

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	282	4,216	8,078	136	2,423	4,702	146	1,793	3,376	
What is your principal activity in your current position at this institution?										
Administration	7.1%	8.7%	7.8%	8.1%	8.7%	7.8%	6.2%	8.8%	7.7%	
Teaching	89.4%	66.4%	64.2%	88.2%	63.6%	61.2%	90.4%	71.0%	69.1%	
Research	0.7%	22.2%	25.8%	1.5%	25.6%	29.2%	0.0%	16.8%	20.3%	
Services to clients and patients	0.7%	1.5%	1.3%	0.7%	1.6%	1.3%	0.7%	1.3%	1.2%	
Other	2.1%	1.1%	0.9%	1.5%	0.5%	0.5%	2.7%	2.1%	1.7%	
Total(n)	282	4,212	8,072	136	2,420	4,698	146	1,792	3,374	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	87.2%	100.0%	100.0%	86.8%	100.0%	100.0%	87.7%	100.0%	100.0%	
No	12.8%	0.0%	0.0%	13.2%	0.0%	0.0%	12.3%	0.0%	0.0%	
Total(n)	282	4,216	8,077	136	2,423	4,702	146	1,793	3,375	
What is your present academic rank?										
Professor	38.0%	31.9%	35.7%	48.5%	38.3%	42.9%	28.3%	21.3%	23.6%	
Associate professor	16.5%	24.5%	23.7%	14.9%	23.5%	22.2%	17.9%	26.1%	26.0%	
Assistant professor	25.4%	25.4%	25.2%	20.1%	23.5%	22.6%	30.3%	28.4%	29.5%	
Lecturer	7.5%	10.1%	9.0%	6.0%	8.9%	7.6%	9.0%	12.1%	11.2%	
Instructor	12.5%	8.2%	6.5%	10.4%	5.8%	4.6%	14.5%	12.1%	9.7%	
Total(n)	279	3,560	7,413	134	2,038	4,311	145	1,522	3,102	
What is your tenure status at this institution?										
Tenured	51.6%	55.0%	56.0%	59.6%	60.4%	62.4%	44.1%	46.2%	45.5%	
On tenure track, but not tenured	18.5%	21.4%	21.2%	17.6%	20.0%	19.1%	19.3%	23.7%	24.7%	
Not on tenure track, but institution has tenure system	29.2%	23.3%	21.4%	22.1%	19.3%	17.5%	35.9%	29.9%	28.0%	
Institution has no tenure system	0.7%	0.3%	1.3%	0.7%	0.3%	1.0%	0.7%	0.2%	1.8%	
Total(n)	281	3,567	7,428	136	2,042	4,321	145	1,525	3,107	
Are you currently serving in an administrative position as:										
Department chair	9.2%	7.1%	7.5%	8.8%	8.0%	8.5%	9.6%	5.6%	5.8%	
Dean (associate or assistant)	2.8%	2.6%	2.5%	2.9%	2.3%	2.4%	2.7%	3.0%	2.7%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.4%	0.1%	0.1%	0.0%	0.2%	0.1%	0.7%	0.0%	0.0%	
Provost	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Other	15.6%	16.6%	17.0%	16.2%	16.3%	16.5%	15.1%	17.2%	18.0%	
Not applicable	69.1%	65.7%	64.1%	65.4%	63.9%	62.5%	72.6%	68.7%	66.8%	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	1.4%	1.2%	1.1%	2.9%	1.6%	1.4%	0.0%	0.7%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	20.6%	14.8%	12.9%	19.1%	11.7%	10.2%	21.9%	19.9%	17.4%	
LL.B., J.D.	0.4%	1.2%	1.5%	0.7%	1.0%	1.3%	0.0%	1.4%	1.9%	
M.D., D.D.S. (or equivalent)	0.0%	1.9%	2.0%	0.0%	2.2%	2.4%	0.0%	1.3%	1.4%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.4%	0.8%	0.8%	0.0%	0.9%	0.7%	0.7%	0.7%	0.8%	
Ed.D.	5.3%	2.1%	2.1%	3.7%	1.2%	1.3%	6.8%	3.5%	3.3%	
Ph.D.	69.5%	76.8%	78.4%	70.6%	80.3%	81.6%	68.5%	71.1%	73.1%	
Other degree	2.5%	1.1%	1.2%	2.9%	1.0%	1.0%	2.1%	1.3%	1.4%	
None	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
Total(n)	282	4,213	8,074	136	2,422	4,701	146	1,791	3,373	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.8%	1.1%	0.9%	0.8%	1.1%	0.9%	0.8%	1.1%	0.9%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	
Ed.D.	0.0%	0.5%	0.5%	0.0%	0.1%	0.2%	0.0%	1.2%	1.1%	
Ph.D.	2.5%	2.9%	2.4%	2.5%	2.1%	1.7%	2.5%	4.1%	3.5%	
Other degree	0.8%	0.5%	0.8%	0.8%	0.5%	0.7%	0.8%	0.5%	1.0%	
None	95.4%	94.7%	95.1%	95.8%	95.7%	96.2%	95.0%	92.9%	93.3%	
Total(n)	239	3,795	7,221	120	2,207	4,273	119	1,588	2,948	

University of Northern Colorado	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:										
Research										
Essential	39.0%	53.7%	58.2%	43.4%	56.9%	61.3%	34.9%	48.5%	53.1%	
Very important	38.3%	29.5%	26.7%	35.3%	28.5%	25.6%	41.1%	31.2%	28.4%	
Somewhat important	20.2%	13.8%	12.6%	18.4%	11.5%	10.6%	21.9%	17.4%	15.9%	
Not important	2.5%	3.0%	2.5%	2.9%	3.1%	2.5%	2.1%	2.9%	2.5%	
Total(n)	282	4,215	8,075	136	2,422	4,699	146	1,793	3,376	
Teaching										
Essential	73.4%	67.1%	65.1%	72.8%	66.6%	64.9%	74.0%	68.0%	65.5%	
Very important	24.8%	29.2%	30.5%	25.7%	29.4%	30.5%	24.0%	28.9%	30.6%	
Somewhat important	1.8%	3.7%	4.2%	1.5%	4.0%	4.4%	2.1%	3.1%	3.8%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	
Total(n)	282	4,215	8,076	136	2,423	4,701	146	1,792	3,375	
Service										
Essential	19.1%	20.6%	19.9%	19.9%	19.7%	18.8%	18.5%	22.1%	21.7%	
Very important	44.7%	41.9%	41.0%	40.4%	41.2%	40.6%	48.6%	42.9%	41.7%	
Somewhat important	33.3%	34.2%	35.7%	35.3%	35.5%	36.7%	31.5%	32.0%	34.1%	
Not important	2.8%	3.4%	3.4%	4.4%	3.6%	3.9%	1.4%	3.0%	2.4%	
Total(n)	282	4,214	8,074	136	2,422	4,699	146	1,792	3,375	

University of Northern Colorado	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?										
Taught an honors course	8.6%	19.4%	19.7%	9.0%	21.1%	20.8%	8.2%	16.7%	17.9%	
Taught an interdisciplinary course	29.8%	45.3%	48.6%	29.4%	47.3%	50.2%	30.1%	42.1%	46.0%	
Taught an ethnic studies course	9.7%	9.6%	10.0%	9.7%	8.1%	8.5%	9.7%	11.9%	12.7%	
Taught a women's studies course	4.6%	5.2%	5.6%	1.5%	1.8%	1.7%	7.5%	10.8%	12.1%	
Taught a service learning course	18.2%	16.8%	16.3%	17.2%	14.2%	14.0%	19.2%	21.0%	20.2%	
Taught an exclusively web-based course at this institution	35.0%	15.1%	12.9%	23.1%	12.6%	10.8%	45.9%	19.2%	16.4%	
Participated in a teaching enhancement workshop	60.4%	53.8%	51.3%	53.0%	48.5%	45.7%	67.1%	62.4%	60.4%	
Advised student groups involved in service/volunteer work	43.9%	40.8%	40.4%	43.0%	38.0%	37.6%	44.8%	45.3%	45.0%	Civic Minded Practice
Collaborated with the local community in research/teaching	50.5%	45.0%	43.0%	46.7%	41.8%	39.8%	54.1%	50.1%	48.3%	
Conducted research or writing focused on international/global issues	29.6%	31.3%	33.6%	32.1%	32.6%	34.2%	27.4%	29.3%	32.5%	
Conducted research or writing focused on racial or ethnic minorities	27.5%	24.3%	25.2%	20.1%	19.8%	20.3%	34.2%	31.7%	33.1%	
Conducted research or writing focused on women and gender issues	17.5%	19.8%	20.4%	11.2%	12.6%	13.2%	23.3%	31.4%	32.3%	
Engaged undergraduates on <u>your</u> research project	38.9%	48.9%	51.3%	47.8%	53.9%	56.2%	30.8%	40.9%	43.2%	
Worked with undergraduates on a research project	53.4%	60.1%	62.4%	61.5%	63.8%	66.1%	45.9%	54.0%	56.2%	
Engaged in academic research that spans multiple disciplines	58.7%	69.1%	71.3%	59.3%	72.5%	74.4%	58.2%	63.5%	66.3%	
Taught a seminar for first-year students	19.3%	20.8%	22.7%	17.9%	20.5%	22.4%	20.5%	21.1%	23.2%	
Taught a capstone course	38.2%	32.0%	31.3%	38.1%	32.2%	31.5%	38.4%	31.5%	31.0%	
Taught in a learning community (e.g., FIG, linked courses)	15.7%	8.7%	7.4%	20.1%	8.2%	7.0%	11.6%	9.5%	8.1%	
Supervised an undergraduate thesis	23.2%	32.9%	34.8%	23.1%	35.0%	36.1%	23.3%	29.6%	32.5%	
Published op-ed pieces or editorials	17.8%	16.0%	16.7%	25.9%	18.7%	19.2%	10.3%	11.5%	12.6%	
Received funding for your work from foundations	17.5%	21.5%	24.3%	17.9%	23.0%	26.5%	17.1%	19.0%	20.6%	
Received funding for your work from state or federal government	21.4%	38.9%	38.8%	24.6%	44.0%	43.7%	18.5%	30.6%	30.6%	
Received funding for your work from business or industry	7.9%	14.5%	14.4%	8.2%	18.4%	18.2%	7.5%	8.2%	8.1%	
Total(n)	280	4,189	8,016	134	2,405	4,668	146	1,784	3,348	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	3.01	2.18	2.12	2.96	2.17	2.10	3.05	2.21	2.17	
Median	3	2	2	3	2	2	3	2	2	
Mode	3	2	2	3	2	2	3	2	2	
Total(n)	281	4,216	8,078	136	2,423	4,702	145	1,793	3,376	
Teach at least one course this term at another institution	6.0%	2.3%	2.6%	5.1%	1.6%	2.3%	6.8%	3.3%	3.1%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	19.9%	16.2%	15.5%	19.9%	15.7%	15.4%	19.9%	17.0%	15.8%	
Mean student enrollment	50.3	64.4	62.3	51.5	70.6	69.1	49.3	55.1	51.3	
Have teaching/lab assistant or reader/grader assigned	25.6%	34.8%	39.6%	17.9%	37.6%	42.8%	32.8%	30.6%	34.5%	
Course required for an undergraduate major										
Teach at least one course	66.3%	56.9%	51.5%	72.1%	58.4%	52.1%	61.0%	54.4%	50.5%	
Mean student enrollment	33.4	45.5	44.2	33.7	45.7	43.9	33.1	45.1	44.6	
Have teaching/lab assistant or reader/grader assigned	15.5%	28.8%	33.2%	15.5%	31.5%	35.7%	15.5%	24.0%	28.8%	
Other undergraduate course										
Teach at least one course	22.0%	24.1%	24.9%	27.2%	24.9%	25.5%	17.1%	22.7%	24.0%	
Mean student enrollment	23.8	32.4	30.1	21.7	32.2	30.3	26.8	32.9	29.8	
Have teaching/lab assistant or reader/grader assigned	6.2%	18.7%	23.1%	9.0%	18.6%	24.1%	2.0%	19.0%	21.4%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.4%	0.3%	0.3%	0.0%	0.2%	0.2%	0.7%	0.5%	0.5%	
Mean student enrollment	8.6	46.7	34.4	.	28.0	17.6	8.6	56.4	48.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	3.2%	11.9%	.	0.0%	9.1%	0.0%	4.8%	14.2%	
Non-credit course (other than above)										
Teach at least one course	1.8%	1.0%	0.9%	1.5%	0.9%	0.9%	2.1%	1.1%	0.9%	
Mean student enrollment	6.0	32.8	29.2	7.0	41.5	33.4	5.3	21.6	22.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	5.2%	4.3%	0.0%	4.6%	3.7%	0.0%	6.0%	5.4%	
Graduate course										
Teach at least one course	36.5%	41.1%	44.6%	31.6%	41.1%	44.3%	41.1%	41.1%	45.0%	
Mean student enrollment	11.5	17.7	17.9	11.0	18.0	18.3	11.9	17.3	17.2	
Have teaching/lab assistant or reader/grader assigned	4.9%	9.9%	12.4%	6.6%	11.5%	14.8%	3.6%	7.5%	8.4%	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	47.4%	36.5%	38.5%	60.0%	36.8%	39.4%	33.3%	36.2%	36.6%	
Graduate courses	21.1%	31.5%	37.8%	20.0%	34.6%	42.1%	22.2%	26.7%	29.3%	
Non-credit courses	5.3%	16.6%	11.2%	0.0%	13.3%	7.9%	11.1%	21.6%	17.8%	
I do not teach	26.3%	15.4%	12.5%	20.0%	15.3%	10.5%	33.3%	15.6%	16.4%	
Total(n)	19	184	296	10	99	166	9	85	130	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	5.7%	5.3%	5.0%	5.9%	5.7%	5.0%	5.5%	4.6%	5.0%	
Writing	13.1%	12.3%	11.5%	13.2%	11.2%	10.1%	13.0%	14.2%	14.0%	
Mathematics	2.8%	4.0%	3.8%	2.9%	4.0%	4.0%	2.7%	4.0%	3.4%	
ESL	0.7%	1.0%	0.9%	0.7%	0.4%	0.4%	0.7%	2.0%	1.7%	
General academic skills	10.3%	10.6%	9.5%	11.0%	9.2%	8.3%	9.6%	12.8%	11.4%	
Other subject areas	6.0%	7.0%	6.3%	8.1%	6.8%	6.0%	4.1%	7.4%	6.8%	
Total(n)	282	4,216	8,078	136	2,423	4,702	146	1,793	3,376	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	25.5%	19.8%	18.2%	22.1%	17.9%	16.3%	28.8%	22.8%	21.3%	
No	63.1%	72.2%	74.5%	66.2%	75.6%	77.8%	60.3%	66.8%	68.9%	
Not eligible	5.0%	2.4%	2.1%	4.4%	2.3%	2.0%	5.5%	2.6%	2.2%	
Not available	6.4%	5.6%	5.3%	7.4%	4.2%	3.9%	5.5%	7.8%	7.6%	
Total(n)	282	4,212	8,059	136	2,421	4,692	146	1,791	3,367	
Paid sabbatical leave										
Yes	29.5%	29.4%	34.2%	37.0%	32.7%	37.9%	22.6%	24.0%	28.0%	
No	39.9%	49.4%	46.5%	36.3%	50.6%	47.1%	43.2%	47.5%	45.5%	
Not eligible	28.8%	17.9%	16.2%	23.7%	14.1%	12.6%	33.6%	24.2%	22.1%	
Not available	1.8%	3.3%	3.1%	3.0%	2.7%	2.4%	0.7%	4.3%	4.3%	
Total(n)	281	4,211	8,066	135	2,421	4,696	146	1,790	3,370	
Travel funds paid by the institution										
Yes	80.9%	74.2%	72.9%	83.1%	72.8%	71.0%	78.8%	76.4%	76.2%	
No	12.1%	21.1%	22.3%	10.3%	22.8%	24.8%	13.7%	18.3%	18.0%	
Not eligible	6.4%	3.0%	2.6%	5.1%	2.7%	2.3%	7.5%	3.6%	3.2%	
Not available	0.7%	1.7%	2.2%	1.5%	1.7%	1.9%	0.0%	1.7%	2.6%	
Total(n)	282	4,215	8,074	136	2,422	4,700	146	1,793	3,374	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	41.6%	50.0%	51.4%	47.4%	52.2%	53.5%	36.3%	46.6%	47.9%	
No	48.8%	44.9%	43.6%	43.7%	43.2%	42.4%	53.4%	47.5%	45.4%	
Not eligible	7.8%	3.9%	3.6%	6.7%	3.4%	2.8%	8.9%	4.8%	4.9%	
Not available	1.8%	1.2%	1.5%	2.2%	1.2%	1.2%	1.4%	1.1%	1.8%	
Total(n)	281	4,209	8,063	135	2,418	4,692	146	1,791	3,371	
Training for administrative leadership										
Yes	15.7%	13.0%	13.0%	17.8%	11.8%	12.4%	13.8%	15.0%	14.2%	
No	71.4%	75.9%	76.5%	71.1%	78.8%	79.1%	71.7%	71.3%	72.1%	
Not eligible	7.9%	6.4%	5.6%	7.4%	5.8%	4.8%	8.3%	7.4%	6.9%	
Not available	5.0%	4.6%	4.9%	3.7%	3.6%	3.8%	6.2%	6.4%	6.8%	
Total(n)	280	4,208	8,057	135	2,418	4,690	145	1,790	3,367	
Received incentives to develop new courses										
Yes	16.7%	20.2%	20.1%	16.3%	20.1%	20.4%	17.1%	20.3%	19.7%	
No	72.2%	71.1%	71.9%	75.6%	72.2%	73.0%	69.2%	69.2%	70.1%	
Not eligible	4.6%	3.0%	2.4%	4.4%	3.5%	2.6%	4.8%	2.1%	2.1%	
Not available	6.4%	5.8%	5.5%	3.7%	4.2%	3.9%	8.9%	8.3%	8.1%	
Total(n)	281	4,212	8,062	135	2,421	4,693	146	1,791	3,369	
Received incentives to integrate new technology into your classroom										
Yes	10.7%	16.7%	16.7%	11.9%	15.9%	16.1%	9.6%	18.2%	17.6%	
No	78.6%	75.9%	76.7%	80.0%	77.6%	78.4%	77.4%	73.3%	74.0%	
Not eligible	4.6%	2.3%	1.9%	4.4%	2.8%	2.1%	4.8%	1.5%	1.7%	
Not available	6.0%	5.0%	4.7%	3.7%	3.8%	3.4%	8.2%	7.0%	6.8%	
Total(n)	281	4,212	8,063	135	2,421	4,694	146	1,791	3,369	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	18.8%	14.4%	12.8%	19.9%	12.0%	10.3%	17.8%	18.2%	17.0%	
1-2	23.0%	15.2%	13.8%	17.6%	11.8%	11.2%	28.1%	20.6%	18.2%	
3-4	13.1%	10.9%	10.5%	10.3%	9.1%	8.6%	15.8%	13.8%	13.7%	
5-10	20.9%	16.6%	16.4%	22.8%	16.5%	15.8%	19.2%	16.7%	17.5%	
11-20	13.1%	15.1%	15.2%	14.0%	15.8%	15.4%	12.3%	13.8%	15.0%	
21-50	9.2%	16.6%	16.9%	13.2%	19.0%	18.7%	5.5%	12.8%	13.7%	
51+	1.8%	11.3%	14.3%	2.2%	15.7%	19.9%	1.4%	4.1%	5.0%	
Total(n)	282	4,213	8,070	136	2,422	4,699	146	1,791	3,371	
Mean	3.21	3.98	4.15	3.42	4.32	4.51	3.02	3.42	3.56	
Standard deviation	1.67	1.96	1.98	1.77	1.97	1.98	1.55	1.81	1.83	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.39	-0.47	-	-0.46	-0.55	-	-0.22	-0.30	
Chapters in edited volumes										Scholarly Productivity
None	56.1%	39.4%	35.5%	57.8%	36.0%	32.4%	54.5%	44.9%	40.6%	
1-2	24.3%	25.5%	25.5%	20.0%	25.1%	24.5%	28.3%	26.0%	27.0%	
3-4	9.6%	15.2%	14.4%	13.3%	17.1%	15.7%	6.2%	12.1%	12.2%	
5-10	6.4%	12.3%	14.4%	4.4%	13.5%	15.7%	8.3%	10.4%	12.3%	
11-20	2.1%	5.0%	6.3%	3.0%	5.2%	6.8%	1.4%	4.8%	5.4%	
21-50	1.4%	2.1%	3.0%	1.5%	2.4%	3.6%	1.4%	1.5%	2.0%	
51+	0.0%	0.5%	0.9%	0.0%	0.7%	1.2%	0.0%	0.3%	0.5%	
Total(n)	280	4,194	8,023	135	2,413	4,668	145	1,781	3,355	
Mean	1.79	2.26	2.43	1.79	2.37	2.56	1.78	2.10	2.23	
Standard deviation	1.14	1.37	1.47	1.17	1.40	1.52	1.11	1.31	1.38	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.34	-0.44	-	-0.41	-0.51	-	-0.24	-0.33	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	65.1%	60.3%	57.4%	61.0%	58.3%	54.5%	69.0%	63.7%	62.1%	
1-2	23.1%	24.7%	24.6%	23.5%	24.9%	24.9%	22.8%	24.4%	24.1%	
3-4	7.8%	8.4%	9.7%	10.3%	9.3%	10.6%	5.5%	6.9%	8.1%	
5-10	2.1%	4.9%	6.2%	2.9%	5.5%	7.1%	1.4%	4.0%	4.7%	
11-20	1.1%	1.2%	1.7%	1.5%	1.4%	2.3%	0.7%	0.8%	0.7%	
21-50	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.2%	0.2%	
51+	0.7%	0.1%	0.1%	0.7%	0.1%	0.1%	0.7%	0.1%	0.1%	
Total(n)	281	4,201	8,041	136	2,415	4,681	145	1,786	3,360	
Mean	1.54	1.64	1.72	1.63	1.69	1.80	1.45	1.55	1.59	
Standard deviation	0.94	0.97	1.04	1.01	1.02	1.10	0.86	0.89	0.91	
Significance	-		**	-			-			
Effect size	-	-0.10	-0.17	-	-0.06	-0.15	-	-0.11	-0.15	
Other, such as patents or computer software products										
None	90.4%	84.9%	83.6%	90.4%	80.6%	79.2%	90.4%	91.9%	90.8%	
1-2	4.3%	8.8%	8.9%	2.2%	11.1%	11.1%	6.2%	5.2%	5.2%	
3-4	3.2%	3.0%	3.6%	4.4%	3.9%	4.4%	2.1%	1.6%	2.3%	
5-10	0.7%	2.1%	2.3%	0.7%	2.8%	3.1%	0.7%	0.9%	1.0%	
11-20	0.7%	0.4%	0.7%	0.7%	0.5%	1.0%	0.7%	0.2%	0.2%	
21-50	0.7%	0.4%	0.6%	1.5%	0.6%	0.7%	0.0%	0.1%	0.4%	
51+	0.0%	0.4%	0.4%	0.0%	0.5%	0.5%	0.0%	0.1%	0.1%	
Total(n)	281	4,192	8,014	135	2,412	4,669	146	1,780	3,345	
Mean	1.19	1.27	1.31	1.24	1.35	1.40	1.15	1.13	1.16	
Standard deviation	0.70	0.79	0.85	0.84	0.90	0.96	0.54	0.53	0.62	
Significance	-		*	-			-			
Effect size	-	-0.10	-0.14	-	-0.12	-0.17	-	0.04	-0.02	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	76.5%	87.2%	87.1%	72.6%	87.4%	87.8%	80.1%	86.9%	85.9%	
1-2	6.8%	4.3%	4.7%	3.7%	3.7%	4.0%	9.6%	5.2%	5.8%	
3-4	3.6%	2.4%	2.3%	3.0%	2.1%	2.0%	4.1%	2.8%	2.7%	
5-10	7.1%	3.1%	3.4%	8.9%	2.9%	3.0%	5.5%	3.5%	3.9%	
11-20	2.1%	1.3%	1.1%	3.7%	1.6%	1.4%	0.7%	0.7%	0.6%	
21-50	2.1%	1.0%	0.8%	4.4%	1.2%	0.9%	0.0%	0.7%	0.7%	
51+	1.8%	0.8%	0.6%	3.7%	1.1%	0.8%	0.0%	0.3%	0.3%	
Total(n)	281	4,205	8,056	135	2,416	4,690	146	1,789	3,366	
Mean	1.65	1.33	1.32	1.96	1.36	1.32	1.37	1.29	1.31	
Standard deviation	1.40	1.02	0.98	1.76	1.10	1.02	0.86	0.88	0.91	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.31	0.34	-	0.55	0.63	-	0.09	0.07	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	26.6%	22.5%	20.5%	27.9%	19.2%	17.7%	25.3%	27.8%	25.1%	
1-2	38.7%	26.9%	25.2%	33.8%	25.2%	23.4%	43.2%	29.7%	28.3%	
3-4	23.0%	25.0%	25.0%	23.5%	25.8%	25.3%	22.6%	23.7%	24.5%	
5-10	8.9%	18.4%	20.9%	11.0%	20.9%	23.1%	6.8%	14.3%	17.1%	
11-20	2.1%	5.6%	6.2%	2.9%	6.8%	7.5%	1.4%	3.7%	4.1%	
21-50	0.4%	1.2%	1.6%	0.0%	1.5%	2.0%	0.7%	0.8%	0.9%	
51+	0.4%	0.3%	0.5%	0.7%	0.5%	0.8%	0.0%	0.0%	0.0%	
Total(n)	282	4,211	8,064	136	2,421	4,698	146	1,790	3,366	
Mean	2.24	2.63	2.74	2.30	2.77	2.89	2.18	2.39	2.49	
Standard deviation	1.07	1.27	1.30	1.15	1.29	1.33	0.98	1.18	1.20	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	-0.31	-0.38	-	-0.36	-0.44	-	-0.18	-0.26	Scholarly Productivity

University of Northern Colorado	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 you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a great extent	56.7%	49.3%	49.9%	61.8%	51.7%	51.8%	52.1%	45.2%	46.7%	
To some extent	36.2%	45.4%	44.6%	33.8%	43.9%	43.7%	38.4%	47.9%	46.2%	
Not at all	7.1%	5.3%	5.5%	4.4%	4.4%	4.5%	9.6%	6.9%	7.1%	
Total(n)	282	4,213	8,072	136	2,421	4,698	146	1,792	3,374	
Mean	2.50	2.44	2.44	2.57	2.47	2.47	2.42	2.38	2.40	
Standard deviation	0.63	0.59	0.60	0.58	0.58	0.58	0.66	0.61	0.62	
Significance	-			-		*	-			
Effect size	-	0.10	0.10	-	0.17	0.17	-	0.07	0.03	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	29.4%	31.0%	31.5%	40.4%	36.7%	37.1%	19.2%	21.8%	22.2%	
To some extent	51.4%	52.3%	51.0%	47.1%	49.6%	48.3%	55.5%	56.8%	55.6%	
Not at all	19.1%	16.7%	17.5%	12.5%	13.7%	14.6%	25.3%	21.4%	22.3%	
Total(n)	282	4,211	8,073	136	2,421	4,700	146	1,790	3,373	
Mean	2.10	2.14	2.14	2.28	2.23	2.23	1.94	2.00	2.00	
Standard deviation	0.69	0.68	0.69	0.67	0.67	0.68	0.67	0.66	0.67	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	0.07	0.07	-	-0.09	-0.09	
Experience close alignment between your work and your personal values										
To a great extent	61.7%	61.5%	62.8%	69.9%	62.9%	64.9%	54.1%	59.2%	59.2%	
To some extent	34.8%	34.8%	33.9%	25.7%	32.9%	31.3%	43.2%	37.9%	38.2%	
Not at all	3.5%	3.7%	3.4%	4.4%	4.2%	3.8%	2.7%	2.9%	2.6%	
Total(n)	282	4,213	8,073	136	2,421	4,699	146	1,792	3,374	
Mean	2.58	2.58	2.59	2.65	2.59	2.61	2.51	2.56	2.57	
Standard deviation	0.56	0.56	0.56	0.56	0.57	0.56	0.55	0.55	0.55	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.11	0.07	-	-0.09	-0.11	

