



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

## 2010-11 HERI Faculty Survey

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

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

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

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

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

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

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

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

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

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

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

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

2010-11 HERI Faculty Survey  
Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Teaching										
Essential/Very important	100.0%	99.2%	98.7%	100.0%	99.1%	98.6%	100.0%	99.3%	98.8%	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	17.3%	17.6%	19.1%	14.9%	19.2%	20.7%	20.6%	15.4%	17.1%	CM Practice
Taught an interdisciplinary course	50.6%	49.2%	49.1%	46.8%	50.3%	50.3%	55.9%	47.7%	47.7%	
Taught an ethnic studies course	13.6%	11.9%	13.4%	6.4%	10.7%	12.4%	23.5%	13.5%	14.6%	
Taught a women's studies course	16.0%	8.5%	9.9%	8.5%	4.3%	4.4%	26.5%	14.2%	16.4%	
Taught a service learning course	22.2%	23.2%	21.6%	23.4%	20.2%	18.0%	20.6%	27.3%	25.9%	
Taught an exclusively web-based course at this institution	1.3%	14.6%	12.8%	0.0%	13.3%	11.7%	3.0%	16.3%	14.1%	
Participated in a teaching enhancement workshop	76.5%	71.9%	70.3%	78.7%	68.1%	65.7%	73.5%	77.2%	75.9%	
Collaborated with the local community in research/teaching	42.0%	47.0%	43.9%	42.6%	44.1%	40.0%	41.2%	50.9%	48.7%	
Taught a seminar for first-year students	39.5%	33.8%	32.8%	31.9%	32.6%	32.5%	50.0%	35.4%	33.2%	
Taught a capstone course	51.9%	40.8%	41.0%	57.4%	43.3%	42.3%	44.1%	37.5%	39.3%	
Taught in a learning community (e.g., FIG, linked courses)	2.5%	9.0%	8.5%	4.3%	7.5%	7.6%	0.0%	11.0%	9.6%	
Supervised an undergraduate thesis	70.4%	34.5%	39.6%	68.1%	33.5%	39.9%	73.5%	35.8%	39.3%	
How many courses are you teaching this term?										
Mean	2.6	3.2	3.0	2.6	3.3	3.0	2.6	3.1	2.9	
Median	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	
Mode	3	3	3	3	3	3	3	3	3	
What types of courses do you primarily teach?										
(based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	60.0%	61.6%	72.5%	100.0%	84.7%	81.8%	33.3%	48.7%	67.2%	
Graduate courses	0.0%	5.1%	9.4%	0.0%	10.5%	10.3%	0.0%	2.1%	8.9%	
Non-credit courses	20.0%	8.8%	3.9%	0.0%	0.0%	1.1%	33.3%	13.7%	5.5%	
I do not teach	20.0%	24.4%	14.2%	0.0%	4.8%	6.9%	33.3%	35.5%	18.3%	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
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 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	7.4%	5.7%	6.3%	8.5%	4.9%	5.5%	5.9%	6.8%	7.3%	
Writing	21.0%	13.8%	15.4%	14.9%	12.6%	14.2%	29.4%	15.5%	16.8%	
Mathematics	4.9%	4.2%	4.8%	8.5%	4.5%	5.7%	0.0%	3.7%	3.7%	
ESL	0.0%	1.0%	1.1%	0.0%	0.7%	1.0%	0.0%	1.3%	1.3%	
General academic skills	17.3%	10.8%	11.1%	14.9%	10.3%	10.3%	20.6%	11.5%	12.1%	
Other subject areas	11.1%	6.0%	6.2%	6.4%	5.9%	5.4%	17.6%	6.0%	7.3%	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Multiple-choice exams</b>										
All / Most	25.0%	33.2%	28.3%	21.3%	32.4%	27.2%	30.3%	34.2%	29.6%	
Mean	1.83	2.14	2.00	1.81	2.15	1.98	1.85	2.14	2.02	
Standard deviation	0.98	1.07	1.06	0.97	1.05	1.04	1.00	1.11	1.08	
Significance	-	*		-	*		-			
Effect size	-	-0.29	-0.16	-	-0.32	-0.16	-	-0.26	-0.16	
<b>Essay exams</b>										
All / Most	60.0%	46.2%	45.0%	53.2%	49.1%	46.9%	69.7%	42.5%	42.7%	
Mean	2.74	2.48	2.44	2.64	2.55	2.49	2.88	2.39	2.38	
Standard deviation	1.06	1.08	1.09	1.15	1.06	1.08	0.93	1.09	1.10	
Significance	-	*	*	-			-	*	**	
Effect size	-	0.24	0.28	-	0.08	0.14	-	0.45	0.45	
<b>Short-answer exams</b>										
All / Most	60.1%	48.8%	45.9%	59.6%	51.3%	48.4%	60.6%	45.4%	43.0%	
Mean	2.74	2.53	2.46	2.77	2.58	2.52	2.70	2.45	2.39	
Standard deviation	0.99	1.04	1.04	1.07	1.01	1.04	0.88	1.07	1.04	
Significance	-		*	-			-			
Effect size	-	0.20	0.27	-	0.19	0.24	-	0.23	0.30	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
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Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Quizzes</b>										
All / Most	50.0%	41.1%	37.9%	55.3%	41.3%	38.6%	42.4%	40.7%	37.0%	
Mean	2.44	2.38	2.30	2.53	2.39	2.31	2.30	2.37	2.28	
Standard deviation	0.94	1.05	1.05	0.95	1.04	1.04	0.92	1.06	1.05	
Significance	-			-			-			
Effect size	-	0.06	0.13	-	0.13	0.21	-	-0.07	0.02	
<b>Weekly essay assignments</b>										
All / Most	11.3%	24.0%	22.9%	6.4%	21.4%	20.6%	18.2%	27.6%	25.9%	
Mean	1.63	1.92	1.88	1.57	1.84	1.81	1.70	2.02	1.97	
Standard deviation	0.82	0.99	0.98	0.68	0.96	0.95	0.98	1.03	1.00	
Significance	-	**	*	-			-			
Effect size	-	-0.29	-0.26	-	-0.28	-0.25	-	-0.31	-0.27	
<b>Student presentations</b>										
All / Most	50.1%	53.7%	53.3%	31.9%	46.6%	45.7%	75.8%	63.4%	62.8%	Student-Centered Pedagogy
Mean	2.60	2.73	2.72	2.30	2.59	2.56	3.03	2.92	2.91	
Standard deviation	0.89	0.93	0.95	0.88	0.90	0.94	0.73	0.95	0.93	
Significance	-			-	*		-			
Effect size	-	-0.14	-0.13	-	-0.32	-0.28	-	0.12	0.13	
<b>Term/research papers</b>										
All / Most	38.8%	45.5%	47.3%	38.3%	43.1%	44.8%	39.4%	48.7%	50.2%	
Mean	2.36	2.51	2.55	2.36	2.48	2.50	2.36	2.56	2.61	
Standard deviation	0.94	0.94	0.97	0.94	0.93	0.96	0.96	0.95	0.97	
Significance	-			-			-			
Effect size	-	-0.16	-0.20	-	-0.13	-0.15	-	-0.21	-0.26	
<b>Student evaluations of each others' work</b>										
All / Most	25.0%	26.5%	24.9%	21.3%	20.7%	19.8%	30.3%	34.2%	31.2%	Student-Centered Pedagogy
Mean	2.11	2.10	2.04	1.98	1.96	1.91	2.30	2.28	2.20	
Standard deviation	0.83	0.94	0.95	0.79	0.89	0.91	0.85	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.01	0.07	-	0.02	0.08	-	0.02	0.10	

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Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Grading on a curve</b>										
All / Most	6.3%	10.5%	11.5%	8.6%	13.6%	14.6%	3.0%	6.4%	7.8%	
Mean	1.39	1.45	1.48	1.47	1.56	1.58	1.27	1.30	1.36	
Standard deviation	0.72	0.79	0.82	0.78	0.86	0.89	0.63	0.66	0.71	
Significance	-			-			-			
Effect size	-	-0.08	-0.11	-	-0.10	-0.12	-	-0.05	-0.13	
<b>Competency-based grading</b>										
All / Most	54.5%	49.9%	50.9%	56.6%	47.9%	49.5%	51.5%	52.7%	52.7%	
Mean	2.57	2.50	2.52	2.54	2.43	2.46	2.61	2.60	2.60	
Standard deviation	1.19	1.17	1.19	1.21	1.16	1.19	1.20	1.18	1.19	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.09	0.07	-	0.01	0.01	
<b>Class discussions</b>										
All / Most	73.8%	86.5%	86.3%	66.0%	83.5%	83.2%	84.9%	90.7%	90.1%	Student-Centered Pedagogy
Mean	3.29	3.55	3.55	3.13	3.47	3.47	3.52	3.65	3.65	
Standard deviation	0.94	0.75	0.76	1.03	0.80	0.81	0.76	0.67	0.68	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.35	-0.34	-	-0.43	-0.42	-	-0.19	-0.19	
<b>Cooperative learning (small groups)</b>										
All / Most	62.9%	67.9%	66.4%	51.0%	59.8%	58.4%	79.4%	78.6%	76.1%	Student-Centered Pedagogy
Mean	2.89	3.05	3.01	2.68	2.84	2.81	3.18	3.32	3.27	
Standard deviation	0.96	0.98	1.01	0.96	1.00	1.03	0.90	0.88	0.91	
Significance	-			-			-			
Effect size	-	-0.16	-0.12	-	-0.16	-0.13	-	-0.16	-0.10	
<b>Experiential learning/Field studies</b>										
All / Most	35.1%	33.2%	30.1%	25.6%	26.5%	25.1%	48.5%	42.1%	36.5%	Student-Centered Pedagogy
Mean	2.28	2.18	2.09	2.04	2.03	1.96	2.61	2.38	2.26	
Standard deviation	1.10	1.05	1.04	1.00	0.99	0.99	1.17	1.08	1.07	
Significance	-			-			-			
Effect size	-	0.10	0.18	-	0.01	0.08	-	0.21	0.33	

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Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Teaching assistants</b>										
All / Most	2.5%	5.9%	5.6%	2.1%	6.3%	6.5%	3.0%	5.4%	4.6%	
Mean	1.25	1.33	1.32	1.21	1.35	1.35	1.30	1.29	1.28	
Standard deviation	0.49	0.64	0.63	0.46	0.65	0.65	0.53	0.62	0.61	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.22	-0.22	-	0.02	0.03	
<b>Recitals/Demonstrations</b>										
All / Most	10.1%	20.7%	20.1%	10.7%	18.2%	18.9%	9.1%	24.1%	21.6%	
Mean	1.54	1.77	1.75	1.55	1.74	1.74	1.52	1.82	1.78	
Standard deviation	0.78	0.97	0.97	0.80	0.93	0.94	0.76	1.02	0.99	
Significance	-	*		-			-			
Effect size	-	-0.24	-0.22	-	-0.20	-0.20	-	-0.29	-0.26	
<b>Group projects</b>										
All / Most	42.5%	38.4%	37.8%	27.7%	31.5%	32.6%	63.6%	48.0%	44.1%	Student-Centered Pedagogy
Mean	2.40	2.40	2.36	2.15	2.25	2.24	2.76	2.60	2.51	
Standard deviation	0.89	0.94	0.95	0.81	0.88	0.92	0.90	0.99	0.96	
Significance	-			-			-			
Effect size	-	0.00	0.04	-	-0.11	-0.10	-	0.16	0.26	
<b>Extensive lecturing</b>										
All / Most	42.6%	37.8%	38.8%	53.1%	46.2%	47.6%	27.3%	26.5%	28.0%	
Mean	2.34	2.25	2.28	2.55	2.43	2.46	2.03	2.01	2.06	
Standard deviation	0.98	0.94	0.96	1.00	0.92	0.95	0.88	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.10	0.06	-	0.13	0.09	-	0.02	-0.03	
<b>Multiple drafts of written work</b>										
All / Most	32.6%	27.7%	29.0%	29.8%	21.9%	24.7%	36.4%	35.8%	34.3%	
Mean	2.30	2.15	2.17	2.21	2.04	2.08	2.42	2.30	2.28	
Standard deviation	0.85	0.89	0.90	0.83	0.84	0.86	0.87	0.94	0.94	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.20	0.15	-	0.13	0.15	



