



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

## 2010-11 HERI Faculty Survey

CIRP Construct Reports

Full-time Undergraduate Faculty

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# Wittenberg University

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comparison group 1: Other Religious 4yr Colleges  
comparison group 2: Nonsectarian, Catholic, Other Religious 4yr Colleges

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**CIRP Construct Definition –**

Summarizes the theoretical rationale for creating the construct.

**Standard Deviation –**

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

**Statistical Significance –**

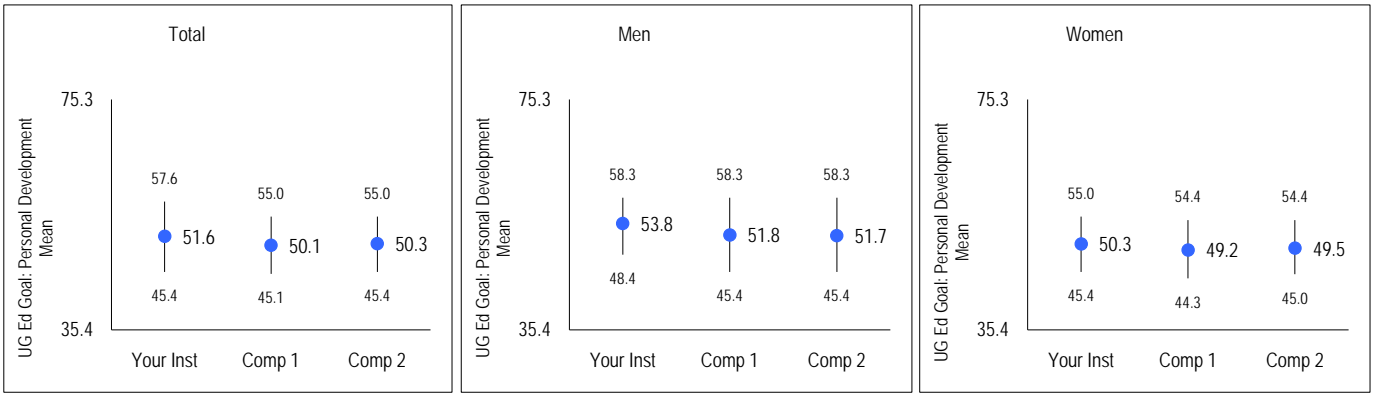
Uses t-test to examine the difference between the mean construct score for your institution and the comparison group. Constructs with mean differences that are larger than would be expected by chance are noted with one, two, or three stars, which correspond to the three standard levels of significance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

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

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

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

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



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

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

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

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

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

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

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

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

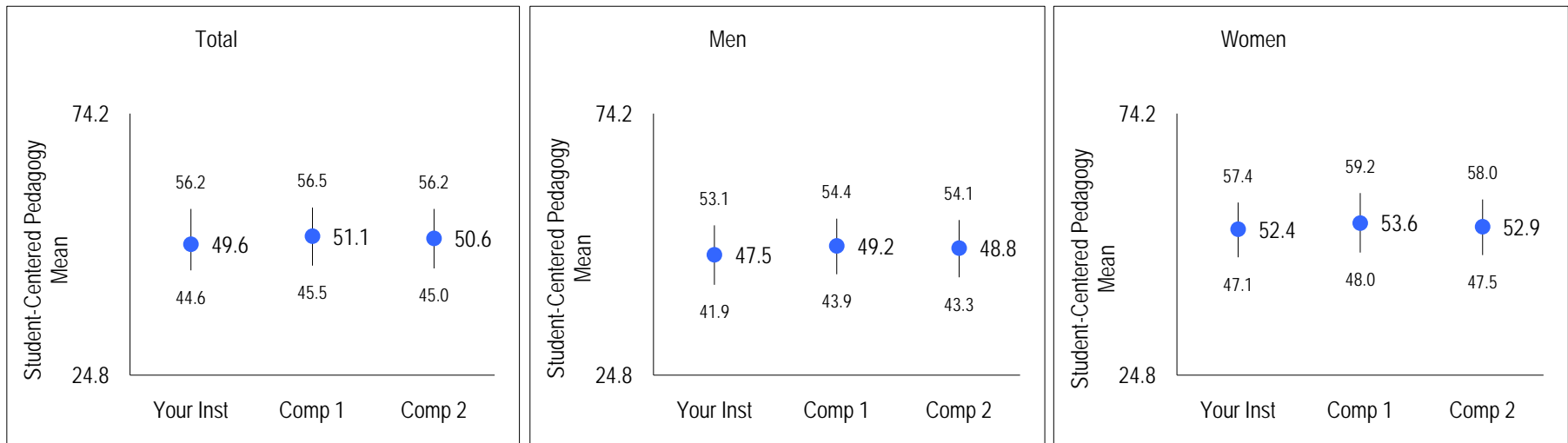
**Mean** – The arithmetic mean is computed for each CIRP Construct. The HERI Faculty Survey Constructs have been scaled to a mean of 50 and a standard deviation of 10.

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

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,376	47	3,191	6,624	34	2,445	5,752
Mean	49.6	51.1	50.6	47.5	49.2	48.8	52.4	53.6	52.9
Standard Deviation	7.92	8.35	8.30	8.52	7.94	8.19	6.07	8.26	7.88
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.18	-0.13	-	-0.21	-0.16	-	-0.15	-0.07
25th percentile	44.6	45.5	45.0	41.9	43.9	43.3	47.1	48.0	47.5
75th percentile	56.2	56.5	56.2	53.1	54.4	54.1	57.4	59.2	58.0

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



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

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

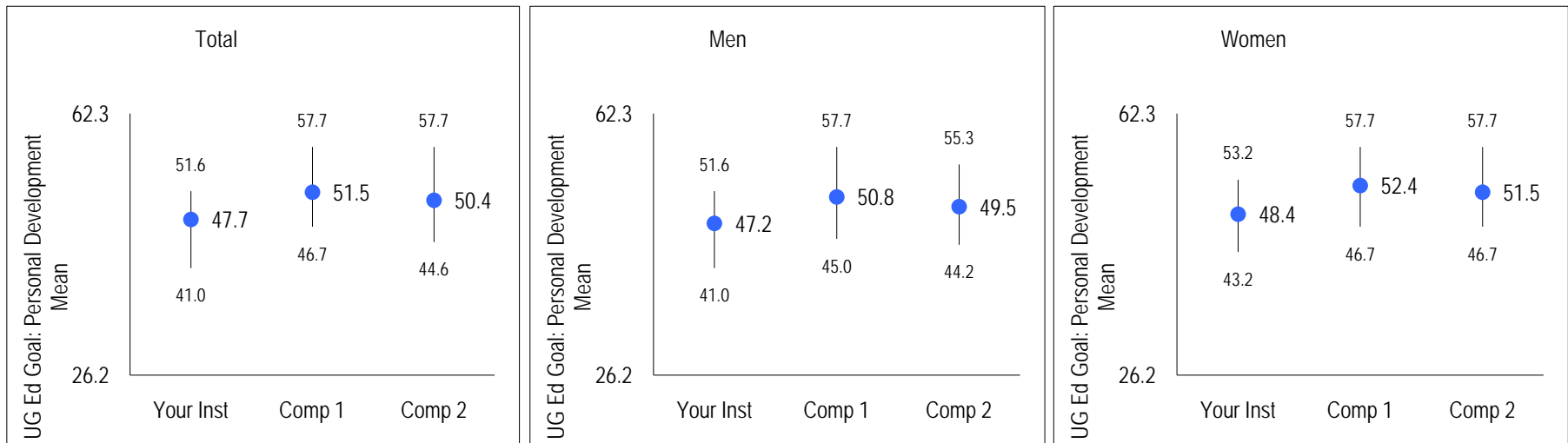
- \* Cooperative learning (small groups) (2.30)
- \* Student presentations (1.85)
- \* Group projects (1.82)
- \* Class discussions (1.70)
- \* Student evaluations of each others' work (1.53)
- \* Reflective writing/journaling (1.37)
- \* Experiential learning/Field studies (1.30)
- \* Using student inquiry to drive learning (1.26)
- \* Student-selected topics for course content (1.21)

**Undergraduate Education Goal: Personal Development**  
 Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,578	12,268	47	3,170	6,586	34	2,408	5,682
Mean	47.7	51.5	50.4	47.2	50.8	49.5	48.4	52.4	51.5
Standard Deviation	8.38	8.11	8.30	8.47	8.29	8.29	8.33	7.77	8.18
Significance	-	***	**	-	**	-	-	**	*
Effect Size	-	-0.46	-0.32	-	-0.44	-0.28	-	-0.51	-0.37
25th percentile	41.0	46.7	44.6	41.0	45.0	44.2	43.2	46.7	46.7
75th percentile	51.6	57.7	57.7	51.6	57.7	55.3	53.2	57.7	57.7

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



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

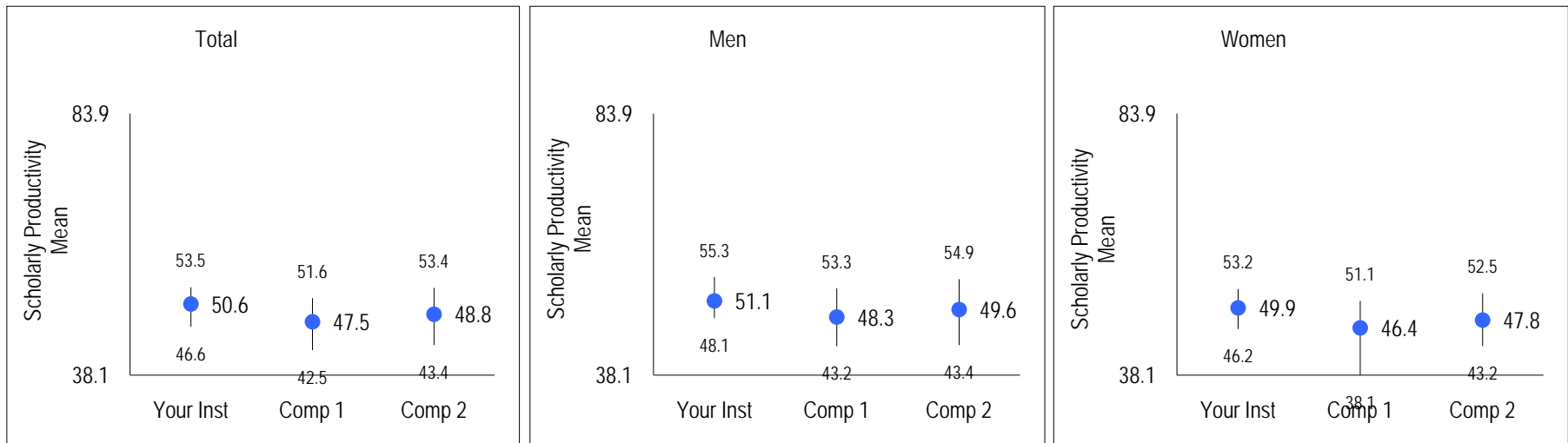
Indicate the importance to you of each of the following education goals for undergraduate students:

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

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,374	47	3,190	6,622	34	2,446	5,752
Mean	50.6	47.5	48.8	51.1	48.3	49.6	49.9	46.4	47.8
Standard Deviation	6.14	7.18	7.56	6.58	7.55	7.94	5.50	6.50	6.93
Significance	-	***	*	-	*		-	**	
Effect Size	-	0.43	0.24	-	0.37	0.19	-	0.54	0.30
25th percentile	46.6	42.5	43.4	48.1	43.2	43.4	46.2	38.1	43.2
75th percentile	53.5	51.6	53.4	55.3	53.3	54.9	53.2	51.1	52.5

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



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

How many of the following have you published?

