%	21.8%	14.3%	20.3%	20.3%	20.4%	24.5%	24.5%	
Strongly disagree	8.1%	9.0%	9.3%	8.0%	9.0%	9.0%	8.2%	9.0%	9.8%	
Total(n)	210	1,474	3,006	112	955	1,733	98	519	1,273	
Mean	2.89	2.81	2.81	2.91	2.83	2.83	2.87	2.78	2.76	
Standard deviation	0.84	0.87	0.87	0.82	0.86	0.87	0.87	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.09	0.09	-	0.10	0.13	
Student Affairs staff have the support and respect of faculty										
Strongly agree	21.7%	26.4%	25.9%	19.6%	25.2%	25.1%	24.2%	28.6%	27.3%	
Agree somewhat	56.1%	53.6%	53.5%	57.9%	54.9%	54.7%	53.8%	50.9%	51.3%	
Disagree somewhat	19.2%	16.4%	16.7%	20.6%	16.9%	17.0%	17.6%	15.6%	16.0%	
Strongly disagree	3.0%	3.6%	3.9%	1.9%	2.9%	3.1%	4.4%	4.9%	5.3%	
Total(n)	198	1,426	2,923	107	926	1,693	91	500	1,230	
Mean	2.96	3.03	3.01	2.95	3.02	3.02	2.98	3.03	3.01	
Standard deviation	0.73	0.76	0.76	0.69	0.73	0.74	0.77	0.80	0.80	

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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	
Significance	-			-			-			
Effect size	-	-0.09	-0.07	-	-0.10	-0.09	-	-0.06	-0.04	
There is a lot of campus racial conflict here										
Strongly agree	11.2%	4.8%	4.7%	10.0%	3.6%	3.5%	12.6%	7.0%	6.8%	
Agree somewhat	44.9%	22.8%	22.0%	38.2%	18.6%	17.9%	52.6%	30.9%	29.1%	
Disagree somewhat	38.0%	38.5%	38.6%	43.6%	38.9%	38.8%	31.6%	37.6%	38.3%	
Strongly disagree	5.9%	33.9%	34.7%	8.2%	38.9%	39.8%	3.2%	24.5%	25.9%	
Total(n)	205	1,452	2,953	110	947	1,714	95	505	1,239	
Mean	2.61	1.98	1.97	2.50	1.87	1.85	2.75	2.20	2.17	
Standard deviation	0.76	0.87	0.87	0.79	0.84	0.83	0.71	0.89	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.72	0.74	-	0.75	0.78	-	0.62	0.65	
My research is valued by faculty in my department										
Strongly agree	39.0%	39.2%	38.7%	43.6%	42.2%	41.6%	33.7%	33.5%	33.6%	
Agree somewhat	41.5%	42.1%	42.1%	40.9%	40.3%	40.8%	42.1%	45.5%	44.5%	
Disagree somewhat	14.1%	13.5%	13.6%	10.0%	12.6%	12.5%	18.9%	15.2%	15.5%	
Strongly disagree	5.4%	5.2%	5.6%	5.5%	4.9%	5.1%	5.3%	5.8%	6.4%	
Total(n)	205	1,456	2,955	110	952	1,720	95	504	1,235	
Mean	3.14	3.15	3.14	3.23	3.20	3.19	3.04	3.07	3.05	
Standard deviation	0.85	0.84	0.85	0.84	0.84	0.84	0.86	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.04	0.05	-	-0.04	-0.01	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	58.2%	56.8%	56.6%	58.9%	59.2%	59.0%	57.3%	52.3%	52.4%	
Agree somewhat	33.7%	34.0%	33.8%	33.0%	31.9%	32.0%	34.4%	37.9%	37.1%	
Disagree somewhat	5.3%	5.9%	6.1%	4.5%	5.3%	5.3%	6.3%	7.2%	7.4%	
Strongly disagree	2.9%	3.3%	3.4%	3.6%	3.6%	3.6%	2.1%	2.6%	3.1%	
Total(n)	208	1,473	3,009	112	959	1,742	96	514	1,267	
Mean	3.47	3.44	3.44	3.47	3.47	3.46	3.47	3.40	3.39	
Standard deviation	0.73	0.75	0.76	0.75	0.76	0.76	0.71	0.74	0.76	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.00	0.01	-	0.09	0.11	
My service is valued by faculty in my department										
Strongly agree	46.6%	48.0%	48.0%	45.0%	48.9%	48.8%	48.4%	46.4%	46.5%	
Agree somewhat	35.3%	38.1%	37.8%	39.6%	37.9%	38.0%	30.1%	38.3%	37.5%	
Disagree somewhat	16.2%	11.0%	11.0%	13.5%	10.6%	10.4%	19.4%	11.9%	12.2%	
Strongly disagree	2.0%	2.9%	3.2%	1.8%	2.6%	2.9%	2.2%	3.4%	3.8%	
Total(n)	204	1,459	2,996	111	950	1,739	93	509	1,257	
Mean	3.26	3.31	3.30	3.28	3.33	3.33	3.25	3.28	3.27	
Standard deviation	0.80	0.78	0.79	0.76	0.77	0.78	0.84	0.80	0.82	

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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	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.06	-0.06	-	-0.04	-0.02	
Faculty are sufficiently involved in campus decision making										
Strongly agree	14.8%	12.4%	12.1%	15.7%	13.5%	13.3%	13.7%	10.4%	9.9%	
Agree somewhat	45.8%	41.7%	40.8%	46.3%	41.5%	40.7%	45.3%	42.1%	40.8%	
Disagree somewhat	21.2%	26.0%	26.4%	17.6%	24.7%	24.9%	25.3%	28.4%	29.1%	
Strongly disagree	18.2%	19.9%	20.7%	20.4%	20.3%	21.0%	15.8%	19.2%	20.2%	
Total(n)	203	1,455	2,977	108	948	1,721	95	507	1,256	
Mean	2.57	2.47	2.44	2.57	2.48	2.46	2.57	2.44	2.40	
Standard deviation	0.95	0.95	0.95	0.99	0.96	0.97	0.92	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.11	0.14	-	0.09	0.11	-	0.14	0.18	
The faculty are typically at odds with campus administration										
Strongly agree	10.2%	9.0%	10.5%	11.6%	8.8%	10.1%	8.5%	9.3%	11.1%	
Agree somewhat	53.9%	38.7%	39.4%	49.1%	35.8%	36.6%	59.6%	44.3%	44.4%	
Disagree somewhat	33.0%	40.9%	39.3%	34.8%	42.2%	40.8%	30.9%	38.3%	36.7%	
Strongly disagree	2.9%	11.4%	10.8%	4.5%	13.1%	12.5%	1.1%	8.0%	7.7%	
Total(n)	206	1,467	2,999	112	959	1,745	94	508	1,254	
Mean	2.71	2.45	2.50	2.68	2.40	2.44	2.76	2.55	2.59	
Standard deviation	0.68	0.81	0.82	0.74	0.83	0.84	0.62	0.77	0.79	
Significance	-	***	***	-	***	**	-	*	*	
Effect size	-	0.32	0.26	-	0.34	0.29	-	0.27	0.22	
Faculty here respect each other										
Strongly agree	38.5%	45.4%	43.6%	43.4%	47.7%	46.2%	32.6%	41.1%	39.1%	
Agree somewhat	52.4%	47.2%	47.7%	44.2%	44.6%	45.3%	62.1%	51.9%	51.9%	
Disagree somewhat	6.7%	5.7%	6.6%	8.8%	5.6%	6.3%	4.2%	5.8%	7.1%	
Strongly disagree	2.4%	1.8%	2.1%	3.5%	2.0%	2.2%	1.1%	1.2%	1.9%	
Total(n)	208	1,476	3,003	113	962	1,744	95	514	1,259	
Mean	3.27	3.36	3.33	3.27	3.38	3.35	3.26	3.33	3.28	
Standard deviation	0.69	0.67	0.69	0.77	0.69	0.70	0.59	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.16	-0.11	-	-0.11	-0.03	
Administrators consider faculty concerns when making policy										
Strongly agree	15.3%	16.0%	15.1%	14.8%	16.6%	15.9%	15.8%	14.8%	13.7%	
Agree somewhat	47.8%	47.6%	46.6%	50.0%	49.1%	48.1%	45.3%	44.9%	44.0%	
Disagree somewhat	26.1%	25.3%	26.1%	25.0%	23.9%	24.5%	27.4%	27.9%	28.8%	
Strongly disagree	10.8%	11.1%	12.2%	10.2%	10.5%	11.5%	11.6%	12.3%	13.4%	
Total(n)	203	1,453	2,970	108	945	1,724	95	508	1,246	
Mean	2.67	2.68	2.65	2.69	2.72	2.68	2.65	2.62	2.58	
Standard deviation	0.86	0.87	0.88	0.85	0.86	0.87	0.88	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.03	0.01	-	0.03	0.08	

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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:										
This institution takes responsibility for educating underprepared students										
Strongly agree	13.2%	13.3%	15.2%	12.6%	13.4%	15.3%	13.8%	13.0%	15.0%	
Agree somewhat	52.7%	48.0%	48.0%	51.4%	49.9%	49.6%	54.3%	44.5%	45.2%	
Disagree somewhat	25.9%	30.3%	28.6%	29.7%	29.8%	28.2%	21.3%	31.3%	29.3%	
Strongly disagree	8.3%	8.4%	8.2%	6.3%	6.9%	6.9%	10.6%	11.2%	10.6%	
Total(n)	205	1,455	2,970	111	948	1,719	94	507	1,251	
Mean	2.71	2.66	2.70	2.70	2.70	2.73	2.71	2.59	2.65	
Standard deviation	0.80	0.81	0.82	0.77	0.79	0.80	0.84	0.85	0.86	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.00	-0.04	-	0.14	0.07	
The criteria for advancement and promotion decisions are clear										
Strongly agree	35.3%	35.0%	33.5%	37.3%	38.0%	36.8%	33.0%	29.3%	27.7%	
Agree somewhat	43.6%	43.9%	43.0%	46.4%	43.8%	43.1%	40.4%	44.0%	42.6%	
Disagree somewhat	17.2%	15.7%	16.8%	14.5%	14.1%	15.1%	20.2%	18.8%	20.0%	
Strongly disagree	3.9%	5.4%	6.7%	1.8%	4.1%	5.0%	6.4%	8.0%	9.7%	
Total(n)	204	1,463	2,993	110	953	1,739	94	510	1,254	
Mean	3.10	3.08	3.03	3.19	3.16	3.12	3.00	2.95	2.88	
Standard deviation	0.82	0.85	0.88	0.75	0.81	0.84	0.89	0.89	0.92	
Significance	-			-			-			
Effect size	-	0.02	0.08	-	0.04	0.08	-	0.06	0.13	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	2.9%	2.0%	3.0%	3.5%	2.0%	2.8%	2.1%	2.0%	3.3%	
Agree somewhat	8.6%	8.2%	11.4%	7.1%	7.8%	10.4%	10.4%	8.9%	13.1%	
Disagree somewhat	30.6%	29.0%	30.4%	31.9%	28.6%	29.8%	29.2%	29.7%	31.6%	
Strongly disagree	57.9%	60.8%	55.3%	57.5%	61.6%	57.1%	58.3%	59.4%	52.1%	
Total(n)	209	1,470	2,994	113	958	1,739	96	512	1,255	
Mean	1.56	1.51	1.62	1.57	1.50	1.59	1.56	1.54	1.68	
Standard deviation	0.77	0.73	0.80	0.78	0.73	0.79	0.77	0.74	0.82	
Significance	-			-			-			
Effect size	-	0.07	-0.08	-	0.10	-0.03	-	0.03	-0.15	
There is adequate support for faculty development										
Strongly agree	42.7%	38.0%	35.5%	43.6%	40.4%	38.2%	41.7%	33.6%	30.8%	
Agree somewhat	43.2%	42.7%	42.7%	45.5%	43.2%	43.3%	40.6%	41.8%	41.7%	
Disagree somewhat	11.2%	14.3%	15.4%	8.2%	12.1%	13.1%	14.6%	18.3%	19.4%	
Strongly disagree	2.9%	5.0%	6.4%	2.7%	4.3%	5.4%	3.1%	6.3%	8.1%	
Total(n)	206	1,472	3,015	110	956	1,749	96	516	1,266	
Mean	3.26	3.14	3.07	3.30	3.20	3.14	3.21	3.03	2.95	
Standard deviation	0.77	0.84	0.87	0.74	0.81	0.84	0.81	0.88	0.91	
Significance	-		**	-			-		**	
Effect size	-	0.14	0.22	-	0.12	0.19	-	0.20	0.29	

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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	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	8.0%	8.6%	8.6%	3.8%	5.9%	5.9%	12.8%	13.5%	13.2%	
Agree somewhat	50.5%	43.5%	42.4%	49.1%	41.0%	40.2%	52.1%	48.2%	46.2%	
Disagree somewhat	34.5%	39.0%	39.4%	39.6%	43.5%	43.7%	28.7%	30.8%	32.1%	
Strongly disagree	7.0%	8.9%	9.6%	7.5%	9.6%	10.2%	6.4%	7.5%	8.5%	
Total(n)	200	1,445	2,963	106	938	1,709	94	507	1,254	
Mean	2.60	2.52	2.50	2.49	2.43	2.42	2.71	2.68	2.64	
Standard deviation	0.74	0.77	0.78	0.69	0.75	0.75	0.77	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	0.08	0.09	-	0.04	0.09	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	11.6%	17.5%	16.2%	10.5%	18.9%	17.8%	12.9%	14.9%	13.5%	
Agree somewhat	41.4%	42.0%	40.5%	47.6%	44.5%	43.3%	34.4%	37.4%	35.7%	
Disagree somewhat	33.3%	29.7%	30.7%	26.7%	26.3%	27.4%	40.9%	36.0%	36.6%	
Strongly disagree	13.6%	10.8%	12.5%	15.2%	10.4%	11.5%	11.8%	11.7%	14.2%	
Total(n)	198	1,453	2,953	105	945	1,716	93	508	1,237	
Mean	2.51	2.66	2.61	2.53	2.72	2.67	2.48	2.55	2.49	
Standard deviation	0.87	0.89	0.90	0.88	0.89	0.90	0.87	0.88	0.90	
Significance	-	*		-	*		-			
Effect size	-	-0.17	-0.11	-	-0.21	-0.16	-	-0.08	-0.01	
Faculty of color are treated fairly here										
Strongly agree	38.9%	40.3%	40.4%	43.9%	45.1%	45.3%	33.0%	31.1%	31.8%	
Agree somewhat	45.5%	44.8%	43.9%	43.9%	42.7%	42.3%	47.3%	48.9%	46.8%	
Disagree somewhat	14.6%	12.0%	12.3%	11.2%	10.4%	10.5%	18.7%	15.0%	15.6%	
Strongly disagree	1.0%	2.9%	3.3%	0.9%	1.8%	1.9%	1.1%	5.0%	5.8%	
Total(n)	198	1,417	2,906	107	923	1,688	91	494	1,218	
Mean	3.22	3.23	3.21	3.31	3.31	3.31	3.12	3.06	3.05	
Standard deviation	0.73	0.77	0.78	0.71	0.73	0.74	0.74	0.81	0.84	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	0.00	0.00	-	0.07	0.08	
Women faculty are treated fairly here										
Strongly agree	45.7%	40.8%	40.3%	49.1%	47.1%	47.4%	41.9%	28.9%	28.1%	
Agree somewhat	40.2%	42.3%	41.6%	41.5%	40.9%	40.5%	38.7%	44.7%	43.6%	
Disagree somewhat	11.6%	12.5%	13.2%	7.5%	8.8%	8.9%	16.1%	19.5%	20.6%	
Strongly disagree	2.5%	4.4%	4.8%	1.9%	3.2%	3.2%	3.2%	6.8%	7.6%	
Total(n)	199	1,441	2,956	106	934	1,703	93	507	1,253	
Mean	3.29	3.19	3.17	3.38	3.32	3.32	3.19	2.96	2.92	
Standard deviation	0.77	0.82	0.84	0.71	0.76	0.77	0.82	0.87	0.89	
Significance	-			-			-	*	**	
Effect size	-	0.12	0.14	-	0.08	0.08	-	0.26	0.30	
LGBTQ faculty are treated fairly here										
Strongly agree	40.6%	32.2%	32.1%	44.2%	35.9%	36.0%	36.4%	25.3%	25.2%	

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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	
Agree somewhat	49.0%	43.3%	42.7%	49.0%	41.1%	40.8%	48.9%	47.5%	46.0%	
Disagree somewhat	8.3%	14.0%	14.7%	4.8%	13.1%	13.6%	12.5%	15.6%	16.7%	
Strongly disagree	2.1%	10.5%	10.5%	1.9%	10.0%	9.6%	2.3%	11.6%	12.0%	
Total(n)	192	1,300	2,725	104	839	1,567	88	461	1,158	
Mean	3.28	2.97	2.96	3.36	3.03	3.03	3.19	2.87	2.84	
Standard deviation	0.70	0.94	0.94	0.67	0.94	0.94	0.74	0.92	0.94	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.33	0.34	-	0.35	0.35	-	0.35	0.37	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	13.5%	16.9%	18.0%	14.6%	17.7%	18.7%	12.2%	15.4%	16.9%	
High priority	26.4%	37.4%	37.8%	23.3%	38.3%	38.7%	30.0%	35.6%	36.4%	
Medium priority	29.0%	24.8%	24.7%	33.0%	26.1%	25.8%	24.4%	22.1%	22.7%	
Low priority	31.1%	21.0%	19.4%	29.1%	17.9%	16.8%	33.3%	27.0%	24.1%	
Total(n)	193	1,408	2,881	103	924	1,671	90	484	1,210	
Mean	2.22	2.50	2.54	2.23	2.56	2.59	2.21	2.39	2.46	
Standard deviation	1.03	1.00	1.00	1.03	0.98	0.98	1.04	1.04	1.03	
Significance	-	***	***	-	**	***	-		*	
Effect size	-	-0.28	-0.32	-	-0.34	-0.37	-	-0.17	-0.24	
Indicate how important you believe each priority listed below is at your college or university:										
To develop a sense of community among students and faculty										
Highest priority	22.3%	22.9%	23.3%	18.3%	22.2%	22.6%	26.9%	24.2%	24.5%	
High priority	51.8%	48.3%	47.0%	53.8%	49.3%	48.4%	49.5%	46.4%	44.5%	
Medium priority	23.4%	23.8%	24.3%	26.0%	24.4%	24.6%	20.4%	22.6%	23.6%	
Low priority	2.5%	5.0%	5.5%	1.9%	4.0%	4.4%	3.2%	6.8%	7.4%	
Total(n)	197	1,404	2,873	104	918	1,666	93	486	1,207	
Mean	2.94	2.89	2.88	2.88	2.90	2.89	3.00	2.88	2.86	
Standard deviation	0.75	0.81	0.82	0.71	0.79	0.80	0.78	0.85	0.87	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	-0.03	-0.01	-	0.14	0.16	
To facilitate student involvement in community service										
Highest priority	8.8%	14.3%	15.4%	10.7%	14.5%	15.1%	6.6%	14.1%	15.9%	
High priority	47.4%	42.8%	42.8%	37.9%	39.7%	40.1%	58.2%	48.9%	47.7%	
Medium priority	37.1%	35.5%	34.7%	41.7%	37.8%	36.9%	31.9%	31.2%	30.8%	
Low priority	6.7%	7.3%	7.1%	9.7%	8.1%	7.9%	3.3%	5.9%	5.6%	
Total(n)	194	1,411	2,886	103	921	1,672	91	490	1,214	
Mean	2.58	2.64	2.67	2.50	2.61	2.62	2.68	2.71	2.74	
Standard deviation	0.75	0.81	0.82	0.81	0.83	0.83	0.65	0.78	0.79	
Significance	-			-			-			

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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	-	-0.07	-0.11	-	-0.13	-0.14	-	-0.04	-0.08	
To help students learn how to bring about change in society										
Highest priority	9.8%	14.5%	15.7%	4.9%	12.7%	13.6%	15.4%	17.8%	19.4%	
High priority	37.1%	40.9%	40.6%	38.8%	41.4%	41.4%	35.2%	39.8%	39.0%	
Medium priority	42.3%	35.1%	34.5%	42.7%	35.7%	35.1%	41.8%	34.0%	33.5%	
Low priority	10.8%	9.6%	9.2%	13.6%	10.2%	9.8%	7.7%	8.3%	8.1%	
Total(n)	194	1,402	2,861	103	920	1,669	91	482	1,192	
Mean	2.46	2.60	2.63	2.35	2.57	2.59	2.58	2.67	2.70	
Standard deviation	0.81	0.85	0.86	0.78	0.84	0.84	0.84	0.86	0.87	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.16	-0.20	-	-0.26	-0.29	-	-0.10	-0.14	
To increase or maintain institutional prestige										
Highest priority	49.7%	42.5%	41.0%	46.7%	40.8%	39.9%	53.3%	46.0%	43.0%	
High priority	37.4%	40.1%	40.3%	42.9%	40.9%	41.0%	31.1%	38.7%	39.1%	
Medium priority	7.2%	13.5%	14.6%	5.7%	14.6%	15.0%	8.9%	11.4%	13.7%	
Low priority	5.6%	3.8%	4.1%	4.8%	3.8%	4.0%	6.7%	4.0%	4.2%	
Total(n)	195	1,415	2,885	105	926	1,677	90	489	1,208	
Mean	3.31	3.21	3.18	3.31	3.19	3.17	3.31	3.27	3.21	
Standard deviation	0.84	0.82	0.83	0.79	0.82	0.83	0.89	0.81	0.83	
Significance	-		*	-			-			
Effect size	-	0.12	0.16	-	0.15	0.17	-	0.05	0.12	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	11.9%	14.4%	13.6%	11.4%	14.1%	13.5%	12.4%	15.1%	13.6%	
High priority	32.0%	29.8%	27.9%	31.4%	28.7%	27.4%	32.6%	32.1%	29.0%	
Medium priority	37.1%	33.9%	34.3%	37.1%	33.7%	33.9%	37.1%	34.1%	35.2%	
Low priority	19.1%	21.9%	24.2%	20.0%	23.5%	25.2%	18.0%	18.8%	22.2%	
Total(n)	194	1,415	2,858	105	931	1,665	89	484	1,193	
Mean	2.37	2.37	2.31	2.34	2.33	2.29	2.39	2.43	2.34	
Standard deviation	0.92	0.98	0.98	0.93	0.99	0.99	0.92	0.96	0.97	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	0.01	0.05	-	-0.04	0.05	
To recruit more minority students										
Highest priority	16.8%	11.7%	12.9%	14.3%	10.3%	11.5%	19.8%	14.4%	15.4%	
High priority	46.9%	31.9%	32.6%	45.7%	31.1%	31.9%	48.4%	33.4%	33.9%	
Medium priority	23.5%	36.7%	36.0%	27.6%	39.0%	38.0%	18.7%	32.4%	32.5%	
Low priority	12.8%	19.6%	18.4%	12.4%	19.6%	18.5%	13.2%	19.7%	18.2%	
Total(n)	196	1,413	2,880	105	926	1,672	91	487	1,208	
Mean	2.68	2.36	2.40	2.62	2.32	2.36	2.75	2.43	2.46	
Standard deviation	0.90	0.93	0.93	0.88	0.90	0.91	0.93	0.96	0.96	
Significance	-	***	***	-	**	**	-	**	**	

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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	-	0.34	0.30	-	0.33	0.29	-	0.33	0.30	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	9.3%	15.7%	15.1%	8.7%	15.0%	14.8%	10.0%	17.1%	15.8%	
High priority	27.3%	31.6%	31.1%	32.7%	35.0%	34.4%	21.1%	25.0%	25.1%	
Medium priority	43.3%	35.6%	35.4%	38.5%	33.5%	33.7%	48.9%	39.8%	38.6%	
Low priority	20.1%	17.0%	18.3%	20.2%	16.5%	17.1%	20.0%	18.1%	20.5%	
Total(n)	194	1,410	2,873	104	924	1,670	90	486	1,203	
Mean	2.26	2.46	2.43	2.30	2.49	2.47	2.21	2.41	2.36	
Standard deviation	0.88	0.95	0.96	0.89	0.94	0.94	0.88	0.97	0.98	
Significance	-	**	*	-	*		-			
Effect size	-	-0.21	-0.18	-	-0.20	-0.18	-	-0.21	-0.15	
To promote gender diversity in the faculty and administration										
Highest priority	16.1%	14.2%	14.4%	19.2%	14.5%	15.0%	12.4%	13.6%	13.5%	
High priority	43.5%	35.9%	35.1%	46.2%	38.8%	38.0%	40.4%	30.4%	29.8%	
Medium priority	32.1%	36.5%	36.4%	26.9%	34.8%	34.9%	38.2%	39.6%	39.1%	
Low priority	8.3%	13.4%	14.1%	7.7%	11.9%	12.1%	9.0%	16.3%	17.7%	
Total(n)	193	1,409	2,871	104	924	1,668	89	485	1,203	
Mean	2.67	2.51	2.50	2.77	2.56	2.56	2.56	2.41	2.39	
Standard deviation	0.84	0.90	0.91	0.85	0.88	0.89	0.83	0.92	0.93	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.18	0.19	-	0.24	0.24	-	0.16	0.18	
Indicate how important you believe each priority listed below is at your college or university:										
To promote racial and ethnic diversity in the faculty and administration										
Highest priority	19.6%	15.9%	16.3%	18.1%	14.3%	15.0%	21.3%	19.1%	18.8%	
High priority	43.3%	33.2%	32.9%	45.7%	35.4%	35.1%	40.4%	29.0%	29.1%	
Medium priority	28.4%	33.9%	33.8%	26.7%	33.9%	33.8%	30.3%	33.9%	33.7%	
Low priority	8.8%	16.9%	16.9%	9.5%	16.4%	16.1%	7.9%	18.0%	18.4%	
Total(n)	194	1,402	2,865	105	922	1,670	89	480	1,195	
Mean	2.74	2.48	2.49	2.72	2.48	2.49	2.75	2.49	2.48	
Standard deviation	0.87	0.95	0.96	0.87	0.93	0.93	0.88	1.00	1.00	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	0.27	0.26	-	0.26	0.25	-	0.26	0.27	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	8.8%	8.2%	9.1%	7.6%	6.9%	7.7%	10.1%	10.7%	11.5%	
High priority	35.1%	26.2%	26.1%	31.4%	24.2%	24.6%	39.3%	30.1%	28.9%	
Medium priority	41.2%	41.4%	40.7%	44.8%	43.0%	42.4%	37.1%	38.2%	37.8%	
Low priority	14.9%	24.2%	24.1%	16.2%	25.9%	25.4%	13.5%	21.0%	21.8%	
Total(n)	194	1,411	2,873	105	927	1,671	89	484	1,202	
Mean	2.38	2.18	2.20	2.30	2.12	2.15	2.46	2.31	2.30	

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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	
Standard deviation	0.84	0.89	0.91	0.83	0.87	0.89	0.85	0.92	0.94	
Significance	-	**	**	-	*		-			
Effect size	-	0.22	0.20	-	0.21	0.17	-	0.16	0.17	
To create and sustain partnerships with surrounding communities										
Highest priority	8.8%	8.8%	10.0%	6.7%	7.7%	8.7%	11.2%	10.8%	12.5%	
High priority	32.0%	28.2%	28.7%	29.5%	25.5%	26.4%	34.8%	33.3%	32.8%	
Medium priority	43.8%	43.8%	42.7%	47.6%	47.5%	46.2%	39.3%	36.7%	36.5%	
Low priority	15.5%	19.2%	18.6%	16.2%	19.2%	18.7%	14.6%	19.2%	18.3%	
Total(n)	194	1,408	2,876	105	926	1,675	89	482	1,201	
Mean	2.34	2.27	2.30	2.27	2.22	2.25	2.43	2.36	2.39	
Standard deviation	0.84	0.87	0.88	0.81	0.84	0.86	0.88	0.91	0.92	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.06	0.02	-	0.08	0.04	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	23.7%	24.2%	24.0%	22.0%	23.6%	23.6%	25.6%	25.4%	24.8%	
High priority	43.0%	33.7%	33.5%	45.0%	35.4%	35.0%	40.7%	30.4%	30.6%	
Medium priority	25.8%	30.0%	30.2%	24.0%	28.8%	29.1%	27.9%	32.3%	32.2%	
Low priority	7.5%	12.1%	12.3%	9.0%	12.2%	12.3%	5.8%	11.9%	12.4%	
Total(n)	186	1,384	2,822	100	914	1,651	86	470	1,171	
Mean	2.83	2.70	2.69	2.80	2.70	2.70	2.86	2.69	2.68	
Standard deviation	0.88	0.97	0.97	0.89	0.96	0.96	0.87	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.10	0.10	-	0.17	0.18	
To strengthen links with the for-profit, corporate sector										
Highest priority	16.6%	14.9%	15.1%	13.6%	14.2%	14.5%	20.2%	16.3%	16.3%	
High priority	28.3%	27.2%	27.6%	29.1%	27.2%	27.7%	27.4%	27.1%	27.5%	
Medium priority	28.9%	33.5%	33.1%	31.1%	34.3%	33.8%	26.2%	32.0%	31.8%	
Low priority	26.2%	24.4%	24.2%	26.2%	24.3%	24.1%	26.2%	24.7%	24.4%	
Total(n)	187	1,386	2,824	103	917	1,654	84	469	1,170	
Mean	2.35	2.33	2.34	2.30	2.31	2.33	2.42	2.35	2.36	
Standard deviation	1.04	1.00	1.00	1.01	0.99	1.00	1.09	1.02	1.02	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	-0.01	-0.03	-	0.07	0.06	
To develop leadership ability among students										
Highest priority	18.3%	25.5%	25.5%	15.5%	25.6%	25.7%	21.6%	25.2%	25.1%	
High priority	55.5%	49.9%	48.7%	52.4%	48.2%	47.5%	59.1%	53.0%	50.9%	
Medium priority	23.6%	21.6%	22.4%	29.1%	22.8%	23.2%	17.0%	19.3%	20.9%	
Low priority	2.6%	3.1%	3.4%	2.9%	3.4%	3.5%	2.3%	2.6%	3.0%	
Total(n)	191	1,407	2,867	103	924	1,664	88	483	1,203	
Mean	2.90	2.98	2.96	2.81	2.96	2.95	3.00	3.01	2.98	

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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	
Standard deviation	0.72	0.77	0.78	0.73	0.79	0.79	0.69	0.74	0.76	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.19	-0.18	-	-0.01	0.03	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	22.8%	20.0%	20.9%	22.1%	19.2%	20.0%	23.6%	21.4%	22.4%	
High priority	45.6%	38.4%	38.6%	42.3%	37.7%	38.1%	49.4%	39.8%	39.5%	
Medium priority	25.4%	31.9%	31.2%	27.9%	32.9%	32.2%	22.5%	29.9%	29.4%	
Low priority	6.2%	9.7%	9.4%	7.7%	10.1%	9.8%	4.5%	8.9%	8.7%	
Total(n)	193	1,407	2,870	104	924	1,666	89	483	1,204	
Mean	2.85	2.69	2.71	2.79	2.66	2.68	2.92	2.74	2.75	
Standard deviation	0.84	0.90	0.90	0.88	0.90	0.90	0.80	0.89	0.90	
Significance	-	*	*	-			-			
Effect size	-	0.18	0.16	-	0.14	0.12	-	0.20	0.19	
To prepare students for the workplace										
Highest priority	28.7%	38.1%	38.0%	24.8%	38.2%	38.1%	33.3%	38.0%	37.8%	
High priority	51.3%	44.4%	44.4%	51.4%	45.0%	44.9%	51.1%	43.4%	43.4%	
Medium priority	16.9%	15.0%	15.2%	19.0%	13.6%	13.9%	14.4%	17.7%	17.7%	
Low priority	3.1%	2.4%	2.4%	4.8%	3.2%	3.2%	1.1%	0.9%	1.0%	
Total(n)	195	1,419	2,884	105	932	1,676	90	487	1,208	
Mean	3.06	3.18	3.18	2.96	3.18	3.18	3.17	3.19	3.18	
Standard deviation	0.76	0.77	0.77	0.80	0.78	0.78	0.71	0.75	0.75	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.16	-0.16	-	-0.28	-0.28	-	-0.03	-0.01	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	33.2%	29.6%	30.1%	33.0%	30.7%	31.4%	33.3%	27.4%	27.8%	
To a large extent	36.7%	36.9%	36.6%	35.8%	38.2%	37.8%	37.8%	34.5%	34.5%	
To some extent	20.4%	24.5%	24.2%	24.5%	23.0%	22.7%	15.6%	27.3%	26.9%	
To a small extent	7.1%	7.2%	7.3%	5.7%	6.7%	6.7%	8.9%	8.2%	8.3%	
Not at all	2.6%	1.8%	1.9%	0.9%	1.4%	1.5%	4.4%	2.6%	2.6%	
Total(n)	196	1,411	2,864	106	926	1,660	90	485	1,204	
Mean	3.91	3.85	3.86	3.94	3.90	3.91	3.87	3.76	3.77	
Standard deviation	1.02	0.99	0.99	0.94	0.96	0.97	1.11	1.02	1.03	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.04	0.03	-	0.11	0.10	
Experience close alignment between your work and your personal values										
To a very large extent	41.2%	47.4%	47.3%	41.7%	50.2%	50.0%	40.7%	41.8%	42.4%	
To a large extent	42.3%	37.5%	37.4%	39.8%	35.2%	35.3%	45.1%	42.0%	41.3%	

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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	
To some extent	13.4%	12.3%	12.5%	15.5%	11.7%	11.7%	11.0%	13.6%	13.8%	
To a small extent	3.1%	2.2%	2.2%	2.9%	2.2%	2.1%	3.3%	2.4%	2.3%	
Not at all	0.0%	0.6%	0.6%	0.0%	0.8%	0.8%	0.0%	0.1%	0.2%	
Total(n)	194	1,413	2,871	103	929	1,668	91	484	1,203	
Mean	4.22	4.29	4.29	4.20	4.32	4.32	4.23	4.23	4.23	
Standard deviation	0.79	0.81	0.81	0.81	0.82	0.82	0.78	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.15	-0.15	-	0.00	0.00	
Mentor faculty										
To a very large extent	11.6%	14.5%	14.9%	13.7%	16.2%	16.5%	9.1%	11.0%	11.9%	
To a large extent	23.2%	23.7%	23.7%	19.6%	22.3%	22.5%	27.3%	26.2%	25.8%	
To some extent	31.6%	32.1%	31.8%	35.3%	32.9%	32.5%	27.3%	30.5%	30.6%	
To a small extent	15.3%	14.8%	14.8%	14.7%	14.4%	14.6%	15.9%	15.6%	15.0%	
Not at all	18.4%	14.9%	14.9%	16.7%	14.1%	13.9%	20.5%	16.7%	16.7%	
Total(n)	190	1,400	2,849	102	920	1,652	88	480	1,197	
Mean	2.94	3.08	3.09	2.99	3.12	3.13	2.89	2.99	3.01	
Standard deviation	1.26	1.25	1.25	1.25	1.25	1.25	1.27	1.23	1.25	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.10	-0.11	-	-0.08	-0.10	
Mentor undergraduate students										
To a very large extent	38.3%	39.5%	39.9%	37.5%	39.0%	39.2%	39.3%	40.4%	41.2%	
To a large extent	35.2%	34.5%	33.9%	30.8%	32.6%	32.6%	40.4%	38.1%	36.4%	
To some extent	17.1%	17.8%	17.7%	22.1%	19.1%	19.0%	11.2%	15.0%	15.2%	
To a small extent	5.7%	6.3%	6.3%	6.7%	6.9%	6.9%	4.5%	5.0%	5.3%	
Not at all	3.6%	2.0%	2.2%	2.9%	2.3%	2.3%	4.5%	1.5%	1.9%	
Total(n)	193	1,402	2,852	104	925	1,659	89	477	1,193	
Mean	3.99	4.03	4.03	3.93	3.99	3.99	4.06	4.11	4.10	
Standard deviation	1.06	1.00	1.01	1.06	1.03	1.03	1.05	0.94	0.97	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.06	-0.06	-	-0.05	-0.04	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	20.8%	25.0%	24.6%	20.4%	26.0%	25.8%	21.3%	23.0%	22.6%	
To a large extent	16.7%	21.2%	20.7%	20.4%	22.5%	21.9%	12.4%	18.7%	18.6%	
To some extent	15.1%	16.6%	16.5%	16.5%	16.2%	16.2%	13.5%	17.3%	17.1%	
To a small extent	12.0%	11.7%	11.6%	13.6%	12.3%	12.3%	10.1%	10.6%	10.4%	
Not at all	35.4%	25.4%	26.5%	29.1%	22.9%	23.9%	42.7%	30.5%	31.3%	
Total(n)	192	1,401	2,825	103	924	1,644	89	477	1,181	
Mean	2.76	3.09	3.05	2.89	3.17	3.13	2.60	2.93	2.91	
Standard deviation	1.58	1.53	1.54	1.53	1.51	1.52	1.63	1.56	1.56	
Significance	-	**	*	-			-			
Effect size	-	-0.22	-0.19	-	-0.19	-0.16	-	-0.21	-0.20	

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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	
Been mentored by at least one professional in academia										
To a very large extent	24.6%	24.1%	24.6%	22.5%	23.0%	23.3%	27.1%	26.2%	26.9%	
To a large extent	28.3%	25.7%	25.3%	29.4%	26.4%	25.8%	27.1%	24.3%	24.3%	
To some extent	21.4%	25.7%	25.6%	20.6%	24.9%	25.0%	22.4%	27.4%	26.5%	
To a small extent	17.1%	15.7%	15.6%	20.6%	17.0%	16.8%	12.9%	13.2%	13.4%	
Not at all	8.6%	8.8%	8.9%	6.9%	8.7%	9.0%	10.6%	9.0%	8.8%	
Total(n)	187	1,398	2,830	102	924	1,649	85	474	1,181	
Mean	3.43	3.41	3.41	3.40	3.38	3.38	3.47	3.45	3.47	
Standard deviation	1.27	1.25	1.26	1.24	1.25	1.26	1.31	1.25	1.26	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.02	0.02	-	0.02	0.00	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.2%	6.5%	6.9%	2.9%	6.1%	6.5%	8.0%	7.3%	7.7%	
To a large extent	8.9%	10.9%	11.3%	7.7%	10.4%	10.9%	10.2%	11.9%	12.0%	
To some extent	19.8%	22.8%	22.5%	20.2%	23.8%	23.5%	19.3%	21.0%	20.5%	
To a small extent	25.0%	21.3%	20.9%	26.0%	22.3%	21.8%	23.9%	19.3%	19.3%	
Not at all	41.1%	38.4%	38.4%	43.3%	37.4%	37.3%	38.6%	40.5%	40.6%	
Total(n)	192	1,405	2,851	104	924	1,658	88	481	1,193	
Mean	2.12	2.26	2.27	2.01	2.26	2.27	2.25	2.26	2.27	
Standard deviation	1.19	1.25	1.27	1.10	1.23	1.25	1.29	1.30	1.31	
Significance	-			-	*	*	-			
Effect size	-	-0.11	-0.12	-	-0.20	-0.21	-	-0.01	-0.02	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.5%	0.8%	0.9%	0.0%	0.6%	0.8%	1.1%	1.1%	1.2%	
To a large extent	0.5%	1.0%	1.2%	1.0%	0.9%	1.1%	0.0%	1.2%	1.4%	
To some extent	1.0%	1.7%	2.0%	1.0%	1.9%	2.3%	1.1%	1.2%	1.5%	
To a small extent	3.1%	3.0%	3.3%	1.9%	2.9%	3.2%	4.4%	3.2%	3.6%	
Not at all	94.8%	93.6%	92.6%	96.2%	93.7%	92.7%	93.3%	93.3%	92.3%	
Total(n)	194	1,407	2,853	104	927	1,662	90	480	1,191	
Mean	1.09	1.12	1.15	1.07	1.12	1.14	1.11	1.14	1.15	
Standard deviation	0.44	0.54	0.59	0.38	0.51	0.57	0.51	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.10	-0.12	-	-0.05	-0.06	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	37.0%	37.1%	36.2%	40.0%	38.7%	37.4%	33.3%	33.8%	34.0%	
Good	50.0%	49.2%	49.3%	47.5%	48.5%	48.9%	53.0%	50.8%	50.0%	
Fair	9.6%	11.1%	11.8%	8.8%	10.3%	11.1%	10.6%	12.8%	13.2%	
Poor	3.4%	2.6%	2.7%	3.8%	2.5%	2.6%	3.0%	2.6%	2.8%	
Total(n)	146	1,158	2,335	80	773	1,369	66	385	966	
Mean	3.21	3.21	3.19	3.24	3.23	3.21	3.17	3.16	3.15	
Standard deviation	0.75	0.74	0.74	0.77	0.73	0.74	0.74	0.74	0.75	
Significance	-			-			-			

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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	-	0.00	0.03	-	0.01	0.04	-	0.01	0.03	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	52.6%	50.4%	49.9%	53.7%	51.8%	51.1%	51.3%	47.8%	47.8%	
Good	41.7%	44.7%	44.7%	42.1%	43.4%	43.7%	41.3%	47.3%	46.5%	
Fair	5.1%	4.4%	4.8%	3.2%	4.2%	4.5%	7.5%	4.8%	5.4%	
Poor	0.6%	0.5%	0.5%	1.1%	0.6%	0.7%	0.0%	0.2%	0.3%	
Total(n)	175	1,325	2,682	95	877	1,571	80	448	1,111	
Mean	3.46	3.45	3.44	3.48	3.46	3.45	3.44	3.43	3.42	
Standard deviation	0.62	0.60	0.61	0.62	0.61	0.62	0.63	0.59	0.61	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	0.03	0.05	-	0.02	0.03	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	52.2%	53.4%	52.6%	51.5%	54.6%	53.7%	53.2%	50.8%	50.4%	
Good	40.9%	40.8%	40.9%	41.2%	39.7%	40.0%	40.4%	43.2%	42.6%	
Fair	5.2%	5.2%	5.7%	4.4%	5.0%	5.4%	6.4%	5.5%	6.3%	
Poor	1.7%	0.6%	0.8%	2.9%	0.6%	0.8%	0.0%	0.5%	0.6%	
Total(n)	115	1,011	1,865	68	690	1,132	47	321	733	
Mean	3.43	3.47	3.45	3.41	3.48	3.47	3.47	3.44	3.43	
Standard deviation	0.68	0.62	0.64	0.72	0.62	0.64	0.62	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.11	-0.09	-	0.05	0.06	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	22.9%	23.7%	21.7%	27.9%	26.6%	24.7%	17.0%	18.0%	16.1%	
Satisfied	49.5%	49.1%	47.2%	47.1%	50.2%	48.9%	52.3%	46.8%	43.9%	
Marginally satisfied	20.8%	18.9%	20.4%	18.3%	15.9%	17.2%	23.9%	24.9%	26.2%	
Not satisfied	6.8%	8.3%	10.7%	6.7%	7.2%	9.1%	6.8%	10.3%	13.7%	
Total(n)	192	1,416	2,871	104	932	1,669	88	484	1,202	
Mean	2.89	2.88	2.80	2.96	2.96	2.89	2.80	2.72	2.62	
Standard deviation	0.84	0.86	0.90	0.86	0.84	0.88	0.80	0.88	0.91	
Significance	-			-			-			
Effect size	-	0.01	0.10	-	0.00	0.08	-	0.09	0.20	
Health benefits										
Very satisfied	22.5%	34.9%	32.9%	26.7%	38.3%	36.5%	17.4%	28.3%	26.3%	
Satisfied	54.5%	48.3%	47.7%	49.5%	46.2%	45.9%	60.5%	52.5%	51.0%	
Marginally satisfied	17.1%	12.8%	14.6%	18.8%	12.5%	13.8%	15.1%	13.5%	16.0%	
Not satisfied	5.9%	4.0%	4.8%	5.0%	3.1%	3.7%	7.0%	5.7%	6.7%	
Total(n)	187	1,406	2,845	101	924	1,658	86	482	1,187	
Mean	2.94	3.14	3.09	2.98	3.20	3.15	2.88	3.03	2.97	
Standard deviation	0.79	0.78	0.81	0.81	0.77	0.79	0.77	0.80	0.83	

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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	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.26	-0.19	-	-0.29	-0.22	-	-0.19	-0.11	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	22.2%	35.0%	32.7%	26.2%	38.6%	36.6%	17.4%	27.7%	25.5%	
Satisfied	53.4%	46.5%	46.2%	48.5%	44.6%	44.7%	59.3%	50.4%	48.9%	
Marginally satisfied	18.5%	14.6%	15.9%	20.4%	13.2%	14.2%	16.3%	17.3%	19.2%	
Not satisfied	5.8%	3.9%	5.2%	4.9%	3.6%	4.5%	7.0%	4.5%	6.3%	
Total(n)	189	1,403	2,823	103	923	1,645	86	480	1,178	
Mean	2.92	3.12	3.06	2.96	3.18	3.13	2.87	3.01	2.94	
Standard deviation	0.80	0.80	0.83	0.82	0.79	0.82	0.78	0.79	0.83	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.25	-0.17	-	-0.28	-0.21	-	-0.18	-0.08	
Opportunity for scholarly pursuits										
Very satisfied	28.6%	33.5%	30.6%	33.3%	38.7%	36.1%	23.0%	23.2%	20.6%	
Satisfied	49.7%	46.2%	44.8%	49.0%	45.1%	44.3%	50.6%	48.3%	45.6%	
Marginally satisfied	20.6%	15.9%	18.0%	16.7%	13.1%	14.8%	25.3%	21.5%	24.0%	
Not satisfied	1.1%	4.4%	6.6%	1.0%	3.1%	4.8%	1.1%	7.0%	9.8%	
Total(n)	189	1,404	2,849	102	925	1,660	87	479	1,189	
Mean	3.06	3.09	2.99	3.15	3.19	3.12	2.95	2.88	2.77	
Standard deviation	0.73	0.81	0.87	0.72	0.78	0.83	0.73	0.84	0.89	
Significance	-			-			-			
Effect size	-	-0.04	0.08	-	-0.05	0.04	-	0.08	0.20	
Teaching load										
Very satisfied	30.4%	28.6%	26.3%	34.0%	31.3%	29.2%	26.1%	23.3%	21.1%	
Satisfied	49.7%	48.9%	47.8%	50.5%	48.3%	47.6%	48.9%	50.1%	48.3%	
Marginally satisfied	13.1%	16.6%	18.2%	11.7%	15.6%	17.2%	14.8%	18.5%	20.1%	
Not satisfied	6.8%	5.9%	7.6%	3.9%	4.8%	6.0%	10.2%	8.1%	10.6%	
Total(n)	191	1,409	2,861	103	928	1,665	88	481	1,196	
Mean	3.04	3.00	2.93	3.15	3.06	3.00	2.91	2.89	2.80	
Standard deviation	0.84	0.83	0.86	0.77	0.81	0.84	0.91	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.05	0.13	-	0.11	0.18	-	0.02	0.12	
Quality of students										
Very satisfied	42.3%	46.9%	42.0%	43.1%	48.5%	44.1%	41.4%	43.8%	38.0%	
Satisfied	47.6%	43.4%	43.8%	46.1%	41.8%	42.2%	49.4%	46.5%	46.9%	
Marginally satisfied	7.9%	8.4%	11.6%	7.8%	8.3%	11.1%	8.0%	8.7%	12.6%	
Not satisfied	2.1%	1.3%	2.5%	2.9%	1.5%	2.6%	1.1%	1.0%	2.5%	
Total(n)	189	1,408	2,862	102	929	1,673	87	479	1,189	
Mean	3.30	3.36	3.25	3.29	3.37	3.28	3.31	3.33	3.21	
Standard deviation	0.71	0.69	0.76	0.74	0.70	0.76	0.67	0.68	0.75	
Significance	-			-			-			

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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	-	-0.09	0.07	-	-0.11	0.01	-	-0.03	0.13	
Autonomy and independence										
Very satisfied	55.0%	54.8%	52.0%	61.2%	59.2%	56.5%	47.7%	46.2%	43.6%	
Satisfied	36.6%	35.3%	36.6%	30.1%	31.8%	33.2%	44.3%	42.3%	42.9%	
Marginally satisfied	7.3%	7.6%	8.6%	7.8%	7.1%	7.8%	6.8%	8.7%	10.0%	
Not satisfied	1.0%	2.2%	2.7%	1.0%	1.9%	2.4%	1.1%	2.8%	3.4%	
Total(n)	191	1,409	2,859	103	928	1,665	88	481	1,194	
Mean	3.46	3.43	3.38	3.51	3.48	3.44	3.39	3.32	3.27	
Standard deviation	0.68	0.73	0.76	0.68	0.71	0.74	0.67	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.04	0.11	-	0.04	0.09	-	0.09	0.15	
Departmental leadership										
Very satisfied	40.4%	40.6%	39.5%	42.0%	43.6%	42.4%	38.6%	34.8%	34.3%	
Satisfied	31.4%	34.9%	34.9%	33.0%	35.0%	35.1%	29.5%	34.7%	34.4%	
Marginally satisfied	17.6%	14.7%	15.0%	15.0%	12.8%	13.1%	20.5%	18.5%	18.4%	
Not satisfied	10.6%	9.8%	10.6%	10.0%	8.7%	9.4%	11.4%	12.0%	12.8%	
Total(n)	188	1,403	2,863	100	921	1,663	88	482	1,200	
Mean	3.02	3.06	3.03	3.07	3.14	3.11	2.95	2.92	2.90	
Standard deviation	1.01	0.97	0.98	0.99	0.94	0.96	1.03	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.07	-0.04	-	0.03	0.05	
Departmental support for work/life balance										
Very satisfied	35.6%	32.6%	31.4%	41.7%	36.4%	35.1%	28.4%	25.0%	24.7%	
Satisfied	38.7%	39.6%	39.4%	35.9%	40.7%	41.1%	42.0%	37.4%	36.5%	
Marginally satisfied	17.3%	18.7%	19.3%	15.5%	15.7%	16.2%	19.3%	24.6%	24.9%	
Not satisfied	8.4%	9.1%	9.8%	6.8%	7.1%	7.6%	10.2%	13.0%	13.9%	
Total(n)	191	1,413	2,867	103	928	1,663	88	485	1,204	
Mean	3.02	2.96	2.92	3.13	3.07	3.04	2.89	2.74	2.72	
Standard deviation	0.93	0.93	0.95	0.91	0.89	0.90	0.94	0.97	0.99	
Significance	-			-			-			
Effect size	-	0.06	0.11	-	0.07	0.10	-	0.15	0.17	
Institutional support for work/life balance										
Very satisfied	23.7%	22.8%	21.3%	32.4%	28.9%	27.3%	13.6%	10.7%	10.6%	
Satisfied	42.6%	40.8%	40.1%	34.3%	39.9%	39.8%	52.3%	42.5%	40.6%	
Marginally satisfied	23.2%	24.9%	25.7%	24.5%	21.5%	22.3%	21.6%	31.5%	31.9%	
Not satisfied	10.5%	11.6%	12.9%	8.8%	9.6%	10.7%	12.5%	15.3%	16.9%	
Total(n)	190	1,402	2,852	102	920	1,656	88	482	1,196	
Mean	2.79	2.75	2.70	2.90	2.88	2.84	2.67	2.49	2.45	
Standard deviation	0.92	0.94	0.95	0.96	0.94	0.95	0.87	0.88	0.89	
Significance	-			-			-		*	
Effect size	-	0.04	0.09	-	0.02	0.06	-	0.20	0.25	
Prospects for career advancement										
Very satisfied	24.7%	23.3%	21.5%	27.0%	26.3%	24.6%	22.1%	17.3%	15.9%	

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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	
Satisfied	50.0%	49.6%	48.2%	52.0%	50.3%	49.4%	47.7%	48.2%	46.0%	
Marginally satisfied	15.6%	18.1%	19.6%	13.0%	15.0%	16.6%	18.6%	24.1%	25.1%	
Not satisfied	9.7%	9.1%	10.7%	8.0%	8.4%	9.4%	11.6%	10.4%	12.9%	
Total(n)	186	1,390	2,820	100	913	1,636	86	477	1,184	
Mean	2.90	2.87	2.81	2.98	2.95	2.89	2.80	2.72	2.65	
Standard deviation	0.89	0.87	0.89	0.85	0.86	0.88	0.92	0.87	0.90	
Significance	-			-			-			
Effect size	-	0.03	0.10	-	0.03	0.10	-	0.09	0.17	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	20.3%	20.1%	18.5%	22.5%	23.7%	22.1%	17.6%	13.0%	11.7%	
Satisfied	41.2%	43.0%	41.2%	44.1%	45.6%	44.3%	37.6%	37.7%	35.5%	
Marginally satisfied	24.1%	21.1%	22.2%	19.6%	18.2%	19.4%	29.4%	26.8%	27.3%	
Not satisfied	14.4%	15.8%	18.1%	13.7%	12.4%	14.1%	15.3%	22.5%	25.5%	
Total(n)	187	1,391	2,829	102	918	1,653	85	473	1,176	
Mean	2.67	2.67	2.60	2.75	2.81	2.75	2.58	2.41	2.33	
Standard deviation	0.96	0.97	0.99	0.96	0.94	0.96	0.96	0.98	0.98	
Significance	-			-			-		*	
Effect size	-	0.00	0.07	-	-0.06	0.00	-	0.17	0.26	
Flexibility in relation to family matters or emergencies										
Very satisfied	45.7%	46.7%	45.0%	52.0%	51.0%	49.1%	38.4%	38.1%	37.5%	
Satisfied	43.1%	42.3%	42.9%	39.2%	40.2%	41.4%	47.7%	46.4%	45.7%	
Marginally satisfied	9.0%	8.0%	8.9%	4.9%	6.3%	7.0%	14.0%	11.3%	12.5%	
Not satisfied	2.1%	3.1%	3.2%	3.9%	2.5%	2.5%	0.0%	4.2%	4.3%	
Total(n)	188	1,404	2,848	102	922	1,653	86	482	1,195	
Mean	3.32	3.33	3.30	3.39	3.40	3.37	3.24	3.18	3.16	
Standard deviation	0.73	0.75	0.76	0.76	0.72	0.72	0.68	0.79	0.80	
Significance	-			-			-			
Effect size	-	-0.01	0.03	-	-0.01	0.03	-	0.08	0.10	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	33.3%	33.1%	31.3%	35.7%	35.4%	33.8%	30.6%	28.6%	26.7%	
Satisfied	48.1%	47.6%	47.6%	45.9%	48.8%	49.1%	50.6%	45.1%	45.0%	
Marginally satisfied	12.6%	13.0%	14.0%	12.2%	11.3%	12.2%	12.9%	16.3%	17.4%	
Not satisfied	6.0%	6.4%	7.1%	6.1%	4.6%	5.0%	5.9%	10.0%	10.9%	
Total(n)	183	1,384	2,803	98	912	1,639	85	472	1,164	
Mean	3.09	3.07	3.03	3.11	3.15	3.12	3.06	2.92	2.88	
Standard deviation	0.83	0.84	0.86	0.85	0.79	0.80	0.82	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	-0.05	-0.01	-	0.15	0.19	
Overall job satisfaction										
Very satisfied	41.7%	41.0%	38.2%	45.2%	45.0%	42.5%	37.5%	33.1%	30.3%	

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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		
Satisfied	47.4%	46.4%	46.9%	45.2%	44.2%	44.8%	50.0%	50.7%	50.5%		
Marginally satisfied	8.9%	10.4%	12.2%	7.7%	9.1%	10.5%	10.2%	12.9%	15.4%		
Not satisfied	2.1%	2.3%	2.7%	1.9%	1.7%	2.1%	2.3%	3.4%	3.7%		
Total(n)	192	1,414	2,860	104	929	1,665	88	485	1,195		
Mean	3.29	3.26	3.21	3.34	3.32	3.28	3.23	3.13	3.07		
Standard deviation	0.71	0.73	0.76	0.71	0.71	0.73	0.72	0.76	0.78		
Significance	-			-			-				
Effect size	-	0.04	0.11	-	0.03	0.08	-	0.13	0.21		
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:											
Managing household responsibilities											
Extensive	21.3%	19.9%	20.1%	22.2%	16.4%	16.7%	20.2%	26.6%	26.3%		
Somewhat	53.6%	55.2%	54.8%	51.5%	55.3%	54.8%	56.0%	55.1%	54.8%		
Not at all	25.1%	24.9%	25.1%	26.3%	28.3%	28.6%	23.8%	18.2%	18.9%		
Total(n)	183	1,372	2,749	99	899	1,592	84	473	1,157		
Mean	1.96	1.95	1.95	1.96	1.88	1.88	1.96	2.08	2.07		
Standard deviation	0.68	0.67	0.67	0.70	0.66	0.66	0.67	0.66	0.67		
Significance	-			-			-				
Effect size	-	0.01	0.01	-	0.12	0.12	-	-0.18	-0.16		
Child care											
Extensive	23.6%	21.7%	21.6%	22.2%	17.3%	17.3%	25.5%	32.8%	31.3%		
Somewhat	36.4%	37.5%	37.2%	41.3%	39.1%	38.4%	29.8%	33.5%	34.5%		
Not at all	40.0%	40.8%	41.2%	36.5%	43.6%	44.2%	44.7%	33.7%	34.2%		
Total(n)	110	964	1,794	63	693	1,135	47	271	659		
Mean	1.84	1.81	1.80	1.86	1.74	1.73	1.81	1.99	1.97		
Standard deviation	0.78	0.77	0.77	0.76	0.73	0.74	0.82	0.82	0.81		
Significance	-			-			-				
Effect size	-	0.04	0.05	-	0.16	0.18	-	-0.22	-0.20		
My physical health											
Extensive	9.4%	9.9%	10.1%	10.1%	9.0%	9.0%	8.5%	11.8%	12.1%		
Somewhat	46.4%	46.9%	47.0%	45.5%	46.1%	46.3%	47.6%	48.4%	48.3%		
Not at all	44.2%	43.2%	42.9%	44.4%	44.8%	44.7%	43.9%	39.8%	39.5%		
Total(n)	181	1,351	2,699	99	894	1,578	82	457	1,121		
Mean	1.65	1.67	1.67	1.66	1.64	1.64	1.65	1.72	1.73		
Standard deviation	0.65	0.65	0.65	0.66	0.64	0.64	0.64	0.66	0.66		
Significance	-			-			-				
Effect size	-	-0.03	-0.03	-	0.03	0.03	-	-0.11	-0.12		

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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:										
Review/promotion process										
Extensive	18.1%	19.9%	20.3%	15.2%	17.4%	17.7%	21.5%	24.9%	25.1%	
Somewhat	36.8%	37.2%	37.3%	33.7%	35.4%	35.2%	40.5%	40.8%	41.1%	
Not at all	45.0%	42.9%	42.4%	51.1%	47.2%	47.1%	38.0%	34.3%	33.8%	
Total(n)	171	1,260	2,480	92	833	1,449	79	427	1,031	
Mean	1.73	1.77	1.78	1.64	1.70	1.71	1.84	1.91	1.91	
Standard deviation	0.75	0.76	0.76	0.74	0.75	0.75	0.76	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.08	-0.09	-	-0.09	-0.09	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	5.8%	4.5%	5.0%	2.2%	1.9%	2.3%	9.9%	9.3%	9.7%	
Somewhat	24.6%	21.8%	22.1%	17.8%	15.8%	16.0%	32.1%	32.8%	32.7%	
Not at all	69.6%	73.7%	72.8%	80.0%	82.3%	81.7%	58.0%	57.9%	57.6%	
Total(n)	171	1,218	2,437	90	786	1,392	81	432	1,045	
Mean	1.36	1.31	1.32	1.22	1.20	1.21	1.52	1.51	1.52	
Standard deviation	0.59	0.55	0.57	0.47	0.44	0.46	0.67	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.05	0.02	-	0.02	0.00	
Committee work										
Extensive	7.3%	11.8%	12.3%	7.2%	10.9%	11.1%	7.4%	13.6%	14.5%	
Somewhat	59.0%	52.6%	52.0%	52.6%	50.1%	49.9%	66.7%	57.6%	56.0%	
Not at all	33.7%	35.6%	35.7%	40.2%	39.0%	39.0%	25.9%	28.8%	29.5%	
Total(n)	178	1,356	2,731	97	900	1,605	81	456	1,126	
Mean	1.74	1.76	1.77	1.67	1.72	1.72	1.81	1.85	1.85	
Standard deviation	0.59	0.65	0.65	0.61	0.65	0.65	0.55	0.63	0.65	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.08	-0.08	-	-0.06	-0.06	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	8.2%	8.9%	9.6%	9.2%	8.9%	9.3%	7.1%	9.0%	10.2%	
Somewhat	52.5%	46.0%	46.1%	46.9%	42.8%	43.1%	58.8%	52.3%	51.6%	
Not at all	39.3%	45.1%	44.3%	43.9%	48.3%	47.6%	34.1%	38.7%	38.2%	
Total(n)	183	1,378	2,786	98	910	1,619	85	468	1,167	
Mean	1.69	1.64	1.65	1.65	1.61	1.62	1.73	1.70	1.72	
Standard deviation	0.62	0.64	0.65	0.64	0.65	0.65	0.59	0.62	0.64	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.06	0.05	-	0.05	0.02	

2016-17 HERI Faculty Survey
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Full-time Undergraduate Faculty

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	
Students										
Extensive	8.5%	8.6%	9.0%	5.9%	7.3%	7.9%	11.6%	11.3%	11.2%	
Somewhat	63.3%	59.8%	59.0%	62.7%	58.9%	57.9%	64.0%	61.5%	60.9%	
Not at all	28.2%	31.6%	32.0%	31.4%	33.8%	34.2%	24.4%	27.2%	28.0%	
Total(n)	188	1,385	2,801	102	912	1,630	86	473	1,171	
Mean	1.80	1.77	1.77	1.75	1.73	1.74	1.87	1.84	1.83	
Standard deviation	0.57	0.59	0.60	0.56	0.58	0.59	0.59	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.03	0.02	-	0.05	0.07	
Research or publishing demands										
Extensive	21.5%	27.4%	26.9%	20.4%	26.1%	25.3%	22.8%	30.0%	30.1%	
Somewhat	54.8%	53.0%	52.2%	54.1%	52.5%	52.1%	55.7%	53.9%	52.5%	
Not at all	23.7%	19.6%	20.8%	25.5%	21.4%	22.7%	21.5%	16.1%	17.4%	
Total(n)	177	1,313	2,652	98	882	1,559	79	431	1,093	
Mean	1.98	2.08	2.06	1.95	2.05	2.03	2.01	2.14	2.13	
Standard deviation	0.67	0.68	0.69	0.68	0.69	0.69	0.67	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.14	-0.12	-	-0.20	-0.18	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and “red tape”										
Extensive	12.8%	16.7%	19.0%	11.9%	15.8%	17.6%	13.9%	18.4%	21.6%	
Somewhat	57.2%	50.7%	49.8%	59.4%	51.6%	50.8%	54.4%	48.7%	47.8%	
Not at all	30.0%	32.7%	31.2%	28.7%	32.6%	31.6%	31.6%	32.9%	30.6%	
Total(n)	180	1,362	2,752	101	909	1,621	79	453	1,131	
Mean	1.83	1.84	1.88	1.83	1.83	1.86	1.82	1.85	1.91	
Standard deviation	0.63	0.68	0.70	0.62	0.68	0.69	0.66	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	0.00	-0.04	-	-0.04	-0.13	
Teaching load										
Extensive	9.6%	11.4%	12.7%	6.9%	10.0%	11.0%	12.9%	14.1%	15.8%	
Somewhat	50.8%	50.2%	49.5%	47.1%	49.7%	49.2%	55.3%	51.1%	50.1%	
Not at all	39.6%	38.4%	37.8%	46.1%	40.3%	39.8%	31.8%	34.8%	34.1%	
Total(n)	187	1,378	2,796	102	908	1,626	85	470	1,170	
Mean	1.70	1.73	1.75	1.61	1.70	1.71	1.81	1.79	1.82	
Standard deviation	0.64	0.65	0.66	0.62	0.64	0.65	0.65	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.14	-0.15	-	0.03	-0.01	
Lack of personal time										
Extensive	23.0%	23.4%	24.0%	19.8%	19.3%	19.7%	26.7%	31.6%	31.9%	
Somewhat	44.9%	47.6%	47.1%	40.6%	46.2%	45.9%	50.0%	50.2%	49.3%	
Not at all	32.1%	29.0%	28.9%	39.6%	34.4%	34.3%	23.3%	18.2%	18.8%	

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Full-time Undergraduate Faculty

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)	187	1,392	2,807	101	916	1,635	86	476	1,172	
Mean	1.91	1.94	1.95	1.80	1.85	1.85	2.03	2.13	2.13	
Standard deviation	0.74	0.72	0.73	0.75	0.72	0.72	0.71	0.69	0.70	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.07	-0.07	-	-0.14	-0.14	
Job security										
Extensive	12.5%	8.1%	9.0%	9.8%	6.8%	7.6%	15.9%	10.5%	11.5%	
Somewhat	16.3%	20.4%	21.6%	13.7%	18.4%	19.5%	19.5%	24.4%	25.5%	
Not at all	71.2%	71.5%	69.4%	76.5%	74.7%	72.9%	64.6%	65.1%	63.0%	
Total(n)	184	1,356	2,722	102	898	1,596	82	458	1,126	
Mean	1.41	1.37	1.40	1.33	1.32	1.35	1.51	1.45	1.49	
Standard deviation	0.70	0.63	0.65	0.65	0.60	0.62	0.76	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.02	-0.03	-	0.09	0.03	
Self-imposed high expectations										
Extensive	34.2%	37.4%	37.2%	31.4%	35.6%	35.2%	37.6%	41.3%	41.0%	
Somewhat	49.7%	51.1%	50.8%	52.0%	51.8%	51.5%	47.1%	49.6%	49.4%	
Not at all	16.0%	11.5%	12.0%	16.7%	12.7%	13.3%	15.3%	9.1%	9.6%	
Total(n)	187	1,389	2,803	102	918	1,631	85	471	1,172	
Mean	2.18	2.26	2.25	2.15	2.23	2.22	2.22	2.32	2.31	
Standard deviation	0.69	0.65	0.65	0.68	0.66	0.66	0.70	0.63	0.64	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	-0.12	-0.11	-	-0.16	-0.14	
Increased work responsibilities										
Extensive	19.5%	21.8%	22.6%	16.8%	19.8%	20.0%	22.6%	25.8%	27.3%	
Somewhat	54.1%	49.5%	49.1%	46.5%	47.1%	47.0%	63.1%	54.4%	52.9%	
Not at all	26.5%	28.7%	28.3%	36.6%	33.2%	32.9%	14.3%	19.8%	19.8%	
Total(n)	185	1,367	2,761	101	903	1,600	84	464	1,161	
Mean	1.93	1.93	1.94	1.80	1.87	1.87	2.08	2.06	2.08	
Standard deviation	0.68	0.71	0.71	0.71	0.72	0.72	0.61	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.10	-0.10	-	0.03	0.00	
Institutional budget cuts										
Extensive	8.0%	8.9%	12.4%	5.3%	7.2%	10.0%	11.3%	12.3%	16.7%	
Somewhat	28.0%	29.8%	31.6%	28.4%	28.6%	30.2%	27.5%	32.1%	34.2%	
Not at all	64.0%	61.3%	56.0%	66.3%	64.2%	59.7%	61.3%	55.6%	49.1%	
Total(n)	175	1,282	2,656	95	856	1,552	80	426	1,104	
Mean	1.44	1.48	1.56	1.39	1.43	1.50	1.50	1.57	1.68	
Standard deviation	0.64	0.65	0.70	0.59	0.62	0.67	0.69	0.70	0.74	
Significance	-		*	-			-		*	
Effect size	-	-0.06	-0.17	-	-0.06	-0.16	-	-0.10	-0.24	
Have you been sexually harassed at this institution?										
Yes	3.6%	4.2%	4.4%	1.0%	1.0%	1.1%	6.7%	10.4%	10.4%	

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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	
No	96.4%	95.8%	95.6%	99.0%	99.0%	98.9%	93.3%	89.6%	89.6%	
Total(n)	192	1,424	2,890	103	934	1,684	89	490	1,206	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	20.8%	26.4%	27.4%	23.3%	23.4%	24.3%	18.0%	32.2%	33.3%	
No	79.2%	73.6%	72.6%	76.7%	76.6%	75.7%	82.0%	67.8%	66.7%	
Total(n)	192	1,412	2,843	103	929	1,654	89	483	1,189	
Considered leaving this institution for another?										
Yes	31.9%	34.3%	35.8%	30.1%	31.7%	33.0%	34.1%	39.3%	41.0%	
No	68.1%	65.7%	64.2%	69.9%	68.3%	67.0%	65.9%	60.7%	59.0%	
Total(n)	191	1,411	2,848	103	928	1,661	88	483	1,187	
Engaged in public service/professional consulting without pay?										
Yes	40.3%	48.4%	48.9%	40.8%	48.7%	48.8%	39.8%	47.6%	48.9%	
No	59.7%	51.6%	51.1%	59.2%	51.3%	51.2%	60.2%	52.4%	51.1%	
Total(n)	191	1,409	2,841	103	925	1,650	88	484	1,191	
Received at least one firm job offer elsewhere?										
Yes	6.8%	12.8%	13.9%	9.7%	11.3%	12.3%	3.4%	15.7%	16.6%	
No	93.2%	87.2%	86.1%	90.3%	88.7%	87.7%	96.6%	84.3%	83.4%	
Total(n)	190	1,413	2,851	103	930	1,662	87	483	1,189	
Sought an early promotion?										
Yes	2.1%	2.9%	3.3%	1.9%	2.7%	2.9%	2.2%	3.4%	4.1%	
No	97.9%	97.1%	96.7%	98.1%	97.3%	97.1%	97.8%	96.6%	95.9%	
Total(n)	192	1,405	2,821	103	925	1,642	89	480	1,179	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	6.3%	3.7%	5.8%	5.8%	3.4%	5.2%	7.0%	4.4%	6.9%	
No	93.7%	96.3%	94.2%	94.2%	96.6%	94.8%	93.0%	95.6%	93.1%	
Total(n)	189	1,400	2,821	103	926	1,644	86	474	1,177	
Do you plan to retire within the next three years?										
Yes	11.2%	10.8%	10.7%	10.9%	11.5%	11.3%	11.5%	9.5%	9.5%	
No	88.8%	89.2%	89.3%	89.1%	88.5%	88.7%	88.5%	90.5%	90.5%	
Total(n)	188	1,402	2,827	101	928	1,650	87	474	1,177	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	5.3%	5.8%	6.1%	2.9%	2.9%	3.0%	8.1%	11.8%	11.8%	
No	94.7%	94.2%	93.9%	97.1%	97.1%	97.0%	91.9%	88.2%	88.2%	
Total(n)	189	1,398	2,818	103	923	1,639	86	475	1,179	

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Institutional Profile Report
Full-time Undergraduate Faculty

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	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	26.2%	30.6%	30.3%	26.0%	33.1%	33.0%	26.4%	25.6%	25.4%	
No	73.8%	69.4%	69.7%	74.0%	66.9%	67.0%	73.6%	74.4%	74.6%	
Total(n)	191	1,401	2,827	104	925	1,647	87	476	1,180	
Citizenship status:										
U.S. citizen	93.7%	93.3%	93.1%	94.1%	93.4%	93.1%	93.3%	93.0%	93.1%	
Permanent resident (green card)	4.7%	5.3%	5.3%	5.9%	5.4%	5.6%	3.4%	5.0%	4.9%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.5%	1.3%	1.4%	0.0%	1.1%	1.2%	1.1%	1.8%	1.8%	
None of the above	1.0%	0.2%	0.1%	0.0%	0.1%	0.1%	2.2%	0.2%	0.2%	
Total(n)	191	1,420	2,884	102	933	1,681	89	487	1,203	
How would you characterize your political views?										
Far right	1.6%	0.8%	0.8%	2.9%	1.1%	1.1%	0.0%	0.3%	0.3%	
Conservative	5.2%	15.8%	15.2%	2.9%	16.7%	16.2%	8.0%	14.2%	13.6%	
Middle of the road	21.9%	28.6%	28.8%	28.8%	31.5%	31.6%	13.6%	23.0%	23.8%	
Liberal	54.7%	45.1%	45.4%	49.0%	43.1%	43.3%	61.4%	49.2%	49.2%	
Far left	16.7%	9.6%	9.8%	16.3%	7.7%	7.9%	17.0%	13.3%	13.2%	
Total(n)	192	1,409	2,840	104	928	1,658	88	481	1,182	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	62.0%	59.5%	57.1%	70.2%	63.3%	61.0%	52.3%	51.9%	49.8%	
Probably yes	28.6%	29.0%	29.6%	23.1%	26.6%	27.3%	35.2%	33.7%	33.9%	
Not sure	5.7%	7.4%	8.3%	3.8%	6.3%	7.0%	8.0%	9.6%	10.6%	
Probably no	3.1%	2.7%	3.5%	2.9%	2.3%	3.0%	3.4%	3.4%	4.3%	
Definitely no	0.5%	1.4%	1.6%	0.0%	1.5%	1.6%	1.1%	1.3%	1.4%	
Total(n)	192	1,417	2,860	104	929	1,664	88	488	1,196	
Mean	4.48	4.42	4.37	4.61	4.48	4.43	4.34	4.32	4.26	
Standard deviation	0.79	0.85	0.89	0.70	0.83	0.87	0.86	0.88	0.91	
Significance	-			-		*	-			
Effect size	-	0.07	0.12	-	0.16	0.21	-	0.02	0.09	
Still want to be a college professor?										
Definitely yes	74.6%	70.6%	70.4%	73.1%	71.4%	71.6%	76.4%	68.8%	68.2%	
Probably yes	19.7%	22.5%	22.6%	24.0%	22.4%	22.1%	14.6%	22.7%	23.4%	
Not sure	4.7%	5.8%	5.8%	2.9%	5.1%	5.1%	6.7%	7.2%	7.2%	
Probably no	0.5%	0.8%	0.9%	0.0%	0.9%	1.0%	1.1%	0.8%	0.9%	
Definitely no	0.5%	0.3%	0.3%	0.0%	0.2%	0.3%	1.1%	0.4%	0.4%	
Total(n)	193	1,420	2,878	104	932	1,678	89	488	1,200	
Mean	4.67	4.62	4.62	4.70	4.64	4.64	4.64	4.59	4.58	
Standard deviation	0.64	0.66	0.67	0.52	0.64	0.65	0.76	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.09	0.09	-	0.07	0.09	

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Full-time Undergraduate Faculty

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	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.5%	0.2%	0.2%	0.0%	0.2%	0.2%	1.1%	0.1%	0.2%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Master's (M.A., M.S.)	5.2%	4.7%	5.2%	1.9%	2.8%	3.3%	9.0%	8.5%	8.7%	
Terminal Master's (M.F.A., M.B.A.)	5.7%	3.9%	4.1%	4.9%	3.8%	4.0%	6.7%	4.0%	4.2%	
J.D.	0.5%	0.5%	0.6%	1.0%	0.6%	0.6%	0.0%	0.4%	0.6%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	1.3%	1.3%	0.0%	0.8%	0.9%	0.0%	2.3%	2.1%	
Ph.D.	85.4%	85.6%	84.1%	89.3%	88.8%	87.7%	80.9%	79.3%	77.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	1.6%	3.3%	3.8%	1.9%	2.5%	2.6%	1.1%	4.8%	5.9%	
Other degree	1.0%	0.5%	0.6%	1.0%	0.5%	0.6%	1.1%	0.4%	0.7%	
Total(n)	192	1,418	2,878	103	930	1,678	89	488	1,200	
Degree Currently Working On										
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%	0.3%	0.3%	0.0%	0.1%	0.2%	0.0%	0.5%	0.5%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.4%	0.4%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Ph.D.	1.6%	1.1%	1.6%	1.0%	0.8%	1.1%	2.3%	1.7%	2.4%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.5%	0.7%	0.8%	1.0%	0.3%	0.5%	0.0%	1.4%	1.4%	
Other degree	0.0%	0.1%	0.3%	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	
None	97.9%	97.4%	96.7%	98.0%	98.2%	97.6%	97.7%	95.8%	95.0%	
Total(n)	189	1,395	2,824	102	919	1,644	87	476	1,180	
Are you currently serving in an administrative position as:										
Department chair	5.8%	5.8%	6.2%	6.6%	6.8%	7.1%	4.7%	3.9%	4.7%	
Dean (associate or assistant)	1.4%	2.1%	2.0%	0.7%	2.2%	2.1%	2.4%	1.9%	1.8%	
Vice-president	0.4%	0.2%	0.2%	0.7%	0.3%	0.3%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.4%	0.2%	0.2%	0.7%	0.2%	0.2%	0.0%	0.1%	0.1%	
Other	13.3%	11.7%	11.6%	14.6%	10.9%	10.8%	11.8%	13.1%	12.9%	
Not applicable	43.2%	48.0%	48.2%	39.1%	48.3%	48.5%	48.0%	47.4%	47.8%	
Total(n)	278	1,886	3,787	151	1,221	2,190	127	665	1,597	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	91.0%	89.4%	86.2%	93.1%	90.7%	87.8%	88.5%	87.0%	83.2%	
African American/Black	2.7%	2.5%	4.8%	2.0%	2.5%	4.3%	3.4%	2.4%	5.7%	
American Indian/Alaska Native	1.1%	1.1%	1.2%	1.0%	1.3%	1.3%	1.1%	0.7%	1.0%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.7%	3.0%	3.3%	3.0%	2.8%	3.2%	2.3%	3.4%	3.7%	
Filipino	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.1%	0.2%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.3%	0.2%	0.0%	0.2%	0.1%	0.0%	0.5%	0.4%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.1%	2.9%	3.1%	1.0%	1.9%	2.1%	3.4%	4.9%	4.8%	
Other Asian	0.0%	0.3%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Mexican American/Chicano	0.0%	0.3%	0.5%	0.0%	0.3%	0.5%	0.0%	0.1%	0.4%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Puerto Rican	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	
Other Latino	3.7%	2.4%	2.4%	4.0%	2.4%	2.4%	3.4%	2.4%	2.5%	
Other	1.6%	2.3%	2.5%	0.0%	1.7%	1.9%	3.4%	3.4%	3.6%	
Total(n)	188	1,399	2,831	101	918	1,649	87	481	1,182	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Asian	3.2%	5.5%	6.0%	3.0%	4.7%	5.4%	3.4%	7.1%	7.2%	
Black	2.1%	1.8%	4.0%	1.0%	1.6%	3.4%	3.4%	2.3%	5.0%	
Hispanic	3.2%	1.8%	2.0%	3.0%	1.8%	1.9%	3.4%	1.7%	2.0%	
White	87.2%	85.7%	82.3%	90.1%	87.2%	84.1%	83.9%	82.7%	79.0%	
Other	0.5%	1.2%	1.4%	0.0%	1.0%	1.2%	1.1%	1.6%	1.8%	
Two or more races/ethnicities	3.7%	4.0%	4.3%	3.0%	3.7%	3.9%	4.6%	4.7%	4.9%	
Total (n)	188	1,399	2,831	101	918	1,649	87	481	1,182	
Is English your native language?										
Yes	91.1%	90.3%	89.8%	95.1%	91.0%	90.4%	86.4%	88.8%	88.8%	
No	8.9%	9.7%	10.2%	4.9%	9.0%	9.6%	13.6%	11.2%	11.2%	
Total(n)	191	1,416	2,875	103	926	1,670	88	490	1,205	
What is your sexual orientation?										
Heterosexual/straight	91.3%	93.5%	93.4%	91.6%	94.8%	94.5%	90.9%	91.0%	91.4%	
Gay	1.6%	1.9%	2.0%	3.2%	2.9%	3.1%	0.0%	0.0%	0.0%	
Lesbian	1.1%	1.1%	1.1%	0.0%	0.0%	0.0%	2.3%	3.2%	3.0%	
Bisexual	1.6%	1.0%	1.0%	2.1%	0.9%	0.8%	1.1%	1.2%	1.4%	
Queer	1.6%	0.8%	0.8%	1.1%	0.6%	0.6%	2.3%	1.2%	1.1%	
Other	2.7%	1.7%	1.8%	2.1%	0.9%	1.0%	3.4%	3.4%	3.1%	
Total (n)	183	1,385	2,792	95	904	1,620	88	481	1,172	
Do you identify as transgender?										
No	99.5%	99.6%	99.6%	99.0%	99.4%	99.5%	100.0%	99.8%	99.9%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.5%	0.4%	0.4%	1.0%	0.6%	0.5%	0.0%	0.2%	0.1%	
Total(n)	186	1,393	2,813	98	912	1,631	88	481	1,182	
Are you currently: (Mark one)										
Single	14.5%	9.3%	10.0%	11.2%	6.8%	7.3%	18.2%	14.0%	14.9%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	1.1%	0.9%	0.9%	0.0%	0.3%	0.4%	2.3%	1.9%	1.8%	
Married	75.3%	82.8%	81.4%	82.7%	87.9%	86.9%	67.0%	72.8%	71.6%	
Unmarried, living with partner	2.2%	1.9%	2.0%	1.0%	1.6%	1.7%	3.4%	2.4%	2.4%	
Separated	2.2%	1.0%	0.9%	3.1%	1.0%	1.0%	1.1%	0.8%	0.7%	
Divorced	4.3%	3.5%	3.9%	2.0%	2.1%	2.3%	6.8%	6.2%	6.7%	
Widowed	0.5%	0.8%	0.8%	0.0%	0.2%	0.3%	1.1%	1.8%	1.7%	
Total(n)	186	1,403	2,830	98	920	1,648	88	483	1,182	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
How many children do you have in the following age ranges?										
Under 18 years old										
0	55.5%	47.7%	48.8%	51.3%	44.2%	45.2%	60.0%	54.2%	55.1%	
1	15.5%	18.7%	18.5%	18.8%	18.7%	18.5%	12.0%	18.5%	18.4%	
2	21.9%	19.5%	19.3%	18.8%	19.0%	19.0%	25.3%	20.4%	19.8%	
3	5.8%	6.9%	6.8%	8.8%	7.7%	7.6%	2.7%	5.5%	5.3%	
4+	1.3%	7.3%	6.6%	2.5%	10.4%	9.7%	0.0%	1.4%	1.4%	
Total(n)	155	1,163	2,358	80	759	1,342	75	404	1,016	
18 years or older										
0	60.0%	48.3%	49.3%	57.3%	42.5%	43.6%	63.0%	59.9%	59.8%	
1	13.5%	12.7%	12.7%	7.3%	11.9%	11.8%	20.5%	14.5%	14.3%	
2	17.4%	17.9%	18.2%	23.2%	19.9%	20.2%	11.0%	13.9%	14.4%	
3	7.1%	9.3%	9.1%	8.5%	10.6%	10.3%	5.5%	6.7%	6.8%	
4+	1.9%	11.8%	10.8%	3.7%	15.2%	14.0%	0.0%	5.0%	4.7%	
Total(n)	155	1,216	2,469	82	801	1,442	73	415	1,027	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	3.7%	3.6%	0.0%	5.1%	5.0%	0.0%	0.4%	0.8%	
Satisfied	7.2%	8.4%	8.0%	12.8%	11.4%	10.7%	0.0%	1.6%	2.2%	
Marginally satisfied	7.2%	7.1%	7.0%	10.3%	7.6%	7.4%	3.3%	6.0%	6.2%	
Not satisfied	58.0%	40.0%	39.0%	51.3%	32.3%	31.6%	66.7%	57.4%	54.6%	
Not applicable	27.5%	40.8%	42.3%	25.6%	43.6%	45.2%	30.0%	34.5%	36.2%	
Total(n)	69	652	1,169	39	468	735	30	184	434	
Mean	1.94	1.94	1.92	2.10	2.02	1.99	1.73	1.76	1.77	
Standard deviation	0.80	1.07	1.06	0.94	1.20	1.19	0.52	0.67	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.02	-	0.07	0.09	-	-0.04	-0.05	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
\$40,000 - \$49,999	4.1%	1.1%	1.4%	2.9%	0.6%	0.9%	5.5%	2.2%	2.6%	
\$50,000 - \$59,999	6.5%	3.6%	4.6%	4.4%	3.5%	4.1%	9.1%	4.0%	5.6%	
\$60,000 - \$69,999	8.1%	6.4%	8.1%	8.8%	6.4%	7.3%	7.3%	6.6%	9.6%	
\$70,000 - \$79,999	16.3%	13.9%	14.5%	13.2%	12.2%	12.6%	20.0%	17.8%	18.4%	
\$80,000 - \$89,999	13.0%	14.1%	13.8%	16.2%	12.4%	12.3%	9.1%	17.8%	16.9%	
\$90,000 - \$99,999	6.5%	12.7%	12.4%	7.4%	10.8%	11.0%	5.5%	16.8%	15.4%	
\$100,000 - \$124,999	22.8%	20.9%	20.3%	22.1%	22.6%	22.4%	23.6%	17.3%	16.1%	
\$125,000 - \$149,999	15.4%	12.5%	11.5%	16.2%	13.9%	13.2%	14.5%	9.2%	8.2%	
\$150,000 - \$199,999	6.5%	12.4%	11.1%	7.4%	14.3%	13.3%	5.5%	8.0%	6.8%	
\$200,000 - \$249,999	0.8%	2.0%	1.8%	1.5%	2.8%	2.5%	0.0%	0.3%	0.3%	
\$250,000 - \$499,999	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	123	820	1,609	68	559	960	55	261	649	
Mean	9.60	10.10	9.90	9.81	10.32	10.18	9.35	9.61	9.35	
Standard deviation	2.24	2.10	2.15	2.17	2.12	2.16	2.31	1.96	2.03	
Significance	-	*		-			-			
Effect size	-	-0.24	-0.14	-	-0.24	-0.17	-	-0.13	0.00	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
\$10,000 - \$19,999	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.2%	0.3%	0.0%	0.0%	0.1%	0.0%	0.4%	0.5%	
\$40,000 - \$49,999	3.3%	1.7%	2.3%	0.0%	1.6%	2.2%	6.3%	1.8%	2.5%	
\$50,000 - \$59,999	16.4%	4.6%	5.2%	10.3%	3.3%	3.8%	21.9%	6.4%	7.1%	
\$60,000 - \$69,999	18.0%	14.7%	13.9%	17.2%	9.6%	9.6%	18.8%	21.8%	19.7%	
\$70,000 - \$79,999	11.5%	11.3%	12.0%	17.2%	11.0%	11.6%	6.3%	11.7%	12.7%	
\$80,000 - \$89,999	9.8%	10.6%	10.8%	3.4%	8.5%	8.9%	15.6%	13.5%	13.5%	
\$90,000 - \$99,999	3.3%	9.5%	10.3%	3.4%	8.1%	9.0%	3.1%	11.4%	12.0%	
\$100,000 - \$124,999	21.3%	23.4%	22.9%	24.1%	27.7%	26.6%	18.8%	17.5%	18.0%	
\$125,000 - \$149,999	8.2%	10.7%	10.2%	10.3%	11.5%	11.4%	6.3%	9.7%	8.7%	
\$150,000 - \$199,999	4.9%	8.1%	7.4%	10.3%	11.5%	10.7%	0.0%	3.3%	3.1%	
\$200,000 - \$249,999	0.0%	3.1%	2.7%	0.0%	4.2%	3.7%	0.0%	1.8%	1.4%	
\$250,000 - \$499,999	3.3%	1.7%	1.4%	3.4%	2.3%	2.0%	3.1%	0.8%	0.7%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	61	383	947	29	220	500	32	163	447	
Mean	9.00	9.82	9.69	9.62	10.27	10.13	8.44	9.19	9.11	
Standard deviation	2.56	2.38	2.38	2.54	2.39	2.40	2.47	2.21	2.21	
Significance	-	*	*	-			-			
Effect size	-	-0.34	-0.29	-	-0.27	-0.21	-	-0.34	-0.30	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	6.0%	4.9%	4.9%	5.3%	4.4%	4.4%	6.9%	5.7%	5.8%	
1979 - 1983	12.6%	12.8%	12.5%	10.5%	11.1%	10.8%	14.9%	16.2%	15.6%	
1974 - 1978	15.4%	14.4%	14.2%	17.9%	13.8%	13.5%	12.6%	15.5%	15.5%	
1969 - 1973	9.9%	11.3%	11.5%	8.4%	11.0%	11.1%	11.5%	11.8%	12.2%	
1964 - 1968	12.6%	12.2%	12.2%	12.6%	12.1%	12.2%	12.6%	12.4%	12.3%	
1959 - 1963	11.5%	12.1%	12.1%	11.6%	11.9%	11.9%	11.5%	12.6%	12.3%	
1954 - 1958	9.3%	11.6%	11.7%	7.4%	11.7%	11.8%	11.5%	11.4%	11.6%	
1949 - 1953	17.0%	12.9%	12.6%	17.9%	14.6%	14.4%	16.1%	9.7%	9.4%	
1944 - 1948	5.5%	6.5%	6.5%	8.4%	7.8%	7.8%	2.3%	3.9%	4.1%	
1920 - 1943	0.0%	1.4%	1.8%	0.0%	1.7%	2.2%	0.0%	0.8%	1.1%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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)	182	1,363	2,732	95	896	1,597	87	467	1,135	
Year of first academic appointment:										
1976 or earlier	5.0%	5.2%	5.2%	7.3%	6.9%	7.0%	2.4%	2.0%	2.1%	
1977 - 1981	6.1%	5.5%	5.5%	8.6%	6.8%	6.9%	3.1%	3.0%	2.9%	
1982 - 1986	8.3%	7.0%	6.8%	6.0%	7.5%	7.4%	11.0%	6.1%	5.7%	
1987 - 1991	7.6%	8.4%	8.4%	7.9%	9.5%	9.5%	7.1%	6.4%	6.5%	
1992 - 1996	11.2%	10.4%	10.0%	13.2%	11.1%	10.9%	8.7%	9.0%	8.5%	
1997 - 2001	12.2%	12.3%	12.2%	10.6%	11.3%	11.3%	14.2%	14.2%	13.7%	
2002 - 2006	13.3%	12.8%	13.1%	11.9%	11.1%	11.4%	15.0%	15.9%	16.0%	
2007 - 2011	14.0%	17.4%	17.5%	12.6%	16.4%	16.2%	15.7%	19.1%	19.9%	
2012 or more	22.3%	21.0%	21.4%	21.9%	19.2%	19.5%	22.8%	24.4%	24.7%	
Total(n)	278	1,882	3,773	151	1,218	2,180	127	664	1,593	
Year of appointment at present institution										
1976 or earlier	1.8%	2.1%	2.1%	2.7%	2.8%	2.8%	0.8%	0.9%	0.9%	
1977 - 1981	2.2%	3.0%	3.0%	2.0%	3.4%	3.6%	2.4%	2.1%	2.0%	
1982 - 1986	7.4%	5.5%	5.3%	7.4%	6.2%	6.0%	7.3%	4.1%	4.0%	
1987 - 1991	8.9%	7.7%	7.6%	9.5%	8.3%	8.3%	8.1%	6.6%	6.5%	
1992 - 1996	8.9%	9.0%	8.6%	12.2%	10.7%	10.3%	4.9%	5.8%	5.7%	
1997 - 2001	12.9%	11.2%	11.0%	10.1%	10.5%	10.6%	16.3%	12.5%	11.8%	
2002 - 2006	14.4%	12.4%	12.7%	12.8%	12.1%	12.3%	16.3%	12.9%	13.4%	
2007 - 2011	17.7%	20.9%	20.6%	17.6%	19.3%	18.9%	17.9%	23.8%	23.8%	
2012 or more	25.8%	28.3%	29.0%	25.7%	26.7%	27.2%	26.0%	31.2%	32.1%	
Total(n)	271	1,852	3,704	148	1,202	2,147	123	650	1,557	
If tenured, year tenure was awarded										
1976 or earlier	0.7%	1.0%	1.0%	1.2%	1.3%	1.4%	0.0%	0.3%	0.3%	
1977 - 1981	0.0%	0.8%	0.9%	0.0%	0.9%	1.1%	0.0%	0.5%	0.6%	
1982 - 1986	5.4%	5.1%	5.0%	5.9%	5.9%	5.8%	4.8%	3.3%	3.0%	
1987 - 1991	9.5%	8.5%	8.2%	12.9%	9.5%	9.3%	4.8%	6.1%	5.8%	
1992 - 1996	13.6%	11.4%	11.3%	12.9%	12.5%	12.4%	14.5%	8.5%	8.8%	
1997 - 2001	15.0%	13.9%	13.6%	14.1%	14.8%	14.7%	16.1%	11.6%	11.1%	
2002 - 2006	17.7%	17.2%	16.9%	17.6%	16.4%	16.3%	17.7%	19.1%	18.3%	
2007 - 2011	18.4%	19.4%	19.6%	15.3%	18.5%	18.6%	22.6%	21.7%	21.8%	
2012 or more	19.7%	22.9%	23.5%	20.0%	20.3%	20.5%	19.4%	29.0%	30.3%	
Total(n)	147	1,053	1,990	85	752	1,276	62	301	714	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	7.6%	8.6%	8.8%	8.1%	9.2%	9.4%	7.1%	7.3%	7.6%	
Business (General Area 6)	2.7%	5.1%	5.6%	2.0%	5.5%	6.0%	3.5%	4.3%	4.9%	
Education (General Area 10 and Specific Discipline 2102)	3.8%	6.1%	6.3%	5.1%	5.1%	5.1%	2.4%	8.0%	8.4%	
Engineering (General Area 11)	0.5%	5.0%	4.6%	1.0%	6.5%	6.2%	0.0%	1.9%	1.7%	
English (General Area 12)	5.4%	4.8%	5.1%	2.0%	3.5%	3.9%	9.4%	7.3%	7.4%	
Health-related (General Area 15)	1.6%	4.5%	5.1%	1.0%	2.2%	2.6%	2.4%	8.9%	9.8%	
History or Political Science (Specific Discipline 3007,3009)	9.8%	7.0%	6.6%	10.1%	6.8%	6.5%	9.4%	7.6%	6.7%	
Humanities (General Area 14,24)	19.0%	11.9%	11.4%	13.1%	10.4%	10.2%	25.9%	15.1%	13.6%	
Fine Arts (General Area 2,4,22)	8.7%	7.2%	7.2%	5.1%	6.6%	6.7%	12.9%	8.5%	8.1%	
Mathematics or Statistics (General Area 18)	5.4%	6.4%	6.0%	7.1%	7.4%	7.2%	3.5%	4.4%	4.0%	
Physical Sciences (General Area 25)	8.2%	8.0%	7.7%	10.1%	9.9%	9.6%	5.9%	4.4%	4.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.8%	12.4%	12.4%	20.2%	13.0%	12.8%	10.6%	11.0%	11.5%	
Other Technical (General Area 8,19,28)	2.2%	3.2%	3.1%	4.0%	4.4%	4.3%	0.0%	0.9%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	9.2%	9.4%	9.7%	11.1%	8.9%	9.0%	7.1%	10.4%	10.9%	
Total(n)	184	1,388	2,794	99	916	1,636	85	472	1,158	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	5.9%	7.0%	7.3%	7.1%	7.5%	7.8%	4.7%	6.2%	6.4%	
Business (General Area 6)	4.3%	6.0%	6.5%	3.0%	6.4%	6.9%	5.8%	5.2%	5.7%	
Education (General Area 10 and Specific Discipline 2102)	3.2%	3.7%	3.9%	5.1%	2.9%	3.1%	1.2%	5.3%	5.5%	
Engineering (General Area 11)	0.0%	5.4%	4.9%	0.0%	7.2%	6.7%	0.0%	1.9%	1.7%	
English (General Area 12)	4.9%	5.0%	5.4%	1.0%	3.4%	3.9%	9.3%	8.2%	8.3%	
Health-related (General Area 15)	3.2%	5.4%	6.1%	3.0%	3.0%	3.3%	3.5%	10.3%	11.3%	
History or Political Science (Specific Discipline 3007,3009)	9.7%	6.6%	6.2%	11.1%	6.3%	6.0%	8.1%	7.1%	6.4%	
Humanities (General Area 14,24)	18.4%	12.5%	11.8%	12.1%	11.6%	11.3%	25.6%	14.2%	12.9%	
Fine Arts (General Area 2,4,22)	9.7%	7.5%	7.4%	7.1%	6.8%	6.8%	12.8%	8.9%	8.5%	
Mathematics or Statistics (General Area 18)	4.9%	6.2%	6.0%	6.1%	7.1%	7.0%	3.5%	4.5%	4.1%	
Physical Sciences (General Area 25)	8.6%	7.9%	7.6%	10.1%	9.5%	9.2%	7.0%	4.6%	4.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.1%	11.3%	11.3%	18.2%	12.1%	11.8%	9.3%	9.8%	10.3%	
Other Technical (General Area 8,19,28)	3.2%	3.7%	3.6%	6.1%	4.9%	4.8%	0.0%	1.4%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	9.7%	11.6%	11.8%	10.1%	11.1%	11.1%	9.3%	12.6%	13.0%	
Total(n)	185	1,391	2,799	99	917	1,644	86	474	1,155	
Faculty works in a STEM department										
Yes	16.5%	23.9%	23.8%	20.5%	26.9%	26.7%	11.8%	18.2%	18.9%	
No	83.5%	76.1%	76.2%	79.5%	73.1%	73.3%	88.2%	81.8%	81.1%	

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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)	278	1,886	3,787	151	1,221	2,190	127	665	1,597	
Optional Question 1										
A	6.3%			4.0%			9.1%			
B	0.5%			1.0%			0.0%			
C	93.1%			95.0%			90.9%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	189			101			88			
Optional Question 2										
A	33.9%			35.6%			31.8%			
B	38.1%			30.7%			46.6%			
C	12.7%			13.9%			11.4%			
D	15.3%			19.8%			10.2%			
E	0.0%			0.0%			0.0%			
Total (n)	189			101			88			
Optional Question 3										
A	2.7%			2.0%			3.4%			
B	19.7%			21.8%			17.2%			
C	26.1%			21.8%			31.0%			
D	51.6%			54.5%			48.3%			
E	0.0%			0.0%			0.0%			
Total (n)	188			101			87			
Optional Question 4										
A	0.5%			1.0%			0.0%			
B	27.4%			26.5%			28.4%			
C	47.8%			54.1%			40.9%			
D	16.7%			15.3%			18.2%			
E	7.5%			3.1%			12.5%			
Total (n)	186			98			88			
Optional Question 5										
A	0.5%			0.0%			1.1%			
B	23.8%			23.8%			23.9%			
C	49.7%			50.5%			48.9%			
D	24.9%			24.8%			25.0%			
E	1.1%			1.0%			1.1%			
Total (n)	189			101			88			
Optional Question 6										
A	3.2%			3.0%			3.4%			
B	20.1%			24.8%			14.8%			
C	19.6%			17.8%			21.6%			
D	3.2%			4.0%			2.3%			
E	54.0%			50.5%			58.0%			
Total (n)	189			101			88			

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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	
Optional Question 7										
A	7.4%			10.9%			3.4%			
B	35.4%			32.7%			38.6%			
C	32.8%			34.7%			30.7%			
D	12.2%			12.9%			11.4%			
E	12.2%			8.9%			15.9%			
Total (n)	189			101			88			
Optional Question 8										
A	12.8%			13.1%			12.5%			
B	49.2%			49.5%			48.9%			
C	23.5%			25.3%			21.6%			
D	5.9%			4.0%			8.0%			
E	8.6%			8.1%			9.1%			
Total (n)	187			99			88			
Optional Question 9										
A	0.5%			1.0%			0.0%			
B	9.0%			7.8%			10.3%			
C	43.9%			43.1%			44.8%			
D	46.0%			48.0%			43.7%			
E	0.5%			0.0%			1.1%			
Total (n)	189			102			87			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	14.6%			18.4%			10.3%			
C	44.3%			46.9%			41.4%			
D	20.5%			17.3%			24.1%			
E	20.5%			17.3%			24.1%			
Total (n)	185			98			87			
Optional Question 11										
A	3.2%			2.0%			4.7%			
B	30.3%			29.3%			31.4%			
C	27.0%			31.3%			22.1%			
D	5.4%			6.1%			4.7%			
E	34.1%			31.3%			37.2%			
Total (n)	185			99			86			
Optional Question 12										
A	14.6%			13.3%			16.1%			
B	49.2%			49.0%			49.4%			
C	20.5%			20.4%			20.7%			
D	15.7%			17.3%			13.8%			
E	0.0%			0.0%			0.0%			
Total (n)	185			98			87			

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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	
Optional Question 13										
A	3.8%			3.1%			4.6%			
B	23.2%			24.5%			21.8%			
C	15.7%			12.2%			19.5%			
D	8.1%			7.1%			9.2%			
E	49.2%			53.1%			44.8%			
Total (n)	185			98			87			
Optional Question 14										
A	8.1%			5.1%			11.6%			
B	29.7%			24.2%			36.0%			
C	31.9%			36.4%			26.7%			
D	24.9%			26.3%			23.3%			
E	5.4%			8.1%			2.3%			
Total (n)	185			99			86			
Optional Question 15										
A	1.1%			1.0%			1.2%			
B	13.2%			13.4%			12.9%			
C	42.9%			43.3%			42.4%			
D	40.7%			41.2%			40.0%			
E	2.2%			1.0%			3.5%			
Total (n)	182			97			85			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	11.8%			10.1%			13.8%			
C	46.2%			46.5%			46.0%			
D	39.2%			42.4%			35.6%			
E	2.7%			1.0%			4.6%			
Total (n)	186			99			87			
Optional Question 17										
A	0.5%			0.0%			1.1%			
B	24.2%			21.2%			27.6%			
C	38.7%			38.4%			39.1%			
D	35.5%			39.4%			31.0%			
E	1.1%			1.0%			1.1%			
Total (n)	186			99			87			
Optional Question 18										
A	2.7%			3.1%			2.3%			
B	5.4%			5.1%			5.7%			
C	15.7%			18.4%			12.6%			
D	37.8%			37.8%			37.9%			
E	38.4%			35.7%			41.4%			
Total (n)	185			98			87			

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-time Undergraduate Faculty

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	
Optional Question 19										
A	62.0%			62.2%			61.6%			
B	31.0%			31.6%			30.2%			
C	7.1%			6.1%			8.1%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	184			98			86			
Optional Question 20										
A	13.6%			14.3%			12.8%			
B	31.0%			26.5%			36.0%			
C	40.8%			41.8%			39.5%			
D	10.3%			13.3%			7.0%			
E	4.3%			4.1%			4.7%			
Total (n)	184			98			86			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			

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Full-time Undergraduate Faculty

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	
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			

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Institutional Profile Report
All Respondents

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	
All Respondents	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	349	1,885	3,778	191	1,221	2,183	158	664	1,595	
What is your present academic rank?										
Professor	36.4%	38.1%	36.3%	40.0%	44.5%	42.9%	32.0%	26.2%	24.8%	
Associate professor	23.0%	24.7%	25.8%	22.6%	23.1%	24.1%	23.5%	27.8%	28.7%	
Assistant professor	16.6%	27.8%	28.6%	16.3%	23.0%	23.7%	17.0%	36.6%	37.2%	
Lecturer	1.7%	4.0%	3.9%	1.6%	4.3%	4.2%	2.0%	3.6%	3.5%	
Instructor	22.2%	5.4%	5.4%	19.5%	5.2%	5.2%	25.5%	5.8%	5.6%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	343	1,878	3,777	190	1,218	2,186	153	660	1,591	
What is your tenure status at this institution?										
Tenured	53.0%	56.3%	55.4%	58.1%	61.1%	60.5%	46.8%	47.2%	46.5%	
On tenure track, but not tenured	16.6%	25.4%	25.2%	16.8%	22.7%	22.4%	16.5%	30.5%	30.0%	
Not on tenure track, but institution has tenure system	30.4%	17.9%	17.7%	25.1%	15.7%	15.6%	36.7%	21.9%	21.2%	
Institution has no tenure system	0.0%	0.4%	1.8%	0.0%	0.4%	1.5%	0.0%	0.3%	2.3%	
Total(n)	349	1,883	3,782	191	1,220	2,188	158	663	1,594	
Are you retired from this institution?										
Yes	0.0%	0.3%	0.3%	0.0%	0.0%	0.2%	0.0%	0.7%	0.6%	
No	100.0%	99.7%	99.7%	100.0%	100.0%	99.8%	100.0%	99.3%	99.4%	
Total(n)	348	1,884	3,783	190	1,219	2,188	158	665	1,595	
What is your principal activity in your current position at this institution?										
Administration	10.3%	8.3%	8.1%	12.6%	9.2%	8.8%	7.6%	6.6%	6.8%	
Teaching	74.8%	66.4%	69.0%	70.7%	64.3%	66.6%	79.7%	70.4%	73.0%	
Research	8.9%	21.3%	19.3%	11.5%	23.2%	21.4%	5.7%	17.7%	15.5%	
Services to clients and patients	0.6%	1.6%	1.4%	0.5%	1.7%	1.5%	0.6%	1.4%	1.2%	
Other	5.4%	2.4%	2.2%	4.7%	1.6%	1.6%	6.3%	3.8%	3.4%	
Total(n)	349	1,879	3,763	191	1,217	2,171	158	662	1,592	
Personally, how important to you is:										
Research										
Essential	51.7%	59.6%	58.4%	58.4%	62.3%	61.1%	43.7%	54.4%	53.5%	
Very important	29.8%	25.9%	26.4%	24.9%	24.4%	25.0%	35.9%	28.7%	28.9%	
Somewhat important	12.7%	11.2%	12.0%	13.9%	10.3%	11.0%	11.3%	12.9%	13.7%	
Not important	5.7%	3.3%	3.2%	2.9%	2.9%	2.8%	9.2%	4.0%	3.8%	
Total(n)	315	1,730	3,363	173	1,141	1,961	142	589	1,402	
Teaching										
Essential	80.7%	75.6%	75.9%	83.8%	76.3%	76.5%	76.9%	74.3%	74.8%	
Very important	15.6%	22.2%	22.0%	14.7%	21.3%	21.2%	16.7%	23.7%	23.4%	
Somewhat important	2.6%	2.0%	1.9%	1.0%	2.2%	2.1%	4.5%	1.7%	1.6%	

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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	
Not important	1.2%	0.3%	0.2%	0.5%	0.2%	0.2%	1.9%	0.3%	0.2%	
Total(n)	347	1,878	3,750	191	1,218	2,166	156	660	1,584	
Personally, how important to you is:										
Service										
Essential	19.7%	23.0%	23.3%	20.2%	22.8%	22.9%	19.1%	23.5%	24.0%	
Very important	47.8%	44.5%	44.6%	43.4%	44.9%	44.9%	53.2%	43.7%	44.1%	
Somewhat important	30.3%	30.5%	30.1%	34.7%	30.1%	30.0%	24.8%	31.2%	30.4%	
Not important	2.2%	2.0%	2.0%	1.7%	2.2%	2.2%	2.8%	1.6%	1.5%	
Total(n)	314	1,717	3,331	173	1,129	1,934	141	588	1,397	
How many courses are you teaching this term?										
Mean	3.04	3.09	3.21	3.03	3.07	3.17	3.06	3.13	3.26	
Median	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Mode	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Total(n)	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
How many courses are you teaching this term are:										
General education courses										
Mean	1.56	1.47	1.49	1.51	1.45	1.47	1.62	1.51	1.51	
Median	1	1	1	1	1	1	2	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	206	1,886	3,787	113	1,221	2,190	93	665	1,597	
Courses required for an undergraduate major										
Mean	1.81	1.98	2.02	1.80	1.97	2.01	1.81	1.98	2.04	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	240	1,886	3,787	133	1,221	2,190	107	665	1,597	
Other undergraduate credit courses										
Mean	1.63	1.60	1.59	1.58	1.57	1.57	1.69	1.66	1.64	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	1	2	2	2	2	2	
Total(n)	199	1,886	3,787	109	1,221	2,190	90	665	1,597	
Developmental/remedial courses (not for credit)										
Mean	1.05	1.03	1.04	1.03	1.02	1.03	1.07	1.05	1.05	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	157	1,886	3,787	90	1,221	2,190	67	665	1,597	
Graduate courses										
Mean	1.63	1.42	1.44	1.64	1.44	1.45	1.60	1.38	1.41	
Median	2	1	1	2	1	1	2	1	1	
Mode	1	1	1	2	1	1	1	1	1	
Total(n)	208	1,886	3,787	122	1,221	2,190	86	665	1,597	

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All Respondents

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	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.36	2.40	2.45	2.33	2.37	2.41	2.38	2.45	2.50	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	301	1,886	3,787	165	1,221	2,190	136	665	1,597	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.20	1.19	1.19	1.21	1.19	1.19	1.19	1.21	1.20	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	214	1,886	3,787	123	1,221	2,190	91	665	1,597	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	55.0%	100.0%	100.0%	52.4%	100.0%	100.0%	57.9%	100.0%	100.0%	
Graduate courses	27.5%	0.0%	0.0%	42.9%	0.0%	0.0%	10.5%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	17.5%	0.0%	0.0%	4.8%	0.0%	0.0%	31.6%	0.0%	0.0%	
Total(n)	40	169	227	21	111	132	19	58	95	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	89.3%	97.0%	96.9%	89.4%	97.5%	97.3%	89.2%	96.1%	96.2%	
No	10.7%	3.0%	3.1%	10.6%	2.5%	2.7%	10.8%	3.9%	3.8%	
Total(n)	346	1,880	3,771	189	1,216	2,178	157	664	1,593	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	62.8%	64.3%	62.5%	67.9%	67.6%	65.6%	56.6%	58.1%	57.2%	
No	37.2%	35.7%	37.5%	32.1%	32.4%	34.4%	43.4%	41.9%	42.8%	
Total(n)	336	1,853	3,720	184	1,203	2,154	152	650	1,566	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a very large extent	23.4%	33.1%	32.9%	21.6%	34.7%	34.7%	26.2%	29.4%	29.3%	
To a large extent	26.8%	24.6%	24.0%	31.2%	25.1%	24.7%	20.2%	23.4%	22.7%	
To some extent	23.4%	23.9%	24.0%	23.2%	22.9%	23.0%	23.8%	25.9%	26.0%	
To a small extent	17.7%	12.3%	12.5%	13.6%	11.9%	11.9%	23.8%	13.3%	13.6%	
Not at all	8.6%	6.1%	6.7%	10.4%	5.3%	5.8%	6.0%	7.9%	8.5%	
Total(n)	209	1,179	2,085	125	808	1,254	84	371	831	

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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	
Mentored graduate students										
To a very large extent	34.5%	38.0%	37.7%	34.7%	39.3%	39.0%	34.1%	35.5%	35.2%	
To a large extent	28.1%	25.6%	25.3%	29.8%	26.0%	25.7%	25.6%	24.7%	24.5%	
To some extent	16.3%	18.3%	18.6%	16.5%	17.6%	17.7%	15.9%	20.0%	20.4%	
To a small extent	15.8%	12.2%	12.0%	14.9%	12.2%	12.1%	17.1%	12.3%	11.9%	
Not at all	5.4%	5.8%	6.3%	4.1%	5.0%	5.5%	7.3%	7.5%	8.0%	
Total(n)	203	1,170	2,068	121	801	1,253	82	369	815	
Helped graduate students access professional networks										
To a very large extent	16.5%	16.7%	17.0%	16.9%	16.3%	16.7%	15.9%	17.4%	17.8%	
To a large extent	19.9%	22.1%	21.7%	19.4%	23.7%	23.4%	20.7%	18.8%	18.5%	
To some extent	31.1%	30.9%	30.7%	32.3%	31.1%	30.8%	29.3%	30.6%	30.7%	
To a small extent	17.0%	16.0%	15.9%	17.7%	14.8%	14.8%	15.9%	18.8%	18.1%	
Not at all	15.5%	14.2%	14.5%	13.7%	14.1%	14.4%	18.3%	14.4%	14.9%	
Total(n)	206	1,165	2,059	124	797	1,237	82	368	822	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	6.4%	11.1%	11.0%	5.0%	11.2%	11.2%	8.5%	10.7%	10.5%	
To a large extent	7.4%	12.9%	12.5%	5.0%	13.4%	13.1%	11.0%	11.7%	11.2%	
To some extent	11.3%	16.1%	15.7%	13.2%	17.0%	16.7%	8.5%	14.3%	13.8%	
To a small extent	9.9%	9.0%	8.9%	10.7%	8.2%	8.1%	8.5%	10.8%	10.3%	
Not at all	65.0%	50.9%	52.0%	66.1%	50.1%	50.9%	63.4%	52.5%	54.3%	
Total(n)	203	1,157	2,053	121	793	1,239	82	364	814	
Published with graduate students										
To a very large extent	7.4%	14.7%	14.1%	5.8%	15.5%	15.2%	9.8%	12.9%	11.9%	
To a large extent	7.4%	12.9%	12.3%	9.9%	15.4%	14.8%	3.7%	7.5%	7.5%	
To some extent	12.8%	16.0%	15.1%	14.9%	16.5%	15.8%	9.8%	14.9%	13.8%	
To a small extent	7.9%	7.6%	7.7%	6.6%	6.7%	6.7%	9.8%	9.6%	9.6%	
Not at all	64.5%	48.9%	50.8%	62.8%	45.9%	47.5%	67.1%	55.1%	57.2%	
Total(n)	203	1,167	2,056	121	800	1,239	82	367	817	
Included graduate students in research grant writing										
To a very large extent	1.5%	5.8%	6.0%	1.6%	6.6%	6.7%	1.2%	4.1%	4.4%	
To a large extent	3.9%	8.3%	7.9%	4.0%	8.3%	7.9%	3.7%	8.4%	7.8%	
To some extent	6.3%	11.0%	10.8%	4.8%	12.0%	11.6%	8.5%	9.0%	9.1%	
To a small extent	12.1%	13.0%	12.5%	14.5%	12.8%	12.6%	8.5%	13.4%	12.4%	
Not at all	76.2%	61.8%	62.9%	75.0%	60.3%	61.2%	78.0%	65.1%	66.3%	
Total(n)	206	1,166	2,068	124	800	1,245	82	366	823	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.40	2.47	2.45	2.41	2.52	2.51	2.40	2.36	2.35	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	208	1,886	3,787	125	1,221	2,190	83	665	1,597	

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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	
In the past two years, how many times have you served on a master's thesis?										
Mean	2.63	3.23	3.13	2.82	3.36	3.28	2.35	2.96	2.82	
Median	1	2	2	2	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	209	1,886	3,787	125	1,221	2,190	84	665	1,597	
In the past two years, how many times have you chaired a master's thesis?										
Mean	1.99	2.17	2.17	2.09	2.24	2.24	1.82	2.00	2.02	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	104	1,886	3,787	66	1,221	2,190	38	665	1,597	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.24	3.09	3.07	2.43	3.33	3.31	1.95	2.57	2.61	
Median	1	2	2	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	208	1,886	3,787	125	1,221	2,190	83	665	1,597	
In the past two years year, how many times have you chaired a dissertation?										
Mean	1.76	2.34	2.34	1.63	2.43	2.42	2.11	2.10	2.14	
Median	1	2	2	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	70	1,886	3,787	51	1,221	2,190	19	665	1,597	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	14.0%	21.0%	22.0%	10.7%	19.2%	20.2%	19.4%	25.0%	25.7%	
Agree somewhat	34.6%	37.2%	36.6%	38.4%	38.8%	38.2%	28.4%	33.4%	33.3%	
Disagree somewhat	23.5%	26.3%	25.6%	22.3%	26.1%	25.6%	25.4%	26.7%	25.7%	
Strongly disagree	27.9%	15.6%	15.8%	28.6%	15.9%	16.1%	26.9%	14.9%	15.3%	
Total(n)	179	1,100	1,929	112	767	1,175	67	333	754	
Mean	2.35	2.64	2.65	2.31	2.61	2.63	2.40	2.68	2.69	
Standard deviation	1.03	0.98	0.99	1.00	0.97	0.98	1.09	1.01	1.02	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.30	-0.30	-	-0.31	-0.33	-	-0.28	-0.28	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	37.6%	48.1%	48.5%	36.9%	45.5%	46.2%	38.8%	53.8%	53.2%	
Agree somewhat	37.6%	34.6%	33.9%	38.7%	37.1%	36.3%	35.8%	29.0%	29.1%	
Disagree somewhat	13.5%	11.0%	10.9%	15.3%	12.0%	11.9%	10.4%	8.6%	8.9%	
Strongly disagree	11.2%	6.3%	6.6%	9.0%	5.3%	5.6%	14.9%	8.6%	8.8%	
Total(n)	178	1,103	1,950	111	766	1,185	67	337	765	
Mean	3.02	3.24	3.24	3.04	3.23	3.23	2.99	3.28	3.27	
Standard deviation	0.98	0.89	0.89	0.94	0.86	0.87	1.05	0.94	0.95	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.25	-0.25	-	-0.22	-0.22	-	-0.31	-0.29	

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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	
This graduate program enrolls too many international students										
Strongly agree	5.1%	7.3%	7.6%	5.5%	6.4%	6.5%	4.5%	9.4%	9.8%	
Agree somewhat	19.3%	20.7%	20.8%	15.6%	18.8%	18.8%	25.4%	24.9%	24.8%	
Disagree somewhat	42.0%	42.2%	41.9%	44.0%	42.9%	42.8%	38.8%	40.5%	40.3%	
Strongly disagree	33.5%	29.8%	29.7%	34.9%	31.9%	31.9%	31.3%	25.2%	25.1%	
Total(n)	176	1,089	1,906	109	757	1,157	67	332	749	
Mean	1.96	2.06	2.06	1.92	2.00	2.00	2.03	2.18	2.19	
Standard deviation	0.86	0.89	0.90	0.85	0.87	0.88	0.87	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.09	-0.09	-	-0.16	-0.17	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	55.8%	49.0%	48.1%	52.4%	47.6%	47.0%	61.7%	52.2%	50.6%	
Agree somewhat	33.9%	44.4%	44.5%	36.2%	45.2%	45.3%	30.0%	42.4%	42.8%	
Disagree somewhat	6.1%	5.2%	5.7%	6.7%	5.7%	6.1%	5.0%	4.2%	5.0%	
Strongly disagree	4.2%	1.4%	1.6%	4.8%	1.4%	1.6%	3.3%	1.3%	1.6%	
Total(n)	165	1,043	1,823	105	733	1,128	60	310	695	
Mean	3.41	3.41	3.39	3.36	3.39	3.38	3.50	3.45	3.43	
Standard deviation	0.79	0.66	0.67	0.81	0.66	0.67	0.75	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.05	-0.03	-	0.08	0.11	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	6.8%	6.0%	6.4%	5.5%	4.6%	5.1%	8.8%	9.2%	9.1%	
Agree somewhat	23.2%	17.2%	18.0%	18.3%	15.6%	16.2%	30.9%	20.8%	21.9%	
Disagree somewhat	21.5%	18.2%	18.8%	23.9%	19.7%	19.9%	17.6%	14.8%	16.6%	
Strongly disagree	48.6%	58.6%	56.8%	52.3%	60.0%	58.8%	42.6%	55.1%	52.4%	
Total(n)	177	1,073	1,888	109	755	1,154	68	318	734	
Mean	1.88	1.71	1.74	1.77	1.65	1.68	2.06	1.84	1.88	
Standard deviation	0.99	0.95	0.97	0.94	0.90	0.92	1.05	1.05	1.04	
Significance	-	*		-			-			
Effect size	-	0.18	0.14	-	0.13	0.10	-	0.21	0.17	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	49.4%	58.0%	56.8%	49.1%	56.5%	55.6%	50.0%	61.4%	59.4%	
Agree somewhat	35.5%	32.7%	33.4%	34.5%	33.6%	34.1%	37.1%	30.6%	31.7%	
Disagree somewhat	9.3%	5.9%	6.3%	10.0%	6.4%	6.7%	8.1%	4.7%	5.4%	
Strongly disagree	5.8%	3.4%	3.5%	6.4%	3.5%	3.6%	4.8%	3.3%	3.5%	
Total(n)	172	1,089	1,926	110	762	1,173	62	327	753	
Mean	3.28	3.45	3.43	3.26	3.43	3.42	3.32	3.50	3.47	
Standard deviation	0.86	0.76	0.76	0.88	0.76	0.77	0.83	0.74	0.75	