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Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Student-selected topics for course content</b>										Student-Centered Pedagogy
All / Most	17.6%	22.4%	22.2%	21.3%	17.9%	18.7%	12.1%	28.5%	26.5%	
Mean	1.89	2.00	1.99	1.94	1.91	1.90	1.82	2.11	2.09	
Standard deviation	0.78	0.86	0.87	0.82	0.82	0.84	0.73	0.90	0.89	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	0.04	0.05	-	-0.32	-0.30	
<b>Reflective writing/journaling</b>										Student-Centered Pedagogy
All / Most	18.8%	26.7%	23.9%	17.0%	18.9%	18.0%	21.2%	37.4%	31.3%	
Mean	1.79	2.04	1.97	1.70	1.86	1.80	1.91	2.28	2.17	
Standard deviation	0.92	0.97	0.95	0.91	0.89	0.88	0.95	1.02	0.99	
Significance	-	*		-			-	*		
Effect size	-	-0.26	-0.19	-	-0.18	-0.11	-	-0.36	-0.26	
<b>Community service as part of coursework</b>										Civic Minded Practice
All / Most	2.5%	10.6%	8.4%	4.3%	6.7%	5.8%	0.0%	15.7%	11.5%	
Mean	1.29	1.52	1.46	1.23	1.42	1.37	1.36	1.66	1.57	
Standard deviation	0.51	0.78	0.73	0.52	0.68	0.65	0.49	0.88	0.81	
Significance	-	**	*	-			-			
Effect size	-	-0.29	-0.23	-	-0.28	-0.22	-	-0.34	-0.26	
<b>Electronic quizzes with immediate feedback in class</b>										
All / Most	3.8%	7.7%	6.3%	2.1%	7.2%	5.4%	6.0%	8.3%	7.4%	
Mean	1.25	1.33	1.28	1.26	1.31	1.24	1.24	1.35	1.32	
Standard deviation	0.56	0.67	0.63	0.49	0.64	0.58	0.66	0.70	0.68	
Significance	-			-			-			
Effect size	-	-0.12	-0.05	-	-0.08	0.03	-	-0.16	-0.12	
<b>Using real-life problems</b>										
All / Most	40.0%	59.4%	59.6%	36.2%	56.1%	57.3%	45.4%	63.8%	62.5%	
Mean	2.50	2.81	2.81	2.45	2.74	2.75	2.58	2.90	2.89	
Standard deviation	0.87	0.98	0.99	0.83	0.98	0.99	0.94	0.97	0.98	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.32	-0.31	-	-0.30	-0.30	-	-0.33	-0.32	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Teaching**  
 HERI Theme

**Professional Practice - Teaching** - These items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.  
 See CIRP Construct: Student-Centered Pedagogy, Undergraduate Education Goal: Personal Development, Civic Minded Practice

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<b>Using student inquiry to drive learning</b>										Student-Centered Pedagogy
All / Most	39.3%	47.9%	49.3%	40.4%	44.3%	45.9%	37.5%	52.7%	53.6%	
Mean	2.41	2.58	2.60	2.38	2.51	2.54	2.44	2.67	2.68	
Standard deviation	0.86	0.95	0.93	0.95	0.95	0.94	0.72	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.18	-0.20	-	-0.14	-0.17	-	-0.24	-0.26	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
9 or more hours	65.4%	67.7%	60.9%	70.2%	70.1%	62.1%	58.9%	64.5%	59.5%	
Mean	3.80	3.97	3.82	3.96	4.02	3.86	3.59	3.89	3.78	
Standard deviation	0.95	1.14	1.14	1.00	1.14	1.16	0.86	1.13	1.11	
Significance	-			-			-			
Effect size	-	-0.15	-0.02	-	-0.05	0.09	-	-0.27	-0.17	
<b>Preparing for teaching (including reading student papers and grading)</b>										
13 or more hours	48.1%	47.4%	46.1%	42.5%	42.7%	42.0%	55.9%	53.8%	51.3%	
Mean	4.57	4.59	4.54	4.40	4.43	4.39	4.79	4.81	4.72	
Standard deviation	1.64	1.64	1.65	1.75	1.61	1.61	1.47	1.67	1.69	
Significance	-			-			-			
Effect size	-	-0.01	0.02	-	-0.02	0.01	-	-0.01	0.04	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	49.4%	41.0%	39.7%	51.1%	42.1%	41.8%	47.1%	39.5%	37.2%	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
 HERI Theme

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

See CIRP Construct: Scholarly Productivity

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Research										
Essential / Very important	55.6%	65.8%	70.0%	57.4%	66.2%	70.3%	52.9%	65.3%	69.7%	
During the past two years, have you engaged in any of the following activities?										
Collaborated with the local community in research/teaching	42.0%	47.0%	43.9%	42.6%	44.1%	40.0%	41.2%	50.9%	48.7%	CM Practice
Conducted research or writing focused on - International/global issues	28.4%	27.0%	29.7%	19.1%	28.6%	31.6%	41.2%	24.9%	27.3%	
Conducted research or writing focused on - Racial or ethnic minorities	16.3%	21.2%	22.9%	6.4%	18.2%	19.9%	30.3%	25.3%	26.5%	
Conducted research or writing focused on - Women and gender issues	18.8%	18.8%	21.6%	8.5%	10.9%	14.1%	33.3%	29.6%	30.8%	
Engaged undergraduates on your research project	58.0%	41.0%	44.2%	53.2%	44.6%	47.8%	64.7%	36.1%	39.7%	
Worked with undergraduates on a research project	77.8%	61.6%	63.0%	78.7%	64.5%	66.2%	76.5%	57.7%	59.2%	
Engaged in academic research that spans multiple disciplines	59.3%	55.5%	58.8%	53.2%	57.6%	60.9%	67.6%	52.7%	56.3%	
Received funding for your work from - Foundations	8.6%	15.2%	16.7%	6.4%	14.8%	17.1%	11.8%	15.8%	16.2%	
Received funding for your work from - State or federal government	11.1%	9.0%	12.5%	12.8%	9.7%	13.0%	8.8%	8.0%	11.9%	
Received funding for your work from - Business or industry	5.1%	5.6%	6.1%	8.5%	7.1%	7.5%	0.0%	3.7%	4.3%	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	67.5%	38.8%	43.5%	66.0%	40.3%	45.0%	69.7%	36.7%	41.7%	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
 HERI Theme

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

See CIRP Construct: Scholarly Productivity

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
5 or more	45.7%	26.9%	34.8%	51.1%	32.1%	40.4%	38.2%	20.0%	27.9%	
Mean	3.31	2.58	2.85	3.51	2.77	3.07	3.03	2.32	2.58	
Standard deviation	1.37	1.51	1.62	1.43	1.62	1.72	1.24	1.31	1.46	
Significance	-	***	*	-	**		-	**		
Effect size	-	0.48	0.28	-	0.46	0.26	-	0.54	0.31	
<b>Chapters in edited volumes</b>										Scholarly Productivity
1 or more	45.6%	35.7%	41.6%	46.8%	38.6%	42.7%	44.1%	31.5%	40.1%	
Mean	1.75	1.56	1.69	1.74	1.64	1.76	1.76	1.45	1.61	
Standard deviation	1.02	0.92	1.03	1.01	1.01	1.11	1.05	0.79	0.92	
Significance	-			-			-	*		
Effect size	-	0.21	0.06	-	0.10	-0.02	-	0.39	0.16	
<b>Books, manuals, or monographs</b>										
1 or more	37.6%	27.3%	30.7%	38.3%	32.5%	35.7%	36.3%	20.0%	24.5%	
Mean	1.56	1.41	1.45	1.64	1.51	1.54	1.45	1.26	1.32	
Standard deviation	0.87	0.80	0.80	0.97	0.90	0.89	0.71	0.59	0.66	
Significance	-			-			-			
Effect size	-	0.19	0.14	-	0.14	0.11	-	0.32	0.20	
<b>Other, such as patents, or computer software products</b>										
1 or more	12.6%	8.4%	8.7%	19.5%	9.7%	10.3%	2.9%	6.6%	6.7%	
Mean	1.29	1.16	1.15	1.48	1.19	1.19	1.03	1.11	1.10	
Standard deviation	0.92	0.64	0.61	1.17	0.71	0.70	0.17	0.52	0.48	
Significance	-		*	-	**	**	-			
Effect size	-	0.20	0.23	-	0.41	0.41	-	-0.15	-0.15	
<b>How many exhibitions or performances in the fine or applied arts have you presented in the last two years?</b>										
1 or more	14.7%	19.3%	18.2%	19.1%	19.0%	19.3%	8.8%	19.5%	16.6%	
Mean	1.38	1.49	1.44	1.57	1.52	1.50	1.12	1.45	1.36	
Standard deviation	1.02	1.18	1.11	1.26	1.26	1.22	0.41	1.06	0.95	
Significance	-			-			-			
Effect size	-	-0.09	-0.05	-	0.04	0.06	-	-0.31	-0.25	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Professional Practice - Scholarship**  
 HERI Theme

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

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of your professional writings have been published or accepted for publication in the last two years?</b>										
3 or more	24.6%	20.2%	25.0%	25.5%	23.1%	28.5%	23.5%	16.1%	20.9%	Scholarly Productivity
Mean	2.01	1.85	1.97	2.02	1.92	2.06	2.00	1.75	1.88	
Standard deviation	0.98	0.95	1.01	1.03	0.99	1.07	0.92	0.87	0.92	
Significance	-			-			-			
Effect size	-	0.17	0.04	-	0.10	-0.04	-	0.29	0.13	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Making a theoretical contribution to science</b>										
Essential / Very important	16.1%	24.4%	27.4%	17.0%	25.1%	27.9%	14.7%	23.6%	26.5%	
Mean	1.62	1.87	1.93	1.60	1.89	1.94	1.65	1.85	1.91	
Standard deviation	0.81	0.91	0.94	0.83	0.90	0.94	0.81	0.92	0.95	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.27	-0.33	-	-0.32	-0.36	-	-0.22	-0.27	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Research and scholarly writing</b>										
5 or more hours	24.6%	32.4%	38.2%	25.5%	35.0%	42.6%	23.5%	28.8%	32.9%	
Mean	2.19	2.38	2.55	2.26	2.48	2.68	2.09	2.24	2.39	
Standard deviation	1.11	1.26	1.38	1.29	1.37	1.47	0.79	1.09	1.26	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.26	-	-0.16	-0.29	-	-0.14	-0.24	
<b>Other creative products/performances</b>										
1 or more hours	37.6%	44.2%	42.8%	53.2%	45.4%	44.6%	15.2%	42.7%	40.5%	
Mean	1.59	1.71	1.71	1.89	1.74	1.77	1.15	1.65	1.64	
Standard deviation	0.95	1.10	1.16	1.11	1.13	1.21	0.36	1.06	1.09	
Significance	-			-			-	**	**	
Effect size	-	-0.11	-0.10	-	0.13	0.10	-	-0.47	-0.45	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	38.3%	43.2%	38.0%	40.4%	41.4%	35.4%	35.3%	45.7%	41.2%	CM Practice

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.  
 See CIRP Construct: Civic Minded Practice, Civic Minded Values

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Service										
Essential / Very important	60.5%	72.6%	69.4%	59.6%	69.7%	65.7%	61.7%	76.8%	74.0%	
During the past two years, have you engaged in any of the following activities?										Civic Minded Practice
Advised student groups involved in service/volunteer work	34.6%	53.4%	48.5%	38.3%	51.6%	47.1%	29.4%	55.9%	50.2%	
Published op-ed pieces or editorials	18.5%	15.3%	14.4%	23.4%	17.1%	16.2%	11.8%	12.8%	12.2%	
Please indicate the extent to which you:										
Mentor new faculty										
To a great extent / To some extent	85.2%	72.6%	74.1%	85.1%	73.2%	74.1%	85.3%	71.8%	74.1%	
Mean	2.06	1.92	1.96	2.04	1.92	1.93	2.09	1.93	1.99	
Standard deviation	0.60	0.68	0.69	0.59	0.67	0.67	0.62	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.21	0.14	-	0.18	0.16	-	0.23	0.14	
Indicate the importance to you personally of each of the following:										
Mentoring the next generation of scholars										
Essential / Very important	64.2%	76.8%	75.8%	61.7%	74.3%	72.1%	67.7%	80.1%	80.4%	
Mean	2.83	3.10	3.08	2.81	3.03	3.00	2.85	3.19	3.19	
Standard deviation	0.85	0.82	0.83	0.90	0.81	0.84	0.78	0.81	0.81	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.33	-0.30	-	-0.27	-0.23	-	-0.42	-0.42	
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										
5 or more hours	37.0%	43.6%	43.0%	27.6%	41.0%	39.7%	50.0%	47.1%	46.6%	
Mean	2.48	2.63	2.60	2.34	2.56	2.53	2.68	2.72	2.67	
Standard deviation	0.91	0.97	0.95	0.67	0.91	0.91	1.15	1.05	0.99	
Significance	-			-			-			
Effect size	-	-0.15	-0.13	-	-0.24	-0.21	-	-0.04	0.01	

**Professional Practice - Service** - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.  
 See CIRP Construct: Civic Minded Practice, Civic Minded Values

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Committee work and meetings</b>										
5 or more hours	41.9%	30.7%	33.5%	27.6%	26.9%	30.2%	61.8%	35.9%	37.8%	
Mean	2.48	2.38	2.44	2.34	2.32	2.38	2.68	2.47	2.51	
Standard deviation	0.63	0.87	0.92	0.64	0.85	0.92	0.59	0.89	0.92	
Significance	-			-			-			
Effect size	-	0.11	0.04	-	0.02	-0.04	-	0.24	0.18	
<b>Other administration</b>										
5 or more hours	32.0%	33.3%	31.9%	31.9%	30.5%	30.0%	32.3%	37.2%	34.4%	
Mean	2.41	2.48	2.43	2.38	2.38	2.37	2.44	2.61	2.51	
Standard deviation	1.25	1.52	1.49	1.17	1.45	1.46	1.37	1.60	1.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.01	-	0.00	0.01	-	-0.11	-0.05	
<b>Consultation with clients/patients</b>										
1 or more hours	7.4%	18.9%	18.2%	6.4%	18.1%	17.5%	8.8%	20.4%	18.9%	
Mean	1.09	1.29	1.29	1.06	1.26	1.26	1.12	1.34	1.32	
Standard deviation	0.32	0.74	0.76	0.25	0.67	0.70	0.41	0.84	0.82	
Significance	-	*	*	-	*		-			
Effect size	-	-0.27	-0.26	-	-0.30	-0.29	-	-0.26	-0.24	
<b>Community or public service</b>										
1 or more hours	54.3%	66.0%	60.0%	51.1%	64.9%	57.7%	58.8%	67.2%	62.7%	Civic Minded Practice
Mean	1.58	1.82	1.75	1.55	1.81	1.74	1.62	1.83	1.77	
Standard deviation	0.57	0.76	0.79	0.58	0.77	0.82	0.55	0.75	0.75	
Significance	-	**		-	*		-			
Effect size	-	-0.32	-0.22	-	-0.34	-0.23	-	-0.28	-0.20	
<b>Do you use your scholarship to address local community needs?</b>										
Yes	38.3%	43.2%	38.0%	40.4%	41.4%	35.4%	35.3%	45.7%	41.2%	CM Practice
<b>Engaged in public service/professional consulting without pay?</b>										
Yes	58.0%	55.6%	53.8%	61.7%	58.0%	54.6%	52.9%	52.3%	52.9%	CM Practice