\* Articles in academic and professional journals (3.09)

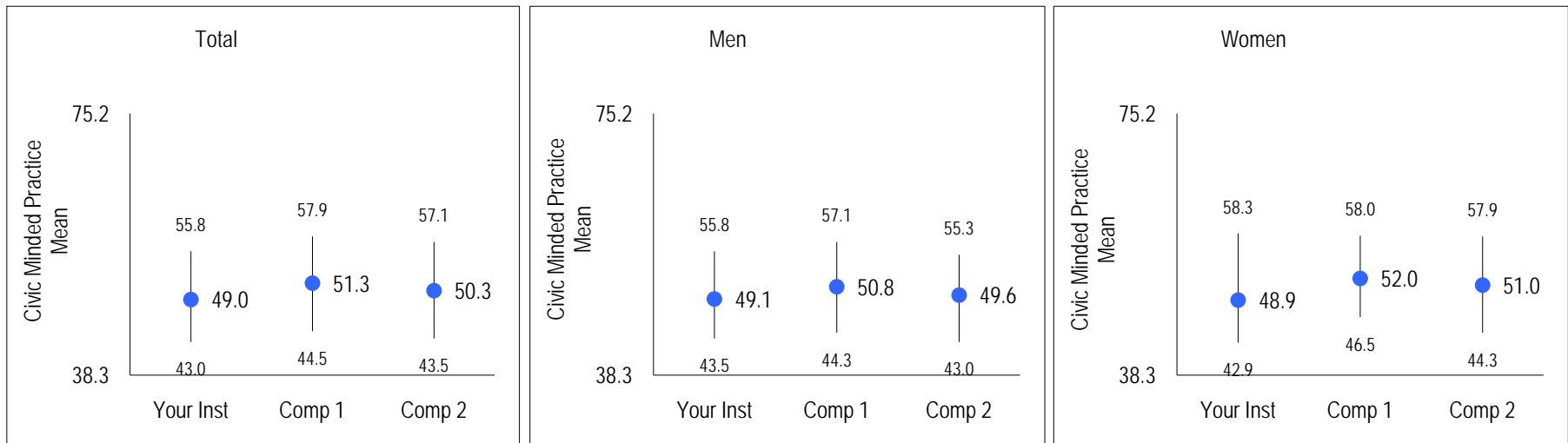
\* How many of your professional writings have been published or accepted for publication in the last two years (2.53)

\* Chapters in edited volumes (2.11)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,640	12,387	47	3,192	6,628	34	2,448	5,759
Mean	49.0	51.3	50.3	49.1	50.8	49.6	48.9	52.0	51.0
Standard Deviation	7.85	7.92	8.13	7.53	7.78	8.00	8.40	8.04	8.22
Significance	-	**		-			-	*	
Effect Size	-	-0.29	-0.15	-	-0.22	-0.07	-	-0.38	-0.26
25th percentile	43.0	44.5	43.5	43.5	44.3	43.0	42.9	46.5	44.3
75th percentile	55.8	57.9	57.1	55.8	57.1	55.3	58.3	58.0	57.9

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



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

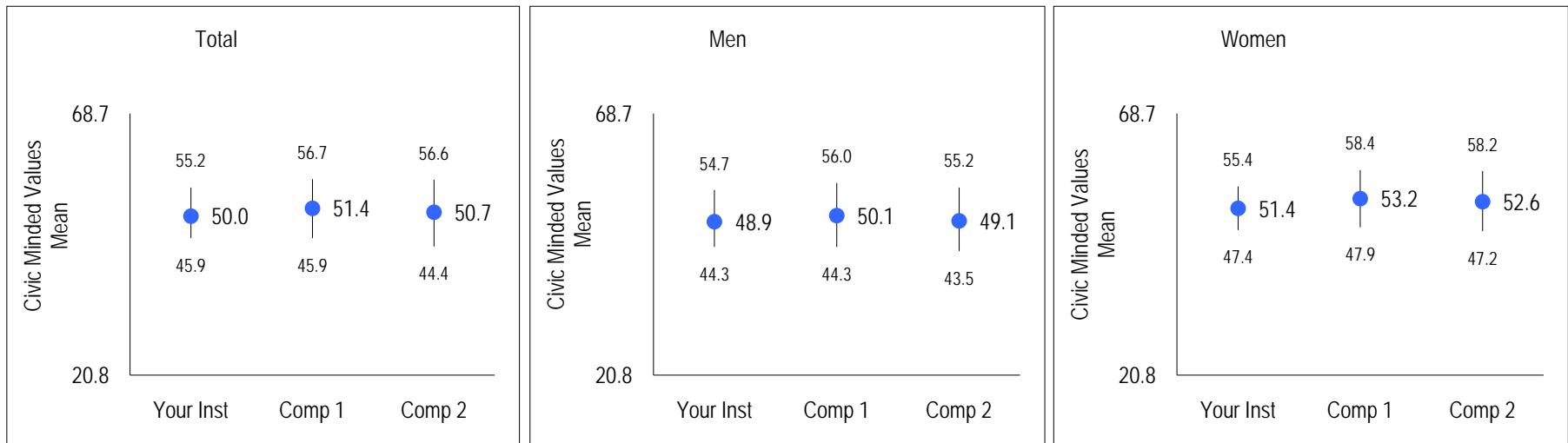
- \* Collaborated with the local community in research/teaching (1.87)
- \* Do you use your scholarship to address local community needs? (1.78)
- \* Community service as part of coursework (1.64)

- \* Engaged in public service/professional consulting without pay? (1.51)
- \* Community or public service (1.35)
- \* Advised student groups involved in service/volunteer work (1.33)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,639	12,385	47	3,192	6,628	34	2,447	5,757
Mean	50.0	51.4	50.7	48.9	50.1	49.1	51.4	53.2	52.6
Standard Deviation	7.29	8.48	8.86	8.09	8.60	9.00	5.84	7.98	8.27
Significance	-			-			-		
Effect Size	-	-0.17	-0.08	-	-0.13	-0.01	-	-0.23	-0.15
25th percentile	45.9	45.9	44.4	44.3	44.3	43.5	47.4	47.9	47.2
75th percentile	55.2	56.7	56.6	54.7	56.0	55.2	55.4	58.4	58.2

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



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

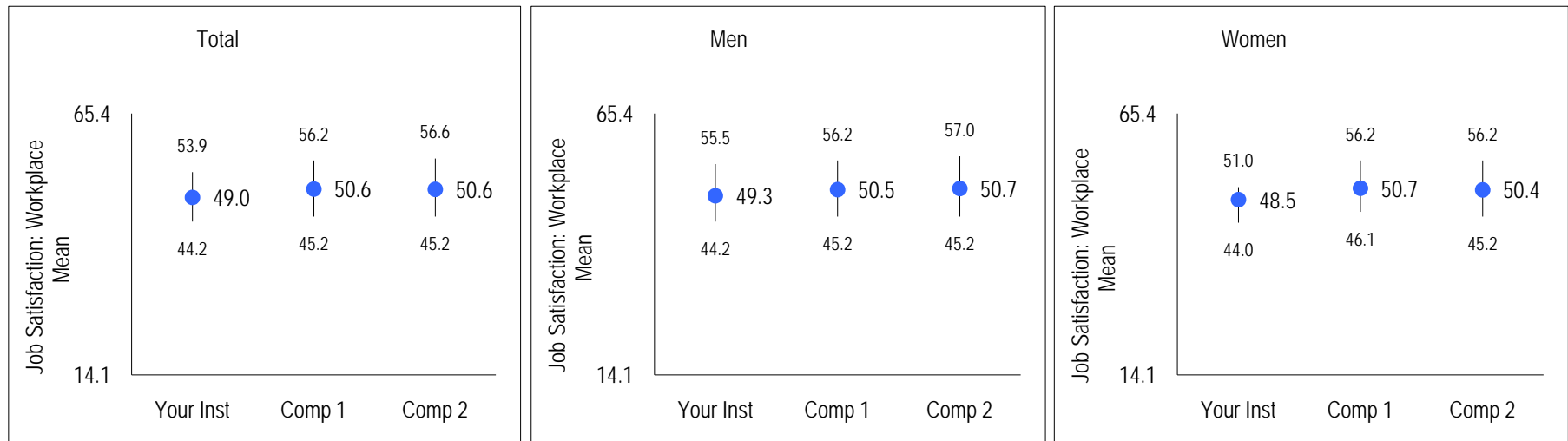
- \* Encourage students to become agents of social change (2.37)
- \* Colleges should encourage students to be involved in community service activities (2.22)
- \* Instill in students a commitment to community service (2.15)
- \* Colleges should be actively involved in solving social problems (1.75)
- \* Colleges have a responsibility to work with their surrounding communities to address local issues (1.64)
- \* Influencing social values (1.31)



