



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

## 2016-17 HERI Faculty Survey

HERI Theme Reports

Full-time Undergraduate Faculty

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# Washburn University

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Comparison group 1: PUBLIC 4YR COLLEGES - LOW/MEDIUM SELECTIVITY  
Comparison group 2: PUBLIC 4YR COLLEGES



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## How to Read the HERI Faculty Survey Report HERI Theme

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

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

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

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

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

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

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

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

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

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

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

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

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
HERI Theme

**Professional Practice - Teaching** - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
Teaching										
Essential/Very important	99.5%	98.7%	98.8%	100.0%	98.5%	98.7%	99.1%	98.8%	98.8%	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	18.2%	13.6%	14.9%	27.6%	16.8%	17.3%	10.5%	10.0%	12.1%	
Taught an interdisciplinary course	37.6%	32.1%	35.0%	34.5%	33.2%	36.2%	40.0%	30.8%	33.6%	
Taught an area studies course (e.g., womens's studies, ethnic studies, LGBTQ studies)	11.5%	13.2%	13.5%	7.1%	9.8%	10.6%	15.1%	16.9%	16.9%	
Taught a service learning course	17.2%	17.5%	19.0%	15.3%	14.8%	15.7%	18.7%	20.6%	22.7%	
Taught a course exclusively online	47.6%	38.2%	38.2%	40.0%	33.8%	34.6%	53.8%	43.2%	42.4%	
Participated in organized activities around enhancing pedagogy and student learning	73.6%	69.2%	71.7%	67.4%	62.8%	66.0%	78.5%	76.4%	78.2%	
Taught a seminar for first-year students	21.8%	20.1%	19.5%	24.1%	22.0%	21.1%	19.8%	18.0%	17.7%	
Participated in the development of curriculum (enhancing an existing co	88.6%	88.8%	89.3%	84.9%	86.6%	87.7%	91.6%	91.3%	91.1%	
<b>How many courses are you teaching this term?</b>										
Mean	4.6	4.0	4.0	4.7	4.0	4.0	4.6	4.0	4.0	
Median	5.0	4.0	4.0	4.0	4.0	4.0	5.0	4.0	4.0	
Mode	5	4	4	5	4	4	5	4	4	
<b>How many courses that you are teaching this term are (means are shown):</b>										
General education courses	1.8	1.6	1.6	1.8	1.6	1.6	1.7	1.5	1.5	
Courses required for an undergraduate major	2.4	2.2	2.3	2.3	2.2	2.3	2.4	2.2	2.3	
Other undergraduate credit courses	1.7	1.5	1.5	1.8	1.5	1.5	1.6	1.5	1.5	
Developmental/remedial courses (not for credit)	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.1	1.1	
Graduate courses	1.2	1.5	1.5	1.2	1.5	1.4	1.2	1.5	1.5	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of these courses that you are teaching this term are being taught (means are shown):</b>										
At this institution	3.0	2.8	2.8	3.0	2.8	2.8	3.0	2.8	2.8	
At another institution	1.2	1.2	1.2	1.3	1.2	1.2	1.1	1.2	1.2	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	5	31	100	1	19	50	4	12	50	
<b>How often in the past year have you encouraged students to:</b>										
<b>Recognize the biases that affect their thinking</b>										
Frequently / Occasionally	92.8%	93.9%	93.6%	92.6%	93.1%	92.7%	93.0%	94.7%	94.7%	
Mean	2.54	2.52	2.52	2.46	2.48	2.47	2.59	2.56	2.57	
Standard deviation	0.63	0.61	0.61	0.64	0.62	0.63	0.62	0.59	0.59	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.02	-	0.05	0.03	
<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 / Occasionally	89.0%	92.4%	92.3%	90.2%	90.5%	90.6%	88.0%	94.2%	94.4%	
Mean	2.48	2.57	2.57	2.37	2.49	2.50	2.58	2.65	2.65	
Standard deviation	0.69	0.63	0.63	0.66	0.66	0.66	0.70	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.14	-0.14	-	-0.18	-0.20	-	-0.12	-0.12	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently / Occasionally	84.0%	87.1%	86.4%	80.2%	85.8%	84.7%	87.0%	88.4%	88.3%	
Mean	2.33	2.35	2.35	2.21	2.31	2.30	2.43	2.40	2.41	
Standard deviation	0.74	0.70	0.71	0.75	0.71	0.72	0.71	0.69	0.69	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.14	-0.13	-	0.04	0.03	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently / Occasionally	83.9%	82.8%	82.8%	81.4%	81.6%	80.9%	85.9%	84.2%	84.9%	
Mean	2.31	2.28	2.28	2.19	2.22	2.21	2.41	2.35	2.36	
Standard deviation	0.73	0.74	0.74	0.73	0.73	0.74	0.73	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.04	-0.03	-	0.08	0.07	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently / Occasionally	67.6%	68.2%	67.2%	69.5%	72.2%	71.8%	66.0%	63.9%	62.0%	
Mean	2.06	2.05	2.03	2.11	2.13	2.13	2.02	1.95	1.92	
Standard deviation	0.84	0.82	0.83	0.85	0.82	0.82	0.84	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.02	-0.02	-	0.09	0.12	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										Student-Centered Pedagogy
All / Most	85.7%	85.6%	86.0%	81.5%	82.9%	83.1%	89.1%	88.6%	89.2%	
Mean	3.51	3.54	3.55	3.40	3.46	3.47	3.60	3.63	3.64	
Standard deviation	0.81	0.79	0.78	0.88	0.86	0.85	0.74	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.07	-0.08	-	-0.04	-0.06	
<b>Cooperative learning (small groups)</b>										Student-Centered Pedagogy
All / Most	76.4%	70.6%	71.9%	67.9%	63.2%	65.0%	83.2%	78.3%	79.4%	
Mean	3.11	3.09	3.13	2.98	2.92	2.97	3.22	3.27	3.31	
Standard deviation	0.96	1.00	0.99	1.06	1.02	1.02	0.87	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.06	0.01	-	-0.05	-0.10	



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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Experiential learning/Field studies										Student-Centered Pedagogy
All / Most	36.8%	36.8%	37.1%	29.6%	34.0%	34.4%	42.6%	39.5%	40.1%	
Mean	2.25	2.26	2.26	2.14	2.20	2.19	2.34	2.32	2.33	
Standard deviation	1.13	1.10	1.10	1.14	1.11	1.10	1.12	1.10	1.09	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.05	-0.05	-	0.02	0.01	
<b>Performances/Demonstrations</b>										
All / Most	45.8%	37.7%	38.2%	46.3%	36.6%	37.2%	45.6%	39.0%	39.3%	
Mean	2.47	2.26	2.26	2.51	2.24	2.24	2.44	2.27	2.28	
Standard deviation	1.16	1.15	1.14	1.19	1.16	1.15	1.14	1.14	1.13	
Significance	-	*	*	-		*	-			
Effect size	-	0.18	0.18	-	0.23	0.23	-	0.15	0.14	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										Student-Centered Pedagogy
All / Most	41.2%	47.3%	48.1%	37.1%	44.7%	44.7%	44.5%	50.1%	52.0%	
Mean	2.41	2.54	2.57	2.40	2.49	2.49	2.42	2.61	2.66	
Standard deviation	1.02	1.07	1.06	1.07	1.10	1.07	0.99	1.04	1.04	
Significance	-		*	-			-		*	
Effect size	-	-0.12	-0.15	-	-0.08	-0.08	-	-0.18	-0.23	
<b>Extensive lecturing</b>										
All / Most	45.3%	50.5%	48.8%	54.8%	57.4%	56.5%	37.4%	43.2%	40.2%	
Mean	2.41	2.54	2.51	2.66	2.71	2.69	2.21	2.36	2.31	
Standard deviation	0.95	1.00	1.00	0.92	0.98	0.98	0.93	0.99	0.98	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.05	-0.03	-	-0.15	-0.10	
<b>Multiple drafts of written work</b>										
All / Most	28.0%	32.3%	32.3%	22.2%	27.4%	28.3%	32.7%	37.7%	36.9%	
Mean	2.05	2.19	2.20	1.98	2.09	2.11	2.11	2.30	2.30	
Standard deviation	0.92	0.96	0.96	0.91	0.90	0.91	0.93	1.02	1.00	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.16	-	-0.12	-0.14	-	-0.19	-0.19	
<b>Reflective writing/journaling</b>										
All / Most	28.7%	25.8%	26.6%	22.0%	22.3%	22.2%	34.3%	29.6%	31.5%	Student-

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Washburn University		Total			Men			Women			Construct
		Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean		2.00	1.95	1.97	1.82	1.81	1.82	2.15	2.09	2.13	Student-Centered Pedagogy
Standard deviation		0.99	0.99	1.00	1.00	0.97	0.96	0.96	0.99	1.01	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			Pedagogy
Effect size	-	0.05	0.03	-	0.01	0.00	-	0.06	0.02	
<b>Community service as part of coursework</b>										Civic Minded Practice
All / Most	11.6%	8.2%	8.7%	7.6%	7.5%	7.4%	14.8%	8.8%	10.1%	
Mean	1.54	1.42	1.44	1.43	1.36	1.37	1.62	1.48	1.51	
Standard deviation	0.80	0.72	0.72	0.67	0.68	0.68	0.88	0.75	0.77	
Significance	-	*		-			-			
Effect size	-	0.17	0.14	-	0.10	0.09	-	0.19	0.14	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Electronic quizzes with immediate feedback in class</b>										
All / Most	21.9%	21.9%	21.7%	14.7%	19.8%	20.2%	27.8%	24.2%	23.4%	
Mean	1.86	1.80	1.78	1.70	1.77	1.75	1.99	1.83	1.81	
Standard deviation	1.03	1.01	1.01	0.98	1.00	1.01	1.06	1.01	1.01	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	-0.07	-0.05	-	0.16	0.18	
<b>Using real-life problems</b>										
All / Most	74.6%	73.2%	72.6%	66.3%	70.8%	70.5%	81.2%	75.6%	75.1%	
Mean	3.12	3.13	3.11	2.96	3.09	3.07	3.24	3.16	3.16	
Standard deviation	0.90	0.93	0.93	0.95	0.93	0.93	0.85	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.14	-0.12	-	0.09	0.09	
<b>Using student inquiry to drive learning</b>										Student-Centered Pedagogy
All / Most	65.5%	61.8%	61.0%	69.5%	60.1%	59.1%	62.4%	63.8%	63.1%	
Mean	2.92	2.85	2.84	2.95	2.79	2.78	2.89	2.92	2.91	
Standard deviation	0.89	0.92	0.92	0.90	0.93	0.93	0.89	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	0.17	0.18	-	-0.03	-0.02	
<b>Readings on racial and ethnic issues</b>										
All / Most	33.0%	32.0%	31.8%	20.9%	25.3%	25.5%	42.5%	39.1%	38.8%	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	2.07	2.07	2.08	1.75	1.89	1.91	2.32	2.27	2.27	
Standard deviation	1.06	1.11	1.11	0.98	1.07	1.07	1.06	1.13	1.12	

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Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.13	-0.15	-	0.04	0.04	
<b>Readings on women and gender issues</b>										
All / Most	26.5%	26.7%	26.9%	17.3%	21.7%	21.8%	34.0%	32.2%	32.8%	Student-Centered Pedagogy
Mean	1.88	1.93	1.94	1.65	1.79	1.80	2.07	2.08	2.11	
Standard deviation	1.01	1.07	1.07	0.91	1.03	1.02	1.05	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.14	-0.15	-	-0.01	-0.04	
<b>Supplemental instruction that is outside of class and office hours</b>										
All / Most	40.7%	40.4%	40.3%	29.6%	35.3%	36.9%	49.5%	46.0%	44.0%	Student-Centered Pedagogy
Mean	2.35	2.37	2.37	2.07	2.23	2.27	2.56	2.51	2.47	
Standard deviation	1.07	1.07	1.06	0.98	1.01	1.01	1.09	1.12	1.10	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.16	-0.20	-	0.04	0.08	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All / Most	41.4%	49.9%	51.0%	34.6%	45.8%	45.5%	47.0%	54.3%	57.3%	
Mean	2.46	2.62	2.64	2.36	2.55	2.55	2.55	2.70	2.75	
Standard deviation	0.89	0.98	0.98	0.87	0.99	0.98	0.90	0.97	0.97	
Significance	-	*	*	-			-		*	
Effect size	-	-0.16	-0.18	-	-0.19	-0.19	-	-0.15	-0.21	
<b>Student evaluations of each others' work</b>										
All / Most	30.0%	29.7%	30.7%	28.4%	28.3%	28.0%	31.3%	31.3%	33.7%	
Mean	2.06	2.13	2.16	2.04	2.08	2.09	2.08	2.19	2.25	
Standard deviation	0.97	0.99	0.98	0.97	0.98	0.96	0.98	0.99	0.99	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
HERI Theme

**Professional Practice - Teaching** - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.04	-0.05	-	-0.11	-0.17	
<b>Grading on a curve</b>										
All / Most	12.7%	16.3%	15.3%	16.3%	21.8%	20.1%	9.9%	10.5%	9.9%	Student-Centered Pedagogy
Mean	1.53	1.64	1.61	1.65	1.77	1.74	1.44	1.50	1.47	
Standard deviation	0.87	0.91	0.90	0.96	1.00	0.97	0.78	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.12	-0.09	-	-0.12	-0.09	-	-0.08	-0.04	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Rubric-based assessment</b>										
All / Most	68.4%	64.4%	64.7%	60.0%	57.9%	57.9%	75.3%	71.4%	72.5%	
Mean	2.99	2.91	2.92	2.81	2.75	2.75	3.14	3.09	3.12	
Standard deviation	0.94	1.01	1.00	0.92	1.00	1.00	0.94	0.98	0.97	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.06	0.06	-	0.05	0.02	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently / Occasionally	88.9%	87.7%	87.9%	82.6%	84.1%	84.5%	94.0%	91.5%	91.7%	
Mean	2.33	2.31	2.31	2.21	2.22	2.23	2.42	2.40	2.40	
Standard deviation	0.67	0.68	0.67	0.72	0.70	0.70	0.60	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.01	-0.03	-	0.03	0.03	
<b>Simulations/animations</b>										
Frequently / Occasionally	67.5%	62.9%	62.8%	64.6%	63.2%	63.5%	69.7%	62.6%	62.2%	
Mean	1.92	1.84	1.83	1.84	1.82	1.82	1.98	1.86	1.85	
Standard deviation	0.75	0.75	0.74	0.72	0.72	0.72	0.77	0.77	0.76	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
HERI Theme

**Professional Practice - Teaching** - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.03	0.03	-	0.16	0.17	
<b>Online homework or virtual labs</b>										
Frequently / Occasionally	72.1%	71.2%	69.8%	60.7%	67.4%	66.9%	81.0%	75.3%	73.0%	
Mean	2.09	2.07	2.04	1.90	1.98	1.97	2.24	2.17	2.12	
Standard deviation	0.80	0.80	0.80	0.83	0.79	0.80	0.75	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	-0.10	-0.09	-	0.09	0.15	
<b>Online discussion boards</b>										
Frequently / Occasionally	53.5%	59.6%	59.9%	42.0%	53.7%	54.5%	63.0%	65.9%	65.9%	
Mean	1.75	1.82	1.82	1.53	1.71	1.73	1.93	1.92	1.92	
Standard deviation	0.79	0.77	0.77	0.69	0.75	0.75	0.82	0.77	0.77	
Significance	-			-	*	*	-			
Effect size	-	-0.09	-0.09	-	-0.24	-0.27	-	0.01	0.01	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
9 or more hours	60.7%	49.5%	53.4%	56.0%	50.0%	53.8%	64.7%	48.8%	52.9%	
Mean	4.03	3.65	3.70	4.07	3.68	3.71	4.00	3.62	3.68	
Standard deviation	1.60	1.33	1.30	1.58	1.32	1.28	1.62	1.34	1.32	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	0.29	0.25	-	0.30	0.28	-	0.28	0.24	
<b>Preparing for teaching (including reading student papers and grading)</b>										
9 or more hours	62.8%	57.9%	61.1%	54.9%	54.0%	57.6%	69.4%	62.1%	65.0%	
Mean	4.20	3.99	4.11	3.94	3.83	3.97	4.42	4.16	4.27	
Standard deviation	1.57	1.52	1.55	1.40	1.47	1.51	1.67	1.56	1.58	



2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.14	0.06	-	0.07	-0.02	-	0.17	0.09	
<b>My teaching is valued by faculty in my department</b>										
Agree strongly / Agree somewhat	94.0%	91.4%	91.2%	93.5%	91.5%	91.7%	94.5%	91.4%	90.7%	
Mean	3.51	3.43	3.44	3.53	3.42	3.44	3.49	3.43	3.43	
Standard deviation	0.70	0.73	0.73	0.74	0.71	0.72	0.67	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.15	0.13	-	0.08	0.08	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential / Very important	69.3%	78.6%	77.2%	69.2%	79.4%	78.2%	69.3%	77.6%	76.0%	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Collaborated with the local community in research/teaching	63.5%	53.0%	53.7%	59.8%	48.2%	49.9%	66.7%	58.3%	58.1%	CM Practice
Conducted research or writing focused on - International/global issues	31.4%	34.7%	35.2%	32.2%	36.9%	37.5%	30.8%	32.2%	32.6%	
Conducted research or writing focused on - Racial or ethnic minorities	25.8%	31.8%	31.3%	17.4%	26.2%	26.3%	32.7%	38.1%	37.0%	
Conducted research or writing focused on - Women and gender	22.6%	25.6%	26.3%	13.8%	17.8%	18.9%	30.1%	34.5%	34.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	12.2%	11.4%	11.5%	7.0%	8.4%	8.9%	16.5%	14.7%	14.5%	
Engaged in academic research that spans multiple disciplines	60.0%	65.5%	66.6%	65.1%	68.9%	69.7%	55.8%	61.7%	63.0%	
Received funding for your work from - Foundations	22.3%	19.0%	19.0%	20.9%	18.0%	18.1%	23.5%	20.2%	20.1%	
Received funding for your work from - State or federal government	23.0%	23.5%	23.7%	28.4%	26.0%	26.6%	18.4%	20.8%	20.3%	
Received funding for your work from - Business or industry	10.7%	9.9%	9.7%	15.3%	12.7%	12.4%	6.9%	6.8%	6.5%	
<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 / To a large extent	13.7%	11.7%	12.6%	11.4%	10.3%	11.8%	15.4%	13.3%	13.5%	
<b>Published with undergraduates</b>										
To a very large extent / To a large extent	2.1%	5.6%	6.0%	3.4%	5.2%	6.2%	1.0%	6.1%	5.7%	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
5 or more	31.7%	45.8%	45.5%	35.3%	49.4%	49.8%	28.8%	41.8%	40.6%	Scholarly Productivity
Mean	2.62	3.27	3.24	2.79	3.44	3.42	2.49	3.09	3.03	
Standard deviation	1.54	1.72	1.69	1.63	1.80	1.76	1.47	1.60	1.58	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.38	-0.37	-	-0.36	-0.36	-	-0.38	-0.34	
<b>Chapters in edited volumes</b>										Scholarly Productivity
1 or more	29.5%	45.3%	45.2%	27.6%	45.1%	45.2%	31.1%	45.8%	45.4%	
Mean	1.42	1.81	1.79	1.39	1.83	1.82	1.45	1.79	1.75	
Standard deviation	0.76	1.14	1.11	0.72	1.18	1.16	0.79	1.09	1.04	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.34	-0.33	-	-0.37	-0.37	-	-0.31	-0.29	
<b>Books, manuals, or monographs</b>										
1 or more	19.4%	27.3%	27.6%	19.3%	28.3%	29.0%	19.6%	26.4%	25.5%	
Mean	1.24	1.40	1.40	1.23	1.44	1.44	1.25	1.36	1.35	
Standard deviation	0.53	0.82	0.81	0.50	0.88	0.86	0.55	0.75	0.75	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.20	-0.20	-	-0.24	-0.24	-	-0.15	-0.13	
<b>Other, such as patents, or computer software products</b>										
1 or more	20.8%	18.8%	19.0%	19.0%	21.7%	22.1%	22.2%	15.6%	15.5%	
Mean	1.44	1.39	1.38	1.53	1.48	1.46	1.36	1.29	1.28	
Standard deviation	1.07	1.00	0.97	1.28	1.13	1.08	0.87	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.04	0.06	-	0.08	0.10	
<b>In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
1 or more	17.4%	15.2%	15.4%	19.4%	16.1%	16.1%	15.5%	14.0%	14.8%	
Mean	1.56	1.44	1.45	1.62	1.48	1.49	1.51	1.38	1.40	
Standard deviation	1.37	1.16	1.19	1.44	1.24	1.26	1.31	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.11	0.10	-	0.12	0.10	
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
3 or more	29.2%	47.3%	45.1%	27.9%	49.9%	47.8%	30.2%	44.4%	41.8%	Scholarly

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	2.84	3.76	3.65	2.77	3.88	3.79	2.90	3.62	3.49	Scholarship Productivity
Standard deviation	2.26	2.56	2.49	2.27	2.59	2.53	2.26	2.51	2.43	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.36	-0.33	-	-0.43	-0.40	-	-0.29	-0.24	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
1 or more hours	46.4%	41.0%	41.2%	51.1%	47.4%	46.3%	42.4%	34.3%	35.4%	
Mean	1.76	1.73	1.72	1.83	1.89	1.85	1.71	1.56	1.58	
Standard deviation	1.12	1.18	1.17	1.17	1.31	1.26	1.08	0.99	1.04	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.05	-0.02	-	0.15	0.13	
<b>My research is valued by faculty in my department</b>										
Agree strongly / Agree somewhat	83.6%	80.0%	79.6%	83.8%	80.8%	80.3%	83.6%	79.2%	78.6%	
Mean	3.06	3.04	3.05	3.04	3.04	3.06	3.08	3.04	3.04	
Standard deviation	0.74	0.82	0.83	0.77	0.80	0.82	0.71	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	0.00	-0.02	-	0.05	0.05	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Service**  
 HERI Theme

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Service										
Essential / Very important	80.3%	67.6%	66.9%	80.5%	64.3%	63.8%	80.0%	71.2%	70.6%	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	64.4%	57.2%	58.0%	69.0%	54.9%	56.5%	60.6%	59.8%	59.7%	Civic Minded Practice
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	47.6%	50.0%	50.5%	52.3%	50.1%	51.6%	43.6%	49.8%	49.1%	
Please indicate the extent to which you:										
Mentor faculty										
To a very large extent / To a large extent	34.0%	35.2%	35.4%	32.9%	37.1%	36.3%	35.0%	33.1%	34.2%	
Mean	3.04	3.00	3.00	3.00	3.04	3.03	3.08	2.96	2.98	
Standard deviation	1.19	1.23	1.23	1.15	1.26	1.23	1.23	1.21	1.22	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.02	-	0.10	0.08	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Service**  
 HERI Theme

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the extent to which you:</b>										
<b>Mentor undergraduate students</b>										
To a very large extent / To a large extent	70.4%	67.2%	67.9%	74.1%	65.9%	66.6%	67.0%	68.6%	69.2%	
Mean	3.95	3.86	3.89	3.96	3.83	3.86	3.94	3.90	3.92	
Standard deviation	1.07	1.09	1.09	1.04	1.08	1.07	1.10	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.12	0.09	-	0.04	0.02	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
5 + hours	34.0%	33.3%	32.9%	28.6%	30.3%	30.1%	38.6%	36.6%	36.2%	
Mean	2.46	2.45	2.43	2.38	2.40	2.38	2.52	2.49	2.49	
Standard deviation	0.94	0.98	0.97	0.85	0.96	0.95	1.01	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	-0.02	0.00	-	0.03	0.03	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Committee work and meetings</b>										
5+ hours	39.8%	43.4%	44.0%	32.9%	42.0%	41.9%	45.6%	44.9%	46.2%	
Mean	2.66	2.72	2.71	2.55	2.72	2.71	2.74	2.72	2.72	
Standard deviation	1.26	1.16	1.15	1.27	1.20	1.19	1.25	1.11	1.11	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.14	-0.13	-	0.02	0.02	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Service**  
HERI Theme

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Community or public service</b>										
5+ hours	15.6%	12.2%	12.6%	16.8%	12.1%	12.1%	14.7%	12.1%	12.8%	Civic Minded Practice
Mean	1.99	1.82	1.83	1.95	1.82	1.82	2.03	1.83	1.85	
Standard deviation	0.81	0.85	0.86	0.81	0.92	0.91	0.81	0.77	0.80	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.20	0.19	-	0.14	0.14	-	0.26	0.23	
<b>My service is valued by faculty in my department</b>										
Agree strongly / Agree somewhat	91.1%	87.1%	87.0%	92.2%	87.8%	87.8%	90.1%	86.3%	86.1%	
Mean	3.41	3.32	3.31	3.39	3.30	3.31	3.43	3.34	3.32	
Standard deviation	0.74	0.78	0.80	0.75	0.77	0.78	0.73	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	0.12	0.10	-	0.11	0.14	



2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Institutional Support and Resources**  
HERI Theme

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Participated in organized activities around enhancing pedagogy and student learning	73.6%	69.2%	71.7%	67.4%	62.8%	66.0%	78.5%	76.4%	78.2%	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	69.1%	54.1%	55.7%	61.2%	44.8%	47.5%	75.5%	64.4%	65.1%	
Paid sabbatical leave										
Yes	3.7%	5.5%	7.3%	2.4%	6.0%	8.2%	4.9%	4.9%	6.3%	
Travel funds paid by the institution										
Yes	70.2%	63.8%	66.4%	70.9%	58.6%	62.3%	69.5%	69.5%	71.0%	
Internal grants for research										
Yes	25.8%	28.8%	30.7%	21.2%	25.0%	28.7%	29.5%	33.0%	32.9%	
Training for administrative leadership										
Yes	14.2%	10.3%	11.4%	11.6%	9.9%	11.4%	16.3%	10.7%	11.4%	
Received incentives to develop new courses										
Yes	24.3%	17.5%	17.9%	21.2%	16.8%	17.3%	26.9%	18.3%	18.6%	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	5.7%	7.9%	7.8%	0.0%	4.5%	4.2%	10.8%	11.6%	11.9%	
Have you ever received an award for outstanding teaching?										
Yes	20.8%	27.0%	27.4%	25.0%	27.9%	29.0%	16.9%	25.9%	25.6%	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Institutional Support and Resources**  
HERI Theme

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My research is valued by faculty in my department Agree Strongly / Agree somewhat	83.6%	80.0%	79.6%	83.8%	80.8%	80.3%	83.6%	79.2%	78.6%	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Institutional Support and Resources**  
HERI Theme

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	3.06	3.04	3.05	3.04	3.04	3.06	3.08	3.04	3.04	
Standard deviation	0.74	0.82	0.83	0.77	0.80	0.82	0.71	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	0.00	-0.02	-	0.05	0.05	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
Agree Strongly / Agree somewhat	94.0%	91.4%	91.2%	93.5%	91.5%	91.7%	94.5%	91.4%	90.7%	
Mean	3.51	3.43	3.44	3.53	3.42	3.44	3.49	3.43	3.43	
Standard deviation	0.70	0.73	0.73	0.74	0.71	0.72	0.67	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.15	0.13	-	0.08	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 service is valued by faculty in my department</b>										
Agree Strongly / Agree somewhat	91.1%	87.1%	87.0%	92.2%	87.8%	87.8%	90.1%	86.3%	86.1%	
Mean	3.41	3.32	3.31	3.39	3.30	3.31	3.43	3.34	3.32	
Standard deviation	0.74	0.78	0.80	0.75	0.77	0.78	0.73	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	0.12	0.10	-	0.11	0.14	
<b>There is adequate support for faculty development</b>										
Agree Strongly / Agree somewhat	86.3%	67.7%	69.3%	83.4%	65.1%	67.9%	89.1%	70.5%	71.1%	
Mean	3.22	2.79	2.82	3.13	2.72	2.78	3.30	2.86	2.87	
Standard deviation	0.78	0.91	0.90	0.87	0.93	0.90	0.69	0.87	0.88	
Significance	-	***	***	-	***	***	-	***	***	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Institutional Support and Resources**  
 HERI Theme

**Institutional Support and Resources** - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.47	0.44	-	0.44	0.39	-	0.51	0.49	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education

Washburn University	Total			Men			Women			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>Prepare students for employment after college</b>										
Essential / Very important	100.0%	97.9%	97.4%	100.0%	97.3%	96.5%	100.0%	98.6%	98.3%	
Mean	3.82	3.72	3.70	3.80	3.67	3.65	3.84	3.77	3.75	
Standard deviation	0.39	0.50	0.52	0.40	0.53	0.56	0.37	0.46	0.47	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.20	0.23	-	0.25	0.27	-	0.15	0.19	
<b>Prepare students for graduate or advanced education</b>										
Essential / Very important	97.2%	96.2%	96.3%	95.0%	96.0%	96.1%	99.0%	96.5%	96.4%	
Mean	3.63	3.54	3.53	3.66	3.51	3.51	3.61	3.58	3.56	
Standard deviation	0.54	0.57	0.58	0.57	0.57	0.58	0.51	0.56	0.57	
Significance	-		*	-	*	*	-			
Effect size	-	0.16	0.17	-	0.26	0.26	-	0.05	0.09	
<b>Develop moral character</b>										
Essential / Very important	88.1%	87.3%	86.0%	87.4%	86.5%	85.0%	88.6%	88.3%	87.1%	UG Ed Goal:
Mean	3.27	3.21	3.19	3.29	3.18	3.15	3.25	3.24	3.22	Personal
Standard deviation	0.73	0.75	0.75	0.79	0.75	0.76	0.68	0.75	0.75	Develop-
Significance	-			-			-			ment
Effect size	-	0.08	0.11	-	0.15	0.18	-	0.01	0.04	
<b>Provide for students' emotional development</b>										
Essential / Very important	77.9%	76.5%	75.7%	68.3%	72.3%	71.0%	85.6%	81.1%	80.8%	UG Ed Goal:
Mean	3.05	2.99	2.97	2.91	2.93	2.89	3.16	3.06	3.06	Personal
Standard deviation	0.79	0.81	0.82	0.89	0.83	0.85	0.69	0.78	0.77	Develop-
Significance	-			-			-			ment
Effect size	-	0.07	0.10	-	-0.02	0.02	-	0.13	0.13	
<b>Help students develop personal values</b>										
Essential / Very important	88.6%	83.5%	83.5%	90.0%	82.0%	81.7%	87.5%	85.1%	85.3%	UG Ed Goal:
Mean	3.21	3.13	3.12	3.19	3.11	3.08	3.23	3.15	3.17	Personal
Standard deviation	0.68	0.75	0.75	0.71	0.73	0.75	0.66	0.76	0.75	Develop-

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education

Washburn University	Total			Men			Women			Construct ment
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.11	0.15	-	0.11	0.08	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential / Very important	86.9%	86.3%	85.7%	82.2%	82.9%	81.5%	90.8%	90.1%	90.4%	
Mean	3.31	3.28	3.27	3.13	3.14	3.12	3.45	3.43	3.44	
Standard deviation	0.81	0.79	0.80	0.91	0.81	0.83	0.69	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	-0.01	0.01	-	0.03	0.01	
<b>Promote ability to write effectively</b>										
Essential / Very important	95.5%	96.8%	96.7%	93.7%	95.3%	95.4%	96.9%	98.2%	98.1%	
Mean	3.66	3.69	3.69	3.57	3.61	3.63	3.73	3.77	3.76	
Standard deviation	0.56	0.54	0.54	0.61	0.59	0.59	0.51	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.07	-0.10	-	-0.09	-0.06	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential / Very important	91.9%	92.2%	92.0%	91.1%	90.4%	89.5%	92.6%	94.2%	94.8%	
Mean	3.48	3.47	3.47	3.30	3.35	3.35	3.62	3.59	3.62	
Standard deviation	0.73	0.73	0.73	0.77	0.78	0.78	0.66	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.06	-0.06	-	0.05	0.00	
<b>Encourage students to become agents of social change</b>										
Essential / Very important	79.4%	82.8%	82.4%	73.4%	78.9%	77.8%	84.4%	86.9%	87.7%	
Mean	3.13	3.19	3.18	3.03	3.09	3.06	3.21	3.29	3.31	
Standard deviation	0.88	0.83	0.84	0.96	0.86	0.88	0.81	0.78	0.76	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	-0.07	-0.03	-	-0.10	-0.13	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly / Agree somewhat	78.0%	72.2%	72.9%	77.6%	71.9%	72.8%	78.2%	72.5%	72.9%	
Mean	3.09	2.88	2.89	3.03	2.86	2.88	3.14	2.92	2.91	
Standard deviation	0.87	0.86	0.84	0.92	0.86	0.84	0.83	0.85	0.84	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.24	0.24	-	0.20	0.18	-	0.26	0.27	
<b>Indicate how important you believe the priority listed below is at your college or university:</b>										
<b>To develop leadership ability among students</b>										
Highest priority / High priority	70.0%	58.5%	58.6%	65.0%	55.8%	55.8%	74.5%	61.4%	61.8%	
Mean	2.87	2.67	2.68	2.75	2.64	2.64	2.97	2.71	2.73	
Standard deviation	0.79	0.84	0.84	0.85	0.85	0.84	0.73	0.83	0.83	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.24	0.23	-	0.13	0.13	-	0.31	0.29	



2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Diversity**  
 HERI Theme

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men			Women			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>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential / Very important	86.9%	86.3%	85.7%	82.2%	82.9%	81.5%	90.8%	90.1%	90.4%	
Mean	3.31	3.28	3.27	3.13	3.14	3.12	3.45	3.43	3.44	
Standard deviation	0.81	0.79	0.80	0.91	0.81	0.83	0.69	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	-0.01	0.01	-	0.03	0.01	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential / Very important	91.9%	92.2%	92.0%	91.1%	90.4%	89.5%	92.6%	94.2%	94.8%	
Mean	3.48	3.47	3.47	3.30	3.35	3.35	3.62	3.59	3.62	
Standard deviation	0.73	0.73	0.73	0.77	0.78	0.78	0.66	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.06	-0.06	-	0.05	0.00	
<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>There is a lot of campus racial conflict here</b>										
Agree strongly / Agree somewhat	17.3%	18.1%	20.3%	13.4%	17.2%	17.9%	20.5%	19.1%	23.0%	
Mean	1.73	1.85	1.90	1.60	1.81	1.84	1.83	1.89	1.98	
Standard deviation	0.79	0.78	0.79	0.79	0.81	0.80	0.77	0.75	0.78	
Significance	-		**	-	*	*	-			
Effect size	-	-0.15	-0.22	-	-0.26	-0.30	-	-0.08	-0.19	

2016-17 HERI Faculty Survey

Full-time Undergraduate Faculty

**Diversity**

HERI Theme

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly / Agree somewhat	78.0%	72.2%	72.9%	77.6%	71.9%	72.8%	78.2%	72.5%	72.9%	
Mean	3.09	2.88	2.89	3.03	2.86	2.88	3.14	2.92	2.91	
Standard deviation	0.87	0.86	0.84	0.92	0.86	0.84	0.83	0.85	0.84	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.24	0.24	-	0.20	0.18	-	0.26	0.27	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority / High priority	66.1%	62.2%	62.9%	68.9%	63.4%	63.3%	63.5%	60.8%	62.5%	
Mean	2.86	2.73	2.74	2.88	2.73	2.73	2.84	2.72	2.75	
Standard deviation	0.83	0.89	0.88	0.84	0.90	0.89	0.83	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.17	-	0.14	0.10	

2016-17 HERI Faculty Survey

Full-time Undergraduate Faculty

**Diversity**

HERI Theme

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>To recruit more minority students</b>										
Highest priority / High priority	51.3%	55.5%	56.1%	47.4%	55.1%	55.5%	54.7%	55.9%	56.8%	Institutional Priority: Commitment to Diversity
Mean	2.51	2.60	2.62	2.46	2.60	2.60	2.55	2.61	2.64	
Standard deviation	0.88	0.86	0.86	0.93	0.86	0.85	0.83	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.16	-0.16	-	-0.07	-0.10	
<b>To promote gender diversity among in the faculty and administration</b>										
Highest priority / High priority	42.5%	47.6%	49.7%	46.1%	49.2%	51.1%	39.3%	45.8%	48.0%	
Mean	2.38	2.47	2.50	2.43	2.51	2.53	2.32	2.42	2.46	
Standard deviation	0.92	0.91	0.90	0.91	0.90	0.89	0.92	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.09	-0.11	-	-0.11	-0.15	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority / High priority	45.4%	52.3%	53.8%	47.4%	52.1%	53.7%	43.5%	52.5%	53.8%	Institutional Priority: Commitment to Diversity
Mean	2.39	2.56	2.58	2.43	2.57	2.58	2.35	2.54	2.58	
Standard deviation	0.97	0.95	0.93	0.93	0.95	0.92	1.01	0.95	0.95	
Significance	-	*	*	-			-		*	
Effect size	-	-0.18	-0.20	-	-0.15	-0.16	-	-0.20	-0.24	

2016-17 HERI Faculty Survey

Full-time Undergraduate Faculty

**Diversity**

HERI Theme

**Diversity** - These items relate to social attitudes and experiences with diversity on campus.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>To develop an appreciation for multiculturalism</b>										
Highest priority / High priority	56.8%	63.9%	64.2%	52.0%	61.9%	62.4%	61.2%	66.0%	66.3%	Institutional Priority: Commitment to Diversity
Mean	2.62	2.75	2.77	2.55	2.73	2.74	2.68	2.78	2.80	
Standard deviation	0.86	0.88	0.87	0.88	0.84	0.85	0.83	0.91	0.90	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.17	-	-0.21	-0.22	-	-0.11	-0.13	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Agree strongly / Agree somewhat	96.0%	96.5%	96.3%	91.3%	94.1%	93.9%	100.0%	99.1%	98.9%	
Mean	3.70	3.71	3.70	3.56	3.63	3.61	3.81	3.79	3.79	
Standard deviation	0.58	0.55	0.56	0.73	0.63	0.64	0.39	0.44	0.44	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.11	-0.08	-	0.05	0.05	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Satisfaction**  
HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	36.3%	35.1%	34.9%	35.5%	34.0%	33.7%	36.9%	36.3%	36.2%	
Considered leaving this institution for another?										
Yes	40.6%	45.4%	45.1%	42.9%	46.4%	46.5%	38.6%	44.3%	43.4%	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes / Probably yes	84.5%	77.4%	78.6%	85.6%	76.2%	78.0%	83.5%	78.9%	79.2%	
Mean	4.27	4.02	4.06	4.20	3.97	4.03	4.34	4.07	4.10	
Standard deviation	0.85	1.00	1.00	0.85	0.99	0.99	0.85	1.01	1.01	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.25	0.21	-	0.23	0.17	-	0.27	0.24	
Still want to be a college professor?										
Definitely yes / Probably yes	90.7%	90.0%	89.6%	92.2%	89.6%	89.4%	89.5%	90.4%	89.9%	
Mean	4.53	4.52	4.52	4.52	4.53	4.52	4.54	4.51	4.51	
Standard deviation	0.72	0.75	0.76	0.68	0.70	0.73	0.75	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.01	0.00	-	0.04	0.04	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Satisfaction**  
 HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	33.1%	45.6%	47.2%	36.0%	47.7%	49.8%	30.6%	43.4%	44.1%	
Mean	2.10	2.30	2.34	2.13	2.32	2.36	2.07	2.29	2.31	
Standard deviation	0.94	0.95	0.93	1.00	0.92	0.92	0.88	0.97	0.94	
Significance	-	*	**	-	-	*	-	-	*	
Effect size	-	-0.21	-0.26	-	-0.21	-0.25	-	-0.23	-0.26	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Health benefits</b>										
Very satisfied / Satisfied	73.1%	61.9%	66.0%	65.8%	57.6%	63.9%	79.8%	66.8%	68.4%	
Mean	2.86	2.64	2.73	2.78	2.57	2.70	2.94	2.72	2.77	
Standard deviation	0.81	0.97	0.93	0.92	0.97	0.94	0.70	0.96	0.92	
Significance	-	**		-	-		-	*		
Effect size	-	0.23	0.14	-	0.22	0.09	-	0.23	0.18	
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	79.7%	61.5%	66.2%	72.0%	57.7%	64.2%	86.7%	65.6%	68.4%	
Mean	3.01	2.68	2.78	2.89	2.61	2.74	3.11	2.76	2.83	
Standard deviation	0.79	0.86	0.86	0.85	0.88	0.88	0.72	0.82	0.82	
Significance	-	***	**	-	*		-	***	**	
Effect size	-	0.38	0.27	-	0.32	0.17	-	0.43	0.34	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Satisfaction**  
HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied / Satisfied	58.2%	53.7%	54.8%	58.6%	57.8%	58.7%	57.8%	49.4%	50.4%	Job Satisfaction: Compensation
Mean	2.67	2.52	2.54	2.64	2.57	2.60	2.70	2.47	2.47	
Standard deviation	0.94	0.90	0.90	1.00	0.93	0.92	0.89	0.87	0.89	
Significance	-			-			-	*	*	
Effect size	-	0.17	0.14	-	0.08	0.04	-	0.26	0.26	
<b>Teaching load</b>										
Very satisfied / Satisfied	56.9%	62.0%	60.4%	56.6%	65.8%	63.6%	57.1%	57.7%	56.7%	Job Satisfaction: Compensation
Mean	2.64	2.54	2.60	2.51	2.47	2.53	2.75	2.62	2.67	
Standard deviation	0.80	0.80	0.80	0.84	0.80	0.80	0.75	0.79	0.79	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	0.05	-0.03	-	0.16	0.10	
<b>Quality of students</b>										
Very satisfied / Satisfied	63.0%	56.1%	59.5%	54.6%	49.9%	54.3%	70.6%	62.9%	65.5%	
Mean	2.64	2.54	2.60	2.51	2.47	2.53	2.75	2.62	2.67	
Standard deviation	0.80	0.80	0.80	0.84	0.80	0.80	0.75	0.79	0.79	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	0.05	-0.03	-	0.16	0.10	



2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Satisfaction**  
HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Autonomy and independence</b>										
Very satisfied / Satisfied	84.4%	82.9%	83.9%	84.2%	82.9%	84.1%	84.5%	82.9%	83.6%	Job Satisfaction: Workplace
Mean	3.28	3.17	3.19	3.21	3.15	3.17	3.35	3.19	3.21	
Standard deviation	0.80	0.82	0.81	0.81	0.78	0.78	0.80	0.86	0.84	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.08	0.05	-	0.19	0.17	
<b>Departmental leadership</b>										
Very satisfied / Satisfied	73.2%	71.1%	72.2%	76.3%	74.3%	75.8%	70.4%	67.5%	68.2%	Job Satisfaction: Workplace
Mean	3.05	2.95	2.96	3.11	2.98	3.01	3.00	2.91	2.90	
Standard deviation	0.96	0.99	0.99	0.92	0.95	0.94	1.00	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.14	0.11	-	0.09	0.10	
<b>Departmental support for work/life balance</b>										
Very satisfied / Satisfied	73.4%	69.5%	69.3%	77.4%	71.4%	72.6%	69.9%	67.3%	65.4%	Job Satisfaction: Workplace
Mean	2.98	2.88	2.87	3.04	2.90	2.92	2.93	2.85	2.80	
Standard deviation	0.89	0.94	0.93	0.91	0.90	0.88	0.88	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.16	0.14	-	0.08	0.13	
<b>Institutional support for work/life balance</b>										
Very satisfied / Satisfied	67.1%	56.6%	56.7%	72.0%	58.1%	59.7%	62.7%	54.8%	53.5%	
Mean	2.81	2.56	2.57	2.89	2.60	2.62	2.73	2.51	2.50	
Standard deviation	0.90	0.93	0.92	0.91	0.90	0.89	0.90	0.95	0.94	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	0.27	0.26	-	0.32	0.30	-	0.23	0.24	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Satisfaction**  
HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	47.4%	49.8%	52.1%	45.4%	49.0%	52.1%	49.4%	50.7%	52.0%	
Mean	2.37	2.40	2.44	2.37	2.38	2.45	2.36	2.41	2.44	
Standard deviation	0.93	0.91	0.90	0.91	0.90	0.89	0.94	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	-0.01	-0.09	-	-0.05	-0.09	
<b>Overall job satisfaction</b>										
Very satisfied / Satisfied	82.4%	78.1%	79.1%	82.7%	78.6%	80.3%	82.2%	77.7%	77.7%	
Mean	3.06	2.94	2.96	3.04	2.92	2.96	3.07	2.96	2.96	
Standard deviation	0.71	0.73	0.73	0.67	0.71	0.72	0.76	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.16	0.14	-	0.17	0.11	-	0.15	0.15	
<b>Relative equity of salary and job benefits</b>										
Very satisfied / Satisfied	38.3%	40.5%	41.3%	35.2%	41.3%	43.1%	40.9%	39.6%	39.4%	
Mean	2.17	2.18	2.21	2.16	2.19	2.24	2.18	2.17	2.17	
Standard deviation	0.98	0.95	0.94	1.06	0.96	0.95	0.90	0.93	0.93	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.03	-0.08	-	0.01	0.01	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Satisfaction**  
 HERI Theme

**Satisfaction** - These items gauge satisfaction with various aspects of the faculty experience.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Flexibility in relation to family matters or emergencies										
Very satisfied ./ Satisfied	87.4%	84.9%	85.4%	90.6%	87.0%	87.7%	84.5%	82.6%	82.8%	
Mean	3.27	3.22	3.22	3.28	3.21	3.23	3.26	3.23	3.20	
Standard deviation	0.79	0.78	0.77	0.75	0.74	0.73	0.84	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.09	0.07	-	0.04	0.07	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Institutional Priorities**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority / High priority	66.1%	62.2%	62.9%	68.9%	63.4%	63.3%	63.5%	60.8%	62.5%	
Mean	2.86	2.73	2.74	2.88	2.73	2.73	2.84	2.72	2.75	
Standard deviation	0.83	0.89	0.88	0.84	0.90	0.89	0.83	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.17	-	0.14	0.10	
<b>To facilitate student involvement in community service</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	56.5%	46.4%	48.2%	59.3%	45.6%	46.5%	54.1%	47.2%	50.1%	
Mean	2.59	2.45	2.48	2.62	2.45	2.46	2.56	2.46	2.51	
Standard deviation	0.75	0.82	0.82	0.85	0.86	0.85	0.66	0.78	0.79	
Significance	-	*		-			-			
Effect size	-	0.17	0.13	-	0.20	0.19	-	0.13	0.06	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To help students learn how to bring about change in society</b>										
Highest priority / High priority	47.2%	44.0%	44.5%	44.2%	42.0%	42.2%	50.0%	45.9%	47.0%	
Mean	2.47	2.41	2.42	2.39	2.38	2.38	2.55	2.44	2.46	
Standard deviation	0.88	0.91	0.89	0.99	0.93	0.90	0.77	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.01	0.01	-	0.13	0.10	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Institutional Priorities**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>To increase or maintain institutional prestige</b>										
Highest priority / High priority	55.7%	64.5%	62.4%	61.1%	64.2%	62.0%	50.6%	64.9%	63.0%	Institutional Priority: Increase Prestige
Mean	2.66	2.83	2.77	2.77	2.83	2.77	2.55	2.82	2.78	
Standard deviation	0.90	0.91	0.91	0.87	0.93	0.92	0.91	0.89	0.89	
Significance	-	*		-			-	*	*	
Effect size	-	-0.19	-0.12	-	-0.06	0.00	-	-0.30	-0.26	
<b>To hire faculty 'stars'</b>										
Highest priority / High priority	19.4%	30.8%	26.1%	19.5%	31.9%	26.5%	19.3%	29.6%	25.7%	Institutional Priority: Increase Prestige
Mean	1.78	2.01	1.91	1.82	2.03	1.92	1.75	1.99	1.91	
Standard deviation	0.81	0.95	0.93	0.87	0.98	0.96	0.76	0.91	0.89	
Significance	-	**		-			-	*		
Effect size	-	-0.24	-0.14	-	-0.21	-0.10	-	-0.26	-0.18	
<b>To recruit more minority students</b>										
Highest priority / High priority	51.3%	55.5%	56.1%	47.4%	55.1%	55.5%	54.7%	55.9%	56.8%	Institutional Priority: Commitment to Diversity
Mean	2.51	2.60	2.62	2.46	2.60	2.60	2.55	2.61	2.64	
Standard deviation	0.88	0.86	0.86	0.93	0.86	0.85	0.83	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.16	-0.16	-	-0.07	-0.10	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority / High priority	42.5%	47.6%	49.7%	46.1%	49.2%	51.1%	39.3%	45.8%	48.0%	
Mean	2.38	2.47	2.50	2.43	2.51	2.53	2.32	2.42	2.46	
Standard deviation	0.92	0.91	0.90	0.91	0.90	0.89	0.92	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.09	-0.11	-	-0.11	-0.15	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Institutional Priorities**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>To promote racial and ethnic diversity in the faculty and administration</b>										
Highest priority / High priority	45.4%	52.3%	53.8%	47.4%	52.1%	53.7%	43.5%	52.5%	53.8%	
Mean	2.39	2.56	2.58	2.43	2.57	2.58	2.35	2.54	2.58	
Standard deviation	0.97	0.95	0.93	0.93	0.95	0.92	1.01	0.95	0.95	
Significance	-	*	*	-			-		*	
Effect size	-	-0.18	-0.20	-	-0.15	-0.16	-	-0.20	-0.24	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	55.0%	39.4%	41.2%	46.0%	36.8%	38.8%	63.1%	42.1%	43.9%	
Mean	2.58	2.29	2.34	2.42	2.24	2.28	2.71	2.36	2.40	
Standard deviation	0.84	0.93	0.93	0.87	0.96	0.94	0.78	0.89	0.90	
Significance	-	***	**	-			-	***	**	
Effect size	-	0.31	0.26	-	0.19	0.15	-	0.39	0.34	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To create and sustain partnerships with surrounding communities</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	70.8%	52.8%	54.4%	65.0%	53.2%	54.0%	76.2%	52.5%	54.7%	
Mean	2.88	2.56	2.59	2.75	2.54	2.56	2.99	2.57	2.61	
Standard deviation	0.77	0.88	0.88	0.81	0.90	0.88	0.72	0.87	0.87	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.36	0.33	-	0.23	0.22	-	0.48	0.44	
<b>To pursue extramural funding</b>										
Highest priority / High priority	45.9%	60.3%	54.8%	47.4%	60.7%	55.8%	44.6%	59.8%	53.6%	
Mean	2.38	2.72	2.60	2.41	2.73	2.61	2.36	2.71	2.59	
Standard deviation	0.80	0.94	0.93	0.87	0.93	0.92	0.74	0.95	0.95	
Significance	-	***	**	-	**		-	**	*	
Effect size	-	-0.36	-0.24	-	-0.34	-0.22	-	-0.37	-0.24	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Institutional Priorities**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority / High priority	38.8%	52.4%	47.6%	37.7%	50.6%	46.3%	39.7%	54.4%	49.1%	
Mean	2.24	2.53	2.43	2.18	2.48	2.40	2.30	2.59	2.47	
Standard deviation	0.91	0.97	0.97	0.93	0.99	0.98	0.89	0.94	0.95	
Significance	-	***	*	-	*		-	*		
Effect size	-	-0.30	-0.20	-	-0.30	-0.22	-	-0.31	-0.18	
<b>To develop leadership ability among students</b>										
Highest priority / High priority	70.0%	58.5%	58.6%	65.0%	55.8%	55.8%	74.5%	61.4%	61.8%	
Mean	2.87	2.67	2.68	2.75	2.64	2.64	2.97	2.71	2.73	
Standard deviation	0.79	0.84	0.84	0.85	0.85	0.84	0.73	0.83	0.83	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.24	0.23	-	0.13	0.13	-	0.31	0.29	
<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>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	56.8%	63.9%	64.2%	52.0%	61.9%	62.4%	61.2%	66.0%	66.3%	
Mean	2.62	2.75	2.77	2.55	2.73	2.74	2.68	2.78	2.80	
Standard deviation	0.86	0.88	0.87	0.88	0.84	0.85	0.83	0.91	0.90	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.17	-	-0.21	-0.22	-	-0.11	-0.13	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Institutional Priorities**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges have a responsibility to work with their surrounding communities to address local issues										Civic Minded Values
Agree strongly / Agree somewhat	97.2%	94.3%	94.1%	96.2%	91.6%	91.5%	97.9%	97.1%	97.1%	
Mean	3.57	3.46	3.47	3.49	3.37	3.37	3.64	3.56	3.58	
Standard deviation	0.57	0.65	0.65	0.57	0.68	0.68	0.56	0.60	0.59	
Significance	-	*	*	-			-			
Effect size	-	0.17	0.15	-	0.18	0.18	-	0.13	0.10	



2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Interaction with Students**  
HERI Theme

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.

Washburn University	Total			Men			Women			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>										Civic Minded Practice
Advised student groups involved in service/volunteer work	64.4%	57.2%	58.0%	69.0%	54.9%	56.5%	60.6%	59.8%	59.7%	
Engaged undergraduates on <u>your</u> research project	42.4%	51.7%	53.5%	45.9%	54.9%	57.2%	39.4%	48.0%	49.3%	
Worked with undergraduates on their research project	62.5%	65.2%	66.7%	62.6%	67.0%	69.0%	62.5%	63.0%	64.0%	
<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>										Career Related Stress
<b>Students</b>										
Extensive / Somewhat	75.0%	70.2%	70.0%	68.5%	65.9%	66.4%	80.7%	74.8%	74.2%	
Mean	1.81	1.79	1.79	1.74	1.71	1.72	1.88	1.87	1.87	
Standard deviation	0.53	0.58	0.59	0.55	0.55	0.56	0.50	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.05	0.04	-	0.02	0.02	
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>I try to dispel perceptions of competition</b>										
Agree strongly / Agree somewhat	55.0%	55.9%	57.1%	36.4%	47.2%	49.6%	70.6%	65.5%	65.7%	
Mean	2.59	2.59	2.61	2.27	2.42	2.47	2.85	2.78	2.78	
Standard deviation	0.82	0.84	0.85	0.84	0.88	0.89	0.71	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.17	-0.22	-	0.09	0.09	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Habits of Mind**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently / Occasionally	98.3%	99.5%	99.6%	97.5%	99.5%	99.6%	99.0%	99.5%	99.6%	
Mean	2.92	2.95	2.95	2.88	2.93	2.93	2.95	2.97	2.97	
Standard deviation	0.33	0.24	0.24	0.40	0.27	0.27	0.26	0.20	0.19	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.19	-0.19	-	-0.10	-0.11	
<b>Support their opinions with a logical argument</b>										
Frequently / Occasionally	95.6%	97.7%	98.0%	95.1%	97.3%	97.7%	96.0%	98.1%	98.4%	
Mean	2.74	2.81	2.80	2.77	2.81	2.79	2.71	2.81	2.81	
Standard deviation	0.53	0.45	0.44	0.53	0.46	0.46	0.54	0.44	0.43	
Significance	-			-			-	*	*	
Effect size	-	-0.16	-0.14	-	-0.09	-0.04	-	-0.23	-0.23	
<b>Seek solutions to problems and explain them to others</b>										
Frequently / Occasionally	96.7%	97.8%	97.9%	95.1%	97.2%	97.6%	98.0%	98.3%	98.2%	
Mean	2.71	2.76	2.76	2.69	2.74	2.74	2.73	2.77	2.78	
Standard deviation	0.52	0.48	0.48	0.56	0.50	0.49	0.49	0.46	0.46	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.10	-0.10	-	-0.09	-0.11	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Frequently / Occasionally	94.0%	96.2%	96.4%	93.9%	95.8%	96.2%	94.1%	96.5%	96.7%	
Mean	2.61	2.66	2.67	2.57	2.65	2.65	2.63	2.67	2.68	
Standard deviation	0.60	0.55	0.54	0.61	0.56	0.55	0.60	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.14	-0.15	-	-0.07	-0.09	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently / Occasionally	96.7%	96.4%	96.7%	95.0%	95.8%	96.2%	98.1%	97.0%	97.2%	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Habits of Mind**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	2.67	2.69	2.69	2.63	2.66	2.66	2.71	2.71	2.71	
Standard deviation	0.54	0.54	0.53	0.58	0.56	0.55	0.50	0.52	0.51	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.05	-0.05	-	0.00	0.00	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Habits of Mind**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Take risks for potential gains</b>										
Frequently / Occasionally	81.6%	82.9%	83.4%	83.5%	82.8%	83.0%	80.0%	82.9%	83.8%	
Mean	2.11	2.19	2.21	2.13	2.17	2.18	2.09	2.21	2.24	
Standard deviation	0.68	0.71	0.71	0.67	0.70	0.70	0.70	0.71	0.71	
Significance	-			-			-		*	
Effect size	-	-0.11	-0.14	-	-0.06	-0.07	-	-0.17	-0.21	
<b>Seek alternative solutions to a problem</b>										
Frequently / Occasionally	96.7%	98.2%	98.0%	97.5%	97.9%	97.8%	96.0%	98.4%	98.3%	
Mean	2.65	2.66	2.66	2.67	2.64	2.64	2.64	2.69	2.69	
Standard deviation	0.54	0.51	0.51	0.52	0.52	0.52	0.56	0.50	0.50	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.06	0.06	-	-0.10	-0.10	
<b>Look up scientific research articles and resources</b>										
Frequently / Occasionally	88.0%	88.8%	88.4%	87.8%	89.6%	88.8%	88.1%	88.2%	88.0%	
Mean	2.41	2.41	2.41	2.33	2.37	2.38	2.48	2.45	2.45	
Standard deviation	0.70	0.68	0.69	0.69	0.66	0.68	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.06	-0.07	-	0.04	0.04	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently / Occasionally	94.4%	94.7%	95.3%	93.8%	95.6%	95.8%	95.1%	93.8%	94.6%	
Mean	2.49	2.47	2.48	2.48	2.48	2.49	2.50	2.46	2.47	
Standard deviation	0.60	0.60	0.59	0.62	0.58	0.58	0.59	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.00	-0.02	-	0.07	0.05	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Habits of Mind**  
 HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Accept mistakes as part of the learning process</b>										
Frequently / Occasionally	96.7%	97.7%	98.0%	95.1%	97.2%	97.6%	98.0%	98.2%	98.5%	
Mean	2.72	2.73	2.74	2.69	2.68	2.70	2.74	2.78	2.78	
Standard deviation	0.52	0.49	0.48	0.56	0.52	0.51	0.48	0.45	0.45	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.02	-0.02	-	-0.09	-0.09	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Health and Wellness**  
 HERI Theme

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			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 each of the following statements::</b>										
<b>I achieve a healthy balance between your personal life and your professional life</b>										
Agree strongly / Agree somewhat	67.4%	67.1%	65.4%	76.3%	73.9%	71.7%	60.0%	59.6%	58.2%	
Mean	2.88	2.82	2.78	3.09	3.01	2.94	2.71	2.62	2.60	
Standard deviation	0.85	0.90	0.91	0.87	0.89	0.91	0.80	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.09	0.16	-	0.10	0.13	
<b>I feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
Agree strongly / Agree somewhat	48.9%	52.2%	51.9%	43.6%	46.9%	45.9%	53.1%	57.8%	58.6%	
Mean	2.48	2.56	2.55	2.40	2.44	2.42	2.54	2.69	2.71	
Standard deviation	0.92	1.02	1.01	0.92	1.02	1.01	0.93	1.00	0.99	
Significance	-			-			-			
Effect size	-	-0.08	-0.07	-	-0.04	-0.02	-	-0.15	-0.17	
<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 / Somewhat	71.3%	77.2%	77.7%	60.9%	73.2%	73.7%	80.7%	81.6%	82.2%	
Mean	1.89	1.97	1.98	1.70	1.88	1.89	2.06	2.06	2.07	
Standard deviation	0.68	0.65	0.65	0.64	0.63	0.64	0.67	0.65	0.65	
Significance	-			-	*	*	-			
Effect size	-	-0.12	-0.14	-	-0.29	-0.30	-	0.00	-0.02	
<b>Child care</b>										
Extensive / Somewhat	48.9%	60.9%	61.3%	41.7%	55.0%	56.0%	56.8%	69.0%	68.7%	
Mean	1.64	1.80	1.81	1.54	1.71	1.72	1.75	1.93	1.95	
Standard deviation	0.74	0.74	0.74	0.71	0.73	0.72	0.75	0.74	0.75	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-		*	-			-			
Effect size	-	-0.22	-0.23	-	-0.23	-0.25	-	-0.24	-0.27	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Health and Wellness**  
HERI Theme

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>My physical health</b>										
Extensive / Somewhat	56.5%	58.3%	58.8%	54.7%	56.2%	57.0%	58.0%	60.5%	61.0%	
Mean	1.64	1.68	1.69	1.62	1.65	1.66	1.67	1.70	1.71	
Standard deviation	0.62	0.64	0.64	0.62	0.63	0.64	0.63	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.05	-0.06	-	-0.05	-0.06	
<b>Review/promotion process</b>										
Extensive / Somewhat	50.0%	59.9%	60.6%	47.5%	56.7%	56.7%	52.7%	63.4%	65.0%	
Mean	1.58	1.76	1.77	1.54	1.69	1.70	1.61	1.82	1.85	
Standard deviation	0.63	0.71	0.71	0.62	0.68	0.69	0.65	0.72	0.73	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.25	-0.27	-	-0.22	-0.23	-	-0.29	-0.33	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive / Somewhat	18.6%	27.2%	28.0%	19.1%	24.4%	23.2%	18.1%	30.2%	33.3%	
Mean	1.21	1.32	1.33	1.21	1.29	1.28	1.22	1.35	1.39	
Standard deviation	0.48	0.56	0.57	0.45	0.54	0.53	0.51	0.58	0.60	
Significance	-	*	*	-			-		*	
Effect size	-	-0.20	-0.21	-	-0.15	-0.13	-	-0.22	-0.28	
<b>Committee work</b>										
Extensive / Somewhat	60.2%	68.6%	69.7%	50.7%	63.3%	65.0%	68.8%	74.5%	75.0%	Career Related Stress
Mean	1.73	1.83	1.84	1.60	1.75	1.77	1.85	1.91	1.92	
Standard deviation	0.68	0.65	0.65	0.66	0.65	0.65	0.68	0.64	0.64	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.17	-	-0.23	-0.26	-	-0.09	-0.11	
<b>Faculty meetings</b>										
Extensive / Somewhat	48.7%	54.7%	57.6%	38.3%	54.3%	56.4%	57.8%	55.2%	59.1%	
Mean	1.53	1.65	1.69	1.42	1.62	1.66	1.63	1.69	1.74	
Standard deviation	0.58	0.66	0.67	0.58	0.63	0.64	0.58	0.70	0.70	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.18	-0.24	-	-0.32	-0.38	-	-0.09	-0.16	



2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Health and Wellness**  
 HERI Theme

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Students</b>										
Extensive / Somewhat	75.0%	70.2%	70.0%	68.5%	65.9%	66.4%	80.7%	74.8%	74.2%	
Mean	1.81	1.79	1.79	1.74	1.71	1.72	1.88	1.87	1.87	
Standard deviation	0.53	0.58	0.59	0.55	0.55	0.56	0.50	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.05	0.04	-	0.02	0.02	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Research or publishing demands</b>										Career Related Stress
Extensive / Somewhat	53.4%	69.5%	70.4%	45.3%	62.1%	64.2%	61.2%	77.8%	77.7%	
Mean	1.60	1.90	1.91	1.50	1.78	1.80	1.69	2.02	2.03	
Standard deviation	0.60	0.70	0.70	0.59	0.70	0.69	0.61	0.68	0.69	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.43	-0.44	-	-0.40	-0.43	-	-0.49	-0.49	
<b>Institutional procedures and "red tape"</b>										Career Related Stress
Extensive / Somewhat	67.1%	74.3%	73.4%	63.5%	73.9%	73.6%	70.4%	74.7%	73.3%	
Mean	1.82	2.04	2.01	1.80	2.02	2.01	1.84	2.05	2.01	
Standard deviation	0.67	0.74	0.73	0.70	0.74	0.73	0.64	0.75	0.74	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	-0.30	-0.26	-	-0.30	-0.29	-	-0.28	-0.23	
<b>Teaching load</b>										Career Related Stress
Extensive / Somewhat	73.9%	64.5%	67.0%	64.9%	62.5%	65.3%	81.9%	66.6%	69.0%	
Mean	1.93	1.82	1.86	1.77	1.76	1.81	2.07	1.89	1.92	
Standard deviation	0.67	0.71	0.71	0.65	0.67	0.69	0.66	0.74	0.73	
Significance	-			-			-	*		
Effect size	-	0.15	0.10	-	0.01	-0.06	-	0.24	0.21	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Health and Wellness**  
 HERI Theme

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of for you during the last two years:										
<b>Lack of personal time</b>										Career Related Stress
Extensive / Somewhat	74.0%	70.2%	72.5%	58.6%	62.1%	65.3%	88.0%	79.0%	80.9%	
Mean	1.92	1.93	1.97	1.76	1.81	1.84	2.06	2.07	2.12	
Standard deviation	0.66	0.73	0.72	0.73	0.73	0.72	0.55	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	-0.07	-0.11	-	-0.01	-0.09	
<b>Job security</b>										
Extensive / Somewhat	32.0%	39.1%	37.2%	28.7%	36.2%	34.8%	35.0%	42.2%	40.0%	
Mean	1.37	1.50	1.48	1.32	1.47	1.44	1.43	1.54	1.51	
Standard deviation	0.58	0.69	0.68	0.52	0.68	0.66	0.63	0.69	0.69	
Significance	-	*		-			-			
Effect size	-	-0.19	-0.16	-	-0.22	-0.18	-	-0.16	-0.12	
Please indicate the extent to which each of the following has been a source of for you during the last two years:										
<b>Self-imposed high expectations</b>										Career Related Stress
Extensive / Somewhat	85.5%	86.8%	87.3%	80.0%	82.9%	84.2%	90.3%	90.9%	91.0%	
Mean	2.09	2.21	2.22	1.99	2.12	2.15	2.19	2.32	2.31	
Standard deviation	0.62	0.66	0.65	0.63	0.67	0.66	0.59	0.63	0.63	
Significance	-	*	*	-		*	-			
Effect size	-	-0.18	-0.20	-	-0.19	-0.24	-	-0.21	-0.19	
<b>Increased work responsibilities</b>										
Extensive / Somewhat	80.7%	78.4%	77.2%	72.6%	73.4%	72.3%	87.9%	83.9%	82.9%	
Mean	2.10	2.06	2.04	1.96	1.95	1.93	2.22	2.18	2.15	
Standard deviation	0.69	0.70	0.70	0.72	0.70	0.70	0.64	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.01	0.04	-	0.06	0.10	

2016-17 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Health and Wellness**  
 HERI Theme

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Washburn University	Total			Men			Women			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 / Somewhat	72.9%	82.4%	75.7%	71.3%	81.9%	74.7%	74.4%	82.8%	76.9%	
Mean	1.95	2.25	2.11	1.90	2.26	2.11	1.99	2.23	2.11	
Standard deviation	0.70	0.73	0.76	0.69	0.74	0.78	0.71	0.72	0.75	
Significance	-	***	*	-	***	*	-	**		
Effect size	-	-0.41	-0.21	-	-0.49	-0.27	-	-0.33	-0.16	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Relationship with Administration**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate your agreement with each of the following statements:</b>										
<b>The faculty are typically at odds with campus administration</b>										
Strong Agree / Agree Somewhat	40.5%	54.9%	51.0%	38.5%	55.8%	51.9%	42.2%	53.9%	50.0%	
Mean	2.28	2.57	2.51	2.31	2.64	2.56	2.26	2.50	2.46	
Standard deviation	0.77	0.84	0.85	0.79	0.86	0.87	0.76	0.82	0.82	
Significance	-	***	***	-	**	*	-	*	*	
Effect size	-	-0.35	-0.27	-	-0.38	-0.29	-	-0.29	-0.24	
<b>Administrators consider faculty concerns when making policy</b>										
Strong Agree / Agree Somewhat	66.7%	58.3%	61.5%	61.1%	56.8%	60.6%	71.4%	59.9%	62.5%	
Mean	2.74	2.56	2.61	2.65	2.54	2.61	2.81	2.57	2.62	
Standard deviation	0.84	0.87	0.86	0.89	0.92	0.89	0.79	0.82	0.83	
Significance	-	*		-			-	*	*	
Effect size	-	0.21	0.15	-	0.12	0.04	-	0.29	0.23	
<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 / Somewhat	67.1%	74.3%	73.4%	63.5%	73.9%	73.6%	70.4%	74.7%	73.3%	Career Related Stress
Mean	1.82	2.04	2.01	1.80	2.02	2.01	1.84	2.05	2.01	
Standard deviation	0.67	0.74	0.73	0.70	0.74	0.73	0.64	0.75	0.74	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	-0.30	-0.26	-	-0.30	-0.29	-	-0.28	-0.23	
<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>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly / Agree somewhat	82.6%	81.2%	81.8%	80.5%	78.4%	79.3%	84.5%	84.1%	84.4%	
Mean	3.08	3.03	3.04	3.06	2.97	2.99	3.10	3.09	3.10	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Relationship with Administration**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.76	0.72	0.73	0.78	0.70	0.72	0.74	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.13	0.10	-	0.01	0.00	

2016-17 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Relationship with Administration**  
HERI Theme

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

Washburn University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly / Agree somewhat	61.2%	51.5%	55.9%	59.8%	48.7%	53.7%	62.4%	54.4%	58.3%	
Mean	2.64	2.43	2.52	2.60	2.38	2.48	2.68	2.49	2.57	
Standard deviation	0.89	0.96	0.96	0.99	1.01	0.99	0.80	0.90	0.92	
Significance	-	**		-			-			
Effect size	-	0.22	0.13	-	0.22	0.12	-	0.21	0.12	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly / Agree somewhat	79.1%	76.1%	76.8%	76.6%	75.1%	77.0%	81.1%	77.4%	76.6%	
Mean	2.99	2.99	3.02	2.92	2.97	3.03	3.04	3.00	3.02	
Standard deviation	0.78	0.88	0.88	0.87	0.92	0.90	0.69	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.05	-0.12	-	0.05	0.02	



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## 2016-17 HERI Faculty Survey

CIRP Construct Reports

Full-time Undergraduate Faculty

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# Washburn University

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Comparison group 1: PUBLIC 4YR COLLEGES - LOW/MEDIUM SELECTIVITY  
Comparison group 2: PUBLIC 4YR COLLEGES

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## How to Read the CIRP Construct Mean Reports

**CIRP Construct Definition** – Summarizes the theoretical rationale for creating the construct.

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

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

CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding, but that present a measurement challenge because of their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items; IRT uses response patterns to derive construct score estimates while simultaneously giving greater weight in the estimation process to survey items that tap into the construct more directly. This results in more accurate construct scores. Constructs are particularly useful for benchmarking. They allow you to determine if the experiences and outcomes for your faculty differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

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

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

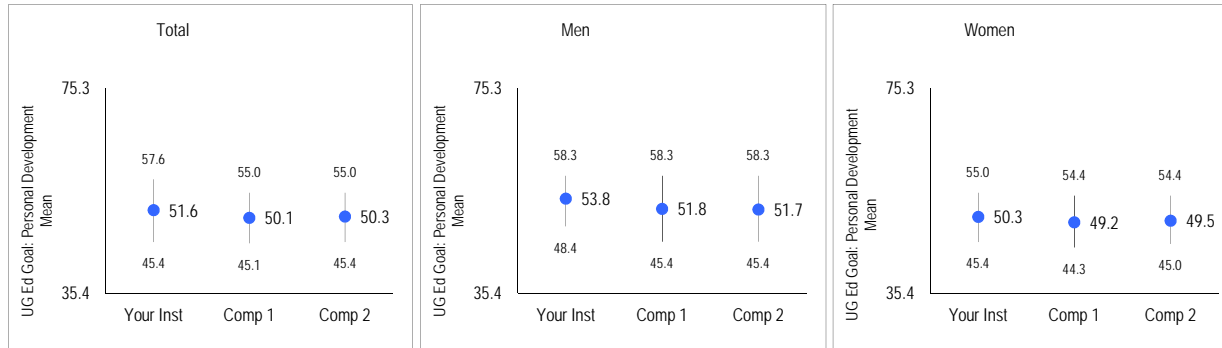
**Mean** – The arithmetic mean is computed for each CIRP Construct. The HERI Faculty Survey Constructs have been scaled to a mean of 50 and a standard deviation of 10.

**Effect Size** – Determines the practical significance of the mean difference between your institution and the comparison group. It is calculated by dividing the mean difference by the standard deviation of the comparison group. Generally, an effect size of .2 is considered small, .5 medium, and .8 large. A positive sign indicates that your institution's mean is greater than the mean of the comparison group; a negative sign indicates your mean is smaller than the mean of the comparison group. Note that a negative effect size is sometimes preferred (e.g., a negative effect size on the "Career Related Stress" CIRP Construct suggests your faculty score lower than comparison schools).

**Undergraduate Education Goal: Personal Development** – Measures the extent to which faculty believe that personal development is as central goal for undergraduate education.

Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	1,367	5,029	14,906	506	1,603	5,572	861	3,426	9,334
Mean	51.6	50.1	50.3	53.8	51.8	51.7	50.3	49.2	49.5
Standard Deviation	7.92	7.86	7.84	8.49	8.29	8.22	7.25	7.51	7.50
Significance	-	***	***	-	***	***	-	***	**
Effect Size	-	0.19	0.16	-	0.24	0.26	-	0.14	0.10
25th percentile	45.4	45.1	45.4	48.4	45.4	45.4	45.4	44.3	45.0
75th percentile	57.6	55.0	55.0	58.3	58.3	58.3	55.0	54.4	54.4

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



**Survey Items and estimation 'weights':**

Indicate the importance to you of each of the following education goals for undergraduate students:

- \* Help students develop personal values (4.92)
- \* Provide for students' emotional development (2.91)
- \* Develop moral character (2.87)
- \* Enhance students' self-understanding (2.65)

For more information about IRT and the CIRP Construct development process, see the CIRP Constructs Technical Report at [www.heri.ucla.edu](http://www.heri.ucla.edu)

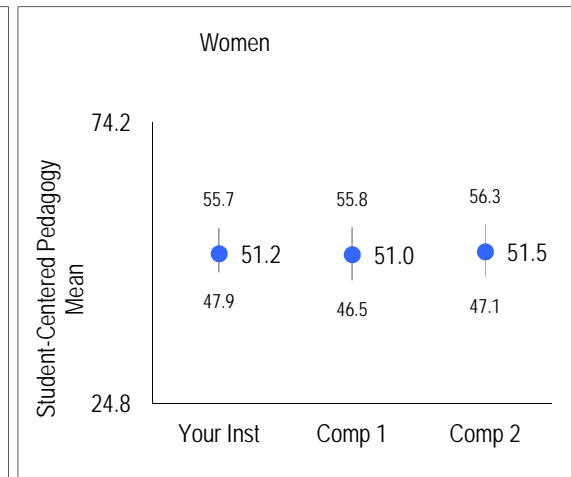
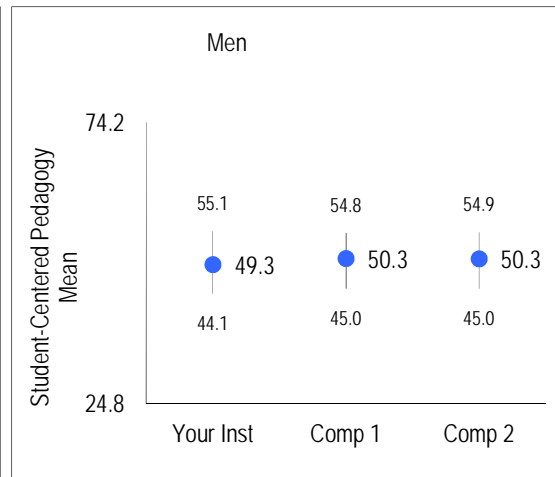
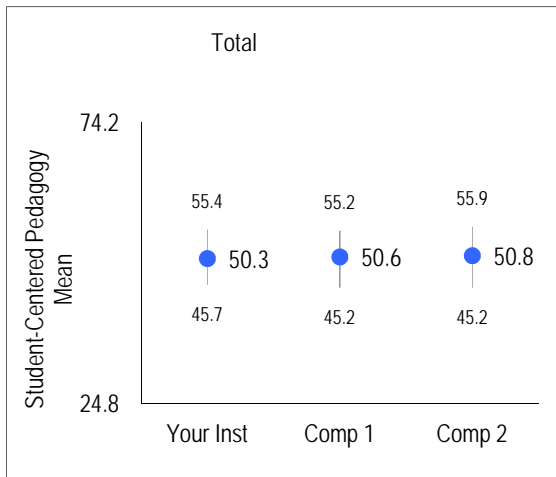
**Survey Items and Estimation "Weights"** – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

**Charts** – Provide a visual display of relevant construct scores for your institution and two comparison groups. The Y axis is defined by the highest and lowest possible construct score. Mean scores are represented by circles. The numbers at the top and bottom of the vertical line are values for the 75th and 25th percentile.

**Student-Centered Pedagogy** – Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	184	946	2,547	83	462	1,224	101	484	1,323
Mean	50.3	50.6	50.8	49.3	50.3	50.3	51.2	51.0	51.5
Standard Deviation	7.85	7.66	7.75	8.41	7.88	7.90	7.28	7.39	7.51
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.04	-0.07	-	-0.13	-0.13	-	0.03	-0.05
25th percentile	45.7	45.2	45.2	44.1	45.0	45.0	47.9	46.5	47.1
75th percentile	55.4	55.2	55.9	55.1	54.8	54.9	55.7	55.8	56.3

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



**Survey items and estimation 'weights':**

In how many of the courses that you teach do you use each of the following?

- \* Cooperative learning (small groups) (2.30)
- \* Student presentations (1.85)
- \* Group projects (1.82)
- \* Class discussions (1.70)

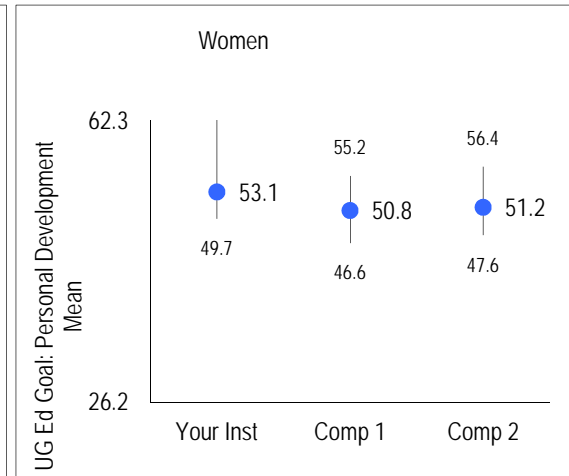
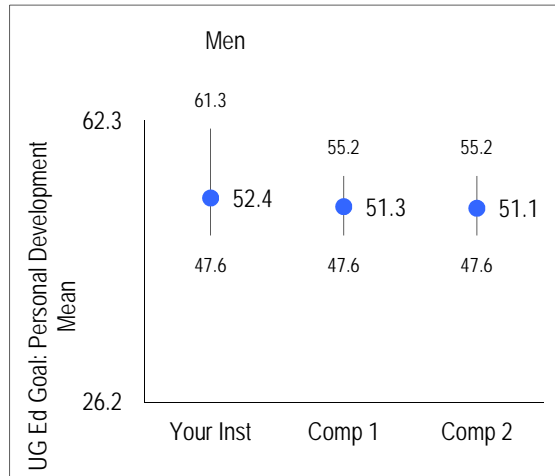
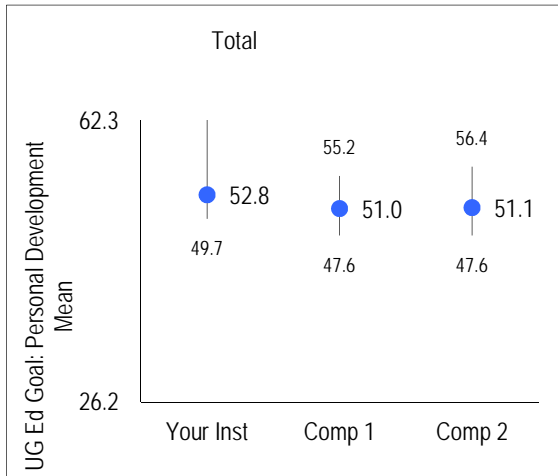
- \* Reflective writing/journaling (1.37)
- \* Experiential learning/Field studies (1.30)
- \* Using student inquiry to drive learning (1.26)
- \* Student evaluations of each others' work (1.53)

2016-17 HERI Faculty Survey  
 CIRP Construct Mean Report  
**Undergraduate Education Goal: Personal Development**  
 Full-time Undergraduate Faculty

**Undergraduate Education Goal: Personal Development** – Measures the extent to which faculty believe that personal development is a central goal for undergraduate education.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	177	907	2,457	80	445	1,179	97	462	1,278
Mean	52.8	51.0	51.1	52.4	51.3	51.1	53.1	50.8	51.2
Standard Deviation	7.99	7.38	7.61	8.41	7.05	7.43	7.65	7.74	7.81
Significance	-	**	**	-			-	**	*
Effect Size	-	0.24	0.22	-	0.15	0.17	-	0.31	0.25
25th percentile	49.7	47.6	47.6	47.6	47.6	47.6	49.7	46.6	47.6
75th percentile	63.8	55.2	56.4	61.3	55.2	55.2	63.8	55.2	56.4

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



**Survey items and estimation 'weights':**

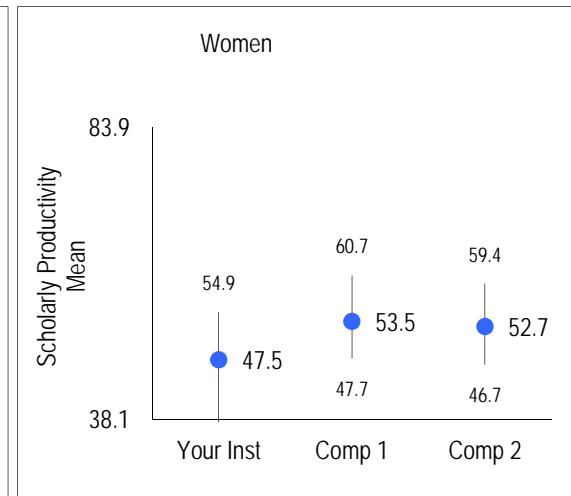
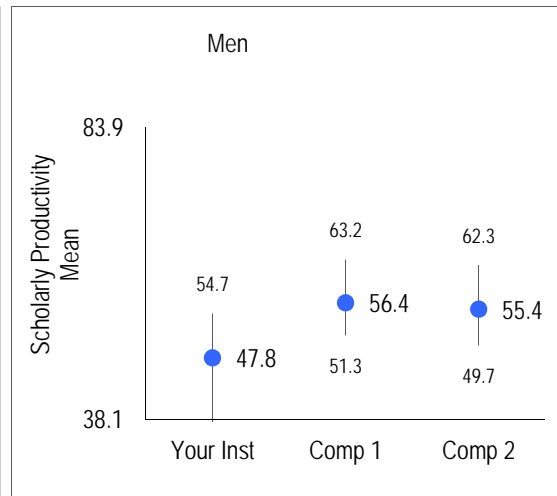
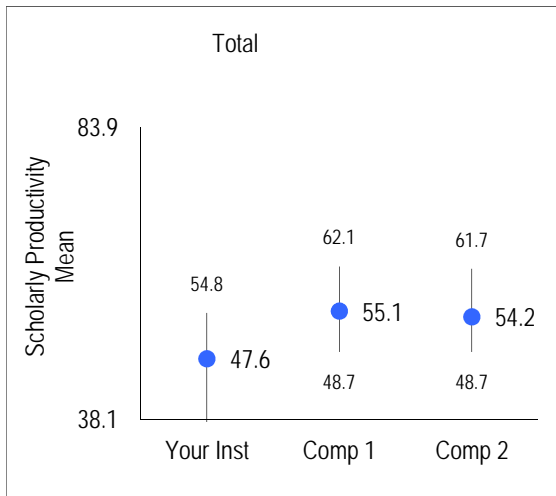
Indicate the importance to you of each of the following education goals for undergraduate students:

- \* Help students develop personal values (4.28)
- \* Provide for students' emotional development (2.15)
- \* Develop moral character (3.42)

**Scholarly Productivity** – A unified measure of the scholarly activity of faculty.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	192	1,050	2,767	87	517	1,336	105	533	1,431
Mean	47.6	55.1	54.2	47.8	56.4	55.4	47.5	53.5	52.7
Standard Deviation	8.74	9.42	9.32	8.88	9.22	9.21	8.66	9.42	9.24
Significance	-	***	***	-	***	***	-	***	***
Effect Size	-	-0.79	-0.70	-	-0.93	-0.82	-	-0.64	-0.56
25th percentile	36.5	48.7	48.7	36.5	51.3	49.7	36.5	47.7	46.7
75th percentile	54.8	62.1	61.7	54.7	63.2	62.3	54.9	60.7	59.4

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



**Survey items and estimation 'weights':**

How many of the following have you published?

\* Articles in academic and professional journals (3.09)

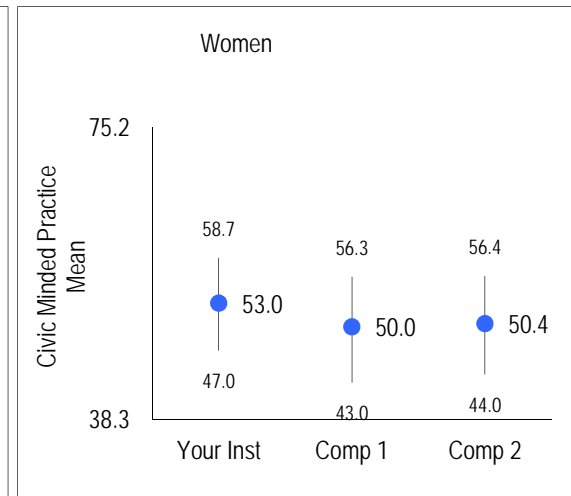
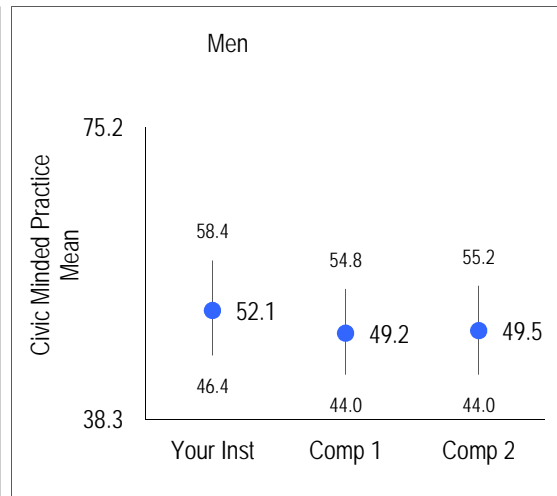
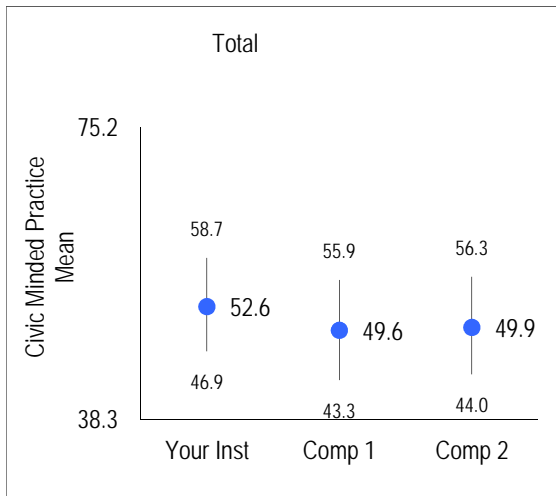
\* How many of your professional writings have been published or accepted for publication in the last three years (2.53)

\* Chapters in edited volumes (2.11)

**Civic Minded Practice** – A unified measure of faculty involvement in civic activities.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	196	1,101	2,895	88	543	1,409	108	558	1,486
Mean	52.6	49.6	49.9	52.1	49.2	49.5	53.0	50.0	50.4
Standard Deviation	7.61	7.66	7.73	7.58	7.39	7.49	7.65	7.97	7.99
Significance	-	***	***	-	***	**	-	***	**
Effect Size	-	0.39	0.34	-	0.39	0.34	-	0.37	0.32
25th percentile	46.9	43.3	44.0	46.4	44.0	44.0	47.0	43.0	44.0
75th percentile	58.7	55.9	56.3	58.4	54.8	55.2	58.7	56.3	56.4

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



**Survey items and estimation 'weights':**

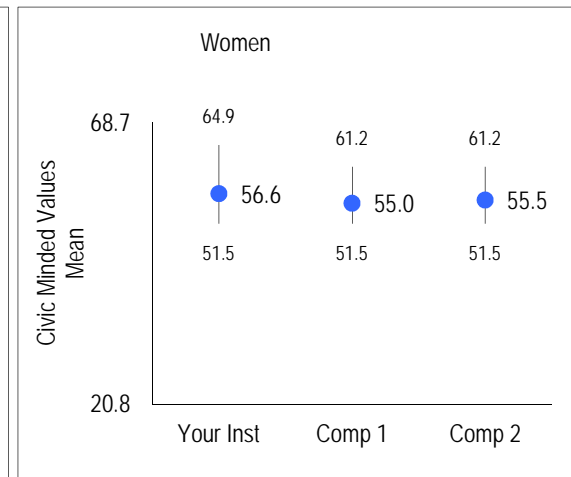
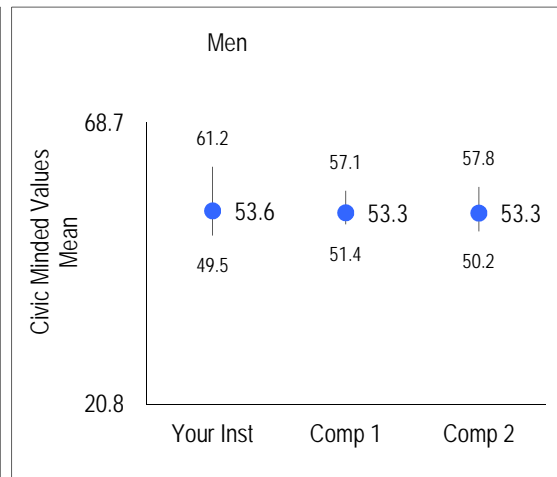
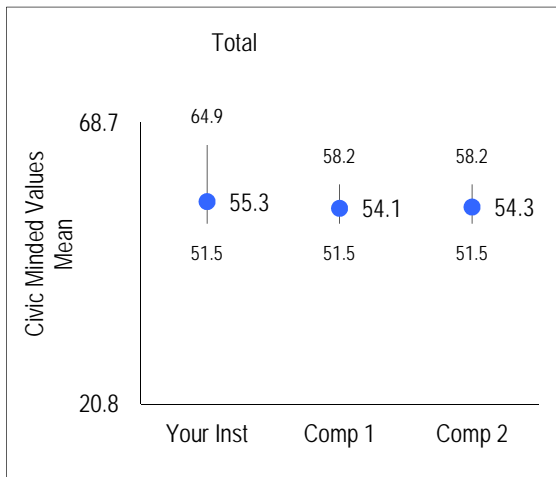
- \* Collaborated with the local community in research/teaching (2.17)
- \* Community service as part of coursework (1.53)

- \* Engaged in public service/professional consulting without pay? (1.24)
- \* Community or public service (1.33)
- \* Advised student groups involved in service/volunteer work (1.43)

**Civic Minded Values** – A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	177	908	2,460	80	445	1,181	97	463	1,279
Mean	55.3	54.1	54.3	53.6	53.3	53.3	56.6	55.0	55.5
Standard Deviation	8.40	7.58	7.72	9.13	6.89	7.35	7.54	8.19	7.96
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.16	0.12	-	0.05	0.05	-	0.20	0.14
25th percentile	51.5	51.5	51.5	49.5	51.4	50.2	51.5	51.5	51.5
75th percentile	64.9	58.2	58.2	61.2	57.1	57.8	64.9	61.2	61.2

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



**Survey items and estimation 'weights':**

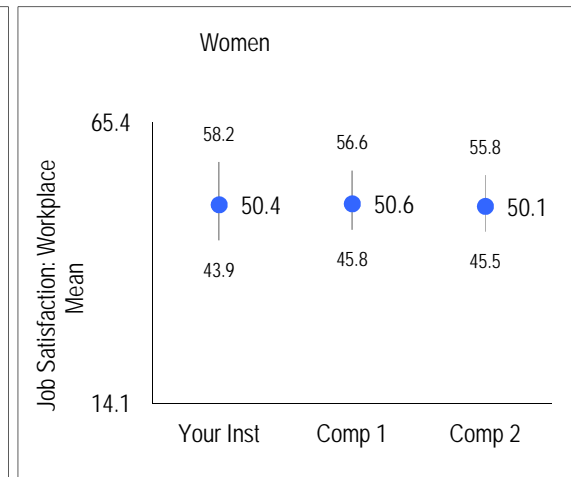
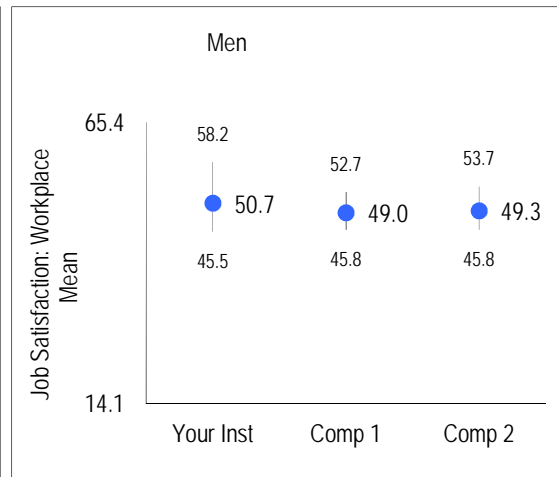
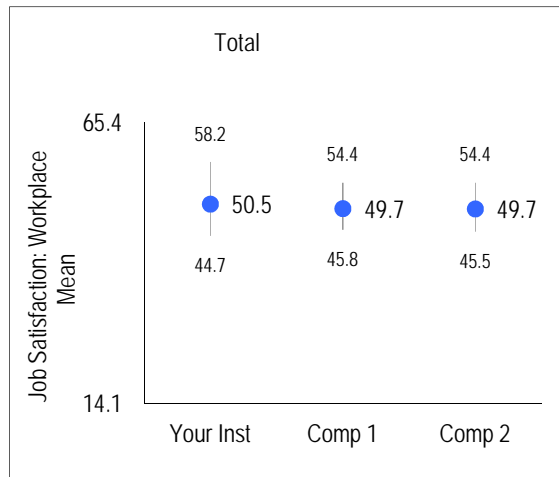
- \* Encourage students to become agents of social change (2.77)
- \* Instill in students a commitment to community service (2.69)

\* Colleges have a responsibility to work with their surrounding communities to address

**Job Satisfaction: Workplace** – A unified measure of the extent to which faculty are satisfied with their working environment.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	161	818	2,220	77	404	1,068	84	414	1,152
Mean	50.5	49.7	49.7	50.7	49.0	49.3	50.4	50.6	50.1
Standard Deviation	9.68	8.09	8.16	9.73	7.47	7.64	9.69	8.66	8.70
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	0.10	0.11	-	0.23	0.18	-	-0.02	0.04
25th percentile	44.7	45.8	45.5	45.5	45.8	45.8	43.9	45.8	45.5
75th percentile	58.2	54.4	54.4	58.2	52.7	53.7	58.2	56.6	55.8

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



**Survey items and estimation 'weights':**

How satisfied are you with the following aspects of your job?

\* Autonomy and independence (1.46)

\* Departmental leadership (1.09)

\* Relative equity of salary and job benefits (1.29)

\* Flexibility in relation to family matters or emergencies (3.05)

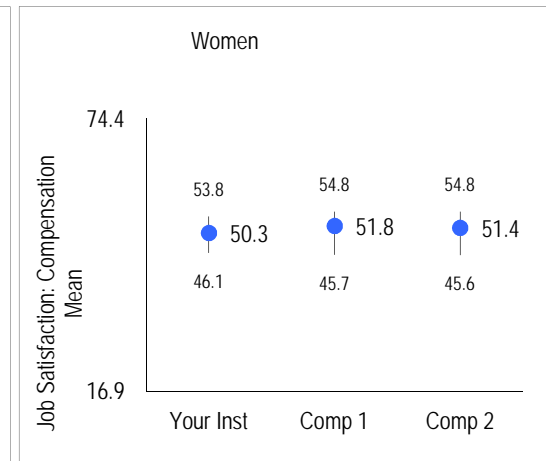
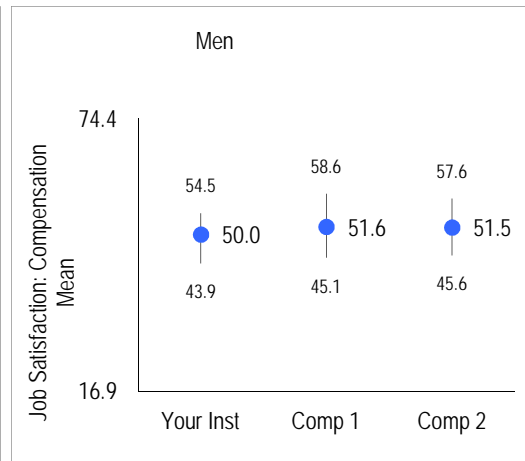
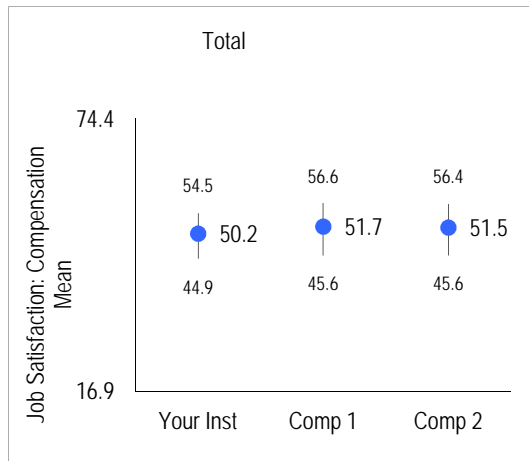
\* Leave policies (2.40)

2016-17 HERI Faculty Survey  
 CIRP Construct Mean Report  
**Job Satisfaction: Compensation**  
 Full-time Undergraduate Faculty

**Job Satisfaction: Compensation** – A unified measure of the extent to which faculty are satisfied with their compensation packages.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	162	819	2,223	77	404	1,069	85	415	1,154
Mean	50.2	51.7	51.5	50.0	51.6	51.5	50.3	51.8	51.4
Standard Deviation	8.34	8.63	8.46	9.15	8.51	8.39	7.59	8.76	8.55
Significance	-	*		-			-		
Effect Size	-	-0.18	-0.15	-	-0.19	-0.18	-	-0.17	-0.13
25th percentile	44.9	45.6	45.6	43.9	45.1	45.6	46.1	45.7	45.6
75th percentile	54.5	56.6	56.4	54.5	58.6	57.6	53.8	54.8	54.8

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



**Survey items and estimation 'weights':**

How satisfied are you with the following aspects of your job?

- \* Opportunity for scholarly pursuits (2.38)
- \* Retirement benefits (1.68)
- \* Salary (1.39)

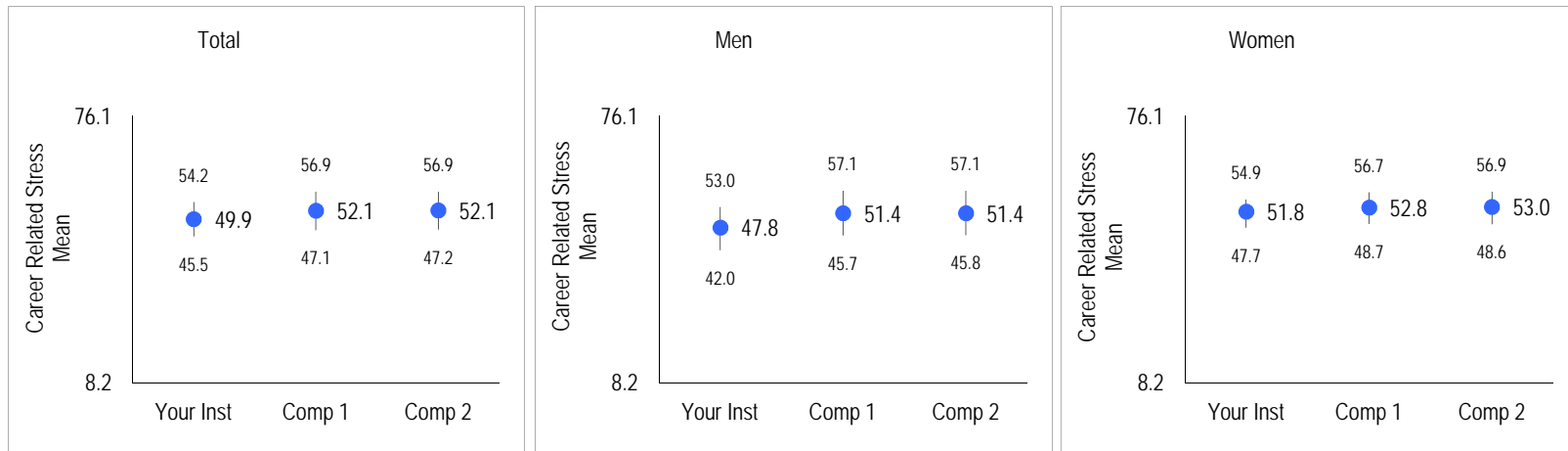
- \* Teaching load (1.22)
- \* Health benefits (2.04)
- \* Prospects for career advancement (1.53)



Career Related Stress – Measures the amount of stress faculty experience related to their career.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	159	807	2,194	76	397	1,052	83	410	1,142
Mean	49.9	52.1	52.1	47.8	51.4	51.4	51.8	52.8	53.0
Standard Deviation	7.59	7.47	7.51	8.35	8.05	7.91	6.25	6.67	6.93
Significance	-	***	***	-	***	***	-	-	-
Effect Size	-	-0.29	-0.30	-	-0.45	-0.46	-	-0.15	-0.16
25th percentile	45.5	47.1	47.2	42.0	45.7	45.8	47.7	48.7	48.6
75th percentile	54.2	56.9	56.9	53.0	57.1	57.1	54.9	56.7	56.9

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



**Survey items and estimation 'weights':**

Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

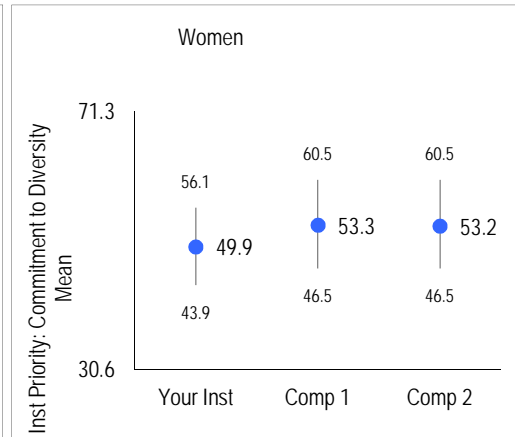
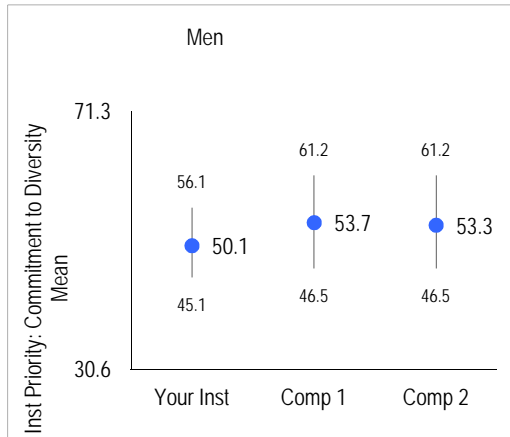
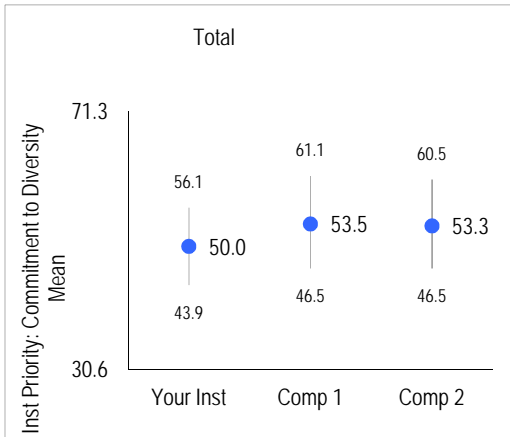
- \* Lack of personal time (1.96)
- \* Teaching load (1.51)
- \* Committee work (1.38)
- \* Institutional procedures/red tape (1.08)
- \* Research or publishing demands (1.06)
- \* Self-imposed high expectations (1.03)
- \* Students (1.08)

2016-17 HERI Faculty Survey  
 CIRP Construct Mean Report  
**Institutional Priority: Commitment to Diversity**  
 Full-time Undergraduate Faculty

**Institutional Priority: Commitment to Diversity** – Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	163	833	2,250	77	409	1,082	86	424	1,168
Mean	50.0	53.5	53.3	50.1	53.7	53.3	49.9	53.3	53.2
Standard Deviation	10.13	10.02	9.85	10.20	10.65	10.25	10.12	9.31	9.40
Significance	-	***	***	-	**	**	-	**	**
Effect Size	-	-0.35	-0.33	-	-0.34	-0.32	-	-0.37	-0.35
25th percentile	43.9	46.5	46.5	45.1	46.5	46.5	43.9	46.5	46.5
75th percentile	56.1	61.1	60.5	56.1	61.2	61.2	56.1	60.5	60.5

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

\* To promote gender diversity in the faculty and administration (3.34)

\* To promote racial and ethnic diversity in the faculty and administration (5.72)

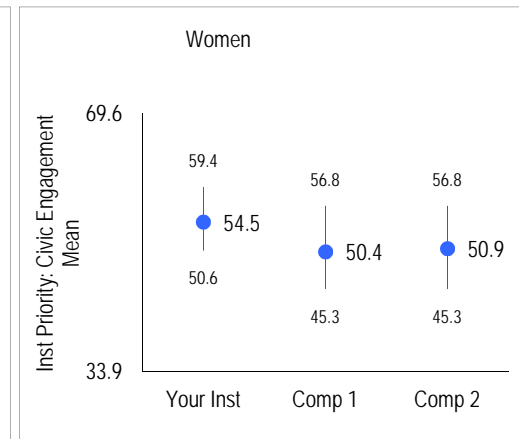
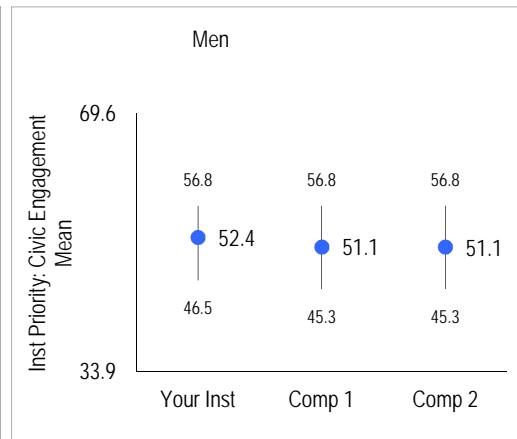
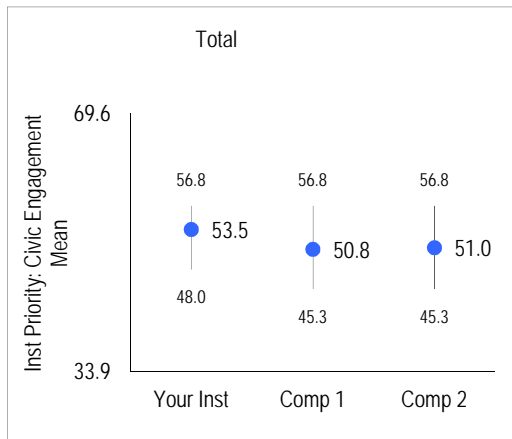
\* To recruit more minority students (1.77)

2016-17 HERI Faculty Survey  
CIRP Construct Mean Report  
**Institutional Priority: Civic Engagement**  
Full-time Undergraduate Faculty

**Institutional Priority: Civic Engagement** – Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	164	838	2,257	78	412	1,085	86	426	1,172
Mean	53.5	50.8	51.0	52.4	51.1	51.1	54.5	50.4	50.9
Standard Deviation	7.98	8.47	8.62	8.73	8.66	8.75	7.13	8.25	8.47
Significance	-	***	***	-	-	-	-	***	***
Effect Size	-	0.33	0.30	-	0.15	0.16	-	0.50	0.43
25th percentile	48.0	45.3	45.3	46.5	45.3	45.3	50.6	45.3	45.3
75th percentile	56.8	56.8	56.8	56.8	56.8	56.8	59.4	56.8	56.8

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

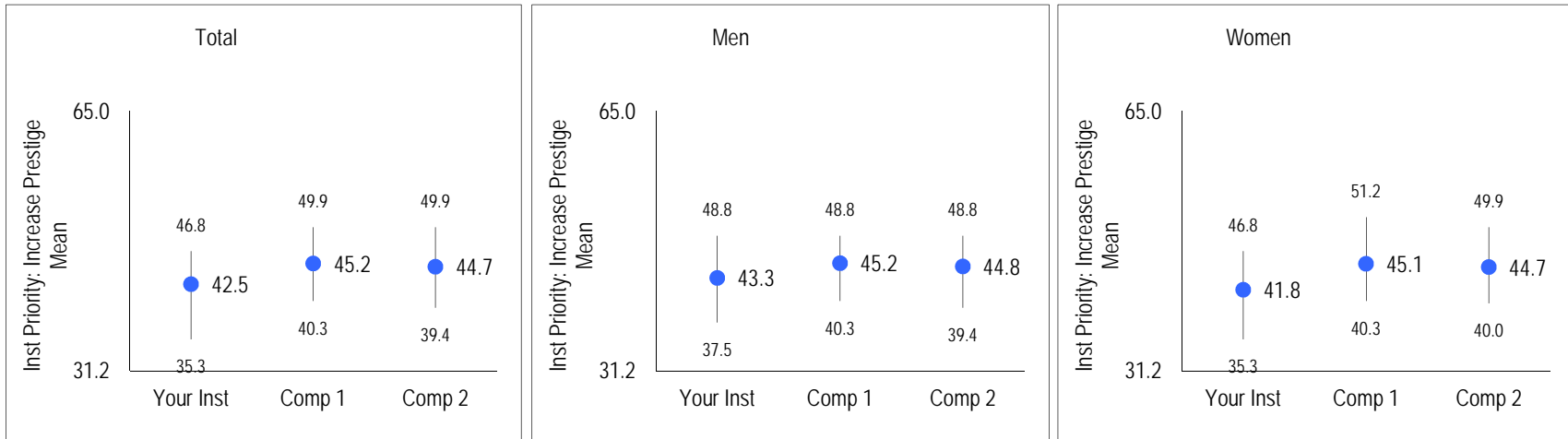
- \* To provide resources for faculty to engage in community-based teaching or research (2.08)
- \* To create and sustain partnerships with surrounding communities (2.84)
- \* To facilitate student involvement in community service (1.56)

2016-17 HERI Faculty Survey  
 CIRP Construct Mean Report  
**Institutional Priority: Increase Prestige**  
 Full-time Undergraduate Faculty

**Institutional Priority: Increase Prestige** – Measures the extent to which faculty believe their institution is committed to increasing its prestige.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	162	835	2,249	78	412	1,085	84	423	1,164
Mean	42.5	45.2	44.7	43.3	45.2	44.8	41.8	45.1	44.7
Standard Deviation	7.31	7.50	7.61	7.32	7.50	7.63	7.25	7.51	7.59
Significance	-	***	***	-	*		-	***	***
Effect Size	-	-0.35	-0.30	-	-0.25	-0.20	-	-0.45	-0.39
25th percentile	35.3	40.3	39.4	37.5	40.3	39.4	35.3	40.3	40.0
75th percentile	46.8	49.9	49.9	48.8	48.8	48.8	46.8	51.2	49.9

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



**Survey items and estimation 'weights':**

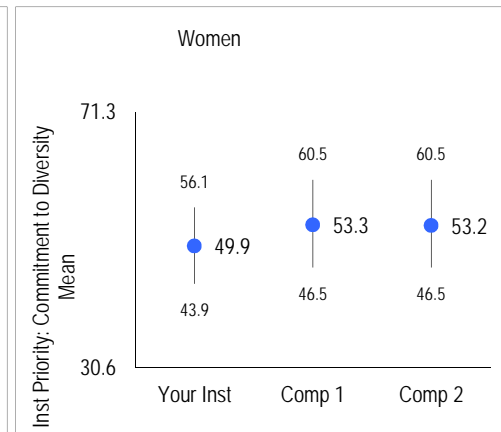
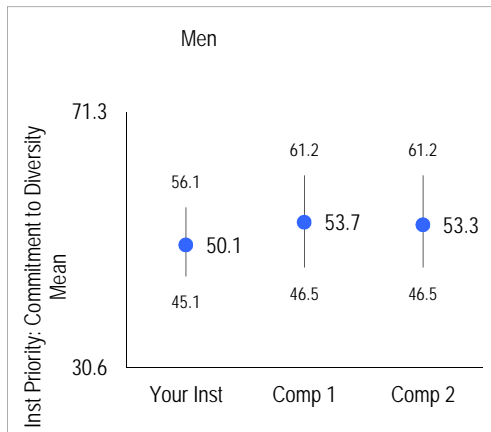
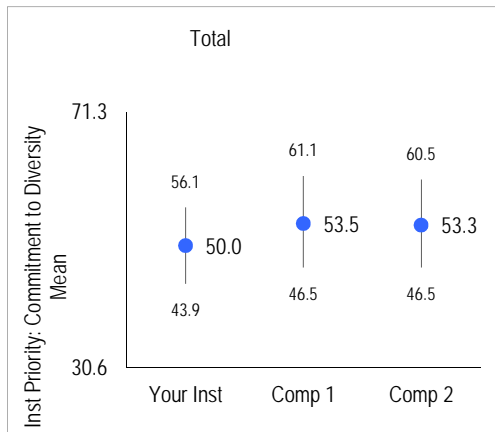
Indicate how important you believe each priority listed below is at your college or university:

- \* To increase or maintain institutional prestige (3.54)
- \* To increase the selectivity of the student body through more competitive admissions criteria (3.43)
- \* To hire faculty "stars" (1.47)

**Diversity climate** - measure representing faculty's perspectives about the climate for faculty members from diverse backgrounds.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	172	866	2,341	78	420	1,122	94	446	1,219
Mean	51.7	49.6	49.7	53.5	49.1	49.7	50.2	50.1	49.7
Standard Deviation	9.46	9.31	9.20	9.24	9.28	9.09	9.43	9.31	9.32
Significance	-	**	**	-	***	***	-	-	-
Effect Size	-	0.23	0.22	-	0.48	0.43	-	0.01	0.06
25th percentile	46.5	42.8	43.3	47.1	41.6	44.9	44.9	42.8	42.8
75th percentile	61.0	59.4	59.4	61.3	58.5	58.5	59.4	59.4	59.4

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



**Survey items and estimation 'weights':**

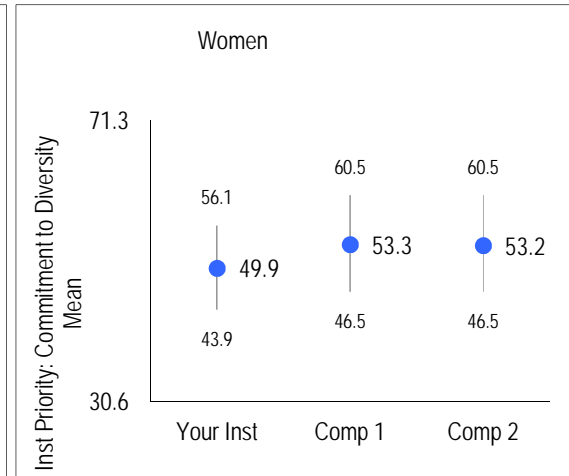
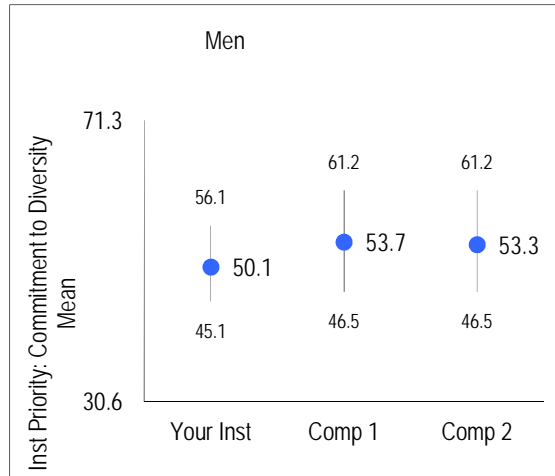
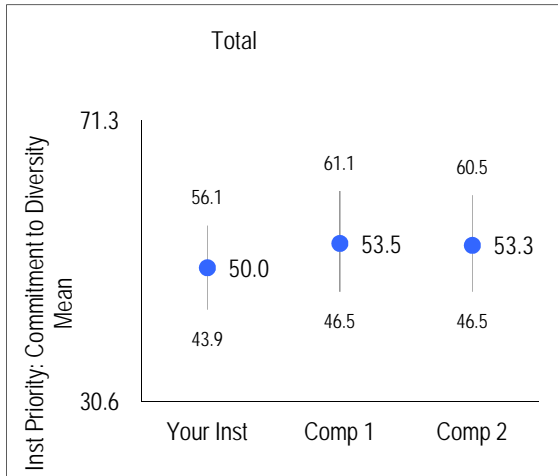
Indicate how important you believe each priority listed below is at your college or university:

- This institution has effective hiring practices and policies that increase faculty diversity (1.45)
- This institution takes responsibility for educating underprepared students (0.88)
- Faculty of color are treated fairly here (5.13)
- Women faculty are treated fairly here (4.67)
- LGBTQ faculty are treated fairly here (3.17)

**Respect** - composite measure representing the extent to which faculty feel their contributions are respected or appreciated by their colleagues.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	172	863	2,342	79	423	1,124	93	440	1,218
Mean	50.9	49.0	49.3	50.8	48.5	49.0	51.0	49.6	49.7
Standard Deviation	8.17	8.30	8.47	8.36	7.46	7.86	8.05	9.11	9.11
Significance	-	**	*	-	*	*	-	-	-
Effect Size	-	0.23	0.19	-	0.32	0.24	-	0.16	0.15
25th percentile	44.7	44.7	44.7	45.1	44.7	44.7	44.7	43.6	43.7
75th percentile	55.9	55.9	55.9	55.9	54.1	55.9	55.9	55.9	55.9

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

- My research is valued by faculty in my department (2.32)
- My teaching is valued by faculty in my department (5.73)
- My service is valued by faculty in my department (3.71)
- Faculty here respect each other (1.14)

## How to Read the CIRP Construct Percentage Reports

CIRP Constructs are designed to capture the experiences and outcomes institutions are often interested in understanding, but that present a measurement challenge because of their complex and multifaceted nature. To measure these broad underlying areas more precisely, we use Item Response Theory (IRT) to combine individual survey items into global measures that capture these areas. CIRP Constructs are more than a summation of related items; IRT uses response patterns to derive construct score estimates while simultaneously giving greater weight in the estimation process to survey items that tap into the construct more directly. This results in more accurate construct scores. Constructs are particularly useful for benchmarking. They allow you to determine if the experiences and outcomes for your faculty differ from your comparison groups. Two sets of reports are generated for CIRP Constructs. The Mean Report shows comparative information based on the mean score of a construct. The Percentage Report shows comparative information based on the percentage of students who score in the high, average, and low score group of a construct. We suggest you use the report that best fits your needs as an institution.

**CIRP Construct Definition** – Summarizes the theoretical rationale for creating the construct.

**Undergraduate Education Goal: Personal Development** – Measures the extent to which faculty believe that personal development is as central goal for undergraduate education.

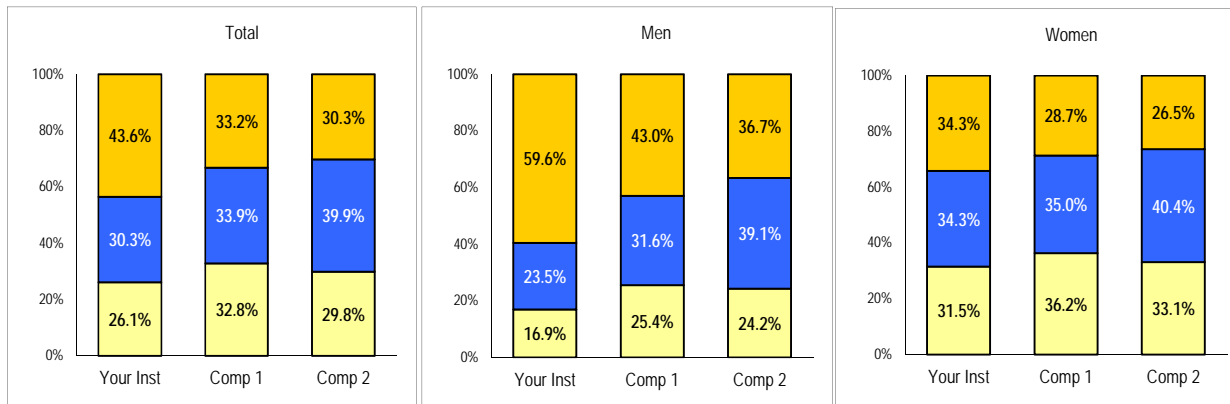
Sample University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	1,361	4,996	14,835	503	1,586	5,527	858	3,410	9,308
High UG Ed Goal: Personal Development	43.6%	33.2%	30.3%	59.6%	43.0%	36.7%	34.3%	28.7%	26.5%
Average UG Ed Goal: Personal Development	30.3%	33.9%	39.9%	23.5%	31.6%	39.1%	34.3%	35.0%	40.4%
Low UG Ed Goal: Personal Development	26.1%	32.8%	29.8%	16.9%	25.4%	24.2%	31.5%	36.2%	33.1%
Significance (based on High score group)	-	***	***	-	***	***	-	-	**

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

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

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

**Statistical Significance** – Uses a proportional difference test to examine the difference between the percentage of students in the high group for your institution and the percentage of students in the high group in the comparison group. Differences larger than what would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance (\*p<.05, \*\*p<.01, \*\*\*p<.001). Statistical significance measures the extent to which a difference is occurring by chance, not the extent to which a difference is practically important. Large sample sizes (like those in the comparison groups) tend to generate statistical significance even though the magnitude of the difference might be small and not practically important.



**Survey items and estimation 'weights':**

Indicate the importance to you of each of the following education goals for undergraduate students:

- \* Help students develop personal values (4.92)
- \* Provide for students' emotional development (2.91)
- \* Develop moral character (2.87)
- \* Enhance students' self-understanding (2.65)

For more information about IRT and the CIRP Construct development process, see the CIRP Constructs Technical Report at [www.heri.ucla.edu](http://www.heri.ucla.edu)

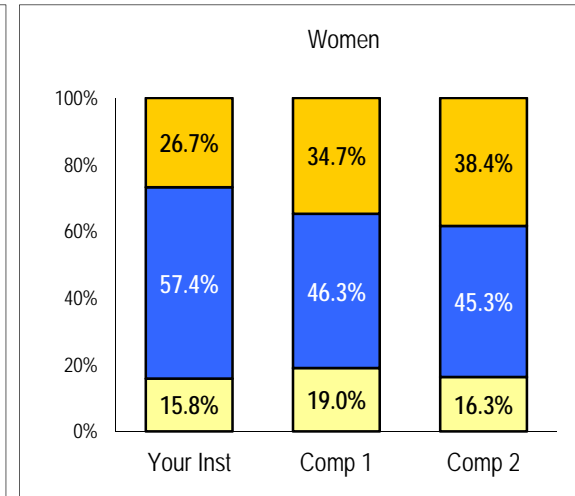
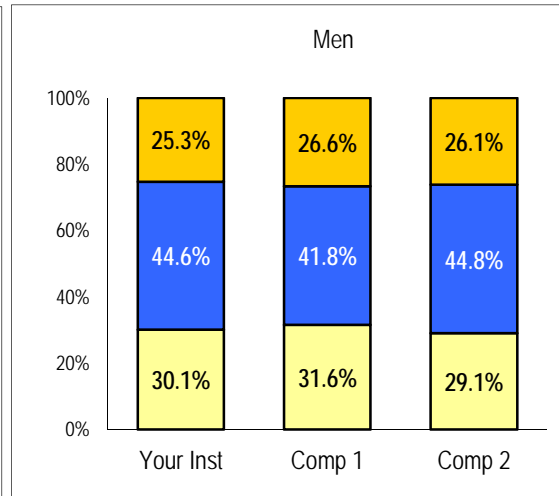
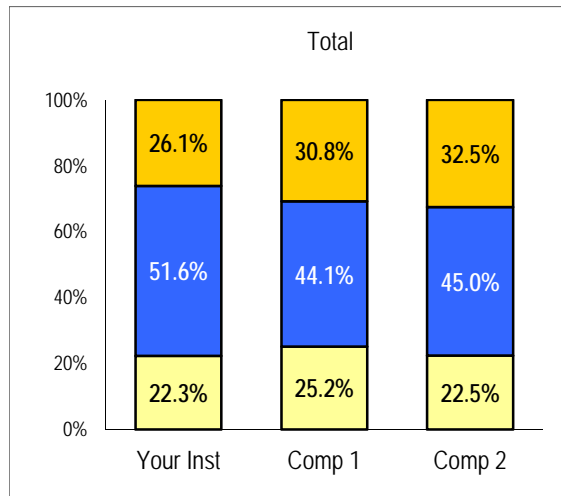
**Survey Items and Estimation "Weights"** – The survey items used in the creation of the CIRP Construct are presented in the order in which they contribute to the construct along with the estimation weights generated in IRT. Items that tap into a trait more effectively are given greater weight in the estimation process.

**Charts** – Provide a visual display of construct group percentages for your institution and two comparison groups. The HERI Faculty Survey Constructs have been scaled to a mean of 50 and a standard deviation of 10. "Low" represents faculty who scored one-half of a standard deviation below the mean (less than 45). "Average" represents faculty who scored within one-half of a standard deviation of the mean (45 to 55). "High" represents faculty who scored one-half standard deviation or more above mean (higher than 55).

**Student-Centered Pedagogy** – Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	184	946	2,547	83	462	1,224	101	484	1,323
High Student-Centered Pedagogy	26.1%	30.8%	32.5%	25.3%	26.6%	26.1%	26.7%	34.7%	38.4%
Average Student-Centered Pedagogy	51.6%	44.1%	45.0%	44.6%	41.8%	44.8%	57.4%	46.3%	45.3%
Low Student-Centered Pedagogy	22.3%	25.2%	22.5%	30.1%	31.6%	29.1%	15.8%	19.0%	16.3%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

In how many of the courses that you teach do you use each of the following?

\* Cooperative learning (small groups) (2.30)

\* Student presentations (1.85)

\* Group projects (1.82)

\* Class discussions (1.70)

\* Student evaluations of each others' work (1.53)

\* Reflective writing/journaling (1.37)

\* Experiential learning/Field studies (1.30)

\* Using student inquiry to drive learning (1.26)

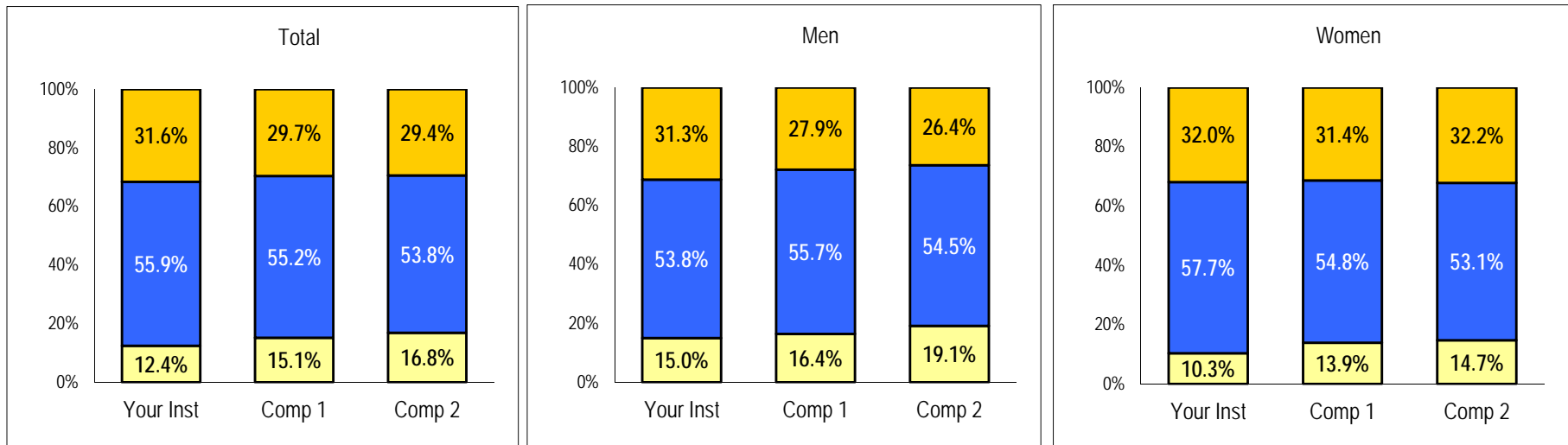


2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Undergraduate Education Goal: Personal Development**  
Full-time Undergraduate Faculty

**Undergraduate Education Goal: Personal Development** – Measures the extent to which faculty believe that personal development is a central goal for undergraduate education.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	177	907	2,457	80	445	1,179	97	462	1,278
High UG Ed Goal: Personal Development	31.6%	29.7%	29.4%	31.3%	27.9%	26.4%	32.0%	31.4%	32.2%
Average UG Ed Goal: Personal Development	55.9%	55.2%	53.8%	53.8%	55.7%	54.5%	57.7%	54.8%	53.1%
Low UG Ed Goal: Personal Development	12.4%	15.1%	16.8%	15.0%	16.4%	19.1%	10.3%	13.9%	14.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

Indicate the importance to you of each of the following education goals for undergraduate students:

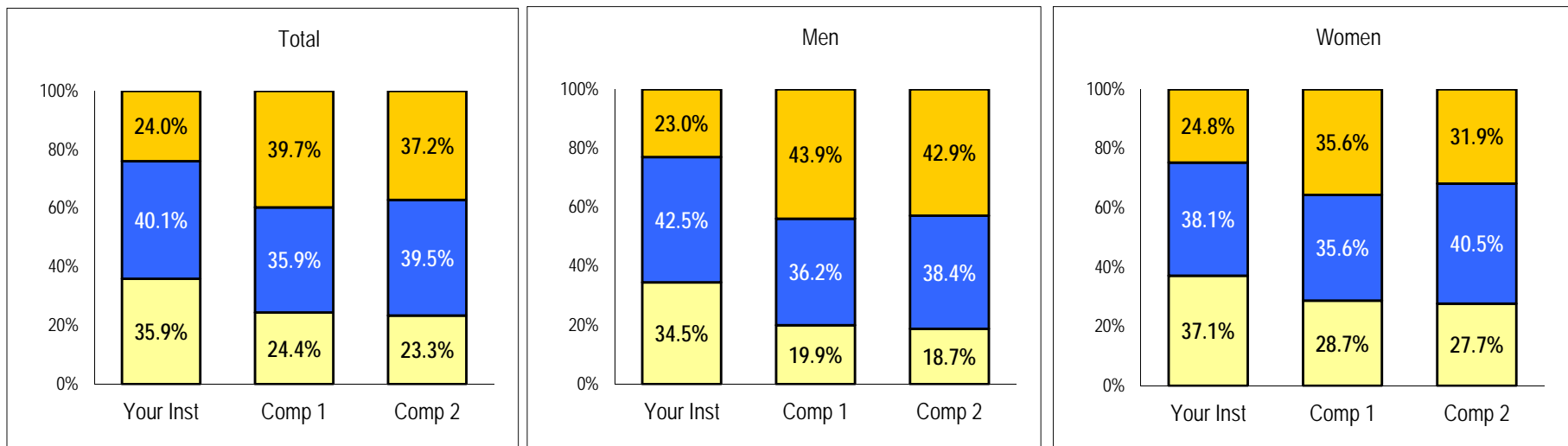
- \* Help students develop personal values (4.28)
- \* Provide for students' emotional development (2.15)
- \* Develop moral character (3.42)

2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Scholarly Productivity**  
Full-time Undergraduate Faculty

Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	192	1,050	2,767	87	517	1,336	105	533	1,431
High Scholarly Productivity	24.0%	39.7%	37.2%	23.0%	43.9%	42.9%	24.8%	35.6%	31.9%
Average Scholarly Productivity	40.1%	35.9%	39.5%	42.5%	36.2%	38.4%	38.1%	35.6%	40.5%
Low Scholarly Productivity	35.9%	24.4%	23.3%	34.5%	19.9%	18.7%	37.1%	28.7%	27.7%
Significance (based on High score group)	-	*		-			-		

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



Survey items and estimation 'weights':

How many of the following have you published?

\* Articles in academic and professional journals (3.09)

\* How many of your professional writings have been published or accepted for publication in the last two years (2.53)

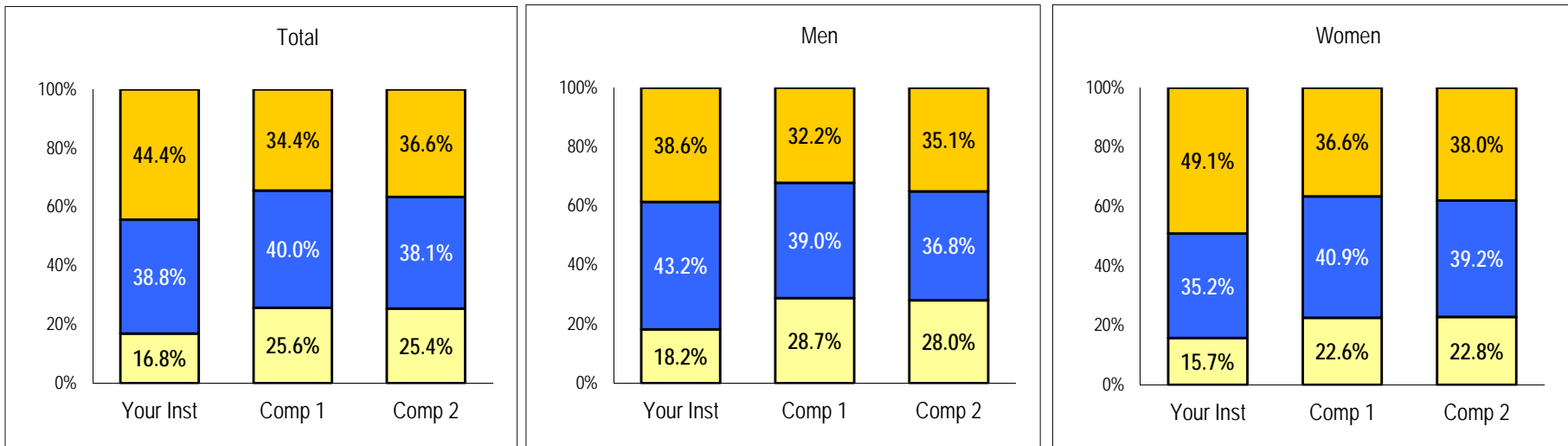
\* Chapters in edited volumes (2.11)

2016-17 HERI Faculty Survey  
**CIRP Construct Percentage Report**  
**Civic Minded Practice**  
 Full-time Undergraduate Faculty

Civic Minded Practice – A unified measure of faculty involvement in civic activities.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	196	1,101	2,895	88	543	1,409	108	558	1,486
High Civic Minded Practice	44.4%	34.4%	36.6%	38.6%	32.2%	35.1%	49.1%	36.6%	38.0%
Average Civic Minded Practice	38.8%	40.0%	38.1%	43.2%	39.0%	36.8%	35.2%	40.9%	39.2%
Low Civic Minded Practice	16.8%	25.6%	25.4%	18.2%	28.7%	28.0%	15.7%	22.6%	22.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



Survey items and estimation 'weights':

- \* Collaborated with the local community in research/teaching (2.17)
- \* Community service as part of coursework (1.53)

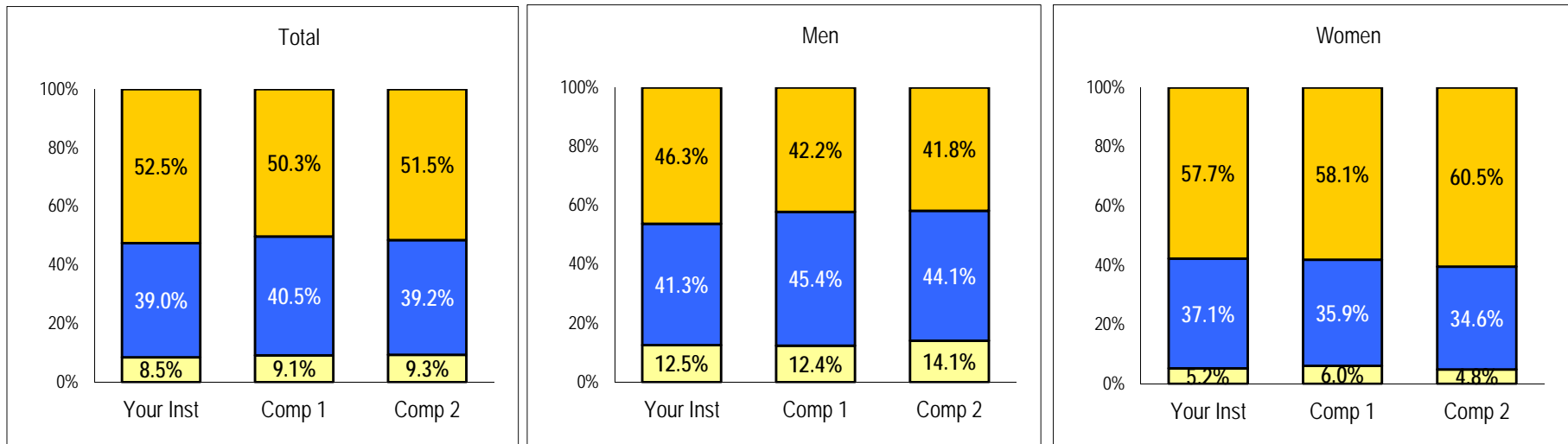
- \* Engaged in public service/professional consulting without pay? (1.24)
- \* Community or public service (1.33)
- \* Advised student groups involved in service/volunteer work (1.43)

2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Civic Minded Values**  
Full-time Undergraduate Faculty

**Civic Minded Values** – A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	177	908	2,460	80	445	1,181	97	463	1,279
High Civic Minded Values	52.5%	50.3%	51.5%	46.3%	42.2%	41.8%	57.7%	58.1%	60.5%
Average Civic Minded Values	39.0%	40.5%	39.2%	41.3%	45.4%	44.1%	37.1%	35.9%	34.6%
Low Civic Minded Values	8.5%	9.1%	9.3%	12.5%	12.4%	14.1%	5.2%	6.0%	4.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

\* Encourage students to become agents of social change (2.77)

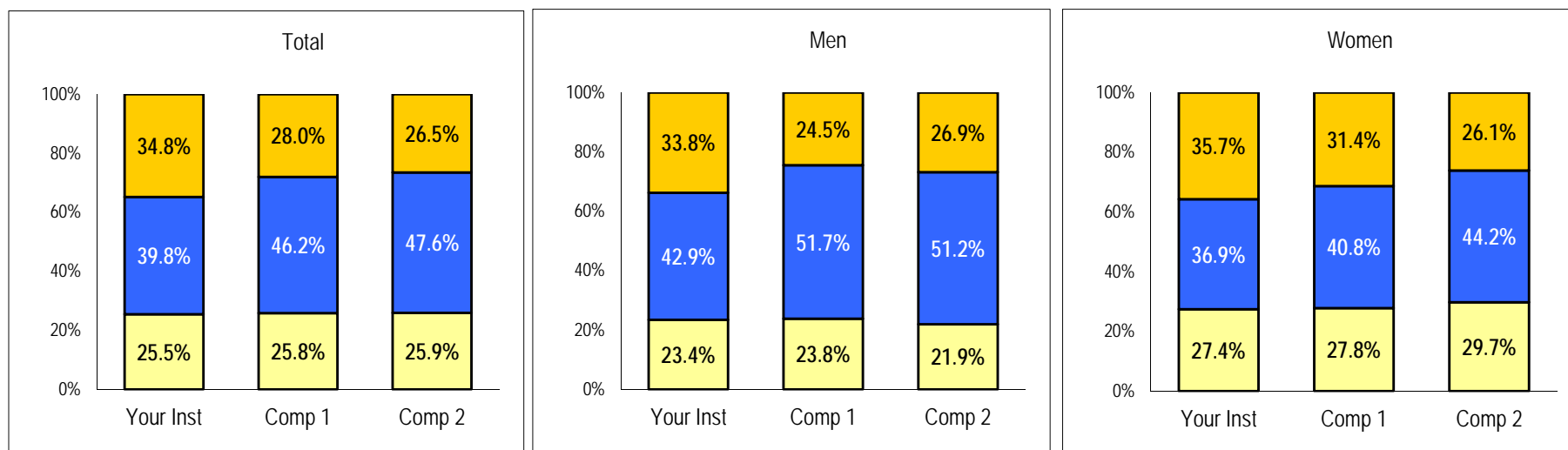
\* Colleges have a responsibility to work with their surrounding communities to address

\* Instill in students a commitment to community service (2.69)

**Job Satisfaction: Workplace** – A unified measure of the extent to which faculty are satisfied with their working environment.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	161	818	2,220	77	404	1,068	84	414	1,152
High Job Satisfaction: Workplace	34.8%	28.0%	26.5%	33.8%	24.5%	26.9%	35.7%	31.4%	26.1%
Average Job Satisfaction: Workplace	39.8%	46.2%	47.6%	42.9%	51.7%	51.2%	36.9%	40.8%	44.2%
Low Job Satisfaction: Workplace	25.5%	25.8%	25.9%	23.4%	23.8%	21.9%	27.4%	27.8%	29.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

How satisfied are you with the following aspects of your job?

\* Autonomy and independence (1.46)

\* Departmental leadership (1.09)

\* Relative equity of salary and job benefits (1.29)

\* Flexibility in relation to family matters or emergencies (3.05)

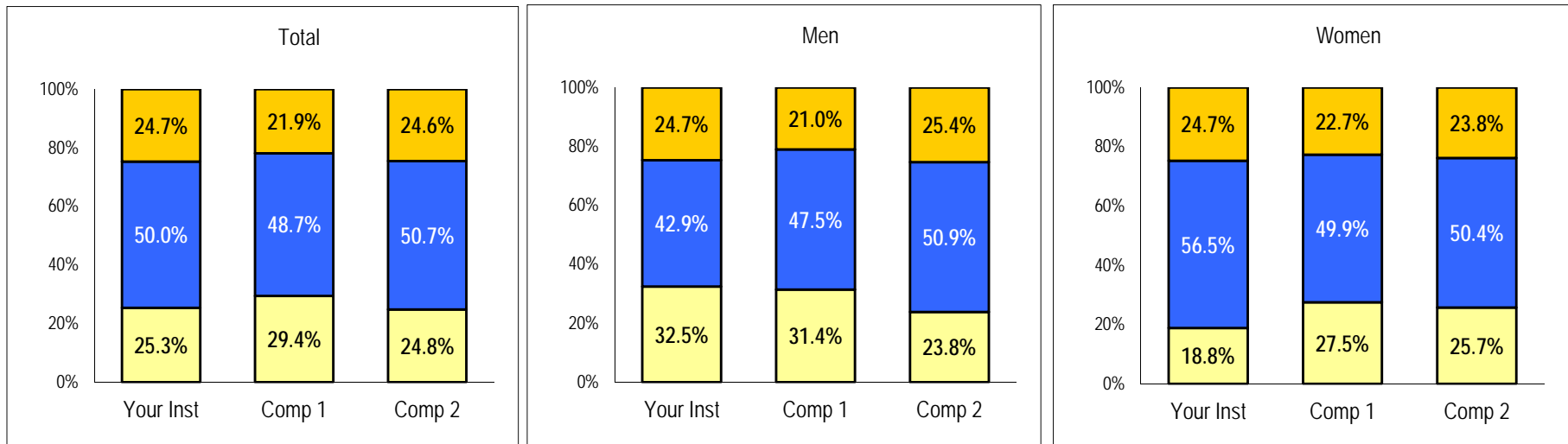
\* Leave policies (2.40)

2016-17 HERI Faculty Survey  
 CIRP Construct Percentage Report  
**Job Satisfaction: Compensation**  
 Full-time Undergraduate Faculty

**Job Satisfaction: Compensation** – A unified measure of the extent to which faculty are satisfied with their compensation packages.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	162	819	2,223	77	404	1,069	85	415	1,154
High Job Satisfaction: Compensation	24.7%	21.9%	24.6%	24.7%	21.0%	25.4%	24.7%	22.7%	23.8%
Average Job Satisfaction: Compensation	50.0%	48.7%	50.7%	42.9%	47.5%	50.9%	56.5%	49.9%	50.4%
Low Job Satisfaction: Compensation	25.3%	29.4%	24.8%	32.5%	31.4%	23.8%	18.8%	27.5%	25.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

How satisfied are you with the following aspects of your job?

- \* Opportunity for scholarly pursuits (2.38)
- \* Retirement benefits (1.68)
- \* Salary (1.39)

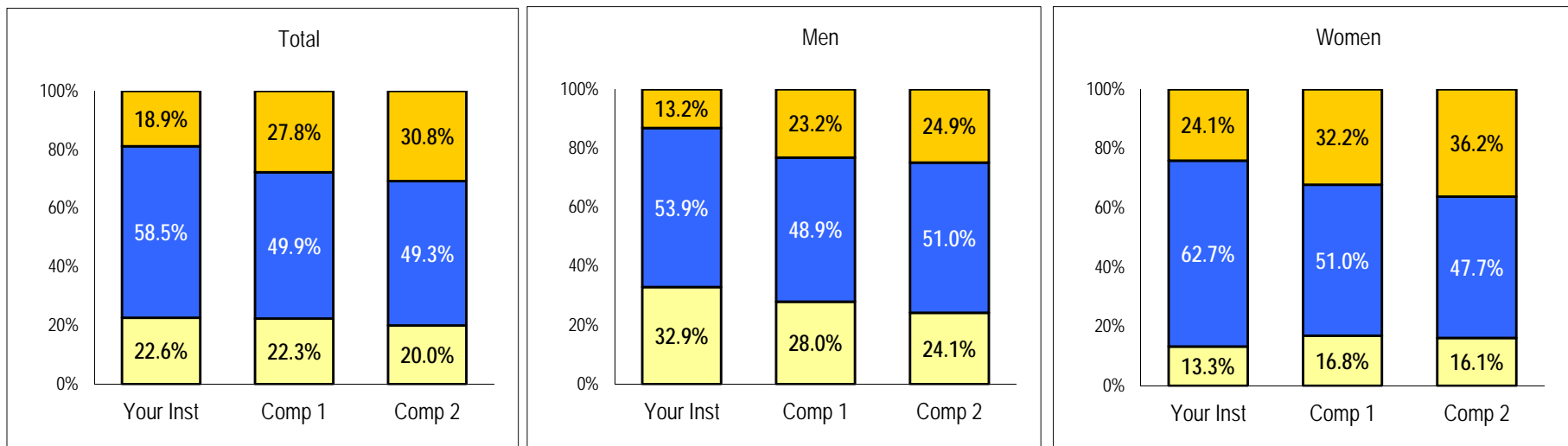
- \* Teaching load (1.22)
- \* Health benefits (1.39)
- \* Prospects for career advancement (1.53)

2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Career Related Stress**  
Full-time Undergraduate Faculty

Career Related Stress - Measures the amount of stress faculty experience related to their career.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	159	807	2,194	76	397	1,052	83	410	1,142
High Career Related Stress	18.9%	27.8%	30.8%	13.2%	23.2%	24.9%	24.1%	32.2%	36.2%
Average Career Related Stress	58.5%	49.9%	49.3%	53.9%	48.9%	51.0%	62.7%	51.0%	47.7%
Low Career Related Stress	22.6%	22.3%	20.0%	32.9%	28.0%	24.1%	13.3%	16.8%	16.1%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

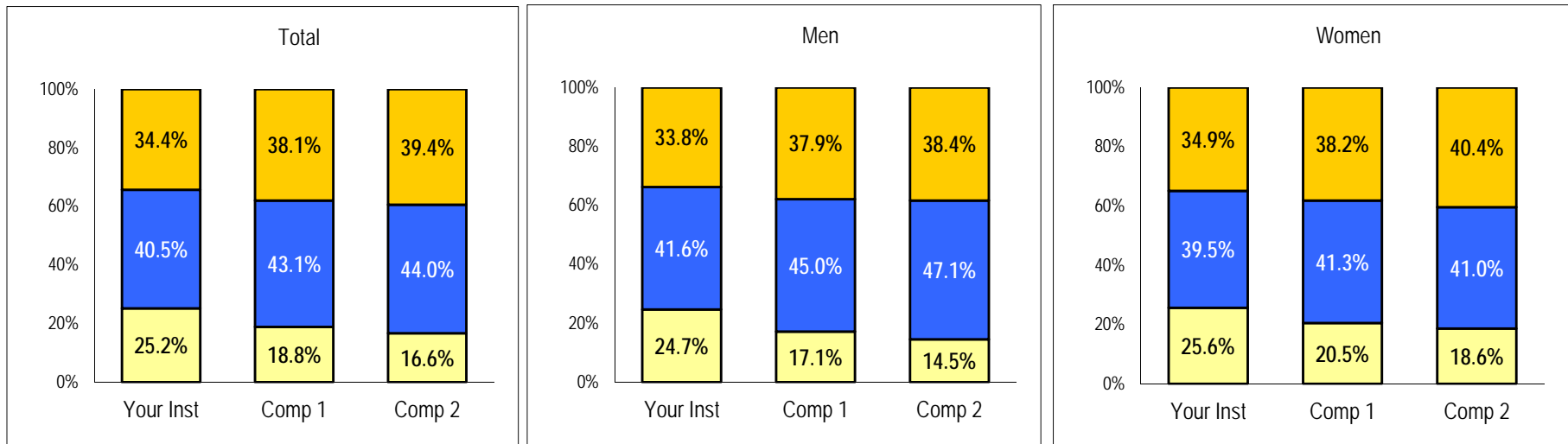
- \* Lack of personal time (1.96)
- \* Teaching load (1.51)
- \* Committee work (1.38)
- \* Institutional procedures/red tape (1.08)
- \* Research or publishing demands (1.06)
- \* Self-imposed high expectations (1.03)
- \* Students (1.08)

2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Institutional Priority: Commitment to Diversity**  
Full-time Undergraduate Faculty

**Institutional Priority: Commitment to Diversity** – Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	163	833	2,250	77	409	1,082	86	424	1,168
High Institutional Priority: Commitment to Diversity	34.4%	38.1%	39.4%	33.8%	37.9%	38.4%	34.9%	38.2%	40.4%
Average Institutional Priority: Commitment to Diversity	40.5%	43.1%	44.0%	41.6%	45.0%	47.1%	39.5%	41.3%	41.0%
Low Institutional Priority: Commitment to Diversity	25.2%	18.8%	16.6%	24.7%	17.1%	14.5%	25.6%	20.5%	18.6%
Significance (based on High score group)	-			-			-		

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

\* To promote gender diversity in the faculty and administration (3.34)

\* To recruit more minority students (1.77)

\* To promote racial and ethnic diversity in the faculty and administration (5.72)

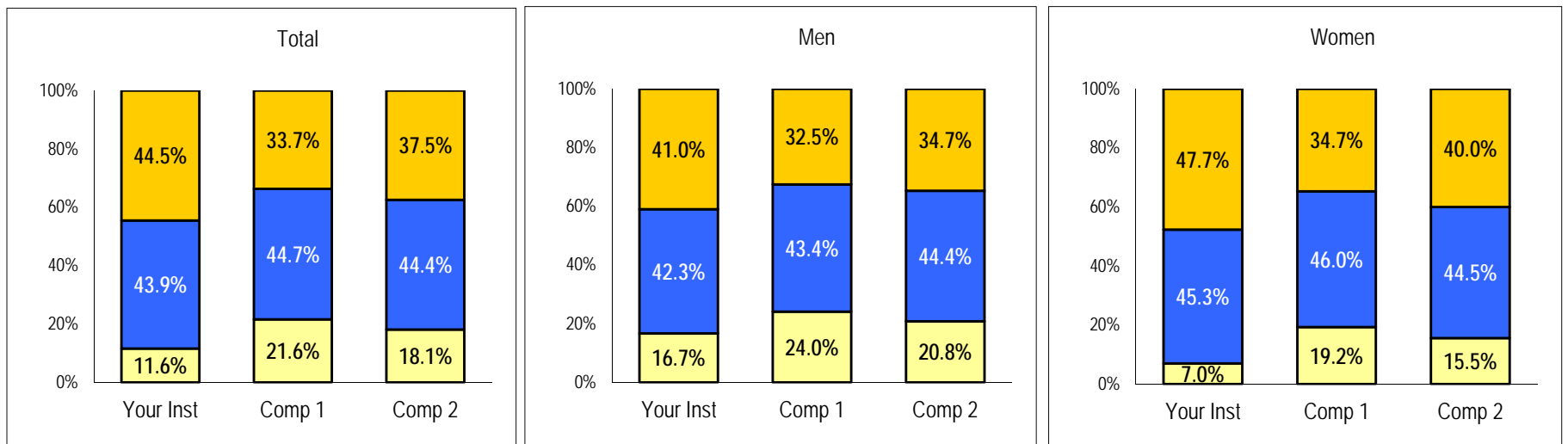


2016-17 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Institutional Priority: Civic Engagement**  
Full-time Undergraduate Faculty

**Institutional Priority: Civic Engagement** – Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	164	838	2,257	78	412	1,085	86	426	1,172
High Institutional Priority: Civic Engagement	44.5%	33.7%	37.5%	41.0%	32.5%	34.7%	47.7%	34.7%	40.0%
Average Institutional Priority: Civic Engagement	43.9%	44.7%	44.4%	42.3%	43.4%	44.4%	45.3%	46.0%	44.5%
Low Institutional Priority: Civic Engagement	11.6%	21.6%	18.1%	16.7%	24.0%	20.8%	7.0%	19.2%	15.5%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

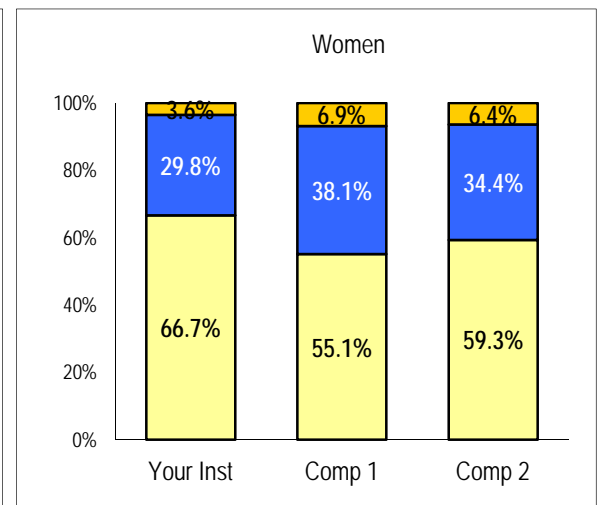
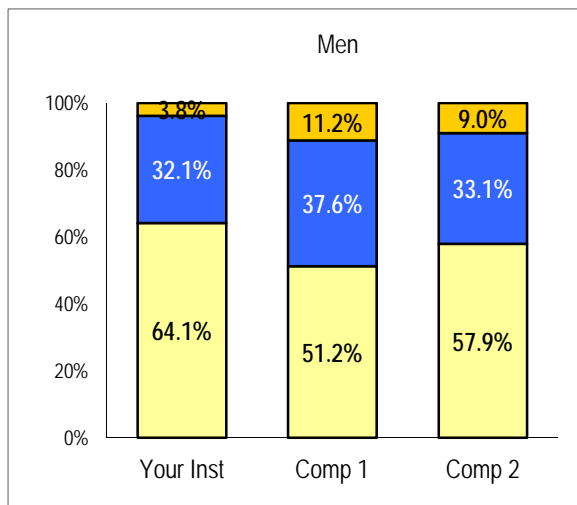
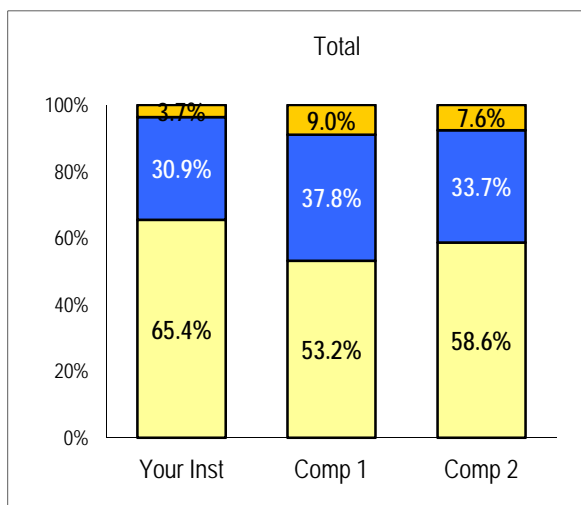
- \* To provide resources for faculty to engage in community-based teaching or research (2.08)
- \* To create and sustain partnerships with surrounding communities (2.84)
- \* To facilitate student involvement in community service (1.56)

2016-17 HERI Faculty Survey  
 CIRP Construct Percentage Report  
**Institutional Priority: Increase Prestige**  
 Full-time Undergraduate Faculty

**Institutional Priority: Increase Prestige** – Measures the extent to which faculty believe their institution is committed to increasing its prestige.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	162	835	2,249	78	412	1,085	84	423	1,164
High Institutional Priority: Increase Prestige	3.7%	9.0%	7.6%	3.8%	11.2%	9.0%	3.6%	6.9%	6.4%
Average Institutional Priority: Increase Prestige	30.9%	37.8%	33.7%	32.1%	37.6%	33.1%	29.8%	38.1%	34.4%
Low Institutional Priority: Increase Prestige	65.4%	53.2%	58.6%	64.1%	51.2%	57.9%	66.7%	55.1%	59.3%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

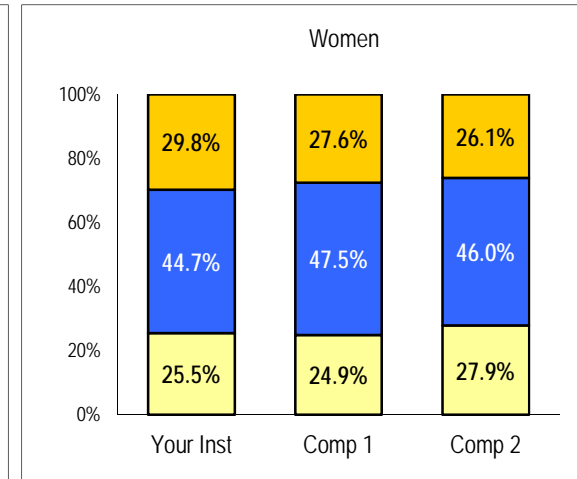
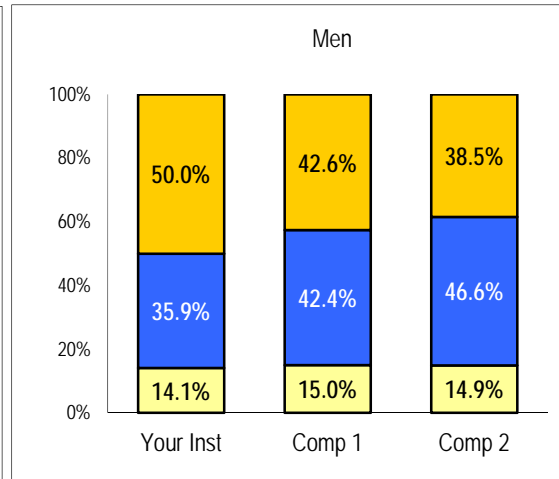
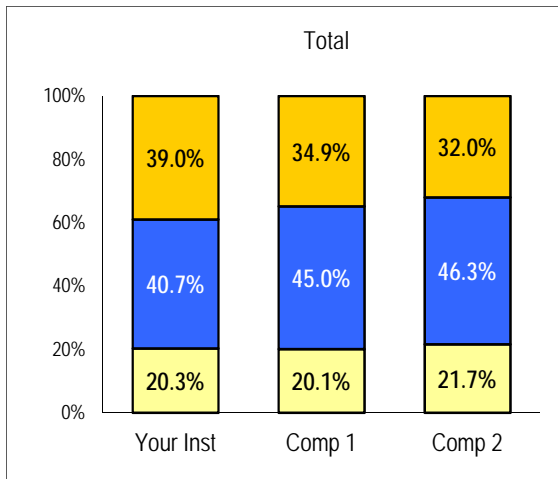
Indicate how important you believe each priority listed below is at your college or university:

- \* To increase or maintain institutional prestige (3.54)
- \* To increase the selectivity of the student body through more competitive admissions criteria (3.43)
- \* To hire faculty "stars" (1.47)

**Diversity climate** - measure representing faculty's perspectives about the climate for faculty members from diverse backgrounds.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	172	866	2,341	78	420	1,122	94	446	1,219
High Diversity Climate	39.0%	34.9%	32.0%	50.0%	42.6%	38.5%	29.8%	27.6%	26.1%
Average Diversity Climate	40.7%	45.0%	46.3%	35.9%	42.4%	46.6%	44.7%	47.5%	46.0%
Low Diversity Climate	20.3%	20.1%	21.7%	14.1%	15.0%	14.9%	25.5%	24.9%	27.9%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

This institution has effective hiring practices and policies that increase faculty diversity (1.45)

This institution takes responsibility for educating underprepared students (0.88)

Faculty of color are treated fairly here (5.13)

Women faculty are treated fairly here (4.67)

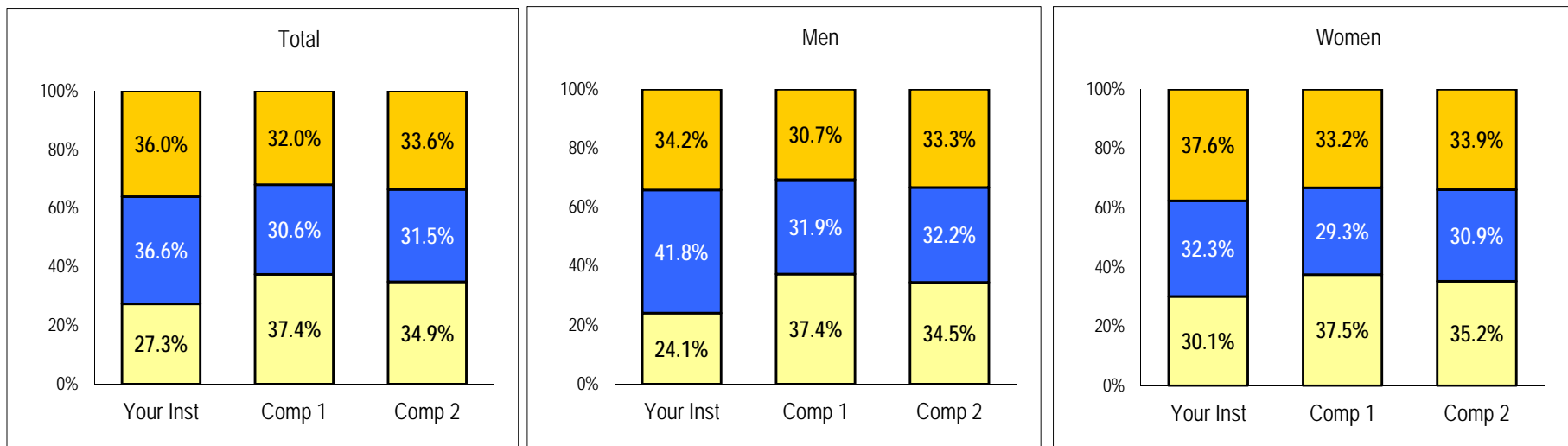
LGBTQ faculty are treated fairly here (3.17)

2016-17 HERI Faculty Survey  
 CIRP Construct Mean Report  
**Respect**  
 Full-time Undergraduate Faculty

**Respect** - composite measure representing the extent to which faculty feel their contributions are respected or appreciated by their colleagues.

