

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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	
<b>What is your present academic rank?</b>										
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	
<b>What is your tenure status at this institution?</b>										
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	
<b>Are you retired from this institution?</b>										
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	
<b><u>PART-TIME ONLY</u></b>										
<b>If given the choice, I would prefer to work full-time at this institution</b>										
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	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
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	
<b>If yes above, how long ago did you pursue a full-time position at this or another institution?</b>										
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	
<b>My full-time professional career is outside of academia</b>										
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%	

Wake Forest 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	
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>										
<b>My part-time position is an important source of income for me</b>										
Strongly agree	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	-	-	-	-	-	-	-	-	-	
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>										
<b>Compensation is not a major consideration in my decision to teach part-time</b>										
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	-	-	-	-	-	-	-	-	-	

Wake Forest 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	-			-			-			
<b>Part-time teaching is a stepping-stone to a full-time position</b>										
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	-			-			-			
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>										
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	-			-			-			
<b>In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:</b>										
<b>Teaching part-time fits my current lifestyle</b>										
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	-			-			-			
<b>Full-time positions were not available</b>										
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	.	.	.	.	.	.	.	.	.	

Wake Forest 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	-	-	-	-	-	-	-	-	-	
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>										
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%	
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)	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
<b>Please indicate your agreement with the following statements:</b>										
<b>Are given specific training before teaching</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Rarely get hired into full-time positions</b>										
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	-	-	-	-	-	-	-	-	-	

Wake Forest 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	-			-			-			
<b>Please indicate your agreement with the following statements:</b>										
<b>Receive respect from students</b>										
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	-			-			-			
<b>Are primarily responsible for introductory classes</b>										
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	-			-			-			
<b>Have no guarantee of employment security</b>										
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	-			-			-			

Wake Forest 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	-			-			-			
<b>Please indicate your agreement with the following statements:</b>										
<b>Have access to support services</b>										
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	-			-			-			
<b>Are compensated for advising/counseling students</b>										
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	-			-			-			
<b>Are required to attend meetings</b>										
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	-			-			-			

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with the following statements:</b>										
<b>Have good working relationships with the administration</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Are respected by full-time faculty</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Are paid fairly</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Please indicate your agreement with the following statements:</b>										
<b>Have input in course designs</b>										
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	-	-	-	-	-	-	-	-	-	

Wake Forest 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>Are included in faculty governance</b>										
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	-	-	-	-	-	-	-	-	-	
<b>Besides this institution, at how many other institutions do you teach?</b>										
Mean	.	.	.	.	.	.	.	.	.	
Median	.	.	.	.	.	.	.	.	.	
Mode	.	.	.	.	.	.	.	.	.	
Total(n)	0	1,886	3,787	0	1,221	2,190	0	665	1,597	
<b>For the current term, how far in advance of the beginning of the term did you receive your course assignments?</b>										
More than three months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	-	-	-	-	-	-	-	-	-	
<b>END OF PART-TIME ONLY</b>										
<b>What is your principal activity in your current position at this institution?</b>										
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	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
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	



Wake Forest 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>Teaching</b>										
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%	
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	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
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	
<b>How many courses are you teaching this term?</b>										
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	

Wake Forest 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)	349	1,886	3,787	191	1,221	2,190	158	665	1,597	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
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	
<b>Courses required for an undergraduate major</b>										
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	
<b>Other undergraduate credit courses</b>										
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	
<b>Developmental/remedial courses (not for credit)</b>										
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	
<b>Graduate courses</b>										
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	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
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	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
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	
<b>What types of courses do you primarily teach?</b> (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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
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	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
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	
<b>FACULTY WHO TAUGHT GRADUATE COURSES ONLY</b>										
<b>In the past two years, to what extent have you:</b>										
<b>Met with graduate students to discuss their research interests</b>										
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	
<b>Mentored graduate students</b>										
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	
<b>Helped graduate students access professional networks</b>										
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	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
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%	

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	
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	
<b>Published with graduate students</b>										
To a very large extent	7.4%	14.7%	14.1%	5.8%	15.5%	15.2%	9.8%	12.9%	11.9%	

Wake Forest 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	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	
<b>Included graduate students in research grant writing</b>										
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	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
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	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
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	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
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	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
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	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reesearch opportunities</b>										
Strongly agree	14.0%	21.0%	22.0%	10.7%	19.2%	20.2%	19.4%	25.0%	25.7%	

Wake Forest 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	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	
<b>It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills</b>										
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	
<b>This graduate program enrolls too many international students</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
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	

Wake Forest 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	0.79	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	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program are trained to conduct research responsibly and ethically</b>										
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	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.22	-0.20	-	-0.22	-0.21	-	-0.24	-0.20	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
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	