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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	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.22	-0.20	-	-0.22	-0.21	-	-0.24	-0.20	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	15.5%	19.2%	19.2%	17.4%	18.5%	18.5%	11.9%	20.8%	20.6%	
Agree somewhat	33.3%	40.6%	40.1%	33.9%	42.1%	41.6%	32.2%	37.3%	37.0%	
Disagree somewhat	28.6%	28.4%	28.5%	29.4%	28.8%	28.9%	27.1%	27.6%	27.6%	
Strongly disagree	22.6%	11.7%	12.3%	19.3%	10.6%	11.1%	28.8%	14.3%	14.8%	
Total(n)	168	1,081	1,894	109	755	1,154	59	326	740	
Mean	2.42	2.67	2.66	2.50	2.68	2.67	2.27	2.65	2.63	
Standard deviation	1.01	0.92	0.92	1.00	0.89	0.90	1.01	0.96	0.97	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.27	-0.26	-	-0.20	-0.19	-	-0.40	-0.37	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	50.3%	50.6%	49.4%	50.0%	50.5%	49.5%	50.8%	50.6%	49.1%	
Agree somewhat	40.8%	40.9%	41.2%	41.7%	40.3%	40.5%	39.3%	42.3%	42.7%	
Disagree somewhat	4.1%	5.9%	6.6%	0.9%	5.9%	6.6%	9.8%	5.8%	6.7%	
Strongly disagree	4.7%	2.7%	2.8%	7.4%	3.2%	3.3%	0.0%	1.3%	1.6%	
Total(n)	169	1,087	1,907	108	762	1,170	61	325	737	
Mean	3.37	3.39	3.37	3.34	3.38	3.36	3.41	3.42	3.39	
Standard deviation	0.78	0.72	0.73	0.83	0.74	0.75	0.67	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.05	-0.03	-	-0.02	0.03	
Most graduate students in this program move on to faculty positions										
Strongly agree	2.3%	3.1%	3.5%	1.8%	2.6%	2.9%	3.2%	4.1%	4.7%	
Agree somewhat	19.2%	23.3%	23.0%	19.3%	22.8%	22.5%	19.0%	24.4%	23.8%	
Disagree somewhat	34.3%	44.3%	43.3%	34.9%	44.5%	43.9%	33.3%	44.0%	42.1%	
Strongly disagree	44.2%	29.3%	30.3%	44.0%	30.1%	30.7%	44.4%	27.5%	29.4%	
Total(n)	172	1,070	1,883	109	752	1,154	63	318	729	
Mean	1.80	2.00	2.00	1.79	1.98	1.98	1.81	2.05	2.04	
Standard deviation	0.83	0.81	0.82	0.82	0.80	0.80	0.86	0.82	0.85	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.25	-0.24	-	-0.24	-0.24	-	-0.29	-0.27	
Most graduate students in this program move into positions outside of academia										
Strongly agree	43.1%	32.3%	33.4%	44.1%	32.7%	33.2%	41.3%	31.3%	33.8%	
Agree somewhat	36.2%	47.2%	46.5%	35.1%	48.7%	48.3%	38.1%	43.7%	42.5%	
Disagree somewhat	15.5%	17.0%	16.5%	15.3%	15.4%	15.2%	15.9%	20.9%	19.4%	
Strongly disagree	5.2%	3.5%	3.6%	5.4%	3.2%	3.3%	4.8%	4.1%	4.3%	
Total(n)	174	1,083	1,910	111	762	1,172	63	321	738	
Mean	3.17	3.08	3.10	3.18	3.11	3.11	3.16	3.02	3.06	

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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	
Standard deviation	0.88	0.79	0.80	0.89	0.77	0.78	0.87	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.09	0.09	-	0.17	0.12	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	51.7%	53.4%	54.3%	50.6%	51.7%	52.0%	53.1%	56.5%	58.1%	
Collaborated with the local community in research/teaching	38.9%	38.9%	40.0%	42.0%	38.1%	38.3%	35.4%	40.5%	43.1%	
Conducted research or writing focused on international/global issues	40.9%	43.6%	43.6%	45.3%	42.9%	43.2%	35.6%	44.7%	44.1%	
Conducted research or writing focused on racial or ethnic minorities	35.4%	30.8%	32.2%	30.8%	25.2%	26.3%	41.0%	41.3%	42.4%	
Conducted research or writing focused on women and gender issues	35.5%	31.8%	31.7%	28.9%	23.8%	23.7%	43.4%	46.7%	45.7%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	14.1%	11.0%	10.9%	12.4%	8.9%	9.0%	16.0%	14.8%	14.3%	
Conducted research or writing focused on biomedical science fields	19.2%	21.9%	22.1%	21.8%	23.4%	23.5%	16.1%	18.9%	19.5%	
Engaged in academic research that spans multiple disciplines	69.4%	74.7%	74.3%	70.9%	74.8%	74.3%	67.6%	74.7%	74.3%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	55.9%	58.0%	57.2%	57.8%	58.8%	58.0%	53.7%	56.6%	55.8%	
Written research grants	49.4%	57.4%	56.0%	55.1%	59.2%	57.6%	42.8%	53.9%	53.3%	
Received funding for your work from foundations	24.2%	26.2%	25.6%	28.7%	26.0%	25.3%	19.0%	26.7%	26.2%	
Received funding for your work from state or federal government	18.3%	25.0%	24.3%	23.5%	29.0%	27.9%	12.0%	17.6%	18.0%	
Received funding for your work from business or industry	9.7%	14.5%	14.1%	14.5%	18.6%	18.0%	4.2%	7.0%	7.3%	
Total(n)	309	1,745	3,464	166	1,135	1,993	143	610	1,471	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	18.2%	18.1%	18.9%	14.6%	17.3%	18.3%	22.4%	19.7%	19.8%	
Taught an interdisciplinary course	43.4%	44.2%	43.9%	43.5%	42.5%	42.2%	43.3%	47.3%	46.8%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	16.2%	16.0%	15.8%	11.2%	11.6%	11.4%	22.2%	24.3%	23.4%	
Taught a service learning course	16.8%	16.2%	17.1%	15.0%	12.6%	13.1%	18.9%	23.0%	24.2%	
Taught a course exclusively online	9.8%	10.0%	11.8%	10.1%	9.0%	10.2%	9.5%	11.9%	14.5%	
Participated in organized activities around enhancing pedagogy and student learning	64.8%	64.5%	65.6%	58.1%	59.6%	60.4%	72.6%	73.7%	74.7%	
Taught a seminar for first-year students	31.2%	26.4%	26.0%	30.6%	24.7%	24.4%	31.9%	29.5%	28.8%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	86.5%	85.6%	86.1%	85.0%	83.4%	83.8%	88.4%	89.7%	90.0%	
Total(n)	319	1,787	3,599	173	1,160	2,077	146	627	1,522	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	3.5%	5.9%	6.0%	3.5%	6.4%	6.4%	3.5%	5.0%	5.3%	
To a large extent	4.8%	7.1%	7.2%	5.2%	7.4%	7.3%	4.2%	6.6%	6.9%	
To some extent	7.3%	12.9%	12.7%	8.1%	13.2%	13.0%	6.3%	12.3%	12.1%	
To a small extent	8.3%	10.3%	10.2%	9.2%	10.1%	9.8%	7.0%	10.8%	10.7%	
Not at all	76.2%	63.7%	63.9%	74.0%	62.9%	63.4%	78.9%	65.2%	65.0%	
Total(n)	315	1,773	3,542	173	1,159	2,044	142	614	1,498	
Published with undergraduates										
To a very large extent	2.0%	5.0%	4.8%	3.1%	6.4%	6.2%	0.7%	2.3%	2.3%	

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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	
To a large extent	3.7%	6.4%	6.0%	4.4%	7.8%	7.3%	2.9%	3.7%	3.8%	
To some extent	8.1%	13.3%	12.5%	8.1%	13.1%	12.4%	8.0%	13.7%	12.7%	
To a small extent	5.4%	8.3%	7.9%	6.9%	8.8%	8.5%	3.6%	7.3%	7.0%	
Not at all	80.8%	67.1%	68.7%	77.5%	63.9%	65.6%	84.7%	73.0%	74.2%	
Total(n)	297	1,720	3,469	160	1,123	2,002	137	597	1,467	
Engaged undergraduates on your research projects										
To a very large extent	14.8%	20.6%	19.8%	13.5%	21.6%	20.8%	16.4%	18.7%	18.1%	
To a large extent	12.2%	16.8%	16.2%	15.8%	18.4%	18.0%	7.9%	13.6%	13.3%	
To some extent	19.3%	22.5%	21.9%	24.6%	22.7%	22.3%	12.9%	22.0%	21.3%	
To a small extent	11.6%	11.8%	12.0%	12.3%	11.5%	11.9%	10.7%	12.3%	12.2%	
Not at all	42.1%	28.3%	30.0%	33.9%	25.7%	27.1%	52.1%	33.3%	35.1%	
Total(n)	311	1,773	3,534	171	1,156	2,039	140	617	1,495	
Worked with undergraduates on their research projects										
To a very large extent	19.0%	19.4%	19.4%	16.7%	18.4%	18.5%	21.8%	21.2%	20.9%	
To a large extent	18.7%	20.9%	20.5%	18.4%	20.1%	19.9%	19.0%	22.6%	21.5%	
To some extent	18.0%	23.3%	23.0%	20.7%	24.2%	23.9%	14.8%	21.7%	21.5%	
To a small extent	11.1%	13.2%	13.2%	14.9%	14.7%	14.6%	6.3%	10.3%	10.8%	
Not at all	33.2%	23.2%	23.9%	29.3%	22.6%	23.2%	38.0%	24.4%	25.2%	
Total(n)	316	1,782	3,579	174	1,163	2,067	142	619	1,512	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	25.2%	30.4%	29.0%	30.6%	32.5%	31.0%	18.6%	26.5%	25.4%	
Good	41.8%	45.6%	44.9%	42.2%	45.7%	45.1%	41.4%	45.3%	44.4%	
Fair	7.2%	9.3%	10.1%	9.2%	9.5%	10.3%	4.8%	9.0%	9.8%	
Poor	1.6%	1.0%	1.1%	1.2%	1.0%	1.1%	2.1%	0.9%	1.0%	
I have not worked with undergraduates on research projects	24.2%	13.7%	14.9%	16.8%	11.3%	12.4%	33.1%	18.2%	19.3%	
Total(n)	318	1,789	3,593	173	1,166	2,076	145	623	1,517	
How many undergraduate students do you advise?										
Mean	7.71	7.45	7.57	7.55	7.11	7.22	7.90	8.08	8.18	
Median	11	7	7	11	6	6	11	9	10	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	318	1,886	3,787	173	1,221	2,190	145	665	1,597	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	51.2%	41.4%	43.6%	41.1%	38.1%	39.6%	62.4%	47.2%	50.2%	
Occasionally	41.3%	47.8%	46.5%	50.9%	49.2%	48.6%	30.7%	45.3%	42.9%	
Not at All	7.5%	10.8%	9.9%	8.0%	12.6%	11.7%	6.9%	7.5%	6.9%	
Total(n)	213	1,297	2,603	112	846	1,491	101	451	1,112	
Mean	2.44	2.31	2.34	2.33	2.25	2.28	2.55	2.40	2.43	
Standard deviation	0.63	0.65	0.65	0.62	0.67	0.66	0.62	0.62	0.62	

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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	
Significance	-	**	*	-			-	*		
Effect size	-	0.20	0.15	-	0.12	0.08	-	0.24	0.19	
Helped them plan their course of study										
Frequently	76.8%	62.5%	64.6%	68.8%	59.4%	61.1%	85.9%	68.1%	70.4%	
Occasionally	20.9%	30.8%	29.2%	27.7%	33.1%	31.9%	13.1%	26.7%	24.8%	
Not at All	2.4%	6.7%	6.2%	3.6%	7.5%	7.0%	1.0%	5.2%	4.9%	
Total(n)	211	1,287	2,605	112	840	1,494	99	447	1,111	
Mean	2.74	2.56	2.58	2.65	2.52	2.54	2.85	2.63	2.66	
Standard deviation	0.49	0.62	0.61	0.55	0.63	0.62	0.39	0.58	0.57	
Significance	-	***	***	-	*		-	***	**	
Effect size	-	0.29	0.26	-	0.21	0.18	-	0.38	0.33	
Discussed their academic performance										
Frequently	59.6%	51.1%	53.4%	52.3%	50.2%	51.7%	67.6%	52.7%	56.1%	
Occasionally	38.0%	43.0%	41.2%	44.1%	43.2%	42.1%	31.4%	42.6%	39.6%	
Not at All	2.3%	5.9%	5.5%	3.6%	6.6%	6.2%	1.0%	4.7%	4.3%	
Total(n)	213	1,284	2,591	111	837	1,482	102	447	1,109	
Mean	2.57	2.45	2.48	2.49	2.44	2.46	2.67	2.48	2.52	
Standard deviation	0.54	0.61	0.60	0.57	0.62	0.61	0.49	0.59	0.58	
Significance	-	**	*	-			-	**	*	
Effect size	-	0.20	0.15	-	0.08	0.05	-	0.32	0.26	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	63.4%	58.5%	59.4%	57.1%	55.4%	56.0%	70.3%	64.0%	65.0%	
Occasionally	33.3%	37.1%	36.4%	40.2%	40.1%	39.7%	25.7%	31.8%	30.9%	
Not at All	3.3%	4.4%	4.2%	2.7%	4.4%	4.3%	4.0%	4.3%	4.2%	
Total(n)	213	1,299	2,617	112	847	1,502	101	452	1,115	
Mean	2.60	2.54	2.55	2.54	2.51	2.52	2.66	2.60	2.61	
Standard deviation	0.55	0.58	0.58	0.55	0.58	0.58	0.55	0.57	0.57	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.05	0.03	-	0.11	0.09	
Discussed career and post-graduation goals										
Frequently	63.4%	68.7%	69.3%	58.0%	66.8%	67.0%	69.3%	72.3%	73.1%	
Occasionally	33.8%	29.5%	29.0%	38.4%	31.0%	30.8%	28.7%	26.9%	26.0%	
Not at All	2.8%	1.7%	1.7%	3.6%	2.2%	2.2%	2.0%	0.8%	0.9%	
Total(n)	213	1,298	2,608	112	847	1,494	101	451	1,114	
Mean	2.61	2.67	2.68	2.54	2.65	2.65	2.67	2.71	2.72	
Standard deviation	0.54	0.51	0.50	0.57	0.52	0.52	0.51	0.47	0.47	
Significance	-			-	*	*	-			
Effect size	-	-0.12	-0.14	-	-0.21	-0.21	-	-0.09	-0.11	

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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	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	51.5%	49.6%	50.4%	45.8%	45.7%	46.2%	58.4%	57.2%	58.0%	
No	46.5%	47.6%	46.3%	51.8%	51.5%	50.6%	40.1%	40.0%	38.7%	
Not eligible	0.3%	0.3%	0.4%	0.0%	0.2%	0.3%	0.7%	0.5%	0.6%	
Not available	1.7%	2.5%	2.9%	2.4%	2.6%	2.9%	0.7%	2.3%	2.8%	
Total(n)	303	1,719	3,460	166	1,119	1,990	137	600	1,470	
Funded workshops outside the institution focused on research skills development										
Yes	12.6%	17.9%	19.1%	13.3%	18.1%	18.5%	11.7%	17.7%	20.1%	
No	81.5%	74.0%	72.4%	82.4%	76.0%	75.0%	80.3%	70.4%	67.8%	
Not eligible	1.7%	1.3%	1.3%	0.0%	1.0%	1.0%	3.6%	1.8%	1.7%	
Not available	4.3%	6.7%	7.2%	4.2%	5.0%	5.5%	4.4%	10.1%	10.4%	
Total(n)	302	1,708	3,428	165	1,111	1,971	137	597	1,457	
Funded workshops outside the institution focused on grant writing										
Yes	7.6%	12.3%	13.4%	8.4%	13.2%	13.8%	6.6%	10.5%	12.7%	
No	88.1%	81.3%	79.8%	89.8%	82.6%	81.6%	86.0%	78.7%	76.4%	
Not eligible	1.3%	1.4%	1.5%	0.0%	0.8%	0.8%	2.9%	2.7%	2.6%	
Not available	3.0%	4.9%	5.4%	1.8%	3.4%	3.8%	4.4%	8.0%	8.3%	
Total(n)	302	1,699	3,402	166	1,111	1,970	136	588	1,432	
Paid sabbatical leave										
Yes	14.6%	14.5%	13.7%	15.2%	14.9%	14.1%	13.9%	13.9%	12.9%	
No	58.9%	64.6%	64.3%	64.8%	67.0%	67.1%	51.8%	60.1%	59.4%	
Not eligible	19.2%	15.7%	16.5%	12.7%	14.2%	14.5%	27.0%	18.7%	20.0%	
Not available	7.3%	5.1%	5.6%	7.3%	4.0%	4.3%	7.3%	7.3%	7.7%	
Total(n)	302	1,712	3,411	165	1,115	1,966	137	597	1,445	
Travel funds paid by the institution										
Yes	78.9%	73.8%	71.6%	77.8%	71.6%	69.9%	80.1%	78.1%	74.7%	
No	17.5%	22.9%	24.5%	19.2%	25.3%	26.6%	15.4%	18.3%	20.8%	
Not eligible	1.7%	1.1%	1.2%	0.0%	1.0%	1.2%	3.7%	1.3%	1.4%	
Not available	2.0%	2.1%	2.6%	3.0%	2.0%	2.4%	0.7%	2.3%	3.1%	
Total(n)	303	1,720	3,456	167	1,123	1,997	136	597	1,459	
Internal grants for research										
Yes	36.9%	42.9%	41.2%	40.2%	43.3%	41.5%	32.8%	42.3%	40.5%	
No	59.1%	53.1%	54.2%	57.3%	53.7%	54.7%	61.3%	51.9%	53.2%	
Not eligible	2.7%	2.1%	2.3%	0.6%	1.5%	1.8%	5.1%	3.0%	3.2%	
Not available	1.3%	1.9%	2.4%	1.8%	1.5%	2.0%	0.7%	2.7%	3.2%	
Total(n)	301	1,715	3,418	164	1,116	1,964	137	599	1,454	
Training for administrative leadership										
Yes	14.2%	13.5%	13.8%	10.8%	12.4%	12.6%	18.4%	15.7%	15.9%	
No	74.2%	73.9%	72.8%	80.7%	76.9%	76.1%	66.2%	68.1%	66.9%	

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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	
Not eligible	7.0%	5.8%	5.9%	3.0%	4.7%	4.7%	11.8%	8.0%	8.0%	
Not available	4.6%	6.8%	7.6%	5.4%	6.0%	6.7%	3.7%	8.2%	9.2%	
Total(n)	302	1,703	3,404	166	1,112	1,969	136	591	1,435	
Received incentives to develop new courses										
Yes	16.9%	15.4%	16.4%	17.0%	13.2%	14.2%	16.8%	19.6%	20.2%	
No	76.5%	73.5%	71.7%	77.0%	76.2%	74.7%	75.9%	68.3%	66.4%	
Not eligible	0.7%	1.4%	1.5%	0.0%	1.0%	1.2%	1.5%	2.0%	2.1%	
Not available	6.0%	9.7%	10.4%	6.1%	9.5%	9.9%	5.8%	10.1%	11.3%	
Total(n)	302	1,709	3,411	165	1,114	1,965	137	595	1,446	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	17.7%	17.6%	20.0%	14.5%	15.6%	17.6%	21.8%	21.3%	24.2%	
No	77.6%	74.2%	71.3%	81.3%	76.7%	74.3%	72.9%	69.6%	65.9%	
Not eligible	0.0%	0.8%	0.8%	0.0%	0.6%	0.7%	0.0%	1.0%	1.0%	
Not available	4.7%	7.4%	7.9%	4.2%	7.1%	7.4%	5.3%	8.1%	8.8%	
Total(n)	299	1,706	3,424	166	1,114	1,973	133	592	1,451	
Received resources to integrate culturally-competent practices into your classroom										
Yes	28.2%	20.8%	21.7%	20.7%	15.8%	16.6%	37.2%	30.5%	30.8%	
No	67.4%	69.6%	68.0%	75.6%	75.6%	74.3%	57.7%	58.1%	56.8%	
Not eligible	0.7%	0.5%	0.6%	0.0%	0.5%	0.5%	1.5%	0.6%	0.7%	
Not available	3.7%	9.0%	9.7%	3.7%	8.1%	8.6%	3.6%	10.7%	11.6%	
Total(n)	301	1,701	3,401	164	1,109	1,955	137	592	1,446	
How many of the following have you published?										
Articles in academic or professional journals										
None	12.3%	10.8%	11.7%	9.1%	8.4%	9.2%	16.2%	15.3%	16.0%	
1-2	19.9%	15.9%	16.3%	17.6%	15.4%	15.5%	22.8%	16.8%	17.6%	
3-4	11.0%	11.7%	12.3%	9.1%	9.6%	10.2%	13.2%	15.5%	16.0%	
5-10	17.6%	17.6%	17.8%	15.2%	16.4%	16.5%	20.6%	20.0%	20.3%	
11-20	15.6%	14.3%	14.3%	15.8%	13.5%	13.9%	15.4%	15.9%	15.0%	
21-50	15.0%	17.3%	16.2%	20.6%	20.8%	19.8%	8.1%	10.5%	10.0%	
51+	8.6%	12.5%	11.4%	12.7%	15.9%	14.9%	3.7%	5.9%	5.2%	
Total(n)	301	1,712	3,447	165	1,114	1,989	136	598	1,458	
Mean	3.84	4.10	4.01	4.24	4.37	4.29	3.35	3.60	3.51	
Standard deviation	1.88	1.92	1.91	1.93	1.93	1.93	1.71	1.78	1.76	
Significance	-	*		-			-			
Effect size	-	-0.14	-0.09	-	-0.07	-0.03	-	-0.14	-0.09	
Chapters in edited volumes										
None	40.1%	36.7%	37.9%	38.7%	35.2%	36.4%	41.8%	39.3%	40.5%	
1-2	25.6%	27.0%	27.4%	21.9%	25.4%	25.5%	29.9%	30.1%	30.6%	

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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	
3-4	12.1%	13.8%	13.6%	14.8%	15.3%	15.1%	9.0%	11.0%	11.1%	
5-10	13.8%	12.8%	12.1%	14.2%	12.9%	12.5%	13.4%	12.6%	11.5%	
11-20	4.2%	5.5%	5.2%	3.2%	5.7%	5.5%	5.2%	5.1%	4.6%	
21-50	3.1%	3.4%	3.0%	5.2%	4.1%	3.8%	0.7%	1.9%	1.7%	
51+	1.0%	0.8%	0.8%	1.9%	1.3%	1.2%	0.0%	0.0%	0.0%	
Total(n)	289	1,651	3,303	155	1,071	1,895	134	580	1,408	
Mean	2.30	2.37	2.31	2.45	2.46	2.41	2.13	2.20	2.14	
Standard deviation	1.46	1.46	1.43	1.59	1.52	1.50	1.28	1.32	1.28	
Significance	-			-			-			
Effect size	-	-0.05	-0.01	-	-0.01	0.03	-	-0.05	-0.01	
How many of the following have you published?										
Books, manuals, or monographs										
None	58.2%	58.1%	58.9%	55.6%	55.5%	56.0%	61.4%	63.1%	64.1%	
1-2	26.2%	26.6%	26.1%	26.5%	27.6%	27.3%	25.8%	24.6%	23.9%	
3-4	7.8%	8.4%	8.3%	7.4%	8.3%	8.3%	8.3%	8.6%	8.2%	
5-10	5.4%	5.4%	5.2%	6.2%	6.3%	6.2%	4.5%	3.6%	3.5%	
11-20	1.7%	1.2%	1.2%	3.1%	1.8%	1.8%	0.0%	0.1%	0.2%	
21-50	0.7%	0.2%	0.1%	1.2%	0.2%	0.2%	0.0%	0.0%	0.0%	
51+	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
Total(n)	294	1,670	3,341	162	1,086	1,924	132	584	1,417	
Mean	1.68	1.66	1.65	1.78	1.73	1.72	1.56	1.53	1.52	
Standard deviation	1.02	0.96	0.96	1.15	1.03	1.02	0.83	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	0.05	0.06	-	0.04	0.05	
Other, such as patents or computer software products										
None	79.4%	72.2%	73.2%	77.3%	68.3%	69.3%	82.0%	80.2%	80.6%	
1-2	11.0%	14.0%	13.6%	12.0%	15.1%	14.8%	9.8%	11.8%	11.4%	
3-4	4.4%	5.5%	5.4%	5.3%	6.0%	5.9%	3.3%	4.5%	4.3%	
5-10	3.7%	4.9%	4.6%	4.7%	6.1%	5.7%	2.5%	2.6%	2.6%	
11-20	1.1%	1.6%	1.5%	0.7%	2.1%	2.0%	1.6%	0.6%	0.7%	
21-50	0.0%	1.1%	1.0%	0.0%	1.4%	1.4%	0.0%	0.3%	0.3%	
51+	0.4%	0.7%	0.6%	0.0%	0.9%	0.9%	0.8%	0.1%	0.1%	
Total(n)	272	1,589	3,180	150	1,048	1,845	122	541	1,335	
Mean	1.38	1.56	1.53	1.39	1.67	1.64	1.35	1.33	1.33	
Standard deviation	0.89	1.12	1.10	0.84	1.24	1.21	0.94	0.79	0.81	
Significance	-	*	*	-	**	*	-			
Effect size	-	-0.16	-0.14	-	-0.23	-0.21	-	0.03	0.02	
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	88.4%	86.5%	86.1%	90.9%	87.9%	87.3%	85.5%	84.0%	84.0%	
1-2	3.0%	4.9%	5.0%	2.4%	3.5%	3.7%	3.6%	7.5%	7.2%	
3-4	2.0%	2.4%	2.5%	1.2%	2.2%	2.3%	2.9%	3.0%	3.0%	

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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		
5-10	2.6%	2.9%	2.9%	0.6%	2.5%	2.6%	5.1%	3.7%	3.6%		
11-20	1.3%	1.4%	1.5%	1.8%	1.6%	1.7%	0.7%	1.0%	1.1%		
21+	2.6%	1.8%	1.9%	3.0%	2.3%	2.4%	2.2%	0.9%	1.1%		
Total(n)	303	1,718	3,482	165	1,118	2,013	138	600	1,469		
Mean	1.33	1.33	1.35	1.29	1.34	1.35	1.38	1.33	1.34		
Standard deviation	1.05	0.99	1.01	1.05	1.04	1.06	1.06	0.89	0.92		
Significance	-			-			-				
Effect size	-	0.00	-0.02	-	-0.05	-0.06	-	0.06	0.04		
How many these exhibitions or performances in the fine or applied arts were:											
Solo/Individual											
None	48.0%	39.0%	36.6%	58.3%	39.1%	36.5%	38.5%	38.9%	36.8%		
1-2	24.0%	34.3%	35.0%	25.0%	30.8%	32.0%	23.1%	40.0%	39.7%		
3-4	12.0%	11.1%	11.7%	8.3%	10.8%	11.1%	15.4%	11.5%	12.8%		
5-10	8.0%	8.8%	9.2%	8.3%	11.8%	12.1%	7.7%	4.1%	4.7%		
11-20	8.0%	4.3%	4.8%	0.0%	4.2%	4.9%	15.4%	4.6%	4.8%		
21+	0.0%	2.4%	2.6%	0.0%	3.3%	3.5%	0.0%	0.9%	1.2%		
Total(n)	25	184	396	12	116	236	13	68	160		
Mean	2.04	2.12	2.18	1.67	2.21	2.27	2.38	1.98	2.04		
Standard deviation	1.31	1.27	1.29	0.98	1.35	1.37	1.50	1.11	1.14		
Significance	-			-			-				
Effect size	-	-0.06	-0.11	-	-0.40	-0.44	-	0.36	0.30		
How many these exhibitions or performances in the fine or applied arts were:											
Collaborative											
None	2.9%	8.6%	8.8%	0.0%	5.9%	6.1%	5.3%	12.6%	12.6%		
1-2	23.5%	35.3%	35.7%	26.7%	30.7%	31.7%	21.1%	41.9%	41.3%		
3-4	35.3%	19.4%	18.9%	26.7%	20.3%	19.7%	42.1%	18.2%	17.8%		
5-10	17.6%	18.5%	18.0%	6.7%	17.0%	16.8%	26.3%	20.6%	19.7%		
11-20	2.9%	7.3%	7.8%	6.7%	9.6%	9.9%	0.0%	3.9%	4.9%		
21+	17.6%	10.9%	10.7%	33.3%	16.5%	15.8%	5.3%	2.9%	3.7%		
Total(n)	34	229	491	15	139	280	19	90	211		
Mean	3.47	3.13	3.13	3.93	3.43	3.40	3.11	2.70	2.74		
Standard deviation	1.44	1.46	1.47	1.71	1.55	1.54	1.10	1.20	1.25		
Significance	-			-			-				
Effect size	-	0.23	0.23	-	0.32	0.34	-	0.34	0.30		
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?											
None	14.4%	13.6%	15.0%	13.3%	12.3%	13.5%	15.7%	16.1%	17.6%		
1	6.0%	7.6%	8.2%	5.5%	7.2%	7.8%	6.7%	8.3%	9.1%		
2	16.4%	12.0%	12.4%	14.5%	11.7%	11.8%	18.7%	12.5%	13.3%		
3	15.4%	12.7%	13.0%	15.8%	11.8%	12.2%	14.9%	14.4%	14.3%		
4	12.4%	9.8%	9.7%	10.3%	9.2%	9.2%	14.9%	11.0%	10.6%		

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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		
5	9.4%	9.5%	9.2%	6.7%	8.4%	8.2%	12.7%	11.7%	10.9%		
6	6.4%	7.3%	7.0%	7.3%	7.2%	7.0%	5.2%	7.4%	7.0%		
7-10	8.4%	13.1%	12.4%	10.9%	13.5%	13.1%	5.2%	12.3%	11.4%		
More than 10	11.4%	14.4%	13.1%	15.8%	18.6%	17.2%	6.0%	6.3%	5.9%		
Total(n)	299	1,713	3,467	165	1,117	2,003	134	596	1,464		
Mean	4.69	5.07	4.91	5.02	5.32	5.17	4.28	4.60	4.44		
Standard deviation	2.55	2.71	2.71	2.70	2.77	2.78	2.30	2.52	2.52		
Significance	-	*		-			-				
Effect size	-	-0.14	-0.08	-	-0.11	-0.05	-	-0.13	-0.06		
How many of these publications in the past three years have been solo-authored?											
None	26.5%	34.2%	34.0%	33.1%	36.9%	36.1%	18.0%	28.9%	30.0%		
1	17.8%	17.2%	17.7%	15.4%	16.7%	17.2%	21.0%	18.3%	18.6%		
2	14.3%	13.2%	13.4%	13.8%	12.9%	13.1%	15.0%	13.8%	13.9%		
3	13.5%	11.9%	11.9%	12.3%	11.5%	11.4%	15.0%	12.9%	12.9%		
4	10.4%	8.3%	8.0%	7.7%	6.5%	6.5%	14.0%	11.9%	10.9%		
5	7.0%	5.0%	4.9%	4.6%	4.6%	4.5%	10.0%	5.9%	5.6%		
6	3.5%	3.3%	3.2%	3.8%	2.9%	2.9%	3.0%	4.2%	3.8%		
7-10	2.6%	4.0%	4.1%	2.3%	4.1%	4.4%	3.0%	3.6%	3.5%		
More than 10	4.3%	2.8%	2.7%	6.9%	4.0%	3.8%	1.0%	0.4%	0.7%		
Total(n)	230	1,242	2,377	130	844	1,417	100	398	960		
Mean	3.37	3.08	3.07	3.28	3.04	3.05	3.49	3.16	3.10		
Standard deviation	2.25	2.23	2.22	2.44	2.32	2.31	1.98	2.05	2.04		
Significance	-			-			-				
Effect size	-	0.13	0.14	-	0.10	0.10	-	0.16	0.19		
How many of these publications in the past three years have been co-authored?											
None	23.9%	18.4%	18.9%	17.3%	15.2%	16.0%	33.0%	25.2%	24.3%		
1	16.1%	15.7%	16.3%	15.8%	15.4%	15.8%	16.5%	16.3%	17.2%		
2	17.8%	13.0%	13.5%	17.3%	12.8%	13.0%	18.6%	13.4%	14.3%		
3	10.4%	10.1%	10.5%	9.8%	9.7%	10.0%	11.3%	11.1%	11.3%		
4	7.8%	7.4%	7.5%	8.3%	7.8%	7.9%	7.2%	6.8%	6.8%		
5	3.9%	6.0%	6.0%	5.3%	6.4%	6.2%	2.1%	5.2%	5.5%		
6	3.9%	4.4%	4.3%	4.5%	3.8%	3.8%	3.1%	5.6%	5.3%		
7-10	7.0%	10.8%	10.3%	9.8%	11.8%	11.3%	3.1%	8.7%	8.4%		
More than 10	9.1%	14.0%	12.8%	12.0%	17.1%	16.0%	5.2%	7.7%	6.8%		
Total(n)	230	1,341	2,510	133	915	1,509	97	426	1,001		
Mean	3.79	4.46	4.35	4.31	4.76	4.64	3.08	3.86	3.79		
Standard deviation	2.63	2.86	2.81	2.76	2.90	2.87	2.29	2.67	2.60		
Significance	-	***	**	-			-	**	**		
Effect size	-	-0.23	-0.20	-	-0.16	-0.11	-	-0.29	-0.27		

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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?										
Scheduled teaching (give actual, not credit hours)										
None	10.5%	8.9%	8.0%	9.9%	8.8%	8.0%	11.3%	8.9%	8.0%	
1-4	20.4%	23.4%	22.0%	20.5%	24.1%	22.9%	20.3%	22.0%	20.3%	
5-8	44.2%	42.4%	41.2%	49.1%	43.6%	42.4%	38.3%	40.2%	39.0%	
9-12	18.7%	16.9%	19.2%	16.8%	16.8%	18.8%	21.1%	17.0%	19.9%	
13-16	3.4%	5.6%	6.2%	3.7%	5.1%	5.8%	3.0%	6.4%	7.1%	
17-20	2.0%	1.5%	1.8%	0.0%	1.0%	1.3%	4.5%	2.5%	2.7%	
21+	0.7%	1.3%	1.6%	0.0%	0.5%	0.9%	1.5%	2.9%	2.9%	
Total(n)	294	1,672	3,348	161	1,088	1,927	133	584	1,421	
Mean	2.93	2.97	3.06	2.84	2.90	2.99	3.04	3.09	3.18	
Standard deviation	1.11	1.15	1.18	0.95	1.06	1.11	1.28	1.30	1.30	
Significance	-			-			-			
Effect size	-	-0.03	-0.11	-	-0.06	-0.14	-	-0.04	-0.11	
Preparing for teaching (including reading student papers and grading)										
None	10.1%	8.1%	7.4%	8.6%	8.0%	7.3%	11.9%	8.4%	7.5%	
1-4	9.7%	16.8%	16.3%	12.5%	19.1%	18.6%	6.3%	12.4%	12.1%	
5-8	27.3%	29.7%	29.2%	30.3%	31.3%	30.6%	23.8%	26.8%	26.5%	
9-12	25.5%	21.9%	22.1%	25.0%	21.4%	21.8%	26.2%	23.0%	22.7%	
13-16	11.9%	11.0%	11.7%	11.2%	10.0%	10.6%	12.7%	13.0%	13.6%	
17-20	10.4%	7.3%	8.0%	7.9%	6.1%	6.6%	13.5%	9.7%	10.4%	
21+	5.0%	5.1%	5.5%	4.6%	4.2%	4.5%	5.6%	6.7%	7.2%	
Total(n)	278	1,628	3,266	152	1,062	1,889	126	566	1,377	
Mean	3.71	3.53	3.60	3.60	3.42	3.48	3.84	3.76	3.83	
Standard deviation	1.58	1.53	1.54	1.51	1.47	1.49	1.65	1.61	1.61	
Significance	-			-			-			
Effect size	-	0.12	0.07	-	0.12	0.08	-	0.05	0.01	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	7.2%	5.6%	5.5%	7.0%	5.7%	5.7%	7.6%	5.3%	5.3%	
1-4	67.2%	65.1%	63.9%	65.8%	65.6%	65.0%	68.9%	64.2%	61.9%	
5-8	17.2%	19.2%	19.8%	19.0%	18.7%	19.1%	15.2%	20.0%	21.2%	
9-12	5.9%	6.3%	6.7%	7.0%	6.6%	6.7%	4.5%	5.8%	6.6%	
13-16	1.4%	1.8%	1.9%	0.6%	1.8%	1.9%	2.3%	1.7%	1.9%	
17-20	0.0%	0.8%	0.9%	0.0%	0.8%	0.9%	0.0%	0.8%	0.9%	
21+	1.0%	1.3%	1.3%	0.6%	0.8%	0.7%	1.5%	2.2%	2.2%	
Total(n)	290	1,649	3,321	158	1,073	1,912	132	576	1,409	
Mean	2.31	2.41	2.43	2.31	2.39	2.40	2.31	2.46	2.50	
Standard deviation	0.88	0.97	0.98	0.81	0.92	0.92	0.95	1.06	1.07	

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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	
Significance	-		*	-			-		*	
Effect size	-	-0.10	-0.12	-	-0.09	-0.10	-	-0.14	-0.18	
Committee work and meetings										
None	6.3%	5.9%	5.8%	5.1%	6.2%	6.1%	7.7%	5.4%	5.3%	
1-4	53.5%	56.4%	56.2%	60.3%	57.9%	58.1%	45.4%	53.5%	52.9%	
5-8	24.1%	21.7%	21.9%	18.6%	20.4%	20.4%	30.8%	24.1%	24.5%	
9-12	7.7%	8.4%	8.6%	7.7%	8.2%	8.2%	7.7%	8.8%	9.3%	
13-16	3.8%	3.6%	3.7%	2.6%	3.1%	3.2%	5.4%	4.7%	4.6%	
17-20	2.4%	2.1%	2.0%	3.2%	2.5%	2.3%	1.5%	1.4%	1.5%	
21+	2.1%	1.9%	1.8%	2.6%	1.7%	1.7%	1.5%	2.1%	1.9%	
Total(n)	286	1,641	3,292	156	1,068	1,907	130	573	1,385	
Mean	2.65	2.61	2.61	2.62	2.59	2.58	2.68	2.67	2.67	
Standard deviation	1.21	1.17	1.16	1.25	1.17	1.16	1.16	1.18	1.16	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.03	0.03	-	0.01	0.01	
Research and scholarly writing										
None	12.8%	9.9%	10.4%	11.3%	8.4%	9.0%	14.8%	12.7%	12.9%	
1-4	27.4%	24.1%	25.5%	23.1%	22.5%	23.3%	32.8%	27.3%	29.4%	
5-8	20.1%	19.9%	20.0%	19.4%	19.0%	19.2%	21.1%	21.7%	21.5%	
9-12	13.9%	14.0%	13.7%	15.6%	14.8%	14.5%	11.7%	12.5%	12.3%	
13-16	8.3%	10.1%	9.8%	8.8%	10.5%	10.5%	7.8%	9.2%	8.6%	
17-20	6.9%	8.2%	7.7%	9.4%	9.3%	9.0%	3.9%	6.0%	5.6%	
21+	10.4%	13.8%	12.8%	12.5%	15.4%	14.6%	7.8%	10.7%	9.7%	
Total(n)	288	1,653	3,309	160	1,078	1,905	128	575	1,404	
Mean	3.40	3.70	3.62	3.66	3.86	3.79	3.08	3.39	3.30	
Standard deviation	1.85	1.91	1.89	1.90	1.92	1.91	1.72	1.84	1.80	
Significance	-	*		-			-			
Effect size	-	-0.16	-0.12	-	-0.10	-0.07	-	-0.17	-0.12	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	71.6%	64.6%	63.4%	70.5%	63.4%	62.2%	72.9%	66.9%	65.7%	
1-4	14.4%	19.8%	20.6%	14.4%	19.8%	20.7%	14.4%	19.9%	20.5%	
5-8	7.6%	8.3%	8.5%	6.8%	8.4%	8.7%	8.5%	8.1%	8.1%	
9-12	2.3%	3.1%	3.3%	2.7%	3.5%	3.5%	1.7%	2.5%	2.9%	
13-16	1.9%	1.9%	1.8%	2.7%	2.4%	2.3%	0.8%	0.9%	0.9%	
17-20	1.5%	1.4%	1.4%	2.1%	1.5%	1.5%	0.8%	1.2%	1.2%	
21+	0.8%	0.9%	1.0%	0.7%	1.1%	1.2%	0.8%	0.6%	0.8%	
Total(n)	264	1,506	3,087	146	984	1,788	118	522	1,299	
Mean	1.56	1.66	1.68	1.62	1.70	1.72	1.49	1.56	1.60	
Standard deviation	1.14	1.16	1.18	1.22	1.22	1.23	1.03	1.04	1.08	
Significance	-			-			-			

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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	-	-0.09	-0.10	-	-0.07	-0.08	-	-0.07	-0.10	
Community or public service										
None	44.1%	36.4%	36.0%	44.3%	36.1%	36.2%	43.8%	37.1%	35.7%	
1-4	43.8%	46.3%	46.9%	44.3%	45.2%	45.5%	43.1%	48.5%	49.5%	
5-8	10.8%	12.6%	12.3%	9.5%	13.1%	12.9%	12.3%	11.5%	11.3%	
9-12	0.7%	3.0%	3.0%	0.6%	3.6%	3.4%	0.8%	1.8%	2.2%	
13-16	0.3%	0.6%	0.7%	0.6%	0.5%	0.6%	0.0%	0.7%	0.8%	
17-20	0.3%	0.6%	0.5%	0.6%	0.8%	0.8%	0.0%	0.0%	0.1%	
21+	0.0%	0.6%	0.6%	0.0%	0.7%	0.6%	0.0%	0.4%	0.5%	
Total(n)	288	1,657	3,315	158	1,079	1,914	130	578	1,401	
Mean	1.70	1.89	1.89	1.71	1.93	1.92	1.70	1.82	1.85	
Standard deviation	0.76	0.94	0.94	0.80	0.99	0.98	0.71	0.83	0.86	
Significance	-	**	***	-	**	**	-			
Effect size	-	-0.20	-0.20	-	-0.22	-0.21	-	-0.14	-0.17	
Outside consulting/freelance work										
None	77.7%	73.4%	72.8%	73.6%	72.2%	71.7%	82.8%	75.9%	74.7%	
1-4	16.7%	19.8%	20.0%	19.5%	19.9%	20.1%	13.3%	19.5%	19.8%	
5-8	3.8%	4.6%	4.9%	3.8%	5.2%	5.4%	3.9%	3.5%	3.9%	
9-12	0.3%	1.1%	1.3%	0.6%	1.4%	1.4%	0.0%	0.5%	0.9%	
13-16	0.3%	0.2%	0.3%	0.6%	0.4%	0.4%	0.0%	0.0%	0.0%	
17-20	1.0%	0.5%	0.4%	1.9%	0.5%	0.5%	0.0%	0.4%	0.4%	
21+	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.2%	0.3%	
Total(n)	287	1,633	3,268	159	1,073	1,895	128	560	1,373	
Mean	1.32	1.38	1.39	1.41	1.41	1.42	1.21	1.31	1.34	
Standard deviation	0.75	0.78	0.80	0.90	0.83	0.84	0.50	0.67	0.72	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.09	-	0.00	-0.01	-	-0.15	-0.18	
Household/childcare duties										
None	10.7%	10.9%	11.3%	15.2%	13.7%	14.2%	5.3%	5.5%	6.1%	
1-4	18.3%	17.6%	17.8%	18.4%	18.6%	18.6%	18.3%	15.8%	16.3%	
5-8	22.1%	22.9%	22.5%	17.1%	21.8%	21.6%	28.2%	25.1%	24.2%	
9-12	15.2%	15.7%	15.6%	17.7%	16.5%	16.3%	12.2%	14.1%	14.4%	
13-16	8.7%	8.4%	8.3%	9.5%	9.4%	9.3%	7.6%	6.5%	6.7%	
17-20	6.9%	7.3%	7.2%	5.1%	6.2%	6.1%	9.2%	9.4%	9.2%	
21+	18.0%	17.2%	17.2%	17.1%	13.8%	13.8%	19.1%	23.7%	23.2%	
Total(n)	289	1,642	3,290	158	1,069	1,897	131	573	1,393	
Mean	3.85	3.84	3.82	3.72	3.63	3.61	4.02	4.23	4.19	
Standard deviation	1.97	1.95	1.96	2.01	1.91	1.92	1.92	1.97	1.98	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.05	0.06	-	-0.11	-0.09	

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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?										
Serving as a caregiver for another adult										
None	88.9%	87.4%	86.5%	92.9%	89.9%	89.6%	84.1%	82.4%	80.7%	
1-4	4.6%	7.8%	8.0%	2.6%	6.5%	6.6%	7.1%	10.3%	10.7%	
5-8	4.3%	2.5%	2.7%	1.9%	2.1%	2.1%	7.1%	3.3%	3.8%	
9-12	0.7%	1.0%	1.1%	0.0%	0.3%	0.5%	1.6%	2.3%	2.4%	
13-16	0.7%	0.4%	0.5%	1.3%	0.3%	0.4%	0.0%	0.5%	0.6%	
17-20	0.4%	0.5%	0.5%	0.6%	0.4%	0.4%	0.0%	0.5%	0.8%	
21+	0.4%	0.5%	0.6%	0.6%	0.4%	0.5%	0.0%	0.7%	0.9%	
Total(n)	280	1,609	3,234	154	1,056	1,875	126	553	1,359	
Mean	1.22	1.22	1.25	1.19	1.17	1.18	1.26	1.33	1.37	
Standard deviation	0.75	0.75	0.81	0.82	0.67	0.70	0.66	0.89	0.98	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	0.03	0.01	-	-0.08	-0.11	
Other employment, outside of academia										
None	94.3%	93.6%	92.5%	93.5%	94.3%	93.5%	95.3%	92.2%	90.9%	
1-4	2.8%	2.9%	3.5%	2.6%	2.3%	2.8%	3.1%	4.0%	4.7%	
5-8	0.7%	1.8%	2.0%	1.3%	1.7%	1.9%	0.0%	2.0%	2.3%	
9-12	0.4%	0.7%	0.8%	0.6%	0.5%	0.6%	0.0%	1.0%	1.2%	
13-16	0.4%	0.4%	0.5%	0.6%	0.5%	0.5%	0.0%	0.3%	0.3%	
17-20	1.4%	0.2%	0.2%	1.3%	0.2%	0.2%	1.6%	0.4%	0.3%	
21+	0.0%	0.4%	0.4%	0.0%	0.5%	0.5%	0.0%	0.2%	0.3%	
Total(n)	281	1,619	3,249	154	1,061	1,885	127	558	1,364	
Mean	1.14	1.14	1.16	1.16	1.13	1.15	1.11	1.15	1.18	
Standard deviation	0.70	0.64	0.68	0.74	0.65	0.68	0.65	0.62	0.67	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.05	0.01	-	-0.06	-0.10	
Personal time										
None	1.7%	2.8%	3.1%	1.3%	2.3%	2.6%	2.3%	3.6%	4.0%	
1-4	25.2%	25.6%	26.7%	23.9%	21.9%	22.9%	26.7%	32.7%	33.5%	
5-8	35.2%	35.8%	35.4%	34.6%	36.3%	35.9%	35.9%	34.9%	34.4%	
9-12	19.7%	20.4%	19.7%	22.0%	22.7%	22.1%	16.8%	15.9%	15.4%	
13-16	10.0%	8.2%	7.9%	10.7%	8.8%	8.5%	9.2%	7.0%	6.8%	
17-20	3.1%	3.5%	3.6%	1.9%	3.8%	3.8%	4.6%	2.9%	3.0%	
21+	5.2%	3.8%	3.6%	5.7%	4.2%	4.1%	4.6%	3.0%	2.8%	
Total(n)	290	1,656	3,325	159	1,080	1,920	131	576	1,405	
Mean	3.41	3.31	3.28	3.45	3.42	3.39	3.36	3.11	3.08	
Standard deviation	1.36	1.31	1.31	1.35	1.31	1.32	1.39	1.28	1.28	
Significance	-			-			-	*	*	
Effect size	-	0.08	0.10	-	0.02	0.05	-	0.20	0.22	

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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	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	91.2%	94.9%	94.8%	91.4%	93.9%	94.0%	90.9%	96.6%	96.3%	
Occasionally	2.6%	4.0%	4.0%	2.0%	4.7%	4.7%	3.3%	2.7%	2.8%	
Not at all	6.2%	1.2%	1.2%	6.6%	1.4%	1.3%	5.8%	0.7%	0.9%	
Total(n)	273	1,641	3,306	152	1,066	1,906	121	575	1,400	
Mean	2.85	2.94	2.94	2.85	2.93	2.93	2.85	2.96	2.95	
Standard deviation	0.50	0.29	0.29	0.51	0.31	0.31	0.49	0.23	0.25	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.31	-0.31	-	-0.26	-0.26	-	-0.48	-0.40	
Support their opinions with a logical argument										
Frequently	76.8%	79.6%	80.1%	79.5%	78.5%	79.0%	73.3%	81.6%	82.0%	
Occasionally	16.2%	17.9%	17.5%	13.9%	18.9%	18.5%	19.2%	16.0%	15.6%	
Not at all	7.0%	2.6%	2.5%	6.6%	2.6%	2.5%	7.5%	2.5%	2.4%	
Total(n)	271	1,629	3,289	151	1,062	1,905	120	567	1,384	
Mean	2.70	2.77	2.78	2.73	2.76	2.77	2.66	2.79	2.80	
Standard deviation	0.59	0.48	0.47	0.58	0.49	0.48	0.61	0.46	0.46	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.15	-0.17	-	-0.06	-0.08	-	-0.28	-0.30	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	69.6%	72.1%	72.7%	66.4%	69.9%	70.4%	73.7%	76.3%	76.8%	
Occasionally	22.2%	24.4%	24.0%	24.3%	26.0%	25.7%	19.5%	21.4%	20.9%	
Not at all	8.1%	3.5%	3.4%	9.2%	4.1%	3.9%	6.8%	2.3%	2.4%	
Total(n)	270	1,625	3,274	152	1,059	1,891	118	566	1,383	
Mean	2.61	2.69	2.69	2.57	2.66	2.67	2.67	2.74	2.74	
Standard deviation	0.63	0.53	0.53	0.66	0.55	0.55	0.60	0.49	0.49	
Significance	-	*	*	-		*	-			
Effect size	-	-0.15	-0.15	-	-0.16	-0.18	-	-0.14	-0.14	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	23.8%	25.6%	25.6%	23.7%	27.6%	27.8%	24.0%	21.8%	21.6%	
Not at all	9.2%	5.7%	5.4%	10.5%	6.8%	6.4%	7.4%	3.7%	3.6%	
Total(n)	273	1,628	3,287	152	1,059	1,896	121	569	1,391	
Mean	2.58	2.63	2.64	2.55	2.59	2.59	2.61	2.71	2.71	
Standard deviation	0.65	0.59	0.58	0.68	0.62	0.61	0.62	0.53	0.53	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.10	-	-0.06	-0.07	-	-0.19	-0.19	
Evaluate the quality or reliability of information they receive										
Frequently	68.8%	69.8%	70.1%	64.9%	66.3%	66.6%	73.6%	76.4%	76.4%	
Occasionally	23.5%	25.5%	25.3%	26.5%	28.6%	28.4%	19.8%	19.6%	19.8%	
Not at all	7.7%	4.7%	4.6%	8.6%	5.1%	5.1%	6.6%	4.0%	3.8%	

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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)	272	1,627	3,276	151	1,057	1,890	121	570	1,386	
Mean	2.61	2.65	2.65	2.56	2.61	2.62	2.67	2.72	2.73	
Standard deviation	0.63	0.57	0.56	0.65	0.58	0.58	0.60	0.53	0.52	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.09	-0.10	-	-0.09	-0.12	
Take risks for potential gains										
Frequently	42.9%	38.0%	38.4%	37.6%	34.4%	34.8%	49.6%	45.0%	44.8%	
Occasionally	34.7%	43.0%	42.9%	36.9%	44.5%	44.4%	31.9%	40.0%	40.2%	
Not at all	22.4%	19.0%	18.7%	25.5%	21.1%	20.8%	18.5%	15.0%	15.0%	
Total(n)	268	1,620	3,256	149	1,061	1,889	119	559	1,367	
Mean	2.21	2.19	2.20	2.12	2.13	2.14	2.31	2.30	2.30	
Standard deviation	0.78	0.73	0.73	0.79	0.73	0.73	0.77	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	-0.01	-0.03	-	0.01	0.01	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	64.4%	65.0%	65.7%	64.0%	63.5%	64.2%	65.0%	67.9%	68.2%	
Occasionally	27.4%	31.0%	30.5%	26.7%	32.5%	31.9%	28.3%	28.2%	28.1%	
Not at all	8.1%	4.0%	3.8%	9.3%	4.0%	3.9%	6.7%	3.8%	3.7%	
Total(n)	270	1,626	3,276	150	1,056	1,886	120	570	1,390	
Mean	2.56	2.61	2.62	2.55	2.59	2.60	2.58	2.64	2.65	
Standard deviation	0.64	0.56	0.56	0.66	0.57	0.56	0.62	0.55	0.55	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.07	-0.09	-	-0.11	-0.13	
Look up scientific research articles and resources										
Frequently	47.8%	51.9%	52.4%	46.7%	49.5%	49.8%	49.2%	56.5%	57.0%	
Occasionally	33.7%	34.5%	33.9%	40.0%	38.6%	38.0%	25.8%	26.5%	26.5%	
Not at all	18.5%	13.6%	13.7%	13.3%	11.9%	12.2%	25.0%	17.0%	16.5%	
Total(n)	270	1,620	3,266	150	1,058	1,891	120	562	1,375	
Mean	2.29	2.38	2.39	2.33	2.38	2.38	2.24	2.40	2.41	
Standard deviation	0.76	0.71	0.72	0.70	0.69	0.69	0.83	0.76	0.76	
Significance	-		*	-			-	*	*	
Effect size	-	-0.13	-0.14	-	-0.07	-0.07	-	-0.21	-0.22	
Explore topics on their own, even though it was not required for a class										
Frequently	48.2%	52.8%	53.2%	43.0%	50.0%	50.3%	54.5%	58.3%	58.4%	
Occasionally	43.0%	42.8%	42.5%	47.0%	45.0%	44.8%	38.0%	38.7%	38.3%	
Not at all	8.8%	4.3%	4.3%	9.9%	5.0%	4.9%	7.4%	2.9%	3.3%	
Total(n)	272	1,633	3,279	151	1,060	1,891	121	573	1,388	
Mean	2.39	2.49	2.49	2.33	2.45	2.45	2.47	2.55	2.55	
Standard deviation	0.65	0.58	0.58	0.65	0.59	0.59	0.63	0.55	0.56	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.17	-0.17	-	-0.20	-0.20	-	-0.15	-0.14	

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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	
Accept mistakes as part of the learning process										
Frequently	68.2%	69.9%	70.6%	58.6%	64.8%	65.7%	80.3%	79.8%	79.4%	
Occasionally	25.5%	27.2%	26.6%	34.2%	32.1%	31.3%	14.8%	18.0%	18.3%	
Not at all	6.2%	2.8%	2.8%	7.2%	3.2%	3.0%	4.9%	2.2%	2.4%	
Total(n)	274	1,633	3,288	152	1,061	1,902	122	572	1,386	
Mean	2.62	2.67	2.68	2.51	2.62	2.63	2.75	2.78	2.77	
Standard deviation	0.60	0.53	0.52	0.63	0.55	0.54	0.53	0.47	0.47	
Significance	-			-	*	**	-			
Effect size	-	-0.09	-0.12	-	-0.20	-0.22	-	-0.06	-0.04	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	53.5%	55.1%	55.5%	48.7%	49.5%	49.9%	59.5%	65.8%	65.5%	
Occasionally	32.8%	35.4%	35.5%	36.0%	39.7%	39.8%	28.9%	27.2%	27.9%	
Not at all	13.7%	9.5%	9.0%	15.3%	10.8%	10.3%	11.6%	7.0%	6.6%	
Total(n)	271	1,625	3,273	150	1,058	1,888	121	567	1,385	
Mean	2.40	2.46	2.47	2.33	2.39	2.40	2.48	2.59	2.59	
Standard deviation	0.72	0.66	0.65	0.73	0.67	0.67	0.70	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.09	-0.10	-	-0.18	-0.18	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	64.0%	61.5%	62.6%	58.0%	57.8%	58.5%	71.4%	68.5%	69.8%	
Occasionally	23.7%	27.3%	26.7%	29.3%	29.1%	28.7%	16.7%	23.9%	23.1%	
Not at all	12.4%	11.2%	10.7%	12.7%	13.1%	12.7%	11.9%	7.5%	7.1%	
Total(n)	283	1,613	3,256	157	1,048	1,874	126	565	1,382	
Mean	2.52	2.50	2.52	2.45	2.45	2.46	2.60	2.61	2.63	
Standard deviation	0.71	0.69	0.68	0.71	0.71	0.71	0.69	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.00	-0.01	-	-0.02	-0.05	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	48.2%	46.3%	47.3%	45.5%	42.3%	43.0%	51.6%	53.8%	54.7%	
Occasionally	32.5%	34.5%	34.4%	33.3%	35.3%	35.4%	31.5%	33.0%	32.7%	
Not at all	19.3%	19.2%	18.3%	21.2%	22.3%	21.6%	16.9%	13.2%	12.6%	
Total(n)	280	1,605	3,249	156	1,045	1,876	124	560	1,373	
Mean	2.29	2.27	2.29	2.24	2.20	2.21	2.35	2.41	2.42	
Standard deviation	0.77	0.76	0.76	0.78	0.78	0.77	0.75	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.05	0.04	-	-0.08	-0.10	

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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	
Discuss the ethical or moral implications of a course of action										
Frequently	44.4%	42.6%	44.0%	40.3%	38.3%	39.2%	49.6%	50.7%	52.3%	
Occasionally	34.4%	36.6%	36.2%	39.0%	39.6%	39.2%	28.8%	31.0%	30.9%	
Not at all	21.1%	20.8%	19.9%	20.8%	22.1%	21.6%	21.6%	18.2%	16.9%	
Total(n)	279	1,602	3,233	154	1,038	1,859	125	564	1,374	
Mean	2.23	2.22	2.24	2.19	2.16	2.18	2.28	2.33	2.35	
Standard deviation	0.78	0.77	0.76	0.76	0.76	0.76	0.80	0.76	0.75	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	0.04	0.01	-	-0.07	-0.09	
Apply mathematical concepts and computational thinking										
Frequently	27.8%	36.7%	36.5%	36.7%	42.7%	42.7%	16.3%	24.9%	25.5%	
Occasionally	22.8%	23.7%	24.2%	24.1%	23.6%	23.8%	21.1%	23.8%	25.0%	
Not at all	49.5%	39.7%	39.3%	39.2%	33.7%	33.5%	62.6%	51.3%	49.5%	
Total(n)	281	1,611	3,259	158	1,054	1,888	123	557	1,371	
Mean	1.78	1.97	1.97	1.97	2.09	2.09	1.54	1.74	1.76	
Standard deviation	0.85	0.87	0.87	0.87	0.87	0.87	0.76	0.83	0.83	
Significance	-	***	***	-			-	*	**	
Effect size	-	-0.22	-0.22	-	-0.14	-0.14	-	-0.24	-0.27	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	73.6%	74.7%	74.6%	69.7%	71.9%	71.6%	78.7%	80.1%	79.8%	
Most	13.0%	11.9%	12.1%	14.2%	12.5%	12.8%	11.5%	10.5%	10.8%	
Some	10.5%	11.2%	11.1%	14.2%	13.2%	13.2%	5.7%	7.4%	7.5%	
None	2.9%	2.3%	2.2%	1.9%	2.4%	2.4%	4.1%	2.0%	1.8%	
Total(n)	277	1,589	3,213	155	1,034	1,847	122	555	1,366	
Mean	3.57	3.59	3.59	3.52	3.54	3.54	3.65	3.69	3.69	
Standard deviation	0.79	0.78	0.77	0.81	0.81	0.81	0.77	0.70	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.02	-0.02	-	-0.06	-0.06	
Cooperative learning (small groups)										
All	52.4%	49.5%	49.3%	42.4%	42.4%	42.1%	64.8%	62.8%	61.8%	
Most	16.1%	19.0%	19.1%	17.9%	19.5%	19.4%	13.9%	18.2%	18.5%	
Some	21.6%	22.1%	22.4%	29.1%	25.6%	26.1%	12.3%	15.4%	15.8%	
None	9.9%	9.5%	9.2%	10.6%	12.6%	12.3%	9.0%	3.7%	3.8%	
Total(n)	273	1,570	3,181	151	1,019	1,830	122	551	1,351	
Mean	3.11	3.08	3.08	2.92	2.92	2.91	3.34	3.40	3.38	
Standard deviation	1.06	1.04	1.04	1.07	1.08	1.08	1.01	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.00	0.01	-	-0.07	-0.05	
Experiential learning/Field studies										
All	17.4%	18.7%	18.9%	17.4%	17.5%	17.4%	17.4%	21.0%	21.8%	
Most	14.4%	14.0%	14.4%	11.6%	13.1%	13.4%	18.3%	15.7%	16.1%	

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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	
Some	28.9%	29.1%	29.6%	30.3%	28.7%	29.2%	27.0%	30.0%	30.3%	
None	39.3%	38.2%	37.1%	40.6%	40.7%	40.0%	37.4%	33.3%	31.9%	
Total(n)	270	1,562	3,149	155	1,019	1,807	115	543	1,342	
Mean	2.10	2.13	2.15	2.06	2.07	2.08	2.16	2.24	2.28	
Standard deviation	1.11	1.12	1.12	1.11	1.11	1.11	1.11	1.13	1.13	
Significance	-			-			-			
Effect size	-	-0.03	-0.04	-	-0.01	-0.02	-	-0.07	-0.11	
Performances/Demonstrations										
All	19.2%	21.8%	22.0%	17.0%	19.1%	19.2%	22.0%	26.9%	26.9%	
Most	16.2%	13.9%	14.5%	16.3%	13.3%	13.8%	16.1%	15.1%	15.7%	
Some	22.6%	24.4%	24.6%	22.4%	25.2%	25.3%	22.9%	22.9%	23.2%	
None	41.9%	39.9%	38.9%	44.2%	42.4%	41.6%	39.0%	35.0%	34.1%	
Total(n)	265	1,554	3,155	147	1,016	1,813	118	538	1,342	
Mean	2.13	2.18	2.20	2.06	2.09	2.11	2.21	2.34	2.35	
Standard deviation	1.16	1.17	1.17	1.14	1.15	1.15	1.18	1.21	1.20	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	-0.03	-0.04	-	-0.11	-0.12	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	25.0%	24.8%	25.1%	23.1%	22.1%	22.1%	27.5%	29.9%	30.4%	
Most	21.0%	21.2%	21.2%	17.3%	19.4%	19.7%	25.8%	24.5%	23.9%	
Some	31.5%	32.5%	32.6%	34.0%	33.5%	33.6%	28.3%	30.6%	30.9%	
None	22.5%	21.5%	21.1%	25.6%	24.9%	24.6%	18.3%	15.0%	14.8%	
Total(n)	276	1,583	3,185	156	1,033	1,834	120	550	1,351	
Mean	2.49	2.49	2.50	2.38	2.39	2.39	2.63	2.69	2.70	
Standard deviation	1.10	1.08	1.08	1.10	1.09	1.08	1.08	1.05	1.06	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.01	-0.01	-	-0.06	-0.07	
Extensive lecturing										
All	18.2%	22.5%	22.4%	22.7%	26.0%	26.1%	12.4%	15.7%	15.8%	
Most	22.2%	27.5%	27.6%	26.6%	30.3%	30.3%	16.5%	22.0%	22.8%	
Some	36.7%	33.9%	34.0%	37.7%	31.9%	31.7%	35.5%	37.6%	38.0%	
None	22.9%	16.2%	16.0%	13.0%	11.7%	11.9%	35.5%	24.7%	23.4%	
Total(n)	275	1,578	3,177	154	1,036	1,838	121	542	1,339	
Mean	2.36	2.56	2.56	2.59	2.71	2.71	2.06	2.29	2.31	
Standard deviation	1.03	1.01	1.01	0.98	0.98	0.98	1.01	1.01	1.00	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.20	-0.20	-	-0.12	-0.12	-	-0.23	-0.25	
Multiple drafts of written work										
All	15.0%	15.2%	15.2%	10.3%	12.2%	12.2%	21.0%	21.0%	20.7%	
Most	17.9%	18.6%	19.0%	15.5%	16.4%	16.7%	21.0%	23.0%	23.1%	
Some	43.8%	42.3%	42.2%	47.1%	44.1%	44.1%	39.5%	38.8%	38.8%	

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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	
None	23.4%	23.9%	23.6%	27.1%	27.4%	27.1%	18.5%	17.3%	17.4%	
Total(n)	274	1,577	3,188	155	1,031	1,836	119	546	1,352	
Mean	2.24	2.25	2.26	2.09	2.13	2.14	2.45	2.48	2.47	
Standard deviation	0.98	0.98	0.98	0.91	0.95	0.95	1.02	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	-0.04	-0.05	-	-0.03	-0.02	
Reflective writing/journaling										
All	10.9%	12.2%	12.4%	8.4%	10.9%	10.7%	14.3%	14.8%	15.4%	
Most	14.2%	13.5%	13.9%	10.3%	10.7%	11.3%	19.3%	18.8%	18.6%	
Some	28.5%	27.8%	28.4%	26.5%	26.6%	27.0%	31.1%	30.0%	30.9%	
None	46.4%	46.5%	45.2%	54.8%	51.8%	51.0%	35.3%	36.4%	35.1%	
Total(n)	274	1,572	3,186	155	1,025	1,836	119	547	1,350	
Mean	1.90	1.91	1.94	1.72	1.81	1.82	2.13	2.12	2.14	
Standard deviation	1.02	1.04	1.04	0.96	1.01	1.01	1.05	1.06	1.06	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.09	-0.10	-	0.01	-0.01	
Community service as part of coursework										
All	1.5%	2.3%	2.6%	1.3%	1.5%	1.7%	1.7%	4.0%	4.4%	
Most	4.4%	4.4%	4.7%	3.8%	3.6%	3.7%	5.0%	6.1%	6.5%	
Some	21.5%	18.6%	19.2%	16.7%	16.0%	16.6%	27.7%	23.5%	24.0%	
None	72.7%	74.6%	73.4%	78.2%	79.0%	78.1%	65.5%	66.4%	65.1%	
Total(n)	275	1,575	3,171	156	1,029	1,830	119	546	1,341	
Mean	1.35	1.34	1.37	1.28	1.28	1.29	1.43	1.48	1.50	
Standard deviation	0.63	0.68	0.70	0.60	0.60	0.62	0.67	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.00	-0.02	-	-0.06	-0.09	
Electronic quizzes with immediate feedback in class										
All	4.9%	6.6%	6.8%	4.6%	6.9%	6.8%	5.3%	6.1%	6.7%	
Most	6.4%	8.4%	8.6%	8.5%	8.8%	8.8%	3.5%	7.6%	8.4%	
Some	15.7%	14.7%	15.5%	15.7%	14.8%	15.3%	15.8%	14.4%	15.9%	
None	73.0%	70.3%	69.0%	71.2%	69.5%	69.1%	75.4%	71.9%	69.0%	
Total(n)	267	1,560	3,160	153	1,025	1,835	114	535	1,325	
Mean	1.43	1.51	1.53	1.46	1.53	1.53	1.39	1.48	1.53	
Standard deviation	0.82	0.90	0.91	0.84	0.91	0.91	0.79	0.88	0.91	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.08	-0.08	-	-0.10	-0.15	
Using real-life problems										
All	34.5%	38.3%	39.0%	33.3%	36.4%	36.7%	36.1%	42.0%	43.1%	
Most	27.3%	27.8%	27.8%	29.5%	29.4%	29.3%	24.4%	24.7%	25.1%	
Some	24.4%	23.5%	23.5%	25.0%	24.5%	24.6%	23.5%	21.6%	21.4%	
None	13.8%	10.4%	9.8%	12.2%	9.7%	9.4%	16.0%	11.7%	10.5%	
Total(n)	275	1,582	3,203	156	1,033	1,848	119	549	1,355	
Mean	2.83	2.94	2.96	2.84	2.92	2.93	2.81	2.97	3.01	

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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	
Standard deviation	1.06	1.01	1.01	1.03	1.00	0.99	1.10	1.05	1.03	
Significance	-		*	-			-		*	
Effect size	-	-0.11	-0.13	-	-0.08	-0.09	-	-0.15	-0.19	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	26.4%	27.9%	28.7%	21.3%	24.4%	24.9%	33.1%	34.7%	35.4%	
Most	31.9%	29.1%	29.0%	33.5%	30.2%	30.2%	29.8%	26.9%	26.9%	
Some	30.4%	32.9%	32.7%	33.5%	34.4%	34.2%	26.4%	30.0%	29.8%	
None	11.2%	10.1%	9.6%	11.6%	11.0%	10.7%	10.7%	8.5%	7.8%	
Total(n)	276	1,588	3,212	155	1,037	1,854	121	551	1,358	
Mean	2.74	2.75	2.77	2.65	2.68	2.69	2.85	2.88	2.90	
Standard deviation	0.98	0.97	0.97	0.94	0.96	0.96	1.01	0.98	0.98	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	-0.03	-0.04	-	-0.03	-0.05	
Readings on racial and ethnic issues										
All	22.8%	17.9%	18.1%	20.3%	15.0%	14.9%	26.1%	23.6%	23.8%	
Most	15.8%	12.0%	12.5%	11.8%	8.8%	9.4%	21.0%	18.1%	18.0%	
Some	23.2%	23.3%	23.8%	20.3%	21.5%	21.9%	26.9%	26.9%	27.2%	
None	38.2%	46.8%	45.7%	47.7%	54.7%	53.9%	26.1%	31.5%	31.0%	
Total(n)	272	1,548	3,145	153	1,015	1,813	119	533	1,332	
Mean	2.23	2.01	2.03	2.05	1.84	1.85	2.47	2.34	2.35	
Standard deviation	1.18	1.14	1.14	1.19	1.10	1.10	1.14	1.15	1.15	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.19	0.18	-	0.19	0.18	-	0.11	0.10	
Readings on women and gender issues										
All	20.0%	15.7%	15.6%	14.2%	11.3%	11.2%	27.4%	24.2%	23.4%	
Most	15.1%	12.7%	12.7%	15.5%	11.2%	11.3%	14.5%	15.4%	15.3%	
Some	24.9%	23.1%	23.8%	22.3%	21.0%	21.6%	28.2%	27.1%	27.7%	
None	40.0%	48.5%	47.9%	48.0%	56.4%	55.9%	29.9%	33.4%	33.6%	
Total(n)	265	1,525	3,097	148	998	1,789	117	527	1,308	
Mean	2.15	1.96	1.96	1.96	1.77	1.78	2.39	2.30	2.29	
Standard deviation	1.15	1.11	1.11	1.10	1.04	1.03	1.18	1.17	1.16	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.17	0.17	-	0.18	0.17	-	0.08	0.09	
Supplemental instruction that is outside of class and office hours										
All	18.9%	16.6%	17.4%	14.6%	15.0%	15.4%	24.4%	19.6%	20.9%	
Most	19.6%	19.6%	19.6%	20.5%	19.6%	19.6%	18.5%	19.5%	19.5%	
Some	38.9%	37.2%	37.5%	41.7%	37.3%	37.8%	35.3%	37.1%	37.0%	
None	22.6%	26.6%	25.6%	23.2%	28.0%	27.3%	21.8%	23.7%	22.6%	
Total(n)	270	1,535	3,096	151	1,002	1,782	119	533	1,314	
Mean	2.35	2.26	2.29	2.26	2.22	2.23	2.45	2.35	2.39	
Standard deviation	1.03	1.03	1.03	0.98	1.02	1.02	1.09	1.05	1.05	

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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	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.04	0.03	-	0.10	0.06	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	28.3%	27.2%	27.7%	22.1%	22.5%	22.8%	35.8%	36.2%	36.3%	
Most	29.0%	27.0%	27.0%	28.2%	25.7%	25.9%	30.0%	29.3%	28.9%	
Some	32.0%	33.7%	33.4%	39.6%	37.7%	37.3%	22.5%	26.2%	26.7%	
None	10.8%	12.1%	11.9%	10.1%	14.0%	14.0%	11.7%	8.4%	8.1%	
Total(n)	269	1,548	3,142	149	1,011	1,809	120	537	1,333	
Mean	2.75	2.69	2.71	2.62	2.57	2.58	2.90	2.93	2.93	
Standard deviation	0.99	1.00	1.00	0.94	0.99	0.99	1.02	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.05	0.04	-	-0.03	-0.03	
Student evaluations of each others' work										
All	11.1%	13.1%	13.3%	7.9%	10.9%	10.8%	15.1%	17.4%	17.7%	
Most	15.9%	14.8%	15.0%	12.6%	12.6%	13.0%	20.2%	19.2%	18.7%	
Some	39.3%	41.4%	41.2%	37.7%	41.1%	40.9%	41.2%	41.9%	41.7%	
None	33.7%	30.7%	30.5%	41.7%	35.4%	35.3%	23.5%	21.6%	21.9%	
Total(n)	270	1,548	3,136	151	1,013	1,804	119	535	1,332	
Mean	2.04	2.10	2.11	1.87	1.99	1.99	2.27	2.32	2.32	
Standard deviation	0.97	0.98	0.99	0.92	0.96	0.96	0.99	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.13	-0.13	-	-0.05	-0.05	
Grading on a curve										
All	11.3%	10.6%	10.3%	12.0%	12.7%	12.3%	10.3%	6.6%	6.5%	
Most	9.8%	9.2%	9.5%	13.3%	10.2%	10.3%	5.2%	7.4%	7.9%	
Some	22.9%	21.9%	22.3%	23.3%	22.4%	23.1%	22.4%	20.8%	20.9%	
None	56.0%	58.3%	58.0%	51.3%	54.7%	54.3%	62.1%	65.2%	64.7%	
Total(n)	266	1,536	3,110	150	1,011	1,803	116	525	1,307	
Mean	1.76	1.72	1.72	1.86	1.81	1.81	1.64	1.55	1.56	
Standard deviation	1.03	1.01	1.00	1.06	1.06	1.05	0.98	0.89	0.89	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.05	0.05	-	0.10	0.09	
Rubric-based assessment										
All	33.3%	34.0%	34.8%	24.7%	29.0%	29.1%	44.4%	43.8%	44.8%	
Most	25.8%	24.7%	24.6%	27.3%	25.5%	25.6%	23.9%	23.0%	22.9%	
Some	20.2%	22.8%	23.0%	20.0%	23.3%	23.6%	20.5%	22.0%	21.9%	
None	20.6%	18.5%	17.6%	28.0%	22.2%	21.7%	11.1%	11.2%	10.4%	
Total(n)	267	1,530	3,113	150	1,003	1,790	117	527	1,323	
Mean	2.72	2.74	2.77	2.49	2.61	2.62	3.02	2.99	3.02	
Standard deviation	1.13	1.11	1.11	1.15	1.12	1.12	1.05	1.05	1.04	
Significance	-			-			-			

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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	-	-0.02	-0.05	-	-0.11	-0.12	-	0.03	0.00	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	9.6%	9.3%	9.7%	5.9%	7.7%	7.9%	14.4%	12.4%	12.7%	
Most	13.0%	11.4%	11.7%	16.4%	10.7%	10.8%	8.5%	12.6%	13.2%	
Some	35.6%	35.2%	35.7%	34.9%	33.4%	33.7%	36.4%	38.6%	39.3%	
None	41.9%	44.1%	43.0%	42.8%	48.1%	47.6%	40.7%	36.3%	34.8%	
Total(n)	270	1,548	3,149	152	1,013	1,818	118	535	1,331	
Mean	1.90	1.86	1.88	1.86	1.78	1.79	1.97	2.01	2.04	
Standard deviation	0.96	0.95	0.96	0.90	0.92	0.93	1.04	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.09	0.08	-	-0.04	-0.07	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	39.3%	40.3%	40.6%	37.7%	36.9%	36.9%	41.3%	46.7%	47.1%	
Occasionally	43.4%	44.3%	44.1%	42.4%	45.6%	45.4%	44.6%	42.0%	41.8%	
Not at all	17.3%	15.3%	15.3%	19.9%	17.5%	17.7%	14.0%	11.3%	11.1%	
Total(n)	272	1,557	3,161	151	1,017	1,819	121	540	1,342	
Mean	2.22	2.25	2.25	2.18	2.19	2.19	2.27	2.35	2.36	
Standard deviation	0.72	0.70	0.70	0.74	0.71	0.71	0.70	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.01	-0.01	-	-0.12	-0.13	
Simulations/animations										
Frequently	16.4%	18.2%	18.6%	15.6%	18.0%	17.9%	17.4%	18.6%	19.9%	
Occasionally	34.0%	37.5%	37.8%	37.4%	38.9%	39.4%	29.6%	34.8%	35.0%	
Not at all	49.6%	44.3%	43.6%	46.9%	43.0%	42.7%	53.0%	46.6%	45.1%	
Total(n)	262	1,523	3,104	147	999	1,790	115	524	1,314	
Mean	1.67	1.74	1.75	1.69	1.75	1.75	1.64	1.72	1.75	
Standard deviation	0.74	0.75	0.75	0.73	0.74	0.74	0.76	0.76	0.77	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.08	-0.08	-	-0.11	-0.14	
Online homework or virtual labs										
Frequently	17.0%	17.7%	19.3%	14.8%	17.8%	18.6%	19.8%	17.6%	20.6%	
Occasionally	32.5%	31.3%	31.2%	36.2%	30.8%	30.8%	27.6%	32.3%	32.0%	
Not at all	50.6%	51.0%	49.5%	49.0%	51.4%	50.6%	52.6%	50.1%	47.4%	
Total(n)	265	1,534	3,117	149	1,009	1,801	116	525	1,316	
Mean	1.66	1.67	1.70	1.66	1.66	1.68	1.67	1.67	1.73	
Standard deviation	0.75	0.76	0.77	0.72	0.76	0.77	0.79	0.76	0.78	
Significance	-			-			-			
Effect size	-	-0.01	-0.05	-	0.00	-0.03	-	0.00	-0.08	

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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	
Online discussion boards										
Frequently	7.2%	13.2%	14.2%	10.2%	13.2%	13.4%	3.4%	13.4%	15.6%	
Occasionally	25.4%	29.1%	29.4%	21.8%	25.4%	25.8%	29.9%	36.4%	36.0%	
Not at all	67.4%	57.6%	56.4%	68.0%	61.5%	60.8%	66.7%	50.2%	48.4%	
Total(n)	264	1,533	3,117	147	1,010	1,808	117	523	1,309	
Mean	1.40	1.56	1.58	1.42	1.52	1.53	1.37	1.63	1.67	
Standard deviation	0.62	0.72	0.73	0.67	0.72	0.72	0.55	0.71	0.73	
Significance	-	***	***	-			-	***	***	
Effect size	-	-0.22	-0.25	-	-0.14	-0.15	-	-0.37	-0.41	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	6.4%	7.8%	7.8%	3.4%	7.4%	7.4%	10.3%	8.5%	8.5%	
Occasionally	12.1%	13.7%	14.2%	12.2%	13.4%	13.6%	12.0%	14.4%	15.3%	
Not at all	81.5%	78.5%	78.0%	84.5%	79.2%	79.0%	77.8%	77.1%	76.2%	
Total(n)	265	1,536	3,120	148	1,009	1,798	117	527	1,322	
Mean	1.25	1.29	1.30	1.19	1.28	1.28	1.32	1.31	1.32	
Standard deviation	0.56	0.60	0.60	0.47	0.59	0.59	0.65	0.62	0.62	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.15	-0.15	-	0.02	0.00	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	34.1%	34.3%	36.6%	31.5%	29.3%	31.1%	37.3%	43.8%	46.4%	
Very important	41.9%	42.5%	41.7%	36.9%	42.4%	42.1%	48.3%	42.7%	41.2%	
Somewhat important	14.6%	16.0%	14.9%	16.8%	19.2%	18.1%	11.9%	10.0%	9.2%	
Not important	9.4%	7.1%	6.8%	14.8%	9.1%	8.7%	2.5%	3.4%	3.3%	
Total(n)	267	1,535	3,112	149	1,004	1,795	118	531	1,317	
Mean	3.01	3.04	3.08	2.85	2.92	2.95	3.20	3.27	3.31	
Standard deviation	0.93	0.89	0.88	1.03	0.92	0.92	0.75	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	-0.08	-0.11	-	-0.09	-0.14	
Prepare students for employment after college										
Essential	56.4%	61.7%	63.5%	56.8%	60.7%	62.0%	56.0%	63.7%	66.3%	
Very important	37.5%	33.3%	31.8%	37.2%	34.3%	33.3%	37.9%	31.4%	29.2%	
Somewhat important	5.7%	4.2%	4.0%	5.4%	4.1%	3.9%	6.0%	4.5%	4.1%	
Not important	0.4%	0.7%	0.7%	0.7%	0.8%	0.8%	0.0%	0.4%	0.4%	
Total(n)	264	1,529	3,117	148	1,002	1,803	116	527	1,314	
Mean	3.50	3.56	3.58	3.50	3.55	3.57	3.50	3.58	3.61	
Standard deviation	0.62	0.61	0.60	0.63	0.62	0.61	0.61	0.60	0.59	
Significance	-		*	-			-			
Effect size	-	-0.10	-0.13	-	-0.08	-0.11	-	-0.13	-0.19	
Prepare students for graduate or advanced education										
Essential	51.7%	58.7%	60.2%	53.4%	59.2%	60.3%	49.6%	57.7%	60.0%	

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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	
Very important	43.3%	38.6%	37.1%	41.9%	38.6%	37.4%	45.2%	38.8%	36.5%	
Somewhat important	4.6%	2.4%	2.4%	4.7%	2.0%	2.0%	4.3%	3.4%	3.2%	
Not important	0.4%	0.2%	0.3%	0.0%	0.2%	0.3%	0.9%	0.2%	0.3%	
Total(n)	263	1,533	3,121	148	1,004	1,800	115	529	1,321	
Mean	3.46	3.56	3.57	3.49	3.57	3.58	3.43	3.54	3.56	
Standard deviation	0.60	0.56	0.56	0.59	0.55	0.55	0.62	0.57	0.57	
Significance	-	**	**	-			-		*	
Effect size	-	-0.18	-0.20	-	-0.15	-0.16	-	-0.19	-0.23	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	35.5%	49.6%	50.4%	31.8%	48.1%	48.9%	40.2%	52.4%	53.0%	
Very important	51.7%	39.4%	39.0%	51.4%	39.1%	38.8%	52.1%	39.9%	39.4%	
Somewhat important	10.6%	9.1%	8.7%	12.8%	10.1%	9.6%	7.7%	7.2%	7.0%	
Not important	2.3%	1.9%	1.9%	4.1%	2.7%	2.6%	0.0%	0.4%	0.6%	
Total(n)	265	1,534	3,113	148	1,005	1,803	117	529	1,310	
Mean	3.20	3.37	3.38	3.11	3.33	3.34	3.32	3.44	3.45	
Standard deviation	0.72	0.73	0.72	0.77	0.76	0.76	0.61	0.64	0.65	
Significance	-	***	***	-	**	***	-		*	
Effect size	-	-0.23	-0.25	-	-0.29	-0.30	-	-0.19	-0.20	
Provide for students' emotional development										
Essential	27.3%	30.7%	31.7%	23.3%	27.4%	28.5%	32.2%	37.0%	37.4%	
Very important	50.0%	47.9%	47.6%	51.4%	49.0%	48.8%	48.3%	45.6%	45.3%	
Somewhat important	18.9%	17.7%	17.1%	19.9%	18.7%	18.0%	17.8%	15.9%	15.6%	
Not important	3.8%	3.7%	3.6%	5.5%	4.8%	4.7%	1.7%	1.5%	1.7%	
Total(n)	264	1,530	3,102	146	1,000	1,789	118	530	1,313	
Mean	3.01	3.06	3.07	2.92	2.99	3.01	3.11	3.18	3.19	
Standard deviation	0.78	0.79	0.79	0.81	0.81	0.81	0.75	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.09	-0.11	-	-0.09	-0.11	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	36.1%	44.6%	45.5%	32.4%	43.1%	43.9%	40.9%	47.5%	48.3%	
Very important	48.3%	42.3%	41.8%	48.6%	42.6%	42.3%	47.8%	41.7%	40.9%	
Somewhat important	12.5%	10.6%	10.3%	14.2%	11.3%	10.9%	10.4%	9.4%	9.1%	
Not important	3.0%	2.4%	2.4%	4.7%	2.9%	2.8%	0.9%	1.5%	1.6%	
Total(n)	263	1,534	3,121	148	1,007	1,806	115	527	1,315	
Mean	3.17	3.29	3.30	3.09	3.26	3.27	3.29	3.35	3.36	
Standard deviation	0.76	0.75	0.75	0.81	0.77	0.77	0.69	0.71	0.71	
Significance	-	*	**	-	*	**	-			

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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	-	-0.16	-0.17	-	-0.22	-0.23	-	-0.08	-0.10	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	43.6%	40.5%	42.6%	37.2%	33.1%	34.9%	51.7%	54.6%	56.3%	
Very important	39.5%	39.9%	38.9%	37.8%	42.1%	41.4%	41.5%	35.9%	34.5%	
Somewhat important	10.5%	13.7%	13.0%	15.5%	16.7%	16.0%	4.2%	7.8%	7.5%	
Not important	6.4%	5.9%	5.5%	9.5%	8.1%	7.6%	2.5%	1.7%	1.8%	
Total(n)	266	1,532	3,109	148	1,003	1,794	118	529	1,315	
Mean	3.20	3.15	3.19	3.03	3.00	3.04	3.42	3.43	3.45	
Standard deviation	0.87	0.87	0.86	0.95	0.91	0.90	0.70	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.03	-0.01	-	-0.01	-0.04	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	77.0%	73.8%	74.3%	73.8%	70.1%	70.4%	81.0%	81.1%	81.2%	
Very important	18.5%	21.8%	21.6%	19.5%	24.6%	24.5%	17.2%	16.5%	16.4%	
Somewhat important	3.0%	3.5%	3.3%	4.7%	4.2%	4.1%	0.9%	2.1%	2.0%	
Not important	1.5%	0.9%	0.8%	2.0%	1.1%	1.0%	0.9%	0.4%	0.4%	
Total(n)	265	1,525	3,114	149	998	1,805	116	527	1,309	
Mean	3.71	3.69	3.69	3.65	3.64	3.64	3.78	3.78	3.78	
Standard deviation	0.60	0.58	0.57	0.67	0.62	0.61	0.49	0.48	0.48	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.02	0.02	-	0.00	0.00	
Teach students tolerance and respect for different beliefs										
Essential	58.4%	58.6%	59.8%	50.3%	52.2%	53.2%	68.6%	70.9%	71.5%	
Very important	30.7%	31.5%	30.9%	34.9%	35.6%	35.2%	25.4%	23.6%	23.4%	
Somewhat important	7.1%	7.0%	6.6%	10.1%	8.4%	8.0%	3.4%	4.3%	4.0%	
Not important	3.7%	2.9%	2.7%	4.7%	3.8%	3.6%	2.5%	1.1%	1.1%	
Total(n)	267	1,533	3,102	149	1,003	1,790	118	530	1,312	
Mean	3.44	3.46	3.48	3.31	3.36	3.38	3.60	3.64	3.65	
Standard deviation	0.78	0.75	0.74	0.84	0.79	0.78	0.68	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.06	-0.09	-	-0.06	-0.08	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	5.8%	9.3%	10.7%	6.2%	8.3%	9.6%	5.2%	11.2%	12.6%	
Agree somewhat	37.3%	38.9%	39.8%	32.4%	39.9%	40.4%	43.5%	36.9%	38.8%	
Disagree somewhat	37.3%	35.9%	34.3%	40.0%	35.8%	34.5%	33.9%	36.1%	33.8%	
Strongly disagree	19.6%	15.9%	15.2%	21.4%	15.9%	15.5%	17.4%	15.9%	14.8%	
Total(n)	260	1,508	3,062	145	986	1,774	115	522	1,288	
Mean	2.29	2.42	2.46	2.23	2.41	2.44	2.37	2.43	2.49	

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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	
Standard deviation	0.85	0.86	0.88	0.86	0.85	0.86	0.83	0.89	0.89	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.15	-0.19	-	-0.21	-0.24	-	-0.07	-0.13	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	75.1%	66.7%	67.9%	65.3%	58.5%	59.8%	87.3%	82.4%	82.2%	
Agree somewhat	21.5%	27.6%	26.7%	28.6%	33.1%	32.3%	12.7%	17.0%	16.8%	
Disagree somewhat	2.6%	4.5%	4.3%	4.8%	6.6%	6.2%	0.0%	0.7%	1.0%	
Strongly disagree	0.8%	1.2%	1.1%	1.4%	1.8%	1.7%	0.0%	0.0%	0.0%	
Total(n)	265	1,511	3,070	147	986	1,776	118	525	1,294	
Mean	3.71	3.60	3.61	3.58	3.48	3.50	3.87	3.82	3.81	
Standard deviation	0.55	0.63	0.62	0.65	0.70	0.69	0.33	0.40	0.42	
Significance	-	**	*	-			-			
Effect size	-	0.17	0.16	-	0.14	0.12	-	0.13	0.14	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	52.5%	47.5%	48.5%	50.3%	42.4%	43.2%	55.2%	57.2%	57.8%	
Agree somewhat	37.2%	42.8%	42.4%	35.2%	45.9%	45.5%	39.7%	37.0%	36.9%	
Disagree somewhat	8.8%	8.4%	7.9%	11.7%	9.9%	9.5%	5.2%	5.7%	5.1%	
Strongly disagree	1.5%	1.3%	1.2%	2.8%	1.8%	1.8%	0.0%	0.2%	0.2%	
Total(n)	261	1,505	3,054	145	984	1,769	116	521	1,285	
Mean	3.41	3.36	3.38	3.33	3.29	3.30	3.50	3.51	3.52	
Standard deviation	0.72	0.69	0.68	0.79	0.72	0.71	0.60	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	0.06	0.04	-	-0.02	-0.03	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	18.1%	13.2%	13.3%	14.5%	12.8%	13.0%	22.6%	14.1%	14.0%	
Agree somewhat	43.5%	43.4%	43.3%	40.7%	40.7%	40.9%	47.0%	48.7%	47.6%	
Disagree somewhat	29.2%	34.8%	34.5%	35.2%	36.7%	36.0%	21.7%	31.0%	31.7%	
Strongly disagree	9.2%	8.7%	8.9%	9.7%	9.9%	10.2%	8.7%	6.3%	6.7%	
Total(n)	260	1,490	3,027	145	979	1,757	115	511	1,270	
Mean	2.70	2.61	2.61	2.60	2.56	2.57	2.83	2.71	2.69	
Standard deviation	0.87	0.82	0.83	0.85	0.84	0.84	0.88	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.05	0.04	-	0.15	0.18	
I try to dispel perceptions of competition										
Strongly agree	17.6%	16.4%	16.4%	13.7%	13.3%	13.5%	22.4%	22.4%	21.6%	
Agree somewhat	49.0%	44.6%	44.4%	46.8%	42.2%	42.3%	51.7%	49.2%	48.2%	

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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	
Disagree somewhat	25.1%	30.8%	30.8%	29.5%	34.7%	34.3%	19.8%	23.4%	24.7%	
Strongly disagree	8.2%	8.1%	8.3%	10.1%	9.8%	10.0%	6.0%	5.0%	5.5%	
Total(n)	255	1,473	2,962	139	963	1,719	116	510	1,243	
Mean	2.76	2.69	2.69	2.64	2.59	2.59	2.91	2.89	2.86	
Standard deviation	0.84	0.84	0.84	0.84	0.84	0.84	0.81	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.06	0.06	-	0.03	0.06	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	23.4%	24.4%	24.4%	26.7%	29.2%	29.0%	19.1%	15.1%	16.1%	
Agree somewhat	48.7%	43.8%	43.4%	47.3%	43.5%	43.4%	50.4%	44.4%	43.5%	
Disagree somewhat	19.9%	21.5%	21.6%	19.9%	19.6%	19.7%	20.0%	25.0%	25.0%	
Strongly disagree	8.0%	10.4%	10.6%	6.2%	7.7%	7.9%	10.4%	15.5%	15.4%	
Total(n)	261	1,499	3,036	146	982	1,767	115	517	1,269	
Mean	2.87	2.82	2.82	2.95	2.94	2.94	2.78	2.59	2.60	
Standard deviation	0.86	0.92	0.92	0.85	0.89	0.89	0.88	0.92	0.93	
Significance	-			-			-	*	*	
Effect size	-	0.05	0.05	-	0.01	0.01	-	0.21	0.19	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	20.4%	17.8%	18.4%	16.0%	14.3%	14.7%	25.9%	24.5%	25.0%	
Agree somewhat	27.3%	31.3%	31.4%	20.8%	26.5%	26.8%	35.3%	40.7%	39.5%	
Disagree somewhat	33.8%	32.4%	32.0%	38.2%	36.3%	35.9%	28.4%	24.8%	25.2%	
Strongly disagree	18.5%	18.5%	18.2%	25.0%	22.9%	22.6%	10.3%	9.9%	10.2%	
Total(n)	260	1,501	3,041	144	983	1,762	116	518	1,279	
Mean	2.50	2.48	2.50	2.28	2.32	2.34	2.77	2.80	2.79	
Standard deviation	1.02	0.99	0.99	1.01	0.98	0.98	0.95	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.04	-0.06	-	-0.03	-0.02	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	21.9%	20.8%	21.0%	23.0%	21.1%	21.7%	20.7%	20.2%	19.7%	
Agree somewhat	51.4%	48.5%	47.9%	55.6%	49.6%	49.0%	46.6%	46.4%	46.0%	
Disagree somewhat	17.9%	21.8%	21.8%	13.3%	20.3%	20.3%	23.3%	24.5%	24.5%	
Strongly disagree	8.8%	9.0%	9.3%	8.1%	9.0%	9.0%	9.5%	9.0%	9.8%	
Total(n)	251	1,474	3,006	135	955	1,733	116	519	1,273	
Mean	2.86	2.81	2.81	2.93	2.83	2.83	2.78	2.78	2.76	
Standard deviation	0.86	0.87	0.87	0.83	0.86	0.87	0.88	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.12	0.11	-	0.00	0.02	

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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	
Student Affairs staff have the support and respect of faculty										
Strongly agree	23.9%	26.4%	25.9%	23.4%	25.2%	25.1%	24.5%	28.6%	27.3%	
Agree somewhat	53.8%	53.6%	53.5%	55.5%	54.9%	54.7%	51.9%	50.9%	51.3%	
Disagree somewhat	19.7%	16.4%	16.7%	19.5%	16.9%	17.0%	19.8%	15.6%	16.0%	
Strongly disagree	2.6%	3.6%	3.9%	1.6%	2.9%	3.1%	3.8%	4.9%	5.3%	
Total(n)	234	1,426	2,923	128	926	1,693	106	500	1,230	
Mean	2.99	3.03	3.01	3.01	3.02	3.02	2.97	3.03	3.01	
Standard deviation	0.74	0.76	0.76	0.70	0.73	0.74	0.77	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.01	-0.01	-	-0.07	-0.05	
There is a lot of campus racial conflict here										
Strongly agree	10.2%	4.8%	4.7%	9.1%	3.6%	3.5%	11.5%	7.0%	6.8%	
Agree somewhat	46.1%	22.8%	22.0%	38.6%	18.6%	17.9%	54.9%	30.9%	29.1%	
Disagree somewhat	36.3%	38.5%	38.6%	40.9%	38.9%	38.8%	31.0%	37.6%	38.3%	
Strongly disagree	7.3%	33.9%	34.7%	11.4%	38.9%	39.8%	2.7%	24.5%	25.9%	
Total(n)	245	1,452	2,953	132	947	1,714	113	505	1,239	
Mean	2.59	1.98	1.97	2.45	1.87	1.85	2.75	2.20	2.17	
Standard deviation	0.77	0.87	0.87	0.81	0.84	0.83	0.69	0.89	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.70	0.71	-	0.69	0.72	-	0.62	0.65	
My research is valued by faculty in my department										
Strongly agree	38.6%	39.2%	38.7%	44.8%	42.2%	41.6%	31.3%	33.5%	33.6%	
Agree somewhat	40.7%	42.1%	42.1%	39.6%	40.3%	40.8%	42.0%	45.5%	44.5%	
Disagree somewhat	15.0%	13.5%	13.6%	10.4%	12.6%	12.5%	20.5%	15.2%	15.5%	
Strongly disagree	5.7%	5.2%	5.6%	5.2%	4.9%	5.1%	6.3%	5.8%	6.4%	
Total(n)	246	1,456	2,955	134	952	1,720	112	504	1,235	
Mean	3.12	3.15	3.14	3.24	3.20	3.19	2.98	3.07	3.05	
Standard deviation	0.87	0.84	0.85	0.84	0.84	0.84	0.88	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.04	-0.02	-	0.05	0.06	-	-0.11	-0.08	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	58.6%	56.8%	56.6%	62.0%	59.2%	59.0%	54.5%	52.3%	52.4%	
Agree somewhat	33.3%	34.0%	33.8%	30.7%	31.9%	32.0%	36.6%	37.9%	37.1%	
Disagree somewhat	5.2%	5.9%	6.1%	4.4%	5.3%	5.3%	6.3%	7.2%	7.4%	
Strongly disagree	2.8%	3.3%	3.4%	2.9%	3.6%	3.6%	2.7%	2.6%	3.1%	
Total(n)	249	1,473	3,009	137	959	1,742	112	514	1,267	
Mean	3.48	3.44	3.44	3.52	3.47	3.46	3.43	3.40	3.39	
Standard deviation	0.72	0.75	0.76	0.72	0.76	0.76	0.73	0.74	0.76	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.07	0.08	-	0.04	0.05	

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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	
My service is valued by faculty in my department										
Strongly agree	46.7%	48.0%	48.0%	48.1%	48.9%	48.8%	45.0%	46.4%	46.5%	
Agree somewhat	36.2%	38.1%	37.8%	38.5%	37.9%	38.0%	33.3%	38.3%	37.5%	
Disagree somewhat	15.0%	11.0%	11.0%	11.9%	10.6%	10.4%	18.9%	11.9%	12.2%	
Strongly disagree	2.0%	2.9%	3.2%	1.5%	2.6%	2.9%	2.7%	3.4%	3.8%	
Total(n)	246	1,459	2,996	135	950	1,739	111	509	1,257	
Mean	3.28	3.31	3.30	3.33	3.33	3.33	3.21	3.28	3.27	
Standard deviation	0.79	0.78	0.79	0.74	0.77	0.78	0.84	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	0.00	0.00	-	-0.09	-0.07	
Faculty are sufficiently involved in campus decision making										
Strongly agree	14.9%	12.4%	12.1%	16.2%	13.5%	13.3%	13.4%	10.4%	9.9%	
Agree somewhat	47.1%	41.7%	40.8%	47.7%	41.5%	40.7%	46.4%	42.1%	40.8%	
Disagree somewhat	22.3%	26.0%	26.4%	19.2%	24.7%	24.9%	25.9%	28.4%	29.1%	
Strongly disagree	15.7%	19.9%	20.7%	16.9%	20.3%	21.0%	14.3%	19.2%	20.2%	
Total(n)	242	1,455	2,977	130	948	1,721	112	507	1,256	
Mean	2.61	2.47	2.44	2.63	2.48	2.46	2.59	2.44	2.40	
Standard deviation	0.92	0.95	0.95	0.95	0.96	0.97	0.90	0.92	0.92	
Significance	-	*	**	-			-		*	
Effect size	-	0.15	0.18	-	0.16	0.18	-	0.16	0.21	
The faculty are typically at odds with campus administration										
Strongly agree	9.3%	9.0%	10.5%	11.0%	8.8%	10.1%	7.2%	9.3%	11.1%	
Agree somewhat	52.6%	38.7%	39.4%	47.8%	35.8%	36.6%	58.6%	44.3%	44.4%	
Disagree somewhat	34.4%	40.9%	39.3%	35.3%	42.2%	40.8%	33.3%	38.3%	36.7%	
Strongly disagree	3.6%	11.4%	10.8%	5.9%	13.1%	12.5%	0.9%	8.0%	7.7%	
Total(n)	247	1,467	2,999	136	959	1,745	111	508	1,254	
Mean	2.68	2.45	2.50	2.64	2.40	2.44	2.72	2.55	2.59	
Standard deviation	0.69	0.81	0.82	0.76	0.83	0.84	0.61	0.77	0.79	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	0.28	0.22	-	0.29	0.24	-	0.22	0.16	
Faculty here respect each other										
Strongly agree	37.1%	45.4%	43.6%	42.0%	47.7%	46.2%	31.0%	41.1%	39.1%	
Agree somewhat	54.2%	47.2%	47.7%	47.8%	44.6%	45.3%	61.9%	51.9%	51.9%	
Disagree somewhat	6.8%	5.7%	6.6%	7.2%	5.6%	6.3%	6.2%	5.8%	7.1%	
Strongly disagree	2.0%	1.8%	2.1%	2.9%	2.0%	2.2%	0.9%	1.2%	1.9%	
Total(n)	251	1,476	3,003	138	962	1,744	113	514	1,259	
Mean	3.26	3.36	3.33	3.29	3.38	3.35	3.23	3.33	3.28	
Standard deviation	0.67	0.67	0.69	0.73	0.69	0.70	0.60	0.64	0.68	
Significance	-	*		-			-			
Effect size	-	-0.15	-0.10	-	-0.13	-0.09	-	-0.16	-0.07	
Administrators consider faculty concerns when making policy										
Strongly agree	15.3%	16.0%	15.1%	16.0%	16.6%	15.9%	14.4%	14.8%	13.7%	
Agree somewhat	48.3%	47.6%	46.6%	50.4%	49.1%	48.1%	45.9%	44.9%	44.0%	

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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	
Disagree somewhat	26.9%	25.3%	26.1%	25.2%	23.9%	24.5%	28.8%	27.9%	28.8%	
Strongly disagree	9.5%	11.1%	12.2%	8.4%	10.5%	11.5%	10.8%	12.3%	13.4%	
Total(n)	242	1,453	2,970	131	945	1,724	111	508	1,246	
Mean	2.69	2.68	2.65	2.74	2.72	2.68	2.64	2.62	2.58	
Standard deviation	0.84	0.87	0.88	0.83	0.86	0.87	0.86	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	0.02	0.07	-	0.02	0.07	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	14.4%	13.3%	15.2%	16.5%	13.4%	15.3%	11.8%	13.0%	15.0%	
Agree somewhat	51.9%	48.0%	48.0%	49.6%	49.9%	49.6%	54.5%	44.5%	45.2%	
Disagree somewhat	25.9%	30.3%	28.6%	27.8%	29.8%	28.2%	23.6%	31.3%	29.3%	
Strongly disagree	7.8%	8.4%	8.2%	6.0%	6.9%	6.9%	10.0%	11.2%	10.6%	
Total(n)	243	1,455	2,970	133	948	1,719	110	507	1,251	
Mean	2.73	2.66	2.70	2.77	2.70	2.73	2.68	2.59	2.65	
Standard deviation	0.80	0.81	0.82	0.80	0.79	0.80	0.81	0.85	0.86	
Significance	-			-			-			
Effect size	-	0.09	0.04	-	0.09	0.05	-	0.11	0.03	
The criteria for advancement and promotion decisions are clear										
Strongly agree	32.1%	35.0%	33.5%	34.8%	38.0%	36.8%	28.8%	29.3%	27.7%	
Agree somewhat	43.5%	43.9%	43.0%	45.9%	43.8%	43.1%	40.5%	44.0%	42.6%	
Disagree somewhat	19.5%	15.7%	16.8%	16.3%	14.1%	15.1%	23.4%	18.8%	20.0%	
Strongly disagree	4.9%	5.4%	6.7%	3.0%	4.1%	5.0%	7.2%	8.0%	9.7%	
Total(n)	246	1,463	2,993	135	953	1,739	111	510	1,254	
Mean	3.03	3.08	3.03	3.13	3.16	3.12	2.91	2.95	2.88	
Standard deviation	0.84	0.85	0.88	0.79	0.81	0.84	0.90	0.89	0.92	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.04	0.01	-	-0.04	0.03	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	2.8%	2.0%	3.0%	3.6%	2.0%	2.8%	1.8%	2.0%	3.3%	
Agree somewhat	8.4%	8.2%	11.4%	7.2%	7.8%	10.4%	9.9%	8.9%	13.1%	
Disagree somewhat	29.7%	29.0%	30.4%	29.0%	28.6%	29.8%	30.6%	29.7%	31.6%	
Strongly disagree	59.0%	60.8%	55.3%	60.1%	61.6%	57.1%	57.7%	59.4%	52.1%	
Total(n)	249	1,470	2,994	138	958	1,739	111	512	1,255	
Mean	1.55	1.51	1.62	1.54	1.50	1.59	1.56	1.54	1.68	
Standard deviation	0.77	0.73	0.80	0.78	0.73	0.79	0.75	0.74	0.82	
Significance	-			-			-			
Effect size	-	0.05	-0.09	-	0.05	-0.06	-	0.03	-0.15	
There is adequate support for faculty development										
Strongly agree	40.2%	38.0%	35.5%	43.2%	40.4%	38.2%	36.8%	33.6%	30.8%	
Agree somewhat	46.3%	42.7%	42.7%	47.0%	43.2%	43.3%	45.6%	41.8%	41.7%	

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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	
Disagree somewhat	10.6%	14.3%	15.4%	7.6%	12.1%	13.1%	14.0%	18.3%	19.4%	
Strongly disagree	2.8%	5.0%	6.4%	2.3%	4.3%	5.4%	3.5%	6.3%	8.1%	
Total(n)	246	1,472	3,015	132	956	1,749	114	516	1,266	
Mean	3.24	3.14	3.07	3.31	3.20	3.14	3.16	3.03	2.95	
Standard deviation	0.75	0.84	0.87	0.71	0.81	0.84	0.79	0.88	0.91	
Significance	-		**	-		*	-		*	
Effect size	-	0.12	0.20	-	0.14	0.20	-	0.15	0.23	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	9.5%	8.6%	8.6%	5.3%	5.9%	5.9%	14.5%	13.5%	13.2%	
Agree somewhat	49.4%	43.5%	42.4%	46.6%	41.0%	40.2%	52.7%	48.2%	46.2%	
Disagree somewhat	34.4%	39.0%	39.4%	40.5%	43.5%	43.7%	27.3%	30.8%	32.1%	
Strongly disagree	6.6%	8.9%	9.6%	7.6%	9.6%	10.2%	5.5%	7.5%	8.5%	
Total(n)	241	1,445	2,963	131	938	1,709	110	507	1,254	
Mean	2.62	2.52	2.50	2.50	2.43	2.42	2.76	2.68	2.64	
Standard deviation	0.75	0.77	0.78	0.72	0.75	0.75	0.77	0.80	0.81	
Significance	-		*	-			-			
Effect size	-	0.13	0.15	-	0.09	0.11	-	0.10	0.15	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	10.5%	17.5%	16.2%	10.2%	18.9%	17.8%	10.9%	14.9%	13.5%	
Agree somewhat	42.6%	42.0%	40.5%	48.0%	44.5%	43.3%	36.4%	37.4%	35.7%	
Disagree somewhat	33.8%	29.7%	30.7%	27.6%	26.3%	27.4%	40.9%	36.0%	36.6%	
Strongly disagree	13.1%	10.8%	12.5%	14.2%	10.4%	11.5%	11.8%	11.7%	14.2%	
Total(n)	237	1,453	2,953	127	945	1,716	110	508	1,237	
Mean	2.51	2.66	2.61	2.54	2.72	2.67	2.46	2.55	2.49	
Standard deviation	0.85	0.89	0.90	0.86	0.89	0.90	0.84	0.88	0.90	
Significance	-	*		-	*		-			
Effect size	-	-0.17	-0.11	-	-0.20	-0.14	-	-0.10	-0.03	
Faculty of color are treated fairly here										
Strongly agree	37.4%	40.3%	40.4%	43.3%	45.1%	45.3%	30.6%	31.1%	31.8%	
Agree somewhat	46.4%	44.8%	43.9%	44.9%	42.7%	42.3%	48.1%	48.9%	46.8%	
Disagree somewhat	13.6%	12.0%	12.3%	10.2%	10.4%	10.5%	17.6%	15.0%	15.6%	
Strongly disagree	2.6%	2.9%	3.3%	1.6%	1.8%	1.9%	3.7%	5.0%	5.8%	
Total(n)	235	1,417	2,906	127	923	1,688	108	494	1,218	
Mean	3.19	3.23	3.21	3.30	3.31	3.31	3.06	3.06	3.05	
Standard deviation	0.76	0.77	0.78	0.72	0.73	0.74	0.80	0.81	0.84	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.01	-0.01	-	0.00	0.01	
Women faculty are treated fairly here										
Strongly agree	42.9%	40.8%	40.3%	47.2%	47.1%	47.4%	37.8%	28.9%	28.1%	
Agree somewhat	40.8%	42.3%	41.6%	41.7%	40.9%	40.5%	39.6%	44.7%	43.6%	
Disagree somewhat	13.4%	12.5%	13.2%	9.4%	8.8%	8.9%	18.0%	19.5%	20.6%	
Strongly disagree	2.9%	4.4%	4.8%	1.6%	3.2%	3.2%	4.5%	6.8%	7.6%	

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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	1,441	2,956	127	934	1,703	111	507	1,253	
Mean	3.24	3.19	3.17	3.35	3.32	3.32	3.11	2.96	2.92	
Standard deviation	0.79	0.82	0.84	0.72	0.76	0.77	0.86	0.87	0.89	
Significance	-			-			-		*	
Effect size	-	0.06	0.08	-	0.04	0.04	-	0.17	0.21	
LGBTQ faculty are treated fairly here										
Strongly agree	38.9%	32.2%	32.1%	43.2%	35.9%	36.0%	33.7%	25.3%	25.2%	
Agree somewhat	50.2%	43.3%	42.7%	49.6%	41.1%	40.8%	51.0%	47.5%	46.0%	
Disagree somewhat	8.3%	14.0%	14.7%	5.6%	13.1%	13.6%	11.5%	15.6%	16.7%	
Strongly disagree	2.6%	10.5%	10.5%	1.6%	10.0%	9.6%	3.8%	11.6%	12.0%	
Total(n)	229	1,300	2,725	125	839	1,567	104	461	1,158	
Mean	3.25	2.97	2.96	3.34	3.03	3.03	3.14	2.87	2.84	
Standard deviation	0.72	0.94	0.94	0.66	0.94	0.94	0.77	0.92	0.94	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.30	0.31	-	0.33	0.33	-	0.29	0.32	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	13.0%	16.9%	18.0%	15.0%	17.7%	18.7%	10.6%	15.4%	16.9%	
High priority	27.7%	37.4%	37.8%	26.0%	38.3%	38.7%	29.8%	35.6%	36.4%	
Medium priority	29.4%	24.8%	24.7%	32.3%	26.1%	25.8%	26.0%	22.1%	22.7%	
Low priority	29.9%	21.0%	19.4%	26.8%	17.9%	16.8%	33.7%	27.0%	24.1%	
Total(n)	231	1,408	2,881	127	924	1,671	104	484	1,210	
Mean	2.24	2.50	2.54	2.29	2.56	2.59	2.17	2.39	2.46	
Standard deviation	1.02	1.00	1.00	1.02	0.98	0.98	1.02	1.04	1.03	
Significance	-	***	***	-	**	***	-		**	
Effect size	-	-0.26	-0.30	-	-0.28	-0.31	-	-0.21	-0.28	
Indicate how important you believe each priority listed below is at your college or university:										
To develop a sense of community among students and faculty										
Highest priority	22.4%	22.9%	23.3%	21.1%	22.2%	22.6%	23.9%	24.2%	24.5%	
High priority	53.2%	48.3%	47.0%	53.1%	49.3%	48.4%	53.2%	46.4%	44.5%	
Medium priority	21.9%	23.8%	24.3%	23.4%	24.4%	24.6%	20.2%	22.6%	23.6%	
Low priority	2.5%	5.0%	5.5%	2.3%	4.0%	4.4%	2.8%	6.8%	7.4%	
Total(n)	237	1,404	2,873	128	918	1,666	109	486	1,207	
Mean	2.95	2.89	2.88	2.93	2.90	2.89	2.98	2.88	2.86	
Standard deviation	0.74	0.81	0.82	0.73	0.79	0.80	0.75	0.85	0.87	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.04	0.05	-	0.12	0.14	
To facilitate student involvement in community service										
Highest priority	9.4%	14.3%	15.4%	11.0%	14.5%	15.1%	7.5%	14.1%	15.9%	

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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	
High priority	49.1%	42.8%	42.8%	41.7%	39.7%	40.1%	57.9%	48.9%	47.7%	
Medium priority	34.2%	35.5%	34.7%	37.0%	37.8%	36.9%	30.8%	31.2%	30.8%	
Low priority	7.3%	7.3%	7.1%	10.2%	8.1%	7.9%	3.7%	5.9%	5.6%	
Total(n)	234	1,411	2,886	127	921	1,672	107	490	1,214	
Mean	2.61	2.64	2.67	2.54	2.61	2.62	2.69	2.71	2.74	
Standard deviation	0.76	0.81	0.82	0.82	0.83	0.83	0.66	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.08	-0.10	-	-0.03	-0.06	
To help students learn how to bring about change in society										
Highest priority	9.9%	14.5%	15.7%	6.3%	12.7%	13.6%	14.0%	17.8%	19.4%	
High priority	41.6%	40.9%	40.6%	42.9%	41.4%	41.4%	40.2%	39.8%	39.0%	
Medium priority	37.3%	35.1%	34.5%	37.3%	35.7%	35.1%	37.4%	34.0%	33.5%	
Low priority	11.2%	9.6%	9.2%	13.5%	10.2%	9.8%	8.4%	8.3%	8.1%	
Total(n)	233	1,402	2,861	126	920	1,669	107	482	1,192	
Mean	2.50	2.60	2.63	2.42	2.57	2.59	2.60	2.67	2.70	
Standard deviation	0.82	0.85	0.86	0.80	0.84	0.84	0.83	0.86	0.87	
Significance	-		*	-		*	-			
Effect size	-	-0.12	-0.15	-	-0.18	-0.20	-	-0.08	-0.11	
To increase or maintain institutional prestige										
Highest priority	48.5%	42.5%	41.0%	46.5%	40.8%	39.9%	50.9%	46.0%	43.0%	
High priority	38.7%	40.1%	40.3%	43.4%	40.9%	41.0%	33.0%	38.7%	39.1%	
Medium priority	7.7%	13.5%	14.6%	6.2%	14.6%	15.0%	9.4%	11.4%	13.7%	
Low priority	5.1%	3.8%	4.1%	3.9%	3.8%	4.0%	6.6%	4.0%	4.2%	
Total(n)	235	1,415	2,885	129	926	1,677	106	489	1,208	
Mean	3.31	3.21	3.18	3.33	3.19	3.17	3.28	3.27	3.21	
Standard deviation	0.82	0.82	0.83	0.76	0.82	0.83	0.89	0.81	0.83	
Significance	-		*	-		*	-			
Effect size	-	0.12	0.16	-	0.17	0.19	-	0.01	0.08	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	11.2%	14.4%	13.6%	10.2%	14.1%	13.5%	12.4%	15.1%	13.6%	
High priority	33.0%	29.8%	27.9%	32.0%	28.7%	27.4%	34.3%	32.1%	29.0%	
Medium priority	37.8%	33.9%	34.3%	39.1%	33.7%	33.9%	36.2%	34.1%	35.2%	
Low priority	18.0%	21.9%	24.2%	18.8%	23.5%	25.2%	17.1%	18.8%	22.2%	
Total(n)	233	1,415	2,858	128	931	1,665	105	484	1,193	
Mean	2.37	2.37	2.31	2.34	2.33	2.29	2.42	2.43	2.34	
Standard deviation	0.91	0.98	0.98	0.90	0.99	0.99	0.92	0.96	0.97	
Significance	-			-			-			
Effect size	-	0.00	0.06	-	0.01	0.05	-	-0.01	0.08	
To recruit more minority students										
Highest priority	15.7%	11.7%	12.9%	14.0%	10.3%	11.5%	17.9%	14.4%	15.4%	

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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		
High priority	47.7%	31.9%	32.6%	45.7%	31.1%	31.9%	50.0%	33.4%	33.9%		
Medium priority	23.8%	36.7%	36.0%	27.9%	39.0%	38.0%	18.9%	32.4%	32.5%		
Low priority	12.8%	19.6%	18.4%	12.4%	19.6%	18.5%	13.2%	19.7%	18.2%		
Total(n)	235	1,413	2,880	129	926	1,672	106	487	1,208		
Mean	2.66	2.36	2.40	2.61	2.32	2.36	2.73	2.43	2.46		
Standard deviation	0.89	0.93	0.93	0.88	0.90	0.91	0.91	0.96	0.96		
Significance	-	***	***	-	***	**	-	**	**		
Effect size	-	0.32	0.28	-	0.32	0.27	-	0.31	0.28		
Increase the selectivity of the student body through more competitive admissions criteria											
Highest priority	9.4%	15.7%	15.1%	8.6%	15.0%	14.8%	10.5%	17.1%	15.8%		
High priority	29.6%	31.6%	31.1%	35.2%	35.0%	34.4%	22.9%	25.0%	25.1%		
Medium priority	41.6%	35.6%	35.4%	37.5%	33.5%	33.7%	46.7%	39.8%	38.6%		
Low priority	19.3%	17.0%	18.3%	18.8%	16.5%	17.1%	20.0%	18.1%	20.5%		
Total(n)	233	1,410	2,873	128	924	1,670	105	486	1,203		
Mean	2.29	2.46	2.43	2.34	2.49	2.47	2.24	2.41	2.36		
Standard deviation	0.89	0.95	0.96	0.88	0.94	0.94	0.89	0.97	0.98		
Significance	-	*	*	-			-				
Effect size	-	-0.18	-0.15	-	-0.16	-0.14	-	-0.18	-0.12		
To promote gender diversity in the faculty and administration											
Highest priority	15.5%	14.2%	14.4%	19.5%	14.5%	15.0%	10.6%	13.6%	13.5%		
High priority	44.8%	35.9%	35.1%	47.7%	38.8%	38.0%	41.3%	30.4%	29.8%		
Medium priority	31.5%	36.5%	36.4%	25.8%	34.8%	34.9%	38.5%	39.6%	39.1%		
Low priority	8.2%	13.4%	14.1%	7.0%	11.9%	12.1%	9.6%	16.3%	17.7%		
Total(n)	232	1,409	2,871	128	924	1,668	104	485	1,203		
Mean	2.68	2.51	2.50	2.80	2.56	2.56	2.53	2.41	2.39		
Standard deviation	0.83	0.90	0.91	0.84	0.88	0.89	0.81	0.92	0.93		
Significance	-	**	**	-	**	**	-				
Effect size	-	0.19	0.20	-	0.27	0.27	-	0.13	0.15		
Indicate how important you believe each priority listed below is at your college or university:											
To promote racial and ethnic diversity in the faculty and administration											
Highest priority	19.3%	15.9%	16.3%	18.6%	14.3%	15.0%	20.2%	19.1%	18.8%		
High priority	45.1%	33.2%	32.9%	47.3%	35.4%	35.1%	42.3%	29.0%	29.1%		
Medium priority	27.0%	33.9%	33.8%	25.6%	33.9%	33.8%	28.8%	33.9%	33.7%		
Low priority	8.6%	16.9%	16.9%	8.5%	16.4%	16.1%	8.7%	18.0%	18.4%		
Total(n)	233	1,402	2,865	129	922	1,670	104	480	1,195		
Mean	2.75	2.48	2.49	2.76	2.48	2.49	2.74	2.49	2.48		
Standard deviation	0.86	0.95	0.96	0.85	0.93	0.93	0.88	1.00	1.00		
Significance	-	***	***	-	**	**	-	*	*		
Effect size	-	0.28	0.27	-	0.30	0.29	-	0.25	0.26		

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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	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	7.7%	8.2%	9.1%	7.0%	6.9%	7.7%	8.7%	10.7%	11.5%	
High priority	33.9%	26.2%	26.1%	31.0%	24.2%	24.6%	37.5%	30.1%	28.9%	
Medium priority	44.2%	41.4%	40.7%	46.5%	43.0%	42.4%	41.3%	38.2%	37.8%	
Low priority	14.2%	24.2%	24.1%	15.5%	25.9%	25.4%	12.5%	21.0%	21.8%	
Total(n)	233	1,411	2,873	129	927	1,671	104	484	1,202	
Mean	2.35	2.18	2.20	2.29	2.12	2.15	2.42	2.31	2.30	
Standard deviation	0.82	0.89	0.91	0.81	0.87	0.89	0.82	0.92	0.94	
Significance	-	**	*	-	*		-			
Effect size	-	0.19	0.16	-	0.20	0.16	-	0.12	0.13	
To create and sustain partnerships with surrounding communities										
Highest priority	9.0%	8.8%	10.0%	7.8%	7.7%	8.7%	10.5%	10.8%	12.5%	
High priority	34.6%	28.2%	28.7%	33.3%	25.5%	26.4%	36.2%	33.3%	32.8%	
Medium priority	41.5%	43.8%	42.7%	43.4%	47.5%	46.2%	39.0%	36.7%	36.5%	
Low priority	15.0%	19.2%	18.6%	15.5%	19.2%	18.7%	14.3%	19.2%	18.3%	
Total(n)	234	1,408	2,876	129	926	1,675	105	482	1,201	
Mean	2.38	2.27	2.30	2.33	2.22	2.25	2.43	2.36	2.39	
Standard deviation	0.85	0.87	0.88	0.83	0.84	0.86	0.86	0.91	0.92	
Significance	-			-			-			
Effect size	-	0.13	0.09	-	0.13	0.09	-	0.08	0.04	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	23.3%	24.2%	24.0%	21.1%	23.6%	23.6%	26.0%	25.4%	24.8%	
High priority	41.3%	33.7%	33.5%	44.7%	35.4%	35.0%	37.0%	30.4%	30.6%	
Medium priority	27.8%	30.0%	30.2%	24.4%	28.8%	29.1%	32.0%	32.3%	32.2%	
Low priority	7.6%	12.1%	12.3%	9.8%	12.2%	12.3%	5.0%	11.9%	12.4%	
Total(n)	223	1,384	2,822	123	914	1,651	100	470	1,171	
Mean	2.80	2.70	2.69	2.77	2.70	2.70	2.84	2.69	2.68	
Standard deviation	0.88	0.97	0.97	0.89	0.96	0.96	0.87	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.07	0.07	-	0.15	0.16	
To strengthen links with the for-profit, corporate sector										
Highest priority	16.4%	14.9%	15.1%	13.5%	14.2%	14.5%	20.2%	16.3%	16.3%	
High priority	30.7%	27.2%	27.6%	31.7%	27.2%	27.7%	29.3%	27.1%	27.5%	
Medium priority	28.4%	33.5%	33.1%	31.7%	34.3%	33.8%	24.2%	32.0%	31.8%	
Low priority	24.4%	24.4%	24.2%	23.0%	24.3%	24.1%	26.3%	24.7%	24.4%	
Total(n)	225	1,386	2,824	126	917	1,654	99	469	1,170	
Mean	2.39	2.33	2.34	2.36	2.31	2.33	2.43	2.35	2.36	
Standard deviation	1.03	1.00	1.00	0.98	0.99	1.00	1.09	1.02	1.02	
Significance	-			-			-			

