

HERI Faculty Survey 2013-14

Earlham College

Institutional Research and Assessment

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This is a report for the 2014 Faculty Survey, provided by the Higher Education Research Institute at UCLA (HERI). This survey provides data from respondents about engagement in teaching, research and service activities as well as levels of stress, satisfaction and perspectives for undergraduate education.

In Spring 2014, 271 Earlham teaching and administrative faculty were invited to complete the survey. Forty-eight full-time teaching faculty responded for a rate of 45% while 26 administrative faculty participated in the survey for a rate of 18%. (Data on Administrative Faculty are not included in this report.) Sixty percent of these respondents are female. Of these respondents, 26% claim a departmental home in the Humanities, 15% from Fine Arts and 10% each from Biological and Physical Sciences.

Comparison Group 1 is described as “Other Religious 4-year Colleges – high selectivity” and Comparison Group 2 is described as “Other Religious 4-year Colleges.” The full list of schools in these groups can be found at the end of this report. In addition, a summary report prepared by HERI, including charts and graphs, is also available at <http://www.earlham.edu/institutional-research/recurring-surveys/faculty-surveys/>

Data tables throughout this report include measures of statistical significance and effect sizes. The significance levels are determined by a t-test which examines the difference between Earlham’s mean score and the two peer groups. Significance levels are indicated by *=low, **=moderate and ***=high which show mean differences that are larger than would be expected by chance. The effect size determines the practical significance of the mean difference between Earlham and the comparison groups.

The following statements highlight items where the significance level is moderate or high with at least one comparison group. These bulleted items are linked to each corresponding question below.

Earlham teaching faculty:

- [are more likely to have taught a course where students are required to lead at least one activity](#)
- [are less likely to teach courses that uses extensive lecturing](#)
- [are less likely to agree with the statement that “students learn best on their own”](#)
- [say they spend more time on other administrative responsibilities and less time on community service activities](#)
- [are more likely to be satisfied with salary and opportunities for scholarly pursuits](#)
- [are more likely to say they are rewarded by the institution for being good teachers](#)

Finally, these data show that 58% of Earlham respondents report using [rubric-based assessment](#) in “most” or “all” of their courses while 10% use a learn-before-lecture technique also known as “[flipping the classroom](#).” And finally, at some time during the past two years, 39% of these Earlham respondents have considered [leaving the profession](#).

2013-14 HERI Faculty Survey Institutional Profile Report Full-time Undergraduate Faculty									
	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Full-time Undergraduate Faculty	48	2,046	3,758	19	1,111	2,028	29	935	1,730

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
What is your principal activity in your current position at this institution?									
Administration	23.4%	5.7%	6.9%	31.6%	6.5%	6.6%	17.9%	4.6%	7.4%
Teaching	74.5%	91.0%	90.4%	68.4%	90.2%	90.6%	78.6%	92.1%	90.3%
Research	0.0%	2.0%	0.7%	0.0%	2.4%	0.8%	0.0%	1.5%	0.5%
Services to clients and patients	2.1%	0.4%	0.6%	0.0%	0.2%	0.6%	3.6%	0.7%	0.6%
Other	0.0%	0.9%	1.4%	0.0%	0.7%	1.5%	0.0%	1.1%	1.2%
Total(n)	47	2,043	3,750	19	1,110	2,024	28	933	1,726
Are you considered a full-time employee of your institution for at least nine months of the current academic year?									
Yes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	48	2,044	3,754	19	1,111	2,027	29	933	1,727
What is your present academic rank?									
Professor	44.4%	33.8%	32.6%	52.6%	40.7%	39.7%	38.5%	24.0%	23.1%
Associate professor	17.8%	30.6%	27.8%	21.1%	30.2%	26.9%	15.4%	31.2%	29.0%
Assistant professor	28.9%	29.4%	30.2%	21.1%	24.4%	27.5%	34.6%	36.4%	33.8%
Lecturer	0.0%	1.1%	3.0%	0.0%	0.3%	1.3%	0.0%	2.3%	5.4%
Instructor	8.9%	5.1%	6.4%	5.3%	4.3%	4.6%	11.5%	6.2%	8.7%
Total(n)	45	1,833	3,338	19	1,003	1,815	26	830	1,523
What is your tenure status at this institution?									
Tenured	57.8%	59.1%	52.6%	68.4%	63.7%	56.7%	50.0%	52.6%	47.2%
On tenure track, but not tenured	13.3%	23.2%	25.4%	15.8%	21.2%	25.8%	11.5%	26.0%	24.9%
Not on tenure track, but institution has tenure system	28.9%	17.7%	16.4%	15.8%	15.1%	12.0%	38.5%	21.3%	22.3%
Institution has no tenure system	0.0%	0.0%	5.5%	0.0%	0.0%	5.4%	0.0%	0.0%	5.6%
Total(n)	45	1,856	3,368	19	1,013	1,827	26	843	1,541
Are you currently serving in an administrative position as:									
Department chair	25.6%	16.0%	21.6%	35.3%	16.9%	25.7%	18.2%	14.8%	16.1%
Dean (associate or assistant)	5.1%	2.3%	2.4%	0.0%	2.4%	2.9%	9.1%	2.1%	1.7%
President	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Vice-president	2.6%	0.3%	0.5%	5.9%	0.5%	0.7%	0.0%	0.0%	0.2%
Provost	2.6%	0.1%	0.1%	5.9%	0.1%	0.2%	0.0%	0.2%	0.0%
Other	23.1%	12.9%	15.1%	23.5%	12.9%	13.8%	22.7%	12.8%	16.7%
Not applicable	33.3%	58.2%	49.2%	17.6%	56.7%	47.0%	45.5%	60.2%	52.2%
Highest Degree Earned Bachelor's (B.A., B.S., etc.)	2.6%	0.2%	0.4%	5.9%	0.4%	0.2%	0.0%	0.0%	0.6%
Master's (M.A., M.S.)	17.9%	7.8%	14.2%	5.9%	4.8%	9.4%	27.3%	11.8%	20.9%
M.F.A.	7.7%	4.4%	3.4%	11.8%	4.9%	3.5%	4.5%	3.7%	3.4%
M.B.A.	0.0%	0.9%	1.7%	0.0%	1.0%	1.8%	0.0%	0.9%	1.5%
LL.B., J.D.	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.5%
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.4%	0.3%	0.0%	0.3%	0.3%	0.0%	0.4%	0.3%
Ed.D.	0.0%	1.9%	4.5%	0.0%	1.4%	2.7%	0.0%	2.4%	7.0%
Ph.D.	71.8%	81.1%	72.2%	76.5%	84.7%	79.2%	68.2%	76.5%	62.6%
Other degree	0.0%	2.5%	2.8%	0.0%	1.8%	2.5%	0.0%	3.4%	3.1%
None	0.0%	0.4%	0.1%	0.0%	0.4%	0.1%	0.0%	0.4%	0.1%
Total(n)	39	1,753	3,201	17	944	1,729	22	809	1,472
Personally, how important to you is:									
Research Essential	21.3%	31.0%	23.2%	26.3%	32.2%	24.4%	17.9%	29.3%	21.6%
Very important	46.8%	37.3%	37.0%	47.4%	37.0%	36.5%	46.4%	37.6%	37.7%
Somewhat important	29.8%	26.9%	32.2%	21.1%	26.3%	31.7%	35.7%	27.8%	32.8%
Not important	2.1%	4.8%	7.6%	5.3%	4.4%	7.3%	0.0%	5.4%	7.9%
Total(n)	47	2,039	3,746	19	1,108	2,023	28	931	1,723

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Teaching									
Essential	85.1%	80.3%	82.7%	89.5%	80.3%	82.1%	82.1%	80.2%	83.6%
Very important	12.8%	18.0%	15.8%	10.5%	17.7%	16.2%	14.3%	18.4%	15.2%
Somewhat important	2.1%	1.7%	1.4%	0.0%	2.0%	1.7%	3.6%	1.3%	1.1%
Not important	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Total(n)	47	2,039	3,750	19	1,108	2,025	28	931	1,725
Personally, how important to you is:Service									
Essential	17.0%	17.5%	22.7%	10.5%	15.4%	19.4%	21.4%	20.2%	26.9%
Very important	55.3%	49.8%	47.7%	63.2%	48.2%	45.2%	50.0%	52.0%	51.0%
Somewhat important	21.3%	30.1%	27.0%	15.8%	33.0%	31.9%	25.0%	26.3%	20.6%
Not important	6.4%	2.6%	2.6%	10.5%	3.4%	3.5%	3.6%	1.6%	1.5%
Total(n)	47	2,027	3,731	19	1,098	2,010	28	929	1,721
During the past two years, have you engaged in any of the following activities?									
Advised student groups involved in service/volunteer work	57.8%	54.9%	58.4%	61.1%	52.5%	54.4%	55.6%	58.1%	63.6%
Collaborated with the local community in research/teaching	40.0%	50.3%	50.9%	38.9%	45.7%	48.4%	40.7%	56.5%	54.3%
Conducted research or writing focused on international/global issues	47.7%	34.3%	28.1%	43.8%	32.8%	28.8%	50.0%	36.3%	27.1%
Conducted research or writing focused on racial or ethnic minorities	36.4%	27.2%	23.9%	31.3%	23.3%	21.9%	39.3%	32.4%	26.6%
Conducted research or writing focused on women and gender issues	36.4%	27.1%	21.9%	25.0%	17.9%	13.9%	42.9%	39.1%	32.5%
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	16.3%	9.9%	7.7%	6.3%	8.4%	6.2%	22.2%	11.9%	9.7%
Engaged undergraduates on your research project	63.0%	55.2%	46.8%	61.1%	56.1%	49.5%	64.3%	53.9%	43.3%
Worked with undergraduates on a research project	71.7%	72.1%	65.7%	72.2%	72.9%	69.2%	71.4%	71.0%	60.9%
Engaged in academic research that spans multiple disciplines	73.9%	70.9%	61.2%	77.8%	72.0%	64.5%	71.4%	69.4%	56.7%
Supervised an undergraduate thesis	65.2%	48.6%	43.0%	66.7%	48.9%	45.9%	64.3%	48.3%	39.2%
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	42.6%	50.8%	48.4%	44.4%	52.5%	51.9%	41.4%	48.6%	43.7%
Received funding for your work from foundations	34.8%	21.4%	15.2%	38.9%	22.0%	14.9%	32.1%	20.5%	15.5%
Received funding for your work from state or federal government	14.0%	11.8%	8.2%	18.8%	14.5%	8.0%	11.1%	8.2%	8.3%
Received funding for your work from business or industry	7.0%	6.7%	5.2%	12.5%	8.2%	5.8%	3.7%	4.6%	4.5%
During the past two years, have you engaged in any of the following activities?									
Taught an honors course	2.2%	15.9%	16.6%	0.0%	18.7%	19.8%	3.6%	12.0%	12.4%
Taught an interdisciplinary course	69.6%	50.8%	46.9%	72.2%	49.4%	49.8%	67.9%	52.8%	43.0%
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	22.7%	20.3%	16.5%	12.5%	14.9%	13.3%	28.6%	27.5%	20.9%
Taught a service learning course	19.6%	18.5%	20.7%	16.7%	14.6%	18.1%	21.4%	23.6%	24.3%
Taught an exclusively web-based course at this institution	0.0%	7.7%	16.7%	0.0%	7.2%	16.6%	0.0%	8.3%	16.8%
Participated in organized activities around enhancing pedagogy and student learning	87.2%	71.8%	73.6%	94.4%	65.3%	69.6%	82.8%	80.6%	78.8%
Taught a seminar for first-year students	34.8%	32.4%	30.3%	38.9%	31.6%	29.3%	32.1%	33.4%	31.7%
Taught a capstone course	50.0%	40.2%	47.5%	66.7%	41.8%	53.4%	39.3%	38.2%	39.4%
Taught in a learning community (e.g., FIG, linked courses)	10.9%	7.2%	8.5%	11.1%	5.0%	7.9%	10.7%	10.0%	9.4%
Taught a course that meets general education requirements	84.8%	73.3%	72.2%	88.9%	73.7%	77.1%	82.1%	72.7%	65.8%
In the past two years, to what extent have you:Presented with undergraduate students at conferences									
To a great extent	11.1%	11.2%	8.3%	22.2%	12.4%	10.6%	3.7%	9.5%	5.0%
To some extent	26.7%	24.2%	22.8%	16.7%	23.1%	19.4%	33.3%	25.7%	27.4%
Not at all	62.2%	64.6%	68.9%	61.1%	64.5%	70.0%	63.0%	64.8%	67.5%
Total(n)	45	1,941	3,529	18	1,067	1,920	27	874	1,609

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Published with undergraduates									
To a great extent	2.2%	4.3%	3.7%	5.6%	5.2%	4.8%	0.0%	3.1%	2.3%
To some extent	11.1%	15.2%	12.7%	5.6%	15.2%	14.2%	14.8%	15.2%	10.8%
Not at all	86.7%	80.5%	83.6%	88.9%	79.6%	81.1%	85.2%	81.7%	87.0%
Total(n)	45	1,918	3,494	18	1,052	1,899	27	866	1,595
How many courses are you teaching this term (include all institutions at which you teach)?									
Mean	2.55	2.78	3.39	2.42	2.78	3.35	2.64	2.78	3.43
Median	3	3	3	3	3	3	3	3	3
Mode	3	3	3	3	3	3	3	3	3
Total(n)	47	10,654	37,813	19	6,093	21,448	28	4,562	16,364
How many courses are you teaching this term are: General education courses									
Mean	0.98	0.75	0.84	1.00	0.73	0.89	0.96	0.78	0.78
Median	1	0	0	1	0	1	1	0	0
Mode	1	0	0	0	0	0	1	0	0
Total(n)	42	9,956	35,052	16	5,658	19,869	26	4,299	15,183
Courses required for an undergraduate major									
Mean	1.24	1.80	2.24	1.56	1.82	2.21	1.04	1.77	2.29
Median	1	2	2	1	2	2	1	2	2
Mode	0	1	2	0	1	2	0	1	2
Total(n)	42	9,962	36,325	16	5,658	20,543	26	4,304	15,782
Other undergraduate credit courses									
Mean	1.17	0.56	0.53	1.00	0.57	0.53	1.27	0.55	0.53
Median	1	0	0	1	0	0	1	0	0
Mode	0	0	0	0	0	0	0	0	0
Total(n)	42	9,924	33,942	16	5,732	19,014	26	4,192	14,928
Do you teach remedial/developmental skills in any of the following areas?									
Reading	4.3%	7.4%	5.4%	5.6%	5.5%	4.6%	3.4%	9.8%	6.4%
Writing	10.6%	15.1%	12.5%	5.6%	13.1%	11.5%	13.8%	17.7%	13.9%
Mathematics	6.4%	4.7%	5.7%	11.1%	5.8%	6.7%	3.4%	3.1%	4.5%
General academic skills	14.9%	11.1%	10.8%	11.1%	10.2%	9.6%	17.2%	12.3%	12.5%
Other subject areas	8.5%	5.4%	6.2%	0.0%	5.6%	6.0%	13.8%	5.3%	6.5%
Total(n)	47	2,032	3,725	18	1,102	2,009	29	930	1,716
Have you engaged in any of the following professional development opportunities at your institution?Paid workshops outside the institution focused on teaching									
Yes	21.7%	27.6%	32.6%	11.1%	23.0%	26.8%	28.6%	33.7%	40.3%
No	69.6%	61.4%	52.0%	88.9%	66.8%	58.9%	57.1%	54.2%	42.8%
Not eligible	4.3%	1.5%	2.2%	0.0%	0.9%	1.6%	7.1%	2.2%	3.1%
Not available	4.3%	9.5%	13.2%	0.0%	9.2%	12.7%	7.1%	9.9%	13.9%
Total(n)	46	2,002	3,666	18	1,088	1,980	28	914	1,686
Paid sabbatical leave									
Yes	17.0%	19.5%	13.0%	22.2%	20.9%	15.0%	13.8%	17.5%	10.3%
No	48.9%	53.6%	53.9%	61.1%	58.1%	53.6%	41.4%	47.6%	54.2%
Not eligible	27.7%	24.4%	27.4%	16.7%	18.6%	25.8%	34.5%	32.1%	29.6%
Not available	6.4%	2.5%	5.7%	0.0%	2.4%	5.6%	10.3%	2.8%	5.9%
Total(n)	47	2,003	3,654	18	1,088	1,973	29	915	1,681

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Travel funds paid by the institution									
Yes	89.1%	85.3%	74.0%	77.8%	84.3%	73.2%	96.4%	86.5%	75.0%
No	10.9%	13.1%	19.8%	22.2%	14.3%	20.1%	3.6%	11.4%	19.3%
Not eligible	0.0%	1.2%	2.2%	0.0%	0.7%	1.8%	0.0%	1.8%	2.7%
Not available	0.0%	0.5%	4.1%	0.0%	0.7%	4.9%	0.0%	0.2%	3.0%
Total(n)	46	2,007	3,671	18	1,091	1,983	28	916	1,688
Internal grants for research									
Yes	47.8%	40.3%	28.3%	50.0%	41.3%	29.9%	46.4%	38.9%	26.2%
No	37.0%	54.7%	60.1%	44.4%	54.8%	60.3%	32.1%	54.6%	59.9%
Not eligible	10.9%	2.7%	3.6%	5.6%	1.7%	3.0%	14.3%	4.0%	4.5%
Not available	4.3%	2.3%	7.9%	0.0%	2.1%	6.8%	7.1%	2.6%	9.4%
Total(n)	46	2,004	3,663	18	1,087	1,982	28	917	1,681
Training for administrative leadership									
Yes	26.1%	13.7%	13.8%	27.8%	12.2%	11.7%	25.0%	15.7%	16.5%
No	56.5%	69.9%	64.0%	72.2%	73.8%	66.7%	46.4%	64.8%	60.4%
Not eligible	6.5%	5.2%	4.8%	0.0%	3.4%	3.6%	10.7%	7.5%	6.5%
Not available	10.9%	11.2%	17.4%	0.0%	10.6%	18.0%	17.9%	12.1%	16.6%
Total(n)	46	2,001	3,655	18	1,087	1,976	28	914	1,679
Received incentives to develop new courses									
Yes	23.9%	23.4%	23.4%	22.2%	20.6%	22.4%	25.0%	27.2%	24.7%
No	56.5%	64.8%	56.9%	72.2%	69.5%	60.7%	46.4%	58.6%	51.8%
Not eligible	8.7%	1.6%	2.0%	5.6%	1.0%	1.2%	10.7%	2.3%	3.1%
Not available	10.9%	10.2%	17.7%	0.0%	8.9%	15.6%	17.9%	12.0%	20.4%
Total(n)	46	1,999	3,656	18	1,085	1,975	28	914	1,681
Have you engaged in any of the following professional development opportunities at your institution?Received incentives to integrate new technology into your classroom									
Yes	34.8%	23.0%	30.5%	33.3%	20.8%	27.9%	35.7%	26.0%	34.0%
No	54.3%	66.4%	51.9%	61.1%	70.1%	56.6%	50.0%	61.4%	45.6%
Not eligible	6.5%	1.4%	1.8%	5.6%	1.1%	1.1%	7.1%	1.8%	2.9%
Not available	4.3%	9.2%	15.7%	0.0%	8.0%	14.4%	7.1%	10.7%	17.5%
Total(n)	46	2,001	3,655	18	1,086	1,974	28	915	1,681
How many of the following have you published?Articles in academic or professional journals									
None	37.8%	21.1%	31.5%	35.3%	19.1%	29.2%	39.3%	23.7%	34.6%
1-2	15.6%	22.8%	22.8%	17.6%	21.0%	21.4%	14.3%	25.1%	24.6%
3-4	20.0%	17.5%	17.7%	11.8%	16.2%	17.8%	25.0%	19.3%	17.6%
5-10	8.9%	19.4%	16.0%	5.9%	19.1%	15.9%	10.7%	19.7%	16.1%
11-20	15.6%	11.6%	6.4%	29.4%	13.7%	7.1%	7.1%	8.8%	5.5%
21-50	2.2%	5.9%	4.9%	0.0%	8.1%	7.5%	3.6%	3.0%	1.4%
51+	0.0%	1.7%	0.8%	0.0%	2.7%	1.2%	0.0%	0.4%	0.3%
Total(n)	45	1,978	3,608	17	1,074	1,948	28	904	1,660
Mean	2.56	3.02	2.61	2.76	3.23	2.77	2.43	2.75	2.39
Standard deviation	1.56	1.59	1.52	1.71	1.68	1.62	1.48	1.42	1.34
Significance	-			-			-		
Effect size	-	-0.29	-0.03	-	-0.28	-0.01	-	-0.23	0.03
Chapters in edited volumes									
None	62.2%	53.3%	62.5%	64.7%	52.8%	58.6%	60.7%	54.1%	67.7%
1-2	26.7%	27.9%	24.3%	23.5%	25.9%	25.5%	28.6%	30.5%	22.9%
3-4	4.4%	10.9%	7.6%	0.0%	11.6%	8.8%	7.1%	9.9%	5.9%
5-10	4.4%	5.6%	4.0%	5.9%	6.7%	5.1%	3.6%	4.1%	2.5%
11-20	2.2%	1.7%	1.2%	5.9%	2.2%	1.5%	0.0%	1.0%	0.7%
21-50	0.0%	0.6%	0.3%	0.0%	0.7%	0.3%	0.0%	0.5%	0.2%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
51+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%
Total(n)	45	1,936	3,534	17	1,054	1,906	28	882	1,628
Mean	1.58	1.77	1.58	1.65	1.82	1.67	1.54	1.69	1.46
Standard deviation	0.94	1.04	0.92	1.17	1.10	0.99	0.79	0.94	0.81
Significance	-			-			-		
Effect size	-	-0.18	0.00	-	-0.15	-0.02	-	-0.16	0.10
How many of the following have you published?Books, manuals, or monographs None	75.6%	69.8%	74.3%	70.6%	65.2%	69.3%	78.6%	76.1%	81.0%
1-2	11.1%	21.3%	18.6%	11.8%	23.4%	20.8%	10.7%	18.5%	15.6%
3-4	6.7%	5.2%	3.9%	5.9%	5.8%	4.9%	7.1%	4.2%	2.5%
5-10	6.7%	2.8%	2.3%	11.8%	4.0%	3.4%	3.6%	1.0%	0.8%
11-20	0.0%	0.7%	0.6%	0.0%	1.0%	1.0%	0.0%	0.1%	0.0%
21-50	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	0.0%	0.0%	0.0%
51+	0.0%	0.0%	0.2%	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%
Total(n)	45	1,930	3,523	17	1,054	1,901	28	876	1,622
Mean	1.44	1.44	1.37	1.59	1.54	1.48	1.36	1.31	1.23
Standard deviation	0.89	0.80	0.77	1.06	0.91	0.90	0.78	0.61	0.53
Significance	-			-			-		
Effect size	-	0.00	0.09	-	0.05	0.12	-	0.08	0.25
Other, such as patents or computer software products None	92.7%	89.6%	92.1%	85.7%	86.9%	89.8%	96.3%	93.2%	95.1%
1-2	7.3%	6.8%	4.9%	14.3%	7.9%	6.2%	3.7%	5.4%	3.1%
3-4	0.0%	1.4%	1.7%	0.0%	2.0%	2.0%	0.0%	0.6%	1.3%
5-10	0.0%	0.9%	0.5%	0.0%	1.1%	0.7%	0.0%	0.6%	0.3%
11-20	0.0%	0.3%	0.3%	0.0%	0.5%	0.5%	0.0%	0.1%	0.1%
21-50	0.0%	0.6%	0.4%	0.0%	1.1%	0.6%	0.0%	0.0%	0.1%
51+	0.0%	0.3%	0.1%	0.0%	0.5%	0.2%	0.0%	0.0%	0.0%
Total(n)	41	1,839	3,381	14	999	1,816	27	840	1,565
Mean	1.07	1.19	1.14	1.14	1.26	1.18	1.04	1.09	1.08
Standard deviation	0.26	0.70	0.58	0.36	0.86	0.69	0.19	0.38	0.39
Significance	-			-			-		
Effect size	-	-0.17	-0.12	-	-0.14	-0.06	-	-0.13	-0.10
In the past two years, how many exhibitions or performances in the fine or applied arts have you presented? None	84.1%	83.2%	83.1%	87.5%	82.1%	81.9%	82.1%	84.5%	84.6%
1-2	6.8%	4.1%	5.2%	0.0%	3.5%	4.4%	10.7%	5.0%	6.2%
3-4	2.3%	3.1%	3.6%	0.0%	2.6%	3.5%	3.6%	3.8%	3.8%
5-10	4.5%	5.0%	4.9%	12.5%	5.7%	6.0%	0.0%	3.9%	3.5%
11-20	0.0%	2.3%	1.5%	0.0%	2.7%	1.7%	0.0%	1.7%	1.3%
21+	2.3%	2.4%	1.7%	0.0%	3.3%	2.4%	3.6%	1.1%	0.7%
Total(n)	44	1,964	3,593	16	1,065	1,937	28	899	1,656
Mean	1.36	1.46	1.42	1.38	1.53	1.48	1.36	1.37	1.33
Standard deviation	1.01	1.16	1.06	1.02	1.28	1.17	1.03	0.98	0.90
Significance	-			-			-		
Effect size	-	-0.09	-0.06	-	-0.12	-0.09	-	-0.01	0.03
In the past two years, how many of your professional writings have been published or accepted for publication? None	53.3%	34.5%	49.0%	58.8%	33.6%	47.5%	50.0%	35.7%	51.1%
1-2	28.9%	38.3%	32.0%	17.6%	37.1%	31.4%	35.7%	39.8%	32.8%
3-4	15.6%	17.2%	12.0%	23.5%	16.6%	12.2%	10.7%	18.0%	11.7%
5-10	2.2%	7.3%	5.8%	0.0%	8.9%	7.3%	3.6%	5.2%	3.6%
11-20	0.0%	1.4%	0.6%	0.0%	1.9%	0.9%	0.0%	0.8%	0.3%
21+	0.0%	1.3%	0.6%	0.0%	1.9%	0.7%	0.0%	0.5%	0.4%