Washburn University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	172	863	2,342	79	423	1,124	93	440	1,218
High Respect	36.0%	32.0%	33.6%	34.2%	30.7%	33.3%	37.6%	33.2%	33.9%
Average Respect	36.6%	30.6%	31.5%	41.8%	31.9%	32.2%	32.3%	29.3%	30.9%
Low Respect	27.3%	37.4%	34.9%	24.1%	37.4%	34.5%	30.1%	37.5%	35.2%
Significance (based on High score group)	-			-			-		

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



**Survey items and estimation 'weights':**

Indicate how important you believe each priority listed below is at your college or university:

My research is valued by faculty in my department (2.32)

My teaching is valued by faculty in my department (5.73)

My service is valued by faculty in my department (3.71)

Faculty here respect each other (1.14)



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

## 2016-17 HERI Faculty Survey

### Institutional Profile Reports

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# Washburn University

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Comparison group 1: PUBLIC 4YR COLLEGES - LOW/MEDIUM SELECTIVITY  
Comparison group 2: PUBLIC 4YR COLLEGES

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**Not Available**

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2016-17 HERI Faculty Survey Instrument

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

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## How to Read the Institutional Profile Report

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

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

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

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

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

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

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

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

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

Washburn 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>Full-time Undergraduate Faculty</b>	202	1,157	3,034	91	578	1,486	111	579	1,548	
<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)	202	1,154	3,029	91	577	1,484	111	577	1,545	
<b>What is your present academic rank?</b>										
Professor	25.2%	24.9%	26.3%	29.7%	29.7%	31.2%	21.6%	19.5%	20.5%	
Associate professor	13.4%	26.3%	27.1%	14.3%	27.2%	27.3%	12.6%	25.4%	26.9%	
Assistant professor	20.3%	30.3%	29.4%	16.5%	25.7%	25.0%	23.4%	35.5%	34.6%	
Lecturer	1.5%	3.8%	4.8%	2.2%	3.6%	4.9%	0.9%	3.9%	4.7%	
Instructor	39.1%	14.7%	12.5%	37.4%	13.8%	11.7%	40.5%	15.7%	13.4%	
Graduate Teaching Assistant	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	
Total(n)	202	1,157	3,033	91	578	1,485	111	579	1,548	
<b>What is your tenure status at this institution?</b>										
Tenured	42.6%	51.6%	53.8%	46.2%	56.9%	58.8%	39.6%	45.6%	48.0%	
On tenure track, but not tenured	17.3%	25.9%	25.7%	15.4%	23.2%	22.7%	18.9%	29.0%	29.3%	
Not on tenure track, but institution has tenure system	31.2%	21.0%	19.4%	25.3%	17.9%	17.2%	36.0%	24.6%	22.1%	
Institution has no tenure system	8.9%	1.4%	1.0%	13.2%	2.0%	1.4%	5.4%	0.8%	0.6%	
Total(n)	202	1,157	3,034	91	578	1,486	111	579	1,548	
<b>Are you retired from this institution?</b>										
Yes	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
No	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	
Total(n)	201	1,153	3,027	91	575	1,481	110	578	1,546	



Washburn University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Washburn University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Washburn University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Washburn University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	9.0%	7.4%	7.0%	7.7%	7.4%	7.3%	10.0%	7.5%	6.7%	
Teaching	89.1%	82.6%	85.6%	92.3%	83.8%	86.3%	86.4%	81.2%	84.8%	
Research	0.5%	8.0%	5.8%	0.0%	7.6%	5.4%	0.9%	8.6%	6.2%	
Services to clients and patients	0.0%	0.6%	0.6%	0.0%	0.6%	0.5%	0.0%	0.7%	0.7%	
Other	1.5%	1.3%	1.0%	0.0%	0.7%	0.6%	2.7%	2.0%	1.6%	
Total(n)	201	1,151	3,025	91	576	1,483	110	575	1,542	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	26.5%	43.6%	41.3%	28.2%	47.9%	44.9%	25.0%	38.6%	36.9%	
Very important	42.8%	35.0%	35.9%	41.0%	31.5%	33.3%	44.3%	39.0%	39.1%	
Somewhat important	25.3%	17.5%	19.0%	25.6%	16.2%	17.8%	25.0%	19.0%	20.4%	
Not important	5.4%	3.9%	3.8%	5.1%	4.4%	3.9%	5.7%	3.3%	3.6%	
Total(n)	166	1,005	2,670	78	512	1,341	88	493	1,329	
<b>Teaching</b>										
Essential	90.0%	79.5%	80.6%	89.0%	79.4%	80.6%	90.9%	79.5%	80.6%	
Very important	9.5%	19.2%	18.2%	11.0%	19.1%	18.1%	8.2%	19.3%	18.2%	
Somewhat important	0.5%	1.3%	1.2%	0.0%	1.4%	1.3%	0.9%	1.2%	1.2%	
Not important	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	201	1,146	3,016	91	572	1,478	110	574	1,538	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	22.8%	18.9%	18.7%	18.2%	19.7%	18.9%	26.7%	17.9%	18.3%	
Very important	57.5%	48.7%	48.2%	62.3%	44.6%	44.9%	53.3%	53.3%	52.3%	
Somewhat important	19.2%	30.0%	30.5%	19.5%	32.6%	32.8%	18.9%	26.9%	27.7%	
Not important	0.6%	2.5%	2.6%	0.0%	3.0%	3.4%	1.1%	1.9%	1.8%	
Total(n)	167	1,005	2,673	77	507	1,335	90	498	1,338	
<b>How many courses are you teaching this term?</b>										
Mean	4.61	3.97	4.00	4.65	3.97	4.01	4.57	3.96	3.99	
Median	5.00	4.00	4.00	4.00	4.00	4.00	5.00	4.00	4.00	
Mode	5.00	4.00	4.00	5.00	4.00	4.00	5.00	4.00	4.00	

Washburn 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)	201	1,157	3,034	91	578	1,486	110	579	1,548	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	1.79	1.56	1.57	1.84	1.60	1.60	1.73	1.51	1.53	
Median	2	1	1	2	2	1	2	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	163	1,157	3,034	77	578	1,486	86	579	1,548	
<b>Courses required for an undergraduate major</b>										
Mean	2.39	2.22	2.26	2.34	2.20	2.25	2.43	2.24	2.27	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	180	1,157	3,034	80	578	1,486	100	579	1,548	
<b>Other undergraduate credit courses</b>										
Mean	1.68	1.52	1.52	1.80	1.54	1.53	1.58	1.50	1.51	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	136	1,157	3,034	59	578	1,486	77	579	1,548	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.08	1.07	1.06	1.04	1.06	1.05	1.10	1.07	1.07	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	119	1,157	3,034	52	578	1,486	67	579	1,548	
<b>Graduate courses</b>										
Mean	1.20	1.51	1.45	1.21	1.51	1.44	1.20	1.51	1.46	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	132	1,157	3,034	57	578	1,486	75	579	1,548	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	3.03	2.77	2.79	3.01	2.78	2.81	3.04	2.76	2.78	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	3	3	3	3	3	
Total(n)	191	1,157	3,034	88	578	1,486	103	579	1,548	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.18	1.17	1.17	1.26	1.19	1.19	1.11	1.15	1.16	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	154	1,157	3,034	69	578	1,486	85	579	1,548	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	5	31	100	1	19	50	4	12	50	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	95.5%	96.7%	97.0%	95.6%	96.5%	96.8%	95.5%	96.9%	97.2%	
No	4.5%	3.3%	3.0%	4.4%	3.5%	3.2%	4.5%	3.1%	2.8%	
Total(n)	201	1,154	3,026	91	576	1,483	110	578	1,543	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	31.6%	66.3%	58.7%	30.7%	68.0%	59.6%	32.4%	64.3%	57.7%	
No	68.4%	33.7%	41.3%	69.3%	32.0%	40.4%	67.6%	35.7%	42.3%	
Total(n)	196	1,131	2,982	88	566	1,466	108	565	1,516	
<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	6.9%	22.2%	21.1%	3.8%	19.9%	19.6%	9.4%	24.8%	22.9%	
To a large extent	15.5%	25.3%	24.2%	11.5%	26.5%	24.8%	18.8%	23.8%	23.4%	
To some extent	27.6%	25.9%	26.5%	34.6%	27.8%	28.2%	21.9%	23.6%	24.4%	
To a small extent	29.3%	14.9%	16.2%	23.1%	14.2%	15.6%	34.4%	15.7%	17.0%	
Not at all	20.7%	11.8%	12.0%	26.9%	11.6%	11.8%	15.6%	12.0%	12.2%	
Total(n)	58	728	1,492	26	381	761	32	347	731	
<b>Mentored graduate students</b>										
To a very large extent	15.5%	27.8%	26.6%	3.7%	25.5%	24.4%	25.8%	30.6%	29.3%	
To a large extent	15.5%	27.8%	26.8%	18.5%	25.5%	25.3%	12.9%	30.5%	28.6%	
To some extent	29.3%	22.3%	23.4%	29.6%	25.7%	25.7%	29.0%	18.2%	20.5%	
To a small extent	19.0%	11.6%	12.4%	22.2%	12.0%	12.8%	16.1%	11.1%	12.0%	
Not at all	20.7%	10.5%	10.8%	25.9%	11.3%	11.8%	16.1%	9.6%	9.7%	
Total(n)	58	722	1,474	27	382	755	31	340	719	
<b>Helped graduate students access professional networks</b>										
To a very large extent	7.1%	14.0%	12.9%	4.0%	12.6%	11.4%	9.7%	15.6%	14.8%	
To a large extent	12.5%	18.8%	18.6%	8.0%	18.2%	18.3%	16.1%	19.5%	18.9%	
To some extent	19.6%	27.7%	28.5%	12.0%	25.8%	27.0%	25.8%	30.0%	30.2%	
To a small extent	28.6%	21.4%	21.0%	40.0%	24.9%	24.0%	19.4%	17.2%	17.4%	
Not at all	32.1%	18.1%	19.1%	36.0%	18.5%	19.3%	29.0%	17.7%	18.8%	
Total(n)	56	720	1,476	25	376	752	31	344	724	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In the past two years, to what extent have you:</b>										
<b>Presented with graduate students at conferences</b>										
To a very large extent	0.0%	8.7%	7.9%	0.0%	7.6%	7.1%	0.0%	10.1%	8.7%	
To a large extent	1.7%	9.4%	8.7%	3.8%	10.8%	9.7%	0.0%	7.9%	7.6%	
To some extent	10.3%	9.9%	10.1%	7.7%	10.4%	10.3%	12.5%	9.3%	9.9%	
To a small extent	5.2%	8.8%	8.6%	0.0%	7.8%	7.9%	9.4%	9.9%	9.5%	
Not at all	82.8%	63.2%	64.7%	88.5%	63.5%	65.0%	78.1%	62.8%	64.3%	
Total(n)	58	721	1,478	26	378	755	32	343	723	
<b>Published with graduate students</b>										
To a very large extent	0.0%	8.5%	7.2%	0.0%	7.5%	6.6%	0.0%	9.6%	8.0%	



Washburn 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	0.0%	6.2%	6.2%	0.0%	6.7%	6.7%	0.0%	5.7%	5.5%	
To some extent	5.3%	10.7%	10.0%	3.8%	12.5%	11.6%	6.5%	8.6%	8.0%	
To a small extent	7.0%	10.1%	9.5%	3.8%	9.4%	8.9%	9.7%	10.9%	10.2%	
Not at all	87.7%	64.5%	67.1%	92.3%	63.9%	66.2%	83.9%	65.2%	68.3%	
Total(n)	57	724	1,484	26	379	757	31	345	727	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	3.2%	3.1%	0.0%	1.9%	2.1%	0.0%	4.9%	4.3%	
To a large extent	0.0%	4.4%	4.2%	0.0%	5.1%	4.9%	0.0%	3.5%	3.4%	
To some extent	0.0%	7.6%	7.5%	0.0%	7.4%	7.3%	0.0%	7.9%	7.6%	
To a small extent	5.3%	10.4%	9.8%	0.0%	10.2%	10.0%	10.0%	10.6%	9.7%	
Not at all	94.7%	74.4%	75.4%	100.0%	75.5%	75.8%	90.0%	73.1%	75.0%	
Total(n)	57	725	1,483	27	386	763	30	339	720	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	1.89	2.37	2.31	1.78	2.29	2.25	1.97	2.46	2.38	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	1.00(a)	2	2	2	2	2	
Total(n)	61	1,157	3,034	27	578	1,486	34	579	1,548	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	2.34	3.41	3.43	1.62	3.58	3.58	2.91	3.21	3.24	
Median	1	2	2	1	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	59	1,157	3,034	26	578	1,486	33	579	1,548	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	1.96	2.52	2.51	1.50	2.61	2.56	2.20	2.41	2.44	
Median	1	2	2	1	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	23	1,157	3,034	8	578	1,486	15	579	1,548	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.17	1.95	1.86	1.11	1.85	1.79	1.21	2.06	1.95	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	60	1,157	3,034	27	578	1,486	33	579	1,548	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	1.20	2.05	2.00	1.33	2.03	1.97	1.00	2.07	2.03	
Median	1	1	1	1	1	1	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	5	1,157	3,034	3	578	1,486	2	579	1,548	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reesearch opportunities</b>										
Strongly agree	7.8%	19.7%	18.8%	9.5%	20.2%	19.3%	6.7%	19.1%	18.3%	

Washburn 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	21.6%	36.1%	34.5%	23.8%	40.0%	37.9%	20.0%	31.7%	30.6%	
Disagree somewhat	31.4%	23.6%	24.6%	23.8%	22.4%	23.9%	36.7%	24.9%	25.4%	
Strongly disagree	39.2%	20.6%	22.1%	42.9%	17.4%	19.0%	36.7%	24.3%	25.7%	
Total(n)	51	660	1,352	21	341	681	30	319	671	
Mean	1.98	2.55	2.50	2.00	2.63	2.57	1.97	2.46	2.42	
Standard deviation	0.97	1.03	1.03	1.05	0.99	1.00	0.93	1.06	1.06	
Significance	-	***	***	-	**	*	-	*	*	
Effect size	-	-0.55	-0.50	-	-0.64	-0.57	-	-0.46	-0.42	
<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	22.6%	40.5%	39.0%	26.1%	41.8%	40.5%	20.0%	39.1%	37.3%	
Agree somewhat	30.2%	33.8%	33.4%	26.1%	33.2%	32.7%	33.3%	34.5%	34.3%	
Disagree somewhat	24.5%	14.5%	15.3%	26.1%	15.8%	16.3%	23.3%	13.0%	14.1%	
Strongly disagree	22.6%	11.2%	12.3%	21.7%	9.2%	10.6%	23.3%	13.5%	14.3%	
Total(n)	53	659	1,352	23	347	689	30	312	663	
Mean	2.53	3.04	2.99	2.57	3.07	3.03	2.50	2.99	2.95	
Standard deviation	1.08	1.00	1.02	1.12	0.97	0.99	1.07	1.03	1.04	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	-0.51	-0.45	-	-0.52	-0.46	-	-0.48	-0.43	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	4.0%	11.2%	11.9%	0.0%	13.6%	14.2%	6.7%	8.4%	9.2%	
Agree somewhat	34.0%	27.3%	28.2%	30.0%	29.3%	29.3%	36.7%	25.0%	27.0%	
Disagree somewhat	42.0%	38.1%	38.1%	40.0%	34.0%	35.3%	43.3%	42.7%	41.3%	
Strongly disagree	20.0%	23.5%	21.8%	30.0%	23.1%	21.2%	13.3%	23.9%	22.5%	
Total(n)	50	656	1,338	20	340	676	30	316	662	
Mean	2.22	2.26	2.30	2.00	2.33	2.36	2.37	2.18	2.23	
Standard deviation	0.82	0.94	0.94	0.79	0.98	0.97	0.81	0.89	0.90	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	-0.34	-0.37	-	0.21	0.16	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	29.4%	43.2%	42.8%	14.3%	41.0%	40.6%	40.0%	45.7%	45.4%	
Agree somewhat	56.9%	49.2%	49.1%	61.9%	52.3%	51.9%	53.3%	45.5%	45.8%	
Disagree somewhat	9.8%	6.0%	6.3%	14.3%	4.6%	5.3%	6.7%	7.5%	7.5%	
Strongly disagree	3.9%	1.6%	1.9%	9.5%	2.0%	2.3%	0.0%	1.3%	1.3%	
Total(n)	51	620	1,261	21	324	633	30	296	628	
Mean	3.12	3.34	3.33	2.81	3.32	3.31	3.33	3.36	3.35	

Washburn 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	0.74	0.67	0.68	0.81	0.66	0.68	0.61	0.67	0.68	
Significance	-	*	*	-	***	**	-	-	-	
Effect size	-	-0.33	-0.31	-	-0.77	-0.74	-	-0.04	-0.03	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	0.0%	9.7%	9.2%	0.0%	10.8%	9.9%	0.0%	8.5%	8.4%	
Agree somewhat	30.6%	22.8%	22.5%	25.0%	22.4%	22.4%	34.5%	23.3%	22.7%	
Disagree somewhat	34.7%	22.4%	21.2%	40.0%	19.3%	18.7%	31.0%	26.0%	24.0%	
Strongly disagree	34.7%	45.0%	47.1%	35.0%	47.5%	49.0%	34.5%	42.1%	45.0%	
Total(n)	49	642	1,320	20	332	660	29	310	660	
Mean	1.96	1.97	1.94	1.90	1.97	1.93	2.00	1.98	1.94	
Standard deviation	0.82	1.03	1.03	0.79	1.06	1.05	0.85	1.00	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.02	-	-0.07	-0.03	-	0.02	0.06	
<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	33.3%	45.0%	44.7%	18.2%	40.6%	40.8%	44.8%	50.0%	49.2%	
Agree somewhat	51.0%	42.0%	42.1%	59.1%	44.6%	44.6%	44.8%	39.0%	39.2%	
Disagree somewhat	9.8%	8.6%	8.8%	9.1%	9.7%	9.7%	10.3%	7.3%	7.8%	
Strongly disagree	5.9%	4.5%	4.4%	13.6%	5.1%	4.9%	0.0%	3.8%	3.8%	
Total(n)	51	663	1,335	22	344	676	29	319	659	
Mean	3.12	3.27	3.27	2.82	3.21	3.21	3.34	3.35	3.34	
Standard deviation	0.82	0.80	0.80	0.91	0.81	0.81	0.67	0.77	0.78	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	-0.19	-0.19	-	-0.48	-0.48	-	-0.01	0.00	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	10.2%	17.5%	17.5%	5.0%	15.8%	15.3%	13.8%	19.4%	20.1%	
Agree somewhat	28.6%	34.4%	34.1%	30.0%	34.4%	34.6%	27.6%	34.4%	33.5%	
Disagree somewhat	36.7%	31.0%	31.0%	35.0%	32.1%	32.3%	37.9%	29.7%	29.5%	
Strongly disagree	24.5%	17.1%	17.4%	30.0%	17.7%	17.8%	20.7%	16.5%	16.8%	
Total(n)	49	652	1,322	20	336	667	29	316	655	
Mean	2.24	2.52	2.52	2.10	2.48	2.47	2.34	2.57	2.57	
Standard deviation	0.95	0.97	0.97	0.91	0.96	0.96	0.97	0.98	0.99	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	-0.29	-0.29	-	-0.40	-0.39	-	-0.23	-0.23	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	37.3%	42.1%	42.0%	33.3%	40.7%	40.3%	40.0%	43.7%	44.1%	
Agree somewhat	52.9%	46.4%	46.7%	57.1%	48.3%	48.8%	50.0%	44.2%	44.3%	
Disagree somewhat	7.8%	9.3%	9.0%	4.8%	8.7%	8.4%	10.0%	10.0%	9.7%	

Washburn 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	2.0%	2.2%	2.3%	4.8%	2.3%	2.6%	0.0%	2.0%	1.9%	
Total(n)	51	660	1,332	21	341	672	30	319	660	
Mean	3.25	3.29	3.29	3.19	3.27	3.27	3.30	3.30	3.31	
Standard deviation	0.69	0.72	0.72	0.75	0.71	0.72	0.65	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.11	-0.11	-	0.00	-0.01	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	0.0%	3.7%	3.2%	0.0%	3.5%	3.1%	0.0%	3.8%	3.4%	
Agree somewhat	17.6%	19.0%	18.0%	14.3%	17.5%	16.5%	20.0%	20.8%	19.7%	
Disagree somewhat	31.4%	33.7%	33.6%	42.9%	35.6%	34.9%	23.3%	31.7%	32.2%	
Strongly disagree	51.0%	43.6%	45.1%	42.9%	43.4%	45.5%	56.7%	43.8%	44.7%	
Total(n)	51	652	1,320	21	336	665	30	316	655	
Mean	1.67	1.83	1.79	1.71	1.81	1.77	1.63	1.85	1.82	
Standard deviation	0.77	0.86	0.85	0.72	0.85	0.83	0.81	0.88	0.86	
Significance	-			-			-			
Effect size	-	-0.19	-0.14	-	-0.12	-0.07	-	-0.25	-0.22	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	67.3%	45.4%	46.2%	50.0%	44.3%	45.8%	80.0%	46.7%	46.7%	
Agree somewhat	23.1%	40.0%	39.8%	31.8%	41.4%	41.3%	16.7%	38.3%	38.1%	
Disagree somewhat	7.7%	12.4%	11.6%	13.6%	12.8%	11.4%	3.3%	12.0%	11.9%	
Strongly disagree	1.9%	2.2%	2.4%	4.5%	1.5%	1.5%	0.0%	2.9%	3.4%	
Total(n)	52	656	1,326	22	340	671	30	316	655	
Mean	3.56	3.29	3.30	3.27	3.29	3.31	3.77	3.29	3.28	
Standard deviation	0.73	0.76	0.76	0.88	0.74	0.73	0.50	0.79	0.80	
Significance	-	*	*	-			-	**	***	
Effect size	-	0.36	0.34	-	-0.03	-0.05	-	0.61	0.61	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	64.4%	57.2%	58.0%	69.0%	54.9%	56.5%	60.6%	59.8%	59.7%	
Collaborated with the local community in research/teaching	63.5%	53.0%	53.7%	59.8%	48.2%	49.9%	66.7%	58.3%	58.1%	
Conducted research or writing focused on international/global issues	31.4%	34.7%	35.2%	32.2%	36.9%	37.5%	30.8%	32.2%	32.6%	

Washburn 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	25.8%	31.8%	31.3%	17.4%	26.2%	26.3%	32.7%	38.1%	37.0%	
Conducted research or writing focused on women and gender issues	22.6%	25.6%	26.3%	13.8%	17.8%	18.9%	30.1%	34.5%	34.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	12.2%	11.4%	11.5%	7.0%	8.4%	8.9%	16.5%	14.7%	14.5%	
Conducted research or writing focused on biomedical science fields	12.7%	14.0%	13.9%	14.9%	14.4%	14.5%	10.8%	13.7%	13.2%	
Engaged in academic research that spans multiple disciplines	60.0%	65.5%	66.6%	65.1%	68.9%	69.7%	55.8%	61.7%	63.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	47.6%	50.0%	50.5%	52.3%	50.1%	51.6%	43.6%	49.8%	49.1%	
Written research grants	27.3%	44.6%	44.3%	28.7%	43.0%	43.4%	26.0%	46.3%	45.4%	
Received funding for your work from foundations	22.3%	19.0%	19.0%	20.9%	18.0%	18.1%	23.5%	20.2%	20.1%	
Received funding for your work from state or federal government	23.0%	23.5%	23.7%	28.4%	26.0%	26.6%	18.4%	20.8%	20.3%	
Received funding for your work from business or industry	10.7%	9.9%	9.7%	15.3%	12.7%	12.4%	6.9%	6.8%	6.5%	
Total(n)	187	1,029	2,722	85	508	1,329	102	521	1,393	

Washburn 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%	13.6%	14.9%	27.6%	16.8%	17.3%	10.5%	10.0%	12.1%	
Taught an interdisciplinary course	37.6%	32.1%	35.0%	34.5%	33.2%	36.2%	40.0%	30.8%	33.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	11.5%	13.2%	13.5%	7.1%	9.8%	10.6%	15.1%	16.9%	16.9%	
Taught a service learning course	17.2%	17.5%	19.0%	15.3%	14.8%	15.7%	18.7%	20.6%	22.7%	
Taught a course exclusively online	47.6%	38.2%	38.2%	40.0%	33.8%	34.6%	53.8%	43.2%	42.4%	
Participated in organized activities around enhancing pedagogy and student learning	73.6%	69.2%	71.7%	67.4%	62.8%	66.0%	78.5%	76.4%	78.2%	
Taught a seminar for first-year students	21.8%	20.1%	19.5%	24.1%	22.0%	21.1%	19.8%	18.0%	17.7%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	88.6%	88.8%	89.3%	84.9%	86.6%	87.7%	91.6%	91.3%	91.1%	
<b>Total(n)</b>	<b>193</b>	<b>1,064</b>	<b>2,831</b>	<b>86</b>	<b>525</b>	<b>1,379</b>	<b>107</b>	<b>539</b>	<b>1,452</b>	
<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	5.8%	4.7%	5.5%	5.7%	4.4%	5.5%	5.8%	5.0%	5.4%	
To a large extent	7.9%	7.0%	7.1%	5.7%	5.9%	6.3%	9.6%	8.3%	8.1%	
To some extent	6.8%	9.5%	10.5%	9.2%	9.7%	10.7%	4.8%	9.3%	10.4%	
To a small extent	8.4%	6.6%	7.3%	8.0%	7.7%	8.0%	8.7%	5.3%	6.5%	
Not at all	71.2%	72.2%	69.6%	71.3%	72.3%	69.5%	71.2%	72.1%	69.7%	
<b>Total(n)</b>	<b>191</b>	<b>1,048</b>	<b>2,791</b>	<b>87</b>	<b>520</b>	<b>1,360</b>	<b>104</b>	<b>528</b>	<b>1,431</b>	
<b>Published with undergraduates</b>										
To a very large extent	0.5%	2.2%	2.5%	1.1%	2.0%	2.6%	0.0%	2.5%	2.4%	
To a large extent	1.6%	3.4%	3.5%	2.3%	3.2%	3.6%	1.0%	3.6%	3.3%	

Washburn 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	4.2%	7.8%	8.6%	2.3%	7.5%	8.6%	5.9%	8.2%	8.6%	
To a small extent	4.2%	6.4%	6.4%	4.5%	6.1%	6.4%	4.0%	6.8%	6.3%	
Not at all	89.4%	80.1%	79.1%	89.8%	81.2%	78.8%	89.1%	79.0%	79.4%	
Total(n)	189	1,032	2,727	88	513	1,324	101	519	1,403	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	6.8%	11.7%	12.8%	6.9%	11.2%	12.9%	6.7%	12.2%	12.8%	
To a large extent	6.8%	12.0%	11.5%	8.0%	13.9%	12.9%	5.8%	9.8%	9.9%	
To some extent	15.7%	16.3%	17.3%	17.2%	18.2%	19.3%	14.4%	14.2%	14.9%	
To a small extent	13.1%	11.7%	11.9%	13.8%	11.6%	12.1%	12.5%	11.8%	11.7%	
Not at all	57.6%	48.3%	46.4%	54.0%	45.1%	42.7%	60.6%	52.0%	50.8%	
Total(n)	191	1,047	2,786	87	518	1,357	104	529	1,429	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	13.0%	14.8%	15.7%	14.8%	15.9%	16.7%	11.5%	13.6%	14.5%	
To a large extent	14.6%	16.9%	16.9%	14.8%	16.2%	16.6%	14.4%	17.7%	17.2%	
To some extent	18.2%	19.6%	20.4%	21.6%	21.2%	22.0%	15.4%	17.7%	18.5%	
To a small extent	16.7%	13.9%	13.7%	11.4%	13.7%	13.7%	21.2%	14.0%	13.8%	
Not at all	37.5%	34.9%	33.4%	37.5%	33.0%	31.1%	37.5%	37.0%	36.1%	
Total(n)	192	1,052	2,808	88	523	1,369	104	529	1,439	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	24.6%	17.2%	19.3%	28.1%	17.3%	19.9%	21.7%	17.1%	18.6%	
Good	31.8%	41.5%	41.0%	30.3%	44.0%	42.5%	33.0%	38.7%	39.2%	
Fair	10.8%	14.4%	14.0%	11.2%	13.9%	14.0%	10.4%	15.0%	14.0%	
Poor	1.0%	1.8%	1.8%	1.1%	2.1%	2.1%	0.9%	1.5%	1.4%	
I have not worked with undergraduates on research projects	31.8%	25.1%	24.0%	29.2%	22.8%	21.5%	34.0%	27.7%	26.9%	
Total(n)	195	1,060	2,825	89	524	1,374	106	536	1,451	
<b>How many undergraduate students do you advise?</b>										
Mean	9.48	7.12	7.74	8.82	6.87	7.63	10.04	7.41	7.87	
Median	12	6	8	12	5	7	12	6	9	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	193	1,157	3,034	89	578	1,486	104	579	1,548	
<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	60.1%	52.7%	51.9%	50.0%	50.6%	48.8%	68.2%	54.9%	55.6%	
Occasionally	37.9%	41.4%	41.9%	45.6%	42.7%	44.2%	31.8%	40.1%	39.2%	
Not at All	2.0%	5.9%	6.2%	4.4%	6.7%	7.0%	0.0%	5.0%	5.2%	
Total(n)	153	629	1,897	68	314	953	85	315	944	
Mean	2.58	2.47	2.46	2.46	2.44	2.42	2.68	2.50	2.50	
Standard deviation	0.53	0.61	0.61	0.58	0.62	0.62	0.47	0.59	0.60	

Washburn 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	-	0.18	0.20	-	0.03	0.06	-	0.31	0.30	
<b>Helped them plan their course of study</b>										
Frequently	87.0%	65.6%	67.5%	87.0%	66.4%	67.0%	87.1%	64.6%	68.2%	
Occasionally	11.7%	27.5%	26.6%	11.6%	29.4%	29.1%	11.8%	25.4%	23.7%	
Not at All	1.3%	6.9%	5.8%	1.4%	4.2%	3.9%	1.2%	9.9%	8.1%	
Total(n)	154	632	1,907	69	315	956	85	317	951	
Mean	2.86	2.59	2.62	2.86	2.62	2.63	2.86	2.55	2.60	
Standard deviation	0.39	0.62	0.59	0.39	0.56	0.56	0.38	0.67	0.63	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.44	0.41	-	0.43	0.41	-	0.46	0.41	
<b>Discussed their academic performance</b>										
Frequently	70.0%	59.5%	57.5%	66.2%	57.8%	54.6%	73.2%	61.4%	61.0%	
Occasionally	28.7%	38.2%	39.2%	30.9%	39.3%	41.8%	26.8%	36.9%	36.2%	
Not at All	1.3%	2.3%	3.3%	2.9%	2.9%	3.6%	0.0%	1.7%	2.8%	
Total(n)	150	626	1,891	68	315	952	82	311	939	
Mean	2.69	2.57	2.54	2.63	2.55	2.51	2.73	2.60	2.58	
Standard deviation	0.49	0.54	0.56	0.54	0.55	0.57	0.45	0.52	0.55	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.22	0.27	-	0.15	0.21	-	0.25	0.27	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	57.6%	53.7%	55.2%	52.9%	53.6%	53.9%	61.4%	53.8%	56.8%	
Occasionally	37.1%	39.7%	38.4%	44.1%	41.7%	40.7%	31.3%	37.5%	35.7%	
Not at All	5.3%	6.6%	6.4%	2.9%	4.6%	5.4%	7.2%	8.7%	7.6%	
Total(n)	151	625	1,888	68	313	948	83	312	940	
Mean	2.52	2.47	2.49	2.50	2.49	2.48	2.54	2.45	2.49	
Standard deviation	0.60	0.62	0.61	0.56	0.58	0.60	0.63	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.02	0.03	-	0.14	0.08	
<b>Discussed career and post-graduation goals</b>										
Frequently	73.9%	70.6%	70.8%	73.5%	68.6%	68.2%	74.1%	72.8%	73.9%	
Occasionally	25.5%	28.6%	27.9%	25.0%	30.5%	30.4%	25.9%	26.6%	25.0%	
Not at All	0.7%	0.8%	1.3%	1.5%	1.0%	1.4%	0.0%	0.6%	1.1%	
Total(n)	153	630	1,901	68	314	956	85	316	945	
Mean	2.73	2.70	2.70	2.72	2.68	2.67	2.74	2.72	2.73	
Standard deviation	0.46	0.48	0.49	0.48	0.49	0.50	0.44	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.08	0.10	-	0.04	0.02	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Funded workshops outside the institution focused on teaching</b>										
Yes	69.1%	54.1%	55.7%	61.2%	44.8%	47.5%	75.5%	64.4%	65.1%	
No	30.4%	42.0%	40.6%	37.6%	51.1%	48.6%	24.5%	32.0%	31.4%	
Not eligible	0.0%	0.3%	0.6%	0.0%	0.1%	0.6%	0.0%	0.6%	0.7%	
Not available	0.5%	3.5%	3.1%	1.2%	4.0%	3.3%	0.0%	3.0%	2.8%	
Total(n)	191	1,020	2,728	85	502	1,317	106	518	1,411	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	15.3%	16.7%	16.5%	13.1%	14.9%	15.0%	17.1%	18.7%	18.2%	
No	74.1%	71.2%	72.0%	75.0%	74.1%	74.7%	73.3%	68.0%	68.9%	
Not eligible	1.6%	2.3%	2.2%	2.4%	2.1%	2.0%	1.0%	2.4%	2.4%	
Not available	9.0%	9.9%	9.4%	9.5%	8.9%	8.3%	8.6%	10.9%	10.6%	
Total(n)	189	1,011	2,703	84	495	1,305	105	516	1,398	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	14.8%	10.3%	10.0%	16.3%	9.1%	9.1%	13.6%	11.8%	11.1%	
No	81.0%	80.2%	81.2%	77.9%	80.9%	82.2%	83.5%	79.3%	80.0%	
Not eligible	1.6%	2.6%	2.4%	3.5%	2.8%	2.5%	0.0%	2.4%	2.2%	
Not available	2.6%	6.9%	6.4%	2.3%	7.2%	6.2%	2.9%	6.5%	6.7%	
Total(n)	189	1,004	2,690	86	495	1,299	103	509	1,391	
<b>Paid sabbatical leave</b>										
Yes	3.7%	5.5%	7.3%	2.4%	6.0%	8.2%	4.9%	4.9%	6.3%	
No	74.3%	66.3%	65.9%	71.4%	68.9%	68.1%	76.7%	63.4%	63.4%	
Not eligible	15.5%	21.4%	20.9%	16.7%	17.6%	17.8%	14.6%	25.7%	24.6%	
Not available	6.4%	6.8%	5.8%	9.5%	7.4%	5.9%	3.9%	6.0%	5.7%	
Total(n)	187	1,005	2,690	84	494	1,303	103	511	1,387	
<b>Travel funds paid by the institution</b>										
Yes	70.2%	63.8%	66.4%	70.9%	58.6%	62.3%	69.5%	69.5%	71.0%	
No	27.7%	28.7%	27.4%	26.7%	33.8%	31.5%	28.6%	23.1%	22.8%	
Not eligible	0.5%	3.5%	2.9%	0.0%	3.2%	2.8%	1.0%	3.7%	3.1%	
Not available	1.6%	4.0%	3.3%	2.3%	4.3%	3.4%	1.0%	3.7%	3.1%	
Total(n)	191	1,023	2,729	86	504	1,318	105	519	1,411	
<b>Internal grants for research</b>										
Yes	25.8%	28.8%	30.7%	21.2%	25.0%	28.7%	29.5%	33.0%	32.9%	
No	68.9%	62.4%	61.7%	71.8%	66.2%	63.9%	66.7%	58.2%	59.2%	
Not eligible	2.6%	4.7%	4.1%	4.7%	4.5%	3.8%	1.0%	4.9%	4.4%	
Not available	2.6%	4.1%	3.5%	2.4%	4.4%	3.6%	2.9%	3.8%	3.4%	
Total(n)	190	1,011	2,697	85	496	1,305	105	515	1,392	
<b>Training for administrative leadership</b>										
Yes	14.2%	10.3%	11.4%	11.6%	9.9%	11.4%	16.3%	10.7%	11.4%	
No	74.7%	70.8%	71.5%	75.6%	72.4%	72.7%	74.0%	69.1%	70.2%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not eligible	2.6%	6.4%	6.3%	4.7%	5.0%	5.4%	1.0%	7.9%	7.4%	
Not available	8.4%	12.5%	10.7%	8.1%	12.6%	10.5%	8.7%	12.3%	11.0%	
Total(n)	190	1,009	2,706	86	496	1,307	104	513	1,399	
<b>Received incentives to develop new courses</b>										
Yes	24.3%	17.5%	17.9%	21.2%	16.8%	17.3%	26.9%	18.3%	18.6%	
No	63.5%	65.1%	66.1%	67.1%	67.8%	68.9%	60.6%	62.0%	62.9%	
Not eligible	2.1%	2.1%	2.1%	3.5%	1.9%	1.9%	1.0%	2.4%	2.4%	
Not available	10.1%	15.3%	13.9%	8.2%	13.6%	12.0%	11.5%	17.3%	16.1%	
Total(n)	189	1,007	2,700	85	495	1,306	104	512	1,394	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	36.3%	27.6%	26.8%	34.9%	25.4%	24.9%	37.5%	30.1%	29.1%	
No	54.7%	58.8%	61.2%	57.0%	62.5%	64.8%	52.9%	54.8%	57.1%	
Not eligible	0.0%	1.0%	1.2%	0.0%	0.3%	0.8%	0.0%	1.7%	1.7%	
Not available	8.9%	12.6%	10.8%	8.1%	11.8%	9.6%	9.6%	13.4%	12.1%	
Total(n)	190	1,009	2,705	86	496	1,307	104	513	1,398	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	25.3%	19.2%	21.8%	16.5%	14.9%	17.0%	32.4%	23.9%	27.2%	
No	66.3%	67.1%	66.2%	75.3%	74.6%	73.6%	59.0%	58.9%	57.7%	
Not eligible	0.5%	1.0%	1.1%	1.2%	0.8%	1.0%	0.0%	1.3%	1.2%	
Not available	7.9%	12.7%	11.0%	7.1%	9.8%	8.4%	8.6%	15.8%	13.8%	
Total(n)	190	1,009	2,699	85	493	1,300	105	516	1,399	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	34.4%	20.0%	19.7%	31.8%	19.5%	18.5%	36.5%	20.4%	21.1%	
1-2	18.0%	19.7%	20.3%	16.5%	17.4%	18.0%	19.2%	22.3%	22.9%	
3-4	15.9%	14.5%	14.6%	16.5%	13.6%	13.8%	15.4%	15.5%	15.4%	
5-10	20.1%	18.9%	20.1%	20.0%	18.3%	19.7%	20.2%	19.7%	20.6%	
11-20	5.8%	15.1%	14.7%	7.1%	15.7%	15.9%	4.8%	14.5%	13.4%	
21-50	5.8%	9.2%	8.4%	8.2%	11.6%	10.8%	3.8%	6.4%	5.6%	
51+	0.0%	2.6%	2.3%	0.0%	3.8%	3.4%	0.0%	1.2%	1.0%	
Total(n)	189	1,017	2,712	85	499	1,308	104	518	1,404	
Mean	2.62	3.27	3.24	2.79	3.44	3.42	2.49	3.09	3.03	
Standard deviation	1.54	1.72	1.69	1.63	1.80	1.76	1.47	1.60	1.58	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.38	-0.37	-	-0.36	-0.36	-	-0.38	-0.34	
<b>Chapters in edited volumes</b>										
None	70.5%	54.6%	54.8%	72.5%	55.0%	54.9%	68.9%	54.2%	54.7%	
1-2	20.2%	24.6%	25.5%	18.8%	23.6%	24.1%	21.4%	25.8%	27.1%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
3-4	6.6%	10.6%	10.3%	6.3%	9.9%	10.2%	6.8%	11.4%	10.4%	
5-10	2.2%	6.5%	6.2%	2.5%	7.5%	7.2%	1.9%	5.5%	5.2%	
11-20	0.5%	2.7%	2.3%	0.0%	3.1%	2.7%	1.0%	2.3%	2.0%	
21-50	0.0%	0.6%	0.6%	0.0%	0.5%	0.6%	0.0%	0.7%	0.6%	
51+	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.1%	
Total(n)	183	986	2,600	80	479	1,247	103	507	1,353	
Mean	1.42	1.81	1.79	1.39	1.83	1.82	1.45	1.79	1.75	
Standard deviation	0.76	1.14	1.11	0.72	1.18	1.16	0.79	1.09	1.04	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.34	-0.33	-	-0.37	-0.37	-	-0.31	-0.29	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	80.5%	72.6%	72.6%	80.7%	71.7%	71.0%	80.4%	73.6%	74.4%	
1-2	15.7%	19.2%	19.5%	15.7%	18.6%	19.5%	15.7%	19.9%	19.4%	
3-4	3.2%	5.7%	5.3%	3.6%	6.4%	6.1%	2.9%	4.9%	4.3%	
5-10	0.5%	1.0%	1.4%	0.0%	1.2%	1.6%	1.0%	0.8%	1.0%	
11-20	0.0%	0.8%	0.8%	0.0%	1.5%	1.3%	0.0%	0.1%	0.2%	
21-50	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%	
51+	0.0%	0.3%	0.3%	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	
Total(n)	185	986	2,635	83	482	1,272	102	504	1,363	
Mean	1.24	1.40	1.40	1.23	1.44	1.44	1.25	1.36	1.35	
Standard deviation	0.53	0.82	0.81	0.50	0.88	0.86	0.55	0.75	0.75	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.20	-0.20	-	-0.24	-0.24	-	-0.15	-0.13	
<b>Other, such as patents or computer software products</b>										
None	79.2%	81.2%	80.9%	81.0%	78.4%	77.9%	77.8%	84.4%	84.5%	
1-2	10.1%	8.9%	10.0%	5.1%	9.1%	10.8%	14.1%	8.7%	9.1%	
3-4	4.5%	4.8%	4.2%	3.8%	5.7%	4.8%	5.1%	3.8%	3.5%	
5-10	2.8%	2.1%	2.2%	3.8%	3.1%	3.3%	2.0%	1.0%	0.9%	
11-20	1.1%	1.3%	1.2%	2.5%	1.1%	1.1%	0.0%	1.4%	1.3%	
21-50	1.7%	1.1%	0.9%	3.8%	2.0%	1.5%	0.0%	0.2%	0.2%	
51+	0.6%	0.6%	0.5%	0.0%	0.7%	0.6%	1.0%	0.5%	0.5%	
Total(n)	178	963	2,579	79	472	1,246	99	491	1,333	
Mean	1.44	1.39	1.38	1.53	1.48	1.46	1.36	1.29	1.28	
Standard deviation	1.07	1.00	0.97	1.28	1.13	1.08	0.87	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.04	0.06	-	0.08	0.10	
<b>In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	82.6%	84.9%	84.5%	80.5%	83.9%	84.0%	84.5%	86.0%	85.2%	
1-2	2.6%	3.0%	3.2%	3.4%	3.0%	3.0%	1.9%	3.0%	3.4%	
3-4	3.2%	3.7%	3.4%	4.6%	4.4%	3.8%	1.9%	2.8%	3.0%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-10	4.2%	3.8%	3.7%	3.4%	2.8%	3.2%	4.9%	4.9%	4.4%	
11-20	2.1%	1.6%	1.9%	1.1%	1.8%	1.7%	2.9%	1.4%	2.2%	
21+	5.3%	3.1%	3.2%	6.9%	4.1%	4.4%	3.9%	1.9%	1.8%	
Total(n)	190	1,023	2,732	87	507	1,324	103	516	1,408	
Mean	1.56	1.44	1.45	1.62	1.48	1.49	1.51	1.38	1.40	
Standard deviation	1.37	1.16	1.19	1.44	1.24	1.26	1.31	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.11	0.10	-	0.12	0.10	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	13.8%	19.7%	21.1%	14.3%	21.2%	21.0%	13.3%	17.8%	21.1%	
1-2	17.2%	26.1%	28.4%	7.1%	20.9%	24.9%	26.7%	33.2%	32.9%	
3-4	31.0%	25.3%	23.1%	35.7%	28.5%	25.2%	26.7%	21.0%	20.3%	
5-10	20.7%	19.0%	17.3%	14.3%	16.1%	15.6%	26.7%	22.9%	19.5%	
11-20	10.3%	6.2%	6.8%	14.3%	6.9%	7.7%	6.7%	5.1%	5.7%	
21+	6.9%	3.7%	3.4%	14.3%	6.4%	5.6%	0.0%	0.0%	0.6%	
Total(n)	29	139	366	14	75	181	15	64	185	
Mean	3.17	2.77	2.71	3.50	2.86	2.81	2.87	2.64	2.57	
Standard deviation	1.42	1.33	1.34	1.61	1.43	1.42	1.19	1.16	1.21	
Significance	-			-			-			
Effect size	-	0.30	0.34	-	0.45	0.49	-	0.20	0.25	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Collaborative</b>										
None	6.1%	13.9%	12.2%	5.9%	14.3%	12.2%	6.3%	13.3%	12.2%	
1-2	21.2%	17.3%	19.8%	17.6%	13.3%	16.2%	25.0%	22.4%	24.3%	
3-4	21.2%	19.4%	18.9%	29.4%	23.7%	20.8%	12.5%	14.0%	16.4%	
5-10	24.2%	27.7%	25.4%	17.6%	22.2%	22.1%	31.3%	34.6%	29.6%	
11-20	12.1%	8.9%	10.7%	11.8%	10.1%	11.9%	12.5%	7.4%	9.0%	
21+	15.2%	12.8%	13.1%	17.6%	16.3%	16.8%	12.5%	8.2%	8.5%	
Total(n)	33	150	410	17	81	201	16	69	209	
Mean	3.61	3.39	3.42	3.65	3.49	3.56	3.56	3.25	3.24	
Standard deviation	1.50	1.54	1.54	1.54	1.60	1.60	1.50	1.44	1.45	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.10	0.06	-	0.22	0.22	
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
None	41.3%	28.3%	28.0%	44.2%	27.2%	26.8%	38.8%	29.5%	29.4%	
1	16.9%	11.7%	13.0%	17.4%	11.4%	12.3%	16.5%	12.1%	13.8%	
2	12.7%	12.7%	13.9%	10.5%	11.6%	13.1%	14.6%	13.9%	14.9%	
3	9.5%	12.6%	12.7%	7.0%	12.8%	12.9%	11.7%	12.3%	12.5%	
4	4.8%	10.1%	9.5%	5.8%	9.9%	9.7%	3.9%	10.2%	9.3%	

Washburn 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	4.8%	6.3%	6.1%	5.8%	7.5%	6.9%	3.9%	5.1%	5.1%	
6	3.2%	4.7%	4.5%	2.3%	5.5%	5.2%	3.9%	3.9%	3.6%	
7-10	3.7%	8.1%	7.5%	4.7%	8.1%	7.7%	2.9%	8.1%	7.2%	
More than 10	3.2%	5.5%	4.8%	2.3%	6.1%	5.4%	3.9%	4.8%	4.1%	
Total(n)	189	1,018	2,718	86	500	1,311	103	518	1,407	
Mean	2.84	3.76	3.65	2.77	3.88	3.79	2.90	3.62	3.49	
Standard deviation	2.26	2.56	2.49	2.27	2.59	2.53	2.26	2.51	2.43	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	-0.36	-0.33	-	-0.43	-0.40	-	-0.29	-0.24	
<b>How many of these publications in the past three years have been solo-authored?</b>										
None	32.0%	34.0%	34.6%	30.0%	36.3%	36.5%	33.3%	31.2%	32.3%	
1	24.7%	23.8%	24.2%	22.5%	22.7%	22.6%	26.3%	25.0%	26.2%	
2	14.4%	14.4%	14.9%	20.0%	14.8%	14.8%	10.5%	14.0%	14.9%	
3	8.2%	8.9%	8.3%	5.0%	6.0%	6.7%	10.5%	12.4%	10.3%	
4	5.2%	7.4%	6.8%	2.5%	7.8%	7.4%	7.0%	6.9%	6.1%	
5	6.2%	4.6%	4.3%	10.0%	5.4%	4.7%	3.5%	3.7%	3.6%	
6	3.1%	2.1%	2.2%	2.5%	1.7%	1.8%	3.5%	2.7%	2.7%	
7-10	3.1%	2.6%	2.7%	5.0%	3.2%	3.3%	1.8%	1.9%	1.9%	
More than 10	3.1%	2.1%	2.1%	2.5%	2.0%	2.2%	3.5%	2.2%	2.0%	
Total(n)	97	584	1,617	40	308	837	57	276	780	
Mean	2.95	2.80	2.76	3.08	2.77	2.77	2.86	2.83	2.75	
Standard deviation	2.19	2.03	2.02	2.27	2.07	2.08	2.15	1.97	1.94	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.15	0.15	-	0.02	0.06	
<b>How many of these publications in the past three years have been co-authored?</b>										
None	26.0%	17.2%	18.6%	29.3%	18.0%	19.2%	23.7%	16.3%	17.9%	
1	32.0%	22.1%	23.0%	36.6%	19.8%	20.3%	28.8%	24.7%	26.3%	
2	18.0%	16.2%	16.6%	0.0%	12.6%	14.1%	30.5%	20.4%	19.6%	
3	8.0%	14.2%	14.2%	14.6%	16.9%	16.3%	3.4%	11.0%	11.6%	
4	5.0%	7.4%	7.6%	4.9%	6.5%	7.5%	5.1%	8.4%	7.9%	
5	4.0%	6.2%	5.2%	7.3%	8.9%	6.9%	1.7%	3.0%	3.1%	
6	2.0%	3.8%	3.6%	2.4%	4.5%	4.4%	1.7%	3.0%	2.7%	
7-10	5.0%	7.5%	6.6%	4.9%	7.1%	6.3%	5.1%	7.9%	7.0%	
More than 10	0.0%	5.5%	4.6%	0.0%	5.7%	5.0%	0.0%	5.2%	4.0%	
Total(n)	100	648	1,771	41	337	908	59	311	863	
Mean	2.79	3.76	3.60	2.85	3.88	3.72	2.75	3.63	3.45	
Standard deviation	1.89	2.40	2.33	2.06	2.43	2.37	1.78	2.36	2.26	
Significance	-	***	***	-	**	*	-	**	*	
Effect size	-	-0.40	-0.35	-	-0.42	-0.37	-	-0.37	-0.31	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	3.8%	2.9%	2.9%	1.2%	3.1%	3.0%	5.9%	2.7%	2.7%	
1-4	11.3%	13.2%	11.9%	9.5%	11.1%	10.3%	12.7%	15.4%	13.7%	
5-8	24.2%	34.5%	31.8%	33.3%	35.9%	32.8%	16.7%	33.0%	30.7%	
9-12	31.7%	30.4%	33.7%	28.6%	30.4%	33.9%	34.3%	30.4%	33.5%	
13-16	9.1%	8.7%	10.1%	7.1%	9.6%	10.7%	10.8%	7.7%	9.4%	
17-20	7.5%	5.3%	5.0%	4.8%	4.8%	4.7%	9.8%	5.7%	5.2%	
21+	12.4%	5.1%	4.6%	15.5%	5.2%	4.5%	9.8%	5.0%	4.8%	
Total(n)	186	958	2,596	84	467	1,253	102	491	1,343	
Mean	4.03	3.65	3.70	4.07	3.68	3.71	4.00	3.62	3.68	
Standard deviation	1.60	1.33	1.30	1.58	1.32	1.28	1.62	1.34	1.32	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	0.29	0.25	-	0.30	0.28	-	0.28	0.24	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	3.3%	2.3%	2.4%	1.2%	2.4%	2.4%	5.1%	2.3%	2.4%	
1-4	8.3%	13.8%	12.0%	9.8%	15.9%	13.9%	7.1%	11.6%	9.8%	
5-8	25.6%	25.9%	24.5%	34.1%	27.8%	26.0%	18.4%	23.9%	22.8%	
9-12	25.0%	25.7%	25.4%	26.8%	26.6%	25.6%	23.5%	24.7%	25.1%	
13-16	12.8%	13.1%	14.2%	11.0%	12.2%	13.8%	14.3%	14.1%	14.6%	
17-20	15.6%	11.0%	11.9%	11.0%	8.4%	10.4%	19.4%	13.8%	13.7%	
21+	9.4%	8.1%	9.6%	6.1%	6.8%	7.8%	12.2%	9.5%	11.6%	
Total(n)	180	925	2,505	82	450	1,213	98	475	1,292	
Mean	4.20	3.99	4.11	3.94	3.83	3.97	4.42	4.16	4.27	
Standard deviation	1.57	1.52	1.55	1.40	1.47	1.51	1.67	1.56	1.58	
Significance	-			-			-			
Effect size	-	0.14	0.06	-	0.07	-0.02	-	0.17	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>Advising and counseling of students</b>										
None	5.9%	7.1%	7.4%	4.8%	7.6%	8.1%	6.9%	6.5%	6.6%	
1-4	60.0%	59.6%	59.7%	66.7%	62.0%	61.7%	54.5%	57.0%	57.3%	
5-8	22.7%	22.2%	22.4%	19.0%	20.1%	20.6%	25.7%	24.5%	24.5%	
9-12	5.9%	6.0%	5.9%	4.8%	5.2%	5.1%	6.9%	6.8%	6.7%	
13-16	4.3%	3.4%	2.9%	4.8%	3.3%	2.7%	4.0%	3.6%	3.1%	
17-20	1.1%	1.2%	1.1%	0.0%	1.4%	1.2%	2.0%	1.0%	1.1%	
21+	0.0%	0.5%	0.6%	0.0%	0.3%	0.5%	0.0%	0.7%	0.8%	
Total(n)	185	951	2,580	84	463	1,241	101	488	1,339	
Mean	2.46	2.45	2.43	2.38	2.40	2.38	2.52	2.49	2.49	
Standard deviation	0.94	0.98	0.97	0.85	0.96	0.95	1.01	0.99	0.99	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	-0.02	0.00	-	0.03	0.03	
<b>Committee work and meetings</b>										
None	7.0%	3.4%	3.8%	9.4%	4.0%	4.4%	5.0%	2.7%	3.2%	
1-4	53.2%	53.2%	52.3%	57.6%	53.9%	53.7%	49.5%	52.4%	50.7%	
5-8	22.6%	25.2%	26.1%	16.5%	23.1%	23.6%	27.7%	27.5%	28.8%	
9-12	9.7%	10.6%	10.2%	8.2%	10.7%	10.0%	10.9%	10.4%	10.4%	
13-16	3.2%	3.6%	3.7%	4.7%	3.6%	3.8%	2.0%	3.7%	3.6%	
17-20	0.5%	2.0%	2.1%	0.0%	2.5%	2.5%	1.0%	1.5%	1.6%	
21+	3.8%	2.0%	1.9%	3.5%	2.1%	2.0%	4.0%	1.8%	1.8%	
Total(n)	186	942	2,559	85	462	1,242	101	480	1,317	
Mean	2.66	2.72	2.71	2.55	2.72	2.71	2.74	2.72	2.72	
Standard deviation	1.26	1.16	1.15	1.27	1.20	1.19	1.25	1.11	1.11	
Significance	-			-			-			
Effect size	-	-0.05	-0.04	-	-0.14	-0.13	-	0.02	0.02	
<b>Research and scholarly writing</b>										
None	32.8%	20.0%	18.5%	33.3%	19.0%	17.0%	32.3%	21.1%	20.1%	
1-4	37.7%	30.9%	34.4%	34.5%	27.7%	31.6%	40.4%	34.4%	37.5%	
5-8	19.7%	21.2%	21.3%	17.9%	22.5%	22.6%	21.2%	19.8%	19.9%	
9-12	3.8%	11.2%	11.1%	6.0%	11.5%	11.9%	2.0%	11.0%	10.2%	
13-16	3.8%	6.4%	5.8%	6.0%	8.0%	7.1%	2.0%	4.6%	4.3%	
17-20	1.1%	5.7%	4.8%	1.2%	5.5%	4.8%	1.0%	5.8%	4.7%	
21+	1.1%	4.6%	4.1%	1.2%	5.8%	4.9%	1.0%	3.3%	3.2%	
Total(n)	183	942	2,560	84	459	1,236	99	483	1,324	
Mean	2.16	2.88	2.82	2.25	3.01	2.95	2.08	2.74	2.68	
Standard deviation	1.21	1.65	1.58	1.32	1.70	1.62	1.10	1.57	1.51	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.44	-0.42	-	-0.45	-0.43	-	-0.42	-0.40	
<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	53.6%	58.9%	58.8%	48.8%	52.6%	53.6%	57.6%	65.7%	64.7%	
1-4	29.8%	24.6%	24.8%	34.1%	26.8%	26.6%	26.3%	22.3%	22.8%	
5-8	9.9%	8.6%	8.9%	11.0%	10.6%	10.5%	9.1%	6.5%	7.0%	
9-12	3.3%	3.8%	3.7%	2.4%	4.3%	4.4%	4.0%	3.2%	2.9%	
13-16	0.6%	1.9%	1.7%	0.0%	2.7%	2.2%	1.0%	1.1%	1.2%	
17-20	2.2%	0.7%	0.8%	2.4%	0.8%	0.8%	2.0%	0.7%	0.8%	
21+	0.6%	1.4%	1.3%	1.2%	2.2%	1.8%	0.0%	0.5%	0.7%	
Total(n)	181	912	2,464	82	445	1,179	99	467	1,285	
Mean	1.76	1.73	1.72	1.83	1.89	1.85	1.71	1.56	1.58	
Standard deviation	1.12	1.18	1.17	1.17	1.31	1.26	1.08	0.99	1.04	
Significance	-			-			-			

Washburn 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	-	-0.05	-0.02	-	0.15	0.13	
<b>Community or public service</b>										
None	22.7%	35.8%	35.4%	27.7%	37.8%	37.9%	18.6%	33.6%	32.6%	
1-4	61.6%	52.0%	52.1%	55.4%	50.0%	50.0%	66.7%	54.2%	54.5%	
5-8	11.4%	9.1%	9.1%	12.0%	8.7%	8.4%	10.8%	9.5%	9.9%	
9-12	3.2%	1.7%	1.9%	3.6%	1.5%	1.8%	2.9%	1.8%	1.9%	
13-16	0.5%	0.3%	0.5%	1.2%	0.3%	0.4%	0.0%	0.4%	0.5%	
17-20	0.0%	0.7%	0.7%	0.0%	1.0%	1.0%	0.0%	0.3%	0.3%	
21+	0.5%	0.4%	0.4%	0.0%	0.6%	0.5%	1.0%	0.1%	0.2%	
Total(n)	185	946	2,573	83	459	1,241	102	487	1,332	
Mean	1.99	1.82	1.83	1.95	1.82	1.82	2.03	1.83	1.85	
Standard deviation	0.81	0.85	0.86	0.81	0.92	0.91	0.81	0.77	0.80	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.20	0.19	-	0.14	0.14	-	0.26	0.23	
<b>Outside consulting/freelance work</b>										
None	72.5%	72.3%	73.0%	69.9%	69.7%	70.8%	74.7%	75.0%	75.5%	
1-4	21.4%	20.3%	20.1%	26.5%	22.2%	21.6%	17.2%	18.2%	18.4%	
5-8	3.3%	4.8%	4.5%	0.0%	4.4%	4.4%	6.1%	5.3%	4.5%	
9-12	2.2%	2.1%	1.7%	2.4%	2.7%	2.1%	2.0%	1.4%	1.3%	
13-16	0.5%	0.3%	0.3%	1.2%	0.5%	0.4%	0.0%	0.1%	0.2%	
17-20	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	182	932	2,538	83	452	1,222	99	480	1,316	
Mean	1.37	1.39	1.37	1.39	1.44	1.42	1.35	1.33	1.33	
Standard deviation	0.71	0.74	0.74	0.73	0.81	0.80	0.69	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.06	-0.04	-	0.03	0.03	
<b>Household/childcare duties</b>										
None	13.4%	11.5%	11.3%	22.2%	14.2%	14.1%	6.1%	8.6%	8.3%	
1-4	14.0%	17.7%	17.2%	11.1%	18.2%	17.7%	16.3%	17.1%	16.7%	
5-8	25.7%	21.4%	21.7%	33.3%	22.5%	22.6%	19.4%	20.3%	20.7%	
9-12	12.3%	15.1%	15.5%	9.9%	17.3%	17.1%	14.3%	12.7%	13.7%	
13-16	11.2%	8.6%	8.7%	9.9%	8.4%	8.3%	12.2%	8.8%	9.0%	
17-20	6.7%	9.4%	9.2%	4.9%	7.3%	7.3%	8.2%	11.8%	11.3%	
21+	16.8%	16.3%	16.4%	8.6%	12.1%	12.9%	23.5%	20.8%	20.3%	
Total(n)	179	937	2,555	81	455	1,231	98	482	1,324	
Mean	3.81	3.85	3.86	3.23	3.58	3.62	4.29	4.15	4.13	
Standard deviation	1.97	1.97	1.96	1.82	1.87	1.89	1.98	2.02	1.99	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	-0.19	-0.21	-	0.07	0.08	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Serving as a caregiver for another adult</b>										
None	84.1%	85.9%	85.3%	92.3%	90.6%	89.1%	77.2%	81.0%	81.1%	
1-4	8.2%	8.5%	8.5%	6.4%	5.4%	6.0%	9.8%	11.8%	11.3%	
5-8	3.5%	3.2%	3.3%	0.0%	2.1%	2.5%	6.5%	4.3%	4.2%	
9-12	0.6%	0.9%	1.2%	1.3%	0.6%	1.0%	0.0%	1.1%	1.4%	
13-16	1.8%	0.7%	0.6%	0.0%	0.4%	0.5%	3.3%	1.0%	0.8%	
17-20	1.2%	0.5%	0.5%	0.0%	0.6%	0.6%	2.2%	0.3%	0.5%	
21+	0.6%	0.4%	0.5%	0.0%	0.3%	0.3%	1.1%	0.6%	0.7%	
Total(n)	170	911	2,499	78	441	1,201	92	470	1,298	
Mean	1.34	1.25	1.27	1.10	1.18	1.21	1.53	1.32	1.34	
Standard deviation	0.98	0.77	0.82	0.41	0.69	0.74	1.24	0.85	0.89	
Significance	-			-			-	*		
Effect size	-	0.12	0.09	-	-0.12	-0.15	-	0.25	0.21	
<b>Other employment, outside of academia</b>										
None	85.0%	88.2%	89.4%	86.4%	86.5%	88.2%	83.8%	90.1%	90.7%	
1-4	5.0%	5.5%	5.1%	2.5%	6.2%	5.6%	7.1%	4.8%	4.5%	
5-8	3.3%	3.2%	2.8%	4.9%	4.1%	3.4%	2.0%	2.2%	2.2%	
9-12	2.8%	1.1%	1.0%	2.5%	0.8%	0.8%	3.0%	1.4%	1.3%	
13-16	1.1%	0.9%	0.8%	0.0%	1.0%	0.9%	2.0%	0.8%	0.7%	
17-20	1.1%	0.5%	0.5%	1.2%	0.7%	0.6%	1.0%	0.3%	0.3%	
21+	1.7%	0.5%	0.4%	2.5%	0.7%	0.5%	1.0%	0.3%	0.3%	
Total(n)	180	930	2,526	81	452	1,216	99	478	1,310	
Mean	1.40	1.25	1.22	1.41	1.28	1.24	1.39	1.20	1.19	
Standard deviation	1.16	0.83	0.78	1.22	0.89	0.82	1.10	0.74	0.72	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.18	0.23	-	0.15	0.21	-	0.26	0.28	
<b>Personal time</b>										
None	1.1%	4.3%	3.8%	1.2%	3.6%	3.0%	1.0%	5.1%	4.6%	
1-4	24.2%	29.0%	28.4%	17.1%	25.3%	24.1%	30.0%	32.9%	33.1%	
5-8	36.3%	31.1%	32.0%	36.6%	29.9%	31.1%	36.0%	32.5%	33.0%	
9-12	19.2%	19.7%	19.5%	25.6%	24.1%	22.9%	14.0%	15.1%	15.6%	
13-16	8.2%	7.8%	8.2%	8.5%	7.9%	9.1%	8.0%	7.7%	7.2%	
17-20	6.6%	3.8%	4.0%	7.3%	4.4%	4.7%	6.0%	3.1%	3.3%	
21+	4.4%	4.2%	4.1%	3.7%	4.8%	5.1%	5.0%	3.6%	3.1%	
Total(n)	182	942	2,564	82	456	1,234	100	486	1,330	
Mean	3.47	3.26	3.29	3.60	3.40	3.45	3.36	3.11	3.10	
Standard deviation	1.38	1.39	1.38	1.31	1.40	1.41	1.43	1.35	1.32	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.14	0.11	-	0.19	0.20	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	93.4%	95.4%	95.4%	90.2%	93.4%	93.7%	96.0%	97.5%	97.4%	
Occasionally	4.9%	4.1%	4.2%	7.3%	6.1%	5.9%	3.0%	2.0%	2.2%	
Not at all	1.6%	0.5%	0.4%	2.4%	0.5%	0.4%	1.0%	0.5%	0.4%	
Total(n)	183	938	2,554	82	459	1,232	101	479	1,322	
Mean	2.92	2.95	2.95	2.88	2.93	2.93	2.95	2.97	2.97	
Standard deviation	0.33	0.24	0.24	0.40	0.27	0.27	0.26	0.20	0.19	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.19	-0.19	-	-0.10	-0.11	
<b>Support their opinions with a logical argument</b>										
Frequently	78.0%	83.0%	82.3%	81.7%	83.3%	81.7%	75.0%	82.6%	83.1%	
Occasionally	17.6%	14.7%	15.7%	13.4%	14.0%	16.0%	21.0%	15.5%	15.3%	
Not at all	4.4%	2.3%	2.0%	4.9%	2.7%	2.3%	4.0%	1.9%	1.6%	
Total(n)	182	932	2,541	82	455	1,225	100	477	1,316	
Mean	2.74	2.81	2.80	2.77	2.81	2.79	2.71	2.81	2.81	
Standard deviation	0.53	0.45	0.44	0.53	0.46	0.46	0.54	0.44	0.43	
Significance	-			-			-	*	*	
Effect size	-	-0.16	-0.14	-	-0.09	-0.04	-	-0.23	-0.23	
<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	74.6%	78.1%	77.7%	74.1%	77.0%	76.2%	75.0%	79.2%	79.4%	
Occasionally	22.1%	19.7%	20.2%	21.0%	20.2%	21.4%	23.0%	19.1%	18.8%	
Not at all	3.3%	2.3%	2.1%	4.9%	2.7%	2.4%	2.0%	1.8%	1.8%	
Total(n)	181	927	2,528	81	454	1,218	100	473	1,310	
Mean	2.71	2.76	2.76	2.69	2.74	2.74	2.73	2.77	2.78	
Standard deviation	0.52	0.48	0.48	0.56	0.50	0.49	0.49	0.46	0.46	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.10	-0.10	-	-0.09	-0.11	
<b>Analyze multiple sources of information before coming to a conclusion</b>										
Occasionally	66.7%	70.1%	70.2%	63.4%	69.4%	69.1%	69.3%	70.8%	71.4%	
Not at all	27.3%	26.1%	26.2%	30.5%	26.4%	27.1%	24.8%	25.7%	25.3%	
Not at all	6.0%	3.9%	3.6%	6.1%	4.2%	3.8%	5.9%	3.6%	3.3%	
Total(n)	183	932	2,543	82	454	1,225	101	478	1,318	
Mean	2.61	2.66	2.67	2.57	2.65	2.65	2.63	2.67	2.68	
Standard deviation	0.60	0.55	0.54	0.61	0.56	0.55	0.60	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.14	-0.15	-	-0.07	-0.09	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	70.7%	72.2%	72.0%	67.5%	70.5%	70.3%	73.3%	74.0%	73.9%	
Occasionally	26.0%	24.2%	24.7%	27.5%	25.3%	25.9%	24.8%	23.0%	23.3%	
Not at all	3.3%	3.6%	3.4%	5.0%	4.2%	3.8%	2.0%	3.0%	2.8%	

Washburn 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)	181	931	2,543	80	453	1,225	101	478	1,318	
Mean	2.67	2.69	2.69	2.63	2.66	2.66	2.71	2.71	2.71	
Standard deviation	0.54	0.54	0.53	0.58	0.56	0.55	0.50	0.52	0.51	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.05	-0.05	-	0.00	0.00	
<b>Take risks for potential gains</b>										
Frequently	29.1%	36.2%	37.5%	29.1%	34.1%	35.4%	29.0%	38.4%	39.9%	
Occasionally	52.5%	46.7%	45.9%	54.4%	48.7%	47.6%	51.0%	44.5%	43.9%	
Not at all	18.4%	17.2%	16.6%	16.5%	17.2%	17.0%	20.0%	17.1%	16.2%	
Total(n)	179	918	2,511	79	446	1,211	100	472	1,300	
Mean	2.11	2.19	2.21	2.13	2.17	2.18	2.09	2.21	2.24	
Standard deviation	0.68	0.71	0.71	0.67	0.70	0.70	0.70	0.71	0.71	
Significance	-			-			-		*	
Effect size	-	-0.11	-0.14	-	-0.06	-0.07	-	-0.17	-0.21	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	68.5%	68.1%	68.4%	69.1%	65.6%	66.6%	68.0%	70.7%	70.5%	
Occasionally	28.2%	30.1%	29.6%	28.4%	32.3%	31.2%	28.0%	27.7%	27.8%	
Not at all	3.3%	1.9%	2.0%	2.5%	2.1%	2.2%	4.0%	1.6%	1.7%	
Total(n)	181	934	2,544	81	455	1,227	100	479	1,317	
Mean	2.65	2.66	2.66	2.67	2.64	2.64	2.64	2.69	2.69	
Standard deviation	0.54	0.51	0.51	0.52	0.52	0.52	0.56	0.50	0.50	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.06	0.06	-	-0.10	-0.10	
<b>Look up scientific research articles and resources</b>										
Frequently	53.0%	52.1%	52.8%	45.1%	47.6%	48.9%	59.4%	57.2%	57.2%	
Occasionally	35.0%	36.7%	35.6%	42.7%	42.0%	39.9%	28.7%	31.0%	30.8%	
Not at all	12.0%	11.1%	11.6%	12.2%	10.4%	11.2%	11.9%	11.9%	12.0%	
Total(n)	183	930	2,544	82	454	1,227	101	476	1,317	
Mean	2.41	2.41	2.41	2.33	2.37	2.38	2.48	2.45	2.45	
Standard deviation	0.70	0.68	0.69	0.69	0.66	0.68	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.06	-0.07	-	0.04	0.04	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	54.1%	52.2%	52.8%	53.8%	52.4%	52.9%	54.5%	52.0%	52.6%	
Occasionally	40.3%	42.5%	42.5%	40.0%	43.2%	42.9%	40.6%	41.8%	42.0%	
Not at all	5.5%	5.3%	4.7%	6.3%	4.4%	4.2%	5.0%	6.3%	5.4%	
Total(n)	181	933	2,541	80	454	1,224	101	479	1,317	
Mean	2.49	2.47	2.48	2.48	2.48	2.49	2.50	2.46	2.47	
Standard deviation	0.60	0.60	0.59	0.62	0.58	0.58	0.59	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.00	-0.02	-	0.07	0.05	

Washburn 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>Accept mistakes as part of the learning process</b>										
Frequently	75.3%	75.3%	75.8%	74.1%	71.1%	72.3%	76.2%	79.9%	79.8%	
Occasionally	21.4%	22.4%	22.2%	21.0%	26.1%	25.3%	21.8%	18.3%	18.7%	
Not at all	3.3%	2.3%	2.0%	4.9%	2.8%	2.4%	2.0%	1.8%	1.5%	
Total(n)	182	935	2,552	81	457	1,231	101	478	1,321	
Mean	2.72	2.73	2.74	2.69	2.68	2.70	2.74	2.78	2.78	
Standard deviation	0.52	0.49	0.48	0.56	0.52	0.51	0.48	0.45	0.45	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.02	-0.02	-	-0.09	-0.09	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	60.8%	58.3%	57.9%	53.8%	55.3%	53.9%	66.3%	61.6%	62.5%	
Occasionally	32.0%	35.6%	35.7%	38.8%	37.8%	38.8%	26.7%	33.1%	32.2%	
Not at all	7.2%	6.1%	6.3%	7.5%	6.9%	7.2%	6.9%	5.2%	5.3%	
Total(n)	181	934	2,549	80	457	1,231	101	477	1,318	
Mean	2.54	2.52	2.52	2.46	2.48	2.47	2.59	2.56	2.57	
Standard deviation	0.63	0.61	0.61	0.64	0.62	0.63	0.62	0.59	0.59	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.02	-	0.05	0.03	
<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	59.3%	64.8%	65.0%	46.3%	58.9%	59.6%	70.0%	71.1%	71.1%	
Occasionally	29.7%	27.6%	27.3%	43.9%	31.6%	31.0%	18.0%	23.1%	23.3%	
Not at all	11.0%	7.7%	7.7%	9.8%	9.5%	9.4%	12.0%	5.8%	5.7%	
Total(n)	182	937	2,533	82	458	1,220	100	479	1,313	
Mean	2.48	2.57	2.57	2.37	2.49	2.50	2.58	2.65	2.65	
Standard deviation	0.69	0.63	0.63	0.66	0.66	0.66	0.70	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.14	-0.14	-	-0.18	-0.20	-	-0.12	-0.12	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	49.2%	48.4%	48.7%	40.7%	45.3%	45.5%	56.0%	51.7%	52.4%	
Occasionally	34.8%	38.7%	37.7%	39.5%	40.5%	39.2%	31.0%	36.7%	35.9%	
Not at all	16.0%	13.0%	13.6%	19.8%	14.2%	15.3%	13.0%	11.6%	11.7%	
Total(n)	181	935	2,534	81	458	1,223	100	477	1,311	
Mean	2.33	2.35	2.35	2.21	2.31	2.30	2.43	2.40	2.41	
Standard deviation	0.74	0.70	0.71	0.75	0.71	0.72	0.71	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.14	-0.13	-	0.04	0.03	

Washburn 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>Discuss the ethical or moral implications of a course of action</b>										
Frequently	47.2%	45.5%	45.4%	37.0%	40.4%	40.4%	55.6%	51.1%	51.1%	
Occasionally	36.7%	37.3%	37.4%	44.4%	41.2%	40.5%	30.3%	33.1%	33.8%	
Not at all	16.1%	17.2%	17.2%	18.5%	18.4%	19.1%	14.1%	15.9%	15.1%	
Total(n)	180	927	2,530	81	455	1,222	99	472	1,308	
Mean	2.31	2.28	2.28	2.19	2.22	2.21	2.41	2.35	2.36	
Standard deviation	0.73	0.74	0.74	0.73	0.73	0.74	0.73	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.04	-0.03	-	0.08	0.07	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	38.5%	36.3%	35.8%	41.5%	41.0%	40.8%	36.0%	31.2%	30.1%	
Occasionally	29.1%	31.9%	31.4%	28.0%	31.2%	31.0%	30.0%	32.7%	31.9%	
Not at all	32.4%	31.8%	32.8%	30.5%	27.8%	28.2%	34.0%	36.1%	38.0%	
Total(n)	182	932	2,542	82	457	1,226	100	475	1,316	
Mean	2.06	2.05	2.03	2.11	2.13	2.13	2.02	1.95	1.92	
Standard deviation	0.84	0.82	0.83	0.85	0.82	0.82	0.84	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.02	-0.02	-	0.09	0.12	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	68.1%	70.9%	71.1%	61.7%	66.9%	67.0%	73.3%	75.2%	75.6%	
Most	17.6%	14.7%	14.9%	19.8%	16.0%	16.1%	15.8%	13.4%	13.6%	
Some	11.5%	12.0%	11.9%	14.8%	13.4%	13.7%	8.9%	10.6%	9.9%	
None	2.7%	2.4%	2.1%	3.7%	3.8%	3.2%	2.0%	0.9%	0.9%	
Total(n)	182	918	2,511	81	446	1,206	101	472	1,305	
Mean	3.51	3.54	3.55	3.40	3.46	3.47	3.60	3.63	3.64	
Standard deviation	0.81	0.79	0.78	0.88	0.86	0.85	0.74	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.07	-0.08	-	-0.04	-0.06	
<b>Cooperative learning (small groups)</b>										
All	43.4%	46.8%	48.6%	42.0%	38.4%	41.0%	44.6%	55.5%	57.0%	
Most	33.0%	23.8%	23.3%	25.9%	24.8%	24.0%	38.6%	22.8%	22.4%	
Some	14.8%	21.1%	20.6%	19.8%	26.8%	25.7%	10.9%	15.2%	15.0%	
None	8.8%	8.3%	7.5%	12.3%	10.0%	9.2%	5.9%	6.5%	5.5%	
Total(n)	182	911	2,479	81	441	1,189	101	470	1,290	
Mean	3.11	3.09	3.13	2.98	2.92	2.97	3.22	3.27	3.31	
Standard deviation	0.96	1.00	0.99	1.06	1.02	1.02	0.87	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.06	0.01	-	-0.05	-0.10	
<b>Experiential learning/Field studies</b>										
All	20.9%	20.2%	19.7%	21.0%	19.6%	18.8%	20.8%	20.7%	20.8%	
Most	15.9%	16.6%	17.4%	8.6%	14.4%	15.6%	21.8%	18.8%	19.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Some	30.2%	32.2%	32.0%	33.3%	32.3%	31.7%	27.7%	32.1%	32.3%	
None	33.0%	31.1%	30.9%	37.0%	33.6%	33.9%	29.7%	28.4%	27.7%	
Total(n)	182	910	2,486	81	441	1,191	101	469	1,295	
Mean	2.25	2.26	2.26	2.14	2.20	2.19	2.34	2.32	2.33	
Standard deviation	1.13	1.10	1.10	1.14	1.11	1.10	1.12	1.10	1.09	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.05	-0.05	-	0.02	0.01	
<b>Performances/Demonstrations</b>										
All	27.6%	22.3%	21.7%	31.3%	23.2%	21.8%	24.8%	21.4%	21.6%	
Most	18.2%	15.4%	16.5%	15.0%	13.4%	15.4%	20.8%	17.6%	17.7%	
Some	27.6%	27.8%	28.2%	27.5%	28.1%	28.1%	27.7%	27.4%	28.2%	
None	26.5%	34.5%	33.6%	26.3%	35.3%	34.6%	26.7%	33.6%	32.5%	
Total(n)	181	894	2,460	80	438	1,182	101	456	1,278	
Mean	2.47	2.26	2.26	2.51	2.24	2.24	2.44	2.27	2.28	
Standard deviation	1.16	1.15	1.14	1.19	1.16	1.15	1.14	1.14	1.13	
Significance	-	*	*	-		*	-			
Effect size	-	0.18	0.18	-	0.23	0.23	-	0.15	0.14	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	19.8%	26.1%	26.0%	23.5%	25.7%	24.2%	16.8%	26.6%	28.1%	
Most	21.4%	21.2%	22.1%	13.6%	19.0%	20.5%	27.7%	23.5%	23.9%	
Some	38.5%	33.7%	34.3%	42.0%	33.4%	35.0%	35.6%	34.1%	33.5%	
None	20.3%	19.0%	17.6%	21.0%	21.9%	20.3%	19.8%	15.8%	14.5%	
Total(n)	182	911	2,492	81	444	1,198	101	467	1,294	
Mean	2.41	2.54	2.57	2.40	2.49	2.49	2.42	2.61	2.66	
Standard deviation	1.02	1.07	1.06	1.07	1.10	1.07	0.99	1.04	1.04	
Significance	-		*	-			-		*	
Effect size	-	-0.12	-0.15	-	-0.08	-0.08	-	-0.18	-0.23	
<b>Extensive lecturing</b>										
All	14.4%	20.6%	19.8%	20.7%	25.7%	25.1%	9.1%	15.1%	13.9%	
Most	30.9%	29.9%	29.0%	34.1%	31.7%	31.4%	28.3%	28.1%	26.3%	
Some	36.5%	32.3%	33.6%	35.4%	30.6%	31.0%	37.4%	34.2%	36.5%	
None	18.2%	17.1%	17.6%	9.8%	12.1%	12.5%	25.3%	22.7%	23.3%	
Total(n)	181	916	2,486	82	450	1,201	99	466	1,285	
Mean	2.41	2.54	2.51	2.66	2.71	2.69	2.21	2.36	2.31	
Standard deviation	0.95	1.00	1.00	0.92	0.98	0.98	0.93	0.99	0.98	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.05	-0.03	-	-0.15	-0.10	
<b>Multiple drafts of written work</b>										
All	8.2%	12.7%	12.9%	8.6%	9.1%	9.8%	7.9%	16.7%	16.4%	
Most	19.8%	19.6%	19.4%	13.6%	18.3%	18.5%	24.8%	21.0%	20.5%	
Some	40.7%	41.5%	42.6%	44.4%	45.3%	45.1%	37.6%	37.5%	39.9%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
None	31.3%	26.1%	25.1%	33.3%	27.3%	26.7%	29.7%	24.9%	23.2%	
Total(n)	182	909	2,488	81	443	1,200	101	466	1,288	
Mean	2.05	2.19	2.20	1.98	2.09	2.11	2.11	2.30	2.30	
Standard deviation	0.92	0.96	0.96	0.91	0.90	0.91	0.93	1.02	1.00	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.16	-	-0.12	-0.14	-	-0.19	-0.19	
<b>Reflective writing/journaling</b>										
All	9.9%	10.3%	10.8%	9.8%	8.5%	8.4%	10.1%	12.2%	13.4%	
Most	18.8%	15.5%	15.8%	12.2%	13.8%	13.8%	24.2%	17.4%	18.1%	
Some	32.6%	32.7%	32.7%	28.0%	28.3%	29.2%	36.4%	37.5%	36.6%	
None	38.7%	41.5%	40.7%	50.0%	49.4%	48.5%	29.3%	32.9%	31.9%	
Total(n)	181	907	2,483	82	444	1,193	99	463	1,290	
Mean	2.00	1.95	1.97	1.82	1.81	1.82	2.15	2.09	2.13	
Standard deviation	0.99	0.99	1.00	1.00	0.97	0.96	0.96	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.01	0.00	-	0.06	0.02	
<b>Community service as part of coursework</b>										
All	3.9%	2.7%	2.6%	1.3%	2.1%	1.8%	5.9%	3.3%	3.4%	
Most	7.7%	5.5%	6.1%	6.3%	5.4%	5.6%	8.9%	5.5%	6.7%	
Some	26.5%	23.0%	23.6%	26.3%	18.9%	20.3%	26.7%	27.5%	27.4%	
None	61.9%	68.8%	67.7%	66.3%	73.5%	72.2%	58.4%	63.7%	62.5%	
Total(n)	181	903	2,485	80	443	1,194	101	460	1,291	
Mean	1.54	1.42	1.44	1.43	1.36	1.37	1.62	1.48	1.51	
Standard deviation	0.80	0.72	0.72	0.67	0.68	0.68	0.88	0.75	0.77	
Significance	-	*		-			-			
Effect size	-	0.17	0.14	-	0.10	0.09	-	0.19	0.14	
<b>Electronic quizzes with immediate feedback in class</b>										
All	12.6%	10.5%	10.4%	11.0%	10.9%	10.7%	13.9%	10.1%	10.1%	
Most	9.3%	11.4%	11.3%	3.7%	8.9%	9.5%	13.9%	14.1%	13.3%	
Some	29.5%	25.6%	24.3%	29.3%	26.4%	24.4%	29.7%	24.7%	24.2%	
None	48.6%	52.5%	54.0%	56.1%	53.8%	55.4%	42.6%	51.1%	52.3%	
Total(n)	183	912	2,485	82	446	1,199	101	466	1,286	
Mean	1.86	1.80	1.78	1.70	1.77	1.75	1.99	1.83	1.81	
Standard deviation	1.03	1.01	1.01	0.98	1.00	1.01	1.06	1.01	1.01	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	-0.07	-0.05	-	0.16	0.18	
<b>Using real-life problems</b>										
All	42.0%	44.8%	44.0%	36.3%	43.3%	41.6%	46.5%	46.3%	46.8%	
Most	32.6%	28.4%	28.6%	30.0%	27.5%	28.9%	34.7%	29.3%	28.3%	
Some	20.4%	21.6%	21.9%	27.5%	24.4%	24.4%	14.9%	18.5%	19.2%	
None	5.0%	5.2%	5.4%	6.3%	4.7%	5.2%	4.0%	5.8%	5.7%	
Total(n)	181	913	2,496	80	446	1,200	101	467	1,296	
Mean	3.12	3.13	3.11	2.96	3.09	3.07	3.24	3.16	3.16	

Washburn 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	0.90	0.93	0.93	0.95	0.93	0.93	0.85	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.14	-0.12	-	0.09	0.09	
<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	31.1%	29.6%	29.8%	31.7%	27.1%	26.8%	30.7%	32.4%	33.1%	
Most	34.4%	32.2%	31.2%	37.8%	33.0%	32.3%	31.7%	31.4%	30.0%	
Some	29.5%	31.8%	32.7%	24.4%	31.9%	33.2%	33.7%	31.6%	32.2%	
None	4.9%	6.4%	6.3%	6.1%	8.0%	7.7%	4.0%	4.6%	4.7%	
Total(n)	183	914	2,499	82	449	1,203	101	465	1,296	
Mean	2.92	2.85	2.84	2.95	2.79	2.78	2.89	2.92	2.91	
Standard deviation	0.89	0.92	0.92	0.90	0.93	0.93	0.89	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	0.17	0.18	-	-0.03	-0.02	
<b>Readings on racial and ethnic issues</b>										
All	13.2%	17.0%	17.0%	8.6%	13.7%	13.9%	16.8%	20.5%	20.4%	
Most	19.8%	15.0%	14.8%	12.3%	11.6%	11.6%	25.7%	18.6%	18.4%	
Some	27.5%	26.3%	27.4%	24.7%	25.0%	25.7%	29.7%	27.8%	29.3%	
None	39.6%	41.7%	40.8%	54.3%	49.7%	48.8%	27.7%	33.0%	31.9%	
Total(n)	182	890	2,456	81	435	1,182	101	455	1,274	
Mean	2.07	2.07	2.08	1.75	1.89	1.91	2.32	2.27	2.27	
Standard deviation	1.06	1.11	1.11	0.98	1.07	1.07	1.06	1.13	1.12	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.13	-0.15	-	0.04	0.04	
<b>Readings on women and gender issues</b>										
All	9.4%	13.8%	13.8%	6.2%	11.5%	11.0%	12.0%	16.4%	17.0%	
Most	17.1%	12.9%	13.1%	11.1%	10.2%	10.8%	22.0%	15.8%	15.8%	
Some	26.0%	25.7%	26.7%	24.7%	24.1%	24.9%	27.0%	27.4%	28.8%	
None	47.5%	47.6%	46.4%	58.0%	54.2%	53.3%	39.0%	40.5%	38.5%	
Total(n)	181	877	2,417	81	432	1,171	100	445	1,246	
Mean	1.88	1.93	1.94	1.65	1.79	1.80	2.07	2.08	2.11	
Standard deviation	1.01	1.07	1.07	0.91	1.03	1.02	1.05	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.14	-0.15	-	-0.01	-0.04	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	19.8%	20.9%	20.5%	11.1%	14.8%	15.8%	26.7%	27.4%	25.7%	
Most	20.9%	19.5%	19.8%	18.5%	20.5%	21.1%	22.8%	18.6%	18.3%	
Some	33.5%	34.9%	35.9%	37.0%	37.9%	38.0%	30.7%	31.7%	33.5%	
None	25.8%	24.7%	23.9%	33.3%	26.9%	25.2%	19.8%	22.3%	22.4%	
Total(n)	182	888	2,443	81	433	1,169	101	455	1,274	
Mean	2.35	2.37	2.37	2.07	2.23	2.27	2.56	2.51	2.47	
Standard deviation	1.07	1.07	1.06	0.98	1.01	1.01	1.09	1.12	1.10	



Washburn 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	-	-0.02	-0.02	-	-0.16	-0.20	-	0.04	0.08	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	16.0%	24.6%	25.1%	13.6%	22.9%	22.5%	18.0%	26.3%	28.0%	
Most	25.4%	25.3%	25.9%	21.0%	22.9%	23.0%	29.0%	28.0%	29.3%	
Some	47.5%	37.9%	37.2%	53.1%	40.6%	41.2%	43.0%	35.1%	32.7%	
None	11.0%	12.1%	11.8%	12.3%	13.6%	13.3%	10.0%	10.6%	10.0%	
Total(n)	181	883	2,438	81	432	1,172	100	451	1,266	
Mean	2.46	2.62	2.64	2.36	2.55	2.55	2.55	2.70	2.75	
Standard deviation	0.89	0.98	0.98	0.87	0.99	0.98	0.90	0.97	0.97	
Significance	-	*	*	-			-		*	
Effect size	-	-0.16	-0.18	-	-0.19	-0.19	-	-0.15	-0.21	
<b>Student evaluations of each others' work</b>										
All	10.0%	13.3%	13.4%	9.9%	12.0%	11.4%	10.1%	14.8%	15.6%	
Most	20.0%	16.4%	17.3%	18.5%	16.3%	16.6%	21.2%	16.5%	18.1%	
Some	36.1%	40.4%	41.6%	37.0%	38.9%	41.1%	35.4%	42.1%	42.1%	
None	33.9%	29.8%	27.7%	34.6%	32.8%	30.9%	33.3%	26.7%	24.2%	
Total(n)	180	889	2,442	81	435	1,172	99	454	1,270	
Mean	2.06	2.13	2.16	2.04	2.08	2.09	2.08	2.19	2.25	
Standard deviation	0.97	0.99	0.98	0.97	0.98	0.96	0.98	0.99	0.99	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.04	-0.05	-	-0.11	-0.17	
<b>Grading on a curve</b>										
All	6.1%	6.8%	6.5%	8.8%	9.5%	8.8%	4.0%	3.9%	3.9%	
Most	6.6%	9.5%	8.8%	7.5%	12.3%	11.3%	5.9%	6.6%	6.0%	
Some	21.5%	24.6%	24.0%	23.8%	24.1%	24.8%	19.8%	25.0%	23.0%	
None	65.7%	59.1%	60.8%	60.0%	54.0%	55.1%	70.3%	64.5%	67.1%	
Total(n)	181	886	2,436	80	432	1,171	101	454	1,265	
Mean	1.53	1.64	1.61	1.65	1.77	1.74	1.44	1.50	1.47	
Standard deviation	0.87	0.91	0.90	0.96	1.00	0.97	0.78	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.12	-0.09	-	-0.12	-0.09	-	-0.08	-0.04	
<b>Rubric-based assessment</b>										
All	37.3%	36.7%	37.2%	27.5%	29.1%	28.9%	45.4%	45.0%	46.7%	
Most	31.1%	27.7%	27.5%	32.5%	28.8%	29.0%	29.9%	26.4%	25.8%	
Some	25.4%	25.8%	25.8%	33.8%	30.3%	30.5%	18.6%	20.8%	20.4%	
None	6.2%	9.9%	9.5%	6.3%	11.8%	11.6%	6.2%	7.7%	7.2%	
Total(n)	177	877	2,430	80	433	1,173	97	444	1,257	
Mean	2.99	2.91	2.92	2.81	2.75	2.75	3.14	3.09	3.12	
Standard deviation	0.94	1.01	1.00	0.92	1.00	1.00	0.94	0.98	0.97	
Significance	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.08	0.07	-	0.06	0.06	-	0.05	0.02	
<b>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	12.6%	10.0%	10.0%	9.8%	10.7%	9.9%	14.9%	9.3%	10.2%	
Most	16.9%	13.3%	13.5%	14.6%	11.4%	12.0%	18.8%	15.2%	15.2%	
Some	38.8%	38.9%	38.1%	37.8%	35.2%	35.4%	39.6%	42.9%	41.0%	
None	31.7%	37.8%	38.4%	37.8%	42.7%	42.7%	26.7%	32.5%	33.6%	
Total(n)	183	895	2,457	82	438	1,181	101	457	1,276	
Mean	2.10	1.96	1.95	1.96	1.90	1.89	2.22	2.01	2.02	
Standard deviation	0.99	0.95	0.96	0.96	0.98	0.96	1.01	0.92	0.95	
Significance	-		*	-			-	*	*	
Effect size	-	0.15	0.16	-	0.06	0.07	-	0.23	0.21	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	43.6%	42.9%	42.9%	38.8%	37.9%	38.1%	47.5%	48.2%	48.2%	
Occasionally	45.3%	44.8%	45.0%	43.8%	46.2%	46.4%	46.5%	43.3%	43.5%	
Not at all	11.0%	12.3%	12.1%	17.5%	15.8%	15.4%	5.9%	8.5%	8.3%	
Total(n)	181	897	2,466	80	439	1,181	101	458	1,285	
Mean	2.33	2.31	2.31	2.21	2.22	2.23	2.42	2.40	2.40	
Standard deviation	0.67	0.68	0.67	0.72	0.70	0.70	0.60	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.01	-0.03	-	0.03	0.03	
<b>Simulations/animations</b>										
Frequently	24.2%	21.2%	20.6%	19.0%	18.9%	18.6%	28.3%	23.8%	22.9%	
Occasionally	43.3%	41.7%	42.2%	45.6%	44.3%	44.9%	41.4%	38.8%	39.3%	
Not at all	32.6%	37.1%	37.1%	35.4%	36.9%	36.6%	30.3%	37.4%	37.8%	
Total(n)	178	876	2,417	79	431	1,161	99	445	1,256	
Mean	1.92	1.84	1.83	1.84	1.82	1.82	1.98	1.86	1.85	
Standard deviation	0.75	0.75	0.74	0.72	0.72	0.72	0.77	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.03	0.03	-	0.16	0.17	
<b>Online homework or virtual labs</b>										
Frequently	36.9%	35.9%	34.4%	29.1%	30.2%	30.3%	43.0%	42.0%	39.0%	
Occasionally	35.2%	35.3%	35.4%	31.6%	37.2%	36.6%	38.0%	33.3%	34.0%	
Not at all	27.9%	28.8%	30.2%	39.2%	32.5%	33.1%	19.0%	24.7%	27.0%	
Total(n)	179	889	2,452	79	436	1,178	100	453	1,274	
Mean	2.09	2.07	2.04	1.90	1.98	1.97	2.24	2.17	2.12	
Standard deviation	0.80	0.80	0.80	0.83	0.79	0.80	0.75	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	-0.10	-0.09	-	0.09	0.15	

Washburn 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>Online discussion boards</b>										
Frequently	21.5%	22.0%	22.2%	11.1%	17.8%	18.5%	30.0%	26.5%	26.4%	
Occasionally	32.0%	37.6%	37.7%	30.9%	35.9%	36.0%	33.0%	39.4%	39.5%	
Not at all	46.4%	40.4%	40.1%	58.0%	46.3%	45.5%	37.0%	34.1%	34.1%	
Total(n)	181	889	2,442	81	437	1,171	100	452	1,271	
Mean	1.75	1.82	1.82	1.53	1.71	1.73	1.93	1.92	1.92	
Standard deviation	0.79	0.77	0.77	0.69	0.75	0.75	0.82	0.77	0.77	
Significance	-			-	*	*	-			
Effect size	-	-0.09	-0.09	-	-0.24	-0.27	-	0.01	0.01	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	6.1%	6.5%	6.4%	5.0%	5.2%	5.2%	7.0%	7.8%	7.7%	
Occasionally	16.7%	14.4%	15.2%	13.8%	13.4%	14.1%	19.0%	15.4%	16.4%	
Not at all	77.2%	79.2%	78.5%	81.3%	81.3%	80.7%	74.0%	76.8%	75.9%	
Total(n)	180	890	2,456	80	436	1,180	100	454	1,276	
Mean	1.29	1.27	1.28	1.24	1.24	1.24	1.33	1.31	1.32	
Standard deviation	0.57	0.57	0.57	0.53	0.54	0.54	0.60	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.04	0.02	-	0.00	0.00	-	0.03	0.02	
<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	39.4%	40.6%	40.4%	38.0%	36.2%	35.1%	40.6%	45.2%	46.5%	
Very important	40.0%	42.2%	42.0%	35.4%	42.7%	42.7%	43.8%	41.7%	41.2%	
Somewhat important	14.3%	12.4%	12.5%	17.7%	15.0%	15.3%	11.5%	9.6%	9.3%	
Not important	6.3%	4.8%	5.1%	8.9%	6.0%	6.9%	4.2%	3.5%	3.0%	
Total(n)	175	880	2,423	79	432	1,162	96	448	1,261	
Mean	3.13	3.19	3.18	3.03	3.09	3.06	3.21	3.29	3.31	
Standard deviation	0.88	0.83	0.84	0.96	0.86	0.88	0.81	0.78	0.76	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	-0.07	-0.03	-	-0.10	-0.13	
<b>Prepare students for employment after college</b>										
Essential	81.9%	74.0%	72.7%	80.0%	70.2%	69.3%	83.5%	78.0%	76.5%	
Very important	18.1%	23.9%	24.7%	20.0%	27.1%	27.2%	16.5%	20.6%	21.8%	
Somewhat important	0.0%	2.0%	2.4%	0.0%	2.5%	3.1%	0.0%	1.4%	1.7%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.0%	0.1%	
Total(n)	177	876	2,417	80	427	1,155	97	449	1,262	
Mean	3.82	3.72	3.70	3.80	3.67	3.65	3.84	3.77	3.75	
Standard deviation	0.39	0.50	0.52	0.40	0.53	0.56	0.37	0.46	0.47	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.20	0.23	-	0.25	0.27	-	0.15	0.19	
<b>Prepare students for graduate or advanced education</b>										
Essential	65.9%	58.2%	57.4%	70.9%	55.3%	54.9%	61.9%	61.4%	60.1%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Very important	31.3%	38.0%	38.9%	24.1%	40.7%	41.2%	37.1%	35.1%	36.3%	
Somewhat important	2.8%	3.7%	3.6%	5.1%	4.0%	3.6%	1.0%	3.4%	3.5%	
Not important	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
Total(n)	176	882	2,428	79	434	1,168	97	448	1,260	
Mean	3.63	3.54	3.53	3.66	3.51	3.51	3.61	3.58	3.56	
Standard deviation	0.54	0.57	0.58	0.57	0.57	0.58	0.51	0.56	0.57	
Significance	-	-	*	-	*	*	-	-	-	
Effect size	-	0.16	0.17	-	0.26	0.26	-	0.05	0.09	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	40.9%	37.1%	36.2%	45.6%	35.2%	34.1%	37.1%	39.2%	38.5%	
Very important	47.2%	50.2%	49.8%	41.8%	51.3%	50.9%	51.5%	49.1%	48.6%	
Somewhat important	9.7%	9.2%	10.6%	8.9%	10.1%	11.3%	10.3%	8.3%	9.8%	
Not important	2.3%	3.4%	3.4%	3.8%	3.4%	3.7%	1.0%	3.5%	3.1%	
Total(n)	176	880	2,417	79	430	1,159	97	450	1,258	
Mean	3.27	3.21	3.19	3.29	3.18	3.15	3.25	3.24	3.22	
Standard deviation	0.73	0.75	0.75	0.79	0.75	0.76	0.68	0.75	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.11	-	0.15	0.18	-	0.01	0.04	
<b>Provide for students' emotional development</b>										
Essential	30.7%	27.3%	26.7%	29.1%	25.6%	24.3%	32.0%	29.1%	29.3%	
Very important	47.2%	49.2%	49.0%	39.2%	46.7%	46.7%	53.6%	52.0%	51.5%	
Somewhat important	18.8%	18.6%	19.0%	25.3%	22.5%	22.4%	13.4%	14.5%	15.2%	
Not important	3.4%	4.9%	5.3%	6.3%	5.2%	6.5%	1.0%	4.4%	4.0%	
Total(n)	176	881	2,421	79	433	1,164	97	448	1,257	
Mean	3.05	2.99	2.97	2.91	2.93	2.89	3.16	3.06	3.06	
Standard deviation	0.79	0.81	0.82	0.89	0.83	0.85	0.69	0.78	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.10	-	-0.02	0.02	-	0.13	0.13	
<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	34.1%	32.0%	32.2%	32.5%	30.8%	29.8%	35.4%	33.3%	34.8%	
Very important	54.5%	51.5%	51.3%	57.5%	51.2%	51.9%	52.1%	51.8%	50.5%	
Somewhat important	9.7%	13.6%	13.4%	6.3%	15.9%	15.1%	12.5%	11.1%	11.5%	
Not important	1.7%	2.9%	3.2%	3.8%	2.1%	3.2%	0.0%	3.8%	3.2%	
Total(n)	176	883	2,418	80	433	1,161	96	450	1,257	
Mean	3.21	3.13	3.12	3.19	3.11	3.08	3.23	3.15	3.17	
Standard deviation	0.68	0.75	0.75	0.71	0.73	0.75	0.66	0.76	0.75	
Significance	-	-	-	-	-	-	-	-	-	

Washburn 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	-	0.11	0.12	-	0.11	0.15	-	0.11	0.08	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	48.3%	45.1%	45.3%	39.2%	36.1%	36.2%	55.7%	54.8%	55.6%	
Very important	38.6%	41.2%	40.4%	43.0%	46.8%	45.3%	35.1%	35.3%	34.8%	
Somewhat important	8.5%	10.0%	10.5%	8.9%	12.1%	12.9%	8.2%	7.7%	7.8%	
Not important	4.5%	3.7%	3.8%	8.9%	5.0%	5.5%	1.0%	2.2%	1.9%	
Total(n)	176	882	2,424	79	433	1,163	97	449	1,261	
Mean	3.31	3.28	3.27	3.13	3.14	3.12	3.45	3.43	3.44	
Standard deviation	0.81	0.79	0.80	0.91	0.81	0.83	0.69	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	-0.01	0.01	-	0.03	0.01	
<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	70.5%	72.6%	73.1%	63.3%	66.4%	68.2%	76.3%	79.1%	78.5%	
Very important	25.0%	24.2%	23.6%	30.4%	28.9%	27.2%	20.6%	19.1%	19.6%	
Somewhat important	4.5%	3.1%	3.0%	6.3%	4.3%	4.1%	3.1%	1.8%	1.8%	
Not important	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.1%	
Total(n)	176	882	2,423	79	433	1,161	97	449	1,262	
Mean	3.66	3.69	3.69	3.57	3.61	3.63	3.73	3.77	3.76	
Standard deviation	0.56	0.54	0.54	0.61	0.59	0.59	0.51	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.07	-0.10	-	-0.09	-0.06	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	58.6%	57.4%	58.4%	44.3%	48.8%	49.6%	70.5%	66.7%	68.3%	
Very important	33.3%	34.8%	33.6%	46.8%	41.6%	39.9%	22.1%	27.5%	26.5%	
Somewhat important	5.2%	4.7%	5.1%	3.8%	5.1%	6.1%	6.3%	4.2%	4.0%	
Not important	2.9%	3.1%	3.0%	5.1%	4.6%	4.4%	1.1%	1.5%	1.3%	
Total(n)	174	880	2,420	79	433	1,165	95	447	1,255	
Mean	3.48	3.47	3.47	3.30	3.35	3.35	3.62	3.59	3.62	
Standard deviation	0.73	0.73	0.73	0.77	0.78	0.78	0.66	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.06	-0.06	-	0.05	0.00	
<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	16.5%	17.0%	16.1%	20.3%	18.2%	17.3%	13.4%	15.7%	14.6%	
Agree somewhat	44.9%	48.4%	47.6%	36.7%	47.4%	46.2%	51.5%	49.4%	49.1%	
Disagree somewhat	29.5%	24.7%	25.7%	29.1%	23.8%	24.8%	29.9%	25.6%	26.8%	
Strongly disagree	9.1%	9.9%	10.6%	13.9%	10.5%	11.6%	5.2%	9.3%	9.5%	
Total(n)	176	870	2,389	79	428	1,148	97	442	1,241	
Mean	2.69	2.72	2.69	2.63	2.73	2.69	2.73	2.71	2.69	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.85	0.86	0.86	0.96	0.88	0.89	0.76	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.11	-0.07	-	0.02	0.05	
<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%	74.8%	74.3%	67.5%	69.8%	68.4%	81.4%	80.2%	80.8%	
Agree somewhat	20.9%	21.7%	22.0%	23.8%	24.3%	25.5%	18.6%	18.9%	18.1%	
Disagree somewhat	2.8%	2.8%	2.9%	6.3%	4.8%	4.8%	0.0%	0.7%	0.8%	
Strongly disagree	1.1%	0.7%	0.8%	2.5%	1.1%	1.3%	0.0%	0.3%	0.3%	
Total(n)	177	873	2,392	80	427	1,148	97	446	1,244	
Mean	3.70	3.71	3.70	3.56	3.63	3.61	3.81	3.79	3.79	
Standard deviation	0.58	0.55	0.56	0.73	0.63	0.64	0.39	0.44	0.44	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.11	-0.08	-	0.05	0.05	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	60.8%	53.4%	54.4%	53.2%	46.6%	47.4%	67.0%	60.7%	62.4%	
Agree somewhat	36.4%	40.9%	39.7%	43.0%	45.0%	44.1%	30.9%	36.4%	34.7%	
Disagree somewhat	2.3%	4.2%	4.5%	3.8%	6.8%	6.9%	1.0%	1.3%	1.7%	
Strongly disagree	0.6%	1.6%	1.4%	0.0%	1.6%	1.5%	1.0%	1.5%	1.2%	
Total(n)	176	872	2,389	79	429	1,151	97	443	1,238	
Mean	3.57	3.46	3.47	3.49	3.37	3.37	3.64	3.56	3.58	
Standard deviation	0.57	0.65	0.65	0.57	0.68	0.68	0.56	0.60	0.59	
Significance	-	*	*	-			-			
Effect size	-	0.17	0.15	-	0.18	0.18	-	0.13	0.10	
<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	16.2%	15.9%	15.8%	22.5%	19.8%	18.5%	10.8%	11.7%	12.7%	
Agree somewhat	42.8%	43.6%	44.9%	36.3%	43.4%	45.2%	48.4%	43.8%	44.6%	
Disagree somewhat	33.5%	32.5%	31.5%	32.5%	29.1%	28.5%	34.4%	36.2%	34.9%	
Strongly disagree	7.5%	8.0%	7.8%	8.8%	7.8%	7.9%	6.5%	8.3%	7.8%	
Total(n)	173	858	2,358	80	424	1,142	93	434	1,216	
Mean	2.68	2.67	2.69	2.73	2.75	2.74	2.63	2.59	2.62	
Standard deviation	0.83	0.84	0.83	0.91	0.86	0.85	0.76	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	-0.02	-0.01	-	0.05	0.01	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	12.4%	13.1%	14.2%	7.8%	10.8%	12.2%	16.3%	15.6%	16.4%	
Agree somewhat	42.6%	42.8%	42.9%	28.6%	36.4%	37.4%	54.3%	49.9%	49.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	36.1%	34.0%	33.0%	46.8%	36.6%	35.6%	27.2%	31.1%	30.0%	
Strongly disagree	8.9%	10.1%	9.9%	16.9%	16.2%	14.8%	2.2%	3.3%	4.3%	
Total(n)	169	838	2,301	77	416	1,109	92	422	1,192	
Mean	2.59	2.59	2.61	2.27	2.42	2.47	2.85	2.78	2.78	
Standard deviation	0.82	0.84	0.85	0.84	0.88	0.89	0.71	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.17	-0.22	-	0.09	0.09	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	25.7%	24.2%	22.9%	37.5%	33.7%	30.4%	15.8%	13.8%	14.4%	
Agree somewhat	41.7%	42.9%	42.5%	38.8%	40.2%	41.3%	44.2%	45.8%	43.8%	
Disagree somewhat	27.4%	24.2%	24.6%	18.8%	19.5%	20.4%	34.7%	29.3%	29.3%	
Strongly disagree	5.1%	8.7%	10.1%	5.0%	6.6%	7.9%	5.3%	11.1%	12.6%	
Total(n)	175	865	2,373	80	426	1,145	95	439	1,228	
Mean	2.88	2.82	2.78	3.09	3.01	2.94	2.71	2.62	2.60	
Standard deviation	0.85	0.90	0.91	0.87	0.89	0.91	0.80	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.09	0.16	-	0.10	0.13	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	14.4%	21.9%	21.1%	12.8%	18.7%	17.4%	15.6%	25.2%	25.3%	
Agree somewhat	34.5%	30.3%	30.8%	30.8%	28.2%	28.5%	37.5%	32.6%	33.3%	
Disagree somewhat	35.6%	29.9%	30.6%	39.7%	31.7%	32.6%	32.3%	28.0%	28.3%	
Strongly disagree	15.5%	17.9%	17.5%	16.7%	21.3%	21.5%	14.6%	14.2%	13.1%	
Total(n)	174	859	2,364	78	420	1,136	96	439	1,228	
Mean	2.48	2.56	2.55	2.40	2.44	2.42	2.54	2.69	2.71	
Standard deviation	0.92	1.02	1.01	0.92	1.02	1.01	0.93	1.00	0.99	
Significance	-			-			-			
Effect size	-	-0.08	-0.07	-	-0.04	-0.02	-	-0.15	-0.17	
<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	28.4%	24.0%	23.9%	31.2%	23.3%	23.6%	26.1%	24.7%	24.2%	
Agree somewhat	37.9%	50.1%	50.9%	39.0%	51.6%	52.7%	37.0%	48.4%	48.8%	
Disagree somewhat	26.0%	19.3%	18.9%	24.7%	18.4%	17.9%	27.2%	20.3%	20.1%	
Strongly disagree	7.7%	6.6%	6.3%	5.2%	6.6%	5.8%	9.8%	6.5%	6.9%	
Total(n)	169	835	2,291	77	404	1,099	92	431	1,192	
Mean	2.87	2.92	2.92	2.96	2.92	2.94	2.79	2.91	2.90	
Standard deviation	0.92	0.83	0.82	0.88	0.82	0.80	0.94	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	0.05	0.03	-	-0.14	-0.13	

Washburn 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>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	29.3%	24.7%	25.5%	29.9%	21.3%	22.4%	28.9%	28.3%	28.9%	
Agree somewhat	53.3%	56.5%	56.3%	50.6%	57.1%	56.9%	55.6%	55.8%	55.5%	
Disagree somewhat	13.8%	16.1%	15.1%	15.6%	19.5%	17.9%	12.2%	12.5%	12.0%	
Strongly disagree	3.6%	2.8%	3.1%	3.9%	2.2%	2.7%	3.3%	3.4%	3.6%	
Total(n)	167	806	2,220	77	395	1,073	90	411	1,147	
Mean	3.08	3.03	3.04	3.06	2.97	2.99	3.10	3.09	3.10	
Standard deviation	0.76	0.72	0.73	0.78	0.70	0.72	0.74	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.13	0.10	-	0.01	0.00	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	1.8%	3.0%	3.4%	2.7%	3.8%	3.7%	1.1%	2.2%	3.1%	
Agree somewhat	15.5%	15.1%	16.9%	10.7%	13.4%	14.2%	19.4%	16.9%	19.9%	
Disagree somewhat	36.3%	45.9%	46.3%	30.7%	42.8%	44.2%	40.9%	49.1%	48.6%	
Strongly disagree	46.4%	36.0%	33.4%	56.0%	39.9%	37.9%	38.7%	31.8%	28.4%	
Total(n)	168	824	2,256	75	405	1,090	93	419	1,166	
Mean	1.73	1.85	1.90	1.60	1.81	1.84	1.83	1.89	1.98	
Standard deviation	0.79	0.78	0.79	0.79	0.81	0.80	0.77	0.75	0.78	
Significance	-		**	-	*	*	-			
Effect size	-	-0.15	-0.22	-	-0.26	-0.30	-	-0.08	-0.19	
<b>My research is valued by faculty in my department</b>										
Strongly agree	26.4%	29.6%	31.2%	25.7%	28.4%	31.1%	27.1%	30.9%	31.2%	
Agree somewhat	57.2%	50.4%	48.4%	58.1%	52.4%	49.2%	56.5%	48.3%	47.4%	
Disagree somewhat	12.6%	14.1%	14.4%	10.8%	13.7%	13.8%	14.1%	14.6%	15.1%	
Strongly disagree	3.8%	5.9%	6.0%	5.4%	5.6%	5.8%	2.4%	6.2%	6.3%	
Total(n)	159	795	2,219	74	397	1,077	85	398	1,142	
Mean	3.06	3.04	3.05	3.04	3.04	3.06	3.08	3.04	3.04	
Standard deviation	0.74	0.82	0.83	0.77	0.80	0.82	0.71	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	0.00	-0.02	-	0.05	0.05	
<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	59.5%	54.0%	55.5%	63.2%	52.8%	55.1%	56.5%	55.3%	56.0%	
Agree somewhat	34.5%	37.4%	35.7%	30.3%	38.7%	36.6%	38.0%	36.1%	34.7%	
Disagree somewhat	3.0%	5.8%	5.8%	2.6%	6.0%	5.7%	3.3%	5.5%	6.0%	
Strongly disagree	3.0%	2.8%	2.9%	3.9%	2.4%	2.6%	2.2%	3.2%	3.3%	
Total(n)	168	836	2,307	76	409	1,108	92	427	1,199	
Mean	3.51	3.43	3.44	3.53	3.42	3.44	3.49	3.43	3.43	
Standard deviation	0.70	0.73	0.73	0.74	0.71	0.72	0.67	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.15	0.13	-	0.08	0.08	



Washburn 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>My service is valued by faculty in my department</b>										
Strongly agree	53.0%	48.3%	48.4%	50.6%	45.8%	46.7%	54.9%	50.9%	50.2%	
Agree somewhat	38.1%	38.8%	38.6%	41.6%	42.0%	41.1%	35.2%	35.4%	35.9%	
Disagree somewhat	6.0%	9.4%	9.1%	3.9%	8.7%	8.3%	7.7%	10.2%	10.0%	
Strongly disagree	3.0%	3.5%	3.9%	3.9%	3.5%	3.9%	2.2%	3.5%	3.9%	
Total(n)	168	821	2,278	77	402	1,098	91	419	1,180	
Mean	3.41	3.32	3.31	3.39	3.30	3.31	3.43	3.34	3.32	
Standard deviation	0.74	0.78	0.80	0.75	0.77	0.78	0.73	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	0.12	0.10	-	0.11	0.14	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	15.3%	13.0%	14.8%	18.2%	14.3%	15.2%	12.9%	11.5%	14.3%	
Agree somewhat	45.9%	38.5%	41.1%	41.6%	34.4%	38.5%	49.5%	42.9%	44.0%	
Disagree somewhat	26.5%	27.4%	25.7%	22.1%	26.1%	25.1%	30.1%	28.8%	26.2%	
Strongly disagree	12.4%	21.1%	18.5%	18.2%	25.2%	21.3%	7.5%	16.8%	15.4%	
Total(n)	170	832	2,290	77	407	1,105	93	425	1,185	
Mean	2.64	2.43	2.52	2.60	2.38	2.48	2.68	2.49	2.57	
Standard deviation	0.89	0.96	0.96	0.99	1.01	0.99	0.80	0.90	0.92	
Significance	-	**		-			-			
Effect size	-	0.22	0.13	-	0.22	0.12	-	0.21	0.12	
<b>The faculty are typically at odds with campus administration</b>										
Strongly agree	3.6%	12.7%	11.8%	6.4%	16.7%	14.6%	1.1%	8.4%	8.7%	
Agree somewhat	36.9%	42.2%	39.2%	32.1%	39.1%	37.3%	41.1%	45.5%	41.3%	
Disagree somewhat	43.5%	34.8%	37.5%	47.4%	35.7%	37.4%	40.0%	33.7%	37.5%	
Strongly disagree	16.1%	10.3%	11.5%	14.1%	8.5%	10.6%	17.8%	12.3%	12.6%	
Total(n)	168	830	2,274	78	407	1,099	90	423	1,175	
Mean	2.28	2.57	2.51	2.31	2.64	2.56	2.26	2.50	2.46	
Standard deviation	0.77	0.84	0.85	0.79	0.86	0.87	0.76	0.82	0.82	
Significance	-	***	***	-	**	*	-	*	*	
Effect size	-	-0.35	-0.27	-	-0.38	-0.29	-	-0.29	-0.24	
<b>Faculty here respect each other</b>										
Strongly agree	43.8%	32.8%	33.3%	42.3%	32.5%	32.9%	45.1%	33.1%	33.8%	
Agree somewhat	49.1%	55.4%	54.6%	48.7%	54.9%	54.7%	49.5%	56.0%	54.4%	
Disagree somewhat	4.7%	9.4%	9.4%	5.1%	10.4%	9.9%	4.4%	8.3%	8.8%	
Strongly disagree	2.4%	2.4%	2.7%	3.8%	2.2%	2.5%	1.1%	2.6%	2.9%	
Total(n)	169	831	2,283	78	409	1,100	91	422	1,183	
Mean	3.34	3.19	3.19	3.29	3.18	3.18	3.38	3.20	3.19	
Standard deviation	0.68	0.70	0.71	0.74	0.70	0.70	0.63	0.69	0.71	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.21	0.21	-	0.16	0.16	-	0.26	0.27	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	16.1%	11.6%	12.8%	15.6%	13.5%	14.1%	16.5%	9.5%	11.2%	
Agree somewhat	50.6%	46.7%	48.7%	45.5%	43.3%	46.5%	54.9%	50.4%	51.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	24.4%	27.5%	25.8%	27.3%	27.2%	25.4%	22.0%	27.8%	26.1%	
Strongly disagree	8.9%	14.2%	12.8%	11.7%	16.0%	13.9%	6.6%	12.2%	11.4%	
Total(n)	168	822	2,257	77	402	1,089	91	420	1,168	
Mean	2.74	2.56	2.61	2.65	2.54	2.61	2.81	2.57	2.62	
Standard deviation	0.84	0.87	0.86	0.89	0.92	0.89	0.79	0.82	0.83	
Significance	-	*		-			-	*	*	
Effect size	-	0.21	0.15	-	0.12	0.04	-	0.29	0.23	
<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	36.9%	23.9%	23.6%	34.2%	22.2%	22.2%	39.1%	25.8%	25.0%	
Agree somewhat	41.1%	48.3%	49.3%	43.4%	49.7%	50.6%	39.1%	46.7%	47.9%	
Disagree somewhat	16.1%	20.2%	20.1%	13.2%	19.6%	19.7%	18.5%	20.8%	20.6%	
Strongly disagree	6.0%	7.6%	7.0%	9.2%	8.5%	7.5%	3.3%	6.7%	6.5%	
Total(n)	168	828	2,277	76	402	1,095	92	426	1,182	
Mean	3.09	2.88	2.89	3.03	2.86	2.88	3.14	2.92	2.91	
Standard deviation	0.87	0.86	0.84	0.92	0.86	0.84	0.83	0.85	0.84	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.24	0.24	-	0.20	0.18	-	0.26	0.27	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	24.6%	30.2%	32.6%	24.7%	31.3%	34.2%	24.4%	29.1%	30.8%	
Agree somewhat	54.5%	45.9%	44.2%	51.9%	43.8%	42.8%	56.7%	48.3%	45.8%	
Disagree somewhat	16.2%	16.0%	16.2%	14.3%	15.4%	15.0%	17.8%	16.6%	17.6%	
Strongly disagree	4.8%	7.8%	7.0%	9.1%	9.5%	8.0%	1.1%	6.0%	5.8%	
Total(n)	167	826	2,282	77	406	1,100	90	420	1,182	
Mean	2.99	2.99	3.02	2.92	2.97	3.03	3.04	3.00	3.02	
Standard deviation	0.78	0.88	0.88	0.87	0.92	0.90	0.69	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.05	-0.12	-	0.05	0.02	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	9.4%	12.0%	10.5%	11.5%	14.3%	11.5%	7.6%	9.6%	9.4%	
Agree somewhat	37.6%	35.7%	33.4%	39.7%	34.0%	32.9%	35.9%	37.5%	34.0%	
Disagree somewhat	40.0%	42.3%	43.6%	35.9%	42.1%	43.5%	43.5%	42.5%	43.8%	
Strongly disagree	12.9%	10.0%	12.4%	12.8%	9.7%	12.1%	13.0%	10.4%	12.7%	
Total(n)	170	837	2,300	78	409	1,107	92	428	1,193	
Mean	2.44	2.50	2.42	2.50	2.53	2.44	2.38	2.46	2.40	
Standard deviation	0.83	0.83	0.84	0.86	0.85	0.85	0.81	0.81	0.83	
Significance	-			-			-			
Effect size	-	-0.07	0.02	-	-0.04	0.07	-	-0.10	-0.02	
<b>There is adequate support for faculty development</b>										
Strongly agree	39.6%	22.2%	22.9%	37.2%	20.5%	21.3%	41.8%	24.0%	24.8%	
Agree somewhat	46.7%	45.5%	46.4%	46.2%	44.6%	46.6%	47.3%	46.5%	46.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	9.5%	21.6%	20.7%	9.0%	21.9%	21.2%	9.9%	21.2%	20.2%	
Strongly disagree	4.1%	10.8%	9.9%	7.7%	13.0%	11.0%	1.1%	8.3%	8.7%	
Total(n)	169	834	2,292	78	410	1,105	91	424	1,187	
Mean	3.22	2.79	2.82	3.13	2.72	2.78	3.30	2.86	2.87	
Standard deviation	0.78	0.91	0.90	0.87	0.93	0.90	0.69	0.87	0.88	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.47	0.44	-	0.44	0.39	-	0.51	0.49	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	6.5%	7.6%	8.1%	3.9%	7.3%	6.8%	8.7%	7.8%	9.7%	
Agree somewhat	42.3%	40.3%	41.1%	34.2%	37.5%	38.9%	48.9%	43.2%	43.5%	
Disagree somewhat	41.1%	44.5%	42.9%	50.0%	46.1%	45.1%	33.7%	42.7%	40.4%	
Strongly disagree	10.1%	7.7%	7.9%	11.8%	9.0%	9.3%	8.7%	6.2%	6.4%	
Total(n)	168	825	2,268	76	402	1,091	92	423	1,177	
Mean	2.45	2.48	2.49	2.30	2.43	2.43	2.58	2.53	2.56	
Standard deviation	0.76	0.74	0.76	0.73	0.76	0.75	0.77	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.17	-0.17	-	0.07	0.03	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	3.1%	7.6%	7.6%	4.0%	8.1%	7.2%	2.3%	7.0%	8.1%	
Agree somewhat	46.6%	37.3%	38.1%	42.7%	38.3%	40.2%	50.0%	36.1%	35.6%	
Disagree somewhat	38.5%	38.9%	38.1%	38.7%	37.8%	37.1%	38.4%	40.1%	39.3%	
Strongly disagree	11.8%	16.2%	16.2%	14.7%	15.8%	15.4%	9.3%	16.7%	17.0%	
Total(n)	161	804	2,229	75	396	1,078	86	408	1,151	
Mean	2.41	2.36	2.37	2.36	2.39	2.39	2.45	2.33	2.35	
Standard deviation	0.74	0.84	0.84	0.78	0.85	0.83	0.70	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	-0.04	-0.04	-	0.14	0.12	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	46.0%	38.9%	37.0%	52.0%	44.1%	41.8%	40.7%	33.2%	31.6%	
Agree somewhat	37.9%	46.8%	47.1%	37.3%	44.8%	46.1%	38.4%	48.9%	48.1%	
Disagree somewhat	13.0%	9.8%	11.5%	9.3%	7.3%	8.6%	16.3%	12.5%	14.9%	
Strongly disagree	3.1%	4.5%	4.4%	1.3%	3.8%	3.6%	4.7%	5.4%	5.4%	
Total(n)	161	800	2,221	75	396	1,082	86	404	1,139	
Mean	3.27	3.20	3.17	3.40	3.29	3.26	3.15	3.10	3.06	
Standard deviation	0.80	0.79	0.80	0.72	0.76	0.76	0.86	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.09	0.13	-	0.14	0.18	-	0.06	0.11	
<b>Women faculty are treated fairly here</b>										
Strongly agree	44.8%	40.5%	39.1%	57.1%	48.3%	46.4%	34.1%	32.2%	31.0%	
Agree somewhat	40.6%	44.7%	44.5%	32.5%	41.8%	42.9%	47.7%	47.8%	46.1%	
Disagree somewhat	11.5%	10.7%	12.2%	9.1%	7.0%	8.2%	13.6%	14.6%	16.7%	
Strongly disagree	3.0%	4.2%	4.2%	1.3%	3.0%	2.4%	4.5%	5.5%	6.1%	

Washburn 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)	165	811	2,256	77	398	1,086	88	413	1,170	
Mean	3.27	3.21	3.19	3.45	3.35	3.33	3.11	3.07	3.02	
Standard deviation	0.78	0.80	0.80	0.72	0.74	0.73	0.81	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.14	0.16	-	0.05	0.11	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	42.5%	40.3%	38.6%	50.0%	44.4%	42.8%	35.7%	35.9%	33.8%	
Agree somewhat	42.5%	48.0%	48.6%	39.5%	47.2%	48.2%	45.2%	48.8%	49.0%	
Disagree somewhat	13.1%	8.6%	9.8%	7.9%	5.5%	6.5%	17.9%	11.9%	13.7%	
Strongly disagree	1.9%	3.1%	3.0%	2.6%	2.9%	2.5%	1.2%	3.3%	3.5%	
Total(n)	160	789	2,175	76	392	1,063	84	397	1,112	
Mean	3.26	3.26	3.23	3.37	3.33	3.31	3.15	3.17	3.13	
Standard deviation	0.75	0.74	0.74	0.75	0.71	0.70	0.75	0.76	0.77	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	0.06	0.09	-	-0.03	0.03	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>Increase or maintain institutional affordability</b>										
Highest priority	27.0%	28.5%	27.4%	31.2%	31.1%	29.5%	23.3%	25.7%	24.9%	
High priority	51.5%	51.7%	52.6%	48.1%	50.1%	51.0%	54.7%	53.3%	54.5%	
Medium priority	19.6%	16.2%	16.7%	18.2%	15.4%	16.3%	20.9%	17.0%	17.2%	
Low priority	1.8%	3.7%	3.2%	2.6%	3.4%	3.1%	1.2%	4.0%	3.4%	
Total(n)	163	819	2,229	77	405	1,075	86	414	1,154	
Mean	3.04	3.05	3.04	3.08	3.09	3.07	3.00	3.01	3.01	
Standard deviation	0.74	0.77	0.75	0.77	0.77	0.76	0.70	0.77	0.75	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	-0.01	0.01	-	-0.01	-0.01	
<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	24.1%	20.4%	20.2%	24.7%	20.4%	19.9%	23.5%	20.4%	20.6%	
High priority	42.0%	41.8%	42.7%	44.2%	43.0%	43.4%	40.0%	40.4%	41.9%	
Medium priority	29.6%	28.1%	27.8%	26.0%	25.9%	26.5%	32.9%	30.5%	29.2%	
Low priority	4.3%	9.7%	9.3%	5.2%	10.7%	10.1%	3.5%	8.7%	8.3%	
Total(n)	162	808	2,209	77	399	1,063	85	409	1,146	
Mean	2.86	2.73	2.74	2.88	2.73	2.73	2.84	2.72	2.75	
Standard deviation	0.83	0.89	0.88	0.84	0.90	0.89	0.83	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.17	-	0.14	0.10	
<b>To facilitate student involvement in community service</b>										
Highest priority	9.3%	10.2%	10.8%	13.2%	12.2%	11.7%	5.9%	8.1%	9.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
High priority	47.2%	36.2%	37.4%	46.1%	33.4%	34.8%	48.2%	39.1%	40.3%	
Medium priority	36.6%	42.3%	41.1%	30.3%	41.6%	41.4%	42.4%	43.0%	40.8%	
Low priority	6.8%	11.3%	10.7%	10.5%	12.8%	12.1%	3.5%	9.8%	9.1%	
Total(n)	161	809	2,207	76	398	1,064	85	411	1,143	
Mean	2.59	2.45	2.48	2.62	2.45	2.46	2.56	2.46	2.51	
Standard deviation	0.75	0.82	0.82	0.85	0.86	0.85	0.66	0.78	0.79	
Significance	-	*		-			-			
Effect size	-	0.17	0.13	-	0.20	0.19	-	0.13	0.06	
<b>To help students learn how to bring about change in society</b>										
Highest priority	13.0%	13.1%	12.4%	15.6%	13.7%	12.2%	10.7%	12.3%	12.6%	
High priority	34.2%	30.9%	32.1%	28.6%	28.3%	30.0%	39.3%	33.6%	34.4%	
Medium priority	39.8%	40.2%	40.3%	35.1%	40.1%	41.0%	44.0%	40.3%	39.6%	
Low priority	13.0%	15.9%	15.2%	20.8%	17.8%	16.8%	6.0%	13.8%	13.4%	
Total(n)	161	798	2,191	77	391	1,057	84	407	1,134	
Mean	2.47	2.41	2.42	2.39	2.38	2.38	2.55	2.44	2.46	
Standard deviation	0.88	0.91	0.89	0.99	0.93	0.90	0.77	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.01	0.01	-	0.13	0.10	
<b>To increase or maintain institutional prestige</b>										
Highest priority	19.4%	26.3%	23.7%	22.1%	27.8%	24.4%	16.9%	24.7%	22.9%	
High priority	36.3%	38.2%	38.7%	39.0%	36.4%	37.6%	33.7%	40.2%	40.1%	
Medium priority	35.0%	27.3%	28.7%	32.5%	26.9%	28.6%	37.3%	27.6%	28.7%	
Low priority	9.4%	8.2%	8.9%	6.5%	8.9%	9.4%	12.0%	7.5%	8.3%	
Total(n)	160	809	2,202	77	400	1,068	83	409	1,134	
Mean	2.66	2.83	2.77	2.77	2.83	2.77	2.55	2.82	2.78	
Standard deviation	0.90	0.91	0.91	0.87	0.93	0.92	0.91	0.89	0.89	
Significance	-	*		-			-	*	*	
Effect size	-	-0.19	-0.12	-	-0.06	0.00	-	-0.30	-0.26	

Washburn 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	2.5%	7.5%	6.4%	5.2%	9.1%	7.7%	0.0%	5.6%	4.9%	
High priority	16.9%	23.3%	19.7%	14.3%	22.8%	18.8%	19.3%	24.0%	20.8%	
Medium priority	36.9%	32.4%	32.7%	37.7%	30.6%	30.8%	36.1%	34.4%	34.9%	
Low priority	43.8%	36.8%	41.1%	42.9%	37.5%	42.7%	44.6%	36.0%	39.4%	
Total(n)	160	801	2,187	77	397	1,057	83	404	1,130	
Mean	1.78	2.01	1.91	1.82	2.03	1.92	1.75	1.99	1.91	
Standard deviation	0.81	0.95	0.93	0.87	0.98	0.96	0.76	0.91	0.89	
Significance	-	**		-			-	*		
Effect size	-	-0.24	-0.14	-	-0.21	-0.10	-	-0.26	-0.18	
<b>To recruit more minority students</b>										
Highest priority	12.5%	14.9%	15.3%	14.5%	14.9%	14.4%	10.7%	14.9%	16.4%	
High priority	38.8%	40.6%	40.8%	32.9%	40.2%	41.1%	44.0%	41.0%	40.4%	
Medium priority	35.6%	34.3%	34.3%	36.8%	34.4%	34.8%	34.5%	34.2%	33.8%	
Low priority	13.1%	10.1%	9.6%	15.8%	10.4%	9.8%	10.7%	9.8%	9.4%	
Total(n)	160	805	2,205	76	399	1,065	84	406	1,140	
Mean	2.51	2.60	2.62	2.46	2.60	2.60	2.55	2.61	2.64	
Standard deviation	0.88	0.86	0.86	0.93	0.86	0.85	0.83	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.16	-0.16	-	-0.07	-0.10	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	3.7%	7.7%	7.3%	5.1%	9.3%	8.7%	2.4%	6.0%	5.7%	
High priority	13.0%	17.3%	17.3%	14.1%	18.6%	18.3%	12.0%	15.8%	16.1%	
Medium priority	23.0%	33.8%	34.7%	21.8%	34.3%	35.5%	24.1%	33.3%	33.9%	
Low priority	60.2%	41.2%	40.7%	59.0%	37.8%	37.5%	61.4%	45.0%	44.3%	
Total(n)	161	810	2,204	78	401	1,068	83	409	1,136	
Mean	1.60	1.91	1.91	1.65	2.00	1.98	1.55	1.83	1.83	
Standard deviation	0.85	0.94	0.93	0.91	0.97	0.95	0.80	0.90	0.90	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.33	-0.33	-	-0.36	-0.35	-	-0.31	-0.31	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	12.5%	14.0%	14.1%	13.2%	15.2%	14.5%	11.9%	12.6%	13.6%	
High priority	30.0%	33.6%	35.6%	32.9%	34.0%	36.6%	27.4%	33.2%	34.4%	
Medium priority	40.0%	37.7%	36.5%	38.2%	37.6%	36.6%	41.7%	38.0%	36.5%	
Low priority	17.5%	14.7%	13.8%	15.8%	13.2%	12.4%	19.0%	16.2%	15.5%	
Total(n)	160	801	2,201	76	395	1,066	84	406	1,135	
Mean	2.38	2.47	2.50	2.43	2.51	2.53	2.32	2.42	2.46	
Standard deviation	0.92	0.91	0.90	0.91	0.90	0.89	0.92	0.91	0.91	
Significance	-			-			-			

Washburn 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	-	-0.10	-0.13	-	-0.09	-0.11	-	-0.11	-0.15	
<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	14.3%	18.1%	17.9%	13.2%	18.6%	17.1%	15.3%	17.6%	18.8%	
High priority	31.1%	34.2%	35.9%	34.2%	33.5%	36.6%	28.2%	34.9%	35.0%	
Medium priority	34.2%	33.0%	32.7%	35.5%	34.0%	33.6%	32.9%	31.9%	31.8%	
Low priority	20.5%	14.7%	13.4%	17.1%	13.9%	12.6%	23.5%	15.6%	14.4%	
Total(n)	161	800	2,190	76	395	1,059	85	405	1,131	
Mean	2.39	2.56	2.58	2.43	2.57	2.58	2.35	2.54	2.58	
Standard deviation	0.97	0.95	0.93	0.93	0.95	0.92	1.01	0.95	0.95	
Significance	-	*	*	-			-		*	
Effect size	-	-0.18	-0.20	-	-0.15	-0.16	-	-0.20	-0.24	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	12.5%	11.5%	12.1%	10.5%	12.0%	11.9%	14.3%	10.9%	12.2%	
High priority	42.5%	27.9%	29.1%	35.5%	24.8%	26.9%	48.8%	31.2%	31.7%	
Medium priority	35.0%	39.3%	39.1%	39.5%	38.1%	38.7%	31.0%	40.6%	39.7%	
Low priority	10.0%	21.4%	19.7%	14.5%	25.1%	22.6%	6.0%	17.3%	16.5%	
Total(n)	160	802	2,201	76	396	1,064	84	406	1,137	
Mean	2.58	2.29	2.34	2.42	2.24	2.28	2.71	2.36	2.40	
Standard deviation	0.84	0.93	0.93	0.87	0.96	0.94	0.78	0.89	0.90	
Significance	-	***	**	-			-	***	**	
Effect size	-	0.31	0.26	-	0.19	0.15	-	0.39	0.34	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	20.5%	14.7%	15.3%	16.9%	14.5%	14.3%	23.8%	15.0%	16.4%	
High priority	50.3%	38.1%	39.1%	48.1%	38.7%	39.7%	52.4%	37.5%	38.3%	
Medium priority	25.5%	35.1%	34.5%	28.6%	33.5%	33.6%	22.6%	36.9%	35.5%	
Low priority	3.7%	12.0%	11.1%	6.5%	13.3%	12.4%	1.2%	10.6%	9.8%	
Total(n)	161	805	2,202	77	397	1,066	84	408	1,136	
Mean	2.88	2.56	2.59	2.75	2.54	2.56	2.99	2.57	2.61	
Standard deviation	0.77	0.88	0.88	0.81	0.90	0.88	0.72	0.87	0.87	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.36	0.33	-	0.23	0.22	-	0.48	0.44	
<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	6.3%	22.6%	18.6%	9.2%	22.4%	18.3%	3.6%	22.8%	18.9%	
High priority	39.6%	37.7%	36.2%	38.2%	38.3%	37.5%	41.0%	37.0%	34.7%	
Medium priority	40.3%	28.5%	32.1%	36.8%	28.7%	31.7%	43.4%	28.3%	32.6%	
Low priority	13.8%	11.2%	13.1%	15.8%	10.6%	12.6%	12.0%	11.9%	13.7%	

Washburn 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)	159	791	2,168	76	392	1,055	83	399	1,113	
Mean	2.38	2.72	2.60	2.41	2.73	2.61	2.36	2.71	2.59	
Standard deviation	0.80	0.94	0.93	0.87	0.93	0.92	0.74	0.95	0.95	
Significance	-	***	**	-	**		-	**	*	
Effect size	-	-0.36	-0.24	-	-0.34	-0.22	-	-0.37	-0.24	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	8.8%	17.8%	15.2%	7.8%	17.3%	14.9%	9.6%	18.4%	15.5%	
High priority	30.0%	34.6%	32.4%	29.9%	33.3%	31.4%	30.1%	36.0%	33.6%	
Medium priority	38.1%	30.7%	32.8%	35.1%	29.9%	32.4%	41.0%	31.5%	33.3%	
Low priority	23.1%	16.9%	19.5%	27.3%	19.5%	21.3%	19.3%	14.1%	17.6%	
Total(n)	160	797	2,170	77	397	1,055	83	400	1,115	
Mean	2.24	2.53	2.43	2.18	2.48	2.40	2.30	2.59	2.47	
Standard deviation	0.91	0.97	0.97	0.93	0.99	0.98	0.89	0.94	0.95	
Significance	-	***	*	-	*		-	*		
Effect size	-	-0.30	-0.20	-	-0.30	-0.22	-	-0.31	-0.18	
<b>To develop leadership ability among students</b>										
Highest priority	20.9%	16.7%	17.1%	18.2%	16.6%	16.3%	23.3%	16.8%	18.0%	
High priority	49.1%	41.8%	41.5%	46.8%	39.2%	39.5%	51.2%	44.6%	43.8%	
Medium priority	25.8%	33.8%	34.0%	27.3%	36.2%	36.4%	24.4%	31.3%	31.3%	
Low priority	4.3%	7.7%	7.4%	7.8%	8.0%	7.8%	1.2%	7.4%	6.9%	
Total(n)	163	805	2,200	77	396	1,061	86	409	1,139	
Mean	2.87	2.67	2.68	2.75	2.64	2.64	2.97	2.71	2.73	
Standard deviation	0.79	0.84	0.84	0.85	0.85	0.84	0.73	0.83	0.83	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.24	0.23	-	0.13	0.13	-	0.31	0.29	
<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	14.8%	20.2%	20.8%	14.3%	18.1%	18.7%	15.3%	22.4%	23.3%	
High priority	42.0%	43.7%	43.4%	37.7%	43.8%	43.7%	45.9%	43.6%	43.0%	
Medium priority	33.3%	27.2%	27.5%	36.4%	30.6%	30.3%	30.6%	23.6%	24.4%	
Low priority	9.9%	8.9%	8.3%	11.7%	7.5%	7.3%	8.2%	10.4%	9.4%	
Total(n)	162	798	2,190	77	393	1,058	85	405	1,132	
Mean	2.62	2.75	2.77	2.55	2.73	2.74	2.68	2.78	2.80	
Standard deviation	0.86	0.88	0.87	0.88	0.84	0.85	0.83	0.91	0.90	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.17	-	-0.21	-0.22	-	-0.11	-0.13	
<b>To prepare students for the workplace</b>										
Highest priority	41.1%	37.2%	36.7%	44.2%	34.8%	34.6%	38.4%	39.8%	39.1%	
High priority	45.4%	44.8%	45.3%	41.6%	46.1%	46.3%	48.8%	43.4%	44.1%	
Medium priority	11.0%	15.8%	15.6%	10.4%	16.8%	16.6%	11.6%	14.7%	14.5%	
Low priority	2.5%	2.2%	2.5%	3.9%	2.3%	2.5%	1.2%	2.1%	2.4%	



Washburn 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)	163	809	2,213	77	399	1,064	86	410	1,149	
Mean	3.25	3.17	3.16	3.26	3.13	3.13	3.24	3.21	3.20	
Standard deviation	0.75	0.77	0.77	0.80	0.77	0.77	0.70	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.17	0.17	-	0.04	0.05	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a very large extent	24.1%	28.8%	28.5%	23.7%	29.0%	29.1%	24.4%	28.6%	27.7%	
To a large extent	41.1%	37.3%	36.7%	40.8%	36.7%	36.0%	41.5%	37.9%	37.5%	
To some extent	21.5%	24.7%	25.3%	25.0%	26.6%	26.6%	18.3%	22.6%	23.8%	
To a small extent	9.5%	7.3%	7.5%	6.6%	5.8%	6.4%	12.2%	9.0%	8.7%	
Not at all	3.8%	1.9%	2.0%	3.9%	1.9%	1.8%	3.7%	1.9%	2.3%	
Total(n)	158	797	2,192	76	397	1,057	82	400	1,135	
Mean	3.72	3.84	3.82	3.74	3.85	3.84	3.71	3.82	3.80	
Standard deviation	1.05	0.99	0.99	1.02	0.97	0.98	1.08	1.01	1.02	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.11	-0.10	-	-0.11	-0.09	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	33.8%	35.1%	35.3%	36.8%	33.9%	34.4%	31.0%	36.4%	36.4%	
To a large extent	46.9%	43.8%	44.3%	43.4%	45.4%	45.8%	50.0%	41.9%	42.6%	
To some extent	15.0%	17.0%	16.0%	11.8%	15.2%	14.6%	17.9%	18.9%	17.5%	
To a small extent	3.8%	3.3%	3.3%	6.6%	4.2%	3.9%	1.2%	2.4%	2.7%	
Not at all	0.6%	0.9%	1.0%	1.3%	1.3%	1.3%	0.0%	0.4%	0.7%	
Total(n)	160	795	2,191	76	391	1,055	84	404	1,136	
Mean	4.09	4.09	4.10	4.08	4.06	4.08	4.11	4.12	4.11	
Standard deviation	0.83	0.85	0.85	0.93	0.88	0.87	0.73	0.82	0.84	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	0.02	0.00	-	-0.01	0.00	
<b>Mentor faculty</b>										
To a very large extent	12.8%	12.6%	12.5%	10.5%	14.0%	12.9%	15.0%	11.1%	12.0%	
To a large extent	21.2%	22.6%	22.9%	22.4%	23.1%	23.4%	20.0%	22.0%	22.2%	
To some extent	35.9%	33.1%	32.9%	35.5%	31.7%	32.3%	36.3%	34.6%	33.5%	
To a small extent	17.3%	15.8%	16.3%	19.7%	15.0%	16.1%	15.0%	16.7%	16.5%	
Not at all	12.8%	15.9%	15.5%	11.8%	16.2%	15.3%	13.8%	15.6%	15.8%	
Total(n)	156	785	2,156	76	392	1,049	80	393	1,107	
Mean	3.04	3.00	3.00	3.00	3.04	3.03	3.08	2.96	2.98	
Standard deviation	1.19	1.23	1.23	1.15	1.26	1.23	1.23	1.21	1.22	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.02	-	0.10	0.08	
<b>Mentor undergraduate students</b>										
To a very large extent	37.7%	35.0%	36.0%	35.1%	32.7%	33.8%	40.2%	37.5%	38.4%	

Washburn 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	32.7%	32.2%	31.9%	39.0%	33.2%	32.8%	26.8%	31.1%	30.8%	
To some extent	20.1%	20.3%	20.2%	16.9%	21.3%	21.3%	23.2%	19.2%	19.0%	
To a small extent	5.7%	9.3%	8.8%	5.2%	10.0%	9.5%	6.1%	8.4%	8.0%	
Not at all	3.8%	3.2%	3.1%	3.9%	2.8%	2.6%	3.7%	3.7%	3.8%	
Total(n)	159	786	2,169	77	390	1,047	82	396	1,122	
Mean	3.95	3.86	3.89	3.96	3.83	3.86	3.94	3.90	3.92	
Standard deviation	1.07	1.09	1.09	1.04	1.08	1.07	1.10	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.12	0.09	-	0.04	0.02	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	4.4%	19.2%	16.2%	5.2%	17.4%	14.6%	3.7%	21.1%	18.1%	
To a large extent	10.1%	21.5%	18.8%	14.3%	23.8%	20.2%	6.2%	18.9%	17.2%	
To some extent	14.6%	19.0%	18.2%	10.4%	20.8%	19.8%	18.5%	16.9%	16.4%	
To a small extent	15.8%	13.9%	13.9%	11.7%	12.4%	12.7%	19.8%	15.7%	15.3%	
Not at all	55.1%	26.5%	32.8%	58.4%	25.6%	32.7%	51.9%	27.4%	32.9%	
Total(n)	158	790	2,157	77	396	1,046	81	394	1,111	
Mean	1.93	2.93	2.72	1.96	2.95	2.71	1.90	2.91	2.72	
Standard deviation	1.23	1.47	1.49	1.32	1.44	1.46	1.14	1.51	1.51	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.68	-0.53	-	-0.69	-0.51	-	-0.67	-0.54	
<b>Been mentored by at least one professional in academia</b>										
To a very large extent	20.8%	23.3%	22.5%	18.2%	23.1%	21.7%	23.2%	23.5%	23.4%	
To a large extent	23.3%	26.7%	26.3%	22.1%	24.6%	24.9%	24.4%	29.0%	27.9%	
To some extent	28.3%	23.2%	24.1%	28.6%	24.5%	25.0%	28.0%	21.7%	23.2%	
To a small extent	17.0%	16.2%	16.7%	14.3%	15.3%	16.9%	19.5%	17.1%	16.5%	
Not at all	10.7%	10.7%	10.4%	16.9%	12.6%	11.5%	4.9%	8.6%	9.1%	
Total(n)	159	798	2,175	77	398	1,052	82	400	1,123	
Mean	3.26	3.36	3.34	3.10	3.30	3.28	3.41	3.42	3.40	
Standard deviation	1.27	1.29	1.28	1.33	1.32	1.29	1.19	1.25	1.26	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.15	-0.14	-	-0.01	0.01	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	3.8%	6.7%	6.6%	6.7%	8.1%	7.8%	1.2%	5.2%	5.2%	
To a large extent	8.2%	7.6%	7.9%	8.0%	8.0%	8.2%	8.4%	7.2%	7.5%	
To some extent	27.8%	20.5%	20.0%	28.0%	21.9%	20.8%	27.7%	18.9%	19.1%	
To a small extent	21.5%	18.8%	18.8%	16.0%	19.3%	19.0%	26.5%	18.2%	18.7%	
Not at all	38.6%	46.5%	46.7%	41.3%	42.8%	44.3%	36.1%	50.6%	49.5%	
Total(n)	158	797	2,180	75	396	1,056	83	401	1,124	
Mean	2.17	2.09	2.09	2.23	2.19	2.16	2.12	1.98	2.00	
Standard deviation	1.15	1.25	1.25	1.26	1.29	1.29	1.04	1.20	1.21	
Significance	-			-			-			

Washburn 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	0.06	-	0.03	0.05	-	0.12	0.10	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	1.3%	1.2%	0.0%	2.0%	1.7%	0.0%	0.6%	0.6%	
To a large extent	0.6%	1.6%	1.3%	0.0%	2.1%	1.5%	1.2%	1.1%	1.1%	

Washburn 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	3.2%	3.4%	3.2%	5.2%	3.8%	3.5%	1.2%	3.0%	2.9%	
To a small extent	3.8%	2.3%	2.7%	6.5%	3.1%	3.1%	1.2%	1.5%	2.1%	
Not at all	92.4%	91.3%	91.6%	88.3%	89.0%	90.1%	96.3%	93.7%	93.3%	
Total(n)	158	797	2,185	77	399	1,059	81	398	1,126	
Mean	1.12	1.19	1.18	1.17	1.25	1.22	1.07	1.13	1.14	
Standard deviation	0.46	0.69	0.66	0.50	0.79	0.73	0.41	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.10	-0.09	-	-0.10	-0.07	-	-0.11	-0.13	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	29.3%	29.2%	30.0%	30.3%	28.1%	29.3%	28.4%	30.4%	30.9%	
Good	38.3%	51.4%	51.6%	33.3%	52.4%	52.1%	43.3%	50.4%	51.0%	
Fair	25.6%	14.4%	13.7%	27.3%	14.6%	13.8%	23.9%	14.3%	13.5%	
Poor	6.8%	4.9%	4.7%	9.1%	5.0%	4.8%	4.5%	4.9%	4.6%	
Total(n)	133	630	1,737	66	319	863	67	311	874	
Mean	2.90	3.05	3.07	2.85	3.04	3.06	2.96	3.06	3.08	
Standard deviation	0.90	0.79	0.79	0.96	0.79	0.79	0.84	0.80	0.79	
Significance	-		*	-		*	-			
Effect size	-	-0.19	-0.22	-	-0.24	-0.27	-	-0.13	-0.15	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	46.7%	43.6%	43.9%	53.4%	42.5%	42.3%	40.3%	44.8%	45.8%	
Good	46.0%	49.1%	48.9%	38.4%	48.9%	49.1%	53.2%	49.2%	48.6%	
Fair	5.3%	6.0%	6.0%	5.5%	7.3%	7.3%	5.2%	4.6%	4.5%	
Poor	2.0%	1.3%	1.2%	2.7%	1.2%	1.2%	1.3%	1.4%	1.2%	
Total(n)	150	726	2,029	73	362	989	77	364	1,040	
Mean	3.37	3.35	3.36	3.42	3.33	3.33	3.32	3.37	3.39	
Standard deviation	0.68	0.65	0.65	0.72	0.66	0.66	0.64	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.14	0.14	-	-0.08	-0.11	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	28.8%	42.7%	41.6%	33.3%	42.3%	40.9%	25.0%	43.2%	42.5%	

Washburn 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	56.1%	47.2%	47.6%	40.0%	47.6%	48.2%	69.4%	46.7%	46.9%	
Fair	10.6%	8.0%	8.8%	20.0%	8.2%	8.9%	2.8%	7.8%	8.6%	
Poor	4.5%	2.0%	2.0%	6.7%	1.8%	2.0%	2.8%	2.3%	2.0%	
Total(n)	66	535	1,234	30	284	619	36	251	615	
Mean	3.09	3.31	3.29	3.00	3.30	3.28	3.17	3.31	3.30	
Standard deviation	0.76	0.70	0.71	0.91	0.70	0.71	0.61	0.71	0.71	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.31	-0.28	-	-0.43	-0.39	-	-0.20	-0.18	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	8.1%	9.5%	9.4%	10.7%	7.9%	8.7%	5.9%	11.3%	10.2%	
Satisfied	25.0%	36.1%	37.8%	25.3%	39.8%	41.1%	24.7%	32.1%	33.9%	
Marginally satisfied	35.6%	29.7%	30.1%	30.7%	28.4%	27.9%	40.0%	31.1%	32.7%	
Not satisfied	31.3%	24.7%	22.7%	33.3%	23.9%	22.3%	29.4%	25.5%	23.1%	
Total(n)	160	793	2,188	75	391	1,053	85	402	1,135	
Mean	2.10	2.30	2.34	2.13	2.32	2.36	2.07	2.29	2.31	
Standard deviation	0.94	0.95	0.93	1.00	0.92	0.92	0.88	0.97	0.94	
Significance	-	*	**	-		*	-		*	
Effect size	-	-0.21	-0.26	-	-0.21	-0.25	-	-0.23	-0.26	
<b>Health benefits</b>										
Very satisfied	20.0%	18.6%	20.6%	22.4%	16.8%	20.1%	17.9%	20.7%	21.1%	
Satisfied	53.1%	43.3%	45.4%	43.4%	40.8%	43.8%	61.9%	46.1%	47.3%	
Marginally satisfied	20.0%	21.5%	20.7%	23.7%	24.9%	22.2%	16.7%	17.8%	19.0%	
Not satisfied	6.9%	16.5%	13.3%	10.5%	17.5%	13.9%	3.6%	15.5%	12.6%	
Total(n)	160	790	2,170	76	390	1,047	84	400	1,123	
Mean	2.86	2.64	2.73	2.78	2.57	2.70	2.94	2.72	2.77	
Standard deviation	0.81	0.97	0.93	0.92	0.97	0.94	0.70	0.96	0.92	
Significance	-	**		-			-	*		
Effect size	-	0.23	0.14	-	0.22	0.09	-	0.23	0.18	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										
Very satisfied	25.9%	16.4%	20.1%	24.0%	15.2%	19.6%	27.7%	17.8%	20.7%	
Satisfied	53.8%	45.1%	46.1%	48.0%	42.5%	44.6%	59.0%	47.8%	47.7%	
Marginally satisfied	15.2%	29.1%	25.8%	21.3%	30.6%	26.0%	9.6%	27.5%	25.5%	
Not satisfied	5.1%	9.4%	8.0%	6.7%	11.7%	9.8%	3.6%	6.9%	6.0%	
Total(n)	158	781	2,160	75	385	1,043	83	396	1,117	
Mean	3.01	2.68	2.78	2.89	2.61	2.74	3.11	2.76	2.83	
Standard deviation	0.79	0.86	0.86	0.85	0.88	0.88	0.72	0.82	0.82	
Significance	-	***	**	-	*		-	***	**	
Effect size	-	0.38	0.27	-	0.32	0.17	-	0.43	0.34	

Washburn 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>Opportunity for scholarly pursuits</b>										
Very satisfied	20.9%	13.2%	13.7%	21.3%	15.2%	15.5%	20.5%	11.1%	11.6%	
Satisfied	37.3%	40.5%	41.1%	37.3%	42.6%	43.2%	37.3%	38.3%	38.8%	
Marginally satisfied	29.7%	31.3%	30.4%	25.3%	26.5%	26.9%	33.7%	36.6%	34.4%	
Not satisfied	12.0%	14.9%	14.8%	16.0%	15.8%	14.4%	8.4%	14.0%	15.1%	
Total(n)	158	781	2,160	75	386	1,040	83	395	1,120	
Mean	2.67	2.52	2.54	2.64	2.57	2.60	2.70	2.47	2.47	
Standard deviation	0.94	0.90	0.90	1.00	0.93	0.92	0.89	0.87	0.89	
Significance	-			-			-	*	*	
Effect size	-	0.17	0.14	-	0.08	0.04	-	0.26	0.26	
<b>Teaching load</b>										
Very satisfied	13.1%	15.1%	13.9%	17.1%	15.2%	14.1%	9.5%	14.9%	13.6%	
Satisfied	43.8%	46.9%	46.5%	39.5%	50.6%	49.5%	47.6%	42.8%	43.1%	
Marginally satisfied	26.3%	22.9%	24.1%	27.6%	20.6%	22.4%	25.0%	25.4%	26.0%	
Not satisfied	16.9%	15.2%	15.6%	15.8%	13.6%	14.0%	17.9%	16.9%	17.4%	
Total(n)	160	795	2,190	76	394	1,057	84	401	1,133	
Mean	2.53	2.62	2.59	2.58	2.67	2.64	2.49	2.56	2.53	
Standard deviation	0.92	0.92	0.91	0.96	0.89	0.89	0.90	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.10	-0.07	-	-0.07	-0.04	
<b>Quality of students</b>										
Very satisfied	10.5%	8.5%	9.9%	9.1%	8.2%	9.1%	11.8%	8.8%	10.9%	
Satisfied	52.5%	47.6%	49.6%	45.5%	41.7%	45.2%	58.8%	54.1%	54.6%	
Marginally satisfied	27.2%	32.9%	30.7%	32.5%	38.5%	35.3%	22.4%	26.8%	25.5%	
Not satisfied	9.9%	10.9%	9.8%	13.0%	11.6%	10.4%	7.1%	10.2%	9.0%	
Total(n)	162	794	2,183	77	392	1,052	85	402	1,131	
Mean	2.64	2.54	2.60	2.51	2.47	2.53	2.75	2.62	2.67	
Standard deviation	0.80	0.80	0.80	0.84	0.80	0.80	0.75	0.79	0.79	
Significance	-			-			-			
Effect size	-	0.13	0.05	-	0.05	-0.03	-	0.16	0.10	
<b>Autonomy and independence</b>										
Very satisfied	46.9%	39.0%	39.7%	40.8%	35.7%	36.9%	52.4%	42.6%	42.8%	
Satisfied	37.5%	43.9%	44.2%	43.4%	47.2%	47.2%	32.1%	40.3%	40.8%	
Marginally satisfied	12.5%	12.4%	11.9%	11.8%	13.5%	12.3%	13.1%	11.2%	11.4%	
Not satisfied	3.1%	4.7%	4.3%	3.9%	3.7%	3.6%	2.4%	5.9%	5.0%	
Total(n)	160	796	2,190	76	393	1,055	84	403	1,135	
Mean	3.28	3.17	3.19	3.21	3.15	3.17	3.35	3.19	3.21	
Standard deviation	0.80	0.82	0.81	0.81	0.78	0.78	0.80	0.86	0.84	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.08	0.05	-	0.19	0.17	
<b>Departmental leadership</b>										
Very satisfied	40.1%	35.3%	35.5%	40.8%	34.2%	35.3%	39.5%	36.5%	35.8%	
Satisfied	33.1%	35.8%	36.7%	35.5%	40.1%	40.5%	30.9%	31.0%	32.4%	

Washburn 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	18.5%	17.3%	16.3%	17.1%	15.7%	14.6%	19.8%	19.2%	18.3%	
Not satisfied	8.3%	11.6%	11.5%	6.6%	10.1%	9.6%	9.9%	13.3%	13.5%	
Total(n)	157	789	2,178	76	392	1,052	81	397	1,126	
Mean	3.05	2.95	2.96	3.11	2.98	3.01	3.00	2.91	2.90	
Standard deviation	0.96	0.99	0.99	0.92	0.95	0.94	1.00	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.14	0.11	-	0.09	0.10	
<b>Departmental support for work/life balance</b>										
Very satisfied	31.6%	28.6%	27.5%	34.7%	27.3%	27.5%	28.9%	30.0%	27.5%	
Satisfied	41.8%	40.9%	41.8%	42.7%	44.1%	45.1%	41.0%	37.3%	37.9%	
Marginally satisfied	19.6%	20.4%	20.5%	14.7%	20.1%	19.5%	24.1%	20.7%	21.7%	
Not satisfied	7.0%	10.2%	10.2%	8.0%	8.5%	7.9%	6.0%	12.0%	12.9%	
Total(n)	158	790	2,183	75	391	1,051	83	399	1,132	
Mean	2.98	2.88	2.87	3.04	2.90	2.92	2.93	2.85	2.80	
Standard deviation	0.89	0.94	0.93	0.91	0.90	0.88	0.88	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.16	0.14	-	0.08	0.13	
<b>Institutional support for work/life balance</b>										
Very satisfied	23.4%	14.8%	14.9%	26.7%	15.0%	15.5%	20.5%	14.5%	14.3%	
Satisfied	43.7%	41.8%	41.8%	45.3%	43.1%	44.2%	42.2%	40.3%	39.2%	
Marginally satisfied	23.4%	27.8%	28.3%	18.7%	28.4%	27.6%	27.7%	27.1%	29.1%	
Not satisfied	9.5%	15.7%	15.0%	9.3%	13.5%	12.8%	9.6%	18.2%	17.5%	
Total(n)	158	782	2,161	75	389	1,044	83	393	1,117	
Mean	2.81	2.56	2.57	2.89	2.60	2.62	2.73	2.51	2.50	
Standard deviation	0.90	0.93	0.92	0.91	0.90	0.89	0.90	0.95	0.94	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	0.27	0.26	-	0.32	0.30	-	0.23	0.24	
<b>Prospects for career advancement</b>										
Very satisfied	10.1%	9.6%	10.3%	10.7%	8.8%	9.9%	9.6%	10.6%	10.7%	
Satisfied	37.3%	40.2%	41.8%	34.7%	40.2%	42.2%	39.8%	40.1%	41.3%	
Marginally satisfied	31.6%	30.3%	29.6%	36.0%	31.1%	30.3%	27.7%	29.4%	28.9%	
Not satisfied	20.9%	19.9%	18.3%	18.7%	19.9%	17.5%	22.9%	19.9%	19.1%	
Total(n)	158	778	2,159	75	386	1,042	83	392	1,117	
Mean	2.37	2.40	2.44	2.37	2.38	2.45	2.36	2.41	2.44	
Standard deviation	0.93	0.91	0.90	0.91	0.90	0.89	0.94	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	-0.01	-0.09	-	-0.05	-0.09	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	9.6%	7.6%	7.9%	14.9%	8.3%	8.7%	4.8%	6.8%	7.0%	
Satisfied	28.7%	32.9%	33.4%	20.3%	33.0%	34.4%	36.1%	32.8%	32.4%	
Marginally satisfied	31.2%	29.3%	30.4%	31.1%	28.2%	29.4%	31.3%	30.6%	31.6%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not satisfied	30.6%	30.2%	28.2%	33.8%	30.5%	27.5%	27.7%	29.8%	29.0%	
Total(n)	157	778	2,153	74	386	1,039	83	392	1,114	
Mean	2.17	2.18	2.21	2.16	2.19	2.24	2.18	2.17	2.17	
Standard deviation	0.98	0.95	0.94	1.06	0.96	0.95	0.90	0.93	0.93	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.03	-0.08	-	0.01	0.01	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	44.0%	40.8%	39.5%	41.3%	37.2%	37.9%	46.4%	44.8%	41.4%	
Satisfied	43.4%	44.1%	45.9%	49.3%	49.8%	49.8%	38.1%	37.8%	41.4%	
Marginally satisfied	8.2%	11.6%	11.4%	5.3%	10.0%	9.7%	10.7%	13.4%	13.2%	
Not satisfied	4.4%	3.5%	3.3%	4.0%	3.0%	2.6%	4.8%	4.0%	4.0%	
Total(n)	159	789	2,179	75	391	1,051	84	398	1,128	
Mean	3.27	3.22	3.22	3.28	3.21	3.23	3.26	3.23	3.20	
Standard deviation	0.79	0.78	0.77	0.75	0.74	0.73	0.84	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.09	0.07	-	0.04	0.07	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	35.0%	24.5%	23.9%	37.3%	24.2%	24.6%	32.9%	24.8%	23.2%	
Satisfied	42.0%	47.4%	48.8%	41.3%	50.0%	51.3%	42.7%	44.7%	45.9%	
Marginally satisfied	14.6%	20.0%	19.2%	13.3%	18.7%	17.4%	15.9%	21.4%	21.1%	
Not satisfied	8.3%	8.0%	8.1%	8.0%	7.1%	6.7%	8.5%	9.1%	9.8%	
Total(n)	157	773	2,135	75	383	1,033	82	390	1,102	
Mean	3.04	2.88	2.89	3.08	2.91	2.94	3.00	2.85	2.82	
Standard deviation	0.91	0.87	0.86	0.91	0.84	0.83	0.92	0.90	0.90	
Significance	-	*	*	-			-			
Effect size	-	0.18	0.17	-	0.20	0.17	-	0.17	0.20	
<b>Overall job satisfaction</b>										
Very satisfied	25.8%	19.4%	20.7%	22.7%	17.0%	19.9%	28.6%	22.1%	21.7%	
Satisfied	56.6%	58.7%	58.4%	60.0%	61.6%	60.4%	53.6%	55.6%	56.0%	
Marginally satisfied	15.1%	17.7%	16.9%	16.0%	17.3%	15.6%	14.3%	18.2%	18.3%	
Not satisfied	2.5%	4.1%	4.0%	1.3%	4.1%	4.1%	3.6%	4.1%	3.9%	
Total(n)	159	790	2,177	75	392	1,053	84	398	1,124	
Mean	3.06	2.94	2.96	3.04	2.92	2.96	3.07	2.96	2.96	
Standard deviation	0.71	0.73	0.73	0.67	0.71	0.72	0.76	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.16	0.14	-	0.17	0.11	-	0.15	0.15	
<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	17.8%	19.4%	19.9%	9.5%	14.9%	15.5%	25.3%	24.3%	24.8%	
Somewhat	53.5%	57.8%	57.8%	51.4%	58.3%	58.2%	55.4%	57.3%	57.4%	



Washburn 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	28.7%	22.8%	22.3%	39.2%	26.8%	26.3%	19.3%	18.5%	17.8%	
Total(n)	157	760	2,101	74	372	1,008	83	388	1,093	
Mean	1.89	1.97	1.98	1.70	1.88	1.89	2.06	2.06	2.07	
Standard deviation	0.68	0.65	0.65	0.64	0.63	0.64	0.67	0.65	0.65	
Significance	-			-	*	*	-			
Effect size	-	-0.12	-0.14	-	-0.29	-0.30	-	0.00	-0.02	
<b>Child care</b>										
Extensive	15.2%	19.4%	20.1%	12.5%	16.1%	16.1%	18.2%	23.9%	25.8%	
Somewhat	33.7%	41.5%	41.2%	29.2%	38.9%	39.9%	38.6%	45.1%	42.9%	
Not at all	51.1%	39.1%	38.7%	58.3%	45.0%	44.1%	43.2%	31.0%	31.2%	
Total(n)	92	457	1,223	48	254	647	44	203	576	
Mean	1.64	1.80	1.81	1.54	1.71	1.72	1.75	1.93	1.95	
Standard deviation	0.74	0.74	0.74	0.71	0.73	0.72	0.75	0.74	0.75	
Significance	-		*	-			-			
Effect size	-	-0.22	-0.23	-	-0.23	-0.25	-	-0.24	-0.27	
<b>My physical health</b>										
Extensive	7.8%	9.2%	9.7%	6.8%	8.8%	9.5%	8.6%	9.7%	10.1%	
Somewhat	48.7%	49.1%	49.1%	47.9%	47.4%	47.5%	49.4%	50.8%	50.9%	
Not at all	43.5%	41.7%	41.2%	45.2%	43.8%	43.1%	42.0%	39.5%	39.1%	
Total(n)	154	747	2,065	73	363	991	81	384	1,074	
Mean	1.64	1.68	1.69	1.62	1.65	1.66	1.67	1.70	1.71	
Standard deviation	0.62	0.64	0.64	0.62	0.63	0.64	0.63	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.05	-0.06	-	-0.05	-0.06	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Review/promotion process</b>										
Extensive	7.8%	15.6%	16.4%	6.8%	12.7%	13.1%	8.8%	18.8%	20.1%	
Somewhat	42.2%	44.3%	44.2%	40.7%	44.0%	43.6%	43.9%	44.6%	44.9%	
Not at all	50.0%	40.1%	39.4%	52.5%	43.3%	43.3%	47.4%	36.6%	35.0%	
Total(n)	116	631	1,849	59	314	907	57	317	942	
Mean	1.58	1.76	1.77	1.54	1.69	1.70	1.61	1.82	1.85	
Standard deviation	0.63	0.71	0.71	0.62	0.68	0.69	0.65	0.72	0.73	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.25	-0.27	-	-0.22	-0.23	-	-0.29	-0.33	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	3.0%	4.8%	5.1%	1.6%	4.4%	4.3%	4.2%	5.2%	6.0%	
Somewhat	15.6%	22.4%	22.9%	17.5%	20.0%	18.9%	13.9%	25.0%	27.3%	
Not at all	81.5%	72.8%	72.0%	81.0%	75.6%	76.8%	81.9%	69.9%	66.7%	
Total(n)	135	653	1,874	63	317	893	72	336	981	
Mean	1.21	1.32	1.33	1.21	1.29	1.28	1.22	1.35	1.39	

Washburn 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	0.48	0.56	0.57	0.45	0.54	0.53	0.51	0.58	0.60	
Significance	-	*	*	-			-		*	
Effect size	-	-0.20	-0.21	-	-0.15	-0.13	-	-0.22	-0.28	
<b>Committee work</b>										
Extensive	13.1%	14.1%	14.3%	9.6%	12.0%	12.3%	16.3%	16.4%	16.5%	
Somewhat	47.1%	54.5%	55.4%	41.1%	51.3%	52.7%	52.5%	58.1%	58.5%	
Not at all	39.9%	31.4%	30.3%	49.3%	36.7%	35.0%	31.3%	25.4%	25.0%	
Total(n)	153	764	2,103	73	379	1,023	80	385	1,080	
Mean	1.73	1.83	1.84	1.60	1.75	1.77	1.85	1.91	1.92	
Standard deviation	0.68	0.65	0.65	0.66	0.65	0.65	0.68	0.64	0.64	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.17	-	-0.23	-0.26	-	-0.09	-0.11	
<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	4.5%	10.7%	11.8%	4.1%	8.0%	9.4%	4.8%	13.7%	14.6%	
Somewhat	44.2%	44.0%	45.8%	34.2%	46.3%	47.0%	53.0%	41.5%	44.5%	
Not at all	51.3%	45.3%	42.4%	61.6%	45.8%	43.6%	42.2%	44.8%	40.9%	
Total(n)	156	769	2,129	73	379	1,029	83	390	1,100	
Mean	1.53	1.65	1.69	1.42	1.62	1.66	1.63	1.69	1.74	
Standard deviation	0.58	0.66	0.67	0.58	0.63	0.64	0.58	0.70	0.70	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.18	-0.24	-	-0.32	-0.38	-	-0.09	-0.16	
<b>Students</b>										
Extensive	6.4%	8.4%	8.9%	5.5%	4.7%	5.8%	7.2%	12.4%	12.5%	
Somewhat	68.6%	61.8%	61.1%	63.0%	61.2%	60.6%	73.5%	62.4%	61.7%	
Not at all	25.0%	29.8%	30.0%	31.5%	34.1%	33.6%	19.3%	25.2%	25.9%	
Total(n)	156	771	2,140	73	378	1,027	83	393	1,113	
Mean	1.81	1.79	1.79	1.74	1.71	1.72	1.88	1.87	1.87	
Standard deviation	0.53	0.58	0.59	0.55	0.55	0.56	0.50	0.60	0.60	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.05	0.04	-	0.02	0.02	
<b>Research or publishing demands</b>										
Extensive	6.1%	20.1%	20.2%	4.7%	16.0%	16.1%	7.5%	24.7%	25.1%	
Somewhat	47.3%	49.4%	50.2%	40.6%	46.1%	48.1%	53.7%	53.1%	52.6%	
Not at all	46.6%	30.5%	29.6%	54.7%	37.9%	35.8%	38.8%	22.2%	22.3%	
Total(n)	131	707	1,992	64	361	992	67	346	1,000	
Mean	1.60	1.90	1.91	1.50	1.78	1.80	1.69	2.02	2.03	
Standard deviation	0.60	0.70	0.70	0.59	0.70	0.69	0.61	0.68	0.69	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.43	-0.44	-	-0.40	-0.43	-	-0.49	-0.49	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Institutional procedures and "red tape"</b>										
Extensive	14.8%	29.4%	27.1%	16.2%	28.2%	26.8%	13.6%	30.6%	27.5%	
Somewhat	52.3%	44.9%	46.3%	47.3%	45.7%	46.8%	56.8%	44.1%	45.8%	
Not at all	32.9%	25.7%	26.5%	36.5%	26.1%	26.3%	29.6%	25.3%	26.8%	
Total(n)	155	759	2,092	74	379	1,020	81	380	1,072	
Mean	1.82	2.04	2.01	1.80	2.02	2.01	1.84	2.05	2.01	
Standard deviation	0.67	0.74	0.73	0.70	0.74	0.73	0.64	0.75	0.74	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	-0.30	-0.26	-	-0.30	-0.29	-	-0.28	-0.23	
<b>Teaching load</b>										
Extensive	19.1%	17.7%	19.4%	12.2%	13.5%	15.9%	25.3%	22.2%	23.5%	
Somewhat	54.8%	46.8%	47.6%	52.7%	49.0%	49.4%	56.6%	44.4%	45.5%	
Not at all	26.1%	35.5%	33.0%	35.1%	37.5%	34.8%	18.1%	33.4%	31.0%	
Total(n)	157	772	2,143	74	380	1,026	83	392	1,117	
Mean	1.93	1.82	1.86	1.77	1.76	1.81	2.07	1.89	1.92	
Standard deviation	0.67	0.71	0.71	0.65	0.67	0.69	0.66	0.74	0.73	
Significance	-			-			-	*		
Effect size	-	0.15	0.10	-	0.01	-0.06	-	0.24	0.21	
<b>Lack of personal time</b>										
Extensive	17.7%	23.2%	24.6%	17.3%	18.9%	19.2%	18.1%	27.8%	30.9%	
Somewhat	56.3%	47.0%	47.9%	41.3%	43.2%	46.1%	69.9%	51.2%	50.0%	
Not at all	25.9%	29.8%	27.4%	41.3%	37.9%	34.7%	12.0%	21.0%	19.1%	
Total(n)	158	771	2,142	75	380	1,029	83	391	1,113	
Mean	1.92	1.93	1.97	1.76	1.81	1.84	2.06	2.07	2.12	
Standard deviation	0.66	0.73	0.72	0.73	0.73	0.72	0.55	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.01	-0.07	-	-0.07	-0.11	-	-0.01	-0.09	
<b>Job security</b>										
Extensive	5.2%	11.1%	10.3%	2.7%	10.6%	9.5%	7.5%	11.6%	11.2%	
Somewhat	26.8%	28.0%	26.9%	26.0%	25.6%	25.3%	27.5%	30.6%	28.8%	
Not at all	68.0%	60.9%	62.7%	71.2%	63.8%	65.1%	65.0%	57.7%	60.0%	
Total(n)	153	749	2,073	73	369	999	80	380	1,074	
Mean	1.37	1.50	1.48	1.32	1.47	1.44	1.43	1.54	1.51	
Standard deviation	0.58	0.69	0.68	0.52	0.68	0.66	0.63	0.69	0.69	
Significance	-	*		-			-			
Effect size	-	-0.19	-0.16	-	-0.22	-0.18	-	-0.16	-0.12	
<b>Self-imposed high expectations</b>										
Extensive	24.1%	34.6%	34.8%	18.7%	29.0%	30.3%	28.9%	40.6%	40.0%	
Somewhat	61.4%	52.2%	52.5%	61.3%	53.9%	53.9%	61.4%	50.3%	51.0%	
Not at all	14.6%	13.3%	12.6%	20.0%	17.1%	15.8%	9.6%	9.1%	9.1%	

Washburn 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)	158	771	2,140	75	378	1,028	83	393	1,112	
Mean	2.09	2.21	2.22	1.99	2.12	2.15	2.19	2.32	2.31	
Standard deviation	0.62	0.66	0.65	0.63	0.67	0.66	0.59	0.63	0.63	
Significance	-	*	*	-		*	-			
Effect size	-	-0.18	-0.20	-	-0.19	-0.24	-	-0.21	-0.19	
<b>Increased work responsibilities</b>										
Extensive	28.8%	27.7%	26.3%	23.3%	21.9%	21.1%	33.7%	34.0%	32.3%	
Somewhat	51.9%	50.7%	50.9%	49.3%	51.5%	51.2%	54.2%	49.9%	50.6%	
Not at all	19.2%	21.5%	22.8%	27.4%	26.6%	27.8%	12.0%	16.0%	17.1%	
Total(n)	156	766	2,118	73	375	1,018	83	391	1,100	
Mean	2.10	2.06	2.04	1.96	1.95	1.93	2.22	2.18	2.15	
Standard deviation	0.69	0.70	0.70	0.72	0.70	0.70	0.64	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.01	0.04	-	0.06	0.10	
<b>Institutional budget cuts</b>										
Extensive	21.9%	42.3%	34.9%	19.2%	43.9%	35.9%	24.4%	40.5%	33.8%	
Somewhat	51.0%	40.1%	40.8%	52.1%	38.0%	38.8%	50.0%	42.3%	43.1%	
Not at all	27.1%	17.7%	24.3%	28.8%	18.1%	25.3%	25.6%	17.2%	23.1%	
Total(n)	155	771	2,071	73	377	1,002	82	394	1,069	
Mean	1.95	2.25	2.11	1.90	2.26	2.11	1.99	2.23	2.11	
Standard deviation	0.70	0.73	0.76	0.69	0.74	0.78	0.71	0.72	0.75	
Significance	-	***	*	-	***	*	-	**		
Effect size	-	-0.41	-0.21	-	-0.49	-0.27	-	-0.33	-0.16	
<b>Have you been sexually harassed at this institution?</b>										
Yes	3.7%	6.1%	6.2%	3.8%	2.9%	3.1%	3.5%	9.6%	9.7%	
No	96.3%	93.9%	93.8%	96.2%	97.1%	96.9%	96.5%	90.4%	90.3%	
Total(n)	164	805	2,201	78	397	1,059	86	408	1,142	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	36.3%	35.1%	34.9%	35.5%	34.0%	33.7%	36.9%	36.3%	36.2%	
No	63.8%	64.9%	65.1%	64.5%	66.0%	66.3%	63.1%	63.7%	63.8%	
Total(n)	160	790	2,177	76	389	1,048	84	401	1,129	
<b>Considered leaving this institution for another?</b>										
Yes	40.6%	45.4%	45.1%	42.9%	46.4%	46.5%	38.6%	44.3%	43.4%	
No	59.4%	54.6%	54.9%	57.1%	53.6%	53.5%	61.4%	55.7%	56.6%	
Total(n)	160	787	2,163	77	389	1,042	83	398	1,121	

Washburn 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	57.8%	52.6%	53.7%	56.6%	52.9%	54.3%	58.8%	52.3%	53.0%	
No	42.2%	47.4%	46.3%	43.4%	47.1%	45.7%	41.2%	47.7%	47.0%	
Total(n)	161	789	2,168	76	387	1,042	85	402	1,126	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	24.8%	17.0%	16.2%	22.1%	15.9%	15.8%	27.4%	18.2%	16.6%	
No	75.2%	83.0%	83.8%	77.9%	84.1%	84.2%	72.6%	81.8%	83.4%	
Total(n)	161	790	2,169	77	390	1,047	84	400	1,122	
<b>Sought an early promotion?</b>										
Yes	5.0%	4.7%	5.1%	3.9%	4.6%	5.1%	6.0%	4.8%	5.1%	
No	95.0%	95.3%	94.9%	96.1%	95.4%	94.9%	94.0%	95.2%	94.9%	
Total(n)	160	788	2,163	76	388	1,043	84	400	1,120	
<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	4.4%	45.6%	38.6%	3.9%	46.9%	39.2%	4.8%	44.1%	37.9%	
No	95.6%	54.4%	61.4%	96.1%	53.1%	60.8%	95.2%	55.9%	62.1%	
Total(n)	159	786	2,157	76	387	1,039	83	399	1,118	
<b>Do you plan to retire within the next three years?</b>										
Yes	9.5%	14.8%	13.1%	10.5%	15.9%	13.5%	8.5%	13.7%	12.7%	
No	90.5%	85.2%	86.9%	89.5%	84.1%	86.5%	91.5%	86.3%	87.3%	
Total(n)	158	786	2,164	76	389	1,043	82	397	1,121	
<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	5.7%	7.9%	7.8%	0.0%	4.5%	4.2%	10.8%	11.6%	11.9%	
No	94.3%	92.1%	92.2%	100.0%	95.5%	95.8%	89.2%	88.4%	88.1%	
Total(n)	159	783	2,162	76	385	1,040	83	398	1,122	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	20.8%	27.0%	27.4%	25.0%	27.9%	29.0%	16.9%	25.9%	25.6%	
No	79.2%	73.0%	72.6%	75.0%	72.1%	71.0%	83.1%	74.1%	74.4%	
Total(n)	159	788	2,163	76	388	1,041	83	400	1,122	
<b>Citizenship status:</b>										
U.S. citizen	95.7%	91.6%	92.4%	93.5%	89.5%	91.3%	97.6%	93.9%	93.6%	
Permanent resident (green card)	3.7%	6.0%	5.5%	5.2%	7.5%	6.0%	2.4%	4.3%	4.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.6%	2.3%	2.1%	1.3%	3.0%	2.7%	0.0%	1.6%	1.4%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	162	798	2,189	77	394	1,053	85	404	1,136	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
Conservative	13.5%	11.0%	11.5%	17.1%	12.6%	13.1%	10.0%	9.1%	9.6%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Middle of the road	39.7%	31.4%	30.7%	42.1%	33.2%	33.4%	37.5%	29.4%	27.7%	
Liberal	38.5%	46.2%	46.3%	34.2%	41.8%	41.4%	42.5%	51.1%	51.8%	
Far left	8.3%	11.1%	11.3%	6.6%	12.2%	11.8%	10.0%	10.0%	10.6%	
Total(n)	156	775	2,131	76	383	1,030	80	392	1,101	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	47.2%	36.4%	39.1%	39.5%	32.8%	36.3%	54.1%	40.4%	42.2%	
Probably yes	37.3%	41.0%	39.5%	46.1%	43.4%	41.7%	29.4%	38.5%	37.0%	
Not sure	13.0%	13.4%	12.7%	11.8%	14.5%	13.2%	14.1%	12.2%	12.1%	
Probably no	0.6%	6.4%	6.0%	0.0%	6.7%	6.1%	1.2%	6.1%	5.9%	
Definitely no	1.9%	2.7%	2.7%	2.6%	2.6%	2.6%	1.2%	2.9%	2.8%	
Total(n)	161	796	2,178	76	390	1,048	85	406	1,130	
Mean	4.27	4.02	4.06	4.20	3.97	4.03	4.34	4.07	4.10	
Standard deviation	0.85	1.00	1.00	0.85	0.99	0.99	0.85	1.01	1.01	
Significance	-	**	**	-	-	-	-	*	*	
Effect size	-	0.25	0.21	-	0.23	0.17	-	0.27	0.24	
<b>Still want to be a college professor?</b>										
Definitely yes	64.2%	64.5%	64.8%	61.0%	64.3%	64.7%	67.1%	64.8%	65.0%	
Probably yes	26.5%	25.5%	24.8%	31.2%	25.3%	24.7%	22.4%	25.6%	24.9%	
Not sure	7.4%	7.9%	8.1%	6.5%	9.5%	9.1%	8.2%	6.2%	7.0%	
Probably no	1.9%	1.6%	1.8%	1.3%	0.9%	1.3%	2.4%	2.4%	2.4%	
Definitely no	0.0%	0.4%	0.5%	0.0%	0.0%	0.2%	0.0%	0.9%	0.8%	
Total(n)	162	799	2,184	77	393	1,051	85	406	1,133	
Mean	4.53	4.52	4.52	4.52	4.53	4.52	4.54	4.51	4.51	
Standard deviation	0.72	0.75	0.76	0.68	0.70	0.73	0.75	0.80	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.01	-	-0.01	0.00	-	0.04	0.04	
<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%	

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

Washburn 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	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	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%	

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

Washburn 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)	1	0	0	0	0	0	1	0	0	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	7.4%	1.1%	1.0%	5.1%	0.8%	0.9%	9.4%	1.5%	1.1%	
Master's (M.A., M.S.)	16.0%	12.0%	11.5%	9.0%	9.3%	9.1%	22.4%	14.9%	14.2%	
Terminal Master's (M.F.A., M.B.A.)	3.7%	4.9%	5.2%	3.8%	5.5%	5.3%	3.5%	4.3%	5.1%	
J.D.	0.0%	0.6%	0.5%	0.0%	0.9%	0.8%	0.0%	0.2%	0.3%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.6%	0.5%	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	
Ph.D.	60.7%	72.5%	73.5%	66.7%	74.0%	76.2%	55.3%	70.8%	70.5%	
Professional Doctorate (Ed.D., Psy.D., etc.)	7.4%	6.5%	6.3%	6.4%	6.7%	5.7%	8.2%	6.4%	7.1%	
Other degree	4.9%	1.9%	1.4%	9.0%	2.4%	1.8%	1.2%	1.3%	1.1%	
Total(n)	163	800	2,187	78	395	1,051	85	405	1,136	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.6%	0.2%	0.2%	1.3%	0.2%	0.2%	0.0%	0.2%	0.2%	
Master's (M.A., M.S.)	3.7%	1.0%	0.9%	3.8%	0.9%	0.8%	3.5%	1.0%	0.9%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Ph.D.	1.8%	2.6%	2.8%	1.3%	2.3%	2.5%	2.4%	3.0%	3.1%	



Washburn 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.)	1.8%	1.2%	1.1%	0.0%	0.7%	0.5%	3.5%	1.8%	1.8%	
Other degree	1.2%	0.6%	0.6%	2.6%	0.7%	0.6%	0.0%	0.4%	0.7%	
None	90.8%	94.1%	94.2%	91.0%	94.7%	95.0%	90.6%	93.5%	93.3%	
Total(n)	163	787	2,161	78	391	1,043	85	396	1,118	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	8.9%	5.5%	6.1%	12.1%	6.3%	7.2%	6.3%	4.5%	4.8%	
Dean (associate or assistant)	2.0%	0.8%	0.8%	3.3%	1.2%	1.2%	0.9%	0.3%	0.4%	
Vice-president	0.5%	0.1%	0.1%	1.1%	0.1%	0.1%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	9.4%	10.3%	10.4%	9.9%	9.8%	9.8%	9.0%	10.9%	11.1%	
Not applicable	55.4%	51.2%	51.1%	56.0%	49.8%	49.2%	55.0%	52.8%	53.4%	
Total(n)	202	1,157	3,034	91	578	1,486	111	579	1,548	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	90.6%	84.9%	85.2%	88.0%	81.6%	82.9%	92.9%	88.4%	87.9%	

Washburn 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	0.0%	3.5%	3.5%	0.0%	3.2%	3.4%	0.0%	3.9%	3.6%	
American Indian/Alaska Native	0.6%	1.3%	1.4%	1.3%	1.5%	1.6%	0.0%	1.0%	1.2%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	3.1%	5.1%	4.6%	5.3%	7.1%	5.9%	1.2%	3.0%	3.1%	
Filipino	0.0%	0.6%	0.5%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.6%	0.3%	0.3%	1.3%	0.6%	0.5%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	1.6%	1.8%	0.0%	2.6%	2.7%	0.0%	0.6%	0.9%	
Other Asian	0.6%	1.4%	1.2%	1.3%	2.0%	1.6%	0.0%	0.8%	0.7%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Mexican American/Chicano	1.9%	0.6%	0.8%	0.0%	0.0%	0.3%	3.5%	1.3%	1.5%	

Washburn 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%	0.3%	0.5%	0.0%	0.0%	0.1%	
Other Latino	3.1%	3.0%	2.7%	2.7%	3.1%	2.7%	3.5%	2.8%	2.8%	
Other	2.5%	4.1%	3.8%	5.3%	5.7%	5.1%	0.0%	2.4%	2.5%	
<b>Total(n)</b>	<b>160</b>	<b>783</b>	<b>2,141</b>	<b>75</b>	<b>385</b>	<b>1,027</b>	<b>85</b>	<b>398</b>	<b>1,114</b>	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.6%	0.1%	0.1%	1.3%	0.3%	0.2%	0.0%	0.0%	0.1%	
Asian	3.8%	7.9%	7.4%	6.7%	11.8%	10.2%	1.2%	3.7%	4.2%	
Black	0.0%	3.3%	3.2%	0.0%	2.8%	3.0%	0.0%	3.9%	3.4%	
Hispanic	3.1%	1.9%	2.0%	0.0%	1.4%	1.6%	5.9%	2.4%	2.6%	
White	88.1%	79.6%	80.4%	84.0%	74.8%	76.8%	91.8%	84.9%	84.4%	
Other	1.9%	1.8%	1.9%	4.0%	2.0%	2.0%	0.0%	1.6%	1.7%	
Two or more races/ethnicities	2.5%	5.3%	5.1%	4.0%	7.0%	6.2%	1.2%	3.5%	3.8%	
<b>Total (n)</b>	<b>160</b>	<b>783</b>	<b>2,141</b>	<b>75</b>	<b>385</b>	<b>1,027</b>	<b>85</b>	<b>398</b>	<b>1,114</b>	
<b>Is English your native language?</b>										
Yes	92.6%	86.9%	87.8%	89.6%	82.6%	85.2%	95.3%	91.5%	90.7%	
No	7.4%	13.1%	12.2%	10.4%	17.4%	14.8%	4.7%	8.5%	9.3%	
<b>Total(n)</b>	<b>163</b>	<b>793</b>	<b>2,172</b>	<b>77</b>	<b>390</b>	<b>1,041</b>	<b>86</b>	<b>403</b>	<b>1,131</b>	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	91.7%	91.1%	90.9%	89.5%	91.6%	91.6%	93.8%	90.6%	90.0%	
Gay	1.3%	2.2%	2.3%	2.6%	4.2%	4.4%	0.0%	0.0%	0.0%	
Lesbian	0.0%	2.0%	1.9%	0.0%	0.0%	0.0%	0.0%	4.2%	4.0%	
Bisexual	4.5%	2.4%	2.4%	5.3%	2.1%	1.8%	3.7%	2.6%	3.0%	
Queer	1.3%	0.4%	0.7%	0.0%	0.0%	0.3%	2.5%	0.9%	1.2%	
Other	1.3%	1.9%	1.9%	2.6%	2.1%	1.9%	0.0%	1.7%	1.8%	
<b>Total (n)</b>	<b>157</b>	<b>772</b>	<b>2,116</b>	<b>76</b>	<b>380</b>	<b>1,014</b>	<b>81</b>	<b>392</b>	<b>1,102</b>	
<b>Do you identify as transgender?</b>										
No	99.4%	99.8%	99.7%	100.0%	99.8%	99.7%	98.8%	99.8%	99.8%	
Yes, male to female	0.6%	0.2%	0.2%	0.0%	0.2%	0.2%	1.2%	0.2%	0.1%	
Yes, female to male	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
<b>Total(n)</b>	<b>158</b>	<b>779</b>	<b>2,128</b>	<b>76</b>	<b>383</b>	<b>1,018</b>	<b>82</b>	<b>396</b>	<b>1,110</b>	
<b>Are you currently: (Mark one)</b>										
Single	11.9%	10.6%	10.8%	7.9%	7.5%	8.4%	15.5%	14.1%	13.7%	
In a civil union	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
In a domestic partnership	1.3%	1.9%	2.3%	1.3%	1.7%	2.1%	1.2%	2.0%	2.5%	
Married	70.0%	77.3%	77.1%	73.7%	83.4%	82.4%	66.7%	70.6%	71.2%	
Unmarried, living with partner	3.1%	2.8%	2.7%	5.3%	1.8%	1.9%	1.2%	3.9%	3.5%	
Separated	1.3%	0.6%	0.7%	1.3%	0.2%	0.4%	1.2%	1.0%	1.0%	
Divorced	10.0%	5.3%	5.0%	7.9%	3.7%	3.4%	11.9%	7.1%	6.9%	
Widowed	2.5%	1.5%	1.3%	2.6%	1.7%	1.3%	2.4%	1.3%	1.3%	
<b>Total(n)</b>	<b>160</b>	<b>782</b>	<b>2,137</b>	<b>76</b>	<b>386</b>	<b>1,033</b>	<b>84</b>	<b>396</b>	<b>1,104</b>	

Washburn 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 children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	55.5%	52.0%	52.4%	57.1%	48.6%	49.3%	53.8%	56.0%	55.9%	
1	18.8%	22.5%	21.7%	15.9%	23.8%	22.5%	21.5%	21.1%	20.8%	
2	19.5%	19.9%	19.8%	19.0%	21.0%	20.1%	20.0%	18.7%	19.4%	
3	3.9%	3.7%	4.3%	3.2%	3.2%	4.9%	4.6%	4.3%	3.6%	
4+	2.3%	1.8%	1.8%	4.8%	3.4%	3.2%	0.0%	0.0%	0.3%	
Total(n)	128	670	1,840	63	333	885	65	337	955	
<b>18 years or older</b>										
0	53.8%	54.4%	55.4%	43.9%	51.4%	52.6%	62.0%	57.5%	58.5%	
1	11.0%	15.7%	14.6%	9.1%	16.4%	15.3%	12.7%	15.0%	13.9%	
2	17.9%	19.2%	19.0%	27.3%	20.9%	20.4%	10.1%	17.5%	17.4%	
3	11.0%	6.8%	7.0%	12.1%	7.0%	7.3%	10.1%	6.7%	6.6%	
4+	6.2%	3.8%	4.0%	7.6%	4.3%	4.4%	5.1%	3.3%	3.6%	
Total(n)	145	702	1,920	66	335	909	79	367	1,011	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	5.3%	10.0%	9.1%	3.7%	9.1%	8.4%	6.7%	11.1%	10.1%	
Satisfied	10.5%	18.0%	17.2%	7.4%	15.8%	16.1%	13.3%	20.9%	18.6%	
Marginally satisfied	5.3%	7.9%	8.8%	7.4%	8.7%	9.3%	3.3%	7.0%	8.2%	
Not satisfied	31.6%	16.5%	18.6%	29.6%	14.8%	16.0%	33.3%	18.6%	21.9%	
Not applicable	47.4%	47.6%	46.3%	51.9%	51.6%	50.2%	43.3%	42.4%	41.2%	
Total(n)	57	316	853	27	169	439	30	147	414	
Mean	1.95	2.26	2.24	1.81	2.16	2.16	2.07	2.40	2.34	
Standard deviation	1.20	1.45	1.41	1.11	1.42	1.40	1.28	1.47	1.42	
Significance	-			-			-			
Effect size	-	-0.21	-0.21	-	-0.25	-0.25	-	-0.22	-0.19	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.2%	0.1%	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	1.7%	0.4%	0.3%	3.4%	0.5%	0.3%	0.0%	0.3%	0.3%	
\$30,000 - \$39,999	8.4%	4.5%	3.6%	6.9%	3.6%	2.9%	9.8%	5.5%	4.4%	
\$40,000 - \$49,999	23.5%	11.1%	9.9%	20.7%	10.9%	10.0%	26.2%	11.3%	9.8%	
\$50,000 - \$59,999	20.2%	14.5%	16.4%	20.7%	10.9%	12.9%	19.7%	18.6%	20.6%	
\$60,000 - \$69,999	22.7%	15.3%	16.4%	22.4%	15.7%	16.2%	23.0%	14.8%	16.7%	
\$70,000 - \$79,999	5.9%	15.9%	16.8%	3.4%	14.6%	15.2%	8.2%	17.3%	18.6%	
\$80,000 - \$89,999	5.0%	10.6%	10.6%	5.2%	12.6%	12.3%	4.9%	8.3%	8.6%	
\$90,000 - \$99,999	2.5%	8.1%	8.7%	5.2%	7.7%	9.0%	0.0%	8.6%	8.2%	
\$100,000 - \$124,999	4.2%	13.5%	12.3%	6.9%	16.7%	15.4%	1.6%	9.7%	8.6%	
\$125,000 - \$149,999	5.9%	5.3%	4.3%	5.2%	5.3%	4.6%	6.6%	5.3%	4.0%	
\$150,000 - \$199,999	0.0%	0.7%	0.5%	0.0%	1.1%	0.9%	0.0%	0.1%	0.1%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	119	622	1,753	58	320	870	61	302	883	
Mean	6.71	7.93	7.89	6.86	8.14	8.12	6.56	7.67	7.61	
Standard deviation	2.18	2.30	2.20	2.32	2.35	2.25	2.05	2.22	2.09	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.53	-0.54	-	-0.54	-0.56	-	-0.50	-0.50	
<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%	0.0%	
\$10,000 - \$19,999	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	1.4%	1.0%	
\$20,000 - \$29,999	0.0%	1.4%	1.0%	0.0%	0.0%	0.0%	0.0%	2.7%	1.9%	
\$30,000 - \$39,999	10.8%	6.9%	5.8%	5.3%	1.6%	2.1%	16.7%	11.6%	9.2%	
\$40,000 - \$49,999	37.8%	20.0%	17.5%	42.1%	25.0%	20.4%	33.3%	15.6%	14.9%	
\$50,000 - \$59,999	8.1%	9.2%	11.4%	10.5%	5.7%	8.7%	5.6%	12.3%	13.9%	
\$60,000 - \$69,999	10.8%	7.4%	10.3%	0.0%	8.7%	10.5%	22.2%	6.4%	10.1%	
\$70,000 - \$79,999	13.5%	10.6%	12.7%	21.1%	10.5%	12.5%	5.6%	10.6%	12.9%	
\$80,000 - \$89,999	5.4%	9.1%	10.6%	5.3%	11.6%	12.1%	5.6%	6.8%	9.3%	
\$90,000 - \$99,999	0.0%	5.9%	5.0%	0.0%	3.7%	3.4%	0.0%	7.8%	6.5%	
\$100,000 - \$124,999	2.7%	15.4%	14.4%	5.3%	12.1%	13.8%	0.0%	18.4%	15.0%	
\$125,000 - \$149,999	5.4%	5.6%	4.7%	0.0%	7.4%	6.3%	11.1%	3.9%	3.2%	
\$150,000 - \$199,999	5.4%	7.8%	6.0%	10.5%	13.7%	10.2%	0.0%	2.5%	2.2%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	37	136	302	19	59	124	18	77	178	

Washburn 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	6.78	8.04	7.95	7.05	8.52	8.39	6.50	7.60	7.56	
Standard deviation	2.60	2.92	2.71	2.78	2.92	2.74	2.46	2.85	2.62	
Significance	-	*	*	-		*	-			
Effect size	-	-0.43	-0.43	-	-0.50	-0.49	-	-0.39	-0.40	
Please enter the four-digit year that each of the following occurred.										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
1984 - 1992	6.6%	4.8%	4.8%	1.4%	4.2%	4.2%	11.4%	5.4%	5.6%	
1979 - 1983	13.9%	13.3%	12.7%	11.1%	11.4%	11.5%	16.5%	15.3%	14.1%	
1974 - 1978	9.9%	12.8%	13.1%	9.7%	12.7%	12.7%	10.1%	12.8%	13.7%	
1969 - 1973	11.3%	13.5%	14.0%	12.5%	13.2%	13.7%	10.1%	13.8%	14.4%	
1964 - 1968	13.9%	13.9%	14.0%	16.7%	14.3%	14.6%	11.4%	13.6%	13.2%	
1959 - 1963	12.6%	12.0%	13.1%	13.9%	13.7%	14.3%	11.4%	10.1%	11.7%	
1954 - 1958	17.9%	12.2%	12.6%	16.7%	11.9%	12.6%	19.0%	12.6%	12.6%	
1949 - 1953	9.9%	10.2%	9.7%	12.5%	11.0%	10.2%	7.6%	9.2%	9.1%	
1944 - 1948	4.0%	5.2%	4.2%	5.6%	5.6%	4.5%	2.5%	4.7%	3.8%	
1920 - 1943	0.0%	2.1%	1.7%	0.0%	2.0%	1.6%	0.0%	2.2%	1.7%	
Earlier than 1920	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	151	754	2,068	72	374	1,004	79	380	1,064	
<b>Year of first academic appointment:</b>										
1976 or earlier	1.5%	3.9%	3.2%	3.3%	5.5%	4.4%	0.0%	2.1%	1.8%	
1977 - 1981	3.0%	2.6%	2.6%	3.3%	2.8%	2.9%	2.8%	2.4%	2.3%	
1982 - 1986	3.5%	4.8%	4.7%	3.3%	4.6%	4.8%	3.7%	5.0%	4.6%	
1987 - 1991	8.0%	7.0%	7.5%	10.0%	8.2%	8.9%	6.4%	5.6%	5.8%	
1992 - 1996	9.0%	9.8%	9.8%	10.0%	10.8%	10.7%	8.3%	8.7%	8.9%	
1997 - 2001	15.1%	14.2%	14.1%	20.0%	14.7%	14.4%	11.0%	13.7%	13.6%	
2002 - 2006	15.6%	14.6%	15.7%	14.4%	13.8%	15.1%	16.5%	15.4%	16.3%	
2007 - 2011	21.1%	19.5%	19.5%	18.9%	17.3%	17.6%	22.9%	21.9%	21.6%	
2012 or more	23.1%	23.6%	23.0%	16.7%	22.3%	21.2%	28.4%	25.1%	25.1%	
Total(n)	199	1,148	3,016	90	571	1,476	109	577	1,540	
<b>Year of appointment at present institution</b>										
1976 or earlier	0.5%	2.1%	1.7%	1.1%	3.1%	2.4%	0.0%	1.0%	0.8%	
1977 - 1981	1.0%	1.3%	1.1%	2.2%	1.9%	1.6%	0.0%	0.6%	0.6%	
1982 - 1986	2.0%	2.2%	2.3%	1.1%	2.2%	2.4%	2.8%	2.2%	2.1%	
1987 - 1991	4.0%	5.7%	5.6%	3.3%	6.4%	6.2%	4.6%	5.0%	5.0%	
1992 - 1996	6.0%	6.2%	6.5%	6.7%	6.9%	7.2%	5.5%	5.4%	5.6%	
1997 - 2001	13.6%	13.7%	13.6%	18.9%	15.0%	14.7%	9.2%	12.4%	12.3%	
2002 - 2006	16.1%	16.6%	17.0%	18.9%	16.5%	16.5%	13.8%	16.8%	17.5%	
2007 - 2011	23.6%	19.9%	20.7%	23.3%	18.6%	20.0%	23.9%	21.4%	21.4%	
2012 or more	33.2%	32.2%	31.5%	24.4%	29.4%	28.9%	40.4%	35.2%	34.6%	
Total(n)	199	1,135	2,979	90	564	1,462	109	571	1,517	

Washburn 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>If tenured, year tenure was awarded</b>										
1976 or earlier	0.0%	2.2%	1.6%	0.0%	2.5%	1.7%	0.0%	1.8%	1.3%	
1977 - 1981	0.0%	1.5%	1.1%	0.0%	2.0%	1.4%	0.0%	0.7%	0.6%	
1982 - 1986	2.4%	2.7%	2.3%	4.8%	3.7%	3.1%	0.0%	1.2%	1.2%	
1987 - 1991	4.8%	3.1%	3.4%	4.8%	3.2%	3.7%	4.8%	3.1%	2.9%	
1992 - 1996	4.8%	7.0%	7.0%	2.4%	6.5%	6.8%	7.1%	7.7%	7.3%	
1997 - 2001	14.3%	10.8%	10.7%	16.7%	12.4%	12.1%	11.9%	8.6%	8.7%	
2002 - 2006	21.4%	20.4%	19.3%	26.2%	20.7%	19.6%	16.7%	19.9%	18.8%	
2007 - 2011	27.4%	23.8%	25.1%	23.8%	21.7%	23.8%	31.0%	26.8%	27.0%	
2012 or more	25.0%	28.4%	29.6%	21.4%	27.2%	27.8%	28.6%	30.1%	32.1%	
Total(n)	84	570	1,604	42	327	888	42	243	716	
<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%	
Total(n)	0	0	0	0	0	0	0	0	0	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.4%	0.0%	0.2%	0.5%	0.0%	0.0%	0.3%	
Biological Sciences (General Area 5)	7.7%	5.6%	6.3%	12.0%	5.9%	7.0%	3.7%	5.2%	5.5%	
Business (General Area 6)	8.3%	8.6%	7.9%	10.7%	9.7%	9.2%	6.2%	7.5%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	16.0%	12.6%	11.8%	16.0%	10.2%	8.8%	16.0%	15.4%	15.2%	
Engineering (General Area 11)	1.3%	4.1%	3.5%	2.7%	7.1%	5.7%	0.0%	0.7%	1.0%	
English (General Area 12)	9.0%	5.7%	5.7%	5.3%	3.7%	4.3%	12.3%	7.9%	7.4%	
Health-related (General Area 15)	9.6%	7.3%	7.2%	1.3%	2.0%	2.2%	17.3%	13.2%	13.0%	
History or Political Science (Specific Discipline 3007,3009)	5.8%	4.0%	4.4%	6.7%	4.9%	5.5%	4.9%	3.0%	3.2%	
Humanities (General Area 14,24)	5.8%	7.0%	6.6%	6.7%	6.8%	6.4%	4.9%	7.2%	6.8%	
Fine Arts (General Area 2,4,22)	7.7%	7.3%	7.6%	9.3%	8.9%	8.6%	6.2%	5.5%	6.3%	
Mathematics or Statistics (General Area 18)	1.3%	3.1%	3.9%	1.3%	3.6%	4.9%	1.2%	2.6%	2.8%	
Physical Sciences (General Area 25)	5.1%	5.8%	6.0%	8.0%	8.0%	7.8%	2.5%	3.4%	4.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.0%	12.6%	13.0%	8.0%	10.1%	10.9%	9.9%	15.4%	15.3%	
Other Technical (General Area 8,19,28)	2.6%	3.7%	3.4%	4.0%	5.5%	5.1%	1.2%	1.6%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	10.9%	12.5%	12.2%	8.0%	13.4%	13.0%	13.6%	11.4%	11.3%	
Total(n)	156	782	2,135	75	387	1,027	81	395	1,108	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Biological Sciences (General Area 5)	7.8%	5.3%	6.0%	12.2%	5.7%	6.8%	3.8%	4.8%	5.1%	
Business (General Area 6)	11.0%	9.0%	8.5%	14.9%	10.9%	10.4%	7.5%	6.9%	6.4%	
Education (General Area 10 and Specific Discipline 2102)	5.2%	7.8%	7.5%	4.1%	6.5%	6.1%	6.3%	9.2%	9.1%	
Engineering (General Area 11)	0.6%	3.3%	2.8%	0.0%	5.0%	4.3%	1.3%	1.3%	1.2%	
English (General Area 12)	9.1%	6.1%	6.0%	6.8%	4.2%	4.5%	11.3%	8.2%	7.6%	
Health-related (General Area 15)	14.3%	9.0%	8.8%	4.1%	2.0%	2.4%	23.8%	16.8%	16.2%	
History or Political Science (Specific Discipline 3007,3009)	5.8%	4.7%	4.8%	6.8%	5.8%	5.9%	5.0%	3.5%	3.6%	
Humanities (General Area 14,24)	3.9%	6.3%	5.9%	5.4%	6.4%	6.0%	2.5%	6.2%	5.9%	
Fine Arts (General Area 2,4,22)	7.1%	8.6%	8.3%	9.5%	11.3%	10.0%	5.0%	5.6%	6.3%	
Mathematics or Statistics (General Area 18)	1.9%	4.7%	5.2%	1.4%	4.6%	5.6%	2.5%	4.9%	4.7%	
Physical Sciences (General Area 25)	5.2%	5.3%	5.8%	8.1%	7.1%	7.3%	2.5%	3.3%	4.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	6.5%	10.2%	11.0%	4.1%	8.1%	9.3%	8.8%	12.6%	13.0%	
Other Technical (General Area 8,19,28)	4.5%	4.9%	4.3%	8.1%	7.3%	6.4%	1.3%	2.2%	1.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	16.9%	14.8%	14.8%	14.9%	14.9%	14.6%	18.8%	14.6%	14.9%	
<b>Total(n)</b>	<b>154</b>	<b>775</b>	<b>2,125</b>	<b>74</b>	<b>384</b>	<b>1,026</b>	<b>80</b>	<b>391</b>	<b>1,099</b>	
<b>Faculty works in a STEM department</b>										
Yes	22.8%	20.9%	21.8%	22.0%	19.7%	21.2%	23.4%	22.2%	22.6%	
No	77.2%	79.1%	78.2%	78.0%	80.3%	78.8%	76.6%	77.8%	77.4%	
<b>Total(n)</b>	<b>202</b>	<b>1,157</b>	<b>3,034</b>	<b>91</b>	<b>578</b>	<b>1,486</b>	<b>111</b>	<b>579</b>	<b>1,548</b>	
<b>Optional Question 1</b>										
A	0.6%			0.0%			1.2%			
B	8.2%			12.0%			4.8%			
C	15.7%			16.0%			15.5%			
D	49.1%			48.0%			50.0%			
E	26.4%			24.0%			28.6%			
<b>Total (n)</b>	<b>159</b>			<b>75</b>			<b>84</b>			
<b>Optional Question 2</b>										
A	0.6%			1.3%			0.0%			
B	0.6%			1.3%			0.0%			
C	35.4%			32.5%			38.3%			
D	49.4%			49.4%			49.4%			
E	13.9%			15.6%			12.3%			
<b>Total (n)</b>	<b>158</b>			<b>77</b>			<b>81</b>			
<b>Optional Question 3</b>										
A	6.3%			11.8%			1.2%			
B	16.3%			19.7%			13.1%			
C	41.3%			42.1%			40.5%			
D	24.4%			15.8%			32.1%			
E	11.9%			10.5%			13.1%			
<b>Total (n)</b>	<b>160</b>			<b>76</b>			<b>84</b>			



Washburn 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 4</b>										
A	0.6%			1.3%			0.0%			
B	2.5%			5.3%			0.0%			
C	20.1%			21.1%			19.3%			
D	49.1%			50.0%			48.2%			
E	27.7%			22.4%			32.5%			
Total (n)	159			76			83			
<b>Optional Question 5</b>										
A	0.6%			1.3%			0.0%			
B	3.8%			3.9%			3.6%			
C	32.1%			35.5%			28.9%			
D	43.4%			44.7%			42.2%			
E	20.1%			14.5%			25.3%			
Total (n)	159			76			83			
<b>Optional Question 6</b>										
A	3.8%			8.0%			0.0%			
B	11.9%			18.7%			6.0%			
C	39.6%			44.0%			35.7%			
D	28.9%			18.7%			38.1%			
E	15.7%			10.7%			20.2%			
Total (n)	159			75			84			
<b>Optional Question 7</b>										
A	10.7%			18.4%			3.6%			
B	25.2%			28.9%			21.7%			
C	37.7%			38.2%			37.3%			
D	18.9%			10.5%			26.5%			
E	7.5%			3.9%			10.8%			
Total (n)	159			76			83			
<b>Optional Question 8</b>										
A	1.9%			3.9%			0.0%			
B	8.2%			9.1%			7.3%			
C	26.4%			31.2%			22.0%			
D	46.5%			44.2%			48.8%			
E	17.0%			11.7%			22.0%			
Total (n)	159			77			82			
<b>Optional Question 9</b>										
A	15.1%			23.7%			7.2%			
B	27.7%			31.6%			24.1%			
C	26.4%			23.7%			28.9%			
D	20.1%			13.2%			26.5%			
E	10.7%			7.9%			13.3%			
Total (n)	159			76			83			

Washburn 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 10</b>										
A	40.6%			45.5%			36.1%			
B	25.6%			32.5%			19.3%			
C	18.1%			13.0%			22.9%			
D	10.0%			5.2%			14.5%			
E	5.6%			3.9%			7.2%			
Total (n)	160			77			83			
<b>Optional Question 11</b>										
A	3.8%			5.3%			2.4%			
B	13.9%			10.5%			17.1%			
C	32.9%			30.3%			35.4%			
D	43.0%			48.7%			37.8%			
E	6.3%			5.3%			7.3%			
Total (n)	158			76			82			
<b>Optional Question 12</b>										
A	2.5%			2.7%			2.4%			
B	2.5%			5.3%			0.0%			
C	39.5%			44.0%			35.4%			
D	42.0%			37.3%			46.3%			
E	13.4%			10.7%			15.9%			
Total (n)	157			75			82			
<b>Optional Question 13</b>										
A	8.2%			11.8%			4.9%			
B	22.8%			23.7%			22.0%			
C	30.4%			26.3%			34.1%			
D	33.5%			31.6%			35.4%			
E	5.1%			6.6%			3.7%			
Total (n)	158			76			82			
<b>Optional Question 14</b>										
A	13.6%			10.5%			16.7%			
B	29.2%			27.6%			30.8%			
C	38.3%			42.1%			34.6%			
D	14.9%			15.8%			14.1%			
E	3.9%			3.9%			3.8%			
Total (n)	154			76			78			
<b>Optional Question 15</b>										
A	7.1%			9.3%			5.0%			
B	13.5%			6.7%			20.0%			
C	40.6%			37.3%			43.8%			
D	32.3%			38.7%			26.3%			
E	6.5%			8.0%			5.0%			
Total (n)	155			75			80			

Washburn 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 16</b>										
A	4.5%			5.3%			3.7%			
B	10.3%			6.7%			13.6%			
C	16.0%			18.7%			13.6%			
D	48.7%			50.7%			46.9%			
E	20.5%			18.7%			22.2%			
Total (n)	156			75			81			
<b>Optional Question 17</b>										
A	2.5%			3.9%			1.2%			
B	10.1%			17.1%			3.7%			
C	25.3%			28.9%			22.0%			
D	60.8%			48.7%			72.0%			
E	1.3%			1.3%			1.2%			
Total (n)	158			76			82			
<b>Optional Question 18</b>										
A	1.3%			2.6%			0.0%			
B	5.8%			10.5%			1.3%			
C	18.1%			21.1%			15.2%			
D	73.5%			64.5%			82.3%			
E	1.3%			1.3%			1.3%			
Total (n)	155			76			79			
<b>Optional Question 19</b>										
A	8.8%			10.5%			7.2%			
B	18.2%			18.4%			18.1%			
C	40.3%			39.5%			41.0%			
D	22.6%			23.7%			21.7%			
E	10.1%			7.9%			12.0%			
Total (n)	159			76			83			
<b>Optional Question 20</b>										
A	2.5%			5.3%			0.0%			
B	3.2%			6.7%			0.0%			
C	29.7%			34.7%			25.3%			
D	39.2%			33.3%			44.6%			
E	25.3%			20.0%			30.1%			
Total (n)	158			75			83			
<b>Optional Question 21</b>										
A	0.0%			0.0%			0.0%			
B	1.3%			0.0%			2.5%			
C	20.5%			19.7%			21.3%			
D	45.0%			49.3%			41.3%			
E	33.1%			31.0%			35.0%			
Total (n)	151			71			80			

Washburn 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 22</b>										
A	2.0%			2.8%			1.3%			
B	14.8%			15.3%			14.3%			
C	42.3%			43.1%			41.6%			
D	26.8%			25.0%			28.6%			
E	14.1%			13.9%			14.3%			
Total (n)	149			72			77			
<b>Optional Question 23</b>										
A	5.3%			4.3%			6.3%			
B	17.3%			20.0%			15.0%			
C	46.0%			41.4%			50.0%			
D	22.0%			24.3%			20.0%			
E	9.3%			10.0%			8.8%			
Total (n)	150			70			80			
<b>Optional Question 24</b>										
A	2.7%			2.9%			2.6%			
B	9.5%			7.1%			11.7%			
C	35.4%			34.3%			36.4%			
D	33.3%			34.3%			32.5%			
E	19.0%			21.4%			16.9%			
Total (n)	147			70			77			
<b>Optional Question 25</b>										
A	1.3%			1.4%			1.3%			
B	4.0%			1.4%			6.4%			
C	29.5%			33.8%			25.6%			
D	45.6%			45.1%			46.2%			
E	19.5%			18.3%			20.5%			
Total (n)	149			71			78			
<b>Optional Question 26</b>										
A	0.0%			0.0%			0.0%			
B	2.5%			1.3%			3.7%			
C	21.4%			28.6%			14.6%			
D	76.1%			70.1%			81.7%			
E	0.0%			0.0%			0.0%			
Total (n)	159			77			82			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	1.9%			0.0%			3.6%			
C	30.8%			36.8%			25.3%			
D	66.7%			63.2%			69.9%			
E	0.6%			0.0%			1.2%			
Total (n)	159			76			83			

Washburn 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 28</b>										
A	1.9%			2.6%			1.2%			
B	9.4%			14.3%			4.8%			
C	34.4%			39.0%			30.1%			
D	49.4%			40.3%			57.8%			
E	5.0%			3.9%			6.0%			
Total (n)	160			77			83			
<b>Optional Question 29</b>										
A	1.9%			2.7%			1.2%			
B	7.5%			12.0%			3.6%			
C	42.1%			37.3%			46.4%			
D	47.2%			45.3%			48.8%			
E	1.3%			2.7%			0.0%			
Total (n)	159			75			84			
<b>Optional Question 30</b>										
A	0.6%			1.3%			0.0%			
B	2.5%			1.3%			3.6%			
C	8.7%			9.1%			8.3%			
D	87.6%			88.3%			86.9%			
E	0.6%			0.0%			1.2%			
Total (n)	161			77			84			

Washburn 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>	254	1,157	3,034	113	578	1,486	141	579	1,548	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	95.3%	100.0%	100.0%	94.7%	100.0%	100.0%	95.7%	100.0%	100.0%	
No	4.7%	0.0%	0.0%	5.3%	0.0%	0.0%	4.3%	0.0%	0.0%	
Total(n)	254	1,154	3,029	113	577	1,484	141	577	1,545	
<b>What is your present academic rank?</b>										
Professor	28.1%	24.9%	26.3%	33.0%	29.7%	31.2%	24.1%	19.5%	20.5%	
Associate professor	15.4%	26.3%	27.1%	15.2%	27.2%	27.3%	15.6%	25.4%	26.9%	
Assistant professor	17.4%	30.3%	29.4%	14.3%	25.7%	25.0%	19.9%	35.5%	34.6%	
Lecturer	2.0%	3.8%	4.8%	2.7%	3.6%	4.9%	1.4%	3.9%	4.7%	
Instructor	36.4%	14.7%	12.5%	33.9%	13.8%	11.7%	38.3%	15.7%	13.4%	
Graduate Teaching Assistant	0.8%	0.0%	0.0%	0.9%	0.0%	0.0%	0.7%	0.0%	0.0%	
Total(n)	253	1,157	3,033	112	578	1,485	141	579	1,548	
<b>What is your tenure status at this institution?</b>										
Tenured	44.9%	51.6%	53.8%	47.8%	56.9%	58.8%	42.6%	45.6%	48.0%	
On tenure track, but not tenured	15.7%	25.9%	25.7%	14.2%	23.2%	22.7%	17.0%	29.0%	29.3%	
Not on tenure track, but institution has tenure system	31.9%	21.0%	19.4%	26.5%	17.9%	17.2%	36.2%	24.6%	22.1%	
Institution has no tenure system	7.5%	1.4%	1.0%	11.5%	2.0%	1.4%	4.3%	0.8%	0.6%	
Total(n)	254	1,157	3,034	113	578	1,486	141	579	1,548	
<b>Are you retired from this institution?</b>										
Yes	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
No	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	
Total(n)	252	1,153	3,027	112	575	1,481	140	578	1,546	
<b><u>PART-TIME ONLY</u></b>										
<b>If given the choice, I would prefer to work full-time at this institution</b>										
Yes	45.5%	0.0%	0.0%	60.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
No	54.5%	0.0%	0.0%	40.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
Yes	54.5%	0.0%	0.0%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
No	45.5%	0.0%	0.0%	40.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	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	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
1 to 2 years ago	16.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
3 to 5 years ago	16.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	50.0%	0.0%	0.0%	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	
Total(n)	6	0	0	3	0	0	3	0	0	
<b>My full-time professional career is outside of academia</b>										
Yes	27.3%	0.0%	0.0%	40.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
No	72.7%	0.0%	0.0%	60.0%	0.0%	0.0%	83.3%	0.0%	0.0%	

Washburn 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)	11	0	0	5	0	0	6	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	54.5%	0.0%	0.0%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	27.3%	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	3.27	.	.	3.20	.	.	3.33	.	.	
Standard deviation	1.01	.	.	1.30	.	.	0.82	.	.	
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	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	63.6%	0.0%	0.0%	40.0%	0.0%	0.0%	83.3%	0.0%	0.0%	
Disagree somewhat	18.2%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.73	.	.	2.80	.	.	2.67	.	.	
Standard deviation	0.79	.	.	0.84	.	.	0.82	.	.	
Significance	-			-			-			

Washburn 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	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Strongly disagree	45.5%	0.0%	0.0%	60.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	1.91	.	.	1.80	.	.	2.00	.	.	
Standard deviation	1.04	.	.	1.10	.	.	1.10	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>										
Strongly agree	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Strongly disagree	45.5%	0.0%	0.0%	40.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.09	.	.	2.20	.	.	2.00	.	.	
Standard deviation	1.22	.	.	1.30	.	.	1.26	.	.	
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	63.6%	0.0%	0.0%	80.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	3.36	.	.	3.60	.	.	3.17	.	.	
Standard deviation	1.03	.	.	0.89	.	.	1.17	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Full-time positions were not available</b>										
Strongly agree	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	
Agree somewhat	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	
Disagree somewhat	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	
Strongly disagree	30.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	10	0	0	5	0	0	5	0	0	
Mean	2.30	.	.	2.00	.	.	2.60	.	.	