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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	-	0.06	0.05	-	0.05	0.03	-	0.08	0.07	
To develop leadership ability among students										
Highest priority	19.0%	25.5%	25.5%	16.5%	25.6%	25.7%	22.1%	25.2%	25.1%	
High priority	54.5%	49.9%	48.7%	51.2%	48.2%	47.5%	58.7%	53.0%	50.9%	
Medium priority	23.4%	21.6%	22.4%	28.3%	22.8%	23.2%	17.3%	19.3%	20.9%	
Low priority	3.0%	3.1%	3.4%	3.9%	3.4%	3.5%	1.9%	2.6%	3.0%	
Total(n)	231	1,407	2,867	127	924	1,664	104	483	1,203	
Mean	2.90	2.98	2.96	2.80	2.96	2.95	3.01	3.01	2.98	
Standard deviation	0.73	0.77	0.78	0.76	0.79	0.79	0.69	0.74	0.76	
Significance	-			-	*	*	-			
Effect size	-	-0.10	-0.08	-	-0.20	-0.19	-	0.00	0.04	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	22.3%	20.0%	20.9%	22.7%	19.2%	20.0%	21.9%	21.4%	22.4%	
High priority	47.2%	38.4%	38.6%	44.5%	37.7%	38.1%	50.5%	39.8%	39.5%	
Medium priority	24.0%	31.9%	31.2%	25.8%	32.9%	32.2%	21.9%	29.9%	29.4%	
Low priority	6.4%	9.7%	9.4%	7.0%	10.1%	9.8%	5.7%	8.9%	8.7%	
Total(n)	233	1,407	2,870	128	924	1,666	105	483	1,204	
Mean	2.85	2.69	2.71	2.83	2.66	2.68	2.89	2.74	2.75	
Standard deviation	0.84	0.90	0.90	0.86	0.90	0.90	0.81	0.89	0.90	
Significance	-	*	*	-	*		-			
Effect size	-	0.18	0.16	-	0.19	0.17	-	0.17	0.16	
To prepare students for the workplace										
Highest priority	32.3%	38.1%	38.0%	30.2%	38.2%	38.1%	34.9%	38.0%	37.8%	
High priority	49.4%	44.4%	44.4%	49.6%	45.0%	44.9%	49.1%	43.4%	43.4%	
Medium priority	15.7%	15.0%	15.2%	16.3%	13.6%	13.9%	15.1%	17.7%	17.7%	
Low priority	2.6%	2.4%	2.4%	3.9%	3.2%	3.2%	0.9%	0.9%	1.0%	
Total(n)	235	1,419	2,884	129	932	1,676	106	487	1,208	
Mean	3.11	3.18	3.18	3.06	3.18	3.18	3.18	3.19	3.18	
Standard deviation	0.76	0.77	0.77	0.79	0.78	0.78	0.71	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.15	-0.15	-	-0.01	0.00	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	32.5%	29.6%	30.1%	34.9%	30.7%	31.4%	29.5%	27.4%	27.8%	
To a large extent	36.8%	36.9%	36.6%	36.4%	38.2%	37.8%	37.1%	34.5%	34.5%	
To some extent	19.2%	24.5%	24.2%	21.7%	23.0%	22.7%	16.2%	27.3%	26.9%	
To a small extent	7.7%	7.2%	7.3%	4.7%	6.7%	6.7%	11.4%	8.2%	8.3%	
Not at all	3.8%	1.8%	1.9%	2.3%	1.4%	1.5%	5.7%	2.6%	2.6%	

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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)	234	1,411	2,864	129	926	1,660	105	485	1,204	
Mean	3.86	3.85	3.86	3.97	3.90	3.91	3.73	3.76	3.77	
Standard deviation	1.08	0.99	0.99	0.98	0.96	0.97	1.17	1.02	1.03	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.07	0.06	-	-0.03	-0.04	
Experience close alignment between your work and your personal values										
To a very large extent	41.6%	47.4%	47.3%	45.2%	50.2%	50.0%	37.4%	41.8%	42.4%	
To a large extent	42.0%	37.5%	37.4%	39.5%	35.2%	35.3%	44.9%	42.0%	41.3%	
To some extent	13.0%	12.3%	12.5%	12.9%	11.7%	11.7%	13.1%	13.6%	13.8%	
To a small extent	3.0%	2.2%	2.2%	2.4%	2.2%	2.1%	3.7%	2.4%	2.3%	
Not at all	0.4%	0.6%	0.6%	0.0%	0.8%	0.8%	0.9%	0.1%	0.2%	
Total(n)	231	1,413	2,871	124	929	1,668	107	484	1,203	
Mean	4.21	4.29	4.29	4.27	4.32	4.32	4.14	4.23	4.23	
Standard deviation	0.81	0.81	0.81	0.78	0.82	0.82	0.85	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.06	-0.06	-	-0.12	-0.11	
Mentor faculty										
To a very large extent	14.5%	14.5%	14.9%	18.7%	16.2%	16.5%	9.6%	11.0%	11.9%	
To a large extent	22.5%	23.7%	23.7%	20.3%	22.3%	22.5%	25.0%	26.2%	25.8%	
To some extent	29.5%	32.1%	31.8%	31.7%	32.9%	32.5%	26.9%	30.5%	30.6%	
To a small extent	15.9%	14.8%	14.8%	14.6%	14.4%	14.6%	17.3%	15.6%	15.0%	
Not at all	17.6%	14.9%	14.9%	14.6%	14.1%	13.9%	21.2%	16.7%	16.7%	
Total(n)	227	1,400	2,849	123	920	1,652	104	480	1,197	
Mean	3.00	3.08	3.09	3.14	3.12	3.13	2.85	2.99	3.01	
Standard deviation	1.29	1.25	1.25	1.30	1.25	1.25	1.28	1.23	1.25	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	0.02	0.01	-	-0.11	-0.13	
Mentor undergraduate students										
To a very large extent	33.8%	39.5%	39.9%	33.3%	39.0%	39.2%	34.3%	40.4%	41.2%	
To a large extent	31.2%	34.5%	33.9%	27.8%	32.6%	32.6%	35.2%	38.1%	36.4%	
To some extent	18.2%	17.8%	17.7%	22.2%	19.1%	19.0%	13.3%	15.0%	15.2%	
To a small extent	7.4%	6.3%	6.3%	9.5%	6.9%	6.9%	4.8%	5.0%	5.3%	
Not at all	9.5%	2.0%	2.2%	7.1%	2.3%	2.3%	12.4%	1.5%	1.9%	
Total(n)	231	1,402	2,852	126	925	1,659	105	477	1,193	
Mean	3.72	4.03	4.03	3.71	3.99	3.99	3.74	4.11	4.10	
Standard deviation	1.27	1.00	1.01	1.23	1.03	1.03	1.32	0.94	0.97	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.31	-0.31	-	-0.27	-0.27	-	-0.39	-0.37	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	23.6%	25.0%	24.6%	25.0%	26.0%	25.8%	21.9%	23.0%	22.6%	
To a large extent	19.7%	21.2%	20.7%	22.6%	22.5%	21.9%	16.2%	18.7%	18.6%	

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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	
To some extent	16.2%	16.6%	16.5%	16.9%	16.2%	16.2%	15.2%	17.3%	17.1%	
To a small extent	10.0%	11.7%	11.6%	11.3%	12.3%	12.3%	8.6%	10.6%	10.4%	
Not at all	30.6%	25.4%	26.5%	24.2%	22.9%	23.9%	38.1%	30.5%	31.3%	
Total(n)	229	1,401	2,825	124	924	1,644	105	477	1,181	
Mean	2.96	3.09	3.05	3.13	3.17	3.13	2.75	2.93	2.91	
Standard deviation	1.57	1.53	1.54	1.52	1.51	1.52	1.62	1.56	1.56	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.03	0.00	-	-0.12	-0.10	
Been mentored by at least one professional in academia										
To a very large extent	26.3%	24.1%	24.6%	24.4%	23.0%	23.3%	28.7%	26.2%	26.9%	
To a large extent	27.2%	25.7%	25.3%	30.1%	26.4%	25.8%	23.8%	24.3%	24.3%	
To some extent	21.9%	25.7%	25.6%	20.3%	24.9%	25.0%	23.8%	27.4%	26.5%	
To a small extent	16.5%	15.7%	15.6%	18.7%	17.0%	16.8%	13.9%	13.2%	13.4%	
Not at all	8.0%	8.8%	8.9%	6.5%	8.7%	9.0%	9.9%	9.0%	8.8%	
Total(n)	224	1,398	2,830	123	924	1,649	101	474	1,181	
Mean	3.47	3.41	3.41	3.47	3.38	3.38	3.48	3.45	3.47	
Standard deviation	1.26	1.25	1.26	1.23	1.25	1.26	1.31	1.25	1.26	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.07	0.07	-	0.02	0.01	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.2%	6.5%	6.9%	4.0%	6.1%	6.5%	6.7%	7.3%	7.7%	
To a large extent	10.4%	10.9%	11.3%	8.7%	10.4%	10.9%	12.5%	11.9%	12.0%	
To some extent	19.1%	22.8%	22.5%	18.3%	23.8%	23.5%	20.2%	21.0%	20.5%	
To a small extent	24.8%	21.3%	20.9%	27.0%	22.3%	21.8%	22.1%	19.3%	19.3%	
Not at all	40.4%	38.4%	38.4%	42.1%	37.4%	37.3%	38.5%	40.5%	40.6%	
Total(n)	230	1,405	2,851	126	924	1,658	104	481	1,193	
Mean	2.15	2.26	2.27	2.06	2.26	2.27	2.27	2.26	2.27	
Standard deviation	1.21	1.25	1.27	1.15	1.23	1.25	1.28	1.30	1.31	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.16	-0.17	-	0.01	0.00	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.4%	0.8%	0.9%	0.0%	0.6%	0.8%	0.9%	1.1%	1.2%	
To a large extent	1.3%	1.0%	1.2%	1.6%	0.9%	1.1%	0.9%	1.2%	1.4%	
To some extent	0.9%	1.7%	2.0%	0.8%	1.9%	2.3%	0.9%	1.2%	1.5%	
To a small extent	3.0%	3.0%	3.3%	1.6%	2.9%	3.2%	4.7%	3.2%	3.6%	
Not at all	94.4%	93.6%	92.6%	96.0%	93.7%	92.7%	92.5%	93.3%	92.3%	
Total(n)	232	1,407	2,853	126	927	1,662	106	480	1,191	
Mean	1.10	1.12	1.15	1.08	1.12	1.14	1.13	1.14	1.15	
Standard deviation	0.49	0.54	0.59	0.43	0.51	0.57	0.55	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.08	-0.11	-	-0.02	-0.03	

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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	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	35.8%	37.1%	36.2%	39.4%	38.7%	37.4%	31.2%	33.8%	34.0%	
Good	52.3%	49.2%	49.3%	49.5%	48.5%	48.9%	55.8%	50.8%	50.0%	
Fair	9.1%	11.1%	11.8%	8.1%	10.3%	11.1%	10.4%	12.8%	13.2%	
Poor	2.8%	2.6%	2.7%	3.0%	2.5%	2.6%	2.6%	2.6%	2.8%	
Total(n)	176	1,158	2,335	99	773	1,369	77	385	966	
Mean	3.21	3.21	3.19	3.25	3.23	3.21	3.16	3.16	3.15	
Standard deviation	0.72	0.74	0.74	0.73	0.73	0.74	0.71	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	0.03	0.05	-	0.00	0.01	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	51.0%	50.4%	49.9%	51.4%	51.8%	51.1%	50.6%	47.8%	47.8%	
Good	41.8%	44.7%	44.7%	42.2%	43.4%	43.7%	41.4%	47.3%	46.5%	
Fair	6.6%	4.4%	4.8%	5.5%	4.2%	4.5%	8.0%	4.8%	5.4%	
Poor	0.5%	0.5%	0.5%	0.9%	0.6%	0.7%	0.0%	0.2%	0.3%	
Total(n)	196	1,325	2,682	109	877	1,571	87	448	1,111	
Mean	3.43	3.45	3.44	3.44	3.46	3.45	3.43	3.43	3.42	
Standard deviation	0.64	0.60	0.61	0.64	0.61	0.62	0.64	0.59	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.03	-0.02	-	0.00	0.02	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	53.7%	53.4%	52.6%	53.9%	54.6%	53.7%	53.3%	50.8%	50.4%	
Good	39.6%	40.8%	40.9%	38.2%	39.7%	40.0%	41.7%	43.2%	42.6%	
Fair	5.4%	5.2%	5.7%	5.6%	5.0%	5.4%	5.0%	5.5%	6.3%	
Poor	1.3%	0.6%	0.8%	2.2%	0.6%	0.8%	0.0%	0.5%	0.6%	
Total(n)	149	1,011	1,865	89	690	1,132	60	321	733	
Mean	3.46	3.47	3.45	3.44	3.48	3.47	3.48	3.44	3.43	
Standard deviation	0.66	0.62	0.64	0.71	0.62	0.64	0.60	0.62	0.64	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	-0.06	-0.05	-	0.06	0.08	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	23.6%	23.7%	21.7%	28.0%	26.6%	24.7%	18.3%	18.0%	16.1%	
Satisfied	50.2%	49.1%	47.2%	49.6%	50.2%	48.9%	51.0%	46.8%	43.9%	
Marginally satisfied	20.5%	18.9%	20.4%	16.8%	15.9%	17.2%	25.0%	24.9%	26.2%	
Not satisfied	5.7%	8.3%	10.7%	5.6%	7.2%	9.1%	5.8%	10.3%	13.7%	
Total(n)	229	1,416	2,871	125	932	1,669	104	484	1,202	
Mean	2.92	2.88	2.80	3.00	2.96	2.89	2.82	2.72	2.62	
Standard deviation	0.81	0.86	0.90	0.82	0.84	0.88	0.80	0.88	0.91	

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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	
Significance	-			-			-	*		
Effect size	-	0.05	0.13	-	0.05	0.13	-	0.11	0.22	
Health benefits										
Very satisfied	24.9%	34.9%	32.9%	29.5%	38.3%	36.5%	19.2%	28.3%	26.3%	
Satisfied	53.8%	48.3%	47.7%	50.0%	46.2%	45.9%	58.6%	52.5%	51.0%	
Marginally satisfied	15.8%	12.8%	14.6%	15.6%	12.5%	13.8%	16.2%	13.5%	16.0%	
Not satisfied	5.4%	4.0%	4.8%	4.9%	3.1%	3.7%	6.1%	5.7%	6.7%	
Total(n)	221	1,406	2,845	122	924	1,658	99	482	1,187	
Mean	2.98	3.14	3.09	3.04	3.20	3.15	2.91	3.03	2.97	
Standard deviation	0.79	0.78	0.81	0.81	0.77	0.79	0.77	0.80	0.83	
Significance	-	**		-	*		-			
Effect size	-	-0.21	-0.14	-	-0.21	-0.14	-	-0.15	-0.07	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	24.7%	35.0%	32.7%	28.8%	38.6%	36.6%	19.6%	27.7%	25.5%	
Satisfied	52.0%	46.5%	46.2%	48.0%	44.6%	44.7%	56.9%	50.4%	48.9%	
Marginally satisfied	18.5%	14.6%	15.9%	19.2%	13.2%	14.2%	17.6%	17.3%	19.2%	
Not satisfied	4.8%	3.9%	5.2%	4.0%	3.6%	4.5%	5.9%	4.5%	6.3%	
Total(n)	227	1,403	2,823	125	923	1,645	102	480	1,178	
Mean	2.96	3.12	3.06	3.02	3.18	3.13	2.90	3.01	2.94	
Standard deviation	0.79	0.80	0.83	0.80	0.79	0.82	0.78	0.79	0.83	
Significance	-	**		-	*		-			
Effect size	-	-0.20	-0.12	-	-0.20	-0.13	-	-0.14	-0.05	
Opportunity for scholarly pursuits										
Very satisfied	28.2%	33.5%	30.6%	33.9%	38.7%	36.1%	21.4%	23.2%	20.6%	
Satisfied	50.7%	46.2%	44.8%	50.0%	45.1%	44.3%	51.5%	48.3%	45.6%	
Marginally satisfied	18.9%	15.9%	18.0%	14.5%	13.1%	14.8%	24.3%	21.5%	24.0%	
Not satisfied	2.2%	4.4%	6.6%	1.6%	3.1%	4.8%	2.9%	7.0%	9.8%	
Total(n)	227	1,404	2,849	124	925	1,660	103	479	1,189	
Mean	3.05	3.09	2.99	3.16	3.19	3.12	2.91	2.88	2.77	
Standard deviation	0.75	0.81	0.87	0.73	0.78	0.83	0.76	0.84	0.89	
Significance	-			-			-			
Effect size	-	-0.05	0.07	-	-0.04	0.05	-	0.04	0.16	
Teaching load										
Very satisfied	31.1%	28.6%	26.3%	36.0%	31.3%	29.2%	25.2%	23.3%	21.1%	
Satisfied	49.6%	48.9%	47.8%	49.6%	48.3%	47.6%	49.5%	50.1%	48.3%	
Marginally satisfied	13.2%	16.6%	18.2%	11.2%	15.6%	17.2%	15.5%	18.5%	20.1%	
Not satisfied	6.1%	5.9%	7.6%	3.2%	4.8%	6.0%	9.7%	8.1%	10.6%	
Total(n)	228	1,409	2,861	125	928	1,665	103	481	1,196	
Mean	3.06	3.00	2.93	3.18	3.06	3.00	2.90	2.89	2.80	
Standard deviation	0.83	0.83	0.86	0.76	0.81	0.84	0.89	0.85	0.89	
Significance	-		*	-		*	-			

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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	-	0.07	0.15	-	0.15	0.21	-	0.01	0.11	
Quality of students										
Very satisfied	41.9%	46.9%	42.0%	44.4%	48.5%	44.1%	38.8%	43.8%	38.0%	
Satisfied	48.5%	43.4%	43.8%	46.0%	41.8%	42.2%	51.5%	46.5%	46.9%	
Marginally satisfied	7.9%	8.4%	11.6%	7.3%	8.3%	11.1%	8.7%	8.7%	12.6%	
Not satisfied	1.8%	1.3%	2.5%	2.4%	1.5%	2.6%	1.0%	1.0%	2.5%	
Total(n)	227	1,408	2,862	124	929	1,673	103	479	1,189	
Mean	3.30	3.36	3.25	3.32	3.37	3.28	3.28	3.33	3.21	
Standard deviation	0.69	0.69	0.76	0.72	0.70	0.76	0.66	0.68	0.75	
Significance	-			-			-			
Effect size	-	-0.09	0.07	-	-0.07	0.05	-	-0.07	0.09	
Autonomy and independence										
Very satisfied	52.4%	54.8%	52.0%	58.4%	59.2%	56.5%	45.2%	46.2%	43.6%	
Satisfied	39.7%	35.3%	36.6%	34.4%	31.8%	33.2%	46.2%	42.3%	42.9%	
Marginally satisfied	6.6%	7.6%	8.6%	6.4%	7.1%	7.8%	6.7%	8.7%	10.0%	
Not satisfied	1.3%	2.2%	2.7%	0.8%	1.9%	2.4%	1.9%	2.8%	3.4%	
Total(n)	229	1,409	2,859	125	928	1,665	104	481	1,194	
Mean	3.43	3.43	3.38	3.50	3.48	3.44	3.35	3.32	3.27	
Standard deviation	0.68	0.73	0.76	0.66	0.71	0.74	0.69	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	0.03	0.08	-	0.04	0.10	
Departmental leadership										
Very satisfied	38.5%	40.6%	39.5%	41.0%	43.6%	42.4%	35.6%	34.8%	34.3%	
Satisfied	33.6%	34.9%	34.9%	35.2%	35.0%	35.1%	31.7%	34.7%	34.4%	
Marginally satisfied	17.3%	14.7%	15.0%	14.8%	12.8%	13.1%	20.2%	18.5%	18.4%	
Not satisfied	10.6%	9.8%	10.6%	9.0%	8.7%	9.4%	12.5%	12.0%	12.8%	
Total(n)	226	1,403	2,863	122	921	1,663	104	482	1,200	
Mean	3.00	3.06	3.03	3.08	3.14	3.11	2.90	2.92	2.90	
Standard deviation	0.99	0.97	0.98	0.96	0.94	0.96	1.03	1.00	1.01	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.06	-0.03	-	-0.02	0.00	
Departmental support for work/life balance										
Very satisfied	34.2%	32.6%	31.4%	40.3%	36.4%	35.1%	26.9%	25.0%	24.7%	
Satisfied	39.9%	39.6%	39.4%	37.1%	40.7%	41.1%	43.3%	37.4%	36.5%	
Marginally satisfied	17.5%	18.7%	19.3%	16.9%	15.7%	16.2%	18.3%	24.6%	24.9%	
Not satisfied	8.3%	9.1%	9.8%	5.6%	7.1%	7.6%	11.5%	13.0%	13.9%	
Total(n)	228	1,413	2,867	124	928	1,663	104	485	1,204	
Mean	3.00	2.96	2.92	3.12	3.07	3.04	2.86	2.74	2.72	
Standard deviation	0.92	0.93	0.95	0.89	0.89	0.90	0.95	0.97	0.99	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	0.06	0.09	-	0.12	0.14	
Institutional support for work/life balance										
Very satisfied	24.2%	22.8%	21.3%	33.3%	28.9%	27.3%	13.5%	10.7%	10.6%	

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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		
Satisfied	44.5%	40.8%	40.1%	35.8%	39.9%	39.8%	54.8%	42.5%	40.6%		
Marginally satisfied	22.0%	24.9%	25.7%	23.6%	21.5%	22.3%	20.2%	31.5%	31.9%		
Not satisfied	9.3%	11.6%	12.9%	7.3%	9.6%	10.7%	11.5%	15.3%	16.9%		
Total(n)	227	1,402	2,852	123	920	1,656	104	482	1,196		
Mean	2.84	2.75	2.70	2.95	2.88	2.84	2.70	2.49	2.45		
Standard deviation	0.90	0.94	0.95	0.93	0.94	0.95	0.85	0.88	0.89		
Significance	-		*	-			-	*	**		
Effect size	-	0.10	0.15	-	0.07	0.12	-	0.24	0.28		
Prospects for career advancement											
Very satisfied	24.6%	23.3%	21.5%	27.9%	26.3%	24.6%	20.6%	17.3%	15.9%		
Satisfied	48.2%	49.6%	48.2%	51.6%	50.3%	49.4%	44.1%	48.2%	46.0%		
Marginally satisfied	16.1%	18.1%	19.6%	12.3%	15.0%	16.6%	20.6%	24.1%	25.1%		
Not satisfied	11.2%	9.1%	10.7%	8.2%	8.4%	9.4%	14.7%	10.4%	12.9%		
Total(n)	224	1,390	2,820	122	913	1,636	102	477	1,184		
Mean	2.86	2.87	2.81	2.99	2.95	2.89	2.71	2.72	2.65		
Standard deviation	0.92	0.87	0.89	0.86	0.86	0.88	0.96	0.87	0.90		
Significance	-			-			-				
Effect size	-	-0.01	0.06	-	0.05	0.11	-	-0.01	0.07		
How satisfied are you with the following aspects of your job?											
Relative equity of salary and job benefits											
Very satisfied	20.0%	20.1%	18.5%	22.6%	23.7%	22.1%	16.8%	13.0%	11.7%		
Satisfied	42.2%	43.0%	41.2%	45.2%	45.6%	44.3%	38.6%	37.7%	35.5%		
Marginally satisfied	23.6%	21.1%	22.2%	21.0%	18.2%	19.4%	26.7%	26.8%	27.3%		
Not satisfied	14.2%	15.8%	18.1%	11.3%	12.4%	14.1%	17.8%	22.5%	25.5%		
Total(n)	225	1,391	2,829	124	918	1,653	101	473	1,176		
Mean	2.68	2.67	2.60	2.79	2.81	2.75	2.54	2.41	2.33		
Standard deviation	0.95	0.97	0.99	0.92	0.94	0.96	0.97	0.98	0.98		
Significance	-			-			-		*		
Effect size	-	0.01	0.08	-	-0.02	0.04	-	0.13	0.21		
Flexibility in relation to family matters or emergencies											
Very satisfied	47.3%	46.7%	45.0%	53.2%	51.0%	49.1%	40.2%	38.1%	37.5%		
Satisfied	42.5%	42.3%	42.9%	38.7%	40.2%	41.4%	47.1%	46.4%	45.7%		
Marginally satisfied	8.4%	8.0%	8.9%	4.8%	6.3%	7.0%	12.7%	11.3%	12.5%		
Not satisfied	1.8%	3.1%	3.2%	3.2%	2.5%	2.5%	0.0%	4.2%	4.3%		
Total(n)	226	1,404	2,848	124	922	1,653	102	482	1,195		
Mean	3.35	3.33	3.30	3.42	3.40	3.37	3.27	3.18	3.16		
Standard deviation	0.71	0.75	0.76	0.73	0.72	0.72	0.68	0.79	0.80		
Significance	-			-			-				
Effect size	-	0.03	0.07	-	0.03	0.07	-	0.11	0.14		
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)											
Very satisfied	33.5%	33.1%	31.3%	35.8%	35.4%	33.8%	30.7%	28.6%	26.7%		

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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	
Satisfied	48.4%	47.6%	47.6%	47.5%	48.8%	49.1%	49.5%	45.1%	45.0%	
Marginally satisfied	12.2%	13.0%	14.0%	11.7%	11.3%	12.2%	12.9%	16.3%	17.4%	
Not satisfied	5.9%	6.4%	7.1%	5.0%	4.6%	5.0%	6.9%	10.0%	10.9%	
Total(n)	221	1,384	2,803	120	912	1,639	101	472	1,164	
Mean	3.10	3.07	3.03	3.14	3.15	3.12	3.04	2.92	2.88	
Standard deviation	0.83	0.84	0.86	0.81	0.79	0.80	0.85	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.01	0.03	-	0.13	0.17	
Overall job satisfaction										
Very satisfied	40.0%	41.0%	38.2%	45.2%	45.0%	42.5%	33.7%	33.1%	30.3%	
Satisfied	48.7%	46.4%	46.9%	46.8%	44.2%	44.8%	51.0%	50.7%	50.5%	
Marginally satisfied	9.1%	10.4%	12.2%	6.3%	9.1%	10.5%	12.5%	12.9%	15.4%	
Not satisfied	2.2%	2.3%	2.7%	1.6%	1.7%	2.1%	2.9%	3.4%	3.7%	
Total(n)	230	1,414	2,860	126	929	1,665	104	485	1,195	
Mean	3.27	3.26	3.21	3.36	3.32	3.28	3.15	3.13	3.07	
Standard deviation	0.71	0.73	0.76	0.67	0.71	0.73	0.75	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.01	0.08	-	0.06	0.11	-	0.03	0.10	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	21.0%	19.9%	20.1%	20.2%	16.4%	16.7%	22.0%	26.6%	26.3%	
Somewhat	53.9%	55.2%	54.8%	52.1%	55.3%	54.8%	56.0%	55.1%	54.8%	
Not at all	25.1%	24.9%	25.1%	27.7%	28.3%	28.6%	22.0%	18.2%	18.9%	
Total(n)	219	1,372	2,749	119	899	1,592	100	473	1,157	
Mean	1.96	1.95	1.95	1.92	1.88	1.88	2.00	2.08	2.07	
Standard deviation	0.68	0.67	0.67	0.69	0.66	0.66	0.67	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.06	0.06	-	-0.12	-0.10	
Child care										
Extensive	22.1%	21.7%	21.6%	21.5%	17.3%	17.3%	22.8%	32.8%	31.3%	
Somewhat	39.7%	37.5%	37.2%	43.0%	39.1%	38.4%	35.1%	33.5%	34.5%	
Not at all	38.2%	40.8%	41.2%	35.4%	43.6%	44.2%	42.1%	33.7%	34.2%	
Total(n)	136	964	1,794	79	693	1,135	57	271	659	
Mean	1.84	1.81	1.80	1.86	1.74	1.73	1.81	1.99	1.97	
Standard deviation	0.76	0.77	0.77	0.75	0.73	0.74	0.79	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.16	0.18	-	-0.22	-0.20	
My physical health										
Extensive	9.2%	9.9%	10.1%	10.0%	9.0%	9.0%	8.2%	11.8%	12.1%	
Somewhat	48.2%	46.9%	47.0%	46.7%	46.1%	46.3%	50.0%	48.4%	48.3%	
Not at all	42.7%	43.2%	42.9%	43.3%	44.8%	44.7%	41.8%	39.8%	39.5%	

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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)	218	1,351	2,699	120	894	1,578	98	457	1,121	
Mean	1.67	1.67	1.67	1.67	1.64	1.64	1.66	1.72	1.73	
Standard deviation	0.64	0.65	0.65	0.65	0.64	0.64	0.62	0.66	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.05	0.05	-	-0.09	-0.11	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Review/promotion process										
Extensive	18.4%	19.9%	20.3%	15.3%	17.4%	17.7%	22.1%	24.9%	25.1%	
Somewhat	36.4%	37.2%	37.3%	34.2%	35.4%	35.2%	38.9%	40.8%	41.1%	
Not at all	45.1%	42.9%	42.4%	50.5%	47.2%	47.1%	38.9%	34.3%	33.8%	
Total(n)	206	1,260	2,480	111	833	1,449	95	427	1,031	
Mean	1.73	1.77	1.78	1.65	1.70	1.71	1.83	1.91	1.91	
Standard deviation	0.75	0.76	0.76	0.73	0.75	0.75	0.77	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.07	-0.08	-	-0.11	-0.11	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	6.3%	4.5%	5.0%	1.8%	1.9%	2.3%	11.3%	9.3%	9.7%	
Somewhat	26.0%	21.8%	22.1%	19.8%	15.8%	16.0%	33.0%	32.8%	32.7%	
Not at all	67.8%	73.7%	72.8%	78.4%	82.3%	81.7%	55.7%	57.9%	57.6%	
Total(n)	208	1,218	2,437	111	786	1,392	97	432	1,045	
Mean	1.38	1.31	1.32	1.23	1.20	1.21	1.56	1.51	1.52	
Standard deviation	0.60	0.55	0.57	0.47	0.44	0.46	0.69	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.07	0.04	-	0.08	0.06	
Committee work										
Extensive	8.4%	11.8%	12.3%	7.6%	10.9%	11.1%	9.4%	13.6%	14.5%	
Somewhat	55.6%	52.6%	52.0%	50.8%	50.1%	49.9%	61.5%	57.6%	56.0%	
Not at all	36.0%	35.6%	35.7%	41.5%	39.0%	39.0%	29.2%	28.8%	29.5%	
Total(n)	214	1,356	2,731	118	900	1,605	96	456	1,126	
Mean	1.72	1.76	1.77	1.66	1.72	1.72	1.80	1.85	1.85	
Standard deviation	0.61	0.65	0.65	0.62	0.65	0.65	0.59	0.63	0.65	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.09	-0.09	-	-0.08	-0.08	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	8.2%	8.9%	9.6%	7.6%	8.9%	9.3%	9.0%	9.0%	10.2%	
Somewhat	50.7%	46.0%	46.1%	47.1%	42.8%	43.1%	55.0%	52.3%	51.6%	
Not at all	41.1%	45.1%	44.3%	45.4%	48.3%	47.6%	36.0%	38.7%	38.2%	

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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)	219	1,378	2,786	119	910	1,619	100	468	1,167	
Mean	1.67	1.64	1.65	1.62	1.61	1.62	1.73	1.70	1.72	
Standard deviation	0.62	0.64	0.65	0.62	0.65	0.65	0.62	0.62	0.64	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.02	0.00	-	0.05	0.02	
Students										
Extensive	7.1%	8.6%	9.0%	4.8%	7.3%	7.9%	9.8%	11.3%	11.2%	
Somewhat	62.4%	59.8%	59.0%	60.5%	58.9%	57.9%	64.7%	61.5%	60.9%	
Not at all	30.5%	31.6%	32.0%	34.7%	33.8%	34.2%	25.5%	27.2%	28.0%	
Total(n)	226	1,385	2,801	124	912	1,630	102	473	1,171	
Mean	1.77	1.77	1.77	1.70	1.73	1.74	1.84	1.84	1.83	
Standard deviation	0.57	0.59	0.60	0.56	0.58	0.59	0.58	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.05	-0.07	-	0.00	0.02	
Research or publishing demands										
Extensive	20.9%	27.4%	26.9%	18.8%	26.1%	25.3%	23.4%	30.0%	30.1%	
Somewhat	55.0%	53.0%	52.2%	54.7%	52.5%	52.1%	55.3%	53.9%	52.5%	
Not at all	24.2%	19.6%	20.8%	26.5%	21.4%	22.7%	21.3%	16.1%	17.4%	
Total(n)	211	1,313	2,652	117	882	1,559	94	431	1,093	
Mean	1.97	2.08	2.06	1.92	2.05	2.03	2.02	2.14	2.13	
Standard deviation	0.67	0.68	0.69	0.67	0.69	0.69	0.67	0.66	0.68	
Significance	-	*		-			-			
Effect size	-	-0.16	-0.13	-	-0.19	-0.16	-	-0.18	-0.16	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and "red tape"										
Extensive	12.9%	16.7%	19.0%	11.5%	15.8%	17.6%	14.7%	18.4%	21.6%	
Somewhat	54.8%	50.7%	49.8%	58.2%	51.6%	50.8%	50.5%	48.7%	47.8%	
Not at all	32.3%	32.7%	31.2%	30.3%	32.6%	31.6%	34.7%	32.9%	30.6%	
Total(n)	217	1,362	2,752	122	909	1,621	95	453	1,131	
Mean	1.81	1.84	1.88	1.81	1.83	1.86	1.80	1.85	1.91	
Standard deviation	0.65	0.68	0.70	0.62	0.68	0.69	0.68	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	-0.03	-0.07	-	-0.07	-0.15	
Teaching load										
Extensive	9.9%	11.4%	12.7%	5.7%	10.0%	11.0%	15.2%	14.1%	15.8%	
Somewhat	47.7%	50.2%	49.5%	45.5%	49.7%	49.2%	50.5%	51.1%	50.1%	
Not at all	42.3%	38.4%	37.8%	48.8%	40.3%	39.8%	34.3%	34.8%	34.1%	
Total(n)	222	1,378	2,796	123	908	1,626	99	470	1,170	
Mean	1.68	1.73	1.75	1.57	1.70	1.71	1.81	1.79	1.82	
Standard deviation	0.65	0.65	0.66	0.60	0.64	0.65	0.68	0.67	0.68	
Significance	-			-	*	*	-			

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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	-	-0.08	-0.11	-	-0.20	-0.22	-	0.03	-0.01	
Lack of personal time										
Extensive	22.3%	23.4%	24.0%	17.2%	19.3%	19.7%	28.4%	31.6%	31.9%	
Somewhat	44.6%	47.6%	47.1%	41.8%	46.2%	45.9%	48.0%	50.2%	49.3%	
Not at all	33.0%	29.0%	28.9%	41.0%	34.4%	34.3%	23.5%	18.2%	18.8%	
Total(n)	224	1,392	2,807	122	916	1,635	102	476	1,172	
Mean	1.89	1.94	1.95	1.76	1.85	1.85	2.05	2.13	2.13	
Standard deviation	0.74	0.72	0.73	0.73	0.72	0.72	0.72	0.69	0.70	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.13	-0.13	-	-0.12	-0.11	
Job security										
Extensive	12.2%	8.1%	9.0%	8.9%	6.8%	7.6%	16.3%	10.5%	11.5%	
Somewhat	18.0%	20.4%	21.6%	15.3%	18.4%	19.5%	21.4%	24.4%	25.5%	
Not at all	69.8%	71.5%	69.4%	75.8%	74.7%	72.9%	62.2%	65.1%	63.0%	
Total(n)	222	1,356	2,722	124	898	1,596	98	458	1,126	
Mean	1.42	1.37	1.40	1.33	1.32	1.35	1.54	1.45	1.49	
Standard deviation	0.70	0.63	0.65	0.63	0.60	0.62	0.76	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.02	-0.03	-	0.13	0.07	
Self-imposed high expectations										
Extensive	33.2%	37.4%	37.2%	31.1%	35.6%	35.2%	35.6%	41.3%	41.0%	
Somewhat	50.2%	51.1%	50.8%	50.8%	51.8%	51.5%	49.5%	49.6%	49.4%	
Not at all	16.6%	11.5%	12.0%	18.0%	12.7%	13.3%	14.9%	9.1%	9.6%	
Total(n)	223	1,389	2,803	122	918	1,631	101	471	1,172	
Mean	2.17	2.26	2.25	2.13	2.23	2.22	2.21	2.32	2.31	
Standard deviation	0.69	0.65	0.65	0.69	0.66	0.66	0.68	0.63	0.64	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.15	-0.14	-	-0.17	-0.16	
Increased work responsibilities										
Extensive	17.9%	21.8%	22.6%	15.4%	19.8%	20.0%	21.0%	25.8%	27.3%	
Somewhat	54.7%	49.5%	49.1%	47.2%	47.1%	47.0%	64.0%	54.4%	52.9%	
Not at all	27.4%	28.7%	28.3%	37.4%	33.2%	32.9%	15.0%	19.8%	19.8%	
Total(n)	223	1,367	2,761	123	903	1,600	100	464	1,161	
Mean	1.91	1.93	1.94	1.78	1.87	1.87	2.06	2.06	2.08	
Standard deviation	0.67	0.71	0.71	0.70	0.72	0.72	0.60	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.03	-0.04	-	-0.13	-0.13	-	0.00	-0.03	
Institutional budget cuts										
Extensive	7.6%	8.9%	12.4%	4.3%	7.2%	10.0%	11.7%	12.3%	16.7%	
Somewhat	29.0%	29.8%	31.6%	30.2%	28.6%	30.2%	27.7%	32.1%	34.2%	
Not at all	63.3%	61.3%	56.0%	65.5%	64.2%	59.7%	60.6%	55.6%	49.1%	
Total(n)	210	1,282	2,656	116	856	1,552	94	426	1,104	
Mean	1.44	1.48	1.56	1.39	1.43	1.50	1.51	1.57	1.68	

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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	
Standard deviation	0.63	0.65	0.70	0.57	0.62	0.67	0.70	0.70	0.74	
Significance	-		*	-			-		*	
Effect size	-	-0.06	-0.17	-	-0.06	-0.16	-	-0.09	-0.23	
Have you been sexually harassed at this institution?										
Yes	3.5%	4.2%	4.4%	0.8%	1.0%	1.1%	6.7%	10.4%	10.4%	
No	96.5%	95.8%	95.6%	99.2%	99.0%	98.9%	93.3%	89.6%	89.6%	
Total(n)	230	1,424	2,890	125	934	1,684	105	490	1,206	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	23.5%	26.4%	27.4%	23.2%	23.4%	24.3%	23.8%	32.2%	33.3%	
No	76.5%	73.6%	72.6%	76.8%	76.6%	75.7%	76.2%	67.8%	66.7%	
Total(n)	230	1,412	2,843	125	929	1,654	105	483	1,189	
Considered leaving this institution for another?										
Yes	35.4%	34.3%	35.8%	31.2%	31.7%	33.0%	40.4%	39.3%	41.0%	
No	64.6%	65.7%	64.2%	68.8%	68.3%	67.0%	59.6%	60.7%	59.0%	
Total(n)	229	1,411	2,848	125	928	1,661	104	483	1,187	
Engaged in public service/professional consulting without pay?										
Yes	44.1%	48.4%	48.9%	44.0%	48.7%	48.8%	44.2%	47.6%	48.9%	
No	55.9%	51.6%	51.1%	56.0%	51.3%	51.2%	55.8%	52.4%	51.1%	
Total(n)	229	1,409	2,841	125	925	1,650	104	484	1,191	
Received at least one firm job offer elsewhere?										
Yes	10.5%	12.8%	13.9%	12.8%	11.3%	12.3%	7.8%	15.7%	16.6%	
No	89.5%	87.2%	86.1%	87.2%	88.7%	87.7%	92.2%	84.3%	83.4%	
Total(n)	228	1,413	2,851	125	930	1,662	103	483	1,189	
Sought an early promotion?										
Yes	2.2%	2.9%	3.3%	2.4%	2.7%	2.9%	1.9%	3.4%	4.1%	
No	97.8%	97.1%	96.7%	97.6%	97.3%	97.1%	98.1%	96.6%	95.9%	
Total(n)	229	1,405	2,821	124	925	1,642	105	480	1,179	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	6.2%	3.7%	5.8%	6.4%	3.4%	5.2%	5.9%	4.4%	6.9%	
No	93.8%	96.3%	94.2%	93.6%	96.6%	94.8%	94.1%	95.6%	93.1%	
Total(n)	226	1,400	2,821	125	926	1,644	101	474	1,177	
Do you plan to retire within the next three years?										
Yes	11.1%	10.8%	10.7%	11.5%	11.5%	11.3%	10.7%	9.5%	9.5%	
No	88.9%	89.2%	89.3%	88.5%	88.5%	88.7%	89.3%	90.5%	90.5%	
Total(n)	225	1,402	2,827	122	928	1,650	103	474	1,177	

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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.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	5.3%	5.8%	6.1%	3.2%	2.9%	3.0%	7.8%	11.8%	11.8%	
No	94.7%	94.2%	93.9%	96.8%	97.1%	97.0%	92.2%	88.2%	88.2%	
Total(n)	227	1,398	2,818	125	923	1,639	102	475	1,179	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	28.8%	30.6%	30.3%	27.8%	33.1%	33.0%	30.1%	25.6%	25.4%	
No	71.2%	69.4%	69.7%	72.2%	66.9%	67.0%	69.9%	74.4%	74.6%	
Total(n)	229	1,401	2,827	126	925	1,647	103	476	1,180	
Citizenship status:										
U.S. citizen	94.3%	93.3%	93.1%	94.4%	93.4%	93.1%	94.3%	93.0%	93.1%	
Permanent resident (green card)	4.4%	5.3%	5.3%	5.6%	5.4%	5.6%	2.9%	5.0%	4.9%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.4%	1.3%	1.4%	0.0%	1.1%	1.2%	1.0%	1.8%	1.8%	
None of the above	0.9%	0.2%	0.1%	0.0%	0.1%	0.1%	1.9%	0.2%	0.2%	
Total(n)	229	1,420	2,884	124	933	1,681	105	487	1,203	
How would you characterize your political views?										
Far right	1.3%	0.8%	0.8%	2.4%	1.1%	1.1%	0.0%	0.3%	0.3%	
Conservative	5.7%	15.8%	15.2%	4.0%	16.7%	16.2%	7.7%	14.2%	13.6%	
Middle of the road	24.0%	28.6%	28.8%	30.4%	31.5%	31.6%	16.3%	23.0%	23.8%	
Liberal	52.8%	45.1%	45.4%	48.0%	43.1%	43.3%	58.7%	49.2%	49.2%	
Far left	16.2%	9.6%	9.8%	15.2%	7.7%	7.9%	17.3%	13.3%	13.2%	
Total(n)	229	1,409	2,840	125	928	1,658	104	481	1,182	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	62.6%	59.5%	57.1%	71.4%	63.3%	61.0%	51.9%	51.9%	49.8%	
Probably yes	26.5%	29.0%	29.6%	20.6%	26.6%	27.3%	33.7%	33.7%	33.9%	
Not sure	6.5%	7.4%	8.3%	4.8%	6.3%	7.0%	8.7%	9.6%	10.6%	
Probably no	3.5%	2.7%	3.5%	3.2%	2.3%	3.0%	3.8%	3.4%	4.3%	
Definitely no	0.9%	1.4%	1.6%	0.0%	1.5%	1.6%	1.9%	1.3%	1.4%	
Total(n)	230	1,417	2,860	126	929	1,664	104	488	1,196	
Mean	4.47	4.42	4.37	4.60	4.48	4.43	4.30	4.32	4.26	
Standard deviation	0.83	0.85	0.89	0.73	0.83	0.87	0.92	0.88	0.91	
Significance	-			-		*	-			
Effect size	-	0.06	0.11	-	0.14	0.20	-	-0.02	0.04	
Still want to be a college professor?										
Definitely yes	76.1%	70.6%	70.4%	76.2%	71.4%	71.6%	76.0%	68.8%	68.2%	
Probably yes	18.7%	22.5%	22.6%	21.4%	22.4%	22.1%	15.4%	22.7%	23.4%	
Not sure	4.3%	5.8%	5.8%	2.4%	5.1%	5.1%	6.7%	7.2%	7.2%	
Probably no	0.4%	0.8%	0.9%	0.0%	0.9%	1.0%	1.0%	0.8%	0.9%	

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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	
Definitely no	0.4%	0.3%	0.3%	0.0%	0.2%	0.3%	1.0%	0.4%	0.4%	
Total(n)	230	1,420	2,878	126	932	1,678	104	488	1,200	
Mean	4.70	4.62	4.62	4.74	4.64	4.64	4.64	4.59	4.58	
Standard deviation	0.62	0.66	0.67	0.49	0.64	0.65	0.74	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.16	0.15	-	0.07	0.09	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.4%	0.2%	0.2%	0.0%	0.2%	0.2%	1.0%	0.1%	0.2%	
Master's (M.A., M.S.)	5.7%	4.7%	5.2%	2.4%	2.8%	3.3%	9.5%	8.5%	8.7%	
Terminal Master's (M.F.A., M.B.A.)	5.2%	3.9%	4.1%	4.0%	3.8%	4.0%	6.7%	4.0%	4.2%	
J.D.	4.8%	0.5%	0.6%	4.0%	0.6%	0.6%	5.7%	0.4%	0.6%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	1.3%	1.3%	0.0%	0.8%	0.9%	0.0%	2.3%	2.1%	
Ph.D.	81.7%	85.6%	84.1%	87.2%	88.8%	87.7%	75.2%	79.3%	77.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	1.3%	3.3%	3.8%	1.6%	2.5%	2.6%	1.0%	4.8%	5.9%	
Other degree	0.9%	0.5%	0.6%	0.8%	0.5%	0.6%	1.0%	0.4%	0.7%	
Total(n)	230	1,418	2,878	125	930	1,678	105	488	1,200	
Degree Currently Working On										
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.)	0.4%	0.3%	0.3%	0.0%	0.1%	0.2%	1.0%	0.5%	0.5%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.4%	0.4%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Ph.D.	1.3%	1.1%	1.6%	0.8%	0.8%	1.1%	1.9%	1.7%	2.4%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.4%	0.7%	0.8%	0.8%	0.3%	0.5%	0.0%	1.4%	1.4%	
Other degree	0.0%	0.1%	0.3%	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	
None	97.8%	97.4%	96.7%	98.4%	98.2%	97.6%	97.1%	95.8%	95.0%	
Total(n)	226	1,395	2,824	123	919	1,644	103	476	1,180	
Are you currently serving in an administrative position as:										
Department chair	5.4%	5.8%	6.2%	5.8%	6.8%	7.1%	5.1%	3.9%	4.7%	
Dean (associate or assistant)	3.2%	2.1%	2.0%	3.1%	2.2%	2.1%	3.2%	1.9%	1.8%	
Vice-president	0.3%	0.2%	0.2%	0.5%	0.3%	0.3%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.3%	0.2%	0.2%	0.5%	0.2%	0.2%	0.0%	0.1%	0.1%	
Other	11.5%	11.7%	11.6%	11.5%	10.9%	10.8%	11.4%	13.1%	12.9%	
Not applicable	40.1%	48.0%	48.2%	37.7%	48.3%	48.5%	43.0%	47.4%	47.8%	
Total(n)	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	89.4%	89.4%	86.2%	91.1%	90.7%	87.8%	87.4%	87.0%	83.2%	
African American/Black	3.5%	2.5%	4.8%	2.4%	2.5%	4.3%	4.9%	2.4%	5.7%	
American Indian/Alaska Native	1.3%	1.1%	1.2%	1.6%	1.3%	1.3%	1.0%	0.7%	1.0%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.7%	3.0%	3.3%	2.4%	2.8%	3.2%	2.9%	3.4%	3.7%	

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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	
Filipino	0.0%	0.3%	0.4%	0.0%	0.4%	0.4%	0.0%	0.1%	0.2%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.3%	0.2%	0.0%	0.2%	0.1%	0.0%	0.5%	0.4%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.2%	2.9%	3.1%	1.6%	1.9%	2.1%	2.9%	4.9%	4.8%	
Other Asian	0.0%	0.3%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Mexican American/Chicano	0.0%	0.3%	0.5%	0.0%	0.3%	0.5%	0.0%	0.1%	0.4%	
Puerto Rican	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	
Other Latino	4.0%	2.4%	2.4%	4.9%	2.4%	2.4%	2.9%	2.4%	2.5%	
Other	2.2%	2.3%	2.5%	1.6%	1.7%	1.9%	2.9%	3.4%	3.6%	
Total(n)	226	1,399	2,831	123	918	1,649	103	481	1,182	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Asian	3.5%	5.5%	6.0%	3.3%	4.7%	5.4%	3.9%	7.1%	7.2%	
Black	3.1%	1.8%	4.0%	1.6%	1.6%	3.4%	4.9%	2.3%	5.0%	
Hispanic	3.1%	1.8%	2.0%	3.3%	1.8%	1.9%	2.9%	1.7%	2.0%	
White	85.0%	85.7%	82.3%	86.2%	87.2%	84.1%	83.5%	82.7%	79.0%	
Other	0.9%	1.2%	1.4%	0.8%	1.0%	1.2%	1.0%	1.6%	1.8%	
Two or more races/ethnicities	4.4%	4.0%	4.3%	4.9%	3.7%	3.9%	3.9%	4.7%	4.9%	
Total (n)	226	1,399	2,831	123	918	1,649	103	481	1,182	
Is English your native language?										
Yes	91.3%	90.3%	89.8%	93.6%	91.0%	90.4%	88.5%	88.8%	88.8%	
No	8.7%	9.7%	10.2%	6.4%	9.0%	9.6%	11.5%	11.2%	11.2%	
Total(n)	229	1,416	2,875	125	926	1,670	104	490	1,205	
What is your sexual orientation?										
Heterosexual/straight	91.7%	93.5%	93.4%	93.1%	94.8%	94.5%	90.2%	91.0%	91.4%	
Gay	1.4%	1.9%	2.0%	2.6%	2.9%	3.1%	0.0%	0.0%	0.0%	
Lesbian	0.9%	1.1%	1.1%	0.0%	0.0%	0.0%	2.0%	3.2%	3.0%	
Bisexual	1.8%	1.0%	1.0%	1.7%	0.9%	0.8%	2.0%	1.2%	1.4%	
Queer	1.4%	0.8%	0.8%	0.9%	0.6%	0.6%	2.0%	1.2%	1.1%	
Other	2.8%	1.7%	1.8%	1.7%	0.9%	1.0%	3.9%	3.4%	3.1%	
Total (n)	218	1,385	2,792	116	904	1,620	102	481	1,172	
Do you identify as transgender?										
No	99.5%	99.6%	99.6%	99.2%	99.4%	99.5%	100.0%	99.8%	99.9%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.5%	0.4%	0.4%	0.8%	0.6%	0.5%	0.0%	0.2%	0.1%	
Total(n)	222	1,393	2,813	120	912	1,631	102	481	1,182	
Are you currently: (Mark one)										
Single	13.1%	9.3%	10.0%	9.2%	6.8%	7.3%	17.6%	14.0%	14.9%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.9%	0.9%	0.9%	0.0%	0.3%	0.4%	2.0%	1.9%	1.8%	
Married	78.4%	82.8%	81.4%	85.8%	87.9%	86.9%	69.6%	72.8%	71.6%	
Unmarried, living with partner	1.8%	1.9%	2.0%	0.8%	1.6%	1.7%	2.9%	2.4%	2.4%	
Separated	1.8%	1.0%	0.9%	2.5%	1.0%	1.0%	1.0%	0.8%	0.7%	

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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	
Divorced	3.6%	3.5%	3.9%	1.7%	2.1%	2.3%	5.9%	6.2%	6.7%	
Widowed	0.5%	0.8%	0.8%	0.0%	0.2%	0.3%	1.0%	1.8%	1.7%	
Total(n)	222	1,403	2,830	120	920	1,648	102	483	1,182	
How many children do you have in the following age ranges?										
Under 18 years old										
0	53.8%	47.7%	48.8%	50.0%	44.2%	45.2%	58.0%	54.2%	55.1%	
1	18.3%	18.7%	18.5%	20.4%	18.7%	18.5%	15.9%	18.5%	18.4%	
2	21.0%	19.5%	19.3%	18.4%	19.0%	19.0%	23.9%	20.4%	19.8%	
3	5.9%	6.9%	6.8%	9.2%	7.7%	7.6%	2.3%	5.5%	5.3%	
4+	1.1%	7.3%	6.6%	2.0%	10.4%	9.7%	0.0%	1.4%	1.4%	
Total(n)	186	1,163	2,358	98	759	1,342	88	404	1,016	
18 years or older										
0	58.5%	48.3%	49.3%	55.9%	42.5%	43.6%	61.6%	59.9%	59.8%	
1	14.4%	12.7%	12.7%	7.8%	11.9%	11.8%	22.1%	14.5%	14.3%	
2	18.6%	17.9%	18.2%	25.5%	19.9%	20.2%	10.5%	13.9%	14.4%	
3	6.9%	9.3%	9.1%	7.8%	10.6%	10.3%	5.8%	6.7%	6.8%	
4+	1.6%	11.8%	10.8%	2.9%	15.2%	14.0%	0.0%	5.0%	4.7%	
Total(n)	188	1,216	2,469	102	801	1,442	86	415	1,027	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	3.7%	3.6%	0.0%	5.1%	5.0%	0.0%	0.4%	0.8%	
Satisfied	5.8%	8.4%	8.0%	10.2%	11.4%	10.7%	0.0%	1.6%	2.2%	
Marginally satisfied	7.0%	7.1%	7.0%	10.2%	7.6%	7.4%	2.7%	6.0%	6.2%	
Not satisfied	57.0%	40.0%	39.0%	53.1%	32.3%	31.6%	62.2%	57.4%	54.6%	
Not applicable	30.2%	40.8%	42.3%	26.5%	43.6%	45.2%	35.1%	34.5%	36.2%	
Total(n)	86	652	1,169	49	468	735	37	184	434	
Mean	1.88	1.94	1.92	2.04	2.02	1.99	1.68	1.76	1.77	
Standard deviation	0.77	1.07	1.06	0.89	1.20	1.19	0.53	0.67	0.73	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	-0.06	-0.04	-	0.02	0.04	-	-0.12	-0.12	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
\$40,000 - \$49,999	3.4%	1.1%	1.4%	2.3%	0.6%	0.9%	4.8%	2.2%	2.6%	
\$50,000 - \$59,999	6.1%	3.6%	4.6%	4.7%	3.5%	4.1%	8.1%	4.0%	5.6%	
\$60,000 - \$69,999	7.4%	6.4%	8.1%	8.1%	6.4%	7.3%	6.5%	6.6%	9.6%	
\$70,000 - \$79,999	15.5%	13.9%	14.5%	11.6%	12.2%	12.6%	21.0%	17.8%	18.4%	
\$80,000 - \$89,999	10.8%	14.1%	13.8%	12.8%	12.4%	12.3%	8.1%	17.8%	16.9%	
\$90,000 - \$99,999	6.8%	12.7%	12.4%	8.1%	10.8%	11.0%	4.8%	16.8%	15.4%	
\$100,000 - \$124,999	23.0%	20.9%	20.3%	22.1%	22.6%	22.4%	24.2%	17.3%	16.1%	
\$125,000 - \$149,999	14.2%	12.5%	11.5%	14.0%	13.9%	13.2%	14.5%	9.2%	8.2%	

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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	
\$150,000 - \$199,999	9.5%	12.4%	11.1%	10.5%	14.3%	13.3%	8.1%	8.0%	6.8%	
\$200,000 - \$249,999	2.7%	2.0%	1.8%	4.7%	2.8%	2.5%	0.0%	0.3%	0.3%	
\$250,000 - \$499,999	0.7%	0.2%	0.2%	1.2%	0.3%	0.3%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	148	820	1,609	86	559	960	62	261	649	
Mean	9.89	10.10	9.90	10.15	10.32	10.18	9.52	9.61	9.35	
Standard deviation	2.34	2.10	2.15	2.33	2.12	2.16	2.32	1.96	2.03	
Significance	-			-			-			
Effect size	-	-0.10	0.00	-	-0.08	-0.01	-	-0.05	0.08	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
\$10,000 - \$19,999	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	0.0%	0.0%	0.1%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	1.4%	0.2%	0.3%	3.0%	0.0%	0.1%	0.0%	0.4%	0.5%	
\$40,000 - \$49,999	2.7%	1.7%	2.3%	0.0%	1.6%	2.2%	4.9%	1.8%	2.5%	
\$50,000 - \$59,999	16.2%	4.6%	5.2%	9.1%	3.3%	3.8%	22.0%	6.4%	7.1%	
\$60,000 - \$69,999	17.6%	14.7%	13.9%	15.2%	9.6%	9.6%	19.5%	21.8%	19.7%	
\$70,000 - \$79,999	9.5%	11.3%	12.0%	15.2%	11.0%	11.6%	4.9%	11.7%	12.7%	
\$80,000 - \$89,999	10.8%	10.6%	10.8%	3.0%	8.5%	8.9%	17.1%	13.5%	13.5%	
\$90,000 - \$99,999	2.7%	9.5%	10.3%	3.0%	8.1%	9.0%	2.4%	11.4%	12.0%	
\$100,000 - \$124,999	20.3%	23.4%	22.9%	24.2%	27.7%	26.6%	17.1%	17.5%	18.0%	
\$125,000 - \$149,999	9.5%	10.7%	10.2%	12.1%	11.5%	11.4%	7.3%	9.7%	8.7%	
\$150,000 - \$199,999	5.4%	8.1%	7.4%	12.1%	11.5%	10.7%	0.0%	3.3%	3.1%	
\$200,000 - \$249,999	0.0%	3.1%	2.7%	0.0%	4.2%	3.7%	0.0%	1.8%	1.4%	
\$250,000 - \$499,999	4.1%	1.7%	1.4%	3.0%	2.3%	2.0%	4.9%	0.8%	0.7%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	74	383	947	33	220	500	41	163	447	
Mean	9.07	9.82	9.69	9.67	10.27	10.13	8.59	9.19	9.11	
Standard deviation	2.67	2.38	2.38	2.69	2.39	2.40	2.59	2.21	2.21	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.26	-	-0.25	-0.19	-	-0.27	-0.24	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.5%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	5.5%	4.9%	4.9%	4.3%	4.4%	4.4%	6.9%	5.7%	5.8%	
1979 - 1983	10.6%	12.8%	12.5%	8.5%	11.1%	10.8%	12.9%	16.2%	15.6%	
1974 - 1978	15.6%	14.4%	14.2%	17.1%	13.8%	13.5%	13.9%	15.5%	15.5%	
1969 - 1973	10.6%	11.3%	11.5%	10.3%	11.0%	11.1%	10.9%	11.8%	12.2%	
1964 - 1968	12.8%	12.2%	12.2%	10.3%	12.1%	12.2%	15.8%	12.4%	12.3%	
1959 - 1963	13.3%	12.1%	12.1%	14.5%	11.9%	11.9%	11.9%	12.6%	12.3%	
1954 - 1958	8.7%	11.6%	11.7%	6.8%	11.7%	11.8%	10.9%	11.4%	11.6%	
1949 - 1953	16.1%	12.9%	12.6%	17.9%	14.6%	14.4%	13.9%	9.7%	9.4%	

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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	
1944 - 1948	6.4%	6.5%	6.5%	9.4%	7.8%	7.8%	3.0%	3.9%	4.1%	
1920 - 1943	0.0%	1.4%	1.8%	0.0%	1.7%	2.2%	0.0%	0.8%	1.1%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	218	1,363	2,732	117	896	1,597	101	467	1,135	
Year of first academic appointment:										
1976 or earlier	5.4%	5.2%	5.2%	8.4%	6.9%	7.0%	1.9%	2.0%	2.1%	
1977 - 1981	5.4%	5.5%	5.5%	7.9%	6.8%	6.9%	2.5%	3.0%	2.9%	
1982 - 1986	6.9%	7.0%	6.8%	5.2%	7.5%	7.4%	8.9%	6.1%	5.7%	
1987 - 1991	8.6%	8.4%	8.4%	8.9%	9.5%	9.5%	8.2%	6.4%	6.5%	
1992 - 1996	10.6%	10.4%	10.0%	11.5%	11.1%	10.9%	9.5%	9.0%	8.5%	
1997 - 2001	14.0%	12.3%	12.2%	13.1%	11.3%	11.3%	15.2%	14.2%	13.7%	
2002 - 2006	12.6%	12.8%	13.1%	11.5%	11.1%	11.4%	13.9%	15.9%	16.0%	
2007 - 2011	15.8%	17.4%	17.5%	14.1%	16.4%	16.2%	17.7%	19.1%	19.9%	
2012 or more	20.6%	21.0%	21.4%	19.4%	19.2%	19.5%	22.2%	24.4%	24.7%	
Total(n)	349	1,882	3,773	191	1,218	2,180	158	664	1,593	
Year of appointment at present institution										
1976 or earlier	1.8%	2.1%	2.1%	2.7%	2.8%	2.8%	0.7%	0.9%	0.9%	
1977 - 1981	2.1%	3.0%	3.0%	2.1%	3.4%	3.6%	2.0%	2.1%	2.0%	
1982 - 1986	6.2%	5.5%	5.3%	6.4%	6.2%	6.0%	5.9%	4.1%	4.0%	
1987 - 1991	9.1%	7.7%	7.6%	10.1%	8.3%	8.3%	7.9%	6.6%	6.5%	
1992 - 1996	8.5%	9.0%	8.6%	11.2%	10.7%	10.3%	5.3%	5.8%	5.7%	
1997 - 2001	12.9%	11.2%	11.0%	9.0%	10.5%	10.6%	17.8%	12.5%	11.8%	
2002 - 2006	13.8%	12.4%	12.7%	12.8%	12.1%	12.3%	15.1%	12.9%	13.4%	
2007 - 2011	18.8%	20.9%	20.6%	19.1%	19.3%	18.9%	18.4%	23.8%	23.8%	
2012 or more	26.8%	28.3%	29.0%	26.6%	26.7%	27.2%	27.0%	31.2%	32.1%	
Total(n)	340	1,852	3,704	188	1,202	2,147	152	650	1,557	
If tenured, year tenure was awarded										
1976 or earlier	0.6%	1.0%	1.0%	0.9%	1.3%	1.4%	0.0%	0.3%	0.3%	
1977 - 1981	0.6%	0.8%	0.9%	0.9%	0.9%	1.1%	0.0%	0.5%	0.6%	
1982 - 1986	5.0%	5.1%	5.0%	5.7%	5.9%	5.8%	4.1%	3.3%	3.0%	
1987 - 1991	9.5%	8.5%	8.2%	13.2%	9.5%	9.3%	4.1%	6.1%	5.8%	
1992 - 1996	14.0%	11.4%	11.3%	13.2%	12.5%	12.4%	15.1%	8.5%	8.8%	
1997 - 2001	15.1%	13.9%	13.6%	13.2%	14.8%	14.7%	17.8%	11.6%	11.1%	
2002 - 2006	16.8%	17.2%	16.9%	16.0%	16.4%	16.3%	17.8%	19.1%	18.3%	
2007 - 2011	17.9%	19.4%	19.6%	16.0%	18.5%	18.6%	20.5%	21.7%	21.8%	
2012 or more	20.7%	22.9%	23.5%	20.8%	20.3%	20.5%	20.5%	29.0%	30.3%	
Total(n)	179	1,053	1,990	106	752	1,276	73	301	714	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	6.8%	8.6%	8.8%	6.7%	9.2%	9.4%	6.9%	7.3%	7.6%	
Business (General Area 6)	6.3%	5.1%	5.6%	6.7%	5.5%	6.0%	5.9%	4.3%	4.9%	
Education (General Area 10 and Specific Discipline 2102)	3.2%	6.1%	6.3%	4.2%	5.1%	5.1%	2.0%	8.0%	8.4%	
Engineering (General Area 11)	0.5%	5.0%	4.6%	0.8%	6.5%	6.2%	0.0%	1.9%	1.7%	
English (General Area 12)	4.5%	4.8%	5.1%	1.7%	3.5%	3.9%	7.9%	7.3%	7.4%	
Health-related (General Area 15)	1.8%	4.5%	5.1%	1.7%	2.2%	2.6%	2.0%	8.9%	9.8%	
History or Political Science (Specific Discipline 3007,3009)	8.1%	7.0%	6.6%	8.3%	6.8%	6.5%	7.9%	7.6%	6.7%	
Humanities (General Area 14,24)	17.6%	11.9%	11.4%	13.3%	10.4%	10.2%	22.8%	15.1%	13.6%	
Fine Arts (General Area 2,4,22)	7.2%	7.2%	7.2%	4.2%	6.6%	6.7%	10.9%	8.5%	8.1%	
Mathematics or Statistics (General Area 18)	4.5%	6.4%	6.0%	5.8%	7.4%	7.2%	3.0%	4.4%	4.0%	
Physical Sciences (General Area 25)	7.2%	8.0%	7.7%	9.2%	9.9%	9.6%	5.0%	4.4%	4.3%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.4%	12.4%	12.4%	20.0%	13.0%	12.8%	9.9%	11.0%	11.5%	
Other Technical (General Area 8,19,28)	1.8%	3.2%	3.1%	3.3%	4.4%	4.3%	0.0%	0.9%	1.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.9%	9.4%	9.7%	14.2%	8.9%	9.0%	15.8%	10.4%	10.9%	
Total(n)	221	1,388	2,794	120	916	1,636	101	472	1,158	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	5.4%	7.0%	7.3%	5.8%	7.5%	7.8%	4.9%	6.2%	6.4%	
Business (General Area 6)	9.5%	6.0%	6.5%	10.0%	6.4%	6.9%	8.8%	5.2%	5.7%	
Education (General Area 10 and Specific Discipline 2102)	2.7%	3.7%	3.9%	4.2%	2.9%	3.1%	1.0%	5.3%	5.5%	
Engineering (General Area 11)	0.0%	5.4%	4.9%	0.0%	7.2%	6.7%	0.0%	1.9%	1.7%	
English (General Area 12)	4.1%	5.0%	5.4%	0.8%	3.4%	3.9%	7.8%	8.2%	8.3%	
Health-related (General Area 15)	2.7%	5.4%	6.1%	2.5%	3.0%	3.3%	2.9%	10.3%	11.3%	
History or Political Science (Specific Discipline 3007,3009)	8.1%	6.6%	6.2%	9.2%	6.3%	6.0%	6.9%	7.1%	6.4%	
Humanities (General Area 14,24)	16.7%	12.5%	11.8%	11.7%	11.6%	11.3%	22.5%	14.2%	12.9%	
Fine Arts (General Area 2,4,22)	8.1%	7.5%	7.4%	5.8%	6.8%	6.8%	10.8%	8.9%	8.5%	
Mathematics or Statistics (General Area 18)	4.1%	6.2%	6.0%	5.0%	7.1%	7.0%	2.9%	4.5%	4.1%	
Physical Sciences (General Area 25)	7.7%	7.9%	7.6%	9.2%	9.5%	9.2%	5.9%	4.6%	4.5%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.6%	11.3%	11.3%	16.7%	12.1%	11.8%	7.8%	9.8%	10.3%	
Other Technical (General Area 8,19,28)	2.7%	3.7%	3.6%	5.0%	4.9%	4.8%	0.0%	1.4%	1.4%	

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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	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.8%	11.6%	11.8%	14.2%	11.1%	11.1%	17.6%	12.6%	13.0%	
Total(n)	222	1,391	2,799	120	917	1,644	102	474	1,155	
Faculty works in a STEM department										
Yes	13.8%	23.9%	23.8%	16.8%	26.9%	26.7%	10.1%	18.2%	18.9%	
No	86.2%	76.1%	76.2%	83.2%	73.1%	73.3%	89.9%	81.8%	81.1%	
Total(n)	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
Optional Question 1										
A	5.4%			3.3%			7.9%			
B	5.8%			8.1%			3.0%			
C	83.5%			84.6%			82.2%			
D	1.3%			1.6%			1.0%			
E	4.0%			2.4%			5.9%			
Total (n)	224			123			101			
Optional Question 2										
A	34.1%			34.1%			34.0%			
B	37.2%			32.5%			42.7%			
C	14.2%			15.4%			12.6%			
D	14.6%			17.9%			10.7%			
E	0.0%			0.0%			0.0%			
Total (n)	226			123			103			
Optional Question 3										
A	3.6%			2.4%			4.9%			
B	20.9%			23.6%			17.6%			
C	24.4%			21.1%			28.4%			
D	51.1%			52.8%			49.0%			
E	0.0%			0.0%			0.0%			
Total (n)	225			123			102			
Optional Question 4										
A	1.3%			2.5%			0.0%			
B	27.8%			26.7%			29.1%			
C	46.6%			51.7%			40.8%			
D	16.1%			15.8%			16.5%			
E	8.1%			3.3%			13.6%			
Total (n)	223			120			103			
Optional Question 5										
A	0.4%			0.0%			1.0%			
B	25.7%			26.0%			25.2%			
C	47.3%			48.0%			46.6%			
D	23.9%			24.4%			23.3%			
E	2.7%			1.6%			3.9%			
Total (n)	226			123			103			

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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	
Optional Question 6										
A	4.4%			4.9%			3.9%			
B	21.7%			25.2%			17.5%			
C	17.3%			16.3%			18.4%			
D	2.7%			3.3%			1.9%			
E	54.0%			50.4%			58.3%			
Total (n)	226			123			103			
Optional Question 7										
A	6.2%			8.9%			2.9%			
B	37.6%			35.8%			39.8%			
C	32.7%			34.1%			31.1%			
D	10.6%			11.4%			9.7%			
E	12.8%			9.8%			16.5%			
Total (n)	226			123			103			
Optional Question 8										
A	12.5%			12.4%			12.6%			
B	49.1%			48.8%			49.5%			
C	22.3%			24.0%			20.4%			
D	6.3%			5.0%			7.8%			
E	9.8%			9.9%			9.7%			
Total (n)	224			121			103			
Optional Question 9										
A	0.4%			0.8%			0.0%			
B	8.4%			7.3%			9.8%			
C	46.5%			45.2%			48.0%			
D	44.2%			46.8%			41.2%			
E	0.4%			0.0%			1.0%			
Total (n)	226			124			102			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	15.8%			19.2%			11.8%			
C	43.2%			42.5%			44.1%			
D	21.2%			19.2%			23.5%			
E	19.8%			19.2%			20.6%			
Total (n)	222			120			102			
Optional Question 11										
A	3.2%			1.7%			5.0%			
B	29.3%			30.6%			27.7%			
C	26.1%			28.9%			22.8%			
D	6.8%			7.4%			5.9%			
E	34.7%			31.4%			38.6%			
Total (n)	222			121			101			

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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	
Optional Question 12										
A	14.9%			14.2%			15.7%			
B	48.2%			46.7%			50.0%			
C	21.6%			23.3%			19.6%			
D	15.3%			15.8%			14.7%			
E	0.0%			0.0%			0.0%			
Total (n)	222			120			102			
Optional Question 13										
A	3.2%			2.5%			3.9%			
B	24.8%			26.7%			22.5%			
C	15.3%			13.3%			17.6%			
D	6.8%			5.8%			7.8%			
E	50.0%			51.7%			48.0%			
Total (n)	222			120			102			
Optional Question 14										
A	9.9%			7.4%			12.9%			
B	30.6%			26.4%			35.6%			
C	29.3%			32.2%			25.7%			
D	23.4%			25.6%			20.8%			
E	6.8%			8.3%			5.0%			
Total (n)	222			121			101			
Optional Question 15										
A	1.4%			0.8%			2.0%			
B	12.4%			12.7%			12.0%			
C	42.2%			39.8%			45.0%			
D	39.9%			43.2%			36.0%			
E	4.1%			3.4%			5.0%			
Total (n)	218			118			100			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	10.3%			8.3%			12.7%			
C	45.3%			43.8%			47.1%			
D	41.7%			46.3%			36.3%			
E	2.7%			1.7%			3.9%			
Total (n)	223			121			102			
Optional Question 17										
A	0.9%			0.0%			2.0%			
B	20.7%			17.4%			24.8%			
C	38.3%			38.8%			37.6%			
D	39.2%			43.0%			34.7%			
E	0.9%			0.8%			1.0%			
Total (n)	222			121			101			

2016-17 HERI Faculty Survey
Institutional Profile Report
All Respondents

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	
Optional Question 18										
A	2.3%			2.5%			2.0%			
B	5.5%			5.0%			6.0%			
C	16.8%			19.2%			14.0%			
D	35.9%			35.8%			36.0%			
E	39.5%			37.5%			42.0%			
Total (n)	220			120			100			
Optional Question 19										
A	62.4%			65.8%			58.4%			
B	30.8%			28.3%			33.7%			
C	6.8%			5.8%			7.9%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	221			120			101			
Optional Question 20										
A	13.1%			13.3%			12.9%			
B	31.7%			26.7%			37.6%			
C	38.0%			40.0%			35.6%			
D	10.9%			14.2%			6.9%			
E	6.3%			5.8%			6.9%			
Total (n)	221			120			101			

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Full-time Undergraduate Faculty	71	547	1,149	40	335	628	31	212	521	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	71	547	1,149	40	335	628	31	212	521	
What is your present academic rank?										
Professor	55.7%	56.3%	46.3%	52.5%	61.7%	53.4%	60.0%	47.6%	37.6%	
Associate professor	25.7%	30.1%	35.4%	25.0%	27.8%	32.4%	26.7%	33.8%	39.0%	
Assistant professor	4.3%	8.8%	14.5%	7.5%	6.3%	10.8%	0.0%	12.9%	18.9%	
Lecturer	0.0%	1.3%	0.9%	0.0%	1.2%	0.8%	0.0%	1.4%	1.0%	
Instructor	14.3%	3.5%	3.0%	15.0%	3.0%	2.6%	13.3%	4.3%	3.5%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	70	544	1,145	40	334	627	30	210	518	
What is your tenure status at this institution?										
Tenured	73.2%	72.8%	65.7%	72.5%	77.9%	70.8%	74.2%	64.6%	59.5%	
On tenure track, but not tenured	4.2%	6.2%	7.4%	7.5%	5.4%	6.2%	0.0%	7.5%	8.8%	
Not on tenure track, but institution has tenure system	22.5%	20.7%	15.7%	20.0%	16.4%	11.8%	25.8%	27.4%	20.3%	
Institution has no tenure system	0.0%	0.4%	11.2%	0.0%	0.3%	11.2%	0.0%	0.5%	11.3%	
Total(n)	71	547	1,148	40	335	627	31	212	521	
Are you retired from this institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	71	544	1,146	40	334	627	31	210	519	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Within the last year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1 to 2 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3 to 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
My full-time professional career is outside of academia										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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)	0	0	0	0	0	0	0	0	0	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Shared office space	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A personal computer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
An email account	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A phone/voicemail	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional development funds	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Printer access (i.e., free printing)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	71	547	1,149	40	335	628	31	212	521	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Rarely get hired into full-time positions										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Are primarily responsible for introductory classes										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are respected by full-time faculty										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are paid fairly										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	
Standard deviation	
Significance	-			-			-			
Effect size	-			-			-			

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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	
Are included in faculty governance										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Besides this institution, at how many other institutions do you teach?										
Mean	.	.	.	.	.	.	.	.	.
Median	.	.	.	.	.	.	.	.	.
Mode	.	.	.	.	.	.	.	.	.
Total(n)	0	0	0	0	0	0	0	0	0	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-3 months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3-4 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-2 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Less than 1 week	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect Size	-			-			-			
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	36.6%	37.5%	31.4%	40.0%	39.7%	32.0%	32.3%	34.0%	30.7%	
Teaching	52.1%	47.3%	58.2%	50.0%	46.9%	58.0%	54.8%	48.1%	58.5%	
Research	8.5%	11.7%	7.6%	10.0%	11.6%	8.6%	6.5%	11.8%	6.3%	
Services to clients and patients	1.4%	1.8%	1.0%	0.0%	1.2%	0.8%	3.2%	2.8%	1.3%	
Other	1.4%	1.6%	1.7%	0.0%	0.6%	0.6%	3.2%	3.3%	3.1%	
Total(n)	71	547	1,149	40	335	628	31	212	521	
Personally, how important to you is:										
Research										
Essential	53.0%	52.3%	48.0%	63.9%	57.3%	52.3%	40.0%	44.4%	42.7%	
Very important	25.8%	29.1%	30.6%	19.4%	26.9%	27.1%	33.3%	32.7%	34.9%	
Somewhat important	15.2%	15.6%	19.0%	16.7%	13.3%	18.1%	13.3%	19.4%	20.1%	
Not important	6.1%	2.9%	2.4%	0.0%	2.5%	2.4%	13.3%	3.6%	2.3%	
Total(n)	66	512	1,048	36	316	575	30	196	473	

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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	
Teaching										
Essential	85.9%	75.5%	78.2%	87.5%	77.9%	78.7%	83.9%	71.6%	77.7%	
Very important	11.3%	22.2%	20.0%	12.5%	19.4%	19.3%	9.7%	26.5%	21.0%	
Somewhat important	1.4%	2.2%	1.5%	0.0%	2.7%	1.9%	3.2%	1.4%	1.0%	
Not important	1.4%	0.2%	0.3%	0.0%	0.0%	0.2%	3.2%	0.5%	0.4%	
Total(n)	71	546	1,148	40	335	628	31	211	520	
Personally, how important to you is:										
Service										
Essential	31.8%	36.6%	33.6%	33.3%	36.6%	32.1%	30.0%	36.5%	35.4%	
Very important	54.5%	49.1%	49.4%	44.4%	47.8%	49.3%	66.7%	51.3%	49.6%	
Somewhat important	12.1%	13.9%	16.3%	19.4%	15.0%	17.5%	3.3%	12.2%	14.8%	
Not important	1.5%	0.4%	0.7%	2.8%	0.6%	1.1%	0.0%	0.0%	0.2%	
Total(n)	66	511	1,044	36	314	570	30	197	474	
How many courses are you teaching this term?										
Mean	2.73	2.79	3.15	2.70	2.70	3.09	2.77	2.93	3.23	
Median	3	3	3	3	3	3	3	3	3	
Mode	2	2.00(a)	3	2	2	3	2.00(a)	3	3	
Total(n)	71	547	1148	40	335	628	31	212	520	
How many courses are you teaching this term are:										
General education courses										
Mean	1.49	1.35	1.34	1.56	1.41	1.42	1.38	1.25	1.25	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	2	1	1	1	1	1	
Total(n)	41	291	667	25	177	365	16	114	302	
Courses required for an undergraduate major										
Mean	1.80	1.84	1.93	1.92	1.84	1.93	1.65	1.84	1.92	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	46	342	811	26	206	442	20	136	369	
Other undergraduate credit courses										
Mean	1.60	1.40	1.36	1.56	1.41	1.36	1.65	1.38	1.35	
Median	2	1	1	2	1	1	2	1	1	
Mode	2	1	1	2	1	1	2	1	1	
Total(n)	42	280	636	25	170	335	17	110	301	
Developmental/remedial courses (not for credit)										
Mean	1.00	1.01	1.03	1.00	1.01	1.03	1.00	1.02	1.04	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	32	245	572	18	144	302	14	101	270	
Graduate courses										
Mean	1.58	1.71	1.75	1.54	1.67	1.72	1.63	1.77	1.79	
Median	2	2	2	1	2	2	2	2	2	

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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	
Mode	1	2	2	1	1	2	2	2	2	
Total(n)	43	350	793	24	200	413	19	150	380	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.29	2.36	2.45	2.27	2.33	2.43	2.31	2.39	2.47	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	59	438	987	33	260	528	26	178	459	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.13	1.13	1.14	1.19	1.14	1.16	1.05	1.11	1.11	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	46	341	785	27	208	429	19	133	356	
What types of courses do you primarily teach?										
(based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	54.5%	52.5%	50.4%	50.0%	52.2%	50.0%	60.0%	53.1%	51.0%	
Graduate courses	27.3%	31.7%	31.8%	50.0%	34.8%	34.6%	0.0%	25.0%	27.5%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	18.2%	15.8%	17.8%	0.0%	13.0%	15.4%	40.0%	21.9%	21.6%	
Total(n)	11	101	129	6	69	78	5	32	51	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	93.0%	79.5%	79.2%	92.5%	82.0%	82.6%	93.5%	75.5%	75.1%	
No	7.0%	20.5%	20.8%	7.5%	18.0%	17.4%	6.5%	24.5%	24.9%	
Total(n)	71	546	1,146	40	334	627	31	212	519	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	72.1%	75.2%	68.2%	73.7%	76.3%	68.8%	70.0%	73.6%	67.5%	
No	27.9%	24.8%	31.8%	26.3%	23.7%	31.2%	30.0%	26.4%	32.5%	
Total(n)	68	537	1,136	38	329	622	30	208	514	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a very large extent	20.4%	30.6%	31.6%	17.9%	27.7%	30.8%	23.8%	35.3%	32.6%	
To a large extent	26.5%	25.6%	22.8%	35.7%	27.7%	23.7%	14.3%	22.2%	21.8%	
To some extent	30.6%	28.6%	26.8%	32.1%	30.1%	28.4%	28.6%	26.1%	24.7%	
To a small extent	12.2%	10.0%	12.5%	3.6%	9.6%	11.6%	23.8%	10.5%	13.7%	
Not at all	10.2%	5.2%	6.3%	10.7%	4.8%	5.5%	9.5%	5.9%	7.3%	
Total(n)	49	402	766	28	249	422	21	153	344	

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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	
Mentored graduate students										
To a very large extent	26.1%	40.9%	41.8%	25.9%	36.3%	37.8%	26.3%	48.3%	46.8%	
To a large extent	32.6%	26.0%	25.8%	40.7%	28.6%	28.5%	21.1%	21.9%	22.5%	
To some extent	23.9%	20.2%	20.4%	25.9%	22.4%	22.2%	21.1%	16.6%	18.0%	
To a small extent	6.5%	8.1%	7.6%	3.7%	8.6%	7.4%	10.5%	7.3%	7.8%	
Not at all	10.9%	4.8%	4.4%	3.7%	4.1%	4.1%	21.1%	6.0%	4.8%	
Total(n)	46	396	751	27	245	418	19	151	333	
Helped graduate students access professional networks										
To a very large extent	16.3%	21.9%	23.5%	21.4%	18.8%	20.4%	9.5%	26.8%	27.2%	
To a large extent	20.4%	23.4%	23.7%	21.4%	24.1%	22.8%	19.0%	22.2%	24.9%	
To some extent	32.7%	29.4%	29.6%	28.6%	31.0%	32.6%	38.1%	26.8%	26.0%	
To a small extent	16.3%	17.3%	14.8%	21.4%	17.6%	14.9%	9.5%	17.0%	14.6%	
Not at all	14.3%	8.0%	8.4%	7.1%	8.6%	9.4%	23.8%	7.2%	7.3%	
Total(n)	49	398	759	28	245	417	21	153	342	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	4.4%	11.2%	11.3%	4.0%	10.3%	12.0%	5.0%	12.7%	10.3%	
To a large extent	4.4%	13.2%	10.6%	4.0%	14.0%	11.8%	5.0%	12.0%	9.1%	
To some extent	11.1%	16.8%	15.4%	12.0%	17.7%	15.4%	10.0%	15.3%	15.3%	
To a small extent	4.4%	10.4%	9.7%	4.0%	9.5%	8.9%	5.0%	12.0%	10.6%	
Not at all	75.6%	48.3%	53.1%	76.0%	48.6%	51.8%	75.0%	48.0%	54.6%	
Total(n)	45	393	754	25	243	415	20	150	339	
Published with graduate students										
To a very large extent	4.2%	11.7%	11.2%	3.7%	11.6%	12.8%	4.8%	11.8%	9.3%	
To a large extent	6.3%	11.7%	10.2%	11.1%	12.4%	11.9%	0.0%	10.5%	8.1%	
To some extent	14.6%	19.4%	13.9%	18.5%	22.1%	15.4%	9.5%	15.0%	11.9%	
To a small extent	8.3%	8.2%	8.0%	7.4%	6.0%	5.2%	9.5%	11.8%	11.3%	
Not at all	66.7%	49.0%	56.7%	59.3%	47.8%	54.6%	76.2%	51.0%	59.3%	
Total(n)	48	402	765	27	249	421	21	153	344	
Included graduate students in research grant writing										
To a very large extent	2.0%	7.3%	6.7%	0.0%	5.6%	5.5%	4.8%	9.9%	8.2%	
To a large extent	4.1%	6.8%	5.5%	7.1%	6.8%	6.4%	0.0%	6.6%	4.4%	
To some extent	6.1%	10.5%	9.4%	0.0%	10.8%	10.7%	14.3%	9.9%	7.9%	
To a small extent	12.2%	11.8%	11.0%	14.3%	12.0%	11.0%	9.5%	11.3%	11.1%	
Not at all	75.5%	63.8%	67.4%	78.6%	64.7%	66.4%	71.4%	62.3%	68.5%	
Total(n)	49	400	763	28	249	420	21	151	343	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.29	2.70	2.74	2.39	2.67	2.71	2.14	2.76	2.78	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	49	404	773	28	251	428	21	153	345	
In the past two years, how many times have you served on a master's thesis?										
Mean	2.59	3.41	3.01	2.89	3.70	3.39	2.19	2.93	2.55	

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Wake Forest University	Total			Men			Women			CIRP Construct
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Median	2	2	1	2	3	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	49	402	761	28	250	421	21	152	340	
In the past two years, how many times have you chaired a master's thesis?										
Mean	1.81	2.48	2.62	1.88	2.49	2.61	1.70	2.46	2.65	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	1	1	2	1	1	1	1	1	
Total(n)	27	225	362	17	156	235	10	69	127	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.24	3.36	3.47	2.32	3.35	3.53	2.14	3.37	3.39	
Median	1	2	1	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	49	402	768	28	249	425	21	153	343	
In the past two years year, how many times have you chaired a dissertation?										
Mean	2.00	2.93	3.06	1.50	2.76	2.91	3.20	3.26	3.27	
Median	1	2	2	1	2	2	4	3	2	
Mode	1	1	1	1	1	1	1.00(a)	1	1	
Total(n)	17	200	381	12	131	222	5	69	159	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	14.0%	16.4%	17.5%	11.1%	14.9%	16.2%	18.8%	18.9%	19.1%	
Agree somewhat	44.2%	41.3%	35.7%	48.1%	43.0%	39.0%	37.5%	38.5%	31.5%	
Disagree somewhat	18.6%	26.0%	24.6%	14.8%	24.4%	22.0%	25.0%	28.7%	27.9%	
Strongly disagree	23.3%	16.4%	22.2%	25.9%	17.8%	22.8%	18.8%	14.0%	21.5%	
Total(n)	43	385	743	27	242	413	16	143	330	
Mean	2.49	2.58	2.48	2.44	2.55	2.49	2.56	2.62	2.48	
Standard deviation	1.01	0.95	1.02	1.01	0.95	1.02	1.03	0.95	1.03	
Significance	-			-			-			
Effect size	-	-0.09	0.01	-	-0.12	-0.05	-	-0.06	0.08	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	32.6%	41.6%	40.6%	33.3%	41.7%	41.9%	31.3%	41.3%	39.1%	
Agree somewhat	44.2%	32.2%	31.6%	40.7%	34.3%	31.7%	50.0%	28.7%	31.5%	
Disagree somewhat	14.0%	16.9%	16.3%	18.5%	16.5%	16.0%	6.3%	17.5%	16.7%	
Strongly disagree	9.3%	9.4%	11.4%	7.4%	7.4%	10.4%	12.5%	12.6%	12.7%	
Total(n)	43	385	743	27	242	413	16	143	330	
Mean	3.00	3.06	3.01	3.00	3.10	3.05	3.00	2.99	2.97	
Standard deviation	0.93	0.98	1.01	0.92	0.93	1.00	0.97	1.05	1.03	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	-0.11	-0.05	-	0.01	0.03	
This graduate program enrolls too many international students										
Strongly agree	2.3%	6.2%	7.1%	3.8%	5.0%	6.1%	0.0%	8.3%	8.3%	
Agree somewhat	15.9%	20.5%	21.8%	11.5%	20.8%	22.1%	22.2%	20.0%	21.3%	
Disagree somewhat	52.3%	47.3%	44.4%	50.0%	47.5%	42.8%	55.6%	46.9%	46.3%	

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Strongly disagree	29.5%	26.0%	26.8%	34.6%	26.7%	29.0%	22.2%	24.8%	24.1%	
Total(n)	44	385	735	26	240	411	18	145	324	
Mean	1.91	2.07	2.09	1.85	2.04	2.05	2.00	2.12	2.14	
Standard deviation	0.74	0.84	0.87	0.78	0.82	0.87	0.69	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.19	-0.21	-	-0.23	-0.23	-	-0.14	-0.16	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	68.4%	58.1%	55.0%	66.7%	56.4%	52.8%	71.4%	60.9%	57.8%	
Agree somewhat	23.7%	38.8%	40.1%	20.8%	40.9%	43.8%	28.6%	35.5%	35.3%	
Disagree somewhat	2.6%	2.5%	3.9%	4.2%	1.8%	2.3%	0.0%	3.6%	5.9%	
Strongly disagree	5.3%	0.6%	1.0%	8.3%	0.9%	1.0%	0.0%	0.0%	1.0%	
Total(n)	38	363	694	24	225	388	14	138	306	
Mean	3.55	3.55	3.49	3.46	3.53	3.48	3.71	3.57	3.50	
Standard deviation	0.80	0.58	0.62	0.93	0.58	0.60	0.47	0.57	0.65	
Significance	-			-			-			
Effect size	-	0.00	0.10	-	-0.12	-0.03	-	0.25	0.32	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	6.7%	5.2%	7.3%	0.0%	5.0%	6.3%	16.7%	5.6%	8.6%	
Agree somewhat	17.8%	19.8%	24.7%	14.8%	15.4%	20.4%	22.2%	27.3%	30.2%	
Disagree somewhat	22.2%	22.7%	23.1%	29.6%	24.5%	23.1%	11.1%	19.6%	23.1%	
Strongly disagree	53.3%	52.3%	44.8%	55.6%	55.2%	50.1%	50.0%	47.6%	38.2%	
Total(n)	45	384	736	27	241	411	18	143	325	
Mean	1.78	1.78	1.95	1.59	1.70	1.83	2.06	1.91	2.09	
Standard deviation	0.97	0.94	0.99	0.75	0.90	0.97	1.21	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.00	-0.17	-	-0.12	-0.25	-	0.15	-0.03	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	53.5%	65.8%	61.9%	55.6%	65.3%	60.5%	50.0%	66.7%	63.7%	
Agree somewhat	30.2%	27.2%	30.2%	22.2%	28.0%	32.2%	43.8%	25.7%	27.6%	
Disagree somewhat	9.3%	5.0%	5.6%	14.8%	5.0%	4.6%	0.0%	4.9%	6.9%	
Strongly disagree	7.0%	2.1%	2.3%	7.4%	1.7%	2.7%	6.3%	2.8%	1.8%	
Total(n)	43	383	746	27	239	413	16	144	333	
Mean	3.30	3.57	3.52	3.26	3.57	3.51	3.38	3.56	3.53	
Standard deviation	0.91	0.69	0.71	0.98	0.67	0.71	0.81	0.72	0.70	
Significance	-	*		-	*		-			
Effect size	-	-0.39	-0.31	-	-0.46	-0.35	-	-0.25	-0.21	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	14.0%	17.6%	18.6%	18.5%	18.9%	18.9%	6.3%	15.4%	18.3%	
Agree somewhat	39.5%	41.5%	37.6%	37.0%	45.0%	38.5%	43.8%	35.7%	36.4%	

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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	
Disagree somewhat	25.6%	28.6%	29.0%	25.9%	26.9%	29.2%	25.0%	31.5%	28.7%	
Strongly disagree	20.9%	12.3%	14.8%	18.5%	9.2%	13.5%	25.0%	17.5%	16.5%	
Total(n)	43	381	735	27	238	408	16	143	327	
Mean	2.47	2.64	2.60	2.56	2.74	2.63	2.31	2.49	2.57	
Standard deviation	0.98	0.91	0.95	1.01	0.87	0.94	0.95	0.96	0.97	
Significance	-			-			-			
Effect size	-	-0.19	-0.14	-	-0.21	-0.07	-	-0.19	-0.27	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	50.0%	53.0%	49.7%	50.0%	56.5%	50.5%	50.0%	47.2%	48.8%	
Agree somewhat	40.5%	40.7%	41.5%	34.6%	37.2%	40.8%	50.0%	46.5%	42.4%	
Disagree somewhat	2.4%	4.7%	6.9%	3.8%	4.2%	6.6%	0.0%	5.6%	7.3%	
Strongly disagree	7.1%	1.6%	1.9%	11.5%	2.1%	2.2%	0.0%	0.7%	1.5%	
Total(n)	42	381	740	26	239	412	16	142	328	
Mean	3.33	3.45	3.39	3.23	3.48	3.40	3.50	3.40	3.38	
Standard deviation	0.85	0.66	0.70	0.99	0.68	0.71	0.52	0.63	0.69	
Significance	-			-			-			
Effect size	-	-0.18	-0.09	-	-0.37	-0.24	-	0.16	0.17	
Most graduate students in this program move on to faculty positions										
Strongly agree	0.0%	3.4%	4.9%	0.0%	2.1%	3.4%	0.0%	5.6%	6.7%	
Agree somewhat	24.4%	21.4%	22.3%	18.5%	19.2%	20.0%	33.3%	25.0%	25.2%	
Disagree somewhat	33.3%	40.5%	35.7%	37.0%	45.6%	38.8%	27.8%	31.9%	31.9%	
Strongly disagree	42.2%	34.7%	37.1%	44.4%	33.1%	37.8%	38.9%	37.5%	36.2%	
Total(n)	45	383	739	27	239	410	18	144	329	
Mean	1.82	1.93	1.95	1.74	1.90	1.89	1.94	1.99	2.02	
Standard deviation	0.81	0.83	0.89	0.76	0.77	0.84	0.87	0.92	0.94	
Significance	-			-			-			
Effect size	-	-0.13	-0.15	-	-0.21	-0.18	-	-0.05	-0.09	
Most graduate students in this program move into positions outside of academia										
Strongly agree	40.0%	44.4%	48.1%	40.7%	45.0%	48.1%	38.9%	43.4%	48.2%	
Agree somewhat	37.8%	37.9%	33.1%	44.4%	41.7%	36.4%	27.8%	31.7%	29.0%	
Disagree somewhat	13.3%	13.5%	14.1%	7.4%	10.4%	11.7%	22.2%	18.6%	17.1%	
Strongly disagree	8.9%	4.2%	4.7%	7.4%	2.9%	3.9%	11.1%	6.2%	5.7%	
Total(n)	45	385	746	27	240	412	18	145	334	
Mean	3.09	3.23	3.25	3.19	3.29	3.29	2.94	3.12	3.20	
Standard deviation	0.95	0.83	0.87	0.88	0.77	0.82	1.06	0.93	0.92	
Significance	-			-			-			
Effect size	-	-0.17	-0.18	-	-0.13	-0.12	-	-0.19	-0.28	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	56.3%	62.8%	63.5%	52.5%	61.4%	60.7%	61.3%	64.9%	66.9%	
Collaborated with the local community in research/teaching	42.3%	48.8%	52.8%	47.5%	44.7%	48.6%	35.5%	55.3%	58.0%	
Conducted research or writing focused on international/global issues	38.6%	44.7%	42.4%	46.2%	48.0%	45.1%	29.0%	39.5%	39.2%	
Conducted research or writing focused on racial or ethnic minorities	42.3%	30.6%	35.8%	50.0%	27.1%	31.4%	32.3%	36.2%	41.2%	

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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		
Conducted research or writing focused on women and gender issues	39.4%	32.2%	31.6%	42.5%	27.1%	24.8%	35.5%	40.5%	39.8%		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	10.0%	7.7%	9.8%	5.0%	5.5%	8.0%	16.7%	11.5%	12.1%		
Conducted research or writing focused on biomedical science fields	27.1%	23.4%	21.5%	30.0%	23.0%	22.3%	23.3%	24.0%	20.4%		
Engaged in academic research that spans multiple disciplines	75.7%	74.9%	73.9%	82.5%	75.5%	75.0%	66.7%	73.9%	72.6%		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	60.6%	61.4%	58.5%	67.5%	64.4%	60.8%	51.6%	56.7%	55.6%		
Written research grants	53.6%	50.7%	46.6%	64.1%	51.8%	46.2%	40.0%	48.8%	47.2%		
Received funding for your work from foundations	21.1%	26.3%	24.5%	25.0%	28.0%	23.9%	16.1%	23.7%	25.3%		
Received funding for your work from state or federal government	27.5%	24.6%	21.1%	35.9%	26.2%	21.1%	16.7%	22.1%	20.9%		
Received funding for your work from business or industry	12.9%	18.2%	14.5%	17.9%	22.8%	19.0%	6.5%	10.9%	9.1%		
Total(n)	70	527	1,100	39	325	605	31	202	495		
During the past two years, have you engaged in any of the following activities?											
Taught an honors course	20.0%	13.7%	17.3%	20.5%	15.5%	19.9%	19.4%	11.0%	14.3%		
Taught an interdisciplinary course	52.2%	44.0%	42.6%	52.6%	43.6%	43.3%	51.6%	44.7%	41.7%		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	18.6%	14.2%	14.7%	12.8%	13.4%	12.0%	25.8%	15.5%	17.9%		
Taught a service learning course	21.7%	18.7%	22.5%	17.9%	13.7%	18.2%	26.7%	26.6%	27.8%		
Taught a course exclusively online	8.8%	19.1%	25.4%	7.7%	16.4%	22.5%	10.3%	23.5%	28.9%		
Participated in organized activities around enhancing pedagogy and student learning	72.9%	75.0%	76.9%	71.8%	73.1%	72.2%	74.2%	77.9%	82.6%		
Taught a seminar for first-year students	38.6%	27.7%	26.1%	38.5%	28.6%	27.7%	38.7%	26.2%	24.2%		
Participated in the development of curriculum (enhancing an existing course or creating a new one)	92.9%	87.8%	90.2%	94.9%	84.6%	87.7%	90.3%	92.9%	93.2%		
Total(n)	70	542	1,142	39	332	624	31	210	518		
In the past two years, to what extent have you:											
Presented with undergraduate students at conferences											
To a very large extent	5.7%	6.1%	5.7%	5.0%	7.5%	6.3%	6.7%	3.8%	5.0%		
To a large extent	8.6%	7.9%	6.6%	10.0%	9.3%	7.9%	6.7%	5.7%	5.0%		
To some extent	8.6%	11.8%	10.6%	7.5%	12.3%	11.5%	10.0%	11.0%	9.5%		
To a small extent	11.4%	10.5%	8.8%	15.0%	8.7%	7.6%	6.7%	13.4%	10.3%		
Not at all	65.7%	63.7%	68.3%	62.5%	62.3%	66.8%	70.0%	66.0%	70.2%		
Total(n)	70	543	1,136	40	334	620	30	209	516		
Published with undergraduates											
To a very large extent	3.2%	5.3%	3.8%	5.9%	6.8%	5.1%	0.0%	3.0%	2.2%		
To a large extent	4.8%	5.1%	3.5%	5.9%	7.1%	5.3%	3.6%	2.0%	1.4%		
To some extent	11.3%	12.1%	8.7%	8.8%	12.3%	9.4%	14.3%	11.8%	7.9%		
To a small extent	4.8%	8.2%	6.5%	5.9%	8.6%	7.1%	3.6%	7.4%	5.9%		
Not at all	75.8%	69.3%	77.5%	73.5%	65.1%	73.2%	78.6%	75.9%	82.6%		
Total(n)	62	527	1,116	34	324	609	28	203	507		
Engaged undergraduates on your research projects											
To a very large extent	18.6%	15.8%	12.2%	12.5%	17.4%	13.5%	26.7%	13.3%	10.5%		
To a large extent	20.0%	16.5%	14.4%	30.0%	17.7%	15.8%	6.7%	14.8%	12.6%		
To some extent	20.0%	18.4%	16.6%	25.0%	20.1%	17.7%	13.3%	15.7%	15.2%		
To a small extent	10.0%	11.6%	11.9%	10.0%	11.1%	13.0%	10.0%	12.4%	10.5%		
Not at all	31.4%	37.7%	45.0%	22.5%	33.8%	39.9%	43.3%	43.8%	51.2%		

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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)	70	544	1,135	40	334	621	30	210	514	
Worked with undergraduates on their research projects										
To a very large extent	18.8%	14.2%	14.0%	20.0%	15.5%	14.4%	17.2%	12.0%	13.6%	
To a large extent	18.8%	14.7%	14.8%	25.0%	15.8%	15.9%	10.3%	13.0%	13.4%	
To some extent	17.4%	20.4%	18.4%	17.5%	20.9%	19.0%	17.2%	19.7%	17.7%	
To a small extent	14.5%	15.5%	13.2%	12.5%	17.0%	15.8%	17.2%	13.0%	10.1%	
Not at all	30.4%	35.2%	39.6%	25.0%	30.7%	34.9%	37.9%	42.3%	45.2%	
Total(n)	69	543	1,142	40	335	627	29	208	515	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	33.8%	29.2%	23.0%	37.5%	31.8%	25.7%	29.0%	25.1%	19.7%	
Good	36.6%	39.0%	35.5%	42.5%	41.7%	38.5%	29.0%	34.6%	32.0%	
Fair	4.2%	7.5%	9.7%	5.0%	6.9%	9.3%	3.2%	8.5%	10.2%	
Poor	1.4%	0.4%	0.8%	0.0%	0.3%	0.8%	3.2%	0.5%	0.8%	
I have not worked with undergraduates on research projects	23.9%	23.9%	31.0%	15.0%	19.2%	25.7%	35.5%	31.3%	37.4%	
Total(n)	71	544	1,145	40	333	626	31	211	519	
How many undergraduate students do you advise?										
Mean	8.61	6.13	6.93	7.90	5.99	6.74	9.52	6.34	7.16	
Median	11	3	5	10	4	5	11	3	5	
Mode	1	1	1	1	1	1	12	1	1	
Total(n)	71	547	1,146	40	335	626	31	212	520	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	50.0%	38.7%	49.9%	39.3%	33.2%	40.9%	62.5%	48.3%	62.1%	
Occasionally	50.0%	50.2%	42.9%	60.7%	53.6%	50.1%	37.5%	44.2%	33.1%	
Not at All	0.0%	11.2%	7.2%	0.0%	13.3%	9.0%	0.0%	7.5%	4.8%	
Total(n)	52	331	692	28	211	399	24	120	293	
Mean	2.50	2.27	2.43	2.39	2.20	2.32	2.63	2.41	2.57	
Standard deviation	0.50	0.65	0.62	0.50	0.65	0.63	0.49	0.63	0.58	
Significance	-	*		-			-			
Effect size	-	0.35	0.11	-	0.29	0.11	-	0.35	0.10	
Helped them plan their course of study										
Frequently	78.4%	56.1%	70.2%	71.4%	52.6%	65.7%	87.0%	62.2%	76.5%	
Occasionally	21.6%	36.0%	24.0%	28.6%	40.7%	29.1%	13.0%	27.7%	17.1%	
Not at All	0.0%	7.9%	5.8%	0.0%	6.7%	5.2%	0.0%	10.1%	6.5%	
Total(n)	51	328	695	28	209	402	23	119	293	
Mean	2.78	2.48	2.64	2.71	2.46	2.60	2.87	2.52	2.70	
Standard deviation	0.42	0.64	0.59	0.46	0.62	0.59	0.34	0.67	0.58	
Significance	-	**		-	*		-	*		
Effect size	-	0.47	0.24	-	0.40	0.19	-	0.52	0.29	
Discussed their academic performance										
Frequently	67.3%	50.9%	60.0%	57.1%	46.2%	54.6%	79.2%	59.2%	67.2%	

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Wake Forest University	Total			Men			Women			CIRP Construct	
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Occasionally	32.7%	43.9%	37.0%	42.9%	49.5%	42.1%	20.8%	34.2%	30.0%		
Not at All	0.0%	5.2%	3.0%	0.0%	4.3%	3.3%	0.0%	6.7%	2.7%		
Total(n)	52	330	692	28	210	399	24	120	293		
Mean	2.67	2.46	2.57	2.57	2.42	2.51	2.79	2.53	2.65		
Standard deviation	0.47	0.59	0.55	0.50	0.58	0.56	0.41	0.62	0.53		
Significance	-	*		-			-				
Effect size	-	0.36	0.18	-	0.26	0.11	-	0.42	0.26		
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)											
Frequently	65.4%	56.8%	63.9%	60.7%	56.9%	60.8%	70.8%	56.7%	68.2%		
Occasionally	34.6%	39.9%	32.8%	39.3%	39.8%	35.2%	29.2%	40.0%	29.5%		
Not at All	0.0%	3.3%	3.3%	0.0%	3.3%	4.0%	0.0%	3.3%	2.4%		
Total(n)	52	331	695	28	211	403	24	120	292		
Mean	2.65	2.53	2.61	2.61	2.54	2.57	2.71	2.53	2.66		
Standard deviation	0.48	0.56	0.55	0.50	0.56	0.57	0.46	0.56	0.52		
Significance	-			-			-				
Effect size	-	0.21	0.07	-	0.13	0.07	-	0.32	0.10		
Discussed career and post-graduation goals											
Frequently	69.2%	71.9%	75.9%	71.4%	72.0%	73.1%	66.7%	71.7%	79.8%		
Occasionally	28.8%	27.8%	22.9%	28.6%	28.0%	25.7%	29.2%	27.5%	19.2%		
Not at All	1.9%	0.3%	1.2%	0.0%	0.0%	1.2%	4.2%	0.8%	1.0%		
Total(n)	52	331	693	28	211	401	24	120	292		
Mean	2.67	2.72	2.75	2.71	2.72	2.72	2.63	2.71	2.79		
Standard deviation	0.51	0.46	0.46	0.46	0.45	0.48	0.58	0.47	0.43		
Significance	-			-			-				
Effect size	-	-0.11	-0.17	-	-0.02	-0.02	-	-0.17	-0.37		
Have you engaged in any of the following professional development opportunities at your institution?											
Funded workshops outside the institution focused on teaching											
Yes	48.6%	52.0%	55.0%	47.5%	47.0%	50.0%	50.0%	60.1%	61.1%		
No	50.0%	44.3%	39.4%	52.5%	48.8%	44.7%	46.7%	37.0%	33.1%		
Not eligible	1.4%	0.7%	0.8%	0.0%	0.9%	0.8%	3.3%	0.5%	0.8%		
Not available	0.0%	3.0%	4.8%	0.0%	3.3%	4.5%	0.0%	2.4%	5.1%		
Total(n)	70	542	1,136	40	334	622	30	208	514		
Funded workshops outside the institution focused on research skills development											
Yes	12.7%	19.1%	20.8%	20.0%	20.2%	19.4%	3.2%	17.2%	22.4%		
No	84.5%	73.1%	69.5%	80.0%	72.8%	72.3%	90.3%	73.7%	66.1%		
Not eligible	2.8%	0.7%	0.9%	0.0%	0.6%	1.0%	6.5%	1.0%	0.8%		
Not available	0.0%	7.0%	8.9%	0.0%	6.3%	7.3%	0.0%	8.1%	10.7%		
Total(n)	71	540	1,127	40	331	613	31	209	514		
Funded workshops outside the institution focused on grant writing											
Yes	7.0%	12.0%	14.1%	7.5%	13.5%	13.8%	6.5%	9.6%	14.5%		
No	91.5%	80.4%	77.7%	92.5%	79.6%	79.6%	90.3%	81.7%	75.3%		

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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	
Not eligible	0.0%	1.3%	1.0%	0.0%	1.5%	1.0%	0.0%	1.0%	1.0%	
Not available	1.4%	6.3%	7.3%	0.0%	5.4%	5.7%	3.2%	7.7%	9.2%	
Total(n)	71	542	1,129	40	334	618	31	208	511	
Paid sabbatical leave										
Yes	11.4%	7.1%	7.9%	20.0%	8.1%	9.1%	0.0%	5.3%	6.5%	
No	67.1%	72.9%	71.3%	62.5%	78.1%	75.1%	73.3%	64.6%	66.7%	
Not eligible	14.3%	13.0%	13.4%	10.0%	9.9%	10.7%	20.0%	18.0%	16.5%	
Not available	7.1%	7.1%	7.4%	7.5%	3.9%	5.0%	6.7%	12.1%	10.2%	
Total(n)	70	539	1,123	40	333	615	30	206	508	
Travel funds paid by the institution										
Yes	82.9%	77.4%	70.9%	82.5%	76.9%	70.6%	83.3%	78.4%	71.2%	
No	15.7%	20.3%	24.8%	17.5%	22.5%	26.0%	13.3%	16.8%	23.3%	
Not eligible	1.4%	0.7%	1.1%	0.0%	0.3%	1.0%	3.3%	1.4%	1.4%	
Not available	0.0%	1.5%	3.2%	0.0%	0.3%	2.4%	0.0%	3.4%	4.1%	
Total(n)	70	541	1,137	40	333	623	30	208	514	
Internal grants for research										
Yes	40.8%	42.9%	32.1%	45.0%	44.0%	33.2%	35.5%	41.1%	30.7%	
No	57.7%	53.6%	62.2%	55.0%	53.0%	61.9%	61.3%	54.5%	62.5%	
Not eligible	1.4%	1.5%	1.8%	0.0%	1.2%	1.6%	3.2%	1.9%	1.9%	
Not available	0.0%	2.0%	4.0%	0.0%	1.8%	3.2%	0.0%	2.4%	4.9%	
Total(n)	71	543	1,132	40	334	617	31	209	515	
Training for administrative leadership										
Yes	39.4%	37.0%	34.7%	37.5%	37.5%	34.9%	41.9%	36.2%	34.5%	
No	56.3%	52.9%	53.1%	57.5%	55.3%	55.5%	54.8%	49.0%	50.3%	
Not eligible	1.4%	2.8%	2.6%	0.0%	1.8%	2.1%	3.2%	4.3%	3.1%	
Not available	2.8%	7.4%	9.6%	5.0%	5.4%	7.5%	0.0%	10.5%	12.1%	
Total(n)	71	541	1,129	40	331	616	31	210	513	
Received incentives to develop new courses										
Yes	14.1%	16.6%	19.0%	15.0%	14.7%	17.5%	12.9%	19.6%	20.8%	
No	80.3%	72.4%	66.7%	82.5%	76.9%	72.3%	77.4%	65.1%	60.0%	
Not eligible	0.0%	1.1%	1.5%	0.0%	0.6%	1.0%	0.0%	1.9%	2.1%	
Not available	5.6%	9.9%	12.9%	2.5%	7.8%	9.3%	9.7%	13.4%	17.1%	
Total(n)	71	543	1,128	40	334	613	31	209	515	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	14.3%	19.7%	26.8%	7.5%	17.1%	24.9%	23.3%	23.8%	29.1%	
No	81.4%	70.5%	61.7%	92.5%	75.7%	67.0%	66.7%	62.1%	55.3%	
Not eligible	0.0%	0.6%	0.7%	0.0%	0.3%	0.3%	0.0%	1.0%	1.2%	
Not available	4.3%	9.3%	10.8%	0.0%	6.9%	7.8%	10.0%	13.1%	14.5%	
Total(n)	70	539	1,131	40	333	619	30	206	512	
Received resources to integrate culturally-competent practices into your classroom										
Yes	36.6%	26.2%	29.6%	27.5%	20.8%	24.1%	48.4%	34.8%	36.3%	

2016-17 HERI Faculty Survey
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Full-Time Academic Administrators

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	
No	60.6%	63.8%	58.3%	72.5%	70.8%	65.9%	45.2%	52.7%	49.3%	
Not eligible	0.0%	0.2%	0.6%	0.0%	0.0%	0.3%	0.0%	0.5%	1.0%	
Not available	2.8%	9.8%	11.4%	0.0%	8.4%	9.8%	6.5%	12.1%	13.5%	
Total(n)	71	539	1,128	40	332	615	31	207	513	
How many of the following have you published?										
Articles in academic or professional journals										
None	11.3%	10.1%	13.1%	12.5%	8.7%	11.9%	9.7%	12.3%	14.6%	
1-2	9.9%	12.8%	16.0%	5.0%	11.6%	14.0%	16.1%	14.7%	18.5%	
3-4	11.3%	9.9%	11.6%	7.5%	7.8%	8.4%	16.1%	13.3%	15.6%	
5-10	19.7%	16.7%	18.7%	15.0%	16.7%	18.0%	25.8%	16.6%	19.5%	
11-20	12.7%	14.5%	14.3%	12.5%	14.9%	15.6%	12.9%	13.7%	12.8%	
21-50	19.7%	21.1%	15.9%	27.5%	22.4%	17.8%	9.7%	19.0%	13.6%	
51+	15.5%	15.0%	10.3%	20.0%	17.9%	14.3%	9.7%	10.4%	5.4%	
Total(n)	71	546	1,136	40	335	622	31	211	514	
Mean	4.34	4.36	3.94	4.73	4.56	4.22	3.84	4.03	3.60	
Standard deviation	1.94	1.93	1.91	2.00	1.92	1.96	1.77	1.92	1.79	
Significance	-			-			-			
Effect size	-	-0.01	0.21	-	0.09	0.26	-	-0.10	0.13	
Chapters in edited volumes										
None	30.4%	29.7%	34.4%	28.2%	27.3%	31.8%	33.3%	33.7%	37.7%	
1-2	23.2%	24.5%	28.4%	23.1%	24.2%	25.7%	23.3%	24.9%	31.8%	
3-4	13.0%	17.3%	14.8%	15.4%	18.6%	16.7%	10.0%	15.0%	12.4%	
5-10	21.7%	17.1%	13.8%	20.5%	17.4%	15.7%	23.3%	16.6%	11.3%	
11-20	7.2%	8.0%	6.2%	5.1%	8.7%	7.3%	10.0%	6.7%	4.9%	
21-50	4.3%	2.7%	1.8%	7.7%	2.8%	2.0%	0.0%	2.6%	1.6%	
51+	0.0%	0.8%	0.6%	0.0%	0.9%	0.8%	0.0%	0.5%	0.2%	
Total(n)	69	515	1,089	39	322	604	30	193	485	
Mean	2.65	2.60	2.37	2.74	2.68	2.50	2.53	2.48	2.20	
Standard deviation	1.50	1.46	1.38	1.57	1.47	1.43	1.43	1.44	1.30	
Significance	-			-			-			
Effect size	-	0.03	0.20	-	0.04	0.17	-	0.03	0.25	
How many of the following have you published?										
Books, manuals, or monographs										
None	52.1%	53.2%	55.7%	55.0%	48.0%	50.9%	48.4%	61.8%	61.6%	
1-2	33.8%	26.9%	26.5%	27.5%	30.2%	28.4%	41.9%	21.6%	24.3%	
3-4	9.9%	13.0%	11.3%	10.0%	13.2%	12.3%	9.7%	12.6%	10.2%	
5-10	2.8%	5.5%	4.8%	5.0%	6.8%	6.0%	0.0%	3.5%	3.3%	
11-20	1.4%	1.0%	1.3%	2.5%	1.5%	2.2%	0.0%	0.0%	0.2%	
21-50	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	71	524	1,093	40	325	603	31	199	490	
Mean	1.68	1.75	1.70	1.73	1.85	1.81	1.61	1.60	1.57	
Standard deviation	0.87	0.99	0.97	1.01	1.02	1.04	0.67	0.90	0.87	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Significance	-			-			-			
Effect size	-	-0.07	-0.02	-	-0.12	-0.08	-	0.01	0.05	
Other, such as patents or computer software products										
None	79.1%	73.8%	75.6%	78.4%	69.5%	71.5%	80.0%	80.7%	80.6%	
1-2	11.9%	14.6%	12.7%	13.5%	16.6%	14.6%	10.0%	11.5%	10.4%	
3-4	1.5%	5.8%	5.6%	2.7%	6.5%	6.3%	0.0%	4.7%	4.7%	
5-10	4.5%	4.2%	3.2%	5.4%	5.8%	4.0%	3.3%	1.6%	2.1%	
11-20	3.0%	1.0%	1.5%	0.0%	0.6%	1.6%	6.7%	1.6%	1.5%	
21-50	0.0%	0.4%	0.9%	0.0%	0.6%	1.2%	0.0%	0.0%	0.4%	
51+	0.0%	0.2%	0.6%	0.0%	0.3%	0.9%	0.0%	0.0%	0.2%	
Total(n)	67	500	1,044	37	308	575	30	192	469	
Mean	1.40	1.46	1.47	1.35	1.55	1.57	1.47	1.32	1.36	
Standard deviation	0.95	0.94	1.04	0.79	1.02	1.14	1.14	0.77	0.88	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.20	-0.19	-	0.19	0.13	
In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	88.7%	88.4%	86.5%	85.0%	87.4%	85.4%	93.5%	90.0%	87.7%	
1-2	4.2%	4.2%	4.1%	5.0%	3.9%	4.2%	3.2%	4.7%	4.0%	
3-4	2.8%	1.7%	2.6%	5.0%	1.5%	1.8%	0.0%	1.9%	3.7%	
5-10	0.0%	3.5%	3.2%	0.0%	4.2%	3.7%	0.0%	2.4%	2.7%	
11-20	1.4%	1.3%	1.7%	2.5%	2.1%	2.9%	0.0%	0.0%	0.4%	
21+	2.8%	0.9%	1.8%	2.5%	0.9%	2.1%	3.2%	0.9%	1.5%	
Total(n)	71	545	1,144	40	334	625	31	211	519	
Mean	1.30	1.28	1.35	1.38	1.32	1.41	1.19	1.20	1.29	
Standard deviation	1.01	0.88	1.03	1.08	0.97	1.12	0.91	0.73	0.89	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	0.06	-0.03	-	-0.01	-0.11	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	71.4%	40.0%	27.9%	83.3%	45.7%	35.3%	0.0%	26.7%	16.3%	
1-2	0.0%	38.0%	35.1%	0.0%	31.4%	29.4%	0.0%	53.3%	44.2%	
3-4	14.3%	10.0%	17.1%	16.7%	11.4%	11.8%	0.0%	6.7%	25.6%	
5-10	0.0%	6.0%	12.6%	0.0%	8.6%	16.2%	0.0%	0.0%	7.0%	
11-20	14.3%	4.0%	4.5%	0.0%	2.9%	5.9%	100.0%	6.7%	2.3%	
21+	0.0%	2.0%	2.7%	0.0%	0.0%	1.5%	0.0%	6.7%	4.7%	
Total(n)	7	50	111	6	35	68	1	15	43	
Mean	1.86	2.02	2.39	1.33	1.91	2.32	5.00	2.27	2.49	
Standard deviation	1.57	1.20	1.29	0.82	1.09	1.34	.	1.44	1.20	
Significance	-			-			-			
Effect size	-	-0.13	-0.41	-	-0.53	-0.74	-	1.90	2.09	

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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	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	0.0%	8.3%	9.7%	0.0%	7.5%	6.9%	0.0%	10.0%	14.0%	
1-2	37.5%	33.3%	28.5%	33.3%	30.0%	28.7%	50.0%	40.0%	28.1%	
3-4	25.0%	21.7%	21.5%	33.3%	20.0%	18.4%	0.0%	25.0%	26.3%	
5-10	25.0%	25.0%	20.8%	16.7%	27.5%	21.8%	50.0%	20.0%	19.3%	
11-20	0.0%	10.0%	11.8%	0.0%	12.5%	16.1%	0.0%	5.0%	5.3%	
21+	12.5%	1.7%	7.6%	16.7%	2.5%	8.0%	0.0%	0.0%	7.0%	
Total(n)	8	60	144	6	40	87	2	20	57	
Mean	3.25	3.00	3.19	3.33	3.15	3.36	3.00	2.70	2.95	
Standard deviation	1.39	1.22	1.42	1.51	1.27	1.43	1.41	1.08	1.38	
Significance	-			-			-			
Effect size	-	0.20	0.04	-	0.14	-0.02	-	0.28	0.04	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
None	14.1%	14.3%	19.9%	15.0%	13.8%	18.4%	12.9%	15.1%	21.8%	
1	5.6%	8.1%	10.9%	5.0%	5.7%	9.1%	6.5%	11.8%	13.1%	
2	12.7%	13.0%	14.5%	10.0%	12.9%	13.1%	16.1%	13.2%	16.2%	
3	14.1%	11.9%	11.6%	10.0%	10.8%	11.2%	19.4%	13.7%	12.1%	
4	15.5%	8.6%	7.9%	15.0%	7.8%	8.6%	16.1%	9.9%	6.9%	
5	7.0%	8.1%	7.2%	5.0%	9.0%	8.1%	9.7%	6.6%	6.2%	
6	7.0%	8.1%	6.6%	12.5%	8.7%	7.3%	0.0%	7.1%	5.6%	
7-10	11.3%	13.9%	10.8%	12.5%	13.8%	10.7%	9.7%	14.2%	11.0%	
More than 10	12.7%	14.1%	10.6%	15.0%	17.7%	13.4%	9.7%	8.5%	7.1%	
Total(n)	71	546	1,145	40	334	626	31	212	519	
Mean	4.93	5.03	4.42	5.23	5.30	4.70	4.55	4.61	4.08	
Standard deviation	2.63	2.75	2.75	2.75	2.79	2.79	2.45	2.65	2.65	
Significance	-			-			-			
Effect size	-	-0.04	0.19	-	-0.03	0.19	-	-0.02	0.18	
How many of these publications in the past three years have been solo-authored?										
None	36.4%	37.7%	34.5%	46.9%	36.1%	32.3%	21.7%	40.4%	37.3%	
1	16.4%	17.3%	21.3%	12.5%	16.7%	20.1%	21.7%	18.5%	22.7%	
2	10.9%	14.8%	14.1%	6.3%	13.5%	13.9%	17.4%	17.1%	14.3%	
3	18.2%	11.8%	11.1%	18.8%	13.9%	12.6%	17.4%	8.2%	9.0%	
4	7.3%	6.3%	5.7%	3.1%	4.4%	4.6%	13.0%	9.6%	7.0%	
5	5.5%	4.5%	4.3%	6.3%	5.6%	5.5%	4.3%	2.7%	2.6%	
6	0.0%	2.0%	2.3%	0.0%	2.4%	2.9%	0.0%	1.4%	1.5%	
7-10	1.8%	4.3%	4.8%	0.0%	5.6%	5.1%	4.3%	2.1%	4.4%	
More than 10	3.6%	1.3%	2.1%	6.3%	2.0%	2.9%	0.0%	0.0%	1.2%	
Total(n)	55	398	795	32	252	452	23	146	343	
Mean	2.91	2.82	2.91	2.75	3.00	3.08	3.13	2.52	2.68	
Standard deviation	2.10	2.07	2.15	2.29	2.22	2.25	1.84	1.74	2.00	
Significance	-			-			-			