[illegible]

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Take risks for potential gains									
Frequently	43.2%	35.1%	32.1%	41.2%	31.2%	29.0%	44.4%	40.1%	36.3%
Occasionally	47.7%	46.4%	49.2%	41.2%	48.3%	49.5%	51.9%	44.0%	48.8%
Not at all	9.1%	18.5%	18.7%	17.6%	20.5%	21.5%	3.7%	15.9%	14.8%
Total(n)	44	1,957	3,579	17	1,066	1,939	27	891	1,640
Mean	2.34	2.17	2.13	2.24	2.11	2.07	2.41	2.24	2.22
Standard deviation	0.64	0.71	0.70	0.75	0.71	0.71	0.57	0.71	0.68
Significance	-		*	-			-		
Effect size	-	0.24	0.30	-	0.18	0.24	-	0.24	0.28
In your interactions with undergraduates, how often do you encourage them to: Seek alternative solutions to a problem									
Frequently	61.4%	49.7%	49.7%	58.8%	46.1%	45.6%	63.0%	54.5%	55.3%
Occasionally	34.1%	43.1%	44.9%	41.2%	46.1%	48.3%	29.6%	39.0%	40.3%
Not at all	4.5%	7.2%	5.4%	0.0%	7.8%	6.1%	7.4%	6.4%	4.5%
Total(n)	44	1,954	3,575	17	1,063	1,938	27	891	1,637
Mean	2.57	2.43	2.44	2.59	2.38	2.40	2.56	2.48	2.51
Standard deviation	0.59	0.62	0.60	0.51	0.63	0.60	0.64	0.61	0.58
Significance	-			-			-		
Effect size	-	0.23	0.22	-	0.33	0.32	-	0.13	0.09
Look up scientific research articles and resources									
Frequently	44.2%	42.8%	44.1%	41.2%	39.0%	38.4%	46.2%	47.8%	51.7%
Occasionally	23.3%	35.4%	37.8%	29.4%	38.3%	41.5%	19.2%	31.7%	32.8%
Not at all	32.6%	21.8%	18.1%	29.4%	22.7%	20.1%	34.6%	20.5%	15.6%
Total(n)	43	1,954	3,571	17	1,066	1,936	26	888	1,635
Mean	2.12	2.21	2.26	2.12	2.16	2.18	2.12	2.27	2.36
Standard deviation	0.88	0.78	0.74	0.86	0.77	0.74	0.91	0.78	0.74
Significance	-			-			-		
Effect size	-	-0.12	-0.19	-	-0.05	-0.08	-	-0.19	-0.32
Explore topics on their own, even though it was not required for a class									
Frequently	54.5%	37.7%	39.1%	41.2%	34.4%	36.5%	63.0%	42.1%	42.6%
Occasionally	43.2%	55.3%	54.9%	52.9%	57.6%	57.3%	37.0%	52.2%	51.6%
Not at all	2.3%	7.0%	6.0%	5.9%	8.0%	6.2%	0.0%	5.8%	5.8%
Total(n)	44	1,966	3,592	17	1,071	1,947	27	895	1,645
Mean	2.52	2.31	2.33	2.35	2.26	2.30	2.63	2.36	2.37
Standard deviation	0.55	0.59	0.58	0.61	0.60	0.58	0.49	0.59	0.59
Significance	-	*	*	-			-	*	*
Effect size	-	0.36	0.33	-	0.15	0.09	-	0.46	0.44
Accept mistakes as part of the learning process									
Frequently	72.7%	64.1%	64.5%	70.6%	59.7%	59.5%	74.1%	69.9%	71.2%
Occasionally	25.0%	33.3%	33.3%	29.4%	37.1%	37.4%	22.2%	28.3%	27.7%
Not at all	2.3%	2.6%	2.2%	0.0%	3.2%	3.1%	3.7%	1.8%	1.1%
Total(n)	44	1,967	3,594	17	1,071	1,947	27	896	1,647
Mean	2.70	2.62	2.62	2.71	2.57	2.56	2.70	2.68	2.70
Standard deviation	0.51	0.54	0.53	0.47	0.56	0.55	0.54	0.50	0.48
Significance	-			-			-		
Effect size	-	0.15	0.15	-	0.25	0.27	-	0.04	0.00
In your interactions with undergraduates, how often do you encourage them to: Seek feedback on their academic work									
Frequently	70.5%	64.0%	66.2%	70.6%	58.1%	60.9%	70.4%	71.9%	73.4%
Occasionally	27.3%	32.6%	30.0%	29.4%	38.0%	33.9%	25.9%	25.4%	24.7%
Not at all	2.3%	3.4%	3.8%	0.0%	4.0%	5.2%	3.7%	2.7%	1.9%
Total(n)	44	1,965	3,587	17	1,071	1,947	27	894	1,640

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Mean	2.68	2.61	2.62	2.71	2.54	2.56	2.67	2.69	2.71
Standard deviation	0.52	0.55	0.56	0.47	0.57	0.59	0.55	0.52	0.49
Significance	-			-			-		
Effect size	-	0.13	0.11	-	0.30	0.25	-	-0.04	-0.08
Work with other students on group projects									
Frequently	0.74	0.62	0.60	0.71	0.58	0.55	0.77	0.68	0.68
Occasionally	0.23	0.30	0.32	0.29	0.33	0.36	0.19	0.27	0.28
Not at all	0.02	0.07	0.08	0.00	0.09	0.10	0.04	0.05	0.04
Total(n)	43.00	1959.00	3584.00	17.00	1068.00	1944.00	26.00	891.00	1640.00
Mean	2.72	2.55	2.53	2.71	2.49	2.45	2.73	2.63	2.63
Standard deviation	0.50	0.63	0.63	0.47	0.65	0.67	0.53	0.58	0.57
Significance	-		*	-			-		
Effect size	-	0.27	0.30	-	0.34	0.39	-	0.17	0.18
Integrate skills and knowledge from different sources and experiences									
Frequently	77.3%	65.2%	66.7%	58.8%	58.1%	60.3%	88.9%	74.7%	75.4%
Occasionally	18.2%	31.7%	30.3%	35.3%	37.7%	35.2%	7.4%	23.6%	23.7%
Not at all	4.5%	3.1%	3.0%	5.9%	4.2%	4.5%	3.7%	1.7%	1.0%
Total(n)	44	1,966	3,590	17	1,073	1,949	27	893	1,641
Mean	2.73	2.62	2.64	2.53	2.54	2.56	2.85	2.73	2.74
Standard deviation	0.54	0.55	0.54	0.62	0.58	0.58	0.46	0.48	0.46
Significance	-			-			-		
Effect size	-	0.20	0.17	-	-0.02	-0.05	-	0.25	0.24
How often in the past year have you encouraged students to:									
Use different points of view to make an argument									
Frequently	46.5%	51.7%	54.0%	41.2%	48.9%	51.5%	50.0%	55.3%	57.4%
Occasionally	48.8%	39.3%	38.1%	47.1%	40.4%	40.7%	50.0%	37.7%	34.6%
Not at all	4.7%	9.1%	7.9%	11.8%	10.7%	7.8%	0.0%	7.0%	8.0%
Total(n)	43	1,957	3,577	17	1,066	1,938	26	891	1,639
Mean	2.42	2.43	2.46	2.29	2.38	2.44	2.50	2.48	2.49
Standard deviation	0.59	0.65	0.64	0.69	0.67	0.63	0.51	0.62	0.64
Significance	-			-			-		
Effect size	-	-0.02	-0.06	-	-0.13	-0.24	-	0.03	0.02
How often in the past year have you encouraged students to: Make connections between ideas from different courses									
Frequently	68.2%	67.3%	69.5%	52.9%	63.2%	66.6%	77.8%	72.7%	73.3%
Occasionally	25.0%	30.3%	28.3%	41.2%	34.1%	31.2%	14.8%	25.3%	24.5%
Not at all	6.8%	2.4%	2.2%	5.9%	2.7%	2.2%	7.4%	2.0%	2.2%
Total(n)	44	1,958	3,580	17	1,065	1,939	27	893	1,641
Mean	2.61	2.65	2.67	2.47	2.60	2.64	2.70	2.71	2.71
Standard deviation	0.62	0.53	0.51	0.62	0.54	0.52	0.61	0.50	0.50
Significance	-			-			-		
Effect size	-	-0.08	-0.12	-	-0.24	-0.33	-	-0.02	-0.02
Critically evaluate their position on an issue									
Frequently	60.5%	60.2%	64.2%	52.9%	58.5%	64.6%	65.4%	62.5%	63.7%
Occasionally	32.6%	32.5%	29.4%	41.2%	33.6%	28.8%	26.9%	31.1%	30.2%
Not at all	7.0%	7.3%	6.3%	5.9%	7.9%	6.6%	7.7%	6.4%	6.1%
Total(n)	43	1,953	3,573	17	1,064	1,938	26	889	1,635
Mean	2.53	2.53	2.58	2.47	2.51	2.58	2.58	2.56	2.58
Standard deviation	0.63	0.63	0.61	0.62	0.64	0.61	0.64	0.61	0.60
Significance	-			-			-		
Effect size	-	0.00	-0.08	-	-0.06	-0.18	-	0.03	0.00

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Recognize the biases that affect their thinking									
Frequently	60.5%	55.6%	55.9%	64.7%	50.7%	51.7%	57.7%	62.2%	61.3%
Occasionally	27.9%	34.6%	35.5%	17.6%	37.1%	38.6%	34.6%	31.4%	31.5%
Not at all	11.6%	9.7%	8.6%	17.6%	12.2%	9.7%	7.7%	6.4%	7.2%
Total(n)	43	1,953	3,570	17	1,064	1,936	26	889	1,634
Mean	2.49	2.46	2.47	2.47	2.38	2.42	2.50	2.56	2.54
Standard deviation	0.70	0.67	0.65	0.80	0.69	0.66	0.65	0.61	0.63
Significance	-			-			-		
Effect size	-	0.04	0.03	-	0.13	0.08	-	-0.10	-0.06
Think more broadly about an issue									
Frequently	84.1%	72.3%	73.0%	76.5%	67.8%	67.8%	88.9%	78.3%	79.9%
Occasionally	11.4%	24.7%	24.5%	17.6%	28.4%	29.4%	7.4%	19.9%	18.0%
Not at all	4.5%	3.0%	2.5%	5.9%	3.8%	2.7%	3.7%	1.8%	2.1%
Total(n)	44	1,957	3,571	17	1,064	1,933	27	893	1,638
Mean	2.80	2.69	2.71	2.71	2.64	2.65	2.85	2.76	2.78
Standard deviation	0.51	0.52	0.51	0.59	0.55	0.53	0.46	0.47	0.46
Significance	-			-			-		
Effect size	-	0.21	0.18	-	0.13	0.11	-	0.19	0.15
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:Engage deeply with a significant challenge or question within your discipline									
Frequently	62.8%	53.8%	55.3%	58.8%	52.0%	55.2%	65.4%	56.1%	55.4%
Occasionally	27.9%	37.3%	37.2%	29.4%	38.0%	37.1%	26.9%	36.3%	37.3%
Not at all	9.3%	9.0%	7.6%	11.8%	10.1%	7.7%	7.7%	7.5%	7.4%
Total(n)	43	1,920	3,505	17	1,041	1,898	26	879	1,607
Mean	2.53	2.45	2.48	2.47	2.42	2.48	2.58	2.49	2.48
Standard deviation	0.67	0.65	0.63	0.72	0.67	0.64	0.64	0.63	0.63
Significance	-			-			-		
Effect size	-	0.12	0.08	-	0.07	-0.02	-	0.14	0.16
Write in the specific style or format of your discipline									
Frequently	60.5%	58.8%	61.2%	64.7%	52.5%	54.6%	57.7%	67.1%	69.9%
Occasionally	23.3%	32.0%	29.3%	23.5%	36.4%	33.4%	23.1%	26.2%	24.0%
Not at all	16.3%	9.2%	9.5%	11.8%	11.1%	12.1%	19.2%	6.6%	6.1%
Total(n)	43	1,920	3,506	17	1,041	1,897	26	879	1,609
Mean	2.44	2.50	2.52	2.53	2.41	2.43	2.38	2.61	2.64
Standard deviation	0.77	0.66	0.66	0.72	0.68	0.70	0.80	0.61	0.59
Significance	-			-			-		*
Effect size	-	-0.09	-0.12	-	0.18	0.14	-	-0.38	-0.44
Use research methods from your discipline in field or applied settings									
Frequently	51.2%	48.7%	50.5%	58.8%	44.8%	49.5%	46.2%	53.8%	51.8%
Occasionally	34.9%	36.1%	34.3%	35.3%	38.7%	34.5%	34.6%	32.6%	34.1%
Not at all	14.0%	15.3%	15.2%	5.9%	16.5%	16.0%	19.2%	13.6%	14.2%
Total(n)	43	1,922	3,507	17	1,043	1,897	26	879	1,610
Mean	2.37	2.33	2.35	2.53	2.28	2.34	2.27	2.40	2.38
Standard deviation	0.72	0.73	0.73	0.62	0.73	0.74	0.78	0.72	0.72
Significance	-			-			-		
Effect size	-	0.05	0.03	-	0.34	0.26	-	-0.18	-0.15
Apply learning from both academic and field settings									
Frequently	55.8%	42.5%	46.6%	47.1%	38.9%	42.0%	61.5%	47.3%	52.7%
Occasionally	32.6%	36.6%	36.9%	29.4%	37.3%	39.6%	34.6%	35.8%	33.3%
Not at all	11.6%	20.8%	16.5%	23.5%	23.8%	18.4%	3.8%	16.9%	14.0%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	43	1,920	3,501	17	1,044	1,897	26	876	1,604
Mean	2.44	2.22	2.30	2.24	2.15	2.24	2.58	2.30	2.39
Standard deviation	0.70	0.77	0.74	0.83	0.78	0.74	0.58	0.74	0.72
Significance	-			-			-		
Effect size	-	0.29	0.19	-	0.12	0.00	-	0.38	0.26
How frequently in the courses you taught in the past year have you given at least one assignment that required students to: Describe how different perspectives would affect the interpretation of a question or issue in your discipline									
Frequently	53.7%	43.8%	42.6%	46.7%	40.3%	37.2%	57.7%	48.5%	49.8%
Occasionally	26.8%	40.6%	41.8%	26.7%	41.1%	45.1%	26.9%	40.1%	37.5%
Not at all	19.5%	15.5%	15.6%	26.7%	18.7%	17.8%	15.4%	11.4%	12.6%
Total(n)	41	1,913	3,496	15	1,040	1,894	26	873	1,602
Mean	2.34	2.28	2.27	2.20	2.22	2.19	2.42	2.37	2.37
Standard deviation	0.79	0.72	0.71	0.86	0.74	0.72	0.76	0.68	0.70
Significance	-			-			-		
Effect size	-	0.08	0.10	-	-0.03	0.01	-	0.07	0.07
Weigh the meaning and significance of evidence									
Frequently	58.1%	58.2%	56.4%	70.6%	56.6%	56.1%	50.0%	60.3%	56.8%
Occasionally	27.9%	32.6%	35.2%	17.6%	33.3%	35.5%	34.6%	31.8%	34.7%
Not at all	14.0%	9.2%	8.5%	11.8%	10.1%	8.4%	15.4%	7.9%	8.5%
Total(n)	43	1,918	3,498	17	1,040	1,894	26	878	1,604
Mean	2.44	2.49	2.48	2.59	2.46	2.48	2.35	2.52	2.48
Standard deviation	0.73	0.66	0.65	0.71	0.67	0.65	0.75	0.64	0.65
Significance	-			-			-		
Effect size	-	-0.08	-0.06	-	0.19	0.17	-	-0.27	-0.20
Discuss the ethical or moral implications of a course of action									
Frequently	46.5%	46.0%	47.7%	52.9%	42.4%	42.1%	42.3%	50.7%	55.2%
Occasionally	46.5%	40.9%	39.9%	35.3%	42.0%	44.0%	53.8%	39.5%	34.5%
Not at all	7.0%	13.1%	12.3%	11.8%	15.5%	13.9%	3.8%	9.8%	10.3%
Total(n)	43	1,923	3,508	17	1,046	1,899	26	877	1,609
Mean	2.40	2.33	2.35	2.41	2.27	2.28	2.38	2.41	2.45
Standard deviation	0.62	0.69	0.69	0.71	0.71	0.69	0.57	0.66	0.67
Significance	-			-			-		
Effect size	-	0.10	0.07	-	0.20	0.19	-	-0.05	-0.10
Work with classmates outside of class									
Frequently	67.4%	56.4%	53.3%	52.9%	52.0%	50.4%	76.9%	62.2%	57.1%
Occasionally	27.9%	35.2%	38.5%	41.2%	38.7%	40.8%	19.2%	30.5%	35.5%
Not at all	4.7%	8.4%	8.2%	5.9%	9.3%	8.8%	3.8%	7.3%	7.4%
Total(n)	43	1,921	3,506	17	1,045	1,898	26	876	1,608
Mean	2.63	2.48	2.45	2.47	2.43	2.42	2.73	2.55	2.50
Standard deviation	0.58	0.65	0.64	0.62	0.66	0.65	0.53	0.63	0.63
Significance	-			-			-		
Effect size	-	0.23	0.28	-	0.06	0.08	-	0.29	0.37
How frequently in the courses you taught in the past year have you given at least one assignment that required students to: Lead a discussion, activity, or lab									
Frequently	65.1%	47.6%	47.3%	58.8%	43.8%	43.9%	69.2%	52.7%	51.7%
Occasionally	32.6%	38.5%	39.9%	41.2%	39.7%	41.2%	26.9%	36.9%	38.2%
Not at all	2.3%	13.8%	12.8%	0.0%	16.5%	14.9%	3.8%	10.4%	10.0%
Total(n)	43	1,928	3,513	17	1,048	1,903	26	880	1,610
Mean	2.63	2.34	2.34	2.59	2.27	2.29	2.65	2.42	2.42
Standard deviation	0.54	0.71	0.69	0.51	0.73	0.71	0.56	0.67	0.67
Significance	-	**	**	-			-		
Effect size	-	0.41	0.42	-	0.44	0.42	-	0.34	0.34

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Provide and/or receive feedback to classmates about a draft or work still in progress									
Frequently	37.2%	36.1%	33.7%	23.5%	31.4%	29.6%	46.2%	42.3%	39.1%
Occasionally	46.5%	41.7%	42.9%	58.8%	44.0%	43.6%	38.5%	38.7%	42.0%
Not at all	16.3%	22.1%	23.4%	17.6%	24.6%	26.8%	15.4%	18.9%	18.9%
Total(n)	43	1,917	3,500	17	1,041	1,895	26	876	1,605
Mean	2.21	2.14	2.10	2.06	2.07	2.03	2.31	2.23	2.20
Standard deviation	0.71	0.75	0.75	0.66	0.75	0.75	0.74	0.75	0.73
Significance	-			-			-		
Effect size	-	0.09	0.15	-	-0.01	0.04	-	0.11	0.15
Analyze and interpret data									
Frequently	48.8%	55.9%	55.4%	70.6%	56.6%	55.1%	34.6%	54.9%	55.6%
Occasionally	39.5%	32.0%	35.0%	17.6%	31.7%	35.9%	53.8%	32.5%	33.8%
Not at all	11.6%	12.1%	9.7%	11.8%	11.7%	9.0%	11.5%	12.6%	10.6%
Total(n)	43	1,926	3,513	17	1,047	1,902	26	879	1,611
Mean	2.37	2.44	2.46	2.59	2.45	2.46	2.23	2.42	2.45
Standard deviation	0.69	0.70	0.66	0.71	0.69	0.65	0.65	0.70	0.68
Significance	-			-			-		
Effect size	-	-0.10	-0.14	-	0.20	0.20	-	-0.27	-0.32
Apply mathematical concepts and computational thinking									
Frequently	16.3%	30.5%	29.3%	23.5%	34.1%	32.1%	11.5%	25.8%	25.5%
Occasionally	41.9%	26.2%	31.0%	41.2%	27.3%	30.1%	42.3%	24.8%	32.2%
Not at all	41.9%	43.2%	39.7%	35.3%	38.5%	37.8%	46.2%	49.4%	42.3%
Total(n)	43	1,921	3,500	17	1,044	1,895	26	877	1,605
Mean	1.74	1.87	1.90	1.88	1.96	1.94	1.65	1.76	1.83
Standard deviation	0.73	0.85	0.82	0.78	0.85	0.83	0.69	0.83	0.81
Significance	-			-			-		
Effect size	-	-0.15	-0.20	-	-0.09	-0.07	-	-0.13	-0.22
In how many of the courses that you teach do you use each of the following? Class discussions All	66.7%	63.7%	67.2%	52.9%	56.8%	60.7%	76.0%	72.7%	75.7%
Most	14.3%	20.5%	18.1%	23.5%	24.1%	22.1%	8.0%	15.8%	12.9%
Some	19.0%	13.8%	13.1%	23.5%	16.8%	15.2%	16.0%	9.9%	10.3%
None	0.0%	2.0%	1.6%	0.0%	2.3%	2.0%	0.0%	1.6%	1.1%
Total(n)	42	1,903	3,466	17	1,037	1,881	25	866	1,585
Mean	3.48	3.46	3.51	3.29	3.36	3.42	3.60	3.60	3.63
Standard deviation	0.80	0.80	0.78	0.85	0.84	0.82	0.76	0.73	0.71
Significance	-			-			-		
Effect size	-	0.03	-0.04	-	-0.08	-0.16	-	0.00	-0.04
Cooperative learning (small groups)									
All	57.1%	36.9%	38.0%	29.4%	27.7%	30.3%	76.0%	49.1%	48.1%
Most	16.7%	30.7%	27.6%	23.5%	32.5%	27.8%	12.0%	28.4%	27.2%
Some	23.8%	26.2%	28.5%	47.1%	30.9%	33.8%	8.0%	20.0%	21.5%
None	2.4%	6.2%	6.0%	0.0%	8.9%	8.1%	4.0%	2.6%	3.1%
Total(n)	42	1,900	3,461	17	1,033	1,875	25	867	1,586
Mean	3.29	2.98	2.98	2.82	2.79	2.80	3.60	3.24	3.20
Standard deviation	0.92	0.94	0.95	0.88	0.95	0.96	0.82	0.86	0.88
Significance	-	*	*	-			-	*	*
Effect size	-	0.33	0.33	-	0.03	0.02	-	0.42	0.45
Experiential learning/Field studies All	9.8%	11.9%	13.7%	5.9%	9.6%	9.5%	12.5%	15.0%	19.2%
Most	17.1%	16.2%	19.2%	17.6%	16.0%	19.4%	16.7%	16.5%	19.1%
Some	43.9%	33.8%	35.7%	35.3%	32.2%	35.6%	50.0%	35.9%	35.7%
None	29.3%	38.1%	31.4%	41.2%	42.2%	35.5%	20.8%	32.7%	26.0%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	41	1,894	3,446	17	1,029	1,868	24	865	1,578
Mean	2.07	2.02	2.15	1.88	1.93	2.03	2.21	2.14	2.31
Standard deviation	0.93	1.01	1.02	0.93	0.98	0.96	0.93	1.04	1.06
Significance	-			-			-		
Effect size	-	0.05	-0.08	-	-0.05	-0.16	-	0.07	-0.09
Performances/Demonstrations All	21.4%	17.1%	19.7%	17.6%	14.7%	16.1%	24.0%	20.1%	24.5%
Most	26.2%	18.3%	20.6%	29.4%	16.7%	20.8%	24.0%	20.4%	20.4%
Some	19.0%	32.1%	33.6%	5.9%	31.9%	34.6%	28.0%	32.3%	32.2%
None	33.3%	32.6%	26.1%	47.1%	36.6%	28.5%	24.0%	27.2%	22.9%
Total(n)	42	1,897	3,453	17	1,034	1,873	25	863	1,580
Mean	2.36	2.20	2.34	2.18	2.10	2.25	2.48	2.34	2.46
Standard deviation	1.16	1.07	1.07	1.24	1.06	1.04	1.12	1.08	1.09
Significance	-			-			-		
Effect size	-	0.15	0.02	-	0.08	-0.07	-	0.13	0.02
In how many of the courses that you teach do you use each of the following?									
Group project All	31.0%	24.4%	23.3%	17.6%	20.9%	17.8%	40.0%	29.0%	30.6%
Most	28.6%	29.1%	30.1%	23.5%	27.9%	30.1%	32.0%	30.6%	30.1%
Some	31.0%	35.4%	33.5%	41.2%	37.9%	36.5%	24.0%	32.1%	29.5%
None	9.5%	11.2%	13.1%	17.6%	13.3%	15.6%	4.0%	8.4%	9.8%
Total(n)	42	1,900	3,461	17	1,033	1,876	25	867	1,585
Mean	2.81	2.67	2.64	2.41	2.56	2.50	3.08	2.80	2.81
Standard deviation	0.99	0.97	0.98	1.00	0.96	0.96	0.91	0.95	0.98
Significance	-			-			-		
Effect size	-	0.14	0.17	-	-0.16	-0.09	-	0.29	0.28
Extensive lecturing All	7.1%	14.6%	14.2%	17.6%	17.4%	17.1%	0.0%	10.9%	10.4%
Most	14.3%	28.4%	27.9%	23.5%	32.7%	30.8%	8.0%	22.8%	24.2%
Some	50.0%	39.1%	40.5%	47.1%	37.9%	40.6%	52.0%	40.8%	40.3%
None	28.6%	17.9%	17.4%	11.8%	12.1%	11.6%	40.0%	25.5%	25.1%
Total(n)	42	1,901	3,460	17	1,035	1,878	25	866	1,582
Mean	2.00	2.40	2.39	2.47	2.55	2.53	1.68	2.19	2.20
Standard deviation	0.86	0.94	0.93	0.94	0.91	0.91	0.63	0.94	0.93
Significance	-	**	**	-			-	**	**
Effect size	-	-0.43	-0.42	-	-0.09	-0.07	-	-0.54	-0.56
Multiple drafts of written work All	19.0%	14.7%	12.3%	5.9%	10.8%	8.8%	28.0%	19.8%	17.0%
Most	26.2%	23.6%	22.5%	23.5%	21.8%	20.5%	28.0%	26.0%	25.2%
Some	35.7%	44.5%	47.4%	52.9%	47.4%	50.3%	24.0%	40.7%	43.6%
None	19.0%	17.3%	17.7%	17.6%	20.1%	20.4%	20.0%	13.6%	14.2%
Total(n)	42	1,894	3,457	17	1,034	1,879	25	860	1,578
Mean	2.45	2.36	2.29	2.18	2.23	2.18	2.64	2.52	2.45
Standard deviation	1.02	0.93	0.90	0.81	0.89	0.85	1.11	0.96	0.93
Significance	-			-			-		
Effect size	-	0.10	0.18	-	-0.06	0.00	-	0.13	0.20
Student-selected topics for course content All	12.2%	8.7%	10.2%	5.9%	6.8%	6.9%	16.7%	11.1%	14.6%
Most	19.5%	15.7%	15.6%	11.8%	13.9%	14.5%	25.0%	18.0%	16.9%
Some	51.2%	49.9%	51.1%	58.8%	49.5%	53.0%	45.8%	50.5%	48.6%
None	17.1%	25.8%	23.2%	23.5%	29.8%	25.6%	12.5%	20.5%	19.9%
Total(n)	41	1,899	3,455	17	1,035	1,875	24	864	1,580
Mean	2.27	2.07	2.13	2.00	1.98	2.03	2.46	2.20	2.26
Standard deviation	0.90	0.87	0.88	0.79	0.84	0.82	0.93	0.89	0.94
Significance	-			-			-		
Effect size	-	0.23	0.16	-	0.02	-0.04	-	0.29	0.21