Washburn 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	1.16	.	.	1.41	.	.	0.89	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>										
Strongly agree	81.8%	0.0%	0.0%	100.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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)	11	0	0	5	0	0	6	0	0	
Mean	3.82	.	.	4.00	.	.	3.67	.	.	
Standard deviation	0.40	.	.	0.00	.	.	0.52	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>										
Use of private office	2.8%	0.0%	0.0%	3.5%	0.0%	0.0%	2.1%	0.0%	0.0%	
Shared office space	2.0%	0.0%	0.0%	0.9%	0.0%	0.0%	2.8%	0.0%	0.0%	
A personal computer	4.7%	0.0%	0.0%	4.4%	0.0%	0.0%	5.0%	0.0%	0.0%	
An email account	5.1%	0.0%	0.0%	5.3%	0.0%	0.0%	5.0%	0.0%	0.0%	
A phone/voicemail	5.1%	0.0%	0.0%	5.3%	0.0%	0.0%	5.0%	0.0%	0.0%	
Professional development funds	3.1%	0.0%	0.0%	3.5%	0.0%	0.0%	2.8%	0.0%	0.0%	
Printer access (i.e., free printing)	5.1%	0.0%	0.0%	5.3%	0.0%	0.0%	5.0%	0.0%	0.0%	
Total(n)	254	1,157	3,034	113	578	1,486	141	579	1,548	
<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	36.4%	0.0%	0.0%	20.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Disagree somewhat	36.4%	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Strongly disagree	27.3%	0.0%	0.0%	40.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.09	.	.	1.80	.	.	2.33	.	.	
Standard deviation	0.83	.	.	0.84	.	.	0.82	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Rarely get hired into full-time positions</b>										
Strongly agree	11.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	33.3%	0.0%	0.0%	40.0%	0.0%	0.0%	25.0%	0.0%	0.0%	
Disagree somewhat	33.3%	0.0%	0.0%	40.0%	0.0%	0.0%	25.0%	0.0%	0.0%	
Strongly disagree	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Total(n)	9	0	0	5	0	0	4	0	0	
Mean	2.33	.	.	2.80	.	.	1.75	.	.	
Standard deviation	1.00	.	.	0.84	.	.	0.96	.	.	
Significance	-			-			-			

Washburn 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	54.5%	0.0%	0.0%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	36.4%	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	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)	11	0	0	5	0	0	6	0	0	
Mean	3.45	.	.	3.60	.	.	3.33	.	.	
Standard deviation	0.69	.	.	0.55	.	.	0.82	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are primarily responsible for introductory classes</b>										
Strongly agree	36.4%	0.0%	0.0%	20.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	36.4%	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.55	.	.	2.20	.	.	2.83	.	.	
Standard deviation	1.37	.	.	1.30	.	.	1.47	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Have no guarantee of employment security</b>										
Strongly agree	45.5%	0.0%	0.0%	80.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Agree somewhat	45.5%	0.0%	0.0%	20.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	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)	11	0	0	5	0	0	6	0	0	
Mean	3.36	.	.	3.80	.	.	3.00	.	.	
Standard deviation	0.67	.	.	0.45	.	.	0.63	.	.	
Significance	-			-			-			

Washburn 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	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Agree somewhat	54.5%	0.0%	0.0%	40.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Disagree somewhat	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.73	.	.	2.60	.	.	2.83	.	.	
Standard deviation	1.01	.	.	1.14	.	.	0.98	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are compensated for advising/counseling students</b>										
Strongly agree	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	27.3%	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Strongly disagree	27.3%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.18	.	.	2.00	.	.	2.33	.	.	
Standard deviation	0.98	.	.	1.41	.	.	0.52	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are required to attend meetings</b>										
Strongly agree	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Agree somewhat	54.5%	0.0%	0.0%	80.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.82	.	.	2.60	.	.	3.00	.	.	
Standard deviation	0.87	.	.	0.89	.	.	0.89	.	.	
Significance	-			-			-			
Effect size	-			-			-			

Washburn 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	45.5%	0.0%	0.0%	60.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Agree somewhat	27.3%	0.0%	0.0%	40.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	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)	11	0	0	5	0	0	6	0	0	
Mean	3.18	.	.	3.60	.	.	2.83	.	.	
Standard deviation	0.87	.	.	0.55	.	.	0.98	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are respected by full-time faculty</b>										
Strongly agree	45.5%	0.0%	0.0%	40.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	27.3%	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	3.00	.	.	2.80	.	.	3.17	.	.	
Standard deviation	1.10	.	.	1.30	.	.	0.98	.	.	
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	27.3%	0.0%	0.0%	40.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	54.5%	0.0%	0.0%	40.0%	0.0%	0.0%	66.7%	0.0%	0.0%	
Strongly disagree	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.09	.	.	2.20	.	.	2.00	.	.	
Standard deviation	0.70	.	.	0.84	.	.	0.63	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Please indicate your agreement with the following statements:</b>										
<b>Have input in course designs</b>										
Strongly agree	54.5%	0.0%	0.0%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Disagree somewhat	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Strongly disagree	9.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	3.18	.	.	3.20	.	.	3.17	.	.	
Standard deviation	1.08	.	.	1.30	.	.	0.98	.	.	
Significance	-			-			-			
Effect size	-			-			-			

Washburn 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	36.4%	0.0%	0.0%	20.0%	0.0%	0.0%	50.0%	0.0%	0.0%	
Agree somewhat	27.3%	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	
Disagree somewhat	18.2%	0.0%	0.0%	20.0%	0.0%	0.0%	16.7%	0.0%	0.0%	
Strongly disagree	18.2%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	0	0	5	0	0	6	0	0	
Mean	2.82	.	.	2.20	.	.	3.33	.	.	
Standard deviation	1.17	.	.	1.30	.	.	0.82	.	.	
Significance	-			-			-			
Effect size	-			-			-			
<b>Besides this institution, at how many other institutions do you teach?</b>										
Mean	1.1	.	.	1.2	.	.	1.0	.	.	
Median	1	.	.	1	.	.	1	.	.	
Mode	1	.	.	1	.	.	1	.	.	
Total(n)	13	1,157	3,034	6	578	1,486	7	579	1,548	
<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	61.5%	0.0%	0.0%	83.3%	0.0%	0.0%	42.9%	0.0%	0.0%	
1-3 months	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	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	23.1%	0.0%	0.0%	16.7%	0.0%	0.0%	28.6%	0.0%	0.0%	
Total(n)	13	0	0	6	0	0	7	0	0	
Mean	3.92	.	.	4.33	.	.	3.57	.	.	
Standard deviation	1.71	.	.	1.63	.	.	1.81	.	.	
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	12.7%	7.4%	7.0%	9.8%	7.4%	7.3%	15.0%	7.5%	6.7%	
Teaching	85.3%	82.6%	85.6%	90.2%	83.8%	86.3%	81.4%	81.2%	84.8%	
Research	0.4%	8.0%	5.8%	0.0%	7.6%	5.4%	0.7%	8.6%	6.2%	
Services to clients and patients	0.4%	0.6%	0.6%	0.0%	0.6%	0.5%	0.7%	0.7%	0.7%	
Other	1.2%	1.3%	1.0%	0.0%	0.7%	0.6%	2.1%	2.0%	1.6%	
Total(n)	252	1,151	3,025	112	576	1,483	140	575	1,542	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	27.5%	43.6%	41.3%	30.9%	47.9%	44.9%	24.5%	38.6%	36.9%	
Very important	42.5%	35.0%	35.9%	38.1%	31.5%	33.3%	46.4%	39.0%	39.1%	
Somewhat important	24.2%	17.5%	19.0%	24.7%	16.2%	17.8%	23.6%	19.0%	20.4%	
Not important	5.8%	3.9%	3.8%	6.2%	4.4%	3.9%	5.5%	3.3%	3.6%	
Total(n)	207	1,005	2,670	97	512	1,341	110	493	1,329	

Washburn 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	86.9%	79.5%	80.6%	85.7%	79.4%	80.6%	87.9%	79.5%	80.6%	
Very important	12.7%	19.2%	18.2%	14.3%	19.1%	18.1%	11.4%	19.3%	18.2%	
Somewhat important	0.4%	1.3%	1.2%	0.0%	1.4%	1.3%	0.7%	1.2%	1.2%	
Not important	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	252	1,146	3,016	112	572	1,478	140	574	1,538	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	26.9%	18.9%	18.7%	21.9%	19.7%	18.9%	31.3%	17.9%	18.3%	
Very important	53.4%	48.7%	48.2%	57.3%	44.6%	44.9%	50.0%	53.3%	52.3%	
Somewhat important	18.8%	30.0%	30.5%	19.8%	32.6%	32.8%	17.9%	26.9%	27.7%	
Not important	1.0%	2.5%	2.6%	1.0%	3.0%	3.4%	0.9%	1.9%	1.8%	
Total(n)	208	1,005	2,673	96	507	1,335	112	498	1,338	
<b>How many courses are you teaching this term?</b>										
Mean	4.31	3.97	4.00	4.44	3.97	4.01	4.20	3.96	3.99	
Median	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Mode	5.00	4.00	4.00	3.00	4.00	4.00	5.00	4.00	4.00	

Washburn 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)	252	1,157	3,034	113	578	1,486	139	579	1,548	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	1.70	1.56	1.57	1.78	1.60	1.60	1.64	1.51	1.53	
Median	1	1	1	2	2	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	187	1,157	3,034	85	578	1,486	102	579	1,548	
<b>Courses required for an undergraduate major</b>										
Mean	2.26	2.22	2.26	2.27	2.20	2.25	2.24	2.24	2.27	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	207	1,157	3,034	88	578	1,486	119	579	1,548	
<b>Other undergraduate credit courses</b>										
Mean	1.59	1.52	1.52	1.72	1.54	1.53	1.49	1.50	1.51	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	161	1,157	3,034	68	578	1,486	93	579	1,548	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.08	1.07	1.06	1.05	1.06	1.05	1.10	1.07	1.07	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	144	1,157	3,034	60	578	1,486	84	579	1,548	
<b>Graduate courses</b>										
Mean	1.38	1.51	1.45	1.38	1.51	1.44	1.39	1.51	1.46	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	169	1,157	3,034	73	578	1,486	96	579	1,548	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.95	2.77	2.79	2.96	2.78	2.81	2.94	2.76	2.78	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	3	3	3	3	3	
Total(n)	230	1,157	3,034	105	578	1,486	125	579	1,548	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.21	1.17	1.17	1.25	1.19	1.19	1.17	1.15	1.16	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	189	1,157	3,034	84	578	1,486	105	579	1,548	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	38.5%	100.0%	100.0%	20.0%	100.0%	100.0%	50.0%	100.0%	100.0%	

Washburn 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	30.8%	0.0%	0.0%	20.0%	0.0%	0.0%	37.5%	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	30.8%	0.0%	0.0%	60.0%	0.0%	0.0%	12.5%	0.0%	0.0%	
Total(n)	13	31	100	5	19	50	8	12	50	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	84.8%	96.7%	97.0%	85.6%	96.5%	96.8%	84.2%	96.9%	97.2%	
No	15.2%	3.3%	3.0%	14.4%	3.5%	3.2%	15.8%	3.1%	2.8%	
Total(n)	250	1,154	3,026	111	576	1,483	139	578	1,543	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	39.3%	66.3%	58.7%	37.4%	68.0%	59.6%	40.9%	64.3%	57.7%	
No	60.7%	33.7%	41.3%	62.6%	32.0%	40.4%	59.1%	35.7%	42.3%	
Total(n)	244	1,131	2,982	107	566	1,466	137	565	1,516	
<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	13.5%	22.2%	21.1%	10.3%	19.9%	19.6%	16.0%	24.8%	22.9%	
To a large extent	20.2%	25.3%	24.2%	15.4%	26.5%	24.8%	24.0%	23.8%	23.4%	
To some extent	29.2%	25.9%	26.5%	38.5%	27.8%	28.2%	22.0%	23.6%	24.4%	
To a small extent	21.3%	14.9%	16.2%	15.4%	14.2%	15.6%	26.0%	15.7%	17.0%	
Not at all	15.7%	11.8%	12.0%	20.5%	11.6%	11.8%	12.0%	12.0%	12.2%	
Total(n)	89	728	1,492	39	381	761	50	347	731	
<b>Mentored graduate students</b>										
To a very large extent	25.0%	27.8%	26.6%	12.5%	25.5%	24.4%	34.6%	30.6%	29.3%	
To a large extent	22.8%	27.8%	26.8%	30.0%	25.5%	25.3%	17.3%	30.5%	28.6%	
To some extent	25.0%	22.3%	23.4%	25.0%	25.7%	25.7%	25.0%	18.2%	20.5%	
To a small extent	12.0%	11.6%	12.4%	15.0%	12.0%	12.8%	9.6%	11.1%	12.0%	
Not at all	15.2%	10.5%	10.8%	17.5%	11.3%	11.8%	13.5%	9.6%	9.7%	
Total(n)	92	722	1,474	40	382	755	52	340	719	
<b>Helped graduate students access professional networks</b>										
To a very large extent	14.8%	14.0%	12.9%	13.2%	12.6%	11.4%	16.0%	15.6%	14.8%	
To a large extent	20.5%	18.8%	18.6%	18.4%	18.2%	18.3%	22.0%	19.5%	18.9%	
To some extent	22.7%	27.7%	28.5%	18.4%	25.8%	27.0%	26.0%	30.0%	30.2%	
To a small extent	21.6%	21.4%	21.0%	26.3%	24.9%	24.0%	18.0%	17.2%	17.4%	
Not at all	20.5%	18.1%	19.1%	23.7%	18.5%	19.3%	18.0%	17.7%	18.8%	
Total(n)	88	720	1,476	38	376	752	50	344	724	
<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	0.0%	8.7%	7.9%	0.0%	7.6%	7.1%	0.0%	10.1%	8.7%	
To a large extent	2.2%	9.4%	8.7%	2.6%	10.8%	9.7%	1.9%	7.9%	7.6%	
To some extent	9.9%	9.9%	10.1%	5.3%	10.4%	10.3%	13.2%	9.3%	9.9%	



Washburn 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	5.5%	8.8%	8.6%	0.0%	7.8%	7.9%	9.4%	9.9%	9.5%	
Not at all	82.4%	63.2%	64.7%	92.1%	63.5%	65.0%	75.5%	62.8%	64.3%	
Total(n)	91	721	1,478	38	378	755	53	343	723	
<b>Published with graduate students</b>										
To a very large extent	1.1%	8.5%	7.2%	0.0%	7.5%	6.6%	2.0%	9.6%	8.0%	

Washburn 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	1.1%	6.2%	6.2%	0.0%	6.7%	6.7%	2.0%	5.7%	5.5%	
To some extent	5.6%	10.7%	10.0%	2.6%	12.5%	11.6%	8.0%	8.6%	8.0%	
To a small extent	7.9%	10.1%	9.5%	5.1%	9.4%	8.9%	10.0%	10.9%	10.2%	
Not at all	84.3%	64.5%	67.1%	92.3%	63.9%	66.2%	78.0%	65.2%	68.3%	
Total(n)	89	724	1,484	39	379	757	50	345	727	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	3.2%	3.1%	0.0%	1.9%	2.1%	0.0%	4.9%	4.3%	
To a large extent	0.0%	4.4%	4.2%	0.0%	5.1%	4.9%	0.0%	3.5%	3.4%	
To some extent	0.0%	7.6%	7.5%	0.0%	7.4%	7.3%	0.0%	7.9%	7.6%	
To a small extent	6.6%	10.4%	9.8%	2.5%	10.2%	10.0%	9.8%	10.6%	9.7%	
Not at all	93.4%	74.4%	75.4%	97.5%	75.5%	75.8%	90.2%	73.1%	75.0%	
Total(n)	91	725	1,483	40	386	763	51	339	720	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	2.26	2.37	2.31	2.23	2.29	2.25	2.28	2.46	2.38	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	94	1,157	3,034	40	578	1,486	54	579	1,548	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	2.38	3.41	3.43	1.41	3.58	3.58	3.12	3.21	3.24	
Median	1	2	2	1	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	91	1,157	3,034	39	578	1,486	52	579	1,548	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	2.47	2.52	2.51	1.50	2.61	2.56	2.79	2.41	2.44	
Median	2	2	2	1	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	32	1,157	3,034	8	578	1,486	24	579	1,548	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.35	1.95	1.86	1.13	1.85	1.79	1.52	2.06	1.95	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	94	1,157	3,034	40	578	1,486	54	579	1,548	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	2.00	2.05	2.00	1.20	2.03	1.97	2.57	2.07	2.03	
Median	1	1	1	1	1	1	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	12	1,157	3,034	5	578	1,486	7	579	1,548	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Strongly agree	6.3%	19.7%	18.8%	9.1%	20.2%	19.3%	4.3%	19.1%	18.3%	

Washburn 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	21.3%	36.1%	34.5%	21.2%	40.0%	37.9%	21.3%	31.7%	30.6%	
Disagree somewhat	33.8%	23.6%	24.6%	27.3%	22.4%	23.9%	38.3%	24.9%	25.4%	
Strongly disagree	38.8%	20.6%	22.1%	42.4%	17.4%	19.0%	36.2%	24.3%	25.7%	
Total(n)	80	660	1,352	33	341	681	47	319	671	
Mean	1.95	2.55	2.50	1.97	2.63	2.57	1.94	2.46	2.42	
Standard deviation	0.93	1.03	1.03	1.02	0.99	1.00	0.87	1.06	1.06	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.58	-0.53	-	-0.67	-0.60	-	-0.49	-0.45	
<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	20.0%	40.5%	39.0%	20.6%	41.8%	40.5%	19.6%	39.1%	37.3%	
Agree somewhat	27.1%	33.8%	33.4%	26.5%	33.2%	32.7%	27.5%	34.5%	34.3%	
Disagree somewhat	28.2%	14.5%	15.3%	23.5%	15.8%	16.3%	31.4%	13.0%	14.1%	
Strongly disagree	24.7%	11.2%	12.3%	29.4%	9.2%	10.6%	21.6%	13.5%	14.3%	
Total(n)	85	659	1,352	34	347	689	51	312	663	
Mean	2.42	3.04	2.99	2.38	3.07	3.03	2.45	2.99	2.95	
Standard deviation	1.07	1.00	1.02	1.13	0.97	0.99	1.05	1.03	1.04	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.62	-0.56	-	-0.71	-0.66	-	-0.52	-0.48	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	7.6%	11.2%	11.9%	6.5%	13.6%	14.2%	8.3%	8.4%	9.2%	
Agree somewhat	34.2%	27.3%	28.2%	35.5%	29.3%	29.3%	33.3%	25.0%	27.0%	
Disagree somewhat	40.5%	38.1%	38.1%	32.3%	34.0%	35.3%	45.8%	42.7%	41.3%	
Strongly disagree	17.7%	23.5%	21.8%	25.8%	23.1%	21.2%	12.5%	23.9%	22.5%	
Total(n)	79	656	1,338	31	340	676	48	316	662	
Mean	2.32	2.26	2.30	2.23	2.33	2.36	2.38	2.18	2.23	
Standard deviation	0.86	0.94	0.94	0.92	0.98	0.97	0.82	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	-0.10	-0.13	-	0.22	0.17	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	40.2%	43.2%	42.8%	36.4%	41.0%	40.6%	42.9%	45.7%	45.4%	
Agree somewhat	50.0%	49.2%	49.1%	45.5%	52.3%	51.9%	53.1%	45.5%	45.8%	
Disagree somewhat	6.1%	6.0%	6.3%	9.1%	4.6%	5.3%	4.1%	7.5%	7.5%	
Strongly disagree	3.7%	1.6%	1.9%	9.1%	2.0%	2.3%	0.0%	1.3%	1.3%	
Total(n)	82	620	1,261	33	324	633	49	296	628	
Mean	3.27	3.34	3.33	3.09	3.32	3.31	3.39	3.36	3.35	

Washburn 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	0.74	0.67	0.68	0.91	0.66	0.68	0.57	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.10	-0.09	-	-0.35	-0.32	-	0.04	0.06	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	1.3%	9.7%	9.2%	0.0%	10.8%	9.9%	2.1%	8.5%	8.4%	
Agree somewhat	35.0%	22.8%	22.5%	28.1%	22.4%	22.4%	39.6%	23.3%	22.7%	
Disagree somewhat	30.0%	22.4%	21.2%	31.3%	19.3%	18.7%	29.2%	26.0%	24.0%	
Strongly disagree	33.8%	45.0%	47.1%	40.6%	47.5%	49.0%	29.2%	42.1%	45.0%	
Total(n)	80	642	1,320	32	332	660	48	310	660	
Mean	2.04	1.97	1.94	1.88	1.97	1.93	2.15	1.98	1.94	
Standard deviation	0.86	1.03	1.03	0.83	1.06	1.05	0.87	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	-0.08	-0.05	-	0.17	0.21	
<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	48.8%	45.0%	44.7%	41.2%	40.6%	40.8%	54.0%	50.0%	49.2%	
Agree somewhat	39.3%	42.0%	42.1%	41.2%	44.6%	44.6%	38.0%	39.0%	39.2%	
Disagree somewhat	7.1%	8.6%	8.8%	5.9%	9.7%	9.7%	8.0%	7.3%	7.8%	
Strongly disagree	4.8%	4.5%	4.4%	11.8%	5.1%	4.9%	0.0%	3.8%	3.8%	
Total(n)	84	663	1,335	34	344	676	50	319	659	
Mean	3.32	3.27	3.27	3.12	3.21	3.21	3.46	3.35	3.34	
Standard deviation	0.81	0.80	0.80	0.98	0.81	0.81	0.65	0.77	0.78	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	-0.11	-0.11	-	0.14	0.15	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	12.7%	17.5%	17.5%	3.2%	15.8%	15.3%	18.8%	19.4%	20.1%	
Agree somewhat	29.1%	34.4%	34.1%	41.9%	34.4%	34.6%	20.8%	34.4%	33.5%	
Disagree somewhat	34.2%	31.0%	31.0%	25.8%	32.1%	32.3%	39.6%	29.7%	29.5%	
Strongly disagree	24.1%	17.1%	17.4%	29.0%	17.7%	17.8%	20.8%	16.5%	16.8%	
Total(n)	79	652	1,322	31	336	667	48	316	655	
Mean	2.30	2.52	2.52	2.19	2.48	2.47	2.38	2.57	2.57	
Standard deviation	0.98	0.97	0.97	0.91	0.96	0.96	1.02	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.23	-0.23	-	-0.30	-0.29	-	-0.19	-0.19	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	45.8%	42.1%	42.0%	48.5%	40.7%	40.3%	44.0%	43.7%	44.1%	
Agree somewhat	45.8%	46.4%	46.7%	45.5%	48.3%	48.8%	46.0%	44.2%	44.3%	
Disagree somewhat	6.0%	9.3%	9.0%	3.0%	8.7%	8.4%	8.0%	10.0%	9.7%	
Strongly disagree	2.4%	2.2%	2.3%	3.0%	2.3%	2.6%	2.0%	2.0%	1.9%	
Total(n)	83	660	1,332	33	341	672	50	319	660	

Washburn 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	3.35	3.29	3.29	3.39	3.27	3.27	3.32	3.30	3.31	
Standard deviation	0.71	0.72	0.72	0.70	0.71	0.72	0.71	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.17	0.17	-	0.03	0.01	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	1.3%	3.7%	3.2%	0.0%	3.5%	3.1%	2.1%	3.8%	3.4%	
Agree somewhat	12.5%	19.0%	18.0%	9.1%	17.5%	16.5%	14.9%	20.8%	19.7%	
Disagree somewhat	23.8%	33.7%	33.6%	30.3%	35.6%	34.9%	19.1%	31.7%	32.2%	
Strongly disagree	62.5%	43.6%	45.1%	60.6%	43.4%	45.5%	63.8%	43.8%	44.7%	
Total(n)	80	652	1,320	33	336	665	47	316	655	
Mean	1.53	1.83	1.79	1.48	1.81	1.77	1.55	1.85	1.82	
Standard deviation	0.76	0.86	0.85	0.67	0.85	0.83	0.83	0.88	0.86	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.35	-0.31	-	-0.39	-0.35	-	-0.34	-0.31	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	75.0%	45.4%	46.2%	67.6%	44.3%	45.8%	80.0%	46.7%	46.7%	
Agree somewhat	16.7%	40.0%	39.8%	20.6%	41.4%	41.3%	14.0%	38.3%	38.1%	
Disagree somewhat	7.1%	12.4%	11.6%	8.8%	12.8%	11.4%	6.0%	12.0%	11.9%	
Strongly disagree	1.2%	2.2%	2.4%	2.9%	1.5%	1.5%	0.0%	2.9%	3.4%	
Total(n)	84	656	1,326	34	340	671	50	316	655	
Mean	3.65	3.29	3.30	3.53	3.29	3.31	3.74	3.29	3.28	
Standard deviation	0.67	0.76	0.76	0.79	0.74	0.73	0.56	0.79	0.80	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.47	0.46	-	0.32	0.30	-	0.57	0.58	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	62.0%	57.2%	58.0%	68.2%	54.9%	56.5%	56.9%	59.8%	59.7%	
Collaborated with the local community in research/teaching	61.3%	53.0%	53.7%	58.5%	48.2%	49.9%	63.6%	58.3%	58.1%	
Conducted research or writing focused on international/global issues	31.8%	34.7%	35.2%	33.6%	36.9%	37.5%	30.3%	32.2%	32.6%	

Washburn 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	25.8%	31.8%	31.3%	19.8%	26.2%	26.3%	30.8%	38.1%	37.0%	
Conducted research or writing focused on women and gender issues	24.5%	25.6%	26.3%	17.8%	17.8%	18.9%	30.0%	34.5%	34.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	14.1%	11.4%	11.5%	10.4%	8.4%	8.9%	17.2%	14.7%	14.5%	
Conducted research or writing focused on biomedical science fields	12.7%	14.0%	13.9%	13.2%	14.4%	14.5%	12.3%	13.7%	13.2%	
Engaged in academic research that spans multiple disciplines	58.1%	65.5%	66.6%	60.4%	68.9%	69.7%	56.2%	61.7%	63.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	46.0%	50.0%	50.5%	50.9%	50.1%	51.6%	41.9%	49.8%	49.1%	
Written research grants	25.3%	44.6%	44.3%	27.1%	43.0%	43.4%	23.8%	46.3%	45.4%	
Received funding for your work from foundations	23.2%	19.0%	19.0%	21.7%	18.0%	18.1%	24.4%	20.2%	20.1%	
Received funding for your work from state or federal government	22.2%	23.5%	23.7%	27.8%	26.0%	26.6%	17.6%	20.8%	20.3%	
Received funding for your work from business or industry	11.2%	9.9%	9.7%	16.2%	12.7%	12.4%	7.0%	6.8%	6.5%	
Total(n)	233	1,029	2,722	105	508	1,329	128	521	1,393	

Washburn 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	15.1%	13.6%	14.9%	23.4%	16.8%	17.3%	8.4%	10.0%	12.1%	
Taught an interdisciplinary course	32.8%	32.1%	35.0%	29.5%	33.2%	36.2%	35.3%	30.8%	33.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	10.1%	13.2%	13.5%	5.7%	9.8%	10.6%	13.6%	16.9%	16.9%	
Taught a service learning course	16.3%	17.5%	19.0%	13.3%	14.8%	15.7%	18.5%	20.6%	22.7%	
Taught a course exclusively online	45.0%	38.2%	38.2%	35.8%	33.8%	34.6%	52.3%	43.2%	42.4%	
Participated in organized activities around enhancing pedagogy and student learning	72.3%	69.2%	71.7%	65.4%	62.8%	66.0%	77.8%	76.4%	78.2%	
Taught a seminar for first-year students	19.2%	20.1%	19.5%	20.4%	22.0%	21.1%	18.2%	18.0%	17.7%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	85.5%	88.8%	89.3%	80.2%	86.6%	87.7%	89.6%	91.3%	91.1%	
Total(n)	241	1,064	2,831	106	525	1,379	135	539	1,452	
<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	4.6%	4.7%	5.5%	4.7%	4.4%	5.5%	4.6%	5.0%	5.4%	
To a large extent	6.3%	7.0%	7.1%	4.7%	5.9%	6.3%	7.7%	8.3%	8.1%	
To some extent	6.8%	9.5%	10.5%	7.5%	9.7%	10.7%	6.2%	9.3%	10.4%	
To a small extent	8.9%	6.6%	7.3%	8.4%	7.7%	8.0%	9.2%	5.3%	6.5%	
Not at all	73.4%	72.2%	69.6%	74.8%	72.3%	69.5%	72.3%	72.1%	69.7%	
Total(n)	237	1,048	2,791	107	520	1,360	130	528	1,431	
<b>Published with undergraduates</b>										
To a very large extent	0.4%	2.2%	2.5%	0.9%	2.0%	2.6%	0.0%	2.5%	2.4%	
To a large extent	1.3%	3.4%	3.5%	1.9%	3.2%	3.6%	0.8%	3.6%	3.3%	

Washburn 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	3.8%	7.8%	8.6%	1.9%	7.5%	8.6%	5.5%	8.2%	8.6%	
To a small extent	3.8%	6.4%	6.4%	4.6%	6.1%	6.4%	3.1%	6.8%	6.3%	
Not at all	90.6%	80.1%	79.1%	90.7%	81.2%	78.8%	90.6%	79.0%	79.4%	
Total(n)	235	1,032	2,727	108	513	1,324	127	519	1,403	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	5.9%	11.7%	12.8%	6.5%	11.2%	12.9%	5.4%	12.2%	12.8%	
To a large extent	6.3%	12.0%	11.5%	6.5%	13.9%	12.9%	6.2%	9.8%	9.9%	
To some extent	12.7%	16.3%	17.3%	14.0%	18.2%	19.3%	11.5%	14.2%	14.9%	
To a small extent	11.0%	11.7%	11.9%	11.2%	11.6%	12.1%	10.8%	11.8%	11.7%	
Not at all	64.1%	48.3%	46.4%	61.7%	45.1%	42.7%	66.2%	52.0%	50.8%	
Total(n)	237	1,047	2,786	107	518	1,357	130	529	1,429	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	10.9%	14.8%	15.7%	13.0%	15.9%	16.7%	9.2%	13.6%	14.5%	
To a large extent	11.7%	16.9%	16.9%	12.0%	16.2%	16.6%	11.5%	17.7%	17.2%	
To some extent	16.3%	19.6%	20.4%	18.5%	21.2%	22.0%	14.5%	17.7%	18.5%	
To a small extent	14.6%	13.9%	13.7%	10.2%	13.7%	13.7%	18.3%	14.0%	13.8%	
Not at all	46.4%	34.9%	33.4%	46.3%	33.0%	31.1%	46.6%	37.0%	36.1%	
Total(n)	239	1,052	2,808	108	523	1,369	131	529	1,439	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	21.1%	17.2%	19.3%	23.9%	17.3%	19.9%	18.8%	17.1%	18.6%	
Good	27.7%	41.5%	41.0%	24.8%	44.0%	42.5%	30.1%	38.7%	39.2%	
Fair	9.1%	14.4%	14.0%	9.2%	13.9%	14.0%	9.0%	15.0%	14.0%	
Poor	0.8%	1.8%	1.8%	0.9%	2.1%	2.1%	0.8%	1.5%	1.4%	
I have not worked with undergraduates on research projects	41.3%	25.1%	24.0%	41.3%	22.8%	21.5%	41.4%	27.7%	26.9%	
Total(n)	242	1,060	2,825	109	524	1,374	133	536	1,451	
<b>How many undergraduate students do you advise?</b>										
Mean	8.52	7.12	7.74	8.16	6.87	7.63	8.82	7.41	7.87	
Median	11	6	8	9	5	7	12	6	9	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	240	1,157	3,034	109	578	1,486	131	579	1,548	
<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	59.2%	52.7%	51.9%	50.0%	50.6%	48.8%	66.7%	54.9%	55.6%	
Occasionally	37.9%	41.4%	41.9%	43.4%	42.7%	44.2%	33.3%	40.1%	39.2%	
Not at All	3.0%	5.9%	6.2%	6.6%	6.7%	7.0%	0.0%	5.0%	5.2%	
Total(n)	169	629	1,897	76	314	953	93	315	944	
Mean	2.56	2.47	2.46	2.43	2.44	2.42	2.67	2.50	2.50	
Standard deviation	0.55	0.61	0.61	0.62	0.62	0.62	0.47	0.59	0.60	



Washburn 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	-	0.15	0.16	-	-0.02	0.02	-	0.29	0.28	
<b>Helped them plan their course of study</b>										
Frequently	86.5%	65.6%	67.5%	85.7%	66.4%	67.0%	87.1%	64.6%	68.2%	
Occasionally	12.4%	27.5%	26.6%	13.0%	29.4%	29.1%	11.8%	25.4%	23.7%	
Not at All	1.2%	6.9%	5.8%	1.3%	4.2%	3.9%	1.1%	9.9%	8.1%	
Total(n)	170	632	1,907	77	315	956	93	317	951	
Mean	2.85	2.59	2.62	2.84	2.62	2.63	2.86	2.55	2.60	
Standard deviation	0.39	0.62	0.59	0.40	0.56	0.56	0.38	0.67	0.63	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	0.42	0.39	-	0.39	0.38	-	0.46	0.41	
<b>Discussed their academic performance</b>										
Frequently	69.3%	59.5%	57.5%	64.5%	57.8%	54.6%	73.3%	61.4%	61.0%	
Occasionally	28.9%	38.2%	39.2%	32.9%	39.3%	41.8%	25.6%	36.9%	36.2%	
Not at All	1.8%	2.3%	3.3%	2.6%	2.9%	3.6%	1.1%	1.7%	2.8%	
Total(n)	166	626	1,891	76	315	952	90	311	939	
Mean	2.67	2.57	2.54	2.62	2.55	2.51	2.72	2.60	2.58	
Standard deviation	0.51	0.54	0.56	0.54	0.55	0.57	0.47	0.52	0.55	
Significance	-	*	**	-			-	*	*	
Effect size	-	0.19	0.23	-	0.13	0.19	-	0.23	0.25	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	57.5%	53.7%	55.2%	52.6%	53.6%	53.9%	61.5%	53.8%	56.8%	
Occasionally	36.5%	39.7%	38.4%	43.4%	41.7%	40.7%	30.8%	37.5%	35.7%	
Not at All	6.0%	6.6%	6.4%	3.9%	4.6%	5.4%	7.7%	8.7%	7.6%	
Total(n)	167	625	1,888	76	313	948	91	312	940	
Mean	2.51	2.47	2.49	2.49	2.49	2.48	2.54	2.45	2.49	
Standard deviation	0.61	0.62	0.61	0.58	0.58	0.60	0.64	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.00	0.02	-	0.14	0.08	
<b>Discussed career and post-graduation goals</b>										
Frequently	72.2%	70.6%	70.8%	71.1%	68.6%	68.2%	73.1%	72.8%	73.9%	
Occasionally	27.2%	28.6%	27.9%	27.6%	30.5%	30.4%	26.9%	26.6%	25.0%	
Not at All	0.6%	0.8%	1.3%	1.3%	1.0%	1.4%	0.0%	0.6%	1.1%	
Total(n)	169	630	1,901	76	314	956	93	316	945	
Mean	2.72	2.70	2.70	2.70	2.68	2.67	2.73	2.72	2.73	
Standard deviation	0.47	0.48	0.49	0.49	0.49	0.50	0.45	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.04	0.06	-	0.02	0.00	
<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	67.6%	54.1%	55.7%	59.0%	44.8%	47.5%	74.4%	64.4%	65.1%	
No	31.5%	42.0%	40.6%	40.0%	51.1%	48.6%	24.8%	32.0%	31.4%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not eligible	0.0%	0.3%	0.6%	0.0%	0.1%	0.6%	0.0%	0.6%	0.7%	
Not available	0.8%	3.5%	3.1%	1.0%	4.0%	3.3%	0.8%	3.0%	2.8%	
<b>Total(n)</b>	<b>238</b>	<b>1,020</b>	<b>2,728</b>	<b>105</b>	<b>502</b>	<b>1,317</b>	<b>133</b>	<b>518</b>	<b>1,411</b>	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	16.7%	16.7%	16.5%	13.6%	14.9%	15.0%	19.1%	18.7%	18.2%	
No	73.5%	71.2%	72.0%	74.8%	74.1%	74.7%	72.5%	68.0%	68.9%	
Not eligible	1.3%	2.3%	2.2%	1.9%	2.1%	2.0%	0.8%	2.4%	2.4%	
Not available	8.5%	9.9%	9.4%	9.7%	8.9%	8.3%	7.6%	10.9%	10.6%	
<b>Total(n)</b>	<b>234</b>	<b>1,011</b>	<b>2,703</b>	<b>103</b>	<b>495</b>	<b>1,305</b>	<b>131</b>	<b>516</b>	<b>1,398</b>	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	14.5%	10.3%	10.0%	15.2%	9.1%	9.1%	13.8%	11.8%	11.1%	
No	81.3%	80.2%	81.2%	80.0%	80.9%	82.2%	82.3%	79.3%	80.0%	
Not eligible	1.7%	2.6%	2.4%	2.9%	2.8%	2.5%	0.8%	2.4%	2.2%	
Not available	2.6%	6.9%	6.4%	1.9%	7.2%	6.2%	3.1%	6.5%	6.7%	
<b>Total(n)</b>	<b>235</b>	<b>1,004</b>	<b>2,690</b>	<b>105</b>	<b>495</b>	<b>1,299</b>	<b>130</b>	<b>509</b>	<b>1,391</b>	
<b>Paid sabbatical leave</b>										
Yes	5.2%	5.5%	7.3%	5.8%	6.0%	8.2%	4.7%	4.9%	6.3%	
No	72.1%	66.3%	65.9%	68.3%	68.9%	68.1%	75.2%	63.4%	63.4%	
Not eligible	15.5%	21.4%	20.9%	15.4%	17.6%	17.8%	15.5%	25.7%	24.6%	
Not available	7.3%	6.8%	5.8%	10.6%	7.4%	5.9%	4.7%	6.0%	5.7%	
<b>Total(n)</b>	<b>233</b>	<b>1,005</b>	<b>2,690</b>	<b>104</b>	<b>494</b>	<b>1,303</b>	<b>129</b>	<b>511</b>	<b>1,387</b>	
<b>Travel funds paid by the institution</b>										
Yes	69.7%	63.8%	66.4%	71.7%	58.6%	62.3%	68.2%	69.5%	71.0%	
No	26.9%	28.7%	27.4%	25.5%	33.8%	31.5%	28.0%	23.1%	22.8%	
Not eligible	1.7%	3.5%	2.9%	0.9%	3.2%	2.8%	2.3%	3.7%	3.1%	
Not available	1.7%	4.0%	3.3%	1.9%	4.3%	3.4%	1.5%	3.7%	3.1%	
<b>Total(n)</b>	<b>238</b>	<b>1,023</b>	<b>2,729</b>	<b>106</b>	<b>504</b>	<b>1,318</b>	<b>132</b>	<b>519</b>	<b>1,411</b>	
<b>Internal grants for research</b>										
Yes	24.3%	28.8%	30.7%	20.0%	25.0%	28.7%	27.7%	33.0%	32.9%	
No	69.4%	62.4%	61.7%	72.4%	66.2%	63.9%	66.9%	58.2%	59.2%	
Not eligible	3.4%	4.7%	4.1%	4.8%	4.5%	3.8%	2.3%	4.9%	4.4%	
Not available	3.0%	4.1%	3.5%	2.9%	4.4%	3.6%	3.1%	3.8%	3.4%	
<b>Total(n)</b>	<b>235</b>	<b>1,011</b>	<b>2,697</b>	<b>105</b>	<b>496</b>	<b>1,305</b>	<b>130</b>	<b>515</b>	<b>1,392</b>	
<b>Training for administrative leadership</b>										
Yes	15.6%	10.3%	11.4%	14.2%	9.9%	11.4%	16.8%	10.7%	11.4%	
No	73.8%	70.8%	71.5%	72.6%	72.4%	72.7%	74.8%	69.1%	70.2%	
Not eligible	3.0%	6.4%	6.3%	4.7%	5.0%	5.4%	1.5%	7.9%	7.4%	
Not available	7.6%	12.5%	10.7%	8.5%	12.6%	10.5%	6.9%	12.3%	11.0%	
<b>Total(n)</b>	<b>237</b>	<b>1,009</b>	<b>2,706</b>	<b>106</b>	<b>496</b>	<b>1,307</b>	<b>131</b>	<b>513</b>	<b>1,399</b>	
<b>Received incentives to develop new courses</b>										
Yes	23.0%	17.5%	17.9%	21.0%	16.8%	17.3%	24.6%	18.3%	18.6%	
No	64.7%	65.1%	66.1%	66.7%	67.8%	68.9%	63.1%	62.0%	62.9%	
Not eligible	2.1%	2.1%	2.1%	2.9%	1.9%	1.9%	1.5%	2.4%	2.4%	
Not available	10.2%	15.3%	13.9%	9.5%	13.6%	12.0%	10.8%	17.3%	16.1%	

Washburn 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)	235	1,007	2,700	105	495	1,306	130	512	1,394	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	34.2%	27.6%	26.8%	31.1%	25.4%	24.9%	36.6%	30.1%	29.1%	
No	56.1%	58.8%	61.2%	60.4%	62.5%	64.8%	52.7%	54.8%	57.1%	
Not eligible	1.3%	1.0%	1.2%	0.9%	0.3%	0.8%	1.5%	1.7%	1.7%	
Not available	8.4%	12.6%	10.8%	7.5%	11.8%	9.6%	9.2%	13.4%	12.1%	
Total(n)	237	1,009	2,705	106	496	1,307	131	513	1,398	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	25.0%	19.2%	21.8%	14.3%	14.9%	17.0%	33.6%	23.9%	27.2%	
No	64.0%	67.1%	66.2%	74.3%	74.6%	73.6%	55.7%	58.9%	57.7%	
Not eligible	1.7%	1.0%	1.1%	1.9%	0.8%	1.0%	1.5%	1.3%	1.2%	
Not available	9.3%	12.7%	11.0%	9.5%	9.8%	8.4%	9.2%	15.8%	13.8%	
Total(n)	236	1,009	2,699	105	493	1,300	131	516	1,399	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	34.7%	20.0%	19.7%	32.1%	19.5%	18.5%	36.9%	20.4%	21.1%	
1-2	17.4%	19.7%	20.3%	15.1%	17.4%	18.0%	19.2%	22.3%	22.9%	
3-4	14.0%	14.5%	14.6%	14.2%	13.6%	13.8%	13.8%	15.5%	15.4%	
5-10	21.2%	18.9%	20.1%	22.6%	18.3%	19.7%	20.0%	19.7%	20.6%	
11-20	7.2%	15.1%	14.7%	8.5%	15.7%	15.9%	6.2%	14.5%	13.4%	
21-50	5.5%	9.2%	8.4%	7.5%	11.6%	10.8%	3.8%	6.4%	5.6%	
51+	0.0%	2.6%	2.3%	0.0%	3.8%	3.4%	0.0%	1.2%	1.0%	
Total(n)	236	1,017	2,712	106	499	1,308	130	518	1,404	
Mean	2.65	3.27	3.24	2.83	3.44	3.42	2.51	3.09	3.03	
Standard deviation	1.56	1.72	1.69	1.64	1.80	1.76	1.50	1.60	1.58	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.36	-0.35	-	-0.34	-0.34	-	-0.36	-0.33	
<b>Chapters in edited volumes</b>										
None	68.0%	54.6%	54.8%	67.3%	55.0%	54.9%	68.5%	54.2%	54.7%	
1-2	19.9%	24.6%	25.5%	18.8%	23.6%	24.1%	20.8%	25.8%	27.1%	
3-4	7.4%	10.6%	10.3%	8.9%	9.9%	10.2%	6.2%	11.4%	10.4%	
5-10	3.0%	6.5%	6.2%	3.0%	7.5%	7.2%	3.1%	5.5%	5.2%	
11-20	1.7%	2.7%	2.3%	2.0%	3.1%	2.7%	1.5%	2.3%	2.0%	
21-50	0.0%	0.6%	0.6%	0.0%	0.5%	0.6%	0.0%	0.7%	0.6%	
51+	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.1%	
Total(n)	231	986	2,600	101	479	1,247	130	507	1,353	
Mean	1.51	1.81	1.79	1.53	1.83	1.82	1.48	1.79	1.75	
Standard deviation	0.89	1.14	1.11	0.92	1.18	1.16	0.86	1.09	1.04	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.26	-0.25	-	-0.25	-0.25	-	-0.28	-0.26	

Washburn 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	77.5%	72.6%	72.6%	77.7%	71.7%	71.0%	77.3%	73.6%	74.4%	
1-2	16.9%	19.2%	19.5%	15.5%	18.6%	19.5%	18.0%	19.9%	19.4%	
3-4	3.9%	5.7%	5.3%	3.9%	6.4%	6.1%	3.9%	4.9%	4.3%	
5-10	1.3%	1.0%	1.4%	1.9%	1.2%	1.6%	0.8%	0.8%	1.0%	
11-20	0.4%	0.8%	0.8%	1.0%	1.5%	1.3%	0.0%	0.1%	0.2%	
21-50	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%	
51+	0.0%	0.3%	0.3%	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	
Total(n)	231	986	2,635	103	482	1,272	128	504	1,363	
Mean	1.30	1.40	1.40	1.33	1.44	1.44	1.28	1.36	1.35	
Standard deviation	0.65	0.82	0.81	0.73	0.88	0.86	0.57	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.13	-0.13	-	-0.11	-0.09	
<b>Other, such as patents or computer software products</b>										
None	82.1%	81.2%	80.9%	82.8%	78.4%	77.9%	81.6%	84.4%	84.5%	
1-2	9.4%	8.9%	10.0%	6.1%	9.1%	10.8%	12.0%	8.7%	9.1%	
3-4	3.6%	4.8%	4.2%	3.0%	5.7%	4.8%	4.0%	3.8%	3.5%	
5-10	2.2%	2.1%	2.2%	3.0%	3.1%	3.3%	1.6%	1.0%	0.9%	
11-20	0.9%	1.3%	1.2%	2.0%	1.1%	1.1%	0.0%	1.4%	1.3%	
21-50	1.3%	1.1%	0.9%	3.0%	2.0%	1.5%	0.0%	0.2%	0.2%	
51+	0.4%	0.6%	0.5%	0.0%	0.7%	0.6%	0.8%	0.5%	0.5%	
Total(n)	224	963	2,579	99	472	1,246	125	491	1,333	
Mean	1.36	1.39	1.38	1.44	1.48	1.46	1.30	1.29	1.28	
Standard deviation	0.97	1.00	0.97	1.16	1.13	1.08	0.79	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.04	-0.02	-	0.01	0.02	
<b>In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	84.4%	84.9%	84.5%	81.3%	83.9%	84.0%	86.9%	86.0%	85.2%	
1-2	3.0%	3.0%	3.2%	4.7%	3.0%	3.0%	1.5%	3.0%	3.4%	
3-4	2.5%	3.7%	3.4%	3.7%	4.4%	3.8%	1.5%	2.8%	3.0%	
5-10	4.2%	3.8%	3.7%	3.7%	2.8%	3.2%	4.6%	4.9%	4.4%	
11-20	1.7%	1.6%	1.9%	0.9%	1.8%	1.7%	2.3%	1.4%	2.2%	
21+	4.2%	3.1%	3.2%	5.6%	4.1%	4.4%	3.1%	1.9%	1.8%	
Total(n)	237	1,023	2,732	107	507	1,324	130	516	1,408	
Mean	1.49	1.44	1.45	1.55	1.48	1.49	1.43	1.38	1.40	
Standard deviation	1.27	1.16	1.19	1.34	1.24	1.26	1.21	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.06	0.05	-	0.05	0.03	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	15.2%	19.7%	21.1%	17.6%	21.2%	21.0%	12.5%	17.8%	21.1%	

Washburn 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	21.2%	26.1%	28.4%	17.6%	20.9%	24.9%	25.0%	33.2%	32.9%	
3-4	30.3%	25.3%	23.1%	29.4%	28.5%	25.2%	31.3%	21.0%	20.3%	
5-10	18.2%	19.0%	17.3%	11.8%	16.1%	15.6%	25.0%	22.9%	19.5%	
11-20	9.1%	6.2%	6.8%	11.8%	6.9%	7.7%	6.3%	5.1%	5.7%	
21+	6.1%	3.7%	3.4%	11.8%	6.4%	5.6%	0.0%	0.0%	0.6%	
Total(n)	33	139	366	17	75	181	16	64	185	
Mean	3.03	2.77	2.71	3.18	2.86	2.81	2.88	2.64	2.57	
Standard deviation	1.40	1.33	1.34	1.63	1.43	1.42	1.15	1.16	1.21	
Significance	-			-			-			
Effect size	-	0.20	0.24	-	0.22	0.26	-	0.21	0.26	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Collaborative</b>										
None	5.6%	13.9%	12.2%	5.3%	14.3%	12.2%	5.9%	13.3%	12.2%	
1-2	27.8%	17.3%	19.8%	26.3%	13.3%	16.2%	29.4%	22.4%	24.3%	
3-4	19.4%	19.4%	18.9%	26.3%	23.7%	20.8%	11.8%	14.0%	16.4%	
5-10	22.2%	27.7%	25.4%	15.8%	22.2%	22.1%	29.4%	34.6%	29.6%	
11-20	11.1%	8.9%	10.7%	10.5%	10.1%	11.9%	11.8%	7.4%	9.0%	
21+	13.9%	12.8%	13.1%	15.8%	16.3%	16.8%	11.8%	8.2%	8.5%	
Total(n)	36	150	410	19	81	201	17	69	209	
Mean	3.47	3.39	3.42	3.47	3.49	3.56	3.47	3.25	3.24	
Standard deviation	1.50	1.54	1.54	1.54	1.60	1.60	1.50	1.44	1.45	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	-0.01	-0.06	-	0.15	0.16	
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
None	41.9%	28.3%	28.0%	43.9%	27.2%	26.8%	40.3%	29.5%	29.4%	
1	15.3%	11.7%	13.0%	15.0%	11.4%	12.3%	15.5%	12.1%	13.8%	
2	12.7%	12.7%	13.9%	10.3%	11.6%	13.1%	14.7%	13.9%	14.9%	
3	9.3%	12.6%	12.7%	8.4%	12.8%	12.9%	10.1%	12.3%	12.5%	
4	5.5%	10.1%	9.5%	5.6%	9.9%	9.7%	5.4%	10.2%	9.3%	
5	4.2%	6.3%	6.1%	5.6%	7.5%	6.9%	3.1%	5.1%	5.1%	
6	2.5%	4.7%	4.5%	1.9%	5.5%	5.2%	3.1%	3.9%	3.6%	
7-10	5.1%	8.1%	7.5%	5.6%	8.1%	7.7%	4.7%	8.1%	7.2%	
More than 10	3.4%	5.5%	4.8%	3.7%	6.1%	5.4%	3.1%	4.8%	4.1%	
Total(n)	236	1,018	2,718	107	500	1,311	129	518	1,407	
Mean	2.90	3.76	3.65	2.92	3.88	3.79	2.88	3.62	3.49	
Standard deviation	2.33	2.56	2.49	2.41	2.59	2.53	2.27	2.51	2.43	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.34	-0.30	-	-0.37	-0.34	-	-0.29	-0.25	
<b>How many of these publications in the past three years have been solo-authored?</b>										
None	29.2%	34.0%	34.6%	23.1%	36.3%	36.5%	33.8%	31.2%	32.3%	
1	21.7%	23.8%	24.2%	21.2%	22.7%	22.6%	22.1%	25.0%	26.2%	
2	15.8%	14.4%	14.9%	19.2%	14.8%	14.8%	13.2%	14.0%	14.9%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
3	11.7%	8.9%	8.3%	11.5%	6.0%	6.7%	11.8%	12.4%	10.3%	
4	4.2%	7.4%	6.8%	1.9%	7.8%	7.4%	5.9%	6.9%	6.1%	
5	5.8%	4.6%	4.3%	7.7%	5.4%	4.7%	4.4%	3.7%	3.6%	
6	2.5%	2.1%	2.2%	1.9%	1.7%	1.8%	2.9%	2.7%	2.7%	
7-10	5.0%	2.6%	2.7%	7.7%	3.2%	3.3%	2.9%	1.9%	1.9%	
More than 10	4.2%	2.1%	2.1%	5.8%	2.0%	2.2%	2.9%	2.2%	2.0%	
Total(n)	120	584	1,617	52	308	837	68	276	780	
Mean	3.18	2.80	2.76	3.52	2.77	2.77	2.91	2.83	2.75	
Standard deviation	2.31	2.03	2.02	2.49	2.07	2.08	2.16	1.97	1.94	
Significance	-		*	-	*	*	-			
Effect size	-	0.19	0.21	-	0.36	0.36	-	0.04	0.08	
<b>How many of these publications in the past three years have been co-authored?</b>										
None	25.0%	17.2%	18.6%	32.7%	18.0%	19.2%	19.4%	16.3%	17.9%	
1	32.3%	22.1%	23.0%	34.6%	19.8%	20.3%	30.6%	24.7%	26.3%	
2	18.5%	16.2%	16.6%	0.0%	12.6%	14.1%	31.9%	20.4%	19.6%	
3	8.9%	14.2%	14.2%	15.4%	16.9%	16.3%	4.2%	11.0%	11.6%	
4	4.8%	7.4%	7.6%	3.8%	6.5%	7.5%	5.6%	8.4%	7.9%	
5	3.2%	6.2%	5.2%	5.8%	8.9%	6.9%	1.4%	3.0%	3.1%	
6	1.6%	3.8%	3.6%	1.9%	4.5%	4.4%	1.4%	3.0%	2.7%	
7-10	4.8%	7.5%	6.6%	3.8%	7.1%	6.3%	5.6%	7.9%	7.0%	
More than 10	0.8%	5.5%	4.6%	1.9%	5.7%	5.0%	0.0%	5.2%	4.0%	
Total(n)	124	648	1,771	52	337	908	72	311	863	
Mean	2.81	3.76	3.60	2.79	3.88	3.72	2.83	3.63	3.45	
Standard deviation	1.91	2.40	2.33	2.12	2.43	2.37	1.76	2.36	2.26	
Significance	-	***	***	-	**	**	-	**	*	
Effect size	-	-0.40	-0.34	-	-0.45	-0.39	-	-0.34	-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	5.2%	2.9%	2.9%	3.9%	3.1%	3.0%	6.3%	2.7%	2.7%	
1-4	13.1%	13.2%	11.9%	9.7%	11.1%	10.3%	15.9%	15.4%	13.7%	
5-8	27.5%	34.5%	31.8%	35.9%	35.9%	32.8%	20.6%	33.0%	30.7%	
9-12	27.1%	30.4%	33.7%	24.3%	30.4%	33.9%	29.4%	30.4%	33.5%	
13-16	9.2%	8.7%	10.1%	7.8%	9.6%	10.7%	10.3%	7.7%	9.4%	
17-20	6.1%	5.3%	5.0%	3.9%	4.8%	4.7%	7.9%	5.7%	5.2%	
21+	11.8%	5.1%	4.6%	14.6%	5.2%	4.5%	9.5%	5.0%	4.8%	
Total(n)	229	958	2,596	103	467	1,253	126	491	1,343	
Mean	3.87	3.65	3.70	3.92	3.68	3.71	3.83	3.62	3.68	
Standard deviation	1.63	1.33	1.30	1.63	1.32	1.28	1.64	1.34	1.32	
Significance	-	*		-			-			
Effect size	-	0.17	0.13	-	0.18	0.16	-	0.16	0.11	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	4.9%	2.3%	2.4%	3.9%	2.4%	2.4%	5.7%	2.3%	2.4%	
1-4	10.2%	13.8%	12.0%	9.8%	15.9%	13.9%	10.6%	11.6%	9.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-8	25.8%	25.9%	24.5%	31.4%	27.8%	26.0%	21.1%	23.9%	22.8%	
9-12	23.6%	25.7%	25.4%	26.5%	26.6%	25.6%	21.1%	24.7%	25.1%	
13-16	12.0%	13.1%	14.2%	10.8%	12.2%	13.8%	13.0%	14.1%	14.6%	
17-20	14.7%	11.0%	11.9%	10.8%	8.4%	10.4%	17.9%	13.8%	13.7%	
21+	8.9%	8.1%	9.6%	6.9%	6.8%	7.8%	10.6%	9.5%	11.6%	
Total(n)	225	925	2,505	102	450	1,213	123	475	1,292	
Mean	4.07	3.99	4.11	3.90	3.83	3.97	4.21	4.16	4.27	
Standard deviation	1.62	1.52	1.55	1.49	1.47	1.51	1.71	1.56	1.58	
Significance	-			-			-			
Effect size	-	0.05	-0.03	-	0.05	-0.05	-	0.03	-0.04	
<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	5.7%	7.1%	7.4%	4.8%	7.6%	8.1%	6.5%	6.5%	6.6%	
1-4	60.5%	59.6%	59.7%	67.3%	62.0%	61.7%	54.8%	57.0%	57.3%	
5-8	21.1%	22.2%	22.4%	18.3%	20.1%	20.6%	23.4%	24.5%	24.5%	
9-12	6.1%	6.0%	5.9%	4.8%	5.2%	5.1%	7.3%	6.8%	6.7%	
13-16	4.4%	3.4%	2.9%	4.8%	3.3%	2.7%	4.0%	3.6%	3.1%	
17-20	1.3%	1.2%	1.1%	0.0%	1.4%	1.2%	2.4%	1.0%	1.1%	
21+	0.9%	0.5%	0.6%	0.0%	0.3%	0.5%	1.6%	0.7%	0.8%	
Total(n)	228	951	2,580	104	463	1,241	124	488	1,339	
Mean	2.50	2.45	2.43	2.38	2.40	2.38	2.61	2.49	2.49	
Standard deviation	1.04	0.98	0.97	0.85	0.96	0.95	1.17	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	-0.02	0.00	-	0.12	0.12	
<b>Committee work and meetings</b>										
None	6.5%	3.4%	3.8%	8.6%	4.0%	4.4%	4.8%	2.7%	3.2%	
1-4	51.9%	53.2%	52.3%	59.0%	53.9%	53.7%	46.0%	52.4%	50.7%	
5-8	24.7%	25.2%	26.1%	18.1%	23.1%	23.6%	30.2%	27.5%	28.8%	
9-12	7.8%	10.6%	10.2%	6.7%	10.7%	10.0%	8.7%	10.4%	10.4%	
13-16	4.3%	3.6%	3.7%	3.8%	3.6%	3.8%	4.8%	3.7%	3.6%	
17-20	1.3%	2.0%	2.1%	1.0%	2.5%	2.5%	1.6%	1.5%	1.6%	
21+	3.5%	2.0%	1.9%	2.9%	2.1%	2.0%	4.0%	1.8%	1.8%	
Total(n)	231	942	2,559	105	462	1,242	126	480	1,317	
Mean	2.69	2.72	2.71	2.52	2.72	2.71	2.83	2.72	2.72	
Standard deviation	1.27	1.16	1.15	1.22	1.20	1.19	1.30	1.11	1.11	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.17	-0.16	-	0.10	0.10	
<b>Research and scholarly writing</b>										
None	32.6%	20.0%	18.5%	32.7%	19.0%	17.0%	32.5%	21.1%	20.1%	
1-4	36.1%	30.9%	34.4%	33.7%	27.7%	31.6%	38.2%	34.4%	37.5%	
5-8	17.6%	21.2%	21.3%	16.3%	22.5%	22.6%	18.7%	19.8%	19.9%	
9-12	5.3%	11.2%	11.1%	7.7%	11.5%	11.9%	3.3%	11.0%	10.2%	
13-16	3.5%	6.4%	5.8%	4.8%	8.0%	7.1%	2.4%	4.6%	4.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
17-20	2.6%	5.7%	4.8%	2.9%	5.5%	4.8%	2.4%	5.8%	4.7%	
21+	2.2%	4.6%	4.1%	1.9%	5.8%	4.9%	2.4%	3.3%	3.2%	
Total(n)	227	942	2,560	104	459	1,236	123	483	1,324	
Mean	2.28	2.88	2.82	2.35	3.01	2.95	2.22	2.74	2.68	
Standard deviation	1.39	1.65	1.58	1.44	1.70	1.62	1.35	1.57	1.51	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	-0.36	-0.34	-	-0.39	-0.37	-	-0.33	-0.30	
<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	55.2%	58.9%	58.8%	54.5%	52.6%	53.6%	55.7%	65.7%	64.7%	
1-4	29.1%	24.6%	24.8%	30.7%	26.8%	26.6%	27.9%	22.3%	22.8%	
5-8	9.4%	8.6%	8.9%	9.9%	10.6%	10.5%	9.0%	6.5%	7.0%	
9-12	3.1%	3.8%	3.7%	2.0%	4.3%	4.4%	4.1%	3.2%	2.9%	
13-16	0.9%	1.9%	1.7%	0.0%	2.7%	2.2%	1.6%	1.1%	1.2%	
17-20	1.8%	0.7%	0.8%	2.0%	0.8%	0.8%	1.6%	0.7%	0.8%	
21+	0.4%	1.4%	1.3%	1.0%	2.2%	1.8%	0.0%	0.5%	0.7%	
Total(n)	223	912	2,464	101	445	1,179	122	467	1,285	
Mean	1.73	1.73	1.72	1.72	1.89	1.85	1.73	1.56	1.58	
Standard deviation	1.09	1.18	1.17	1.11	1.31	1.26	1.08	0.99	1.04	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	-0.13	-0.10	-	0.17	0.14	
<b>Community or public service</b>										
None	24.9%	35.8%	35.4%	28.2%	37.8%	37.9%	22.2%	33.6%	32.6%	
1-4	59.4%	52.0%	52.1%	54.4%	50.0%	50.0%	63.5%	54.2%	54.5%	
5-8	9.6%	9.1%	9.1%	9.7%	8.7%	8.4%	9.5%	9.5%	9.9%	
9-12	4.4%	1.7%	1.9%	5.8%	1.5%	1.8%	3.2%	1.8%	1.9%	
13-16	0.9%	0.3%	0.5%	1.9%	0.3%	0.4%	0.0%	0.4%	0.5%	
17-20	0.0%	0.7%	0.7%	0.0%	1.0%	1.0%	0.0%	0.3%	0.3%	
21+	0.9%	0.4%	0.4%	0.0%	0.6%	0.5%	1.6%	0.1%	0.2%	
Total(n)	229	946	2,573	103	459	1,241	126	487	1,332	
Mean	2.00	1.82	1.83	1.99	1.82	1.82	2.02	1.83	1.85	
Standard deviation	0.91	0.85	0.86	0.89	0.92	0.91	0.92	0.77	0.80	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.21	0.20	-	0.18	0.19	-	0.25	0.21	
<b>Outside consulting/freelance work</b>										
None	72.0%	72.3%	73.0%	68.3%	69.7%	70.8%	75.0%	75.0%	75.5%	
1-4	21.8%	20.3%	20.1%	25.7%	22.2%	21.6%	18.5%	18.2%	18.4%	
5-8	3.1%	4.8%	4.5%	1.0%	4.4%	4.4%	4.8%	5.3%	4.5%	
9-12	2.2%	2.1%	1.7%	3.0%	2.7%	2.1%	1.6%	1.4%	1.3%	
13-16	0.4%	0.3%	0.3%	1.0%	0.5%	0.4%	0.0%	0.1%	0.2%	
17-20	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
21+	0.4%	0.0%	0.1%	1.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	225	932	2,538	101	452	1,222	124	480	1,316	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	1.39	1.39	1.37	1.47	1.44	1.42	1.33	1.33	1.33	
Standard deviation	0.79	0.74	0.74	0.93	0.81	0.80	0.65	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	0.04	0.06	-	0.00	0.00	
<b>Household/childcare duties</b>										
None	15.2%	11.5%	11.3%	20.8%	14.2%	14.1%	10.6%	8.6%	8.3%	
1-4	14.7%	17.7%	17.2%	10.9%	18.2%	17.7%	17.9%	17.1%	16.7%	
5-8	25.0%	21.4%	21.7%	32.7%	22.5%	22.6%	18.7%	20.3%	20.7%	
9-12	12.1%	15.1%	15.5%	10.9%	17.3%	17.1%	13.0%	12.7%	13.7%	
13-16	10.3%	8.6%	8.7%	9.9%	8.4%	8.3%	10.6%	8.8%	9.0%	
17-20	6.7%	9.4%	9.2%	5.0%	7.3%	7.3%	8.1%	11.8%	11.3%	
21+	16.1%	16.3%	16.4%	9.9%	12.1%	12.9%	21.1%	20.8%	20.3%	
Total(n)	224	937	2,555	101	455	1,231	123	482	1,324	
Mean	3.72	3.85	3.86	3.33	3.58	3.62	4.04	4.15	4.13	
Standard deviation	1.99	1.97	1.96	1.84	1.87	1.89	2.05	2.02	1.99	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.13	-0.15	-	-0.05	-0.05	
<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	85.0%	85.9%	85.3%	92.8%	90.6%	89.1%	78.6%	81.0%	81.1%	
1-4	7.9%	8.5%	8.5%	6.2%	5.4%	6.0%	9.4%	11.8%	11.3%	
5-8	2.8%	3.2%	3.3%	0.0%	2.1%	2.5%	5.1%	4.3%	4.2%	
9-12	1.4%	0.9%	1.2%	1.0%	0.6%	1.0%	1.7%	1.1%	1.4%	
13-16	1.4%	0.7%	0.6%	0.0%	0.4%	0.5%	2.6%	1.0%	0.8%	
17-20	0.9%	0.5%	0.5%	0.0%	0.6%	0.6%	1.7%	0.3%	0.5%	
21+	0.5%	0.4%	0.5%	0.0%	0.3%	0.3%	0.9%	0.6%	0.7%	
Total(n)	214	911	2,499	97	441	1,201	117	470	1,298	
Mean	1.31	1.25	1.27	1.09	1.18	1.21	1.49	1.32	1.34	
Standard deviation	0.92	0.77	0.82	0.38	0.69	0.74	1.17	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	-0.13	-0.16	-	0.20	0.17	
<b>Other employment, outside of academia</b>										
None	85.7%	88.2%	89.4%	88.0%	86.5%	88.2%	83.9%	90.1%	90.7%	
1-4	4.5%	5.5%	5.1%	2.0%	6.2%	5.6%	6.5%	4.8%	4.5%	
5-8	4.0%	3.2%	2.8%	5.0%	4.1%	3.4%	3.2%	2.2%	2.2%	
9-12	2.7%	1.1%	1.0%	2.0%	0.8%	0.8%	3.2%	1.4%	1.3%	
13-16	0.9%	0.9%	0.8%	0.0%	1.0%	0.9%	1.6%	0.8%	0.7%	
17-20	0.9%	0.5%	0.5%	1.0%	0.7%	0.6%	0.8%	0.3%	0.3%	
21+	1.3%	0.5%	0.4%	2.0%	0.7%	0.5%	0.8%	0.3%	0.3%	
Total(n)	224	930	2,526	100	452	1,216	124	478	1,310	
Mean	1.37	1.25	1.22	1.35	1.28	1.24	1.38	1.20	1.19	
Standard deviation	1.08	0.83	0.78	1.12	0.89	0.82	1.05	0.74	0.72	
Significance	-		**	-			-	*	**	

Washburn 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	-	0.14	0.19	-	0.08	0.13	-	0.24	0.26	
<b>Personal time</b>										
None	1.3%	4.3%	3.8%	1.0%	3.6%	3.0%	1.6%	5.1%	4.6%	
1-4	26.8%	29.0%	28.4%	20.6%	25.3%	24.1%	31.7%	32.9%	33.1%	
5-8	34.2%	31.1%	32.0%	31.4%	29.9%	31.1%	36.5%	32.5%	33.0%	
9-12	17.5%	19.7%	19.5%	24.5%	24.1%	22.9%	11.9%	15.1%	15.6%	
13-16	10.1%	7.8%	8.2%	11.8%	7.9%	9.1%	8.7%	7.7%	7.2%	
17-20	6.1%	3.8%	4.0%	7.8%	4.4%	4.7%	4.8%	3.1%	3.3%	
21+	3.9%	4.2%	4.1%	2.9%	4.8%	5.1%	4.8%	3.6%	3.1%	
Total(n)	228	942	2,564	102	456	1,234	126	486	1,330	
Mean	3.43	3.26	3.29	3.61	3.40	3.45	3.28	3.11	3.10	
Standard deviation	1.38	1.39	1.38	1.34	1.40	1.41	1.41	1.35	1.32	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	0.15	0.11	-	0.13	0.14	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	84.9%	95.4%	95.4%	80.2%	93.4%	93.7%	88.7%	97.5%	97.4%	
Occasionally	5.3%	4.1%	4.2%	7.9%	6.1%	5.9%	3.2%	2.0%	2.2%	
Not at all	9.8%	0.5%	0.4%	11.9%	0.5%	0.4%	8.1%	0.5%	0.4%	
Total(n)	225	938	2,554	101	459	1,232	124	479	1,322	
Mean	2.75	2.95	2.95	2.68	2.93	2.93	2.81	2.97	2.97	
Standard deviation	0.62	0.24	0.24	0.68	0.27	0.27	0.57	0.20	0.19	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.83	-0.83	-	-0.93	-0.93	-	-0.80	-0.84	
<b>Support their opinions with a logical argument</b>										
Frequently	70.5%	83.0%	82.3%	73.0%	83.3%	81.7%	68.5%	82.6%	83.1%	
Occasionally	17.4%	14.7%	15.7%	13.0%	14.0%	16.0%	21.0%	15.5%	15.3%	
Not at all	12.1%	2.3%	2.0%	14.0%	2.7%	2.3%	10.5%	1.9%	1.6%	
Total(n)	224	932	2,541	100	455	1,225	124	477	1,316	
Mean	2.58	2.81	2.80	2.59	2.81	2.79	2.58	2.81	2.81	
Standard deviation	0.70	0.45	0.44	0.73	0.46	0.46	0.68	0.44	0.43	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.51	-0.50	-	-0.48	-0.43	-	-0.52	-0.53	
<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	69.1%	78.1%	77.7%	67.0%	77.0%	76.2%	70.7%	79.2%	79.4%	
Occasionally	19.7%	19.7%	20.2%	18.0%	20.2%	21.4%	21.1%	19.1%	18.8%	
Not at all	11.2%	2.3%	2.1%	15.0%	2.7%	2.4%	8.1%	1.8%	1.8%	
Total(n)	223	927	2,528	100	454	1,218	123	473	1,310	
Mean	2.58	2.76	2.76	2.52	2.74	2.74	2.63	2.77	2.78	
Standard deviation	0.69	0.48	0.48	0.75	0.50	0.49	0.63	0.46	0.46	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.37	-0.37	-	-0.44	-0.45	-	-0.30	-0.33	

Washburn 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>Analyze multiple sources of information before coming to a conclusion</b>	60.9%	70.1%	70.2%	56.4%	69.4%	69.1%	64.5%	70.8%	71.4%	
Occasionally	26.2%	26.1%	26.2%	28.7%	26.4%	27.1%	24.2%	25.7%	25.3%	
Not at all	12.9%	3.9%	3.6%	14.9%	4.2%	3.8%	11.3%	3.6%	3.3%	
Total(n)	225	932	2,543	101	454	1,225	124	478	1,318	
Mean	2.48	2.66	2.67	2.42	2.65	2.65	2.53	2.67	2.68	
Standard deviation	0.71	0.55	0.54	0.74	0.56	0.55	0.69	0.54	0.53	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	-0.33	-0.35	-	-0.41	-0.42	-	-0.26	-0.28	
<b>Evaluate the quality or reliability of information they receive</b>	65.0%	72.2%	72.0%	60.6%	70.5%	70.3%	68.5%	74.0%	73.9%	
Frequently	23.8%	24.2%	24.7%	25.3%	25.3%	25.9%	22.6%	23.0%	23.3%	
Occasionally	11.2%	3.6%	3.4%	14.1%	4.2%	3.8%	8.9%	3.0%	2.8%	
Not at all	11.2%	3.6%	3.4%	14.1%	4.2%	3.8%	8.9%	3.0%	2.8%	
Total(n)	223	931	2,543	99	453	1,225	124	478	1,318	
Mean	2.54	2.69	2.69	2.46	2.66	2.66	2.60	2.71	2.71	
Standard deviation	0.69	0.54	0.53	0.73	0.56	0.55	0.65	0.52	0.51	
Significance	-	***	***	-	**	***	-	*	*	
Effect size	-	-0.28	-0.28	-	-0.36	-0.36	-	-0.21	-0.22	
<b>Take risks for potential gains</b>	28.2%	36.2%	37.5%	27.8%	34.1%	35.4%	28.5%	38.4%	39.9%	
Frequently	46.4%	46.7%	45.9%	46.4%	48.7%	47.6%	46.3%	44.5%	43.9%	
Occasionally	25.5%	17.2%	16.6%	25.8%	17.2%	17.0%	25.2%	17.1%	16.2%	
Not at all	25.5%	17.2%	16.6%	25.8%	17.2%	17.0%	25.2%	17.1%	16.2%	
Total(n)	220	918	2,511	97	446	1,211	123	472	1,300	
Mean	2.03	2.19	2.21	2.02	2.17	2.18	2.03	2.21	2.24	
Standard deviation	0.73	0.71	0.71	0.74	0.70	0.70	0.73	0.71	0.71	
Significance	-	**	***	-	-	*	-	*	**	
Effect size	-	-0.23	-0.25	-	-0.21	-0.23	-	-0.25	-0.30	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	62.8%	68.1%	68.4%	61.0%	65.6%	66.6%	64.2%	70.7%	70.5%	
Occasionally	25.6%	30.1%	29.6%	26.0%	32.3%	31.2%	25.2%	27.7%	27.8%	
Not at all	11.7%	1.9%	2.0%	13.0%	2.1%	2.2%	10.6%	1.6%	1.7%	
Total(n)	223	934	2,544	100	455	1,227	123	479	1,317	
Mean	2.51	2.66	2.66	2.48	2.64	2.64	2.54	2.69	2.69	
Standard deviation	0.70	0.51	0.51	0.72	0.52	0.52	0.68	0.50	0.50	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	-0.29	-0.29	-	-0.31	-0.31	-	-0.30	-0.30	
<b>Look up scientific research articles and resources</b>	48.7%	52.1%	52.8%	39.6%	47.6%	48.9%	56.0%	57.2%	57.2%	
Frequently	31.9%	36.7%	35.6%	37.6%	42.0%	39.9%	27.2%	31.0%	30.8%	
Occasionally	19.5%	11.1%	11.6%	22.8%	10.4%	11.2%	16.8%	11.9%	12.0%	
Not at all	19.5%	11.1%	11.6%	22.8%	10.4%	11.2%	16.8%	11.9%	12.0%	
Total(n)	226	930	2,544	101	454	1,227	125	476	1,317	
Mean	2.29	2.41	2.41	2.17	2.37	2.38	2.39	2.45	2.45	
Standard deviation	0.77	0.68	0.69	0.78	0.66	0.68	0.76	0.70	0.70	
Significance	-	*	*	-	**	**	-	-	-	

Washburn 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	-	-0.18	-0.17	-	-0.30	-0.31	-	-0.09	-0.09	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	50.2%	52.2%	52.8%	46.5%	52.4%	52.9%	53.3%	52.0%	52.6%	
Occasionally	37.1%	42.5%	42.5%	37.4%	43.2%	42.9%	36.9%	41.8%	42.0%	
Not at all	12.7%	5.3%	4.7%	16.2%	4.4%	4.2%	9.8%	6.3%	5.4%	
Total(n)	221	933	2,541	99	454	1,224	122	479	1,317	
Mean	2.38	2.47	2.48	2.30	2.48	2.49	2.43	2.46	2.47	
Standard deviation	0.70	0.60	0.59	0.73	0.58	0.58	0.67	0.61	0.60	
Significance	-		*	-	**	**	-			
Effect size	-	-0.15	-0.17	-	-0.31	-0.33	-	-0.05	-0.07	
<b>Accept mistakes as part of the learning process</b>										
Frequently	70.4%	75.3%	75.8%	67.7%	71.1%	72.3%	72.6%	79.9%	79.8%	
Occasionally	19.3%	22.4%	22.2%	18.2%	26.1%	25.3%	20.2%	18.3%	18.7%	
Not at all	10.3%	2.3%	2.0%	14.1%	2.8%	2.4%	7.3%	1.8%	1.5%	
Total(n)	223	935	2,552	99	457	1,231	124	478	1,321	
Mean	2.60	2.73	2.74	2.54	2.68	2.70	2.65	2.78	2.78	
Standard deviation	0.67	0.49	0.48	0.73	0.52	0.51	0.61	0.45	0.45	
Significance	-	**	***	-	*	**	-	**	**	
Effect size	-	-0.27	-0.29	-	-0.27	-0.31	-	-0.29	-0.29	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	56.1%	58.3%	57.9%	49.0%	55.3%	53.9%	61.8%	61.6%	62.5%	
Occasionally	29.4%	35.6%	35.7%	34.7%	37.8%	38.8%	25.2%	33.1%	32.2%	
Not at all	14.5%	6.1%	6.3%	16.3%	6.9%	7.2%	13.0%	5.2%	5.3%	
Total(n)	221	934	2,549	98	457	1,231	123	477	1,318	
Mean	2.42	2.52	2.52	2.33	2.48	2.47	2.49	2.56	2.57	
Standard deviation	0.73	0.61	0.61	0.74	0.62	0.63	0.72	0.59	0.59	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.16	-0.16	-	-0.24	-0.22	-	-0.12	-0.14	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	58.6%	64.8%	65.0%	46.6%	58.9%	59.6%	68.5%	71.1%	71.1%	
Occasionally	27.3%	27.6%	27.3%	38.8%	31.6%	31.0%	17.7%	23.1%	23.3%	
Not at all	14.1%	7.7%	7.7%	14.6%	9.5%	9.4%	13.7%	5.8%	5.7%	
Total(n)	227	937	2,533	103	458	1,220	124	479	1,313	
Mean	2.44	2.57	2.57	2.32	2.49	2.50	2.55	2.65	2.65	
Standard deviation	0.73	0.63	0.63	0.72	0.66	0.66	0.73	0.58	0.58	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.21	-0.21	-	-0.26	-0.27	-	-0.17	-0.17	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	48.9%	48.4%	48.7%	41.2%	45.3%	45.5%	55.2%	51.7%	52.4%	

Washburn 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	33.9%	38.7%	37.7%	37.3%	40.5%	39.2%	31.2%	36.7%	35.9%	
Not at all	17.2%	13.0%	13.6%	21.6%	14.2%	15.3%	13.6%	11.6%	11.7%	
Total(n)	227	935	2,534	102	458	1,223	125	477	1,311	
Mean	2.32	2.35	2.35	2.20	2.31	2.30	2.42	2.40	2.41	
Standard deviation	0.75	0.70	0.71	0.77	0.71	0.72	0.72	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.15	-0.14	-	0.03	0.01	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	49.3%	45.5%	45.4%	40.2%	40.4%	40.4%	56.9%	51.1%	51.1%	
Occasionally	33.8%	37.3%	37.4%	40.2%	41.2%	40.5%	28.5%	33.1%	33.8%	
Not at all	16.9%	17.2%	17.2%	19.6%	18.4%	19.1%	14.6%	15.9%	15.1%	
Total(n)	225	927	2,530	102	455	1,222	123	472	1,308	
Mean	2.32	2.28	2.28	2.21	2.22	2.21	2.42	2.35	2.36	
Standard deviation	0.75	0.74	0.74	0.75	0.73	0.74	0.74	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	-0.01	0.00	-	0.09	0.08	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	35.2%	36.3%	35.8%	36.3%	41.0%	40.8%	34.4%	31.2%	30.1%	
Occasionally	30.4%	31.9%	31.4%	27.5%	31.2%	31.0%	32.8%	32.7%	31.9%	
Not at all	34.4%	31.8%	32.8%	36.3%	27.8%	28.2%	32.8%	36.1%	38.0%	
Total(n)	227	932	2,542	102	457	1,226	125	475	1,316	
Mean	2.01	2.05	2.03	2.00	2.13	2.13	2.02	1.95	1.92	
Standard deviation	0.84	0.82	0.83	0.86	0.82	0.82	0.82	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.16	-0.16	-	0.09	0.12	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	66.4%	70.9%	71.1%	61.8%	66.9%	67.0%	70.2%	75.2%	75.6%	
Most	18.1%	14.7%	14.9%	19.6%	16.0%	16.1%	16.9%	13.4%	13.6%	
Some	11.5%	12.0%	11.9%	12.7%	13.4%	13.7%	10.5%	10.6%	9.9%	
None	4.0%	2.4%	2.1%	5.9%	3.8%	3.2%	2.4%	0.9%	0.9%	
Total(n)	226	918	2,511	102	446	1,206	124	472	1,305	
Mean	3.47	3.54	3.55	3.37	3.46	3.47	3.55	3.63	3.64	
Standard deviation	0.85	0.79	0.78	0.92	0.86	0.85	0.78	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.10	-0.12	-	-0.11	-0.13	
<b>Cooperative learning (small groups)</b>										
All	41.0%	46.8%	48.6%	38.2%	38.4%	41.0%	43.2%	55.5%	57.0%	
Most	31.7%	23.8%	23.3%	24.5%	24.8%	24.0%	37.6%	22.8%	22.4%	
Some	17.2%	21.1%	20.6%	22.5%	26.8%	25.7%	12.8%	15.2%	15.0%	
None	10.1%	8.3%	7.5%	14.7%	10.0%	9.2%	6.4%	6.5%	5.5%	
Total(n)	227	911	2,479	102	441	1,189	125	470	1,290	
Mean	3.04	3.09	3.13	2.86	2.92	2.97	3.18	3.27	3.31	
Standard deviation	0.99	1.00	0.99	1.09	1.02	1.02	0.89	0.94	0.92	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.06	-0.11	-	-0.10	-0.14	
<b>Experiential learning/Field studies</b>										
All	21.2%	20.2%	19.7%	19.6%	19.6%	18.8%	22.6%	20.7%	20.8%	
Most	16.4%	16.6%	17.4%	8.8%	14.4%	15.6%	22.6%	18.8%	19.3%	
Some	28.8%	32.2%	32.0%	32.4%	32.3%	31.7%	25.8%	32.1%	32.3%	
None	33.6%	31.1%	30.9%	39.2%	33.6%	33.9%	29.0%	28.4%	27.7%	
Total(n)	226	910	2,486	102	441	1,191	124	469	1,295	
Mean	2.25	2.26	2.26	2.09	2.20	2.19	2.39	2.32	2.33	
Standard deviation	1.14	1.10	1.10	1.13	1.11	1.10	1.13	1.10	1.09	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.10	-0.09	-	0.06	0.06	
<b>Performances/Demonstrations</b>										
All	28.3%	22.3%	21.7%	30.7%	23.2%	21.8%	26.4%	21.4%	21.6%	
Most	15.9%	15.4%	16.5%	12.9%	13.4%	15.4%	18.4%	17.6%	17.7%	
Some	27.4%	27.8%	28.2%	25.7%	28.1%	28.1%	28.8%	27.4%	28.2%	
None	28.3%	34.5%	33.6%	30.7%	35.3%	34.6%	26.4%	33.6%	32.5%	
Total(n)	226	894	2,460	101	438	1,182	125	456	1,278	
Mean	2.44	2.26	2.26	2.44	2.24	2.24	2.45	2.27	2.28	
Standard deviation	1.18	1.15	1.14	1.22	1.16	1.15	1.15	1.14	1.13	
Significance	-	*	*	-			-			
Effect size	-	0.16	0.16	-	0.17	0.17	-	0.16	0.15	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	19.6%	26.1%	26.0%	22.5%	25.7%	24.2%	17.1%	26.6%	28.1%	
Most	18.7%	21.2%	22.1%	11.8%	19.0%	20.5%	24.4%	23.5%	23.9%	
Some	38.2%	33.7%	34.3%	39.2%	33.4%	35.0%	37.4%	34.1%	33.5%	
None	23.6%	19.0%	17.6%	26.5%	21.9%	20.3%	21.1%	15.8%	14.5%	
Total(n)	225	911	2,492	102	444	1,198	123	467	1,294	
Mean	2.34	2.54	2.57	2.30	2.49	2.49	2.37	2.61	2.66	
Standard deviation	1.05	1.07	1.06	1.10	1.10	1.07	1.00	1.04	1.04	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.19	-0.22	-	-0.17	-0.18	-	-0.23	-0.28	
<b>Extensive lecturing</b>										
All	15.6%	20.6%	19.8%	24.3%	25.7%	25.1%	8.2%	15.1%	13.9%	
Most	27.6%	29.9%	29.0%	30.1%	31.7%	31.4%	25.4%	28.1%	26.3%	
Some	36.0%	32.3%	33.6%	31.1%	30.6%	31.0%	40.2%	34.2%	36.5%	
None	20.9%	17.1%	17.6%	14.6%	12.1%	12.5%	26.2%	22.7%	23.3%	
Total(n)	225	916	2,486	103	450	1,201	122	466	1,285	
Mean	2.38	2.54	2.51	2.64	2.71	2.69	2.16	2.36	2.31	
Standard deviation	0.98	1.00	1.00	1.01	0.98	0.98	0.91	0.99	0.98	
Significance	-	*		-			-	*		
Effect size	-	-0.16	-0.13	-	-0.07	-0.05	-	-0.20	-0.15	

Washburn 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>Multiple drafts of written work</b>										
All	8.0%	12.7%	12.9%	7.8%	9.1%	9.8%	8.1%	16.7%	16.4%	
Most	20.8%	19.6%	19.4%	16.7%	18.3%	18.5%	24.2%	21.0%	20.5%	
Some	39.4%	41.5%	42.6%	41.2%	45.3%	45.1%	37.9%	37.5%	39.9%	
None	31.9%	26.1%	25.1%	34.3%	27.3%	26.7%	29.8%	24.9%	23.2%	
Total(n)	226	909	2,488	102	443	1,200	124	466	1,288	
Mean	2.05	2.19	2.20	1.98	2.09	2.11	2.10	2.30	2.30	
Standard deviation	0.92	0.96	0.96	0.91	0.90	0.91	0.93	1.02	1.00	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-0.15	-0.16	-	-0.12	-0.14	-	-0.20	-0.20	
<b>Reflective writing/journaling</b>										
All	8.8%	10.3%	10.8%	8.7%	8.5%	8.4%	8.9%	12.2%	13.4%	
Most	16.4%	15.5%	15.8%	9.7%	13.8%	13.8%	22.0%	17.4%	18.1%	
Some	31.4%	32.7%	32.7%	25.2%	28.3%	29.2%	36.6%	37.5%	36.6%	
None	43.4%	41.5%	40.7%	56.3%	49.4%	48.5%	32.5%	32.9%	31.9%	
Total(n)	226	907	2,483	103	444	1,193	123	463	1,290	
Mean	1.91	1.95	1.97	1.71	1.81	1.82	2.07	2.09	2.13	
Standard deviation	0.97	0.99	1.00	0.97	0.97	0.96	0.95	0.99	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.06	-	-0.10	-0.11	-	-0.02	-0.06	
<b>Community service as part of coursework</b>										
All	3.1%	2.7%	2.6%	1.0%	2.1%	1.8%	4.9%	3.3%	3.4%	
Most	6.7%	5.5%	6.1%	5.0%	5.4%	5.6%	8.1%	5.5%	6.7%	
Some	24.1%	23.0%	23.6%	20.8%	18.9%	20.3%	26.8%	27.5%	27.4%	
None	66.1%	68.8%	67.7%	73.3%	73.5%	72.2%	60.2%	63.7%	62.5%	
Total(n)	224	903	2,485	101	443	1,194	123	460	1,291	
Mean	1.47	1.42	1.44	1.34	1.36	1.37	1.58	1.48	1.51	
Standard deviation	0.76	0.72	0.72	0.62	0.68	0.68	0.84	0.75	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.04	-	-0.03	-0.04	-	0.13	0.09	
<b>Electronic quizzes with immediate feedback in class</b>										
All	12.8%	10.5%	10.4%	11.7%	10.9%	10.7%	13.7%	10.1%	10.1%	
Most	10.1%	11.4%	11.3%	5.8%	8.9%	9.5%	13.7%	14.1%	13.3%	
Some	26.9%	25.6%	24.3%	26.2%	26.4%	24.4%	27.4%	24.7%	24.2%	
None	50.2%	52.5%	54.0%	56.3%	53.8%	55.4%	45.2%	51.1%	52.3%	
Total(n)	227	912	2,485	103	446	1,199	124	466	1,286	
Mean	1.85	1.80	1.78	1.73	1.77	1.75	1.96	1.83	1.81	
Standard deviation	1.05	1.01	1.01	1.01	1.00	1.01	1.07	1.01	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.07	-	-0.04	-0.02	-	0.13	0.15	
<b>Using real-life problems</b>										
All	43.3%	44.8%	44.0%	37.6%	43.3%	41.6%	48.0%	46.3%	46.8%	
Most	30.8%	28.4%	28.6%	27.7%	27.5%	28.9%	33.3%	29.3%	28.3%	
Some	20.1%	21.6%	21.9%	25.7%	24.4%	24.4%	15.4%	18.5%	19.2%	
None	5.8%	5.2%	5.4%	8.9%	4.7%	5.2%	3.3%	5.8%	5.7%	

Washburn 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)	224	913	2,496	101	446	1,200	123	467	1,296	
Mean	3.12	3.13	3.11	2.94	3.09	3.07	3.26	3.16	3.16	
Standard deviation	0.93	0.93	0.93	1.00	0.93	0.93	0.84	0.92	0.93	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.16	-0.14	-	0.11	0.11	
<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	30.3%	29.6%	29.8%	30.1%	27.1%	26.8%	30.4%	32.4%	33.1%	
Most	32.0%	32.2%	31.2%	35.0%	33.0%	32.3%	29.6%	31.4%	30.0%	
Some	30.7%	31.8%	32.7%	26.2%	31.9%	33.2%	34.4%	31.6%	32.2%	
None	7.0%	6.4%	6.3%	8.7%	8.0%	7.7%	5.6%	4.6%	4.7%	
Total(n)	228	914	2,499	103	449	1,203	125	465	1,296	
Mean	2.86	2.85	2.84	2.86	2.79	2.78	2.85	2.92	2.91	
Standard deviation	0.93	0.92	0.92	0.95	0.93	0.93	0.93	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.08	0.09	-	-0.08	-0.07	
<b>Readings on racial and ethnic issues</b>										
All	13.3%	17.0%	17.0%	8.9%	13.7%	13.9%	16.9%	20.5%	20.4%	
Most	18.7%	15.0%	14.8%	11.9%	11.6%	11.6%	24.2%	18.6%	18.4%	
Some	29.8%	26.3%	27.4%	24.8%	25.0%	25.7%	33.9%	27.8%	29.3%	
None	38.2%	41.7%	40.8%	54.5%	49.7%	48.8%	25.0%	33.0%	31.9%	
Total(n)	225	890	2,456	101	435	1,182	124	455	1,274	
Mean	2.07	2.07	2.08	1.75	1.89	1.91	2.33	2.27	2.27	
Standard deviation	1.05	1.11	1.11	0.98	1.07	1.07	1.03	1.13	1.12	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.13	-0.15	-	0.05	0.05	
<b>Readings on women and gender issues</b>										
All	9.5%	13.8%	13.8%	7.0%	11.5%	11.0%	11.5%	16.4%	17.0%	
Most	15.8%	12.9%	13.1%	12.0%	10.2%	10.8%	18.9%	15.8%	15.8%	
Some	28.4%	25.7%	26.7%	24.0%	24.1%	24.9%	32.0%	27.4%	28.8%	
None	46.4%	47.6%	46.4%	57.0%	54.2%	53.3%	37.7%	40.5%	38.5%	
Total(n)	222	877	2,417	100	432	1,171	122	445	1,246	
Mean	1.88	1.93	1.94	1.69	1.79	1.80	2.04	2.08	2.11	
Standard deviation	1.00	1.07	1.07	0.94	1.03	1.02	1.02	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.10	-0.11	-	-0.04	-0.06	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	20.9%	20.9%	20.5%	12.9%	14.8%	15.8%	27.4%	27.4%	25.7%	
Most	21.3%	19.5%	19.8%	18.8%	20.5%	21.1%	23.4%	18.6%	18.3%	
Some	33.8%	34.9%	35.9%	36.6%	37.9%	38.0%	31.5%	31.7%	33.5%	
None	24.0%	24.7%	23.9%	31.7%	26.9%	25.2%	17.7%	22.3%	22.4%	
Total(n)	225	888	2,443	101	433	1,169	124	455	1,274	
Mean	2.39	2.37	2.37	2.13	2.23	2.27	2.60	2.51	2.47	
Standard deviation	1.07	1.07	1.06	1.01	1.01	1.01	1.07	1.12	1.10	



Washburn 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	-	0.02	0.02	-	-0.10	-0.14	-	0.08	0.12	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	16.0%	24.6%	25.1%	12.9%	22.9%	22.5%	18.5%	26.3%	28.0%	
Most	24.0%	25.3%	25.9%	18.8%	22.9%	23.0%	28.2%	28.0%	29.3%	
Some	46.2%	37.9%	37.2%	50.5%	40.6%	41.2%	42.7%	35.1%	32.7%	
None	13.8%	12.1%	11.8%	17.8%	13.6%	13.3%	10.5%	10.6%	10.0%	
Total(n)	225	883	2,438	101	432	1,172	124	451	1,266	
Mean	2.42	2.62	2.64	2.27	2.55	2.55	2.55	2.70	2.75	
Standard deviation	0.92	0.98	0.98	0.90	0.99	0.98	0.91	0.97	0.97	
Significance	-	**	**	-	**	**	-		*	
Effect size	-	-0.20	-0.22	-	-0.28	-0.29	-	-0.15	-0.21	
<b>Student evaluations of each others' work</b>										
All	9.9%	13.3%	13.4%	8.9%	12.0%	11.4%	10.7%	14.8%	15.6%	
Most	17.5%	16.4%	17.3%	16.8%	16.3%	16.6%	18.0%	16.5%	18.1%	
Some	35.4%	40.4%	41.6%	32.7%	38.9%	41.1%	37.7%	42.1%	42.1%	
None	37.2%	29.8%	27.7%	41.6%	32.8%	30.9%	33.6%	26.7%	24.2%	
Total(n)	223	889	2,442	101	435	1,172	122	454	1,270	
Mean	2.00	2.13	2.16	1.93	2.08	2.09	2.06	2.19	2.25	
Standard deviation	0.97	0.99	0.98	0.97	0.98	0.96	0.97	0.99	0.99	
Significance	-		*	-			-		*	
Effect size	-	-0.13	-0.16	-	-0.15	-0.17	-	-0.13	-0.19	
<b>Grading on a curve</b>										
All	11.1%	6.8%	6.5%	17.0%	9.5%	8.8%	6.4%	3.9%	3.9%	
Most	6.7%	9.5%	8.8%	6.0%	12.3%	11.3%	7.2%	6.6%	6.0%	
Some	19.1%	24.6%	24.0%	20.0%	24.1%	24.8%	18.4%	25.0%	23.0%	
None	63.1%	59.1%	60.8%	57.0%	54.0%	55.1%	68.0%	64.5%	67.1%	
Total(n)	225	886	2,436	100	432	1,171	125	454	1,265	
Mean	1.66	1.64	1.61	1.83	1.77	1.74	1.52	1.50	1.47	
Standard deviation	1.01	0.91	0.90	1.14	1.00	0.97	0.89	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.02	0.06	-	0.06	0.09	-	0.03	0.06	
<b>Rubric-based assessment</b>										
All	39.7%	36.7%	37.2%	29.0%	29.1%	28.9%	48.7%	45.0%	46.7%	
Most	28.8%	27.7%	27.5%	30.0%	28.8%	29.0%	27.7%	26.4%	25.8%	
Some	23.3%	25.8%	25.8%	31.0%	30.3%	30.5%	16.8%	20.8%	20.4%	
None	8.2%	9.9%	9.5%	10.0%	11.8%	11.6%	6.7%	7.7%	7.2%	
Total(n)	219	877	2,430	100	433	1,173	119	444	1,257	
Mean	3.00	2.91	2.92	2.78	2.75	2.75	3.18	3.09	3.12	
Standard deviation	0.98	1.01	1.00	0.98	1.00	1.00	0.95	0.98	0.97	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.03	0.03	-	0.09	0.06	

Washburn 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>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	13.7%	10.0%	10.0%	9.8%	10.7%	9.9%	16.9%	9.3%	10.2%	
Most	15.0%	13.3%	13.5%	11.8%	11.4%	12.0%	17.7%	15.2%	15.2%	
Some	36.7%	38.9%	38.1%	35.3%	35.2%	35.4%	37.9%	42.9%	41.0%	
None	34.5%	37.8%	38.4%	43.1%	42.7%	42.7%	27.4%	32.5%	33.6%	
Total(n)	226	895	2,457	102	438	1,181	124	457	1,276	
Mean	2.08	1.96	1.95	1.88	1.90	1.89	2.24	2.01	2.02	
Standard deviation	1.02	0.95	0.96	0.97	0.98	0.96	1.04	0.92	0.95	
Significance	-			-			-	*	*	
Effect size	-	0.13	0.14	-	-0.02	-0.01	-	0.25	0.23	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	41.1%	42.9%	42.9%	34.7%	37.9%	38.1%	46.3%	48.2%	48.2%	
Occasionally	45.5%	44.8%	45.0%	44.6%	46.2%	46.4%	46.3%	43.3%	43.5%	
Not at all	13.4%	12.3%	12.1%	20.8%	15.8%	15.4%	7.3%	8.5%	8.3%	
Total(n)	224	897	2,466	101	439	1,181	123	458	1,285	
Mean	2.28	2.31	2.31	2.14	2.22	2.23	2.39	2.40	2.40	
Standard deviation	0.69	0.68	0.67	0.74	0.70	0.70	0.62	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.11	-0.13	-	-0.02	-0.02	
<b>Simulations/animations</b>										
Frequently	24.4%	21.2%	20.6%	20.0%	18.9%	18.6%	28.1%	23.8%	22.9%	
Occasionally	42.5%	41.7%	42.2%	43.0%	44.3%	44.9%	42.1%	38.8%	39.3%	
Not at all	33.0%	37.1%	37.1%	37.0%	36.9%	36.6%	29.8%	37.4%	37.8%	
Total(n)	221	876	2,417	100	431	1,161	121	445	1,256	
Mean	1.91	1.84	1.83	1.83	1.82	1.82	1.98	1.86	1.85	
Standard deviation	0.75	0.75	0.74	0.74	0.72	0.72	0.76	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.01	0.01	-	0.16	0.17	
<b>Online homework or virtual labs</b>										
Frequently	34.2%	35.9%	34.4%	28.0%	30.2%	30.3%	39.3%	42.0%	39.0%	
Occasionally	33.8%	35.3%	35.4%	28.0%	37.2%	36.6%	38.5%	33.3%	34.0%	
Not at all	32.0%	28.8%	30.2%	44.0%	32.5%	33.1%	22.1%	24.7%	27.0%	
Total(n)	222	889	2,452	100	436	1,178	122	453	1,274	
Mean	2.02	2.07	2.04	1.84	1.98	1.97	2.17	2.17	2.12	
Standard deviation	0.82	0.80	0.80	0.84	0.79	0.80	0.77	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.18	-0.16	-	0.00	0.06	
<b>Online discussion boards</b>										
Frequently	20.6%	22.0%	22.2%	9.8%	17.8%	18.5%	29.8%	26.5%	26.4%	
Occasionally	31.4%	37.6%	37.7%	31.4%	35.9%	36.0%	31.4%	39.4%	39.5%	
Not at all	48.0%	40.4%	40.1%	58.8%	46.3%	45.5%	38.8%	34.1%	34.1%	

Washburn 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)	223	889	2,442	102	437	1,171	121	452	1,271	
Mean	1.73	1.82	1.82	1.51	1.71	1.73	1.91	1.92	1.92	
Standard deviation	0.78	0.77	0.77	0.67	0.75	0.75	0.83	0.77	0.77	
Significance	-			-	*	**	-			
Effect size	-	-0.12	-0.12	-	-0.27	-0.29	-	-0.01	-0.01	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	5.4%	6.5%	6.4%	4.0%	5.2%	5.2%	6.5%	7.8%	7.7%	
Occasionally	16.5%	14.4%	15.2%	12.9%	13.4%	14.1%	19.5%	15.4%	16.4%	
Not at all	78.1%	79.2%	78.5%	83.2%	81.3%	80.7%	74.0%	76.8%	75.9%	
Total(n)	224	890	2,456	101	436	1,180	123	454	1,276	
Mean	1.27	1.27	1.28	1.21	1.24	1.24	1.33	1.31	1.32	
Standard deviation	0.55	0.57	0.57	0.50	0.54	0.54	0.59	0.61	0.61	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.06	-0.06	-	0.03	0.02	
<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	37.8%	40.6%	40.4%	34.3%	36.2%	35.1%	40.7%	45.2%	46.5%	
Very important	40.1%	42.2%	42.0%	35.4%	42.7%	42.7%	44.1%	41.7%	41.2%	
Somewhat important	14.3%	12.4%	12.5%	18.2%	15.0%	15.3%	11.0%	9.6%	9.3%	
Not important	7.8%	4.8%	5.1%	12.1%	6.0%	6.9%	4.2%	3.5%	3.0%	
Total(n)	217	880	2,423	99	432	1,162	118	448	1,261	
Mean	3.08	3.19	3.18	2.92	3.09	3.06	3.21	3.29	3.31	
Standard deviation	0.91	0.83	0.84	1.01	0.86	0.88	0.80	0.78	0.76	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.20	-0.16	-	-0.10	-0.13	
<b>Prepare students for employment after college</b>										
Essential	81.8%	74.0%	72.7%	82.0%	70.2%	69.3%	81.7%	78.0%	76.5%	
Very important	18.2%	23.9%	24.7%	18.0%	27.1%	27.2%	18.3%	20.6%	21.8%	
Somewhat important	0.0%	2.0%	2.4%	0.0%	2.5%	3.1%	0.0%	1.4%	1.7%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.0%	0.1%	
Total(n)	220	876	2,417	100	427	1,155	120	449	1,262	
Mean	3.82	3.72	3.70	3.82	3.67	3.65	3.82	3.77	3.75	
Standard deviation	0.39	0.50	0.52	0.39	0.53	0.56	0.39	0.46	0.47	
Significance	-	**	***	-	**	**	-			
Effect size	-	0.20	0.23	-	0.28	0.30	-	0.11	0.15	
<b>Prepare students for graduate or advanced education</b>										
Essential	62.7%	58.2%	57.4%	66.3%	55.3%	54.9%	59.7%	61.4%	60.1%	
Very important	33.6%	38.0%	38.9%	28.6%	40.7%	41.2%	37.8%	35.1%	36.3%	
Somewhat important	3.2%	3.7%	3.6%	5.1%	4.0%	3.6%	1.7%	3.4%	3.5%	
Not important	0.5%	0.1%	0.2%	0.0%	0.0%	0.2%	0.8%	0.1%	0.1%	
Total(n)	217	882	2,428	98	434	1,168	119	448	1,260	
Mean	3.59	3.54	3.53	3.61	3.51	3.51	3.56	3.58	3.56	
Standard deviation	0.58	0.57	0.58	0.59	0.57	0.58	0.58	0.56	0.57	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.18	0.17	-	-0.04	0.00	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	42.5%	37.1%	36.2%	47.5%	35.2%	34.1%	38.3%	39.2%	38.5%	
Very important	45.2%	50.2%	49.8%	36.4%	51.3%	50.9%	52.5%	49.1%	48.6%	
Somewhat important	9.6%	9.2%	10.6%	11.1%	10.1%	11.3%	8.3%	8.3%	9.8%	
Not important	2.7%	3.4%	3.4%	5.1%	3.4%	3.7%	0.8%	3.5%	3.1%	
Total(n)	219	880	2,417	99	430	1,159	120	450	1,258	
Mean	3.27	3.21	3.19	3.26	3.18	3.15	3.28	3.24	3.22	
Standard deviation	0.75	0.75	0.75	0.85	0.75	0.76	0.65	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.11	-	0.11	0.14	-	0.05	0.08	
<b>Provide for students' emotional development</b>										
Essential	30.7%	27.3%	26.7%	27.3%	25.6%	24.3%	33.6%	29.1%	29.3%	
Very important	47.2%	49.2%	49.0%	40.4%	46.7%	46.7%	52.9%	52.0%	51.5%	
Somewhat important	18.3%	18.6%	19.0%	25.3%	22.5%	22.4%	12.6%	14.5%	15.2%	
Not important	3.7%	4.9%	5.3%	7.1%	5.2%	6.5%	0.8%	4.4%	4.0%	
Total(n)	218	881	2,421	99	433	1,164	119	448	1,257	
Mean	3.05	2.99	2.97	2.88	2.93	2.89	3.19	3.06	3.06	
Standard deviation	0.80	0.81	0.82	0.90	0.83	0.85	0.68	0.78	0.77	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	-0.06	-0.01	-	0.17	0.17	
<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	37.4%	32.0%	32.2%	36.0%	30.8%	29.8%	38.7%	33.3%	34.8%	
Very important	51.6%	51.5%	51.3%	52.0%	51.2%	51.9%	51.3%	51.8%	50.5%	
Somewhat important	8.7%	13.6%	13.4%	7.0%	15.9%	15.1%	10.1%	11.1%	11.5%	
Not important	2.3%	2.9%	3.2%	5.0%	2.1%	3.2%	0.0%	3.8%	3.2%	
Total(n)	219	883	2,418	100	433	1,161	119	450	1,257	
Mean	3.24	3.13	3.12	3.19	3.11	3.08	3.29	3.15	3.17	
Standard deviation	0.70	0.75	0.75	0.77	0.73	0.75	0.64	0.76	0.75	
Significance	-	*	*	-			-			
Effect size	-	0.15	0.16	-	0.11	0.15	-	0.18	0.16	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	48.6%	45.1%	45.3%	38.4%	36.1%	36.2%	57.1%	54.8%	55.6%	
Very important	37.2%	41.2%	40.4%	40.4%	46.8%	45.3%	34.5%	35.3%	34.8%	
Somewhat important	9.6%	10.0%	10.5%	12.1%	12.1%	12.9%	7.6%	7.7%	7.8%	
Not important	4.6%	3.7%	3.8%	9.1%	5.0%	5.5%	0.8%	2.2%	1.9%	
Total(n)	218	882	2,424	99	433	1,163	119	449	1,261	
Mean	3.30	3.28	3.27	3.08	3.14	3.12	3.48	3.43	3.44	

Washburn 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	0.82	0.79	0.80	0.93	0.81	0.83	0.67	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.07	-0.05	-	0.07	0.06	
<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	70.8%	72.6%	73.1%	64.6%	66.4%	68.2%	75.8%	79.1%	78.5%	
Very important	25.1%	24.2%	23.6%	29.3%	28.9%	27.2%	21.7%	19.1%	19.6%	
Somewhat important	4.1%	3.1%	3.0%	6.1%	4.3%	4.1%	2.5%	1.8%	1.8%	
Not important	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.1%	
Total(n)	219	882	2,423	99	433	1,161	120	449	1,262	
Mean	3.67	3.69	3.69	3.59	3.61	3.63	3.73	3.77	3.76	
Standard deviation	0.55	0.54	0.54	0.61	0.59	0.59	0.50	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.03	-0.07	-	-0.09	-0.06	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	60.2%	57.4%	58.4%	45.5%	48.8%	49.6%	72.6%	66.7%	68.3%	
Very important	31.9%	34.8%	33.6%	44.4%	41.6%	39.9%	21.4%	27.5%	26.5%	
Somewhat important	5.6%	4.7%	5.1%	6.1%	5.1%	6.1%	5.1%	4.2%	4.0%	
Not important	2.3%	3.1%	3.0%	4.0%	4.6%	4.4%	0.9%	1.5%	1.3%	
Total(n)	216	880	2,420	99	433	1,165	117	447	1,255	
Mean	3.50	3.47	3.47	3.31	3.35	3.35	3.66	3.59	3.62	
Standard deviation	0.71	0.73	0.73	0.76	0.78	0.78	0.62	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.05	-0.05	-	0.11	0.06	
<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	17.4%	17.0%	16.1%	22.4%	18.2%	17.3%	13.3%	15.7%	14.6%	
Agree somewhat	45.4%	48.4%	47.6%	37.8%	47.4%	46.2%	51.7%	49.4%	49.1%	
Disagree somewhat	27.5%	24.7%	25.7%	25.5%	23.8%	24.8%	29.2%	25.6%	26.8%	
Strongly disagree	9.6%	9.9%	10.6%	14.3%	10.5%	11.6%	5.8%	9.3%	9.5%	
Total(n)	218	870	2,389	98	428	1,148	120	442	1,241	
Mean	2.71	2.72	2.69	2.68	2.73	2.69	2.73	2.71	2.69	
Standard deviation	0.87	0.86	0.86	0.98	0.88	0.89	0.77	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.06	-0.01	-	0.02	0.05	
<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	75.0%	74.8%	74.3%	68.7%	69.8%	68.4%	80.2%	80.2%	80.8%	
Agree somewhat	21.4%	21.7%	22.0%	23.2%	24.3%	25.5%	19.8%	18.9%	18.1%	
Disagree somewhat	2.7%	2.8%	2.9%	6.1%	4.8%	4.8%	0.0%	0.7%	0.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.9%	0.7%	0.8%	2.0%	1.1%	1.3%	0.0%	0.3%	0.3%	
Total(n)	220	873	2,392	99	427	1,148	121	446	1,244	
Mean	3.70	3.71	3.70	3.59	3.63	3.61	3.80	3.79	3.79	
Standard deviation	0.56	0.55	0.56	0.70	0.63	0.64	0.40	0.44	0.44	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.06	-0.03	-	0.02	0.02	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	58.1%	53.4%	54.4%	49.0%	46.6%	47.4%	65.5%	60.7%	62.4%	
Agree somewhat	38.7%	40.9%	39.7%	45.9%	45.0%	44.1%	32.8%	36.4%	34.7%	
Disagree somewhat	2.3%	4.2%	4.5%	4.1%	6.8%	6.9%	0.8%	1.3%	1.7%	
Strongly disagree	0.9%	1.6%	1.4%	1.0%	1.6%	1.5%	0.8%	1.5%	1.2%	
Total(n)	217	872	2,389	98	429	1,151	119	443	1,238	
Mean	3.54	3.46	3.47	3.43	3.37	3.37	3.63	3.56	3.58	
Standard deviation	0.59	0.65	0.65	0.63	0.68	0.68	0.55	0.60	0.59	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.09	0.09	-	0.12	0.08	
<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	15.5%	15.9%	15.8%	20.2%	19.8%	18.5%	11.4%	11.7%	12.7%	
Agree somewhat	43.2%	43.6%	44.9%	35.4%	43.4%	45.2%	50.0%	43.8%	44.6%	
Disagree somewhat	32.9%	32.5%	31.5%	33.3%	29.1%	28.5%	32.5%	36.2%	34.9%	
Strongly disagree	8.5%	8.0%	7.8%	11.1%	7.8%	7.9%	6.1%	8.3%	7.8%	
Total(n)	213	858	2,358	99	424	1,142	114	434	1,216	
Mean	2.66	2.67	2.69	2.65	2.75	2.74	2.67	2.59	2.62	
Standard deviation	0.84	0.84	0.83	0.93	0.86	0.85	0.76	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.12	-0.11	-	0.10	0.06	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	12.5%	13.1%	14.2%	9.4%	10.8%	12.2%	15.2%	15.6%	16.4%	
Agree somewhat	43.3%	42.8%	42.9%	30.2%	36.4%	37.4%	54.5%	49.9%	49.3%	
Disagree somewhat	35.1%	34.0%	33.0%	42.7%	36.6%	35.6%	28.6%	31.1%	30.0%	
Strongly disagree	9.1%	10.1%	9.9%	17.7%	16.2%	14.8%	1.8%	3.3%	4.3%	
Total(n)	208	838	2,301	96	416	1,109	112	422	1,192	
Mean	2.59	2.59	2.61	2.31	2.42	2.47	2.83	2.78	2.78	
Standard deviation	0.82	0.84	0.85	0.87	0.88	0.89	0.70	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.13	-0.18	-	0.07	0.06	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	28.0%	24.2%	22.9%	35.4%	33.7%	30.4%	21.8%	13.8%	14.4%	
Agree somewhat	38.5%	42.9%	42.5%	37.4%	40.2%	41.3%	39.5%	45.8%	43.8%	
Disagree somewhat	27.5%	24.2%	24.6%	22.2%	19.5%	20.4%	31.9%	29.3%	29.3%	
Strongly disagree	6.0%	8.7%	10.1%	5.1%	6.6%	7.9%	6.7%	11.1%	12.6%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	218	865	2,373	99	426	1,145	119	439	1,228	
Mean	2.89	2.82	2.78	3.03	3.01	2.94	2.76	2.62	2.60	
Standard deviation	0.89	0.90	0.91	0.89	0.89	0.91	0.87	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	0.02	0.10	-	0.16	0.18	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	14.9%	21.9%	21.1%	14.4%	18.7%	17.4%	15.3%	25.2%	25.3%	
Agree somewhat	30.7%	30.3%	30.8%	26.8%	28.2%	28.5%	33.9%	32.6%	33.3%	
Disagree somewhat	35.3%	29.9%	30.6%	36.1%	31.7%	32.6%	34.7%	28.0%	28.3%	
Strongly disagree	19.1%	17.9%	17.5%	22.7%	21.3%	21.5%	16.1%	14.2%	13.1%	
Total(n)	215	859	2,364	97	420	1,136	118	439	1,228	
Mean	2.41	2.56	2.55	2.33	2.44	2.42	2.48	2.69	2.71	
Standard deviation	0.96	1.02	1.01	0.99	1.02	1.01	0.94	1.00	0.99	
Significance	-			-			-	*	*	
Effect size	-	-0.15	-0.14	-	-0.11	-0.09	-	-0.21	-0.23	
<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	29.5%	24.0%	23.9%	32.3%	23.3%	23.6%	27.2%	24.7%	24.2%	
Agree somewhat	39.5%	50.1%	50.9%	39.6%	51.6%	52.7%	39.5%	48.4%	48.8%	
Disagree somewhat	23.8%	19.3%	18.9%	21.9%	18.4%	17.9%	25.4%	20.3%	20.1%	
Strongly disagree	7.1%	6.6%	6.3%	6.3%	6.6%	5.8%	7.9%	6.5%	6.9%	
Total(n)	210	835	2,291	96	404	1,099	114	431	1,192	
Mean	2.91	2.92	2.92	2.98	2.92	2.94	2.86	2.91	2.90	
Standard deviation	0.90	0.83	0.82	0.89	0.82	0.80	0.91	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.07	0.05	-	-0.06	-0.05	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	30.9%	24.7%	25.5%	30.2%	21.3%	22.4%	31.5%	28.3%	28.9%	
Agree somewhat	52.2%	56.5%	56.3%	52.1%	57.1%	56.9%	52.3%	55.8%	55.5%	
Disagree somewhat	13.5%	16.1%	15.1%	13.5%	19.5%	17.9%	13.5%	12.5%	12.0%	
Strongly disagree	3.4%	2.8%	3.1%	4.2%	2.2%	2.7%	2.7%	3.4%	3.6%	
Total(n)	207	806	2,220	96	395	1,073	111	411	1,147	
Mean	3.11	3.03	3.04	3.08	2.97	2.99	3.13	3.09	3.10	
Standard deviation	0.76	0.72	0.73	0.78	0.70	0.72	0.74	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.16	0.13	-	0.05	0.04	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	1.9%	3.0%	3.4%	2.1%	3.8%	3.7%	1.8%	2.2%	3.1%	
Agree somewhat	14.4%	15.1%	16.9%	10.6%	13.4%	14.2%	17.5%	16.9%	19.9%	
Disagree somewhat	36.1%	45.9%	46.3%	30.9%	42.8%	44.2%	40.4%	49.1%	48.6%	
Strongly disagree	47.6%	36.0%	33.4%	56.4%	39.9%	37.9%	40.4%	31.8%	28.4%	

Washburn 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)	208	824	2,256	94	405	1,090	114	419	1,166	
Mean	1.71	1.85	1.90	1.59	1.81	1.84	1.81	1.89	1.98	
Standard deviation	0.78	0.78	0.79	0.77	0.81	0.80	0.79	0.75	0.78	
Significance	-	*	***	-	*	**	-		*	
Effect size	-	-0.18	-0.24	-	-0.27	-0.31	-	-0.11	-0.22	
<b>My research is valued by faculty in my department</b>										
Strongly agree	29.5%	29.6%	31.2%	28.3%	28.4%	31.1%	30.6%	30.9%	31.2%	
Agree somewhat	52.5%	50.4%	48.4%	54.3%	52.4%	49.2%	50.9%	48.3%	47.4%	
Disagree somewhat	12.5%	14.1%	14.4%	9.8%	13.7%	13.8%	14.8%	14.6%	15.1%	
Strongly disagree	5.5%	5.9%	6.0%	7.6%	5.6%	5.8%	3.7%	6.2%	6.3%	
Total(n)	200	795	2,219	92	397	1,077	108	398	1,142	
Mean	3.06	3.04	3.05	3.03	3.04	3.06	3.08	3.04	3.04	
Standard deviation	0.80	0.82	0.83	0.83	0.80	0.82	0.77	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.01	-	-0.01	-0.04	-	0.05	0.05	
<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	62.0%	54.0%	55.5%	64.2%	52.8%	55.1%	60.2%	55.3%	56.0%	
Agree somewhat	31.7%	37.4%	35.7%	28.4%	38.7%	36.6%	34.5%	36.1%	34.7%	
Disagree somewhat	3.4%	5.8%	5.8%	3.2%	6.0%	5.7%	3.5%	5.5%	6.0%	
Strongly disagree	2.9%	2.8%	2.9%	4.2%	2.4%	2.6%	1.8%	3.2%	3.3%	
Total(n)	208	836	2,307	95	409	1,108	113	427	1,199	
Mean	3.53	3.43	3.44	3.53	3.42	3.44	3.53	3.43	3.43	
Standard deviation	0.70	0.73	0.73	0.76	0.71	0.72	0.66	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.15	0.13	-	0.14	0.13	
<b>My service is valued by faculty in my department</b>										
Strongly agree	55.0%	48.3%	48.4%	54.2%	45.8%	46.7%	55.8%	50.9%	50.2%	
Agree somewhat	35.4%	38.8%	38.6%	37.5%	42.0%	41.1%	33.6%	35.4%	35.9%	
Disagree somewhat	6.2%	9.4%	9.1%	3.1%	8.7%	8.3%	8.8%	10.2%	10.0%	
Strongly disagree	3.3%	3.5%	3.9%	5.2%	3.5%	3.9%	1.8%	3.5%	3.9%	
Total(n)	209	821	2,278	96	402	1,098	113	419	1,180	
Mean	3.42	3.32	3.31	3.41	3.30	3.31	3.43	3.34	3.32	
Standard deviation	0.76	0.78	0.80	0.79	0.77	0.78	0.73	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.14	0.13	-	0.11	0.14	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	18.6%	13.0%	14.8%	20.8%	14.3%	15.2%	16.7%	11.5%	14.3%	
Agree somewhat	45.2%	38.5%	41.1%	41.7%	34.4%	38.5%	48.2%	42.9%	44.0%	
Disagree somewhat	25.2%	27.4%	25.7%	22.9%	26.1%	25.1%	27.2%	28.8%	26.2%	
Strongly disagree	11.0%	21.1%	18.5%	14.6%	25.2%	21.3%	7.9%	16.8%	15.4%	
Total(n)	210	832	2,290	96	407	1,105	114	425	1,185	
Mean	2.71	2.43	2.52	2.69	2.38	2.48	2.74	2.49	2.57	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.89	0.96	0.96	0.97	1.01	0.99	0.83	0.90	0.92	
Significance	-	***	**	-	**	*	-	**		
Effect size	-	0.29	0.20	-	0.31	0.21	-	0.28	0.18	
<b>The faculty are typically at odds with campus administration</b>										
Strongly agree	2.9%	12.7%	11.8%	5.2%	16.7%	14.6%	0.9%	8.4%	8.7%	
Agree somewhat	36.2%	42.2%	39.2%	32.0%	39.1%	37.3%	39.8%	45.5%	41.3%	
Disagree somewhat	43.8%	34.8%	37.5%	49.5%	35.7%	37.4%	38.9%	33.7%	37.5%	
Strongly disagree	17.1%	10.3%	11.5%	13.4%	8.5%	10.6%	20.4%	12.3%	12.6%	
Total(n)	210	830	2,274	97	407	1,099	113	423	1,175	
Mean	2.25	2.57	2.51	2.29	2.64	2.56	2.21	2.50	2.46	
Standard deviation	0.77	0.84	0.85	0.76	0.86	0.87	0.77	0.82	0.82	
Significance	-	***	***	-	***	**	-	***	**	
Effect size	-	-0.38	-0.31	-	-0.41	-0.31	-	-0.35	-0.30	
<b>Faculty here respect each other</b>										
Strongly agree	46.0%	32.8%	33.3%	45.4%	32.5%	32.9%	46.5%	33.1%	33.8%	
Agree somewhat	47.4%	55.4%	54.6%	47.4%	54.9%	54.7%	47.4%	56.0%	54.4%	
Disagree somewhat	4.7%	9.4%	9.4%	4.1%	10.4%	9.9%	5.3%	8.3%	8.8%	
Strongly disagree	1.9%	2.4%	2.7%	3.1%	2.2%	2.5%	0.9%	2.6%	2.9%	
Total(n)	211	831	2,283	97	409	1,100	114	422	1,183	
Mean	3.37	3.19	3.19	3.35	3.18	3.18	3.39	3.20	3.19	
Standard deviation	0.67	0.70	0.71	0.71	0.70	0.70	0.63	0.69	0.71	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.26	0.25	-	0.24	0.24	-	0.28	0.28	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	18.0%	11.6%	12.8%	16.7%	13.5%	14.1%	19.1%	9.5%	11.2%	
Agree somewhat	50.2%	46.7%	48.7%	49.0%	43.3%	46.5%	51.3%	50.4%	51.3%	
Disagree somewhat	22.7%	27.5%	25.8%	24.0%	27.2%	25.4%	21.7%	27.8%	26.1%	
Strongly disagree	9.0%	14.2%	12.8%	10.4%	16.0%	13.9%	7.8%	12.2%	11.4%	
Total(n)	211	822	2,257	96	402	1,089	115	420	1,168	
Mean	2.77	2.56	2.61	2.72	2.54	2.61	2.82	2.57	2.62	
Standard deviation	0.85	0.87	0.86	0.87	0.92	0.89	0.83	0.82	0.83	
Significance	-	**	**	-			-	**	*	
Effect size	-	0.24	0.19	-	0.20	0.12	-	0.30	0.24	
<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	36.8%	23.9%	23.6%	36.2%	22.2%	22.2%	37.4%	25.8%	25.0%	
Agree somewhat	42.1%	48.3%	49.3%	43.6%	49.7%	50.6%	40.9%	46.7%	47.9%	
Disagree somewhat	15.8%	20.2%	20.1%	12.8%	19.6%	19.7%	18.3%	20.8%	20.6%	
Strongly disagree	5.3%	7.6%	7.0%	7.4%	8.5%	7.5%	3.5%	6.7%	6.5%	
Total(n)	209	828	2,277	94	402	1,095	115	426	1,182	
Mean	3.11	2.88	2.89	3.09	2.86	2.88	3.12	2.92	2.91	
Standard deviation	0.85	0.86	0.84	0.89	0.86	0.84	0.83	0.85	0.84	
Significance	-	***	***	-	*	*	-	*	*	

Washburn 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	-	0.27	0.26	-	0.27	0.25	-	0.24	0.25	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	26.2%	30.2%	32.6%	27.7%	31.3%	34.2%	25.0%	29.1%	30.8%	
Agree somewhat	51.5%	45.9%	44.2%	48.9%	43.8%	42.8%	53.6%	48.3%	45.8%	
Disagree somewhat	18.4%	16.0%	16.2%	16.0%	15.4%	15.0%	20.5%	16.6%	17.6%	
Strongly disagree	3.9%	7.8%	7.0%	7.4%	9.5%	8.0%	0.9%	6.0%	5.8%	
Total(n)	206	826	2,282	94	406	1,100	112	420	1,182	
Mean	3.00	2.99	3.02	2.97	2.97	3.03	3.03	3.00	3.02	
Standard deviation	0.78	0.88	0.88	0.86	0.92	0.90	0.70	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	0.00	-0.07	-	0.04	0.01	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	8.1%	12.0%	10.5%	10.4%	14.3%	11.5%	6.2%	9.6%	9.4%	
Agree somewhat	37.3%	35.7%	33.4%	34.4%	34.0%	32.9%	39.8%	37.5%	34.0%	
Disagree somewhat	40.7%	42.3%	43.6%	40.6%	42.1%	43.5%	40.7%	42.5%	43.8%	
Strongly disagree	13.9%	10.0%	12.4%	14.6%	9.7%	12.1%	13.3%	10.4%	12.7%	
Total(n)	209	837	2,300	96	409	1,107	113	428	1,193	
Mean	2.40	2.50	2.42	2.41	2.53	2.44	2.39	2.46	2.40	
Standard deviation	0.83	0.83	0.84	0.87	0.85	0.85	0.80	0.81	0.83	
Significance	-			-			-			
Effect size	-	-0.12	-0.02	-	-0.14	-0.04	-	-0.09	-0.01	
<b>There is adequate support for faculty development</b>										
Strongly agree	38.2%	22.2%	22.9%	36.1%	20.5%	21.3%	40.0%	24.0%	24.8%	
Agree somewhat	45.8%	45.5%	46.4%	46.4%	44.6%	46.6%	45.2%	46.5%	46.3%	
Disagree somewhat	10.8%	21.6%	20.7%	9.3%	21.9%	21.2%	12.2%	21.2%	20.2%	
Strongly disagree	5.2%	10.8%	9.9%	8.2%	13.0%	11.0%	2.6%	8.3%	8.7%	
Total(n)	212	834	2,292	97	410	1,105	115	424	1,187	
Mean	3.17	2.79	2.82	3.10	2.72	2.78	3.23	2.86	2.87	
Standard deviation	0.82	0.91	0.90	0.88	0.93	0.90	0.76	0.87	0.88	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.42	0.39	-	0.41	0.36	-	0.43	0.41	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	5.3%	7.6%	8.1%	3.2%	7.3%	6.8%	7.0%	7.8%	9.7%	
Agree somewhat	44.2%	40.3%	41.1%	39.4%	37.5%	38.9%	48.2%	43.2%	43.5%	
Disagree somewhat	39.4%	44.5%	42.9%	46.8%	46.1%	45.1%	33.3%	42.7%	40.4%	
Strongly disagree	11.1%	7.7%	7.9%	10.6%	9.0%	9.3%	11.4%	6.2%	6.4%	
Total(n)	208	825	2,268	94	402	1,091	114	423	1,177	
Mean	2.44	2.48	2.49	2.35	2.43	2.43	2.51	2.53	2.56	
Standard deviation	0.76	0.74	0.76	0.71	0.76	0.75	0.79	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.11	-0.11	-	-0.03	-0.07	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	5.5%	7.6%	7.6%	5.4%	8.1%	7.2%	5.6%	7.0%	8.1%	
Agree somewhat	43.3%	37.3%	38.1%	39.8%	38.3%	40.2%	46.3%	36.1%	35.6%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	39.3%	38.9%	38.1%	40.9%	37.8%	37.1%	38.0%	40.1%	39.3%	
Strongly disagree	11.9%	16.2%	16.2%	14.0%	15.8%	15.4%	10.2%	16.7%	17.0%	
Total(n)	201	804	2,229	93	396	1,078	108	408	1,151	
Mean	2.42	2.36	2.37	2.37	2.39	2.39	2.47	2.33	2.35	
Standard deviation	0.77	0.84	0.84	0.79	0.85	0.83	0.75	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	-0.02	-0.02	-	0.17	0.14	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	47.5%	38.9%	37.0%	52.1%	44.1%	41.8%	43.4%	33.2%	31.6%	
Agree somewhat	38.0%	46.8%	47.1%	37.2%	44.8%	46.1%	38.7%	48.9%	48.1%	
Disagree somewhat	11.5%	9.8%	11.5%	9.6%	7.3%	8.6%	13.2%	12.5%	14.9%	
Strongly disagree	3.0%	4.5%	4.4%	1.1%	3.8%	3.6%	4.7%	5.4%	5.4%	
Total(n)	200	800	2,221	94	396	1,082	106	404	1,139	
Mean	3.30	3.20	3.17	3.40	3.29	3.26	3.21	3.10	3.06	
Standard deviation	0.79	0.79	0.80	0.71	0.76	0.76	0.85	0.81	0.82	
Significance	-		*	-			-			
Effect size	-	0.13	0.16	-	0.14	0.18	-	0.14	0.18	
<b>Women faculty are treated fairly here</b>										
Strongly agree	46.6%	40.5%	39.1%	57.3%	48.3%	46.4%	37.3%	32.2%	31.0%	
Agree somewhat	38.8%	44.7%	44.5%	32.3%	41.8%	42.9%	44.5%	47.8%	46.1%	
Disagree somewhat	11.2%	10.7%	12.2%	9.4%	7.0%	8.2%	12.7%	14.6%	16.7%	
Strongly disagree	3.4%	4.2%	4.2%	1.0%	3.0%	2.4%	5.5%	5.5%	6.1%	
Total(n)	206	811	2,256	96	398	1,086	110	413	1,170	
Mean	3.29	3.21	3.19	3.46	3.35	3.33	3.14	3.07	3.02	
Standard deviation	0.80	0.80	0.80	0.71	0.74	0.73	0.84	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.10	0.13	-	0.15	0.18	-	0.08	0.14	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	44.9%	40.3%	38.6%	51.1%	44.4%	42.8%	39.4%	35.9%	33.8%	
Agree somewhat	40.9%	48.0%	48.6%	38.3%	47.2%	48.2%	43.3%	48.8%	49.0%	
Disagree somewhat	12.6%	8.6%	9.8%	8.5%	5.5%	6.5%	16.3%	11.9%	13.7%	
Strongly disagree	1.5%	3.1%	3.0%	2.1%	2.9%	2.5%	1.0%	3.3%	3.5%	
Total(n)	198	789	2,175	94	392	1,063	104	397	1,112	
Mean	3.29	3.26	3.23	3.38	3.33	3.31	3.21	3.17	3.13	
Standard deviation	0.74	0.74	0.74	0.73	0.71	0.70	0.75	0.76	0.77	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	0.07	0.10	-	0.05	0.10	
<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	27.7%	28.5%	27.4%	30.9%	31.1%	29.5%	25.0%	25.7%	24.9%	
High priority	53.0%	51.7%	52.6%	50.0%	50.1%	51.0%	55.6%	53.3%	54.5%	
Medium priority	17.3%	16.2%	16.7%	16.0%	15.4%	16.3%	18.5%	17.0%	17.2%	
Low priority	2.0%	3.7%	3.2%	3.2%	3.4%	3.1%	0.9%	4.0%	3.4%	

Washburn 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)	202	819	2,229	94	405	1,075	108	414	1,154	
Mean	3.06	3.05	3.04	3.09	3.09	3.07	3.05	3.01	3.01	
Standard deviation	0.73	0.77	0.75	0.77	0.77	0.76	0.69	0.77	0.75	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.00	0.03	-	0.05	0.05	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority	26.4%	20.4%	20.2%	28.0%	20.4%	19.9%	25.0%	20.4%	20.6%	
High priority	42.8%	41.8%	42.7%	45.2%	43.0%	43.4%	40.7%	40.4%	41.9%	
Medium priority	26.4%	28.1%	27.8%	21.5%	25.9%	26.5%	30.6%	30.5%	29.2%	
Low priority	4.5%	9.7%	9.3%	5.4%	10.7%	10.1%	3.7%	8.7%	8.3%	
Total(n)	201	808	2,209	93	399	1,063	108	409	1,146	
Mean	2.91	2.73	2.74	2.96	2.73	2.73	2.87	2.72	2.75	
Standard deviation	0.84	0.89	0.88	0.85	0.90	0.89	0.83	0.88	0.87	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.20	0.19	-	0.26	0.26	-	0.17	0.14	
<b>To facilitate student involvement in community service</b>										
Highest priority	12.1%	10.2%	10.8%	14.1%	12.2%	11.7%	10.3%	8.1%	9.8%	
High priority	43.7%	36.2%	37.4%	44.6%	33.4%	34.8%	43.0%	39.1%	40.3%	
Medium priority	38.2%	42.3%	41.1%	32.6%	41.6%	41.4%	43.0%	43.0%	40.8%	
Low priority	6.0%	11.3%	10.7%	8.7%	12.8%	12.1%	3.7%	9.8%	9.1%	
Total(n)	199	809	2,207	92	398	1,064	107	411	1,143	
Mean	2.62	2.45	2.48	2.64	2.45	2.46	2.60	2.46	2.51	
Standard deviation	0.78	0.82	0.82	0.83	0.86	0.85	0.73	0.78	0.79	
Significance	-	**	*	-			-			
Effect size	-	0.21	0.17	-	0.22	0.21	-	0.18	0.11	
<b>To help students learn how to bring about change in society</b>										
Highest priority	14.0%	13.1%	12.4%	15.1%	13.7%	12.2%	13.1%	12.3%	12.6%	
High priority	35.0%	30.9%	32.1%	32.3%	28.3%	30.0%	37.4%	33.6%	34.4%	
Medium priority	38.0%	40.2%	40.3%	32.3%	40.1%	41.0%	43.0%	40.3%	39.6%	
Low priority	13.0%	15.9%	15.2%	20.4%	17.8%	16.8%	6.5%	13.8%	13.4%	
Total(n)	200	798	2,191	93	391	1,057	107	407	1,134	
Mean	2.50	2.41	2.42	2.42	2.38	2.38	2.57	2.44	2.46	
Standard deviation	0.89	0.91	0.89	0.98	0.93	0.90	0.80	0.88	0.88	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.04	0.04	-	0.15	0.13	
<b>To increase or maintain institutional prestige</b>										
Highest priority	21.1%	26.3%	23.7%	23.7%	27.8%	24.4%	18.9%	24.7%	22.9%	
High priority	37.7%	38.2%	38.7%	39.8%	36.4%	37.6%	35.8%	40.2%	40.1%	
Medium priority	31.7%	27.3%	28.7%	28.0%	26.9%	28.6%	34.9%	27.6%	28.7%	
Low priority	9.5%	8.2%	8.9%	8.6%	8.9%	9.4%	10.4%	7.5%	8.3%	
Total(n)	199	809	2,202	93	400	1,068	106	409	1,134	
Mean	2.70	2.83	2.77	2.78	2.83	2.77	2.63	2.82	2.78	

Washburn 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	0.91	0.91	0.91	0.91	0.93	0.92	0.91	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.14	-0.08	-	-0.05	0.01	-	-0.21	-0.17	

Washburn 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	3.0%	7.5%	6.4%	5.4%	9.1%	7.7%	0.9%	5.6%	4.9%	
High priority	17.6%	23.3%	19.7%	12.9%	22.8%	18.8%	21.7%	24.0%	20.8%	
Medium priority	37.2%	32.4%	32.7%	39.8%	30.6%	30.8%	34.9%	34.4%	34.9%	
Low priority	42.2%	36.8%	41.1%	41.9%	37.5%	42.7%	42.5%	36.0%	39.4%	
Total(n)	199	801	2,187	93	397	1,057	106	404	1,130	
Mean	1.81	2.01	1.91	1.82	2.03	1.92	1.81	1.99	1.91	
Standard deviation	0.83	0.95	0.93	0.86	0.98	0.96	0.81	0.91	0.89	
Significance	-	**		-			-			
Effect size	-	-0.21	-0.11	-	-0.21	-0.10	-	-0.20	-0.11	
<b>To recruit more minority students</b>										
Highest priority	14.6%	14.9%	15.3%	15.2%	14.9%	14.4%	14.0%	14.9%	16.4%	
High priority	38.2%	40.6%	40.8%	33.7%	40.2%	41.1%	42.1%	41.0%	40.4%	
Medium priority	33.2%	34.3%	34.3%	34.8%	34.4%	34.8%	31.8%	34.2%	33.8%	
Low priority	14.1%	10.1%	9.6%	16.3%	10.4%	9.8%	12.1%	9.8%	9.4%	
Total(n)	199	805	2,205	92	399	1,065	107	406	1,140	
Mean	2.53	2.60	2.62	2.48	2.60	2.60	2.58	2.61	2.64	
Standard deviation	0.91	0.86	0.86	0.94	0.86	0.85	0.88	0.86	0.86	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.14	-0.14	-	-0.03	-0.07	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	5.0%	7.7%	7.3%	6.5%	9.3%	8.7%	3.8%	6.0%	5.7%	
High priority	13.1%	17.3%	17.3%	11.8%	18.6%	18.3%	14.2%	15.8%	16.1%	
Medium priority	25.1%	33.8%	34.7%	25.8%	34.3%	35.5%	24.5%	33.3%	33.9%	
Low priority	56.8%	41.2%	40.7%	55.9%	37.8%	37.5%	57.5%	45.0%	44.3%	
Total(n)	199	810	2,204	93	401	1,068	106	409	1,136	
Mean	1.66	1.91	1.91	1.69	2.00	1.98	1.64	1.83	1.83	
Standard deviation	0.89	0.94	0.93	0.92	0.97	0.95	0.86	0.90	0.90	
Significance	-	***	***	-	**	**	-		*	
Effect size	-	-0.27	-0.27	-	-0.32	-0.31	-	-0.21	-0.21	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	15.6%	14.0%	14.1%	15.2%	15.2%	14.5%	15.9%	12.6%	13.6%	
High priority	30.2%	33.6%	35.6%	33.7%	34.0%	36.6%	27.1%	33.2%	34.4%	
Medium priority	36.7%	37.7%	36.5%	35.9%	37.6%	36.6%	37.4%	38.0%	36.5%	
Low priority	17.6%	14.7%	13.8%	15.2%	13.2%	12.4%	19.6%	16.2%	15.5%	
Total(n)	199	801	2,201	92	395	1,066	107	406	1,135	
Mean	2.44	2.47	2.50	2.49	2.51	2.53	2.39	2.42	2.46	
Standard deviation	0.96	0.91	0.90	0.93	0.90	0.89	0.98	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	-0.02	-0.04	-	-0.03	-0.08	

Washburn 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	16.9%	18.1%	17.9%	15.2%	18.6%	17.1%	18.3%	17.6%	18.8%	
High priority	31.8%	34.2%	35.9%	37.0%	33.5%	36.6%	27.5%	34.9%	35.0%	
Medium priority	31.3%	33.0%	32.7%	31.5%	34.0%	33.6%	31.2%	31.9%	31.8%	
Low priority	19.9%	14.7%	13.4%	16.3%	13.9%	12.6%	22.9%	15.6%	14.4%	
Total(n)	201	800	2,190	92	395	1,059	109	405	1,131	
Mean	2.46	2.56	2.58	2.51	2.57	2.58	2.41	2.54	2.58	
Standard deviation	0.99	0.95	0.93	0.94	0.95	0.92	1.04	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.06	-0.08	-	-0.14	-0.18	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	13.1%	11.5%	12.1%	10.9%	12.0%	11.9%	15.1%	10.9%	12.2%	
High priority	38.4%	27.9%	29.1%	32.6%	24.8%	26.9%	43.4%	31.2%	31.7%	
Medium priority	37.4%	39.3%	39.1%	40.2%	38.1%	38.7%	34.9%	40.6%	39.7%	
Low priority	11.1%	21.4%	19.7%	16.3%	25.1%	22.6%	6.6%	17.3%	16.5%	
Total(n)	198	802	2,201	92	396	1,064	106	406	1,137	
Mean	2.54	2.29	2.34	2.38	2.24	2.28	2.67	2.36	2.40	
Standard deviation	0.86	0.93	0.93	0.89	0.96	0.94	0.81	0.89	0.90	
Significance	-	***	**	-			-	**	**	
Effect size	-	0.27	0.22	-	0.15	0.11	-	0.35	0.30	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	21.0%	14.7%	15.3%	19.4%	14.5%	14.3%	22.4%	15.0%	16.4%	
High priority	48.0%	38.1%	39.1%	46.2%	38.7%	39.7%	49.5%	37.5%	38.3%	
Medium priority	26.0%	35.1%	34.5%	28.0%	33.5%	33.6%	24.3%	36.9%	35.5%	
Low priority	5.0%	12.0%	11.1%	6.5%	13.3%	12.4%	3.7%	10.6%	9.8%	
Total(n)	200	805	2,202	93	397	1,066	107	408	1,136	
Mean	2.85	2.56	2.59	2.78	2.54	2.56	2.91	2.57	2.61	
Standard deviation	0.81	0.88	0.88	0.83	0.90	0.88	0.78	0.87	0.87	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	0.33	0.30	-	0.27	0.25	-	0.39	0.34	
<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	6.7%	22.6%	18.6%	8.7%	22.4%	18.3%	4.9%	22.8%	18.9%	
High priority	35.4%	37.7%	36.2%	34.8%	38.3%	37.5%	35.9%	37.0%	34.7%	
Medium priority	41.5%	28.5%	32.1%	37.0%	28.7%	31.7%	45.6%	28.3%	32.6%	
Low priority	16.4%	11.2%	13.1%	19.6%	10.6%	12.6%	13.6%	11.9%	13.7%	
Total(n)	195	791	2,168	92	392	1,055	103	399	1,113	
Mean	2.32	2.72	2.60	2.33	2.73	2.61	2.32	2.71	2.59	
Standard deviation	0.83	0.94	0.93	0.89	0.93	0.92	0.77	0.95	0.95	

Washburn 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	-	-0.43	-0.30	-	-0.43	-0.30	-	-0.41	-0.28	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	9.0%	17.8%	15.2%	8.6%	17.3%	14.9%	9.4%	18.4%	15.5%	
High priority	30.7%	34.6%	32.4%	30.1%	33.3%	31.4%	31.1%	36.0%	33.6%	
Medium priority	37.2%	30.7%	32.8%	35.5%	29.9%	32.4%	38.7%	31.5%	33.3%	
Low priority	23.1%	16.9%	19.5%	25.8%	19.5%	21.3%	20.8%	14.1%	17.6%	
Total(n)	199	797	2,170	93	397	1,055	106	400	1,115	
Mean	2.26	2.53	2.43	2.22	2.48	2.40	2.29	2.59	2.47	
Standard deviation	0.92	0.97	0.97	0.93	0.99	0.98	0.90	0.94	0.95	
Significance	-	***	*	-	*		-	**		
Effect size	-	-0.28	-0.18	-	-0.26	-0.18	-	-0.32	-0.19	
<b>To develop leadership ability among students</b>										
Highest priority	22.4%	16.7%	17.1%	19.4%	16.6%	16.3%	25.0%	16.8%	18.0%	
High priority	47.8%	41.8%	41.5%	46.2%	39.2%	39.5%	49.1%	44.6%	43.8%	
Medium priority	25.4%	33.8%	34.0%	26.9%	36.2%	36.4%	24.1%	31.3%	31.3%	
Low priority	4.5%	7.7%	7.4%	7.5%	8.0%	7.8%	1.9%	7.4%	6.9%	
Total(n)	201	805	2,200	93	396	1,061	108	409	1,139	
Mean	2.88	2.67	2.68	2.77	2.64	2.64	2.97	2.71	2.73	
Standard deviation	0.80	0.84	0.84	0.85	0.85	0.84	0.75	0.83	0.83	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.25	0.24	-	0.15	0.15	-	0.31	0.29	
<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	14.9%	20.2%	20.8%	15.1%	18.1%	18.7%	14.7%	22.4%	23.3%	
High priority	42.6%	43.7%	43.4%	37.6%	43.8%	43.7%	46.8%	43.6%	43.0%	
Medium priority	32.2%	27.2%	27.5%	35.5%	30.6%	30.3%	29.4%	23.6%	24.4%	
Low priority	10.4%	8.9%	8.3%	11.8%	7.5%	7.3%	9.2%	10.4%	9.4%	
Total(n)	202	798	2,190	93	393	1,058	109	405	1,132	
Mean	2.62	2.75	2.77	2.56	2.73	2.74	2.67	2.78	2.80	
Standard deviation	0.86	0.88	0.87	0.89	0.84	0.85	0.84	0.91	0.90	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.17	-	-0.20	-0.21	-	-0.12	-0.14	
<b>To prepare students for the workplace</b>										
Highest priority	45.0%	37.2%	36.7%	49.5%	34.8%	34.6%	41.3%	39.8%	39.1%	
High priority	42.6%	44.8%	45.3%	37.6%	46.1%	46.3%	46.8%	43.4%	44.1%	
Medium priority	10.4%	15.8%	15.6%	9.7%	16.8%	16.6%	11.0%	14.7%	14.5%	
Low priority	2.0%	2.2%	2.5%	3.2%	2.3%	2.5%	0.9%	2.1%	2.4%	
Total(n)	202	809	2,213	93	399	1,064	109	410	1,149	
Mean	3.31	3.17	3.16	3.33	3.13	3.13	3.28	3.21	3.20	
Standard deviation	0.74	0.77	0.77	0.78	0.77	0.77	0.70	0.77	0.77	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.18	0.19	-	0.26	0.26	-	0.09	0.10	



Washburn 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	24.1%	28.8%	28.5%	24.2%	29.0%	29.1%	24.0%	28.6%	27.7%	
To a large extent	37.9%	37.3%	36.7%	38.5%	36.7%	36.0%	37.5%	37.9%	37.5%	
To some extent	23.1%	24.7%	25.3%	24.2%	26.6%	26.6%	22.1%	22.6%	23.8%	
To a small extent	10.8%	7.3%	7.5%	8.8%	5.8%	6.4%	12.5%	9.0%	8.7%	
Not at all	4.1%	1.9%	2.0%	4.4%	1.9%	1.8%	3.8%	1.9%	2.3%	
Total(n)	195	797	2,192	91	397	1,057	104	400	1,135	
Mean	3.67	3.84	3.82	3.69	3.85	3.84	3.65	3.82	3.80	
Standard deviation	1.08	0.99	0.99	1.07	0.97	0.98	1.10	1.01	1.02	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.17	-0.15	-	-0.16	-0.15	-	-0.17	-0.15	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	34.7%	35.1%	35.3%	35.9%	33.9%	34.4%	33.6%	36.4%	36.4%	
To a large extent	47.7%	43.8%	44.3%	46.7%	45.4%	45.8%	48.6%	41.9%	42.6%	
To some extent	14.1%	17.0%	16.0%	10.9%	15.2%	14.6%	16.8%	18.9%	17.5%	
To a small extent	3.0%	3.3%	3.3%	5.4%	4.2%	3.9%	0.9%	2.4%	2.7%	
Not at all	0.5%	0.9%	1.0%	1.1%	1.3%	1.3%	0.0%	0.4%	0.7%	
Total(n)	199	795	2,191	92	391	1,055	107	404	1,136	
Mean	4.13	4.09	4.10	4.11	4.06	4.08	4.15	4.12	4.11	
Standard deviation	0.80	0.85	0.85	0.88	0.88	0.87	0.72	0.82	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.04	-	0.06	0.03	-	0.04	0.05	
<b>Mentor faculty</b>										
To a very large extent	15.1%	12.6%	12.5%	12.0%	14.0%	12.9%	18.0%	11.1%	12.0%	
To a large extent	21.9%	22.6%	22.9%	23.9%	23.1%	23.4%	20.0%	22.0%	22.2%	
To some extent	33.9%	33.1%	32.9%	33.7%	31.7%	32.3%	34.0%	34.6%	33.5%	
To a small extent	16.7%	15.8%	16.3%	18.5%	15.0%	16.1%	15.0%	16.7%	16.5%	
Not at all	12.5%	15.9%	15.5%	12.0%	16.2%	15.3%	13.0%	15.6%	15.8%	
Total(n)	192	785	2,156	92	392	1,049	100	393	1,107	
Mean	3.10	3.00	3.00	3.05	3.04	3.03	3.15	2.96	2.98	
Standard deviation	1.22	1.23	1.23	1.18	1.26	1.23	1.26	1.21	1.22	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.08	-	0.01	0.02	-	0.16	0.14	
<b>Mentor undergraduate students</b>										
To a very large extent	32.0%	35.0%	36.0%	30.1%	32.7%	33.8%	33.7%	37.5%	38.4%	
To a large extent	28.9%	32.2%	31.9%	33.3%	33.2%	32.8%	25.0%	31.1%	30.8%	
To some extent	20.3%	20.3%	20.2%	18.3%	21.3%	21.3%	22.1%	19.2%	19.0%	
To a small extent	7.6%	9.3%	8.8%	5.4%	10.0%	9.5%	9.6%	8.4%	8.0%	
Not at all	11.2%	3.2%	3.1%	12.9%	2.8%	2.6%	9.6%	3.7%	3.8%	
Total(n)	197	786	2,169	93	390	1,047	104	396	1,122	
Mean	3.63	3.86	3.89	3.62	3.83	3.86	3.63	3.90	3.92	
Standard deviation	1.31	1.09	1.09	1.32	1.08	1.07	1.30	1.11	1.11	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-	*	**	-		*	-	*	*	
Effect size	-	-0.21	-0.24	-	-0.19	-0.22	-	-0.24	-0.26	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	11.3%	19.2%	16.2%	12.0%	17.4%	14.6%	10.8%	21.1%	18.1%	
To a large extent	12.4%	21.5%	18.8%	15.2%	23.8%	20.2%	9.8%	18.9%	17.2%	
To some extent	14.4%	19.0%	18.2%	10.9%	20.8%	19.8%	17.6%	16.9%	16.4%	
To a small extent	13.9%	13.9%	13.9%	10.9%	12.4%	12.7%	16.7%	15.7%	15.3%	
Not at all	47.9%	26.5%	32.8%	51.1%	25.6%	32.7%	45.1%	27.4%	32.9%	
Total(n)	194	790	2,157	92	396	1,046	102	394	1,111	
Mean	2.25	2.93	2.72	2.26	2.95	2.71	2.25	2.91	2.72	
Standard deviation	1.44	1.47	1.49	1.50	1.44	1.46	1.40	1.51	1.51	
Significance	-	***	***	-	***	**	-	***	**	
Effect size	-	-0.46	-0.32	-	-0.48	-0.31	-	-0.44	-0.31	
<b>Been mentored by at least one professional in academia</b>										
To a very large extent	22.6%	23.3%	22.5%	20.7%	23.1%	21.7%	24.3%	23.5%	23.4%	
To a large extent	23.1%	26.7%	26.3%	21.7%	24.6%	24.9%	24.3%	29.0%	27.9%	
To some extent	26.7%	23.2%	24.1%	26.1%	24.5%	25.0%	27.2%	21.7%	23.2%	
To a small extent	17.4%	16.2%	16.7%	15.2%	15.3%	16.9%	19.4%	17.1%	16.5%	
Not at all	10.3%	10.7%	10.4%	16.3%	12.6%	11.5%	4.9%	8.6%	9.1%	
Total(n)	195	798	2,175	92	398	1,052	103	400	1,123	
Mean	3.30	3.36	3.34	3.15	3.30	3.28	3.44	3.42	3.40	
Standard deviation	1.28	1.29	1.28	1.36	1.32	1.29	1.19	1.25	1.26	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.11	-0.10	-	0.02	0.03	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	5.1%	6.7%	6.6%	6.6%	8.1%	7.8%	3.8%	5.2%	5.2%	
To a large extent	7.7%	7.6%	7.9%	6.6%	8.0%	8.2%	8.7%	7.2%	7.5%	
To some extent	26.2%	20.5%	20.0%	26.4%	21.9%	20.8%	26.0%	18.9%	19.1%	
To a small extent	22.1%	18.8%	18.8%	16.5%	19.3%	19.0%	26.9%	18.2%	18.7%	
Not at all	39.0%	46.5%	46.7%	44.0%	42.8%	44.3%	34.6%	50.6%	49.5%	
Total(n)	195	797	2,180	91	396	1,056	104	401	1,124	
Mean	2.18	2.09	2.09	2.15	2.19	2.16	2.20	1.98	2.00	
Standard deviation	1.18	1.25	1.25	1.25	1.29	1.29	1.13	1.20	1.21	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	-0.03	-0.01	-	0.18	0.17	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a very large extent	0.0%	1.3%	1.2%	0.0%	2.0%	1.7%	0.0%	0.6%	0.6%	
To a large extent	1.5%	1.6%	1.3%	0.0%	2.1%	1.5%	2.9%	1.1%	1.1%	

Washburn 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	2.6%	3.4%	3.2%	4.3%	3.8%	3.5%	1.0%	3.0%	2.9%		
To a small extent	4.1%	2.3%	2.7%	5.4%	3.1%	3.1%	2.9%	1.5%	2.1%		
Not at all	91.8%	91.3%	91.6%	90.3%	89.0%	90.1%	93.2%	93.7%	93.3%		
Total(n)	196	797	2,185	93	399	1,059	103	398	1,126		
Mean	1.14	1.19	1.18	1.14	1.25	1.22	1.14	1.13	1.14		
Standard deviation	0.51	0.69	0.66	0.46	0.79	0.73	0.56	0.56	0.56		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.07	-0.06	-	-0.14	-0.11	-	0.02	0.00		
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>											
Excellent	27.9%	29.2%	30.0%	30.0%	28.1%	29.3%	25.9%	30.4%	30.9%		
Good	41.8%	51.4%	51.6%	36.3%	52.4%	52.1%	47.1%	50.4%	51.0%		
Fair	24.2%	14.4%	13.7%	26.3%	14.6%	13.8%	22.4%	14.3%	13.5%		
Poor	6.1%	4.9%	4.7%	7.5%	5.0%	4.8%	4.7%	4.9%	4.6%		
Total(n)	165	630	1,737	80	319	863	85	311	874		
Mean	2.92	3.05	3.07	2.89	3.04	3.06	2.94	3.06	3.08		
Standard deviation	0.87	0.79	0.79	0.93	0.79	0.79	0.82	0.80	0.79		
Significance	-	-	*	-	-	-	-	-	-		
Effect size	-	-0.16	-0.19	-	-0.19	-0.22	-	-0.15	-0.18		
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>											
Excellent	43.9%	43.6%	43.9%	50.0%	42.5%	42.3%	38.5%	44.8%	45.8%		
Good	48.0%	49.1%	48.9%	41.3%	48.9%	49.1%	53.8%	49.2%	48.6%		
Fair	6.4%	6.0%	6.0%	6.3%	7.3%	7.3%	6.6%	4.6%	4.5%		
Poor	1.8%	1.3%	1.2%	2.5%	1.2%	1.2%	1.1%	1.4%	1.2%		
Total(n)	171	726	2,029	80	362	989	91	364	1,040		
Mean	3.34	3.35	3.36	3.39	3.33	3.33	3.30	3.37	3.39		
Standard deviation	0.68	0.65	0.65	0.72	0.66	0.66	0.64	0.64	0.63		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.02	-0.03	-	0.09	0.09	-	-0.11	-0.14		
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>											
Excellent	35.8%	42.7%	41.6%	37.2%	42.3%	40.9%	34.6%	43.2%	42.5%		

Washburn 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	51.6%	47.2%	47.6%	39.5%	47.6%	48.2%	61.5%	46.7%	46.9%		
Fair	9.5%	8.0%	8.8%	18.6%	8.2%	8.9%	1.9%	7.8%	8.6%		
Poor	3.2%	2.0%	2.0%	4.7%	1.8%	2.0%	1.9%	2.3%	2.0%		
Total(n)	95	535	1,234	43	284	619	52	251	615		
Mean	3.20	3.31	3.29	3.09	3.30	3.28	3.29	3.31	3.30		
Standard deviation	0.74	0.70	0.71	0.87	0.70	0.71	0.61	0.71	0.71		
Significance	-			-			-				
Effect size	-	-0.16	-0.13	-	-0.30	-0.27	-	-0.03	-0.01		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Salary</b>											
Very satisfied	9.5%	9.5%	9.4%	13.2%	7.9%	8.7%	6.5%	11.3%	10.2%		
Satisfied	28.1%	36.1%	37.8%	27.5%	39.8%	41.1%	28.7%	32.1%	33.9%		
Marginally satisfied	32.7%	29.7%	30.1%	30.8%	28.4%	27.9%	34.3%	31.1%	32.7%		
Not satisfied	29.6%	24.7%	22.7%	28.6%	23.9%	22.3%	30.6%	25.5%	23.1%		
Total(n)	199	793	2,188	91	391	1,053	108	402	1,135		
Mean	2.18	2.30	2.34	2.25	2.32	2.36	2.11	2.29	2.31		
Standard deviation	0.97	0.95	0.93	1.02	0.92	0.92	0.92	0.97	0.94		
Significance	-		*	-			-		*		
Effect size	-	-0.13	-0.17	-	-0.08	-0.12	-	-0.19	-0.21		
<b>Health benefits</b>											
Very satisfied	22.0%	18.6%	20.6%	23.9%	16.8%	20.1%	20.4%	20.7%	21.1%		
Satisfied	52.5%	43.3%	45.4%	44.6%	40.8%	43.8%	59.3%	46.1%	47.3%		
Marginally satisfied	19.0%	21.5%	20.7%	22.8%	24.9%	22.2%	15.7%	17.8%	19.0%		
Not satisfied	6.5%	16.5%	13.3%	8.7%	17.5%	13.9%	4.6%	15.5%	12.6%		
Total(n)	200	790	2,170	92	390	1,047	108	400	1,123		
Mean	2.90	2.64	2.73	2.84	2.57	2.70	2.95	2.72	2.77		
Standard deviation	0.81	0.97	0.93	0.89	0.97	0.94	0.74	0.96	0.92		
Significance	-	***	*	-	*		-	*	*		
Effect size	-	0.27	0.18	-	0.28	0.15	-	0.24	0.20		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Retirement benefits</b>											
Very satisfied	27.0%	16.4%	20.1%	26.4%	15.2%	19.6%	27.6%	17.8%	20.7%		
Satisfied	53.1%	45.1%	46.1%	46.2%	42.5%	44.6%	59.0%	47.8%	47.7%		
Marginally satisfied	15.3%	29.1%	25.8%	20.9%	30.6%	26.0%	10.5%	27.5%	25.5%		
Not satisfied	4.6%	9.4%	8.0%	6.6%	11.7%	9.8%	2.9%	6.9%	6.0%		
Total(n)	196	781	2,160	91	385	1,043	105	396	1,117		
Mean	3.03	2.68	2.78	2.92	2.61	2.74	3.11	2.76	2.83		
Standard deviation	0.78	0.86	0.86	0.86	0.88	0.88	0.70	0.82	0.82		
Significance	-	***	***	-	**		-	***	***		
Effect size	-	0.41	0.29	-	0.35	0.20	-	0.43	0.34		
<b>Opportunity for scholarly pursuits</b>											
Very satisfied	19.7%	13.2%	13.7%	20.9%	15.2%	15.5%	18.7%	11.1%	11.6%		
Satisfied	38.4%	40.5%	41.1%	38.5%	42.6%	43.2%	38.3%	38.3%	38.8%		

Washburn 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	30.3%	31.3%	30.4%	26.4%	26.5%	26.9%	33.6%	36.6%	34.4%	
Not satisfied	11.6%	14.9%	14.8%	14.3%	15.8%	14.4%	9.3%	14.0%	15.1%	
Total(n)	198	781	2,160	91	386	1,040	107	395	1,120	
Mean	2.66	2.52	2.54	2.66	2.57	2.60	2.66	2.47	2.47	
Standard deviation	0.92	0.90	0.90	0.97	0.93	0.92	0.89	0.87	0.89	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	0.16	0.13	-	0.10	0.07	-	0.22	0.21	
<b>Teaching load</b>										
Very satisfied	14.1%	15.1%	13.9%	17.4%	15.2%	14.1%	11.2%	14.9%	13.6%	
Satisfied	43.7%	46.9%	46.5%	40.2%	50.6%	49.5%	46.7%	42.8%	43.1%	
Marginally satisfied	26.1%	22.9%	24.1%	28.3%	20.6%	22.4%	24.3%	25.4%	26.0%	
Not satisfied	16.1%	15.2%	15.6%	14.1%	13.6%	14.0%	17.8%	16.9%	17.4%	
Total(n)	199	795	2,190	92	394	1,057	107	401	1,133	
Mean	2.56	2.62	2.59	2.61	2.67	2.64	2.51	2.56	2.53	
Standard deviation	0.92	0.92	0.91	0.94	0.89	0.89	0.91	0.94	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.03	-	-0.07	-0.03	-	-0.05	-0.02	
<b>Quality of students</b>										
Very satisfied	10.0%	8.5%	9.9%	8.6%	8.2%	9.1%	11.1%	8.8%	10.9%	
Satisfied	53.7%	47.6%	49.6%	47.3%	41.7%	45.2%	59.3%	54.1%	54.6%	
Marginally satisfied	26.4%	32.9%	30.7%	30.1%	38.5%	35.3%	23.1%	26.8%	25.5%	
Not satisfied	10.0%	10.9%	9.8%	14.0%	11.6%	10.4%	6.5%	10.2%	9.0%	
Total(n)	201	794	2,183	93	392	1,052	108	402	1,131	
Mean	2.64	2.54	2.60	2.51	2.47	2.53	2.75	2.62	2.67	
Standard deviation	0.80	0.80	0.80	0.84	0.80	0.80	0.74	0.79	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.05	-	0.05	-0.03	-	0.16	0.10	
<b>Autonomy and independence</b>										
Very satisfied	47.7%	39.0%	39.7%	43.5%	35.7%	36.9%	51.4%	42.6%	42.8%	
Satisfied	37.2%	43.9%	44.2%	40.2%	47.2%	47.2%	34.6%	40.3%	40.8%	
Marginally satisfied	12.6%	12.4%	11.9%	13.0%	13.5%	12.3%	12.1%	11.2%	11.4%	
Not satisfied	2.5%	4.7%	4.3%	3.3%	3.7%	3.6%	1.9%	5.9%	5.0%	
Total(n)	199	796	2,190	92	393	1,055	107	403	1,135	
Mean	3.30	3.17	3.19	3.24	3.15	3.17	3.36	3.19	3.21	
Standard deviation	0.78	0.82	0.81	0.80	0.78	0.78	0.77	0.86	0.84	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	0.16	0.14	-	0.12	0.09	-	0.20	0.18	
<b>Departmental leadership</b>										
Very satisfied	39.1%	35.3%	35.5%	39.1%	34.2%	35.3%	39.0%	36.5%	35.8%	
Satisfied	32.0%	35.8%	36.7%	32.6%	40.1%	40.5%	31.4%	31.0%	32.4%	
Marginally satisfied	19.8%	17.3%	16.3%	20.7%	15.7%	14.6%	19.0%	19.2%	18.3%	
Not satisfied	9.1%	11.6%	11.5%	7.6%	10.1%	9.6%	10.5%	13.3%	13.5%	
Total(n)	197	789	2,178	92	392	1,052	105	397	1,126	
Mean	3.01	2.95	2.96	3.03	2.98	3.01	2.99	2.91	2.90	
Standard deviation	0.98	0.99	0.99	0.95	0.95	0.94	1.00	1.04	1.04	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.05	0.02	-	0.08	0.09	
<b>Departmental support for work/life balance</b>										
Very satisfied	31.1%	28.6%	27.5%	32.2%	27.3%	27.5%	30.2%	30.0%	27.5%	
Satisfied	40.8%	40.9%	41.8%	43.3%	44.1%	45.1%	38.7%	37.3%	37.9%	
Marginally satisfied	19.9%	20.4%	20.5%	16.7%	20.1%	19.5%	22.6%	20.7%	21.7%	
Not satisfied	8.2%	10.2%	10.2%	7.8%	8.5%	7.9%	8.5%	12.0%	12.9%	
Total(n)	196	790	2,183	90	391	1,051	106	399	1,132	
Mean	2.95	2.88	2.87	3.00	2.90	2.92	2.91	2.85	2.80	
Standard deviation	0.92	0.94	0.93	0.90	0.90	0.88	0.93	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.11	0.09	-	0.06	0.11	
<b>Institutional support for work/life balance</b>										
Very satisfied	23.4%	14.8%	14.9%	25.3%	15.0%	15.5%	21.7%	14.5%	14.3%	
Satisfied	43.1%	41.8%	41.8%	46.2%	43.1%	44.2%	40.6%	40.3%	39.2%	
Marginally satisfied	21.8%	27.8%	28.3%	17.6%	28.4%	27.6%	25.5%	27.1%	29.1%	
Not satisfied	11.7%	15.7%	15.0%	11.0%	13.5%	12.8%	12.3%	18.2%	17.5%	
Total(n)	197	782	2,161	91	389	1,044	106	393	1,117	
Mean	2.78	2.56	2.57	2.86	2.60	2.62	2.72	2.51	2.50	
Standard deviation	0.94	0.93	0.92	0.93	0.90	0.89	0.94	0.95	0.94	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.24	0.23	-	0.29	0.27	-	0.22	0.23	
<b>Prospects for career advancement</b>										
Very satisfied	11.7%	9.6%	10.3%	11.1%	8.8%	9.9%	12.3%	10.6%	10.7%	
Satisfied	39.3%	40.2%	41.8%	37.8%	40.2%	42.2%	40.6%	40.1%	41.3%	
Marginally satisfied	29.1%	30.3%	29.6%	31.1%	31.1%	30.3%	27.4%	29.4%	28.9%	
Not satisfied	19.9%	19.9%	18.3%	20.0%	19.9%	17.5%	19.8%	19.9%	19.1%	
Total(n)	196	778	2,159	90	386	1,042	106	392	1,117	
Mean	2.43	2.40	2.44	2.40	2.38	2.45	2.45	2.41	2.44	
Standard deviation	0.94	0.91	0.90	0.93	0.90	0.89	0.95	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.02	-0.06	-	0.04	0.01	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	10.7%	7.6%	7.9%	16.9%	8.3%	8.7%	5.6%	6.8%	7.0%	
Satisfied	31.6%	32.9%	33.4%	24.7%	33.0%	34.4%	37.4%	32.8%	32.4%	
Marginally satisfied	29.6%	29.3%	30.4%	28.1%	28.2%	29.4%	30.8%	30.6%	31.6%	
Not satisfied	28.1%	30.2%	28.2%	30.3%	30.5%	27.5%	26.2%	29.8%	29.0%	
Total(n)	196	778	2,153	89	386	1,039	107	392	1,114	
Mean	2.25	2.18	2.21	2.28	2.19	2.24	2.22	2.17	2.17	
Standard deviation	0.98	0.95	0.94	1.08	0.96	0.95	0.90	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	0.09	0.04	-	0.05	0.05	

Washburn 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	45.5%	40.8%	39.5%	45.1%	37.2%	37.9%	45.8%	44.8%	41.4%	
Satisfied	42.4%	44.1%	45.9%	45.1%	49.8%	49.8%	40.2%	37.8%	41.4%	
Marginally satisfied	8.1%	11.6%	11.4%	5.5%	10.0%	9.7%	10.3%	13.4%	13.2%	
Not satisfied	4.0%	3.5%	3.3%	4.4%	3.0%	2.6%	3.7%	4.0%	4.0%	
Total(n)	198	789	2,179	91	391	1,051	107	398	1,128	
Mean	3.29	3.22	3.22	3.31	3.21	3.23	3.28	3.23	3.20	
Standard deviation	0.78	0.78	0.77	0.77	0.74	0.73	0.80	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.14	0.11	-	0.06	0.10	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	34.5%	24.5%	23.9%	39.6%	24.2%	24.6%	30.2%	24.8%	23.2%	
Satisfied	43.1%	47.4%	48.8%	39.6%	50.0%	51.3%	46.2%	44.7%	45.9%	
Marginally satisfied	15.2%	20.0%	19.2%	14.3%	18.7%	17.4%	16.0%	21.4%	21.1%	
Not satisfied	7.1%	8.0%	8.1%	6.6%	7.1%	6.7%	7.5%	9.1%	9.8%	
Total(n)	197	773	2,135	91	383	1,033	106	390	1,102	
Mean	3.05	2.88	2.89	3.12	2.91	2.94	2.99	2.85	2.82	
Standard deviation	0.88	0.87	0.86	0.89	0.84	0.83	0.88	0.90	0.90	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.20	0.19	-	0.25	0.22	-	0.16	0.19	
<b>Overall job satisfaction</b>										
Very satisfied	28.8%	19.4%	20.7%	27.5%	17.0%	19.9%	29.9%	22.1%	21.7%	
Satisfied	55.1%	58.7%	58.4%	57.1%	61.6%	60.4%	53.3%	55.6%	56.0%	
Marginally satisfied	14.1%	17.7%	16.9%	14.3%	17.3%	15.6%	14.0%	18.2%	18.3%	
Not satisfied	2.0%	4.1%	4.0%	1.1%	4.1%	4.1%	2.8%	4.1%	3.9%	
Total(n)	198	790	2,177	91	392	1,053	107	398	1,124	
Mean	3.11	2.94	2.96	3.11	2.92	2.96	3.10	2.96	2.96	
Standard deviation	0.71	0.73	0.73	0.67	0.71	0.72	0.74	0.75	0.75	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.23	0.21	-	0.27	0.21	-	0.19	0.19	
<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	15.0%	19.4%	19.9%	9.1%	14.9%	15.5%	20.0%	24.3%	24.8%	
Somewhat	52.8%	57.8%	57.8%	53.4%	58.3%	58.2%	52.4%	57.3%	57.4%	
Not at all	32.1%	22.8%	22.3%	37.5%	26.8%	26.3%	27.6%	18.5%	17.8%	
Total(n)	193	760	2,101	88	372	1,008	105	388	1,093	
Mean	1.83	1.97	1.98	1.72	1.88	1.89	1.92	2.06	2.07	
Standard deviation	0.67	0.65	0.65	0.62	0.63	0.64	0.69	0.65	0.65	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.22	-0.23	-	-0.25	-0.27	-	-0.22	-0.23	
<b>Child care</b>										
Extensive	15.0%	19.4%	20.1%	11.9%	16.1%	16.1%	18.5%	23.9%	25.8%	

Washburn 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	31.9%	41.5%	41.2%	30.5%	38.9%	39.9%	33.3%	45.1%	42.9%	
Not at all	53.1%	39.1%	38.7%	57.6%	45.0%	44.1%	48.1%	31.0%	31.2%	
Total(n)	113	457	1,223	59	254	647	54	203	576	
Mean	1.62	1.80	1.81	1.54	1.71	1.72	1.70	1.93	1.95	
Standard deviation	0.74	0.74	0.74	0.70	0.73	0.72	0.77	0.74	0.75	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	-0.24	-0.26	-	-0.23	-0.25	-	-0.31	-0.33	
<b>My physical health</b>										
Extensive	7.9%	9.2%	9.7%	8.0%	8.8%	9.5%	7.8%	9.7%	10.1%	
Somewhat	50.3%	49.1%	49.1%	49.4%	47.4%	47.5%	51.0%	50.8%	50.9%	
Not at all	41.8%	41.7%	41.2%	42.5%	43.8%	43.1%	41.2%	39.5%	39.1%	
Total(n)	189	747	2,065	87	363	991	102	384	1,074	
Mean	1.66	1.68	1.69	1.66	1.65	1.66	1.67	1.70	1.71	
Standard deviation	0.62	0.64	0.64	0.63	0.63	0.64	0.62	0.64	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.05	-	0.02	0.00	-	-0.05	-0.06	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Review/promotion process</b>										
Extensive	7.7%	15.6%	16.4%	7.0%	12.7%	13.1%	8.3%	18.8%	20.1%	
Somewhat	39.9%	44.3%	44.2%	38.0%	44.0%	43.6%	41.7%	44.6%	44.9%	
Not at all	52.4%	40.1%	39.4%	54.9%	43.3%	43.3%	50.0%	36.6%	35.0%	
Total(n)	143	631	1,849	71	314	907	72	317	942	
Mean	1.55	1.76	1.77	1.52	1.69	1.70	1.58	1.82	1.85	
Standard deviation	0.64	0.71	0.71	0.63	0.68	0.69	0.64	0.72	0.73	
Significance	-	**	***	-	-	*	-	**	**	
Effect size	-	-0.30	-0.31	-	-0.25	-0.26	-	-0.33	-0.37	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	3.0%	4.8%	5.1%	1.4%	4.4%	4.3%	4.3%	5.2%	6.0%	
Somewhat	17.5%	22.4%	22.9%	17.8%	20.0%	18.9%	17.2%	25.0%	27.3%	
Not at all	79.5%	72.8%	72.0%	80.8%	75.6%	76.8%	78.5%	69.9%	66.7%	
Total(n)	166	653	1,874	73	317	893	93	336	981	
Mean	1.23	1.32	1.33	1.21	1.29	1.28	1.26	1.35	1.39	
Standard deviation	0.49	0.56	0.57	0.44	0.54	0.53	0.53	0.58	0.60	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	-0.16	-0.18	-	-0.15	-0.13	-	-0.16	-0.22	
<b>Committee work</b>										
Extensive	14.7%	14.1%	14.3%	13.6%	12.0%	12.3%	15.5%	16.4%	16.5%	
Somewhat	48.7%	54.5%	55.4%	44.3%	51.3%	52.7%	52.4%	58.1%	58.5%	
Not at all	36.6%	31.4%	30.3%	42.0%	36.7%	35.0%	32.0%	25.4%	25.0%	
Total(n)	191	764	2,103	88	379	1,023	103	385	1,080	
Mean	1.78	1.83	1.84	1.72	1.75	1.77	1.83	1.91	1.92	
Standard deviation	0.68	0.65	0.65	0.69	0.65	0.65	0.67	0.64	0.64	



Washburn 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	-	-0.08	-0.09	-	-0.05	-0.08	-	-0.13	-0.14	
<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	5.7%	10.7%	11.8%	5.7%	8.0%	9.4%	5.7%	13.7%	14.6%	
Somewhat	46.4%	44.0%	45.8%	37.5%	46.3%	47.0%	53.8%	41.5%	44.5%	
Not at all	47.9%	45.3%	42.4%	56.8%	45.8%	43.6%	40.6%	44.8%	40.9%	
Total(n)	194	769	2,129	88	379	1,029	106	390	1,100	
Mean	1.58	1.65	1.69	1.49	1.62	1.66	1.65	1.69	1.74	
Standard deviation	0.60	0.66	0.67	0.61	0.63	0.64	0.59	0.70	0.70	
Significance	-		*	-		*	-			
Effect size	-	-0.11	-0.16	-	-0.21	-0.27	-	-0.06	-0.13	
<b>Students</b>										
Extensive	6.2%	8.4%	8.9%	5.7%	4.7%	5.8%	6.5%	12.4%	12.5%	
Somewhat	65.6%	61.8%	61.1%	59.1%	61.2%	60.6%	71.0%	62.4%	61.7%	
Not at all	28.2%	29.8%	30.0%	35.2%	34.1%	33.6%	22.4%	25.2%	25.9%	
Total(n)	195	771	2,140	88	378	1,027	107	393	1,113	
Mean	1.78	1.79	1.79	1.70	1.71	1.72	1.84	1.87	1.87	
Standard deviation	0.54	0.58	0.59	0.57	0.55	0.56	0.52	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.02	-0.04	-	-0.05	-0.05	
<b>Research or publishing demands</b>										
Extensive	6.7%	20.1%	20.2%	5.1%	16.0%	16.1%	8.1%	24.7%	25.1%	
Somewhat	48.8%	49.4%	50.2%	43.6%	46.1%	48.1%	53.5%	53.1%	52.6%	
Not at all	44.5%	30.5%	29.6%	51.3%	37.9%	35.8%	38.4%	22.2%	22.3%	
Total(n)	164	707	1,992	78	361	992	86	346	1,000	
Mean	1.62	1.90	1.91	1.54	1.78	1.80	1.70	2.02	2.03	
Standard deviation	0.61	0.70	0.70	0.60	0.70	0.69	0.61	0.68	0.69	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.40	-0.41	-	-0.34	-0.38	-	-0.47	-0.48	
<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	13.9%	29.4%	27.1%	15.7%	28.2%	26.8%	12.4%	30.6%	27.5%	
Somewhat	52.6%	44.9%	46.3%	49.4%	45.7%	46.8%	55.2%	44.1%	45.8%	
Not at all	33.5%	25.7%	26.5%	34.8%	26.1%	26.3%	32.4%	25.3%	26.8%	
Total(n)	194	759	2,092	89	379	1,020	105	380	1,072	
Mean	1.80	2.04	2.01	1.81	2.02	2.01	1.80	2.05	2.01	
Standard deviation	0.66	0.74	0.73	0.69	0.74	0.73	0.64	0.75	0.74	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.32	-0.29	-	-0.28	-0.27	-	-0.33	-0.28	

Washburn 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	17.9%	17.7%	19.4%	11.5%	13.5%	15.9%	23.3%	22.2%	23.5%	
Somewhat	53.7%	46.8%	47.6%	51.7%	49.0%	49.4%	55.3%	44.4%	45.5%	
Not at all	28.4%	35.5%	33.0%	36.8%	37.5%	34.8%	21.4%	33.4%	31.0%	
Total(n)	190	772	2,143	87	380	1,026	103	392	1,117	
Mean	1.89	1.82	1.86	1.75	1.76	1.81	2.02	1.89	1.92	
Standard deviation	0.67	0.71	0.71	0.65	0.67	0.69	0.67	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	-0.01	-0.09	-	0.18	0.14	
<b>Lack of personal time</b>										
Extensive	18.9%	23.2%	24.6%	19.1%	18.9%	19.2%	18.7%	27.8%	30.9%	
Somewhat	52.0%	47.0%	47.9%	42.7%	43.2%	46.1%	59.8%	51.2%	50.0%	
Not at all	29.1%	29.8%	27.4%	38.2%	37.9%	34.7%	21.5%	21.0%	19.1%	
Total(n)	196	771	2,142	89	380	1,029	107	391	1,113	
Mean	1.90	1.93	1.97	1.81	1.81	1.84	1.97	2.07	2.12	
Standard deviation	0.69	0.73	0.72	0.74	0.73	0.72	0.64	0.70	0.70	
Significance	-			-			-		*	
Effect size	-	-0.04	-0.10	-	0.00	-0.04	-	-0.14	-0.21	
<b>Job security</b>										
Extensive	5.3%	11.1%	10.3%	4.5%	10.6%	9.5%	6.0%	11.6%	11.2%	
Somewhat	26.6%	28.0%	26.9%	25.0%	25.6%	25.3%	28.0%	30.6%	28.8%	
Not at all	68.1%	60.9%	62.7%	70.5%	63.8%	65.1%	66.0%	57.7%	60.0%	
Total(n)	188	749	2,073	88	369	999	100	380	1,074	
Mean	1.37	1.50	1.48	1.34	1.47	1.44	1.40	1.54	1.51	
Standard deviation	0.58	0.69	0.68	0.57	0.68	0.66	0.60	0.69	0.69	
Significance	-	*	*	-			-			
Effect size	-	-0.19	-0.16	-	-0.19	-0.15	-	-0.20	-0.16	
<b>Self-imposed high expectations</b>										
Extensive	26.5%	34.6%	34.8%	26.7%	29.0%	30.3%	26.4%	40.6%	40.0%	
Somewhat	57.1%	52.2%	52.5%	53.3%	53.9%	53.9%	60.4%	50.3%	51.0%	
Not at all	16.3%	13.3%	12.6%	20.0%	17.1%	15.8%	13.2%	9.1%	9.1%	
Total(n)	196	771	2,140	90	378	1,028	106	393	1,112	
Mean	2.10	2.21	2.22	2.07	2.12	2.15	2.13	2.32	2.31	
Standard deviation	0.65	0.66	0.65	0.68	0.67	0.66	0.62	0.63	0.63	
Significance	-	*	*	-			-	**	**	
Effect size	-	-0.17	-0.18	-	-0.07	-0.12	-	-0.30	-0.29	
<b>Increased work responsibilities</b>										
Extensive	26.4%	27.7%	26.3%	21.8%	21.9%	21.1%	30.2%	34.0%	32.3%	
Somewhat	53.4%	50.7%	50.9%	51.7%	51.5%	51.2%	54.7%	49.9%	50.6%	
Not at all	20.2%	21.5%	22.8%	26.4%	26.6%	27.8%	15.1%	16.0%	17.1%	
Total(n)	193	766	2,118	87	375	1,018	106	391	1,100	
Mean	2.06	2.06	2.04	1.95	1.95	1.93	2.15	2.18	2.15	
Standard deviation	0.68	0.70	0.70	0.70	0.70	0.70	0.66	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	0.00	0.03	-	-0.04	0.00	

Washburn 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	22.2%	42.3%	34.9%	19.3%	43.9%	35.9%	24.5%	40.5%	33.8%	
Somewhat	50.0%	40.1%	40.8%	51.1%	38.0%	38.8%	49.1%	42.3%	43.1%	
Not at all	27.8%	17.7%	24.3%	29.5%	18.1%	25.3%	26.4%	17.2%	23.1%	
Total(n)	194	771	2,071	88	377	1,002	106	394	1,069	
Mean	1.94	2.25	2.11	1.90	2.26	2.11	1.98	2.23	2.11	
Standard deviation	0.71	0.73	0.76	0.70	0.74	0.78	0.72	0.72	0.75	
Significance	-	***	**	-	***	*	-	**		
Effect size	-	-0.42	-0.22	-	-0.49	-0.27	-	-0.35	-0.17	
<b>Have you been sexually harassed at this institution?</b>										
Yes	4.4%	6.1%	6.2%	4.3%	2.9%	3.1%	4.5%	9.6%	9.7%	
No	95.6%	93.9%	93.8%	95.7%	97.1%	96.9%	95.5%	90.4%	90.3%	
Total(n)	204	805	2,201	94	397	1,059	110	408	1,142	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	33.0%	35.1%	34.9%	33.3%	34.0%	33.7%	32.7%	36.3%	36.2%	
No	67.0%	64.9%	65.1%	66.7%	66.0%	66.3%	67.3%	63.7%	63.8%	
Total(n)	197	790	2,177	90	389	1,048	107	401	1,129	
<b>Considered leaving this institution for another?</b>										
Yes	41.9%	45.4%	45.1%	42.9%	46.4%	46.5%	41.1%	44.3%	43.4%	
No	58.1%	54.6%	54.9%	57.1%	53.6%	53.5%	58.9%	55.7%	56.6%	
Total(n)	198	787	2,163	91	389	1,042	107	398	1,121	

Washburn 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	57.9%	52.6%	53.7%	58.9%	52.9%	54.3%	57.0%	52.3%	53.0%	
No	42.1%	47.4%	46.3%	41.1%	47.1%	45.7%	43.0%	47.7%	47.0%	
Total(n)	197	789	2,168	90	387	1,042	107	402	1,126	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	24.1%	17.0%	16.2%	23.1%	15.9%	15.8%	25.0%	18.2%	16.6%	
No	75.9%	83.0%	83.8%	76.9%	84.1%	84.2%	75.0%	81.8%	83.4%	
Total(n)	199	790	2,169	91	390	1,047	108	400	1,122	
<b>Sought an early promotion?</b>										
Yes	4.6%	4.7%	5.1%	3.3%	4.6%	5.1%	5.7%	4.8%	5.1%	
No	95.4%	95.3%	94.9%	96.7%	95.4%	94.9%	94.3%	95.2%	94.9%	
Total(n)	196	788	2,163	90	388	1,043	106	400	1,120	
<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	4.6%	45.6%	38.6%	4.4%	46.9%	39.2%	4.8%	44.1%	37.9%	
No	95.4%	54.4%	61.4%	95.6%	53.1%	60.8%	95.2%	55.9%	62.1%	
Total(n)	196	786	2,157	91	387	1,039	105	399	1,118	
<b>Do you plan to retire within the next three years?</b>										
Yes	13.2%	14.8%	13.1%	14.3%	15.9%	13.5%	12.3%	13.7%	12.7%	
No	86.8%	85.2%	86.9%	85.7%	84.1%	86.5%	87.7%	86.3%	87.3%	
Total(n)	197	786	2,164	91	389	1,043	106	397	1,121	
<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	7.1%	7.9%	7.8%	1.1%	4.5%	4.2%	12.3%	11.6%	11.9%	
No	92.9%	92.1%	92.2%	98.9%	95.5%	95.8%	87.7%	88.4%	88.1%	
Total(n)	197	783	2,162	91	385	1,040	106	398	1,122	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	24.2%	27.0%	27.4%	27.5%	27.9%	29.0%	21.5%	25.9%	25.6%	
No	75.8%	73.0%	72.6%	72.5%	72.1%	71.0%	78.5%	74.1%	74.4%	
Total(n)	198	788	2,163	91	388	1,041	107	400	1,122	
<b>Citizenship status:</b>										
U.S. citizen	96.5%	91.6%	92.4%	94.6%	89.5%	91.3%	98.2%	93.9%	93.6%	
Permanent resident (green card)	3.0%	6.0%	5.5%	4.3%	7.5%	6.0%	1.8%	4.3%	4.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.5%	2.3%	2.1%	1.1%	3.0%	2.7%	0.0%	1.6%	1.4%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	202	798	2,189	93	394	1,053	109	404	1,136	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
Conservative	13.9%	11.0%	11.5%	19.6%	12.6%	13.1%	8.8%	9.1%	9.6%	
Middle of the road	38.7%	31.4%	30.7%	38.0%	33.2%	33.4%	39.2%	29.4%	27.7%	
Liberal	40.2%	46.2%	46.3%	35.9%	41.8%	41.4%	44.1%	51.1%	51.8%	