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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,637	12,379	47	3,191	6,626	34	2,446	5,753
Mean	49.0	50.6	50.6	49.3	50.5	50.7	48.5	50.7	50.4
Standard Deviation	8.37	8.48	8.65	9.04	8.62	8.88	7.46	8.29	8.35
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.19	-0.18	-	-0.14	-0.16	-	-0.27	-0.23
25th percentile	44.2	45.2	45.2	44.2	45.2	45.2	44.0	46.1	45.2
75th percentile	53.9	56.2	56.6	55.5	56.2	57.0	51.0	56.2	56.2

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



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

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

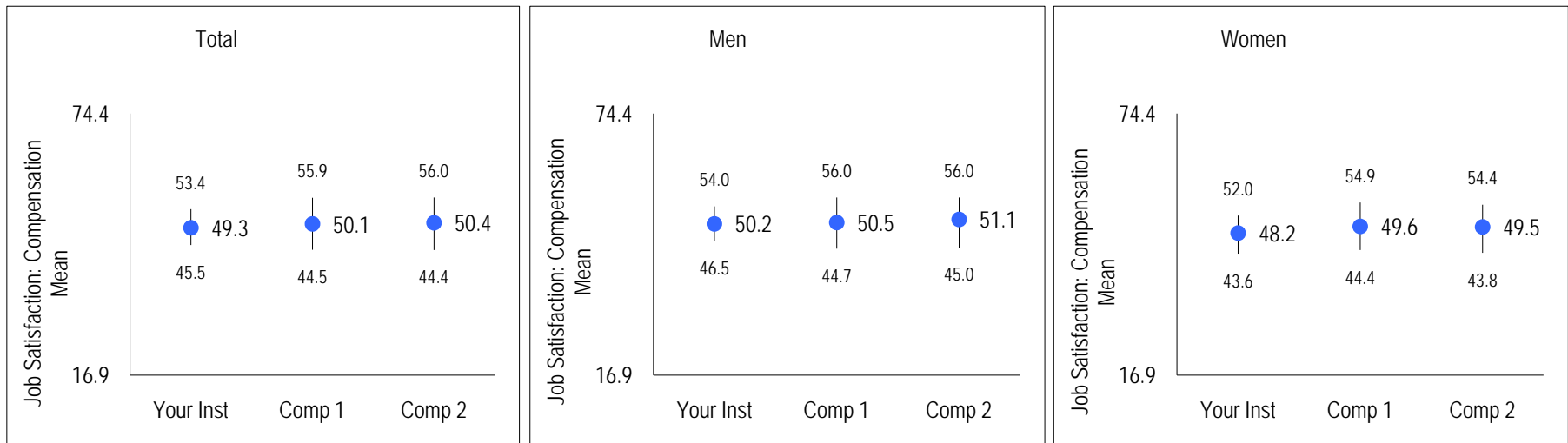
- \* Professional relationships with other faculty (2.55)
- \* Competency of colleagues (1.92)
- \* Autonomy and independence (1.57)
- \* Departmental leadership (1.51)
- \* Course assignments (1.33)

2010-11 HERI Faculty Survey  
**CIRP Construct Mean Report**  
**Job Satisfaction: Compensation**  
 Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,637	12,379	47	3,190	6,625	34	2,447	5,754
Mean	49.3	50.1	50.4	50.2	50.5	51.1	48.2	49.6	49.5
Standard Deviation	5.62	7.99	8.16	5.53	8.22	8.32	5.61	7.64	7.87
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.10	-0.13	-	-0.04	-0.11	-	-0.20	-0.17
25th percentile	45.5	44.5	44.4	46.5	44.7	45.0	43.6	44.4	43.8
75th percentile	53.4	55.9	56.0	54.0	56.0	56.0	52.0	54.9	54.4

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



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

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

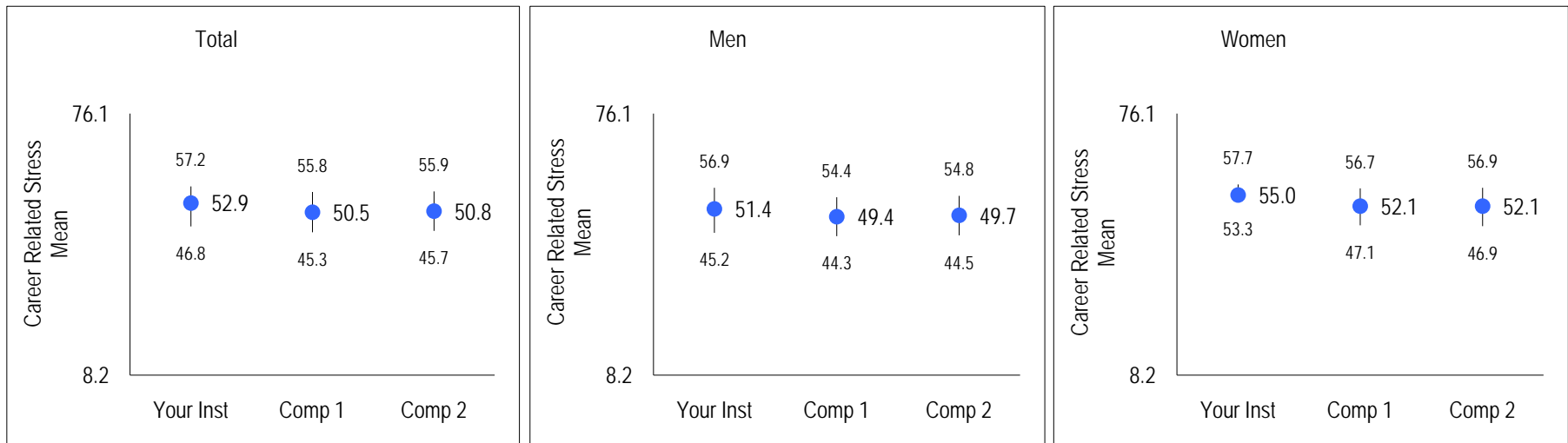
- \* Opportunity for scholarly pursuits (2.18)
- \* Retirement benefits (1.48)
- \* Salary (1.40)

- \* Teaching load (1.27)
- \* Job security (1.26)
- \* Prospects for career advancement (1.25)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,368	47	3,190	6,619	34	2,446	5,749
Mean	52.9	50.5	50.8	51.4	49.4	49.7	55.0	52.1	52.1
Standard Deviation	6.83	7.93	7.75	6.95	8.13	7.84	6.14	7.36	7.43
Significance	-	**	*	-			-	*	*
Effect Size	-	0.30	0.27	-	0.25	0.21	-	0.40	0.39
25th percentile	46.8	45.3	45.7	45.2	44.3	44.5	53.3	47.1	46.9
75th percentile	57.2	55.8	55.9	56.9	54.4	54.8	57.7	56.7	56.9

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



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

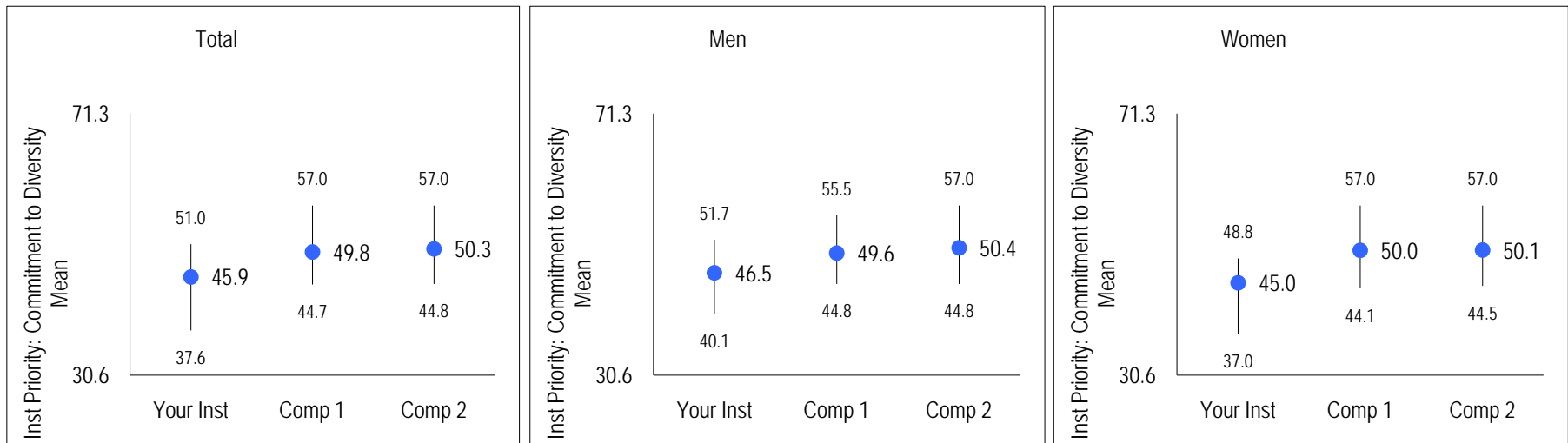
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

- \* Lack of personal time (1.52)
- \* Teaching load (1.38)
- \* Committee work (1.25)
- \* Institutional procedures/red tape (1.17)
- \* Colleagues (1.14)
- \* Research or publishing demands (1.13)
- \* Self-imposed high expectations (1.09)
- \* Students (1.08)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	80	5,619	12,332	47	3,178	6,599	33	2,441	5,733
Mean	45.9	49.8	50.3	46.5	49.6	50.4	45.0	50.0	50.1
Standard Deviation	9.73	9.23	9.09	8.56	9.03	8.87	11.26	9.50	9.34
Significance	-	***	***	-	*	**	-	**	**
Effect Size	-	-0.42	-0.48	-	-0.34	-0.44	-	-0.53	-0.54
25th percentile	37.6	44.7	44.8	40.1	44.8	44.8	37.0	44.1	44.5
75th percentile	51.0	57.0	57.0	51.7	55.5	57.0	48.8	57.0	57.0