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
In how many of the courses that you teach do you use each of the following?									
Reflective writing/journaling									
All	4.8%	13.7%	14.8%	0.0%	10.9%	10.0%	8.0%	17.4%	21.3%
Most	14.3%	16.7%	19.3%	17.6%	13.2%	15.4%	12.0%	21.3%	24.6%
Some	47.6%	38.6%	34.6%	35.3%	37.7%	35.7%	56.0%	39.8%	33.1%
None	33.3%	31.1%	31.2%	47.1%	38.2%	38.9%	24.0%	21.6%	21.0%
Total(n)	42	1,899	3,459	17	1,036	1,880	25	863	1,579
Mean	1.90	2.13	2.18	1.71	1.97	1.96	2.04	2.34	2.46
Standard deviation	0.82	1.00	1.03	0.77	0.97	0.97	0.84	1.00	1.05
Significance	-			-			-		*
Effect size	-	-0.23	-0.27	-	-0.27	-0.26	-	-0.30	-0.40
Community service as part of coursework									
All	0.0%	2.6%	4.6%	0.0%	1.8%	2.9%	0.0%	3.6%	6.8%
Most	7.1%	6.2%	7.8%	11.8%	4.7%	6.2%	4.0%	8.3%	9.9%
Some	35.7%	28.8%	33.3%	11.8%	26.0%	29.7%	52.0%	32.6%	38.1%
None	57.1%	62.4%	54.3%	76.5%	67.6%	61.1%	44.0%	55.5%	45.3%
Total(n)	42	1,896	3,456	17	1,033	1,873	25	863	1,583
Mean	1.50	1.49	1.63	1.35	1.41	1.51	1.60	1.60	1.78
Standard deviation	0.63	0.73	0.82	0.70	0.66	0.74	0.58	0.79	0.88
Significance	-			-			-		
Effect size	-	0.01	-0.16	-	-0.09	-0.22	-	0.00	-0.20
Electronic quizzes with immediate feedback in class									
All	2.4%	4.4%	5.6%	5.9%	3.2%	4.7%	0.0%	5.9%	6.8%
Most	7.3%	6.9%	8.9%	11.8%	7.4%	8.1%	4.2%	6.3%	9.9%
Some	22.0%	16.4%	18.9%	17.6%	15.5%	19.2%	25.0%	17.5%	18.5%
None	68.3%	72.4%	66.7%	64.7%	73.9%	68.0%	70.8%	70.3%	64.9%
Total(n)	41	1,888	3,443	17	1,029	1,869	24	859	1,574
Mean	1.44	1.43	1.53	1.59	1.40	1.50	1.33	1.48	1.59
Standard deviation	0.74	0.80	0.87	0.94	0.76	0.83	0.56	0.86	0.92
Significance	-			-			-		
Effect size	-	0.01	-0.10	-	0.25	0.11	-	-0.17	-0.28
Using real-life problems									
All	54.8%	49.2%	47.2%	52.9%	45.8%	42.7%	56.0%	53.7%	53.2%
Most	21.4%	26.5%	27.0%	23.5%	28.4%	28.8%	20.0%	24.1%	24.7%
Some	19.0%	21.2%	22.5%	17.6%	22.4%	24.7%	20.0%	19.6%	19.6%
None	4.8%	3.1%	3.2%	5.9%	3.4%	3.8%	4.0%	2.6%	2.4%
Total(n)	42	1,903	3,463	17	1,036	1,880	25	867	1,583
Mean	3.26	3.22	3.18	3.24	3.17	3.10	3.28	3.29	3.29
Standard deviation	0.94	0.88	0.89	0.97	0.89	0.90	0.94	0.87	0.86
Significance	-			-			-		
Effect size	-	0.05	0.09	-	0.08	0.16	-	-0.01	-0.01
In how many of the courses that you teach do you use each of the following?									
Using student inquiry to drive learning									
All	31.7%	28.3%	27.9%	25.0%	25.5%	23.7%	36.0%	32.1%	33.4%
Most	29.3%	32.7%	33.3%	31.3%	30.8%	33.6%	28.0%	35.2%	32.8%
Some	36.6%	34.1%	34.4%	43.8%	37.8%	37.0%	32.0%	29.3%	30.9%
None	2.4%	4.8%	4.5%	0.0%	5.9%	5.7%	4.0%	3.4%	2.9%
Total(n)	41	1,898	3,454	16	1,033	1,874	25	865	1,580
Mean	2.90	2.85	2.85	2.81	2.76	2.75	2.96	2.96	2.97
Standard deviation	0.89	0.89	0.88	0.83	0.90	0.88	0.93	0.87	0.87
Significance	-			-			-		
Effect size	-	0.06	0.06	-	0.06	0.07	-	0.00	-0.01

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
"Learn before lecture" through multimedia tools (e.g., flipping the classroom)									
All	0.0%	6.8%	8.2%	0.0%	5.6%	5.8%	0.0%	8.3%	11.5%
Most	10.3%	12.5%	14.3%	0.0%	11.0%	13.5%	16.7%	14.5%	15.3%
Some	56.4%	35.5%	39.0%	60.0%	34.0%	38.8%	54.2%	37.4%	39.4%
None	33.3%	45.2%	38.5%	40.0%	49.4%	42.0%	29.2%	39.8%	33.8%
Total(n)	39	1,849	3,377	15	1,001	1,834	24	848	1,543
Mean	1.77	1.81	1.92	1.60	1.73	1.83	1.88	1.91	2.04
Standard deviation	0.63	0.90	0.92	0.51	0.87	0.87	0.68	0.93	0.97
Significance	-			-			-		
Effect size	-	-0.04	-0.16	-	-0.15	-0.26	-	-0.03	-0.16
Readings on racial and ethnic issues									
All	17.5%	12.6%	11.8%	12.5%	8.3%	7.6%	20.8%	18.2%	17.4%
Most	17.5%	15.9%	15.3%	12.5%	12.6%	12.0%	20.8%	20.2%	19.6%
Some	22.5%	30.1%	34.4%	25.0%	29.3%	34.8%	20.8%	31.1%	33.9%
None	42.5%	41.5%	38.5%	50.0%	49.9%	45.6%	37.5%	30.6%	29.0%
Total(n)	40	1,853	3,384	16	1,003	1,833	24	850	1,551
Mean	2.10	2.00	2.00	1.88	1.79	1.82	2.25	2.26	2.25
Standard deviation	1.15	1.04	1.01	1.09	0.96	0.92	1.19	1.08	1.06
Significance	-			-			-		
Effect size	-	0.10	0.10	-	0.09	0.07	-	-0.01	0.00
Readings on women and gender issues									
All	22.5%	11.6%	9.6%	12.5%	7.1%	5.3%	29.2%	17.4%	15.5%
Most	10.0%	13.7%	12.9%	6.3%	12.0%	11.0%	12.5%	15.9%	15.5%
Some	22.5%	29.5%	32.8%	31.3%	28.3%	32.5%	16.7%	30.9%	33.2%
None	45.0%	45.3%	44.6%	50.0%	52.6%	51.2%	41.7%	35.8%	35.8%
Total(n)	40	1,849	3,380	16	1,002	1,837	24	847	1,543
Mean	2.10	1.92	1.88	1.81	1.74	1.70	2.29	2.15	2.11
Standard deviation	1.22	1.02	0.97	1.05	0.93	0.86	1.30	1.09	1.06
Significance	-			-			-		
Effect size	-	0.18	0.23	-	0.08	0.13	-	0.13	0.17
In how many of the courses that you teach do you use each of the following?Starting class with a question that engages students									
All	7.7%	15.3%	15.2%	6.7%	13.2%	13.6%	8.3%	18.1%	17.4%
Most	35.9%	29.8%	34.5%	26.7%	29.2%	35.6%	41.7%	30.6%	33.1%
Some	46.2%	48.0%	42.3%	60.0%	50.5%	42.1%	37.5%	44.6%	42.5%
None	10.3%	6.9%	8.0%	6.7%	7.1%	8.8%	12.5%	6.7%	7.0%
Total(n)	39	1,854	3,389	15	1,007	1,844	24	847	1,545
Mean	2.41	2.54	2.57	2.33	2.49	2.54	2.46	2.60	2.61
Standard deviation	0.79	0.83	0.84	0.72	0.81	0.83	0.83	0.86	0.85
Significance	-			-			-		
Effect size	-	-0.16	-0.19	-	-0.20	-0.25	-	-0.16	-0.18
Techniques to create an inclusive classroom environment for diverse students									
All	40.0%	31.7%	31.4%	31.3%	25.4%	23.8%	45.8%	39.9%	41.4%
Most	27.5%	27.0%	25.5%	37.5%	24.8%	23.0%	20.8%	29.9%	28.8%
Some	25.0%	26.9%	26.3%	18.8%	30.3%	29.4%	29.2%	22.5%	22.2%
None	7.5%	14.4%	16.8%	12.5%	19.5%	23.8%	4.2%	7.8%	7.6%
Total(n)	40	1,851	3,384	16	1,004	1,836	24	847	1,548
Mean	3.00	2.76	2.71	2.88	2.56	2.47	3.08	3.02	3.04
Standard deviation	0.99	1.05	1.08	1.02	1.07	1.10	0.97	0.97	0.97
Significance	-			-			-		
Effect size	-	0.23	0.27	-	0.30	0.37	-	0.06	0.04

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Supplemental instruction that is outside of class and office hours									
All	23.1%	16.4%	16.0%	20.0%	13.5%	10.4%	25.0%	20.2%	23.3%
Most	15.4%	19.4%	18.8%	20.0%	21.7%	19.4%	12.5%	16.4%	18.1%
Some	46.2%	43.4%	44.6%	40.0%	44.0%	47.9%	50.0%	42.7%	40.1%
None	15.4%	20.8%	20.7%	20.0%	20.9%	22.3%	12.5%	20.7%	18.5%
Total(n)	39	1,857	3,393	15	1,008	1,844	24	849	1,549
Mean	2.46	2.31	2.30	2.40	2.28	2.18	2.50	2.36	2.46
Standard deviation	1.02	0.98	0.97	1.06	0.94	0.90	1.02	1.02	1.04
Significance	-			-			-		
Effect size	-	0.15	0.16	-	0.13	0.24	-	0.14	0.04
In how many of the courses that you teach do you use each of the following? Student presentations									
All	32.5%	28.4%	30.2%	18.8%	21.2%	22.3%	41.7%	37.9%	40.7%
Most	40.0%	30.7%	30.4%	37.5%	30.6%	32.2%	41.7%	30.7%	28.1%
Some	22.5%	33.7%	32.1%	37.5%	39.6%	35.8%	12.5%	26.1%	27.1%
None	5.0%	7.2%	7.3%	6.3%	8.5%	9.7%	4.2%	5.4%	4.1%
Total(n)	40	1,864	3,399	16	1,009	1,846	24	855	1,553
Mean	3.00	2.80	2.83	2.69	2.64	2.67	3.21	3.01	3.05
Standard deviation	0.88	0.93	0.94	0.87	0.91	0.93	0.83	0.92	0.92
Significance	-			-			-		
Effect size	-	0.22	0.18	-	0.05	0.02	-	0.22	0.17
Student evaluations of each others' work									
All	15.0%	12.8%	10.6%	0.0%	9.5%	7.4%	25.0%	17.2%	14.9%
Most	32.5%	20.4%	19.6%	37.5%	17.1%	16.4%	29.2%	24.6%	23.9%
Some	40.0%	42.8%	46.4%	43.8%	43.6%	47.3%	37.5%	41.8%	45.1%
None	12.5%	24.0%	23.4%	18.8%	29.8%	28.9%	8.3%	16.4%	16.0%
Total(n)	40	1,862	3,399	16	1,009	1,846	24	853	1,553
Mean	2.50	2.22	2.18	2.19	2.06	2.02	2.71	2.43	2.38
Standard deviation	0.91	0.95	0.91	0.75	0.92	0.87	0.95	0.96	0.92
Significance	-		*	-			-		
Effect size	-	0.29	0.35	-	0.14	0.20	-	0.29	0.36
Grading on a curve									
All	0.0%	5.7%	6.1%	0.0%	7.2%	8.2%	0.0%	3.7%	3.3%
Most	15.0%	9.4%	8.5%	18.8%	11.7%	10.5%	12.5%	6.4%	5.9%
Some	12.5%	23.4%	21.0%	18.8%	25.5%	22.1%	8.3%	20.7%	19.5%
None	72.5%	61.5%	64.4%	62.5%	55.6%	59.3%	79.2%	69.2%	71.4%
Total(n)	40	1,852	3,388	16	1,000	1,837	24	852	1,551
Mean	1.43	1.59	1.56	1.56	1.71	1.68	1.33	1.45	1.41
Standard deviation	0.75	0.88	0.88	0.81	0.94	0.96	0.70	0.77	0.75
Significance	-			-			-		
Effect size	-	-0.18	-0.15	-	-0.16	-0.13	-	-0.16	-0.11
Rubric-based assessment									
All	17.5%	27.6%	35.5%	0.0%	21.5%	26.0%	29.2%	35.6%	48.3%
Most	40.0%	26.3%	27.4%	50.0%	24.6%	28.3%	33.3%	28.6%	26.2%
Some	27.5%	30.2%	27.1%	25.0%	32.1%	31.6%	29.2%	27.6%	21.1%
None	15.0%	15.9%	10.0%	25.0%	21.8%	14.1%	8.3%	8.1%	4.4%
Total(n)	40	1,840	3,374	16	995	1,831	24	845	1,543
Mean	2.60	2.66	2.89	2.25	2.46	2.66	2.83	2.92	3.18
Standard deviation	0.96	1.05	1.01	0.86	1.06	1.01	0.96	0.97	0.91
Significance	-			-			-		
Effect size	-	-0.06	-0.29	-	-0.20	-0.41	-	-0.09	-0.38

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
In creating assignments for your courses, how often do you:									
Provide instructions clearly delineating what students are to do to complete the assignment									
Frequently	95.2%	91.8%	92.2%	88.2%	90.0%	89.6%	100.0%	94.2%	95.6%
Occasionally	4.8%	7.8%	7.4%	11.8%	9.4%	9.8%	0.0%	5.6%	4.2%
Not at all	0.0%	0.4%	0.4%	0.0%	0.6%	0.6%	0.0%	0.2%	0.2%
Total(n)	42	1,875	3,424	17	1,010	1,849	25	865	1,575
Mean	2.95	2.91	2.92	2.88	2.89	2.89	3.00	2.94	2.95
Standard deviation	0.22	0.29	0.29	0.33	0.33	0.33	0.00	0.25	0.22
Significance	-			-			-		
Effect size	-	0.14	0.10	-	-0.03	-0.03	-	0.24	0.23
Explain what you want students to gain from the assignment									
Frequently	73.8%	75.1%	78.1%	70.6%	70.2%	73.3%	76.0%	81.4%	84.5%
Occasionally	26.2%	24.0%	21.2%	29.4%	28.6%	25.9%	24.0%	18.1%	15.1%
Not at all	0.0%	0.9%	0.7%	0.0%	1.2%	0.8%	0.0%	0.5%	0.4%
Total(n)	42	1,871	3,414	17	1,006	1,840	25	865	1,574
Mean	2.74	2.74	2.77	2.71	2.69	2.72	2.76	2.81	2.84
Standard deviation	0.45	0.46	0.43	0.47	0.49	0.46	0.44	0.40	0.38
Significance	-			-			-		
Effect size	-	0.00	-0.07	-	0.04	-0.02	-	-0.13	-0.21
Provide feedback on drafts or work still in progress									
Frequently	68.3%	50.1%	53.0%	56.3%	44.1%	46.9%	76.0%	57.9%	61.0%
Occasionally	29.3%	44.2%	42.2%	37.5%	48.9%	47.7%	24.0%	38.1%	35.0%
Not at all	2.4%	5.7%	4.8%	6.3%	7.0%	5.3%	0.0%	4.0%	4.0%
Total(n)	41	1,866	3,413	16	1,005	1,843	25	861	1,570
Mean	2.66	2.44	2.48	2.50	2.37	2.42	2.76	2.54	2.57
Standard deviation	0.53	0.60	0.59	0.63	0.61	0.59	0.44	0.57	0.57
Significance	-	*		-			-		
Effect size	-	0.37	0.31	-	0.21	0.14	-	0.39	0.33
Provide in advance the criteria for evaluating the assignment									
Frequently	76.2%	73.4%	77.1%	70.6%	69.2%	72.8%	80.0%	78.8%	82.9%
Occasionally	19.0%	23.9%	20.8%	23.5%	27.3%	24.4%	16.0%	19.6%	16.0%
Not at all	4.8%	2.7%	2.1%	5.9%	3.5%	2.8%	4.0%	1.7%	1.1%
Total(n)	42	1,866	3,411	17	1,005	1,842	25	861	1,569
Mean	2.71	2.71	2.75	2.65	2.66	2.70	2.76	2.77	2.82
Standard deviation	0.55	0.51	0.48	0.61	0.54	0.52	0.52	0.46	0.41
Significance	-			-			-		
Effect size	-	0.00	-0.08	-	-0.02	-0.10	-	-0.02	-0.15
In creating assignments for your courses, how often do you:Explicitly link the assignment with course goals or learning objectives									
Frequently	64.3%	63.0%	65.5%	52.9%	59.7%	61.0%	72.0%	67.3%	71.3%
Occasionally	33.3%	32.3%	30.7%	47.1%	34.9%	33.7%	24.0%	29.1%	26.8%
Not at all	2.4%	4.7%	3.8%	0.0%	5.4%	5.3%	4.0%	3.6%	1.9%
Total(n)	42	1,873	3,420	17	1,007	1,844	25	866	1,576
Mean	2.62	2.58	2.62	2.53	2.54	2.56	2.68	2.64	2.69
Standard deviation	0.54	0.58	0.56	0.51	0.60	0.59	0.56	0.55	0.50
Significance	-			-			-		
Effect size	-	0.07	0.00	-	-0.02	-0.05	-	0.07	-0.02