University of Northern Colorado	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 you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	27.3%	29.6%	28.8%	21.3%	26.1%	24.9%	32.9%	35.4%	35.1%	
To some extent	36.5%	36.3%	36.0%	34.6%	34.8%	34.3%	38.4%	38.7%	38.9%	
Not at all	36.2%	34.1%	35.2%	44.1%	39.1%	40.8%	28.8%	25.9%	26.0%	
Total(n)	282	4,208	8,062	136	2,420	4,694	146	1,788	3,368	
Mean	1.91	1.96	1.94	1.77	1.87	1.84	2.04	2.09	2.09	
Standard deviation	0.79	0.80	0.80	0.78	0.80	0.80	0.79	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.06	-0.04	-	-0.13	-0.09	-	-0.06	-0.06	
Mentor new faculty										
To a great extent	18.1%	20.2%	21.1%	19.1%	20.1%	21.2%	17.1%	20.3%	20.9%	
To some extent	56.4%	48.9%	49.3%	58.1%	50.5%	50.6%	54.8%	46.3%	47.2%	
Not at all	25.5%	30.9%	29.6%	22.8%	29.4%	28.2%	28.1%	33.4%	31.9%	
Total(n)	282	4,211	8,068	136	2,422	4,698	146	1,789	3,370	
Mean	1.93	1.89	1.92	1.96	1.91	1.93	1.89	1.87	1.89	
Standard deviation	0.66	0.71	0.71	0.65	0.70	0.70	0.67	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.07	0.04	-	0.03	0.00	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	92.6%	91.5%	90.8%	91.1%	90.8%	90.2%	94.0%	92.5%	91.7%	
Occasionally	4.5%	5.4%	5.7%	6.7%	6.2%	6.7%	2.2%	4.0%	4.1%	
Not at all	3.0%	3.1%	3.5%	2.2%	2.9%	3.1%	3.7%	3.5%	4.2%	
Total(n)	269	4,066	7,753	135	2,355	4,558	134	1,711	3,195	
Mean	2.90	2.88	2.87	2.89	2.88	2.87	2.90	2.89	2.88	
Standard deviation	0.39	0.41	0.42	0.38	0.41	0.42	0.40	0.41	0.44	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.02	0.05	-	0.02	0.05	
Support their opinions with a logical argument										
Frequently	80.7%	79.2%	78.7%	79.3%	77.9%	77.2%	82.1%	81.3%	81.3%	
Occasionally	15.6%	17.2%	17.4%	17.8%	18.4%	19.0%	13.4%	15.1%	14.6%	
Not at all	3.7%	3.6%	3.9%	3.0%	3.6%	3.8%	4.5%	3.6%	4.1%	
Total(n)	269	4,061	7,744	135	2,352	4,553	134	1,709	3,191	
Mean	2.77	2.76	2.75	2.76	2.74	2.73	2.78	2.78	2.77	
Standard deviation	0.50	0.51	0.52	0.49	0.51	0.52	0.52	0.50	0.51	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.04	0.06	-	0.00	0.02	
Seek solutions to problems and explain them to others										
Frequently	76.5%	67.3%	67.3%	76.9%	65.6%	65.7%	76.1%	70.0%	70.1%	
Occasionally	19.8%	27.6%	27.2%	20.1%	29.1%	28.8%	19.4%	25.2%	24.5%	
Not at all	3.7%	5.1%	5.5%	3.0%	5.3%	5.6%	4.5%	4.8%	5.4%	
Total(n)	268	4,063	7,746	134	2,354	4,555	134	1,709	3,191	
Mean	2.73	2.62	2.62	2.74	2.60	2.60	2.72	2.65	2.65	
Standard deviation	0.52	0.58	0.59	0.50	0.59	0.59	0.54	0.57	0.58	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.19	0.19	-	0.24	0.24	-	0.12	0.12	
Revise their papers to improve their writing										
Frequently	55.4%	51.3%	50.6%	41.8%	47.1%	46.2%	69.2%	58.3%	58.1%	
Occasionally	34.8%	35.7%	35.3%	45.5%	38.4%	38.3%	24.1%	31.1%	30.3%	
Not at all	9.7%	13.0%	14.1%	12.7%	14.5%	15.5%	6.8%	10.6%	11.6%	
Total(n)	267	4,049	7,730	134	2,346	4,546	133	1,703	3,184	
Mean	2.46	2.38	2.37	2.29	2.33	2.31	2.62	2.48	2.47	
Standard deviation	0.67	0.71	0.72	0.68	0.71	0.72	0.61	0.68	0.69	
Significance	-		*	-			-	*	*	
Effect size	-	0.11	0.13	-	-0.06	-0.03	-	0.21	0.22	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	70.6%	65.1%	64.8%	65.9%	61.4%	60.9%	75.4%	71.2%	71.3%	
Occasionally	24.2%	29.1%	29.1%	28.1%	32.2%	32.5%	20.1%	23.9%	23.4%	
Not at all	5.2%	5.8%	6.1%	5.9%	6.3%	6.6%	4.5%	4.9%	5.3%	
Total(n)	269	4,056	7,734	135	2,349	4,545	134	1,707	3,189	
Mean	2.65	2.59	2.59	2.60	2.55	2.54	2.71	2.66	2.66	
Standard deviation	0.58	0.60	0.60	0.60	0.61	0.62	0.55	0.57	0.58	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.08	0.10	-	0.09	0.09	
Take risks for potential gains										
Frequently	36.3%	35.5%	35.2%	37.0%	33.5%	33.1%	35.6%	38.9%	38.9%	
Occasionally	52.1%	46.7%	46.1%	50.4%	47.2%	46.8%	53.8%	45.9%	44.8%	
Not at all	11.6%	17.8%	18.7%	12.6%	19.4%	20.1%	10.6%	15.2%	16.3%	
Total(n)	267	4,048	7,713	135	2,348	4,537	132	1,700	3,176	
Mean	2.25	2.18	2.17	2.24	2.14	2.13	2.25	2.24	2.23	
Standard deviation	0.65	0.71	0.72	0.66	0.71	0.72	0.63	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.14	0.15	-	0.01	0.03	
Seek alternative solutions to a problem										
Frequently	57.2%	55.9%	55.7%	56.3%	52.9%	53.4%	58.2%	60.8%	59.7%	
Occasionally	39.4%	37.9%	37.9%	40.7%	40.6%	40.4%	38.1%	33.2%	33.6%	
Not at all	3.3%	6.3%	6.4%	3.0%	6.4%	6.2%	3.7%	6.1%	6.7%	
Total(n)	269	4,056	7,731	135	2,349	4,545	134	1,707	3,186	
Mean	2.54	2.50	2.49	2.53	2.46	2.47	2.54	2.55	2.53	
Standard deviation	0.56	0.61	0.61	0.56	0.61	0.61	0.57	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.11	0.10	-	-0.02	0.02	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Look up scientific research articles and resources										
Frequently	55.4%	54.7%	56.3%	51.9%	52.1%	54.4%	59.0%	59.1%	59.5%	
Occasionally	34.9%	32.9%	31.0%	37.8%	36.4%	34.0%	32.1%	27.1%	25.8%	
Not at all	9.7%	12.4%	12.7%	10.4%	11.5%	11.6%	9.0%	13.9%	14.6%	
Total(n)	269	4,059	7,740	135	2,351	4,547	134	1,708	3,193	
Mean	2.46	2.42	2.44	2.41	2.41	2.43	2.50	2.45	2.45	
Standard deviation	0.67	0.70	0.71	0.67	0.69	0.69	0.66	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.00	-0.03	-	0.07	0.07	
Explore topics on their own, even though it was not required for a class										
Frequently	57.6%	52.2%	52.9%	62.2%	50.2%	50.9%	53.0%	55.7%	56.1%	
Occasionally	37.2%	42.3%	41.4%	32.6%	44.1%	43.4%	41.8%	39.1%	38.0%	
Not at all	5.2%	5.5%	5.7%	5.2%	5.7%	5.6%	5.2%	5.2%	5.9%	
Total(n)	269	4,062	7,743	135	2,354	4,553	134	1,708	3,190	
Mean	2.52	2.47	2.47	2.57	2.44	2.45	2.48	2.51	2.50	
Standard deviation	0.60	0.60	0.60	0.59	0.60	0.60	0.60	0.59	0.61	
Significance	-			-	*	*	-			
Effect size	-	0.08	0.08	-	0.22	0.20	-	-0.05	-0.03	
Accept mistakes as part of the learning process										
Frequently	73.6%	68.7%	68.9%	70.4%	65.8%	66.5%	76.9%	73.5%	73.0%	
Occasionally	22.7%	27.0%	26.5%	25.9%	29.5%	28.8%	19.4%	22.7%	22.6%	
Not at all	3.7%	4.3%	4.6%	3.7%	4.6%	4.8%	3.7%	3.8%	4.4%	
Total(n)	269	4,061	7,741	135	2,352	4,549	134	1,709	3,192	
Mean	2.70	2.64	2.64	2.67	2.61	2.62	2.73	2.70	2.69	
Standard deviation	0.53	0.56	0.57	0.55	0.57	0.58	0.52	0.54	0.55	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.11	0.09	-	0.06	0.07	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	72.9%	68.5%	68.1%	65.9%	63.9%	63.8%	79.9%	76.2%	75.3%	
Occasionally	23.8%	26.7%	26.8%	31.1%	31.2%	31.1%	16.4%	19.0%	19.4%	
Not at all	3.3%	4.8%	5.1%	3.0%	4.9%	5.0%	3.7%	4.7%	5.3%	
Total(n)	269	4,058	7,739	135	2,353	4,551	134	1,705	3,188	
Mean	2.70	2.64	2.63	2.63	2.59	2.59	2.76	2.72	2.70	
Standard deviation	0.53	0.57	0.58	0.54	0.58	0.59	0.51	0.55	0.56	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.07	0.07	-	0.07	0.11	
Integrate skills and knowledge from different sources and experiences										
Frequently	80.7%	72.8%	72.0%	78.5%	69.1%	68.5%	82.8%	78.9%	77.8%	
Occasionally	16.4%	22.8%	23.2%	19.3%	25.8%	26.0%	13.4%	17.9%	18.4%	
Not at all	3.0%	4.4%	4.8%	2.2%	5.1%	5.4%	3.7%	3.2%	3.8%	
Total(n)	269	4,060	7,740	135	2,354	4,552	134	1,706	3,188	
Mean	2.78	2.68	2.67	2.76	2.64	2.63	2.79	2.76	2.74	
Standard deviation	0.48	0.55	0.56	0.48	0.58	0.58	0.49	0.50	0.52	
Significance	-	**	**	-	*	**	-			
Effect size	-	0.18	0.20	-	0.21	0.22	-	0.06	0.10	

University of Northern Colorado	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?										
<u>Evaluation Methods</u>										
Multiple-choice exams										
All	14.6%	12.9%	11.8%	15.4%	12.6%	11.1%	13.9%	13.4%	13.0%	
Most	18.2%	14.2%	13.0%	19.9%	14.2%	13.2%	16.7%	14.2%	12.7%	
Some	34.6%	32.2%	30.1%	30.9%	32.4%	30.5%	38.2%	31.8%	29.4%	
None	32.5%	40.7%	45.1%	33.8%	40.8%	45.3%	31.3%	40.6%	44.8%	
Total(n)	280	4,202	8,047	136	2,418	4,693	144	1,784	3,354	
Mean	2.15	1.99	1.92	2.17	1.99	1.90	2.13	2.00	1.94	
Standard deviation	1.04	1.03	1.02	1.06	1.03	1.01	1.01	1.04	1.05	
Significance	-	*	***	-	*	**	-		*	
Effect size	-	0.16	0.23	-	0.17	0.27	-	0.13	0.18	
Essay exams										
All	23.1%	18.9%	18.9%	19.9%	19.9%	19.3%	26.2%	17.2%	18.3%	
Most	20.6%	19.1%	20.3%	19.9%	17.9%	19.9%	21.4%	21.0%	21.0%	
Some	34.9%	32.3%	30.9%	34.6%	32.4%	30.5%	35.2%	32.2%	31.6%	
None	21.4%	29.7%	29.8%	25.7%	29.8%	30.2%	17.2%	29.6%	29.1%	
Total(n)	281	4,198	8,044	136	2,416	4,688	145	1,782	3,356	
Mean	2.46	2.27	2.28	2.34	2.28	2.28	2.57	2.26	2.28	
Standard deviation	1.07	1.08	1.09	1.07	1.09	1.09	1.06	1.06	1.07	
Significance	-	**	**	-			-	***	**	
Effect size	-	0.18	0.17	-	0.06	0.06	-	0.29	0.27	
Short-answer exams										
All	20.6%	17.8%	17.0%	18.4%	18.5%	17.6%	22.8%	16.5%	16.1%	
Most	25.3%	23.0%	23.2%	25.7%	22.3%	23.5%	24.8%	24.2%	22.8%	
Some	36.3%	36.2%	35.7%	36.8%	36.6%	35.8%	35.9%	35.6%	35.5%	
None	17.8%	23.0%	24.1%	19.1%	22.6%	23.2%	16.6%	23.7%	25.6%	
Total(n)	281	4,191	8,028	136	2,410	4,678	145	1,781	3,350	
Mean	2.49	2.36	2.33	2.43	2.37	2.35	2.54	2.34	2.30	
Standard deviation	1.01	1.02	1.02	1.00	1.03	1.02	1.02	1.01	1.02	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.13	0.16	-	0.06	0.08	-	0.20	0.24	

University of Northern Colorado	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?										
<u>Evaluation Methods</u>										
Quizzes										
All	18.6%	16.7%	15.2%	15.4%	17.0%	15.5%	21.5%	16.2%	14.7%	
Most	18.9%	18.0%	16.9%	22.1%	17.9%	16.8%	16.0%	18.2%	17.1%	
Some	33.6%	34.6%	33.7%	32.4%	34.3%	33.4%	34.7%	35.1%	34.2%	
None	28.9%	30.7%	34.2%	30.1%	30.8%	34.3%	27.8%	30.5%	34.1%	
Total(n)	280	4,193	8,028	136	2,412	4,678	144	1,781	3,350	
Mean	2.27	2.21	2.13	2.23	2.21	2.13	2.31	2.20	2.12	
Standard deviation	1.07	1.05	1.05	1.05	1.06	1.05	1.10	1.05	1.04	
Significance	-		*	-			-		*	
Effect size	-	0.06	0.13	-	0.02	0.10	-	0.10	0.18	
Weekly essay assignments										
All	4.6%	8.6%	8.3%	4.4%	6.6%	6.4%	4.9%	11.8%	11.5%	
Most	11.8%	9.7%	10.0%	12.5%	9.0%	9.2%	11.1%	10.8%	11.4%	
Some	36.1%	29.5%	29.3%	31.6%	28.1%	27.7%	40.3%	31.9%	31.9%	
None	47.5%	52.2%	52.4%	51.5%	56.3%	56.7%	43.8%	45.5%	45.2%	
Total(n)	280	4,192	8,022	136	2,411	4,671	144	1,781	3,351	
Mean	1.74	1.75	1.74	1.70	1.66	1.65	1.77	1.89	1.89	
Standard deviation	0.84	0.95	0.94	0.85	0.90	0.89	0.83	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.04	0.06	-	-0.12	-0.12	
Student presentations										
All	23.1%	21.3%	21.8%	24.3%	17.9%	18.3%	22.1%	26.9%	27.4%	
Most	27.0%	21.7%	22.9%	19.9%	18.2%	19.5%	33.8%	27.2%	28.5%	
Some	38.1%	43.3%	41.6%	44.1%	47.0%	45.2%	32.4%	37.3%	35.7%	
None	11.7%	13.8%	13.7%	11.8%	16.9%	16.9%	11.7%	8.6%	8.3%	
Total(n)	281	4,205	8,058	136	2,420	4,694	145	1,785	3,364	
Mean	2.62	2.51	2.53	2.57	2.37	2.39	2.66	2.72	2.75	
Standard deviation	0.97	0.98	0.98	0.99	0.96	0.97	0.95	0.95	0.95	
Significance	-			-	*	*	-			
Effect size	-	0.11	0.09	-	0.21	0.19	-	-0.06	-0.09	Student-Centered Pedagogy

University of Northern Colorado	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?										
<u>Evaluation Methods</u>										
Term/research papers										
All	21.8%	18.5%	20.1%	21.3%	16.3%	17.9%	22.2%	22.2%	23.8%	
Most	27.5%	23.9%	24.5%	25.7%	23.4%	23.9%	29.2%	24.7%	25.5%	
Some	34.3%	39.0%	37.6%	33.1%	40.5%	38.9%	35.4%	36.7%	35.5%	
None	16.4%	18.6%	17.7%	19.9%	19.9%	19.3%	13.2%	16.4%	15.1%	
Total(n)	280	4,199	8,045	136	2,415	4,687	144	1,784	3,358	
Mean	2.55	2.42	2.47	2.49	2.36	2.40	2.60	2.53	2.58	
Standard deviation	1.01	0.99	1.00	1.04	0.98	0.99	0.98	1.01	1.01	
Significance	-	*		-			-			
Effect size	-	0.13	0.08	-	0.13	0.09	-	0.07	0.02	
Student evaluations of each others' work										
All	9.3%	9.8%	9.4%	8.9%	7.7%	7.1%	9.7%	13.3%	13.1%	Student-Centered Pedagogy
Most	17.2%	10.6%	10.0%	16.3%	9.3%	8.6%	18.1%	12.6%	12.3%	
Some	43.4%	37.1%	36.3%	41.5%	35.6%	34.9%	45.1%	39.5%	38.6%	
None	30.1%	42.5%	44.4%	33.3%	47.4%	49.4%	27.1%	34.6%	36.0%	
Total(n)	279	4,196	8,043	135	2,414	4,686	144	1,782	3,357	
Mean	2.06	1.88	1.84	2.01	1.77	1.73	2.10	2.05	2.02	
Standard deviation	0.92	0.95	0.95	0.93	0.91	0.89	0.91	1.00	1.00	
Significance	-	**	***	-	**	***	-			
Effect size	-	0.19	0.23	-	0.26	0.31	-	0.05	0.08	
Grading on a curve										
All	4.3%	8.6%	9.4%	7.4%	10.2%	10.9%	1.4%	6.0%	6.8%	
Most	6.8%	11.1%	11.6%	6.6%	13.7%	13.9%	7.0%	6.8%	7.6%	
Some	17.6%	20.0%	20.1%	23.5%	21.6%	21.4%	11.9%	17.3%	18.0%	
None	71.3%	60.4%	58.9%	62.5%	54.5%	53.7%	79.7%	69.9%	67.6%	
Total(n)	279	4,191	8,030	136	2,413	4,684	143	1,778	3,346	
Mean	1.44	1.68	1.71	1.59	1.80	1.82	1.30	1.49	1.54	
Standard deviation	0.80	0.98	1.00	0.91	1.02	1.04	0.66	0.86	0.90	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.24	-0.27	-	-0.21	-0.22	-	-0.22	-0.27	

University of Northern Colorado	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?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	33.9%	27.0%	27.2%	34.3%	25.2%	25.5%	33.6%	29.9%	30.0%	
Most	20.6%	18.4%	19.1%	19.4%	18.4%	19.1%	21.7%	18.4%	19.1%	
Some	19.9%	20.0%	19.3%	20.1%	19.9%	19.2%	19.6%	20.3%	19.6%	
None	25.6%	34.6%	34.3%	26.1%	36.6%	36.2%	25.2%	31.4%	31.2%	
Total(n)	277	4,155	7,961	134	2,396	4,647	143	1,759	3,314	
Mean	2.63	2.38	2.39	2.62	2.32	2.34	2.64	2.47	2.48	
Standard deviation	1.20	1.21	1.21	1.21	1.21	1.21	1.19	1.21	1.21	
Significance	-	***	**	-	**	**	-			
Effect size	-	0.21	0.20	-	0.25	0.23	-	0.14	0.13	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	71.2%	60.8%	62.6%	60.3%	54.5%	57.4%	81.4%	71.0%	71.4%	
Most	16.7%	20.4%	19.5%	22.1%	22.7%	20.8%	11.7%	16.7%	17.4%	
Some	9.3%	15.4%	14.6%	14.0%	18.1%	17.5%	4.8%	10.8%	9.9%	
None	2.8%	3.4%	3.2%	3.7%	4.6%	4.3%	2.1%	1.5%	1.4%	
Total(n)	281	4,206	8,064	136	2,420	4,698	145	1,786	3,366	
Mean	3.56	3.39	3.42	3.39	3.27	3.31	3.72	3.57	3.59	
Standard deviation	0.78	0.87	0.85	0.86	0.92	0.91	0.65	0.74	0.72	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.20	0.16	-	0.13	0.09	-	0.20	0.18	
Cooperative learning (small groups)										
All	46.4%	35.4%	34.1%	35.1%	26.6%	26.4%	57.0%	49.7%	46.9%	
Most	22.1%	20.1%	20.3%	17.9%	19.4%	19.5%	26.1%	21.2%	21.6%	
Some	23.2%	31.2%	30.6%	34.3%	36.6%	34.6%	12.7%	22.4%	24.0%	
None	8.3%	13.3%	15.0%	12.7%	17.4%	19.5%	4.2%	6.7%	7.5%	
Total(n)	276	4,183	8,015	134	2,405	4,666	142	1,778	3,349	
Mean	3.07	2.78	2.74	2.75	2.55	2.53	3.36	3.14	3.08	
Standard deviation	1.01	1.07	1.08	1.07	1.06	1.08	0.86	0.98	1.00	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.27	0.31	-	0.19	0.20	-	0.22	0.28	

University of Northern Colorado	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?										
<u>Instructional Techniques/Methods</u>										
Experiential learning/Field studies										Student-Centered Pedagogy
All	21.4%	12.3%	11.8%	19.1%	9.1%	8.8%	23.6%	17.5%	16.7%	
Most	16.1%	13.7%	13.4%	13.2%	12.7%	12.4%	18.8%	15.4%	15.0%	
Some	31.4%	30.6%	31.1%	32.4%	32.3%	32.4%	30.6%	27.7%	28.8%	
None	31.1%	43.4%	43.8%	35.3%	45.9%	46.4%	27.1%	39.3%	39.4%	
Total(n)	280	4,195	8,040	136	2,412	4,684	144	1,783	3,356	
Mean	2.28	1.95	1.93	2.16	1.85	1.84	2.39	2.11	2.09	
Standard deviation	1.12	1.03	1.02	1.11	0.96	0.96	1.12	1.11	1.10	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.32	0.34	-	0.32	0.33	-	0.25	0.27	
Teaching assistants										
All	2.2%	4.3%	6.3%	1.5%	4.6%	6.8%	2.8%	3.8%	5.6%	
Most	4.7%	8.0%	9.2%	5.9%	9.0%	9.9%	3.5%	6.5%	7.9%	
Some	24.7%	34.1%	35.7%	20.7%	35.4%	37.3%	28.5%	31.9%	33.1%	
None	68.5%	53.5%	48.8%	71.9%	51.0%	46.0%	65.3%	57.7%	53.4%	
Total(n)	279	4,188	8,024	135	2,408	4,673	144	1,780	3,351	
Mean	1.41	1.63	1.73	1.37	1.67	1.78	1.44	1.56	1.66	
Standard deviation	0.68	0.81	0.87	0.67	0.82	0.88	0.70	0.78	0.85	
Significance	-	***	***	-	***	***	-	-	**	
Effect size	-	-0.27	-0.37	-	-0.37	-0.47	-	-0.15	-0.26	
Recitals/Demonstrations										
All	10.8%	8.3%	8.5%	12.6%	6.3%	7.1%	9.0%	11.6%	10.9%	
Most	15.1%	9.5%	10.2%	11.9%	10.0%	11.2%	18.1%	8.7%	8.5%	
Some	25.8%	26.4%	27.7%	26.7%	27.0%	29.0%	25.0%	25.6%	25.5%	
None	48.4%	55.7%	53.6%	48.9%	56.7%	52.7%	47.9%	54.2%	55.0%	
Total(n)	279	4,189	8,032	135	2,410	4,679	144	1,779	3,353	
Mean	1.88	1.70	1.74	1.88	1.66	1.73	1.88	1.78	1.75	
Standard deviation	1.03	0.95	0.95	1.05	0.90	0.92	1.01	1.02	1.01	
Significance	-	**	*	-	**	-	-	-	-	
Effect size	-	0.19	0.15	-	0.24	0.16	-	0.10	0.13	

University of Northern Colorado	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?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	17.9%	15.0%	14.2%	17.0%	11.6%	11.2%	18.8%	20.5%	19.3%	
Most	23.7%	17.3%	16.6%	21.5%	16.3%	15.9%	25.7%	18.9%	17.9%	
Some	37.6%	42.3%	42.7%	36.3%	43.1%	42.7%	38.9%	41.0%	42.8%	
None	20.8%	25.4%	26.4%	25.2%	29.0%	30.2%	16.7%	19.6%	20.0%	
Total(n)	279	4,187	8,031	135	2,408	4,679	144	1,779	3,352	
Mean	2.39	2.22	2.19	2.30	2.10	2.08	2.47	2.40	2.36	
Standard deviation	1.01	0.99	0.98	1.03	0.95	0.95	0.98	1.02	1.01	
Significance	-	**	***	-	*	**	-			
Effect size	-	0.17	0.20	-	0.21	0.23	-	0.07	0.11	
Extensive lecturing										
All	13.6%	18.1%	18.1%	20.6%	22.8%	22.3%	6.9%	10.5%	11.2%	
Most	25.0%	27.3%	27.0%	24.3%	29.1%	28.9%	25.7%	24.4%	23.8%	
Some	39.6%	36.8%	37.9%	38.2%	35.4%	36.3%	41.0%	39.0%	40.5%	
None	21.8%	17.8%	17.0%	16.9%	12.7%	12.5%	26.4%	26.2%	24.5%	
Total(n)	280	4,193	8,038	136	2,411	4,682	144	1,782	3,356	
Mean	2.30	2.46	2.46	2.49	2.62	2.61	2.13	2.19	2.22	
Standard deviation	0.96	0.98	0.98	1.00	0.97	0.97	0.89	0.94	0.94	
Significance	-	**	**	-			-			
Effect size	-	-0.16	-0.16	-	-0.13	-0.12	-	-0.06	-0.10	
Multiple drafts of written work										
All	10.0%	10.0%	9.1%	8.1%	6.7%	6.3%	11.7%	15.5%	13.8%	
Most	14.6%	12.8%	13.0%	8.1%	11.5%	11.7%	20.7%	14.8%	15.2%	
Some	45.7%	45.1%	45.0%	45.9%	45.4%	45.0%	45.5%	44.6%	44.9%	
None	29.6%	32.1%	32.9%	37.8%	36.5%	37.0%	22.1%	25.1%	26.1%	
Total(n)	280	4,188	8,026	135	2,409	4,676	145	1,779	3,350	
Mean	2.05	2.01	1.98	1.87	1.88	1.87	2.22	2.21	2.17	
Standard deviation	0.92	0.92	0.91	0.88	0.86	0.85	0.92	0.99	0.97	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.01	0.00	-	0.01	0.05	

University of Northern Colorado	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?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										
All	13.2%	7.6%	7.6%	11.8%	5.9%	6.4%	14.6%	10.4%	9.7%	Student-Centered Pedagogy
Most	16.1%	12.3%	12.6%	12.5%	10.0%	10.4%	19.4%	16.0%	16.1%	
Some	41.4%	45.0%	45.6%	40.4%	45.1%	45.8%	42.4%	44.8%	45.2%	
None	29.3%	35.0%	34.2%	35.3%	38.9%	37.4%	23.6%	28.7%	29.0%	
Total(n)	280	4,193	8,038	136	2,414	4,686	144	1,779	3,352	
Mean	2.13	1.93	1.94	2.01	1.83	1.86	2.25	2.08	2.07	
Standard deviation	0.98	0.88	0.88	0.98	0.84	0.84	0.98	0.93	0.91	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	0.23	0.22	-	0.21	0.18	-	0.18	0.20	
Reflective writing/journaling										
All	14.3%	6.7%	6.3%	10.3%	3.7%	3.8%	18.1%	11.6%	10.3%	Student-Centered Pedagogy
Most	12.5%	9.8%	9.6%	8.8%	7.7%	7.7%	16.0%	13.3%	12.7%	
Some	32.9%	29.0%	28.1%	27.2%	26.5%	25.7%	38.2%	33.0%	32.1%	
None	40.4%	54.5%	56.1%	53.7%	62.2%	62.7%	27.8%	42.2%	45.0%	
Total(n)	280	4,188	8,034	136	2,411	4,683	144	1,777	3,351	
Mean	2.01	1.69	1.66	1.76	1.53	1.53	2.24	1.94	1.88	
Standard deviation	1.05	0.90	0.89	0.99	0.79	0.80	1.05	1.01	0.99	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	0.36	0.39	-	0.29	0.29	-	0.30	0.36	
Community service as part of coursework										
All	1.4%	1.6%	1.4%	1.5%	1.1%	0.9%	1.4%	2.5%	2.3%	Civic Minded Practice
Most	4.6%	4.2%	3.7%	2.9%	2.8%	2.5%	6.3%	6.5%	5.7%	
Some	23.9%	18.1%	17.0%	25.7%	15.5%	14.6%	22.2%	22.5%	21.0%	
None	70.0%	76.0%	77.8%	69.9%	80.6%	82.0%	70.1%	68.5%	70.9%	
Total(n)	280	4,190	8,032	136	2,413	4,686	144	1,777	3,346	
Mean	1.38	1.31	1.29	1.36	1.24	1.22	1.39	1.43	1.40	
Standard deviation	0.64	0.63	0.60	0.62	0.55	0.53	0.67	0.72	0.70	
Significance	-		*	-	*	**	-			
Effect size	-	0.11	0.15	-	0.22	0.26	-	-0.06	-0.01	