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



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

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

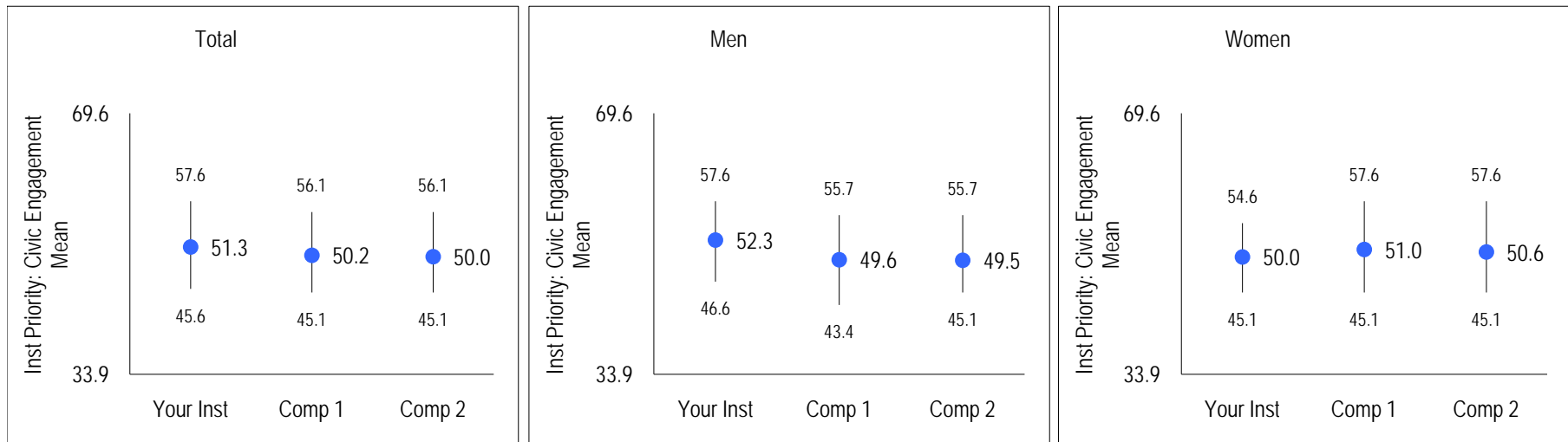
- \* To create a diverse multi-cultural campus environment (3.21)
- \* To increase the representation of minorities in the faculty and administration (3.05)
- \* To develop an appreciation for multiculturalism (2.79)
- \* To recruit more minority students (2.41)
- \* To increase the representation of women in the faculty and administration (1.76)

2010-11 HERI Faculty Survey  
**CIRP Construct Mean Report**  
**Institutional Priority: Civic Engagement**  
 Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	80	5,619	12,338	47	3,180	6,604	33	2,439	5,734
Mean	51.3	50.2	50.0	52.3	49.6	49.5	50.0	51.0	50.6
Standard Deviation	7.39	8.40	8.47	7.06	8.23	8.20	7.75	8.57	8.75
Significance	-			-	*	*	-		
Effect Size	-	0.14	0.15	-	0.33	0.34	-	-0.12	-0.08
25th percentile	45.6	45.1	45.1	46.6	43.4	45.1	45.1	45.1	45.1
75th percentile	57.6	56.1	56.1	57.6	55.7	55.7	54.6	57.6	57.6

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



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

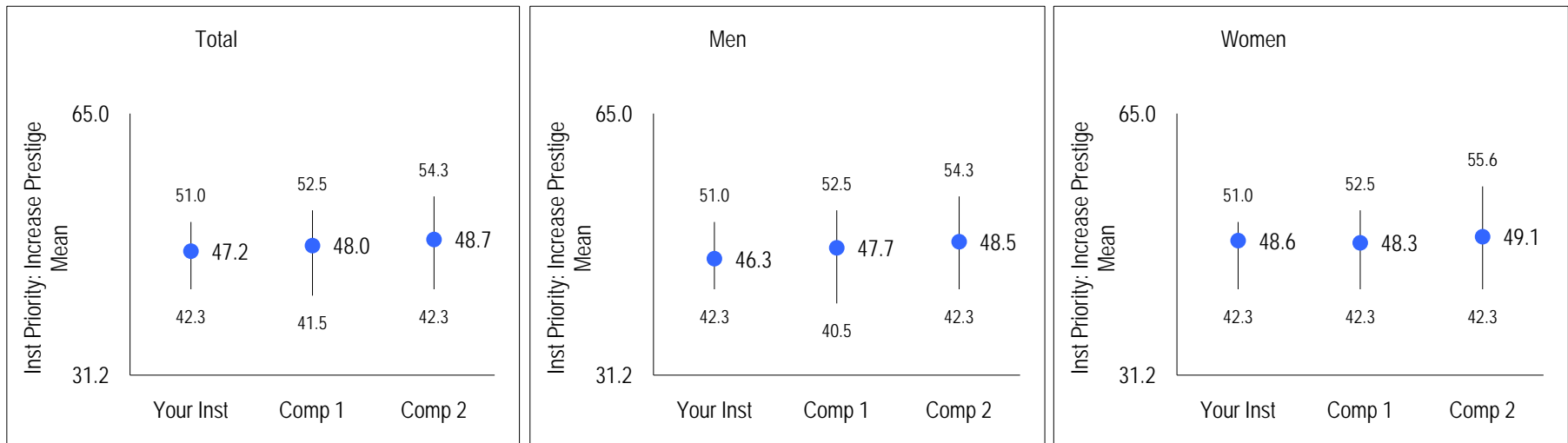
Indicate how important you believe each priority listed below is at your college or university:

- \* To provide resources for faculty to engage in community-based teaching or research (4.27)
- \* To create and sustain partnerships with surrounding communities (2.50)
- \* To facilitate student involvement in community service (1.29)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,619	12,337	47	3,180	6,604	34	2,439	5,733
Mean	47.2	48.0	48.7	46.3	47.7	48.5	48.6	48.3	49.1
Standard Deviation	7.20	8.41	8.23	6.99	8.40	8.14	7.37	8.40	8.34
Significance	-	-	-	-	-	-	-	-	-
Effect Size	-	-0.08	-0.18	-	-0.17	-0.27	-	0.03	-0.06
25th percentile	42.3	41.5	42.3	42.3	40.5	42.3	42.3	42.3	42.3
75th percentile	51.0	52.5	54.3	51.0	52.5	54.3	51.0	52.5	55.6

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



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

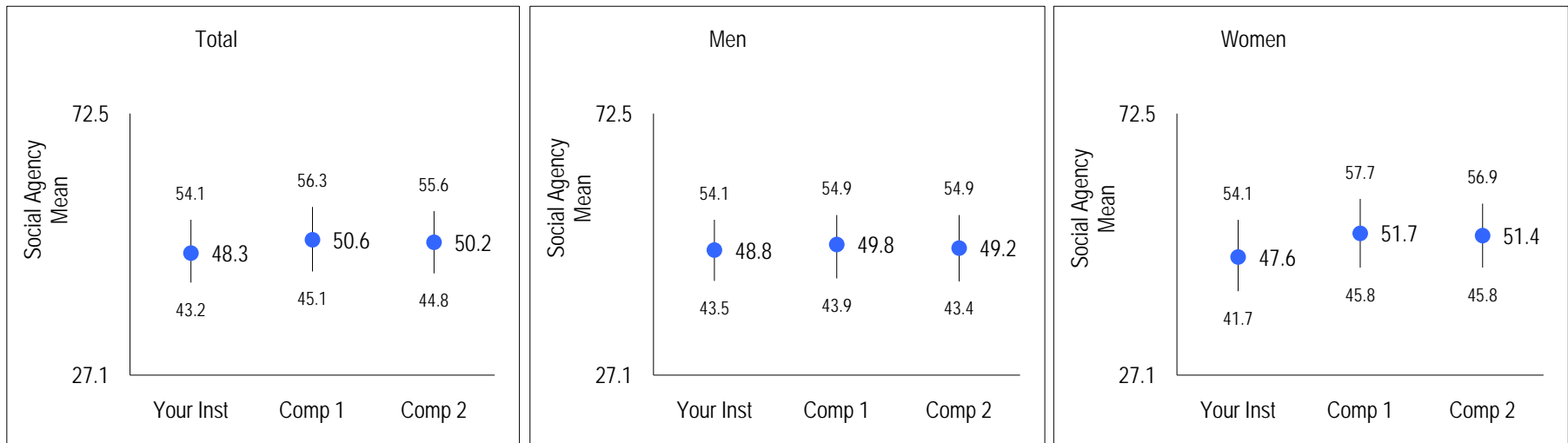
Indicate how important you believe each priority listed below is at your college or university:

- \* To increase or maintain institutional prestige (3.54)
- \* To enhance the institution's national image (3.43)
- \* To hire faculty "stars" (1.47)

**Social Agency** – Measures the extent to which faculty value political and social involvement as a personal goal.

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,638	12,380	47	3,190	6,624	34	2,448	5,756
Mean	48.3	50.6	50.2	48.8	49.8	49.2	47.6	51.7	51.4
Standard Deviation	7.80	8.65	8.63	8.17	8.64	8.65	7.31	8.54	8.46
Significance	-	*		-			-	**	**
Effect Size	-	-0.27	-0.22	-	-0.12	-0.04	-	-0.48	-0.44
25th percentile	43.2	45.1	44.8	43.5	43.9	43.4	41.7	45.8	45.8
75th percentile	54.1	56.3	55.6	54.1	54.9	54.9	54.1	57.7	56.9

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



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

Indicate the importance to you personally of each of the following:

- \* Participating in a community action program (2.32)
- \* Becoming a community leader (1.84)
- \* Influencing social values (1.49)
- \* Helping to promote racial understanding (1.40)
- \* Keeping up to date with political affairs (1.06)