Washburn 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	7.2%	11.1%	11.3%	6.5%	12.2%	11.8%	7.8%	10.0%	10.6%	
Total(n)	194	775	2,131	92	383	1,030	102	392	1,101	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	48.7%	36.4%	39.1%	40.7%	32.8%	36.3%	55.6%	40.4%	42.2%	
Probably yes	36.7%	41.0%	39.5%	46.2%	43.4%	41.7%	28.7%	38.5%	37.0%	
Not sure	12.1%	13.4%	12.7%	11.0%	14.5%	13.2%	13.0%	12.2%	12.1%	
Probably no	1.0%	6.4%	6.0%	0.0%	6.7%	6.1%	1.9%	6.1%	5.9%	
Definitely no	1.5%	2.7%	2.7%	2.2%	2.6%	2.6%	0.9%	2.9%	2.8%	
Total(n)	199	796	2,178	91	390	1,048	108	406	1,130	
Mean	4.30	4.02	4.06	4.23	3.97	4.03	4.36	4.07	4.10	
Standard deviation	0.83	1.00	1.00	0.82	0.99	0.99	0.85	1.01	1.01	
Significance	-	***	**	-	*		-	**	**	
Effect size	-	0.28	0.24	-	0.26	0.20	-	0.29	0.26	
<b>Still want to be a college professor?</b>										
Definitely yes	65.5%	64.5%	64.8%	63.0%	64.3%	64.7%	67.6%	64.8%	65.0%	
Probably yes	25.5%	25.5%	24.8%	28.3%	25.3%	24.7%	23.1%	25.6%	24.9%	
Not sure	6.5%	7.9%	8.1%	6.5%	9.5%	9.1%	6.5%	6.2%	7.0%	
Probably no	2.0%	1.6%	1.8%	1.1%	0.9%	1.3%	2.8%	2.4%	2.4%	
Definitely no	0.5%	0.4%	0.5%	1.1%	0.0%	0.2%	0.0%	0.9%	0.8%	
Total(n)	200	799	2,184	92	393	1,051	108	406	1,133	
Mean	4.54	4.52	4.52	4.51	4.53	4.52	4.56	4.51	4.51	
Standard deviation	0.75	0.75	0.76	0.76	0.70	0.73	0.74	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.03	-0.01	-	0.06	0.06	
<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%	

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

Washburn 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	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	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	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	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	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	
\$40,000-44,999	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	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	14.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	14.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	14.3%	0.0%	0.0%	33.3%	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%	
<b>Total(n)</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	
<b>Per-Course earnings for part-time faculty.</b>										
Less than \$500	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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	20.0%	0.0%	0.0%	50.0%	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%	

Washburn 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	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	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	20.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	6.4%	1.1%	1.0%	4.3%	0.8%	0.9%	8.3%	1.5%	1.1%	
Master's (M.A., M.S.)	16.7%	12.0%	11.5%	8.5%	9.3%	9.1%	23.9%	14.9%	14.2%	
Terminal Master's (M.F.A., M.B.A.)	3.4%	4.9%	5.2%	4.3%	5.5%	5.3%	2.8%	4.3%	5.1%	
J.D.	6.9%	0.6%	0.5%	8.5%	0.9%	0.8%	5.5%	0.2%	0.3%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.6%	0.5%	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	
Ph.D.	53.2%	72.5%	73.5%	59.6%	74.0%	76.2%	47.7%	70.8%	70.5%	
Professional Doctorate (Ed.D., Psy.D., etc.)	8.9%	6.5%	6.3%	7.4%	6.7%	5.7%	10.1%	6.4%	7.1%	
Other degree	4.4%	1.9%	1.4%	7.4%	2.4%	1.8%	1.8%	1.3%	1.1%	
<b>Total(n)</b>	<b>203</b>	<b>800</b>	<b>2,187</b>	<b>94</b>	<b>395</b>	<b>1,051</b>	<b>109</b>	<b>405</b>	<b>1,136</b>	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.5%	0.2%	0.2%	1.1%	0.2%	0.2%	0.0%	0.2%	0.2%	
Master's (M.A., M.S.)	3.0%	1.0%	0.9%	3.2%	0.9%	0.8%	2.8%	1.0%	0.9%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.5%	0.1%	0.1%	0.0%	0.3%	0.2%	0.9%	0.0%	0.0%	
Ph.D.	2.5%	2.6%	2.8%	2.1%	2.3%	2.5%	2.8%	3.0%	3.1%	

Washburn 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.)	1.5%	1.2%	1.1%	0.0%	0.7%	0.5%	2.8%	1.8%	1.8%	
Other degree	1.5%	0.6%	0.6%	3.2%	0.7%	0.6%	0.0%	0.4%	0.7%	
None	90.6%	94.1%	94.2%	90.4%	94.7%	95.0%	90.8%	93.5%	93.3%	
Total(n)	203	787	2,161	94	391	1,043	109	396	1,118	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	7.9%	5.5%	6.1%	10.6%	6.3%	7.2%	5.7%	4.5%	4.8%	
Dean (associate or assistant)	4.3%	0.8%	0.8%	4.4%	1.2%	1.2%	4.3%	0.3%	0.4%	
Vice-president	0.4%	0.1%	0.1%	0.9%	0.1%	0.1%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	11.0%	10.3%	10.4%	10.6%	9.8%	9.8%	11.3%	10.9%	11.1%	
Not applicable	52.0%	51.2%	51.1%	52.2%	49.8%	49.2%	51.8%	52.8%	53.4%	
Total(n)	254	1,157	3,034	113	578	1,486	141	579	1,548	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	91.5%	84.9%	85.2%	87.9%	81.6%	82.9%	94.5%	88.4%	87.9%	



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

Washburn 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	1.0%	3.5%	3.5%	2.2%	3.2%	3.4%	0.0%	3.9%	3.6%	
American Indian/Alaska Native	0.5%	1.3%	1.4%	1.1%	1.5%	1.6%	0.0%	1.0%	1.2%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.5%	5.1%	4.6%	4.4%	7.1%	5.9%	0.9%	3.0%	3.1%	
Filipino	0.0%	0.6%	0.5%	0.0%	1.2%	0.8%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.5%	0.3%	0.3%	1.1%	0.6%	0.5%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.5%	1.6%	1.8%	1.1%	2.6%	2.7%	0.0%	0.6%	0.9%	
Other Asian	0.5%	1.4%	1.2%	1.1%	2.0%	1.6%	0.0%	0.8%	0.7%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Mexican American/Chicano	1.5%	0.6%	0.8%	0.0%	0.0%	0.3%	2.8%	1.3%	1.5%	

Washburn 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%	0.3%	0.5%	0.0%	0.0%	0.1%	
Other Latino	2.5%	3.0%	2.7%	2.2%	3.1%	2.7%	2.8%	2.8%	2.8%	
Other	3.0%	4.1%	3.8%	5.5%	5.7%	5.1%	0.9%	2.4%	2.5%	
Total(n)	200	783	2,141	91	385	1,027	109	398	1,114	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.5%	0.1%	0.1%	1.1%	0.3%	0.2%	0.0%	0.0%	0.1%	
Asian	3.0%	7.9%	7.4%	5.5%	11.8%	10.2%	0.9%	3.7%	4.2%	
Black	0.5%	3.3%	3.2%	1.1%	2.8%	3.0%	0.0%	3.9%	3.4%	
Hispanic	2.5%	1.9%	2.0%	0.0%	1.4%	1.6%	4.6%	2.4%	2.6%	
White	88.5%	79.6%	80.4%	83.5%	74.8%	76.8%	92.7%	84.9%	84.4%	
Other	2.0%	1.8%	1.9%	4.4%	2.0%	2.0%	0.0%	1.6%	1.7%	
Two or more races/ethnicities	3.0%	5.3%	5.1%	4.4%	7.0%	6.2%	1.8%	3.5%	3.8%	
Total (n)	200	783	2,141	91	385	1,027	109	398	1,114	
<b>Is English your native language?</b>										
Yes	93.1%	86.9%	87.8%	90.3%	82.6%	85.2%	95.5%	91.5%	90.7%	
No	6.9%	13.1%	12.2%	9.7%	17.4%	14.8%	4.5%	8.5%	9.3%	
Total(n)	203	793	2,172	93	390	1,041	110	403	1,131	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	92.9%	91.1%	90.9%	91.3%	91.6%	91.6%	94.2%	90.6%	90.0%	
Gay	1.0%	2.2%	2.3%	2.2%	4.2%	4.4%	0.0%	0.0%	0.0%	
Lesbian	0.5%	2.0%	1.9%	0.0%	0.0%	0.0%	1.0%	4.2%	4.0%	
Bisexual	3.6%	2.4%	2.4%	4.3%	2.1%	1.8%	2.9%	2.6%	3.0%	
Queer	1.0%	0.4%	0.7%	0.0%	0.0%	0.3%	1.9%	0.9%	1.2%	
Other	1.0%	1.9%	1.9%	2.2%	2.1%	1.9%	0.0%	1.7%	1.8%	
Total (n)	196	772	2,116	92	380	1,014	104	392	1,102	
<b>Do you identify as transgender?</b>										
No	99.5%	99.8%	99.7%	100.0%	99.8%	99.7%	99.1%	99.8%	99.8%	
Yes, male to female	0.5%	0.2%	0.2%	0.0%	0.2%	0.2%	0.9%	0.2%	0.1%	
Yes, female to male	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	198	779	2,128	92	383	1,018	106	396	1,110	
<b>Are you currently: (Mark one)</b>										
Single	11.0%	10.6%	10.8%	7.6%	7.5%	8.4%	13.9%	14.1%	13.7%	
In a civil union	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
In a domestic partnership	1.0%	1.9%	2.3%	1.1%	1.7%	2.1%	0.9%	2.0%	2.5%	
Married	72.5%	77.3%	77.1%	77.2%	83.4%	82.4%	68.5%	70.6%	71.2%	
Unmarried, living with partner	2.5%	2.8%	2.7%	4.3%	1.8%	1.9%	0.9%	3.9%	3.5%	
Separated	1.0%	0.6%	0.7%	1.1%	0.2%	0.4%	0.9%	1.0%	1.0%	
Divorced	9.5%	5.3%	5.0%	6.5%	3.7%	3.4%	12.0%	7.1%	6.9%	
Widowed	2.5%	1.5%	1.3%	2.2%	1.7%	1.3%	2.8%	1.3%	1.3%	
Total(n)	200	782	2,137	92	386	1,033	108	396	1,104	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	54.7%	52.0%	52.4%	54.5%	48.6%	49.3%	54.9%	56.0%	55.9%	
1	18.9%	22.5%	21.7%	15.6%	23.8%	22.5%	22.0%	21.1%	20.8%	

Washburn 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	19.5%	19.9%	19.8%	20.8%	21.0%	20.1%	18.3%	18.7%	19.4%	
3	4.4%	3.7%	4.3%	5.2%	3.2%	4.9%	3.7%	4.3%	3.6%	
4+	2.5%	1.8%	1.8%	3.9%	3.4%	3.2%	1.2%	0.0%	0.3%	
Total(n)	159	670	1,840	77	333	885	82	337	955	
<b>18 years or older</b>										
0	48.9%	54.4%	55.4%	42.5%	51.4%	52.6%	54.0%	57.5%	58.5%	
1	10.6%	15.7%	14.6%	8.8%	16.4%	15.3%	12.0%	15.0%	13.9%	
2	21.7%	19.2%	19.0%	27.5%	20.9%	20.4%	17.0%	17.5%	17.4%	
3	12.2%	6.8%	7.0%	12.5%	7.0%	7.3%	12.0%	6.7%	6.6%	
4+	6.7%	3.8%	4.0%	8.8%	4.3%	4.4%	5.0%	3.3%	3.6%	
Total(n)	180	702	1,920	80	335	909	100	367	1,011	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	4.2%	10.0%	9.1%	2.9%	9.1%	8.4%	5.4%	11.1%	10.1%	
Satisfied	9.7%	18.0%	17.2%	5.7%	15.8%	16.1%	13.5%	20.9%	18.6%	
Marginally satisfied	4.2%	7.9%	8.8%	5.7%	8.7%	9.3%	2.7%	7.0%	8.2%	
Not satisfied	30.6%	16.5%	18.6%	22.9%	14.8%	16.0%	37.8%	18.6%	21.9%	
Not applicable	51.4%	47.6%	46.3%	62.9%	51.6%	50.2%	40.5%	42.4%	41.2%	
Total(n)	72	316	853	35	169	439	37	147	414	
Mean	1.85	2.26	2.24	1.63	2.16	2.16	2.05	2.40	2.34	
Standard deviation	1.15	1.45	1.41	1.03	1.42	1.40	1.22	1.47	1.42	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.28	-0.28	-	-0.37	-0.38	-	-0.24	-0.20	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.2%	0.1%	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	1.5%	0.4%	0.3%	3.0%	0.5%	0.3%	0.0%	0.3%	0.3%	
\$30,000 - \$39,999	7.3%	4.5%	3.6%	6.0%	3.6%	2.9%	8.6%	5.5%	4.4%	
\$40,000 - \$49,999	21.2%	11.1%	9.9%	17.9%	10.9%	10.0%	24.3%	11.3%	9.8%	
\$50,000 - \$59,999	17.5%	14.5%	16.4%	17.9%	10.9%	12.9%	17.1%	18.6%	20.6%	
\$60,000 - \$69,999	21.2%	15.3%	16.4%	19.4%	15.7%	16.2%	22.9%	14.8%	16.7%	
\$70,000 - \$79,999	5.8%	15.9%	16.8%	3.0%	14.6%	15.2%	8.6%	17.3%	18.6%	
\$80,000 - \$89,999	6.6%	10.6%	10.6%	6.0%	12.6%	12.3%	7.1%	8.3%	8.6%	
\$90,000 - \$99,999	2.2%	8.1%	8.7%	4.5%	7.7%	9.0%	0.0%	8.6%	8.2%	
\$100,000 - \$124,999	8.0%	13.5%	12.3%	11.9%	16.7%	15.4%	4.3%	9.7%	8.6%	
\$125,000 - \$149,999	6.6%	5.3%	4.3%	7.5%	5.3%	4.6%	5.7%	5.3%	4.0%	
\$150,000 - \$199,999	2.2%	0.7%	0.5%	3.0%	1.1%	0.9%	1.4%	0.1%	0.1%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	137	622	1,753	67	320	870	70	302	883	
Mean	7.16	7.93	7.89	7.48	8.14	8.12	6.86	7.67	7.61	
Standard deviation	2.48	2.30	2.20	2.70	2.35	2.25	2.23	2.22	2.09	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.33	-0.33	-	-0.28	-0.28	-	-0.36	-0.36	

Washburn 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%	0.0%	
\$10,000 - \$19,999	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	1.4%	1.0%	
\$20,000 - \$29,999	0.0%	1.4%	1.0%	0.0%	0.0%	0.0%	0.0%	2.7%	1.9%	
\$30,000 - \$39,999	8.2%	6.9%	5.8%	4.5%	1.6%	2.1%	11.1%	11.6%	9.2%	
\$40,000 - \$49,999	30.6%	20.0%	17.5%	36.4%	25.0%	20.4%	25.9%	15.6%	14.9%	
\$50,000 - \$59,999	8.2%	9.2%	11.4%	9.1%	5.7%	8.7%	7.4%	12.3%	13.9%	
\$60,000 - \$69,999	8.2%	7.4%	10.3%	0.0%	8.7%	10.5%	14.8%	6.4%	10.1%	
\$70,000 - \$79,999	10.2%	10.6%	12.7%	18.2%	10.5%	12.5%	3.7%	10.6%	12.9%	
\$80,000 - \$89,999	6.1%	9.1%	10.6%	4.5%	11.6%	12.1%	7.4%	6.8%	9.3%	
\$90,000 - \$99,999	2.0%	5.9%	5.0%	0.0%	3.7%	3.4%	3.7%	7.8%	6.5%	
\$100,000 - \$124,999	10.2%	15.4%	14.4%	13.6%	12.1%	13.8%	7.4%	18.4%	15.0%	
\$125,000 - \$149,999	8.2%	5.6%	4.7%	0.0%	7.4%	6.3%	14.8%	3.9%	3.2%	
\$150,000 - \$199,999	6.1%	7.8%	6.0%	9.1%	13.7%	10.2%	3.7%	2.5%	2.2%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	2.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	<b>49</b>	<b>136</b>	<b>302</b>	<b>22</b>	<b>59</b>	<b>124</b>	<b>27</b>	<b>77</b>	<b>178</b>	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	7.69	8.04	7.95	7.77	8.52	8.39	7.63	7.60	7.56	
Standard deviation	3.08	2.92	2.71	3.25	2.92	2.74	2.99	2.85	2.62	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.26	-0.23	-	0.01	0.03	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
1984 - 1992	5.3%	4.8%	4.8%	1.1%	4.2%	4.2%	8.8%	5.4%	5.6%	
1979 - 1983	11.6%	13.3%	12.7%	9.1%	11.4%	11.5%	13.7%	15.3%	14.1%	
1974 - 1978	9.5%	12.8%	13.1%	9.1%	12.7%	12.7%	9.8%	12.8%	13.7%	
1969 - 1973	11.1%	13.5%	14.0%	13.6%	13.2%	13.7%	8.8%	13.8%	14.4%	
1964 - 1968	14.7%	13.9%	14.0%	17.0%	14.3%	14.6%	12.7%	13.6%	13.2%	
1959 - 1963	11.1%	12.0%	13.1%	12.5%	13.7%	14.3%	9.8%	10.1%	11.7%	
1954 - 1958	18.9%	12.2%	12.6%	14.8%	11.9%	12.6%	22.5%	12.6%	12.6%	
1949 - 1953	11.6%	10.2%	9.7%	13.6%	11.0%	10.2%	9.8%	9.2%	9.1%	
1944 - 1948	6.3%	5.2%	4.2%	9.1%	5.6%	4.5%	3.9%	4.7%	3.8%	
1920 - 1943	0.0%	2.1%	1.7%	0.0%	2.0%	1.6%	0.0%	2.2%	1.7%	
Earlier than 1920	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	190	754	2,068	88	374	1,004	102	380	1,064	
<b>Year of first academic appointment:</b>										
1976 or earlier	2.0%	3.9%	3.2%	3.6%	5.5%	4.4%	0.7%	2.1%	1.8%	
1977 - 1981	4.0%	2.6%	2.6%	5.4%	2.8%	2.9%	2.9%	2.4%	2.3%	
1982 - 1986	4.4%	4.8%	4.7%	4.5%	4.6%	4.8%	4.3%	5.0%	4.6%	
1987 - 1991	8.4%	7.0%	7.5%	8.0%	8.2%	8.9%	8.7%	5.6%	5.8%	
1992 - 1996	7.2%	9.8%	9.8%	8.0%	10.8%	10.7%	6.5%	8.7%	8.9%	
1997 - 2001	17.2%	14.2%	14.1%	20.5%	14.7%	14.4%	14.5%	13.7%	13.6%	
2002 - 2006	16.0%	14.6%	15.7%	16.1%	13.8%	15.1%	15.9%	15.4%	16.3%	
2007 - 2011	20.4%	19.5%	19.5%	19.6%	17.3%	17.6%	21.0%	21.9%	21.6%	
2012 or more	20.4%	23.6%	23.0%	14.3%	22.3%	21.2%	25.4%	25.1%	25.1%	
Total(n)	250	1,148	3,016	112	571	1,476	138	577	1,540	
<b>Year of appointment at present institution</b>										
1976 or earlier	1.2%	2.1%	1.7%	1.8%	3.1%	2.4%	0.7%	1.0%	0.8%	
1977 - 1981	1.6%	1.3%	1.1%	3.6%	1.9%	1.6%	0.0%	0.6%	0.6%	
1982 - 1986	2.4%	2.2%	2.3%	1.8%	2.2%	2.4%	2.9%	2.2%	2.1%	
1987 - 1991	4.0%	5.7%	5.6%	3.6%	6.4%	6.2%	4.3%	5.0%	5.0%	
1992 - 1996	5.6%	6.2%	6.5%	6.3%	6.9%	7.2%	5.1%	5.4%	5.6%	
1997 - 2001	12.8%	13.7%	13.6%	17.9%	15.0%	14.7%	8.7%	12.4%	12.3%	
2002 - 2006	17.6%	16.6%	17.0%	18.8%	16.5%	16.5%	16.7%	16.8%	17.5%	
2007 - 2011	24.4%	19.9%	20.7%	24.1%	18.6%	20.0%	24.6%	21.4%	21.4%	
2012 or more	30.4%	32.2%	31.5%	22.3%	29.4%	28.9%	37.0%	35.2%	34.6%	
Total(n)	250	1,135	2,979	112	564	1,462	138	571	1,517	
<b>If tenured, year tenure was awarded</b>										
1976 or earlier	0.0%	2.2%	1.6%	0.0%	2.5%	1.7%	0.0%	1.8%	1.3%	
1977 - 1981	1.8%	1.5%	1.1%	1.9%	2.0%	1.4%	1.7%	0.7%	0.6%	

Washburn 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	2.7%	2.7%	2.3%	5.7%	3.7%	3.1%	0.0%	1.2%	1.2%	
1987 - 1991	6.3%	3.1%	3.4%	7.5%	3.2%	3.7%	5.2%	3.1%	2.9%	
1992 - 1996	4.5%	7.0%	7.0%	3.8%	6.5%	6.8%	5.2%	7.7%	7.3%	
1997 - 2001	11.7%	10.8%	10.7%	13.2%	12.4%	12.1%	10.3%	8.6%	8.7%	
2002 - 2006	19.8%	20.4%	19.3%	26.4%	20.7%	19.6%	13.8%	19.9%	18.8%	
2007 - 2011	29.7%	23.8%	25.1%	22.6%	21.7%	23.8%	36.2%	26.8%	27.0%	
2012 or more	23.4%	28.4%	29.6%	18.9%	27.2%	27.8%	27.6%	30.1%	32.1%	
<b>Total(n)</b>	<b>111</b>	<b>570</b>	<b>1,604</b>	<b>53</b>	<b>327</b>	<b>888</b>	<b>58</b>	<b>243</b>	<b>716</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%	0.1%	0.4%	0.0%	0.2%	0.5%	0.0%	0.0%	0.3%	
Biological Sciences (General Area 5)	6.7%	5.6%	6.3%	11.0%	5.9%	7.0%	2.9%	5.2%	5.5%	
Business (General Area 6)	7.2%	8.6%	7.9%	9.9%	9.7%	9.2%	4.8%	7.5%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	14.9%	12.6%	11.8%	14.3%	10.2%	8.8%	15.4%	15.4%	15.2%	
Engineering (General Area 11)	1.0%	4.1%	3.5%	2.2%	7.1%	5.7%	0.0%	0.7%	1.0%	
English (General Area 12)	7.2%	5.7%	5.7%	4.4%	3.7%	4.3%	9.6%	7.9%	7.4%	
Health-related (General Area 15)	11.8%	7.3%	7.2%	1.1%	2.0%	2.2%	21.2%	13.2%	13.0%	
History or Political Science (Specific Discipline 3007,3009)	4.6%	4.0%	4.4%	5.5%	4.9%	5.5%	3.8%	3.0%	3.2%	
Humanities (General Area 14,24)	4.6%	7.0%	6.6%	5.5%	6.8%	6.4%	3.8%	7.2%	6.8%	
Fine Arts (General Area 2,4,22)	6.7%	7.3%	7.6%	7.7%	8.9%	8.6%	5.8%	5.5%	6.3%	
Mathematics or Statistics (General Area 18)	1.0%	3.1%	3.9%	1.1%	3.6%	4.9%	1.0%	2.6%	2.8%	
Physical Sciences (General Area 25)	4.1%	5.8%	6.0%	6.6%	8.0%	7.8%	1.9%	3.4%	4.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.7%	12.6%	13.0%	7.7%	10.1%	10.9%	11.5%	15.4%	15.3%	
Other Technical (General Area 8,19,28)	2.1%	3.7%	3.4%	3.3%	5.5%	5.1%	1.0%	1.6%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	18.5%	12.5%	12.2%	19.8%	13.4%	13.0%	17.3%	11.4%	11.3%	
<b>Total(n)</b>	<b>195</b>	<b>782</b>	<b>2,135</b>	<b>91</b>	<b>387</b>	<b>1,027</b>	<b>104</b>	<b>395</b>	<b>1,108</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	6.7%	5.3%	6.0%	11.1%	5.7%	6.8%	2.9%	4.8%	5.1%	
Business (General Area 6)	9.8%	9.0%	8.5%	14.4%	10.9%	10.4%	5.8%	6.9%	6.4%	
Education (General Area 10 and Specific Discipline 2102)	4.7%	7.8%	7.5%	4.4%	6.5%	6.1%	4.9%	9.2%	9.1%	
Engineering (General Area 11)	0.5%	3.3%	2.8%	0.0%	5.0%	4.3%	1.0%	1.3%	1.2%	
English (General Area 12)	7.3%	6.1%	6.0%	5.6%	4.2%	4.5%	8.7%	8.2%	7.6%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Health-related (General Area 15)	17.1%	9.0%	8.8%	3.3%	2.0%	2.4%	29.1%	16.8%	16.2%	
History or Political Science (Specific Discipline 3007,3009)	4.7%	4.7%	4.8%	5.6%	5.8%	5.9%	3.9%	3.5%	3.6%	
Humanities (General Area 14,24)	3.1%	6.3%	5.9%	4.4%	6.4%	6.0%	1.9%	6.2%	5.9%	
Fine Arts (General Area 2,4,22)	6.2%	8.6%	8.3%	7.8%	11.3%	10.0%	4.9%	5.6%	6.3%	
Mathematics or Statistics (General Area 18)	1.6%	4.7%	5.2%	1.1%	4.6%	5.6%	1.9%	4.9%	4.7%	
Physical Sciences (General Area 25)	4.1%	5.3%	5.8%	6.7%	7.1%	7.3%	1.9%	3.3%	4.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	6.7%	10.2%	11.0%	3.3%	8.1%	9.3%	9.7%	12.6%	13.0%	
Other Technical (General Area 8,19,28)	3.6%	4.9%	4.3%	6.7%	7.3%	6.4%	1.0%	2.2%	1.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	23.8%	14.8%	14.8%	25.6%	14.9%	14.6%	22.3%	14.6%	14.9%	
<b>Total(n)</b>	<b>193</b>	<b>775</b>	<b>2,125</b>	<b>90</b>	<b>384</b>	<b>1,026</b>	<b>103</b>	<b>391</b>	<b>1,099</b>	
<b>Faculty works in a STEM department</b>										
Yes	23.2%	20.9%	21.8%	18.6%	19.7%	21.2%	27.0%	22.2%	22.6%	
No	76.8%	79.1%	78.2%	81.4%	80.3%	78.8%	73.0%	77.8%	77.4%	
<b>Total(n)</b>	<b>254</b>	<b>1,157</b>	<b>3,034</b>	<b>113</b>	<b>578</b>	<b>1,486</b>	<b>141</b>	<b>579</b>	<b>1,548</b>	
<b>Optional Question 1</b>										
A	0.5%			0.0%			0.9%			
B	8.2%			13.3%			3.8%			
C	16.8%			16.7%			17.0%			
D	48.0%			47.8%			48.1%			
E	26.5%			22.2%			30.2%			
<b>Total (n)</b>	<b>196</b>			<b>90</b>			<b>106</b>			
<b>Optional Question 2</b>										
A	0.5%			1.1%			0.0%			
B	1.0%			2.2%			0.0%			
C	33.2%			30.4%			35.6%			
D	49.0%			51.1%			47.1%			
E	16.3%			15.2%			17.3%			
<b>Total (n)</b>	<b>196</b>			<b>92</b>			<b>104</b>			
<b>Optional Question 3</b>										
A	5.1%			9.9%			0.9%			
B	17.3%			20.9%			14.2%			
C	39.6%			42.9%			36.8%			
D	27.4%			17.6%			35.8%			
E	10.7%			8.8%			12.3%			
<b>Total (n)</b>	<b>197</b>			<b>91</b>			<b>106</b>			
<b>Optional Question 4</b>										
A	0.5%			1.1%			0.0%			
B	3.6%			7.8%			0.0%			
C	18.5%			20.0%			17.1%			
D	48.2%			50.0%			46.7%			
E	29.2%			21.1%			36.2%			
<b>Total (n)</b>	<b>195</b>			<b>90</b>			<b>105</b>			
<b>Optional Question 5</b>										
A	0.5%			1.1%			0.0%			

Washburn 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	4.6%			5.5%			3.8%			
C	32.7%			37.4%			28.6%			
D	41.8%			42.9%			41.0%			
E	20.4%			13.2%			26.7%			
Total (n)	196			91			105			
<b>Optional Question 6</b>										
A	3.0%			6.7%			0.0%			
B	10.7%			17.8%			4.7%			
C	40.1%			46.7%			34.6%			
D	28.9%			18.9%			37.4%			
E	17.3%			10.0%			23.4%			
Total (n)	197			90			107			
<b>Optional Question 7</b>										
A	9.7%			17.6%			2.9%			
B	23.5%			27.5%			20.0%			
C	37.8%			37.4%			38.1%			
D	20.9%			13.2%			27.6%			
E	8.2%			4.4%			11.4%			
Total (n)	196			91			105			
<b>Optional Question 8</b>										
A	1.5%			3.3%			0.0%			
B	8.2%			9.8%			6.7%			
C	28.1%			33.7%			23.1%			
D	41.8%			39.1%			44.2%			
E	20.4%			14.1%			26.0%			
Total (n)	196			92			104			
<b>Optional Question 9</b>										
A	19.5%			29.7%			10.6%			
B	26.2%			29.7%			23.1%			
C	25.6%			22.0%			28.8%			
D	19.0%			12.1%			25.0%			
E	9.7%			6.6%			12.5%			
Total (n)	195			91			104			
<b>Optional Question 10</b>										
A	42.4%			48.9%			36.8%			
B	23.7%			30.4%			17.9%			
C	19.7%			13.0%			25.5%			
D	9.6%			4.3%			14.2%			
E	4.5%			3.3%			5.7%			
Total (n)	198			92			106			
<b>Optional Question 11</b>										
A	3.6%			4.4%			2.9%			
B	13.8%			11.0%			16.3%			
C	30.8%			28.6%			32.7%			
D	44.1%			49.5%			39.4%			



Washburn 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	7.7%			6.6%			8.7%			
Total (n)	195			91			104			
<b>Optional Question 12</b>										
A	2.1%			2.3%			1.9%			
B	5.8%			5.7%			5.8%			
C	37.2%			43.2%			32.0%			
D	41.9%			39.8%			43.7%			
E	13.1%			9.1%			16.5%			
Total (n)	191			88			103			
<b>Optional Question 13</b>										
A	7.8%			11.0%			5.0%			
B	21.4%			22.0%			20.8%			
C	32.8%			29.7%			35.6%			
D	33.3%			31.9%			34.7%			
E	4.7%			5.5%			4.0%			
Total (n)	192			91			101			
<b>Optional Question 14</b>										
A	12.2%			10.0%			14.1%			
B	25.9%			25.6%			26.3%			
C	39.2%			42.2%			36.4%			
D	19.6%			18.9%			20.2%			
E	3.2%			3.3%			3.0%			
Total (n)	189			90			99			
<b>Optional Question 15</b>										
A	6.3%			7.8%			5.0%			
B	13.2%			6.7%			19.0%			
C	40.0%			37.8%			42.0%			
D	35.3%			41.1%			30.0%			
E	5.3%			6.7%			4.0%			
Total (n)	190			90			100			
<b>Optional Question 16</b>										
A	6.8%			10.0%			3.9%			
B	12.0%			7.8%			15.7%			
C	18.8%			22.2%			15.7%			
D	44.3%			43.3%			45.1%			
E	18.2%			16.7%			19.6%			
Total (n)	192			90			102			
<b>Optional Question 17</b>										
A	3.1%			4.4%			1.9%			
B	8.8%			15.4%			2.9%			
C	25.3%			29.7%			21.4%			
D	60.8%			48.4%			71.8%			
E	2.1%			2.2%			1.9%			
Total (n)	194			91			103			

Washburn 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 18</b>										
A	1.6%			3.3%			0.0%			
B	5.2%			10.0%			1.0%			
C	17.3%			20.0%			14.9%			
D	74.3%			65.6%			82.2%			
E	1.6%			1.1%			2.0%			
Total (n)	191			90			101			
<b>Optional Question 19</b>										
A	12.8%			15.4%			10.6%			
B	16.9%			17.6%			16.3%			
C	39.0%			37.4%			40.4%			
D	21.5%			23.1%			20.2%			
E	9.7%			6.6%			12.5%			
Total (n)	195			91			104			
<b>Optional Question 20</b>										
A	3.1%			5.6%			1.0%			
B	3.1%			6.7%			0.0%			
C	26.8%			32.2%			22.1%			
D	38.7%			33.3%			43.3%			
E	28.4%			22.2%			33.7%			
Total (n)	194			90			104			
<b>Optional Question 21</b>										
A	0.0%			0.0%			0.0%			
B	1.1%			0.0%			2.0%			
C	20.0%			21.2%			19.0%			
D	42.7%			45.9%			40.0%			
E	36.2%			32.9%			39.0%			
Total (n)	185			85			100			
<b>Optional Question 22</b>										
A	2.2%			2.3%			2.0%			
B	13.0%			14.0%			12.1%			
C	40.0%			40.7%			39.4%			
D	29.7%			29.1%			30.3%			
E	15.1%			14.0%			16.2%			
Total (n)	185			86			99			
<b>Optional Question 23</b>										
A	5.4%			4.8%			6.0%			
B	17.9%			17.9%			18.0%			
C	45.1%			42.9%			47.0%			
D	22.8%			23.8%			22.0%			
E	8.7%			10.7%			7.0%			
Total (n)	184			84			100			
<b>Optional Question 24</b>										
A	2.2%			2.4%			2.0%			
B	8.8%			6.0%			11.2%			

Washburn 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	35.7%			33.3%			37.8%			
D	34.6%			35.7%			33.7%			
E	18.7%			22.6%			15.3%			
Total (n)	182			84			98			
<b>Optional Question 25</b>										
A	1.1%			1.2%			1.0%			
B	4.4%			2.4%			6.2%			
C	28.6%			34.1%			23.7%			
D	45.1%			42.4%			47.4%			
E	20.9%			20.0%			21.6%			
Total (n)	182			85			97			
<b>Optional Question 26</b>										
A	0.5%			1.1%			0.0%			
B	2.0%			1.1%			2.9%			
C	19.9%			28.3%			12.5%			
D	77.0%			69.6%			83.7%			
E	0.5%			0.0%			1.0%			
Total (n)	196			92			104			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	2.0%			0.0%			3.8%			
C	30.1%			36.3%			24.8%			
D	66.8%			63.7%			69.5%			
E	1.0%			0.0%			1.9%			
Total (n)	196			91			105			
<b>Optional Question 28</b>										
A	1.5%			2.2%			0.9%			
B	7.6%			12.0%			3.8%			
C	34.3%			38.0%			31.1%			
D	52.5%			44.6%			59.4%			
E	4.0%			3.3%			4.7%			
Total (n)	198			92			106			
<b>Optional Question 29</b>										
A	2.0%			3.3%			0.9%			
B	6.1%			10.0%			2.8%			
C	39.8%			37.8%			41.5%			
D	51.0%			46.7%			54.7%			
E	1.0%			2.2%			0.0%			
Total (n)	196			90			106			
<b>Optional Question 30</b>										
A	0.5%			1.1%			0.0%			
B	2.0%			1.1%			2.8%			
C	10.6%			13.0%			8.4%			
D	85.9%			84.8%			86.9%			
E	1.0%			0.0%			1.9%			

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Washburn University										
Total (n)	199			92			107			

Washburn 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>Full-time Undergraduate Faculty</b>	11	50	310	5	16	107	6	34	203	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	11	50	310	5	16	107	6	34	203	
<b>What is your present academic rank?</b>										
Professor	0.0%	2.0%	6.2%	0.0%	6.3%	11.3%	0.0%	0.0%	3.5%	
Associate professor	0.0%	2.0%	3.6%	0.0%	0.0%	2.8%	0.0%	3.0%	4.0%	
Assistant professor	18.2%	10.2%	3.3%	20.0%	12.5%	1.9%	16.7%	9.1%	4.0%	
Lecturer	9.1%	6.1%	30.9%	20.0%	12.5%	30.2%	0.0%	3.0%	31.3%	
Instructor	72.7%	79.6%	56.0%	60.0%	68.8%	53.8%	83.3%	84.8%	57.2%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	49	307	5	16	106	6	33	201	
<b>What is your tenure status at this institution?</b>										
Tenured	18.2%	4.0%	6.5%	20.0%	6.3%	10.3%	16.7%	2.9%	4.5%	
On tenure track, but not tenured	0.0%	2.0%	1.3%	0.0%	0.0%	0.0%	0.0%	2.9%	2.0%	
Not on tenure track, but institution has tenure system	81.8%	94.0%	91.6%	80.0%	93.8%	89.7%	83.3%	94.1%	92.6%	
Institution has no tenure system	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	
Total(n)	11	50	309	5	16	107	6	34	202	
<b>Are you retired from this institution?</b>										
Yes	0.0%	0.0%	2.6%	0.0%	0.0%	3.7%	0.0%	0.0%	2.0%	
No	100.0%	100.0%	97.4%	100.0%	100.0%	96.3%	100.0%	100.0%	98.0%	
Total(n)	11	50	310	5	16	107	6	34	203	
<b><u>PART-TIME ONLY</u></b>										
<b>If given the choice, I would prefer to work full-time at this institution</b>										
Yes	45.5%	52.0%	64.1%	60.0%	56.3%	68.9%	33.3%	50.0%	61.6%	
No	54.5%	48.0%	35.9%	40.0%	43.8%	31.1%	66.7%	50.0%	38.4%	
Total(n)	11	50	301	5	16	103	6	34	198	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
Yes	54.5%	48.0%	57.9%	60.0%	43.8%	60.2%	50.0%	50.0%	56.8%	
No	45.5%	52.0%	42.1%	40.0%	56.3%	39.8%	50.0%	50.0%	43.2%	
Total(n)	11	50	302	5	16	103	6	34	199	
<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%	8.3%	20.9%	0.0%	14.3%	25.8%	0.0%	5.9%	18.2%	
Within the last year	16.7%	25.0%	15.7%	0.0%	28.6%	12.9%	33.3%	23.5%	17.3%	
1 to 2 years ago	16.7%	12.5%	12.2%	33.3%	14.3%	8.1%	0.0%	11.8%	14.5%	
3 to 5 years ago	16.7%	20.8%	15.1%	33.3%	28.6%	12.9%	0.0%	17.6%	16.4%	
More than 5 years ago	50.0%	33.3%	36.0%	33.3%	14.3%	40.3%	66.7%	41.2%	33.6%	
Total(n)	6	24	172	3	7	62	3	17	110	
<b>My full-time professional career is outside of academia</b>										
Yes	27.3%	36.0%	29.1%	40.0%	50.0%	37.9%	16.7%	29.4%	24.6%	
No	72.7%	64.0%	70.9%	60.0%	50.0%	62.1%	83.3%	70.6%	75.4%	

Washburn 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)	11	50	302	5	16	103	6	34	199	
<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	54.5%	46.0%	58.3%	60.0%	50.0%	56.7%	50.0%	44.1%	59.2%	
Agree somewhat	27.3%	28.0%	23.3%	20.0%	37.5%	25.8%	33.3%	23.5%	22.0%	
Disagree somewhat	9.1%	20.0%	11.5%	0.0%	6.3%	5.2%	16.7%	26.5%	14.7%	
Strongly disagree	9.1%	6.0%	6.9%	20.0%	6.3%	12.4%	0.0%	5.9%	4.2%	
Total(n)	11	50	288	5	16	97	6	34	191	
Mean	3.27	3.14	3.33	3.20	3.31	3.27	3.33	3.06	3.36	
Standard deviation	1.01	0.95	0.93	1.30	0.87	1.03	0.82	0.98	0.88	
Significance	-			-			-			
Effect size	-	0.14	-0.06	-	-0.13	-0.07	-	0.28	-0.03	
<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	9.1%	12.2%	14.4%	20.0%	6.3%	20.0%	0.0%	15.2%	11.5%	
Agree somewhat	63.6%	49.0%	30.6%	40.0%	50.0%	26.3%	83.3%	48.5%	32.8%	
Disagree somewhat	18.2%	18.4%	21.9%	40.0%	25.0%	21.1%	0.0%	15.2%	22.4%	
Strongly disagree	9.1%	20.4%	33.1%	0.0%	18.8%	32.6%	16.7%	21.2%	33.3%	
Total(n)	11	49	278	5	16	95	6	33	183	
Mean	2.73	2.53	2.26	2.80	2.44	2.34	2.67	2.58	2.22	
Standard deviation	0.79	0.96	1.07	0.84	0.89	1.14	0.82	1.00	1.04	
Significance	-			-			-			

Washburn 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	-	0.21	0.44	-	0.40	0.40	-	0.09	0.43	
<b>Part-time teaching is a stepping-stone to a full-time position</b>										
Strongly agree	9.1%	18.0%	22.4%	0.0%	18.8%	20.4%	16.7%	17.6%	23.4%	
Agree somewhat	18.2%	38.0%	30.0%	40.0%	43.8%	29.0%	0.0%	35.3%	30.4%	
Disagree somewhat	27.3%	16.0%	21.3%	0.0%	6.3%	23.7%	50.0%	20.6%	20.1%	
Strongly disagree	45.5%	28.0%	26.4%	60.0%	31.3%	26.9%	33.3%	26.5%	26.1%	
Total(n)	11	50	277	5	16	93	6	34	184	
Mean	1.91	2.46	2.48	1.80	2.50	2.43	2.00	2.44	2.51	
Standard deviation	1.04	1.09	1.11	1.10	1.15	1.10	1.10	1.08	1.12	
Significance	-			-			-			
Effect size	-	-0.50	-0.51	-	-0.61	-0.57	-	-0.41	-0.46	
<b>My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need</b>										
Strongly agree	18.2%	4.0%	29.0%	20.0%	6.3%	26.1%	16.7%	2.9%	30.5%	
Agree somewhat	18.2%	6.0%	10.4%	20.0%	12.5%	14.1%	16.7%	2.9%	8.6%	
Disagree somewhat	18.2%	12.0%	13.3%	20.0%	18.8%	9.8%	16.7%	8.8%	15.0%	
Strongly disagree	45.5%	78.0%	47.3%	40.0%	62.5%	50.0%	50.0%	85.3%	46.0%	
Total(n)	11	50	279	5	16	92	6	34	187	
Mean	2.09	1.36	2.21	2.20	1.63	2.16	2.00	1.24	2.24	
Standard deviation	1.22	0.78	1.30	1.30	0.96	1.29	1.26	0.65	1.31	
Significance	-	*		-			-	*		
Effect size	-	0.94	-0.09	-	0.59	0.03	-	1.17	-0.18	
<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	63.6%	54.0%	47.0%	80.0%	43.8%	40.0%	50.0%	58.8%	50.5%	
Agree somewhat	18.2%	30.0%	33.3%	0.0%	43.8%	38.9%	33.3%	23.5%	30.5%	
Disagree somewhat	9.1%	10.0%	13.0%	20.0%	12.5%	13.7%	0.0%	8.8%	12.6%	
Strongly disagree	9.1%	6.0%	6.7%	0.0%	0.0%	7.4%	16.7%	8.8%	6.3%	
Total(n)	11	50	285	5	16	95	6	34	190	
Mean	3.36	3.32	3.21	3.60	3.31	3.12	3.17	3.32	3.25	
Standard deviation	1.03	0.89	0.91	0.89	0.70	0.91	1.17	0.98	0.91	
Significance	-			-			-			
Effect size	-	0.04	0.16	-	0.41	0.53	-	-0.15	-0.09	
<b>Full-time positions were not available</b>										
Strongly agree	20.0%	12.8%	32.1%	20.0%	12.5%	36.8%	20.0%	12.9%	29.8%	
Agree somewhat	20.0%	38.3%	25.7%	20.0%	37.5%	21.8%	20.0%	38.7%	27.5%	
Disagree somewhat	30.0%	23.4%	18.9%	0.0%	12.5%	11.5%	60.0%	29.0%	22.5%	
Strongly disagree	30.0%	25.5%	23.4%	60.0%	37.5%	29.9%	0.0%	19.4%	20.2%	
Total(n)	10	47	265	5	16	87	5	31	178	
Mean	2.30	2.38	2.66	2.00	2.25	2.66	2.60	2.45	2.67	

Washburn 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	1.16	1.01	1.16	1.41	1.13	1.26	0.89	0.96	1.11	
Significance	-			-			-			
Effect size	-	-0.08	-0.31	-	-0.22	-0.52	-	0.16	-0.06	
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>										
Strongly agree	81.8%	88.0%	85.0%	100.0%	93.8%	87.5%	66.7%	85.3%	83.8%	
Agree somewhat	18.2%	12.0%	13.2%	0.0%	6.3%	12.5%	33.3%	14.7%	13.6%	
Disagree somewhat	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	
Strongly disagree	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	
Total(n)	11	50	287	5	16	96	6	34	191	
Mean	3.82	3.88	3.82	4.00	3.94	3.88	3.67	3.85	3.80	
Standard deviation	0.40	0.33	0.47	0.00	0.25	0.33	0.52	0.36	0.53	
Significance	-			-			-			
Effect size	-	-0.18	0.00	-	0.24	0.36	-	-0.50	-0.25	
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>										
Use of private office	45.5%	20.0%	29.4%	60.0%	31.3%	26.2%	33.3%	14.7%	31.0%	
Shared office space	45.5%	34.0%	49.7%	20.0%	18.8%	54.2%	66.7%	41.2%	47.3%	
A personal computer	90.9%	52.0%	50.6%	80.0%	62.5%	55.1%	100.0%	47.1%	48.3%	
An email account	100.0%	100.0%	93.5%	100.0%	100.0%	89.7%	100.0%	100.0%	95.6%	
A phone/voicemail	100.0%	46.0%	51.0%	100.0%	43.8%	50.5%	100.0%	47.1%	51.2%	
Professional development funds	63.6%	24.0%	36.1%	60.0%	18.8%	30.8%	66.7%	26.5%	38.9%	
Printer access (i.e., free printing)	100.0%	62.0%	74.2%	100.0%	62.5%	76.6%	100.0%	61.8%	72.9%	
Total(n)	11	50	310	5	16	107	6	34	203	
<b>Please indicate your agreement with the following statements:</b>										
<b>Are given specific training before teaching</b>										
Strongly agree	0.0%	10.0%	9.9%	0.0%	6.3%	8.2%	0.0%	11.8%	10.7%	
Agree somewhat	36.4%	44.0%	28.9%	20.0%	37.5%	29.9%	50.0%	47.1%	28.3%	
Disagree somewhat	36.4%	32.0%	28.9%	40.0%	31.3%	28.9%	33.3%	32.4%	28.9%	
Strongly disagree	27.3%	14.0%	32.4%	40.0%	25.0%	33.0%	16.7%	8.8%	32.1%	
Total(n)	11	50	284	5	16	97	6	34	187	
Mean	2.09	2.50	2.16	1.80	2.25	2.13	2.33	2.62	2.18	
Standard deviation	0.83	0.86	0.99	0.84	0.93	0.97	0.82	0.82	1.00	
Significance	-			-			-			
Effect size	-	-0.48	-0.07	-	-0.48	-0.34	-	-0.35	0.15	
<b>Rarely get hired into full-time positions</b>										
Strongly agree	11.1%	9.1%	31.6%	20.0%	12.5%	33.3%	0.0%	7.1%	30.7%	
Agree somewhat	33.3%	38.6%	34.0%	40.0%	50.0%	32.1%	25.0%	32.1%	35.0%	
Disagree somewhat	33.3%	38.6%	26.3%	40.0%	37.5%	33.3%	25.0%	39.3%	22.7%	
Strongly disagree	22.2%	13.6%	8.1%	0.0%	0.0%	1.2%	50.0%	21.4%	11.7%	
Total(n)	9	44	247	5	16	84	4	28	163	
Mean	2.33	2.43	2.89	2.80	2.75	2.98	1.75	2.25	2.85	
Standard deviation	1.00	0.85	0.95	0.84	0.68	0.85	0.96	0.89	0.99	
Significance	-			-			-		*	



Washburn 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	-	-0.12	-0.59	-	0.07	-0.21	-	-0.56	-1.11	
<b>Please indicate your agreement with the following statements:</b>										
<b>Receive respect from students</b>										
Strongly agree	54.5%	54.0%	55.5%	60.0%	50.0%	57.9%	50.0%	55.9%	54.3%	
Agree somewhat	36.4%	36.0%	33.2%	40.0%	43.8%	32.6%	33.3%	32.4%	33.5%	
Disagree somewhat	9.1%	10.0%	8.8%	0.0%	6.3%	7.4%	16.7%	11.8%	9.6%	
Strongly disagree	0.0%	0.0%	2.5%	0.0%	0.0%	2.1%	0.0%	0.0%	2.7%	
Total(n)	11	50	283	5	16	95	6	34	188	
Mean	3.45	3.44	3.42	3.60	3.44	3.46	3.33	3.44	3.39	
Standard deviation	0.69	0.67	0.76	0.55	0.63	0.73	0.82	0.70	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.25	0.19	-	-0.16	-0.08	
<b>Are primarily responsible for introductory classes</b>										
Strongly agree	36.4%	25.5%	28.4%	20.0%	18.8%	24.4%	50.0%	29.0%	30.4%	
Agree somewhat	18.2%	34.0%	36.9%	20.0%	37.5%	45.6%	16.7%	32.3%	32.6%	
Disagree somewhat	9.1%	19.1%	22.5%	20.0%	12.5%	16.7%	0.0%	22.6%	25.4%	
Strongly disagree	36.4%	21.3%	12.2%	40.0%	31.3%	13.3%	33.3%	16.1%	11.6%	
Total(n)	11	47	271	5	16	90	6	31	181	
Mean	2.55	2.64	2.82	2.20	2.44	2.81	2.83	2.74	2.82	
Standard deviation	1.37	1.09	0.98	1.30	1.15	0.96	1.47	1.06	1.00	
Significance	-			-			-			
Effect size	-	-0.08	-0.28	-	-0.21	-0.64	-	0.08	0.01	
<b>Have no guarantee of employment security</b>										
Strongly agree	45.5%	44.9%	50.4%	80.0%	50.0%	59.1%	16.7%	42.4%	46.0%	
Agree somewhat	45.5%	36.7%	35.0%	20.0%	37.5%	28.0%	66.7%	36.4%	38.5%	
Disagree somewhat	9.1%	14.3%	12.1%	0.0%	12.5%	12.9%	16.7%	15.2%	11.8%	
Strongly disagree	0.0%	4.1%	2.5%	0.0%	0.0%	0.0%	0.0%	6.1%	3.7%	
Total(n)	11	49	280	5	16	93	6	33	187	
Mean	3.36	3.22	3.33	3.80	3.38	3.46	3.00	3.15	3.27	
Standard deviation	0.67	0.85	0.79	0.45	0.72	0.72	0.63	0.91	0.81	
Significance	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.16	0.04	-	0.58	0.47	-	-0.16	-0.33	
<b>Please indicate your agreement with the following statements:</b>										
<b>Have access to support services</b>										
Strongly agree	18.2%	26.5%	32.4%	20.0%	18.8%	30.5%	16.7%	30.3%	33.3%	
Agree somewhat	54.5%	51.0%	48.8%	40.0%	43.8%	51.6%	66.7%	54.5%	47.3%	
Disagree somewhat	9.1%	16.3%	12.8%	20.0%	31.3%	12.6%	0.0%	9.1%	12.9%	
Strongly disagree	18.2%	6.1%	6.0%	20.0%	6.3%	5.3%	16.7%	6.1%	6.5%	
Total(n)	11	49	281	5	16	95	6	33	186	
Mean	2.73	2.98	3.07	2.60	2.75	3.07	2.83	3.09	3.08	
Standard deviation	1.01	0.83	0.83	1.14	0.86	0.80	0.98	0.80	0.85	
Significance	-			-			-			
Effect size	-	-0.30	-0.41	-	-0.17	-0.59	-	-0.33	-0.29	
<b>Are compensated for advising/counseling students</b>										
Strongly agree	9.1%	4.2%	2.5%	20.0%	6.3%	2.1%	0.0%	3.1%	2.7%	
Agree somewhat	27.3%	20.8%	14.0%	20.0%	25.0%	11.7%	33.3%	18.8%	15.1%	
Disagree somewhat	36.4%	43.8%	34.4%	0.0%	25.0%	28.7%	66.7%	53.1%	37.3%	
Strongly disagree	27.3%	31.3%	49.1%	60.0%	43.8%	57.4%	0.0%	25.0%	44.9%	
Total(n)	11	48	279	5	16	94	6	32	185	
Mean	2.18	1.98	1.70	2.00	1.94	1.59	2.33	2.00	1.76	
Standard deviation	0.98	0.84	0.80	1.41	1.00	0.78	0.52	0.76	0.81	
Significance	-			-			-			
Effect size	-	0.24	0.60	-	0.06	0.53	-	0.43	0.70	
<b>Are required to attend meetings</b>										
Strongly agree	18.2%	8.5%	8.9%	0.0%	6.3%	4.3%	33.3%	9.7%	11.2%	
Agree somewhat	54.5%	31.9%	20.3%	80.0%	56.3%	23.9%	33.3%	19.4%	18.4%	
Disagree somewhat	18.2%	29.8%	29.9%	0.0%	12.5%	22.8%	33.3%	38.7%	33.5%	
Strongly disagree	9.1%	29.8%	41.0%	20.0%	25.0%	48.9%	0.0%	32.3%	36.9%	
Total(n)	11	47	271	5	16	92	6	31	179	
Mean	2.82	2.19	1.97	2.60	2.44	1.84	3.00	2.06	2.04	
Standard deviation	0.87	0.97	0.98	0.89	0.96	0.94	0.89	0.96	1.00	
Significance	-		**	-			-	*	*	
Effect size	-	0.65	0.87	-	0.17	0.81	-	0.98	0.96	

Washburn 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	45.5%	51.0%	34.7%	60.0%	56.3%	38.5%	33.3%	48.5%	32.8%	
Agree somewhat	27.3%	32.7%	47.0%	40.0%	37.5%	45.8%	16.7%	30.3%	47.6%	
Disagree somewhat	27.3%	16.3%	14.4%	0.0%	6.3%	10.4%	50.0%	21.2%	16.4%	
Strongly disagree	0.0%	0.0%	3.9%	0.0%	0.0%	5.2%	0.0%	0.0%	3.2%	
Total(n)	11	49	285	5	16	96	6	33	189	
Mean	3.18	3.35	3.13	3.60	3.50	3.18	2.83	3.27	3.10	
Standard deviation	0.87	0.75	0.79	0.55	0.63	0.82	0.98	0.80	0.78	
Significance	-			-			-			
Effect size	-	-0.23	0.06	-	0.16	0.51	-	-0.55	-0.35	
<b>Are respected by full-time faculty</b>										
Strongly agree	45.5%	57.1%	35.8%	40.0%	62.5%	39.6%	50.0%	54.5%	33.9%	
Agree somewhat	18.2%	28.6%	37.2%	20.0%	25.0%	40.6%	16.7%	30.3%	35.4%	
Disagree somewhat	27.3%	12.2%	18.9%	20.0%	6.3%	12.5%	33.3%	15.2%	22.2%	
Strongly disagree	9.1%	2.0%	8.1%	20.0%	6.3%	7.3%	0.0%	0.0%	8.5%	
Total(n)	11	49	285	5	16	96	6	33	189	
Mean	3.00	3.41	3.01	2.80	3.44	3.13	3.17	3.39	2.95	
Standard deviation	1.10	0.79	0.93	1.30	0.89	0.90	0.98	0.75	0.95	
Significance	-			-			-			
Effect size	-	-0.52	-0.01	-	-0.72	-0.37	-	-0.29	0.23	
<b>Are paid fairly</b>										
Strongly agree	0.0%	14.3%	13.6%	0.0%	12.5%	16.5%	0.0%	15.2%	12.2%	
Agree somewhat	27.3%	36.7%	30.8%	40.0%	37.5%	28.9%	16.7%	36.4%	31.7%	
Disagree somewhat	54.5%	36.7%	27.3%	40.0%	43.8%	32.0%	66.7%	33.3%	24.9%	
Strongly disagree	18.2%	12.2%	28.3%	20.0%	6.3%	22.7%	16.7%	15.2%	31.2%	
Total(n)	11	49	286	5	16	97	6	33	189	
Mean	2.09	2.53	2.30	2.20	2.56	2.39	2.00	2.52	2.25	
Standard deviation	0.70	0.89	1.03	0.84	0.81	1.02	0.63	0.94	1.03	
Significance	-			-			-			
Effect size	-	-0.49	-0.20	-	-0.44	-0.19	-	-0.55	-0.24	
<b>Please indicate your agreement with the following statements:</b>										
<b>Have input in course designs</b>										
Strongly agree	54.5%	36.7%	37.3%	60.0%	31.3%	40.6%	50.0%	39.4%	35.6%	
Agree somewhat	18.2%	49.0%	35.9%	20.0%	43.8%	29.2%	16.7%	51.5%	39.4%	
Disagree somewhat	18.2%	10.2%	16.2%	0.0%	18.8%	18.8%	33.3%	6.1%	14.9%	
Strongly disagree	9.1%	4.1%	10.6%	20.0%	6.3%	11.5%	0.0%	3.0%	10.1%	
Total(n)	11	49	284	5	16	96	6	33	188	
Mean	3.18	3.18	3.00	3.20	3.00	2.99	3.17	3.27	3.01	
Standard deviation	1.08	0.78	0.98	1.30	0.89	1.03	0.98	0.72	0.96	
Significance	-			-			-			
Effect size	-	0.00	0.18	-	0.22	0.20	-	-0.14	0.17	

Washburn 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	36.4%	14.3%	10.0%	20.0%	6.3%	6.4%	50.0%	18.2%	11.8%	
Agree somewhat	27.3%	30.6%	26.3%	20.0%	25.0%	28.7%	33.3%	33.3%	25.1%	
Disagree somewhat	18.2%	28.6%	29.9%	20.0%	31.3%	24.5%	16.7%	27.3%	32.6%	
Strongly disagree	18.2%	26.5%	33.8%	40.0%	37.5%	40.4%	0.0%	21.2%	30.5%	
Total(n)	11	49	281	5	16	94	6	33	187	
Mean	2.82	2.33	2.12	2.20	2.00	2.01	3.33	2.48	2.18	
Standard deviation	1.17	1.03	0.99	1.30	0.97	0.98	0.82	1.03	1.00	
Significance	-		*	-			-		**	
Effect size	-	0.48	0.71	-	0.21	0.19	-	0.83	1.15	
<b>Besides this institution, at how many other institutions do you teach?</b>										
Mean	1.1	1.5	1.5	1.2	1.5	1.7	1.0	1.5	1.4	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	11	49	298	5	16	101	6	33	197	
<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	54.5%	34.0%	48.5%	80.0%	37.5%	50.0%	33.3%	32.4%	47.7%	
1-3 months	18.2%	38.0%	30.8%	0.0%	31.3%	30.0%	33.3%	41.2%	31.2%	
3-4 weeks	0.0%	10.0%	10.7%	0.0%	12.5%	11.0%	0.0%	8.8%	10.6%	
1-2 weeks	0.0%	10.0%	5.7%	0.0%	12.5%	6.0%	0.0%	8.8%	5.5%	
Less than 1 week	27.3%	8.0%	4.3%	20.0%	6.3%	3.0%	33.3%	8.8%	5.0%	
Total(n)	11	50	299	5	16	100	6	34	199	
Mean	3.73	3.80	4.13	4.20	3.81	4.18	3.33	3.79	4.11	
Standard deviation	1.79	1.25	1.09	1.79	1.28	1.05	1.86	1.25	1.12	
Significance	-			-			-			
Effect Size	-	-0.06	-0.37	-	0.30	0.02	-	-0.37	-0.70	
<b>END OF PART-TIME ONLY</b>										
<b>What is your principal activity in your current position at this institution?</b>										
Administration	0.0%	0.0%	2.0%	0.0%	0.0%	3.9%	0.0%	0.0%	1.0%	
Teaching	90.9%	98.0%	94.0%	100.0%	100.0%	93.2%	83.3%	97.1%	94.5%	
Research	0.0%	0.0%	0.7%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	
Services to clients and patients	9.1%	2.0%	0.3%	0.0%	0.0%	0.0%	16.7%	2.9%	0.5%	
Other	0.0%	0.0%	3.0%	0.0%	0.0%	1.0%	0.0%	0.0%	4.0%	
Total(n)	11	50	302	5	16	103	6	34	199	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	0.0%	8.9%	27.5%	0.0%	6.7%	39.8%	0.0%	10.0%	21.3%	
Very important	44.4%	35.6%	31.9%	25.0%	33.3%	25.8%	60.0%	36.7%	35.0%	
Somewhat important	22.2%	44.4%	27.9%	25.0%	46.7%	23.7%	20.0%	43.3%	30.1%	
Not important	33.3%	11.1%	12.7%	50.0%	13.3%	10.8%	20.0%	10.0%	13.7%	
Total(n)	9	45	276	4	15	93	5	30	183	

Washburn 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	63.6%	80.0%	75.1%	60.0%	62.5%	66.0%	66.7%	88.2%	79.8%	
Very important	36.4%	20.0%	23.9%	40.0%	37.5%	33.0%	33.3%	11.8%	19.2%	
Somewhat important	0.0%	0.0%	1.0%	0.0%	0.0%	1.0%	0.0%	0.0%	1.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	50	301	5	16	103	6	34	198	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	66.7%	26.7%	26.7%	50.0%	13.3%	26.4%	80.0%	33.3%	26.9%	
Very important	11.1%	44.4%	44.0%	25.0%	66.7%	42.9%	0.0%	33.3%	44.5%	
Somewhat important	22.2%	24.4%	25.6%	25.0%	13.3%	25.3%	20.0%	30.0%	25.8%	
Not important	0.0%	4.4%	3.7%	0.0%	6.7%	5.5%	0.0%	3.3%	2.7%	
Total(n)	9	45	273	4	15	91	5	30	182	
<b>How many courses are you teaching this term?</b>										
Mean	3.91	3.70	3.41	5.00	4.00	3.49	3.00	3.56	3.37	
Median	4	3	3	4	4	3	3	3	3	
Mode	4	3	3	4	3	3	2.00(a)	3	3	

Washburn 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)	11	50	310	5	16	107	6	34	203	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	1.33	1.55	1.59	1.25	1.46	1.56	1.40	1.58	1.60	
Median	1	1	2	1	1	1	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	9	44	256	4	13	87	5	31	169	
<b>Courses required for an undergraduate major</b>										
Mean	2.00	2.19	2.08	2.25	2.20	2.08	1.83	2.19	2.08	
Median	2	2	2	3	2	2	2	2	2	
Mode	2	2	2	3	2	2	2	2	2	
Total(n)	10	47	283	4	15	101	6	32	182	
<b>Other undergraduate credit courses</b>										
Mean	1.30	1.44	1.47	1.40	1.36	1.40	1.20	1.48	1.51	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	10	43	243	5	14	82	5	29	161	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.22	1.08	1.06	1.25	1.08	1.04	1.20	1.07	1.08	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	9	40	223	4	12	78	5	28	145	
<b>Graduate courses</b>										
Mean	1.13	1.21	1.15	1.25	1.25	1.16	1.00	1.19	1.15	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	8	39	226	4	12	83	4	27	143	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.90	2.41	2.35	3.50	2.47	2.26	2.50	2.38	2.40	
Median	3	2	2	3	2	2	3	2	2	
Mode	3	2	2	3	2	2	2.00(a)	2	2	
Total(n)	10	49	295	4	15	103	6	34	192	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.50	1.68	1.54	1.50	1.62	1.57	1.50	1.71	1.52	
Median	1	1	1	2	2	1	1	1	1	
Mode	1	1	1	1.00(a)	1.00(a)	1	1	1	1	
Total(n)	10	44	255	4	13	89	6	31	166	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	

Washburn 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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	5	0	0	1	0	0	4	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	100.0%	96.0%	95.8%	100.0%	100.0%	94.4%	100.0%	94.1%	96.5%	
No	0.0%	4.0%	4.2%	0.0%	0.0%	5.6%	0.0%	5.9%	3.5%	
Total(n)	11	50	307	5	16	107	6	34	200	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	27.3%	33.3%	27.9%	20.0%	37.5%	28.3%	33.3%	31.3%	27.7%	
No	72.7%	66.7%	72.1%	80.0%	62.5%	71.7%	66.7%	68.8%	72.3%	
Total(n)	11	48	301	5	16	106	6	32	195	
<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	0.0%	0.0%	7.9%	0.0%	0.0%	7.4%	0.0%	0.0%	8.2%	
To a large extent	0.0%	0.0%	5.3%	0.0%	0.0%	7.4%	0.0%	0.0%	4.1%	
To some extent	50.0%	20.0%	27.6%	100.0%	33.3%	29.6%	0.0%	11.1%	26.5%	
To a small extent	50.0%	26.7%	22.4%	0.0%	16.7%	22.2%	100.0%	33.3%	22.4%	
Not at all	0.0%	53.3%	36.8%	0.0%	50.0%	33.3%	0.0%	55.6%	38.8%	
Total(n)	2	15	76	1	6	27	1	9	49	
<b>Mentored graduate students</b>										
To a very large extent	0.0%	0.0%	14.5%	0.0%	0.0%	10.7%	0.0%	0.0%	16.7%	
To a large extent	33.3%	14.3%	13.2%	100.0%	33.3%	17.9%	0.0%	0.0%	10.4%	
To some extent	66.7%	14.3%	18.4%	0.0%	0.0%	14.3%	100.0%	25.0%	20.8%	
To a small extent	0.0%	28.6%	26.3%	0.0%	33.3%	28.6%	0.0%	25.0%	25.0%	
Not at all	0.0%	42.9%	27.6%	0.0%	33.3%	28.6%	0.0%	50.0%	27.1%	
Total(n)	3	14	76	1	6	28	2	8	48	
<b>Helped graduate students access professional networks</b>										
To a very large extent	0.0%	0.0%	7.9%	0.0%	0.0%	7.7%	0.0%	0.0%	8.0%	
To a large extent	33.3%	12.5%	19.7%	100.0%	33.3%	34.6%	0.0%	0.0%	12.0%	
To some extent	66.7%	25.0%	19.7%	0.0%	16.7%	7.7%	100.0%	30.0%	26.0%	
To a small extent	0.0%	25.0%	21.1%	0.0%	16.7%	19.2%	0.0%	30.0%	22.0%	
Not at all	0.0%	37.5%	31.6%	0.0%	33.3%	30.8%	0.0%	40.0%	32.0%	
Total(n)	3	16	76	1	6	26	2	10	50	
<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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To a large extent	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	
To some extent	0.0%	0.0%	7.7%	0.0%	0.0%	3.6%	0.0%	0.0%	10.0%	

Washburn 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	0.0%	6.3%	2.6%	0.0%	0.0%	0.0%	0.0%	10.0%	4.0%	
Not at all	100.0%	93.8%	88.5%	100.0%	100.0%	96.4%	100.0%	90.0%	84.0%	
Total(n)	3	16	78	1	6	28	2	10	50	
<b>Published with graduate students</b>										
To a very large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	



Washburn 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	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To some extent	0.0%	0.0%	5.2%	0.0%	0.0%	3.7%	0.0%	0.0%	6.0%	
To a small extent	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	
Not at all	100.0%	100.0%	93.5%	100.0%	100.0%	96.3%	100.0%	100.0%	92.0%	
Total(n)	3	16	77	1	6	27	2	10	50	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To a large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To some extent	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	
To a small extent	0.0%	6.3%	2.6%	0.0%	0.0%	0.0%	0.0%	10.0%	4.0%	
Not at all	100.0%	93.8%	96.2%	100.0%	100.0%	100.0%	100.0%	90.0%	94.0%	
Total(n)	3	16	78	1	6	28	2	10	50	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	1.67	1.50	2.05	2.00	1.50	2.14	1.50	1.50	2.00	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	1.00(a)	2	2	1.00(a)	2	1.00(a)	1.00(a)	2	
Total(n)	3	16	78	1	6	28	2	10	50	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	1.00	1.19	1.91	1.00	1.00	2.32	1.00	1.30	1.67	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	3	16	77	1	6	28	2	10	49	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	.	1.00	3.09	.	.	6.50	.	1.00	1.14	
Median	.	1	1	.	.	7	.	1	1	
Mode	.	1	1	.	.	1.00(a)	.	1	1	
Total(n)	0	1	11	0	0	4	0	1	7	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.00	1.06	1.30	1.00	1.00	1.36	1.00	1.10	1.27	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	3	16	77	1	6	28	2	10	49	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	.	1.00	1.50	.	.	1.00	.	1.00	1.67	
Median	.	1	1	.	.	1	.	1	1	
Mode	.	1	1	.	.	1	.	1	1	
Total(n)	0	1	4	0	0	1	0	1	3	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Strongly agree	0.0%	9.1%	11.3%	0.0%	0.0%	10.0%	0.0%	14.3%	11.9%	

Washburn 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	0.0%	18.2%	40.3%	0.0%	25.0%	35.0%	0.0%	14.3%	42.9%	
Disagree somewhat	50.0%	36.4%	25.8%	100.0%	50.0%	30.0%	0.0%	28.6%	23.8%	
Strongly disagree	50.0%	36.4%	22.6%	0.0%	25.0%	25.0%	100.0%	42.9%	21.4%	
Total(n)	2	11	62	1	4	20	1	7	42	
Mean	1.50	2.00	2.40	2.00	2.00	2.30	1.00	2.00	2.45	
Standard deviation	0.71	1.00	0.97	.	0.82	0.98	.	1.15	0.97	
Significance	-			-			-			
Effect size	-	-0.50	-0.93	-	0.00	-0.31	-	-0.87	-1.49	
<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	0.0%	8.3%	23.1%	0.0%	0.0%	23.8%	0.0%	12.5%	22.7%	
Agree somewhat	66.7%	50.0%	43.1%	0.0%	50.0%	38.1%	100.0%	50.0%	45.5%	
Disagree somewhat	0.0%	8.3%	15.4%	0.0%	0.0%	19.0%	0.0%	12.5%	13.6%	
Strongly disagree	33.3%	33.3%	18.5%	100.0%	50.0%	19.0%	0.0%	25.0%	18.2%	
Total(n)	3	12	65	1	4	21	2	8	44	
Mean	2.33	2.33	2.71	1.00	2.00	2.67	3.00	2.50	2.73	
Standard deviation	1.15	1.07	1.03	.	1.15	1.06	0.00	1.07	1.02	
Significance	-			-			-			
Effect size	-	0.00	-0.37	-	-0.87	-1.58	-	0.47	0.26	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	50.0%	18.2%	11.5%	100.0%	25.0%	17.6%	0.0%	14.3%	9.1%	
Agree somewhat	50.0%	9.1%	27.9%	0.0%	0.0%	11.8%	100.0%	14.3%	34.1%	
Disagree somewhat	0.0%	27.3%	42.6%	0.0%	25.0%	47.1%	0.0%	28.6%	40.9%	
Strongly disagree	0.0%	45.5%	18.0%	0.0%	50.0%	23.5%	0.0%	42.9%	15.9%	
Total(n)	2	11	61	1	4	17	1	7	44	
Mean	3.50	2.00	2.33	4.00	2.00	2.24	3.00	2.00	2.36	
Standard deviation	0.71	1.18	0.91	.	1.41	1.03	.	1.15	0.87	
Significance	-			-			-			
Effect size	-	1.27	1.29	-	1.42	1.71	-	0.87	0.74	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	66.7%	45.5%	39.7%	100.0%	66.7%	50.0%	50.0%	37.5%	34.9%	
Agree somewhat	33.3%	45.5%	49.2%	0.0%	33.3%	45.0%	50.0%	50.0%	51.2%	
Disagree somewhat	0.0%	0.0%	7.9%	0.0%	0.0%	5.0%	0.0%	0.0%	9.3%	
Strongly disagree	0.0%	9.1%	3.2%	0.0%	0.0%	0.0%	0.0%	12.5%	4.7%	
Total(n)	3	11	63	1	3	20	2	8	43	
Mean	3.67	3.27	3.25	4.00	3.67	3.45	3.50	3.13	3.16	

Washburn 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	0.58	0.90	0.74	.	0.58	0.60	0.71	0.99	0.78	
Significance	-			-			-			
Effect size	-	0.44	0.57	-	0.57	0.92	-	0.37	0.44	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	0.0%	8.3%	9.4%	0.0%	25.0%	10.0%	0.0%	0.0%	9.1%	
Agree somewhat	0.0%	8.3%	9.4%	0.0%	25.0%	10.0%	0.0%	0.0%	9.1%	
Disagree somewhat	0.0%	16.7%	18.8%	0.0%	0.0%	20.0%	0.0%	25.0%	18.2%	
Strongly disagree	100.0%	66.7%	62.5%	100.0%	50.0%	60.0%	100.0%	75.0%	63.6%	
Total(n)	3	12	64	1	4	20	2	8	44	
Mean	1.00	1.58	1.66	1.00	2.25	1.70	1.00	1.25	1.64	
Standard deviation	0.00	1.00	1.00	.	1.50	1.03	0.00	0.46	0.99	
Significance	-			-			-			
Effect size	-	-0.58	-0.66	-	-0.83	-0.68	-	-0.54	-0.65	
<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	66.7%	70.0%	43.3%	100.0%	75.0%	36.8%	50.0%	66.7%	46.3%	
Agree somewhat	33.3%	20.0%	45.0%	0.0%	0.0%	47.4%	50.0%	33.3%	43.9%	
Disagree somewhat	0.0%	0.0%	6.7%	0.0%	0.0%	10.5%	0.0%	0.0%	4.9%	
Strongly disagree	0.0%	10.0%	5.0%	0.0%	25.0%	5.3%	0.0%	0.0%	4.9%	
Total(n)	3	10	60	1	4	19	2	6	41	
Mean	3.67	3.50	3.27	4.00	3.25	3.16	3.50	3.67	3.32	
Standard deviation	0.58	0.97	0.80	.	1.50	0.83	0.71	0.52	0.79	
Significance	-			-			-			
Effect size	-	0.18	0.50	-	0.50	1.01	-	-0.33	0.23	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	33.3%	27.3%	27.9%	0.0%	0.0%	16.7%	50.0%	42.9%	32.6%	
Agree somewhat	33.3%	36.4%	32.8%	100.0%	50.0%	27.8%	0.0%	28.6%	34.9%	
Disagree somewhat	33.3%	27.3%	26.2%	0.0%	25.0%	33.3%	50.0%	28.6%	23.3%	
Strongly disagree	0.0%	9.1%	13.1%	0.0%	25.0%	22.2%	0.0%	0.0%	9.3%	
Total(n)	3	11	61	1	4	18	2	7	43	
Mean	3.00	2.82	2.75	3.00	2.25	2.39	3.00	3.14	2.91	
Standard deviation	1.00	0.98	1.01	.	0.96	1.04	1.41	0.90	0.97	
Significance	-			-			-			
Effect size	-	0.18	0.25	-	0.78	0.59	-	-0.16	0.09	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	66.7%	72.7%	51.6%	100.0%	75.0%	47.6%	50.0%	71.4%	53.5%	
Agree somewhat	33.3%	27.3%	34.4%	0.0%	25.0%	38.1%	50.0%	28.6%	32.6%	
Disagree somewhat	0.0%	0.0%	7.8%	0.0%	0.0%	9.5%	0.0%	0.0%	7.0%	
Strongly disagree	0.0%	0.0%	6.3%	0.0%	0.0%	4.8%	0.0%	0.0%	7.0%	
Total(n)	3	11	64	1	4	21	2	7	43	

Washburn 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	3.67	3.73	3.31	4.00	3.75	3.29	3.50	3.71	3.33	
Standard deviation	0.58	0.47	0.87	.	0.50	0.85	0.71	0.49	0.89	
Significance	-			-			-			
Effect size	-	-0.13	0.41	-	0.50	0.84	-	-0.43	0.19	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	0.0%	9.1%	6.8%	0.0%	0.0%	5.6%	0.0%	14.3%	7.3%	
Agree somewhat	33.3%	18.2%	22.0%	0.0%	0.0%	5.6%	50.0%	28.6%	29.3%	
Disagree somewhat	33.3%	45.5%	39.0%	100.0%	75.0%	44.4%	0.0%	28.6%	36.6%	
Strongly disagree	33.3%	27.3%	32.2%	0.0%	25.0%	44.4%	50.0%	28.6%	26.8%	
Total(n)	3	11	59	1	4	18	2	7	41	
Mean	2.00	2.09	2.03	2.00	1.75	1.72	2.00	2.29	2.17	
Standard deviation	1.00	0.94	0.91	.	0.50	0.83	1.41	1.11	0.92	
Significance	-			-			-			
Effect size	-	-0.10	-0.03	-	0.50	0.34	-	-0.26	-0.18	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	66.7%	45.5%	33.9%	100.0%	50.0%	50.0%	50.0%	42.9%	25.6%	
Agree somewhat	0.0%	27.3%	45.8%	0.0%	50.0%	45.0%	0.0%	14.3%	46.2%	
Disagree somewhat	33.3%	18.2%	15.3%	0.0%	0.0%	5.0%	50.0%	28.6%	20.5%	
Strongly disagree	0.0%	9.1%	5.1%	0.0%	0.0%	0.0%	0.0%	14.3%	7.7%	
Total(n)	3	11	59	1	4	20	2	7	39	
Mean	3.33	3.09	3.08	4.00	3.50	3.45	3.00	2.86	2.90	
Standard deviation	1.15	1.04	0.84	.	0.58	0.60	1.41	1.21	0.88	
Significance	-			-			-			
Effect size	-	0.23	0.30	-	0.86	0.92	-	0.12	0.11	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	45.5%	30.4%	39.1%	60.0%	53.3%	46.9%	33.3%	19.4%	35.0%	
Collaborated with the local community in research/teaching	45.5%	39.1%	37.1%	20.0%	31.3%	35.7%	66.7%	43.3%	37.8%	
Conducted research or writing focused on international/global issues	18.2%	10.6%	28.4%	40.0%	18.8%	32.0%	0.0%	6.5%	26.4%	

Washburn 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	9.1%	10.6%	25.7%	0.0%	0.0%	21.9%	16.7%	16.1%	27.8%	
Conducted research or writing focused on women and gender issues	18.2%	10.6%	23.0%	20.0%	6.3%	13.4%	16.7%	12.9%	28.2%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	0.0%	0.0%	10.9%	0.0%	0.0%	5.3%	0.0%	0.0%	14.0%	
Conducted research or writing focused on biomedical science fields	27.3%	11.6%	8.7%	20.0%	6.7%	7.7%	33.3%	14.3%	9.3%	
Engaged in academic research that spans multiple disciplines	27.3%	17.4%	45.1%	20.0%	12.5%	43.3%	33.3%	20.0%	46.1%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	9.1%	17.0%	45.7%	20.0%	18.8%	49.5%	0.0%	16.1%	43.5%	
Written research grants	0.0%	4.3%	19.8%	0.0%	0.0%	18.4%	0.0%	6.7%	20.6%	
Received funding for your work from foundations	27.3%	14.9%	16.3%	20.0%	12.5%	14.3%	33.3%	16.1%	17.4%	
Received funding for your work from state or federal government	27.3%	6.4%	12.6%	40.0%	12.5%	15.3%	16.7%	3.2%	11.2%	
Received funding for your work from business or industry	9.1%	4.3%	8.0%	20.0%	12.5%	10.3%	0.0%	0.0%	6.8%	
Total(n)	11	47	274	5	16	97	6	31	177	

Washburn 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	0.0%	0.0%	9.4%	0.0%	0.0%	9.1%	0.0%	0.0%	9.6%	
Taught an interdisciplinary course	9.1%	25.0%	33.6%	20.0%	13.3%	26.5%	0.0%	31.0%	37.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	0.0%	4.4%	14.5%	0.0%	6.3%	11.1%	0.0%	3.4%	16.4%	
Taught a service learning course	10.0%	6.8%	15.2%	0.0%	6.7%	12.1%	16.7%	6.9%	16.9%	
Taught a course exclusively online	18.2%	44.4%	33.3%	40.0%	56.3%	31.6%	0.0%	37.9%	34.3%	
Participated in organized activities around enhancing pedagogy and student learning	45.5%	28.9%	50.7%	20.0%	6.3%	42.0%	66.7%	41.4%	55.7%	
Taught a seminar for first-year students	9.1%	15.6%	15.0%	20.0%	12.5%	13.1%	0.0%	17.2%	16.0%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	70.0%	68.2%	69.9%	50.0%	53.3%	64.0%	83.3%	75.9%	73.2%	
Total(n)	10	44	279	4	15	100	6	29	179	
<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	0.0%	0.0%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.6%	
To a large extent	0.0%	0.0%	0.7%	0.0%	0.0%	1.1%	0.0%	0.0%	0.6%	
To some extent	9.1%	2.3%	6.7%	0.0%	0.0%	4.3%	16.7%	3.4%	8.1%	
To a small extent	9.1%	4.5%	5.2%	20.0%	13.3%	7.4%	0.0%	0.0%	4.0%	
Not at all	81.8%	93.2%	86.5%	80.0%	86.7%	86.2%	83.3%	96.6%	86.7%	
Total(n)	11	44	267	5	15	94	6	29	173	
<b>Published with undergraduates</b>										
To a very large extent	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
To a large extent	0.0%	0.0%	0.8%	0.0%	0.0%	1.1%	0.0%	0.0%	0.6%	

Washburn 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	0.0%	0.0%	3.0%	0.0%	0.0%	4.3%	0.0%	0.0%	2.4%	
To a small extent	0.0%	2.3%	1.5%	0.0%	7.1%	3.2%	0.0%	0.0%	0.6%	
Not at all	100.0%	97.7%	94.3%	100.0%	92.9%	91.4%	100.0%	100.0%	95.9%	
Total(n)	11	43	263	5	14	93	6	29	170	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	9.1%	6.8%	1.9%	20.0%	6.7%	1.1%	0.0%	6.9%	2.3%	
To a large extent	9.1%	6.8%	7.1%	0.0%	6.7%	8.5%	16.7%	6.9%	6.3%	
To some extent	0.0%	0.0%	7.5%	0.0%	0.0%	8.5%	0.0%	0.0%	6.9%	
To a small extent	0.0%	2.3%	9.0%	0.0%	0.0%	9.6%	0.0%	3.4%	8.6%	
Not at all	81.8%	84.1%	74.6%	80.0%	86.7%	72.3%	83.3%	82.8%	75.9%	
Total(n)	11	44	268	5	15	94	6	29	174	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	9.1%	9.1%	8.9%	20.0%	13.3%	11.6%	0.0%	6.9%	7.5%	
To a large extent	0.0%	4.5%	9.7%	0.0%	0.0%	12.6%	0.0%	6.9%	8.0%	
To some extent	27.3%	11.4%	12.6%	20.0%	20.0%	12.6%	33.3%	6.9%	12.6%	
To a small extent	0.0%	6.8%	13.4%	0.0%	0.0%	11.6%	0.0%	10.3%	14.4%	
Not at all	63.6%	68.2%	55.4%	60.0%	66.7%	51.6%	66.7%	69.0%	57.5%	
Total(n)	11	44	269	5	15	95	6	29	174	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	18.2%	13.6%	15.8%	20.0%	13.3%	21.1%	16.7%	13.8%	13.0%	
Good	9.1%	18.2%	27.6%	0.0%	13.3%	22.1%	16.7%	20.7%	30.5%	
Fair	0.0%	2.3%	8.8%	0.0%	6.7%	14.7%	0.0%	0.0%	5.6%	
Poor	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
I have not worked with undergraduates on research projects	72.7%	65.9%	47.4%	80.0%	66.7%	42.1%	66.7%	65.5%	50.3%	
Total(n)	11	44	272	5	15	95	6	29	177	
<b>How many undergraduate students do you advise?</b>										
Mean	8.00	3.55	3.44	7.40	3.60	3.58	8.50	3.52	3.36	
Median	11	1	1	11	1	1	12	1	1	
Mode	1.00(a)	1	1	11	1	1	12	1	1	
Total(n)	11	44	268	5	15	95	6	29	173	
<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	37.5%	27.3%	52.1%	25.0%	20.0%	55.6%	50.0%	33.3%	50.0%	
Occasionally	37.5%	45.5%	38.4%	25.0%	40.0%	37.0%	50.0%	50.0%	39.1%	
Not at All	25.0%	27.3%	9.6%	50.0%	40.0%	7.4%	0.0%	16.7%	10.9%	
Total(n)	8	11	73	4	5	27	4	6	46	
Mean	2.13	2.00	2.42	1.75	1.80	2.48	2.50	2.17	2.39	
Standard deviation	0.83	0.77	0.66	0.96	0.84	0.64	0.58	0.75	0.68	

Washburn 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	-	0.17	-0.44	-	-0.06	-1.14	-	0.44	0.16	
<b>Helped them plan their course of study</b>										
Frequently	62.5%	45.5%	61.1%	50.0%	40.0%	63.0%	75.0%	50.0%	60.0%	
Occasionally	37.5%	27.3%	20.8%	50.0%	40.0%	25.9%	25.0%	16.7%	17.8%	
Not at All	0.0%	27.3%	18.1%	0.0%	20.0%	11.1%	0.0%	33.3%	22.2%	
Total(n)	8	11	72	4	5	27	4	6	45	
Mean	2.63	2.18	2.43	2.50	2.20	2.52	2.75	2.17	2.38	
Standard deviation	0.52	0.87	0.78	0.58	0.84	0.70	0.50	0.98	0.83	
Significance	-			-			-			
Effect size	-	0.52	0.26	-	0.36	-0.03	-	0.59	0.45	
<b>Discussed their academic performance</b>										
Frequently	50.0%	45.5%	66.2%	25.0%	20.0%	63.0%	75.0%	66.7%	68.1%	
Occasionally	37.5%	36.4%	28.4%	75.0%	60.0%	33.3%	0.0%	16.7%	25.5%	
Not at All	12.5%	18.2%	5.4%	0.0%	20.0%	3.7%	25.0%	16.7%	6.4%	
Total(n)	8	11	74	4	5	27	4	6	47	
Mean	2.38	2.27	2.61	2.25	2.00	2.59	2.50	2.50	2.62	
Standard deviation	0.74	0.79	0.59	0.50	0.71	0.57	1.00	0.84	0.61	
Significance	-			-			-			
Effect size	-	0.14	-0.39	-	0.35	-0.60	-	0.00	-0.20	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	50.0%	45.5%	60.3%	25.0%	20.0%	55.6%	75.0%	66.7%	63.0%	
Occasionally	25.0%	36.4%	32.9%	50.0%	60.0%	40.7%	0.0%	16.7%	28.3%	
Not at All	25.0%	18.2%	6.8%	25.0%	20.0%	3.7%	25.0%	16.7%	8.7%	
Total(n)	8	11	73	4	5	27	4	6	46	
Mean	2.25	2.27	2.53	2.00	2.00	2.52	2.50	2.50	2.54	
Standard deviation	0.89	0.79	0.63	0.82	0.71	0.58	1.00	0.84	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.44	-	0.00	-0.90	-	0.00	-0.06	
<b>Discussed career and post-graduation goals</b>										
Frequently	50.0%	45.5%	70.7%	25.0%	20.0%	70.4%	75.0%	66.7%	70.8%	
Occasionally	50.0%	54.5%	28.0%	75.0%	80.0%	29.6%	25.0%	33.3%	27.1%	
Not at All	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	
Total(n)	8	11	75	4	5	27	4	6	48	
Mean	2.50	2.45	2.69	2.25	2.20	2.70	2.75	2.67	2.69	
Standard deviation	0.53	0.52	0.49	0.50	0.45	0.47	0.50	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.10	-0.39	-	0.11	-0.96	-	0.15	0.12	
<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	54.5%	25.6%	35.0%	40.0%	13.3%	21.3%	66.7%	32.1%	42.9%	
No	45.5%	44.2%	44.7%	60.0%	46.7%	56.4%	33.3%	42.9%	38.0%	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not eligible	0.0%	20.9%	13.2%	0.0%	20.0%	11.7%	0.0%	21.4%	14.1%	
Not available	0.0%	9.3%	7.0%	0.0%	20.0%	10.6%	0.0%	3.6%	4.9%	
<b>Total(n)</b>	11	43	257	5	15	94	6	28	163	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	18.2%	4.5%	5.1%	0.0%	0.0%	3.3%	33.3%	6.9%	6.1%	
No	72.7%	63.6%	66.5%	80.0%	53.3%	70.3%	66.7%	69.0%	64.4%	
Not eligible	0.0%	20.5%	15.7%	0.0%	20.0%	13.2%	0.0%	20.7%	17.2%	
Not available	9.1%	11.4%	12.6%	20.0%	26.7%	13.2%	0.0%	3.4%	12.3%	
<b>Total(n)</b>	11	44	254	5	15	91	6	29	163	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	
No	90.9%	65.9%	69.0%	100.0%	53.3%	73.0%	83.3%	72.4%	66.9%	
Not eligible	9.1%	25.0%	17.9%	0.0%	26.7%	14.6%	16.7%	24.1%	19.6%	
Not available	0.0%	9.1%	12.3%	0.0%	20.0%	12.4%	0.0%	3.4%	12.3%	
<b>Total(n)</b>	11	44	252	5	15	89	6	29	163	
<b>Paid sabbatical leave</b>										
Yes	0.0%	0.0%	1.2%	0.0%	0.0%	1.1%	0.0%	0.0%	1.3%	
No	54.5%	40.9%	36.3%	60.0%	40.0%	41.8%	50.0%	41.4%	33.1%	
Not eligible	27.3%	38.6%	45.4%	20.0%	33.3%	37.4%	33.3%	41.4%	50.0%	
Not available	18.2%	20.5%	17.1%	20.0%	26.7%	19.8%	16.7%	17.2%	15.6%	
<b>Total(n)</b>	11	44	251	5	15	91	6	29	160	
<b>Travel funds paid by the institution</b>										
Yes	36.4%	18.2%	25.1%	40.0%	13.3%	25.0%	33.3%	20.7%	25.2%	
No	45.5%	38.6%	37.3%	40.0%	40.0%	43.5%	50.0%	37.9%	33.7%	
Not eligible	18.2%	29.5%	25.1%	20.0%	26.7%	19.6%	16.7%	31.0%	28.2%	
Not available	0.0%	13.6%	12.5%	0.0%	20.0%	12.0%	0.0%	10.3%	12.9%	
<b>Total(n)</b>	11	44	255	5	15	92	6	29	163	
<b>Internal grants for research</b>										
Yes	0.0%	0.0%	5.9%	0.0%	0.0%	3.3%	0.0%	0.0%	7.4%	
No	81.8%	54.5%	54.5%	80.0%	46.7%	62.6%	83.3%	58.6%	50.0%	
Not eligible	18.2%	31.8%	24.9%	20.0%	33.3%	20.9%	16.7%	31.0%	27.2%	
Not available	0.0%	13.6%	14.6%	0.0%	20.0%	13.2%	0.0%	10.3%	15.4%	
<b>Total(n)</b>	11	44	253	5	15	91	6	29	162	
<b>Training for administrative leadership</b>										
Yes	9.1%	2.3%	3.6%	20.0%	6.7%	4.3%	0.0%	0.0%	3.1%	
No	72.7%	48.8%	50.4%	60.0%	40.0%	58.1%	83.3%	53.6%	45.9%	
Not eligible	18.2%	34.9%	26.6%	20.0%	33.3%	21.5%	16.7%	35.7%	29.6%	
Not available	0.0%	14.0%	19.4%	0.0%	20.0%	16.1%	0.0%	10.7%	21.4%	
<b>Total(n)</b>	11	43	252	5	15	93	6	28	159	
<b>Received incentives to develop new courses</b>										
Yes	18.2%	9.3%	12.6%	20.0%	6.7%	14.3%	16.7%	10.7%	11.7%	
No	72.7%	51.2%	52.2%	60.0%	40.0%	54.9%	83.3%	57.1%	50.6%	
Not eligible	0.0%	25.6%	19.0%	0.0%	26.7%	15.4%	0.0%	25.0%	21.0%	
Not available	9.1%	14.0%	16.2%	20.0%	26.7%	15.4%	0.0%	7.1%	16.7%	

Washburn 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)	11	43	253	5	15	91	6	28	162	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	18.2%	13.6%	17.4%	0.0%	0.0%	14.3%	33.3%	20.7%	19.1%	
No	63.6%	50.0%	55.3%	80.0%	53.3%	60.4%	50.0%	48.3%	52.5%	
Not eligible	9.1%	22.7%	12.6%	0.0%	20.0%	11.0%	16.7%	24.1%	13.6%	
Not available	9.1%	13.6%	14.6%	20.0%	26.7%	14.3%	0.0%	6.9%	14.8%	
Total(n)	11	44	253	5	15	91	6	29	162	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	9.1%	9.3%	19.6%	0.0%	0.0%	13.5%	16.7%	13.8%	23.0%	
No	63.6%	51.2%	52.0%	80.0%	50.0%	60.7%	50.0%	51.7%	47.2%	
Not eligible	9.1%	23.3%	12.0%	0.0%	21.4%	9.0%	16.7%	24.1%	13.7%	
Not available	18.2%	16.3%	16.4%	20.0%	28.6%	16.9%	16.7%	10.3%	16.1%	
Total(n)	11	43	250	5	14	89	6	29	161	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	63.6%	61.4%	51.7%	60.0%	53.3%	44.9%	66.7%	65.5%	55.6%	
1-2	36.4%	34.1%	20.6%	40.0%	40.0%	15.3%	33.3%	31.0%	23.7%	
3-4	0.0%	4.5%	10.5%	0.0%	6.7%	11.2%	0.0%	3.4%	10.1%	
5-10	0.0%	0.0%	9.0%	0.0%	0.0%	12.2%	0.0%	0.0%	7.1%	
11-20	0.0%	0.0%	4.1%	0.0%	0.0%	9.2%	0.0%	0.0%	1.2%	
21-50	0.0%	0.0%	2.2%	0.0%	0.0%	4.1%	0.0%	0.0%	1.2%	
51+	0.0%	0.0%	1.9%	0.0%	0.0%	3.1%	0.0%	0.0%	1.2%	
Total(n)	11	44	267	5	15	98	6	29	169	
Mean	1.36	1.43	2.07	1.40	1.53	2.50	1.33	1.38	1.83	
Standard deviation	0.50	0.59	1.48	0.55	0.64	1.75	0.52	0.56	1.23	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.12	-0.48	-	-0.20	-0.63	-	-0.09	-0.41	
<b>Chapters in edited volumes</b>										
None	100.0%	88.1%	72.5%	100.0%	92.9%	68.8%	100.0%	85.7%	74.7%	
1-2	0.0%	9.5%	18.4%	0.0%	7.1%	17.2%	0.0%	10.7%	19.1%	
3-4	0.0%	0.0%	3.9%	0.0%	0.0%	6.5%	0.0%	0.0%	2.5%	
5-10	0.0%	0.0%	3.1%	0.0%	0.0%	4.3%	0.0%	0.0%	2.5%	
11-20	0.0%	2.4%	1.6%	0.0%	0.0%	2.2%	0.0%	3.6%	1.2%	
21-50	0.0%	0.0%	0.4%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	42	255	5	14	93	6	28	162	
Mean	1.00	1.19	1.44	1.00	1.07	1.57	1.00	1.25	1.36	
Standard deviation	0.00	0.67	0.88	0.00	0.27	1.06	0.00	0.80	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.28	-0.50	-	-0.26	-0.54	-	-0.31	-0.47	

Washburn 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	72.7%	86.4%	77.3%	80.0%	80.0%	66.0%	66.7%	89.7%	83.9%	
1-2	27.3%	13.6%	15.7%	20.0%	20.0%	23.4%	33.3%	10.3%	11.2%	
3-4	0.0%	0.0%	4.3%	0.0%	0.0%	8.5%	0.0%	0.0%	1.9%	
5-10	0.0%	0.0%	2.7%	0.0%	0.0%	2.1%	0.0%	0.0%	3.1%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	11	44	255	5	15	94	6	29	161	
Mean	1.27	1.14	1.33	1.20	1.20	1.47	1.33	1.10	1.24	
Standard deviation	0.47	0.35	0.69	0.45	0.41	0.74	0.52	0.31	0.64	
Significance	-			-			-			
Effect size	-	0.37	-0.09	-	0.00	-0.36	-	0.74	0.14	
<b>Other, such as patents or computer software products</b>										
None	90.9%	93.2%	85.9%	80.0%	86.7%	76.1%	100.0%	96.6%	91.7%	
1-2	9.1%	4.5%	7.3%	20.0%	13.3%	14.1%	0.0%	0.0%	3.2%	
3-4	0.0%	2.3%	3.2%	0.0%	0.0%	4.3%	0.0%	3.4%	2.6%	
5-10	0.0%	0.0%	2.0%	0.0%	0.0%	2.2%	0.0%	0.0%	1.9%	
11-20	0.0%	0.0%	0.4%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
51+	0.0%	0.0%	0.8%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	
Total(n)	11	44	248	5	15	92	6	29	156	
Mean	1.09	1.09	1.28	1.20	1.13	1.47	1.00	1.07	1.17	
Standard deviation	0.30	0.36	0.87	0.45	0.35	1.12	0.00	0.37	0.66	
Significance	-			-			-			
Effect size	-	0.00	-0.22	-	0.20	-0.24	-	-0.19	-0.26	
<b>In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	81.8%	86.4%	79.5%	80.0%	86.7%	73.5%	83.3%	86.2%	82.9%	
1-2	9.1%	6.8%	7.8%	20.0%	6.7%	12.2%	0.0%	6.9%	5.3%	
3-4	0.0%	0.0%	2.6%	0.0%	0.0%	6.1%	0.0%	0.0%	0.6%	
5-10	9.1%	4.5%	4.5%	0.0%	0.0%	2.0%	16.7%	6.9%	5.9%	
11-20	0.0%	0.0%	3.0%	0.0%	0.0%	3.1%	0.0%	0.0%	2.9%	
21+	0.0%	2.3%	2.6%	0.0%	6.7%	3.1%	0.0%	0.0%	2.4%	
Total(n)	11	44	268	5	15	98	6	29	170	
Mean	1.36	1.32	1.51	1.20	1.40	1.58	1.50	1.28	1.48	
Standard deviation	0.92	0.98	1.21	0.45	1.30	1.22	1.22	0.80	1.20	
Significance	-			-			-			
Effect size	-	0.04	-0.12	-	-0.15	-0.31	-	0.28	0.02	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	50.0%	20.0%	21.7%	100.0%	50.0%	30.4%	0.0%	0.0%	13.0%	

Washburn 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	0.0%	40.0%	37.0%	0.0%	0.0%	39.1%	0.0%	66.7%	34.8%		
3-4	50.0%	20.0%	13.0%	0.0%	0.0%	8.7%	100.0%	33.3%	17.4%		
5-10	0.0%	0.0%	13.0%	0.0%	0.0%	8.7%	0.0%	0.0%	17.4%		
11-20	0.0%	20.0%	15.2%	0.0%	50.0%	13.0%	0.0%	0.0%	17.4%		
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	2	5	46	1	2	23	1	3	23		
Mean	2.00	2.60	2.63	1.00	3.00	2.35	3.00	2.33	2.91		
Standard deviation	1.41	1.52	1.37	.	2.83	1.37	.	0.58	1.35		
Significance	-			-			-				
Effect size	-	-0.39	-0.46	-	-0.71	-0.99	-	1.16	0.07		
<b>How many these exhibitions or performances in the fine or applied arts were:</b>											
<b>Collaborative</b>											
None	0.0%	20.0%	11.3%	0.0%	0.0%	8.0%	0.0%	33.3%	14.3%		
1-2	100.0%	40.0%	34.0%	100.0%	50.0%	44.0%	100.0%	33.3%	25.0%		
3-4	0.0%	0.0%	22.6%	0.0%	0.0%	24.0%	0.0%	0.0%	21.4%		
5-10	0.0%	20.0%	15.1%	0.0%	0.0%	8.0%	0.0%	33.3%	21.4%		
11-20	0.0%	0.0%	9.4%	0.0%	0.0%	8.0%	0.0%	0.0%	10.7%		
21+	0.0%	20.0%	7.5%	0.0%	50.0%	8.0%	0.0%	0.0%	7.1%		
Total(n)	2	5	53	1	2	25	1	3	28		
Mean	2.00	3.00	3.00	2.00	4.00	2.88	2.00	2.33	3.11		
Standard deviation	0.00	2.00	1.43	.	2.83	1.39	.	1.53	1.47		
Significance	-			-			-				
Effect size	-	-0.50	-0.70	-	-0.71	-0.63	-	-0.22	-0.76		
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>											
None	70.0%	72.1%	60.0%	60.0%	53.3%	50.0%	80.0%	82.1%	65.9%		
1	10.0%	14.0%	15.5%	0.0%	20.0%	13.3%	20.0%	10.7%	16.8%		
2	10.0%	9.3%	7.5%	20.0%	20.0%	10.2%	0.0%	3.6%	6.0%		
3	10.0%	4.7%	4.9%	20.0%	6.7%	7.1%	0.0%	3.6%	3.6%		
4	0.0%	0.0%	3.0%	0.0%	0.0%	6.1%	0.0%	0.0%	1.2%		
5	0.0%	0.0%	2.3%	0.0%	0.0%	5.1%	0.0%	0.0%	0.6%		
6	0.0%	0.0%	2.3%	0.0%	0.0%	3.1%	0.0%	0.0%	1.8%		
7-10	0.0%	0.0%	2.3%	0.0%	0.0%	2.0%	0.0%	0.0%	2.4%		
More than 10	0.0%	0.0%	2.3%	0.0%	0.0%	3.1%	0.0%	0.0%	1.8%		
Total(n)	10	43	265	5	15	98	5	28	167		
Mean	1.60	1.47	2.16	2.00	1.80	2.62	1.20	1.29	1.89		
Standard deviation	1.07	0.85	2.00	1.41	1.01	2.22	0.45	0.71	1.81		
Significance	-			-			-				
Effect size	-	0.15	-0.28	-	0.20	-0.28	-	-0.13	-0.38		
<b>How many of these publications in the past three years have been solo-authored?</b>											
None	0.0%	36.4%	27.7%	0.0%	28.6%	23.9%	0.0%	50.0%	31.3%		
1	50.0%	54.5%	33.0%	50.0%	57.1%	30.4%	0.0%	50.0%	35.4%		
2	0.0%	0.0%	10.6%	0.0%	0.0%	8.7%	0.0%	0.0%	12.5%		

Washburn University	Total			Men			Women			CIRP Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
3	50.0%	9.1%	12.8%	50.0%	14.3%	21.7%	0.0%	0.0%	4.2%		
4	0.0%	0.0%	2.1%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%		
5	0.0%	0.0%	3.2%	0.0%	0.0%	2.2%	0.0%	0.0%	4.2%		
6	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%		
7-10	0.0%	0.0%	5.3%	0.0%	0.0%	2.2%	0.0%	0.0%	8.3%		
More than 10	0.0%	0.0%	4.3%	0.0%	0.0%	6.5%	0.0%	0.0%	2.1%		
Total(n)	2	11	94	2	7	46	0	4	48		
Mean	3.00	1.82	2.95	3.00	2.00	3.09	.	1.50	2.81		
Standard deviation	1.41	0.87	2.24	1.41	1.00	2.20	.	0.58	2.29		
Significance	-			-			-				
Effect size	-	1.36	0.02	-	1.00	-0.04	-				
<b>How many of these publications in the past three years have been co-authored?</b>											
None	33.3%	41.7%	33.7%	50.0%	57.1%	34.1%	0.0%	20.0%	33.3%		
1	66.7%	33.3%	28.1%	50.0%	14.3%	25.0%	100.0%	60.0%	31.1%		
2	0.0%	16.7%	13.5%	0.0%	28.6%	11.4%	0.0%	0.0%	15.6%		
3	0.0%	8.3%	12.4%	0.0%	0.0%	15.9%	0.0%	20.0%	8.9%		
4	0.0%	0.0%	3.4%	0.0%	0.0%	4.5%	0.0%	0.0%	2.2%		
5	0.0%	0.0%	4.5%	0.0%	0.0%	6.8%	0.0%	0.0%	2.2%		
6	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.2%		
7-10	0.0%	0.0%	3.4%	0.0%	0.0%	2.3%	0.0%	0.0%	4.4%		
More than 10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	3	12	89	2	7	44	1	5	45		
Mean	1.67	1.92	2.58	1.50	1.71	2.64	2.00	2.20	2.53		
Standard deviation	0.58	1.00	1.78	0.71	0.95	1.75	.	1.10	1.83		
Significance	-			-			-				
Effect size	-	-0.25	-0.51	-	-0.22	-0.65	-	-0.18	-0.29		
<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	0.0%	2.5%	4.0%	0.0%	0.0%	3.3%	0.0%	3.8%	4.5%		
1-4	0.0%	27.5%	27.9%	0.0%	21.4%	27.8%	0.0%	30.8%	28.0%		
5-8	66.7%	40.0%	30.4%	50.0%	35.7%	35.6%	80.0%	42.3%	27.4%		
9-12	11.1%	12.5%	18.6%	25.0%	21.4%	15.6%	0.0%	7.7%	20.4%		
13-16	0.0%	2.5%	8.9%	0.0%	7.1%	6.7%	0.0%	0.0%	10.2%		
17-20	0.0%	5.0%	6.9%	0.0%	0.0%	8.9%	0.0%	7.7%	5.7%		
21+	22.2%	10.0%	3.2%	25.0%	14.3%	2.2%	20.0%	7.7%	3.8%		
Total(n)	9	40	247	4	14	90	5	26	157		
Mean	4.00	3.40	3.34	4.25	3.71	3.30	3.80	3.23	3.36		
Standard deviation	1.73	1.60	1.42	1.89	1.64	1.39	1.79	1.58	1.44		
Significance	-			-			-				
Effect size	-	0.38	0.46	-	0.33	0.68	-	0.36	0.31		
<b>Preparing for teaching (including reading student papers and grading)</b>											
None	0.0%	0.0%	2.1%	0.0%	0.0%	3.4%	0.0%	0.0%	1.3%		
1-4	10.0%	27.5%	21.0%	0.0%	20.0%	23.6%	20.0%	32.0%	19.5%		

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-8	50.0%	37.5%	28.8%	60.0%	40.0%	27.0%	40.0%	36.0%	29.9%	
9-12	30.0%	22.5%	17.3%	40.0%	33.3%	19.1%	20.0%	16.0%	16.2%	
13-16	0.0%	5.0%	12.3%	0.0%	0.0%	13.5%	0.0%	8.0%	11.7%	
17-20	10.0%	5.0%	7.8%	0.0%	6.7%	6.7%	20.0%	4.0%	8.4%	
21+	0.0%	2.5%	10.7%	0.0%	0.0%	6.7%	0.0%	4.0%	13.0%	
Total(n)	10	40	243	5	15	89	5	25	154	
Mean	3.50	3.30	3.83	3.40	3.33	3.63	3.60	3.28	3.95	
Standard deviation	1.08	1.22	1.64	0.55	1.05	1.55	1.52	1.34	1.68	
Significance	-			-			-			
Effect size	-	0.16	-0.20	-	0.07	-0.15	-	0.24	-0.21	
<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	0.0%	41.5%	27.3%	0.0%	40.0%	29.2%	0.0%	42.3%	26.3%	
1-4	90.0%	51.2%	59.6%	100.0%	53.3%	56.2%	80.0%	50.0%	61.5%	
5-8	10.0%	7.3%	9.0%	0.0%	6.7%	10.1%	20.0%	7.7%	8.3%	
9-12	0.0%	0.0%	2.9%	0.0%	0.0%	1.1%	0.0%	0.0%	3.8%	
13-16	0.0%	0.0%	0.8%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	10	41	245	5	15	89	5	26	156	
Mean	2.10	1.66	1.91	2.00	1.67	1.94	2.20	1.65	1.90	
Standard deviation	0.32	0.62	0.78	0.00	0.62	0.91	0.45	0.63	0.70	
Significance	-	*		-			-			
Effect size	-	0.71	0.24	-	0.53	0.07	-	0.87	0.43	
<b>Committee work and meetings</b>										
None	10.0%	71.8%	57.7%	20.0%	71.4%	58.0%	0.0%	72.0%	57.5%	
1-4	60.0%	20.5%	34.0%	60.0%	21.4%	35.2%	60.0%	20.0%	33.3%	
5-8	30.0%	7.7%	5.4%	20.0%	7.1%	3.4%	40.0%	8.0%	6.5%	
9-12	0.0%	0.0%	1.7%	0.0%	0.0%	2.3%	0.0%	0.0%	1.3%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
21+	0.0%	0.0%	0.8%	0.0%	0.0%	1.1%	0.0%	0.0%	0.7%	
Total(n)	10	39	241	5	14	88	5	25	153	
Mean	2.20	1.36	1.57	2.00	1.36	1.56	2.40	1.36	1.58	
Standard deviation	0.63	0.63	0.89	0.71	0.63	0.90	0.55	0.64	0.89	
Significance	-	***	*	-			-	**	*	
Effect size	-	1.33	0.71	-	1.02	0.49	-	1.63	0.92	
<b>Research and scholarly writing</b>										
None	50.0%	75.0%	57.4%	40.0%	71.4%	49.4%	60.0%	76.9%	62.1%	
1-4	10.0%	12.5%	21.5%	20.0%	7.1%	16.9%	0.0%	15.4%	24.2%	
5-8	20.0%	5.0%	10.3%	20.0%	7.1%	18.0%	20.0%	3.8%	5.9%	
9-12	20.0%	5.0%	4.5%	20.0%	7.1%	5.6%	20.0%	3.8%	3.9%	
13-16	0.0%	2.5%	2.1%	0.0%	7.1%	3.4%	0.0%	0.0%	1.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
17-20	0.0%	0.0%	1.7%	0.0%	0.0%	3.4%	0.0%	0.0%	0.7%	
21+	0.0%	0.0%	2.5%	0.0%	0.0%	3.4%	0.0%	0.0%	2.0%	
Total(n)	10	40	242	5	14	89	5	26	153	
Mean	2.10	1.48	1.87	2.20	1.71	2.20	2.00	1.35	1.68	
Standard deviation	1.29	0.99	1.39	1.30	1.33	1.60	1.41	0.75	1.21	
Significance	-			-			-			
Effect size	-	0.63	0.17	-	0.37	0.00	-	0.87	0.26	
<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	62.5%	66.7%	58.5%	100.0%	86.7%	55.2%	0.0%	54.2%	60.5%	
1-4	25.0%	23.1%	23.1%	0.0%	6.7%	23.0%	66.7%	33.3%	23.1%	
5-8	12.5%	5.1%	10.3%	0.0%	0.0%	10.3%	33.3%	8.3%	10.2%	
9-12	0.0%	5.1%	5.6%	0.0%	6.7%	6.9%	0.0%	4.2%	4.8%	
13-16	0.0%	0.0%	1.3%	0.0%	0.0%	2.3%	0.0%	0.0%	0.7%	
17-20	0.0%	0.0%	0.9%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Total(n)	8	39	234	5	15	87	3	24	147	
Mean	1.50	1.49	1.72	1.00	1.27	1.85	2.33	1.63	1.65	
Standard deviation	0.76	0.82	1.09	0.00	0.80	1.23	0.58	0.82	1.01	
Significance	-			-			-			
Effect size	-	0.01	-0.20	-	-0.34	-0.69	-	0.85	0.67	
<b>Community or public service</b>										
None	40.0%	35.0%	34.8%	20.0%	20.0%	37.0%	60.0%	44.0%	33.6%	
1-4	20.0%	40.0%	46.7%	20.0%	46.7%	43.5%	20.0%	36.0%	48.7%	
5-8	0.0%	12.5%	11.9%	0.0%	6.7%	12.0%	0.0%	16.0%	11.8%	
9-12	30.0%	7.5%	3.3%	40.0%	13.3%	3.3%	20.0%	4.0%	3.3%	
13-16	10.0%	2.5%	2.0%	20.0%	6.7%	2.2%	0.0%	0.0%	2.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	2.5%	1.2%	0.0%	6.7%	2.2%	0.0%	0.0%	0.7%	
Total(n)	10	40	244	5	15	92	5	25	152	
Mean	2.50	2.13	1.96	3.20	2.67	1.99	1.80	1.80	1.94	
Standard deviation	1.58	1.28	1.05	1.64	1.68	1.17	1.30	0.87	0.96	
Significance	-			-		*	-			
Effect size	-	0.29	0.51	-	0.32	1.03	-	0.00	-0.15	
<b>Outside consulting/freelance work</b>										
None	60.0%	59.5%	60.4%	40.0%	57.1%	54.5%	80.0%	60.9%	63.9%	
1-4	20.0%	21.6%	17.9%	20.0%	21.4%	20.5%	20.0%	21.7%	16.3%	
5-8	0.0%	5.4%	10.6%	0.0%	0.0%	10.2%	0.0%	8.7%	10.9%	
9-12	10.0%	5.4%	4.7%	20.0%	14.3%	5.7%	0.0%	0.0%	4.1%	
13-16	0.0%	5.4%	2.1%	0.0%	0.0%	0.0%	0.0%	8.7%	3.4%	
17-20	0.0%	0.0%	1.7%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	
21+	10.0%	2.7%	2.6%	20.0%	7.1%	4.5%	0.0%	0.0%	1.4%	
Total(n)	10	37	235	5	14	88	5	23	147	

Washburn 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	2.10	1.86	1.86	3.00	2.07	2.08	1.20	1.74	1.72	
Standard deviation	1.97	1.44	1.41	2.55	1.77	1.66	0.45	1.21	1.22	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.53	0.55	-	-0.45	-0.43	
<b>Household/childcare duties</b>										
None	10.0%	14.6%	13.8%	0.0%	20.0%	22.2%	20.0%	11.5%	9.0%	
1-4	20.0%	24.4%	14.6%	20.0%	26.7%	11.1%	20.0%	23.1%	16.7%	
5-8	0.0%	7.3%	18.3%	0.0%	0.0%	17.8%	0.0%	11.5%	18.6%	
9-12	50.0%	31.7%	13.8%	60.0%	46.7%	16.7%	40.0%	23.1%	12.2%	
13-16	10.0%	4.9%	8.1%	20.0%	6.7%	14.4%	0.0%	3.8%	4.5%	
17-20	10.0%	4.9%	9.3%	0.0%	0.0%	6.7%	20.0%	7.7%	10.9%	
21+	0.0%	12.2%	22.0%	0.0%	0.0%	11.1%	0.0%	19.2%	28.2%	
Total(n)	10	41	246	5	15	90	5	26	156	
Mean	3.60	3.51	4.04	3.80	2.93	3.54	3.40	3.85	4.32	
Standard deviation	1.51	1.89	2.11	1.10	1.39	1.97	1.95	2.07	2.15	
Significance	-			-			-			
Effect size	-	0.05	-0.21	-	0.63	0.13	-	-0.22	-0.43	
<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	100.0%	92.1%	81.3%	100.0%	93.3%	81.6%	100.0%	91.3%	81.1%	
1-4	0.0%	2.6%	9.1%	0.0%	6.7%	8.0%	0.0%	0.0%	9.8%	
5-8	0.0%	2.6%	4.8%	0.0%	0.0%	5.7%	0.0%	4.3%	4.2%	
9-12	0.0%	2.6%	2.6%	0.0%	0.0%	1.1%	0.0%	4.3%	3.5%	
13-16	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
17-20	0.0%	0.0%	0.9%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.9%	0.0%	0.0%	1.1%	0.0%	0.0%	0.7%	
Total(n)	10	38	230	5	15	87	5	23	143	
Mean	1.00	1.16	1.38	1.00	1.07	1.41	1.00	1.22	1.36	
Standard deviation	0.00	0.59	0.99	0.00	0.26	1.12	0.00	0.74	0.91	
Significance	-			-			-			
Effect size	-	-0.27	-0.38	-	-0.27	-0.37	-	-0.30	-0.40	
<b>Other employment, outside of academia</b>										
None	90.0%	61.0%	62.7%	100.0%	60.0%	56.5%	80.0%	61.5%	66.4%	
1-4	0.0%	4.9%	6.2%	0.0%	6.7%	12.0%	0.0%	3.8%	2.7%	
5-8	10.0%	2.4%	5.0%	0.0%	0.0%	5.4%	20.0%	3.8%	4.7%	
9-12	0.0%	4.9%	2.9%	0.0%	0.0%	0.0%	0.0%	7.7%	4.7%	
13-16	0.0%	4.9%	3.3%	0.0%	0.0%	1.1%	0.0%	7.7%	4.7%	
17-20	0.0%	2.4%	1.7%	0.0%	0.0%	1.1%	0.0%	3.8%	2.0%	
21+	0.0%	19.5%	18.3%	0.0%	33.3%	23.9%	0.0%	11.5%	14.8%	
Total(n)	10	41	241	5	15	92	5	26	149	
Mean	1.20	2.73	2.56	1.00	3.07	2.76	1.40	2.54	2.44	
Standard deviation	0.63	2.48	2.37	0.00	2.89	2.52	0.89	2.25	2.28	
Significance	-			-			-			



Washburn 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	-	-0.62	-0.57	-	-0.72	-0.70	-	-0.51	-0.46	
<b>Personal time</b>										
None	0.0%	0.0%	3.3%	0.0%	0.0%	3.3%	0.0%	0.0%	3.2%	
1-4	50.0%	31.7%	25.3%	40.0%	13.3%	17.6%	60.0%	42.3%	29.9%	
5-8	0.0%	24.4%	31.0%	0.0%	40.0%	37.4%	0.0%	15.4%	27.3%	
9-12	20.0%	14.6%	16.7%	20.0%	13.3%	15.4%	20.0%	15.4%	17.5%	
13-16	20.0%	14.6%	11.8%	20.0%	20.0%	14.3%	20.0%	11.5%	10.4%	
17-20	10.0%	12.2%	6.5%	20.0%	13.3%	7.7%	0.0%	11.5%	5.8%	
21+	0.0%	2.4%	5.3%	0.0%	0.0%	4.4%	0.0%	3.8%	5.8%	
Total(n)	10	41	245	5	15	91	5	26	154	
Mean	3.40	3.59	3.49	3.80	3.80	3.60	3.00	3.46	3.43	
Standard deviation	1.58	1.50	1.49	1.79	1.32	1.44	1.41	1.61	1.52	
Significance	-			-			-			
Effect size	-	-0.13	-0.06	-	0.00	0.14	-	-0.29	-0.28	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	80.0%	87.8%	95.9%	60.0%	80.0%	92.1%	100.0%	92.3%	98.1%	
Occasionally	20.0%	9.8%	3.7%	40.0%	13.3%	6.7%	0.0%	7.7%	1.9%	
Not at all	0.0%	2.4%	0.4%	0.0%	6.7%	1.1%	0.0%	0.0%	0.0%	
Total(n)	10	41	246	5	15	89	5	26	157	
Mean	2.80	2.85	2.96	2.60	2.73	2.91	3.00	2.92	2.98	
Standard deviation	0.42	0.42	0.23	0.55	0.59	0.32	0.00	0.27	0.14	
Significance	-		*	-		*	-			
Effect size	-	-0.12	-0.70	-	-0.22	-0.97	-	0.30	0.14	
<b>Support their opinions with a logical argument</b>										
Frequently	44.4%	66.7%	83.6%	50.0%	71.4%	79.8%	40.0%	64.0%	85.8%	
Occasionally	55.6%	30.8%	15.6%	50.0%	21.4%	19.1%	60.0%	36.0%	13.5%	
Not at all	0.0%	2.6%	0.8%	0.0%	7.1%	1.1%	0.0%	0.0%	0.6%	
Total(n)	9	39	244	4	14	89	5	25	155	
Mean	2.44	2.64	2.83	2.50	2.64	2.79	2.40	2.64	2.85	
Standard deviation	0.53	0.54	0.40	0.58	0.63	0.44	0.55	0.49	0.37	
Significance	-		**	-			-		**	
Effect size	-	-0.37	-0.98	-	-0.22	-0.66	-	-0.49	-1.22	
<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	70.0%	80.5%	82.9%	60.0%	80.0%	80.7%	80.0%	80.8%	84.1%	
Occasionally	20.0%	9.8%	15.1%	20.0%	6.7%	15.9%	20.0%	11.5%	14.6%	
Not at all	10.0%	9.8%	2.0%	20.0%	13.3%	3.4%	0.0%	7.7%	1.3%	
Total(n)	10	41	245	5	15	88	5	26	157	
Mean	2.60	2.71	2.81	2.40	2.67	2.77	2.80	2.73	2.83	
Standard deviation	0.70	0.64	0.44	0.89	0.72	0.50	0.45	0.60	0.41	
Significance	-			-			-			
Effect size	-	-0.17	-0.48	-	-0.38	-0.74	-	0.12	-0.07	

Washburn 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>Analyze multiple sources of information before coming to a conclusion</b>	44.4%	62.5%	74.0%	40.0%	53.3%	70.0%	50.0%	68.0%	76.3%	
Occasionally	55.6%	32.5%	23.2%	60.0%	40.0%	27.8%	50.0%	28.0%	20.5%	
Not at all	0.0%	5.0%	2.8%	0.0%	6.7%	2.2%	0.0%	4.0%	3.2%	
Total(n)	9	40	246	5	15	90	4	25	156	
Mean	2.44	2.58	2.71	2.40	2.47	2.68	2.50	2.64	2.73	
Standard deviation	0.53	0.59	0.51	0.55	0.64	0.52	0.58	0.57	0.51	
Significance	-			-			-			
Effect size	-	-0.24	-0.53	-	-0.11	-0.54	-	-0.25	-0.45	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	70.0%	70.7%	76.0%	60.0%	73.3%	70.8%	80.0%	69.2%	79.0%	
Occasionally	30.0%	24.4%	21.5%	40.0%	20.0%	24.7%	20.0%	26.9%	19.7%	
Not at all	0.0%	4.9%	2.4%	0.0%	6.7%	4.5%	0.0%	3.8%	1.3%	
Total(n)	10	41	246	5	15	89	5	26	157	
Mean	2.70	2.66	2.74	2.60	2.67	2.66	2.80	2.65	2.78	
Standard deviation	0.48	0.57	0.49	0.55	0.62	0.56	0.45	0.56	0.45	
Significance	-			-			-			
Effect size	-	0.07	-0.08	-	-0.11	-0.11	-	0.27	0.04	
<b>Take risks for potential gains</b>										
Frequently	30.0%	36.6%	50.6%	40.0%	33.3%	46.1%	20.0%	38.5%	53.3%	
Occasionally	50.0%	41.5%	37.8%	20.0%	26.7%	34.8%	80.0%	50.0%	39.5%	
Not at all	20.0%	22.0%	11.6%	40.0%	40.0%	19.1%	0.0%	11.5%	7.2%	
Total(n)	10	41	241	5	15	89	5	26	152	
Mean	2.10	2.15	2.39	2.00	1.93	2.27	2.20	2.27	2.46	
Standard deviation	0.74	0.76	0.69	1.00	0.88	0.77	0.45	0.67	0.63	
Significance	-			-			-			
Effect size	-	-0.07	-0.42	-	0.08	-0.35	-	-0.10	-0.41	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	70.0%	65.9%	75.8%	60.0%	53.3%	70.8%	80.0%	73.1%	78.6%	
Occasionally	20.0%	29.3%	23.0%	20.0%	33.3%	25.8%	20.0%	26.9%	21.4%	
Not at all	10.0%	4.9%	1.2%	20.0%	13.3%	3.4%	0.0%	0.0%	0.0%	
Total(n)	10	41	248	5	15	89	5	26	159	
Mean	2.60	2.61	2.75	2.40	2.40	2.67	2.80	2.73	2.79	
Standard deviation	0.70	0.59	0.46	0.89	0.74	0.54	0.45	0.45	0.41	
Significance	-			-			-			
Effect size	-	-0.02	-0.33	-	0.00	-0.50	-	0.16	0.02	
<b>Look up scientific research articles and resources</b>										
Frequently	40.0%	47.5%	56.6%	20.0%	35.7%	47.2%	60.0%	53.8%	61.9%	
Occasionally	30.0%	32.5%	26.2%	20.0%	35.7%	31.5%	40.0%	30.8%	23.2%	
Not at all	30.0%	20.0%	17.2%	60.0%	28.6%	21.3%	0.0%	15.4%	14.8%	
Total(n)	10	40	244	5	14	89	5	26	155	
Mean	2.10	2.28	2.39	1.60	2.07	2.26	2.60	2.38	2.47	
Standard deviation	0.88	0.78	0.77	0.89	0.83	0.79	0.55	0.75	0.74	
Significance	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.23	-0.38	-	-0.57	-0.84	-	0.29	0.18	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	70.0%	58.5%	63.7%	40.0%	53.3%	61.1%	100.0%	61.5%	65.2%	
Occasionally	20.0%	26.8%	32.7%	40.0%	20.0%	33.3%	0.0%	30.8%	32.3%	
Not at all	10.0%	14.6%	3.7%	20.0%	26.7%	5.6%	0.0%	7.7%	2.6%	
Total(n)	10	41	245	5	15	90	5	26	155	
Mean	2.60	2.44	2.60	2.20	2.27	2.56	3.00	2.54	2.63	
Standard deviation	0.70	0.74	0.56	0.84	0.88	0.60	0.00	0.65	0.54	
Significance	-			-			-			
Effect size	-	0.22	0.00	-	-0.08	-0.60	-	0.71	0.69	
<b>Accept mistakes as part of the learning process</b>										
Frequently	88.9%	84.6%	85.4%	100.0%	78.6%	78.9%	80.0%	88.0%	89.2%	
Occasionally	11.1%	12.8%	14.2%	0.0%	14.3%	20.0%	20.0%	12.0%	10.8%	
Not at all	0.0%	2.6%	0.4%	0.0%	7.1%	1.1%	0.0%	0.0%	0.0%	
Total(n)	9	39	247	4	14	90	5	25	157	
Mean	2.89	2.82	2.85	3.00	2.71	2.78	2.80	2.88	2.89	
Standard deviation	0.33	0.45	0.37	0.00	0.61	0.44	0.45	0.33	0.31	
Significance	-			-			-			
Effect size	-	0.16	0.11	-	0.48	0.50	-	-0.24	-0.29	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	50.0%	61.0%	67.2%	60.0%	60.0%	61.1%	40.0%	61.5%	70.7%	
Occasionally	30.0%	22.0%	26.3%	20.0%	13.3%	31.1%	40.0%	26.9%	23.6%	
Not at all	20.0%	17.1%	6.5%	20.0%	26.7%	7.8%	20.0%	11.5%	5.7%	
Total(n)	10	41	247	5	15	90	5	26	157	
Mean	2.30	2.44	2.61	2.40	2.33	2.53	2.20	2.50	2.65	
Standard deviation	0.82	0.78	0.61	0.89	0.90	0.64	0.84	0.71	0.59	
Significance	-			-			-			
Effect size	-	-0.18	-0.51	-	0.08	-0.20	-	-0.42	-0.76	
<b>How frequently in the courses you taught in the past year have you given at least one assignment that required students to:</b>										
<b>Write in the specific style or format of your discipline</b>										
Frequently	30.0%	56.1%	67.1%	40.0%	53.3%	61.4%	20.0%	57.7%	70.3%	
Occasionally	30.0%	24.4%	22.4%	20.0%	26.7%	25.0%	40.0%	23.1%	20.9%	
Not at all	40.0%	19.5%	10.6%	40.0%	20.0%	13.6%	40.0%	19.2%	8.9%	
Total(n)	10	41	246	5	15	88	5	26	158	
Mean	1.90	2.37	2.57	2.00	2.33	2.48	1.80	2.38	2.61	
Standard deviation	0.88	0.80	0.68	1.00	0.82	0.73	0.84	0.80	0.65	
Significance	-		**	-			-		**	
Effect size	-	-0.59	-0.99	-	-0.40	-0.66	-	-0.73	-1.25	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	20.0%	52.5%	54.3%	20.0%	42.9%	54.5%	20.0%	57.7%	54.1%	

Washburn 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	60.0%	25.0%	29.4%	40.0%	21.4%	23.9%	80.0%	26.9%	32.5%	
Not at all	20.0%	22.5%	16.3%	40.0%	35.7%	21.6%	0.0%	15.4%	13.4%	
Total(n)	10	40	245	5	14	88	5	26	157	
Mean	2.00	2.30	2.38	1.80	2.07	2.33	2.20	2.42	2.41	
Standard deviation	0.67	0.82	0.75	0.84	0.92	0.81	0.45	0.76	0.72	
Significance	-			-			-			
Effect size	-	-0.37	-0.51	-	-0.29	-0.65	-	-0.29	-0.29	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	50.0%	51.2%	51.9%	40.0%	33.3%	43.2%	60.0%	61.5%	56.8%	
Occasionally	30.0%	29.3%	32.5%	20.0%	33.3%	33.0%	40.0%	26.9%	32.3%	
Not at all	20.0%	19.5%	15.6%	40.0%	33.3%	23.9%	0.0%	11.5%	11.0%	
Total(n)	10	41	243	5	15	88	5	26	155	
Mean	2.30	2.32	2.36	2.00	2.00	2.19	2.60	2.50	2.46	
Standard deviation	0.82	0.79	0.74	1.00	0.85	0.80	0.55	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	0.00	-0.24	-	0.14	0.20	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	50.0%	34.1%	30.9%	40.0%	46.7%	30.7%	60.0%	26.9%	31.0%	
Occasionally	30.0%	36.6%	27.2%	20.0%	6.7%	26.1%	40.0%	53.8%	27.7%	
Not at all	20.0%	29.3%	42.0%	40.0%	46.7%	43.2%	0.0%	19.2%	41.3%	
Total(n)	10	41	243	5	15	88	5	26	155	
Mean	2.30	2.05	1.89	2.00	2.00	1.88	2.60	2.08	1.90	
Standard deviation	0.82	0.80	0.85	1.00	1.00	0.86	0.55	0.69	0.85	
Significance	-			-			-			
Effect size	-	0.31	0.48	-	0.00	0.14	-	0.75	0.82	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	55.6%	71.8%	78.7%	40.0%	73.3%	76.4%	75.0%	70.8%	80.0%	
Most	22.2%	12.8%	10.7%	40.0%	13.3%	10.1%	0.0%	12.5%	11.0%	
Some	22.2%	7.7%	8.2%	20.0%	13.3%	12.4%	25.0%	4.2%	5.8%	
None	0.0%	7.7%	2.5%	0.0%	0.0%	1.1%	0.0%	12.5%	3.2%	
Total(n)	9	39	244	5	15	89	4	24	155	
Mean	3.33	3.49	3.66	3.20	3.60	3.62	3.50	3.42	3.68	
Standard deviation	0.87	0.94	0.73	0.84	0.74	0.75	1.00	1.06	0.73	
Significance	-			-			-			
Effect size	-	-0.17	-0.45	-	-0.54	-0.56	-	0.08	-0.25	
<b>Cooperative learning (small groups)</b>										
All	44.4%	35.9%	54.3%	20.0%	26.7%	46.1%	75.0%	41.7%	59.1%	
Most	11.1%	17.9%	18.1%	20.0%	26.7%	16.9%	0.0%	12.5%	18.8%	
Some	33.3%	28.2%	16.5%	40.0%	26.7%	19.1%	25.0%	29.2%	14.9%	
None	11.1%	17.9%	11.1%	20.0%	20.0%	18.0%	0.0%	16.7%	7.1%	
Total(n)	9	39	243	5	15	89	4	24	154	
Mean	2.89	2.72	3.16	2.40	2.60	2.91	3.50	2.79	3.30	
Standard deviation	1.17	1.15	1.06	1.14	1.12	1.17	1.00	1.18	0.97	

Washburn 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	-	0.15	-0.25	-	-0.18	-0.44	-	0.60	0.21	
<b>Experiential learning/Field studies</b>										
All	33.3%	28.2%	29.4%	20.0%	33.3%	28.7%	50.0%	25.0%	29.8%	
Most	0.0%	5.1%	13.9%	0.0%	0.0%	9.2%	0.0%	8.3%	16.6%	
Some	22.2%	28.2%	21.8%	20.0%	13.3%	16.1%	25.0%	37.5%	25.2%	
None	44.4%	38.5%	34.9%	60.0%	53.3%	46.0%	25.0%	29.2%	28.5%	
Total(n)	9	39	238	5	15	87	4	24	151	
Mean	2.22	2.23	2.38	1.80	2.13	2.21	2.75	2.29	2.48	
Standard deviation	1.39	1.25	1.24	1.30	1.41	1.30	1.50	1.16	1.19	
Significance	-			-			-			
Effect size	-	-0.01	-0.13	-	-0.23	-0.32	-	0.40	0.23	
<b>Performances/Demonstrations</b>										
All	33.3%	34.2%	34.4%	20.0%	26.7%	27.0%	50.0%	39.1%	38.8%	
Most	11.1%	13.2%	18.3%	20.0%	13.3%	14.6%	0.0%	13.0%	20.4%	
Some	33.3%	26.3%	20.3%	40.0%	33.3%	24.7%	25.0%	21.7%	17.8%	
None	22.2%	26.3%	27.0%	20.0%	26.7%	33.7%	25.0%	26.1%	23.0%	
Total(n)	9	38	241	5	15	89	4	23	152	
Mean	2.56	2.55	2.60	2.40	2.40	2.35	2.75	2.65	2.75	
Standard deviation	1.24	1.22	1.21	1.14	1.18	1.21	1.50	1.27	1.20	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.00	0.04	-	0.08	0.00	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	0.0%	17.9%	30.6%	0.0%	13.3%	22.5%	0.0%	20.8%	35.3%	
Most	11.1%	10.3%	16.5%	20.0%	6.7%	18.0%	0.0%	12.5%	15.7%	
Some	55.6%	30.8%	24.8%	40.0%	33.3%	27.0%	75.0%	29.2%	23.5%	
None	33.3%	41.0%	28.1%	40.0%	46.7%	32.6%	25.0%	37.5%	25.5%	
Total(n)	9	39	242	5	15	89	4	24	153	
Mean	1.78	2.05	2.50	1.80	1.87	2.30	1.75	2.17	2.61	
Standard deviation	0.67	1.12	1.20	0.84	1.06	1.15	0.50	1.17	1.21	
Significance	-			-			-			
Effect size	-	-0.24	-0.60	-	-0.07	-0.43	-	-0.36	-0.71	
<b>Extensive lecturing</b>										
All	11.1%	12.8%	23.1%	20.0%	13.3%	34.4%	0.0%	12.5%	16.4%	
Most	44.4%	28.2%	21.9%	40.0%	26.7%	27.8%	50.0%	29.2%	18.4%	
Some	33.3%	28.2%	32.2%	20.0%	33.3%	30.0%	50.0%	25.0%	33.6%	
None	11.1%	30.8%	22.7%	20.0%	26.7%	7.8%	0.0%	33.3%	31.6%	
Total(n)	9	39	242	5	15	90	4	24	152	
Mean	2.56	2.23	2.45	2.60	2.27	2.89	2.50	2.21	2.20	
Standard deviation	0.88	1.04	1.08	1.14	1.03	0.98	0.58	1.06	1.06	
Significance	-			-			-			
Effect size	-	0.32	0.10	-	0.32	-0.30	-	0.27	0.28	

Washburn 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>Multiple drafts of written work</b>										
All	11.1%	20.5%	24.8%	0.0%	6.7%	19.1%	25.0%	29.2%	28.1%	
Most	11.1%	7.7%	14.9%	20.0%	6.7%	13.5%	0.0%	8.3%	15.7%	
Some	11.1%	33.3%	26.9%	20.0%	33.3%	30.3%	0.0%	33.3%	24.8%	
None	66.7%	38.5%	33.5%	60.0%	53.3%	37.1%	75.0%	29.2%	31.4%	
Total(n)	9	39	242	5	15	89	4	24	153	
Mean	1.67	2.10	2.31	1.60	1.67	2.15	1.75	2.38	2.41	
Standard deviation	1.12	1.14	1.18	0.89	0.90	1.12	1.50	1.21	1.20	
Significance	-			-			-			
Effect size	-	-0.38	-0.54	-	-0.08	-0.49	-	-0.52	-0.55	
<b>Reflective writing/journaling</b>										
All	11.1%	17.9%	26.8%	0.0%	0.0%	14.4%	25.0%	29.2%	34.2%	
Most	11.1%	10.3%	14.6%	0.0%	13.3%	13.3%	25.0%	8.3%	15.4%	
Some	11.1%	23.1%	20.9%	0.0%	13.3%	21.1%	25.0%	29.2%	20.8%	
None	66.7%	48.7%	37.7%	100.0%	73.3%	51.1%	25.0%	33.3%	29.5%	
Total(n)	9	39	239	5	15	90	4	24	149	
Mean	1.67	1.97	2.31	1.00	1.40	1.91	2.50	2.33	2.54	
Standard deviation	1.12	1.16	1.23	0.00	0.74	1.11	1.29	1.24	1.24	
Significance	-			-			-			
Effect size	-	-0.26	-0.52	-	-0.54	-0.82	-	0.14	-0.03	
<b>Community service as part of coursework</b>										
All	0.0%	7.9%	5.0%	0.0%	0.0%	0.0%	0.0%	12.5%	8.0%	
Most	11.1%	2.6%	3.8%	0.0%	0.0%	3.4%	25.0%	4.2%	4.0%	
Some	11.1%	5.3%	16.0%	0.0%	7.1%	15.9%	25.0%	4.2%	16.0%	
None	77.8%	84.2%	75.2%	100.0%	92.9%	80.7%	50.0%	79.2%	72.0%	
Total(n)	9	38	238	5	14	88	4	24	150	
Mean	1.33	1.34	1.39	1.00	1.07	1.23	1.75	1.50	1.48	
Standard deviation	0.71	0.88	0.79	0.00	0.27	0.50	0.96	1.06	0.90	
Significance	-			-			-			
Effect size	-	-0.01	-0.08	-	-0.26	-0.46	-	0.24	0.30	
<b>Electronic quizzes with immediate feedback in class</b>										
All	22.2%	30.8%	13.4%	20.0%	26.7%	10.2%	25.0%	33.3%	15.2%	
Most	22.2%	12.8%	12.1%	40.0%	26.7%	14.8%	0.0%	4.2%	10.6%	
Some	11.1%	17.9%	13.8%	0.0%	20.0%	11.4%	25.0%	16.7%	15.2%	
None	44.4%	38.5%	60.7%	40.0%	26.7%	63.6%	50.0%	45.8%	58.9%	
Total(n)	9	39	239	5	15	88	4	24	151	
Mean	2.22	2.36	1.78	2.40	2.53	1.72	2.00	2.25	1.82	
Standard deviation	1.30	1.29	1.11	1.34	1.19	1.06	1.41	1.36	1.13	
Significance	-			-			-			
Effect size	-	-0.11	0.40	-	-0.11	0.64	-	-0.18	0.16	
<b>Using real-life problems</b>										
All	22.2%	46.2%	54.5%	20.0%	33.3%	42.7%	25.0%	54.2%	61.3%	
Most	33.3%	33.3%	24.6%	20.0%	33.3%	30.3%	50.0%	33.3%	21.3%	
Some	33.3%	12.8%	13.9%	40.0%	20.0%	15.7%	25.0%	8.3%	12.9%	
None	11.1%	7.7%	7.0%	20.0%	13.3%	11.2%	0.0%	4.2%	4.5%	

Washburn 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)	9	39	244	5	15	89	4	24	155	
Mean	2.67	3.18	3.27	2.40	2.87	3.04	3.00	3.38	3.39	
Standard deviation	1.00	0.94	0.95	1.14	1.06	1.02	0.82	0.82	0.88	
Significance	-			-			-			
Effect size	-	-0.54	-0.63	-	-0.44	-0.63	-	-0.46	-0.44	
<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	0.0%	23.1%	45.9%	0.0%	13.3%	37.8%	0.0%	29.2%	50.7%	
Most	44.4%	41.0%	24.0%	40.0%	46.7%	27.8%	50.0%	37.5%	21.7%	
Some	44.4%	28.2%	23.6%	40.0%	33.3%	25.6%	50.0%	25.0%	22.4%	
None	11.1%	7.7%	6.6%	20.0%	6.7%	8.9%	0.0%	8.3%	5.3%	
Total(n)	9	39	242	5	15	90	4	24	152	
Mean	2.33	2.79	3.09	2.20	2.67	2.94	2.50	2.88	3.18	
Standard deviation	0.71	0.89	0.98	0.84	0.82	1.00	0.58	0.95	0.96	
Significance	-		*	-			-			
Effect size	-	-0.52	-0.78	-	-0.57	-0.74	-	-0.40	-0.71	
<b>Readings on racial and ethnic issues</b>										
All	0.0%	5.3%	25.4%	0.0%	0.0%	13.6%	0.0%	8.3%	32.2%	
Most	11.1%	15.8%	12.5%	0.0%	0.0%	13.6%	25.0%	25.0%	11.8%	
Some	44.4%	42.1%	22.9%	20.0%	21.4%	18.2%	75.0%	54.2%	25.7%	
None	44.4%	36.8%	39.2%	80.0%	78.6%	54.5%	0.0%	12.5%	30.3%	
Total(n)	9	38	240	5	14	88	4	24	152	
Mean	1.67	1.89	2.24	1.20	1.21	1.86	2.25	2.29	2.46	
Standard deviation	0.71	0.86	1.22	0.45	0.43	1.11	0.50	0.81	1.23	
Significance	-			-			-			
Effect size	-	-0.26	-0.47	-	-0.02	-0.59	-	-0.05	-0.17	
<b>Readings on women and gender issues</b>										
All	0.0%	10.8%	23.0%	0.0%	0.0%	12.6%	0.0%	17.4%	29.1%	
Most	22.2%	10.8%	10.2%	20.0%	7.1%	10.3%	25.0%	13.0%	10.1%	
Some	22.2%	32.4%	22.6%	20.0%	21.4%	23.0%	25.0%	39.1%	22.3%	
None	55.6%	45.9%	44.3%	60.0%	71.4%	54.0%	50.0%	30.4%	38.5%	
Total(n)	9	37	235	5	14	87	4	23	148	
Mean	1.67	1.86	2.12	1.60	1.36	1.82	1.75	2.17	2.30	
Standard deviation	0.87	1.00	1.21	0.89	0.63	1.06	0.96	1.07	1.25	
Significance	-			-			-			
Effect size	-	-0.19	-0.37	-	0.38	-0.21	-	-0.39	-0.44	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	22.2%	21.1%	28.3%	20.0%	21.4%	23.0%	25.0%	20.8%	31.3%	
Most	22.2%	15.8%	15.6%	20.0%	7.1%	10.3%	25.0%	20.8%	18.7%	
Some	44.4%	50.0%	33.3%	40.0%	50.0%	43.7%	50.0%	50.0%	27.3%	
None	11.1%	13.2%	22.8%	20.0%	21.4%	23.0%	0.0%	8.3%	22.7%	
Total(n)	9	38	237	5	14	87	4	24	150	
Mean	2.56	2.45	2.49	2.40	2.29	2.33	2.75	2.54	2.59	
Standard deviation	1.01	0.98	1.13	1.14	1.07	1.07	0.96	0.93	1.15	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.10	0.07	-	0.23	0.14	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	22.2%	21.6%	37.1%	20.0%	21.4%	29.2%	25.0%	21.7%	41.7%	
Most	0.0%	8.1%	18.3%	0.0%	0.0%	19.1%	0.0%	13.0%	17.9%	
Some	33.3%	37.8%	20.8%	40.0%	50.0%	24.7%	25.0%	30.4%	18.5%	
None	44.4%	32.4%	23.8%	40.0%	28.6%	27.0%	50.0%	34.8%	21.9%	
Total(n)	9	37	240	5	14	89	4	23	151	
Mean	2.00	2.19	2.69	2.00	2.14	2.51	2.00	2.22	2.79	
Standard deviation	1.22	1.13	1.20	1.22	1.10	1.18	1.41	1.17	1.20	
Significance	-			-			-			
Effect size	-	-0.17	-0.58	-	-0.13	-0.43	-	-0.19	-0.66	
<b>Student evaluations of each others' work</b>										
All	11.1%	18.4%	22.0%	0.0%	7.1%	14.9%	25.0%	25.0%	26.2%	
Most	0.0%	10.5%	15.7%	0.0%	7.1%	11.5%	0.0%	12.5%	18.1%	
Some	22.2%	28.9%	30.1%	20.0%	21.4%	31.0%	25.0%	33.3%	29.5%	
None	66.7%	42.1%	32.2%	80.0%	64.3%	42.5%	50.0%	29.2%	26.2%	
Total(n)	9	38	236	5	14	87	4	24	149	
Mean	1.56	2.05	2.28	1.20	1.57	1.99	2.00	2.33	2.44	
Standard deviation	1.01	1.14	1.14	0.45	0.94	1.07	1.41	1.17	1.14	
Significance	-			-			-			
Effect size	-	-0.43	-0.63	-	-0.39	-0.74	-	-0.28	-0.39	
<b>Grading on a curve</b>										
All	0.0%	2.6%	4.3%	0.0%	0.0%	8.0%	0.0%	4.2%	2.1%	
Most	22.2%	7.9%	6.0%	0.0%	0.0%	4.6%	50.0%	12.5%	6.9%	
Some	0.0%	15.8%	23.7%	0.0%	7.1%	24.1%	0.0%	20.8%	23.4%	
None	77.8%	73.7%	65.9%	100.0%	92.9%	63.2%	50.0%	62.5%	67.6%	
Total(n)	9	38	232	5	14	87	4	24	145	
Mean	1.44	1.39	1.49	1.00	1.07	1.57	2.00	1.58	1.43	
Standard deviation	0.88	0.75	0.79	0.00	0.27	0.91	1.15	0.88	0.72	
Significance	-			-			-			
Effect size	-	0.07	-0.06	-	-0.26	-0.63	-	0.48	0.79	
<b>Rubric-based assessment</b>										
All	22.2%	42.1%	44.5%	0.0%	14.3%	24.1%	50.0%	58.3%	56.4%	
Most	11.1%	10.5%	20.8%	20.0%	14.3%	16.1%	0.0%	8.3%	23.5%	
Some	22.2%	28.9%	19.9%	40.0%	35.7%	32.2%	0.0%	25.0%	12.8%	
None	44.4%	18.4%	14.8%	40.0%	35.7%	27.6%	50.0%	8.3%	7.4%	
Total(n)	9	38	236	5	14	87	4	24	149	
Mean	2.11	2.76	2.95	1.80	2.07	2.37	2.50	3.17	3.29	
Standard deviation	1.27	1.20	1.11	0.84	1.07	1.13	1.73	1.09	0.95	
Significance	-		*	-			-			
Effect size	-	-0.54	-0.76	-	-0.25	-0.50	-	-0.61	-0.83	



Washburn 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>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	11.1%	10.5%	22.1%	0.0%	0.0%	14.6%	25.0%	16.7%	26.5%	
Most	0.0%	2.6%	9.6%	0.0%	0.0%	11.2%	0.0%	4.2%	8.6%	
Some	44.4%	28.9%	27.9%	40.0%	14.3%	24.7%	50.0%	37.5%	29.8%	
None	44.4%	57.9%	40.4%	60.0%	85.7%	49.4%	25.0%	41.7%	35.1%	
Total(n)	9	38	240	5	14	89	4	24	151	
Mean	1.78	1.66	2.13	1.40	1.14	1.91	2.25	1.96	2.26	
Standard deviation	0.97	0.97	1.17	0.55	0.36	1.09	1.26	1.08	1.20	
Significance	-			-			-			
Effect size	-	0.12	-0.30	-	0.72	-0.47	-	0.27	-0.01	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	22.2%	44.7%	48.3%	0.0%	28.6%	37.5%	50.0%	54.2%	54.6%	
Occasionally	55.6%	31.6%	37.1%	80.0%	50.0%	43.2%	25.0%	20.8%	33.6%	
Not at all	22.2%	23.7%	14.6%	20.0%	21.4%	19.3%	25.0%	25.0%	11.8%	
Total(n)	9	38	240	5	14	88	4	24	152	
Mean	2.00	2.21	2.34	1.80	2.07	2.18	2.25	2.29	2.43	
Standard deviation	0.71	0.81	0.72	0.45	0.73	0.74	0.96	0.86	0.70	
Significance	-			-			-			
Effect size	-	-0.26	-0.47	-	-0.37	-0.51	-	-0.05	-0.26	
<b>Simulations/animations</b>										
Frequently	25.0%	25.0%	21.3%	20.0%	23.1%	15.3%	33.3%	26.1%	24.7%	
Occasionally	37.5%	25.0%	37.4%	40.0%	30.8%	35.3%	33.3%	21.7%	38.7%	
Not at all	37.5%	50.0%	41.3%	40.0%	46.2%	49.4%	33.3%	52.2%	36.7%	
Total(n)	8	36	235	5	13	85	3	23	150	
Mean	1.88	1.75	1.80	1.80	1.77	1.66	2.00	1.74	1.88	
Standard deviation	0.83	0.84	0.77	0.84	0.83	0.73	1.00	0.86	0.78	
Significance	-			-			-			
Effect size	-	0.15	0.10	-	0.04	0.19	-	0.30	0.15	
<b>Online homework or virtual labs</b>										
Frequently	33.3%	62.2%	41.2%	60.0%	64.3%	41.4%	0.0%	60.9%	41.1%	
Occasionally	22.2%	16.2%	26.1%	0.0%	7.1%	23.0%	50.0%	21.7%	27.8%	
Not at all	44.4%	21.6%	32.8%	40.0%	28.6%	35.6%	50.0%	17.4%	31.1%	
Total(n)	9	37	238	5	14	87	4	23	151	
Mean	1.89	2.41	2.08	2.20	2.36	2.06	1.50	2.43	2.10	
Standard deviation	0.93	0.83	0.86	1.10	0.93	0.88	0.58	0.79	0.85	
Significance	-			-			-	*		
Effect size	-	-0.63	-0.22	-	-0.17	0.16	-	-1.18	-0.71	
<b>Online discussion boards</b>										
Frequently	0.0%	36.8%	31.6%	0.0%	28.6%	27.0%	0.0%	41.7%	34.5%	
Occasionally	33.3%	23.7%	27.0%	60.0%	50.0%	27.0%	0.0%	8.3%	27.0%	
Not at all	66.7%	39.5%	41.4%	40.0%	21.4%	46.1%	100.0%	50.0%	38.5%	

Washburn 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)	9	38	237	5	14	89	4	24	148	
Mean	1.33	1.97	1.90	1.60	2.07	1.81	1.00	1.92	1.96	
Standard deviation	0.50	0.88	0.85	0.55	0.73	0.84	0.00	0.97	0.86	
Significance	-	*	*	-	-	-	-	-	*	
Effect size	-	-0.73	-0.67	-	-0.64	-0.25	-	-0.95	-1.12	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	10.8%	7.3%	0.0%	7.1%	8.0%	0.0%	13.0%	6.8%	
Occasionally	11.1%	2.7%	11.5%	0.0%	0.0%	10.2%	25.0%	4.3%	12.3%	
Not at all	88.9%	86.5%	81.2%	100.0%	92.9%	81.8%	75.0%	82.6%	80.8%	
Total(n)	9	37	234	5	14	88	4	23	146	
Mean	1.11	1.24	1.26	1.00	1.14	1.26	1.25	1.30	1.26	
Standard deviation	0.33	0.64	0.58	0.00	0.53	0.60	0.50	0.70	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.26	-	-0.26	-0.43	-	-0.07	-0.02	
<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	33.3%	37.8%	46.7%	20.0%	7.7%	34.1%	50.0%	54.2%	53.8%	
Very important	22.2%	43.2%	37.9%	0.0%	46.2%	41.5%	50.0%	41.7%	35.9%	
Somewhat important	11.1%	8.1%	11.5%	20.0%	15.4%	15.9%	0.0%	4.2%	9.0%	
Not important	33.3%	10.8%	4.0%	60.0%	30.8%	8.5%	0.0%	0.0%	1.4%	
Total(n)	9	37	227	5	13	82	4	24	145	
Mean	2.56	3.08	3.27	1.80	2.31	3.01	3.50	3.50	3.42	
Standard deviation	1.33	0.95	0.82	1.30	1.03	0.92	0.58	0.59	0.71	
Significance	-	-	*	-	-	**	-	-	-	
Effect size	-	-0.55	-0.87	-	-0.50	-1.32	-	0.00	0.11	
<b>Prepare students for employment after college</b>										
Essential	77.8%	82.9%	74.1%	80.0%	72.7%	73.5%	75.0%	87.5%	74.5%	
Very important	22.2%	17.1%	22.8%	20.0%	27.3%	22.9%	25.0%	12.5%	22.8%	
Somewhat important	0.0%	0.0%	2.6%	0.0%	0.0%	3.6%	0.0%	0.0%	2.1%	
Not important	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	
Total(n)	9	35	228	5	11	83	4	24	145	
Mean	3.78	3.83	3.71	3.80	3.73	3.70	3.75	3.88	3.71	
Standard deviation	0.44	0.38	0.54	0.45	0.47	0.53	0.50	0.34	0.54	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	0.13	-	0.15	0.19	-	-0.38	0.07	
<b>Prepare students for graduate or advanced education</b>										
Essential	55.6%	61.1%	58.1%	40.0%	38.5%	49.4%	75.0%	73.9%	63.2%	
Very important	44.4%	36.1%	38.0%	60.0%	53.8%	48.2%	25.0%	26.1%	31.9%	
Somewhat important	0.0%	2.8%	3.9%	0.0%	7.7%	2.4%	0.0%	0.0%	4.9%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	9	36	229	5	13	85	4	23	144	
Mean	3.56	3.58	3.54	3.40	3.31	3.47	3.75	3.74	3.58	
Standard deviation	0.53	0.55	0.57	0.55	0.63	0.55	0.50	0.45	0.59	

Washburn 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	-	-0.04	0.04	-	0.14	-0.13	-	0.02	0.29	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	55.6%	54.1%	46.3%	40.0%	46.2%	43.0%	75.0%	58.3%	48.3%	
Very important	11.1%	29.7%	39.0%	0.0%	30.8%	38.4%	25.0%	29.2%	39.3%	
Somewhat important	11.1%	10.8%	10.8%	20.0%	7.7%	12.8%	0.0%	12.5%	9.7%	
Not important	22.2%	5.4%	3.9%	40.0%	15.4%	5.8%	0.0%	0.0%	2.8%	
Total(n)	9	37	231	5	13	86	4	24	145	
Mean	3.00	3.32	3.28	2.40	3.08	3.19	3.75	3.46	3.33	
Standard deviation	1.32	0.88	0.81	1.52	1.12	0.87	0.50	0.72	0.76	
Significance	-			-			-			
Effect size	-	-0.36	-0.35	-	-0.61	-0.91	-	0.40	0.55	
<b>Provide for students' emotional development</b>										
Essential	33.3%	40.5%	40.8%	20.0%	38.5%	38.8%	50.0%	41.7%	42.0%	
Very important	22.2%	32.4%	38.6%	20.0%	7.7%	31.8%	25.0%	45.8%	42.7%	
Somewhat important	33.3%	24.3%	17.5%	40.0%	46.2%	24.7%	25.0%	12.5%	13.3%	
Not important	11.1%	2.7%	3.1%	20.0%	7.7%	4.7%	0.0%	0.0%	2.1%	
Total(n)	9	37	228	5	13	85	4	24	143	
Mean	2.78	3.11	3.17	2.40	2.77	3.05	3.25	3.29	3.24	
Standard deviation	1.09	0.88	0.82	1.14	1.09	0.91	0.96	0.69	0.76	
Significance	-			-			-			
Effect size	-	-0.38	-0.48	-	-0.34	-0.71	-	-0.06	0.01	
<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	55.6%	51.4%	44.8%	40.0%	46.2%	43.0%	75.0%	54.2%	45.8%	
Very important	11.1%	29.7%	37.4%	0.0%	23.1%	34.9%	25.0%	33.3%	38.9%	
Somewhat important	11.1%	13.5%	13.5%	20.0%	15.4%	14.0%	0.0%	12.5%	13.2%	
Not important	22.2%	5.4%	4.3%	40.0%	15.4%	8.1%	0.0%	0.0%	2.1%	
Total(n)	9	37	230	5	13	86	4	24	144	
Mean	3.00	3.27	3.23	2.40	3.00	3.13	3.75	3.42	3.28	
Standard deviation	1.32	0.90	0.84	1.52	1.15	0.94	0.50	0.72	0.77	
Significance	-			-			-			
Effect size	-	-0.30	-0.27	-	-0.52	-0.78	-	0.46	0.61	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	44.4%	54.1%	57.2%	20.0%	23.1%	44.0%	75.0%	70.8%	64.8%	
Very important	22.2%	32.4%	30.6%	20.0%	46.2%	32.1%	25.0%	25.0%	29.7%	
Somewhat important	11.1%	8.1%	7.0%	20.0%	15.4%	11.9%	0.0%	4.2%	4.1%	
Not important	22.2%	5.4%	5.2%	40.0%	15.4%	11.9%	0.0%	0.0%	1.4%	
Total(n)	9	37	229	5	13	84	4	24	145	
Mean	2.89	3.35	3.40	2.20	2.77	3.08	3.75	3.67	3.58	

Washburn 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	1.27	0.86	0.83	1.30	1.01	1.02	0.50	0.56	0.64	
Significance	-			-			-			
Effect size	-	-0.53	-0.61	-	-0.56	-0.86	-	0.14	0.27	
<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	55.6%	64.9%	67.0%	60.0%	38.5%	59.3%	50.0%	79.2%	71.5%	
Very important	44.4%	29.7%	25.7%	40.0%	61.5%	32.6%	50.0%	12.5%	21.5%	
Somewhat important	0.0%	5.4%	6.1%	0.0%	0.0%	7.0%	0.0%	8.3%	5.6%	
Not important	0.0%	0.0%	1.3%	0.0%	0.0%	1.2%	0.0%	0.0%	1.4%	
Total(n)	9	37	230	5	13	86	4	24	144	
Mean	3.56	3.59	3.58	3.60	3.38	3.50	3.50	3.71	3.63	
Standard deviation	0.53	0.60	0.67	0.55	0.51	0.68	0.58	0.62	0.66	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	0.43	0.15	-	-0.34	-0.20	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	66.7%	70.3%	68.8%	40.0%	53.8%	57.6%	100.0%	79.2%	75.3%	
Very important	11.1%	21.6%	24.7%	20.0%	30.8%	30.6%	0.0%	16.7%	21.2%	
Somewhat important	22.2%	8.1%	4.3%	40.0%	15.4%	8.2%	0.0%	4.2%	2.1%	
Not important	0.0%	0.0%	2.2%	0.0%	0.0%	3.5%	0.0%	0.0%	1.4%	
Total(n)	9	37	231	5	13	85	4	24	146	
Mean	3.44	3.62	3.60	3.00	3.38	3.42	4.00	3.75	3.71	
Standard deviation	0.88	0.64	0.68	1.00	0.77	0.79	0.00	0.53	0.58	
Significance	-			-			-			
Effect size	-	-0.28	-0.24	-	-0.49	-0.53	-	0.47	0.50	
<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	12.5%	19.4%	13.2%	25.0%	16.7%	8.9%	0.0%	20.8%	15.7%	
Agree somewhat	62.5%	55.6%	44.7%	75.0%	66.7%	45.6%	50.0%	50.0%	44.3%	
Disagree somewhat	12.5%	13.9%	29.7%	0.0%	16.7%	30.4%	25.0%	12.5%	29.3%	
Strongly disagree	12.5%	11.1%	12.3%	0.0%	0.0%	15.2%	25.0%	16.7%	10.7%	
Total(n)	8	36	219	4	12	79	4	24	140	
Mean	2.75	2.83	2.59	3.25	3.00	2.48	2.25	2.75	2.65	
Standard deviation	0.89	0.88	0.87	0.50	0.60	0.86	0.96	0.99	0.87	
Significance	-			-			-			
Effect size	-	-0.09	0.18	-	0.42	0.90	-	-0.51	-0.46	
<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	62.5%	72.2%	77.9%	50.0%	41.7%	70.4%	75.0%	87.5%	82.3%	
Agree somewhat	37.5%	27.8%	19.8%	50.0%	58.3%	27.2%	25.0%	12.5%	15.6%	
Disagree somewhat	0.0%	0.0%	1.8%	0.0%	0.0%	1.2%	0.0%	0.0%	2.1%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.0%	0.0%	0.5%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	
Total(n)	8	36	222	4	12	81	4	24	141	
Mean	3.63	3.72	3.75	3.50	3.42	3.67	3.75	3.88	3.80	
Standard deviation	0.52	0.45	0.50	0.58	0.51	0.57	0.50	0.34	0.45	
Significance	-			-			-			
Effect size	-	-0.20	-0.24	-	0.16	-0.30	-	-0.38	-0.11	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	62.5%	55.6%	64.4%	50.0%	33.3%	61.7%	75.0%	66.7%	66.0%	
Agree somewhat	25.0%	41.7%	31.5%	25.0%	58.3%	34.6%	25.0%	33.3%	29.8%	
Disagree somewhat	12.5%	2.8%	4.1%	25.0%	8.3%	3.7%	0.0%	0.0%	4.3%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	8	36	222	4	12	81	4	24	141	
Mean	3.50	3.53	3.60	3.25	3.25	3.58	3.75	3.67	3.62	
Standard deviation	0.76	0.56	0.57	0.96	0.62	0.57	0.50	0.48	0.57	
Significance	-			-			-			
Effect size	-	-0.05	-0.18	-	0.00	-0.58	-	0.17	0.23	
<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	0.0%	11.4%	20.5%	0.0%	16.7%	18.8%	0.0%	8.7%	21.5%	
Agree somewhat	37.5%	45.7%	49.3%	25.0%	33.3%	46.3%	50.0%	52.2%	51.1%	
Disagree somewhat	50.0%	37.1%	27.0%	50.0%	41.7%	30.0%	50.0%	34.8%	25.2%	
Strongly disagree	12.5%	5.7%	3.3%	25.0%	8.3%	5.0%	0.0%	4.3%	2.2%	
Total(n)	8	35	215	4	12	80	4	23	135	
Mean	2.25	2.63	2.87	2.00	2.58	2.79	2.50	2.65	2.92	
Standard deviation	0.71	0.77	0.77	0.82	0.90	0.81	0.58	0.71	0.74	
Significance	-		*	-			-			
Effect size	-	-0.49	-0.81	-	-0.64	-0.98	-	-0.21	-0.57	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	12.5%	14.3%	22.2%	25.0%	16.7%	20.3%	0.0%	13.0%	23.4%	
Agree somewhat	50.0%	45.7%	47.7%	25.0%	16.7%	36.7%	75.0%	60.9%	54.0%	
Disagree somewhat	25.0%	37.1%	23.6%	25.0%	58.3%	31.6%	25.0%	26.1%	19.0%	
Strongly disagree	12.5%	2.9%	6.5%	25.0%	8.3%	11.4%	0.0%	0.0%	3.6%	
Total(n)	8	35	216	4	12	79	4	23	137	
Mean	2.63	2.71	2.86	2.50	2.42	2.66	2.75	2.87	2.97	
Standard deviation	0.92	0.75	0.84	1.29	0.90	0.93	0.50	0.63	0.76	
Significance	-			-			-			
Effect size	-	-0.11	-0.27	-	0.09	-0.17	-	-0.19	-0.29	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	50.0%	52.8%	42.1%	75.0%	50.0%	45.1%	25.0%	54.2%	40.3%	
Agree somewhat	12.5%	19.4%	35.3%	0.0%	16.7%	34.1%	25.0%	20.8%	36.0%	
Disagree somewhat	37.5%	25.0%	15.4%	25.0%	33.3%	14.6%	50.0%	20.8%	15.8%	
Strongly disagree	0.0%	2.8%	7.2%	0.0%	0.0%	6.1%	0.0%	4.2%	7.9%	

Washburn 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)	8	36	221	4	12	82	4	24	139	
Mean	3.13	3.22	3.12	3.50	3.17	3.18	2.75	3.25	3.09	
Standard deviation	0.99	0.93	0.92	1.00	0.94	0.90	0.96	0.94	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.01	-	0.35	0.36	-	-0.53	-0.36	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	12.5%	19.4%	27.1%	25.0%	16.7%	20.5%	0.0%	20.8%	30.9%	
Agree somewhat	0.0%	2.8%	24.3%	0.0%	0.0%	26.9%	0.0%	4.2%	22.8%	
Disagree somewhat	25.0%	44.4%	32.2%	0.0%	41.7%	28.2%	50.0%	45.8%	34.6%	
Strongly disagree	62.5%	33.3%	16.4%	75.0%	41.7%	24.4%	50.0%	29.2%	11.8%	
Total(n)	8	36	214	4	12	78	4	24	136	
Mean	1.63	2.08	2.62	1.75	1.92	2.44	1.50	2.17	2.73	
Standard deviation	1.06	1.08	1.05	1.50	1.08	1.08	0.58	1.09	1.03	
Significance	-	-	**	-	-	-	-	-	*	
Effect size	-	-0.42	-0.94	-	-0.16	-0.64	-	-0.61	-1.19	
<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	25.0%	37.1%	30.1%	25.0%	33.3%	40.8%	25.0%	39.1%	23.8%	
Agree somewhat	75.0%	51.4%	49.0%	75.0%	50.0%	43.4%	75.0%	52.2%	52.3%	
Disagree somewhat	0.0%	11.4%	14.6%	0.0%	16.7%	6.6%	0.0%	8.7%	19.2%	
Strongly disagree	0.0%	0.0%	6.3%	0.0%	0.0%	9.2%	0.0%	0.0%	4.6%	
Total(n)	8	35	206	4	12	76	4	23	130	
Mean	3.25	3.26	3.03	3.25	3.17	3.16	3.25	3.30	2.95	
Standard deviation	0.46	0.66	0.84	0.50	0.72	0.91	0.50	0.63	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.02	0.26	-	0.11	0.10	-	-0.08	0.38	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	25.0%	40.0%	31.0%	0.0%	16.7%	32.4%	50.0%	52.2%	30.2%	
Agree somewhat	75.0%	57.1%	50.5%	100.0%	75.0%	50.0%	50.0%	47.8%	50.8%	
Disagree somewhat	0.0%	2.9%	14.5%	0.0%	8.3%	13.5%	0.0%	0.0%	15.1%	
Strongly disagree	0.0%	0.0%	4.0%	0.0%	0.0%	4.1%	0.0%	0.0%	4.0%	
Total(n)	8	35	200	4	12	74	4	23	126	
Mean	3.25	3.37	3.09	3.00	3.08	3.11	3.50	3.52	3.07	
Standard deviation	0.46	0.55	0.78	0.00	0.51	0.79	0.58	0.51	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	0.21	-	-0.16	-0.14	-	-0.04	0.55	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	0.0%	0.0%	4.5%	0.0%	0.0%	2.7%	0.0%	0.0%	5.5%	
Agree somewhat	0.0%	5.9%	19.3%	0.0%	0.0%	14.9%	0.0%	8.7%	21.9%	
Disagree somewhat	37.5%	44.1%	40.1%	25.0%	36.4%	36.5%	50.0%	47.8%	42.2%	
Strongly disagree	62.5%	50.0%	36.1%	75.0%	63.6%	45.9%	50.0%	43.5%	30.5%	

Washburn 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)	8	34	202	4	11	74	4	23	128	
Mean	1.38	1.56	1.92	1.25	1.36	1.74	1.50	1.65	2.02	
Standard deviation	0.52	0.61	0.85	0.50	0.50	0.81	0.58	0.65	0.86	
Significance	-			-			-			
Effect size	-	-0.30	-0.64	-	-0.22	-0.60	-	-0.23	-0.60	
<b>My research is valued by faculty in my department</b>										
Strongly agree	0.0%	16.1%	13.3%	0.0%	9.1%	19.1%	0.0%	20.0%	9.8%	
Agree somewhat	75.0%	54.8%	44.4%	75.0%	63.6%	45.6%	75.0%	50.0%	43.8%	
Disagree somewhat	0.0%	16.1%	28.9%	0.0%	18.2%	25.0%	0.0%	15.0%	31.3%	
Strongly disagree	25.0%	12.9%	13.3%	25.0%	9.1%	10.3%	25.0%	15.0%	15.2%	
Total(n)	8	31	180	4	11	68	4	20	112	
Mean	2.50	2.74	2.58	2.50	2.73	2.74	2.50	2.75	2.48	
Standard deviation	0.93	0.89	0.88	1.00	0.79	0.89	1.00	0.97	0.87	
Significance	-			-			-			
Effect size	-	-0.27	-0.09	-	-0.29	-0.27	-	-0.26	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>My teaching is valued by faculty in my department</b>										
Strongly agree	62.5%	58.8%	42.5%	50.0%	45.5%	43.2%	75.0%	65.2%	42.0%	
Agree somewhat	37.5%	38.2%	41.0%	50.0%	54.5%	44.6%	25.0%	30.4%	39.1%	
Disagree somewhat	0.0%	0.0%	10.4%	0.0%	0.0%	8.1%	0.0%	0.0%	11.6%	
Strongly disagree	0.0%	2.9%	6.1%	0.0%	0.0%	4.1%	0.0%	4.3%	7.2%	
Total(n)	8	34	212	4	11	74	4	23	138	
Mean	3.63	3.53	3.20	3.50	3.45	3.27	3.75	3.57	3.16	
Standard deviation	0.52	0.66	0.86	0.58	0.52	0.78	0.50	0.73	0.90	
Significance	-			-			-			
Effect size	-	0.15	0.50	-	0.10	0.29	-	0.25	0.66	
<b>My service is valued by faculty in my department</b>										
Strongly agree	62.5%	54.5%	33.3%	75.0%	50.0%	38.7%	50.0%	57.1%	30.2%	
Agree somewhat	37.5%	36.4%	38.8%	25.0%	41.7%	38.7%	50.0%	33.3%	38.9%	
Disagree somewhat	0.0%	9.1%	16.4%	0.0%	8.3%	13.3%	0.0%	9.5%	18.3%	
Strongly disagree	0.0%	0.0%	11.4%	0.0%	0.0%	9.3%	0.0%	0.0%	12.7%	
Total(n)	8	33	201	4	12	75	4	21	126	
Mean	3.63	3.45	2.94	3.75	3.42	3.07	3.50	3.48	2.87	
Standard deviation	0.52	0.67	0.98	0.50	0.67	0.95	0.58	0.68	0.99	
Significance	-		*	-			-			
Effect size	-	0.27	0.70	-	0.49	0.72	-	0.03	0.64	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	25.0%	24.2%	18.6%	25.0%	20.0%	22.7%	25.0%	26.1%	16.3%	
Agree somewhat	25.0%	48.5%	50.0%	25.0%	50.0%	52.0%	25.0%	47.8%	48.8%	
Disagree somewhat	37.5%	24.2%	21.6%	50.0%	30.0%	20.0%	25.0%	21.7%	22.5%	
Strongly disagree	12.5%	3.0%	9.8%	0.0%	0.0%	5.3%	25.0%	4.3%	12.4%	
Total(n)	8	33	204	4	10	75	4	23	129	
Mean	2.63	2.94	2.77	2.75	2.90	2.92	2.50	2.96	2.69	

Washburn 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	0.79	0.86	0.96	0.74	0.80	1.29	0.82	0.89	
Significance	-			-			-			
Effect size	-	-0.39	-0.16	-	-0.20	-0.21	-	-0.56	-0.21	
<b>The faculty are typically at odds with campus administration</b>										
Strongly agree	0.0%	0.0%	6.0%	0.0%	0.0%	4.0%	0.0%	0.0%	7.1%	
Agree somewhat	62.5%	31.4%	27.9%	75.0%	50.0%	28.0%	50.0%	21.7%	27.8%	
Disagree somewhat	37.5%	37.1%	49.8%	25.0%	25.0%	48.0%	50.0%	43.5%	50.8%	
Strongly disagree	0.0%	31.4%	16.4%	0.0%	25.0%	20.0%	0.0%	34.8%	14.3%	
Total(n)	8	35	201	4	12	75	4	23	126	
Mean	2.63	2.00	2.23	2.75	2.25	2.16	2.50	1.87	2.28	
Standard deviation	0.52	0.80	0.79	0.50	0.87	0.79	0.58	0.76	0.80	
Significance	-	*		-			-			
Effect size	-	0.79	0.51	-	0.57	0.75	-	0.83	0.28	
<b>Faculty here respect each other</b>										
Strongly agree	62.5%	62.9%	39.4%	50.0%	50.0%	45.6%	75.0%	69.6%	35.8%	
Agree somewhat	37.5%	34.3%	47.4%	50.0%	50.0%	45.6%	25.0%	26.1%	48.5%	
Disagree somewhat	0.0%	2.9%	9.9%	0.0%	0.0%	3.8%	0.0%	4.3%	13.4%	
Strongly disagree	0.0%	0.0%	3.3%	0.0%	0.0%	5.1%	0.0%	0.0%	2.2%	
Total(n)	8	35	213	4	12	79	4	23	134	
Mean	3.63	3.60	3.23	3.50	3.50	3.32	3.75	3.65	3.18	
Standard deviation	0.52	0.55	0.76	0.58	0.52	0.78	0.50	0.57	0.74	
Significance	-			-			-			
Effect size	-	0.05	0.53	-	0.00	0.23	-	0.18	0.77	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	12.5%	26.5%	18.8%	0.0%	16.7%	22.1%	25.0%	31.8%	16.8%	
Agree somewhat	62.5%	55.9%	56.4%	75.0%	75.0%	55.8%	50.0%	45.5%	56.8%	
Disagree somewhat	25.0%	14.7%	18.3%	25.0%	8.3%	15.6%	25.0%	18.2%	20.0%	
Strongly disagree	0.0%	2.9%	6.4%	0.0%	0.0%	6.5%	0.0%	4.5%	6.4%	
Total(n)	8	34	202	4	12	77	4	22	125	
Mean	2.88	3.06	2.88	2.75	3.08	2.94	3.00	3.05	2.84	
Standard deviation	0.64	0.74	0.79	0.50	0.51	0.80	0.82	0.84	0.78	
Significance	-			-			-			
Effect size	-	-0.24	0.00	-	-0.65	-0.24	-	-0.06	0.21	
<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	25.0%	34.3%	24.4%	25.0%	8.3%	20.0%	25.0%	47.8%	26.9%	
Agree somewhat	62.5%	62.9%	50.7%	50.0%	83.3%	53.3%	75.0%	52.2%	49.3%	
Disagree somewhat	12.5%	2.9%	20.1%	25.0%	8.3%	22.7%	0.0%	0.0%	18.7%	
Strongly disagree	0.0%	0.0%	4.8%	0.0%	0.0%	4.0%	0.0%	0.0%	5.2%	
Total(n)	8	35	209	4	12	75	4	23	134	
Mean	3.13	3.31	2.95	3.00	3.00	2.89	3.25	3.48	2.98	
Standard deviation	0.64	0.53	0.80	0.82	0.43	0.76	0.50	0.51	0.82	
Significance	-			-			-			



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.34	0.23	-	0.00	0.14	-	-0.45	0.33	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	12.5%	20.6%	19.0%	0.0%	8.3%	23.4%	25.0%	27.3%	16.3%	
Agree somewhat	25.0%	47.1%	40.0%	25.0%	41.7%	39.0%	25.0%	50.0%	40.7%	
Disagree somewhat	62.5%	32.4%	31.5%	75.0%	50.0%	32.5%	50.0%	22.7%	30.9%	
Strongly disagree	0.0%	0.0%	9.5%	0.0%	0.0%	5.2%	0.0%	0.0%	12.2%	
Total(n)	8	34	200	4	12	77	4	22	123	
Mean	2.50	2.88	2.69	2.25	2.58	2.81	2.75	3.05	2.61	
Standard deviation	0.76	0.73	0.89	0.50	0.67	0.86	0.96	0.72	0.90	
Significance	-			-			-			
Effect size	-	-0.52	-0.21	-	-0.49	-0.65	-	-0.42	0.16	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	12.5%	14.3%	11.2%	25.0%	16.7%	11.5%	0.0%	13.0%	10.9%	
Agree somewhat	37.5%	28.6%	24.2%	25.0%	16.7%	21.8%	50.0%	34.8%	25.5%	
Disagree somewhat	50.0%	48.6%	47.4%	50.0%	66.7%	44.9%	50.0%	39.1%	48.9%	
Strongly disagree	0.0%	8.6%	17.2%	0.0%	0.0%	21.8%	0.0%	13.0%	14.6%	
Total(n)	8	35	215	4	12	78	4	23	137	
Mean	2.63	2.49	2.29	2.75	2.50	2.23	2.50	2.48	2.33	
Standard deviation	0.74	0.85	0.88	0.96	0.80	0.92	0.58	0.90	0.86	
Significance	-			-			-			
Effect size	-	0.16	0.39	-	0.31	0.57	-	0.02	0.20	
<b>There is adequate support for faculty development</b>										
Strongly agree	25.0%	25.7%	22.0%	25.0%	8.3%	17.3%	25.0%	34.8%	24.6%	
Agree somewhat	62.5%	62.9%	52.2%	50.0%	75.0%	57.3%	75.0%	56.5%	49.2%	
Disagree somewhat	0.0%	5.7%	20.5%	0.0%	8.3%	20.0%	0.0%	4.3%	20.8%	
Strongly disagree	12.5%	5.7%	5.4%	25.0%	8.3%	5.3%	0.0%	4.3%	5.4%	
Total(n)	8	35	205	4	12	75	4	23	130	
Mean	3.00	3.09	2.91	2.75	2.83	2.87	3.25	3.22	2.93	
Standard deviation	0.93	0.74	0.80	1.26	0.72	0.76	0.50	0.74	0.82	
Significance	-			-			-			
Effect size	-	-0.12	0.11	-	-0.11	-0.16	-	0.04	0.39	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	0.0%	0.0%	9.5%	0.0%	0.0%	5.5%	0.0%	0.0%	11.9%	
Agree somewhat	50.0%	28.6%	33.7%	50.0%	50.0%	35.6%	50.0%	17.4%	32.5%	
Disagree somewhat	37.5%	54.3%	44.2%	50.0%	50.0%	46.6%	25.0%	56.5%	42.9%	
Strongly disagree	12.5%	17.1%	12.6%	0.0%	0.0%	12.3%	25.0%	26.1%	12.7%	
Total(n)	8	35	199	4	12	73	4	23	126	
Mean	2.38	2.11	2.40	2.50	2.50	2.34	2.25	1.91	2.44	
Standard deviation	0.74	0.68	0.83	0.58	0.52	0.77	0.96	0.67	0.86	
Significance	-			-			-			
Effect size	-	0.40	-0.02	-	0.00	0.21	-	0.51	-0.22	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	0.0%	12.9%	5.9%	0.0%	0.0%	5.8%	0.0%	20.0%	6.0%	
Agree somewhat	37.5%	54.8%	44.6%	25.0%	45.5%	47.8%	50.0%	60.0%	42.7%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	37.5%	25.8%	40.3%	50.0%	45.5%	37.7%	25.0%	15.0%	41.9%	
Strongly disagree	25.0%	6.5%	9.1%	25.0%	9.1%	8.7%	25.0%	5.0%	9.4%	
Total(n)	8	31	186	4	11	69	4	20	117	
Mean	2.13	2.74	2.47	2.00	2.36	2.51	2.25	2.95	2.45	
Standard deviation	0.83	0.77	0.74	0.82	0.67	0.74	0.96	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.79	-0.46	-	-0.54	-0.69	-	-0.92	-0.27	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	57.1%	59.4%	37.6%	50.0%	50.0%	44.3%	66.7%	65.0%	33.6%	
Agree somewhat	42.9%	37.5%	46.6%	50.0%	50.0%	47.1%	33.3%	30.0%	46.2%	
Disagree somewhat	0.0%	3.1%	12.7%	0.0%	0.0%	7.1%	0.0%	5.0%	16.0%	
Strongly disagree	0.0%	0.0%	3.2%	0.0%	0.0%	1.4%	0.0%	0.0%	4.2%	
Total(n)	7	32	189	4	12	70	3	20	119	
Mean	3.57	3.56	3.19	3.50	3.50	3.34	3.67	3.60	3.09	
Standard deviation	0.53	0.56	0.77	0.58	0.52	0.68	0.58	0.60	0.81	
Significance	-			-			-			
Effect size	-	0.02	0.49	-	0.00	0.24	-	0.12	0.72	
<b>Women faculty are treated fairly here</b>										
Strongly agree	62.5%	65.6%	40.7%	50.0%	58.3%	47.2%	75.0%	70.0%	37.0%	
Agree somewhat	37.5%	34.4%	42.2%	50.0%	41.7%	45.8%	25.0%	30.0%	40.2%	
Disagree somewhat	0.0%	0.0%	13.1%	0.0%	0.0%	4.2%	0.0%	0.0%	18.1%	
Strongly disagree	0.0%	0.0%	4.0%	0.0%	0.0%	2.8%	0.0%	0.0%	4.7%	
Total(n)	8	32	199	4	12	72	4	20	127	
Mean	3.63	3.66	3.20	3.50	3.58	3.38	3.75	3.70	3.09	
Standard deviation	0.52	0.48	0.81	0.58	0.51	0.70	0.50	0.47	0.86	
Significance	-			-			-			
Effect size	-	-0.06	0.53	-	-0.16	0.17	-	0.11	0.77	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	57.1%	56.3%	36.9%	50.0%	50.0%	44.1%	66.7%	60.0%	32.8%	
Agree somewhat	42.9%	43.8%	48.1%	50.0%	50.0%	48.5%	33.3%	40.0%	47.9%	
Disagree somewhat	0.0%	0.0%	10.2%	0.0%	0.0%	4.4%	0.0%	0.0%	13.4%	
Strongly disagree	0.0%	0.0%	4.8%	0.0%	0.0%	2.9%	0.0%	0.0%	5.9%	
Total(n)	7	32	187	4	12	68	3	20	119	
Mean	3.57	3.56	3.17	3.50	3.50	3.34	3.67	3.60	3.08	
Standard deviation	0.53	0.50	0.80	0.58	0.52	0.70	0.58	0.50	0.84	
Significance	-			-			-			
Effect size	-	0.02	0.50	-	0.00	0.23	-	0.14	0.70	
<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	42.9%	37.0%	22.2%	33.3%	12.5%	22.9%	50.0%	47.4%	21.8%	
High priority	57.1%	55.6%	56.7%	66.7%	75.0%	60.0%	50.0%	47.4%	54.8%	
Medium priority	0.0%	7.4%	18.6%	0.0%	12.5%	14.3%	0.0%	5.3%	21.0%	
Low priority	0.0%	0.0%	2.6%	0.0%	0.0%	2.9%	0.0%	0.0%	2.4%	

Washburn 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)	7	27	194	3	8	70	4	19	124	
Mean	3.43	3.30	2.98	3.33	3.00	3.03	3.50	3.42	2.96	
Standard deviation	0.53	0.61	0.72	0.58	0.53	0.70	0.58	0.61	0.73	
Significance	-			-			-			
Effect size	-	0.21	0.63	-	0.62	0.43	-	0.13	0.74	
<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	42.9%	35.7%	25.3%	33.3%	11.1%	26.0%	50.0%	47.4%	24.8%	
High priority	57.1%	42.9%	48.0%	66.7%	55.6%	46.6%	50.0%	36.8%	48.8%	
Medium priority	0.0%	21.4%	23.2%	0.0%	33.3%	24.7%	0.0%	15.8%	22.4%	
Low priority	0.0%	0.0%	3.5%	0.0%	0.0%	2.7%	0.0%	0.0%	4.0%	
Total(n)	7	28	198	3	9	73	4	19	125	
Mean	3.43	3.14	2.95	3.33	2.78	2.96	3.50	3.32	2.94	
Standard deviation	0.53	0.76	0.79	0.58	0.67	0.79	0.58	0.75	0.80	
Significance	-			-			-			
Effect size	-	0.38	0.61	-	0.82	0.47	-	0.24	0.70	
<b>To facilitate student involvement in community service</b>										
Highest priority	14.3%	19.2%	18.2%	0.0%	0.0%	17.4%	25.0%	27.8%	18.7%	
High priority	28.6%	34.6%	37.0%	66.7%	37.5%	34.8%	0.0%	33.3%	38.2%	
Medium priority	57.1%	46.2%	39.1%	33.3%	62.5%	40.6%	75.0%	38.9%	38.2%	
Low priority	0.0%	0.0%	5.7%	0.0%	0.0%	7.2%	0.0%	0.0%	4.9%	
Total(n)	7	26	192	3	8	69	4	18	123	
Mean	2.57	2.73	2.68	2.67	2.38	2.62	2.50	2.89	2.71	
Standard deviation	0.79	0.78	0.84	0.58	0.52	0.86	1.00	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.21	-0.13	-	0.56	0.06	-	-0.47	-0.25	
<b>To help students learn how to bring about change in society</b>										
Highest priority	14.3%	25.9%	21.4%	0.0%	0.0%	18.8%	25.0%	36.8%	22.8%	
High priority	28.6%	29.6%	33.3%	66.7%	37.5%	27.5%	0.0%	26.3%	36.6%	
Medium priority	28.6%	29.6%	34.4%	0.0%	37.5%	36.2%	50.0%	26.3%	33.3%	
Low priority	28.6%	14.8%	10.9%	33.3%	25.0%	17.4%	25.0%	10.5%	7.3%	
Total(n)	7	27	192	3	8	69	4	19	123	
Mean	2.29	2.67	2.65	2.33	2.13	2.48	2.25	2.89	2.75	
Standard deviation	1.11	1.04	0.94	1.15	0.83	0.99	1.26	1.05	0.89	
Significance	-			-			-			
Effect size	-	-0.37	-0.38	-	0.24	-0.15	-	-0.61	-0.56	
<b>To increase or maintain institutional prestige</b>										
Highest priority	28.6%	14.8%	17.0%	33.3%	12.5%	12.9%	25.0%	15.8%	19.4%	
High priority	42.9%	40.7%	42.3%	33.3%	25.0%	37.1%	50.0%	47.4%	45.2%	
Medium priority	14.3%	37.0%	29.9%	0.0%	50.0%	30.0%	25.0%	31.6%	29.8%	
Low priority	14.3%	7.4%	10.8%	33.3%	12.5%	20.0%	0.0%	5.3%	5.6%	
Total(n)	7	27	194	3	8	70	4	19	124	
Mean	2.86	2.63	2.65	2.67	2.38	2.43	3.00	2.74	2.78	

Washburn 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	1.07	0.84	0.89	1.53	0.92	0.96	0.82	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.27	0.24	-	0.32	0.25	-	0.32	0.27	

Washburn 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	0.0%	3.8%	3.8%	0.0%	0.0%	3.1%	0.0%	5.3%	4.2%	
High priority	14.3%	15.4%	16.5%	0.0%	0.0%	6.3%	25.0%	21.1%	22.0%	
Medium priority	71.4%	42.3%	42.9%	66.7%	42.9%	39.1%	75.0%	42.1%	44.9%	
Low priority	14.3%	38.5%	36.8%	33.3%	57.1%	51.6%	0.0%	31.6%	28.8%	
Total(n)	7	26	182	3	7	64	4	19	118	
Mean	2.00	1.85	1.87	1.67	1.43	1.61	2.25	2.00	2.02	
Standard deviation	0.58	0.83	0.82	0.58	0.53	0.75	0.50	0.88	0.83	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.45	0.08	-	0.28	0.28	
<b>To recruit more minority students</b>										
Highest priority	28.6%	30.8%	20.3%	0.0%	14.3%	8.8%	50.0%	36.8%	26.6%	
High priority	28.6%	30.8%	43.2%	66.7%	28.6%	41.2%	0.0%	31.6%	44.4%	
Medium priority	42.9%	38.5%	30.2%	33.3%	57.1%	42.6%	50.0%	31.6%	23.4%	
Low priority	0.0%	0.0%	6.3%	0.0%	0.0%	7.4%	0.0%	0.0%	5.6%	
Total(n)	7	26	192	3	7	68	4	19	124	
Mean	2.86	2.92	2.78	2.67	2.57	2.51	3.00	3.05	2.92	
Standard deviation	0.90	0.84	0.84	0.58	0.79	0.76	1.15	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.07	0.10	-	0.13	0.21	-	-0.06	0.09	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	14.3%	7.7%	6.4%	33.3%	14.3%	8.7%	0.0%	5.3%	5.0%	
High priority	0.0%	11.5%	23.9%	0.0%	0.0%	20.3%	0.0%	15.8%	26.1%	
Medium priority	57.1%	46.2%	41.5%	33.3%	57.1%	37.7%	75.0%	42.1%	43.7%	
Low priority	28.6%	34.6%	28.2%	33.3%	28.6%	33.3%	25.0%	36.8%	25.2%	
Total(n)	7	26	188	3	7	69	4	19	119	
Mean	2.00	1.92	2.09	2.33	2.00	2.04	1.75	1.89	2.11	
Standard deviation	1.00	0.89	0.88	1.53	1.00	0.95	0.50	0.88	0.84	
Significance	-			-			-			
Effect size	-	0.09	-0.10	-	0.33	0.31	-	-0.16	-0.43	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	28.6%	30.8%	17.7%	33.3%	14.3%	16.9%	25.0%	36.8%	18.2%	
High priority	28.6%	26.9%	44.8%	33.3%	14.3%	45.1%	25.0%	31.6%	44.6%	
Medium priority	42.9%	42.3%	28.6%	33.3%	71.4%	31.0%	50.0%	31.6%	27.3%	
Low priority	0.0%	0.0%	8.9%	0.0%	0.0%	7.0%	0.0%	0.0%	9.9%	
Total(n)	7	26	192	3	7	71	4	19	121	
Mean	2.86	2.88	2.71	3.00	2.43	2.72	2.75	3.05	2.71	
Standard deviation	0.90	0.86	0.86	1.00	0.79	0.83	0.96	0.85	0.88	
Significance	-			-			-			
Effect size	-	-0.02	0.17	-	0.72	0.34	-	-0.35	0.05	