University of Northern Colorado	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?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	3.9%	2.3%	2.1%	5.1%	1.3%	1.5%	2.8%	3.8%	3.1%	
Most	10.4%	4.9%	4.2%	8.8%	4.4%	3.7%	11.8%	5.6%	4.9%	
Some	13.2%	13.4%	12.5%	11.0%	12.6%	11.8%	15.3%	14.7%	13.7%	
None	72.5%	79.5%	81.2%	75.0%	81.7%	83.0%	70.1%	75.9%	78.3%	
Total(n)	280	4,191	8,034	136	2,414	4,684	144	1,777	3,350	
Mean	1.46	1.30	1.27	1.44	1.25	1.24	1.47	1.37	1.33	
Standard deviation	0.83	0.66	0.64	0.86	0.60	0.59	0.81	0.76	0.71	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	0.24	0.30	-	0.32	0.34	-	0.13	0.20	
Using real-life problems										
All	41.6%	30.8%	29.4%	37.0%	27.1%	26.1%	45.8%	36.9%	34.8%	
Most	30.1%	27.1%	25.9%	33.3%	28.5%	26.9%	27.1%	24.9%	24.4%	
Some	21.5%	29.1%	29.5%	22.2%	30.1%	30.2%	20.8%	27.3%	28.3%	
None	6.8%	13.0%	15.2%	7.4%	14.3%	16.8%	6.3%	10.8%	12.6%	
Total(n)	279	4,195	8,048	135	2,415	4,692	144	1,780	3,356	
Mean	3.06	2.76	2.69	3.00	2.68	2.62	3.13	2.88	2.81	
Standard deviation	0.95	1.03	1.05	0.95	1.02	1.05	0.95	1.03	1.05	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.29	0.35	-	0.31	0.36	-	0.24	0.30	
Using student inquiry to drive learning										
All	28.5%	20.2%	19.6%	24.3%	17.6%	17.1%	32.4%	24.5%	23.9%	
Most	31.3%	24.7%	24.8%	31.6%	23.1%	23.1%	31.0%	27.3%	27.7%	
Some	33.1%	41.6%	40.9%	35.3%	44.0%	43.1%	31.0%	37.7%	37.2%	
None	7.1%	13.4%	14.6%	8.8%	15.3%	16.7%	5.5%	10.4%	11.2%	
Total(n)	281	4,195	8,042	136	2,416	4,688	145	1,779	3,354	
Mean	2.81	2.52	2.49	2.71	2.43	2.41	2.90	2.66	2.64	
Standard deviation	0.93	0.96	0.97	0.93	0.95	0.96	0.92	0.96	0.96	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.30	0.33	-	0.29	0.31	-	0.25	0.27	Student-Centered Pedagogy

University of Northern Colorado	Total			Men			Women			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:										
Becoming an authority in my field										
Essential	33.0%	36.0%	40.2%	39.0%	39.4%	43.7%	27.4%	30.6%	34.3%	
Very important	33.0%	35.2%	34.0%	31.6%	34.2%	32.5%	34.2%	36.8%	36.5%	
Somewhat important	28.4%	23.4%	21.0%	23.5%	22.4%	20.0%	32.9%	24.9%	22.6%	
Not important	5.7%	5.4%	4.8%	5.9%	4.0%	3.8%	5.5%	7.7%	6.6%	
Total(n)	282	4,215	8,075	136	2,422	4,701	146	1,793	3,374	
Mean	2.93	3.02	3.10	3.04	3.09	3.16	2.84	2.90	2.99	
Standard deviation	0.92	0.90	0.89	0.93	0.88	0.87	0.89	0.92	0.91	
Significance	-		**	-			-			
Effect size	-	-0.10	-0.19	-	-0.06	-0.14	-	-0.07	-0.16	
Influencing the political structure										
Essential	3.5%	4.9%	5.2%	5.1%	4.3%	4.7%	2.1%	5.9%	6.0%	
Very important	18.8%	19.1%	18.9%	16.9%	17.2%	16.8%	20.5%	22.1%	22.4%	
Somewhat important	44.3%	42.8%	42.1%	41.9%	42.9%	41.9%	46.6%	42.5%	42.5%	
Not important	33.3%	33.3%	33.7%	36.0%	35.6%	36.6%	30.8%	29.5%	29.1%	
Total(n)	282	4,211	8,067	136	2,421	4,697	146	1,790	3,370	
Mean	1.93	1.96	1.96	1.91	1.90	1.90	1.94	2.04	2.05	
Standard deviation	0.81	0.85	0.86	0.86	0.83	0.84	0.77	0.87	0.87	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	0.01	0.01	-	-0.11	-0.13	
Influencing social values										
Essential	11.3%	13.4%	14.1%	12.5%	10.8%	11.3%	10.3%	17.8%	18.8%	
Very important	41.8%	33.6%	32.2%	34.6%	29.9%	28.8%	48.6%	39.8%	37.7%	Civic
Somewhat important	31.9%	39.2%	38.4%	32.4%	42.6%	41.1%	31.5%	33.5%	33.9%	Minded
Not important	14.9%	13.8%	15.3%	20.6%	16.7%	18.8%	9.6%	8.9%	9.5%	Values
Total(n)	282	4,211	8,066	136	2,422	4,699	146	1,789	3,367	
Mean	2.50	2.47	2.45	2.39	2.35	2.33	2.60	2.67	2.66	Social
Standard deviation	0.88	0.89	0.91	0.95	0.88	0.91	0.80	0.87	0.89	Agency
Significance	-			-			-			
Effect size	-	0.03	0.05	-	0.05	0.07	-	-0.08	-0.07	

University of Northern Colorado	Total			Men			Women			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:										
Raising a family										
Essential	44.1%	48.2%	50.3%	48.1%	49.0%	51.7%	40.4%	46.9%	47.9%	
Very important	23.8%	24.8%	23.9%	25.2%	26.7%	25.5%	22.6%	21.8%	21.3%	
Somewhat important	13.5%	10.2%	9.9%	11.9%	10.3%	9.6%	15.1%	10.0%	10.4%	
Not important	18.5%	16.8%	15.9%	14.8%	14.0%	13.2%	21.9%	21.4%	20.5%	
Total(n)	281	4,203	8,052	135	2,415	4,692	146	1,788	3,360	
Mean	2.94	3.04	3.09	3.07	3.11	3.16	2.82	2.94	2.97	
Standard deviation	1.15	1.12	1.11	1.09	1.07	1.06	1.19	1.19	1.18	
Significance	-		*	-			-			
Effect size	-	-0.09	-0.14	-	-0.04	-0.08	-	-0.10	-0.13	
Becoming very well off financially										
Essential	3.9%	4.6%	4.8%	3.7%	4.9%	5.3%	4.1%	4.2%	3.9%	
Very important	26.3%	22.0%	22.6%	29.6%	24.2%	25.0%	23.3%	18.6%	18.7%	
Somewhat important	53.4%	54.2%	54.3%	50.4%	54.6%	54.2%	56.2%	53.5%	54.5%	
Not important	16.4%	19.1%	18.2%	16.3%	16.3%	15.4%	16.4%	23.8%	22.9%	
Total(n)	281	4,210	8,066	135	2,421	4,699	146	1,789	3,367	
Mean	2.18	2.12	2.14	2.21	2.18	2.20	2.15	2.03	2.04	
Standard deviation	0.74	0.76	0.76	0.75	0.76	0.76	0.74	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.04	0.01	-	0.16	0.14	
Helping others who are in difficulty										
Essential	28.1%	26.2%	25.4%	25.2%	23.7%	22.6%	30.8%	30.2%	30.1%	
Very important	47.0%	46.6%	46.2%	49.6%	44.9%	44.8%	44.5%	49.3%	48.6%	
Somewhat important	23.8%	26.4%	27.0%	23.7%	30.2%	30.9%	24.0%	20.1%	20.6%	
Not important	1.1%	0.9%	1.3%	1.5%	1.2%	1.7%	0.7%	0.4%	0.7%	
Total(n)	281	4,210	8,066	135	2,418	4,697	146	1,792	3,369	
Mean	3.02	2.98	2.96	2.99	2.91	2.88	3.05	3.09	3.08	
Standard deviation	0.75	0.75	0.76	0.74	0.76	0.77	0.76	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.11	0.14	-	-0.06	-0.04	

University of Northern Colorado	Total			Men			Women			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:										
Adopting 'green' practices to protect the environment										
Essential	18.6%	19.1%	17.1%	17.8%	16.8%	14.6%	19.3%	23.0%	21.3%	
Very important	41.8%	38.6%	38.2%	39.3%	36.3%	35.6%	44.1%	42.3%	42.4%	
Somewhat important	34.3%	36.4%	37.6%	36.3%	39.3%	40.4%	32.4%	31.6%	32.9%	
Not important	5.4%	5.9%	7.1%	6.7%	7.7%	9.3%	4.1%	3.1%	3.4%	
Total(n)	280	4,209	8,063	135	2,420	4,698	145	1,789	3,365	
Mean	2.74	2.71	2.65	2.68	2.62	2.56	2.79	2.85	2.82	
Standard deviation	0.82	0.84	0.84	0.84	0.85	0.85	0.80	0.80	0.80	
Significance	-			-			-			
Effect size	-	0.04	0.11	-	0.07	0.14	-	-0.08	-0.04	
Developing a meaningful philosophy of life										
Essential	57.5%	48.6%	48.8%	56.7%	46.2%	45.9%	58.2%	52.6%	53.7%	
Very important	26.8%	32.9%	31.6%	25.4%	34.0%	32.7%	28.1%	31.2%	29.9%	
Somewhat important	13.2%	14.4%	15.2%	14.2%	15.2%	16.3%	12.3%	13.2%	13.4%	
Not important	2.5%	4.0%	4.4%	3.7%	4.6%	5.1%	1.4%	3.0%	3.1%	
Total(n)	280	4,211	8,063	134	2,419	4,694	146	1,792	3,369	
Mean	3.39	3.26	3.25	3.35	3.22	3.19	3.43	3.34	3.34	
Standard deviation	0.81	0.85	0.87	0.86	0.87	0.89	0.76	0.82	0.82	
Significance	-	*	**	-		*	-			
Effect size	-	0.15	0.16	-	0.15	0.18	-	0.11	0.11	
Helping to promote racial understanding										
Essential	40.2%	33.7%	32.8%	33.3%	26.8%	26.2%	46.6%	44.9%	43.9%	
Very important	40.9%	38.6%	38.4%	40.7%	39.5%	38.6%	41.1%	37.2%	38.1%	
Somewhat important	17.1%	23.0%	23.6%	23.0%	27.4%	28.2%	11.6%	15.8%	16.0%	
Not important	1.8%	4.7%	5.1%	3.0%	6.3%	7.0%	0.7%	2.0%	2.0%	
Total(n)	281	4,206	8,058	135	2,416	4,691	146	1,790	3,367	
Mean	3.20	3.01	2.99	3.04	2.87	2.84	3.34	3.25	3.24	
Standard deviation	0.78	0.87	0.88	0.83	0.88	0.89	0.71	0.79	0.79	
Significance	-	***	***	-	*	**	-			
Effect size	-	0.22	0.24	-	0.19	0.22	-	0.11	0.13	Social Agency

University of Northern Colorado	Total			Men			Women			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:										
Integrating spirituality into my life										
Essential	30.8%	21.3%	21.9%	25.6%	18.6%	19.4%	35.6%	25.7%	26.0%	
Very important	21.1%	19.7%	19.1%	23.3%	19.8%	19.1%	19.2%	19.6%	19.2%	
Somewhat important	22.9%	25.9%	25.3%	21.8%	25.6%	24.4%	24.0%	26.3%	26.8%	
Not important	25.1%	33.1%	33.7%	29.3%	36.0%	37.1%	21.2%	28.4%	27.9%	
Total(n)	279	4,199	8,050	133	2,412	4,687	146	1,787	3,363	
Mean	2.58	2.29	2.29	2.45	2.21	2.21	2.69	2.43	2.43	
Standard deviation	1.17	1.14	1.15	1.16	1.12	1.14	1.17	1.15	1.15	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.25	0.25	-	0.21	0.21	-	0.23	0.23	
Making a theoretical contribution to science										
Essential	11.7%	16.4%	18.0%	15.6%	19.2%	20.5%	8.2%	11.8%	13.7%	
Very important	21.7%	27.8%	28.3%	18.5%	29.6%	30.2%	24.7%	24.8%	25.3%	
Somewhat important	35.2%	27.0%	25.4%	31.1%	26.8%	24.9%	39.0%	27.2%	26.4%	
Not important	31.3%	28.9%	28.2%	34.8%	24.4%	24.4%	28.1%	36.2%	34.6%	
Total(n)	281	4,204	8,053	135	2,414	4,691	146	1,790	3,362	
Mean	2.14	2.32	2.36	2.15	2.44	2.47	2.13	2.12	2.18	
Standard deviation	0.99	1.06	1.07	1.07	1.06	1.07	0.92	1.03	1.06	
Significance	-	**	***	-	**	***	-			
Effect size	-	-0.17	-0.21	-	-0.27	-0.30	-	0.01	-0.05	
Participating in a community action program										
Essential	8.9%	7.0%	6.8%	8.9%	4.9%	4.8%	8.9%	10.4%	10.3%	
Very important	21.7%	21.3%	20.4%	20.7%	19.5%	18.3%	22.6%	24.1%	23.7%	
Somewhat important	49.1%	45.8%	45.6%	43.7%	45.9%	46.2%	54.1%	45.6%	44.6%	
Not important	20.3%	26.0%	27.2%	26.7%	29.8%	30.7%	14.4%	19.8%	21.5%	
Total(n)	281	4,202	8,047	135	2,414	4,687	146	1,788	3,360	
Mean	2.19	2.09	2.07	2.12	2.00	1.97	2.26	2.25	2.23	
Standard deviation	0.86	0.86	0.86	0.91	0.83	0.82	0.81	0.89	0.90	
Significance	-		*	-		*	-			
Effect size	-	0.12	0.14	-	0.14	0.18	-	0.01	0.03	Social Agency

University of Northern Colorado	Total			Men			Women			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:										
Keeping up to date with political affairs										Social Agency
Essential	20.0%	20.6%	21.1%	24.4%	20.7%	20.7%	15.9%	20.4%	21.6%	
Very important	36.8%	38.3%	39.2%	39.3%	38.1%	39.3%	34.5%	38.8%	38.8%	
Somewhat important	34.6%	33.9%	32.6%	28.1%	34.7%	32.9%	40.7%	32.6%	32.1%	
Not important	8.6%	7.2%	7.2%	8.1%	6.5%	7.0%	9.0%	8.3%	7.4%	
Total(n)	280	4,209	8,063	135	2,418	4,696	145	1,791	3,367	
Mean	2.68	2.72	2.74	2.80	2.73	2.74	2.57	2.71	2.75	
Standard deviation	0.89	0.87	0.87	0.90	0.86	0.87	0.86	0.88	0.88	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.07	-	0.08	0.07	-	-0.16	-0.20	
Becoming a community leader										Social Agency
Essential	6.7%	5.1%	5.0%	8.1%	4.2%	4.2%	5.5%	6.6%	6.2%	
Very important	13.8%	13.1%	12.4%	13.2%	12.5%	11.5%	14.4%	14.0%	13.8%	
Somewhat important	43.6%	42.1%	41.6%	39.7%	43.3%	42.7%	47.3%	40.3%	39.8%	
Not important	35.8%	39.7%	41.0%	39.0%	40.0%	41.5%	32.9%	39.2%	40.2%	
Total(n)	282	4,204	8,056	136	2,416	4,694	146	1,788	3,362	
Mean	1.91	1.84	1.81	1.90	1.81	1.79	1.92	1.88	1.86	
Standard deviation	0.87	0.84	0.84	0.92	0.81	0.81	0.83	0.88	0.88	
Significance	-		*	-			-			
Effect size	-	0.08	0.12	-	0.11	0.14	-	0.05	0.07	
Mentoring the next generation of scholars										
Essential	46.1%	39.5%	41.5%	39.0%	37.3%	39.4%	52.7%	43.2%	45.0%	
Very important	35.8%	39.2%	38.6%	39.0%	39.5%	38.8%	32.9%	38.8%	38.2%	
Somewhat important	15.6%	18.7%	17.6%	19.1%	20.1%	19.1%	12.3%	16.3%	15.2%	
Not important	2.5%	2.6%	2.3%	2.9%	3.1%	2.7%	2.1%	1.8%	1.6%	
Total(n)	282	4,211	8,066	136	2,419	4,697	146	1,792	3,369	
Mean	3.26	3.16	3.19	3.14	3.11	3.15	3.36	3.23	3.27	
Standard deviation	0.81	0.81	0.80	0.83	0.83	0.82	0.78	0.78	0.77	
Significance	-	*		-			-			
Effect size	-	0.12	0.09	-	0.04	-0.01	-	0.17	0.12	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	86.3%	87.9%	88.9%	86.0%	85.3%	86.7%	86.5%	92.0%	92.6%	
Very important	12.3%	11.5%	10.4%	13.2%	14.0%	12.6%	11.3%	7.5%	6.7%	
Somewhat important	0.4%	0.3%	0.3%	0.0%	0.5%	0.5%	0.7%	0.1%	0.1%	
Not important	1.1%	0.3%	0.3%	0.7%	0.2%	0.2%	1.4%	0.4%	0.6%	
Total(n)	277	4,136	7,900	136	2,383	4,614	141	1,753	3,286	
Mean	3.84	3.87	3.88	3.85	3.84	3.86	3.83	3.91	3.91	
Standard deviation	0.46	0.37	0.37	0.42	0.39	0.38	0.49	0.32	0.34	
Significance	-			-			-	**	**	
Effect size	-	-0.08	-0.11	-	0.03	-0.03	-	-0.25	-0.24	
Prepare students for employment after college										
Essential	50.9%	37.9%	35.5%	47.8%	36.8%	34.4%	53.9%	39.7%	37.4%	
Very important	34.3%	39.4%	40.7%	38.2%	38.8%	40.4%	30.5%	40.5%	41.2%	
Somewhat important	12.6%	20.4%	20.7%	11.0%	22.1%	21.9%	14.2%	17.6%	18.7%	
Not important	2.2%	2.3%	3.0%	2.9%	2.4%	3.3%	1.4%	2.3%	2.7%	
Total(n)	277	4,131	7,890	136	2,380	4,608	141	1,751	3,282	
Mean	3.34	3.13	3.09	3.31	3.10	3.06	3.37	3.17	3.13	
Standard deviation	0.78	0.81	0.82	0.78	0.82	0.83	0.78	0.80	0.81	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	0.26	0.30	-	0.26	0.30	-	0.25	0.30	
Prepare students for graduate or advanced education										
Essential	31.5%	24.0%	24.7%	29.6%	22.7%	23.3%	33.3%	26.1%	27.1%	
Very important	50.7%	48.7%	49.6%	51.9%	48.2%	49.8%	49.6%	49.3%	49.3%	
Somewhat important	16.3%	26.4%	24.4%	17.8%	28.2%	25.7%	14.9%	23.3%	22.3%	
Not important	1.4%	1.0%	1.3%	0.7%	0.8%	1.2%	2.1%	1.2%	1.4%	
Total(n)	276	4,132	7,889	135	2,380	4,609	141	1,752	3,280	
Mean	3.12	2.96	2.98	3.10	2.93	2.95	3.14	3.00	3.02	
Standard deviation	0.72	0.74	0.74	0.70	0.73	0.73	0.74	0.74	0.74	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	0.22	0.19	-	0.23	0.21	-	0.19	0.16	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	31.9%	28.0%	28.8%	23.7%	24.3%	24.8%	39.7%	34.1%	35.4%	
Very important	42.0%	37.9%	37.2%	45.9%	39.0%	38.4%	38.3%	36.2%	35.2%	
Somewhat important	22.1%	28.0%	27.8%	24.4%	30.6%	30.0%	19.9%	23.8%	24.0%	
Not important	4.0%	6.0%	6.3%	5.9%	6.1%	6.8%	2.1%	5.9%	5.4%	
Total(n)	276	4,128	7,885	135	2,380	4,609	141	1,748	3,276	
Mean	3.02	2.88	2.88	2.87	2.82	2.81	3.16	2.98	3.01	
Standard deviation	0.84	0.89	0.90	0.84	0.87	0.89	0.81	0.90	0.90	
Significance	-	*	*	-			-	*		
Effect size	-	0.16	0.16	-	0.06	0.07	-	0.20	0.17	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	19.9%	15.1%	15.0%	12.6%	12.2%	12.1%	27.0%	19.9%	20.1%	
Very important	35.5%	33.2%	32.5%	35.6%	30.3%	29.7%	35.5%	38.2%	37.2%	
Somewhat important	36.6%	40.4%	41.4%	38.5%	44.4%	45.3%	34.8%	33.7%	34.8%	
Not important	8.0%	11.3%	11.1%	13.3%	13.1%	13.0%	2.8%	8.2%	8.0%	
Total(n)	276	4,129	7,888	135	2,380	4,610	141	1,749	3,278	
Mean	2.67	2.52	2.51	2.47	2.41	2.41	2.87	2.70	2.69	
Standard deviation	0.88	0.88	0.88	0.88	0.87	0.86	0.85	0.88	0.88	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.17	0.18	-	0.07	0.07	-	0.19	0.20	
Teach students the classic works of Western civilization										
Essential	9.4%	8.0%	8.5%	10.4%	8.3%	9.2%	8.5%	7.4%	7.4%	
Very important	20.3%	18.1%	18.2%	21.5%	19.4%	18.8%	19.1%	15.8%	17.1%	
Somewhat important	43.5%	40.8%	40.2%	37.0%	39.6%	39.0%	49.6%	42.9%	42.3%	
Not important	26.8%	33.1%	33.0%	31.1%	32.6%	32.9%	22.7%	34.0%	33.2%	
Total(n)	276	4,122	7,874	135	2,375	4,599	141	1,747	3,275	
Mean	2.12	2.01	2.02	2.11	2.03	2.04	2.13	1.96	1.99	
Standard deviation	0.91	0.91	0.92	0.97	0.92	0.94	0.86	0.89	0.89	
Significance	-			-			-	*		
Effect size	-	0.12	0.11	-	0.09	0.07	-	0.19	0.16	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										Undergrad Education Goal: Personal Development
Essential	27.5%	23.4%	24.1%	21.5%	20.2%	21.0%	33.3%	28.7%	29.4%	
Very important	41.7%	36.4%	36.4%	43.7%	34.9%	35.2%	39.7%	38.8%	38.4%	
Somewhat important	24.6%	33.8%	32.6%	26.7%	37.7%	36.1%	22.7%	27.2%	26.5%	
Not important	6.2%	6.5%	6.9%	8.1%	7.3%	7.7%	4.3%	5.3%	5.7%	
Total(n)	276	4,130	7,886	135	2,378	4,607	141	1,752	3,279	
Mean	2.91	2.77	2.78	2.79	2.68	2.69	3.02	2.91	2.92	
Standard deviation	0.87	0.88	0.89	0.88	0.88	0.89	0.86	0.87	0.88	
Significance	-	*	*	-			-			
Effect size	-	0.16	0.15	-	0.13	0.11	-	0.13	0.11	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	34.8%	29.3%	28.9%	23.7%	24.7%	24.3%	45.4%	37.1%	36.7%	
Very important	40.2%	38.1%	37.9%	43.7%	38.2%	38.2%	36.9%	38.1%	37.5%	
Somewhat important	20.3%	26.7%	26.9%	25.2%	30.6%	30.4%	15.6%	20.2%	21.1%	
Not important	4.7%	5.8%	6.3%	7.4%	6.6%	7.2%	2.1%	4.6%	4.7%	
Total(n)	276	4,128	7,880	135	2,377	4,602	141	1,751	3,278	
Mean	3.05	2.91	2.89	2.84	2.81	2.80	3.26	3.08	3.06	
Standard deviation	0.86	0.89	0.89	0.87	0.88	0.89	0.80	0.87	0.87	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.16	0.18	-	0.03	0.04	-	0.21	0.23	
Instill in students a commitment to community service										Civic Minded Values
Essential	17.4%	13.9%	13.1%	14.1%	11.1%	10.0%	20.6%	18.5%	18.3%	
Very important	33.7%	28.7%	28.6%	26.7%	25.5%	26.2%	40.4%	34.1%	32.6%	
Somewhat important	39.5%	42.2%	42.3%	45.2%	45.1%	44.5%	34.0%	37.3%	38.4%	
Not important	9.4%	15.2%	16.1%	14.1%	18.3%	19.3%	5.0%	10.1%	10.7%	
Total(n)	276	4,124	7,880	135	2,375	4,602	141	1,749	3,278	
Mean	2.59	2.41	2.39	2.41	2.29	2.27	2.77	2.61	2.58	
Standard deviation	0.88	0.91	0.91	0.90	0.89	0.88	0.83	0.90	0.91	
Significance	-	**	***	-			-	*	*	
Effect size	-	0.20	0.22	-	0.13	0.16	-	0.18	0.21	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	44.2%	35.3%	33.7%	36.3%	25.0%	24.2%	51.8%	52.3%	49.7%	
Very important	35.5%	33.7%	34.3%	34.1%	35.1%	35.0%	36.9%	31.3%	33.2%	
Somewhat important	14.9%	24.4%	25.0%	21.5%	30.7%	31.1%	8.5%	13.9%	14.7%	
Not important	5.4%	6.6%	7.0%	8.1%	9.1%	9.8%	2.8%	2.5%	2.4%	
Total(n)	276	4,127	7,881	135	2,378	4,606	141	1,749	3,275	
Mean	3.18	2.98	2.95	2.99	2.76	2.74	3.38	3.33	3.30	
Standard deviation	0.88	0.93	0.93	0.95	0.93	0.93	0.76	0.81	0.81	
Significance	-	***	***	-	**	**	-			
Effect size	-	0.22	0.25	-	0.25	0.27	-	0.06	0.10	
Help master knowledge in a discipline										
Essential	61.6%	58.1%	58.2%	57.8%	56.7%	57.1%	65.2%	60.4%	60.1%	
Very important	33.3%	35.2%	35.3%	37.0%	35.9%	36.1%	29.8%	34.1%	33.9%	
Somewhat important	4.0%	6.2%	6.0%	4.4%	6.8%	6.4%	3.5%	5.1%	5.4%	
Not important	1.1%	0.5%	0.5%	0.7%	0.6%	0.4%	1.4%	0.4%	0.7%	
Total(n)	276	4,127	7,883	135	2,378	4,607	141	1,749	3,276	
Mean	3.55	3.51	3.51	3.52	3.49	3.50	3.59	3.55	3.53	
Standard deviation	0.63	0.64	0.63	0.62	0.65	0.64	0.63	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.05	0.03	-	0.07	0.10	
Develop creative capacities										
Essential	39.6%	36.5%	38.3%	43.3%	36.2%	38.5%	36.2%	37.0%	38.0%	
Very important	40.0%	42.9%	42.1%	38.1%	42.3%	41.5%	41.8%	43.8%	43.1%	
Somewhat important	18.2%	18.8%	17.6%	15.7%	20.1%	18.4%	20.6%	16.7%	16.2%	
Not important	2.2%	1.9%	2.0%	3.0%	1.5%	1.6%	1.4%	2.5%	2.6%	
Total(n)	275	4,122	7,876	134	2,373	4,603	141	1,749	3,273	
Mean	3.17	3.14	3.17	3.22	3.13	3.17	3.13	3.15	3.17	
Standard deviation	0.80	0.78	0.78	0.82	0.78	0.78	0.78	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	0.12	0.06	-	-0.03	-0.05	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	33.3%	25.3%	25.3%	32.6%	23.0%	22.7%	34.0%	29.1%	29.5%	
Very important	35.5%	34.7%	35.7%	34.8%	33.8%	35.3%	36.2%	36.0%	36.4%	
Somewhat important	25.4%	31.7%	30.4%	25.2%	33.9%	32.5%	25.5%	28.2%	26.7%	
Not important	5.8%	8.3%	8.7%	7.4%	9.3%	9.4%	4.3%	6.7%	7.4%	
Total(n)	276	4,123	7,870	135	2,377	4,602	141	1,746	3,268	
Mean	2.96	2.77	2.78	2.93	2.70	2.71	3.00	2.87	2.88	
Standard deviation	0.91	0.92	0.92	0.94	0.92	0.92	0.88	0.91	0.92	
Significance	-	***	**	-	**	**	-			
Effect size	-	0.21	0.20	-	0.25	0.24	-	0.14	0.13	
Promote ability to write effectively										
Essential	61.2%	56.1%	55.8%	54.1%	51.4%	51.3%	68.1%	64.0%	63.5%	
Very important	33.3%	33.9%	34.4%	40.0%	36.0%	36.8%	27.0%	30.4%	30.3%	
Somewhat important	4.0%	8.4%	8.3%	4.4%	10.8%	10.2%	3.5%	4.6%	5.1%	
Not important	1.4%	1.5%	1.5%	1.5%	1.9%	1.7%	1.4%	1.0%	1.1%	
Total(n)	276	4,126	7,884	135	2,377	4,607	141	1,749	3,277	
Mean	3.54	3.45	3.45	3.47	3.37	3.38	3.62	3.57	3.56	
Standard deviation	0.65	0.71	0.71	0.66	0.75	0.74	0.63	0.63	0.64	
Significance	-	*	*	-			-			
Effect size	-	0.13	0.13	-	0.13	0.12	-	0.08	0.09	
Help students evaluate the quality and reliability of information										
Essential	69.2%	61.9%	61.9%	66.7%	55.9%	56.6%	71.6%	71.8%	70.8%	
Very important	28.3%	34.0%	33.6%	31.1%	39.5%	38.5%	25.5%	24.8%	25.3%	
Somewhat important	1.4%	3.7%	3.8%	1.5%	4.1%	4.2%	1.4%	3.1%	3.3%	
Not important	1.1%	0.4%	0.7%	0.7%	0.5%	0.7%	1.4%	0.4%	0.6%	
Total(n)	276	4,126	7,881	135	2,377	4,606	141	1,749	3,275	
Mean	3.66	3.57	3.57	3.64	3.51	3.51	3.67	3.68	3.66	
Standard deviation	0.57	0.59	0.60	0.55	0.60	0.61	0.58	0.55	0.57	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.15	0.15	-	0.22	0.21	-	-0.02	0.02	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	33.0%	29.7%	29.2%	26.7%	24.3%	24.2%	39.0%	38.7%	37.7%	
Very important	33.0%	36.3%	36.2%	33.3%	36.1%	35.2%	32.6%	36.6%	37.8%	
Somewhat important	26.1%	25.4%	25.4%	28.9%	29.7%	29.9%	23.4%	18.2%	17.8%	
Not important	8.0%	8.6%	9.2%	11.1%	9.9%	10.6%	5.0%	6.4%	6.7%	
Total(n)	276	4,122	7,875	135	2,377	4,605	141	1,745	3,270	
Mean	2.91	2.87	2.85	2.76	2.75	2.73	3.06	3.08	3.07	
Standard deviation	0.95	0.94	0.94	0.97	0.93	0.95	0.91	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	0.01	0.03	-	-0.02	-0.01	
Teach students tolerance and respect for different beliefs										
Essential	54.3%	44.7%	43.5%	42.2%	33.5%	33.5%	66.0%	63.2%	60.3%	
Very important	30.8%	33.2%	33.3%	38.5%	37.3%	36.7%	23.4%	26.4%	27.6%	
Somewhat important	11.2%	17.9%	18.5%	14.1%	23.5%	23.8%	8.5%	8.5%	9.6%	
Not important	3.6%	4.2%	4.7%	5.2%	5.6%	5.9%	2.1%	1.9%	2.5%	
Total(n)	276	4,123	7,877	135	2,375	4,602	141	1,748	3,275	
Mean	3.36	3.18	3.16	3.18	2.99	2.98	3.53	3.51	3.46	
Standard deviation	0.82	0.87	0.88	0.86	0.89	0.90	0.74	0.73	0.77	
Significance	-	***	***	-	*	*	-			
Effect size	-	0.21	0.23	-	0.21	0.22	-	0.03	0.09	
Encourage students to become agents of social change										
Essential	26.1%	20.9%	20.4%	19.3%	14.7%	14.5%	32.6%	31.1%	30.5%	
Very important	33.7%	29.8%	28.8%	30.4%	26.6%	25.4%	36.9%	35.2%	34.5%	
Somewhat important	28.3%	32.3%	33.0%	32.6%	37.1%	37.7%	24.1%	24.4%	25.1%	
Not important	12.0%	17.0%	17.7%	17.8%	21.6%	22.4%	6.4%	9.3%	9.8%	
Total(n)	276	4,122	7,873	135	2,375	4,601	141	1,747	3,272	
Mean	2.74	2.55	2.52	2.51	2.34	2.32	2.96	2.88	2.86	
Standard deviation	0.98	1.00	1.01	1.00	0.98	0.98	0.91	0.96	0.96	
Significance	-	**	***	-		*	-			
Effect size	-	0.19	0.22	-	0.17	0.19	-	0.08	0.10	Civic Minded Values