## How to Read the CIRP Construct Percentage Reports

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

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

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

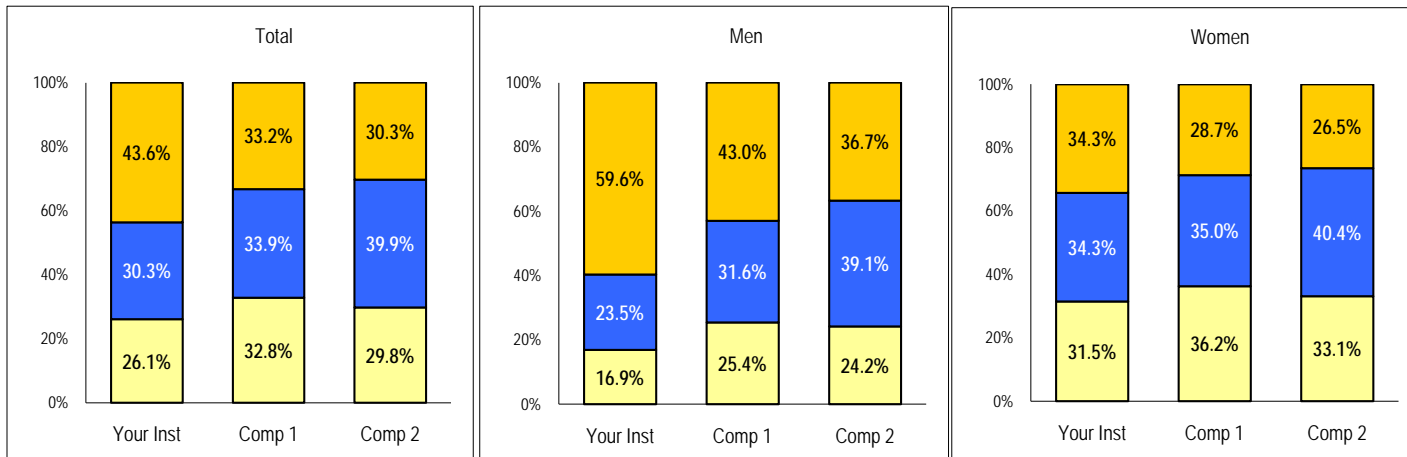
**Comp 2** – The second comparison group is based on a similar grouping of institution type and control.

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

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

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

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



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

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

\* Help students develop personal values (4.92)

\* Provide for students' emotional development (2.91)

\* Develop moral character (2.87)

\* Enhance students' self-understanding (2.65)

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

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

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



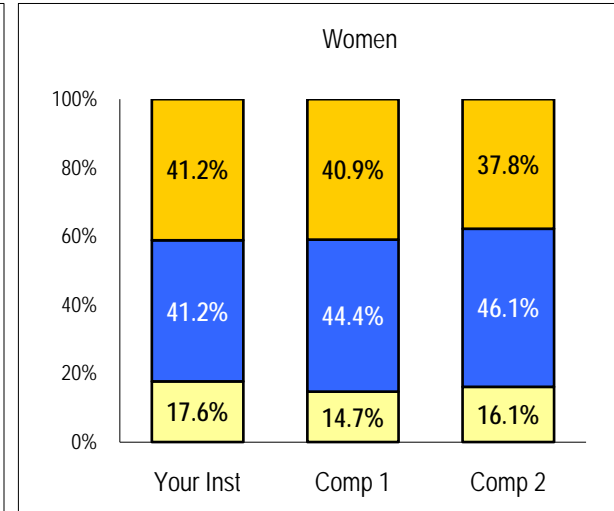
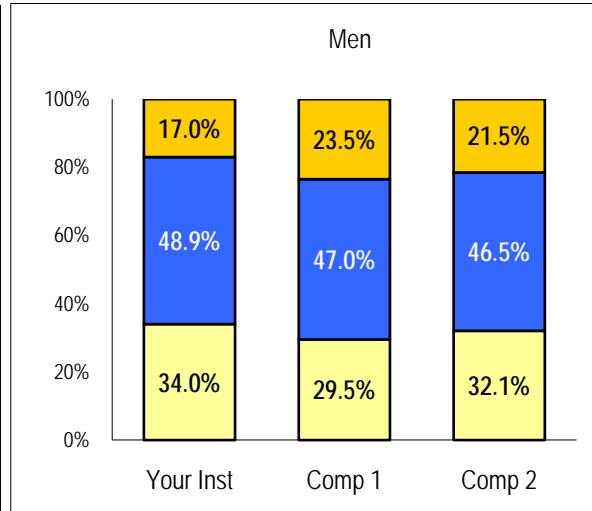
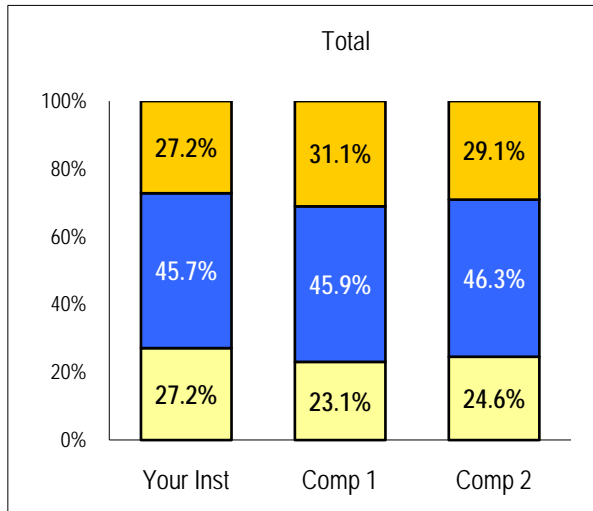


2010-11 HERI Faculty Survey  
CIRP Construct Percentage Report  
Student-Centered Pedagogy  
Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,376	47	3,191	6,624	34	2,445	5,752
High Student-Centered Pedagogy	27.2%	31.1%	29.1%	17.0%	23.5%	21.5%	41.2%	40.9%	37.8%
Average Student-Centered Pedagogy	45.7%	45.9%	46.3%	48.9%	47.0%	46.5%	41.2%	44.4%	46.1%
Low Student-Centered Pedagogy	27.2%	23.1%	24.6%	34.0%	29.5%	32.1%	17.6%	14.7%	16.1%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

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

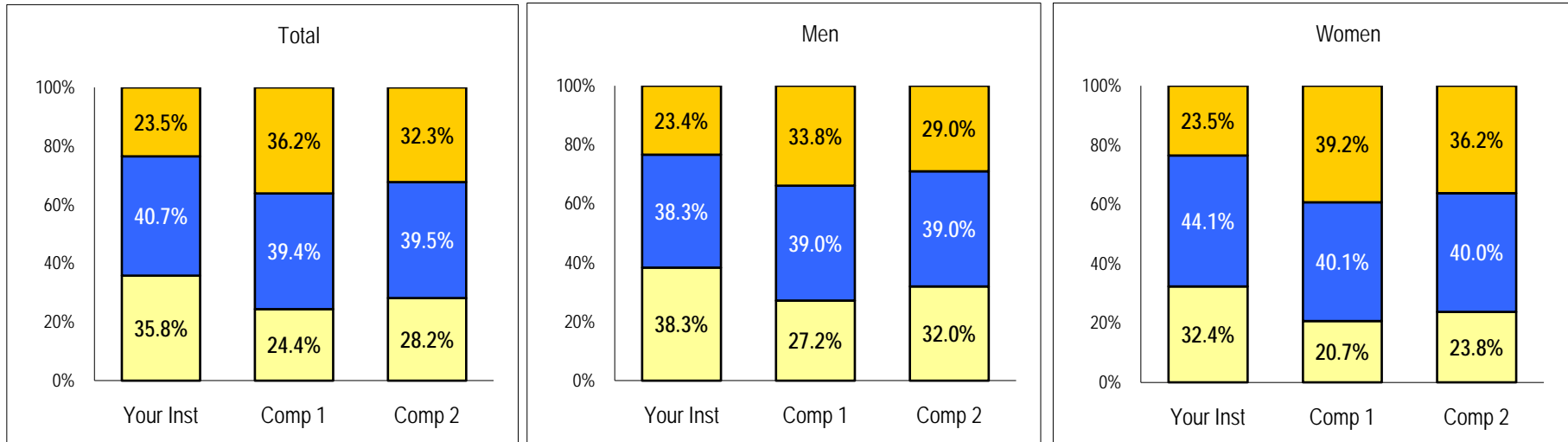
- \* Cooperative learning (small groups) (2.30)
- \* Student presentations (1.85)
- \* Group projects (1.82)
- \* Class discussions (1.70)
- \* Student evaluations of each others' work (1.53)
- \* Reflective writing/journaling (1.37)
- \* Experiential learning/Field studies (1.30)
- \* Using student inquiry to drive learning (1.26)
- \* Student-selected topics for course content (1.21)

2010-11 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Undergraduate Education Goal: Personal Development**  
Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,578	12,268	47	3,170	6,586	34	2,408	5,682
High UG Ed Goal: Personal Development	23.5%	36.2%	32.3%	23.4%	33.8%	29.0%	23.5%	39.2%	36.2%
Average UG Ed Goal: Personal Development	40.7%	39.4%	39.5%	38.3%	39.0%	39.0%	44.1%	40.1%	40.0%
Low UG Ed Goal: Personal Development	35.8%	24.4%	28.2%	38.3%	27.2%	32.0%	32.4%	20.7%	23.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

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

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

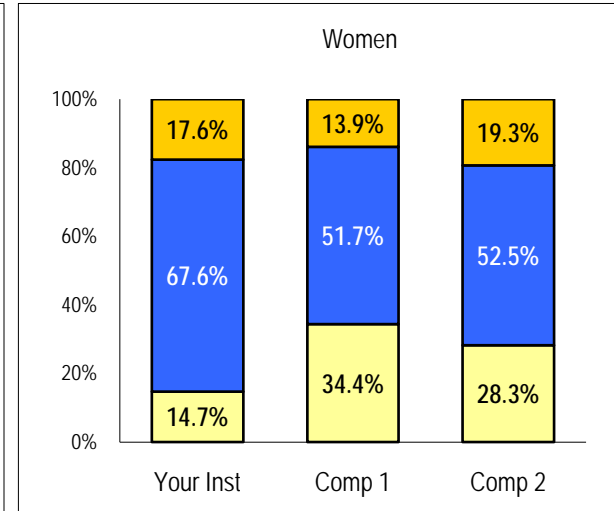
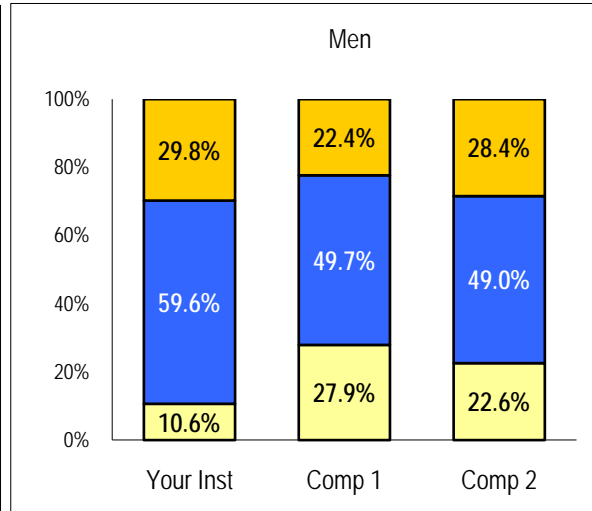
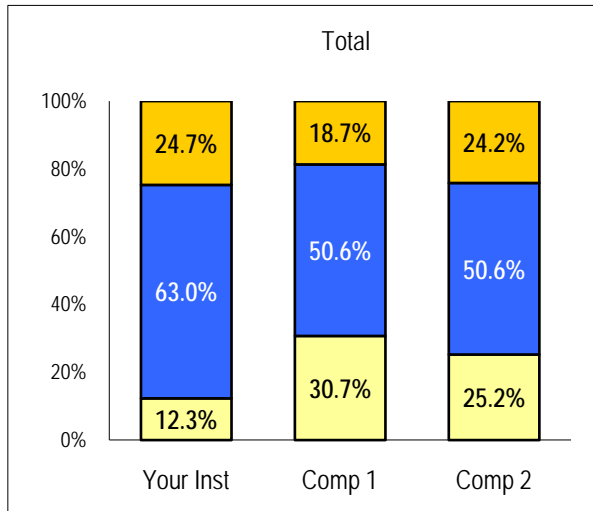