Wake Forest 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	3.37	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	
<b>Most graduate students in this program move on to faculty positions</b>										
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	
<b>Most graduate students in this program move into positions outside of academia</b>										
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	
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	
<b>During the past two years, have you engaged in any of the following activities?</b>										
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%	



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	
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	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you engaged in any of the following activities?</b>										
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	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with undergraduate students at conferences</b>										
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	
<b>Published with undergraduates</b>										
To a very large extent	2.0%	5.0%	4.8%	3.1%	6.4%	6.2%	0.7%	2.3%	2.3%	
To a large extent	3.7%	6.4%	6.0%	4.4%	7.8%	7.3%	2.9%	3.7%	3.8%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>Engaged undergraduates on your research projects</b>										
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	
<b>Worked with undergraduates on their research projects</b>										
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	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
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	
<b>How many undergraduate students do you advise?</b>										
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	
<b>With respect to your undergraduate advisees, how often have you:</b>										
<b>Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)</b>										
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	

Wake Forest 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	
<b>Helped them plan their course of study</b>										
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	
<b>Discussed their academic performance</b>										
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	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
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	
<b>Discussed career and post-graduation goals</b>										
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	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Funded workshops outside the institution focused on teaching</b>										
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%	

Wake Forest 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	0.3%	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%	
<b>Total(n)</b>	<b>303</b>	<b>1,719</b>	<b>3,460</b>	<b>166</b>	<b>1,119</b>	<b>1,990</b>	<b>137</b>	<b>600</b>	<b>1,470</b>	
<b>Funded workshops outside the institution focused on research skills development</b>										
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%	
<b>Total(n)</b>	<b>302</b>	<b>1,708</b>	<b>3,428</b>	<b>165</b>	<b>1,111</b>	<b>1,971</b>	<b>137</b>	<b>597</b>	<b>1,457</b>	
<b>Funded workshops outside the institution focused on grant writing</b>										
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%	
<b>Total(n)</b>	<b>302</b>	<b>1,699</b>	<b>3,402</b>	<b>166</b>	<b>1,111</b>	<b>1,970</b>	<b>136</b>	<b>588</b>	<b>1,432</b>	
<b>Paid sabbatical leave</b>										
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%	
<b>Total(n)</b>	<b>302</b>	<b>1,712</b>	<b>3,411</b>	<b>165</b>	<b>1,115</b>	<b>1,966</b>	<b>137</b>	<b>597</b>	<b>1,445</b>	
<b>Travel funds paid by the institution</b>										
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%	
<b>Total(n)</b>	<b>303</b>	<b>1,720</b>	<b>3,456</b>	<b>167</b>	<b>1,123</b>	<b>1,997</b>	<b>136</b>	<b>597</b>	<b>1,459</b>	
<b>Internal grants for research</b>										
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%	
<b>Total(n)</b>	<b>301</b>	<b>1,715</b>	<b>3,418</b>	<b>164</b>	<b>1,116</b>	<b>1,964</b>	<b>137</b>	<b>599</b>	<b>1,454</b>	
<b>Training for administrative leadership</b>										
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%	
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%	
<b>Total(n)</b>	<b>302</b>	<b>1,703</b>	<b>3,404</b>	<b>166</b>	<b>1,112</b>	<b>1,969</b>	<b>136</b>	<b>591</b>	<b>1,435</b>	
<b>Received incentives to develop new courses</b>										
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%	
<b>Total(n)</b>	<b>302</b>	<b>1,709</b>	<b>3,411</b>	<b>165</b>	<b>1,114</b>	<b>1,965</b>	<b>137</b>	<b>595</b>	<b>1,446</b>	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
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	
<b>How many of the following have you published?</b>										
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%	
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	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	58.2%	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	
<b>Other, such as patents or computer software products</b>										
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	
<b>In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
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%	
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	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	48.0%	39.0%	36.6%	58.3%	39.1%	36.5%	38.5%	38.9%	36.8%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Collaborative</b>										
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	
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>										
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%	
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	
<b>How many of these publications in the past three years have been solo-authored?</b>										
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%	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>How many of these publications in the past three years have been co-authored?</b>										
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	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	10.5%	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	
<b>Preparing for teaching (including reading student papers and grading)</b>										
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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
9-12	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	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
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	
Significance	-		*	-			-		*	
Effect size	-	-0.10	-0.12	-	-0.09	-0.10	-	-0.14	-0.18	
<b>Committee work and meetings</b>										
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	
<b>Research and scholarly writing</b>										
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%	