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
How frequently do you incorporate the following forms of technology into your courses?									
YouTube or other videos									
Frequently	42.9%	37.3%	40.0%	29.4%	30.7%	33.4%	52.0%	45.8%	48.7%
Occasionally	52.4%	53.3%	52.2%	58.8%	56.6%	56.6%	48.0%	49.0%	46.3%
Not at all	4.8%	9.4%	7.8%	11.8%	12.7%	10.0%	0.0%	5.2%	5.0%
Total(n)	42	1,850	3,382	17	997	1,826	25	853	1,556
Mean	2.38	2.28	2.32	2.18	2.18	2.23	2.52	2.41	2.44
Standard deviation	0.58	0.62	0.61	0.64	0.63	0.62	0.51	0.59	0.59
Significance	-			-			-		
Effect size	-	0.16	0.10	-	0.00	-0.08	-	0.19	0.14
Classroom enhancement technology (e.g., Elmo, tablet PCs)									
Frequently	21.4%	20.4%	23.5%	17.6%	18.7%	18.9%	24.0%	22.4%	29.5%
Occasionally	40.5%	27.2%	32.9%	23.5%	27.5%	35.1%	52.0%	26.8%	30.0%
Not at all	38.1%	52.4%	43.6%	58.8%	53.7%	46.0%	24.0%	50.8%	40.5%
Total(n)	42	1,843	3,366	17	994	1,817	25	849	1,549
Mean	1.83	1.68	1.80	1.59	1.65	1.73	2.00	1.72	1.89
Standard deviation	0.76	0.79	0.79	0.80	0.78	0.76	0.71	0.81	0.83
Significance	-			-			-		
Effect size	-	0.19	0.04	-	-0.08	-0.18	-	0.35	0.13
Simulations/animations									
Frequently	16.7%	15.3%	15.4%	17.6%	14.7%	12.2%	16.0%	16.0%	19.6%
Occasionally	40.5%	37.0%	41.9%	47.1%	39.5%	44.2%	36.0%	33.7%	38.8%
Not at all	42.9%	47.8%	42.8%	35.3%	45.8%	43.6%	48.0%	50.3%	41.6%
Total(n)	42	1,851	3,380	17	998	1,826	25	853	1,554
Mean	1.74	1.68	1.73	1.82	1.69	1.69	1.68	1.66	1.78
Standard deviation	0.73	0.72	0.71	0.73	0.71	0.68	0.75	0.74	0.75
Significance	-			-			-		
Effect size	-	0.08	0.01	-	0.18	0.19	-	0.03	-0.13
How frequently do you incorporate the following forms of technology into your courses?									
Podcasts									
Frequently	0.0%	3.7%	2.9%	0.0%	2.8%	1.9%	0.0%	4.8%	4.3%
Occasionally	36.6%	21.3%	22.8%	17.6%	16.8%	19.3%	50.0%	27.1%	27.5%
Not at all	63.4%	75.0%	74.3%	82.4%	80.4%	78.8%	50.0%	68.0%	68.1%
Total(n)	41	1,824	3,327	17	988	1,807	24	836	1,520
Mean	1.37	1.29	1.29	1.18	1.22	1.23	1.50	1.37	1.36
Standard deviation	0.49	0.53	0.51	0.39	0.48	0.46	0.51	0.57	0.56
Significance	-			-			-		
Effect size	-	0.15	0.16	-	-0.08	-0.11	-	0.23	0.25
Online homework or virtual labs									
Frequently	16.7%	18.7%	24.2%	17.6%	17.2%	22.8%	16.0%	20.7%	26.0%
Occasionally	28.6%	28.1%	30.7%	23.5%	27.3%	32.3%	32.0%	29.3%	28.5%
Not at all	54.8%	53.2%	45.1%	58.8%	55.6%	44.9%	52.0%	50.1%	45.5%
Total(n)	42	1,845	3,371	17	995	1,820	25	850	1,551
Mean	1.62	1.66	1.79	1.59	1.62	1.78	1.64	1.71	1.81
Standard deviation	0.76	0.77	0.81	0.80	0.76	0.79	0.76	0.79	0.82
Significance	-			-			-		
Effect size	-	-0.05	-0.21	-	-0.04	-0.24	-	-0.09	-0.21
Online discussion boards									
Frequently	2.4%	9.8%	13.3%	0.0%	7.7%	10.7%	4.0%	12.5%	16.7%
Occasionally	35.7%	32.0%	34.6%	35.3%	28.3%	33.1%	36.0%	36.8%	36.5%
Not at all	61.9%	58.1%	52.2%	64.7%	63.9%	56.3%	60.0%	50.7%	46.8%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	42	1,844	3,372	17	994	1,819	25	850	1,553
Mean	1.40	1.52	1.61	1.35	1.44	1.54	1.44	1.62	1.70
Standard deviation	0.54	0.67	0.71	0.49	0.63	0.68	0.58	0.70	0.74
Significance	-			-			-		
Effect size	-	-0.18	-0.30	-	-0.14	-0.28	-	-0.26	-0.35
Indicate the importance to you of each of the following education goals for undergraduate students:Develop ability to think critically Essential	88.1%	89.2%	90.0%	82.4%	86.5%	87.2%	92.0%	92.8%	93.6%
Very important	9.5%	10.2%	9.4%	11.8%	12.9%	11.8%	8.0%	6.8%	6.1%
Somewhat important	2.4%	0.5%	0.5%	5.9%	0.6%	0.7%	0.0%	0.5%	0.2%
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Total(n)	42	1,855	3,383	17	998	1,821	25	857	1,562
Mean	3.86	3.89	3.89	3.76	3.86	3.86	3.92	3.92	3.93
Standard deviation	0.42	0.33	0.34	0.56	0.37	0.39	0.28	0.28	0.26
Significance	-			-			-		
Effect size	-	-0.09	-0.09	-	-0.27	-0.26	-	0.00	-0.04
Prepare students for employment after college Essential	54.8%	46.0%	50.2%	52.9%	43.1%	45.0%	56.0%	49.7%	57.1%
Very important	33.3%	37.0%	36.2%	29.4%	37.4%	37.9%	36.0%	36.5%	33.9%
Somewhat important	11.9%	15.3%	12.9%	17.6%	16.9%	15.9%	8.0%	13.3%	8.8%
Not important	0.0%	1.7%	0.8%	0.0%	2.6%	1.2%	0.0%	0.5%	0.2%
Total(n)	42	1,854	3,385	17	996	1,821	25	858	1,564
Mean	3.43	3.27	3.36	3.35	3.21	3.27	3.48	3.35	3.48
Standard deviation	0.70	0.78	0.73	0.79	0.81	0.77	0.65	0.73	0.66
Significance	-			-			-		
Effect size	-	0.21	0.10	-	0.17	0.10	-	0.18	0.00
Prepare students for graduate or advanced education Essential	38.1%	29.0%	28.0%	41.2%	28.6%	28.2%	36.0%	29.4%	27.7%
Very important	45.2%	47.6%	48.8%	41.2%	47.6%	48.3%	48.0%	47.7%	49.4%
Somewhat important	16.7%	22.4%	22.1%	17.6%	22.5%	22.3%	16.0%	22.3%	21.9%
Not important	0.0%	1.0%	1.1%	0.0%	1.3%	1.2%	0.0%	0.5%	1.0%
Total(n)	42	1,860	3,394	17	1,000	1,827	25	860	1,567
Mean	3.21	3.05	3.04	3.24	3.03	3.03	3.20	3.06	3.04
Standard deviation	0.72	0.74	0.74	0.75	0.75	0.74	0.71	0.73	0.73
Significance	-			-			-		
Effect size	-	0.22	0.23	-	0.28	0.28	-	0.19	0.22
Indicate the importance to you of each of the following education goals for undergraduate students:Develop moral character Essential	28.6%	35.6%	43.0%	29.4%	31.5%	41.9%	28.0%	40.9%	44.5%
Very important	50.0%	36.5%	35.4%	41.2%	37.3%	33.0%	56.0%	35.4%	38.7%
Somewhat important	11.9%	23.2%	18.1%	17.6%	25.3%	20.6%	8.0%	20.5%	14.9%
Not important	9.5%	4.7%	3.4%	11.8%	5.8%	4.5%	8.0%	3.2%	1.9%
Total(n)	42	1,846	3,372	17	994	1,815	25	852	1,557
Mean	2.98	3.03	3.18	2.88	2.94	3.12	3.04	3.14	3.26
Standard deviation	0.90	0.88	0.85	0.99	0.89	0.89	0.84	0.85	0.78
Significance	-			-			-		
Effect size	-	-0.06	-0.24	-	-0.07	-0.27	-	-0.12	-0.28
Provide for students' emotional development Essential	14.6%	18.5%	22.3%	6.3%	13.8%	17.9%	20.0%	24.5%	28.2%
Very important	56.1%	37.7%	39.9%	56.3%	36.7%	38.2%	56.0%	39.1%	42.0%
Somewhat important	22.0%	38.4%	33.0%	25.0%	42.5%	37.0%	20.0%	33.1%	27.6%
Not important	7.3%	5.4%	4.8%	12.5%	7.1%	6.8%	4.0%	3.3%	2.2%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	41	1,853	3,382	16	994	1,819	25	859	1,563
Mean	2.78	2.69	2.80	2.56	2.57	2.67	2.92	2.85	2.96
Standard deviation	0.79	0.83	0.84	0.81	0.81	0.85	0.76	0.83	0.80
Significance	-			-			-		
Effect size	-	0.11	-0.02	-	-0.01	-0.13	-	0.08	-0.05
Teach students the classic works of Western civilization									
Essential	2.4%	9.1%	10.2%	5.9%	10.8%	10.7%	0.0%	6.9%	9.5%
Very important	16.7%	23.5%	26.7%	23.5%	25.4%	30.5%	12.0%	21.2%	21.6%
Somewhat important	61.9%	45.5%	42.6%	58.8%	41.8%	38.9%	64.0%	50.3%	47.4%
Not important	19.0%	21.9%	20.6%	11.8%	22.0%	19.9%	24.0%	21.7%	21.5%
Total(n)	42	1,851	3,379	17	998	1,822	25	853	1,557
Mean	2.02	2.20	2.26	2.24	2.25	2.32	1.88	2.13	2.19
Standard deviation	0.68	0.88	0.90	0.75	0.92	0.91	0.60	0.83	0.88
Significance	-			-			-		
Effect size	-	-0.20	-0.27	-	-0.01	-0.09	-	-0.30	-0.35
Indicate the importance to you of each of the following education goals for undergraduate students:Help students develop personal values									
Essential	33.3%	33.3%	39.7%	23.5%	28.8%	36.3%	40.0%	39.0%	44.3%
Very important	42.9%	39.2%	38.7%	41.2%	39.5%	38.6%	44.0%	38.9%	39.0%
Somewhat important	16.7%	22.6%	17.3%	23.5%	25.2%	18.9%	12.0%	19.4%	15.2%
Not important	7.1%	4.9%	4.2%	11.8%	6.5%	6.2%	4.0%	2.8%	1.6%
Total(n)	42	1,851	3,379	17	993	1,815	25	858	1,564
Mean	3.02	3.01	3.14	2.76	2.91	3.05	3.20	3.14	3.26
Standard deviation	0.90	0.87	0.85	0.97	0.89	0.89	0.82	0.82	0.77
Significance	-			-			-		
Effect size	-	0.01	-0.14	-	-0.17	-0.33	-	0.07	-0.08
Instill in students a commitment to community service									
Essential	14.3%	16.5%	22.8%	11.8%	12.3%	17.1%	16.0%	22.0%	30.2%
Very important	38.1%	35.5%	35.7%	29.4%	34.6%	35.7%	44.0%	36.8%	35.6%
Somewhat important	35.7%	36.0%	32.7%	41.2%	38.5%	35.3%	32.0%	32.8%	29.3%
Not important	11.9%	11.9%	8.8%	17.6%	14.6%	11.8%	8.0%	8.5%	4.9%
Total(n)	42	1,850	3,375	17	995	1,815	25	855	1,560
Mean	2.55	2.57	2.72	2.35	2.45	2.58	2.68	2.72	2.91
Standard deviation	0.89	0.90	0.91	0.93	0.89	0.91	0.85	0.90	0.89
Significance	-			-			-		
Effect size	-	-0.02	-0.19	-	-0.11	-0.25	-	-0.04	-0.26
Enhance students' knowledge of and appreciation for other racial/ethnic groups									
Essential	42.9%	34.6%	37.5%	11.8%	25.8%	27.2%	64.0%	45.9%	51.1%
Very important	40.5%	33.8%	32.5%	58.8%	35.4%	33.9%	28.0%	31.7%	30.7%
Somewhat important	14.3%	24.6%	23.1%	23.5%	28.4%	28.3%	8.0%	19.6%	16.4%
Not important	2.4%	7.1%	6.9%	5.9%	10.4%	10.7%	0.0%	2.8%	1.8%
Total(n)	42	1,848	3,375	17	994	1,817	25	854	1,558
Mean	3.24	2.96	3.01	2.76	2.77	2.78	3.56	3.21	3.31
Standard deviation	0.79	0.93	0.94	0.75	0.95	0.97	0.65	0.85	0.81
Significance	-			-			-	*	
Effect size	-	0.30	0.24	-	-0.01	-0.02	-	0.41	0.31
Indicate the importance to you of each of the following education goals for undergraduate students:Promote ability to write effectively									
Essential	69.0%	67.9%	70.0%	70.6%	63.0%	63.7%	68.0%	74.2%	78.3%
Very important	23.8%	26.9%	24.7%	23.5%	30.5%	29.2%	24.0%	22.3%	18.8%
Somewhat important	4.8%	4.4%	4.6%	5.9%	5.7%	6.1%	4.0%	2.8%	2.7%
Not important	2.4%	0.8%	0.6%	0.0%	0.8%	1.0%	4.0%	0.8%	0.2%
Total(n)	42	1,855	3,383	17	995	1,817	25	860	1,566

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Mean	3.60	3.62	3.64	3.65	3.56	3.56	3.56	3.70	3.75
Standard deviation	0.70	0.61	0.60	0.61	0.64	0.65	0.77	0.56	0.50
Significance	-			-			-		
Effect size	-	-0.03	-0.07	-	0.14	0.14	-	-0.25	-0.38
Help students evaluate the quality and reliability of information Essential	35.7%	33.2%	35.0%	29.4%	29.1%	34.9%	40.0%	38.5%	35.1%
Very important	35.7%	37.6%	36.5%	35.3%	36.6%	32.3%	36.0%	38.9%	42.1%
Somewhat important	21.4%	21.7%	21.4%	29.4%	24.2%	22.7%	16.0%	18.4%	19.7%
Not important	7.1%	7.5%	7.1%	5.9%	10.0%	10.1%	8.0%	4.2%	3.1%
Total(n)	42	1,850	3,375	17	994	1,816	25	856	1,559
Mean	3.00	2.97	2.99	2.88	2.85	2.92	3.08	3.12	3.09
Standard deviation	0.94	0.92	0.92	0.93	0.95	0.99	0.95	0.85	0.81
Significance	-			-			-		
Effect size	-	0.03	0.01	-	0.03	-0.04	-	-0.05	-0.01
Teach students tolerance and respect for different beliefs Essential	57.1%	48.8%	47.2%	41.2%	39.9%	36.4%	68.0%	60.4%	61.5%
Very important	40.5%	33.5%	35.2%	52.9%	36.8%	38.1%	32.0%	29.1%	31.4%
Somewhat important	0.0%	14.3%	13.4%	0.0%	18.0%	18.5%	0.0%	9.5%	6.6%
Not important	2.4%	3.4%	4.2%	5.9%	5.3%	7.0%	0.0%	0.9%	0.5%
Total(n)	42	1,853	3,379	17	996	1,818	25	857	1,561
Mean	3.52	3.28	3.25	3.29	3.11	3.04	3.68	3.49	3.54
Standard deviation	0.63	0.83	0.84	0.77	0.88	0.91	0.48	0.71	0.64
Significance	-		*	-			-		
Effect size	-	0.29	0.32	-	0.20	0.27	-	0.27	0.22
Indicate the importance to you of each of the following education goals for undergraduate students:Encourage students to become agents of social change Essential	31.0%	27.5%	29.0%	17.6%	19.9%	21.9%	40.0%	37.2%	38.3%
Very important	40.5%	33.6%	34.2%	35.3%	33.4%	33.4%	44.0%	34.0%	35.2%
Somewhat important	19.0%	28.3%	26.6%	35.3%	32.0%	29.6%	8.0%	23.5%	22.7%
Not important	9.5%	10.6%	10.2%	11.8%	14.7%	15.1%	8.0%	5.2%	3.8%
Total(n)	42	1,845	3,369	17	992	1,814	25	853	1,555
Mean	2.93	2.78	2.82	2.59	2.59	2.62	3.16	3.03	3.08
Standard deviation	0.95	0.97	0.97	0.94	0.97	0.99	0.90	0.90	0.87
Significance	-			-			-		
Effect size	-	0.15	0.11	-	0.00	-0.03	-	0.14	0.09
During the present term, how many hours per week on average do you actually spend on each of the following activities?									
Scheduled teaching (give actual, not credit hours)									
None	13.0%	4.9%	3.1%	11.8%	4.7%	3.2%	13.8%	5.1%	3.1%
1-4	8.7%	8.7%	7.2%	11.8%	8.7%	5.9%	6.9%	8.7%	9.0%
5-8	17.4%	26.9%	20.3%	17.6%	25.1%	20.8%	17.2%	29.3%	19.6%
9-12	41.3%	42.9%	43.0%	47.1%	45.7%	45.1%	37.9%	39.2%	40.2%
13-16	8.7%	11.1%	18.5%	0.0%	10.4%	17.7%	13.8%	12.1%	19.6%
17-20	10.9%	3.9%	5.3%	11.8%	3.8%	4.7%	10.3%	4.2%	6.1%
21+	0.0%	1.5%	2.6%	0.0%	1.6%	2.6%	0.0%	1.4%	2.5%
Total(n)	46	1,994	3,638	17	1,082	1,963	29	912	1,675
Mean	3.57	3.65	3.93	3.47	3.66	3.93	3.62	3.63	3.93
Standard deviation	1.44	1.16	1.18	1.42	1.14	1.15	1.47	1.17	1.22
Significance	-		*	-			-		
Effect size	-	-0.07	-0.31	-	-0.17	-0.40	-	-0.01	-0.25

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Preparing for teaching (including reading student papers and grading)									
None	13.0%	4.5%	2.6%	11.8%	4.4%	3.0%	13.8%	4.7%	1.9%
1-4	6.5%	7.6%	7.7%	11.8%	8.9%	7.9%	3.4%	5.9%	7.4%
5-8	15.2%	21.6%	22.2%	17.6%	23.7%	23.6%	13.8%	18.9%	20.3%
9-12	23.9%	24.0%	24.1%	29.4%	24.7%	25.4%	20.7%	23.2%	22.5%
13-16	17.4%	18.4%	18.3%	17.6%	18.6%	16.6%	17.2%	18.3%	20.5%
17-20	15.2%	13.4%	12.4%	11.8%	11.7%	11.3%	17.2%	15.5%	13.9%
21+	8.7%	10.3%	12.7%	0.0%	7.9%	12.2%	13.8%	13.5%	13.5%
Total(n)	46	1,992	3,636	17	1,083	1,965	29	909	1,671
Mean	4.07	4.26	4.36	3.65	4.11	4.27	4.31	4.45	4.48
Standard deviation	1.79	1.59	1.57	1.54	1.53	1.57	1.91	1.63	1.55
Significance	-			-			-		
Effect size	-	-0.12	-0.18	-	-0.30	-0.39	-	-0.09	-0.11
During the present term, how many hours per week on average do you actually spend on each of the following activities?									
Advising and counseling of students									
None	8.9%	4.3%	4.0%	5.9%	4.3%	3.7%	10.7%	4.2%	4.4%
1-4	46.7%	57.0%	58.2%	52.9%	61.3%	63.2%	42.9%	51.3%	51.6%
5-8	26.7%	27.7%	27.0%	29.4%	26.5%	26.2%	25.0%	29.3%	28.0%
9-12	6.7%	7.8%	6.7%	5.9%	6.0%	4.9%	7.1%	10.1%	9.2%
13-16	11.1%	1.9%	2.5%	5.9%	1.3%	1.3%	14.3%	2.7%	3.9%
17-20	0.0%	0.8%	1.0%	0.0%	0.4%	0.4%	0.0%	1.4%	1.9%
21+	0.0%	0.6%	0.6%	0.0%	0.3%	0.3%	0.0%	1.0%	0.9%
Total(n)	45	1,986	3,631	17	1,079	1,962	28	907	1,669
Mean	2.64	2.51	2.51	2.53	2.41	2.40	2.71	2.64	2.66
Standard deviation	1.11	0.90	0.92	0.94	0.79	0.78	1.21	1.02	1.07
Significance	-			-			-		
Effect size	-	0.14	0.14	-	0.15	0.17	-	0.07	0.05
Committee work and meetings									
None	6.7%	7.0%	7.5%	5.9%	7.6%	9.5%	7.1%	6.2%	4.8%
1-4	55.6%	62.1%	66.7%	58.8%	63.0%	67.8%	53.6%	60.8%	65.2%
5-8	26.7%	24.3%	19.4%	29.4%	23.8%	17.0%	25.0%	25.0%	22.5%
9-12	4.4%	4.1%	4.1%	5.9%	3.5%	3.4%	3.6%	4.9%	4.9%
13-16	2.2%	1.5%	1.4%	0.0%	1.3%	1.3%	3.6%	1.7%	1.5%
17-20	2.2%	0.5%	0.7%	0.0%	0.3%	0.6%	3.6%	0.8%	0.7%
21+	2.2%	0.5%	0.4%	0.0%	0.4%	0.4%	3.6%	0.6%	0.4%
Total(n)	45	1,986	3,633	17	1,080	1,963	28	906	1,670
Mean	2.56	2.34	2.29	2.35	2.30	2.23	2.68	2.40	2.37
Standard deviation	1.16	0.83	0.82	0.70	0.79	0.81	1.36	0.88	0.82
Significance	-		*	-			-		
Effect size	-	0.27	0.33	-	0.06	0.15	-	0.32	0.38
During the present term, how many hours per week on average do you actually spend on each of the following activities?Other administration									
None	20.0%	26.2%	25.2%	6.3%	27.8%	25.8%	27.6%	24.1%	24.4%
1-4	35.6%	44.4%	42.5%	50.0%	43.3%	43.1%	27.6%	45.9%	41.8%
5-8	17.8%	15.1%	15.9%	18.8%	15.2%	17.5%	17.2%	15.0%	13.8%
9-12	11.1%	6.4%	7.8%	6.3%	6.0%	5.9%	13.8%	7.0%	10.4%
13-16	4.4%	3.3%	3.4%	0.0%	3.4%	3.2%	6.9%	3.1%	3.7%
17-20	2.2%	1.8%	1.8%	0.0%	1.4%	1.9%	3.4%	2.2%	1.6%
21+	8.9%	2.8%	3.4%	18.8%	2.9%	2.7%	3.4%	2.5%	4.4%
Total(n)	45	1,953	3,575	16	1,061	1,929	29	892	1,646
Mean	2.87	2.32	2.41	3.19	2.30	2.34	2.69	2.36	2.49

Standard deviation	1.77	1.35	1.41	2.01	1.36	1.35	1.63	1.35	1.49
Significance	-	**	*	-	*	*	-		
Effect size	-	0.41	0.33	-	0.65	0.63	-	0.24	0.13
Research and scholarly writing None	35.7%	20.6%	30.0%	37.5%	20.3%	29.2%	34.6%	21.1%	30.9%
1-4	40.5%	42.6%	42.3%	25.0%	38.2%	39.6%	50.0%	48.5%	46.0%
5-8	16.7%	19.9%	15.8%	31.3%	21.4%	17.0%	7.7%	17.9%	14.3%
9-12	2.4%	7.0%	6.2%	6.3%	8.1%	7.6%	0.0%	5.5%	4.3%
13-16	2.4%	3.7%	2.7%	0.0%	4.4%	3.2%	3.8%	2.7%	2.0%
17-20	0.0%	2.1%	1.4%	0.0%	2.9%	1.5%	0.0%	1.1%	1.2%
21+	2.4%	4.0%	1.6%	0.0%	4.7%	1.9%	3.8%	3.2%	1.3%
Total(n)	42	1,978	3,619	16	1,078	1,958	26	900	1,661
Mean	2.05	2.53	2.20	2.06	2.65	2.28	2.04	2.36	2.09
Standard deviation	1.21	1.44	1.24	1.00	1.53	1.30	1.34	1.30	1.15
Significance	-	*		-			-		
Effect size	-	-0.33	-0.12	-	-0.39	-0.17	-	-0.25	-0.04
During the present term, how many hours per week on average do you actually spend on each of the following activities?									
Other creative products/performances None	72.7%	72.8%	71.4%	64.7%	70.2%	69.5%	77.8%	76.2%	73.8%
1-4	13.6%	15.2%	17.3%	23.5%	15.9%	17.0%	7.4%	14.3%	17.6%
5-8	6.8%	6.7%	6.8%	5.9%	7.8%	7.9%	7.4%	5.1%	5.2%
9-12	4.5%	2.5%	2.3%	5.9%	3.0%	2.9%	3.7%	1.8%	1.6%
13-16	0.0%	0.9%	1.0%	0.0%	1.2%	1.2%	0.0%	0.7%	0.7%
17-20	0.0%	0.7%	0.6%	0.0%	0.4%	0.6%	0.0%	1.0%	0.6%
21+	2.3%	1.2%	0.7%	0.0%	1.4%	0.9%	3.7%	1.0%	0.4%
Total(n)	44	1,954	3,562	17	1,056	1,914	27	898	1,648
Mean	1.55	1.51	1.49	1.53	1.56	1.55	1.56	1.43	1.41
Standard deviation	1.17	1.07	0.98	0.87	1.11	1.05	1.34	1.02	0.88
Significance	-			-			-		
Effect size	-	0.04	0.06	-	-0.03	-0.02	-	0.13	0.17
Community or public service None	52.3%	42.2%	36.3%	41.2%	45.0%	38.9%	59.3%	38.6%	32.8%
1-4	47.7%	47.1%	50.5%	58.8%	43.3%	48.0%	40.7%	52.2%	53.7%
5-8	0.0%	7.4%	9.6%	0.0%	8.7%	9.3%	0.0%	5.8%	10.1%
9-12	0.0%	2.0%	2.0%	0.0%	1.8%	2.1%	0.0%	2.3%	1.9%
13-16	0.0%	0.7%	0.9%	0.0%	0.6%	1.3%	0.0%	0.7%	0.4%
17-20	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.3%	0.3%
21+	0.0%	0.1%	0.4%	0.0%	0.2%	0.1%	0.0%	0.1%	0.8%
Total(n)	44	1,972	3,599	17	1,069	1,937	27	903	1,662
Mean	1.48	1.73	1.83	1.59	1.72	1.80	1.41	1.75	1.87
Standard deviation	0.51	0.81	0.86	0.51	0.84	0.84	0.50	0.78	0.88
Significance	-	*	**	-			-	*	**
Effect size	-	-0.31	-0.41	-	-0.15	-0.25	-	-0.44	-0.52
During the present term, how many hours per week on average do you actually spend on each of the following activities?Outside consulting/freelance work									
None	79.5%	74.6%	76.4%	82.4%	72.2%	76.5%	77.8%	77.8%	76.4%
1-4	18.2%	18.4%	17.5%	17.6%	19.6%	16.9%	18.5%	16.9%	18.3%
5-8	0.0%	4.7%	3.9%	0.0%	5.3%	4.4%	0.0%	3.8%	3.2%
9-12	0.0%	1.2%	1.5%	0.0%	1.8%	1.7%	0.0%	0.4%	1.2%
13-16	2.3%	0.4%	0.4%	0.0%	0.4%	0.3%	3.7%	0.5%	0.5%
17-20	0.0%	0.3%	0.1%	0.0%	0.4%	0.1%	0.0%	0.2%	0.2%
21+	0.0%	0.4%	0.1%	0.0%	0.3%	0.1%	0.0%	0.5%	0.2%
Total(n)	44	1,949	3,558	17	1,058	1,917	27	891	1,641
Mean	1.27	1.37	1.33	1.18	1.41	1.33	1.33	1.31	1.32
Standard deviation	0.69	0.79	0.71	0.39	0.81	0.70	0.83	0.75	0.71
Significance	-			-			-		
Effect size	-	-0.13	-0.08	-	-0.28	-0.21	-	0.03	0.01