2010-11 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Scholarly Productivity**  
Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,374	47	3,190	6,622	34	2,446	5,752
High Scholarly Productivity	24.7%	18.7%	24.2%	29.8%	22.4%	28.4%	17.6%	13.9%	19.3%
Average Scholarly Productivity	63.0%	50.6%	50.6%	59.6%	49.7%	49.0%	67.6%	51.7%	52.5%
Low Scholarly Productivity	12.3%	30.7%	25.2%	10.6%	27.9%	22.6%	14.7%	34.4%	28.3%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



Survey items and estimation 'weights':

How many of the following have you published?

\* Articles in academic and professional journals (3.09)

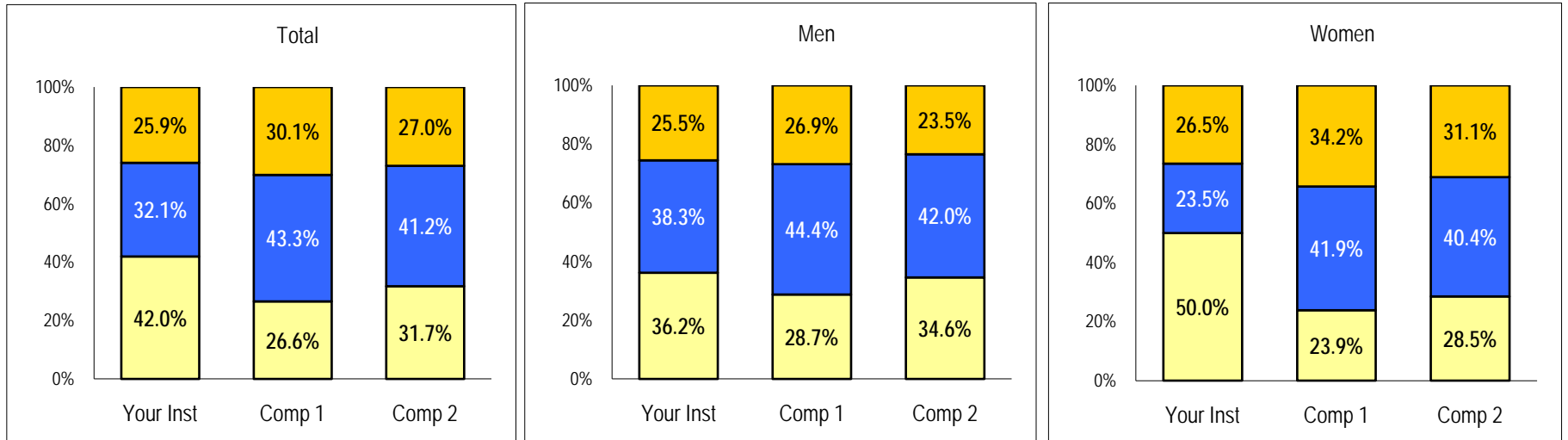
\* How many of your professional writings have been published or accepted for publication in the last two years (2.53)

\* Chapters in edited volumes (2.11)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,640	12,387	47	3,192	6,628	34	2,448	5,759
High Civic Minded Practice	25.9%	30.1%	27.0%	25.5%	26.9%	23.5%	26.5%	34.2%	31.1%
Average Civic Minded Practice	32.1%	43.3%	41.2%	38.3%	44.4%	42.0%	23.5%	41.9%	40.4%
Low Civic Minded Practice	42.0%	26.6%	31.7%	36.2%	28.7%	34.6%	50.0%	23.9%	28.5%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



Survey items and estimation 'weights':

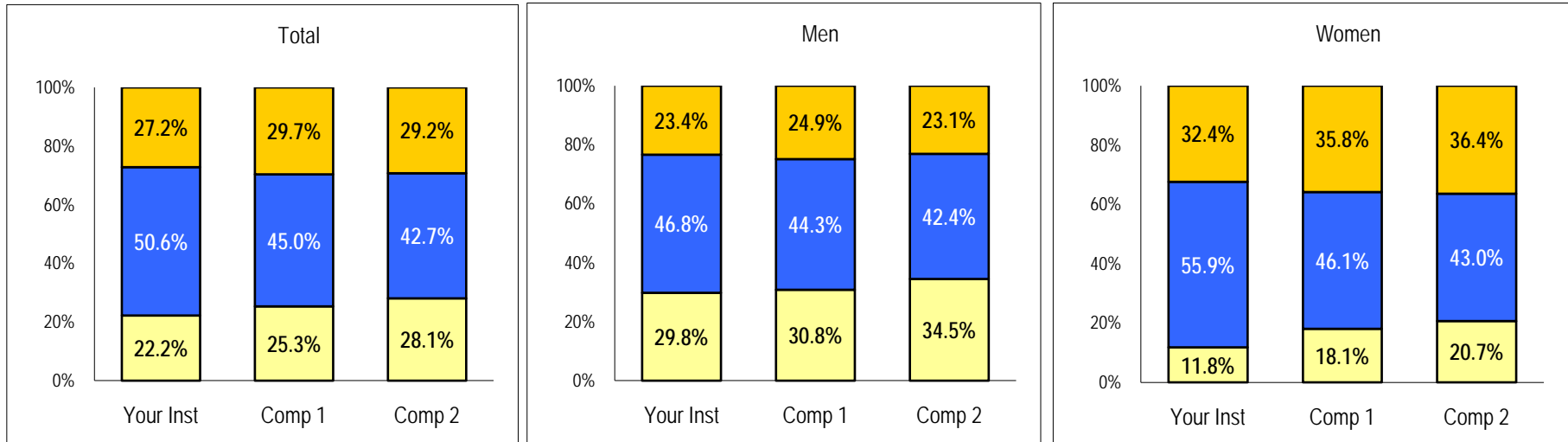
- \* Collaborated with the local community in research/teaching (1.87)
- \* Do you use your scholarship to address local community needs? (1.78)
- \* Community service as part of coursework (1.64)

- \* Engaged in public service/professional consulting without pay? (1.51)
- \* Community or public service (1.35)
- \* Advised student groups involved in service/volunteer work (1.33)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,639	12,385	47	3,192	6,628	34	2,447	5,757
High Civic Minded Values	27.2%	29.7%	29.2%	23.4%	24.9%	23.1%	32.4%	35.8%	36.4%
Average Civic Minded Values	50.6%	45.0%	42.7%	46.8%	44.3%	42.4%	55.9%	46.1%	43.0%
Low Civic Minded Values	22.2%	25.3%	28.1%	29.8%	30.8%	34.5%	11.8%	18.1%	20.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

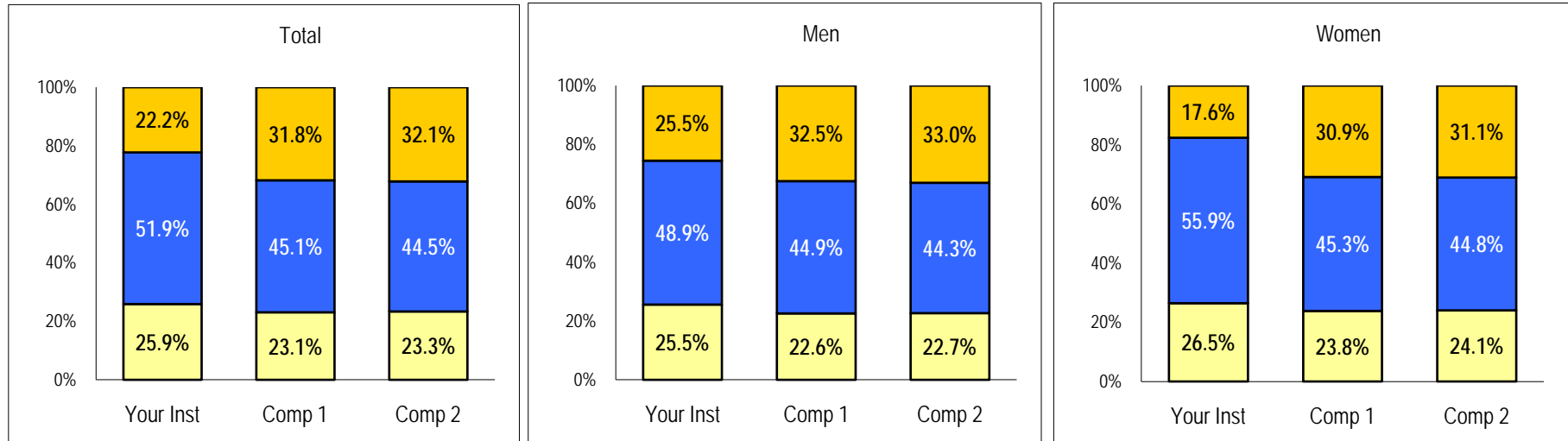
- \* Encourage students to become agents of social change (2.37)
- \* Colleges should encourage students to be involved in community service activities (2.22)
- \* Instill in students a commitment to community service (2.15)