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	6.4%	0.6%	0.5%	6.6%	0.4%	0.5%	6.2%	0.8%	0.6%	
1-4	10.0%	27.6%	29.9%	6.6%	28.3%	31.0%	13.1%	26.4%	28.1%	
5-8	21.0%	41.3%	41.6%	14.0%	41.8%	41.9%	27.6%	40.5%	41.2%	
9-12	38.8%	20.5%	19.0%	44.1%	20.3%	18.6%	33.8%	20.9%	19.9%	
13-16	9.6%	5.2%	4.7%	11.8%	4.5%	4.1%	7.6%	6.4%	5.8%	
17-20	6.4%	3.1%	2.6%	9.6%	3.0%	2.5%	3.4%	3.3%	2.9%	
21-34	6.0%	1.4%	1.3%	5.9%	1.4%	1.2%	6.2%	1.6%	1.4%	
35-44	0.4%	0.1%	0.1%	0.7%	0.1%	0.1%	0.0%	0.1%	0.1%	
45+	1.4%	0.2%	0.2%	0.7%	0.2%	0.2%	2.1%	0.1%	0.1%	
Total(n)	281	4,207	8,064	136	2,416	4,692	145	1,791	3,372	
Mean	3.89	3.19	3.12	4.08	3.16	3.09	3.71	3.23	3.18	
Standard deviation	1.58	1.13	1.10	1.53	1.11	1.09	1.61	1.15	1.12	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.62	0.70	-	0.83	0.91	-	0.42	0.47	
Preparing for teaching (including reading student papers and grading)										
None	5.4%	0.6%	0.5%	5.9%	0.7%	0.6%	4.8%	0.5%	0.4%	
1-4	12.1%	17.4%	17.8%	15.6%	19.8%	20.0%	9.0%	13.4%	14.1%	
5-8	17.5%	27.5%	28.7%	17.8%	29.6%	30.4%	17.2%	24.1%	25.7%	
9-12	24.3%	23.8%	23.3%	27.4%	23.8%	23.7%	21.4%	23.9%	22.6%	
13-16	17.5%	11.9%	12.3%	17.8%	10.5%	11.0%	17.2%	14.2%	14.4%	
17-20	12.9%	10.6%	9.7%	9.6%	8.4%	7.9%	15.9%	14.2%	12.8%	
21-34	7.9%	6.4%	6.0%	5.9%	6.0%	5.3%	9.7%	7.1%	7.1%	
35-44	0.4%	1.0%	1.1%	0.0%	0.5%	0.5%	0.7%	1.6%	2.1%	
45+	2.1%	0.8%	0.6%	0.0%	0.7%	0.5%	4.1%	1.0%	0.9%	
Total(n)	280	4,201	8,046	135	2,412	4,680	145	1,789	3,366	
Mean	4.21	3.96	3.91	3.88	3.79	3.75	4.52	4.23	4.19	
Standard deviation	1.76	1.58	1.56	1.56	1.53	1.48	1.88	1.62	1.63	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	0.16	0.19	-	0.06	0.09	-	0.18	0.20	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	7.4%	4.5%	4.1%	8.1%	4.3%	4.2%	6.8%	4.9%	4.0%	
1-4	52.1%	57.4%	56.9%	54.4%	58.6%	57.5%	50.0%	55.5%	55.9%	
5-8	26.2%	26.5%	26.9%	27.2%	26.6%	27.2%	25.3%	26.4%	26.5%	
9-12	8.2%	7.3%	7.7%	5.1%	6.7%	6.9%	11.0%	8.2%	8.9%	
13-16	3.9%	2.4%	2.8%	4.4%	2.2%	2.8%	3.4%	2.8%	2.7%	
17-20	0.7%	1.3%	1.2%	0.7%	1.3%	1.1%	0.7%	1.3%	1.4%	
21-34	1.1%	0.5%	0.4%	0.0%	0.3%	0.3%	2.1%	0.7%	0.6%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.4%	0.1%	0.1%	0.0%	0.1%	0.1%	0.7%	0.0%	0.0%	
Total(n)	282	4,206	8,064	136	2,416	4,693	146	1,790	3,371	
Mean	2.57	2.52	2.54	2.46	2.50	2.51	2.68	2.56	2.58	
Standard deviation	1.11	0.95	0.95	0.93	0.93	0.92	1.25	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	-0.04	-0.05	-	0.12	0.10	
Committee work and meetings										
None	9.9%	7.5%	6.9%	11.0%	7.6%	7.3%	8.9%	7.3%	6.3%	
1-4	48.9%	54.2%	55.9%	54.4%	54.7%	56.4%	43.8%	53.3%	54.9%	
5-8	25.2%	25.6%	24.9%	19.1%	25.9%	25.0%	30.8%	25.1%	24.8%	
9-12	8.2%	8.2%	8.2%	8.8%	8.0%	7.8%	7.5%	8.5%	8.8%	
13-16	4.6%	2.8%	2.5%	4.4%	2.4%	2.0%	4.8%	3.5%	3.3%	
17-20	2.1%	1.3%	1.3%	1.5%	0.9%	1.0%	2.7%	2.1%	1.7%	
21-34	0.7%	0.4%	0.4%	0.7%	0.4%	0.4%	0.7%	0.2%	0.3%	
35-44	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	282	4,204	8,055	136	2,415	4,687	146	1,789	3,368	
Mean	2.60	2.50	2.49	2.49	2.48	2.46	2.70	2.55	2.54	
Standard deviation	1.18	0.99	0.97	1.12	0.97	0.95	1.23	1.04	1.01	
Significance	-			-			-			
Effect size	-	0.10	0.11	-	0.01	0.03	-	0.14	0.16	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	32.3%	30.3%	28.7%	33.1%	30.8%	29.9%	31.5%	29.3%	26.6%	
1-4	34.8%	37.2%	38.4%	35.3%	38.5%	38.3%	34.2%	35.0%	38.6%	
5-8	13.5%	14.6%	15.4%	13.2%	15.0%	16.0%	13.7%	14.0%	14.3%	
9-12	7.4%	7.4%	7.6%	5.1%	6.0%	6.3%	9.6%	9.7%	9.8%	
13-16	3.5%	4.0%	4.1%	3.7%	3.4%	3.9%	3.4%	4.9%	4.5%	
17-20	3.2%	3.1%	2.7%	2.9%	3.1%	2.7%	3.4%	3.0%	2.8%	
21-34	3.9%	2.7%	2.4%	5.1%	2.6%	2.3%	2.7%	2.9%	2.4%	
35-44	1.1%	0.4%	0.4%	1.5%	0.4%	0.5%	0.7%	0.5%	0.4%	
45+	0.4%	0.4%	0.3%	0.0%	0.2%	0.2%	0.7%	0.7%	0.5%	
Total(n)	282	4,195	8,043	136	2,411	4,683	146	1,784	3,360	
Mean	2.48	2.42	2.42	2.48	2.35	2.37	2.48	2.53	2.50	
Standard deviation	1.70	1.56	1.51	1.76	1.50	1.48	1.66	1.64	1.55	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.09	0.07	-	-0.03	-0.01	
Research and scholarly writing										
None	11.0%	10.9%	9.8%	11.8%	8.8%	7.6%	10.3%	14.5%	13.4%	
1-4	42.2%	24.9%	22.5%	34.6%	22.9%	20.5%	49.3%	28.2%	26.0%	
5-8	24.1%	20.1%	18.9%	25.0%	19.0%	18.0%	23.3%	21.8%	20.4%	
9-12	11.3%	14.4%	15.2%	13.2%	14.8%	15.6%	9.6%	13.9%	14.5%	
13-16	5.3%	8.8%	9.0%	8.1%	9.2%	8.9%	2.7%	8.1%	9.2%	
17-20	3.5%	7.7%	8.9%	3.7%	8.9%	10.0%	3.4%	5.8%	7.1%	
21-34	1.1%	7.6%	9.0%	2.2%	9.2%	10.9%	0.0%	4.9%	5.7%	
35-44	0.4%	3.8%	4.3%	0.7%	5.0%	5.5%	0.0%	1.9%	2.4%	
45+	1.1%	1.8%	2.3%	0.7%	2.4%	2.9%	1.4%	0.8%	1.3%	
Total(n)	282	4,197	8,042	136	2,414	4,687	146	1,783	3,355	
Mean	2.81	3.68	3.89	2.99	3.95	4.17	2.64	3.24	3.44	
Standard deviation	1.46	2.05	2.12	1.56	2.13	2.18	1.34	1.83	1.93	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.42	-0.51	-	-0.45	-0.54	-	-0.33	-0.41	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	56.2%	59.8%	60.2%	50.0%	57.5%	59.0%	62.1%	63.7%	62.2%	
1-4	24.2%	23.3%	23.8%	21.3%	24.3%	24.6%	26.9%	21.7%	22.5%	
5-8	9.6%	9.7%	9.1%	11.8%	10.4%	9.4%	7.6%	8.7%	8.7%	
9-12	5.7%	4.0%	3.9%	10.3%	4.9%	4.2%	1.4%	2.7%	3.4%	
13-16	1.8%	1.3%	1.3%	2.9%	1.2%	1.1%	0.7%	1.7%	1.7%	
17-20	1.1%	1.0%	0.9%	2.2%	1.0%	0.8%	0.0%	1.0%	1.0%	
21-34	1.1%	0.5%	0.4%	1.5%	0.6%	0.5%	0.7%	0.3%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.4%	0.2%	0.3%	0.0%	0.2%	0.3%	0.7%	0.3%	0.2%	
Total(n)	281	4,184	8,016	136	2,401	4,664	145	1,783	3,352	
Mean	1.82	1.70	1.68	2.07	1.75	1.70	1.59	1.63	1.65	
Standard deviation	1.28	1.14	1.12	1.42	1.16	1.14	1.08	1.11	1.10	
Significance	-		*	-	**	***	-			
Effect size	-	0.11	0.13	-	0.28	0.32	-	-0.04	-0.05	
Consultation with clients/patients										
None	74.4%	81.5%	81.8%	80.7%	82.1%	81.9%	68.5%	80.4%	81.6%	
1-4	15.7%	11.4%	11.4%	13.3%	10.8%	11.4%	17.8%	12.5%	11.5%	
5-8	5.3%	3.6%	3.3%	3.7%	3.6%	3.4%	6.8%	3.7%	3.3%	
9-12	2.8%	1.5%	1.5%	0.0%	1.1%	1.2%	5.5%	2.1%	1.9%	
13-16	1.1%	0.5%	0.5%	0.7%	0.6%	0.5%	1.4%	0.2%	0.3%	
17-20	0.4%	0.5%	0.5%	0.7%	0.5%	0.5%	0.0%	0.6%	0.6%	
21-34	0.4%	0.5%	0.5%	0.7%	0.6%	0.4%	0.0%	0.4%	0.5%	
35-44	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.1%	0.0%	
45+	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Total(n)	281	4,199	8,045	135	2,412	4,681	146	1,787	3,364	
Mean	1.43	1.34	1.34	1.32	1.35	1.34	1.53	1.34	1.33	
Standard deviation	0.91	0.97	0.96	0.87	1.02	0.98	0.94	0.88	0.93	
Significance	-			-			-	*	*	
Effect size	-	0.09	0.09	-	-0.03	-0.02	-	0.22	0.22	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Community or public service										
None	42.2%	46.5%	48.1%	39.7%	49.3%	50.3%	44.5%	42.0%	44.4%	Civic Minded Practice
1-4	45.0%	43.1%	42.1%	49.3%	40.9%	40.0%	41.1%	46.7%	45.5%	
5-8	9.6%	7.7%	7.2%	8.8%	7.5%	7.2%	10.3%	8.0%	7.2%	
9-12	1.8%	1.8%	1.7%	1.5%	1.5%	1.6%	2.1%	2.3%	2.1%	
13-16	0.7%	0.4%	0.4%	0.7%	0.4%	0.4%	0.7%	0.6%	0.5%	
17-20	0.4%	0.3%	0.3%	0.0%	0.2%	0.3%	0.7%	0.4%	0.3%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
45+	0.4%	0.0%	0.1%	0.0%	0.1%	0.1%	0.7%	0.0%	0.0%	
Total(n)	282	4,205	8,052	136	2,413	4,685	146	1,792	3,367	
Mean	1.77	1.68	1.66	1.74	1.64	1.64	1.79	1.74	1.70	
Standard deviation	0.91	0.81	0.81	0.74	0.80	0.82	1.05	0.82	0.79	
Significance	-		*	-			-			
Effect size	-	0.11	0.14	-	0.13	0.12	-	0.06	0.11	
Outside consulting/freelance work										
None	62.4%	71.1%	69.7%	55.9%	68.9%	67.5%	68.5%	74.6%	73.4%	
1-4	27.3%	22.7%	23.3%	31.6%	24.0%	24.7%	23.3%	20.5%	21.1%	
5-8	6.0%	4.5%	4.9%	5.9%	4.9%	5.6%	6.2%	3.8%	3.7%	
9-12	2.5%	1.2%	1.4%	2.9%	1.7%	1.5%	2.1%	0.6%	1.2%	
13-16	0.4%	0.2%	0.3%	0.7%	0.2%	0.3%	0.0%	0.3%	0.3%	
17-20	0.7%	0.2%	0.2%	1.5%	0.2%	0.2%	0.0%	0.2%	0.2%	
21-34	0.7%	0.0%	0.1%	1.5%	0.0%	0.1%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	282	4,200	8,048	136	2,411	4,684	146	1,789	3,364	
Mean	1.56	1.38	1.41	1.71	1.41	1.44	1.42	1.32	1.35	
Standard deviation	0.96	0.70	0.75	1.15	0.72	0.77	0.70	0.66	0.70	
Significance	-	***	**	-	***	***	-			
Effect size	-	0.26	0.20	-	0.42	0.35	-	0.15	0.10	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	8.9%	9.1%	9.5%	9.6%	11.7%	12.3%	8.2%	4.9%	4.8%	
1-4	21.6%	18.2%	17.6%	27.9%	19.5%	18.1%	15.8%	16.0%	16.7%	
5-8	25.5%	25.1%	25.2%	25.0%	25.7%	26.2%	26.0%	24.2%	23.5%	
9-12	14.9%	16.1%	16.2%	15.4%	17.7%	17.6%	14.4%	13.6%	13.8%	
13-16	9.6%	10.0%	9.5%	8.8%	10.0%	9.2%	10.3%	10.1%	10.0%	
17-20	5.7%	7.9%	7.8%	3.7%	6.8%	6.9%	7.5%	9.7%	9.3%	
21-34	6.4%	5.3%	5.8%	3.7%	4.3%	4.8%	8.9%	7.1%	7.5%	
35-44	3.2%	3.8%	4.3%	3.7%	2.1%	2.5%	2.7%	6.5%	7.3%	
45+	4.3%	4.3%	4.2%	2.2%	2.2%	2.5%	6.2%	7.8%	7.0%	
Total(n)	282	4,196	8,039	136	2,411	4,681	146	1,785	3,358	
Mean	3.79	3.90	3.92	3.43	3.56	3.60	4.12	4.45	4.44	
Standard deviation	2.09	2.09	2.11	1.91	1.88	1.94	2.20	2.29	2.28	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	-0.07	-0.09	-	-0.14	-0.14	
Commuting to campus										
None	8.5%	6.6%	5.8%	8.8%	6.6%	6.1%	8.2%	6.5%	5.3%	
1-4	56.0%	61.5%	58.0%	64.7%	63.9%	59.9%	47.9%	57.4%	54.8%	
5-8	25.2%	23.4%	25.3%	18.4%	22.1%	24.4%	31.5%	25.4%	26.7%	
9-12	8.9%	7.0%	8.7%	7.4%	6.1%	7.6%	10.3%	8.5%	10.4%	
13-16	0.0%	1.3%	1.8%	0.0%	0.9%	1.5%	0.0%	1.9%	2.2%	
17-20	1.4%	0.1%	0.3%	0.7%	0.1%	0.2%	2.1%	0.2%	0.4%	
21-34	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Total(n)	282	4,197	8,047	136	2,411	4,683	146	1,786	3,364	
Mean	2.40	2.36	2.44	2.27	2.32	2.40	2.52	2.43	2.51	
Standard deviation	0.87	0.80	0.85	0.78	0.77	0.83	0.93	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	-0.06	-0.16	-	0.11	0.01	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	83.3%	90.3%	90.4%	80.1%	89.8%	90.1%	86.3%	91.1%	90.7%	
1-4	8.2%	5.7%	5.7%	10.3%	6.0%	5.9%	6.2%	5.1%	5.4%	
5-8	1.8%	2.1%	2.0%	0.7%	2.1%	2.1%	2.7%	2.2%	2.0%	
9-12	2.1%	0.9%	0.9%	2.9%	0.8%	0.8%	1.4%	1.1%	1.1%	
13-16	1.8%	0.3%	0.3%	2.9%	0.4%	0.3%	0.7%	0.2%	0.3%	
17-20	0.4%	0.3%	0.3%	0.7%	0.4%	0.3%	0.0%	0.2%	0.3%	
21-34	0.7%	0.1%	0.2%	1.5%	0.1%	0.2%	0.0%	0.0%	0.1%	
35-44	1.4%	0.1%	0.1%	0.7%	0.2%	0.1%	2.1%	0.0%	0.0%	
45+	0.4%	0.1%	0.1%	0.0%	0.1%	0.1%	0.7%	0.1%	0.1%	
Total(n)	282	4,200	8,040	136	2,414	4,679	146	1,786	3,361	
Mean	1.44	1.18	1.18	1.50	1.19	1.18	1.38	1.16	1.17	
Standard deviation	1.31	0.70	0.70	1.31	0.75	0.73	1.31	0.62	0.65	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.37	0.37	-	0.41	0.44	-	0.35	0.32	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	3.9%	36.3%	26.8%	3.7%	34.6%	25.3%	4.1%	38.9%	29.4%	
No	96.1%	63.7%	73.2%	96.3%	65.4%	74.7%	95.9%	61.1%	70.6%	
Total(n)	282	4,214	8,075	136	2,422	4,700	146	1,792	3,375	
Are you a U.S. citizen?										
Yes	96.5%	91.3%	91.7%	96.3%	90.1%	90.8%	96.6%	93.2%	93.0%	
No	3.5%	8.7%	8.3%	3.7%	9.9%	9.2%	3.4%	6.8%	7.0%	
Total(n)	282	4,216	8,075	136	2,423	4,702	146	1,793	3,373	
Do you plan to retire within the next three years?										
Yes	12.8%	10.5%	9.5%	13.2%	10.8%	9.7%	12.3%	10.0%	9.1%	
No	87.2%	89.5%	90.5%	86.8%	89.2%	90.3%	87.7%	90.0%	90.9%	
Total(n)	282	4,210	8,066	136	2,419	4,693	146	1,791	3,373	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	43.3%	41.8%	39.0%	40.4%	37.7%	35.1%	45.9%	48.6%	45.4%	
No	56.7%	58.2%	61.0%	59.6%	62.3%	64.9%	54.1%	51.4%	54.6%	
Total(n)	282	4,212	8,067	136	2,421	4,696	146	1,791	3,371	
Have you been sexually harassed at this institution?										
Yes	7.5%	4.3%	4.2%	1.5%	2.0%	2.0%	13.1%	7.9%	7.9%	
No	92.5%	95.7%	95.8%	98.5%	98.0%	98.0%	86.9%	92.1%	92.1%	
Total(n)	281	4,211	8,067	136	2,422	4,699	145	1,789	3,368	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	13.5%	10.9%	10.2%	5.9%	5.5%	5.4%	20.5%	19.8%	18.2%	
No	86.5%	89.1%	89.8%	94.1%	94.5%	94.6%	79.5%	80.2%	81.8%	
Total(n)	282	4,215	8,074	136	2,422	4,700	146	1,793	3,374	
Have you ever received an award for outstanding teaching?										
Yes	55.0%	43.8%	43.0%	58.1%	46.5%	46.0%	52.1%	39.4%	38.1%	
No	45.0%	56.2%	57.0%	41.9%	53.5%	54.0%	47.9%	60.6%	61.9%	
Total(n)	282	4,215	8,075	136	2,423	4,701	146	1,792	3,374	
Is (or was) your spouse/partner an academic?										
Yes	34.8%	32.6%	32.7%	39.0%	31.0%	30.9%	30.8%	35.3%	35.8%	
No	65.2%	67.4%	67.3%	61.0%	69.0%	69.1%	69.2%	64.7%	64.2%	
Total(n)	282	4,203	8,042	136	2,418	4,684	146	1,785	3,358	