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Full-Time Academic Administrators

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	-	0.04	0.00	-	-0.11	-0.15	-	0.35	0.23	
How many of these publications in the past three years have been co-authored?										
None	10.9%	13.6%	17.4%	6.1%	14.2%	19.1%	18.2%	12.7%	15.3%	
1	18.2%	17.2%	19.5%	18.2%	14.2%	17.0%	18.2%	22.3%	22.8%	
2	9.1%	10.9%	14.4%	9.1%	12.7%	13.1%	9.1%	7.8%	16.1%	
3	16.4%	12.0%	11.7%	15.2%	11.3%	12.2%	18.2%	13.3%	11.1%	
4	12.7%	7.3%	7.7%	12.1%	7.6%	7.5%	13.6%	6.6%	7.9%	
5	3.6%	5.0%	4.7%	6.1%	5.8%	5.0%	0.0%	3.6%	4.2%	
6	9.1%	6.6%	4.8%	9.1%	6.2%	4.6%	9.1%	7.2%	5.0%	
7-10	7.3%	14.1%	10.6%	9.1%	13.1%	10.4%	4.5%	15.7%	10.8%	
More than 10	12.7%	13.4%	9.2%	15.2%	14.9%	11.2%	9.1%	10.8%	6.6%	
Total(n)	55	441	860	33	275	482	22	166	378	
Mean	4.62	4.74	4.14	5.00	4.81	4.24	4.05	4.62	4.00	
Standard deviation	2.64	2.82	2.68	2.65	2.83	2.76	2.59	2.80	2.56	
Significance	-			-			-			
Effect size	-	-0.04	0.18	-	0.07	0.28	-	-0.20	0.02	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	15.5%	16.7%	10.5%	15.0%	19.1%	12.4%	16.1%	12.8%	8.3%	
1-4	31.0%	34.2%	27.6%	32.5%	30.7%	25.2%	29.0%	39.8%	30.4%	
5-8	35.2%	29.9%	33.1%	40.0%	31.9%	33.9%	29.0%	26.5%	32.2%	
9-12	11.3%	11.7%	19.6%	10.0%	11.3%	19.7%	12.9%	12.3%	19.4%	
13-16	2.8%	4.9%	6.1%	2.5%	4.2%	5.6%	3.2%	6.2%	6.8%	
17-20	4.2%	2.2%	2.1%	0.0%	2.1%	2.2%	9.7%	2.4%	1.9%	
21+	0.0%	0.4%	1.0%	0.0%	0.6%	1.0%	0.0%	0.0%	1.0%	
Total(n)	71	546	1,139	40	335	623	31	211	516	
Mean	2.68	2.62	2.93	2.53	2.59	2.92	2.87	2.66	2.96	
Standard deviation	1.20	1.20	1.22	0.96	1.21	1.23	1.45	1.18	1.20	
Significance	-			-		*	-			
Effect size	-	0.05	-0.20	-	-0.05	-0.32	-	0.18	-0.07	
Preparing for teaching (including reading student papers and grading)										
None	16.4%	15.7%	9.9%	16.2%	18.6%	11.6%	16.7%	11.1%	7.9%	
1-4	10.4%	24.7%	20.8%	13.5%	26.2%	23.1%	6.7%	22.2%	18.0%	
5-8	32.8%	29.7%	29.6%	37.8%	30.5%	30.0%	26.7%	28.5%	29.1%	
9-12	22.4%	16.3%	19.5%	16.2%	13.7%	17.5%	30.0%	20.3%	21.9%	
13-16	9.0%	8.0%	10.8%	8.1%	5.8%	9.3%	10.0%	11.6%	12.5%	
17-20	4.5%	3.4%	5.4%	5.4%	3.7%	5.1%	3.3%	2.9%	5.7%	
21+	4.5%	2.2%	4.0%	2.7%	1.5%	3.3%	6.7%	3.4%	4.9%	
Total(n)	67	535	1,116	37	328	610	30	207	506	
Mean	3.28	2.95	3.33	3.14	2.79	3.18	3.47	3.21	3.50	
Standard deviation	1.56	1.42	1.50	1.49	1.38	1.48	1.63	1.45	1.51	
Significance	-			-			-			
Effect size	-	0.23	-0.03	-	0.25	-0.03	-	0.18	-0.02	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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?										
Advising and counseling of students										
None	9.9%	7.5%	5.4%	12.5%	8.7%	6.1%	6.5%	5.7%	4.5%	
1-4	63.4%	59.3%	54.4%	60.0%	60.2%	58.8%	67.7%	57.8%	49.2%	
5-8	21.1%	23.3%	24.3%	25.0%	21.9%	22.8%	16.1%	25.6%	26.2%	
9-12	4.2%	5.9%	9.1%	2.5%	6.0%	6.8%	6.5%	5.7%	11.8%	
13-16	0.0%	2.2%	3.6%	0.0%	2.1%	3.6%	0.0%	2.4%	3.7%	
17-20	0.0%	1.1%	1.5%	0.0%	0.6%	1.0%	0.0%	1.9%	2.1%	
21+	1.4%	0.7%	1.7%	0.0%	0.6%	1.0%	3.2%	0.9%	2.5%	
Total(n)	71	545	1,135	40	334	619	31	211	516	
Mean	2.27	2.42	2.62	2.18	2.37	2.50	2.39	2.51	2.78	
Standard deviation	0.88	0.96	1.12	0.68	0.92	1.02	1.09	1.02	1.22	
Significance	-		**	-			-			
Effect size	-	-0.16	-0.31	-	-0.21	-0.31	-	-0.12	-0.32	
Committee work and meetings										
None	1.4%	1.5%	1.9%	2.6%	2.4%	2.8%	0.0%	0.0%	0.8%	
1-4	23.2%	32.6%	33.9%	28.2%	33.9%	35.5%	16.7%	30.5%	31.9%	
5-8	34.8%	25.9%	27.4%	30.8%	26.3%	28.6%	40.0%	25.2%	26.0%	
9-12	14.5%	16.2%	17.6%	12.8%	13.8%	14.7%	16.7%	20.0%	21.0%	
13-16	13.0%	8.9%	8.9%	10.3%	8.6%	7.7%	16.7%	9.5%	10.3%	
17-20	4.3%	5.6%	4.1%	5.1%	5.8%	4.2%	3.3%	5.2%	4.0%	
21+	8.7%	9.3%	6.3%	10.3%	9.2%	6.5%	6.7%	9.5%	6.0%	
Total(n)	69	537	1,116	39	327	612	30	210	504	
Mean	3.62	3.53	3.35	3.56	3.46	3.28	3.70	3.62	3.44	
Standard deviation	1.54	1.62	1.48	1.67	1.64	1.51	1.39	1.58	1.45	
Significance	-			-			-			
Effect size	-	0.06	0.18	-	0.06	0.19	-	0.05	0.18	
Research and scholarly writing										
None	14.3%	10.8%	13.7%	10.0%	10.5%	12.8%	20.0%	11.2%	14.8%	
1-4	40.0%	39.0%	40.4%	35.0%	34.8%	36.6%	46.7%	45.6%	45.1%	
5-8	22.9%	22.3%	21.7%	22.5%	22.5%	21.5%	23.3%	21.8%	21.9%	
9-12	10.0%	10.0%	9.9%	12.5%	11.7%	11.3%	6.7%	7.3%	8.3%	
13-16	4.3%	8.7%	6.7%	7.5%	10.5%	8.9%	0.0%	5.8%	3.9%	
17-20	5.7%	3.7%	3.2%	7.5%	4.5%	3.9%	3.3%	2.4%	2.4%	
21+	2.9%	5.6%	4.4%	5.0%	5.4%	5.0%	0.0%	5.8%	3.7%	
Total(n)	70	539	1,126	40	333	618	30	206	508	
Mean	2.79	3.00	2.83	3.15	3.12	2.99	2.30	2.82	2.64	
Standard deviation	1.48	1.58	1.51	1.64	1.60	1.58	1.09	1.53	1.40	
Significance	-			-			-			
Effect size	-	-0.13	-0.03	-	0.02	0.10	-	-0.34	-0.24	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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?										
Other creative products/performances										
None	75.8%	62.9%	60.5%	71.1%	62.7%	57.7%	82.1%	63.3%	63.9%	
1-4	10.6%	21.4%	23.6%	13.2%	21.8%	24.6%	7.1%	20.9%	22.4%	
5-8	9.1%	10.4%	9.3%	7.9%	10.2%	10.7%	10.7%	10.7%	7.8%	
9-12	3.0%	3.4%	3.6%	5.3%	4.3%	4.1%	0.0%	2.0%	2.9%	
13-16	0.0%	0.8%	1.1%	0.0%	0.3%	1.2%	0.0%	1.5%	1.0%	
17-20	0.0%	0.4%	0.7%	0.0%	0.3%	0.7%	0.0%	0.5%	0.6%	
21+	1.5%	0.6%	1.1%	2.6%	0.3%	1.0%	0.0%	1.0%	1.3%	
Total(n)	66	499	1,059	38	303	582	28	196	477	
Mean	1.47	1.61	1.68	1.61	1.60	1.73	1.29	1.63	1.62	
Standard deviation	1.04	1.00	1.11	1.24	0.95	1.12	0.66	1.08	1.10	
Significance	-			-			-			
Effect size	-	-0.14	-0.19	-	0.01	-0.11	-	-0.31	-0.30	
Community or public service										
None	34.3%	26.5%	28.1%	33.3%	24.6%	29.6%	35.5%	29.5%	26.2%	
1-4	47.1%	48.4%	49.6%	51.3%	48.9%	47.7%	41.9%	47.6%	52.0%	
5-8	18.6%	18.0%	15.6%	15.4%	18.3%	15.2%	22.6%	17.6%	16.0%	
9-12	0.0%	3.5%	3.7%	0.0%	3.6%	4.0%	0.0%	3.3%	3.3%	
13-16	0.0%	1.7%	1.6%	0.0%	2.1%	1.8%	0.0%	1.0%	1.4%	
17-20	0.0%	0.7%	0.5%	0.0%	1.2%	0.8%	0.0%	0.0%	0.2%	
21+	0.0%	1.1%	0.9%	0.0%	1.2%	0.8%	0.0%	1.0%	1.0%	
Total(n)	70	543	1,130	39	333	618	31	210	512	
Mean	1.84	2.12	2.06	1.82	2.18	2.06	1.87	2.02	2.06	
Standard deviation	0.71	1.06	1.02	0.68	1.11	1.05	0.76	0.97	0.98	
Significance	-	*		-	*		-			
Effect size	-	-0.26	-0.22	-	-0.32	-0.23	-	-0.15	-0.19	
Outside consulting/freelance work										
None	77.9%	68.8%	67.4%	79.5%	68.7%	66.7%	75.9%	69.1%	68.3%	
1-4	17.6%	24.3%	24.4%	17.9%	24.7%	25.6%	17.2%	23.7%	23.0%	
5-8	4.4%	4.3%	5.6%	2.6%	3.9%	5.5%	6.9%	4.8%	5.7%	
9-12	0.0%	1.7%	1.4%	0.0%	1.5%	1.0%	0.0%	1.9%	2.0%	
13-16	0.0%	0.4%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	
17-20	0.0%	0.2%	0.3%	0.0%	0.3%	0.2%	0.0%	0.0%	0.4%	
21+	0.0%	0.4%	0.5%	0.0%	0.3%	0.5%	0.0%	0.5%	0.6%	
Total(n)	68	539	1,121	39	332	616	29	207	505	
Mean	1.26	1.42	1.46	1.23	1.43	1.45	1.31	1.42	1.46	
Standard deviation	0.54	0.79	0.83	0.48	0.80	0.81	0.60	0.78	0.86	
Significance	-			-			-			
Effect size	-	-0.20	-0.24	-	-0.25	-0.27	-	-0.14	-0.17	
Household/childcare duties										
None	8.7%	11.5%	12.6%	12.8%	14.2%	17.3%	3.3%	7.2%	6.9%	
1-4	20.3%	19.1%	19.1%	20.5%	19.0%	19.2%	20.0%	19.1%	18.8%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
5-8	26.1%	26.5%	23.4%	25.6%	28.1%	25.1%	26.7%	23.9%	21.4%	
9-12	17.4%	17.4%	16.2%	20.5%	16.6%	15.7%	13.3%	18.7%	16.8%	
13-16	14.5%	9.1%	8.7%	10.3%	9.4%	9.1%	20.0%	8.6%	8.1%	
17-20	1.4%	4.8%	6.4%	0.0%	4.2%	4.4%	3.3%	5.7%	8.9%	
21+	11.6%	11.7%	13.6%	10.3%	8.5%	9.1%	13.3%	16.7%	19.0%	
Total(n)	69	540	1,118	39	331	613	30	209	505	
Mean	3.59	3.55	3.63	3.36	3.34	3.30	3.90	3.87	4.03	
Standard deviation	1.73	1.79	1.89	1.71	1.71	1.78	1.73	1.86	1.94	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.01	0.03	-	0.02	-0.07	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	90.0%	81.0%	79.9%	94.9%	84.6%	86.3%	83.9%	75.2%	72.2%	
1-4	5.7%	12.0%	11.3%	2.6%	10.2%	8.6%	9.7%	14.9%	14.6%	
5-8	1.4%	3.4%	3.8%	0.0%	3.1%	2.5%	3.2%	4.0%	5.5%	
9-12	1.4%	1.5%	1.8%	0.0%	0.6%	1.0%	3.2%	3.0%	2.8%	
13-16	1.4%	0.6%	0.9%	2.6%	0.3%	0.8%	0.0%	1.0%	1.0%	
17-20	0.0%	0.8%	1.3%	0.0%	0.3%	0.2%	0.0%	1.5%	2.6%	
21+	0.0%	0.8%	0.9%	0.0%	0.9%	0.7%	0.0%	0.5%	1.2%	
Total(n)	70	526	1,096	39	324	604	31	202	492	
Mean	1.19	1.34	1.40	1.13	1.27	1.25	1.26	1.46	1.59	
Standard deviation	0.67	0.91	1.03	0.66	0.82	0.79	0.68	1.04	1.24	
Significance	-			-			-			
Effect size	-	-0.16	-0.20	-	-0.17	-0.15	-	-0.19	-0.27	
Other employment, outside of academia										
None	92.9%	90.0%	87.7%	92.3%	91.7%	90.0%	93.5%	87.4%	84.9%	
1-4	4.3%	4.1%	6.4%	5.1%	3.4%	5.3%	3.2%	5.3%	7.7%	
5-8	0.0%	3.0%	3.1%	0.0%	1.8%	1.6%	0.0%	4.9%	4.8%	
9-12	1.4%	2.1%	1.6%	2.6%	2.5%	1.8%	0.0%	1.5%	1.4%	
13-16	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.5%	0.4%	
17-20	1.4%	0.2%	0.4%	0.0%	0.0%	0.3%	3.2%	0.5%	0.4%	
21+	0.0%	0.4%	0.6%	0.0%	0.6%	0.8%	0.0%	0.0%	0.4%	
Total(n)	70	532	1,112	39	326	608	31	206	504	
Mean	1.16	1.20	1.24	1.13	1.18	1.21	1.19	1.24	1.27	
Standard deviation	0.71	0.72	0.80	0.52	0.72	0.80	0.91	0.72	0.79	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.07	-0.10	-	-0.07	-0.10	
Personal time										
None	1.4%	3.3%	4.1%	2.6%	2.4%	3.4%	0.0%	4.8%	4.9%	
1-4	29.0%	27.9%	30.0%	28.2%	23.6%	26.1%	30.0%	34.8%	34.8%	
5-8	31.9%	33.1%	34.3%	30.8%	34.4%	35.1%	33.3%	30.9%	33.4%	
9-12	11.6%	20.3%	17.8%	12.8%	23.3%	20.4%	10.0%	15.5%	14.7%	
13-16	14.5%	8.0%	6.9%	12.8%	8.2%	7.1%	16.7%	7.7%	6.7%	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
17-20	2.9%	3.5%	3.5%	2.6%	3.9%	4.0%	3.3%	2.9%	2.9%	
21+	8.7%	3.9%	3.3%	10.3%	4.2%	3.9%	6.7%	3.4%	2.6%	
Total(n)	69	538	1,127	39	331	618	30	207	509	
Mean	3.52	3.28	3.17	3.54	3.40	3.29	3.50	3.09	3.03	
Standard deviation	1.57	1.34	1.32	1.64	1.33	1.34	1.50	1.34	1.28	
Significance	-		*	-			-			
Effect size	-	0.18	0.27	-	0.11	0.19	-	0.31	0.37	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	89.7%	78.9%	79.8%	92.1%	80.4%	82.0%	86.7%	76.4%	76.9%	
Occasionally	2.9%	7.7%	5.9%	2.6%	8.4%	6.9%	3.3%	6.7%	4.6%	
Not at all	7.4%	13.4%	14.4%	5.3%	11.3%	11.1%	10.0%	16.9%	18.4%	
Total(n)	68	506	1,073	38	311	596	30	195	477	
Mean	2.82	2.65	2.65	2.87	2.69	2.71	2.77	2.59	2.58	
Standard deviation	0.54	0.70	0.72	0.47	0.66	0.65	0.63	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.24	0.24	-	0.27	0.25	-	0.24	0.24	
Support their opinions with a logical argument										
Frequently	74.6%	68.9%	70.0%	78.4%	69.4%	71.7%	70.0%	68.1%	67.9%	
Occasionally	17.9%	17.3%	15.9%	16.2%	18.6%	17.2%	20.0%	15.2%	14.3%	
Not at all	7.5%	13.9%	14.1%	5.4%	12.1%	11.1%	10.0%	16.8%	17.9%	
Total(n)	67	498	1,064	37	307	594	30	191	470	
Mean	2.67	2.55	2.56	2.73	2.57	2.61	2.60	2.51	2.50	
Standard deviation	0.61	0.73	0.73	0.56	0.70	0.68	0.67	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.16	0.15	-	0.23	0.18	-	0.12	0.13	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	67.2%	63.2%	64.6%	65.8%	62.1%	63.7%	69.0%	65.1%	65.7%	
Occasionally	25.4%	22.6%	20.4%	28.9%	26.0%	24.2%	20.7%	16.9%	15.6%	
Not at all	7.5%	14.2%	14.9%	5.3%	11.9%	12.0%	10.3%	18.0%	18.6%	
Total(n)	67	500	1,057	38	311	590	29	189	467	
Mean	2.60	2.49	2.50	2.61	2.50	2.52	2.59	2.47	2.47	
Standard deviation	0.63	0.73	0.74	0.59	0.70	0.70	0.68	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.16	0.13	-	0.15	0.15	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	20.6%	21.8%	22.2%	21.1%	24.9%	25.3%	20.0%	16.7%	18.2%	
Not at all	7.4%	15.4%	15.7%	10.5%	13.9%	13.3%	3.3%	17.7%	18.6%	
Total(n)	68	501	1,065	38	309	593	30	192	472	
Mean	2.65	2.48	2.46	2.58	2.47	2.48	2.73	2.48	2.44	
Standard deviation	0.62	0.75	0.75	0.68	0.73	0.72	0.52	0.78	0.79	
Significance	-		*	-			-		*	

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Full-Time Academic Administrators

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	-	0.23	0.25	-	0.15	0.14	-	0.32	0.37	
Evaluate the quality or reliability of information they receive										
Frequently	70.6%	63.2%	62.9%	71.1%	63.0%	62.7%	70.0%	63.5%	63.1%	
Occasionally	25.0%	23.1%	22.3%	23.7%	24.8%	24.7%	26.7%	20.3%	19.3%	
Not at all	4.4%	13.7%	14.8%	5.3%	12.2%	12.6%	3.3%	16.1%	17.6%	
Total(n)	68	503	1,067	38	311	595	30	192	472	
Mean	2.66	2.50	2.48	2.66	2.51	2.50	2.67	2.47	2.46	
Standard deviation	0.56	0.72	0.74	0.58	0.70	0.71	0.55	0.76	0.78	
Significance	-		*	-			-			
Effect size	-	0.22	0.24	-	0.21	0.23	-	0.26	0.27	
Take risks for potential gains										
Frequently	41.2%	36.0%	36.4%	36.8%	35.2%	35.7%	46.7%	37.4%	37.4%	
Occasionally	38.2%	38.0%	38.6%	47.4%	40.0%	41.6%	26.7%	34.8%	34.8%	
Not at all	20.6%	26.0%	24.9%	15.8%	24.8%	22.8%	26.7%	27.8%	27.7%	
Total(n)	68	497	1,051	38	310	589	30	187	462	
Mean	2.21	2.10	2.12	2.21	2.10	2.13	2.20	2.10	2.10	
Standard deviation	0.76	0.78	0.78	0.70	0.77	0.75	0.85	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.14	0.11	-	0.13	0.13	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	71.2%	56.5%	58.1%	70.3%	55.8%	58.4%	72.4%	57.6%	57.7%	
Occasionally	21.2%	29.9%	27.8%	18.9%	33.2%	30.6%	24.1%	24.6%	24.2%	
Not at all	7.6%	13.6%	14.1%	10.8%	11.0%	11.0%	3.4%	17.8%	18.0%	
Total(n)	66	501	1,063	37	310	592	29	191	471	
Mean	2.64	2.43	2.44	2.59	2.45	2.47	2.69	2.40	2.40	
Standard deviation	0.62	0.72	0.73	0.69	0.68	0.69	0.54	0.77	0.78	
Significance	-	*	*	-			-		*	
Effect size	-	0.29	0.27	-	0.21	0.17	-	0.38	0.37	
Look up scientific research articles and resources										
Frequently	49.3%	48.0%	48.3%	47.4%	45.9%	45.8%	51.7%	51.3%	51.6%	
Occasionally	35.8%	29.8%	27.7%	42.1%	33.4%	32.2%	27.6%	24.1%	22.1%	
Not at all	14.9%	22.2%	23.9%	10.5%	20.7%	22.0%	20.7%	24.6%	26.3%	
Total(n)	67	496	1,057	38	305	590	29	191	467	
Mean	2.34	2.26	2.24	2.37	2.25	2.24	2.31	2.27	2.25	
Standard deviation	0.73	0.80	0.81	0.67	0.78	0.79	0.81	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.15	0.16	-	0.05	0.07	
Explore topics on their own, even though it was not required for a class										
Frequently	52.9%	47.9%	48.7%	50.0%	48.7%	48.3%	56.7%	46.6%	49.2%	
Occasionally	39.7%	37.2%	36.0%	44.7%	39.0%	39.7%	33.3%	34.2%	31.4%	
Not at all	7.4%	14.9%	15.3%	5.3%	12.3%	12.0%	10.0%	19.2%	19.5%	
Total(n)	68	503	1,066	38	310	594	30	193	472	
Mean	2.46	2.33	2.33	2.45	2.36	2.36	2.47	2.27	2.30	

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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	
Standard deviation	0.63	0.72	0.73	0.60	0.69	0.69	0.68	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.18	0.18	-	0.13	0.13	-	0.26	0.22	
Accept mistakes as part of the learning process										
Frequently	67.6%	62.7%	63.2%	57.9%	62.7%	63.5%	80.0%	62.7%	62.8%	
Occasionally	25.0%	24.2%	23.1%	36.8%	27.3%	26.1%	10.0%	19.2%	19.2%	
Not at all	7.4%	13.2%	13.8%	5.3%	10.1%	10.4%	10.0%	18.1%	18.0%	
Total(n)	68	501	1,067	38	308	594	30	193	473	
Mean	2.60	2.50	2.49	2.53	2.53	2.53	2.70	2.45	2.45	
Standard deviation	0.63	0.72	0.73	0.60	0.67	0.68	0.65	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.14	0.15	-	0.00	0.00	-	0.32	0.32	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	54.4%	48.8%	49.6%	55.3%	46.1%	47.5%	53.3%	53.2%	52.2%	
Occasionally	30.9%	33.9%	33.7%	31.6%	39.2%	39.0%	30.0%	25.3%	27.1%	
Not at all	14.7%	17.3%	16.7%	13.2%	14.7%	13.6%	16.7%	21.6%	20.7%	
Total(n)	68	496	1,059	38	306	590	30	190	469	
Mean	2.40	2.31	2.33	2.42	2.31	2.34	2.37	2.32	2.32	
Standard deviation	0.74	0.75	0.75	0.72	0.71	0.70	0.76	0.81	0.79	
Significance	-			-			-			
Effect size	-	0.12	0.09	-	0.15	0.11	-	0.06	0.06	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	58.6%	60.6%	68.4%	50.0%	56.4%	62.9%	70.0%	67.1%	75.0%	
Occasionally	27.1%	25.8%	22.3%	37.5%	28.0%	25.8%	13.3%	22.2%	18.2%	
Not at all	14.3%	13.6%	9.3%	12.5%	15.5%	11.3%	16.7%	10.6%	6.8%	
Total(n)	70	535	1,128	40	328	617	30	207	511	
Mean	2.44	2.47	2.59	2.38	2.41	2.52	2.53	2.57	2.68	
Standard deviation	0.73	0.72	0.65	0.70	0.74	0.69	0.78	0.68	0.60	
Significance	-			-			-			
Effect size	-	-0.04	-0.23	-	-0.04	-0.20	-	-0.06	-0.25	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	45.7%	49.3%	55.0%	45.0%	44.6%	49.7%	46.7%	56.5%	61.4%	
Occasionally	35.7%	33.0%	31.8%	35.0%	34.3%	35.1%	36.7%	30.9%	27.8%	
Not at all	18.6%	17.8%	13.2%	20.0%	21.1%	15.3%	16.7%	12.6%	10.8%	
Total(n)	70	534	1,127	40	327	616	30	207	511	
Mean	2.27	2.31	2.42	2.25	2.24	2.34	2.30	2.44	2.51	
Standard deviation	0.76	0.76	0.71	0.78	0.78	0.73	0.75	0.71	0.68	
Significance	-			-			-			
Effect size	-	-0.05	-0.21	-	0.01	-0.12	-	-0.20	-0.31	

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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	
Discuss the ethical or moral implications of a course of action										
Frequently	41.4%	48.6%	54.8%	40.0%	44.8%	48.6%	43.3%	54.6%	62.4%	
Occasionally	37.1%	37.2%	33.9%	42.5%	40.5%	39.2%	30.0%	31.9%	27.5%	
Not at all	21.4%	14.2%	11.3%	17.5%	14.6%	12.2%	26.7%	13.5%	10.2%	
Total(n)	70	535	1,125	40	328	615	30	207	510	
Mean	2.20	2.34	2.44	2.23	2.30	2.36	2.17	2.41	2.52	
Standard deviation	0.77	0.71	0.69	0.73	0.71	0.69	0.83	0.72	0.67	
Significance	-		**	-			-		**	
Effect size	-	-0.20	-0.35	-	-0.10	-0.19	-	-0.33	-0.52	
Apply mathematical concepts and computational thinking										
Frequently	30.0%	32.9%	29.9%	35.0%	36.7%	33.3%	23.3%	26.8%	25.7%	
Occasionally	27.1%	28.4%	28.6%	35.0%	26.7%	26.2%	16.7%	31.2%	31.6%	
Not at all	42.9%	38.7%	41.5%	30.0%	36.7%	40.5%	60.0%	42.0%	42.7%	
Total(n)	70	535	1,128	40	330	618	30	205	510	
Mean	1.87	1.94	1.88	2.05	2.00	1.93	1.63	1.85	1.83	
Standard deviation	0.85	0.84	0.84	0.81	0.86	0.86	0.85	0.82	0.81	
Significance	-			-			-			
Effect size	-	-0.08	-0.01	-	0.06	0.14	-	-0.27	-0.25	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	75.7%	78.5%	78.6%	76.9%	79.0%	77.6%	74.2%	77.7%	79.8%	
Most	12.9%	10.6%	10.6%	15.4%	9.9%	10.8%	9.7%	11.7%	10.4%	
Some	10.0%	8.7%	8.8%	7.7%	9.0%	9.3%	12.9%	8.3%	8.1%	
None	1.4%	2.2%	2.0%	0.0%	2.1%	2.3%	3.2%	2.4%	1.8%	
Total(n)	70	539	1,130	39	333	621	31	206	509	
Mean	3.63	3.65	3.66	3.69	3.66	3.64	3.55	3.65	3.68	
Standard deviation	0.73	0.73	0.72	0.61	0.73	0.74	0.85	0.74	0.70	
Significance	-			-			-			
Effect size	-	-0.03	-0.04	-	0.04	0.07	-	-0.14	-0.19	
Cooperative learning (small groups)										
All	55.7%	52.9%	52.9%	53.8%	49.5%	48.2%	58.1%	58.3%	58.7%	
Most	18.6%	18.4%	18.0%	20.5%	17.1%	16.1%	16.1%	20.4%	20.3%	
Some	18.6%	20.8%	21.9%	20.5%	23.2%	25.6%	16.1%	17.0%	17.3%	
None	7.1%	7.9%	7.2%	5.1%	10.1%	10.1%	9.7%	4.4%	3.7%	
Total(n)	70	533	1,124	39	327	616	31	206	508	
Mean	3.23	3.16	3.17	3.23	3.06	3.02	3.23	3.33	3.34	
Standard deviation	1.00	1.01	1.00	0.96	1.06	1.07	1.06	0.91	0.89	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.16	0.20	-	-0.11	-0.12	
Experiential learning/Field studies										
All	24.3%	23.5%	23.7%	30.0%	20.7%	19.3%	16.7%	27.9%	29.0%	
Most	18.6%	17.3%	18.0%	17.5%	17.0%	16.8%	20.0%	17.6%	19.4%	
Some	31.4%	29.0%	31.2%	25.0%	27.2%	31.2%	40.0%	31.9%	31.2%	
None	25.7%	30.2%	27.1%	27.5%	35.0%	32.7%	23.3%	22.5%	20.4%	

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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)	70	527	1,104	40	323	600	30	204	504	
Mean	2.41	2.34	2.38	2.50	2.24	2.23	2.30	2.51	2.57	
Standard deviation	1.12	1.14	1.12	1.20	1.14	1.10	1.02	1.13	1.11	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.23	0.25	-	-0.19	-0.24	
Performances/Demonstrations										
All	22.9%	24.2%	24.0%	27.5%	21.9%	20.2%	16.7%	28.0%	28.7%	
Most	14.3%	14.4%	15.6%	10.0%	14.0%	15.2%	20.0%	15.0%	16.2%	
Some	22.9%	27.0%	27.0%	22.5%	25.2%	26.6%	23.3%	30.0%	27.5%	
None	40.0%	34.4%	33.4%	40.0%	38.9%	38.0%	40.0%	27.0%	27.7%	
Total(n)	70	529	1,112	40	329	613	30	200	499	
Mean	2.20	2.28	2.30	2.25	2.19	2.18	2.13	2.44	2.46	
Standard deviation	1.20	1.17	1.17	1.26	1.17	1.15	1.14	1.16	1.17	
Significance	-			-			-			
Effect size	-	-0.07	-0.09	-	0.05	0.06	-	-0.27	-0.28	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	29.6%	26.9%	26.9%	32.5%	24.1%	22.5%	25.8%	31.4%	32.2%	
Most	22.5%	19.5%	21.0%	25.0%	18.6%	20.5%	19.4%	21.1%	21.5%	
Some	23.9%	32.7%	33.4%	15.0%	33.8%	35.0%	35.5%	30.9%	31.4%	
None	23.9%	20.9%	18.8%	27.5%	23.5%	22.0%	19.4%	16.7%	14.8%	
Total(n)	71	532	1,120	40	328	614	31	204	506	
Mean	2.58	2.52	2.56	2.63	2.43	2.43	2.52	2.67	2.71	
Standard deviation	1.15	1.10	1.08	1.21	1.10	1.07	1.09	1.09	1.07	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.18	0.19	-	-0.14	-0.18	
Extensive lecturing										
All	14.1%	17.0%	17.0%	20.0%	20.8%	20.9%	6.5%	10.7%	12.3%	
Most	22.5%	26.1%	24.8%	25.0%	25.7%	26.4%	19.4%	26.8%	22.8%	
Some	39.4%	36.8%	39.3%	45.0%	39.0%	38.1%	32.3%	33.2%	40.7%	
None	23.9%	20.1%	18.9%	10.0%	14.5%	14.6%	41.9%	29.3%	24.2%	
Total(n)	71	536	1,121	40	331	617	31	205	504	
Mean	2.27	2.40	2.40	2.55	2.53	2.54	1.90	2.19	2.23	
Standard deviation	0.98	0.99	0.98	0.93	0.98	0.98	0.94	0.98	0.95	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	0.02	0.01	-	-0.30	-0.35	
Multiple drafts of written work										
All	15.5%	13.2%	15.2%	10.0%	10.6%	11.3%	22.6%	17.5%	19.8%	
Most	14.1%	17.2%	21.7%	15.0%	17.6%	21.1%	12.9%	16.5%	22.6%	
Some	40.8%	39.7%	38.9%	40.0%	38.5%	39.7%	41.9%	41.7%	38.0%	
None	29.6%	29.9%	24.2%	35.0%	33.3%	27.9%	22.6%	24.3%	19.6%	
Total(n)	71	536	1,122	40	330	617	31	206	505	
Mean	2.15	2.14	2.28	2.00	2.05	2.16	2.35	2.27	2.43	
Standard deviation	1.02	0.99	0.99	0.96	0.97	0.96	1.08	1.02	1.02	

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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	
Significance	-			-			-			
Effect size	-	0.01	-0.13	-	-0.05	-0.17	-	0.08	-0.08	
Reflective writing/journaling										
All	11.3%	12.2%	14.1%	12.5%	11.6%	10.9%	9.7%	13.2%	18.0%	
Most	12.7%	15.2%	16.3%	5.0%	11.9%	13.8%	22.6%	20.5%	19.2%	
Some	29.6%	29.8%	33.7%	25.0%	28.6%	32.7%	35.5%	31.7%	34.9%	
None	46.5%	42.9%	35.9%	57.5%	48.0%	42.5%	32.3%	34.6%	27.9%	
Total(n)	71	534	1,119	40	329	614	31	205	505	
Mean	1.89	1.97	2.09	1.73	1.87	1.93	2.10	2.12	2.27	
Standard deviation	1.02	1.03	1.04	1.04	1.02	1.00	0.98	1.03	1.06	
Significance	-			-			-			
Effect size	-	-0.08	-0.19	-	-0.14	-0.20	-	-0.02	-0.16	
Community service as part of coursework										
All	2.8%	2.8%	3.9%	2.5%	1.5%	2.1%	3.2%	4.9%	6.2%	
Most	4.2%	6.3%	7.1%	5.0%	4.5%	5.2%	3.2%	9.2%	9.3%	
Some	26.8%	22.2%	25.0%	20.0%	20.3%	22.0%	35.5%	25.2%	28.6%	
None	66.2%	68.7%	64.0%	72.5%	73.6%	70.7%	58.1%	60.7%	55.9%	
Total(n)	71	536	1,117	40	330	614	31	206	503	
Mean	1.44	1.43	1.51	1.38	1.34	1.39	1.52	1.58	1.66	
Standard deviation	0.71	0.74	0.79	0.70	0.64	0.69	0.72	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.01	-0.09	-	0.06	-0.01	-	-0.07	-0.16	
Electronic quizzes with immediate feedback in class										
All	7.0%	7.7%	7.5%	7.5%	6.4%	6.5%	6.5%	9.8%	8.7%	
Most	8.5%	12.7%	11.1%	7.5%	11.5%	10.0%	9.7%	14.6%	12.3%	
Some	14.1%	15.5%	17.2%	12.5%	13.6%	14.9%	16.1%	18.5%	20.1%	
None	70.4%	64.1%	64.3%	72.5%	68.5%	68.7%	67.7%	57.1%	58.8%	
Total(n)	71	535	1,122	40	330	619	31	205	503	
Mean	1.52	1.64	1.62	1.50	1.56	1.54	1.55	1.77	1.71	
Standard deviation	0.92	0.97	0.95	0.93	0.93	0.92	0.93	1.03	0.99	
Significance	-			-			-			
Effect size	-	-0.12	-0.11	-	-0.06	-0.04	-	-0.21	-0.16	
Using real-life problems										
All	39.4%	44.0%	46.8%	37.5%	40.4%	41.3%	41.9%	50.0%	53.5%	
Most	32.4%	30.8%	27.5%	42.5%	33.7%	30.3%	19.4%	26.0%	24.1%	
Some	18.3%	19.6%	20.0%	15.0%	20.2%	21.8%	22.6%	18.6%	17.8%	
None	9.9%	5.6%	5.8%	5.0%	5.7%	6.6%	16.1%	5.4%	4.7%	
Total(n)	71	536	1,127	40	332	620	31	204	507	
Mean	3.01	3.13	3.15	3.13	3.09	3.06	2.87	3.21	3.26	
Standard deviation	0.99	0.92	0.94	0.85	0.91	0.94	1.15	0.93	0.91	
Significance	-			-			-		*	
Effect size	-	-0.13	-0.15	-	0.04	0.07	-	-0.37	-0.43	

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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	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	32.4%	30.5%	34.3%	25.0%	26.5%	29.8%	41.9%	36.9%	39.8%	
Most	36.6%	29.4%	28.0%	42.5%	29.8%	27.9%	29.0%	28.6%	28.0%	
Some	21.1%	30.3%	29.8%	25.0%	33.7%	33.0%	16.1%	24.8%	25.9%	
None	9.9%	9.9%	7.9%	7.5%	9.9%	9.3%	12.9%	9.7%	6.3%	
Total(n)	71	538	1,134	40	332	624	31	206	510	
Mean	2.92	2.80	2.89	2.85	2.73	2.78	3.00	2.93	3.01	
Standard deviation	0.97	0.98	0.97	0.89	0.96	0.98	1.06	1.00	0.95	
Significance	-			-			-			
Effect size	-	0.12	0.03	-	0.13	0.07	-	0.07	-0.01	
Readings on racial and ethnic issues										
All	19.7%	14.6%	18.0%	22.5%	11.5%	12.0%	16.1%	19.5%	25.4%	
Most	19.7%	14.4%	16.7%	15.0%	13.3%	15.6%	25.8%	16.1%	18.1%	
Some	26.8%	29.3%	29.9%	22.5%	27.3%	29.0%	32.3%	32.7%	31.0%	
None	33.8%	41.7%	35.4%	40.0%	47.9%	43.4%	25.8%	31.7%	25.4%	
Total(n)	71	535	1,120	40	330	617	31	205	503	
Mean	2.25	2.02	2.17	2.20	1.88	1.96	2.32	2.23	2.44	
Standard deviation	1.13	1.07	1.10	1.20	1.03	1.03	1.05	1.10	1.13	
Significance	-			-			-			
Effect size	-	0.21	0.07	-	0.31	0.23	-	0.08	-0.11	
Readings on women and gender issues										
All	16.4%	12.2%	14.8%	18.4%	9.9%	9.8%	13.8%	15.9%	20.9%	
Most	17.9%	13.2%	14.7%	18.4%	13.4%	13.6%	17.2%	12.9%	16.0%	
Some	28.4%	29.1%	30.3%	23.7%	27.3%	29.8%	34.5%	31.8%	31.0%	
None	37.3%	45.5%	40.3%	39.5%	49.4%	46.9%	34.5%	39.3%	32.2%	
Total(n)	67	523	1,098	38	322	604	29	201	494	
Mean	2.13	1.92	2.04	2.16	1.84	1.86	2.10	2.05	2.26	
Standard deviation	1.10	1.04	1.07	1.15	1.00	0.99	1.05	1.08	1.12	
Significance	-			-			-			
Effect size	-	0.20	0.08	-	0.32	0.30	-	0.05	-0.14	
Supplemental instruction that is outside of class and office hours										
All	12.7%	14.6%	20.2%	7.5%	12.6%	15.4%	19.4%	17.6%	26.0%	
Most	28.2%	22.1%	20.7%	35.0%	21.8%	21.2%	19.4%	22.5%	20.2%	
Some	39.4%	40.5%	39.6%	47.5%	40.6%	41.7%	29.0%	40.2%	37.0%	
None	19.7%	22.9%	19.5%	10.0%	24.9%	21.7%	32.3%	19.6%	16.8%	
Total(n)	71	529	1,109	40	325	609	31	204	500	
Mean	2.34	2.28	2.42	2.40	2.22	2.30	2.26	2.38	2.55	
Standard deviation	0.94	0.98	1.02	0.78	0.96	0.98	1.12	0.99	1.05	
Significance	-			-			-			
Effect size	-	0.06	-0.08	-	0.19	0.10	-	-0.12	-0.28	

2016-17 HERI Faculty Survey
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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	Construc
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	31.9%	27.9%	30.6%	34.2%	23.7%	24.2%	29.0%	34.6%	38.4%	
Most	23.2%	25.7%	27.6%	18.4%	23.1%	26.5%	29.0%	29.8%	29.0%	
Some	30.4%	34.2%	31.6%	31.6%	39.4%	36.5%	29.0%	25.9%	25.6%	
None	14.5%	12.3%	10.1%	15.8%	13.8%	12.8%	12.9%	9.8%	7.0%	
Total(n)	69	530	1,114	38	325	611	31	205	503	
Mean	2.72	2.69	2.79	2.71	2.57	2.62	2.74	2.89	2.99	
Standard deviation	1.07	1.01	0.99	1.11	1.00	0.99	1.03	0.99	0.96	
Significance	-			-			-			
Effect size	-	0.03	-0.07	-	0.14	0.09	-	-0.15	-0.26	
Student evaluations of each others' work										
All	9.9%	14.3%	15.3%	10.0%	10.6%	11.7%	9.7%	20.1%	19.7%	
Most	14.1%	16.7%	17.9%	5.0%	15.2%	16.9%	25.8%	19.1%	19.1%	
Some	42.3%	42.0%	40.5%	42.5%	43.5%	40.3%	41.9%	39.7%	40.8%	
None	33.8%	27.0%	26.3%	42.5%	30.7%	31.1%	22.6%	21.1%	20.5%	
Total(n)	71	533	1,118	40	329	615	31	204	503	
Mean	2.00	2.18	2.22	1.83	2.06	2.09	2.23	2.38	2.38	
Standard deviation	0.94	0.99	1.00	0.93	0.94	0.97	0.92	1.03	1.02	
Significance	-			-			-			
Effect size	-	-0.18	-0.22	-	-0.24	-0.27	-	-0.15	-0.15	
Grading on a curve										
All	11.4%	8.7%	7.6%	12.5%	11.7%	10.4%	10.0%	4.0%	4.1%	
Most	4.3%	10.2%	10.9%	5.0%	12.3%	11.5%	3.3%	7.0%	10.2%	
Some	27.1%	21.1%	20.5%	30.0%	21.2%	23.4%	23.3%	20.9%	16.9%	
None	57.1%	60.0%	61.1%	52.5%	54.9%	54.8%	63.3%	68.2%	68.8%	
Total(n)	70	527	1,099	40	326	608	30	201	491	
Mean	1.70	1.68	1.65	1.78	1.81	1.77	1.60	1.47	1.49	
Standard deviation	1.00	0.97	0.95	1.03	1.05	1.01	0.97	0.79	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.05	-	-0.03	0.01	-	0.16	0.13	
Rubric-based assessment										
All	33.3%	36.0%	39.7%	28.2%	31.8%	33.2%	40.0%	42.8%	47.6%	
Most	27.5%	24.6%	25.1%	23.1%	25.3%	24.3%	33.3%	23.4%	26.2%	
Some	24.6%	24.0%	22.2%	30.8%	23.8%	24.9%	16.7%	24.4%	19.0%	
None	14.5%	15.4%	13.0%	17.9%	19.1%	17.7%	10.0%	9.5%	7.3%	
Total(n)	69	525	1,102	39	324	606	30	201	496	
Mean	2.80	2.81	2.91	2.62	2.70	2.73	3.03	3.00	3.14	
Standard deviation	1.07	1.09	1.06	1.09	1.11	1.10	1.00	1.03	0.97	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	-0.07	-0.10	-	0.03	-0.11	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	8.7%	10.4%	12.9%	5.0%	7.6%	10.6%	13.8%	14.9%	15.7%	

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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	
Most	11.6%	14.1%	14.8%	12.5%	14.6%	12.8%	10.3%	13.4%	17.3%	
Some	44.9%	36.3%	36.9%	47.5%	36.8%	35.9%	41.4%	35.6%	38.2%	
None	34.8%	39.2%	35.3%	35.0%	41.0%	40.7%	34.5%	36.1%	28.7%	
Total(n)	69	531	1,118	40	329	616	29	202	502	
Mean	1.94	1.96	2.05	1.88	1.89	1.93	2.03	2.07	2.20	
Standard deviation	0.91	0.97	1.01	0.82	0.92	0.98	1.02	1.04	1.03	
Significance	-			-			-			
Effect size	-	-0.02	-0.11	-	-0.01	-0.05	-	-0.04	-0.17	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	45.1%	43.8%	42.3%	45.0%	43.2%	37.5%	45.2%	44.7%	48.0%	
Occasionally	43.7%	44.1%	45.2%	42.5%	43.2%	46.9%	45.2%	45.6%	43.1%	
Not at all	11.3%	12.1%	12.5%	12.5%	13.6%	15.5%	9.7%	9.7%	8.9%	
Total(n)	71	537	1,124	40	331	618	31	206	506	
Mean	2.34	2.32	2.30	2.33	2.30	2.22	2.35	2.35	2.39	
Standard deviation	0.67	0.68	0.68	0.69	0.69	0.70	0.66	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	0.04	0.16	-	0.00	-0.06	
Simulations/animations										
Frequently	15.9%	21.1%	20.8%	13.2%	19.9%	18.4%	19.4%	22.9%	23.6%	
Occasionally	39.1%	38.7%	38.2%	47.4%	41.4%	39.7%	29.0%	34.3%	36.3%	
Not at all	44.9%	40.2%	41.1%	39.5%	38.7%	41.9%	51.6%	42.8%	40.1%	
Total(n)	69	527	1,108	38	326	609	31	201	499	
Mean	1.71	1.81	1.80	1.74	1.81	1.77	1.68	1.80	1.84	
Standard deviation	0.73	0.76	0.76	0.69	0.74	0.74	0.79	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.09	-0.04	-	-0.15	-0.21	
Online homework or virtual labs										
Frequently	12.9%	20.3%	23.9%	7.7%	18.3%	20.4%	19.4%	23.4%	28.3%	
Occasionally	37.1%	33.4%	33.3%	43.6%	34.5%	33.1%	29.0%	31.7%	33.5%	
Not at all	50.0%	46.3%	42.8%	48.7%	47.3%	46.6%	51.6%	44.9%	38.1%	
Total(n)	70	533	1,115	39	328	614	31	205	501	
Mean	1.63	1.74	1.81	1.59	1.71	1.74	1.68	1.79	1.90	
Standard deviation	0.71	0.77	0.80	0.64	0.76	0.78	0.79	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.14	-0.23	-	-0.16	-0.19	-	-0.14	-0.27	
Online discussion boards										
Frequently	8.5%	18.3%	22.5%	10.0%	15.0%	18.3%	6.5%	23.5%	27.6%	
Occasionally	26.8%	32.3%	32.5%	27.5%	30.4%	30.2%	25.8%	35.5%	35.2%	
Not at all	64.8%	49.4%	45.1%	62.5%	54.6%	51.5%	67.7%	41.0%	37.2%	
Total(n)	71	526	1,109	40	326	612	31	200	497	
Mean	1.44	1.69	1.77	1.48	1.60	1.67	1.39	1.83	1.90	
Standard deviation	0.65	0.76	0.79	0.68	0.74	0.77	0.62	0.79	0.80	

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Full-Time Academic Administrators

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	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.33	-0.42	-	-0.16	-0.25	-	-0.56	-0.64	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	14.5%	8.9%	7.5%	7.9%	7.1%	5.9%	22.6%	11.9%	9.4%	
Occasionally	7.2%	16.5%	18.3%	7.9%	16.0%	18.0%	6.5%	17.4%	18.8%	
Not at all	78.3%	74.5%	74.2%	84.2%	76.9%	76.1%	71.0%	70.6%	71.9%	
Total(n)	69	526	1,113	38	325	612	31	201	501	
Mean	1.36	1.34	1.33	1.24	1.30	1.30	1.52	1.41	1.38	
Standard deviation	0.73	0.64	0.61	0.59	0.59	0.57	0.85	0.70	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	-0.10	-0.11	-	0.16	0.22	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	35.2%	37.7%	46.2%	37.5%	30.9%	37.9%	32.3%	48.6%	56.3%	
Very important	42.3%	44.1%	40.5%	37.5%	46.4%	44.4%	48.4%	40.4%	35.7%	
Somewhat important	16.9%	13.8%	9.4%	15.0%	17.0%	12.6%	19.4%	8.7%	5.5%	
Not important	5.6%	4.5%	3.9%	10.0%	5.8%	5.0%	0.0%	2.4%	2.5%	
Total(n)	71	538	1,129	40	330	617	31	208	512	
Mean	3.07	3.15	3.29	3.03	3.02	3.15	3.13	3.35	3.46	
Standard deviation	0.87	0.82	0.79	0.97	0.84	0.83	0.72	0.74	0.71	
Significance	-		*	-			-		*	
Effect size	-	-0.10	-0.28	-	0.01	-0.14	-	-0.30	-0.46	
Prepare students for employment after college										
Essential	51.4%	69.8%	73.1%	53.8%	68.1%	68.9%	48.4%	72.5%	78.3%	
Very important	44.3%	28.0%	24.5%	43.6%	29.5%	28.5%	45.2%	25.5%	19.5%	
Somewhat important	4.3%	2.1%	2.0%	2.6%	2.4%	2.3%	6.5%	1.5%	1.6%	
Not important	0.0%	0.2%	0.4%	0.0%	0.0%	0.3%	0.0%	0.5%	0.6%	
Total(n)	70	533	1,128	39	329	620	31	204	508	
Mean	3.47	3.67	3.70	3.51	3.66	3.66	3.42	3.70	3.76	
Standard deviation	0.58	0.52	0.52	0.56	0.52	0.54	0.62	0.52	0.50	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.38	-0.44	-	-0.29	-0.28	-	-0.54	-0.68	
Prepare students for graduate or advanced education										
Essential	57.1%	64.5%	65.3%	59.0%	63.8%	63.7%	54.8%	65.7%	67.2%	
Very important	41.4%	31.5%	30.9%	41.0%	32.5%	32.6%	41.9%	29.9%	28.9%	
Somewhat important	1.4%	3.2%	2.6%	0.0%	2.7%	2.4%	3.2%	3.9%	2.8%	
Not important	0.0%	0.8%	1.2%	0.0%	0.9%	1.3%	0.0%	0.5%	1.2%	
Total(n)	70	533	1,123	39	329	617	31	204	506	
Mean	3.56	3.60	3.60	3.59	3.59	3.59	3.52	3.61	3.62	
Standard deviation	0.53	0.59	0.61	0.50	0.59	0.61	0.57	0.59	0.60	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	0.00	0.00	-	-0.15	-0.17	

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Institutional Profile Report
Full-Time Academic Administrators

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	Construc
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	35.2%	59.9%	58.1%	35.0%	62.3%	59.1%	35.5%	56.0%	56.9%	
Very important	52.1%	32.8%	36.1%	52.5%	31.9%	35.5%	51.6%	34.3%	36.8%	
Somewhat important	11.3%	6.2%	5.0%	10.0%	4.6%	4.2%	12.9%	8.7%	5.9%	
Not important	1.4%	1.1%	0.8%	2.5%	1.2%	1.1%	0.0%	1.0%	0.4%	
Total(n)	71	536	1,130	40	329	619	31	207	511	
Mean	3.21	3.51	3.52	3.20	3.55	3.53	3.23	3.45	3.50	
Standard deviation	0.70	0.66	0.63	0.72	0.64	0.63	0.67	0.69	0.63	
Significance	-	***	***	-	**	**	-		*	
Effect size	-	-0.45	-0.49	-	-0.55	-0.52	-	-0.32	-0.43	
Provide for students' emotional development										
Essential	29.6%	36.9%	37.0%	25.0%	31.8%	32.8%	35.5%	45.1%	41.9%	
Very important	53.5%	48.7%	48.8%	62.5%	53.6%	52.2%	41.9%	40.8%	44.7%	
Somewhat important	14.1%	12.7%	12.9%	10.0%	13.3%	13.7%	19.4%	11.7%	12.0%	
Not important	2.8%	1.7%	1.3%	2.5%	1.2%	1.3%	3.2%	2.4%	1.4%	
Total(n)	71	536	1,123	40	330	615	31	206	508	
Mean	3.10	3.21	3.21	3.10	3.16	3.17	3.10	3.29	3.27	
Standard deviation	0.74	0.72	0.71	0.67	0.69	0.70	0.83	0.77	0.72	
Significance	-			-			-			
Effect size	-	-0.15	-0.15	-	-0.09	-0.10	-	-0.25	-0.24	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	39.1%	51.3%	51.8%	37.5%	51.2%	51.9%	41.4%	51.5%	51.8%	
Very important	47.8%	40.0%	40.4%	47.5%	41.2%	40.6%	48.3%	38.1%	40.1%	
Somewhat important	10.1%	7.3%	6.7%	10.0%	6.7%	6.4%	10.3%	8.4%	7.1%	
Not important	2.9%	1.3%	1.1%	5.0%	0.9%	1.1%	0.0%	2.0%	1.0%	
Total(n)	69	532	1,127	40	330	621	29	202	506	
Mean	3.23	3.41	3.43	3.18	3.43	3.43	3.31	3.39	3.43	
Standard deviation	0.75	0.68	0.67	0.81	0.66	0.67	0.66	0.73	0.67	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.26	-0.30	-	-0.38	-0.37	-	-0.11	-0.18	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	46.5%	44.5%	50.3%	42.5%	35.3%	39.3%	51.6%	59.2%	63.7%	
Very important	40.8%	42.2%	38.8%	40.0%	46.8%	45.6%	41.9%	35.0%	30.5%	
Somewhat important	5.6%	9.2%	7.6%	7.5%	12.2%	10.2%	3.2%	4.4%	4.5%	
Not important	7.0%	4.1%	3.3%	10.0%	5.8%	4.9%	3.2%	1.5%	1.4%	
Total(n)	71	535	1,125	40	329	616	31	206	509	
Mean	3.27	3.27	3.36	3.15	3.12	3.19	3.42	3.52	3.56	
Standard deviation	0.86	0.79	0.76	0.95	0.83	0.81	0.72	0.65	0.65	
Significance	-			-			-			

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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	-	0.00	-0.12	-	0.04	-0.05	-	-0.15	-0.22	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	74.6%	72.1%	74.8%	67.5%	68.2%	69.0%	83.9%	78.4%	81.9%	
Very important	18.3%	23.6%	22.3%	22.5%	26.4%	27.0%	12.9%	19.2%	16.5%	
Somewhat important	5.6%	3.5%	2.3%	7.5%	4.5%	3.2%	3.2%	1.9%	1.2%	
Not important	1.4%	0.7%	0.6%	2.5%	0.9%	0.8%	0.0%	0.5%	0.4%	
Total(n)	71	538	1,136	40	330	622	31	208	514	
Mean	3.66	3.67	3.71	3.55	3.62	3.64	3.81	3.75	3.80	
Standard deviation	0.65	0.58	0.54	0.75	0.62	0.59	0.48	0.50	0.46	
Significance	-			-			-			
Effect size	-	-0.02	-0.09	-	-0.11	-0.15	-	0.12	0.02	
Teach students tolerance and respect for different beliefs										
Essential	60.0%	61.9%	65.0%	57.5%	57.1%	58.4%	63.3%	69.8%	73.0%	
Very important	27.1%	32.3%	29.9%	27.5%	35.3%	34.3%	26.7%	27.3%	24.7%	
Somewhat important	8.6%	4.5%	3.9%	10.0%	6.0%	5.5%	6.7%	2.0%	2.0%	
Not important	4.3%	1.3%	1.2%	5.0%	1.5%	1.8%	3.3%	1.0%	0.4%	
Total(n)	70	536	1,122	40	331	615	30	205	507	
Mean	3.43	3.55	3.59	3.38	3.48	3.49	3.50	3.66	3.70	
Standard deviation	0.83	0.65	0.63	0.87	0.68	0.68	0.78	0.57	0.52	
Significance	-		*	-			-		*	
Effect size	-	-0.18	-0.25	-	-0.15	-0.16	-	-0.28	-0.38	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	9.9%	11.4%	14.1%	15.0%	10.7%	14.4%	3.2%	12.4%	13.8%	
Agree somewhat	35.2%	43.9%	46.6%	30.0%	47.3%	46.0%	41.9%	38.8%	47.3%	
Disagree somewhat	38.0%	32.6%	28.1%	40.0%	30.8%	27.7%	35.5%	35.4%	28.5%	
Strongly disagree	16.9%	12.1%	11.2%	15.0%	11.3%	11.9%	19.4%	13.4%	10.4%	
Total(n)	71	537	1,122	40	328	613	31	209	509	
Mean	2.38	2.55	2.64	2.45	2.57	2.63	2.29	2.50	2.64	
Standard deviation	0.88	0.85	0.86	0.93	0.83	0.87	0.82	0.88	0.84	
Significance	-		*	-			-		*	
Effect size	-	-0.20	-0.30	-	-0.14	-0.21	-	-0.24	-0.42	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	71.8%	65.2%	72.0%	65.0%	55.8%	63.3%	80.6%	79.9%	82.4%	
Agree somewhat	22.5%	28.7%	23.5%	25.0%	35.1%	29.4%	19.4%	18.7%	16.4%	
Disagree somewhat	4.2%	4.5%	3.5%	7.5%	6.7%	5.5%	0.0%	1.0%	1.0%	
Strongly disagree	1.4%	1.7%	1.1%	2.5%	2.4%	1.8%	0.0%	0.5%	0.2%	
Total(n)	71	537	1,127	40	328	616	31	209	511	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Mean	3.65	3.57	3.66	3.53	3.44	3.54	3.81	3.78	3.81	
Standard deviation	0.63	0.66	0.60	0.75	0.73	0.68	0.40	0.47	0.43	
Significance	-			-			-			
Effect size	-	0.12	-0.02	-	0.12	-0.01	-	0.06	0.00	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	47.1%	44.6%	51.5%	50.0%	37.2%	43.2%	43.3%	56.3%	61.4%	
Agree somewhat	41.4%	47.6%	42.3%	37.5%	52.1%	47.6%	46.7%	40.4%	35.8%	
Disagree somewhat	8.6%	6.9%	5.3%	7.5%	9.1%	7.3%	10.0%	3.4%	2.8%	
Strongly disagree	2.9%	0.9%	1.0%	5.0%	1.5%	1.8%	0.0%	0.0%	0.0%	
Total(n)	70	536	1,121	40	328	613	30	208	508	
Mean	3.33	3.36	3.44	3.33	3.25	3.32	3.33	3.53	3.59	
Standard deviation	0.76	0.65	0.64	0.83	0.68	0.69	0.66	0.56	0.55	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.17	-	0.12	0.01	-	-0.36	-0.47	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	10.0%	9.3%	10.2%	7.5%	8.0%	11.2%	13.3%	11.3%	8.9%	
Agree somewhat	45.7%	44.3%	43.6%	42.5%	44.1%	41.8%	50.0%	44.6%	45.6%	
Disagree somewhat	30.0%	36.4%	35.5%	35.0%	37.7%	35.3%	23.3%	34.3%	35.7%	
Strongly disagree	14.3%	10.0%	10.8%	15.0%	10.2%	11.7%	13.3%	9.8%	9.7%	
Total(n)	70	528	1,111	40	324	607	30	204	504	
Mean	2.51	2.53	2.53	2.43	2.50	2.53	2.63	2.57	2.54	
Standard deviation	0.86	0.80	0.82	0.84	0.78	0.84	0.89	0.82	0.79	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.09	-0.12	-	0.07	0.11	
I try to dispel perceptions of competition										
Strongly agree	11.8%	16.7%	16.7%	10.5%	11.8%	13.1%	13.3%	24.3%	21.1%	
Agree somewhat	57.4%	48.4%	45.8%	50.0%	46.4%	44.5%	66.7%	51.5%	47.5%	
Disagree somewhat	25.0%	28.8%	29.6%	28.9%	33.0%	31.9%	20.0%	22.3%	26.8%	
Strongly disagree	5.9%	6.1%	7.9%	10.5%	8.7%	10.6%	0.0%	1.9%	4.6%	
Total(n)	68	527	1,093	38	321	596	30	206	497	
Mean	2.75	2.76	2.71	2.61	2.61	2.60	2.93	2.98	2.85	
Standard deviation	0.74	0.80	0.83	0.82	0.81	0.85	0.58	0.74	0.80	
Significance	-			-			-			
Effect size	-	-0.01	0.05	-	0.00	0.01	-	-0.07	0.10	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	24.6%	22.1%	21.8%	22.5%	28.1%	27.3%	27.6%	12.6%	15.0%	
Agree somewhat	49.3%	48.0%	43.4%	50.0%	48.6%	45.8%	48.3%	47.1%	40.5%	
Disagree somewhat	21.7%	20.6%	23.7%	20.0%	17.4%	19.0%	24.1%	25.7%	29.3%	
Strongly disagree	4.3%	9.2%	11.2%	7.5%	5.8%	7.9%	0.0%	14.6%	15.2%	
Total(n)	69	533	1,112	40	327	611	29	206	501	
Mean	2.94	2.83	2.76	2.88	2.99	2.93	3.03	2.58	2.55	

2016-17 HERI Faculty Survey
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Full-Time Academic Administrators

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	
Standard deviation	0.80	0.88	0.92	0.85	0.83	0.88	0.73	0.89	0.92	
Significance	-			-			-	**	**	
Effect size	-	0.13	0.20	-	-0.13	-0.06	-	0.51	0.52	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	21.4%	18.8%	20.5%	20.0%	13.7%	16.1%	23.3%	26.8%	25.8%	
Agree somewhat	24.3%	32.5%	31.0%	17.5%	29.6%	27.7%	33.3%	37.1%	35.1%	
Disagree somewhat	35.7%	32.5%	30.7%	40.0%	38.4%	34.7%	30.0%	22.9%	25.8%	
Strongly disagree	18.6%	16.3%	17.8%	22.5%	18.3%	21.5%	13.3%	13.2%	13.2%	
Total(n)	70	533	1,121	40	328	614	30	205	507	
Mean	2.49	2.54	2.54	2.35	2.39	2.38	2.67	2.78	2.74	
Standard deviation	1.03	0.98	1.01	1.05	0.94	1.00	0.99	0.99	0.99	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.04	-0.03	-	-0.11	-0.07	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	16.9%	19.3%	20.6%	17.5%	19.6%	23.5%	16.1%	18.7%	17.2%	
Agree somewhat	57.7%	46.3%	45.1%	65.0%	49.5%	46.0%	48.4%	41.1%	44.1%	
Disagree somewhat	15.5%	24.6%	24.0%	10.0%	21.1%	20.9%	22.6%	30.1%	27.7%	
Strongly disagree	9.9%	9.8%	10.3%	7.5%	9.7%	9.7%	12.9%	10.0%	11.1%	
Total(n)	71	540	1,131	40	331	618	31	209	513	
Mean	2.82	2.75	2.76	2.93	2.79	2.83	2.68	2.68	2.67	
Standard deviation	0.83	0.88	0.90	0.76	0.87	0.90	0.91	0.89	0.89	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.16	0.11	-	0.00	0.01	
Student Affairs staff have the support and respect of faculty										
Strongly agree	17.4%	27.6%	24.2%	20.5%	28.1%	26.7%	13.3%	26.7%	21.3%	
Agree somewhat	49.3%	52.3%	53.4%	46.2%	52.0%	50.9%	53.3%	52.9%	56.5%	
Disagree somewhat	30.4%	16.7%	17.9%	30.8%	16.8%	18.0%	30.0%	16.5%	17.7%	
Strongly disagree	2.9%	3.4%	4.5%	2.6%	3.1%	4.4%	3.3%	3.9%	4.6%	
Total(n)	69	533	1,114	39	327	611	30	206	503	
Mean	2.81	3.04	2.97	2.85	3.05	3.00	2.77	3.02	2.94	
Standard deviation	0.75	0.76	0.77	0.78	0.76	0.79	0.73	0.77	0.76	
Significance	-	*		-			-			
Effect size	-	-0.30	-0.21	-	-0.26	-0.19	-	-0.32	-0.22	
There is a lot of campus racial conflict here										
Strongly agree	2.9%	1.7%	2.2%	5.1%	1.5%	1.6%	0.0%	1.9%	2.8%	
Agree somewhat	52.9%	18.8%	19.0%	43.6%	13.7%	14.9%	64.5%	27.1%	24.2%	
Disagree somewhat	35.7%	34.7%	38.1%	38.5%	32.8%	36.1%	32.3%	37.7%	40.5%	
Strongly disagree	8.6%	44.8%	40.7%	12.8%	52.0%	47.4%	3.2%	33.3%	32.5%	
Total(n)	70	536	1,113	39	329	612	31	207	501	
Mean	2.50	1.77	1.83	2.41	1.65	1.71	2.61	1.98	1.97	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
Standard deviation	0.70	0.81	0.81	0.79	0.77	0.78	0.56	0.83	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.90	0.83	-	0.99	0.90	-	0.76	0.78	
My research is valued by faculty in my department										
Strongly agree	37.7%	39.1%	37.7%	37.5%	43.9%	43.0%	37.9%	31.4%	31.3%	
Agree somewhat	36.2%	43.2%	44.1%	42.5%	42.7%	43.5%	27.6%	44.0%	44.8%	
Disagree somewhat	23.2%	13.1%	12.5%	17.5%	10.4%	9.2%	31.0%	17.4%	16.4%	
Strongly disagree	2.9%	4.7%	5.7%	2.5%	3.0%	4.3%	3.4%	7.2%	7.5%	
Total(n)	69	535	1,114	40	328	609	29	207	505	
Mean	3.09	3.17	3.14	3.15	3.27	3.25	3.00	3.00	3.00	
Standard deviation	0.85	0.83	0.84	0.80	0.77	0.79	0.93	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.10	-0.06	-	-0.16	-0.13	-	0.00	0.00	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	56.5%	57.5%	58.8%	65.0%	61.9%	62.8%	44.8%	50.5%	54.0%	
Agree somewhat	34.8%	35.1%	32.9%	27.5%	33.5%	31.6%	44.8%	37.5%	34.4%	
Disagree somewhat	8.7%	5.4%	5.2%	7.5%	2.4%	2.9%	10.3%	10.1%	8.0%	
Strongly disagree	0.0%	2.0%	3.1%	0.0%	2.1%	2.8%	0.0%	1.9%	3.5%	
Total(n)	69	539	1,129	40	331	618	29	208	511	
Mean	3.48	3.48	3.47	3.58	3.55	3.54	3.34	3.37	3.39	
Standard deviation	0.66	0.69	0.74	0.64	0.65	0.69	0.67	0.74	0.78	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.05	0.06	-	-0.04	-0.06	
My service is valued by faculty in my department										
Strongly agree	52.9%	56.9%	56.2%	52.5%	60.5%	60.0%	53.3%	51.0%	51.6%	
Agree somewhat	25.7%	32.2%	31.7%	27.5%	32.2%	31.6%	23.3%	32.2%	31.7%	
Disagree somewhat	21.4%	8.1%	8.4%	20.0%	6.0%	5.8%	23.3%	11.5%	11.7%	
Strongly disagree	0.0%	2.8%	3.7%	0.0%	1.2%	2.6%	0.0%	5.3%	5.1%	
Total(n)	70	540	1,137	40	332	623	30	208	514	
Mean	3.31	3.43	3.40	3.33	3.52	3.49	3.30	3.29	3.30	
Standard deviation	0.81	0.76	0.79	0.80	0.67	0.72	0.84	0.87	0.86	
Significance	-			-			-			
Effect size	-	-0.16	-0.11	-	-0.28	-0.22	-	0.01	0.00	
Faculty are sufficiently involved in campus decision making										
Strongly agree	16.2%	13.5%	11.6%	15.4%	14.5%	13.3%	17.2%	12.0%	9.6%	
Agree somewhat	48.5%	43.0%	38.7%	51.3%	43.5%	38.8%	44.8%	42.3%	38.7%	
Disagree somewhat	22.1%	26.9%	30.7%	25.6%	25.7%	28.6%	17.2%	28.8%	33.2%	
Strongly disagree	13.2%	16.5%	19.0%	7.7%	16.3%	19.3%	20.7%	16.8%	18.6%	
Total(n)	68	539	1,128	39	331	616	29	208	512	
Mean	2.68	2.54	2.43	2.74	2.56	2.46	2.59	2.50	2.39	
Standard deviation	0.91	0.92	0.93	0.82	0.93	0.95	1.02	0.91	0.90	
Significance	-		*	-			-			

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	-	0.15	0.27	-	0.19	0.29	-	0.10	0.22	
The faculty are typically at odds with campus administration										
Strongly agree	12.7%	6.4%	12.5%	15.0%	6.3%	11.9%	9.7%	6.7%	13.2%	
Agree somewhat	53.5%	37.6%	41.4%	50.0%	32.7%	38.2%	58.1%	45.2%	45.3%	
Disagree somewhat	29.6%	41.8%	35.4%	27.5%	45.3%	37.9%	32.3%	36.2%	32.5%	
Strongly disagree	4.2%	14.2%	10.6%	7.5%	15.6%	12.0%	0.0%	11.9%	8.9%	
Total(n)	71	543	1,137	40	333	623	31	210	514	
Mean	2.75	2.36	2.56	2.73	2.30	2.50	2.77	2.47	2.63	
Standard deviation	0.73	0.80	0.84	0.82	0.81	0.85	0.62	0.79	0.82	
Significance	-	***		-	**		-	*		
Effect size	-	0.49	0.23	-	0.53	0.27	-	0.38	0.17	
Faculty here respect each other										
Strongly agree	28.2%	42.5%	36.5%	32.5%	45.6%	38.9%	22.6%	37.4%	33.5%	
Agree somewhat	57.7%	50.2%	52.5%	50.0%	48.0%	52.4%	67.7%	53.6%	52.7%	
Disagree somewhat	9.9%	6.3%	8.3%	12.5%	4.8%	6.1%	6.5%	8.5%	10.9%	
Strongly disagree	4.2%	1.1%	2.7%	5.0%	1.5%	2.6%	3.2%	0.5%	2.9%	
Total(n)	71	544	1,138	40	333	622	31	211	516	
Mean	3.10	3.34	3.23	3.10	3.38	3.28	3.10	3.28	3.17	
Standard deviation	0.74	0.65	0.71	0.81	0.65	0.69	0.65	0.63	0.73	
Significance	-	**		-	*		-			
Effect size	-	-0.37	-0.18	-	-0.43	-0.26	-	-0.29	-0.10	
Administrators consider faculty concerns when making policy										
Strongly agree	14.1%	19.1%	14.3%	12.5%	21.5%	15.8%	16.1%	15.2%	12.4%	
Agree somewhat	50.7%	50.2%	45.6%	55.0%	52.7%	47.5%	45.2%	46.2%	43.3%	
Disagree somewhat	28.2%	23.3%	27.8%	30.0%	19.7%	24.9%	25.8%	29.0%	31.3%	
Strongly disagree	7.0%	7.4%	12.3%	2.5%	6.1%	11.8%	12.9%	9.5%	13.0%	
Total(n)	71	540	1,134	40	330	619	31	210	515	
Mean	2.72	2.81	2.62	2.78	2.90	2.67	2.65	2.67	2.55	
Standard deviation	0.80	0.83	0.88	0.70	0.80	0.88	0.91	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.11	0.11	-	-0.15	0.13	-	-0.02	0.11	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	10.0%	13.4%	20.4%	12.8%	14.6%	21.9%	6.5%	11.5%	18.7%	
Agree somewhat	61.4%	50.3%	50.7%	59.0%	50.0%	50.0%	64.5%	50.7%	51.5%	
Disagree somewhat	24.3%	30.0%	22.6%	25.6%	29.9%	21.9%	22.6%	30.1%	23.4%	
Strongly disagree	4.3%	6.3%	6.3%	2.6%	5.5%	6.2%	6.5%	7.7%	6.5%	
Total(n)	70	537	1,121	39	328	612	31	209	509	
Mean	2.77	2.71	2.85	2.82	2.74	2.88	2.71	2.66	2.82	
Standard deviation	0.68	0.78	0.81	0.68	0.77	0.82	0.69	0.78	0.81	
Significance	-			-			-			
Effect size	-	0.08	-0.10	-	0.10	-0.07	-	0.06	-0.14	

2016-17 HERI Faculty Survey
Institutional Profile Report
Full-Time Academic Administrators

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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	35.2%	36.7%	32.9%	35.0%	40.4%	37.9%	35.5%	31.0%	26.8%	
Agree somewhat	38.0%	43.9%	40.9%	37.5%	44.6%	42.1%	38.7%	42.9%	39.5%	
Disagree somewhat	22.5%	14.4%	17.2%	25.0%	12.0%	14.3%	19.4%	18.1%	20.7%	
Strongly disagree	4.2%	5.0%	9.0%	2.5%	3.0%	5.8%	6.5%	8.1%	12.9%	
Total(n)	71	542	1,134	40	332	623	31	210	511	
Mean	3.04	3.12	2.98	3.05	3.22	3.12	3.03	2.97	2.80	
Standard deviation	0.87	0.83	0.93	0.85	0.77	0.86	0.91	0.90	0.98	
Significance	-			-			-			
Effect size	-	-0.10	0.06	-	-0.22	-0.08	-	0.07	0.23	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	4.3%	1.7%	5.1%	5.0%	1.8%	4.2%	3.3%	1.5%	6.2%	
Agree somewhat	5.7%	9.3%	18.1%	5.0%	8.8%	16.5%	6.7%	10.2%	20.1%	
Disagree somewhat	28.6%	29.3%	35.8%	25.0%	26.6%	34.1%	33.3%	33.7%	37.8%	
Strongly disagree	61.4%	59.7%	41.0%	65.0%	62.8%	45.1%	56.7%	54.6%	35.9%	
Total(n)	70	536	1,120	40	331	618	30	205	502	
Mean	1.53	1.53	1.87	1.50	1.50	1.80	1.57	1.59	1.97	
Standard deviation	0.79	0.73	0.88	0.82	0.73	0.86	0.77	0.73	0.90	
Significance	-		**	-		*	-		*	
Effect size	-	0.00	-0.39	-	0.00	-0.35	-	-0.03	-0.44	
There is adequate support for faculty development										
Strongly agree	38.0%	35.6%	28.8%	40.0%	40.2%	31.8%	35.5%	28.2%	25.0%	
Agree somewhat	40.8%	46.1%	44.2%	40.0%	46.5%	46.6%	41.9%	45.5%	41.4%	
Disagree somewhat	16.9%	13.7%	17.9%	15.0%	10.5%	15.0%	19.4%	18.7%	21.4%	
Strongly disagree	4.2%	4.6%	9.1%	5.0%	2.7%	6.6%	3.2%	7.7%	12.2%	
Total(n)	71	542	1,140	40	333	625	31	209	515	
Mean	3.13	3.13	2.93	3.15	3.24	3.04	3.10	2.94	2.79	
Standard deviation	0.84	0.81	0.91	0.86	0.75	0.85	0.83	0.88	0.95	
Significance	-			-			-			
Effect size	-	0.00	0.22	-	-0.12	0.13	-	0.18	0.33	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	11.9%	10.3%	9.6%	2.6%	7.9%	7.2%	24.1%	14.2%	12.6%	
Agree somewhat	46.3%	40.8%	40.8%	47.4%	37.5%	37.7%	44.8%	46.1%	44.5%	
Disagree somewhat	35.8%	41.2%	40.4%	42.1%	46.0%	44.4%	27.6%	33.3%	35.6%	
Strongly disagree	6.0%	7.7%	9.1%	7.9%	8.5%	10.6%	3.4%	6.4%	7.3%	
Total(n)	67	532	1,120	38	328	612	29	204	508	
Mean	2.64	2.54	2.51	2.45	2.45	2.42	2.90	2.68	2.62	
Standard deviation	0.77	0.78	0.79	0.69	0.76	0.77	0.82	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	0.00	0.04	-	0.28	0.35	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	10.1%	20.2%	13.3%	10.3%	23.6%	16.4%	10.0%	14.8%	9.6%	
Agree somewhat	43.5%	39.7%	36.4%	46.2%	40.9%	38.3%	40.0%	37.8%	34.1%	
Disagree somewhat	36.2%	30.1%	33.5%	30.8%	27.3%	30.4%	43.3%	34.4%	37.3%	

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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	
Strongly disagree	10.1%	10.0%	16.8%	12.8%	8.2%	14.9%	6.7%	12.9%	19.0%	
Total(n)	69	539	1,121	39	330	611	30	209	510	
Mean	2.54	2.70	2.46	2.54	2.80	2.56	2.53	2.55	2.34	
Standard deviation	0.81	0.90	0.92	0.85	0.89	0.93	0.78	0.90	0.89	
Significance	-			-			-			
Effect size	-	-0.18	0.09	-	-0.29	-0.02	-	-0.02	0.21	
Faculty of color are treated fairly here										
Strongly agree	42.9%	45.4%	42.0%	50.0%	51.2%	49.2%	33.3%	35.8%	33.3%	
Agree somewhat	44.3%	41.6%	39.8%	40.0%	40.5%	39.6%	50.0%	43.3%	40.0%	
Disagree somewhat	10.0%	11.0%	14.4%	10.0%	7.7%	9.2%	10.0%	16.4%	20.7%	
Strongly disagree	2.9%	2.1%	3.8%	0.0%	0.6%	2.0%	6.7%	4.5%	6.0%	
Total(n)	70	527	1,106	40	326	608	30	201	498	
Mean	3.27	3.30	3.20	3.40	3.42	3.36	3.10	3.10	3.01	
Standard deviation	0.76	0.75	0.82	0.67	0.66	0.73	0.84	0.83	0.88	
Significance	-			-			-			
Effect size	-	-0.04	0.09	-	-0.03	0.05	-	0.00	0.10	
Women faculty are treated fairly here										
Strongly agree	49.3%	42.8%	39.8%	51.3%	50.0%	50.2%	46.7%	31.4%	27.3%	
Agree somewhat	37.7%	38.9%	38.8%	38.5%	38.7%	37.9%	36.7%	39.1%	39.8%	
Disagree somewhat	13.0%	14.4%	16.5%	10.3%	8.8%	9.3%	16.7%	23.2%	25.1%	
Strongly disagree	0.0%	3.9%	5.0%	0.0%	2.4%	2.6%	0.0%	6.3%	7.8%	
Total(n)	69	535	1,127	39	328	614	30	207	513	
Mean	3.36	3.21	3.13	3.41	3.36	3.36	3.30	2.96	2.87	
Standard deviation	0.71	0.83	0.86	0.68	0.75	0.76	0.75	0.89	0.91	
Significance	-		*	-			-	*	*	
Effect size	-	0.18	0.27	-	0.07	0.07	-	0.38	0.47	
LGBTQ faculty are treated fairly here										
Strongly agree	46.3%	33.6%	30.0%	46.2%	37.1%	34.0%	46.4%	28.0%	25.2%	
Agree somewhat	47.8%	35.1%	36.8%	48.7%	33.0%	35.6%	46.4%	38.5%	38.2%	
Disagree somewhat	6.0%	18.5%	19.9%	5.1%	17.3%	17.7%	7.1%	20.3%	22.4%	
Strongly disagree	0.0%	12.8%	13.3%	0.0%	12.6%	12.6%	0.0%	13.2%	14.1%	
Total(n)	67	476	1,032	39	294	564	28	182	468	
Mean	3.40	2.89	2.84	3.41	2.95	2.91	3.39	2.81	2.75	
Standard deviation	0.60	1.01	1.00	0.59	1.02	1.01	0.63	0.99	0.99	
Significance	-	***	***	-	**	**	-	**	***	
Effect size	-	0.50	0.56	-	0.45	0.50	-	0.59	0.65	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	15.7%	20.5%	23.1%	20.0%	21.8%	24.2%	10.0%	18.4%	21.8%	
High priority	28.6%	43.2%	43.0%	27.5%	47.3%	45.3%	30.0%	36.7%	40.3%	
Medium priority	35.7%	21.4%	22.9%	35.0%	20.3%	22.1%	36.7%	23.2%	24.0%	
Low priority	20.0%	14.9%	10.9%	17.5%	10.6%	8.3%	23.3%	21.7%	13.9%	
Total(n)	70	537	1,120	40	330	611	30	207	509	

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Full-Time Academic Administrators

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	
Mean	2.40	2.69	2.78	2.50	2.80	2.85	2.27	2.52	2.70	
Standard deviation	0.98	0.96	0.92	1.01	0.90	0.88	0.94	1.03	0.96	
Significance	-	*	***	-		*	-		*	
Effect size	-	-0.30	-0.41	-	-0.33	-0.40	-	-0.24	-0.45	
Indicate how important you believe each priority listed below is at your college or university:										
To develop a sense of community among students and faculty										
Highest priority	24.3%	24.1%	23.9%	23.1%	22.8%	24.1%	25.8%	26.1%	23.8%	
High priority	52.9%	51.0%	46.5%	51.3%	54.0%	49.8%	54.8%	46.3%	42.6%	
Medium priority	22.9%	21.3%	24.1%	25.6%	20.1%	20.8%	19.4%	23.2%	28.1%	
Low priority	0.0%	3.6%	5.4%	0.0%	3.1%	5.2%	0.0%	4.4%	5.5%	
Total(n)	70	527	1,115	39	324	610	31	203	505	
Mean	3.01	2.96	2.89	2.97	2.97	2.93	3.06	2.94	2.85	
Standard deviation	0.69	0.77	0.83	0.71	0.74	0.81	0.68	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.06	0.14	-	0.00	0.05	-	0.15	0.25	
To facilitate student involvement in community service										
Highest priority	8.5%	15.9%	19.0%	7.5%	16.8%	19.2%	9.7%	14.4%	18.8%	
High priority	50.7%	44.9%	46.4%	45.0%	40.4%	44.1%	58.1%	51.9%	49.2%	
Medium priority	31.0%	32.9%	28.6%	32.5%	35.8%	30.7%	29.0%	28.4%	26.1%	
Low priority	9.9%	6.4%	6.0%	15.0%	7.0%	6.0%	3.2%	5.3%	5.9%	
Total(n)	71	535	1,125	40	327	615	31	208	510	
Mean	2.58	2.70	2.78	2.45	2.67	2.76	2.74	2.75	2.81	
Standard deviation	0.79	0.81	0.82	0.85	0.84	0.83	0.68	0.76	0.81	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.24	-	-0.26	-0.37	-	-0.01	-0.09	
To help students learn how to bring about change in society										
Highest priority	7.1%	16.4%	19.7%	2.6%	14.4%	18.4%	12.9%	19.5%	21.2%	
High priority	48.6%	43.2%	42.7%	48.7%	41.9%	42.3%	48.4%	45.4%	43.3%	
Medium priority	35.7%	32.7%	31.0%	35.9%	34.9%	31.6%	35.5%	29.3%	30.1%	
Low priority	8.6%	7.7%	6.6%	12.8%	8.9%	7.7%	3.2%	5.9%	5.4%	
Total(n)	70	532	1,114	39	327	613	31	205	501	
Mean	2.54	2.68	2.75	2.41	2.62	2.71	2.71	2.79	2.80	
Standard deviation	0.76	0.84	0.84	0.75	0.84	0.85	0.74	0.82	0.83	
Significance	-		*	-		*	-			
Effect size	-	-0.17	-0.25	-	-0.25	-0.35	-	-0.10	-0.11	
To increase or maintain institutional prestige										
Highest priority	52.1%	36.8%	31.8%	57.5%	33.7%	30.9%	45.2%	41.7%	33.0%	
High priority	38.0%	43.4%	42.0%	35.0%	44.1%	42.9%	41.9%	42.2%	40.9%	
Medium priority	7.0%	16.6%	21.3%	2.5%	18.2%	20.7%	12.9%	14.1%	22.1%	
Low priority	2.8%	3.2%	4.8%	5.0%	4.0%	5.5%	0.0%	1.9%	4.0%	
Total(n)	71	535	1,121	40	329	615	31	206	506	
Mean	3.39	3.14	3.01	3.45	3.08	2.99	3.32	3.24	3.03	
Standard deviation	0.75	0.80	0.85	0.78	0.82	0.86	0.70	0.76	0.84	

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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	
Significance	-	*	***	-	**	**	-			
Effect size	-	0.31	0.45	-	0.45	0.53	-	0.11	0.35	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	10.0%	15.6%	10.8%	7.7%	12.5%	9.7%	12.9%	20.7%	12.2%	
High priority	34.3%	28.7%	21.1%	33.3%	27.7%	22.9%	35.5%	30.3%	19.1%	
Medium priority	38.6%	31.5%	35.5%	43.6%	31.6%	32.5%	32.3%	31.3%	39.1%	
Low priority	17.1%	24.2%	32.5%	15.4%	28.3%	34.9%	19.4%	17.8%	29.7%	
Total(n)	70	537	1,116	39	329	607	31	208	509	
Mean	2.37	2.36	2.10	2.33	2.24	2.07	2.42	2.54	2.14	
Standard deviation	0.89	1.01	0.98	0.84	1.00	0.98	0.96	1.01	0.98	
Significance	-		*	-			-			
Effect size	-	0.01	0.28	-	0.09	0.27	-	-0.12	0.29	
To recruit more minority students										
Highest priority	15.5%	9.3%	14.7%	17.5%	9.1%	14.7%	12.9%	9.7%	14.8%	
High priority	52.1%	33.1%	36.2%	42.5%	30.7%	35.8%	64.5%	36.9%	36.6%	
Medium priority	19.7%	39.1%	34.2%	27.5%	42.2%	34.5%	9.7%	34.0%	33.9%	
Low priority	12.7%	18.5%	14.9%	12.5%	17.9%	15.0%	12.9%	19.4%	14.8%	
Total(n)	71	535	1,122	40	329	614	31	206	508	
Mean	2.70	2.33	2.51	2.65	2.31	2.50	2.77	2.37	2.51	
Standard deviation	0.88	0.88	0.92	0.92	0.87	0.92	0.84	0.91	0.92	
Significance	-	***		-	*		-	*		
Effect size	-	0.42	0.21	-	0.39	0.16	-	0.44	0.28	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	8.5%	17.7%	12.2%	7.5%	15.9%	11.6%	9.7%	20.7%	12.9%	
High priority	29.6%	30.6%	29.6%	42.5%	33.8%	33.3%	12.9%	25.5%	25.2%	
Medium priority	42.3%	35.8%	35.7%	35.0%	35.4%	33.9%	51.6%	36.5%	37.8%	
Low priority	19.7%	15.9%	22.5%	15.0%	14.9%	21.2%	25.8%	17.3%	24.1%	
Total(n)	71	536	1,124	40	328	613	31	208	511	
Mean	2.27	2.50	2.31	2.43	2.51	2.35	2.06	2.50	2.27	
Standard deviation	0.88	0.96	0.95	0.84	0.93	0.94	0.89	1.01	0.97	
Significance	-			-			-	*		
Effect size	-	-0.24	-0.04	-	-0.09	0.09	-	-0.44	-0.22	
To promote gender diversity in the faculty and administration										
Highest priority	14.1%	12.5%	13.0%	17.5%	12.5%	14.6%	9.7%	12.6%	11.2%	
High priority	50.7%	34.5%	32.9%	57.5%	37.4%	36.5%	41.9%	30.0%	28.5%	
Medium priority	25.4%	36.9%	36.0%	12.5%	34.3%	32.9%	41.9%	41.1%	39.8%	
Low priority	9.9%	16.0%	18.1%	12.5%	15.8%	16.0%	6.5%	16.4%	20.5%	
Total(n)	71	536	1,119	40	329	611	31	207	508	
Mean	2.69	2.43	2.41	2.80	2.47	2.50	2.55	2.39	2.31	
Standard deviation	0.84	0.90	0.93	0.88	0.90	0.93	0.77	0.91	0.92	
Significance	-	*	*	-	*	*	-			

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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	-	0.29	0.30	-	0.37	0.32	-	0.18	0.26	
Indicate how important you believe each priority listed below is at your college or university:										
To promote racial and ethnic diversity in the faculty and administration										
Highest priority	18.8%	14.5%	16.5%	20.0%	14.4%	17.8%	17.2%	14.6%	15.0%	
High priority	49.3%	33.3%	33.8%	50.0%	31.5%	34.1%	48.3%	36.1%	33.3%	
Medium priority	21.7%	32.7%	31.4%	20.0%	33.6%	30.2%	24.1%	31.2%	32.9%	
Low priority	10.1%	19.5%	18.3%	10.0%	20.5%	17.9%	10.3%	18.0%	18.7%	
Total(n)	69	532	1,120	40	327	613	29	205	507	
Mean	2.77	2.43	2.48	2.80	2.40	2.52	2.72	2.47	2.45	
Standard deviation	0.88	0.96	0.97	0.88	0.97	0.98	0.88	0.95	0.96	
Significance	-	**	*	-	*		-			
Effect size	-	0.35	0.30	-	0.41	0.29	-	0.26	0.28	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	4.3%	7.9%	10.5%	2.5%	8.0%	9.5%	6.7%	7.7%	11.6%	
High priority	34.3%	24.7%	26.7%	37.5%	22.0%	25.0%	30.0%	29.0%	28.8%	
Medium priority	47.1%	43.3%	39.4%	42.5%	45.3%	42.1%	53.3%	40.1%	36.3%	
Low priority	14.3%	24.2%	23.3%	17.5%	24.8%	23.4%	10.0%	23.2%	23.3%	
Total(n)	70	534	1,118	40	327	611	30	207	507	
Mean	2.29	2.16	2.24	2.25	2.13	2.21	2.33	2.21	2.29	
Standard deviation	0.76	0.88	0.93	0.78	0.88	0.91	0.76	0.89	0.95	
Significance	-			-			-			
Effect size	-	0.15	0.05	-	0.14	0.04	-	0.13	0.04	
To create and sustain partnerships with surrounding communities										
Highest priority	10.0%	10.1%	14.5%	7.5%	8.9%	12.1%	13.3%	12.1%	17.5%	
High priority	32.9%	29.4%	31.9%	32.5%	26.0%	31.0%	33.3%	34.8%	32.9%	
Medium priority	44.3%	43.6%	39.2%	45.0%	48.3%	41.8%	43.3%	36.2%	36.1%	
Low priority	12.9%	16.9%	14.4%	15.0%	16.8%	15.2%	10.0%	16.9%	13.5%	
Total(n)	70	534	1,123	40	327	613	30	207	510	
Mean	2.40	2.33	2.46	2.33	2.27	2.40	2.50	2.42	2.54	
Standard deviation	0.84	0.87	0.91	0.83	0.84	0.89	0.86	0.91	0.93	
Significance	-			-			-			
Effect size	-	0.08	-0.07	-	0.07	-0.08	-	0.09	-0.04	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	21.7%	20.6%	20.1%	7.7%	15.7%	17.3%	40.0%	28.3%	23.5%	
High priority	49.3%	32.1%	32.6%	59.0%	35.2%	34.0%	36.7%	27.3%	30.9%	
Medium priority	24.6%	34.8%	33.5%	28.2%	36.7%	35.8%	20.0%	31.7%	30.7%	
Low priority	4.3%	12.5%	13.8%	5.1%	12.3%	12.9%	3.3%	12.7%	14.9%	
Total(n)	69	529	1,108	39	324	606	30	205	502	
Mean	2.88	2.61	2.59	2.69	2.54	2.56	3.13	2.71	2.63	

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Full-Time Academic Administrators

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	
Standard deviation	0.80	0.95	0.96	0.69	0.90	0.92	0.86	1.01	1.00	
Significance	-	*	*	-			-	*	**	
Effect size	-	0.28	0.30	-	0.17	0.14	-	0.42	0.50	
To strengthen links with the for-profit, corporate sector										
Highest priority	11.4%	13.7%	13.5%	10.0%	12.3%	11.9%	13.3%	16.0%	15.4%	
High priority	27.1%	26.0%	27.6%	27.5%	26.5%	29.2%	26.7%	25.2%	25.7%	
Medium priority	31.4%	37.9%	35.5%	35.0%	39.1%	35.4%	26.7%	35.9%	35.7%	
Low priority	30.0%	22.4%	23.4%	27.5%	22.2%	23.6%	33.3%	22.8%	23.2%	
Total(n)	70	531	1,106	40	325	607	30	206	499	
Mean	2.20	2.31	2.31	2.20	2.29	2.29	2.20	2.34	2.33	
Standard deviation	1.00	0.97	0.98	0.97	0.95	0.96	1.06	1.00	1.00	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.09	-0.09	-	-0.14	-0.13	
To develop leadership ability among students										
Highest priority	12.9%	28.5%	25.3%	7.5%	29.9%	26.5%	20.0%	26.4%	23.9%	
High priority	61.4%	48.9%	46.1%	57.5%	48.8%	47.3%	66.7%	49.0%	44.6%	
Medium priority	25.7%	20.0%	25.8%	35.0%	19.2%	23.7%	13.3%	21.2%	28.2%	
Low priority	0.0%	2.6%	2.9%	0.0%	2.1%	2.5%	0.0%	3.4%	3.4%	
Total(n)	70	536	1,114	40	328	607	30	208	507	
Mean	2.87	3.03	2.94	2.73	3.06	2.98	3.07	2.99	2.89	
Standard deviation	0.61	0.77	0.79	0.60	0.76	0.78	0.58	0.78	0.80	
Significance	-			-	**	*	-			
Effect size	-	-0.21	-0.09	-	-0.43	-0.32	-	0.10	0.23	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	21.4%	20.2%	21.9%	20.0%	18.9%	20.7%	23.3%	22.2%	23.4%	
High priority	50.0%	37.1%	40.2%	42.5%	34.2%	39.3%	60.0%	41.5%	41.1%	
Medium priority	24.3%	31.6%	29.5%	30.0%	33.5%	30.1%	16.7%	28.5%	28.7%	
Low priority	4.3%	11.2%	8.4%	7.5%	13.4%	9.9%	0.0%	7.7%	6.7%	
Total(n)	70	529	1,113	40	322	605	30	207	508	
Mean	2.89	2.66	2.76	2.75	2.59	2.71	3.07	2.78	2.81	
Standard deviation	0.79	0.92	0.89	0.87	0.94	0.91	0.64	0.88	0.87	
Significance	-	*		-			-			
Effect size	-	0.25	0.15	-	0.17	0.04	-	0.33	0.30	
To prepare students for the workplace										
Highest priority	18.6%	41.7%	39.6%	15.0%	39.3%	37.3%	23.3%	45.4%	42.3%	
High priority	62.9%	44.5%	45.5%	65.0%	47.9%	48.6%	60.0%	39.1%	41.7%	
Medium priority	15.7%	12.1%	13.2%	15.0%	11.0%	11.9%	16.7%	14.0%	14.7%	
Low priority	2.9%	1.7%	1.8%	5.0%	1.8%	2.1%	0.0%	1.4%	1.4%	
Total(n)	70	535	1,122	40	328	611	30	207	511	
Mean	2.97	3.26	3.23	2.90	3.25	3.21	3.07	3.29	3.25	
Standard deviation	0.68	0.73	0.74	0.71	0.72	0.73	0.64	0.76	0.75	
Significance	-	**	**	-	**	**	-			

2016-17 HERI Faculty Survey
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Full-Time Academic Administrators

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	-	-0.40	-0.35	-	-0.49	-0.42	-	-0.29	-0.24	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	26.1%	28.5%	29.7%	30.0%	29.3%	30.5%	20.7%	27.4%	28.8%	
To a large extent	40.6%	36.2%	35.0%	35.0%	38.1%	37.1%	48.3%	33.2%	32.4%	
To some extent	23.2%	25.9%	25.2%	27.5%	25.0%	23.6%	17.2%	27.4%	27.1%	
To a small extent	7.2%	7.6%	8.1%	5.0%	6.7%	7.3%	10.3%	9.1%	9.0%	
Not at all	2.9%	1.7%	2.0%	2.5%	0.9%	1.5%	3.4%	2.9%	2.7%	
Total(n)	69	536	1,127	40	328	614	29	208	513	
Mean	3.80	3.82	3.82	3.85	3.88	3.88	3.72	3.73	3.76	
Standard deviation	1.01	0.99	1.01	1.00	0.94	0.98	1.03	1.05	1.05	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.03	-0.03	-	-0.01	-0.04	
Experience close alignment between your work and your personal values										
To a very large extent	42.9%	50.8%	50.3%	41.0%	54.1%	52.4%	45.2%	45.7%	47.8%	
To a large extent	44.3%	37.8%	37.0%	46.2%	35.5%	35.4%	41.9%	41.3%	38.8%	
To some extent	11.4%	9.0%	10.7%	12.8%	7.6%	10.1%	9.7%	11.1%	11.5%	
To a small extent	1.4%	2.1%	1.5%	0.0%	2.1%	1.6%	3.2%	1.9%	1.4%	
Not at all	0.0%	0.4%	0.5%	0.0%	0.6%	0.5%	0.0%	0.0%	0.6%	
Total(n)	70	535	1,128	39	327	615	31	208	513	
Mean	4.29	4.37	4.35	4.28	4.40	4.38	4.29	4.31	4.32	
Standard deviation	0.73	0.76	0.77	0.69	0.77	0.77	0.78	0.74	0.77	
Significance	-			-			-			
Effect size	-	-0.11	-0.08	-	-0.16	-0.13	-	-0.03	-0.04	
Mentor faculty										
To a very large extent	21.7%	26.1%	27.4%	25.6%	27.8%	29.3%	16.7%	23.3%	25.1%	
To a large extent	30.4%	31.5%	31.3%	28.2%	31.2%	30.5%	33.3%	31.9%	32.4%	
To some extent	33.3%	29.2%	28.0%	33.3%	28.1%	26.6%	33.3%	31.0%	29.8%	
To a small extent	5.8%	8.6%	8.7%	5.1%	8.9%	9.0%	6.7%	8.1%	8.2%	
Not at all	8.7%	4.7%	4.6%	7.7%	4.0%	4.6%	10.0%	5.7%	4.5%	
Total(n)	69	537	1,120	39	327	610	30	210	510	
Mean	3.51	3.66	3.68	3.59	3.70	3.71	3.40	3.59	3.65	
Standard deviation	1.16	1.10	1.10	1.16	1.09	1.12	1.16	1.10	1.08	
Significance	-			-			-			
Effect size	-	-0.14	-0.15	-	-0.10	-0.11	-	-0.17	-0.23	
Mentor undergraduate students										
To a very large extent	33.3%	29.7%	32.7%	37.5%	30.6%	34.1%	27.6%	28.3%	31.0%	
To a large extent	33.3%	28.0%	27.8%	32.5%	30.9%	28.3%	34.5%	23.4%	27.2%	
To some extent	21.7%	19.5%	17.1%	22.5%	19.8%	20.3%	20.7%	19.0%	13.2%	
To a small extent	2.9%	11.2%	9.9%	2.5%	9.3%	8.6%	3.4%	14.1%	11.4%	
Not at all	8.7%	11.7%	12.6%	5.0%	9.6%	8.7%	13.8%	15.1%	17.2%	
Total(n)	69	529	1,114	40	324	607	29	205	507	
Mean	3.80	3.53	3.58	3.95	3.64	3.71	3.59	3.36	3.43	

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Full-Time Academic Administrators

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	
Standard deviation	1.20	1.33	1.36	1.08	1.27	1.26	1.32	1.41	1.46	
Significance	-			-			-			
Effect size	-	0.20	0.16	-	0.24	0.19	-	0.16	0.11	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	26.1%	31.5%	30.0%	25.6%	28.1%	29.3%	26.7%	36.8%	30.8%	
To a large extent	26.1%	24.3%	21.9%	25.6%	26.6%	21.5%	26.7%	20.6%	22.5%	
To some extent	21.7%	19.2%	18.1%	25.6%	19.9%	19.2%	16.7%	18.1%	16.7%	
To a small extent	7.2%	9.8%	9.7%	10.3%	11.6%	12.0%	3.3%	6.9%	7.0%	
Not at all	18.8%	15.3%	20.3%	12.8%	13.8%	18.0%	26.7%	17.6%	23.1%	
Total(n)	69	531	1,113	39	327	610	30	204	503	
Mean	3.33	3.47	3.32	3.41	3.44	3.32	3.23	3.52	3.31	
Standard deviation	1.43	1.41	1.49	1.33	1.37	1.46	1.57	1.48	1.54	
Significance	-			-			-			
Effect size	-	-0.10	0.01	-	-0.02	0.06	-	-0.20	-0.05	
Been mentored by at least one professional in academia										
To a very large extent	24.6%	28.0%	26.6%	21.1%	26.4%	24.5%	29.6%	30.4%	29.1%	
To a large extent	35.4%	25.9%	24.3%	42.1%	27.1%	24.3%	25.9%	24.0%	24.4%	
To some extent	21.5%	27.2%	28.3%	18.4%	28.0%	30.0%	25.9%	26.0%	26.1%	
To a small extent	12.3%	12.8%	13.9%	10.5%	13.7%	13.9%	14.8%	11.3%	13.9%	
Not at all	6.2%	6.2%	7.0%	7.9%	4.9%	7.3%	3.7%	8.3%	6.5%	
Total(n)	65	533	1,118	38	329	613	27	204	505	
Mean	3.60	3.57	3.50	3.58	3.57	3.45	3.63	3.57	3.56	
Standard deviation	1.17	1.20	1.22	1.18	1.16	1.21	1.18	1.26	1.23	
Significance	-			-			-			
Effect size	-	0.03	0.08	-	0.01	0.11	-	0.05	0.06	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.8%	9.0%	9.8%	7.5%	8.8%	10.2%	3.4%	9.2%	9.2%	
To a large extent	20.3%	14.4%	14.0%	12.5%	13.9%	15.2%	31.0%	15.0%	12.5%	
To some extent	18.8%	25.6%	22.7%	17.5%	25.5%	22.5%	20.7%	25.7%	22.9%	
To a small extent	31.9%	23.7%	21.5%	35.0%	25.2%	21.9%	27.6%	21.4%	21.1%	
Not at all	23.2%	27.4%	32.0%	27.5%	26.7%	30.1%	17.2%	28.6%	34.2%	
Total(n)	69	536	1,128	40	330	617	29	206	511	
Mean	2.54	2.54	2.48	2.38	2.53	2.53	2.76	2.55	2.41	
Standard deviation	1.22	1.27	1.33	1.23	1.26	1.33	1.18	1.30	1.32	
Significance	-			-			-			
Effect size	-	0.00	0.05	-	-0.12	-0.11	-	0.16	0.27	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	0.0%	0.9%	0.0%	0.0%	1.1%	0.0%	0.0%	0.6%	
To a large extent	2.9%	1.5%	2.0%	2.5%	1.2%	2.4%	3.3%	1.9%	1.6%	
To some extent	0.0%	3.2%	2.6%	0.0%	3.0%	2.9%	0.0%	3.4%	2.2%	
To a small extent	8.6%	5.0%	5.0%	2.5%	4.5%	5.0%	16.7%	5.8%	4.9%	
Not at all	88.6%	90.3%	89.5%	95.0%	91.2%	88.5%	80.0%	88.9%	90.7%	
Total(n)	70	537	1,125	40	330	617	30	207	508	

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Full-Time Academic Administrators

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	
Mean	1.17	1.16	1.20	1.10	1.14	1.23	1.27	1.18	1.16	
Standard deviation	0.56	0.54	0.66	0.50	0.51	0.72	0.64	0.58	0.59	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	-0.08	-0.18	-	0.16	0.19	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	39.7%	40.7%	37.3%	44.4%	43.7%	38.7%	33.3%	35.9%	35.6%	
Good	54.0%	48.3%	49.7%	47.2%	46.9%	49.4%	63.0%	50.5%	50.0%	
Fair	6.3%	8.8%	11.4%	8.3%	7.4%	10.4%	3.7%	10.9%	12.7%	
Poor	0.0%	2.2%	1.6%	0.0%	1.9%	1.6%	0.0%	2.6%	1.7%	
Total(n)	63	501	1,041	36	309	569	27	192	472	
Mean	3.33	3.28	3.23	3.36	3.32	3.25	3.30	3.20	3.19	
Standard deviation	0.60	0.71	0.71	0.64	0.70	0.70	0.54	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.07	0.14	-	0.06	0.16	-	0.14	0.15	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	57.4%	51.8%	49.0%	58.3%	53.1%	51.1%	56.0%	49.4%	46.3%	
Good	36.1%	43.8%	45.3%	33.3%	41.7%	42.3%	40.0%	47.4%	49.4%	
Fair	6.6%	3.7%	5.2%	8.3%	4.8%	6.3%	4.0%	1.9%	3.6%	
Poor	0.0%	0.7%	0.5%	0.0%	0.4%	0.4%	0.0%	1.3%	0.8%	
Total(n)	61	427	912	36	271	523	25	156	389	
Mean	3.51	3.47	3.43	3.50	3.48	3.44	3.52	3.45	3.41	
Standard deviation	0.62	0.61	0.62	0.65	0.61	0.63	0.59	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.07	0.13	-	0.03	0.10	-	0.12	0.18	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	52.8%	56.5%	53.9%	59.4%	57.2%	54.3%	42.9%	55.3%	53.3%	
Good	39.6%	38.8%	39.4%	28.1%	37.2%	38.3%	57.1%	41.6%	40.8%	
Fair	5.7%	4.2%	5.6%	9.4%	4.8%	5.7%	0.0%	3.1%	5.4%	
Poor	1.9%	0.5%	1.2%	3.1%	0.7%	1.7%	0.0%	0.0%	0.5%	
Total(n)	53	430	843	32	269	475	21	161	368	
Mean	3.43	3.51	3.46	3.44	3.51	3.45	3.43	3.52	3.47	
Standard deviation	0.69	0.60	0.66	0.80	0.63	0.68	0.51	0.56	0.63	
Significance	-			-			-			
Effect size	-	-0.13	-0.05	-	-0.11	-0.01	-	-0.16	-0.06	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	31.0%	30.2%	20.2%	25.0%	30.7%	22.7%	38.7%	29.4%	17.1%	
Satisfied	52.1%	47.8%	42.9%	60.0%	53.1%	47.4%	41.9%	39.3%	37.6%	
Marginally satisfied	14.1%	16.5%	22.4%	10.0%	12.5%	17.8%	19.4%	22.7%	28.1%	
Not satisfied	2.8%	5.5%	14.5%	5.0%	3.6%	12.2%	0.0%	8.5%	17.2%	
Total(n)	71	546	1,141	40	335	625	31	211	516	

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Full-Time Academic Administrators

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	
Mean	3.11	3.03	2.69	3.05	3.11	2.81	3.19	2.90	2.54	
Standard deviation	0.75	0.83	0.95	0.75	0.75	0.92	0.75	0.93	0.97	
Significance	-		***	-			-		***	
Effect size	-	0.10	0.44	-	-0.08	0.26	-	0.31	0.67	
Health benefits										
Very satisfied	30.9%	43.0%	31.7%	32.5%	45.8%	35.9%	28.6%	38.6%	26.7%	
Satisfied	55.9%	46.6%	47.4%	55.0%	44.6%	45.1%	57.1%	49.8%	50.3%	
Marginally satisfied	11.8%	9.1%	15.7%	10.0%	8.1%	13.7%	14.3%	10.6%	18.1%	
Not satisfied	1.5%	1.3%	5.1%	2.5%	1.5%	5.3%	0.0%	1.0%	4.9%	
Total(n)	68	539	1,128	40	332	619	28	207	509	
Mean	3.16	3.31	3.06	3.18	3.35	3.11	3.14	3.26	2.99	
Standard deviation	0.68	0.69	0.82	0.71	0.69	0.83	0.65	0.68	0.80	
Significance	-			-			-			
Effect size	-	-0.22	0.12	-	-0.25	0.08	-	-0.18	0.19	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	29.6%	41.6%	30.7%	35.0%	47.7%	36.1%	22.6%	31.7%	24.0%	
Satisfied	50.7%	45.1%	45.3%	42.5%	39.3%	43.1%	61.3%	54.3%	47.9%	
Marginally satisfied	14.1%	11.1%	17.4%	15.0%	10.8%	15.1%	12.9%	11.5%	20.2%	
Not satisfied	5.6%	2.2%	6.7%	7.5%	2.1%	5.7%	3.2%	2.4%	7.9%	
Total(n)	71	541	1,122	40	333	617	31	208	505	
Mean	3.04	3.26	3.00	3.05	3.33	3.10	3.03	3.15	2.88	
Standard deviation	0.82	0.74	0.87	0.90	0.75	0.85	0.71	0.71	0.86	
Significance	-	*		-	*		-			
Effect size	-	-0.30	0.05	-	-0.37	-0.06	-	-0.17	0.17	
Opportunity for scholarly pursuits										
Very satisfied	35.7%	33.4%	22.0%	38.5%	39.8%	27.9%	32.3%	23.3%	15.0%	
Satisfied	50.0%	44.8%	43.4%	48.7%	44.0%	44.6%	51.6%	46.2%	41.9%	
Marginally satisfied	12.9%	16.2%	22.2%	10.3%	11.7%	17.9%	16.1%	23.3%	27.5%	
Not satisfied	1.4%	5.5%	12.3%	2.6%	4.5%	9.7%	0.0%	7.1%	15.6%	
Total(n)	70	542	1,134	39	332	621	31	210	513	
Mean	3.20	3.06	2.75	3.23	3.19	2.91	3.16	2.86	2.56	
Standard deviation	0.71	0.85	0.94	0.74	0.81	0.91	0.69	0.86	0.93	
Significance	-		***	-		*	-		***	
Effect size	-	0.16	0.48	-	0.05	0.35	-	0.35	0.65	
Teaching load										
Very satisfied	38.0%	27.8%	20.5%	37.5%	29.9%	22.2%	38.7%	24.6%	18.5%	
Satisfied	52.1%	52.0%	49.6%	55.0%	51.0%	49.9%	48.4%	53.6%	49.3%	
Marginally satisfied	7.0%	14.8%	19.1%	7.5%	14.6%	19.7%	6.5%	15.2%	18.3%	
Not satisfied	2.8%	5.3%	10.7%	0.0%	4.5%	8.2%	6.5%	6.6%	13.8%	
Total(n)	71	546	1,136	40	335	623	31	211	513	
Mean	3.25	3.02	2.80	3.30	3.06	2.86	3.19	2.96	2.73	
Standard deviation	0.71	0.80	0.89	0.61	0.79	0.85	0.83	0.82	0.92	
Significance	-	*	***	-		**	-		**	

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Full-Time Academic Administrators

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	-	0.29	0.51	-	0.30	0.52	-	0.28	0.50	
Quality of students										
Very satisfied	54.9%	48.3%	29.7%	52.5%	52.6%	32.9%	58.1%	41.4%	25.9%	
Satisfied	39.4%	42.7%	47.6%	42.5%	39.9%	45.0%	35.5%	47.1%	50.8%	
Marginally satisfied	4.2%	7.7%	17.5%	2.5%	6.3%	17.1%	6.5%	10.0%	17.8%	
Not satisfied	1.4%	1.3%	5.2%	2.5%	1.2%	5.0%	0.0%	1.4%	5.5%	
Total(n)	71	543	1,134	40	333	624	31	210	510	
Mean	3.48	3.38	3.02	3.45	3.44	3.06	3.52	3.29	2.97	
Standard deviation	0.65	0.68	0.82	0.68	0.67	0.83	0.63	0.70	0.81	
Significance	-		***	-		**	-		***	
Effect size	-	0.15	0.56	-	0.01	0.47	-	0.33	0.68	
Autonomy and independence										
Very satisfied	62.0%	51.7%	43.4%	60.0%	53.3%	45.2%	64.5%	49.3%	41.1%	
Satisfied	32.4%	38.7%	42.0%	35.0%	38.6%	41.8%	29.0%	38.8%	42.1%	
Marginally satisfied	5.6%	7.0%	10.6%	5.0%	6.3%	9.0%	6.5%	8.1%	12.5%	
Not satisfied	0.0%	2.6%	4.1%	0.0%	1.8%	4.0%	0.0%	3.8%	4.3%	
Total(n)	71	543	1,137	40	334	624	31	209	513	
Mean	3.56	3.40	3.25	3.55	3.43	3.28	3.58	3.33	3.20	
Standard deviation	0.60	0.73	0.80	0.60	0.69	0.79	0.62	0.79	0.82	
Significance	-		**	-		*	-		*	
Effect size	-	0.22	0.39	-	0.17	0.34	-	0.32	0.46	
Departmental leadership										
Very satisfied	42.0%	45.9%	41.7%	42.1%	51.7%	45.4%	41.9%	37.0%	37.3%	
Satisfied	27.5%	31.5%	35.4%	31.6%	29.8%	36.1%	22.6%	34.1%	34.6%	
Marginally satisfied	20.3%	14.6%	13.6%	21.1%	12.3%	11.3%	19.4%	18.0%	16.4%	
Not satisfied	10.1%	8.0%	9.3%	5.3%	6.2%	7.3%	16.1%	10.9%	11.6%	
Total(n)	69	536	1,130	38	325	613	31	211	517	
Mean	3.01	3.15	3.09	3.11	3.27	3.19	2.90	2.97	2.98	
Standard deviation	1.02	0.95	0.96	0.92	0.90	0.91	1.14	0.99	1.00	
Significance	-			-			-			
Effect size	-	-0.15	-0.08	-	-0.18	-0.09	-	-0.07	-0.08	
Departmental support for work/life balance										
Very satisfied	38.0%	34.7%	29.7%	45.0%	41.0%	34.8%	29.0%	24.8%	23.4%	
Satisfied	43.7%	39.3%	39.3%	37.5%	39.2%	41.6%	51.6%	39.5%	36.6%	
Marginally satisfied	14.1%	19.3%	20.1%	12.5%	15.9%	16.7%	16.1%	24.8%	24.2%	
Not satisfied	4.2%	6.6%	10.9%	5.0%	3.9%	6.9%	3.2%	11.0%	15.7%	
Total(n)	71	544	1,139	40	334	623	31	210	516	
Mean	3.15	3.02	2.88	3.23	3.17	3.04	3.06	2.78	2.68	
Standard deviation	0.82	0.90	0.96	0.86	0.83	0.89	0.77	0.94	1.00	
Significance	-		*	-			-		*	
Effect size	-	0.14	0.28	-	0.07	0.21	-	0.30	0.38	
Institutional support for work/life balance										
Very satisfied	29.6%	27.5%	19.7%	37.5%	34.5%	24.8%	19.4%	16.3%	13.4%	
Satisfied	45.1%	37.4%	37.7%	35.0%	38.5%	39.7%	58.1%	35.6%	35.4%	
Marginally satisfied	19.7%	25.7%	26.5%	25.0%	21.8%	24.2%	12.9%	31.7%	29.4%	

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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	
Not satisfied	5.6%	9.5%	16.0%	2.5%	5.2%	11.3%	9.7%	16.3%	21.8%	
Total(n)	71	538	1,134	40	330	620	31	208	514	
Mean	2.99	2.83	2.61	3.08	3.02	2.78	2.87	2.52	2.40	
Standard deviation	0.85	0.94	0.98	0.86	0.88	0.95	0.85	0.95	0.97	
Significance	-		**	-			-		**	
Effect size	-	0.17	0.39	-	0.07	0.32	-	0.37	0.48	
Prospects for career advancement										
Very satisfied	32.9%	25.6%	18.8%	33.3%	30.3%	22.7%	32.3%	17.9%	14.1%	
Satisfied	48.6%	49.4%	46.4%	53.8%	49.5%	48.9%	41.9%	49.3%	43.3%	
Marginally satisfied	12.9%	16.7%	21.7%	10.3%	13.8%	18.0%	16.1%	21.3%	26.3%	
Not satisfied	5.7%	8.3%	13.1%	2.6%	6.3%	10.5%	9.7%	11.6%	16.3%	
Total(n)	70	540	1,128	39	333	618	31	207	510	
Mean	3.09	2.92	2.71	3.18	3.04	2.84	2.97	2.73	2.55	
Standard deviation	0.83	0.87	0.92	0.72	0.83	0.90	0.95	0.89	0.93	
Significance	-		***	-		*	-		*	
Effect size	-	0.20	0.41	-	0.17	0.38	-	0.27	0.45	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	27.1%	25.4%	16.6%	22.5%	29.1%	20.2%	33.3%	19.4%	12.1%	
Satisfied	41.4%	42.3%	37.1%	47.5%	45.0%	41.1%	33.3%	37.9%	32.1%	
Marginally satisfied	21.4%	19.3%	23.1%	22.5%	17.7%	21.3%	20.0%	21.8%	25.3%	
Not satisfied	10.0%	13.0%	23.2%	7.5%	8.1%	17.3%	13.3%	20.9%	30.5%	
Total(n)	70	539	1,128	40	333	623	30	206	505	
Mean	2.86	2.80	2.47	2.85	2.95	2.64	2.87	2.56	2.26	
Standard deviation	0.94	0.96	1.02	0.86	0.89	0.99	1.04	1.03	1.02	
Significance	-		**	-			-		**	
Effect size	-	0.06	0.38	-	-0.11	0.21	-	0.30	0.60	
Flexibility in relation to family matters or emergencies										
Very satisfied	59.4%	53.1%	45.1%	60.0%	56.3%	46.5%	58.6%	48.1%	43.3%	
Satisfied	36.2%	38.3%	42.6%	35.0%	37.7%	43.9%	37.9%	39.4%	40.9%	
Marginally satisfied	2.9%	6.9%	10.0%	2.5%	5.1%	7.8%	3.4%	9.6%	12.7%	
Not satisfied	1.4%	1.7%	2.4%	2.5%	0.9%	1.8%	0.0%	2.9%	3.1%	
Total(n)	69	540	1,132	40	332	619	29	208	513	
Mean	3.54	3.43	3.30	3.53	3.49	3.35	3.55	3.33	3.24	
Standard deviation	0.63	0.69	0.74	0.68	0.64	0.70	0.57	0.77	0.79	
Significance	-		**	-			-		*	
Effect size	-	0.16	0.32	-	0.06	0.26	-	0.29	0.39	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	43.5%	36.3%	29.3%	43.6%	38.3%	31.5%	43.3%	33.0%	26.6%	
Satisfied	43.5%	46.7%	48.8%	43.6%	47.1%	49.8%	43.3%	46.0%	47.6%	
Marginally satisfied	11.6%	12.1%	15.1%	10.3%	10.9%	12.8%	13.3%	14.0%	17.9%	
Not satisfied	1.4%	4.9%	6.8%	2.6%	3.6%	5.9%	0.0%	7.0%	7.9%	
Total(n)	69	529	1,119	39	329	615	30	200	504	

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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	
Mean	3.29	3.14	3.01	3.28	3.20	3.07	3.30	3.05	2.93	
Standard deviation	0.73	0.81	0.85	0.76	0.77	0.82	0.70	0.87	0.87	
Significance	-		**	-			-		*	
Effect size	-	0.19	0.33	-	0.10	0.26	-	0.29	0.43	
Overall job satisfaction										
Very satisfied	45.1%	44.1%	32.9%	47.5%	48.7%	36.9%	41.9%	37.0%	28.0%	
Satisfied	47.9%	45.2%	50.0%	47.5%	44.2%	49.4%	48.4%	46.9%	50.7%	
Marginally satisfied	7.0%	8.8%	14.4%	5.0%	6.0%	11.2%	9.7%	13.3%	18.2%	
Not satisfied	0.0%	1.8%	2.7%	0.0%	1.2%	2.4%	0.0%	2.8%	3.1%	
Total(n)	71	546	1,140	40	335	623	31	211	517	
Mean	3.38	3.32	3.13	3.43	3.40	3.21	3.32	3.18	3.04	
Standard deviation	0.62	0.71	0.75	0.59	0.66	0.73	0.65	0.77	0.77	
Significance	-		**	-			-		*	
Effect size	-	0.08	0.33	-	0.05	0.30	-	0.18	0.36	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	20.9%	17.3%	17.8%	18.4%	13.9%	15.3%	24.1%	22.7%	20.7%	
Somewhat	53.7%	57.5%	56.8%	60.5%	59.3%	56.4%	44.8%	54.7%	57.4%	
Not at all	25.4%	25.2%	25.4%	21.1%	26.9%	28.3%	31.0%	22.7%	21.9%	
Total(n)	67	527	1,096	38	324	594	29	203	502	
Mean	1.96	1.92	1.92	1.97	1.87	1.87	1.93	2.00	1.99	
Standard deviation	0.68	0.65	0.65	0.64	0.63	0.65	0.75	0.67	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.16	0.15	-	-0.10	-0.09	
Child care										
Extensive	7.9%	12.7%	14.7%	9.1%	8.2%	9.6%	6.3%	22.0%	22.1%	
Somewhat	39.5%	37.6%	37.0%	54.5%	42.2%	38.9%	18.8%	28.0%	34.4%	
Not at all	52.6%	49.7%	48.3%	36.4%	49.6%	51.5%	75.0%	50.0%	43.5%	
Total(n)	38	362	721	22	244	427	16	118	294	
Mean	1.55	1.63	1.66	1.73	1.59	1.58	1.31	1.72	1.79	
Standard deviation	0.65	0.70	0.72	0.63	0.64	0.66	0.60	0.80	0.78	
Significance	-			-			-		*	
Effect size	-	-0.11	-0.15	-	0.22	0.23	-	-0.51	-0.62	
My physical health										
Extensive	9.0%	10.3%	10.3%	10.5%	8.9%	8.5%	6.9%	12.6%	12.4%	
Somewhat	38.8%	47.0%	46.9%	39.5%	48.9%	46.8%	37.9%	43.9%	46.9%	
Not at all	52.2%	42.6%	42.8%	50.0%	42.2%	44.7%	55.2%	43.4%	40.6%	
Total(n)	67	523	1,090	38	325	600	29	198	490	
Mean	1.57	1.68	1.67	1.61	1.67	1.64	1.52	1.69	1.72	
Standard deviation	0.66	0.65	0.65	0.68	0.63	0.63	0.63	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.17	-0.15	-	-0.10	-0.05	-	-0.25	-0.30	