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Household/childcare duties None	19.0%	10.4%	11.7%	20.0%	13.2%	14.2%	18.5%	6.7%	8.4%
1-4	19.0%	16.9%	16.4%	20.0%	18.1%	19.5%	18.5%	15.3%	12.3%
5-8	14.3%	22.7%	22.4%	13.3%	23.4%	21.0%	14.8%	21.7%	24.3%
9-12	23.8%	16.6%	17.3%	13.3%	16.9%	17.8%	29.6%	16.1%	16.6%
13-16	16.7%	9.3%	9.7%	26.7%	8.7%	11.2%	11.1%	10.1%	7.7%
17-20	4.8%	7.4%	6.6%	0.0%	6.8%	6.1%	7.4%	8.2%	7.2%
21+	2.4%	16.8%	15.9%	6.7%	12.9%	10.1%	0.0%	22.0%	23.5%
Total(n)	42	1,958	3,578	15	1,062	1,931	27	896	1,647
Mean	3.24	3.87	3.80	3.33	3.62	3.51	3.19	4.20	4.19
Standard deviation	1.64	1.93	1.92	1.84	1.88	1.82	1.55	1.95	1.99
Significance	-	*		-			-	**	**
Effect size	-	-0.33	-0.29	-	-0.15	-0.10	-	-0.52	-0.50
During the present term, how many hours per week on average do you actually spend on each of the following activities?Other employment, outside of academia None	93.2%	90.1%	86.2%	94.1%	89.3%	86.7%	92.6%	91.0%	85.5%
1-4	6.8%	5.6%	6.4%	5.9%	5.8%	6.5%	7.4%	5.3%	6.3%
5-8	0.0%	2.6%	3.1%	0.0%	2.9%	3.2%	0.0%	2.2%	2.9%
9-12	0.0%	1.1%	1.8%	0.0%	1.3%	1.5%	0.0%	0.9%	2.3%
13-16	0.0%	0.2%	0.6%	0.0%	0.2%	0.6%	0.0%	0.2%	0.5%
17-20	0.0%	0.0%	1.0%	0.0%	0.1%	0.6%	0.0%	0.0%	1.5%
21+	0.0%	0.4%	0.9%	0.0%	0.4%	0.8%	0.0%	0.3%	1.1%
Total(n)	44	1,946	3,557	17	1,056	1,919	27	890	1,638
Mean	1.07	1.18	1.31	1.06	1.19	1.28	1.07	1.15	1.35
Standard deviation	0.25	0.64	0.96	0.24	0.68	0.89	0.27	0.59	1.05
Significance	-			-			-		
Effect size	-	-0.17	-0.25	-	-0.19	-0.25	-	-0.14	-0.27
Indicate the extent to which you agree or disagree with each of the following: It is primarily up to individual students whether they succeed in my courses									
Agree strongly	37.5%	31.3%	35.4%	41.2%	34.7%	37.9%	34.8%	26.9%	31.9%
Agree somewhat	42.5%	57.6%	55.5%	41.2%	55.5%	54.2%	43.5%	60.3%	57.3%
Disagree somewhat	20.0%	9.9%	7.9%	17.6%	9.0%	6.7%	21.7%	11.2%	9.5%
Disagree strongly	0.0%	1.2%	1.3%	0.0%	0.8%	1.3%	0.0%	1.6%	1.3%
Total(n)	40	1,832	3,339	17	988	1,798	23	844	1,541
Mean	3.18	3.19	3.25	3.24	3.24	3.29	3.13	3.13	3.20
Standard deviation	0.75	0.65	0.65	0.75	0.64	0.64	0.76	0.65	0.65
Significance	-			-			-		
Effect size	-	-0.02	-0.11	-	0.00	-0.08	-	0.00	-0.11
I try to dispel perceptions of competition									
Agree strongly	39.0%	31.1%	31.5%	41.2%	26.8%	27.6%	37.5%	36.6%	36.6%
Agree somewhat	41.5%	47.0%	44.5%	47.1%	47.7%	44.2%	37.5%	46.1%	44.9%
Disagree somewhat	14.6%	18.4%	20.2%	5.9%	21.1%	22.9%	20.8%	15.0%	16.6%
Disagree strongly	4.9%	3.5%	3.8%	5.9%	4.4%	5.2%	4.2%	2.3%	1.9%
Total(n)	41	1,819	3,306	17	980	1,780	24	839	1,526
Mean	3.15	3.06	3.04	3.24	2.97	2.94	3.08	3.17	3.16
Standard deviation	0.85	0.79	0.82	0.83	0.81	0.84	0.88	0.76	0.76
Significance	-			-			-		
Effect size	-	0.11	0.13	-	0.33	0.36	-	-0.12	-0.11
Indicate the extent to which you agree or disagree with each of the following:I encourage all students to approach me for help Agree strongly	97.6%	94.0%	94.2%	94.1%	93.1%	92.5%	100.0%	95.1%	96.5%
Agree somewhat	2.4%	5.8%	5.6%	5.9%	6.7%	7.3%	0.0%	4.7%	3.3%
Disagree somewhat	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.3%	0.1%

Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	41	1,833	3,339	17	987	1,794	24	846	1,545
Mean	3.98	3.94	3.94	3.94	3.93	3.92	4.00	3.95	3.96
Standard deviation	0.16	0.25	0.24	0.24	0.26	0.28	0.00	0.23	0.19
Significance	-			-			-		
Effect size	-	0.16	0.17	-	0.04	0.07	-	0.22	0.21
Most students are well-prepared for the difficulty of the courses I teach									
Agree strongly	15.4%	13.5%	8.4%	17.6%	12.2%	7.2%	13.6%	15.1%	9.9%
Agree somewhat	38.5%	53.1%	42.9%	29.4%	52.9%	40.1%	45.5%	53.4%	46.6%
Disagree somewhat	38.5%	29.2%	41.5%	41.2%	29.1%	43.7%	36.4%	29.3%	38.5%
Disagree strongly	7.7%	4.2%	7.2%	11.8%	5.8%	9.0%	4.5%	2.2%	4.9%
Total(n)	39	1,835	3,342	17	988	1,797	22	847	1,545
Mean	2.62	2.76	2.52	2.53	2.71	2.46	2.68	2.81	2.62
Standard deviation	0.85	0.73	0.75	0.94	0.75	0.76	0.78	0.70	0.73
Significance	-			-			-		
Effect size	-	-0.19	0.13	-	-0.24	0.09	-	-0.19	0.08
In my classroom, there is no such thing as a question that is too elementary									
Agree strongly	55.0%	59.9%	65.6%	47.1%	57.9%	61.3%	60.9%	62.5%	71.1%
Agree somewhat	27.5%	32.1%	27.8%	29.4%	33.5%	30.6%	26.1%	30.2%	24.1%
Disagree somewhat	12.5%	7.2%	6.1%	17.6%	7.3%	7.1%	8.7%	7.0%	4.6%
Disagree strongly	5.0%	0.8%	0.6%	5.9%	1.2%	0.9%	4.3%	0.3%	0.2%
Total(n)	40	1,838	3,343	17	990	1,798	23	848	1,545
Mean	3.33	3.51	3.58	3.18	3.48	3.52	3.43	3.55	3.66
Standard deviation	0.89	0.66	0.63	0.95	0.68	0.67	0.84	0.64	0.57
Significance	-		*	-		*	-		
Effect size	-	-0.27	-0.40	-	-0.44	-0.51	-	-0.19	-0.40
All students have the potential to excel in my courses									
Agree strongly	47.5%	53.0%	53.9%	41.2%	47.2%	44.8%	52.2%	60.4%	65.9%
Agree somewhat	40.0%	35.6%	33.9%	41.2%	38.0%	38.9%	39.1%	32.5%	27.2%
Disagree somewhat	12.5%	10.1%	10.6%	17.6%	12.8%	14.0%	8.7%	6.6%	6.1%
Disagree strongly	0.0%	1.4%	1.6%	0.0%	2.0%	2.3%	0.0%	0.5%	0.7%
Total(n)	40	1,836	3,341	17	988	1,796	23	848	1,545
Mean	3.35	3.40	3.40	3.24	3.30	3.26	3.43	3.53	3.58
Standard deviation	0.70	0.72	0.74	0.75	0.77	0.78	0.66	0.64	0.64
Significance	-			-			-		
Effect size	-	-0.07	-0.07	-	-0.08	-0.03	-	-0.16	-0.23
Indicate the extent to which you agree or disagree with each of the following: The amount of material that is required for my courses poses a substantial challenge to students									
Agree strongly	7.7%	22.2%	20.5%	5.9%	22.6%	20.0%	9.1%	21.7%	21.1%
Agree somewhat	48.7%	46.8%	52.0%	52.9%	46.4%	54.2%	45.5%	47.2%	49.2%
Disagree somewhat	41.0%	27.7%	24.5%	41.2%	27.5%	22.6%	40.9%	28.0%	27.1%
Disagree strongly	2.6%	3.3%	3.0%	0.0%	3.5%	3.2%	4.5%	3.1%	2.6%
Total(n)	39	1,829	3,333	17	985	1,793	22	844	1,540
Mean	2.62	2.88	2.90	2.65	2.88	2.91	2.59	2.88	2.89
Standard deviation	0.67	0.78	0.75	0.61	0.79	0.74	0.73	0.78	0.76
Significance	-	*	*	-			-		
Effect size	-	-0.33	-0.37	-	-0.29	-0.35	-	-0.37	-0.39
Students are often overwhelmed by the pace of my courses									
Agree strongly	0.0%	6.6%	6.1%	0.0%	7.7%	5.8%	0.0%	5.1%	6.5%
Agree somewhat	37.5%	34.3%	40.1%	35.3%	35.4%	40.6%	39.1%	32.8%	39.4%
Disagree somewhat	47.5%	50.3%	46.1%	47.1%	49.0%	45.9%	47.8%	51.9%	46.4%
Disagree strongly	15.0%	8.9%	7.8%	17.6%	7.9%	7.8%	13.0%	10.1%	7.7%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	40	1,827	3,329	17	985	1,791	23	842	1,538
Mean	2.23	2.39	2.45	2.18	2.43	2.44	2.26	2.33	2.45
Standard deviation	0.70	0.74	0.72	0.73	0.75	0.72	0.69	0.72	0.73
Significance	-			-			-		
Effect size	-	-0.22	-0.31	-	-0.33	-0.36	-	-0.10	-0.26
Most students learn best when they do their assignments on their own									
Agree strongly	5.0%	11.3%	11.8%	0.0%	12.8%	13.0%	8.7%	9.3%	10.3%
Agree somewhat	27.5%	39.7%	41.9%	23.5%	42.3%	42.9%	30.4%	36.4%	40.5%
Disagree somewhat	52.5%	43.3%	39.4%	52.9%	39.8%	36.1%	52.2%	47.8%	43.9%
Disagree strongly	15.0%	5.7%	6.9%	23.5%	5.1%	8.1%	8.7%	6.4%	5.3%
Total(n)	40	1,824	3,326	17	981	1,790	23	843	1,536
Mean	2.23	2.57	2.59	2.00	2.63	2.61	2.39	2.49	2.56
Standard deviation	0.77	0.76	0.79	0.71	0.77	0.81	0.78	0.75	0.75
Significance	-	**	**	-	***	**	-		
Effect size	-	-0.45	-0.46	-	-0.82	-0.75	-	-0.13	-0.23
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: Faculty are interested in students' personal problems									
Agree strongly	39.0%	34.7%	36.2%	41.2%	34.3%	35.1%	37.5%	35.1%	37.6%
Agree somewhat	56.1%	54.3%	54.5%	58.8%	53.6%	56.8%	54.2%	55.1%	51.6%
Disagree somewhat	4.9%	9.3%	8.2%	0.0%	9.7%	6.7%	8.3%	8.8%	10.3%
Disagree strongly	0.0%	1.8%	1.0%	0.0%	2.4%	1.4%	0.0%	1.1%	0.6%
Total(n)	41	1,802	3,286	17	969	1,766	24	833	1,520
Mean	3.34	3.22	3.26	3.41	3.20	3.26	3.29	3.24	3.26
Standard deviation	0.57	0.68	0.65	0.51	0.70	0.64	0.62	0.65	0.66
Significance	-			-			-		
Effect size	-	0.18	0.12	-	0.30	0.23	-	0.08	0.05
Racial and ethnic diversity should be more strongly reflected in the curriculum									
Agree strongly	39.0%	14.2%	14.5%	35.3%	14.1%	12.2%	41.7%	14.4%	17.5%
Agree somewhat	56.1%	49.3%	46.2%	58.8%	47.8%	49.1%	54.2%	51.2%	42.4%
Disagree somewhat	4.9%	29.2%	32.9%	5.9%	31.3%	33.0%	4.2%	26.5%	32.8%
Disagree strongly	0.0%	7.3%	6.4%	0.0%	6.7%	5.6%	0.0%	7.9%	7.3%
Total(n)	41	1,790	3,258	17	963	1,749	24	827	1,509
Mean	3.34	2.70	2.69	3.29	2.69	2.68	3.38	2.72	2.70
Standard deviation	0.57	0.80	0.79	0.59	0.79	0.76	0.58	0.81	0.84
Significance	-	***	***	-	**	***	-	***	***
Effect size	-	0.80	0.82	-	0.76	0.80	-	0.81	0.81
Most students are well-prepared academically									
Agree strongly	7.3%	20.2%	9.3%	11.8%	19.2%	8.9%	4.2%	21.4%	9.9%
Agree somewhat	63.4%	54.9%	43.5%	64.7%	56.5%	42.8%	62.5%	52.8%	44.4%
Disagree somewhat	26.8%	22.5%	37.0%	23.5%	21.2%	34.9%	29.2%	24.3%	39.8%
Disagree strongly	2.4%	2.4%	10.2%	0.0%	3.1%	13.4%	4.2%	1.5%	5.9%
Total(n)	41	1,812	3,297	17	978	1,778	24	834	1,519
Mean	2.76	2.93	2.52	2.88	2.92	2.47	2.67	2.94	2.58
Standard deviation	0.62	0.72	0.80	0.60	0.72	0.83	0.64	0.72	0.75
Significance	-			-		*	-		
Effect size	-	-0.24	0.30	-	-0.06	0.49	-	-0.38	0.12
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: This institution has effective hiring practices and policies that increase faculty diversity									
Agree strongly	15.0%	13.0%	13.6%	23.5%	13.6%	13.5%	8.7%	12.3%	13.7%
Agree somewhat	62.5%	44.0%	42.7%	58.8%	46.1%	44.9%	65.2%	41.2%	39.7%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Disagree somewhat	20.0%	30.1%	31.8%	17.6%	28.2%	32.4%	21.7%	32.6%	31.0%
Disagree strongly	2.5%	12.8%	12.0%	0.0%	12.1%	9.2%	4.3%	13.8%	15.6%
Total(n)	40	1,792	3,265	17	965	1,754	23	827	1,511
Mean	2.90	2.57	2.58	3.06	2.61	2.63	2.78	2.52	2.52
Standard deviation	0.67	0.87	0.87	0.66	0.87	0.83	0.67	0.88	0.91
Significance	-	*	*	-	*	*	-		
Effect size	-	0.38	0.37	-	0.52	0.52	-	0.30	0.29
Student Affairs staff have the support and respect of faculty									
Agree strongly	24.4%	32.7%	28.5%	17.6%	31.0%	25.6%	29.2%	35.0%	32.2%
Agree somewhat	46.3%	49.3%	50.8%	52.9%	51.0%	51.8%	41.7%	47.1%	49.6%
Disagree somewhat	24.4%	15.5%	17.1%	23.5%	14.8%	19.7%	25.0%	16.5%	13.8%
Disagree strongly	4.9%	2.5%	3.6%	5.9%	3.3%	3.0%	4.2%	1.4%	4.4%
Total(n)	41	1,790	3,269	17	965	1,759	24	825	1,510
Mean	2.90	3.12	3.04	2.82	3.10	3.00	2.96	3.16	3.10
Standard deviation	0.83	0.75	0.77	0.81	0.76	0.76	0.86	0.74	0.79
Significance	-			-			-		
Effect size	-	-0.29	-0.18	-	-0.37	-0.24	-	-0.27	-0.18
Faculty are committed to the welfare of this institution									
Agree strongly	78.0%	63.0%	59.1%	76.5%	60.3%	57.6%	79.2%	66.5%	61.1%
Agree somewhat	19.5%	30.9%	35.0%	23.5%	33.5%	36.3%	16.7%	27.6%	33.4%
Disagree somewhat	2.4%	5.2%	5.1%	0.0%	5.2%	5.3%	4.2%	5.2%	4.9%
Disagree strongly	0.0%	0.9%	0.8%	0.0%	1.0%	0.8%	0.0%	0.7%	0.7%
Total(n)	41	1,814	3,301	17	979	1,778	24	835	1,523
Mean	3.76	3.56	3.52	3.76	3.53	3.51	3.75	3.60	3.55
Standard deviation	0.49	0.64	0.63	0.44	0.64	0.63	0.53	0.62	0.62
Significance	-	*	*	-			-		
Effect size	-	0.31	0.38	-	0.36	0.40	-	0.24	0.32
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
Faculty here are strongly interested in the academic problems of undergraduates									
Agree strongly	67.5%	61.3%	57.0%	62.5%	58.4%	54.9%	70.8%	65.1%	59.9%
Agree somewhat	25.0%	33.1%	38.3%	37.5%	36.0%	41.0%	16.7%	29.4%	34.8%
Disagree somewhat	7.5%	4.8%	4.2%	0.0%	4.7%	3.6%	12.5%	5.0%	5.0%
Disagree strongly	0.0%	0.7%	0.5%	0.0%	0.9%	0.5%	0.0%	0.5%	0.3%
Total(n)	40	1,805	3,287	16	972	1,769	24	833	1,518
Mean	3.60	3.55	3.52	3.63	3.52	3.50	3.58	3.59	3.54
Standard deviation	0.63	0.62	0.60	0.50	0.63	0.59	0.72	0.61	0.61
Significance	-			-			-		
Effect size	-	0.08	0.13	-	0.17	0.22	-	-0.02	0.07
There is a lot of campus racial conflict here									
Agree strongly	0.0%	5.0%	2.3%	0.0%	3.3%	1.5%	0.0%	7.0%	3.3%
Agree somewhat	29.3%	19.2%	10.1%	17.6%	14.8%	6.9%	37.5%	24.9%	14.2%
Disagree somewhat	41.5%	42.7%	37.4%	52.9%	43.7%	36.5%	33.3%	41.3%	38.5%
Disagree strongly	29.3%	33.1%	50.3%	29.4%	38.1%	55.1%	29.2%	26.7%	44.0%
Total(n)	41	1,803	3,285	17	972	1,771	24	831	1,514
Mean	2.00	1.96	1.64	1.88	1.83	1.55	2.08	2.12	1.77
Standard deviation	0.77	0.85	0.75	0.70	0.80	0.69	0.83	0.88	0.81
Significance	-		**	-		*	-		
Effect size	-	0.05	0.48	-	0.06	0.48	-	-0.05	0.38
My research is valued by faculty in my department									
Agree strongly	33.3%	38.8%	34.0%	41.2%	40.5%	36.1%	27.3%	36.7%	31.3%
Agree somewhat	41.0%	39.1%	44.3%	47.1%	38.8%	43.3%	36.4%	39.4%	45.8%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Disagree somewhat	17.9%	16.3%	16.0%	5.9%	15.1%	15.4%	27.3%	17.9%	16.8%
Disagree strongly	7.7%	5.8%	5.7%	5.9%	5.6%	5.3%	9.1%	6.1%	6.1%
Total(n)	39	1,773	3,221	17	955	1,746	22	818	1,475
Mean	3.00	3.11	3.07	3.24	3.14	3.10	2.82	3.07	3.02
Standard deviation	0.92	0.88	0.85	0.83	0.87	0.85	0.96	0.89	0.85
Significance	-			-			-		
Effect size	-	-0.13	-0.08	-	0.11	0.16	-	-0.28	-0.24
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
My teaching is valued by faculty in my department									
Agree strongly	74.4%	62.7%	66.1%	76.5%	61.9%	64.5%	72.7%	63.6%	68.2%
Agree somewhat	23.1%	26.8%	26.9%	23.5%	28.2%	28.3%	22.7%	25.0%	25.0%
Disagree somewhat	2.6%	6.8%	4.9%	0.0%	6.7%	5.0%	4.5%	7.0%	4.6%
Disagree strongly	0.0%	3.7%	2.2%	0.0%	3.2%	2.2%	0.0%	4.4%	2.2%
Total(n)	39	1,803	3,292	17	969	1,773	22	834	1,519
Mean	3.72	3.48	3.57	3.76	3.49	3.55	3.68	3.48	3.59
Standard deviation	0.51	0.78	0.69	0.44	0.76	0.69	0.57	0.81	0.68
Significance	-			-			-		
Effect size	-	0.31	0.22	-	0.36	0.30	-	0.25	0.13
My service is valued by faculty in my department									
Agree strongly	52.5%	49.6%	50.1%	41.2%	49.6%	48.3%	60.9%	49.7%	52.4%
Agree somewhat	35.0%	33.8%	36.2%	52.9%	35.6%	36.5%	21.7%	31.4%	35.8%
Disagree somewhat	5.0%	11.9%	9.9%	5.9%	10.9%	11.5%	4.3%	13.2%	7.8%
Disagree strongly	7.5%	4.7%	3.9%	0.0%	3.9%	3.8%	13.0%	5.6%	4.0%
Total(n)	40	1,796	3,282	17	965	1,767	23	831	1,515
Mean	3.33	3.28	3.32	3.35	3.31	3.29	3.30	3.25	3.37
Standard deviation	0.89	0.85	0.81	0.61	0.82	0.81	1.06	0.89	0.79
Significance	-			-			-		
Effect size	-	0.06	0.01	-	0.05	0.07	-	0.06	-0.09
Faculty are sufficiently involved in campus decision making									
Agree strongly	65.0%	21.9%	16.8%	76.5%	21.7%	15.9%	56.5%	22.2%	17.9%
Agree somewhat	27.5%	42.3%	42.8%	23.5%	42.2%	43.7%	30.4%	42.4%	41.7%
Disagree somewhat	2.5%	21.2%	21.4%	0.0%	20.9%	21.5%	4.3%	21.6%	21.2%
Disagree strongly	5.0%	14.6%	19.0%	0.0%	15.3%	18.9%	8.7%	13.8%	19.2%
Total(n)	40	1,801	3,286	17	969	1,768	23	832	1,518
Mean	3.53	2.71	2.57	3.76	2.70	2.57	3.35	2.73	2.58
Standard deviation	0.78	0.97	0.98	0.44	0.97	0.97	0.93	0.96	0.99
Significance	-	***	***	-	***	***	-	**	***
Effect size	-	0.85	0.98	-	1.09	1.23	-	0.65	0.78
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:									
This institution takes responsibility for educating underprepared students									
Agree strongly	15.0%	13.4%	16.7%	23.5%	15.7%	16.2%	8.7%	10.5%	17.3%
Agree somewhat	45.0%	44.3%	50.1%	52.9%	45.0%	53.5%	39.1%	43.3%	45.7%
Disagree somewhat	30.0%	33.2%	24.9%	17.6%	31.3%	22.5%	39.1%	35.7%	28.0%
Disagree strongly	10.0%	9.1%	8.3%	5.9%	8.0%	7.8%	13.0%	10.5%	9.1%
Total(n)	40	1,778	3,258	17	960	1,759	23	818	1,499
Mean	2.65	2.62	2.75	2.94	2.68	2.78	2.43	2.54	2.71
Standard deviation	0.86	0.83	0.83	0.83	0.83	0.81	0.84	0.82	0.86
Significance	-			-			-		
Effect size	-	0.04	-0.12	-	0.31	0.20	-	-0.13	-0.33

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
The criteria for advancement and promotion decisions are clear									
Agree strongly	37.5%	30.7%	23.8%	23.5%	33.3%	25.7%	47.8%	27.3%	21.3%
Agree somewhat	45.0%	42.0%	42.9%	64.7%	42.7%	41.2%	30.4%	41.2%	45.0%
Disagree somewhat	15.0%	17.6%	21.5%	11.8%	15.0%	22.6%	17.4%	20.9%	20.1%
Disagree strongly	2.5%	9.7%	11.9%	0.0%	9.0%	10.5%	4.3%	10.6%	13.6%
Total(n)	40	1,797	3,276	17	967	1,764	23	830	1,512
Mean	3.18	2.94	2.79	3.12	3.00	2.82	3.22	2.85	2.74
Standard deviation	0.78	0.93	0.94	0.60	0.92	0.93	0.90	0.94	0.94
Significance	-		**	-			-		*
Effect size	-	0.26	0.41	-	0.13	0.32	-	0.39	0.51
Most of the students I teach lack the basic skills for college level work									
Agree strongly	5.0%	3.3%	5.6%	0.0%	3.7%	4.2%	8.7%	2.8%	7.3%
Agree somewhat	17.5%	12.3%	27.8%	17.6%	11.6%	28.3%	17.4%	13.2%	27.2%
Disagree somewhat	35.0%	45.0%	46.3%	29.4%	45.0%	47.2%	39.1%	45.0%	45.1%
Disagree strongly	42.5%	39.4%	20.3%	52.9%	39.8%	20.2%	34.8%	39.0%	20.4%
Total(n)	40	1,807	3,296	17	971	1,773	23	836	1,523
Mean	1.85	1.79	2.19	1.65	1.79	2.17	2.00	1.80	2.21
Standard deviation	0.89	0.78	0.82	0.79	0.79	0.79	0.95	0.77	0.85
Significance	-		**	-		**	-		
Effect size	-	0.08	-0.41	-	-0.18	-0.66	-	0.26	-0.25
There is adequate support for faculty development									
Agree strongly	35.0%	19.9%	14.8%	35.3%	19.3%	13.2%	34.8%	20.7%	16.8%
Agree somewhat	52.5%	43.6%	42.4%	52.9%	45.2%	43.6%	52.2%	41.6%	40.9%
Disagree somewhat	7.5%	23.3%	26.9%	11.8%	21.9%	27.8%	4.3%	25.0%	25.8%
Disagree strongly	5.0%	13.2%	15.8%	0.0%	13.5%	15.3%	8.7%	12.7%	16.5%
Total(n)	40	1,799	3,286	17	968	1,767	23	831	1,519
Mean	3.18	2.70	2.56	3.24	2.70	2.55	3.13	2.70	2.58
Standard deviation	0.78	0.93	0.93	0.66	0.93	0.90	0.87	0.94	0.95
Significance	-	**	***	-	*	**	-	*	**
Effect size	-	0.52	0.67	-	0.58	0.77	-	0.46	0.58
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: This institution successfully educates students in remedial/developmental education									
Agree strongly	7.5%	9.9%	10.5%	11.8%	10.2%	10.0%	4.3%	9.6%	11.3%
Agree somewhat	45.0%	47.1%	49.4%	58.8%	49.3%	49.0%	34.8%	44.2%	49.9%
Disagree somewhat	37.5%	33.1%	33.7%	23.5%	31.2%	36.0%	47.8%	35.5%	30.6%
Disagree strongly	10.0%	9.9%	6.4%	5.9%	9.3%	5.0%	13.0%	10.7%	8.2%
Total(n)	40	1,758	3,227	17	952	1,746	23	806	1,481
Mean	2.50	2.57	2.64	2.76	2.60	2.64	2.30	2.53	2.64
Standard deviation	0.78	0.80	0.75	0.75	0.79	0.73	0.76	0.81	0.79
Significance	-			-			-		*
Effect size	-	-0.09	-0.19	-	0.20	0.16	-	-0.28	-0.43
Faculty are not prepared to deal with conflict over diversity issues in the classroom									
Agree strongly	5.0%	8.3%	6.8%	5.9%	6.2%	4.6%	4.3%	10.9%	9.6%
Agree somewhat	35.0%	38.7%	36.9%	29.4%	35.0%	34.2%	39.1%	43.4%	40.5%
Disagree somewhat	50.0%	43.2%	44.6%	47.1%	48.0%	47.8%	52.2%	37.1%	40.5%
Disagree strongly	10.0%	9.8%	11.7%	17.6%	10.7%	13.5%	4.3%	8.6%	9.3%
Total(n)	40	1,780	3,255	17	958	1,750	23	822	1,505
Mean	2.35	2.45	2.39	2.24	2.37	2.30	2.43	2.57	2.50