University of Northern Colorado	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 early retirement?										
Yes	25.5%	20.2%	19.1%	25.7%	20.6%	19.6%	25.3%	19.4%	18.2%	
No	74.5%	79.8%	80.9%	74.3%	79.4%	80.4%	74.7%	80.6%	81.8%	
Total(n)	282	4,215	8,075	136	2,422	4,700	146	1,793	3,375	
Considered leaving academe for another job?										
Yes	45.0%	32.2%	31.4%	36.0%	30.6%	29.1%	53.4%	34.7%	35.2%	
No	55.0%	67.8%	68.6%	64.0%	69.4%	70.9%	46.6%	65.3%	64.8%	
Total(n)	282	4,216	8,074	136	2,423	4,701	146	1,793	3,373	
Considered leaving this institution for another?										
Yes	50.7%	49.5%	48.9%	47.8%	50.7%	49.1%	53.4%	47.6%	48.6%	
No	49.3%	50.5%	51.1%	52.2%	49.3%	50.9%	46.6%	52.4%	51.4%	
Total(n)	282	4,214	8,073	136	2,422	4,700	146	1,792	3,373	
Changed academic institutions?										
Yes	15.6%	15.9%	15.8%	15.4%	14.3%	14.2%	15.8%	18.6%	18.4%	
No	84.4%	84.1%	84.2%	84.6%	85.7%	85.8%	84.2%	81.4%	81.6%	
Total(n)	282	4,213	8,070	136	2,420	4,698	146	1,793	3,372	
Engaged in paid consulting outside of your institution?										
Yes	46.8%	40.4%	42.2%	52.2%	43.5%	45.0%	41.8%	35.5%	37.6%	
No	53.2%	59.6%	57.8%	47.8%	56.5%	55.0%	58.2%	64.5%	62.4%	
Total(n)	282	4,214	8,071	136	2,422	4,700	146	1,792	3,371	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	64.9%	60.6%	59.0%	65.4%	60.5%	59.7%	64.4%	60.8%	57.9%	
No	35.1%	39.4%	41.0%	34.6%	39.5%	40.3%	35.6%	39.2%	42.1%	
Total(n)	282	4,212	8,070	136	2,421	4,699	146	1,791	3,371	
Received at least one firm job offer?										
Yes	27.0%	24.9%	25.8%	24.3%	23.0%	24.4%	29.5%	27.9%	28.1%	
No	73.0%	75.1%	74.2%	75.7%	77.0%	75.6%	70.5%	72.1%	71.9%	
Total(n)	282	4,213	8,070	136	2,422	4,699	146	1,791	3,371	
Requested/sought an early promotion?										
Yes	11.0%	8.3%	7.9%	11.0%	8.9%	8.8%	11.0%	7.4%	6.5%	
No	89.0%	91.7%	92.1%	89.0%	91.1%	91.2%	89.0%	92.6%	93.5%	
Total(n)	282	4,213	8,070	136	2,421	4,698	146	1,792	3,372	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	24.1%	32.7%	36.9%	25.7%	32.2%	37.1%	22.6%	33.7%	36.6%	
Probably yes	39.0%	36.5%	35.1%	41.9%	36.2%	34.9%	36.3%	37.0%	35.3%	
Not sure	22.0%	17.2%	15.6%	14.7%	17.3%	15.6%	28.8%	17.0%	15.7%	
Probably no	10.6%	8.1%	7.6%	11.8%	8.6%	7.6%	9.6%	7.3%	7.5%	
Definitely no	4.3%	5.5%	4.9%	5.9%	5.8%	4.8%	2.7%	5.0%	4.9%	
Total(n)	282	4,203	8,056	136	2,415	4,689	146	1,788	3,367	
Mean	3.68	3.83	3.92	3.70	3.80	3.92	3.66	3.87	3.91	
Standard deviation	1.08	1.13	1.12	1.15	1.15	1.12	1.02	1.11	1.12	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	-0.13	-0.21	-	-0.09	-0.20	-	-0.19	-0.22	
Still want to be a college professor?										
Definitely yes	55.7%	60.6%	60.7%	61.8%	64.1%	63.9%	50.0%	55.0%	55.3%	
Probably yes	30.1%	26.5%	26.9%	25.0%	23.9%	24.8%	34.9%	30.7%	30.5%	
Not sure	8.9%	9.9%	9.4%	10.3%	9.4%	8.6%	7.5%	10.6%	10.7%	
Probably no	4.3%	2.5%	2.4%	1.5%	2.0%	1.9%	6.8%	3.3%	3.1%	
Definitely no	1.1%	0.5%	0.6%	1.5%	0.6%	0.7%	0.7%	0.4%	0.4%	
Total(n)	282	4,208	8,062	136	2,418	4,692	146	1,790	3,370	
Mean	4.35	4.44	4.45	4.44	4.49	4.49	4.27	4.37	4.37	
Standard deviation	0.89	0.81	0.81	0.85	0.79	0.79	0.92	0.83	0.83	
Significance	-		*	-			-			
Effect size	-	-0.11	-0.12	-	-0.06	-0.06	-	-0.12	-0.12	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
It is easy for students to see faculty outside of regular office hours										
Very descriptive	54.5%	44.6%	46.8%	62.2%	46.2%	48.3%	47.2%	42.1%	44.4%	
Somewhat descriptive	39.1%	49.1%	46.7%	31.1%	48.7%	46.3%	46.5%	49.8%	47.5%	
Not descriptive	6.5%	6.2%	6.4%	6.7%	5.1%	5.4%	6.3%	8.1%	8.0%	
Total(n)	279	4,203	8,061	135	2,416	4,695	144	1,787	3,366	
Mean	2.48	2.38	2.40	2.56	2.41	2.43	2.41	2.34	2.36	
Standard deviation	0.62	0.60	0.61	0.62	0.59	0.59	0.61	0.62	0.63	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.17	0.13	-	0.25	0.22	-	0.11	0.08	
The faculty are typically at odds with campus administration										
Very descriptive	29.1%	21.3%	19.2%	28.9%	21.6%	18.9%	29.4%	20.8%	19.8%	
Somewhat descriptive	48.2%	48.8%	46.6%	49.6%	49.3%	46.4%	46.9%	48.1%	46.9%	
Not descriptive	22.7%	29.8%	34.2%	21.5%	29.1%	34.7%	23.8%	31.0%	33.3%	
Total(n)	278	4,199	8,046	135	2,416	4,689	143	1,783	3,357	
Mean	2.06	1.91	1.85	2.07	1.93	1.84	2.06	1.90	1.87	
Standard deviation	0.72	0.71	0.72	0.71	0.71	0.71	0.73	0.71	0.72	
Significance	-	***	***	-	*	***	-	**	**	
Effect size	-	0.21	0.29	-	0.20	0.32	-	0.23	0.26	
Faculty here respect each other										
Very descriptive	48.0%	45.5%	47.9%	47.4%	45.6%	48.7%	48.6%	45.2%	46.7%	
Somewhat descriptive	45.2%	47.0%	45.0%	45.9%	47.6%	45.2%	44.5%	46.1%	44.6%	
Not descriptive	6.8%	7.5%	7.1%	6.7%	6.7%	6.1%	6.8%	8.8%	8.8%	
Total(n)	281	4,206	8,063	135	2,419	4,696	146	1,787	3,367	
Mean	2.41	2.38	2.41	2.41	2.39	2.43	2.42	2.36	2.38	
Standard deviation	0.62	0.62	0.62	0.61	0.61	0.61	0.62	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.05	0.00	-	0.03	-0.03	-	0.09	0.06	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Most students are treated like “numbers in a book”										
Very descriptive	4.3%	6.1%	5.3%	3.7%	6.3%	5.2%	4.8%	5.8%	5.6%	
Somewhat descriptive	16.0%	28.4%	24.6%	20.6%	29.2%	25.4%	11.7%	27.0%	23.1%	
Not descriptive	79.7%	65.5%	70.1%	75.7%	64.6%	69.4%	83.4%	67.1%	71.3%	
Total(n)	281	4,200	8,051	136	2,415	4,689	145	1,785	3,362	
Mean	1.25	1.41	1.35	1.28	1.42	1.36	1.21	1.39	1.34	
Standard deviation	0.52	0.60	0.58	0.53	0.61	0.58	0.52	0.59	0.58	
Significance	-	***	**	-	**		-	***	**	
Effect size	-	-0.27	-0.17	-	-0.23	-0.14	-	-0.31	-0.22	
Faculty are rewarded for being good teachers										
Very descriptive	11.2%	14.4%	14.6%	11.9%	14.1%	14.8%	10.5%	14.9%	14.4%	
Somewhat descriptive	55.8%	55.6%	55.4%	55.6%	55.3%	55.2%	55.9%	56.1%	55.7%	
Not descriptive	33.1%	30.0%	30.0%	32.6%	30.6%	30.1%	33.6%	29.0%	29.9%	
Total(n)	278	4,199	8,052	135	2,415	4,691	143	1,784	3,361	
Mean	1.78	1.84	1.85	1.79	1.84	1.85	1.77	1.86	1.84	
Standard deviation	0.63	0.65	0.65	0.64	0.65	0.65	0.62	0.65	0.65	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.08	-0.09	-	-0.14	-0.11	
There is respect for the expression of diverse values and beliefs										
Very descriptive	22.2%	34.6%	37.1%	24.4%	32.8%	36.0%	20.1%	37.5%	39.1%	
Somewhat descriptive	69.5%	55.8%	53.5%	63.0%	57.6%	54.8%	75.7%	52.9%	51.3%	
Not descriptive	8.2%	9.6%	9.4%	12.6%	9.5%	9.2%	4.2%	9.6%	9.6%	
Total(n)	279	4,200	8,046	135	2,415	4,686	144	1,785	3,360	
Mean	2.14	2.25	2.28	2.12	2.23	2.27	2.16	2.28	2.29	
Standard deviation	0.53	0.62	0.62	0.60	0.61	0.62	0.47	0.63	0.63	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	-0.18	-0.23	-	-0.18	-0.24	-	-0.19	-0.21	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	10.4%	14.4%	14.4%	6.7%	12.7%	12.5%	14.0%	17.2%	17.5%	
Somewhat descriptive	52.5%	52.4%	52.2%	55.6%	54.8%	54.8%	49.7%	48.6%	47.9%	
Not descriptive	37.1%	33.2%	33.4%	37.8%	32.5%	32.6%	36.4%	34.3%	34.7%	
Total(n)	278	4,194	8,033	135	2,412	4,679	143	1,782	3,354	
Mean	1.73	1.81	1.81	1.69	1.80	1.80	1.78	1.83	1.83	
Standard deviation	0.64	0.66	0.66	0.59	0.64	0.64	0.68	0.70	0.70	
Significance	-	*	*	-		*	-			
Effect size	-	-0.12	-0.12	-	-0.17	-0.17	-	-0.07	-0.07	
Administrators consider faculty concerns when making policy										
Very descriptive	9.0%	13.4%	14.5%	11.9%	13.9%	15.3%	6.3%	12.7%	13.3%	
Somewhat descriptive	54.5%	57.9%	58.1%	51.5%	57.2%	57.7%	57.3%	59.2%	58.8%	
Not descriptive	36.5%	28.6%	27.4%	36.6%	28.9%	27.0%	36.4%	28.1%	28.0%	
Total(n)	277	4,194	8,045	134	2,416	4,691	143	1,778	3,354	
Mean	1.73	1.85	1.87	1.75	1.85	1.88	1.70	1.85	1.85	
Standard deviation	0.62	0.63	0.63	0.65	0.64	0.64	0.58	0.62	0.63	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	-0.19	-0.22	-	-0.16	-0.20	-	-0.24	-0.24	
The administration is open about its policies										
Very descriptive	14.0%	15.9%	16.1%	14.2%	15.2%	16.0%	13.9%	17.0%	16.4%	
Somewhat descriptive	57.2%	54.9%	54.1%	54.5%	53.7%	53.4%	59.7%	57.0%	55.2%	
Not descriptive	28.8%	29.2%	29.8%	31.3%	31.1%	30.6%	26.4%	26.0%	28.4%	
Total(n)	278	4,195	8,048	134	2,416	4,692	144	1,779	3,356	
Mean	1.85	1.87	1.86	1.83	1.84	1.85	1.88	1.91	1.88	
Standard deviation	0.64	0.66	0.66	0.65	0.66	0.67	0.62	0.65	0.66	
Significance	-			-			-			
Effect size	-	-0.03	-0.02	-	-0.02	-0.03	-	-0.05	0.00	

University of Northern Colorado	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 stress for you during the last two years:										
Managing household responsibilities										
Extensive	20.6%	19.1%	19.2%	15.9%	15.5%	15.7%	24.8%	24.8%	25.1%	
Somewhat	49.1%	56.0%	55.7%	41.7%	55.3%	55.3%	55.9%	57.1%	56.4%	
Not at all	30.3%	24.9%	25.1%	42.4%	29.2%	29.0%	19.3%	18.1%	18.5%	
Total(n)	277	4,121	7,886	132	2,355	4,570	145	1,766	3,316	
Mean	1.90	1.94	1.94	1.73	1.86	1.87	2.06	2.07	2.07	
Standard deviation	0.71	0.66	0.66	0.72	0.65	0.66	0.66	0.65	0.66	
Significance	-			-	*	*	-			
Effect size	-	-0.06	-0.06	-	-0.20	-0.21	-	-0.02	-0.02	
Child care										
Extensive	14.3%	18.0%	18.6%	7.1%	12.5%	13.5%	22.1%	27.8%	28.1%	
Somewhat	34.2%	38.4%	38.0%	34.5%	38.7%	37.5%	33.8%	38.0%	38.8%	
Not at all	51.6%	43.6%	43.4%	58.3%	48.8%	49.0%	44.2%	34.2%	33.1%	
Total(n)	161	2,568	5,130	84	1,557	3,161	77	1,011	1,969	
Mean	1.63	1.74	1.75	1.49	1.64	1.64	1.78	1.94	1.95	
Standard deviation	0.72	0.74	0.75	0.63	0.69	0.71	0.79	0.78	0.78	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.16	-	-0.22	-0.21	-	-0.21	-0.22	
Care of elderly parent										
Extensive	14.9%	12.9%	13.8%	12.0%	8.3%	9.7%	17.9%	21.0%	21.1%	
Somewhat	39.5%	37.0%	36.8%	33.0%	36.6%	36.4%	46.3%	37.7%	37.4%	
Not at all	45.6%	50.2%	49.4%	55.0%	55.2%	53.8%	35.8%	41.4%	41.5%	
Total(n)	195	2,861	5,509	100	1,688	3,304	95	1,173	2,205	
Mean	1.69	1.63	1.64	1.57	1.53	1.56	1.82	1.80	1.80	
Standard deviation	0.72	0.70	0.71	0.70	0.64	0.66	0.71	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.06	0.02	-	0.03	0.03	

University of Northern Colorado	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 stress for you during the last two years:										
My physical health										
Extensive	13.2%	7.9%	7.8%	7.6%	5.1%	6.0%	18.6%	12.5%	11.0%	
Somewhat	39.3%	45.3%	45.9%	39.4%	44.9%	44.7%	39.3%	45.8%	47.9%	
Not at all	47.4%	46.8%	46.3%	53.0%	49.9%	49.4%	42.1%	41.7%	41.1%	
Total(n)	272	4,029	7,725	132	2,328	4,522	140	1,701	3,203	
Mean	1.66	1.61	1.62	1.55	1.55	1.57	1.76	1.71	1.70	
Standard deviation	0.70	0.63	0.63	0.63	0.59	0.60	0.75	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.00	-0.03	-	0.07	0.09	
Health of spouse/partner										
Extensive	8.2%	7.0%	7.2%	7.3%	5.9%	6.7%	9.1%	9.0%	8.3%	
Somewhat	33.2%	38.2%	37.2%	32.5%	41.5%	40.3%	33.9%	31.8%	31.2%	
Not at all	58.6%	54.8%	55.6%	60.2%	52.6%	53.0%	57.0%	59.2%	60.5%	
Total(n)	244	3,567	6,869	123	2,178	4,240	121	1,389	2,629	
Mean	1.50	1.52	1.52	1.47	1.53	1.54	1.52	1.50	1.48	
Standard deviation	0.64	0.62	0.63	0.63	0.61	0.62	0.66	0.66	0.64	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.10	-0.11	-	0.03	0.06	
Review/promotion process										
Extensive	20.1%	20.3%	20.5%	15.0%	17.0%	17.1%	25.0%	25.7%	26.2%	
Somewhat	40.2%	38.8%	37.2%	33.3%	38.0%	35.4%	46.8%	40.2%	40.0%	
Not at all	39.8%	40.9%	42.3%	51.7%	45.0%	47.4%	28.2%	34.1%	33.8%	
Total(n)	244	3,659	7,037	120	2,095	4,104	124	1,564	2,933	
Mean	1.80	1.79	1.78	1.63	1.72	1.70	1.97	1.92	1.92	
Standard deviation	0.75	0.75	0.76	0.73	0.74	0.74	0.73	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	-0.12	-0.09	-	0.06	0.06	

University of Northern Colorado	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 stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	8.0%	6.9%	6.5%	5.0%	5.1%	4.4%	10.9%	9.6%	10.0%	
Somewhat	20.1%	21.2%	22.1%	13.2%	15.4%	15.7%	26.6%	30.5%	32.5%	
Not at all	71.9%	72.0%	71.3%	81.8%	79.4%	79.9%	62.5%	59.9%	57.5%	
Total(n)	249	3,800	7,244	121	2,170	4,190	128	1,630	3,054	
Mean	1.36	1.35	1.35	1.23	1.26	1.25	1.48	1.50	1.52	
Standard deviation	0.63	0.60	0.60	0.53	0.54	0.52	0.69	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.06	-0.04	-	-0.03	-0.06	
Personal finances										
Extensive	26.2%	18.3%	17.2%	19.5%	15.3%	14.4%	32.4%	23.1%	21.8%	
Somewhat	43.3%	45.9%	45.5%	48.9%	46.8%	45.9%	38.0%	44.5%	44.7%	
Not at all	30.5%	35.8%	37.4%	31.6%	37.9%	39.7%	29.6%	32.4%	33.5%	
Total(n)	275	4,123	7,873	133	2,374	4,594	142	1,749	3,279	
Mean	1.96	1.82	1.80	1.88	1.77	1.75	2.03	1.91	1.88	
Standard deviation	0.75	0.71	0.71	0.71	0.69	0.69	0.79	0.74	0.73	
Significance	-	**	***	-		*	-		*	
Effect size	-	0.20	0.23	-	0.16	0.19	-	0.16	0.21	
Committee work										
Extensive	15.1%	11.2%	10.6%	11.7%	9.8%	9.2%	18.3%	13.7%	13.1%	
Somewhat	51.4%	51.1%	50.3%	45.3%	49.9%	49.2%	57.3%	53.1%	52.0%	
Not at all	33.6%	37.7%	39.1%	43.0%	40.3%	41.6%	24.4%	33.3%	34.9%	
Total(n)	259	4,080	7,792	128	2,359	4,554	131	1,721	3,238	
Mean	1.81	1.74	1.72	1.69	1.70	1.68	1.94	1.80	1.78	
Standard deviation	0.67	0.65	0.65	0.67	0.64	0.63	0.65	0.66	0.66	
Significance	-		*	-			-	*	**	
Effect size	-	0.11	0.14	-	-0.02	0.02	-	0.21	0.24	Career Related Stress

University of Northern Colorado	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 stress for you during the last two years:										
Faculty meetings										
Extensive	14.9%	10.4%	9.9%	14.8%	9.9%	9.1%	15.0%	11.2%	11.3%	
Somewhat	41.1%	42.8%	42.7%	37.0%	41.6%	41.9%	45.0%	44.8%	44.1%	
Not at all	44.0%	46.8%	47.3%	48.1%	48.5%	49.0%	40.0%	44.0%	44.6%	
Total(n)	275	4,159	7,967	135	2,397	4,649	140	1,762	3,318	
Mean	1.71	1.64	1.63	1.67	1.61	1.60	1.75	1.67	1.67	
Standard deviation	0.71	0.66	0.66	0.72	0.66	0.65	0.70	0.67	0.67	
Significance	-		*	-			-			
Effect size	-	0.11	0.12	-	0.09	0.11	-	0.12	0.12	
Colleagues										
Extensive	13.2%	13.0%	12.7%	12.5%	11.0%	10.7%	13.8%	16.1%	15.9%	
Somewhat	47.3%	49.4%	49.4%	43.4%	48.4%	48.3%	51.0%	51.2%	51.2%	
Not at all	39.5%	37.6%	37.9%	44.1%	40.6%	40.9%	35.2%	32.7%	33.0%	
Total(n)	281	4,191	8,028	136	2,409	4,674	145	1,782	3,354	
Mean	1.74	1.75	1.75	1.68	1.70	1.70	1.79	1.83	1.83	
Standard deviation	0.68	0.67	0.66	0.69	0.65	0.65	0.67	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	-0.03	-0.03	-	-0.06	-0.06	
Students										
Extensive	5.3%	5.8%	6.0%	5.1%	4.6%	4.9%	5.5%	7.8%	7.8%	
Somewhat	57.3%	54.0%	52.9%	50.0%	51.7%	50.1%	64.1%	57.8%	57.5%	
Not at all	37.4%	40.1%	41.1%	44.9%	43.7%	45.1%	30.3%	34.3%	34.7%	
Total(n)	281	4,183	8,016	136	2,403	4,664	145	1,780	3,352	
Mean	1.68	1.66	1.65	1.60	1.61	1.60	1.75	1.73	1.73	
Standard deviation	0.57	0.58	0.59	0.59	0.57	0.58	0.55	0.59	0.59	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	-0.02	0.00	-	0.03	0.03	

University of Northern Colorado	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 stress for you during the last two years:										
Research or publishing demands										
Extensive	18.9%	25.7%	26.2%	15.6%	23.1%	23.3%	22.1%	30.2%	31.1%	Career Related Stress
Somewhat	51.7%	49.1%	49.5%	44.5%	49.9%	50.6%	58.8%	47.9%	47.6%	
Not at all	29.3%	25.2%	24.3%	39.8%	27.0%	26.0%	19.1%	22.0%	21.4%	
Total(n)	259	4,049	7,739	128	2,354	4,557	131	1,695	3,182	
Mean	1.90	2.01	2.02	1.76	1.96	1.97	2.03	2.08	2.10	
Standard deviation	0.69	0.71	0.71	0.71	0.71	0.70	0.64	0.72	0.72	
Significance	-	*	**	-	**	***	-			
Effect size	-	-0.15	-0.17	-	-0.28	-0.30	-	-0.07	-0.10	
Institutional procedures and "red tape"										
Extensive	27.6%	22.0%	20.1%	25.0%	21.9%	19.6%	30.1%	22.3%	21.0%	Career Related Stress
Somewhat	52.3%	54.2%	53.6%	52.2%	54.7%	54.4%	52.4%	53.4%	52.2%	
Not at all	20.1%	23.8%	26.3%	22.8%	23.4%	26.0%	17.5%	24.4%	26.8%	
Total(n)	279	4,156	7,951	136	2,396	4,647	143	1,760	3,304	
Mean	2.08	1.98	1.94	2.02	1.99	1.94	2.13	1.98	1.94	
Standard deviation	0.69	0.68	0.68	0.69	0.67	0.67	0.68	0.68	0.69	
Significance	-	*	***	-			-	*	**	
Effect size	-	0.15	0.21	-	0.04	0.12	-	0.22	0.28	
Teaching load										
Extensive	26.8%	15.4%	14.1%	17.3%	12.5%	11.2%	35.7%	20.2%	19.1%	Career Related Stress
Somewhat	42.0%	43.0%	41.8%	39.8%	44.8%	43.2%	44.1%	40.0%	39.5%	
Not at all	31.2%	41.6%	44.1%	42.9%	42.8%	45.7%	20.3%	39.8%	41.4%	
Total(n)	276	4,175	7,999	133	2,404	4,662	143	1,771	3,337	
Mean	1.96	1.74	1.70	1.74	1.70	1.66	2.15	1.80	1.78	
Standard deviation	0.76	0.71	0.70	0.73	0.68	0.67	0.73	0.75	0.75	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.31	0.37	-	0.06	0.12	-	0.47	0.49	

University of Northern Colorado	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 stress for you during the last two years:										
Children's problems										
Extensive	7.7%	9.5%	10.1%	7.4%	6.8%	7.8%	7.9%	14.2%	14.5%	
Somewhat	29.5%	37.9%	37.8%	24.5%	35.0%	35.4%	34.8%	43.0%	42.3%	
Not at all	62.8%	52.6%	52.0%	68.1%	58.1%	56.8%	57.3%	42.8%	43.2%	
Total(n)	183	2,891	5,722	94	1,750	3,548	89	1,141	2,174	
Mean	1.45	1.57	1.58	1.39	1.49	1.51	1.51	1.71	1.71	
Standard deviation	0.63	0.66	0.67	0.63	0.62	0.64	0.64	0.70	0.70	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.18	-0.19	-	-0.16	-0.19	-	-0.29	-0.29	
Friction with spouse/partner										
Extensive	6.2%	5.8%	5.7%	7.3%	5.2%	5.1%	5.1%	6.9%	6.8%	
Somewhat	22.0%	27.8%	28.1%	20.3%	27.2%	27.7%	23.7%	29.0%	28.9%	
Not at all	71.8%	66.4%	66.2%	72.4%	67.6%	67.2%	71.2%	64.1%	64.3%	
Total(n)	241	3,566	6,856	123	2,163	4,231	118	1,403	2,625	
Mean	1.34	1.39	1.40	1.35	1.38	1.38	1.34	1.43	1.43	
Standard deviation	0.59	0.59	0.59	0.61	0.58	0.58	0.57	0.62	0.62	
Significance	-			-			-			
Effect size	-	-0.08	-0.10	-	-0.05	-0.05	-	-0.15	-0.15	
Lack of personal time										
Extensive	36.5%	31.3%	31.8%	26.5%	25.8%	26.6%	45.9%	40.4%	40.4%	Career Related Stress
Somewhat	47.2%	50.9%	50.5%	50.0%	52.8%	51.8%	44.5%	47.9%	48.5%	
Not at all	16.3%	17.7%	17.7%	23.5%	21.4%	21.7%	9.6%	11.8%	11.1%	
Total(n)	282	4,197	8,041	136	2,411	4,677	146	1,786	3,364	
Mean	2.20	2.14	2.14	2.03	2.04	2.05	2.36	2.29	2.29	
Standard deviation	0.70	0.69	0.69	0.71	0.69	0.69	0.65	0.66	0.65	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	-0.01	-0.03	-	0.11	0.11	

University of Northern Colorado	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 stress for you during the last two years:										
Keeping up with information technology										
Extensive	11.3%	7.5%	6.8%	9.6%	6.3%	5.7%	13.0%	9.4%	8.7%	
Somewhat	48.2%	45.0%	44.9%	44.1%	42.8%	43.3%	52.1%	48.7%	47.7%	
Not at all	40.4%	47.5%	48.2%	46.3%	50.9%	51.0%	34.9%	42.0%	43.7%	
Total(n)	282	4,186	8,011	136	2,405	4,659	146	1,781	3,352	
Mean	1.71	1.60	1.59	1.63	1.55	1.55	1.78	1.67	1.65	
Standard deviation	0.66	0.62	0.62	0.65	0.61	0.60	0.66	0.64	0.63	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.18	0.19	-	0.13	0.13	-	0.17	0.21	
Job security										
Extensive	14.3%	12.6%	11.6%	8.2%	10.4%	9.5%	19.9%	16.2%	15.0%	
Somewhat	30.4%	26.8%	25.2%	30.6%	24.2%	22.7%	30.1%	31.0%	29.2%	
Not at all	55.4%	60.6%	63.3%	61.2%	65.4%	67.8%	50.0%	52.8%	55.8%	
Total(n)	280	4,148	7,937	134	2,389	4,633	146	1,759	3,304	
Mean	1.59	1.52	1.48	1.47	1.45	1.42	1.70	1.63	1.59	
Standard deviation	0.73	0.71	0.69	0.65	0.67	0.66	0.78	0.75	0.74	
Significance	-		**	-			-			
Effect size	-	0.10	0.16	-	0.03	0.08	-	0.09	0.15	
Being part of a dual career couple										
Extensive	12.6%	13.9%	13.9%	12.7%	11.2%	10.3%	12.4%	18.8%	20.1%	
Somewhat	34.7%	37.0%	37.2%	28.0%	34.0%	34.9%	41.3%	42.2%	41.4%	
Not at all	52.7%	49.0%	48.9%	59.3%	54.8%	54.8%	46.3%	39.0%	38.5%	
Total(n)	239	3,362	6,448	118	1,996	3,854	121	1,366	2,594	
Mean	1.60	1.65	1.65	1.53	1.56	1.55	1.66	1.80	1.82	
Standard deviation	0.70	0.71	0.71	0.71	0.69	0.67	0.69	0.73	0.74	
Significance	-			-			-	*	*	
Effect size	-	-0.07	-0.07	-	-0.04	-0.03	-	-0.19	-0.22	

University of Northern Colorado	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 stress for you during the last two years:										
Working with underprepared students										
Extensive	21.6%	19.1%	17.1%	18.5%	18.0%	15.5%	24.5%	20.9%	19.6%	
Somewhat	57.2%	57.5%	54.1%	57.0%	57.4%	54.6%	57.3%	57.7%	53.3%	
Not at all	21.2%	23.5%	28.8%	24.4%	24.7%	29.8%	18.2%	21.5%	27.1%	
Total(n)	278	4,155	7,961	135	2,389	4,638	143	1,766	3,323	
Mean	2.00	1.96	1.88	1.94	1.93	1.86	2.06	1.99	1.93	
Standard deviation	0.66	0.65	0.67	0.66	0.65	0.66	0.65	0.65	0.68	
Significance	-		**	-			-		*	
Effect size	-	0.06	0.18	-	0.02	0.12	-	0.11	0.19	
Self-imposed high expectations										
Extensive	31.6%	31.2%	32.8%	22.8%	28.1%	29.6%	39.7%	36.1%	38.1%	
Somewhat	53.2%	54.3%	52.7%	57.4%	55.3%	53.4%	49.3%	52.7%	51.5%	
Not at all	15.2%	14.5%	14.5%	19.9%	16.6%	17.0%	11.0%	11.2%	10.4%	
Total(n)	282	4,190	8,023	136	2,408	4,670	146	1,782	3,353	
Mean	2.16	2.17	2.18	2.03	2.12	2.13	2.29	2.25	2.28	
Standard deviation	0.67	0.66	0.66	0.65	0.66	0.67	0.65	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	-0.14	-0.15	-	0.06	0.02	
Change in work responsibilities										
Extensive	14.8%	13.2%	11.9%	6.9%	9.2%	8.1%	22.1%	19.8%	18.2%	
Somewhat	39.9%	38.2%	38.2%	35.9%	36.6%	36.2%	43.6%	40.8%	41.6%	
Not at all	45.4%	48.6%	49.9%	57.3%	54.2%	55.8%	34.3%	39.4%	40.2%	
Total(n)	271	3,999	7,654	131	2,304	4,477	140	1,695	3,177	
Mean	1.69	1.65	1.62	1.50	1.55	1.52	1.88	1.80	1.78	
Standard deviation	0.71	0.70	0.69	0.62	0.66	0.64	0.74	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	-0.08	-0.03	-	0.11	0.14	

University of Northern Colorado	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 stress for you during the last two years:										
Institutional budget cuts										
Extensive	36.7%	33.5%	26.6%	38.2%	32.1%	24.7%	35.2%	36.0%	29.6%	
Somewhat	50.5%	52.2%	48.5%	45.6%	52.2%	47.9%	55.2%	52.1%	49.5%	
Not at all	12.8%	14.3%	25.0%	16.2%	15.7%	27.4%	9.7%	12.0%	20.9%	
Total(n)	281	4,177	7,888	136	2,400	4,606	145	1,777	3,282	
Mean	2.24	2.19	2.02	2.22	2.16	1.97	2.26	2.24	2.09	
Standard deviation	0.66	0.66	0.72	0.71	0.67	0.72	0.62	0.65	0.71	
Significance	-		***	-		***	-		**	
Effect size	-	0.08	0.31	-	0.09	0.35	-	0.03	0.24	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	1.8%	9.9%	11.4%	2.9%	10.3%	12.3%	0.7%	9.3%	9.9%	Job Satisfaction: Compensation
Satisfied	23.1%	38.6%	40.7%	20.6%	38.3%	41.0%	25.5%	39.2%	40.2%	
Marginally satisfied	38.8%	31.5%	29.3%	41.9%	32.3%	29.2%	35.9%	30.4%	29.4%	
Not satisfied	36.3%	19.9%	18.7%	34.6%	19.1%	17.5%	37.9%	21.1%	20.5%	
Total(n)	281	4,210	8,059	136	2,420	4,697	145	1,790	3,362	
Mean	1.90	2.39	2.45	1.92	2.40	2.48	1.89	2.37	2.39	
Standard deviation	0.81	0.91	0.92	0.82	0.91	0.92	0.81	0.92	0.92	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.54	-0.60	-	-0.53	-0.61	-	-0.52	-0.54	
Health benefits										
Very satisfied	11.1%	22.2%	23.0%	9.4%	21.1%	22.4%	12.8%	24.1%	24.1%	
Satisfied	51.2%	51.6%	52.0%	52.8%	50.9%	51.3%	49.6%	52.7%	53.1%	
Marginally satisfied	30.2%	19.6%	19.1%	29.9%	20.5%	19.9%	30.4%	18.1%	17.9%	
Not satisfied	7.5%	6.7%	5.9%	7.9%	7.6%	6.4%	7.2%	5.1%	4.9%	
Total(n)	252	4,174	7,907	127	2,407	4,643	125	1,767	3,264	
Mean	2.66	2.89	2.92	2.64	2.85	2.90	2.68	2.96	2.96	
Standard deviation	0.77	0.82	0.81	0.76	0.83	0.82	0.79	0.79	0.79	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.28	-0.32	-	-0.25	-0.32	-	-0.35	-0.35	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