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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	Construc
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Review/promotion process										
Extensive	12.5%	13.8%	14.9%	11.4%	10.4%	10.2%	13.8%	19.4%	20.5%	
Somewhat	34.4%	34.2%	34.6%	37.1%	34.7%	32.9%	31.0%	33.3%	36.6%	
Not at all	53.1%	52.0%	50.6%	51.4%	54.9%	56.9%	55.2%	47.2%	42.9%	
Total(n)	64	477	995	35	297	547	29	180	448	
Mean	1.59	1.62	1.64	1.60	1.56	1.53	1.59	1.72	1.78	
Standard deviation	0.71	0.72	0.73	0.69	0.68	0.67	0.73	0.77	0.77	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	0.06	0.10	-	-0.17	-0.25	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	7.9%	3.6%	3.9%	2.9%	1.4%	2.1%	13.8%	6.8%	6.0%	
Somewhat	25.4%	22.0%	24.8%	26.5%	15.3%	16.3%	24.1%	32.1%	34.4%	
Not at all	66.7%	74.5%	71.2%	70.6%	83.3%	81.6%	62.1%	61.1%	59.6%	
Total(n)	63	478	991	34	288	526	29	190	465	
Mean	1.41	1.29	1.33	1.32	1.18	1.21	1.52	1.46	1.46	
Standard deviation	0.64	0.53	0.55	0.53	0.42	0.45	0.74	0.62	0.61	
Significance	-			-			-			
Effect size	-	0.23	0.15	-	0.33	0.24	-	0.10	0.10	
Committee work										
Extensive	14.7%	18.0%	18.9%	15.8%	16.8%	18.1%	13.3%	19.8%	20.0%	
Somewhat	58.8%	57.7%	55.4%	55.3%	58.7%	56.7%	63.3%	56.0%	53.8%	
Not at all	26.5%	24.3%	25.7%	28.9%	24.5%	25.3%	23.3%	24.2%	26.2%	
Total(n)	68	534	1,120	38	327	609	30	207	511	
Mean	1.88	1.94	1.93	1.87	1.92	1.93	1.90	1.96	1.94	
Standard deviation	0.64	0.65	0.66	0.66	0.64	0.65	0.61	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.08	-0.09	-	-0.09	-0.06	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	14.7%	12.4%	14.0%	10.5%	12.2%	13.1%	20.0%	12.6%	15.0%	
Somewhat	57.4%	49.8%	51.3%	55.3%	50.6%	51.7%	60.0%	48.5%	50.9%	
Not at all	27.9%	37.8%	34.7%	34.2%	37.2%	35.2%	20.0%	38.8%	34.1%	
Total(n)	68	534	1,118	38	328	611	30	206	507	
Mean	1.87	1.75	1.79	1.76	1.75	1.78	2.00	1.74	1.81	
Standard deviation	0.64	0.66	0.67	0.63	0.66	0.66	0.64	0.67	0.67	
Significance	-			-			-	*		
Effect size	-	0.18	0.12	-	0.02	-0.03	-	0.39	0.28	
Students										
Extensive	4.3%	6.9%	7.3%	2.6%	4.3%	5.4%	6.7%	11.2%	9.6%	

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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	
Somewhat	58.0%	59.5%	57.8%	53.8%	59.3%	57.1%	63.3%	59.7%	58.7%	
Not at all	37.7%	33.6%	34.9%	43.6%	36.4%	37.5%	30.0%	29.1%	31.7%	
Total(n)	69	533	1,121	39	327	613	30	206	508	
Mean	1.67	1.73	1.72	1.59	1.68	1.68	1.77	1.82	1.78	
Standard deviation	0.56	0.58	0.59	0.55	0.55	0.57	0.57	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.16	-0.16	-	-0.08	-0.02	
Research or publishing demands										
Extensive	9.4%	17.6%	17.7%	8.3%	17.5%	15.2%	10.7%	17.9%	20.8%	
Somewhat	65.6%	57.8%	54.4%	69.4%	56.8%	54.5%	60.7%	59.5%	54.3%	
Not at all	25.0%	24.5%	27.9%	22.2%	25.7%	30.3%	28.6%	22.6%	24.9%	
Total(n)	64	510	1,066	36	315	580	28	195	486	
Mean	1.84	1.93	1.90	1.86	1.92	1.85	1.82	1.95	1.96	
Standard deviation	0.57	0.65	0.67	0.54	0.65	0.66	0.61	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.14	-0.09	-	-0.09	0.02	-	-0.20	-0.21	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and “red tape”										
Extensive	16.2%	23.3%	29.6%	15.4%	22.4%	27.4%	17.2%	24.8%	32.4%	
Somewhat	52.9%	51.8%	50.0%	48.7%	52.0%	51.2%	58.6%	51.5%	48.6%	
Not at all	30.9%	25.0%	20.3%	35.9%	25.7%	21.4%	24.1%	23.8%	19.0%	
Total(n)	68	533	1,113	39	331	613	29	202	500	
Mean	1.85	1.98	2.09	1.79	1.97	2.06	1.93	2.01	2.13	
Standard deviation	0.68	0.69	0.70	0.70	0.69	0.70	0.65	0.70	0.71	
Significance	-		**	-		*	-			
Effect size	-	-0.19	-0.34	-	-0.26	-0.39	-	-0.11	-0.28	
Teaching load										
Extensive	3.0%	10.0%	13.8%	0.0%	8.4%	11.0%	7.1%	12.6%	17.2%	
Somewhat	46.3%	44.1%	43.7%	48.7%	44.3%	44.3%	42.9%	43.9%	42.8%	
Not at all	50.7%	45.9%	42.6%	51.3%	47.4%	44.7%	50.0%	43.4%	40.0%	
Total(n)	67	521	1,104	39	323	609	28	198	495	
Mean	1.52	1.64	1.71	1.49	1.61	1.66	1.57	1.69	1.77	
Standard deviation	0.56	0.66	0.69	0.51	0.64	0.67	0.63	0.68	0.72	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.28	-	-0.19	-0.25	-	-0.18	-0.28	
Lack of personal time										
Extensive	21.7%	24.9%	26.2%	15.4%	17.4%	17.8%	30.0%	36.7%	36.3%	
Somewhat	37.7%	47.1%	47.9%	38.5%	47.9%	48.1%	36.7%	45.9%	47.5%	
Not at all	40.6%	28.0%	25.9%	46.2%	34.8%	34.1%	33.3%	17.4%	16.1%	
Total(n)	69	535	1,122	39	328	613	30	207	509	
Mean	1.81	1.97	2.00	1.69	1.83	1.84	1.97	2.19	2.20	
Standard deviation	0.77	0.73	0.72	0.73	0.70	0.70	0.81	0.71	0.70	
Significance	-		*	-			-			

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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	-	-0.22	-0.26	-	-0.20	-0.21	-	-0.31	-0.33	
Job security										
Extensive	5.8%	5.4%	6.3%	5.1%	4.9%	5.7%	6.7%	6.2%	7.1%	
Somewhat	13.0%	16.6%	22.9%	7.7%	13.3%	18.5%	20.0%	22.3%	28.4%	
Not at all	81.2%	77.9%	70.8%	87.2%	81.8%	75.9%	73.3%	71.5%	64.5%	
Total(n)	69	517	1,080	39	324	601	30	193	479	
Mean	1.25	1.27	1.35	1.18	1.23	1.30	1.33	1.35	1.43	
Standard deviation	0.55	0.56	0.60	0.51	0.53	0.57	0.61	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.04	-0.17	-	-0.09	-0.21	-	-0.03	-0.16	
Self-imposed high expectations										
Extensive	34.8%	35.3%	35.7%	41.0%	33.5%	32.3%	26.7%	38.0%	39.8%	
Somewhat	47.8%	54.5%	51.8%	43.6%	55.3%	52.5%	53.3%	53.2%	51.0%	
Not at all	17.4%	10.3%	12.5%	15.4%	11.2%	15.2%	20.0%	8.8%	9.3%	
Total(n)	69	536	1,121	39	331	613	30	205	508	
Mean	2.17	2.25	2.23	2.26	2.22	2.17	2.07	2.29	2.31	
Standard deviation	0.71	0.63	0.65	0.72	0.63	0.67	0.69	0.62	0.63	
Significance	-			-			-		*	
Effect size	-	-0.13	-0.09	-	0.06	0.13	-	-0.35	-0.38	
Increased work responsibilities										
Extensive	29.0%	35.8%	37.5%	25.6%	32.6%	30.6%	33.3%	40.8%	45.7%	
Somewhat	55.1%	49.1%	47.4%	56.4%	50.0%	50.4%	53.3%	47.6%	43.7%	
Not at all	15.9%	15.2%	15.2%	17.9%	17.4%	18.9%	13.3%	11.7%	10.6%	
Total(n)	69	534	1,115	39	328	607	30	206	508	
Mean	2.13	2.21	2.22	2.08	2.15	2.12	2.20	2.29	2.35	
Standard deviation	0.66	0.68	0.69	0.66	0.69	0.69	0.66	0.66	0.66	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.10	-0.06	-	-0.14	-0.23	
Institutional budget cuts										
Extensive	6.0%	13.9%	25.4%	2.6%	8.8%	20.0%	10.3%	22.2%	31.8%	
Somewhat	34.3%	32.3%	38.8%	34.2%	31.2%	37.4%	34.5%	34.0%	40.4%	
Not at all	59.7%	53.8%	35.8%	63.2%	60.1%	42.7%	55.2%	43.8%	27.8%	
Total(n)	67	502	1,083	38	308	586	29	194	497	
Mean	1.46	1.60	1.90	1.39	1.49	1.77	1.55	1.78	2.04	
Standard deviation	0.61	0.72	0.78	0.55	0.65	0.76	0.69	0.78	0.77	
Significance	-		***	-		**	-		***	
Effect size	-	-0.19	-0.56	-	-0.15	-0.50	-	-0.29	-0.64	
Have you been sexually harassed at this institution?										
Yes	4.3%	3.9%	4.3%	2.6%	1.5%	1.4%	6.5%	7.6%	7.7%	
No	95.7%	96.1%	95.7%	97.4%	98.5%	98.6%	93.5%	92.4%	92.3%	
Total(n)	70	544	1,142	39	333	624	31	211	518	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	19.7%	25.9%	29.7%	25.0%	24.2%	27.7%	12.9%	28.6%	32.1%	

2016-17 HERI Faculty Survey
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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	
No	80.3%	74.1%	70.3%	75.0%	75.8%	72.3%	87.1%	71.4%	67.9%	
Total(n)	71	545	1,136	40	335	622	31	210	514	
Considered leaving this institution for another?										
Yes	26.8%	35.5%	41.7%	25.0%	34.2%	39.6%	29.0%	37.6%	44.3%	
No	73.2%	64.5%	58.3%	75.0%	65.8%	60.4%	71.0%	62.4%	55.7%	
Total(n)	71	543	1,139	40	333	624	31	210	515	
Engaged in public service/professional consulting without pay?										
Yes	52.1%	56.9%	59.1%	55.0%	56.9%	56.3%	48.4%	56.9%	62.5%	
No	47.9%	43.1%	40.9%	45.0%	43.1%	43.7%	51.6%	43.1%	37.5%	
Total(n)	71	543	1,137	40	332	620	31	211	517	
Received at least one firm job offer elsewhere?										
Yes	12.7%	20.8%	22.2%	22.5%	19.5%	21.8%	0.0%	23.0%	22.7%	
No	87.3%	79.2%	77.8%	77.5%	80.5%	78.2%	100.0%	77.0%	77.3%	
Total(n)	71	543	1,140	40	334	625	31	209	515	
Sought an early promotion?										
Yes	1.4%	4.8%	5.8%	0.0%	4.5%	6.0%	3.2%	5.3%	5.5%	
No	98.6%	95.2%	94.2%	100.0%	95.5%	94.0%	96.8%	94.7%	94.5%	
Total(n)	71	540	1,128	40	333	620	31	207	508	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	8.6%	3.5%	9.8%	7.5%	3.0%	8.9%	10.0%	4.3%	10.9%	
No	91.4%	96.5%	90.2%	92.5%	97.0%	91.1%	90.0%	95.7%	89.1%	
Total(n)	70	541	1,126	40	334	620	30	207	506	
Do you plan to retire within the next three years?										
Yes	8.7%	12.4%	11.9%	2.6%	10.5%	10.8%	16.7%	15.5%	13.2%	
No	91.3%	87.6%	88.1%	97.4%	89.5%	89.2%	83.3%	84.5%	86.8%	
Total(n)	69	540	1,126	39	333	620	30	207	506	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	2.9%	6.9%	8.3%	2.6%	2.4%	2.6%	3.3%	14.0%	15.2%	
No	97.1%	93.1%	91.7%	97.4%	97.6%	97.4%	96.7%	86.0%	84.8%	
Total(n)	69	539	1,123	39	332	617	30	207	506	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	45.7%	42.3%	37.9%	42.5%	46.8%	42.6%	50.0%	35.1%	32.2%	
No	54.3%	57.7%	62.1%	57.5%	53.2%	57.4%	50.0%	64.9%	67.8%	
Total(n)	70	539	1,128	40	331	619	30	208	509	
Citizenship status:										
U.S. citizen	95.7%	96.3%	96.5%	97.4%	97.3%	96.7%	93.5%	94.8%	96.3%	
Permanent resident (green card)	4.3%	3.3%	3.1%	2.6%	2.4%	2.9%	6.5%	4.7%	3.3%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.4%	0.4%	0.0%	0.3%	0.5%	0.0%	0.5%	0.4%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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)	70	545	1,145	39	334	627	31	211	518	
How would you characterize your political views?										
Far right	1.4%	0.7%	0.8%	2.5%	0.6%	0.8%	0.0%	1.0%	0.8%	
Conservative	8.6%	22.4%	19.1%	5.0%	25.3%	21.5%	13.3%	17.9%	16.2%	
Middle of the road	21.4%	34.1%	32.4%	27.5%	37.3%	36.9%	13.3%	29.0%	26.8%	
Liberal	57.1%	36.4%	40.8%	50.0%	32.2%	35.3%	66.7%	43.0%	47.4%	
Far left	11.4%	6.3%	7.0%	15.0%	4.5%	5.5%	6.7%	9.2%	8.8%	
Total(n)	70	539	1,131	40	332	620	30	207	511	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	64.8%	64.2%	54.0%	67.5%	66.8%	57.0%	61.3%	60.2%	50.5%	
Probably yes	26.8%	24.2%	29.2%	25.0%	23.1%	27.7%	29.0%	26.1%	31.1%	
Not sure	7.0%	8.4%	11.4%	7.5%	7.8%	10.1%	6.5%	9.5%	13.0%	
Probably no	1.4%	2.8%	4.4%	0.0%	2.1%	4.3%	3.2%	3.8%	4.5%	
Definitely no	0.0%	0.4%	0.9%	0.0%	0.3%	0.8%	0.0%	0.5%	1.0%	
Total(n)	71	545	1,136	40	334	621	31	211	515	
Mean	4.55	4.49	4.31	4.60	4.54	4.36	4.48	4.42	4.26	
Standard deviation	0.69	0.79	0.90	0.63	0.75	0.89	0.77	0.85	0.91	
Significance	-		*	-			-			
Effect size	-	0.08	0.27	-	0.08	0.27	-	0.07	0.24	
Still want to be a college professor?										
Definitely yes	73.2%	74.6%	72.2%	72.5%	74.8%	74.4%	74.2%	74.4%	69.5%	
Probably yes	25.4%	20.6%	21.7%	27.5%	21.0%	20.3%	22.6%	19.9%	23.4%	
Not sure	1.4%	3.7%	4.9%	0.0%	3.6%	4.5%	3.2%	3.8%	5.4%	
Probably no	0.0%	1.1%	1.1%	0.0%	0.6%	0.8%	0.0%	1.9%	1.5%	
Definitely no	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	
Total(n)	71	544	1,144	40	333	626	31	211	518	
Mean	4.72	4.69	4.65	4.73	4.70	4.68	4.71	4.67	4.60	
Standard deviation	0.48	0.60	0.64	0.45	0.56	0.60	0.53	0.64	0.68	
Significance	-			-			-			
Effect size	-	0.05	0.11	-	0.05	0.08	-	0.06	0.16	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Full-Time Academic Administrators

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	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	5.6%	4.4%	5.8%	2.5%	2.7%	3.8%	9.7%	7.1%	8.3%	
Terminal Master's (M.F.A., M.B.A.)	5.6%	4.6%	3.9%	5.0%	4.2%	3.3%	6.5%	5.2%	4.6%	
J.D.	5.6%	3.8%	3.3%	5.0%	4.5%	3.8%	6.5%	2.8%	2.7%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	3.5%	3.0%	0.0%	3.0%	2.6%	0.0%	4.2%	3.6%	
Ph.D.	83.1%	74.7%	72.1%	87.5%	80.5%	78.8%	77.4%	65.6%	64.1%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	7.1%	10.0%	0.0%	3.6%	5.6%	0.0%	12.7%	15.4%	
Other degree	0.0%	1.8%	1.7%	0.0%	1.5%	1.9%	0.0%	2.4%	1.3%	
Total(n)	71	546	1,148	40	334	627	31	212	521	
Degree Currently Working On										
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.)	1.4%	0.7%	0.4%	0.0%	0.3%	0.3%	3.2%	1.4%	0.6%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.4%	0.0%	0.3%	0.5%	0.0%	0.0%	0.2%	
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., D.V.M., etc. (medical)	0.0%	0.4%	0.2%	0.0%	0.6%	0.3%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	1.7%	3.4%	0.0%	1.2%	2.9%	0.0%	2.4%	4.1%	

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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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.1%	1.2%	0.0%	0.3%	1.0%	0.0%	2.4%	1.6%	
Other degree	0.0%	0.2%	0.6%	0.0%	0.0%	0.8%	0.0%	0.5%	0.4%	
None	98.6%	95.7%	93.7%	100.0%	97.3%	94.2%	96.8%	93.2%	93.2%	
Total(n)	71	540	1,134	40	333	619	31	207	515	
Are you currently serving in an administrative position as:										
Department chair	26.8%	28.0%	33.6%	27.5%	30.1%	36.0%	25.8%	24.5%	30.7%	
Dean (associate or assistant)	15.5%	15.7%	13.1%	15.0%	16.7%	14.2%	16.1%	14.2%	11.9%	
Vice-president	1.4%	0.9%	0.6%	2.5%	1.2%	0.8%	0.0%	0.5%	0.4%	
President	0.0%	0.2%	0.3%	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	
Provost	1.4%	0.5%	0.5%	2.5%	0.6%	0.6%	0.0%	0.5%	0.4%	
Other	56.3%	57.8%	55.7%	55.0%	54.3%	52.7%	58.1%	63.2%	59.3%	
Not applicable	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	
Total(n)	71	547	1,149	40	335	628	31	212	521	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	87.1%	89.9%	81.0%	87.2%	92.8%	83.8%	87.1%	85.2%	77.7%	
African American/Black	7.1%	2.8%	9.3%	5.1%	1.8%	7.2%	9.7%	4.3%	11.9%	
American Indian/Alaska Native	0.0%	1.3%	1.7%	0.0%	1.8%	1.6%	0.0%	0.5%	1.8%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	1.4%	2.8%	2.9%	2.6%	2.7%	2.9%	0.0%	2.9%	2.9%	
Filipino	0.0%	0.4%	0.5%	0.0%	0.3%	0.3%	0.0%	0.5%	0.8%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.4%	2.2%	2.8%	2.6%	1.8%	2.9%	0.0%	2.9%	2.7%	
Other Asian	0.0%	0.2%	0.3%	0.0%	0.3%	0.3%	0.0%	0.0%	0.2%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.2%	
Mexican American/Chicano	0.0%	0.9%	0.9%	0.0%	0.6%	0.5%	0.0%	1.4%	1.4%	
Puerto Rican	0.0%	0.6%	0.5%	0.0%	0.6%	0.6%	0.0%	0.5%	0.4%	
Other Latino	5.7%	1.5%	1.9%	7.7%	1.5%	1.9%	3.2%	1.4%	1.8%	
Other	1.4%	1.8%	2.9%	2.6%	1.2%	2.6%	0.0%	2.9%	3.3%	
Total(n)	70	542	1,134	39	332	622	31	210	512	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	
Asian	2.9%	4.6%	5.6%	5.1%	4.2%	5.9%	0.0%	5.2%	5.3%	
Black	7.1%	2.4%	8.6%	5.1%	1.2%	6.8%	9.7%	4.3%	10.7%	
Hispanic	2.9%	1.7%	2.2%	2.6%	1.2%	1.8%	3.2%	2.4%	2.7%	
White	82.9%	86.7%	77.6%	79.5%	88.3%	79.6%	87.1%	84.3%	75.2%	
Other	0.0%	1.1%	1.9%	0.0%	0.3%	1.6%	0.0%	2.4%	2.3%	
Two or more races/ethnicities	4.3%	3.3%	3.9%	7.7%	4.5%	4.2%	0.0%	1.4%	3.5%	
Total (n)	70	542	1,134	39	332	622	31	210	512	
Is English your native language?										
Yes	95.8%	94.1%	91.8%	97.5%	95.2%	91.8%	93.5%	92.4%	91.9%	
No	4.2%	5.9%	8.2%	2.5%	4.8%	8.2%	6.5%	7.6%	8.1%	
Total(n)	71	544	1,141	40	333	623	31	211	518	

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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	
What is your sexual orientation?										
Heterosexual/straight	97.1%	96.2%	95.0%	94.6%	96.3%	94.7%	100.0%	96.2%	95.4%	
Gay	0.0%	1.1%	1.7%	0.0%	1.9%	3.1%	0.0%	0.0%	0.0%	
Lesbian	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	0.0%	2.4%	1.6%	
Bisexual	1.5%	0.9%	1.2%	2.7%	0.9%	0.8%	0.0%	1.0%	1.6%	
Queer	0.0%	0.2%	0.4%	0.0%	0.3%	0.2%	0.0%	0.0%	0.6%	
Other	1.5%	0.6%	1.0%	2.7%	0.6%	1.2%	0.0%	0.5%	0.8%	
Total (n)	68	532	1,109	37	324	605	31	208	504	
Do you identify as transgender?										
No	100.0%	99.8%	99.9%	100.0%	99.7%	99.8%	100.0%	100.0%	100.0%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Total(n)	68	534	1,118	37	325	607	31	209	511	
Are you currently: (Mark one)										
Single	7.2%	5.8%	8.2%	5.3%	2.4%	4.7%	9.7%	11.1%	12.5%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	1.4%	0.7%	0.9%	0.0%	0.0%	0.0%	3.2%	1.9%	2.0%	
Married	84.1%	84.8%	81.6%	86.8%	92.4%	89.3%	80.6%	72.6%	72.2%	
Unmarried, living with partner	0.0%	1.7%	1.3%	0.0%	1.2%	1.0%	0.0%	2.4%	1.8%	
Separated	2.9%	1.1%	0.9%	5.3%	0.9%	0.6%	0.0%	1.4%	1.2%	
Divorced	4.3%	4.3%	5.3%	2.6%	2.7%	3.4%	6.5%	6.7%	7.6%	
Widowed	0.0%	1.7%	1.8%	0.0%	0.3%	1.0%	0.0%	3.8%	2.7%	
Total(n)	69	538	1,128	38	330	618	31	208	510	
How many children do you have in the following age ranges?										
Under 18 years old										
0	62.1%	48.1%	51.5%	54.5%	40.5%	44.9%	72.0%	60.6%	59.1%	
1	13.8%	15.8%	15.8%	15.2%	16.7%	16.1%	12.0%	14.4%	15.4%	
2	17.2%	21.2%	20.8%	18.2%	22.3%	22.5%	16.0%	19.4%	18.8%	
3	6.9%	7.5%	6.9%	12.1%	9.5%	8.6%	0.0%	4.4%	5.0%	
4+	0.0%	7.3%	5.0%	0.0%	11.0%	7.9%	0.0%	1.3%	1.7%	
Total(n)	58	424	895	33	264	479	25	160	416	
18 years or older										
0	46.0%	32.2%	37.7%	52.9%	25.8%	33.1%	37.9%	42.7%	43.5%	
1	17.5%	16.9%	15.3%	8.8%	15.1%	13.2%	27.6%	20.0%	17.9%	
2	23.8%	24.2%	24.4%	26.5%	25.1%	25.8%	20.7%	22.7%	22.8%	
3	12.7%	12.0%	11.9%	11.8%	14.0%	13.6%	13.8%	8.6%	9.8%	
4+	0.0%	14.7%	10.6%	0.0%	20.1%	14.3%	0.0%	5.9%	6.0%	
Total(n)	63	484	1,007	34	299	559	29	185	448	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	4.1%	3.0%	0.0%	5.1%	3.4%	0.0%	1.6%	2.4%	
Satisfied	22.7%	10.5%	7.4%	33.3%	13.5%	9.1%	0.0%	3.2%	4.7%	
Marginally satisfied	4.5%	8.2%	7.6%	6.7%	8.3%	8.0%	0.0%	7.9%	7.1%	
Not satisfied	59.1%	28.8%	31.2%	46.7%	21.8%	24.7%	85.7%	46.0%	41.2%	
Not applicable	13.6%	48.4%	50.8%	13.3%	51.3%	54.8%	14.3%	41.3%	44.7%	

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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)	22	219	433	15	156	263	7	63	170	
Mean	2.36	1.93	1.81	2.60	1.99	1.82	1.86	1.78	1.79	
Standard deviation	1.00	1.17	1.06	1.12	1.27	1.13	0.38	0.85	0.94	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.37	0.52	-	0.48	0.69	-	0.09	0.07	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	
\$40,000 - \$49,999	0.0%	0.4%	1.2%	0.0%	0.0%	0.7%	0.0%	1.3%	1.9%	
\$50,000 - \$59,999	2.0%	2.6%	3.9%	0.0%	2.0%	3.2%	4.8%	3.8%	4.7%	
\$60,000 - \$69,999	4.1%	3.9%	8.7%	7.1%	4.6%	7.5%	0.0%	2.5%	10.4%	
\$70,000 - \$79,999	12.2%	5.6%	16.0%	7.1%	4.6%	11.7%	19.0%	7.6%	21.7%	
\$80,000 - \$89,999	12.2%	13.0%	12.4%	17.9%	13.8%	12.1%	4.8%	11.4%	12.7%	
\$90,000 - \$99,999	6.1%	12.6%	12.6%	10.7%	10.5%	11.0%	0.0%	16.5%	14.6%	
\$100,000 - \$124,999	22.4%	24.2%	22.1%	14.3%	23.0%	24.6%	33.3%	26.6%	18.9%	
\$125,000 - \$149,999	26.5%	16.5%	11.2%	25.0%	17.1%	13.5%	28.6%	15.2%	8.0%	
\$150,000 - \$199,999	8.2%	16.5%	9.5%	7.1%	18.4%	12.5%	9.5%	12.7%	5.7%	
\$200,000 - \$249,999	4.1%	3.9%	1.8%	7.1%	4.6%	2.5%	0.0%	2.5%	0.9%	
\$250,000 - \$499,999	2.0%	0.9%	0.4%	3.6%	1.3%	0.7%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	49	231	493	28	152	281	21	79	212	
Mean	10.69	10.78	9.89	10.79	10.93	10.28	10.57	10.49	9.37	
Standard deviation	2.02	1.96	2.11	2.11	1.96	2.09	1.94	1.95	2.03	
Significance	-		*	-			-		*	
Effect size	-	-0.05	0.38	-	-0.07	0.24	-	0.04	0.59	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.4%	0.7%	0.0%	0.0%	0.3%	0.0%	0.9%	1.1%	
\$40,000 - \$49,999	0.0%	0.0%	1.1%	0.0%	0.0%	1.7%	0.0%	0.0%	0.4%	
\$50,000 - \$59,999	4.5%	0.8%	3.3%	0.0%	0.0%	2.4%	10.0%	1.8%	4.4%	
\$60,000 - \$69,999	9.1%	3.5%	6.7%	8.3%	1.4%	4.8%	10.0%	6.1%	8.7%	
\$70,000 - \$79,999	9.1%	7.0%	9.5%	16.7%	4.9%	7.8%	0.0%	9.6%	11.3%	
\$80,000 - \$89,999	13.6%	9.0%	12.0%	0.0%	9.2%	11.6%	30.0%	8.8%	12.4%	
\$90,000 - \$99,999	0.0%	10.5%	14.8%	0.0%	9.2%	12.9%	0.0%	12.3%	16.7%	
\$100,000 - \$124,999	18.2%	25.8%	23.9%	16.7%	28.9%	26.5%	20.0%	21.9%	21.1%	
\$125,000 - \$149,999	22.7%	17.6%	12.8%	33.3%	16.9%	12.9%	10.0%	18.4%	12.7%	
\$150,000 - \$199,999	9.1%	13.3%	9.1%	16.7%	14.1%	10.9%	0.0%	12.3%	7.3%	
\$200,000 - \$249,999	0.0%	7.8%	4.0%	0.0%	10.6%	5.8%	0.0%	4.4%	2.2%	
\$250,000 - \$499,999	13.6%	4.3%	1.9%	8.3%	4.9%	2.4%	20.0%	3.5%	1.5%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	22	256	569	12	142	294	10	114	275	

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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	
Mean	10.82	11.14	10.28	11.17	11.49	10.59	10.40	10.72	9.95	
Standard deviation	2.65	2.03	2.21	2.37	1.84	2.18	3.03	2.19	2.21	
Significance	-			-			-			
Effect size	-	-0.16	0.24	-	-0.17	0.27	-	-0.15	0.20	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.2%	
1984 - 1992	1.4%	0.8%	0.6%	2.6%	0.3%	0.3%	0.0%	1.5%	1.0%	
1979 - 1983	4.3%	4.5%	4.5%	5.3%	3.7%	4.3%	3.2%	6.0%	4.9%	
1974 - 1978	10.1%	9.1%	10.7%	15.8%	8.2%	9.2%	3.2%	10.4%	12.6%	
1969 - 1973	13.0%	14.7%	14.8%	13.2%	15.9%	14.1%	12.9%	12.9%	15.7%	
1964 - 1968	18.8%	17.4%	15.7%	13.2%	17.4%	15.7%	25.8%	17.4%	15.7%	
1959 - 1963	13.0%	14.2%	13.9%	10.5%	14.3%	13.1%	16.1%	13.9%	14.8%	
1954 - 1958	15.9%	18.5%	17.7%	13.2%	18.6%	18.9%	19.4%	18.4%	16.3%	
1949 - 1953	18.8%	14.7%	14.8%	21.1%	14.3%	15.4%	16.1%	15.4%	14.0%	
1944 - 1948	4.3%	4.9%	5.0%	5.3%	5.5%	6.2%	3.2%	4.0%	3.5%	
1920 - 1943	0.0%	0.9%	2.1%	0.0%	1.5%	2.6%	0.0%	0.0%	1.4%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	69	529	1,102	38	328	610	31	201	492	
Year of first academic appointment:										
1976 or earlier	0.0%	3.5%	4.2%	0.0%	4.5%	5.7%	0.0%	1.9%	2.3%	
1977 - 1981	8.5%	5.9%	5.5%	10.0%	6.9%	6.7%	6.5%	4.2%	4.0%	
1982 - 1986	16.9%	9.0%	8.1%	15.0%	10.5%	10.4%	19.4%	6.6%	5.4%	
1987 - 1991	9.9%	13.7%	12.3%	7.5%	14.4%	13.7%	12.9%	12.7%	10.6%	
1992 - 1996	11.3%	15.4%	12.9%	12.5%	15.3%	13.1%	9.7%	15.6%	12.7%	
1997 - 2001	19.7%	19.8%	18.7%	17.5%	19.5%	18.0%	22.6%	20.3%	19.6%	
2002 - 2006	16.9%	14.1%	17.2%	20.0%	13.5%	15.2%	12.9%	15.1%	19.6%	
2007 - 2011	7.0%	12.3%	13.5%	5.0%	11.4%	11.5%	9.7%	13.7%	16.0%	
2012 or more	9.9%	6.4%	7.6%	12.5%	4.2%	5.7%	6.5%	9.9%	9.8%	
Total(n)	71	546	1,147	40	334	627	31	212	520	
Year of appointment at present institution										
1976 or earlier	0.0%	1.5%	1.9%	0.0%	1.8%	2.6%	0.0%	1.0%	1.0%	
1977 - 1981	2.9%	3.3%	2.6%	2.6%	3.6%	3.6%	3.3%	2.9%	1.4%	
1982 - 1986	13.0%	7.1%	5.6%	7.7%	7.6%	6.3%	20.0%	6.3%	4.7%	
1987 - 1991	7.2%	8.0%	8.5%	7.7%	8.8%	9.6%	6.7%	6.7%	7.2%	
1992 - 1996	10.1%	13.9%	11.2%	12.8%	14.2%	12.5%	6.7%	13.5%	9.6%	
1997 - 2001	17.4%	17.3%	16.5%	10.3%	16.3%	16.7%	26.7%	18.8%	16.4%	
2002 - 2006	23.2%	15.6%	18.1%	23.1%	16.0%	16.9%	23.3%	14.9%	19.5%	
2007 - 2011	14.5%	20.2%	20.1%	20.5%	19.9%	18.0%	6.7%	20.7%	22.6%	
2012 or more	11.6%	13.2%	15.7%	15.4%	11.8%	13.9%	6.7%	15.4%	17.7%	
Total(n)	69	539	1,130	39	331	617	30	208	513	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	0.3%	0.4%	0.0%	0.4%	0.7%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.5%	1.1%	0.0%	0.4%	1.4%	0.0%	0.7%	0.7%	

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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	
1982 - 1986	4.0%	3.1%	2.8%	3.6%	3.5%	4.1%	4.5%	2.2%	1.0%	
1987 - 1991	8.0%	6.6%	5.5%	10.7%	8.1%	7.3%	4.5%	3.7%	3.0%	
1992 - 1996	12.0%	10.2%	10.4%	7.1%	11.2%	11.2%	18.2%	8.2%	9.2%	
1997 - 2001	20.0%	13.3%	12.3%	17.9%	14.3%	13.7%	22.7%	11.2%	10.2%	
2002 - 2006	18.0%	19.6%	17.5%	14.3%	18.2%	17.1%	22.7%	22.4%	18.1%	
2007 - 2011	20.0%	18.9%	21.0%	28.6%	19.8%	21.2%	9.1%	17.2%	20.7%	
2012 or more	18.0%	27.6%	29.0%	17.9%	24.0%	23.3%	18.2%	34.3%	37.2%	
Total(n)	50	392	742	28	258	438	22	134	304	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.3%	0.0%	0.6%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	8.8%	10.0%	8.7%	5.1%	9.3%	9.4%	13.8%	11.2%	7.9%	
Business (General Area 6)	5.9%	7.6%	6.8%	7.7%	9.6%	8.6%	3.4%	4.4%	4.6%	
Education (General Area 10 and Specific Discipline 2102)	5.9%	9.1%	11.0%	10.3%	7.5%	8.4%	0.0%	11.7%	14.3%	
Engineering (General Area 11)	1.5%	4.6%	2.9%	2.6%	6.0%	4.4%	0.0%	2.4%	1.2%	
English (General Area 12)	7.4%	4.6%	5.6%	5.1%	4.2%	5.7%	10.3%	5.4%	5.5%	
Health-related (General Area 15)	1.5%	10.4%	11.6%	2.6%	5.1%	5.8%	0.0%	19.0%	18.6%	
History or Political Science (Specific Discipline 3007,3009)	7.4%	4.3%	3.8%	5.1%	4.2%	4.4%	10.3%	4.4%	3.2%	
Humanities (General Area 14,24)	11.8%	9.1%	9.3%	7.7%	11.7%	11.6%	17.2%	4.9%	6.3%	
Fine Arts (General Area 2,4,22)	2.9%	5.0%	5.0%	2.6%	5.4%	5.3%	3.4%	4.4%	4.6%	
Mathematics or Statistics (General Area 18)	1.5%	2.8%	2.4%	0.0%	3.0%	3.2%	3.4%	2.4%	1.4%	
Physical Sciences (General Area 25)	8.8%	4.6%	4.0%	10.3%	6.0%	4.8%	6.9%	2.4%	3.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.2%	11.2%	12.3%	23.1%	11.1%	11.6%	6.9%	11.2%	13.1%	
Other Technical (General Area 8,19,28)	1.5%	2.4%	2.4%	2.6%	3.0%	2.7%	0.0%	1.5%	2.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	19.1%	13.8%	14.0%	15.4%	13.2%	13.7%	24.1%	14.6%	14.3%	
Total(n)	68	538	1,124	39	333	619	29	205	505	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	6.1%	8.0%	7.6%	2.7%	7.9%	8.7%	10.3%	8.2%	6.3%	
Business (General Area 6)	13.6%	9.7%	8.5%	16.2%	12.2%	11.2%	10.3%	5.8%	5.3%	
Education (General Area 10 and Specific Discipline 2102)	4.5%	6.1%	7.9%	8.1%	3.6%	5.0%	0.0%	10.1%	11.4%	
Engineering (General Area 11)	0.0%	4.5%	2.8%	0.0%	6.4%	4.4%	0.0%	1.4%	0.8%	
English (General Area 12)	6.1%	4.3%	5.3%	2.7%	3.6%	5.5%	10.3%	5.3%	5.1%	

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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	
Health-related (General Area 15)	4.5%	13.0%	13.9%	5.4%	6.7%	7.1%	3.4%	23.1%	22.0%	
History or Political Science (Specific Discipline 3007,3009)	6.1%	4.1%	3.5%	5.4%	4.3%	4.0%	6.9%	3.8%	2.8%	
Humanities (General Area 14,24)	10.6%	10.1%	9.7%	5.4%	13.1%	12.6%	17.2%	5.3%	6.1%	
Fine Arts (General Area 2,4,22)	3.0%	5.0%	5.2%	2.7%	5.5%	5.7%	3.4%	4.3%	4.5%	
Mathematics or Statistics (General Area 18)	1.5%	2.8%	2.3%	0.0%	3.0%	3.1%	3.4%	2.4%	1.4%	
Physical Sciences (General Area 25)	9.1%	4.3%	3.6%	10.8%	5.5%	4.2%	6.9%	2.4%	3.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.6%	9.1%	11.0%	21.6%	9.1%	10.0%	3.4%	9.1%	12.2%	
Other Technical (General Area 8,19,28)	3.0%	3.0%	2.3%	5.4%	4.3%	2.9%	0.0%	1.0%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	18.2%	16.0%	16.3%	13.5%	14.9%	15.4%	24.1%	17.8%	17.5%	
Total(n)	66	537	1,126	37	329	618	29	208	508	
Faculty works in a STEM department										
Yes	19.7%	32.5%	30.4%	20.0%	31.9%	29.5%	19.4%	33.5%	31.5%	
No	80.3%	67.5%	69.6%	80.0%	68.1%	70.5%	80.6%	66.5%	68.5%	
Total(n)	71	547	1,149	40	335	628	31	212	521	
Optional Question 1										
A	5.8%			5.1%			6.7%			
B	8.7%			12.8%			3.3%			
C	82.6%			82.1%			83.3%			
D	0.0%			0.0%			0.0%			
E	2.9%			0.0%			6.7%			
Total (n)	69			39			30			
Optional Question 2										
A	30.0%			33.3%			25.8%			
B	45.7%			35.9%			58.1%			
C	7.1%			7.7%			6.5%			
D	17.1%			23.1%			9.7%			
E	0.0%			0.0%			0.0%			
Total (n)	70			39			31			
Optional Question 3										
A	1.4%			0.0%			3.2%			
B	18.6%			15.4%			22.6%			
C	27.1%			28.2%			25.8%			
D	52.9%			56.4%			48.4%			
E	0.0%			0.0%			0.0%			
Total (n)	70			39			31			
Optional Question 4										
A	2.9%			5.4%			0.0%			
B	20.6%			18.9%			22.6%			
C	57.4%			64.9%			48.4%			
D	13.2%			10.8%			16.1%			
E	5.9%			0.0%			12.9%			
Total (n)	68			37			31			
Optional Question 5										
A	0.0%			0.0%			0.0%			

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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	24.3%			20.5%			29.0%			
C	48.6%			56.4%			38.7%			
D	24.3%			23.1%			25.8%			
E	2.9%			0.0%			6.5%			
Total (n)	70			39			31			
Optional Question 6										
A	8.6%			10.3%			6.5%			
B	38.6%			41.0%			35.5%			
C	25.7%			25.6%			25.8%			
D	5.7%			5.1%			6.5%			
E	21.4%			17.9%			25.8%			
Total (n)	70			39			31			
Optional Question 7										
A	4.3%			7.7%			0.0%			
B	35.7%			35.9%			35.5%			
C	41.4%			46.2%			35.5%			
D	12.9%			7.7%			19.4%			
E	5.7%			2.6%			9.7%			
Total (n)	70			39			31			
Optional Question 8										
A	13.0%			15.8%			9.7%			
B	46.4%			42.1%			51.6%			
C	31.9%			36.8%			25.8%			
D	4.3%			2.6%			6.5%			
E	4.3%			2.6%			6.5%			
Total (n)	69			38			31			
Optional Question 9										
A	1.4%			2.6%			0.0%			
B	4.3%			2.6%			6.5%			
C	48.6%			48.7%			48.4%			
D	44.3%			46.2%			41.9%			
E	1.4%			0.0%			3.2%			
Total (n)	70			39			31			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	17.4%			23.7%			9.7%			
C	50.7%			50.0%			51.6%			
D	26.1%			21.1%			32.3%			
E	5.8%			5.3%			6.5%			
Total (n)	69			38			31			
Optional Question 11										
A	2.9%			0.0%			6.5%			
B	32.9%			33.3%			32.3%			
C	48.6%			51.3%			45.2%			
D	5.7%			7.7%			3.2%			

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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	
E	10.0%			7.7%			12.9%			
Total (n)	70			39			31			
Optional Question 12										
A	4.3%			7.7%			0.0%			
B	42.9%			35.9%			51.6%			
C	24.3%			25.6%			22.6%			
D	28.6%			30.8%			25.8%			
E	0.0%			0.0%			0.0%			
Total (n)	70			39			31			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	34.8%			34.2%			35.5%			
C	21.7%			21.1%			22.6%			
D	13.0%			10.5%			16.1%			
E	30.4%			34.2%			25.8%			
Total (n)	69			38			31			
Optional Question 14										
A	7.1%			12.8%			0.0%			
B	30.0%			28.2%			32.3%			
C	30.0%			28.2%			32.3%			
D	25.7%			28.2%			22.6%			
E	7.1%			2.6%			12.9%			
Total (n)	70			39			31			
Optional Question 15										
A	1.4%			2.6%			0.0%			
B	7.2%			5.3%			9.7%			
C	46.4%			44.7%			48.4%			
D	43.5%			47.4%			38.7%			
E	1.4%			0.0%			3.2%			
Total (n)	69			38			31			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	11.4%			10.3%			12.9%			
C	41.4%			38.5%			45.2%			
D	47.1%			51.3%			41.9%			
E	0.0%			0.0%			0.0%			
Total (n)	70			39			31			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	14.5%			10.3%			20.0%			
C	42.0%			38.5%			46.7%			
D	42.0%			48.7%			33.3%			
E	1.4%			2.6%			0.0%			
Total (n)	69			39			30			

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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	
Optional Question 18										
A	1.5%			2.6%			0.0%			
B	7.4%			7.9%			6.7%			
C	16.2%			13.2%			20.0%			
D	36.8%			42.1%			30.0%			
E	38.2%			34.2%			43.3%			
Total (n)	68			38			30			
Optional Question 19										
A	55.7%			61.5%			48.4%			
B	40.0%			30.8%			51.6%			
C	4.3%			7.7%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	70			39			31			
Optional Question 20										
A	8.7%			12.8%			3.3%			
B	31.9%			30.8%			33.3%			
C	37.7%			38.5%			36.7%			
D	13.0%			15.4%			10.0%			
E	8.7%			2.6%			16.7%			
Total (n)	69			39			30			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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	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)	0			0			0			

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Graduate Faculty

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	
Full-time Undergraduate Faculty	62	730	1,476	38	407	693	24	323	783	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	89.7%	83.0%	100.0%	91.6%	85.8%	100.0%	87.2%	80.5%	
No	0.0%	10.3%	17.0%	0.0%	8.4%	14.2%	0.0%	12.8%	19.5%	
Total(n)	62	726	1,470	38	405	690	24	321	780	
What is your present academic rank?										
Professor	48.4%	39.2%	33.6%	47.4%	47.0%	41.7%	50.0%	29.3%	26.4%	
Associate professor	16.1%	26.5%	27.0%	15.8%	24.9%	27.1%	16.7%	28.7%	27.0%	
Assistant professor	12.9%	22.1%	24.6%	10.5%	18.0%	19.1%	16.7%	27.4%	29.5%	
Lecturer	4.8%	5.6%	5.2%	7.9%	5.7%	6.1%	0.0%	5.6%	4.5%	
Instructor	17.7%	6.2%	9.4%	18.4%	4.4%	6.1%	16.7%	8.4%	12.3%	
Graduate Teaching Assistant	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.3%	
Total(n)	62	727	1,470	38	406	691	24	321	779	
What is your tenure status at this institution?										
Tenured	54.8%	45.9%	39.8%	60.5%	54.8%	49.6%	45.8%	34.6%	31.1%	
On tenure track, but not tenured	14.5%	15.0%	13.0%	13.2%	14.7%	12.7%	16.7%	15.3%	13.3%	
Not on tenure track, but institution has tenure system	30.6%	38.3%	33.6%	26.3%	29.5%	27.7%	37.5%	49.5%	38.8%	
Institution has no tenure system	0.0%	0.8%	13.6%	0.0%	1.0%	10.0%	0.0%	0.6%	16.8%	
Total(n)	62	728	1,474	38	407	693	24	321	781	
Are you retired from this institution?										
Yes	0.0%	0.4%	0.7%	0.0%	0.5%	0.7%	0.0%	0.3%	0.6%	
No	100.0%	99.6%	99.3%	100.0%	99.5%	99.3%	100.0%	99.7%	99.4%	
Total(n)	62	724	1,470	38	405	691	24	319	779	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	46.6%	52.3%	0.0%	41.2%	49.0%	0.0%	51.3%	54.4%	
No	0.0%	53.4%	47.7%	0.0%	58.8%	51.0%	0.0%	48.7%	45.6%	
Total(n)	0	73	243	0	34	96	0	39	147	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	44.0%	33.1%	0.0%	44.1%	31.3%	0.0%	43.9%	34.2%	
No	0.0%	56.0%	66.9%	0.0%	55.9%	68.8%	0.0%	56.1%	65.8%	
Total(n)	0	75	245	0	34	96	0	41	149	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	15.6%	16.5%	0.0%	6.7%	10.0%	0.0%	23.5%	20.4%	
Within the last year	0.0%	18.8%	22.8%	0.0%	26.7%	23.3%	0.0%	11.8%	22.4%	
1 to 2 years ago	0.0%	9.4%	11.4%	0.0%	6.7%	6.7%	0.0%	11.8%	14.3%	
3 to 5 years ago	0.0%	28.1%	20.3%	0.0%	26.7%	23.3%	0.0%	29.4%	18.4%	
More than 5 years ago	0.0%	28.1%	29.1%	0.0%	33.3%	36.7%	0.0%	23.5%	24.5%	
Total(n)	0	32	79	0	15	30	0	17	49	
My full-time professional career is outside of academia										
Yes	0.0%	56.0%	55.5%	0.0%	67.6%	60.4%	0.0%	46.3%	52.3%	
No	0.0%	44.0%	44.5%	0.0%	32.4%	39.6%	0.0%	53.7%	47.7%	

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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)	0	75	245	0	34	96	0	41	149	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	30.6%	25.1%	0.0%	30.3%	22.8%	0.0%	30.8%	26.5%	
Agree somewhat	0.0%	29.2%	39.7%	0.0%	21.2%	38.0%	0.0%	35.9%	40.8%	
Disagree somewhat	0.0%	19.4%	15.9%	0.0%	18.2%	12.0%	0.0%	20.5%	18.4%	
Strongly disagree	0.0%	20.8%	19.2%	0.0%	30.3%	27.2%	0.0%	12.8%	14.3%	
Total(n)	0	72	239	0	33	92	0	39	147	
Mean	.	2.69	2.71	.	2.52	2.57	.	2.85	2.80	
Standard deviation	.	1.12	1.05	.	1.23	1.12	.	1.01	0.99	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	22.5%	25.2%	0.0%	34.4%	36.0%	0.0%	12.8%	18.6%	
Agree somewhat	0.0%	35.2%	36.8%	0.0%	28.1%	31.5%	0.0%	41.0%	40.0%	
Disagree somewhat	0.0%	26.8%	25.2%	0.0%	28.1%	24.7%	0.0%	25.6%	25.5%	
Strongly disagree	0.0%	15.5%	12.8%	0.0%	9.4%	7.9%	0.0%	20.5%	15.9%	
Total(n)	0	71	234	0	32	89	0	39	145	
Mean	.	2.65	2.74	.	2.88	2.96	.	2.46	2.61	
Standard deviation	.	1.00	0.98	.	1.01	0.96	.	0.97	0.97	
Significance	-			-			-			
Effect size	-			-			-			
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	14.5%	17.2%	0.0%	18.8%	17.6%	0.0%	10.8%	16.9%	
Agree somewhat	0.0%	26.1%	28.8%	0.0%	15.6%	20.9%	0.0%	35.1%	33.8%	
Disagree somewhat	0.0%	29.0%	27.9%	0.0%	31.3%	31.9%	0.0%	27.0%	25.4%	
Strongly disagree	0.0%	30.4%	26.2%	0.0%	34.4%	29.7%	0.0%	27.0%	23.9%	
Total(n)	0	69	233	0	32	91	0	37	142	
Mean	.	2.25	2.37	.	2.19	2.26	.	2.30	2.44	
Standard deviation	.	1.05	1.05	.	1.12	1.07	.	1.00	1.03	
Significance	-			-			-			
Effect size	-			-			-			
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	10.0%	4.3%	0.0%	9.4%	5.5%	0.0%	10.5%	3.5%	
Agree somewhat	0.0%	4.3%	3.0%	0.0%	0.0%	2.2%	0.0%	7.9%	3.5%	
Disagree somewhat	0.0%	12.9%	9.9%	0.0%	18.8%	11.0%	0.0%	7.9%	9.2%	
Strongly disagree	0.0%	72.9%	82.8%	0.0%	71.9%	81.3%	0.0%	73.7%	83.7%	
Total(n)	0	70	232	0	32	91	0	38	141	
Mean	.	1.51	1.29	.	1.47	1.32	.	1.55	1.27	

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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	
Standard deviation	.	0.97	0.73	.	0.92	0.77	.	1.03	0.70	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	51.4%	49.2%	0.0%	46.9%	44.6%	0.0%	55.0%	52.0%	
Agree somewhat	0.0%	38.9%	39.6%	0.0%	40.6%	47.8%	0.0%	37.5%	34.5%	
Disagree somewhat	0.0%	4.2%	4.6%	0.0%	3.1%	2.2%	0.0%	5.0%	6.1%	
Strongly disagree	0.0%	5.6%	6.7%	0.0%	9.4%	5.4%	0.0%	2.5%	7.4%	
Total(n)	0	72	240	0	32	92	0	40	148	
Mean	.	3.36	3.31	.	3.25	3.32	.	3.45	3.31	
Standard deviation	.	0.81	0.84	.	0.92	0.77	.	0.71	0.89	
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	19.7%	18.6%	0.0%	27.6%	15.1%	0.0%	13.5%	20.7%	
Agree somewhat	0.0%	25.8%	26.1%	0.0%	17.2%	22.1%	0.0%	32.4%	28.6%	
Disagree somewhat	0.0%	33.3%	21.2%	0.0%	37.9%	23.3%	0.0%	29.7%	20.0%	
Strongly disagree	0.0%	21.2%	34.1%	0.0%	17.2%	39.5%	0.0%	24.3%	30.7%	
Total(n)	0	66	226	0	29	86	0	37	140	
Mean	.	2.44	2.29	.	2.55	2.13	.	2.35	2.39	
Standard deviation	.	1.04	1.12	.	1.09	1.10	.	1.01	1.13	
Significance	-			-			-			
Effect size	-			-			-			
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	91.5%	90.8%	0.0%	93.8%	92.4%	0.0%	89.7%	89.8%	
Agree somewhat	0.0%	5.6%	6.7%	0.0%	6.3%	5.4%	0.0%	5.1%	7.5%	
Disagree somewhat	0.0%	0.0%	0.8%	0.0%	0.0%	1.1%	0.0%	0.0%	0.7%	
Strongly disagree	0.0%	2.8%	1.7%	0.0%	0.0%	1.1%	0.0%	5.1%	2.0%	
Total(n)	0	71	239	0	32	92	0	39	147	
Mean	.	3.86	3.87	.	3.94	3.89	.	3.79	3.85	
Standard deviation	.	0.54	0.48	.	0.25	0.43	.	0.70	0.51	
Significance	-			-			-			
Effect size	-			-			-			
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	3.4%	2.6%	0.0%	2.0%	1.9%	0.0%	5.3%	3.2%	
Shared office space	0.0%	3.2%	4.1%	0.0%	2.9%	3.6%	0.0%	3.4%	4.6%	
A personal computer	0.0%	2.1%	2.0%	0.0%	1.0%	1.9%	0.0%	3.4%	2.2%	
An email account	0.0%	9.9%	15.7%	0.0%	7.6%	12.7%	0.0%	12.7%	18.4%	
A phone/voicemail	0.0%	2.3%	2.1%	0.0%	1.5%	1.7%	0.0%	3.4%	2.4%	
Professional development funds	0.0%	1.4%	1.1%	0.0%	1.0%	1.3%	0.0%	1.9%	0.9%	

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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	
Printer access (i.e., free printing)	0.0%	8.9%	10.2%	0.0%	7.1%	8.8%	0.0%	11.1%	11.5%	
Total(n)	62	730	1,476	38	407	693	24	323	783	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	9.6%	12.1%	0.0%	12.1%	15.2%	0.0%	7.5%	10.1%	
Agree somewhat	0.0%	32.9%	34.2%	0.0%	30.3%	40.2%	0.0%	35.0%	30.4%	
Disagree somewhat	0.0%	31.5%	29.6%	0.0%	27.3%	26.1%	0.0%	35.0%	31.8%	
Strongly disagree	0.0%	26.0%	24.2%	0.0%	30.3%	18.5%	0.0%	22.5%	27.7%	
Total(n)	0	73	240	0	33	92	0	40	148	
Mean	.	2.26	2.34	.	2.24	2.52	.	2.28	2.23	
Standard deviation	.	0.96	0.98	.	1.03	0.97	.	0.91	0.97	
Significance	-			-			-			
Effect size	-			-			-			
Rarely get hired into full-time positions										
Strongly agree	0.0%	27.4%	21.0%	0.0%	33.3%	21.4%	0.0%	21.9%	20.8%	
Agree somewhat	0.0%	35.5%	39.3%	0.0%	26.7%	38.1%	0.0%	43.8%	40.0%	
Disagree somewhat	0.0%	29.0%	28.5%	0.0%	30.0%	28.6%	0.0%	28.1%	28.5%	
Strongly disagree	0.0%	8.1%	11.2%	0.0%	10.0%	11.9%	0.0%	6.3%	10.8%	
Total(n)	0	62	214	0	30	84	0	32	130	
Mean	.	2.82	2.70	.	2.83	2.69	.	2.81	2.71	
Standard deviation	.	0.93	0.93	.	1.02	0.94	.	0.86	0.92	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	75.7%	74.1%	0.0%	83.9%	86.4%	0.0%	69.2%	66.7%	
Agree somewhat	0.0%	17.1%	20.3%	0.0%	16.1%	12.5%	0.0%	17.9%	25.0%	
Disagree somewhat	0.0%	7.1%	5.2%	0.0%	0.0%	1.1%	0.0%	12.8%	7.6%	
Strongly disagree	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Total(n)	0	70	232	0	31	88	0	39	144	
Mean	.	3.69	3.68	.	3.84	3.85	.	3.56	3.58	
Standard deviation	.	0.60	0.59	.	0.37	0.39	.	0.72	0.66	
Significance	-			-			-			
Effect size	-			-			-			
Are primarily responsible for introductory classes										
Strongly agree	0.0%	11.1%	8.1%	0.0%	11.8%	9.9%	0.0%	10.5%	7.0%	
Agree somewhat	0.0%	20.8%	21.4%	0.0%	20.6%	23.1%	0.0%	21.1%	20.3%	
Disagree somewhat	0.0%	43.1%	48.3%	0.0%	41.2%	44.0%	0.0%	44.7%	51.0%	
Strongly disagree	0.0%	25.0%	22.2%	0.0%	26.5%	23.1%	0.0%	23.7%	21.7%	
Total(n)	0	72	234	0	34	91	0	38	143	
Mean	.	2.18	2.15	.	2.18	2.20	.	2.18	2.13	
Standard deviation	.	0.94	0.86	.	0.97	0.91	.	0.93	0.83	
Significance	-			-			-			

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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	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	52.2%	49.8%	0.0%	50.0%	45.1%	0.0%	54.1%	52.9%	
Agree somewhat	0.0%	30.4%	30.7%	0.0%	31.3%	34.1%	0.0%	29.7%	28.6%	
Disagree somewhat	0.0%	13.0%	12.6%	0.0%	15.6%	13.2%	0.0%	10.8%	12.1%	
Strongly disagree	0.0%	4.3%	6.9%	0.0%	3.1%	7.7%	0.0%	5.4%	6.4%	
Total(n)	0	69	231	0	32	91	0	37	140	
Mean	.	3.30	3.23	.	3.28	3.16	.	3.32	3.28	
Standard deviation	.	0.86	0.92	.	0.85	0.93	.	0.88	0.91	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	33.3%	27.4%	0.0%	37.5%	34.1%	0.0%	30.0%	23.3%	
Agree somewhat	0.0%	55.6%	52.7%	0.0%	56.3%	52.7%	0.0%	55.0%	52.7%	
Disagree somewhat	0.0%	6.9%	14.3%	0.0%	3.1%	9.9%	0.0%	10.0%	17.1%	
Strongly disagree	0.0%	4.2%	5.5%	0.0%	3.1%	3.3%	0.0%	5.0%	6.8%	
Total(n)	0	72	237	0	32	91	0	40	146	
Mean	.	3.18	3.02	.	3.28	3.18	.	3.10	2.92	
Standard deviation	.	0.74	0.80	.	0.68	0.74	.	0.78	0.82	
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	5.6%	5.9%	0.0%	6.1%	7.7%	0.0%	5.1%	4.8%	
Agree somewhat	0.0%	23.6%	12.3%	0.0%	24.2%	14.3%	0.0%	23.1%	11.0%	
Disagree somewhat	0.0%	38.9%	39.4%	0.0%	30.3%	33.0%	0.0%	46.2%	43.4%	
Strongly disagree	0.0%	31.9%	42.4%	0.0%	39.4%	45.1%	0.0%	25.6%	40.7%	
Total(n)	0	72	236	0	33	91	0	39	145	
Mean	.	2.03	1.82	.	1.97	1.85	.	2.08	1.80	
Standard deviation	.	0.89	0.87	.	0.95	0.94	.	0.84	0.82	
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	11.6%	15.7%	0.0%	9.1%	10.9%	0.0%	13.9%	18.9%	
Agree somewhat	0.0%	26.1%	26.8%	0.0%	30.3%	27.2%	0.0%	22.2%	26.6%	
Disagree somewhat	0.0%	26.1%	29.8%	0.0%	30.3%	32.6%	0.0%	22.2%	28.0%	
Strongly disagree	0.0%	36.2%	27.7%	0.0%	30.3%	29.3%	0.0%	41.7%	26.6%	
Total(n)	0	69	235	0	33	92	0	36	143	
Mean	.	2.13	2.31	.	2.18	2.20	.	2.08	2.38	
Standard deviation	.	1.04	1.04	.	0.98	0.99	.	1.11	1.07	
Significance	-			-			-			
Effect size	-			-			-			

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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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	62.5%	52.5%	0.0%	62.5%	60.0%	0.0%	62.5%	47.9%	
Agree somewhat	0.0%	29.2%	39.0%	0.0%	31.3%	34.4%	0.0%	27.5%	41.8%	
Disagree somewhat	0.0%	6.9%	7.2%	0.0%	3.1%	4.4%	0.0%	10.0%	8.9%	
Strongly disagree	0.0%	1.4%	1.3%	0.0%	3.1%	1.1%	0.0%	0.0%	1.4%	
Total(n)	0	72	236	0	32	90	0	40	146	
Mean	.	3.53	3.43	.	3.53	3.53	.	3.53	3.36	
Standard deviation	.	0.69	0.68	.	0.72	0.64	.	0.68	0.70	
Significance	-			-			-			
Effect size	-			-			-			
Are respected by full-time faculty										
Strongly agree	0.0%	44.6%	47.7%	0.0%	50.0%	51.6%	0.0%	40.0%	45.2%	
Agree somewhat	0.0%	37.8%	36.4%	0.0%	35.3%	33.3%	0.0%	40.0%	38.4%	
Disagree somewhat	0.0%	13.5%	13.0%	0.0%	8.8%	9.7%	0.0%	17.5%	15.1%	
Strongly disagree	0.0%	4.1%	2.9%	0.0%	5.9%	5.4%	0.0%	2.5%	1.4%	
Total(n)	0	74	239	0	34	93	0	40	146	
Mean	.	3.23	3.29	.	3.29	3.31	.	3.18	3.27	
Standard deviation	.	0.84	0.80	.	0.87	0.86	.	0.81	0.77	
Significance	-			-			-			
Effect size	-			-			-			
Are paid fairly										
Strongly agree	0.0%	18.1%	15.4%	0.0%	18.2%	15.1%	0.0%	17.9%	15.6%	
Agree somewhat	0.0%	44.4%	38.3%	0.0%	39.4%	39.8%	0.0%	48.7%	37.4%	
Disagree somewhat	0.0%	13.9%	24.6%	0.0%	21.2%	28.0%	0.0%	7.7%	22.4%	
Strongly disagree	0.0%	23.6%	21.7%	0.0%	21.2%	17.2%	0.0%	25.6%	24.5%	
Total(n)	0	72	240	0	33	93	0	39	147	
Mean	.	2.57	2.48	.	2.55	2.53	.	2.59	2.44	
Standard deviation	.	1.05	1.00	.	1.03	0.95	.	1.07	1.03	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	44.4%	37.3%	0.0%	45.5%	42.4%	0.0%	43.6%	34.0%	
Agree somewhat	0.0%	40.3%	43.2%	0.0%	39.4%	41.3%	0.0%	41.0%	44.4%	
Disagree somewhat	0.0%	12.5%	14.0%	0.0%	9.1%	8.7%	0.0%	15.4%	17.4%	
Strongly disagree	0.0%	2.8%	5.5%	0.0%	6.1%	7.6%	0.0%	0.0%	4.2%	
Total(n)	0	72	236	0	33	92	0	39	144	
Mean	.	3.26	3.12	.	3.24	3.18	.	3.28	3.08	
Standard deviation	.	0.79	0.85	.	0.87	0.89	.	0.72	0.82	
Significance	-			-			-			
Effect size	-			-			-			

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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	
Are included in faculty governance										
Strongly agree	0.0%	5.8%	6.0%	0.0%	6.3%	8.8%	0.0%	5.4%	4.2%	
Agree somewhat	0.0%	33.3%	26.5%	0.0%	53.1%	35.2%	0.0%	16.2%	21.0%	
Disagree somewhat	0.0%	29.0%	32.9%	0.0%	18.8%	28.6%	0.0%	37.8%	35.7%	
Strongly disagree	0.0%	31.9%	34.6%	0.0%	21.9%	27.5%	0.0%	40.5%	39.2%	
Total(n)	0	69	234	0	32	91	0	37	143	
Mean	.	2.13	2.04	.	2.44	2.25	.	1.86	1.90	
Standard deviation	.	0.94	0.92	.	0.91	0.96	.	0.89	0.87	
Significance	-			-			-			
Effect size	-			-			-			
Besides this institution, at how many other institutions do you teach?										
Mean	.	1.3	1.4	.	1.2	1.4	.	1.4	1.4	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	75	244	0	34	96	0	41	148	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	36.0%	25.8%	0.0%	41.2%	31.6%	0.0%	31.7%	22.1%	
1-3 months	0.0%	49.3%	41.0%	0.0%	52.9%	47.4%	0.0%	46.3%	36.9%	
3-4 weeks	0.0%	10.7%	19.3%	0.0%	5.9%	13.7%	0.0%	14.6%	22.8%	
1-2 weeks	0.0%	2.7%	9.0%	0.0%	0.0%	4.2%	0.0%	4.9%	12.1%	
Less than 1 week	0.0%	1.3%	4.9%	0.0%	0.0%	3.2%	0.0%	2.4%	6.0%	
Total(n)	0	75	244	0	34	95	0	41	149	
Mean	.	4.16	3.74	.	4.35	4.00	.	4.00	3.57	
Standard deviation	.	0.82	1.09	.	0.60	0.96	.	0.95	1.14	
Significance	-			-			-			
Effect Size	-			-			-			
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	16.1%	13.8%	13.1%	18.4%	14.6%	12.8%	12.5%	12.9%	13.3%	
Teaching	74.2%	56.2%	66.9%	71.1%	52.8%	63.5%	79.2%	60.4%	70.0%	
Research	8.1%	25.2%	15.5%	7.9%	29.6%	21.1%	8.3%	19.5%	10.5%	
Services to clients and patients	0.0%	3.2%	2.9%	0.0%	2.5%	1.9%	0.0%	4.1%	3.8%	
Other	1.6%	1.7%	1.6%	2.6%	0.5%	0.7%	0.0%	3.1%	2.5%	
Total(n)	62	723	1,461	38	405	688	24	318	773	
Personally, how important to you is:										
Research										
Essential	40.0%	51.9%	48.6%	43.8%	56.6%	54.9%	34.8%	45.8%	42.8%	
Very important	45.5%	28.5%	29.2%	43.8%	25.1%	25.2%	47.8%	32.9%	32.8%	
Somewhat important	14.5%	16.6%	18.5%	12.5%	15.1%	15.9%	17.4%	18.5%	20.9%	
Not important	0.0%	3.0%	3.7%	0.0%	3.2%	4.0%	0.0%	2.8%	3.4%	
Total(n)	55	657	1,288	32	371	618	23	286	670	

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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	
Teaching										
Essential	75.8%	68.4%	72.7%	76.3%	67.3%	71.2%	75.0%	69.8%	74.0%	
Very important	24.2%	28.3%	24.6%	23.7%	29.2%	25.7%	25.0%	27.0%	23.6%	
Somewhat important	0.0%	3.3%	2.7%	0.0%	3.5%	3.1%	0.0%	3.1%	2.3%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	62	722	1,455	38	404	685	24	318	770	
Personally, how important to you is:										
Service										
Essential	21.4%	31.8%	32.8%	21.2%	29.5%	29.5%	21.7%	34.8%	35.8%	
Very important	60.7%	44.5%	44.0%	54.5%	42.9%	43.2%	69.6%	46.7%	44.9%	
Somewhat important	17.9%	22.6%	21.7%	24.2%	26.0%	25.0%	8.7%	18.1%	18.7%	
Not important	0.0%	1.1%	1.5%	0.0%	1.6%	2.4%	0.0%	0.3%	0.6%	
Total(n)	56	660	1,294	33	373	621	23	287	673	
How many courses are you teaching this term?										
Mean	2.69	2.71	2.91	2.66	2.63	2.81	2.75	2.81	3.00	
Median	3	2	3	3	2	3	3	3	3	
Mode	3	2	2	3	2	2	2	2	2	
Total(n)	62	730	1474	38	407	693	24	323	781	
How many courses are you teaching this term are:										
General education courses										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	25	340	740	14	179	317	11	161	423	
Courses required for an undergraduate major										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	25	338	731	14	178	312	11	160	419	
Other undergraduate credit courses										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	25	334	727	14	175	309	11	159	418	
Developmental/remedial courses (not for credit)										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	26	337	728	15	177	312	11	160	416	
Graduate courses										
Mean	2.27	2.31	2.36	2.28	2.32	2.33	2.27	2.30	2.38	
Median	2	2	2	2	2	2	2	2	2	

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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	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	51	612	1,302	29	326	592	22	286	710	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.20	2.28	2.33	2.28	2.29	2.30	2.09	2.28	2.35	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	51	597	1,250	29	319	567	22	278	683	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.14	1.16	1.20	1.05	1.15	1.18	1.25	1.17	1.21	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	36	448	959	20	242	434	16	206	525	
What types of courses do you primarily teach?										
(based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Graduate courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	118	174	9	81	101	2	37	73	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	50.0%	40.1%	32.6%	55.3%	44.7%	38.1%	41.7%	34.2%	27.7%	
No	50.0%	59.9%	67.4%	44.7%	55.3%	61.9%	58.3%	65.8%	72.3%	
Total(n)	62	724	1,465	38	405	690	24	319	775	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	98.4%	95.7%	95.9%	97.3%	94.5%	95.7%	100.0%	97.2%	96.1%	
No	1.6%	4.3%	4.1%	2.7%	5.5%	4.3%	0.0%	2.8%	3.9%	
Total(n)	61	715	1,445	37	399	682	24	316	763	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a very large extent	16.9%	35.1%	31.3%	19.4%	35.0%	31.7%	13.0%	35.3%	30.9%	
To a large extent	30.5%	23.6%	21.7%	36.1%	24.7%	23.9%	21.7%	22.3%	19.8%	
To some extent	23.7%	21.2%	22.4%	19.4%	21.1%	22.9%	30.4%	21.3%	22.0%	
To a small extent	20.3%	12.7%	13.4%	13.9%	13.3%	12.8%	30.4%	12.0%	13.9%	
Not at all	8.5%	7.3%	11.2%	11.1%	6.0%	8.7%	4.3%	9.0%	13.4%	
Total(n)	59	669	1,359	36	369	641	23	300	718	

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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	
Mentored graduate students										
To a very large extent	41.4%	50.5%	46.9%	42.9%	48.5%	45.3%	39.1%	53.0%	48.4%	
To a large extent	34.5%	26.3%	27.5%	37.1%	27.4%	28.4%	30.4%	25.0%	26.6%	
To some extent	19.0%	15.0%	15.5%	17.1%	17.0%	16.6%	21.7%	12.7%	14.6%	
To a small extent	5.2%	6.2%	5.9%	2.9%	5.2%	5.0%	8.7%	7.3%	6.6%	
Not at all	0.0%	2.0%	4.2%	0.0%	1.9%	4.7%	0.0%	2.0%	3.8%	
Total(n)	58	665	1,347	35	365	634	23	300	713	
Helped graduate students access professional networks										
To a very large extent	21.1%	29.5%	27.6%	22.2%	25.7%	24.8%	19.0%	34.2%	30.1%	
To a large extent	31.6%	25.1%	27.0%	30.6%	26.5%	26.4%	33.3%	23.5%	27.6%	
To some extent	35.1%	28.1%	27.3%	30.6%	30.3%	29.4%	42.9%	25.5%	25.5%	
To a small extent	8.8%	12.6%	11.7%	13.9%	13.0%	13.1%	0.0%	12.1%	10.6%	
Not at all	3.5%	4.6%	6.3%	2.8%	4.6%	6.3%	4.8%	4.7%	6.3%	
Total(n)	57	668	1,354	36	370	636	21	298	718	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	5.1%	11.3%	10.4%	5.6%	9.7%	9.7%	4.3%	13.2%	11.1%	
To a large extent	8.5%	13.7%	11.5%	8.3%	14.8%	13.5%	8.7%	12.2%	9.7%	
To some extent	3.4%	16.2%	13.9%	5.6%	17.0%	13.3%	0.0%	15.3%	14.3%	
To a small extent	10.2%	9.2%	9.6%	5.6%	8.4%	9.2%	17.4%	10.2%	10.0%	
Not at all	72.9%	49.7%	54.6%	75.0%	50.1%	54.2%	69.6%	49.2%	54.9%	
Total(n)	59	666	1,350	36	371	638	23	295	712	
Published with graduate students										
To a very large extent	5.4%	14.6%	11.5%	5.9%	17.3%	14.1%	4.5%	11.3%	9.2%	
To a large extent	3.6%	12.7%	10.4%	5.9%	13.2%	11.6%	0.0%	12.0%	9.3%	
To some extent	10.7%	14.9%	12.2%	11.8%	16.5%	13.1%	9.1%	13.0%	11.4%	
To a small extent	5.4%	7.9%	7.7%	2.9%	6.5%	6.9%	9.1%	9.6%	8.4%	
Not at all	75.0%	49.9%	58.2%	73.5%	46.5%	54.3%	77.3%	54.2%	61.7%	
Total(n)	56	671	1,357	34	370	639	22	301	718	
Included graduate students in research grant writing										
To a very large extent	1.7%	6.8%	6.0%	0.0%	5.9%	5.0%	4.3%	8.0%	7.0%	
To a large extent	1.7%	7.0%	5.4%	2.8%	7.0%	6.1%	0.0%	7.0%	4.9%	
To some extent	3.4%	12.9%	10.4%	0.0%	15.1%	13.1%	8.7%	10.3%	7.9%	
To a small extent	11.9%	11.5%	9.4%	16.7%	11.3%	9.8%	4.3%	11.7%	9.1%	
Not at all	81.4%	61.8%	68.7%	80.6%	60.8%	65.9%	82.6%	63.0%	71.2%	
Total(n)	59	672	1,358	36	372	640	23	300	718	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	3.02	2.74	2.70	2.83	2.71	2.67	3.32	2.79	2.73	
Median	3	2	2	3	2	2	3	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	58	671	1,355	36	371	641	22	300	714	
In the past two years, how many times have you served on a master's thesis?										
Mean	2.42	2.58	2.23	3.06	2.72	2.38	1.43	2.42	2.09	

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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	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	59	665	1,330	36	367	629	23	298	701	
In the past two years, how many times have you chaired a master's thesis?										
Mean	2.90	2.73	2.80	3.13	2.72	2.69	2.20	2.74	2.93	
Median	1	2	2	1	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	21	250	396	16	156	220	5	94	176	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.44	3.64	3.56	2.75	3.60	3.60	1.96	3.69	3.52	
Median	1	2	1	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	59	670	1,351	36	370	639	23	300	712	
In the past two years year, how many times have you chaired a dissertation?										
Mean	1.71	3.17	3.38	1.58	2.90	3.12	2.00	3.53	3.63	
Median	1	2	2	1	2	2	1	3	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	17	349	661	12	201	332	5	148	329	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	8.2%	16.8%	16.5%	6.7%	18.9%	18.1%	10.5%	14.1%	14.9%	
Agree somewhat	32.7%	38.4%	31.9%	36.7%	39.5%	34.4%	26.3%	37.0%	29.7%	
Disagree somewhat	20.4%	25.3%	26.3%	23.3%	22.3%	23.8%	15.8%	29.0%	28.5%	
Strongly disagree	38.8%	19.5%	25.3%	33.3%	19.2%	23.7%	47.4%	19.9%	26.8%	
Total(n)	49	625	1,252	30	349	596	19	276	656	
Mean	2.10	2.52	2.40	2.17	2.58	2.47	2.00	2.45	2.33	
Standard deviation	1.03	0.99	1.04	0.99	1.00	1.04	1.11	0.97	1.03	
Significance	-	**	*	-	*		-			
Effect size	-	-0.42	-0.29	-	-0.41	-0.29	-	-0.46	-0.32	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	18.8%	27.0%	25.7%	20.0%	26.6%	25.7%	16.7%	27.6%	25.7%	
Agree somewhat	29.2%	32.6%	32.6%	36.7%	34.6%	34.2%	16.7%	30.2%	31.2%	
Disagree somewhat	27.1%	23.7%	22.8%	26.7%	23.1%	21.4%	27.8%	24.4%	24.2%	
Strongly disagree	25.0%	16.6%	18.8%	16.7%	15.7%	18.7%	38.9%	17.8%	19.0%	
Total(n)	48	625	1,253	30	350	599	18	275	654	
Mean	2.42	2.70	2.65	2.60	2.72	2.67	2.11	2.68	2.64	
Standard deviation	1.07	1.04	1.06	1.00	1.02	1.05	1.13	1.06	1.06	
Significance	-			-			-	*	*	
Effect size	-	-0.27	-0.22	-	-0.12	-0.07	-	-0.54	-0.50	
This graduate program enrolls too many international students										
Strongly agree	2.1%	4.7%	6.7%	3.3%	4.1%	5.2%	0.0%	5.5%	8.1%	
Agree somewhat	17.0%	18.7%	19.9%	13.3%	17.7%	19.9%	23.5%	20.1%	19.8%	
Disagree somewhat	36.2%	42.6%	42.3%	40.0%	41.4%	40.4%	29.4%	44.2%	44.0%	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	44.7%	33.9%	31.1%	43.3%	36.8%	34.5%	47.1%	30.3%	28.1%	
Total(n)	47	619	1,237	30	345	592	17	274	645	
Mean	1.77	1.94	2.02	1.77	1.89	1.96	1.76	2.01	2.08	
Standard deviation	0.81	0.84	0.88	0.82	0.83	0.87	0.83	0.85	0.89	
Significance	-			-			-			
Effect size	-	-0.20	-0.28	-	-0.14	-0.22	-	-0.29	-0.36	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	59.6%	57.5%	56.6%	60.7%	55.8%	54.5%	57.9%	59.6%	58.4%	
Agree somewhat	27.7%	37.6%	37.4%	28.6%	39.3%	39.0%	26.3%	35.6%	36.0%	
Disagree somewhat	8.5%	3.7%	4.5%	7.1%	3.1%	4.7%	10.5%	4.4%	4.3%	
Strongly disagree	4.3%	1.2%	1.5%	3.6%	1.9%	1.8%	5.3%	0.4%	1.3%	
Total(n)	47	591	1,172	28	321	549	19	270	623	
Mean	3.43	3.51	3.49	3.46	3.49	3.46	3.37	3.54	3.52	
Standard deviation	0.83	0.63	0.66	0.79	0.65	0.67	0.90	0.60	0.64	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.05	0.00	-	-0.28	-0.23	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	4.2%	6.8%	8.3%	7.1%	10.1%	10.1%	0.0%	2.6%	6.6%	
Agree somewhat	50.0%	26.5%	29.0%	42.9%	24.2%	26.0%	60.0%	29.3%	31.8%	
Disagree somewhat	18.8%	24.5%	22.5%	14.3%	24.2%	21.6%	25.0%	24.9%	23.3%	
Strongly disagree	27.1%	42.3%	40.2%	35.7%	41.5%	42.3%	15.0%	43.2%	38.2%	
Total(n)	48	620	1,247	28	347	596	20	273	651	
Mean	2.31	1.98	2.05	2.21	2.03	2.04	2.45	1.91	2.07	
Standard deviation	0.93	0.98	1.01	1.03	1.03	1.04	0.76	0.91	0.98	
Significance	-	*		-			-	*		
Effect size	-	0.34	0.26	-	0.17	0.16	-	0.59	0.39	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	38.3%	56.3%	55.8%	44.8%	56.9%	55.1%	27.8%	55.6%	56.5%	
Agree somewhat	44.7%	35.3%	33.9%	41.4%	34.5%	34.7%	50.0%	36.4%	33.1%	
Disagree somewhat	10.6%	5.6%	7.4%	6.9%	5.2%	6.5%	16.7%	6.2%	8.2%	
Strongly disagree	6.4%	2.7%	2.9%	6.9%	3.4%	3.7%	5.6%	1.8%	2.1%	
Total(n)	47	623	1,252	29	348	597	18	275	655	
Mean	3.15	3.45	3.43	3.24	3.45	3.41	3.00	3.46	3.44	
Standard deviation	0.86	0.72	0.75	0.87	0.75	0.77	0.84	0.69	0.74	
Significance	-	**	*	-			-	**	*	
Effect size	-	-0.42	-0.37	-	-0.28	-0.22	-	-0.67	-0.59	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	2.3%	8.9%	16.5%	3.6%	10.0%	15.9%	0.0%	7.5%	17.0%	
Agree somewhat	22.7%	38.1%	36.6%	28.6%	39.1%	36.8%	12.5%	36.7%	36.4%	

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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	
Disagree somewhat	31.8%	34.3%	30.4%	35.7%	31.8%	30.1%	25.0%	37.5%	30.7%	
Strongly disagree	43.2%	18.8%	16.5%	32.1%	19.1%	17.3%	62.5%	18.4%	15.9%	
Total(n)	44	607	1,227	28	340	585	16	267	642	
Mean	1.84	2.37	2.53	2.04	2.40	2.51	1.50	2.33	2.55	
Standard deviation	0.86	0.89	0.95	0.88	0.91	0.96	0.73	0.86	0.95	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	-0.60	-0.73	-	-0.40	-0.49	-	-0.97	-1.11	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	50.0%	48.0%	50.7%	57.1%	46.4%	46.8%	38.9%	50.0%	54.3%	
Agree somewhat	39.1%	43.8%	40.9%	35.7%	46.1%	44.3%	44.4%	40.9%	37.8%	
Disagree somewhat	6.5%	6.9%	7.1%	0.0%	6.1%	7.3%	16.7%	8.0%	7.0%	
Strongly disagree	4.3%	1.3%	1.3%	7.1%	1.5%	1.7%	0.0%	1.1%	0.9%	
Total(n)	46	619	1,250	28	343	592	18	276	658	
Mean	3.35	3.38	3.41	3.43	3.37	3.36	3.22	3.40	3.45	
Standard deviation	0.79	0.67	0.68	0.84	0.67	0.69	0.73	0.68	0.67	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	0.09	0.10	-	-0.26	-0.34	
Most graduate students in this program move on to faculty positions										
Strongly agree	0.0%	1.6%	3.4%	0.0%	0.6%	1.7%	0.0%	2.9%	4.9%	
Agree somewhat	8.9%	13.0%	14.6%	11.1%	10.7%	11.9%	5.6%	15.8%	16.9%	
Disagree somewhat	20.0%	33.8%	35.2%	29.6%	36.8%	34.8%	5.6%	30.0%	35.4%	
Strongly disagree	71.1%	51.6%	46.9%	59.3%	51.9%	51.6%	88.9%	51.3%	42.7%	
Total(n)	45	610	1,229	27	337	580	18	273	649	
Mean	1.38	1.65	1.75	1.52	1.60	1.64	1.17	1.70	1.84	
Standard deviation	0.65	0.77	0.83	0.70	0.70	0.76	0.51	0.84	0.88	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.35	-0.45	-	-0.11	-0.16	-	-0.63	-0.76	
Most graduate students in this program move into positions outside of academia										
Strongly agree	74.5%	59.4%	57.0%	69.0%	57.1%	56.5%	83.3%	62.1%	57.4%	
Agree somewhat	12.8%	28.4%	26.3%	13.8%	32.4%	28.9%	11.1%	23.5%	24.0%	
Disagree somewhat	10.6%	10.0%	12.1%	13.8%	8.5%	9.9%	5.6%	11.9%	14.2%	
Strongly disagree	2.1%	2.3%	4.6%	3.4%	2.0%	4.8%	0.0%	2.5%	4.4%	
Total(n)	47	620	1,243	29	343	588	18	277	655	
Mean	3.60	3.45	3.36	3.48	3.45	3.37	3.78	3.45	3.34	
Standard deviation	0.77	0.76	0.86	0.87	0.73	0.85	0.55	0.80	0.88	
Significance	-			-			-		*	
Effect size	-	0.20	0.28	-	0.04	0.13	-	0.41	0.50	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	77.8%	59.4%	58.2%	69.7%	54.8%	55.4%	90.5%	65.4%	60.8%	
Collaborated with the local community in research/teaching	61.1%	48.9%	50.9%	57.6%	44.7%	46.5%	66.7%	54.4%	54.9%	
Conducted research or writing focused on international/global issues	39.6%	36.3%	36.3%	50.0%	41.4%	39.3%	23.8%	29.6%	33.6%	
Conducted research or writing focused on racial or ethnic minorities	35.8%	29.1%	36.7%	31.3%	24.2%	30.8%	42.9%	35.6%	42.0%	

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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		
Conducted research or writing focused on women and gender issues	35.2%	23.5%	29.2%	30.3%	18.5%	23.2%	42.9%	30.1%	34.8%		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	15.1%	9.5%	11.7%	15.6%	9.0%	10.6%	14.3%	10.1%	12.6%		
Conducted research or writing focused on biomedical science fields	15.7%	30.1%	24.6%	16.7%	29.1%	26.8%	14.3%	31.5%	22.6%		
Engaged in academic research that spans multiple disciplines	75.9%	68.3%	64.2%	75.8%	73.1%	69.8%	76.2%	61.8%	59.1%		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	63.0%	55.7%	52.5%	54.5%	56.6%	52.7%	76.2%	54.6%	52.3%		
Written research grants	47.2%	52.4%	44.2%	56.3%	54.7%	46.2%	33.3%	49.5%	42.4%		
Received funding for your work from foundations	24.1%	28.0%	22.9%	33.3%	29.3%	23.9%	9.5%	26.3%	22.1%		
Received funding for your work from state or federal government	17.0%	30.9%	22.7%	21.9%	32.2%	25.0%	9.5%	29.3%	20.6%		
Received funding for your work from business or industry	13.5%	19.4%	13.8%	19.4%	24.1%	18.7%	4.8%	13.1%	9.4%		
Total(n)	52	640	1,294	31	365	621	21	275	673		
During the past two years, have you engaged in any of the following activities?											
Taught an honors course	9.8%	7.0%	6.9%	9.4%	7.5%	8.6%	10.5%	6.4%	5.3%		
Taught an interdisciplinary course	36.5%	34.2%	30.9%	31.3%	34.7%	34.3%	45.0%	33.5%	27.8%		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	11.5%	6.7%	10.3%	9.4%	3.5%	7.6%	15.0%	10.8%	12.7%		
Taught a service learning course	23.1%	15.2%	18.0%	21.9%	13.9%	15.5%	25.0%	16.9%	20.3%		
Taught a course exclusively online	24.0%	19.8%	26.2%	29.0%	17.3%	24.2%	15.8%	23.1%	28.2%		
Participated in organized activities around enhancing pedagogy and student learning	71.2%	58.9%	62.4%	65.6%	53.1%	55.6%	80.0%	66.3%	68.6%		
Taught a seminar for first-year students	17.6%	20.4%	19.2%	21.9%	20.7%	19.9%	10.5%	20.1%	18.6%		
Participated in the development of curriculum (enhancing an existing course or creating a new one)	100.0%	83.6%	82.3%	100.0%	82.8%	80.7%	100.0%	84.6%	83.7%		
Total(n)	52	658	1,321	32	372	632	20	286	689		
In the past two years, to what extent have you:											
Presented with undergraduate students at conferences											
To a very large extent	3.8%	2.4%	1.8%	3.0%	1.9%	1.9%	5.0%	3.2%	1.6%		
To a large extent	1.9%	3.2%	3.0%	3.0%	3.8%	3.5%	0.0%	2.5%	2.5%		
To some extent	1.9%	8.3%	6.7%	3.0%	9.4%	8.3%	0.0%	6.8%	5.3%		
To a small extent	1.9%	6.6%	4.8%	3.0%	6.2%	4.8%	0.0%	7.1%	4.8%		
Not at all	90.6%	79.5%	83.8%	87.9%	78.8%	81.5%	95.0%	80.4%	85.8%		
Total(n)	53	654	1,311	33	373	628	20	281	683		
Published with undergraduates											
To a very large extent	0.0%	2.8%	1.7%	0.0%	3.0%	2.4%	0.0%	2.6%	1.0%		
To a large extent	5.8%	3.8%	2.5%	6.3%	4.9%	3.4%	5.0%	2.2%	1.6%		
To some extent	3.8%	7.5%	4.5%	6.3%	8.5%	6.1%	0.0%	6.2%	3.0%		
To a small extent	0.0%	4.5%	3.7%	0.0%	4.9%	4.7%	0.0%	4.0%	2.8%		
Not at all	90.4%	81.4%	87.6%	87.5%	78.7%	83.3%	95.0%	85.0%	91.5%		
Total(n)	52	640	1,291	32	366	618	20	274	673		
Engaged undergraduates on your research projects											
To a very large extent	5.7%	8.3%	5.2%	6.1%	7.8%	6.1%	5.0%	9.0%	4.4%		
To a large extent	7.5%	8.6%	6.7%	9.1%	9.1%	7.8%	5.0%	7.9%	5.7%		
To some extent	5.7%	13.2%	9.7%	9.1%	17.2%	13.4%	0.0%	7.9%	6.3%		
To a small extent	7.5%	7.2%	6.1%	6.1%	8.0%	7.3%	10.0%	6.1%	5.0%		
Not at all	73.6%	62.7%	72.2%	69.7%	57.9%	65.4%	80.0%	69.2%	78.5%		

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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)	53	652	1,308	33	373	628	20	279	680	
Worked with undergraduates on their research projects										
To a very large extent	5.7%	4.8%	3.7%	3.0%	4.3%	4.3%	10.0%	5.4%	3.1%	
To a large extent	1.9%	6.3%	5.5%	3.0%	6.7%	6.6%	0.0%	5.7%	4.6%	
To some extent	7.5%	13.1%	8.8%	12.1%	15.6%	11.2%	0.0%	9.7%	6.6%	
To a small extent	11.3%	12.0%	9.0%	18.2%	14.2%	11.7%	0.0%	9.0%	6.5%	
Not at all	73.6%	63.9%	73.0%	63.6%	59.1%	66.2%	90.0%	70.3%	79.3%	
Total(n)	53	651	1,305	33	372	625	20	279	680	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	15.1%	14.6%	10.1%	21.2%	16.6%	13.1%	5.0%	12.1%	7.4%	
Good	13.2%	24.4%	17.9%	18.2%	28.3%	23.0%	5.0%	19.1%	13.4%	
Fair	5.7%	6.4%	6.0%	6.1%	5.9%	5.3%	5.0%	7.1%	6.7%	
Poor	0.0%	0.9%	0.8%	0.0%	1.6%	1.4%	0.0%	0.0%	0.1%	
I have not worked with undergraduates on research projects	66.0%	53.7%	65.2%	54.5%	47.6%	57.3%	85.0%	61.7%	72.4%	
Total(n)	53	656	1,315	33	374	627	20	282	688	
How many undergraduate students do you advise?										
Mean	4.26	2.45	2.27	4.09	2.58	2.44	4.55	2.29	2.11	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	53	657	1,306	33	373	622	20	284	684	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	31.3%	22.6%	29.0%	30.0%	19.3%	22.8%	33.3%	27.9%	37.7%	
Occasionally	62.5%	51.4%	48.9%	60.0%	56.0%	55.7%	66.7%	44.1%	39.5%	
Not at All	6.3%	26.0%	22.1%	10.0%	24.8%	21.5%	0.0%	27.9%	22.8%	
Total(n)	16	177	272	10	109	158	6	68	114	
Mean	2.25	1.97	2.07	2.20	1.94	2.01	2.33	2.00	2.15	
Standard deviation	0.58	0.70	0.71	0.63	0.66	0.67	0.52	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.40	0.25	-	0.39	0.28	-	0.44	0.23	
Helped them plan their course of study										
Frequently	56.3%	29.7%	36.8%	50.0%	27.1%	34.6%	66.7%	33.8%	39.8%	
Occasionally	25.0%	46.3%	40.1%	30.0%	50.5%	44.2%	16.7%	39.7%	34.5%	
Not at All	18.8%	24.0%	23.0%	20.0%	22.4%	21.2%	16.7%	26.5%	25.7%	
Total(n)	16	175	269	10	107	156	6	68	113	
Mean	2.38	2.06	2.14	2.30	2.05	2.13	2.50	2.07	2.14	
Standard deviation	0.81	0.73	0.76	0.82	0.71	0.74	0.84	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.44	0.32	-	0.35	0.23	-	0.55	0.45	
Discussed their academic performance										
Frequently	37.5%	28.4%	36.3%	20.0%	26.9%	32.3%	66.7%	30.9%	42.0%	

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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		
Occasionally	62.5%	50.6%	46.1%	80.0%	56.5%	53.5%	33.3%	41.2%	35.7%		
Not at All	0.0%	21.0%	17.6%	0.0%	16.7%	14.2%	0.0%	27.9%	22.3%		
Total(n)	16	176	267	10	108	155	6	68	112		
Mean	2.38	2.07	2.19	2.20	2.10	2.18	2.67	2.03	2.20		
Standard deviation	0.50	0.70	0.71	0.42	0.65	0.66	0.52	0.77	0.78		
Significance	-			-			-				
Effect size	-	0.44	0.27	-	0.15	0.03	-	0.83	0.60		
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)											
Frequently	31.3%	41.0%	41.1%	30.0%	40.6%	42.2%	33.3%	41.8%	39.6%		
Occasionally	56.3%	46.8%	44.5%	60.0%	49.1%	44.8%	50.0%	43.3%	44.1%		
Not at All	12.5%	12.1%	14.3%	10.0%	10.4%	13.0%	16.7%	14.9%	16.2%		
Total(n)	16	173	265	10	106	154	6	67	111		
Mean	2.19	2.29	2.27	2.20	2.30	2.29	2.17	2.27	2.23		
Standard deviation	0.66	0.67	0.70	0.63	0.65	0.69	0.75	0.71	0.71		
Significance	-			-			-				
Effect size	-	-0.15	-0.11	-	-0.15	-0.13	-	-0.14	-0.08		
Discussed career and post-graduation goals											
Frequently	37.5%	57.7%	60.7%	20.0%	54.6%	58.0%	66.7%	62.7%	64.6%		
Occasionally	56.3%	38.3%	34.1%	70.0%	40.7%	36.9%	33.3%	34.3%	30.1%		
Not at All	6.3%	4.0%	5.2%	10.0%	4.6%	5.1%	0.0%	3.0%	5.3%		
Total(n)	16	175	270	10	108	157	6	67	113		
Mean	2.31	2.54	2.56	2.10	2.50	2.53	2.67	2.60	2.59		
Standard deviation	0.60	0.57	0.59	0.57	0.59	0.59	0.52	0.55	0.59		
Significance	-			-	*	*	-				
Effect size	-	-0.40	-0.42	-	-0.68	-0.73	-	0.13	0.14		
Have you engaged in any of the following professional development opportunities at your institution?											
Funded workshops outside the institution focused on teaching											
Yes	49.0%	40.5%	45.0%	37.5%	32.3%	37.4%	68.4%	51.1%	51.8%		
No	49.0%	47.5%	42.7%	59.4%	57.3%	52.5%	31.6%	34.9%	34.0%		
Not eligible	0.0%	2.7%	3.6%	0.0%	2.8%	3.4%	0.0%	2.5%	3.7%		
Not available	2.0%	9.3%	8.7%	3.1%	7.6%	6.7%	0.0%	11.5%	10.4%		
Total(n)	51	634	1,266	32	356	596	19	278	670		
Funded workshops outside the institution focused on research skills development											
Yes	7.8%	15.6%	20.9%	6.3%	11.5%	15.9%	10.5%	20.8%	25.4%		
No	90.2%	67.6%	62.6%	90.6%	74.9%	70.6%	89.5%	58.0%	55.4%		
Not eligible	0.0%	3.7%	4.3%	0.0%	3.1%	3.5%	0.0%	4.4%	5.0%		
Not available	2.0%	13.2%	12.2%	3.1%	10.4%	10.0%	0.0%	16.8%	14.2%		
Total(n)	51	629	1,254	32	355	592	19	274	662		
Funded workshops outside the institution focused on grant writing											
Yes	3.9%	10.7%	13.6%	3.1%	8.8%	10.6%	5.3%	13.2%	16.4%		
No	92.2%	74.1%	70.9%	93.8%	78.5%	76.7%	89.5%	68.4%	65.8%		

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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	
Not eligible	2.0%	4.2%	5.1%	0.0%	3.4%	4.1%	5.3%	5.1%	6.0%	
Not available	2.0%	11.0%	10.3%	3.1%	9.3%	8.7%	0.0%	13.2%	11.8%	
Total(n)	51	626	1,239	32	354	587	19	272	652	
Paid sabbatical leave										
Yes	9.8%	7.0%	6.8%	3.1%	7.6%	7.9%	21.1%	6.2%	5.8%	
No	60.8%	61.8%	60.8%	68.8%	68.5%	66.7%	47.4%	53.1%	55.6%	
Not eligible	17.6%	18.6%	21.4%	15.6%	13.8%	16.0%	21.1%	24.9%	26.2%	
Not available	11.8%	12.6%	11.0%	12.5%	10.1%	9.3%	10.5%	15.8%	12.5%	
Total(n)	51	628	1,249	32	355	592	19	273	657	
Travel funds paid by the institution										
Yes	82.0%	61.6%	55.1%	81.3%	60.6%	54.6%	83.3%	62.8%	55.5%	
No	14.0%	26.1%	29.8%	15.6%	29.9%	33.3%	11.1%	21.3%	26.7%	
Not eligible	2.0%	4.6%	7.1%	0.0%	3.9%	6.1%	5.6%	5.4%	8.1%	
Not available	2.0%	7.8%	8.0%	3.1%	5.6%	6.1%	0.0%	10.5%	9.7%	
Total(n)	50	632	1,265	32	355	595	18	277	670	
Internal grants for research										
Yes	40.0%	37.5%	29.3%	41.9%	38.9%	31.6%	36.8%	35.6%	27.1%	
No	56.0%	51.4%	56.9%	54.8%	50.9%	56.2%	57.9%	52.0%	57.5%	
Not eligible	2.0%	4.5%	6.7%	0.0%	4.3%	6.1%	5.3%	4.7%	7.2%	
Not available	2.0%	6.7%	7.2%	3.2%	6.0%	6.1%	0.0%	7.6%	8.1%	
Total(n)	50	627	1,254	31	352	591	19	275	663	
Training for administrative leadership										
Yes	15.7%	16.2%	15.6%	9.4%	13.8%	14.7%	26.3%	19.2%	16.5%	
No	74.5%	65.1%	63.5%	81.3%	73.2%	69.1%	63.2%	54.6%	58.4%	
Not eligible	2.0%	5.3%	7.9%	0.0%	4.0%	6.2%	5.3%	7.0%	9.5%	
Not available	7.8%	13.4%	12.9%	9.4%	9.0%	9.9%	5.3%	19.2%	15.6%	
Total(n)	51	625	1,247	32	354	593	19	271	654	
Received incentives to develop new courses										
Yes	13.7%	14.3%	15.7%	15.6%	13.8%	15.5%	10.5%	14.8%	16.0%	
No	74.5%	65.0%	61.9%	78.1%	69.8%	66.4%	68.4%	58.8%	57.8%	
Not eligible	0.0%	3.6%	5.6%	0.0%	2.8%	4.7%	0.0%	4.7%	6.3%	
Not available	11.8%	17.1%	16.8%	6.3%	13.6%	13.4%	21.1%	21.7%	19.9%	
Total(n)	51	631	1,259	32	354	595	19	277	664	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	13.7%	19.7%	25.4%	6.3%	15.1%	20.2%	26.3%	25.6%	30.0%	
No	76.5%	63.1%	56.5%	90.6%	72.1%	65.0%	52.6%	51.6%	48.9%	
Not eligible	0.0%	3.5%	4.6%	0.0%	2.6%	4.1%	0.0%	4.8%	5.1%	
Not available	9.8%	13.6%	13.5%	3.1%	10.3%	10.7%	21.1%	17.9%	16.0%	
Total(n)	51	624	1,250	32	351	589	19	273	661	
Received resources to integrate culturally-competent practices into your classroom										
Yes	37.3%	18.8%	26.6%	31.3%	15.6%	21.8%	47.4%	22.9%	30.9%	

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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	
No	56.9%	61.4%	54.5%	62.5%	68.5%	62.7%	47.4%	52.4%	47.1%	
Not eligible	0.0%	3.2%	3.9%	0.0%	2.3%	3.6%	0.0%	4.4%	4.2%	
Not available	5.9%	16.6%	15.0%	6.3%	13.6%	11.9%	5.3%	20.4%	17.7%	
Total(n)	51	621	1,247	32	346	587	19	275	660	
How many of the following have you published?										
Articles in academic or professional journals										
None	6.0%	12.8%	18.8%	9.4%	8.9%	14.1%	0.0%	17.8%	22.9%	
1-2	18.0%	16.1%	17.7%	9.4%	11.5%	13.1%	33.3%	22.2%	21.9%	
3-4	10.0%	9.0%	10.6%	9.4%	9.8%	11.1%	11.1%	8.0%	10.0%	
5-10	18.0%	12.8%	14.9%	9.4%	11.7%	13.1%	33.3%	14.2%	16.5%	
11-20	12.0%	12.3%	12.3%	15.6%	13.1%	13.6%	5.6%	11.3%	11.1%	
21-50	18.0%	19.4%	14.8%	21.9%	22.1%	18.3%	11.1%	16.0%	11.7%	
51+	18.0%	17.5%	11.0%	25.0%	22.9%	16.6%	5.6%	10.5%	5.8%	
Total(n)	50	633	1,269	32	358	602	18	275	667	
Mean	4.38	4.24	3.72	4.78	4.66	4.20	3.67	3.69	3.29	
Standard deviation	1.94	2.08	2.03	2.03	2.00	2.06	1.57	2.05	1.91	
Significance	-		*	-			-			
Effect size	-	0.07	0.33	-	0.06	0.28	-	-0.01	0.20	
Chapters in edited volumes										
None	38.8%	38.8%	44.3%	41.9%	34.7%	37.9%	33.3%	44.3%	50.1%	
1-2	20.4%	24.5%	25.5%	9.7%	22.6%	24.1%	38.9%	26.9%	26.8%	
3-4	10.2%	14.5%	12.4%	9.7%	16.3%	14.8%	11.1%	12.1%	10.1%	
5-10	20.4%	12.2%	10.5%	22.6%	12.9%	12.4%	16.7%	11.4%	8.7%	
11-20	4.1%	5.7%	4.4%	6.5%	8.0%	6.5%	0.0%	2.7%	2.5%	
21-50	4.1%	2.8%	1.9%	6.5%	3.7%	2.7%	0.0%	1.5%	1.1%	
51+	2.0%	1.5%	1.1%	3.2%	1.7%	1.5%	0.0%	1.1%	0.6%	
Total(n)	49	613	1,229	31	349	588	18	264	641	
Mean	2.51	2.36	2.15	2.74	2.55	2.40	2.11	2.10	1.93	
Standard deviation	1.62	1.49	1.39	1.84	1.57	1.51	1.08	1.33	1.23	
Significance	-			-			-			
Effect size	-	0.10	0.26	-	0.12	0.23	-	0.01	0.15	
How many of the following have you published?										
Books, manuals, or monographs										
None	59.2%	60.7%	63.9%	59.4%	53.6%	54.9%	58.8%	70.1%	71.9%	
1-2	18.4%	21.6%	20.9%	18.8%	22.8%	23.1%	17.6%	20.1%	19.0%	
3-4	8.2%	7.7%	7.2%	6.3%	9.8%	10.0%	11.8%	4.9%	4.6%	
5-10	10.2%	6.7%	5.3%	9.4%	8.6%	7.4%	11.8%	4.2%	3.4%	
11-20	0.0%	2.3%	1.5%	0.0%	3.7%	2.9%	0.0%	0.4%	0.3%	
21-50	4.1%	0.8%	0.9%	6.3%	1.2%	1.4%	0.0%	0.4%	0.5%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.3%	
Total(n)	49	611	1,227	32	347	579	17	264	648	
Mean	1.86	1.71	1.63	1.91	1.91	1.85	1.76	1.46	1.44	
Standard deviation	1.32	1.12	1.06	1.44	1.25	1.21	1.09	0.85	0.88	

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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	
Significance	-			-			-			
Effect size	-	0.13	0.22	-	0.00	0.05	-	0.35	0.36	
Other, such as patents or computer software products										
None	79.6%	76.5%	81.3%	83.9%	71.3%	74.8%	72.2%	83.1%	87.1%	
1-2	8.2%	11.5%	9.3%	6.5%	12.5%	11.0%	11.1%	10.2%	7.8%	
3-4	8.2%	5.8%	5.0%	6.5%	7.0%	7.2%	11.1%	4.3%	2.9%	
5-10	2.0%	3.6%	2.6%	3.2%	5.5%	4.0%	0.0%	1.2%	1.3%	
11-20	2.0%	0.9%	0.8%	0.0%	1.2%	1.3%	5.6%	0.4%	0.3%	
21-50	0.0%	1.2%	0.6%	0.0%	1.8%	1.1%	0.0%	0.4%	0.2%	
51+	0.0%	0.5%	0.5%	0.0%	0.6%	0.7%	0.0%	0.4%	0.3%	
Total(n)	49	582	1,168	31	327	556	18	255	612	
Mean	1.39	1.47	1.36	1.29	1.61	1.52	1.56	1.28	1.22	
Standard deviation	0.89	1.04	0.92	0.74	1.19	1.10	1.10	0.78	0.69	
Significance	-			-			-		*	
Effect size	-	-0.08	0.03	-	-0.27	-0.21	-	0.36	0.49	
In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	98.0%	94.8%	93.3%	100.0%	95.3%	93.7%	94.7%	94.2%	93.0%	
1-2	0.0%	2.4%	3.3%	0.0%	1.7%	2.8%	0.0%	3.3%	3.7%	
3-4	2.0%	0.9%	1.4%	0.0%	1.1%	1.3%	5.3%	0.7%	1.5%	
5-10	0.0%	0.9%	0.9%	0.0%	1.1%	1.0%	0.0%	0.7%	0.7%	
11-20	0.0%	0.6%	0.6%	0.0%	0.8%	0.7%	0.0%	0.4%	0.6%	
21+	0.0%	0.3%	0.5%	0.0%	0.0%	0.5%	0.0%	0.7%	0.4%	
Total(n)	51	633	1,270	32	358	600	19	275	670	
Mean	1.04	1.11	1.14	1.00	1.11	1.14	1.11	1.12	1.14	
Standard deviation	0.28	0.56	0.61	0.00	0.53	0.62	0.46	0.60	0.59	
Significance	-			-			-			
Effect size	-	-0.13	-0.16	-	-0.21	-0.23	-	-0.02	-0.05	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	0.0%	35.7%	37.8%	0.0%	33.3%	24.2%	0.0%	38.5%	48.8%	
1-2	0.0%	32.1%	32.4%	0.0%	20.0%	33.3%	0.0%	46.2%	31.7%	
3-4	0.0%	10.7%	12.2%	0.0%	13.3%	18.2%	0.0%	7.7%	7.3%	
5-10	0.0%	21.4%	16.2%	0.0%	33.3%	21.2%	0.0%	7.7%	12.2%	
11-20	0.0%	0.0%	1.4%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	28	74	0	15	33	0	13	41	
Mean	.	2.18	2.11	.	2.47	2.45	.	1.85	1.83	
Standard deviation	.	1.16	1.13	.	1.30	1.18	.	0.90	1.02	
Significance	-			-			-			
Effect size	-			-			-			

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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	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	0.0%	6.5%	13.0%	0.0%	6.3%	11.4%	0.0%	6.7%	14.3%	
1-2	0.0%	51.6%	50.6%	0.0%	43.8%	48.6%	0.0%	60.0%	52.4%	
3-4	100.0%	9.7%	11.7%	0.0%	6.3%	8.6%	100.0%	13.3%	14.3%	
5-10	0.0%	22.6%	11.7%	0.0%	43.8%	20.0%	0.0%	0.0%	4.8%	
11-20	0.0%	3.2%	6.5%	0.0%	0.0%	8.6%	0.0%	6.7%	4.8%	
21+	0.0%	6.5%	6.5%	0.0%	0.0%	2.9%	0.0%	13.3%	9.5%	
Total(n)	1	31	77	0	16	35	1	15	42	
Mean	3.00	2.84	2.68	.	2.88	2.74	3.00	2.80	2.62	
Standard deviation	.	1.32	1.38	.	1.09	1.31	.	1.57	1.45	
Significance	-			-			-			
Effect size	-	0.12	0.23	-			-	0.13	0.26	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
None	12.0%	18.4%	24.7%	12.9%	14.0%	19.7%	10.5%	23.9%	29.3%	
1	2.0%	8.2%	10.2%	0.0%	5.9%	7.8%	5.3%	11.2%	12.3%	
2	12.0%	10.6%	11.5%	12.9%	9.8%	10.8%	10.5%	11.6%	12.2%	
3	22.0%	12.0%	12.0%	22.6%	12.4%	12.3%	21.1%	11.6%	11.7%	
4	8.0%	6.2%	6.5%	9.7%	5.1%	6.8%	5.3%	7.6%	6.2%	
5	10.0%	7.9%	6.9%	3.2%	9.3%	8.2%	21.1%	6.2%	5.7%	
6	6.0%	5.4%	5.3%	3.2%	6.5%	5.7%	10.5%	4.0%	5.0%	
7-10	8.0%	13.6%	10.9%	12.9%	16.3%	12.7%	0.0%	10.1%	9.3%	
More than 10	20.0%	17.7%	12.0%	22.6%	20.8%	16.0%	15.8%	13.8%	8.4%	
Total(n)	50	632	1,266	31	356	600	19	276	666	
Mean	5.26	4.99	4.34	5.39	5.48	4.85	5.05	4.36	3.87	
Standard deviation	2.67	2.93	2.86	2.80	2.87	2.90	2.50	2.89	2.75	
Significance	-		*	-			-			
Effect size	-	0.09	0.32	-	-0.03	0.19	-	0.24	0.43	
How many of these publications in the past three years have been solo-authored?										
None	29.3%	47.8%	42.5%	38.5%	45.1%	41.1%	13.3%	51.8%	44.0%	
1	19.5%	19.5%	21.8%	19.2%	19.5%	21.2%	20.0%	19.6%	22.4%	
2	9.8%	11.1%	12.3%	7.7%	11.7%	11.7%	13.3%	10.1%	13.0%	
3	14.6%	6.6%	7.7%	15.4%	7.0%	7.8%	13.3%	6.0%	7.6%	
4	4.9%	4.2%	5.4%	7.7%	4.3%	6.1%	0.0%	4.2%	4.7%	
5	7.3%	3.1%	3.0%	0.0%	2.7%	2.4%	20.0%	3.6%	3.6%	
6	4.9%	1.9%	2.0%	3.8%	2.7%	2.7%	6.7%	0.6%	1.3%	
7-10	4.9%	2.1%	2.5%	3.8%	2.7%	3.2%	6.7%	1.2%	1.8%	
More than 10	4.9%	3.8%	2.8%	3.8%	4.3%	3.9%	6.7%	3.0%	1.6%	
Total(n)	41	425	795	26	257	411	15	168	384	
Mean	3.41	2.50	2.58	2.92	2.64	2.74	4.27	2.28	2.41	
Standard deviation	2.47	2.14	2.06	2.31	2.24	2.23	2.58	1.95	1.86	
Significance	-	*	*	-			-	***	***	

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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	-	0.43	0.40	-	0.13	0.08	-	1.02	1.00	
How many of these publications in the past three years have been co-authored?										
None	19.5%	10.7%	11.8%	11.5%	8.2%	10.9%	33.3%	14.4%	12.8%	
1	9.8%	11.5%	15.5%	3.8%	8.6%	12.9%	20.0%	15.8%	18.2%	
2	17.1%	13.2%	15.7%	23.1%	13.0%	13.7%	6.7%	13.4%	17.8%	
3	14.6%	11.9%	13.3%	11.5%	13.4%	13.5%	20.0%	9.9%	13.0%	
4	7.3%	6.9%	6.9%	7.7%	6.2%	7.3%	6.7%	7.9%	6.5%	
5	4.9%	8.3%	7.0%	3.8%	11.0%	9.5%	6.7%	4.5%	4.5%	
6	7.3%	5.1%	4.2%	11.5%	5.1%	4.0%	0.0%	5.0%	4.5%	
7-10	4.9%	15.6%	12.9%	7.7%	17.1%	13.7%	0.0%	13.4%	12.1%	
More than 10	14.6%	16.8%	12.5%	19.2%	17.5%	14.4%	6.7%	15.8%	10.6%	
Total(n)	41	494	896	26	292	451	15	202	445	
Mean	4.37	5.17	4.66	5.12	5.45	4.93	3.07	4.76	4.38	
Standard deviation	2.78	2.79	2.71	2.79	2.69	2.72	2.31	2.88	2.68	
Significance	-			-			-	*		
Effect size	-	-0.29	-0.11	-	-0.12	0.07	-	-0.59	-0.49	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	19.6%	15.0%	11.2%	21.9%	18.9%	15.2%	15.8%	9.8%	7.6%	
1-4	35.3%	42.7%	38.0%	28.1%	39.1%	36.0%	47.4%	47.6%	39.8%	
5-8	23.5%	25.3%	28.3%	31.3%	25.7%	28.2%	10.5%	24.8%	28.3%	
9-12	13.7%	9.3%	13.3%	15.6%	9.5%	12.5%	10.5%	9.1%	14.0%	
13-16	2.0%	2.5%	3.8%	3.1%	2.1%	3.0%	0.0%	3.1%	4.6%	
17-20	5.9%	2.4%	2.2%	0.0%	1.2%	1.6%	15.8%	3.9%	2.7%	
21+	0.0%	2.7%	3.2%	0.0%	3.6%	3.5%	0.0%	1.6%	2.9%	
Total(n)	51	592	1,195	32	338	567	19	254	628	
Mean	2.61	2.59	2.80	2.50	2.54	2.71	2.79	2.66	2.88	
Standard deviation	1.33	1.31	1.33	1.11	1.34	1.36	1.65	1.26	1.31	
Significance	-			-			-			
Effect size	-	0.02	-0.14	-	-0.03	-0.15	-	0.10	-0.07	
Preparing for teaching (including reading student papers and grading)										
None	16.3%	13.0%	9.1%	16.7%	17.5%	13.0%	15.8%	6.9%	5.7%	
1-4	8.2%	28.8%	26.9%	13.3%	28.4%	27.4%	0.0%	29.4%	26.5%	
5-8	22.4%	25.7%	27.3%	23.3%	26.0%	27.4%	21.1%	25.4%	27.2%	
9-12	24.5%	17.4%	19.4%	20.0%	14.2%	17.1%	31.6%	21.8%	21.5%	
13-16	6.1%	6.7%	7.2%	10.0%	6.3%	7.7%	0.0%	7.3%	6.8%	
17-20	16.3%	4.3%	5.2%	10.0%	4.5%	4.3%	26.3%	4.0%	6.0%	
21+	6.1%	4.0%	4.8%	6.7%	3.0%	3.1%	5.3%	5.2%	6.3%	
Total(n)	49	579	1,173	30	331	555	19	248	618	
Mean	3.69	3.05	3.23	3.50	2.89	3.05	4.00	3.26	3.40	
Standard deviation	1.81	1.51	1.52	1.80	1.51	1.47	1.83	1.49	1.54	
Significance	-	**	*	-	*		-	*		
Effect size	-	0.42	0.30	-	0.40	0.31	-	0.50	0.39	

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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?										
Advising and counseling of students										
None	11.8%	8.4%	9.7%	12.5%	10.4%	12.8%	10.5%	5.6%	6.9%	
1-4	49.0%	56.2%	55.7%	50.0%	54.9%	55.0%	47.4%	57.8%	56.3%	
5-8	25.5%	22.3%	21.5%	25.0%	22.4%	21.3%	26.3%	22.1%	21.7%	
9-12	9.8%	7.4%	7.4%	12.5%	7.8%	6.7%	5.3%	6.8%	8.0%	
13-16	2.0%	2.9%	2.6%	0.0%	2.1%	2.0%	5.3%	4.0%	3.2%	
17-20	0.0%	1.4%	1.3%	0.0%	0.3%	0.5%	0.0%	2.8%	1.9%	
21+	2.0%	1.5%	1.9%	0.0%	2.1%	1.8%	5.3%	0.8%	1.9%	
Total(n)	51	584	1,187	32	335	564	19	249	623	
Mean	2.49	2.51	2.49	2.38	2.45	2.39	2.68	2.57	2.58	
Standard deviation	1.10	1.10	1.13	0.87	1.09	1.08	1.42	1.11	1.16	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.06	-0.01	-	0.10	0.09	
Committee work and meetings										
None	8.0%	11.4%	15.5%	9.4%	11.6%	16.0%	5.6%	11.2%	15.1%	
1-4	42.0%	45.4%	43.1%	46.9%	46.9%	45.1%	33.3%	43.4%	41.2%	
5-8	28.0%	21.7%	21.8%	21.9%	21.5%	21.2%	38.9%	21.9%	22.4%	
9-12	4.0%	10.4%	9.9%	6.3%	7.8%	7.5%	0.0%	13.9%	12.0%	
13-16	8.0%	4.8%	4.8%	3.1%	4.8%	5.0%	16.7%	4.8%	4.7%	
17-20	6.0%	2.6%	1.8%	6.3%	2.7%	2.0%	5.6%	2.4%	1.6%	
21+	4.0%	3.8%	3.1%	6.3%	4.8%	3.2%	0.0%	2.4%	2.9%	
Total(n)	50	586	1,177	32	335	561	18	251	616	
Mean	2.96	2.74	2.63	2.91	2.74	2.59	3.06	2.75	2.67	
Standard deviation	1.52	1.41	1.36	1.63	1.47	1.38	1.35	1.32	1.35	
Significance	-			-			-			
Effect size	-	0.16	0.24	-	0.12	0.23	-	0.23	0.29	
Research and scholarly writing										
None	20.0%	14.8%	20.2%	25.0%	13.5%	19.2%	11.1%	16.6%	21.0%	
1-4	18.0%	25.6%	29.1%	12.5%	20.7%	23.0%	27.8%	32.4%	34.7%	
5-8	18.0%	17.4%	17.2%	12.5%	17.4%	16.7%	27.8%	17.4%	17.6%	
9-12	12.0%	12.2%	11.0%	15.6%	14.7%	13.7%	5.6%	8.9%	8.5%	
13-16	10.0%	7.7%	6.2%	12.5%	9.3%	7.3%	5.6%	5.7%	5.2%	
17-20	6.0%	5.2%	3.9%	6.3%	5.1%	4.1%	5.6%	5.3%	3.8%	
21+	16.0%	17.0%	12.4%	15.6%	19.5%	16.0%	16.7%	13.8%	9.1%	
Total(n)	50	581	1,175	32	334	562	18	247	613	
Mean	3.56	3.56	3.15	3.59	3.79	3.43	3.50	3.26	2.90	
Standard deviation	2.09	2.04	1.94	2.15	2.06	2.04	2.04	1.98	1.81	
Significance	-			-			-			
Effect size	-	0.00	0.21	-	-0.10	0.08	-	0.12	0.33	

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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	Construc
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	71.7%	67.4%	64.7%	75.9%	66.0%	62.4%	64.7%	69.2%	66.7%	
1-4	15.2%	17.4%	21.3%	10.3%	17.2%	20.9%	23.5%	17.6%	21.6%	
5-8	8.7%	8.4%	8.0%	6.9%	8.4%	9.5%	11.8%	8.4%	6.6%	
9-12	0.0%	3.0%	2.7%	0.0%	4.2%	3.6%	0.0%	1.3%	1.9%	
13-16	0.0%	1.7%	1.3%	0.0%	1.6%	1.1%	0.0%	1.8%	1.4%	
17-20	4.3%	0.6%	0.7%	6.9%	0.6%	0.9%	0.0%	0.4%	0.5%	
21+	0.0%	1.7%	1.4%	0.0%	1.9%	1.5%	0.0%	1.3%	1.2%	
Total(n)	46	536	1,101	29	309	527	17	227	574	
Mean	1.54	1.63	1.62	1.59	1.68	1.69	1.47	1.56	1.56	
Standard deviation	1.15	1.18	1.13	1.35	1.24	1.18	0.72	1.09	1.06	
Significance	-			-			-			
Effect size	-	-0.08	-0.07	-	-0.07	-0.08	-	-0.08	-0.08	
Community or public service										
None	37.3%	34.5%	31.6%	43.8%	37.7%	36.5%	26.3%	30.1%	27.1%	
1-4	41.2%	46.7%	49.4%	40.6%	43.4%	44.1%	42.1%	51.0%	54.3%	
5-8	15.7%	12.3%	11.6%	9.4%	11.1%	10.9%	26.3%	14.1%	12.3%	
9-12	2.0%	4.1%	4.7%	0.0%	5.7%	6.2%	5.3%	2.0%	3.2%	
13-16	2.0%	1.4%	1.3%	3.1%	1.2%	0.9%	0.0%	1.6%	1.6%	
17-20	2.0%	0.7%	0.5%	3.1%	0.6%	0.5%	0.0%	0.8%	0.5%	
21+	0.0%	0.3%	0.9%	0.0%	0.3%	0.9%	0.0%	0.4%	1.0%	
Total(n)	51	583	1,179	32	334	562	19	249	617	
Mean	1.96	1.95	2.00	1.88	1.92	1.96	2.11	1.98	2.03	
Standard deviation	1.06	0.98	1.02	1.16	1.00	1.05	0.88	0.95	1.00	
Significance	-			-			-			
Effect size	-	0.01	-0.04	-	-0.04	-0.08	-	0.14	0.08	
Outside consulting/freelance work										
None	68.0%	60.8%	60.1%	65.6%	58.8%	57.5%	72.2%	63.3%	62.6%	
1-4	24.0%	27.3%	26.2%	25.0%	28.7%	28.5%	22.2%	25.5%	24.0%	
5-8	4.0%	6.8%	8.7%	3.1%	8.1%	9.3%	5.6%	5.2%	8.0%	
9-12	0.0%	2.2%	2.7%	0.0%	1.5%	2.2%	0.0%	3.2%	3.1%	
13-16	0.0%	0.5%	0.4%	0.0%	0.3%	0.4%	0.0%	0.8%	0.5%	
17-20	4.0%	0.9%	0.8%	6.3%	0.9%	0.7%	0.0%	0.8%	0.8%	
21+	0.0%	1.5%	1.2%	0.0%	1.8%	1.4%	0.0%	1.2%	1.0%	
Total(n)	50	586	1,166	32	335	557	18	251	609	
Mean	1.52	1.63	1.64	1.63	1.66	1.67	1.33	1.60	1.61	
Standard deviation	1.07	1.09	1.06	1.26	1.11	1.08	0.59	1.07	1.05	
Significance	-			-			-			
Effect size	-	-0.10	-0.11	-	-0.03	-0.04	-	-0.25	-0.27	
Household/childcare duties										
None	12.2%	13.9%	16.3%	20.0%	16.2%	22.4%	0.0%	10.8%	10.8%	
1-4	20.4%	20.2%	20.1%	20.0%	20.7%	20.0%	21.1%	19.7%	20.2%	