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

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Participated in a teaching enhancement workshop	76.5%	71.9%	70.3%	78.7%	68.1%	65.7%	73.5%	77.2%	75.9%	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	51.9%	36.8%	32.7%	57.4%	34.3%	30.1%	44.1%	40.2%	35.9%	
Paid sabbatical leave										
Yes	72.8%	28.8%	34.8%	68.1%	31.6%	38.1%	79.4%	25.0%	30.8%	
Travel funds paid by the institution										
Yes	92.6%	80.3%	81.1%	91.5%	79.9%	80.6%	94.1%	80.8%	81.7%	
Internal grants for research										
Yes	67.5%	38.8%	43.5%	66.0%	40.3%	45.0%	69.7%	36.7%	41.7%	
Training for administrative leadership										
Yes	13.6%	14.7%	14.1%	8.5%	15.3%	15.0%	20.6%	13.9%	13.0%	
Received incentives to develop new courses										
Yes	55.0%	23.5%	26.1%	51.1%	24.0%	26.2%	60.6%	22.8%	26.0%	
Received incentives to integrate new technology into your classroom										
Yes	16.0%	18.0%	17.9%	17.0%	19.8%	18.9%	14.7%	15.6%	16.6%	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	8.6%	11.2%	11.7%	2.1%	5.6%	5.6%	17.6%	18.8%	19.1%	
Have you ever received an award for outstanding teaching?										
Yes	49.4%	41.0%	39.7%	51.1%	42.1%	41.8%	47.1%	39.5%	37.2%	



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

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive / Somewhat descriptive	75.3%	76.1%	77.4%	68.1%	77.5%	78.8%	85.3%	74.5%	75.8%	
Mean	1.88	1.97	2.00	1.83	1.98	2.02	1.94	1.96	1.98	
Standard deviation	0.60	0.67	0.68	0.67	0.66	0.67	0.49	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.13	-0.18	-	-0.23	-0.28	-	-0.03	-0.06	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive / Somewhat descriptive	93.8%	88.1%	90.2%	93.6%	88.9%	90.7%	94.1%	87.1%	89.6%	
Mean	2.16	2.20	2.28	2.19	2.21	2.29	2.12	2.18	2.26	
Standard deviation	0.51	0.63	0.63	0.54	0.62	0.63	0.48	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.06	-0.19	-	-0.03	-0.16	-	-0.10	-0.22	
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive / Somewhat descriptive	40.0%	58.9%	61.3%	42.6%	60.5%	63.2%	36.4%	56.7%	59.0%	
Mean	1.43	1.73	1.75	1.47	1.72	1.76	1.36	1.73	1.74	
Standard deviation	0.55	0.69	0.68	0.58	0.66	0.66	0.49	0.73	0.70	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.43	-0.47	-	-0.38	-0.44	-	-0.51	-0.54	
<b>Below are some statements about your college or university.</b>										
<b>Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My research is valued by faculty in my department</b>										
Agree Strongly / Agree somewhat	76.6%	76.9%	77.5%	78.7%	78.4%	79.3%	73.6%	75.1%	75.1%	
Mean	3.02	2.96	2.98	3.06	2.99	3.01	2.97	2.92	2.95	
Standard deviation	0.84	0.83	0.83	0.87	0.82	0.82	0.80	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.09	0.06	-	0.06	0.02	

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

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My teaching is valued by faculty in my department</b>										
Agree Strongly / Agree somewhat	93.8%	92.7%	93.0%	93.6%	92.1%	92.5%	94.1%	93.4%	93.4%	
Mean	3.54	3.50	3.49	3.51	3.50	3.50	3.59	3.49	3.49	
Standard deviation	0.65	0.69	0.68	0.69	0.70	0.69	0.61	0.67	0.67	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.01	0.01	-	0.15	0.15	
<b>There is adequate support for faculty development</b>										
Agree Strongly / Agree somewhat	64.1%	68.9%	67.4%	66.0%	69.6%	69.5%	61.8%	68.0%	64.8%	
Mean	2.73	2.78	2.75	2.68	2.79	2.79	2.79	2.78	2.71	
Standard deviation	0.82	0.85	0.86	0.84	0.83	0.84	0.81	0.89	0.89	
Significance	-			-			-			
Effect size	-	-0.06	-0.02	-	-0.13	-0.13	-	0.01	0.09	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential / Very important	100.0%	99.3%	99.4%	100.0%	99.0%	99.1%	100.0%	99.8%	99.7%	
Mean	3.91	3.88	3.89	3.89	3.86	3.86	3.94	3.92	3.92	
Standard deviation	0.28	0.35	0.35	0.31	0.39	0.39	0.24	0.28	0.28	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.08	0.08	-	0.07	0.07	
<b>Prepare students for employment after college</b>										
Essential / Very important	80.3%	83.6%	81.4%	80.8%	81.9%	79.0%	79.4%	85.9%	84.4%	
Mean	3.01	3.22	3.19	2.98	3.17	3.12	3.06	3.28	3.27	
Standard deviation	0.64	0.73	0.76	0.61	0.75	0.78	0.69	0.71	0.74	
Significance	-	*	*	-			-			
Effect size	-	-0.29	-0.24	-	-0.25	-0.18	-	-0.31	-0.28	
<b>Prepare students for graduate or advanced education</b>										
Essential / Very important	82.8%	79.8%	79.0%	82.9%	77.9%	77.6%	82.4%	82.3%	80.7%	
Mean	3.02	3.09	3.08	3.02	3.03	3.03	3.03	3.17	3.14	
Standard deviation	0.61	0.72	0.73	0.61	0.72	0.72	0.63	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.01	-0.01	-	-0.19	-0.15	
<b>Develop moral character</b>										
Essential / Very important	70.4%	83.4%	79.3%	70.2%	81.2%	76.9%	70.6%	86.5%	82.3%	UG Ed Goal:
Mean	2.94	3.32	3.19	2.91	3.27	3.12	2.97	3.39	3.27	Personal
Standard deviation	0.76	0.78	0.82	0.78	0.82	0.85	0.76	0.73	0.78	Develop-
Significance	-	***	**	-	**		-	***	*	ment
Effect size	-	-0.49	-0.30	-	-0.44	-0.25	-	-0.58	-0.38	
<b>Provide for students' emotional development</b>										
Essential / Very important	55.5%	65.4%	61.5%	46.8%	61.4%	56.5%	67.6%	70.8%	67.5%	UG Ed Goal:
Mean	2.62	2.87	2.79	2.49	2.79	2.69	2.79	2.97	2.92	Personal
Standard deviation	0.87	0.84	0.86	0.91	0.85	0.85	0.81	0.81	0.85	Develop-
Significance	-	**		-	*		-			ment
Effect size	-	-0.30	-0.20	-	-0.35	-0.24	-	-0.22	-0.15	

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Teach students the classic works of Western civilization</b>										
Essential / Very important	29.7%	35.9%	33.0%	36.2%	39.0%	35.8%	20.5%	31.8%	29.5%	
Mean	2.11	2.25	2.20	2.26	2.30	2.25	1.91	2.19	2.14	
Standard deviation	0.85	0.89	0.92	0.87	0.91	0.93	0.79	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.16	-0.10	-	-0.04	0.01	-	-0.32	-0.26	
<b>Help students develop personal values</b>										
Essential / Very important	65.4%	81.4%	76.4%	66.0%	79.5%	73.5%	64.7%	83.9%	79.9%	UG Ed Goal: Personal Develop- ment
Mean	2.85	3.21	3.10	2.83	3.17	3.03	2.88	3.27	3.18	
Standard deviation	0.85	0.80	0.83	0.87	0.82	0.84	0.84	0.77	0.80	
Significance	-	***	**	-	**		-	**	*	
Effect size	-	-0.45	-0.30	-	-0.41	-0.24	-	-0.51	-0.38	
<b>Enhance students' self-understanding</b>										
Essential / Very important	69.1%	82.0%	80.3%	68.1%	79.3%	77.9%	70.6%	85.7%	83.2%	UG Ed Goal: Personal Develop- ment
Mean	2.98	3.23	3.18	2.98	3.16	3.11	2.97	3.33	3.27	
Standard deviation	0.81	0.79	0.80	0.85	0.81	0.81	0.76	0.75	0.78	
Significance	-	**	*	-			-	**	*	
Effect size	-	-0.32	-0.25	-	-0.22	-0.16	-	-0.48	-0.38	
<b>Instill in students a commitment to community service</b>										
Essential / Very important	48.1%	62.4%	56.1%	44.7%	56.5%	49.9%	52.9%	70.2%	63.6%	Civic Minded Values
Mean	2.48	2.79	2.68	2.38	2.68	2.55	2.62	2.94	2.83	
Standard deviation	0.78	0.88	0.90	0.85	0.89	0.91	0.65	0.83	0.87	
Significance	-	**	*	-	*		-	*		
Effect size	-	-0.35	-0.22	-	-0.34	-0.19	-	-0.39	-0.24	
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential / Very important	67.6%	78.8%	77.4%	57.4%	72.8%	70.6%	81.9%	87.1%	85.7%	
Mean	2.99	3.18	3.15	2.79	3.03	2.99	3.27	3.39	3.35	
Standard deviation	0.86	0.83	0.85	0.88	0.87	0.89	0.76	0.73	0.76	
Significance	-	*		-			-			
Effect size	-	-0.23	-0.19	-	-0.28	-0.22	-	-0.16	-0.11	

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help master knowledge in a discipline</b>										
Essential / Very important	96.3%	94.7%	94.1%	97.9%	94.4%	93.3%	94.1%	95.3%	95.0%	
Mean	3.47	3.50	3.49	3.45	3.46	3.45	3.50	3.54	3.55	
Standard deviation	0.57	0.61	0.62	0.54	0.62	0.64	0.62	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	-0.02	0.00	-	-0.07	-0.08	
<b>Develop creative capacities</b>										
Essential / Very important	58.0%	79.0%	79.8%	59.6%	78.5%	79.0%	55.9%	79.7%	80.7%	
Mean	2.78	3.14	3.15	2.81	3.13	3.13	2.74	3.14	3.18	
Standard deviation	0.88	0.78	0.78	0.82	0.77	0.78	0.96	0.80	0.79	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.46	-0.47	-	-0.42	-0.41	-	-0.50	-0.56	
<b>Instill a basic appreciation of the liberal arts</b>										
Essential / Very important	86.4%	79.6%	78.2%	83.0%	78.2%	76.9%	91.2%	81.3%	79.7%	
Mean	3.27	3.12	3.13	3.28	3.09	3.10	3.26	3.16	3.16	
Standard deviation	0.69	0.78	0.81	0.74	0.79	0.83	0.62	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.19	0.17	-	0.24	0.22	-	0.13	0.13	
<b>Promote ability to write effectively</b>										
Essential / Very important	95.1%	94.6%	94.5%	93.6%	92.9%	92.6%	97.1%	97.0%	96.8%	
Mean	3.62	3.56	3.57	3.49	3.46	3.49	3.79	3.69	3.68	
Standard deviation	0.58	0.61	0.61	0.62	0.65	0.65	0.48	0.53	0.54	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.05	0.00	-	0.19	0.20	
<b>Help students evaluate the quality and reliability of information</b>										
Essential / Very important	95.1%	95.8%	95.7%	93.6%	94.7%	94.3%	97.0%	97.5%	97.3%	
Mean	3.59	3.58	3.58	3.51	3.50	3.51	3.71	3.68	3.68	
Standard deviation	0.59	0.58	0.59	0.62	0.61	0.62	0.52	0.52	0.53	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.02	0.00	-	0.06	0.06	

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Engage students in civil discourse around controversial issues</b>										
Essential / Very important	67.9%	74.3%	73.5%	66.0%	72.3%	70.2%	70.6%	77.1%	77.6%	
Mean	2.94	3.04	3.02	2.89	2.98	2.94	3.00	3.12	3.12	
Standard deviation	0.89	0.85	0.88	0.91	0.85	0.89	0.85	0.84	0.86	
Significance	-			-			-			
Effect size	-	-0.12	-0.09	-	-0.11	-0.06	-	-0.14	-0.14	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential / Very important	86.3%	86.6%	85.7%	78.7%	82.1%	80.7%	96.9%	92.7%	91.8%	
Mean	3.30	3.33	3.34	3.15	3.21	3.19	3.52	3.51	3.52	
Standard deviation	0.77	0.75	0.77	0.86	0.79	0.82	0.57	0.64	0.66	
Significance	-			-			-			
Effect size	-	-0.04	-0.05	-	-0.08	-0.05	-	0.02	0.00	
<b>Encourage students to become agents of social change</b>										
Essential / Very important	51.3%	63.8%	61.9%	44.6%	56.1%	53.6%	60.6%	74.3%	72.1%	
Mean	2.69	2.83	2.80	2.53	2.67	2.62	2.91	3.05	3.03	
Standard deviation	0.91	0.91	0.94	0.93	0.92	0.94	0.84	0.86	0.89	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.15	-0.10	-	-0.16	-0.13	