University of Northern Colorado	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?										
Retirement benefits										Job Satisfaction: Compensation
Very satisfied	9.0%	15.9%	17.7%	7.7%	16.3%	17.9%	10.3%	15.3%	17.4%	
Satisfied	47.0%	52.9%	53.2%	50.0%	53.0%	53.8%	44.1%	52.9%	52.2%	
Marginally satisfied	34.6%	24.1%	22.4%	31.5%	23.5%	21.8%	37.5%	25.0%	23.3%	
Not satisfied	9.4%	7.1%	6.7%	10.8%	7.3%	6.4%	8.1%	6.7%	7.0%	
Total(n)	266	4,118	7,887	130	2,379	4,615	136	1,739	3,272	
Mean	2.56	2.78	2.82	2.55	2.78	2.83	2.57	2.77	2.80	
Standard deviation	0.79	0.80	0.80	0.79	0.80	0.79	0.79	0.79	0.81	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.28	-0.33	-	-0.29	-0.35	-	-0.25	-0.28	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	3.7%	15.7%	19.4%	3.9%	17.5%	21.7%	3.6%	12.7%	15.6%	
Satisfied	39.3%	46.3%	46.0%	44.2%	47.7%	47.8%	34.8%	44.0%	43.2%	
Marginally satisfied	36.3%	26.3%	23.6%	31.8%	25.1%	21.7%	40.6%	28.3%	26.8%	
Not satisfied	20.6%	11.8%	10.9%	20.2%	9.8%	8.8%	21.0%	15.0%	14.5%	
Total(n)	267	4,124	7,903	129	2,381	4,618	138	1,743	3,285	
Mean	2.26	2.66	2.74	2.32	2.73	2.82	2.21	2.54	2.60	
Standard deviation	0.83	0.88	0.89	0.84	0.86	0.87	0.81	0.90	0.92	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.45	-0.54	-	-0.48	-0.57	-	-0.37	-0.42	
Teaching load										Job Satisfaction: Compensation
Very satisfied	3.3%	13.1%	15.2%	3.8%	13.6%	16.1%	2.8%	12.2%	13.7%	
Satisfied	41.2%	49.1%	50.3%	48.1%	49.2%	50.6%	34.8%	49.0%	49.7%	
Marginally satisfied	30.3%	24.8%	22.8%	29.3%	25.8%	23.0%	31.2%	23.3%	22.4%	
Not satisfied	25.2%	12.9%	11.8%	18.8%	11.4%	10.3%	31.2%	15.4%	14.1%	
Total(n)	274	4,188	8,030	133	2,411	4,684	141	1,777	3,346	
Mean	2.23	2.62	2.69	2.37	2.65	2.72	2.09	2.58	2.63	
Standard deviation	0.86	0.87	0.87	0.83	0.85	0.85	0.88	0.89	0.89	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.45	-0.53	-	-0.33	-0.41	-	-0.55	-0.61	

University of Northern Colorado	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?										
Quality of students										
Very satisfied	7.9%	7.4%	12.5%	7.4%	7.1%	12.2%	8.5%	8.0%	13.1%	
Satisfied	46.0%	43.4%	45.1%	41.9%	38.9%	42.1%	50.0%	50.7%	50.2%	
Marginally satisfied	34.5%	35.3%	30.6%	35.3%	38.3%	32.5%	33.8%	30.5%	27.4%	
Not satisfied	11.5%	13.8%	11.8%	15.4%	15.7%	13.2%	7.7%	10.8%	9.3%	
Total(n)	278	4,199	8,053	136	2,414	4,691	142	1,785	3,362	
Mean	2.50	2.44	2.58	2.41	2.37	2.53	2.59	2.56	2.67	
Standard deviation	0.80	0.82	0.85	0.84	0.83	0.87	0.75	0.79	0.82	
Significance	-			-			-			
Effect size	-	0.07	-0.09	-	0.05	-0.14	-	0.04	-0.10	
Office/lab space										
Very satisfied	15.8%	22.8%	24.4%	11.9%	20.6%	22.5%	19.4%	26.6%	27.5%	
Satisfied	49.1%	47.9%	46.7%	50.0%	49.1%	48.2%	48.2%	45.8%	44.2%	
Marginally satisfied	22.7%	18.7%	18.3%	23.9%	19.5%	18.6%	21.6%	17.2%	17.7%	
Not satisfied	12.5%	10.6%	10.6%	14.2%	10.8%	10.7%	10.8%	10.4%	10.5%	
Total(n)	273	4,162	7,953	134	2,394	4,635	139	1,768	3,318	
Mean	2.68	2.83	2.85	2.60	2.79	2.83	2.76	2.89	2.89	
Standard deviation	0.89	0.90	0.91	0.88	0.89	0.90	0.89	0.92	0.93	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.17	-0.19	-	-0.21	-0.26	-	-0.14	-0.14	
Autonomy and independence										
Very satisfied	28.2%	42.8%	44.1%	29.4%	42.8%	44.6%	27.1%	42.7%	43.2%	
Satisfied	55.0%	43.7%	43.0%	53.7%	44.6%	43.5%	56.3%	42.4%	42.3%	
Marginally satisfied	10.7%	10.3%	10.0%	8.1%	9.9%	9.5%	13.2%	11.0%	10.9%	
Not satisfied	6.1%	3.2%	2.9%	8.8%	2.7%	2.5%	3.5%	3.9%	3.5%	
Total(n)	280	4,204	8,056	136	2,415	4,688	144	1,789	3,368	
Mean	3.05	3.26	3.28	3.04	3.27	3.30	3.07	3.24	3.25	
Standard deviation	0.79	0.77	0.76	0.86	0.75	0.74	0.74	0.80	0.79	
Significance	-	***	***	-	***	***	-	*	**	
Effect size	-	-0.27	-0.30	-	-0.31	-0.35	-	-0.21	-0.23	
										Job Satisfaction: Workplace

University of Northern Colorado	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?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	29.4%	28.5%	29.6%	35.3%	26.9%	29.1%	23.8%	30.9%	30.4%	
Satisfied	49.5%	48.2%	46.8%	43.4%	50.0%	47.8%	55.2%	45.2%	45.0%	
Marginally satisfied	16.5%	15.6%	16.2%	14.0%	14.9%	15.5%	18.9%	16.6%	17.2%	
Not satisfied	4.7%	7.8%	7.5%	7.4%	8.2%	7.5%	2.1%	7.2%	7.4%	
Total(n)	279	4,207	8,062	136	2,418	4,695	143	1,789	3,367	
Mean	3.04	2.97	2.98	3.07	2.96	2.99	3.01	3.00	2.98	
Standard deviation	0.80	0.87	0.87	0.89	0.86	0.86	0.72	0.87	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.13	0.09	-	0.01	0.03	
Social relationships with other faculty										
Very satisfied	17.4%	16.8%	17.0%	19.4%	14.4%	15.1%	15.6%	20.7%	20.2%	
Satisfied	49.2%	47.9%	46.8%	48.1%	48.9%	47.6%	50.4%	46.3%	45.4%	
Marginally satisfied	25.4%	24.4%	25.5%	24.0%	25.2%	26.7%	26.7%	23.0%	23.6%	
Not satisfied	8.0%	10.9%	10.7%	8.5%	11.5%	10.6%	7.4%	10.0%	10.8%	
Total(n)	264	4,053	7,758	129	2,343	4,545	135	1,710	3,213	
Mean	2.76	2.71	2.70	2.78	2.66	2.67	2.74	2.78	2.75	
Standard deviation	0.83	0.87	0.87	0.86	0.86	0.86	0.81	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.14	0.13	-	-0.04	-0.01	
Competency of colleagues										
Very satisfied	28.7%	27.0%	30.1%	30.9%	25.3%	28.6%	26.6%	29.7%	32.7%	
Satisfied	50.9%	51.5%	49.8%	48.5%	52.2%	50.8%	53.1%	50.3%	48.0%	
Marginally satisfied	15.8%	15.9%	15.2%	16.2%	16.6%	15.6%	15.4%	14.9%	14.6%	
Not satisfied	4.7%	5.6%	4.8%	4.4%	6.0%	5.0%	4.9%	5.1%	4.6%	
Total(n)	279	4,200	8,049	136	2,415	4,685	143	1,785	3,364	
Mean	3.04	3.00	3.05	3.06	2.97	3.03	3.01	3.05	3.09	
Standard deviation	0.79	0.81	0.80	0.81	0.81	0.80	0.79	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.05	-0.01	-	0.11	0.04	-	-0.05	-0.10	

University of Northern Colorado	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?										
Job security										Job Satisfaction: Compensation
Very satisfied	19.3%	28.5%	32.5%	25.4%	30.3%	35.0%	13.5%	25.5%	28.3%	
Satisfied	47.6%	43.9%	42.0%	42.5%	46.1%	43.2%	52.5%	40.5%	40.1%	
Marginally satisfied	20.0%	16.4%	15.0%	23.1%	13.9%	12.5%	17.0%	20.4%	19.2%	
Not satisfied	13.1%	11.2%	10.5%	9.0%	9.7%	9.3%	17.0%	13.6%	12.4%	
Total(n)	275	4,197	8,024	134	2,413	4,677	141	1,784	3,347	
Mean	2.73	2.90	2.97	2.84	2.97	3.04	2.62	2.78	2.84	
Standard deviation	0.92	0.94	0.95	0.91	0.91	0.92	0.92	0.98	0.97	
Significance	-	**	***	-	-	*	-	-	**	
Effect size	-	-0.18	-0.25	-	-0.14	-0.22	-	-0.16	-0.23	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	26.5%	28.7%	29.0%	33.3%	28.7%	29.0%	20.0%	28.6%	29.0%	
Satisfied	43.3%	37.3%	37.8%	37.0%	37.8%	38.5%	49.3%	36.7%	36.6%	
Marginally satisfied	17.1%	16.9%	16.8%	18.5%	16.1%	16.2%	15.7%	18.1%	17.8%	
Not satisfied	13.1%	17.1%	16.5%	11.1%	17.4%	16.4%	15.0%	16.6%	16.6%	
Total(n)	275	4,141	7,953	135	2,373	4,621	140	1,768	3,332	
Mean	2.83	2.78	2.79	2.93	2.78	2.80	2.74	2.77	2.78	
Standard deviation	0.97	1.04	1.04	0.98	1.05	1.03	0.95	1.04	1.04	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.04	-	0.14	0.13	-	-0.03	-0.04	
Course assignments										Job Satisfaction: Workplace
Very satisfied	23.4%	25.6%	27.1%	27.6%	23.7%	25.5%	19.3%	28.7%	29.8%	
Satisfied	55.5%	56.5%	55.5%	58.2%	58.0%	57.2%	52.9%	54.0%	52.8%	
Marginally satisfied	14.2%	14.3%	14.0%	9.7%	15.2%	14.3%	18.6%	13.0%	13.5%	
Not satisfied	6.9%	3.6%	3.3%	4.5%	3.2%	3.0%	9.3%	4.4%	3.9%	
Total(n)	274	4,128	7,949	134	2,378	4,635	140	1,750	3,314	
Mean	2.95	3.04	3.06	3.09	3.02	3.05	2.82	3.07	3.08	
Standard deviation	0.81	0.74	0.74	0.74	0.72	0.72	0.85	0.77	0.76	
Significance	-	-	*	-	-	-	-	***	***	
Effect size	-	-0.12	-0.15	-	0.10	0.06	-	-0.32	-0.34	

University of Northern Colorado	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?										
Freedom to determine course content										
Very satisfied	46.9%	52.5%	53.1%	52.6%	52.8%	53.4%	41.4%	52.1%	52.6%	
Satisfied	43.2%	39.7%	39.3%	36.1%	40.0%	39.6%	50.0%	39.1%	38.8%	
Marginally satisfied	7.3%	5.6%	5.6%	9.0%	5.1%	5.2%	5.7%	6.4%	6.1%	
Not satisfied	2.6%	2.2%	2.1%	2.3%	2.1%	1.8%	2.9%	2.5%	2.5%	
Total(n)	273	4,138	7,965	133	2,384	4,648	140	1,754	3,317	
Mean	3.34	3.43	3.43	3.39	3.44	3.45	3.30	3.41	3.41	
Standard deviation	0.73	0.70	0.69	0.75	0.69	0.68	0.71	0.72	0.72	
Significance	-	*	*	-			-			
Effect size	-	-0.13	-0.13	-	-0.07	-0.09	-	-0.15	-0.15	
Availability of child care at this institution										
Very satisfied	0.0%	7.2%	7.6%	0.0%	7.2%	7.6%	0.0%	7.3%	7.7%	
Satisfied	2.0%	22.7%	20.8%	0.0%	26.8%	24.8%	3.1%	17.3%	15.3%	
Marginally satisfied	2.0%	17.6%	17.8%	0.0%	21.7%	19.9%	3.1%	12.1%	14.8%	
Not satisfied	96.1%	52.4%	53.8%	100.0%	44.3%	47.6%	93.8%	63.3%	62.2%	
Total(n)	51	922	1,789	19	488	951	32	434	838	
Mean	1.06	1.85	1.82	1.00	1.97	1.92	1.09	1.69	1.68	
Standard deviation	0.31	1.01	1.01	0.00	1.00	1.01	0.39	1.00	0.99	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.78	-0.75	-	-0.97	-0.91	-	-0.60	-0.60	
Prospects for career advancement										
Very satisfied	5.3%	9.6%	11.5%	6.8%	9.5%	11.7%	3.9%	9.8%	11.2%	
Satisfied	39.3%	43.9%	44.2%	42.4%	45.4%	45.6%	36.4%	41.6%	41.9%	
Marginally satisfied	26.3%	26.2%	25.8%	26.3%	26.2%	25.2%	26.4%	26.3%	26.8%	Job Satisfaction:
Not satisfied	29.1%	20.3%	18.6%	24.6%	19.0%	17.6%	33.3%	22.3%	20.1%	
Total(n)	247	3,842	7,326	118	2,170	4,203	129	1,672	3,123	Compensation
Mean	2.21	2.43	2.49	2.31	2.45	2.51	2.11	2.39	2.44	
Standard deviation	0.92	0.92	0.92	0.92	0.90	0.91	0.92	0.94	0.93	
Significance	-	***	***	-		*	-	**	***	
Effect size	-	-0.24	-0.30	-	-0.16	-0.22	-	-0.30	-0.35	

University of Northern Colorado	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?										
Clerical/administrative support										
Very satisfied	26.4%	16.6%	16.2%	25.7%	16.4%	16.3%	27.1%	16.8%	16.1%	
Satisfied	42.1%	38.8%	38.0%	49.3%	39.7%	39.3%	35.4%	37.3%	36.0%	
Marginally satisfied	18.6%	25.4%	26.4%	14.7%	26.4%	27.3%	22.2%	23.8%	24.9%	
Not satisfied	12.9%	19.2%	19.4%	10.3%	17.4%	17.2%	15.3%	22.1%	23.0%	
Total(n)	280	4,173	7,983	136	2,403	4,654	144	1,770	3,329	
Mean	2.82	2.53	2.51	2.90	2.55	2.55	2.74	2.49	2.45	
Standard deviation	0.97	0.98	0.98	0.90	0.96	0.96	1.02	1.01	1.01	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.30	0.32	-	0.36	0.36	-	0.25	0.29	
Overall job satisfaction										
Very satisfied	11.7%	17.5%	20.3%	13.2%	18.1%	21.8%	10.3%	16.5%	17.9%	
Satisfied	58.7%	56.6%	54.8%	60.3%	56.3%	54.2%	57.2%	57.3%	55.8%	
Marginally satisfied	23.1%	20.8%	20.1%	19.1%	20.0%	18.8%	26.9%	22.0%	22.2%	
Not satisfied	6.4%	5.1%	4.8%	7.4%	5.6%	5.2%	5.5%	4.3%	4.2%	
Total(n)	281	4,208	8,059	136	2,419	4,693	145	1,789	3,366	
Mean	2.76	2.87	2.91	2.79	2.87	2.93	2.72	2.86	2.87	
Standard deviation	0.74	0.75	0.77	0.76	0.77	0.78	0.72	0.73	0.74	
Significance	-	*	**	-	-	*	-	*	*	
Effect size	-	-0.15	-0.19	-	-0.10	-0.18	-	-0.19	-0.20	
Tuition remission for your children/dependents										
Very satisfied	50.0%	24.1%	33.9%	53.2%	23.5%	34.3%	46.3%	25.2%	33.1%	
Satisfied	35.3%	32.8%	32.1%	35.5%	31.7%	31.3%	35.2%	34.6%	33.7%	
Marginally satisfied	7.8%	11.7%	11.0%	3.2%	12.3%	11.6%	13.0%	10.6%	9.9%	
Not satisfied	6.9%	31.5%	23.0%	8.1%	32.5%	22.8%	5.6%	29.6%	23.3%	
Total(n)	116	1,950	4,159	62	1,190	2,628	54	760	1,531	
Mean	3.28	2.50	2.77	3.34	2.46	2.77	3.22	2.55	2.77	
Standard deviation	0.88	1.17	1.15	0.89	1.17	1.15	0.88	1.16	1.14	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	0.67	0.44	-	0.75	0.50	-	0.58	0.39	

University of Northern Colorado	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:										
Faculty are interested in students' personal problems										
Agree strongly	23.6%	13.6%	14.5%	21.5%	10.9%	13.0%	25.5%	17.9%	17.1%	
Agree somewhat	60.7%	64.7%	63.3%	61.5%	66.2%	63.6%	60.0%	62.4%	62.8%	
Disagree somewhat	14.6%	19.2%	19.3%	15.6%	20.2%	20.4%	13.8%	17.6%	17.4%	
Disagree strongly	1.1%	2.5%	2.9%	1.5%	2.7%	3.0%	0.7%	2.1%	2.7%	
Total(n)	280	4,192	8,035	135	2,412	4,679	145	1,780	3,356	
Mean	3.07	2.89	2.90	3.03	2.85	2.87	3.10	2.96	2.94	
Standard deviation	0.65	0.65	0.66	0.66	0.63	0.66	0.64	0.66	0.67	
Significance	-	***	***	-	**	**	-	*	**	
Effect size	-	0.28	0.26	-	0.29	0.24	-	0.21	0.24	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	17.7%	13.7%	14.0%	11.2%	10.4%	10.0%	23.8%	19.2%	20.8%	
Agree somewhat	41.2%	35.8%	35.3%	41.8%	32.9%	32.7%	40.6%	40.7%	39.7%	
Disagree somewhat	34.7%	41.0%	41.0%	38.8%	44.8%	44.6%	30.8%	34.7%	34.8%	
Disagree strongly	6.5%	9.4%	9.7%	8.2%	11.9%	12.7%	4.9%	5.4%	4.8%	
Total(n)	277	4,179	8,003	134	2,406	4,662	143	1,773	3,341	
Mean	2.70	2.54	2.54	2.56	2.42	2.40	2.83	2.74	2.76	
Standard deviation	0.83	0.84	0.85	0.80	0.83	0.83	0.85	0.83	0.83	
Significance	-	**	**	-	-	*	-	-	-	
Effect size	-	0.19	0.19	-	0.17	0.19	-	0.11	0.08	
Faculty feel that most students are well-prepared academically										
Agree strongly	3.9%	3.6%	7.7%	4.4%	3.0%	7.3%	3.4%	4.6%	8.3%	
Agree somewhat	32.5%	31.9%	37.1%	26.7%	32.1%	36.9%	37.9%	31.6%	37.3%	
Disagree somewhat	48.2%	48.3%	42.3%	51.1%	48.1%	42.4%	45.5%	48.6%	42.1%	
Disagree strongly	15.4%	16.2%	13.0%	17.8%	16.8%	13.5%	13.1%	15.2%	12.3%	
Total(n)	280	4,187	8,031	135	2,409	4,676	145	1,778	3,355	
Mean	2.25	2.23	2.39	2.18	2.21	2.38	2.32	2.26	2.42	
Standard deviation	0.76	0.76	0.81	0.77	0.75	0.81	0.74	0.77	0.81	
Significance	-	-	**	-	-	**	-	-	-	
Effect size	-	0.03	-0.17	-	-0.04	-0.25	-	0.08	-0.12	

University of Northern Colorado	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:										
This institution should hire more faculty of color										
Agree strongly	25.5%	24.9%	25.7%	20.5%	20.7%	20.2%	30.3%	31.8%	34.8%	
Agree somewhat	42.0%	47.0%	46.6%	42.4%	47.7%	47.6%	41.5%	45.8%	45.0%	
Disagree somewhat	26.3%	22.1%	21.7%	28.8%	23.5%	23.9%	23.9%	19.9%	18.1%	
Disagree strongly	6.2%	6.0%	6.0%	8.3%	8.1%	8.3%	4.2%	2.4%	2.1%	
Total(n)	274	4,152	7,962	132	2,387	4,635	142	1,765	3,327	
Mean	2.87	2.91	2.92	2.75	2.81	2.80	2.98	3.07	3.12	
Standard deviation	0.87	0.84	0.84	0.88	0.85	0.86	0.85	0.78	0.77	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.06	-	-0.07	-0.06	-	-0.12	-0.18	
This institution should hire more women faculty										
Agree strongly	14.7%	17.7%	19.8%	10.7%	15.0%	16.3%	18.4%	22.1%	25.6%	
Agree somewhat	35.3%	45.0%	44.6%	29.8%	43.7%	43.2%	40.4%	47.2%	46.9%	
Disagree somewhat	43.0%	30.6%	28.9%	48.9%	32.6%	31.7%	37.6%	27.4%	24.3%	
Disagree strongly	7.0%	6.6%	6.7%	10.7%	8.6%	8.8%	3.5%	3.4%	3.2%	
Total(n)	272	4,142	7,944	131	2,381	4,624	141	1,761	3,320	
Mean	2.58	2.74	2.78	2.40	2.65	2.67	2.74	2.88	2.95	
Standard deviation	0.82	0.82	0.84	0.82	0.84	0.85	0.80	0.78	0.79	
Significance	-	**	***	-	***	***	-	*	**	
Effect size	-	-0.20	-0.24	-	-0.30	-0.32	-	-0.18	-0.27	
Student Affairs staff have the support and respect of faculty										
Agree strongly	13.4%	13.9%	14.8%	15.4%	12.3%	12.9%	11.6%	16.7%	17.9%	
Agree somewhat	63.4%	61.8%	62.2%	62.3%	61.3%	61.8%	64.5%	62.6%	62.8%	
Disagree somewhat	18.7%	20.8%	19.9%	16.9%	22.3%	21.5%	20.3%	18.3%	17.2%	
Disagree strongly	4.5%	3.5%	3.1%	5.4%	4.2%	3.7%	3.6%	2.3%	2.0%	
Total(n)	268	4,090	7,864	130	2,360	4,595	138	1,730	3,269	
Mean	2.86	2.86	2.89	2.88	2.82	2.84	2.84	2.94	2.97	
Standard deviation	0.69	0.68	0.68	0.73	0.69	0.68	0.66	0.66	0.66	
Significance	-			-			-		*	
Effect size	-	0.00	-0.04	-	0.09	0.06	-	-0.15	-0.20	

University of Northern Colorado	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:										
Faculty are committed to the welfare of this institution										
Agree strongly	33.6%	31.4%	34.9%	38.8%	30.5%	34.4%	28.7%	32.9%	35.7%	
Agree somewhat	53.8%	57.4%	54.9%	47.8%	58.2%	55.5%	59.4%	56.0%	54.0%	
Disagree somewhat	10.5%	10.0%	9.0%	9.7%	9.7%	8.8%	11.2%	10.3%	9.3%	
Disagree strongly	2.2%	1.2%	1.2%	3.7%	1.5%	1.4%	0.7%	0.8%	1.0%	
Total(n)	277	4,187	8,022	134	2,410	4,673	143	1,777	3,349	
Mean	3.19	3.19	3.23	3.22	3.18	3.23	3.16	3.21	3.24	
Standard deviation	0.70	0.65	0.66	0.77	0.66	0.66	0.64	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.00	-0.06	-	0.06	-0.02	-	-0.08	-0.12	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	35.1%	27.2%	28.6%	40.6%	26.5%	27.9%	30.1%	28.3%	29.7%	
Agree somewhat	54.0%	54.9%	53.5%	52.6%	55.7%	54.7%	55.2%	53.5%	51.5%	
Disagree somewhat	9.8%	16.0%	15.7%	5.3%	15.9%	15.3%	14.0%	16.1%	16.4%	
Disagree strongly	1.1%	2.0%	2.2%	1.5%	1.9%	2.1%	0.7%	2.1%	2.4%	
Total(n)	276	4,165	7,966	133	2,397	4,647	143	1,768	3,319	
Mean	3.23	3.07	3.09	3.32	3.07	3.08	3.15	3.08	3.09	
Standard deviation	0.66	0.71	0.72	0.65	0.70	0.71	0.67	0.72	0.74	
Significance	-	***	**	-	***	***	-			
Effect size	-	0.23	0.19	-	0.36	0.34	-	0.10	0.08	
There is a lot of campus racial conflict here										
Agree strongly	1.8%	1.6%	1.3%	0.7%	1.2%	0.9%	2.8%	2.3%	1.9%	
Agree somewhat	9.4%	8.6%	7.7%	9.0%	6.9%	5.9%	9.8%	11.5%	10.7%	
Disagree somewhat	46.2%	38.1%	37.6%	42.5%	36.1%	34.8%	49.7%	41.6%	42.3%	
Disagree strongly	42.6%	51.6%	53.4%	47.8%	55.8%	58.4%	37.8%	44.6%	45.1%	
Total(n)	277	4,165	7,989	134	2,397	4,655	143	1,768	3,334	
Mean	1.70	1.60	1.57	1.63	1.54	1.49	1.78	1.72	1.70	
Standard deviation	0.71	0.71	0.69	0.68	0.68	0.65	0.74	0.76	0.74	
Significance	-	*	**	-		*	-			
Effect size	-	0.14	0.19	-	0.13	0.22	-	0.08	0.11	

University of Northern Colorado	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	22.0%	24.8%	26.6%	23.1%	23.6%	27.0%	20.9%	26.8%	26.0%	
Agree somewhat	50.2%	50.7%	50.0%	54.5%	53.9%	51.8%	46.0%	45.4%	47.0%	
Disagree somewhat	19.0%	17.5%	16.2%	12.7%	16.0%	14.9%	25.2%	19.9%	18.5%	
Disagree strongly	8.8%	7.1%	7.1%	9.7%	6.5%	6.3%	7.9%	7.9%	8.5%	
Total(n)	273	4,164	7,977	134	2,401	4,658	139	1,763	3,319	
Mean	2.85	2.93	2.96	2.91	2.94	3.00	2.80	2.91	2.90	
Standard deviation	0.86	0.84	0.84	0.86	0.81	0.82	0.86	0.88	0.88	
Significance	-		*	-			-			
Effect size	-	-0.10	-0.13	-	-0.04	-0.11	-	-0.13	-0.11	
My teaching is valued by faculty in my department										
Agree strongly	45.0%	41.6%	41.6%	50.7%	40.1%	41.4%	39.6%	44.0%	41.9%	
Agree somewhat	42.5%	45.2%	45.1%	37.5%	46.2%	45.2%	47.2%	43.4%	45.0%	
Disagree somewhat	9.3%	9.7%	9.9%	8.1%	9.8%	10.0%	10.4%	9.7%	9.7%	
Disagree strongly	3.2%	3.5%	3.4%	3.7%	3.8%	3.4%	2.8%	2.9%	3.3%	
Total(n)	280	4,195	8,035	136	2,413	4,680	144	1,782	3,355	
Mean	3.29	3.25	3.25	3.35	3.23	3.25	3.24	3.29	3.26	
Standard deviation	0.77	0.77	0.77	0.78	0.78	0.77	0.75	0.76	0.76	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.15	0.13	-	-0.07	-0.03	
Faculty of color are treated fairly here										
Agree strongly	44.1%	42.4%	43.7%	53.1%	46.1%	48.6%	35.7%	36.2%	35.6%	
Agree somewhat	45.9%	48.1%	46.9%	40.0%	45.9%	43.7%	51.4%	51.6%	52.3%	
Disagree somewhat	8.9%	8.0%	7.9%	6.9%	6.8%	6.5%	10.7%	10.0%	10.1%	
Disagree strongly	1.1%	1.6%	1.5%	0.0%	1.3%	1.2%	2.1%	2.2%	2.0%	
Total(n)	270	4,133	7,932	130	2,385	4,635	140	1,748	3,297	
Mean	3.33	3.31	3.33	3.46	3.37	3.40	3.21	3.22	3.21	
Standard deviation	0.68	0.69	0.68	0.62	0.67	0.66	0.71	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.13	0.09	-	-0.01	0.00	