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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	
5-8	8.2%	20.8%	19.8%	6.7%	23.1%	21.3%	10.5%	17.7%	18.5%	
9-12	14.3%	14.4%	14.5%	16.7%	13.5%	13.6%	10.5%	15.7%	15.2%	
13-16	16.3%	9.4%	7.6%	13.3%	10.5%	8.8%	21.1%	8.0%	6.6%	
17-20	10.2%	6.5%	6.4%	10.0%	5.1%	4.1%	10.5%	8.4%	8.5%	
21+	18.4%	14.8%	15.2%	13.3%	11.1%	9.8%	26.3%	19.7%	20.2%	
Total(n)	49	583	1,169	30	334	559	19	249	610	
Mean	4.06	3.64	3.57	3.67	3.41	3.18	4.68	3.94	3.93	
Standard deviation	2.08	1.96	2.00	2.11	1.87	1.87	1.92	2.04	2.05	
Significance	-			-			-			
Effect size	-	0.21	0.25	-	0.14	0.26	-	0.36	0.37	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	85.1%	83.7%	80.2%	89.3%	88.2%	86.1%	78.9%	77.7%	75.0%	
1-4	4.3%	8.5%	10.0%	0.0%	6.9%	7.8%	10.5%	10.7%	11.9%	
5-8	6.4%	4.3%	4.1%	3.6%	2.8%	2.6%	10.5%	6.2%	5.4%	
9-12	0.0%	2.0%	2.6%	0.0%	0.6%	1.5%	0.0%	3.7%	3.7%	
13-16	2.1%	0.2%	0.5%	3.6%	0.3%	0.4%	0.0%	0.0%	0.7%	
17-20	0.0%	0.7%	1.1%	0.0%	0.3%	0.2%	0.0%	1.2%	1.8%	
21+	2.1%	0.7%	1.5%	3.6%	0.9%	1.5%	0.0%	0.4%	1.5%	
Total(n)	47	563	1,134	28	321	538	19	242	596	
Mean	1.38	1.31	1.42	1.43	1.23	1.29	1.32	1.43	1.55	
Standard deviation	1.13	0.89	1.10	1.37	0.81	0.94	0.67	0.98	1.22	
Significance	-			-			-			
Effect size	-	0.08	-0.04	-	0.25	0.15	-	-0.11	-0.19	
Other employment, outside of academia										
None	91.8%	81.6%	74.8%	86.7%	84.1%	78.6%	100.0%	78.3%	71.4%	
1-4	4.1%	5.0%	6.3%	6.7%	5.2%	5.7%	0.0%	4.8%	6.8%	
5-8	0.0%	4.7%	6.5%	0.0%	3.7%	4.8%	0.0%	6.0%	8.1%	
9-12	2.0%	1.9%	2.5%	3.3%	1.5%	2.2%	0.0%	2.4%	2.8%	
13-16	0.0%	1.6%	1.4%	0.0%	0.9%	0.7%	0.0%	2.4%	1.9%	
17-20	2.0%	1.2%	1.3%	3.3%	1.2%	1.1%	0.0%	1.2%	1.5%	
21+	0.0%	4.0%	7.2%	0.0%	3.4%	7.0%	0.0%	4.8%	7.5%	
Total(n)	49	577	1,162	30	328	546	19	249	616	
Mean	1.20	1.56	1.82	1.33	1.47	1.72	1.00	1.69	1.91	
Standard deviation	0.84	1.44	1.74	1.06	1.33	1.68	0.00	1.57	1.78	
Significance	-		*	-			-		*	
Effect size	-	-0.25	-0.36	-	-0.11	-0.23	-	-0.44	-0.51	
Personal time										
None	4.0%	3.4%	4.2%	3.2%	3.0%	3.4%	5.3%	4.0%	5.0%	
1-4	26.0%	26.5%	27.8%	22.6%	22.8%	23.7%	31.6%	31.3%	31.4%	
5-8	40.0%	35.6%	36.5%	41.9%	37.5%	38.3%	36.8%	32.9%	34.8%	
9-12	16.0%	19.7%	18.6%	19.4%	20.4%	19.8%	10.5%	18.7%	17.5%	
13-16	8.0%	7.4%	6.0%	9.7%	7.5%	6.6%	5.3%	7.1%	5.5%	

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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	
17-20	2.0%	3.1%	3.1%	0.0%	3.0%	3.4%	5.3%	3.2%	2.8%	
21+	4.0%	4.4%	3.8%	3.2%	5.7%	4.8%	5.3%	2.8%	2.9%	
Total(n)	50	585	1,178	31	333	561	19	252	617	
Mean	3.20	3.28	3.19	3.23	3.38	3.32	3.16	3.14	3.07	
Standard deviation	1.31	1.34	1.31	1.20	1.38	1.35	1.50	1.29	1.27	
Significance	-			-			-			
Effect size	-	-0.06	0.01	-	-0.11	-0.07	-	0.02	0.07	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	61.5%	50.6%	43.3%	65.4%	56.1%	49.0%	53.8%	43.3%	38.0%	
Occasionally	7.7%	8.4%	7.1%	3.8%	7.9%	8.1%	15.4%	9.1%	6.2%	
Not at all	30.8%	40.9%	49.5%	30.8%	36.0%	42.9%	30.8%	47.6%	55.8%	
Total(n)	39	486	995	26	278	482	13	208	513	
Mean	2.31	2.10	1.94	2.35	2.20	2.06	2.23	1.96	1.82	
Standard deviation	0.92	0.95	0.96	0.94	0.94	0.96	0.93	0.95	0.95	
Significance	-		*	-			-			
Effect size	-	0.22	0.39	-	0.16	0.30	-	0.28	0.43	
Support their opinions with a logical argument										
Frequently	43.6%	44.0%	38.3%	46.2%	47.3%	41.7%	38.5%	39.7%	35.2%	
Occasionally	28.2%	16.5%	13.3%	26.9%	19.1%	16.9%	30.8%	12.9%	10.0%	
Not at all	28.2%	39.5%	48.3%	26.9%	33.6%	41.5%	30.8%	47.4%	54.8%	
Total(n)	39	486	991	26	277	480	13	209	511	
Mean	2.15	2.05	1.90	2.19	2.14	2.00	2.08	1.92	1.80	
Standard deviation	0.84	0.91	0.93	0.85	0.89	0.91	0.86	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.11	0.27	-	0.06	0.21	-	0.17	0.30	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	46.2%	44.0%	38.1%	46.2%	47.7%	40.7%	46.2%	39.2%	35.6%	
Occasionally	23.1%	15.2%	13.0%	23.1%	17.3%	16.5%	23.1%	12.4%	9.7%	
Not at all	30.8%	40.7%	48.9%	30.8%	35.0%	42.8%	30.8%	48.3%	54.7%	
Total(n)	39	486	984	26	277	479	13	209	505	
Mean	2.15	2.03	1.89	2.15	2.13	1.98	2.15	1.91	1.81	
Standard deviation	0.87	0.92	0.93	0.88	0.90	0.91	0.90	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.13	0.28	-	0.02	0.19	-	0.26	0.37	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	28.2%	19.8%	16.1%	23.1%	20.8%	19.3%	38.5%	18.4%	13.0%	
Not at all	28.2%	41.8%	49.5%	30.8%	37.2%	43.8%	23.1%	47.8%	54.8%	
Total(n)	39	481	984	26	274	477	13	207	507	
Mean	2.15	1.97	1.85	2.15	2.05	1.93	2.15	1.86	1.77	
Standard deviation	0.84	0.90	0.90	0.88	0.89	0.90	0.80	0.89	0.91	
Significance	-		*	-			-			

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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	-	0.20	0.33	-	0.11	0.24	-	0.33	0.42	
Evaluate the quality or reliability of information they receive										
Frequently	43.6%	40.7%	36.2%	42.3%	44.6%	38.3%	46.2%	35.6%	34.2%	
Occasionally	28.2%	17.9%	14.6%	26.9%	18.3%	18.3%	30.8%	17.3%	11.1%	
Not at all	28.2%	41.4%	49.1%	30.8%	37.1%	43.3%	23.1%	47.1%	54.7%	
Total(n)	39	486	983	26	278	480	13	208	503	
Mean	2.15	1.99	1.87	2.12	2.08	1.95	2.23	1.88	1.80	
Standard deviation	0.84	0.91	0.92	0.86	0.90	0.90	0.83	0.90	0.92	
Significance	-			-			-			
Effect size	-	0.18	0.30	-	0.04	0.19	-	0.39	0.47	
Take risks for potential gains										
Frequently	39.5%	25.4%	21.6%	40.0%	27.7%	23.4%	38.5%	22.4%	19.8%	
Occasionally	23.7%	24.4%	22.1%	24.0%	27.7%	26.0%	23.1%	19.9%	18.4%	
Not at all	36.8%	50.2%	56.3%	36.0%	44.6%	50.5%	38.5%	57.7%	61.8%	
Total(n)	38	472	955	25	271	465	13	201	490	
Mean	2.03	1.75	1.65	2.04	1.83	1.73	2.00	1.65	1.58	
Standard deviation	0.88	0.83	0.81	0.89	0.83	0.82	0.91	0.82	0.80	
Significance	-	*	**	-			-			
Effect size	-	0.34	0.47	-	0.25	0.38	-	0.43	0.53	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	48.7%	41.2%	35.6%	53.8%	44.5%	38.9%	38.5%	36.9%	32.3%	
Occasionally	28.2%	20.5%	17.3%	19.2%	21.7%	19.8%	46.2%	18.9%	14.9%	
Not at all	23.1%	38.3%	47.2%	26.9%	33.8%	41.3%	15.4%	44.2%	52.8%	
Total(n)	39	478	973	26	272	475	13	206	498	
Mean	2.26	2.03	1.88	2.27	2.11	1.98	2.23	1.93	1.80	
Standard deviation	0.82	0.89	0.90	0.87	0.88	0.90	0.73	0.90	0.90	
Significance	-		**	-			-			
Effect size	-	0.26	0.42	-	0.18	0.32	-	0.33	0.48	
Look up scientific research articles and resources										
Frequently	35.1%	39.7%	34.8%	37.5%	41.3%	37.2%	30.8%	37.7%	32.6%	
Occasionally	21.6%	18.0%	15.1%	20.8%	21.4%	19.2%	23.1%	13.5%	11.2%	
Not at all	43.2%	42.3%	50.1%	41.7%	37.3%	43.6%	46.2%	48.8%	56.2%	
Total(n)	37	478	973	24	271	473	13	207	500	
Mean	1.92	1.97	1.85	1.96	2.04	1.94	1.85	1.89	1.76	
Standard deviation	0.89	0.91	0.91	0.91	0.89	0.90	0.90	0.93	0.91	
Significance	-			-			-			
Effect size	-	-0.05	0.08	-	-0.09	0.02	-	-0.04	0.10	
Explore topics on their own, even though it was not required for a class										
Frequently	30.8%	34.0%	30.0%	30.8%	35.2%	31.6%	30.8%	32.4%	28.5%	
Occasionally	33.3%	24.6%	20.2%	38.5%	28.6%	25.3%	23.1%	19.3%	15.3%	
Not at all	35.9%	41.5%	49.8%	30.8%	36.3%	43.0%	46.2%	48.3%	56.2%	
Total(n)	39	480	972	26	273	474	13	207	498	
Mean	1.95	1.93	1.80	2.00	1.99	1.89	1.85	1.84	1.72	

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Institutional Profile Report
Graduate Faculty

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	
Standard deviation	0.83	0.87	0.87	0.80	0.85	0.86	0.90	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.02	0.17	-	0.01	0.13	-	0.01	0.15	
Accept mistakes as part of the learning process										
Frequently	43.6%	42.9%	36.3%	42.3%	44.2%	37.6%	46.2%	41.3%	35.1%	
Occasionally	28.2%	19.0%	16.0%	30.8%	22.3%	21.1%	23.1%	14.6%	11.2%	
Not at all	28.2%	38.1%	47.6%	26.9%	33.6%	41.2%	30.8%	44.2%	53.7%	
Total(n)	39	480	972	26	274	473	13	206	499	
Mean	2.15	2.05	1.89	2.15	2.11	1.96	2.15	1.97	1.81	
Standard deviation	0.84	0.90	0.91	0.83	0.88	0.89	0.90	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.11	0.29	-	0.05	0.21	-	0.19	0.37	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	41.0%	31.9%	29.0%	42.3%	33.0%	29.6%	38.5%	30.6%	28.4%	
Occasionally	28.2%	24.6%	20.8%	30.8%	28.9%	26.2%	23.1%	18.9%	15.7%	
Not at all	30.8%	43.5%	50.3%	26.9%	38.1%	44.3%	38.5%	50.5%	55.9%	
Total(n)	39	476	967	26	270	470	13	206	497	
Mean	2.10	1.88	1.79	2.15	1.95	1.85	2.00	1.80	1.72	
Standard deviation	0.85	0.86	0.86	0.83	0.84	0.85	0.91	0.88	0.88	
Significance	-		*	-			-			
Effect size	-	0.26	0.36	-	0.24	0.35	-	0.23	0.32	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	65.3%	62.0%	70.8%	58.1%	56.8%	63.0%	77.8%	68.7%	77.7%	
Occasionally	20.4%	23.1%	19.0%	29.0%	25.8%	24.0%	5.6%	19.5%	14.5%	
Not at all	14.3%	15.0%	10.3%	12.9%	17.4%	13.0%	16.7%	11.8%	7.8%	
Total(n)	49	568	1,159	31	322	546	18	246	613	
Mean	2.51	2.47	2.60	2.45	2.39	2.50	2.61	2.57	2.70	
Standard deviation	0.74	0.74	0.67	0.72	0.77	0.71	0.78	0.69	0.61	
Significance	-			-			-			
Effect size	-	0.05	-0.13	-	0.08	-0.07	-	0.06	-0.15	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	52.1%	47.0%	57.1%	45.2%	41.1%	49.7%	64.7%	54.8%	63.7%	
Occasionally	27.1%	35.2%	30.3%	32.3%	39.9%	35.4%	17.6%	29.0%	25.8%	
Not at all	20.8%	17.8%	12.5%	22.6%	19.0%	14.8%	17.6%	16.2%	10.5%	
Total(n)	48	557	1,148	31	316	539	17	241	609	
Mean	2.31	2.29	2.45	2.23	2.22	2.35	2.47	2.39	2.53	
Standard deviation	0.80	0.75	0.71	0.80	0.74	0.72	0.80	0.75	0.68	
Significance	-			-			-			
Effect size	-	0.03	-0.20	-	0.01	-0.17	-	0.11	-0.09	

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Discuss the ethical or moral implications of a course of action										
Frequently	51.1%	49.6%	59.3%	40.0%	44.0%	51.6%	70.6%	57.1%	66.2%	
Occasionally	38.3%	33.5%	29.3%	50.0%	36.1%	33.6%	17.6%	30.0%	25.4%	
Not at all	10.6%	16.9%	11.5%	10.0%	19.9%	14.8%	11.8%	12.9%	8.5%	
Total(n)	47	556	1,144	30	316	541	17	240	603	
Mean	2.40	2.33	2.48	2.30	2.24	2.37	2.59	2.44	2.58	
Standard deviation	0.68	0.75	0.69	0.65	0.76	0.73	0.71	0.71	0.64	
Significance	-			-			-			
Effect size	-	0.09	-0.12	-	0.08	-0.10	-	0.21	0.02	
Apply mathematical concepts and computational thinking										
Frequently	29.2%	35.3%	28.8%	35.5%	42.2%	36.5%	17.6%	26.3%	21.9%	
Occasionally	27.1%	28.2%	31.7%	22.6%	27.5%	28.4%	35.3%	29.2%	34.6%	
Not at all	43.8%	36.4%	39.5%	41.9%	30.3%	35.0%	47.1%	44.4%	43.5%	
Total(n)	48	563	1,152	31	320	545	17	243	607	
Mean	1.85	1.99	1.89	1.94	2.12	2.01	1.71	1.82	1.78	
Standard deviation	0.85	0.85	0.82	0.89	0.84	0.85	0.77	0.82	0.78	
Significance	-			-			-			
Effect size	-	-0.16	-0.05	-	-0.21	-0.08	-	-0.13	-0.09	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	87.0%	76.6%	80.1%	79.3%	77.1%	78.8%	100.0%	75.9%	81.2%	
Most	6.5%	10.5%	9.1%	10.3%	9.9%	8.6%	0.0%	11.2%	9.6%	
Some	6.5%	10.6%	8.6%	10.3%	11.8%	10.4%	0.0%	9.1%	6.9%	
None	0.0%	2.3%	2.3%	0.0%	1.3%	2.2%	0.0%	3.7%	2.3%	
Total(n)	46	555	1,144	29	314	538	17	241	606	
Mean	3.80	3.61	3.67	3.69	3.63	3.64	4.00	3.59	3.70	
Standard deviation	0.54	0.77	0.73	0.66	0.74	0.76	0.00	0.81	0.70	
Significance	-			-			-	*		
Effect size	-	0.25	0.18	-	0.08	0.07	-	0.51	0.43	
Cooperative learning (small groups)										
All	64.4%	52.5%	55.9%	53.6%	48.7%	50.1%	82.4%	57.3%	60.9%	
Most	13.3%	15.0%	15.2%	14.3%	16.6%	15.5%	11.8%	13.0%	15.0%	
Some	20.0%	24.3%	21.0%	32.1%	25.6%	25.0%	0.0%	22.6%	17.5%	
None	2.2%	8.2%	7.9%	0.0%	9.1%	9.5%	5.9%	7.1%	6.5%	
Total(n)	45	547	1,128	28	308	529	17	239	599	
Mean	3.40	3.12	3.19	3.21	3.05	3.06	3.71	3.21	3.30	
Standard deviation	0.89	1.04	1.02	0.92	1.05	1.06	0.77	1.02	0.98	
Significance	-			-			-	*		
Effect size	-	0.27	0.21	-	0.15	0.14	-	0.49	0.42	
Experiential learning/Field studies										
All	26.1%	23.6%	28.7%	27.6%	18.9%	23.7%	23.5%	29.7%	33.2%	
Most	28.3%	17.4%	19.4%	24.1%	17.3%	18.3%	35.3%	17.6%	20.4%	
Some	28.3%	25.6%	23.9%	31.0%	24.1%	23.7%	23.5%	27.6%	24.1%	
None	17.4%	33.3%	27.9%	17.2%	39.7%	34.4%	17.6%	25.1%	22.3%	

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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)	46	546	1,117	29	307	524	17	239	593	
Mean	2.63	2.31	2.49	2.62	2.15	2.31	2.65	2.52	2.65	
Standard deviation	1.06	1.16	1.18	1.08	1.14	1.17	1.06	1.16	1.16	
Significance	-			-	*		-			
Effect size	-	0.28	0.12	-	0.41	0.26	-	0.11	0.00	
Performances/Demonstrations										
All	25.0%	24.7%	28.1%	25.0%	23.1%	25.2%	25.0%	26.8%	30.8%	
Most	22.7%	15.1%	15.1%	21.4%	17.6%	16.6%	25.0%	11.9%	13.8%	
Some	22.7%	24.0%	24.3%	21.4%	21.8%	23.3%	25.0%	26.8%	25.3%	
None	29.5%	36.2%	32.4%	32.1%	37.5%	34.9%	25.0%	34.5%	30.1%	
Total(n)	44	542	1,109	28	307	524	16	235	585	
Mean	2.43	2.28	2.39	2.39	2.26	2.32	2.50	2.31	2.45	
Standard deviation	1.17	1.19	1.20	1.20	1.19	1.19	1.15	1.20	1.21	
Significance	-			-			-			
Effect size	-	0.13	0.03	-	0.11	0.06	-	0.16	0.04	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	37.0%	32.1%	32.2%	41.4%	35.0%	34.0%	29.4%	28.4%	30.5%	
Most	21.7%	19.4%	18.4%	10.3%	17.8%	15.8%	41.2%	21.6%	20.7%	
Some	28.3%	27.2%	29.1%	31.0%	26.5%	28.8%	23.5%	28.0%	29.3%	
None	13.0%	21.3%	20.4%	17.2%	20.7%	21.4%	5.9%	22.0%	19.4%	
Total(n)	46	545	1,125	29	309	532	17	236	593	
Mean	2.83	2.62	2.62	2.76	2.67	2.62	2.94	2.56	2.62	
Standard deviation	1.08	1.14	1.13	1.18	1.16	1.16	0.90	1.12	1.11	
Significance	-			-			-			
Effect size	-	0.18	0.19	-	0.08	0.12	-	0.34	0.29	
Extensive lecturing										
All	17.4%	23.6%	20.0%	20.7%	28.3%	26.4%	11.8%	17.5%	14.3%	
Most	21.7%	25.4%	23.3%	20.7%	27.0%	25.8%	23.5%	23.3%	21.0%	
Some	41.3%	33.6%	36.0%	48.3%	32.5%	33.8%	29.4%	35.0%	38.0%	
None	19.6%	17.4%	20.6%	10.3%	12.2%	14.0%	35.3%	24.2%	26.6%	
Total(n)	46	551	1,124	29	311	530	17	240	594	
Mean	2.37	2.55	2.43	2.52	2.71	2.65	2.12	2.34	2.23	
Standard deviation	1.00	1.03	1.03	0.95	1.01	1.02	1.05	1.03	1.00	
Significance	-			-			-			
Effect size	-	-0.17	-0.06	-	-0.19	-0.13	-	-0.21	-0.11	
Multiple drafts of written work										
All	6.7%	13.0%	16.1%	0.0%	9.0%	11.8%	18.8%	18.1%	19.9%	
Most	17.8%	14.6%	18.0%	17.2%	14.1%	17.5%	18.8%	15.2%	18.5%	
Some	37.8%	35.6%	34.9%	37.9%	39.2%	37.0%	37.5%	30.8%	33.1%	
None	37.8%	36.9%	30.9%	44.8%	37.6%	33.6%	25.0%	35.9%	28.5%	
Total(n)	45	548	1,125	29	311	532	16	237	593	
Mean	1.93	2.04	2.19	1.72	1.95	2.08	2.31	2.16	2.30	
Standard deviation	0.91	1.02	1.05	0.75	0.94	0.99	1.08	1.10	1.09	

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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	
Significance	-			-			-			
Effect size	-	-0.11	-0.25	-	-0.24	-0.36	-	0.14	0.01	
Reflective writing/journaling										
All	10.9%	11.4%	16.3%	6.9%	7.4%	11.2%	17.6%	16.7%	20.8%	
Most	8.7%	10.0%	14.2%	10.3%	8.7%	12.3%	5.9%	11.7%	15.9%	
Some	32.6%	24.3%	27.2%	31.0%	22.5%	24.4%	35.3%	26.7%	29.7%	
None	47.8%	54.3%	42.3%	51.7%	61.4%	52.1%	41.2%	45.0%	33.6%	
Total(n)	46	551	1,124	29	311	528	17	240	596	
Mean	1.83	1.79	2.05	1.72	1.62	1.83	2.00	2.00	2.24	
Standard deviation	1.00	1.03	1.10	0.92	0.92	1.03	1.12	1.11	1.13	
Significance	-			-			-			
Effect size	-	0.04	-0.20	-	0.11	-0.11	-	0.00	-0.21	
Community service as part of coursework										
All	0.0%	2.7%	4.3%	0.0%	2.6%	2.8%	0.0%	2.9%	5.5%	
Most	6.7%	4.9%	5.9%	6.9%	2.6%	3.8%	6.3%	8.0%	7.7%	
Some	28.9%	15.8%	21.9%	24.1%	15.6%	19.3%	37.5%	16.0%	24.2%	
None	64.4%	76.6%	67.9%	69.0%	79.2%	74.1%	56.3%	73.1%	62.5%	
Total(n)	45	546	1,123	29	308	528	16	238	595	
Mean	1.42	1.34	1.46	1.38	1.29	1.35	1.50	1.41	1.56	
Standard deviation	0.62	0.70	0.79	0.62	0.64	0.69	0.63	0.76	0.86	
Significance	-			-			-			
Effect size	-	0.11	-0.05	-	0.14	0.04	-	0.12	-0.07	
Electronic quizzes with immediate feedback in class										
All	6.8%	5.7%	7.1%	0.0%	3.9%	5.5%	20.0%	8.0%	8.5%	
Most	6.8%	7.5%	7.0%	3.4%	6.5%	5.5%	13.3%	8.9%	8.3%	
Some	29.5%	17.7%	18.9%	27.6%	15.2%	17.7%	33.3%	21.1%	20.0%	
None	56.8%	69.1%	67.1%	69.0%	74.5%	71.4%	33.3%	62.0%	63.2%	
Total(n)	44	547	1,120	29	310	531	15	237	589	
Mean	1.64	1.50	1.54	1.34	1.40	1.45	2.20	1.63	1.62	
Standard deviation	0.89	0.86	0.90	0.55	0.78	0.83	1.15	0.95	0.96	
Significance	-			-			-	*	*	
Effect size	-	0.16	0.11	-	-0.08	-0.13	-	0.60	0.60	
Using real-life problems										
All	57.8%	55.4%	59.0%	51.7%	54.8%	54.4%	68.8%	56.1%	63.2%	
Most	22.2%	24.1%	23.2%	27.6%	25.6%	24.8%	12.5%	22.2%	21.7%	
Some	20.0%	16.5%	14.2%	20.7%	16.0%	16.6%	18.8%	17.2%	12.0%	
None	0.0%	4.0%	3.6%	0.0%	3.5%	4.3%	0.0%	4.6%	3.0%	
Total(n)	45	551	1,135	29	312	537	16	239	598	
Mean	3.38	3.31	3.38	3.31	3.32	3.29	3.50	3.30	3.45	
Standard deviation	0.81	0.89	0.86	0.81	0.87	0.89	0.82	0.91	0.82	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	-0.01	0.02	-	0.22	0.06	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
In how many of the courses that you teach do you use each of the following?											
Using student inquiry to drive learning											
All	35.6%	38.0%	41.8%	28.6%	34.1%	36.3%	47.1%	43.0%	46.7%		
Most	31.1%	24.2%	25.9%	28.6%	24.4%	25.8%	35.3%	24.0%	26.1%		
Some	22.2%	27.5%	24.1%	28.6%	31.5%	28.2%	11.8%	22.3%	20.4%		
None	11.1%	10.3%	8.2%	14.3%	10.0%	9.8%	5.9%	10.7%	6.8%		
Total(n)	45	553	1,134	28	311	532	17	242	602		
Mean	2.91	2.90	3.01	2.71	2.83	2.89	3.24	2.99	3.13		
Standard deviation	1.02	1.03	0.99	1.05	1.01	1.01	0.90	1.04	0.96		
Significance	-			-			-				
Effect size	-	0.01	-0.10	-	-0.12	-0.18	-	0.24	0.11		
Readings on racial and ethnic issues											
All	17.8%	15.0%	20.7%	10.3%	9.8%	11.8%	31.3%	22.0%	28.8%		
Most	20.0%	10.9%	15.6%	20.7%	9.4%	13.5%	18.8%	12.9%	17.5%		
Some	28.9%	24.7%	26.6%	27.6%	25.1%	29.2%	31.3%	24.1%	24.2%		
None	33.3%	49.4%	37.1%	41.4%	55.7%	45.5%	18.8%	40.9%	29.5%		
Total(n)	45	539	1,114	29	307	527	16	232	587		
Mean	2.22	1.92	2.20	2.00	1.73	1.91	2.63	2.16	2.46		
Standard deviation	1.11	1.10	1.15	1.04	0.99	1.03	1.15	1.18	1.19		
Significance	-			-			-				
Effect size	-	0.27	0.02	-	0.27	0.09	-	0.40	0.14		
Readings on women and gender issues											
All	15.6%	11.0%	16.1%	6.9%	7.2%	9.3%	31.3%	16.1%	22.4%		
Most	13.3%	9.8%	12.6%	13.8%	8.2%	10.7%	12.5%	12.1%	14.4%		
Some	28.9%	25.0%	28.3%	34.5%	24.7%	27.9%	18.8%	25.4%	28.7%		
None	42.2%	54.2%	42.9%	44.8%	59.9%	52.1%	37.5%	46.4%	34.5%		
Total(n)	45	528	1,084	29	304	516	16	224	568		
Mean	2.02	1.78	2.02	1.83	1.63	1.77	2.38	1.98	2.25		
Standard deviation	1.10	1.02	1.10	0.93	0.91	0.97	1.31	1.11	1.15		
Significance	-			-			-				
Effect size	-	0.24	0.00	-	0.22	0.06	-	0.36	0.11		
Supplemental instruction that is outside of class and office hours											
All	24.4%	18.0%	23.5%	10.3%	13.5%	16.4%	50.0%	23.9%	29.8%		
Most	17.8%	16.5%	18.6%	24.1%	16.5%	18.3%	6.3%	16.5%	18.9%		
Some	42.2%	38.8%	35.1%	48.3%	40.3%	39.0%	31.3%	37.0%	31.7%		
None	15.6%	26.6%	22.7%	17.2%	29.7%	26.3%	12.5%	22.6%	19.6%		
Total(n)	45	533	1,101	29	303	518	16	230	583		
Mean	2.51	2.26	2.43	2.28	2.14	2.25	2.94	2.42	2.59		
Standard deviation	1.04	1.04	1.08	0.88	0.99	1.02	1.18	1.09	1.11		
Significance	-			-			-				
Effect size	-	0.24	0.07	-	0.14	0.03	-	0.48	0.32		

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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	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	18.6%	33.9%	37.6%	14.8%	32.0%	32.6%	25.0%	36.4%	42.1%	
Most	30.2%	23.4%	23.8%	33.3%	22.0%	22.4%	25.0%	25.1%	25.0%	
Some	37.2%	29.8%	27.8%	33.3%	33.0%	33.0%	43.8%	25.5%	23.2%	
None	14.0%	13.0%	10.8%	18.5%	13.0%	12.0%	6.3%	13.0%	9.7%	
Total(n)	43	531	1,103	27	300	518	16	231	585	
Mean	2.53	2.78	2.88	2.44	2.73	2.76	2.69	2.85	2.99	
Standard deviation	0.96	1.05	1.04	0.97	1.05	1.04	0.95	1.06	1.02	
Significance	-		*	-			-			
Effect size	-	-0.24	-0.34	-	-0.28	-0.31	-	-0.15	-0.29	
Student evaluations of each others' work										
All	6.7%	15.5%	17.1%	3.4%	11.8%	12.8%	12.5%	20.6%	20.9%	
Most	28.9%	15.7%	15.0%	27.6%	13.4%	13.8%	31.3%	18.9%	16.1%	
Some	28.9%	31.3%	35.1%	24.1%	32.0%	34.6%	37.5%	30.3%	35.5%	
None	35.6%	37.5%	32.8%	44.8%	42.8%	38.8%	18.8%	30.3%	27.4%	
Total(n)	45	534	1,106	29	306	523	16	228	583	
Mean	2.07	2.09	2.16	1.90	1.94	2.01	2.38	2.30	2.31	
Standard deviation	0.96	1.07	1.07	0.94	1.02	1.02	0.96	1.11	1.09	
Significance	-			-			-			
Effect size	-	-0.02	-0.08	-	-0.04	-0.11	-	0.07	0.06	
Grading on a curve										
All	20.5%	15.9%	12.2%	10.7%	17.9%	15.5%	37.5%	13.2%	9.2%	
Most	22.7%	11.3%	8.3%	32.1%	15.0%	11.0%	6.3%	6.6%	5.9%	
Some	25.0%	19.5%	19.5%	28.6%	20.3%	21.5%	18.8%	18.4%	17.7%	
None	31.8%	53.3%	59.9%	28.6%	46.8%	51.9%	37.5%	61.8%	67.1%	
Total(n)	44	529	1,091	28	301	516	16	228	575	
Mean	2.32	1.90	1.73	2.25	2.04	1.90	2.44	1.71	1.57	
Standard deviation	1.14	1.13	1.05	1.00	1.16	1.11	1.36	1.06	0.96	
Significance	-	*	***	-			-	**	***	
Effect size	-	0.37	0.56	-	0.18	0.32	-	0.69	0.91	
Rubric-based assessment										
All	38.6%	34.7%	42.9%	25.0%	28.8%	33.4%	62.5%	42.4%	51.3%	
Most	29.5%	20.1%	21.3%	35.7%	20.5%	21.9%	18.8%	19.5%	20.8%	
Some	11.4%	22.0%	18.2%	7.1%	20.2%	19.3%	18.8%	24.2%	17.2%	
None	20.5%	23.3%	17.6%	32.1%	30.5%	25.4%	0.0%	13.9%	10.8%	
Total(n)	44	533	1,095	28	302	512	16	231	583	
Mean	2.86	2.66	2.89	2.54	2.48	2.63	3.44	2.90	3.13	
Standard deviation	1.15	1.18	1.14	1.20	1.20	1.19	0.81	1.10	1.05	
Significance	-			-			-			
Effect size	-	0.17	-0.03	-	0.05	-0.08	-	0.49	0.30	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	9.1%	11.8%	15.0%	3.4%	9.2%	11.0%	20.0%	15.1%	18.6%	

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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	
Most	18.2%	11.4%	14.4%	24.1%	10.9%	11.8%	6.7%	12.1%	16.7%	
Some	31.8%	32.1%	31.9%	27.6%	34.3%	33.7%	40.0%	29.3%	30.3%	
None	40.9%	44.7%	38.6%	44.8%	45.5%	43.4%	33.3%	43.5%	34.4%	
Total(n)	44	535	1,103	29	303	516	15	232	587	
Mean	1.95	1.90	2.06	1.86	1.84	1.91	2.13	1.99	2.19	
Standard deviation	0.99	1.01	1.06	0.92	0.95	0.99	1.13	1.08	1.10	
Significance	-			-			-			
Effect size	-	0.05	-0.10	-	0.02	-0.05	-	0.13	-0.05	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	34.9%	35.7%	41.5%	32.1%	34.8%	38.3%	40.0%	37.0%	44.3%	
Occasionally	48.8%	46.3%	44.0%	42.9%	42.3%	41.5%	60.0%	51.5%	46.3%	
Not at all	16.3%	18.0%	14.5%	25.0%	23.0%	20.2%	0.0%	11.5%	9.5%	
Total(n)	43	540	1,117	28	305	525	15	235	592	
Mean	2.19	2.18	2.27	2.07	2.12	2.18	2.40	2.26	2.35	
Standard deviation	0.70	0.71	0.70	0.77	0.75	0.74	0.51	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.01	-0.11	-	-0.07	-0.15	-	0.22	0.08	
Simulations/animations										
Frequently	21.4%	22.8%	23.4%	17.9%	20.7%	20.3%	28.6%	25.6%	26.2%	
Occasionally	45.2%	38.6%	38.2%	42.9%	42.4%	40.6%	50.0%	33.5%	36.0%	
Not at all	33.3%	38.6%	38.4%	39.3%	36.8%	39.1%	21.4%	41.0%	37.8%	
Total(n)	42	531	1,094	28	304	517	14	227	577	
Mean	1.88	1.84	1.85	1.79	1.84	1.81	2.07	1.85	1.88	
Standard deviation	0.74	0.77	0.77	0.74	0.74	0.75	0.73	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	-0.07	-0.03	-	0.28	0.24	
Online homework or virtual labs										
Frequently	16.7%	20.1%	24.4%	10.7%	18.8%	22.8%	28.6%	21.8%	25.8%	
Occasionally	38.1%	29.1%	31.8%	46.4%	30.0%	31.7%	21.4%	27.8%	32.0%	
Not at all	45.2%	50.8%	43.8%	42.9%	51.2%	45.5%	50.0%	50.4%	42.2%	
Total(n)	42	537	1,106	28	303	521	14	234	585	
Mean	1.71	1.69	1.81	1.68	1.68	1.77	1.79	1.71	1.84	
Standard deviation	0.74	0.79	0.80	0.67	0.77	0.80	0.89	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.03	-0.13	-	0.00	-0.11	-	0.10	-0.06	
Online discussion boards										
Frequently	9.8%	20.8%	27.1%	11.5%	17.9%	22.5%	6.7%	24.5%	31.3%	
Occasionally	31.7%	26.6%	28.6%	34.6%	25.2%	27.1%	26.7%	28.4%	29.9%	
Not at all	58.5%	52.6%	44.2%	53.8%	56.8%	50.4%	66.7%	47.2%	38.8%	
Total(n)	41	530	1,094	26	301	516	15	229	578	
Mean	1.51	1.68	1.83	1.58	1.61	1.72	1.40	1.77	1.93	
Standard deviation	0.68	0.80	0.83	0.70	0.77	0.81	0.63	0.82	0.83	

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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	
Significance	-		*	-			-		*	
Effect size	-	-0.21	-0.39	-	-0.04	-0.17	-	-0.45	-0.64	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	9.8%	7.5%	7.6%	0.0%	4.6%	4.8%	28.6%	11.3%	10.1%	
Occasionally	9.8%	19.7%	19.0%	7.4%	19.5%	18.6%	14.3%	19.9%	19.4%	
Not at all	80.5%	72.8%	73.4%	92.6%	75.9%	76.6%	57.1%	68.8%	70.4%	
Total(n)	41	534	1,104	27	303	522	14	231	582	
Mean	1.29	1.35	1.34	1.07	1.29	1.28	1.71	1.42	1.40	
Standard deviation	0.64	0.61	0.61	0.27	0.55	0.55	0.91	0.69	0.67	
Significance	-			-	*	*	-			
Effect size	-	-0.10	-0.08	-	-0.40	-0.38	-	0.42	0.46	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	44.2%	40.6%	52.3%	42.9%	32.8%	41.5%	46.7%	50.9%	62.2%	
Very important	41.9%	40.0%	35.1%	42.9%	43.5%	40.7%	40.0%	35.5%	30.1%	
Somewhat important	4.7%	13.7%	8.8%	3.6%	15.1%	11.2%	6.7%	11.8%	6.7%	
Not important	9.3%	5.7%	3.7%	10.7%	8.7%	6.6%	6.7%	1.8%	1.1%	
Total(n)	43	527	1,087	28	299	516	15	228	571	
Mean	3.21	3.16	3.36	3.18	3.00	3.17	3.27	3.36	3.53	
Standard deviation	0.91	0.86	0.79	0.94	0.91	0.87	0.88	0.76	0.67	
Significance	-			-			-			
Effect size	-	0.06	-0.19	-	0.20	0.01	-	-0.12	-0.39	
Prepare students for employment after college										
Essential	88.1%	77.6%	80.8%	89.3%	77.9%	79.3%	85.7%	77.3%	82.1%	
Very important	11.9%	18.7%	16.0%	10.7%	18.2%	16.2%	14.3%	19.5%	15.7%	
Somewhat important	0.0%	1.9%	1.7%	0.0%	2.0%	2.1%	0.0%	1.8%	1.3%	
Not important	0.0%	1.7%	1.6%	0.0%	2.0%	2.3%	0.0%	1.4%	0.9%	
Total(n)	42	523	1,077	28	303	518	14	220	559	
Mean	3.88	3.72	3.76	3.89	3.72	3.73	3.86	3.73	3.79	
Standard deviation	0.33	0.59	0.56	0.31	0.60	0.62	0.36	0.56	0.49	
Significance	-			-			-			
Effect size	-	0.27	0.21	-	0.28	0.26	-	0.23	0.14	
Prepare students for graduate or advanced education										
Essential	53.7%	60.9%	64.0%	60.7%	60.1%	61.9%	38.5%	62.0%	65.9%	
Very important	29.3%	30.9%	27.8%	28.6%	31.2%	29.5%	30.8%	30.6%	26.2%	
Somewhat important	14.6%	4.7%	4.2%	10.7%	4.7%	4.3%	23.1%	4.6%	4.2%	
Not important	2.4%	3.5%	4.0%	0.0%	4.0%	4.3%	7.7%	2.8%	3.7%	
Total(n)	41	514	1,061	28	298	515	13	216	546	
Mean	3.34	3.49	3.52	3.50	3.47	3.49	3.00	3.52	3.54	
Standard deviation	0.82	0.74	0.76	0.69	0.77	0.77	1.00	0.72	0.74	
Significance	-			-			-	*	*	
Effect size	-	-0.20	-0.24	-	0.04	0.01	-	-0.72	-0.73	

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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	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	37.2%	50.7%	55.3%	42.9%	56.2%	58.5%	26.7%	43.4%	52.4%	
Very important	55.8%	40.2%	36.4%	53.6%	34.1%	33.0%	60.0%	48.2%	39.5%	
Somewhat important	7.0%	6.9%	6.2%	3.6%	6.7%	5.9%	13.3%	7.1%	6.5%	
Not important	0.0%	2.3%	2.0%	0.0%	3.0%	2.6%	0.0%	1.3%	1.6%	
Total(n)	43	525	1,076	28	299	509	15	226	567	
Mean	3.30	3.39	3.45	3.39	3.43	3.48	3.13	3.34	3.43	
Standard deviation	0.60	0.72	0.70	0.57	0.75	0.72	0.64	0.67	0.69	
Significance	-			-			-			
Effect size	-	-0.13	-0.21	-	-0.05	-0.13	-	-0.31	-0.43	
Provide for students' emotional development										
Essential	30.2%	32.9%	38.7%	32.1%	28.8%	34.1%	26.7%	38.4%	42.8%	
Very important	51.2%	43.8%	42.9%	53.6%	44.5%	43.5%	46.7%	42.9%	42.5%	
Somewhat important	16.3%	18.5%	14.5%	14.3%	20.4%	17.0%	20.0%	16.1%	12.2%	
Not important	2.3%	4.8%	3.9%	0.0%	6.4%	5.5%	6.7%	2.7%	2.5%	
Total(n)	43	523	1,078	28	299	513	15	224	565	
Mean	3.09	3.05	3.16	3.18	2.96	3.06	2.93	3.17	3.26	
Standard deviation	0.75	0.84	0.81	0.67	0.86	0.85	0.88	0.79	0.76	
Significance	-			-			-			
Effect size	-	0.05	-0.09	-	0.26	0.14	-	-0.30	-0.43	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	38.1%	44.8%	50.5%	32.1%	43.1%	48.3%	50.0%	47.1%	52.5%	
Very important	50.0%	41.7%	38.0%	57.1%	41.5%	38.6%	35.7%	42.1%	37.3%	
Somewhat important	9.5%	11.2%	9.3%	10.7%	12.7%	10.1%	7.1%	9.0%	8.6%	
Not important	2.4%	2.3%	2.2%	0.0%	2.7%	2.9%	7.1%	1.8%	1.6%	
Total(n)	42	520	1,075	28	299	515	14	221	560	
Mean	3.24	3.29	3.37	3.21	3.25	3.32	3.29	3.34	3.41	
Standard deviation	0.73	0.75	0.74	0.63	0.78	0.77	0.91	0.72	0.71	
Significance	-			-			-			
Effect size	-	-0.07	-0.18	-	-0.05	-0.14	-	-0.07	-0.17	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	41.5%	42.7%	53.3%	40.7%	31.6%	41.8%	42.9%	57.5%	63.7%	
Very important	39.0%	39.4%	35.7%	44.4%	43.4%	40.0%	28.6%	33.9%	31.7%	
Somewhat important	14.6%	12.7%	7.8%	14.8%	16.8%	11.9%	14.3%	7.2%	4.1%	
Not important	4.9%	5.2%	3.3%	0.0%	8.1%	6.3%	14.3%	1.4%	0.5%	
Total(n)	41	518	1,074	27	297	512	14	221	562	
Mean	3.17	3.19	3.39	3.26	2.99	3.17	3.00	3.48	3.59	
Standard deviation	0.86	0.85	0.77	0.71	0.90	0.87	1.11	0.69	0.60	
Significance	-			-			-	*	***	

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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	-	-0.02	-0.29	-	0.30	0.10	-	-0.70	-0.98	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	81.4%	69.5%	72.9%	75.0%	66.0%	68.9%	93.3%	74.2%	76.6%	
Very important	16.3%	27.7%	23.8%	25.0%	30.7%	27.8%	0.0%	23.6%	20.2%	
Somewhat important	0.0%	1.1%	2.0%	0.0%	0.7%	1.2%	0.0%	1.8%	2.8%	
Not important	2.3%	1.7%	1.2%	0.0%	2.6%	2.1%	6.7%	0.4%	0.4%	
Total(n)	43	528	1,086	28	303	518	15	225	568	
Mean	3.77	3.65	3.69	3.75	3.60	3.64	3.80	3.72	3.73	
Standard deviation	0.57	0.59	0.57	0.44	0.64	0.62	0.77	0.52	0.52	
Significance	-			-			-			
Effect size	-	0.20	0.14	-	0.23	0.18	-	0.15	0.13	
Teach students tolerance and respect for different beliefs										
Essential	53.5%	53.8%	62.7%	53.6%	46.3%	54.5%	53.3%	64.0%	70.3%	
Very important	34.9%	37.0%	31.1%	39.3%	40.0%	35.2%	26.7%	32.9%	27.4%	
Somewhat important	7.0%	5.9%	3.8%	7.1%	9.0%	6.0%	6.7%	1.8%	1.8%	
Not important	4.7%	3.3%	2.3%	0.0%	4.7%	4.3%	13.3%	1.4%	0.5%	
Total(n)	43	522	1,079	28	300	514	15	222	565	
Mean	3.37	3.41	3.54	3.46	3.28	3.40	3.20	3.59	3.67	
Standard deviation	0.82	0.75	0.68	0.64	0.81	0.79	1.08	0.60	0.54	
Significance	-			-			-	*	**	
Effect size	-	-0.05	-0.25	-	0.22	0.08	-	-0.65	-0.87	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	9.5%	15.4%	18.4%	13.8%	14.6%	17.5%	0.0%	16.4%	19.1%	
Agree somewhat	40.5%	50.9%	50.8%	44.8%	53.7%	50.6%	30.8%	47.0%	51.0%	
Disagree somewhat	40.5%	26.7%	24.0%	31.0%	24.1%	23.4%	61.5%	30.1%	24.6%	
Strongly disagree	9.5%	7.0%	6.8%	10.3%	7.5%	8.5%	7.7%	6.4%	5.3%	
Total(n)	42	513	1,057	29	294	508	13	219	549	
Mean	2.50	2.75	2.81	2.62	2.76	2.77	2.23	2.74	2.84	
Standard deviation	0.80	0.80	0.81	0.86	0.79	0.84	0.60	0.81	0.79	
Significance	-		*	-			-	*	**	
Effect size	-	-0.31	-0.38	-	-0.18	-0.18	-	-0.63	-0.77	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	70.5%	71.5%	75.9%	65.5%	62.3%	67.3%	80.0%	83.9%	83.8%	
Agree somewhat	29.5%	25.0%	21.3%	34.5%	32.7%	28.5%	20.0%	14.8%	14.8%	
Disagree somewhat	0.0%	1.7%	1.8%	0.0%	2.4%	2.5%	0.0%	0.9%	1.1%	
Strongly disagree	0.0%	1.7%	1.0%	0.0%	2.7%	1.8%	0.0%	0.4%	0.4%	
Total(n)	44	520	1,074	29	297	513	15	223	561	

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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	
Mean	3.70	3.66	3.72	3.66	3.55	3.61	3.80	3.82	3.82	
Standard deviation	0.46	0.60	0.55	0.48	0.68	0.63	0.41	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.07	-0.04	-	0.16	0.08	-	-0.05	-0.05	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	65.9%	52.4%	59.2%	65.5%	42.7%	49.3%	66.7%	65.3%	68.1%	
Agree somewhat	27.3%	41.6%	36.1%	24.1%	48.5%	43.4%	33.3%	32.4%	29.4%	
Disagree somewhat	6.8%	4.7%	3.8%	10.3%	6.5%	5.3%	0.0%	2.3%	2.5%	
Strongly disagree	0.0%	1.4%	0.9%	0.0%	2.4%	2.0%	0.0%	0.0%	0.0%	
Total(n)	44	515	1,065	29	293	507	15	222	558	
Mean	3.59	3.45	3.53	3.55	3.31	3.40	3.67	3.63	3.66	
Standard deviation	0.62	0.65	0.62	0.69	0.70	0.68	0.49	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.22	0.10	-	0.34	0.22	-	0.08	0.02	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	9.1%	9.7%	11.5%	3.4%	8.6%	13.0%	20.0%	11.2%	10.0%	
Agree somewhat	52.3%	39.6%	40.3%	55.2%	33.9%	34.8%	46.7%	47.1%	45.3%	
Disagree somewhat	29.5%	37.9%	36.5%	34.5%	42.8%	39.2%	20.0%	31.4%	33.9%	
Strongly disagree	9.1%	12.8%	11.8%	6.9%	14.7%	13.0%	13.3%	10.3%	10.8%	
Total(n)	44	515	1,048	29	292	500	15	223	548	
Mean	2.61	2.46	2.51	2.55	2.36	2.48	2.73	2.59	2.55	
Standard deviation	0.78	0.84	0.85	0.69	0.84	0.88	0.96	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.18	0.12	-	0.23	0.08	-	0.17	0.22	
I try to dispel perceptions of competition										
Strongly agree	9.8%	16.8%	19.0%	3.8%	9.1%	13.6%	20.0%	27.2%	23.9%	
Agree somewhat	48.8%	41.8%	42.5%	50.0%	38.3%	38.3%	46.7%	46.5%	46.4%	
Disagree somewhat	34.1%	32.6%	30.1%	38.5%	39.7%	35.9%	26.7%	23.0%	24.7%	
Strongly disagree	7.3%	8.8%	8.5%	7.7%	12.9%	12.2%	6.7%	3.3%	5.0%	
Total(n)	41	500	1,028	26	287	493	15	213	535	
Mean	2.61	2.67	2.72	2.50	2.44	2.53	2.80	2.98	2.89	
Standard deviation	0.77	0.86	0.87	0.71	0.83	0.88	0.86	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	0.07	-0.03	-	-0.23	-0.11	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	18.2%	26.6%	27.9%	20.7%	32.4%	33.8%	13.3%	18.9%	22.5%	
Agree somewhat	63.6%	46.5%	44.0%	65.5%	47.3%	45.5%	60.0%	45.5%	42.7%	
Disagree somewhat	15.9%	18.9%	19.6%	13.8%	15.2%	14.2%	20.0%	23.9%	24.5%	
Strongly disagree	2.3%	7.9%	8.5%	0.0%	5.1%	6.5%	6.7%	11.7%	10.3%	
Total(n)	44	518	1,061	29	296	506	15	222	555	
Mean	2.98	2.92	2.91	3.07	3.07	3.07	2.80	2.72	2.77	

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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	
Standard deviation	0.66	0.88	0.90	0.59	0.82	0.86	0.77	0.91	0.91	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.00	0.00	-	0.09	0.03	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	20.5%	18.7%	20.1%	10.3%	12.6%	14.1%	40.0%	26.8%	25.6%	
Agree somewhat	29.5%	28.5%	27.9%	31.0%	28.0%	25.6%	26.7%	29.1%	29.9%	
Disagree somewhat	38.6%	33.5%	32.7%	41.4%	36.5%	35.5%	33.3%	29.5%	30.1%	
Strongly disagree	11.4%	19.3%	19.3%	17.2%	22.9%	24.8%	0.0%	14.5%	14.3%	
Total(n)	44	513	1,055	29	293	504	15	220	551	
Mean	2.59	2.47	2.49	2.34	2.30	2.29	3.07	2.68	2.67	
Standard deviation	0.95	1.01	1.02	0.90	0.96	0.99	0.88	1.02	1.01	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.04	0.05	-	0.38	0.40	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	21.1%	22.6%	24.1%	30.4%	22.9%	26.0%	6.7%	22.3%	22.3%	
Agree somewhat	44.7%	45.0%	45.0%	52.2%	48.2%	45.7%	33.3%	40.8%	44.3%	
Disagree somewhat	21.1%	21.4%	21.6%	8.7%	19.6%	19.5%	40.0%	23.7%	23.6%	
Strongly disagree	13.2%	11.0%	9.3%	8.7%	9.3%	8.8%	20.0%	13.3%	9.8%	
Total(n)	38	491	1,021	23	280	488	15	211	533	
Mean	2.74	2.79	2.84	3.04	2.85	2.89	2.27	2.72	2.79	
Standard deviation	0.95	0.92	0.90	0.88	0.88	0.89	0.88	0.96	0.90	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.11	-	0.22	0.17	-	-0.47	-0.58	
Student Affairs staff have the support and respect of faculty										
Strongly agree	33.3%	34.2%	31.8%	42.9%	31.3%	32.3%	16.7%	38.0%	31.4%	
Agree somewhat	45.5%	48.5%	49.5%	42.9%	52.2%	49.4%	50.0%	43.5%	49.7%	
Disagree somewhat	21.2%	14.5%	14.4%	14.3%	13.8%	13.6%	33.3%	15.5%	15.1%	
Strongly disagree	0.0%	2.8%	4.2%	0.0%	2.6%	4.8%	0.0%	3.0%	3.8%	
Total(n)	33	468	965	21	268	462	12	200	503	
Mean	3.12	3.14	3.09	3.29	3.12	3.09	2.83	3.17	3.09	
Standard deviation	0.74	0.76	0.79	0.72	0.74	0.80	0.72	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.03	0.04	-	0.23	0.25	-	-0.43	-0.33	
There is a lot of campus racial conflict here										
Strongly agree	5.4%	2.3%	2.5%	4.5%	2.5%	2.3%	6.7%	2.0%	2.7%	
Agree somewhat	48.6%	15.4%	15.0%	40.9%	12.3%	12.6%	60.0%	19.5%	17.3%	
Disagree somewhat	29.7%	34.7%	37.7%	27.3%	30.4%	33.7%	33.3%	40.5%	41.4%	
Strongly disagree	16.2%	47.6%	44.8%	27.3%	54.7%	51.5%	0.0%	38.0%	38.6%	
Total(n)	37	481	988	22	276	478	15	205	510	
Mean	2.43	1.72	1.75	2.23	1.63	1.66	2.73	1.85	1.84	

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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	
Standard deviation	0.83	0.80	0.80	0.92	0.80	0.78	0.59	0.80	0.80	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.89	0.85	-	0.75	0.73	-	1.10	1.11	
My research is valued by faculty in my department										
Strongly agree	38.5%	36.0%	35.3%	50.0%	38.9%	38.7%	20.0%	32.1%	32.3%	
Agree somewhat	35.9%	43.8%	44.9%	33.3%	45.1%	44.7%	40.0%	42.1%	45.1%	
Disagree somewhat	17.9%	13.4%	13.4%	12.5%	10.2%	11.0%	26.7%	17.7%	15.6%	
Strongly disagree	7.7%	6.8%	6.3%	4.2%	5.8%	5.6%	13.3%	8.1%	6.9%	
Total(n)	39	484	968	24	275	463	15	209	505	
Mean	3.05	3.09	3.09	3.29	3.17	3.16	2.67	2.98	3.03	
Standard deviation	0.94	0.87	0.86	0.86	0.83	0.83	0.98	0.91	0.87	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	0.14	0.16	-	-0.34	-0.41	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	62.5%	52.4%	54.7%	76.0%	55.6%	57.0%	40.0%	48.1%	52.6%	
Agree somewhat	32.5%	36.7%	34.7%	20.0%	34.4%	32.9%	53.3%	39.7%	36.3%	
Disagree somewhat	2.5%	7.0%	7.2%	4.0%	5.6%	6.1%	0.0%	8.9%	8.3%	
Strongly disagree	2.5%	4.0%	3.4%	0.0%	4.5%	4.0%	6.7%	3.3%	2.8%	
Total(n)	40	502	1,035	25	288	495	15	214	540	
Mean	3.55	3.37	3.41	3.72	3.41	3.43	3.27	3.33	3.39	
Standard deviation	0.68	0.78	0.77	0.54	0.79	0.78	0.80	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.23	0.18	-	0.39	0.37	-	-0.08	-0.16	
My service is valued by faculty in my department										
Strongly agree	46.2%	47.9%	49.0%	62.5%	49.3%	50.7%	20.0%	45.9%	47.4%	
Agree somewhat	43.6%	38.6%	36.9%	33.3%	39.2%	37.0%	60.0%	37.8%	36.8%	
Disagree somewhat	7.7%	8.7%	10.1%	4.2%	7.3%	8.4%	13.3%	10.5%	11.7%	
Strongly disagree	2.6%	4.8%	4.0%	0.0%	4.2%	3.9%	6.7%	5.7%	4.1%	
Total(n)	39	497	1,021	24	288	489	15	209	532	
Mean	3.33	3.30	3.31	3.58	3.34	3.35	2.93	3.24	3.27	
Standard deviation	0.74	0.82	0.81	0.58	0.79	0.79	0.80	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.30	0.29	-	-0.36	-0.41	
Faculty are sufficiently involved in campus decision making										
Strongly agree	16.7%	14.3%	13.2%	18.2%	17.4%	15.2%	14.3%	10.1%	11.3%	
Agree somewhat	52.8%	40.9%	39.2%	54.5%	38.0%	38.8%	50.0%	44.7%	39.7%	
Disagree somewhat	27.8%	26.0%	29.1%	27.3%	23.2%	26.0%	28.6%	29.8%	32.0%	
Strongly disagree	2.8%	18.8%	18.5%	0.0%	21.4%	20.0%	7.1%	15.4%	17.0%	
Total(n)	36	484	1,002	22	276	480	14	208	522	
Mean	2.83	2.51	2.47	2.91	2.51	2.49	2.71	2.50	2.45	
Standard deviation	0.74	0.96	0.94	0.68	1.01	0.98	0.83	0.87	0.90	
Significance	-		*	-		*	-			

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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	-	0.33	0.38	-	0.40	0.43	-	0.24	0.29	
The faculty are typically at odds with campus administration										
Strongly agree	5.3%	12.0%	13.5%	8.3%	13.7%	15.3%	0.0%	9.6%	11.9%	
Agree somewhat	42.1%	35.2%	38.7%	41.7%	32.4%	35.5%	42.9%	38.9%	41.7%	
Disagree somewhat	44.7%	37.4%	34.2%	37.5%	36.3%	35.3%	57.1%	38.9%	33.1%	
Strongly disagree	7.9%	15.4%	13.6%	12.5%	17.6%	13.9%	0.0%	12.5%	13.4%	
Total(n)	38	492	1,013	24	284	490	14	208	523	
Mean	2.45	2.44	2.52	2.46	2.42	2.52	2.43	2.46	2.52	
Standard deviation	0.72	0.89	0.89	0.83	0.93	0.91	0.51	0.83	0.87	
Significance	-			-			-			
Effect size	-	0.01	-0.08	-	0.04	-0.07	-	-0.04	-0.10	
Faculty here respect each other										
Strongly agree	30.0%	42.4%	39.7%	36.0%	43.2%	39.7%	20.0%	41.4%	39.8%	
Agree somewhat	65.0%	50.2%	49.8%	64.0%	49.5%	52.0%	66.7%	51.2%	47.8%	
Disagree somewhat	5.0%	6.2%	8.3%	0.0%	5.3%	5.3%	13.3%	7.4%	11.2%	
Strongly disagree	0.0%	1.2%	2.1%	0.0%	2.1%	3.0%	0.0%	0.0%	1.3%	
Total(n)	40	500	1,032	25	285	494	15	215	538	
Mean	3.25	3.34	3.27	3.36	3.34	3.28	3.07	3.34	3.26	
Standard deviation	0.54	0.65	0.70	0.49	0.68	0.70	0.59	0.61	0.70	
Significance	-			-			-			
Effect size	-	-0.14	-0.03	-	0.03	0.11	-	-0.44	-0.27	
Administrators consider faculty concerns when making policy										
Strongly agree	16.7%	18.5%	16.4%	21.7%	22.4%	18.0%	7.7%	13.3%	14.9%	
Agree somewhat	50.0%	44.2%	44.9%	52.2%	43.1%	45.9%	46.2%	45.7%	44.1%	
Disagree somewhat	30.6%	24.4%	26.3%	26.1%	22.1%	23.3%	38.5%	27.6%	29.0%	
Strongly disagree	2.8%	12.8%	12.4%	0.0%	12.5%	12.8%	7.7%	13.3%	12.0%	
Total(n)	36	491	1,008	23	281	484	13	210	524	
Mean	2.81	2.68	2.65	2.96	2.75	2.69	2.54	2.59	2.62	
Standard deviation	0.75	0.92	0.90	0.71	0.94	0.91	0.78	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.14	0.18	-	0.22	0.30	-	-0.06	-0.09	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	22.9%	13.3%	19.9%	36.4%	13.5%	19.8%	0.0%	13.2%	20.0%	
Agree somewhat	48.6%	49.8%	50.2%	40.9%	49.8%	49.4%	61.5%	49.8%	51.0%	
Disagree somewhat	22.9%	30.4%	24.4%	18.2%	30.2%	25.4%	30.8%	30.7%	23.4%	
Strongly disagree	5.7%	6.5%	5.5%	4.5%	6.5%	5.4%	7.7%	6.3%	5.6%	
Total(n)	35	480	996	22	275	480	13	205	516	
Mean	2.89	2.70	2.84	3.09	2.70	2.84	2.54	2.70	2.85	
Standard deviation	0.83	0.78	0.80	0.87	0.78	0.80	0.66	0.78	0.80	
Significance	-			-	*		-			
Effect size	-	0.24	0.06	-	0.50	0.31	-	-0.21	-0.39	

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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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	17.9%	26.7%	25.8%	24.0%	31.9%	27.4%	7.1%	19.6%	24.2%	
Agree somewhat	43.6%	45.1%	44.9%	44.0%	43.2%	45.6%	42.9%	47.8%	44.2%	
Disagree somewhat	28.2%	20.2%	20.9%	24.0%	16.8%	18.4%	35.7%	24.9%	23.3%	
Strongly disagree	10.3%	7.9%	8.4%	8.0%	8.1%	8.6%	14.3%	7.7%	8.3%	
Total(n)	39	494	1,009	25	285	489	14	209	520	
Mean	2.69	2.91	2.88	2.84	2.99	2.92	2.43	2.79	2.84	
Standard deviation	0.89	0.88	0.89	0.90	0.90	0.89	0.85	0.84	0.88	
Significance	-			-			-			
Effect size	-	-0.25	-0.21	-	-0.17	-0.09	-	-0.43	-0.47	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	2.6%	2.3%	3.4%	4.0%	3.2%	3.9%	0.0%	1.0%	2.9%	
Agree somewhat	7.7%	9.3%	15.0%	8.0%	10.0%	12.4%	7.1%	8.3%	17.5%	
Disagree somewhat	23.1%	30.0%	37.0%	16.0%	26.4%	35.5%	35.7%	34.8%	38.4%	
Strongly disagree	66.7%	58.5%	44.6%	72.0%	60.4%	48.2%	57.1%	55.9%	41.2%	
Total(n)	39	484	1,000	25	280	485	14	204	515	
Mean	1.46	1.55	1.77	1.44	1.56	1.72	1.50	1.54	1.82	
Standard deviation	0.76	0.76	0.83	0.82	0.80	0.83	0.65	0.69	0.82	
Significance	-		*	-			-			
Effect size	-	-0.12	-0.37	-	-0.15	-0.34	-	-0.06	-0.39	
There is adequate support for faculty development										
Strongly agree	29.7%	30.0%	27.7%	40.9%	34.8%	29.2%	13.3%	23.6%	26.4%	
Agree somewhat	59.5%	42.4%	43.9%	54.5%	43.3%	45.6%	66.7%	41.3%	42.4%	
Disagree somewhat	8.1%	18.0%	19.6%	4.5%	13.8%	17.0%	13.3%	23.6%	22.0%	
Strongly disagree	2.7%	9.6%	8.7%	0.0%	8.2%	8.2%	6.7%	11.5%	9.2%	
Total(n)	37	490	1,020	22	282	489	15	208	531	
Mean	3.16	2.93	2.91	3.36	3.05	2.96	2.87	2.77	2.86	
Standard deviation	0.69	0.93	0.90	0.58	0.90	0.89	0.74	0.94	0.91	
Significance	-			-		*	-			
Effect size	-	0.25	0.28	-	0.34	0.45	-	0.11	0.01	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	17.9%	8.7%	9.2%	12.0%	7.2%	7.1%	28.6%	10.7%	11.2%	
Agree somewhat	41.0%	41.0%	36.5%	36.0%	39.9%	37.1%	50.0%	42.4%	36.0%	
Disagree somewhat	35.9%	39.5%	42.5%	44.0%	41.4%	43.8%	21.4%	37.1%	41.4%	
Strongly disagree	5.1%	10.8%	11.7%	8.0%	11.5%	12.1%	0.0%	9.8%	11.4%	
Total(n)	39	483	997	25	278	480	14	205	517	
Mean	2.72	2.48	2.43	2.52	2.43	2.39	3.07	2.54	2.47	
Standard deviation	0.83	0.80	0.82	0.82	0.79	0.79	0.73	0.81	0.84	
Significance	-		*	-			-	*	**	
Effect size	-	0.30	0.35	-	0.11	0.16	-	0.65	0.71	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	5.4%	14.5%	11.7%	9.1%	15.4%	12.3%	0.0%	13.2%	11.2%	
Agree somewhat	51.4%	42.9%	39.0%	50.0%	43.7%	40.8%	53.3%	41.7%	37.4%	
Disagree somewhat	32.4%	30.4%	32.6%	31.8%	29.7%	30.9%	33.3%	31.4%	34.2%	

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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	
Strongly disagree	10.8%	12.2%	16.7%	9.1%	11.1%	16.1%	13.3%	13.7%	17.2%	
Total(n)	37	483	984	22	279	473	15	204	511	
Mean	2.51	2.60	2.46	2.59	2.63	2.49	2.40	2.54	2.42	
Standard deviation	0.77	0.88	0.90	0.80	0.87	0.90	0.74	0.89	0.90	
Significance	-			-			-			
Effect size	-	-0.10	0.06	-	-0.05	0.11	-	-0.16	-0.02	
Faculty of color are treated fairly here										
Strongly agree	29.4%	42.7%	42.4%	40.0%	49.6%	48.7%	14.3%	33.3%	36.4%	
Agree somewhat	52.9%	44.2%	42.0%	50.0%	41.1%	39.5%	57.1%	48.3%	44.4%	
Disagree somewhat	5.9%	9.3%	11.5%	5.0%	7.0%	8.2%	7.1%	12.4%	14.7%	
Strongly disagree	11.8%	3.8%	4.1%	5.0%	2.2%	3.6%	21.4%	6.0%	4.6%	
Total(n)	34	471	979	20	270	474	14	201	505	
Mean	3.00	3.26	3.23	3.25	3.38	3.33	2.64	3.09	3.13	
Standard deviation	0.92	0.78	0.81	0.79	0.72	0.78	1.01	0.83	0.82	
Significance	-			-			-		*	
Effect size	-	-0.33	-0.28	-	-0.18	-0.10	-	-0.54	-0.60	
Women faculty are treated fairly here										
Strongly agree	27.8%	43.2%	39.7%	38.1%	52.2%	51.3%	13.3%	31.2%	29.1%	
Agree somewhat	41.7%	38.0%	39.6%	42.9%	37.6%	38.3%	40.0%	38.5%	40.9%	
Disagree somewhat	25.0%	13.2%	15.0%	19.0%	7.3%	7.5%	33.3%	21.0%	21.9%	
Strongly disagree	5.6%	5.6%	5.6%	0.0%	2.9%	2.9%	13.3%	9.3%	8.1%	
Total(n)	36	479	994	21	274	478	15	205	516	
Mean	2.92	3.19	3.13	3.19	3.39	3.38	2.53	2.92	2.91	
Standard deviation	0.87	0.87	0.87	0.75	0.75	0.75	0.92	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.31	-0.24	-	-0.27	-0.25	-	-0.41	-0.42	
LGBTQ faculty are treated fairly here										
Strongly agree	29.4%	34.6%	32.5%	38.1%	40.6%	39.7%	15.4%	26.1%	25.6%	
Agree somewhat	55.9%	41.7%	42.0%	52.4%	39.0%	38.1%	61.5%	45.6%	45.7%	
Disagree somewhat	8.8%	14.7%	16.0%	9.5%	12.6%	13.9%	7.7%	17.8%	18.1%	
Strongly disagree	5.9%	9.0%	9.5%	0.0%	7.9%	8.3%	15.4%	10.6%	10.6%	
Total(n)	34	434	910	21	254	446	13	180	464	
Mean	3.09	3.02	2.98	3.29	3.12	3.09	2.77	2.87	2.86	
Standard deviation	0.79	0.92	0.93	0.64	0.91	0.93	0.93	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	0.19	0.22	-	-0.11	-0.10	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	11.4%	16.0%	20.6%	16.7%	16.7%	21.3%	0.0%	15.0%	19.8%	
High priority	37.1%	41.0%	42.2%	37.5%	45.5%	44.3%	36.4%	34.7%	40.3%	
Medium priority	28.6%	24.8%	24.0%	29.2%	24.4%	23.0%	27.3%	25.4%	25.0%	
Low priority	22.9%	18.2%	13.2%	16.7%	13.5%	11.4%	36.4%	24.9%	14.9%	
Total(n)	35	468	978	24	275	474	11	193	504	

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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	
Mean	2.37	2.55	2.70	2.54	2.65	2.76	2.00	2.40	2.65	
Standard deviation	0.97	0.97	0.94	0.98	0.91	0.92	0.89	1.02	0.96	
Significance	-		*	-			-		*	
Effect size	-	-0.19	-0.35	-	-0.12	-0.24	-	-0.39	-0.68	
Indicate how important you believe each priority listed below is at your college or university:										
To develop a sense of community among students and faculty										
Highest priority	24.3%	23.1%	25.4%	33.3%	22.1%	25.4%	7.7%	24.4%	25.4%	
High priority	59.5%	47.8%	46.2%	50.0%	47.6%	44.7%	76.9%	48.2%	47.5%	
Medium priority	13.5%	23.3%	23.0%	12.5%	23.6%	22.9%	15.4%	22.8%	23.1%	
Low priority	2.7%	5.8%	5.4%	4.2%	6.6%	7.1%	0.0%	4.7%	3.9%	
Total(n)	37	464	975	24	271	468	13	193	507	
Mean	3.05	2.88	2.92	3.13	2.85	2.88	2.92	2.92	2.94	
Standard deviation	0.70	0.83	0.83	0.80	0.84	0.87	0.49	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.20	0.16	-	0.33	0.29	-	0.00	-0.03	
To facilitate student involvement in community service										
Highest priority	13.5%	15.6%	21.2%	12.5%	14.1%	19.0%	15.4%	17.8%	23.2%	
High priority	56.8%	45.8%	45.6%	58.3%	42.6%	45.5%	53.8%	50.3%	45.8%	
Medium priority	18.9%	30.8%	27.6%	16.7%	35.2%	29.4%	23.1%	24.9%	25.9%	
Low priority	10.8%	7.7%	5.6%	12.5%	8.1%	6.1%	7.7%	7.1%	5.1%	
Total(n)	37	467	971	24	270	462	13	197	509	
Mean	2.73	2.69	2.82	2.71	2.63	2.77	2.77	2.79	2.87	
Standard deviation	0.84	0.83	0.83	0.86	0.83	0.82	0.83	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.05	-0.11	-	0.10	-0.07	-	-0.02	-0.12	
To help students learn how to bring about change in society										
Highest priority	11.1%	17.6%	22.9%	13.0%	16.9%	22.7%	7.7%	18.8%	23.2%	
High priority	61.1%	42.7%	44.1%	60.9%	40.1%	41.6%	61.5%	46.4%	46.4%	
Medium priority	13.9%	29.6%	25.8%	13.0%	30.3%	25.5%	15.4%	28.6%	26.0%	
Low priority	13.9%	10.0%	7.2%	13.0%	12.7%	10.2%	15.4%	6.3%	4.4%	
Total(n)	36	459	959	23	267	459	13	192	500	
Mean	2.69	2.68	2.83	2.74	2.61	2.77	2.62	2.78	2.88	
Standard deviation	0.86	0.88	0.86	0.86	0.91	0.92	0.87	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.01	-0.16	-	0.14	-0.03	-	-0.20	-0.32	
To increase or maintain institutional prestige										
Highest priority	40.5%	40.0%	34.9%	45.8%	34.8%	33.0%	30.8%	47.2%	36.7%	
High priority	45.9%	41.9%	42.4%	45.8%	46.2%	46.0%	46.2%	35.9%	39.1%	
Medium priority	10.8%	15.2%	18.7%	8.3%	15.4%	17.2%	15.4%	14.9%	20.0%	
Low priority	2.7%	3.0%	4.0%	0.0%	3.7%	3.8%	7.7%	2.1%	4.2%	
Total(n)	37	468	974	24	273	470	13	195	504	
Mean	3.24	3.19	3.08	3.38	3.12	3.08	3.00	3.28	3.08	
Standard deviation	0.76	0.80	0.83	0.65	0.80	0.81	0.91	0.79	0.85	

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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	
Significance	-			-			-			
Effect size	-	0.06	0.19	-	0.33	0.37	-	-0.35	-0.09	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	5.6%	17.2%	13.7%	4.3%	15.5%	13.3%	7.7%	19.7%	14.0%	
High priority	38.9%	32.5%	26.8%	34.8%	31.7%	26.5%	46.2%	33.7%	27.2%	
Medium priority	41.7%	32.5%	35.2%	47.8%	31.7%	32.7%	30.8%	33.7%	37.5%	
Low priority	13.9%	17.7%	24.3%	13.0%	21.0%	27.5%	15.4%	13.0%	21.3%	
Total(n)	36	464	958	23	271	465	13	193	493	
Mean	2.36	2.49	2.30	2.30	2.42	2.26	2.46	2.60	2.34	
Standard deviation	0.80	0.97	0.99	0.76	0.99	1.00	0.88	0.95	0.97	
Significance	-			-			-			
Effect size	-	-0.13	0.06	-	-0.12	0.04	-	-0.15	0.12	
To recruit more minority students										
Highest priority	8.3%	9.6%	15.7%	12.5%	8.1%	14.8%	0.0%	11.6%	16.6%	
High priority	50.0%	31.4%	36.1%	45.8%	29.3%	34.9%	58.3%	34.4%	37.2%	
Medium priority	27.8%	41.6%	34.9%	29.2%	43.7%	36.6%	25.0%	38.6%	33.3%	
Low priority	13.9%	17.4%	13.3%	12.5%	18.9%	13.7%	16.7%	15.3%	12.9%	
Total(n)	36	459	962	24	270	467	12	189	495	
Mean	2.53	2.33	2.54	2.58	2.27	2.51	2.42	2.42	2.57	
Standard deviation	0.84	0.87	0.91	0.88	0.86	0.91	0.79	0.89	0.91	
Significance	-			-			-			
Effect size	-	0.23	-0.01	-	0.36	0.08	-	0.00	-0.16	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	11.1%	19.0%	14.7%	8.3%	17.2%	15.2%	16.7%	21.6%	14.3%	
High priority	41.7%	33.8%	32.0%	45.8%	34.7%	33.0%	33.3%	32.6%	31.1%	
Medium priority	33.3%	31.7%	34.5%	33.3%	31.0%	32.3%	33.3%	32.6%	36.6%	
Low priority	13.9%	15.5%	18.7%	12.5%	17.2%	19.5%	16.7%	13.2%	18.0%	
Total(n)	36	458	956	24	268	461	12	190	495	
Mean	2.50	2.56	2.43	2.50	2.52	2.44	2.50	2.63	2.42	
Standard deviation	0.88	0.97	0.96	0.83	0.97	0.97	1.00	0.97	0.94	
Significance	-			-			-			
Effect size	-	-0.06	0.07	-	-0.02	0.06	-	-0.13	0.09	
To promote gender diversity in the faculty and administration										
Highest priority	13.9%	11.0%	13.3%	20.8%	10.7%	13.6%	0.0%	11.4%	13.0%	
High priority	52.8%	37.6%	36.5%	54.2%	40.4%	39.8%	50.0%	33.7%	33.5%	
Medium priority	27.8%	39.1%	35.5%	20.8%	36.3%	33.1%	41.7%	43.0%	37.7%	
Low priority	5.6%	12.3%	14.7%	4.2%	12.6%	13.4%	8.3%	11.9%	15.8%	
Total(n)	36	463	955	24	270	462	12	193	493	
Mean	2.75	2.47	2.48	2.92	2.49	2.54	2.42	2.45	2.44	
Standard deviation	0.77	0.85	0.90	0.78	0.85	0.89	0.67	0.85	0.91	
Significance	-			-	*	*	-			

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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	-	0.33	0.30	-	0.51	0.43	-	-0.04	-0.02	
Indicate how important you believe each priority listed below is at your college or university:										
To promote racial and ethnic diversity in the faculty and administration										
Highest priority	19.4%	14.6%	16.5%	20.8%	13.5%	17.3%	16.7%	16.1%	15.8%	
High priority	52.8%	35.7%	36.8%	54.2%	34.5%	36.3%	50.0%	37.5%	37.2%	
Medium priority	22.2%	33.6%	32.1%	20.8%	34.8%	30.9%	25.0%	31.8%	33.2%	
Low priority	5.6%	16.1%	14.6%	4.2%	17.2%	15.5%	8.3%	14.6%	13.8%	
Total(n)	36	459	951	24	267	457	12	192	494	
Mean	2.86	2.49	2.55	2.92	2.44	2.55	2.75	2.55	2.55	
Standard deviation	0.80	0.93	0.93	0.78	0.93	0.95	0.87	0.93	0.92	
Significance	-	*	*	-	*		-			
Effect size	-	0.40	0.33	-	0.52	0.39	-	0.22	0.22	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	2.7%	9.6%	13.7%	4.2%	7.5%	11.5%	0.0%	12.4%	15.6%	
High priority	27.0%	24.2%	28.6%	29.2%	21.8%	24.8%	23.1%	27.5%	32.1%	
Medium priority	59.5%	38.6%	34.1%	54.2%	40.6%	37.2%	69.2%	35.8%	31.3%	
Low priority	10.8%	27.7%	23.7%	12.5%	30.1%	26.5%	7.7%	24.4%	21.0%	
Total(n)	37	459	959	24	266	460	13	193	499	
Mean	2.22	2.16	2.32	2.25	2.07	2.21	2.15	2.28	2.42	
Standard deviation	0.67	0.94	0.98	0.74	0.90	0.96	0.55	0.97	0.99	
Significance	-			-			-			
Effect size	-	0.06	-0.10	-	0.20	0.04	-	-0.13	-0.27	
To create and sustain partnerships with surrounding communities										
Highest priority	10.8%	12.2%	16.2%	12.5%	9.0%	11.8%	7.7%	16.7%	20.2%	
High priority	51.4%	31.8%	36.1%	50.0%	30.0%	34.9%	53.8%	34.4%	37.2%	
Medium priority	27.0%	38.3%	33.4%	25.0%	41.9%	37.3%	30.8%	33.3%	29.8%	
Low priority	10.8%	17.6%	14.3%	12.5%	19.1%	15.9%	7.7%	15.6%	12.8%	
Total(n)	37	459	958	24	267	458	13	192	500	
Mean	2.62	2.39	2.54	2.63	2.29	2.43	2.62	2.52	2.65	
Standard deviation	0.83	0.91	0.93	0.88	0.88	0.89	0.77	0.95	0.94	
Significance	-			-			-			
Effect size	-	0.25	0.09	-	0.39	0.22	-	0.11	-0.03	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	17.6%	26.2%	22.9%	17.4%	22.6%	21.2%	18.2%	31.1%	24.4%	
High priority	32.4%	28.4%	30.4%	43.5%	31.7%	32.4%	9.1%	23.7%	28.5%	
Medium priority	41.2%	28.6%	29.9%	26.1%	27.5%	28.9%	72.7%	30.0%	30.9%	
Low priority	8.8%	16.9%	16.8%	13.0%	18.1%	17.5%	0.0%	15.3%	16.2%	
Total(n)	34	455	945	23	265	457	11	190	488	
Mean	2.59	2.64	2.59	2.65	2.59	2.57	2.45	2.71	2.61	

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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	
Standard deviation	0.89	1.05	1.02	0.93	1.03	1.01	0.82	1.07	1.03	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	0.06	0.08	-	-0.24	-0.16	
To strengthen links with the for-profit, corporate sector										
Highest priority	14.3%	16.6%	16.4%	13.0%	15.8%	16.8%	16.7%	17.7%	16.0%	
High priority	42.9%	30.4%	29.2%	43.5%	29.8%	29.1%	41.7%	31.3%	29.3%	
Medium priority	25.7%	37.4%	36.4%	34.8%	38.9%	37.1%	8.3%	35.4%	35.7%	
Low priority	17.1%	15.5%	18.1%	8.7%	15.5%	17.0%	33.3%	15.6%	19.1%	
Total(n)	35	457	935	23	265	453	12	192	482	
Mean	2.54	2.48	2.44	2.61	2.46	2.46	2.42	2.51	2.42	
Standard deviation	0.95	0.95	0.97	0.84	0.94	0.96	1.16	0.96	0.97	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.16	0.16	-	-0.09	0.00	
To develop leadership ability among students										
Highest priority	18.9%	25.6%	26.7%	20.8%	26.7%	27.9%	15.4%	24.1%	25.6%	
High priority	51.4%	43.0%	41.2%	45.8%	40.2%	39.5%	61.5%	46.7%	42.8%	
Medium priority	24.3%	24.3%	26.1%	25.0%	26.3%	26.4%	23.1%	21.5%	25.8%	
Low priority	5.4%	7.2%	5.9%	8.3%	6.8%	6.1%	0.0%	7.7%	5.8%	
Total(n)	37	461	958	24	266	458	13	195	500	
Mean	2.84	2.87	2.89	2.79	2.87	2.89	2.92	2.87	2.88	
Standard deviation	0.80	0.88	0.87	0.88	0.89	0.88	0.64	0.87	0.86	
Significance	-			-			-			
Effect size	-	-0.03	-0.06	-	-0.09	-0.11	-	0.06	0.05	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	21.6%	18.2%	23.0%	25.0%	16.3%	21.0%	15.4%	20.6%	24.8%	
High priority	54.1%	39.8%	39.8%	54.2%	38.8%	40.3%	53.8%	41.2%	39.3%	
Medium priority	18.9%	30.0%	28.6%	16.7%	31.6%	28.2%	23.1%	27.8%	29.0%	
Low priority	5.4%	12.0%	8.6%	4.2%	13.3%	10.5%	7.7%	10.3%	6.9%	
Total(n)	37	457	961	24	263	457	13	194	504	
Mean	2.92	2.64	2.77	3.00	2.58	2.72	2.77	2.72	2.82	
Standard deviation	0.80	0.91	0.90	0.78	0.92	0.91	0.83	0.91	0.89	
Significance	-			-	*		-			
Effect size	-	0.31	0.17	-	0.46	0.31	-	0.05	-0.06	
To prepare students for the workplace										
Highest priority	54.1%	52.1%	47.4%	54.2%	49.6%	44.7%	53.8%	55.6%	50.0%	
High priority	37.8%	36.8%	39.7%	41.7%	38.2%	41.3%	30.8%	34.8%	38.2%	
Medium priority	8.1%	8.9%	11.1%	4.2%	10.3%	12.1%	15.4%	7.1%	10.2%	
Low priority	0.0%	2.1%	1.7%	0.0%	1.8%	1.9%	0.0%	2.5%	1.6%	
Total(n)	37	470	980	24	272	472	13	198	508	
Mean	3.46	3.39	3.33	3.50	3.36	3.29	3.38	3.43	3.37	
Standard deviation	0.65	0.74	0.74	0.59	0.74	0.75	0.77	0.74	0.73	
Significance	-			-			-			

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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	-	0.09	0.18	-	0.19	0.28	-	-0.07	0.01	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	28.6%	28.4%	32.5%	43.5%	29.8%	33.5%	0.0%	26.4%	31.5%	
To a large extent	40.0%	36.6%	34.2%	39.1%	37.5%	35.0%	41.7%	35.3%	33.5%	
To some extent	11.4%	23.3%	23.2%	8.7%	24.0%	22.0%	16.7%	22.4%	24.3%	
To a small extent	8.6%	8.0%	6.7%	0.0%	5.1%	5.5%	25.0%	11.9%	7.8%	
Not at all	11.4%	3.8%	3.5%	8.7%	3.6%	4.0%	16.7%	4.0%	2.9%	
Total(n)	35	476	983	23	275	472	12	201	511	
Mean	3.66	3.78	3.85	4.09	3.85	3.88	2.83	3.68	3.83	
Standard deviation	1.30	1.06	1.06	1.16	1.02	1.06	1.19	1.11	1.05	
Significance	-			-			-	*	**	
Effect size	-	-0.11	-0.18	-	0.24	0.20	-	-0.77	-0.95	
Experience close alignment between your work and your personal values										
To a very large extent	44.1%	48.9%	52.0%	61.9%	50.0%	51.6%	15.4%	47.5%	52.4%	
To a large extent	41.2%	37.5%	34.7%	38.1%	36.4%	35.0%	46.2%	39.0%	34.4%	
To some extent	11.8%	10.2%	10.5%	0.0%	10.3%	11.0%	30.8%	10.0%	10.0%	
To a small extent	2.9%	2.3%	1.9%	0.0%	1.8%	1.3%	7.7%	3.0%	2.6%	
Not at all	0.0%	1.1%	0.8%	0.0%	1.5%	1.1%	0.0%	0.5%	0.6%	
Total(n)	34	472	979	21	272	471	13	200	508	
Mean	4.26	4.31	4.35	4.62	4.32	4.35	3.69	4.30	4.35	
Standard deviation	0.79	0.83	0.81	0.50	0.84	0.81	0.85	0.81	0.81	
Significance	-			-			-	**	**	
Effect size	-	-0.06	-0.11	-	0.36	0.33	-	-0.75	-0.81	
Mentor faculty										
To a very large extent	32.4%	21.4%	22.2%	42.9%	23.6%	23.8%	15.4%	18.5%	20.8%	
To a large extent	20.6%	22.7%	21.0%	23.8%	24.7%	22.1%	15.4%	20.0%	20.0%	
To some extent	20.6%	26.6%	27.7%	14.3%	27.3%	28.2%	30.8%	25.5%	27.3%	
To a small extent	17.6%	14.6%	14.3%	14.3%	12.4%	13.8%	23.1%	17.5%	14.8%	
Not at all	8.8%	14.8%	14.8%	4.8%	12.0%	12.2%	15.4%	18.5%	17.2%	
Total(n)	34	467	964	21	267	458	13	200	506	
Mean	3.50	3.21	3.21	3.86	3.36	3.31	2.92	3.03	3.12	
Standard deviation	1.35	1.33	1.34	1.28	1.29	1.31	1.32	1.37	1.36	
Significance	-			-			-			
Effect size	-	0.22	0.22	-	0.39	0.42	-	-0.08	-0.15	
Mentor undergraduate students										
To a very large extent	11.4%	10.6%	10.0%	13.6%	11.2%	12.1%	7.7%	9.8%	8.0%	
To a large extent	11.4%	14.8%	13.0%	13.6%	17.2%	15.0%	7.7%	11.3%	11.1%	
To some extent	22.9%	18.4%	16.6%	22.7%	19.9%	19.2%	23.1%	16.5%	14.2%	
To a small extent	17.1%	18.9%	17.2%	22.7%	18.0%	16.1%	7.7%	20.1%	18.1%	
Not at all	37.1%	37.3%	43.2%	27.3%	33.7%	37.5%	53.8%	42.3%	48.5%	
Total(n)	35	461	938	22	267	453	13	194	485	
Mean	2.43	2.43	2.30	2.64	2.54	2.48	2.08	2.26	2.12	

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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	
Standard deviation	1.40	1.39	1.39	1.40	1.40	1.43	1.38	1.36	1.34	
Significance	-			-			-			
Effect size	-	0.00	0.09	-	0.07	0.11	-	-0.13	-0.03	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	41.2%	49.3%	47.8%	47.6%	44.3%	45.4%	30.8%	56.0%	50.0%	
To a large extent	35.3%	28.9%	29.2%	33.3%	36.2%	32.4%	38.5%	19.0%	26.3%	
To some extent	23.5%	15.3%	15.1%	19.0%	13.3%	14.3%	30.8%	18.0%	15.8%	
To a small extent	0.0%	4.2%	5.1%	0.0%	3.3%	4.5%	0.0%	5.5%	5.5%	
Not at all	0.0%	2.3%	2.9%	0.0%	3.0%	3.5%	0.0%	1.5%	2.4%	
Total(n)	34	471	969	21	271	463	13	200	506	
Mean	4.18	4.18	4.14	4.29	4.15	4.12	4.00	4.23	4.16	
Standard deviation	0.80	1.00	1.04	0.78	0.98	1.04	0.82	1.02	1.03	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	0.14	0.16	-	-0.23	-0.16	
Been mentored by at least one professional in academia										
To a very large extent	35.3%	29.4%	29.0%	33.3%	27.4%	26.4%	38.5%	32.2%	31.4%	
To a large extent	23.5%	24.5%	23.8%	33.3%	27.0%	24.5%	7.7%	21.1%	23.2%	
To some extent	26.5%	24.3%	25.1%	19.0%	23.7%	25.5%	38.5%	25.1%	24.6%	
To a small extent	8.8%	13.6%	13.8%	9.5%	14.1%	14.7%	7.7%	13.1%	13.0%	
Not at all	5.9%	8.1%	8.3%	4.8%	7.8%	8.9%	7.7%	8.5%	7.8%	
Total(n)	34	469	962	21	270	462	13	199	500	
Mean	3.74	3.54	3.51	3.81	3.52	3.45	3.62	3.55	3.57	
Standard deviation	1.21	1.26	1.27	1.17	1.25	1.27	1.33	1.29	1.27	
Significance	-			-			-			
Effect size	-	0.16	0.18	-	0.23	0.28	-	0.05	0.04	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.7%	10.1%	11.0%	9.1%	8.8%	10.3%	0.0%	12.1%	11.7%	
To a large extent	20.0%	12.7%	12.3%	13.6%	13.1%	14.1%	30.8%	12.1%	10.7%	
To some extent	14.3%	19.7%	19.7%	9.1%	20.4%	18.6%	23.1%	18.6%	20.6%	
To a small extent	22.9%	20.7%	18.5%	31.8%	22.6%	19.5%	7.7%	18.1%	17.6%	
Not at all	37.1%	36.8%	38.5%	36.4%	35.0%	37.5%	38.5%	39.2%	39.4%	
Total(n)	35	473	972	22	274	467	13	199	505	
Mean	2.34	2.39	2.39	2.27	2.38	2.40	2.46	2.40	2.38	
Standard deviation	1.33	1.36	1.38	1.35	1.32	1.38	1.33	1.41	1.39	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.08	-0.09	-	0.04	0.06	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	0.6%	1.1%	0.0%	0.4%	0.9%	0.0%	1.0%	1.4%	
To a large extent	5.7%	1.3%	2.1%	4.5%	1.5%	2.8%	7.7%	1.0%	1.4%	
To some extent	0.0%	3.2%	4.0%	0.0%	2.2%	3.4%	0.0%	4.6%	4.6%	
To a small extent	2.9%	4.2%	5.4%	0.0%	4.0%	4.7%	7.7%	4.6%	6.0%	
Not at all	91.4%	90.7%	87.4%	95.5%	92.0%	88.2%	84.6%	88.8%	86.6%	
Total(n)	35	471	967	22	274	467	13	197	500	

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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	
Mean	1.20	1.17	1.24	1.14	1.14	1.23	1.31	1.21	1.25	
Standard deviation	0.72	0.60	0.72	0.64	0.55	0.72	0.85	0.66	0.73	
Significance	-			-			-			
Effect size	-	0.05	-0.06	-	0.00	-0.13	-	0.15	0.08	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	31.0%	38.3%	36.6%	36.8%	39.5%	39.2%	20.0%	36.5%	34.0%	
Good	62.1%	48.7%	49.0%	57.9%	48.7%	48.1%	70.0%	48.6%	50.0%	
Fair	6.9%	11.2%	11.7%	5.3%	10.5%	10.1%	10.0%	12.2%	13.2%	
Poor	0.0%	1.9%	2.7%	0.0%	1.3%	2.6%	0.0%	2.7%	2.8%	
Total(n)	29	376	779	19	228	385	10	148	394	
Mean	3.24	3.23	3.20	3.32	3.26	3.24	3.10	3.19	3.15	
Standard deviation	0.58	0.72	0.74	0.58	0.70	0.74	0.57	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	0.09	0.11	-	-0.12	-0.07	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	35.0%	35.7%	33.3%	35.7%	37.3%	38.7%	33.3%	33.0%	26.4%	
Good	45.0%	54.4%	54.5%	42.9%	54.0%	51.2%	50.0%	54.9%	58.7%	
Fair	20.0%	8.3%	9.2%	21.4%	7.5%	7.0%	16.7%	9.9%	11.9%	
Poor	0.0%	1.6%	3.1%	0.0%	1.2%	3.1%	0.0%	2.2%	3.0%	
Total(n)	20	252	457	14	161	256	6	91	201	
Mean	3.15	3.24	3.18	3.14	3.27	3.25	3.17	3.19	3.08	
Standard deviation	0.75	0.67	0.72	0.77	0.65	0.72	0.75	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.13	-0.04	-	-0.20	-0.15	-	-0.03	0.13	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	60.6%	61.9%	59.9%	61.9%	60.9%	61.9%	58.3%	63.4%	58.1%	
Good	33.3%	34.2%	35.4%	28.6%	35.2%	32.5%	41.7%	32.8%	38.0%	
Fair	6.1%	3.7%	4.5%	9.5%	4.0%	5.6%	0.0%	3.3%	3.4%	
Poor	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	
Total(n)	33	436	893	21	253	425	12	183	468	
Mean	3.55	3.58	3.55	3.52	3.57	3.56	3.58	3.59	3.54	
Standard deviation	0.62	0.58	0.59	0.68	0.57	0.60	0.51	0.58	0.59	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	-0.09	-0.07	-	-0.02	0.07	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	26.5%	24.0%	18.2%	28.6%	29.7%	23.6%	23.1%	16.3%	13.3%	
Satisfied	52.9%	46.1%	41.4%	61.9%	45.4%	42.0%	38.5%	47.0%	40.9%	
Marginally satisfied	20.6%	20.6%	24.5%	9.5%	16.5%	20.8%	38.5%	26.2%	28.0%	
Not satisfied	0.0%	9.3%	15.8%	0.0%	8.4%	13.6%	0.0%	10.4%	17.8%	
Total(n)	34	475	982	21	273	471	13	202	511	

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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	
Mean	3.06	2.85	2.62	3.19	2.96	2.76	2.85	2.69	2.50	
Standard deviation	0.69	0.89	0.96	0.60	0.89	0.96	0.80	0.87	0.93	
Significance	-		**	-		*	-			
Effect size	-	0.24	0.46	-	0.26	0.45	-	0.18	0.38	
Health benefits										
Very satisfied	39.4%	36.5%	30.3%	42.9%	39.1%	33.1%	33.3%	33.0%	27.6%	
Satisfied	51.5%	45.1%	44.5%	52.4%	43.9%	44.9%	50.0%	46.7%	44.2%	
Marginally satisfied	6.1%	11.5%	13.3%	0.0%	11.4%	11.5%	16.7%	11.7%	15.0%	
Not satisfied	3.0%	6.8%	11.9%	4.8%	5.5%	10.5%	0.0%	8.6%	13.2%	
Total(n)	33	468	952	21	271	459	12	197	493	
Mean	3.27	3.11	2.93	3.33	3.17	3.01	3.17	3.04	2.86	
Standard deviation	0.72	0.86	0.95	0.73	0.84	0.93	0.72	0.89	0.97	
Significance	-		*	-			-			
Effect size	-	0.19	0.36	-	0.19	0.34	-	0.15	0.32	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	37.1%	34.5%	27.6%	40.9%	39.4%	32.5%	30.8%	27.7%	23.0%	
Satisfied	45.7%	45.0%	44.1%	45.5%	42.0%	42.5%	46.2%	49.2%	45.6%	
Marginally satisfied	17.1%	14.2%	17.0%	13.6%	13.4%	14.6%	23.1%	15.4%	19.3%	
Not satisfied	0.0%	6.3%	11.3%	0.0%	5.2%	10.5%	0.0%	7.7%	12.1%	
Total(n)	35	464	946	22	269	459	13	195	487	
Mean	3.20	3.08	2.88	3.27	3.16	2.97	3.08	2.97	2.79	
Standard deviation	0.72	0.86	0.94	0.70	0.85	0.94	0.76	0.86	0.93	
Significance	-		*	-			-			
Effect size	-	0.14	0.34	-	0.13	0.32	-	0.13	0.31	
Opportunity for scholarly pursuits										
Very satisfied	25.7%	30.1%	22.0%	36.4%	35.2%	26.7%	7.7%	23.0%	17.5%	
Satisfied	57.1%	41.8%	42.2%	54.5%	41.4%	43.1%	61.5%	42.3%	41.3%	
Marginally satisfied	8.6%	20.7%	24.0%	4.5%	18.3%	20.3%	15.4%	24.0%	27.4%	
Not satisfied	8.6%	7.5%	11.9%	4.5%	5.1%	9.9%	15.4%	10.7%	13.7%	
Total(n)	35	469	960	22	273	464	13	196	496	
Mean	3.00	2.94	2.74	3.23	3.07	2.87	2.62	2.78	2.63	
Standard deviation	0.84	0.90	0.93	0.75	0.86	0.92	0.87	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.07	0.28	-	0.19	0.39	-	-0.17	-0.01	
Teaching load										
Very satisfied	34.3%	27.1%	22.4%	45.5%	31.9%	25.5%	15.4%	20.5%	19.5%	
Satisfied	48.6%	52.2%	51.4%	45.5%	49.5%	50.9%	53.8%	56.0%	51.9%	
Marginally satisfied	14.3%	14.6%	17.2%	9.1%	12.8%	16.0%	23.1%	17.0%	18.3%	
Not satisfied	2.9%	6.1%	9.0%	0.0%	5.9%	7.7%	7.7%	6.5%	10.3%	
Total(n)	35	473	977	22	273	470	13	200	507	
Mean	3.14	3.00	2.87	3.36	3.07	2.94	2.77	2.91	2.81	
Standard deviation	0.77	0.81	0.86	0.66	0.82	0.85	0.83	0.79	0.87	
Significance	-			-		*	-			

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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	-	0.17	0.31	-	0.35	0.49	-	-0.18	-0.05	
Quality of students										
Very satisfied	37.1%	34.9%	26.5%	50.0%	40.4%	30.1%	15.4%	27.4%	23.2%	
Satisfied	57.1%	51.3%	51.5%	45.5%	44.8%	47.7%	76.9%	60.2%	55.0%	
Marginally satisfied	5.7%	11.7%	17.0%	4.5%	12.3%	17.6%	7.7%	10.9%	16.5%	
Not satisfied	0.0%	2.1%	5.0%	0.0%	2.5%	4.7%	0.0%	1.5%	5.3%	
Total(n)	35	478	981	22	277	472	13	201	509	
Mean	3.31	3.19	2.99	3.45	3.23	3.03	3.08	3.13	2.96	
Standard deviation	0.58	0.72	0.80	0.60	0.76	0.81	0.49	0.65	0.78	
Significance	-		*	-		*	-			
Effect size	-	0.17	0.40	-	0.29	0.52	-	-0.08	0.15	
Autonomy and independence										
Very satisfied	40.0%	46.3%	44.7%	45.5%	46.0%	44.4%	30.8%	46.8%	45.0%	
Satisfied	57.1%	42.3%	40.4%	54.5%	41.7%	41.5%	61.5%	43.3%	39.5%	
Marginally satisfied	2.9%	7.3%	10.0%	0.0%	7.6%	8.8%	7.7%	7.0%	11.0%	
Not satisfied	0.0%	4.0%	4.9%	0.0%	4.7%	5.3%	0.0%	3.0%	4.5%	
Total(n)	35	477	984	22	276	475	13	201	509	
Mean	3.37	3.31	3.25	3.45	3.29	3.25	3.23	3.34	3.25	
Standard deviation	0.55	0.78	0.82	0.51	0.80	0.83	0.60	0.74	0.82	
Significance	-			-			-			
Effect size	-	0.08	0.15	-	0.20	0.24	-	-0.15	-0.02	
Departmental leadership										
Very satisfied	28.6%	38.3%	35.0%	36.4%	39.6%	34.1%	15.4%	36.7%	35.8%	
Satisfied	45.7%	33.2%	36.2%	45.5%	33.2%	39.1%	46.2%	33.2%	33.6%	
Marginally satisfied	14.3%	17.3%	16.3%	13.6%	14.6%	13.0%	15.4%	21.1%	19.2%	
Not satisfied	11.4%	11.1%	12.5%	4.5%	12.7%	13.7%	23.1%	9.0%	11.5%	
Total(n)	35	467	966	22	268	460	13	199	506	
Mean	2.91	2.99	2.94	3.14	3.00	2.94	2.54	2.97	2.94	
Standard deviation	0.95	1.00	1.01	0.83	1.03	1.01	1.05	0.97	1.00	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	0.14	0.20	-	-0.44	-0.40	
Departmental support for work/life balance										
Very satisfied	26.5%	27.6%	26.9%	33.3%	30.7%	28.6%	15.4%	23.4%	25.2%	
Satisfied	47.1%	41.6%	42.3%	42.9%	39.6%	43.0%	53.8%	44.3%	41.6%	
Marginally satisfied	17.6%	21.4%	19.5%	23.8%	20.4%	18.7%	7.7%	22.9%	20.3%	
Not satisfied	8.8%	9.3%	11.3%	0.0%	9.3%	9.7%	23.1%	9.5%	12.8%	
Total(n)	34	471	972	21	270	465	13	201	507	
Mean	2.91	2.87	2.85	3.10	2.92	2.91	2.62	2.82	2.79	
Standard deviation	0.90	0.92	0.95	0.77	0.94	0.92	1.04	0.90	0.96	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	0.19	0.21	-	-0.22	-0.18	
Institutional support for work/life balance										
Very satisfied	26.5%	22.9%	19.7%	38.1%	27.9%	23.8%	7.7%	16.2%	15.9%	
Satisfied	52.9%	40.0%	42.1%	42.9%	39.4%	42.3%	69.2%	40.9%	42.0%	
Marginally satisfied	17.6%	24.8%	23.5%	19.0%	20.8%	20.1%	15.4%	30.3%	26.7%	

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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	
Not satisfied	2.9%	12.2%	14.7%	0.0%	11.9%	13.8%	7.7%	12.6%	15.5%	
Total(n)	34	467	961	21	269	463	13	198	498	
Mean	3.03	2.74	2.67	3.19	2.83	2.76	2.77	2.61	2.58	
Standard deviation	0.76	0.95	0.95	0.75	0.97	0.97	0.73	0.90	0.93	
Significance	-		*	-		*	-			
Effect size	-	0.31	0.38	-	0.37	0.44	-	0.18	0.20	
Prospects for career advancement										
Very satisfied	22.9%	19.8%	17.1%	31.8%	24.7%	19.7%	7.7%	13.1%	14.8%	
Satisfied	42.9%	44.0%	41.8%	50.0%	42.8%	44.0%	30.8%	45.7%	39.7%	
Marginally satisfied	17.1%	22.1%	24.4%	9.1%	20.7%	21.7%	30.8%	24.1%	26.9%	
Not satisfied	17.1%	14.0%	16.7%	9.1%	11.8%	14.7%	30.8%	17.1%	18.6%	
Total(n)	35	470	958	22	271	457	13	199	501	
Mean	2.71	2.70	2.59	3.05	2.80	2.69	2.15	2.55	2.51	
Standard deviation	1.02	0.94	0.96	0.90	0.94	0.95	0.99	0.92	0.96	
Significance	-			-			-			
Effect size	-	0.01	0.13	-	0.27	0.38	-	-0.43	-0.38	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	17.1%	21.2%	15.6%	22.7%	26.8%	20.0%	7.7%	13.3%	11.6%	
Satisfied	45.7%	39.1%	36.0%	50.0%	39.7%	39.0%	38.5%	38.3%	33.1%	
Marginally satisfied	22.9%	22.4%	26.4%	27.3%	20.2%	22.8%	15.4%	25.5%	29.8%	
Not satisfied	14.3%	17.3%	22.0%	0.0%	13.2%	18.2%	38.5%	23.0%	25.6%	
Total(n)	35	468	954	22	272	461	13	196	493	
Mean	2.66	2.64	2.45	2.95	2.80	2.61	2.15	2.42	2.31	
Standard deviation	0.94	1.00	1.00	0.72	0.98	1.00	1.07	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.02	0.21	-	0.15	0.34	-	-0.27	-0.16	
Flexibility in relation to family matters or emergencies										
Very satisfied	54.3%	50.2%	45.9%	59.1%	53.2%	49.3%	46.2%	46.3%	42.8%	
Satisfied	40.0%	41.7%	43.2%	36.4%	40.1%	42.3%	46.2%	43.8%	44.0%	
Marginally satisfied	5.7%	7.3%	9.0%	4.5%	5.6%	7.1%	7.7%	9.5%	10.8%	
Not satisfied	0.0%	0.9%	1.9%	0.0%	1.1%	1.3%	0.0%	0.5%	2.4%	
Total(n)	35	468	952	22	267	452	13	201	500	
Mean	3.49	3.41	3.33	3.55	3.45	3.40	3.38	3.36	3.27	
Standard deviation	0.61	0.66	0.72	0.60	0.66	0.68	0.65	0.67	0.75	
Significance	-			-			-			
Effect size	-	0.12	0.22	-	0.15	0.22	-	0.03	0.15	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	34.3%	34.6%	30.8%	36.4%	37.7%	34.0%	30.8%	30.4%	27.8%	
Satisfied	51.4%	50.0%	49.1%	54.5%	49.8%	50.9%	46.2%	50.3%	47.4%	
Marginally satisfied	8.6%	11.2%	14.1%	9.1%	9.1%	11.0%	7.7%	14.1%	16.9%	
Not satisfied	5.7%	4.2%	6.0%	0.0%	3.4%	4.1%	15.4%	5.2%	7.8%	
Total(n)	35	456	929	22	265	444	13	191	485	

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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	
Mean	3.14	3.15	3.05	3.27	3.22	3.15	2.92	3.06	2.95	
Standard deviation	0.81	0.78	0.83	0.63	0.75	0.77	1.04	0.81	0.87	
Significance	-			-			-			
Effect size	-	-0.01	0.11	-	0.07	0.16	-	-0.17	-0.03	
Overall job satisfaction										
Very satisfied	31.4%	39.4%	33.0%	45.5%	43.1%	36.1%	7.7%	34.3%	30.2%	
Satisfied	57.1%	45.9%	49.8%	54.5%	42.7%	47.2%	61.5%	50.2%	52.2%	
Marginally satisfied	11.4%	11.4%	13.7%	0.0%	9.5%	12.0%	30.8%	13.9%	15.3%	
Not satisfied	0.0%	3.4%	3.5%	0.0%	4.7%	4.7%	0.0%	1.5%	2.4%	
Total(n)	35	475	978	22	274	468	13	201	510	
Mean	3.20	3.21	3.12	3.45	3.24	3.15	2.77	3.17	3.10	
Standard deviation	0.63	0.77	0.77	0.51	0.81	0.81	0.60	0.72	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.10	-	0.26	0.37	-	-0.56	-0.45	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	18.2%	16.0%	15.9%	10.0%	14.7%	14.0%	30.8%	17.6%	17.5%	
Somewhat	57.6%	54.3%	54.1%	55.0%	56.2%	53.5%	61.5%	51.8%	54.6%	
Not at all	24.2%	29.7%	30.1%	35.0%	29.1%	32.6%	7.7%	30.6%	27.9%	
Total(n)	33	451	921	20	258	430	13	193	491	
Mean	1.94	1.86	1.86	1.75	1.86	1.81	2.23	1.87	1.90	
Standard deviation	0.66	0.66	0.66	0.64	0.65	0.66	0.60	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	-0.17	-0.09	-	0.53	0.49	
Child care										
Extensive	16.0%	14.8%	14.0%	18.8%	12.5%	9.7%	11.1%	18.4%	18.3%	
Somewhat	52.0%	37.9%	36.5%	50.0%	41.5%	39.9%	55.6%	32.5%	33.1%	
Not at all	32.0%	47.2%	49.5%	31.3%	46.0%	50.3%	33.3%	49.1%	48.6%	
Total(n)	25	290	572	16	176	288	9	114	284	
Mean	1.84	1.68	1.65	1.88	1.66	1.59	1.78	1.69	1.70	
Standard deviation	0.69	0.72	0.71	0.72	0.69	0.66	0.67	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.22	0.27	-	0.32	0.44	-	0.12	0.11	
My physical health										
Extensive	8.8%	10.4%	9.0%	9.5%	12.2%	9.3%	7.7%	8.0%	8.6%	
Somewhat	55.9%	45.8%	47.2%	52.4%	48.0%	47.8%	61.5%	42.8%	46.7%	
Not at all	35.3%	43.8%	43.8%	38.1%	39.8%	42.9%	30.8%	49.2%	44.6%	
Total(n)	34	441	904	21	254	429	13	187	475	
Mean	1.74	1.67	1.65	1.71	1.72	1.66	1.77	1.59	1.64	
Standard deviation	0.62	0.66	0.64	0.64	0.67	0.64	0.60	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.11	0.14	-	-0.01	0.08	-	0.28	0.20	

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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:										
Review/promotion process										
Extensive	18.8%	17.6%	16.3%	15.8%	16.9%	14.4%	23.1%	18.6%	18.0%	
Somewhat	37.5%	36.8%	37.8%	36.8%	36.4%	36.8%	38.5%	37.3%	38.6%	
Not at all	43.8%	45.6%	46.0%	47.4%	46.7%	48.8%	38.5%	44.1%	43.4%	
Total(n)	32	386	800	19	225	383	13	161	417	
Mean	1.75	1.72	1.70	1.68	1.70	1.66	1.85	1.75	1.75	
Standard deviation	0.76	0.75	0.73	0.75	0.74	0.72	0.80	0.75	0.74	
Significance	-			-			-			
Effect size	-	0.04	0.07	-	-0.03	0.03	-	0.13	0.14	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	5.9%	5.1%	5.9%	0.0%	2.9%	4.3%	15.4%	8.0%	7.4%	
Somewhat	35.3%	21.0%	22.2%	28.6%	16.3%	16.4%	46.2%	27.4%	27.6%	
Not at all	58.8%	73.9%	71.9%	71.4%	80.8%	79.3%	38.5%	64.6%	65.0%	
Total(n)	34	414	828	21	239	397	13	175	431	
Mean	1.47	1.31	1.34	1.29	1.22	1.25	1.77	1.43	1.42	
Standard deviation	0.61	0.56	0.59	0.46	0.48	0.52	0.73	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.29	0.22	-	0.15	0.08	-	0.53	0.56	
Committee work										
Extensive	12.1%	13.3%	13.4%	9.5%	13.9%	13.4%	16.7%	12.4%	13.4%	
Somewhat	39.4%	47.9%	45.6%	42.9%	51.4%	47.6%	33.3%	43.0%	43.8%	
Not at all	48.5%	38.9%	41.0%	47.6%	34.7%	39.0%	50.0%	44.6%	42.8%	
Total(n)	33	445	896	21	259	433	12	186	463	
Mean	1.64	1.74	1.72	1.62	1.79	1.74	1.67	1.68	1.71	
Standard deviation	0.70	0.68	0.68	0.67	0.67	0.68	0.78	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.25	-0.18	-	-0.01	-0.06	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	6.1%	10.7%	10.9%	0.0%	11.2%	10.3%	16.7%	10.1%	11.5%	
Somewhat	42.4%	35.9%	37.8%	47.6%	40.4%	39.9%	33.3%	29.8%	35.9%	
Not at all	51.5%	53.3%	51.3%	52.4%	48.5%	49.9%	50.0%	60.1%	52.6%	
Total(n)	33	448	907	21	260	439	12	188	468	
Mean	1.55	1.57	1.60	1.48	1.63	1.60	1.67	1.50	1.59	
Standard deviation	0.62	0.68	0.68	0.51	0.68	0.67	0.78	0.67	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.22	-0.18	-	0.25	0.12	
Students										
Extensive	0.0%	7.4%	6.8%	0.0%	6.0%	5.8%	0.0%	9.2%	7.7%	

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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	
Somewhat	57.1%	55.4%	53.7%	50.0%	55.3%	51.2%	69.2%	55.6%	55.9%	
Not at all	42.9%	37.2%	39.6%	50.0%	38.7%	43.0%	30.8%	35.2%	36.4%	
Total(n)	35	462	945	22	266	451	13	196	494	
Mean	1.57	1.70	1.67	1.50	1.67	1.63	1.69	1.74	1.71	
Standard deviation	0.50	0.60	0.60	0.51	0.58	0.59	0.48	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.22	-0.17	-	-0.29	-0.22	-	-0.08	-0.03	
Research or publishing demands										
Extensive	19.4%	24.2%	20.1%	10.5%	25.7%	19.5%	33.3%	22.0%	20.6%	
Somewhat	54.8%	47.9%	47.3%	57.9%	48.2%	46.6%	50.0%	47.5%	48.1%	
Not at all	25.8%	27.9%	32.6%	31.6%	26.1%	34.0%	16.7%	30.5%	31.3%	
Total(n)	31	426	862	19	249	421	12	177	441	
Mean	1.94	1.96	1.87	1.79	2.00	1.86	2.17	1.92	1.89	
Standard deviation	0.68	0.72	0.72	0.63	0.72	0.72	0.72	0.72	0.71	
Significance	-			-			-			
Effect size	-	-0.03	0.10	-	-0.29	-0.10	-	0.35	0.39	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and "red tape"										
Extensive	14.7%	20.9%	22.8%	9.5%	20.6%	22.6%	23.1%	21.4%	23.0%	
Somewhat	44.1%	48.0%	46.8%	52.4%	49.6%	49.0%	30.8%	45.8%	44.8%	
Not at all	41.2%	31.1%	30.3%	38.1%	29.8%	28.4%	46.2%	32.8%	32.1%	
Total(n)	34	454	916	21	262	443	13	192	473	
Mean	1.74	1.90	1.92	1.71	1.91	1.94	1.77	1.89	1.91	
Standard deviation	0.71	0.71	0.73	0.64	0.71	0.71	0.83	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.23	-0.25	-	-0.28	-0.32	-	-0.16	-0.19	
Teaching load										
Extensive	11.8%	9.6%	11.8%	0.0%	8.0%	9.7%	30.8%	11.9%	13.8%	
Somewhat	32.4%	42.5%	40.8%	38.1%	42.4%	41.2%	23.1%	42.8%	40.4%	
Not at all	55.9%	47.8%	47.4%	61.9%	49.6%	49.1%	46.2%	45.4%	45.8%	
Total(n)	34	456	937	21	262	444	13	194	493	
Mean	1.56	1.62	1.64	1.38	1.58	1.61	1.85	1.66	1.68	
Standard deviation	0.70	0.66	0.68	0.50	0.64	0.66	0.90	0.68	0.70	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	-0.31	-0.35	-	0.28	0.24	
Lack of personal time										
Extensive	20.6%	19.3%	19.2%	4.8%	13.7%	12.1%	46.2%	26.9%	25.5%	
Somewhat	44.1%	49.8%	47.2%	47.6%	51.0%	47.7%	38.5%	48.2%	46.8%	
Not at all	35.3%	30.9%	33.5%	47.6%	35.4%	40.2%	15.4%	24.9%	27.7%	
Total(n)	34	460	936	21	263	438	13	197	498	
Mean	1.85	1.88	1.86	1.57	1.78	1.72	2.31	2.02	1.98	
Standard deviation	0.74	0.70	0.71	0.60	0.67	0.67	0.75	0.72	0.73	
Significance	-			-			-			

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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	-	-0.04	-0.01	-	-0.31	-0.22	-	0.40	0.45	
Job security										
Extensive	11.4%	12.0%	11.8%	4.5%	10.4%	9.4%	23.1%	14.4%	14.1%	
Somewhat	22.9%	25.4%	29.2%	22.7%	23.5%	25.8%	23.1%	28.2%	32.5%	
Not at all	65.7%	62.6%	58.9%	72.7%	66.2%	64.8%	53.8%	57.5%	53.4%	
Total(n)	35	441	906	22	260	438	13	181	468	
Mean	1.46	1.49	1.53	1.32	1.44	1.45	1.69	1.57	1.61	
Standard deviation	0.70	0.70	0.70	0.57	0.68	0.66	0.85	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	-0.18	-0.20	-	0.16	0.11	
Self-imposed high expectations										
Extensive	30.3%	33.7%	32.2%	30.0%	34.1%	30.6%	30.8%	33.2%	33.7%	
Somewhat	51.5%	51.6%	52.2%	45.0%	50.9%	51.0%	61.5%	52.6%	53.3%	
Not at all	18.2%	14.7%	15.5%	25.0%	15.0%	18.3%	7.7%	14.3%	13.0%	
Total(n)	33	463	946	20	267	447	13	196	499	
Mean	2.12	2.19	2.17	2.05	2.19	2.12	2.23	2.19	2.21	
Standard deviation	0.70	0.67	0.67	0.76	0.68	0.69	0.60	0.66	0.65	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.21	-0.10	-	0.06	0.03	
Increased work responsibilities										
Extensive	11.4%	23.4%	24.5%	9.1%	19.9%	18.9%	15.4%	28.2%	29.6%	
Somewhat	57.1%	46.3%	44.9%	50.0%	47.2%	47.4%	69.2%	45.1%	42.7%	
Not at all	31.4%	30.3%	30.6%	40.9%	33.0%	33.7%	15.4%	26.7%	27.8%	
Total(n)	35	462	935	22	267	445	13	195	490	
Mean	1.80	1.93	1.94	1.68	1.87	1.85	2.00	2.02	2.02	
Standard deviation	0.63	0.73	0.74	0.65	0.72	0.71	0.58	0.74	0.76	
Significance	-			-			-			
Effect size	-	-0.18	-0.19	-	-0.26	-0.24	-	-0.03	-0.03	
Institutional budget cuts										
Extensive	6.1%	18.8%	22.4%	0.0%	14.5%	18.4%	16.7%	24.7%	26.1%	
Somewhat	36.4%	31.9%	38.2%	38.1%	29.4%	35.1%	33.3%	35.2%	41.2%	
Not at all	57.6%	49.3%	39.4%	61.9%	56.0%	46.6%	50.0%	40.1%	32.8%	
Total(n)	33	430	889	21	248	425	12	182	464	
Mean	1.48	1.70	1.83	1.38	1.58	1.72	1.67	1.85	1.93	
Standard deviation	0.62	0.77	0.77	0.50	0.73	0.76	0.78	0.79	0.76	
Significance	-		*	-		*	-			
Effect size	-	-0.29	-0.45	-	-0.27	-0.45	-	-0.23	-0.34	
Have you been sexually harassed at this institution?										
Yes	2.9%	3.3%	3.2%	0.0%	2.2%	1.3%	7.7%	4.8%	4.9%	
No	97.1%	96.7%	96.8%	100.0%	97.8%	98.7%	92.3%	95.2%	95.1%	
Total(n)	35	481	1,001	22	274	474	13	207	527	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	34.3%	32.1%	33.8%	22.7%	31.0%	33.8%	53.8%	33.5%	33.9%	

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Institutional Profile Report
Graduate Faculty