Standard deviation	0.74	0.78	0.78	0.83	0.76	0.76	0.66	0.80	0.79
Significance	-			-			-		
Effect size	-	-0.13	-0.05	-	-0.17	-0.08	-	-0.18	-0.09
Indicate how important you believe each priority listed below is at your college or university:									
To promote the intellectual development of students									
Highest priority	55.3%	44.5%	37.3%	58.8%	44.9%	38.5%	52.4%	43.9%	35.7%
High priority	34.2%	37.7%	42.6%	29.4%	35.7%	41.2%	38.1%	40.3%	44.4%
Medium priority	5.3%	14.9%	17.2%	5.9%	15.8%	16.8%	4.8%	13.7%	17.8%
Low priority	5.3%	2.9%	2.9%	5.9%	3.5%	3.6%	4.8%	2.1%	2.0%
Total(n)	38	1,793	3,267	17	965	1,759	21	828	1,508
Mean	3.39	3.24	3.14	3.41	3.22	3.15	3.38	3.26	3.14
Standard deviation	0.82	0.81	0.80	0.87	0.84	0.82	0.80	0.77	0.77
Significance	-			-			-		
Effect size	-	0.19	0.31	-	0.23	0.32	-	0.16	0.31
Indicate how important you believe each priority listed below is at your college or university:									
To develop a sense of community among students and faculty									
Highest priority	63.2%	22.8%	23.1%	64.7%	20.9%	22.3%	61.9%	25.1%	24.3%
High priority	28.9%	49.2%	50.3%	29.4%	51.4%	49.8%	28.6%	46.4%	50.9%
Medium priority	7.9%	22.0%	21.5%	5.9%	21.5%	23.2%	9.5%	22.7%	19.3%
Low priority	0.0%	6.0%	5.1%	0.0%	6.2%	4.8%	0.0%	5.8%	5.5%
Total(n)	38	1,795	3,277	17	967	1,766	21	828	1,511
Mean	3.55	2.89	2.91	3.59	2.87	2.90	3.52	2.91	2.94
Standard deviation	0.65	0.82	0.80	0.62	0.81	0.80	0.68	0.84	0.81
Significance	-	***	***	-	***	***	-	**	**
Effect size	-	0.80	0.80	-	0.89	0.86	-	0.73	0.72
To facilitate student involvement in community service									
Highest priority	13.5%	12.7%	17.9%	0.0%	10.9%	16.3%	23.8%	15.1%	20.2%
High priority	54.1%	43.8%	47.3%	68.8%	43.0%	47.6%	42.9%	44.8%	47.0%
Medium priority	32.4%	36.5%	30.6%	31.3%	38.2%	31.7%	33.3%	34.4%	29.2%
Low priority	0.0%	7.0%	4.1%	0.0%	7.9%	4.4%	0.0%	5.8%	3.7%
Total(n)	37	1,791	3,271	16	964	1,760	21	827	1,511
Mean	2.81	2.62	2.79	2.69	2.57	2.76	2.90	2.69	2.84
Standard deviation	0.66	0.79	0.78	0.48	0.79	0.77	0.77	0.79	0.78
Significance	-			-			-		
Effect size	-	0.24	0.03	-	0.15	-0.09	-	0.27	0.08
To help students learn how to bring about change in society									
Highest priority	34.2%	14.4%	14.6%	23.5%	11.6%	11.9%	42.9%	18.0%	18.1%
High priority	52.6%	37.1%	37.7%	64.7%	38.2%	37.8%	42.9%	35.7%	37.4%
Medium priority	13.2%	36.2%	35.8%	11.8%	36.6%	37.9%	14.3%	35.7%	33.1%
Low priority	0.0%	12.3%	11.9%	0.0%	13.6%	12.4%	0.0%	10.6%	11.4%
Total(n)	38	1,783	3,262	17	960	1,759	21	823	1,503
Mean	3.21	2.54	2.55	3.12	2.48	2.49	3.29	2.61	2.62
Standard deviation	0.66	0.88	0.88	0.60	0.87	0.86	0.72	0.90	0.91
Significance	-	***	***	-	**	**	-	***	***
Effect size	-	0.76	0.75	-	0.74	0.73	-	0.76	0.74
To increase or maintain institutional prestige									
Highest priority	31.6%	32.6%	18.7%	35.3%	30.1%	15.6%	28.6%	35.8%	22.7%
High priority	50.0%	43.7%	38.7%	47.1%	45.4%	38.6%	52.4%	41.4%	38.8%
Medium priority	13.2%	19.4%	32.1%	17.6%	19.9%	33.5%	9.5%	18.7%	30.3%
Low priority	5.3%	4.4%	10.5%	0.0%	4.6%	12.3%	9.5%	4.1%	8.3%
Total(n)	38	1,790	3,262	17	962	1,755	21	828	1,507
Mean	3.08	3.04	2.65	3.18	3.01	2.58	3.00	3.09	2.76
Standard deviation	0.82	0.83	0.90	0.73	0.83	0.90	0.89	0.84	0.90
Significance	-		**	-		**	-		
Effect size	-	0.05	0.48	-	0.20	0.67	-	-0.11	0.27

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Indicate how important you believe each priority listed below is at your college or university:To hire faculty 'stars'									
Highest priority	0.0%	4.9%	2.2%	0.0%	4.1%	1.6%	0.0%	5.9%	3.0%
High priority	7.9%	14.7%	10.0%	17.6%	14.1%	8.0%	0.0%	15.5%	12.8%
Medium priority	36.8%	34.7%	34.3%	35.3%	33.2%	31.6%	38.1%	36.5%	37.9%
Low priority	55.3%	45.8%	53.5%	47.1%	48.6%	58.8%	61.9%	42.1%	46.4%
Total(n)	38	1,785	3,262	17	963	1,758	21	822	1,504
Mean	1.53	1.79	1.61	1.71	1.74	1.52	1.38	1.85	1.72
Standard deviation	0.65	0.87	0.75	0.77	0.85	0.71	0.50	0.89	0.80
Significance	-			-			-	*	
Effect size	-	-0.30	-0.11	-	-0.04	0.27	-	-0.53	-0.43
To recruit more minority students									
Highest priority	15.8%	9.9%	7.7%	17.6%	9.1%	5.7%	14.3%	10.8%	10.4%
High priority	52.6%	42.4%	37.6%	58.8%	42.3%	37.6%	47.6%	42.6%	37.6%
Medium priority	28.9%	36.4%	40.3%	23.5%	37.0%	42.2%	33.3%	35.7%	37.9%
Low priority	2.6%	11.3%	14.4%	0.0%	11.6%	14.5%	4.8%	10.9%	14.1%
Total(n)	38	1,790	3,267	17	963	1,760	21	827	1,507
Mean	2.82	2.51	2.39	2.94	2.49	2.35	2.71	2.53	2.44
Standard deviation	0.73	0.82	0.82	0.66	0.81	0.79	0.78	0.83	0.86
Significance	-	*	**	-	*	**	-		
Effect size	-	0.38	0.52	-	0.56	0.75	-	0.22	0.31
To enhance the institution's national image									
Highest priority	34.2%	34.6%	18.4%	35.3%	31.5%	15.4%	33.3%	38.6%	22.5%
High priority	55.3%	39.6%	34.3%	52.9%	41.7%	35.8%	57.1%	36.9%	32.3%
Medium priority	7.9%	20.0%	32.3%	11.8%	21.2%	31.1%	4.8%	18.4%	33.8%
Low priority	2.6%	5.8%	15.0%	0.0%	5.5%	17.7%	4.8%	6.1%	11.3%
Total(n)	38	1,785	3,260	17	961	1,758	21	824	1,502
Mean	3.21	3.03	2.56	3.24	2.99	2.49	3.19	3.08	2.66
Standard deviation	0.70	0.88	0.96	0.66	0.87	0.95	0.75	0.90	0.95
Significance	-		***	-		**	-		*
Effect size	-	0.20	0.68	-	0.29	0.79	-	0.12	0.56
To promote gender diversity in the faculty and administration									
Highest priority	25.6%	11.3%	9.2%	29.4%	10.7%	9.0%	22.7%	12.2%	9.5%
High priority	43.6%	34.8%	31.9%	41.2%	39.7%	34.7%	45.5%	28.4%	28.1%
Medium priority	25.6%	37.9%	40.3%	29.4%	36.8%	42.1%	22.7%	39.2%	37.8%
Low priority	5.1%	16.0%	18.6%	0.0%	12.8%	14.2%	9.1%	20.2%	24.6%
Total(n)	39	1,774	3,243	17	956	1,748	22	818	1,495
Mean	2.90	2.41	2.32	3.00	2.48	2.39	2.82	2.33	2.23
Standard deviation	0.85	0.89	0.88	0.79	0.85	0.84	0.91	0.93	0.93
Significance	-	***	***	-	*	**	-	*	**
Effect size	-	0.55	0.66	-	0.61	0.73	-	0.53	0.63
Indicate how important you believe each priority listed below is at your college or university:To promote racial and ethnic diversity in the faculty and administration									
Highest priority	15.4%	10.6%	9.0%	17.6%	10.0%	8.7%	13.6%	11.3%	9.2%
High priority	53.8%	33.4%	30.4%	58.8%	36.5%	32.1%	50.0%	29.4%	28.1%
Medium priority	25.6%	39.2%	40.5%	17.6%	36.8%	41.4%	31.8%	42.4%	39.3%
Low priority	5.1%	16.8%	20.2%	5.9%	16.6%	17.8%	4.5%	17.0%	23.4%
Total(n)	39	1,770	3,233	17	957	1,748	22	813	1,485
Mean	2.79	2.38	2.28	2.88	2.40	2.32	2.73	2.35	2.23
Standard deviation	0.77	0.88	0.89	0.78	0.88	0.86	0.77	0.89	0.91
Significance	-	**	***	-	*	**	-	*	*
Effect size	-	0.47	0.57	-	0.55	0.65	-	0.43	0.55

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
To provide resources for faculty to engage in community-based teaching or research Highest priority	7.7%	5.4%	5.6%	0.0%	3.8%	5.2%	13.6%	7.3%	6.0%
High priority	33.3%	23.2%	19.8%	17.6%	21.7%	17.5%	45.5%	25.2%	22.8%
Medium priority	53.8%	43.7%	44.1%	82.4%	46.2%	46.5%	31.8%	40.6%	40.8%
Low priority	5.1%	27.7%	30.6%	0.0%	28.3%	30.8%	9.1%	26.9%	30.3%
Total(n)	39	1,767	3,231	17	948	1,738	22	819	1,493
Mean	2.44	2.06	2.00	2.18	2.01	1.97	2.64	2.13	2.05
Standard deviation	0.72	0.85	0.85	0.39	0.81	0.83	0.85	0.89	0.88
Significance	-	**	**	-			-	**	**
Effect size	-	0.45	0.52	-	0.21	0.25	-	0.57	0.67
To create and sustain partnerships with surrounding communities Highest priority	7.7%	8.6%	10.1%	0.0%	6.8%	7.8%	13.6%	10.9%	13.2%
High priority	66.7%	36.0%	39.3%	64.7%	33.5%	37.4%	68.2%	39.3%	41.9%
Medium priority	25.6%	44.1%	38.6%	35.3%	46.8%	42.1%	18.2%	40.6%	33.9%
Low priority	0.0%	11.3%	12.0%	0.0%	12.8%	12.8%	0.0%	9.3%	11.0%
Total(n)	39	1,779	3,243	17	958	1,749	22	821	1,494
Mean	2.82	2.42	2.47	2.65	2.34	2.40	2.95	2.52	2.57
Standard deviation	0.56	0.80	0.83	0.49	0.79	0.81	0.58	0.81	0.85
Significance	-	**	**	-			-	*	*
Effect size	-	0.50	0.42	-	0.39	0.31	-	0.53	0.45
Indicate how important you believe each priority listed below is at your college or university:To pursue extramural funding Highest priority	7.7%	8.8%	7.2%	0.0%	8.4%	5.9%	13.6%	9.3%	8.9%
High priority	33.3%	29.5%	25.8%	41.2%	29.5%	24.8%	27.3%	29.6%	27.3%
Medium priority	48.7%	40.9%	38.8%	47.1%	40.6%	40.4%	50.0%	41.2%	36.6%
Low priority	10.3%	20.8%	28.2%	11.8%	21.5%	28.9%	9.1%	19.9%	27.2%
Total(n)	39	1,749	3,199	17	950	1,738	22	799	1,461
Mean	2.38	2.26	2.12	2.29	2.25	2.08	2.45	2.28	2.18
Standard deviation	0.78	0.89	0.90	0.69	0.89	0.88	0.86	0.89	0.93
Significance	-			-			-		
Effect size	-	0.13	0.29	-	0.04	0.24	-	0.19	0.29
To strengthen links with the for-profit sector Highest priority	0.0%	6.9%	5.6%	0.0%	6.5%	4.7%	0.0%	7.3%	6.9%
High priority	18.4%	21.7%	21.8%	17.6%	21.8%	20.5%	19.0%	21.7%	23.7%
Medium priority	23.7%	37.8%	39.5%	17.6%	35.5%	39.6%	28.6%	40.9%	39.4%
Low priority	57.9%	33.6%	33.0%	64.7%	36.2%	35.3%	52.4%	30.2%	30.0%
Total(n)	38	1,769	3,229	17	956	1,744	21	813	1,485
Mean	1.61	2.02	2.00	1.53	1.99	1.95	1.67	2.06	2.07
Standard deviation	0.79	0.91	0.88	0.80	0.92	0.86	0.80	0.90	0.90
Significance	-	**	**	-	*	*	-	*	*
Effect size	-	-0.45	-0.44	-	-0.50	-0.49	-	-0.43	-0.44
To develop leadership ability among students Highest priority	20.5%	20.4%	21.2%	23.5%	18.6%	18.9%	18.2%	22.8%	24.3%
High priority	59.0%	47.5%	47.0%	47.1%	46.2%	47.8%	68.2%	49.3%	45.9%
Medium priority	17.9%	29.2%	26.6%	29.4%	31.5%	27.6%	9.1%	26.2%	25.3%
Low priority	2.6%	2.9%	5.2%	0.0%	3.7%	5.7%	4.5%	1.7%	4.4%
Total(n)	39	1,781	3,251	17	960	1,753	22	821	1,498
Mean	2.97	2.86	2.84	2.94	2.80	2.80	3.00	2.93	2.90
Standard deviation	0.71	0.77	0.81	0.75	0.78	0.81	0.69	0.75	0.81
Significance	-			-			-		
Effect size	-	0.14	0.16	-	0.18	0.17	-	0.09	0.12
Indicate how important you believe each priority listed below is at your college or university:To develop an appreciation for multiculturalism Highest priority	43.6%	14.4%	14.8%	47.1%	12.8%	13.3%	40.9%	16.4%	16.8%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
High priority	46.2%	41.2%	38.2%	41.2%	42.2%	38.0%	50.0%	39.8%	38.5%
Medium priority	10.3%	33.6%	35.5%	11.8%	32.9%	35.9%	9.1%	34.5%	34.9%
Low priority	0.0%	10.9%	11.5%	0.0%	12.0%	12.8%	0.0%	9.3%	9.8%
Total(n)	39	1,782	3,255	17	960	1,755	22	822	1,500
Mean	3.33	2.59	2.56	3.35	2.56	2.52	3.32	2.63	2.62
Standard deviation	0.66	0.86	0.88	0.70	0.86	0.88	0.65	0.86	0.88
Significance	-	***	***	-	***	***	-	***	***
Effect size	-	0.86	0.88	-	0.92	0.94	-	0.80	0.80
To prepare students for the workplace									
Highest priority	23.1%	23.6%	26.7%	23.5%	23.4%	23.6%	22.7%	23.9%	30.9%
High priority	51.3%	50.1%	49.0%	58.8%	51.4%	50.2%	45.5%	48.5%	47.4%
Medium priority	17.9%	23.1%	21.8%	17.6%	21.5%	23.3%	18.2%	25.0%	19.8%
Low priority	7.7%	3.2%	2.4%	0.0%	3.7%	2.9%	13.6%	2.6%	1.9%
Total(n)	39	1,787	3,261	17	964	1,761	22	823	1,500
Mean	2.90	2.94	3.00	3.06	2.95	2.95	2.77	2.94	3.07
Standard deviation	0.85	0.77	0.76	0.66	0.77	0.76	0.97	0.77	0.76
Significance	-			-			-		
Effect size	-	-0.05	-0.13	-	0.14	0.14	-	-0.22	-0.39
It is easy for students to see faculty outside of regular office hours									
Very descriptive	89.5%	73.7%	66.4%	88.2%	73.9%	65.9%	90.5%	73.5%	67.2%
Somewhat descriptive	10.5%	25.1%	31.8%	11.8%	25.2%	32.6%	9.5%	25.1%	30.7%
Not descriptive	0.0%	1.1%	1.8%	0.0%	1.0%	1.6%	0.0%	1.4%	2.1%
Total(n)	38	1,769	3,238	17	950	1,741	21	819	1,497
Mean	2.89	2.73	2.65	2.88	2.73	2.64	2.90	2.72	2.65
Standard deviation	0.31	0.47	0.51	0.33	0.47	0.51	0.30	0.48	0.52
Significance	-	*	**	-			-		*
Effect size	-	0.34	0.47	-	0.32	0.47	-	0.37	0.48
The faculty are typically at odds with campus administration									
Very descriptive	13.2%	18.6%	19.1%	11.8%	19.4%	19.1%	14.3%	17.6%	19.0%
Somewhat descriptive	47.4%	44.4%	48.0%	58.8%	42.6%	49.8%	38.1%	46.6%	45.6%
Not descriptive	39.5%	37.0%	32.9%	29.4%	38.0%	31.1%	47.6%	35.8%	35.4%
Total(n)	38	1,760	3,225	17	946	1,736	21	814	1,489
Mean	1.74	1.82	1.86	1.82	1.81	1.88	1.67	1.82	1.84
Standard deviation	0.69	0.72	0.71	0.64	0.73	0.70	0.73	0.71	0.72
Significance	-			-			-		
Effect size	-	-0.11	-0.17	-	0.01	-0.09	-	-0.21	-0.24
Indicate how well each of the following describes your college or university: Faculty here respect each other									
Very descriptive	55.3%	54.3%	57.1%	47.1%	53.7%	54.4%	61.9%	55.1%	60.7%
Somewhat descriptive	42.1%	39.9%	38.3%	52.9%	40.3%	40.4%	33.3%	39.4%	35.5%
Not descriptive	2.6%	5.8%	4.7%	0.0%	6.0%	5.3%	4.8%	5.5%	3.9%
Total(n)	38	1,763	3,233	17	947	1,739	21	816	1,494
Mean	2.53	2.49	2.52	2.47	2.48	2.49	2.57	2.50	2.57
Standard deviation	0.56	0.60	0.59	0.51	0.61	0.60	0.60	0.60	0.57
Significance	-			-			-		
Effect size	-	0.07	0.02	-	-0.02	-0.03	-	0.12	0.00
Faculty are rewarded for being good teachers									
Very descriptive	55.3%	31.8%	26.8%	58.8%	31.9%	26.9%	52.4%	31.7%	26.7%
Somewhat descriptive	36.8%	46.8%	48.0%	23.5%	46.6%	47.6%	47.6%	47.1%	48.6%
Not descriptive	7.9%	21.4%	25.2%	17.6%	21.5%	25.5%	0.0%	21.3%	24.7%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	38	1,759	3,221	17	946	1,734	21	813	1,487
Mean	2.47	2.10	2.02	2.41	2.10	2.01	2.52	2.10	2.02
Standard deviation	0.65	0.72	0.72	0.80	0.72	0.72	0.51	0.72	0.72
Significance	-	**	***	-		*	-	**	**
Effect size	-	0.51	0.63	-	0.43	0.56	-	0.58	0.69
There is respect for the expression of diverse values and beliefs									
Very descriptive	52.6%	28.0%	27.8%	52.9%	27.3%	26.7%	52.4%	28.9%	29.3%
Somewhat descriptive	42.1%	54.4%	55.3%	41.2%	56.1%	57.1%	42.9%	52.2%	52.9%
Not descriptive	5.3%	17.6%	16.9%	5.9%	16.6%	16.3%	4.8%	18.9%	17.8%
Total(n)	38	1,758	3,218	17	945	1,733	21	813	1,485
Mean	2.47	2.10	2.11	2.47	2.11	2.10	2.48	2.10	2.11
Standard deviation	0.60	0.67	0.66	0.62	0.65	0.65	0.60	0.68	0.68
Significance	-	***	***	-	*	*	-	*	*
Effect size	-	0.55	0.55	-	0.55	0.57	-	0.56	0.54
Faculty are rewarded for their efforts to use instructional technology									
Very descriptive	21.1%	15.4%	14.5%	11.8%	14.5%	12.1%	28.6%	16.5%	17.7%
Somewhat descriptive	63.2%	50.4%	51.6%	70.6%	52.4%	54.8%	57.1%	47.9%	47.4%
Not descriptive	15.8%	34.2%	33.9%	17.6%	33.1%	33.1%	14.3%	35.6%	35.0%
Total(n)	38	1,748	3,211	17	942	1,731	21	806	1,480
Mean	2.05	1.81	1.81	1.94	1.81	1.79	2.14	1.81	1.83
Standard deviation	0.61	0.68	0.67	0.56	0.66	0.64	0.65	0.70	0.70
Significance	-	*	*	-			-	*	*
Effect size	-	0.35	0.36	-	0.20	0.23	-	0.47	0.44
Indicate how well each of the following describes your college or university:Administrators consider faculty concerns when making policy									
Very descriptive	44.7%	20.5%	17.0%	35.3%	20.4%	17.0%	52.4%	20.7%	17.0%
Somewhat descriptive	50.0%	51.4%	54.0%	64.7%	52.4%	54.2%	38.1%	50.2%	53.8%
Not descriptive	5.3%	28.1%	29.0%	0.0%	27.2%	28.8%	9.5%	29.2%	29.2%
Total(n)	38	1,758	3,221	17	944	1,732	21	814	1,489
Mean	2.39	1.92	1.88	2.35	1.93	1.88	2.43	1.91	1.88
Standard deviation	0.59	0.69	0.67	0.49	0.69	0.67	0.68	0.70	0.67
Significance	-	***	***	-	*	**	-	***	***
Effect size	-	0.68	0.76	-	0.61	0.70	-	0.74	0.82
The administration is open about its policies									
Very descriptive	44.7%	20.9%	19.8%	47.1%	21.7%	20.6%	42.9%	19.9%	18.8%
Somewhat descriptive	47.4%	49.8%	50.8%	52.9%	49.6%	53.0%	42.9%	50.0%	47.8%
Not descriptive	7.9%	29.3%	29.4%	0.0%	28.6%	26.4%	14.3%	30.2%	33.4%
Total(n)	38	1,760	3,225	17	947	1,734	21	813	1,491
Mean	2.37	1.92	1.90	2.47	1.93	1.94	2.29	1.90	1.85
Standard deviation	0.63	0.70	0.70	0.51	0.71	0.68	0.72	0.70	0.71
Significance	-	***	***	-	**	**	-	*	**
Effect size	-	0.64	0.67	-	0.76	0.78	-	0.56	0.62
Please indicate the extent to which you: Feel that the training you received in graduate school prepared you well for your role as a faculty member									
To a great extent	35.9%	39.3%	39.7%	29.4%	40.5%	40.6%	40.9%	37.8%	38.6%
To some extent	56.4%	52.7%	52.1%	58.8%	51.8%	53.1%	54.5%	53.8%	50.6%
Not at all	7.7%	8.0%	8.2%	11.8%	7.7%	6.3%	4.5%	8.4%	10.8%
Total(n)	39	1,777	3,248	17	955	1,747	22	822	1,501
Mean	2.28	2.31	2.31	2.18	2.33	2.34	2.36	2.29	2.28