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly / Agree somewhat	61.7%	75.7%	72.5%	61.7%	77.0%	73.3%	61.7%	73.9%	71.4%	
Mean	2.59	2.96	2.90	2.57	2.98	2.91	2.62	2.93	2.88	
Standard deviation	0.92	0.79	0.81	0.88	0.78	0.80	0.99	0.81	0.83	
Significance	-	***	***	-	***	**	-	*		
Effect size	-	-0.47	-0.38	-	-0.53	-0.43	-	-0.38	-0.31	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To promote the intellectual development of students</b>										
Highest priority / High priority	87.7%	86.3%	85.9%	85.1%	85.1%	84.8%	91.1%	87.9%	87.2%	
Mean	3.30	3.32	3.32	3.21	3.28	3.30	3.41	3.36	3.35	
Standard deviation	0.78	0.75	0.77	0.81	0.77	0.78	0.74	0.71	0.75	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.09	-0.12	-	0.07	0.08	
<b>To develop leadership ability among students</b>										
Highest priority / High priority	60.0%	68.3%	65.1%	55.3%	65.4%	61.9%	66.7%	72.3%	69.0%	
Mean	2.68	2.84	2.79	2.62	2.81	2.74	2.76	2.90	2.86	
Standard deviation	0.69	0.80	0.81	0.74	0.82	0.80	0.61	0.78	0.80	
Significance	-			-			-			
Effect size	-	-0.20	-0.14	-	-0.23	-0.15	-	-0.18	-0.13	

2010-11 HERI Faculty Survey  
 Full-time Undergraduate Faculty  
**Goals for Undergraduate Education**  
 HERI Theme

**Goals for Undergraduate Education** - These items gauge faculty opinion regarding common goals for undergraduate education.  
 See CIRP Construct: Undergraduate Education Goal: Personal Development, Civic Minded Values

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
<b>Colleges should encourage students to be involved in community service activities</b>										
Agree strongly / Agree somewhat	92.3%	93.5%	91.7%	86.9%	91.7%	88.8%	100.0%	96.0%	95.3%	Civic Minded Values
Mean	3.40	3.32	3.26	3.35	3.25	3.17	3.47	3.41	3.37	
Standard deviation	0.63	0.62	0.65	0.71	0.63	0.68	0.51	0.61	0.60	
Significance	-			-			-			
Effect size	-	0.13	0.22	-	0.16	0.26	-	0.10	0.17	
<b>Colleges should be concerned with facilitating undergraduate students' spiritual development</b>										
Agree strongly / Agree somewhat	54.4%	71.4%	57.2%	54.4%	72.9%	58.3%	54.6%	69.4%	56.0%	
Mean	2.47	2.97	2.61	2.46	3.01	2.63	2.48	2.91	2.58	
Standard deviation	0.90	0.97	1.00	0.94	0.96	1.01	0.87	0.97	0.98	
Significance	-	***		-	***		-	*		
Effect size	-	-0.52	-0.14	-	-0.57	-0.17	-	-0.44	-0.10	



**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Helping to promote racial understanding</b>										
Essential / Very important	60.1%	76.2%	75.4%	54.4%	71.2%	69.4%	67.7%	83.0%	82.8%	Social Agency
Mean	2.86	3.10	3.09	2.76	2.97	2.95	3.00	3.27	3.26	
Standard deviation	0.87	0.83	0.85	0.90	0.85	0.87	0.82	0.78	0.78	
Significance	-	*	*	-	-	-	-	*	-	
Effect size	-	-0.29	-0.27	-	-0.25	-0.22	-	-0.35	-0.33	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential / Very important	67.6%	78.8%	77.4%	57.4%	72.8%	70.6%	81.9%	87.1%	85.7%	
Mean	2.99	3.18	3.15	2.79	3.03	2.99	3.27	3.39	3.35	
Standard deviation	0.86	0.83	0.85	0.88	0.87	0.89	0.76	0.73	0.76	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.19	-	-0.28	-0.22	-	-0.16	-0.11	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential / Very important	86.3%	86.6%	85.7%	78.7%	82.1%	80.7%	96.9%	92.7%	91.8%	
Mean	3.30	3.33	3.34	3.15	3.21	3.19	3.52	3.51	3.52	
Standard deviation	0.77	0.75	0.77	0.86	0.79	0.82	0.57	0.64	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.05	-	-0.08	-0.05	-	0.02	0.00	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive / Somewhat descriptive	93.8%	88.1%	90.2%	93.6%	88.9%	90.7%	94.1%	87.1%	89.6%	
Mean	2.16	2.20	2.28	2.19	2.21	2.29	2.12	2.18	2.26	
Standard deviation	0.51	0.63	0.63	0.54	0.62	0.63	0.48	0.63	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.19	-	-0.03	-0.16	-	-0.10	-0.22	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>The administration is open about its policies</b>										
Very descriptive / Somewhat descriptive	59.3%	76.4%	73.9%	53.2%	74.8%	74.2%	67.6%	78.5%	73.4%	
Mean	1.62	2.02	1.95	1.55	2.01	1.97	1.71	2.03	1.93	
Standard deviation	0.54	0.70	0.69	0.54	0.72	0.69	0.52	0.68	0.68	
Significance	-	***	***	-	***	***	-	**		
Effect size	-	-0.57	-0.48	-	-0.64	-0.61	-	-0.47	-0.32	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly / Agree somewhat	66.3%	64.6%	62.3%	56.5%	56.6%	55.5%	79.4%	75.6%	70.5%	
Mean	2.81	2.79	2.75	2.57	2.63	2.62	3.15	3.00	2.92	
Standard deviation	0.90	0.83	0.83	0.89	0.84	0.82	0.82	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	-0.07	-0.06	-	0.19	0.29	
<b>This institution should hire more faculty of color</b>										
Agree strongly / Agree somewhat	86.1%	74.6%	75.0%	80.5%	71.7%	70.9%	93.9%	78.5%	80.2%	
Mean	3.24	2.99	3.00	3.11	2.90	2.88	3.42	3.11	3.13	
Standard deviation	0.79	0.82	0.82	0.82	0.81	0.83	0.71	0.81	0.79	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.30	0.29	-	0.26	0.28	-	0.38	0.37	
<b>This institution should hire more women faculty</b>										
Agree strongly / Agree somewhat	63.3%	54.1%	52.9%	47.9%	50.1%	48.9%	84.8%	59.4%	57.9%	
Mean	2.75	2.61	2.58	2.54	2.52	2.49	3.03	2.72	2.69	
Standard deviation	0.76	0.79	0.79	0.75	0.79	0.78	0.68	0.78	0.79	
Significance	-			-			-	*	*	
Effect size	-	0.18	0.22	-	0.03	0.06	-	0.40	0.43	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</p>										
<p><b>Faculty here are strongly interested in the academic problems of undergraduates</b></p>										
Agree strongly / Agree somewhat	93.8%	96.0%	94.4%	89.3%	96.4%	94.3%	100.0%	95.3%	94.7%	
Mean	3.54	3.57	3.51	3.47	3.56	3.49	3.64	3.58	3.54	
Standard deviation	0.62	0.59	0.62	0.69	0.58	0.62	0.49	0.61	0.61	
Significance	-			-			-			
Effect size	-	-0.05	0.05	-	-0.16	-0.03	-	0.10	0.16	
<p><b>There is a lot of campus racial conflict here</b></p>										
Agree strongly / Agree somewhat	28.8%	11.5%	11.0%	19.2%	9.7%	8.3%	42.4%	14.0%	14.3%	
Mean	2.14	1.64	1.61	2.00	1.56	1.53	2.33	1.74	1.71	
Standard deviation	0.85	0.74	0.73	0.75	0.71	0.68	0.96	0.76	0.77	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.68	0.73	-	0.62	0.69	-	0.78	0.81	
<p><b>Faculty of color are treated fairly here</b></p>										
Agree strongly / Agree somewhat	82.5%	91.1%	91.0%	91.5%	93.5%	93.4%	69.7%	88.0%	88.0%	
Mean	3.06	3.41	3.40	3.19	3.48	3.47	2.88	3.31	3.30	
Standard deviation	0.75	0.70	0.71	0.65	0.66	0.67	0.86	0.74	0.74	
Significance	-	***	***	-	**	**	-	***	**	
Effect size	-	-0.50	-0.48	-	-0.44	-0.42	-	-0.58	-0.57	
<p><b>Women faculty are treated fairly here</b></p>										
Agree strongly / Agree somewhat	90.0%	89.7%	89.9%	95.8%	94.9%	94.6%	81.8%	82.6%	84.1%	
Mean	3.24	3.41	3.41	3.38	3.56	3.56	3.03	3.20	3.23	
Standard deviation	0.73	0.73	0.72	0.64	0.61	0.61	0.81	0.81	0.79	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.23	-0.24	-	-0.30	-0.30	-	-0.21	-0.25	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Gay and lesbian faculty are treated fairly here</b>										
Agree strongly / Agree somewhat	92.5%	71.3%	80.5%	97.8%	73.2%	81.6%	84.8%	68.8%	79.2%	
Mean	3.20	2.94	3.15	3.32	2.99	3.21	3.03	2.86	3.07	
Standard deviation	0.64	1.05	0.92	0.52	1.03	0.91	0.77	1.06	0.92	
Significance	-	*		-	*		-			
Effect size	-	0.25	0.05	-	0.32	0.12	-	0.16	-0.04	
<b>My values are congruent with the dominant institutional values</b>										
Agree strongly / Agree somewhat	72.2%	84.6%	81.3%	67.4%	83.3%	80.1%	78.8%	86.1%	82.7%	
Mean	2.78	3.19	3.10	2.70	3.17	3.08	2.91	3.21	3.12	
Standard deviation	0.81	0.78	0.81	0.79	0.80	0.83	0.84	0.75	0.77	
Significance	-	***	***	-	***	**	-	*		
Effect size	-	-0.53	-0.40	-	-0.59	-0.46	-	-0.40	-0.27	
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly / Agree somewhat	61.7%	75.7%	72.5%	61.7%	77.0%	73.3%	61.7%	73.9%	71.4%	
Mean	2.59	2.96	2.90	2.57	2.98	2.91	2.62	2.93	2.88	
Standard deviation	0.92	0.79	0.81	0.88	0.78	0.80	0.99	0.81	0.83	
Significance	-	***	***	-	***	**	-	*		
Effect size	-	-0.47	-0.38	-	-0.53	-0.43	-	-0.38	-0.31	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To develop a sense of community among students and faculty</b>										
Highest priority / High priority	62.6%	77.4%	72.8%	57.4%	74.7%	70.6%	69.7%	80.8%	75.6%	
Mean	2.71	2.98	2.91	2.62	2.93	2.86	2.85	3.05	2.97	
Standard deviation	0.77	0.75	0.79	0.77	0.76	0.80	0.76	0.73	0.78	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.36	-0.25	-	-0.41	-0.30	-	-0.27	-0.15	
<b>To recruit more minority students</b>										
Highest priority / High priority	30.1%	47.6%	48.1%	27.7%	46.2%	47.4%	33.3%	49.7%	48.9%	Institutional Priority: Commitment to Diversity
Mean	2.14	2.44	2.47	2.11	2.41	2.45	2.18	2.47	2.48	
Standard deviation	0.84	0.86	0.86	0.79	0.85	0.84	0.92	0.88	0.88	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.35	-0.38	-	-0.35	-0.40	-	-0.33	-0.34	
<b>To create a diverse multi-cultural campus environment</b>										
Highest priority / High priority	27.5%	51.1%	54.4%	27.7%	49.5%	54.3%	27.3%	53.3%	54.7%	Institutional Priority: Commitment to Diversity
Mean	2.08	2.52	2.59	2.11	2.50	2.59	2.03	2.56	2.59	
Standard deviation	0.88	0.91	0.90	0.84	0.90	0.88	0.95	0.93	0.92	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	-0.48	-0.57	-	-0.43	-0.55	-	-0.57	-0.61	
<b>To promote gender equity among faculty</b>										
Highest priority / High priority	38.0%	48.0%	48.3%	44.6%	54.6%	55.6%	28.2%	39.2%	39.5%	
Mean	2.28	2.42	2.42	2.45	2.54	2.56	2.03	2.26	2.25	
Standard deviation	0.99	0.89	0.91	0.83	0.84	0.85	1.15	0.92	0.94	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.11	-0.13	-	-0.25	-0.23	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To increase the representation of minorities in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	24.1%	36.7%	38.4%	27.6%	36.0%	38.8%	18.8%	37.6%	37.9%	
Mean	1.96	2.25	2.28	2.09	2.24	2.29	1.78	2.25	2.26	
Standard deviation	0.85	0.87	0.86	0.75	0.85	0.84	0.97	0.90	0.89	
Significance	-	**	***	-			-	**	**	
Effect size	-	-0.33	-0.37	-	-0.18	-0.24	-	-0.52	-0.54	
<b>To develop an appreciation for multiculturalism</b>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	35.4%	56.8%	58.6%	40.4%	54.9%	58.2%	28.1%	59.3%	59.1%	
Mean	2.30	2.62	2.66	2.34	2.58	2.65	2.25	2.67	2.68	
Standard deviation	0.85	0.90	0.89	0.79	0.89	0.87	0.95	0.90	0.91	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	-0.36	-0.40	-	-0.27	-0.36	-	-0.47	-0.47	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Promoting diversity leads to the admission of too many underprepared students</b>										
Agree strongly / Agree somewhat	19.0%	24.0%	22.7%	23.9%	27.9%	26.7%	12.1%	18.5%	17.8%	
Mean	1.85	1.96	1.92	2.02	2.05	2.01	1.61	1.84	1.81	
Standard deviation	0.75	0.81	0.82	0.75	0.82	0.83	0.70	0.78	0.79	
Significance	-			-			-			
Effect size	-	-0.14	-0.09	-	-0.04	0.01	-	-0.29	-0.25	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Agree strongly / Agree somewhat	96.2%	95.6%	95.9%	93.5%	93.9%	94.0%	100.0%	97.8%	98.2%	
Mean	3.66	3.56	3.57	3.57	3.46	3.47	3.79	3.68	3.69	
Standard deviation	0.60	0.61	0.61	0.69	0.65	0.66	0.42	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.16	0.15	-	0.17	0.15	-	0.21	0.20	