Wake Forest 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+	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	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	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	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.07	-0.08	-	-0.07	-0.10	
<b>Community or public service</b>										
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	
<b>Outside consulting/freelance work</b>										
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	

Wake Forest 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	0.75	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	
<b>Household/childcare duties</b>										
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	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Serving as a caregiver for another adult</b>										
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	
<b>Other employment, outside of academia</b>										
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	

Wake Forest 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>Personal time</b>										
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	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
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	
<b>Support their opinions with a logical argument</b>										
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	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek solutions to problems and explain them to others</b>										
Frequently	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	
<b>Analyze multiple sources of information before coming to a conclusion</b>	67.0%	68.6%	69.0%	65.8%	65.6%	65.8%	68.6%	74.4%	74.8%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>Evaluate the quality or reliability of information they receive</b>										
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%	
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	
<b>Take risks for potential gains</b>										
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	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
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	
<b>Look up scientific research articles and resources</b>										
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	

Wake Forest 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>Explore topics on their own, even though it was not required for a class</b>										
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	
<b>Accept mistakes as part of the learning process</b>										
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	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
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	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	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	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
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%	

Wake Forest 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 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	
<b>Discuss the ethical or moral implications of a course of action</b>										
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	
<b>Apply mathematical concepts and computational thinking</b>										
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	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
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	
<b>Cooperative learning (small groups)</b>										
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	-			-			-			



Wake Forest 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	-	0.03	0.03	-	0.00	0.01	-	-0.07	-0.05	
<b>Experiential learning/Field studies</b>										
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%	
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	
<b>Performances/Demonstrations</b>										
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	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
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	
<b>Extensive lecturing</b>										
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	
<b>Multiple drafts of written work</b>										
All	15.0%	15.2%	15.2%	10.3%	12.2%	12.2%	21.0%	21.0%	20.7%	

Wake Forest 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	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%	
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	
<b>Reflective writing/journaling</b>										
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	
<b>Community service as part of coursework</b>										
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	
<b>Electronic quizzes with immediate feedback in class</b>										
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	
<b>Using real-life problems</b>										
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	

Wake Forest 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	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Using student inquiry to drive learning</b>										
All	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	
<b>Readings on racial and ethnic issues</b>										
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	
<b>Readings on women and gender issues</b>										
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	
<b>Supplemental instruction that is outside of class and office hours</b>										
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	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.04	0.03	-	0.10	0.06	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
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	
<b>Student evaluations of each others' work</b>										
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	
<b>Grading on a curve</b>										
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	
<b>Rubric-based assessment</b>										
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	-			-			-			
Effect size	-	-0.02	-0.05	-	-0.11	-0.12	-	0.03	0.00	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	9.6%	9.3%	9.7%	5.9%	7.7%	7.9%	14.4%	12.4%	12.7%	

Wake Forest 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	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	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
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	
<b>Simulations/animations</b>										
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	
<b>Online homework or virtual labs</b>										
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	
<b>Online discussion boards</b>										
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	

Wake Forest 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	-0.25	-	-0.14	-0.15	-	-0.37	-0.41	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
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	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Encourage students to become agents of social change</b>										
Essential	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	
<b>Prepare students for employment after college</b>										
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	
<b>Prepare students for graduate or advanced education</b>										
Essential	51.7%	58.7%	60.2%	53.4%	59.2%	60.3%	49.6%	57.7%	60.0%	
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	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
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	
<b>Provide for students' emotional development</b>										
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	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										
Essential	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	-	*	**	-	*	**	-	-	-	
Effect size	-	-0.16	-0.17	-	-0.22	-0.23	-	-0.08	-0.10	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
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	-	-	-	-	-	-	-	-	-	

Wake Forest 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	0.01	-	0.03	-0.01	-	-0.01	-0.04	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Promote ability to write effectively</b>										
Essential	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	
<b>Teach students tolerance and respect for different beliefs</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
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	
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	
<b>Rate your agreement with the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all</b>										
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	



Wake Forest 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	3.71	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	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
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	
<b>Rate your agreement with the following statements:</b>										
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
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	
<b>I try to dispel perceptions of competition</b>										
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%	
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	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
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	

Wake Forest 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	0.86	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	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
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	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly agree	21.9%	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	
<b>Student Affairs staff have the support and respect of faculty</b>										
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	
<b>There is a lot of campus racial conflict here</b>										
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	

Wake Forest 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	0.77	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	
<b>My research is valued by faculty in my department</b>										
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	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
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	
<b>My service is valued by faculty in my department</b>										
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	
<b>Faculty are sufficiently involved in campus decision making</b>										
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	-	*	**	-			-		*	