Standard deviation	0.60	0.61	0.62	0.64	0.61	0.59	0.58	0.61	0.65
Significance	-			-			-		
Effect size	-	-0.05	-0.05	-	-0.25	-0.27	-	0.11	0.12
Achieve a healthy balance between your personal life and professional life									
To a great extent	23.1%	24.9%	29.2%	17.6%	30.0%	32.4%	27.3%	18.4%	24.8%
To some extent	53.8%	53.9%	50.5%	58.8%	52.3%	49.5%	50.0%	55.9%	51.9%
Not at all	23.1%	21.2%	20.3%	23.5%	17.7%	18.1%	22.7%	25.6%	23.3%
Total(n)	39	1,778	3,249	17	956	1,749	22	822	1,500
Mean	2.00	2.04	2.09	1.94	2.12	2.14	2.05	1.93	2.01
Standard deviation	0.69	0.68	0.70	0.66	0.68	0.70	0.72	0.66	0.69
Significance	-			-			-		
Effect size	-	-0.06	-0.13	-	-0.26	-0.29	-	0.18	0.06
Please indicate the extent to which you:Experience close alignment between your work and your personal values									
To a great extent	71.8%	66.2%	68.4%	70.6%	66.3%	66.8%	72.7%	66.1%	70.5%
To some extent	25.6%	30.3%	28.7%	29.4%	29.7%	30.1%	22.7%	31.0%	26.8%
Not at all	2.6%	3.5%	2.9%	0.0%	4.0%	3.1%	4.5%	2.9%	2.6%
Total(n)	39	1,768	3,236	17	952	1,744	22	816	1,492
Mean	2.69	2.63	2.66	2.71	2.62	2.64	2.68	2.63	2.68
Standard deviation	0.52	0.55	0.53	0.47	0.56	0.54	0.57	0.54	0.52
Significance	-			-			-		
Effect size	-	0.11	0.06	-	0.16	0.13	-	0.09	0.00
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar									
To a great extent	23.1%	24.6%	23.6%	17.6%	20.3%	19.7%	27.3%	30.2%	28.8%
To some extent	28.2%	33.4%	32.3%	41.2%	30.3%	31.3%	18.2%	37.5%	33.5%
Not at all	48.7%	41.9%	44.1%	41.2%	49.5%	49.0%	54.5%	32.3%	37.6%
Total(n)	39	1,768	3,232	17	949	1,740	22	819	1,492
Mean	1.74	1.83	1.79	1.76	1.71	1.71	1.73	1.98	1.91
Standard deviation	0.82	0.80	0.80	0.75	0.78	0.77	0.88	0.79	0.81
Significance	-			-			-		
Effect size	-	-0.11	-0.06	-	0.06	0.06	-	-0.32	-0.22
Mentor new faculty									
To a great extent	30.8%	23.0%	22.7%	35.3%	20.8%	18.5%	27.3%	25.9%	28.4%
To some extent	43.6%	55.0%	55.6%	47.1%	57.8%	60.0%	40.9%	51.3%	49.7%
Not at all	25.6%	22.0%	21.7%	17.6%	21.4%	21.5%	31.8%	22.8%	22.0%
Total(n)	39	1,765	3,232	17	953	1,746	22	812	1,486
Mean	2.05	2.01	2.01	2.18	1.99	1.97	1.95	2.03	2.06
Standard deviation	0.76	0.67	0.67	0.73	0.65	0.63	0.79	0.70	0.71
Significance	-			-			-		
Effect size	-	0.06	0.06	-	0.29	0.33	-	-0.11	-0.15
Mentor undergraduate students									
To a great extent	82.1%	70.3%	67.1%	88.2%	66.5%	65.4%	77.3%	75.2%	69.3%
To some extent	15.4%	27.6%	30.5%	11.8%	31.5%	32.7%	18.2%	22.6%	27.7%
Not at all	2.6%	2.1%	2.3%	0.0%	2.0%	1.9%	4.5%	2.2%	3.0%
Total(n)	39	1,765	3,228	17	950	1,741	22	815	1,487
Mean	2.79	2.68	2.65	2.88	2.64	2.64	2.73	2.73	2.66
Standard deviation	0.47	0.51	0.52	0.33	0.52	0.52	0.55	0.49	0.53
Significance	-			-			-		
Effect size	-	0.22	0.27	-	0.46	0.46	-	0.00	0.13
Please indicate the extent to which you:Structure your courses so that students master a conceptual understanding of course content									
To a great extent	84.2%	81.8%	80.4%	76.5%	79.5%	78.1%	90.5%	84.7%	83.5%
To some extent	13.2%	17.8%	19.1%	17.6%	20.1%	21.5%	9.5%	14.9%	15.9%
Not at all	2.6%	0.4%	0.5%	5.9%	0.3%	0.4%	0.0%	0.4%	0.6%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	38	1,765	3,232	17	952	1,747	21	813	1,485
Mean	2.82	2.81	2.80	2.71	2.79	2.78	2.90	2.84	2.83
Standard deviation	0.46	0.40	0.41	0.59	0.41	0.43	0.30	0.38	0.39
Significance	-			-			-		
Effect size	-	0.02	0.05	-	-0.20	-0.16	-	0.16	0.18
Structure your courses so that students develop study skills that prepare them for college-level work									
To a great extent	54.1%	47.4%	49.8%	58.8%	43.8%	46.1%	50.0%	51.9%	54.8%
To some extent	37.8%	45.8%	45.9%	29.4%	48.8%	49.6%	45.0%	41.9%	40.9%
Not at all	8.1%	6.8%	4.4%	11.8%	7.4%	4.4%	5.0%	6.2%	4.3%
Total(n)	37	1,765	3,230	17	953	1,746	20	812	1,484
Mean	2.46	2.41	2.45	2.47	2.36	2.42	2.45	2.46	2.50
Standard deviation	0.65	0.61	0.58	0.72	0.62	0.58	0.60	0.61	0.58
Significance	-			-			-		
Effect size	-	0.08	0.02	-	0.18	0.09	-	-0.02	-0.09
How satisfied are you with the following aspects of your job?									
Salary									
Very satisfied	15.8%	10.2%	5.9%	17.6%	10.9%	5.8%	14.3%	9.3%	6.0%
Satisfied	50.0%	40.6%	33.5%	52.9%	38.7%	32.5%	47.6%	43.0%	34.9%
Marginally satisfied	23.7%	26.9%	33.4%	23.5%	27.1%	34.9%	23.8%	26.6%	31.4%
Not satisfied	10.5%	22.3%	27.2%	5.9%	23.3%	26.8%	14.3%	21.1%	27.8%
Total(n)	38	1,781	3,254	17	957	1,754	21	824	1,500
Mean	2.71	2.39	2.18	2.82	2.37	2.17	2.62	2.41	2.19
Standard deviation	0.87	0.94	0.90	0.81	0.96	0.89	0.92	0.92	0.91
Significance	-	*	***	-		**	-		*
Effect size	-	0.34	0.59	-	0.47	0.73	-	0.23	0.47
Health benefits									
Very satisfied	13.9%	15.3%	17.1%	6.3%	15.3%	14.9%	20.0%	15.4%	20.1%
Satisfied	55.6%	47.9%	47.8%	68.8%	46.8%	49.3%	45.0%	49.3%	45.7%
Marginally satisfied	22.2%	24.7%	23.0%	18.8%	24.8%	24.7%	25.0%	24.5%	20.6%
Not satisfied	8.3%	12.1%	12.1%	6.3%	13.1%	11.1%	10.0%	10.8%	13.6%
Total(n)	36	1,740	3,148	16	942	1,714	20	798	1,434
Mean	2.75	2.66	2.70	2.75	2.64	2.68	2.75	2.69	2.72
Standard deviation	0.81	0.88	0.89	0.68	0.89	0.86	0.91	0.86	0.94
Significance	-			-			-		
Effect size	-	0.10	0.06	-	0.12	0.08	-	0.07	0.03
How satisfied are you with the following aspects of your job?									
Retirement benefits									
Very satisfied	14.7%	18.4%	15.9%	17.6%	19.1%	13.6%	11.8%	17.5%	19.0%
Satisfied	58.8%	49.3%	46.8%	52.9%	48.3%	48.9%	64.7%	50.6%	43.9%
Marginally satisfied	20.6%	23.6%	26.4%	29.4%	23.9%	25.4%	11.8%	23.2%	27.8%
Not satisfied	5.9%	8.7%	11.0%	0.0%	8.7%	12.1%	11.8%	8.8%	9.3%
Total(n)	34	1,751	3,185	17	951	1,731	17	800	1,454
Mean	2.82	2.77	2.68	2.88	2.78	2.64	2.76	2.77	2.72
Standard deviation	0.76	0.85	0.87	0.70	0.85	0.86	0.83	0.84	0.87
Significance	-			-			-		
Effect size	-	0.06	0.16	-	0.12	0.28	-	-0.01	0.05
Opportunity for scholarly pursuits									
Very satisfied	18.4%	10.6%	9.5%	23.5%	12.0%	9.6%	14.3%	8.8%	9.4%
Satisfied	47.4%	40.5%	32.1%	52.9%	39.7%	32.4%	42.9%	41.5%	31.8%
Marginally satisfied	18.4%	29.4%	33.5%	17.6%	29.5%	34.8%	19.0%	29.3%	31.8%
Not satisfied	15.8%	19.5%	24.8%	5.9%	18.7%	23.2%	23.8%	20.4%	27.0%

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Total(n)	38	1,760	3,194	17	950	1,725	21	810	1,469
Mean	2.68	2.42	2.26	2.94	2.45	2.28	2.48	2.39	2.23
Standard deviation	0.96	0.92	0.94	0.83	0.93	0.93	1.03	0.91	0.95
Significance	-		**	-	*	**	-		
Effect size	-	0.28	0.45	-	0.53	0.71	-	0.10	0.26
Teaching load									
Very satisfied	10.8%	10.2%	10.2%	11.8%	10.8%	9.5%	10.0%	9.4%	11.1%
Satisfied	51.4%	42.5%	41.8%	64.7%	44.6%	41.4%	40.0%	39.7%	42.3%
Marginally satisfied	16.2%	26.1%	25.3%	11.8%	23.3%	26.2%	20.0%	29.8%	24.1%
Not satisfied	21.6%	21.2%	22.7%	11.8%	21.2%	22.9%	30.0%	21.2%	22.4%
Total(n)	37	1,774	3,241	17	956	1,749	20	818	1,492
Mean	2.51	2.42	2.40	2.76	2.45	2.38	2.30	2.37	2.42
Standard deviation	0.96	0.93	0.95	0.83	0.94	0.94	1.03	0.92	0.96
Significance	-			-			-		
Effect size	-	0.10	0.12	-	0.33	0.40	-	-0.08	-0.13
Quality of students									
Very satisfied	13.2%	20.5%	11.2%	5.9%	18.3%	9.5%	19.0%	23.4%	13.5%
Satisfied	57.9%	52.8%	46.0%	64.7%	51.6%	42.2%	52.4%	54.5%	51.2%
Marginally satisfied	15.8%	19.9%	27.9%	17.6%	21.7%	29.9%	14.3%	17.5%	25.3%
Not satisfied	13.2%	6.8%	14.8%	11.8%	8.5%	18.4%	14.3%	4.7%	9.9%
Total(n)	38	1,779	3,252	17	956	1,754	21	823	1,498
Mean	2.71	2.87	2.54	2.65	2.80	2.43	2.76	2.97	2.68
Standard deviation	0.87	0.81	0.88	0.79	0.83	0.90	0.94	0.77	0.83
Significance	-			-			-		
Effect size	-	-0.20	0.19	-	-0.18	0.24	-	-0.27	0.10
How satisfied are you with the following aspects of your job?									
Office/lab space									
Very satisfied	39.5%	34.5%	28.8%	29.4%	31.8%	26.7%	47.6%	38.0%	31.6%
Satisfied	44.7%	40.0%	38.0%	58.8%	41.0%	38.6%	33.3%	38.8%	37.2%
Marginally satisfied	5.3%	15.1%	15.8%	5.9%	15.6%	16.7%	4.8%	14.4%	14.6%
Not satisfied	10.5%	10.4%	17.4%	5.9%	11.6%	18.0%	14.3%	8.8%	16.6%
Total(n)	38	1,771	3,225	17	951	1,736	21	820	1,489
Mean	3.13	2.99	2.78	3.12	2.93	2.74	3.14	3.06	2.84
Standard deviation	0.93	0.95	1.05	0.78	0.97	1.04	1.06	0.93	1.05
Significance	-		*	-			-		
Effect size	-	0.15	0.33	-	0.20	0.37	-	0.09	0.29
Autonomy and independence									
Very satisfied	60.5%	46.0%	43.7%	64.7%	44.9%	42.7%	57.1%	47.4%	45.0%
Satisfied	31.6%	41.7%	41.0%	29.4%	42.8%	40.9%	33.3%	40.3%	41.2%
Marginally satisfied	5.3%	8.7%	11.6%	5.9%	8.5%	12.8%	4.8%	8.9%	9.9%
Not satisfied	2.6%	3.6%	3.7%	0.0%	3.8%	3.6%	4.8%	3.4%	3.9%
Total(n)	38	1,777	3,249	17	954	1,750	21	823	1,499
Mean	3.50	3.30	3.25	3.59	3.29	3.23	3.43	3.32	3.27
Standard deviation	0.73	0.78	0.80	0.62	0.78	0.80	0.81	0.77	0.79
Significance	-			-			-		
Effect size	-	0.26	0.31	-	0.38	0.45	-	0.14	0.20
Professional relationships with other faculty									
Very satisfied	36.8%	41.9%	42.7%	35.3%	39.6%	37.9%	38.1%	44.8%	49.2%
Satisfied	44.7%	38.4%	39.3%	47.1%	38.6%	41.5%	42.9%	38.1%	36.3%
Marginally satisfied	13.2%	14.0%	11.4%	11.8%	16.2%	12.2%	14.3%	11.1%	10.4%
Not satisfied	5.3%	5.8%	6.5%	5.9%	5.6%	8.3%	4.8%	6.0%	4.1%
Total(n)	38	1,780	3,255	17	957	1,755	21	823	1,500
Mean	3.13	3.16	3.18	3.12	3.12	3.09	3.14	3.22	3.31

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Standard deviation	0.84	0.87	0.88	0.86	0.88	0.91	0.85	0.87	0.82
Significance	-			-			-		
Effect size	-	-0.03	-0.06	-	0.00	0.03	-	-0.09	-0.21
Competency of colleagues Very satisfied	51.4%	41.2%	36.3%	52.9%	39.2%	31.6%	50.0%	43.8%	42.5%
Satisfied	37.8%	41.7%	45.1%	35.3%	41.0%	45.4%	40.0%	42.5%	44.7%
Marginally satisfied	5.4%	12.6%	13.1%	5.9%	14.5%	15.3%	5.0%	10.1%	10.0%
Not satisfied	5.4%	4.5%	5.6%	5.9%	5.3%	7.7%	5.0%	3.6%	2.7%
Total(n)	37	1,779	3,248	17	956	1,752	20	823	1,496
Mean	3.35	3.20	3.12	3.35	3.14	3.01	3.35	3.27	3.27
Standard deviation	0.82	0.83	0.84	0.86	0.85	0.88	0.81	0.78	0.75
Significance	-			-			-		
Effect size	-	0.18	0.27	-	0.25	0.39	-	0.10	0.11
How satisfied are you with the following aspects of your job?									
Job security Very satisfied	47.4%	43.0%	36.1%	52.9%	46.6%	37.8%	42.9%	38.3%	33.9%
Satisfied	23.7%	35.5%	42.1%	23.5%	33.5%	41.1%	23.8%	38.1%	43.4%
Marginally satisfied	15.8%	12.3%	13.3%	23.5%	11.6%	12.9%	9.5%	13.2%	13.9%
Not satisfied	13.2%	9.3%	8.4%	0.0%	8.4%	8.2%	23.8%	10.3%	8.8%
Total(n)	38	1,762	3,223	17	952	1,741	21	810	1,482
Mean	3.05	3.12	3.06	3.29	3.18	3.08	2.86	3.04	3.02
Standard deviation	1.09	0.95	0.91	0.85	0.94	0.91	1.24	0.96	0.91
Significance	-			-			-		
Effect size	-	-0.07	-0.01	-	0.12	0.23	-	-0.19	-0.18
Departmental leadership Very satisfied	32.4%	41.3%	38.7%	41.2%	41.1%	37.7%	25.0%	41.6%	40.2%
Satisfied	40.5%	32.7%	36.3%	35.3%	33.4%	36.5%	45.0%	31.8%	36.0%
Marginally satisfied	13.5%	14.4%	13.0%	11.8%	14.5%	12.5%	15.0%	14.2%	13.7%
Not satisfied	13.5%	11.6%	12.0%	11.8%	11.0%	13.4%	15.0%	12.3%	10.1%
Total(n)	37	1,745	3,183	17	942	1,719	20	803	1,464
Mean	2.92	3.04	3.02	3.06	3.05	2.98	2.80	3.03	3.06
Standard deviation	1.01	1.01	1.00	1.03	1.00	1.02	1.01	1.03	0.97
Significance	-			-			-		
Effect size	-	-0.12	-0.10	-	0.01	0.08	-	-0.22	-0.27
Course assignments Very satisfied	54.3%	38.4%	37.8%	56.3%	36.9%	35.8%	52.6%	40.2%	40.5%
Satisfied	34.3%	48.4%	48.7%	31.3%	50.2%	48.8%	36.8%	46.0%	48.7%
Marginally satisfied	5.7%	10.4%	11.1%	12.5%	10.2%	12.7%	0.0%	10.7%	8.9%
Not satisfied	5.7%	2.9%	2.4%	0.0%	2.7%	2.7%	10.5%	3.1%	2.0%
Total(n)	35	1,751	3,207	16	946	1,730	19	805	1,477
Mean	3.37	3.22	3.22	3.44	3.21	3.18	3.32	3.23	3.28
Standard deviation	0.84	0.74	0.73	0.73	0.73	0.75	0.95	0.76	0.70
Significance	-			-			-		
Effect size	-	0.20	0.21	-	0.32	0.35	-	0.12	0.06
Freedom to determine course content Very satisfied	81.1%	66.9%	63.0%	82.4%	66.8%	62.1%	80.0%	67.1%	64.3%
Satisfied	16.2%	27.4%	31.5%	17.6%	27.6%	32.9%	15.0%	27.0%	29.7%
Marginally satisfied	2.7%	3.5%	3.6%	0.0%	3.1%	3.0%	5.0%	4.0%	4.5%
Not satisfied	0.0%	2.2%	1.9%	0.0%	2.5%	2.1%	0.0%	1.9%	1.6%
Total(n)	37	1,758	3,214	17	947	1,733	20	811	1,481
Mean	3.78	3.59	3.56	3.82	3.59	3.55	3.75	3.59	3.57
Standard deviation	0.48	0.67	0.66	0.39	0.67	0.66	0.55	0.66	0.65
Significance	-		*	-			-		
Effect size	-	0.28	0.33	-	0.34	0.41	-	0.24	0.28

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
How satisfied are you with the following aspects of your job?									
Availability of child care at this institution									
Very satisfied	0.0%	5.8%	6.8%	0.0%	5.3%	7.4%	0.0%	6.3%	5.9%
Satisfied	22.2%	7.9%	10.8%	66.7%	11.1%	14.4%	0.0%	4.1%	6.0%
Marginally satisfied	11.1%	10.0%	9.5%	0.0%	10.7%	9.2%	16.7%	9.2%	9.9%
Not satisfied	66.7%	76.3%	73.0%	33.3%	72.9%	69.0%	83.3%	80.4%	78.2%
Total(n)	9	566	913	3	288	486	6	278	427
Mean	1.56	1.43	1.51	2.33	1.49	1.60	1.17	1.36	1.40
Standard deviation	0.88	0.87	0.93	1.15	0.89	0.99	0.41	0.83	0.85
Significance	-			-			-		
Effect size	-	0.15	0.05	-	0.94	0.74	-	-0.23	-0.27
Prospects for career advancement									
Very satisfied	8.8%	13.2%	10.0%	13.3%	12.9%	10.2%	5.3%	13.7%	9.7%
Satisfied	35.3%	42.8%	42.5%	40.0%	43.8%	41.0%	31.6%	41.6%	44.5%
Marginally satisfied	26.5%	27.1%	27.3%	26.7%	27.6%	26.9%	26.3%	26.5%	28.0%
Not satisfied	29.4%	16.8%	20.2%	20.0%	15.6%	21.9%	36.8%	18.2%	17.8%
Total(n)	34	1,639	2,984	15	873	1,609	19	766	1,375
Mean	2.24	2.53	2.42	2.47	2.54	2.39	2.05	2.51	2.46
Standard deviation	0.99	0.92	0.92	0.99	0.91	0.94	0.97	0.94	0.89
Significance	-			-			-	*	*
Effect size	-	-0.32	-0.20	-	-0.08	0.09	-	-0.49	-0.46
Clerical/administrative support									
Very satisfied	28.9%	27.7%	21.7%	29.4%	27.6%	18.6%	28.6%	27.8%	26.0%
Satisfied	34.2%	38.9%	36.5%	35.3%	39.6%	36.9%	33.3%	38.1%	36.1%
Marginally satisfied	26.3%	20.5%	22.2%	35.3%	21.0%	23.8%	19.0%	19.9%	20.0%
Not satisfied	10.5%	12.9%	19.6%	0.0%	11.8%	20.7%	19.0%	14.3%	18.0%
Total(n)	38	1,752	3,195	17	945	1,725	21	807	1,470
Mean	2.82	2.81	2.60	2.94	2.83	2.53	2.71	2.79	2.70
Standard deviation	0.98	0.98	1.03	0.83	0.96	1.02	1.10	1.00	1.04
Significance	-			-			-		
Effect size	-	0.01	0.21	-	0.11	0.40	-	-0.08	0.01
Overall job satisfaction									
Very satisfied	45.9%	27.9%	24.6%	56.3%	28.1%	24.0%	38.1%	27.7%	25.4%
Satisfied	43.2%	49.1%	51.6%	37.5%	48.5%	50.6%	47.6%	49.8%	53.0%
Marginally satisfied	5.4%	17.8%	17.9%	6.3%	18.4%	18.9%	4.8%	17.1%	16.7%
Not satisfied	5.4%	5.2%	5.9%	0.0%	5.1%	6.6%	9.5%	5.3%	5.0%
Total(n)	37	1,759	3,222	16	945	1,735	21	814	1,487
Mean	3.30	3.00	2.95	3.50	3.00	2.92	3.14	3.00	2.99
Standard deviation	0.81	0.82	0.81	0.63	0.82	0.83	0.91	0.81	0.79
Significance	-	*	**	-	*	**	-		
Effect size	-	0.37	0.43	-	0.61	0.70	-	0.17	0.19
How satisfied are you with the following aspects of your job?Relative equity of salary and job benefits									
Very satisfied	18.9%	13.4%	8.8%	29.4%	14.1%	9.0%	10.0%	12.6%	8.5%
Satisfied	48.6%	38.7%	37.9%	47.1%	39.2%	40.4%	50.0%	37.9%	34.7%
Marginally satisfied	13.5%	27.3%	28.0%	11.8%	26.6%	27.0%	15.0%	28.1%	29.3%
Not satisfied	18.9%	20.6%	25.3%	11.8%	20.1%	23.6%	25.0%	21.3%	27.5%
Total(n)	37	1,737	3,184	17	939	1,719	20	798	1,465
Mean	2.68	2.45	2.30	2.94	2.47	2.35	2.45	2.42	2.24
Standard deviation	1.00	0.96	0.94	0.97	0.97	0.94	1.00	0.96	0.95
Significance	-		*	-	*	*	-		
Effect size	-	0.24	0.40	-	0.48	0.63	-	0.03	0.22