**Diversity**

HERI Theme

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

See CIRP Construct: Institutional Priority: Commitment to Diversity

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should prohibit racist/sexist speech on campus</b>										
Agree strongly / Agree somewhat	78.5%	71.2%	68.1%	74.0%	68.9%	63.7%	84.8%	74.2%	73.4%	
Mean	3.29	3.05	2.98	3.17	2.97	2.86	3.45	3.16	3.13	
Standard deviation	0.86	0.97	0.98	0.88	0.99	1.01	0.83	0.93	0.93	
Significance	-	*	**	-		*	-		*	
Effect size	-	0.25	0.32	-	0.20	0.31	-	0.31	0.34	
<b>This institution should not offer remedial/developmental education</b>										
Agree strongly / Agree somewhat	17.8%	20.1%	19.5%	17.3%	22.1%	23.2%	18.2%	17.3%	15.1%	
Mean	1.89	1.87	1.87	1.85	1.94	1.96	1.94	1.79	1.76	
Standard deviation	0.82	0.84	0.83	0.82	0.82	0.83	0.83	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.11	-0.13	-	0.18	0.22	

**Satisfaction**

HERI Theme

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

See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered early retirement?</b>										
Yes	24.7%	17.4%	17.9%	27.7%	17.6%	18.1%	20.6%	17.1%	17.7%	
<b>Considered leaving academe for another job?</b>										
Yes	37.0%	31.5%	32.2%	34.0%	31.2%	29.9%	41.2%	32.0%	35.0%	
<b>Considered leaving this institution for another?</b>										
Yes	44.4%	42.8%	43.5%	42.6%	42.4%	43.0%	47.1%	43.3%	44.0%	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes / Probably yes	66.3%	76.0%	73.8%	61.7%	74.5%	73.0%	72.7%	78.0%	74.8%	
Mean	3.71	4.05	3.99	3.62	4.03	3.98	3.85	4.07	4.00	
Standard deviation	1.26	1.03	1.09	1.38	1.07	1.11	1.09	0.98	1.06	
Significance	-	**	*	-	**	*	-	-	-	
Effect size	-	-0.33	-0.26	-	-0.38	-0.32	-	-0.22	-0.14	
<b>Still want to be a college professor?</b>										
Definitely yes / Probably yes	91.3%	90.9%	89.8%	93.6%	91.7%	90.7%	88.2%	89.7%	88.7%	
Mean	4.56	4.52	4.50	4.68	4.55	4.53	4.38	4.48	4.46	
Standard deviation	0.69	0.74	0.77	0.59	0.74	0.76	0.78	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.05	0.08	-	0.18	0.20	-	-0.13	-0.10	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	33.3%	43.2%	47.9%	36.1%	44.3%	50.1%	29.4%	41.7%	45.3%	
Mean	2.12	2.29	2.37	2.19	2.30	2.41	2.03	2.27	2.31	
Standard deviation	0.76	0.87	0.90	0.77	0.88	0.90	0.76	0.85	0.89	
Significance	-		*	-			-			
Effect size	-	-0.20	-0.28	-	-0.13	-0.24	-	-0.28	-0.31	



**Satisfaction**

HERI Theme

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

See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Health benefits</b>										
Very satisfied / Satisfied	64.6%	59.1%	63.0%	63.8%	57.6%	62.7%	65.6%	61.4%	63.6%	
Mean	2.62	2.59	2.65	2.62	2.58	2.65	2.63	2.61	2.65	
Standard deviation	0.77	0.86	0.86	0.85	0.87	0.87	0.66	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.03	-0.03	-	0.05	-0.03	-	0.02	-0.02	
<b>Retirement benefits</b>										
Very satisfied / Satisfied	67.1%	63.7%	62.8%	67.4%	62.5%	63.6%	66.7%	65.3%	62.0%	Job Satisfaction: Compensation
Mean	2.70	2.64	2.65	2.70	2.64	2.67	2.70	2.64	2.63	
Standard deviation	0.72	0.83	0.85	0.79	0.84	0.85	0.64	0.82	0.85	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.07	0.04	-	0.07	0.08	
<b>Opportunity for scholarly pursuits</b>										
Very satisfied / Satisfied	46.8%	49.7%	50.3%	56.5%	53.0%	55.3%	33.3%	45.4%	44.0%	Job Satisfaction: Compensation
Mean	2.62	2.48	2.49	2.66	2.50	2.53	2.56	2.46	2.43	
Standard deviation	0.70	0.91	0.91	0.67	0.93	0.91	0.75	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.14	-	0.11	0.14	
<b>Teaching load</b>										
Very satisfied / Satisfied	64.2%	55.8%	56.6%	68.1%	56.2%	58.5%	58.8%	55.4%	54.3%	Job Satisfaction: Compensation
Mean	2.62	2.48	2.49	2.66	2.50	2.53	2.56	2.46	2.43	
Standard deviation	0.70	0.91	0.91	0.67	0.93	0.91	0.75	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.17	0.14	-	0.11	0.14	
<b>Quality of students</b>										
Very satisfied / Satisfied	38.3%	57.2%	58.7%	31.9%	54.2%	57.4%	47.0%	61.3%	60.2%	
Mean	2.23	2.56	2.58	2.17	2.51	2.56	2.32	2.62	2.61	
Standard deviation	0.76	0.85	0.87	0.73	0.89	0.88	0.81	0.80	0.85	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.39	-0.40	-	-0.38	-0.44	-	-0.38	-0.34	

**Satisfaction**

HERI Theme

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

See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Office/lab space</b>										
Very satisfied / Satisfied	64.2%	70.3%	71.3%	57.4%	69.3%	69.8%	73.6%	71.8%	73.0%	
Mean	2.78	2.86	2.87	2.68	2.83	2.84	2.91	2.90	2.90	
Standard deviation	1.02	0.97	0.95	1.02	0.99	0.95	1.03	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.15	-0.17	-	0.01	0.01	
<b>Autonomy and independence</b>										
Very satisfied / Satisfied	84.0%	85.2%	85.8%	87.3%	85.1%	85.6%	79.5%	85.6%	86.0%	Job Satisfaction: Workplace
Mean	3.21	3.19	3.21	3.28	3.19	3.22	3.12	3.20	3.20	
Standard deviation	0.74	0.78	0.77	0.74	0.78	0.78	0.73	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.12	0.08	-	-0.10	-0.11	
<b>Professional relationships with other faculty</b>										
Very satisfied / Satisfied	72.9%	81.6%	80.7%	72.4%	80.4%	79.8%	73.5%	83.3%	81.9%	Job Satisfaction: Workplace
Mean	2.84	3.10	3.09	2.89	3.08	3.08	2.76	3.13	3.09	
Standard deviation	0.93	0.83	0.82	0.94	0.85	0.84	0.92	0.79	0.80	
Significance	-	**	**	-			-	**	*	
Effect size	-	-0.31	-0.30	-	-0.22	-0.23	-	-0.47	-0.41	
<b>Social relationships with other faculty</b>										
Very satisfied / Satisfied	63.2%	71.8%	71.8%	60.0%	70.1%	69.8%	67.7%	74.0%	74.2%	
Mean	2.76	2.88	2.89	2.73	2.85	2.85	2.79	2.93	2.93	
Standard deviation	1.03	0.85	0.84	1.05	0.87	0.85	1.01	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.14	-0.15	-	-0.14	-0.14	-	-0.17	-0.17	
<b>Competency of colleagues</b>										
Very satisfied / Satisfied	77.8%	82.8%	81.5%	72.4%	80.6%	79.9%	85.3%	85.8%	83.3%	Job Satisfaction: Workplace
Mean	2.99	3.08	3.07	2.91	3.04	3.04	3.09	3.13	3.10	
Standard deviation	0.83	0.77	0.78	0.90	0.80	0.80	0.71	0.72	0.75	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.16	-0.16	-	-0.06	-0.01	

**Satisfaction**

HERI Theme

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

See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	70.3%	75.2%	76.1%	68.1%	75.7%	77.3%	73.5%	74.5%	74.6%	
Mean	2.91	2.94	2.98	2.91	2.97	3.03	2.91	2.91	2.93	
Standard deviation	0.92	0.88	0.89	0.90	0.89	0.89	0.97	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.03	-0.08	-	-0.07	-0.13	-	0.00	-0.02	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very satisfied / Satisfied	76.7%	73.3%	72.0%	80.0%	75.6%	74.7%	71.9%	70.3%	68.7%	
Mean	2.94	2.97	2.94	2.98	3.02	3.00	2.88	2.90	2.87	
Standard deviation	1.02	0.96	0.99	1.01	0.95	0.98	1.04	0.97	0.99	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.04	-0.02	-	-0.02	0.01	
<b>Course assignments</b>										Job Satisfaction: Workplace
Very satisfied / Satisfied	91.3%	85.0%	85.2%	89.4%	84.7%	85.8%	93.9%	85.4%	84.7%	
Mean	3.10	3.13	3.15	3.04	3.13	3.17	3.18	3.13	3.13	
Standard deviation	0.65	0.73	0.74	0.72	0.73	0.74	0.53	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.04	-0.07	-	-0.12	-0.18	-	0.07	0.07	
<b>Freedom to determine course content</b>										
Very satisfied / Satisfied	97.5%	93.0%	92.2%	100.0%	92.9%	92.7%	94.1%	93.0%	91.6%	
Mean	3.63	3.48	3.48	3.67	3.50	3.50	3.59	3.45	3.44	
Standard deviation	0.58	0.68	0.70	0.48	0.68	0.69	0.70	0.67	0.70	
Significance	-			-			-			
Effect size	-	0.22	0.21	-	0.25	0.25	-	0.21	0.21	
<b>Availability of child care at this institution</b>										
Very satisfied / Satisfied	38.9%	20.3%	22.7%	41.7%	26.2%	27.2%	33.3%	13.9%	18.0%	
Mean	2.06	1.58	1.65	2.17	1.74	1.79	1.83	1.39	1.50	
Standard deviation	1.11	0.96	0.99	1.19	1.04	1.04	0.98	0.83	0.93	
Significance	-	*		-			-			
Effect size	-	0.50	0.41	-	0.41	0.37	-	0.53	0.35	