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	
No	65.7%	67.9%	66.2%	77.3%	69.0%	66.2%	46.2%	66.5%	66.1%	
Total(n)	35	477	982	22	274	471	13	203	511	
Considered leaving this institution for another?										
Yes	51.4%	41.9%	44.4%	36.4%	42.1%	44.7%	76.9%	41.8%	44.1%	
No	48.6%	58.1%	55.6%	63.6%	57.9%	55.3%	23.1%	58.2%	55.9%	
Total(n)	35	472	974	22	271	468	13	201	506	
Engaged in public service/professional consulting without pay?										
Yes	65.7%	58.2%	62.4%	59.1%	57.4%	62.6%	76.9%	59.3%	62.2%	
No	34.3%	41.8%	37.6%	40.9%	42.6%	37.4%	23.1%	40.7%	37.8%	
Total(n)	35	476	981	22	272	468	13	204	513	
Received at least one firm job offer elsewhere?										
Yes	31.4%	24.8%	27.8%	27.3%	22.7%	26.2%	38.5%	27.6%	29.2%	
No	68.6%	75.2%	72.2%	72.7%	77.3%	73.8%	61.5%	72.4%	70.8%	
Total(n)	35	476	979	22	273	469	13	203	510	
Sought an early promotion?										
Yes	2.9%	5.5%	6.6%	4.8%	6.3%	8.4%	0.0%	4.5%	5.0%	
No	97.1%	94.5%	93.4%	95.2%	93.7%	91.6%	100.0%	95.5%	95.0%	
Total(n)	34	469	967	21	269	466	13	200	501	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	5.9%	3.8%	10.1%	9.1%	3.7%	10.5%	0.0%	4.0%	9.7%	
No	94.1%	96.2%	89.9%	90.9%	96.3%	89.5%	100.0%	96.0%	90.3%	
Total(n)	34	471	973	22	271	467	12	200	506	
Do you plan to retire within the next three years?										
Yes	11.8%	13.1%	14.5%	14.3%	13.3%	16.4%	7.7%	12.9%	12.8%	
No	88.2%	86.9%	85.5%	85.7%	86.7%	83.6%	92.3%	87.1%	87.2%	
Total(n)	34	473	971	21	271	464	13	202	507	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	5.7%	6.8%	9.6%	4.5%	2.2%	3.0%	7.7%	12.9%	15.6%	
No	94.3%	93.2%	90.4%	95.5%	97.8%	97.0%	92.3%	87.1%	84.4%	
Total(n)	35	470	969	22	268	463	13	202	506	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	45.7%	34.9%	29.3%	36.4%	41.0%	36.3%	61.5%	26.7%	22.9%	
No	54.3%	65.1%	70.7%	63.6%	59.0%	63.7%	38.5%	73.3%	77.1%	
Total(n)	35	473	973	22	271	466	13	202	507	
Citizenship status:										
U.S. citizen	97.1%	95.5%	96.2%	95.5%	93.8%	95.0%	100.0%	97.6%	97.3%	
Permanent resident (green card)	2.9%	3.7%	3.0%	4.5%	5.1%	4.2%	0.0%	1.9%	1.9%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.8%	0.7%	0.0%	1.1%	0.8%	0.0%	0.5%	0.6%	
None of the above	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	35	484	1,002	22	276	476	13	208	526	
How would you characterize your political views?										
Far right	0.0%	1.1%	0.6%	0.0%	1.1%	0.6%	0.0%	1.0%	0.6%	
Conservative	8.8%	19.3%	17.3%	9.5%	25.9%	21.0%	7.7%	10.4%	13.8%	
Middle of the road	35.3%	33.3%	34.4%	38.1%	34.1%	37.1%	30.8%	32.3%	32.0%	
Liberal	41.2%	38.9%	40.6%	42.9%	33.3%	35.0%	38.5%	46.3%	45.8%	
Far left	14.7%	7.4%	7.1%	9.5%	5.6%	6.2%	23.1%	10.0%	7.9%	
Total(n)	34	471	973	21	270	466	13	201	507	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	68.6%	58.2%	52.8%	77.3%	59.5%	54.5%	53.8%	56.4%	51.2%	
Probably yes	14.3%	23.8%	28.7%	9.1%	22.6%	25.2%	23.1%	25.5%	31.9%	
Not sure	11.4%	12.3%	11.9%	9.1%	11.7%	12.9%	15.4%	13.2%	11.0%	
Probably no	2.9%	4.4%	4.9%	4.5%	4.7%	5.7%	0.0%	3.9%	4.2%	
Definitely no	2.9%	1.3%	1.7%	0.0%	1.5%	1.7%	7.7%	1.0%	1.7%	
Total(n)	35	478	993	22	274	473	13	204	520	
Mean	4.43	4.33	4.26	4.59	4.34	4.25	4.15	4.32	4.27	
Standard deviation	1.01	0.94	0.97	0.85	0.96	1.00	1.21	0.92	0.94	
Significance	-			-			-			
Effect size	-	0.11	0.18	-	0.26	0.34	-	-0.18	-0.13	
Still want to be a college professor?										
Definitely yes	85.7%	70.6%	70.5%	90.9%	72.3%	72.9%	76.9%	68.5%	68.3%	
Probably yes	11.4%	23.7%	22.9%	9.1%	23.0%	21.4%	15.4%	24.6%	24.2%	
Not sure	2.9%	4.0%	4.9%	0.0%	4.0%	4.4%	7.7%	3.9%	5.4%	
Probably no	0.0%	1.7%	1.3%	0.0%	0.7%	1.1%	0.0%	3.0%	1.5%	
Definitely no	0.0%	0.0%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	0.6%	
Total(n)	35	477	993	22	274	473	13	203	520	
Mean	4.83	4.63	4.62	4.91	4.67	4.66	4.69	4.59	4.58	
Standard deviation	0.45	0.64	0.68	0.29	0.59	0.64	0.63	0.71	0.72	
Significance	-			-			-			
Effect size	-	0.31	0.31	-	0.41	0.39	-	0.14	0.15	
Salary for part-time faculty										
Less than \$5,000	0.0%	14.3%	19.2%	0.0%	9.1%	19.0%	0.0%	18.5%	19.4%	
\$5,000-9,999	0.0%	22.4%	30.5%	0.0%	13.6%	22.4%	0.0%	29.6%	35.5%	
\$10,000-14,999	0.0%	16.3%	19.2%	0.0%	22.7%	19.0%	0.0%	11.1%	19.4%	
\$15,000-19,999	0.0%	16.3%	8.6%	0.0%	18.2%	12.1%	0.0%	14.8%	6.5%	
\$20,000-24,999	0.0%	2.0%	5.3%	0.0%	4.5%	6.9%	0.0%	0.0%	4.3%	
\$25,000-29,999	0.0%	0.0%	0.7%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	2.0%	2.0%	0.0%	4.5%	3.4%	0.0%	0.0%	1.1%	
\$35,000-39,999	0.0%	4.1%	2.6%	0.0%	4.5%	3.4%	0.0%	3.7%	2.2%	
\$40,000-44,999	0.0%	2.0%	1.3%	0.0%	4.5%	1.7%	0.0%	0.0%	1.1%	
\$45,000-49,999	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%	
\$50,000-59,999	0.0%	8.2%	2.6%	0.0%	9.1%	3.4%	0.0%	7.4%	2.2%	
\$60,000-69,999	0.0%	4.1%	2.0%	0.0%	0.0%	0.0%	0.0%	7.4%	3.2%	

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\$70,000-79,999	0.0%	0.0%	1.3%	0.0%	0.0%	1.7%	0.0%	0.0%	1.1%	
\$80,000-89,999	0.0%	2.0%	0.7%	0.0%	0.0%	0.0%	0.0%	3.7%	1.1%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	6.1%	2.6%	0.0%	9.1%	5.2%	0.0%	3.7%	1.1%	
Total(n)	0	49	151	0	22	58	0	27	93	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	2.1%	2.1%	0.0%	0.0%	1.8%	0.0%	4.0%	2.3%	
\$500-999	0.0%	2.1%	1.4%	0.0%	0.0%	0.0%	0.0%	4.0%	2.3%	
\$1,000-1,499	0.0%	6.4%	6.2%	0.0%	0.0%	3.5%	0.0%	12.0%	8.0%	
\$1,500-1,999	0.0%	8.5%	5.5%	0.0%	0.0%	3.5%	0.0%	16.0%	6.8%	
\$2,000-2,499	0.0%	6.4%	7.6%	0.0%	9.1%	8.8%	0.0%	4.0%	6.8%	
\$2,500-2,999	0.0%	8.5%	13.1%	0.0%	9.1%	12.3%	0.0%	8.0%	13.6%	
\$3,000-3,499	0.0%	4.3%	13.8%	0.0%	9.1%	12.3%	0.0%	0.0%	14.8%	
\$3,500-3,999	0.0%	4.3%	13.1%	0.0%	4.5%	10.5%	0.0%	4.0%	14.8%	
\$4,000-4,499	0.0%	14.9%	11.7%	0.0%	9.1%	10.5%	0.0%	20.0%	12.5%	
\$4,500-4,999	0.0%	6.4%	4.1%	0.0%	9.1%	5.3%	0.0%	4.0%	3.4%	
\$5,000-5,499	0.0%	10.6%	8.3%	0.0%	18.2%	14.0%	0.0%	4.0%	4.5%	
\$5,500-5,999	0.0%	2.1%	1.4%	0.0%	4.5%	1.8%	0.0%	0.0%	1.1%	
\$6,000-6,499	0.0%	6.4%	3.4%	0.0%	0.0%	1.8%	0.0%	12.0%	4.5%	
\$6,500-6,999	0.0%	2.1%	0.7%	0.0%	4.5%	1.8%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	2.1%	1.4%	0.0%	4.5%	1.8%	0.0%	0.0%	1.1%	
\$7,500-7,999	0.0%	2.1%	0.7%	0.0%	4.5%	1.8%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	10.6%	4.8%	0.0%	13.6%	8.8%	0.0%	8.0%	2.3%	
Total(n)	0	47	145	0	22	57	0	25	88	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.3%	0.0%	0.4%	0.4%	0.0%	0.0%	0.2%	
Master's (M.A., M.S.)	2.9%	5.2%	9.0%	4.5%	3.3%	6.5%	0.0%	7.7%	11.2%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	1.9%	1.5%	0.0%	1.8%	1.9%	0.0%	1.9%	1.1%	
J.D.	28.6%	11.8%	9.1%	18.2%	12.7%	10.3%	46.2%	10.6%	8.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	6.0%	5.0%	0.0%	4.7%	4.2%	0.0%	7.7%	5.7%	
Ph.D.	68.6%	62.0%	56.1%	77.3%	69.9%	63.9%	53.8%	51.4%	49.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	11.4%	17.5%	0.0%	6.9%	11.5%	0.0%	17.3%	23.0%	
Other degree	0.0%	1.7%	1.6%	0.0%	0.4%	1.3%	0.0%	3.4%	1.9%	
Total(n)	35	484	1,004	22	276	477	13	208	527	
Degree Currently Working On										
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%	0.2%	0.4%	0.0%	0.0%	0.4%	0.0%	0.5%	0.4%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.5%	0.4%	
J.D.	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.5%	0.4%	
Ph.D.	0.0%	2.5%	3.1%	0.0%	2.6%	3.2%	0.0%	2.5%	2.9%	

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Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.5%	1.9%	0.0%	1.1%	1.5%	0.0%	2.0%	2.3%	
Other degree	0.0%	0.2%	0.9%	0.0%	0.0%	0.6%	0.0%	0.5%	1.2%	
None	100.0%	94.5%	92.7%	100.0%	95.6%	93.3%	100.0%	93.1%	92.2%	
Total(n)	34	473	976	21	271	463	13	202	513	
Are you currently serving in an administrative position as:										
Department chair	3.2%	6.2%	6.7%	2.6%	5.2%	6.8%	4.2%	7.4%	6.6%	
Dean (associate or assistant)	11.3%	5.1%	4.4%	13.2%	5.9%	5.1%	8.3%	4.0%	3.8%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
President	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	3.2%	12.2%	12.7%	0.0%	12.0%	12.7%	8.3%	12.4%	12.8%	
Not applicable	30.6%	38.4%	41.2%	34.2%	39.1%	40.5%	25.0%	37.5%	41.8%	
Total(n)	62	730	1,476	38	407	693	24	323	783	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	82.9%	87.6%	77.2%	81.8%	90.1%	80.2%	84.6%	84.3%	74.4%	
African American/Black	8.6%	3.2%	10.3%	4.5%	1.8%	7.9%	15.4%	4.9%	12.5%	
American Indian/Alaska Native	2.9%	1.3%	1.1%	4.5%	1.8%	1.5%	0.0%	0.5%	0.8%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	2.9%	3.4%	0.0%	2.6%	2.3%	0.0%	3.4%	4.3%	
Filipino	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.4%	0.5%	0.0%	0.7%	0.9%	0.0%	0.0%	0.2%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.9%	1.3%	2.0%	4.5%	1.8%	3.0%	0.0%	0.5%	1.2%	
Other Asian	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	2.1%	2.5%	0.0%	1.8%	2.1%	0.0%	2.5%	2.9%	
Puerto Rican	0.0%	0.0%	0.4%	0.0%	0.0%	0.6%	0.0%	0.0%	0.2%	
Other Latino	5.7%	2.1%	2.4%	9.1%	1.8%	2.1%	0.0%	2.5%	2.7%	
Other	5.7%	2.1%	3.8%	9.1%	2.2%	3.4%	0.0%	2.0%	4.1%	
Total(n)	35	476	981	22	272	469	13	204	512	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Asian	2.9%	4.6%	5.9%	4.5%	4.8%	6.0%	0.0%	4.4%	5.9%	
Black	8.6%	2.9%	9.8%	4.5%	1.8%	7.9%	15.4%	4.4%	11.5%	
Hispanic	2.9%	2.5%	3.7%	4.5%	1.1%	3.0%	0.0%	4.4%	4.3%	
White	74.3%	84.9%	74.2%	68.2%	85.7%	76.5%	84.6%	83.8%	72.1%	
Other	2.9%	1.9%	3.0%	4.5%	1.8%	2.8%	0.0%	2.0%	3.1%	
Two or more races/ethnicities	8.6%	2.9%	3.4%	13.6%	4.8%	3.8%	0.0%	0.5%	2.9%	
Total (n)	35	476	981	22	272	469	13	204	512	
Is English your native language?										
Yes	91.4%	89.6%	90.3%	86.4%	88.4%	88.6%	100.0%	91.3%	91.8%	
No	8.6%	10.4%	9.7%	13.6%	11.6%	11.4%	0.0%	8.7%	8.2%	
Total(n)	35	481	997	22	275	474	13	206	523	

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What is your sexual orientation?										
Heterosexual/straight	93.8%	95.3%	95.3%	100.0%	95.9%	95.4%	81.8%	94.4%	95.2%	
Gay	0.0%	1.7%	1.5%	0.0%	3.0%	3.1%	0.0%	0.0%	0.0%	
Lesbian	0.0%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	2.5%	2.2%	
Bisexual	3.1%	0.6%	0.8%	0.0%	0.0%	0.4%	9.1%	1.5%	1.2%	
Queer	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.0%	0.2%	
Other	3.1%	1.1%	1.0%	0.0%	0.7%	0.9%	9.1%	1.5%	1.2%	
Total (n)	32	465	962	21	267	459	11	198	503	
Do you identify as transgender?										
No	100.0%	99.8%	99.9%	100.0%	100.0%	100.0%	100.0%	99.5%	99.8%	
Yes, male to female	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.2%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	33	470	973	22	269	465	11	201	508	
Are you currently: (Mark one)										
Single	3.0%	7.2%	8.3%	0.0%	3.6%	4.9%	9.1%	12.0%	11.4%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	1.1%	1.5%	0.0%	0.7%	1.7%	0.0%	1.5%	1.4%	
Married	97.0%	82.7%	79.4%	100.0%	88.0%	86.0%	90.9%	75.5%	73.3%	
Unmarried, living with partner	0.0%	2.1%	1.7%	0.0%	2.2%	1.3%	0.0%	2.0%	2.2%	
Separated	0.0%	0.4%	1.2%	0.0%	0.0%	0.8%	0.0%	1.0%	1.6%	
Divorced	0.0%	3.8%	4.9%	0.0%	3.6%	3.6%	0.0%	4.0%	6.1%	
Widowed	0.0%	2.7%	3.0%	0.0%	1.8%	1.7%	0.0%	4.0%	4.1%	
Total(n)	33	474	980	22	274	471	11	200	509	
How many children do you have in the following age ranges?										
Under 18 years old										
0	42.9%	48.3%	53.7%	44.4%	41.7%	47.7%	40.0%	57.0%	58.6%	
1	32.1%	18.4%	17.4%	27.8%	18.1%	17.2%	40.0%	18.8%	17.5%	
2	17.9%	19.7%	18.7%	16.7%	21.3%	20.3%	20.0%	17.6%	17.3%	
3	7.1%	7.3%	6.2%	11.1%	9.3%	7.9%	0.0%	4.8%	4.7%	
4+	0.0%	6.3%	4.1%	0.0%	9.7%	6.8%	0.0%	1.8%	1.9%	
Total(n)	28	381	777	18	216	354	10	165	423	
18 years or older										
0	50.0%	38.8%	39.1%	50.0%	31.1%	30.0%	50.0%	49.2%	47.6%	
1	20.0%	14.5%	14.8%	10.0%	13.7%	13.3%	40.0%	15.6%	16.2%	
2	26.7%	28.1%	26.6%	35.0%	30.3%	30.7%	10.0%	25.1%	22.8%	
3	3.3%	8.8%	11.7%	5.0%	11.2%	14.3%	0.0%	5.6%	9.3%	
4+	0.0%	9.8%	7.8%	0.0%	13.7%	11.7%	0.0%	4.5%	4.2%	
Total(n)	30	420	872	20	241	420	10	179	452	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	2.1%	1.7%	0.0%	3.2%	2.2%	0.0%	0.0%	1.1%	
Satisfied	0.0%	8.7%	6.7%	0.0%	10.5%	9.3%	0.0%	5.6%	4.0%	
Marginally satisfied	6.3%	9.2%	6.4%	10.0%	11.3%	8.8%	0.0%	5.6%	4.0%	
Not satisfied	50.0%	22.1%	24.1%	60.0%	18.5%	17.6%	33.3%	28.2%	30.9%	
Not applicable	43.8%	57.9%	61.1%	30.0%	56.5%	62.1%	66.7%	60.6%	60.0%	

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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)	16	195	357	10	124	182	6	71	175	
Mean	1.63	1.75	1.64	1.80	1.85	1.72	1.33	1.56	1.55	
Standard deviation	0.62	1.07	0.98	0.63	1.17	1.10	0.52	0.84	0.84	
Significance	-	***		-		**	-	***	***	
Effect size	-	-0.11	-0.01	-	-0.04	0.07	-	-0.27	-0.26	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0.0%	0.6%	0.9%	0.0%	0.0%	0.6%	0.0%	1.7%	1.4%	
\$50,000 - \$59,999	4.0%	1.9%	2.8%	5.6%	1.9%	2.3%	0.0%	1.7%	3.4%	
\$60,000 - \$69,999	4.0%	0.6%	4.4%	5.6%	1.0%	1.7%	0.0%	0.0%	7.5%	
\$70,000 - \$79,999	12.0%	9.3%	14.7%	5.6%	1.9%	6.9%	28.6%	22.4%	24.0%	
\$80,000 - \$89,999	0.0%	6.8%	11.6%	0.0%	3.8%	9.2%	0.0%	12.1%	14.4%	
\$90,000 - \$99,999	8.0%	9.9%	11.3%	11.1%	8.7%	9.2%	0.0%	12.1%	13.7%	
\$100,000 - \$124,999	24.0%	22.8%	22.9%	22.2%	22.1%	23.7%	28.6%	24.1%	21.9%	
\$125,000 - \$149,999	8.0%	14.2%	10.3%	5.6%	15.4%	13.9%	14.3%	12.1%	6.2%	
\$150,000 - \$199,999	24.0%	19.8%	13.8%	22.2%	25.0%	20.2%	28.6%	10.3%	6.2%	
\$200,000 - \$249,999	12.0%	11.7%	6.0%	16.7%	16.3%	9.8%	0.0%	3.4%	1.4%	
\$250,000 - \$499,999	4.0%	2.5%	1.3%	5.6%	3.8%	2.3%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	25	162	319	18	104	173	7	58	146	
Mean	11.28	11.32	10.45	11.44	11.94	11.23	10.86	10.21	9.53	
Standard deviation	2.39	2.07	2.18	2.53	1.85	2.08	2.12	1.99	1.93	
Significance	-			-			-			
Effect size	-	-0.02	0.38	-	-0.27	0.10	-	0.33	0.69	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	10.0%	0.5%	0.2%	25.0%	0.9%	0.5%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	1.0%	0.9%	0.0%	0.9%	0.5%	0.0%	1.1%	1.3%	
\$50,000 - \$59,999	20.0%	2.4%	3.4%	0.0%	0.0%	1.5%	33.3%	5.3%	5.1%	
\$60,000 - \$69,999	0.0%	2.4%	4.1%	0.0%	2.6%	3.0%	0.0%	2.1%	5.1%	
\$70,000 - \$79,999	0.0%	7.7%	8.7%	0.0%	4.4%	5.9%	0.0%	11.6%	11.0%	
\$80,000 - \$89,999	10.0%	8.1%	12.8%	0.0%	8.8%	10.9%	16.7%	7.4%	14.4%	
\$90,000 - \$99,999	0.0%	4.3%	9.6%	0.0%	4.4%	7.4%	0.0%	4.2%	11.4%	
\$100,000 - \$124,999	20.0%	28.7%	30.4%	25.0%	28.1%	35.1%	16.7%	29.5%	26.3%	
\$125,000 - \$149,999	20.0%	18.2%	13.5%	25.0%	18.4%	13.4%	16.7%	17.9%	13.6%	
\$150,000 - \$199,999	10.0%	15.3%	10.5%	25.0%	15.8%	12.4%	0.0%	14.7%	8.9%	
\$200,000 - \$249,999	0.0%	7.2%	3.9%	0.0%	10.5%	6.4%	0.0%	3.2%	1.7%	
\$250,000 - \$499,999	10.0%	4.3%	2.1%	0.0%	5.3%	3.0%	16.7%	3.2%	1.3%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	10	209	438	4	114	202	6	95	236	

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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	
Mean	9.90	11.13	10.53	10.00	11.46	10.97	9.83	10.75	10.15	
Standard deviation	3.54	2.18	2.09	4.08	2.10	2.00	3.54	2.23	2.09	
Significance	-			-			-			
Effect size	-	-0.56	-0.30	-	-0.70	-0.49	-	-0.41	-0.15	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	3.0%	0.4%	0.2%	4.5%	0.4%	0.2%	0.0%	0.5%	0.2%	
1984 - 1992	3.0%	1.7%	1.9%	0.0%	0.7%	1.1%	9.1%	3.1%	2.7%	
1979 - 1983	0.0%	7.3%	6.2%	0.0%	5.9%	4.1%	0.0%	9.3%	8.3%	
1974 - 1978	12.1%	10.8%	10.8%	13.6%	10.4%	9.1%	9.1%	11.3%	12.4%	
1969 - 1973	15.2%	9.7%	11.2%	18.2%	10.8%	9.7%	9.1%	8.2%	12.6%	
1964 - 1968	15.2%	14.0%	13.2%	0.0%	12.3%	13.0%	45.5%	16.5%	13.5%	
1959 - 1963	21.2%	15.6%	14.0%	27.3%	17.1%	14.7%	9.1%	13.4%	13.3%	
1954 - 1958	6.1%	14.3%	15.1%	4.5%	14.1%	15.8%	9.1%	14.4%	14.5%	
1949 - 1953	12.1%	13.4%	14.4%	18.2%	13.0%	15.6%	0.0%	13.9%	13.3%	
1944 - 1948	12.1%	8.9%	9.2%	13.6%	9.7%	11.4%	9.1%	7.7%	7.0%	
1920 - 1943	0.0%	3.9%	3.8%	0.0%	5.6%	5.4%	0.0%	1.5%	2.3%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	33	463	946	22	269	463	11	194	483	
Year of first academic appointment:										
1976 or earlier	8.1%	7.1%	5.9%	13.2%	10.4%	9.4%	0.0%	3.1%	2.8%	
1977 - 1981	3.2%	3.7%	3.5%	5.3%	5.2%	5.1%	0.0%	1.9%	2.1%	
1982 - 1986	1.6%	4.0%	4.6%	2.6%	5.4%	6.1%	0.0%	2.2%	3.3%	
1987 - 1991	14.5%	10.7%	8.9%	13.2%	10.6%	9.9%	16.7%	10.8%	8.1%	
1992 - 1996	9.7%	10.3%	9.0%	5.3%	10.6%	10.0%	16.7%	9.9%	8.1%	
1997 - 2001	22.6%	14.0%	13.5%	23.7%	14.3%	13.2%	20.8%	13.6%	13.7%	
2002 - 2006	9.7%	12.8%	14.4%	10.5%	11.9%	14.3%	8.3%	13.9%	14.5%	
2007 - 2011	19.4%	16.2%	16.1%	18.4%	16.0%	14.5%	20.8%	16.4%	17.6%	
2012 or more	11.3%	21.2%	24.1%	7.9%	15.6%	17.5%	16.7%	28.2%	29.9%	
Total(n)	62	728	1,470	38	405	690	24	323	780	
Year of appointment at present institution										
1976 or earlier	1.7%	2.3%	2.3%	2.6%	3.3%	3.4%	0.0%	1.0%	1.3%	
1977 - 1981	1.7%	2.4%	1.8%	2.6%	3.5%	3.1%	0.0%	1.0%	0.7%	
1982 - 1986	1.7%	4.1%	2.8%	2.6%	5.5%	3.9%	0.0%	2.2%	1.8%	
1987 - 1991	11.7%	6.5%	5.7%	13.2%	7.6%	7.9%	9.1%	5.1%	3.7%	
1992 - 1996	6.7%	9.2%	7.8%	7.9%	9.8%	8.9%	4.5%	8.3%	6.9%	
1997 - 2001	11.7%	12.3%	11.2%	5.3%	11.3%	11.9%	22.7%	13.5%	10.6%	
2002 - 2006	13.3%	11.4%	14.3%	13.2%	11.6%	14.0%	13.6%	11.2%	14.5%	
2007 - 2011	20.0%	20.6%	20.7%	21.1%	21.2%	20.4%	18.2%	19.9%	21.0%	
2012 or more	31.7%	31.3%	33.3%	31.6%	26.2%	26.4%	31.8%	37.8%	39.5%	
Total(n)	60	709	1,428	38	397	671	22	312	757	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	1.5%	1.2%	0.0%	1.8%	1.8%	0.0%	0.9%	0.4%	
1977 - 1981	3.1%	2.7%	2.3%	4.8%	3.7%	3.3%	0.0%	0.9%	0.8%	

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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	
1982 - 1986	3.1%	4.3%	4.5%	4.8%	5.0%	6.2%	0.0%	2.7%	2.1%	
1987 - 1991	9.4%	7.0%	4.9%	14.3%	9.6%	7.7%	0.0%	1.8%	0.8%	
1992 - 1996	15.6%	10.9%	9.7%	14.3%	9.6%	10.4%	18.2%	13.6%	8.8%	
1997 - 2001	15.6%	14.6%	12.5%	9.5%	15.1%	13.6%	27.3%	13.6%	10.9%	
2002 - 2006	12.5%	13.1%	13.7%	9.5%	12.3%	13.3%	18.2%	14.5%	14.2%	
2007 - 2011	15.6%	16.1%	21.3%	19.0%	18.7%	22.8%	9.1%	10.9%	19.2%	
2012 or more	25.0%	29.8%	30.0%	23.8%	24.2%	21.0%	27.3%	40.9%	42.7%	
Total(n)	32	329	577	21	219	338	11	110	239	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.2%	0.0%	0.7%	0.4%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	2.9%	10.7%	7.1%	0.0%	11.1%	9.2%	7.7%	10.2%	5.2%	
Business (General Area 6)	26.5%	13.3%	9.6%	28.6%	17.4%	14.7%	23.1%	7.8%	5.0%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	8.4%	18.4%	0.0%	7.4%	14.1%	0.0%	9.8%	22.2%	
Engineering (General Area 11)	0.0%	5.5%	2.6%	0.0%	7.8%	4.5%	0.0%	2.4%	1.0%	
English (General Area 12)	0.0%	0.4%	0.6%	0.0%	0.4%	0.4%	0.0%	0.5%	0.8%	
Health-related (General Area 15)	2.9%	13.9%	17.4%	4.8%	7.0%	9.6%	0.0%	22.9%	24.4%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	1.7%	1.3%	0.0%	1.1%	1.5%	0.0%	2.4%	1.2%	
Humanities (General Area 14,24)	11.8%	2.3%	3.8%	14.3%	3.3%	6.2%	7.7%	1.0%	1.5%	
Fine Arts (General Area 2,4,22)	0.0%	0.8%	1.0%	0.0%	0.7%	1.3%	0.0%	1.0%	0.8%	
Mathematics or Statistics (General Area 18)	0.0%	1.9%	1.3%	0.0%	2.6%	2.1%	0.0%	1.0%	0.6%	
Physical Sciences (General Area 25)	2.9%	2.5%	1.5%	4.8%	3.3%	2.4%	0.0%	1.5%	0.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.7%	16.6%	16.8%	19.0%	15.6%	14.7%	7.7%	18.0%	18.6%	
Other Technical (General Area 8,19,28)	0.0%	1.9%	1.3%	0.0%	3.0%	2.1%	0.0%	0.5%	0.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	38.2%	19.6%	17.1%	28.6%	18.5%	16.7%	53.8%	21.0%	17.4%	
Total(n)	34	475	985	21	270	468	13	205	517	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	2.9%	10.3%	6.7%	0.0%	10.4%	8.8%	7.7%	10.2%	4.8%	
Business (General Area 6)	38.2%	16.4%	11.8%	42.9%	21.9%	18.4%	30.8%	9.2%	5.8%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	8.0%	18.3%	0.0%	7.0%	13.3%	0.0%	9.2%	22.8%	
Engineering (General Area 11)	0.0%	5.9%	2.8%	0.0%	7.8%	4.5%	0.0%	3.4%	1.4%	
English (General Area 12)	0.0%	0.4%	0.4%	0.0%	0.4%	0.2%	0.0%	0.5%	0.6%	

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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	
Health-related (General Area 15)	0.0%	16.4%	19.7%	0.0%	8.5%	10.9%	0.0%	26.7%	27.7%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.8%	0.6%	0.0%	1.1%	1.1%	0.0%	0.5%	0.2%	
Humanities (General Area 14,24)	8.8%	1.9%	3.3%	9.5%	3.0%	5.4%	7.7%	0.5%	1.4%	
Fine Arts (General Area 2,4,22)	0.0%	0.8%	0.8%	0.0%	0.7%	0.9%	0.0%	1.0%	0.8%	
Mathematics or Statistics (General Area 18)	0.0%	1.3%	0.7%	0.0%	1.9%	1.3%	0.0%	0.5%	0.2%	
Physical Sciences (General Area 25)	2.9%	1.7%	0.9%	4.8%	2.2%	1.5%	0.0%	1.0%	0.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	5.9%	11.8%	13.0%	9.5%	10.7%	11.1%	0.0%	13.1%	14.7%	
Other Technical (General Area 8,19,28)	0.0%	2.3%	1.2%	0.0%	3.7%	2.4%	0.0%	0.5%	0.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	41.2%	21.8%	19.5%	33.3%	20.4%	19.9%	53.8%	23.8%	19.1%	
Total(n)	34	476	984	21	270	467	13	206	517	
Faculty works in a STEM department										
Yes	3.2%	24.2%	21.9%	2.6%	23.1%	20.8%	4.2%	25.7%	22.9%	
No	96.8%	75.8%	78.1%	97.4%	76.9%	79.2%	95.8%	74.3%	77.1%	
Total(n)	62	730	1,476	38	407	693	24	323	783	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	35.3%			40.9%			25.0%			
C	29.4%			36.4%			16.7%			
D	8.8%			9.1%			8.3%			
E	26.5%			13.6%			50.0%			
Total (n)	34			22			12			
Optional Question 2										
A	29.4%			27.3%			33.3%			
B	35.3%			40.9%			25.0%			
C	23.5%			22.7%			25.0%			
D	11.8%			9.1%			16.7%			
E	0.0%			0.0%			0.0%			
Total (n)	34			22			12			
Optional Question 3										
A	2.9%			4.5%			0.0%			
B	26.5%			31.8%			16.7%			
C	17.6%			18.2%			16.7%			
D	52.9%			45.5%			66.7%			
E	0.0%			0.0%			0.0%			
Total (n)	34			22			12			
Optional Question 4										
A	5.9%			9.1%			0.0%			
B	29.4%			27.3%			33.3%			
C	44.1%			40.9%			50.0%			
D	14.7%			18.2%			8.3%			
E	5.9%			4.5%			8.3%			
Total (n)	34			22			12			
Optional Question 5										
A	0.0%			0.0%			0.0%			

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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	38.2%			36.4%			41.7%			
C	38.2%			36.4%			41.7%			
D	20.6%			22.7%			16.7%			
E	2.9%			4.5%			0.0%			
Total (n)	34			22			12			
Optional Question 6										
A	11.8%			13.6%			8.3%			
B	32.4%			27.3%			41.7%			
C	5.9%			9.1%			0.0%			
D	0.0%			0.0%			0.0%			
E	50.0%			50.0%			50.0%			
Total (n)	34			22			12			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	52.9%			50.0%			58.3%			
C	29.4%			31.8%			25.0%			
D	2.9%			4.5%			0.0%			
E	14.7%			13.6%			16.7%			
Total (n)	34			22			12			
Optional Question 8										
A	11.8%			9.1%			16.7%			
B	52.9%			45.5%			66.7%			
C	14.7%			18.2%			8.3%			
D	5.9%			9.1%			0.0%			
E	14.7%			18.2%			8.3%			
Total (n)	34			22			12			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	5.9%			4.5%			8.3%			
C	61.8%			54.5%			75.0%			
D	32.4%			40.9%			16.7%			
E	0.0%			0.0%			0.0%			
Total (n)	34			22			12			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	23.5%			22.7%			25.0%			
C	35.3%			22.7%			58.3%			
D	23.5%			27.3%			16.7%			
E	17.6%			27.3%			0.0%			
Total (n)	34			22			12			
Optional Question 11										
A	2.9%			0.0%			8.3%			
B	26.5%			36.4%			8.3%			
C	20.6%			18.2%			25.0%			
D	8.8%			13.6%			0.0%			

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Graduate Faculty

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	
E	41.2%			31.8%			58.3%			
Total (n)	34			22			12			
Optional Question 12										
A	17.6%			18.2%			16.7%			
B	41.2%			36.4%			50.0%			
C	29.4%			36.4%			16.7%			
D	11.8%			9.1%			16.7%			
E	0.0%			0.0%			0.0%			
Total (n)	34			22			12			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	32.4%			36.4%			25.0%			
C	14.7%			18.2%			8.3%			
D	0.0%			0.0%			0.0%			
E	52.9%			45.5%			66.7%			
Total (n)	34			22			12			
Optional Question 14										
A	20.6%			18.2%			25.0%			
B	35.3%			36.4%			33.3%			
C	17.6%			13.6%			25.0%			
D	17.6%			22.7%			8.3%			
E	8.8%			9.1%			8.3%			
Total (n)	34			22			12			
Optional Question 15										
A	3.0%			0.0%			8.3%			
B	9.1%			9.5%			8.3%			
C	39.4%			23.8%			66.7%			
D	33.3%			52.4%			0.0%			
E	15.2%			14.3%			16.7%			
Total (n)	33			21			12			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	2.9%			0.0%			8.3%			
C	41.2%			31.8%			58.3%			
D	52.9%			63.6%			33.3%			
E	2.9%			4.5%			0.0%			
Total (n)	34			22			12			
Optional Question 17										
A	3.0%			0.0%			9.1%			
B	3.0%			0.0%			9.1%			
C	36.4%			40.9%			27.3%			
D	57.6%			59.1%			54.5%			
E	0.0%			0.0%			0.0%			
Total (n)	33			22			11			

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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	
Optional Question 18										
A	0.0%			0.0%			0.0%			
B	5.9%			4.5%			8.3%			
C	20.6%			22.7%			16.7%			
D	26.5%			27.3%			25.0%			
E	47.1%			45.5%			50.0%			
Total (n)	34			22			12			
Optional Question 19										
A	64.7%			81.8%			33.3%			
B	29.4%			13.6%			58.3%			
C	5.9%			4.5%			8.3%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	34			22			12			
Optional Question 20										
A	11.8%			9.1%			16.7%			
B	32.4%			27.3%			41.7%			
C	26.5%			31.8%			16.7%			
D	14.7%			18.2%			8.3%			
E	14.7%			13.6%			16.7%			
Total (n)	34			22			12			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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 Graduate Faculty

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)	0			0			0			

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Other Respondents

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	
Full-time Undergraduate Faculty	7	48	126	2	26	58	5	22	68	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	89.4%	71.2%	100.0%	96.2%	79.3%	100.0%	81.0%	64.2%	
No	0.0%	10.6%	28.8%	0.0%	3.8%	20.7%	0.0%	19.0%	35.8%	
Total(n)	7	47	125	2	26	58	5	21	67	
What is your present academic rank?										
Professor	0.0%	24.4%	19.8%	0.0%	36.0%	25.5%	0.0%	10.0%	15.2%	
Associate professor	50.0%	22.2%	22.3%	0.0%	16.0%	21.8%	66.7%	30.0%	22.7%	
Assistant professor	50.0%	44.4%	31.4%	100.0%	48.0%	40.0%	33.3%	40.0%	24.2%	
Lecturer	0.0%	2.2%	7.4%	0.0%	0.0%	5.5%	0.0%	5.0%	9.1%	
Instructor	0.0%	6.7%	18.2%	0.0%	0.0%	7.3%	0.0%	15.0%	27.3%	
Graduate Teaching Assistant	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	
Total(n)	4	45	121	1	25	55	3	20	66	
What is your tenure status at this institution?										
Tenured	0.0%	31.1%	21.3%	0.0%	45.8%	32.1%	0.0%	14.3%	12.1%	
On tenure track, but not tenured	28.6%	26.7%	15.6%	50.0%	33.3%	19.6%	20.0%	19.0%	12.1%	
Not on tenure track, but institution has tenure system	71.4%	42.2%	47.5%	50.0%	20.8%	39.3%	80.0%	66.7%	54.5%	
Institution has no tenure system	0.0%	0.0%	15.6%	0.0%	0.0%	8.9%	0.0%	0.0%	21.2%	
Total(n)	7	45	122	2	24	56	5	21	66	
Are you retired from this institution?										
Yes	0.0%	2.2%	2.5%	0.0%	0.0%	3.7%	0.0%	4.5%	1.5%	
No	100.0%	97.8%	97.5%	100.0%	100.0%	96.3%	100.0%	95.5%	98.5%	
Total(n)	7	46	121	2	24	54	5	22	67	
PART-TIME ONLY										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	60.0%	41.2%	0.0%	0.0%	36.4%	0.0%	75.0%	43.5%	
No	0.0%	40.0%	58.8%	0.0%	100.0%	63.6%	0.0%	25.0%	56.5%	
Total(n)	0	5	34	0	1	11	0	4	23	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	40.0%	44.1%	0.0%	100.0%	36.4%	0.0%	25.0%	47.8%	
No	0.0%	60.0%	55.9%	0.0%	0.0%	63.6%	0.0%	75.0%	52.2%	
Total(n)	0	5	34	0	1	11	0	4	23	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	27.3%	
Within the last year	0.0%	50.0%	26.7%	0.0%	0.0%	25.0%	0.0%	100.0%	27.3%	
1 to 2 years ago	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	
3 to 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	0.0%	50.0%	46.7%	0.0%	100.0%	75.0%	0.0%	0.0%	36.4%	
Total(n)	0	2	15	0	1	4	0	1	11	
My full-time professional career is outside of academia										
Yes	0.0%	40.0%	33.3%	0.0%	0.0%	36.4%	0.0%	50.0%	31.8%	
No	0.0%	60.0%	66.7%	0.0%	100.0%	63.6%	0.0%	50.0%	68.2%	

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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)	0	5	33	0	1	11	0	4	22	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	80.0%	44.1%	0.0%	0.0%	27.3%	0.0%	100.0%	52.2%	
Agree somewhat	0.0%	20.0%	32.4%	0.0%	100.0%	36.4%	0.0%	0.0%	30.4%	
Disagree somewhat	0.0%	0.0%	11.8%	0.0%	0.0%	18.2%	0.0%	0.0%	8.7%	
Strongly disagree	0.0%	0.0%	11.8%	0.0%	0.0%	18.2%	0.0%	0.0%	8.7%	
Total(n)	0	5	34	0	1	11	0	4	23	
Mean	.	3.80	3.09	.	3.00	2.73	.	4.00	3.26	
Standard deviation	.	0.45	1.03	.	.	1.10	.	0.00	0.96	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	0.0%	22.6%	0.0%	0.0%	30.0%	0.0%	0.0%	19.0%	
Agree somewhat	0.0%	0.0%	35.5%	0.0%	0.0%	30.0%	0.0%	0.0%	38.1%	
Disagree somewhat	0.0%	75.0%	32.3%	0.0%	100.0%	40.0%	0.0%	66.7%	28.6%	
Strongly disagree	0.0%	25.0%	9.7%	0.0%	0.0%	0.0%	0.0%	33.3%	14.3%	
Total(n)	0	4	31	0	1	10	0	3	21	
Mean	.	1.75	2.71	.	2.00	2.90	.	1.67	2.62	
Standard deviation	.	0.50	0.94	.	.	0.88	.	0.58	0.97	
Significance	-			-			-			
Effect size	-			-			-			
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Agree somewhat	0.0%	0.0%	36.4%	0.0%	0.0%	40.0%	0.0%	0.0%	34.8%	
Disagree somewhat	0.0%	60.0%	24.2%	0.0%	0.0%	20.0%	0.0%	75.0%	26.1%	
Strongly disagree	0.0%	40.0%	36.4%	0.0%	100.0%	40.0%	0.0%	25.0%	34.8%	
Total(n)	0	5	33	0	1	10	0	4	23	
Mean	.	1.60	2.06	.	1.00	2.00	.	1.75	2.09	
Standard deviation	.	0.55	0.93	.	.	0.94	.	0.50	0.95	
Significance	-			-			-			
Effect size	-			-			-			
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Agree somewhat	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Disagree somewhat	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	
Strongly disagree	0.0%	100.0%	88.2%	0.0%	100.0%	100.0%	0.0%	100.0%	82.6%	
Total(n)	0	5	34	0	1	11	0	4	23	
Mean	.	1.00	1.21	.	1.00	1.00	.	1.00	1.30	

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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	
Standard deviation	.	0.00	0.64	.	.	0.00	.	0.00	0.76	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	80.0%	50.0%	0.0%	100.0%	54.5%	0.0%	75.0%	47.8%	
Agree somewhat	0.0%	20.0%	38.2%	0.0%	0.0%	36.4%	0.0%	25.0%	39.1%	
Disagree somewhat	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Strongly disagree	0.0%	0.0%	8.8%	0.0%	0.0%	9.1%	0.0%	0.0%	8.7%	
Total(n)	0	5	34	0	1	11	0	4	23	
Mean	.	3.80	3.29	.	4.00	3.36	.	3.75	3.26	
Standard deviation	.	0.45	0.91	.	.	0.92	.	0.50	0.92	
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	40.0%	46.9%	0.0%	0.0%	40.0%	0.0%	50.0%	50.0%	
Agree somewhat	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	
Disagree somewhat	0.0%	20.0%	15.6%	0.0%	0.0%	30.0%	0.0%	25.0%	9.1%	
Strongly disagree	0.0%	40.0%	25.0%	0.0%	100.0%	30.0%	0.0%	25.0%	22.7%	
Total(n)	0	5	32	0	1	10	0	4	22	
Mean	.	2.40	2.81	.	1.00	2.50	.	2.75	2.95	
Standard deviation	.	1.52	1.28	.	.	1.35	.	1.50	1.25	
Significance	-			-			-			
Effect size	-			-			-			
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	80.0%	81.8%	0.0%	100.0%	80.0%	0.0%	75.0%	82.6%	
Agree somewhat	0.0%	0.0%	12.1%	0.0%	0.0%	20.0%	0.0%	0.0%	8.7%	
Disagree somewhat	0.0%	20.0%	3.0%	0.0%	0.0%	0.0%	0.0%	25.0%	4.3%	
Strongly disagree	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Total(n)	0	5	33	0	1	10	0	4	23	
Mean	.	3.60	3.73	.	4.00	3.80	.	3.50	3.70	
Standard deviation	.	0.89	0.67	.	.	0.42	.	1.00	0.76	
Significance	-			-			-			
Effect size	-			-			-			
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	0.0%	4.0%	0.0%	0.0%	5.2%	0.0%	0.0%	2.9%	
Shared office space	0.0%	4.2%	9.5%	0.0%	3.8%	8.6%	0.0%	4.5%	10.3%	
A personal computer	0.0%	2.1%	7.1%	0.0%	0.0%	5.2%	0.0%	4.5%	8.8%	
An email account	0.0%	2.1%	24.6%	0.0%	0.0%	17.2%	0.0%	4.5%	30.9%	
A phone/voicemail	0.0%	0.0%	5.6%	0.0%	0.0%	6.9%	0.0%	0.0%	4.4%	
Professional development funds	0.0%	2.1%	3.2%	0.0%	0.0%	1.7%	0.0%	4.5%	4.4%	

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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	
Printer access (i.e., free printing)	0.0%	4.2%	16.7%	0.0%	0.0%	13.8%	0.0%	9.1%	19.1%	
Total(n)	7	48	126	2	26	58	5	22	68	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	0.0%	12.5%	0.0%	0.0%	20.0%	0.0%	0.0%	9.1%	
Agree somewhat	0.0%	25.0%	31.3%	0.0%	0.0%	30.0%	0.0%	25.0%	31.8%	
Disagree somewhat	0.0%	25.0%	25.0%	0.0%	0.0%	30.0%	0.0%	25.0%	22.7%	
Strongly disagree	0.0%	50.0%	31.3%	0.0%	0.0%	20.0%	0.0%	50.0%	36.4%	
Total(n)	0	4	32	0	0	10	0	4	22	
Mean	.	1.75	2.25	.	.	2.50	.	1.75	2.14	
Standard deviation	.	0.96	1.05	.	.	1.08	.	0.96	1.04	
Significance	-			-			-			
Effect size	-			-			-			
Rarely get hired into full-time positions										
Strongly agree	0.0%	25.0%	35.7%	0.0%	0.0%	14.3%	0.0%	25.0%	42.9%	
Agree somewhat	0.0%	75.0%	39.3%	0.0%	0.0%	71.4%	0.0%	75.0%	28.6%	
Disagree somewhat	0.0%	0.0%	17.9%	0.0%	0.0%	0.0%	0.0%	0.0%	23.8%	
Strongly disagree	0.0%	0.0%	7.1%	0.0%	0.0%	14.3%	0.0%	0.0%	4.8%	
Total(n)	0	4	28	0	0	7	0	4	21	
Mean	.	3.25	3.04	.	.	2.86	.	3.25	3.10	
Standard deviation	.	0.50	0.92	.	.	0.90	.	0.50	0.94	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	100.0%	66.7%	0.0%	0.0%	75.0%	0.0%	100.0%	63.6%	
Agree somewhat	0.0%	0.0%	26.7%	0.0%	0.0%	25.0%	0.0%	0.0%	27.3%	
Disagree somewhat	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	4	30	0	0	8	0	4	22	
Mean	.	4.00	3.60	.	.	3.75	.	4.00	3.55	
Standard deviation	.	0.00	0.62	.	.	0.46	.	0.00	0.67	
Significance	-			-			-			
Effect size	-			-			-			
Are primarily responsible for introductory classes										
Strongly agree	0.0%	25.0%	10.3%	0.0%	0.0%	11.1%	0.0%	25.0%	10.0%	
Agree somewhat	0.0%	50.0%	41.4%	0.0%	0.0%	44.4%	0.0%	50.0%	40.0%	
Disagree somewhat	0.0%	25.0%	37.9%	0.0%	0.0%	44.4%	0.0%	25.0%	35.0%	
Strongly disagree	0.0%	0.0%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	15.0%	
Total(n)	0	4	29	0	0	9	0	4	20	
Mean	.	3.00	2.52	.	.	2.67	.	3.00	2.45	
Standard deviation	.	0.82	0.83	.	.	0.71	.	0.82	0.89	
Significance	-			-			-			

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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	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	75.0%	58.1%	0.0%	0.0%	44.4%	0.0%	75.0%	63.6%	
Agree somewhat	0.0%	25.0%	25.8%	0.0%	0.0%	33.3%	0.0%	25.0%	22.7%	
Disagree somewhat	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	
Strongly disagree	0.0%	0.0%	12.9%	0.0%	0.0%	22.2%	0.0%	0.0%	9.1%	
Total(n)	0	4	31	0	0	9	0	4	22	
Mean	.	3.75	3.29	.	.	3.00	.	3.75	3.41	
Standard deviation	.	0.50	1.04	.	.	1.22	.	0.50	0.96	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	0.0%	27.6%	0.0%	0.0%	55.6%	0.0%	0.0%	15.0%	
Agree somewhat	0.0%	50.0%	37.9%	0.0%	0.0%	22.2%	0.0%	50.0%	45.0%	
Disagree somewhat	0.0%	0.0%	24.1%	0.0%	0.0%	22.2%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	50.0%	10.3%	0.0%	0.0%	0.0%	0.0%	50.0%	15.0%	
Total(n)	0	4	29	0	0	9	0	4	20	
Mean	.	2.00	2.83	.	.	3.33	.	2.00	2.60	
Standard deviation	.	1.15	0.97	.	.	0.87	.	1.15	0.94	
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	25.0%	3.2%	0.0%	0.0%	0.0%	0.0%	25.0%	4.8%	
Agree somewhat	0.0%	0.0%	16.1%	0.0%	0.0%	30.0%	0.0%	0.0%	9.5%	
Disagree somewhat	0.0%	50.0%	41.9%	0.0%	0.0%	40.0%	0.0%	50.0%	42.9%	
Strongly disagree	0.0%	25.0%	38.7%	0.0%	0.0%	30.0%	0.0%	25.0%	42.9%	
Total(n)	0	4	31	0	0	10	0	4	21	
Mean	.	2.25	1.84	.	.	2.00	.	2.25	1.76	
Standard deviation	.	1.26	0.82	.	.	0.82	.	1.26	0.83	
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	25.0%	16.7%	0.0%	0.0%	11.1%	0.0%	25.0%	19.0%	
Agree somewhat	0.0%	0.0%	36.7%	0.0%	0.0%	33.3%	0.0%	0.0%	38.1%	
Disagree somewhat	0.0%	75.0%	30.0%	0.0%	0.0%	22.2%	0.0%	75.0%	33.3%	
Strongly disagree	0.0%	0.0%	16.7%	0.0%	0.0%	33.3%	0.0%	0.0%	9.5%	
Total(n)	0	4	30	0	0	9	0	4	21	
Mean	.	2.50	2.53	.	.	2.22	.	2.50	2.67	
Standard deviation	.	1.00	0.97	.	.	1.09	.	1.00	0.91	
Significance	-			-			-			
Effect size	-			-			-			

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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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	0.0%	35.5%	0.0%	0.0%	50.0%	0.0%	0.0%	28.6%	
Agree somewhat	0.0%	50.0%	45.2%	0.0%	0.0%	30.0%	0.0%	50.0%	52.4%	
Disagree somewhat	0.0%	25.0%	16.1%	0.0%	0.0%	20.0%	0.0%	25.0%	14.3%	
Strongly disagree	0.0%	25.0%	3.2%	0.0%	0.0%	0.0%	0.0%	25.0%	4.8%	
Total(n)	0	4	31	0	0	10	0	4	21	
Mean	.	2.25	3.13	.	.	3.30	.	2.25	3.05	
Standard deviation	.	0.96	0.81	.	.	0.82	.	0.96	0.80	
Significance	-			-			-			
Effect size	-			-			-			
Are respected by full-time faculty										
Strongly agree	0.0%	0.0%	37.9%	0.0%	0.0%	44.4%	0.0%	0.0%	35.0%	
Agree somewhat	0.0%	50.0%	44.8%	0.0%	0.0%	55.6%	0.0%	50.0%	40.0%	
Disagree somewhat	0.0%	25.0%	13.8%	0.0%	0.0%	0.0%	0.0%	25.0%	20.0%	
Strongly disagree	0.0%	25.0%	3.4%	0.0%	0.0%	0.0%	0.0%	25.0%	5.0%	
Total(n)	0	4	29	0	0	9	0	4	20	
Mean	.	2.25	3.17	.	.	3.44	.	2.25	3.05	
Standard deviation	.	0.96	0.80	.	.	0.53	.	0.96	0.89	
Significance	-			-			-			
Effect size	-			-			-			
Are paid fairly										
Strongly agree	0.0%	25.0%	13.3%	0.0%	0.0%	25.0%	0.0%	25.0%	9.1%	
Agree somewhat	0.0%	50.0%	43.3%	0.0%	0.0%	37.5%	0.0%	50.0%	45.5%	
Disagree somewhat	0.0%	0.0%	23.3%	0.0%	0.0%	37.5%	0.0%	0.0%	18.2%	
Strongly disagree	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	0.0%	25.0%	27.3%	
Total(n)	0	4	30	0	0	8	0	4	22	
Mean	.	2.75	2.50	.	.	2.88	.	2.75	2.36	
Standard deviation	.	1.26	0.97	.	.	0.83	.	1.26	1.00	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	33.3%	30.0%	0.0%	0.0%	50.0%	0.0%	33.3%	20.0%	
Agree somewhat	0.0%	0.0%	40.0%	0.0%	0.0%	30.0%	0.0%	0.0%	45.0%	
Disagree somewhat	0.0%	0.0%	16.7%	0.0%	0.0%	10.0%	0.0%	0.0%	20.0%	
Strongly disagree	0.0%	66.7%	13.3%	0.0%	0.0%	10.0%	0.0%	66.7%	15.0%	
Total(n)	0	3	30	0	0	10	0	3	20	
Mean	.	2.00	2.87	.	.	3.20	.	2.00	2.70	
Standard deviation	.	1.73	1.01	.	.	1.03	.	1.73	0.98	
Significance	-			-			-			
Effect size	-			-			-			

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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	
Are included in faculty governance										
Strongly agree	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
Agree somewhat	0.0%	0.0%	14.8%	0.0%	0.0%	28.6%	0.0%	0.0%	10.0%	
Disagree somewhat	0.0%	50.0%	44.4%	0.0%	0.0%	57.1%	0.0%	50.0%	40.0%	
Strongly disagree	0.0%	50.0%	37.0%	0.0%	0.0%	14.3%	0.0%	50.0%	45.0%	
Total(n)	0	4	27	0	0	7	0	4	20	
Mean	.	1.50	1.85	.	.	2.14	.	1.50	1.75	
Standard deviation	.	0.58	0.82	.	.	0.69	.	0.58	0.85	
Significance	-			-			-			
Effect size	-			-			-			
Besides this institution, at how many other institutions do you teach?										
Mean	.	1.6	1.5	.	3.0	1.5	.	1.3	1.6	
Median	.	1	1	.	3	1	.	1	1	
Mode	.	1	1	.	3	1	.	1	1	
Total(n)	0	5	32	0	1	11	0	4	21	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	25.0%	21.2%	0.0%	0.0%	10.0%	0.0%	25.0%	26.1%	
1-3 months	0.0%	25.0%	45.5%	0.0%	0.0%	50.0%	0.0%	25.0%	43.5%	
3-4 weeks	0.0%	25.0%	15.2%	0.0%	0.0%	10.0%	0.0%	25.0%	17.4%	
1-2 weeks	0.0%	0.0%	12.1%	0.0%	0.0%	30.0%	0.0%	0.0%	4.3%	
Less than 1 week	0.0%	25.0%	6.1%	0.0%	0.0%	0.0%	0.0%	25.0%	8.7%	
Total(n)	0	4	33	0	0	10	0	4	23	
Mean	.	3.25	3.64	.	.	3.40	.	3.25	3.74	
Standard deviation	.	1.71	1.14	.	.	1.07	.	1.71	1.18	
Significance	-			-			-			
Effect Size	-			-			-			
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	14.3%	15.2%	11.9%	0.0%	12.0%	9.3%	20.0%	19.0%	14.1%	
Teaching	28.6%	26.1%	48.3%	50.0%	28.0%	48.1%	20.0%	23.8%	48.4%	
Research	0.0%	23.9%	12.7%	0.0%	28.0%	16.7%	0.0%	19.0%	9.4%	
Services to clients and patients	0.0%	13.0%	8.5%	0.0%	20.0%	14.8%	0.0%	4.8%	3.1%	
Other	57.1%	21.7%	18.6%	50.0%	12.0%	11.1%	60.0%	33.3%	25.0%	
Total(n)	7	46	118	2	25	54	5	21	64	
Personally, how important to you is:										
Research										
Essential	28.6%	50.0%	41.1%	50.0%	63.6%	53.7%	20.0%	31.3%	30.6%	
Very important	28.6%	28.9%	26.7%	0.0%	27.3%	29.3%	40.0%	31.3%	24.5%	
Somewhat important	28.6%	15.8%	20.0%	50.0%	9.1%	12.2%	20.0%	25.0%	26.5%	
Not important	14.3%	5.3%	12.2%	0.0%	0.0%	4.9%	20.0%	12.5%	18.4%	
Total(n)	7	38	90	2	22	41	5	16	49	

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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	
Teaching										
Essential	28.6%	44.2%	56.3%	50.0%	50.0%	53.2%	20.0%	36.8%	58.9%	
Very important	14.3%	25.6%	24.3%	0.0%	29.2%	29.8%	20.0%	21.1%	19.6%	
Somewhat important	14.3%	16.3%	12.6%	0.0%	12.5%	12.8%	20.0%	21.1%	12.5%	
Not important	42.9%	14.0%	6.8%	50.0%	8.3%	4.3%	40.0%	21.1%	8.9%	
Total(n)	7	43	103	2	24	47	5	19	56	
Personally, how important to you is:										
Service										
Essential	14.3%	38.5%	38.5%	50.0%	47.8%	42.9%	0.0%	25.0%	34.7%	
Very important	57.1%	41.0%	37.4%	50.0%	34.8%	40.5%	60.0%	50.0%	34.7%	
Somewhat important	14.3%	12.8%	18.7%	0.0%	8.7%	11.9%	20.0%	18.8%	24.5%	
Not important	14.3%	7.7%	5.5%	0.0%	8.7%	4.8%	20.0%	6.3%	6.1%	
Total(n)	7	39	91	2	23	42	5	16	49	
How many courses are you teaching this term?										
Mean	1.57	1.49	1.94	2.00	1.77	2.14	1.40	1.16	1.78	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	1.00(a)	1	1	1	1	1	
Total(n)	7	41	98	2	22	43	5	19	55	
How many courses are you teaching this term are:										
General education courses										
Mean	.	1.00	1.00	.	.	1.00	.	1.00	1.00	
Median	.	1	1	.	.	1	.	1	1	
Mode	.	1	1	.	.	1	.	1	1	
Total(n)	0	1	10	0	0	4	0	1	6	
Courses required for an undergraduate major										
Mean	.	1.00	1.00	.	1.00	1.00	.	1.00	1.00	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	2	15	0	1	7	0	1	8	
Other undergraduate credit courses										
Mean	.	.	1.00	.	.	1.00	.	.	1.00	
Median	.	.	1	.	.	1	.	.	1	
Mode	.	.	1	.	.	1	.	.	1	
Total(n)	0	0	9	0	0	4	0	0	5	
Developmental/remedial courses (not for credit)										
Mean	.	1.00	1.00	.	1.00	1.00	.	1.00	1.00	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	2	15	0	1	7	0	1	8	
Graduate courses										
Mean	.	1.00	1.00	.	.	1.00	.	1.00	1.00	
Median	.	1	1	.	.	1	.	1	1	

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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	
Mode	.	1	1	.	.	1	.	1	1	
Total(n)	0	1	10	0	0	4	0	1	6	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	.	2.00	1.80	.	.	2.00	.	2.00	1.63	
Median	.	2	2	.	.	2	.	2	2	
Mode	.	2	2	.	.	2	.	2	2	
Total(n)	0	1	15	0	0	7	0	1	8	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	.	1.00	1.62	.	1.00	1.86	.	1.00	1.33	
Median	.	1	1	.	1	2	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	2	13	0	1	7	0	1	6	
What types of courses do you primarily teach?										
(based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	6.3%	9.3%	0.0%	0.0%	0.0%	0.0%	11.8%	15.6%	
I do not teach	100.0%	93.8%	90.7%	100.0%	100.0%	100.0%	100.0%	88.2%	84.4%	
Total(n)	5	32	54	1	15	22	4	17	32	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	80.0%	62.9%	58.8%	100.0%	70.6%	63.9%	75.0%	55.6%	54.5%	
No	20.0%	37.1%	41.3%	0.0%	29.4%	36.1%	25.0%	44.4%	45.5%	
Total(n)	5	35	80	1	17	36	4	18	44	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	20.0%	45.7%	50.0%	0.0%	35.3%	44.4%	25.0%	55.6%	54.8%	
No	80.0%	54.3%	50.0%	100.0%	64.7%	55.6%	75.0%	44.4%	45.2%	
Total(n)	5	35	78	1	17	36	4	18	42	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a very large extent	0.0%	13.3%	23.5%	0.0%	0.0%	8.3%	0.0%	20.0%	31.8%	
To a large extent	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	
To some extent	0.0%	26.7%	23.5%	0.0%	20.0%	16.7%	0.0%	30.0%	27.3%	
To a small extent	100.0%	40.0%	29.4%	0.0%	60.0%	41.7%	100.0%	30.0%	22.7%	
Not at all	0.0%	20.0%	17.6%	0.0%	20.0%	33.3%	0.0%	20.0%	9.1%	
Total(n)	1	15	34	0	5	12	1	10	22	

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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	
Mentored graduate students										
To a very large extent	0.0%	18.8%	17.9%	0.0%	0.0%	12.5%	0.0%	30.0%	21.7%	
To a large extent	0.0%	12.5%	12.8%	0.0%	0.0%	6.3%	0.0%	20.0%	17.4%	
To some extent	0.0%	25.0%	35.9%	0.0%	50.0%	43.8%	0.0%	10.0%	30.4%	
To a small extent	0.0%	12.5%	10.3%	0.0%	16.7%	12.5%	0.0%	10.0%	8.7%	
Not at all	100.0%	31.3%	23.1%	0.0%	33.3%	25.0%	100.0%	30.0%	21.7%	
Total(n)	1	16	39	0	6	16	1	10	23	
Helped graduate students access professional networks										
To a very large extent	0.0%	20.0%	17.6%	0.0%	0.0%	16.7%	0.0%	30.0%	18.2%	
To a large extent	0.0%	13.3%	11.8%	0.0%	0.0%	0.0%	0.0%	20.0%	18.2%	
To some extent	0.0%	26.7%	17.6%	0.0%	40.0%	16.7%	0.0%	20.0%	18.2%	
To a small extent	0.0%	6.7%	20.6%	0.0%	20.0%	25.0%	0.0%	0.0%	18.2%	
Not at all	100.0%	33.3%	32.4%	0.0%	40.0%	41.7%	100.0%	30.0%	27.3%	
Total(n)	1	15	34	0	5	12	1	10	22	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	0.0%	18.8%	8.6%	0.0%	0.0%	0.0%	0.0%	30.0%	13.0%	
To a large extent	0.0%	6.3%	2.9%	0.0%	16.7%	8.3%	0.0%	0.0%	0.0%	
To some extent	0.0%	6.3%	8.6%	0.0%	16.7%	16.7%	0.0%	0.0%	4.3%	
To a small extent	0.0%	12.5%	8.6%	0.0%	16.7%	8.3%	0.0%	10.0%	8.7%	
Not at all	100.0%	56.3%	71.4%	0.0%	50.0%	66.7%	100.0%	60.0%	73.9%	
Total(n)	1	16	35	0	6	12	1	10	23	
Published with graduate students										
To a very large extent	0.0%	20.0%	8.8%	0.0%	20.0%	8.3%	0.0%	20.0%	9.1%	
To a large extent	0.0%	6.7%	2.9%	0.0%	20.0%	8.3%	0.0%	0.0%	0.0%	
To some extent	0.0%	13.3%	11.8%	0.0%	0.0%	8.3%	0.0%	20.0%	13.6%	
To a small extent	0.0%	6.7%	5.9%	0.0%	0.0%	0.0%	0.0%	10.0%	9.1%	
Not at all	100.0%	53.3%	70.6%	0.0%	60.0%	75.0%	100.0%	50.0%	68.2%	
Total(n)	1	15	34	0	5	12	1	10	22	
Included graduate students in research grant writing										
To a very large extent	0.0%	6.3%	2.6%	0.0%	0.0%	0.0%	0.0%	10.0%	4.3%	
To a large extent	0.0%	6.3%	5.3%	0.0%	0.0%	0.0%	0.0%	10.0%	8.7%	
To some extent	0.0%	6.3%	2.6%	0.0%	16.7%	6.7%	0.0%	0.0%	0.0%	
To a small extent	0.0%	6.3%	2.6%	0.0%	0.0%	0.0%	0.0%	10.0%	4.3%	
Not at all	100.0%	75.0%	86.8%	0.0%	83.3%	93.3%	100.0%	70.0%	82.6%	
Total(n)	1	16	38	0	6	15	1	10	23	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	1.00	2.00	1.97	.	1.60	2.00	1.00	2.20	1.96	
Median	1	2	2	.	2	2	1	2	2	
Mode	1	2	2	.	2	2	1	2	2	
Total(n)	1	15	36	0	5	13	1	10	23	
In the past two years, how many times have you served on a master's thesis?										
Mean	1.00	1.46	1.88	.	1.00	1.36	1.00	1.67	2.14	

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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	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	13	32	0	4	11	1	9	21	
In the past two years, how many times have you chaired a master's thesis?										
Mean	.	1.00	1.13	.	.	1.00	.	1.00	1.14	
Median	.	1	1	.	.	1	.	1	1	
Mode	.	1	1	.	.	1	.	1	1	
Total(n)	0	3	8	0	0	1	0	3	7	
In the past two years year, how many times have you served on a dissertation?										
Mean	1.00	1.21	1.68	.	1.00	1.08	1.00	1.33	2.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	14	34	0	5	12	1	9	22	
In the past two years year, how many times have you chaired a dissertation?										
Mean	.	3.00	3.00	.	.	1.00	.	3.00	3.40	
Median	.	3	3	.	.	1	.	3	3	
Mode	.	3	1	.	.	1	.	3	1.00(a)	
Total(n)	0	1	6	0	0	1	0	1	5	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	0.0%	11.1%	19.0%	0.0%	0.0%	14.3%	0.0%	20.0%	21.4%	
Agree somewhat	0.0%	55.6%	38.1%	0.0%	75.0%	57.1%	0.0%	40.0%	28.6%	
Disagree somewhat	0.0%	0.0%	23.8%	0.0%	0.0%	14.3%	0.0%	0.0%	28.6%	
Strongly disagree	0.0%	33.3%	19.0%	0.0%	25.0%	14.3%	0.0%	40.0%	21.4%	
Total(n)	0	9	21	0	4	7	0	5	14	
Mean	.	2.44	2.57	.	2.50	2.71	.	2.40	2.50	
Standard deviation	.	1.13	1.03	.	1.00	0.95	.	1.34	1.09	
Significance	-			-			-			
Effect size	-			-			-			
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	0.0%	27.3%	37.0%	0.0%	20.0%	30.0%	0.0%	33.3%	41.2%	
Agree somewhat	0.0%	54.5%	48.1%	0.0%	60.0%	60.0%	0.0%	50.0%	41.2%	
Disagree somewhat	0.0%	9.1%	11.1%	0.0%	20.0%	10.0%	0.0%	0.0%	11.8%	
Strongly disagree	0.0%	9.1%	3.7%	0.0%	0.0%	0.0%	0.0%	16.7%	5.9%	
Total(n)	0	11	27	0	5	10	0	6	17	
Mean	.	3.00	3.19	.	3.00	3.20	.	3.00	3.18	
Standard deviation	.	0.89	0.79	.	0.71	0.63	.	1.10	0.88	
Significance	-			-			-			
Effect size	-			-			-			
This graduate program enrolls too many international students										
Strongly agree	0.0%	11.1%	14.3%	0.0%	0.0%	28.6%	0.0%	20.0%	7.1%	
Agree somewhat	0.0%	11.1%	23.8%	0.0%	0.0%	0.0%	0.0%	20.0%	35.7%	
Disagree somewhat	0.0%	44.4%	42.9%	0.0%	75.0%	57.1%	0.0%	20.0%	35.7%	

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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	
Strongly disagree	0.0%	33.3%	19.0%	0.0%	25.0%	14.3%	0.0%	40.0%	21.4%	
Total(n)	0	9	21	0	4	7	0	5	14	
Mean	.	2.00	2.33	.	1.75	2.43	.	2.20	2.29	
Standard deviation	.	1.00	0.97	.	0.50	1.13	.	1.30	0.91	
Significance	-			-			-			
Effect size	-			-			-			
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	0.0%	33.3%	27.3%	0.0%	25.0%	22.2%	0.0%	40.0%	30.8%	
Agree somewhat	0.0%	55.6%	68.2%	0.0%	50.0%	66.7%	0.0%	60.0%	69.2%	
Disagree somewhat	0.0%	11.1%	4.5%	0.0%	25.0%	11.1%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	9	22	0	4	9	0	5	13	
Mean	.	3.22	3.23	.	3.00	3.11	.	3.40	3.31	
Standard deviation	.	0.67	0.53	.	0.82	0.60	.	0.55	0.48	
Significance	-			-			-			
Effect size	-			-			-			
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	0.0%	0.0%	10.0%	0.0%	0.0%	16.7%	0.0%	0.0%	7.1%	
Agree somewhat	0.0%	25.0%	25.0%	0.0%	0.0%	16.7%	0.0%	40.0%	28.6%	
Disagree somewhat	0.0%	12.5%	20.0%	0.0%	33.3%	33.3%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	62.5%	45.0%	0.0%	66.7%	33.3%	0.0%	60.0%	50.0%	
Total(n)	0	8	20	0	3	6	0	5	14	
Mean	.	1.63	2.00	.	1.33	2.17	.	1.80	1.93	
Standard deviation	.	0.92	1.08	.	0.58	1.17	.	1.10	1.07	
Significance	-			-			-			
Effect size	-			-			-			
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	0.0%	44.4%	45.5%	0.0%	50.0%	50.0%	0.0%	40.0%	42.9%	
Agree somewhat	0.0%	55.6%	45.5%	0.0%	50.0%	50.0%	0.0%	60.0%	42.9%	
Disagree somewhat	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	9	22	0	4	8	0	5	14	
Mean	.	3.44	3.36	.	3.50	3.50	.	3.40	3.29	
Standard deviation	.	0.53	0.66	.	0.58	0.53	.	0.55	0.73	
Significance	-			-			-			
Effect size	-			-			-			
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	0.0%	14.3%	30.0%	0.0%	0.0%	28.6%	0.0%	25.0%	30.8%	
Agree somewhat	0.0%	42.9%	45.0%	0.0%	66.7%	57.1%	0.0%	25.0%	38.5%	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	0.0%	28.6%	15.0%	0.0%	33.3%	14.3%	0.0%	25.0%	15.4%	
Strongly disagree	0.0%	14.3%	10.0%	0.0%	0.0%	0.0%	0.0%	25.0%	15.4%	
Total(n)	0	7	20	0	3	7	0	4	13	
Mean	.	2.57	2.95	.	2.67	3.14	.	2.50	2.85	
Standard deviation	.	0.98	0.94	.	0.58	0.69	.	1.29	1.07	
Significance	-			-			-			
Effect size	-			-			-			
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	0.0%	40.0%	45.8%	0.0%	75.0%	70.0%	0.0%	16.7%	28.6%	
Agree somewhat	0.0%	60.0%	54.2%	0.0%	25.0%	30.0%	0.0%	83.3%	71.4%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	10	24	0	4	10	0	6	14	
Mean	.	3.40	3.46	.	3.75	3.70	.	3.17	3.29	
Standard deviation	.	0.52	0.51	.	0.50	0.48	.	0.41	0.47	
Significance	-			-			-			
Effect size	-			-			-			
Most graduate students in this program move on to faculty positions										
Strongly agree	0.0%	0.0%	15.8%	0.0%	0.0%	16.7%	0.0%	0.0%	15.4%	
Agree somewhat	0.0%	28.6%	21.1%	0.0%	0.0%	16.7%	0.0%	50.0%	23.1%	
Disagree somewhat	0.0%	28.6%	36.8%	0.0%	66.7%	50.0%	0.0%	0.0%	30.8%	
Strongly disagree	0.0%	42.9%	26.3%	0.0%	33.3%	16.7%	0.0%	50.0%	30.8%	
Total(n)	0	7	19	0	3	6	0	4	13	
Mean	.	1.86	2.26	.	1.67	2.33	.	2.00	2.23	
Standard deviation	.	0.90	1.05	.	0.58	1.03	.	1.15	1.09	
Significance	-			-			-			
Effect size	-			-			-			
Most graduate students in this program move into positions outside of academia										
Strongly agree	0.0%	66.7%	54.5%	0.0%	50.0%	50.0%	0.0%	80.0%	57.1%	
Agree somewhat	0.0%	33.3%	31.8%	0.0%	50.0%	50.0%	0.0%	20.0%	21.4%	
Disagree somewhat	0.0%	0.0%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	21.4%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	9	22	0	4	8	0	5	14	
Mean	.	3.67	3.41	.	3.50	3.50	.	3.80	3.36	
Standard deviation	.	0.50	0.73	.	0.58	0.53	.	0.45	0.84	
Significance	-			-			-			
Effect size	-			-			-			
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	20.0%	23.3%	31.7%	0.0%	20.0%	28.6%	25.0%	26.7%	34.3%	
Collaborated with the local community in research/teaching	0.0%	25.0%	33.3%	0.0%	31.3%	23.3%	0.0%	18.8%	41.7%	
Conducted research or writing focused on international/global issues	0.0%	21.9%	25.8%	0.0%	25.0%	30.0%	0.0%	18.8%	22.2%	
Conducted research or writing focused on racial or ethnic minorities	0.0%	9.7%	12.9%	0.0%	6.7%	11.5%	0.0%	12.5%	13.9%	

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	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
Conducted research or writing focused on women and gender issues	0.0%	15.6%	14.1%	0.0%	6.3%	7.1%	0.0%	25.0%	19.4%		
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	0.0%	3.3%	6.6%	0.0%	0.0%	0.0%	0.0%	6.7%	11.4%		
Conducted research or writing focused on biomedical science fields	0.0%	12.9%	16.1%	0.0%	12.5%	21.4%	0.0%	13.3%	11.8%		
Engaged in academic research that spans multiple disciplines	20.0%	58.1%	50.0%	0.0%	60.0%	50.0%	25.0%	56.3%	50.0%		
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	60.0%	48.4%	41.5%	0.0%	31.3%	33.3%	75.0%	66.7%	48.6%		
Written research grants	20.0%	29.0%	23.4%	0.0%	20.0%	25.0%	25.0%	37.5%	22.2%		
Received funding for your work from foundations	0.0%	19.4%	17.2%	0.0%	20.0%	21.4%	0.0%	18.8%	13.9%		
Received funding for your work from state or federal government	0.0%	16.1%	12.5%	0.0%	18.8%	13.8%	0.0%	13.3%	11.4%		
Received funding for your work from business or industry	0.0%	13.3%	11.7%	0.0%	6.7%	3.8%	0.0%	20.0%	17.6%		
Total(n)	5	30	60	1	15	26	4	15	34		
During the past two years, have you engaged in any of the following activities?											
Taught an honors course	0.0%	3.2%	8.3%	0.0%	0.0%	11.5%	0.0%	6.3%	5.9%		
Taught an interdisciplinary course	0.0%	6.3%	14.5%	0.0%	0.0%	3.7%	0.0%	12.5%	22.9%		
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%		
Taught a service learning course	0.0%	6.3%	9.4%	0.0%	0.0%	7.1%	0.0%	12.5%	11.1%		
Taught a course exclusively online	0.0%	3.3%	5.1%	0.0%	0.0%	0.0%	0.0%	6.3%	8.8%		
Participated in organized activities around enhancing pedagogy and student learning	0.0%	37.5%	46.9%	0.0%	43.8%	44.8%	0.0%	31.3%	48.6%		
Taught a seminar for first-year students	0.0%	6.5%	10.0%	0.0%	0.0%	3.8%	0.0%	12.5%	14.7%		
Participated in the development of curriculum (enhancing an existing course or creating a new one)	20.0%	29.0%	42.2%	0.0%	20.0%	32.1%	25.0%	37.5%	50.0%		
Total(n)	5	31	64	1	15	28	4	16	36		
In the past two years, to what extent have you:											
Presented with undergraduate students at conferences											
To a very large extent	0.0%	0.0%	1.7%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%		
To a large extent	0.0%	3.4%	1.7%	0.0%	6.7%	3.8%	0.0%	0.0%	0.0%		
To some extent	0.0%	10.3%	5.1%	0.0%	6.7%	3.8%	0.0%	14.3%	6.1%		
To a small extent	0.0%	6.9%	5.1%	0.0%	6.7%	3.8%	0.0%	7.1%	6.1%		
Not at all	100.0%	79.3%	86.4%	100.0%	80.0%	84.6%	100.0%	78.6%	87.9%		
Total(n)	5	29	59	1	15	26	4	14	33		
Published with undergraduates											
To a very large extent	0.0%	0.0%	1.6%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%		
To a large extent	0.0%	3.3%	1.6%	0.0%	6.3%	3.4%	0.0%	0.0%	0.0%		
To some extent	0.0%	16.7%	7.9%	0.0%	6.3%	3.4%	0.0%	28.6%	11.8%		
To a small extent	0.0%	6.7%	4.8%	0.0%	6.3%	6.9%	0.0%	7.1%	2.9%		
Not at all	100.0%	73.3%	84.1%	100.0%	81.3%	82.8%	100.0%	64.3%	85.3%		
Total(n)	5	30	63	1	16	29	4	14	34		
Engaged undergraduates on your research projects											
To a very large extent	0.0%	17.2%	11.9%	0.0%	13.3%	15.4%	0.0%	21.4%	9.1%		
To a large extent	0.0%	3.4%	1.7%	0.0%	6.7%	3.8%	0.0%	0.0%	0.0%		
To some extent	0.0%	17.2%	10.2%	0.0%	13.3%	7.7%	0.0%	21.4%	12.1%		
To a small extent	0.0%	6.9%	5.1%	0.0%	13.3%	7.7%	0.0%	0.0%	3.0%		
Not at all	100.0%	55.2%	71.2%	100.0%	53.3%	65.4%	100.0%	57.1%	75.8%		

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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)	5	29	59	1	15	26	4	14	33	
Worked with undergraduates on their research projects										
To a very large extent	0.0%	10.0%	11.1%	0.0%	12.5%	13.8%	0.0%	7.1%	8.8%	
To a large extent	0.0%	10.0%	7.9%	0.0%	12.5%	10.3%	0.0%	7.1%	5.9%	
To some extent	0.0%	3.3%	3.2%	0.0%	6.3%	6.9%	0.0%	0.0%	0.0%	
To a small extent	20.0%	13.3%	9.5%	0.0%	6.3%	3.4%	25.0%	21.4%	14.7%	
Not at all	80.0%	63.3%	68.3%	100.0%	62.5%	65.5%	75.0%	64.3%	70.6%	
Total(n)	5	30	63	1	16	29	4	14	34	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	0.0%	23.3%	16.1%	0.0%	18.8%	17.2%	0.0%	28.6%	15.2%	
Good	20.0%	23.3%	21.0%	0.0%	25.0%	20.7%	25.0%	21.4%	21.2%	
Fair	0.0%	3.3%	3.2%	0.0%	6.3%	3.4%	0.0%	0.0%	3.0%	
Poor	0.0%	0.0%	1.6%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	
I have not worked with undergraduates on research projects	80.0%	50.0%	58.1%	100.0%	50.0%	55.2%	75.0%	50.0%	60.6%	
Total(n)	5	30	62	1	16	29	4	14	33	
How many undergraduate students do you advise?										
Mean	3.20	2.60	2.60	1.00	2.88	3.62	3.75	2.29	1.74	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	5	30	63	1	16	29	4	14	34	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	0.0%	25.0%	41.7%	0.0%	25.0%	50.0%	0.0%	25.0%	33.3%	
Occasionally	100.0%	25.0%	25.0%	0.0%	25.0%	16.7%	100.0%	25.0%	33.3%	
Not at All	0.0%	50.0%	33.3%	0.0%	50.0%	33.3%	0.0%	50.0%	33.3%	
Total(n)	1	8	12	0	4	6	1	4	6	
Mean	2.00	1.75	2.08	.	1.75	2.17	2.00	1.75	2.00	
Standard deviation	.	0.89	0.90	.	0.96	0.98	.	0.96	0.89	
Significance	-			-			-			
Effect size	-	0.28	-0.09	-			-	0.26	0.00	
Helped them plan their course of study										
Frequently	100.0%	33.3%	46.7%	0.0%	20.0%	44.4%	100.0%	50.0%	50.0%	
Occasionally	0.0%	44.4%	26.7%	0.0%	60.0%	33.3%	0.0%	25.0%	16.7%	
Not at All	0.0%	22.2%	26.7%	0.0%	20.0%	22.2%	0.0%	25.0%	33.3%	
Total(n)	1	9	15	0	5	9	1	4	6	
Mean	3.00	2.11	2.20	.	2.00	2.22	3.00	2.25	2.17	
Standard deviation	.	0.78	0.86	.	0.71	0.83	.	0.96	0.98	
Significance	-			-			-			
Effect size	-	1.14	0.93	-			-	0.78	0.85	
Discussed their academic performance										
Frequently	100.0%	37.5%	50.0%	0.0%	50.0%	66.7%	100.0%	25.0%	33.3%	

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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	
Occasionally	0.0%	37.5%	33.3%	0.0%	25.0%	16.7%	0.0%	50.0%	50.0%	
Not at All	0.0%	25.0%	16.7%	0.0%	25.0%	16.7%	0.0%	25.0%	16.7%	
Total(n)	1	8	12	0	4	6	1	4	6	
Mean	3.00	2.13	2.33	.	2.25	2.50	3.00	2.00	2.17	
Standard deviation	.	0.83	0.78	.	0.96	0.84	.	0.82	0.75	
Significance	-			-			-			
Effect size	-	1.05	0.86	-			-	1.22	1.11	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	0.0%	22.2%	31.3%	0.0%	20.0%	40.0%	0.0%	25.0%	16.7%	
Occasionally	100.0%	55.6%	50.0%	0.0%	40.0%	40.0%	100.0%	75.0%	66.7%	
Not at All	0.0%	22.2%	18.8%	0.0%	40.0%	20.0%	0.0%	0.0%	16.7%	
Total(n)	1	9	16	0	5	10	1	4	6	
Mean	2.00	2.00	2.13	.	1.80	2.20	2.00	2.25	2.00	
Standard deviation	.	0.71	0.72	.	0.84	0.79	.	0.50	0.63	
Significance	-			-			-			
Effect size	-	0.00	-0.18	-			-	-0.50	0.00	
Discussed career and post-graduation goals										
Frequently	100.0%	50.0%	58.3%	0.0%	50.0%	66.7%	100.0%	50.0%	50.0%	
Occasionally	0.0%	50.0%	41.7%	0.0%	50.0%	33.3%	0.0%	50.0%	50.0%	
Not at All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	8	12	0	4	6	1	4	6	
Mean	3.00	2.50	2.58	.	2.50	2.67	3.00	2.50	2.50	
Standard deviation	.	0.53	0.51	.	0.58	0.52	.	0.58	0.55	
Significance	-			-			-			
Effect size	-	0.94	0.82	-			-	0.86	0.91	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	0.0%	20.7%	31.1%	0.0%	13.3%	21.4%	0.0%	28.6%	39.4%	
No	75.0%	69.0%	52.5%	0.0%	80.0%	64.3%	75.0%	57.1%	42.4%	
Not eligible	0.0%	3.4%	9.8%	0.0%	0.0%	7.1%	0.0%	7.1%	12.1%	
Not available	25.0%	6.9%	6.6%	0.0%	6.7%	7.1%	25.0%	7.1%	6.1%	
Total(n)	4	29	61	0	15	28	4	14	33	
Funded workshops outside the institution focused on research skills development										
Yes	0.0%	21.4%	21.4%	0.0%	14.3%	12.5%	0.0%	28.6%	28.1%	
No	75.0%	67.9%	58.9%	0.0%	78.6%	75.0%	75.0%	57.1%	46.9%	
Not eligible	0.0%	3.6%	8.9%	0.0%	0.0%	4.2%	0.0%	7.1%	12.5%	
Not available	25.0%	7.1%	10.7%	0.0%	7.1%	8.3%	25.0%	7.1%	12.5%	
Total(n)	4	28	56	0	14	24	4	14	32	
Funded workshops outside the institution focused on grant writing										
Yes	25.0%	17.9%	14.0%	0.0%	13.3%	11.1%	25.0%	23.1%	16.7%	
No	50.0%	71.4%	68.4%	0.0%	80.0%	77.8%	50.0%	61.5%	60.0%	

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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	
Not eligible	0.0%	3.6%	8.8%	0.0%	0.0%	3.7%	0.0%	7.7%	13.3%	
Not available	25.0%	7.1%	8.8%	0.0%	6.7%	7.4%	25.0%	7.7%	10.0%	
Total(n)	4	28	57	0	15	27	4	13	30	
Paid sabbatical leave										
Yes	0.0%	7.1%	6.9%	0.0%	7.1%	8.0%	0.0%	7.1%	6.1%	
No	25.0%	71.4%	60.3%	0.0%	85.7%	72.0%	25.0%	57.1%	51.5%	
Not eligible	50.0%	14.3%	25.9%	0.0%	0.0%	12.0%	50.0%	28.6%	36.4%	
Not available	25.0%	7.1%	6.9%	0.0%	7.1%	8.0%	25.0%	7.1%	6.1%	
Total(n)	4	28	58	0	14	25	4	14	33	
Travel funds paid by the institution										
Yes	75.0%	72.4%	50.8%	0.0%	66.7%	50.0%	75.0%	78.6%	51.5%	
No	0.0%	20.7%	34.4%	0.0%	33.3%	35.7%	0.0%	7.1%	33.3%	
Not eligible	0.0%	3.4%	9.8%	0.0%	0.0%	7.1%	0.0%	7.1%	12.1%	
Not available	25.0%	3.4%	4.9%	0.0%	0.0%	7.1%	25.0%	7.1%	3.0%	
Total(n)	4	29	61	0	15	28	4	14	33	
Internal grants for research										
Yes	0.0%	21.4%	12.3%	0.0%	21.4%	12.5%	0.0%	21.4%	12.1%	
No	75.0%	71.4%	66.7%	0.0%	78.6%	70.8%	75.0%	64.3%	63.6%	
Not eligible	0.0%	3.6%	12.3%	0.0%	0.0%	8.3%	0.0%	7.1%	15.2%	
Not available	25.0%	3.6%	8.8%	0.0%	0.0%	8.3%	25.0%	7.1%	9.1%	
Total(n)	4	28	57	0	14	24	4	14	33	
Training for administrative leadership										
Yes	25.0%	14.3%	10.0%	0.0%	13.3%	14.3%	25.0%	15.4%	6.3%	
No	50.0%	71.4%	70.0%	0.0%	73.3%	67.9%	50.0%	69.2%	71.9%	
Not eligible	0.0%	3.6%	8.3%	0.0%	0.0%	3.6%	0.0%	7.7%	12.5%	
Not available	25.0%	10.7%	11.7%	0.0%	13.3%	14.3%	25.0%	7.7%	9.4%	
Total(n)	4	28	60	0	15	28	4	13	32	
Received incentives to develop new courses										
Yes	0.0%	3.6%	8.6%	0.0%	0.0%	4.0%	0.0%	7.1%	12.1%	
No	75.0%	75.0%	65.5%	0.0%	85.7%	72.0%	75.0%	64.3%	60.6%	
Not eligible	0.0%	7.1%	12.1%	0.0%	0.0%	8.0%	0.0%	14.3%	15.2%	
Not available	25.0%	14.3%	13.8%	0.0%	14.3%	16.0%	25.0%	14.3%	12.1%	
Total(n)	4	28	58	0	14	25	4	14	33	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	0.0%	6.9%	16.9%	0.0%	6.7%	18.5%	0.0%	7.1%	15.6%	
No	75.0%	75.9%	62.7%	0.0%	80.0%	66.7%	75.0%	71.4%	59.4%	
Not eligible	0.0%	3.4%	10.2%	0.0%	0.0%	3.7%	0.0%	7.1%	15.6%	
Not available	25.0%	13.8%	10.2%	0.0%	13.3%	11.1%	25.0%	14.3%	9.4%	
Total(n)	4	29	59	0	15	27	4	14	32	
Received resources to integrate culturally-competent practices into your classroom										
Yes	0.0%	0.0%	12.1%	0.0%	0.0%	8.0%	0.0%	0.0%	15.2%	

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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	
No	50.0%	82.1%	69.0%	0.0%	85.7%	76.0%	50.0%	78.6%	63.6%	
Not eligible	25.0%	7.1%	10.3%	0.0%	0.0%	4.0%	25.0%	14.3%	15.2%	
Not available	25.0%	10.7%	8.6%	0.0%	14.3%	12.0%	25.0%	7.1%	6.1%	
Total(n)	4	28	58	0	14	25	4	14	33	
How many of the following have you published?										
Articles in academic or professional journals										
None	0.0%	17.2%	30.0%	0.0%	14.3%	38.5%	0.0%	20.0%	23.5%	
1-2	25.0%	17.2%	18.3%	0.0%	21.4%	11.5%	25.0%	13.3%	23.5%	
3-4	25.0%	13.8%	13.3%	0.0%	0.0%	3.8%	25.0%	26.7%	20.6%	
5-10	50.0%	17.2%	13.3%	0.0%	14.3%	11.5%	50.0%	20.0%	14.7%	
11-20	0.0%	17.2%	15.0%	0.0%	28.6%	19.2%	0.0%	6.7%	11.8%	
21-50	0.0%	6.9%	5.0%	0.0%	7.1%	7.7%	0.0%	6.7%	2.9%	
51+	0.0%	10.3%	5.0%	0.0%	14.3%	7.7%	0.0%	6.7%	2.9%	
Total(n)	4	29	60	0	14	26	4	15	34	
Mean	3.25	3.62	3.00	.	4.00	3.15	3.25	3.27	2.88	
Standard deviation	0.96	1.93	1.85	.	2.08	2.15	0.96	1.79	1.61	
Significance	-			-			-			
Effect size	-	-0.19	0.14	-			-	-0.01	0.23	
Chapters in edited volumes										
None	50.0%	50.0%	64.4%	0.0%	53.3%	64.3%	50.0%	46.7%	64.5%	
1-2	50.0%	26.7%	18.6%	0.0%	13.3%	14.3%	50.0%	40.0%	22.6%	
3-4	0.0%	10.0%	6.8%	0.0%	20.0%	10.7%	0.0%	0.0%	3.2%	
5-10	0.0%	6.7%	6.8%	0.0%	6.7%	7.1%	0.0%	6.7%	6.5%	
11-20	0.0%	3.3%	1.7%	0.0%	6.7%	3.6%	0.0%	0.0%	0.0%	
21-50	0.0%	3.3%	1.7%	0.0%	0.0%	0.0%	0.0%	6.7%	3.2%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	30	59	0	15	28	4	15	31	
Mean	1.50	1.97	1.68	.	2.00	1.71	1.50	1.93	1.65	
Standard deviation	0.58	1.33	1.15	.	1.31	1.15	0.58	1.39	1.17	
Significance	-			-			-			
Effect size	-	-0.35	-0.16	-			-	-0.31	-0.13	
How many of the following have you published?										
Books, manuals, or monographs										
None	75.0%	78.6%	80.0%	0.0%	76.9%	81.8%	75.0%	80.0%	78.8%	
1-2	25.0%	17.9%	16.4%	0.0%	15.4%	9.1%	25.0%	20.0%	21.2%	
3-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5-10	0.0%	3.6%	3.6%	0.0%	7.7%	9.1%	0.0%	0.0%	0.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	28	55	0	13	22	4	15	33	
Mean	1.25	1.29	1.27	.	1.38	1.36	1.25	1.20	1.21	
Standard deviation	0.50	0.66	0.65	.	0.87	0.90	0.50	0.41	0.42	

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Institutional Profile Report
Other Respondents

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	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-			-	0.12	0.10	
Other, such as patents or computer software products										
None	100.0%	67.9%	80.0%	0.0%	69.2%	77.3%	100.0%	66.7%	81.8%	
1-2	0.0%	17.9%	9.1%	0.0%	15.4%	9.1%	0.0%	20.0%	9.1%	
3-4	0.0%	7.1%	5.5%	0.0%	7.7%	9.1%	0.0%	6.7%	3.0%	
5-10	0.0%	3.6%	1.8%	0.0%	0.0%	0.0%	0.0%	6.7%	3.0%	
11-20	0.0%	3.6%	1.8%	0.0%	7.7%	4.5%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	28	55	0	13	22	4	15	33	
Mean	1.00	1.57	1.42	.	1.62	1.45	1.00	1.53	1.39	
Standard deviation	0.00	1.03	1.03	.	1.19	1.01	0.00	0.92	1.06	
Significance	-			-			-			
Effect size	-	-0.55	-0.41	-			-	-0.58	-0.37	
In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	100.0%	86.7%	85.7%	0.0%	93.3%	86.2%	100.0%	80.0%	85.3%	
1-2	0.0%	13.3%	6.3%	0.0%	6.7%	3.4%	0.0%	20.0%	8.8%	
3-4	0.0%	0.0%	1.6%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	
5-10	0.0%	0.0%	3.2%	0.0%	0.0%	3.4%	0.0%	0.0%	2.9%	
11-20	0.0%	0.0%	3.2%	0.0%	0.0%	3.4%	0.0%	0.0%	2.9%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	30	63	0	15	29	4	15	34	
Mean	1.00	1.13	1.32	.	1.07	1.34	1.00	1.20	1.29	
Standard deviation	0.00	0.35	0.91	.	0.26	0.97	0.00	0.41	0.87	
Significance	-			-			-			
Effect size	-	-0.37	-0.35	-			-	-0.49	-0.33	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	0.0%	50.0%	42.9%	0.0%	100.0%	50.0%	0.0%	33.3%	40.0%	
1-2	0.0%	50.0%	28.6%	0.0%	0.0%	0.0%	0.0%	66.7%	40.0%	
3-4	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
5-10	0.0%	0.0%	14.3%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	4	7	0	1	2	0	3	5	
Mean	.	1.50	2.00	.	1.00	2.50	.	1.67	1.80	
Standard deviation	.	0.58	1.15	.	.	2.12	.	0.58	0.84	
Significance	-			-			-			
Effect size	-			-			-			

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Institutional Profile Report
Other Respondents

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	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-2	0.0%	100.0%	44.4%	0.0%	100.0%	25.0%	0.0%	100.0%	60.0%	
3-4	0.0%	0.0%	11.1%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
5-10	0.0%	0.0%	33.3%	0.0%	0.0%	50.0%	0.0%	0.0%	20.0%	
11-20	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	4	9	0	1	4	0	3	5	
Mean	.	2.00	3.11	.	2.00	3.25	.	2.00	3.00	
Standard deviation	.	0.00	1.17	.	.	0.96	.	0.00	1.41	
Significance	-			-			-			
Effect size	-			-			-			
In the past three years, how many of your professional writings have been published or accepted for publication?										
None	0.0%	23.3%	38.7%	0.0%	26.7%	42.9%	0.0%	20.0%	35.3%	
1	25.0%	10.0%	9.7%	0.0%	6.7%	7.1%	25.0%	13.3%	11.8%	
2	75.0%	16.7%	11.3%	0.0%	6.7%	10.7%	75.0%	26.7%	11.8%	
3	0.0%	13.3%	8.1%	0.0%	20.0%	10.7%	0.0%	6.7%	5.9%	
4	0.0%	3.3%	3.2%	0.0%	0.0%	0.0%	0.0%	6.7%	5.9%	
5	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	
6	0.0%	3.3%	6.5%	0.0%	6.7%	7.1%	0.0%	0.0%	5.9%	
7-10	0.0%	26.7%	17.7%	0.0%	33.3%	21.4%	0.0%	20.0%	14.7%	
More than 10	0.0%	3.3%	3.2%	0.0%	0.0%	0.0%	0.0%	6.7%	5.9%	
Total(n)	4	30	62	0	15	28	4	15	34	
Mean	2.75	4.30	3.66	.	4.53	3.54	2.75	4.07	3.76	
Standard deviation	0.50	2.88	2.89	.	3.00	2.90	0.50	2.84	2.91	
Significance	-			-			-			
Effect size	-	-0.54	-0.31	-			-	-0.46	-0.35	
How many of these publications in the past three years have been solo-authored?										
None	33.3%	40.0%	35.5%	0.0%	30.0%	41.7%	33.3%	50.0%	31.6%	
1	66.7%	20.0%	22.6%	0.0%	10.0%	8.3%	66.7%	30.0%	31.6%	
2	0.0%	20.0%	16.1%	0.0%	30.0%	25.0%	0.0%	10.0%	10.5%	
3	0.0%	5.0%	6.5%	0.0%	10.0%	8.3%	0.0%	0.0%	5.3%	
4	0.0%	10.0%	9.7%	0.0%	10.0%	8.3%	0.0%	10.0%	10.5%	
5	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
7-10	0.0%	5.0%	3.2%	0.0%	10.0%	8.3%	0.0%	0.0%	0.0%	
More than 10	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Total(n)	3	20	31	0	10	12	3	10	19	
Mean	1.67	2.50	2.77	.	3.10	2.75	1.67	1.90	2.79	
Standard deviation	0.58	1.85	2.11	.	2.18	2.14	0.58	1.29	2.15	
Significance	-			-			-			

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Other Respondents

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	-	-0.45	-0.52	-			-	-0.18	-0.52	
How many of these publications in the past three years have been co-authored?										
None	0.0%	10.0%	17.1%	0.0%	12.5%	15.4%	0.0%	8.3%	18.2%	
1	50.0%	10.0%	11.4%	0.0%	0.0%	0.0%	50.0%	16.7%	18.2%	
2	50.0%	30.0%	28.6%	0.0%	25.0%	38.5%	50.0%	33.3%	22.7%	
3	0.0%	15.0%	14.3%	0.0%	25.0%	15.4%	0.0%	8.3%	13.6%	
4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5	0.0%	10.0%	8.6%	0.0%	12.5%	7.7%	0.0%	8.3%	9.1%	
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
7-10	0.0%	25.0%	20.0%	0.0%	25.0%	23.1%	0.0%	25.0%	18.2%	
More than 10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	20	35	0	8	13	4	12	22	
Mean	2.50	4.40	3.94	.	4.63	4.23	2.50	4.25	3.77	
Standard deviation	0.58	2.48	2.45	.	2.50	2.49	0.58	2.56	2.47	
Significance	-			-			-			
Effect size	-	-0.77	-0.59	-			-	-0.68	-0.51	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	100.0%	70.4%	55.6%	0.0%	69.2%	54.2%	100.0%	71.4%	56.7%	
1-4	0.0%	18.5%	22.2%	0.0%	23.1%	25.0%	0.0%	14.3%	20.0%	
5-8	0.0%	7.4%	16.7%	0.0%	0.0%	8.3%	0.0%	14.3%	23.3%	
9-12	0.0%	0.0%	3.7%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
13-16	0.0%	3.7%	1.9%	0.0%	7.7%	4.2%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	27	54	0	13	24	4	14	30	
Mean	1.00	1.48	1.74	.	1.54	1.83	1.00	1.43	1.67	
Standard deviation	0.00	0.94	0.99	.	1.13	1.17	0.00	0.76	0.84	
Significance	-			-			-			
Effect size	-	-0.51	-0.75	-			-	-0.57	-0.80	
Preparing for teaching (including reading student papers and grading)										
None	100.0%	71.4%	53.6%	0.0%	71.4%	50.0%	100.0%	71.4%	56.7%	
1-4	0.0%	10.7%	19.6%	0.0%	7.1%	23.1%	0.0%	14.3%	16.7%	
5-8	0.0%	3.6%	10.7%	0.0%	7.1%	7.7%	0.0%	0.0%	13.3%	
9-12	0.0%	7.1%	5.4%	0.0%	7.1%	3.8%	0.0%	7.1%	6.7%	
13-16	0.0%	0.0%	5.4%	0.0%	0.0%	7.7%	0.0%	0.0%	3.3%	
17-20	0.0%	7.1%	3.6%	0.0%	7.1%	3.8%	0.0%	7.1%	3.3%	
21+	0.0%	0.0%	1.8%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	
Total(n)	4	28	56	0	14	26	4	14	30	
Mean	1.00	1.75	2.07	.	1.79	2.23	1.00	1.71	1.93	
Standard deviation	0.00	1.48	1.55	.	1.53	1.75	0.00	1.49	1.36	
Significance	-			-			-			
Effect size	-	-0.51	-0.69	-			-	-0.48	-0.68	

2016-17 HERI Faculty Survey
Institutional Profile Report
Other Respondents

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?										
Advising and counseling of students										
None	75.0%	51.9%	45.3%	0.0%	53.8%	54.2%	75.0%	50.0%	37.9%	
1-4	25.0%	37.0%	35.8%	0.0%	30.8%	25.0%	25.0%	42.9%	44.8%	
5-8	0.0%	7.4%	9.4%	0.0%	7.7%	8.3%	0.0%	7.1%	10.3%	
9-12	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	6.9%	
13-16	0.0%	0.0%	1.9%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
17-20	0.0%	3.7%	1.9%	0.0%	7.7%	4.2%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	1.9%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
Total(n)	4	27	53	0	13	24	4	14	29	
Mean	1.25	1.70	1.94	.	1.85	2.04	1.25	1.57	1.86	
Standard deviation	0.50	1.07	1.29	.	1.41	1.68	0.50	0.65	0.88	
Significance	-			-			-			
Effect size	-	-0.42	-0.53	-			-	-0.49	-0.69	
Committee work and meetings										
None	50.0%	28.6%	30.4%	0.0%	21.4%	25.9%	50.0%	35.7%	34.5%	
1-4	25.0%	32.1%	39.3%	0.0%	50.0%	48.1%	25.0%	14.3%	31.0%	
5-8	0.0%	10.7%	8.9%	0.0%	7.1%	11.1%	0.0%	14.3%	6.9%	
9-12	25.0%	10.7%	8.9%	0.0%	7.1%	3.7%	25.0%	14.3%	13.8%	
13-16	0.0%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	7.1%	6.9%	
17-20	0.0%	7.1%	3.6%	0.0%	7.1%	3.7%	0.0%	7.1%	3.4%	
21+	0.0%	7.1%	5.4%	0.0%	7.1%	7.4%	0.0%	7.1%	3.4%	
Total(n)	4	28	56	0	14	27	4	14	29	
Mean	2.00	2.79	2.48	.	2.64	2.44	2.00	2.93	2.52	
Standard deviation	1.41	1.89	1.67	.	1.82	1.69	1.41	2.02	1.68	
Significance	-			-			-			
Effect size	-	-0.42	-0.29	-			-	-0.46	-0.31	
Research and scholarly writing										
None	0.0%	14.8%	38.5%	0.0%	15.4%	34.8%	0.0%	14.3%	41.4%	
1-4	100.0%	48.1%	28.8%	0.0%	46.2%	30.4%	100.0%	50.0%	27.6%	
5-8	0.0%	18.5%	11.5%	0.0%	15.4%	8.7%	0.0%	21.4%	13.8%	
9-12	0.0%	0.0%	7.7%	0.0%	0.0%	8.7%	0.0%	0.0%	6.9%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	
21+	0.0%	18.5%	11.5%	0.0%	23.1%	17.4%	0.0%	14.3%	6.9%	
Total(n)	4	27	52	0	13	23	4	14	29	
Mean	2.00	2.96	2.54	.	3.15	2.78	2.00	2.79	2.34	
Standard deviation	0.00	2.05	1.94	.	2.27	2.17	0.00	1.89	1.76	
Significance	-			-			-			
Effect size	-	-0.47	-0.28	-			-	-0.42	-0.19	

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Institutional Profile Report
Other Respondents

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
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	100.0%	57.1%	62.7%	0.0%	57.1%	58.3%	100.0%	57.1%	66.7%	
1-4	0.0%	28.6%	17.6%	0.0%	35.7%	25.0%	0.0%	21.4%	11.1%	
5-8	0.0%	7.1%	13.7%	0.0%	0.0%	8.3%	0.0%	14.3%	18.5%	
9-12	0.0%	3.6%	2.0%	0.0%	0.0%	0.0%	0.0%	7.1%	3.7%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	3.6%	3.9%	0.0%	7.1%	8.3%	0.0%	0.0%	0.0%	
Total(n)	4	28	51	0	14	24	4	14	27	
Mean	1.00	1.75	1.75	.	1.79	1.92	1.00	1.71	1.59	
Standard deviation	0.00	1.29	1.34	.	1.58	1.69	0.00	0.99	0.93	
Significance	-			-			-			
Effect size	-	-0.58	-0.56	-			-	-0.72	-0.63	
Community or public service										
None	50.0%	44.4%	40.0%	0.0%	38.5%	50.0%	50.0%	50.0%	32.3%	
1-4	50.0%	40.7%	43.6%	0.0%	46.2%	33.3%	50.0%	35.7%	51.6%	
5-8	0.0%	11.1%	9.1%	0.0%	7.7%	8.3%	0.0%	14.3%	9.7%	
9-12	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	6.5%	
13-16	0.0%	0.0%	1.8%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
17-20	0.0%	3.7%	1.8%	0.0%	7.7%	4.2%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	27	55	0	13	24	4	14	31	
Mean	1.50	1.81	1.89	.	2.00	1.88	1.50	1.64	1.90	
Standard deviation	0.58	1.08	1.05	.	1.35	1.30	0.58	0.74	0.83	
Significance	-			-			-			
Effect size	-	-0.29	-0.37	-			-	-0.19	-0.48	
Outside consulting/freelance work										
None	100.0%	81.5%	77.2%	0.0%	76.9%	73.1%	100.0%	85.7%	80.6%	
1-4	0.0%	3.7%	8.8%	0.0%	7.7%	11.5%	0.0%	0.0%	6.5%	
5-8	0.0%	7.4%	7.0%	0.0%	0.0%	0.0%	0.0%	14.3%	12.9%	
9-12	0.0%	3.7%	3.5%	0.0%	7.7%	7.7%	0.0%	0.0%	0.0%	
13-16	0.0%	0.0%	1.8%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	3.7%	1.8%	0.0%	7.7%	3.8%	0.0%	0.0%	0.0%	
Total(n)	4	27	57	0	13	26	4	14	31	
Mean	1.00	1.52	1.51	.	1.77	1.73	1.00	1.29	1.32	
Standard deviation	0.00	1.34	1.17	.	1.79	1.54	0.00	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.39	-0.44	-			-	-0.40	-0.46	
Household/childcare duties										
None	0.0%	11.1%	18.5%	0.0%	15.4%	25.0%	0.0%	7.1%	13.3%	
1-4	50.0%	29.6%	24.1%	0.0%	30.8%	25.0%	50.0%	28.6%	23.3%	

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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	
5-8	25.0%	14.8%	18.5%	0.0%	15.4%	12.5%	25.0%	14.3%	23.3%	
9-12	0.0%	11.1%	9.3%	0.0%	15.4%	8.3%	0.0%	7.1%	10.0%	
13-16	0.0%	7.4%	9.3%	0.0%	7.7%	8.3%	0.0%	7.1%	10.0%	
17-20	0.0%	11.1%	7.4%	0.0%	15.4%	12.5%	0.0%	7.1%	3.3%	
21+	25.0%	14.8%	13.0%	0.0%	0.0%	8.3%	25.0%	28.6%	16.7%	
Total(n)	4	27	54	0	13	24	4	14	30	
Mean	3.50	3.67	3.41	.	3.15	3.21	3.50	4.14	3.57	
Standard deviation	2.38	2.06	2.02	.	1.72	2.06	2.38	2.28	2.01	
Significance	-			-			-			
Effect size	-	-0.08	0.04	-			-	-0.28	-0.03	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	100.0%	92.0%	86.8%	0.0%	91.7%	91.3%	100.0%	92.3%	83.3%	
1-4	0.0%	8.0%	3.8%	0.0%	8.3%	4.3%	0.0%	7.7%	3.3%	
5-8	0.0%	0.0%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	
9-12	0.0%	0.0%	3.8%	0.0%	0.0%	4.3%	0.0%	0.0%	3.3%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	25	53	0	12	23	4	13	30	
Mean	1.00	1.08	1.26	.	1.08	1.17	1.00	1.08	1.33	
Standard deviation	0.00	0.28	0.74	.	0.29	0.65	0.00	0.28	0.80	
Significance	-			-			-			
Effect size	-	-0.29	-0.35	-			-	-0.29	-0.41	
Other employment, outside of academia										
None	100.0%	96.3%	79.6%	0.0%	92.3%	75.0%	100.0%	100.0%	83.3%	
1-4	0.0%	3.7%	5.6%	0.0%	7.7%	8.3%	0.0%	0.0%	3.3%	
5-8	0.0%	0.0%	5.6%	0.0%	0.0%	8.3%	0.0%	0.0%	3.3%	
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
13-16	0.0%	0.0%	1.9%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	
21+	0.0%	0.0%	3.7%	0.0%	0.0%	4.2%	0.0%	0.0%	3.3%	
Total(n)	4	27	54	0	13	24	4	14	30	
Mean	1.00	1.04	1.65	.	1.08	1.67	1.00	1.00	1.63	
Standard deviation	0.00	0.19	1.57	.	0.28	1.49	0.00	0.00	1.65	
Significance	-			-			-			
Effect size	-	-0.21	-0.41	-			-		-0.38	
Personal time										
None	0.0%	11.1%	10.9%	0.0%	23.1%	24.0%	0.0%	0.0%	0.0%	
1-4	50.0%	25.9%	21.8%	0.0%	23.1%	16.0%	50.0%	28.6%	26.7%	
5-8	25.0%	37.0%	34.5%	0.0%	30.8%	28.0%	25.0%	42.9%	40.0%	
9-12	0.0%	11.1%	18.2%	0.0%	15.4%	24.0%	0.0%	7.1%	13.3%	
13-16	0.0%	7.4%	5.5%	0.0%	7.7%	4.0%	0.0%	7.1%	6.7%	

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Other Respondents

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	
17-20	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	
21+	25.0%	7.4%	7.3%	0.0%	0.0%	4.0%	25.0%	14.3%	10.0%	
Total(n)	4	27	55	0	13	25	4	14	30	
Mean	3.50	3.07	3.20	.	2.62	2.84	3.50	3.50	3.50	
Standard deviation	2.38	1.54	1.54	.	1.26	1.49	2.38	1.70	1.55	
Significance	-			-			-			
Effect size	-	0.28	0.19	-			-	0.00	0.00	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	0.0%	33.3%	44.4%	0.0%	18.2%	36.4%	0.0%	50.0%	52.2%	
Occasionally	0.0%	4.8%	6.7%	0.0%	9.1%	9.1%	0.0%	0.0%	4.3%	
Not at all	100.0%	61.9%	48.9%	0.0%	72.7%	54.5%	100.0%	50.0%	43.5%	
Total(n)	1	21	45	0	11	22	1	10	23	
Mean	1.00	1.71	1.96	.	1.45	1.82	1.00	2.00	2.09	
Standard deviation	.	0.96	0.98	.	0.82	0.96	.	1.05	1.00	
Significance	-			-			-			
Effect size	-	-0.74	-0.98	-			-	-0.95	-1.09	
Support their opinions with a logical argument										
Frequently	0.0%	36.8%	48.9%	0.0%	40.0%	56.5%	0.0%	33.3%	40.9%	
Occasionally	0.0%	15.8%	11.1%	0.0%	10.0%	4.3%	0.0%	22.2%	18.2%	
Not at all	100.0%	47.4%	40.0%	0.0%	50.0%	39.1%	100.0%	44.4%	40.9%	
Total(n)	1	19	45	0	10	23	1	9	22	
Mean	1.00	1.89	2.09	.	1.90	2.17	1.00	1.89	2.00	
Standard deviation	.	0.94	0.95	.	0.99	0.98	.	0.93	0.93	
Significance	-			-			-			
Effect size	-	-0.95	-1.15	-			-	-0.96	-1.08	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	0.0%	38.1%	46.7%	0.0%	45.5%	50.0%	0.0%	30.0%	43.5%	
Occasionally	0.0%	19.0%	13.3%	0.0%	9.1%	9.1%	0.0%	30.0%	17.4%	
Not at all	100.0%	42.9%	40.0%	0.0%	45.5%	40.9%	100.0%	40.0%	39.1%	
Total(n)	1	21	45	0	11	22	1	10	23	
Mean	1.00	1.95	2.07	.	2.00	2.09	1.00	1.90	2.04	
Standard deviation	.	0.92	0.94	.	1.00	0.97	.	0.88	0.93	
Significance	-			-			-			
Effect size	-	-1.03	-1.14	-			-	-1.02	-1.12	
Analyze multiple sources of information before coming to a conclusion										
Occasionally	0.0%	18.2%	16.7%	0.0%	16.7%	20.0%	0.0%	20.0%	13.0%	
Not at all	100.0%	36.4%	35.4%	0.0%	33.3%	32.0%	100.0%	40.0%	39.1%	
Total(n)	1	22	48	0	12	25	1	10	23	
Mean	1.00	2.09	2.13	.	2.17	2.16	1.00	2.00	2.09	
Standard deviation	.	0.92	0.91	.	0.94	0.90	.	0.94	0.95	
Significance	-			-			-			

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Other Respondents

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	-	-1.18	-1.24	-			-	-1.06	-1.15	
Evaluate the quality or reliability of information they receive										
Frequently	50.0%	42.9%	42.2%	0.0%	40.0%	33.3%	50.0%	45.5%	50.0%	
Occasionally	0.0%	14.3%	17.8%	0.0%	10.0%	23.8%	0.0%	18.2%	12.5%	
Not at all	50.0%	42.9%	40.0%	0.0%	50.0%	42.9%	50.0%	36.4%	37.5%	
Total(n)	2	21	45	0	10	21	2	11	24	
Mean	2.00	2.00	2.02	.	1.90	1.90	2.00	2.09	2.13	
Standard deviation	1.41	0.95	0.92	.	0.99	0.89	1.41	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-			-	-0.10	-0.14	
Take risks for potential gains										
Frequently	0.0%	28.6%	21.3%	0.0%	27.3%	16.7%	0.0%	30.0%	26.1%	
Occasionally	0.0%	28.6%	36.2%	0.0%	27.3%	37.5%	0.0%	30.0%	34.8%	
Not at all	100.0%	42.9%	42.6%	0.0%	45.5%	45.8%	100.0%	40.0%	39.1%	
Total(n)	1	21	47	0	11	24	1	10	23	
Mean	1.00	1.86	1.79	.	1.82	1.71	1.00	1.90	1.87	
Standard deviation	.	0.85	0.78	.	0.87	0.75	.	0.88	0.81	
Significance	-			-			-			
Effect size	-	-1.01	-1.01	-			-	-1.02	-1.07	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	0.0%	42.9%	48.9%	0.0%	54.5%	54.5%	0.0%	30.0%	43.5%	
Occasionally	0.0%	23.8%	15.6%	0.0%	18.2%	13.6%	0.0%	30.0%	17.4%	
Not at all	100.0%	33.3%	35.6%	0.0%	27.3%	31.8%	100.0%	40.0%	39.1%	
Total(n)	1	21	45	0	11	22	1	10	23	
Mean	1.00	2.10	2.13	.	2.27	2.23	1.00	1.90	2.04	
Standard deviation	.	0.89	0.92	.	0.90	0.92	.	0.88	0.93	
Significance	-			-			-			
Effect size	-	-1.24	-1.23	-			-	-1.02	-1.12	
Look up scientific research articles and resources										
Frequently	50.0%	39.1%	38.8%	0.0%	33.3%	36.0%	50.0%	45.5%	41.7%	
Occasionally	0.0%	21.7%	20.4%	0.0%	33.3%	28.0%	0.0%	9.1%	12.5%	
Not at all	50.0%	39.1%	40.8%	0.0%	33.3%	36.0%	50.0%	45.5%	45.8%	
Total(n)	2	23	49	0	12	25	2	11	24	
Mean	2.00	2.00	1.98	.	2.00	2.00	2.00	2.00	1.96	
Standard deviation	1.41	0.90	0.90	.	0.85	0.87	1.41	1.00	0.95	
Significance	-			-			-			
Effect size	-	0.00	0.02	-			-	0.00	0.04	
Explore topics on their own, even though it was not required for a class										
Frequently	0.0%	25.0%	34.1%	0.0%	30.0%	38.1%	0.0%	20.0%	30.4%	
Occasionally	0.0%	30.0%	25.0%	0.0%	30.0%	23.8%	0.0%	30.0%	26.1%	
Not at all	100.0%	45.0%	40.9%	0.0%	40.0%	38.1%	100.0%	50.0%	43.5%	
Total(n)	1	20	44	0	10	21	1	10	23	
Mean	1.00	1.80	1.93	.	1.90	2.00	1.00	1.70	1.87	

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Other Respondents

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	
Standard deviation	.	0.83	0.87	.	0.88	0.89	.	0.82	0.87	
Significance	-			-			-			
Effect size	-	-0.96	-1.07	-			-	-0.85	-1.00	
Accept mistakes as part of the learning process										
Frequently	50.0%	30.4%	42.9%	0.0%	33.3%	48.0%	50.0%	27.3%	37.5%	
Occasionally	0.0%	39.1%	24.5%	0.0%	41.7%	24.0%	0.0%	36.4%	25.0%	
Not at all	50.0%	30.4%	32.7%	0.0%	25.0%	28.0%	50.0%	36.4%	37.5%	
Total(n)	2	23	49	0	12	25	2	11	24	
Mean	2.00	2.00	2.10	.	2.08	2.20	2.00	1.91	2.00	
Standard deviation	1.41	0.80	0.87	.	0.79	0.87	1.41	0.83	0.88	
Significance	-			-			-			
Effect size	-	0.00	-0.11	-			-	0.11	0.00	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	0.0%	28.6%	29.5%	0.0%	9.1%	14.3%	0.0%	50.0%	43.5%	
Occasionally	0.0%	33.3%	34.1%	0.0%	63.6%	57.1%	0.0%	0.0%	13.0%	
Not at all	100.0%	38.1%	36.4%	0.0%	27.3%	28.6%	100.0%	50.0%	43.5%	
Total(n)	1	21	44	0	11	21	1	10	23	
Mean	1.00	1.90	1.93	.	1.82	1.86	1.00	2.00	2.00	
Standard deviation	.	0.83	0.82	.	0.60	0.65	.	1.05	0.95	
Significance	-			-			-			
Effect size	-	-1.08	-1.13	-			-	-0.95	-1.05	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	0.0%	5.0%	27.1%	0.0%	0.0%	20.0%	0.0%	9.1%	32.1%	
Occasionally	0.0%	10.0%	14.6%	0.0%	11.1%	15.0%	0.0%	9.1%	14.3%	
Not at all	100.0%	85.0%	58.3%	0.0%	88.9%	65.0%	100.0%	81.8%	53.6%	
Total(n)	2	20	48	0	9	20	2	11	28	
Mean	1.00	1.20	1.69	.	1.11	1.55	1.00	1.27	1.79	
Standard deviation	0.00	0.52	0.88	.	0.33	0.83	0.00	0.65	0.92	
Significance	-			-			-			
Effect size	-	-0.38	-0.78	-			-	-0.42	-0.86	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	0.0%	14.3%	31.4%	0.0%	10.0%	17.4%	0.0%	18.2%	42.9%	
Occasionally	0.0%	14.3%	23.5%	0.0%	20.0%	39.1%	0.0%	9.1%	10.7%	
Not at all	100.0%	71.4%	45.1%	0.0%	70.0%	43.5%	100.0%	72.7%	46.4%	
Total(n)	2	21	51	0	10	23	2	11	28	
Mean	1.00	1.43	1.86	.	1.40	1.74	1.00	1.45	1.96	
Standard deviation	0.00	0.75	0.87	.	0.70	0.75	0.00	0.82	0.96	
Significance	-			-			-			
Effect size	-	-0.57	-0.99	-			-	-0.55	-1.00	

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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	
Discuss the ethical or moral implications of a course of action										
Frequently	0.0%	0.0%	20.8%	0.0%	0.0%	15.0%	0.0%	0.0%	25.0%	
Occasionally	0.0%	25.0%	29.2%	0.0%	22.2%	30.0%	0.0%	27.3%	28.6%	
Not at all	100.0%	75.0%	50.0%	0.0%	77.8%	55.0%	100.0%	72.7%	46.4%	
Total(n)	2	20	48	0	9	20	2	11	28	
Mean	1.00	1.25	1.71	.	1.22	1.60	1.00	1.27	1.79	
Standard deviation	0.00	0.44	0.80	.	0.44	0.75	0.00	0.47	0.83	
Significance	-			-			-			
Effect size	-	-0.57	-0.89	-			-	-0.57	-0.95	
Apply mathematical concepts and computational thinking										
Frequently	0.0%	0.0%	4.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	
Occasionally	0.0%	14.3%	22.4%	0.0%	20.0%	18.2%	0.0%	9.1%	25.9%	
Not at all	100.0%	85.7%	73.5%	0.0%	80.0%	72.7%	100.0%	90.9%	74.1%	
Total(n)	2	21	49	0	10	22	2	11	27	
Mean	1.00	1.14	1.31	.	1.20	1.36	1.00	1.09	1.26	
Standard deviation	0.00	0.36	0.55	.	0.42	0.66	0.00	0.30	0.45	
Significance	-			-			-			
Effect size	-	-0.39	-0.56	-			-	-0.30	-0.58	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	0.0%	29.4%	50.0%	0.0%	14.3%	35.3%	0.0%	40.0%	59.3%	
Most	0.0%	5.9%	6.8%	0.0%	14.3%	11.8%	0.0%	0.0%	3.7%	
Some	0.0%	0.0%	2.3%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	
None	100.0%	64.7%	40.9%	0.0%	71.4%	47.1%	100.0%	60.0%	37.0%	
Total(n)	2	17	44	0	7	17	2	10	27	
Mean	1.00	2.00	2.66	.	1.71	2.35	1.00	2.20	2.85	
Standard deviation	0.00	1.41	1.45	.	1.25	1.41	0.00	1.55	1.46	
Significance	-			-			-			
Effect size	-	-0.71	-1.14	-			-	-0.77	-1.27	
Cooperative learning (small groups)										
All	0.0%	22.2%	31.8%	0.0%	12.5%	22.2%	0.0%	30.0%	38.5%	
Most	0.0%	5.6%	13.6%	0.0%	0.0%	11.1%	0.0%	10.0%	15.4%	
Some	0.0%	5.6%	11.4%	0.0%	12.5%	16.7%	0.0%	0.0%	7.7%	
None	100.0%	66.7%	43.2%	0.0%	75.0%	50.0%	100.0%	60.0%	38.5%	
Total(n)	2	18	44	0	8	18	2	10	26	
Mean	1.00	1.83	2.34	.	1.50	2.06	1.00	2.10	2.54	
Standard deviation	0.00	1.29	1.33	.	1.07	1.26	0.00	1.45	1.36	
Significance	-			-			-			
Effect size	-	-0.64	-1.01	-			-	-0.76	-1.13	
Experiential learning/Field studies										
All	0.0%	0.0%	9.5%	0.0%	0.0%	12.5%	0.0%	0.0%	7.7%	
Most	0.0%	12.5%	14.3%	0.0%	0.0%	0.0%	0.0%	20.0%	23.1%	
Some	0.0%	12.5%	23.8%	0.0%	0.0%	31.3%	0.0%	20.0%	19.2%	
None	100.0%	75.0%	52.4%	0.0%	100.0%	56.3%	100.0%	60.0%	50.0%	