University of Northern Colorado	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:										
Women faculty are treated fairly here										
Agree strongly	46.7%	45.3%	45.4%	62.4%	51.3%	52.7%	32.2%	35.4%	33.1%	
Agree somewhat	40.6%	43.9%	43.0%	31.6%	41.9%	40.1%	49.0%	47.3%	47.7%	
Disagree somewhat	9.8%	8.4%	8.8%	6.0%	5.7%	5.7%	13.3%	12.7%	14.0%	
Disagree strongly	2.9%	2.4%	2.9%	0.0%	1.1%	1.5%	5.6%	4.5%	5.2%	
Total(n)	276	4,167	7,990	133	2,398	4,656	143	1,769	3,334	
Mean	3.31	3.32	3.31	3.56	3.43	3.44	3.08	3.14	3.09	
Standard deviation	0.77	0.73	0.75	0.61	0.65	0.67	0.82	0.80	0.82	
Significance	-			-	*	*	-			
Effect size	-	-0.01	0.00	-	0.20	0.18	-	-0.08	-0.01	
Gay and lesbian faculty are treated fairly here										
Agree strongly	40.1%	40.5%	41.2%	48.5%	44.4%	46.1%	32.4%	34.2%	33.2%	
Agree somewhat	48.7%	49.0%	47.4%	44.6%	46.7%	44.1%	52.5%	52.7%	52.9%	
Disagree somewhat	10.0%	8.2%	8.5%	6.2%	6.9%	7.3%	13.7%	10.3%	10.6%	
Disagree strongly	1.1%	2.3%	2.9%	0.8%	2.1%	2.5%	1.4%	2.8%	3.4%	
Total(n)	269	4,080	7,733	130	2,349	4,503	139	1,731	3,230	
Mean	3.28	3.28	3.27	3.41	3.33	3.34	3.16	3.18	3.16	
Standard deviation	0.69	0.71	0.73	0.64	0.70	0.72	0.70	0.72	0.74	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.11	0.10	-	-0.03	0.00	
Faculty are sufficiently involved in campus decision making										
Agree strongly	8.0%	9.8%	10.6%	9.0%	10.1%	11.1%	7.0%	9.2%	9.9%	
Agree somewhat	45.7%	44.6%	43.8%	45.5%	44.6%	44.4%	45.8%	44.5%	42.9%	
Disagree somewhat	30.4%	30.6%	30.0%	26.9%	29.5%	28.5%	33.8%	32.6%	32.6%	
Disagree strongly	15.9%	15.0%	15.5%	18.7%	15.8%	16.0%	13.4%	13.7%	14.5%	
Total(n)	276	4,179	8,007	134	2,408	4,671	142	1,771	3,336	
Mean	2.46	2.49	2.50	2.45	2.49	2.51	2.46	2.49	2.48	
Standard deviation	0.85	0.86	0.88	0.90	0.88	0.89	0.81	0.84	0.86	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.05	-0.07	-	-0.04	-0.02	

University of Northern Colorado	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 values are congruent with the dominant institutional values										
Agree strongly	10.5%	13.4%	17.1%	9.7%	11.6%	16.3%	11.3%	16.4%	18.3%	
Agree somewhat	58.5%	54.4%	53.3%	59.0%	55.5%	54.4%	58.2%	52.5%	51.3%	
Disagree somewhat	24.4%	24.4%	22.6%	23.1%	25.7%	23.2%	25.5%	22.2%	21.7%	
Disagree strongly	6.5%	7.8%	7.1%	8.2%	7.2%	6.1%	5.0%	8.9%	8.7%	
Total(n)	275	4,173	7,995	134	2,403	4,661	141	1,770	3,334	
Mean	2.73	2.73	2.80	2.70	2.72	2.81	2.76	2.77	2.79	
Standard deviation	0.74	0.79	0.80	0.76	0.76	0.78	0.72	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.00	-0.09	-	-0.03	-0.14	-	-0.01	-0.04	
This institution takes responsibility for educating underprepared students										
Agree strongly	12.8%	11.1%	11.0%	12.9%	11.3%	11.2%	12.8%	10.7%	10.6%	
Agree somewhat	53.5%	51.1%	50.5%	56.1%	51.7%	51.6%	51.1%	50.2%	48.6%	
Disagree somewhat	27.5%	29.9%	30.4%	24.2%	30.0%	30.4%	30.5%	29.7%	30.4%	
Disagree strongly	6.2%	7.9%	8.2%	6.8%	7.0%	6.9%	5.7%	9.4%	10.4%	
Total(n)	273	4,153	7,961	132	2,396	4,646	141	1,757	3,315	
Mean	2.73	2.65	2.64	2.75	2.67	2.67	2.71	2.62	2.59	
Standard deviation	0.76	0.78	0.78	0.77	0.77	0.76	0.76	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.10	0.12	-	0.10	0.11	-	0.11	0.15	
The criteria for advancement and promotion decisions are clear										
Agree strongly	20.3%	24.8%	24.7%	21.5%	25.4%	26.5%	19.1%	23.8%	21.8%	
Agree somewhat	46.4%	46.3%	45.5%	51.1%	46.9%	46.0%	41.8%	45.4%	44.5%	
Disagree somewhat	21.7%	21.4%	21.4%	20.0%	19.8%	19.5%	23.4%	24.1%	24.6%	
Disagree strongly	11.6%	7.5%	8.4%	7.4%	7.9%	8.0%	15.6%	6.8%	9.1%	
Total(n)	276	4,191	8,024	135	2,410	4,674	141	1,781	3,350	
Mean	2.75	2.88	2.86	2.87	2.90	2.91	2.65	2.86	2.79	
Standard deviation	0.91	0.86	0.88	0.84	0.87	0.88	0.96	0.85	0.89	
Significance	-	*	*	-			-	**		
Effect size	-	-0.15	-0.13	-	-0.03	-0.05	-	-0.25	-0.16	

University of Northern Colorado	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:										
Most of the students I teach lack the basic skills for college level work										
Agree strongly	9.6%	7.4%	6.3%	9.6%	7.2%	6.0%	9.7%	7.9%	6.8%	
Agree somewhat	33.6%	28.0%	23.8%	34.8%	28.4%	23.8%	32.4%	27.4%	23.7%	
Disagree somewhat	43.2%	45.7%	41.7%	44.4%	45.1%	41.1%	42.1%	46.6%	42.7%	
Disagree strongly	13.6%	18.9%	28.2%	11.1%	19.3%	29.1%	15.9%	18.2%	26.7%	
Total(n)	280	4,179	8,000	135	2,402	4,658	145	1,777	3,342	
Mean	2.39	2.24	2.08	2.43	2.23	2.07	2.36	2.25	2.11	
Standard deviation	0.84	0.84	0.88	0.82	0.84	0.87	0.86	0.84	0.88	
Significance	-	**	***	-	**	***	-		***	
Effect size	-	0.18	0.35	-	0.24	0.41	-	0.13	0.28	
There is adequate support for faculty development										
Agree strongly	10.8%	12.4%	13.8%	11.0%	12.5%	14.4%	10.5%	12.1%	12.8%	
Agree somewhat	50.9%	49.5%	50.5%	50.7%	50.1%	51.9%	51.0%	48.6%	48.2%	
Disagree somewhat	25.4%	27.7%	26.2%	23.5%	26.6%	24.6%	27.3%	29.4%	29.0%	
Disagree strongly	12.9%	10.4%	9.4%	14.7%	10.7%	9.1%	11.2%	9.9%	10.0%	
Total(n)	279	4,187	8,023	136	2,411	4,676	143	1,776	3,347	
Mean	2.59	2.64	2.69	2.58	2.64	2.72	2.61	2.63	2.64	
Standard deviation	0.85	0.83	0.82	0.87	0.83	0.82	0.82	0.82	0.83	
Significance	-		*	-			-			
Effect size	-	-0.06	-0.12	-	-0.07	-0.17	-	-0.02	-0.04	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	31.2%	31.0%	35.3%	27.6%	30.3%	35.1%	34.5%	32.1%	35.5%	
High priority	48.7%	45.9%	44.7%	51.5%	46.7%	45.3%	46.2%	44.5%	43.6%	
Medium priority	16.5%	19.4%	16.9%	15.7%	19.0%	16.4%	17.2%	20.0%	17.8%	
Low priority	3.6%	3.8%	3.1%	5.2%	4.0%	3.2%	2.1%	3.4%	3.1%	
Total(n)	279	4,183	8,016	134	2,406	4,667	145	1,777	3,349	
Mean	3.08	3.04	3.12	3.01	3.03	3.12	3.13	3.05	3.11	
Standard deviation	0.79	0.81	0.80	0.80	0.81	0.79	0.77	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.05	-0.05	-	-0.02	-0.14	-	0.10	0.03	
To develop a sense of community among students and faculty										
Highest priority	10.4%	9.3%	10.1%	12.7%	8.5%	9.4%	8.3%	10.8%	11.3%	
High priority	42.4%	39.1%	38.5%	38.1%	39.7%	39.1%	46.5%	38.0%	37.5%	
Medium priority	36.3%	39.0%	38.6%	36.6%	39.7%	39.6%	36.1%	38.0%	37.0%	
Low priority	10.8%	12.6%	12.8%	12.7%	12.2%	11.9%	9.0%	13.2%	14.3%	
Total(n)	278	4,176	8,006	134	2,402	4,662	144	1,774	3,344	
Mean	2.53	2.45	2.46	2.51	2.44	2.46	2.54	2.46	2.46	
Standard deviation	0.82	0.83	0.84	0.87	0.81	0.82	0.77	0.85	0.87	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.09	0.06	-	0.09	0.09	
To facilitate student involvement in community service										
Highest priority	3.9%	5.8%	7.4%	3.7%	4.9%	6.4%	4.1%	7.4%	9.1%	Institutional Priority: Civic Engagement
High priority	30.5%	29.3%	30.1%	28.4%	29.0%	29.6%	32.4%	29.8%	30.8%	
Medium priority	47.0%	47.2%	45.0%	46.3%	47.3%	45.5%	47.6%	47.1%	44.0%	
Low priority	18.6%	17.6%	17.5%	21.6%	18.8%	18.4%	15.9%	15.7%	16.0%	
Total(n)	279	4,167	7,995	134	2,397	4,656	145	1,770	3,339	
Mean	2.20	2.23	2.27	2.14	2.20	2.24	2.25	2.29	2.33	
Standard deviation	0.78	0.80	0.84	0.80	0.80	0.82	0.77	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.08	-0.12	-	-0.05	-0.09	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To help students learn how to bring about change in society										
Highest priority	5.4%	5.5%	6.7%	5.3%	5.0%	6.0%	5.6%	6.3%	7.9%	
High priority	22.4%	23.6%	24.8%	20.3%	24.3%	25.1%	24.3%	22.6%	24.2%	
Medium priority	47.7%	46.0%	44.1%	46.6%	45.1%	43.6%	48.6%	47.4%	45.0%	
Low priority	24.5%	24.9%	24.4%	27.8%	25.5%	25.3%	21.5%	23.8%	22.9%	
Total(n)	277	4,162	7,985	133	2,393	4,650	144	1,769	3,335	
Mean	2.09	2.10	2.14	2.03	2.09	2.12	2.14	2.11	2.17	
Standard deviation	0.83	0.83	0.86	0.83	0.83	0.85	0.82	0.84	0.87	
Significance	-			-			-			
Effect size	-	-0.01	-0.06	-	-0.07	-0.11	-	0.04	-0.03	
To increase or maintain institutional prestige										
Highest priority	12.6%	34.7%	40.2%	9.7%	31.8%	38.3%	15.3%	39.6%	43.6%	Institutional Priority: Increase Prestige
High priority	38.8%	40.2%	37.9%	36.6%	41.6%	38.8%	41.0%	37.8%	36.5%	
Medium priority	34.2%	20.1%	17.6%	37.3%	20.7%	18.2%	31.3%	19.0%	16.7%	
Low priority	14.4%	5.0%	4.2%	16.4%	5.9%	4.8%	12.5%	3.6%	3.3%	
Total(n)	278	4,180	8,012	134	2,404	4,667	144	1,776	3,345	
Mean	2.50	3.05	3.14	2.40	2.99	3.11	2.59	3.13	3.20	
Standard deviation	0.89	0.86	0.85	0.88	0.87	0.86	0.90	0.84	0.83	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.64	-0.75	-	-0.68	-0.83	-	-0.64	-0.73	
To hire faculty 'stars'										
Highest priority	3.3%	13.9%	20.3%	2.3%	12.4%	19.2%	4.2%	16.3%	22.1%	Institutional Priority: Increase Prestige
High priority	15.3%	29.7%	29.6%	12.8%	29.8%	29.6%	17.6%	29.6%	29.8%	
Medium priority	35.6%	35.6%	32.0%	35.3%	36.7%	32.9%	35.9%	33.9%	30.5%	
Low priority	45.8%	20.8%	18.0%	49.6%	21.1%	18.3%	42.3%	20.3%	17.6%	
Total(n)	275	4,169	7,994	133	2,398	4,658	142	1,771	3,336	
Mean	1.76	2.37	2.52	1.68	2.33	2.50	1.84	2.42	2.56	
Standard deviation	0.83	0.96	1.01	0.78	0.95	1.00	0.86	0.99	1.02	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.64	-0.75	-	-0.68	-0.82	-	-0.59	-0.71	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To recruit more minority students										Institutional Priority: Commitment to Diversity
Highest priority	8.0%	7.7%	8.1%	9.7%	6.8%	7.5%	6.3%	9.2%	9.1%	
High priority	45.7%	38.6%	38.5%	45.5%	39.2%	38.9%	45.8%	37.8%	37.8%	
Medium priority	36.6%	41.4%	41.2%	34.3%	42.8%	42.4%	38.7%	39.2%	39.2%	
Low priority	9.8%	12.2%	12.2%	10.4%	11.2%	11.2%	9.2%	13.9%	13.9%	
Total(n)	276	4,165	7,987	134	2,398	4,657	142	1,767	3,330	
Mean	2.52	2.42	2.42	2.54	2.42	2.43	2.49	2.42	2.42	
Standard deviation	0.78	0.80	0.81	0.81	0.78	0.79	0.75	0.84	0.84	
Significance	-	*	*	-			-			
Effect size	-	0.13	0.12	-	0.15	0.14	-	0.08	0.08	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	10.1%	42.3%	46.3%	9.7%	40.0%	44.7%	10.5%	46.0%	48.8%	
High priority	36.8%	39.1%	37.5%	35.8%	39.9%	38.0%	37.8%	37.8%	36.7%	
Medium priority	38.3%	15.5%	13.5%	41.8%	17.0%	14.5%	35.0%	13.1%	11.7%	
Low priority	14.8%	3.1%	2.8%	12.7%	3.1%	2.7%	16.8%	3.1%	2.8%	
Total(n)	277	4,178	8,009	134	2,405	4,667	143	1,773	3,342	
Mean	2.42	3.21	3.27	2.43	3.17	3.25	2.42	3.27	3.31	
Standard deviation	0.86	0.81	0.80	0.84	0.82	0.80	0.89	0.80	0.79	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.98	-1.06	-	-0.90	-1.03	-	-1.06	-1.13	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	7.2%	13.4%	12.7%	9.0%	12.4%	12.0%	5.6%	14.9%	13.9%	
High priority	39.6%	36.6%	36.9%	38.1%	37.3%	38.0%	41.0%	35.5%	35.1%	
Medium priority	42.4%	38.6%	38.4%	41.0%	39.3%	38.8%	43.8%	37.4%	37.8%	
Low priority	10.8%	11.4%	12.0%	11.9%	10.9%	11.2%	9.7%	12.1%	13.2%	
Total(n)	278	4,166	7,988	134	2,397	4,653	144	1,769	3,335	
Mean	2.43	2.52	2.50	2.44	2.51	2.51	2.42	2.53	2.50	
Standard deviation	0.78	0.86	0.86	0.82	0.85	0.85	0.74	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.08	-0.08	-	-0.12	-0.09	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To promote gender equity among faculty										
Highest priority	8.4%	9.6%	9.9%	8.2%	9.9%	10.7%	8.5%	9.3%	8.5%	
High priority	30.2%	38.2%	38.1%	41.0%	45.1%	44.5%	19.9%	26.7%	27.3%	
Medium priority	45.1%	36.8%	36.1%	41.0%	35.4%	34.7%	48.9%	39.1%	38.6%	
Low priority	16.4%	15.4%	15.9%	9.7%	9.7%	10.1%	22.7%	24.9%	25.6%	
Total(n)	275	4,154	7,961	134	2,393	4,640	141	1,761	3,321	
Mean	2.31	2.42	2.42	2.48	2.55	2.56	2.14	2.20	2.19	
Standard deviation	0.84	0.86	0.87	0.78	0.80	0.81	0.87	0.92	0.91	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.13	-0.13	-	-0.09	-0.10	-	-0.07	-0.05	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	6.1%	5.4%	5.0%	4.5%	4.5%	4.2%	7.7%	6.8%	6.5%	Institutional Priority: Civic Engage- ment
High priority	19.1%	23.7%	23.1%	17.9%	23.1%	22.8%	20.3%	24.7%	23.5%	
Medium priority	49.8%	43.5%	43.7%	53.7%	44.8%	44.7%	46.2%	41.4%	42.0%	
Low priority	24.9%	27.4%	28.2%	23.9%	27.6%	28.3%	25.9%	27.1%	28.0%	
Total(n)	277	4,153	7,960	134	2,391	4,639	143	1,762	3,321	
Mean	2.06	2.07	2.05	2.03	2.04	2.03	2.10	2.11	2.08	
Standard deviation	0.83	0.85	0.84	0.77	0.83	0.82	0.87	0.88	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.01	-	-0.01	0.00	-	-0.01	0.02	
To create and sustain partnerships with surrounding communities										
Highest priority	8.3%	8.6%	8.7%	3.7%	6.0%	6.9%	12.6%	12.8%	11.7%	Institutional Priority: Civic Engage- ment
High priority	27.1%	31.0%	31.6%	29.1%	31.2%	31.8%	25.2%	30.6%	31.4%	
Medium priority	45.8%	41.2%	41.3%	48.5%	42.2%	42.2%	43.4%	39.5%	39.8%	
Low priority	18.8%	19.3%	18.4%	18.7%	20.6%	19.1%	18.9%	17.0%	17.1%	
Total(n)	277	4,164	7,976	134	2,396	4,645	143	1,768	3,331	
Mean	2.25	2.29	2.31	2.18	2.22	2.26	2.31	2.39	2.38	
Standard deviation	0.86	0.87	0.87	0.77	0.84	0.85	0.92	0.91	0.90	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.07	-	-0.05	-0.09	-	-0.09	-0.08	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	17.6%	43.8%	44.6%	15.2%	41.4%	43.2%	19.9%	47.8%	46.9%	
High priority	36.6%	37.4%	35.5%	38.6%	38.9%	36.4%	34.8%	34.7%	33.8%	
Medium priority	31.5%	14.1%	15.0%	32.6%	14.6%	15.5%	30.5%	13.3%	14.1%	
Low priority	14.3%	4.7%	5.0%	13.6%	5.0%	4.9%	14.9%	4.2%	5.1%	
Total(n)	273	4,161	7,960	132	2,399	4,647	141	1,762	3,313	
Mean	2.58	3.20	3.20	2.55	3.17	3.18	2.60	3.26	3.23	
Standard deviation	0.94	0.85	0.87	0.91	0.86	0.87	0.97	0.84	0.87	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.73	-0.71	-	-0.72	-0.72	-	-0.79	-0.72	
To increase the representation of minorities in the faculty and administration										
Highest priority	4.8%	7.4%	7.7%	6.0%	6.1%	6.8%	3.6%	9.7%	9.2%	Institutional Priority: Commit- ment to Diversity
High priority	31.9%	33.3%	33.2%	35.3%	35.4%	35.0%	28.6%	29.9%	30.0%	
Medium priority	49.1%	44.6%	43.8%	43.6%	45.4%	44.6%	54.3%	43.2%	42.4%	
Low priority	14.3%	14.7%	15.3%	15.0%	13.1%	13.5%	13.6%	17.2%	18.4%	
Total(n)	273	4,153	7,951	133	2,392	4,635	140	1,761	3,316	
Mean	2.27	2.34	2.33	2.32	2.34	2.35	2.22	2.32	2.30	
Standard deviation	0.76	0.81	0.83	0.80	0.78	0.80	0.72	0.87	0.87	
Significance	-			-			-			
Effect size	-	-0.09	-0.07	-	-0.03	-0.04	-	-0.11	-0.09	
To strengthen links with the for-profit, corporate sector										
Highest priority	8.4%	20.4%	19.3%	4.5%	17.7%	17.1%	12.1%	24.8%	22.9%	
High priority	26.0%	36.5%	36.0%	27.3%	38.1%	37.7%	24.8%	33.9%	33.2%	
Medium priority	40.7%	31.6%	32.6%	44.7%	32.5%	33.1%	36.9%	30.2%	31.6%	
Low priority	24.9%	11.4%	12.2%	23.5%	11.6%	12.1%	26.2%	11.2%	12.3%	
Total(n)	273	4,145	7,928	132	2,391	4,633	141	1,754	3,295	
Mean	2.18	2.66	2.62	2.13	2.62	2.60	2.23	2.72	2.67	
Standard deviation	0.90	0.93	0.93	0.82	0.91	0.91	0.97	0.96	0.96	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.52	-0.47	-	-0.54	-0.52	-	-0.51	-0.46	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop leadership ability among students										
Highest priority	9.7%	9.6%	10.9%	5.3%	8.0%	9.8%	13.9%	12.1%	12.9%	
High priority	32.1%	35.2%	37.3%	32.3%	35.4%	37.7%	31.9%	34.9%	36.7%	
Medium priority	50.5%	41.5%	39.2%	55.6%	42.3%	39.6%	45.8%	40.1%	38.5%	
Low priority	7.6%	13.8%	12.5%	6.8%	14.3%	12.9%	8.3%	12.8%	11.9%	
Total(n)	277	4,161	7,965	133	2,394	4,638	144	1,767	3,327	
Mean	2.44	2.41	2.47	2.36	2.37	2.44	2.51	2.46	2.50	
Standard deviation	0.77	0.84	0.85	0.69	0.82	0.84	0.84	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.04	-0.04	-	-0.01	-0.10	-	0.06	0.01	
To increase the representation of women in the faculty and administration										
Highest priority	3.7%	6.7%	7.6%	3.8%	6.7%	8.0%	3.5%	6.7%	6.9%	Institutional Priority: Commitment to Diversity
High priority	27.8%	30.2%	30.4%	35.6%	35.3%	35.3%	20.6%	21.6%	22.1%	
Medium priority	46.5%	46.1%	45.6%	43.2%	46.2%	45.7%	49.6%	46.0%	45.3%	
Low priority	22.0%	17.0%	16.5%	17.4%	11.8%	11.0%	26.2%	25.6%	25.7%	
Total(n)	273	4,139	7,933	132	2,382	4,622	141	1,757	3,311	
Mean	2.13	2.27	2.29	2.26	2.37	2.40	2.01	2.09	2.10	
Standard deviation	0.79	0.82	0.83	0.79	0.78	0.79	0.78	0.86	0.86	
Significance	-	**	**	-		*	-			
Effect size	-	-0.17	-0.19	-	-0.14	-0.18	-	-0.09	-0.10	
To develop an appreciation for multiculturalism										
Highest priority	9.4%	11.5%	11.2%	9.0%	9.9%	10.1%	9.8%	14.2%	13.0%	Institutional Priority: Commitment to Diversity
High priority	39.9%	37.8%	35.8%	39.8%	39.4%	37.6%	39.9%	35.2%	32.8%	
Medium priority	41.3%	39.6%	40.5%	41.4%	40.5%	41.1%	41.3%	38.2%	39.7%	
Low priority	9.4%	11.0%	12.5%	9.8%	10.2%	11.3%	9.1%	12.4%	14.5%	
Total(n)	276	4,156	7,955	133	2,392	4,633	143	1,764	3,322	
Mean	2.49	2.50	2.46	2.48	2.49	2.47	2.50	2.51	2.44	
Standard deviation	0.79	0.84	0.85	0.79	0.81	0.82	0.80	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.01	0.04	-	-0.01	0.01	-	-0.01	0.07	

All Respondents

University of Northern Colorado	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:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	12.9%	10.2%	10.4%	13.3%	9.5%	9.9%	12.4%	11.4%	11.3%	
Agree somewhat	48.9%	47.3%	45.3%	42.2%	46.0%	44.0%	55.2%	49.5%	47.5%	
Disagree somewhat	27.5%	29.4%	30.8%	30.4%	30.8%	31.9%	24.8%	27.2%	29.0%	
Disagree strongly	10.7%	13.1%	13.4%	14.1%	13.8%	14.1%	7.6%	11.9%	12.1%	
Total(n)	280	4,189	8,023	135	2,411	4,669	145	1,778	3,354	
Mean	2.64	2.55	2.53	2.55	2.51	2.50	2.72	2.60	2.58	
Standard deviation	0.84	0.84	0.85	0.90	0.84	0.86	0.78	0.84	0.84	
Significance	-		*	-			-		*	
Effect size	-	0.11	0.13	-	0.05	0.06	-	0.14	0.17	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	3.2%	3.9%	3.9%	6.0%	4.7%	4.9%	0.7%	2.6%	2.3%	
Agree somewhat	21.5%	20.8%	20.5%	25.4%	24.0%	23.9%	17.9%	15.6%	15.0%	
Disagree somewhat	43.4%	41.9%	42.4%	46.3%	44.3%	44.8%	40.7%	37.9%	38.4%	
Disagree strongly	31.9%	33.4%	33.1%	22.4%	27.0%	26.4%	40.7%	43.9%	44.3%	
Total(n)	279	4,174	7,992	134	2,403	4,654	145	1,771	3,338	
Mean	1.96	1.95	1.95	2.15	2.06	2.07	1.79	1.77	1.75	
Standard deviation	0.81	0.83	0.83	0.84	0.83	0.83	0.76	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.11	0.10	-	0.03	0.05	
Colleges should be actively involved in solving social problems										
Agree strongly	19.6%	23.0%	22.6%	21.5%	20.5%	19.5%	17.9%	27.1%	27.8%	
Agree somewhat	55.7%	53.7%	54.1%	49.6%	53.2%	54.4%	61.4%	54.4%	53.7%	
Disagree somewhat	19.6%	18.6%	18.7%	23.0%	20.1%	20.0%	16.6%	16.1%	16.4%	
Disagree strongly	5.0%	4.8%	4.6%	5.9%	6.2%	6.1%	4.1%	2.5%	2.1%	
Total(n)	280	4,177	8,001	135	2,402	4,653	145	1,775	3,348	
Mean	2.90	2.95	2.95	2.87	2.88	2.87	2.93	3.06	3.07	
Standard deviation	0.76	0.78	0.77	0.82	0.80	0.79	0.71	0.73	0.72	
Significance	-			-			-	*	*	
Effect size	-	-0.06	-0.06	-	-0.01	0.00	-	-0.18	-0.19	