Washburn 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	28.6%	32.0%	24.5%	33.3%	14.3%	20.0%	25.0%	38.9%	27.1%	
High priority	28.6%	36.0%	42.0%	33.3%	28.6%	44.3%	25.0%	38.9%	40.7%	
Medium priority	42.9%	32.0%	26.1%	33.3%	57.1%	27.1%	50.0%	22.2%	25.4%	
Low priority	0.0%	0.0%	7.4%	0.0%	0.0%	8.6%	0.0%	0.0%	6.8%	
Total(n)	7	25	188	3	7	70	4	18	118	
Mean	2.86	3.00	2.84	3.00	2.57	2.76	2.75	3.17	2.88	
Standard deviation	0.90	0.82	0.88	1.00	0.79	0.88	0.96	0.79	0.89	
Significance	-			-			-			
Effect size	-	-0.17	0.02	-	0.54	0.27	-	-0.53	-0.15	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	14.3%	20.0%	15.5%	0.0%	0.0%	14.7%	25.0%	27.8%	16.0%	
High priority	42.9%	40.0%	39.6%	33.3%	14.3%	32.4%	50.0%	50.0%	43.7%	
Medium priority	28.6%	32.0%	30.5%	33.3%	57.1%	35.3%	25.0%	22.2%	27.7%	
Low priority	14.3%	8.0%	14.4%	33.3%	28.6%	17.6%	0.0%	0.0%	12.6%	
Total(n)	7	25	187	3	7	68	4	18	119	
Mean	2.57	2.72	2.56	2.00	1.86	2.44	3.00	3.06	2.63	
Standard deviation	0.98	0.89	0.92	1.00	0.69	0.95	0.82	0.73	0.90	
Significance	-			-			-			
Effect size	-	-0.17	0.01	-	0.20	-0.46	-	-0.08	0.41	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	14.3%	30.8%	20.1%	0.0%	0.0%	13.2%	25.0%	42.1%	24.0%	
High priority	85.7%	46.2%	44.4%	100.0%	57.1%	42.6%	75.0%	42.1%	45.5%	
Medium priority	0.0%	19.2%	26.5%	0.0%	28.6%	30.9%	0.0%	15.8%	24.0%	
Low priority	0.0%	3.8%	9.0%	0.0%	14.3%	13.2%	0.0%	0.0%	6.6%	
Total(n)	7	26	189	3	7	68	4	19	121	
Mean	3.14	3.04	2.76	3.00	2.43	2.56	3.25	3.26	2.87	
Standard deviation	0.38	0.82	0.88	0.00	0.79	0.89	0.50	0.73	0.86	
Significance	-			-			-			
Effect size	-	0.12	0.43	-	0.72	0.49	-	-0.01	0.44	
<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	0.0%	13.6%	12.2%	0.0%	0.0%	13.4%	0.0%	20.0%	11.5%	
High priority	0.0%	27.3%	36.1%	0.0%	0.0%	23.9%	0.0%	40.0%	43.4%	
Medium priority	83.3%	50.0%	32.2%	66.7%	71.4%	35.8%	100.0%	40.0%	30.1%	
Low priority	16.7%	9.1%	19.4%	33.3%	28.6%	26.9%	0.0%	0.0%	15.0%	
Total(n)	6	22	180	3	7	67	3	15	113	
Mean	1.83	2.45	2.41	1.67	1.71	2.24	2.00	2.80	2.51	
Standard deviation	0.41	0.86	0.94	0.58	0.49	1.00	0.00	0.77	0.89	

Washburn 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	-	-0.72	-0.62	-	-0.08	-0.57	-	-1.04	-0.57	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	28.6%	20.0%	10.9%	33.3%	14.3%	11.6%	25.0%	22.2%	10.4%	
High priority	57.1%	32.0%	23.9%	33.3%	28.6%	21.7%	75.0%	33.3%	25.2%	
Medium priority	14.3%	32.0%	41.8%	33.3%	42.9%	42.0%	0.0%	27.8%	41.7%	
Low priority	0.0%	16.0%	23.4%	0.0%	14.3%	24.6%	0.0%	16.7%	22.6%	
Total(n)	7	25	184	3	7	69	4	18	115	
Mean	3.14	2.56	2.22	3.00	2.43	2.20	3.25	2.61	2.23	
Standard deviation	0.69	1.00	0.93	1.00	0.98	0.95	0.50	1.04	0.92	
Significance	-		*	-			-		*	
Effect size	-	0.58	0.99	-	0.58	0.84	-	0.62	1.11	
<b>To develop leadership ability among students</b>										
Highest priority	16.7%	36.0%	28.1%	0.0%	0.0%	21.4%	33.3%	50.0%	32.0%	
High priority	83.3%	48.0%	46.9%	100.0%	71.4%	47.1%	66.7%	38.9%	46.7%	
Medium priority	0.0%	16.0%	19.8%	0.0%	28.6%	24.3%	0.0%	11.1%	17.2%	
Low priority	0.0%	0.0%	5.2%	0.0%	0.0%	7.1%	0.0%	0.0%	4.1%	
Total(n)	6	25	192	3	7	70	3	18	122	
Mean	3.17	3.20	2.98	3.00	2.71	2.83	3.33	3.39	3.07	
Standard deviation	0.41	0.71	0.83	0.00	0.49	0.85	0.58	0.70	0.81	
Significance	-			-			-			
Effect size	-	-0.04	0.23	-	0.59	0.20	-	-0.09	0.32	
<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	14.3%	34.6%	35.9%	0.0%	0.0%	24.3%	25.0%	47.4%	42.4%	
High priority	57.1%	53.8%	47.2%	66.7%	71.4%	55.7%	50.0%	47.4%	42.4%	
Medium priority	28.6%	11.5%	12.8%	33.3%	28.6%	14.3%	25.0%	5.3%	12.0%	
Low priority	0.0%	0.0%	4.1%	0.0%	0.0%	5.7%	0.0%	0.0%	3.2%	
Total(n)	7	26	195	3	7	70	4	19	125	
Mean	2.86	3.23	3.15	2.67	2.71	2.99	3.00	3.42	3.24	
Standard deviation	0.69	0.65	0.80	0.58	0.49	0.79	0.82	0.61	0.79	
Significance	-			-			-			
Effect size	-	-0.57	-0.36	-	-0.08	-0.41	-	-0.69	-0.30	
<b>To prepare students for the workplace</b>										
Highest priority	57.1%	60.0%	41.5%	100.0%	57.1%	40.3%	25.0%	61.1%	42.1%	
High priority	42.9%	40.0%	40.9%	0.0%	42.9%	41.7%	75.0%	38.9%	40.5%	
Medium priority	0.0%	0.0%	15.5%	0.0%	0.0%	15.3%	0.0%	0.0%	15.7%	
Low priority	0.0%	0.0%	2.1%	0.0%	0.0%	2.8%	0.0%	0.0%	1.7%	
Total(n)	7	25	193	3	7	72	4	18	121	
Mean	3.57	3.60	3.22	4.00	3.57	3.19	3.25	3.61	3.23	
Standard deviation	0.53	0.50	0.78	0.00	0.53	0.80	0.50	0.50	0.77	
Significance	-			-			-			
Effect size	-	-0.06	0.45	-	0.81	1.01	-	-0.72	0.03	

Washburn 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	0.0%	33.3%	33.5%	0.0%	14.3%	37.7%	0.0%	40.0%	31.3%	
To a large extent	57.1%	44.4%	33.0%	66.7%	71.4%	33.3%	50.0%	35.0%	32.8%	
To some extent	14.3%	7.4%	21.8%	0.0%	0.0%	14.5%	25.0%	10.0%	25.8%	
To a small extent	14.3%	11.1%	7.1%	33.3%	14.3%	7.2%	0.0%	10.0%	7.0%	
Not at all	14.3%	3.7%	4.6%	0.0%	0.0%	7.2%	25.0%	5.0%	3.1%	
Total(n)	7	27	197	3	7	69	4	20	128	
Mean	3.14	3.93	3.84	3.33	3.86	3.87	3.00	3.95	3.82	
Standard deviation	1.21	1.11	1.11	1.15	0.90	1.21	1.41	1.19	1.05	
Significance	-			-			-			
Effect size	-	-0.71	-0.63	-	-0.59	-0.45	-	-0.80	-0.78	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	42.9%	51.9%	43.4%	0.0%	0.0%	47.8%	75.0%	70.0%	41.1%	
To a large extent	57.1%	40.7%	40.4%	100.0%	100.0%	37.7%	25.0%	20.0%	41.9%	
To some extent	0.0%	3.7%	11.1%	0.0%	0.0%	11.6%	0.0%	5.0%	10.9%	
To a small extent	0.0%	3.7%	3.5%	0.0%	0.0%	1.4%	0.0%	5.0%	4.7%	
Not at all	0.0%	0.0%	1.5%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	
Total(n)	7	27	198	3	7	69	4	20	129	
Mean	4.43	4.41	4.21	4.00	4.00	4.29	4.75	4.55	4.16	
Standard deviation	0.53	0.75	0.89	0.00	0.00	0.84	0.50	0.83	0.91	
Significance	-			-			-			
Effect size	-	0.03	0.25	-		-0.35	-	0.24	0.65	
<b>Mentor faculty</b>										
To a very large extent	0.0%	16.0%	10.5%	0.0%	0.0%	14.7%	0.0%	22.2%	8.1%	
To a large extent	33.3%	12.0%	10.5%	33.3%	28.6%	7.4%	33.3%	5.6%	12.2%	
To some extent	16.7%	12.0%	15.7%	0.0%	14.3%	19.1%	33.3%	11.1%	13.8%	
To a small extent	16.7%	8.0%	17.3%	0.0%	0.0%	13.2%	33.3%	11.1%	19.5%	
Not at all	33.3%	52.0%	46.1%	66.7%	57.1%	45.6%	0.0%	50.0%	46.3%	
Total(n)	6	25	191	3	7	68	3	18	123	
Mean	2.50	2.32	2.22	2.00	2.14	2.32	3.00	2.39	2.16	
Standard deviation	1.38	1.60	1.39	1.73	1.46	1.48	1.00	1.69	1.35	
Significance	-			-			-			
Effect size	-	0.11	0.20	-	-0.10	-0.22	-	0.36	0.62	
<b>Mentor undergraduate students</b>										
To a very large extent	0.0%	18.5%	24.1%	0.0%	0.0%	22.7%	0.0%	25.0%	24.8%	
To a large extent	57.1%	22.2%	29.3%	33.3%	14.3%	27.3%	75.0%	25.0%	30.4%	
To some extent	28.6%	18.5%	20.9%	66.7%	71.4%	25.8%	0.0%	0.0%	18.4%	
To a small extent	0.0%	14.8%	13.6%	0.0%	14.3%	16.7%	0.0%	15.0%	12.0%	
Not at all	14.3%	25.9%	12.0%	0.0%	0.0%	7.6%	25.0%	35.0%	14.4%	
Total(n)	7	27	191	3	7	66	4	20	125	
Mean	3.29	2.93	3.40	3.33	3.00	3.41	3.25	2.90	3.39	
Standard deviation	1.11	1.49	1.31	0.58	0.58	1.23	1.50	1.71	1.36	



Washburn 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	-	0.24	-0.08	-	0.57	-0.07	-	0.20	-0.10	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	0.0%	11.5%	7.9%	0.0%	0.0%	7.4%	0.0%	15.8%	8.2%	
To a large extent	0.0%	0.0%	10.5%	0.0%	0.0%	13.2%	0.0%	0.0%	9.0%	
To some extent	57.1%	26.9%	12.1%	66.7%	42.9%	11.8%	50.0%	21.1%	12.3%	
To a small extent	0.0%	3.8%	11.6%	0.0%	14.3%	13.2%	0.0%	0.0%	10.7%	
Not at all	42.9%	57.7%	57.9%	33.3%	42.9%	54.4%	50.0%	63.2%	59.8%	
Total(n)	7	26	190	3	7	68	4	19	122	
Mean	2.14	2.04	1.99	2.33	2.00	2.06	2.00	2.05	1.95	
Standard deviation	1.07	1.40	1.36	1.15	1.00	1.37	1.15	1.54	1.35	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.33	0.20	-	-0.03	0.04	
<b>Been mentored by at least one professional in academia</b>										
To a very large extent	0.0%	32.0%	21.3%	0.0%	0.0%	24.2%	0.0%	44.4%	19.7%	
To a large extent	0.0%	20.0%	21.3%	0.0%	28.6%	12.1%	0.0%	16.7%	26.2%	
To some extent	42.9%	16.0%	20.2%	33.3%	14.3%	24.2%	50.0%	16.7%	18.0%	
To a small extent	42.9%	20.0%	17.6%	66.7%	28.6%	18.2%	25.0%	16.7%	17.2%	
Not at all	14.3%	12.0%	19.7%	0.0%	28.6%	21.2%	25.0%	5.6%	18.9%	
Total(n)	7	25	188	3	7	66	4	18	122	
Mean	2.29	3.40	3.07	2.33	2.43	3.00	2.25	3.78	3.11	
Standard deviation	0.76	1.44	1.43	0.58	1.27	1.47	0.96	1.35	1.41	
Significance	-			-			-	*		
Effect size	-	-0.77	-0.55	-	-0.08	-0.46	-	-1.13	-0.61	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	0.0%	15.4%	6.7%	0.0%	0.0%	4.4%	0.0%	21.1%	7.9%	
To a large extent	14.3%	11.5%	11.3%	0.0%	14.3%	13.2%	25.0%	10.5%	10.3%	
To some extent	0.0%	3.8%	11.9%	0.0%	0.0%	14.7%	0.0%	5.3%	10.3%	
To a small extent	28.6%	23.1%	16.5%	0.0%	14.3%	14.7%	50.0%	26.3%	17.5%	
Not at all	57.1%	46.2%	53.6%	100.0%	71.4%	52.9%	25.0%	36.8%	54.0%	
Total(n)	7	26	194	3	7	68	4	19	126	
Mean	1.71	2.27	2.01	1.00	1.57	2.01	2.25	2.53	2.01	
Standard deviation	1.11	1.54	1.31	0.00	1.13	1.28	1.26	1.61	1.34	
Significance	-			-			-			
Effect size	-	-0.36	-0.23	-	-0.50	-0.79	-	-0.17	0.18	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a very large extent	0.0%	7.7%	2.6%	0.0%	0.0%	1.5%	0.0%	10.5%	3.2%	
To a large extent	0.0%	0.0%	1.6%	0.0%	0.0%	3.0%	0.0%	0.0%	0.8%	

Washburn 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	0.0%	0.0%	1.6%	0.0%	0.0%	1.5%	0.0%	0.0%	1.6%		
To a small extent	0.0%	0.0%	1.6%	0.0%	0.0%	1.5%	0.0%	0.0%	1.6%		
Not at all	100.0%	92.3%	92.6%	100.0%	100.0%	92.4%	100.0%	89.5%	92.7%		
Total(n)	7	26	190	3	7	66	4	19	124		
Mean	1.00	1.31	1.20	1.00	1.00	1.20	1.00	1.42	1.20		
Standard deviation	0.00	1.09	0.78	0.00	0.00	0.75	0.00	1.26	0.80		
Significance	-			-			-				
Effect size	-	-0.28	-0.26	-		-0.27	-	-0.33	-0.25		
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>											
Excellent	0.0%	58.3%	35.7%	0.0%	66.7%	47.2%	0.0%	55.6%	29.0%		
Good	25.0%	16.7%	43.9%	0.0%	0.0%	38.9%	33.3%	22.2%	46.8%		
Fair	75.0%	25.0%	17.3%	100.0%	33.3%	13.9%	66.7%	22.2%	19.4%		
Poor	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%		
Total(n)	4	12	98	1	3	36	3	9	62		
Mean	2.25	3.33	3.12	2.00	3.33	3.33	2.33	3.33	3.00		
Standard deviation	0.50	0.89	0.80	.	1.15	0.72	0.58	0.87	0.83		
Significance	-	*	*	-			-				
Effect size	-	-1.21	-1.09	-	-1.16	-1.85	-	-1.15	-0.81		
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>											
Excellent	33.3%	35.0%	39.0%	33.3%	42.9%	47.5%	33.3%	30.8%	34.0%		
Good	50.0%	55.0%	48.4%	66.7%	57.1%	35.6%	33.3%	53.8%	56.0%		
Fair	16.7%	10.0%	10.7%	0.0%	0.0%	16.9%	33.3%	15.4%	7.0%		
Poor	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%		
Total(n)	6	20	159	3	7	59	3	13	100		
Mean	3.17	3.25	3.25	3.33	3.43	3.31	3.00	3.15	3.21		
Standard deviation	0.75	0.64	0.72	0.58	0.53	0.75	1.00	0.69	0.70		
Significance	-			-			-				
Effect size	-	-0.13	-0.11	-	-0.19	0.03	-	-0.22	-0.30		
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>											
Excellent	66.7%	62.5%	40.6%	50.0%	66.7%	38.5%	100.0%	60.0%	41.9%		

Washburn 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	0.0%	12.5%	43.5%	0.0%	0.0%	46.2%	0.0%	20.0%	41.9%		
Fair	33.3%	12.5%	13.0%	50.0%	33.3%	15.4%	0.0%	0.0%	11.6%		
Poor	0.0%	12.5%	2.9%	0.0%	0.0%	0.0%	0.0%	20.0%	4.7%		
Total(n)	3	8	69	2	3	26	1	5	43		
Mean	3.33	3.25	3.22	3.00	3.33	3.23	4.00	3.20	3.21		
Standard deviation	1.15	1.16	0.78	1.41	1.15	0.71	.	1.30	0.83		
Significance	-			-			-				
Effect size	-	0.07	0.14	-	-0.29	-0.32	-	0.62	0.95		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Salary</b>											
Very satisfied	0.0%	3.8%	7.8%	0.0%	0.0%	14.7%	0.0%	5.0%	4.0%		
Satisfied	42.9%	34.6%	32.8%	33.3%	33.3%	33.8%	50.0%	35.0%	32.3%		
Marginally satisfied	42.9%	46.2%	33.3%	66.7%	66.7%	29.4%	25.0%	40.0%	35.5%		
Not satisfied	14.3%	15.4%	26.0%	0.0%	0.0%	22.1%	25.0%	20.0%	28.2%		
Total(n)	7	26	192	3	6	68	4	20	124		
Mean	2.29	2.27	2.22	2.33	2.33	2.41	2.25	2.25	2.12		
Standard deviation	0.76	0.78	0.92	0.58	0.52	1.00	0.96	0.85	0.87		
Significance	-			-			-				
Effect size	-	0.03	0.08	-	0.00	-0.08	-	0.00	0.15		
<b>Health benefits</b>											
Very satisfied	0.0%	4.2%	23.3%	0.0%	0.0%	21.0%	0.0%	5.6%	24.6%		
Satisfied	85.7%	33.3%	32.2%	100.0%	50.0%	33.9%	75.0%	27.8%	31.4%		
Marginally satisfied	14.3%	12.5%	12.8%	0.0%	0.0%	14.5%	25.0%	16.7%	11.9%		
Not satisfied	0.0%	50.0%	31.7%	0.0%	50.0%	30.6%	0.0%	50.0%	32.2%		
Total(n)	7	24	180	3	6	62	4	18	118		
Mean	2.86	1.92	2.47	3.00	2.00	2.45	2.75	1.89	2.48		
Standard deviation	0.38	1.02	1.16	0.00	1.10	1.14	0.50	1.02	1.18		
Significance	-	*		-			-				
Effect size	-	0.92	0.34	-	0.91	0.48	-	0.84	0.23		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Retirement benefits</b>											
Very satisfied	14.3%	8.0%	18.7%	33.3%	16.7%	17.2%	0.0%	5.3%	19.5%		
Satisfied	85.7%	32.0%	36.3%	66.7%	33.3%	39.1%	100.0%	31.6%	34.7%		
Marginally satisfied	0.0%	16.0%	15.9%	0.0%	16.7%	17.2%	0.0%	15.8%	15.3%		
Not satisfied	0.0%	44.0%	29.1%	0.0%	33.3%	26.6%	0.0%	47.4%	30.5%		
Total(n)	7	25	182	3	6	64	4	19	118		
Mean	3.14	2.04	2.45	3.33	2.33	2.47	3.00	1.95	2.43		
Standard deviation	0.38	1.06	1.10	0.58	1.21	1.07	0.00	1.03	1.12		
Significance	-	*		-			-				
Effect size	-	1.04	0.63	-	0.83	0.80	-	1.02	0.51		
<b>Opportunity for scholarly pursuits</b>											
Very satisfied	0.0%	8.0%	8.0%	0.0%	0.0%	10.0%	0.0%	10.5%	7.0%		
Satisfied	71.4%	40.0%	39.7%	66.7%	50.0%	45.0%	75.0%	36.8%	36.8%		

Washburn 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	28.6%	16.0%	24.1%	33.3%	16.7%	25.0%	25.0%	15.8%	23.7%	
Not satisfied	0.0%	36.0%	28.2%	0.0%	33.3%	20.0%	0.0%	36.8%	32.5%	
Total(n)	7	25	174	3	6	60	4	19	114	
Mean	2.71	2.20	2.28	2.67	2.17	2.45	2.75	2.21	2.18	
Standard deviation	0.49	1.04	0.96	0.58	0.98	0.93	0.50	1.08	0.97	
Significance	-			-			-			
Effect size	-	0.49	0.45	-	0.51	0.24	-	0.50	0.59	
<b>Teaching load</b>										
Very satisfied	0.0%	19.2%	15.3%	0.0%	28.6%	19.4%	0.0%	15.8%	13.1%	
Satisfied	85.7%	73.1%	51.3%	66.7%	57.1%	50.7%	100.0%	78.9%	51.6%	
Marginally satisfied	14.3%	7.7%	16.9%	33.3%	14.3%	16.4%	0.0%	5.3%	17.2%	
Not satisfied	0.0%	0.0%	16.4%	0.0%	0.0%	13.4%	0.0%	0.0%	18.0%	
Total(n)	7	26	189	3	7	67	4	19	122	
Mean	2.86	3.12	2.66	2.67	3.14	2.76	3.00	3.11	2.60	
Standard deviation	0.38	0.52	0.93	0.58	0.69	0.92	0.00	0.46	0.93	
Significance	-			-			-			
Effect size	-	-0.50	0.22	-	-0.68	-0.10	-	-0.24	0.43	
<b>Quality of students</b>										
Very satisfied	0.0%	19.2%	17.3%	0.0%	0.0%	18.8%	0.0%	26.3%	16.4%	
Satisfied	50.0%	61.5%	55.0%	33.3%	57.1%	49.3%	66.7%	63.2%	58.2%	
Marginally satisfied	50.0%	15.4%	20.9%	66.7%	42.9%	26.1%	33.3%	5.3%	18.0%	
Not satisfied	0.0%	3.8%	6.8%	0.0%	0.0%	5.8%	0.0%	5.3%	7.4%	
Total(n)	6	26	191	3	7	69	3	19	122	
Mean	2.50	2.96	2.83	2.33	2.57	2.81	2.67	3.11	2.84	
Standard deviation	0.55	0.72	0.79	0.58	0.53	0.81	0.58	0.74	0.79	
Significance	-			-			-			
Effect size	-	-0.64	-0.42	-	-0.45	-0.59	-	-0.59	-0.22	
<b>Autonomy and independence</b>										
Very satisfied	71.4%	63.0%	47.4%	100.0%	57.1%	53.7%	50.0%	65.0%	44.0%	
Satisfied	14.3%	25.9%	40.6%	0.0%	14.3%	32.8%	25.0%	30.0%	44.8%	
Marginally satisfied	14.3%	11.1%	7.8%	0.0%	28.6%	9.0%	25.0%	5.0%	7.2%	
Not satisfied	0.0%	0.0%	4.2%	0.0%	0.0%	4.5%	0.0%	0.0%	4.0%	
Total(n)	7	27	192	3	7	67	4	20	125	
Mean	3.57	3.52	3.31	4.00	3.29	3.36	3.25	3.60	3.29	
Standard deviation	0.79	0.70	0.79	0.00	0.95	0.83	0.96	0.60	0.77	
Significance	-			-			-			
Effect size	-	0.07	0.33	-	0.75	0.77	-	-0.58	-0.05	
<b>Departmental leadership</b>										
Very satisfied	28.6%	48.1%	36.6%	33.3%	42.9%	43.9%	25.0%	50.0%	32.5%	
Satisfied	42.9%	33.3%	38.2%	33.3%	42.9%	34.8%	50.0%	30.0%	40.0%	
Marginally satisfied	28.6%	14.8%	16.1%	33.3%	14.3%	16.7%	25.0%	15.0%	15.8%	
Not satisfied	0.0%	3.7%	9.1%	0.0%	0.0%	4.5%	0.0%	5.0%	11.7%	
Total(n)	7	27	186	3	7	66	4	20	120	
Mean	3.00	3.26	3.02	3.00	3.29	3.18	3.00	3.25	2.93	
Standard deviation	0.82	0.86	0.95	1.00	0.76	0.88	0.82	0.91	0.98	

Washburn 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	-	-0.30	-0.02	-	-0.38	-0.20	-	-0.27	0.07	
<b>Departmental support for work/life balance</b>										
Very satisfied	42.9%	51.9%	30.9%	66.7%	57.1%	35.8%	25.0%	50.0%	28.1%	
Satisfied	57.1%	33.3%	43.6%	33.3%	28.6%	43.3%	75.0%	35.0%	43.8%	
Marginally satisfied	0.0%	11.1%	18.1%	0.0%	14.3%	17.9%	0.0%	10.0%	18.2%	
Not satisfied	0.0%	3.7%	7.4%	0.0%	0.0%	3.0%	0.0%	5.0%	9.9%	
Total(n)	7	27	188	3	7	67	4	20	121	
Mean	3.43	3.33	2.98	3.67	3.43	3.12	3.25	3.30	2.90	
Standard deviation	0.53	0.83	0.89	0.58	0.79	0.81	0.50	0.86	0.93	
Significance	-			-			-			
Effect size	-	0.12	0.51	-	0.30	0.68	-	-0.06	0.38	
<b>Institutional support for work/life balance</b>										
Very satisfied	14.3%	36.0%	20.0%	33.3%	42.9%	28.4%	0.0%	33.3%	15.0%	
Satisfied	85.7%	52.0%	43.9%	66.7%	42.9%	46.3%	100.0%	55.6%	42.5%	
Marginally satisfied	0.0%	8.0%	22.2%	0.0%	14.3%	16.4%	0.0%	5.6%	25.7%	
Not satisfied	0.0%	4.0%	13.9%	0.0%	0.0%	9.0%	0.0%	5.6%	16.8%	
Total(n)	7	25	180	3	7	67	4	18	113	
Mean	3.14	3.20	2.70	3.33	3.29	2.94	3.00	3.17	2.56	
Standard deviation	0.38	0.76	0.94	0.58	0.76	0.90	0.00	0.79	0.94	
Significance	-			-			-			
Effect size	-	-0.08	0.47	-	0.05	0.43	-	-0.22	0.47	
<b>Prospects for career advancement</b>										
Very satisfied	0.0%	14.8%	6.7%	0.0%	14.3%	10.6%	0.0%	15.0%	4.4%	
Satisfied	71.4%	40.7%	29.4%	33.3%	28.6%	28.8%	100.0%	45.0%	29.8%	
Marginally satisfied	0.0%	22.2%	27.2%	0.0%	14.3%	27.3%	0.0%	25.0%	27.2%	
Not satisfied	28.6%	22.2%	36.7%	66.7%	42.9%	33.3%	0.0%	15.0%	38.6%	
Total(n)	7	27	180	3	7	66	4	20	114	
Mean	2.43	2.48	2.06	1.67	2.14	2.17	3.00	2.60	2.00	
Standard deviation	0.98	1.01	0.96	1.15	1.21	1.02	0.00	0.94	0.93	
Significance	-			-			-		*	
Effect size	-	-0.05	0.39	-	-0.39	-0.49	-	0.43	1.08	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	0.0%	11.5%	9.2%	0.0%	16.7%	16.9%	0.0%	10.0%	5.0%	
Satisfied	50.0%	30.8%	29.3%	50.0%	50.0%	35.4%	50.0%	25.0%	26.1%	
Marginally satisfied	33.3%	30.8%	29.9%	50.0%	16.7%	26.2%	25.0%	35.0%	31.9%	
Not satisfied	16.7%	26.9%	31.5%	0.0%	16.7%	21.5%	25.0%	30.0%	37.0%	
Total(n)	6	26	184	2	6	65	4	20	119	
Mean	2.33	2.27	2.16	2.50	2.67	2.48	2.25	2.15	1.99	
Standard deviation	0.82	1.00	0.98	0.71	1.03	1.02	0.96	0.99	0.92	
Significance	-			-			-			
Effect size	-	0.06	0.17	-	-0.17	0.02	-	0.10	0.28	

Washburn 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	57.1%	66.7%	41.7%	66.7%	71.4%	48.5%	50.0%	65.0%	38.0%	
Satisfied	42.9%	33.3%	40.1%	33.3%	28.6%	39.4%	50.0%	35.0%	40.5%	
Marginally satisfied	0.0%	0.0%	14.4%	0.0%	0.0%	12.1%	0.0%	0.0%	15.7%	
Not satisfied	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.8%	
Total(n)	7	27	187	3	7	66	4	20	121	
Mean	3.57	3.67	3.20	3.67	3.71	3.36	3.50	3.65	3.11	
Standard deviation	0.53	0.48	0.82	0.58	0.49	0.69	0.58	0.49	0.87	
Significance	-			-			-			
Effect size	-	-0.21	0.45	-	-0.08	0.45	-	-0.31	0.45	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	42.9%	41.7%	24.1%	100.0%	100.0%	36.2%	0.0%	22.2%	17.9%	
Satisfied	42.9%	29.2%	40.6%	0.0%	0.0%	36.2%	75.0%	38.9%	42.9%	
Marginally satisfied	14.3%	16.7%	17.6%	0.0%	0.0%	17.2%	25.0%	22.2%	17.9%	
Not satisfied	0.0%	12.5%	17.6%	0.0%	0.0%	10.3%	0.0%	16.7%	21.4%	
Total(n)	7	24	170	3	6	58	4	18	112	
Mean	3.29	3.00	2.71	4.00	4.00	2.98	2.75	2.67	2.57	
Standard deviation	0.76	1.06	1.02	0.00	0.00	0.98	0.50	1.03	1.02	
Significance	-			-			-			
Effect size	-	0.27	0.57	-		1.04	-	0.08	0.18	
<b>Overall job satisfaction</b>										
Very satisfied	42.9%	48.1%	30.0%	66.7%	57.1%	36.8%	25.0%	45.0%	26.2%	
Satisfied	57.1%	40.7%	44.2%	33.3%	28.6%	36.8%	75.0%	45.0%	48.4%	
Marginally satisfied	0.0%	11.1%	21.6%	0.0%	14.3%	20.6%	0.0%	10.0%	22.1%	
Not satisfied	0.0%	0.0%	4.2%	0.0%	0.0%	5.9%	0.0%	0.0%	3.3%	
Total(n)	7	27	190	3	7	68	4	20	122	
Mean	3.43	3.37	3.00	3.67	3.43	3.04	3.25	3.35	2.98	
Standard deviation	0.53	0.69	0.83	0.58	0.79	0.90	0.50	0.67	0.79	
Significance	-			-			-			
Effect size	-	0.09	0.52	-	0.30	0.70	-	-0.15	0.34	
<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	0.0%	8.3%	18.6%	0.0%	0.0%	16.9%	0.0%	10.5%	19.4%	
Somewhat	42.9%	50.0%	53.0%	66.7%	60.0%	54.2%	25.0%	47.4%	52.4%	
Not at all	57.1%	41.7%	28.4%	33.3%	40.0%	28.8%	75.0%	42.1%	28.2%	
Total(n)	7	24	183	3	5	59	4	19	124	
Mean	1.43	1.67	1.90	1.67	1.60	1.88	1.25	1.68	1.91	
Standard deviation	0.53	0.64	0.68	0.58	0.55	0.67	0.50	0.67	0.69	
Significance	-			-			-			
Effect size	-	-0.38	-0.69	-	0.13	-0.31	-	-0.64	-0.96	
<b>Child care</b>										
Extensive	0.0%	0.0%	17.3%	0.0%	0.0%	14.3%	0.0%	0.0%	18.8%	

Washburn 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	25.0%	45.5%	36.5%	50.0%	33.3%	40.0%	0.0%	50.0%	34.8%		
Not at all	75.0%	54.5%	46.2%	50.0%	66.7%	45.7%	100.0%	50.0%	46.4%		
Total(n)	4	11	104	2	3	35	2	8	69		
Mean	1.25	1.45	1.71	1.50	1.33	1.69	1.00	1.50	1.72		
Standard deviation	0.50	0.52	0.75	0.71	0.58	0.72	0.00	0.53	0.76		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.38	-0.61	-	0.29	-0.26	-	-0.94	-0.95		
<b>My physical health</b>											
Extensive	14.3%	4.3%	8.2%	33.3%	20.0%	11.9%	0.0%	0.0%	6.5%		
Somewhat	28.6%	39.1%	47.8%	33.3%	40.0%	50.8%	25.0%	38.9%	46.3%		
Not at all	57.1%	56.5%	44.0%	33.3%	40.0%	37.3%	75.0%	61.1%	47.2%		
Total(n)	7	23	182	3	5	59	4	18	123		
Mean	1.57	1.48	1.64	2.00	1.80	1.75	1.25	1.39	1.59		
Standard deviation	0.79	0.59	0.63	1.00	0.84	0.66	0.50	0.50	0.61		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.15	-0.11	-	0.24	0.38	-	-0.28	-0.56		
<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>Review/promotion process</b>											
Extensive	0.0%	0.0%	10.7%	0.0%	0.0%	14.3%	0.0%	0.0%	8.9%		
Somewhat	50.0%	28.6%	37.3%	33.3%	25.0%	22.4%	66.7%	30.0%	44.6%		
Not at all	50.0%	71.4%	52.0%	66.7%	75.0%	63.3%	33.3%	70.0%	46.5%		
Total(n)	6	14	150	3	4	49	3	10	101		
Mean	1.50	1.29	1.59	1.33	1.25	1.51	1.67	1.30	1.62		
Standard deviation	0.55	0.47	0.68	0.58	0.50	0.74	0.58	0.48	0.65		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.45	-0.13	-	0.16	-0.24	-	0.77	0.08		
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>											
Extensive	0.0%	0.0%	10.8%	0.0%	0.0%	10.2%	0.0%	0.0%	11.0%		
Somewhat	0.0%	5.6%	13.9%	0.0%	25.0%	12.2%	0.0%	0.0%	14.7%		
Not at all	100.0%	94.4%	75.3%	100.0%	75.0%	77.6%	100.0%	100.0%	74.3%		
Total(n)	6	18	158	2	4	49	4	14	109		
Mean	1.00	1.06	1.35	1.00	1.25	1.33	1.00	1.00	1.37		
Standard deviation	0.00	0.24	0.67	0.00	0.50	0.66	0.00	0.00	0.68		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	-0.25	-0.52	-	-0.50	-0.50	-	-	-0.54		
<b>Committee work</b>											
Extensive	14.3%	6.7%	4.2%	33.3%	33.3%	2.4%	0.0%	0.0%	5.2%		
Somewhat	57.1%	26.7%	25.4%	66.7%	66.7%	29.3%	50.0%	16.7%	23.4%		
Not at all	28.6%	66.7%	70.3%	0.0%	0.0%	68.3%	50.0%	83.3%	71.4%		
Total(n)	7	15	118	3	3	41	4	12	77		
Mean	1.86	1.40	1.34	2.33	2.33	1.34	1.50	1.17	1.34		
Standard deviation	0.69	0.63	0.56	0.58	0.58	0.53	0.58	0.39	0.58		

Washburn 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	-	0.73	0.93	-	0.00	1.87	-	0.85	0.28	
<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	14.3%	5.9%	7.1%	33.3%	20.0%	2.3%	0.0%	0.0%	9.6%	
Somewhat	28.6%	29.4%	21.3%	33.3%	40.0%	29.5%	25.0%	25.0%	16.9%	
Not at all	57.1%	64.7%	71.7%	33.3%	40.0%	68.2%	75.0%	75.0%	73.5%	
Total(n)	7	17	127	3	5	44	4	12	83	
Mean	1.57	1.41	1.35	2.00	1.80	1.34	1.25	1.25	1.36	
Standard deviation	0.79	0.62	0.61	1.00	0.84	0.53	0.50	0.45	0.65	
Significance	-			-			-			
Effect size	-	0.26	0.36	-	0.24	1.25	-	0.00	-0.17	
<b>Students</b>										
Extensive	14.3%	7.4%	10.2%	33.3%	14.3%	6.5%	0.0%	5.0%	12.0%	
Somewhat	42.9%	59.3%	50.8%	33.3%	57.1%	45.2%	50.0%	60.0%	53.6%	
Not at all	42.9%	33.3%	39.0%	33.3%	28.6%	48.4%	50.0%	35.0%	34.4%	
Total(n)	7	27	187	3	7	62	4	20	125	
Mean	1.71	1.74	1.71	2.00	1.86	1.58	1.50	1.70	1.78	
Standard deviation	0.76	0.59	0.64	1.00	0.69	0.62	0.58	0.57	0.65	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	0.20	0.68	-	-0.35	-0.43	
<b>Research or publishing demands</b>										
Extensive	0.0%	0.0%	6.3%	0.0%	0.0%	3.9%	0.0%	0.0%	8.0%	
Somewhat	57.1%	46.2%	32.5%	66.7%	50.0%	35.3%	50.0%	44.4%	30.7%	
Not at all	42.9%	53.8%	61.1%	33.3%	50.0%	60.8%	50.0%	55.6%	61.3%	
Total(n)	7	13	126	3	4	51	4	9	75	
Mean	1.57	1.46	1.45	1.67	1.50	1.43	1.50	1.44	1.47	
Standard deviation	0.53	0.52	0.61	0.58	0.58	0.57	0.58	0.53	0.64	
Significance	-			-			-			
Effect size	-	0.21	0.20	-	0.29	0.42	-	0.11	0.05	
<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	0.0%	4.8%	11.2%	0.0%	0.0%	5.2%	0.0%	6.7%	14.4%	
Somewhat	71.4%	57.1%	45.0%	66.7%	66.7%	50.0%	75.0%	53.3%	42.3%	
Not at all	28.6%	38.1%	43.8%	33.3%	33.3%	44.8%	25.0%	40.0%	43.2%	
Total(n)	7	21	169	3	6	58	4	15	111	
Mean	1.71	1.67	1.67	1.67	1.67	1.60	1.75	1.67	1.71	
Standard deviation	0.49	0.58	0.67	0.58	0.52	0.59	0.50	0.62	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.00	0.12	-	0.13	0.06	



Washburn 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	0.0%	0.0%	9.7%	0.0%	0.0%	9.4%	0.0%	0.0%	9.9%	
Somewhat	57.1%	38.5%	38.4%	66.7%	28.6%	31.3%	50.0%	42.1%	42.1%	
Not at all	42.9%	61.5%	51.9%	33.3%	71.4%	59.4%	50.0%	57.9%	47.9%	
Total(n)	7	26	185	3	7	64	4	19	121	
Mean	1.57	1.38	1.58	1.67	1.29	1.50	1.50	1.42	1.62	
Standard deviation	0.53	0.50	0.66	0.58	0.49	0.67	0.58	0.51	0.66	
Significance	-			-			-			
Effect size	-	0.38	-0.02	-	0.78	0.25	-	0.16	-0.18	
<b>Lack of personal time</b>										
Extensive	0.0%	4.0%	15.1%	0.0%	0.0%	14.3%	0.0%	5.3%	15.6%	
Somewhat	42.9%	40.0%	37.8%	66.7%	33.3%	33.3%	25.0%	42.1%	40.2%	
Not at all	57.1%	56.0%	47.0%	33.3%	66.7%	52.4%	75.0%	52.6%	44.3%	
Total(n)	7	25	185	3	6	63	4	19	122	
Mean	1.43	1.48	1.68	1.67	1.33	1.62	1.25	1.53	1.71	
Standard deviation	0.53	0.59	0.72	0.58	0.52	0.73	0.50	0.61	0.72	
Significance	-			-			-			
Effect size	-	-0.08	-0.35	-	0.65	0.07	-	-0.46	-0.64	
<b>Job security</b>										
Extensive	0.0%	11.1%	30.3%	0.0%	0.0%	33.3%	0.0%	15.0%	28.7%	
Somewhat	42.9%	51.9%	36.2%	33.3%	42.9%	28.6%	50.0%	55.0%	40.2%	
Not at all	57.1%	37.0%	33.5%	66.7%	57.1%	38.1%	50.0%	30.0%	31.1%	
Total(n)	7	27	185	3	7	63	4	20	122	
Mean	1.43	1.74	1.97	1.33	1.43	1.95	1.50	1.85	1.98	
Standard deviation	0.53	0.66	0.80	0.58	0.53	0.85	0.58	0.67	0.78	
Significance	-			-			-			
Effect size	-	-0.47	-0.68	-	-0.19	-0.73	-	-0.52	-0.62	
<b>Self-imposed high expectations</b>										
Extensive	28.6%	20.0%	25.3%	66.7%	33.3%	25.0%	0.0%	15.8%	25.4%	
Somewhat	28.6%	52.0%	55.4%	0.0%	33.3%	57.8%	50.0%	57.9%	54.1%	
Not at all	42.9%	28.0%	19.4%	33.3%	33.3%	17.2%	50.0%	26.3%	20.5%	
Total(n)	7	25	186	3	6	64	4	19	122	
Mean	1.86	1.92	2.06	2.33	2.00	2.08	1.50	1.89	2.05	
Standard deviation	0.90	0.70	0.67	1.15	0.89	0.65	0.58	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.30	-	0.37	0.38	-	-0.59	-0.81	
<b>Increased work responsibilities</b>										
Extensive	0.0%	0.0%	8.2%	0.0%	0.0%	10.0%	0.0%	0.0%	7.2%	
Somewhat	42.9%	32.0%	35.7%	66.7%	28.6%	31.7%	25.0%	33.3%	37.8%	
Not at all	57.1%	68.0%	56.1%	33.3%	71.4%	58.3%	75.0%	66.7%	55.0%	
Total(n)	7	25	171	3	7	60	4	18	111	
Mean	1.43	1.32	1.52	1.67	1.29	1.52	1.25	1.33	1.52	
Standard deviation	0.53	0.48	0.64	0.58	0.49	0.68	0.50	0.49	0.63	
Significance	-			-			-			
Effect size	-	0.23	-0.14	-	0.78	0.22	-	-0.16	-0.43	

Washburn 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	0.0%	29.2%	19.0%	0.0%	33.3%	16.7%	0.0%	27.8%	20.4%	
Somewhat	71.4%	50.0%	38.7%	66.7%	33.3%	36.7%	75.0%	55.6%	39.8%	
Not at all	28.6%	20.8%	42.3%	33.3%	33.3%	46.7%	25.0%	16.7%	39.8%	
Total(n)	7	24	163	3	6	60	4	18	103	
Mean	1.71	2.08	1.77	1.67	2.00	1.70	1.75	2.11	1.81	
Standard deviation	0.49	0.72	0.75	0.58	0.89	0.74	0.50	0.68	0.75	
Significance	-			-			-			
Effect size	-	-0.51	-0.08	-	-0.37	-0.04	-	-0.53	-0.08	
<b>Have you been sexually harassed at this institution?</b>										
Yes	0.0%	0.0%	3.9%	0.0%	0.0%	1.4%	0.0%	0.0%	5.3%	
No	100.0%	100.0%	96.1%	100.0%	100.0%	98.6%	100.0%	100.0%	94.7%	
Total(n)	7	27	205	3	7	73	4	20	132	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	14.3%	25.9%	39.8%	0.0%	14.3%	29.4%	25.0%	30.0%	45.3%	
No	85.7%	74.1%	60.2%	100.0%	85.7%	70.6%	75.0%	70.0%	54.7%	
Total(n)	7	27	196	3	7	68	4	20	128	
<b>Considered leaving this institution for another?</b>										
Yes	28.6%	29.6%	39.5%	0.0%	14.3%	40.3%	50.0%	35.0%	39.1%	
No	71.4%	70.4%	60.5%	100.0%	85.7%	59.7%	50.0%	65.0%	60.9%	
Total(n)	7	27	195	3	7	67	4	20	128	

Washburn 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	42.9%	51.9%	53.6%	66.7%	57.1%	59.4%	25.0%	50.0%	50.4%	
No	57.1%	48.1%	46.4%	33.3%	42.9%	40.6%	75.0%	50.0%	49.6%	
Total(n)	7	27	196	3	7	69	4	20	127	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	14.3%	33.3%	23.5%	33.3%	28.6%	19.1%	0.0%	35.0%	25.8%	
No	85.7%	66.7%	76.5%	66.7%	71.4%	80.9%	100.0%	65.0%	74.2%	
Total(n)	7	27	196	3	7	68	4	20	128	
<b>Sought an early promotion?</b>										
Yes	0.0%	0.0%	5.2%	0.0%	0.0%	10.6%	0.0%	0.0%	2.3%	
No	100.0%	100.0%	94.8%	100.0%	100.0%	89.4%	100.0%	100.0%	97.7%	
Total(n)	7	27	194	3	7	66	4	20	128	
<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	0.0%	0.0%	44.8%	0.0%	0.0%	49.3%	0.0%	0.0%	42.4%	
No	100.0%	100.0%	55.2%	100.0%	100.0%	50.7%	100.0%	100.0%	57.6%	
Total(n)	6	26	194	3	7	69	3	19	125	
<b>Do you plan to retire within the next three years?</b>										
Yes	71.4%	25.9%	19.0%	33.3%	28.6%	15.9%	100.0%	25.0%	20.6%	
No	28.6%	74.1%	81.0%	66.7%	71.4%	84.1%	0.0%	75.0%	79.4%	
Total(n)	7	27	195	3	7	69	4	20	126	
<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	14.3%	11.1%	22.1%	0.0%	0.0%	11.6%	25.0%	15.0%	27.8%	
No	85.7%	88.9%	77.9%	100.0%	100.0%	88.4%	75.0%	85.0%	72.2%	
Total(n)	7	27	195	3	7	69	4	20	126	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	42.9%	22.2%	21.9%	66.7%	42.9%	23.2%	25.0%	15.0%	21.3%	
No	57.1%	77.8%	78.1%	33.3%	57.1%	76.8%	75.0%	85.0%	78.7%	
Total(n)	7	27	196	3	7	69	4	20	127	
<b>Citizenship status:</b>										
U.S. citizen	100.0%	96.3%	97.5%	100.0%	100.0%	95.9%	100.0%	95.0%	98.5%	
Permanent resident (green card)	0.0%	3.7%	2.5%	0.0%	0.0%	4.1%	0.0%	5.0%	1.5%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	27	203	3	7	73	4	20	130	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Conservative	16.7%	11.5%	9.0%	33.3%	14.3%	12.5%	0.0%	10.5%	7.0%	
Middle of the road	16.7%	34.6%	31.0%	33.3%	42.9%	38.9%	0.0%	31.6%	26.6%	
Liberal	50.0%	38.5%	48.0%	0.0%	14.3%	40.3%	100.0%	47.4%	52.3%	

Washburn 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	16.7%	15.4%	12.0%	33.3%	28.6%	8.3%	0.0%	10.5%	14.1%	
Total(n)	6	26	200	3	7	72	3	19	128	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	57.1%	77.8%	59.1%	66.7%	71.4%	61.6%	50.0%	80.0%	57.7%	
Probably yes	28.6%	18.5%	25.6%	33.3%	28.6%	23.3%	25.0%	15.0%	26.9%	
Not sure	14.3%	3.7%	7.4%	0.0%	0.0%	5.5%	25.0%	5.0%	8.5%	
Probably no	0.0%	0.0%	6.9%	0.0%	0.0%	8.2%	0.0%	0.0%	6.2%	
Definitely no	0.0%	0.0%	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.8%	
Total(n)	7	27	203	3	7	73	4	20	130	
Mean	4.43	4.74	4.35	4.67	4.71	4.36	4.25	4.75	4.35	
Standard deviation	0.79	0.53	0.95	0.58	0.49	1.01	0.96	0.55	0.93	
Significance	-			-			-			
Effect size	-	-0.58	0.08	-	-0.08	0.31	-	-0.91	-0.11	
<b>Still want to be a college professor?</b>										
Definitely yes	71.4%	81.5%	66.5%	66.7%	71.4%	69.9%	75.0%	85.0%	64.6%	
Probably yes	28.6%	11.1%	22.2%	33.3%	28.6%	21.9%	25.0%	5.0%	22.3%	
Not sure	0.0%	3.7%	7.4%	0.0%	0.0%	6.8%	0.0%	5.0%	7.7%	
Probably no	0.0%	3.7%	3.9%	0.0%	0.0%	1.4%	0.0%	5.0%	5.4%	
Definitely no	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	27	203	3	7	73	4	20	130	
Mean	4.71	4.70	4.51	4.67	4.71	4.60	4.75	4.70	4.46	
Standard deviation	0.49	0.72	0.80	0.58	0.49	0.68	0.50	0.80	0.86	
Significance	-			-			-			
Effect size	-	0.01	0.25	-	-0.08	0.10	-	0.06	0.34	
<b>Salary for part-time faculty</b>										
Less than \$5,000	0.0%	22.2%	5.1%	0.0%	0.0%	3.0%	0.0%	30.0%	6.3%	
\$5,000-9,999	0.0%	14.8%	16.9%	0.0%	14.3%	17.9%	0.0%	15.0%	16.4%	
\$10,000-14,999	0.0%	25.9%	15.4%	0.0%	28.6%	20.9%	0.0%	25.0%	12.5%	

2016-17 HERI Faculty Survey  
**Institutional Profile Report**  
 Part-time Undergraduate Faculty

Washburn 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	14.3%	11.1%	8.2%	0.0%	14.3%	6.0%	25.0%	10.0%	9.4%	
\$20,000-24,999	0.0%	0.0%	7.7%	0.0%	0.0%	10.4%	0.0%	0.0%	6.3%	
\$25,000-29,999	14.3%	3.7%	4.6%	0.0%	0.0%	1.5%	25.0%	5.0%	6.3%	
\$30,000-34,999	0.0%	0.0%	7.2%	0.0%	0.0%	6.0%	0.0%	0.0%	7.8%	
\$35,000-39,999	14.3%	7.4%	7.7%	0.0%	0.0%	7.5%	25.0%	10.0%	7.8%	
\$40,000-44,999	14.3%	3.7%	6.7%	0.0%	0.0%	4.5%	25.0%	5.0%	7.8%	
\$45,000-49,999	0.0%	0.0%	3.1%	0.0%	0.0%	1.5%	0.0%	0.0%	3.9%	
\$50,000-59,999	14.3%	3.7%	7.2%	33.3%	14.3%	4.5%	0.0%	0.0%	8.6%	
\$60,000-69,999	14.3%	3.7%	3.6%	33.3%	14.3%	3.0%	0.0%	0.0%	3.9%	
\$70,000-79,999	14.3%	3.7%	2.1%	33.3%	14.3%	4.5%	0.0%	0.0%	0.8%	
\$80,000-89,999	0.0%	0.0%	2.1%	0.0%	0.0%	3.0%	0.0%	0.0%	1.6%	
\$90,000-99,999	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
\$100,000 or more	0.0%	0.0%	2.1%	0.0%	0.0%	6.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	<b>7</b>	<b>27</b>	<b>195</b>	<b>3</b>	<b>7</b>	<b>67</b>	<b>4</b>	<b>20</b>	<b>128</b>	
<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%	3.6%	0.0%	0.0%	5.0%	0.0%	0.0%	2.8%	
\$1,000-1,499	33.3%	22.7%	8.9%	0.0%	0.0%	6.7%	50.0%	29.4%	10.2%	
\$1,500-1,999	0.0%	4.5%	3.0%	0.0%	0.0%	3.3%	0.0%	5.9%	2.8%	
\$2,000-2,499	0.0%	36.4%	10.7%	0.0%	20.0%	1.7%	0.0%	41.2%	15.7%	
\$2,500-2,999	0.0%	9.1%	6.0%	0.0%	40.0%	6.7%	0.0%	0.0%	5.6%	
\$3,000-3,499	0.0%	4.5%	6.5%	0.0%	0.0%	8.3%	0.0%	5.9%	5.6%	
\$3,500-3,999	0.0%	4.5%	8.9%	0.0%	0.0%	8.3%	0.0%	5.9%	9.3%	
\$4,000-4,499	0.0%	0.0%	7.1%	0.0%	0.0%	6.7%	0.0%	0.0%	7.4%	
\$4,500-4,999	0.0%	9.1%	10.1%	0.0%	20.0%	10.0%	0.0%	5.9%	10.2%	

Washburn 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%	17.3%	0.0%	0.0%	26.7%	0.0%	0.0%	12.0%	
\$5,500-5,999	0.0%	0.0%	2.4%	0.0%	0.0%	3.3%	0.0%	0.0%	1.9%	
\$6,000-6,499	0.0%	0.0%	3.6%	0.0%	0.0%	5.0%	0.0%	0.0%	2.8%	
\$6,500-6,999	0.0%	0.0%	2.4%	0.0%	0.0%	1.7%	0.0%	0.0%	2.8%	
\$7,000-7,499	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	
\$7,500-7,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	
\$8,000-8,499	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	
\$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	33.3%	4.5%	2.4%	0.0%	0.0%	1.7%	50.0%	5.9%	2.8%	
\$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	33.3%	4.5%	3.6%	100.0%	20.0%	5.0%	0.0%	0.0%	2.8%	
<b>Total(n)</b>	<b>3</b>	<b>22</b>	<b>168</b>	<b>1</b>	<b>5</b>	<b>60</b>	<b>2</b>	<b>17</b>	<b>108</b>	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	14.3%	3.7%	3.0%	0.0%	0.0%	5.5%	25.0%	5.0%	1.5%	
Master's (M.A., M.S.)	42.9%	66.7%	49.3%	0.0%	42.9%	34.2%	75.0%	75.0%	57.7%	
Terminal Master's (M.F.A., M.B.A.)	14.3%	7.4%	7.4%	33.3%	28.6%	11.0%	0.0%	0.0%	5.4%	
J.D.	14.3%	3.7%	2.5%	33.3%	14.3%	6.8%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.8%	
Ph.D.	14.3%	14.8%	31.0%	33.3%	14.3%	34.2%	0.0%	15.0%	29.2%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	3.7%	3.9%	0.0%	0.0%	4.1%	0.0%	5.0%	3.8%	
Other degree	0.0%	0.0%	2.0%	0.0%	0.0%	2.7%	0.0%	0.0%	1.5%	
<b>Total(n)</b>	<b>7</b>	<b>27</b>	<b>203</b>	<b>3</b>	<b>7</b>	<b>73</b>	<b>4</b>	<b>20</b>	<b>130</b>	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	2.6%	0.0%	0.0%	2.9%	0.0%	0.0%	2.4%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	14.3%	3.7%	0.5%	0.0%	0.0%	0.0%	25.0%	5.0%	0.8%	
Ph.D.	0.0%	7.4%	3.6%	0.0%	28.6%	5.8%	0.0%	0.0%	2.4%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	3.6%	0.0%	0.0%	2.9%	0.0%	0.0%	4.1%	
Other degree	0.0%	3.7%	1.6%	0.0%	0.0%	0.0%	0.0%	5.0%	2.4%	
None	85.7%	85.2%	87.0%	100.0%	71.4%	88.4%	75.0%	90.0%	86.2%	
Total(n)	7	27	192	3	7	69	4	20	123	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	
Dean (associate or assistant)	0.0%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	0.0%	2.3%	0.0%	0.0%	2.8%	0.0%	0.0%	2.0%	
Not applicable	54.5%	52.0%	57.1%	40.0%	37.5%	57.9%	66.7%	58.8%	56.7%	
Total(n)	11	50	310	5	16	107	6	34	203	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	85.7%	85.2%	88.1%	66.7%	71.4%	84.7%	100.0%	90.0%	89.9%	

Washburn 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	14.3%	11.1%	4.0%	33.3%	28.6%	5.6%	0.0%	5.0%	3.1%	
American Indian/Alaska Native	0.0%	3.7%	2.5%	0.0%	14.3%	4.2%	0.0%	0.0%	1.6%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	3.7%	1.5%	0.0%	0.0%	1.4%	0.0%	5.0%	1.6%	
Filipino	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.5%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	1.5%	0.0%	0.0%	2.8%	0.0%	0.0%	0.8%	
Other Asian	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	3.7%	1.0%	0.0%	0.0%	1.4%	0.0%	5.0%	0.8%	



Washburn 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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Latino	0.0%	3.7%	1.5%	0.0%	0.0%	0.0%	0.0%	5.0%	2.3%	
Other	0.0%	0.0%	4.5%	0.0%	0.0%	6.9%	0.0%	0.0%	3.1%	
Total(n)	7	27	201	3	7	72	4	20	129	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
Asian	0.0%	0.0%	2.0%	0.0%	0.0%	2.8%	0.0%	0.0%	1.6%	
Black	14.3%	11.1%	3.5%	33.3%	28.6%	4.2%	0.0%	5.0%	3.1%	
Hispanic	0.0%	0.0%	1.5%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	
White	85.7%	77.8%	84.1%	66.7%	57.1%	79.2%	100.0%	85.0%	86.8%	
Other	0.0%	0.0%	3.5%	0.0%	0.0%	5.6%	0.0%	0.0%	2.3%	
Two or more races/ethnicities	0.0%	11.1%	5.0%	0.0%	14.3%	6.9%	0.0%	10.0%	3.9%	
Total (n)	7	27	201	3	7	72	4	20	129	
<b>Is English your native language?</b>										
Yes	100.0%	96.3%	97.0%	100.0%	100.0%	97.2%	100.0%	95.0%	96.9%	
No	0.0%	3.7%	3.0%	0.0%	0.0%	2.8%	0.0%	5.0%	3.1%	
Total(n)	7	27	202	3	7	72	4	20	130	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	100.0%	92.6%	89.9%	100.0%	100.0%	91.5%	100.0%	90.0%	89.1%	
Gay	0.0%	0.0%	2.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	
Lesbian	0.0%	3.7%	1.0%	0.0%	0.0%	0.0%	0.0%	5.0%	1.6%	
Bisexual	0.0%	3.7%	2.0%	0.0%	0.0%	0.0%	0.0%	5.0%	3.1%	
Queer	0.0%	0.0%	3.5%	0.0%	0.0%	1.4%	0.0%	0.0%	4.7%	
Other	0.0%	0.0%	1.5%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	
Total (n)	7	27	199	3	7	71	4	20	128	
<b>Do you identify as transgender?</b>										
No	100.0%	100.0%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	99.2%	
Yes, male to female	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	27	202	3	7	73	4	20	129	
<b>Are you currently: (Mark one)</b>										
Single	14.3%	11.1%	12.4%	0.0%	0.0%	8.2%	25.0%	15.0%	14.7%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	3.7%	3.5%	0.0%	0.0%	5.5%	0.0%	5.0%	2.3%	
Married	85.7%	81.5%	76.2%	100.0%	100.0%	79.5%	75.0%	75.0%	74.4%	
Unmarried, living with partner	0.0%	0.0%	2.0%	0.0%	0.0%	2.7%	0.0%	0.0%	1.6%	
Separated	0.0%	3.7%	0.5%	0.0%	0.0%	0.0%	0.0%	5.0%	0.8%	
Divorced	0.0%	0.0%	4.0%	0.0%	0.0%	2.7%	0.0%	0.0%	4.7%	
Widowed	0.0%	0.0%	1.5%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	
Total(n)	7	27	202	3	7	73	4	20	129	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	60.0%	57.1%	58.6%	33.3%	25.0%	58.1%	100.0%	64.7%	58.9%	
1	0.0%	14.3%	19.1%	0.0%	0.0%	19.4%	0.0%	17.6%	18.9%	

Washburn 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	20.0%	19.0%	18.5%	33.3%	25.0%	16.1%	0.0%	17.6%	20.0%	
3	20.0%	4.8%	2.5%	33.3%	25.0%	4.8%	0.0%	0.0%	1.1%	
4+	0.0%	4.8%	1.3%	0.0%	25.0%	1.6%	0.0%	0.0%	1.1%	
Total(n)	5	21	157	3	4	62	2	17	95	
<b>18 years or older</b>										
0	33.3%	33.3%	45.9%	50.0%	16.7%	49.2%	25.0%	38.9%	44.0%	
1	16.7%	8.3%	14.4%	0.0%	16.7%	15.4%	25.0%	5.6%	13.8%	
2	50.0%	33.3%	21.5%	50.0%	33.3%	18.5%	50.0%	33.3%	23.3%	
3	0.0%	20.8%	12.7%	0.0%	33.3%	10.8%	0.0%	16.7%	13.8%	
4+	0.0%	4.2%	5.5%	0.0%	0.0%	6.2%	0.0%	5.6%	5.2%	
Total(n)	6	24	181	2	6	65	4	18	116	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	0.0%	0.0%	10.9%	0.0%	0.0%	12.0%	0.0%	0.0%	10.3%	
Satisfied	0.0%	0.0%	6.3%	0.0%	0.0%	4.0%	0.0%	0.0%	7.7%	
Marginally satisfied	0.0%	0.0%	6.3%	0.0%	0.0%	4.0%	0.0%	0.0%	7.7%	
Not satisfied	0.0%	0.0%	21.9%	0.0%	0.0%	16.0%	0.0%	0.0%	25.6%	
Not applicable	100.0%	100.0%	54.7%	100.0%	100.0%	64.0%	0.0%	100.0%	48.7%	
Total(n)	2	9	64	2	3	25	0	6	39	
Mean	1.00	1.00	1.97	1.00	1.00	1.84	.	1.00	2.05	
Standard deviation	0.00	0.00	1.37	0.00	0.00	1.40	.	0.00	1.36	
Significance	-			-			-			
Effect size	-		-0.71	-		-0.60	-			
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	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 - \$124,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$125,000 - \$149,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.	
Standard deviation	.	.	.	.	.	.	.	.	.	
Significance	-			-			-			
Effect size	-			-			-			

Washburn 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%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	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 - \$124,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$125,000 - \$149,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	

Washburn 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	.	.	.	.	.	.	.	.	.	
Standard deviation	.	.	.	.	.	.	.	.	.	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Please enter the four-digit year that each of the following occurred.										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	
1984 - 1992	0.0%	7.7%	8.6%	0.0%	0.0%	5.6%	0.0%	10.5%	10.4%	
1979 - 1983	0.0%	3.8%	8.6%	0.0%	0.0%	11.1%	0.0%	5.3%	7.2%	
1974 - 1978	0.0%	15.4%	9.6%	0.0%	14.3%	11.1%	0.0%	15.8%	8.8%	
1969 - 1973	14.3%	7.7%	10.7%	33.3%	14.3%	12.5%	0.0%	5.3%	9.6%	
1964 - 1968	0.0%	7.7%	10.7%	0.0%	0.0%	6.9%	0.0%	10.5%	12.8%	
1959 - 1963	28.6%	19.2%	12.2%	33.3%	14.3%	12.5%	25.0%	21.1%	12.0%	
1954 - 1958	14.3%	15.4%	8.6%	0.0%	28.6%	4.2%	25.0%	10.5%	11.2%	
1949 - 1953	28.6%	19.2%	18.8%	33.3%	28.6%	19.4%	25.0%	15.8%	18.4%	
1944 - 1948	14.3%	3.8%	6.1%	0.0%	0.0%	8.3%	25.0%	5.3%	4.8%	
1920 - 1943	0.0%	0.0%	5.6%	0.0%	0.0%	8.3%	0.0%	0.0%	4.0%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	7	26	197	3	7	72	4	19	125	
<b>Year of first academic appointment:</b>										
1976 or earlier	0.0%	0.0%	5.2%	0.0%	0.0%	10.3%	0.0%	0.0%	2.5%	
1977 - 1981	0.0%	2.0%	2.9%	0.0%	6.3%	6.5%	0.0%	0.0%	1.0%	
1982 - 1986	9.1%	6.0%	2.3%	0.0%	6.3%	2.8%	16.7%	5.9%	2.0%	
1987 - 1991	9.1%	4.0%	4.5%	0.0%	0.0%	2.8%	16.7%	5.9%	5.5%	
1992 - 1996	0.0%	6.0%	6.2%	0.0%	0.0%	4.7%	0.0%	8.8%	7.0%	
1997 - 2001	18.2%	10.0%	13.6%	20.0%	6.3%	13.1%	16.7%	11.8%	13.9%	
2002 - 2006	18.2%	6.0%	11.4%	20.0%	6.3%	14.0%	16.7%	5.9%	10.0%	
2007 - 2011	36.4%	20.0%	16.9%	60.0%	37.5%	15.9%	16.7%	11.8%	17.4%	
2012 or more	9.1%	46.0%	37.0%	0.0%	37.5%	29.9%	16.7%	50.0%	40.8%	
Total(n)	11	50	308	5	16	107	6	34	201	
<b>Year of appointment at present institution</b>										
1976 or earlier	0.0%	0.0%	1.6%	0.0%	0.0%	3.8%	0.0%	0.0%	0.5%	
1977 - 1981	0.0%	0.0%	0.7%	0.0%	0.0%	0.9%	0.0%	0.0%	0.5%	
1982 - 1986	0.0%	0.0%	2.3%	0.0%	0.0%	3.8%	0.0%	0.0%	1.5%	
1987 - 1991	0.0%	0.0%	1.6%	0.0%	0.0%	1.9%	0.0%	0.0%	1.5%	
1992 - 1996	0.0%	0.0%	2.6%	0.0%	0.0%	1.9%	0.0%	0.0%	3.0%	
1997 - 2001	18.2%	14.3%	11.5%	20.0%	6.3%	9.4%	16.7%	18.2%	12.6%	
2002 - 2006	27.3%	8.2%	10.9%	20.0%	6.3%	10.4%	33.3%	9.1%	11.1%	
2007 - 2011	36.4%	18.4%	17.1%	60.0%	31.3%	12.3%	16.7%	12.1%	19.7%	
2012 or more	18.2%	59.2%	51.6%	0.0%	56.3%	55.7%	33.3%	60.6%	49.5%	
Total(n)	11	49	304	5	16	106	6	33	198	
<b>If tenured, year tenure was awarded</b>										
1976 or earlier	0.0%	0.0%	10.0%	0.0%	0.0%	18.2%	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%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
1982 - 1986	0.0%	0.0%	5.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	15.0%	0.0%	0.0%	18.2%	0.0%	0.0%	11.1%	
1992 - 1996	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
1997 - 2001	0.0%	0.0%	15.0%	0.0%	0.0%	18.2%	0.0%	0.0%	11.1%	
2002 - 2006	100.0%	100.0%	40.0%	100.0%	100.0%	27.3%	100.0%	100.0%	55.6%	
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%	10.0%	0.0%	0.0%	9.1%	0.0%	0.0%	11.1%	
<b>Total(n)</b>	<b>2</b>	<b>2</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>9</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%	
<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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	14.3%	3.7%	5.0%	33.3%	14.3%	6.8%	0.0%	0.0%	3.9%	
Business (General Area 6)	14.3%	7.4%	6.0%	33.3%	28.6%	15.1%	0.0%	0.0%	0.8%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	14.8%	12.9%	0.0%	0.0%	5.5%	0.0%	20.0%	17.2%	
Engineering (General Area 11)	0.0%	0.0%	1.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.8%	
English (General Area 12)	0.0%	7.4%	9.0%	0.0%	0.0%	1.4%	0.0%	10.0%	13.3%	
Health-related (General Area 15)	28.6%	14.8%	9.5%	0.0%	0.0%	2.7%	50.0%	20.0%	13.3%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	3.7%	5.0%	0.0%	0.0%	5.5%	0.0%	5.0%	4.7%	
Humanities (General Area 14,24)	0.0%	0.0%	3.5%	0.0%	0.0%	5.5%	0.0%	0.0%	2.3%	
Fine Arts (General Area 2,4,22)	14.3%	3.7%	5.5%	0.0%	0.0%	6.8%	25.0%	5.0%	4.7%	
Mathematics or Statistics (General Area 18)	0.0%	3.7%	6.0%	0.0%	0.0%	4.1%	0.0%	5.0%	7.0%	
Physical Sciences (General Area 25)	0.0%	0.0%	4.0%	0.0%	0.0%	2.7%	0.0%	0.0%	4.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.3%	11.1%	11.9%	0.0%	0.0%	11.0%	25.0%	15.0%	12.5%	
Other Technical (General Area 8,19,28)	0.0%	3.7%	4.0%	0.0%	14.3%	6.8%	0.0%	0.0%	2.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.3%	25.9%	16.9%	33.3%	42.9%	24.7%	0.0%	20.0%	12.5%	
<b>Total(n)</b>	<b>7</b>	<b>27</b>	<b>201</b>	<b>3</b>	<b>7</b>	<b>73</b>	<b>4</b>	<b>20</b>	<b>128</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.5%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	14.3%	3.7%	4.5%	33.3%	14.3%	5.5%	0.0%	0.0%	3.9%	
Business (General Area 6)	28.6%	7.4%	6.5%	66.7%	28.6%	16.4%	0.0%	0.0%	0.8%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	7.4%	7.5%	0.0%	0.0%	4.1%	0.0%	10.0%	9.4%	
Engineering (General Area 11)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	3.7%	8.0%	0.0%	0.0%	2.7%	0.0%	5.0%	11.0%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Health-related (General Area 15)	28.6%	14.8%	10.5%	0.0%	0.0%	4.1%	50.0%	20.0%	14.2%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	3.7%	4.0%	0.0%	0.0%	5.5%	0.0%	5.0%	3.1%	
Humanities (General Area 14,24)	0.0%	0.0%	2.5%	0.0%	0.0%	4.1%	0.0%	0.0%	1.6%	
Fine Arts (General Area 2,4,22)	14.3%	3.7%	6.5%	0.0%	0.0%	9.6%	25.0%	5.0%	4.7%	
Mathematics or Statistics (General Area 18)	0.0%	7.4%	8.0%	0.0%	14.3%	6.8%	0.0%	5.0%	8.7%	
Physical Sciences (General Area 25)	0.0%	0.0%	4.0%	0.0%	0.0%	4.1%	0.0%	0.0%	3.9%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	11.1%	12.5%	0.0%	0.0%	9.6%	0.0%	15.0%	14.2%	
Other Technical (General Area 8,19,28)	0.0%	7.4%	3.5%	0.0%	28.6%	5.5%	0.0%	0.0%	2.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.3%	29.6%	21.5%	0.0%	14.3%	20.5%	25.0%	35.0%	22.0%	
<b>Total(n)</b>	<b>7</b>	<b>27</b>	<b>200</b>	<b>3</b>	<b>7</b>	<b>73</b>	<b>4</b>	<b>20</b>	<b>127</b>	
<b>Faculty works in a STEM department</b>										
Yes	27.3%	14.0%	17.4%	20.0%	18.8%	15.0%	33.3%	11.8%	18.7%	
No	72.7%	86.0%	82.6%	80.0%	81.3%	85.0%	66.7%	88.2%	81.3%	
<b>Total(n)</b>	<b>11</b>	<b>50</b>	<b>310</b>	<b>5</b>	<b>16</b>	<b>107</b>	<b>6</b>	<b>34</b>	<b>203</b>	
<b>Optional Question 1</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	71.4%			66.7%			75.0%			
E	0.0%			0.0%			0.0%			
<b>Total (n)</b>	<b>7</b>			<b>3</b>			<b>4</b>			
<b>Optional Question 2</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	42.9%			33.3%			50.0%			
D	57.1%			66.7%			50.0%			
E	0.0%			0.0%			0.0%			
<b>Total (n)</b>	<b>7</b>			<b>3</b>			<b>4</b>			
<b>Optional Question 3</b>										
A	0.0%			0.0%			0.0%			
B	14.3%			0.0%			25.0%			
C	57.1%			100.0%			25.0%			
D	28.6%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
<b>Total (n)</b>	<b>7</b>			<b>3</b>			<b>4</b>			
<b>Optional Question 4</b>										
A	0.0%			0.0%			0.0%			
B	14.3%			33.3%			0.0%			
C	42.9%			66.7%			25.0%			
D	28.6%			0.0%			50.0%			
E	14.3%			0.0%			25.0%			
<b>Total (n)</b>	<b>7</b>			<b>3</b>			<b>4</b>			
<b>Optional Question 5</b>										
A	0.0%			0.0%			0.0%			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
B	0.0%			0.0%			0.0%			
C	71.4%			100.0%			50.0%			
D	28.6%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 6</b>										
A	0.0%			0.0%			0.0%			
B	14.3%			33.3%			0.0%			
C	85.7%			66.7%			100.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 7</b>										
A	28.6%			66.7%			0.0%			
B	42.9%			33.3%			50.0%			
C	14.3%			0.0%			25.0%			
D	14.3%			0.0%			25.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 8</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			66.7%			0.0%			
D	28.6%			0.0%			50.0%			
E	42.9%			33.3%			50.0%			
Total (n)	7			3			4			
<b>Optional Question 9</b>										
A	42.9%			66.7%			25.0%			
B	42.9%			33.3%			50.0%			
C	0.0%			0.0%			0.0%			
D	14.3%			0.0%			25.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 10</b>										
A	71.4%			100.0%			50.0%			
B	14.3%			0.0%			25.0%			
C	14.3%			0.0%			25.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 11</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	57.1%			66.7%			50.0%			
D	42.9%			33.3%			50.0%			

Washburn 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	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 12</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	57.1%			66.7%			50.0%			
E	14.3%			0.0%			25.0%			
Total (n)	7			3			4			
<b>Optional Question 13</b>										
A	0.0%			0.0%			0.0%			
B	28.6%			33.3%			25.0%			
C	42.9%			33.3%			50.0%			
D	28.6%			33.3%			25.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 14</b>										
A	0.0%			0.0%			0.0%			
B	14.3%			33.3%			0.0%			
C	42.9%			33.3%			50.0%			
D	42.9%			33.3%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 15</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	71.4%			66.7%			75.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 16</b>										
A	14.3%			33.3%			0.0%			
B	28.6%			33.3%			25.0%			
C	14.3%			0.0%			25.0%			
D	28.6%			0.0%			50.0%			
E	14.3%			33.3%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 17</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	42.9%			66.7%			25.0%			
D	57.1%			33.3%			75.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			



Washburn 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 18</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	71.4%			66.7%			75.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 19</b>										
A	28.6%			33.3%			25.0%			
B	14.3%			0.0%			25.0%			
C	57.1%			66.7%			50.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 20</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	16.7%			0.0%			33.3%			
D	33.3%			33.3%			33.3%			
E	50.0%			66.7%			33.3%			
Total (n)	6			3			3			
<b>Optional Question 21</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	42.9%			33.3%			50.0%			
E	28.6%			33.3%			25.0%			
Total (n)	7			3			4			
<b>Optional Question 22</b>										
A	0.0%			0.0%			0.0%			
B	14.3%			0.0%			25.0%			
C	28.6%			33.3%			25.0%			
D	57.1%			66.7%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 23</b>										
A	0.0%			0.0%			0.0%			
B	42.9%			33.3%			50.0%			
C	42.9%			66.7%			25.0%			
D	14.3%			0.0%			25.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 24</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

Washburn 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	42.9%			0.0%			75.0%			
D	42.9%			66.7%			25.0%			
E	14.3%			33.3%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 25</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	66.7%			66.7%			66.7%			
D	16.7%			0.0%			33.3%			
E	16.7%			33.3%			0.0%			
Total (n)	6			3			3			
<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	100.0%			100.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	71.4%			66.7%			75.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 28</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	57.1%			66.7%			50.0%			
D	42.9%			33.3%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<b>Optional Question 29</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	28.6%			33.3%			25.0%			
D	71.4%			66.7%			75.0%			
E	0.0%			0.0%			0.0%			
Total (n)	7			3			4			
<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	100.0%			100.0%			100.0%			
E	0.0%			0.0%			0.0%			

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Washburn University										
Total (n)	7			3			4			

Washburn 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>Full-time Undergraduate Faculty</b>	60	291	689	30	152	352	30	139	337	
<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%	
<b>Total(n)</b>	60	291	689	30	152	352	30	139	337	
<b>What is your present academic rank?</b>										
Professor	45.8%	44.1%	45.1%	55.2%	49.0%	49.6%	36.7%	38.8%	40.4%	
Associate professor	27.1%	37.2%	35.2%	24.1%	36.4%	33.6%	30.0%	38.1%	36.8%	
Assistant professor	8.5%	10.0%	11.2%	3.4%	7.9%	9.1%	13.3%	12.2%	13.4%	
Lecturer	1.7%	2.4%	3.3%	3.4%	2.6%	3.1%	0.0%	2.2%	3.6%	
Instructor	16.9%	6.2%	5.2%	13.8%	4.0%	4.6%	20.0%	8.6%	5.9%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	59	290	688	29	151	351	30	139	337	
<b>What is your tenure status at this institution?</b>										
Tenured	71.7%	77.7%	78.8%	73.3%	81.6%	82.1%	70.0%	73.4%	75.4%	
On tenure track, but not tenured	5.0%	5.2%	8.4%	3.3%	4.6%	6.5%	6.7%	5.8%	10.4%	
Not on tenure track, but institution has tenure system	21.7%	16.8%	12.6%	20.0%	13.2%	11.1%	23.3%	20.9%	14.2%	
Institution has no tenure system	1.7%	0.3%	0.1%	3.3%	0.7%	0.3%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	60	291	689	30	152	352	30	139	337	
<b>Are you retired from this institution?</b>										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
<b>Total(n)</b>	60	290	688	30	151	351	30	139	337	
<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%	
<b>Total(n)</b>	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%	
<b>Total(n)</b>	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%	
<b>Total(n)</b>	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%	

Washburn 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	-	-	-	-	-	-	-	-	-	

Washburn 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	.	.	.	.	.	.	.	.	.	

Washburn 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)	60	291	689	30	152	352	30	139	337	
<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	-	-	-	-	-	-	-	-	-	

Washburn 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	-			-			-			



Washburn 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	-			-			-			

Washburn 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%	0.0%
Agree somewhat	0.0%	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%	0.0%
Strongly disagree	0.0%	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%	0.0%
Agree somewhat	0.0%	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%	0.0%
Strongly disagree	0.0%	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%	0.0%
Agree somewhat	0.0%	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%	0.0%
Strongly disagree	0.0%	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%	0.0%
Agree somewhat	0.0%	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%	0.0%
Strongly disagree	0.0%	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	-	-	-	-	-	-	-	-	-	

Washburn 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	0	0	0	0	0	0	0	0	
<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	45.0%	36.8%	31.9%	30.0%	34.2%	31.8%	60.0%	39.6%	32.0%	
Teaching	55.0%	54.3%	62.6%	70.0%	54.6%	61.9%	40.0%	54.0%	63.2%	
Research	0.0%	6.9%	3.2%	0.0%	9.2%	4.5%	0.0%	4.3%	1.8%	
Services to clients and patients	0.0%	1.4%	0.9%	0.0%	1.3%	0.6%	0.0%	1.4%	1.2%	
Other	0.0%	0.7%	1.5%	0.0%	0.7%	1.1%	0.0%	0.7%	1.8%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	23.5%	44.8%	36.8%	28.0%	48.6%	40.3%	19.2%	40.3%	33.0%	
Very important	45.1%	34.0%	36.3%	36.0%	29.2%	33.9%	53.8%	39.5%	39.0%	
Somewhat important	29.4%	19.4%	24.0%	36.0%	20.8%	23.3%	23.1%	17.7%	24.7%	
Not important	2.0%	1.9%	2.9%	0.0%	1.4%	2.4%	3.8%	2.4%	3.3%	
Total(n)	51	268	630	25	144	330	26	124	300	

Washburn 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	86.7%	76.9%	80.1%	86.7%	74.8%	79.8%	86.7%	79.1%	80.4%	
Very important	13.3%	22.4%	18.5%	13.3%	25.2%	19.4%	13.3%	19.4%	17.5%	
Somewhat important	0.0%	0.7%	1.5%	0.0%	0.0%	0.9%	0.0%	1.4%	2.1%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	60	290	688	30	151	351	30	139	337	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	26.9%	26.8%	25.0%	16.0%	25.0%	23.3%	37.0%	28.8%	26.9%	
Very important	53.8%	51.3%	54.8%	52.0%	47.2%	52.4%	55.6%	56.0%	57.4%	
Somewhat important	17.3%	20.1%	19.2%	28.0%	25.0%	22.7%	7.4%	14.4%	15.4%	
Not important	1.9%	1.9%	0.9%	4.0%	2.8%	1.5%	0.0%	0.8%	0.3%	
Total(n)	52	269	635	25	144	330	27	125	305	
<b>How many courses are you teaching this term?</b>										
Mean	3.12	2.94	3.18	3.30	2.88	3.14	2.93	3.01	3.22	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	3	3	3	2.00(a)	3	

Washburn 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)	60	291	689	30	152	352	30	139	337	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	1.40	1.28	1.34	1.60	1.33	1.36	1.20	1.22	1.32	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	2	1	1	1	1	1	
Total(n)	40	189	486	20	97	248	20	92	238	
<b>Courses required for an undergraduate major</b>										
Mean	1.82	1.81	1.99	2.10	1.91	2.06	1.58	1.70	1.91	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	1	2	2	
Total(n)	45	216	547	21	110	282	24	106	265	
<b>Other undergraduate credit courses</b>										
Mean	1.46	1.35	1.35	1.74	1.36	1.34	1.20	1.33	1.36	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	2	1	1	1	1	1	
Total(n)	39	176	442	19	92	228	20	84	214	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.03	1.06	1.04	1.07	1.05	1.03	1.00	1.07	1.06	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	34	157	401	15	81	206	19	76	195	
<b>Graduate courses</b>										
Mean	1.63	1.71	1.54	1.47	1.59	1.45	1.77	1.83	1.62	
Median	2	2	1	1	2	1	2	2	2	
Mode	1	2	1	1	1	1	2	2	1	
Total(n)	41	203	483	19	101	240	22	102	243	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.44	2.42	2.48	2.52	2.43	2.47	2.36	2.41	2.49	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	52	250	604	27	130	309	25	120	295	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.18	1.13	1.10	1.10	1.11	1.12	1.24	1.15	1.08	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	45	207	502	20	107	259	25	100	243	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	50.0%	32.4%	41.1%	33.3%	27.3%	41.0%	66.7%	40.0%	41.2%	

Washburn 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	16.7%	35.1%	27.4%	0.0%	40.9%	28.2%	33.3%	26.7%	26.5%	
Non-credit courses	0.0%	2.7%	2.7%	0.0%	4.5%	5.1%	0.0%	0.0%	0.0%	
I do not teach	33.3%	29.7%	28.8%	66.7%	27.3%	25.6%	0.0%	33.3%	32.4%	
Total(n)	6	37	73	3	22	39	3	15	34	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	76.7%	83.2%	88.5%	83.3%	82.9%	89.8%	70.0%	83.5%	87.2%	
No	23.3%	16.8%	11.5%	16.7%	17.1%	10.2%	30.0%	16.5%	12.8%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	52.5%	74.0%	60.9%	46.7%	74.7%	62.5%	58.6%	73.2%	59.2%	
No	47.5%	26.0%	39.1%	53.3%	25.3%	37.5%	41.4%	26.8%	40.8%	
Total(n)	59	288	680	30	150	347	29	138	333	
<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	17.2%	34.8%	28.5%	14.3%	35.1%	27.9%	20.0%	34.3%	29.2%	
To a large extent	20.7%	21.4%	20.5%	21.4%	18.9%	18.1%	20.0%	24.2%	23.1%	
To some extent	24.1%	24.8%	26.3%	21.4%	27.9%	29.8%	26.7%	21.2%	22.6%	
To a small extent	24.1%	13.8%	17.1%	21.4%	11.7%	15.8%	26.7%	16.2%	18.5%	
Not at all	13.8%	5.2%	7.6%	21.4%	6.3%	8.4%	6.7%	4.0%	6.7%	
Total(n)	29	210	410	14	111	215	15	99	195	
<b>Mentored graduate students</b>										
To a very large extent	32.3%	43.8%	36.7%	14.3%	41.4%	32.5%	47.1%	46.5%	41.2%	
To a large extent	19.4%	22.9%	24.1%	35.7%	23.4%	25.0%	5.9%	22.2%	23.2%	
To some extent	19.4%	20.5%	23.6%	14.3%	22.5%	24.5%	23.5%	18.2%	22.7%	
To a small extent	16.1%	7.6%	10.6%	21.4%	7.2%	11.8%	11.8%	8.1%	9.3%	
Not at all	12.9%	5.2%	4.9%	14.3%	5.4%	6.1%	11.8%	5.1%	3.6%	
Total(n)	31	210	406	14	111	212	17	99	194	
<b>Helped graduate students access professional networks</b>										
To a very large extent	6.9%	19.6%	15.6%	7.1%	18.0%	13.0%	6.7%	21.4%	18.6%	
To a large extent	27.6%	27.3%	25.9%	28.6%	28.8%	27.4%	26.7%	25.5%	24.2%	
To some extent	24.1%	26.3%	29.1%	14.3%	23.4%	28.4%	33.3%	29.6%	29.9%	
To a small extent	24.1%	16.3%	16.9%	21.4%	17.1%	17.2%	26.7%	15.3%	16.5%	
Not at all	17.2%	10.5%	12.5%	28.6%	12.6%	14.0%	6.7%	8.2%	10.8%	
Total(n)	29	209	409	14	111	215	15	98	194	
<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	0.0%	9.2%	7.2%	0.0%	12.0%	9.4%	0.0%	6.1%	4.7%	
To a large extent	3.4%	9.2%	7.7%	0.0%	11.1%	8.5%	6.3%	7.1%	6.7%	
To some extent	13.8%	14.6%	13.1%	15.4%	17.6%	13.7%	12.5%	11.2%	12.4%	

Washburn 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	3.4%	10.7%	12.3%	0.0%	8.3%	11.3%	6.3%	13.3%	13.5%	
Not at all	79.3%	56.3%	59.8%	84.6%	50.9%	57.1%	75.0%	62.2%	62.7%	
Total(n)	29	206	405	13	108	212	16	98	193	
<b>Published with graduate students</b>										
To a very large extent	3.4%	9.6%	6.9%	0.0%	12.6%	8.8%	6.7%	6.2%	4.7%	

Washburn 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	0.0%	14.4%	9.6%	0.0%	18.0%	11.2%	0.0%	10.3%	7.8%	
To some extent	10.3%	9.6%	10.6%	7.1%	9.9%	11.2%	13.3%	9.3%	9.9%	
To a small extent	10.3%	8.7%	9.6%	7.1%	7.2%	10.7%	13.3%	10.3%	8.3%	
Not at all	75.9%	57.7%	63.4%	85.7%	52.3%	58.1%	66.7%	63.9%	69.3%	
Total(n)	29	208	407	14	111	215	15	97	192	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	4.3%	3.2%	0.0%	5.5%	3.7%	0.0%	3.0%	2.6%	
To a large extent	0.0%	4.8%	4.2%	0.0%	5.5%	4.2%	0.0%	4.0%	4.1%	
To some extent	0.0%	11.5%	9.8%	0.0%	12.7%	11.7%	0.0%	10.1%	7.7%	
To a small extent	6.7%	7.7%	7.8%	0.0%	5.5%	7.9%	12.5%	10.1%	7.7%	
Not at all	93.3%	71.8%	75.1%	100.0%	70.9%	72.4%	87.5%	72.7%	77.9%	
Total(n)	30	209	409	14	110	214	16	99	195	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	2.48	2.86	2.62	2.57	2.84	2.59	2.41	2.89	2.65	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	1	2	2	2	2	2	
Total(n)	31	213	414	14	112	217	17	101	197	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	2.90	4.12	3.90	1.79	4.15	4.16	3.88	4.08	3.61	
Median	1	3	2	1	3	3	2	3	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	30	211	412	14	111	216	16	100	196	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	2.43	3.01	2.89	1.20	2.51	2.54	3.11	3.56	3.32	
Median	1	2	2	1	2	2	2	3	2	
Mode	1	1	1	1	1	1	1	1.00(a)	1	
Total(n)	14	135	244	5	71	136	9	64	108	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.94	3.09	2.46	1.21	3.21	2.52	2.53	2.95	2.39	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	31	209	406	14	109	210	17	100	196	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	2.25	2.79	2.60	1.00	2.63	2.28	3.00	2.97	2.95	
Median	1	2	2	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	8	84	135	3	46	71	5	38	64	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Strongly agree	3.8%	24.5%	18.4%	8.3%	22.7%	19.0%	0.0%	26.6%	17.8%	



Washburn 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	15.4%	31.9%	32.1%	16.7%	37.3%	37.0%	14.3%	25.5%	26.5%	
Disagree somewhat	38.5%	21.1%	25.0%	25.0%	20.9%	22.3%	50.0%	21.3%	28.1%	
Strongly disagree	42.3%	22.5%	24.5%	50.0%	19.1%	21.8%	35.7%	26.6%	27.6%	
Total(n)	26	204	396	12	110	211	14	94	185	
Mean	1.81	2.58	2.44	1.83	2.64	2.53	1.79	2.52	2.35	
Standard deviation	0.85	1.09	1.05	1.03	1.04	1.03	0.70	1.15	1.07	
Significance	-	***	**	-	*	*	-	*		
Effect size	-	-0.71	-0.60	-	-0.78	-0.68	-	-0.63	-0.52	
<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	31.0%	42.0%	33.8%	23.1%	39.1%	34.7%	37.5%	45.3%	32.8%	
Agree somewhat	20.7%	30.2%	29.3%	38.5%	32.7%	31.0%	6.3%	27.4%	27.4%	
Disagree somewhat	27.6%	14.6%	16.5%	15.4%	12.7%	16.0%	37.5%	16.8%	17.2%	
Strongly disagree	20.7%	13.2%	20.3%	23.1%	15.5%	18.3%	18.8%	10.5%	22.6%	
Total(n)	29	205	399	13	110	213	16	95	186	
Mean	2.62	3.01	2.77	2.62	2.95	2.82	2.63	3.07	2.70	
Standard deviation	1.15	1.05	1.12	1.12	1.07	1.10	1.20	1.02	1.15	
Significance	-			-			-			
Effect size	-	-0.37	-0.13	-	-0.31	-0.18	-	-0.43	-0.06	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	7.4%	9.4%	11.5%	0.0%	5.5%	10.9%	13.3%	14.1%	12.1%	
Agree somewhat	37.0%	24.3%	31.3%	41.7%	24.5%	28.0%	33.3%	23.9%	35.2%	
Disagree somewhat	37.0%	45.0%	39.4%	25.0%	45.5%	42.7%	46.7%	44.6%	35.7%	
Strongly disagree	18.5%	21.3%	17.8%	33.3%	24.5%	18.5%	6.7%	17.4%	17.0%	
Total(n)	27	202	393	12	110	211	15	92	182	
Mean	2.33	2.22	2.36	2.08	2.11	2.31	2.53	2.35	2.42	
Standard deviation	0.88	0.89	0.90	0.90	0.84	0.90	0.83	0.93	0.91	
Significance	-			-			-			
Effect size	-	0.12	-0.03	-	-0.04	-0.26	-	0.19	0.12	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	46.4%	50.3%	49.6%	58.3%	49.0%	45.2%	37.5%	51.6%	54.4%	
Agree somewhat	46.4%	44.0%	44.6%	25.0%	44.1%	47.2%	62.5%	44.0%	41.7%	
Disagree somewhat	0.0%	4.1%	4.0%	0.0%	3.9%	4.1%	0.0%	4.4%	3.9%	
Strongly disagree	7.1%	1.6%	1.9%	16.7%	2.9%	3.6%	0.0%	0.0%	0.0%	
Total(n)	28	193	377	12	102	197	16	91	180	
Mean	3.32	3.43	3.42	3.25	3.39	3.34	3.38	3.47	3.51	

Washburn 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	0.82	0.65	0.66	1.14	0.71	0.72	0.50	0.58	0.57	
Significance	-			-			-			
Effect size	-	-0.17	-0.15	-	-0.20	-0.13	-	-0.16	-0.23	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	3.8%	8.6%	6.9%	0.0%	8.4%	7.2%	7.1%	8.9%	6.6%	
Agree somewhat	42.3%	30.5%	28.3%	41.7%	29.0%	25.4%	42.9%	32.2%	31.7%	
Disagree somewhat	30.8%	23.4%	19.6%	25.0%	19.6%	19.1%	35.7%	27.8%	20.2%	
Strongly disagree	23.1%	37.6%	45.2%	33.3%	43.0%	48.3%	14.3%	31.1%	41.5%	
Total(n)	26	197	392	12	107	209	14	90	183	
Mean	2.27	2.10	1.97	2.08	2.03	1.91	2.43	2.19	2.03	
Standard deviation	0.87	1.01	1.01	0.90	1.03	1.01	0.85	0.98	1.00	
Significance	-			-			-			
Effect size	-	0.17	0.30	-	0.05	0.17	-	0.24	0.40	
<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	44.8%	54.9%	54.6%	30.8%	53.6%	50.9%	56.3%	56.3%	58.8%	
Agree somewhat	44.8%	37.9%	37.3%	53.8%	37.3%	39.2%	37.5%	38.5%	35.3%	
Disagree somewhat	3.4%	4.4%	4.8%	0.0%	4.5%	5.2%	6.3%	4.2%	4.3%	
Strongly disagree	6.9%	2.9%	3.3%	15.4%	4.5%	4.7%	0.0%	1.0%	1.6%	
Total(n)	29	206	399	13	110	212	16	96	187	
Mean	3.28	3.45	3.43	3.00	3.40	3.36	3.50	3.50	3.51	
Standard deviation	0.84	0.72	0.73	1.00	0.78	0.79	0.63	0.63	0.66	
Significance	-			-			-			
Effect size	-	-0.24	-0.21	-	-0.51	-0.46	-	0.00	-0.02	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	11.1%	19.1%	20.0%	0.0%	13.8%	15.3%	20.0%	25.3%	25.3%	
Agree somewhat	29.6%	33.8%	32.4%	41.7%	34.9%	34.9%	20.0%	32.6%	29.6%	
Disagree somewhat	33.3%	27.5%	27.8%	33.3%	28.4%	29.2%	33.3%	26.3%	26.3%	
Strongly disagree	25.9%	19.6%	19.7%	25.0%	22.9%	20.6%	26.7%	15.8%	18.8%	
Total(n)	27	204	395	12	109	209	15	95	186	
Mean	2.26	2.52	2.53	2.17	2.39	2.45	2.33	2.67	2.61	
Standard deviation	0.98	1.01	1.02	0.83	0.99	0.98	1.11	1.03	1.06	
Significance	-			-			-			
Effect size	-	-0.26	-0.26	-	-0.22	-0.29	-	-0.33	-0.26	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	37.0%	41.7%	41.0%	41.7%	40.7%	38.0%	33.3%	42.7%	44.4%	
Agree somewhat	55.6%	48.5%	50.6%	50.0%	49.1%	53.8%	60.0%	47.9%	47.1%	
Disagree somewhat	3.7%	8.3%	6.6%	0.0%	8.3%	5.8%	6.7%	8.3%	7.5%	
Strongly disagree	3.7%	1.5%	1.8%	8.3%	1.9%	2.4%	0.0%	1.0%	1.1%	
Total(n)	27	204	395	12	108	208	15	96	187	

Washburn 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	3.26	3.30	3.31	3.25	3.29	3.27	3.27	3.32	3.35	
Standard deviation	0.71	0.68	0.67	0.87	0.70	0.68	0.59	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	-0.06	-0.03	-	-0.07	-0.12	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	3.7%	3.4%	2.5%	0.0%	4.5%	2.4%	7.1%	2.1%	2.7%	
Agree somewhat	3.7%	21.0%	17.7%	0.0%	19.1%	18.5%	7.1%	23.2%	16.8%	
Disagree somewhat	22.2%	37.1%	35.1%	30.8%	38.2%	33.6%	14.3%	35.8%	36.8%	
Strongly disagree	70.4%	38.5%	44.7%	69.2%	38.2%	45.5%	71.4%	38.9%	43.8%	
Total(n)	27	205	396	13	110	211	14	95	185	
Mean	1.41	1.89	1.78	1.31	1.90	1.78	1.50	1.88	1.78	
Standard deviation	0.75	0.85	0.82	0.48	0.87	0.83	0.94	0.84	0.82	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.56	-0.45	-	-0.68	-0.57	-	-0.45	-0.34	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	78.6%	43.4%	48.2%	69.2%	38.5%	44.5%	86.7%	49.0%	52.4%	
Agree somewhat	14.3%	39.0%	36.4%	23.1%	45.0%	40.8%	6.7%	32.3%	31.6%	
Disagree somewhat	3.6%	14.6%	11.3%	0.0%	12.8%	10.9%	6.7%	16.7%	11.8%	
Strongly disagree	3.6%	2.9%	4.0%	7.7%	3.7%	3.8%	0.0%	2.1%	4.3%	
Total(n)	28	205	398	13	109	211	15	96	187	
Mean	3.68	3.23	3.29	3.54	3.18	3.26	3.80	3.28	3.32	
Standard deviation	0.72	0.81	0.82	0.88	0.80	0.80	0.56	0.82	0.84	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.56	0.48	-	0.45	0.35	-	0.63	0.57	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	65.5%	60.8%	63.6%	80.0%	61.6%	61.7%	50.0%	59.9%	65.7%	
Collaborated with the local community in research/teaching	66.7%	55.1%	60.6%	66.7%	52.3%	59.6%	66.7%	58.2%	61.7%	
Conducted research or writing focused on international/global issues	20.0%	32.2%	34.6%	23.3%	36.4%	36.3%	16.7%	27.5%	32.8%	

Washburn 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	20.7%	32.3%	31.6%	16.7%	28.5%	26.0%	25.0%	36.5%	37.5%	
Conducted research or writing focused on women and gender issues	18.6%	28.0%	29.1%	16.7%	20.9%	21.6%	20.7%	35.8%	37.0%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	10.3%	13.3%	13.4%	10.0%	8.7%	9.5%	10.7%	18.5%	17.5%	
Conducted research or writing focused on biomedical science fields	10.2%	20.6%	16.5%	13.3%	26.0%	20.2%	6.9%	14.5%	12.5%	
Engaged in academic research that spans multiple disciplines	57.9%	68.9%	70.6%	65.5%	73.5%	73.6%	50.0%	63.7%	67.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	54.2%	50.9%	55.4%	63.3%	50.7%	57.9%	44.8%	51.1%	52.7%	
Written research grants	29.8%	47.2%	43.2%	30.0%	47.7%	43.5%	29.6%	46.6%	42.9%	
Received funding for your work from foundations	28.1%	21.9%	22.6%	23.3%	23.3%	24.8%	33.3%	20.3%	20.2%	
Received funding for your work from state or federal government	22.0%	28.3%	27.4%	20.0%	27.5%	31.6%	24.1%	29.2%	23.0%	
Received funding for your work from business or industry	8.8%	12.0%	11.4%	10.0%	16.4%	15.0%	7.4%	6.8%	7.5%	
Total(n)	57	284	667	30	152	347	27	132	320	

Washburn 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	19.3%	15.4%	15.8%	37.9%	20.1%	16.0%	0.0%	10.3%	15.6%	
Taught an interdisciplinary course	36.8%	35.0%	39.9%	46.4%	35.6%	36.9%	27.6%	34.3%	43.0%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	15.8%	15.8%	15.3%	13.8%	10.8%	10.8%	17.9%	21.2%	19.9%	
Taught a service learning course	20.7%	17.7%	23.4%	21.4%	13.6%	17.8%	20.0%	22.2%	29.1%	
Taught a course exclusively online	52.6%	35.1%	41.9%	41.4%	29.3%	35.6%	64.3%	41.5%	48.5%	
Participated in organized activities around enhancing pedagogy and student learning	83.1%	73.5%	79.6%	79.3%	65.1%	72.6%	86.7%	82.6%	86.8%	
Taught a seminar for first-year students	17.5%	20.3%	19.2%	20.7%	20.7%	19.3%	14.3%	19.9%	19.1%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	87.9%	92.4%	93.4%	85.7%	89.3%	91.4%	90.0%	95.7%	95.5%	
Total(n)	58	289	685	28	150	348	30	139	337	
<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	6.9%	4.9%	6.0%	10.0%	5.3%	7.2%	3.6%	4.4%	4.8%	
To a large extent	6.9%	4.9%	5.1%	6.7%	4.7%	5.2%	7.1%	5.1%	5.1%	
To some extent	5.2%	9.4%	10.3%	6.7%	9.3%	11.5%	3.6%	9.6%	9.0%	
To a small extent	6.9%	6.6%	8.4%	6.7%	8.0%	9.5%	7.1%	5.1%	7.2%	
Not at all	74.1%	74.1%	70.1%	70.0%	72.7%	66.6%	78.6%	75.7%	73.9%	
Total(n)	58	286	680	30	150	347	28	136	333	
<b>Published with undergraduates</b>										
To a very large extent	0.0%	2.1%	2.0%	0.0%	1.4%	2.1%	0.0%	3.0%	1.8%	
To a large extent	0.0%	3.2%	3.5%	0.0%	2.0%	4.2%	0.0%	4.5%	2.8%	

Washburn 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	1.8%	8.2%	8.7%	0.0%	9.5%	10.1%	3.7%	6.7%	7.3%	
To a small extent	1.8%	6.7%	6.6%	0.0%	8.1%	8.9%	3.7%	5.2%	4.3%	
Not at all	96.5%	79.8%	79.2%	100.0%	79.1%	74.7%	92.6%	80.6%	83.8%	
Total(n)	57	282	663	30	148	336	27	134	327	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	3.4%	7.7%	9.7%	6.7%	8.6%	11.5%	0.0%	6.6%	7.9%	
To a large extent	8.6%	11.8%	10.1%	10.0%	15.2%	12.6%	7.1%	8.1%	7.6%	
To some extent	15.5%	18.1%	20.1%	13.3%	19.2%	23.8%	17.9%	16.9%	16.3%	
To a small extent	10.3%	11.8%	11.8%	10.0%	11.3%	11.2%	10.7%	12.5%	12.4%	
Not at all	62.1%	50.5%	48.2%	60.0%	45.7%	41.0%	64.3%	55.9%	55.9%	
Total(n)	58	287	680	30	151	349	28	136	331	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	8.5%	11.1%	13.0%	10.0%	8.6%	12.3%	6.9%	13.9%	13.8%	
To a large extent	15.3%	16.3%	15.4%	20.0%	17.2%	15.8%	10.3%	15.3%	15.0%	
To some extent	15.3%	18.4%	20.9%	20.0%	23.8%	23.5%	10.3%	12.4%	18.3%	
To a small extent	10.2%	12.2%	13.5%	10.0%	13.2%	14.3%	10.3%	10.9%	12.6%	
Not at all	50.8%	42.0%	37.2%	40.0%	37.1%	34.1%	62.1%	47.4%	40.4%	
Total(n)	59	288	683	30	151	349	29	137	334	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	23.3%	16.2%	20.6%	23.3%	15.1%	19.9%	23.3%	17.3%	21.4%	
Good	23.3%	39.9%	38.9%	30.0%	46.1%	41.8%	16.7%	33.1%	35.9%	
Fair	15.0%	14.4%	13.4%	13.3%	14.5%	13.9%	16.7%	14.4%	12.8%	
Poor	1.7%	0.3%	1.2%	0.0%	0.0%	1.1%	3.3%	0.7%	1.2%	
I have not worked with undergraduates on research projects	36.7%	29.2%	26.0%	33.3%	24.3%	23.3%	40.0%	34.5%	28.8%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>How many undergraduate students do you advise?</b>										
Mean	8.68	6.95	8.67	9.20	7.02	9.01	8.17	6.87	8.32	
Median	12	4	11	12	4	12	12	4	11	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	60	291	686	30	152	350	30	139	336	
<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	61.9%	56.3%	57.4%	60.9%	46.9%	46.9%	63.2%	67.9%	70.3%	
Occasionally	38.1%	35.6%	36.8%	39.1%	39.6%	43.4%	36.8%	30.8%	28.8%	
Not at All	0.0%	8.0%	5.7%	0.0%	13.5%	9.7%	0.0%	1.3%	0.9%	
Total(n)	42	174	470	23	96	258	19	78	212	
Mean	2.62	2.48	2.52	2.61	2.33	2.37	2.63	2.67	2.69	
Standard deviation	0.49	0.64	0.60	0.50	0.71	0.66	0.50	0.50	0.48	

Washburn 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	0.17	-	0.39	0.36	-	-0.08	-0.13	
<b>Helped them plan their course of study</b>										
Frequently	90.5%	70.1%	76.0%	91.3%	63.5%	72.1%	89.5%	78.2%	80.8%	
Occasionally	9.5%	23.6%	19.7%	8.7%	28.1%	22.5%	10.5%	17.9%	16.4%	
Not at All	0.0%	6.3%	4.2%	0.0%	8.3%	5.4%	0.0%	3.8%	2.8%	
Total(n)	42	174	471	23	96	258	19	78	213	
Mean	2.90	2.64	2.72	2.91	2.55	2.67	2.89	2.74	2.78	
Standard deviation	0.30	0.60	0.54	0.29	0.65	0.58	0.32	0.52	0.48	
Significance	-	**	*	-	*		-			
Effect size	-	0.43	0.33	-	0.55	0.41	-	0.29	0.23	
<b>Discussed their academic performance</b>										
Frequently	69.0%	62.9%	60.0%	60.9%	52.6%	52.7%	78.9%	75.6%	68.9%	
Occasionally	31.0%	34.3%	37.7%	39.1%	42.3%	43.4%	21.1%	24.4%	30.7%	
Not at All	0.0%	2.9%	2.3%	0.0%	5.2%	3.9%	0.0%	0.0%	0.5%	
Total(n)	42	175	470	23	97	258	19	78	212	
Mean	2.69	2.60	2.58	2.61	2.47	2.49	2.79	2.76	2.68	
Standard deviation	0.47	0.55	0.54	0.50	0.60	0.57	0.42	0.43	0.48	
Significance	-			-			-			
Effect size	-	0.16	0.20	-	0.23	0.21	-	0.07	0.23	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	53.7%	58.7%	63.0%	43.5%	55.2%	57.3%	66.7%	63.2%	70.0%	
Occasionally	46.3%	37.2%	34.0%	56.5%	40.6%	38.4%	33.3%	32.9%	28.6%	
Not at All	0.0%	4.1%	3.0%	0.0%	4.2%	4.3%	0.0%	3.9%	1.4%	
Total(n)	41	172	465	23	96	255	18	76	210	
Mean	2.54	2.55	2.60	2.43	2.51	2.53	2.67	2.59	2.69	
Standard deviation	0.50	0.58	0.55	0.51	0.58	0.58	0.49	0.57	0.50	
Significance	-			-			-			
Effect size	-	-0.02	-0.11	-	-0.14	-0.17	-	0.14	-0.04	
<b>Discussed career and post-graduation goals</b>										
Frequently	78.6%	76.6%	77.8%	69.6%	71.1%	73.1%	89.5%	83.3%	83.5%	
Occasionally	21.4%	22.3%	21.6%	30.4%	27.8%	26.2%	10.5%	15.4%	16.0%	
Not at All	0.0%	1.1%	0.6%	0.0%	1.0%	0.8%	0.0%	1.3%	0.5%	
Total(n)	42	175	472	23	97	260	19	78	212	
Mean	2.79	2.75	2.77	2.70	2.70	2.72	2.89	2.82	2.83	
Standard deviation	0.42	0.46	0.44	0.47	0.48	0.47	0.32	0.42	0.39	
Significance	-			-			-			
Effect size	-	0.09	0.05	-	0.00	-0.04	-	0.17	0.15	
<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	71.2%	56.6%	62.1%	69.0%	45.3%	53.9%	73.3%	69.1%	70.8%	
No	27.1%	40.6%	35.2%	27.6%	52.0%	43.3%	26.7%	27.9%	26.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not eligible	0.0%	0.7%	0.7%	0.0%	0.7%	1.1%	0.0%	0.7%	0.3%	
Not available	1.7%	2.1%	1.9%	3.4%	2.0%	1.7%	0.0%	2.2%	2.1%	
<b>Total(n)</b>	59	286	681	29	150	349	30	136	332	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	14.3%	13.7%	17.0%	7.1%	9.4%	13.8%	21.4%	18.5%	20.4%	
No	71.4%	75.0%	73.4%	71.4%	79.9%	76.4%	71.4%	69.6%	70.3%	
Not eligible	0.0%	1.8%	1.5%	0.0%	1.3%	0.9%	0.0%	2.2%	2.1%	
Not available	14.3%	9.5%	8.1%	21.4%	9.4%	8.9%	7.1%	9.6%	7.2%	
<b>Total(n)</b>	56	284	681	28	149	348	28	135	333	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	20.3%	9.4%	10.0%	13.3%	6.6%	7.7%	27.6%	12.5%	12.3%	
No	74.6%	84.0%	83.7%	80.0%	88.1%	86.6%	69.0%	79.4%	80.8%	
Not eligible	0.0%	1.4%	1.0%	0.0%	0.7%	0.6%	0.0%	2.2%	1.5%	
Not available	5.1%	5.2%	5.3%	6.7%	4.6%	5.1%	3.4%	5.9%	5.4%	
<b>Total(n)</b>	59	287	683	30	151	350	29	136	333	
<b>Paid sabbatical leave</b>										
Yes	5.3%	6.3%	8.0%	3.4%	8.7%	9.3%	7.1%	3.7%	6.6%	
No	73.7%	75.5%	74.5%	72.4%	78.7%	78.5%	75.0%	72.1%	70.4%	
Not eligible	8.8%	10.1%	11.8%	3.4%	5.3%	6.4%	14.3%	15.4%	17.4%	
Not available	12.3%	8.0%	5.8%	20.7%	7.3%	5.8%	3.6%	8.8%	5.7%	
<b>Total(n)</b>	57	286	678	29	150	344	28	136	334	
<b>Travel funds paid by the institution</b>										
Yes	83.1%	68.8%	75.7%	76.7%	62.9%	72.1%	89.7%	75.2%	79.4%	
No	11.9%	26.7%	21.4%	16.7%	33.8%	25.3%	6.9%	19.0%	17.3%	
Not eligible	1.7%	2.1%	1.3%	0.0%	0.7%	0.9%	3.4%	3.6%	1.8%	
Not available	3.4%	2.4%	1.6%	6.7%	2.6%	1.7%	0.0%	2.2%	1.5%	
<b>Total(n)</b>	59	288	683	30	151	348	29	137	335	
<b>Internal grants for research</b>										
Yes	24.1%	25.8%	31.3%	16.7%	22.4%	30.2%	32.1%	29.6%	32.4%	
No	69.0%	67.9%	64.8%	80.0%	73.7%	66.7%	57.1%	61.5%	62.8%	
Not eligible	1.7%	3.1%	2.3%	0.0%	2.6%	2.0%	3.6%	3.7%	2.7%	
Not available	5.2%	3.1%	1.6%	3.3%	1.3%	1.1%	7.1%	5.2%	2.1%	
<b>Total(n)</b>	58	287	684	30	152	351	28	135	333	
<b>Training for administrative leadership</b>										
Yes	35.6%	32.8%	37.9%	23.3%	31.3%	37.0%	48.3%	34.3%	38.8%	
No	59.3%	53.3%	52.6%	70.0%	58.0%	53.6%	48.3%	48.2%	51.6%	
Not eligible	0.0%	2.4%	1.9%	0.0%	1.3%	2.0%	0.0%	3.6%	1.8%	
Not available	5.1%	11.5%	7.6%	6.7%	9.3%	7.4%	3.4%	13.9%	7.8%	
<b>Total(n)</b>	59	287	684	30	150	349	29	137	335	
<b>Received incentives to develop new courses</b>										
Yes	29.3%	18.3%	20.1%	30.0%	18.1%	19.0%	28.6%	18.5%	21.3%	
No	56.9%	66.2%	66.8%	56.7%	69.8%	70.0%	57.1%	62.2%	63.4%	
Not eligible	3.4%	1.8%	1.3%	3.3%	2.0%	1.4%	3.6%	1.5%	1.2%	
Not available	10.3%	13.7%	11.8%	10.0%	10.1%	9.5%	10.7%	17.8%	14.1%	



Washburn 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)	58	284	680	30	149	347	28	135	333	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	27.1%	22.0%	25.2%	20.0%	18.0%	21.3%	34.5%	26.5%	29.2%	
No	61.0%	65.7%	65.4%	70.0%	72.7%	70.6%	51.7%	58.1%	59.9%	
Not eligible	3.4%	1.0%	1.3%	3.3%	0.7%	1.2%	3.4%	1.5%	1.5%	
Not available	8.5%	11.2%	8.1%	6.7%	8.7%	6.9%	10.3%	14.0%	9.3%	
Total(n)	59	286	679	30	150	347	29	136	332	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	24.1%	20.6%	30.5%	10.3%	14.2%	20.6%	37.9%	27.5%	40.6%	
No	63.8%	66.4%	59.9%	79.3%	77.0%	72.4%	48.3%	55.1%	47.2%	
Not eligible	3.4%	1.4%	0.7%	3.4%	0.7%	0.6%	3.4%	2.2%	0.9%	
Not available	8.6%	11.5%	8.8%	6.9%	8.1%	6.4%	10.3%	15.2%	11.3%	
Total(n)	58	286	679	29	148	344	29	138	335	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	23.7%	13.5%	13.5%	20.0%	9.9%	10.6%	27.6%	17.4%	16.5%	
1-2	18.6%	15.2%	17.3%	13.3%	9.3%	14.3%	24.1%	21.7%	20.4%	
3-4	11.9%	12.1%	15.4%	13.3%	13.9%	13.8%	10.3%	10.1%	17.1%	
5-10	28.8%	21.1%	21.8%	33.3%	25.2%	21.8%	24.1%	16.7%	21.9%	
11-20	11.9%	16.3%	16.8%	13.3%	12.6%	17.2%	10.3%	20.3%	16.5%	
21-50	5.1%	13.5%	10.2%	6.7%	16.6%	14.6%	3.4%	10.1%	5.7%	
51+	0.0%	8.3%	5.0%	0.0%	12.6%	7.7%	0.0%	3.6%	2.1%	
Total(n)	59	289	683	30	151	349	29	138	334	
Mean	3.02	3.85	3.62	3.27	4.21	3.95	2.76	3.46	3.27	
Standard deviation	1.55	1.84	1.72	1.55	1.82	1.77	1.53	1.79	1.59	
Significance	-	**	**	-	**	*	-	-	-	
Effect size	-	-0.45	-0.35	-	-0.52	-0.38	-	-0.39	-0.32	
<b>Chapters in edited volumes</b>										
None	58.9%	40.7%	43.0%	51.9%	40.6%	43.8%	65.5%	40.8%	42.2%	
1-2	28.6%	28.2%	30.5%	29.6%	21.7%	23.8%	27.6%	35.4%	37.5%	
3-4	8.9%	16.8%	14.0%	14.8%	20.3%	16.7%	3.4%	13.1%	11.3%	
5-10	0.0%	7.3%	7.8%	0.0%	9.8%	9.8%	0.0%	4.6%	5.6%	
11-20	3.6%	5.5%	3.7%	3.7%	6.3%	4.5%	3.4%	4.6%	2.8%	
21-50	0.0%	1.5%	0.9%	0.0%	1.4%	1.2%	0.0%	1.5%	0.6%	
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
Total(n)	56	273	656	27	143	336	29	130	320	
Mean	1.61	2.13	2.02	1.74	2.24	2.12	1.48	2.02	1.91	
Standard deviation	0.93	1.26	1.18	0.98	1.32	1.29	0.87	1.18	1.05	
Significance	-	**	*	-	-	-	-	*	*	
Effect size	-	-0.41	-0.35	-	-0.38	-0.29	-	-0.46	-0.41	

Washburn 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	68.4%	60.2%	64.3%	69.0%	57.2%	62.2%	67.9%	63.4%	66.6%	
1-2	22.8%	27.6%	25.8%	20.7%	27.6%	24.9%	25.0%	27.6%	26.7%	
3-4	7.0%	8.6%	6.6%	6.9%	11.0%	8.2%	7.1%	6.0%	4.9%	
5-10	1.8%	2.2%	2.1%	3.4%	2.8%	2.9%	0.0%	1.5%	1.2%	
11-20	0.0%	0.7%	0.7%	0.0%	0.7%	1.2%	0.0%	0.7%	0.3%	
21-50	0.0%	0.4%	0.3%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
51+	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	0.3%	
Total(n)	57	279	667	29	145	341	28	134	326	
Mean	1.42	1.58	1.51	1.45	1.64	1.58	1.39	1.51	1.43	
Standard deviation	0.71	0.90	0.84	0.78	0.92	0.92	0.63	0.88	0.74	
Significance	-			-			-			
Effect size	-	-0.18	-0.11	-	-0.21	-0.14	-	-0.14	-0.05	
<b>Other, such as patents or computer software products</b>										
None	79.2%	76.9%	77.8%	76.0%	71.1%	72.7%	82.1%	83.3%	83.3%	
1-2	9.4%	10.1%	11.6%	12.0%	13.4%	13.2%	7.1%	6.3%	9.9%	
3-4	3.8%	5.6%	4.3%	0.0%	7.0%	6.0%	7.1%	4.0%	2.6%	
5-10	5.7%	3.4%	3.1%	8.0%	3.5%	4.5%	3.6%	3.2%	1.6%	
11-20	0.0%	1.5%	1.4%	0.0%	1.4%	1.2%	0.0%	1.6%	1.6%	
21-50	1.9%	1.5%	0.9%	4.0%	2.8%	1.5%	0.0%	0.0%	0.3%	
51+	0.0%	1.1%	0.8%	0.0%	0.7%	0.9%	0.0%	1.6%	0.6%	
Total(n)	53	268	645	25	142	333	28	126	312	
Mean	1.43	1.51	1.44	1.56	1.62	1.56	1.32	1.40	1.32	
Standard deviation	1.03	1.18	1.05	1.26	1.24	1.16	0.77	1.09	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.01	-	-0.05	0.00	-	-0.07	0.00	
<b>In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	88.3%	86.3%	85.5%	83.3%	84.9%	86.3%	93.3%	87.8%	84.6%	
1-2	1.7%	2.1%	3.1%	3.3%	2.6%	2.6%	0.0%	1.4%	3.6%	
3-4	5.0%	4.5%	3.6%	6.7%	5.9%	3.7%	3.3%	2.9%	3.6%	
5-10	1.7%	3.4%	3.6%	3.3%	2.6%	2.8%	0.0%	4.3%	4.5%	
11-20	1.7%	1.4%	2.0%	0.0%	2.0%	1.7%	3.3%	0.7%	2.4%	
21+	1.7%	2.4%	2.2%	3.3%	2.0%	2.8%	0.0%	2.9%	1.5%	
Total(n)	60	291	688	30	152	351	30	139	337	
Mean	1.32	1.39	1.40	1.43	1.40	1.40	1.20	1.37	1.41	
Standard deviation	0.98	1.09	1.10	1.14	1.08	1.12	0.81	1.11	1.08	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	0.03	0.03	-	-0.15	-0.19	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	14.3%	31.3%	32.1%	20.0%	36.8%	28.2%	0.0%	23.1%	35.7%	

Washburn 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	28.6%	25.0%	29.6%	40.0%	31.6%	30.8%	0.0%	15.4%	28.6%		
3-4	42.9%	21.9%	19.8%	40.0%	21.1%	20.5%	50.0%	23.1%	19.0%		
5-10	14.3%	15.6%	13.6%	0.0%	5.3%	12.8%	50.0%	30.8%	14.3%		
11-20	0.0%	3.1%	3.7%	0.0%	5.3%	7.7%	0.0%	0.0%	0.0%		
21+	0.0%	3.1%	1.2%	0.0%	0.0%	0.0%	0.0%	7.7%	2.4%		
Total(n)	7	32	81	5	19	39	2	13	42		
Mean	2.57	2.44	2.31	2.20	2.11	2.41	3.50	2.92	2.21		
Standard deviation	0.98	1.34	1.23	0.84	1.15	1.25	0.71	1.50	1.22		
Significance	-			-			-				
Effect size	-	0.10	0.21	-	0.08	-0.17	-	0.39	1.06		
<b>How many these exhibitions or performances in the fine or applied arts were:</b>											
<b>Collaborative</b>											
None	0.0%	15.4%	7.3%	0.0%	22.7%	10.9%	0.0%	5.9%	4.0%		
1-2	42.9%	20.5%	31.3%	40.0%	18.2%	28.3%	50.0%	23.5%	34.0%		
3-4	42.9%	20.5%	15.6%	40.0%	22.7%	15.2%	50.0%	17.6%	16.0%		
5-10	0.0%	20.5%	19.8%	0.0%	13.6%	15.2%	0.0%	29.4%	24.0%		
11-20	14.3%	10.3%	14.6%	20.0%	13.6%	15.2%	0.0%	5.9%	14.0%		
21+	0.0%	12.8%	11.5%	0.0%	9.1%	15.2%	0.0%	17.6%	8.0%		
Total(n)	7	39	96	5	22	46	2	17	50		
Mean	2.86	3.28	3.38	3.00	3.05	3.41	2.50	3.59	3.34		
Standard deviation	1.07	1.61	1.52	1.22	1.65	1.65	0.71	1.54	1.39		
Significance	-			-			-				
Effect size	-	-0.26	-0.34	-	-0.03	-0.25	-	-0.71	-0.60		
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>											
None	36.7%	21.0%	22.4%	30.0%	17.8%	18.5%	43.3%	24.6%	26.5%		
1	28.3%	14.8%	14.6%	33.3%	15.1%	15.1%	23.3%	14.5%	14.0%		
2	8.3%	11.4%	16.7%	6.7%	10.5%	16.8%	10.0%	12.3%	16.7%		
3	8.3%	11.7%	12.8%	6.7%	13.2%	13.1%	10.0%	10.1%	12.5%		
4	6.7%	8.3%	9.6%	6.7%	7.9%	7.7%	6.7%	8.7%	11.6%		
5	3.3%	9.3%	6.6%	6.7%	11.8%	7.4%	0.0%	6.5%	5.7%		
6	1.7%	5.2%	4.5%	0.0%	5.3%	6.6%	3.3%	5.1%	2.4%		
7-10	5.0%	9.7%	7.3%	6.7%	7.2%	7.1%	3.3%	12.3%	7.4%		
More than 10	1.7%	8.6%	5.5%	3.3%	11.2%	7.7%	0.0%	5.8%	3.3%		
Total(n)	60	290	687	30	152	351	30	138	336		
Mean	2.72	4.20	3.80	3.00	4.38	4.07	2.43	4.00	3.52		
Standard deviation	2.12	2.68	2.46	2.35	2.68	2.55	1.87	2.68	2.34		
Significance	-	***	**	-	**	*	-	**	*		
Effect size	-	-0.55	-0.44	-	-0.51	-0.42	-	-0.59	-0.47		
<b>How many of these publications in the past three years have been solo-authored?</b>											
None	36.4%	40.8%	36.8%	21.1%	43.0%	39.6%	57.1%	38.1%	33.3%		
1	21.2%	27.2%	26.2%	31.6%	29.0%	23.6%	7.1%	25.0%	29.4%		
2	15.2%	8.9%	13.2%	10.5%	9.3%	13.2%	21.4%	8.3%	13.2%		

Washburn University	Total			Men			Women			CIRP Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
3	12.1%	7.3%	9.9%	15.8%	5.6%	9.6%	7.1%	9.5%	10.3%		
4	3.0%	4.2%	4.4%	0.0%	3.7%	4.4%	7.1%	4.8%	4.4%		
5	3.0%	4.2%	2.6%	5.3%	3.7%	2.0%	0.0%	4.8%	3.4%		
6	0.0%	1.0%	0.9%	0.0%	0.9%	1.2%	0.0%	1.2%	0.5%		
7-10	6.1%	3.1%	4.2%	10.5%	1.9%	4.4%	0.0%	4.8%	3.9%		
More than 10	3.0%	3.1%	1.8%	5.3%	2.8%	2.0%	0.0%	3.6%	1.5%		
Total(n)	33	191	454	19	107	250	14	84	204		
Mean	2.82	2.58	2.62	3.42	2.39	2.60	2.00	2.82	2.64		
Standard deviation	2.21	2.11	1.98	2.55	1.96	2.04	1.36	2.28	1.92		
Significance	-			-	*		-				
Effect size	-	0.11	0.10	-	0.53	0.40	-	-0.36	-0.33		
<b>How many of these publications in the past three years have been co-authored?</b>											
None	20.6%	12.5%	16.1%	38.9%	14.9%	17.1%	0.0%	9.5%	14.9%		
1	47.1%	21.3%	23.7%	44.4%	18.2%	21.5%	50.0%	25.3%	26.3%		
2	8.8%	15.7%	18.1%	0.0%	10.7%	14.9%	18.8%	22.1%	21.9%		
3	8.8%	12.0%	14.1%	11.1%	14.9%	16.0%	6.3%	8.4%	11.8%		
4	5.9%	7.9%	8.0%	0.0%	5.0%	6.2%	12.5%	11.6%	10.1%		
5	5.9%	10.2%	6.2%	5.6%	14.0%	8.0%	6.3%	5.3%	3.9%		
6	0.0%	3.7%	2.6%	0.0%	3.3%	2.9%	0.0%	4.2%	2.2%		
7-10	2.9%	8.8%	6.0%	0.0%	8.3%	5.1%	6.3%	9.5%	7.0%		
More than 10	0.0%	7.9%	5.4%	0.0%	10.7%	8.4%	0.0%	4.2%	1.8%		
Total(n)	34	216	503	18	121	275	16	95	228		
Mean	2.65	4.18	3.65	2.06	4.38	3.84	3.31	3.93	3.42		
Standard deviation	1.69	2.52	2.31	1.35	2.65	2.47	1.82	2.33	2.08		
Significance	-	***	*	-	***	**	-				
Effect size	-	-0.61	-0.43	-	-0.88	-0.72	-	-0.27	-0.05		
<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	8.6%	12.2%	10.1%	6.7%	13.8%	10.8%	10.7%	10.3%	9.3%		
1-4	22.4%	29.9%	25.9%	16.7%	28.9%	25.6%	28.6%	30.9%	26.2%		
5-8	41.4%	33.0%	32.6%	50.0%	34.2%	33.5%	32.1%	31.6%	31.6%		
9-12	17.2%	13.9%	21.6%	13.3%	12.5%	19.6%	21.4%	15.4%	23.8%		
13-16	6.9%	6.3%	5.3%	6.7%	5.9%	6.3%	7.1%	6.6%	4.2%		
17-20	1.7%	2.1%	1.9%	3.3%	1.3%	1.4%	0.0%	2.9%	2.4%		
21+	1.7%	2.8%	2.6%	3.3%	3.3%	2.8%	0.0%	2.2%	2.4%		
Total(n)	58	288	684	30	152	352	28	136	332		
Mean	3.03	2.90	3.02	3.20	2.85	3.01	2.86	2.95	3.04		
Standard deviation	1.21	1.34	1.30	1.30	1.36	1.31	1.11	1.33	1.28		
Significance	-			-			-				
Effect size	-	0.10	0.01	-	0.26	0.15	-	-0.07	-0.14		
<b>Preparing for teaching (including reading student papers and grading)</b>											
None	10.2%	11.0%	9.0%	10.0%	12.2%	9.4%	10.3%	9.6%	8.6%		
1-4	13.6%	23.3%	17.7%	10.0%	29.9%	20.8%	17.2%	16.2%	14.4%		

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-8	30.5%	25.1%	26.6%	33.3%	25.2%	26.4%	27.6%	25.0%	26.9%	
9-12	27.1%	21.6%	22.9%	30.0%	21.1%	24.0%	24.1%	22.1%	21.7%	
13-16	8.5%	9.9%	11.2%	10.0%	7.5%	9.7%	6.9%	12.5%	12.8%	
17-20	5.1%	4.6%	6.6%	0.0%	0.7%	4.7%	10.3%	8.8%	8.6%	
21+	5.1%	4.6%	6.0%	6.7%	3.4%	5.0%	3.4%	5.9%	7.0%	
Total(n)	59	283	668	30	147	341	29	136	327	
Mean	3.46	3.28	3.53	3.47	2.97	3.38	3.45	3.62	3.70	
Standard deviation	1.50	1.54	1.58	1.46	1.38	1.51	1.57	1.62	1.62	
Significance	-			-			-			
Effect size	-	0.12	-0.04	-	0.36	0.06	-	-0.10	-0.15	
<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	3.6%	4.2%	6.2%	0.0%	3.3%	6.0%	7.7%	5.3%	6.4%	
1-4	50.0%	50.2%	49.7%	60.0%	55.0%	51.4%	38.5%	44.7%	47.9%	
5-8	26.8%	27.6%	29.4%	26.7%	25.2%	28.9%	26.9%	30.3%	30.0%	
9-12	8.9%	11.0%	9.6%	6.7%	11.9%	8.6%	11.5%	9.8%	10.6%	
13-16	7.1%	4.2%	3.2%	6.7%	2.6%	3.4%	7.7%	6.1%	3.0%	
17-20	1.8%	1.8%	1.0%	0.0%	2.0%	1.4%	3.8%	1.5%	0.6%	
21+	1.8%	1.1%	0.9%	0.0%	0.0%	0.3%	3.8%	2.3%	1.5%	
Total(n)	56	283	680	30	151	350	26	132	330	
Mean	2.79	2.70	2.61	2.60	2.62	2.57	3.00	2.80	2.64	
Standard deviation	1.20	1.09	1.02	0.89	0.97	0.99	1.47	1.21	1.06	
Significance	-			-			-			
Effect size	-	0.08	0.18	-	-0.02	0.03	-	0.17	0.34	
<b>Committee work and meetings</b>										
None	3.4%	1.4%	1.6%	3.3%	1.3%	2.0%	3.4%	1.5%	1.2%	
1-4	39.0%	29.8%	28.2%	53.3%	34.2%	32.6%	24.1%	24.8%	23.6%	
5-8	27.1%	28.4%	30.9%	23.3%	28.2%	28.5%	31.0%	28.6%	33.4%	
9-12	10.2%	18.1%	16.9%	10.0%	15.4%	15.0%	10.3%	21.1%	19.0%	
13-16	8.5%	9.2%	10.7%	3.3%	8.7%	11.0%	13.8%	9.8%	10.4%	
17-20	3.4%	8.2%	7.0%	0.0%	8.7%	7.2%	6.9%	7.5%	6.7%	
21+	8.5%	5.0%	4.6%	6.7%	3.4%	3.7%	10.3%	6.8%	5.5%	
Total(n)	59	282	673	30	149	347	29	133	326	
Mean	3.25	3.48	3.46	2.83	3.36	3.37	3.69	3.62	3.56	
Standard deviation	1.61	1.49	1.45	1.42	1.45	1.45	1.71	1.52	1.44	
Significance	-			-			-			
Effect size	-	-0.15	-0.14	-	-0.37	-0.37	-	0.05	0.09	
<b>Research and scholarly writing</b>										
None	29.8%	17.5%	16.3%	33.3%	17.2%	16.7%	25.9%	17.9%	15.8%	
1-4	42.1%	40.7%	46.4%	36.7%	33.8%	40.9%	48.1%	48.5%	52.3%	
5-8	17.5%	17.5%	18.8%	16.7%	18.5%	20.2%	18.5%	16.4%	17.3%	
9-12	3.5%	9.8%	8.9%	3.3%	9.3%	9.2%	3.7%	10.4%	8.5%	
13-16	3.5%	4.2%	3.4%	6.7%	6.6%	4.3%	0.0%	1.5%	2.4%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
17-20	1.8%	4.2%	2.5%	0.0%	5.3%	3.2%	3.7%	3.0%	1.8%	
21+	1.8%	6.0%	3.7%	3.3%	9.3%	5.5%	0.0%	2.2%	1.8%	
Total(n)	57	285	676	30	151	347	27	134	329	
Mean	2.21	2.79	2.59	2.27	3.07	2.75	2.15	2.47	2.42	
Standard deviation	1.28	1.64	1.41	1.44	1.83	1.56	1.10	1.31	1.21	
Significance	-	*	*	-	*		-			
Effect size	-	-0.35	-0.27	-	-0.44	-0.31	-	-0.24	-0.22	
<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	57.1%	63.8%	62.6%	46.4%	59.3%	58.7%	67.9%	68.8%	66.7%	
1-4	28.6%	21.6%	22.3%	35.7%	25.0%	25.1%	21.4%	18.0%	19.5%	
5-8	10.7%	7.8%	7.8%	10.7%	7.9%	7.6%	10.7%	7.8%	7.9%	
9-12	1.8%	2.6%	2.8%	3.6%	2.9%	4.0%	0.0%	2.3%	1.6%	
13-16	0.0%	2.2%	2.5%	0.0%	2.1%	2.1%	0.0%	2.3%	2.8%	
17-20	1.8%	1.1%	1.4%	3.6%	1.4%	1.5%	0.0%	0.8%	1.3%	
21+	0.0%	0.7%	0.6%	0.0%	1.4%	0.9%	0.0%	0.0%	0.3%	
Total(n)	56	268	645	28	140	327	28	128	318	
Mean	1.64	1.64	1.67	1.86	1.74	1.74	1.43	1.54	1.59	
Standard deviation	0.96	1.12	1.14	1.15	1.23	1.19	0.69	1.00	1.09	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.10	0.10	-	-0.11	-0.15	
<b>Community or public service</b>										
None	18.6%	30.8%	27.9%	20.0%	34.4%	32.3%	17.2%	26.7%	23.2%	
1-4	61.0%	51.4%	53.4%	56.7%	49.0%	49.1%	65.5%	54.1%	57.8%	
5-8	11.9%	12.2%	13.2%	13.3%	11.3%	13.4%	10.3%	13.3%	13.0%	
9-12	6.8%	3.8%	3.7%	6.7%	4.0%	3.7%	6.9%	3.7%	3.6%	
13-16	1.7%	0.7%	1.2%	3.3%	0.7%	0.9%	0.0%	0.7%	1.5%	
17-20	0.0%	1.0%	0.4%	0.0%	0.7%	0.3%	0.0%	1.5%	0.6%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	59	286	682	30	151	350	29	135	332	
Mean	2.12	1.95	1.99	2.17	1.89	1.94	2.07	2.02	2.05	
Standard deviation	0.85	0.90	0.90	0.95	0.88	0.89	0.75	0.93	0.90	
Significance	-			-			-			
Effect size	-	0.19	0.14	-	0.32	0.26	-	0.05	0.02	
<b>Outside consulting/freelance work</b>										
None	80.7%	73.6%	71.0%	75.9%	70.5%	68.3%	85.7%	77.1%	73.8%	
1-4	15.8%	18.4%	22.7%	17.2%	21.2%	24.1%	14.3%	15.3%	21.2%	
5-8	0.0%	5.1%	4.6%	0.0%	4.1%	5.2%	0.0%	6.1%	4.0%	
9-12	1.8%	2.2%	0.9%	3.4%	2.7%	1.2%	0.0%	1.5%	0.6%	
13-16	1.8%	0.7%	0.7%	3.4%	1.4%	1.2%	0.0%	0.0%	0.3%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	57	277	669	29	146	344	28	131	325	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	1.28	1.38	1.38	1.41	1.43	1.43	1.14	1.32	1.32	
Standard deviation	0.73	0.75	0.69	0.95	0.81	0.75	0.36	0.66	0.61	
Significance	-			-			-			
Effect size	-	-0.13	-0.14	-	-0.02	-0.03	-	-0.27	-0.30	
<b>Household/childcare duties</b>										
None	20.3%	13.5%	11.8%	23.3%	17.2%	14.9%	17.2%	9.5%	8.7%	
1-4	11.9%	15.3%	17.0%	10.0%	17.2%	18.6%	13.8%	13.1%	15.2%	
5-8	35.6%	27.1%	24.3%	40.0%	26.5%	23.5%	31.0%	27.7%	25.1%	
9-12	8.5%	13.9%	16.1%	3.3%	13.2%	16.6%	13.8%	14.6%	15.5%	
13-16	8.5%	7.6%	7.2%	10.0%	7.3%	7.2%	6.9%	8.0%	7.2%	
17-20	5.1%	6.3%	7.2%	3.3%	5.3%	5.2%	6.9%	7.3%	9.3%	
21+	10.2%	16.3%	16.5%	10.0%	13.2%	14.0%	10.3%	19.7%	19.1%	
Total(n)	59	288	684	30	151	349	29	137	335	
Mean	3.29	3.71	3.77	3.17	3.45	3.54	3.41	3.99	4.01	
Standard deviation	1.85	1.96	1.95	1.86	1.92	1.91	1.86	1.96	1.95	
Significance	-			-			-			
Effect size	-	-0.21	-0.25	-	-0.15	-0.19	-	-0.30	-0.31	
<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	84.2%	82.7%	81.8%	89.3%	85.5%	86.2%	79.3%	79.7%	77.2%	
1-4	8.8%	9.0%	9.8%	10.7%	9.7%	7.9%	6.9%	8.3%	11.7%	
5-8	0.0%	4.3%	3.9%	0.0%	2.8%	2.4%	0.0%	6.0%	5.6%	
9-12	3.5%	1.4%	1.4%	0.0%	0.0%	0.9%	6.9%	3.0%	1.9%	
13-16	1.8%	1.1%	0.8%	0.0%	1.4%	0.9%	3.4%	0.8%	0.6%	
17-20	1.8%	1.1%	1.5%	0.0%	0.7%	1.2%	3.4%	1.5%	1.9%	
21+	0.0%	0.4%	0.9%	0.0%	0.0%	0.6%	0.0%	0.8%	1.2%	
Total(n)	57	278	664	28	145	340	29	133	324	
Mean	1.35	1.34	1.38	1.11	1.24	1.28	1.59	1.44	1.48	
Standard deviation	1.01	0.92	1.03	0.31	0.74	0.91	1.35	1.08	1.14	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	-0.18	-0.19	-	0.14	0.10	
<b>Other employment, outside of academia</b>										
None	93.0%	91.0%	92.5%	93.1%	87.8%	91.0%	92.9%	94.6%	94.1%	
1-4	5.3%	4.7%	3.4%	3.4%	6.8%	4.3%	7.1%	2.3%	2.5%	
5-8	1.8%	2.5%	2.1%	3.4%	2.7%	2.6%	0.0%	2.3%	1.5%	
9-12	0.0%	1.1%	1.0%	0.0%	1.4%	0.9%	0.0%	0.8%	1.2%	
13-16	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
17-20	0.0%	0.4%	0.3%	0.0%	0.7%	0.3%	0.0%	0.0%	0.3%	
21+	0.0%	0.4%	0.3%	0.0%	0.7%	0.3%	0.0%	0.0%	0.3%	
Total(n)	57	278	668	29	148	345	28	130	323	
Mean	1.09	1.17	1.15	1.10	1.24	1.18	1.07	1.09	1.13	
Standard deviation	0.34	0.66	0.65	0.41	0.81	0.68	0.26	0.42	0.61	
Significance	-			-			-			

Washburn 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	-	-0.12	-0.09	-	-0.17	-0.12	-	-0.05	-0.10	
<b>Personal time</b>										
None	0.0%	2.1%	1.9%	0.0%	1.3%	1.7%	0.0%	2.9%	2.1%	
1-4	25.0%	29.3%	28.2%	20.0%	24.8%	24.5%	30.0%	34.1%	32.0%	
5-8	40.0%	34.1%	32.7%	36.7%	29.5%	30.8%	43.3%	39.1%	34.7%	
9-12	16.7%	18.8%	20.4%	23.3%	25.5%	24.2%	10.0%	11.6%	16.5%	
13-16	10.0%	7.7%	8.4%	10.0%	8.7%	8.9%	10.0%	6.5%	7.8%	
17-20	8.3%	5.6%	5.1%	10.0%	6.7%	5.5%	6.7%	4.3%	4.8%	
21+	0.0%	2.4%	3.2%	0.0%	3.4%	4.3%	0.0%	1.4%	2.1%	
Total(n)	60	287	681	30	149	347	30	138	334	
Mean	3.37	3.27	3.33	3.53	3.49	3.48	3.20	3.04	3.19	
Standard deviation	1.21	1.30	1.33	1.22	1.35	1.37	1.19	1.21	1.27	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.03	0.04	-	0.13	0.01	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	77.2%	78.8%	86.3%	80.0%	76.9%	86.3%	74.1%	80.9%	86.4%	
Occasionally	5.3%	6.5%	5.0%	6.7%	8.2%	6.1%	3.7%	4.6%	3.7%	
Not at all	17.5%	14.7%	8.7%	13.3%	15.0%	7.6%	22.2%	14.5%	9.9%	
Total(n)	57	278	666	30	147	342	27	131	324	
Mean	2.60	2.64	2.78	2.67	2.62	2.79	2.52	2.66	2.77	
Standard deviation	0.78	0.73	0.59	0.71	0.73	0.57	0.85	0.72	0.62	
Significance	-		*	-			-			
Effect size	-	-0.05	-0.31	-	0.07	-0.21	-	-0.19	-0.40	
<b>Support their opinions with a logical argument</b>										
Frequently	68.4%	69.2%	74.4%	70.0%	64.4%	71.0%	66.7%	74.6%	78.0%	
Occasionally	14.0%	15.9%	16.5%	16.7%	19.9%	20.7%	11.1%	11.5%	12.1%	
Not at all	17.5%	14.9%	9.1%	13.3%	15.8%	8.3%	22.2%	13.8%	9.9%	
Total(n)	57	276	660	30	146	338	27	130	322	
Mean	2.51	2.54	2.65	2.57	2.49	2.63	2.44	2.61	2.68	
Standard deviation	0.78	0.74	0.64	0.73	0.75	0.63	0.85	0.72	0.65	
Significance	-			-			-			
Effect size	-	-0.04	-0.22	-	0.11	-0.10	-	-0.24	-0.37	
<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	57.9%	62.2%	70.6%	53.3%	56.1%	67.4%	63.0%	69.3%	74.1%	
Occasionally	26.3%	24.0%	20.9%	33.3%	29.1%	25.0%	18.5%	18.1%	16.6%	
Not at all	15.8%	13.8%	8.5%	13.3%	14.9%	7.6%	18.5%	12.6%	9.4%	
Total(n)	57	275	660	30	148	340	27	127	320	
Mean	2.42	2.48	2.62	2.40	2.41	2.60	2.44	2.57	2.65	
Standard deviation	0.75	0.73	0.64	0.72	0.74	0.63	0.80	0.71	0.65	
Significance	-		*	-			-			
Effect size	-	-0.08	-0.31	-	-0.01	-0.32	-	-0.18	-0.32	



Washburn 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>Analyze multiple sources of information before coming to a conclusion</b>	58.6%	61.9%	66.0%	46.7%	55.4%	62.9%	71.4%	69.2%	69.3%	
Occasionally	20.7%	22.7%	24.2%	33.3%	27.0%	27.5%	7.1%	17.7%	20.8%	
Not at all	20.7%	15.5%	9.8%	20.0%	17.6%	9.6%	21.4%	13.1%	9.9%	
Total(n)	58	278	664	30	148	342	28	130	322	
Mean	2.38	2.46	2.56	2.27	2.38	2.53	2.50	2.56	2.59	
Standard deviation	0.81	0.75	0.67	0.78	0.77	0.67	0.84	0.72	0.66	
Significance	-			-		*	-			
Effect size	-	-0.11	-0.27	-	-0.14	-0.39	-	-0.08	-0.14	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	57.9%	64.7%	68.9%	56.7%	59.6%	66.2%	59.3%	70.5%	71.8%	
Occasionally	22.8%	20.7%	22.2%	26.7%	24.7%	25.9%	18.5%	16.3%	18.3%	
Not at all	19.3%	14.5%	8.9%	16.7%	15.8%	7.9%	22.2%	13.2%	9.9%	
Total(n)	57	275	663	30	146	340	27	129	323	
Mean	2.39	2.50	2.60	2.40	2.44	2.58	2.37	2.57	2.62	
Standard deviation	0.80	0.74	0.65	0.77	0.75	0.64	0.84	0.72	0.66	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.32	-	-0.05	-0.28	-	-0.28	-0.38	
<b>Take risks for potential gains</b>										
Frequently	29.6%	31.0%	39.7%	26.9%	26.4%	34.2%	32.1%	35.9%	45.3%	
Occasionally	40.7%	44.8%	41.8%	46.2%	47.1%	46.8%	35.7%	42.2%	36.6%	
Not at all	29.6%	24.3%	18.5%	26.9%	26.4%	18.9%	32.1%	21.9%	18.0%	
Total(n)	54	268	655	26	140	333	28	128	322	
Mean	2.00	2.07	2.21	2.00	2.00	2.15	2.00	2.14	2.27	
Standard deviation	0.78	0.74	0.73	0.75	0.73	0.71	0.82	0.75	0.75	
Significance	-		*	-			-			
Effect size	-	-0.09	-0.29	-	0.00	-0.21	-	-0.19	-0.36	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	52.6%	57.7%	64.5%	46.7%	51.0%	60.9%	59.3%	65.4%	68.2%	
Occasionally	28.1%	29.0%	26.7%	36.7%	34.9%	30.9%	18.5%	22.3%	22.2%	
Not at all	19.3%	13.3%	8.8%	16.7%	14.1%	8.2%	22.2%	12.3%	9.6%	
Total(n)	57	279	667	30	149	343	27	130	324	
Mean	2.33	2.44	2.56	2.30	2.37	2.53	2.37	2.53	2.59	
Standard deviation	0.79	0.72	0.65	0.75	0.72	0.64	0.84	0.71	0.66	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.35	-	-0.10	-0.36	-	-0.23	-0.33	
<b>Look up scientific research articles and resources</b>										
Frequently	39.7%	51.3%	54.1%	23.3%	49.0%	52.3%	57.1%	53.9%	56.1%	
Occasionally	32.8%	27.3%	28.2%	50.0%	30.6%	32.2%	14.3%	23.4%	24.0%	
Not at all	27.6%	21.5%	17.6%	26.7%	20.4%	15.5%	28.6%	22.7%	19.9%	
Total(n)	58	275	663	30	147	342	28	128	321	
Mean	2.12	2.30	2.37	1.97	2.29	2.37	2.29	2.31	2.36	
Standard deviation	0.82	0.80	0.77	0.72	0.79	0.74	0.90	0.82	0.79	
Significance	-		*	-	*	**	-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.23	-0.32	-	-0.41	-0.54	-	-0.02	-0.09	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	42.6%	49.8%	52.3%	44.8%	49.0%	49.7%	40.0%	50.8%	55.0%	
Occasionally	38.9%	34.8%	37.0%	37.9%	34.7%	40.3%	40.0%	34.9%	33.4%	
Not at all	18.5%	15.4%	10.8%	17.2%	16.3%	10.0%	20.0%	14.3%	11.6%	
Total(n)	54	273	660	29	147	340	25	126	320	
Mean	2.24	2.34	2.42	2.28	2.33	2.40	2.20	2.37	2.43	
Standard deviation	0.75	0.73	0.68	0.75	0.74	0.66	0.76	0.72	0.69	
Significance	-			-			-			
Effect size	-	-0.14	-0.26	-	-0.07	-0.18	-	-0.24	-0.33	
<b>Accept mistakes as part of the learning process</b>										
Frequently	61.4%	65.1%	71.2%	53.3%	57.4%	67.1%	70.4%	73.8%	75.6%	
Occasionally	22.8%	21.2%	20.5%	30.0%	25.7%	24.2%	14.8%	16.2%	16.6%	
Not at all	15.8%	13.7%	8.3%	16.7%	16.9%	8.7%	14.8%	10.0%	7.8%	
Total(n)	57	278	663	30	148	343	27	130	320	
Mean	2.46	2.51	2.63	2.37	2.41	2.58	2.56	2.64	2.68	
Standard deviation	0.76	0.72	0.63	0.76	0.76	0.65	0.75	0.66	0.61	
Significance	-			-			-			
Effect size	-	-0.07	-0.27	-	-0.05	-0.32	-	-0.12	-0.20	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	47.3%	48.9%	55.8%	37.9%	41.5%	47.8%	57.7%	57.5%	64.4%	
Occasionally	34.5%	33.2%	31.8%	44.8%	37.4%	39.3%	23.1%	28.3%	23.8%	
Not at all	18.2%	17.9%	12.4%	17.2%	21.1%	12.9%	19.2%	14.2%	11.9%	
Total(n)	55	274	661	29	147	341	26	127	320	
Mean	2.29	2.31	2.43	2.21	2.20	2.35	2.38	2.43	2.53	
Standard deviation	0.76	0.76	0.70	0.73	0.77	0.70	0.80	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.03	-0.20	-	0.01	-0.20	-	-0.07	-0.21	
<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	59.6%	61.8%	64.0%	46.7%	51.7%	56.2%	74.1%	73.1%	72.1%	
Occasionally	29.8%	24.7%	26.7%	43.3%	32.2%	31.9%	14.8%	16.4%	21.2%	
Not at all	10.5%	13.4%	9.3%	10.0%	16.1%	11.9%	11.1%	10.4%	6.7%	
Total(n)	57	283	675	30	149	345	27	134	330	
Mean	2.49	2.48	2.55	2.37	2.36	2.44	2.63	2.63	2.65	
Standard deviation	0.68	0.72	0.66	0.67	0.75	0.70	0.69	0.67	0.60	
Significance	-			-			-			
Effect size	-	0.01	-0.09	-	0.01	-0.10	-	0.00	-0.03	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	46.6%	46.5%	52.3%	40.0%	37.3%	45.4%	53.6%	56.7%	59.6%	

Washburn 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	37.9%	38.0%	34.2%	40.0%	40.7%	36.4%	35.7%	35.1%	31.8%	
Not at all	15.5%	15.5%	13.5%	20.0%	22.0%	18.2%	10.7%	8.2%	8.6%	
Total(n)	58	284	673	30	150	346	28	134	327	
Mean	2.31	2.31	2.39	2.20	2.15	2.27	2.43	2.49	2.51	
Standard deviation	0.73	0.72	0.71	0.76	0.76	0.75	0.69	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.00	-0.11	-	0.07	-0.09	-	-0.09	-0.12	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	52.6%	44.7%	47.7%	40.0%	33.3%	38.5%	66.7%	57.6%	57.5%	
Occasionally	33.3%	36.9%	37.3%	43.3%	43.3%	43.1%	22.2%	29.5%	31.2%	
Not at all	14.0%	18.4%	15.0%	16.7%	23.3%	18.4%	11.1%	12.9%	11.3%	
Total(n)	57	282	675	30	150	348	27	132	327	
Mean	2.39	2.26	2.33	2.23	2.10	2.20	2.56	2.45	2.46	
Standard deviation	0.73	0.75	0.72	0.73	0.75	0.73	0.70	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.17	0.08	-	0.17	0.04	-	0.15	0.14	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	28.1%	26.9%	27.5%	24.1%	31.1%	35.0%	32.1%	22.2%	19.6%	
Occasionally	38.6%	35.7%	35.5%	34.5%	32.4%	33.8%	42.9%	39.3%	37.2%	
Not at all	33.3%	37.5%	37.1%	41.4%	36.5%	31.2%	25.0%	38.5%	43.2%	
Total(n)	57	283	677	29	148	346	28	135	331	
Mean	1.95	1.89	1.90	1.83	1.95	2.04	2.07	1.84	1.76	
Standard deviation	0.79	0.80	0.80	0.80	0.82	0.81	0.77	0.76	0.76	
Significance	-			-			-		*	
Effect size	-	0.08	0.06	-	-0.15	-0.26	-	0.30	0.41	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	70.7%	72.8%	74.5%	63.3%	65.1%	69.2%	78.6%	81.3%	80.1%	
Most	12.1%	12.7%	13.2%	16.7%	16.1%	15.6%	7.1%	9.0%	10.7%	
Some	12.1%	9.5%	9.3%	13.3%	12.1%	11.5%	10.7%	6.7%	7.0%	
None	5.2%	4.9%	3.0%	6.7%	6.7%	3.7%	3.6%	3.0%	2.1%	
Total(n)	58	283	674	30	149	347	28	134	327	
Mean	3.48	3.53	3.59	3.37	3.40	3.50	3.61	3.69	3.69	
Standard deviation	0.90	0.86	0.78	0.96	0.94	0.84	0.83	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.06	-0.14	-	-0.03	-0.15	-	-0.11	-0.11	
<b>Cooperative learning (small groups)</b>										
All	35.6%	46.5%	50.8%	30.0%	38.8%	45.7%	41.4%	54.8%	56.2%	
Most	30.5%	22.3%	21.8%	23.3%	19.7%	19.6%	37.9%	25.2%	24.1%	
Some	20.3%	20.9%	20.2%	26.7%	28.6%	26.1%	13.8%	12.6%	13.9%	
None	13.6%	10.3%	7.2%	20.0%	12.9%	8.5%	6.9%	7.4%	5.9%	
Total(n)	59	282	665	30	147	341	29	135	324	
Mean	2.88	3.05	3.16	2.63	2.84	3.03	3.14	3.27	3.31	
Standard deviation	1.05	1.04	0.99	1.13	1.08	1.03	0.92	0.95	0.92	

Washburn 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	-	-0.16	-0.28	-	-0.19	-0.39	-	-0.14	-0.18	
<b>Experiential learning/Field studies</b>										
All	24.6%	22.4%	23.4%	24.1%	19.0%	21.8%	25.0%	26.1%	25.0%	
Most	10.5%	12.8%	17.3%	3.4%	10.2%	14.8%	17.9%	15.7%	19.8%	
Some	35.1%	29.9%	32.1%	41.4%	29.3%	30.8%	28.6%	30.6%	33.5%	
None	29.8%	34.9%	27.2%	31.0%	41.5%	32.6%	28.6%	27.6%	21.6%	
Total(n)	57	281	672	29	147	344	28	134	328	
Mean	2.30	2.23	2.37	2.21	2.07	2.26	2.39	2.40	2.48	
Standard deviation	1.15	1.15	1.12	1.15	1.13	1.13	1.17	1.15	1.09	
Significance	-			-			-			
Effect size	-	0.06	-0.06	-	0.12	-0.04	-	-0.01	-0.08	
<b>Performances/Demonstrations</b>										
All	32.2%	23.0%	21.0%	33.3%	19.5%	18.6%	31.0%	27.1%	23.7%	
Most	11.9%	13.5%	17.4%	3.3%	12.8%	18.3%	20.7%	14.3%	16.5%	
Some	25.4%	27.7%	27.3%	23.3%	28.2%	27.0%	27.6%	27.1%	27.7%	
None	30.5%	35.8%	34.2%	40.0%	39.6%	36.2%	20.7%	31.6%	32.1%	
Total(n)	59	282	666	30	149	345	29	133	321	
Mean	2.46	2.24	2.25	2.30	2.12	2.19	2.62	2.37	2.32	
Standard deviation	1.24	1.17	1.14	1.32	1.14	1.12	1.15	1.19	1.16	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.16	0.10	-	0.21	0.26	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	31.6%	23.0%	26.0%	26.7%	22.1%	23.7%	37.0%	24.1%	28.4%	
Most	15.8%	20.9%	22.6%	3.3%	17.4%	18.8%	29.6%	24.8%	26.6%	
Some	29.8%	35.1%	34.2%	40.0%	35.6%	37.0%	18.5%	34.6%	31.2%	
None	22.8%	20.9%	17.2%	30.0%	24.8%	20.5%	14.8%	16.5%	13.8%	
Total(n)	57	282	673	30	149	346	27	133	327	
Mean	2.56	2.46	2.57	2.27	2.37	2.46	2.89	2.56	2.70	
Standard deviation	1.17	1.06	1.05	1.17	1.09	1.07	1.09	1.03	1.03	
Significance	-			-			-			
Effect size	-	0.09	-0.01	-	-0.09	-0.18	-	0.32	0.18	
<b>Extensive lecturing</b>										
All	13.6%	17.0%	15.1%	20.0%	24.0%	22.0%	6.9%	9.1%	7.7%	
Most	20.3%	26.2%	23.0%	30.0%	32.7%	28.3%	10.3%	18.9%	17.2%	
Some	35.6%	31.9%	37.9%	36.7%	30.7%	34.4%	34.5%	33.3%	41.5%	
None	30.5%	24.8%	24.1%	13.3%	12.7%	15.3%	48.3%	38.6%	33.5%	
Total(n)	59	282	671	30	150	346	29	132	325	
Mean	2.17	2.35	2.29	2.57	2.68	2.57	1.76	1.98	1.99	
Standard deviation	1.02	1.03	1.00	0.97	0.98	1.00	0.91	0.97	0.90	
Significance	-			-			-			
Effect size	-	-0.17	-0.12	-	-0.11	0.00	-	-0.23	-0.26	

Washburn 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>Multiple drafts of written work</b>										
All	13.8%	11.7%	14.0%	13.3%	8.1%	12.1%	14.3%	15.8%	16.0%	
Most	17.2%	23.8%	20.1%	10.0%	21.5%	17.3%	25.0%	26.3%	23.1%	
Some	44.8%	40.4%	42.9%	46.7%	43.6%	46.4%	42.9%	36.8%	39.1%	
None	24.1%	24.1%	23.1%	30.0%	26.8%	24.2%	17.9%	21.1%	21.8%	
Total(n)	58	282	672	30	149	347	28	133	325	
Mean	2.21	2.23	2.25	2.07	2.11	2.17	2.36	2.37	2.33	
Standard deviation	0.97	0.95	0.96	0.98	0.89	0.93	0.95	0.99	0.99	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.04	-0.11	-	-0.01	0.03	
<b>Reflective writing/journaling</b>										
All	10.3%	13.8%	14.3%	6.7%	9.4%	8.1%	14.3%	18.8%	20.9%	
Most	13.8%	12.4%	14.8%	16.7%	9.4%	11.9%	10.7%	15.8%	17.8%	
Some	29.3%	27.0%	30.9%	30.0%	22.1%	29.7%	28.6%	32.3%	32.3%	
None	46.6%	46.8%	39.9%	46.7%	59.1%	50.3%	46.4%	33.1%	28.9%	
Total(n)	58	282	669	30	149	344	28	133	325	
Mean	1.88	1.93	2.04	1.83	1.69	1.78	1.93	2.20	2.31	
Standard deviation	1.01	1.07	1.06	0.95	0.99	0.95	1.09	1.10	1.10	
Significance	-			-			-			
Effect size	-	-0.05	-0.15	-	0.14	0.05	-	-0.25	-0.35	
<b>Community service as part of coursework</b>										
All	5.2%	3.6%	3.6%	3.3%	2.0%	2.0%	7.1%	5.3%	5.2%	
Most	8.6%	4.7%	7.2%	10.0%	6.1%	7.0%	7.1%	3.1%	7.4%	
Some	25.9%	24.0%	27.0%	16.7%	15.5%	21.1%	35.7%	33.6%	33.3%	
None	60.3%	67.7%	62.2%	70.0%	76.4%	69.9%	50.0%	58.0%	54.0%	
Total(n)	58	279	666	30	148	342	28	131	324	
Mean	1.59	1.44	1.52	1.47	1.34	1.41	1.71	1.56	1.64	
Standard deviation	0.86	0.75	0.78	0.82	0.69	0.71	0.90	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.20	0.09	-	0.19	0.08	-	0.19	0.08	
<b>Electronic quizzes with immediate feedback in class</b>										
All	10.2%	8.5%	9.1%	10.0%	8.7%	8.4%	10.3%	8.2%	9.9%	
Most	6.8%	10.2%	10.6%	3.3%	8.0%	8.9%	10.3%	12.7%	12.4%	
Some	25.4%	20.1%	20.3%	26.7%	20.0%	19.9%	24.1%	20.1%	20.7%	
None	57.6%	61.3%	60.0%	60.0%	63.3%	62.8%	55.2%	59.0%	57.0%	
Total(n)	59	284	670	30	150	347	29	134	323	
Mean	1.69	1.66	1.69	1.63	1.62	1.63	1.76	1.70	1.75	
Standard deviation	0.99	0.97	0.99	0.96	0.96	0.96	1.02	0.98	1.02	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.01	0.00	-	0.06	0.01	
<b>Using real-life problems</b>										
All	45.6%	48.6%	47.5%	31.0%	41.9%	41.9%	60.7%	56.0%	53.4%	
Most	28.1%	24.1%	27.4%	27.6%	23.6%	28.3%	28.6%	24.6%	26.5%	
Some	22.8%	22.0%	19.3%	34.5%	28.4%	23.1%	10.7%	14.9%	15.2%	
None	3.5%	5.3%	5.8%	6.9%	6.1%	6.6%	0.0%	4.5%	4.9%	

Washburn 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)	57	282	674	29	148	346	28	134	328	
Mean	3.16	3.16	3.17	2.83	3.01	3.05	3.50	3.32	3.28	
Standard deviation	0.90	0.95	0.93	0.97	0.98	0.96	0.69	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	-0.18	-0.23	-	0.20	0.24	
<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	27.1%	29.6%	31.1%	26.7%	23.0%	24.1%	27.6%	36.8%	38.3%	
Most	30.5%	31.0%	30.8%	33.3%	31.8%	33.4%	27.6%	30.1%	28.0%	
Some	32.2%	31.3%	31.8%	33.3%	36.5%	35.8%	31.0%	25.7%	27.7%	
None	10.2%	8.1%	6.4%	6.7%	8.8%	6.7%	13.8%	7.4%	6.1%	
Total(n)	59	284	673	30	148	344	29	136	329	
Mean	2.75	2.82	2.86	2.80	2.69	2.75	2.69	2.96	2.98	
Standard deviation	0.98	0.95	0.93	0.92	0.92	0.90	1.04	0.96	0.95	
Significance	-			-			-			
Effect size	-	-0.07	-0.12	-	0.12	0.06	-	-0.28	-0.31	
<b>Readings on racial and ethnic issues</b>										
All	15.5%	17.1%	17.9%	6.7%	8.9%	10.2%	25.0%	26.1%	25.9%	
Most	17.2%	15.4%	15.4%	13.3%	10.3%	11.7%	21.4%	20.9%	19.2%	
Some	27.6%	27.9%	28.8%	26.7%	30.8%	30.6%	28.6%	24.6%	26.8%	
None	39.7%	39.6%	38.0%	53.3%	50.0%	47.5%	25.0%	28.4%	28.0%	
Total(n)	58	280	671	30	146	343	28	134	328	
Mean	2.09	2.10	2.13	1.73	1.78	1.85	2.46	2.45	2.43	
Standard deviation	1.10	1.11	1.11	0.94	0.96	0.99	1.14	1.16	1.15	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.05	-0.12	-	0.01	0.03	
<b>Readings on women and gender issues</b>										
All	12.1%	15.9%	15.1%	6.9%	8.3%	7.7%	17.2%	24.2%	22.8%	
Most	8.6%	12.3%	13.6%	10.3%	9.0%	10.7%	6.9%	15.9%	16.7%	
Some	37.9%	27.2%	29.3%	31.0%	26.4%	30.2%	44.8%	28.0%	28.4%	
None	41.4%	44.6%	42.0%	51.7%	56.3%	51.5%	31.0%	31.8%	32.1%	
Total(n)	58	276	662	29	144	338	29	132	324	
Mean	1.91	2.00	2.02	1.72	1.69	1.75	2.10	2.33	2.30	
Standard deviation	1.00	1.10	1.08	0.92	0.95	0.93	1.05	1.16	1.15	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	0.03	-0.03	-	-0.20	-0.17	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	22.4%	21.1%	19.2%	10.0%	15.8%	15.0%	35.7%	26.9%	23.5%	
Most	17.2%	19.3%	22.8%	13.3%	16.4%	22.9%	21.4%	22.4%	22.6%	
Some	31.0%	33.6%	33.9%	36.7%	37.0%	33.8%	25.0%	29.9%	33.9%	
None	29.3%	26.1%	24.1%	40.0%	30.8%	28.2%	17.9%	20.9%	19.9%	
Total(n)	58	280	667	30	146	340	28	134	327	
Mean	2.33	2.35	2.37	1.93	2.17	2.25	2.75	2.55	2.50	
Standard deviation	1.13	1.08	1.05	0.98	1.04	1.03	1.14	1.10	1.06	

Washburn 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	-	-0.02	-0.04	-	-0.23	-0.31	-	0.18	0.24	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	15.3%	24.0%	28.3%	10.0%	21.4%	22.7%	20.7%	26.9%	34.0%	
Most	35.6%	28.0%	30.4%	26.7%	23.4%	26.3%	44.8%	32.8%	34.7%	
Some	39.0%	36.9%	31.3%	50.0%	41.4%	38.1%	27.6%	32.1%	24.2%	
None	10.2%	11.1%	10.1%	13.3%	13.8%	13.0%	6.9%	8.2%	7.1%	
Total(n)	59	279	665	30	145	339	29	134	326	
Mean	2.56	2.65	2.77	2.33	2.52	2.59	2.79	2.78	2.96	
Standard deviation	0.88	0.97	0.97	0.84	0.98	0.98	0.86	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.09	-0.22	-	-0.19	-0.27	-	0.01	-0.18	
<b>Student evaluations of each others' work</b>										
All	8.9%	12.5%	14.5%	6.7%	9.6%	9.7%	11.5%	15.8%	19.6%	
Most	14.3%	15.4%	18.4%	6.7%	16.4%	18.2%	23.1%	14.3%	18.7%	
Some	39.3%	39.4%	40.8%	36.7%	34.9%	41.1%	42.3%	44.4%	40.5%	
None	37.5%	32.6%	26.2%	50.0%	39.0%	31.1%	23.1%	25.6%	21.2%	
Total(n)	56	279	667	30	146	341	26	133	326	
Mean	1.95	2.08	2.21	1.70	1.97	2.06	2.23	2.20	2.37	
Standard deviation	0.94	0.99	0.99	0.88	0.97	0.94	0.95	1.00	1.03	
Significance	-			-		*	-			
Effect size	-	-0.13	-0.26	-	-0.28	-0.38	-	0.03	-0.14	
<b>Grading on a curve</b>										
All	15.5%	12.1%	8.2%	24.1%	14.5%	9.6%	6.9%	9.6%	6.7%	
Most	3.4%	11.0%	8.2%	0.0%	13.8%	10.5%	6.9%	8.1%	5.8%	
Some	19.0%	21.0%	19.7%	20.7%	22.1%	22.5%	17.2%	19.9%	16.8%	
None	62.1%	55.9%	63.8%	55.2%	49.7%	57.3%	69.0%	62.5%	70.6%	
Total(n)	58	281	669	29	145	342	29	136	327	
Mean	1.72	1.79	1.61	1.93	1.93	1.73	1.52	1.65	1.49	
Standard deviation	1.10	1.06	0.95	1.25	1.10	1.00	0.91	0.99	0.88	
Significance	-			-			-			
Effect size	-	-0.07	0.12	-	0.00	0.20	-	-0.13	0.03	
<b>Rubric-based assessment</b>										
All	47.4%	37.7%	41.2%	30.0%	24.1%	28.1%	66.7%	52.7%	55.3%	
Most	21.1%	22.5%	23.9%	26.7%	23.4%	26.3%	14.8%	21.4%	21.3%	
Some	24.6%	25.4%	24.5%	33.3%	33.1%	32.7%	14.8%	16.8%	15.6%	
None	7.0%	14.5%	10.4%	10.0%	19.3%	12.9%	3.7%	9.2%	7.8%	
Total(n)	57	276	662	30	145	342	27	131	320	
Mean	3.09	2.83	2.96	2.77	2.52	2.70	3.44	3.18	3.24	
Standard deviation	1.01	1.09	1.04	1.01	1.06	1.02	0.89	1.02	0.98	
Significance	-			-			-			
Effect size	-	0.24	0.13	-	0.24	0.07	-	0.25	0.20	

Washburn 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>Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)</b>										
All	11.9%	10.7%	10.8%	0.0%	8.2%	8.5%	24.1%	13.3%	13.3%	
Most	15.3%	12.8%	15.2%	16.7%	6.8%	12.0%	13.8%	19.3%	18.5%	
Some	42.4%	39.5%	38.0%	43.3%	39.7%	37.6%	41.4%	39.3%	38.5%	
None	30.5%	37.0%	36.0%	40.0%	45.2%	42.0%	20.7%	28.1%	29.7%	
Total(n)	59	281	673	30	146	343	29	135	330	
Mean	2.08	1.97	2.01	1.77	1.78	1.87	2.41	2.18	2.15	
Standard deviation	0.97	0.96	0.97	0.73	0.90	0.93	1.09	0.99	1.00	
Significance	-			-			-			
Effect size	-	0.11	0.07	-	-0.01	-0.11	-	0.23	0.26	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	41.4%	36.2%	43.2%	33.3%	29.3%	37.5%	50.0%	43.7%	49.2%	
Occasionally	44.8%	48.6%	43.1%	46.7%	50.3%	45.6%	42.9%	46.7%	40.4%	
Not at all	13.8%	15.2%	13.7%	20.0%	20.4%	16.9%	7.1%	9.6%	10.3%	
Total(n)	58	282	673	30	147	344	28	135	329	
Mean	2.28	2.21	2.30	2.13	2.09	2.21	2.43	2.34	2.39	
Standard deviation	0.70	0.69	0.69	0.73	0.70	0.71	0.63	0.65	0.67	
Significance	-			-			-			
Effect size	-	0.10	-0.03	-	0.06	-0.11	-	0.14	0.06	
<b>Simulations/animations</b>										
Frequently	15.5%	15.9%	18.9%	6.9%	14.4%	17.0%	24.1%	17.6%	21.0%	
Occasionally	41.4%	38.6%	39.8%	44.8%	42.5%	43.4%	37.9%	34.4%	36.1%	
Not at all	43.1%	45.5%	41.2%	48.3%	43.2%	39.6%	37.9%	48.1%	42.9%	
Total(n)	58	277	665	29	146	341	29	131	324	
Mean	1.72	1.70	1.78	1.59	1.71	1.77	1.86	1.69	1.78	
Standard deviation	0.72	0.73	0.74	0.63	0.70	0.72	0.79	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.03	-0.08	-	-0.17	-0.25	-	0.23	0.10	
<b>Online homework or virtual labs</b>										
Frequently	27.6%	25.4%	29.3%	20.0%	21.8%	27.4%	35.7%	29.3%	31.2%	
Occasionally	31.0%	31.1%	32.5%	23.3%	29.9%	30.9%	39.3%	32.3%	34.3%	
Not at all	41.4%	43.6%	38.2%	56.7%	48.3%	41.7%	25.0%	38.3%	34.6%	
Total(n)	58	280	670	30	147	343	28	133	327	
Mean	1.86	1.82	1.91	1.63	1.73	1.86	2.11	1.91	1.97	
Standard deviation	0.83	0.81	0.82	0.81	0.80	0.82	0.79	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.05	-0.06	-	-0.13	-0.28	-	0.24	0.17	
<b>Online discussion boards</b>										
Frequently	24.6%	20.2%	24.7%	10.0%	13.7%	19.6%	40.7%	27.5%	30.1%	
Occasionally	28.1%	32.9%	36.9%	30.0%	30.1%	32.7%	25.9%	35.9%	41.3%	
Not at all	47.4%	46.9%	38.4%	60.0%	56.2%	47.7%	33.3%	36.6%	28.6%	



Washburn 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)	57	277	664	30	146	342	27	131	322	
Mean	1.77	1.73	1.86	1.50	1.58	1.72	2.07	1.91	2.02	
Standard deviation	0.82	0.78	0.78	0.68	0.72	0.77	0.87	0.80	0.77	
Significance	-			-			-			
Effect size	-	0.05	-0.12	-	-0.11	-0.29	-	0.20	0.06	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	5.1%	4.9%	4.9%	6.7%	4.8%	4.7%	3.4%	5.1%	5.2%	
Occasionally	13.6%	15.2%	15.9%	10.0%	14.3%	15.1%	17.2%	16.2%	16.7%	
Not at all	81.4%	79.9%	79.2%	83.3%	81.0%	80.2%	79.3%	78.7%	78.1%	
Total(n)	59	283	673	30	147	344	29	136	329	
Mean	1.24	1.25	1.26	1.23	1.24	1.24	1.24	1.26	1.27	
Standard deviation	0.54	0.54	0.54	0.57	0.53	0.53	0.51	0.55	0.55	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.02	-0.02	-	-0.04	-0.05	
<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	39.7%	38.7%	43.4%	36.7%	28.0%	33.0%	42.9%	50.4%	54.3%	
Very important	41.4%	39.7%	38.3%	40.0%	45.3%	41.8%	42.9%	33.6%	34.6%	
Somewhat important	12.1%	15.7%	12.3%	13.3%	18.0%	16.0%	10.7%	13.1%	8.4%	
Not important	6.9%	5.9%	6.0%	10.0%	8.7%	9.2%	3.6%	2.9%	2.7%	
Total(n)	58	287	684	30	150	349	28	137	335	
Mean	3.14	3.11	3.19	3.03	2.93	2.99	3.25	3.31	3.41	
Standard deviation	0.89	0.88	0.87	0.96	0.90	0.93	0.80	0.81	0.76	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	0.11	0.04	-	-0.07	-0.21	
<b>Prepare students for employment after college</b>										
Essential	78.0%	70.4%	71.3%	73.3%	66.2%	69.9%	82.8%	75.0%	72.8%	
Very important	22.0%	27.8%	26.8%	26.7%	31.1%	27.5%	17.2%	24.3%	26.0%	
Somewhat important	0.0%	1.4%	1.6%	0.0%	2.0%	2.0%	0.0%	0.7%	1.2%	
Not important	0.0%	0.4%	0.3%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
Total(n)	59	284	679	30	148	345	29	136	334	
Mean	3.78	3.68	3.69	3.73	3.63	3.67	3.83	3.74	3.72	
Standard deviation	0.42	0.52	0.51	0.45	0.56	0.55	0.38	0.46	0.48	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.18	0.11	-	0.20	0.23	
<b>Prepare students for graduate or advanced education</b>										
Essential	53.4%	54.5%	55.5%	66.7%	54.0%	54.0%	39.3%	55.1%	57.1%	
Very important	39.7%	42.0%	41.1%	26.7%	43.3%	43.7%	53.6%	40.4%	38.4%	
Somewhat important	5.2%	3.1%	3.2%	6.7%	2.7%	2.3%	3.6%	3.7%	4.2%	
Not important	1.7%	0.3%	0.1%	0.0%	0.0%	0.0%	3.6%	0.7%	0.3%	
Total(n)	58	286	683	30	150	350	28	136	333	
Mean	3.45	3.51	3.52	3.60	3.51	3.52	3.29	3.50	3.52	
Standard deviation	0.68	0.58	0.57	0.62	0.55	0.54	0.71	0.61	0.59	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	0.16	0.15	-	-0.34	-0.39	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	32.8%	31.7%	33.4%	37.9%	29.9%	30.1%	27.6%	33.6%	36.8%	
Very important	48.3%	52.8%	50.7%	34.5%	53.1%	52.6%	62.1%	52.6%	48.8%	
Somewhat important	15.5%	12.3%	12.9%	20.7%	13.6%	14.2%	10.3%	10.9%	11.7%	
Not important	3.4%	3.2%	2.9%	6.9%	3.4%	3.2%	0.0%	2.9%	2.7%	
Total(n)	58	284	680	29	147	346	29	137	334	
Mean	3.10	3.13	3.15	3.03	3.10	3.10	3.17	3.17	3.20	
Standard deviation	0.79	0.74	0.75	0.94	0.75	0.75	0.60	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.09	-0.09	-	0.00	-0.04	
<b>Provide for students' emotional development</b>										
Essential	27.6%	24.8%	25.8%	26.7%	19.3%	20.0%	28.6%	30.9%	31.8%	
Very important	50.0%	49.3%	48.9%	46.7%	48.0%	48.9%	53.6%	50.7%	48.9%	
Somewhat important	19.0%	20.3%	20.8%	23.3%	26.7%	24.6%	14.3%	13.2%	16.8%	
Not important	3.4%	5.6%	4.5%	3.3%	6.0%	6.6%	3.6%	5.1%	2.4%	
Total(n)	58	286	683	30	150	350	28	136	333	
Mean	3.02	2.93	2.96	2.97	2.81	2.82	3.07	3.07	3.10	
Standard deviation	0.78	0.82	0.80	0.81	0.82	0.82	0.77	0.80	0.76	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.20	0.18	-	0.00	-0.04	
<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	30.5%	29.2%	32.7%	30.0%	22.0%	26.0%	31.0%	37.0%	39.8%	
Very important	61.0%	54.2%	51.3%	56.7%	55.3%	54.0%	65.5%	52.9%	48.5%	
Somewhat important	5.1%	12.8%	13.3%	6.7%	19.3%	16.5%	3.4%	5.8%	9.9%	
Not important	3.4%	3.8%	2.7%	6.7%	3.3%	3.5%	0.0%	4.3%	1.8%	
Total(n)	59	288	678	30	150	346	29	138	332	
Mean	3.19	3.09	3.14	3.10	2.96	3.03	3.28	3.22	3.26	
Standard deviation	0.68	0.75	0.74	0.80	0.74	0.75	0.53	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.13	0.07	-	0.19	0.09	-	0.08	0.03	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	51.7%	44.2%	46.0%	36.7%	28.4%	30.9%	67.9%	61.3%	61.7%	
Very important	36.2%	43.2%	41.5%	46.7%	53.4%	50.9%	25.0%	32.1%	31.7%	
Somewhat important	6.9%	8.8%	9.1%	10.0%	12.2%	13.0%	3.6%	5.1%	5.1%	
Not important	5.2%	3.9%	3.4%	6.7%	6.1%	5.2%	3.6%	1.5%	1.5%	
Total(n)	58	285	680	30	148	346	28	137	334	
Mean	3.34	3.28	3.30	3.13	3.04	3.08	3.57	3.53	3.54	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.83	0.78	0.77	0.86	0.81	0.80	0.74	0.66	0.66	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.11	0.06	-	0.06	0.05	
<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	69.5%	70.4%	73.9%	60.0%	62.8%	69.5%	79.3%	78.7%	78.6%	
Very important	30.5%	26.4%	23.1%	40.0%	32.4%	25.9%	20.7%	19.9%	20.2%	
Somewhat important	0.0%	2.8%	2.4%	0.0%	4.1%	3.7%	0.0%	1.5%	0.9%	
Not important	0.0%	0.4%	0.6%	0.0%	0.7%	0.9%	0.0%	0.0%	0.3%	
Total(n)	59	284	679	30	148	347	29	136	332	
Mean	3.69	3.67	3.70	3.60	3.57	3.64	3.79	3.77	3.77	
Standard deviation	0.46	0.55	0.54	0.50	0.61	0.60	0.41	0.45	0.46	
Significance	-			-			-			
Effect size	-	0.04	-0.02	-	0.05	-0.07	-	0.04	0.04	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	58.6%	56.6%	58.7%	43.3%	41.6%	45.0%	75.0%	73.0%	73.0%	
Very important	37.9%	37.4%	35.2%	53.3%	49.0%	45.3%	21.4%	24.8%	24.6%	
Somewhat important	0.0%	2.8%	3.7%	0.0%	4.0%	5.4%	0.0%	1.5%	1.8%	
Not important	3.4%	3.1%	2.5%	3.3%	5.4%	4.3%	3.6%	0.7%	0.6%	
Total(n)	58	286	682	30	149	349	28	137	333	
Mean	3.52	3.48	3.50	3.37	3.27	3.31	3.68	3.70	3.70	
Standard deviation	0.68	0.70	0.69	0.67	0.78	0.76	0.67	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.13	0.08	-	-0.04	-0.04	
<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	16.9%	14.3%	15.5%	26.7%	15.8%	17.1%	6.9%	12.6%	13.8%	
Agree somewhat	37.3%	49.5%	46.8%	23.3%	45.4%	44.4%	51.7%	54.1%	49.2%	
Disagree somewhat	32.2%	25.8%	27.8%	33.3%	28.9%	28.5%	31.0%	22.2%	27.0%	
Strongly disagree	13.6%	10.5%	9.9%	16.7%	9.9%	10.0%	10.3%	11.1%	9.9%	
Total(n)	59	287	684	30	152	351	29	135	333	
Mean	2.58	2.68	2.68	2.60	2.67	2.69	2.55	2.68	2.67	
Standard deviation	0.93	0.85	0.85	1.07	0.86	0.87	0.78	0.83	0.84	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.08	-0.10	-	-0.16	-0.14	
<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	70.0%	72.1%	75.4%	63.3%	64.4%	67.5%	76.7%	80.4%	83.6%	
Agree somewhat	26.7%	24.4%	21.2%	30.0%	29.5%	27.3%	23.3%	18.8%	14.9%	
Disagree somewhat	3.3%	2.8%	2.8%	6.7%	5.4%	4.3%	0.0%	0.0%	1.2%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	0.0%	0.7%	0.3%	
Total(n)	60	287	683	30	149	348	30	138	335	
Mean	3.67	3.68	3.71	3.57	3.58	3.61	3.77	3.79	3.82	
Standard deviation	0.54	0.56	0.54	0.63	0.63	0.61	0.43	0.46	0.44	
Significance	-			-			-			
Effect size	-	-0.02	-0.07	-	-0.02	-0.07	-	-0.04	-0.11	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	59.3%	53.6%	57.8%	46.7%	44.1%	46.7%	72.4%	64.2%	69.5%	
Agree somewhat	37.3%	39.8%	37.1%	50.0%	46.7%	45.9%	24.1%	32.1%	27.8%	
Disagree somewhat	1.7%	4.5%	3.9%	3.3%	7.2%	6.0%	0.0%	1.5%	1.8%	
Strongly disagree	1.7%	2.1%	1.2%	0.0%	2.0%	1.4%	3.4%	2.2%	0.9%	
Total(n)	59	289	685	30	152	351	29	137	334	
Mean	3.54	3.45	3.52	3.43	3.33	3.38	3.66	3.58	3.66	
Standard deviation	0.62	0.68	0.63	0.57	0.70	0.66	0.67	0.64	0.56	
Significance	-			-			-			
Effect size	-	0.13	0.03	-	0.14	0.08	-	0.13	0.00	
<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	19.0%	14.2%	12.2%	23.3%	16.2%	12.1%	14.3%	12.0%	12.3%	
Agree somewhat	41.4%	44.1%	48.7%	30.0%	35.8%	46.1%	53.6%	53.4%	51.5%	
Disagree somewhat	31.0%	32.7%	30.8%	40.0%	36.5%	32.0%	21.4%	28.6%	29.4%	
Strongly disagree	8.6%	8.9%	8.3%	6.7%	11.5%	9.8%	10.7%	6.0%	6.7%	
Total(n)	58	281	673	30	148	347	28	133	326	
Mean	2.71	2.64	2.65	2.70	2.57	2.61	2.71	2.71	2.69	
Standard deviation	0.88	0.83	0.80	0.92	0.90	0.82	0.85	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.14	0.11	-	0.00	0.03	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	14.3%	15.8%	13.5%	6.7%	7.5%	7.9%	23.1%	25.2%	19.6%	
Agree somewhat	41.1%	41.4%	42.2%	33.3%	37.0%	35.8%	50.0%	46.5%	49.1%	
Disagree somewhat	32.1%	30.4%	32.6%	43.3%	37.0%	39.3%	19.2%	22.8%	25.3%	
Strongly disagree	12.5%	12.5%	11.7%	16.7%	18.5%	17.0%	7.7%	5.5%	6.0%	
Total(n)	56	273	657	30	146	341	26	127	316	
Mean	2.57	2.60	2.58	2.30	2.34	2.35	2.88	2.91	2.82	
Standard deviation	0.89	0.90	0.87	0.84	0.87	0.85	0.86	0.84	0.81	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	-0.05	-0.06	-	-0.04	0.07	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	22.0%	22.5%	22.6%	23.3%	28.9%	26.9%	20.7%	15.4%	18.1%	
Agree somewhat	40.7%	37.2%	38.6%	43.3%	34.2%	38.7%	37.9%	40.4%	38.4%	
Disagree somewhat	30.5%	31.2%	29.1%	33.3%	30.2%	26.9%	27.6%	32.4%	31.4%	
Strongly disagree	6.8%	9.1%	9.7%	0.0%	6.7%	7.5%	13.8%	11.8%	12.1%	

Washburn 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)	59	285	677	30	149	346	29	136	331	
Mean	2.78	2.73	2.74	2.90	2.85	2.85	2.66	2.60	2.63	
Standard deviation	0.87	0.91	0.92	0.76	0.92	0.90	0.97	0.89	0.92	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.05	0.06	-	0.07	0.03	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	13.8%	19.6%	20.0%	6.7%	16.8%	16.7%	21.4%	22.8%	23.4%	
Agree somewhat	20.7%	27.7%	29.6%	10.0%	22.8%	27.4%	32.1%	33.1%	31.8%	
Disagree somewhat	48.3%	34.7%	34.4%	60.0%	39.6%	35.7%	35.7%	29.4%	33.0%	
Strongly disagree	17.2%	17.9%	16.0%	23.3%	20.8%	20.2%	10.7%	14.7%	11.7%	
Total(n)	58	285	680	30	149	347	28	136	333	
Mean	2.31	2.49	2.54	2.00	2.36	2.41	2.64	2.64	2.67	
Standard deviation	0.92	1.00	0.99	0.79	0.99	0.99	0.95	0.99	0.96	
Significance	-			-		*	-			
Effect size	-	-0.18	-0.23	-	-0.36	-0.41	-	0.00	-0.03	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly agree	20.7%	21.4%	20.6%	23.3%	23.0%	20.5%	17.9%	19.7%	20.7%	
Agree somewhat	46.6%	53.0%	55.0%	53.3%	56.1%	57.9%	39.3%	49.6%	52.0%	
Disagree somewhat	29.3%	18.2%	18.2%	23.3%	13.5%	16.4%	35.7%	23.4%	20.1%	
Strongly disagree	3.4%	7.4%	6.2%	0.0%	7.4%	5.2%	7.1%	7.3%	7.2%	
Total(n)	58	285	680	30	148	347	28	137	333	
Mean	2.84	2.88	2.90	3.00	2.95	2.94	2.68	2.82	2.86	
Standard deviation	0.79	0.82	0.79	0.69	0.81	0.76	0.86	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	0.06	0.08	-	-0.17	-0.22	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	20.3%	18.3%	22.0%	16.7%	17.1%	18.8%	24.1%	19.7%	25.4%	
Agree somewhat	54.2%	59.0%	58.8%	56.7%	58.9%	61.2%	51.7%	59.1%	56.3%	
Disagree somewhat	23.7%	19.8%	16.0%	23.3%	19.9%	16.2%	24.1%	19.7%	15.8%	
Strongly disagree	1.7%	2.9%	3.2%	3.3%	4.1%	3.8%	0.0%	1.5%	2.5%	
Total(n)	59	278	663	30	146	340	29	132	323	
Mean	2.93	2.93	3.00	2.87	2.89	2.95	3.00	2.97	3.05	
Standard deviation	0.72	0.70	0.71	0.73	0.73	0.71	0.71	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.00	-0.10	-	-0.03	-0.11	-	0.04	-0.07	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	0.0%	1.8%	3.3%	0.0%	2.0%	2.3%	0.0%	1.5%	4.2%	
Agree somewhat	8.5%	12.3%	19.5%	6.7%	9.5%	12.4%	10.3%	15.4%	27.0%	
Disagree somewhat	42.4%	46.8%	46.4%	30.0%	40.5%	45.7%	55.2%	53.7%	47.3%	
Strongly disagree	49.2%	39.1%	30.8%	63.3%	48.0%	39.6%	34.5%	29.4%	21.5%	

Washburn 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)	59	284	676	30	148	346	29	136	330	
Mean	1.59	1.77	1.95	1.43	1.66	1.77	1.76	1.89	2.14	
Standard deviation	0.65	0.73	0.79	0.63	0.74	0.75	0.64	0.71	0.80	
Significance	-		***	-		*	-		*	
Effect size	-	-0.25	-0.46	-	-0.31	-0.45	-	-0.18	-0.48	
<b>My research is valued by faculty in my department</b>										
Strongly agree	28.6%	31.0%	33.9%	31.0%	31.3%	35.5%	25.9%	30.5%	32.3%	
Agree somewhat	50.0%	49.8%	47.1%	55.2%	48.7%	45.1%	44.4%	51.1%	49.2%	
Disagree somewhat	16.1%	14.9%	15.4%	6.9%	14.7%	16.0%	25.9%	15.3%	14.7%	
Strongly disagree	5.4%	4.3%	3.6%	6.9%	5.3%	3.5%	3.7%	3.1%	3.8%	
Total(n)	56	281	663	29	150	344	27	131	319	
Mean	3.02	3.07	3.11	3.10	3.06	3.13	2.93	3.09	3.10	
Standard deviation	0.82	0.79	0.79	0.82	0.82	0.80	0.83	0.76	0.78	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	0.05	-0.04	-	-0.21	-0.22	
<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	64.3%	51.4%	58.2%	70.0%	50.0%	58.8%	57.7%	53.0%	57.4%	
Agree somewhat	30.4%	41.8%	35.3%	23.3%	42.6%	35.4%	38.5%	41.0%	35.3%	
Disagree somewhat	1.8%	5.0%	5.0%	0.0%	5.4%	4.3%	3.8%	4.5%	5.8%	
Strongly disagree	3.6%	1.8%	1.5%	6.7%	2.0%	1.4%	0.0%	1.5%	1.5%	
Total(n)	56	282	674	30	148	345	26	134	329	
Mean	3.55	3.43	3.50	3.57	3.41	3.52	3.54	3.46	3.49	
Standard deviation	0.71	0.67	0.66	0.82	0.69	0.65	0.58	0.66	0.68	
Significance	-			-			-			
Effect size	-	0.18	0.08	-	0.23	0.08	-	0.12	0.07	
<b>My service is valued by faculty in my department</b>										
Strongly agree	58.6%	53.7%	57.7%	60.0%	50.0%	57.3%	57.1%	57.8%	58.1%	
Agree somewhat	32.8%	37.7%	33.8%	33.3%	39.7%	34.6%	32.1%	35.6%	33.0%	
Disagree somewhat	5.2%	6.8%	6.6%	0.0%	6.8%	5.5%	10.7%	6.7%	7.6%	
Strongly disagree	3.4%	1.8%	1.9%	6.7%	3.4%	2.6%	0.0%	0.0%	1.2%	
Total(n)	58	281	671	30	146	344	28	135	327	
Mean	3.47	3.43	3.47	3.47	3.36	3.47	3.46	3.51	3.48	
Standard deviation	0.75	0.70	0.71	0.82	0.76	0.72	0.69	0.62	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.00	-	0.14	0.00	-	-0.08	-0.03	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	22.4%	14.0%	19.0%	23.3%	14.8%	17.8%	21.4%	13.1%	20.2%	
Agree somewhat	43.1%	40.9%	45.6%	33.3%	35.6%	44.4%	53.6%	46.7%	46.8%	
Disagree somewhat	24.1%	27.3%	22.4%	26.7%	28.9%	22.6%	21.4%	25.5%	22.1%	
Strongly disagree	10.3%	17.8%	13.1%	16.7%	20.8%	15.2%	3.6%	14.6%	10.9%	
Total(n)	58	286	680	30	149	349	28	137	331	
Mean	2.78	2.51	2.70	2.63	2.44	2.65	2.93	2.58	2.76	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.92	0.94	0.92	1.03	0.98	0.94	0.77	0.90	0.90	
Significance	-	*		-			-			
Effect size	-	0.29	0.09	-	0.19	-0.02	-	0.39	0.19	
<b>The faculty are typically at odds with campus administration</b>										
Strongly agree	0.0%	11.1%	10.5%	0.0%	15.4%	12.6%	0.0%	6.5%	8.4%	
Agree somewhat	40.0%	43.9%	37.6%	36.7%	43.6%	37.2%	43.3%	44.2%	38.0%	
Disagree somewhat	40.0%	34.8%	39.4%	50.0%	32.9%	38.7%	30.0%	37.0%	40.1%	
Strongly disagree	20.0%	10.1%	12.4%	13.3%	8.1%	11.5%	26.7%	12.3%	13.5%	
Total(n)	60	287	683	30	149	349	30	138	334	
Mean	2.20	2.56	2.46	2.23	2.66	2.51	2.17	2.45	2.41	
Standard deviation	0.75	0.82	0.84	0.68	0.84	0.86	0.83	0.79	0.83	
Significance	-	**	*	-	**		-			
Effect size	-	-0.44	-0.31	-	-0.51	-0.33	-	-0.35	-0.29	
<b>Faculty here respect each other</b>										
Strongly agree	41.4%	28.7%	31.4%	46.7%	25.8%	28.9%	35.7%	31.9%	34.1%	
Agree somewhat	51.7%	61.5%	57.3%	46.7%	62.9%	59.7%	57.1%	60.0%	54.7%	
Disagree somewhat	6.9%	8.0%	9.8%	6.7%	9.3%	10.0%	7.1%	6.7%	9.7%	
Strongly disagree	0.0%	1.7%	1.5%	0.0%	2.0%	1.4%	0.0%	1.5%	1.5%	
Total(n)	58	286	681	30	151	350	28	135	331	
Mean	3.34	3.17	3.19	3.40	3.13	3.16	3.29	3.22	3.21	
Standard deviation	0.61	0.64	0.66	0.62	0.65	0.65	0.60	0.63	0.67	
Significance	-			-	*		-			
Effect size	-	0.27	0.23	-	0.42	0.37	-	0.11	0.12	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	16.9%	15.0%	17.0%	17.2%	14.1%	15.9%	16.7%	15.9%	18.1%	
Agree somewhat	49.2%	46.3%	50.0%	41.4%	43.6%	49.3%	56.7%	49.3%	50.8%	
Disagree somewhat	25.4%	25.4%	22.9%	34.5%	26.8%	23.8%	16.7%	23.9%	22.1%	
Strongly disagree	8.5%	13.2%	10.1%	6.9%	15.4%	11.0%	10.0%	10.9%	9.1%	
Total(n)	59	287	676	29	149	345	30	138	331	
Mean	2.75	2.63	2.74	2.69	2.56	2.70	2.80	2.70	2.78	
Standard deviation	0.84	0.89	0.86	0.85	0.92	0.87	0.85	0.87	0.85	
Significance	-			-			-			
Effect size	-	0.13	0.01	-	0.14	-0.01	-	0.11	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 takes responsibility for educating underprepared students</b>										
Strongly agree	33.9%	24.8%	24.4%	33.3%	25.7%	25.7%	34.5%	23.9%	23.1%	
Agree somewhat	47.5%	53.5%	51.8%	50.0%	53.4%	51.0%	44.8%	53.6%	52.6%	
Disagree somewhat	11.9%	15.7%	18.0%	10.0%	14.2%	18.7%	13.8%	17.4%	17.4%	
Strongly disagree	6.8%	5.9%	5.8%	6.7%	6.8%	4.7%	6.9%	5.1%	6.9%	
Total(n)	59	286	676	30	148	343	29	138	333	
Mean	3.08	2.97	2.95	3.10	2.98	2.98	3.07	2.96	2.92	
Standard deviation	0.86	0.80	0.81	0.84	0.82	0.79	0.88	0.79	0.82	
Significance	-			-			-			