**Satisfaction**

HERI Theme

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

See CIRP Construct: Job Satisfaction: Workplace, Job Satisfaction: Compensation

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Prospects for career advancement</b>										Job Satisfaction: Compensation
Very satisfied / Satisfied	54.3%	55.0%	55.7%	57.5%	55.8%	57.5%	50.0%	53.8%	53.5%	
Mean	2.46	2.48	2.48	2.45	2.48	2.51	2.47	2.48	2.45	
Standard deviation	0.88	0.88	0.90	0.90	0.88	0.88	0.86	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.03	-0.07	-	-0.01	0.02	
<b>Clerical/administrative support</b>										
Very satisfied / Satisfied	55.6%	61.6%	61.2%	53.2%	61.7%	61.9%	58.8%	61.5%	60.4%	
Mean	2.59	2.66	2.66	2.60	2.65	2.67	2.59	2.67	2.65	
Standard deviation	0.98	0.98	0.98	1.04	0.96	0.96	0.92	1.01	1.00	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.05	-0.07	-	-0.08	-0.06	
<b>Overall job satisfaction</b>										
Very satisfied / Satisfied	76.6%	77.6%	77.6%	74.4%	76.3%	77.4%	79.4%	79.4%	77.7%	
Mean	2.84	2.97	2.96	2.87	2.96	2.98	2.79	2.98	2.94	
Standard deviation	0.73	0.78	0.79	0.74	0.79	0.81	0.73	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.15	-	-0.11	-0.14	-	-0.25	-0.20	
<b>Tuition remission for your children/dependents</b>										
Very satisfied / Satisfied	95.8%	82.6%	79.9%	93.8%	81.9%	79.7%	100.0%	83.8%	80.2%	
Mean	3.64	3.19	3.14	3.66	3.19	3.15	3.60	3.20	3.13	
Standard deviation	0.57	0.90	0.96	0.60	0.92	0.95	0.51	0.88	0.96	
Significance	-	***	***	-	**	**	-			
Effect size	-	0.50	0.52	-	0.51	0.54	-	0.45	0.49	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</p>										
<p><b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b></p>										
Agree strongly / Agree somewhat	66.3%	64.6%	62.3%	56.5%	56.6%	55.5%	79.4%	75.6%	70.5%	
Mean	2.81	2.79	2.75	2.57	2.63	2.62	3.15	3.00	2.92	
Standard deviation	0.90	0.83	0.83	0.89	0.84	0.82	0.82	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	-0.07	-0.06	-	0.19	0.29	
<p><b>This institution should hire more faculty of color</b></p>										
Agree strongly / Agree somewhat	86.1%	74.6%	75.0%	80.5%	71.7%	70.9%	93.9%	78.5%	80.2%	
Mean	3.24	2.99	3.00	3.11	2.90	2.88	3.42	3.11	3.13	
Standard deviation	0.79	0.82	0.82	0.82	0.81	0.83	0.71	0.81	0.79	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.30	0.29	-	0.26	0.28	-	0.38	0.37	
<p><b>This institution should hire more women faculty</b></p>										
Agree strongly / Agree somewhat	63.3%	54.1%	52.9%	47.9%	50.1%	48.9%	84.8%	59.4%	57.9%	
Mean	2.75	2.61	2.58	2.54	2.52	2.49	3.03	2.72	2.69	
Standard deviation	0.76	0.79	0.79	0.75	0.79	0.78	0.68	0.78	0.79	
Significance	-			-			-	*	*	
Effect size	-	0.18	0.22	-	0.03	0.06	-	0.40	0.43	
<p><b>Faculty are committed to the welfare of this institution</b></p>										
Agree strongly / Agree somewhat	93.8%	95.0%	94.1%	89.3%	95.1%	93.6%	100.0%	94.8%	94.5%	
Mean	3.54	3.50	3.46	3.47	3.50	3.44	3.64	3.49	3.48	
Standard deviation	0.62	0.60	0.63	0.69	0.60	0.64	0.49	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.07	0.13	-	-0.05	0.05	-	0.25	0.26	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<p>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</p> <p>Faculty here are strongly interested in the academic problems of undergraduates</p> <p>Agree strongly / Agree somewhat</p>	93.8%	96.0%	94.4%	89.3%	96.4%	94.3%	100.0%	95.3%	94.7%	
Mean	3.54	3.57	3.51	3.47	3.56	3.49	3.64	3.58	3.54	
Standard deviation	0.62	0.59	0.62	0.69	0.58	0.62	0.49	0.61	0.61	
Significance	-			-			-			
Effect size	-	-0.05	0.05	-	-0.16	-0.03	-	0.10	0.16	
<p>Indicate how important you believe each priority listed below is at your college or university?</p> <p>To promote the intellectual development of students</p> <p>Highest priority / High priority</p>	87.7%	86.3%	85.9%	85.1%	85.1%	84.8%	91.1%	87.9%	87.2%	
Mean	3.30	3.32	3.32	3.21	3.28	3.30	3.41	3.36	3.35	
Standard deviation	0.78	0.75	0.77	0.81	0.77	0.78	0.74	0.71	0.75	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.09	-0.12	-	0.07	0.08	
<p>To develop a sense of community among students and faculty</p> <p>Highest priority / High priority</p>	62.6%	77.4%	72.8%	57.4%	74.7%	70.6%	69.7%	80.8%	75.6%	
Mean	2.71	2.98	2.91	2.62	2.93	2.86	2.85	3.05	2.97	
Standard deviation	0.77	0.75	0.79	0.77	0.76	0.80	0.76	0.73	0.78	
Significance	-	**	*	-	**	*	-			
Effect size	-	-0.36	-0.25	-	-0.41	-0.30	-	-0.27	-0.15	
<p>To facilitate student involvement in community service</p> <p>Highest priority / High priority</p>	80.0%	68.6%	61.8%	83.0%	66.3%	59.4%	75.8%	71.8%	64.8%	Institutional Priority: Civic Engagement
Mean	3.00	2.84	2.74	3.06	2.78	2.68	2.91	2.93	2.82	
Standard deviation	0.64	0.81	0.85	0.64	0.80	0.84	0.63	0.82	0.86	
Significance	-		**	-	*	**	-			
Effect size	-	0.20	0.31	-	0.35	0.45	-	-0.02	0.10	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To help students learn how to bring about change in society</b>										
Highest priority / High priority	36.7%	54.8%	51.5%	28.2%	51.8%	48.6%	48.5%	59.1%	55.1%	
Mean	2.34	2.60	2.54	2.26	2.55	2.49	2.45	2.66	2.61	
Standard deviation	0.77	0.88	0.89	0.65	0.87	0.86	0.90	0.89	0.92	
Significance	-	**	*	-	*		-			
Effect size	-	-0.30	-0.22	-	-0.33	-0.27	-	-0.24	-0.17	
<b>To increase or maintain institutional prestige</b>										
Highest priority / High priority	52.5%	60.3%	63.8%	48.9%	58.0%	62.7%	57.6%	63.2%	65.2%	Institutional Priority: Increase Prestige
Mean	2.58	2.71	2.78	2.49	2.68	2.75	2.70	2.74	2.81	
Standard deviation	0.81	0.87	0.87	0.83	0.88	0.86	0.77	0.86	0.87	
Significance	-		*	-		*	-			
Effect size	-	-0.15	-0.23	-	-0.22	-0.30	-	-0.05	-0.13	
<b>To hire faculty 'stars'</b>										
Highest priority / High priority	6.1%	19.4%	18.0%	2.1%	16.7%	16.3%	11.7%	23.2%	20.2%	Institutional Priority: Increase Prestige
Mean	1.49	1.76	1.74	1.40	1.68	1.67	1.62	1.87	1.82	
Standard deviation	0.65	0.87	0.85	0.54	0.85	0.82	0.78	0.90	0.87	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.31	-0.29	-	-0.33	-0.33	-	-0.28	-0.23	
<b>To recruit more minority students</b>										
Highest priority / High priority	30.1%	47.6%	48.1%	27.7%	46.2%	47.4%	33.3%	49.7%	48.9%	Institutional Priority: Commitment to Diversity
Mean	2.14	2.44	2.47	2.11	2.41	2.45	2.18	2.47	2.48	
Standard deviation	0.84	0.86	0.86	0.79	0.85	0.84	0.92	0.88	0.88	
Significance	-	**	***	-	*	**	-			
Effect size	-	-0.35	-0.38	-	-0.35	-0.40	-	-0.33	-0.34	
<b>To enhance the institution's national image</b>										
Highest priority / High priority	61.3%	57.6%	63.2%	57.5%	57.4%	63.5%	66.7%	58.1%	63.0%	Institutional Priority: Increase Prestige
Mean	2.76	2.67	2.78	2.66	2.67	2.78	2.91	2.68	2.79	
Standard deviation	0.80	0.94	0.92	0.76	0.93	0.90	0.84	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.10	-0.02	-	-0.01	-0.13	-	0.24	0.13	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To create a diverse multi-cultural campus environment</b>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	27.5%	51.1%	54.4%	27.7%	49.5%	54.3%	27.3%	53.3%	54.7%	
Mean	2.08	2.52	2.59	2.11	2.50	2.59	2.03	2.56	2.59	
Standard deviation	0.88	0.91	0.90	0.84	0.90	0.88	0.95	0.93	0.92	
Significance	-	***	***	-	**	***	-	**	***	
Effect size	-	-0.48	-0.57	-	-0.43	-0.55	-	-0.57	-0.61	
<b>To promote gender equity among faculty</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	38.0%	48.0%	48.3%	44.6%	54.6%	55.6%	28.2%	39.2%	39.5%	
Mean	2.28	2.42	2.42	2.45	2.54	2.56	2.03	2.26	2.25	
Standard deviation	0.99	0.89	0.91	0.83	0.84	0.85	1.15	0.92	0.94	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.11	-0.13	-	-0.25	-0.23	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	35.4%	32.4%	33.2%	42.5%	29.8%	31.2%	25.1%	36.1%	35.7%	
Mean	2.16	2.14	2.16	2.23	2.09	2.13	2.06	2.20	2.19	
Standard deviation	0.82	0.88	0.87	0.81	0.86	0.84	0.84	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.16	0.12	-	-0.16	-0.14	
<b>To create and sustain partnerships with surrounding communities</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	55.0%	43.9%	42.0%	63.8%	41.4%	38.7%	42.4%	47.4%	46.2%	
Mean	2.58	2.39	2.36	2.72	2.34	2.28	2.36	2.46	2.44	
Standard deviation	0.78	0.87	0.86	0.68	0.85	0.84	0.86	0.89	0.88	
Significance	-		*	-	**	***	-			
Effect size	-	0.22	0.26	-	0.45	0.52	-	-0.11	-0.09	
<b>To pursue extramural funding</b>										Institutional Priority: Civic Engagement
Highest priority / High priority	33.3%	39.4%	42.4%	39.1%	38.7%	40.8%	25.0%	40.1%	44.4%	
Mean	2.19	2.26	2.33	2.33	2.24	2.30	2.00	2.28	2.37	
Standard deviation	0.87	0.92	0.90	0.73	0.91	0.88	1.02	0.92	0.92	
Significance	-			-			-		*	
Effect size	-	-0.08	-0.16	-	0.10	0.03	-	-0.30	-0.40	



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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To increase the representation of minorities in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	24.1%	36.7%	38.4%	27.6%	36.0%	38.8%	18.8%	37.6%	37.9%	
Mean	1.96	2.25	2.28	2.09	2.24	2.29	1.78	2.25	2.26	
Standard deviation	0.85	0.87	0.86	0.75	0.85	0.84	0.97	0.90	0.89	
Significance	-	**	***	-	-	-	-	**	**	
Effect size	-	-0.33	-0.37	-	-0.18	-0.24	-	-0.52	-0.54	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority / High priority	26.6%	29.5%	30.5%	23.4%	28.3%	29.1%	31.2%	31.2%	32.3%	
Mean	1.95	2.04	2.06	1.85	2.01	2.02	2.09	2.09	2.09	
Standard deviation	0.86	0.93	0.93	0.88	0.93	0.92	0.82	0.92	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.12	-	-0.17	-0.18	-	0.00	0.00	
<b>To develop leadership ability among students</b>										
Highest priority / High priority	60.0%	68.3%	65.1%	55.3%	65.4%	61.9%	66.7%	72.3%	69.0%	
Mean	2.68	2.84	2.79	2.62	2.81	2.74	2.76	2.90	2.86	
Standard deviation	0.69	0.80	0.81	0.74	0.82	0.80	0.61	0.78	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.14	-	-0.23	-0.15	-	-0.18	-0.13	
<b>To increase the representation of women in the faculty and administration</b>										Institutional Priority: Commitment to Diversity
Highest priority / High priority	21.8%	29.8%	31.8%	26.1%	32.8%	36.2%	15.7%	25.8%	26.3%	
Mean	2.00	2.13	2.14	2.15	2.19	2.24	1.78	2.04	2.02	
Standard deviation	0.90	0.84	0.85	0.84	0.83	0.83	0.94	0.85	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.16	-	-0.05	-0.11	-	-0.31	-0.28	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university?</b>										
<b>To develop an appreciation for multiculturalism</b>										
Highest priority / High priority	35.4%	56.8%	58.6%	40.4%	54.9%	58.2%	28.1%	59.3%	59.1%	Institutional Priority: Commitment to Diversity
Mean	2.30	2.62	2.66	2.34	2.58	2.65	2.25	2.67	2.68	
Standard deviation	0.85	0.90	0.89	0.79	0.89	0.87	0.95	0.90	0.91	
Significance	-	**	***	-	-	*	-	**	**	
Effect size	-	-0.36	-0.40	-	-0.27	-0.36	-	-0.47	-0.47	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should be actively involved in solving social problems</b>										
Agree strongly / Agree somewhat	80.8%	74.8%	76.2%	73.9%	73.2%	73.4%	90.7%	77.0%	79.6%	Civic Minded Values
Mean	2.97	2.91	2.93	2.89	2.86	2.86	3.09	2.98	3.01	
Standard deviation	0.60	0.73	0.74	0.64	0.74	0.76	0.53	0.72	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.05	-	0.04	0.04	-	0.15	0.11	
<b>Colleges should encourage students to be involved in community service activities</b>										
Agree strongly / Agree somewhat	92.3%	93.5%	91.7%	86.9%	91.7%	88.8%	100.0%	96.0%	95.3%	Civic Minded Values
Mean	3.40	3.32	3.26	3.35	3.25	3.17	3.47	3.41	3.37	
Standard deviation	0.63	0.62	0.65	0.71	0.63	0.68	0.51	0.61	0.60	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.22	-	0.16	0.26	-	0.10	0.17	
<b>Colleges should be concerned with facilitating undergraduate students' spiritual development</b>										
Agree strongly / Agree somewhat	54.4%	71.4%	57.2%	54.4%	72.9%	58.3%	54.6%	69.4%	56.0%	
Mean	2.47	2.97	2.61	2.46	3.01	2.63	2.48	2.91	2.58	
Standard deviation	0.90	0.97	1.00	0.94	0.96	1.01	0.87	0.97	0.98	
Significance	-	***	-	-	***	-	-	*	-	
Effect size	-	-0.52	-0.14	-	-0.57	-0.17	-	-0.44	-0.10	

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

See CIRP Construct: Institutional Priority: Increase Prestige, Institutional Priority: Commitment to Diversity, Institutional Priority: Civic Engagement