Wake Forest 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	0.18	-	0.16	0.18	-	0.16	0.21	
<b>The faculty are typically at odds with campus administration</b>										
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	
<b>Faculty here respect each other</b>										
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	
<b>Administrators consider faculty concerns when making policy</b>										
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%	
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	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution takes responsibility for educating underprepared students</b>										
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	

Wake Forest 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>The criteria for advancement and promotion decisions are clear</b>										
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	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
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	
<b>There is adequate support for faculty development</b>										
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%	
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	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
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	
<b>This institution takes mentoring into consideration in the promotion process</b>										
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%	

Wake Forest 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	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	
<b>Faculty of color are treated fairly here</b>										
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	
<b>Women faculty are treated fairly here</b>										
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%	
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	
<b>LGBTQ faculty are treated fairly here</b>										
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	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Increase or maintain institutional affordability</b>										
Highest priority	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	

Wake Forest 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	2.24	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	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority	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	
<b>To facilitate student involvement in community service</b>										
Highest priority	9.4%	14.3%	15.4%	11.0%	14.5%	15.1%	7.5%	14.1%	15.9%	
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	
<b>To help students learn how to bring about change in society</b>										
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	
<b>To increase or maintain institutional prestige</b>										
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	

2016-17 HERI Faculty Survey  
**Institutional Profile Report**  
 All Respondents

	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										
Significance	-		*	-		*	-			
Effect size	-	0.12	0.16	-	0.17	0.19	-	0.01	0.08	



Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To hire faculty 'stars'</b>										
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	
<b>To recruit more minority students</b>										
Highest priority	15.7%	11.7%	12.9%	14.0%	10.3%	11.5%	17.9%	14.4%	15.4%	
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	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
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	
<b>To promote gender diversity in the faculty and administration</b>										
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	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority	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	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
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	
<b>To create and sustain partnerships with surrounding communities</b>										
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	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	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	

Wake Forest 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	0.11	-	0.07	0.07	-	0.15	0.16	
<b>To strengthen links with the for-profit, corporate sector</b>										
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	-			-			-			
Effect size	-	0.06	0.05	-	0.05	0.03	-	0.08	0.07	
<b>To develop leadership ability among students</b>										
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	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	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	
<b>To prepare students for the workplace</b>										
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	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a very large extent	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%	
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	
<b>Experience close alignment between your work and your personal values</b>										
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	
<b>Mentor faculty</b>										
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	
<b>Mentor undergraduate students</b>										
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	

Wake Forest 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	-0.31	-	-0.27	-0.27	-	-0.39	-0.37	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
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%	
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	
<b>Been mentored by at least one professional in academia</b>										
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	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
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	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
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%	

Wake Forest 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	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	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
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	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
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	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	53.7%	53.4%	52.6%	53.9%	54.6%	53.7%	53.3%	50.8%	50.4%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
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	
Significance	-			-			-		*	
Effect size	-	0.05	0.13	-	0.05	0.13	-	0.11	0.22	
<b>Health benefits</b>										
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	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
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	
<b>Opportunity for scholarly pursuits</b>										
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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>Teaching load</b>										
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	-		*	-		*	-			
Effect size	-	0.07	0.15	-	0.15	0.21	-	0.01	0.11	
<b>Quality of students</b>										
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	
<b>Autonomy and independence</b>										
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	
<b>Departmental leadership</b>										
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	



Wake Forest 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	-	-0.06	-0.03	-	-0.02	0.00	
<b>Departmental support for work/life balance</b>										
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	
<b>Institutional support for work/life balance</b>										
Very satisfied	24.2%	22.8%	21.3%	33.3%	28.9%	27.3%	13.5%	10.7%	10.6%	
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	
<b>Prospects for career advancement</b>										
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	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
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	

Wake Forest 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>Flexibility in relation to family matters or emergencies</b>										
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	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	33.5%	33.1%	31.3%	35.8%	35.4%	33.8%	30.7%	28.6%	26.7%	
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	
<b>Overall job satisfaction</b>										
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	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive	21.0%	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	
<b>Child care</b>										
Extensive	22.1%	21.7%	21.6%	21.5%	17.3%	17.3%	22.8%	32.8%	31.3%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>My physical health</b>										
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%	
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:										
<b>Review/promotion process</b>										
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	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
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	
<b>Committee work</b>										
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	

Wake Forest 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	-0.08	-	-0.09	-0.09	-	-0.08	-0.08	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Faculty meetings</b>										
Extensive	8.2%	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%	
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	
<b>Students</b>										
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	
<b>Research or publishing demands</b>										
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	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Institutional procedures and "red tape"</b>										
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	