- \* Colleges should be actively involved in solving social problems (1.75)
- \* Colleges have a responsibility to work with their surrounding communities to address local issues (1.64)
- \* Influencing social values (1.31)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,637	12,379	47	3,191	6,626	34	2,446	5,753
High Job Satisfaction: Workplace	22.2%	31.8%	32.1%	25.5%	32.5%	33.0%	17.6%	30.9%	31.1%
Average Job Satisfaction: Workplace	51.9%	45.1%	44.5%	48.9%	44.9%	44.3%	55.9%	45.3%	44.8%
Low Job Satisfaction: Workplace	25.9%	23.1%	23.3%	25.5%	22.6%	22.7%	26.5%	23.8%	24.1%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

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

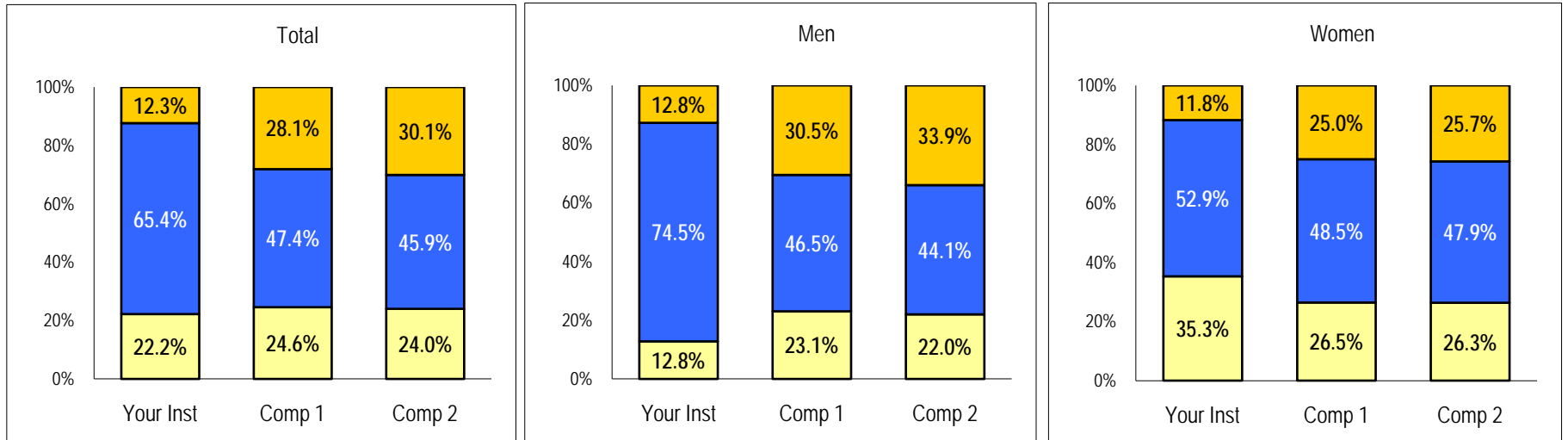
- \* Professional relationships with other faculty (2.55)
- \* Competency of colleagues (1.92)
- \* Autonomy and independence (1.57)

- \* Departmental leadership (1.51)
- \* Course assignments (1.33)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,637	12,379	47	3,190	6,625	34	2,447	5,754
High Job Satisfaction: Compensation	12.3%	28.1%	30.1%	12.8%	30.5%	33.9%	11.8%	25.0%	25.7%
Average Job Satisfaction: Compensation	65.4%	47.4%	45.9%	74.5%	46.5%	44.1%	52.9%	48.5%	47.9%
Low Job Satisfaction: Compensation	22.2%	24.6%	24.0%	12.8%	23.1%	22.0%	35.3%	26.5%	26.3%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

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

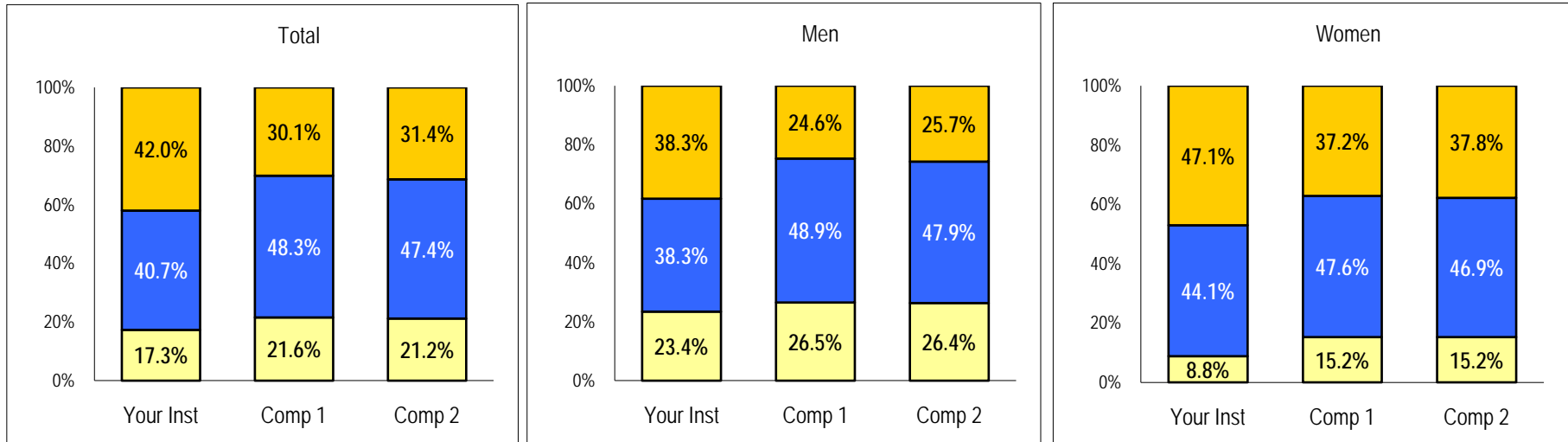
- \* Opportunity for scholarly pursuits (2.18)
- \* Retirement benefits (1.48)
- \* Salary (1.40)

- \* Teaching load (1.27)
- \* Job security (1.26)
- \* Prospects for career advancement (1.25)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,636	12,368	47	3,190	6,619	34	2,446	5,749
High Career Related Stress	42.0%	30.1%	31.4%	38.3%	24.6%	25.7%	47.1%	37.2%	37.8%
Average Career Related Stress	40.7%	48.3%	47.4%	38.3%	48.9%	47.9%	44.1%	47.6%	46.9%
Low Career Related Stress	17.3%	21.6%	21.2%	23.4%	26.5%	26.4%	8.8%	15.2%	15.2%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



Survey items and estimation 'weights':

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

- \* Lack of personal time (1.52)
- \* Teaching load (1.38)
- \* Committee work (1.25)
- \* Institutional procedures/red tape (1.17)
- \* Colleagues (1.14)
- \* Research or publishing demands (1.13)
- \* Self-imposed high expectations (1.09)
- \* Students (1.08)

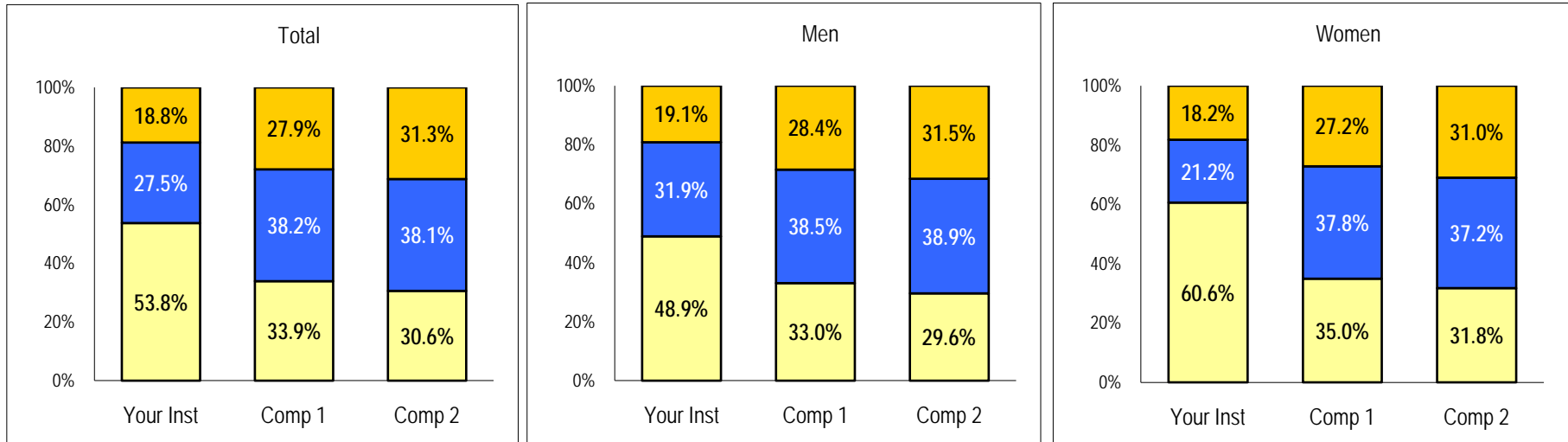


2010-11 HERI Faculty Survey  
CIRP Construct Percentage Report  
**Institutional Priority: Commitment to Diversity**  
Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	80	5,619	12,332	47	3,178	6,599	33	2,441	5,733
High Institutional Priority: Commitment to Diversity	18.8%	27.9%	31.3%	19.1%	28.4%	31.5%	18.2%	27.2%	31.0%
Average Institutional Priority: Commitment to Diversity	27.5%	38.2%	38.1%	31.9%	38.5%	38.9%	21.2%	37.8%	37.2%
Low Institutional Priority: Commitment to Diversity	53.8%	33.9%	30.6%	48.9%	33.0%	29.6%	60.6%	35.0%	31.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