Washburn 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	-	0.14	0.16	-	0.15	0.15	-	0.14	0.18	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	25.0%	33.3%	35.5%	23.3%	31.3%	38.3%	26.7%	35.5%	32.6%	
Agree somewhat	61.7%	48.3%	44.5%	73.3%	49.3%	41.8%	50.0%	47.1%	47.3%	
Disagree somewhat	13.3%	13.2%	14.4%	3.3%	11.3%	13.0%	23.3%	15.2%	15.9%	
Strongly disagree	0.0%	5.2%	5.6%	0.0%	8.0%	6.9%	0.0%	2.2%	4.2%	
Total(n)	60	288	681	30	150	347	30	138	334	
Mean	3.12	3.10	3.10	3.20	3.04	3.12	3.03	3.16	3.08	
Standard deviation	0.61	0.82	0.84	0.48	0.87	0.88	0.72	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.18	0.09	-	-0.17	-0.06	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	3.4%	8.2%	7.0%	3.3%	11.6%	8.1%	3.6%	4.4%	5.7%	
Agree somewhat	39.7%	30.9%	28.0%	40.0%	29.9%	29.3%	39.3%	31.9%	26.6%	
Disagree somewhat	37.9%	43.3%	45.9%	33.3%	39.5%	43.8%	42.9%	47.4%	48.0%	
Strongly disagree	19.0%	17.7%	19.2%	23.3%	19.0%	18.8%	14.3%	16.3%	19.6%	
Total(n)	58	282	676	30	147	345	28	135	331	
Mean	2.28	2.29	2.23	2.23	2.34	2.27	2.32	2.24	2.18	
Standard deviation	0.81	0.85	0.84	0.86	0.92	0.86	0.77	0.78	0.81	
Significance	-			-			-			
Effect size	-	-0.01	0.06	-	-0.12	-0.05	-	0.10	0.17	
<b>There is adequate support for faculty development</b>										
Strongly agree	30.5%	19.4%	23.2%	20.0%	15.2%	20.6%	41.4%	24.1%	25.9%	
Agree somewhat	47.5%	47.2%	47.7%	63.3%	53.6%	51.7%	31.0%	40.1%	43.4%	
Disagree somewhat	18.6%	23.3%	20.2%	10.0%	16.6%	17.7%	27.6%	30.7%	22.9%	
Strongly disagree	3.4%	10.1%	8.9%	6.7%	14.6%	10.0%	0.0%	5.1%	7.8%	
Total(n)	59	288	682	30	151	350	29	137	332	
Mean	3.05	2.76	2.85	2.97	2.70	2.83	3.14	2.83	2.87	
Standard deviation	0.80	0.88	0.88	0.76	0.90	0.87	0.83	0.85	0.89	
Significance	-	*		-			-			
Effect size	-	0.33	0.23	-	0.30	0.16	-	0.36	0.30	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	6.8%	9.4%	9.7%	3.3%	7.4%	7.5%	10.3%	11.7%	12.0%	
Agree somewhat	47.5%	42.3%	42.6%	43.3%	37.6%	38.2%	51.7%	47.4%	47.1%	
Disagree somewhat	39.0%	40.6%	41.1%	50.0%	46.3%	47.1%	27.6%	34.3%	34.8%	
Strongly disagree	6.8%	7.7%	6.6%	3.3%	8.7%	7.2%	10.3%	6.6%	6.0%	
Total(n)	59	286	679	30	149	346	29	137	333	
Mean	2.54	2.53	2.55	2.47	2.44	2.46	2.62	2.64	2.65	
Standard deviation	0.73	0.77	0.76	0.63	0.76	0.74	0.82	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	0.04	0.01	-	-0.03	-0.04	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	6.9%	8.2%	8.2%	3.3%	8.8%	7.2%	10.7%	7.5%	9.2%	
Agree somewhat	36.2%	35.9%	35.7%	36.7%	36.7%	38.4%	35.7%	35.1%	32.7%	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	46.6%	40.2%	39.5%	50.0%	38.1%	37.9%	42.9%	42.5%	41.3%	
Strongly disagree	10.3%	15.7%	16.6%	10.0%	16.3%	16.5%	10.7%	14.9%	16.8%	
Total(n)	58	281	673	30	147	346	28	134	327	
Mean	2.40	2.37	2.35	2.33	2.38	2.36	2.46	2.35	2.34	
Standard deviation	0.77	0.84	0.85	0.71	0.86	0.84	0.84	0.82	0.86	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	-0.06	-0.04	-	0.13	0.14	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	46.4%	37.9%	34.8%	56.7%	44.3%	40.7%	34.6%	30.5%	28.4%	
Agree somewhat	44.6%	46.6%	46.0%	40.0%	46.3%	49.1%	50.0%	46.9%	42.6%	
Disagree somewhat	5.4%	11.2%	14.5%	3.3%	4.7%	7.0%	7.7%	18.8%	22.7%	
Strongly disagree	3.6%	4.3%	4.7%	0.0%	4.7%	3.2%	7.7%	3.9%	6.3%	
Total(n)	56	277	661	30	149	344	26	128	317	
Mean	3.34	3.18	3.11	3.53	3.30	3.27	3.12	3.04	2.93	
Standard deviation	0.75	0.80	0.82	0.57	0.77	0.73	0.86	0.81	0.87	
Significance	-		*	-			-			
Effect size	-	0.20	0.28	-	0.30	0.36	-	0.10	0.22	
<b>Women faculty are treated fairly here</b>										
Strongly agree	44.8%	39.8%	37.8%	60.0%	51.7%	48.7%	28.6%	26.7%	26.3%	
Agree somewhat	43.1%	44.7%	43.3%	36.7%	42.3%	42.6%	50.0%	47.4%	44.0%	
Disagree somewhat	10.3%	13.0%	15.5%	3.3%	4.0%	7.8%	17.9%	23.0%	23.5%	
Strongly disagree	1.7%	2.5%	3.4%	0.0%	2.0%	0.9%	3.6%	3.0%	6.1%	
Total(n)	58	284	672	30	149	345	28	135	327	
Mean	3.31	3.22	3.15	3.57	3.44	3.39	3.04	2.98	2.91	
Standard deviation	0.73	0.76	0.80	0.57	0.67	0.67	0.79	0.79	0.86	
Significance	-			-			-			
Effect size	-	0.12	0.20	-	0.19	0.27	-	0.08	0.15	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	41.1%	40.9%	37.4%	46.7%	49.3%	45.0%	34.6%	31.2%	29.1%	
Agree somewhat	48.2%	46.8%	47.4%	50.0%	45.1%	47.6%	46.2%	48.8%	47.2%	
Disagree somewhat	10.7%	10.4%	13.3%	3.3%	3.5%	6.2%	19.2%	18.4%	21.0%	
Strongly disagree	0.0%	1.9%	1.9%	0.0%	2.1%	1.2%	0.0%	1.6%	2.6%	
Total(n)	56	269	647	30	144	338	26	125	309	
Mean	3.30	3.27	3.20	3.43	3.42	3.36	3.15	3.10	3.03	
Standard deviation	0.66	0.72	0.74	0.57	0.66	0.65	0.73	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.04	0.14	-	0.02	0.11	-	0.07	0.15	
<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	30.5%	26.6%	25.7%	33.3%	28.9%	27.3%	27.6%	24.1%	24.1%	
High priority	44.1%	50.9%	55.0%	40.0%	46.7%	52.3%	48.3%	55.5%	57.8%	
Medium priority	22.0%	19.4%	16.9%	23.3%	21.7%	18.1%	20.7%	16.8%	15.7%	
Low priority	3.4%	3.1%	2.4%	3.3%	2.6%	2.3%	3.4%	3.6%	2.4%	

Washburn 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)	59	289	680	30	152	348	29	137	332	
Mean	3.02	3.01	3.04	3.03	3.02	3.05	3.00	3.00	3.04	
Standard deviation	0.82	0.77	0.72	0.85	0.78	0.74	0.80	0.75	0.70	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	0.01	-0.03	-	0.00	-0.06	
<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	23.3%	19.3%	19.5%	23.3%	22.1%	20.6%	23.3%	16.2%	18.3%	
High priority	33.3%	39.3%	41.9%	33.3%	38.9%	42.0%	33.3%	39.7%	41.7%	
Medium priority	35.0%	33.3%	31.3%	36.7%	30.2%	29.3%	33.3%	36.8%	33.3%	
Low priority	8.3%	8.1%	7.4%	6.7%	8.7%	8.1%	10.0%	7.4%	6.6%	
Total(n)	60	285	678	30	149	345	30	136	333	
Mean	2.72	2.70	2.73	2.73	2.74	2.75	2.70	2.65	2.72	
Standard deviation	0.92	0.87	0.86	0.91	0.90	0.87	0.95	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	-0.01	-0.02	-	0.06	-0.02	
<b>To facilitate student involvement in community service</b>										
Highest priority	13.8%	10.9%	14.1%	13.3%	9.5%	11.8%	14.3%	12.4%	16.5%	
High priority	29.3%	34.4%	40.8%	20.0%	31.1%	37.0%	39.3%	38.0%	44.7%	
Medium priority	43.1%	43.9%	36.2%	50.0%	48.0%	40.8%	35.7%	39.4%	31.5%	
Low priority	13.8%	10.9%	8.8%	16.7%	11.5%	10.4%	10.7%	10.2%	7.2%	
Total(n)	58	285	679	30	148	346	28	137	333	
Mean	2.43	2.45	2.60	2.30	2.39	2.50	2.57	2.53	2.71	
Standard deviation	0.90	0.83	0.84	0.92	0.81	0.83	0.88	0.84	0.83	
Significance	-			-			-			
Effect size	-	-0.02	-0.20	-	-0.11	-0.24	-	0.05	-0.17	
<b>To help students learn how to bring about change in society</b>										
Highest priority	12.1%	12.1%	12.0%	13.8%	9.5%	9.9%	10.3%	14.9%	14.3%	
High priority	25.9%	26.3%	31.9%	17.2%	24.5%	29.9%	34.5%	28.4%	34.1%	
Medium priority	39.7%	47.3%	43.4%	37.9%	51.0%	46.1%	41.4%	43.3%	40.5%	
Low priority	22.4%	14.2%	12.6%	31.0%	15.0%	14.2%	13.8%	13.4%	11.0%	
Total(n)	58	281	673	29	147	345	29	134	328	
Mean	2.28	2.36	2.43	2.14	2.29	2.35	2.41	2.45	2.52	
Standard deviation	0.95	0.87	0.86	1.03	0.84	0.84	0.87	0.91	0.87	
Significance	-			-			-			
Effect size	-	-0.09	-0.17	-	-0.18	-0.25	-	-0.04	-0.13	
<b>To increase or maintain institutional prestige</b>										
Highest priority	20.7%	23.3%	19.9%	20.0%	27.3%	19.2%	21.4%	19.0%	20.7%	
High priority	36.2%	41.8%	41.3%	40.0%	40.7%	40.1%	32.1%	43.1%	42.5%	
Medium priority	27.6%	27.5%	30.9%	23.3%	24.7%	31.2%	32.1%	30.7%	30.5%	
Low priority	15.5%	7.3%	7.9%	16.7%	7.3%	9.5%	14.3%	7.3%	6.3%	
Total(n)	58	287	683	30	150	349	28	137	334	
Mean	2.62	2.81	2.73	2.63	2.88	2.69	2.61	2.74	2.78	

Washburn 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	0.99	0.88	0.87	1.00	0.90	0.89	0.99	0.85	0.85	
Significance	-			-			-			
Effect size	-	-0.22	-0.13	-	-0.28	-0.07	-	-0.15	-0.20	

Washburn 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	3.4%	6.3%	4.0%	3.3%	8.6%	5.5%	3.4%	3.7%	2.4%	
High priority	13.6%	22.3%	16.6%	6.7%	23.8%	16.5%	20.7%	20.6%	16.6%	
Medium priority	35.6%	35.5%	35.7%	46.7%	36.4%	34.2%	24.1%	34.6%	37.2%	
Low priority	47.5%	35.9%	43.8%	43.3%	31.1%	43.8%	51.7%	41.2%	43.8%	
Total(n)	59	287	676	30	151	345	29	136	331	
Mean	1.73	1.99	1.81	1.70	2.10	1.84	1.76	1.87	1.78	
Standard deviation	0.83	0.91	0.85	0.75	0.94	0.89	0.91	0.87	0.81	
Significance	-	*		-	*		-			
Effect size	-	-0.29	-0.09	-	-0.43	-0.16	-	-0.13	-0.02	
<b>To recruit more minority students</b>										
Highest priority	17.2%	14.1%	14.3%	16.7%	16.0%	13.2%	17.9%	12.0%	15.5%	
High priority	27.6%	41.0%	41.8%	26.7%	39.3%	42.2%	28.6%	42.9%	41.3%	
Medium priority	36.2%	34.3%	35.7%	40.0%	33.3%	36.5%	32.1%	35.3%	35.0%	
Low priority	19.0%	10.6%	8.1%	16.7%	11.3%	8.0%	21.4%	9.8%	8.2%	
Total(n)	58	283	677	30	150	348	28	133	329	
Mean	2.43	2.59	2.62	2.43	2.60	2.61	2.43	2.57	2.64	
Standard deviation	0.99	0.86	0.83	0.97	0.89	0.82	1.03	0.83	0.84	
Significance	-			-			-			
Effect size	-	-0.19	-0.23	-	-0.19	-0.22	-	-0.17	-0.25	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	3.4%	5.6%	5.3%	3.3%	6.6%	5.7%	3.6%	4.4%	4.8%	
High priority	12.1%	21.2%	17.9%	6.7%	23.2%	19.8%	17.9%	19.0%	15.9%	
Medium priority	20.7%	32.6%	33.4%	26.7%	33.1%	33.3%	14.3%	32.1%	33.5%	
Low priority	63.8%	40.6%	43.4%	63.3%	37.1%	41.1%	64.3%	44.5%	45.8%	
Total(n)	58	288	682	30	151	348	28	137	334	
Mean	1.55	1.92	1.85	1.50	1.99	1.90	1.61	1.83	1.80	
Standard deviation	0.84	0.91	0.90	0.78	0.93	0.91	0.92	0.89	0.88	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.41	-0.33	-	-0.53	-0.44	-	-0.25	-0.22	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	12.1%	12.0%	13.2%	10.0%	14.1%	13.5%	14.3%	9.6%	12.8%	
High priority	24.1%	31.3%	33.1%	23.3%	32.2%	35.7%	25.0%	30.4%	30.4%	
Medium priority	34.5%	39.1%	39.5%	46.7%	40.9%	40.6%	21.4%	37.0%	38.3%	
Low priority	29.3%	17.6%	14.2%	20.0%	12.8%	10.1%	39.3%	23.0%	18.5%	
Total(n)	58	284	676	30	149	347	28	135	329	
Mean	2.19	2.38	2.45	2.23	2.48	2.53	2.14	2.27	2.37	
Standard deviation	1.00	0.91	0.89	0.90	0.89	0.85	1.11	0.92	0.93	
Significance	-		*	-			-			
Effect size	-	-0.21	-0.29	-	-0.28	-0.35	-	-0.14	-0.25	

Washburn 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	11.7%	16.0%	17.0%	10.0%	18.8%	15.3%	13.3%	13.0%	18.9%	
High priority	30.0%	38.7%	37.3%	33.3%	40.3%	40.1%	26.7%	37.0%	34.4%	
Medium priority	25.0%	28.6%	32.7%	33.3%	30.2%	35.2%	16.7%	26.8%	30.2%	
Low priority	33.3%	16.7%	12.9%	23.3%	10.7%	9.5%	43.3%	23.2%	16.5%	
Total(n)	60	287	681	30	149	347	30	138	334	
Mean	2.20	2.54	2.58	2.30	2.67	2.61	2.10	2.40	2.56	
Standard deviation	1.04	0.95	0.92	0.95	0.90	0.86	1.12	0.99	0.98	
Significance	-	*	**	-	*		-		*	
Effect size	-	-0.36	-0.41	-	-0.41	-0.36	-	-0.30	-0.47	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	8.5%	8.7%	13.1%	10.0%	7.3%	10.6%	6.9%	10.3%	15.6%	
High priority	37.3%	26.8%	31.3%	30.0%	25.8%	28.4%	44.8%	27.9%	34.2%	
Medium priority	37.3%	39.4%	36.3%	36.7%	40.4%	38.2%	37.9%	38.2%	34.2%	
Low priority	16.9%	25.1%	19.4%	23.3%	26.5%	22.7%	10.3%	23.5%	15.9%	
Total(n)	59	287	681	30	151	348	29	136	333	
Mean	2.37	2.19	2.38	2.27	2.14	2.27	2.48	2.25	2.50	
Standard deviation	0.87	0.91	0.94	0.94	0.89	0.93	0.78	0.93	0.94	
Significance	-			-			-			
Effect size	-	0.20	-0.01	-	0.15	0.00	-	0.25	-0.02	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	18.3%	15.4%	17.8%	13.3%	10.7%	13.5%	23.3%	20.6%	22.5%	
High priority	45.0%	38.8%	41.9%	50.0%	42.7%	42.4%	40.0%	34.6%	41.3%	
Medium priority	28.3%	33.9%	30.1%	26.7%	33.3%	31.5%	30.0%	34.6%	28.6%	
Low priority	8.3%	11.9%	10.2%	10.0%	13.3%	12.6%	6.7%	10.3%	7.6%	
Total(n)	60	286	678	30	150	349	30	136	329	
Mean	2.73	2.58	2.67	2.67	2.51	2.57	2.80	2.65	2.79	
Standard deviation	0.86	0.89	0.88	0.84	0.86	0.88	0.89	0.92	0.88	
Significance	-			-			-			
Effect size	-	0.17	0.07	-	0.19	0.11	-	0.16	0.01	
<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	5.3%	26.8%	17.5%	6.7%	28.0%	17.5%	3.7%	25.4%	17.6%	
High priority	26.3%	32.7%	31.1%	33.3%	34.0%	32.7%	18.5%	31.3%	29.4%	
Medium priority	42.1%	28.5%	36.1%	33.3%	27.3%	35.2%	51.9%	29.9%	37.0%	
Low priority	26.3%	12.0%	15.3%	26.7%	10.7%	14.6%	25.9%	13.4%	16.1%	
Total(n)	57	284	679	30	150	349	27	134	330	
Mean	2.11	2.74	2.51	2.20	2.79	2.53	2.00	2.69	2.48	
Standard deviation	0.86	0.98	0.95	0.92	0.97	0.95	0.78	1.00	0.96	

Washburn 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	-	-0.64	-0.42	-	-0.61	-0.35	-	-0.69	-0.50	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	8.5%	16.5%	12.0%	6.7%	14.8%	11.0%	10.3%	18.4%	13.1%	
High priority	20.3%	34.7%	31.2%	23.3%	36.9%	31.4%	17.2%	32.4%	31.0%	
Medium priority	39.0%	31.9%	36.8%	36.7%	30.2%	37.2%	41.4%	33.8%	36.5%	
Low priority	32.2%	16.8%	20.0%	33.3%	18.1%	20.5%	31.0%	15.4%	19.5%	
Total(n)	59	285	676	30	149	347	29	136	329	
Mean	2.05	2.51	2.35	2.03	2.48	2.33	2.07	2.54	2.38	
Standard deviation	0.94	0.96	0.93	0.93	0.96	0.92	0.96	0.97	0.94	
Significance	-	***	*	-	*		-	*		
Effect size	-	-0.48	-0.32	-	-0.47	-0.33	-	-0.48	-0.33	
<b>To develop leadership ability among students</b>										
Highest priority	18.6%	13.3%	15.8%	10.0%	8.7%	12.7%	27.6%	18.4%	19.0%	
High priority	45.8%	39.9%	38.5%	53.3%	43.3%	37.5%	37.9%	36.0%	39.6%	
Medium priority	32.2%	38.8%	37.9%	33.3%	39.3%	40.6%	31.0%	38.2%	35.0%	
Low priority	3.4%	8.0%	7.8%	3.3%	8.7%	9.2%	3.4%	7.4%	6.3%	
Total(n)	59	286	678	30	150	347	29	136	331	
Mean	2.80	2.58	2.62	2.70	2.52	2.54	2.90	2.65	2.71	
Standard deviation	0.78	0.82	0.84	0.70	0.77	0.83	0.86	0.86	0.85	
Significance	-			-			-			
Effect size	-	0.27	0.21	-	0.23	0.19	-	0.29	0.22	
<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	10.0%	17.8%	19.2%	13.3%	16.1%	15.9%	6.7%	19.7%	22.7%	
High priority	41.7%	44.1%	43.1%	33.3%	43.0%	43.8%	50.0%	45.3%	42.3%	
Medium priority	30.0%	31.5%	30.5%	36.7%	34.9%	34.0%	23.3%	27.7%	26.9%	
Low priority	18.3%	6.6%	7.2%	16.7%	6.0%	6.3%	20.0%	7.3%	8.2%	
Total(n)	60	286	678	30	149	347	30	137	331	
Mean	2.43	2.73	2.74	2.43	2.69	2.69	2.43	2.77	2.79	
Standard deviation	0.91	0.83	0.85	0.94	0.81	0.81	0.90	0.85	0.88	
Significance	-	*	**	-			-		*	
Effect size	-	-0.36	-0.36	-	-0.32	-0.32	-	-0.40	-0.41	
<b>To prepare students for the workplace</b>										
Highest priority	37.3%	30.3%	33.6%	40.0%	27.5%	30.6%	34.5%	33.3%	36.7%	
High priority	39.0%	49.5%	48.6%	33.3%	49.7%	51.7%	44.8%	49.3%	45.4%	
Medium priority	23.7%	19.2%	16.2%	26.7%	20.8%	15.6%	20.7%	17.4%	16.7%	
Low priority	0.0%	1.0%	1.6%	0.0%	2.0%	2.0%	0.0%	0.0%	1.2%	
Total(n)	59	287	681	30	149	346	29	138	335	
Mean	3.14	3.09	3.14	3.13	3.03	3.11	3.14	3.16	3.18	
Standard deviation	0.78	0.73	0.74	0.82	0.75	0.73	0.74	0.70	0.74	
Significance	-			-			-			
Effect size	-	0.07	0.00	-	0.13	0.03	-	-0.03	-0.05	

Washburn 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	20.3%	25.6%	27.6%	20.0%	24.3%	26.5%	20.7%	27.0%	28.8%	
To a large extent	35.6%	36.0%	34.8%	46.7%	36.8%	35.3%	24.1%	35.0%	34.2%	
To some extent	30.5%	28.0%	26.3%	20.0%	27.6%	27.1%	41.4%	28.5%	25.5%	
To a small extent	10.2%	8.3%	8.8%	6.7%	9.2%	8.8%	13.8%	7.3%	8.7%	
Not at all	3.4%	2.1%	2.5%	6.7%	2.0%	2.3%	0.0%	2.2%	2.7%	
Total(n)	59	289	684	30	152	351	29	137	333	
Mean	3.59	3.75	3.76	3.67	3.72	3.75	3.52	3.77	3.78	
Standard deviation	1.04	1.00	1.03	1.09	1.00	1.02	0.99	1.00	1.04	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	-0.05	-0.08	-	-0.25	-0.25	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	31.7%	32.5%	36.1%	33.3%	30.2%	33.2%	30.0%	35.0%	39.1%	
To a large extent	45.0%	47.9%	47.1%	43.3%	50.3%	50.4%	46.7%	45.3%	43.6%	
To some extent	20.0%	15.4%	13.0%	16.7%	12.8%	11.2%	23.3%	18.2%	14.8%	
To a small extent	3.3%	2.8%	2.5%	6.7%	4.0%	3.2%	0.0%	1.5%	1.8%	
Not at all	0.0%	1.4%	1.3%	0.0%	2.7%	2.0%	0.0%	0.0%	0.6%	
Total(n)	60	286	679	30	149	349	30	137	330	
Mean	4.05	4.07	4.14	4.03	4.01	4.10	4.07	4.14	4.19	
Standard deviation	0.81	0.84	0.83	0.89	0.92	0.86	0.74	0.76	0.80	
Significance	-			-			-			
Effect size	-	-0.02	-0.11	-	0.02	-0.08	-	-0.09	-0.15	
<b>Mentor faculty</b>										
To a very large extent	21.4%	24.9%	23.2%	13.3%	23.5%	20.5%	30.8%	26.5%	26.0%	
To a large extent	28.6%	34.2%	35.0%	23.3%	34.2%	35.8%	34.6%	34.1%	34.1%	
To some extent	33.9%	27.8%	29.1%	43.3%	26.8%	28.6%	23.1%	28.8%	29.7%	
To a small extent	7.1%	6.4%	6.9%	13.3%	9.4%	9.0%	0.0%	3.0%	4.6%	
Not at all	8.9%	6.8%	5.8%	6.7%	6.0%	6.1%	11.5%	7.6%	5.6%	
Total(n)	56	281	669	30	149	346	26	132	323	
Mean	3.46	3.64	3.63	3.23	3.60	3.56	3.73	3.69	3.70	
Standard deviation	1.17	1.13	1.09	1.07	1.13	1.10	1.25	1.13	1.08	
Significance	-			-			-			
Effect size	-	-0.16	-0.16	-	-0.33	-0.30	-	0.04	0.03	
<b>Mentor undergraduate students</b>										
To a very large extent	32.2%	29.5%	32.6%	30.0%	26.2%	30.4%	34.5%	33.3%	35.1%	
To a large extent	23.7%	25.5%	30.4%	33.3%	26.8%	32.1%	13.8%	24.0%	28.6%	
To some extent	22.0%	24.1%	20.9%	23.3%	28.2%	23.2%	20.7%	19.4%	18.3%	
To a small extent	10.2%	11.9%	8.5%	0.0%	9.4%	8.0%	20.7%	14.7%	9.0%	
Not at all	11.9%	9.0%	7.6%	13.3%	9.4%	6.3%	10.3%	8.5%	9.0%	
Total(n)	59	278	671	30	149	349	29	129	322	
Mean	3.54	3.55	3.72	3.67	3.51	3.72	3.41	3.59	3.72	
Standard deviation	1.36	1.27	1.22	1.30	1.24	1.16	1.43	1.31	1.28	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	-0.01	-0.15	-	0.13	-0.04	-	-0.14	-0.24	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	12.5%	31.9%	21.1%	6.7%	28.7%	18.3%	19.2%	35.6%	24.1%	
To a large extent	16.1%	22.5%	22.2%	20.0%	24.7%	23.0%	11.5%	20.0%	21.3%	
To some extent	19.6%	17.9%	15.5%	16.7%	16.7%	15.1%	23.1%	19.3%	15.9%	
To a small extent	21.4%	13.0%	13.7%	20.0%	14.0%	13.4%	23.1%	11.9%	14.0%	
Not at all	30.4%	14.7%	27.5%	36.7%	16.0%	30.2%	23.1%	13.3%	24.7%	
Total(n)	56	285	672	30	150	344	26	135	328	
Mean	2.59	3.44	2.96	2.40	3.36	2.86	2.81	3.53	3.06	
Standard deviation	1.40	1.43	1.52	1.35	1.43	1.51	1.44	1.42	1.52	
Significance	-	***		-	***		-	*		
Effect size	-	-0.59	-0.24	-	-0.67	-0.30	-	-0.51	-0.16	
<b>Been mentored by at least one professional in academia</b>										
To a very large extent	26.8%	23.9%	24.4%	17.9%	19.9%	20.1%	35.7%	28.4%	28.9%	
To a large extent	21.4%	30.4%	28.3%	21.4%	30.8%	27.1%	21.4%	29.9%	29.5%	
To some extent	26.8%	23.9%	26.9%	28.6%	24.7%	28.3%	25.0%	23.1%	25.5%	
To a small extent	10.7%	12.1%	13.0%	10.7%	13.7%	17.2%	10.7%	10.4%	8.6%	
Not at all	14.3%	9.6%	7.3%	21.4%	11.0%	7.3%	7.1%	8.2%	7.4%	
Total(n)	56	280	668	28	146	343	28	134	325	
Mean	3.36	3.47	3.49	3.04	3.35	3.36	3.68	3.60	3.64	
Standard deviation	1.37	1.25	1.20	1.40	1.25	1.19	1.28	1.23	1.20	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.25	-0.27	-	0.07	0.03	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	3.4%	6.3%	7.1%	3.3%	4.0%	5.7%	3.6%	9.0%	8.5%	
To a large extent	6.9%	10.5%	10.6%	3.3%	11.9%	10.3%	10.7%	9.0%	11.0%	
To some extent	31.0%	24.2%	23.3%	26.7%	22.5%	22.0%	35.7%	26.1%	24.7%	
To a small extent	24.1%	16.5%	20.1%	26.7%	19.9%	22.0%	21.4%	12.7%	18.0%	
Not at all	34.5%	42.5%	38.9%	40.0%	41.7%	40.0%	28.6%	43.3%	37.8%	
Total(n)	58	285	678	30	151	350	28	134	328	
Mean	2.21	2.22	2.27	2.03	2.17	2.20	2.39	2.28	2.34	
Standard deviation	1.10	1.27	1.27	1.07	1.21	1.23	1.13	1.34	1.31	
Significance	-			-			-			
Effect size	-	-0.01	-0.05	-	-0.12	-0.14	-	0.08	0.04	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a very large extent	0.0%	0.7%	0.6%	0.0%	1.3%	0.9%	0.0%	0.0%	0.3%	
To a large extent	1.7%	1.7%	1.2%	0.0%	2.7%	1.1%	3.4%	0.7%	1.2%	



Washburn 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	1.7%	2.8%	2.9%	0.0%	2.0%	2.6%	3.4%	3.6%	3.3%	
To a small extent	3.4%	3.5%	3.5%	0.0%	2.7%	2.9%	6.9%	4.4%	4.2%	
Not at all	93.1%	91.3%	91.8%	100.0%	91.3%	92.6%	86.2%	91.2%	90.9%	
Total(n)	58	287	681	29	150	350	29	137	331	
Mean	1.12	1.17	1.15	1.00	1.20	1.15	1.24	1.14	1.16	
Standard deviation	0.50	0.62	0.57	0.00	0.72	0.59	0.69	0.49	0.56	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.28	-0.25	-	0.20	0.14	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	29.4%	34.4%	33.0%	32.1%	37.0%	32.5%	26.1%	31.4%	33.4%	
Good	51.0%	52.5%	52.6%	42.9%	51.4%	52.5%	60.9%	53.7%	52.6%	
Fair	17.6%	11.2%	12.1%	21.4%	8.7%	11.9%	13.0%	14.0%	12.3%	
Poor	2.0%	1.9%	2.4%	3.6%	2.9%	3.1%	0.0%	0.8%	1.7%	
Total(n)	51	259	622	28	138	320	23	121	302	
Mean	3.08	3.19	3.16	3.04	3.22	3.14	3.13	3.16	3.18	
Standard deviation	0.74	0.71	0.72	0.84	0.73	0.74	0.63	0.68	0.70	
Significance	-			-			-			
Effect size	-	-0.15	-0.11	-	-0.25	-0.14	-	-0.04	-0.07	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	42.0%	42.2%	45.2%	48.0%	41.7%	41.1%	36.0%	42.9%	49.8%	
Good	50.0%	49.6%	48.2%	44.0%	50.0%	51.4%	56.0%	49.1%	44.5%	
Fair	8.0%	7.4%	5.6%	8.0%	6.8%	6.5%	8.0%	8.0%	4.6%	
Poor	0.0%	0.8%	1.0%	0.0%	1.5%	0.9%	0.0%	0.0%	1.1%	
Total(n)	50	244	604	25	132	321	25	112	283	
Mean	3.34	3.33	3.38	3.40	3.32	3.33	3.28	3.35	3.43	
Standard deviation	0.63	0.65	0.64	0.65	0.67	0.64	0.61	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.02	-0.06	-	0.12	0.11	-	-0.11	-0.24	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	21.1%	47.8%	45.6%	16.7%	46.0%	44.0%	25.0%	50.0%	47.2%	

Washburn 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	60.5%	44.0%	44.5%	50.0%	43.5%	44.0%	70.0%	44.4%	45.1%		
Fair	15.8%	6.9%	8.4%	27.8%	8.9%	10.3%	5.0%	4.6%	6.4%		
Poor	2.6%	1.3%	1.5%	5.6%	1.6%	1.7%	0.0%	0.9%	1.3%		
Total(n)	38	232	467	18	124	234	20	108	233		
Mean	3.00	3.38	3.34	2.78	3.34	3.30	3.20	3.44	3.38		
Standard deviation	0.70	0.67	0.70	0.81	0.71	0.72	0.52	0.63	0.67		
Significance	-	**	**	-	**	**	-	-	-		
Effect size	-	-0.57	-0.49	-	-0.79	-0.72	-	-0.38	-0.27		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Salary</b>											
Very satisfied	12.1%	17.5%	14.2%	10.3%	16.0%	14.0%	13.8%	19.1%	14.5%		
Satisfied	31.0%	37.8%	41.0%	31.0%	38.0%	41.8%	31.0%	37.5%	40.1%		
Marginally satisfied	25.9%	24.1%	25.8%	31.0%	26.7%	25.8%	20.7%	21.3%	25.9%		
Not satisfied	31.0%	20.6%	18.9%	27.6%	19.3%	18.3%	34.5%	22.1%	19.6%		
Total(n)	58	286	681	29	150	349	29	136	332		
Mean	2.24	2.52	2.51	2.24	2.51	2.52	2.24	2.54	2.49		
Standard deviation	1.03	1.01	0.96	0.99	0.98	0.95	1.09	1.04	0.97		
Significance	-	-	*	-	-	-	-	-	-		
Effect size	-	-0.28	-0.28	-	-0.28	-0.29	-	-0.29	-0.26		
<b>Health benefits</b>											
Very satisfied	21.7%	25.0%	26.1%	20.0%	26.7%	27.1%	23.3%	23.2%	25.1%		
Satisfied	55.0%	44.4%	48.1%	56.7%	41.3%	48.4%	53.3%	47.8%	47.7%		
Marginally satisfied	21.7%	19.8%	18.1%	23.3%	20.7%	16.4%	20.0%	18.8%	19.9%		
Not satisfied	1.7%	10.8%	7.7%	0.0%	11.3%	8.1%	3.3%	10.1%	7.3%		
Total(n)	60	288	678	30	150	347	30	138	331		
Mean	2.97	2.84	2.93	2.97	2.83	2.95	2.97	2.84	2.91		
Standard deviation	0.71	0.92	0.86	0.67	0.95	0.87	0.76	0.90	0.86		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.14	0.05	-	0.15	0.02	-	0.14	0.07		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Retirement benefits</b>											
Very satisfied	26.8%	21.5%	26.5%	20.7%	22.1%	27.6%	33.3%	20.7%	25.4%		
Satisfied	51.8%	46.8%	47.4%	48.3%	43.0%	48.0%	55.6%	51.1%	46.8%		
Marginally satisfied	17.9%	22.5%	20.3%	24.1%	22.8%	17.8%	11.1%	22.2%	22.9%		
Not satisfied	3.6%	9.2%	5.8%	6.9%	12.1%	6.6%	0.0%	5.9%	4.9%		
Total(n)	56	284	675	29	149	348	27	135	327		
Mean	3.02	2.81	2.95	2.83	2.75	2.97	3.22	2.87	2.93		
Standard deviation	0.77	0.88	0.84	0.85	0.94	0.85	0.64	0.81	0.82		
Significance	-	-	-	-	-	-	-	*	-		
Effect size	-	0.24	0.08	-	0.09	-0.16	-	0.43	0.35		
<b>Opportunity for scholarly pursuits</b>											
Very satisfied	15.3%	15.8%	16.5%	13.8%	14.3%	16.0%	16.7%	17.4%	17.1%		
Satisfied	32.2%	41.1%	42.4%	41.4%	46.9%	44.8%	23.3%	34.8%	39.9%		

Washburn 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	37.3%	29.8%	29.2%	31.0%	25.9%	29.1%	43.3%	34.1%	29.4%	
Not satisfied	15.3%	13.3%	11.8%	13.8%	12.9%	10.2%	16.7%	13.8%	13.5%	
Total(n)	59	285	677	29	147	344	30	138	333	
Mean	2.47	2.59	2.64	2.55	2.63	2.67	2.40	2.56	2.61	
Standard deviation	0.94	0.91	0.89	0.91	0.89	0.86	0.97	0.94	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.19	-	-0.09	-0.14	-	-0.17	-0.23	
<b>Teaching load</b>										
Very satisfied	16.9%	21.5%	16.6%	13.3%	23.3%	17.8%	20.7%	19.6%	15.3%	
Satisfied	32.2%	45.8%	47.6%	33.3%	44.7%	48.3%	31.0%	47.1%	46.8%	
Marginally satisfied	40.7%	22.2%	24.1%	46.7%	23.3%	24.7%	34.5%	21.0%	23.4%	
Not satisfied	10.2%	10.4%	11.7%	6.7%	8.7%	9.2%	13.8%	12.3%	14.4%	
Total(n)	59	288	681	30	150	348	29	138	333	
Mean	2.56	2.78	2.69	2.53	2.83	2.75	2.59	2.74	2.63	
Standard deviation	0.90	0.90	0.88	0.82	0.89	0.86	0.98	0.91	0.91	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.24	-0.15	-	-0.34	-0.26	-	-0.16	-0.04	
<b>Quality of students</b>										
Very satisfied	8.3%	10.1%	14.2%	6.7%	8.1%	11.5%	10.0%	12.2%	17.1%	
Satisfied	51.7%	51.2%	54.2%	43.3%	43.9%	49.9%	60.0%	59.0%	58.7%	
Marginally satisfied	31.7%	29.6%	24.8%	40.0%	35.8%	29.7%	23.3%	23.0%	19.8%	
Not satisfied	8.3%	9.1%	6.8%	10.0%	12.2%	8.9%	6.7%	5.8%	4.5%	
Total(n)	60	287	681	30	148	347	30	139	334	
Mean	2.60	2.62	2.76	2.47	2.48	2.64	2.73	2.78	2.88	
Standard deviation	0.76	0.79	0.78	0.78	0.81	0.80	0.74	0.73	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.21	-	-0.01	-0.21	-	-0.07	-0.21	
<b>Autonomy and independence</b>										
Very satisfied	44.1%	38.2%	40.9%	40.0%	37.7%	40.9%	48.3%	38.7%	41.0%	
Satisfied	40.7%	47.9%	46.3%	40.0%	47.0%	46.6%	41.4%	48.9%	46.1%	
Marginally satisfied	13.6%	11.5%	10.4%	16.7%	13.2%	10.6%	10.3%	9.5%	10.2%	
Not satisfied	1.7%	2.4%	2.3%	3.3%	2.0%	2.0%	0.0%	2.9%	2.7%	
Total(n)	59	288	682	30	151	350	29	137	332	
Mean	3.27	3.22	3.26	3.17	3.21	3.26	3.38	3.23	3.25	
Standard deviation	0.76	0.74	0.74	0.83	0.74	0.73	0.68	0.74	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.07	0.01	-	-0.05	-0.12	-	0.20	0.17	
<b>Departmental leadership</b>										
Very satisfied	41.7%	35.4%	36.8%	43.3%	33.8%	37.4%	40.0%	37.2%	36.2%	
Satisfied	33.3%	40.3%	41.7%	26.7%	40.4%	44.3%	40.0%	40.1%	38.9%	
Marginally satisfied	23.3%	17.7%	14.6%	30.0%	17.9%	12.6%	16.7%	17.5%	16.7%	
Not satisfied	1.7%	6.6%	6.9%	0.0%	7.9%	5.7%	3.3%	5.1%	8.2%	
Total(n)	60	288	679	30	151	350	30	137	329	
Mean	3.15	3.05	3.08	3.13	3.00	3.13	3.17	3.09	3.03	
Standard deviation	0.84	0.89	0.89	0.86	0.92	0.84	0.83	0.87	0.93	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.14	0.00	-	0.09	0.15	
<b>Departmental support for work/life balance</b>										
Very satisfied	29.3%	25.0%	26.5%	31.0%	25.3%	29.1%	27.6%	24.6%	23.7%	
Satisfied	41.4%	45.5%	44.8%	44.8%	49.3%	48.9%	37.9%	41.3%	40.5%	
Marginally satisfied	22.4%	22.6%	21.1%	20.7%	18.7%	16.0%	24.1%	26.8%	26.4%	
Not satisfied	6.9%	6.9%	7.6%	3.4%	6.7%	6.0%	10.3%	7.2%	9.3%	
Total(n)	58	288	683	29	150	350	29	138	333	
Mean	2.93	2.89	2.90	3.03	2.93	3.01	2.83	2.83	2.79	
Standard deviation	0.90	0.86	0.88	0.82	0.84	0.83	0.97	0.88	0.91	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.12	0.02	-	0.00	0.04	
<b>Institutional support for work/life balance</b>										
Very satisfied	22.0%	14.4%	15.2%	23.3%	14.1%	15.3%	20.7%	14.8%	15.0%	
Satisfied	35.6%	40.1%	43.4%	43.3%	48.3%	49.6%	27.6%	31.1%	36.8%	
Marginally satisfied	30.5%	28.2%	27.0%	26.7%	20.8%	21.9%	34.5%	36.3%	32.5%	
Not satisfied	11.9%	17.3%	14.4%	6.7%	16.8%	13.3%	17.2%	17.8%	15.6%	
Total(n)	59	284	673	30	149	347	29	135	326	
Mean	2.68	2.52	2.59	2.83	2.60	2.67	2.52	2.43	2.51	
Standard deviation	0.95	0.94	0.91	0.87	0.93	0.89	1.02	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.17	0.10	-	0.25	0.18	-	0.09	0.01	
<b>Prospects for career advancement</b>										
Very satisfied	18.6%	13.1%	13.3%	16.7%	10.8%	12.7%	20.7%	15.7%	14.0%	
Satisfied	32.2%	40.1%	44.0%	36.7%	41.9%	45.1%	27.6%	38.1%	42.9%	
Marginally satisfied	25.4%	29.8%	29.6%	26.7%	29.7%	29.8%	24.1%	29.9%	29.5%	
Not satisfied	23.7%	17.0%	13.0%	20.0%	17.6%	12.4%	27.6%	16.4%	13.7%	
Total(n)	59	282	675	30	148	346	29	134	329	
Mean	2.46	2.49	2.58	2.50	2.46	2.58	2.41	2.53	2.57	
Standard deviation	1.06	0.93	0.88	1.01	0.91	0.87	1.12	0.95	0.89	
Significance	-			-			-			
Effect size	-	-0.03	-0.14	-	0.04	-0.09	-	-0.13	-0.18	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	16.7%	12.9%	10.5%	20.0%	15.1%	12.0%	13.3%	10.4%	8.8%	
Satisfied	25.0%	33.4%	32.8%	13.3%	32.2%	34.4%	36.7%	34.8%	31.2%	
Marginally satisfied	31.7%	28.2%	33.0%	40.0%	27.0%	31.8%	23.3%	29.6%	34.2%	
Not satisfied	26.7%	25.4%	23.7%	26.7%	25.7%	21.8%	26.7%	25.2%	25.8%	
Total(n)	60	287	679	30	152	349	30	135	330	
Mean	2.32	2.34	2.30	2.27	2.37	2.37	2.37	2.30	2.23	
Standard deviation	1.05	1.00	0.95	1.08	1.03	0.95	1.03	0.96	0.93	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	-0.10	-0.11	-	0.07	0.15	

Washburn 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	52.5%	41.7%	41.6%	46.7%	39.1%	41.4%	58.6%	44.5%	41.9%	
Satisfied	39.0%	47.9%	47.5%	46.7%	51.0%	50.0%	31.0%	44.5%	44.9%	
Marginally satisfied	8.5%	8.3%	8.8%	6.7%	7.9%	7.1%	10.3%	8.8%	10.5%	
Not satisfied	0.0%	2.1%	2.1%	0.0%	2.0%	1.4%	0.0%	2.2%	2.7%	
Total(n)	59	288	682	30	151	350	29	137	332	
Mean	3.44	3.29	3.29	3.40	3.27	3.31	3.48	3.31	3.26	
Standard deviation	0.65	0.71	0.71	0.62	0.69	0.67	0.69	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.21	0.21	-	0.19	0.13	-	0.23	0.29	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	40.0%	28.9%	27.7%	40.0%	28.9%	29.0%	40.0%	28.9%	26.4%	
Satisfied	45.0%	51.1%	51.0%	46.7%	55.7%	56.2%	43.3%	45.9%	45.6%	
Marginally satisfied	13.3%	15.1%	15.6%	10.0%	11.4%	11.6%	16.7%	19.3%	19.8%	
Not satisfied	1.7%	4.9%	5.6%	3.3%	4.0%	3.2%	0.0%	5.9%	8.2%	
Total(n)	60	284	674	30	149	345	30	135	329	
Mean	3.23	3.04	3.01	3.23	3.09	3.11	3.23	2.98	2.90	
Standard deviation	0.74	0.80	0.81	0.77	0.75	0.72	0.73	0.85	0.88	
Significance	-		*	-			-		*	
Effect size	-	0.24	0.27	-	0.19	0.17	-	0.29	0.38	
<b>Overall job satisfaction</b>										
Very satisfied	30.5%	24.2%	26.0%	23.3%	21.1%	24.5%	37.9%	27.7%	27.5%	
Satisfied	55.9%	57.1%	57.2%	70.0%	61.2%	61.0%	41.4%	52.6%	53.2%	
Marginally satisfied	13.6%	16.6%	14.4%	6.7%	14.5%	12.0%	20.7%	19.0%	16.9%	
Not satisfied	0.0%	2.1%	2.5%	0.0%	3.3%	2.6%	0.0%	0.7%	2.4%	
Total(n)	59	289	682	30	152	351	29	137	331	
Mean	3.17	3.03	3.07	3.17	3.00	3.07	3.17	3.07	3.06	
Standard deviation	0.65	0.70	0.71	0.53	0.70	0.68	0.76	0.70	0.73	
Significance	-			-			-			
Effect size	-	0.20	0.14	-	0.24	0.15	-	0.14	0.15	
<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	10.5%	19.1%	18.9%	0.0%	12.1%	13.5%	22.2%	27.1%	24.7%	
Somewhat	45.6%	51.4%	55.0%	53.3%	51.7%	55.6%	37.0%	51.1%	54.3%	
Not at all	43.9%	29.4%	26.1%	46.7%	36.2%	31.0%	40.7%	21.8%	21.0%	
Total(n)	57	282	666	30	149	342	27	133	324	
Mean	1.67	1.90	1.93	1.53	1.76	1.82	1.81	2.05	2.04	
Standard deviation	0.66	0.69	0.67	0.51	0.65	0.64	0.79	0.70	0.68	
Significance	-	*	**	-		*	-			
Effect size	-	-0.33	-0.39	-	-0.35	-0.45	-	-0.34	-0.34	
<b>Child care</b>										
Extensive	6.7%	13.3%	16.1%	5.6%	8.2%	10.6%	8.3%	20.3%	23.4%	

Washburn 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	43.3%	44.6%	39.5%	38.9%	41.2%	39.4%	50.0%	49.3%	39.8%	
Not at all	50.0%	42.2%	44.3%	55.6%	50.5%	50.0%	41.7%	30.4%	36.8%	
Total(n)	30	166	397	18	97	226	12	69	171	
Mean	1.57	1.71	1.72	1.50	1.58	1.61	1.67	1.90	1.87	
Standard deviation	0.63	0.69	0.73	0.62	0.64	0.67	0.65	0.71	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.21	-	-0.13	-0.16	-	-0.32	-0.26	
<b>My physical health</b>										
Extensive	12.5%	10.3%	10.6%	10.3%	9.7%	8.9%	14.8%	10.9%	12.5%	
Somewhat	51.8%	49.5%	47.0%	55.2%	53.5%	48.7%	48.1%	45.0%	45.2%	
Not at all	35.7%	40.3%	42.4%	34.5%	36.8%	42.4%	37.0%	44.2%	42.3%	
Total(n)	56	273	649	29	144	337	27	129	312	
Mean	1.77	1.70	1.68	1.76	1.73	1.66	1.78	1.67	1.70	
Standard deviation	0.66	0.65	0.66	0.64	0.63	0.63	0.70	0.67	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.14	-	0.05	0.16	-	0.16	0.12	
<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>Review/promotion process</b>										
Extensive	2.3%	8.1%	10.5%	0.0%	9.8%	8.5%	5.0%	6.3%	12.7%	
Somewhat	41.9%	42.7%	43.5%	47.8%	45.1%	44.3%	35.0%	40.2%	42.8%	
Not at all	55.8%	49.1%	46.0%	52.2%	45.1%	47.2%	60.0%	53.6%	44.6%	
Total(n)	43	234	581	23	122	305	20	112	276	
Mean	1.47	1.59	1.65	1.48	1.65	1.61	1.45	1.53	1.68	
Standard deviation	0.55	0.64	0.66	0.51	0.65	0.64	0.60	0.61	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.27	-	-0.26	-0.20	-	-0.13	-0.33	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	0.0%	4.1%	5.1%	0.0%	3.1%	2.9%	0.0%	5.3%	7.4%	
Somewhat	16.7%	19.0%	21.7%	8.3%	12.4%	13.9%	25.0%	26.5%	30.2%	
Not at all	83.3%	76.9%	73.2%	91.7%	84.5%	83.2%	75.0%	68.1%	62.5%	
Total(n)	48	242	594	24	129	309	24	113	285	
Mean	1.17	1.27	1.32	1.08	1.19	1.20	1.25	1.37	1.45	
Standard deviation	0.38	0.53	0.56	0.28	0.46	0.47	0.44	0.59	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.27	-	-0.24	-0.26	-	-0.20	-0.32	
<b>Committee work</b>										
Extensive	10.2%	20.4%	20.9%	3.3%	17.3%	18.6%	17.2%	23.9%	23.2%	
Somewhat	54.2%	56.3%	58.0%	56.7%	58.0%	57.9%	51.7%	54.5%	58.1%	
Not at all	35.6%	23.2%	21.2%	40.0%	24.7%	23.5%	31.0%	21.6%	18.7%	
Total(n)	59	284	676	30	150	349	29	134	327	
Mean	1.75	1.97	2.00	1.63	1.93	1.95	1.86	2.02	2.05	
Standard deviation	0.63	0.66	0.65	0.56	0.65	0.65	0.69	0.68	0.65	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-	*	**	-	*	**	-			
Effect size	-	-0.33	-0.38	-	-0.46	-0.49	-	-0.24	-0.29	
<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	3.5%	13.5%	16.3%	0.0%	13.6%	13.3%	7.1%	13.3%	19.3%	
Somewhat	52.6%	49.3%	50.9%	51.7%	50.3%	52.2%	53.6%	48.1%	49.5%	
Not at all	43.9%	37.2%	32.8%	48.3%	36.1%	34.5%	39.3%	38.5%	31.1%	
Total(n)	57	282	676	29	147	345	28	135	331	
Mean	1.60	1.76	1.83	1.52	1.78	1.79	1.68	1.75	1.88	
Standard deviation	0.56	0.67	0.68	0.51	0.67	0.66	0.61	0.68	0.70	
Significance	-		*	-	*	*	-			
Effect size	-	-0.24	-0.34	-	-0.39	-0.41	-	-0.10	-0.29	
<b>Students</b>										
Extensive	5.2%	6.4%	6.6%	6.9%	4.8%	4.4%	3.4%	8.2%	8.9%	
Somewhat	56.9%	60.0%	59.7%	37.9%	54.8%	57.4%	75.9%	65.7%	62.1%	
Not at all	37.9%	33.6%	33.7%	55.2%	40.4%	38.2%	20.7%	26.1%	29.1%	
Total(n)	58	280	667	29	146	340	29	134	327	
Mean	1.67	1.73	1.73	1.52	1.64	1.66	1.83	1.82	1.80	
Standard deviation	0.57	0.57	0.57	0.63	0.57	0.56	0.47	0.56	0.58	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.21	-0.25	-	0.02	0.05	
<b>Research or publishing demands</b>										
Extensive	3.9%	15.3%	15.5%	3.8%	12.7%	13.2%	4.0%	18.3%	18.0%	
Somewhat	45.1%	54.5%	54.3%	38.5%	53.5%	52.4%	52.0%	55.6%	56.3%	
Not at all	51.0%	30.2%	30.2%	57.7%	33.8%	34.4%	44.0%	26.2%	25.7%	
Total(n)	51	268	645	26	142	334	25	126	311	
Mean	1.53	1.85	1.85	1.46	1.79	1.79	1.60	1.92	1.92	
Standard deviation	0.58	0.66	0.66	0.58	0.65	0.66	0.58	0.66	0.66	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	-0.48	-0.48	-	-0.51	-0.50	-	-0.48	-0.48	
<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	15.3%	36.8%	32.3%	20.0%	40.5%	34.2%	10.3%	32.6%	30.3%	
Somewhat	61.0%	49.3%	49.9%	53.3%	45.9%	48.1%	69.0%	53.0%	51.7%	
Not at all	23.7%	13.9%	17.8%	26.7%	13.5%	17.7%	20.7%	14.4%	18.0%	
Total(n)	59	280	668	30	148	345	29	132	323	
Mean	1.92	2.23	2.15	1.93	2.27	2.17	1.90	2.18	2.12	
Standard deviation	0.62	0.68	0.69	0.69	0.69	0.70	0.56	0.66	0.68	
Significance	-	**	*	-	*		-	*		
Effect size	-	-0.46	-0.33	-	-0.49	-0.34	-	-0.42	-0.32	

Washburn 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	9.1%	10.9%	14.9%	7.1%	8.4%	11.9%	11.1%	13.7%	18.0%	
Somewhat	56.4%	45.3%	47.1%	60.7%	46.2%	48.2%	51.9%	44.3%	46.0%	
Not at all	34.5%	43.8%	38.0%	32.1%	45.5%	39.9%	37.0%	42.0%	36.0%	
Total(n)	55	274	658	28	143	336	27	131	322	
Mean	1.75	1.67	1.77	1.75	1.63	1.72	1.74	1.72	1.82	
Standard deviation	0.62	0.66	0.69	0.59	0.64	0.66	0.66	0.69	0.71	
Significance	-			-			-			
Effect size	-	0.12	-0.03	-	0.19	0.05	-	0.03	-0.11	
<b>Lack of personal time</b>										
Extensive	20.7%	25.4%	25.3%	17.2%	19.3%	19.0%	24.1%	31.9%	31.7%	
Somewhat	50.0%	47.7%	49.9%	48.3%	45.5%	48.2%	51.7%	50.0%	51.5%	
Not at all	29.3%	26.9%	24.9%	34.5%	35.2%	32.7%	24.1%	18.1%	16.8%	
Total(n)	58	283	676	29	145	342	29	138	334	
Mean	1.91	1.99	2.00	1.83	1.84	1.86	2.00	2.14	2.15	
Standard deviation	0.71	0.72	0.71	0.71	0.72	0.71	0.71	0.70	0.68	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.01	-0.04	-	-0.20	-0.22	
<b>Job security</b>										
Extensive	1.8%	7.9%	4.7%	0.0%	9.2%	4.2%	3.8%	6.5%	5.1%	
Somewhat	29.1%	27.9%	24.2%	27.6%	24.8%	22.8%	30.8%	31.5%	25.6%	
Not at all	69.1%	64.2%	71.2%	72.4%	66.0%	73.0%	65.4%	62.1%	69.2%	
Total(n)	55	265	645	29	141	333	26	124	312	
Mean	1.33	1.44	1.33	1.28	1.43	1.31	1.38	1.44	1.36	
Standard deviation	0.51	0.64	0.56	0.45	0.66	0.55	0.57	0.62	0.58	
Significance	-			-			-			
Effect size	-	-0.17	0.00	-	-0.23	-0.05	-	-0.10	0.03	
<b>Self-imposed high expectations</b>										
Extensive	29.3%	35.0%	33.7%	30.0%	33.3%	31.8%	28.6%	36.8%	35.8%	
Somewhat	55.2%	53.4%	54.4%	53.3%	53.7%	55.5%	57.1%	52.9%	53.3%	
Not at all	15.5%	11.7%	11.8%	16.7%	12.9%	12.7%	14.3%	10.3%	10.9%	
Total(n)	58	283	676	30	147	346	28	136	330	
Mean	2.14	2.23	2.22	2.13	2.20	2.19	2.14	2.26	2.25	
Standard deviation	0.66	0.64	0.64	0.68	0.65	0.64	0.65	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.11	-0.09	-	-0.19	-0.17	
<b>Increased work responsibilities</b>										
Extensive	31.6%	40.1%	38.6%	20.7%	29.7%	32.3%	42.9%	51.1%	45.2%	
Somewhat	59.6%	49.3%	48.8%	65.5%	57.2%	51.2%	53.6%	40.9%	46.4%	
Not at all	8.8%	10.6%	12.6%	13.8%	13.1%	16.6%	3.6%	8.0%	8.4%	
Total(n)	57	282	676	29	145	344	28	137	332	
Mean	2.23	2.29	2.26	2.07	2.17	2.16	2.39	2.43	2.37	
Standard deviation	0.60	0.65	0.67	0.59	0.63	0.68	0.57	0.64	0.63	
Significance	-			-			-			
Effect size	-	-0.09	-0.04	-	-0.16	-0.13	-	-0.06	0.03	



Washburn 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	33.3%	49.1%	33.6%	25.0%	46.2%	31.3%	41.4%	52.2%	36.1%	
Somewhat	45.6%	40.2%	43.4%	53.6%	42.8%	44.5%	37.9%	37.5%	42.3%	
Not at all	21.1%	10.7%	22.9%	21.4%	11.0%	24.2%	20.7%	10.3%	21.6%	
Total(n)	57	281	663	28	145	339	29	136	324	
Mean	2.12	2.38	2.11	2.04	2.35	2.07	2.21	2.42	2.15	
Standard deviation	0.73	0.67	0.74	0.69	0.67	0.74	0.77	0.67	0.75	
Significance	-	**		-	*		-			
Effect size	-	-0.39	0.01	-	-0.46	-0.04	-	-0.31	0.08	
<b>Have you been sexually harassed at this institution?</b>										
Yes	5.0%	7.6%	7.4%	0.0%	2.6%	2.8%	10.0%	12.9%	12.2%	
No	95.0%	92.4%	92.6%	100.0%	97.4%	97.2%	90.0%	87.1%	87.8%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	20.3%	32.8%	33.7%	20.0%	33.6%	34.9%	20.7%	31.9%	32.4%	
No	79.7%	67.2%	66.3%	80.0%	66.4%	65.1%	79.3%	68.1%	67.6%	
Total(n)	59	290	688	30	152	352	29	138	336	
<b>Considered leaving this institution for another?</b>										
Yes	48.3%	52.1%	49.2%	46.7%	53.6%	53.4%	50.0%	50.4%	44.8%	
No	51.7%	47.9%	50.8%	53.3%	46.4%	46.6%	50.0%	49.6%	55.2%	
Total(n)	60	290	685	30	151	350	30	139	335	

Washburn 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	51.7%	55.2%	58.6%	46.7%	55.0%	59.0%	57.1%	55.5%	58.3%	
No	48.3%	44.8%	41.4%	53.3%	45.0%	41.0%	42.9%	44.5%	41.7%	
Total(n)	58	288	684	30	151	351	28	137	333	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	16.7%	18.0%	18.7%	13.3%	19.2%	19.4%	20.0%	16.7%	17.9%	
No	83.3%	82.0%	81.3%	86.7%	80.8%	80.6%	80.0%	83.3%	82.1%	
Total(n)	60	289	686	30	151	351	30	138	335	
<b>Sought an early promotion?</b>										
Yes	1.7%	3.5%	6.1%	0.0%	3.3%	6.5%	3.6%	3.7%	5.7%	
No	98.3%	96.5%	93.9%	100.0%	96.7%	93.5%	96.4%	96.3%	94.3%	
Total(n)	58	288	684	30	152	352	28	136	332	
<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	1.7%	38.1%	28.1%	0.0%	37.5%	27.9%	3.6%	38.7%	28.2%	
No	98.3%	61.9%	71.9%	100.0%	62.5%	72.1%	96.4%	61.3%	71.8%	
Total(n)	58	289	684	30	152	351	28	137	333	
<b>Do you plan to retire within the next three years?</b>										
Yes	20.7%	20.0%	15.4%	24.1%	20.7%	15.2%	17.2%	19.3%	15.7%	
No	79.3%	80.0%	84.6%	75.9%	79.3%	84.8%	82.8%	80.7%	84.3%	
Total(n)	58	285	681	29	150	349	29	135	332	
<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	8.6%	9.4%	8.6%	0.0%	5.3%	4.3%	17.9%	14.0%	13.2%	
No	91.4%	90.6%	91.4%	100.0%	94.7%	95.7%	82.1%	86.0%	86.8%	
Total(n)	58	287	684	30	151	351	28	136	333	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	22.4%	40.1%	38.5%	24.1%	41.7%	38.7%	20.7%	38.4%	38.2%	
No	77.6%	59.9%	61.5%	75.9%	58.3%	61.3%	79.3%	61.6%	61.8%	
Total(n)	58	289	686	29	151	351	29	138	335	
<b>Citizenship status:</b>										
U.S. citizen	98.3%	96.2%	96.1%	96.7%	94.1%	95.7%	100.0%	98.6%	96.4%	
Permanent resident (green card)	1.7%	3.8%	3.5%	3.3%	5.9%	4.0%	0.0%	1.4%	3.0%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Conservative	16.9%	14.9%	14.6%	20.0%	17.2%	17.5%	13.8%	12.4%	11.6%	
Middle of the road	40.7%	28.1%	27.5%	40.0%	28.5%	29.3%	41.4%	27.7%	25.6%	
Liberal	35.6%	44.1%	45.6%	30.0%	43.7%	42.2%	41.4%	44.5%	49.1%	

Washburn 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	6.8%	12.5%	12.1%	10.0%	9.9%	10.6%	3.4%	15.3%	13.7%	
Total(n)	59	288	676	30	151	348	29	137	328	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	45.8%	34.9%	42.4%	33.3%	24.5%	38.5%	58.6%	46.4%	46.6%	
Probably yes	42.4%	44.3%	41.0%	56.7%	51.0%	43.0%	27.6%	37.0%	38.8%	
Not sure	8.5%	12.5%	10.3%	10.0%	15.2%	12.5%	6.9%	9.4%	8.1%	
Probably no	3.4%	5.9%	5.0%	0.0%	7.3%	5.1%	6.9%	4.3%	4.8%	
Definitely no	0.0%	2.4%	1.3%	0.0%	2.0%	0.9%	0.0%	2.9%	1.8%	
Total(n)	59	289	686	30	151	351	29	138	335	
Mean	4.31	4.03	4.18	4.23	3.89	4.13	4.38	4.20	4.24	
Standard deviation	0.77	0.96	0.90	0.63	0.93	0.88	0.90	0.98	0.92	
Significance	-	*		-			-			
Effect size	-	0.29	0.14	-	0.37	0.11	-	0.18	0.15	
<b>Still want to be a college professor?</b>										
Definitely yes	64.4%	64.6%	64.4%	60.0%	60.9%	64.1%	69.0%	68.6%	64.7%	
Probably yes	23.7%	24.7%	25.4%	26.7%	27.8%	26.5%	20.7%	21.2%	24.3%	
Not sure	6.8%	8.3%	8.2%	6.7%	9.3%	8.0%	6.9%	7.3%	8.4%	
Probably no	3.4%	1.7%	1.8%	3.3%	1.3%	1.1%	3.4%	2.2%	2.4%	
Definitely no	1.7%	0.7%	0.3%	3.3%	0.7%	0.3%	0.0%	0.7%	0.3%	
Total(n)	59	288	685	30	151	351	29	137	334	
Mean	4.46	4.51	4.52	4.37	4.47	4.53	4.55	4.55	4.51	
Standard deviation	0.90	0.78	0.74	1.00	0.77	0.72	0.78	0.79	0.77	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.13	-0.22	-	0.00	0.05	
<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%	

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

Washburn 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%	

Washburn 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.)	1.7%	0.3%	0.1%	3.3%	0.7%	0.3%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	18.3%	8.6%	9.0%	13.3%	5.3%	8.5%	23.3%	12.2%	9.5%	
Terminal Master's (M.F.A., M.B.A.)	1.7%	4.1%	4.9%	3.3%	3.9%	3.7%	0.0%	4.3%	6.3%	
J.D.	6.7%	1.7%	0.9%	6.7%	2.0%	1.1%	6.7%	1.4%	0.6%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	3.8%	1.6%	0.0%	5.3%	2.3%	0.0%	2.2%	0.9%	
Ph.D.	58.3%	73.2%	74.7%	63.3%	73.7%	77.3%	53.3%	72.7%	72.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	13.3%	7.6%	8.0%	10.0%	9.2%	6.5%	16.7%	5.8%	9.5%	
Other degree	0.0%	0.7%	0.7%	0.0%	0.0%	0.3%	0.0%	1.4%	1.2%	
Total(n)	60	291	688	30	152	352	30	139	336	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	1.7%	2.4%	2.8%	0.0%	2.0%	3.4%	3.3%	2.9%	2.1%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.3%	0.4%	0.0%	0.7%	0.3%	0.0%	0.0%	0.6%	
Other degree	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.6%	
None	98.3%	96.9%	96.4%	100.0%	97.4%	96.3%	96.7%	96.4%	96.4%	
Total(n)	60	291	685	30	152	352	30	139	333	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	33.3%	28.5%	34.8%	40.0%	31.6%	40.9%	26.7%	25.2%	28.5%	
Dean (associate or assistant)	18.3%	11.7%	8.4%	16.7%	11.8%	8.2%	20.0%	11.5%	8.6%	
Vice-president	1.7%	0.3%	0.3%	3.3%	0.7%	0.6%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Other	46.7%	60.8%	58.3%	40.0%	57.2%	52.0%	53.3%	64.7%	65.0%	
Not applicable	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	60	291	689	30	152	352	30	139	337	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	96.6%	90.6%	89.7%	96.6%	88.1%	89.1%	96.7%	93.4%	90.4%	

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

Washburn 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	0.0%	3.5%	3.2%	0.0%	5.3%	3.7%	0.0%	1.5%	2.7%	
American Indian/Alaska Native	0.0%	1.4%	1.3%	0.0%	1.3%	1.1%	0.0%	1.5%	1.5%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	1.4%	2.5%	0.0%	1.3%	2.9%	0.0%	1.5%	2.1%	
Filipino	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	2.8%	2.2%	0.0%	2.6%	2.6%	0.0%	2.9%	1.8%	
Other Asian	0.0%	1.4%	1.0%	0.0%	2.6%	1.4%	0.0%	0.0%	0.6%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Mexican American/Chicano	1.7%	0.3%	0.9%	0.0%	0.0%	0.0%	3.3%	0.7%	1.8%	

Washburn 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%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.7%	0.3%	
Other Latino	1.7%	1.7%	1.3%	3.4%	2.6%	1.4%	0.0%	0.7%	1.2%	
Other	5.1%	2.4%	2.3%	6.9%	3.3%	3.4%	3.3%	1.5%	1.2%	
Total(n)	59	288	681	29	151	348	30	137	333	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Asian	0.0%	4.2%	4.7%	0.0%	5.3%	5.7%	0.0%	2.9%	3.6%	
Black	0.0%	2.8%	2.5%	0.0%	4.0%	2.9%	0.0%	1.5%	2.1%	
Hispanic	1.7%	1.0%	1.3%	0.0%	0.7%	0.9%	3.3%	1.5%	1.8%	
White	91.5%	86.1%	86.3%	89.7%	83.4%	84.8%	93.3%	89.1%	88.0%	
Other	1.7%	1.0%	0.9%	3.4%	1.3%	1.1%	0.0%	0.7%	0.6%	
Two or more races/ethnicities	5.1%	4.9%	4.0%	6.9%	5.3%	4.6%	3.3%	4.4%	3.3%	
Total (n)	59	288	681	29	151	348	30	137	333	
<b>Is English your native language?</b>										
Yes	95.0%	91.7%	92.8%	96.7%	89.4%	92.9%	93.3%	94.2%	92.8%	
No	5.0%	8.3%	7.2%	3.3%	10.6%	7.1%	6.7%	5.8%	7.2%	
Total(n)	60	288	685	30	151	350	30	137	335	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	89.7%	91.5%	90.8%	86.7%	92.5%	92.7%	92.9%	90.4%	88.8%	
Gay	1.7%	2.1%	2.1%	3.3%	4.1%	4.1%	0.0%	0.0%	0.0%	
Lesbian	1.7%	2.5%	2.4%	0.0%	0.0%	0.0%	3.6%	5.1%	4.8%	
Bisexual	3.4%	2.1%	1.8%	3.3%	1.4%	0.9%	3.6%	2.9%	2.7%	
Queer	0.0%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	0.0%	1.2%	
Other	3.4%	1.8%	2.2%	6.7%	2.0%	2.0%	0.0%	1.5%	2.4%	
Total (n)	58	283	672	30	147	342	28	136	330	
<b>Do you identify as transgender?</b>										
No	100.0%	100.0%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%	99.4%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Total(n)	59	285	675	30	149	345	29	136	330	
<b>Are you currently: (Mark one)</b>										
Single	8.3%	7.6%	8.7%	6.7%	3.3%	5.4%	10.0%	12.4%	12.1%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	1.4%	1.6%	0.0%	0.7%	1.1%	0.0%	2.2%	2.1%	
Married	76.7%	81.3%	80.0%	80.0%	88.7%	86.5%	73.3%	73.0%	73.0%	
Unmarried, living with partner	5.0%	3.1%	2.7%	6.7%	2.6%	2.3%	3.3%	3.6%	3.0%	
Separated	1.7%	0.3%	0.4%	3.3%	0.7%	0.3%	0.0%	0.0%	0.6%	
Divorced	5.0%	4.5%	5.0%	0.0%	2.0%	2.9%	10.0%	7.3%	7.3%	
Widowed	3.3%	1.7%	1.6%	3.3%	2.0%	1.4%	3.3%	1.5%	1.8%	
Total(n)	60	288	679	30	151	349	30	137	330	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	66.7%	59.5%	55.5%	76.0%	59.7%	55.0%	55.0%	59.3%	55.9%	
1	11.1%	15.8%	18.5%	8.0%	15.5%	15.8%	15.0%	16.1%	21.5%	



Washburn 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	15.6%	17.0%	18.7%	8.0%	14.7%	18.5%	25.0%	19.5%	19.0%	
3	4.4%	5.3%	4.9%	4.0%	6.2%	7.4%	5.0%	4.2%	2.2%	
4+	2.2%	2.4%	2.4%	4.0%	3.9%	3.4%	0.0%	0.8%	1.4%	
Total(n)	45	247	577	25	129	298	20	118	279	
<b>18 years or older</b>										
0	38.6%	46.9%	47.2%	44.8%	42.0%	43.8%	32.1%	52.4%	50.8%	
1	15.8%	15.3%	15.6%	10.3%	17.4%	16.8%	21.4%	12.9%	14.4%	
2	22.8%	25.6%	23.6%	24.1%	26.8%	24.4%	21.4%	24.2%	22.7%	
3	12.3%	6.5%	7.2%	10.3%	7.2%	7.6%	14.3%	5.6%	6.7%	
4+	10.5%	5.7%	6.4%	10.3%	6.5%	7.3%	10.7%	4.8%	5.4%	
Total(n)	57	262	614	29	138	315	28	124	299	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	0.0%	8.0%	7.4%	0.0%	7.7%	6.7%	0.0%	8.3%	8.1%	
Satisfied	0.0%	9.0%	12.5%	0.0%	3.8%	12.7%	0.0%	14.6%	12.2%	
Marginally satisfied	0.0%	8.0%	9.3%	0.0%	7.7%	8.2%	0.0%	8.3%	10.6%	
Not satisfied	40.0%	20.0%	23.3%	33.3%	15.4%	17.2%	44.4%	25.0%	30.1%	
Not applicable	60.0%	55.0%	47.5%	66.7%	65.4%	55.2%	55.6%	43.8%	39.0%	
Total(n)	15	100	257	6	52	134	9	48	123	
Mean	1.40	1.95	2.09	1.33	1.73	1.99	1.44	2.19	2.20	
Standard deviation	0.51	1.31	1.32	0.52	1.24	1.33	0.53	1.36	1.30	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.42	-0.52	-	-0.32	-0.50	-	-0.55	-0.58	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.6%	0.2%	0.0%	1.1%	0.4%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	1.1%	1.5%	0.0%	0.0%	0.8%	0.0%	2.4%	2.2%	
\$40,000 - \$49,999	10.8%	5.1%	2.7%	10.0%	3.2%	1.6%	11.8%	7.1%	4.0%	
\$50,000 - \$59,999	13.5%	9.6%	11.4%	15.0%	8.5%	10.9%	11.8%	10.7%	11.9%	
\$60,000 - \$69,999	29.7%	17.4%	19.8%	30.0%	14.9%	16.1%	29.4%	20.2%	23.8%	
\$70,000 - \$79,999	8.1%	11.2%	19.6%	5.0%	7.4%	16.5%	11.8%	15.5%	22.9%	
\$80,000 - \$89,999	21.6%	16.3%	13.5%	15.0%	18.1%	15.7%	29.4%	14.3%	11.0%	
\$90,000 - \$99,999	2.7%	8.4%	10.9%	5.0%	9.6%	12.1%	0.0%	7.1%	9.7%	
\$100,000 - \$124,999	8.1%	21.3%	14.1%	15.0%	25.5%	17.3%	0.0%	16.7%	10.6%	
\$125,000 - \$149,999	2.7%	6.7%	5.1%	0.0%	8.5%	6.5%	5.9%	4.8%	3.5%	
\$150,000 - \$199,999	2.7%	2.2%	1.3%	5.0%	3.2%	2.0%	0.0%	1.2%	0.4%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	37	178	475	20	94	248	17	84	227	
Mean	7.86	8.75	8.46	8.05	9.15	8.79	7.65	8.31	8.10	
Standard deviation	2.02	2.23	2.00	2.24	2.25	2.05	1.77	2.15	1.88	
Significance	-	*		-	*		-			
Effect size	-	-0.40	-0.30	-	-0.49	-0.36	-	-0.31	-0.24	

Washburn 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%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	4.5%	1.0%	1.0%	0.0%	0.0%	0.0%	8.3%	2.0%	2.0%	
\$40,000 - \$49,999	4.5%	1.0%	2.6%	0.0%	0.0%	2.2%	8.3%	2.0%	2.9%	
\$50,000 - \$59,999	9.1%	4.8%	4.7%	10.0%	1.8%	3.3%	8.3%	8.0%	5.9%	
\$60,000 - \$69,999	0.0%	3.8%	9.4%	0.0%	3.6%	5.6%	0.0%	4.0%	12.7%	
\$70,000 - \$79,999	18.2%	6.7%	9.9%	40.0%	9.1%	10.0%	0.0%	4.0%	9.8%	
\$80,000 - \$89,999	9.1%	13.3%	14.1%	0.0%	10.9%	11.1%	16.7%	16.0%	16.7%	
\$90,000 - \$99,999	4.5%	8.6%	7.3%	0.0%	3.6%	4.4%	8.3%	14.0%	9.8%	
\$100,000 - \$124,999	18.2%	19.0%	21.4%	30.0%	18.2%	23.3%	8.3%	20.0%	19.6%	
\$125,000 - \$149,999	18.2%	16.2%	13.5%	0.0%	16.4%	15.6%	33.3%	16.0%	11.8%	
\$150,000 - \$199,999	9.1%	20.0%	13.0%	10.0%	25.5%	17.8%	8.3%	14.0%	8.8%	
\$200,000 - \$249,999	0.0%	3.8%	2.1%	0.0%	7.3%	4.4%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	4.5%	1.0%	0.5%	10.0%	1.8%	1.1%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	1.0%	0.5%	0.0%	1.8%	1.1%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	22	105	192	10	55	90	12	50	102	

Washburn 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	9.73	10.70	10.02	9.90	11.29	10.66	9.58	10.04	9.45	
Standard deviation	2.86	2.34	2.40	2.77	2.22	2.36	3.06	2.32	2.30	
Significance	-			-			-			
Effect size	-	-0.41	-0.12	-	-0.63	-0.32	-	-0.20	0.06	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
1984 - 1992	1.8%	1.1%	1.2%	0.0%	0.0%	0.6%	3.4%	2.3%	1.9%	
1979 - 1983	3.5%	4.0%	4.7%	7.1%	6.2%	5.7%	0.0%	1.5%	3.7%	
1974 - 1978	5.3%	11.2%	10.5%	0.0%	9.0%	9.8%	10.3%	13.5%	11.2%	
1969 - 1973	8.8%	10.8%	15.5%	7.1%	9.7%	13.4%	10.3%	12.0%	17.8%	
1964 - 1968	12.3%	19.1%	18.0%	14.3%	18.6%	19.0%	10.3%	19.5%	16.8%	
1959 - 1963	10.5%	12.9%	16.0%	10.7%	15.2%	16.4%	10.3%	10.5%	15.6%	
1954 - 1958	29.8%	19.8%	17.4%	21.4%	17.2%	17.0%	37.9%	22.6%	17.8%	
1949 - 1953	19.3%	14.4%	12.3%	25.0%	15.9%	12.8%	13.8%	12.8%	11.8%	
1944 - 1948	8.8%	6.1%	3.5%	14.3%	7.6%	3.9%	3.4%	4.5%	3.1%	
1920 - 1943	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	0.0%	0.8%	0.3%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	57	278	657	28	145	336	29	133	321	
<b>Year of first academic appointment:</b>										
1976 or earlier	3.4%	3.8%	2.6%	6.7%	5.9%	4.0%	0.0%	1.5%	1.2%	
1977 - 1981	1.7%	3.8%	4.1%	0.0%	4.6%	4.5%	3.4%	2.9%	3.6%	
1982 - 1986	10.2%	9.7%	7.0%	10.0%	10.5%	7.7%	10.3%	8.8%	6.3%	
1987 - 1991	15.3%	12.5%	12.8%	13.3%	11.2%	13.9%	17.2%	13.9%	11.7%	
1992 - 1996	15.3%	16.3%	14.9%	13.3%	16.4%	14.2%	17.2%	16.1%	15.6%	
1997 - 2001	22.0%	21.1%	19.0%	26.7%	19.7%	17.6%	17.2%	22.6%	20.4%	
2002 - 2006	11.9%	12.8%	16.0%	10.0%	12.5%	15.6%	13.8%	13.1%	16.5%	
2007 - 2011	11.9%	13.1%	16.2%	10.0%	13.8%	16.8%	13.8%	12.4%	15.6%	
2012 or more	8.5%	6.9%	7.4%	10.0%	5.3%	5.7%	6.9%	8.8%	9.3%	
Total(n)	59	289	686	30	152	352	29	137	334	
<b>Year of appointment at present institution</b>										
1976 or earlier	1.7%	2.1%	1.3%	3.3%	4.0%	2.3%	0.0%	0.0%	0.3%	
1977 - 1981	0.0%	3.1%	2.2%	0.0%	4.6%	2.9%	0.0%	1.5%	1.5%	
1982 - 1986	6.8%	5.2%	4.2%	3.3%	5.3%	5.4%	10.3%	5.1%	3.0%	
1987 - 1991	11.9%	11.1%	9.2%	13.3%	11.9%	9.1%	10.3%	10.2%	9.3%	
1992 - 1996	10.2%	10.8%	10.2%	10.0%	11.3%	10.0%	10.3%	10.2%	10.5%	
1997 - 2001	18.6%	19.1%	18.4%	26.7%	21.2%	19.7%	10.3%	16.8%	17.1%	
2002 - 2006	16.9%	19.4%	19.3%	16.7%	16.6%	15.7%	17.2%	22.6%	23.1%	
2007 - 2011	20.3%	18.8%	21.8%	13.3%	15.9%	22.9%	27.6%	21.9%	20.7%	
2012 or more	13.6%	10.4%	13.3%	13.3%	9.3%	12.0%	13.8%	11.7%	14.7%	
Total(n)	59	288	684	30	151	350	29	137	334	
<b>If tenured, year tenure was awarded</b>										
1976 or earlier	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.9%	0.6%	0.0%	1.6%	1.0%	0.0%	0.0%	0.0%	

Washburn 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	2.3%	3.1%	1.7%	4.5%	4.9%	2.4%	0.0%	1.0%	0.8%	
1987 - 1991	11.6%	6.3%	5.6%	9.1%	5.7%	7.3%	14.3%	6.9%	3.5%	
1992 - 1996	2.3%	7.6%	6.9%	4.5%	8.2%	7.7%	0.0%	6.9%	5.9%	
1997 - 2001	11.6%	12.1%	11.5%	18.2%	15.6%	12.6%	4.8%	7.8%	10.2%	
2002 - 2006	23.3%	21.4%	20.7%	31.8%	23.0%	19.2%	14.3%	19.6%	22.4%	
2007 - 2011	32.6%	25.9%	25.4%	22.7%	19.7%	21.7%	42.9%	33.3%	29.5%	
2012 or more	16.3%	22.8%	27.6%	9.1%	21.3%	27.6%	23.8%	24.5%	27.6%	
<b>Total(n)</b>	<b>43</b>	<b>224</b>	<b>540</b>	<b>22</b>	<b>122</b>	<b>286</b>	<b>21</b>	<b>102</b>	<b>254</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%	
<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%	0.7%	1.2%	0.0%	1.3%	1.7%	0.0%	0.0%	0.6%	
Biological Sciences (General Area 5)	3.4%	6.7%	5.5%	6.7%	10.7%	8.6%	0.0%	2.2%	2.1%	
Business (General Area 6)	5.1%	4.6%	6.6%	6.7%	5.4%	8.9%	3.4%	3.7%	4.2%	
Education (General Area 10 and Specific Discipline 2102)	18.6%	13.7%	14.2%	16.7%	12.1%	11.5%	20.7%	15.4%	16.9%	
Engineering (General Area 11)	0.0%	2.8%	2.9%	0.0%	4.7%	4.6%	0.0%	0.7%	1.2%	
English (General Area 12)	1.7%	3.9%	6.2%	3.3%	3.4%	5.2%	0.0%	4.4%	7.3%	
Health-related (General Area 15)	10.2%	11.2%	9.4%	3.3%	7.4%	5.2%	17.2%	15.4%	13.9%	
History or Political Science (Specific Discipline 3007,3009)	6.8%	6.0%	5.2%	10.0%	8.1%	6.3%	3.4%	3.7%	3.9%	
Humanities (General Area 14,24)	5.1%	5.3%	4.6%	6.7%	3.4%	3.5%	3.4%	7.4%	5.7%	
Fine Arts (General Area 2,4,22)	6.8%	6.3%	6.8%	10.0%	6.7%	6.1%	3.4%	5.9%	7.6%	
Mathematics or Statistics (General Area 18)	0.0%	1.1%	2.4%	0.0%	0.7%	2.6%	0.0%	1.5%	2.1%	
Physical Sciences (General Area 25)	5.1%	4.6%	4.1%	6.7%	6.7%	6.1%	3.4%	2.2%	2.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.6%	15.1%	13.9%	10.0%	10.1%	10.7%	17.2%	20.6%	17.2%	
Other Technical (General Area 8,19,28)	1.7%	2.5%	2.5%	0.0%	4.0%	4.3%	3.4%	0.7%	0.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	22.0%	15.8%	14.6%	20.0%	15.4%	14.7%	24.1%	16.2%	14.5%	
<b>Total(n)</b>	<b>59</b>	<b>285</b>	<b>678</b>	<b>30</b>	<b>149</b>	<b>347</b>	<b>29</b>	<b>136</b>	<b>331</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.7%	0.0%	0.7%	0.9%	0.0%	0.0%	0.6%	
Biological Sciences (General Area 5)	3.4%	6.3%	5.3%	6.7%	10.8%	9.2%	0.0%	1.5%	1.2%	
Business (General Area 6)	6.8%	6.3%	7.4%	10.0%	8.8%	10.4%	3.4%	3.7%	4.3%	
Education (General Area 10 and Specific Discipline 2102)	5.1%	7.4%	8.2%	6.7%	6.1%	7.8%	3.4%	8.8%	8.5%	
Engineering (General Area 11)	0.0%	2.8%	2.8%	0.0%	4.7%	4.6%	0.0%	0.7%	0.9%	
English (General Area 12)	3.4%	4.2%	5.6%	3.3%	3.4%	4.6%	3.4%	5.1%	6.7%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Health-related (General Area 15)	20.3%	15.8%	13.4%	6.7%	9.5%	6.6%	34.5%	22.8%	20.4%	
History or Political Science (Specific Discipline 3007,3009)	5.1%	5.6%	4.6%	10.0%	7.4%	5.8%	0.0%	3.7%	3.4%	
Humanities (General Area 14,24)	3.4%	4.6%	4.0%	6.7%	3.4%	3.5%	0.0%	5.9%	4.6%	
Fine Arts (General Area 2,4,22)	6.8%	7.4%	7.3%	10.0%	8.1%	6.6%	3.4%	6.6%	7.9%	
Mathematics or Statistics (General Area 18)	0.0%	1.1%	2.4%	0.0%	0.7%	2.3%	0.0%	1.5%	2.4%	
Physical Sciences (General Area 25)	3.4%	3.9%	3.7%	3.3%	6.1%	5.5%	3.4%	1.5%	1.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.2%	10.6%	11.9%	6.7%	8.1%	10.1%	13.8%	13.2%	13.7%	
Other Technical (General Area 8,19,28)	3.4%	2.8%	3.4%	3.3%	4.7%	5.2%	3.4%	0.7%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	28.8%	20.8%	19.3%	26.7%	17.6%	16.8%	31.0%	24.3%	22.0%	
<b>Total(n)</b>	<b>59</b>	<b>284</b>	<b>674</b>	<b>30</b>	<b>148</b>	<b>346</b>	<b>29</b>	<b>136</b>	<b>328</b>	
<b>Faculty works in a STEM department</b>										
Yes	31.7%	33.0%	29.3%	20.0%	35.5%	32.4%	43.3%	30.2%	26.1%	
No	68.3%	67.0%	70.7%	80.0%	64.5%	67.6%	56.7%	69.8%	73.9%	
<b>Total(n)</b>	<b>60</b>	<b>291</b>	<b>689</b>	<b>30</b>	<b>152</b>	<b>352</b>	<b>30</b>	<b>139</b>	<b>337</b>	
<b>Optional Question 1</b>										
A	0.0%			0.0%			0.0%			
B	8.5%			16.7%			0.0%			
C	15.3%			16.7%			13.8%			
D	45.8%			50.0%			41.4%			
E	30.5%			16.7%			44.8%			
<b>Total (n)</b>	<b>59</b>			<b>30</b>			<b>29</b>			
<b>Optional Question 2</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	35.0%			50.0%			20.0%			
D	46.7%			43.3%			50.0%			
E	18.3%			6.7%			30.0%			
<b>Total (n)</b>	<b>60</b>			<b>30</b>			<b>30</b>			
<b>Optional Question 3</b>										
A	5.1%			10.0%			0.0%			
B	10.2%			13.3%			6.9%			
C	42.4%			50.0%			34.5%			
D	30.5%			23.3%			37.9%			
E	11.9%			3.3%			20.7%			
<b>Total (n)</b>	<b>59</b>			<b>30</b>			<b>29</b>			
<b>Optional Question 4</b>										
A	0.0%			0.0%			0.0%			
B	3.4%			6.9%			0.0%			
C	15.5%			24.1%			6.9%			
D	55.2%			62.1%			48.3%			
E	25.9%			6.9%			44.8%			
<b>Total (n)</b>	<b>58</b>			<b>29</b>			<b>29</b>			
<b>Optional Question 5</b>										
A	0.0%			0.0%			0.0%			

Washburn 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	5.2%			6.7%			3.6%			
C	39.7%			50.0%			28.6%			
D	39.7%			43.3%			35.7%			
E	15.5%			0.0%			32.1%			
Total (n)	58			30			28			
<b>Optional Question 6</b>										
A	3.4%			6.9%			0.0%			
B	5.1%			10.3%			0.0%			
C	39.0%			55.2%			23.3%			
D	35.6%			27.6%			43.3%			
E	16.9%			0.0%			33.3%			
Total (n)	59			29			30			
<b>Optional Question 7</b>										
A	8.5%			13.3%			3.4%			
B	13.6%			20.0%			6.9%			
C	45.8%			56.7%			34.5%			
D	22.0%			10.0%			34.5%			
E	10.2%			0.0%			20.7%			
Total (n)	59			30			29			
<b>Optional Question 8</b>										
A	3.3%			6.7%			0.0%			
B	3.3%			6.7%			0.0%			
C	25.0%			33.3%			16.7%			
D	48.3%			43.3%			53.3%			
E	20.0%			10.0%			30.0%			
Total (n)	60			30			30			
<b>Optional Question 9</b>										
A	17.2%			26.7%			7.1%			
B	20.7%			30.0%			10.7%			
C	25.9%			20.0%			32.1%			
D	19.0%			13.3%			25.0%			
E	17.2%			10.0%			25.0%			
Total (n)	58			30			28			
<b>Optional Question 10</b>										
A	30.0%			40.0%			20.0%			
B	23.3%			33.3%			13.3%			
C	25.0%			16.7%			33.3%			
D	10.0%			3.3%			16.7%			
E	11.7%			6.7%			16.7%			
Total (n)	60			30			30			
<b>Optional Question 11</b>										
A	5.2%			0.0%			10.7%			
B	12.1%			6.7%			17.9%			
C	27.6%			40.0%			14.3%			
D	46.6%			50.0%			42.9%			

Washburn 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	8.6%			3.3%			14.3%			
Total (n)	58			30			28			
<b>Optional Question 12</b>										
A	1.7%			0.0%			3.6%			
B	12.1%			6.7%			17.9%			
C	29.3%			40.0%			17.9%			
D	43.1%			46.7%			39.3%			
E	13.8%			6.7%			21.4%			
Total (n)	58			30			28			
<b>Optional Question 13</b>										
A	5.3%			3.3%			7.4%			
B	26.3%			16.7%			37.0%			
C	21.1%			20.0%			22.2%			
D	43.9%			56.7%			29.6%			
E	3.5%			3.3%			3.7%			
Total (n)	57			30			27			
<b>Optional Question 14</b>										
A	16.4%			10.7%			22.2%			
B	27.3%			21.4%			33.3%			
C	27.3%			25.0%			29.6%			
D	29.1%			42.9%			14.8%			
E	0.0%			0.0%			0.0%			
Total (n)	55			28			27			
<b>Optional Question 15</b>										
A	10.9%			6.9%			15.4%			
B	10.9%			6.9%			15.4%			
C	29.1%			24.1%			34.6%			
D	41.8%			51.7%			30.8%			
E	7.3%			10.3%			3.8%			
Total (n)	55			29			26			
<b>Optional Question 16</b>										
A	5.3%			10.0%			0.0%			
B	5.3%			6.7%			3.7%			
C	21.1%			26.7%			14.8%			
D	50.9%			40.0%			63.0%			
E	17.5%			16.7%			18.5%			
Total (n)	57			30			27			
<b>Optional Question 17</b>										
A	1.7%			0.0%			3.4%			
B	11.9%			20.0%			3.4%			
C	33.9%			40.0%			27.6%			
D	50.8%			36.7%			65.5%			
E	1.7%			3.3%			0.0%			
Total (n)	59			30			29			

Washburn 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 18</b>										
A	1.8%			3.4%			0.0%			
B	3.6%			6.9%			0.0%			
C	17.9%			24.1%			11.1%			
D	75.0%			62.1%			88.9%			
E	1.8%			3.4%			0.0%			
Total (n)	56			29			27			
<b>Optional Question 19</b>										
A	6.9%			10.0%			3.6%			
B	8.6%			10.0%			7.1%			
C	41.4%			40.0%			42.9%			
D	29.3%			26.7%			32.1%			
E	13.8%			13.3%			14.3%			
Total (n)	58			30			28			
<b>Optional Question 20</b>										
A	5.1%			6.9%			3.3%			
B	6.8%			13.8%			0.0%			
C	16.9%			24.1%			10.0%			
D	42.4%			31.0%			53.3%			
E	28.8%			24.1%			33.3%			
Total (n)	59			29			30			
<b>Optional Question 21</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	15.8%			23.3%			7.4%			
D	40.4%			40.0%			40.7%			
E	43.9%			36.7%			51.9%			
Total (n)	57			30			27			
<b>Optional Question 22</b>										
A	3.4%			0.0%			7.1%			
B	8.6%			10.0%			7.1%			
C	29.3%			36.7%			21.4%			
D	44.8%			40.0%			50.0%			
E	13.8%			13.3%			14.3%			
Total (n)	58			30			28			
<b>Optional Question 23</b>										
A	5.4%			0.0%			11.1%			
B	12.5%			13.8%			11.1%			
C	41.1%			48.3%			33.3%			
D	30.4%			27.6%			33.3%			
E	10.7%			10.3%			11.1%			
Total (n)	56			29			27			
<b>Optional Question 24</b>										
A	1.8%			0.0%			3.6%			
B	8.9%			7.1%			10.7%			



Washburn 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	28.6%			28.6%			28.6%			
D	44.6%			39.3%			50.0%			
E	16.1%			25.0%			7.1%			
Total (n)	56			28			28			
<b>Optional Question 25</b>										
A	0.0%			0.0%			0.0%			
B	3.5%			3.3%			3.7%			
C	10.5%			16.7%			3.7%			
D	61.4%			56.7%			66.7%			
E	24.6%			23.3%			25.9%			
Total (n)	57			30			27			
<b>Optional Question 26</b>										
A	1.7%			3.3%			0.0%			
B	0.0%			0.0%			0.0%			
C	26.7%			43.3%			10.0%			
D	71.7%			53.3%			90.0%			
E	0.0%			0.0%			0.0%			
Total (n)	60			30			30			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	1.7%			0.0%			3.4%			
C	32.2%			43.3%			20.7%			
D	62.7%			56.7%			69.0%			
E	3.4%			0.0%			6.9%			
Total (n)	59			30			29			
<b>Optional Question 28</b>										
A	0.0%			0.0%			0.0%			
B	8.3%			13.3%			3.3%			
C	35.0%			40.0%			30.0%			
D	56.7%			46.7%			66.7%			
E	0.0%			0.0%			0.0%			
Total (n)	60			30			30			
<b>Optional Question 29</b>										
A	0.0%			0.0%			0.0%			
B	5.1%			10.0%			0.0%			
C	45.8%			56.7%			34.5%			
D	49.2%			33.3%			65.5%			
E	0.0%			0.0%			0.0%			
Total (n)	59			30			29			
<b>Optional Question 30</b>										
A	0.0%			0.0%			0.0%			
B	1.7%			0.0%			3.3%			
C	11.7%			16.7%			6.7%			
D	86.7%			83.3%			90.0%			
E	0.0%			0.0%			0.0%			

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Washburn University										
Total (n)	60			30			30			

Washburn 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>Full-time Undergraduate Faculty</b>	32	380	530	13	194	239	19	186	291	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	96.9%	98.4%	96.4%	92.3%	97.4%	95.4%	100.0%	99.5%	97.3%	
No	3.1%	1.6%	3.6%	7.7%	2.6%	4.6%	0.0%	0.5%	2.7%	
Total(n)	32	380	530	13	194	239	19	186	291	
<b>What is your present academic rank?</b>										
Professor	53.1%	34.5%	32.5%	61.5%	43.8%	41.4%	47.4%	24.7%	25.1%	
Associate professor	34.4%	31.8%	29.6%	30.8%	28.9%	27.6%	36.8%	34.9%	31.3%	
Assistant professor	3.1%	27.4%	29.4%	0.0%	21.6%	23.8%	5.3%	33.3%	34.0%	
Lecturer	0.0%	2.4%	3.4%	0.0%	1.5%	2.9%	0.0%	3.2%	3.8%	
Instructor	6.3%	3.7%	4.9%	0.0%	3.6%	3.8%	10.5%	3.8%	5.8%	
Graduate Teaching Assistant	3.1%	0.3%	0.2%	7.7%	0.5%	0.4%	0.0%	0.0%	0.0%	
Total(n)	32	380	530	13	194	239	19	186	291	
<b>What is your tenure status at this institution?</b>										
Tenured	71.9%	54.5%	53.6%	69.2%	61.9%	61.1%	73.7%	46.8%	47.4%	
On tenure track, but not tenured	12.5%	13.2%	16.4%	15.4%	12.4%	14.6%	10.5%	14.0%	17.9%	
Not on tenure track, but institution has tenure system	15.6%	32.4%	30.0%	15.4%	25.8%	24.3%	15.8%	39.2%	34.7%	
Institution has no tenure system	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	32	380	530	13	194	239	19	186	291	
<b>Are you retired from this institution?</b>										
Yes	0.0%	1.1%	0.9%	0.0%	1.0%	0.8%	0.0%	1.1%	1.0%	
No	100.0%	98.9%	99.1%	100.0%	99.0%	99.2%	100.0%	98.9%	99.0%	
Total(n)	31	379	529	12	193	238	19	186	291	
<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%	40.0%	38.9%	0.0%	50.0%	50.0%	0.0%	0.0%	25.0%	
No	0.0%	60.0%	61.1%	0.0%	50.0%	50.0%	0.0%	100.0%	75.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
Yes	0.0%	20.0%	27.8%	0.0%	25.0%	20.0%	0.0%	0.0%	37.5%	
No	0.0%	80.0%	72.2%	0.0%	75.0%	80.0%	0.0%	100.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
<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%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
Within the last year	0.0%	100.0%	20.0%	0.0%	100.0%	50.0%	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%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	66.7%	
Total(n)	0	1	5	0	1	2	0	0	3	
<b>My full-time professional career is outside of academia</b>										
Yes	0.0%	80.0%	44.4%	0.0%	75.0%	50.0%	0.0%	100.0%	37.5%	
No	0.0%	20.0%	55.6%	0.0%	25.0%	50.0%	0.0%	0.0%	62.5%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	0	5	18	0	4	10	0	1	8	
<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%	27.8%	0.0%	0.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	40.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	10.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	40.0%	11.1%	0.0%	25.0%	10.0%	0.0%	100.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.00	2.94	.	2.25	3.00	.	1.00	2.88	
Standard deviation	.	1.00	0.94	.	0.96	0.94	.	.	0.99	
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%	20.0%	17.6%	0.0%	25.0%	11.1%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	80.0%	47.1%	0.0%	75.0%	55.6%	0.0%	100.0%	37.5%	
Disagree somewhat	0.0%	0.0%	17.6%	0.0%	0.0%	11.1%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	0.0%	17.6%	0.0%	0.0%	22.2%	0.0%	0.0%	12.5%	
Total(n)	0	5	17	0	4	9	0	1	8	
Mean	.	3.20	2.65	.	3.25	2.56	.	3.00	2.75	
Standard deviation	.	0.45	1.00	.	0.50	1.01	.	.	1.04	
Significance	-			-			-			

Washburn 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%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	33.3%	0.0%	50.0%	40.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	40.0%	44.4%	0.0%	25.0%	40.0%	0.0%	100.0%	50.0%	
Strongly disagree	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.28	.	2.25	2.20	.	2.00	2.38	
Standard deviation	.	0.84	0.83	.	0.96	0.79	.	.	0.92	
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%	33.3%	0.0%	0.0%	20.0%	0.0%	0.0%	50.0%	
Agree somewhat	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	100.0%	61.1%	0.0%	100.0%	80.0%	0.0%	100.0%	37.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.00	2.11	.	1.00	1.60	.	1.00	2.75	
Standard deviation	.	0.00	1.45	.	0.00	1.26	.	.	1.49	
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%	40.0%	55.6%	0.0%	50.0%	40.0%	0.0%	0.0%	75.0%	
Agree somewhat	0.0%	60.0%	33.3%	0.0%	50.0%	40.0%	0.0%	100.0%	25.0%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	20.0%	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	5	18	0	4	10	0	1	8	
Mean	.	3.40	3.44	.	3.50	3.20	.	3.00	3.75	
Standard deviation	.	0.55	0.70	.	0.58	0.79	.	.	0.46	
Significance	-			-			-			
Effect size	-			-			-			
<b>Full-time positions were not available</b>										
Strongly agree	0.0%	20.0%	11.1%	0.0%	25.0%	10.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	20.0%	22.2%	0.0%	25.0%	20.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	20.0%	22.2%	0.0%	0.0%	30.0%	0.0%	100.0%	12.5%	
Strongly disagree	0.0%	40.0%	44.4%	0.0%	50.0%	40.0%	0.0%	0.0%	50.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.00	.	2.25	2.00	.	2.00	2.00	

Washburn 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	.	1.30	1.08	.	1.50	1.05	.	.	1.20	
Significance	-			-			-			
Effect size	-			-			-			
<b>My expertise in my chosen profession is relevant to the course(s) I teach</b>										
Strongly agree	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	
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	5	18	0	4	10	0	1	8	
Mean	.	4.00	4.00	.	4.00	4.00	.	4.00	4.00	
Standard deviation	.	0.00	0.00	.	0.00	0.00	.	.	0.00	
Significance	-			-			-			
Effect size	-			-			-			
<b>Mark all institutional resources available to you in your last term as part-time faculty</b>										
Use of private office	3.1%	0.3%	0.2%	7.7%	0.5%	0.4%	0.0%	0.0%	0.0%	
Shared office space	0.0%	0.0%	1.7%	0.0%	0.0%	1.3%	0.0%	0.0%	2.1%	
A personal computer	3.1%	0.5%	1.3%	7.7%	1.0%	1.3%	0.0%	0.0%	1.4%	
An email account	3.1%	1.6%	3.4%	7.7%	2.6%	4.2%	0.0%	0.5%	2.7%	
A phone/voicemail	3.1%	0.3%	1.3%	7.7%	0.5%	1.3%	0.0%	0.0%	1.4%	
Professional development funds	3.1%	0.5%	1.5%	7.7%	1.0%	1.7%	0.0%	0.0%	1.4%	
Printer access (i.e., free printing)	3.1%	0.8%	2.5%	7.7%	1.5%	2.9%	0.0%	0.0%	2.1%	
Total(n)	32	380	530	13	194	239	19	186	291	
<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%	22.2%	0.0%	0.0%	30.0%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	80.0%	50.0%	0.0%	75.0%	40.0%	0.0%	100.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.20	1.72	.	1.25	1.90	.	1.00	1.50	
Standard deviation	.	0.45	0.83	.	0.50	0.88	.	.	0.76	
Significance	-			-			-			
Effect size	-			-			-			
<b>Rarely get hired into full-time positions</b>										
Strongly agree	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	22.2%	0.0%	50.0%	40.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	20.0%	16.7%	0.0%	0.0%	10.0%	0.0%	100.0%	25.0%	
Strongly disagree	0.0%	20.0%	44.4%	0.0%	25.0%	30.0%	0.0%	0.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.60	2.11	.	2.75	2.50	.	2.00	1.63	
Standard deviation	.	1.14	1.18	.	1.26	1.18	.	.	1.06	
Significance	-			-			-			

Washburn 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%	80.0%	61.1%	0.0%	75.0%	70.0%	0.0%	100.0%	50.0%	
Agree somewhat	0.0%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.80	3.44	.	3.75	3.70	.	4.00	3.13	
Standard deviation	.	0.45	0.86	.	0.50	0.48	.	.	1.13	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are primarily responsible for introductory classes</b>										
Strongly agree	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	0.0%	17.6%	0.0%	0.0%	22.2%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	60.0%	47.1%	0.0%	50.0%	44.4%	0.0%	100.0%	50.0%	
Strongly disagree	0.0%	40.0%	29.4%	0.0%	50.0%	33.3%	0.0%	0.0%	25.0%	
Total(n)	0	5	17	0	4	9	0	1	8	
Mean	.	1.60	2.00	.	1.50	1.89	.	2.00	2.13	
Standard deviation	.	0.55	0.87	.	0.58	0.78	.	.	0.99	
Significance	-			-			-			
Effect size	-			-			-			
<b>Have no guarantee of employment security</b>										
Strongly agree	0.0%	40.0%	27.8%	0.0%	50.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	60.0%	61.1%	0.0%	50.0%	70.0%	0.0%	100.0%	50.0%	
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%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.40	3.06	.	3.50	3.30	.	3.00	2.75	
Standard deviation	.	0.55	0.87	.	0.58	0.48	.	.	1.16	
Significance	-			-			-			

Washburn 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%	20.0%	38.9%	0.0%	25.0%	20.0%	0.0%	0.0%	62.5%	
Agree somewhat	0.0%	40.0%	38.9%	0.0%	25.0%	50.0%	0.0%	100.0%	25.0%	
Disagree somewhat	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	20.0%	5.6%	0.0%	25.0%	10.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.60	3.11	.	2.50	2.80	.	3.00	3.50	
Standard deviation	.	1.14	0.90	.	1.29	0.92	.	.	0.76	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are compensated for advising/counseling students</b>										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	40.0%	22.2%	0.0%	25.0%	20.0%	0.0%	100.0%	25.0%	
Strongly disagree	0.0%	60.0%	61.1%	0.0%	75.0%	50.0%	0.0%	0.0%	75.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.40	1.61	.	1.25	1.90	.	2.00	1.25	
Standard deviation	.	0.55	0.92	.	0.50	1.10	.	.	0.46	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are required to attend meetings</b>										
Strongly agree	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	35.3%	0.0%	0.0%	20.0%	0.0%	0.0%	57.1%	
Disagree somewhat	0.0%	20.0%	23.5%	0.0%	0.0%	30.0%	0.0%	100.0%	14.3%	
Strongly disagree	0.0%	80.0%	35.3%	0.0%	100.0%	50.0%	0.0%	0.0%	14.3%	
Total(n)	0	5	17	0	4	10	0	1	7	
Mean	.	1.20	2.12	.	1.00	1.70	.	2.00	2.71	
Standard deviation	.	0.45	0.99	.	0.00	0.82	.	.	0.95	
Significance	-			-			-			
Effect size	-			-			-			



Washburn 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%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	60.0%	55.6%	0.0%	50.0%	50.0%	0.0%	100.0%	62.5%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.00	3.06	.	3.00	3.10	.	3.00	3.00	
Standard deviation	.	0.71	0.80	.	0.82	0.74	.	.	0.93	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are respected by full-time faculty</b>										
Strongly agree	0.0%	40.0%	52.9%	0.0%	50.0%	40.0%	0.0%	0.0%	71.4%	
Agree somewhat	0.0%	20.0%	23.5%	0.0%	0.0%	20.0%	0.0%	100.0%	28.6%	
Disagree somewhat	0.0%	20.0%	11.8%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	20.0%	11.8%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	17	0	4	10	0	1	7	
Mean	.	2.80	3.18	.	2.75	2.80	.	3.00	3.71	
Standard deviation	.	1.30	1.07	.	1.50	1.23	.	.	0.49	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are paid fairly</b>										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	60.0%	55.6%	0.0%	50.0%	60.0%	0.0%	100.0%	50.0%	
Disagree somewhat	0.0%	0.0%	16.7%	0.0%	0.0%	10.0%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	40.0%	22.2%	0.0%	50.0%	30.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.44	.	2.00	2.30	.	3.00	2.63	
Standard deviation	.	1.10	0.92	.	1.15	0.95	.	.	0.92	
Significance	-			-			-			
Effect size	-			-			-			
<b>Please indicate your agreement with the following statements:</b>										
<b>Have input in course designs</b>										
Strongly agree	0.0%	60.0%	38.9%	0.0%	50.0%	30.0%	0.0%	100.0%	50.0%	
Agree somewhat	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	40.0%	11.1%	0.0%	50.0%	20.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.80	3.17	.	2.50	2.90	.	4.00	3.50	
Standard deviation	.	1.64	0.92	.	1.73	1.10	.	.	0.53	
Significance	-			-			-			
Effect size	-			-			-			

Washburn 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%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	38.9%	0.0%	25.0%	30.0%	0.0%	100.0%	50.0%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	40.0%	44.4%	0.0%	50.0%	50.0%	0.0%	0.0%	37.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.00	2.06	.	1.75	1.80	.	3.00	2.38	
Standard deviation	.	1.00	1.06	.	0.96	0.92	.	.	1.19	
Significance	-			-			-			
Effect size	-			-			-			
<b>Besides this institution, at how many other institutions do you teach?</b>										
Mean	1.0	1.0	1.1	1.0	1.0	1.1	.	1.0	1.0	
Median	1	1	1	1	1	1	.	1	1	
Mode	1	1	1	1	1	1	.	1	1	
Total(n)	1	6	19	1	5	11	0	1	8	
<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	100.0%	16.7%	21.1%	100.0%	20.0%	27.3%	0.0%	0.0%	12.5%	
1-3 months	0.0%	33.3%	42.1%	0.0%	40.0%	36.4%	0.0%	0.0%	50.0%	
3-4 weeks	0.0%	50.0%	31.6%	0.0%	40.0%	27.3%	0.0%	100.0%	37.5%	
1-2 weeks	0.0%	0.0%	5.3%	0.0%	0.0%	9.1%	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)	1	6	19	1	5	11	0	1	8	
Mean	5.00	3.67	3.79	5.00	3.80	3.82	.	3.00	3.75	
Standard deviation	.	0.82	0.85	.	0.84	0.98	.	.	0.71	
Significance	-			-			-			
Effect Size	-	1.62	1.42	-	1.43	1.20	-			
<b>END OF PART-TIME ONLY</b>										
<b>What is your principal activity in your current position at this institution?</b>										
Administration	29.0%	13.9%	16.1%	8.3%	13.7%	13.6%	42.1%	14.1%	18.1%	
Teaching	71.0%	51.3%	57.7%	91.7%	46.8%	53.6%	57.9%	56.0%	61.1%	
Research	0.0%	25.9%	18.5%	0.0%	31.6%	25.5%	0.0%	20.1%	12.8%	
Services to clients and patients	0.0%	8.0%	6.3%	0.0%	6.8%	6.0%	0.0%	9.2%	6.6%	
Other	0.0%	0.8%	1.3%	0.0%	1.1%	1.3%	0.0%	0.5%	1.4%	
Total(n)	31	374	523	12	190	235	19	184	288	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	48.1%	53.5%	47.2%	66.7%	57.9%	51.6%	33.3%	48.8%	43.5%	
Very important	40.7%	29.7%	34.3%	25.0%	31.5%	37.3%	53.3%	27.8%	31.8%	
Somewhat important	11.1%	15.0%	16.9%	8.3%	9.0%	9.7%	13.3%	21.6%	23.1%	
Not important	0.0%	1.8%	1.5%	0.0%	1.7%	1.4%	0.0%	1.9%	1.6%	
Total(n)	27	340	472	12	178	217	15	162	255	

Washburn 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	74.2%	68.4%	71.3%	75.0%	65.8%	67.7%	73.7%	71.2%	74.2%	
Very important	25.8%	27.3%	24.9%	25.0%	28.9%	27.2%	26.3%	25.5%	23.0%	
Somewhat important	0.0%	4.3%	3.8%	0.0%	5.3%	5.1%	0.0%	3.3%	2.8%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	31	374	522	12	190	235	19	184	287	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	37.0%	30.5%	27.5%	33.3%	28.5%	25.7%	40.0%	32.7%	29.0%	
Very important	44.4%	44.0%	48.2%	41.7%	40.8%	42.7%	46.7%	47.5%	52.9%	
Somewhat important	14.8%	23.2%	22.2%	16.7%	26.3%	27.1%	13.3%	19.8%	18.0%	
Not important	3.7%	2.3%	2.1%	8.3%	4.5%	4.6%	0.0%	0.0%	0.0%	
Total(n)	27	341	473	12	179	218	15	162	255	
<b>How many courses are you teaching this term?</b>										
Mean	2.97	2.78	2.96	3.08	2.77	2.87	2.89	2.78	3.03	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	2	3	3	2	3	3	2	2.00(a)	

Washburn 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)	32	378	528	13	193	238	19	185	290	
<b>How many courses are you teaching this term are:</b>										
<b>General education courses</b>										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	14	204	294	4	90	116	10	114	178	
<b>Courses required for an undergraduate major</b>										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	15	205	295	4	90	116	11	115	179	
<b>Other undergraduate credit courses</b>										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	14	203	293	4	90	116	10	113	177	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	14	204	294	4	90	116	10	114	178	
<b>Graduate courses</b>										
Mean	2.32	2.34	2.42	2.25	2.32	2.36	2.38	2.37	2.47	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	28	319	457	12	163	205	16	156	252	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At this institution</b>										
Mean	2.37	2.30	2.38	2.25	2.27	2.32	2.47	2.34	2.43	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	27	309	444	12	160	200	15	149	244	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.32	1.13	1.13	1.10	1.12	1.14	1.50	1.13	1.12	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	22	252	363	10	123	156	12	129	207	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

Washburn 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	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	61	73	1	31	34	3	30	39	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	22.6%	40.4%	40.8%	16.7%	39.1%	40.7%	26.3%	41.8%	41.0%	
No	77.4%	59.6%	59.2%	83.3%	60.9%	59.3%	73.7%	58.2%	59.0%	
Total(n)	31	376	524	12	192	236	19	184	288	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	96.7%	94.9%	95.4%	100.0%	96.9%	96.2%	94.7%	92.9%	94.8%	
No	3.3%	5.1%	4.6%	0.0%	3.1%	3.8%	5.3%	7.1%	5.2%	
Total(n)	30	374	520	11	191	234	19	183	286	
<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	28.6%	35.3%	33.9%	27.3%	36.5%	35.0%	29.4%	33.9%	33.0%	
To a large extent	32.1%	23.6%	22.9%	27.3%	25.3%	24.4%	35.3%	21.8%	21.6%	
To some extent	32.1%	24.2%	25.2%	45.5%	22.5%	24.9%	23.5%	26.1%	25.4%	
To a small extent	3.6%	10.5%	11.0%	0.0%	7.9%	8.8%	5.9%	13.3%	12.9%	
Not at all	3.6%	6.4%	7.1%	0.0%	7.9%	6.9%	5.9%	4.8%	7.2%	
Total(n)	28	343	481	11	178	217	17	165	264	
<b>Mentored graduate students</b>										
To a very large extent	48.3%	49.9%	51.4%	36.4%	50.6%	49.5%	55.6%	49.1%	52.9%	
To a large extent	31.0%	26.1%	25.8%	45.5%	25.6%	26.1%	22.2%	26.7%	25.5%	
To some extent	13.8%	16.2%	15.6%	18.2%	16.1%	16.5%	11.1%	16.4%	14.8%	
To a small extent	0.0%	4.6%	4.4%	0.0%	3.9%	3.7%	0.0%	5.5%	4.9%	
Not at all	6.9%	3.2%	2.9%	0.0%	3.9%	4.1%	11.1%	2.4%	1.9%	
Total(n)	29	345	481	11	180	218	18	165	263	
<b>Helped graduate students access professional networks</b>										
To a very large extent	32.1%	26.5%	26.6%	36.4%	25.0%	23.7%	29.4%	28.2%	28.9%	
To a large extent	35.7%	32.4%	31.4%	36.4%	32.4%	33.5%	35.3%	32.5%	29.7%	
To some extent	21.4%	24.8%	26.4%	27.3%	23.9%	24.7%	17.6%	25.8%	27.8%	
To a small extent	10.7%	9.1%	9.2%	0.0%	8.5%	9.3%	17.6%	9.8%	9.1%	
Not at all	0.0%	7.1%	6.5%	0.0%	10.2%	8.8%	0.0%	3.7%	4.6%	
Total(n)	28	339	478	11	176	215	17	163	263	
<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	0.0%	15.5%	13.6%	0.0%	15.5%	14.6%	0.0%	15.5%	12.7%	
To a large extent	3.6%	11.6%	11.4%	0.0%	14.4%	14.6%	5.6%	8.7%	8.8%	
To some extent	10.7%	15.8%	16.9%	0.0%	17.2%	17.0%	16.7%	14.3%	16.9%	

Washburn 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	7.1%	11.6%	10.8%	0.0%	13.2%	12.3%	11.1%	9.9%	9.6%	
Not at all	78.6%	45.4%	47.2%	100.0%	39.7%	41.5%	66.7%	51.6%	51.9%	
Total(n)	28	335	472	10	174	212	18	161	260	
<b>Published with graduate students</b>										
To a very large extent	3.6%	15.9%	14.2%	0.0%	18.5%	16.6%	5.9%	13.0%	12.3%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
To a large extent	3.6%	14.1%	11.9%	0.0%	15.2%	14.3%	5.9%	13.0%	10.0%	
To some extent	7.1%	17.1%	16.1%	0.0%	16.9%	16.1%	11.8%	17.3%	16.1%	
To a small extent	10.7%	9.7%	9.8%	9.1%	9.6%	9.7%	11.8%	9.9%	10.0%	
Not at all	75.0%	43.2%	47.9%	90.9%	39.9%	43.3%	64.7%	46.9%	51.7%	
Total(n)	28	340	478	11	178	217	17	162	261	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	8.7%	7.0%	0.0%	10.0%	8.7%	0.0%	7.3%	5.7%	
To a large extent	0.0%	7.3%	5.8%	0.0%	6.7%	5.9%	0.0%	7.9%	5.7%	
To some extent	0.0%	14.2%	14.1%	0.0%	16.7%	16.9%	0.0%	11.6%	11.7%	
To a small extent	10.3%	10.2%	11.2%	9.1%	10.0%	10.5%	11.1%	10.4%	11.7%	
Not at all	89.7%	59.6%	61.9%	90.9%	56.7%	58.0%	88.9%	62.8%	65.2%	
Total(n)	29	344	483	11	180	219	18	164	264	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	3.07	2.92	2.87	3.18	2.81	2.85	3.00	3.04	2.88	
Median	3	2	2	3	2	2	3	3	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	28	339	477	11	177	215	17	162	262	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	2.68	3.07	3.13	1.00	3.06	3.11	3.76	3.08	3.15	
Median	1	1	1	1	1	1	2	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	28	334	469	11	175	212	17	159	257	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	3.78	3.14	3.44	.	2.59	2.52	3.78	3.77	4.27	
Median	3	2	2	.	1	1	3	3	3	
Mode	1.00(a)	1	1	.	1	1	1.00(a)	1	1	
Total(n)	9	142	205	0	76	97	9	66	108	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.79	3.49	3.27	1.18	3.66	3.45	2.17	3.31	3.12	
Median	1	1	1	1	2	2	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	29	337	474	11	175	213	18	162	261	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	2.57	2.80	2.84	1.00	2.45	2.44	3.20	3.25	3.22	
Median	1	2	2	1	2	2	1	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	7	165	225	2	92	109	5	73	116	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students in this program must compete for reeseach opportunities</b>										
Strongly agree	3.8%	26.2%	23.0%	10.0%	31.1%	28.4%	0.0%	20.8%	18.5%	

Washburn 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	23.1%	28.9%	29.0%	20.0%	31.7%	31.5%	25.0%	25.7%	26.9%	
Disagree somewhat	38.5%	23.9%	24.6%	30.0%	22.4%	21.3%	43.8%	25.7%	27.3%	
Strongly disagree	34.6%	21.0%	23.4%	40.0%	14.9%	18.8%	31.3%	27.8%	27.3%	
Total(n)	26	305	435	10	161	197	16	144	238	
Mean	1.96	2.60	2.51	2.00	2.79	2.70	1.94	2.40	2.37	
Standard deviation	0.87	1.09	1.09	1.05	1.05	1.08	0.77	1.10	1.07	
Significance	-	**	*	-	*	*	-	-	-	
Effect size	-	-0.59	-0.50	-	-0.75	-0.65	-	-0.42	-0.40	
<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	18.5%	30.5%	24.4%	11.1%	30.8%	27.2%	22.2%	30.1%	22.0%	
Agree somewhat	18.5%	35.8%	31.1%	33.3%	40.3%	38.5%	11.1%	30.8%	25.0%	
Disagree somewhat	37.0%	19.2%	23.2%	22.2%	17.0%	19.5%	44.4%	21.7%	26.3%	
Strongly disagree	25.9%	14.6%	21.3%	33.3%	11.9%	14.9%	22.2%	17.5%	26.7%	
Total(n)	27	302	431	9	159	195	18	143	236	
Mean	2.30	2.82	2.58	2.22	2.90	2.78	2.33	2.73	2.42	
Standard deviation	1.07	1.03	1.08	1.09	0.98	1.01	1.08	1.07	1.11	
Significance	-	*		-	*		-	-	-	
Effect size	-	-0.50	-0.26	-	-0.69	-0.55	-	-0.37	-0.08	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	11.5%	8.0%	8.7%	11.1%	8.2%	8.3%	11.8%	7.7%	9.0%	
Agree somewhat	30.8%	19.6%	23.4%	44.4%	20.1%	21.2%	23.5%	19.0%	25.2%	
Disagree somewhat	42.3%	45.5%	43.6%	22.2%	45.3%	46.6%	52.9%	45.8%	41.0%	
Strongly disagree	15.4%	26.9%	24.4%	22.2%	26.4%	23.8%	11.8%	27.5%	24.8%	
Total(n)	26	301	427	9	159	193	17	142	234	
Mean	2.38	2.09	2.16	2.44	2.10	2.14	2.35	2.07	2.18	
Standard deviation	0.90	0.88	0.89	1.01	0.89	0.88	0.86	0.88	0.91	
Significance	-			-			-			
Effect size	-	0.33	0.25	-	0.38	0.34	-	0.32	0.19	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	57.7%	50.0%	52.1%	70.0%	47.0%	47.0%	50.0%	53.2%	56.1%	
Agree somewhat	38.5%	46.2%	43.5%	20.0%	48.3%	48.1%	50.0%	43.9%	39.9%	
Disagree somewhat	0.0%	2.4%	2.7%	0.0%	3.4%	3.9%	0.0%	1.4%	1.8%	
Strongly disagree	3.8%	1.4%	1.7%	10.0%	1.3%	1.1%	0.0%	1.4%	2.2%	
Total(n)	26	288	409	10	149	181	16	139	228	
Mean	3.50	3.45	3.46	3.50	3.41	3.41	3.50	3.49	3.50	



Washburn 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	0.71	0.62	0.64	0.97	0.63	0.62	0.52	0.61	0.65	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.14	0.15	-	0.02	0.00	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	3.7%	7.4%	8.2%	0.0%	7.1%	7.3%	5.9%	7.8%	8.9%	
Agree somewhat	44.4%	27.9%	30.9%	30.0%	24.4%	24.6%	52.9%	31.9%	36.0%	
Disagree somewhat	25.9%	24.6%	23.4%	20.0%	25.6%	25.7%	29.4%	23.4%	21.6%	
Strongly disagree	25.9%	40.1%	37.5%	50.0%	42.9%	42.4%	11.8%	36.9%	33.5%	
Total(n)	27	297	427	10	156	191	17	141	236	
Mean	2.26	2.03	2.10	1.80	1.96	1.97	2.53	2.11	2.20	
Standard deviation	0.90	0.99	1.00	0.92	0.98	0.98	0.80	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.23	0.16	-	-0.16	-0.17	-	0.42	0.33	
<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	75.0%	58.1%	59.5%	90.0%	61.9%	60.0%	66.7%	54.1%	59.1%	
Agree somewhat	21.4%	32.5%	31.8%	10.0%	26.9%	27.7%	27.8%	38.5%	35.1%	
Disagree somewhat	3.6%	8.1%	7.3%	0.0%	10.6%	11.8%	5.6%	5.4%	3.7%	
Strongly disagree	0.0%	1.3%	1.4%	0.0%	0.6%	0.5%	0.0%	2.0%	2.1%	
Total(n)	28	308	437	10	160	195	18	148	242	
Mean	3.71	3.47	3.49	3.90	3.50	3.47	3.61	3.45	3.51	
Standard deviation	0.53	0.70	0.69	0.32	0.71	0.72	0.61	0.69	0.67	
Significance	-			-			-			
Effect size	-	0.34	0.32	-	0.56	0.60	-	0.23	0.15	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	15.4%	18.2%	18.1%	0.0%	19.1%	17.7%	23.5%	17.1%	18.3%	
Agree somewhat	30.8%	39.9%	36.8%	66.7%	42.0%	39.6%	11.8%	37.7%	34.6%	
Disagree somewhat	30.8%	29.7%	29.9%	11.1%	26.1%	29.2%	41.2%	33.6%	30.4%	
Strongly disagree	23.1%	12.2%	15.3%	22.2%	12.7%	13.5%	23.5%	11.6%	16.7%	
Total(n)	26	303	432	9	157	192	17	146	240	
Mean	2.38	2.64	2.58	2.44	2.68	2.61	2.35	2.60	2.55	
Standard deviation	1.02	0.92	0.96	0.88	0.93	0.93	1.11	0.91	0.98	
Significance	-			-			-			
Effect size	-	-0.28	-0.21	-	-0.26	-0.18	-	-0.27	-0.20	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	63.0%	45.2%	47.6%	80.0%	41.8%	41.2%	52.9%	49.0%	52.7%	
Agree somewhat	29.6%	46.9%	44.8%	20.0%	51.3%	51.5%	35.3%	42.2%	39.3%	
Disagree somewhat	3.7%	5.6%	5.8%	0.0%	4.4%	5.2%	5.9%	6.8%	6.3%	
Strongly disagree	3.7%	2.3%	1.8%	0.0%	2.5%	2.1%	5.9%	2.0%	1.7%	
Total(n)	27	305	433	10	158	194	17	147	239	

Washburn 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	3.52	3.35	3.38	3.80	3.32	3.32	3.35	3.38	3.43	
Standard deviation	0.75	0.69	0.68	0.42	0.68	0.67	0.86	0.71	0.69	
Significance	-			-	*	*	-			
Effect size	-	0.25	0.21	-	0.71	0.72	-	-0.04	-0.12	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	4.0%	6.0%	4.4%	0.0%	5.7%	4.6%	6.7%	6.4%	4.3%	
Agree somewhat	0.0%	23.1%	18.9%	0.0%	24.1%	21.6%	0.0%	22.0%	16.7%	
Disagree somewhat	8.0%	34.4%	32.0%	0.0%	34.2%	33.0%	13.3%	34.8%	31.2%	
Strongly disagree	88.0%	36.5%	44.6%	100.0%	36.1%	40.7%	80.0%	36.9%	47.9%	
Total(n)	25	299	428	10	158	194	15	141	234	
Mean	1.20	1.99	1.83	1.00	1.99	1.90	1.33	1.98	1.77	
Standard deviation	0.65	0.92	0.89	0.00	0.91	0.90	0.82	0.92	0.88	
Significance	-	***	***	-	***	**	-	**		
Effect size	-	-0.86	-0.71	-	-1.09	-1.00	-	-0.71	-0.50	
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	88.9%	41.8%	49.9%	100.0%	37.9%	41.6%	82.4%	46.2%	56.7%	
Agree somewhat	7.4%	39.9%	33.9%	0.0%	43.5%	40.6%	11.8%	35.9%	28.3%	
Disagree somewhat	3.7%	13.1%	11.2%	0.0%	12.4%	11.7%	5.9%	13.8%	10.8%	
Strongly disagree	0.0%	5.2%	5.0%	0.0%	6.2%	6.1%	0.0%	4.1%	4.2%	
Total(n)	27	306	437	10	161	197	17	145	240	
Mean	3.85	3.18	3.29	4.00	3.13	3.18	3.76	3.24	3.38	
Standard deviation	0.46	0.85	0.86	0.00	0.86	0.87	0.56	0.84	0.84	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	0.79	0.65	-	1.01	0.94	-	0.62	0.45	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	60.7%	55.7%	57.3%	72.7%	51.6%	52.8%	52.9%	59.9%	60.8%	
Collaborated with the local community in research/teaching	63.0%	54.1%	58.4%	70.0%	48.4%	50.5%	58.8%	60.1%	64.7%	
Conducted research or writing focused on international/global issues	41.4%	31.0%	29.4%	45.5%	34.8%	33.5%	38.9%	27.1%	26.2%	

Washburn 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	39.3%	40.5%	36.5%	54.5%	40.1%	37.4%	29.4%	40.9%	35.7%	
Conducted research or writing focused on women and gender issues	46.4%	28.2%	26.1%	54.5%	24.5%	23.2%	41.2%	32.0%	28.4%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	37.0%	12.8%	11.6%	45.5%	11.1%	9.4%	31.3%	14.5%	13.3%	
Conducted research or writing focused on biomedical science fields	10.7%	39.5%	34.9%	0.0%	44.2%	40.0%	16.7%	34.7%	30.7%	
Engaged in academic research that spans multiple disciplines	67.9%	74.7%	69.2%	63.6%	74.4%	70.4%	70.6%	75.0%	68.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	58.6%	49.8%	47.9%	72.7%	49.7%	50.8%	50.0%	50.0%	45.6%	
Written research grants	21.4%	58.6%	52.5%	27.3%	59.7%	55.1%	17.6%	57.4%	50.4%	
Received funding for your work from foundations	29.6%	31.9%	28.7%	27.3%	31.2%	30.6%	31.3%	32.7%	27.2%	
Received funding for your work from state or federal government	17.2%	34.0%	29.0%	18.2%	35.2%	30.8%	16.7%	32.7%	27.7%	
Received funding for your work from business or industry	14.3%	17.0%	14.3%	18.2%	23.5%	21.9%	11.8%	10.5%	8.4%	
Total(n)	28	305	441	11	153	192	17	152	249	

Washburn 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	3.6%	9.4%	9.0%	9.1%	10.3%	10.8%	0.0%	8.4%	7.6%	
Taught an interdisciplinary course	20.0%	33.8%	30.6%	8.3%	37.3%	35.0%	27.8%	30.1%	27.2%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	6.9%	6.1%	7.2%	0.0%	1.9%	2.1%	11.8%	10.3%	11.2%	
Taught a service learning course	16.7%	13.5%	18.8%	8.3%	12.7%	14.8%	22.2%	14.4%	21.9%	
Taught a course exclusively online	48.3%	22.6%	30.4%	16.7%	19.7%	22.1%	70.6%	25.5%	37.0%	
Participated in organized activities around enhancing pedagogy and student learning	83.3%	56.1%	61.6%	83.3%	49.0%	52.8%	83.3%	63.2%	68.3%	
Taught a seminar for first-year students	6.9%	12.9%	12.4%	0.0%	14.1%	13.4%	11.8%	11.8%	11.6%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	83.3%	82.3%	86.1%	75.0%	75.0%	77.8%	88.9%	89.8%	92.5%	
<b>Total(n)</b>	<b>30</b>	<b>317</b>	<b>453</b>	<b>12</b>	<b>160</b>	<b>198</b>	<b>18</b>	<b>157</b>	<b>255</b>	
<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	0.0%	3.6%	2.7%	0.0%	3.2%	2.6%	0.0%	3.9%	2.8%	
To a large extent	0.0%	2.9%	2.7%	0.0%	2.6%	2.6%	0.0%	3.2%	2.8%	
To some extent	3.6%	9.7%	8.6%	0.0%	9.7%	8.8%	5.9%	9.7%	8.4%	
To a small extent	10.7%	7.1%	6.3%	0.0%	7.7%	7.8%	17.6%	6.5%	5.2%	
Not at all	85.7%	76.7%	79.7%	100.0%	76.8%	78.2%	76.5%	76.6%	80.8%	
<b>Total(n)</b>	<b>28</b>	<b>309</b>	<b>443</b>	<b>11</b>	<b>155</b>	<b>193</b>	<b>17</b>	<b>154</b>	<b>250</b>	
<b>Published with undergraduates</b>										
To a very large extent	0.0%	2.3%	1.6%	0.0%	3.2%	2.6%	0.0%	1.3%	0.8%	
To a large extent	0.0%	3.9%	3.0%	0.0%	1.3%	1.6%	0.0%	6.5%	4.0%	

Washburn 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	3.6%	8.1%	6.8%	0.0%	10.4%	9.4%	5.9%	5.9%	4.9%	
To a small extent	3.6%	6.2%	4.8%	9.1%	8.4%	7.3%	0.0%	3.9%	2.8%	
Not at all	92.9%	79.5%	83.8%	90.9%	76.6%	79.2%	94.1%	82.4%	87.4%	
Total(n)	28	307	439	11	154	192	17	153	247	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	0.0%	7.1%	5.9%	0.0%	7.1%	6.8%	0.0%	7.1%	5.2%	
To a large extent	3.6%	12.0%	9.5%	0.0%	13.0%	10.9%	5.9%	11.0%	8.4%	
To some extent	0.0%	11.7%	11.3%	0.0%	11.0%	11.5%	0.0%	12.3%	11.2%	
To a small extent	3.6%	9.4%	7.4%	0.0%	11.7%	9.4%	5.9%	7.1%	6.0%	
Not at all	92.9%	59.9%	65.9%	100.0%	57.1%	61.5%	88.2%	62.6%	69.3%	
Total(n)	28	309	443	11	154	192	17	155	251	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	0.0%	6.5%	5.2%	0.0%	5.8%	5.7%	0.0%	7.1%	4.8%	
To a large extent	0.0%	6.8%	6.3%	0.0%	9.0%	8.3%	0.0%	4.5%	4.8%	
To some extent	3.4%	11.6%	10.6%	0.0%	13.5%	13.0%	5.6%	9.7%	8.8%	
To a small extent	6.9%	8.7%	8.4%	0.0%	7.7%	7.3%	11.1%	9.7%	9.2%	
Not at all	89.7%	66.5%	69.5%	100.0%	63.9%	65.8%	83.3%	69.0%	72.4%	
Total(n)	29	310	443	11	155	193	18	155	250	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	3.4%	8.3%	8.0%	0.0%	6.3%	6.6%	5.6%	10.3%	9.1%	
Good	13.8%	25.2%	22.9%	0.0%	27.8%	26.0%	22.2%	22.4%	20.6%	
Fair	3.4%	11.1%	9.8%	0.0%	12.7%	11.2%	5.6%	9.6%	8.7%	
Poor	0.0%	1.0%	0.9%	0.0%	1.3%	1.0%	0.0%	0.6%	0.8%	
I have not worked with undergraduates on research projects	79.3%	54.5%	58.4%	100.0%	51.9%	55.1%	66.7%	57.1%	60.9%	
Total(n)	29	314	449	11	158	196	18	156	253	
<b>How many undergraduate students do you advise?</b>										
Mean	2.55	2.44	2.57	2.73	2.41	2.61	2.44	2.48	2.55	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	29	313	448	11	158	196	18	155	252	
<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	60.0%	39.4%	40.5%	100.0%	33.3%	33.3%	33.3%	47.5%	49.1%	
Occasionally	40.0%	35.1%	37.9%	0.0%	33.3%	36.5%	66.7%	37.5%	39.6%	
Not at All	0.0%	25.5%	21.6%	0.0%	33.3%	30.2%	0.0%	15.0%	11.3%	
Total(n)	5	94	116	2	54	63	3	40	53	
Mean	2.60	2.14	2.19	3.00	2.00	2.03	2.33	2.33	2.38	
Standard deviation	0.55	0.80	0.77	0.00	0.82	0.80	0.58	0.73	0.69	

Washburn 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	-	0.58	0.53	-	1.22	1.21	-	0.00	-0.07	
<b>Helped them plan their course of study</b>										
Frequently	100.0%	38.0%	43.0%	100.0%	32.1%	37.1%	100.0%	46.2%	50.0%	
Occasionally	0.0%	31.5%	30.7%	0.0%	32.1%	29.0%	0.0%	30.8%	32.7%	
Not at All	0.0%	30.4%	26.3%	0.0%	35.8%	33.9%	0.0%	23.1%	17.3%	
Total(n)	5	92	114	2	53	62	3	39	52	
Mean	3.00	2.08	2.17	3.00	1.96	2.03	3.00	2.23	2.33	
Standard deviation	0.00	0.83	0.82	0.00	0.83	0.85	0.00	0.81	0.76	
Significance	-	*	*	-			-			
Effect size	-	1.11	1.01	-	1.25	1.14	-	0.95	0.88	
<b>Discussed their academic performance</b>										
Frequently	80.0%	41.9%	42.1%	100.0%	35.2%	34.9%	66.7%	51.3%	51.0%	
Occasionally	20.0%	46.2%	48.2%	0.0%	48.1%	50.8%	33.3%	43.6%	45.1%	
Not at All	0.0%	11.8%	9.6%	0.0%	16.7%	14.3%	0.0%	5.1%	3.9%	
Total(n)	5	93	114	2	54	63	3	39	51	
Mean	2.80	2.30	2.32	3.00	2.19	2.21	2.67	2.46	2.47	
Standard deviation	0.45	0.67	0.64	0.00	0.70	0.68	0.58	0.60	0.58	
Significance	-			-			-			
Effect size	-	0.75	0.75	-	1.16	1.16	-	0.35	0.34	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	80.0%	50.5%	49.6%	100.0%	42.6%	42.9%	66.7%	61.5%	57.7%	
Occasionally	20.0%	36.6%	38.3%	0.0%	40.7%	42.9%	33.3%	30.8%	32.7%	
Not at All	0.0%	12.9%	12.2%	0.0%	16.7%	14.3%	0.0%	7.7%	9.6%	
Total(n)	5	93	115	2	54	63	3	39	52	
Mean	2.80	2.38	2.37	3.00	2.26	2.29	2.67	2.54	2.48	
Standard deviation	0.45	0.71	0.69	0.00	0.73	0.71	0.58	0.64	0.67	
Significance	-			-			-			
Effect size	-	0.59	0.62	-	1.01	1.00	-	0.20	0.28	
<b>Discussed career and post-graduation goals</b>										
Frequently	80.0%	61.3%	61.7%	100.0%	51.9%	50.8%	66.7%	74.4%	75.0%	
Occasionally	20.0%	35.5%	34.8%	0.0%	42.6%	44.4%	33.3%	25.6%	23.1%	
Not at All	0.0%	3.2%	3.5%	0.0%	5.6%	4.8%	0.0%	0.0%	1.9%	
Total(n)	5	93	115	2	54	63	3	39	52	
Mean	2.80	2.58	2.58	3.00	2.46	2.46	2.67	2.74	2.73	
Standard deviation	0.45	0.56	0.56	0.00	0.61	0.59	0.58	0.44	0.49	
Significance	-			-			-			
Effect size	-	0.39	0.39	-	0.89	0.92	-	-0.16	-0.12	
<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	69.0%	48.0%	56.6%	54.5%	36.4%	41.8%	77.8%	59.7%	67.9%	
No	27.6%	47.3%	39.3%	45.5%	57.6%	53.4%	16.7%	36.9%	28.5%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Not eligible	0.0%	2.0%	1.6%	0.0%	3.3%	2.6%	0.0%	0.7%	0.8%	
Not available	3.4%	2.7%	2.5%	0.0%	2.6%	2.1%	5.6%	2.7%	2.8%	
<b>Total(n)</b>	29	300	435	11	151	189	18	149	246	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	29.6%	20.3%	22.1%	30.0%	14.2%	15.1%	29.4%	26.4%	27.5%	
No	66.7%	72.0%	69.3%	70.0%	78.4%	78.0%	64.7%	65.5%	62.7%	
Not eligible	0.0%	2.4%	2.1%	0.0%	3.4%	2.7%	0.0%	1.4%	1.6%	
Not available	3.7%	5.4%	6.5%	0.0%	4.1%	4.3%	5.9%	6.8%	8.2%	
<b>Total(n)</b>	27	296	430	10	148	186	17	148	244	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	14.3%	17.2%	15.0%	0.0%	12.0%	11.3%	22.2%	22.4%	17.8%	
No	82.1%	77.1%	78.0%	100.0%	82.0%	82.8%	72.2%	72.1%	74.3%	
Not eligible	0.0%	2.0%	1.6%	0.0%	2.0%	1.6%	0.0%	2.0%	1.7%	
Not available	3.6%	3.7%	5.4%	0.0%	4.0%	4.3%	5.6%	3.4%	6.2%	
<b>Total(n)</b>	28	297	427	10	150	186	18	147	241	
<b>Paid sabbatical leave</b>										
Yes	17.9%	9.7%	10.2%	36.4%	12.7%	13.9%	5.9%	6.8%	7.4%	
No	64.3%	68.5%	66.8%	54.5%	74.0%	71.1%	70.6%	62.8%	63.5%	
Not eligible	14.3%	15.4%	17.2%	9.1%	8.7%	11.2%	17.6%	22.3%	21.7%	
Not available	3.6%	6.4%	5.8%	0.0%	4.7%	3.7%	5.9%	8.1%	7.4%	
<b>Total(n)</b>	28	298	431	11	150	187	17	148	244	
<b>Travel funds paid by the institution</b>										
Yes	79.3%	56.4%	62.0%	81.8%	45.1%	50.8%	77.8%	68.0%	70.7%	
No	13.8%	36.3%	30.4%	18.2%	48.4%	42.9%	11.1%	24.0%	20.7%	
Not eligible	3.4%	3.3%	3.2%	0.0%	2.0%	2.6%	5.6%	4.7%	3.7%	
Not available	3.4%	4.0%	4.3%	0.0%	4.6%	3.7%	5.6%	3.3%	4.9%	
<b>Total(n)</b>	29	303	437	11	153	191	18	150	246	
<b>Internal grants for research</b>										
Yes	25.9%	29.9%	30.6%	18.2%	28.9%	30.0%	31.3%	30.9%	31.0%	
No	66.7%	64.5%	63.2%	81.8%	67.8%	67.4%	56.3%	61.1%	60.0%	
Not eligible	3.7%	3.3%	2.8%	0.0%	1.3%	1.1%	6.3%	5.4%	4.1%	
Not available	3.7%	2.3%	3.4%	0.0%	2.0%	1.6%	6.3%	2.7%	4.9%	
<b>Total(n)</b>	27	301	435	11	152	190	16	149	245	
<b>Training for administrative leadership</b>										
Yes	20.7%	13.4%	18.8%	9.1%	11.8%	15.3%	27.8%	15.0%	21.5%	
No	75.9%	72.6%	66.4%	81.8%	78.3%	74.2%	72.2%	66.7%	60.3%	
Not eligible	0.0%	3.7%	4.9%	0.0%	2.0%	3.2%	0.0%	5.4%	6.2%	
Not available	3.4%	10.4%	10.0%	9.1%	7.9%	7.4%	0.0%	12.9%	12.0%	
<b>Total(n)</b>	29	299	432	11	152	190	18	147	242	
<b>Received incentives to develop new courses</b>										
Yes	17.9%	8.9%	12.6%	18.2%	9.5%	11.4%	17.6%	8.2%	13.6%	
No	67.9%	74.4%	70.5%	72.7%	78.2%	75.7%	64.7%	70.5%	66.5%	
Not eligible	3.6%	2.0%	2.3%	0.0%	2.0%	2.2%	5.9%	2.1%	2.5%	
Not available	10.7%	14.7%	14.5%	9.1%	10.2%	10.8%	11.8%	19.2%	17.4%	

Washburn 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)	28	293	427	11	147	185	17	146	242	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	31.0%	17.4%	21.8%	18.2%	14.7%	19.1%	38.9%	20.3%	23.8%	
No	58.6%	69.8%	64.8%	81.8%	78.0%	72.3%	44.4%	61.5%	59.0%	
Not eligible	3.4%	1.0%	1.6%	0.0%	0.0%	0.5%	5.6%	2.0%	2.5%	
Not available	6.9%	11.7%	11.8%	0.0%	7.3%	8.0%	11.1%	16.2%	14.8%	
Total(n)	29	298	432	11	150	188	18	148	244	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	32.1%	17.3%	25.6%	9.1%	10.1%	13.5%	47.1%	24.5%	34.8%	
No	50.0%	69.8%	62.7%	72.7%	77.7%	76.8%	35.3%	61.9%	52.0%	
Not eligible	3.6%	1.0%	0.9%	0.0%	0.7%	0.5%	5.9%	1.4%	1.2%	
Not available	14.3%	11.9%	10.7%	18.2%	11.5%	9.2%	11.8%	12.2%	11.9%	
Total(n)	28	295	429	11	148	185	17	147	244	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	13.8%	7.5%	11.3%	8.3%	6.5%	7.8%	17.6%	8.6%	14.1%	
1-2	10.3%	15.4%	17.7%	0.0%	12.3%	15.6%	17.6%	18.5%	19.3%	
3-4	10.3%	9.5%	10.7%	8.3%	5.8%	4.7%	11.8%	13.2%	15.3%	
5-10	37.9%	16.1%	16.6%	50.0%	16.2%	16.1%	29.4%	15.9%	16.9%	
11-20	20.7%	15.1%	15.4%	25.0%	14.3%	15.6%	17.6%	15.9%	15.3%	
21-50	6.9%	21.3%	17.5%	8.3%	25.3%	23.4%	5.9%	17.2%	12.9%	
51+	0.0%	15.1%	10.9%	0.0%	19.5%	16.7%	0.0%	10.6%	6.4%	
Total(n)	29	305	441	12	154	192	17	151	249	
Mean	3.62	4.40	4.03	4.08	4.73	4.53	3.29	4.06	3.64	
Standard deviation	1.47	1.90	1.92	1.24	1.88	1.93	1.57	1.86	1.82	
Significance	-	*		-			-			
Effect size	-	-0.41	-0.21	-	-0.35	-0.23	-	-0.41	-0.19	
<b>Chapters in edited volumes</b>										
None	36.7%	34.9%	41.5%	16.7%	32.9%	37.9%	50.0%	37.0%	44.2%	
1-2	30.0%	27.4%	26.4%	33.3%	24.0%	23.6%	27.8%	30.8%	28.5%	
3-4	13.3%	15.8%	14.6%	25.0%	17.8%	15.9%	5.6%	13.7%	13.6%	
5-10	10.0%	12.7%	10.4%	8.3%	14.4%	13.2%	11.1%	11.0%	8.3%	
11-20	10.0%	6.2%	5.0%	16.7%	6.8%	6.0%	5.6%	5.5%	4.1%	
21-50	0.0%	3.1%	2.1%	0.0%	4.1%	3.3%	0.0%	2.1%	1.2%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	30	292	424	12	146	182	18	146	242	
Mean	2.27	2.37	2.17	2.75	2.51	2.36	1.94	2.23	2.03	
Standard deviation	1.34	1.39	1.32	1.36	1.45	1.42	1.26	1.31	1.22	
Significance	-			-			-			
Effect size	-	-0.07	0.08	-	0.17	0.27	-	-0.22	-0.07	



Washburn 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	57.1%	62.0%	66.1%	54.5%	55.2%	58.8%	58.8%	68.7%	71.5%	
1-2	21.4%	24.7%	22.2%	9.1%	27.6%	24.2%	29.4%	22.0%	20.7%	
3-4	10.7%	8.8%	7.2%	9.1%	12.4%	11.0%	11.8%	5.3%	4.5%	
5-10	7.1%	2.7%	3.0%	18.2%	4.1%	4.9%	0.0%	1.3%	1.6%	
11-20	3.6%	1.4%	0.9%	9.1%	0.7%	0.5%	0.0%	2.0%	1.2%	
21-50	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	
51+	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.4%	
Total(n)	28	295	428	11	145	182	17	150	246	
Mean	1.79	1.58	1.52	2.18	1.68	1.66	1.53	1.49	1.42	
Standard deviation	1.13	0.92	0.90	1.54	0.90	0.96	0.72	0.94	0.84	
Significance	-			-			-			
Effect size	-	0.23	0.30	-	0.56	0.54	-	0.04	0.13	
<b>Other, such as patents or computer software products</b>										
None	92.9%	75.9%	79.8%	90.9%	66.4%	70.7%	94.1%	85.6%	86.9%	
1-2	7.1%	13.6%	11.6%	9.1%	19.5%	16.8%	5.9%	7.5%	7.6%	
3-4	0.0%	5.8%	5.0%	0.0%	6.7%	6.0%	0.0%	4.8%	4.2%	
5-10	0.0%	1.7%	1.4%	0.0%	2.7%	2.7%	0.0%	0.7%	0.4%	
11-20	0.0%	1.4%	1.0%	0.0%	2.0%	1.6%	0.0%	0.7%	0.4%	
21-50	0.0%	1.0%	0.7%	0.0%	2.0%	1.6%	0.0%	0.0%	0.0%	
51+	0.0%	0.7%	0.5%	0.0%	0.7%	0.5%	0.0%	0.7%	0.4%	
Total(n)	28	295	421	11	149	184	17	146	237	
Mean	1.07	1.45	1.36	1.09	1.63	1.55	1.06	1.26	1.22	
Standard deviation	0.26	1.02	0.90	0.30	1.18	1.11	0.24	0.79	0.68	
Significance	-			-			-			
Effect size	-	-0.37	-0.32	-	-0.46	-0.41	-	-0.25	-0.24	
<b>In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	96.6%	93.8%	93.6%	90.9%	94.1%	93.2%	100.0%	93.4%	94.0%	
1-2	3.4%	2.6%	3.0%	9.1%	2.6%	3.1%	0.0%	2.6%	2.8%	
3-4	0.0%	1.3%	1.6%	0.0%	2.0%	2.6%	0.0%	0.7%	0.8%	
5-10	0.0%	1.3%	0.9%	0.0%	1.3%	1.0%	0.0%	1.3%	0.8%	
11-20	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	
21+	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	1.3%	0.8%	
Total(n)	29	304	440	11	153	191	18	151	249	
Mean	1.03	1.14	1.13	1.09	1.10	1.12	1.00	1.17	1.14	
Standard deviation	0.19	0.63	0.59	0.30	0.46	0.47	0.00	0.76	0.67	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	-0.02	-0.06	-	-0.22	-0.21	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	0.0%	56.3%	52.2%	0.0%	62.5%	66.7%	0.0%	50.0%	36.4%	

Washburn 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	100.0%	12.5%	21.7%	100.0%	12.5%	16.7%	0.0%	12.5%	27.3%			
3-4	0.0%	12.5%	13.0%	0.0%	12.5%	8.3%	0.0%	12.5%	18.2%			
5-10	0.0%	12.5%	8.7%	0.0%	12.5%	8.3%	0.0%	12.5%	9.1%			
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
21+	0.0%	6.3%	4.3%	0.0%	0.0%	0.0%	0.0%	12.5%	9.1%			
Total(n)	1	16	23	1	8	12	0	8	11			
Mean	2.00	2.06	1.96	2.00	1.75	1.58	.	2.38	2.36			
Standard deviation	.	1.53	1.33	.	1.16	1.00	.	1.85	1.57			
Significance	-			-			-					
Effect size	-	-0.04	0.03	-	0.22	0.42	-					
<b>How many these exhibitions or performances in the fine or applied arts were:</b>												
<b>Collaborative</b>												
None	0.0%	22.2%	23.1%	0.0%	37.5%	25.0%	0.0%	10.0%	21.4%			
1-2	0.0%	38.9%	38.5%	0.0%	37.5%	41.7%	0.0%	40.0%	35.7%			
3-4	0.0%	16.7%	19.2%	0.0%	25.0%	33.3%	0.0%	10.0%	7.1%			
5-10	0.0%	5.6%	3.8%	0.0%	0.0%	0.0%	0.0%	10.0%	7.1%			
11-20	0.0%	5.6%	7.7%	0.0%	0.0%	0.0%	0.0%	10.0%	14.3%			
21+	0.0%	11.1%	7.7%	0.0%	0.0%	0.0%	0.0%	20.0%	14.3%			
Total(n)	0	18	26	0	8	12	0	10	14			
Mean	.	2.67	2.58	.	1.88	2.08	.	3.30	3.00			
Standard deviation	.	1.61	1.50	.	0.83	0.79	.	1.83	1.84			
Significance	-			-			-					
Effect size	-			-			-					
<b>In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?</b>												
None	23.3%	12.4%	16.6%	16.7%	10.5%	12.1%	27.8%	14.4%	19.9%			
1	10.0%	9.5%	10.9%	8.3%	9.8%	10.5%	11.1%	9.2%	11.2%			
2	16.7%	14.1%	14.1%	8.3%	15.0%	14.7%	22.2%	13.1%	13.5%			
3	10.0%	9.5%	10.9%	16.7%	9.2%	11.6%	5.6%	9.8%	10.4%			
4	13.3%	7.8%	8.4%	8.3%	5.2%	5.3%	16.7%	10.5%	10.8%			
5	3.3%	9.5%	9.1%	8.3%	10.5%	9.5%	0.0%	8.5%	8.8%			
6	0.0%	6.5%	5.7%	0.0%	5.9%	5.8%	0.0%	7.2%	5.6%			
7-10	16.7%	15.0%	12.0%	16.7%	17.0%	15.3%	16.7%	13.1%	9.6%			
More than 10	6.7%	15.7%	12.5%	16.7%	17.0%	15.3%	0.0%	14.4%	10.4%			
Total(n)	30	306	441	12	153	190	18	153	251			
Mean	4.13	5.15	4.68	5.00	5.31	5.07	3.56	4.99	4.39			
Standard deviation	2.74	2.78	2.76	2.98	2.79	2.79	2.48	2.76	2.71			
Significance	-			-			-	*				
Effect size	-	-0.37	-0.20	-	-0.11	-0.03	-	-0.52	-0.31			
<b>How many of these publications in the past three years have been solo-authored?</b>												
None	19.0%	48.8%	47.5%	0.0%	51.4%	49.2%	36.4%	46.3%	46.1%			
1	4.8%	20.0%	21.9%	10.0%	20.6%	22.7%	0.0%	19.4%	21.2%			
2	23.8%	9.3%	10.8%	20.0%	5.6%	5.3%	27.3%	13.0%	15.2%			

Washburn University	Total			Men			Women			CIRP Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
3	23.8%	8.4%	8.1%	30.0%	8.4%	9.8%	18.2%	8.3%	6.7%		
4	0.0%	2.3%	2.0%	0.0%	1.9%	1.5%	0.0%	2.8%	2.4%		
5	4.8%	2.3%	2.0%	0.0%	1.9%	1.5%	9.1%	2.8%	2.4%		
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
7-10	14.3%	6.0%	5.4%	20.0%	6.5%	6.8%	9.1%	5.6%	4.2%		
More than 10	9.5%	2.8%	2.4%	20.0%	3.7%	3.0%	0.0%	1.9%	1.8%		
Total(n)	21	215	297	10	107	132	11	108	165		
Mean	4.24	2.49	2.42	5.40	2.50	2.48	3.18	2.49	2.38		
Standard deviation	2.70	2.20	2.08	2.76	2.32	2.25	2.27	2.08	1.95		
Significance	-	***	***	-	***	***	-				
Effect size	-	0.80	0.88	-	1.25	1.30	-	0.33	0.41		
<b>How many of these publications in the past three years have been co-authored?</b>											
None	19.0%	5.4%	5.6%	44.4%	5.3%	5.6%	0.0%	5.6%	5.7%		
1	28.6%	14.8%	18.1%	22.2%	15.9%	16.8%	33.3%	13.6%	19.2%		
2	23.8%	19.1%	19.5%	0.0%	18.9%	19.9%	41.7%	19.2%	19.2%		
3	14.3%	10.1%	11.3%	22.2%	6.8%	8.7%	8.3%	13.6%	13.5%		
4	4.8%	6.6%	7.3%	0.0%	3.8%	3.7%	8.3%	9.6%	10.4%		
5	0.0%	11.3%	10.7%	0.0%	12.9%	12.4%	0.0%	9.6%	9.3%		
6	0.0%	5.1%	4.2%	0.0%	6.1%	5.6%	0.0%	4.0%	3.1%		
7-10	4.8%	12.8%	10.7%	0.0%	13.6%	11.8%	8.3%	12.0%	9.8%		
More than 10	4.8%	14.8%	12.4%	11.1%	16.7%	15.5%	0.0%	12.8%	9.8%		
Total(n)	21	257	354	9	132	161	12	125	193		
Mean	3.10	5.05	4.74	2.78	5.19	5.00	3.33	4.90	4.52		
Standard deviation	2.12	2.63	2.57	2.64	2.72	2.69	1.72	2.54	2.45		
Significance	-	**	**	-	*	*	-	*			
Effect size	-	-0.74	-0.64	-	-0.89	-0.83	-	-0.62	-0.49		
<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	10.7%	12.5%	11.6%	9.1%	15.9%	14.3%	11.8%	9.2%	9.5%		
1-4	25.0%	37.3%	33.5%	9.1%	38.4%	35.4%	35.3%	36.2%	32.0%		
5-8	42.9%	30.1%	28.8%	63.6%	26.1%	26.9%	29.4%	34.0%	30.3%		
9-12	7.1%	11.5%	16.5%	0.0%	13.0%	17.7%	11.8%	9.9%	15.6%		
13-16	10.7%	4.3%	4.7%	18.2%	3.6%	2.9%	5.9%	5.0%	6.1%		
17-20	0.0%	1.4%	1.5%	0.0%	1.4%	1.7%	0.0%	1.4%	1.3%		
21+	3.6%	2.9%	3.4%	0.0%	1.4%	1.1%	5.9%	4.3%	5.2%		
Total(n)	28	279	406	11	138	175	17	141	231		
Mean	2.96	2.73	2.87	3.09	2.60	2.69	2.88	2.87	3.01		
Standard deviation	1.35	1.30	1.35	1.14	1.23	1.21	1.50	1.35	1.43		
Significance	-			-			-				
Effect size	-	0.18	0.07	-	0.40	0.33	-	0.01	-0.09		
<b>Preparing for teaching (including reading student papers and grading)</b>											
None	10.3%	9.0%	9.0%	9.1%	10.8%	10.2%	11.1%	7.2%	8.0%		
1-4	17.2%	30.6%	24.9%	9.1%	38.8%	34.1%	22.2%	22.3%	17.8%		

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-8	20.7%	28.4%	28.4%	0.0%	20.9%	23.3%	33.3%	36.0%	32.4%	
9-12	17.2%	12.6%	14.0%	27.3%	12.2%	11.9%	11.1%	12.9%	15.6%	
13-16	13.8%	8.3%	9.0%	18.2%	7.9%	8.0%	11.1%	8.6%	9.8%	
17-20	10.3%	5.8%	7.5%	18.2%	4.3%	5.7%	5.6%	7.2%	8.9%	
21+	10.3%	5.4%	7.2%	18.2%	5.0%	6.8%	5.6%	5.8%	7.6%	
Total(n)	29	278	401	11	139	176	18	139	225	
Mean	3.79	3.19	3.40	4.64	3.01	3.18	3.28	3.38	3.58	
Standard deviation	1.84	1.57	1.67	1.91	1.57	1.67	1.64	1.56	1.65	
Significance	-			-	**	**	-			
Effect size	-	0.38	0.23	-	1.04	0.87	-	-0.06	-0.18	
<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	7.4%	10.0%	9.8%	9.1%	11.6%	12.0%	6.3%	8.5%	8.2%	
1-4	51.9%	47.7%	50.9%	54.5%	47.1%	50.3%	50.0%	48.2%	51.3%	
5-8	18.5%	24.4%	22.9%	27.3%	23.9%	22.3%	12.5%	24.8%	23.3%	
9-12	3.7%	11.5%	10.6%	0.0%	13.8%	11.4%	6.3%	9.2%	9.9%	
13-16	7.4%	3.2%	3.2%	9.1%	2.2%	2.3%	6.3%	4.3%	3.9%	
17-20	3.7%	1.8%	1.5%	0.0%	1.4%	1.1%	6.3%	2.1%	1.7%	
21+	7.4%	1.4%	1.2%	0.0%	0.0%	0.6%	12.5%	2.8%	1.7%	
Total(n)	27	279	407	11	138	175	16	141	232	
Mean	2.93	2.61	2.56	2.45	2.52	2.47	3.25	2.70	2.62	
Standard deviation	1.66	1.17	1.13	1.04	1.03	1.05	1.95	1.29	1.18	
Significance	-			-			-			
Effect size	-	0.27	0.33	-	-0.07	-0.02	-	0.43	0.53	
<b>Committee work and meetings</b>										
None	3.4%	4.7%	5.7%	0.0%	6.5%	8.6%	5.6%	2.9%	3.5%	
1-4	34.5%	41.7%	39.4%	63.6%	48.9%	45.1%	16.7%	34.5%	34.9%	
5-8	37.9%	30.6%	29.7%	27.3%	24.5%	26.3%	44.4%	36.7%	32.3%	
9-12	0.0%	13.3%	13.6%	0.0%	12.2%	10.9%	0.0%	14.4%	15.7%	
13-16	13.8%	4.3%	5.2%	0.0%	2.2%	3.4%	22.2%	6.5%	6.6%	
17-20	6.9%	4.0%	4.2%	9.1%	5.0%	4.0%	5.6%	2.9%	4.4%	
21+	3.4%	1.4%	2.2%	0.0%	0.7%	1.7%	5.6%	2.2%	2.6%	
Total(n)	29	278	404	11	139	175	18	139	229	
Mean	3.21	2.88	2.95	2.64	2.73	2.74	3.56	3.04	3.10	
Standard deviation	1.50	1.22	1.30	1.21	1.21	1.27	1.58	1.22	1.31	
Significance	-			-			-			
Effect size	-	0.27	0.20	-	-0.07	-0.08	-	0.43	0.35	
<b>Research and scholarly writing</b>										
None	10.7%	9.7%	11.4%	0.0%	8.6%	9.1%	17.6%	10.7%	13.0%	
1-4	42.9%	31.9%	36.3%	45.5%	25.9%	28.6%	41.2%	37.9%	42.2%	
5-8	7.1%	14.3%	15.6%	9.1%	14.4%	14.9%	5.9%	14.3%	16.1%	
9-12	10.7%	12.5%	12.1%	18.2%	13.7%	15.4%	5.9%	11.4%	9.6%	
13-16	3.6%	7.9%	7.2%	0.0%	7.9%	7.4%	5.9%	7.9%	7.0%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
17-20	14.3%	7.5%	5.4%	18.2%	10.1%	8.0%	11.8%	5.0%	3.5%	
21+	10.7%	16.1%	12.1%	9.1%	19.4%	16.6%	11.8%	12.9%	8.7%	
Total(n)	28	279	405	11	139	175	17	140	230	
Mean	3.39	3.64	3.32	3.64	3.94	3.74	3.24	3.34	3.00	
Standard deviation	2.02	2.00	1.89	1.91	2.05	1.99	2.14	1.91	1.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	0.04	-	-0.15	-0.05	-	-0.05	0.14	
<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	60.7%	68.3%	69.0%	70.0%	67.2%	67.1%	55.6%	69.4%	70.5%	
1-4	25.0%	20.6%	20.3%	20.0%	21.1%	23.2%	27.8%	20.1%	18.2%	
5-8	7.1%	5.7%	5.5%	10.0%	3.9%	3.0%	5.6%	7.5%	7.3%	
9-12	3.6%	2.3%	2.3%	0.0%	3.1%	3.0%	5.6%	1.5%	1.8%	
13-16	3.6%	1.5%	1.6%	0.0%	1.6%	1.2%	5.6%	1.5%	1.8%	
17-20	0.0%	0.4%	0.3%	0.0%	0.8%	0.6%	0.0%	0.0%	0.0%	
21+	0.0%	1.1%	1.0%	0.0%	2.3%	1.8%	0.0%	0.0%	0.5%	
Total(n)	28	262	384	10	128	164	18	134	220	
Mean	1.64	1.54	1.52	1.40	1.63	1.57	1.78	1.46	1.48	
Standard deviation	1.03	1.05	1.03	0.70	1.25	1.15	1.17	0.82	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.12	-	-0.18	-0.15	-	0.39	0.32	
<b>Community or public service</b>										
None	22.2%	30.9%	28.5%	27.3%	36.2%	34.1%	18.8%	25.7%	24.2%	
1-4	70.4%	50.7%	52.2%	72.7%	44.2%	46.2%	68.8%	57.1%	56.7%	
5-8	3.7%	10.1%	12.9%	0.0%	9.4%	11.0%	6.3%	10.7%	14.3%	
9-12	0.0%	5.0%	4.0%	0.0%	8.0%	6.9%	0.0%	2.1%	1.7%	
13-16	0.0%	0.7%	0.7%	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	
17-20	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	0.0%	2.1%	1.3%	
21+	3.7%	1.4%	1.0%	0.0%	1.4%	1.2%	6.3%	1.4%	0.9%	
Total(n)	27	278	404	11	138	173	16	140	231	
Mean	2.00	2.03	2.02	1.73	1.99	1.98	2.19	2.07	2.06	
Standard deviation	1.11	1.10	1.00	0.47	1.10	1.04	1.38	1.10	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	-0.02	-	-0.24	-0.24	-	0.11	0.13	
<b>Outside consulting/freelance work</b>										
None	73.1%	70.3%	68.0%	77.8%	67.9%	67.4%	70.6%	72.7%	68.4%	
1-4	23.1%	21.0%	22.3%	11.1%	21.9%	21.5%	29.4%	20.1%	22.8%	
5-8	3.8%	7.2%	7.5%	11.1%	8.0%	8.7%	0.0%	6.5%	6.6%	
9-12	0.0%	1.1%	1.5%	0.0%	1.5%	1.7%	0.0%	0.7%	1.3%	
13-16	0.0%	0.4%	0.8%	0.0%	0.7%	0.6%	0.0%	0.0%	0.9%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	26	276	400	9	137	172	17	139	228	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	1.31	1.40	1.45	1.33	1.45	1.47	1.29	1.35	1.43	
Standard deviation	0.55	0.70	0.76	0.71	0.77	0.78	0.47	0.64	0.75	
Significance	-			-			-			
Effect size	-	-0.13	-0.18	-	-0.16	-0.18	-	-0.09	-0.19	
<b>Household/childcare duties</b>										
None	25.0%	18.7%	16.9%	9.1%	23.9%	22.0%	35.3%	13.6%	13.1%	
1-4	17.9%	17.3%	18.7%	9.1%	16.7%	19.7%	23.5%	17.9%	17.9%	
5-8	28.6%	24.5%	23.6%	45.5%	24.6%	24.9%	17.6%	24.3%	22.7%	
9-12	0.0%	12.2%	12.2%	0.0%	11.6%	11.6%	0.0%	12.9%	12.7%	
13-16	3.6%	7.2%	8.2%	0.0%	8.0%	6.4%	5.9%	6.4%	9.6%	
17-20	7.1%	4.7%	5.2%	9.1%	5.1%	4.6%	5.9%	4.3%	5.7%	
21+	17.9%	15.5%	15.2%	27.3%	10.1%	11.0%	11.8%	20.7%	18.3%	
Total(n)	28	278	402	11	138	173	17	140	229	
Mean	3.32	3.48	3.52	4.09	3.19	3.18	2.82	3.76	3.78	
Standard deviation	2.21	2.00	1.99	2.21	1.90	1.90	2.13	2.06	2.02	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	0.47	0.48	-	-0.46	-0.48	
<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	86.2%	84.4%	83.5%	90.9%	89.6%	91.8%	83.3%	79.3%	77.2%	
1-4	10.3%	7.4%	8.7%	9.1%	5.9%	4.7%	11.1%	8.9%	11.9%	
5-8	0.0%	5.6%	4.1%	0.0%	3.0%	2.4%	0.0%	8.1%	5.5%	
9-12	3.4%	1.1%	1.3%	0.0%	0.7%	0.6%	5.6%	1.5%	1.8%	
13-16	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.4%	
17-20	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.4%	
21+	0.0%	0.7%	0.8%	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	
Total(n)	29	270	389	11	135	170	18	135	219	
Mean	1.21	1.30	1.32	1.09	1.19	1.15	1.28	1.41	1.46	
Standard deviation	0.62	0.85	0.93	0.30	0.69	0.62	0.75	0.98	1.09	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.14	-0.10	-	-0.13	-0.17	
<b>Other employment, outside of academia</b>										
None	92.6%	84.6%	79.4%	90.0%	86.6%	83.9%	94.1%	82.7%	76.1%	
1-4	0.0%	3.7%	6.6%	0.0%	6.0%	6.5%	0.0%	1.4%	6.6%	
5-8	7.4%	6.6%	5.8%	10.0%	3.7%	3.6%	5.9%	9.4%	7.5%	
9-12	0.0%	2.9%	3.8%	0.0%	2.2%	3.0%	0.0%	3.6%	4.4%	
13-16	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.3%	
17-20	0.0%	0.4%	0.8%	0.0%	0.7%	0.6%	0.0%	0.0%	0.9%	
21+	0.0%	1.5%	2.8%	0.0%	0.7%	2.4%	0.0%	2.2%	3.1%	
Total(n)	27	273	394	10	134	168	17	139	226	
Mean	1.15	1.38	1.53	1.20	1.28	1.40	1.12	1.47	1.63	
Standard deviation	0.53	1.05	1.30	0.63	0.89	1.15	0.49	1.18	1.39	
Significance	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.22	-0.29	-	-0.09	-0.17	-	-0.30	-0.37	
<b>Personal time</b>										
None	3.4%	5.7%	4.5%	0.0%	5.1%	4.7%	5.6%	6.4%	4.4%	
1-4	34.5%	33.3%	31.3%	36.4%	28.3%	24.6%	33.3%	38.3%	36.4%	
5-8	34.5%	31.2%	31.6%	18.2%	29.7%	29.2%	44.4%	32.6%	33.3%	
9-12	6.9%	17.9%	19.3%	18.2%	21.7%	24.0%	0.0%	14.2%	15.8%	
13-16	17.2%	6.5%	7.0%	27.3%	10.1%	10.5%	11.1%	2.8%	4.4%	
17-20	0.0%	3.2%	4.0%	0.0%	3.6%	4.1%	0.0%	2.8%	3.9%	
21+	3.4%	2.2%	2.3%	0.0%	1.4%	2.9%	5.6%	2.8%	1.8%	
Total(n)	29	279	399	11	138	171	18	141	228	
Mean	3.14	3.04	3.14	3.36	3.20	3.35	3.00	2.89	2.98	
Standard deviation	1.36	1.28	1.29	1.29	1.28	1.35	1.41	1.27	1.23	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	0.13	0.01	-	0.09	0.02	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	32.0%	45.2%	44.4%	20.0%	42.7%	44.2%	40.0%	47.8%	44.6%	
Occasionally	4.0%	5.9%	4.9%	0.0%	5.6%	4.5%	6.7%	6.1%	5.2%	
Not at all	64.0%	49.0%	50.7%	80.0%	51.6%	51.3%	53.3%	46.1%	50.3%	
Total(n)	25	239	347	10	124	154	15	115	193	
Mean	1.68	1.96	1.94	1.40	1.91	1.93	1.87	2.02	1.94	
Standard deviation	0.95	0.97	0.97	0.84	0.97	0.98	0.99	0.97	0.97	
Significance	-			-			-			
Effect size	-	-0.29	-0.27	-	-0.53	-0.54	-	-0.15	-0.07	
<b>Support their opinions with a logical argument</b>										
Frequently	34.6%	42.0%	40.0%	20.0%	37.8%	38.5%	43.8%	46.6%	41.2%	
Occasionally	3.8%	11.9%	11.4%	0.0%	14.2%	12.8%	6.3%	9.5%	10.3%	
Not at all	61.5%	46.1%	48.6%	80.0%	48.0%	48.7%	50.0%	44.0%	48.5%	
Total(n)	26	243	350	10	127	156	16	116	194	
Mean	1.73	1.96	1.91	1.40	1.90	1.90	1.94	2.03	1.93	
Standard deviation	0.96	0.94	0.94	0.84	0.92	0.93	1.00	0.96	0.95	
Significance	-			-			-			
Effect size	-	-0.24	-0.19	-	-0.54	-0.54	-	-0.09	0.01	
<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	36.0%	41.0%	39.5%	20.0%	38.2%	38.6%	46.7%	44.0%	40.2%	
Occasionally	4.0%	15.1%	13.0%	0.0%	15.4%	13.7%	6.7%	14.7%	12.4%	
Not at all	60.0%	43.9%	47.6%	80.0%	46.3%	47.7%	46.7%	41.4%	47.4%	
Total(n)	25	239	347	10	123	153	15	116	194	
Mean	1.76	1.97	1.92	1.40	1.92	1.91	2.00	2.03	1.93	
Standard deviation	0.97	0.92	0.93	0.84	0.92	0.93	1.00	0.93	0.94	
Significance	-			-			-			
Effect size	-	-0.23	-0.17	-	-0.57	-0.55	-	-0.03	0.07	

Washburn 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>Analyze multiple sources of information before coming to a conclusion</b>	34.6%	38.8%	36.7%	20.0%	31.0%	32.1%	43.8%	47.4%	40.4%	
Occasionally	7.7%	16.1%	15.5%	0.0%	21.4%	18.6%	12.5%	10.3%	13.0%	
Not at all	57.7%	45.0%	47.9%	80.0%	47.6%	49.4%	43.8%	42.2%	46.6%	
Total(n)	26	242	349	10	126	156	16	116	193	
Mean	1.77	1.94	1.89	1.40	1.83	1.83	2.00	2.05	1.94	
Standard deviation	0.95	0.92	0.91	0.84	0.87	0.89	0.97	0.95	0.93	
Significance	-			-			-			
Effect size	-	-0.18	-0.13	-	-0.49	-0.48	-	-0.05	0.06	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	28.0%	40.6%	37.9%	20.0%	36.0%	36.8%	33.3%	45.6%	38.7%	
Occasionally	8.0%	13.4%	13.6%	0.0%	14.4%	12.9%	13.3%	12.3%	14.1%	
Not at all	64.0%	46.0%	48.6%	80.0%	49.6%	50.3%	53.3%	42.1%	47.1%	
Total(n)	25	239	346	10	125	155	15	114	191	
Mean	1.64	1.95	1.89	1.40	1.86	1.86	1.80	2.04	1.92	
Standard deviation	0.91	0.93	0.92	0.84	0.92	0.93	0.94	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.33	-0.27	-	-0.50	-0.49	-	-0.26	-0.13	
<b>Take risks for potential gains</b>										
Frequently	25.0%	21.4%	20.8%	11.1%	15.3%	15.5%	33.3%	27.9%	25.0%	
Occasionally	8.3%	29.3%	26.5%	11.1%	33.1%	31.8%	6.7%	25.2%	22.3%	
Not at all	66.7%	49.3%	52.7%	77.8%	51.7%	52.7%	60.0%	46.8%	52.7%	
Total(n)	24	229	336	9	118	148	15	111	188	
Mean	1.58	1.72	1.68	1.33	1.64	1.63	1.73	1.81	1.72	
Standard deviation	0.88	0.80	0.80	0.71	0.74	0.74	0.96	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.18	-0.13	-	-0.42	-0.41	-	-0.09	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	28.0%	37.8%	36.1%	20.0%	37.6%	37.4%	33.3%	37.9%	35.1%	
Occasionally	8.0%	20.3%	18.9%	0.0%	18.4%	17.4%	13.3%	22.4%	20.1%	
Not at all	64.0%	41.9%	45.0%	80.0%	44.0%	45.2%	53.3%	39.7%	44.8%	
Total(n)	25	241	349	10	125	155	15	116	194	
Mean	1.64	1.96	1.91	1.40	1.94	1.92	1.80	1.98	1.90	
Standard deviation	0.91	0.89	0.90	0.84	0.90	0.91	0.94	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.36	-0.30	-	-0.60	-0.57	-	-0.20	-0.11	
<b>Look up scientific research articles and resources</b>										
Frequently	34.6%	43.4%	41.4%	20.0%	40.2%	38.9%	43.8%	47.0%	43.5%	
Occasionally	3.8%	13.1%	12.0%	0.0%	15.0%	15.3%	6.3%	11.1%	9.3%	
Not at all	61.5%	43.4%	46.6%	80.0%	44.9%	45.9%	50.0%	41.9%	47.2%	
Total(n)	26	244	350	10	127	157	16	117	193	
Mean	1.73	2.00	1.95	1.40	1.95	1.93	1.94	2.05	1.96	
Standard deviation	0.96	0.93	0.94	0.84	0.92	0.92	1.00	0.95	0.95	
Significance	-			-			-			



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	-0.29	-0.23	-	-0.60	-0.58	-	-0.12	-0.02	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	25.0%	34.6%	31.4%	10.0%	33.1%	29.9%	35.7%	36.3%	32.6%	
Occasionally	12.5%	20.7%	20.6%	10.0%	19.4%	22.1%	14.3%	22.1%	19.5%	
Not at all	62.5%	44.7%	48.0%	80.0%	47.6%	48.1%	50.0%	41.6%	47.9%	
Total(n)	24	237	344	10	124	154	14	113	190	
Mean	1.63	1.90	1.83	1.30	1.85	1.82	1.86	1.95	1.85	
Standard deviation	0.88	0.89	0.88	0.67	0.89	0.87	0.95	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.30	-0.23	-	-0.62	-0.60	-	-0.10	0.01	
<b>Accept mistakes as part of the learning process</b>										
Frequently	34.6%	39.9%	37.6%	20.0%	34.6%	35.0%	43.8%	45.7%	39.8%	
Occasionally	7.7%	17.7%	17.0%	0.0%	19.7%	18.5%	12.5%	15.5%	15.7%	
Not at all	57.7%	42.4%	45.4%	80.0%	45.7%	46.5%	43.8%	38.8%	44.5%	
Total(n)	26	243	348	10	127	157	16	116	191	
Mean	1.77	1.98	1.92	1.40	1.89	1.89	2.00	2.07	1.95	
Standard deviation	0.95	0.91	0.91	0.84	0.89	0.90	0.97	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.23	-0.16	-	-0.55	-0.54	-	-0.08	0.05	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	29.2%	31.5%	31.1%	22.2%	28.9%	28.5%	33.3%	34.2%	33.2%	
Occasionally	8.3%	22.6%	20.5%	0.0%	20.7%	21.2%	13.3%	24.6%	20.0%	
Not at all	62.5%	46.0%	48.4%	77.8%	50.4%	50.3%	53.3%	41.2%	46.8%	
Total(n)	24	235	341	9	121	151	15	114	190	
Mean	1.67	1.86	1.83	1.44	1.79	1.78	1.80	1.93	1.86	
Standard deviation	0.92	0.87	0.88	0.88	0.87	0.86	0.94	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.22	-0.18	-	-0.40	-0.40	-	-0.15	-0.07	
<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	75.9%	62.4%	67.4%	66.7%	51.1%	56.2%	82.4%	73.7%	75.9%	
Occasionally	17.2%	22.2%	20.3%	25.0%	29.3%	26.0%	11.8%	15.0%	15.9%	
Not at all	6.9%	15.4%	12.3%	8.3%	19.5%	17.8%	5.9%	11.3%	8.2%	
Total(n)	29	266	389	12	133	169	17	133	220	
Mean	2.69	2.47	2.55	2.58	2.32	2.38	2.76	2.62	2.68	
Standard deviation	0.60	0.75	0.70	0.67	0.78	0.77	0.56	0.68	0.62	
Significance	-			-			-			
Effect size	-	0.29	0.20	-	0.33	0.26	-	0.21	0.13	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	63.3%	52.8%	57.0%	66.7%	46.7%	50.3%	61.1%	59.0%	62.3%	

Washburn 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	26.7%	27.9%	26.9%	33.3%	31.1%	29.8%	22.2%	24.6%	24.5%	
Not at all	10.0%	19.3%	16.1%	0.0%	22.2%	19.9%	16.7%	16.4%	13.2%	
Total(n)	30	269	391	12	135	171	18	134	220	
Mean	2.53	2.33	2.41	2.67	2.24	2.30	2.44	2.43	2.49	
Standard deviation	0.68	0.78	0.75	0.49	0.80	0.78	0.78	0.76	0.72	
Significance	-			-			-			
Effect size	-	0.26	0.16	-	0.54	0.47	-	0.01	-0.07	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	69.0%	50.0%	55.3%	75.0%	40.6%	44.4%	64.7%	59.4%	63.6%	
Occasionally	20.7%	32.0%	30.6%	25.0%	39.1%	37.9%	17.6%	24.8%	25.0%	
Not at all	10.3%	18.0%	14.1%	0.0%	20.3%	17.8%	17.6%	15.8%	11.4%	
Total(n)	29	266	389	12	133	169	17	133	220	
Mean	2.59	2.32	2.41	2.75	2.20	2.27	2.47	2.44	2.52	
Standard deviation	0.68	0.76	0.73	0.45	0.76	0.74	0.80	0.75	0.69	
Significance	-			-	*	*	-			
Effect size	-	0.36	0.25	-	0.72	0.65	-	0.04	-0.07	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	17.2%	23.9%	23.5%	9.1%	29.1%	31.2%	22.2%	18.7%	17.6%	
Occasionally	41.4%	38.8%	37.1%	27.3%	37.3%	34.7%	50.0%	40.3%	38.9%	
Not at all	41.4%	37.3%	39.4%	63.6%	33.6%	34.1%	27.8%	41.0%	43.4%	
Total(n)	29	268	391	11	134	170	18	134	221	
Mean	1.76	1.87	1.84	1.45	1.96	1.97	1.94	1.78	1.74	
Standard deviation	0.74	0.77	0.78	0.69	0.79	0.81	0.73	0.74	0.74	
Significance	-			-	*	*	-			
Effect size	-	-0.14	-0.10	-	-0.65	-0.64	-	0.22	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	65.5%	66.4%	71.3%	83.3%	61.2%	64.7%	52.9%	71.8%	76.5%	
Most	20.7%	13.6%	12.7%	16.7%	12.7%	12.9%	23.5%	14.5%	12.4%	
Some	10.3%	15.1%	12.4%	0.0%	19.4%	17.1%	17.6%	10.7%	8.8%	
None	3.4%	4.9%	3.6%	0.0%	6.7%	5.3%	5.9%	3.1%	2.3%	
Total(n)	29	265	387	12	134	170	17	131	217	
Mean	3.48	3.42	3.52	3.83	3.28	3.37	3.24	3.55	3.63	
Standard deviation	0.83	0.92	0.85	0.39	1.00	0.95	0.97	0.81	0.74	
Significance	-			-			-		*	
Effect size	-	0.07	-0.05	-	0.55	0.48	-	-0.38	-0.53	
<b>Cooperative learning (small groups)</b>										
All	33.3%	40.1%	46.5%	33.3%	32.8%	37.3%	33.3%	47.7%	53.7%	
Most	30.0%	18.7%	17.5%	25.0%	17.9%	17.2%	33.3%	19.5%	17.8%	
Some	26.7%	26.3%	24.5%	33.3%	28.4%	28.4%	22.2%	24.2%	21.5%	
None	10.0%	14.9%	11.5%	8.3%	20.9%	17.2%	11.1%	8.6%	7.0%	
Total(n)	30	262	383	12	134	169	18	128	214	
Mean	2.87	2.84	2.99	2.83	2.63	2.75	2.89	3.06	3.18	
Standard deviation	1.01	1.11	1.08	1.03	1.15	1.13	1.02	1.03	1.00	

Washburn 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	-	0.03	-0.11	-	0.17	0.07	-	-0.17	-0.29	
<b>Experiential learning/Field studies</b>										
All	20.7%	19.6%	23.6%	16.7%	13.6%	14.9%	23.5%	25.8%	30.5%	
Most	27.6%	13.8%	17.1%	16.7%	11.4%	13.1%	35.3%	16.4%	20.2%	
Some	24.1%	29.6%	29.7%	41.7%	29.5%	30.4%	11.8%	29.7%	29.1%	
None	27.6%	36.9%	29.7%	25.0%	45.5%	41.7%	29.4%	28.1%	20.2%	
Total(n)	29	260	381	12	132	168	17	128	213	
Mean	2.41	2.16	2.35	2.25	1.93	2.01	2.53	2.40	2.61	
Standard deviation	1.12	1.13	1.14	1.06	1.06	1.07	1.18	1.15	1.12	
Significance	-			-			-			
Effect size	-	0.22	0.05	-	0.30	0.22	-	0.11	-0.07	
<b>Performances/Demonstrations</b>										
All	30.0%	19.2%	22.0%	33.3%	17.3%	17.8%	27.8%	21.3%	25.5%	
Most	6.7%	13.5%	14.9%	0.0%	12.8%	14.2%	11.1%	14.2%	15.4%	
Some	26.7%	25.4%	25.7%	16.7%	24.8%	24.9%	33.3%	26.0%	26.4%	
None	36.7%	41.9%	37.4%	50.0%	45.1%	43.2%	27.8%	38.6%	32.7%	
Total(n)	30	260	377	12	133	169	18	127	208	
Mean	2.30	2.10	2.21	2.17	2.02	2.07	2.39	2.18	2.34	
Standard deviation	1.26	1.15	1.17	1.40	1.13	1.13	1.20	1.16	1.18	
Significance	-			-			-			
Effect size	-	0.17	0.08	-	0.13	0.09	-	0.18	0.04	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	28.6%	22.8%	26.6%	33.3%	19.2%	21.8%	25.0%	26.4%	30.2%	
Most	7.1%	17.0%	19.7%	0.0%	17.7%	18.8%	12.5%	16.3%	20.5%	
Some	32.1%	34.4%	32.6%	33.3%	30.8%	30.3%	31.3%	38.0%	34.4%	
None	32.1%	25.9%	21.1%	33.3%	32.3%	29.1%	31.3%	19.4%	14.9%	
Total(n)	28	259	380	12	130	165	16	129	215	
Mean	2.32	2.37	2.52	2.33	2.24	2.33	2.31	2.50	2.66	
Standard deviation	1.22	1.10	1.10	1.30	1.11	1.12	1.20	1.08	1.06	
Significance	-			-			-			
Effect size	-	-0.05	-0.18	-	0.08	0.00	-	-0.18	-0.33	
<b>Extensive lecturing</b>										
All	27.6%	18.8%	16.1%	58.3%	25.2%	21.9%	5.9%	11.9%	11.4%	
Most	6.9%	30.3%	25.8%	8.3%	35.6%	33.1%	5.9%	24.6%	19.9%	
Some	34.5%	26.8%	32.1%	8.3%	25.2%	31.4%	52.9%	28.6%	32.7%	
None	31.0%	24.1%	26.1%	25.0%	14.1%	13.6%	35.3%	34.9%	36.0%	
Total(n)	29	261	380	12	135	169	17	126	211	
Mean	2.31	2.44	2.32	3.00	2.72	2.63	1.82	2.13	2.07	
Standard deviation	1.20	1.05	1.03	1.35	1.00	0.97	0.81	1.03	1.01	
Significance	-			-			-			
Effect size	-	-0.12	-0.01	-	0.28	0.38	-	-0.30	-0.25	