Wake Forest 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>Teaching load</b>										
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	-			-	*	*	-			
Effect size	-	-0.08	-0.11	-	-0.20	-0.22	-	0.03	-0.01	
<b>Lack of personal time</b>										
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	
<b>Job security</b>										
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	
<b>Self-imposed high expectations</b>										
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	
<b>Increased work responsibilities</b>										
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	

Wake Forest 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>Institutional budget cuts</b>										
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	
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	
<b>Have you been sexually harassed at this institution?</b>										
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	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
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	
<b>Considered leaving this institution for another?</b>										
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	

Wake Forest 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>Engaged in public service/professional consulting without pay?</b>										
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	
<b>Received at least one firm job offer elsewhere?</b>										
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	
<b>Sought an early promotion?</b>										
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	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	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	
<b>Do you plan to retire within the next three years?</b>										
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	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
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	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
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	
<b>Citizenship status:</b>										
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	
<b>How would you characterize your political views?</b>										
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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 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	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
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	
<b>Still want to be a college professor?</b>										
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%	
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	
<b>Salary for part-time faculty</b>										
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%	



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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	
\$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	
<b>Per-Course earnings for part-time faculty.</b>										
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%	

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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	
\$5,000-5,499	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	
<b>Highest Degree Earned</b>										
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	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.4%	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%	

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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.)	0.4%	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	
<b>Are you currently serving in an administrative position as:</b>										
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	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	89.4%	89.4%	86.2%	91.1%	90.7%	87.8%	87.4%	87.0%	83.2%	

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	
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%	
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%	

Wake Forest 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	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	
<b>Race/Ethnicity Group (with multiple race category)</b>										
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	
<b>Is English your native language?</b>										
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	
<b>What is your sexual orientation?</b>										
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	
<b>Do you identify as transgender?</b>										
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	
<b>Are you currently: (Mark one)</b>										
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%	
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	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	
<b>18 years or older</b>										
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	
<b>How satisfied are you with the availability of child care at this institution?</b>										
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	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
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%	
\$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	

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	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	

Wake Forest 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	9.07	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.										
<b>Year of birth</b>										
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%	
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	
<b>Year of first academic appointment:</b>										
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	
<b>Year of appointment at present institution</b>										
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	
<b>If tenured, year tenure was awarded</b>										
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%	



Wake Forest 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	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%	
<b>Total(n)</b>	<b>179</b>	<b>1,053</b>	<b>1,990</b>	<b>106</b>	<b>752</b>	<b>1,276</b>	<b>73</b>	<b>301</b>	<b>714</b>	
<b>If tenured, year tenure was awarded (CC)</b>										
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%	
<b>Total(n)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Aggregated Major</b>										
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%	
<b>Total(n)</b>	<b>221</b>	<b>1,388</b>	<b>2,794</b>	<b>120</b>	<b>916</b>	<b>1,636</b>	<b>101</b>	<b>472</b>	<b>1,158</b>	
<b>Aggregated Department</b>										
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%	

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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%	
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	
<b>Faculty works in a STEM department</b>										
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	
<b>Optional Question 1</b>										
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			
<b>Optional Question 2</b>										
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			
<b>Optional Question 3</b>										
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			
<b>Optional Question 4</b>										
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			
<b>Optional Question 5</b>										
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%			

Wake Forest 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	2.7%			1.6%			3.9%			
Total (n)	226			123			103			
<b>Optional Question 6</b>										
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			
<b>Optional Question 7</b>										
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			
<b>Optional Question 8</b>										
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			
<b>Optional Question 9</b>										
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			
<b>Optional Question 10</b>										
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			
<b>Optional Question 11</b>										
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			

Wake Forest 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>Optional Question 12</b>										
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			
<b>Optional Question 13</b>										
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			
<b>Optional Question 14</b>										
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			
<b>Optional Question 15</b>										
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			
<b>Optional Question 16</b>										
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			
<b>Optional Question 17</b>										
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			
<b>Optional Question 18</b>										
A	2.3%			2.5%			2.0%			
B	5.5%			5.0%			6.0%			

Wake Forest University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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			
<b>Optional Question 19</b>										
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			
<b>Optional Question 20</b>										
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			
<b>Optional Question 21</b>										
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			
<b>Optional Question 22</b>										
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			
<b>Optional Question 23</b>										
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			
<b>Optional Question 24</b>										
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%			

Wake Forest 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			
<b>Optional Question 25</b>										
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			
<b>Optional Question 26</b>										
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			
<b>Optional Question 27</b>										
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			
<b>Optional Question 28</b>										
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			
<b>Optional Question 29</b>										
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			
<b>Optional Question 30</b>										
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			