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										Civic Minded Values
Agree strongly / Agree somewhat	88.6%	91.3%	89.6%	84.7%	89.5%	87.7%	93.9%	93.6%	91.7%	
Mean	3.20	3.22	3.18	3.15	3.17	3.12	3.27	3.27	3.26	
Standard deviation	0.63	0.62	0.65	0.67	0.64	0.66	0.57	0.60	0.63	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.03	0.05	-	0.00	0.02	
<b>This institution should not offer remedial/developmental education</b>										
Agree strongly / Agree somewhat	17.8%	20.1%	19.5%	17.3%	22.1%	23.2%	18.2%	17.3%	15.1%	
Mean	1.89	1.87	1.87	1.85	1.94	1.96	1.94	1.79	1.76	
Standard deviation	0.82	0.84	0.83	0.82	0.82	0.83	0.83	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.11	-0.13	-	0.18	0.22	

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you engaged in any of the following activities?</b>										Civic Minded Practice
Advised student groups involved in service/volunteer work	34.6%	53.4%	48.5%	38.3%	51.6%	47.1%	29.4%	55.9%	50.2%	
Engaged undergraduates on <u>your</u> research project	58.0%	41.0%	44.2%	53.2%	44.6%	47.8%	64.7%	36.1%	39.7%	
Worked with undergraduates on a research project	77.8%	61.6%	63.0%	78.7%	64.5%	66.2%	76.5%	57.7%	59.2%	
Supervised an undergraduate thesis	70.4%	34.5%	39.6%	68.1%	33.5%	39.9%	73.5%	35.8%	39.3%	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive / Somewhat descriptive	97.5%	98.3%	97.7%	95.8%	98.6%	98.3%	100.0%	97.9%	97.1%	
Mean	2.78	2.76	2.73	2.70	2.77	2.73	2.88	2.75	2.72	
Standard deviation	0.47	0.47	0.49	0.55	0.46	0.48	0.33	0.48	0.51	
Significance	-			-			-			
Effect size	-	0.04	0.10	-	-0.15	-0.06	-	0.27	0.31	
<b>Most students are treated like "numbers in a book"</b>										
Very descriptive / Somewhat descriptive	5.0%	7.7%	8.9%	8.6%	9.0%	10.0%	0.0%	6.0%	7.7%	
Mean	1.07	1.09	1.11	1.13	1.11	1.12	1.00	1.07	1.09	
Standard deviation	0.35	0.34	0.38	0.45	0.36	0.39	0.00	0.31	0.35	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	0.06	0.03	-	-0.23	-0.26	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive / Somewhat descriptive	75.3%	76.1%	77.4%	68.1%	77.5%	78.8%	85.3%	74.5%	75.8%	
Mean	1.88	1.97	2.00	1.83	1.98	2.02	1.94	1.96	1.98	
Standard deviation	0.60	0.67	0.68	0.67	0.66	0.67	0.49	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.13	-0.18	-	-0.23	-0.28	-	-0.03	-0.06	

**Interaction with Students** - These items relate to the amount and types of interactions faculty have with students on campus.  
 See CIRP Construct: Student-Centered Pedagogy, Civic Minded Practice

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Students</b>										Career Related Stress
Extensive / Somewhat	80.0%	65.4%	64.0%	78.2%	61.5%	61.6%	82.4%	70.5%	67.0%	
Mean	1.93	1.71	1.69	1.85	1.67	1.66	2.03	1.77	1.73	
Standard deviation	0.57	0.57	0.57	0.51	0.57	0.56	0.63	0.55	0.57	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.39	0.42	-	0.32	0.34	-	0.47	0.53	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly / Agree somewhat	96.3%	96.2%	94.0%	97.8%	96.3%	93.9%	94.1%	96.0%	94.0%	
Mean	3.35	3.44	3.34	3.37	3.41	3.31	3.32	3.49	3.37	
Standard deviation	0.60	0.59	0.60	0.61	0.59	0.60	0.59	0.59	0.61	
Significance	-			-			-			
Effect size	-	-0.15	0.02	-	-0.07	0.10	-	-0.29	-0.08	
<b>Faculty feel that most students are well-prepared academically</b>										
Agree strongly / Agree somewhat	13.6%	43.8%	45.6%	4.2%	42.8%	45.2%	26.4%	45.2%	46.2%	
Mean	1.86	2.36	2.38	1.72	2.33	2.37	2.06	2.40	2.40	
Standard deviation	0.70	0.81	0.82	0.62	0.81	0.81	0.78	0.80	0.82	
Significance	-	***	***	-	***	***	-	*	*	
Effect size	-	-0.62	-0.63	-	-0.75	-0.80	-	-0.43	-0.41	
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly / Agree somewhat	93.8%	96.0%	94.4%	89.3%	96.4%	94.3%	100.0%	95.3%	94.7%	
Mean	3.54	3.57	3.51	3.47	3.56	3.49	3.64	3.58	3.54	
Standard deviation	0.62	0.59	0.62	0.69	0.58	0.62	0.49	0.61	0.61	
Significance	-			-			-			
Effect size	-	-0.05	0.05	-	-0.16	-0.03	-	0.10	0.16	

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

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently / Occasionally	100.1%	98.0%	98.2%	100.0%	98.0%	98.2%	100.0%	98.2%	97.9%	
Mean	2.96	2.92	2.93	2.98	2.91	2.92	2.94	2.94	2.94	
Standard deviation	0.19	0.33	0.32	0.15	0.35	0.33	0.24	0.31	0.31	
Significance	-			-			-			
Effect size	-	0.12	0.09	-	0.20	0.18	-	0.00	0.00	
<b>Support their opinions with a logical argument</b>										
Frequently / Occasionally	100.0%	97.5%	97.7%	100.0%	97.8%	98.1%	100.0%	97.1%	97.2%	
Mean	2.85	2.77	2.79	2.83	2.78	2.79	2.88	2.75	2.80	
Standard deviation	0.36	0.48	0.46	0.38	0.47	0.45	0.33	0.49	0.47	
Significance	-			-			-			
Effect size	-	0.17	0.13	-	0.11	0.09	-	0.27	0.17	
<b>Seek solutions to problems and explain them to others</b>										
Frequently / Occasionally	98.8%	96.6%	96.9%	97.9%	96.7%	97.1%	100.0%	96.4%	96.6%	
Mean	2.63	2.69	2.70	2.57	2.69	2.70	2.70	2.68	2.71	
Standard deviation	0.51	0.53	0.52	0.54	0.53	0.52	0.47	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.23	-0.25	-	0.04	-0.02	
<b>Revise their papers to improve their writing</b>										
Frequently / Occasionally	92.6%	91.2%	90.9%	93.6%	90.0%	89.7%	90.9%	92.7%	92.5%	
Mean	2.56	2.51	2.51	2.51	2.43	2.44	2.64	2.62	2.59	
Standard deviation	0.63	0.65	0.66	0.62	0.67	0.67	0.65	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.12	0.10	-	0.03	0.08	
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently / Occasionally	98.7%	95.9%	96.0%	97.9%	95.6%	95.8%	100.0%	96.3%	96.3%	
Mean	2.64	2.63	2.65	2.51	2.57	2.60	2.82	2.70	2.71	
Standard deviation	0.51	0.56	0.55	0.55	0.58	0.57	0.39	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	-0.10	-0.16	-	0.23	0.21	

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

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Take risks for potential gains</b>										
Frequently / Occasionally	86.1%	86.3%	86.5%	85.1%	86.3%	86.8%	87.6%	86.2%	86.2%	
Mean	2.19	2.25	2.27	2.11	2.25	2.28	2.31	2.25	2.27	
Standard deviation	0.66	0.68	0.68	0.63	0.68	0.68	0.69	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	-0.21	-0.25	-	0.09	0.06	
<b>Seek alternative solutions to a problem</b>										
Frequently / Occasionally	96.3%	95.7%	96.1%	93.6%	95.5%	96.3%	100.0%	95.8%	95.8%	
Mean	2.49	2.56	2.57	2.38	2.53	2.55	2.64	2.59	2.59	
Standard deviation	0.57	0.58	0.57	0.61	0.58	0.57	0.49	0.57	0.57	
Significance	-			-		*	-			
Effect size	-	-0.12	-0.14	-	-0.26	-0.30	-	0.09	0.09	
<b>Look up scientific research articles and resources</b>										
Frequently / Occasionally	85.1%	86.3%	84.8%	85.1%	85.8%	84.2%	85.3%	87.0%	85.6%	
Mean	2.26	2.34	2.34	2.21	2.27	2.28	2.32	2.43	2.42	
Standard deviation	0.70	0.71	0.73	0.69	0.69	0.72	0.73	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.09	-0.10	-	-0.15	-0.14	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently / Occasionally	96.3%	95.1%	95.2%	93.6%	94.9%	95.0%	100.0%	95.5%	95.4%	
Mean	2.35	2.44	2.45	2.26	2.40	2.42	2.48	2.49	2.48	
Standard deviation	0.55	0.59	0.59	0.57	0.58	0.59	0.51	0.58	0.59	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.24	-0.27	-	-0.02	0.00	
<b>Accept mistakes as part of the learning process</b>										
Frequently / Occasionally	98.7%	97.3%	96.9%	97.9%	97.1%	96.6%	100.0%	97.6%	97.3%	
Mean	2.75	2.72	2.72	2.72	2.70	2.70	2.79	2.76	2.75	
Standard deviation	0.46	0.51	0.51	0.50	0.52	0.53	0.41	0.48	0.49	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.04	0.04	-	0.06	0.08	

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

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently / Occasionally	100.0%	96.1%	96.4%	100.0%	95.1%	95.8%	100.0%	97.2%	97.2%	
Mean	2.78	2.70	2.72	2.70	2.64	2.66	2.88	2.77	2.78	
Standard deviation	0.42	0.54	0.52	0.46	0.57	0.55	0.33	0.48	0.47	
Significance	-			-			-			
Effect size	-	0.15	0.12	-	0.11	0.07	-	0.23	0.21	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently / Occasionally	98.8%	97.2%	97.3%	97.9%	97.0%	97.2%	100.0%	97.5%	97.3%	
Mean	2.74	2.74	2.74	2.64	2.69	2.70	2.88	2.81	2.78	
Standard deviation	0.47	0.50	0.50	0.53	0.52	0.52	0.33	0.45	0.47	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.10	-0.12	-	0.16	0.21	