Washburn 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>Multiple drafts of written work</b>										
All	6.9%	11.1%	12.0%	8.3%	8.3%	9.5%	5.9%	14.0%	14.0%	
Most	34.5%	19.5%	18.8%	41.7%	18.8%	18.9%	29.4%	20.2%	18.6%	
Some	48.3%	37.8%	40.1%	41.7%	36.1%	36.7%	52.9%	39.5%	42.8%	
None	10.3%	31.7%	29.2%	8.3%	36.8%	34.9%	11.8%	26.4%	24.7%	
Total(n)	29	262	384	12	133	169	17	129	215	
Mean	2.38	2.10	2.14	2.50	1.98	2.03	2.29	2.22	2.22	
Standard deviation	0.78	0.97	0.97	0.80	0.95	0.96	0.77	0.99	0.97	
Significance	-			-			-			
Effect size	-	0.29	0.25	-	0.55	0.49	-	0.07	0.07	
<b>Reflective writing/journaling</b>										
All	3.3%	13.3%	16.0%	8.3%	9.8%	10.8%	0.0%	16.8%	20.0%	
Most	6.7%	11.4%	16.0%	0.0%	4.5%	6.6%	11.1%	18.3%	23.3%	
Some	33.3%	27.7%	28.0%	25.0%	25.6%	28.1%	38.9%	29.8%	27.9%	
None	56.7%	47.7%	40.1%	66.7%	60.2%	54.5%	50.0%	35.1%	28.8%	
Total(n)	30	264	382	12	133	167	18	131	215	
Mean	1.57	1.90	2.08	1.50	1.64	1.74	1.61	2.17	2.34	
Standard deviation	0.77	1.06	1.09	0.90	0.96	0.99	0.70	1.09	1.10	
Significance	-		*	-			-	*	**	
Effect size	-	-0.31	-0.47	-	-0.15	-0.24	-	-0.51	-0.66	
<b>Community service as part of coursework</b>										
All	0.0%	4.3%	4.0%	0.0%	3.8%	3.0%	0.0%	4.8%	4.7%	
Most	0.0%	3.5%	6.9%	0.0%	1.5%	4.2%	0.0%	5.6%	9.0%	
Some	14.3%	16.7%	20.4%	0.0%	16.0%	17.4%	25.0%	17.5%	22.7%	
None	85.7%	75.5%	68.8%	100.0%	78.6%	75.4%	75.0%	72.2%	63.5%	
Total(n)	28	257	378	12	131	167	16	126	211	
Mean	1.14	1.37	1.46	1.00	1.31	1.35	1.25	1.43	1.55	
Standard deviation	0.36	0.75	0.79	0.00	0.69	0.70	0.45	0.80	0.85	
Significance	-		*	-			-			
Effect size	-	-0.31	-0.41	-	-0.45	-0.50	-	-0.23	-0.35	
<b>Electronic quizzes with immediate feedback in class</b>										
All	10.3%	8.2%	8.8%	16.7%	7.6%	7.8%	5.9%	8.7%	9.5%	
Most	13.8%	8.2%	9.3%	8.3%	4.6%	5.4%	17.6%	11.9%	12.4%	
Some	17.2%	18.7%	20.2%	16.7%	16.8%	19.2%	17.6%	20.6%	21.0%	
None	58.6%	65.0%	61.8%	58.3%	71.0%	67.7%	58.8%	58.7%	57.1%	
Total(n)	29	257	377	12	131	167	17	126	210	
Mean	1.76	1.60	1.65	1.83	1.49	1.53	1.71	1.71	1.74	
Standard deviation	1.06	0.95	0.97	1.19	0.90	0.91	0.99	0.99	1.01	
Significance	-			-			-			
Effect size	-	0.17	0.11	-	0.38	0.33	-	0.00	-0.03	
<b>Using real-life problems</b>										
All	64.3%	53.8%	57.8%	66.7%	44.7%	46.4%	62.5%	63.1%	66.7%	
Most	25.0%	22.5%	21.9%	25.0%	23.5%	24.4%	25.0%	21.5%	19.9%	
Some	10.7%	17.2%	15.1%	8.3%	21.2%	20.8%	12.5%	13.1%	10.6%	
None	0.0%	6.5%	5.2%	0.0%	10.6%	8.3%	0.0%	2.3%	2.8%	

Washburn 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)	28	262	384	12	132	168	16	130	216	
Mean	3.54	3.24	3.32	3.58	3.02	3.09	3.50	3.45	3.50	
Standard deviation	0.69	0.96	0.91	0.67	1.04	1.00	0.73	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.31	0.24	-	0.54	0.49	-	0.06	0.00	
<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	36.7%	33.1%	37.4%	41.7%	24.6%	27.6%	33.3%	41.9%	45.1%	
Most	20.0%	22.1%	23.4%	25.0%	21.6%	21.8%	16.7%	22.5%	24.7%	
Some	33.3%	35.7%	31.7%	33.3%	40.3%	39.4%	33.3%	31.0%	25.6%	
None	10.0%	9.1%	7.5%	0.0%	13.4%	11.2%	16.7%	4.7%	4.7%	
Total(n)	30	263	385	12	134	170	18	129	215	
Mean	2.83	2.79	2.91	3.08	2.57	2.66	2.67	3.02	3.10	
Standard deviation	1.05	1.01	0.99	0.90	1.01	1.00	1.14	0.96	0.94	
Significance	-			-			-			
Effect size	-	0.04	-0.08	-	0.50	0.42	-	-0.36	-0.46	
<b>Readings on racial and ethnic issues</b>										
All	17.2%	15.7%	17.0%	16.7%	8.6%	8.6%	17.6%	22.8%	23.5%	
Most	17.2%	15.7%	15.4%	16.7%	11.7%	12.3%	17.6%	19.7%	17.8%	
Some	41.4%	25.9%	30.6%	33.3%	23.4%	27.0%	47.1%	28.3%	33.3%	
None	24.1%	42.7%	37.0%	33.3%	56.3%	52.1%	17.6%	29.1%	25.4%	
Total(n)	29	255	376	12	128	163	17	127	213	
Mean	2.28	2.04	2.13	2.17	1.73	1.77	2.35	2.36	2.39	
Standard deviation	1.03	1.10	1.09	1.11	0.98	0.97	1.00	1.13	1.11	
Significance	-			-			-			
Effect size	-	0.22	0.14	-	0.45	0.41	-	-0.01	-0.04	
<b>Readings on women and gender issues</b>										
All	14.3%	13.5%	12.1%	18.2%	7.9%	6.2%	11.8%	19.2%	16.7%	
Most	7.1%	13.1%	13.7%	18.2%	9.4%	9.3%	0.0%	16.8%	17.1%	
Some	46.4%	26.2%	29.3%	27.3%	21.3%	25.9%	58.8%	31.2%	31.9%	
None	32.1%	47.2%	44.9%	36.4%	61.4%	58.6%	29.4%	32.8%	34.3%	
Total(n)	28	252	372	11	127	162	17	125	210	
Mean	2.04	1.93	1.93	2.18	1.64	1.63	1.94	2.22	2.16	
Standard deviation	1.00	1.07	1.03	1.17	0.95	0.89	0.90	1.11	1.08	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.57	0.62	-	-0.25	-0.20	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	31.0%	17.5%	18.5%	25.0%	10.4%	9.5%	35.3%	24.8%	25.5%	
Most	24.1%	17.1%	18.0%	25.0%	15.2%	15.8%	23.5%	19.0%	19.6%	
Some	34.5%	36.6%	38.4%	41.7%	36.8%	38.0%	29.4%	36.4%	38.7%	
None	10.3%	28.9%	25.1%	8.3%	37.6%	36.7%	11.8%	19.8%	16.2%	
Total(n)	29	246	362	12	125	158	17	121	204	
Mean	2.76	2.23	2.30	2.67	1.98	1.98	2.82	2.49	2.54	
Standard deviation	1.02	1.05	1.04	0.98	0.98	0.95	1.07	1.07	1.04	

Washburn 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	-	0.50	0.44	-	0.70	0.73	-	0.31	0.27	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	16.7%	25.9%	29.7%	8.3%	18.4%	22.2%	22.2%	33.3%	35.4%	
Most	26.7%	28.7%	29.7%	16.7%	24.8%	25.3%	33.3%	32.5%	33.0%	
Some	46.7%	31.9%	30.0%	50.0%	36.0%	33.5%	44.4%	27.8%	27.3%	
None	10.0%	13.5%	10.6%	25.0%	20.8%	19.0%	0.0%	6.3%	4.3%	
Total(n)	30	251	367	12	125	158	18	126	209	
Mean	2.50	2.67	2.78	2.08	2.41	2.51	2.78	2.93	3.00	
Standard deviation	0.90	1.01	0.99	0.90	1.02	1.04	0.81	0.93	0.90	
Significance	-			-			-			
Effect size	-	-0.17	-0.28	-	-0.32	-0.41	-	-0.16	-0.24	
<b>Student evaluations of each others' work</b>										
All	10.3%	11.6%	13.6%	8.3%	7.2%	9.4%	11.8%	16.0%	16.7%	
Most	10.3%	16.0%	18.2%	16.7%	15.2%	15.0%	5.9%	16.8%	20.6%	
Some	34.5%	37.2%	40.1%	16.7%	32.8%	36.3%	47.1%	41.6%	43.1%	
None	44.8%	35.2%	28.2%	58.3%	44.8%	39.4%	35.3%	25.6%	19.6%	
Total(n)	29	250	369	12	125	160	17	125	209	
Mean	1.86	2.04	2.17	1.75	1.85	1.94	1.94	2.23	2.34	
Standard deviation	0.99	0.99	0.99	1.06	0.93	0.96	0.97	1.01	0.98	
Significance	-			-			-			
Effect size	-	-0.18	-0.31	-	-0.11	-0.20	-	-0.29	-0.41	
<b>Grading on a curve</b>										
All	46.7%	13.4%	10.5%	83.3%	16.2%	13.5%	22.2%	10.5%	8.2%	
Most	3.3%	10.2%	7.8%	0.0%	14.6%	12.3%	5.6%	5.6%	4.3%	
Some	13.3%	22.0%	18.9%	8.3%	23.1%	22.1%	16.7%	21.0%	16.4%	
None	36.7%	54.3%	62.7%	8.3%	46.2%	52.1%	55.6%	62.9%	71.0%	
Total(n)	30	254	370	12	130	163	18	124	207	
Mean	2.60	1.83	1.66	3.58	2.01	1.87	1.94	1.64	1.50	
Standard deviation	1.40	1.08	1.01	1.00	1.12	1.08	1.26	0.99	0.91	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.71	0.93	-	1.40	1.58	-	0.30	0.48	
<b>Rubric-based assessment</b>										
All	64.3%	37.5%	44.0%	58.3%	22.2%	26.1%	68.8%	53.3%	58.0%	
Most	21.4%	22.2%	22.7%	25.0%	23.8%	24.8%	18.8%	20.5%	21.0%	
Some	14.3%	18.1%	17.2%	16.7%	23.0%	23.0%	12.5%	13.1%	12.7%	
None	0.0%	22.2%	16.1%	0.0%	31.0%	26.1%	0.0%	13.1%	8.3%	
Total(n)	28	248	366	12	126	161	16	122	205	
Mean	3.50	2.75	2.95	3.42	2.37	2.51	3.56	3.14	3.29	
Standard deviation	0.75	1.18	1.12	0.79	1.14	1.14	0.73	1.09	0.98	
Significance	-	**	*	-	**	**	-			
Effect size	-	0.64	0.49	-	0.92	0.80	-	0.39	0.28	

Washburn 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>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	24.1%	11.3%	12.8%	16.7%	5.4%	6.1%	29.4%	17.5%	18.1%	
Most	10.3%	9.4%	12.3%	0.0%	4.6%	7.3%	17.6%	14.3%	16.2%	
Some	24.1%	33.6%	34.1%	25.0%	33.1%	31.5%	23.5%	34.1%	36.2%	
None	41.4%	45.7%	40.8%	58.3%	56.9%	55.2%	29.4%	34.1%	29.5%	
Total(n)	29	256	375	12	130	165	17	126	210	
Mean	2.17	1.86	1.97	1.75	1.58	1.64	2.47	2.15	2.23	
Standard deviation	1.23	0.99	1.02	1.14	0.81	0.86	1.23	1.08	1.06	
Significance	-			-			-			
Effect size	-	0.31	0.20	-	0.21	0.13	-	0.30	0.23	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	28.6%	31.0%	35.8%	25.0%	26.6%	30.4%	31.3%	35.4%	39.8%	
Occasionally	53.6%	51.8%	50.0%	50.0%	46.9%	47.2%	56.3%	56.7%	52.1%	
Not at all	17.9%	17.3%	14.2%	25.0%	26.6%	22.4%	12.5%	7.9%	8.1%	
Total(n)	28	255	372	12	128	161	16	127	211	
Mean	2.11	2.14	2.22	2.00	2.00	2.08	2.19	2.28	2.32	
Standard deviation	0.69	0.68	0.67	0.74	0.73	0.72	0.66	0.60	0.62	
Significance	-			-			-			
Effect size	-	-0.04	-0.16	-	0.00	-0.11	-	-0.15	-0.21	
<b>Simulations/animations</b>										
Frequently	27.6%	19.3%	20.3%	33.3%	18.9%	16.1%	23.5%	19.7%	23.4%	
Occasionally	44.8%	45.3%	45.1%	33.3%	46.5%	48.4%	52.9%	44.1%	42.6%	
Not at all	27.6%	35.4%	34.6%	33.3%	34.6%	35.4%	23.5%	36.2%	34.0%	
Total(n)	29	254	370	12	127	161	17	127	209	
Mean	2.00	1.84	1.86	2.00	1.84	1.81	2.00	1.83	1.89	
Standard deviation	0.76	0.72	0.73	0.85	0.72	0.69	0.71	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.22	0.19	-	0.22	0.28	-	0.23	0.15	
<b>Online homework or virtual labs</b>										
Frequently	25.0%	21.4%	27.0%	16.7%	16.7%	19.4%	31.3%	26.2%	32.9%	
Occasionally	28.6%	29.0%	30.5%	16.7%	28.6%	29.4%	37.5%	29.4%	31.4%	
Not at all	46.4%	49.6%	42.4%	66.7%	54.8%	51.3%	31.3%	44.4%	35.7%	
Total(n)	28	252	370	12	126	160	16	126	210	
Mean	1.79	1.72	1.85	1.50	1.62	1.68	2.00	1.82	1.97	
Standard deviation	0.83	0.80	0.82	0.80	0.76	0.78	0.82	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.09	-0.07	-	-0.16	-0.23	-	0.22	0.04	
<b>Online discussion boards</b>										
Frequently	25.9%	22.7%	32.0%	8.3%	17.8%	23.3%	40.0%	27.9%	38.9%	
Occasionally	29.6%	31.1%	32.2%	33.3%	30.2%	31.3%	26.7%	32.0%	33.0%	
Not at all	44.4%	46.2%	35.8%	58.3%	51.9%	45.4%	33.3%	40.2%	28.1%	

Washburn 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)	27	251	366	12	129	163	15	122	203	
Mean	1.81	1.76	1.96	1.50	1.66	1.78	2.07	1.88	2.11	
Standard deviation	0.83	0.80	0.82	0.67	0.77	0.80	0.88	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.06	-0.18	-	-0.21	-0.35	-	0.23	-0.05	
<b>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	3.4%	5.9%	5.1%	0.0%	5.5%	4.3%	5.9%	6.3%	5.7%	
Occasionally	20.7%	18.9%	17.6%	16.7%	18.8%	18.6%	23.5%	19.0%	16.7%	
Not at all	75.9%	75.2%	77.3%	83.3%	75.8%	77.0%	70.6%	74.6%	77.5%	
Total(n)	29	254	370	12	128	161	17	126	209	
Mean	1.28	1.31	1.28	1.17	1.30	1.27	1.35	1.32	1.28	
Standard deviation	0.53	0.58	0.55	0.39	0.57	0.54	0.61	0.59	0.56	
Significance	-			-			-			
Effect size	-	-0.05	0.00	-	-0.23	-0.19	-	0.05	0.13	
<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	37.0%	41.1%	46.0%	27.3%	30.2%	34.8%	43.8%	52.0%	54.5%	
Very important	40.7%	43.1%	40.9%	36.4%	46.8%	44.9%	43.8%	39.4%	37.8%	
Somewhat important	14.8%	10.3%	7.9%	18.2%	13.5%	11.4%	12.5%	7.1%	5.3%	
Not important	7.4%	5.5%	5.2%	18.2%	9.5%	8.9%	0.0%	1.6%	2.4%	
Total(n)	27	253	367	11	126	158	16	127	209	
Mean	3.07	3.20	3.28	2.73	2.98	3.06	3.31	3.42	3.44	
Standard deviation	0.92	0.84	0.82	1.10	0.91	0.90	0.70	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.15	-0.26	-	-0.27	-0.37	-	-0.16	-0.18	
<b>Prepare students for employment after college</b>										
Essential	82.1%	74.6%	77.2%	100.0%	71.1%	71.9%	70.6%	78.1%	81.3%	
Very important	17.9%	23.4%	20.6%	0.0%	26.6%	25.0%	29.4%	20.3%	17.2%	
Somewhat important	0.0%	0.8%	0.8%	0.0%	0.8%	1.3%	0.0%	0.8%	0.5%	
Not important	0.0%	1.2%	1.4%	0.0%	1.6%	1.9%	0.0%	0.8%	1.0%	
Total(n)	28	256	369	11	128	160	17	128	209	
Mean	3.82	3.71	3.74	4.00	3.67	3.67	3.71	3.76	3.79	
Standard deviation	0.39	0.54	0.54	0.00	0.58	0.60	0.47	0.50	0.48	
Significance	-			-			-			
Effect size	-	0.20	0.15	-	0.57	0.55	-	-0.10	-0.17	
<b>Prepare students for graduate or advanced education</b>										
Essential	50.0%	60.0%	60.4%	70.0%	64.3%	61.8%	37.5%	55.6%	59.4%	
Very important	38.5%	36.0%	34.6%	20.0%	32.5%	33.1%	50.0%	39.5%	35.7%	
Somewhat important	7.7%	3.6%	4.1%	10.0%	3.2%	4.5%	6.3%	4.0%	3.9%	
Not important	3.8%	0.4%	0.8%	0.0%	0.0%	0.6%	6.3%	0.8%	1.0%	
Total(n)	26	250	364	10	126	157	16	124	207	
Mean	3.35	3.56	3.55	3.60	3.61	3.56	3.19	3.50	3.54	
Standard deviation	0.80	0.59	0.62	0.70	0.55	0.61	0.83	0.62	0.62	



Washburn 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	-	-0.36	-0.32	-	-0.02	0.07	-	-0.50	-0.56	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	50.0%	39.1%	40.4%	63.6%	40.6%	39.0%	41.2%	37.6%	41.5%	
Very important	39.3%	47.0%	45.6%	9.1%	45.3%	45.9%	58.8%	48.8%	45.4%	
Somewhat important	10.7%	11.9%	12.3%	27.3%	11.7%	12.6%	0.0%	12.0%	12.1%	
Not important	0.0%	2.0%	1.6%	0.0%	2.3%	2.5%	0.0%	1.6%	1.0%	
Total(n)	28	253	366	11	128	159	17	125	207	
Mean	3.39	3.23	3.25	3.36	3.24	3.21	3.41	3.22	3.28	
Standard deviation	0.69	0.73	0.73	0.92	0.75	0.76	0.51	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.22	0.19	-	0.16	0.20	-	0.26	0.18	
<b>Provide for students' emotional development</b>										
Essential	29.6%	28.6%	31.9%	18.2%	26.2%	24.1%	37.5%	31.0%	37.8%	
Very important	55.6%	48.4%	46.9%	54.5%	46.8%	49.4%	56.3%	50.0%	45.0%	
Somewhat important	11.1%	17.9%	16.6%	18.2%	18.3%	17.7%	6.3%	17.5%	15.8%	
Not important	3.7%	5.2%	4.6%	9.1%	8.7%	8.9%	0.0%	1.6%	1.4%	
Total(n)	27	252	367	11	126	158	16	126	209	
Mean	3.11	3.00	3.06	2.82	2.90	2.89	3.31	3.10	3.19	
Standard deviation	0.75	0.82	0.82	0.87	0.89	0.87	0.60	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.13	0.06	-	-0.09	-0.08	-	0.28	0.16	
<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	50.0%	37.8%	40.7%	54.5%	36.8%	36.3%	47.1%	38.9%	44.0%	
Very important	46.4%	46.2%	44.3%	36.4%	46.4%	46.5%	52.9%	46.0%	42.6%	
Somewhat important	3.6%	12.0%	11.7%	9.1%	12.0%	12.7%	0.0%	11.9%	11.0%	
Not important	0.0%	4.0%	3.3%	0.0%	4.8%	4.5%	0.0%	3.2%	2.4%	
Total(n)	28	251	366	11	125	157	17	126	209	
Mean	3.46	3.18	3.22	3.45	3.15	3.15	3.47	3.21	3.28	
Standard deviation	0.58	0.79	0.78	0.69	0.81	0.81	0.51	0.77	0.75	
Significance	-			-			-			
Effect size	-	0.35	0.31	-	0.37	0.37	-	0.34	0.25	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	55.6%	47.4%	50.5%	45.5%	39.2%	39.5%	62.5%	55.6%	58.9%	
Very important	29.6%	37.8%	37.4%	27.3%	40.8%	42.0%	31.3%	34.9%	34.0%	
Somewhat important	14.8%	10.4%	8.5%	27.3%	12.8%	11.5%	6.3%	7.9%	6.2%	
Not important	0.0%	4.4%	3.6%	0.0%	7.2%	7.0%	0.0%	1.6%	1.0%	
Total(n)	27	251	366	11	125	157	16	126	209	
Mean	3.41	3.28	3.35	3.18	3.12	3.14	3.56	3.44	3.51	

Washburn 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	0.82	0.78	0.87	0.89	0.88	0.63	0.71	0.66	
Significance	-			-			-			
Effect size	-	0.16	0.08	-	0.07	0.05	-	0.17	0.08	
<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	82.1%	68.1%	71.0%	81.8%	62.8%	64.6%	82.4%	73.6%	76.0%	
Very important	17.9%	28.3%	25.5%	18.2%	31.8%	29.8%	17.6%	24.8%	22.1%	
Somewhat important	0.0%	2.4%	2.7%	0.0%	3.9%	4.3%	0.0%	0.8%	1.4%	
Not important	0.0%	1.2%	0.8%	0.0%	1.6%	1.2%	0.0%	0.8%	0.5%	
Total(n)	28	254	369	11	129	161	17	125	208	
Mean	3.82	3.63	3.67	3.82	3.56	3.58	3.82	3.71	3.74	
Standard deviation	0.39	0.59	0.57	0.40	0.65	0.64	0.39	0.52	0.50	
Significance	-			-			-			
Effect size	-	0.32	0.26	-	0.40	0.38	-	0.21	0.16	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	66.7%	56.7%	61.0%	54.5%	46.0%	48.1%	75.0%	67.5%	70.8%	
Very important	33.3%	35.7%	33.0%	45.5%	42.9%	41.8%	25.0%	28.6%	26.3%	
Somewhat important	0.0%	5.6%	4.6%	0.0%	7.1%	7.0%	0.0%	4.0%	2.9%	
Not important	0.0%	2.0%	1.4%	0.0%	4.0%	3.2%	0.0%	0.0%	0.0%	
Total(n)	27	252	367	11	126	158	16	126	209	
Mean	3.67	3.47	3.54	3.55	3.31	3.35	3.75	3.63	3.68	
Standard deviation	0.48	0.69	0.65	0.52	0.77	0.75	0.45	0.56	0.53	
Significance	-			-			-			
Effect size	-	0.29	0.20	-	0.31	0.27	-	0.21	0.13	
<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	22.2%	15.6%	14.9%	27.3%	16.5%	17.1%	18.8%	14.6%	13.2%	
Agree somewhat	40.7%	51.2%	54.1%	27.3%	52.8%	54.4%	50.0%	49.6%	53.9%	
Disagree somewhat	22.2%	28.0%	26.2%	18.2%	22.8%	22.2%	25.0%	33.3%	29.4%	
Strongly disagree	14.8%	5.2%	4.7%	27.3%	7.9%	6.3%	6.3%	2.4%	3.4%	
Total(n)	27	250	362	11	127	158	16	123	204	
Mean	2.70	2.77	2.79	2.55	2.78	2.82	2.81	2.76	2.77	
Standard deviation	0.99	0.77	0.75	1.21	0.82	0.79	0.83	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	-0.28	-0.34	-	0.07	0.06	
<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	78.6%	70.0%	72.3%	81.8%	62.0%	63.1%	76.5%	78.2%	79.4%	
Agree somewhat	21.4%	26.5%	24.7%	18.2%	31.0%	30.6%	23.5%	21.8%	20.1%	
Disagree somewhat	0.0%	2.0%	1.9%	0.0%	3.9%	3.8%	0.0%	0.0%	0.5%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.0%	1.6%	1.1%	0.0%	3.1%	2.5%	0.0%	0.0%	0.0%	
Total(n)	28	253	364	11	129	160	17	124	204	
Mean	3.79	3.65	3.68	3.82	3.52	3.54	3.76	3.78	3.79	
Standard deviation	0.42	0.60	0.57	0.40	0.72	0.69	0.44	0.41	0.42	
Significance	-			-			-			
Effect size	-	0.23	0.19	-	0.42	0.41	-	-0.05	-0.07	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	42.3%	55.0%	60.4%	18.2%	48.8%	51.3%	60.0%	61.5%	67.5%	
Agree somewhat	53.8%	37.3%	34.1%	72.7%	38.6%	38.0%	40.0%	36.1%	31.0%	
Disagree somewhat	0.0%	6.4%	4.7%	0.0%	10.2%	8.9%	0.0%	2.5%	1.5%	
Strongly disagree	3.8%	1.2%	0.8%	9.1%	2.4%	1.9%	0.0%	0.0%	0.0%	
Total(n)	26	249	361	11	127	158	15	122	203	
Mean	3.35	3.46	3.54	3.00	3.34	3.39	3.60	3.59	3.66	
Standard deviation	0.69	0.67	0.63	0.77	0.76	0.73	0.51	0.54	0.51	
Significance	-			-			-			
Effect size	-	-0.16	-0.30	-	-0.45	-0.53	-	0.02	-0.12	
<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	18.5%	13.8%	14.1%	18.2%	17.5%	18.5%	18.8%	10.0%	10.7%	
Agree somewhat	44.4%	37.8%	37.9%	27.3%	30.2%	29.9%	56.3%	45.8%	44.2%	
Disagree somewhat	25.9%	36.2%	35.9%	36.4%	39.7%	39.5%	18.8%	32.5%	33.0%	
Strongly disagree	11.1%	12.2%	12.1%	18.2%	12.7%	12.1%	6.3%	11.7%	12.2%	
Total(n)	27	246	354	11	126	157	16	120	197	
Mean	2.70	2.53	2.54	2.45	2.52	2.55	2.88	2.54	2.53	
Standard deviation	0.91	0.88	0.88	1.04	0.93	0.93	0.81	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	-0.08	-0.11	-	0.41	0.42	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	11.5%	16.3%	17.6%	9.1%	10.7%	11.8%	13.3%	21.8%	22.1%	
Agree somewhat	50.0%	45.8%	45.8%	54.5%	42.1%	41.4%	46.7%	49.6%	49.2%	
Disagree somewhat	26.9%	30.0%	29.1%	9.1%	33.1%	33.6%	40.0%	26.9%	25.6%	
Strongly disagree	11.5%	7.9%	7.5%	27.3%	14.0%	13.2%	0.0%	1.7%	3.1%	
Total(n)	26	240	347	11	121	152	15	119	195	
Mean	2.62	2.70	2.73	2.45	2.50	2.52	2.73	2.92	2.90	
Standard deviation	0.85	0.83	0.84	1.04	0.87	0.87	0.70	0.74	0.77	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.06	-0.08	-	-0.26	-0.22	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	35.7%	22.3%	21.9%	18.2%	26.4%	28.1%	47.1%	18.0%	16.9%	
Agree somewhat	28.6%	35.9%	35.2%	45.5%	34.1%	31.9%	17.6%	37.7%	37.8%	
Disagree somewhat	21.4%	26.7%	29.4%	27.3%	26.4%	28.1%	17.6%	27.0%	30.3%	
Strongly disagree	14.3%	15.1%	13.6%	9.1%	13.2%	11.9%	17.6%	17.2%	14.9%	

Washburn 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)	28	251	361	11	129	160	17	122	201	
Mean	2.86	2.65	2.65	2.73	2.74	2.76	2.94	2.57	2.57	
Standard deviation	1.08	0.99	0.97	0.90	1.00	0.99	1.20	0.98	0.94	
Significance	-			-			-			
Effect size	-	0.21	0.22	-	-0.01	-0.03	-	0.38	0.39	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	22.2%	18.1%	17.9%	27.3%	16.0%	16.7%	18.8%	20.3%	18.9%	
Agree somewhat	18.5%	28.6%	29.1%	9.1%	25.6%	26.3%	25.0%	31.7%	31.3%	
Disagree somewhat	33.3%	36.3%	36.4%	27.3%	37.6%	35.9%	37.5%	35.0%	36.8%	
Strongly disagree	25.9%	16.9%	16.5%	36.4%	20.8%	21.2%	18.8%	13.0%	12.9%	
Total(n)	27	248	357	11	125	156	16	123	201	
Mean	2.37	2.48	2.48	2.27	2.37	2.38	2.44	2.59	2.56	
Standard deviation	1.11	0.98	0.97	1.27	0.99	1.00	1.03	0.96	0.94	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.10	-0.11	-	-0.16	-0.13	
<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	30.8%	24.8%	24.4%	45.5%	30.6%	27.3%	20.0%	18.9%	22.1%	
Agree somewhat	46.2%	50.0%	51.3%	36.4%	44.4%	47.4%	53.3%	55.7%	54.3%	
Disagree somewhat	15.4%	16.7%	17.0%	0.0%	16.1%	17.5%	26.7%	17.2%	16.6%	
Strongly disagree	7.7%	8.5%	7.4%	18.2%	8.9%	7.8%	0.0%	8.2%	7.0%	
Total(n)	26	246	353	11	124	154	15	122	199	
Mean	3.00	2.91	2.93	3.09	2.97	2.94	2.93	2.85	2.91	
Standard deviation	0.89	0.87	0.84	1.14	0.91	0.87	0.70	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.13	0.17	-	0.10	0.02	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	42.3%	29.4%	34.0%	54.5%	30.2%	29.0%	33.3%	28.7%	38.0%	
Agree somewhat	38.5%	51.9%	49.4%	36.4%	47.4%	51.7%	40.0%	56.5%	47.6%	
Disagree somewhat	15.4%	16.5%	14.5%	0.0%	18.1%	15.9%	26.7%	14.8%	13.4%	
Strongly disagree	3.8%	2.2%	2.1%	9.1%	4.3%	3.4%	0.0%	0.0%	1.1%	
Total(n)	26	231	332	11	116	145	15	115	187	
Mean	3.19	3.09	3.15	3.36	3.03	3.06	3.07	3.14	3.22	
Standard deviation	0.85	0.74	0.74	0.92	0.81	0.77	0.80	0.65	0.71	
Significance	-			-			-			
Effect size	-	0.14	0.05	-	0.41	0.39	-	-0.11	-0.21	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	3.8%	1.6%	1.4%	0.0%	1.7%	1.3%	6.7%	1.6%	1.5%	
Agree somewhat	15.4%	13.6%	16.3%	18.2%	13.2%	14.1%	13.3%	13.9%	18.0%	
Disagree somewhat	30.8%	48.6%	50.7%	18.2%	43.0%	47.0%	40.0%	54.1%	53.5%	
Strongly disagree	50.0%	36.2%	31.5%	63.6%	42.1%	37.6%	40.0%	30.3%	27.0%	

Washburn 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)	26	243	349	11	121	149	15	122	200	
Mean	1.73	1.81	1.88	1.55	1.74	1.79	1.87	1.87	1.94	
Standard deviation	0.87	0.73	0.72	0.82	0.75	0.73	0.92	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.11	-0.21	-	-0.25	-0.33	-	0.00	-0.10	
<b>My research is valued by faculty in my department</b>										
Strongly agree	57.1%	38.3%	38.1%	63.6%	42.1%	41.9%	52.9%	34.4%	35.1%	
Agree somewhat	25.0%	46.8%	44.7%	27.3%	47.6%	44.5%	23.5%	45.9%	44.8%	
Disagree somewhat	14.3%	11.3%	13.8%	0.0%	7.1%	10.3%	23.5%	15.6%	16.5%	
Strongly disagree	3.6%	3.6%	3.4%	9.1%	3.2%	3.2%	0.0%	4.1%	3.6%	
Total(n)	28	248	349	11	126	155	17	122	194	
Mean	3.36	3.20	3.17	3.45	3.29	3.25	3.29	3.11	3.11	
Standard deviation	0.87	0.78	0.79	0.93	0.74	0.77	0.85	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.21	0.24	-	0.22	0.26	-	0.22	0.22	
<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	80.8%	52.0%	55.2%	90.9%	54.0%	55.1%	73.3%	50.0%	55.3%	
Agree somewhat	15.4%	39.2%	36.1%	9.1%	38.1%	37.2%	20.0%	40.3%	35.2%	
Disagree somewhat	3.8%	6.4%	7.0%	0.0%	6.3%	6.4%	6.7%	6.5%	7.5%	
Strongly disagree	0.0%	2.4%	1.7%	0.0%	1.6%	1.3%	0.0%	3.2%	2.0%	
Total(n)	26	250	355	11	126	156	15	124	199	
Mean	3.77	3.41	3.45	3.91	3.44	3.46	3.67	3.37	3.44	
Standard deviation	0.51	0.72	0.70	0.30	0.69	0.68	0.62	0.75	0.72	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.50	0.46	-	0.68	0.66	-	0.40	0.32	
<b>My service is valued by faculty in my department</b>										
Strongly agree	66.7%	46.8%	47.7%	81.8%	49.6%	47.7%	56.3%	43.9%	47.7%	
Agree somewhat	18.5%	39.1%	37.9%	9.1%	40.8%	40.6%	25.0%	37.4%	35.7%	
Disagree somewhat	11.1%	10.9%	10.7%	0.0%	7.2%	7.7%	18.8%	14.6%	13.1%	
Strongly disagree	3.7%	3.2%	3.7%	9.1%	2.4%	3.9%	0.0%	4.1%	3.5%	
Total(n)	27	248	354	11	125	155	16	123	199	
Mean	3.48	3.29	3.30	3.64	3.38	3.32	3.38	3.21	3.28	
Standard deviation	0.85	0.79	0.80	0.92	0.73	0.78	0.81	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.24	0.23	-	0.36	0.41	-	0.20	0.12	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	30.8%	12.2%	14.8%	36.4%	13.0%	15.7%	26.7%	11.5%	14.1%	
Agree somewhat	46.2%	40.4%	43.0%	36.4%	39.8%	40.5%	53.3%	41.0%	44.9%	
Disagree somewhat	19.2%	33.9%	31.3%	27.3%	31.7%	30.1%	13.3%	36.1%	32.3%	
Strongly disagree	3.8%	13.5%	10.8%	0.0%	15.4%	13.7%	6.7%	11.5%	8.6%	
Total(n)	26	245	351	11	123	153	15	122	198	
Mean	3.04	2.51	2.62	3.09	2.50	2.58	3.00	2.52	2.65	

Washburn 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	0.82	0.88	0.87	0.83	0.91	0.91	0.85	0.85	0.83	
Significance	-	**	*	-	*		-	*		
Effect size	-	0.60	0.48	-	0.65	0.56	-	0.56	0.42	
<b>The faculty are typically at odds with campus administration</b>										
Strongly agree	0.0%	9.7%	8.5%	0.0%	14.3%	13.5%	0.0%	4.9%	4.6%	
Agree somewhat	29.6%	38.3%	35.4%	18.2%	36.5%	32.7%	37.5%	40.2%	37.6%	
Disagree somewhat	48.1%	44.0%	45.3%	63.6%	42.9%	45.5%	37.5%	45.1%	45.2%	
Strongly disagree	22.2%	8.1%	10.8%	18.2%	6.3%	8.3%	25.0%	9.8%	12.7%	
Total(n)	27	248	353	11	126	156	16	122	197	
Mean	2.07	2.50	2.42	2.00	2.59	2.51	2.13	2.40	2.34	
Standard deviation	0.73	0.78	0.79	0.63	0.81	0.83	0.81	0.73	0.76	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.55	-0.44	-	-0.73	-0.61	-	-0.37	-0.28	
<b>Faculty here respect each other</b>										
Strongly agree	51.9%	30.4%	32.1%	72.7%	29.8%	30.7%	37.5%	30.9%	33.2%	
Agree somewhat	40.7%	57.5%	55.7%	27.3%	59.7%	57.5%	50.0%	55.3%	54.3%	
Disagree somewhat	7.4%	9.7%	9.7%	0.0%	8.1%	9.8%	12.5%	11.4%	9.5%	
Strongly disagree	0.0%	2.4%	2.6%	0.0%	2.4%	2.0%	0.0%	2.4%	3.0%	
Total(n)	27	247	352	11	124	153	16	123	199	
Mean	3.44	3.16	3.17	3.73	3.17	3.17	3.25	3.15	3.18	
Standard deviation	0.64	0.69	0.70	0.47	0.67	0.68	0.68	0.71	0.72	
Significance	-	*		-	**	**	-			
Effect size	-	0.41	0.39	-	0.84	0.82	-	0.14	0.10	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	21.4%	14.2%	15.1%	27.3%	11.3%	13.0%	17.6%	17.1%	16.7%	
Agree somewhat	46.4%	45.7%	50.3%	54.5%	50.8%	52.6%	41.2%	40.7%	48.5%	
Disagree somewhat	17.9%	26.3%	23.9%	9.1%	24.2%	23.4%	23.5%	28.5%	24.2%	
Strongly disagree	14.3%	13.8%	10.8%	9.1%	13.7%	11.0%	17.6%	13.8%	10.6%	
Total(n)	28	247	352	11	124	154	17	123	198	
Mean	2.75	2.60	2.70	3.00	2.60	2.68	2.59	2.61	2.71	
Standard deviation	0.97	0.90	0.85	0.89	0.86	0.84	1.00	0.93	0.87	
Significance	-			-			-			
Effect size	-	0.17	0.06	-	0.47	0.38	-	-0.02	-0.14	
<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	34.6%	29.2%	25.9%	50.0%	30.6%	26.8%	25.0%	27.9%	25.3%	
Agree somewhat	42.3%	49.0%	54.5%	40.0%	50.4%	55.0%	43.8%	47.5%	54.0%	
Disagree somewhat	19.2%	16.0%	14.7%	10.0%	10.7%	11.4%	25.0%	21.3%	17.2%	
Strongly disagree	3.8%	5.8%	4.9%	0.0%	8.3%	6.7%	6.3%	3.3%	3.5%	
Total(n)	26	243	347	10	121	149	16	122	198	
Mean	3.08	3.02	3.01	3.40	3.03	3.02	2.88	3.00	3.01	
Standard deviation	0.84	0.83	0.78	0.70	0.87	0.81	0.89	0.79	0.75	
Significance	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	0.07	0.09	-	0.43	0.47	-	-0.15	-0.17	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	44.0%	32.2%	29.7%	70.0%	38.7%	36.4%	26.7%	25.6%	24.5%	
Agree somewhat	32.0%	41.6%	43.1%	20.0%	37.9%	37.0%	40.0%	45.5%	48.0%	
Disagree somewhat	24.0%	18.4%	19.1%	10.0%	17.7%	19.5%	33.3%	19.0%	18.9%	
Strongly disagree	0.0%	7.8%	8.0%	0.0%	5.6%	7.1%	0.0%	9.9%	8.7%	
Total(n)	25	245	350	10	124	154	15	121	196	
Mean	3.20	2.98	2.95	3.60	3.10	3.03	2.93	2.87	2.88	
Standard deviation	0.82	0.91	0.90	0.70	0.89	0.92	0.80	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.24	0.28	-	0.56	0.62	-	0.07	0.06	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	0.0%	8.1%	6.1%	0.0%	12.0%	9.5%	0.0%	4.2%	3.6%	
Agree somewhat	32.0%	22.5%	20.1%	0.0%	22.2%	20.4%	53.3%	22.7%	19.8%	
Disagree somewhat	44.0%	40.3%	44.5%	70.0%	39.3%	44.2%	26.7%	41.2%	44.7%	
Strongly disagree	24.0%	29.2%	29.4%	30.0%	26.5%	25.9%	20.0%	31.9%	32.0%	
Total(n)	25	236	344	10	117	147	15	119	197	
Mean	2.08	2.09	2.03	1.70	2.20	2.14	2.33	1.99	1.95	
Standard deviation	0.76	0.91	0.86	0.48	0.97	0.91	0.82	0.85	0.81	
Significance	-			-			-			
Effect size	-	-0.01	0.06	-	-0.52	-0.48	-	0.40	0.47	
<b>There is adequate support for faculty development</b>										
Strongly agree	32.1%	23.2%	25.8%	27.3%	19.8%	21.8%	35.3%	26.6%	28.9%	
Agree somewhat	32.1%	42.4%	43.7%	45.5%	47.6%	49.4%	23.5%	37.1%	39.3%	
Disagree somewhat	25.0%	25.2%	21.8%	18.2%	23.0%	20.5%	29.4%	27.4%	22.9%	
Strongly disagree	10.7%	9.2%	8.7%	9.1%	9.5%	8.3%	11.8%	8.9%	9.0%	
Total(n)	28	250	357	11	126	156	17	124	201	
Mean	2.86	2.80	2.87	2.91	2.78	2.85	2.82	2.81	2.88	
Standard deviation	1.01	0.90	0.90	0.94	0.88	0.86	1.07	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.07	-0.01	-	0.15	0.07	-	0.01	-0.06	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	0.0%	5.4%	6.4%	0.0%	6.7%	6.0%	0.0%	4.2%	6.6%	
Agree somewhat	48.0%	43.3%	42.0%	60.0%	46.7%	47.7%	40.0%	40.0%	37.8%	
Disagree somewhat	36.0%	40.0%	40.0%	30.0%	35.8%	36.2%	40.0%	44.2%	42.9%	
Strongly disagree	16.0%	11.3%	11.6%	10.0%	10.8%	10.1%	20.0%	11.7%	12.8%	
Total(n)	25	240	345	10	120	149	15	120	196	
Mean	2.32	2.43	2.43	2.50	2.49	2.50	2.20	2.37	2.38	
Standard deviation	0.75	0.76	0.78	0.71	0.78	0.76	0.77	0.74	0.79	
Significance	-			-			-			
Effect size	-	-0.14	-0.14	-	0.01	0.00	-	-0.23	-0.23	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	23.1%	11.5%	11.2%	20.0%	13.0%	11.1%	25.0%	9.9%	11.2%	
Agree somewhat	23.1%	36.9%	36.1%	20.0%	35.8%	35.3%	25.0%	38.0%	36.7%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	42.3%	37.3%	38.4%	50.0%	37.4%	39.9%	37.5%	37.2%	37.2%	
Strongly disagree	11.5%	14.3%	14.3%	10.0%	13.8%	13.7%	12.5%	14.9%	14.8%	
Total(n)	26	244	349	10	123	153	16	121	196	
Mean	2.58	2.45	2.44	2.50	2.48	2.44	2.63	2.43	2.44	
Standard deviation	0.99	0.88	0.87	0.97	0.89	0.86	1.02	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.15	0.16	-	0.02	0.07	-	0.23	0.22	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	50.0%	40.2%	39.0%	54.5%	49.2%	43.4%	46.7%	31.1%	35.6%	
Agree somewhat	38.5%	40.7%	41.9%	27.3%	34.4%	38.8%	46.7%	47.1%	44.3%	
Disagree somewhat	7.7%	16.2%	15.9%	18.2%	13.1%	13.8%	0.0%	19.3%	17.5%	
Strongly disagree	3.8%	2.9%	3.2%	0.0%	3.3%	3.9%	6.7%	2.5%	2.6%	
Total(n)	26	241	346	11	122	152	15	119	194	
Mean	3.35	3.18	3.17	3.36	3.30	3.22	3.33	3.07	3.13	
Standard deviation	0.80	0.81	0.81	0.81	0.82	0.83	0.82	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.21	0.22	-	0.07	0.17	-	0.33	0.25	
<b>Women faculty are treated fairly here</b>										
Strongly agree	48.1%	40.4%	39.3%	63.6%	53.7%	49.0%	37.5%	27.0%	31.8%	
Agree somewhat	29.6%	38.4%	40.2%	18.2%	33.3%	37.3%	37.5%	43.4%	42.4%	
Disagree somewhat	14.8%	16.3%	16.5%	18.2%	11.4%	12.4%	12.5%	21.3%	19.7%	
Strongly disagree	7.4%	4.9%	4.0%	0.0%	1.6%	1.3%	12.5%	8.2%	6.1%	
Total(n)	27	245	351	11	123	153	16	122	198	
Mean	3.19	3.14	3.15	3.45	3.39	3.34	3.00	2.89	3.00	
Standard deviation	0.96	0.86	0.84	0.82	0.75	0.74	1.03	0.90	0.87	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.08	0.15	-	0.12	0.00	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	50.0%	39.1%	38.9%	54.5%	50.9%	46.6%	46.7%	27.4%	33.0%	
Agree somewhat	34.6%	46.8%	47.5%	27.3%	37.9%	41.1%	40.0%	55.6%	52.4%	
Disagree somewhat	15.4%	12.9%	12.5%	18.2%	9.5%	11.0%	13.3%	16.2%	13.6%	
Strongly disagree	0.0%	1.3%	1.2%	0.0%	1.7%	1.4%	0.0%	0.9%	1.0%	
Total(n)	26	233	337	11	116	146	15	117	191	
Mean	3.35	3.24	3.24	3.36	3.38	3.33	3.33	3.09	3.17	
Standard deviation	0.75	0.72	0.71	0.81	0.73	0.73	0.72	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.15	0.15	-	-0.03	0.04	-	0.35	0.23	
<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	23.1%	25.1%	25.2%	27.3%	28.0%	26.2%	20.0%	22.2%	24.5%	
High priority	69.2%	57.0%	57.6%	63.6%	55.1%	57.2%	73.3%	59.0%	57.8%	
Medium priority	7.7%	16.2%	15.4%	9.1%	15.3%	13.8%	6.7%	17.1%	16.7%	
Low priority	0.0%	1.7%	1.8%	0.0%	1.7%	2.8%	0.0%	1.7%	1.0%	



Washburn 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)	26	235	337	11	118	145	15	117	192	
Mean	3.15	3.06	3.06	3.18	3.09	3.07	3.13	3.02	3.06	
Standard deviation	0.54	0.69	0.69	0.60	0.70	0.71	0.52	0.68	0.67	
Significance	-			-			-			
Effect size	-	0.13	0.13	-	0.13	0.15	-	0.16	0.10	
<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	34.6%	19.4%	20.6%	50.0%	21.7%	21.7%	25.0%	17.1%	19.8%	
High priority	38.5%	44.0%	44.2%	40.0%	46.1%	46.2%	37.5%	41.9%	42.7%	
Medium priority	19.2%	30.2%	30.7%	0.0%	25.2%	26.6%	31.3%	35.0%	33.9%	
Low priority	7.7%	6.5%	4.5%	10.0%	7.0%	5.6%	6.3%	6.0%	3.6%	
Total(n)	26	232	335	10	115	143	16	117	192	
Mean	3.00	2.76	2.81	3.30	2.83	2.84	2.81	2.70	2.79	
Standard deviation	0.94	0.84	0.81	0.95	0.85	0.83	0.91	0.82	0.80	
Significance	-			-			-			
Effect size	-	0.29	0.23	-	0.55	0.55	-	0.13	0.03	
<b>To facilitate student involvement in community service</b>										
Highest priority	24.0%	14.5%	15.7%	20.0%	12.5%	12.1%	26.7%	16.4%	18.2%	
High priority	28.0%	36.4%	41.0%	30.0%	36.6%	40.7%	26.7%	36.2%	41.1%	
Medium priority	44.0%	43.4%	37.3%	50.0%	49.1%	44.3%	40.0%	37.9%	32.3%	
Low priority	4.0%	5.7%	6.0%	0.0%	1.8%	2.9%	6.7%	9.5%	8.3%	
Total(n)	25	228	332	10	112	140	15	116	192	
Mean	2.72	2.60	2.66	2.70	2.60	2.62	2.73	2.59	2.69	
Standard deviation	0.89	0.80	0.81	0.82	0.73	0.73	0.96	0.87	0.86	
Significance	-			-			-			
Effect size	-	0.15	0.07	-	0.14	0.11	-	0.16	0.05	
<b>To help students learn how to bring about change in society</b>										
Highest priority	15.4%	16.4%	15.0%	10.0%	16.1%	14.4%	18.8%	16.7%	15.4%	
High priority	46.2%	35.0%	37.0%	60.0%	34.8%	37.4%	37.5%	35.1%	36.7%	
Medium priority	30.8%	41.6%	39.8%	20.0%	42.9%	41.0%	37.5%	40.4%	38.8%	
Low priority	7.7%	7.1%	8.3%	10.0%	6.3%	7.2%	6.3%	7.9%	9.0%	
Total(n)	26	226	327	10	112	139	16	114	188	
Mean	2.69	2.61	2.59	2.70	2.61	2.59	2.69	2.61	2.59	
Standard deviation	0.84	0.84	0.84	0.82	0.83	0.82	0.87	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.11	0.13	-	0.09	0.12	
<b>To increase or maintain institutional prestige</b>										
Highest priority	23.1%	25.2%	22.2%	30.0%	27.6%	24.3%	18.8%	22.9%	20.6%	
High priority	46.2%	47.0%	47.9%	50.0%	44.0%	46.5%	43.8%	50.0%	49.0%	
Medium priority	23.1%	23.5%	24.6%	10.0%	24.1%	24.3%	31.3%	22.9%	24.7%	
Low priority	7.7%	4.3%	5.3%	10.0%	4.3%	4.9%	6.3%	4.2%	5.7%	
Total(n)	26	234	338	10	116	144	16	118	194	
Mean	2.85	2.93	2.87	3.00	2.95	2.90	2.75	2.92	2.85	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.88	0.81	0.82	0.94	0.83	0.82	0.86	0.79	0.81	
Significance	-			-			-			
Effect size	-	-0.10	-0.02	-	0.06	0.12	-	-0.22	-0.12	

Washburn 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	3.8%	6.0%	4.8%	0.0%	8.5%	6.8%	6.3%	3.5%	3.2%	
High priority	15.4%	27.0%	25.0%	10.0%	23.7%	21.9%	18.8%	30.4%	27.4%	
Medium priority	38.5%	44.2%	42.3%	60.0%	44.9%	43.2%	25.0%	43.5%	41.6%	
Low priority	42.3%	22.7%	28.0%	30.0%	22.9%	28.1%	50.0%	22.6%	27.9%	
Total(n)	26	233	336	10	118	146	16	115	190	
Mean	1.81	2.16	2.07	1.80	2.18	2.08	1.81	2.15	2.06	
Standard deviation	0.85	0.85	0.85	0.63	0.88	0.88	0.98	0.81	0.82	
Significance	-	*		-			-			
Effect size	-	-0.41	-0.31	-	-0.43	-0.32	-	-0.42	-0.30	
<b>To recruit more minority students</b>										
Highest priority	23.1%	17.0%	16.0%	20.0%	13.2%	12.0%	25.0%	20.7%	19.0%	
High priority	30.8%	45.2%	44.1%	30.0%	48.2%	45.8%	31.3%	42.2%	42.9%	
Medium priority	23.1%	29.6%	32.6%	30.0%	29.8%	34.5%	18.8%	29.3%	31.2%	
Low priority	23.1%	8.3%	7.3%	20.0%	8.8%	7.7%	25.0%	7.8%	6.9%	
Total(n)	26	230	331	10	114	142	16	116	189	
Mean	2.54	2.71	2.69	2.50	2.66	2.62	2.56	2.76	2.74	
Standard deviation	1.10	0.84	0.83	1.08	0.82	0.80	1.15	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.20	-0.18	-	-0.20	-0.15	-	-0.23	-0.21	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	11.5%	7.5%	6.6%	11.1%	11.5%	9.9%	11.8%	3.5%	4.2%	
High priority	19.2%	31.1%	27.5%	0.0%	31.9%	28.4%	29.4%	30.4%	26.8%	
Medium priority	26.9%	35.1%	37.5%	44.4%	31.9%	36.2%	17.6%	38.3%	38.4%	
Low priority	42.3%	26.3%	28.4%	44.4%	24.8%	25.5%	41.2%	27.8%	30.5%	
Total(n)	26	228	331	9	113	141	17	115	190	
Mean	2.00	2.20	2.12	1.78	2.30	2.23	2.12	2.10	2.05	
Standard deviation	1.06	0.92	0.90	0.97	0.97	0.94	1.11	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.22	-0.13	-	-0.54	-0.48	-	0.02	0.08	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	26.9%	17.0%	15.1%	20.0%	19.5%	17.0%	31.3%	14.7%	13.6%	
High priority	30.8%	38.9%	36.4%	40.0%	45.1%	43.3%	25.0%	32.8%	31.4%	
Medium priority	23.1%	30.6%	35.2%	30.0%	24.8%	29.8%	18.8%	36.2%	39.3%	
Low priority	19.2%	13.5%	13.3%	10.0%	10.6%	9.9%	25.0%	16.4%	15.7%	
Total(n)	26	229	332	10	113	141	16	116	191	
Mean	2.65	2.59	2.53	2.70	2.73	2.67	2.63	2.46	2.43	
Standard deviation	1.09	0.93	0.90	0.95	0.90	0.87	1.20	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.06	0.13	-	-0.03	0.03	-	0.18	0.22	

Washburn 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	25.9%	21.3%	18.9%	20.0%	21.2%	17.9%	29.4%	21.4%	19.7%	
High priority	37.0%	42.6%	42.0%	60.0%	50.4%	50.0%	23.5%	35.0%	36.3%	
Medium priority	14.8%	24.3%	27.3%	10.0%	19.5%	22.1%	17.6%	29.1%	31.1%	
Low priority	22.2%	11.7%	11.7%	10.0%	8.8%	10.0%	29.4%	14.5%	13.0%	
Total(n)	27	230	333	10	113	140	17	117	193	
Mean	2.67	2.73	2.68	2.90	2.84	2.76	2.53	2.63	2.63	
Standard deviation	1.11	0.93	0.91	0.88	0.86	0.86	1.23	0.98	0.94	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.07	0.16	-	-0.10	-0.11	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	16.0%	14.3%	13.2%	10.0%	13.9%	11.9%	20.0%	14.8%	14.2%	
High priority	16.0%	30.0%	34.8%	20.0%	28.7%	30.8%	13.3%	31.3%	37.9%	
Medium priority	48.0%	36.1%	33.9%	40.0%	37.4%	36.4%	53.3%	34.8%	32.1%	
Low priority	20.0%	19.6%	18.0%	30.0%	20.0%	21.0%	13.3%	19.1%	15.8%	
Total(n)	25	230	333	10	115	143	15	115	190	
Mean	2.28	2.39	2.43	2.10	2.37	2.34	2.40	2.42	2.51	
Standard deviation	0.98	0.96	0.93	0.99	0.96	0.94	0.99	0.96	0.92	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.28	-0.26	-	-0.02	-0.12	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	23.1%	20.7%	20.9%	30.0%	20.7%	19.4%	18.8%	20.7%	22.0%	
High priority	26.9%	43.5%	46.6%	30.0%	43.1%	45.1%	25.0%	44.0%	47.6%	
Medium priority	34.6%	27.2%	23.9%	30.0%	27.6%	26.4%	37.5%	26.7%	22.0%	
Low priority	15.4%	8.6%	8.7%	10.0%	8.6%	9.0%	18.8%	8.6%	8.4%	
Total(n)	26	232	335	10	116	144	16	116	191	
Mean	2.58	2.76	2.80	2.80	2.76	2.75	2.44	2.77	2.83	
Standard deviation	1.03	0.88	0.87	1.03	0.88	0.87	1.03	0.88	0.87	
Significance	-			-			-			
Effect size	-	-0.20	-0.25	-	0.05	0.06	-	-0.38	-0.45	
<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	8.0%	39.0%	29.8%	0.0%	43.0%	34.5%	13.3%	35.0%	26.3%	
High priority	16.0%	34.2%	31.3%	20.0%	31.6%	28.9%	13.3%	36.8%	33.2%	
Medium priority	44.0%	21.6%	26.2%	40.0%	21.1%	26.8%	46.7%	22.2%	25.8%	
Low priority	32.0%	5.2%	12.7%	40.0%	4.4%	9.9%	26.7%	6.0%	14.7%	
Total(n)	25	231	332	10	114	142	15	117	190	
Mean	2.00	3.07	2.78	1.80	3.13	2.88	2.13	3.01	2.71	
Standard deviation	0.91	0.90	1.01	0.79	0.90	1.00	0.99	0.90	1.02	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-	***	***	-	***	**	-	***	*	
Effect size	-	-1.19	-0.77	-	-1.48	-1.08	-	-0.98	-0.57	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	0.0%	11.4%	9.7%	0.0%	13.2%	12.1%	0.0%	9.6%	7.9%	
High priority	30.8%	40.2%	37.9%	30.0%	42.1%	43.3%	31.3%	38.3%	33.9%	
Medium priority	38.5%	35.8%	36.1%	50.0%	35.1%	31.9%	31.3%	36.5%	39.2%	
Low priority	30.8%	12.7%	16.4%	20.0%	9.6%	12.8%	37.5%	15.7%	19.0%	
Total(n)	26	229	330	10	114	141	16	115	189	
Mean	2.00	2.50	2.41	2.10	2.59	2.55	1.94	2.42	2.31	
Standard deviation	0.80	0.86	0.87	0.74	0.84	0.87	0.85	0.87	0.87	
Significance	-	**	*	-			-	*		
Effect size	-	-0.58	-0.47	-	-0.58	-0.52	-	-0.55	-0.43	
<b>To develop leadership ability among students</b>										
Highest priority	30.8%	18.1%	19.1%	30.0%	20.7%	20.3%	31.3%	15.5%	18.2%	
High priority	34.6%	37.0%	38.5%	40.0%	35.1%	37.0%	31.3%	38.8%	39.6%	
Medium priority	26.9%	37.0%	34.5%	20.0%	34.2%	34.8%	31.3%	39.7%	34.4%	
Low priority	7.7%	7.9%	7.9%	10.0%	9.9%	8.0%	6.3%	6.0%	7.8%	
Total(n)	26	227	330	10	111	138	16	116	192	
Mean	2.88	2.65	2.69	2.90	2.67	2.70	2.88	2.64	2.68	
Standard deviation	0.95	0.87	0.87	0.99	0.92	0.88	0.96	0.82	0.86	
Significance	-			-			-			
Effect size	-	0.26	0.22	-	0.25	0.23	-	0.29	0.23	
<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	14.8%	24.2%	24.0%	20.0%	27.2%	24.1%	11.8%	21.4%	23.8%	
High priority	44.4%	44.6%	45.2%	40.0%	40.4%	41.8%	47.1%	48.7%	47.7%	
Medium priority	22.2%	24.2%	23.7%	20.0%	24.6%	27.7%	23.5%	23.9%	20.7%	
Low priority	18.5%	6.9%	7.2%	20.0%	7.9%	6.4%	17.6%	6.0%	7.8%	
Total(n)	27	231	334	10	114	141	17	117	193	
Mean	2.56	2.86	2.86	2.60	2.87	2.84	2.53	2.85	2.88	
Standard deviation	0.97	0.86	0.86	1.07	0.91	0.87	0.94	0.82	0.86	
Significance	-			-			-			
Effect size	-	-0.35	-0.35	-	-0.30	-0.28	-	-0.39	-0.41	
<b>To prepare students for the workplace</b>										
Highest priority	65.4%	36.8%	39.2%	70.0%	38.1%	36.9%	62.5%	35.7%	40.8%	
High priority	26.9%	46.9%	47.0%	30.0%	46.0%	48.9%	25.0%	47.8%	45.5%	
Medium priority	7.7%	14.9%	12.7%	0.0%	13.3%	12.1%	12.5%	16.5%	13.1%	
Low priority	0.0%	1.3%	1.2%	0.0%	2.7%	2.1%	0.0%	0.0%	0.5%	
Total(n)	26	228	332	10	113	141	16	115	191	
Mean	3.58	3.19	3.24	3.70	3.19	3.21	3.50	3.19	3.27	
Standard deviation	0.64	0.73	0.71	0.48	0.77	0.73	0.73	0.70	0.70	
Significance	-	**	*	-	*	*	-			
Effect size	-	0.53	0.48	-	0.66	0.67	-	0.44	0.33	

Washburn 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	32.0%	35.6%	33.7%	40.0%	38.9%	36.2%	26.7%	32.1%	31.9%	
To a large extent	12.0%	25.3%	28.5%	20.0%	24.8%	27.7%	6.7%	25.9%	29.2%	
To some extent	40.0%	29.3%	27.0%	30.0%	24.8%	24.1%	46.7%	33.9%	29.2%	
To a small extent	16.0%	7.6%	8.6%	10.0%	9.7%	10.6%	20.0%	5.4%	7.0%	
Not at all	0.0%	2.2%	2.1%	0.0%	1.8%	1.4%	0.0%	2.7%	2.7%	
Total(n)	25	225	326	10	113	141	15	112	185	
Mean	3.60	3.84	3.83	3.90	3.89	3.87	3.40	3.79	3.81	
Standard deviation	1.12	1.06	1.06	1.10	1.09	1.07	1.12	1.04	1.05	
Significance	-			-			-			
Effect size	-	-0.23	-0.22	-	0.01	0.03	-	-0.38	-0.39	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	38.5%	41.9%	41.8%	40.0%	41.2%	41.5%	37.5%	42.5%	41.9%	
To a large extent	46.2%	41.9%	41.8%	50.0%	43.0%	40.1%	43.8%	40.7%	43.0%	
To some extent	15.4%	15.0%	15.2%	10.0%	13.2%	16.2%	18.8%	16.8%	14.5%	
To a small extent	0.0%	0.9%	0.9%	0.0%	1.8%	1.4%	0.0%	0.0%	0.5%	
Not at all	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Total(n)	26	227	328	10	114	142	16	113	186	
Mean	4.23	4.24	4.24	4.30	4.22	4.20	4.19	4.26	4.26	
Standard deviation	0.71	0.77	0.76	0.67	0.81	0.81	0.75	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.10	0.12	-	-0.10	-0.10	
<b>Mentor faculty</b>										
To a very large extent	36.0%	24.2%	22.5%	30.0%	25.5%	22.6%	40.0%	22.9%	22.3%	
To a large extent	20.0%	26.0%	28.5%	20.0%	26.4%	27.7%	20.0%	25.7%	29.1%	
To some extent	32.0%	31.1%	29.7%	40.0%	32.7%	33.6%	26.7%	29.4%	26.8%	
To a small extent	8.0%	8.7%	8.9%	10.0%	8.2%	8.8%	6.7%	9.2%	8.9%	
Not at all	4.0%	10.0%	10.4%	0.0%	7.3%	7.3%	6.7%	12.8%	12.8%	
Total(n)	25	219	316	10	110	137	15	109	179	
Mean	3.76	3.46	3.44	3.70	3.55	3.50	3.80	3.37	3.39	
Standard deviation	1.16	1.23	1.23	1.06	1.17	1.15	1.26	1.29	1.28	
Significance	-			-			-			
Effect size	-	0.24	0.26	-	0.13	0.17	-	0.33	0.32	
<b>Mentor undergraduate students</b>										
To a very large extent	7.7%	12.3%	9.7%	10.0%	14.2%	12.8%	6.3%	10.3%	7.3%	
To a large extent	0.0%	15.0%	15.6%	0.0%	13.3%	14.2%	0.0%	16.8%	16.8%	
To some extent	19.2%	21.8%	20.6%	10.0%	23.9%	23.4%	25.0%	19.6%	18.4%	
To a small extent	19.2%	14.1%	14.4%	0.0%	10.6%	10.6%	31.3%	17.8%	17.3%	
Not at all	53.8%	36.8%	39.7%	80.0%	38.1%	39.0%	37.5%	35.5%	40.2%	
Total(n)	26	220	320	10	113	141	16	107	179	
Mean	1.88	2.52	2.41	1.60	2.55	2.51	2.06	2.49	2.34	
Standard deviation	1.21	1.43	1.39	1.35	1.46	1.45	1.12	1.39	1.34	

Washburn 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	-	-0.45	-0.38	-	-0.65	-0.63	-	-0.31	-0.21	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	62.5%	48.6%	48.8%	77.8%	45.5%	46.4%	53.3%	51.8%	50.5%	
To a large extent	29.2%	32.9%	33.2%	22.2%	37.3%	36.2%	33.3%	28.6%	31.0%	
To some extent	4.2%	13.1%	13.0%	0.0%	12.7%	13.0%	6.7%	13.4%	13.0%	
To a small extent	4.2%	3.6%	3.4%	0.0%	1.8%	2.2%	6.7%	5.4%	4.3%	
Not at all	0.0%	1.8%	1.6%	0.0%	2.7%	2.2%	0.0%	0.9%	1.1%	
Total(n)	24	222	322	9	110	138	15	112	184	
Mean	4.50	4.23	4.24	4.78	4.21	4.22	4.33	4.25	4.26	
Standard deviation	0.78	0.94	0.92	0.44	0.93	0.91	0.90	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.29	0.28	-	0.61	0.62	-	0.09	0.08	
<b>Been mentored by at least one professional in academia</b>										
To a very large extent	44.0%	30.9%	30.0%	50.0%	27.0%	24.5%	40.0%	34.9%	34.3%	
To a large extent	32.0%	32.3%	30.9%	30.0%	36.9%	33.8%	33.3%	27.5%	28.7%	
To some extent	12.0%	20.5%	24.3%	10.0%	18.9%	24.5%	13.3%	22.0%	24.2%	
To a small extent	8.0%	10.5%	8.8%	0.0%	9.0%	10.1%	13.3%	11.9%	7.9%	
Not at all	4.0%	5.9%	6.0%	10.0%	8.1%	7.2%	0.0%	3.7%	5.1%	
Total(n)	25	220	317	10	111	139	15	109	178	
Mean	4.04	3.72	3.70	4.10	3.66	3.58	4.00	3.78	3.79	
Standard deviation	1.14	1.18	1.16	1.29	1.20	1.17	1.07	1.16	1.15	
Significance	-			-			-			
Effect size	-	0.27	0.29	-	0.37	0.44	-	0.19	0.18	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	16.0%	8.6%	8.5%	10.0%	6.3%	5.0%	20.0%	10.9%	11.1%	
To a large extent	4.0%	12.2%	11.9%	0.0%	17.9%	15.8%	6.7%	6.4%	8.9%	
To some extent	20.0%	21.2%	21.3%	20.0%	17.9%	19.4%	20.0%	24.5%	22.8%	
To a small extent	24.0%	18.0%	18.8%	20.0%	18.8%	20.9%	26.7%	17.3%	17.2%	
Not at all	36.0%	40.1%	39.5%	50.0%	39.3%	38.8%	26.7%	40.9%	40.0%	
Total(n)	25	222	319	10	112	139	15	110	180	
Mean	2.40	2.31	2.31	2.00	2.33	2.27	2.67	2.29	2.34	
Standard deviation	1.44	1.33	1.32	1.33	1.32	1.27	1.50	1.35	1.37	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	-0.25	-0.21	-	0.28	0.24	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a very large extent	0.0%	1.3%	0.9%	0.0%	0.0%	0.0%	0.0%	2.7%	1.6%	
To a large extent	7.7%	3.1%	2.5%	0.0%	4.4%	3.5%	12.5%	1.8%	1.6%	

Washburn 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	0.0%	4.0%	4.3%	0.0%	6.2%	5.7%	0.0%	1.8%	3.3%	
To a small extent	7.7%	4.9%	5.0%	0.0%	6.2%	6.4%	12.5%	3.6%	3.8%	
Not at all	84.6%	86.7%	87.3%	100.0%	83.2%	84.4%	75.0%	90.2%	89.6%	
Total(n)	26	225	323	10	113	141	16	112	182	
Mean	1.31	1.28	1.25	1.00	1.32	1.28	1.50	1.23	1.22	
Standard deviation	0.84	0.79	0.73	0.00	0.78	0.73	1.03	0.81	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.41	-0.38	-	0.33	0.38	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	29.2%	36.8%	34.9%	40.0%	41.6%	37.3%	21.4%	31.5%	32.9%	
Good	62.5%	47.7%	50.9%	50.0%	44.6%	47.6%	71.4%	51.1%	53.7%	
Fair	8.3%	12.4%	12.0%	10.0%	8.9%	11.1%	7.1%	16.3%	12.8%	
Poor	0.0%	3.1%	2.2%	0.0%	5.0%	4.0%	0.0%	1.1%	0.7%	
Total(n)	24	193	275	10	101	126	14	92	149	
Mean	3.21	3.18	3.19	3.30	3.23	3.18	3.14	3.13	3.19	
Standard deviation	0.59	0.77	0.72	0.67	0.81	0.78	0.53	0.71	0.67	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.09	0.15	-	0.01	-0.07	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	18.2%	32.8%	32.4%	0.0%	31.8%	33.3%	22.2%	33.9%	31.6%	
Good	72.7%	53.9%	53.4%	100.0%	51.5%	49.4%	66.7%	56.5%	56.8%	
Fair	9.1%	10.2%	11.4%	0.0%	12.1%	12.3%	11.1%	8.1%	10.5%	
Poor	0.0%	3.1%	2.8%	0.0%	4.5%	4.9%	0.0%	1.6%	1.1%	
Total(n)	11	128	176	2	66	81	9	62	95	
Mean	3.09	3.16	3.15	3.00	3.11	3.11	3.11	3.23	3.19	
Standard deviation	0.54	0.73	0.73	0.00	0.79	0.81	0.60	0.66	0.66	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.14	-0.14	-	-0.18	-0.12	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	54.2%	55.6%	55.2%	55.6%	53.8%	52.6%	53.3%	57.4%	57.1%	



Washburn 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	45.8%	37.4%	39.3%	44.4%	41.5%	42.9%	46.7%	33.3%	36.6%		
Fair	0.0%	6.1%	4.5%	0.0%	4.7%	4.5%	0.0%	7.4%	4.6%		
Poor	0.0%	0.9%	1.0%	0.0%	0.0%	0.0%	0.0%	1.9%	1.7%		
Total(n)	24	214	308	9	106	133	15	108	175		
Mean	3.54	3.48	3.49	3.56	3.49	3.48	3.53	3.46	3.49		
Standard deviation	0.51	0.66	0.63	0.53	0.59	0.59	0.52	0.72	0.67		
Significance	-			-			-				
Effect size	-	0.09	0.08	-	0.12	0.14	-	0.10	0.06		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Salary</b>											
Very satisfied	19.2%	19.6%	18.6%	40.0%	24.1%	21.6%	6.3%	15.2%	16.3%		
Satisfied	38.5%	43.3%	43.7%	30.0%	40.2%	42.4%	43.8%	46.4%	44.6%		
Marginally satisfied	19.2%	22.8%	23.8%	30.0%	23.2%	24.5%	12.5%	22.3%	23.4%		
Not satisfied	23.1%	14.3%	13.9%	0.0%	12.5%	11.5%	37.5%	16.1%	15.8%		
Total(n)	26	224	323	10	112	139	16	112	184		
Mean	2.54	2.68	2.67	3.10	2.76	2.74	2.19	2.61	2.61		
Standard deviation	1.07	0.95	0.94	0.88	0.96	0.93	1.05	0.93	0.94		
Significance	-			-			-				
Effect size	-	-0.15	-0.14	-	0.35	0.39	-	-0.45	-0.45		
<b>Health benefits</b>											
Very satisfied	37.0%	29.0%	29.7%	50.0%	29.5%	28.6%	29.4%	28.6%	30.6%		
Satisfied	40.7%	47.3%	47.7%	30.0%	42.0%	44.3%	47.1%	52.7%	50.3%		
Marginally satisfied	14.8%	17.0%	15.2%	20.0%	21.4%	20.0%	11.8%	12.5%	11.5%		
Not satisfied	7.4%	6.7%	7.4%	0.0%	7.1%	7.1%	11.8%	6.3%	7.7%		
Total(n)	27	224	323	10	112	140	17	112	183		
Mean	3.07	2.99	3.00	3.30	2.94	2.94	2.94	3.04	3.04		
Standard deviation	0.92	0.85	0.87	0.82	0.89	0.88	0.97	0.82	0.85		
Significance	-			-			-				
Effect size	-	0.09	0.08	-	0.40	0.41	-	-0.12	-0.12		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Retirement benefits</b>											
Very satisfied	40.0%	27.4%	28.2%	50.0%	24.8%	25.5%	33.3%	30.0%	30.2%		
Satisfied	40.0%	45.2%	46.1%	30.0%	45.0%	47.4%	46.7%	45.5%	45.1%		
Marginally satisfied	20.0%	19.2%	17.6%	20.0%	19.3%	16.8%	20.0%	19.1%	18.1%		
Not satisfied	0.0%	8.2%	8.2%	0.0%	11.0%	10.2%	0.0%	5.5%	6.6%		
Total(n)	25	219	319	10	109	137	15	110	182		
Mean	3.20	2.92	2.94	3.30	2.83	2.88	3.13	3.00	2.99		
Standard deviation	0.76	0.89	0.88	0.82	0.93	0.91	0.74	0.85	0.87		
Significance	-			-			-				
Effect size	-	0.31	0.30	-	0.51	0.46	-	0.15	0.16		
<b>Opportunity for scholarly pursuits</b>											
Very satisfied	18.5%	22.9%	22.4%	30.0%	23.6%	24.6%	11.8%	22.1%	20.8%		
Satisfied	33.3%	45.3%	43.6%	40.0%	47.3%	45.7%	29.4%	43.4%	42.1%		

Washburn 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	33.3%	22.9%	23.1%	20.0%	19.1%	18.8%	41.2%	26.5%	26.2%	
Not satisfied	14.8%	9.0%	10.9%	10.0%	10.0%	10.9%	17.6%	8.0%	10.9%	
Total(n)	27	223	321	10	110	138	17	113	183	
Mean	2.56	2.82	2.78	2.90	2.85	2.84	2.35	2.80	2.73	
Standard deviation	0.97	0.89	0.92	0.99	0.90	0.92	0.93	0.88	0.91	
Significance	-			-			-			
Effect size	-	-0.29	-0.24	-	0.06	0.07	-	-0.51	-0.42	
<b>Teaching load</b>										
Very satisfied	23.1%	23.7%	22.0%	30.0%	27.9%	26.8%	18.8%	19.5%	18.5%	
Satisfied	30.8%	52.7%	51.6%	40.0%	52.3%	52.9%	25.0%	53.1%	50.5%	
Marginally satisfied	26.9%	16.5%	17.1%	20.0%	15.3%	14.5%	31.3%	17.7%	19.0%	
Not satisfied	19.2%	7.1%	9.3%	10.0%	4.5%	5.8%	25.0%	9.7%	12.0%	
Total(n)	26	224	322	10	111	138	16	113	184	
Mean	2.58	2.93	2.86	2.90	3.04	3.01	2.38	2.82	2.76	
Standard deviation	1.06	0.83	0.86	0.99	0.79	0.81	1.09	0.86	0.89	
Significance	-	*		-			-			
Effect size	-	-0.42	-0.33	-	-0.18	-0.14	-	-0.51	-0.43	
<b>Quality of students</b>										
Very satisfied	7.4%	17.0%	20.4%	10.0%	11.7%	13.0%	5.9%	22.1%	25.8%	
Satisfied	63.0%	49.1%	52.2%	70.0%	52.3%	54.3%	58.8%	46.0%	50.5%	
Marginally satisfied	22.2%	25.9%	21.3%	10.0%	26.1%	23.2%	29.4%	25.7%	19.9%	
Not satisfied	7.4%	8.0%	6.2%	10.0%	9.9%	9.4%	5.9%	6.2%	3.8%	
Total(n)	27	224	324	10	111	138	17	113	186	
Mean	2.70	2.75	2.87	2.80	2.66	2.71	2.65	2.84	2.98	
Standard deviation	0.72	0.83	0.80	0.79	0.81	0.81	0.70	0.84	0.78	
Significance	-			-			-			
Effect size	-	-0.06	-0.21	-	0.17	0.11	-	-0.23	-0.42	
<b>Autonomy and independence</b>										
Very satisfied	50.0%	40.2%	41.2%	60.0%	43.2%	43.2%	43.8%	37.2%	39.8%	
Satisfied	38.5%	47.8%	46.5%	20.0%	41.4%	42.4%	50.0%	54.0%	49.5%	
Marginally satisfied	11.5%	9.4%	9.5%	20.0%	11.7%	10.8%	6.3%	7.1%	8.6%	
Not satisfied	0.0%	2.7%	2.8%	0.0%	3.6%	3.6%	0.0%	1.8%	2.2%	
Total(n)	26	224	325	10	111	139	16	113	186	
Mean	3.38	3.25	3.26	3.40	3.24	3.25	3.38	3.27	3.27	
Standard deviation	0.70	0.74	0.74	0.84	0.80	0.79	0.62	0.67	0.71	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.20	0.19	-	0.16	0.15	
<b>Departmental leadership</b>										
Very satisfied	33.3%	30.5%	32.1%	30.0%	30.4%	30.7%	35.3%	30.6%	33.2%	
Satisfied	25.9%	37.7%	38.3%	20.0%	39.3%	40.7%	29.4%	36.0%	36.4%	
Marginally satisfied	22.2%	18.8%	19.1%	30.0%	18.8%	19.3%	17.6%	18.9%	19.0%	
Not satisfied	18.5%	13.0%	10.5%	20.0%	11.6%	9.3%	17.6%	14.4%	11.4%	
Total(n)	27	223	324	10	112	140	17	111	184	
Mean	2.74	2.86	2.92	2.60	2.88	2.93	2.82	2.83	2.91	
Standard deviation	1.13	1.00	0.96	1.17	0.97	0.93	1.13	1.03	0.99	

Washburn 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	-	-0.12	-0.19	-	-0.29	-0.35	-	-0.01	-0.09	
<b>Departmental support for work/life balance</b>										
Very satisfied	24.0%	21.7%	23.4%	11.1%	23.4%	25.2%	31.3%	20.0%	22.1%	
Satisfied	28.0%	43.9%	44.7%	44.4%	45.9%	48.2%	18.8%	41.8%	42.0%	
Marginally satisfied	28.0%	23.5%	21.6%	33.3%	21.6%	19.4%	25.0%	25.5%	23.2%	
Not satisfied	20.0%	10.9%	10.3%	11.1%	9.0%	7.2%	25.0%	12.7%	12.7%	
Total(n)	25	221	320	9	111	139	16	110	181	
Mean	2.56	2.76	2.81	2.56	2.84	2.91	2.56	2.69	2.73	
Standard deviation	1.08	0.91	0.91	0.88	0.89	0.86	1.21	0.94	0.95	
Significance	-			-			-			
Effect size	-	-0.22	-0.27	-	-0.31	-0.41	-	-0.14	-0.18	
<b>Institutional support for work/life balance</b>										
Very satisfied	23.1%	15.5%	16.1%	20.0%	17.0%	17.1%	25.0%	13.9%	15.3%	
Satisfied	26.9%	41.8%	43.5%	40.0%	45.5%	48.6%	18.8%	38.0%	39.5%	
Marginally satisfied	23.1%	25.9%	25.9%	20.0%	21.4%	20.7%	25.0%	30.6%	29.9%	
Not satisfied	26.9%	16.8%	14.5%	20.0%	16.1%	13.6%	31.3%	17.6%	15.3%	
Total(n)	26	220	317	10	112	140	16	108	177	
Mean	2.46	2.56	2.61	2.60	2.63	2.69	2.38	2.48	2.55	
Standard deviation	1.14	0.95	0.92	1.07	0.95	0.91	1.20	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.03	-0.10	-	-0.11	-0.18	
<b>Prospects for career advancement</b>										
Very satisfied	24.0%	16.0%	15.7%	22.2%	18.2%	16.7%	25.0%	13.8%	14.9%	
Satisfied	44.0%	46.1%	48.6%	66.7%	47.3%	50.0%	31.3%	45.0%	47.5%	
Marginally satisfied	24.0%	26.5%	24.5%	11.1%	24.5%	22.5%	31.3%	28.4%	26.0%	
Not satisfied	8.0%	11.4%	11.3%	0.0%	10.0%	10.9%	12.5%	12.8%	11.6%	
Total(n)	25	219	319	9	110	138	16	109	181	
Mean	2.84	2.67	2.69	3.11	2.74	2.72	2.69	2.60	2.66	
Standard deviation	0.90	0.88	0.87	0.60	0.87	0.87	1.01	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.19	0.17	-	0.43	0.45	-	0.10	0.03	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	18.5%	17.1%	15.3%	40.0%	21.6%	19.4%	5.9%	12.6%	12.2%	
Satisfied	44.4%	40.1%	40.6%	50.0%	40.5%	43.9%	41.2%	39.6%	38.1%	
Marginally satisfied	18.5%	24.8%	26.6%	0.0%	26.1%	25.2%	29.4%	23.4%	27.6%	
Not satisfied	18.5%	18.0%	17.5%	10.0%	11.7%	11.5%	23.5%	24.3%	22.1%	
Total(n)	27	222	320	10	111	139	17	111	181	
Mean	2.63	2.56	2.54	3.20	2.72	2.71	2.29	2.41	2.40	
Standard deviation	1.01	0.98	0.95	0.92	0.94	0.91	0.92	0.99	0.96	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.51	0.54	-	-0.12	-0.11	

Washburn 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	53.8%	42.6%	42.7%	70.0%	47.7%	46.4%	43.8%	37.5%	39.9%	
Satisfied	34.6%	48.0%	46.7%	20.0%	44.1%	46.4%	43.8%	51.8%	47.0%	
Marginally satisfied	7.7%	7.2%	8.4%	0.0%	7.2%	6.5%	12.5%	7.1%	9.8%	
Not satisfied	3.8%	2.2%	2.2%	10.0%	0.9%	0.7%	0.0%	3.6%	3.3%	
Total(n)	26	223	321	10	111	138	16	112	183	
Mean	3.38	3.31	3.30	3.50	3.39	3.38	3.31	3.23	3.23	
Standard deviation	0.80	0.70	0.71	0.97	0.66	0.64	0.70	0.73	0.76	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.17	0.19	-	0.11	0.11	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	33.3%	33.3%	33.1%	50.0%	39.1%	37.7%	23.5%	27.7%	29.7%	
Satisfied	44.4%	47.3%	48.1%	30.0%	47.3%	48.6%	52.9%	47.3%	47.8%	
Marginally satisfied	18.5%	14.0%	14.4%	20.0%	10.0%	10.1%	17.6%	17.9%	17.6%	
Not satisfied	3.7%	5.4%	4.4%	0.0%	3.6%	3.6%	5.9%	7.1%	4.9%	
Total(n)	27	222	320	10	110	138	17	112	182	
Mean	3.07	3.09	3.10	3.30	3.22	3.20	2.94	2.96	3.02	
Standard deviation	0.83	0.83	0.80	0.82	0.77	0.77	0.83	0.86	0.82	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.10	0.13	-	-0.02	-0.10	
<b>Overall job satisfaction</b>										
Very satisfied	42.3%	26.4%	27.8%	60.0%	27.9%	28.8%	31.3%	24.8%	27.1%	
Satisfied	42.3%	56.4%	56.3%	30.0%	53.2%	56.1%	50.0%	59.6%	56.4%	
Marginally satisfied	15.4%	14.5%	13.4%	10.0%	15.3%	12.2%	18.8%	13.8%	14.4%	
Not satisfied	0.0%	2.7%	2.5%	0.0%	3.6%	2.9%	0.0%	1.8%	2.2%	
Total(n)	26	220	320	10	111	139	16	109	181	
Mean	3.27	3.06	3.09	3.50	3.05	3.11	3.13	3.07	3.08	
Standard deviation	0.72	0.72	0.71	0.71	0.76	0.72	0.72	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.29	0.25	-	0.59	0.54	-	0.09	0.07	
<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	4.2%	15.9%	16.2%	11.1%	14.4%	13.7%	0.0%	17.3%	18.0%	
Somewhat	50.0%	46.6%	49.2%	77.8%	41.3%	45.0%	33.3%	51.9%	52.3%	
Not at all	45.8%	37.5%	34.7%	11.1%	44.2%	41.2%	66.7%	30.8%	29.7%	
Total(n)	24	208	303	9	104	131	15	104	172	
Mean	1.58	1.78	1.82	2.00	1.70	1.73	1.33	1.87	1.88	
Standard deviation	0.58	0.70	0.69	0.50	0.71	0.69	0.49	0.68	0.68	
Significance	-			-			-	**	**	
Effect size	-	-0.29	-0.35	-	0.42	0.39	-	-0.79	-0.81	
<b>Child care</b>										
Extensive	18.8%	13.6%	14.4%	12.5%	11.1%	9.8%	25.0%	16.7%	19.1%	

Washburn 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	25.0%	31.8%	31.5%	37.5%	30.6%	29.3%	12.5%	33.3%	33.7%	
Not at all	56.3%	54.5%	54.1%	50.0%	58.3%	60.9%	62.5%	50.0%	47.2%	
Total(n)	16	132	181	8	72	92	8	60	89	
Mean	1.63	1.59	1.60	1.63	1.53	1.49	1.63	1.67	1.72	
Standard deviation	0.81	0.72	0.73	0.74	0.69	0.67	0.92	0.75	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.04	-	0.14	0.21	-	-0.05	-0.12	
<b>My physical health</b>										
Extensive	4.3%	9.3%	11.5%	11.1%	8.7%	8.5%	0.0%	10.0%	13.9%	
Somewhat	60.9%	44.6%	42.7%	55.6%	42.3%	42.3%	64.3%	47.0%	43.0%	
Not at all	34.8%	46.1%	45.8%	33.3%	49.0%	49.2%	35.7%	43.0%	43.0%	
Total(n)	23	204	295	9	104	130	14	100	165	
Mean	1.70	1.63	1.66	1.78	1.60	1.59	1.64	1.67	1.71	
Standard deviation	0.56	0.65	0.68	0.67	0.65	0.64	0.50	0.65	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.06	-	0.28	0.30	-	-0.05	-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>Review/promotion process</b>										
Extensive	11.8%	10.9%	13.0%	12.5%	10.5%	12.7%	11.1%	11.2%	13.2%	
Somewhat	29.4%	43.5%	45.8%	25.0%	34.7%	33.9%	33.3%	52.8%	55.6%	
Not at all	58.8%	45.7%	41.2%	62.5%	54.7%	53.4%	55.6%	36.0%	31.3%	
Total(n)	17	184	262	8	95	118	9	89	144	
Mean	1.53	1.65	1.72	1.50	1.56	1.59	1.56	1.75	1.82	
Standard deviation	0.72	0.67	0.68	0.76	0.68	0.71	0.73	0.64	0.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.18	-0.28	-	-0.09	-0.13	-	-0.30	-0.41	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	0.0%	4.9%	4.9%	0.0%	2.1%	2.6%	0.0%	7.7%	6.8%	
Somewhat	38.1%	21.6%	22.0%	28.6%	14.9%	15.5%	42.9%	28.6%	27.0%	
Not at all	61.9%	73.5%	73.1%	71.4%	83.0%	81.9%	57.1%	63.7%	66.2%	
Total(n)	21	185	264	7	94	116	14	91	148	
Mean	1.38	1.31	1.32	1.29	1.19	1.21	1.43	1.44	1.41	
Standard deviation	0.50	0.56	0.56	0.49	0.45	0.47	0.51	0.64	0.62	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.11	-	0.22	0.17	-	-0.02	0.03	
<b>Committee work</b>										
Extensive	26.9%	18.4%	18.4%	40.0%	17.6%	15.7%	18.8%	19.2%	20.5%	
Somewhat	53.8%	49.5%	48.5%	50.0%	46.3%	48.5%	56.3%	52.9%	48.5%	
Not at all	19.2%	32.1%	33.1%	10.0%	36.1%	35.8%	25.0%	27.9%	31.0%	
Total(n)	26	212	305	10	108	134	16	104	171	
Mean	2.08	1.86	1.85	2.30	1.81	1.80	1.94	1.91	1.89	
Standard deviation	0.69	0.70	0.70	0.67	0.71	0.69	0.68	0.68	0.71	

Washburn 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	0.33	-	0.69	0.72	-	0.04	0.07	
<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	11.5%	11.7%	14.0%	10.0%	10.3%	11.2%	12.5%	13.1%	16.1%	
Somewhat	65.4%	50.0%	46.4%	60.0%	48.6%	47.8%	68.8%	51.4%	45.4%	
Not at all	23.1%	38.3%	39.6%	30.0%	41.1%	41.0%	18.8%	35.5%	38.5%	
Total(n)	26	214	308	10	107	134	16	107	174	
Mean	1.88	1.73	1.74	1.80	1.69	1.70	1.94	1.78	1.78	
Standard deviation	0.59	0.66	0.69	0.63	0.65	0.66	0.57	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.23	0.20	-	0.17	0.15	-	0.24	0.23	
<b>Students</b>										
Extensive	3.7%	8.3%	8.3%	0.0%	8.2%	8.0%	5.9%	8.4%	8.5%	
Somewhat	59.3%	53.9%	54.8%	50.0%	43.6%	45.7%	64.7%	64.5%	61.9%	
Not at all	37.0%	37.8%	36.9%	50.0%	48.2%	46.4%	29.4%	27.1%	29.5%	
Total(n)	27	217	314	10	110	138	17	107	176	
Mean	1.67	1.71	1.71	1.50	1.60	1.62	1.76	1.81	1.79	
Standard deviation	0.55	0.61	0.61	0.53	0.64	0.63	0.56	0.57	0.58	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.16	-0.19	-	-0.09	-0.05	
<b>Research or publishing demands</b>										
Extensive	12.5%	28.2%	26.1%	10.0%	22.9%	22.3%	14.3%	33.7%	29.0%	
Somewhat	58.3%	48.3%	47.8%	60.0%	46.7%	47.7%	57.1%	50.0%	47.9%	
Not at all	29.2%	23.4%	26.1%	30.0%	30.5%	30.0%	28.6%	16.3%	23.1%	
Total(n)	24	209	299	10	105	130	14	104	169	
Mean	1.83	2.05	2.00	1.80	1.92	1.92	1.86	2.17	2.06	
Standard deviation	0.64	0.72	0.72	0.63	0.73	0.72	0.66	0.69	0.72	
Significance	-			-			-			
Effect size	-	-0.31	-0.24	-	-0.16	-0.17	-	-0.45	-0.28	
<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	11.1%	30.4%	27.6%	10.0%	29.0%	25.2%	11.8%	31.8%	29.5%	
Somewhat	51.9%	49.5%	49.4%	60.0%	50.5%	52.6%	47.1%	48.6%	46.8%	
Not at all	37.0%	20.1%	23.1%	30.0%	20.6%	22.2%	41.2%	19.6%	23.7%	
Total(n)	27	214	308	10	107	135	17	107	173	
Mean	1.74	2.10	2.05	1.80	2.08	2.03	1.71	2.12	2.06	
Standard deviation	0.66	0.70	0.71	0.63	0.70	0.69	0.69	0.71	0.73	
Significance	-	*	*	-			-	*		
Effect size	-	-0.51	-0.44	-	-0.40	-0.33	-	-0.58	-0.48	

Washburn 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	16.7%	10.8%	13.9%	10.0%	6.5%	7.4%	21.4%	15.2%	18.9%	
Somewhat	50.0%	42.5%	41.9%	40.0%	36.4%	38.5%	57.1%	48.6%	44.6%	
Not at all	33.3%	46.7%	44.2%	50.0%	57.0%	54.1%	21.4%	36.2%	36.6%	
Total(n)	24	212	310	10	107	135	14	105	175	
Mean	1.83	1.64	1.70	1.60	1.50	1.53	2.00	1.79	1.82	
Standard deviation	0.70	0.67	0.70	0.70	0.62	0.63	0.68	0.69	0.73	
Significance	-			-			-			
Effect size	-	0.28	0.19	-	0.16	0.11	-	0.30	0.25	
<b>Lack of personal time</b>										
Extensive	34.6%	24.7%	24.1%	44.4%	19.8%	19.4%	29.4%	29.4%	27.7%	
Somewhat	34.6%	47.0%	46.9%	44.4%	45.3%	44.8%	29.4%	48.6%	48.6%	
Not at all	30.8%	28.4%	28.9%	11.1%	34.9%	35.8%	41.2%	22.0%	23.7%	
Total(n)	26	215	311	9	106	134	17	109	177	
Mean	2.04	1.96	1.95	2.33	1.85	1.84	1.88	2.07	2.04	
Standard deviation	0.82	0.73	0.73	0.71	0.73	0.73	0.86	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.66	0.67	-	-0.26	-0.22	
<b>Job security</b>										
Extensive	8.7%	9.9%	8.4%	20.0%	11.8%	10.1%	0.0%	7.9%	7.1%	
Somewhat	21.7%	32.0%	29.8%	10.0%	25.5%	24.8%	30.8%	38.6%	33.5%	
Not at all	69.6%	58.1%	61.9%	70.0%	62.7%	65.1%	69.2%	53.5%	59.4%	
Total(n)	23	203	299	10	102	129	13	101	170	
Mean	1.39	1.52	1.46	1.50	1.49	1.45	1.31	1.54	1.48	
Standard deviation	0.66	0.67	0.65	0.85	0.70	0.67	0.48	0.64	0.63	
Significance	-			-			-			
Effect size	-	-0.19	-0.11	-	0.01	0.07	-	-0.36	-0.27	
<b>Self-imposed high expectations</b>										
Extensive	38.5%	33.8%	33.4%	70.0%	35.5%	33.3%	18.8%	32.1%	33.5%	
Somewhat	46.2%	52.3%	53.2%	20.0%	49.5%	51.9%	62.5%	55.0%	54.2%	
Not at all	15.4%	13.9%	13.4%	10.0%	15.0%	14.8%	18.8%	12.8%	12.3%	
Total(n)	26	216	314	10	107	135	16	109	179	
Mean	2.23	2.20	2.20	2.60	2.21	2.19	2.00	2.19	2.21	
Standard deviation	0.71	0.66	0.66	0.70	0.68	0.67	0.63	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.57	0.61	-	-0.29	-0.33	
<b>Increased work responsibilities</b>										
Extensive	24.0%	28.3%	29.7%	22.2%	20.0%	20.3%	25.0%	36.4%	36.7%	
Somewhat	60.0%	48.6%	47.7%	55.6%	51.4%	51.1%	62.5%	45.8%	45.2%	
Not at all	16.0%	23.1%	22.6%	22.2%	28.6%	28.6%	12.5%	17.8%	18.1%	
Total(n)	25	212	310	9	105	133	16	107	177	
Mean	2.08	2.05	2.07	2.00	1.91	1.92	2.13	2.19	2.19	
Standard deviation	0.64	0.72	0.72	0.71	0.69	0.70	0.62	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.01	-	0.13	0.11	-	-0.08	-0.08	

Washburn 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	29.6%	41.8%	32.8%	20.0%	36.4%	31.6%	35.3%	47.3%	33.7%	
Somewhat	44.4%	43.6%	45.5%	40.0%	50.0%	47.8%	47.1%	37.3%	43.6%	
Not at all	25.9%	14.5%	21.8%	40.0%	13.6%	20.6%	17.6%	15.5%	22.7%	
Total(n)	27	220	308	10	110	136	17	110	172	
Mean	2.04	2.27	2.11	1.80	2.23	2.11	2.18	2.32	2.11	
Standard deviation	0.76	0.70	0.73	0.79	0.67	0.72	0.73	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.33	-0.10	-	-0.64	-0.43	-	-0.19	0.09	
<b>Have you been sexually harassed at this institution?</b>										
Yes	10.7%	6.5%	5.1%	9.1%	2.6%	2.1%	11.8%	10.3%	7.4%	
No	89.3%	93.5%	94.9%	90.9%	97.4%	97.9%	88.2%	89.7%	92.6%	
Total(n)	28	230	332	11	114	142	17	116	190	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	12.0%	30.0%	30.5%	11.1%	28.7%	28.7%	12.5%	31.3%	31.9%	
No	88.0%	70.0%	69.5%	88.9%	71.3%	71.3%	87.5%	68.8%	68.1%	
Total(n)	25	220	321	9	108	136	16	112	185	
<b>Considered leaving this institution for another?</b>										
Yes	57.7%	47.7%	43.3%	55.6%	43.1%	40.9%	58.8%	52.2%	45.2%	
No	42.3%	52.3%	56.7%	44.4%	56.9%	59.1%	41.2%	47.8%	54.8%	
Total(n)	26	222	323	9	109	137	17	113	186	



Washburn 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	68.0%	60.3%	63.1%	77.8%	61.1%	61.8%	62.5%	59.5%	64.1%	
No	32.0%	39.7%	36.9%	22.2%	38.9%	38.2%	37.5%	40.5%	35.9%	
Total(n)	25	219	320	9	108	136	16	111	184	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	23.1%	24.9%	26.7%	33.3%	26.9%	25.7%	17.6%	23.0%	27.4%	
No	76.9%	75.1%	73.3%	66.7%	73.1%	74.3%	82.4%	77.0%	72.6%	
Total(n)	26	221	322	9	108	136	17	113	186	
<b>Sought an early promotion?</b>										
Yes	4.0%	3.7%	5.0%	0.0%	4.7%	5.2%	6.3%	2.7%	4.9%	
No	96.0%	96.3%	95.0%	100.0%	95.3%	94.8%	93.8%	97.3%	95.1%	
Total(n)	25	217	318	9	106	134	16	111	184	
<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	7.7%	57.3%	43.3%	10.0%	52.3%	46.0%	6.3%	62.2%	41.2%	
No	92.3%	42.7%	56.7%	90.0%	47.7%	54.0%	93.8%	37.8%	58.8%	
Total(n)	26	220	319	10	109	137	16	111	182	
<b>Do you plan to retire within the next three years?</b>										
Yes	14.8%	18.2%	18.4%	20.0%	19.3%	19.0%	11.8%	17.1%	18.0%	
No	85.2%	81.8%	81.6%	80.0%	80.7%	81.0%	88.2%	82.9%	82.0%	
Total(n)	27	220	320	10	109	137	17	111	183	
<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	15.4%	7.2%	6.5%	10.0%	2.8%	2.9%	18.8%	11.6%	9.2%	
No	84.6%	92.8%	93.5%	90.0%	97.2%	97.1%	81.3%	88.4%	90.8%	
Total(n)	26	221	321	10	109	137	16	112	184	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	44.4%	36.9%	36.5%	40.0%	40.0%	39.9%	47.1%	33.9%	34.1%	
No	55.6%	63.1%	63.5%	60.0%	60.0%	60.1%	52.9%	66.1%	65.9%	
Total(n)	27	222	323	10	110	138	17	112	185	
<b>Citizenship status:</b>										
U.S. citizen	100.0%	93.0%	94.8%	100.0%	89.3%	90.7%	100.0%	96.6%	97.9%	
Permanent resident (green card)	0.0%	6.6%	4.8%	0.0%	9.8%	8.6%	0.0%	3.4%	2.1%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	28	228	330	11	112	140	17	116	190	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Conservative	14.3%	12.0%	12.9%	27.3%	10.7%	11.4%	5.9%	13.3%	14.1%	
Middle of the road	32.1%	32.4%	34.5%	9.1%	36.6%	38.6%	47.1%	28.3%	31.4%	
Liberal	53.6%	44.9%	43.1%	63.6%	43.8%	41.4%	47.1%	46.0%	44.3%	

Washburn 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	0.0%	10.2%	9.2%	0.0%	8.0%	7.9%	0.0%	12.4%	10.3%	
Total(n)	28	225	325	11	112	140	17	113	185	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	57.7%	40.4%	46.3%	50.0%	32.4%	40.3%	62.5%	48.2%	50.8%	
Probably yes	30.8%	36.0%	33.7%	40.0%	40.5%	36.7%	25.0%	31.6%	31.6%	
Not sure	7.7%	14.2%	12.0%	10.0%	18.9%	16.5%	6.3%	9.6%	8.6%	
Probably no	3.8%	6.7%	5.5%	0.0%	5.4%	4.3%	6.3%	7.9%	6.4%	
Definitely no	0.0%	2.7%	2.5%	0.0%	2.7%	2.2%	0.0%	2.6%	2.7%	
Total(n)	26	225	326	10	111	139	16	114	187	
Mean	4.42	4.05	4.16	4.40	3.95	4.09	4.44	4.15	4.21	
Standard deviation	0.81	1.03	1.00	0.70	0.99	0.97	0.89	1.06	1.03	
Significance	-			-			-			
Effect size	-	0.36	0.26	-	0.45	0.32	-	0.27	0.22	
<b>Still want to be a college professor?</b>										
Definitely yes	77.8%	71.8%	70.7%	90.0%	72.3%	71.4%	70.6%	71.3%	70.2%	
Probably yes	18.5%	23.3%	24.4%	10.0%	22.3%	22.9%	23.5%	24.3%	25.5%	
Not sure	0.0%	3.5%	4.0%	0.0%	3.6%	4.3%	0.0%	3.5%	3.7%	
Probably no	3.7%	0.9%	0.6%	0.0%	0.9%	0.7%	5.9%	0.9%	0.5%	
Definitely no	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Total(n)	27	227	328	10	112	140	17	115	188	
Mean	4.70	4.65	4.65	4.90	4.64	4.64	4.59	4.66	4.65	
Standard deviation	0.67	0.64	0.62	0.32	0.68	0.67	0.80	0.59	0.58	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.38	0.39	-	-0.12	-0.10	
<b>Salary for part-time faculty</b>										
Less than \$5,000	0.0%	100.0%	27.3%	0.0%	100.0%	33.3%	0.0%	100.0%	25.0%	
\$5,000-9,999	0.0%	0.0%	9.1%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	

2016-17 HERI Faculty Survey  
**Institutional Profile Report**  
 Graduate Faculty

Washburn 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%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
\$40,000-44,999	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
\$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%	9.1%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
\$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%	
<b>Total(n)</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>8</b>	
<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%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$2,000-2,499	0.0%	33.3%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	
\$2,500-2,999	0.0%	33.3%	36.4%	0.0%	50.0%	50.0%	0.0%	0.0%	28.6%	
\$3,000-3,499	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$3,500-3,999	100.0%	33.3%	18.2%	100.0%	50.0%	25.0%	0.0%	0.0%	14.3%	
\$4,000-4,499	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

Washburn 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%	9.1%	0.0%	0.0%	25.0%	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%	
<b>Total(n)</b>	<b>1</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>7</b>	
<b>Highest Degree Earned</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.)	7.1%	5.7%	7.3%	0.0%	4.5%	5.0%	11.8%	6.9%	9.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	1.3%	1.2%	0.0%	0.9%	0.7%	0.0%	1.7%	1.6%	
J.D.	42.9%	6.1%	4.6%	54.5%	7.1%	6.4%	35.3%	5.2%	3.2%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	7.9%	5.5%	0.0%	10.7%	8.6%	0.0%	5.2%	3.2%	
Ph.D.	28.6%	65.8%	63.4%	27.3%	67.0%	67.1%	29.4%	64.7%	60.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	21.4%	10.1%	15.9%	18.2%	8.9%	11.4%	23.5%	11.2%	19.1%	
Other degree	0.0%	3.1%	2.1%	0.0%	0.9%	0.7%	0.0%	5.2%	3.2%	
<b>Total(n)</b>	<b>28</b>	<b>228</b>	<b>328</b>	<b>11</b>	<b>112</b>	<b>140</b>	<b>17</b>	<b>116</b>	<b>188</b>	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	7.1%	3.6%	3.5%	9.1%	3.6%	4.4%	5.9%	3.6%	2.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	2.3%	2.5%	0.0%	0.9%	0.7%	0.0%	3.6%	3.9%	
Other degree	3.6%	0.5%	0.6%	9.1%	0.9%	0.7%	0.0%	0.0%	0.6%	
None	89.3%	93.7%	93.4%	81.8%	94.5%	94.2%	94.1%	92.8%	92.8%	
Total(n)	28	221	318	11	110	137	17	111	181	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	6.3%	4.5%	6.0%	7.7%	4.6%	6.3%	5.3%	4.3%	5.8%	
Dean (associate or assistant)	15.6%	3.7%	3.6%	0.0%	2.6%	2.5%	26.3%	4.8%	4.5%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Other	25.0%	15.8%	15.8%	23.1%	15.5%	14.2%	26.3%	16.1%	17.2%	
Not applicable	37.5%	34.5%	35.3%	46.2%	32.5%	33.1%	31.6%	36.6%	37.1%	
Total(n)	32	380	530	13	194	239	19	186	291	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	96.4%	79.7%	83.1%	90.9%	68.5%	71.7%	100.0%	91.0%	91.7%	

2016-17 HERI Faculty Survey  
**Institutional Profile Report**  
 Graduate Faculty

Washburn 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	3.6%	5.9%	6.0%	9.1%	8.1%	8.7%	0.0%	3.6%	3.9%	
American Indian/Alaska Native	0.0%	1.4%	1.6%	0.0%	1.8%	1.4%	0.0%	0.9%	1.7%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	3.6%	2.8%	0.0%	6.3%	5.1%	0.0%	0.9%	1.1%	
Filipino	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	3.6%	7.2%	5.3%	9.1%	11.7%	10.1%	0.0%	2.7%	1.7%	
Other Asian	0.0%	0.9%	0.6%	0.0%	1.8%	1.4%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	

Washburn 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%	0.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.9%	1.1%	
Other Latino	0.0%	2.3%	1.6%	0.0%	2.7%	2.2%	0.0%	1.8%	1.1%	
Other	7.1%	3.2%	2.5%	9.1%	3.6%	2.9%	5.9%	2.7%	2.2%	
Total(n)	28	222	319	11	111	138	17	111	181	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Asian	0.0%	10.8%	8.2%	0.0%	18.9%	15.9%	0.0%	2.7%	2.2%	
Black	0.0%	5.4%	5.3%	0.0%	7.2%	8.0%	0.0%	3.6%	3.3%	
Hispanic	0.0%	2.7%	1.9%	0.0%	2.7%	2.2%	0.0%	2.7%	1.7%	
White	89.3%	75.7%	79.6%	81.8%	64.9%	68.8%	94.1%	86.5%	87.8%	
Other	3.6%	1.4%	0.9%	9.1%	2.7%	2.2%	0.0%	0.0%	0.0%	
Two or more races/ethnicities	7.1%	4.1%	3.8%	9.1%	3.6%	2.9%	5.9%	4.5%	4.4%	
Total (n)	28	222	319	11	111	138	17	111	181	
<b>Is English your native language?</b>										
Yes	92.9%	87.7%	91.5%	90.9%	80.4%	84.3%	94.1%	94.8%	96.8%	
No	7.1%	12.3%	8.5%	9.1%	19.6%	15.7%	5.9%	5.2%	3.2%	
Total(n)	28	227	328	11	112	140	17	115	188	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	96.4%	92.3%	92.8%	100.0%	96.3%	97.0%	94.1%	88.6%	89.7%	
Gay	0.0%	0.9%	0.6%	0.0%	1.9%	1.5%	0.0%	0.0%	0.0%	
Lesbian	3.6%	3.2%	3.1%	0.0%	0.0%	0.0%	5.9%	6.1%	5.4%	
Bisexual	0.0%	0.9%	1.3%	0.0%	0.0%	0.0%	0.0%	1.8%	2.2%	
Queer	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Other	0.0%	2.3%	1.9%	0.0%	0.9%	0.7%	0.0%	3.5%	2.7%	
Total (n)	28	222	319	11	108	135	17	114	184	
<b>Do you identify as transgender?</b>										
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	28	223	321	11	110	137	17	113	184	
<b>Are you currently: (Mark one)</b>										
Single	3.6%	9.0%	9.3%	9.1%	2.7%	2.9%	0.0%	15.2%	14.2%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	1.3%	1.6%	0.0%	0.0%	0.7%	0.0%	2.7%	2.2%	
Married	82.1%	80.3%	78.6%	90.9%	91.9%	89.9%	76.5%	68.8%	69.9%	
Unmarried, living with partner	0.0%	2.2%	2.8%	0.0%	1.8%	2.2%	0.0%	2.7%	3.3%	
Separated	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Divorced	10.7%	5.8%	5.6%	0.0%	2.7%	3.6%	17.6%	8.9%	7.1%	
Widowed	3.6%	1.3%	1.6%	0.0%	0.9%	0.7%	5.9%	1.8%	2.2%	
Total(n)	28	223	322	11	111	139	17	112	183	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	42.9%	55.4%	57.8%	33.3%	54.5%	54.4%	50.0%	56.2%	60.4%	
1	23.8%	19.8%	19.0%	22.2%	19.3%	18.4%	25.0%	20.2%	19.4%	

Washburn 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	23.8%	18.6%	17.4%	33.3%	19.3%	20.2%	16.7%	18.0%	15.3%	
3	4.8%	4.5%	3.9%	11.1%	5.7%	6.1%	0.0%	3.4%	2.1%	
4+	4.8%	1.7%	1.9%	0.0%	1.1%	0.9%	8.3%	2.2%	2.8%	
Total(n)	21	177	258	9	88	114	12	89	144	
<b>18 years or older</b>										
0	28.0%	41.2%	40.7%	40.0%	35.0%	35.7%	20.0%	47.5%	44.4%	
1	8.0%	15.1%	13.6%	10.0%	17.0%	15.1%	6.7%	13.1%	12.4%	
2	36.0%	31.2%	32.2%	20.0%	31.0%	32.5%	46.7%	31.3%	32.0%	
3	16.0%	7.5%	8.5%	10.0%	9.0%	9.5%	20.0%	6.1%	7.7%	
4+	12.0%	5.0%	5.1%	20.0%	8.0%	7.1%	6.7%	2.0%	3.6%	
Total(n)	25	199	295	10	100	126	15	99	169	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.5%	
Satisfied	8.3%	10.1%	9.2%	0.0%	5.0%	7.7%	16.7%	15.4%	10.5%	
Marginally satisfied	0.0%	6.3%	10.1%	0.0%	10.0%	11.5%	0.0%	2.6%	8.8%	
Not satisfied	33.3%	29.1%	22.0%	0.0%	22.5%	17.3%	66.7%	35.9%	26.3%	
Not applicable	58.3%	54.4%	56.9%	100.0%	62.5%	63.5%	16.7%	46.2%	50.9%	
Total(n)	12	79	109	6	40	52	6	39	57	
Mean	1.58	1.72	1.77	1.00	1.58	1.63	2.17	1.87	1.89	
Standard deviation	0.90	0.97	1.08	0.00	0.87	0.97	0.98	1.06	1.16	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.14	-0.18	-	-0.67	-0.65	-	0.28	0.24	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.9%	0.6%	0.0%	0.0%	0.0%	0.0%	1.6%	1.0%	
\$40,000 - \$49,999	0.0%	4.3%	4.1%	0.0%	1.9%	1.4%	0.0%	6.5%	6.1%	
\$50,000 - \$59,999	0.0%	3.4%	8.9%	0.0%	3.7%	7.0%	0.0%	3.2%	10.2%	
\$60,000 - \$69,999	11.8%	10.3%	13.0%	0.0%	7.4%	9.9%	25.0%	12.9%	15.3%	
\$70,000 - \$79,999	5.9%	16.4%	18.3%	0.0%	14.8%	16.9%	12.5%	17.7%	19.4%	
\$80,000 - \$89,999	17.6%	16.4%	15.4%	11.1%	14.8%	12.7%	25.0%	17.7%	17.3%	
\$90,000 - \$99,999	0.0%	7.8%	7.1%	0.0%	3.7%	7.0%	0.0%	11.3%	7.1%	
\$100,000 - \$124,999	35.3%	21.6%	17.2%	44.4%	27.8%	22.5%	25.0%	16.1%	13.3%	
\$125,000 - \$149,999	11.8%	12.1%	10.1%	22.2%	13.0%	12.7%	0.0%	11.3%	8.2%	
\$150,000 - \$199,999	17.6%	6.0%	4.1%	22.2%	11.1%	8.5%	12.5%	1.6%	1.0%	
\$200,000 - \$249,999	0.0%	0.9%	0.6%	0.0%	1.9%	1.4%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	17	116	169	9	54	71	8	62	98	
Mean	10.47	9.47	8.96	11.44	10.04	9.68	9.38	8.97	8.45	
Standard deviation	1.97	2.20	2.26	1.24	2.15	2.20	2.13	2.13	2.17	
Significance	-		**	-		*	-			
Effect size	-	0.45	0.67	-	0.65	0.80	-	0.19	0.43	



Washburn 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%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	1.0%	0.7%	0.0%	0.0%	0.0%	0.0%	2.2%	1.4%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%	
\$50,000 - \$59,999	11.1%	3.1%	3.0%	0.0%	1.9%	3.3%	12.5%	4.4%	2.7%	
\$60,000 - \$69,999	0.0%	3.1%	2.2%	0.0%	3.8%	3.3%	0.0%	2.2%	1.4%	
\$70,000 - \$79,999	0.0%	2.1%	4.5%	0.0%	1.9%	1.7%	0.0%	2.2%	6.8%	
\$80,000 - \$89,999	11.1%	9.3%	14.2%	0.0%	5.8%	10.0%	12.5%	13.3%	17.6%	
\$90,000 - \$99,999	11.1%	8.2%	7.5%	0.0%	3.8%	3.3%	12.5%	13.3%	10.8%	
\$100,000 - \$124,999	33.3%	29.9%	30.6%	100.0%	25.0%	25.0%	25.0%	35.6%	35.1%	
\$125,000 - \$149,999	22.2%	16.5%	14.2%	0.0%	19.2%	18.3%	25.0%	13.3%	10.8%	
\$150,000 - \$199,999	11.1%	20.6%	16.4%	0.0%	26.9%	25.0%	12.5%	13.3%	9.5%	
\$200,000 - \$249,999	0.0%	6.2%	4.5%	0.0%	11.5%	10.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	<b>9</b>	<b>97</b>	<b>134</b>	<b>1</b>	<b>52</b>	<b>60</b>	<b>8</b>	<b>45</b>	<b>74</b>	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	10.56	11.07	10.68	11.00	11.62	11.40	10.50	10.44	10.09	
Standard deviation	2.07	2.04	2.14	.	1.88	1.98	2.20	2.05	2.09	
Significance	-			-			-			
Effect size	-	-0.25	-0.06	-	-0.33	-0.20	-	0.03	0.20	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	0.0%	2.3%	3.2%	0.0%	3.7%	3.7%	0.0%	0.9%	2.8%	
1979 - 1983	0.0%	7.9%	8.0%	0.0%	2.8%	4.4%	0.0%	13.0%	10.7%	
1974 - 1978	7.4%	10.2%	8.3%	9.1%	12.0%	11.0%	6.3%	8.3%	6.2%	
1969 - 1973	7.4%	8.3%	9.9%	18.2%	9.3%	9.6%	0.0%	7.4%	10.2%	
1964 - 1968	25.9%	18.5%	16.6%	27.3%	16.7%	16.2%	25.0%	20.4%	16.9%	
1959 - 1963	0.0%	9.7%	10.2%	0.0%	13.0%	11.0%	0.0%	6.5%	9.6%	
1954 - 1958	25.9%	17.1%	20.8%	0.0%	13.0%	16.9%	43.8%	21.3%	23.7%	
1949 - 1953	18.5%	15.3%	13.1%	18.2%	13.9%	13.2%	18.8%	16.7%	13.0%	
1944 - 1948	14.8%	7.4%	7.7%	27.3%	10.2%	9.6%	6.3%	4.6%	6.2%	
1920 - 1943	0.0%	3.2%	2.2%	0.0%	5.6%	4.4%	0.0%	0.9%	0.6%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	27	216	313	11	108	136	16	108	177	
<b>Year of first academic appointment:</b>										
1976 or earlier	6.3%	5.3%	4.4%	7.7%	8.8%	7.1%	5.3%	1.6%	2.1%	
1977 - 1981	12.5%	5.3%	4.0%	23.1%	8.8%	7.1%	5.3%	1.6%	1.4%	
1982 - 1986	6.3%	6.9%	6.5%	7.7%	8.8%	9.2%	5.3%	4.9%	4.2%	
1987 - 1991	12.5%	9.3%	8.9%	0.0%	8.8%	8.0%	21.1%	9.7%	9.7%	
1992 - 1996	0.0%	10.3%	9.1%	0.0%	10.9%	10.5%	0.0%	9.7%	8.0%	
1997 - 2001	28.1%	14.3%	14.6%	23.1%	11.9%	12.2%	31.6%	16.8%	16.7%	
2002 - 2006	18.8%	13.8%	14.1%	23.1%	12.4%	14.3%	15.8%	15.1%	13.9%	
2007 - 2011	12.5%	15.6%	17.1%	7.7%	12.4%	14.3%	15.8%	18.9%	19.4%	
2012 or more	3.1%	19.3%	21.3%	7.7%	17.1%	17.2%	0.0%	21.6%	24.7%	
Total(n)	32	378	526	13	193	238	19	185	288	
<b>Year of appointment at present institution</b>										
1976 or earlier	6.3%	3.2%	2.5%	7.7%	5.2%	4.2%	5.3%	1.1%	1.0%	
1977 - 1981	6.3%	2.9%	2.3%	15.4%	5.7%	4.6%	0.0%	0.0%	0.3%	
1982 - 1986	3.1%	3.7%	3.4%	0.0%	5.7%	5.5%	5.3%	1.6%	1.7%	
1987 - 1991	6.3%	6.1%	5.5%	7.7%	8.3%	8.0%	5.3%	3.8%	3.4%	
1992 - 1996	6.3%	9.2%	8.1%	7.7%	10.9%	10.5%	5.3%	7.5%	6.2%	
1997 - 2001	9.4%	12.7%	12.1%	15.4%	12.4%	12.2%	5.3%	12.9%	12.1%	
2002 - 2006	21.9%	16.6%	16.3%	15.4%	15.5%	15.1%	26.3%	17.7%	17.2%	
2007 - 2011	28.1%	21.9%	23.1%	15.4%	15.0%	17.2%	36.8%	29.0%	27.9%	
2012 or more	12.5%	23.7%	26.7%	15.4%	21.2%	22.7%	10.5%	26.3%	30.0%	
Total(n)	32	379	528	13	193	238	19	186	290	
<b>If tenured, year tenure was awarded</b>										
1976 or earlier	0.0%	1.5%	1.1%	0.0%	2.6%	2.1%	0.0%	0.0%	0.0%	
1977 - 1981	9.1%	3.5%	2.5%	12.5%	5.2%	4.2%	7.1%	1.2%	0.8%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
1982 - 1986	4.5%	4.0%	2.9%	12.5%	6.9%	5.6%	0.0%	0.0%	0.0%	
1987 - 1991	9.1%	4.5%	4.0%	12.5%	6.9%	6.3%	7.1%	1.2%	1.5%	
1992 - 1996	4.5%	9.0%	7.6%	12.5%	12.1%	11.3%	0.0%	4.8%	3.8%	
1997 - 2001	4.5%	9.0%	9.8%	0.0%	11.2%	11.3%	7.1%	6.0%	8.3%	
2002 - 2006	9.1%	16.6%	17.1%	25.0%	16.4%	17.6%	0.0%	16.9%	16.5%	
2007 - 2011	36.4%	25.1%	25.5%	12.5%	18.1%	18.3%	50.0%	34.9%	33.1%	
2012 or more	22.7%	26.6%	29.5%	12.5%	20.7%	23.2%	28.6%	34.9%	36.1%	
<b>Total(n)</b>	<b>22</b>	<b>199</b>	<b>275</b>	<b>8</b>	<b>116</b>	<b>142</b>	<b>14</b>	<b>83</b>	<b>133</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%	0.5%	0.6%	0.0%	0.9%	1.5%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	13.7%	10.3%	0.0%	20.2%	17.5%	0.0%	7.3%	4.9%	
Business (General Area 6)	0.0%	2.3%	3.8%	0.0%	3.7%	5.8%	0.0%	0.9%	2.2%	
Education (General Area 10 and Specific Discipline 2102)	7.4%	15.5%	21.3%	0.0%	11.0%	16.8%	12.5%	20.0%	24.7%	
Engineering (General Area 11)	0.0%	2.3%	1.9%	0.0%	4.6%	4.4%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	1.8%	1.6%	
Health-related (General Area 15)	18.5%	23.3%	26.6%	0.0%	17.4%	16.1%	31.3%	29.1%	34.6%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.5%	0.6%	0.0%	0.9%	1.5%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	1.4%	0.9%	0.0%	0.0%	0.0%	0.0%	2.7%	1.6%	
Fine Arts (General Area 2,4,22)	0.0%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.9%	0.5%	
Mathematics or Statistics (General Area 18)	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	3.7%	2.5%	0.0%	7.3%	5.8%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.8%	15.1%	12.5%	9.1%	11.0%	10.9%	18.8%	19.1%	13.7%	
Other Technical (General Area 8,19,28)	0.0%	3.2%	2.5%	0.0%	5.5%	5.1%	0.0%	0.9%	0.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	59.3%	16.9%	14.7%	90.9%	16.5%	13.9%	37.5%	17.3%	15.4%	
<b>Total(n)</b>	<b>27</b>	<b>219</b>	<b>319</b>	<b>11</b>	<b>109</b>	<b>137</b>	<b>16</b>	<b>110</b>	<b>182</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	12.7%	9.7%	0.0%	18.2%	16.7%	0.0%	7.2%	4.4%	
Business (General Area 6)	0.0%	2.3%	3.8%	0.0%	3.6%	5.8%	0.0%	0.9%	2.2%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	16.3%	20.6%	0.0%	12.7%	17.4%	0.0%	19.8%	23.1%	
Engineering (General Area 11)	0.0%	0.9%	0.6%	0.0%	1.8%	1.4%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	1.4%	1.3%	0.0%	0.0%	0.0%	0.0%	2.7%	2.2%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Health-related (General Area 15)	28.6%	32.6%	34.7%	0.0%	24.5%	23.2%	47.1%	40.5%	43.4%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	0.9%	0.6%	0.0%	0.0%	0.0%	0.0%	1.8%	1.1%	
Fine Arts (General Area 2,4,22)	0.0%	1.4%	0.9%	0.0%	0.0%	0.0%	0.0%	2.7%	1.6%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	1.8%	1.3%	0.0%	3.6%	2.9%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	10.7%	9.0%	9.4%	0.0%	9.1%	9.4%	17.6%	9.0%	9.3%	
Other Technical (General Area 8,19,28)	0.0%	4.1%	3.1%	0.0%	7.3%	6.5%	0.0%	0.9%	0.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	60.7%	16.3%	13.8%	100.0%	18.2%	15.9%	35.3%	14.4%	12.1%	
<b>Total(n)</b>	<b>28</b>	<b>221</b>	<b>320</b>	<b>11</b>	<b>110</b>	<b>138</b>	<b>17</b>	<b>111</b>	<b>182</b>	
<b>Faculty works in a STEM department</b>										
Yes	28.1%	29.7%	26.8%	0.0%	30.9%	28.5%	47.4%	28.5%	25.4%	
No	71.9%	70.3%	73.2%	100.0%	69.1%	71.5%	52.6%	71.5%	74.6%	
<b>Total(n)</b>	<b>32</b>	<b>380</b>	<b>530</b>	<b>13</b>	<b>194</b>	<b>239</b>	<b>19</b>	<b>186</b>	<b>291</b>	
<b>Optional Question 1</b>										
A	0.0%			0.0%			0.0%			
B	12.0%			30.0%			0.0%			
C	16.0%			10.0%			20.0%			
D	36.0%			40.0%			33.3%			
E	36.0%			20.0%			46.7%			
<b>Total (n)</b>	<b>25</b>			<b>10</b>			<b>15</b>			
<b>Optional Question 2</b>										
A	0.0%			0.0%			0.0%			
B	3.8%			10.0%			0.0%			
C	19.2%			10.0%			25.0%			
D	42.3%			60.0%			31.3%			
E	34.6%			20.0%			43.8%			
<b>Total (n)</b>	<b>26</b>			<b>10</b>			<b>16</b>			
<b>Optional Question 3</b>										
A	0.0%			0.0%			0.0%			
B	16.0%			20.0%			13.3%			
C	32.0%			40.0%			26.7%			
D	44.0%			40.0%			46.7%			
E	8.0%			0.0%			13.3%			
<b>Total (n)</b>	<b>25</b>			<b>10</b>			<b>15</b>			
<b>Optional Question 4</b>										
A	0.0%			0.0%			0.0%			
B	8.0%			20.0%			0.0%			
C	4.0%			0.0%			6.7%			
D	48.0%			60.0%			40.0%			
E	40.0%			20.0%			53.3%			
<b>Total (n)</b>	<b>25</b>			<b>10</b>			<b>15</b>			
<b>Optional Question 5</b>										
A	0.0%			0.0%			0.0%			

Washburn 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	12.0%			20.0%			6.7%			
C	24.0%			20.0%			26.7%			
D	36.0%			50.0%			26.7%			
E	28.0%			10.0%			40.0%			
Total (n)	25			10			15			
<b>Optional Question 6</b>										
A	0.0%			0.0%			0.0%			
B	3.8%			10.0%			0.0%			
C	26.9%			50.0%			12.5%			
D	34.6%			30.0%			37.5%			
E	34.6%			10.0%			50.0%			
Total (n)	26			10			16			
<b>Optional Question 7</b>										
A	0.0%			0.0%			0.0%			
B	12.0%			20.0%			6.7%			
C	44.0%			40.0%			46.7%			
D	28.0%			30.0%			26.7%			
E	16.0%			10.0%			20.0%			
Total (n)	25			10			15			
<b>Optional Question 8</b>										
A	0.0%			0.0%			0.0%			
B	12.0%			20.0%			6.7%			
C	32.0%			30.0%			33.3%			
D	20.0%			20.0%			20.0%			
E	36.0%			30.0%			40.0%			
Total (n)	25			10			15			
<b>Optional Question 9</b>										
A	45.8%			70.0%			28.6%			
B	8.3%			20.0%			0.0%			
C	20.8%			0.0%			35.7%			
D	16.7%			10.0%			21.4%			
E	8.3%			0.0%			14.3%			
Total (n)	24			10			14			
<b>Optional Question 10</b>										
A	50.0%			70.0%			37.5%			
B	11.5%			30.0%			0.0%			
C	26.9%			0.0%			43.8%			
D	11.5%			0.0%			18.8%			
E	0.0%			0.0%			0.0%			
Total (n)	26			10			16			
<b>Optional Question 11</b>										
A	4.0%			0.0%			6.7%			
B	20.0%			20.0%			20.0%			
C	8.0%			0.0%			13.3%			
D	48.0%			60.0%			40.0%			

Washburn 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	20.0%			20.0%			20.0%			
Total (n)	25			10			15			
<b>Optional Question 12</b>										
A	0.0%			0.0%			0.0%			
B	30.4%			12.5%			40.0%			
C	17.4%			25.0%			13.3%			
D	39.1%			62.5%			26.7%			
E	13.0%			0.0%			20.0%			
Total (n)	23			8			15			
<b>Optional Question 13</b>										
A	8.7%			10.0%			7.7%			
B	13.0%			10.0%			15.4%			
C	39.1%			50.0%			30.8%			
D	34.8%			30.0%			38.5%			
E	4.3%			0.0%			7.7%			
Total (n)	23			10			13			
<b>Optional Question 14</b>										
A	8.3%			11.1%			6.7%			
B	12.5%			11.1%			13.3%			
C	41.7%			55.6%			33.3%			
D	37.5%			22.2%			46.7%			
E	0.0%			0.0%			0.0%			
Total (n)	24			9			15			
<b>Optional Question 15</b>										
A	4.2%			0.0%			7.1%			
B	16.7%			10.0%			21.4%			
C	37.5%			50.0%			28.6%			
D	41.7%			40.0%			42.9%			
E	0.0%			0.0%			0.0%			
Total (n)	24			10			14			
<b>Optional Question 16</b>										
A	19.2%			40.0%			6.3%			
B	19.2%			10.0%			25.0%			
C	30.8%			40.0%			25.0%			
D	26.9%			10.0%			37.5%			
E	3.8%			0.0%			6.3%			
Total (n)	26			10			16			
<b>Optional Question 17</b>										
A	8.3%			10.0%			7.1%			
B	4.2%			10.0%			0.0%			
C	20.8%			20.0%			21.4%			
D	58.3%			50.0%			64.3%			
E	8.3%			10.0%			7.1%			
Total (n)	24			10			14			

Washburn 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 18</b>										
A	4.2%			11.1%			0.0%			
B	4.2%			11.1%			0.0%			
C	8.3%			0.0%			13.3%			
D	79.2%			77.8%			80.0%			
E	4.2%			0.0%			6.7%			
Total (n)	24			9			15			
<b>Optional Question 19</b>										
A	28.0%			50.0%			13.3%			
B	8.0%			10.0%			6.7%			
C	28.0%			10.0%			40.0%			
D	24.0%			30.0%			20.0%			
E	12.0%			0.0%			20.0%			
Total (n)	25			10			15			
<b>Optional Question 20</b>										
A	4.0%			0.0%			6.7%			
B	4.0%			10.0%			0.0%			
C	16.0%			30.0%			6.7%			
D	44.0%			40.0%			46.7%			
E	32.0%			20.0%			40.0%			
Total (n)	25			10			15			
<b>Optional Question 21</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	8.7%			11.1%			7.1%			
D	34.8%			33.3%			35.7%			
E	56.5%			55.6%			57.1%			
Total (n)	23			9			14			
<b>Optional Question 22</b>										
A	4.0%			0.0%			6.3%			
B	4.0%			11.1%			0.0%			
C	24.0%			22.2%			25.0%			
D	40.0%			44.4%			37.5%			
E	28.0%			22.2%			31.3%			
Total (n)	25			9			16			
<b>Optional Question 23</b>										
A	8.7%			11.1%			7.1%			
B	13.0%			0.0%			21.4%			
C	39.1%			44.4%			35.7%			
D	30.4%			22.2%			35.7%			
E	8.7%			22.2%			0.0%			
Total (n)	23			9			14			
<b>Optional Question 24</b>										
A	0.0%			0.0%			0.0%			
B	8.3%			0.0%			13.3%			

Washburn 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	33.3%			33.3%			33.3%			
D	41.7%			33.3%			46.7%			
E	16.7%			33.3%			6.7%			
Total (n)	24			9			15			
<b>Optional Question 25</b>										
A	0.0%			0.0%			0.0%			
B	4.3%			0.0%			7.1%			
C	13.0%			33.3%			0.0%			
D	47.8%			33.3%			57.1%			
E	34.8%			33.3%			35.7%			
Total (n)	23			9			14			
<b>Optional Question 26</b>										
A	4.0%			10.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	16.0%			40.0%			0.0%			
D	80.0%			50.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	25			10			15			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	4.0%			0.0%			6.7%			
C	28.0%			40.0%			20.0%			
D	64.0%			60.0%			66.7%			
E	4.0%			0.0%			6.7%			
Total (n)	25			10			15			
<b>Optional Question 28</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	34.6%			30.0%			37.5%			
D	65.4%			70.0%			62.5%			
E	0.0%			0.0%			0.0%			
Total (n)	26			10			16			
<b>Optional Question 29</b>										
A	4.0%			10.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	32.0%			40.0%			26.7%			
D	64.0%			50.0%			73.3%			
E	0.0%			0.0%			0.0%			
Total (n)	25			10			15			
<b>Optional Question 30</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	23.1%			50.0%			6.3%			
D	73.1%			50.0%			87.5%			
E	3.8%			0.0%			6.3%			



	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Washburn University										
Total (n)	26			10			16			

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

Washburn 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>Full-time Undergraduate Faculty</b>	6	82	126	2	37	54	4	45	72	
<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%	90.5%	100.0%	100.0%	90.7%	100.0%	100.0%	90.3%	
No	0.0%	0.0%	9.5%	0.0%	0.0%	9.3%	0.0%	0.0%	9.7%	
<b>Total(n)</b>	6	82	126	2	37	54	4	45	72	
<b>What is your present academic rank?</b>										
Professor	33.3%	30.5%	26.4%	50.0%	43.2%	39.6%	25.0%	20.0%	16.7%	
Associate professor	16.7%	24.4%	21.6%	0.0%	16.2%	15.1%	25.0%	31.1%	26.4%	
Assistant professor	0.0%	34.1%	36.8%	0.0%	37.8%	37.7%	0.0%	31.1%	36.1%	
Lecturer	16.7%	3.7%	5.6%	0.0%	0.0%	3.8%	25.0%	6.7%	6.9%	
Instructor	33.3%	7.3%	9.6%	50.0%	2.7%	3.8%	25.0%	11.1%	13.9%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	6	82	125	2	37	53	4	45	72	
<b>What is your tenure status at this institution?</b>										
Tenured	33.3%	37.8%	36.5%	50.0%	48.6%	46.3%	25.0%	28.9%	29.2%	
On tenure track, but not tenured	16.7%	11.0%	20.6%	0.0%	8.1%	18.5%	25.0%	13.3%	22.2%	
Not on tenure track, but institution has tenure system	33.3%	50.0%	42.1%	0.0%	40.5%	33.3%	50.0%	57.8%	48.6%	
Institution has no tenure system	16.7%	1.2%	0.8%	50.0%	2.7%	1.9%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	6	82	126	2	37	54	4	45	72	
<b>Are you retired from this institution?</b>										
Yes	0.0%	2.5%	1.6%	0.0%	2.8%	1.9%	0.0%	2.2%	1.4%	
No	100.0%	97.5%	98.4%	100.0%	97.2%	98.1%	100.0%	97.8%	98.6%	
<b>Total(n)</b>	6	81	125	2	36	53	4	45	72	
<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%	50.0%	0.0%	0.0%	60.0%	0.0%	0.0%	42.9%	
No	0.0%	0.0%	50.0%	0.0%	0.0%	40.0%	0.0%	0.0%	57.1%	
<b>Total(n)</b>	0	0	12	0	0	5	0	0	7	
<b>Have you ever sought a full-time teaching position at this or another institution?</b>										
Yes	0.0%	0.0%	45.5%	0.0%	0.0%	60.0%	0.0%	0.0%	33.3%	
No	0.0%	0.0%	54.5%	0.0%	0.0%	40.0%	0.0%	0.0%	66.7%	
<b>Total(n)</b>	0	0	11	0	0	5	0	0	6	
<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%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	
Within the last year	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	
1 to 2 years ago	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
3 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%	40.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	
Total(n)	0	0	5	0	0	3	0	0	2	
<b>My full-time professional career is outside of academia</b>										
Yes	0.0%	0.0%	25.0%	0.0%	0.0%	40.0%	0.0%	0.0%	14.3%	
No	0.0%	0.0%	75.0%	0.0%	0.0%	60.0%	0.0%	0.0%	85.7%	
Total(n)	0	0	12	0	0	5	0	0	7	
<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%	50.0%	0.0%	0.0%	33.3%	0.0%	0.0%	57.1%	
Agree somewhat	0.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	
Disagree somewhat	0.0%	0.0%	10.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	10.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	3.20	.	.	2.33	.	.	3.57	
Standard deviation	.	.	1.03	.	.	1.53	.	.	0.53	
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%	30.0%	0.0%	0.0%	33.3%	0.0%	0.0%	28.6%	
Agree somewhat	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Disagree somewhat	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	2.30	.	.	2.33	.	.	2.29	
Standard deviation	.	.	1.34	.	.	1.53	.	.	1.38	
Significance	-	-	-	-	-	-	-	-	-	

Washburn 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%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	66.7%	0.0%	0.0%	100.0%	0.0%	0.0%	57.1%	
Total(n)	0	0	9	0	0	2	0	0	7	
Mean	.	.	1.56	.	.	1.00	.	.	1.71	
Standard deviation	.	.	0.88	.	.	0.00	.	.	0.95	
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%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
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%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	80.0%	0.0%	0.0%	100.0%	0.0%	0.0%	71.4%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	1.40	.	.	1.00	.	.	1.57	
Standard deviation	.	.	0.97	.	.	0.00	.	.	1.13	
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%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	
Agree somewhat	0.0%	0.0%	10.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	2.50	.	.	2.67	.	.	2.43	
Standard deviation	.	.	1.43	.	.	1.53	.	.	1.51	
Significance	-			-			-			
Effect size	-			-			-			
<b>Full-time positions were not available</b>										
Strongly agree	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	
Agree somewhat	0.0%	0.0%	14.3%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.0%	0.0%	28.6%	0.0%	0.0%	50.0%	0.0%	0.0%	20.0%	
Total(n)	0	0	7	0	0	2	0	0	5	
Mean	.	.	2.43	.	.	2.00	.	.	2.60	

Washburn 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	.	.	1.27	.	.	1.41	.	.	1.34	
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%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	
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	10	0	0	3	0	0	7	
Mean	.	.	4.00	.	.	4.00	.	.	4.00	
Standard deviation	.	.	0.00	.	.	0.00	.	.	0.00	
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%	2.4%	0.0%	0.0%	3.7%	0.0%	0.0%	1.4%	
Shared office space	0.0%	0.0%	2.4%	0.0%	0.0%	1.9%	0.0%	0.0%	2.8%	
A personal computer	0.0%	0.0%	3.2%	0.0%	0.0%	3.7%	0.0%	0.0%	2.8%	
An email account	0.0%	0.0%	5.6%	0.0%	0.0%	5.6%	0.0%	0.0%	5.6%	
A phone/voicemail	0.0%	0.0%	2.4%	0.0%	0.0%	1.9%	0.0%	0.0%	2.8%	
Professional development funds	0.0%	0.0%	2.4%	0.0%	0.0%	1.9%	0.0%	0.0%	2.8%	
Printer access (i.e., free printing)	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	
Total(n)	6	82	126	2	37	54	4	45	72	
<b>Please indicate your agreement with the following statements:</b>										
<b>Are given specific training before teaching</b>										
Strongly agree	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	14.3%	
Disagree somewhat	0.0%	0.0%	40.0%	0.0%	0.0%	66.7%	0.0%	0.0%	28.6%	
Strongly disagree	0.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	2.10	.	.	2.33	.	.	2.00	
Standard deviation	.	.	0.99	.	.	0.58	.	.	1.15	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Rarely get hired into full-time positions</b>										
Strongly agree	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	
Agree somewhat	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	

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

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	0.0%	0.0%	62.5%	0.0%	0.0%	100.0%	0.0%	0.0%	50.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	8	0	0	2	0	0	6	
Mean	.	.	2.50	.	.	2.00	.	.	2.67	
Standard deviation	.	.	0.76	.	.	0.00	.	.	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Please indicate your agreement with the following statements:</b>										
<b>Receive respect from students</b>										
Strongly agree	0.0%	0.0%	50.0%	0.0%	0.0%	66.7%	0.0%	0.0%	40.0%	
Agree somewhat	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	
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%	12.5%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
Total(n)	0	0	8	0	0	3	0	0	5	
Mean	.	.	3.25	.	.	3.00	.	.	3.40	
Standard deviation	.	.	1.04	.	.	1.73	.	.	0.55	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Are primarily responsible for introductory classes</b>										
Strongly agree	0.0%	0.0%	14.3%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	
Disagree somewhat	0.0%	0.0%	28.6%	0.0%	0.0%	50.0%	0.0%	0.0%	20.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	7	0	0	2	0	0	5	
Mean	.	.	2.86	.	.	3.00	.	.	2.80	
Standard deviation	.	.	0.69	.	.	1.41	.	.	0.45	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Have no guarantee of employment security</b>										
Strongly agree	0.0%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	
Agree somewhat	0.0%	0.0%	44.4%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	33.3%	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	9	0	0	3	0	0	6	
Mean	.	.	3.33	.	.	2.67	.	.	3.67	
Standard deviation	.	.	0.71	.	.	0.58	.	.	0.52	
Significance	-	-	-	-	-	-	-	-	-	

Washburn 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%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	60.0%	0.0%	0.0%	66.7%	0.0%	0.0%	57.1%	
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%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	2.80	.	.	3.33	.	.	2.57	
Standard deviation	.	.	1.03	.	.	0.58	.	.	1.13	
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%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	16.7%	
Disagree somewhat	0.0%	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	16.7%	
Strongly disagree	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	
Total(n)	0	0	8	0	0	2	0	0	6	
Mean	.	.	1.75	.	.	2.50	.	.	1.50	
Standard deviation	.	.	0.89	.	.	0.71	.	.	0.84	
Significance	-			-			-			
Effect size	-			-			-			
<b>Are required to attend meetings</b>										
Strongly agree	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
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%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	
Strongly disagree	0.0%	0.0%	75.0%	0.0%	0.0%	100.0%	0.0%	0.0%	60.0%	
Total(n)	0	0	8	0	0	3	0	0	5	
Mean	.	.	1.50	.	.	1.00	.	.	1.80	
Standard deviation	.	.	1.07	.	.	0.00	.	.	1.30	
Significance	-			-			-			
Effect size	-			-			-			



Washburn 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%	30.0%	0.0%	0.0%	66.7%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	60.0%	0.0%	0.0%	33.3%	0.0%	0.0%	71.4%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	3.10	.	.	3.67	.	.	2.86	
Standard deviation	.	.	0.88	.	.	0.58	.	.	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Are respected by full-time faculty</b>										
Strongly agree	0.0%	0.0%	33.3%	0.0%	0.0%	100.0%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Strongly disagree	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Total(n)	0	0	9	0	0	2	0	0	7	
Mean	.	.	3.00	.	.	4.00	.	.	2.71	
Standard deviation	.	.	1.00	.	.	0.00	.	.	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Are paid fairly</b>										
Strongly agree	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	30.0%	0.0%	0.0%	66.7%	0.0%	0.0%	14.3%	
Disagree somewhat	0.0%	0.0%	50.0%	0.0%	0.0%	33.3%	0.0%	0.0%	57.1%	
Strongly disagree	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Total(n)	0	0	10	0	0	3	0	0	7	
Mean	.	.	2.40	.	.	2.67	.	.	2.29	
Standard deviation	.	.	0.84	.	.	0.58	.	.	0.95	
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%	20.0%	0.0%	0.0%	33.3%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	
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%	40.0%	0.0%	0.0%	33.3%	0.0%	0.0%	42.9%	

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

Washburn 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	10	0	0	3	0	0	7	
Mean	.	.	2.40	.	.	2.67	.	.	2.29	
Standard deviation	.	.	1.26	.	.	1.53	.	.	1.25	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	

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

Washburn 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%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
Agree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	
Strongly disagree	0.0%	0.0%	55.6%	0.0%	0.0%	66.7%	0.0%	0.0%	50.0%	
Total(n)	0	0	9	0	0	3	0	0	6	
Mean	.	.	2.00	.	.	1.67	.	.	2.17	
Standard deviation	.	.	1.32	.	.	1.15	.	.	1.47	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
<b>Besides this institution, at how many other institutions do you teach?</b>										
Mean	.	.	1.2	.	.	1.0	.	.	1.3	
Median	.	.	1	.	.	1	.	.	1	
Mode	.	.	1	.	.	1	.	.	1	
Total(n)	0	0	12	0	0	5	0	0	7	
<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%	18.2%	0.0%	0.0%	25.0%	0.0%	0.0%	14.3%	
1-3 months	0.0%	0.0%	36.4%	0.0%	0.0%	25.0%	0.0%	0.0%	42.9%	
3-4 weeks	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
1-2 weeks	0.0%	0.0%	18.2%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	
Less than 1 week	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	
Total(n)	0	0	11	0	0	4	0	0	7	
Mean	.	.	3.18	.	.	3.25	.	.	3.14	
Standard deviation	.	.	1.47	.	.	1.50	.	.	1.57	
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	33.3%	18.4%	17.6%	50.0%	21.9%	20.8%	25.0%	15.9%	15.5%	
Teaching	66.7%	23.7%	32.8%	50.0%	21.9%	31.3%	75.0%	25.0%	33.8%	
Research	0.0%	28.9%	18.5%	0.0%	37.5%	25.0%	0.0%	22.7%	14.1%	
Services to clients and patients	0.0%	18.4%	15.1%	0.0%	15.6%	14.6%	0.0%	20.5%	15.5%	
Other	0.0%	10.5%	16.0%	0.0%	3.1%	8.3%	0.0%	15.9%	21.1%	
Total(n)	6	76	119	2	32	48	4	44	71	

Washburn 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>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	0.0%	50.0%	43.8%	0.0%	57.7%	56.1%	0.0%	44.4%	34.5%	
Very important	50.0%	30.6%	32.3%	100.0%	38.5%	34.1%	0.0%	25.0%	30.9%	
Somewhat important	50.0%	17.7%	21.9%	0.0%	3.8%	7.3%	100.0%	27.8%	32.7%	
Not important	0.0%	1.6%	2.1%	0.0%	0.0%	2.4%	0.0%	2.8%	1.8%	
Total(n)	2	62	96	1	26	41	1	36	55	
<b>Teaching</b>										
Essential	83.3%	44.0%	49.5%	50.0%	32.3%	46.7%	100.0%	52.3%	51.5%	
Very important	16.7%	40.0%	35.1%	50.0%	48.4%	37.8%	0.0%	34.1%	33.3%	
Somewhat important	0.0%	14.7%	13.5%	0.0%	19.4%	15.6%	0.0%	11.4%	12.1%	
Not important	0.0%	1.3%	1.8%	0.0%	0.0%	0.0%	0.0%	2.3%	3.0%	
Total(n)	6	75	111	2	31	45	4	44	66	
<b>Personally, how important to you is:</b>										
<b>Service</b>										
Essential	0.0%	27.4%	29.5%	0.0%	11.5%	25.0%	0.0%	38.9%	32.7%	
Very important	100.0%	48.4%	49.5%	100.0%	53.8%	45.0%	100.0%	44.4%	52.7%	
Somewhat important	0.0%	24.2%	20.0%	0.0%	34.6%	27.5%	0.0%	16.7%	14.5%	
Not important	0.0%	0.0%	1.1%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	
Total(n)	2	62	95	1	26	40	1	36	55	
<b>How many courses are you teaching this term?</b>										
Mean	3.80	1.68	1.72	6.00	1.97	1.98	2.33	1.46	1.54	
Median	3	1	1	6	1	1	3	1	1	
Mode	1.00(a)	1	1	1.00(a)	1	1	3	1	1	

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

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	5	71	104	2	30	43	3	41	61	
How many courses are you teaching this term are:										
<b>General education courses</b>										
Mean	1.00	1.00	1.00	.	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	4	5	0	2	3	1	2	2	
<b>Courses required for an undergraduate major</b>										
Mean	1.00	1.00	1.00	.	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	2	6	8	0	3	3	2	3	5	
<b>Other undergraduate credit courses</b>										
Mean	1.00	1.00	1.00	.	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	4	4	0	2	2	1	2	2	
<b>Developmental/remedial courses (not for credit)</b>										
Mean	1.00	1.00	1.00	.	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	2	6	7	0	3	3	2	3	4	
<b>Graduate courses</b>										
Mean	1.00	1.00	1.00	.	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	4	4	0	2	2	1	2	2	
How many of these courses that you are teaching this term are being taught:										
<b>At this institution</b>										
Mean	3.50	2.57	2.75	5.00	2.75	3.00	2.00	2.33	2.33	
Median	4	2	3	5	3	3	2	2	2	
Mode	2.00(a)	2	2	5	1.00(a)	1.00(a)	2	2	2	
Total(n)	2	7	8	1	4	5	1	3	3	
<b>How many of these courses that you are teaching this term are being taught:</b>										
<b>At another institution</b>										
Mean	1.00	1.22	1.55	1.00	1.20	1.83	1.00	1.25	1.20	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	3	9	11	1	5	6	2	4	5	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	3.9%	4.2%	0.0%	0.0%	0.0%	0.0%	6.5%	6.7%	
I do not teach	100.0%	96.1%	95.8%	100.0%	100.0%	100.0%	100.0%	93.5%	93.3%	
Total(n)	2	51	71	1	20	26	1	31	45	
<b>In the past year, have you worked with or taught undergraduate students at this institution?</b>										
Yes	50.0%	46.0%	58.0%	100.0%	45.8%	51.5%	33.3%	46.2%	61.8%	
No	50.0%	54.0%	42.0%	0.0%	54.2%	48.5%	66.7%	53.8%	38.2%	
Total(n)	4	63	88	1	24	33	3	39	55	
<b>In the past year, have you worked with or taught graduate students at this institution?</b>										
Yes	25.0%	62.3%	55.8%	0.0%	52.2%	46.9%	33.3%	68.4%	61.1%	
No	75.0%	37.7%	44.2%	100.0%	47.8%	53.1%	66.7%	31.6%	38.9%	
Total(n)	4	61	86	1	23	32	3	38	54	
<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	0.0%	20.0%	15.9%	0.0%	30.0%	23.1%	0.0%	16.0%	12.9%	
To a large extent	0.0%	14.3%	18.2%	0.0%	10.0%	15.4%	0.0%	16.0%	19.4%	
To some extent	0.0%	34.3%	31.8%	0.0%	40.0%	38.5%	0.0%	32.0%	29.0%	
To a small extent	0.0%	14.3%	15.9%	0.0%	10.0%	7.7%	0.0%	16.0%	19.4%	
Not at all	0.0%	17.1%	18.2%	0.0%	10.0%	15.4%	0.0%	20.0%	19.4%	
Total(n)	0	35	44	0	10	13	0	25	31	
<b>Mentored graduate students</b>										
To a very large extent	0.0%	19.4%	18.2%	0.0%	20.0%	25.0%	0.0%	19.2%	15.6%	
To a large extent	100.0%	16.7%	13.6%	0.0%	20.0%	16.7%	100.0%	15.4%	12.5%	
To some extent	0.0%	33.3%	27.3%	0.0%	40.0%	33.3%	0.0%	30.8%	25.0%	
To a small extent	0.0%	13.9%	18.2%	0.0%	20.0%	25.0%	0.0%	11.5%	15.6%	
Not at all	0.0%	16.7%	22.7%	0.0%	0.0%	0.0%	0.0%	23.1%	31.3%	
Total(n)	1	36	44	0	10	12	1	26	32	

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Washburn 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>Helped graduate students access professional networks</b>										
To a very large extent	0.0%	11.4%	9.1%	0.0%	10.0%	7.7%	0.0%	12.0%	9.7%	
To a large extent	0.0%	8.6%	9.1%	0.0%	10.0%	15.4%	0.0%	8.0%	6.5%	
To some extent	0.0%	28.6%	27.3%	0.0%	40.0%	38.5%	0.0%	24.0%	22.6%	
To a small extent	0.0%	20.0%	20.5%	0.0%	20.0%	23.1%	0.0%	20.0%	19.4%	
Not at all	0.0%	31.4%	34.1%	0.0%	20.0%	15.4%	0.0%	36.0%	41.9%	
Total(n)	0	35	44	0	10	13	0	25	31	
<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	0.0%	8.6%	6.8%	0.0%	0.0%	0.0%	0.0%	11.5%	9.4%	
To a large extent	0.0%	8.6%	9.1%	0.0%	11.1%	16.7%	0.0%	7.7%	6.3%	
To some extent	0.0%	14.3%	11.4%	0.0%	22.2%	16.7%	0.0%	11.5%	9.4%	
To a small extent	0.0%	2.9%	2.3%	0.0%	0.0%	0.0%	0.0%	3.8%	3.1%	
Not at all	100.0%	65.7%	70.5%	0.0%	66.7%	66.7%	100.0%	65.4%	71.9%	
Total(n)	1	35	44	0	9	12	1	26	32	
<b>Published with graduate students</b>										
To a very large extent	0.0%	12.1%	9.5%	0.0%	10.0%	7.7%	0.0%	13.0%	10.3%	

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Washburn 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	0.0%	18.2%	16.7%	0.0%	30.0%	30.8%	0.0%	13.0%	10.3%	
To some extent	0.0%	3.0%	2.4%	0.0%	0.0%	0.0%	0.0%	4.3%	3.4%	
To a small extent	0.0%	6.1%	4.8%	0.0%	10.0%	7.7%	0.0%	4.3%	3.4%	
Not at all	0.0%	60.6%	66.7%	0.0%	50.0%	53.8%	0.0%	65.2%	72.4%	
Total(n)	0	33	42	0	10	13	0	23	29	
<b>Included graduate students in research grant writing</b>										
To a very large extent	0.0%	5.6%	4.4%	0.0%	0.0%	0.0%	0.0%	7.7%	6.3%	
To a large extent	0.0%	11.1%	8.9%	0.0%	20.0%	15.4%	0.0%	7.7%	6.3%	
To some extent	0.0%	8.3%	8.9%	0.0%	20.0%	23.1%	0.0%	3.8%	3.1%	
To a small extent	0.0%	13.9%	11.1%	0.0%	20.0%	15.4%	0.0%	11.5%	9.4%	
Not at all	100.0%	61.1%	66.7%	0.0%	40.0%	46.2%	100.0%	69.2%	75.0%	
Total(n)	1	36	45	0	10	13	1	26	32	
<b>In the past two years, how many letters of recommendation have you written for graduate students?</b>										
Mean	2.00	1.71	1.77	.	1.80	2.00	2.00	1.67	1.67	
Median	2	2	2	.	2	2	2	2	2	
Mode	2	2	2	.	2	2	2	2	2	
Total(n)	1	34	43	0	10	13	1	24	30	
<b>In the past two years, how many times have you served on a master's thesis?</b>										
Mean	.	1.61	1.50	.	1.90	1.77	.	1.48	1.38	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	33	42	0	10	13	0	23	29	
<b>In the past two years, how many times have you chaired a master's thesis?</b>										
Mean	.	1.43	1.38	.	1.25	1.20	.	1.67	1.67	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	7	8	0	4	5	0	3	3	
<b>In the past two years year, how many times have you served on a dissertation?</b>										
Mean	1.00	2.12	1.91	.	2.50	2.23	1.00	1.96	1.77	
Median	1	1	1	.	1	1	1	1	1	
Mode	1	1	1	.	1	1	1	1	1	
Total(n)	1	34	43	0	10	13	1	24	30	
<b>In the past two years year, how many times have you chaired a dissertation?</b>										
Mean	.	1.40	1.36	.	1.00	1.00	.	1.57	1.57	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	10	11	0	3	4	0	7	7	



Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities Strongly agree	0.0%	29.2%	25.0%	0.0%	37.5%	33.3%	0.0%	25.0%	21.1%	

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Washburn 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	0.0%	37.5%	42.9%	0.0%	62.5%	66.7%	0.0%	25.0%	31.6%	
Disagree somewhat	0.0%	20.8%	17.9%	0.0%	0.0%	0.0%	0.0%	31.3%	26.3%	
Strongly disagree	0.0%	12.5%	14.3%	0.0%	0.0%	0.0%	0.0%	18.8%	21.1%	
Total(n)	0	24	28	0	8	9	0	16	19	
Mean	.	2.83	2.79	.	3.38	3.33	.	2.56	2.53	
Standard deviation	.	1.01	0.99	.	0.52	0.50	.	1.09	1.07	
Significance	-			-			-			
Effect size	-			-			-			
<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	0.0%	25.0%	31.0%	0.0%	25.0%	22.2%	0.0%	25.0%	35.0%	
Agree somewhat	0.0%	58.3%	55.2%	0.0%	75.0%	77.8%	0.0%	50.0%	45.0%	
Disagree somewhat	100.0%	12.5%	10.3%	0.0%	0.0%	0.0%	100.0%	18.8%	15.0%	
Strongly disagree	0.0%	4.2%	3.4%	0.0%	0.0%	0.0%	0.0%	6.3%	5.0%	
Total(n)	1	24	29	0	8	9	1	16	20	
Mean	2.00	3.04	3.14	.	3.25	3.22	2.00	2.94	3.10	
Standard deviation	.	0.75	0.74	.	0.46	0.44	.	0.85	0.85	
Significance	-			-			-			
Effect size	-	-1.39	-1.54	-			-	-1.11	-1.29	
<b>This graduate program enrolls too many international students</b>										
Strongly agree	0.0%	12.5%	10.7%	0.0%	14.3%	12.5%	0.0%	11.8%	10.0%	
Agree somewhat	0.0%	20.8%	21.4%	0.0%	14.3%	12.5%	0.0%	23.5%	25.0%	
Disagree somewhat	0.0%	41.7%	46.4%	0.0%	42.9%	50.0%	0.0%	41.2%	45.0%	
Strongly disagree	0.0%	25.0%	21.4%	0.0%	28.6%	25.0%	0.0%	23.5%	20.0%	
Total(n)	0	24	28	0	7	8	0	17	20	
Mean	.	2.21	2.21	.	2.14	2.13	.	2.24	2.25	
Standard deviation	.	0.98	0.92	.	1.07	0.99	.	0.97	0.91	
Significance	-			-			-			
Effect size	-			-			-			
<b>Rate your agreement with the following statements:</b>										
<b>Graduate students work well together in this program</b>										
Strongly agree	0.0%	30.4%	29.6%	0.0%	25.0%	33.3%	0.0%	33.3%	27.8%	
Agree somewhat	100.0%	60.9%	63.0%	0.0%	75.0%	66.7%	100.0%	53.3%	61.1%	
Disagree somewhat	0.0%	8.7%	7.4%	0.0%	0.0%	0.0%	0.0%	13.3%	11.1%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	23	27	0	8	9	1	15	18	
Mean	3.00	3.22	3.22	.	3.25	3.33	3.00	3.20	3.17	

Washburn 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	.	0.60	0.58	.	0.46	0.50	.	0.68	0.62	
Significance	-			-			-			
Effect size	-	-0.37	-0.38	-			-	-0.29	-0.27	
<b>I have encountered instances of academic dishonesty among graduate students</b>										
Strongly agree	0.0%	4.5%	3.8%	0.0%	0.0%	0.0%	0.0%	7.1%	5.9%	
Agree somewhat	0.0%	13.6%	11.5%	0.0%	12.5%	11.1%	0.0%	14.3%	11.8%	
Disagree somewhat	0.0%	45.5%	46.2%	0.0%	50.0%	55.6%	0.0%	42.9%	41.2%	
Strongly disagree	0.0%	36.4%	38.5%	0.0%	37.5%	33.3%	0.0%	35.7%	41.2%	
Total(n)	0	22	26	0	8	9	0	14	17	
Mean	.	1.86	1.81	.	1.75	1.78	.	1.93	1.82	
Standard deviation	.	0.83	0.80	.	0.71	0.67	.	0.92	0.88	
Significance	-			-			-			
Effect size	-			-			-			
<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	100.0%	45.8%	46.4%	0.0%	50.0%	55.6%	100.0%	43.8%	42.1%	
Agree somewhat	0.0%	41.7%	42.9%	0.0%	37.5%	33.3%	0.0%	43.8%	47.4%	
Disagree somewhat	0.0%	8.3%	7.1%	0.0%	12.5%	11.1%	0.0%	6.3%	5.3%	
Strongly disagree	0.0%	4.2%	3.6%	0.0%	0.0%	0.0%	0.0%	6.3%	5.3%	
Total(n)	1	24	28	0	8	9	1	16	19	
Mean	4.00	3.29	3.32	.	3.38	3.44	4.00	3.25	3.26	
Standard deviation	.	0.81	0.77	.	0.74	0.73	.	0.86	0.81	
Significance	-			-			-			
Effect size	-	0.88	0.88	-			-	0.87	0.91	
<b>Graduate students in this program receive adequate instruction on becoming good teachers</b>										
Strongly agree	0.0%	22.7%	29.6%	0.0%	14.3%	22.2%	0.0%	26.7%	33.3%	
Agree somewhat	0.0%	45.5%	40.7%	0.0%	57.1%	55.6%	0.0%	40.0%	33.3%	
Disagree somewhat	0.0%	22.7%	22.2%	0.0%	28.6%	22.2%	0.0%	20.0%	22.2%	
Strongly disagree	0.0%	9.1%	7.4%	0.0%	0.0%	0.0%	0.0%	13.3%	11.1%	
Total(n)	0	22	27	0	7	9	0	15	18	
Mean	.	2.82	2.93	.	2.86	3.00	.	2.80	2.89	
Standard deviation	.	0.91	0.92	.	0.69	0.71	.	1.01	1.02	
Significance	-			-			-			
Effect size	-			-			-			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Rate your agreement with the following statements:</b>										
<b>Graduate faculty in my department are good mentors</b>										
Strongly agree	0.0%	36.0%	40.0%	0.0%	25.0%	40.0%	0.0%	41.2%	40.0%	
Agree somewhat	100.0%	36.0%	33.3%	0.0%	50.0%	40.0%	100.0%	29.4%	30.0%	
Disagree somewhat	0.0%	28.0%	26.7%	0.0%	25.0%	20.0%	0.0%	29.4%	30.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	25	30	0	8	10	1	17	20	
Mean	3.00	3.08	3.13	.	3.00	3.20	3.00	3.12	3.10	
Standard deviation	.	0.81	0.82	.	0.76	0.79	.	0.86	0.85	
Significance	-			-			-			
Effect size	-	-0.10	-0.16	-			-	-0.14	-0.12	
<b>Most graduate students in this program move on to faculty positions</b>										
Strongly agree	0.0%	13.6%	12.0%	0.0%	14.3%	12.5%	0.0%	13.3%	11.8%	
Agree somewhat	0.0%	18.2%	20.0%	0.0%	14.3%	25.0%	0.0%	20.0%	17.6%	
Disagree somewhat	0.0%	40.9%	44.0%	0.0%	42.9%	37.5%	0.0%	40.0%	47.1%	
Strongly disagree	0.0%	27.3%	24.0%	0.0%	28.6%	25.0%	0.0%	26.7%	23.5%	
Total(n)	0	22	25	0	7	8	0	15	17	
Mean	.	2.18	2.20	.	2.14	2.25	.	2.20	2.18	
Standard deviation	.	1.01	0.96	.	1.07	1.04	.	1.01	0.95	
Significance	-			-			-			
Effect size	-			-			-			
<b>Most graduate students in this program move into positions outside of academia</b>										
Strongly agree	100.0%	34.8%	37.0%	0.0%	42.9%	44.4%	100.0%	31.3%	33.3%	
Agree somewhat	0.0%	39.1%	37.0%	0.0%	57.1%	55.6%	0.0%	31.3%	27.8%	
Disagree somewhat	0.0%	26.1%	25.9%	0.0%	0.0%	0.0%	0.0%	37.5%	38.9%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	23	27	0	7	9	1	16	18	
Mean	4.00	3.09	3.11	.	3.43	3.44	4.00	2.94	2.94	
Standard deviation	.	0.79	0.80	.	0.53	0.53	.	0.85	0.87	
Significance	-			-			-			
Effect size	-	1.15	1.11	-			-	1.25	1.22	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Advised student groups involved in service/volunteer work	25.0%	40.4%	34.3%	50.0%	63.2%	53.8%	0.0%	25.0%	22.0%	
Collaborated with the local community in research/teaching	20.0%	42.6%	41.8%	50.0%	42.1%	42.3%	0.0%	42.9%	41.5%	
Conducted research or writing focused on international/global issues	40.0%	19.1%	19.4%	50.0%	26.3%	25.9%	33.3%	14.3%	15.0%	

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 Other Respondents

Washburn 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	0.0%	32.6%	28.6%	0.0%	21.1%	20.0%	0.0%	40.7%	34.2%	
Conducted research or writing focused on women and gender issues	0.0%	19.1%	17.2%	0.0%	15.8%	16.0%	0.0%	21.4%	17.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	0.0%	4.5%	5.0%	0.0%	5.3%	8.3%	0.0%	4.0%	2.8%	
Conducted research or writing focused on biomedical science fields	0.0%	41.3%	33.3%	0.0%	42.1%	36.0%	0.0%	40.7%	31.6%	
Engaged in academic research that spans multiple disciplines	25.0%	60.9%	59.4%	0.0%	61.1%	60.0%	50.0%	60.7%	59.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	20.0%	33.3%	34.8%	0.0%	26.3%	36.0%	33.3%	37.9%	34.1%	
Written research grants	25.0%	57.8%	46.9%	0.0%	58.8%	58.3%	50.0%	57.1%	40.0%	
Received funding for your work from foundations	0.0%	26.1%	23.1%	0.0%	22.2%	28.0%	0.0%	28.6%	20.0%	
Received funding for your work from state or federal government	0.0%	39.6%	33.8%	0.0%	47.4%	45.8%	0.0%	34.5%	26.8%	
Received funding for your work from business or industry	0.0%	10.9%	10.8%	0.0%	22.2%	24.0%	0.0%	3.6%	2.5%	
Total(n)	4	46	65	2	18	25	2	28	40	

Washburn 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	0.0%	4.3%	6.1%	0.0%	5.6%	11.5%	0.0%	3.6%	2.5%	
Taught an interdisciplinary course	0.0%	12.8%	11.9%	0.0%	16.7%	19.2%	0.0%	10.3%	7.3%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	0.0%	4.5%	3.1%	0.0%	0.0%	0.0%	0.0%	7.4%	5.1%	
Taught a service learning course	0.0%	0.0%	1.6%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
Taught a course exclusively online	0.0%	6.5%	4.6%	0.0%	0.0%	0.0%	0.0%	10.7%	7.7%	
Participated in organized activities around enhancing pedagogy and student learning	40.0%	21.3%	29.9%	0.0%	11.1%	23.1%	66.7%	27.6%	34.1%	
Taught a seminar for first-year students	25.0%	10.9%	9.1%	0.0%	16.7%	15.4%	50.0%	7.1%	5.0%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	40.0%	40.4%	40.3%	0.0%	27.8%	34.6%	66.7%	48.3%	43.9%	
<b>Total(n)</b>	<b>5</b>	<b>47</b>	<b>67</b>	<b>2</b>	<b>18</b>	<b>26</b>	<b>3</b>	<b>29</b>	<b>41</b>	
<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	0.0%	2.3%	3.1%	0.0%	5.6%	7.7%	0.0%	0.0%	0.0%	
To a large extent	0.0%	6.8%	6.3%	0.0%	11.1%	11.5%	0.0%	3.8%	2.6%	
To some extent	25.0%	9.1%	6.3%	0.0%	11.1%	7.7%	50.0%	7.7%	5.3%	
To a small extent	0.0%	4.5%	3.1%	0.0%	0.0%	0.0%	0.0%	7.7%	5.3%	
Not at all	75.0%	77.3%	81.3%	100.0%	72.2%	73.1%	50.0%	80.8%	86.8%	
<b>Total(n)</b>	<b>4</b>	<b>44</b>	<b>64</b>	<b>2</b>	<b>18</b>	<b>26</b>	<b>2</b>	<b>26</b>	<b>38</b>	
<b>Published with undergraduates</b>										
To a very large extent	0.0%	2.4%	3.3%	0.0%	5.9%	8.0%	0.0%	0.0%	0.0%	
To a large extent	0.0%	0.0%	1.6%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	

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 Other Respondents

Washburn 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	0.0%	4.8%	4.9%	0.0%	11.8%	12.0%	0.0%	0.0%	0.0%	
To a small extent	0.0%	4.8%	3.3%	0.0%	0.0%	0.0%	0.0%	8.0%	5.6%	
Not at all	100.0%	88.1%	86.9%	100.0%	82.4%	76.0%	100.0%	92.0%	94.4%	
Total(n)	4	42	61	2	17	25	2	25	36	
<b>Engaged undergraduates on your research projects</b>										
To a very large extent	0.0%	9.1%	9.4%	0.0%	16.7%	19.2%	0.0%	3.8%	2.6%	
To a large extent	0.0%	9.1%	7.8%	0.0%	16.7%	15.4%	0.0%	3.8%	2.6%	
To some extent	0.0%	11.4%	9.4%	0.0%	16.7%	11.5%	0.0%	7.7%	7.9%	
To a small extent	0.0%	4.5%	4.7%	0.0%	0.0%	0.0%	0.0%	7.7%	7.9%	
Not at all	100.0%	65.9%	68.8%	100.0%	50.0%	53.8%	100.0%	76.9%	78.9%	
Total(n)	4	44	64	2	18	26	2	26	38	
<b>Worked with undergraduates on their research projects</b>										
To a very large extent	0.0%	4.5%	6.3%	0.0%	11.1%	15.4%	0.0%	0.0%	0.0%	
To a large extent	0.0%	9.1%	7.8%	0.0%	16.7%	15.4%	0.0%	3.8%	2.6%	
To some extent	0.0%	15.9%	20.3%	0.0%	22.2%	15.4%	0.0%	11.5%	23.7%	
To a small extent	0.0%	11.4%	9.4%	0.0%	5.6%	7.7%	0.0%	15.4%	10.5%	
Not at all	100.0%	59.1%	56.3%	100.0%	44.4%	46.2%	100.0%	69.2%	63.2%	
Total(n)	4	44	64	2	18	26	2	26	38	
<b>How would you rate the overall experience of working with undergraduates on research projects?</b>										
Excellent	0.0%	9.1%	12.5%	0.0%	11.1%	15.4%	0.0%	7.7%	10.5%	
Good	0.0%	29.5%	29.7%	0.0%	38.9%	34.6%	0.0%	23.1%	26.3%	
Fair	0.0%	9.1%	7.8%	0.0%	16.7%	11.5%	0.0%	3.8%	5.3%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I have not worked with undergraduates on research projects	100.0%	52.3%	50.0%	100.0%	33.3%	38.5%	100.0%	65.4%	57.9%	
Total(n)	4	44	64	2	18	26	2	26	38	
<b>How many undergraduate students do you advise?</b>										
Mean	7.50	2.77	2.69	7.50	3.33	3.22	7.50	2.38	2.32	
Median	8	1	1	8	1	1	8	1	1	
Mode	1.00(a)	1	1	1.00(a)	1	1	1.00(a)	1	1	
Total(n)	4	44	65	2	18	27	2	26	38	
<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	50.0%	30.8%	26.3%	0.0%	50.0%	44.4%	100.0%	14.3%	10.0%	
Occasionally	50.0%	38.5%	36.8%	100.0%	33.3%	44.4%	0.0%	42.9%	30.0%	
Not at All	0.0%	30.8%	36.8%	0.0%	16.7%	11.1%	0.0%	42.9%	60.0%	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	2	13	19	1	6	9	1	7	10	
Mean	2.50	2.00	1.89	2.00	2.33	2.33	3.00	1.71	1.50	
Standard deviation	0.71	0.82	0.81	.	0.82	0.71	.	0.76	0.71	



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 Other Respondents

Washburn 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	-	0.61	0.75	-	-0.40	-0.46	-	1.70	2.11	
<b>Helped them plan their course of study</b>										
Frequently	100.0%	30.8%	27.8%	100.0%	50.0%	44.4%	100.0%	14.3%	11.1%	
Occasionally	0.0%	46.2%	44.4%	0.0%	33.3%	44.4%	0.0%	57.1%	44.4%	
Not at All	0.0%	23.1%	27.8%	0.0%	16.7%	11.1%	0.0%	28.6%	44.4%	
Total(n)	2	13	18	1	6	9	1	7	9	
Mean	3.00	2.08	2.00	3.00	2.33	2.33	3.00	1.86	1.67	
Standard deviation	0.00	0.76	0.77	.	0.82	0.71	.	0.69	0.71	
Significance	-			-			-			
Effect size	-	1.21	1.30	-	0.82	0.94	-	1.65	1.87	
<b>Discussed their academic performance</b>										
Frequently	100.0%	38.5%	47.4%	100.0%	50.0%	55.6%	100.0%	28.6%	40.0%	
Occasionally	0.0%	30.8%	31.6%	0.0%	33.3%	33.3%	0.0%	28.6%	30.0%	
Not at All	0.0%	30.8%	21.1%	0.0%	16.7%	11.1%	0.0%	42.9%	30.0%	
Total(n)	2	13	19	1	6	9	1	7	10	
Mean	3.00	2.08	2.26	3.00	2.33	2.44	3.00	1.86	2.10	
Standard deviation	0.00	0.86	0.81	.	0.82	0.73	.	0.90	0.88	
Significance	-			-			-			
Effect size	-	1.07	0.91	-	0.82	0.77	-	1.27	1.02	
<b>Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)</b>										
Frequently	50.0%	33.3%	27.8%	100.0%	60.0%	50.0%	0.0%	14.3%	10.0%	
Occasionally	50.0%	41.7%	38.9%	0.0%	20.0%	37.5%	100.0%	57.1%	40.0%	
Not at All	0.0%	25.0%	33.3%	0.0%	20.0%	12.5%	0.0%	28.6%	50.0%	
Total(n)	2	12	18	1	5	8	1	7	10	
Mean	2.50	2.08	1.94	3.00	2.40	2.38	2.00	1.86	1.60	
Standard deviation	0.71	0.79	0.80	.	0.89	0.74	.	0.69	0.70	
Significance	-			-			-			
Effect size	-	0.53	0.70	-	0.67	0.84	-	0.20	0.57	
<b>Discussed career and post-graduation goals</b>										
Frequently	0.0%	61.5%	47.4%	0.0%	50.0%	44.4%	0.0%	71.4%	50.0%	
Occasionally	100.0%	38.5%	52.6%	100.0%	50.0%	55.6%	100.0%	28.6%	50.0%	
Not at All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	13	19	1	6	9	1	7	10	
Mean	2.00	2.62	2.47	2.00	2.50	2.44	2.00	2.71	2.50	
Standard deviation	0.00	0.51	0.51	.	0.55	0.53	.	0.49	0.53	
Significance	-			-			-			
Effect size	-	-1.22	-0.92	-	-0.91	-0.83	-	-1.45	-0.94	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Funded workshops outside the institution focused on teaching</b>										
Yes	50.0%	33.3%	35.5%	50.0%	16.7%	26.9%	50.0%	45.8%	41.7%	
No	50.0%	59.5%	56.5%	50.0%	77.8%	65.4%	50.0%	45.8%	50.0%	
Not eligible	0.0%	2.4%	3.2%	0.0%	5.6%	7.7%	0.0%	0.0%	0.0%	
Not available	0.0%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	
Total(n)	4	42	62	2	18	26	2	24	36	
<b>Funded workshops outside the institution focused on research skills development</b>										
Yes	0.0%	12.2%	13.1%	0.0%	5.6%	7.7%	0.0%	17.4%	17.1%	
No	100.0%	78.0%	75.4%	100.0%	94.4%	84.6%	100.0%	65.2%	68.6%	
Not eligible	0.0%	0.0%	3.3%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Not available	0.0%	9.8%	8.2%	0.0%	0.0%	0.0%	0.0%	17.4%	14.3%	
Total(n)	4	41	61	2	18	26	2	23	35	
<b>Funded workshops outside the institution focused on grant writing</b>										
Yes	25.0%	9.5%	6.6%	50.0%	5.6%	3.8%	0.0%	12.5%	8.6%	
No	75.0%	83.3%	83.6%	50.0%	94.4%	88.5%	100.0%	75.0%	80.0%	
Not eligible	0.0%	0.0%	3.3%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Not available	0.0%	7.1%	6.6%	0.0%	0.0%	0.0%	0.0%	12.5%	11.4%	
Total(n)	4	42	61	2	18	26	2	24	35	
<b>Paid sabbatical leave</b>										
Yes	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	
No	75.0%	78.6%	67.7%	50.0%	77.8%	69.2%	100.0%	79.2%	66.7%	
Not eligible	0.0%	9.5%	17.7%	0.0%	11.1%	19.2%	0.0%	8.3%	16.7%	
Not available	25.0%	11.9%	12.9%	50.0%	11.1%	11.5%	0.0%	12.5%	13.9%	
Total(n)	4	42	62	2	18	26	2	24	36	
<b>Travel funds paid by the institution</b>										
Yes	75.0%	41.5%	49.2%	100.0%	35.3%	44.0%	50.0%	45.8%	52.8%	
No	25.0%	43.9%	36.1%	0.0%	47.1%	36.0%	50.0%	41.7%	36.1%	
Not eligible	0.0%	2.4%	4.9%	0.0%	5.9%	12.0%	0.0%	0.0%	0.0%	
Not available	0.0%	12.2%	9.8%	0.0%	11.8%	8.0%	0.0%	12.5%	11.1%	
Total(n)	4	41	61	2	17	25	2	24	36	
<b>Internal grants for research</b>										
Yes	0.0%	16.7%	19.4%	0.0%	11.1%	23.1%	0.0%	20.8%	16.7%	
No	75.0%	73.8%	69.4%	50.0%	77.8%	65.4%	100.0%	70.8%	72.2%	
Not eligible	0.0%	0.0%	1.6%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	
Not available	25.0%	9.5%	9.7%	50.0%	11.1%	7.7%	0.0%	8.3%	11.1%	

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**Institutional Profile Report**  
 Other Respondents

Washburn 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)	4	42	62	2	18	26	2	24	36	
<b>Training for administrative leadership</b>										
Yes	25.0%	14.3%	17.7%	50.0%	16.7%	23.1%	0.0%	12.5%	13.9%	
No	50.0%	69.0%	66.1%	0.0%	66.7%	57.7%	100.0%	70.8%	72.2%	
Not eligible	0.0%	2.4%	4.8%	0.0%	0.0%	7.7%	0.0%	4.2%	2.8%	
Not available	25.0%	14.3%	11.3%	50.0%	16.7%	11.5%	0.0%	12.5%	11.1%	
Total(n)	4	42	62	2	18	26	2	24	36	
<b>Received incentives to develop new courses</b>										
Yes	0.0%	0.0%	3.3%	0.0%	0.0%	4.0%	0.0%	0.0%	2.8%	
No	75.0%	87.8%	82.0%	50.0%	88.2%	76.0%	100.0%	87.5%	86.1%	
Not eligible	0.0%	0.0%	4.9%	0.0%	0.0%	12.0%	0.0%	0.0%	0.0%	
Not available	25.0%	12.2%	9.8%	50.0%	11.8%	8.0%	0.0%	12.5%	11.1%	
Total(n)	4	41	61	2	17	25	2	24	36	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	25.0%	4.9%	8.3%	50.0%	5.6%	11.5%	0.0%	4.3%	5.9%	
No	75.0%	82.9%	78.3%	50.0%	83.3%	73.1%	100.0%	82.6%	82.4%	
Not eligible	0.0%	0.0%	3.3%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Not available	0.0%	12.2%	10.0%	0.0%	11.1%	7.7%	0.0%	13.0%	11.8%	
Total(n)	4	41	60	2	18	26	2	23	34	
<b>Received resources to integrate culturally-competent practices into your classroom</b>										
Yes	25.0%	9.5%	14.5%	0.0%	0.0%	7.7%	50.0%	16.7%	19.4%	
No	50.0%	78.6%	72.6%	50.0%	83.3%	73.1%	50.0%	75.0%	72.2%	
Not eligible	0.0%	0.0%	3.2%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Not available	25.0%	11.9%	9.7%	50.0%	16.7%	11.5%	0.0%	8.3%	8.3%	
Total(n)	4	42	62	2	18	26	2	24	36	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										
None	75.0%	31.0%	29.0%	50.0%	17.6%	16.0%	100.0%	40.0%	37.8%	
1-2	0.0%	9.5%	17.7%	0.0%	11.8%	16.0%	0.0%	8.0%	18.9%	
3-4	0.0%	4.8%	4.8%	0.0%	5.9%	8.0%	0.0%	4.0%	2.7%	
5-10	25.0%	11.9%	11.3%	50.0%	17.6%	12.0%	0.0%	8.0%	10.8%	
11-20	0.0%	19.0%	16.1%	0.0%	17.6%	20.0%	0.0%	20.0%	13.5%	
21-50	0.0%	14.3%	11.3%	0.0%	11.8%	8.0%	0.0%	16.0%	13.5%	
51+	0.0%	9.5%	9.7%	0.0%	17.6%	20.0%	0.0%	4.0%	2.7%	

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 Other Respondents

Washburn 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)	4	42	62	2	17	25	2	25	37	
Mean	1.75	3.60	3.40	2.50	4.12	4.08	1.00	3.24	2.95	
Standard deviation	1.50	2.19	2.14	2.12	2.15	2.16	0.00	2.18	2.03	
Significance	-			-			-			
Effect size	-	-0.84	-0.77	-	-0.75	-0.73	-	-1.03	-0.96	
<b>Chapters in edited volumes</b>										
None	75.0%	53.8%	54.4%	50.0%	35.3%	45.8%	100.0%	68.2%	60.6%	
1-2	0.0%	23.1%	22.8%	0.0%	35.3%	25.0%	0.0%	13.6%	21.2%	
3-4	25.0%	15.4%	14.0%	50.0%	11.8%	12.5%	0.0%	18.2%	15.2%	
5-10	0.0%	7.7%	8.8%	0.0%	17.6%	16.7%	0.0%	0.0%	3.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	39	57	2	17	24	2	22	33	
Mean	1.50	1.77	1.77	2.00	2.12	2.00	1.00	1.50	1.61	
Standard deviation	1.00	0.99	1.00	1.41	1.11	1.14	0.00	0.80	0.86	
Significance	-			-			-			
Effect size	-	-0.27	-0.27	-	-0.11	0.00	-	-0.63	-0.71	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	75.0%	76.3%	75.9%	50.0%	68.8%	66.7%	100.0%	81.8%	82.4%	
1-2	25.0%	21.1%	19.0%	50.0%	31.3%	29.2%	0.0%	13.6%	11.8%	
3-4	0.0%	2.6%	3.4%	0.0%	0.0%	0.0%	0.0%	4.5%	5.9%	
5-10	0.0%	0.0%	1.7%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	38	58	2	16	24	2	22	34	
Mean	1.25	1.26	1.31	1.50	1.31	1.42	1.00	1.23	1.24	
Standard deviation	0.50	0.50	0.63	0.71	0.48	0.72	0.00	0.53	0.55	
Significance	-			-			-			
Effect size	-	-0.02	-0.10	-	0.40	0.11	-	-0.43	-0.44	
<b>Other, such as patents or computer software products</b>										
None	100.0%	89.2%	83.6%	100.0%	88.2%	79.2%	100.0%	90.0%	87.1%	
1-2	0.0%	2.7%	5.5%	0.0%	5.9%	8.3%	0.0%	0.0%	3.2%	
3-4	0.0%	2.7%	3.6%	0.0%	0.0%	4.2%	0.0%	5.0%	3.2%	
5-10	0.0%	2.7%	3.6%	0.0%	5.9%	4.2%	0.0%	0.0%	3.2%	
11-20	0.0%	2.7%	3.6%	0.0%	0.0%	4.2%	0.0%	5.0%	3.2%	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
21-50	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	37	55	2	17	24	2	20	31	
Mean	1.00	1.27	1.38	1.00	1.24	1.46	1.00	1.30	1.32	
Standard deviation	0.00	0.87	0.99	0.00	0.75	1.06	0.00	0.98	0.94	
Significance	-			-			-			
Effect size	-	-0.31	-0.38	-	-0.32	-0.43	-	-0.31	-0.34	
<b>In the past three years, how many exhibitions or performances in the fine or applied arts have you presented?</b>										
None	100.0%	95.2%	90.3%	100.0%	94.1%	92.0%	100.0%	96.0%	89.2%	
1-2	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	
3-4	0.0%	0.0%	3.2%	0.0%	0.0%	4.0%	0.0%	0.0%	2.7%	
5-10	0.0%	4.8%	4.8%	0.0%	5.9%	4.0%	0.0%	4.0%	5.4%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	42	62	2	17	25	2	25	37	
Mean	1.00	1.14	1.23	1.00	1.18	1.20	1.00	1.12	1.24	
Standard deviation	0.00	0.65	0.73	0.00	0.73	0.71	0.00	0.60	0.76	
Significance	-			-			-			
Effect size	-	-0.22	-0.32	-	-0.25	-0.28	-	-0.20	-0.32	
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Solo/Individual</b>										
None	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
1-2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3-4	0.0%	100.0%	66.7%	0.0%	100.0%	100.0%	0.0%	100.0%	50.0%	
5-10	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	2	6	0	1	2	0	1	4	
Mean	.	3.00	2.83	.	3.00	3.00	.	3.00	2.75	
Standard deviation	.	0.00	0.98	.	.	0.00	.	.	1.26	
Significance	-			-			-			
Effect size	-			-			-			
<b>How many these exhibitions or performances in the fine or applied arts were:</b>										
<b>Collaborative</b>										
None	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
1-2	0.0%	0.0%	40.0%	0.0%	0.0%	50.0%	0.0%	0.0%	33.3%	

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**Institutional Profile Report**  
 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
3-4	0.0%	50.0%	20.0%	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%	
5-10	0.0%	50.0%	20.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	2	5	0	1	2	0	1	3	
Mean	.	3.50	2.40	.	3.00	2.50	.	4.00	2.33	
Standard deviation	.	0.71	1.14	.	.	0.71	.	.	1.53	
Significance	-			-			-			
Effect size	-			-			-			
<b>In the past three years, how many of your professional writings have been published or accepted for publication?</b>										
None	100.0%	29.3%	29.0%	100.0%	17.6%	19.2%	100.0%	37.5%	36.1%	
1	0.0%	12.2%	12.9%	0.0%	17.6%	23.1%	0.0%	8.3%	5.6%	
2	0.0%	12.2%	12.9%	0.0%	5.9%	3.8%	0.0%	16.7%	19.4%	
3	0.0%	12.2%	16.1%	0.0%	11.8%	11.5%	0.0%	12.5%	19.4%	
4	0.0%	7.3%	6.5%	0.0%	5.9%	7.7%	0.0%	8.3%	5.6%	
5	0.0%	4.9%	4.8%	0.0%	5.9%	7.7%	0.0%	4.2%	2.8%	
6	0.0%	2.4%	3.2%	0.0%	0.0%	0.0%	0.0%	4.2%	5.6%	
7-10	0.0%	4.9%	3.2%	0.0%	0.0%	0.0%	0.0%	8.3%	5.6%	
More than 10	0.0%	14.6%	11.3%	0.0%	35.3%	26.9%	0.0%	0.0%	0.0%	
Total(n)	4	41	62	2	17	26	2	24	36	
Mean	1.00	3.93	3.69	1.00	5.00	4.50	1.00	3.17	3.11	
Standard deviation	0.00	2.89	2.68	0.00	3.34	3.15	0.00	2.32	2.14	
Significance	-			-			-			
Effect size	-	-1.01	-1.00	-	-1.20	-1.11	-	-0.94	-0.99	
<b>How many of these publications in the past three years have been solo-authored?</b>										
None	0.0%	44.4%	46.7%	0.0%	27.3%	40.0%	0.0%	71.4%	53.3%	
1	0.0%	38.9%	26.7%	0.0%	45.5%	33.3%	0.0%	28.6%	20.0%	
2	0.0%	16.7%	20.0%	0.0%	27.3%	20.0%	0.0%	0.0%	20.0%	
3	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	
4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
7-10	0.0%	0.0%	3.3%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	
More than 10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	18	30	0	11	15	0	7	15	
Mean	.	1.72	2.00	.	2.00	2.20	.	1.29	1.80	
Standard deviation	.	0.75	1.44	.	0.77	1.78	.	0.49	1.01	

Washburn 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	-			-			-			
<b>How many of these publications in the past three years have been co-authored?</b>										
None	0.0%	3.7%	9.8%	0.0%	7.7%	5.3%	0.0%	0.0%	13.6%	
1	0.0%	11.1%	14.6%	0.0%	7.7%	15.8%	0.0%	14.3%	13.6%	
2	0.0%	14.8%	12.2%	0.0%	7.7%	5.3%	0.0%	21.4%	18.2%	
3	0.0%	18.5%	19.5%	0.0%	7.7%	10.5%	0.0%	28.6%	27.3%	
4	0.0%	14.8%	12.2%	0.0%	23.1%	21.1%	0.0%	7.1%	4.5%	
5	0.0%	3.7%	7.3%	0.0%	0.0%	5.3%	0.0%	7.1%	9.1%	
6	0.0%	3.7%	2.4%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
7-10	0.0%	11.1%	7.3%	0.0%	7.7%	5.3%	0.0%	14.3%	9.1%	
More than 10	0.0%	18.5%	14.6%	0.0%	38.5%	31.6%	0.0%	0.0%	0.0%	
Total(n)	0	27	41	0	13	19	0	14	22	
Mean	.	5.22	4.66	.	6.00	5.58	.	4.50	3.86	
Standard deviation	.	2.59	2.60	.	2.97	2.87	.	2.03	2.10	
Significance	-			-			-			
Effect size	-			-			-			
<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	25.0%	68.6%	69.2%	50.0%	68.8%	77.3%	0.0%	68.4%	63.3%	
1-4	25.0%	22.9%	23.1%	0.0%	18.8%	13.6%	50.0%	26.3%	30.0%	
5-8	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	
9-12	0.0%	2.9%	1.9%	0.0%	6.3%	4.5%	0.0%	0.0%	0.0%	
13-16	25.0%	2.9%	1.9%	0.0%	0.0%	0.0%	50.0%	5.3%	3.3%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	25.0%	2.9%	1.9%	50.0%	6.3%	4.5%	0.0%	0.0%	0.0%	
Total(n)	4	35	52	2	16	22	2	19	30	
Mean	3.75	1.60	1.52	4.00	1.75	1.55	3.50	1.47	1.50	
Standard deviation	2.75	1.29	1.11	4.24	1.61	1.41	2.12	0.96	0.86	
Significance	-	**	**	-			-	*	**	
Effect size	-	1.67	2.01	-	1.40	1.74	-	2.11	2.33	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	61.8%	60.0%	0.0%	56.3%	63.6%	0.0%	66.7%	57.1%	
1-4	50.0%	29.4%	32.0%	50.0%	37.5%	31.8%	50.0%	22.2%	32.1%	
5-8	25.0%	5.9%	6.0%	50.0%	6.3%	4.5%	0.0%	5.6%	7.1%	
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
17-20	25.0%	2.9%	2.0%	0.0%	0.0%	0.0%	50.0%	5.6%	3.6%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	34	50	2	16	22	2	18	28	
Mean	3.25	1.56	1.54	2.50	1.50	1.41	4.00	1.61	1.64	
Standard deviation	1.89	0.99	0.89	0.71	0.63	0.59	2.83	1.24	1.06	
Significance	-	**	**	-	-	*	-	*	*	
Effect size	-	1.71	1.92	-	1.59	1.85	-	1.93	2.23	
<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	0.0%	25.0%	34.7%	0.0%	21.4%	35.0%	0.0%	27.8%	34.5%	
1-4	50.0%	40.6%	38.8%	50.0%	35.7%	30.0%	50.0%	44.4%	44.8%	
5-8	0.0%	15.6%	12.2%	0.0%	21.4%	20.0%	0.0%	11.1%	6.9%	
9-12	50.0%	9.4%	6.1%	50.0%	7.1%	5.0%	50.0%	11.1%	6.9%	
13-16	0.0%	9.4%	6.1%	0.0%	14.3%	10.0%	0.0%	5.6%	3.4%	
17-20	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	32	49	2	14	20	2	18	29	
Mean	3.00	2.38	2.16	3.00	2.57	2.25	3.00	2.22	2.10	
Standard deviation	1.15	1.24	1.26	1.41	1.34	1.29	1.41	1.17	1.26	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.50	0.67	-	0.32	0.58	-	0.67	0.71	
<b>Committee work and meetings</b>										
None	0.0%	8.6%	11.5%	0.0%	12.5%	9.1%	0.0%	5.3%	13.3%	
1-4	100.0%	48.6%	40.4%	100.0%	56.3%	45.5%	100.0%	42.1%	36.7%	
5-8	0.0%	22.9%	25.0%	0.0%	25.0%	27.3%	0.0%	21.1%	23.3%	
9-12	0.0%	11.4%	13.5%	0.0%	0.0%	9.1%	0.0%	21.1%	16.7%	
13-16	0.0%	5.7%	5.8%	0.0%	6.3%	4.5%	0.0%	5.3%	6.7%	
17-20	0.0%	0.0%	1.9%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	
21+	0.0%	2.9%	1.9%	0.0%	0.0%	0.0%	0.0%	5.3%	3.3%	
Total(n)	4	35	52	2	16	22	2	19	30	
Mean	2.00	2.69	2.75	2.00	2.31	2.68	2.00	3.00	2.80	
Standard deviation	0.00	1.25	1.30	0.00	0.95	1.21	0.00	1.41	1.37	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.55	-0.58	-	-0.33	-0.56	-	-0.71	-0.58	
<b>Research and scholarly writing</b>										
None	100.0%	22.9%	21.2%	100.0%	18.8%	13.6%	100.0%	26.3%	26.7%	
1-4	0.0%	22.9%	30.8%	0.0%	31.3%	31.8%	0.0%	15.8%	30.0%	