Civic
Minded
Values

University of Northern Colorado	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 should encourage students to be involved in community service activities										Civic Minded Values
Agree strongly	31.0%	26.4%	27.5%	31.6%	21.0%	22.9%	30.6%	35.2%	35.2%	
Agree somewhat	56.3%	59.0%	58.3%	57.1%	61.1%	59.6%	55.6%	55.4%	56.1%	
Disagree somewhat	11.6%	12.5%	11.9%	9.8%	15.3%	14.5%	13.2%	7.8%	7.5%	
Disagree strongly	1.1%	2.2%	2.3%	1.5%	2.6%	3.0%	0.7%	1.6%	1.2%	
Total(n)	277	4,175	8,001	133	2,402	4,654	144	1,773	3,347	
Mean	3.17	3.09	3.11	3.19	3.01	3.02	3.16	3.24	3.25	
Standard deviation	0.66	0.68	0.69	0.66	0.68	0.70	0.67	0.66	0.64	
Significance	-			-	**	**	-			
Effect size	-	0.12	0.09	-	0.26	0.24	-	-0.12	-0.14	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	54.0%	57.7%	56.9%	48.5%	49.4%	48.6%	59.0%	71.5%	70.8%	
Agree somewhat	41.0%	36.8%	37.5%	44.0%	43.1%	43.6%	38.2%	26.5%	27.3%	
Disagree somewhat	5.0%	4.4%	4.5%	7.5%	6.0%	6.2%	2.8%	1.7%	1.6%	
Disagree strongly	0.0%	1.1%	1.1%	0.0%	1.5%	1.6%	0.0%	0.3%	0.2%	
Total(n)	278	4,177	7,997	134	2,403	4,653	144	1,774	3,344	
Mean	3.49	3.51	3.50	3.41	3.40	3.39	3.56	3.69	3.69	
Standard deviation	0.59	0.63	0.64	0.63	0.67	0.68	0.55	0.51	0.51	
Significance	-			-			-	**	**	
Effect size	-	-0.03	-0.02	-	0.01	0.03	-	-0.25	-0.25	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	2.2%	3.3%	2.9%	3.0%	4.6%	3.9%	1.4%	1.1%	1.3%	
Agree somewhat	11.1%	16.3%	16.4%	14.2%	19.9%	19.6%	8.3%	10.4%	11.2%	
Disagree somewhat	43.7%	43.1%	42.8%	49.3%	44.2%	43.8%	38.6%	41.3%	41.1%	
Disagree strongly	43.0%	37.2%	37.8%	33.6%	31.2%	32.6%	51.7%	47.2%	46.5%	
Total(n)	279	4,180	8,005	134	2,406	4,660	145	1,774	3,345	
Mean	1.72	1.86	1.85	1.87	1.98	1.95	1.59	1.65	1.67	
Standard deviation	0.74	0.80	0.80	0.76	0.83	0.82	0.70	0.71	0.72	
Significance	-	**	**	-			-			
Effect size	-	-0.18	-0.16	-	-0.13	-0.10	-	-0.08	-0.11	

University of Northern Colorado	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 should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	3.6%	3.9%	5.4%	3.8%	4.3%	6.0%	3.4%	3.1%	4.3%	
Agree somewhat	18.4%	18.1%	19.5%	18.9%	18.5%	19.6%	17.9%	17.5%	19.2%	
Disagree somewhat	30.0%	35.3%	34.5%	25.8%	34.2%	33.4%	33.8%	37.1%	36.4%	
Disagree strongly	48.0%	42.7%	40.6%	51.5%	43.0%	40.9%	44.8%	42.2%	40.1%	
Total(n)	277	4,174	7,998	132	2,401	4,654	145	1,773	3,344	
Mean	1.78	1.83	1.90	1.75	1.84	1.91	1.80	1.82	1.88	
Standard deviation	0.87	0.86	0.90	0.89	0.87	0.92	0.85	0.83	0.87	
Significance	-		*	-		*	-			
Effect size	-	-0.06	-0.13	-	-0.10	-0.17	-	-0.02	-0.09	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	25.8%	26.5%	27.3%	24.6%	22.0%	22.7%	26.9%	34.0%	35.0%	
Agree somewhat	62.4%	60.0%	59.9%	63.4%	62.3%	62.2%	61.4%	56.3%	56.0%	
Disagree somewhat	10.4%	10.6%	10.2%	10.4%	11.9%	11.4%	10.3%	8.6%	8.1%	
Disagree strongly	1.4%	2.9%	2.7%	1.5%	3.9%	3.7%	1.4%	1.2%	0.9%	
Total(n)	279	4,181	8,006	134	2,404	4,655	145	1,777	3,351	
Mean	3.13	3.10	3.12	3.11	3.02	3.04	3.14	3.23	3.25	
Standard deviation	0.64	0.69	0.68	0.63	0.70	0.70	0.64	0.65	0.64	
Significance	-			-			-		*	
Effect size	-	0.04	0.01	-	0.13	0.10	-	-0.14	-0.17	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	8.8%	14.6%	14.1%	8.3%	15.4%	14.5%	9.2%	13.3%	13.4%	
Agree somewhat	44.7%	44.8%	43.6%	40.2%	43.3%	42.1%	48.9%	47.4%	46.1%	
Disagree somewhat	35.9%	30.6%	31.5%	38.6%	31.0%	31.8%	33.3%	29.9%	31.0%	
Disagree strongly	10.6%	9.9%	10.8%	12.9%	10.3%	11.6%	8.5%	9.3%	9.5%	
Total(n)	273	4,151	7,948	132	2,392	4,631	141	1,759	3,317	
Mean	2.52	2.64	2.61	2.44	2.64	2.60	2.59	2.65	2.64	
Standard deviation	0.80	0.85	0.86	0.82	0.86	0.87	0.78	0.83	0.83	
Significance	-	*		-	**	*	-			
Effect size	-	-0.14	-0.10	-	-0.23	-0.18	-	-0.07	-0.06	

University of Northern Colorado	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 should prohibit racist/sexist speech on campus										
Agree strongly	37.3%	32.6%	32.0%	31.6%	27.9%	27.4%	42.7%	40.5%	39.8%	
Agree somewhat	29.3%	28.2%	28.9%	30.8%	28.8%	28.9%	28.0%	27.1%	28.9%	
Disagree somewhat	25.0%	26.2%	26.2%	26.3%	28.3%	28.5%	23.8%	22.8%	22.5%	
Disagree strongly	8.3%	12.9%	12.8%	11.3%	15.0%	15.3%	5.6%	9.5%	8.8%	
Total(n)	276	4,156	7,964	133	2,395	4,643	143	1,761	3,321	
Mean	2.96	2.81	2.80	2.83	2.70	2.68	3.08	2.99	3.00	
Standard deviation	0.98	1.03	1.03	1.00	1.03	1.03	0.94	1.01	0.99	
Significance	-	*	*	-			-			
Effect size	-	0.15	0.16	-	0.13	0.15	-	0.09	0.08	
This institution should not offer remedial/developmental education										
Agree strongly	2.5%	4.2%	5.4%	3.0%	5.0%	6.5%	2.1%	2.9%	3.7%	
Agree somewhat	13.7%	15.3%	17.0%	16.5%	17.9%	19.7%	11.1%	10.9%	12.6%	
Disagree somewhat	48.4%	45.9%	46.1%	50.4%	47.7%	47.4%	46.5%	43.0%	44.0%	
Disagree strongly	35.4%	34.6%	31.4%	30.1%	29.4%	26.5%	40.3%	43.2%	39.7%	
Total(n)	277	4,170	7,973	133	2,400	4,642	144	1,770	3,331	
Mean	1.83	1.89	1.96	1.92	1.99	2.06	1.75	1.74	1.80	
Standard deviation	0.75	0.81	0.84	0.76	0.82	0.85	0.73	0.77	0.80	
Significance	-		*	-			-			
Effect size	-	-0.07	-0.15	-	-0.09	-0.16	-	0.01	-0.06	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.5%	0.4%	0.0%	0.5%	0.4%	0.0%	0.5%	0.5%	
\$20,000 - \$29,999	0.6%	0.7%	0.6%	0.0%	0.5%	0.5%	1.1%	0.9%	0.7%	
\$30,000 - \$39,999	1.7%	3.9%	3.0%	2.3%	2.6%	2.0%	1.1%	6.0%	4.8%	
\$40,000 - \$49,999	19.2%	9.4%	8.1%	12.6%	7.1%	6.2%	25.6%	13.1%	11.2%	
\$50,000 - \$59,999	23.2%	17.8%	14.9%	18.4%	15.1%	12.3%	27.8%	22.1%	19.1%	
\$60,000 - \$69,999	15.3%	16.0%	14.5%	16.1%	15.0%	12.7%	14.4%	17.6%	17.4%	
\$70,000 - \$79,999	21.5%	14.2%	13.8%	21.8%	13.9%	13.0%	21.1%	14.7%	15.0%	
\$80,000 - \$89,999	7.9%	11.4%	11.6%	11.5%	13.5%	12.8%	4.4%	8.1%	9.7%	
\$90,000 - \$99,999	3.4%	7.5%	7.9%	5.7%	8.0%	8.2%	1.1%	6.8%	7.4%	
\$100,000 - \$124,999	6.2%	11.5%	13.2%	9.2%	14.4%	16.0%	3.3%	6.8%	8.5%	
\$125,000 - \$149,999	0.6%	4.0%	5.6%	1.1%	5.2%	7.2%	0.0%	2.0%	3.0%	
\$150,000 or more	0.6%	3.2%	6.5%	1.1%	4.2%	8.7%	0.0%	1.5%	2.7%	
Total(n)	177	3,060	5,069	87	1,739	2,979	90	1,321	2,090	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	1.9%	0.4%	0.5%	4.5%	0.6%	0.4%	0.0%	0.1%	0.6%	
\$20,000 - \$29,999	0.0%	1.3%	0.9%	0.0%	0.6%	0.5%	0.0%	2.5%	1.4%	
\$30,000 - \$39,999	13.0%	3.0%	1.9%	4.5%	2.0%	1.3%	18.8%	4.9%	2.8%	
\$40,000 - \$49,999	20.4%	8.7%	6.6%	9.1%	7.7%	5.7%	28.1%	10.6%	8.0%	
\$50,000 - \$59,999	16.7%	16.3%	11.9%	13.6%	15.6%	11.3%	18.8%	17.6%	12.8%	
\$60,000 - \$69,999	14.8%	12.1%	13.5%	13.6%	10.7%	10.7%	15.6%	14.6%	17.9%	
\$70,000 - \$79,999	9.3%	9.1%	9.8%	13.6%	9.4%	9.8%	6.3%	8.7%	9.8%	
\$80,000 - \$89,999	3.7%	8.0%	9.6%	4.5%	7.1%	8.8%	3.1%	9.7%	10.9%	
\$90,000 - \$99,999	3.7%	8.3%	8.8%	4.5%	9.3%	9.8%	3.1%	6.5%	7.2%	
\$100,000 - \$124,999	9.3%	13.1%	14.2%	18.2%	13.2%	13.1%	3.1%	13.1%	15.9%	
\$125,000 - \$149,999	7.4%	8.8%	9.4%	13.6%	10.5%	11.7%	3.1%	5.8%	5.8%	
\$150,000 or more	0.0%	10.8%	13.0%	0.0%	13.4%	16.9%	0.0%	6.2%	6.9%	
Total(n)	54	932	2,299	22	541	1,283	32	391	1,016	
Your base institutional salary reported above is based on:										
Less than 9 months	3.7%	3.0%	3.6%	4.3%	3.4%	3.9%	3.1%	2.4%	3.0%	
9/10 months	74.2%	74.0%	69.3%	76.9%	73.0%	69.4%	71.7%	75.7%	69.0%	
11/12 months	22.1%	23.0%	27.2%	18.8%	23.6%	26.6%	25.2%	21.9%	28.0%	
Total(n)	244	4,171	7,915	117	2,396	4,604	127	1,775	3,311	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	38.8%	46.5%	43.9%	38.3%	42.3%	39.3%	39.3%	53.3%	51.8%	
75% to 99%	40.6%	43.0%	43.6%	41.4%	44.8%	45.6%	40.0%	40.0%	40.3%	
74% to 50%	10.1%	7.7%	9.4%	9.8%	9.5%	11.5%	10.3%	4.7%	5.8%	
25% to 49%	4.7%	2.1%	2.2%	6.0%	2.5%	2.6%	3.4%	1.4%	1.5%	
1% to 24%	5.8%	0.6%	0.6%	4.5%	0.6%	0.7%	6.9%	0.4%	0.4%	
0%	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Total(n)	278	4,167	7,942	133	2,399	4,629	145	1,768	3,313	
Other income from this institution										
100%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.5%	0.5%	0.0%	0.6%	0.5%	0.0%	0.2%	0.3%	
25% to 49%	4.5%	6.3%	5.8%	2.4%	7.5%	6.9%	6.3%	4.5%	4.0%	
1% to 24%	30.9%	26.9%	27.7%	28.3%	28.8%	30.1%	33.1%	23.7%	23.6%	
0%	64.7%	66.1%	65.8%	69.3%	62.8%	62.1%	60.6%	71.6%	72.1%	
Total(n)	269	4,044	7,691	127	2,333	4,497	142	1,711	3,194	
Income from another academic institution										
100%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	1.9%	0.1%	0.0%	0.0%	0.1%	0.1%	3.6%	0.0%	0.0%	
74% to 50%	0.7%	0.2%	0.2%	1.6%	0.3%	0.3%	0.0%	0.1%	0.1%	
25% to 49%	1.9%	0.6%	0.7%	1.6%	0.6%	0.7%	2.1%	0.6%	0.6%	
1% to 24%	6.0%	5.1%	5.6%	6.3%	5.3%	5.7%	5.7%	4.7%	5.4%	
0%	89.6%	94.0%	93.4%	90.6%	93.6%	93.1%	88.6%	94.6%	93.9%	
Total(n)	268	3,998	7,593	128	2,310	4,439	140	1,688	3,154	
Non-academic income										
100%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	
75% to 99%	4.4%	0.8%	0.8%	5.4%	0.7%	0.8%	3.5%	0.9%	0.7%	
74% to 50%	3.7%	1.8%	2.2%	3.1%	2.0%	2.4%	4.3%	1.5%	1.9%	
25% to 49%	4.8%	4.1%	5.2%	5.4%	4.9%	6.1%	4.3%	2.8%	3.6%	
1% to 24%	26.9%	24.8%	26.9%	32.3%	27.4%	29.9%	22.0%	20.5%	21.7%	
0%	60.1%	68.4%	64.9%	53.8%	65.0%	60.7%	66.0%	74.2%	71.9%	
Total(n)	271	4,045	7,691	130	2,341	4,509	141	1,704	3,182	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	1.8%	3.0%	2.7%	2.2%	2.8%	2.2%	1.4%	3.5%	3.5%	
1986 - 1980	6.9%	10.4%	9.9%	5.2%	10.8%	9.9%	8.6%	9.7%	9.7%	
1971 - 1975	9.1%	10.2%	10.0%	8.2%	9.3%	9.2%	10.0%	11.6%	11.5%	
1966 - 1970	11.3%	14.0%	13.8%	9.0%	12.4%	12.3%	13.6%	16.6%	16.4%	
1961 - 1965	9.9%	11.5%	11.5%	7.5%	11.0%	10.6%	12.1%	12.2%	13.0%	
1956 - 1960	16.1%	14.0%	13.7%	17.9%	13.6%	13.0%	14.3%	14.5%	14.9%	
1951 - 1955	23.0%	17.0%	16.4%	26.9%	17.5%	17.4%	19.3%	16.2%	14.8%	
1946 - 1950	14.2%	13.4%	13.9%	14.2%	14.2%	15.2%	14.3%	12.2%	11.8%	
1941 - 1945	6.9%	5.1%	5.8%	7.5%	6.5%	7.4%	6.4%	2.8%	3.2%	
1940 or earlier	0.7%	1.5%	2.1%	1.5%	1.9%	2.7%	0.0%	0.7%	1.2%	
Total(n)	274	4,140	7,903	134	2,390	4,618	140	1,750	3,285	
Year of highest degree now held										
1973 or earlier	4.7%	5.4%	6.7%	9.7%	7.3%	9.1%	0.0%	2.3%	2.8%	
1974 - 1978	7.3%	7.4%	8.2%	10.4%	10.1%	10.9%	4.3%	2.9%	3.8%	
1979 - 1983	9.9%	10.5%	10.5%	10.4%	11.9%	12.0%	9.3%	8.4%	8.1%	
1984 - 1988	9.5%	10.7%	11.3%	12.7%	12.3%	12.4%	6.4%	8.2%	9.6%	
1989 - 1993	10.2%	12.3%	12.0%	11.9%	11.6%	11.8%	8.6%	13.6%	12.3%	
1994 - 1998	16.1%	13.7%	13.3%	13.4%	10.9%	11.0%	18.6%	18.4%	17.3%	
1999 - 2003	15.7%	14.2%	13.7%	7.5%	13.1%	12.1%	23.6%	15.9%	16.4%	
2004 - 2008	22.6%	16.3%	15.8%	21.6%	14.9%	14.0%	23.6%	18.5%	18.9%	
2009 or later	4.0%	9.5%	8.4%	2.2%	8.0%	6.9%	5.7%	12.0%	10.8%	
Total(n)	274	4,162	7,950	134	2,400	4,636	140	1,762	3,314	
Year of appointment at present institution										
1973 or earlier	4.4%	1.6%	1.9%	7.5%	1.9%	2.4%	1.4%	1.2%	1.2%	
1974 - 1978	0.4%	2.5%	2.9%	0.7%	3.4%	4.1%	0.0%	1.0%	1.0%	
1979 - 1983	2.5%	5.9%	6.4%	4.5%	7.8%	8.4%	0.7%	2.8%	3.1%	
1984 - 1988	5.1%	8.9%	9.3%	6.0%	10.9%	11.3%	4.3%	5.5%	6.1%	
1989 - 1993	11.3%	10.3%	10.7%	14.2%	11.1%	11.5%	8.5%	8.8%	9.2%	
1994 - 1998	11.3%	11.3%	11.5%	10.4%	11.0%	11.1%	12.1%	11.8%	12.1%	
1999 - 2003	14.9%	14.1%	13.7%	14.2%	12.6%	12.2%	15.6%	16.6%	16.1%	
2004 - 2008	34.2%	23.3%	22.6%	30.6%	21.0%	20.1%	37.6%	27.1%	26.7%	
2009 or later	16.0%	22.1%	20.9%	11.9%	20.2%	18.8%	19.9%	25.2%	24.5%	
Total(n)	275	4,162	7,958	134	2,402	4,641	141	1,760	3,317	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If tenured, year tenure was awarded										
1973 or earlier	22.3%	15.4%	15.1%	20.4%	12.1%	12.1%	24.7%	21.8%	21.3%	
1974 - 1978	2.8%	1.6%	2.3%	4.1%	2.2%	2.8%	1.2%	0.6%	1.3%	
1979 - 1983	0.6%	4.5%	5.1%	0.0%	5.8%	6.4%	1.2%	2.0%	2.3%	
1984 - 1988	2.2%	9.1%	9.3%	4.1%	11.1%	11.3%	0.0%	5.3%	5.3%	
1989 - 1993	11.7%	12.8%	12.9%	15.3%	15.5%	15.3%	7.4%	7.6%	7.8%	
1994 - 1998	12.8%	14.2%	15.0%	13.3%	14.3%	15.1%	12.3%	14.1%	14.7%	
1999 - 2003	13.4%	14.6%	13.9%	11.2%	14.2%	13.3%	16.0%	15.6%	15.1%	
2004 - 2008	22.3%	17.0%	16.0%	22.4%	14.8%	13.9%	22.2%	21.1%	20.5%	
2009 or later	11.7%	10.6%	10.4%	9.2%	10.0%	9.8%	14.8%	11.8%	11.7%	
Total(n)	179	3,111	5,754	98	1,901	3,577	81	1,210	2,177	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.4%	3.0%	2.2%	0.7%	3.5%	2.6%	0.0%	2.1%	1.5%	
Biological Sciences (General Area 5)	5.0%	7.6%	7.4%	5.9%	8.2%	7.7%	4.2%	6.7%	6.9%	
Business (General Area 6)	5.8%	3.7%	3.8%	8.1%	4.1%	4.2%	3.5%	3.1%	3.1%	
Education (General Area 10 and Specific Discipline 2102)	20.5%	8.3%	7.5%	16.3%	5.5%	4.8%	24.5%	13.0%	12.0%	
Engineering (General Area 11)	0.0%	5.5%	5.9%	0.0%	7.6%	7.7%	0.0%	2.1%	2.7%	
English (General Area 12)	6.5%	4.9%	5.0%	3.7%	3.4%	3.7%	9.1%	7.3%	7.0%	
Health-related (General Area 15)	7.2%	6.4%	6.2%	3.0%	4.6%	4.5%	11.2%	9.4%	9.1%	
History or Political Science (Specific Discipline 3007,3009)	2.9%	6.1%	7.1%	3.0%	6.7%	7.6%	2.8%	5.1%	6.2%	
Humanities (General Area 14,24)	3.6%	8.8%	8.7%	3.7%	9.3%	9.0%	3.5%	8.0%	8.2%	
Fine Arts (General Area 2,4,22)	14.7%	6.8%	6.4%	19.3%	7.0%	6.4%	10.5%	6.4%	6.4%	
Mathematics or Statistics (General Area 18)	2.9%	4.1%	4.2%	3.0%	4.9%	5.2%	2.8%	2.7%	2.4%	
Physical Sciences (General Area 25)	4.3%	6.4%	7.4%	7.4%	9.0%	10.2%	1.4%	2.0%	2.9%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.9%	15.6%	15.9%	15.6%	14.1%	14.6%	18.2%	18.2%	18.0%	
Other Technical (General Area 8,19,28)	0.7%	2.2%	2.4%	1.5%	2.9%	3.0%	0.0%	1.2%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.6%	10.5%	10.1%	8.9%	9.2%	8.9%	8.4%	12.8%	12.1%	
Total(n)	278	4,194	8,034	135	2,414	4,680	143	1,780	3,354	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	3.0%	2.2%	0.0%	3.5%	2.5%	0.0%	2.3%	1.7%	
Biological Sciences (General Area 5)	5.0%	6.7%	6.7%	6.0%	7.8%	7.4%	4.2%	4.9%	5.7%	
Business (General Area 6)	6.5%	4.3%	4.5%	9.7%	5.1%	5.2%	3.5%	2.9%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	14.7%	6.9%	6.3%	11.9%	4.9%	4.3%	17.4%	10.3%	9.7%	
Engineering (General Area 11)	0.0%	6.6%	6.9%	0.0%	9.1%	9.2%	0.0%	2.5%	3.2%	
English (General Area 12)	7.6%	4.9%	4.9%	4.5%	3.5%	3.7%	10.4%	7.2%	6.9%	
Health-related (General Area 15)	9.7%	7.0%	7.1%	3.0%	4.7%	5.0%	16.0%	10.7%	10.6%	
History or Political Science (Specific Discipline 3007,3009)	2.5%	6.1%	6.7%	3.0%	6.7%	7.0%	2.1%	5.1%	6.1%	
Humanities (General Area 14,24)	4.7%	8.4%	8.6%	4.5%	8.7%	8.6%	4.9%	8.0%	8.5%	
Fine Arts (General Area 2,4,22)	14.4%	7.1%	6.8%	19.4%	7.3%	6.8%	9.7%	6.8%	6.8%	
Mathematics or Statistics (General Area 18)	3.6%	4.1%	3.9%	3.7%	5.0%	4.9%	3.5%	2.6%	2.2%	
Physical Sciences (General Area 25)	4.3%	5.4%	6.3%	7.5%	7.7%	8.7%	1.4%	1.6%	2.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.4%	13.8%	13.6%	14.9%	12.2%	12.4%	13.9%	16.4%	15.6%	
Other Technical (General Area 8,19,28)	0.4%	2.2%	2.3%	0.7%	3.0%	3.1%	0.0%	0.8%	0.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.2%	13.5%	13.1%	11.2%	10.9%	11.2%	13.2%	17.8%	16.2%	
Total(n)	278	4,186	8,022	134	2,408	4,675	144	1,778	3,347	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	69.2%	62.5%	61.7%	67.2%	62.2%	61.5%	71.0%	63.0%	61.9%	
1	12.9%	17.7%	18.0%	14.2%	17.4%	17.6%	11.7%	18.0%	18.7%	
2	14.7%	15.0%	15.4%	15.7%	14.6%	14.9%	13.8%	15.6%	16.1%	
3	2.2%	3.6%	3.5%	1.5%	4.2%	4.1%	2.8%	2.7%	2.6%	
4+	1.1%	1.2%	1.4%	1.5%	1.5%	1.8%	0.7%	0.7%	0.7%	
Total(n)	279	4,173	7,986	134	2,402	4,648	145	1,771	3,338	
18 years or older										
0	53.2%	60.8%	60.0%	47.4%	58.0%	56.2%	58.6%	65.4%	66.4%	
1	15.4%	12.7%	12.4%	14.8%	12.4%	12.0%	15.9%	13.1%	13.0%	
2	21.1%	17.8%	17.3%	25.9%	19.8%	19.6%	16.6%	14.5%	13.5%	
3	7.5%	6.0%	6.4%	9.6%	6.6%	7.4%	5.5%	4.9%	4.9%	
4+	2.9%	2.8%	3.9%	2.2%	3.2%	4.8%	3.4%	2.0%	2.2%	
Total(n)	280	4,182	8,001	135	2,404	4,654	145	1,778	3,347	
How would you characterize your political views?										
Far left	6.5%	11.9%	12.5%	5.2%	11.2%	11.7%	7.6%	13.1%	13.9%	
Liberal	50.5%	52.9%	52.7%	45.5%	49.2%	49.2%	55.2%	59.1%	58.4%	
Middle of the road	31.5%	25.4%	24.8%	37.3%	28.2%	27.4%	26.2%	20.9%	20.5%	
Conservative	11.1%	9.4%	9.7%	11.2%	10.9%	11.2%	11.0%	6.8%	7.1%	
Far right	0.4%	0.3%	0.3%	0.7%	0.5%	0.4%	0.0%	0.2%	0.1%	
Total(n)	279	4,171	7,977	134	2,399	4,646	145	1,772	3,331	
Are you currently: (Mark one)										
Single	9.2%	10.4%	10.4%	8.8%	8.0%	8.0%	9.6%	14.4%	14.3%	
Married	73.8%	77.4%	77.3%	81.6%	82.9%	83.2%	66.4%	68.5%	67.6%	
Unmarried, living with partner	7.8%	5.6%	5.7%	2.9%	4.9%	4.7%	12.3%	6.7%	7.3%	
Divorced	7.1%	5.1%	4.6%	4.4%	3.4%	2.8%	9.6%	7.9%	7.8%	
Widowed	0.7%	0.9%	1.1%	0.7%	0.2%	0.6%	0.7%	1.9%	1.9%	
Separated	1.4%	0.6%	0.8%	1.5%	0.6%	0.7%	1.4%	0.6%	1.1%	
Total(n)	282	4,209	8,064	136	2,417	4,692	146	1,792	3,372	

University of Northern Colorado	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Is English your native language?										
Yes	94.3%	85.7%	86.3%	92.6%	83.9%	85.2%	95.9%	88.6%	88.1%	
No	5.7%	14.3%	13.7%	7.4%	16.1%	14.8%	4.1%	11.4%	11.9%	
Total(n)	282	4,213	8,071	136	2,421	4,698	146	1,792	3,373	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	1.8%	2.5%	2.0%	2.2%	2.5%	1.9%	1.4%	2.6%	2.1%	
Asian American/Asian	3.6%	5.9%	5.6%	3.0%	7.4%	6.9%	4.1%	3.3%	3.5%	
Native Hawaiian/Pacific Islander	0.0%	0.3%	0.4%	0.0%	0.3%	0.5%	0.0%	0.2%	0.3%	
African American/Black	3.2%	3.3%	3.7%	5.2%	3.5%	3.5%	1.4%	2.9%	4.2%	
Mexican American/Chicano	2.8%	1.3%	1.4%	3.0%	1.2%	1.4%	2.7%	1.5%	1.3%	
Puerto Rican	0.0%	0.4%	0.5%	0.0%	0.2%	0.3%	0.0%	0.7%	0.8%	
Other Latino	1.8%	3.2%	3.0%	1.5%	3.4%	2.9%	2.1%	2.9%	3.2%	
White/Caucasian	88.6%	85.9%	85.7%	86.7%	84.0%	84.5%	90.4%	89.0%	87.6%	
Other	2.5%	3.6%	3.4%	2.2%	3.7%	3.4%	2.7%	3.4%	3.4%	
Total(n)	281	4,184	7,997	135	2,403	4,649	146	1,781	3,348	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.7%	0.7%	0.5%	0.7%	0.7%	0.5%	0.7%	0.7%	0.5%	
Asian	2.8%	5.6%	5.5%	2.2%	7.3%	6.9%	3.4%	3.0%	3.0%	
Black	2.1%	2.3%	2.9%	4.4%	2.4%	2.6%	0.0%	2.2%	3.5%	
Hispanic	3.6%	3.0%	2.9%	3.7%	2.9%	2.8%	3.4%	3.1%	3.2%	
White	84.7%	81.1%	81.3%	83.0%	79.3%	80.4%	86.3%	84.1%	82.8%	
Other	1.8%	2.0%	2.1%	2.2%	2.2%	2.3%	1.4%	1.5%	1.7%	
Two or more races/ethnicities	4.3%	5.3%	4.8%	3.7%	5.3%	4.5%	4.8%	5.3%	5.3%	
Total (n)	281	4,184	7,997	135	2,403	4,649	146	1,781	3,348	