**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Achieve a healthy balance between your personal life and your professional life</b>										
To a great extent / To some extent	84.0%	84.5%	83.5%	87.2%	87.8%	86.1%	79.4%	80.1%	80.2%	
Mean	2.11	2.16	2.16	2.17	2.26	2.24	2.03	2.02	2.05	
Standard deviation	0.65	0.67	0.68	0.64	0.66	0.68	0.67	0.65	0.67	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.14	-0.10	-	0.02	-0.03	
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent / To some extent	70.1%	62.2%	61.8%	65.2%	56.5%	55.6%	76.4%	70.0%	69.3%	
Mean	1.89	1.88	1.87	1.80	1.79	1.77	2.00	1.99	1.98	
Standard deviation	0.69	0.78	0.78	0.69	0.79	0.78	0.70	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.01	0.04	-	0.01	0.03	
<b>Please indicate the extent to which each of the following has been a source of for you during the last two years:</b>										
<b>Managing household responsibilities</b>										
Extensive / Somewhat	75.3%	76.5%	77.1%	73.9%	74.5%	74.1%	77.4%	79.2%	80.4%	
Mean	1.95	1.95	1.98	1.89	1.91	1.91	2.03	2.02	2.05	
Standard deviation	0.67	0.65	0.66	0.64	0.64	0.65	0.71	0.66	0.66	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	-0.03	-0.03	-	0.02	-0.03	
<b>Child care</b>										
Extensive / Somewhat	69.8%	52.2%	57.2%	61.3%	48.1%	53.9%	91.7%	58.9%	61.8%	
Mean	1.86	1.68	1.76	1.74	1.60	1.69	2.17	1.82	1.86	
Standard deviation	0.68	0.73	0.75	0.68	0.69	0.72	0.58	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.25	0.13	-	0.20	0.07	-	0.45	0.40	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Care of elderly parent</b>										
Extensive / Somewhat	36.7%	50.3%	50.4%	31.0%	47.2%	45.9%	45.0%	54.9%	56.4%	
Mean	1.49	1.63	1.64	1.38	1.59	1.57	1.65	1.70	1.75	
Standard deviation	0.71	0.70	0.71	0.62	0.69	0.68	0.81	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.20	-0.21	-	-0.30	-0.28	-	-0.07	-0.14	
<b>My physical health</b>										
Extensive / Somewhat	57.9%	52.1%	54.0%	59.1%	50.4%	51.1%	56.3%	54.4%	57.5%	
Mean	1.78	1.60	1.62	1.68	1.58	1.58	1.91	1.64	1.68	
Standard deviation	0.76	0.64	0.63	0.64	0.62	0.61	0.89	0.65	0.66	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.28	0.25	-	0.16	0.16	-	0.42	0.35	
<b>Health of spouse/partner</b>										
Extensive / Somewhat	43.4%	42.6%	41.9%	44.2%	43.9%	42.8%	42.3%	40.7%	40.6%	
Mean	1.54	1.50	1.49	1.53	1.52	1.50	1.54	1.48	1.48	
Standard deviation	0.68	0.63	0.63	0.67	0.64	0.63	0.71	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	0.02	0.05	-	0.10	0.10	
<b>Review/promotion process</b>										
Extensive / Somewhat	53.1%	54.3%	55.2%	56.7%	48.4%	49.4%	48.1%	62.4%	62.6%	
Mean	1.73	1.71	1.73	1.78	1.63	1.65	1.67	1.81	1.82	
Standard deviation	0.78	0.73	0.74	0.79	0.73	0.73	0.78	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.21	0.18	-	-0.19	-0.20	
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive / Somewhat	30.1%	26.2%	27.2%	22.0%	18.5%	19.2%	40.6%	36.5%	37.1%	
Mean	1.34	1.31	1.33	1.27	1.22	1.24	1.44	1.43	1.45	
Standard deviation	0.56	0.56	0.59	0.55	0.50	0.53	0.56	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.10	0.06	-	0.02	-0.02	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Personal finances</b>										
Extensive / Somewhat	62.5%	69.8%	68.5%	67.4%	71.3%	68.6%	55.9%	67.8%	68.2%	
Mean	1.75	1.90	1.87	1.83	1.91	1.86	1.65	1.88	1.89	
Standard deviation	0.67	0.70	0.70	0.68	0.69	0.69	0.65	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.21	-0.17	-	-0.12	-0.04	-	-0.32	-0.33	
<b>Committee work</b>										
Extensive / Somewhat	79.8%	62.9%	64.8%	67.4%	59.7%	62.3%	96.9%	67.3%	68.0%	Career Related Stress
Mean	1.95	1.74	1.78	1.85	1.69	1.73	2.09	1.81	1.83	
Standard deviation	0.60	0.65	0.66	0.70	0.64	0.65	0.38	0.66	0.66	
Significance	-	**	*	-			-	*	*	
Effect size	-	0.32	0.26	-	0.25	0.18	-	0.42	0.39	
<b>Faculty meetings</b>										
Extensive / Somewhat	70.4%	55.1%	55.3%	68.1%	52.2%	52.8%	73.5%	58.8%	58.5%	
Mean	1.85	1.63	1.65	1.83	1.60	1.61	1.88	1.68	1.69	
Standard deviation	0.65	0.63	0.65	0.67	0.63	0.64	0.64	0.63	0.65	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.35	0.31	-	0.37	0.34	-	0.32	0.29	
<b>Colleagues</b>										
Extensive / Somewhat	72.9%	61.3%	62.1%	68.0%	56.8%	58.1%	79.4%	67.2%	67.1%	Career Related Stress
Mean	1.93	1.73	1.75	1.87	1.67	1.69	2.00	1.80	1.82	
Standard deviation	0.69	0.65	0.66	0.71	0.66	0.66	0.65	0.64	0.67	
Significance	-	**	*	-	*		-			
Effect size	-	0.31	0.27	-	0.30	0.27	-	0.31	0.27	
<b>Students</b>										
Extensive / Somewhat	80.0%	65.4%	64.0%	78.2%	61.5%	61.6%	82.4%	70.5%	67.0%	
Mean	1.93	1.71	1.69	1.85	1.67	1.66	2.03	1.77	1.73	
Standard deviation	0.57	0.57	0.57	0.51	0.57	0.56	0.63	0.55	0.57	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	0.39	0.42	-	0.32	0.34	-	0.47	0.53	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Research or publishing demands</b>										Career Related Stress
Extensive / Somewhat	70.0%	55.7%	61.7%	63.0%	51.3%	57.8%	79.4%	61.7%	66.4%	
Mean	1.80	1.68	1.76	1.70	1.61	1.70	1.94	1.77	1.84	
Standard deviation	0.60	0.68	0.69	0.59	0.66	0.67	0.60	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.18	0.06	-	0.14	0.00	-	0.24	0.14	
<b>Institutional procedures and "red tape"</b>										Career Related Stress
Extensive / Somewhat	64.2%	64.6%	63.9%	59.6%	63.2%	63.9%	70.6%	66.2%	63.9%	
Mean	1.74	1.79	1.79	1.72	1.78	1.79	1.76	1.80	1.79	
Standard deviation	0.63	0.67	0.68	0.68	0.68	0.68	0.55	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.09	-0.10	-	-0.06	-0.04	
<b>Teaching load</b>										Career Related Stress
Extensive / Somewhat	77.6%	68.4%	66.7%	70.2%	67.1%	64.2%	87.9%	70.3%	69.7%	
Mean	1.89	1.89	1.87	1.81	1.86	1.82	2.00	1.92	1.93	
Standard deviation	0.57	0.71	0.72	0.61	0.71	0.71	0.50	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.07	-0.01	-	0.11	0.10	
<b>Children's problems</b>										
Extensive / Somewhat	52.0%	45.9%	47.4%	50.0%	44.6%	45.2%	56.3%	47.8%	50.5%	
Mean	1.58	1.53	1.56	1.56	1.51	1.52	1.63	1.57	1.61	
Standard deviation	0.61	0.63	0.65	0.61	0.62	0.63	0.62	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.08	0.06	-	0.09	0.03	
<b>Friction with spouse/partner</b>										
Extensive / Somewhat	34.3%	31.3%	32.7%	32.5%	28.6%	30.5%	37.0%	35.5%	35.7%	
Mean	1.37	1.37	1.39	1.35	1.34	1.36	1.41	1.42	1.43	
Standard deviation	0.54	0.59	0.60	0.53	0.57	0.58	0.57	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.02	-0.02	-	-0.02	-0.03	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of _____ for you during the last two years:										
<b>Lack of personal time</b>										Career Related Stress
Extensive / Somewhat	85.2%	83.3%	83.1%	78.8%	78.5%	77.9%	94.1%	89.9%	89.4%	
Mean	2.20	2.15	2.16	2.06	2.04	2.04	2.38	2.31	2.32	
Standard deviation	0.68	0.68	0.69	0.70	0.68	0.69	0.60	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.03	0.03	-	0.11	0.09	
<b>Keeping up with information technology</b>										
Extensive / Somewhat	65.5%	55.3%	53.4%	59.6%	50.8%	49.7%	73.5%	61.5%	57.9%	
Mean	1.72	1.63	1.61	1.64	1.58	1.56	1.82	1.71	1.67	
Standard deviation	0.58	0.63	0.62	0.57	0.62	0.61	0.58	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.14	0.18	-	0.10	0.13	-	0.17	0.24	
<b>Job security</b>										
Extensive / Somewhat	37.1%	39.5%	39.4%	40.4%	37.5%	37.4%	32.3%	42.4%	42.1%	
Mean	1.47	1.50	1.50	1.51	1.48	1.47	1.41	1.54	1.54	
Standard deviation	0.67	0.68	0.68	0.69	0.68	0.67	0.66	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.04	0.06	-	-0.19	-0.19	
<b>Being part of a dual career couple</b>										
Extensive / Somewhat	60.0%	50.0%	50.9%	56.1%	45.6%	46.1%	66.7%	56.5%	57.2%	
Mean	1.71	1.61	1.62	1.66	1.55	1.55	1.79	1.70	1.71	
Standard deviation	0.65	0.68	0.68	0.66	0.66	0.66	0.66	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.17	0.17	-	0.13	0.11	
<b>Working with underprepared students</b>										
Extensive / Somewhat	91.3%	79.3%	76.5%	93.6%	78.3%	74.5%	88.3%	80.6%	79.1%	
Mean	2.25	1.99	1.95	2.28	1.97	1.91	2.21	2.01	2.01	
Standard deviation	0.60	0.63	0.65	0.58	0.64	0.64	0.64	0.63	0.65	
Significance	-	***	***	-	***	***	-			
Effect size	-	0.41	0.46	-	0.48	0.58	-	0.32	0.31	

**Health and Wellness** - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.  
 See CIRP Construct: Career Related Stress

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of for you during the last two years:										
<b>Self-imposed high expectations</b>										Career Related Stress
Extensive / Somewhat	92.6%	84.3%	84.2%	89.3%	80.3%	80.5%	97.1%	89.8%	88.7%	
Mean	2.30	2.12	2.12	2.23	2.04	2.04	2.38	2.22	2.20	
Standard deviation	0.60	0.65	0.65	0.63	0.66	0.66	0.55	0.62	0.62	
Significance	-	*	*	-		*	-			
Effect size	-	0.28	0.28	-	0.29	0.29	-	0.26	0.29	
<b>Change in work responsibilities</b>										
Extensive / Somewhat	42.7%	52.0%	51.9%	35.6%	44.7%	45.1%	53.4%	61.8%	60.3%	
Mean	1.59	1.66	1.65	1.51	1.56	1.56	1.70	1.80	1.77	
Standard deviation	0.76	0.71	0.70	0.76	0.69	0.67	0.75	0.72	0.72	
Significance	-			-			-			
Effect size	-	-0.10	-0.09	-	-0.07	-0.07	-	-0.14	-0.10	
<b>Institutional budget cuts</b>										
Extensive / Somewhat	95.1%	59.6%	61.9%	95.8%	57.3%	58.7%	94.0%	62.5%	65.9%	
Mean	2.29	1.75	1.78	2.40	1.72	1.73	2.12	1.79	1.83	
Standard deviation	0.56	0.70	0.70	0.58	0.71	0.70	0.48	0.70	0.70	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.77	0.73	-	0.96	0.96	-	0.47	0.41	

**Relationship with Administration** - These items relate to faculty perception and experience with the campus administration.  
See CIRP Construct: Job Satisfaction-Workplace

Wittenberg University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive / Somewhat descriptive	95.1%	60.8%	66.8%	93.7%	60.8%	66.5%	97.1%	60.7%	67.2%	
Mean	2.35	1.76	1.83	2.36	1.77	1.83	2.32	1.74	1.84	
Standard deviation	0.57	0.69	0.69	0.61	0.71	0.69	0.53	0.68	0.68	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.86	0.75	-	0.83	0.77	-	0.85	0.71	
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive / Somewhat descriptive	69.1%	79.3%	77.2%	68.1%	78.7%	77.6%	70.6%	79.9%	76.6%	
Mean	1.74	2.00	1.97	1.70	2.01	1.99	1.79	1.99	1.94	
Standard deviation	0.54	0.64	0.65	0.51	0.66	0.66	0.59	0.63	0.64	
Significance	-	***	**	-	**	**	-	-	-	
Effect size	-	-0.41	-0.35	-	-0.47	-0.44	-	-0.32	-0.23	
<b>The administration is open about its policies</b>										
Very descriptive / Somewhat descriptive	59.3%	76.4%	73.9%	53.2%	74.8%	74.2%	67.6%	78.5%	73.4%	
Mean	1.62	2.02	1.95	1.55	2.01	1.97	1.71	2.03	1.93	
Standard deviation	0.54	0.70	0.69	0.54	0.72	0.69	0.52	0.68	0.68	
Significance	-	***	***	-	***	***	-	**	-	
Effect size	-	-0.57	-0.48	-	-0.64	-0.61	-	-0.47	-0.32	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Colleagues</b>										Career Related Stress
Extensive / Somewhat	72.9%	61.3%	62.1%	68.0%	56.8%	58.1%	79.4%	67.2%	67.1%	
Mean	1.93	1.73	1.75	1.87	1.67	1.69	2.00	1.80	1.82	
Standard deviation	0.69	0.65	0.66	0.71	0.66	0.66	0.65	0.64	0.67	
Significance	-	**	*	-	*	-	-	-	-	
Effect size	-	0.31	0.27	-	0.30	0.27	-	0.31	0.27	

**Relationship with Administration** - These items relate to faculty perception and experience with the campus administration.  
 See CIRP Construct: Job Satisfaction-Workplace

Wittenberg University

	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Institutional procedures and "red tape"</b>										Career Related Stress
Extensive / Somewhat	64.2%	64.6%	63.9%	59.6%	63.2%	63.9%	70.6%	66.2%	63.9%	
Mean	1.74	1.79	1.79	1.72	1.78	1.79	1.76	1.80	1.79	
Standard deviation	0.63	0.67	0.68	0.68	0.68	0.68	0.55	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.09	-0.10	-	-0.06	-0.04	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly / Agree somewhat	68.8%	80.2%	77.4%	63.8%	78.3%	76.3%	75.8%	82.5%	78.8%	
Mean	2.71	2.98	2.93	2.64	2.95	2.90	2.82	3.03	2.96	
Standard deviation	0.68	0.72	0.71	0.76	0.73	0.70	0.53	0.71	0.71	
Significance	-	***	**	-	**	*	-			
Effect size	-	-0.38	-0.31	-	-0.42	-0.37	-	-0.30	-0.20	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly / Agree somewhat	57.6%	65.8%	63.1%	54.4%	65.9%	63.4%	61.8%	65.5%	62.7%	
Mean	2.63	2.73	2.68	2.63	2.73	2.69	2.62	2.73	2.67	
Standard deviation	0.70	0.91	0.93	0.71	0.92	0.94	0.70	0.89	0.91	
Significance	-			-			-			
Effect size	-	-0.11	-0.05	-	-0.11	-0.06	-	-0.12	-0.05	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly / Agree somewhat	58.2%	72.7%	72.1%	55.4%	73.3%	73.1%	62.6%	71.9%	70.9%	
Mean	2.54	2.92	2.90	2.57	2.92	2.92	2.50	2.92	2.88	
Standard deviation	0.86	0.91	0.89	0.85	0.91	0.90	0.88	0.91	0.89	
Significance	-	***	***	-	**	**	-	**	*	
Effect size	-	-0.42	-0.40	-	-0.38	-0.39	-	-0.46	-0.43	