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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
5-8	0.0%	17.1%	19.2%	0.0%	12.5%	22.7%	0.0%	21.1%	16.7%	
9-12	0.0%	11.4%	9.6%	0.0%	0.0%	4.5%	0.0%	21.1%	13.3%	
13-16	0.0%	2.9%	3.8%	0.0%	6.3%	4.5%	0.0%	0.0%	3.3%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	22.9%	15.4%	0.0%	31.3%	22.7%	0.0%	15.8%	10.0%	
Total(n)	4	35	52	2	16	22	2	19	30	
Mean	1.00	3.40	3.06	1.00	3.69	3.45	1.00	3.16	2.77	
Standard deviation	0.00	2.24	1.98	0.00	2.50	2.18	0.00	2.03	1.81	
Significance	-	*	*	-			-			
Effect size	-	-1.07	-1.04	-	-1.08	-1.12	-	-1.06	-0.98	
<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	75.0%	72.7%	79.2%	100.0%	68.8%	72.7%	50.0%	76.5%	84.6%	
1-4	25.0%	15.2%	12.5%	0.0%	12.5%	13.6%	50.0%	17.6%	11.5%	
5-8	0.0%	9.1%	6.3%	0.0%	12.5%	9.1%	0.0%	5.9%	3.8%	
9-12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	3.0%	2.1%	0.0%	6.3%	4.5%	0.0%	0.0%	0.0%	
Total(n)	4	33	48	2	16	22	2	17	26	
Mean	1.25	1.52	1.38	1.00	1.75	1.59	1.50	1.29	1.19	
Standard deviation	0.50	1.18	1.00	0.00	1.57	1.37	0.71	0.59	0.49	
Significance	-			-			-			
Effect size	-	-0.23	-0.13	-	-0.48	-0.43	-	0.36	0.63	
<b>Community or public service</b>										
None	100.0%	54.5%	49.0%	100.0%	50.0%	42.9%	100.0%	57.9%	53.3%	
1-4	0.0%	33.3%	33.3%	0.0%	35.7%	38.1%	0.0%	31.6%	30.0%	
5-8	0.0%	9.1%	13.7%	0.0%	14.3%	19.0%	0.0%	5.3%	10.0%	
9-12	0.0%	3.0%	3.9%	0.0%	0.0%	0.0%	0.0%	5.3%	6.7%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	33	51	2	14	21	2	19	30	
Mean	1.00	1.61	1.73	1.00	1.64	1.76	1.00	1.58	1.70	
Standard deviation	0.00	0.79	0.85	0.00	0.74	0.77	0.00	0.84	0.92	
Significance	-			-			-			
Effect size	-	-0.77	-0.86	-	-0.86	-0.99	-	-0.69	-0.76	

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

Washburn 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>Outside consulting/freelance work</b>										
None	75.0%	71.0%	71.4%	50.0%	53.8%	60.0%	100.0%	83.3%	79.3%	
1-4	25.0%	25.8%	22.4%	50.0%	38.5%	30.0%	0.0%	16.7%	17.2%	
5-8	0.0%	3.2%	2.0%	0.0%	7.7%	5.0%	0.0%	0.0%	0.0%	
9-12	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	
13-16	0.0%	0.0%	2.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	31	49	2	13	20	2	18	29	
Mean	1.25	1.32	1.41	1.50	1.54	1.60	1.00	1.17	1.28	
Standard deviation	0.50	0.54	0.81	0.71	0.66	0.99	0.00	0.38	0.65	
Significance	-			-			-			
Effect size	-	-0.13	-0.20	-	-0.06	-0.10	-	-0.45	-0.43	
<b>Household/childcare duties</b>										
None	25.0%	15.2%	13.7%	50.0%	28.6%	23.8%	0.0%	5.3%	6.7%	
1-4	25.0%	9.1%	5.9%	0.0%	14.3%	9.5%	50.0%	5.3%	3.3%	
5-8	0.0%	21.2%	31.4%	0.0%	7.1%	19.0%	0.0%	31.6%	40.0%	
9-12	0.0%	18.2%	17.6%	0.0%	14.3%	14.3%	0.0%	21.1%	20.0%	
13-16	25.0%	6.1%	7.8%	50.0%	7.1%	9.5%	0.0%	5.3%	6.7%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	25.0%	30.3%	23.5%	0.0%	28.6%	23.8%	50.0%	31.6%	23.3%	
Total(n)	4	33	51	2	14	21	2	19	30	
Mean	3.75	4.12	3.94	3.00	3.71	3.71	4.50	4.42	4.10	
Standard deviation	2.75	2.20	2.01	2.83	2.49	2.26	3.54	1.98	1.84	
Significance	-			-			-			
Effect size	-	-0.17	-0.09	-	-0.29	-0.31	-	0.04	0.22	
<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	100.0%	87.1%	89.6%	100.0%	100.0%	95.0%	100.0%	77.8%	85.7%	
1-4	0.0%	9.7%	8.3%	0.0%	0.0%	5.0%	0.0%	16.7%	10.7%	
5-8	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
9-12	0.0%	3.2%	2.1%	0.0%	0.0%	0.0%	0.0%	5.6%	3.6%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	31	48	1	13	20	1	18	28	
Mean	1.00	1.19	1.15	1.00	1.00	1.05	1.00	1.33	1.21	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.00	0.60	0.50	.	0.00	0.22	.	0.77	0.63	
Significance	-			-			-			
Effect size	-	-0.32	-0.30	-		-0.23	-	-0.43	-0.33	
<b>Other employment, outside of academia</b>										
None	75.0%	90.9%	92.2%	100.0%	92.9%	95.2%	50.0%	89.5%	90.0%	
1-4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
5-8	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	
9-12	25.0%	3.0%	2.0%	0.0%	0.0%	0.0%	50.0%	5.3%	3.3%	
13-16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	6.1%	3.9%	0.0%	7.1%	4.8%	0.0%	5.3%	3.3%	
Total(n)	4	33	51	2	14	21	2	19	30	
Mean	1.75	1.45	1.33	1.00	1.43	1.29	2.50	1.47	1.37	
Standard deviation	1.50	1.52	1.26	0.00	1.60	1.31	2.12	1.50	1.25	
Significance	-			-			-			
Effect size	-	0.20	0.33	-	-0.27	-0.22	-	0.69	0.90	
<b>Personal time</b>										
None	0.0%	6.1%	6.0%	0.0%	0.0%	5.0%	0.0%	10.5%	6.7%	
1-4	25.0%	27.3%	24.0%	0.0%	35.7%	30.0%	50.0%	21.1%	20.0%	
5-8	25.0%	30.3%	36.0%	0.0%	7.1%	20.0%	50.0%	47.4%	46.7%	
9-12	25.0%	18.2%	16.0%	50.0%	28.6%	25.0%	0.0%	10.5%	10.0%	
13-16	25.0%	12.1%	8.0%	50.0%	14.3%	10.0%	0.0%	10.5%	6.7%	
17-20	0.0%	3.0%	6.0%	0.0%	7.1%	5.0%	0.0%	0.0%	6.7%	
21+	0.0%	3.0%	4.0%	0.0%	7.1%	5.0%	0.0%	0.0%	3.3%	
Total(n)	4	33	50	2	14	20	2	19	30	
Mean	3.50	3.24	3.30	4.50	3.71	3.40	2.50	2.89	3.23	
Standard deviation	1.29	1.39	1.45	0.71	1.64	1.54	0.71	1.10	1.41	
Significance	-			-			-			
Effect size	-	0.19	0.14	-	0.48	0.71	-	-0.35	-0.52	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	75.0%	30.0%	33.3%	50.0%	23.1%	26.3%	100.0%	35.3%	37.9%	
Occasionally	0.0%	16.7%	16.7%	0.0%	30.8%	21.1%	0.0%	5.9%	13.8%	
Not at all	25.0%	53.3%	50.0%	50.0%	46.2%	52.6%	0.0%	58.8%	48.3%	
Total(n)	4	30	48	2	13	19	2	17	29	
Mean	2.50	1.77	1.83	2.00	1.77	1.74	3.00	1.76	1.90	
Standard deviation	1.00	0.90	0.91	1.41	0.83	0.87	0.00	0.97	0.94	
Significance	-			-			-			

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 Other Respondents

Washburn 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	-	0.81	0.74	-	0.28	0.30	-	1.28	1.17	
<b>Support their opinions with a logical argument</b>										
Frequently	50.0%	34.5%	39.1%	50.0%	30.8%	33.3%	50.0%	37.5%	42.9%	
Occasionally	25.0%	24.1%	19.6%	0.0%	30.8%	22.2%	50.0%	18.8%	17.9%	
Not at all	25.0%	41.4%	41.3%	50.0%	38.5%	44.4%	0.0%	43.8%	39.3%	
Total(n)	4	29	46	2	13	18	2	16	28	
Mean	2.25	1.93	1.98	2.00	1.92	1.89	2.50	1.94	2.04	
Standard deviation	0.96	0.88	0.91	1.41	0.86	0.90	0.71	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.36	0.30	-	0.09	0.12	-	0.60	0.50	
<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	50.0%	27.6%	27.3%	50.0%	30.8%	33.3%	50.0%	25.0%	23.1%	
Occasionally	25.0%	31.0%	29.5%	0.0%	38.5%	27.8%	50.0%	25.0%	30.8%	
Not at all	25.0%	41.4%	43.2%	50.0%	30.8%	38.9%	0.0%	50.0%	46.2%	
Total(n)	4	29	44	2	13	18	2	16	26	
Mean	2.25	1.86	1.84	2.00	2.00	1.94	2.50	1.75	1.77	
Standard deviation	0.96	0.83	0.83	1.41	0.82	0.87	0.71	0.86	0.82	
Significance	-			-			-			
Effect size	-	0.47	0.49	-	0.00	0.07	-	0.87	0.89	
<b>Analyze multiple sources of information before coming to a conclusion</b>	25.0%	33.3%	37.0%	0.0%	23.1%	23.5%	50.0%	41.2%	44.8%	
Occasionally	50.0%	30.0%	28.3%	50.0%	46.2%	35.3%	50.0%	17.6%	24.1%	
Not at all	25.0%	36.7%	34.8%	50.0%	30.8%	41.2%	0.0%	41.2%	31.0%	
Total(n)	4	30	46	2	13	17	2	17	29	
Mean	2.00	1.97	2.02	1.50	1.92	1.82	2.50	2.00	2.14	
Standard deviation	0.82	0.85	0.86	0.71	0.76	0.81	0.71	0.94	0.88	
Significance	-			-			-			
Effect size	-	0.04	-0.02	-	-0.55	-0.40	-	0.53	0.41	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	50.0%	40.0%	40.4%	0.0%	30.8%	27.8%	100.0%	47.1%	48.3%	
Occasionally	25.0%	23.3%	27.7%	50.0%	38.5%	33.3%	0.0%	11.8%	24.1%	
Not at all	25.0%	36.7%	31.9%	50.0%	30.8%	38.9%	0.0%	41.2%	27.6%	
Total(n)	4	30	47	2	13	18	2	17	29	
Mean	2.25	2.03	2.09	1.50	2.00	1.89	3.00	2.06	2.21	
Standard deviation	0.96	0.89	0.86	0.71	0.82	0.83	0.00	0.97	0.86	
Significance	-			-			-			
Effect size	-	0.25	0.19	-	-0.61	-0.47	-	0.97	0.92	

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 Other Respondents

Washburn 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>Take risks for potential gains</b>										
Frequently	0.0%	3.3%	8.5%	0.0%	0.0%	11.1%	0.0%	5.9%	6.9%	
Occasionally	25.0%	33.3%	29.8%	0.0%	53.8%	38.9%	50.0%	17.6%	24.1%	
Not at all	75.0%	63.3%	61.7%	100.0%	46.2%	50.0%	50.0%	76.5%	69.0%	
Total(n)	4	30	47	2	13	18	2	17	29	
Mean	1.25	1.40	1.47	1.00	1.54	1.61	1.50	1.29	1.38	
Standard deviation	0.50	0.56	0.65	0.00	0.52	0.70	0.71	0.59	0.62	
Significance	-			-			-			
Effect size	-	-0.27	-0.34	-	-1.04	-0.87	-	0.36	0.19	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek alternative solutions to a problem</b>										
Frequently	50.0%	36.7%	32.6%	0.0%	46.2%	44.4%	100.0%	29.4%	25.0%	
Occasionally	25.0%	26.7%	30.4%	50.0%	23.1%	16.7%	0.0%	29.4%	39.3%	
Not at all	25.0%	36.7%	37.0%	50.0%	30.8%	38.9%	0.0%	41.2%	35.7%	
Total(n)	4	30	46	2	13	18	2	17	28	
Mean	2.25	2.00	1.96	1.50	2.15	2.06	3.00	1.88	1.89	
Standard deviation	0.96	0.87	0.84	0.71	0.90	0.94	0.00	0.86	0.79	
Significance	-			-			-			
Effect size	-	0.29	0.35	-	-0.72	-0.60	-	1.30	1.41	
<b>Look up scientific research articles and resources</b>										
Frequently	0.0%	43.3%	45.8%	0.0%	46.2%	42.1%	0.0%	41.2%	48.3%	
Occasionally	75.0%	23.3%	20.8%	50.0%	30.8%	26.3%	100.0%	17.6%	17.2%	
Not at all	25.0%	33.3%	33.3%	50.0%	23.1%	31.6%	0.0%	41.2%	34.5%	
Total(n)	4	30	48	2	13	19	2	17	29	
Mean	1.75	2.10	2.13	1.50	2.23	2.11	2.00	2.00	2.14	
Standard deviation	0.50	0.88	0.89	0.71	0.83	0.88	0.00	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.40	-0.43	-	-0.88	-0.69	-	0.00	-0.15	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	0.0%	16.7%	23.4%	0.0%	30.8%	33.3%	0.0%	5.9%	17.2%	
Occasionally	75.0%	46.7%	38.3%	50.0%	46.2%	33.3%	100.0%	47.1%	41.4%	
Not at all	25.0%	36.7%	38.3%	50.0%	23.1%	33.3%	0.0%	47.1%	41.4%	
Total(n)	4	30	47	2	13	18	2	17	29	
Mean	1.75	1.80	1.85	1.50	2.08	2.00	2.00	1.59	1.76	
Standard deviation	0.50	0.71	0.78	0.71	0.76	0.84	0.00	0.62	0.74	
Significance	-			-			-			
Effect size	-	-0.07	-0.13	-	-0.76	-0.60	-	0.66	0.32	

Washburn 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>Accept mistakes as part of the learning process</b>										
Frequently	75.0%	40.0%	44.7%	50.0%	46.2%	47.4%	100.0%	35.3%	42.9%	
Occasionally	0.0%	20.0%	19.1%	0.0%	23.1%	15.8%	0.0%	17.6%	21.4%	
Not at all	25.0%	40.0%	36.2%	50.0%	30.8%	36.8%	0.0%	47.1%	35.7%	
Total(n)	4	30	47	2	13	19	2	17	28	
Mean	2.50	2.00	2.09	2.00	2.15	2.11	3.00	1.88	2.07	
Standard deviation	1.00	0.91	0.90	1.41	0.90	0.94	0.00	0.93	0.90	
Significance	-			-			-			
Effect size	-	0.55	0.46	-	-0.17	-0.12	-	1.20	1.03	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Recognize biases that affect their thinking</b>										
Frequently	50.0%	30.0%	29.2%	0.0%	30.8%	31.6%	100.0%	29.4%	27.6%	
Occasionally	25.0%	33.3%	35.4%	50.0%	38.5%	31.6%	0.0%	29.4%	37.9%	
Not at all	25.0%	36.7%	35.4%	50.0%	30.8%	36.8%	0.0%	41.2%	34.5%	
Total(n)	4	30	48	2	13	19	2	17	29	
Mean	2.25	1.93	1.94	1.50	2.00	1.95	3.00	1.88	1.93	
Standard deviation	0.96	0.83	0.81	0.71	0.82	0.85	0.00	0.86	0.80	
Significance	-			-			-			
Effect size	-	0.39	0.38	-	-0.61	-0.53	-	1.30	1.34	
<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	0.0%	17.2%	18.2%	0.0%	16.7%	12.5%	0.0%	17.6%	21.4%	
Occasionally	0.0%	3.4%	4.5%	0.0%	0.0%	0.0%	0.0%	5.9%	7.1%	
Not at all	100.0%	79.3%	77.3%	100.0%	83.3%	87.5%	100.0%	76.5%	71.4%	
Total(n)	4	29	44	2	12	16	2	17	28	
Mean	1.00	1.38	1.41	1.00	1.33	1.25	1.00	1.41	1.50	
Standard deviation	0.00	0.78	0.79	0.00	0.78	0.68	0.00	0.80	0.84	
Significance	-			-			-			
Effect size	-	-0.49	-0.52	-	-0.42	-0.37	-	-0.51	-0.60	
<b>Describe how different perspectives would affect the interpretation of a question or issue in your discipline</b>										
Frequently	25.0%	17.2%	11.6%	0.0%	8.3%	6.7%	50.0%	23.5%	14.3%	
Occasionally	0.0%	6.9%	14.0%	0.0%	0.0%	0.0%	0.0%	11.8%	21.4%	
Not at all	75.0%	75.9%	74.4%	100.0%	91.7%	93.3%	50.0%	64.7%	64.3%	
Total(n)	4	29	43	2	12	15	2	17	28	
Mean	1.50	1.41	1.37	1.00	1.17	1.13	2.00	1.59	1.50	

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Other Respondents

Washburn 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	1.00	0.78	0.69	0.00	0.58	0.52	1.41	0.87	0.75	
Significance	-			-			-			
Effect size	-	0.12	0.19	-	-0.29	-0.25	-	0.47	0.67	
<b>Discuss the ethical or moral implications of a course of action</b>										
Frequently	25.0%	24.1%	15.9%	0.0%	8.3%	6.3%	50.0%	35.3%	21.4%	
Occasionally	25.0%	3.4%	6.8%	50.0%	8.3%	6.3%	0.0%	0.0%	7.1%	
Not at all	50.0%	72.4%	77.3%	50.0%	83.3%	87.5%	50.0%	64.7%	71.4%	
Total(n)	4	29	44	2	12	16	2	17	28	
Mean	1.75	1.52	1.39	1.50	1.25	1.19	2.00	1.71	1.50	
Standard deviation	0.96	0.87	0.75	0.71	0.62	0.54	1.41	0.99	0.84	
Significance	-			-			-			
Effect size	-	0.26	0.48	-	0.40	0.57	-	0.29	0.60	
<b>Apply mathematical concepts and computational thinking</b>										
Frequently	0.0%	6.9%	4.7%	0.0%	16.7%	13.3%	0.0%	0.0%	0.0%	
Occasionally	25.0%	17.2%	16.3%	50.0%	16.7%	13.3%	0.0%	17.6%	17.9%	
Not at all	75.0%	75.9%	79.1%	50.0%	66.7%	73.3%	100.0%	82.4%	82.1%	
Total(n)	4	29	43	2	12	15	2	17	28	
Mean	1.25	1.31	1.26	1.50	1.50	1.40	1.00	1.18	1.18	
Standard deviation	0.50	0.60	0.54	0.71	0.80	0.74	0.00	0.39	0.39	
Significance	-			-			-			
Effect size	-	-0.10	-0.02	-	0.00	0.14	-	-0.46	-0.46	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Class discussions</b>										
All	50.0%	28.0%	26.3%	50.0%	20.0%	21.4%	50.0%	33.3%	29.2%	
Most	25.0%	8.0%	5.3%	0.0%	0.0%	0.0%	50.0%	13.3%	8.3%	
Some	0.0%	4.0%	7.9%	0.0%	0.0%	0.0%	0.0%	6.7%	12.5%	
None	25.0%	60.0%	60.5%	50.0%	80.0%	78.6%	0.0%	46.7%	50.0%	
Total(n)	4	25	38	2	10	14	2	15	24	
Mean	3.00	2.04	1.97	2.50	1.60	1.64	3.50	2.33	2.17	
Standard deviation	1.41	1.37	1.33	2.12	1.26	1.28	0.71	1.40	1.34	
Significance	-			-			-			
Effect size	-	0.70	0.77	-	0.71	0.67	-	0.84	0.99	
<b>Cooperative learning (small groups)</b>										
All	0.0%	8.0%	10.5%	0.0%	0.0%	7.1%	0.0%	13.3%	12.5%	
Most	50.0%	8.0%	7.9%	0.0%	0.0%	0.0%	100.0%	13.3%	12.5%	
Some	25.0%	28.0%	23.7%	50.0%	30.0%	21.4%	0.0%	26.7%	25.0%	
None	25.0%	56.0%	57.9%	50.0%	70.0%	71.4%	0.0%	46.7%	50.0%	
Total(n)	4	25	38	2	10	14	2	15	24	

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Washburn 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	2.25	1.68	1.71	1.50	1.30	1.43	3.00	1.93	1.88	
Standard deviation	0.96	0.95	1.01	0.71	0.48	0.85	0.00	1.10	1.08	
Significance	-			-			-			
Effect size	-	0.60	0.53	-	0.42	0.08	-	0.97	1.04	
<b>Experiential learning/Field studies</b>										
All	25.0%	8.0%	7.7%	0.0%	0.0%	6.7%	50.0%	13.3%	8.3%	
Most	0.0%	8.0%	7.7%	0.0%	0.0%	6.7%	0.0%	13.3%	8.3%	
Some	25.0%	12.0%	10.3%	0.0%	10.0%	6.7%	50.0%	13.3%	12.5%	
None	50.0%	72.0%	74.4%	100.0%	90.0%	80.0%	0.0%	60.0%	70.8%	
Total(n)	4	25	39	2	10	15	2	15	24	
Mean	2.00	1.52	1.49	1.00	1.10	1.40	3.00	1.80	1.54	
Standard deviation	1.41	0.96	0.94	0.00	0.32	0.91	1.41	1.15	0.98	
Significance	-			-			-			
Effect size	-	0.50	0.54	-	-0.31	-0.44	-	1.04	1.49	
<b>Performances/Demonstrations</b>										
All	50.0%	8.0%	10.5%	50.0%	10.0%	13.3%	50.0%	6.7%	8.7%	
Most	0.0%	8.0%	7.9%	0.0%	0.0%	0.0%	0.0%	13.3%	13.0%	
Some	25.0%	16.0%	13.2%	0.0%	10.0%	6.7%	50.0%	20.0%	17.4%	
None	25.0%	68.0%	68.4%	50.0%	80.0%	80.0%	0.0%	60.0%	60.9%	
Total(n)	4	25	38	2	10	15	2	15	23	
Mean	2.75	1.56	1.61	2.50	1.40	1.47	3.00	1.67	1.70	
Standard deviation	1.50	0.96	1.03	2.12	0.97	1.06	1.41	0.98	1.02	
Significance	-	*	*	-			-			
Effect size	-	1.24	1.11	-	1.13	0.97	-	1.36	1.27	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Group projects</b>										
All	0.0%	8.0%	8.1%	0.0%	0.0%	0.0%	0.0%	13.3%	13.0%	
Most	0.0%	0.0%	2.7%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	
Some	50.0%	24.0%	21.6%	0.0%	10.0%	7.1%	100.0%	33.3%	30.4%	
None	50.0%	68.0%	67.6%	100.0%	90.0%	85.7%	0.0%	53.3%	56.5%	
Total(n)	4	25	37	2	10	14	2	15	23	
Mean	1.50	1.48	1.51	1.00	1.10	1.21	2.00	1.73	1.70	
Standard deviation	0.58	0.87	0.90	0.00	0.32	0.58	0.00	1.03	1.02	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	-0.31	-0.36	-	0.26	0.29	
<b>Extensive lecturing</b>										
All	0.0%	8.0%	8.1%	0.0%	10.0%	7.1%	0.0%	6.7%	8.7%	
Most	0.0%	12.0%	10.8%	0.0%	10.0%	7.1%	0.0%	13.3%	13.0%	



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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Some	50.0%	20.0%	18.9%	50.0%	10.0%	14.3%	50.0%	26.7%	21.7%	
None	50.0%	60.0%	62.2%	50.0%	70.0%	71.4%	50.0%	53.3%	56.5%	
Total(n)	4	25	37	2	10	14	2	15	23	
Mean	1.50	1.68	1.65	1.50	1.60	1.50	1.50	1.73	1.74	
Standard deviation	0.58	0.99	0.98	0.71	1.07	0.94	0.71	0.96	1.01	
Significance	-			-			-			
Effect size	-	-0.18	-0.15	-	-0.09	0.00	-	-0.24	-0.24	
<b>Multiple drafts of written work</b>										
All	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%	
Most	0.0%	12.0%	10.8%	0.0%	10.0%	7.1%	0.0%	13.3%	13.0%	
Some	0.0%	8.0%	8.1%	0.0%	0.0%	7.1%	0.0%	13.3%	8.7%	
None	100.0%	80.0%	78.4%	100.0%	90.0%	85.7%	100.0%	73.3%	73.9%	
Total(n)	4	25	37	2	10	14	2	15	23	
Mean	1.00	1.32	1.38	1.00	1.20	1.21	1.00	1.40	1.48	
Standard deviation	0.00	0.69	0.79	0.00	0.63	0.58	0.00	0.74	0.90	
Significance	-			-			-			
Effect size	-	-0.46	-0.48	-	-0.32	-0.36	-	-0.54	-0.53	
<b>Reflective writing/journaling</b>										
All	0.0%	0.0%	2.6%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	
Most	0.0%	12.0%	10.5%	0.0%	10.0%	6.7%	0.0%	13.3%	13.0%	
Some	25.0%	12.0%	7.9%	0.0%	0.0%	0.0%	50.0%	20.0%	13.0%	
None	75.0%	76.0%	78.9%	100.0%	90.0%	86.7%	50.0%	66.7%	73.9%	
Total(n)	4	25	38	2	10	15	2	15	23	
Mean	1.25	1.36	1.37	1.00	1.20	1.33	1.50	1.47	1.39	
Standard deviation	0.50	0.70	0.79	0.00	0.63	0.90	0.71	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.32	-0.37	-	0.04	0.15	
<b>Community service as part of coursework</b>										
All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Most	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Some	25.0%	12.0%	10.8%	0.0%	0.0%	7.1%	50.0%	20.0%	13.0%	
None	75.0%	88.0%	89.2%	100.0%	100.0%	92.9%	50.0%	80.0%	87.0%	
Total(n)	4	25	37	2	10	14	2	15	23	
Mean	1.25	1.12	1.11	1.00	1.00	1.07	1.50	1.20	1.13	
Standard deviation	0.50	0.33	0.31	0.00	0.00	0.27	0.71	0.41	0.34	
Significance	-			-			-			
Effect size	-	0.39	0.45	-		-0.26	-	0.73	1.09	
<b>Electronic quizzes with immediate feedback in class</b>										
All	25.0%	8.0%	5.4%	0.0%	0.0%	0.0%	50.0%	13.3%	8.7%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Most	0.0%	4.0%	2.7%	0.0%	0.0%	0.0%	0.0%	6.7%	4.3%	
Some	25.0%	16.0%	13.5%	50.0%	30.0%	21.4%	0.0%	6.7%	8.7%	
None	50.0%	72.0%	78.4%	50.0%	70.0%	78.6%	50.0%	73.3%	78.3%	
Total(n)	4	25	37	2	10	14	2	15	23	
Mean	2.00	1.48	1.35	1.50	1.30	1.21	2.50	1.60	1.43	
Standard deviation	1.41	0.92	0.79	0.71	0.48	0.43	2.12	1.12	0.95	
Significance	-			-			-			
Effect size	-	0.57	0.82	-	0.42	0.67	-	0.80	1.13	
<b>Using real-life problems</b>										
All	25.0%	28.0%	23.7%	0.0%	30.0%	26.7%	50.0%	26.7%	21.7%	
Most	0.0%	8.0%	13.2%	0.0%	0.0%	6.7%	0.0%	13.3%	17.4%	
Some	50.0%	8.0%	10.5%	50.0%	10.0%	6.7%	50.0%	6.7%	13.0%	
None	25.0%	56.0%	52.6%	50.0%	60.0%	60.0%	0.0%	53.3%	47.8%	
Total(n)	4	25	38	2	10	15	2	15	23	
Mean	2.25	2.08	2.08	1.50	2.00	2.00	3.00	2.13	2.13	
Standard deviation	1.26	1.35	1.28	0.71	1.41	1.36	1.41	1.36	1.25	
Significance	-			-			-			
Effect size	-	0.13	0.13	-	-0.35	-0.37	-	0.64	0.70	
<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	25.0%	16.0%	15.8%	0.0%	20.0%	20.0%	50.0%	13.3%	13.0%	
Most	0.0%	12.0%	15.8%	0.0%	0.0%	6.7%	0.0%	20.0%	21.7%	
Some	50.0%	12.0%	7.9%	50.0%	10.0%	6.7%	50.0%	13.3%	8.7%	
None	25.0%	60.0%	60.5%	50.0%	70.0%	66.7%	0.0%	53.3%	56.5%	
Total(n)	4	25	38	2	10	15	2	15	23	
Mean	2.25	1.84	1.87	1.50	1.70	1.80	3.00	1.93	1.91	
Standard deviation	1.26	1.18	1.19	0.71	1.25	1.26	1.41	1.16	1.16	
Significance	-			-			-			
Effect size	-	0.35	0.32	-	-0.16	-0.24	-	0.92	0.94	
<b>Readings on racial and ethnic issues</b>										
All	33.3%	4.3%	2.9%	0.0%	0.0%	0.0%	50.0%	7.1%	4.5%	
Most	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Some	33.3%	17.4%	20.0%	0.0%	11.1%	15.4%	50.0%	21.4%	22.7%	
None	33.3%	73.9%	74.3%	100.0%	88.9%	84.6%	0.0%	64.3%	68.2%	
Total(n)	3	23	35	1	9	13	2	14	22	
Mean	2.33	1.39	1.34	1.00	1.11	1.15	3.00	1.57	1.45	
Standard deviation	1.53	0.78	0.68	.	0.33	0.38	1.41	0.94	0.80	
Significance	-		*	-			-		*	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Effect size	-	1.21	1.46	-	-0.33	-0.39	-	1.52	1.94	
<b>Readings on women and gender issues</b>										
All	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Most	0.0%	4.5%	3.0%	0.0%	0.0%	0.0%	0.0%	7.7%	5.0%	
Some	50.0%	18.2%	18.2%	0.0%	11.1%	15.4%	100.0%	23.1%	20.0%	
None	50.0%	77.3%	78.8%	100.0%	88.9%	84.6%	0.0%	69.2%	75.0%	
Total(n)	2	22	33	1	9	13	1	13	20	
Mean	1.50	1.27	1.24	1.00	1.11	1.15	2.00	1.38	1.30	
Standard deviation	0.71	0.55	0.50	.	0.33	0.38	.	0.65	0.57	
Significance	-			-			-			
Effect size	-	0.42	0.52	-	-0.33	-0.39	-	0.95	1.23	
<b>Supplemental instruction that is outside of class and office hours</b>										
All	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Most	33.3%	13.0%	11.4%	0.0%	0.0%	0.0%	50.0%	21.4%	18.2%	
Some	33.3%	17.4%	14.3%	0.0%	22.2%	23.1%	50.0%	14.3%	9.1%	
None	33.3%	65.2%	71.4%	100.0%	77.8%	76.9%	0.0%	57.1%	68.2%	
Total(n)	3	23	35	1	9	13	2	14	22	
Mean	2.00	1.57	1.46	1.00	1.22	1.23	2.50	1.79	1.59	
Standard deviation	1.00	0.90	0.82	.	0.44	0.44	0.71	1.05	0.96	
Significance	-			-			-			
Effect size	-	0.48	0.66	-	-0.50	-0.52	-	0.68	0.95	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student presentations</b>										
All	0.0%	9.1%	5.9%	0.0%	0.0%	0.0%	0.0%	15.4%	9.5%	
Most	0.0%	13.6%	14.7%	0.0%	11.1%	15.4%	0.0%	15.4%	14.3%	
Some	33.3%	9.1%	8.8%	0.0%	11.1%	7.7%	50.0%	7.7%	9.5%	
None	66.7%	68.2%	70.6%	100.0%	77.8%	76.9%	50.0%	61.5%	66.7%	
Total(n)	3	22	34	1	9	13	2	13	21	
Mean	1.33	1.64	1.56	1.00	1.33	1.38	1.50	1.85	1.67	
Standard deviation	0.58	1.05	0.96	.	0.71	0.77	0.71	1.21	1.06	
Significance	-			-			-			
Effect size	-	-0.30	-0.24	-	-0.46	-0.49	-	-0.29	-0.16	
<b>Student evaluations of each others' work</b>										
All	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Most	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Some	66.7%	21.7%	20.0%	0.0%	11.1%	15.4%	100.0%	28.6%	22.7%	
None	33.3%	69.6%	74.3%	100.0%	88.9%	84.6%	0.0%	57.1%	68.2%	
Total(n)	3	23	35	1	9	13	2	14	22	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	1.67	1.43	1.34	1.00	1.11	1.15	2.00	1.64	1.45	
Standard deviation	0.58	0.79	0.68	.	0.33	0.38	0.00	0.93	0.80	
Significance	-			-			-			
Effect size	-	0.30	0.49	-	-0.33	-0.39	-	0.39	0.69	
<b>Grading on a curve</b>										
All	0.0%	0.0%	2.9%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Most	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Some	0.0%	8.7%	5.7%	0.0%	0.0%	0.0%	0.0%	14.3%	9.1%	
None	100.0%	87.0%	88.6%	100.0%	100.0%	92.3%	100.0%	78.6%	86.4%	
Total(n)	3	23	35	1	9	13	2	14	22	
Mean	1.00	1.17	1.20	1.00	1.00	1.23	1.00	1.29	1.18	
Standard deviation	0.00	0.49	0.63	.	0.00	0.83	0.00	0.61	0.50	
Significance	-			-			-			
Effect size	-	-0.35	-0.32	-		-0.28	-	-0.48	-0.36	
<b>Rubric-based assessment</b>										
All	33.3%	8.7%	8.3%	0.0%	0.0%	7.1%	50.0%	14.3%	9.1%	
Most	33.3%	17.4%	16.7%	0.0%	0.0%	7.1%	50.0%	28.6%	22.7%	
Some	0.0%	13.0%	8.3%	0.0%	11.1%	7.1%	0.0%	14.3%	9.1%	
None	33.3%	60.9%	66.7%	100.0%	88.9%	78.6%	0.0%	42.9%	59.1%	
Total(n)	3	23	36	1	9	14	2	14	22	
Mean	2.67	1.74	1.67	1.00	1.11	1.43	3.50	2.14	1.82	
Standard deviation	1.53	1.05	1.04	.	0.33	0.94	0.71	1.17	1.10	
Significance	-			-			-		*	
Effect size	-	0.89	0.96	-	-0.33	-0.46	-	1.16	1.53	
<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	0.0%	4.3%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.5%	
Most	0.0%	0.0%	2.9%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Some	33.3%	34.8%	25.7%	0.0%	11.1%	7.7%	50.0%	50.0%	36.4%	
None	66.7%	60.9%	68.6%	100.0%	88.9%	84.6%	50.0%	42.9%	59.1%	
Total(n)	3	23	35	1	9	13	2	14	22	
Mean	1.33	1.48	1.40	1.00	1.11	1.23	1.50	1.71	1.50	
Standard deviation	0.58	0.73	0.69	.	0.33	0.60	0.71	0.83	0.74	
Significance	-			-			-			
Effect size	-	-0.21	-0.10	-	-0.33	-0.38	-	-0.25	0.00	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How frequently do you incorporate the following forms of technology into your courses?</b>										
<b>Videos or podcasts</b>										
Frequently	75.0%	25.0%	17.1%	50.0%	20.0%	14.3%	100.0%	28.6%	19.0%	
Occasionally	0.0%	12.5%	14.3%	0.0%	10.0%	7.1%	0.0%	14.3%	19.0%	
Not at all	25.0%	62.5%	68.6%	50.0%	70.0%	78.6%	0.0%	57.1%	61.9%	
Total(n)	4	24	35	2	10	14	2	14	21	
Mean	2.50	1.63	1.49	2.00	1.50	1.36	3.00	1.71	1.57	
Standard deviation	1.00	0.88	0.78	1.41	0.85	0.74	0.00	0.91	0.81	
Significance	-		*	-			-		*	
Effect size	-	0.99	1.29	-	0.59	0.86	-	1.42	1.77	
<b>Simulations/animations</b>										
Frequently	25.0%	12.5%	11.4%	0.0%	10.0%	14.3%	50.0%	14.3%	9.5%	
Occasionally	25.0%	12.5%	11.4%	50.0%	10.0%	7.1%	0.0%	14.3%	14.3%	
Not at all	50.0%	75.0%	77.1%	50.0%	80.0%	78.6%	50.0%	71.4%	76.2%	
Total(n)	4	24	35	2	10	14	2	14	21	
Mean	1.75	1.38	1.34	1.50	1.30	1.36	2.00	1.43	1.33	
Standard deviation	0.96	0.71	0.68	0.71	0.67	0.74	1.41	0.76	0.66	
Significance	-			-			-			
Effect size	-	0.52	0.60	-	0.30	0.19	-	0.75	1.02	
<b>Online homework or virtual labs</b>										
Frequently	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	
Occasionally	50.0%	17.4%	17.6%	50.0%	11.1%	15.4%	50.0%	21.4%	19.0%	
Not at all	50.0%	82.6%	79.4%	50.0%	88.9%	84.6%	50.0%	78.6%	76.2%	
Total(n)	4	23	34	2	9	13	2	14	21	
Mean	1.50	1.17	1.24	1.50	1.11	1.15	1.50	1.21	1.29	
Standard deviation	0.58	0.39	0.50	0.71	0.33	0.38	0.71	0.43	0.56	
Significance	-			-			-			
Effect size	-	0.85	0.52	-	1.18	0.92	-	0.67	0.38	
<b>Online discussion boards</b>										
Frequently	0.0%	4.2%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.8%	
Occasionally	25.0%	25.0%	22.9%	0.0%	10.0%	14.3%	50.0%	35.7%	28.6%	
Not at all	75.0%	70.8%	74.3%	100.0%	90.0%	85.7%	50.0%	57.1%	66.7%	
Total(n)	4	24	35	2	10	14	2	14	21	
Mean	1.25	1.33	1.29	1.00	1.10	1.14	1.50	1.50	1.38	
Standard deviation	0.50	0.56	0.52	0.00	0.32	0.36	0.71	0.65	0.59	
Significance	-			-			-			
Effect size	-	-0.14	-0.08	-	-0.31	-0.39	-	0.00	0.20	

Washburn 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>Audience response systems to gauge students' understanding (e.g., clickers)</b>										
Frequently	0.0%	4.2%	5.7%	0.0%	0.0%	0.0%	0.0%	7.1%	9.5%	
Occasionally	0.0%	4.2%	2.9%	0.0%	0.0%	0.0%	0.0%	7.1%	4.8%	
Not at all	100.0%	91.7%	91.4%	100.0%	100.0%	100.0%	100.0%	85.7%	85.7%	
Total(n)	4	24	35	2	10	14	2	14	21	
Mean	1.00	1.13	1.14	1.00	1.00	1.00	1.00	1.21	1.24	
Standard deviation	0.00	0.45	0.49	0.00	0.00	0.00	0.00	0.58	0.62	
Significance	-			-			-			
Effect size	-	-0.29	-0.29	-			-	-0.36	-0.39	
<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	0.0%	36.0%	28.9%	0.0%	30.0%	31.3%	0.0%	40.0%	27.3%	
Very important	50.0%	36.0%	44.7%	50.0%	40.0%	37.5%	50.0%	33.3%	50.0%	
Somewhat important	25.0%	12.0%	13.2%	50.0%	20.0%	25.0%	0.0%	6.7%	4.5%	
Not important	25.0%	16.0%	13.2%	0.0%	10.0%	6.3%	50.0%	20.0%	18.2%	
Total(n)	4	25	38	2	10	16	2	15	22	
Mean	2.25	2.92	2.89	2.50	2.90	2.94	2.00	2.93	2.86	
Standard deviation	0.96	1.08	0.98	0.71	0.99	0.93	1.41	1.16	1.04	
Significance	-			-			-			
Effect size	-	-0.62	-0.65	-	-0.40	-0.47	-	-0.80	-0.83	
<b>Prepare students for employment after college</b>										
Essential	75.0%	75.0%	62.2%	50.0%	70.0%	62.5%	100.0%	78.6%	61.9%	
Very important	25.0%	25.0%	35.1%	50.0%	30.0%	31.3%	0.0%	21.4%	38.1%	
Somewhat important	0.0%	0.0%	2.7%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	24	37	2	10	16	2	14	21	
Mean	3.75	3.75	3.59	3.50	3.70	3.56	4.00	3.79	3.62	
Standard deviation	0.50	0.44	0.55	0.71	0.48	0.63	0.00	0.43	0.50	
Significance	-			-			-			
Effect size	-	0.00	0.29	-	-0.42	-0.10	-	0.49	0.76	
<b>Prepare students for graduate or advanced education</b>										
Essential	50.0%	66.7%	55.6%	0.0%	70.0%	60.0%	100.0%	64.3%	52.4%	
Very important	50.0%	33.3%	38.9%	100.0%	30.0%	33.3%	0.0%	35.7%	42.9%	
Somewhat important	0.0%	0.0%	2.8%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	
Total(n)	4	24	36	2	10	15	2	14	21	
Mean	3.50	3.67	3.47	3.00	3.70	3.53	4.00	3.64	3.43	

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Washburn 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	0.58	0.48	0.70	0.00	0.48	0.64	0.00	0.50	0.75	
Significance	-			-			-			
Effect size	-	-0.35	0.04	-	-1.46	-0.83	-	0.72	0.76	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop students' moral character</b>										
Essential	0.0%	29.2%	27.8%	0.0%	50.0%	40.0%	0.0%	14.3%	19.0%	
Very important	100.0%	66.7%	52.8%	100.0%	50.0%	46.7%	100.0%	78.6%	57.1%	
Somewhat important	0.0%	4.2%	13.9%	0.0%	0.0%	13.3%	0.0%	7.1%	14.3%	
Not important	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	
Total(n)	4	24	36	2	10	15	2	14	21	
Mean	3.00	3.25	3.03	3.00	3.50	3.27	3.00	3.07	2.86	
Standard deviation	0.00	0.53	0.81	0.00	0.53	0.70	0.00	0.47	0.85	
Significance	-			-			-			
Effect size	-	-0.47	-0.04	-	-0.94	-0.39	-	-0.15	0.16	
<b>Provide for students' emotional development</b>										
Essential	25.0%	33.3%	21.6%	0.0%	50.0%	31.3%	50.0%	21.4%	14.3%	
Very important	50.0%	54.2%	54.1%	50.0%	30.0%	37.5%	50.0%	71.4%	66.7%	
Somewhat important	25.0%	12.5%	18.9%	50.0%	20.0%	31.3%	0.0%	7.1%	9.5%	
Not important	0.0%	0.0%	5.4%	0.0%	0.0%	0.0%	0.0%	0.0%	9.5%	
Total(n)	4	24	37	2	10	16	2	14	21	
Mean	3.00	3.21	2.92	2.50	3.30	3.00	3.50	3.14	2.86	
Standard deviation	0.82	0.66	0.80	0.71	0.82	0.82	0.71	0.53	0.79	
Significance	-			-			-			
Effect size	-	-0.32	0.10	-	-0.98	-0.61	-	0.68	0.81	
<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	25.0%	29.2%	25.7%	0.0%	50.0%	46.7%	50.0%	14.3%	10.0%	
Very important	75.0%	66.7%	65.7%	100.0%	40.0%	40.0%	50.0%	85.7%	85.0%	
Somewhat important	0.0%	4.2%	5.7%	0.0%	10.0%	13.3%	0.0%	0.0%	0.0%	
Not important	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
Total(n)	4	24	35	2	10	15	2	14	20	
Mean	3.25	3.25	3.14	3.00	3.40	3.33	3.50	3.14	3.00	
Standard deviation	0.50	0.53	0.65	0.00	0.70	0.72	0.71	0.36	0.56	
Significance	-			-			-			
Effect size	-	0.00	0.17	-	-0.57	-0.46	-	1.00	0.89	

Washburn 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>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	25.0%	45.8%	37.8%	0.0%	50.0%	50.0%	50.0%	42.9%	28.6%	
Very important	50.0%	45.8%	51.4%	50.0%	40.0%	37.5%	50.0%	50.0%	61.9%	
Somewhat important	25.0%	8.3%	8.1%	50.0%	10.0%	12.5%	0.0%	7.1%	4.8%	
Not important	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	
Total(n)	4	24	37	2	10	16	2	14	21	
Mean	3.00	3.38	3.24	2.50	3.40	3.38	3.50	3.36	3.14	
Standard deviation	0.82	0.65	0.72	0.71	0.70	0.72	0.71	0.63	0.73	
Significance	-			-			-			
Effect size	-	-0.58	-0.33	-	-1.29	-1.22	-	0.22	0.49	
<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	25.0%	60.9%	54.3%	0.0%	60.0%	60.0%	50.0%	61.5%	50.0%	
Very important	50.0%	34.8%	37.1%	50.0%	30.0%	26.7%	50.0%	38.5%	45.0%	
Somewhat important	25.0%	4.3%	8.6%	50.0%	10.0%	13.3%	0.0%	0.0%	5.0%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	23	35	2	10	15	2	13	20	
Mean	3.00	3.57	3.46	2.50	3.50	3.47	3.50	3.62	3.45	
Standard deviation	0.82	0.59	0.66	0.71	0.71	0.74	0.71	0.51	0.60	
Significance	-			-			-			
Effect size	-	-0.97	-0.70	-	-1.41	-1.31	-	-0.24	0.08	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	50.0%	56.5%	45.7%	0.0%	50.0%	53.3%	100.0%	61.5%	40.0%	
Very important	25.0%	39.1%	42.9%	50.0%	40.0%	33.3%	0.0%	38.5%	50.0%	
Somewhat important	25.0%	4.3%	8.6%	50.0%	10.0%	13.3%	0.0%	0.0%	5.0%	
Not important	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	
Total(n)	4	23	35	2	10	15	2	13	20	
Mean	3.25	3.52	3.31	2.50	3.40	3.40	4.00	3.62	3.25	
Standard deviation	0.96	0.59	0.76	0.71	0.70	0.74	0.00	0.51	0.79	
Significance	-			-			-			
Effect size	-	-0.46	-0.08	-	-1.29	-1.22	-	0.75	0.95	
<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	0.0%	28.0%	24.3%	0.0%	33.3%	23.5%	0.0%	23.1%	25.0%	
Agree somewhat	75.0%	40.0%	43.2%	100.0%	41.7%	41.2%	50.0%	38.5%	45.0%	
Disagree somewhat	25.0%	24.0%	21.6%	0.0%	16.7%	23.5%	50.0%	30.8%	20.0%	



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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Strongly disagree	0.0%	8.0%	10.8%	0.0%	8.3%	11.8%	0.0%	7.7%	10.0%	
Total(n)	4	25	37	2	12	17	2	13	20	
Mean	2.75	2.88	2.81	3.00	3.00	2.76	2.50	2.77	2.85	
Standard deviation	0.50	0.93	0.94	0.00	0.95	0.97	0.71	0.93	0.93	
Significance	-			-			-			
Effect size	-	-0.14	-0.06	-	0.00	0.25	-	-0.29	-0.38	
<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	75.0%	73.1%	76.3%	50.0%	66.7%	76.5%	100.0%	78.6%	76.2%	
Agree somewhat	0.0%	19.2%	18.4%	0.0%	16.7%	11.8%	0.0%	21.4%	23.8%	
Disagree somewhat	25.0%	7.7%	5.3%	50.0%	16.7%	11.8%	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)	4	26	38	2	12	17	2	14	21	
Mean	3.50	3.65	3.71	3.00	3.50	3.65	4.00	3.79	3.76	
Standard deviation	1.00	0.63	0.57	1.41	0.80	0.70	0.00	0.43	0.44	
Significance	-			-			-			
Effect size	-	-0.24	-0.37	-	-0.63	-0.93	-	0.49	0.55	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Strongly agree	50.0%	69.2%	67.6%	50.0%	66.7%	64.7%	50.0%	71.4%	70.0%	
Agree somewhat	50.0%	30.8%	32.4%	50.0%	33.3%	35.3%	50.0%	28.6%	30.0%	
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)	4	26	37	2	12	17	2	14	20	
Mean	3.50	3.69	3.68	3.50	3.67	3.65	3.50	3.71	3.70	
Standard deviation	0.58	0.47	0.47	0.71	0.49	0.49	0.71	0.47	0.47	
Significance	-			-			-			
Effect size	-	-0.40	-0.38	-	-0.35	-0.31	-	-0.45	-0.43	
<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	0.0%	16.0%	25.7%	0.0%	33.3%	31.3%	0.0%	0.0%	21.1%	
Agree somewhat	100.0%	60.0%	51.4%	100.0%	50.0%	50.0%	100.0%	69.2%	52.6%	
Disagree somewhat	0.0%	24.0%	22.9%	0.0%	16.7%	18.8%	0.0%	30.8%	26.3%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	25	35	2	12	16	1	13	19	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Mean	3.00	2.92	3.03	3.00	3.17	3.13	3.00	2.69	2.95	
Standard deviation	0.00	0.64	0.71	0.00	0.72	0.72	.	0.48	0.71	
Significance	-			-			-			
Effect size	-	0.13	-0.04	-	-0.24	-0.18	-	0.65	0.07	
<b>I try to dispel perceptions of competition</b>										
Strongly agree	0.0%	12.5%	22.2%	0.0%	9.1%	18.8%	0.0%	15.4%	25.0%	
Agree somewhat	33.3%	37.5%	38.9%	0.0%	36.4%	37.5%	100.0%	38.5%	40.0%	
Disagree somewhat	66.7%	45.8%	33.3%	100.0%	45.5%	37.5%	0.0%	46.2%	30.0%	
Strongly disagree	0.0%	4.2%	5.6%	0.0%	9.1%	6.3%	0.0%	0.0%	5.0%	
Total(n)	3	24	36	2	11	16	1	13	20	
Mean	2.33	2.58	2.78	2.00	2.45	2.69	3.00	2.69	2.85	
Standard deviation	0.58	0.78	0.87	0.00	0.82	0.87	.	0.75	0.88	
Significance	-			-			-			
Effect size	-	-0.32	-0.52	-	-0.55	-0.79	-	0.41	0.17	
<b>I achieve a healthy balance between my personal life and my professional life</b>										
Strongly agree	25.0%	26.9%	26.3%	0.0%	33.3%	29.4%	50.0%	21.4%	23.8%	
Agree somewhat	25.0%	42.3%	44.7%	0.0%	41.7%	41.2%	50.0%	42.9%	47.6%	
Disagree somewhat	50.0%	26.9%	23.7%	100.0%	25.0%	29.4%	0.0%	28.6%	19.0%	
Strongly disagree	0.0%	3.8%	5.3%	0.0%	0.0%	0.0%	0.0%	7.1%	9.5%	
Total(n)	4	26	38	2	12	17	2	14	21	
Mean	2.75	2.92	2.92	2.00	3.08	3.00	3.50	2.79	2.86	
Standard deviation	0.96	0.84	0.85	0.00	0.79	0.79	0.71	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.20	-0.20	-	-1.37	-1.27	-	0.80	0.70	
<b>I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar</b>										
Strongly agree	0.0%	38.5%	29.7%	0.0%	33.3%	31.3%	0.0%	42.9%	28.6%	
Agree somewhat	25.0%	15.4%	27.0%	50.0%	16.7%	25.0%	0.0%	14.3%	28.6%	
Disagree somewhat	50.0%	26.9%	24.3%	0.0%	16.7%	18.8%	100.0%	35.7%	28.6%	
Strongly disagree	25.0%	19.2%	18.9%	50.0%	33.3%	25.0%	0.0%	7.1%	14.3%	
Total(n)	4	26	37	2	12	16	2	14	21	
Mean	2.00	2.73	2.68	2.00	2.50	2.63	2.00	2.93	2.71	
Standard deviation	0.82	1.19	1.11	1.41	1.31	1.20	0.00	1.07	1.06	
Significance	-			-			-			
Effect size	-	-0.61	-0.61	-	-0.38	-0.53	-	-0.87	-0.67	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution has effective hiring practices and policies that increase faculty diversity</b>										
Strongly agree	75.0%	30.8%	24.2%	50.0%	36.4%	26.7%	100.0%	26.7%	22.2%	
Agree somewhat	0.0%	42.3%	51.5%	0.0%	27.3%	40.0%	0.0%	53.3%	61.1%	
Disagree somewhat	25.0%	19.2%	18.2%	50.0%	18.2%	20.0%	0.0%	20.0%	16.7%	
Strongly disagree	0.0%	7.7%	6.1%	0.0%	18.2%	13.3%	0.0%	0.0%	0.0%	
Total(n)	4	26	33	2	11	15	2	15	18	
Mean	3.50	2.96	2.94	3.00	2.82	2.80	4.00	3.07	3.06	
Standard deviation	1.00	0.92	0.83	1.41	1.17	1.01	0.00	0.70	0.64	
Significance	-			-			-			
Effect size	-	0.59	0.67	-	0.15	0.20	-	1.33	1.47	
<b>Student Affairs staff have the support and respect of faculty</b>										
Strongly agree	50.0%	39.1%	32.3%	0.0%	40.0%	35.7%	100.0%	38.5%	29.4%	
Agree somewhat	50.0%	43.5%	48.4%	100.0%	30.0%	35.7%	0.0%	53.8%	58.8%	
Disagree somewhat	0.0%	17.4%	19.4%	0.0%	30.0%	28.6%	0.0%	7.7%	11.8%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	23	31	2	10	14	2	13	17	
Mean	3.50	3.22	3.13	3.00	3.10	3.07	4.00	3.31	3.18	
Standard deviation	0.58	0.74	0.72	0.00	0.88	0.83	0.00	0.63	0.64	
Significance	-			-			-			
Effect size	-	0.38	0.51	-	-0.11	-0.08	-	1.10	1.28	
<b>There is a lot of campus racial conflict here</b>										
Strongly agree	0.0%	4.0%	3.0%	0.0%	9.1%	6.7%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	24.0%	24.2%	0.0%	9.1%	13.3%	0.0%	35.7%	33.3%	
Disagree somewhat	66.7%	52.0%	57.6%	100.0%	54.5%	60.0%	0.0%	50.0%	55.6%	
Strongly disagree	33.3%	20.0%	15.2%	0.0%	27.3%	20.0%	100.0%	14.3%	11.1%	
Total(n)	3	25	33	2	11	15	1	14	18	
Mean	1.67	2.12	2.15	2.00	2.00	2.07	1.00	2.21	2.22	
Standard deviation	0.58	0.78	0.71	0.00	0.89	0.80	.	0.70	0.65	
Significance	-			-			-			
Effect size	-	-0.58	-0.68	-	0.00	-0.09	-	-1.73	-1.88	
<b>My research is valued by faculty in my department</b>										
Strongly agree	33.3%	33.3%	25.0%	0.0%	33.3%	23.1%	50.0%	33.3%	26.3%	
Agree somewhat	0.0%	33.3%	46.9%	0.0%	22.2%	46.2%	0.0%	40.0%	47.4%	
Disagree somewhat	33.3%	20.8%	18.8%	100.0%	33.3%	23.1%	0.0%	13.3%	15.8%	
Strongly disagree	33.3%	12.5%	9.4%	0.0%	11.1%	7.7%	50.0%	13.3%	10.5%	

Washburn 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)	3	24	32	1	9	13	2	15	19	
Mean	2.33	2.88	2.88	2.00	2.78	2.85	2.50	2.93	2.89	
Standard deviation	1.53	1.03	0.91	.	1.09	0.90	2.12	1.03	0.94	
Significance	-			-			-			
Effect size	-	-0.53	-0.60	-	-0.72	-0.94	-	-0.42	-0.41	
<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	50.0%	30.4%	29.0%	0.0%	22.2%	28.6%	100.0%	35.7%	29.4%	
Agree somewhat	25.0%	47.8%	48.4%	50.0%	44.4%	42.9%	0.0%	50.0%	52.9%	
Disagree somewhat	25.0%	13.0%	16.1%	50.0%	22.2%	21.4%	0.0%	7.1%	11.8%	
Strongly disagree	0.0%	8.7%	6.5%	0.0%	11.1%	7.1%	0.0%	7.1%	5.9%	
Total(n)	4	23	31	2	9	14	2	14	17	
Mean	3.25	3.00	3.00	2.50	2.78	2.93	4.00	3.14	3.06	
Standard deviation	0.96	0.90	0.86	0.71	0.97	0.92	0.00	0.86	0.83	
Significance	-			-			-			
Effect size	-	0.28	0.29	-	-0.29	-0.47	-	1.00	1.13	
<b>My service is valued by faculty in my department</b>										
Strongly agree	50.0%	32.0%	30.3%	0.0%	30.0%	35.7%	100.0%	33.3%	26.3%	
Agree somewhat	50.0%	52.0%	54.5%	100.0%	50.0%	50.0%	0.0%	53.3%	57.9%	
Disagree somewhat	0.0%	4.0%	6.1%	0.0%	0.0%	0.0%	0.0%	6.7%	10.5%	
Strongly disagree	0.0%	12.0%	9.1%	0.0%	20.0%	14.3%	0.0%	6.7%	5.3%	
Total(n)	4	25	33	2	10	14	2	15	19	
Mean	3.50	3.04	3.06	3.00	2.90	3.07	4.00	3.13	3.05	
Standard deviation	0.58	0.93	0.86	0.00	1.10	1.00	0.00	0.83	0.78	
Significance	-			-			-			
Effect size	-	0.49	0.51	-	0.09	-0.07	-	1.05	1.22	
<b>Faculty are sufficiently involved in campus decision making</b>										
Strongly agree	50.0%	20.0%	21.2%	0.0%	9.1%	13.3%	100.0%	28.6%	27.8%	
Agree somewhat	50.0%	36.0%	42.4%	100.0%	45.5%	46.7%	0.0%	28.6%	38.9%	
Disagree somewhat	0.0%	28.0%	24.2%	0.0%	18.2%	20.0%	0.0%	35.7%	27.8%	
Strongly disagree	0.0%	16.0%	12.1%	0.0%	27.3%	20.0%	0.0%	7.1%	5.6%	
Total(n)	4	25	33	2	11	15	2	14	18	
Mean	3.50	2.60	2.73	3.00	2.36	2.53	4.00	2.79	2.89	
Standard deviation	0.58	1.00	0.94	0.00	1.03	0.99	0.00	0.97	0.90	
Significance	-			-			-			
Effect size	-	0.90	0.82	-	0.62	0.47	-	1.25	1.23	

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Washburn 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 faculty are typically at odds with campus administration</b>										
Strongly agree	0.0%	16.7%	12.5%	0.0%	20.0%	14.3%	0.0%	14.3%	11.1%	
Agree somewhat	0.0%	33.3%	37.5%	0.0%	20.0%	21.4%	0.0%	42.9%	50.0%	
Disagree somewhat	50.0%	37.5%	40.6%	100.0%	50.0%	57.1%	0.0%	28.6%	27.8%	
Strongly disagree	50.0%	12.5%	9.4%	0.0%	10.0%	7.1%	100.0%	14.3%	11.1%	
Total(n)	4	24	32	2	10	14	2	14	18	
Mean	1.50	2.54	2.53	2.00	2.50	2.43	1.00	2.57	2.61	
Standard deviation	0.58	0.93	0.84	0.00	0.97	0.85	0.00	0.94	0.85	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	-1.12	-1.23	-	-0.52	-0.51	-	-1.67	-1.89	
<b>Faculty here respect each other</b>										
Strongly agree	50.0%	30.8%	29.4%	0.0%	18.2%	26.7%	100.0%	40.0%	31.6%	
Agree somewhat	50.0%	50.0%	55.9%	100.0%	54.5%	53.3%	0.0%	46.7%	57.9%	
Disagree somewhat	0.0%	19.2%	14.7%	0.0%	27.3%	20.0%	0.0%	13.3%	10.5%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	26	34	2	11	15	2	15	19	
Mean	3.50	3.12	3.15	3.00	2.91	3.07	4.00	3.27	3.21	
Standard deviation	0.58	0.71	0.66	0.00	0.70	0.70	0.00	0.70	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.54	0.53	-	0.13	-0.10	-	1.04	1.25	
<b>Administrators consider faculty concerns when making policy</b>										
Strongly agree	50.0%	22.7%	23.3%	0.0%	22.2%	23.1%	100.0%	23.1%	23.5%	
Agree somewhat	50.0%	36.4%	36.7%	100.0%	44.4%	46.2%	0.0%	30.8%	29.4%	
Disagree somewhat	0.0%	31.8%	33.3%	0.0%	22.2%	23.1%	0.0%	38.5%	41.2%	
Strongly disagree	0.0%	9.1%	6.7%	0.0%	11.1%	7.7%	0.0%	7.7%	5.9%	
Total(n)	4	22	30	2	9	13	2	13	17	
Mean	3.50	2.73	2.77	3.00	2.78	2.85	4.00	2.69	2.71	
Standard deviation	0.58	0.94	0.90	0.00	0.97	0.90	0.00	0.95	0.92	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.82	0.81	-	0.23	0.17	-	1.38	1.40	
<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	50.0%	27.3%	20.0%	50.0%	25.0%	16.7%	50.0%	28.6%	22.2%	
Agree somewhat	50.0%	31.8%	43.3%	50.0%	37.5%	50.0%	50.0%	28.6%	38.9%	
Disagree somewhat	0.0%	31.8%	30.0%	0.0%	25.0%	25.0%	0.0%	35.7%	33.3%	
Strongly disagree	0.0%	9.1%	6.7%	0.0%	12.5%	8.3%	0.0%	7.1%	5.6%	
Total(n)	4	22	30	2	8	12	2	14	18	

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Washburn 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	3.50	2.77	2.77	3.50	2.75	2.75	3.50	2.79	2.78	
Standard deviation	0.58	0.97	0.86	0.71	1.04	0.87	0.71	0.97	0.88	
Significance	-			-			-			
Effect size	-	0.75	0.85	-	0.72	0.86	-	0.73	0.82	
<b>The criteria for advancement and promotion decisions are clear</b>										
Strongly agree	0.0%	16.0%	15.2%	0.0%	0.0%	7.1%	0.0%	26.7%	21.1%	
Agree somewhat	100.0%	60.0%	63.6%	100.0%	80.0%	78.6%	100.0%	46.7%	52.6%	
Disagree somewhat	0.0%	16.0%	15.2%	0.0%	10.0%	7.1%	0.0%	20.0%	21.1%	
Strongly disagree	0.0%	8.0%	6.1%	0.0%	10.0%	7.1%	0.0%	6.7%	5.3%	
Total(n)	3	25	33	1	10	14	2	15	19	
Mean	3.00	2.84	2.88	3.00	2.70	2.86	3.00	2.93	2.89	
Standard deviation	0.00	0.80	0.74	.	0.67	0.66	0.00	0.88	0.81	
Significance	-			-			-			
Effect size	-	0.20	0.16	-	0.45	0.21	-	0.08	0.14	
<b>Most of the students I teach lack the basic skills for college-level work</b>										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	75.0%	30.4%	36.7%	50.0%	10.0%	23.1%	100.0%	46.2%	47.1%	
Disagree somewhat	25.0%	52.2%	43.3%	50.0%	50.0%	46.2%	0.0%	53.8%	41.2%	
Strongly disagree	0.0%	17.4%	20.0%	0.0%	40.0%	30.8%	0.0%	0.0%	11.8%	
Total(n)	4	23	30	2	10	13	2	13	17	
Mean	2.75	2.13	2.17	2.50	1.70	1.92	3.00	2.46	2.35	
Standard deviation	0.50	0.69	0.75	0.71	0.67	0.76	0.00	0.52	0.70	
Significance	-			-			-			
Effect size	-	0.90	0.77	-	1.19	0.76	-	1.04	0.93	
<b>There is adequate support for faculty development</b>										
Strongly agree	50.0%	23.1%	22.9%	50.0%	27.3%	33.3%	50.0%	20.0%	15.0%	
Agree somewhat	50.0%	50.0%	54.3%	50.0%	45.5%	46.7%	50.0%	53.3%	60.0%	
Disagree somewhat	0.0%	19.2%	17.1%	0.0%	9.1%	6.7%	0.0%	26.7%	25.0%	
Strongly disagree	0.0%	7.7%	5.7%	0.0%	18.2%	13.3%	0.0%	0.0%	0.0%	
Total(n)	4	26	35	2	11	15	2	15	20	
Mean	3.50	2.88	2.94	3.50	2.82	3.00	3.50	2.93	2.90	
Standard deviation	0.58	0.86	0.80	0.71	1.08	1.00	0.71	0.70	0.64	
Significance	-			-			-			
Effect size	-	0.72	0.70	-	0.63	0.50	-	0.81	0.94	
<b>Faculty are not prepared to deal with conflict over diversity issues in the classroom</b>										
Strongly agree	0.0%	18.2%	17.2%	0.0%	11.1%	15.4%	0.0%	23.1%	18.8%	
Agree somewhat	75.0%	45.5%	41.4%	100.0%	44.4%	38.5%	50.0%	46.2%	43.8%	
Disagree somewhat	0.0%	27.3%	34.5%	0.0%	33.3%	38.5%	0.0%	23.1%	31.3%	

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Washburn 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	25.0%	9.1%	6.9%	0.0%	11.1%	7.7%	50.0%	7.7%	6.3%	
Total(n)	4	22	29	2	9	13	2	13	16	
Mean	2.50	2.73	2.69	3.00	2.56	2.62	2.00	2.85	2.75	
Standard deviation	1.00	0.88	0.85	0.00	0.88	0.87	1.41	0.90	0.86	
Significance	-			-			-			
Effect size	-	-0.26	-0.22	-	0.50	0.44	-	-0.94	-0.87	
<b>This institution takes mentoring into consideration in the promotion process</b>										
Strongly agree	0.0%	4.3%	3.2%	0.0%	12.5%	8.3%	0.0%	0.0%	0.0%	
Agree somewhat	50.0%	47.8%	54.8%	50.0%	12.5%	41.7%	50.0%	66.7%	63.2%	
Disagree somewhat	50.0%	30.4%	29.0%	50.0%	37.5%	25.0%	50.0%	26.7%	31.6%	
Strongly disagree	0.0%	17.4%	12.9%	0.0%	37.5%	25.0%	0.0%	6.7%	5.3%	
Total(n)	4	23	31	2	8	12	2	15	19	
Mean	2.50	2.39	2.48	2.50	2.00	2.33	2.50	2.60	2.58	
Standard deviation	0.58	0.84	0.77	0.71	1.07	0.98	0.71	0.63	0.61	
Significance	-			-			-			
Effect size	-	0.13	0.03	-	0.47	0.17	-	-0.16	-0.13	
<b>Faculty of color are treated fairly here</b>										
Strongly agree	50.0%	39.1%	30.0%	0.0%	50.0%	38.5%	100.0%	30.8%	23.5%	
Agree somewhat	50.0%	47.8%	60.0%	100.0%	40.0%	53.8%	0.0%	53.8%	64.7%	
Disagree somewhat	0.0%	8.7%	6.7%	0.0%	0.0%	0.0%	0.0%	15.4%	11.8%	
Strongly disagree	0.0%	4.3%	3.3%	0.0%	10.0%	7.7%	0.0%	0.0%	0.0%	
Total(n)	4	23	30	2	10	13	2	13	17	
Mean	3.50	3.22	3.17	3.00	3.30	3.23	4.00	3.15	3.12	
Standard deviation	0.58	0.80	0.70	0.00	0.95	0.83	0.00	0.69	0.60	
Significance	-			-			-			
Effect size	-	0.35	0.47	-	-0.32	-0.28	-	1.23	1.47	
<b>Women faculty are treated fairly here</b>										
Strongly agree	50.0%	45.8%	35.5%	0.0%	60.0%	46.2%	100.0%	35.7%	27.8%	
Agree somewhat	50.0%	45.8%	54.8%	100.0%	40.0%	53.8%	0.0%	50.0%	55.6%	
Disagree somewhat	0.0%	8.3%	9.7%	0.0%	0.0%	0.0%	0.0%	14.3%	16.7%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	24	31	2	10	13	2	14	18	
Mean	3.50	3.38	3.26	3.00	3.60	3.46	4.00	3.21	3.11	
Standard deviation	0.58	0.65	0.63	0.00	0.52	0.52	0.00	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.18	0.38	-	-1.15	-0.88	-	1.13	1.31	
<b>LGBTQ faculty are treated fairly here</b>										
Strongly agree	66.7%	40.0%	29.6%	0.0%	50.0%	36.4%	100.0%	33.3%	25.0%	
Agree somewhat	33.3%	50.0%	63.0%	100.0%	50.0%	63.6%	0.0%	50.0%	62.5%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Disagree somewhat	0.0%	10.0%	7.4%	0.0%	0.0%	0.0%	0.0%	16.7%	12.5%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	20	27	1	8	11	2	12	16	
Mean	3.67	3.30	3.22	3.00	3.50	3.36	4.00	3.17	3.13	
Standard deviation	0.58	0.66	0.58	.	0.53	0.50	0.00	0.72	0.62	
Significance	-			-			-			
Effect size	-	0.56	0.78	-	-0.94	-0.72	-	1.15	1.40	
<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	33.3%	50.0%	41.4%	0.0%	50.0%	41.7%	50.0%	50.0%	41.2%	
High priority	33.3%	20.0%	24.1%	100.0%	12.5%	25.0%	0.0%	25.0%	23.5%	
Medium priority	33.3%	20.0%	27.6%	0.0%	25.0%	25.0%	50.0%	16.7%	29.4%	
Low priority	0.0%	10.0%	6.9%	0.0%	12.5%	8.3%	0.0%	8.3%	5.9%	
Total(n)	3	20	29	1	8	12	2	12	17	
Mean	3.00	3.10	3.00	3.00	3.00	3.00	3.00	3.17	3.00	
Standard deviation	1.00	1.07	1.00	.	1.20	1.04	1.41	1.03	1.00	
Significance	-			-			-			
Effect size	-	-0.09	0.00	-	0.00	0.00	-	-0.17	0.00	
<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	0.0%	19.0%	16.7%	0.0%	22.2%	15.4%	0.0%	16.7%	17.6%	
High priority	100.0%	52.4%	60.0%	100.0%	55.6%	61.5%	100.0%	50.0%	58.8%	
Medium priority	0.0%	19.0%	16.7%	0.0%	0.0%	7.7%	0.0%	33.3%	23.5%	
Low priority	0.0%	9.5%	6.7%	0.0%	22.2%	15.4%	0.0%	0.0%	0.0%	
Total(n)	3	21	30	1	9	13	2	12	17	
Mean	3.00	2.81	2.87	3.00	2.78	2.77	3.00	2.83	2.94	
Standard deviation	0.00	0.87	0.78	.	1.09	0.93	0.00	0.72	0.66	
Significance	-			-			-			
Effect size	-	0.22	0.17	-	0.20	0.25	-	0.24	0.09	
<b>To facilitate student involvement in community service</b>										
Highest priority	0.0%	10.0%	10.3%	0.0%	25.0%	16.7%	0.0%	0.0%	5.9%	
High priority	66.7%	45.0%	48.3%	100.0%	25.0%	33.3%	50.0%	58.3%	58.8%	
Medium priority	33.3%	40.0%	37.9%	0.0%	37.5%	41.7%	50.0%	41.7%	35.3%	
Low priority	0.0%	5.0%	3.4%	0.0%	12.5%	8.3%	0.0%	0.0%	0.0%	
Total(n)	3	20	29	1	8	12	2	12	17	



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 Other Respondents

Washburn 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	2.67	2.60	2.66	3.00	2.63	2.58	2.50	2.58	2.71	
Standard deviation	0.58	0.75	0.72	.	1.06	0.90	0.71	0.51	0.59	
Significance	-			-			-			
Effect size	-	0.09	0.01	-	0.35	0.47	-	-0.16	-0.36	
<b>To help students learn how to bring about change in society</b>										
Highest priority	0.0%	20.0%	17.9%	0.0%	25.0%	18.2%	0.0%	16.7%	17.6%	
High priority	33.3%	25.0%	35.7%	0.0%	12.5%	18.2%	50.0%	33.3%	47.1%	
Medium priority	33.3%	35.0%	32.1%	0.0%	25.0%	36.4%	50.0%	41.7%	29.4%	
Low priority	33.3%	20.0%	14.3%	100.0%	37.5%	27.3%	0.0%	8.3%	5.9%	
Total(n)	3	20	28	1	8	11	2	12	17	
Mean	2.00	2.45	2.57	1.00	2.25	2.27	2.50	2.58	2.76	
Standard deviation	1.00	1.05	0.96	.	1.28	1.10	0.71	0.90	0.83	
Significance	-			-			-			
Effect size	-	-0.43	-0.59	-	-0.98	-1.15	-	-0.09	-0.31	
<b>To increase or maintain institutional prestige</b>										
Highest priority	33.3%	33.3%	31.0%	0.0%	37.5%	36.4%	50.0%	30.8%	27.8%	
High priority	66.7%	47.6%	44.8%	100.0%	37.5%	36.4%	50.0%	53.8%	50.0%	
Medium priority	0.0%	14.3%	17.2%	0.0%	12.5%	18.2%	0.0%	15.4%	16.7%	
Low priority	0.0%	4.8%	6.9%	0.0%	12.5%	9.1%	0.0%	0.0%	5.6%	
Total(n)	3	21	29	1	8	11	2	13	18	
Mean	3.33	3.10	3.00	3.00	3.00	3.00	3.50	3.15	3.00	
Standard deviation	0.58	0.83	0.89	.	1.07	1.00	0.71	0.69	0.84	
Significance	-			-			-			
Effect size	-	0.28	0.37	-	0.00	0.00	-	0.51	0.60	

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 Other Respondents

Washburn 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	0.0%	20.0%	17.9%	0.0%	37.5%	27.3%	0.0%	8.3%	11.8%	
High priority	66.7%	35.0%	28.6%	0.0%	37.5%	36.4%	100.0%	33.3%	23.5%	
Medium priority	0.0%	30.0%	35.7%	0.0%	12.5%	18.2%	0.0%	41.7%	47.1%	
Low priority	33.3%	15.0%	17.9%	100.0%	12.5%	18.2%	0.0%	16.7%	17.6%	
Total(n)	3	20	28	1	8	11	2	12	17	
Mean	2.33	2.60	2.46	1.00	3.00	2.73	3.00	2.33	2.29	
Standard deviation	1.15	0.99	1.00	.	1.07	1.10	0.00	0.89	0.92	
Significance	-			-			-			
Effect size	-	-0.27	-0.13	-	-1.87	-1.57	-	0.75	0.77	
<b>To recruit more minority students</b>										
Highest priority	0.0%	19.0%	13.3%	0.0%	25.0%	16.7%	0.0%	15.4%	11.1%	
High priority	100.0%	38.1%	46.7%	100.0%	25.0%	41.7%	100.0%	46.2%	50.0%	
Medium priority	0.0%	23.8%	26.7%	0.0%	25.0%	25.0%	0.0%	23.1%	27.8%	
Low priority	0.0%	19.0%	13.3%	0.0%	25.0%	16.7%	0.0%	15.4%	11.1%	
Total(n)	3	21	30	1	8	12	2	13	18	
Mean	3.00	2.57	2.60	3.00	2.50	2.58	3.00	2.62	2.61	
Standard deviation	0.00	1.03	0.89	.	1.20	1.00	0.00	0.96	0.85	
Significance	-			-			-			
Effect size	-	0.42	0.45	-	0.42	0.42	-	0.40	0.46	
<b>Increase the selectivity of the student body through more competitive admissions criteria</b>										
Highest priority	0.0%	10.5%	11.1%	0.0%	28.6%	20.0%	0.0%	0.0%	5.9%	
High priority	0.0%	26.3%	22.2%	0.0%	28.6%	20.0%	0.0%	25.0%	23.5%	
Medium priority	0.0%	36.8%	40.7%	0.0%	14.3%	20.0%	0.0%	50.0%	52.9%	
Low priority	100.0%	26.3%	25.9%	100.0%	28.6%	40.0%	100.0%	25.0%	17.6%	
Total(n)	3	19	27	1	7	10	2	12	17	
Mean	1.00	2.21	2.19	1.00	2.57	2.20	1.00	2.00	2.18	
Standard deviation	0.00	0.98	0.96	.	1.27	1.23	0.00	0.74	0.81	
Significance	-	*	*	-			-			
Effect size	-	-1.23	-1.24	-	-1.24	-0.98	-	-1.35	-1.46	
<b>To promote gender diversity in the faculty and administration</b>										
Highest priority	33.3%	20.0%	21.4%	0.0%	37.5%	36.4%	50.0%	8.3%	11.8%	
High priority	33.3%	25.0%	28.6%	100.0%	25.0%	18.2%	0.0%	25.0%	35.3%	
Medium priority	0.0%	40.0%	35.7%	0.0%	12.5%	27.3%	0.0%	58.3%	41.2%	
Low priority	33.3%	15.0%	14.3%	0.0%	25.0%	18.2%	50.0%	8.3%	11.8%	

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Washburn 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)	3	20	28	1	8	11	2	12	17	
Mean	2.67	2.50	2.57	3.00	2.75	2.73	2.50	2.33	2.47	
Standard deviation	1.53	1.00	1.00	.	1.28	1.19	2.12	0.78	0.87	
Significance	-			-			-			
Effect size	-	0.17	0.10	-	0.20	0.23	-	0.22	0.03	
<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	33.3%	26.3%	25.9%	0.0%	42.9%	40.0%	50.0%	16.7%	17.6%	
High priority	33.3%	31.6%	33.3%	100.0%	28.6%	20.0%	0.0%	33.3%	41.2%	
Medium priority	33.3%	31.6%	33.3%	0.0%	14.3%	30.0%	50.0%	41.7%	35.3%	
Low priority	0.0%	10.5%	7.4%	0.0%	14.3%	10.0%	0.0%	8.3%	5.9%	
Total(n)	3	19	27	1	7	10	2	12	17	
Mean	3.00	2.74	2.78	3.00	3.00	2.90	3.00	2.58	2.71	
Standard deviation	1.00	0.99	0.93	.	1.15	1.10	1.41	0.90	0.85	
Significance	-			-			-			
Effect size	-	0.26	0.24	-	0.00	0.09	-	0.47	0.34	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	0.0%	19.0%	13.8%	0.0%	25.0%	18.2%	0.0%	15.4%	11.1%	
High priority	0.0%	23.8%	34.5%	0.0%	12.5%	36.4%	0.0%	30.8%	33.3%	
Medium priority	100.0%	33.3%	34.5%	100.0%	50.0%	36.4%	100.0%	23.1%	33.3%	
Low priority	0.0%	23.8%	17.2%	0.0%	12.5%	9.1%	0.0%	30.8%	22.2%	
Total(n)	3	21	29	1	8	11	2	13	18	
Mean	2.00	2.38	2.45	2.00	2.50	2.64	2.00	2.31	2.33	
Standard deviation	0.00	1.07	0.95	.	1.07	0.92	0.00	1.11	0.97	
Significance	-			-			-			
Effect size	-	-0.36	-0.47	-	-0.47	-0.70	-	-0.28	-0.34	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	33.3%	19.0%	20.7%	100.0%	37.5%	36.4%	0.0%	7.7%	11.1%	
High priority	33.3%	38.1%	34.5%	0.0%	37.5%	36.4%	50.0%	38.5%	33.3%	
Medium priority	33.3%	33.3%	37.9%	0.0%	12.5%	18.2%	50.0%	46.2%	50.0%	
Low priority	0.0%	9.5%	6.9%	0.0%	12.5%	9.1%	0.0%	7.7%	5.6%	
Total(n)	3	21	29	1	8	11	2	13	18	
Mean	3.00	2.67	2.69	4.00	3.00	3.00	2.50	2.46	2.50	
Standard deviation	1.00	0.91	0.89	.	1.07	1.00	0.71	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.36	0.35	-	0.93	1.00	-	0.05	0.00	

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	0.0%	38.1%	27.6%	0.0%	62.5%	45.5%	0.0%	23.1%	16.7%	
High priority	66.7%	38.1%	37.9%	100.0%	25.0%	27.3%	50.0%	46.2%	44.4%	
Medium priority	33.3%	14.3%	27.6%	0.0%	12.5%	27.3%	50.0%	15.4%	27.8%	
Low priority	0.0%	9.5%	6.9%	0.0%	0.0%	0.0%	0.0%	15.4%	11.1%	
Total(n)	3	21	29	1	8	11	2	13	18	
Mean	2.67	3.05	2.86	3.00	3.50	3.18	2.50	2.77	2.67	
Standard deviation	0.58	0.97	0.92	.	0.76	0.87	0.71	1.01	0.91	
Significance	-			-			-			
Effect size	-	-0.39	-0.21	-	-0.66	-0.21	-	-0.27	-0.19	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	33.3%	35.0%	25.0%	0.0%	50.0%	36.4%	50.0%	25.0%	17.6%	
High priority	33.3%	35.0%	35.7%	100.0%	37.5%	36.4%	0.0%	33.3%	35.3%	
Medium priority	33.3%	25.0%	25.0%	0.0%	12.5%	27.3%	50.0%	33.3%	23.5%	
Low priority	0.0%	5.0%	14.3%	0.0%	0.0%	0.0%	0.0%	8.3%	23.5%	
Total(n)	3	20	28	1	8	11	2	12	17	
Mean	3.00	3.00	2.71	3.00	3.38	3.09	3.00	2.75	2.47	
Standard deviation	1.00	0.92	1.01	.	0.74	0.83	1.41	0.97	1.07	
Significance	-			-			-			
Effect size	-	0.00	0.29	-	-0.51	-0.11	-	0.26	0.50	
<b>To develop leadership ability among students</b>										
Highest priority	0.0%	25.0%	25.0%	0.0%	37.5%	36.4%	0.0%	16.7%	17.6%	
High priority	66.7%	35.0%	42.9%	0.0%	12.5%	18.2%	100.0%	50.0%	58.8%	
Medium priority	33.3%	30.0%	25.0%	100.0%	37.5%	36.4%	0.0%	25.0%	17.6%	
Low priority	0.0%	10.0%	7.1%	0.0%	12.5%	9.1%	0.0%	8.3%	5.9%	
Total(n)	3	20	28	1	8	11	2	12	17	
Mean	2.67	2.75	2.86	2.00	2.75	2.82	3.00	2.75	2.88	
Standard deviation	0.58	0.97	0.89	.	1.16	1.08	0.00	0.87	0.78	
Significance	-			-			-			
Effect size	-	-0.08	-0.21	-	-0.65	-0.76	-	0.29	0.15	
<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	0.0%	19.0%	26.7%	0.0%	33.3%	38.5%	0.0%	8.3%	17.6%	
High priority	33.3%	57.1%	50.0%	0.0%	33.3%	30.8%	50.0%	75.0%	64.7%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Medium priority	66.7%	19.0%	20.0%	100.0%	22.2%	23.1%	50.0%	16.7%	17.6%	
Low priority	0.0%	4.8%	3.3%	0.0%	11.1%	7.7%	0.0%	0.0%	0.0%	
Total(n)	3	21	30	1	9	13	2	12	17	
Mean	2.33	2.90	3.00	2.00	2.89	3.00	2.50	2.92	3.00	
Standard deviation	0.58	0.77	0.79	.	1.05	1.00	0.71	0.51	0.61	
Significance	-			-			-			
Effect size	-	-0.74	-0.85	-	-0.85	-1.00	-	-0.82	-0.82	
<b>To prepare students for the workplace</b>										
Highest priority	33.3%	38.1%	33.3%	100.0%	66.7%	53.8%	0.0%	16.7%	17.6%	
High priority	66.7%	47.6%	53.3%	0.0%	11.1%	30.8%	100.0%	75.0%	70.6%	
Medium priority	0.0%	14.3%	13.3%	0.0%	22.2%	15.4%	0.0%	8.3%	11.8%	
Low priority	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	21	30	1	9	13	2	12	17	
Mean	3.33	3.24	3.20	4.00	3.44	3.38	3.00	3.08	3.06	
Standard deviation	0.58	0.70	0.66	.	0.88	0.77	0.00	0.51	0.56	
Significance	-			-			-			
Effect size	-	0.13	0.20	-	0.64	0.81	-	-0.16	-0.11	
<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	0.0%	15.0%	17.2%	0.0%	12.5%	23.1%	0.0%	16.7%	12.5%	
To a large extent	100.0%	50.0%	48.3%	0.0%	62.5%	46.2%	100.0%	41.7%	50.0%	
To some extent	0.0%	25.0%	27.6%	0.0%	25.0%	30.8%	0.0%	25.0%	25.0%	
To a small extent	0.0%	10.0%	6.9%	0.0%	0.0%	0.0%	0.0%	16.7%	12.5%	
Not at all	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	20	29	0	8	13	2	12	16	
Mean	4.00	3.70	3.76	.	3.88	3.92	4.00	3.58	3.63	
Standard deviation	0.00	0.86	0.83	.	0.64	0.76	0.00	1.00	0.89	
Significance	-			-			-			
Effect size	-	0.35	0.29	-			-	0.42	0.42	
<b>Experience close alignment between your work and your personal values</b>										
To a very large extent	33.3%	22.7%	26.7%	0.0%	22.2%	38.5%	50.0%	23.1%	17.6%	
To a large extent	66.7%	54.5%	53.3%	100.0%	55.6%	38.5%	50.0%	53.8%	64.7%	
To some extent	0.0%	22.7%	16.7%	0.0%	22.2%	15.4%	0.0%	23.1%	17.6%	
To a small extent	0.0%	0.0%	3.3%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	
Not at all	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	22	30	1	9	13	2	13	17	
Mean	4.33	4.00	4.03	4.00	4.00	4.08	4.50	4.00	4.00	

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 Other Respondents

Washburn 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	0.58	0.69	0.76	.	0.71	0.95	0.71	0.71	0.61	
Significance	-			-			-			
Effect size	-	0.48	0.39	-	0.00	-0.08	-	0.70	0.82	
<b>Mentor faculty</b>										
To a very large extent	0.0%	4.5%	6.5%	0.0%	11.1%	14.3%	0.0%	0.0%	0.0%	
To a large extent	0.0%	27.3%	22.6%	0.0%	22.2%	21.4%	0.0%	30.8%	23.5%	
To some extent	0.0%	22.7%	22.6%	0.0%	33.3%	28.6%	0.0%	15.4%	17.6%	
To a small extent	66.7%	13.6%	16.1%	100.0%	22.2%	21.4%	50.0%	7.7%	11.8%	
Not at all	33.3%	31.8%	32.3%	0.0%	11.1%	14.3%	50.0%	46.2%	47.1%	
Total(n)	3	22	31	1	9	14	2	13	17	
Mean	1.67	2.59	2.55	2.00	3.00	3.00	1.50	2.31	2.18	
Standard deviation	0.58	1.33	1.34	.	1.22	1.30	0.71	1.38	1.29	
Significance	-			-			-			
Effect size	-	-0.69	-0.66	-	-0.82	-0.77	-	-0.59	-0.53	
<b>Mentor undergraduate students</b>										
To a very large extent	33.3%	14.3%	10.3%	0.0%	11.1%	7.7%	50.0%	16.7%	12.5%	
To a large extent	33.3%	23.8%	17.2%	0.0%	22.2%	15.4%	50.0%	25.0%	18.8%	
To some extent	0.0%	33.3%	31.0%	0.0%	55.6%	46.2%	0.0%	16.7%	18.8%	
To a small extent	33.3%	9.5%	10.3%	100.0%	11.1%	7.7%	0.0%	8.3%	12.5%	
Not at all	0.0%	19.0%	31.0%	0.0%	0.0%	23.1%	0.0%	33.3%	37.5%	
Total(n)	3	21	29	1	9	13	2	12	16	
Mean	3.67	3.05	2.66	2.00	3.33	2.77	4.50	2.83	2.56	
Standard deviation	1.53	1.32	1.37	.	0.87	1.24	0.71	1.59	1.50	
Significance	-			-			-			
Effect size	-	0.47	0.74	-	-1.53	-0.62	-	1.05	1.29	
<b>Please indicate the extent to which you:</b>										
<b>Mentor graduate students</b>										
To a very large extent	0.0%	13.6%	13.3%	0.0%	11.1%	14.3%	0.0%	15.4%	12.5%	
To a large extent	0.0%	9.1%	10.0%	0.0%	0.0%	7.1%	0.0%	15.4%	12.5%	
To some extent	0.0%	36.4%	26.7%	0.0%	44.4%	28.6%	0.0%	30.8%	25.0%	
To a small extent	0.0%	9.1%	10.0%	0.0%	11.1%	7.1%	0.0%	7.7%	12.5%	
Not at all	100.0%	31.8%	40.0%	100.0%	33.3%	42.9%	100.0%	30.8%	37.5%	
Total(n)	3	22	30	1	9	14	2	13	16	
Mean	1.00	2.64	2.47	1.00	2.44	2.43	1.00	2.77	2.50	
Standard deviation	0.00	1.40	1.46	.	1.33	1.50	0.00	1.48	1.46	
Significance	-			-			-			
Effect size	-	-1.17	-1.01	-	-1.08	-0.95	-	-1.20	-1.03	

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Washburn 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>Been mentored by at least one professional in academia</b>										
To a very large extent	0.0%	33.3%	37.9%	0.0%	25.0%	41.7%	0.0%	38.5%	35.3%	
To a large extent	0.0%	14.3%	10.3%	0.0%	0.0%	0.0%	0.0%	23.1%	17.6%	
To some extent	33.3%	23.8%	24.1%	0.0%	37.5%	25.0%	50.0%	15.4%	23.5%	
To a small extent	66.7%	23.8%	20.7%	100.0%	37.5%	33.3%	50.0%	15.4%	11.8%	
Not at all	0.0%	4.8%	6.9%	0.0%	0.0%	0.0%	0.0%	7.7%	11.8%	
Total(n)	3	21	29	1	8	12	2	13	17	
Mean	2.33	3.48	3.52	2.00	3.13	3.50	2.50	3.69	3.53	
Standard deviation	0.58	1.33	1.38	.	1.25	1.38	0.71	1.38	1.42	
Significance	-			-			-			
Effect size	-	-0.86	-0.86	-	-0.90	-1.09	-	-0.86	-0.73	
<b>Participated in training in preparation to be a mentor (e.g., workshops, programs)</b>										
To a very large extent	0.0%	9.1%	10.3%	0.0%	22.2%	25.0%	0.0%	0.0%	0.0%	
To a large extent	0.0%	9.1%	6.9%	0.0%	0.0%	0.0%	0.0%	15.4%	11.8%	
To some extent	33.3%	31.8%	27.6%	0.0%	22.2%	16.7%	50.0%	38.5%	35.3%	
To a small extent	0.0%	18.2%	24.1%	0.0%	22.2%	33.3%	0.0%	15.4%	17.6%	
Not at all	66.7%	31.8%	31.0%	100.0%	33.3%	25.0%	50.0%	30.8%	35.3%	
Total(n)	3	22	29	1	9	12	2	13	17	
Mean	1.67	2.45	2.41	1.00	2.56	2.67	2.00	2.38	2.24	
Standard deviation	1.15	1.30	1.30	.	1.59	1.56	1.41	1.12	1.09	
Significance	-			-			-			
Effect size	-	-0.60	-0.57	-	-0.98	-1.07	-	-0.34	-0.22	
<b>Accessed the National Research Mentoring Network (NRMN) resource</b>										
To a very large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
To a large extent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Washburn 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	0.0%	14.3%	10.7%	0.0%	25.0%	18.2%	0.0%	7.7%	5.9%	
To a small extent	0.0%	4.8%	3.6%	0.0%	0.0%	0.0%	0.0%	7.7%	5.9%	
Not at all	100.0%	81.0%	85.7%	100.0%	75.0%	81.8%	100.0%	84.6%	88.2%	
Total(n)	3	21	28	1	8	11	2	13	17	
Mean	1.00	1.33	1.25	1.00	1.50	1.36	1.00	1.23	1.18	
Standard deviation	0.00	0.73	0.65	.	0.93	0.81	0.00	0.60	0.53	
Significance	-			-			-			
Effect size	-	-0.45	-0.38	-	-0.54	-0.44	-	-0.38	-0.34	
<b>How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?</b>										
Excellent	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	
Good	50.0%	66.7%	63.2%	100.0%	75.0%	80.0%	0.0%	57.1%	44.4%	
Fair	0.0%	26.7%	26.3%	0.0%	25.0%	20.0%	0.0%	28.6%	33.3%	
Poor	50.0%	6.7%	5.3%	0.0%	0.0%	0.0%	100.0%	14.3%	11.1%	
Total(n)	2	15	19	1	8	10	1	7	9	
Mean	2.00	2.60	2.68	3.00	2.75	2.80	1.00	2.43	2.56	
Standard deviation	1.41	0.63	0.67	.	0.46	0.42	.	0.79	0.88	
Significance	-			-			-			
Effect size	-	-0.95	-1.01	-	0.54	0.48	-	-1.81	-1.77	
<b>How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?</b>										
Excellent	33.3%	20.0%	22.2%	0.0%	0.0%	0.0%	50.0%	42.9%	44.4%	
Good	33.3%	66.7%	66.7%	0.0%	75.0%	77.8%	50.0%	57.1%	55.6%	
Fair	33.3%	13.3%	11.1%	100.0%	25.0%	22.2%	0.0%	0.0%	0.0%	
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	15	18	1	8	9	2	7	9	
Mean	3.00	3.07	3.11	2.00	2.75	2.78	3.50	3.43	3.44	
Standard deviation	1.00	0.59	0.58	.	0.46	0.44	0.71	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.12	-0.19	-	-1.63	-1.77	-	0.13	0.11	
<b>How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?</b>										
Excellent	0.0%	21.4%	25.0%	0.0%	0.0%	0.0%	0.0%	37.5%	44.4%	



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Washburn 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	0.0%	71.4%	68.8%	0.0%	83.3%	85.7%	0.0%	62.5%	55.6%		
Fair	0.0%	7.1%	6.3%	0.0%	16.7%	14.3%	0.0%	0.0%	0.0%		
Poor	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	0	14	16	0	6	7	0	8	9		
Mean	.	3.14	3.19	.	2.83	2.86	.	3.38	3.44		
Standard deviation	.	0.53	0.54	.	0.41	0.38	.	0.52	0.53		
Significance	-			-			-				
Effect size	-			-			-				
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Salary</b>											
Very satisfied	0.0%	22.7%	20.7%	0.0%	11.1%	16.7%	0.0%	30.8%	23.5%		
Satisfied	33.3%	45.5%	41.4%	0.0%	44.4%	41.7%	50.0%	46.2%	41.2%		
Marginally satisfied	0.0%	9.1%	20.7%	0.0%	11.1%	16.7%	0.0%	7.7%	23.5%		
Not satisfied	66.7%	22.7%	17.2%	100.0%	33.3%	25.0%	50.0%	15.4%	11.8%		
Total(n)	3	22	29	1	9	12	2	13	17		
Mean	1.67	2.68	2.66	1.00	2.33	2.50	2.00	2.92	2.76		
Standard deviation	1.15	1.09	1.01	.	1.12	1.09	1.41	1.04	0.97		
Significance	-			-			-				
Effect size	-	-0.93	-0.98	-	-1.19	-1.38	-	-0.88	-0.78		
<b>Health benefits</b>											
Very satisfied	33.3%	27.3%	27.6%	0.0%	22.2%	25.0%	50.0%	30.8%	29.4%		
Satisfied	66.7%	54.5%	51.7%	100.0%	55.6%	58.3%	50.0%	53.8%	47.1%		
Marginally satisfied	0.0%	4.5%	6.9%	0.0%	11.1%	8.3%	0.0%	0.0%	5.9%		
Not satisfied	0.0%	13.6%	13.8%	0.0%	11.1%	8.3%	0.0%	15.4%	17.6%		
Total(n)	3	22	29	1	9	12	2	13	17		
Mean	3.33	2.95	2.93	3.00	2.89	3.00	3.50	3.00	2.88		
Standard deviation	0.58	0.95	0.96	.	0.93	0.85	0.71	1.00	1.05		
Significance	-			-			-				
Effect size	-	0.40	0.42	-	0.12	0.00	-	0.50	0.59		
<b>How satisfied are you with the following aspects of your job?</b>											
<b>Retirement benefits</b>											
Very satisfied	0.0%	22.7%	20.7%	0.0%	33.3%	33.3%	0.0%	15.4%	11.8%		
Satisfied	100.0%	54.5%	55.2%	100.0%	33.3%	41.7%	100.0%	69.2%	64.7%		
Marginally satisfied	0.0%	22.7%	24.1%	0.0%	33.3%	25.0%	0.0%	15.4%	23.5%		
Not satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total(n)	3	22	29	1	9	12	2	13	17		
Mean	3.00	3.00	2.97	3.00	3.00	3.08	3.00	3.00	2.88		

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Standard deviation	0.00	0.69	0.68	.	0.87	0.79	0.00	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	0.00	-0.10	-	0.00	0.20	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied	0.0%	9.1%	13.8%	0.0%	11.1%	25.0%	0.0%	7.7%	5.9%	
Satisfied	66.7%	59.1%	55.2%	0.0%	44.4%	41.7%	100.0%	69.2%	64.7%	
Marginally satisfied	33.3%	31.8%	31.0%	100.0%	44.4%	33.3%	0.0%	23.1%	29.4%	
Not satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	22	29	1	9	12	2	13	17	
Mean	2.67	2.77	2.83	2.00	2.67	2.92	3.00	2.85	2.76	
Standard deviation	0.58	0.61	0.66	.	0.71	0.79	0.00	0.55	0.56	
Significance	-			-			-			
Effect size	-	-0.16	-0.24	-	-0.94	-1.16	-	0.27	0.43	
<b>Teaching load</b>										
Very satisfied	0.0%	20.0%	14.8%	0.0%	25.0%	20.0%	0.0%	16.7%	11.8%	
Satisfied	66.7%	60.0%	66.7%	0.0%	37.5%	50.0%	100.0%	75.0%	76.5%	
Marginally satisfied	33.3%	10.0%	7.4%	100.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Not satisfied	0.0%	10.0%	11.1%	0.0%	12.5%	10.0%	0.0%	8.3%	11.8%	
Total(n)	3	20	27	1	8	10	2	12	17	
Mean	2.67	2.90	2.85	2.00	2.75	2.80	3.00	3.00	2.88	
Standard deviation	0.58	0.85	0.82	.	1.04	0.92	0.00	0.74	0.78	
Significance	-			-			-			
Effect size	-	-0.27	-0.22	-	-0.72	-0.87	-	0.00	0.15	
<b>Quality of students</b>										
Very satisfied	0.0%	15.0%	17.9%	0.0%	12.5%	9.1%	0.0%	16.7%	23.5%	
Satisfied	66.7%	70.0%	71.4%	0.0%	62.5%	72.7%	100.0%	75.0%	70.6%	
Marginally satisfied	0.0%	10.0%	7.1%	0.0%	12.5%	9.1%	0.0%	8.3%	5.9%	
Not satisfied	33.3%	5.0%	3.6%	100.0%	12.5%	9.1%	0.0%	0.0%	0.0%	
Total(n)	3	20	28	1	8	11	2	12	17	
Mean	2.33	2.95	3.04	1.00	2.75	2.82	3.00	3.08	3.18	
Standard deviation	1.15	0.69	0.64	.	0.89	0.75	0.00	0.51	0.53	
Significance	-			-			-			
Effect size	-	-0.90	-1.11	-	-1.97	-2.43	-	-0.16	-0.34	
<b>Autonomy and independence</b>										
Very satisfied	33.3%	36.4%	36.7%	0.0%	22.2%	33.3%	50.0%	46.2%	38.9%	
Satisfied	66.7%	54.5%	56.7%	100.0%	55.6%	50.0%	50.0%	53.8%	61.1%	
Marginally satisfied	0.0%	9.1%	6.7%	0.0%	22.2%	16.7%	0.0%	0.0%	0.0%	
Not satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	22	30	1	9	12	2	13	18	

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Washburn 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	3.33	3.27	3.30	3.00	3.00	3.17	3.50	3.46	3.39	
Standard deviation	0.58	0.63	0.60	.	0.71	0.72	0.71	0.52	0.50	
Significance	-			-			-			
Effect size	-	0.10	0.05	-	0.00	-0.24	-	0.08	0.22	
<b>Departmental leadership</b>										
Very satisfied	33.3%	27.3%	25.8%	0.0%	33.3%	38.5%	50.0%	23.1%	16.7%	
Satisfied	33.3%	36.4%	38.7%	0.0%	44.4%	46.2%	50.0%	30.8%	33.3%	
Marginally satisfied	33.3%	27.3%	22.6%	100.0%	11.1%	7.7%	0.0%	38.5%	33.3%	
Not satisfied	0.0%	9.1%	12.9%	0.0%	11.1%	7.7%	0.0%	7.7%	16.7%	
Total(n)	3	22	31	1	9	13	2	13	18	
Mean	3.00	2.82	2.77	2.00	3.00	3.15	3.50	2.69	2.50	
Standard deviation	1.00	0.96	0.99	.	1.00	0.90	0.71	0.95	0.99	
Significance	-			-			-			
Effect size	-	0.19	0.23	-	-1.00	-1.28	-	0.85	1.01	
<b>Departmental support for work/life balance</b>										
Very satisfied	33.3%	18.2%	20.0%	0.0%	11.1%	25.0%	50.0%	23.1%	16.7%	
Satisfied	66.7%	45.5%	46.7%	100.0%	44.4%	41.7%	50.0%	46.2%	50.0%	
Marginally satisfied	0.0%	27.3%	23.3%	0.0%	22.2%	16.7%	0.0%	30.8%	27.8%	
Not satisfied	0.0%	9.1%	10.0%	0.0%	22.2%	16.7%	0.0%	0.0%	5.6%	
Total(n)	3	22	30	1	9	12	2	13	18	
Mean	3.33	2.73	2.77	3.00	2.44	2.75	3.50	2.92	2.78	
Standard deviation	0.58	0.88	0.90	.	1.01	1.06	0.71	0.76	0.81	
Significance	-			-			-			
Effect size	-	0.68	0.62	-	0.55	0.24	-	0.76	0.89	
<b>Institutional support for work/life balance</b>										
Very satisfied	33.3%	13.6%	10.0%	0.0%	11.1%	8.3%	50.0%	15.4%	11.1%	
Satisfied	66.7%	45.5%	43.3%	100.0%	44.4%	50.0%	50.0%	46.2%	38.9%	
Marginally satisfied	0.0%	27.3%	33.3%	0.0%	11.1%	16.7%	0.0%	38.5%	44.4%	
Not satisfied	0.0%	13.6%	13.3%	0.0%	33.3%	25.0%	0.0%	0.0%	5.6%	
Total(n)	3	22	30	1	9	12	2	13	18	
Mean	3.33	2.59	2.50	3.00	2.33	2.42	3.50	2.77	2.56	
Standard deviation	0.58	0.91	0.86	.	1.12	1.00	0.71	0.73	0.78	
Significance	-			-			-			
Effect size	-	0.81	0.97	-	0.60	0.58	-	1.00	1.21	
<b>Prospects for career advancement</b>										
Very satisfied	0.0%	13.6%	10.3%	0.0%	11.1%	8.3%	0.0%	15.4%	11.8%	
Satisfied	33.3%	36.4%	41.4%	0.0%	44.4%	58.3%	50.0%	30.8%	29.4%	
Marginally satisfied	33.3%	36.4%	34.5%	0.0%	22.2%	16.7%	50.0%	46.2%	47.1%	
Not satisfied	33.3%	13.6%	13.8%	100.0%	22.2%	16.7%	0.0%	7.7%	11.8%	

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Washburn 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)	3	22	29	1	9	12	2	13	17	
Mean	2.00	2.50	2.48	1.00	2.44	2.58	2.50	2.54	2.41	
Standard deviation	1.00	0.91	0.87	.	1.01	0.90	0.71	0.88	0.87	
Significance	-			-			-			
Effect size	-	-0.55	-0.55	-	-1.43	-1.76	-	-0.05	0.10	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Relative equity of salary and job benefits</b>										
Very satisfied	0.0%	13.6%	10.7%	0.0%	11.1%	8.3%	0.0%	15.4%	12.5%	
Satisfied	33.3%	36.4%	42.9%	0.0%	33.3%	41.7%	50.0%	38.5%	43.8%	
Marginally satisfied	33.3%	31.8%	32.1%	0.0%	22.2%	25.0%	50.0%	38.5%	37.5%	
Not satisfied	33.3%	18.2%	14.3%	100.0%	33.3%	25.0%	0.0%	7.7%	6.3%	
Total(n)	3	22	28	1	9	12	2	13	16	
Mean	2.00	2.45	2.50	1.00	2.22	2.33	2.50	2.62	2.63	
Standard deviation	1.00	0.96	0.88	.	1.09	0.98	0.71	0.87	0.81	
Significance	-			-			-			
Effect size	-	-0.47	-0.57	-	-1.12	-1.36	-	-0.14	-0.16	
<b>Flexibility in relation to family matters or emergencies</b>										
Very satisfied	33.3%	40.9%	41.4%	100.0%	44.4%	50.0%	0.0%	38.5%	35.3%	
Satisfied	66.7%	40.9%	44.8%	0.0%	33.3%	33.3%	100.0%	46.2%	52.9%	
Marginally satisfied	0.0%	9.1%	6.9%	0.0%	11.1%	8.3%	0.0%	7.7%	5.9%	
Not satisfied	0.0%	9.1%	6.9%	0.0%	11.1%	8.3%	0.0%	7.7%	5.9%	
Total(n)	3	22	29	1	9	12	2	13	17	
Mean	3.33	3.14	3.21	4.00	3.11	3.25	3.00	3.15	3.18	
Standard deviation	0.58	0.94	0.86	.	1.05	0.97	0.00	0.90	0.81	
Significance	-			-			-			
Effect size	-	0.20	0.14	-	0.85	0.77	-	-0.17	-0.22	
<b>Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)</b>										
Very satisfied	0.0%	22.7%	20.7%	0.0%	22.2%	16.7%	0.0%	23.1%	23.5%	
Satisfied	100.0%	54.5%	48.3%	100.0%	55.6%	50.0%	100.0%	53.8%	47.1%	
Marginally satisfied	0.0%	18.2%	24.1%	0.0%	22.2%	25.0%	0.0%	15.4%	23.5%	
Not satisfied	0.0%	4.5%	6.9%	0.0%	0.0%	8.3%	0.0%	7.7%	5.9%	
Total(n)	3	22	29	1	9	12	2	13	17	
Mean	3.00	2.95	2.83	3.00	3.00	2.75	3.00	2.92	2.88	
Standard deviation	0.00	0.79	0.85	.	0.71	0.87	0.00	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.06	0.20	-	0.00	0.29	-	0.09	0.14	

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Washburn 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>Overall job satisfaction</b>										
Very satisfied	33.3%	27.3%	20.0%	0.0%	22.2%	16.7%	50.0%	30.8%	22.2%	
Satisfied	66.7%	63.6%	70.0%	100.0%	55.6%	66.7%	50.0%	69.2%	72.2%	
Marginally satisfied	0.0%	9.1%	10.0%	0.0%	22.2%	16.7%	0.0%	0.0%	5.6%	
Not satisfied	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	3	22	30	1	9	12	2	13	18	
Mean	3.33	3.18	3.10	3.00	3.00	3.00	3.50	3.31	3.17	
Standard deviation	0.58	0.59	0.55	.	0.71	0.60	0.71	0.48	0.51	
Significance	-			-			-			
Effect size	-	0.25	0.42	-	0.00	0.00	-	0.40	0.65	
<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	0.0%	26.3%	26.9%	0.0%	28.6%	30.0%	0.0%	25.0%	25.0%	
Somewhat	100.0%	42.1%	46.2%	0.0%	28.6%	40.0%	100.0%	50.0%	50.0%	
Not at all	0.0%	31.6%	26.9%	0.0%	42.9%	30.0%	0.0%	25.0%	25.0%	
Total(n)	2	19	26	0	7	10	2	12	16	
Mean	2.00	1.95	2.00	.	1.86	2.00	2.00	2.00	2.00	
Standard deviation	0.00	0.78	0.75	.	0.90	0.82	0.00	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.00	-			-	0.00	0.00	
<b>Child care</b>										
Extensive	0.0%	38.5%	31.3%	0.0%	28.6%	25.0%	0.0%	50.0%	37.5%	
Somewhat	0.0%	23.1%	31.3%	0.0%	28.6%	25.0%	0.0%	16.7%	37.5%	
Not at all	0.0%	38.5%	37.5%	0.0%	42.9%	50.0%	0.0%	33.3%	25.0%	
Total(n)	0	13	16	0	7	8	0	6	8	
Mean	.	2.00	1.94	.	1.86	1.75	.	2.17	2.13	
Standard deviation	.	0.91	0.85	.	0.90	0.89	.	0.98	0.83	
Significance	-			-			-			
Effect size	-			-			-			
<b>My physical health</b>										
Extensive	0.0%	17.6%	16.7%	0.0%	16.7%	22.2%	0.0%	18.2%	13.3%	
Somewhat	100.0%	41.2%	50.0%	0.0%	16.7%	22.2%	100.0%	54.5%	66.7%	
Not at all	0.0%	41.2%	33.3%	0.0%	66.7%	55.6%	0.0%	27.3%	20.0%	
Total(n)	2	17	24	0	6	9	2	11	15	
Mean	2.00	1.76	1.83	.	1.50	1.67	2.00	1.91	1.93	
Standard deviation	0.00	0.75	0.70	.	0.84	0.87	0.00	0.70	0.59	
Significance	-			-			-			

Washburn 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	-	0.32	0.24	-			-	0.13	0.12	
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	0.0%	12.5%	20.0%	0.0%	0.0%	33.3%	0.0%	16.7%	14.3%	
Somewhat	0.0%	62.5%	55.0%	0.0%	75.0%	50.0%	0.0%	58.3%	57.1%	
Not at all	100.0%	25.0%	25.0%	0.0%	25.0%	16.7%	100.0%	25.0%	28.6%	
Total(n)	2	16	20	0	4	6	2	12	14	
Mean	1.00	1.88	1.95	.	1.75	2.17	1.00	1.92	1.86	
Standard deviation	0.00	0.62	0.69	.	0.50	0.75	0.00	0.67	0.66	
Significance	-			-			-			
Effect size	-	-1.42	-1.38	-			-	-1.37	-1.30	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	50.0%	17.6%	13.6%	0.0%	14.3%	11.1%	50.0%	20.0%	15.4%	
Somewhat	0.0%	17.6%	18.2%	0.0%	14.3%	11.1%	0.0%	20.0%	23.1%	
Not at all	50.0%	64.7%	68.2%	0.0%	71.4%	77.8%	50.0%	60.0%	61.5%	
Total(n)	2	17	22	0	7	9	2	10	13	
Mean	2.00	1.53	1.45	.	1.43	1.33	2.00	1.60	1.54	
Standard deviation	1.41	0.80	0.74	.	0.79	0.71	1.41	0.84	0.78	
Significance	-			-			-			
Effect size	-	0.59	0.74	-			-	0.48	0.59	
<b>Committee work</b>										
Extensive	0.0%	11.8%	16.7%	0.0%	0.0%	22.2%	0.0%	16.7%	13.3%	
Somewhat	50.0%	52.9%	54.2%	0.0%	40.0%	44.4%	50.0%	58.3%	60.0%	
Not at all	50.0%	35.3%	29.2%	0.0%	60.0%	33.3%	50.0%	25.0%	26.7%	
Total(n)	2	17	24	0	5	9	2	12	15	
Mean	1.50	1.76	1.88	.	1.40	1.89	1.50	1.92	1.87	
Standard deviation	0.71	0.66	0.68	.	0.55	0.78	0.71	0.67	0.64	
Significance	-			-			-			
Effect size	-	-0.39	-0.56	-			-	-0.63	-0.58	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Faculty meetings</b>										
Extensive	0.0%	10.5%	12.0%	0.0%	0.0%	0.0%	0.0%	16.7%	20.0%	
Somewhat	50.0%	52.6%	48.0%	0.0%	42.9%	50.0%	50.0%	58.3%	46.7%	
Not at all	50.0%	36.8%	40.0%	0.0%	57.1%	50.0%	50.0%	25.0%	33.3%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	2	19	25	0	7	10	2	12	15	
Mean	1.50	1.74	1.72	.	1.43	1.50	1.50	1.92	1.87	
Standard deviation	0.71	0.65	0.68	.	0.53	0.53	0.71	0.67	0.74	
Significance	-			-			-			
Effect size	-	-0.37	-0.32	-			-	-0.63	-0.50	
<b>Students</b>										
Extensive	0.0%	11.1%	12.0%	0.0%	16.7%	22.2%	0.0%	8.3%	6.3%	
Somewhat	50.0%	38.9%	36.0%	0.0%	33.3%	22.2%	50.0%	41.7%	43.8%	
Not at all	50.0%	50.0%	52.0%	0.0%	50.0%	55.6%	50.0%	50.0%	50.0%	
Total(n)	2	18	25	0	6	9	2	12	16	
Mean	1.50	1.61	1.60	.	1.67	1.67	1.50	1.58	1.56	
Standard deviation	0.71	0.70	0.71	.	0.82	0.87	0.71	0.67	0.63	
Significance	-			-			-			
Effect size	-	-0.16	-0.14	-			-	-0.12	-0.10	
<b>Research or publishing demands</b>										
Extensive	0.0%	33.3%	25.0%	0.0%	42.9%	30.0%	0.0%	27.3%	21.4%	
Somewhat	0.0%	50.0%	58.3%	0.0%	28.6%	40.0%	0.0%	63.6%	71.4%	
Not at all	100.0%	16.7%	16.7%	0.0%	28.6%	30.0%	100.0%	9.1%	7.1%	
Total(n)	1	18	24	0	7	10	1	11	14	
Mean	1.00	2.17	2.08	.	2.14	2.00	1.00	2.18	2.14	
Standard deviation	.	0.71	0.65	.	0.90	0.82	.	0.60	0.53	
Significance	-			-			-			
Effect size	-	-1.65	-1.66	-			-	-1.97	-2.15	
<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	0.0%	35.3%	27.3%	0.0%	40.0%	25.0%	0.0%	33.3%	28.6%	
Somewhat	0.0%	47.1%	50.0%	0.0%	60.0%	62.5%	0.0%	41.7%	42.9%	
Not at all	100.0%	17.6%	22.7%	0.0%	0.0%	12.5%	100.0%	25.0%	28.6%	
Total(n)	2	17	22	0	5	8	2	12	14	
Mean	1.00	2.18	2.05	.	2.40	2.13	1.00	2.08	2.00	
Standard deviation	0.00	0.73	0.72	.	0.55	0.64	0.00	0.79	0.78	
Significance	-	*		-			-			
Effect size	-	-1.62	-1.46	-			-	-1.37	-1.28	
<b>Teaching load</b>										
Extensive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Somewhat	0.0%	28.6%	25.0%	0.0%	33.3%	25.0%	0.0%	25.0%	25.0%	
Not at all	100.0%	71.4%	75.0%	0.0%	66.7%	75.0%	100.0%	75.0%	75.0%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	1	14	20	0	6	8	1	8	12	
Mean	1.00	1.29	1.25	.	1.33	1.25	1.00	1.25	1.25	
Standard deviation	.	0.47	0.44	.	0.52	0.46	.	0.46	0.45	
Significance	-			-			-			
Effect size	-	-0.62	-0.57	-			-	-0.54	-0.56	
<b>Lack of personal time</b>										
Extensive	0.0%	11.1%	8.0%	0.0%	16.7%	11.1%	0.0%	8.3%	6.3%	
Somewhat	0.0%	61.1%	48.0%	0.0%	50.0%	33.3%	0.0%	66.7%	56.3%	
Not at all	100.0%	27.8%	44.0%	0.0%	33.3%	55.6%	100.0%	25.0%	37.5%	
Total(n)	2	18	25	0	6	9	2	12	16	
Mean	1.00	1.83	1.64	.	1.83	1.56	1.00	1.83	1.69	
Standard deviation	0.00	0.62	0.64	.	0.75	0.73	0.00	0.58	0.60	
Significance	-			-			-			
Effect size	-	-1.34	-1.00	-			-	-1.43	-1.15	
<b>Job security</b>										
Extensive	0.0%	21.1%	15.4%	0.0%	28.6%	20.0%	0.0%	16.7%	12.5%	
Somewhat	0.0%	36.8%	26.9%	0.0%	0.0%	0.0%	0.0%	58.3%	43.8%	
Not at all	100.0%	42.1%	57.7%	0.0%	71.4%	80.0%	100.0%	25.0%	43.8%	
Total(n)	2	19	26	0	7	10	2	12	16	
Mean	1.00	1.79	1.58	.	1.57	1.40	1.00	1.92	1.69	
Standard deviation	0.00	0.79	0.76	.	0.98	0.84	0.00	0.67	0.70	
Significance	-			-			-			
Effect size	-	-1.00	-0.76	-			-	-1.37	-0.99	
<b>Self-imposed high expectations</b>										
Extensive	50.0%	31.6%	29.6%	0.0%	14.3%	27.3%	50.0%	41.7%	31.3%	
Somewhat	0.0%	52.6%	51.9%	0.0%	71.4%	54.5%	0.0%	41.7%	50.0%	
Not at all	50.0%	15.8%	18.5%	0.0%	14.3%	18.2%	50.0%	16.7%	18.8%	
Total(n)	2	19	27	0	7	11	2	12	16	
Mean	2.00	2.16	2.11	.	2.00	2.09	2.00	2.25	2.13	
Standard deviation	1.41	0.69	0.70	.	0.58	0.70	1.41	0.75	0.72	
Significance	-			-			-			
Effect size	-	-0.23	-0.16	-			-	-0.33	-0.18	
<b>Increased work responsibilities</b>										
Extensive	0.0%	15.8%	11.5%	0.0%	28.6%	20.0%	0.0%	8.3%	6.3%	
Somewhat	50.0%	68.4%	69.2%	0.0%	57.1%	70.0%	50.0%	75.0%	68.8%	
Not at all	50.0%	15.8%	19.2%	0.0%	14.3%	10.0%	50.0%	16.7%	25.0%	
Total(n)	2	19	26	0	7	10	2	12	16	
Mean	1.50	2.00	1.92	.	2.14	2.10	1.50	1.92	1.81	
Standard deviation	0.71	0.58	0.56	.	0.69	0.57	0.71	0.51	0.54	



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Washburn 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	-	-0.86	-0.75	-			-	-0.82	-0.57	
<b>Institutional budget cuts</b>										
Extensive	0.0%	44.4%	36.0%	0.0%	50.0%	33.3%	0.0%	41.7%	37.5%	
Somewhat	0.0%	38.9%	36.0%	0.0%	33.3%	33.3%	0.0%	41.7%	37.5%	
Not at all	100.0%	16.7%	28.0%	0.0%	16.7%	33.3%	100.0%	16.7%	25.0%	
Total(n)	2	18	25	0	6	9	2	12	16	
Mean	1.00	2.28	2.08	.	2.33	2.00	1.00	2.25	2.13	
Standard deviation	0.00	0.75	0.81	.	0.82	0.87	0.00	0.75	0.81	
Significance	-	*		-			-	*		
Effect size	-	-1.71	-1.33	-			-	-1.67	-1.40	
<b>Have you been sexually harassed at this institution?</b>										
Yes	0.0%	5.0%	6.5%	0.0%	0.0%	0.0%	0.0%	7.7%	11.1%	
No	100.0%	95.0%	93.5%	0.0%	100.0%	100.0%	100.0%	92.3%	88.9%	
Total(n)	2	20	31	0	7	13	2	13	18	
<b>During the past two years, have you:</b>										
<b>Considered leaving academe for another job?</b>										
Yes	50.0%	57.9%	46.4%	0.0%	57.1%	54.5%	50.0%	58.3%	41.2%	
No	50.0%	42.1%	53.6%	0.0%	42.9%	45.5%	50.0%	41.7%	58.8%	
Total(n)	2	19	28	0	7	11	2	12	17	
<b>Considered leaving this institution for another?</b>										
Yes	0.0%	57.9%	51.7%	0.0%	57.1%	50.0%	0.0%	58.3%	52.9%	
No	100.0%	42.1%	48.3%	0.0%	42.9%	50.0%	100.0%	41.7%	47.1%	
Total(n)	2	19	29	0	7	12	2	12	17	

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Washburn 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	0.0%	36.8%	34.5%	0.0%	71.4%	50.0%	0.0%	16.7%	23.5%	
No	100.0%	63.2%	65.5%	0.0%	28.6%	50.0%	100.0%	83.3%	76.5%	
Total(n)	2	19	29	0	7	12	2	12	17	
<b>Received at least one firm job offer elsewhere?</b>										
Yes	50.0%	52.6%	35.7%	0.0%	71.4%	45.5%	50.0%	41.7%	29.4%	
No	50.0%	47.4%	64.3%	0.0%	28.6%	54.5%	50.0%	58.3%	70.6%	
Total(n)	2	19	28	0	7	11	2	12	17	
<b>Sought an early promotion?</b>										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	2	19	29	0	7	12	2	12	17	
<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	0.0%	73.7%	50.0%	0.0%	71.4%	46.2%	0.0%	75.0%	52.9%	
No	100.0%	26.3%	50.0%	0.0%	28.6%	53.8%	100.0%	25.0%	47.1%	
Total(n)	2	19	30	0	7	13	2	12	17	
<b>Do you plan to retire within the next three years?</b>										
Yes	0.0%	10.5%	10.3%	0.0%	0.0%	0.0%	0.0%	16.7%	17.6%	
No	100.0%	89.5%	89.7%	0.0%	100.0%	100.0%	100.0%	83.3%	82.4%	
Total(n)	2	19	29	0	7	12	2	12	17	
<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	0.0%	21.1%	17.2%	0.0%	14.3%	7.7%	0.0%	25.0%	25.0%	
No	100.0%	78.9%	82.8%	0.0%	85.7%	92.3%	100.0%	75.0%	75.0%	
Total(n)	2	19	29	0	7	13	2	12	16	
<b>Have you ever been formally recognized for outstanding teaching at this institution?</b>										
Yes	0.0%	5.3%	3.4%	0.0%	0.0%	0.0%	0.0%	8.3%	5.9%	
No	100.0%	94.7%	96.6%	0.0%	100.0%	100.0%	100.0%	91.7%	94.1%	
Total(n)	2	19	29	0	7	12	2	12	17	
<b>Citizenship status:</b>										
U.S. citizen	100.0%	90.0%	90.3%	0.0%	71.4%	76.9%	100.0%	100.0%	100.0%	
Permanent resident (green card)	0.0%	5.0%	6.5%	0.0%	14.3%	15.4%	0.0%	0.0%	0.0%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	5.0%	3.2%	0.0%	14.3%	7.7%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	2	20	31	0	7	13	2	13	18	
<b>How would you characterize your political views?</b>										
Far right	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Conservative	0.0%	15.8%	13.8%	0.0%	28.6%	25.0%	0.0%	8.3%	5.9%	
Middle of the road	100.0%	36.8%	31.0%	0.0%	42.9%	33.3%	100.0%	33.3%	29.4%	
Liberal	0.0%	42.1%	44.8%	0.0%	28.6%	25.0%	0.0%	50.0%	58.8%	
Far left	0.0%	5.3%	10.3%	0.0%	0.0%	16.7%	0.0%	8.3%	5.9%	
Total(n)	1	19	29	0	7	12	1	12	17	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	50.0%	35.0%	51.7%	0.0%	42.9%	66.7%	50.0%	30.8%	41.2%	
Probably yes	50.0%	35.0%	27.6%	0.0%	14.3%	8.3%	50.0%	46.2%	41.2%	
Not sure	0.0%	10.0%	6.9%	0.0%	0.0%	0.0%	0.0%	15.4%	11.8%	
Probably no	0.0%	15.0%	10.3%	0.0%	28.6%	16.7%	0.0%	7.7%	5.9%	
Definitely no	0.0%	5.0%	3.4%	0.0%	14.3%	8.3%	0.0%	0.0%	0.0%	
Total(n)	2	20	29	0	7	12	2	13	17	
Mean	4.50	3.80	4.14	.	3.43	4.08	4.50	4.00	4.18	
Standard deviation	0.71	1.24	1.16	.	1.72	1.51	0.71	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.56	0.31	-			-	0.55	0.36	
<b>Still want to be a college professor?</b>										
Definitely yes	50.0%	45.0%	51.7%	0.0%	57.1%	58.3%	50.0%	38.5%	47.1%	
Probably yes	50.0%	30.0%	24.1%	0.0%	42.9%	25.0%	50.0%	23.1%	23.5%	
Not sure	0.0%	20.0%	20.7%	0.0%	0.0%	16.7%	0.0%	30.8%	23.5%	
Probably no	0.0%	5.0%	3.4%	0.0%	0.0%	0.0%	0.0%	7.7%	5.9%	
Definitely no	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	20	29	0	7	12	2	13	17	
Mean	4.50	4.15	4.24	.	4.57	4.42	4.50	3.92	4.12	
Standard deviation	0.71	0.93	0.91	.	0.53	0.79	0.71	1.04	0.99	
Significance	-			-			-			
Effect size	-	0.38	0.29	-			-	0.56	0.38	
<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%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	66.7%	
\$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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**Institutional Profile Report**  
 Other Respondents

Washburn 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%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
\$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%	20.0%	0.0%	0.0%	50.0%	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%	
<b>Total(n)</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	
<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%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	
\$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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 Other Respondents

Washburn 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%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	
\$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%	
<b>Total(n)</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	
<b>Highest Degree Earned</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.)	50.0%	10.0%	19.4%	0.0%	0.0%	7.7%	50.0%	15.4%	27.8%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	5.0%	12.9%	0.0%	0.0%	15.4%	0.0%	7.7%	11.1%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	30.0%	19.4%	0.0%	57.1%	30.8%	0.0%	15.4%	11.1%	
Ph.D.	0.0%	40.0%	38.7%	0.0%	42.9%	46.2%	0.0%	38.5%	33.3%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other degree	50.0%	15.0%	9.7%	0.0%	0.0%	0.0%	50.0%	23.1%	16.7%	
<b>Total(n)</b>	<b>2</b>	<b>20</b>	<b>31</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>13</b>	<b>18</b>	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	5.3%	3.3%	0.0%	14.3%	7.7%	0.0%	0.0%	0.0%	
Ph.D.	0.0%	5.3%	6.7%	0.0%	14.3%	15.4%	0.0%	0.0%	0.0%	

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Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other degree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
None	100.0%	89.5%	90.0%	0.0%	71.4%	76.9%	100.0%	100.0%	100.0%	
Total(n)	2	19	30	0	7	13	2	12	17	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Dean (associate or assistant)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not applicable	33.3%	22.0%	22.2%	0.0%	16.2%	22.2%	50.0%	26.7%	22.2%	
Total(n)	6	82	126	2	37	54	4	45	72	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
White/Caucasian	100.0%	84.2%	83.3%	0.0%	83.3%	75.0%	100.0%	84.6%	88.9%	

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**Institutional Profile Report**  
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Washburn 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	0.0%	15.8%	10.0%	0.0%	16.7%	8.3%	0.0%	15.4%	11.1%	
American Indian/Alaska Native	0.0%	0.0%	3.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Filipino	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	0.0%	3.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
Other Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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**Institutional Profile Report**  
 Other Respondents

Washburn 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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Latino	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	10.5%	10.0%	0.0%	16.7%	16.7%	0.0%	7.7%	5.6%	
<b>Total(n)</b>	<b>2</b>	<b>19</b>	<b>30</b>	<b>0</b>	<b>6</b>	<b>12</b>	<b>2</b>	<b>13</b>	<b>18</b>	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Asian	0.0%	0.0%	3.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
Black	0.0%	15.8%	10.0%	0.0%	16.7%	8.3%	0.0%	15.4%	11.1%	
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
White	100.0%	73.7%	73.3%	0.0%	66.7%	58.3%	100.0%	76.9%	83.3%	
Other	0.0%	0.0%	3.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
Two or more races/ethnicities	0.0%	10.5%	10.0%	0.0%	16.7%	16.7%	0.0%	7.7%	5.6%	
<b>Total (n)</b>	<b>2</b>	<b>19</b>	<b>30</b>	<b>0</b>	<b>6</b>	<b>12</b>	<b>2</b>	<b>13</b>	<b>18</b>	
<b>Is English your native language?</b>										
Yes	100.0%	85.0%	87.1%	0.0%	57.1%	76.9%	100.0%	100.0%	94.4%	
No	0.0%	15.0%	12.9%	0.0%	42.9%	23.1%	0.0%	0.0%	5.6%	
<b>Total(n)</b>	<b>2</b>	<b>20</b>	<b>31</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>2</b>	<b>13</b>	<b>18</b>	
<b>What is your sexual orientation?</b>										
Heterosexual/straight	100.0%	94.7%	93.1%	0.0%	100.0%	91.7%	100.0%	91.7%	94.1%	
Gay	0.0%	0.0%	3.4%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	
Lesbian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Bisexual	0.0%	5.3%	3.4%	0.0%	0.0%	0.0%	0.0%	8.3%	5.9%	
Queer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total (n)</b>	<b>2</b>	<b>19</b>	<b>29</b>	<b>0</b>	<b>7</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>17</b>	
<b>Do you identify as transgender?</b>										
No	100.0%	100.0%	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<b>Total(n)</b>	<b>2</b>	<b>19</b>	<b>29</b>	<b>0</b>	<b>7</b>	<b>12</b>	<b>2</b>	<b>12</b>	<b>17</b>	
<b>Are you currently: (Mark one)</b>										
Single	0.0%	11.1%	13.8%	0.0%	0.0%	8.3%	0.0%	16.7%	17.6%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	5.6%	3.4%	0.0%	0.0%	0.0%	0.0%	8.3%	5.9%	
Married	100.0%	72.2%	72.4%	0.0%	100.0%	83.3%	100.0%	58.3%	64.7%	
Unmarried, living with partner	0.0%	11.1%	10.3%	0.0%	0.0%	8.3%	0.0%	16.7%	11.8%	
Separated	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Divorced	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Widowed	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	



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**Institutional Profile Report**  
 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Total(n)	2	18	29	0	6	12	2	12	17	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	100.0%	44.4%	51.9%	0.0%	16.7%	36.4%	100.0%	58.3%	62.5%	
1	0.0%	22.2%	14.8%	0.0%	16.7%	9.1%	0.0%	25.0%	18.8%	
2	0.0%	27.8%	22.2%	0.0%	50.0%	36.4%	0.0%	16.7%	12.5%	
3	0.0%	0.0%	7.4%	0.0%	0.0%	9.1%	0.0%	0.0%	6.3%	
4+	0.0%	5.6%	3.7%	0.0%	16.7%	9.1%	0.0%	0.0%	0.0%	
Total(n)	2	18	27	0	6	11	2	12	16	
<b>18 years or older</b>										
0	50.0%	57.1%	56.5%	0.0%	60.0%	70.0%	50.0%	55.6%	46.2%	
1	0.0%	21.4%	13.0%	0.0%	20.0%	10.0%	0.0%	22.2%	15.4%	
2	0.0%	14.3%	13.0%	0.0%	20.0%	10.0%	0.0%	11.1%	15.4%	
3	50.0%	7.1%	17.4%	0.0%	0.0%	10.0%	50.0%	11.1%	23.1%	
4+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	14	23	0	5	10	2	9	13	
<b>How satisfied are you with the availability of child care at this institution?</b>										
Very satisfied	0.0%	10.0%	15.4%	0.0%	0.0%	14.3%	0.0%	20.0%	16.7%	
Satisfied	0.0%	30.0%	30.8%	0.0%	40.0%	28.6%	0.0%	20.0%	33.3%	
Marginally satisfied	0.0%	0.0%	7.7%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	
Not satisfied	0.0%	40.0%	30.8%	0.0%	40.0%	28.6%	0.0%	40.0%	33.3%	
Not applicable	0.0%	20.0%	15.4%	0.0%	20.0%	14.3%	0.0%	20.0%	16.7%	
Total(n)	0.0%	1000.0%	1300.0%	0.0%	500.0%	700.0%	0.0%	500.0%	600.0%	
Mean	.	2.70	3.00	.	2.60	3.00	.	2.80	3.00	
Standard deviation	.	1.42	1.41	.	1.34	1.41	.	1.64	1.55	
Significance	-			-			-			
Effect size	-			-			-			
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	100.0%	100.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
\$50,000 - \$59,999	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	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%	

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 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
\$100,000 - \$124,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$125,000 - \$149,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	1	2	0	0	1	1	1	1	
Mean	5.00	5.00	5.50	.	.	6.00	5.00	5.00	5.00	
Standard deviation	.	.	0.71	.	.	.	.	.	.	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-0.70	-	-	-	-	-	-	
<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%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	7.1%	5.6%	0.0%	20.0%	12.5%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	100.0%	14.3%	11.1%	0.0%	0.0%	0.0%	100.0%	22.2%	20.0%	
\$50,000 - \$59,999	0.0%	14.3%	16.7%	0.0%	20.0%	25.0%	0.0%	11.1%	10.0%	
\$60,000 - \$69,999	0.0%	7.1%	11.1%	0.0%	20.0%	12.5%	0.0%	0.0%	10.0%	
\$70,000 - \$79,999	0.0%	7.1%	16.7%	0.0%	0.0%	25.0%	0.0%	11.1%	10.0%	
\$80,000 - \$89,999	0.0%	14.3%	11.1%	0.0%	0.0%	0.0%	0.0%	22.2%	20.0%	
\$90,000 - \$99,999	0.0%	21.4%	16.7%	0.0%	20.0%	12.5%	0.0%	22.2%	20.0%	
\$100,000 - \$124,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$125,000 - \$149,999	0.0%	7.1%	5.6%	0.0%	0.0%	0.0%	0.0%	11.1%	10.0%	
\$150,000 - \$199,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	7.1%	5.6%	0.0%	20.0%	12.5%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	14	18	0	5	8	1	9	10	

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**Institutional Profile Report**  
 Other Respondents

Washburn 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	5.00	8.29	8.06	.	8.40	8.00	5.00	8.22	8.10	
Standard deviation	.	3.05	2.73	.	4.28	3.34	.	2.44	2.33	
Significance	-			-			-			
Effect size	-	-1.08	-1.12	-			-	-1.32	-1.33	
<b>Please enter the four-digit year that each of the following occurred.</b>										
<b>Year of birth</b>										
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	0.0%	11.8%	12.0%	0.0%	20.0%	22.2%	0.0%	8.3%	6.3%	
1979 - 1983	50.0%	17.6%	20.0%	0.0%	20.0%	33.3%	50.0%	16.7%	12.5%	
1974 - 1978	0.0%	41.2%	28.0%	0.0%	60.0%	33.3%	0.0%	33.3%	25.0%	
1969 - 1973	50.0%	5.9%	4.0%	0.0%	0.0%	0.0%	50.0%	8.3%	6.3%	
1964 - 1968	0.0%	5.9%	4.0%	0.0%	0.0%	0.0%	0.0%	8.3%	6.3%	
1959 - 1963	0.0%	5.9%	8.0%	0.0%	0.0%	0.0%	0.0%	8.3%	12.5%	
1954 - 1958	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1949 - 1953	0.0%	5.9%	12.0%	0.0%	0.0%	0.0%	0.0%	8.3%	18.8%	
1944 - 1948	0.0%	5.9%	12.0%	0.0%	0.0%	11.1%	0.0%	8.3%	12.5%	
1920 - 1943	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	17	25	0	5	9	2	12	16	
<b>Year of first academic appointment:</b>										
1976 or earlier	0.0%	1.3%	1.6%	0.0%	2.8%	1.9%	0.0%	0.0%	1.4%	
1977 - 1981	0.0%	2.5%	3.2%	0.0%	2.8%	3.8%	0.0%	2.3%	2.8%	
1982 - 1986	16.7%	2.5%	1.6%	50.0%	2.8%	1.9%	0.0%	2.3%	1.4%	
1987 - 1991	0.0%	8.8%	8.9%	0.0%	5.6%	5.7%	0.0%	11.4%	11.3%	
1992 - 1996	0.0%	11.3%	12.9%	0.0%	8.3%	11.3%	0.0%	13.6%	14.1%	
1997 - 2001	16.7%	15.0%	12.9%	0.0%	22.2%	18.9%	25.0%	9.1%	8.5%	
2002 - 2006	16.7%	12.5%	14.5%	50.0%	13.9%	9.4%	0.0%	11.4%	18.3%	
2007 - 2011	0.0%	22.5%	16.9%	0.0%	25.0%	22.6%	0.0%	20.5%	12.7%	
2012 or more	50.0%	23.8%	27.4%	0.0%	16.7%	24.5%	75.0%	29.5%	29.6%	
Total(n)	6	80	124	2	36	53	4	44	71	
<b>Year of appointment at present institution</b>										
1976 or earlier	0.0%	1.3%	0.8%	0.0%	2.8%	1.9%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	1.3%	1.7%	0.0%	2.8%	1.9%	0.0%	0.0%	1.5%	
1982 - 1986	16.7%	5.1%	4.1%	50.0%	2.8%	1.9%	0.0%	7.0%	5.9%	
1987 - 1991	0.0%	3.8%	3.3%	0.0%	2.8%	1.9%	0.0%	4.7%	4.4%	
1992 - 1996	0.0%	6.3%	6.6%	0.0%	5.6%	5.7%	0.0%	7.0%	7.4%	
1997 - 2001	0.0%	11.4%	10.7%	0.0%	13.9%	15.1%	0.0%	9.3%	7.4%	
2002 - 2006	33.3%	17.7%	15.7%	50.0%	22.2%	15.1%	25.0%	14.0%	16.2%	

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**Institutional Profile Report**  
 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
2007 - 2011	0.0%	24.1%	18.2%	0.0%	27.8%	22.6%	0.0%	20.9%	14.7%	
2012 or more	50.0%	29.1%	38.8%	0.0%	19.4%	34.0%	75.0%	37.2%	42.6%	
Total(n)	6	79	121	2	36	53	4	43	68	
<b>If tenured, year tenure was awarded</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%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	
1987 - 1991	50.0%	6.5%	6.5%	100.0%	11.1%	8.0%	0.0%	0.0%	4.8%	
1992 - 1996	0.0%	6.5%	6.5%	0.0%	5.6%	4.0%	0.0%	7.7%	9.5%	
1997 - 2001	0.0%	16.1%	15.2%	0.0%	16.7%	16.0%	0.0%	15.4%	14.3%	
2002 - 2006	0.0%	25.8%	21.7%	0.0%	22.2%	24.0%	0.0%	30.8%	19.0%	
2007 - 2011	50.0%	22.6%	19.6%	0.0%	22.2%	20.0%	100.0%	23.1%	19.0%	
2012 or more	0.0%	22.6%	28.3%	0.0%	22.2%	28.0%	0.0%	23.1%	28.6%	
Total(n)	2	31	46	1	18	25	1	13	21	
<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%	
Total(n)	0	0	0	0	0	0	0	0	0	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	22.2%	14.8%	0.0%	60.0%	30.0%	0.0%	7.7%	5.9%	
Business (General Area 6)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Education (General Area 10 and Specific Discipline 2102)	50.0%	5.6%	14.8%	0.0%	0.0%	10.0%	50.0%	7.7%	17.6%	
Engineering (General Area 11)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Health-related (General Area 15)	50.0%	38.9%	25.9%	0.0%	40.0%	20.0%	50.0%	38.5%	29.4%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	
Fine Arts (General Area 2,4,22)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	3.7%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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**Institutional Profile Report**  
 Other Respondents

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	11.1%	7.4%	0.0%	0.0%	0.0%	0.0%	15.4%	11.8%	
Other Technical (General Area 8,19,28)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	0.0%	22.2%	29.6%	0.0%	0.0%	30.0%	0.0%	30.8%	29.4%	
<b>Total(n)</b>	<b>2</b>	<b>18</b>	<b>27</b>	<b>0</b>	<b>5</b>	<b>10</b>	<b>2</b>	<b>13</b>	<b>17</b>	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	16.7%	11.5%	0.0%	40.0%	20.0%	0.0%	7.7%	6.3%	
Business (General Area 6)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Education (General Area 10 and Specific Discipline 2102)	0.0%	0.0%	3.8%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Engineering (General Area 11)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Health-related (General Area 15)	50.0%	33.3%	23.1%	0.0%	40.0%	20.0%	50.0%	30.8%	25.0%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	
Fine Arts (General Area 2,4,22)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	3.8%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	0.0%	11.1%	7.7%	0.0%	0.0%	0.0%	0.0%	15.4%	12.5%	
Other Technical (General Area 8,19,28)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	50.0%	38.9%	46.2%	0.0%	20.0%	40.0%	50.0%	46.2%	50.0%	
<b>Total(n)</b>	<b>2</b>	<b>18</b>	<b>26</b>	<b>0</b>	<b>5</b>	<b>10</b>	<b>2</b>	<b>13</b>	<b>16</b>	
<b>Faculty works in a STEM department</b>										
Yes	16.7%	12.2%	8.7%	0.0%	10.8%	9.3%	25.0%	13.3%	8.3%	
No	83.3%	87.8%	91.3%	100.0%	89.2%	90.7%	75.0%	86.7%	91.7%	
<b>Total(n)</b>	<b>6</b>	<b>82</b>	<b>126</b>	<b>2</b>	<b>37</b>	<b>54</b>	<b>4</b>	<b>45</b>	<b>72</b>	
<b>Optional Question 1</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	0.0%			0.0%			0.0%			
E	50.0%			0.0%			50.0%			
<b>Total (n)</b>	<b>2</b>			<b>0</b>			<b>2</b>			
<b>Optional Question 2</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
D	50.0%			0.0%			50.0%			
E	50.0%			0.0%			50.0%			
Total (n)	2			0			2			
<b>Optional Question 3</b>										
A	0.0%			0.0%			0.0%			
B	50.0%			0.0%			50.0%			
C	0.0%			0.0%			0.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 4</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	50.0%			0.0%			50.0%			
E	50.0%			0.0%			50.0%			
Total (n)	2			0			2			
<b>Optional Question 5</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 6</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 7</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			

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Washburn 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 8</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	0.0%			0.0%			0.0%			
E	50.0%			0.0%			50.0%			
Total (n)	2			0			2			
<b>Optional Question 9</b>										
A	0.0%			0.0%			0.0%			
B	50.0%			0.0%			50.0%			
C	50.0%			0.0%			50.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 10</b>										
A	50.0%			0.0%			50.0%			
B	50.0%			0.0%			50.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 11</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 12</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 13</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 14</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 15</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 16</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	100.0%			0.0%			100.0%			
Total (n)	1			0			1			
<b>Optional Question 17</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 18</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	100.0%			0.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			



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Washburn 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 19</b>										
A	100.0%			0.0%			100.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 20</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	100.0%			0.0%			100.0%			
Total (n)	2			0			2			
<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	100.0%			0.0%			100.0%			
Total (n)	2			0			2			
<b>Optional Question 22</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	100.0%			0.0%			100.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 23</b>										
A	0.0%			0.0%			0.0%			
B	50.0%			0.0%			50.0%			
C	50.0%			0.0%			50.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 24</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
D	0.0%			0.0%			0.0%			
E	50.0%			0.0%			50.0%			
Total (n)	2			0			2			
<b>Optional Question 25</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<b>Optional Question 26</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	0.0%			0.0%			0.0%			
E	50.0%			0.0%			50.0%			
Total (n)	2			0			2			
<b>Optional Question 27</b>										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<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	100.0%			0.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			
<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	100.0%			0.0%			100.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			

Washburn University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	50.0%			0.0%			50.0%			
D	50.0%			0.0%			50.0%			
E	0.0%			0.0%			0.0%			
Total (n)	2			0			2			



All Respondents

Washburn University	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	195	14,209	90	7,141	105	7,068
<b>Indicate the extent to which you agree or disagree with the following statements. This institution:</b>						
<b>Lack strategic diversity goals and plans</b>						
Agree strongly	9.7%	9.1%	7.8%	7.3%	11.4%	11.0%
Agree	22.1%	23.1%	25.6%	21.9%	19.0%	24.3%
Disagree	44.1%	39.2%	50.0%	40.7%	39.0%	37.6%
Disagree strongly	24.1%	28.6%	16.7%	30.1%	30.5%	27.1%
Total(n)	195	14,209	90	7,141	105	7,068
Mean	2.17	2.13	2.24	2.06	2.11	2.19
Standard deviation	0.91	0.93	0.83	0.9	0.97	0.96
Significance	-		-		-	
Effect size	-	0.04	-	0.20	-	-0.08
<b>Has a long-standing commitment to diversity</b>						
Agree strongly	28.4%	30.9%	25.3%	32.8%	31.1%	29.0%
Agree	44.2%	42.9%	51.6%	43.5%	37.7%	42.2%
Disagree	19.8%	18.9%	16.5%	17.3%	22.6%	20.6%
Disagree strongly	7.6%	7.2%	6.6%	6.4%	8.5%	8.1%
Total(n)	197	14,290	91	7,185	106	7,105
Mean	2.93	2.97	2.96	3.03	2.92	2.92
Standard deviation	0.89	0.89	0.83	0.87	0.94	0.9
Significance	-		-		-	
Effect size	-	-0.04	-	-0.08	-	0.00
<b>Has standard reporting procedures for incidents of harassment or discrimination</b>						
Agree strongly	51.0%	53.2%	56.0%	56.5%	46.6%	50.0%
Agree	38.7%	36.4%	35.2%	35.3%	41.7%	37.5%
Disagree	6.2%	7.1%	5.5%	5.8%	6.8%	8.4%
Disagree strongly	4.1%	3.3%	3.3%	2.5%	4.9%	4.1%
Total(n)	194	14,233	91	7,147	103	7,086
Mean	3.37	3.4	3.44	3.46	3.3	3.33
Standard deviation	0.78	0.76	0.75	0.72	0.8	0.8
Significance	-		-		-	
Effect size	-	-0.04	-	-0.03	-	-0.04
<b>Please indicate how often at this institution you have:</b>						
<b>Assisted a student with a problem about discrimination</b>						
Very often	0.0%	1.6%	0.0%	1.0%	0.0%	2.2%
Often	4.6%	4.1%	4.4%	2.9%	4.7%	5.2%
Sometimes	16.2%	19.9%	14.3%	17.2%	17.9%	22.6%
Seldom	35.5%	26.8%	39.6%	28.7%	32.1%	25.0%
Never	43.7%	47.6%	41.8%	50.2%	45.3%	45.0%
Total(n)	197	14,320	91	7,165	106	7,155
Mean	1.82	1.85	1.81	1.76	1.82	1.95
Standard deviation	0.87	0.98	0.84	0.91	0.89	1.04
Significance	-		-		-	
Effect size	-	-0.03	-	0.05	-	-0.13

<b>Counseled a student who had been sexually assaulted</b>						
Very often	1.0%	0.7%	0.0%	0.5%	1.9%	0.9%
Often	2.6%	1.6%	2.2%	1.0%	2.8%	2.2%
Sometimes	4.6%	8.6%	3.3%	6.0%	5.7%	11.1%
Seldom	16.3%	16.0%	15.6%	14.6%	17.0%	17.4%
Never	75.5%	73.1%	78.9%	77.9%	72.6%	68.3%
Total(n)	196	14,248	90	7,133	106	7,115
Mean	1.37	1.41	1.29	1.31	1.44	1.5
Standard deviation	0.78	0.77	0.64	0.67	0.87	0.85
Significance	-		-		-	
Effect size	-	-0.05	-	-0.03	-	-0.07
<b>Witnessed discrimination</b>						
Very often	0.5%	1.2%	1.1%	0.7%	0.0%	1.7%
Often	1.5%	3.1%	0.0%	2.1%	2.8%	4.0%
Sometimes	6.6%	14.3%	5.5%	10.2%	7.5%	18.4%
Seldom	32.0%	25.5%	34.1%	26.4%	30.2%	24.6%
Never	59.4%	56.0%	59.3%	60.6%	59.4%	51.3%
Total(n)	197	14,230	91	7,119	106	7,111
Mean	1.52	1.68	1.49	1.56	1.54	1.8
Standard deviation	0.73	0.91	0.71	0.82	0.76	0.99
Significance	-	*	-		-	**
Effect size	-	-0.18	-	-0.09	-	-0.26
<b>Reported an incident of discrimination to a campus authority</b>						
Very often	0.5%	0.4%	1.1%	0.3%	0.0%	0.6%
Often	0.5%	1.1%	1.1%	0.8%	0.0%	1.5%
Sometimes	4.1%	6.3%	2.2%	4.6%	5.8%	7.9%
Seldom	14.3%	10.7%	18.5%	9.9%	10.6%	11.4%
Never	80.6%	81.5%	77.2%	84.4%	83.7%	78.6%
Total(n)	196	14,194	92	7,114	104	7,080
Mean	1.26	1.28	1.3	1.23	1.22	1.34
Standard deviation	0.61	0.67	0.68	0.59	0.54	0.73
Significance	-		-		-	
Effect size	-	-0.03	-	0.12	-	-0.16
<b>Reported an incident of sexual harassment to a campus authority</b>						
Very often	1.0%	0.3%	1.2%	0.2%	1.0%	0.4%
Often	1.0%	0.8%	1.2%	0.6%	1.0%	1.0%
Sometimes	3.7%	4.5%	1.2%	3.1%	5.7%	6.0%
Seldom	10.5%	9.4%	9.3%	8.5%	11.4%	10.2%
Never	83.8%	85.0%	87.2%	87.7%	81.0%	82.4%
Total(n)	191	13,986	86	7,007	105	6,979
Mean	1.25	1.22	1.2	1.17	1.3	1.27
Standard deviation	0.67	0.59	0.63	0.51	0.71	0.65
Significance	-		-		-	
Effect size	-	0.05	-	0.06	-	0.05
<b>Please indicate how often at this institution you have:</b>						
<b>Been discriminated or excluded from activities because of my race/ethnicity</b>						
Very often	0.5%	0.9%	1.1%	0.8%	0.0%	1.0%
Often	1.0%	1.1%	0.0%	1.1%	1.9%	1.2%
Sometimes	1.0%	3.4%	2.2%	3.3%	0.0%	3.5%
Seldom	2.0%	4.5%	2.2%	4.4%	1.9%	4.6%

Never	95.4%	90.0%	94.5%	90.4%	96.2%	89.7%
Total(n)	196	14,145	91	7,096	105	7,049
Mean	1.09	1.18	1.11	1.18	1.08	1.19
Standard deviation	0.48	0.63	0.53	0.61	0.43	0.65
Significance	-	*	-		-	
Effect size	-	-0.14	-	-0.11	-	-0.17
<b>Been discriminated or excluded from activities because of my gender</b>						
Very often	0.5%	1.2%	0.0%	0.5%	1.0%	1.9%
Often	1.0%	1.9%	1.1%	0.7%	1.0%	3.1%
Sometimes	3.6%	7.8%	0.0%	2.8%	6.8%	12.8%
Seldom	8.8%	9.5%	2.2%	5.1%	14.6%	13.9%
Never	86.1%	79.6%	96.7%	90.9%	76.7%	68.2%
Total(n)	194	14,166	91	7,103	103	7,063
Mean	1.21	1.36	1.05	1.15	1.35	1.57
Standard deviation	0.6	0.8	0.35	0.53	0.74	0.96
Significance	-	**	-		-	*
Effect size	-	-0.19	-	-0.19	-	-0.23
<b>Been discriminated or excluded from activities because of my sexual orientation</b>						
Very often	0.0%	0.3%	0.0%	0.3%	0.0%	0.2%
Often	0.5%	0.4%	0.0%	0.4%	1.0%	0.4%
Sometimes	0.5%	1.4%	1.1%	1.4%	0.0%	1.3%
Seldom	3.1%	2.6%	3.3%	2.6%	2.9%	2.6%
Never	95.9%	95.4%	95.6%	95.3%	96.2%	95.5%
Total(n)	195	14,051	91	7,062	104	6,989
Mean	1.06	1.08	1.05	1.08	1.06	1.07
Standard deviation	0.31	0.39	0.27	0.4	0.34	0.38
Significance	-		-		-	
Effect size	-	-0.05	-	-0.08	-	-0.03
<b>Please indicate how often at this institution you have:</b>						
<b>Been discriminated or excluded from activities because of other identity</b>						
Very often	1.0%	1.0%	1.1%	0.8%	1.0%	1.2%

Often	1.0%	1.2%	1.1%	1.1%	1.0%	1.3%
Sometimes	2.0%	3.8%	1.1%	3.5%	2.9%	4.0%
Seldom	3.1%	3.9%	3.3%	4.0%	2.9%	3.8%
Never	92.9%	90.1%	93.4%	90.6%	92.4%	89.7%
Total(n)	196	13,942	91	7,052	105	6,890
Mean	1.14	1.19	1.13	1.18	1.15	1.21
Standard deviation	0.59	0.65	0.58	0.62	0.6	0.68
Significance	-		-		-	
Effect size	-	-0.08	-	-0.08	-	-0.09
<b>Heard insensitive or disparaging racial remarks</b>						
Very often	0.5%	1.1%	1.1%	0.7%	0.0%	1.5%
Often	1.5%	3.0%	1.1%	2.2%	1.9%	3.9%
Sometimes	14.7%	15.7%	9.9%	12.5%	18.9%	19.0%
Seldom	30.5%	29.4%	31.9%	31.1%	29.2%	27.6%
Never	52.8%	50.8%	56.0%	53.6%	50.0%	48.0%
Total(n)	197	14,263	91	7,145	106	7,118
Mean	1.66	1.74	1.59	1.65	1.73	1.83
Standard deviation	0.82	0.9	0.8	0.83	0.83	0.97
Significance	-		-		-	
Effect size	-	-0.09	-	-0.07	-	-0.10
<b>Please indicate how often at this institution you have:</b>						
<b>Heard insensitive or disparaging remarks about women</b>						
Very often	2.0%	1.5%	1.1%	0.6%	2.9%	2.5%
Often	2.0%	3.7%	2.2%	2.0%	1.9%	5.4%
Sometimes	15.8%	17.9%	7.7%	13.1%	22.9%	22.8%
Seldom	32.1%	27.6%	35.2%	29.6%	29.5%	25.6%
Never	48.0%	49.3%	53.8%	54.7%	42.9%	43.7%
Total(n)	196	14,280	91	7,157	105	7,123
Mean	1.78	1.81	1.62	1.64	1.92	1.97
Standard deviation	0.93	0.96	0.81	0.83	1	1.05
Significance	-		-		-	
Effect size	-	-0.03	-	-0.02	-	-0.05
<b>Heard insensitive or disparaging remarks about LGBTQ individuals</b>						
Very often	1.0%	1.2%	1.1%	0.9%	1.0%	1.6%
Often	1.0%	2.7%	2.2%	2.0%	0.0%	3.3%
Sometimes	12.2%	13.0%	7.7%	11.3%	16.2%	14.8%
Seldom	25.5%	23.7%	24.2%	24.1%	26.7%	23.3%
Never	60.2%	59.4%	64.8%	61.6%	56.2%	57.1%
Total(n)	196	14,210	91	7,115	105	7,095
Mean	1.57	1.63	1.51	1.57	1.63	1.69
Standard deviation	0.82	0.9	0.82	0.84	0.82	0.95
Significance	-		-		-	
Effect size	-	-0.07	-	-0.07	-	-0.06
<b>How satisfied are you with the following aspects of your institution?</b>						
<b>Atmosphere for political differences</b>						
Very satisfied	10.9%	15.4%	9.9%	16.4%	11.8%	14.5%
Satisfied	41.5%	40.0%	49.5%	41.0%	34.3%	39.0%
Neutral	31.6%	28.8%	24.2%	26.2%	38.2%	31.3%
Dissatisfied	11.4%	11.7%	6.6%	11.7%	15.7%	11.8%

Very Dissatisfied	4.7%	4.1%	9.9%	4.7%	0.0%	3.4%
Total(n)	193	14,304	91	7,191	102	7,113
Mean	3.42	3.51	3.43	3.53	3.42	3.49
Standard deviation	0.99	1.02	1.09	1.05	0.89	0.99
Significance	-		-		-	
Effect size	-	-0.09	-	-0.10	-	-0.07
<b>Atmosphere for religious differences</b>						
Very satisfied	12.9%	20.2%	11.0%	21.5%	14.6%	18.9%
Satisfied	44.3%	39.9%	53.8%	40.7%	35.9%	39.0%
Neutral	28.9%	27.1%	19.8%	25.2%	36.9%	29.0%
Dissatisfied	10.8%	9.5%	9.9%	9.1%	11.7%	10.0%
Very Dissatisfied	3.1%	3.3%	5.5%	3.5%	1.0%	3.1%
Total(n)	194	14,210	91	7,146	103	7,064
Mean	3.53	3.64	3.55	3.68	3.51	3.61
Standard deviation	0.96	1.01	1	1.02	0.92	1
Significance	-		-		-	
Effect size	-	-0.11	-	-0.13	-	-0.10
<b>Atmosphere for differences in sexual orientation</b>						
Very satisfied	13.2%	21.0%	12.4%	23.0%	13.9%	19.1%
Satisfied	48.9%	39.4%	58.4%	40.7%	40.6%	38.1%
Neutral	31.1%	28.4%	22.5%	26.6%	38.6%	30.2%
Dissatisfied	5.8%	8.2%	4.5%	7.0%	6.9%	9.5%
Very Dissatisfied	1.1%	3.0%	2.2%	2.7%	0.0%	3.2%
Total(n)	190	14,083	89	7,077	101	7,006
Mean	3.67	3.67	3.74	3.74	3.61	3.6
Standard deviation	0.82	0.99	0.82	0.98	0.81	1
Significance	-		-		-	
Effect size	-	0.00	-	0.00	-	0.01
<b>Administrative response to incidents of discrimination</b>						
Very satisfied	15.1%	17.5%	18.7%	19.5%	11.9%	15.4%
Satisfied	32.8%	35.3%	34.1%	39.0%	31.7%	31.6%
Neutral	39.6%	34.5%	39.6%	32.2%	39.6%	37.0%
Dissatisfied	9.4%	9.3%	4.4%	6.8%	13.9%	11.7%
Very Dissatisfied	3.1%	3.4%	3.3%	2.4%	3.0%	4.3%
Total(n)	192	13,920	91	6,999	101	6,921
Mean	3.47	3.54	3.6	3.66	3.36	3.42
Standard deviation	0.97	0.99	0.95	0.95	0.97	1.02
Significance	-		-		-	
Effect size	-	-0.07	-	-0.06	-	-0.06
<b>Administrative response to reports of sexual assault</b>						
Very satisfied	13.6%	18.7%	18.9%	21.2%	8.9%	16.1%
Satisfied	31.4%	34.4%	27.8%	37.2%	34.7%	31.5%
Neutral	38.2%	37.0%	35.6%	34.1%	40.6%	40.0%
Dissatisfied	10.5%	7.1%	12.2%	5.3%	8.9%	8.9%
Very Dissatisfied	6.3%	2.8%	5.6%	2.2%	6.9%	3.5%
Total(n)	191	13,811	90	6,970	101	6,841
Mean	3.36	3.59	3.42	3.7	3.3	3.48
Standard deviation	1.05	0.96	1.1	0.93	1	0.98
Significance	-	**	-	**	-	
Effect size	-	-0.24	-	-0.30	-	-0.18



<b>How satisfied are you with the following aspects of your institution?</b>						
<b>Administrative response to student concerns about exclusion or marginality</b>						
Very satisfied	14.1%	15.7%	17.8%	17.8%	10.9%	13.5%
Satisfied	30.4%	33.7%	28.9%	36.8%	31.7%	30.6%
Neutral	41.4%	35.5%	38.9%	34.2%	43.6%	36.9%
Dissatisfied	11.5%	11.3%	11.1%	8.4%	11.9%	14.1%
Very Dissatisfied	2.6%	3.8%	3.3%	2.7%	2.0%	4.9%
Total(n)	191	13,848	90	6,968	101	6,880
Mean	3.42	3.46	3.47	3.59	3.38	3.34
Standard deviation	0.96	1.01	1.02	0.97	0.9	1.04
Significance	-		-		-	
Effect size	-	-0.04	-	-0.12	-	0.04
<b>Please rate your satisfaction with your department in each area:</b>						
<b>Collegiality among faculty</b>						
Very satisfied	41.7%	39.2%	47.8%	40.9%	36.3%	37.4%
Satisfied	39.6%	36.9%	35.6%	37.5%	43.1%	36.3%
Neutral	9.4%	11.8%	12.2%	11.1%	6.9%	12.5%
Dissatisfied	7.8%	8.2%	2.2%	7.1%	12.7%	9.3%
Very Dissatisfied	1.6%	3.9%	2.2%	3.5%	1.0%	4.4%
Total(n)	192	14,336	90	7,203	102	7,133
Mean	4.12	3.99	4.24	4.05	4.01	3.93
Standard deviation	0.98	1.09	0.92	1.06	1.02	1.12
Significance	-		-		-	
Effect size	-	0.12	-	0.18	-	0.07
<b>Tolerance of different faculty opinions and beliefs</b>						
Very satisfied	36.1%	31.8%	39.3%	33.5%	33.3%	30.0%
Satisfied	39.8%	40.7%	38.2%	41.7%	41.2%	39.6%
Neutral	11.0%	15.4%	10.1%	14.3%	11.8%	16.6%
Dissatisfied	11.5%	8.7%	9.0%	7.3%	13.7%	10.1%
Very Dissatisfied	1.6%	3.5%	3.4%	3.2%	0.0%	3.8%
Total(n)	191	14,230	89	7,154	102	7,076
Mean	3.97	3.89	4.01	3.95	3.94	3.82
Standard deviation	1.04	1.06	1.08	1.03	1	1.08
Significance	-		-		-	
Effect size	-	0.08	-	0.06	-	0.11
<b>Representation of women faculty</b>						
Very satisfied	46.4%	39.1%	46.1%	38.6%	46.6%	39.5%
Satisfied	37.0%	36.1%	31.5%	36.3%	41.7%	35.8%
Neutral	11.5%	13.7%	15.7%	14.4%	7.8%	13.0%
Dissatisfied	4.7%	8.6%	5.6%	8.6%	3.9%	8.5%
Very Dissatisfied	0.5%	2.6%	1.1%	2.0%	0.0%	3.2%
Total(n)	192	14,208	89	7,134	103	7,074
Mean	4.24	4	4.16	4.01	4.31	4
Standard deviation	0.87	1.05	0.96	1.03	0.78	1.08
Significance	-	**	-		-	**
Effect size	-	0.23	-	0.15	-	0.29

How satisfied are you with the following aspects of your institution?						
<b>Representation of racial/ethnic minority faculty</b>						
Very satisfied	14.0%	19.1%	20.0%	21.4%	8.7%	16.7%
Satisfied	23.3%	27.3%	23.3%	28.8%	23.3%	25.9%
Neutral	31.1%	23.0%	33.3%	23.1%	29.1%	22.8%
Dissatisfied	24.4%	23.3%	17.8%	20.9%	30.1%	25.8%
Very Dissatisfied	7.3%	7.3%	5.6%	5.8%	8.7%	8.8%
Total(n)	193	14,112	90	7,095	103	7,017
Mean	3.12	3.28	3.34	3.39	2.93	3.16
Standard deviation	1.15	1.22	1.15	1.2	1.11	1.23
Significance	-		-		-	
Effect size	-	-0.13	-	-0.04	-	-0.19
<b>Acceptance of differences in sexual orientation</b>						
Very satisfied	34.6%	33.0%	36.0%	34.6%	33.3%	31.4%
Satisfied	37.2%	35.2%	36.0%	36.0%	38.4%	34.4%
Neutral	26.6%	26.2%	24.7%	24.9%	28.3%	27.6%
Dissatisfied	1.1%	3.8%	2.2%	3.0%	0.0%	4.6%
Very Dissatisfied	0.5%	1.8%	1.1%	1.5%	0.0%	2.0%
Total(n)	188	13,979	89	7,042	99	6,937
Mean	4.04	3.94	4.03	3.99	4.05	3.88
Standard deviation	0.84	0.95	0.9	0.92	0.79	0.97
Significance	-		-		-	
Effect size	-	0.11	-	0.04	-	0.18
<b>Student respect for my role in the classroom</b>						
Very satisfied	44.0%	41.5%	47.8%	44.0%	40.8%	38.9%
Satisfied	44.0%	43.7%	41.1%	43.0%	46.6%	44.5%
Neutral	6.7%	9.5%	6.7%	8.4%	6.8%	10.6%
Dissatisfied	4.7%	4.2%	3.3%	3.6%	5.8%	4.8%
Very Dissatisfied	0.5%	1.1%	1.1%	1.0%	0.0%	1.2%
Total(n)	193	14,300	90	7,189	103	7,111
Mean	4.26	4.2	4.31	4.25	4.22	4.15
Standard deviation	0.82	0.86	0.83	0.83	0.82	0.88
Significance	-		-		-	
Effect size	-	0.07	-	0.07	-	0.08

## HERI Faculty Survey 2017- WU Added Questions

Washburn Institute of Technology			Your sex:		Total
			Male	Female	
The merging of Washburn University and the Institute of Technology has been valuable for both institutions.	Strongly Disagree	Count	5	1	6
		Percent	5.6%	1.0%	3.1%
	Disagree	Count	6	0	6
		Percent	6.7%	0.0%	3.1%
	Neither Agree Nor Disagree	Count	29	23	52
		Percent	32.2%	22.1%	26.8%
	Agree	Count	30	45	75
		Percent	33.3%	43.3%	38.7%
	Strongly Agree	Count	20	35	55
		Percent	22.2%	33.7%	28.4%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>50</b>	<b>80</b>	<b>130</b>
		<b>Percent</b>	<b>55.6%</b>	<b>76.9%</b>	<b>67.0%</b>
Total		Count	90	104	194
		Percent	100.0%	100.0%	100.0%

Mission			Your sex:		Total
			Male	Female	
How familiar are you with the mission of Washburn University (if you teach at that location) or with the mission of the Institute of Technology (if you teach at that location)?	Not at all Familiar	Count	0	1	1
		Percent	0.0%	.9%	.5%
	Slightly Familiar	Count	12	4	16
		Percent	13.3%	3.8%	8.2%
	Moderately Familiar	Count	15	18	33
		Percent	16.7%	17.0%	16.8%
	Very Familiar	Count	43	51	94
		Percent	47.8%	48.1%	48.0%
	Extremely Familiar	Count	20	32	52
		Percent	22.2%	30.2%	26.5%
<b>Very or Extremely Familiar</b>		<b>Count</b>	<b>63</b>	<b>83</b>	<b>146</b>
		<b>Percent</b>	<b>70.0%</b>	<b>78.3%</b>	<b>74.5%</b>
Total		Count	90	106	196
		Percent	100.0%	100.0%	100.0%

Mission			Your sex:		Total
			Male	Female	
How well is the institutional site where your major teaching responsibility lies meeting its mission?	Not at all Well	Count	1	0	1
		Percent	1.1%	0.0%	.5%
	Not Very Well	Count	2	0	2
		Percent	2.2%	0.0%	1.0%
	Moderately Well	Count	28	37	65
		Percent	30.4%	35.6%	33.2%
	Very Well	Count	47	49	96
		Percent	51.1%	47.1%	49.0%
	Extremely Well	Count	14	18	32
		Percent	15.2%	17.3%	16.3%
<b>Very or Extremely Well</b>		<b>Count</b>	<b>61</b>	<b>67</b>	<b>128</b>
		<b>Percent</b>	<b>66.3%</b>	<b>64.4%</b>	<b>65.3%</b>
Total		Count	92	104	196
		Percent	100.0%	100.0%	100.0%

Community Engagement (HICEPs)			Your sex:		Total
			Male	Female	
How familiar are you with the elements of High Impact Community Engagement Practices (HICEPs)?	Not at all Familiar	Count	27	11	38
		Percent	29.7%	10.6%	19.5%
	Slightly Familiar	Count	27	24	51
		Percent	29.7%	23.1%	26.2%
	Moderately Familiar	Count	20	30	50
		Percent	22.0%	28.8%	25.6%
	Very Familiar	Count	11	26	37
		Percent	12.1%	25.0%	19.0%
	Extremely Familiar	Count	6	13	19
		Percent	6.6%	12.5%	9.7%
<b>Very or Extremely Familiar</b>		<b>Count</b>	<b>17</b>	<b>39</b>	<b>56</b>
		<b>Percent</b>	<b>18.7%</b>	<b>37.5%</b>	<b>28.7%</b>
Total		Count	91	104	195
		Percent	100.0%	100.0%	100.0%

Community Engagement (HICEPs)			Your sex:		Total
			Male	Female	
I participate in professional development workshops or webinars related to High Impact Community Engagement Practices (HICEPs)?	Never	Count	45	39	84
		Percent	48.9%	36.8%	42.4%
	Rarely	Count	28	19	47
		Percent	30.4%	17.9%	23.7%
	Occasionally	Count	12	27	39
		Percent	13.0%	25.5%	19.7%
	Frequently	Count	4	15	19
		Percent	4.3%	14.2%	9.6%
	Very Frequently	Count	3	6	9
		Percent	3.3%	5.7%	4.5%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>7</b>	<b>21</b>	<b>28</b>
		<b>Percent</b>	<b>7.6%</b>	<b>19.8%</b>	<b>14.1%</b>
Total		Count	92	106	198
		Percent	100.0%	100.0%	100.0%

Technology			Your sex:		Total
			Male	Female	
Instructors' needs and desires for technology/teaching tools are being met.	Strongly Disagree	Count	4	3	7
		Percent	4.4%	2.9%	3.6%
	Disagree	Count	10	17	27
		Percent	11.0%	16.3%	13.8%
	Neither Agree Nor Disagree	Count	26	34	60
		Percent	28.6%	32.7%	30.8%
	Agree	Count	45	41	86
		Percent	49.5%	39.4%	44.1%
	Strongly Agree	Count	6	9	15
		Percent	6.6%	8.7%	7.7%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>51</b>	<b>50</b>	<b>101</b>
		<b>Percent</b>	<b>56.0%</b>	<b>48.1%</b>	<b>51.8%</b>
Total		Count	91	104	195
		Percent	100.0%	100.0%	100.0%

Online Classes			Your sex:		Total
			Male	Female	
Washburn provides sufficient Instructional Design support for online course instructors (i.e., Online course design workshops, one-on-one assistance).	Strongly Disagree	Count	2	2	4
		Percent	2.3%	1.9%	2.1%
	Disagree	Count	5	6	11
		Percent	5.7%	5.8%	5.8%
	Neither Agree Nor Disagree	Count	38	33	71
		Percent	43.2%	32.0%	37.2%
	Agree	Count	35	45	80
		Percent	39.8%	43.7%	41.9%
	Strongly Agree	Count	8	17	25
		Percent	9.1%	16.5%	13.1%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>43</b>	<b>62</b>	<b>105</b>
		<b>Percent</b>	<b>48.9%</b>	<b>60.2%</b>	<b>55.0%</b>
Total		Count	88	103	191
		Percent	100.0%	100.0%	100.0%

## HERI Faculty Survey 2017- WU Added Questions

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I participate in professional development workshops or webinars related to teaching technologies.	Never	Count	9	1	10
		Percent	9.9%	.9%	5.1%
	Rarely	Count	19	15	34
		Percent	20.9%	14.2%	17.3%
	Occasionally	Count	39	39	78
		Percent	42.9%	36.8%	39.6%
	Frequently	Count	16	38	54
		Percent	17.6%	35.8%	27.4%
	Very Frequently	Count	8	13	21
		Percent	8.8%	12.3%	10.7%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>24</b>	<b>51</b>	<b>75</b>
		<b>Percent</b>	<b>26.4%</b>	<b>48.1%</b>	<b>38.1%</b>
Total		Count	91	106	197
		Percent	100.0%	100.0%	100.0%

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I experiment with new teaching strategies in the classroom.	Never	Count	1	0	1
		Percent	1.1%	0.0%	.5%
	Rarely	Count	5	4	9
		Percent	5.5%	3.8%	4.6%
	Occasionally	Count	34	30	64
		Percent	37.4%	28.6%	32.7%
	Frequently	Count	39	43	82
		Percent	42.9%	41.0%	41.8%
	Very Frequently	Count	12	28	40
		Percent	13.2%	26.7%	20.4%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>51</b>	<b>71</b>	<b>122</b>
		<b>Percent</b>	<b>56.0%</b>	<b>67.6%</b>	<b>62.2%</b>
Total		Count	91	105	196
		Percent	100.0%	100.0%	100.0%

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I participate in professional development activities that focuses on diversity and inclusion.	Never	Count	16	3	19
		Percent	17.6%	2.9%	9.7%
	Rarely	Count	25	21	46
		Percent	27.5%	20.0%	23.5%
	Occasionally	Count	34	40	74
		Percent	37.4%	38.1%	37.8%
	Frequently	Count	12	29	41
		Percent	13.2%	27.6%	20.9%
	Very Frequently	Count	4	12	16
		Percent	4.4%	11.4%	8.2%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>16</b>	<b>41</b>	<b>57</b>
		<b>Percent</b>	<b>17.6%</b>	<b>39.0%</b>	<b>29.1%</b>
Total		Count	91	105	196
		Percent	100.0%	100.0%	100.0%

Adjunct Faculty			Your sex:		Total
			Male	Female	
There is adequate communication between full-time faculty and adjunct or part-time instructors in my department/program.	Strongly Disagree	Count	10	5	15
		Percent	11.0%	5.0%	7.8%
	Disagree	Count	20	21	41
		Percent	22.0%	20.8%	21.4%
	Neither Agree Nor Disagree	Count	27	36	63
		Percent	29.7%	35.6%	32.8%
	Agree	Count	29	35	64
		Percent	31.9%	34.7%	33.3%
	Strongly Agree	Count	5	4	9
		Percent	5.5%	4.0%	4.7%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>34</b>	<b>39</b>	<b>73</b>
		<b>Percent</b>	<b>37.4%</b>	<b>38.6%</b>	<b>38.0%</b>
Total		Count	91	101	192
		Percent	100.0%	100.0%	100.0%

Adjunct Faculty			Your sex:		Total
			Male	Female	
Adjunct or part-time instructors at my institution have the resources necessary to teach.	Strongly Disagree	Count	7	5	12
		Percent	7.8%	5.0%	6.3%
	Disagree	Count	6	19	25
		Percent	6.7%	19.0%	13.2%
	Neither Agree Nor Disagree	Count	34	42	76
		Percent	37.8%	42.0%	40.0%
	Agree	Count	37	30	67
		Percent	41.1%	30.0%	35.3%
	Strongly Agree	Count	6	4	10
		Percent	6.7%	4.0%	5.3%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>43</b>	<b>34</b>	<b>77</b>
		<b>Percent</b>	<b>47.8%</b>	<b>34.0%</b>	<b>40.5%</b>
Total		Count	90	100	190
		Percent	100.0%	100.0%	100.0%

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I incorporate active learning strategies into my teaching.	Never	Count	1	0	1
		Percent	1.1%	0.0%	.5%
	Rarely	Count	7	0	7
		Percent	7.8%	0.0%	3.6%
	Occasionally	Count	18	18	36
		Percent	20.0%	17.1%	18.5%
	Frequently	Count	45	49	94
		Percent	50.0%	46.7%	48.2%
	Very Frequently	Count	19	38	57
		Percent	21.1%	36.2%	29.2%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>64</b>	<b>87</b>	<b>151</b>
		<b>Percent</b>	<b>71.1%</b>	<b>82.9%</b>	<b>77.4%</b>
Total		Count	90	105	195
		Percent	100.0%	100.0%	100.0%

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I participate in professional development activities that focus on best practices in teaching and learning.	Never	Count	6	0	6
		Percent	6.7%	0.0%	3.0%
	Rarely	Count	16	5	21
		Percent	17.8%	4.7%	10.7%
	Occasionally	Count	42	37	79
		Percent	46.7%	34.6%	40.1%
	Frequently	Count	17	40	57
		Percent	18.9%	37.4%	28.9%
	Very Frequently	Count	9	25	34
		Percent	10.0%	23.4%	17.3%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>26</b>	<b>65</b>	<b>91</b>
		<b>Percent</b>	<b>28.9%</b>	<b>60.7%</b>	<b>46.2%</b>
Total		Count	90	107	197
		Percent	100.0%	100.0%	100.0%

C-TEL & Professional Development			Your sex:		Total
			Male	Female	
I examine/evaluate assessment data related to student learning when planning classroom instruction.	Never	Count	3	0	3
		Percent	3.3%	0.0%	1.5%
	Rarely	Count	9	7	16
		Percent	9.8%	6.7%	8.2%
	Occasionally	Count	31	24	55
		Percent	33.7%	23.1%	28.1%
	Frequently	Count	36	46	82
		Percent	39.1%	44.2%	41.8%
	Very Frequently	Count	13	27	40
		Percent	14.1%	26.0%	20.4%
<b>Frequently or Very Frequently</b>		<b>Count</b>	<b>49</b>	<b>73</b>	<b>122</b>
		<b>Percent</b>	<b>53.3%</b>	<b>70.2%</b>	<b>62.2%</b>
Total		Count	92	104	196
		Percent	100.0%	100.0%	100.0%

Adjunct Faculty			Your sex:		Total
			Male	Female	
My department/program has an adequate orientation program for adjunct or part-time instructors regarding processes and procedures.	Strongly Disagree	Count	9	14	23
		Percent	10.0%	14.1%	12.2%
	Disagree	Count	23	26	49
		Percent	25.6%	26.3%	25.9%
	Neither Agree Nor Disagree	Count	38	36	74
		Percent	42.2%	36.4%	39.2%
	Agree	Count	17	20	37
		Percent	18.9%	20.2%	19.6%
	Strongly Agree	Count	3	3	6
		Percent	3.3%	3.0%	3.2%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>20</b>	<b>23</b>	<b>43</b>
		<b>Percent</b>	<b>22.2%</b>	<b>23.2%</b>	<b>22.8%</b>
Total		Count	90	99	189
		Percent	100.0%	100.0%	100.0%

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Early Alert System			Your sex:		Total
			Male	Female	
I use the Early Alert System to gauge students who might be at-risk of not succeeding in the course.	Strongly Disagree	Count	9	4	13
		Percent	10.0%	3.9%	6.8%
	Disagree	Count	7	16	23
		Percent	7.8%	15.7%	12.0%
	Neither Agree Nor Disagree	Count	20	16	36
		Percent	22.2%	15.7%	18.8%
	Agree	Count	39	46	85
		Percent	43.3%	45.1%	44.3%
	Strongly Agree	Count	15	20	35
		Percent	16.7%	19.6%	18.2%
<b>Agree or Strongly Agree</b>		<b>Count</b>	<b>54</b>	<b>66</b>	<b>120</b>
		<b>Percent</b>	<b>60.0%</b>	<b>64.7%</b>	<b>62.5%</b>
Total		Count	90	102	192
		Percent	100.0%	100.0%	100.0%

Support of University Assessment			Your sex:		Total
			Male	Female	
How involved are you with assessment practices at the university level?	Not at all Involved	Count	14	11	25
		Percent	15.4%	10.6%	12.8%
	Slightly Involved	Count	16	17	33
		Percent	17.6%	16.3%	16.9%
	Moderately Involved	Count	34	42	76
		Percent	37.4%	40.4%	39.0%
	Very Involved	Count	21	21	42
		Percent	23.1%	20.2%	21.5%
	Extremely Involved	Count	6	13	19
		Percent	6.6%	12.5%	9.7%
<b>Very or Extremely Involved</b>		<b>Count</b>	<b>27</b>	<b>34</b>	<b>61</b>
		<b>Percent</b>	<b>29.7%</b>	<b>32.7%</b>	<b>31.3%</b>
Total		Count	91	104	195
		Percent	100.0%	100.0%	100.0%

Support of USLOs			Your sex:		Total
			Male	Female	
How supportive are you of the university student learning outcomes?	Not at all Supportive	Count	4	2	6
		Percent	4.4%	1.9%	3.1%
	Slightly Supportive	Count	14	3	17
		Percent	15.4%	2.9%	8.8%
	Mostly Supportive	Count	27	22	49
		Percent	29.7%	21.4%	25.3%
	Very Supportive	Count	44	74	118
		Percent	48.4%	71.8%	60.8%
	Extremely Supportive	Count	2	2	4
		Percent	2.2%	1.9%	2.1%
<b>Very or Extremely Supportive</b>		<b>Count</b>	<b>46</b>	<b>76</b>	<b>122</b>
		<b>Percent</b>	<b>50.5%</b>	<b>73.8%</b>	<b>62.9%</b>
Total		Count	91	103	194
		Percent	100.0%	100.0%	100.0%

Support of PSLOs			Your sex:		Total
			Male	Female	
How supportive are you of your department/program's student learning outcomes?	Not at all Supportive	Count	3	0	3
		Percent	3.3%	0.0%	1.6%
	Slightly Supportive	Count	9	1	10
		Percent	10.0%	1.0%	5.2%
	Mostly Supportive	Count	18	15	33
		Percent	20.0%	14.9%	17.3%
	Very Supportive	Count	59	83	142
		Percent	65.6%	82.2%	74.3%
	Extremely Supportive	Count	1	2	3
		Percent	1.1%	2.0%	1.6%
<b>Very or Extremely Supportive</b>		<b>Count</b>	<b>60</b>	<b>85</b>	<b>145</b>
		<b>Percent</b>	<b>66.7%</b>	<b>84.2%</b>	<b>75.9%</b>
Total		Count	90	101	191
		Percent	100.0%	100.0%	100.0%

Academic Advising			Your sex:		Total
			Male	Female	
How would you rate yourself as an academic advisor in the following areas? Providing constructive feedback to your advisees	A Major Weakness	Count	0	0	0
		Percent	0.0%	0.0%	0.0%
	Somewhat Weak	Count	0	2	2
		Percent	0.0%	2.0%	1.1%
	Average	Count	18	19	37
		Percent	21.2%	19.0%	20.0%
	Somewhat Strong	Count	39	40	79
		Percent	45.9%	40.0%	42.7%
	A Major Strength	Count	28	39	67
		Percent	32.9%	39.0%	36.2%
<b>Somewhat Strong or A Major Strength</b>		<b>Count</b>	<b>67</b>	<b>79</b>	<b>146</b>
		<b>Percent</b>	<b>78.8%</b>	<b>79.0%</b>	<b>78.9%</b>
Total		Count	85	100	185
		Percent	100.0%	100.0%	100.0%

Academic Advising			Your sex:		Total
			Male	Female	
How would you rate yourself as an academic advisor in the following areas? Helping your advisees network effectively	A Major Weakness	Count	2	2	4
		Percent	2.3%	2.0%	2.2%
	Somewhat Weak	Count	12	12	24
		Percent	14.0%	12.1%	13.0%
	Average	Count	35	39	74
		Percent	40.7%	39.4%	40.0%
	Somewhat Strong	Count	25	30	55
		Percent	29.1%	30.3%	29.7%
	A Major Strength	Count	12	16	28
		Percent	14.0%	16.2%	15.1%
<b>Somewhat Strong or A Major Strength</b>		<b>Count</b>	<b>37</b>	<b>46</b>	<b>83</b>
		<b>Percent</b>	<b>43.0%</b>	<b>46.5%</b>	<b>44.9%</b>
Total		Count	86	99	185
		Percent	100.0%	100.0%	100.0%

Academic Advising			Your sex:		Total
			Male	Female	
How would you rate yourself as an academic advisor in the following areas? Helping your advisees acquire financial resources (e.g., scholarships, fellowships, grants)	A Major Weakness	Count	4	6	10
		Percent	4.8%	6.0%	5.4%
	Somewhat Weak	Count	15	18	33
		Percent	17.9%	18.0%	17.9%
	Average	Count	36	47	83
		Percent	42.9%	47.0%	45.1%
	Somewhat Strong	Count	20	22	42
		Percent	23.8%	22.0%	22.8%
	A Major Strength	Count	9	7	16
		Percent	10.7%	7.0%	8.7%
<b>Somewhat Strong or A Major Strength</b>		<b>Count</b>	<b>29</b>	<b>29</b>	<b>58</b>
		<b>Percent</b>	<b>34.5%</b>	<b>29.0%</b>	<b>31.5%</b>
Total		Count	84	100	184
		Percent	100.0%	100.0%	100.0%

Academic Advising			Your sex:		Total
			Male	Female	
To what extent have you explored career options with your advisees?	Very Little Extent	Count	2	2	4
		Percent	2.4%	2.0%	2.2%
	Little Extent	Count	5	11	16
		Percent	6.0%	11.2%	8.8%
	Some Extent	Count	28	37	65
		Percent	33.3%	37.8%	35.7%
	Great Extent	Count	30	33	63
		Percent	35.7%	33.7%	34.6%
	Very Great Extent	Count	19	15	34
		Percent	22.6%	15.3%	18.7%
<b>Great or Very Great Extent</b>		<b>Count</b>	<b>49</b>	<b>48</b>	<b>97</b>
		<b>Percent</b>	<b>58.3%</b>	<b>49.0%</b>	<b>53.3%</b>
Total		Count	84	98	182
		Percent	100.0%	100.0%	100.0%

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Academic Advising			Your sex:		Total
			Male	Female	
To what extent do you work with your advisees on educational choices and strategies?	Very Little Extent	Count	1	1	2
		Percent	1.2%	1.0%	1.1%
	Little Extent	Count	2	6	8
		Percent	2.4%	6.2%	4.4%
	Some Extent	Count	29	23	52
		Percent	34.1%	23.7%	28.6%
	Great Extent	Count	36	46	82
		Percent	42.4%	47.4%	45.1%
	Very Great Extent	Count	17	21	38
		Percent	20.0%	21.6%	20.9%
<b>Great or Very Great Extent</b>		<b>Count</b>	<b>53</b>	<b>67</b>	<b>120</b>
		<b>Percent</b>	<b>62.4%</b>	<b>69.1%</b>	<b>65.9%</b>
Total		Count	85	97	182
		Percent	100.0%	100.0%	100.0%

Levels of Importance on Issues			Your sex:		Total
			Male	Female	
What levels of importance or priority should be placed on the following topics/issues at Washburn University and/or Institute of Technology during the next five years? <b>Maintaining computing facilities and equipment</b>	Not a Priority	Count	1	0	1
		Percent	1.1%	0.0%	.5%
	Low Priority	Count	1	3	4
		Percent	1.1%	2.9%	2.0%
	Medium Priority	Count	26	13	39
		Percent	28.3%	12.5%	19.9%
	High Priority	Count	64	87	151
		Percent	69.6%	83.7%	77.0%
	Don't Know	Count	0	1	1
		Percent	0.0%	1.0%	.5%
<b>Medium or High Priority</b>		<b>Count</b>	<b>90</b>	<b>100</b>	<b>190</b>
		<b>Percent</b>	<b>97.8%</b>	<b>96.2%</b>	<b>96.9%</b>
Total		Count	92	104	196
		Percent	100.0%	100.0%	100.0%

Levels of Importance on Issues			Your sex:		Total
			Male	Female	
What levels of importance or priority should be placed on the following topics/issues at Washburn University and/or Institute of Technology during the next five years? <b>Maintaining buildings classrooms/offices and</b>	Not a Priority	Count	0	0	0
		Percent	0.0%	0.0%	0.0%
	Low Priority	Count	0	4	4
		Percent	0.0%	3.8%	2.0%
	Medium Priority	Count	33	26	59
		Percent	36.3%	24.8%	30.1%
	High Priority	Count	58	73	131
		Percent	63.7%	69.5%	66.8%
	Don't Know	Count	0	2	2
		Percent	0.0%	1.9%	1.0%
<b>Medium or High Priority</b>		<b>Count</b>	<b>91</b>	<b>99</b>	<b>190</b>
		<b>Percent</b>	<b>100.0%</b>	<b>94.3%</b>	<b>96.9%</b>
Total		Count	91	105	196
		Percent	100.0%	100.0%	100.0%

Levels of Importance on Issues			Your sex:		Total
			Male	Female	
What levels of importance or priority should be placed on the following topics/issues at Washburn University and/or Institute of Technology during the next five years? <b>Recruiting diverse students</b>	Not a Priority	Count	2	1	3
		Percent	2.2%	.9%	1.5%
	Low Priority	Count	11	4	15
		Percent	12.0%	3.8%	7.6%
	Medium Priority	Count	35	33	68
		Percent	38.0%	31.1%	34.3%
	High Priority	Count	41	63	104
		Percent	44.6%	59.4%	52.5%
	Don't Know	Count	3	5	8
		Percent	3.3%	4.7%	4.0%
<b>Medium or High Priority</b>		<b>Count</b>	<b>76</b>	<b>96</b>	<b>172</b>
		<b>Percent</b>	<b>82.6%</b>	<b>90.6%</b>	<b>86.9%</b>
Total		Count	92	106	198
		Percent	100.0%	100.0%	100.0%

Levels of Importance on Issues			Your sex:		Total
			Male	Female	
What levels of importance or priority should be placed on the following topics/issues at Washburn University and/or Institute of Technology during the next five years? <b>Assessing student learning</b>	Not a Priority	Count	3	1	4
		Percent	3.3%	.9%	2.0%
	Low Priority	Count	9	3	12
		Percent	10.0%	2.8%	6.1%
	Medium Priority	Count	34	44	78
		Percent	37.8%	41.5%	39.8%
	High Priority	Count	42	58	100
		Percent	46.7%	54.7%	51.0%
	Don't Know	Count	2	0	2
		Percent	2.2%	0.0%	1.0%
<b>Medium or High Priority</b>		<b>Count</b>	<b>76</b>	<b>102</b>	<b>178</b>
		<b>Percent</b>	<b>84.4%</b>	<b>96.2%</b>	<b>90.8%</b>
Total		Count	90	106	196
		Percent	100.0%	100.0%	100.0%

Levels of Importance on Issues			Your sex:		Total
			Male	Female	
What levels of importance or priority should be placed on the following topics/issues at Washburn University and/or Institute of Technology during the next five years? <b>Keeping faculty salaries competitive</b>	Not a Priority	Count	1	0	1
		Percent	1.1%	0.0%	.5%
	Low Priority	Count	1	3	4
		Percent	1.1%	2.8%	2.0%
	Medium Priority	Count	12	9	21
		Percent	13.0%	8.4%	10.6%
	High Priority	Count	78	93	171
		Percent	84.8%	86.9%	85.9%
	Don't Know	Count	0	2	2
		Percent	0.0%	1.9%	1.0%
<b>Medium or High Priority</b>		<b>Count</b>	<b>90</b>	<b>102</b>	<b>192</b>
		<b>Percent</b>	<b>97.8%</b>	<b>95.3%</b>	<b>96.5%</b>
Total		Count	92	107	199
		Percent	100.0%	100.0%	100.0%