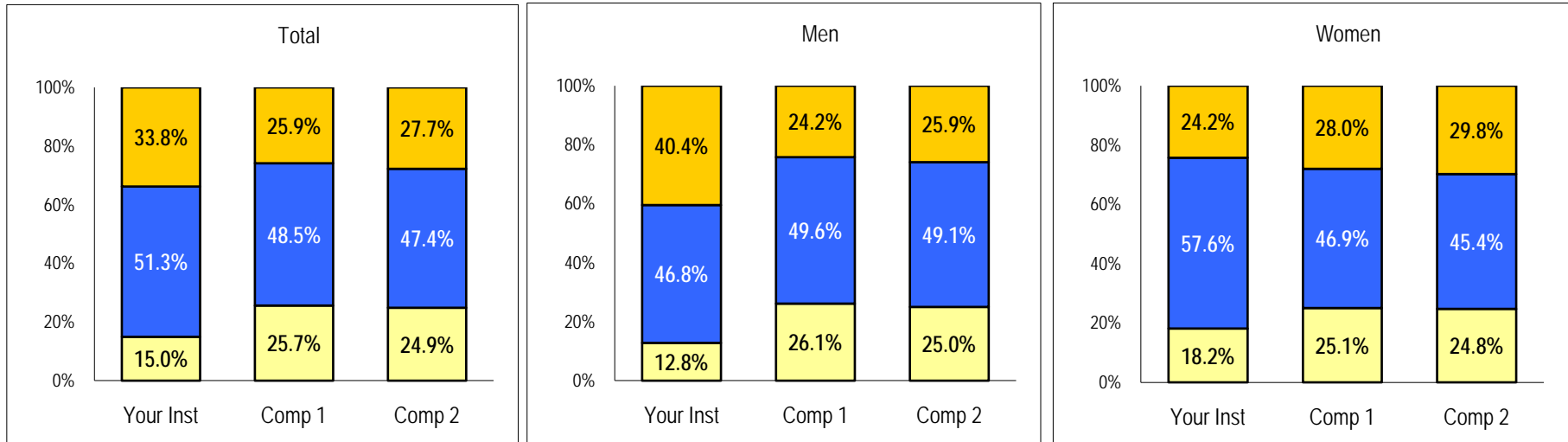
Indicate how important you believe each priority listed below is at your college or university:

- \* To create a diverse multi-cultural campus environment (3.21)
- \* To increase the representation of minorities in the faculty and administration (3.05)
- \* To develop an appreciation for multiculturalism (2.79)
- \* To recruit more minority students (2.41)
- \* To increase the representation of women in the faculty and administration (1.76)

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	80	5,619	12,338	47	3,180	6,604	33	2,439	5,734
High Institutional Priority: Civic Engagement	33.8%	25.9%	27.7%	40.4%	24.2%	25.9%	24.2%	28.0%	29.8%
Average Institutional Priority: Civic Engagement	51.3%	48.5%	47.4%	46.8%	49.6%	49.1%	57.6%	46.9%	45.4%
Low Institutional Priority: Civic Engagement	15.0%	25.7%	24.9%	12.8%	26.1%	25.0%	18.2%	25.1%	24.8%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

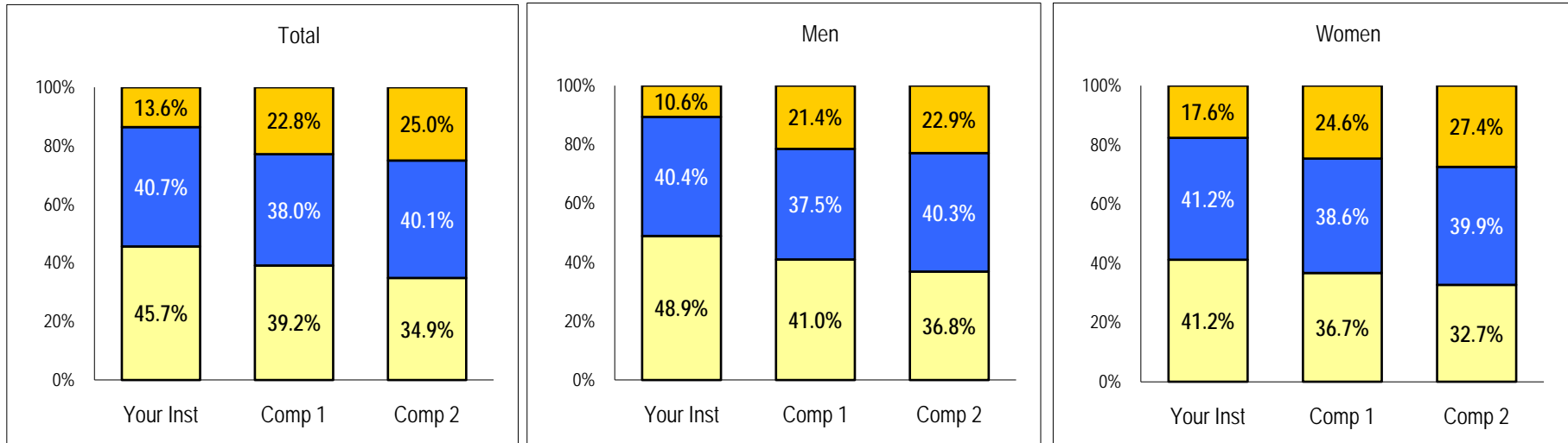
- Indicate how important you believe each priority listed below is at your college or university:
- \* To provide resources for faculty to engage in community-based teaching or research (4.27)
- \* To create and sustain partnerships with surrounding communities (2.50)
- \* To facilitate student involvement in community service (1.29)

2010-11 HERI Faculty Survey  
**CIRP Construct Percentage Report**  
**Institutional Priority: Increase Prestige**  
 Full-time Undergraduate Faculty

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

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,619	12,337	47	3,180	6,604	34	2,439	5,733
High Institutional Priority: Increase Prestige	13.6%	22.8%	25.0%	10.6%	21.4%	22.9%	17.6%	24.6%	27.4%
Average Institutional Priority: Increase Prestige	40.7%	38.0%	40.1%	40.4%	37.5%	40.3%	41.2%	38.6%	39.9%
Low Institutional Priority: Increase Prestige	45.7%	39.2%	34.9%	48.9%	41.0%	36.8%	41.2%	36.7%	32.7%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

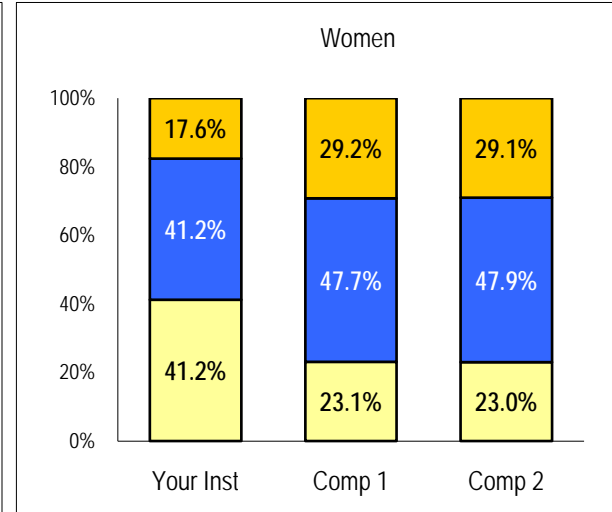
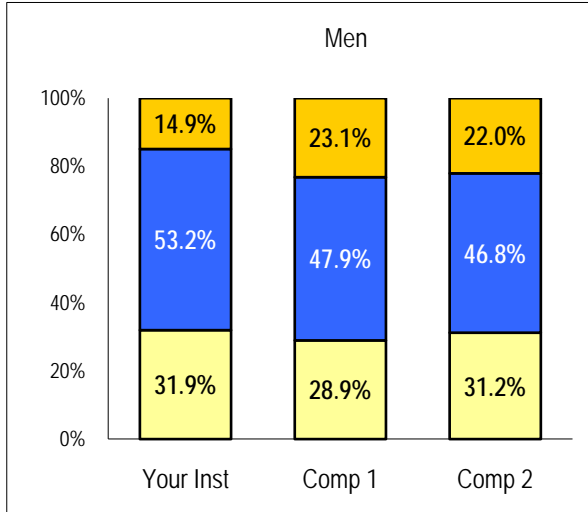
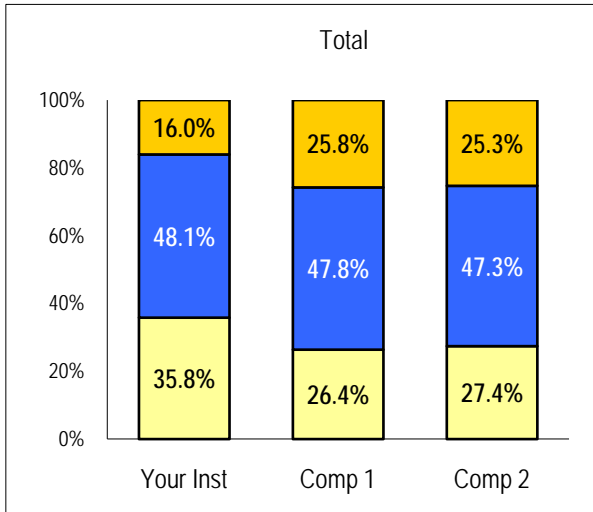
Indicate how important you believe each priority listed below is at your college or university:

- \* To increase or maintain institutional prestige (3.54)
- \* To enhance the institution's national image (3.43)
- \* To hire faculty "stars" (1.47)

**Social Agency** – Measures the extent to which faculty value political and social involvement as a personal goal.

Wittenberg University	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Total (n)	81	5,638	12,380	47	3,190	6,624	34	2,448	5,756
High Social Agency	16.0%	25.8%	25.3%	14.9%	23.1%	22.0%	17.6%	29.2%	29.1%
Average Social Agency	48.1%	47.8%	47.3%	53.2%	47.9%	46.8%	41.2%	47.7%	47.9%
Low Social Agency	35.8%	26.4%	27.4%	31.9%	28.9%	31.2%	41.2%	23.1%	23.0%
Significance (based on High score group)	-	-	-	-	-	-	-	-	-

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



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

Indicate the importance to you personally of each of the following:

- \* Participating in a community action program (2.32)
- \* Becoming a community leader (1.84)
- \* Influencing social values (1.49)
- \* Helping to promote racial understanding (1.40)
- \* Keeping up to date with political affairs (1.06)