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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)	2	16	42	0	6	16	2	10	26	
Mean	1.00	1.38	1.81	.	1.00	1.69	1.00	1.60	1.88	
Standard deviation	0.00	0.72	1.02	.	0.00	1.01	0.00	0.84	1.03	
Significance	-			-			-			
Effect size	-	-0.53	-0.79	-			-	-0.71	-0.85	
Performances/Demonstrations										
All	0.0%	5.9%	17.4%	0.0%	0.0%	15.8%	0.0%	10.0%	18.5%	
Most	0.0%	11.8%	10.9%	0.0%	14.3%	10.5%	0.0%	10.0%	11.1%	
Some	0.0%	11.8%	21.7%	0.0%	0.0%	15.8%	0.0%	20.0%	25.9%	
None	100.0%	70.6%	50.0%	0.0%	85.7%	57.9%	100.0%	60.0%	44.4%	
Total(n)	2	17	46	0	7	19	2	10	27	
Mean	1.00	1.53	1.96	.	1.29	1.84	1.00	1.70	2.04	
Standard deviation	0.00	0.94	1.15	.	0.76	1.17	0.00	1.06	1.16	
Significance	-			-			-			
Effect size	-	-0.56	-0.83	-			-	-0.66	-0.90	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	0.0%	6.3%	19.0%	0.0%	0.0%	12.5%	0.0%	10.0%	23.1%	
Most	0.0%	6.3%	7.1%	0.0%	0.0%	6.3%	0.0%	10.0%	7.7%	
Some	0.0%	12.5%	21.4%	0.0%	16.7%	25.0%	0.0%	10.0%	19.2%	
None	100.0%	75.0%	52.4%	0.0%	83.3%	56.3%	100.0%	70.0%	50.0%	
Total(n)	2	16	42	0	6	16	2	10	26	
Mean	1.00	1.44	1.93	.	1.17	1.75	1.00	1.60	2.04	
Standard deviation	0.00	0.89	1.18	.	0.41	1.06	0.00	1.07	1.25	
Significance	-			-			-			
Effect size	-	-0.49	-0.79	-			-	-0.56	-0.83	
Extensive lecturing										
All	0.0%	5.9%	10.9%	0.0%	0.0%	10.5%	0.0%	10.0%	11.1%	
Most	0.0%	5.9%	13.0%	0.0%	14.3%	26.3%	0.0%	0.0%	3.7%	
Some	0.0%	11.8%	19.6%	0.0%	0.0%	10.5%	0.0%	20.0%	25.9%	
None	100.0%	76.5%	56.5%	0.0%	85.7%	52.6%	100.0%	70.0%	59.3%	
Total(n)	2	17	46	0	7	19	2	10	27	
Mean	1.00	1.41	1.78	.	1.29	1.95	1.00	1.50	1.67	
Standard deviation	0.00	0.87	1.05	.	0.76	1.13	0.00	0.97	1.00	
Significance	-			-			-			
Effect size	-	-0.47	-0.74	-			-	-0.52	-0.67	
Multiple drafts of written work										
All	0.0%	0.0%	9.5%	0.0%	0.0%	13.3%	0.0%	0.0%	7.4%	
Most	0.0%	0.0%	9.5%	0.0%	0.0%	6.7%	0.0%	0.0%	11.1%	
Some	0.0%	12.5%	21.4%	0.0%	0.0%	13.3%	0.0%	20.0%	25.9%	
None	100.0%	87.5%	59.5%	0.0%	100.0%	66.7%	100.0%	80.0%	55.6%	
Total(n)	2	16	42	0	6	15	2	10	27	
Mean	1.00	1.13	1.69	.	1.00	1.67	1.00	1.20	1.70	
Standard deviation	0.00	0.34	1.00	.	0.00	1.11	0.00	0.42	0.95	

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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	
Significance	-			-			-			
Effect size	-	-0.38	-0.69	-			-	-0.48	-0.74	
Reflective writing/journaling										
All	0.0%	0.0%	18.2%	0.0%	0.0%	15.8%	0.0%	0.0%	20.0%	
Most	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.0%	
Some	0.0%	0.0%	9.1%	0.0%	0.0%	15.8%	0.0%	0.0%	4.0%	
None	100.0%	100.0%	63.6%	0.0%	100.0%	68.4%	100.0%	100.0%	60.0%	
Total(n)	2	16	44	0	7	19	2	9	25	
Mean	1.00	1.00	1.82	.	1.00	1.63	1.00	1.00	1.96	
Standard deviation	0.00	0.00	1.21	.	0.00	1.12	0.00	0.00	1.27	
Significance	-			-			-			
Effect size	-		-0.68	-			-		-0.76	
Community service as part of coursework										
All	0.0%	0.0%	2.3%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	
Most	0.0%	0.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
Some	0.0%	0.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
None	100.0%	100.0%	83.7%	0.0%	100.0%	93.8%	100.0%	100.0%	77.8%	
Total(n)	2	16	43	0	6	16	2	10	27	
Mean	1.00	1.00	1.28	.	1.00	1.19	1.00	1.00	1.33	
Standard deviation	0.00	0.00	0.70	.	0.00	0.75	0.00	0.00	0.68	
Significance	-			-			-			
Effect size	-		-0.40	-			-		-0.49	
Electronic quizzes with immediate feedback in class										
All	0.0%	0.0%	2.2%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	
Most	0.0%	0.0%	8.9%	0.0%	0.0%	5.3%	0.0%	0.0%	11.5%	
Some	0.0%	11.8%	6.7%	0.0%	14.3%	5.3%	0.0%	10.0%	7.7%	
None	100.0%	88.2%	82.2%	0.0%	85.7%	84.2%	100.0%	90.0%	80.8%	
Total(n)	2	17	45	0	7	19	2	10	26	
Mean	1.00	1.12	1.31	.	1.14	1.32	1.00	1.10	1.31	
Standard deviation	0.00	0.33	0.73	.	0.38	0.82	0.00	0.32	0.68	
Significance	-			-			-			
Effect size	-	-0.36	-0.42	-			-	-0.31	-0.46	
Using real-life problems										
All	0.0%	11.8%	27.3%	0.0%	14.3%	23.5%	0.0%	10.0%	29.6%	
Most	0.0%	5.9%	18.2%	0.0%	0.0%	5.9%	0.0%	10.0%	25.9%	
Some	0.0%	23.5%	18.2%	0.0%	28.6%	29.4%	0.0%	20.0%	11.1%	
None	100.0%	58.8%	36.4%	0.0%	57.1%	41.2%	100.0%	60.0%	33.3%	
Total(n)	2	17	44	0	7	17	2	10	27	
Mean	1.00	1.71	2.36	.	1.71	2.12	1.00	1.70	2.52	
Standard deviation	0.00	1.05	1.24	.	1.11	1.22	0.00	1.06	1.25	
Significance	-			-			-			
Effect size	-	-0.68	-1.10	-			-	-0.66	-1.22	

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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
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	0.0%	11.8%	24.4%	0.0%	0.0%	16.7%	0.0%	20.0%	29.6%	
Most	0.0%	11.8%	22.2%	0.0%	0.0%	5.6%	0.0%	20.0%	33.3%	
Some	0.0%	17.6%	17.8%	0.0%	42.9%	38.9%	0.0%	0.0%	3.7%	
None	100.0%	58.8%	35.6%	0.0%	57.1%	38.9%	100.0%	60.0%	33.3%	
Total(n)	2	17	45	0	7	18	2	10	27	
Mean	1.00	1.76	2.36	.	1.43	2.00	1.00	2.00	2.59	
Standard deviation	0.00	1.09	1.21	.	0.53	1.08	0.00	1.33	1.25	
Significance	-			-			-			
Effect size	-	-0.70	-1.12	-			-	-0.75	-1.27	
Readings on racial and ethnic issues										
All	0.0%	6.3%	9.3%	0.0%	0.0%	6.3%	0.0%	10.0%	11.1%	
Most	0.0%	0.0%	7.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
Some	0.0%	18.8%	27.9%	0.0%	0.0%	18.8%	0.0%	30.0%	33.3%	
None	100.0%	75.0%	55.8%	0.0%	100.0%	75.0%	100.0%	60.0%	44.4%	
Total(n)	2	16	43	0	6	16	2	10	27	
Mean	1.00	1.38	1.70	.	1.00	1.38	1.00	1.60	1.89	
Standard deviation	0.00	0.81	0.96	.	0.00	0.81	0.00	0.97	1.01	
Significance	-			-			-			
Effect size	-	-0.47	-0.73	-			-	-0.62	-0.88	
Readings on women and gender issues										
All	0.0%	5.9%	8.7%	0.0%	0.0%	10.5%	0.0%	10.0%	7.4%	
Most	0.0%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
Some	0.0%	17.6%	28.3%	0.0%	0.0%	15.8%	0.0%	30.0%	37.0%	
None	100.0%	76.5%	56.5%	0.0%	100.0%	73.7%	100.0%	60.0%	44.4%	
Total(n)	2	17	46	0	7	19	2	10	27	
Mean	1.00	1.35	1.67	.	1.00	1.47	1.00	1.60	1.81	
Standard deviation	0.00	0.79	0.94	.	0.00	0.96	0.00	0.97	0.92	
Significance	-			-			-			
Effect size	-	-0.44	-0.71	-			-	-0.62	-0.88	
Supplemental instruction that is outside of class and office hours										
All	0.0%	0.0%	4.7%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	
Most	0.0%	12.5%	16.3%	0.0%	0.0%	6.3%	0.0%	20.0%	22.2%	
Some	0.0%	18.8%	25.6%	0.0%	16.7%	31.3%	0.0%	20.0%	22.2%	
None	100.0%	68.8%	53.5%	0.0%	83.3%	50.0%	100.0%	60.0%	55.6%	
Total(n)	2	16	43	0	6	16	2	10	27	
Mean	1.00	1.44	1.72	.	1.17	1.81	1.00	1.60	1.67	
Standard deviation	0.00	0.73	0.91	.	0.41	1.05	0.00	0.84	0.83	
Significance	-			-			-			
Effect size	-	-0.60	-0.79	-			-	-0.71	-0.81	

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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
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	0.0%	0.0%	17.8%	0.0%	0.0%	15.8%	0.0%	0.0%	19.2%	
Most	0.0%	6.3%	13.3%	0.0%	14.3%	10.5%	0.0%	0.0%	15.4%	
Some	0.0%	12.5%	20.0%	0.0%	14.3%	26.3%	0.0%	11.1%	15.4%	
None	100.0%	81.3%	48.9%	0.0%	71.4%	47.4%	100.0%	88.9%	50.0%	
Total(n)	2	16	45	0	7	19	2	9	26	
Mean	1.00	1.25	2.00	.	1.43	1.95	1.00	1.11	2.04	
Standard deviation	0.00	0.58	1.17	.	0.79	1.13	0.00	0.33	1.22	
Significance	-			-			-			
Effect size	-	-0.43	-0.85	-			-	-0.33	-0.85	
Student evaluations of each others' work										
All	0.0%	0.0%	11.6%	0.0%	0.0%	6.3%	0.0%	0.0%	14.8%	
Most	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	7.4%	
Some	0.0%	18.8%	16.3%	0.0%	0.0%	12.5%	0.0%	30.0%	18.5%	
None	100.0%	81.3%	67.4%	0.0%	100.0%	81.3%	100.0%	70.0%	59.3%	
Total(n)	2	16	43	0	6	16	2	10	27	
Mean	1.00	1.19	1.60	.	1.00	1.31	1.00	1.30	1.78	
Standard deviation	0.00	0.40	1.03	.	0.00	0.79	0.00	0.48	1.12	
Significance	-			-			-			
Effect size	-	-0.48	-0.58	-			-	-0.63	-0.70	
Grading on a curve										
All	0.0%	0.0%	4.3%	0.0%	0.0%	10.5%	0.0%	0.0%	0.0%	
Most	0.0%	5.9%	4.3%	0.0%	0.0%	0.0%	0.0%	10.0%	7.4%	
Some	0.0%	5.9%	10.9%	0.0%	14.3%	15.8%	0.0%	0.0%	7.4%	
None	100.0%	88.2%	80.4%	0.0%	85.7%	73.7%	100.0%	90.0%	85.2%	
Total(n)	2	17	46	0	7	19	2	10	27	
Mean	1.00	1.18	1.33	.	1.14	1.47	1.00	1.20	1.22	
Standard deviation	0.00	0.53	0.76	.	0.38	0.96	0.00	0.63	0.58	
Significance	-			-			-			
Effect size	-	-0.34	-0.43	-			-	-0.32	-0.38	
Rubric-based assessment										
All	0.0%	0.0%	24.4%	0.0%	0.0%	13.3%	0.0%	0.0%	30.8%	
Most	0.0%	6.7%	9.8%	0.0%	0.0%	6.7%	0.0%	11.1%	11.5%	
Some	0.0%	13.3%	9.8%	0.0%	16.7%	13.3%	0.0%	11.1%	7.7%	
None	100.0%	80.0%	56.1%	0.0%	83.3%	66.7%	100.0%	77.8%	50.0%	
Total(n)	2	15	41	0	6	15	2	9	26	
Mean	1.00	1.27	2.02	.	1.17	1.67	1.00	1.33	2.23	
Standard deviation	0.00	0.59	1.29	.	0.41	1.11	0.00	0.71	1.37	
Significance	-			-			-			
Effect size	-	-0.46	-0.79	-			-	-0.46	-0.90	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	0.0%	11.8%	6.5%	0.0%	0.0%	5.3%	0.0%	20.0%	7.4%	

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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	
Most	0.0%	0.0%	13.0%	0.0%	0.0%	5.3%	0.0%	0.0%	18.5%	
Some	0.0%	11.8%	21.7%	0.0%	14.3%	21.1%	0.0%	10.0%	22.2%	
None	100.0%	76.5%	58.7%	0.0%	85.7%	68.4%	100.0%	70.0%	51.9%	
Total(n)	2	17	46	0	7	19	2	10	27	
Mean	1.00	1.47	1.67	.	1.14	1.47	1.00	1.70	1.81	
Standard deviation	0.00	1.01	0.94	.	0.38	0.84	0.00	1.25	1.00	
Significance	-			-			-			
Effect size	-	-0.47	-0.71	-			-	-0.56	-0.81	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	0.0%	23.5%	27.9%	0.0%	0.0%	20.0%	0.0%	36.4%	32.1%	
Occasionally	33.3%	17.6%	32.6%	0.0%	33.3%	33.3%	33.3%	9.1%	32.1%	
Not at all	66.7%	58.8%	39.5%	0.0%	66.7%	46.7%	66.7%	54.5%	35.7%	
Total(n)	3	17	43	0	6	15	3	11	28	
Mean	1.33	1.65	1.88	.	1.33	1.73	1.33	1.82	1.96	
Standard deviation	0.58	0.86	0.82	.	0.52	0.80	0.58	0.98	0.84	
Significance	-			-			-			
Effect size	-	-0.37	-0.67	-			-	-0.50	-0.75	
Simulations/animations										
Frequently	0.0%	11.8%	7.3%	0.0%	0.0%	5.9%	0.0%	20.0%	8.3%	
Occasionally	0.0%	17.6%	29.3%	0.0%	28.6%	41.2%	0.0%	10.0%	20.8%	
Not at all	100.0%	70.6%	63.4%	0.0%	71.4%	52.9%	100.0%	70.0%	70.8%	
Total(n)	2	17	41	0	7	17	2	10	24	
Mean	1.00	1.41	1.44	.	1.29	1.53	1.00	1.50	1.38	
Standard deviation	0.00	0.71	0.63	.	0.49	0.62	0.00	0.85	0.65	
Significance	-			-			-			
Effect size	-	-0.58	-0.70	-			-	-0.59	-0.58	
Online homework or virtual labs										
Frequently	0.0%	12.5%	14.6%	0.0%	0.0%	14.3%	0.0%	20.0%	14.8%	
Occasionally	0.0%	6.3%	12.2%	0.0%	0.0%	0.0%	0.0%	10.0%	18.5%	
Not at all	100.0%	81.3%	73.2%	0.0%	100.0%	85.7%	100.0%	70.0%	66.7%	
Total(n)	2	16	41	0	6	14	2	10	27	
Mean	1.00	1.31	1.41	.	1.00	1.29	1.00	1.50	1.48	
Standard deviation	0.00	0.70	0.74	.	0.00	0.73	0.00	0.85	0.75	
Significance	-			-			-			
Effect size	-	-0.44	-0.55	-			-	-0.59	-0.64	
Online discussion boards										
Frequently	0.0%	0.0%	6.8%	0.0%	0.0%	11.8%	0.0%	0.0%	3.7%	
Occasionally	0.0%	17.6%	22.7%	0.0%	14.3%	11.8%	0.0%	20.0%	29.6%	
Not at all	100.0%	82.4%	70.5%	0.0%	85.7%	76.5%	100.0%	80.0%	66.7%	
Total(n)	2	17	44	0	7	17	2	10	27	
Mean	1.00	1.18	1.36	.	1.14	1.35	1.00	1.20	1.37	
Standard deviation	0.00	0.39	0.61	.	0.38	0.70	0.00	0.42	0.56	

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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	
Significance	-			-			-			
Effect size	-	-0.46	-0.59	-			-	-0.48	-0.66	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	0.0%	0.0%	7.3%	0.0%	0.0%	7.7%	0.0%	0.0%	7.1%	
Occasionally	33.3%	17.6%	12.2%	0.0%	0.0%	0.0%	33.3%	27.3%	17.9%	
Not at all	66.7%	82.4%	80.5%	0.0%	100.0%	92.3%	66.7%	72.7%	75.0%	
Total(n)	3	17	41	0	6	13	3	11	28	
Mean	1.33	1.18	1.27	.	1.00	1.15	1.33	1.27	1.32	
Standard deviation	0.58	0.39	0.59	.	0.00	0.55	0.58	0.47	0.61	
Significance	-			-			-			
Effect size	-	0.38	0.10	-			-	0.13	0.02	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	0.0%	31.3%	34.9%	0.0%	0.0%	11.1%	0.0%	62.5%	52.0%	
Very important	100.0%	50.0%	48.8%	0.0%	75.0%	72.2%	100.0%	25.0%	32.0%	
Somewhat important	0.0%	18.8%	16.3%	0.0%	25.0%	16.7%	0.0%	12.5%	16.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	16	43	0	8	18	1	8	25	
Mean	3.00	3.13	3.19	.	2.75	2.94	3.00	3.50	3.36	
Standard deviation	.	0.72	0.70	.	0.46	0.54	.	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.18	-0.27	-			-	-0.66	-0.47	
Prepare students for employment after college										
Essential	0.0%	56.3%	59.1%	0.0%	44.4%	57.1%	0.0%	71.4%	60.9%	
Very important	0.0%	43.8%	38.6%	0.0%	55.6%	38.1%	0.0%	28.6%	39.1%	
Somewhat important	0.0%	0.0%	2.3%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	16	44	0	9	21	0	7	23	
Mean	.	3.56	3.57	.	3.44	3.52	.	3.71	3.61	
Standard deviation	.	0.51	0.55	.	0.53	0.60	.	0.49	0.50	
Significance	-			-			-			
Effect size	-			-			-			
Prepare students for graduate or advanced education										
Essential	100.0%	37.5%	41.5%	0.0%	12.5%	29.4%	100.0%	62.5%	50.0%	
Very important	0.0%	56.3%	48.8%	0.0%	87.5%	64.7%	0.0%	25.0%	37.5%	
Somewhat important	0.0%	6.3%	9.8%	0.0%	0.0%	5.9%	0.0%	12.5%	12.5%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	16	41	0	8	17	1	8	24	
Mean	4.00	3.31	3.32	.	3.13	3.24	4.00	3.50	3.38	
Standard deviation	.	0.60	0.65	.	0.35	0.56	.	0.76	0.71	
Significance	-			-			-			
Effect size	-	1.15	1.05	-			-	0.66	0.87	

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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	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	100.0%	35.3%	46.7%	0.0%	33.3%	47.6%	100.0%	37.5%	45.8%	
Very important	0.0%	58.8%	40.0%	0.0%	55.6%	42.9%	0.0%	62.5%	37.5%	
Somewhat important	0.0%	5.9%	13.3%	0.0%	11.1%	9.5%	0.0%	0.0%	16.7%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	17	45	0	9	21	1	8	24	
Mean	4.00	3.29	3.33	.	3.22	3.38	4.00	3.38	3.29	
Standard deviation	.	0.59	0.71	.	0.67	0.67	.	0.52	0.75	
Significance	-			-			-			
Effect size	-	1.20	0.94	-			-	1.19	0.95	
Provide for students' emotional development										
Essential	100.0%	12.5%	22.0%	0.0%	0.0%	22.2%	100.0%	25.0%	21.7%	
Very important	0.0%	68.8%	58.5%	0.0%	87.5%	61.1%	0.0%	50.0%	56.5%	
Somewhat important	0.0%	18.8%	17.1%	0.0%	12.5%	16.7%	0.0%	25.0%	17.4%	
Not important	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Total(n)	1	16	41	0	8	18	1	8	23	
Mean	4.00	2.94	3.00	.	2.88	3.06	4.00	3.00	2.96	
Standard deviation	.	0.57	0.71	.	0.35	0.64	.	0.76	0.77	
Significance	-			-			-			
Effect size	-	1.86	1.41	-			-	1.32	1.35	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	100.0%	47.1%	48.9%	0.0%	44.4%	52.4%	100.0%	50.0%	45.8%	
Very important	0.0%	52.9%	48.9%	0.0%	55.6%	47.6%	0.0%	50.0%	50.0%	
Somewhat important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	
Total(n)	1	17	45	0	9	21	1	8	24	
Mean	4.00	3.47	3.44	.	3.44	3.52	4.00	3.50	3.38	
Standard deviation	.	0.51	0.62	.	0.53	0.51	.	0.53	0.71	
Significance	-			-			-			
Effect size	-	1.04	0.90	-			-	0.94	0.87	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	100.0%	37.5%	42.9%	0.0%	25.0%	27.8%	100.0%	50.0%	54.2%	
Very important	0.0%	50.0%	42.9%	0.0%	62.5%	55.6%	0.0%	37.5%	33.3%	
Somewhat important	0.0%	12.5%	11.9%	0.0%	12.5%	11.1%	0.0%	12.5%	12.5%	
Not important	0.0%	0.0%	2.4%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	
Total(n)	1	16	42	0	8	18	1	8	24	
Mean	4.00	3.25	3.26	.	3.13	3.06	4.00	3.38	3.42	
Standard deviation	.	0.68	0.77	.	0.64	0.80	.	0.74	0.72	
Significance	-			-			-			

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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	-	1.10	0.96	-			-	0.84	0.81	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	100.0%	41.2%	60.0%	0.0%	33.3%	57.1%	100.0%	50.0%	62.5%	
Very important	0.0%	47.1%	35.6%	0.0%	66.7%	42.9%	0.0%	25.0%	29.2%	
Somewhat important	0.0%	5.9%	2.2%	0.0%	0.0%	0.0%	0.0%	12.5%	4.2%	
Not important	0.0%	5.9%	2.2%	0.0%	0.0%	0.0%	0.0%	12.5%	4.2%	
Total(n)	1	17	45	0	9	21	1	8	24	
Mean	4.00	3.24	3.53	.	3.33	3.57	4.00	3.13	3.50	
Standard deviation	.	0.83	0.66	.	0.50	0.51	.	1.13	0.78	
Significance	-			-			-			
Effect size	-	0.92	0.71	-			-	0.77	0.64	
Teach students tolerance and respect for different beliefs										
Essential	100.0%	43.8%	57.1%	0.0%	25.0%	44.4%	100.0%	62.5%	66.7%	
Very important	0.0%	56.3%	40.5%	0.0%	75.0%	50.0%	0.0%	37.5%	33.3%	
Somewhat important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	2.4%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	
Total(n)	1	16	42	0	8	18	1	8	24	
Mean	4.00	3.44	3.52	.	3.25	3.33	4.00	3.63	3.67	
Standard deviation	.	0.51	0.63	.	0.46	0.77	.	0.52	0.48	
Significance	-			-			-			
Effect size	-	1.10	0.76	-			-	0.71	0.69	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	0.0%	5.6%	16.3%	0.0%	11.1%	22.2%	0.0%	0.0%	12.0%	
Agree somewhat	100.0%	66.7%	46.5%	0.0%	55.6%	38.9%	100.0%	77.8%	52.0%	
Disagree somewhat	0.0%	16.7%	20.9%	0.0%	22.2%	22.2%	0.0%	11.1%	20.0%	
Strongly disagree	0.0%	11.1%	16.3%	0.0%	11.1%	16.7%	0.0%	11.1%	16.0%	
Total(n)	2	18	43	0	9	18	2	9	25	
Mean	3.00	2.67	2.63	.	2.67	2.67	3.00	2.67	2.60	
Standard deviation	0.00	0.77	0.95	.	0.87	1.03	0.00	0.71	0.91	
Significance	-			-			-			
Effect size	-	0.43	0.39	-			-	0.46	0.44	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	100.0%	73.7%	71.7%	0.0%	70.0%	66.7%	100.0%	77.8%	76.0%	
Agree somewhat	0.0%	21.1%	21.7%	0.0%	20.0%	23.8%	0.0%	22.2%	20.0%	
Disagree somewhat	0.0%	5.3%	4.3%	0.0%	10.0%	4.8%	0.0%	0.0%	4.0%	
Strongly disagree	0.0%	0.0%	2.2%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	
Total(n)	2	19	46	0	10	21	2	9	25	

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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	
Mean	4.00	3.68	3.63	.	3.60	3.52	4.00	3.78	3.72	
Standard deviation	0.00	0.58	0.68	.	0.70	0.81	0.00	0.44	0.54	
Significance	-			-			-			
Effect size	-	0.55	0.54	-			-	0.50	0.52	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	100.0%	47.1%	52.4%	0.0%	55.6%	55.6%	100.0%	37.5%	50.0%	
Agree somewhat	0.0%	52.9%	45.2%	0.0%	44.4%	44.4%	0.0%	62.5%	45.8%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	
Total(n)	1	17	42	0	9	18	1	8	24	
Mean	4.00	3.47	3.48	.	3.56	3.56	4.00	3.38	3.42	
Standard deviation	.	0.51	0.63	.	0.53	0.51	.	0.52	0.72	
Significance	-			-			-			
Effect size	-	1.04	0.83	-			-	1.19	0.81	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	50.0%	16.7%	18.6%	0.0%	10.0%	21.1%	50.0%	25.0%	16.7%	
Agree somewhat	50.0%	55.6%	46.5%	0.0%	70.0%	52.6%	50.0%	37.5%	41.7%	
Disagree somewhat	0.0%	27.8%	30.2%	0.0%	20.0%	21.1%	0.0%	37.5%	37.5%	
Strongly disagree	0.0%	0.0%	4.7%	0.0%	0.0%	5.3%	0.0%	0.0%	4.2%	
Total(n)	2	18	43	0	10	19	2	8	24	
Mean	3.50	2.89	2.79	.	2.90	2.89	3.50	2.88	2.71	
Standard deviation	0.71	0.68	0.80	.	0.57	0.81	0.71	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.90	0.89	-			-	0.75	0.98	
I try to dispel perceptions of competition										
Strongly agree	0.0%	6.7%	23.1%	0.0%	0.0%	13.3%	0.0%	12.5%	29.2%	
Agree somewhat	0.0%	46.7%	38.5%	0.0%	42.9%	33.3%	0.0%	50.0%	41.7%	
Disagree somewhat	100.0%	33.3%	33.3%	0.0%	42.9%	46.7%	100.0%	25.0%	25.0%	
Strongly disagree	0.0%	13.3%	5.1%	0.0%	14.3%	6.7%	0.0%	12.5%	4.2%	
Total(n)	2	15	39	0	7	15	2	8	24	
Mean	2.00	2.47	2.79	.	2.29	2.53	2.00	2.63	2.96	
Standard deviation	0.00	0.83	0.86	.	0.76	0.83	0.00	0.92	0.86	
Significance	-			-			-			
Effect size	-	-0.57	-0.92	-			-	-0.68	-1.12	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	0.0%	22.2%	43.2%	0.0%	40.0%	57.1%	0.0%	0.0%	30.4%	
Agree somewhat	100.0%	50.0%	40.9%	0.0%	50.0%	38.1%	100.0%	50.0%	43.5%	
Disagree somewhat	0.0%	16.7%	11.4%	0.0%	10.0%	4.8%	0.0%	25.0%	17.4%	
Strongly disagree	0.0%	11.1%	4.5%	0.0%	0.0%	0.0%	0.0%	25.0%	8.7%	
Total(n)	1	18	44	0	10	21	1	8	23	
Mean	3.00	2.83	3.23	.	3.30	3.52	3.00	2.25	2.96	

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Other Respondents

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	
Standard deviation	.	0.92	0.83	.	0.67	0.60	.	0.89	0.93	
Significance	-			-			-			
Effect size	-	0.18	-0.28	-			-	0.84	0.04	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	50.0%	29.4%	41.5%	0.0%	25.0%	37.5%	50.0%	33.3%	44.0%	
Agree somewhat	50.0%	41.2%	17.1%	0.0%	37.5%	18.8%	50.0%	44.4%	16.0%	
Disagree somewhat	0.0%	29.4%	34.1%	0.0%	37.5%	43.8%	0.0%	22.2%	28.0%	
Strongly disagree	0.0%	0.0%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	
Total(n)	2	17	41	0	8	16	2	9	25	
Mean	3.50	3.00	2.93	.	2.88	2.94	3.50	3.11	2.92	
Standard deviation	0.71	0.79	1.03	.	0.83	0.93	0.71	0.78	1.12	
Significance	-			-			-			
Effect size	-	0.63	0.55	-			-	0.50	0.52	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Strongly agree	0.0%	6.7%	17.9%	0.0%	0.0%	29.4%	0.0%	12.5%	9.1%	
Agree somewhat	100.0%	60.0%	53.8%	0.0%	71.4%	58.8%	100.0%	50.0%	50.0%	
Disagree somewhat	0.0%	13.3%	17.9%	0.0%	14.3%	5.9%	0.0%	12.5%	27.3%	
Strongly disagree	0.0%	20.0%	10.3%	0.0%	14.3%	5.9%	0.0%	25.0%	13.6%	
Total(n)	1	15	39	0	7	17	1	8	22	
Mean	3.00	2.53	2.79	.	2.57	3.12	3.00	2.50	2.55	
Standard deviation	.	0.92	0.86	.	0.79	0.78	.	1.07	0.86	
Significance	-			-			-			
Effect size	-	0.51	0.24	-			-	0.47	0.52	
Student Affairs staff have the support and respect of faculty										
Strongly agree	100.0%	26.7%	25.6%	0.0%	14.3%	29.4%	100.0%	37.5%	22.7%	
Agree somewhat	0.0%	73.3%	69.2%	0.0%	85.7%	70.6%	0.0%	62.5%	68.2%	
Disagree somewhat	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	
Strongly disagree	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	
Total(n)	1	15	39	0	7	17	1	8	22	
Mean	4.00	3.27	3.18	.	3.14	3.29	4.00	3.38	3.09	
Standard deviation	.	0.46	0.60	.	0.38	0.47	.	0.52	0.68	
Significance	-			-			-			
Effect size	-	1.59	1.37	-			-	1.19	1.34	
There is a lot of campus racial conflict here										
Strongly agree	0.0%	6.7%	5.3%	0.0%	0.0%	6.3%	0.0%	12.5%	4.5%	
Agree somewhat	100.0%	13.3%	15.8%	0.0%	0.0%	6.3%	100.0%	25.0%	22.7%	
Disagree somewhat	0.0%	53.3%	50.0%	0.0%	57.1%	37.5%	0.0%	50.0%	59.1%	
Strongly disagree	0.0%	26.7%	28.9%	0.0%	42.9%	50.0%	0.0%	12.5%	13.6%	
Total(n)	1	15	38	0	7	16	1	8	22	
Mean	3.00	2.00	1.97	.	1.57	1.69	3.00	2.38	2.18	

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Other Respondents

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	
Standard deviation	.	0.85	0.82	.	0.53	0.87	.	0.92	0.73	
Significance	-			-			-			
Effect size	-	1.18	1.26	-			-	0.67	1.12	
My research is valued by faculty in my department										
Strongly agree	0.0%	31.3%	28.9%	0.0%	50.0%	41.2%	0.0%	12.5%	19.0%	
Agree somewhat	0.0%	43.8%	34.2%	0.0%	37.5%	41.2%	0.0%	50.0%	28.6%	
Disagree somewhat	100.0%	12.5%	15.8%	0.0%	0.0%	0.0%	100.0%	25.0%	28.6%	
Strongly disagree	0.0%	12.5%	21.1%	0.0%	12.5%	17.6%	0.0%	12.5%	23.8%	
Total(n)	1	16	38	0	8	17	1	8	21	
Mean	2.00	2.94	2.71	.	3.25	3.06	2.00	2.63	2.43	
Standard deviation	.	1.00	1.11	.	1.04	1.09	.	0.92	1.08	
Significance	-			-			-			
Effect size	-	-0.94	-0.64	-			-	-0.68	-0.40	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	0.0%	33.3%	44.4%	0.0%	40.0%	40.0%	0.0%	28.6%	47.6%	
Agree somewhat	0.0%	25.0%	27.8%	0.0%	40.0%	46.7%	0.0%	14.3%	14.3%	
Disagree somewhat	0.0%	33.3%	16.7%	0.0%	20.0%	6.7%	0.0%	42.9%	23.8%	
Strongly disagree	0.0%	8.3%	11.1%	0.0%	0.0%	6.7%	0.0%	14.3%	14.3%	
Total(n)	0	12	36	0	5	15	0	7	21	
Mean	.	2.83	3.06	.	3.20	3.20	.	2.57	2.95	
Standard deviation	.	1.03	1.04	.	0.84	0.86	.	1.13	1.16	
Significance	-			-			-			
Effect size	-			-			-			
My service is valued by faculty in my department										
Strongly agree	0.0%	37.5%	45.0%	0.0%	62.5%	57.9%	0.0%	12.5%	33.3%	
Agree somewhat	0.0%	50.0%	40.0%	0.0%	37.5%	36.8%	0.0%	62.5%	42.9%	
Disagree somewhat	100.0%	6.3%	7.5%	0.0%	0.0%	0.0%	100.0%	12.5%	14.3%	
Strongly disagree	0.0%	6.3%	7.5%	0.0%	0.0%	5.3%	0.0%	12.5%	9.5%	
Total(n)	1	16	40	0	8	19	1	8	21	
Mean	2.00	3.19	3.23	.	3.63	3.47	2.00	2.75	3.00	
Standard deviation	.	0.83	0.89	.	0.52	0.77	.	0.89	0.95	
Significance	-			-			-			
Effect size	-	-1.43	-1.38	-			-	-0.84	-1.05	
Faculty are sufficiently involved in campus decision making										
Strongly agree	0.0%	6.7%	13.5%	0.0%	14.3%	20.0%	0.0%	0.0%	9.1%	
Agree somewhat	100.0%	53.3%	43.2%	0.0%	71.4%	46.7%	100.0%	37.5%	40.9%	
Disagree somewhat	0.0%	13.3%	24.3%	0.0%	14.3%	26.7%	0.0%	12.5%	22.7%	
Strongly disagree	0.0%	26.7%	18.9%	0.0%	0.0%	6.7%	0.0%	50.0%	27.3%	
Total(n)	1	15	37	0	7	15	1	8	22	
Mean	3.00	2.40	2.51	.	3.00	2.80	3.00	1.88	2.32	
Standard deviation	.	0.99	0.96	.	0.58	0.86	.	0.99	0.99	
Significance	-			-			-			

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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	-	0.61	0.51	-			-	1.13	0.69	
The faculty are typically at odds with campus administration										
Strongly agree	0.0%	6.7%	7.9%	0.0%	0.0%	5.9%	0.0%	12.5%	9.5%	
Agree somewhat	100.0%	26.7%	36.8%	0.0%	0.0%	35.3%	100.0%	50.0%	38.1%	
Disagree somewhat	0.0%	60.0%	39.5%	0.0%	85.7%	41.2%	0.0%	37.5%	38.1%	
Strongly disagree	0.0%	6.7%	15.8%	0.0%	14.3%	17.6%	0.0%	0.0%	14.3%	
Total(n)	1	15	38	0	7	17	1	8	21	
Mean	3.00	2.33	2.37	.	1.86	2.29	3.00	2.75	2.43	
Standard deviation	.	0.72	0.85	.	0.38	0.85	.	0.71	0.87	
Significance	-			-			-			
Effect size	-	0.93	0.74	-			-	0.35	0.66	
Faculty here respect each other										
Strongly agree	0.0%	21.4%	27.5%	0.0%	33.3%	35.3%	0.0%	12.5%	21.7%	
Agree somewhat	0.0%	57.1%	62.5%	0.0%	66.7%	64.7%	0.0%	50.0%	60.9%	
Disagree somewhat	100.0%	21.4%	10.0%	0.0%	0.0%	0.0%	100.0%	37.5%	17.4%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	14	40	0	6	17	1	8	23	
Mean	2.00	3.00	3.18	.	3.33	3.35	2.00	2.75	3.04	
Standard deviation	.	0.68	0.59	.	0.52	0.49	.	0.71	0.64	
Significance	-			-			-			
Effect size	-	-1.47	-2.00	-			-	-1.06	-1.63	
Administrators consider faculty concerns when making policy										
Strongly agree	0.0%	6.7%	15.4%	0.0%	14.3%	25.0%	0.0%	0.0%	8.7%	
Agree somewhat	100.0%	60.0%	59.0%	0.0%	71.4%	62.5%	100.0%	50.0%	56.5%	
Disagree somewhat	0.0%	20.0%	15.4%	0.0%	14.3%	12.5%	0.0%	25.0%	17.4%	
Strongly disagree	0.0%	13.3%	10.3%	0.0%	0.0%	0.0%	0.0%	25.0%	17.4%	
Total(n)	1	15	39	0	7	16	1	8	23	
Mean	3.00	2.60	2.79	.	3.00	3.13	3.00	2.25	2.57	
Standard deviation	.	0.83	0.83	.	0.58	0.62	.	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.48	0.25	-			-	0.84	0.48	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Strongly agree	0.0%	14.3%	26.3%	0.0%	16.7%	33.3%	0.0%	12.5%	21.7%	
Agree somewhat	0.0%	42.9%	44.7%	0.0%	66.7%	60.0%	0.0%	25.0%	34.8%	
Disagree somewhat	100.0%	28.6%	23.7%	0.0%	16.7%	6.7%	100.0%	37.5%	34.8%	
Strongly disagree	0.0%	14.3%	5.3%	0.0%	0.0%	0.0%	0.0%	25.0%	8.7%	
Total(n)	1	14	38	0	6	15	1	8	23	
Mean	2.00	2.57	2.92	.	3.00	3.27	2.00	2.25	2.70	
Standard deviation	.	0.94	0.85	.	0.63	0.59	.	1.04	0.93	
Significance	-			-			-			
Effect size	-	-0.61	-1.08	-			-	-0.24	-0.75	

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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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	0.0%	42.9%	25.6%	0.0%	42.9%	27.8%	0.0%	42.9%	23.8%	
Agree somewhat	0.0%	35.7%	33.3%	0.0%	28.6%	33.3%	0.0%	42.9%	33.3%	
Disagree somewhat	100.0%	14.3%	30.8%	0.0%	14.3%	33.3%	100.0%	14.3%	28.6%	
Strongly disagree	0.0%	7.1%	10.3%	0.0%	14.3%	5.6%	0.0%	0.0%	14.3%	
Total(n)	1	14	39	0	7	18	1	7	21	
Mean	2.00	3.14	2.74	.	3.00	2.83	2.00	3.29	2.67	
Standard deviation	.	0.95	0.97	.	1.15	0.92	.	0.76	1.02	
Significance	-			-			-			
Effect size	-	-1.20	-0.76	-			-	-1.70	-0.66	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	0.0%	0.0%	11.1%	0.0%	0.0%	20.0%	0.0%	0.0%	4.8%	
Agree somewhat	0.0%	9.1%	16.7%	0.0%	0.0%	13.3%	0.0%	14.3%	19.0%	
Disagree somewhat	0.0%	45.5%	38.9%	0.0%	50.0%	40.0%	0.0%	42.9%	38.1%	
Strongly disagree	0.0%	45.5%	33.3%	0.0%	50.0%	26.7%	0.0%	42.9%	38.1%	
Total(n)	0	11	36	0	4	15	0	7	21	
Mean	.	1.64	2.06	.	1.50	2.27	.	1.71	1.90	
Standard deviation	.	0.67	0.98	.	0.58	1.10	.	0.76	0.89	
Significance	-			-			-			
Effect size	-			-			-			
There is adequate support for faculty development										
Strongly agree	0.0%	31.3%	26.2%	0.0%	37.5%	36.8%	0.0%	25.0%	17.4%	
Agree somewhat	100.0%	56.3%	50.0%	0.0%	62.5%	52.6%	100.0%	50.0%	47.8%	
Disagree somewhat	0.0%	12.5%	19.0%	0.0%	0.0%	10.5%	0.0%	25.0%	26.1%	
Strongly disagree	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	8.7%	
Total(n)	1	16	42	0	8	19	1	8	23	
Mean	3.00	3.19	2.98	.	3.38	3.26	3.00	3.00	2.74	
Standard deviation	.	0.66	0.81	.	0.52	0.65	.	0.76	0.86	
Significance	-			-			-			
Effect size	-	-0.29	0.02	-			-	0.00	0.30	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	0.0%	14.3%	10.3%	0.0%	16.7%	12.5%	0.0%	12.5%	8.7%	
Agree somewhat	100.0%	50.0%	38.5%	0.0%	50.0%	37.5%	100.0%	50.0%	39.1%	
Disagree somewhat	0.0%	28.6%	43.6%	0.0%	33.3%	43.8%	0.0%	25.0%	43.5%	
Strongly disagree	0.0%	7.1%	7.7%	0.0%	0.0%	6.3%	0.0%	12.5%	8.7%	
Total(n)	1	14	39	0	6	16	1	8	23	
Mean	3.00	2.71	2.51	.	2.83	2.56	3.00	2.63	2.48	
Standard deviation	.	0.83	0.79	.	0.75	0.81	.	0.92	0.79	
Significance	-			-			-			
Effect size	-	0.35	0.62	-			-	0.40	0.66	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	0.0%	26.7%	13.2%	0.0%	25.0%	17.6%	0.0%	28.6%	9.5%	
Agree somewhat	0.0%	46.7%	42.1%	0.0%	50.0%	47.1%	0.0%	42.9%	38.1%	
Disagree somewhat	100.0%	20.0%	34.2%	0.0%	25.0%	35.3%	100.0%	14.3%	33.3%	

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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	
Strongly disagree	0.0%	6.7%	10.5%	0.0%	0.0%	0.0%	0.0%	14.3%	19.0%	
Total(n)	1	15	38	0	8	17	1	7	21	
Mean	2.00	2.93	2.58	.	3.00	2.82	2.00	2.86	2.38	
Standard deviation	.	0.88	0.86	.	0.76	0.73	.	1.07	0.92	
Significance	-			-			-			
Effect size	-	-1.06	-0.67	-			-	-0.80	-0.41	
Faculty of color are treated fairly here										
Strongly agree	0.0%	25.0%	30.6%	0.0%	40.0%	57.1%	0.0%	14.3%	13.6%	
Agree somewhat	0.0%	41.7%	38.9%	0.0%	60.0%	35.7%	0.0%	28.6%	40.9%	
Disagree somewhat	100.0%	16.7%	25.0%	0.0%	0.0%	7.1%	100.0%	28.6%	36.4%	
Strongly disagree	0.0%	16.7%	5.6%	0.0%	0.0%	0.0%	0.0%	28.6%	9.1%	
Total(n)	1	12	36	0	5	14	1	7	22	
Mean	2.00	2.75	2.94	.	3.40	3.50	2.00	2.29	2.59	
Standard deviation	.	1.06	0.89	.	0.55	0.65	.	1.11	0.85	
Significance	-			-			-			
Effect size	-	-0.71	-1.06	-			-	-0.26	-0.69	
Women faculty are treated fairly here										
Strongly agree	0.0%	28.6%	35.9%	0.0%	50.0%	68.8%	0.0%	12.5%	13.0%	
Agree somewhat	100.0%	35.7%	33.3%	0.0%	33.3%	25.0%	100.0%	37.5%	39.1%	
Disagree somewhat	0.0%	14.3%	23.1%	0.0%	16.7%	6.3%	0.0%	12.5%	34.8%	
Strongly disagree	0.0%	21.4%	7.7%	0.0%	0.0%	0.0%	0.0%	37.5%	13.0%	
Total(n)	1	14	39	0	6	16	1	8	23	
Mean	3.00	2.71	2.97	.	3.33	3.63	3.00	2.25	2.52	
Standard deviation	.	1.14	0.96	.	0.82	0.62	.	1.16	0.90	
Significance	-			-			-			
Effect size	-	0.25	0.03	-			-	0.65	0.53	
LGBTQ faculty are treated fairly here										
Strongly agree	0.0%	0.0%	20.6%	0.0%	0.0%	41.7%	0.0%	0.0%	9.1%	
Agree somewhat	100.0%	41.7%	35.3%	0.0%	40.0%	33.3%	100.0%	42.9%	36.4%	
Disagree somewhat	0.0%	16.7%	26.5%	0.0%	40.0%	16.7%	0.0%	0.0%	31.8%	
Strongly disagree	0.0%	41.7%	17.6%	0.0%	20.0%	8.3%	0.0%	57.1%	22.7%	
Total(n)	1	12	34	0	5	12	1	7	22	
Mean	3.00	2.00	2.59	.	2.20	3.08	3.00	1.86	2.32	
Standard deviation	.	0.95	1.02	.	0.84	1.00	.	1.07	0.95	
Significance	-			-			-			
Effect size	-	1.05	0.40	-			-	1.07	0.72	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	0.0%	33.3%	30.0%	0.0%	57.1%	50.0%	0.0%	12.5%	13.6%	
High priority	0.0%	33.3%	32.5%	0.0%	14.3%	16.7%	0.0%	50.0%	45.5%	
Medium priority	0.0%	6.7%	22.5%	0.0%	0.0%	22.2%	0.0%	12.5%	22.7%	
Low priority	100.0%	26.7%	15.0%	0.0%	28.6%	11.1%	100.0%	25.0%	18.2%	
Total(n)	1	15	40	0	7	18	1	8	22	

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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	
Mean	1.00	2.73	2.78	.	3.00	3.06	1.00	2.50	2.55	
Standard deviation	.	1.22	1.05	.	1.41	1.11	.	1.07	0.96	
Significance	-			-			-			
Effect size	-	-1.42	-1.70	-			-	-1.40	-1.61	
Indicate how important you believe each priority listed below is at your college or university:										
To develop a sense of community among students and faculty										
Highest priority	0.0%	18.8%	30.0%	0.0%	25.0%	42.1%	0.0%	12.5%	19.0%	
High priority	100.0%	43.8%	45.0%	0.0%	37.5%	31.6%	100.0%	50.0%	57.1%	
Medium priority	0.0%	37.5%	22.5%	0.0%	37.5%	26.3%	0.0%	37.5%	19.0%	
Low priority	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	
Total(n)	1	16	40	0	8	19	1	8	21	
Mean	3.00	2.81	3.03	.	2.88	3.16	3.00	2.75	2.90	
Standard deviation	.	0.75	0.80	.	0.83	0.83	.	0.71	0.77	
Significance	-			-			-			
Effect size	-	0.25	-0.04	-			-	0.35	0.13	
To facilitate student involvement in community service										
Highest priority	0.0%	20.0%	30.8%	0.0%	28.6%	38.9%	0.0%	12.5%	23.8%	
High priority	100.0%	53.3%	38.5%	0.0%	28.6%	27.8%	100.0%	75.0%	47.6%	
Medium priority	0.0%	20.0%	25.6%	0.0%	28.6%	27.8%	0.0%	12.5%	23.8%	
Low priority	0.0%	6.7%	5.1%	0.0%	14.3%	5.6%	0.0%	0.0%	4.8%	
Total(n)	1	15	39	0	7	18	1	8	21	
Mean	3.00	2.87	2.95	.	2.71	3.00	3.00	3.00	2.90	
Standard deviation	.	0.83	0.89	.	1.11	0.97	.	0.53	0.83	
Significance	-			-			-			
Effect size	-	0.16	0.06	-			-	0.00	0.12	
To help students learn how to bring about change in society										
Highest priority	0.0%	31.3%	35.7%	0.0%	37.5%	40.0%	0.0%	25.0%	31.8%	
High priority	100.0%	31.3%	33.3%	0.0%	12.5%	15.0%	100.0%	50.0%	50.0%	
Medium priority	0.0%	25.0%	23.8%	0.0%	37.5%	40.0%	0.0%	12.5%	9.1%	
Low priority	0.0%	12.5%	7.1%	0.0%	12.5%	5.0%	0.0%	12.5%	9.1%	
Total(n)	1	16	42	0	8	20	1	8	22	
Mean	3.00	2.81	2.98	.	2.75	2.90	3.00	2.88	3.05	
Standard deviation	.	1.05	0.95	.	1.16	1.02	.	0.99	0.90	
Significance	-			-			-			
Effect size	-	0.18	0.02	-			-	0.12	-0.06	
To increase or maintain institutional prestige										
Highest priority	100.0%	26.7%	30.8%	0.0%	28.6%	35.3%	100.0%	25.0%	27.3%	
High priority	0.0%	40.0%	30.8%	0.0%	57.1%	35.3%	0.0%	25.0%	27.3%	
Medium priority	0.0%	33.3%	30.8%	0.0%	14.3%	23.5%	0.0%	50.0%	36.4%	
Low priority	0.0%	0.0%	7.7%	0.0%	0.0%	5.9%	0.0%	0.0%	9.1%	
Total(n)	1	15	39	0	7	17	1	8	22	
Mean	4.00	2.93	2.85	.	3.14	3.00	4.00	2.75	2.73	
Standard deviation	.	0.80	0.96	.	0.69	0.94	.	0.89	0.98	

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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	
Significance	-			-			-			
Effect size	-	1.34	1.20	-			-	1.40	1.30	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	0.0%	12.5%	9.8%	0.0%	0.0%	10.0%	0.0%	25.0%	9.5%	
High priority	100.0%	25.0%	24.4%	0.0%	25.0%	20.0%	100.0%	25.0%	28.6%	
Medium priority	0.0%	37.5%	41.5%	0.0%	50.0%	40.0%	0.0%	25.0%	42.9%	
Low priority	0.0%	25.0%	24.4%	0.0%	25.0%	30.0%	0.0%	25.0%	19.0%	
Total(n)	1	16	41	0	8	20	1	8	21	
Mean	3.00	2.25	2.20	.	2.00	2.10	3.00	2.50	2.29	
Standard deviation	.	1.00	0.93	.	0.76	0.97	.	1.20	0.90	
Significance	-			-			-			
Effect size	-	0.75	0.86	-			-	0.42	0.79	
To recruit more minority students										
Highest priority	0.0%	0.0%	25.0%	0.0%	0.0%	33.3%	0.0%	0.0%	18.2%	
High priority	100.0%	40.0%	25.0%	0.0%	42.9%	16.7%	100.0%	37.5%	31.8%	
Medium priority	0.0%	40.0%	35.0%	0.0%	57.1%	44.4%	0.0%	25.0%	27.3%	
Low priority	0.0%	20.0%	15.0%	0.0%	0.0%	5.6%	0.0%	37.5%	22.7%	
Total(n)	1	15	40	0	7	18	1	8	22	
Mean	3.00	2.20	2.60	.	2.43	2.78	3.00	2.00	2.45	
Standard deviation	.	0.77	1.03	.	0.53	1.00	.	0.93	1.06	
Significance	-			-			-			
Effect size	-	1.04	0.39	-			-	1.08	0.52	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	0.0%	25.0%	17.5%	0.0%	25.0%	26.3%	0.0%	25.0%	9.5%	
High priority	0.0%	37.5%	25.0%	0.0%	37.5%	26.3%	0.0%	37.5%	23.8%	
Medium priority	100.0%	25.0%	45.0%	0.0%	37.5%	31.6%	100.0%	12.5%	57.1%	
Low priority	0.0%	12.5%	12.5%	0.0%	0.0%	15.8%	0.0%	25.0%	9.5%	
Total(n)	1	16	40	0	8	19	1	8	21	
Mean	2.00	2.75	2.48	.	2.88	2.63	2.00	2.63	2.33	
Standard deviation	.	1.00	0.93	.	0.83	1.07	.	1.19	0.80	
Significance	-			-			-			
Effect size	-	-0.75	-0.52	-			-	-0.53	-0.41	
To promote gender diversity in the faculty and administration										
Highest priority	0.0%	0.0%	18.4%	0.0%	0.0%	23.5%	0.0%	0.0%	14.3%	
High priority	0.0%	33.3%	21.1%	0.0%	42.9%	17.6%	0.0%	25.0%	23.8%	
Medium priority	0.0%	26.7%	39.5%	0.0%	28.6%	47.1%	0.0%	25.0%	33.3%	
Low priority	100.0%	40.0%	21.1%	0.0%	28.6%	11.8%	100.0%	50.0%	28.6%	
Total(n)	1	15	38	0	7	17	1	8	21	
Mean	1.00	1.93	2.37	.	2.14	2.53	1.00	1.75	2.24	
Standard deviation	.	0.88	1.02	.	0.90	1.01	.	0.89	1.04	
Significance	-			-			-			

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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	-	-1.06	-1.34	-			-	-0.84	-1.19	
Indicate how important you believe each priority listed below is at your college or university:										
To promote racial and ethnic diversity in the faculty and administration										
Highest priority	0.0%	0.0%	22.0%	0.0%	0.0%	25.0%	0.0%	0.0%	19.0%	
High priority	0.0%	31.3%	26.8%	0.0%	37.5%	20.0%	0.0%	25.0%	33.3%	
Medium priority	0.0%	18.8%	29.3%	0.0%	25.0%	40.0%	0.0%	12.5%	19.0%	
Low priority	100.0%	50.0%	22.0%	0.0%	37.5%	15.0%	100.0%	62.5%	28.6%	
Total(n)	1	16	41	0	8	20	1	8	21	
Mean	1.00	1.81	2.49	.	2.00	2.55	1.00	1.63	2.43	
Standard deviation	.	0.91	1.08	.	0.93	1.05	.	0.92	1.12	
Significance	-			-			-			
Effect size	-	-0.89	-1.38	-			-	-0.68	-1.28	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	0.0%	0.0%	13.5%	0.0%	0.0%	25.0%	0.0%	0.0%	4.8%	
High priority	0.0%	35.7%	35.1%	0.0%	42.9%	31.3%	0.0%	28.6%	38.1%	
Medium priority	0.0%	50.0%	35.1%	0.0%	42.9%	31.3%	0.0%	57.1%	38.1%	
Low priority	0.0%	14.3%	16.2%	0.0%	14.3%	12.5%	0.0%	14.3%	19.0%	
Total(n)	0	14	37	0	7	16	0	7	21	
Mean	.	2.21	2.46	.	2.29	2.69	.	2.14	2.29	
Standard deviation	.	0.70	0.93	.	0.76	1.01	.	0.69	0.85	
Significance	-			-			-			
Effect size	-			-			-			
To create and sustain partnerships with surrounding communities										
Highest priority	0.0%	6.3%	19.5%	0.0%	0.0%	21.1%	0.0%	12.5%	18.2%	
High priority	0.0%	37.5%	39.0%	0.0%	50.0%	31.6%	0.0%	25.0%	45.5%	
Medium priority	0.0%	37.5%	24.4%	0.0%	25.0%	31.6%	0.0%	50.0%	18.2%	
Low priority	100.0%	18.8%	17.1%	0.0%	25.0%	15.8%	100.0%	12.5%	18.2%	
Total(n)	1	16	41	0	8	19	1	8	22	
Mean	1.00	2.31	2.61	.	2.25	2.58	1.00	2.38	2.64	
Standard deviation	.	0.87	1.00	.	0.89	1.02	.	0.92	1.00	
Significance	-			-			-			
Effect size	-	-1.51	-1.61	-			-	-1.50	-1.64	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	100.0%	26.7%	26.3%	0.0%	28.6%	37.5%	100.0%	25.0%	18.2%	
High priority	0.0%	26.7%	28.9%	0.0%	28.6%	25.0%	0.0%	25.0%	31.8%	
Medium priority	0.0%	40.0%	31.6%	0.0%	42.9%	31.3%	0.0%	37.5%	31.8%	
Low priority	0.0%	6.7%	13.2%	0.0%	0.0%	6.3%	0.0%	12.5%	18.2%	
Total(n)	1	15	38	0	7	16	1	8	22	
Mean	4.00	2.73	2.68	.	2.86	2.94	4.00	2.63	2.50	

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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	
Standard deviation	.	0.96	1.02	.	0.90	1.00	.	1.06	1.01	
Significance	-			-			-			
Effect size	-	1.32	1.29	-			-	1.29	1.49	
To strengthen links with the for-profit, corporate sector										
Highest priority	0.0%	6.3%	12.8%	0.0%	0.0%	11.1%	0.0%	12.5%	14.3%	
High priority	100.0%	31.3%	38.5%	0.0%	50.0%	44.4%	100.0%	12.5%	33.3%	
Medium priority	0.0%	43.8%	33.3%	0.0%	37.5%	33.3%	0.0%	50.0%	33.3%	
Low priority	0.0%	18.8%	15.4%	0.0%	12.5%	11.1%	0.0%	25.0%	19.0%	
Total(n)	1	16	39	0	8	18	1	8	21	
Mean	3.00	2.25	2.49	.	2.38	2.56	3.00	2.13	2.43	
Standard deviation	.	0.86	0.91	.	0.74	0.86	.	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.87	0.56	-			-	0.88	0.58	
To develop leadership ability among students										
Highest priority	100.0%	35.7%	32.4%	0.0%	42.9%	37.5%	100.0%	28.6%	28.6%	
High priority	0.0%	64.3%	56.8%	0.0%	57.1%	56.3%	0.0%	71.4%	57.1%	
Medium priority	0.0%	0.0%	10.8%	0.0%	0.0%	6.3%	0.0%	0.0%	14.3%	
Low priority	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	14	37	0	7	16	1	7	21	
Mean	4.00	3.36	3.22	.	3.43	3.31	4.00	3.29	3.14	
Standard deviation	.	0.50	0.63	.	0.53	0.60	.	0.49	0.65	
Significance	-			-			-			
Effect size	-	1.28	1.24	-			-	1.45	1.32	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	0.0%	12.5%	36.6%	0.0%	12.5%	36.8%	0.0%	12.5%	36.4%	
High priority	0.0%	37.5%	39.0%	0.0%	50.0%	42.1%	0.0%	25.0%	36.4%	
Medium priority	0.0%	18.8%	12.2%	0.0%	0.0%	5.3%	0.0%	37.5%	18.2%	
Low priority	100.0%	31.3%	12.2%	0.0%	37.5%	15.8%	100.0%	25.0%	9.1%	
Total(n)	1	16	41	0	8	19	1	8	22	
Mean	1.00	2.31	3.00	.	2.38	3.00	1.00	2.25	3.00	
Standard deviation	.	1.08	1.00	.	1.19	1.05	.	1.04	0.98	
Significance	-			-			-			
Effect size	-	-1.21	-2.00	-			-	-1.20	-2.04	
To prepare students for the workplace										
Highest priority	0.0%	46.7%	42.5%	0.0%	42.9%	44.4%	0.0%	50.0%	40.9%	
High priority	100.0%	46.7%	42.5%	0.0%	42.9%	33.3%	100.0%	50.0%	50.0%	
Medium priority	0.0%	6.7%	15.0%	0.0%	14.3%	22.2%	0.0%	0.0%	9.1%	
Low priority	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	15	40	0	7	18	1	8	22	
Mean	3.00	3.40	3.28	.	3.29	3.22	3.00	3.50	3.32	
Standard deviation	.	0.63	0.72	.	0.76	0.81	.	0.53	0.65	
Significance	-			-			-			

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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	-	-0.63	-0.39	-			-	-0.94	-0.49	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	0.0%	23.1%	27.0%	0.0%	33.3%	33.3%	0.0%	14.3%	22.7%	
To a large extent	0.0%	15.4%	24.3%	0.0%	33.3%	26.7%	0.0%	0.0%	22.7%	
To some extent	0.0%	23.1%	21.6%	0.0%	0.0%	13.3%	0.0%	42.9%	27.3%	
To a small extent	100.0%	15.4%	13.5%	0.0%	0.0%	6.7%	100.0%	28.6%	18.2%	
Not at all	0.0%	23.1%	13.5%	0.0%	33.3%	20.0%	0.0%	14.3%	9.1%	
Total(n)	1	13	37	0	6	15	1	7	22	
Mean	2.00	3.00	3.38	.	3.33	3.47	2.00	2.71	3.32	
Standard deviation	.	1.53	1.38	.	1.86	1.55	.	1.25	1.29	
Significance	-			-			-			
Effect size	-	-0.65	-1.00	-			-	-0.57	-1.02	
Experience close alignment between your work and your personal values										
To a very large extent	0.0%	42.9%	48.7%	0.0%	57.1%	52.9%	0.0%	28.6%	45.5%	
To a large extent	0.0%	28.6%	33.3%	0.0%	28.6%	29.4%	0.0%	28.6%	36.4%	
To some extent	0.0%	14.3%	10.3%	0.0%	14.3%	11.8%	0.0%	14.3%	9.1%	
To a small extent	0.0%	7.1%	2.6%	0.0%	0.0%	0.0%	0.0%	14.3%	4.5%	
Not at all	100.0%	7.1%	5.1%	0.0%	0.0%	5.9%	100.0%	14.3%	4.5%	
Total(n)	1	14	39	0	7	17	1	7	22	
Mean	1.00	3.93	4.18	.	4.43	4.24	1.00	3.43	4.14	
Standard deviation	.	1.27	1.07	.	0.79	1.09	.	1.51	1.08	
Significance	-			-			-			
Effect size	-	-2.31	-2.97	-			-	-1.61	-2.91	
Mentor faculty										
To a very large extent	0.0%	0.0%	11.1%	0.0%	0.0%	13.3%	0.0%	0.0%	9.5%	
To a large extent	0.0%	7.7%	11.1%	0.0%	0.0%	0.0%	0.0%	14.3%	19.0%	
To some extent	0.0%	23.1%	27.8%	0.0%	33.3%	33.3%	0.0%	14.3%	23.8%	
To a small extent	0.0%	15.4%	11.1%	0.0%	16.7%	13.3%	0.0%	14.3%	9.5%	
Not at all	100.0%	53.8%	38.9%	0.0%	50.0%	40.0%	100.0%	57.1%	38.1%	
Total(n)	1	13	36	0	6	15	1	7	21	
Mean	1.00	1.85	2.44	.	1.83	2.33	1.00	1.86	2.52	
Standard deviation	.	1.07	1.40	.	0.98	1.40	.	1.21	1.44	
Significance	-			-			-			
Effect size	-	-0.79	-1.03	-			-	-0.71	-1.06	
Mentor undergraduate students										
To a very large extent	0.0%	0.0%	17.6%	0.0%	0.0%	20.0%	0.0%	0.0%	15.8%	
To a large extent	0.0%	15.4%	11.8%	0.0%	16.7%	20.0%	0.0%	14.3%	5.3%	
To some extent	0.0%	38.5%	26.5%	0.0%	33.3%	26.7%	0.0%	42.9%	26.3%	
To a small extent	0.0%	30.8%	14.7%	0.0%	33.3%	13.3%	0.0%	28.6%	15.8%	
Not at all	100.0%	15.4%	29.4%	0.0%	16.7%	20.0%	100.0%	14.3%	36.8%	
Total(n)	1	13	34	0	6	15	1	7	19	
Mean	1.00	2.54	2.74	.	2.50	3.07	1.00	2.57	2.47	

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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	
Standard deviation	.	0.97	1.46	.	1.05	1.44	.	0.98	1.47	
Significance	-			-			-			
Effect size	-	-1.59	-1.19	-			-	-1.60	-1.00	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	0.0%	7.7%	22.2%	0.0%	0.0%	20.0%	0.0%	14.3%	23.8%	
To a large extent	0.0%	0.0%	8.3%	0.0%	0.0%	6.7%	0.0%	0.0%	9.5%	
To some extent	0.0%	15.4%	16.7%	0.0%	33.3%	26.7%	0.0%	0.0%	9.5%	
To a small extent	0.0%	46.2%	22.2%	0.0%	33.3%	13.3%	0.0%	57.1%	28.6%	
Not at all	100.0%	30.8%	30.6%	0.0%	33.3%	33.3%	100.0%	28.6%	28.6%	
Total(n)	1	13	36	0	6	15	1	7	21	
Mean	1.00	2.08	2.69	.	2.00	2.67	1.00	2.14	2.71	
Standard deviation	.	1.12	1.55	.	0.89	1.54	.	1.35	1.59	
Significance	-			-			-			
Effect size	-	-0.96	-1.09	-			-	-0.84	-1.08	
Been mentored by at least one professional in academia										
To a very large extent	100.0%	35.7%	25.6%	0.0%	28.6%	23.5%	100.0%	42.9%	27.3%	
To a large extent	0.0%	14.3%	15.4%	0.0%	14.3%	11.8%	0.0%	14.3%	18.2%	
To some extent	0.0%	28.6%	25.6%	0.0%	57.1%	41.2%	0.0%	0.0%	13.6%	
To a small extent	0.0%	7.1%	15.4%	0.0%	0.0%	5.9%	0.0%	14.3%	22.7%	
Not at all	0.0%	14.3%	17.9%	0.0%	0.0%	17.6%	0.0%	28.6%	18.2%	
Total(n)	1	14	39	0	7	17	1	7	22	
Mean	5.00	3.50	3.15	.	3.71	3.18	5.00	3.29	3.14	
Standard deviation	.	1.45	1.44	.	0.95	1.38	.	1.89	1.52	
Significance	-			-			-			
Effect size	-	1.03	1.28	-			-	0.90	1.22	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	0.0%	15.4%	10.8%	0.0%	16.7%	13.3%	0.0%	14.3%	9.1%	
To a large extent	0.0%	7.7%	13.5%	0.0%	16.7%	20.0%	0.0%	0.0%	9.1%	
To some extent	0.0%	15.4%	24.3%	0.0%	33.3%	33.3%	0.0%	0.0%	18.2%	
To a small extent	0.0%	15.4%	10.8%	0.0%	16.7%	6.7%	0.0%	14.3%	13.6%	
Not at all	100.0%	46.2%	40.5%	0.0%	16.7%	26.7%	100.0%	71.4%	50.0%	
Total(n)	1	13	37	0	6	15	1	7	22	
Mean	1.00	2.31	2.43	.	3.00	2.87	1.00	1.71	2.14	
Standard deviation	.	1.55	1.42	.	1.41	1.41	.	1.50	1.39	
Significance	-			-			-			
Effect size	-	-0.85	-1.01	-			-	-0.47	-0.82	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	
To a large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To some extent	0.0%	0.0%	10.5%	0.0%	0.0%	12.5%	0.0%	0.0%	9.1%	
To a small extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not at all	100.0%	100.0%	86.8%	0.0%	100.0%	87.5%	100.0%	100.0%	86.4%	
Total(n)	1	14	38	0	7	16	1	7	22	

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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	
Mean	1.00	1.00	1.32	.	1.00	1.25	1.00	1.00	1.36	
Standard deviation	.	0.00	0.87	.	0.00	0.68	.	0.00	1.00	
Significance	-			-			-			
Effect size	-		-0.37	-			-		-0.36	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	0.0%	40.0%	31.8%	0.0%	50.0%	44.4%	0.0%	33.3%	23.1%	
Good	0.0%	20.0%	50.0%	0.0%	0.0%	22.2%	0.0%	33.3%	69.2%	
Fair	0.0%	40.0%	13.6%	0.0%	50.0%	22.2%	0.0%	33.3%	7.7%	
Poor	0.0%	0.0%	4.5%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	
Total(n)	0	5	22	0	2	9	0	3	13	
Mean	.	3.00	3.09	.	3.00	3.00	.	3.00	3.15	
Standard deviation	.	1.00	0.81	.	1.41	1.12	.	1.00	0.55	
Significance	-			-			-			
Effect size	-			-			-			
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	0.0%	27.3%	37.5%	0.0%	40.0%	50.0%	0.0%	16.7%	25.0%	
Good	0.0%	54.5%	50.0%	0.0%	40.0%	33.3%	0.0%	66.7%	66.7%	
Fair	0.0%	18.2%	12.5%	0.0%	20.0%	16.7%	0.0%	16.7%	8.3%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	11	24	0	5	12	0	6	12	
Mean	.	3.09	3.25	.	3.20	3.33	.	3.00	3.17	
Standard deviation	.	0.70	0.68	.	0.84	0.78	.	0.63	0.58	
Significance	-			-			-			
Effect size	-			-			-			
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	0.0%	12.5%	43.5%	0.0%	0.0%	36.4%	0.0%	25.0%	50.0%	
Good	0.0%	62.5%	43.5%	0.0%	75.0%	54.5%	0.0%	50.0%	33.3%	
Fair	0.0%	25.0%	13.0%	0.0%	25.0%	9.1%	0.0%	25.0%	16.7%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	8	23	0	4	11	0	4	12	
Mean	.	2.88	3.30	.	2.75	3.27	.	3.00	3.33	
Standard deviation	.	0.64	0.70	.	0.50	0.65	.	0.82	0.78	
Significance	-			-			-			
Effect size	-			-			-			
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	0.0%	35.7%	23.7%	0.0%	28.6%	18.8%	0.0%	42.9%	27.3%	
Satisfied	100.0%	42.9%	42.1%	0.0%	42.9%	50.0%	100.0%	42.9%	36.4%	
Marginally satisfied	0.0%	14.3%	15.8%	0.0%	14.3%	12.5%	0.0%	14.3%	18.2%	
Not satisfied	0.0%	7.1%	18.4%	0.0%	14.3%	18.8%	0.0%	0.0%	18.2%	
Total(n)	1	14	38	0	7	16	1	7	22	

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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	
Mean	3.00	3.07	2.71	.	2.86	2.69	3.00	3.29	2.73	
Standard deviation	.	0.92	1.04	.	1.07	1.01	.	0.76	1.08	
Significance	-			-			-			
Effect size	-	-0.08	0.28	-			-	-0.38	0.25	
Health benefits										
Very satisfied	0.0%	46.7%	24.3%	0.0%	62.5%	35.3%	0.0%	28.6%	15.0%	
Satisfied	0.0%	33.3%	40.5%	0.0%	37.5%	47.1%	0.0%	28.6%	35.0%	
Marginally satisfied	100.0%	13.3%	8.1%	0.0%	0.0%	0.0%	100.0%	28.6%	15.0%	
Not satisfied	0.0%	6.7%	27.0%	0.0%	0.0%	17.6%	0.0%	14.3%	35.0%	
Total(n)	1	15	37	0	8	17	1	7	20	
Mean	2.00	3.20	2.62	.	3.63	3.00	2.00	2.71	2.30	
Standard deviation	.	0.94	1.14	.	0.52	1.06	.	1.11	1.13	
Significance	-			-			-			
Effect size	-	-1.28	-0.54	-			-	-0.64	-0.27	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	0.0%	42.9%	28.6%	0.0%	57.1%	33.3%	0.0%	28.6%	25.0%	
Satisfied	0.0%	35.7%	37.1%	0.0%	28.6%	40.0%	0.0%	42.9%	35.0%	
Marginally satisfied	100.0%	21.4%	8.6%	0.0%	14.3%	6.7%	100.0%	28.6%	10.0%	
Not satisfied	0.0%	0.0%	25.7%	0.0%	0.0%	20.0%	0.0%	0.0%	30.0%	
Total(n)	1	14	35	0	7	15	1	7	20	
Mean	2.00	3.21	2.69	.	3.43	2.87	2.00	3.00	2.55	
Standard deviation	.	0.80	1.16	.	0.79	1.13	.	0.82	1.19	
Significance	-			-			-			
Effect size	-	-1.51	-0.59	-			-	-1.22	-0.46	
Opportunity for scholarly pursuits										
Very satisfied	0.0%	60.0%	28.2%	0.0%	75.0%	41.2%	0.0%	42.9%	18.2%	
Satisfied	0.0%	6.7%	20.5%	0.0%	12.5%	23.5%	0.0%	0.0%	18.2%	
Marginally satisfied	100.0%	33.3%	28.2%	0.0%	12.5%	17.6%	100.0%	57.1%	36.4%	
Not satisfied	0.0%	0.0%	23.1%	0.0%	0.0%	17.6%	0.0%	0.0%	27.3%	
Total(n)	1	15	39	0	8	17	1	7	22	
Mean	2.00	3.27	2.54	.	3.63	2.88	2.00	2.86	2.27	
Standard deviation	.	0.96	1.14	.	0.74	1.17	.	1.07	1.08	
Significance	-			-			-			
Effect size	-	-1.32	-0.47	-			-	-0.80	-0.25	
Teaching load										
Very satisfied	0.0%	41.7%	26.5%	0.0%	83.3%	46.2%	0.0%	0.0%	14.3%	
Satisfied	0.0%	33.3%	38.2%	0.0%	16.7%	30.8%	0.0%	50.0%	42.9%	
Marginally satisfied	0.0%	8.3%	14.7%	0.0%	0.0%	7.7%	0.0%	16.7%	19.0%	
Not satisfied	0.0%	16.7%	20.6%	0.0%	0.0%	15.4%	0.0%	33.3%	23.8%	
Total(n)	0	12	34	0	6	13	0	6	21	
Mean	.	3.00	2.71	.	3.83	3.08	.	2.17	2.48	
Standard deviation	.	1.13	1.09	.	0.41	1.12	.	0.98	1.03	
Significance	-			-			-			

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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	-			-			-			
Quality of students										
Very satisfied	0.0%	53.3%	35.0%	0.0%	62.5%	38.9%	0.0%	42.9%	31.8%	
Satisfied	0.0%	20.0%	35.0%	0.0%	25.0%	22.2%	0.0%	14.3%	45.5%	
Marginally satisfied	100.0%	20.0%	20.0%	0.0%	12.5%	27.8%	100.0%	28.6%	13.6%	
Not satisfied	0.0%	6.7%	10.0%	0.0%	0.0%	11.1%	0.0%	14.3%	9.1%	
Total(n)	1	15	40	0	8	18	1	7	22	
Mean	2.00	3.20	2.95	.	3.50	2.89	2.00	2.86	3.00	
Standard deviation	.	1.01	0.99	.	0.76	1.08	.	1.21	0.93	
Significance	-			-			-			
Effect size	-	-1.19	-0.96	-			-	-0.71	-1.08	
Autonomy and independence										
Very satisfied	0.0%	42.9%	52.6%	0.0%	71.4%	62.5%	0.0%	14.3%	45.5%	
Satisfied	0.0%	28.6%	34.2%	0.0%	28.6%	37.5%	0.0%	28.6%	31.8%	
Marginally satisfied	0.0%	7.1%	5.3%	0.0%	0.0%	0.0%	0.0%	14.3%	9.1%	
Not satisfied	100.0%	21.4%	7.9%	0.0%	0.0%	0.0%	100.0%	42.9%	13.6%	
Total(n)	1	14	38	0	7	16	1	7	22	
Mean	1.00	2.93	3.32	.	3.71	3.63	1.00	2.14	3.09	
Standard deviation	.	1.21	0.90	.	0.49	0.50	.	1.21	1.06	
Significance	-			-			-			
Effect size	-	-1.60	-2.58	-			-	-0.94	-1.97	
Departmental leadership										
Very satisfied	0.0%	53.3%	32.5%	0.0%	87.5%	55.6%	0.0%	14.3%	13.6%	
Satisfied	0.0%	33.3%	52.5%	0.0%	12.5%	38.9%	0.0%	57.1%	63.6%	
Marginally satisfied	100.0%	13.3%	7.5%	0.0%	0.0%	5.6%	100.0%	28.6%	9.1%	
Not satisfied	0.0%	0.0%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	13.6%	
Total(n)	1	15	40	0	8	18	1	7	22	
Mean	2.00	3.40	3.10	.	3.88	3.50	2.00	2.86	2.77	
Standard deviation	.	0.74	0.84	.	0.35	0.62	.	0.69	0.87	
Significance	-			-			-			
Effect size	-	-1.89	-1.31	-			-	-1.25	-0.89	
Departmental support for work/life balance										
Very satisfied	0.0%	33.3%	22.2%	0.0%	80.0%	35.7%	0.0%	0.0%	13.6%	
Satisfied	0.0%	33.3%	47.2%	0.0%	20.0%	42.9%	0.0%	42.9%	50.0%	
Marginally satisfied	100.0%	16.7%	16.7%	0.0%	0.0%	7.1%	100.0%	28.6%	22.7%	
Not satisfied	0.0%	16.7%	13.9%	0.0%	0.0%	14.3%	0.0%	28.6%	13.6%	
Total(n)	1	12	36	0	5	14	1	7	22	
Mean	2.00	2.83	2.78	.	3.80	3.00	2.00	2.14	2.64	
Standard deviation	.	1.11	0.96	.	0.45	1.04	.	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.75	-0.81	-			-	-0.16	-0.71	
Institutional support for work/life balance										
Very satisfied	0.0%	38.5%	22.9%	0.0%	83.3%	33.3%	0.0%	0.0%	15.0%	
Satisfied	100.0%	15.4%	45.7%	0.0%	0.0%	40.0%	100.0%	28.6%	50.0%	
Marginally satisfied	0.0%	23.1%	17.1%	0.0%	16.7%	13.3%	0.0%	28.6%	20.0%	

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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	
Not satisfied	0.0%	23.1%	14.3%	0.0%	0.0%	13.3%	0.0%	42.9%	15.0%	
Total(n)	1	13	35	0	6	15	1	7	20	
Mean	3.00	2.69	2.77	.	3.67	2.93	3.00	1.86	2.65	
Standard deviation	.	1.25	0.97	.	0.82	1.03	.	0.90	0.93	
Significance	-			-			-			
Effect size	-	0.25	0.24	-			-	1.27	0.38	
Prospects for career advancement										
Very satisfied	0.0%	16.7%	11.8%	0.0%	40.0%	15.4%	0.0%	0.0%	9.5%	
Satisfied	0.0%	33.3%	35.3%	0.0%	40.0%	38.5%	0.0%	28.6%	33.3%	
Marginally satisfied	0.0%	25.0%	32.4%	0.0%	20.0%	38.5%	0.0%	28.6%	28.6%	
Not satisfied	100.0%	25.0%	20.6%	0.0%	0.0%	7.7%	100.0%	42.9%	28.6%	
Total(n)	1	12	34	0	5	13	1	7	21	
Mean	1.00	2.42	2.38	.	3.20	2.62	1.00	1.86	2.24	
Standard deviation	.	1.08	0.95	.	0.84	0.87	.	0.90	1.00	
Significance	-			-			-			
Effect size	-	-1.31	-1.45	-			-	-0.96	-1.24	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	0.0%	23.1%	7.9%	0.0%	50.0%	18.8%	0.0%	0.0%	0.0%	
Satisfied	100.0%	46.2%	44.7%	0.0%	16.7%	25.0%	100.0%	71.4%	59.1%	
Marginally satisfied	0.0%	15.4%	23.7%	0.0%	33.3%	31.3%	0.0%	0.0%	18.2%	
Not satisfied	0.0%	15.4%	23.7%	0.0%	0.0%	25.0%	0.0%	28.6%	22.7%	
Total(n)	1	13	38	0	6	16	1	7	22	
Mean	3.00	2.77	2.37	.	3.17	2.38	3.00	2.43	2.36	
Standard deviation	.	1.01	0.94	.	0.98	1.09	.	0.98	0.85	
Significance	-			-			-			
Effect size	-	0.23	0.67	-			-	0.58	0.75	
Flexibility in relation to family matters or emergencies										
Very satisfied	0.0%	41.7%	40.0%	0.0%	80.0%	46.2%	0.0%	14.3%	36.4%	
Satisfied	100.0%	41.7%	42.9%	0.0%	20.0%	38.5%	100.0%	57.1%	45.5%	
Marginally satisfied	0.0%	8.3%	8.6%	0.0%	0.0%	7.7%	0.0%	14.3%	9.1%	
Not satisfied	0.0%	8.3%	8.6%	0.0%	0.0%	7.7%	0.0%	14.3%	9.1%	
Total(n)	1	12	35	0	5	13	1	7	22	
Mean	3.00	3.17	3.14	.	3.80	3.23	3.00	2.71	3.09	
Standard deviation	.	0.94	0.91	.	0.45	0.93	.	0.95	0.92	
Significance	-			-			-			
Effect size	-	-0.18	-0.15	-			-	0.31	-0.10	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	0.0%	38.5%	27.8%	0.0%	83.3%	33.3%	0.0%	0.0%	23.8%	
Satisfied	100.0%	30.8%	36.1%	0.0%	16.7%	40.0%	100.0%	42.9%	33.3%	
Marginally satisfied	0.0%	15.4%	22.2%	0.0%	0.0%	13.3%	0.0%	28.6%	28.6%	
Not satisfied	0.0%	15.4%	13.9%	0.0%	0.0%	13.3%	0.0%	28.6%	14.3%	
Total(n)	1	13	36	0	6	15	1	7	21	

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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	
Mean	3.00	2.92	2.78	.	3.83	2.93	3.00	2.14	2.67	
Standard deviation	.	1.12	1.02	.	0.41	1.03	.	0.90	1.02	
Significance	-			-			-			
Effect size	-	0.07	0.22	-			-	0.96	0.32	
Overall job satisfaction										
Very satisfied	0.0%	30.8%	24.3%	0.0%	66.7%	26.7%	0.0%	0.0%	22.7%	
Satisfied	0.0%	38.5%	45.9%	0.0%	33.3%	53.3%	0.0%	42.9%	40.9%	
Marginally satisfied	0.0%	15.4%	21.6%	0.0%	0.0%	13.3%	0.0%	28.6%	27.3%	
Not satisfied	100.0%	15.4%	8.1%	0.0%	0.0%	6.7%	100.0%	28.6%	9.1%	
Total(n)	1	13	37	0	6	15	1	7	22	
Mean	1.00	2.85	2.86	.	3.67	3.00	1.00	2.14	2.77	
Standard deviation	.	1.07	0.89	.	0.52	0.85	.	0.90	0.92	
Significance	-			-			-			
Effect size	-	-1.73	-2.09	-			-	-1.27	-1.92	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	0.0%	23.1%	21.9%	0.0%	0.0%	16.7%	0.0%	42.9%	25.0%	
Somewhat	100.0%	46.2%	50.0%	0.0%	33.3%	41.7%	100.0%	57.1%	55.0%	
Not at all	0.0%	30.8%	28.1%	0.0%	66.7%	41.7%	0.0%	0.0%	20.0%	
Total(n)	1	13	32	0	6	12	1	7	20	
Mean	2.00	1.92	1.94	.	1.33	1.75	2.00	2.43	2.05	
Standard deviation	.	0.76	0.72	.	0.52	0.75	.	0.53	0.69	
Significance	-			-			-			
Effect size	-	0.11	0.08	-			-	-0.81	-0.07	
Child care										
Extensive	0.0%	20.0%	23.5%	0.0%	0.0%	11.1%	0.0%	50.0%	37.5%	
Somewhat	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
Not at all	0.0%	80.0%	64.7%	0.0%	100.0%	88.9%	0.0%	50.0%	37.5%	
Total(n)	0	10	17	0	6	9	0	4	8	
Mean	.	1.40	1.59	.	1.00	1.22	.	2.00	2.00	
Standard deviation	.	0.84	0.87	.	0.00	0.67	.	1.15	0.93	
Significance	-			-			-			
Effect size	-			-			-			
My physical health										
Extensive	0.0%	46.2%	26.7%	0.0%	33.3%	33.3%	0.0%	57.1%	22.2%	
Somewhat	100.0%	23.1%	36.7%	0.0%	0.0%	33.3%	100.0%	42.9%	38.9%	
Not at all	0.0%	30.8%	36.7%	0.0%	66.7%	33.3%	0.0%	0.0%	38.9%	
Total(n)	1	13	30	0	6	12	1	7	18	
Mean	2.00	2.15	1.90	.	1.67	2.00	2.00	2.57	1.83	
Standard deviation	.	0.90	0.80	.	1.03	0.85	.	0.53	0.79	
Significance	-			-			-			
Effect size	-	-0.17	0.13	-			-	-1.08	0.22	

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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:										
Review/promotion process										
Extensive	100.0%	36.4%	32.0%	0.0%	16.7%	11.1%	100.0%	60.0%	43.8%	
Somewhat	0.0%	36.4%	32.0%	0.0%	33.3%	33.3%	0.0%	40.0%	31.3%	
Not at all	0.0%	27.3%	36.0%	0.0%	50.0%	55.6%	0.0%	0.0%	25.0%	
Total(n)	1	11	25	0	6	9	1	5	16	
Mean	3.00	2.09	1.96	.	1.67	1.56	3.00	2.60	2.19	
Standard deviation	.	0.83	0.84	.	0.82	0.73	.	0.55	0.83	
Significance	-			-			-			
Effect size	-	1.10	1.24	-			-	0.73	0.98	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	100.0%	27.3%	10.7%	0.0%	16.7%	9.1%	100.0%	40.0%	11.8%	
Somewhat	0.0%	18.2%	21.4%	0.0%	0.0%	0.0%	0.0%	40.0%	35.3%	
Not at all	0.0%	54.5%	67.9%	0.0%	83.3%	90.9%	0.0%	20.0%	52.9%	
Total(n)	1	11	28	0	6	11	1	5	17	
Mean	3.00	1.73	1.43	.	1.33	1.18	3.00	2.20	1.59	
Standard deviation	.	0.90	0.69	.	0.82	0.60	.	0.84	0.71	
Significance	-			-			-			
Effect size	-	1.41	2.28	-			-	0.95	1.99	
Committee work										
Extensive	100.0%	30.8%	25.9%	0.0%	14.3%	9.1%	100.0%	50.0%	37.5%	
Somewhat	0.0%	23.1%	25.9%	0.0%	14.3%	27.3%	0.0%	33.3%	25.0%	
Not at all	0.0%	46.2%	48.1%	0.0%	71.4%	63.6%	0.0%	16.7%	37.5%	
Total(n)	1	13	27	0	7	11	1	6	16	
Mean	3.00	1.85	1.78	.	1.43	1.45	3.00	2.33	2.00	
Standard deviation	.	0.90	0.85	.	0.79	0.69	.	0.82	0.89	
Significance	-			-			-			
Effect size	-	1.28	1.44	-			-	0.82	1.12	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	100.0%	16.7%	15.4%	0.0%	0.0%	0.0%	100.0%	33.3%	23.5%	
Somewhat	0.0%	33.3%	34.6%	0.0%	33.3%	33.3%	0.0%	33.3%	35.3%	
Not at all	0.0%	50.0%	50.0%	0.0%	66.7%	66.7%	0.0%	33.3%	41.2%	
Total(n)	1	12	26	0	6	9	1	6	17	
Mean	3.00	1.67	1.65	.	1.33	1.33	3.00	2.00	1.82	
Standard deviation	.	0.78	0.75	.	0.52	0.50	.	0.89	0.81	
Significance	-			-			-			
Effect size	-	1.71	1.80	-			-	1.12	1.46	
Students										
Extensive	0.0%	20.0%	10.7%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	

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Other Respondents

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	
Somewhat	100.0%	20.0%	35.7%	0.0%	0.0%	50.0%	100.0%	33.3%	27.8%	
Not at all	0.0%	60.0%	53.6%	0.0%	100.0%	50.0%	0.0%	33.3%	55.6%	
Total(n)	1	10	28	0	4	10	1	6	18	
Mean	2.00	1.60	1.57	.	1.00	1.50	2.00	2.00	1.61	
Standard deviation	.	0.84	0.69	.	0.00	0.53	.	0.89	0.78	
Significance	-			-			-			
Effect size	-	0.48	0.62	-			-	0.00	0.50	
Research or publishing demands										
Extensive	0.0%	16.7%	14.8%	0.0%	0.0%	0.0%	0.0%	28.6%	22.2%	
Somewhat	100.0%	50.0%	51.9%	0.0%	40.0%	55.6%	100.0%	57.1%	50.0%	
Not at all	0.0%	33.3%	33.3%	0.0%	60.0%	44.4%	0.0%	14.3%	27.8%	
Total(n)	1	12	27	0	5	9	1	7	18	
Mean	2.00	1.83	1.81	.	1.40	1.56	2.00	2.14	1.94	
Standard deviation	.	0.72	0.68	.	0.55	0.53	.	0.69	0.73	
Significance	-			-			-			
Effect size	-	0.24	0.28	-			-	-0.20	0.08	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and "red tape"										
Extensive	0.0%	14.3%	11.1%	0.0%	0.0%	0.0%	0.0%	28.6%	17.6%	
Somewhat	100.0%	71.4%	63.0%	0.0%	71.4%	50.0%	100.0%	71.4%	70.6%	
Not at all	0.0%	14.3%	25.9%	0.0%	28.6%	50.0%	0.0%	0.0%	11.8%	
Total(n)	1	14	27	0	7	10	1	7	17	
Mean	2.00	2.00	1.85	.	1.71	1.50	2.00	2.29	2.06	
Standard deviation	.	0.55	0.60	.	0.49	0.53	.	0.49	0.56	
Significance	-			-			-			
Effect size	-	0.00	0.25	-			-	-0.59	-0.11	
Teaching load										
Extensive	0.0%	50.0%	30.0%	0.0%	0.0%	0.0%	0.0%	75.0%	46.2%	
Somewhat	0.0%	0.0%	30.0%	0.0%	0.0%	14.3%	0.0%	0.0%	38.5%	
Not at all	0.0%	50.0%	40.0%	0.0%	100.0%	85.7%	0.0%	25.0%	15.4%	
Total(n)	0	6	20	0	2	7	0	4	13	
Mean	.	2.00	1.90	.	1.00	1.14	.	2.50	2.31	
Standard deviation	.	1.10	0.85	.	0.00	0.38	.	1.00	0.75	
Significance	-			-			-			
Effect size	-			-			-			
Lack of personal time										
Extensive	0.0%	21.4%	24.2%	0.0%	14.3%	21.4%	0.0%	28.6%	26.3%	
Somewhat	0.0%	50.0%	51.5%	0.0%	42.9%	35.7%	0.0%	57.1%	63.2%	
Not at all	100.0%	28.6%	24.2%	0.0%	42.9%	42.9%	100.0%	14.3%	10.5%	
Total(n)	1	14	33	0	7	14	1	7	19	
Mean	1.00	1.93	2.00	.	1.71	1.79	1.00	2.14	2.16	
Standard deviation	.	0.73	0.71	.	0.76	0.80	.	0.69	0.60	
Significance	-			-			-			

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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	-	-1.27	-1.41	-			-	-1.65	-1.93	
Job security										
Extensive	0.0%	23.1%	35.5%	0.0%	16.7%	36.4%	0.0%	28.6%	35.0%	
Somewhat	100.0%	38.5%	22.6%	0.0%	33.3%	18.2%	100.0%	42.9%	25.0%	
Not at all	0.0%	38.5%	41.9%	0.0%	50.0%	45.5%	0.0%	28.6%	40.0%	
Total(n)	1	13	31	0	6	11	1	7	20	
Mean	2.00	1.85	1.94	.	1.67	1.91	2.00	2.00	1.95	
Standard deviation	.	0.80	0.89	.	0.82	0.94	.	0.82	0.89	
Significance	-			-			-			
Effect size	-	0.19	0.07	-			-	0.00	0.06	
Self-imposed high expectations										
Extensive	0.0%	50.0%	41.4%	0.0%	40.0%	41.7%	0.0%	57.1%	41.2%	
Somewhat	100.0%	50.0%	48.3%	0.0%	60.0%	41.7%	100.0%	42.9%	52.9%	
Not at all	0.0%	0.0%	10.3%	0.0%	0.0%	16.7%	0.0%	0.0%	5.9%	
Total(n)	1	12	29	0	5	12	1	7	17	
Mean	2.00	2.50	2.31	.	2.40	2.25	2.00	2.57	2.35	
Standard deviation	.	0.52	0.66	.	0.55	0.75	.	0.53	0.61	
Significance	-			-			-			
Effect size	-	-0.96	-0.47	-			-	-1.08	-0.57	
Increased work responsibilities										
Extensive	0.0%	0.0%	10.3%	0.0%	0.0%	8.3%	0.0%	0.0%	11.8%	
Somewhat	100.0%	100.0%	69.0%	0.0%	100.0%	66.7%	100.0%	100.0%	70.6%	
Not at all	0.0%	0.0%	20.7%	0.0%	0.0%	25.0%	0.0%	0.0%	17.6%	
Total(n)	1	12	29	0	6	12	1	6	17	
Mean	2.00	2.00	1.90	.	2.00	1.83	2.00	2.00	1.94	
Standard deviation	.	0.00	0.56	.	0.00	0.58	.	0.00	0.56	
Significance	-			-			-			
Effect size	-		0.18	-			-		0.11	
Institutional budget cuts										
Extensive	0.0%	0.0%	20.0%	0.0%	0.0%	14.3%	0.0%	0.0%	25.0%	
Somewhat	0.0%	41.7%	33.3%	0.0%	33.3%	42.9%	0.0%	50.0%	25.0%	
Not at all	100.0%	58.3%	46.7%	0.0%	66.7%	42.9%	100.0%	50.0%	50.0%	
Total(n)	1	12	30	0	6	14	1	6	16	
Mean	1.00	1.42	1.73	.	1.33	1.71	1.00	1.50	1.75	
Standard deviation	.	0.51	0.78	.	0.52	0.73	.	0.55	0.86	
Significance	-			-			-			
Effect size	-	-0.82	-0.94	-			-	-0.91	-0.87	
Have you been sexually harassed at this institution?										
Yes	0.0%	6.3%	4.9%	0.0%	0.0%	0.0%	0.0%	12.5%	9.1%	
No	100.0%	93.8%	95.1%	0.0%	100.0%	100.0%	100.0%	87.5%	90.9%	
Total(n)	1	16	41	0	8	19	1	8	22	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	100.0%	35.7%	31.4%	0.0%	0.0%	0.0%	100.0%	71.4%	55.0%	

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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	
No	0.0%	64.3%	68.6%	0.0%	100.0%	100.0%	0.0%	28.6%	45.0%	
Total(n)	1	14	35	0	7	15	1	7	20	
Considered leaving this institution for another?										
Yes	100.0%	33.3%	35.1%	0.0%	0.0%	11.8%	100.0%	71.4%	55.0%	
No	0.0%	66.7%	64.9%	0.0%	100.0%	88.2%	0.0%	28.6%	45.0%	
Total(n)	1	15	37	0	8	17	1	7	20	
Engaged in public service/professional consulting without pay?										
Yes	100.0%	35.7%	48.6%	0.0%	42.9%	40.0%	100.0%	28.6%	55.0%	
No	0.0%	64.3%	51.4%	0.0%	57.1%	60.0%	0.0%	71.4%	45.0%	
Total(n)	1	14	35	0	7	15	1	7	20	
Received at least one firm job offer elsewhere?										
Yes	0.0%	20.0%	21.6%	0.0%	0.0%	0.0%	0.0%	42.9%	40.0%	
No	100.0%	80.0%	78.4%	0.0%	100.0%	100.0%	100.0%	57.1%	60.0%	
Total(n)	1	15	37	0	8	17	1	7	20	
Sought an early promotion?										
Yes	0.0%	0.0%	8.6%	0.0%	0.0%	13.3%	0.0%	0.0%	5.0%	
No	100.0%	100.0%	91.4%	0.0%	100.0%	86.7%	100.0%	100.0%	95.0%	
Total(n)	1	14	35	0	7	15	1	7	20	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%	
No	100.0%	100.0%	94.1%	0.0%	100.0%	100.0%	100.0%	100.0%	89.5%	
Total(n)	1	14	34	0	7	15	1	7	19	
Do you plan to retire within the next three years?										
Yes	0.0%	6.7%	11.4%	0.0%	12.5%	17.6%	0.0%	0.0%	5.6%	
No	100.0%	93.3%	88.6%	0.0%	87.5%	82.4%	100.0%	100.0%	94.4%	
Total(n)	1	15	35	0	8	17	1	7	18	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	0.0%	14.3%	18.8%	0.0%	0.0%	0.0%	0.0%	28.6%	35.3%	
No	100.0%	85.7%	81.3%	0.0%	100.0%	100.0%	100.0%	71.4%	64.7%	
Total(n)	1	14	32	0	7	15	1	7	17	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	0.0%	6.7%	8.6%	0.0%	12.5%	18.8%	0.0%	0.0%	0.0%	
No	100.0%	93.3%	91.4%	0.0%	87.5%	81.3%	100.0%	100.0%	100.0%	
Total(n)	1	15	35	0	8	16	1	7	19	
Citizenship status:										
U.S. citizen	100.0%	100.0%	94.9%	0.0%	100.0%	88.9%	100.0%	100.0%	100.0%	
Permanent resident (green card)	0.0%	0.0%	2.6%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	2.6%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	

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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)	1	16	39	0	8	18	1	8	21	
How would you characterize your political views?										
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Conservative	0.0%	33.3%	30.6%	0.0%	42.9%	47.1%	0.0%	25.0%	15.8%	
Middle of the road	0.0%	26.7%	30.6%	0.0%	28.6%	17.6%	0.0%	25.0%	42.1%	
Liberal	100.0%	33.3%	33.3%	0.0%	28.6%	29.4%	100.0%	37.5%	36.8%	
Far left	0.0%	6.7%	5.6%	0.0%	0.0%	5.9%	0.0%	12.5%	5.3%	
Total(n)	1	15	36	0	7	17	1	8	19	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	0.0%	46.7%	44.4%	0.0%	85.7%	66.7%	0.0%	12.5%	28.6%	
Probably yes	0.0%	20.0%	30.6%	0.0%	14.3%	26.7%	0.0%	25.0%	33.3%	
Not sure	0.0%	13.3%	16.7%	0.0%	0.0%	6.7%	0.0%	25.0%	23.8%	
Probably no	100.0%	20.0%	8.3%	0.0%	0.0%	0.0%	100.0%	37.5%	14.3%	
Definitely no	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	15	36	0	7	15	1	8	21	
Mean	2.00	3.93	4.11	.	4.86	4.60	2.00	3.13	3.76	
Standard deviation	.	1.22	0.98	.	0.38	0.63	.	1.13	1.04	
Significance	-			-			-			
Effect size	-	-1.58	-2.15	-			-	-1.00	-1.69	
Still want to be a college professor?										
Definitely yes	0.0%	53.3%	59.5%	0.0%	62.5%	76.5%	0.0%	42.9%	45.0%	
Probably yes	0.0%	26.7%	21.6%	0.0%	25.0%	17.6%	0.0%	28.6%	25.0%	
Not sure	0.0%	20.0%	16.2%	0.0%	12.5%	5.9%	0.0%	28.6%	25.0%	
Probably no	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Definitely no	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
Total(n)	0	15	37	0	8	17	0	7	20	
Mean	.	4.33	4.35	.	4.50	4.71	.	4.14	4.05	
Standard deviation	.	0.82	0.95	.	0.76	0.59	.	0.90	1.10	
Significance	-			-			-			
Effect size	-			-			-			
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	63.6%	0.0%	0.0%	66.7%	0.0%	0.0%	60.0%	
\$10,000-14,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
\$15,000-19,999	0.0%	0.0%	9.1%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	50.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	50.0%	9.1%	0.0%	100.0%	16.7%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	2	11	0	1	6	0	1	5	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
\$500-999	0.0%	0.0%	20.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	10.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	10.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	100.0%	20.0%	0.0%	0.0%	20.0%	0.0%	100.0%	20.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
\$6,000-6,499	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	1	10	0	0	5	0	1	5	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	6.3%	2.6%	0.0%	12.5%	5.6%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	100.0%	25.0%	35.9%	0.0%	0.0%	27.8%	100.0%	50.0%	42.9%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	6.3%	7.7%	0.0%	0.0%	5.6%	0.0%	12.5%	9.5%	
J.D.	0.0%	0.0%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	12.5%	5.1%	0.0%	25.0%	11.1%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	43.8%	33.3%	0.0%	50.0%	38.9%	0.0%	37.5%	28.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	
Other degree	0.0%	6.3%	5.1%	0.0%	12.5%	11.1%	0.0%	0.0%	0.0%	
Total(n)	1	16	39	0	8	18	1	8	21	
Degree Currently Working On										
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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	6.7%	2.8%	0.0%	0.0%	0.0%	0.0%	14.3%	5.3%	
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., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	0.0%	5.6%	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	

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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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%	
Other degree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
None	100.0%	93.3%	86.1%	0.0%	100.0%	88.2%	100.0%	85.7%	84.2%	
Total(n)	1	15	36	0	8	17	1	7	19	
Are you currently serving in an administrative position as:										
Department chair	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Dean (associate or assistant)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	0.0%	0.8%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	
Not applicable	14.3%	31.3%	27.0%	0.0%	30.8%	24.1%	20.0%	31.8%	29.4%	
Total(n)	7	48	126	2	26	58	5	22	68	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	0.0%	87.5%	80.6%	0.0%	100.0%	82.4%	0.0%	75.0%	78.9%	
African American/Black	0.0%	0.0%	8.3%	0.0%	0.0%	5.9%	0.0%	0.0%	10.5%	
American Indian/Alaska Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	100.0%	6.3%	5.6%	0.0%	0.0%	5.9%	100.0%	12.5%	5.3%	
Filipino	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	2.8%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	
Other Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Puerto Rican	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Latino	0.0%	6.3%	5.6%	0.0%	0.0%	0.0%	0.0%	12.5%	10.5%	
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	16	36	0	8	17	1	8	19	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Asian	100.0%	6.3%	8.3%	0.0%	0.0%	11.8%	100.0%	12.5%	5.3%	
Black	0.0%	0.0%	8.3%	0.0%	0.0%	5.9%	0.0%	0.0%	10.5%	
Hispanic	0.0%	6.3%	2.8%	0.0%	0.0%	0.0%	0.0%	12.5%	5.3%	
White	0.0%	87.5%	77.8%	0.0%	100.0%	82.4%	0.0%	75.0%	73.7%	
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Two or more races/ethnicities	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Total (n)	1	16	36		8	17	1	8	19	
Is English your native language?										
Yes	100.0%	93.8%	90.0%	0.0%	100.0%	84.2%	100.0%	87.5%	95.2%	
No	0.0%	6.3%	10.0%	0.0%	0.0%	15.8%	0.0%	12.5%	4.8%	
Total(n)	1	16	40	0	8	19	1	8	21	

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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	
What is your sexual orientation?										
Heterosexual/straight	100.0%	93.8%	89.2%	0.0%	100.0%	100.0%	100.0%	87.5%	78.9%	
Gay	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Lesbian	0.0%	6.3%	2.7%	0.0%	0.0%	0.0%	0.0%	12.5%	5.3%	
Bisexual	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Queer	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Other	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Total (n)	1	16	37		8	18	1	8	19	
Do you identify as transgender?										
No	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	16	37	0	8	18	1	8	19	
Are you currently: (Mark one)										
Single	100.0%	25.0%	16.7%	0.0%	0.0%	5.9%	100.0%	50.0%	26.3%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	6.3%	2.8%	0.0%	12.5%	5.9%	0.0%	0.0%	0.0%	
Married	0.0%	68.8%	77.8%	0.0%	87.5%	88.2%	0.0%	50.0%	68.4%	
Unmarried, living with partner	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Separated	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Divorced	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Widowed	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
Total(n)	1	16	36	0	8	17	1	8	19	
How many children do you have in the following age ranges?										
Under 18 years old										
0	100.0%	55.6%	64.0%	0.0%	50.0%	66.7%	100.0%	57.1%	62.5%	
1	0.0%	44.4%	28.0%	0.0%	50.0%	22.2%	0.0%	42.9%	31.3%	
2	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	
3	0.0%	0.0%	4.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	
4+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	9	25	0	2	9	1	7	16	
18 years or older										
0	100.0%	46.7%	42.9%	0.0%	12.5%	27.8%	100.0%	85.7%	58.8%	
1	0.0%	6.7%	17.1%	0.0%	12.5%	22.2%	0.0%	0.0%	11.8%	
2	0.0%	13.3%	11.4%	0.0%	12.5%	11.1%	0.0%	14.3%	11.8%	
3	0.0%	6.7%	17.1%	0.0%	12.5%	16.7%	0.0%	0.0%	17.6%	
4+	0.0%	26.7%	11.4%	0.0%	50.0%	22.2%	0.0%	0.0%	0.0%	
Total(n)	1	15	35	0	8	18	1	7	17	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	
Satisfied	0.0%	0.0%	12.5%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	
Marginally satisfied	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	
Not satisfied	0.0%	50.0%	37.5%	0.0%	0.0%	0.0%	0.0%	66.7%	50.0%	
Not applicable	0.0%	25.0%	25.0%	0.0%	100.0%	50.0%	0.0%	0.0%	16.7%	

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Other Respondents

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)	0.0%	400.0%	800.0%	0.0%	100.0%	200.0%	0.0%	300.0%	600.0%	
Mean	.	2.50	2.50	.	1.00	2.50	.	3.00	2.50	
Standard deviation	.	1.73	1.41	.	.	2.12	.	1.73	1.38	
Significance	-			-			-			
Effect size	-			-			-			
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	14.3%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000 - \$59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000 - \$69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000 - \$79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000 - \$89,999	0.0%	33.3%	28.6%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	
\$90,000 - \$99,999	0.0%	33.3%	14.3%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	
\$100,000 - \$124,999	0.0%	33.3%	28.6%	0.0%	50.0%	25.0%	0.0%	0.0%	33.3%	
\$125,000 - \$149,999	0.0%	0.0%	14.3%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	3	7	0	2	4	0	1	3	
Mean	.	10.00	9.43	.	10.50	9.25	.	9.00	9.67	
Standard deviation	.	1.00	2.64	.	0.71	3.59	.	.	1.15	
Significance	-			-			-			
Effect size	-			-			-			
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0.0%	0.0%	6.3%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
\$50,000 - \$59,999	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	
\$60,000 - \$69,999	100.0%	33.3%	18.8%	0.0%	0.0%	0.0%	100.0%	60.0%	27.3%	
\$70,000 - \$79,999	0.0%	11.1%	6.3%	0.0%	0.0%	0.0%	0.0%	20.0%	9.1%	
\$80,000 - \$89,999	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	
\$90,000 - \$99,999	0.0%	33.3%	25.0%	0.0%	50.0%	40.0%	0.0%	20.0%	18.2%	
\$100,000 - \$124,999	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	
\$125,000 - \$149,999	0.0%	22.2%	12.5%	0.0%	50.0%	40.0%	0.0%	0.0%	0.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	9	16	0	4	5	1	5	11	

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Other Respondents

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	
Mean	7.00	9.22	8.69	.	11.00	9.80	7.00	7.80	8.18	
Standard deviation	.	2.05	2.18	.	1.15	2.86	.	1.30	1.72	
Significance	-			-			-			
Effect size	-	-1.08	-0.78	-			-	-0.62	-0.69	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	0.0%	14.3%	8.6%	0.0%	0.0%	6.3%	0.0%	28.6%	10.5%	
1979 - 1983	0.0%	14.3%	5.7%	0.0%	14.3%	6.3%	0.0%	14.3%	5.3%	
1974 - 1978	100.0%	7.1%	14.3%	0.0%	0.0%	6.3%	100.0%	14.3%	21.1%	
1969 - 1973	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	
1964 - 1968	0.0%	0.0%	5.7%	0.0%	0.0%	6.3%	0.0%	0.0%	5.3%	
1959 - 1963	0.0%	14.3%	14.3%	0.0%	28.6%	12.5%	0.0%	0.0%	15.8%	
1954 - 1958	0.0%	21.4%	20.0%	0.0%	14.3%	18.8%	0.0%	28.6%	21.1%	
1949 - 1953	0.0%	21.4%	14.3%	0.0%	28.6%	18.8%	0.0%	14.3%	10.5%	
1944 - 1948	0.0%	7.1%	8.6%	0.0%	14.3%	12.5%	0.0%	0.0%	5.3%	
1920 - 1943	0.0%	0.0%	5.7%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	14	35	0	7	16	1	7	19	
Year of first academic appointment:										
1976 or earlier	0.0%	4.3%	5.0%	0.0%	8.0%	9.1%	0.0%	0.0%	1.5%	
1977 - 1981	0.0%	2.2%	3.3%	0.0%	4.0%	5.5%	0.0%	0.0%	1.5%	
1982 - 1986	0.0%	6.5%	4.2%	0.0%	0.0%	3.6%	0.0%	14.3%	4.6%	
1987 - 1991	0.0%	8.7%	5.0%	0.0%	12.0%	5.5%	0.0%	4.8%	4.6%	
1992 - 1996	0.0%	8.7%	7.5%	0.0%	8.0%	7.3%	0.0%	9.5%	7.7%	
1997 - 2001	0.0%	8.7%	9.2%	0.0%	12.0%	9.1%	0.0%	4.8%	9.2%	
2002 - 2006	14.3%	6.5%	10.0%	0.0%	8.0%	9.1%	20.0%	4.8%	10.8%	
2007 - 2011	42.9%	19.6%	18.3%	50.0%	12.0%	14.5%	40.0%	28.6%	21.5%	
2012 or more	42.9%	34.8%	37.5%	50.0%	36.0%	36.4%	40.0%	33.3%	38.5%	
Total(n)	7	46	120	2	25	55	5	21	65	
Year of appointment at present institution										
1976 or earlier	0.0%	4.3%	3.4%	0.0%	8.0%	7.7%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	2.2%	3.4%	0.0%	4.0%	7.7%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	2.2%	2.6%	0.0%	0.0%	3.8%	0.0%	4.8%	1.5%	
1987 - 1991	0.0%	8.7%	3.4%	0.0%	12.0%	5.8%	0.0%	4.8%	1.5%	
1992 - 1996	14.3%	8.7%	8.5%	0.0%	4.0%	5.8%	20.0%	14.3%	10.8%	
1997 - 2001	14.3%	10.9%	6.8%	0.0%	8.0%	5.8%	20.0%	14.3%	7.7%	
2002 - 2006	0.0%	6.5%	9.4%	0.0%	8.0%	11.5%	0.0%	4.8%	7.7%	
2007 - 2011	42.9%	19.6%	18.8%	100.0%	20.0%	15.4%	20.0%	19.0%	21.5%	
2012 or more	28.6%	37.0%	43.6%	0.0%	36.0%	36.5%	40.0%	38.1%	49.2%	
Total(n)	7	46	117	2	25	52	5	21	65	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	8.3%	0.0%	0.0%	11.8%	0.0%	0.0%	0.0%	

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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	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	4.2%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	30.8%	20.8%	0.0%	30.0%	23.5%	0.0%	33.3%	14.3%	
1997 - 2001	0.0%	15.4%	12.5%	0.0%	20.0%	17.6%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	15.4%	8.3%	0.0%	10.0%	5.9%	0.0%	33.3%	14.3%	
2007 - 2011	0.0%	15.4%	16.7%	0.0%	10.0%	5.9%	0.0%	33.3%	42.9%	
2012 or more	0.0%	23.1%	29.2%	0.0%	30.0%	29.4%	0.0%	0.0%	28.6%	
Total(n)	0	13	24	0	10	17	0	3	7	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	7.1%	3.0%	0.0%	16.7%	7.7%	0.0%	0.0%	0.0%	
Business (General Area 6)	0.0%	0.0%	3.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	14.3%	24.2%	0.0%	16.7%	23.1%	0.0%	12.5%	25.0%	
Engineering (General Area 11)	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
English (General Area 12)	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
Health-related (General Area 15)	0.0%	7.1%	3.0%	0.0%	16.7%	7.7%	0.0%	0.0%	0.0%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	7.1%	9.1%	0.0%	16.7%	23.1%	0.0%	0.0%	0.0%	
Fine Arts (General Area 2,4,22)	0.0%	0.0%	3.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	28.6%	15.2%	0.0%	16.7%	7.7%	0.0%	37.5%	20.0%	
Other Technical (General Area 8,19,28)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	100.0%	35.7%	33.3%	0.0%	16.7%	15.4%	100.0%	50.0%	45.0%	
Total(n)	1	14	33	0	6	13	1	8	20	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	6.7%	2.9%	0.0%	14.3%	6.7%	0.0%	0.0%	0.0%	
Business (General Area 6)	0.0%	0.0%	2.9%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	6.7%	20.6%	0.0%	0.0%	13.3%	0.0%	12.5%	26.3%	
Engineering (General Area 11)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%	

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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	
Health-related (General Area 15)	0.0%	13.3%	5.9%	0.0%	14.3%	6.7%	0.0%	12.5%	5.3%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	13.3%	11.8%	0.0%	28.6%	26.7%	0.0%	0.0%	0.0%	
Fine Arts (General Area 2,4,22)	0.0%	0.0%	2.9%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	6.7%	2.9%	0.0%	14.3%	6.7%	0.0%	0.0%	0.0%	
Other Technical (General Area 8,19,28)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	100.0%	53.3%	44.1%	0.0%	28.6%	26.7%	100.0%	75.0%	57.9%	
Total(n)	1	15	34	0	7	15	1	8	19	
Faculty works in a STEM department										
Yes	100.0%	4.2%	1.6%	100.0%	7.7%	3.4%	100.0%	0.0%	0.0%	
No	700.0%	95.8%	98.4%	200.0%	92.3%	96.6%	500.0%	100.0%	100.0%	
Total(n)	0	48	126	0	26	58	0	22	68	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	1			0			1			
Optional Question 2										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	1			0			1			
Optional Question 3										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 4										
A	100.0%			0.0%			100.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 5										
A	0.0%			0.0%			0.0%			

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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	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 6										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	100.0%			0.0%			100.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 8										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 11										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			

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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	
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 12										
A	100.0%			0.0%			100.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 14										
A	100.0%			0.0%			100.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 15										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			

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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	
Optional Question 18										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	1			0			1			
Optional Question 19										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 20										
A	100.0%			0.0%			100.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	100.0%			0.0%			100.0%			
Total (n)	0			0			0			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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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)	0			0			0			



2016-2017 HERI FACULTY SURVEY

List of Participating Institutions

Public Universities - low/medium selectivity			Private Universities - medium selectivity		
48	University of Alaska Fairbanks	AK	184	University of La Verne	CA
55	Northern Arizona University	AZ	692	Benedictine University	IL
234	San Diego State University	CA	1204	Suffolk University	MA
236	San Francisco State University	CA	1729	Adelphi University	NY
322	University of Northern Colorado	CO	1842	St. John's University-New York	NY
1295	Wayne State University	MI	2253	Duquesne University	PA
1432	University of Mississippi	MS	2269	Immaculata University	PA
2210	Portland State University	OR	2297	Widener University-Main Campus	PA
2692	The University of Texas at El Paso	TX	2857	Seattle Pacific University	WA
4849	Texas A & M University-Corpus Christi	TX	5569	Azusa Pacific University	CA
6086	University of Maryland-Baltimore County	MD	9104	American University of Beirut	Lebanon
Public Universities - high selectivity			Private Universities - high/very high selectivity		
257	University of California-Los Angeles	CA	172	Pepperdine University	CA
1584	University of Nebraska at Omaha	NE	1184	Northeastern University	MA
2079	Miami University-Oxford	OH	1205	Tufts University	MA
2173	University of Oklahoma Norman Campus	OK	1987	Wake Forest University	NC
2437	Clemson University	SC	2562	Union University	TN
Public 4yr Colleges - low/medium selectivity			2726	Brigham Young University-Provo	UT
230	California State University-Northridge	CA	Public 4yr Colleges - high selectivity		
700	Southern Illinois University Edwardsville	IL	518	Georgia College & State University	GA
929	Washburn University	KS	1499	Southeast Missouri State University	MO
1456	University of Central Missouri	MO	2735	Weber State University	UT
1662	Montclair State University	NJ	2866	Western Washington University	WA
5010	California State University-Long Beach	CA	2995	University of Wisconsin-Whitewater	WI
			5330	Grand Valley State University	MI
			6157	University of Wisconsin-Green Bay	WI
			6400	University of Michigan-Flint	MI
			7241	Ramapo College of New Jersey	NJ
Private/Nonsectarian 4yr Colleges - low selectivity			Private/Nonsectarian 4yr Colleges - high selectivity		
143	California Institute of the Arts	CA	199	Mills College	CA
177	Hartnell College	CA	683	Principia College	IL
1110	Stevenson University	MD	1084	Hood College	MD
5275	Bay Path College	MA	1809	Nazareth College	NY
6563	Ohlone Community College	CA	2306	Philadelphia University	PA
9106	Patrick Henry College	VA	5105	Embry-Riddle Aeronautical University-Daytona Beach	FL
9107	Harrisburg University of Science and Technology	PA			
9123	Saint Katherine College	CA			
Private/Nonsectarian 4yr Colleges - medium selectivity			Private/Nonsectarian 4yr Colleges - very high selectivity		
275	Whittier College	CA	147	Claremont McKenna College	CA
685	Rockford University	IL	319	Colorado College	CO
1992	Wingate University	NC	646	Illinois Wesleyan University	IL
2354	Wilkes University	PA	1189	Smith College	MA
2438	Coker College	SC	1213	Williams College	MA
7256	Touro College	NY	1327	Carleton College	MN
			1749	Colgate University	NY
			1846	St Lawrence University	NY
			1891	Vassar College	NY
			1947	Elon University	NC
			2063	The College of Wooster	OH
			2237	Bucknell University	PA
			2263	Gettysburg College	PA
			2302	University of the Sciences	PA
			2336	Swarthmore College	PA
			2344	Ursinus College	PA
			2413	Rhode Island School of Design	RI
			2844	University of Puget Sound	WA

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655	Lewis University	IL	
687	Dominican University	IL	
1096	Mount St Mary's University	MD	
1275	Marygrove College	MI	
1675	Saint Peter's University	NJ	
2266	Holy Family University	PA	
2274	King's College	PA	
2285	Marywood University	PA	
5638	Presentation College	SD	
5888	Neumann University	PA	

Other Religious 4yr Colleges - very low selectivity

212	Fresno Pacific University	CA	
833	Grand View University	IA	
887	Central Christian College of Kansas	KS	
1820	Nyack College	NY	
5053	Vanguard University of Southern California	CA	
5122	Southeastern University	FL	

Other Religious 4yr Colleges - low selectivity

763	University of Indianapolis	IN	
2144	Southern Nazarene University	OK	
2678	Texas Lutheran University	TX	
2784	Bridgewater College	VA	
2945	Lakeland College	WI	

Other Religious 4yr Colleges - medium selectivity

1458	Columbia College	MO	
2080	Malone University	OH	
2277	Lebanon Valley College	PA	
2283	Lycoming College	PA	
2631	University of Mary Hardin-Baylor	TX	
2786	Eastern Mennonite University	VA	
2934	Carroll University	WI	
5363	Crown College	MN	
5759	Roberts Wesleyan College	NY	
6542	Mount Vernon Nazarene University	OH	
6667	Corban University	OR	

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267	Santa Clara University	CA	
362	Fairfield University	CT	
781	Saint Mary's College	IN	
1276	University of Detroit Mercy	MI	
1622	Saint Anselm College	NH	
2343	University of Scranton	PA	
2347	Villanova University	PA	

Other Religious 4yr Colleges - high selectivity

89	Hendrix College	AR	
141	Chapman University	CA	
218	Point Loma Nazarene University	CA	
494	Agnes Scott College	GA	
752	DePauw University	IN	
753	Earlham College	IN	
783	Taylor University	IN	
1269	Hope College	MI	
1325	Bethel University	MN	
1355	St Olaf College	MN	
1589	Nebraska Wesleyan University	NE	
2087	Ohio Northern University	OH	
2113	Wittenberg University	OH	
2193	George Fox University	OR	
2195	Linfield College-McMinnville Campus	OR	
2335	Susquehanna University	PA	
2519	Belmont University	TN	
2591	Abilene Christian University	TX	
2685	Trinity University	TX	
2868	Whitworth University	WA	
5007	Oklahoma Christian University	OK	
5361	Northwestern College	MN	
5795	Calvin College	MI	

Private HBCUS

424	Howard University	DC	
1026	Xavier University of Louisiana	LA	
1094	Morgan State University	MD	
1979	Shaw University	NC	
5796	Morehouse College	GA	