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Flexibility in relation to family matters or emergencies									
Very satisfied	55.6%	43.1%	45.0%	52.9%	44.6%	45.4%	57.9%	41.1%	44.4%
Satisfied	38.9%	42.4%	41.2%	47.1%	43.5%	41.0%	31.6%	40.9%	41.5%
Marginally satisfied	0.0%	11.1%	10.9%	0.0%	9.6%	11.3%	0.0%	13.0%	10.3%
Not satisfied	5.6%	3.5%	2.9%	0.0%	2.3%	2.3%	10.5%	5.0%	3.7%
Total(n)	36	1,697	3,124	17	920	1,688	19	777	1,436
Mean	3.44	3.25	3.28	3.53	3.30	3.29	3.37	3.18	3.27
Standard deviation	0.77	0.79	0.77	0.51	0.74	0.76	0.96	0.84	0.79
Significance	-			-			-		
Effect size	-	0.24	0.21	-	0.31	0.32	-	0.23	0.13
Rate your agreement with the following statements:									
The chief benefit of a college education is that it increases one's earning power									
Agree strongly	2.5%	5.7%	8.1%	0.0%	6.0%	7.3%	4.3%	5.3%	9.2%
Agree somewhat	55.0%	38.4%	48.4%	58.8%	36.2%	45.9%	52.2%	41.3%	51.8%
Disagree somewhat	30.0%	35.9%	30.1%	23.5%	34.7%	31.0%	34.8%	37.3%	28.8%
Disagree strongly	12.5%	20.0%	13.4%	17.6%	23.1%	15.8%	8.7%	16.1%	10.2%
Total(n)	40	1,841	3,362	17	991	1,813	23	850	1,549
Mean	2.48	2.30	2.51	2.41	2.25	2.45	2.52	2.36	2.60
Standard deviation	0.75	0.85	0.82	0.80	0.88	0.84	0.73	0.81	0.79
Significance	-			-			-		
Effect size	-	0.21	-0.04	-	0.18	-0.05	-	0.20	-0.10
Rate your agreement with the following statements:A racially/ethnically diverse student body enhances the educational experience of all									
Agree strongly	85.0%	66.3%	63.0%	88.2%	59.7%	55.8%	82.6%	74.8%	72.6%
Agree somewhat	15.0%	30.0%	32.6%	11.8%	34.9%	37.5%	17.4%	23.5%	26.0%
Disagree somewhat	0.0%	3.1%	3.9%	0.0%	4.5%	5.9%	0.0%	1.4%	1.3%
Disagree strongly	0.0%	0.6%	0.5%	0.0%	0.9%	0.8%	0.0%	0.3%	0.1%
Total(n)	40	1,840	3,362	17	991	1,810	23	849	1,552
Mean	3.85	3.62	3.58	3.88	3.53	3.48	3.83	3.73	3.71
Standard deviation	0.36	0.58	0.59	0.33	0.63	0.65	0.39	0.49	0.49
Significance	-	*	**	-	*	*	-		
Effect size	-	0.40	0.46	-	0.56	0.62	-	0.20	0.24
External pressures often prevent researchers from being completely objective in the conduct of their work									
Agree strongly	10.3%	17.1%	20.1%	11.8%	17.7%	19.5%	9.1%	16.4%	20.9%
Agree somewhat	64.1%	49.6%	49.3%	52.9%	49.5%	49.1%	72.7%	49.8%	49.6%
Disagree somewhat	25.6%	26.1%	25.0%	35.3%	25.0%	25.6%	18.2%	27.6%	24.3%
Disagree strongly	0.0%	7.1%	5.5%	0.0%	7.8%	5.8%	0.0%	6.2%	5.2%
Total(n)	39	1,824	3,328	17	989	1,802	22	835	1,526
Mean	2.85	2.77	2.84	2.76	2.77	2.82	2.91	2.76	2.86
Standard deviation	0.59	0.81	0.80	0.66	0.83	0.81	0.53	0.80	0.80
Significance	-			-			-		
Effect size	-	0.10	0.01	-	-0.01	-0.07	-	0.19	0.06
Colleges have a responsibility to work with their surrounding communities to address local issues									
Agree strongly	55.0%	37.8%	37.2%	52.9%	32.2%	30.4%	56.5%	45.1%	46.1%
Agree somewhat	42.5%	52.4%	53.8%	41.2%	55.5%	57.9%	43.5%	48.3%	48.4%
Disagree somewhat	0.0%	8.4%	8.1%	0.0%	10.3%	10.3%	0.0%	5.9%	5.3%
Disagree strongly	2.5%	1.4%	0.9%	5.9%	2.0%	1.4%	0.0%	0.7%	0.3%
Total(n)	40	1,838	3,356	17	989	1,807	23	849	1,549
Mean	3.50	3.27	3.27	3.41	3.18	3.17	3.57	3.38	3.40
Standard deviation	0.64	0.67	0.64	0.80	0.69	0.66	0.51	0.63	0.60
Significance	-	*	*	-			-		
Effect size	-	0.34	0.36	-	0.33	0.36	-	0.30	0.28

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Rate your agreement with the following statements:Private funding sources often prevent researchers from being completely objective in the conduct of their work									
Agree strongly	7.5%	10.1%	11.8%	5.9%	10.3%	11.6%	8.7%	9.7%	12.1%
Agree somewhat	52.5%	47.3%	49.8%	58.8%	46.9%	49.6%	47.8%	47.7%	49.9%
Disagree somewhat	37.5%	34.5%	31.5%	35.3%	33.2%	32.3%	39.1%	36.2%	30.6%
Disagree strongly	2.5%	8.1%	6.9%	0.0%	9.5%	6.5%	4.3%	6.3%	7.4%
Total(n)	40	1,819	3,319	17	985	1,794	23	834	1,525
Mean	2.65	2.59	2.67	2.71	2.58	2.66	2.61	2.61	2.67
Standard deviation	0.66	0.78	0.77	0.59	0.80	0.76	0.72	0.75	0.78
Significance	-			-			-		
Effect size	-	0.08	-0.03	-	0.16	0.07	-	0.00	-0.08
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:									
Managing household responsibilities									
Extensive	17.9%	23.8%	22.2%	23.5%	20.3%	22.4%	13.6%	28.2%	21.8%
Somewhat	61.5%	54.2%	53.9%	58.8%	54.2%	51.8%	63.6%	54.3%	56.8%
Not at all	20.5%	22.0%	23.9%	17.6%	25.5%	25.8%	22.7%	17.5%	21.4%
Total(n)	39	1,742	3,171	17	937	1,710	22	805	1,461
Mean	1.97	2.02	1.98	2.06	1.95	1.97	1.91	2.11	2.00
Standard deviation	0.63	0.68	0.68	0.66	0.68	0.69	0.61	0.67	0.66
Significance	-			-			-		
Effect size	-	-0.07	-0.01	-	0.16	0.13	-	-0.30	-0.14
Child care									
Extensive	8.3%	20.5%	20.1%	14.3%	16.2%	17.0%	0.0%	27.3%	25.5%
Somewhat	33.3%	43.4%	40.9%	28.6%	43.1%	41.7%	40.0%	43.9%	39.5%
Not at all	58.3%	36.1%	39.0%	57.1%	40.7%	41.3%	60.0%	28.8%	34.9%
Total(n)	12	876	1,592	7	522	966	5	354	626
Mean	1.50	1.84	1.81	1.57	1.76	1.76	1.40	1.98	1.91
Standard deviation	0.67	0.74	0.75	0.79	0.71	0.72	0.55	0.75	0.77
Significance	-			-			-		
Effect size	-	-0.46	-0.41	-	-0.27	-0.26	-	-0.77	-0.66
My physical health									
Extensive	16.2%	11.8%	10.9%	11.8%	9.7%	8.7%	20.0%	14.6%	14.0%
Somewhat	64.9%	47.1%	44.5%	76.5%	46.5%	46.5%	55.0%	48.0%	41.9%
Not at all	18.9%	41.0%	44.5%	11.8%	43.8%	44.8%	25.0%	37.4%	44.1%
Total(n)	37	1,729	3,137	17	938	1,704	20	791	1,433
Mean	1.97	1.71	1.66	2.00	1.66	1.64	1.95	1.77	1.70
Standard deviation	0.60	0.67	0.66	0.50	0.65	0.64	0.69	0.68	0.70
Significance	-	*	**	-	*	*	-		
Effect size	-	0.39	0.47	-	0.52	0.56	-	0.26	0.36
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:Review/promotion process									
Extensive	10.3%	22.7%	18.8%	8.3%	19.8%	17.0%	11.8%	26.3%	21.3%
Somewhat	34.5%	39.7%	39.2%	33.3%	36.1%	37.7%	35.3%	44.1%	41.4%
Not at all	55.2%	37.7%	42.0%	58.3%	44.1%	45.3%	52.9%	29.6%	37.3%
Total(n)	29	1,541	2,863	12	823	1,542	17	718	1,321
Mean	1.55	1.85	1.77	1.50	1.76	1.72	1.59	1.97	1.84
Standard deviation	0.69	0.76	0.74	0.67	0.76	0.74	0.71	0.75	0.75
Significance	-	*		-			-	*	
Effect size	-	-0.39	-0.30	-	-0.34	-0.30	-	-0.51	-0.33

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Subtle discrimination (e.g., prejudice, racism, sexism)									
Extensive	3.0%	8.4%	6.2%	0.0%	6.0%	4.5%	5.0%	11.3%	8.4%
Somewhat	27.3%	24.0%	24.7%	15.4%	16.9%	19.4%	35.0%	32.7%	31.6%
Not at all	69.7%	67.6%	69.1%	84.6%	77.1%	76.1%	60.0%	56.0%	60.0%
Total(n)	33	1,596	2,885	13	840	1,538	20	756	1,347
Mean	1.33	1.41	1.37	1.15	1.29	1.28	1.45	1.55	1.48
Standard deviation	0.54	0.64	0.60	0.38	0.57	0.54	0.60	0.69	0.65
Significance	-			-			-		
Effect size	-	-0.13	-0.07	-	-0.25	-0.24	-	-0.14	-0.05
Personal finances									
Extensive	13.2%	16.7%	19.7%	6.3%	16.3%	19.7%	18.2%	17.3%	19.8%
Somewhat	47.4%	46.8%	48.1%	50.0%	46.2%	49.3%	45.5%	47.6%	46.3%
Not at all	39.5%	36.5%	32.2%	43.8%	37.6%	31.0%	36.4%	35.1%	33.9%
Total(n)	38	1,749	3,186	16	941	1,726	22	808	1,460
Mean	1.74	1.80	1.87	1.63	1.79	1.89	1.82	1.82	1.86
Standard deviation	0.69	0.70	0.71	0.62	0.70	0.70	0.73	0.70	0.72
Significance	-			-			-		
Effect size	-	-0.09	-0.18	-	-0.23	-0.37	-	0.00	-0.06
Committee work									
Extensive	31.4%	13.9%	14.3%	40.0%	12.1%	13.0%	25.0%	16.1%	16.1%
Somewhat	40.0%	51.4%	47.7%	46.7%	52.6%	48.9%	35.0%	49.8%	46.0%
Not at all	28.6%	34.7%	38.0%	13.3%	35.2%	38.1%	40.0%	34.0%	37.9%
Total(n)	35	1,705	3,126	15	926	1,700	20	779	1,426
Mean	2.03	1.79	1.76	2.27	1.77	1.75	1.85	1.82	1.78
Standard deviation	0.79	0.67	0.68	0.70	0.65	0.67	0.81	0.69	0.70
Significance	-	*	*	-	**	**	-		
Effect size	-	0.36	0.40	-	0.77	0.78	-	0.04	0.10
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:Faculty meetings									
Extensive	15.4%	12.8%	10.6%	17.6%	10.4%	9.2%	13.6%	15.9%	12.5%
Somewhat	56.4%	43.3%	43.0%	70.6%	44.9%	45.6%	45.5%	41.3%	39.6%
Not at all	28.2%	43.9%	46.4%	11.8%	44.7%	45.2%	40.9%	42.8%	47.9%
Total(n)	39	1,750	3,189	17	945	1,727	22	805	1,462
Mean	1.87	1.69	1.64	2.06	1.66	1.64	1.73	1.73	1.65
Standard deviation	0.66	0.69	0.66	0.56	0.66	0.64	0.70	0.72	0.69
Significance	-		*	-	*	**	-		
Effect size	-	0.26	0.35	-	0.61	0.66	-	0.00	0.12
Colleagues									
Extensive	15.4%	13.5%	12.6%	11.8%	12.0%	12.3%	18.2%	15.4%	13.1%
Somewhat	53.8%	44.6%	42.4%	70.6%	43.6%	40.6%	40.9%	45.9%	44.9%
Not at all	30.8%	41.9%	44.9%	17.6%	44.3%	47.1%	40.9%	38.7%	41.9%
Total(n)	39	1,760	3,214	17	948	1,736	22	812	1,478
Mean	1.85	1.72	1.68	1.94	1.68	1.65	1.77	1.77	1.71
Standard deviation	0.67	0.69	0.69	0.56	0.68	0.69	0.75	0.70	0.68
Significance	-			-			-		
Effect size	-	0.19	0.25	-	0.38	0.42	-	0.00	0.09
Students									
Extensive	10.3%	6.2%	8.2%	11.8%	6.6%	6.7%	9.1%	5.6%	10.1%
Somewhat	64.1%	57.4%	53.7%	64.7%	54.0%	51.7%	63.6%	61.8%	56.4%
Not at all	25.6%	36.4%	38.2%	23.5%	39.4%	41.6%	27.3%	32.6%	33.5%
Total(n)	39	1,759	3,213	17	950	1,738	22	809	1,475
Mean	1.85	1.70	1.70	1.88	1.67	1.65	1.82	1.73	1.77
Standard deviation	0.59	0.58	0.61	0.60	0.59	0.60	0.59	0.56	0.62
Significance	-			-			-		
Effect size	-	0.26	0.25	-	0.36	0.38	-	0.16	0.08

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Research or publishing demands									
Extensive	9.1%	21.9%	13.0%	13.3%	16.5%	10.6%	5.6%	28.8%	16.4%
Somewhat	57.6%	49.6%	48.9%	60.0%	49.1%	47.7%	55.6%	50.2%	50.5%
Not at all	33.3%	28.5%	38.1%	26.7%	34.3%	41.7%	38.9%	21.0%	33.1%
Total(n)	33	1,695	3,043	15	921	1,664	18	774	1,379
Mean	1.76	1.93	1.75	1.87	1.82	1.69	1.67	2.08	1.83
Standard deviation	0.61	0.71	0.67	0.64	0.69	0.65	0.59	0.70	0.68
Significance	-			-			-	*	
Effect size	-	-0.24	0.01	-	0.07	0.28	-	-0.59	-0.24
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:Institutional procedures and “red tape”									
Extensive	12.8%	18.8%	21.0%	23.5%	19.5%	24.7%	4.5%	17.8%	16.0%
Somewhat	66.7%	53.0%	53.5%	70.6%	54.0%	52.4%	63.6%	51.7%	55.1%
Not at all	20.5%	28.2%	25.4%	5.9%	26.5%	22.9%	31.8%	30.5%	28.9%
Total(n)	39	1,746	3,183	17	944	1,730	22	802	1,453
Mean	1.92	1.91	1.96	2.18	1.93	2.02	1.73	1.87	1.87
Standard deviation	0.58	0.68	0.68	0.53	0.67	0.69	0.55	0.68	0.66
Significance	-			-			-		
Effect size	-	0.01	-0.06	-	0.37	0.23	-	-0.21	-0.21
Teaching load									
Extensive	21.1%	20.2%	20.6%	17.6%	19.0%	20.4%	23.8%	21.6%	20.9%
Somewhat	44.7%	51.3%	50.9%	35.3%	50.4%	52.1%	52.4%	52.4%	49.3%
Not at all	34.2%	28.6%	28.5%	47.1%	30.6%	27.5%	23.8%	25.9%	29.8%
Total(n)	38	1,761	3,210	17	948	1,735	21	813	1,475
Mean	1.87	1.92	1.92	1.71	1.88	1.93	2.00	1.96	1.91
Standard deviation	0.74	0.69	0.70	0.77	0.69	0.69	0.71	0.69	0.71
Significance	-			-			-		
Effect size	-	-0.07	-0.07	-	-0.25	-0.32	-	0.06	0.13
Lack of personal time									
Extensive	30.8%	32.4%	29.3%	17.6%	25.5%	23.1%	40.9%	41.2%	37.7%
Somewhat	56.4%	47.7%	46.6%	70.6%	49.7%	48.3%	45.5%	45.2%	44.3%
Not at all	12.8%	19.9%	24.1%	11.8%	24.8%	28.5%	13.6%	13.6%	18.0%
Total(n)	39	1,774	3,224	17	954	1,739	22	820	1,485
Mean	2.18	2.13	2.05	2.06	2.01	1.95	2.27	2.28	2.20
Standard deviation	0.64	0.71	0.73	0.56	0.71	0.72	0.70	0.69	0.72
Significance	-			-			-		
Effect size	-	0.07	0.18	-	0.07	0.15	-	-0.01	0.10
Job security									
Extensive	8.3%	11.4%	8.6%	0.0%	10.4%	8.8%	15.0%	12.8%	8.4%
Somewhat	33.3%	28.9%	31.6%	37.5%	24.2%	25.4%	30.0%	35.0%	39.9%
Not at all	58.3%	59.7%	59.8%	62.5%	65.4%	65.8%	55.0%	52.2%	51.7%
Total(n)	36	1,740	3,176	16	942	1,721	20	798	1,455
Mean	1.50	1.52	1.49	1.38	1.45	1.43	1.60	1.61	1.57
Standard deviation	0.65	0.69	0.65	0.50	0.67	0.65	0.75	0.70	0.64
Significance	-			-			-		
Effect size	-	-0.03	0.02	-	-0.10	-0.08	-	-0.01	0.05
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:Working with underprepared students									
Extensive	5.1%	7.9%	13.3%	5.9%	8.1%	13.6%	4.5%	7.6%	12.9%
Somewhat	71.8%	54.8%	59.9%	82.4%	54.3%	58.1%	63.6%	55.4%	62.4%
Not at all	23.1%	37.3%	26.8%	11.8%	37.6%	28.3%	31.8%	37.0%	24.6%
Total(n)	39	1,753	3,206	17	948	1,739	22	805	1,467
Mean	1.82	1.71	1.87	1.94	1.71	1.85	1.73	1.71	1.88

Standard deviation	0.51	0.60	0.62	0.43	0.61	0.63	0.55	0.60	0.60
Significance	-			-			-		
Effect size	-	0.18	-0.08	-	0.38	0.14	-	0.03	-0.25
Self-imposed high expectations									
Extensive	30.8%	34.6%	32.2%	17.6%	33.9%	31.9%	40.9%	35.4%	32.7%
Somewhat	56.4%	52.3%	54.2%	70.6%	51.6%	54.2%	45.5%	53.0%	54.4%
Not at all	12.8%	13.2%	13.5%	11.8%	14.5%	14.0%	13.6%	11.5%	12.9%
Total(n)	39	1,758	3,209	17	947	1,734	22	811	1,475
Mean	2.18	2.21	2.19	2.06	2.19	2.18	2.27	2.24	2.20
Standard deviation	0.64	0.66	0.65	0.56	0.67	0.65	0.70	0.64	0.65
Significance	-			-			-		
Effect size	-	-0.05	-0.02	-	-0.19	-0.18	-	0.05	0.11
Change in work responsibilities									
Extensive	32.4%	28.6%	27.5%	29.4%	23.8%	22.7%	35.0%	34.7%	34.0%
Somewhat	43.2%	49.5%	52.5%	47.1%	49.9%	56.2%	40.0%	48.9%	47.6%
Not at all	24.3%	21.9%	20.0%	23.5%	26.3%	21.1%	25.0%	16.4%	18.5%
Total(n)	37	1,751	3,198	17	944	1,730	20	807	1,468
Mean	2.08	2.07	2.07	2.06	1.98	2.02	2.10	2.18	2.16
Standard deviation	0.76	0.71	0.69	0.75	0.71	0.66	0.79	0.69	0.71
Significance	-			-			-		
Effect size	-	0.01	0.01	-	0.11	0.06	-	-0.12	-0.08
Institutional budget cuts									
Extensive	5.1%	29.2%	28.6%	5.9%	28.1%	28.5%	4.5%	30.6%	28.7%
Somewhat	53.8%	39.0%	43.7%	64.7%	40.1%	44.8%	45.5%	37.5%	42.2%
Not at all	41.0%	31.9%	27.7%	29.4%	31.8%	26.7%	50.0%	31.9%	29.1%
Total(n)	39	1,706	3,093	17	927	1,682	22	779	1,411
Mean	1.64	1.97	2.01	1.76	1.96	2.02	1.55	1.99	2.00
Standard deviation	0.58	0.78	0.75	0.56	0.77	0.74	0.60	0.79	0.76
Significance	-	**	**	-			-	**	**
Effect size	-	-0.42	-0.49	-	-0.26	-0.35	-	-0.56	-0.59
During the past two years, have you: Considered leaving academe for another job? Yes	38.5%	38.1%	35.3%	23.5%	34.5%	32.8%	50.0%	42.8%	38.7%
No	61.5%	61.9%	64.7%	76.5%	65.5%	67.2%	50.0%	57.2%	61.3%
Total(n)	39	1,773	3,242	17	955	1,749	22	818	1,493
Considered leaving this institution for another? Yes	33.3%	47.4%	48.1%	41.2%	47.9%	49.6%	27.3%	46.8%	46.1%
No	66.7%	52.6%	51.9%	58.8%	52.1%	50.4%	72.7%	53.2%	53.9%
Total(n)	39	1,771	3,234	17	954	1,748	22	817	1,486
Engaged in public service/professional consulting without pay? Yes	56.4%	52.3%	56.0%	52.9%	52.0%	58.1%	59.1%	52.7%	53.2%
No	43.6%	47.7%	44.0%	47.1%	48.0%	41.9%	40.9%	47.3%	46.8%
Total(n)	39	1,773	3,231	17	956	1,743	22	817	1,488
Received at least one firm job offer? Yes	12.8%	15.4%	18.8%	11.8%	15.3%	20.2%	13.6%	15.5%	17.0%
No	87.2%	84.6%	81.2%	88.2%	84.7%	79.8%	86.4%	84.5%	83.0%
Total(n)	39	1,772	3,237	17	956	1,748	22	816	1,489
Requested/sought an early promotion? Yes	5.3%	3.9%	6.5%	6.3%	4.3%	8.4%	4.5%	3.4%	4.0%
No	94.7%	96.1%	93.5%	93.8%	95.7%	91.6%	95.5%	96.6%	96.0%
Total(n)	38	1,773	3,237	16	955	1,746	22	818	1,491
For each of the following items, please mark either Yes or No.									
Are you a member of a faculty union? Yes	0.0%	3.5%	5.6%	0.0%	3.2%	5.7%	0.0%	3.8%	5.4%
No	100.0%	96.5%	94.4%	100.0%	96.8%	94.3%	100.0%	96.2%	94.6%
Total(n)	39	1,768	3,227	17	950	1,741	22	818	1,486

	Total			Men			Women		
	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2	Earlham	Comp 1	Comp 2
Are you a U.S. citizen?									
Yes	94.9%	95.1%	96.1%	100.0%	95.4%	96.5%	90.9%	94.8%	95.6%
No	5.1%	4.9%	3.9%	0.0%	4.6%	3.5%	9.1%	5.2%	4.4%
Total(n)	39	1,773	3,237	17	954	1,747	22	819	1,490
Do you plan to retire within the next three years?									
Yes	17.9%	8.5%	10.1%	11.8%	9.6%	10.5%	22.7%	7.2%	9.4%
No	82.1%	91.5%	89.9%	88.2%	90.4%	89.5%	77.3%	92.8%	90.6%
Total(n)	39	1,764	3,222	17	949	1,738	22	815	1,484
Do you use your scholarship to address local community needs?									
Yes	21.1%	34.3%	36.7%	23.5%	30.1%	33.8%	19.0%	39.7%	40.8%
No	78.9%	65.7%	63.3%	76.5%	69.9%	66.2%	81.0%	60.3%	59.2%
Total(n)	38	1,763	3,221	17	950	1,740	21	813	1,481
Have you been sexually harassed at this institution?									
Yes	7.7%	5.9%	4.9%	0.0%	2.3%	2.9%	13.6%	10.6%	7.6%
No	92.3%	94.1%	95.1%	100.0%	97.7%	97.1%	86.4%	89.4%	92.4%
Total(n)	39	1,765	3,225	17	952	1,745	22	813	1,480
For each of the following items, please mark either Yes or No. Have you ever interrupted your professional career for more than one year for family reasons?									
Yes	7.7%	9.3%	9.4%	0.0%	3.2%	4.2%	13.6%	17.1%	16.6%
No	92.3%	90.7%	90.6%	100.0%	96.8%	95.8%	86.4%	82.9%	83.4%
Total(n)	39	1,770	3,232	17	951	1,743	22	819	1,489
Have you ever received an award for outstanding teaching?									
Yes	23.7%	42.5%	41.8%	29.4%	44.4%	45.3%	19.0%	40.1%	37.0%
No	76.3%	57.5%	58.2%	70.6%	55.6%	54.7%	81.0%	59.9%	63.0%
Total(n)	38	1,771	3,235	17	953	1,747	21	818	1,488
How would you characterize your political views?									
Far left	7.7%	9.9%	6.6%	0.0%	8.8%	5.7%	13.6%	11.3%	7.8%
Liberal	74.4%	47.9%	40.0%	76.5%	44.5%	36.6%	72.7%	52.2%	44.8%
Middle of the road	17.9%	27.2%	29.7%	23.5%	29.4%	30.9%	13.6%	24.3%	28.2%
Conservative	0.0%	14.2%	22.4%	0.0%	15.9%	24.8%	0.0%	12.0%	19.0%
Far right	0.0%	0.8%	1.3%	0.0%	1.4%	2.0%	0.0%	0.1%	0.3%
Total(n)	39	1,762	3,218	17	950	1,737	22	812	1,481
If you were to begin your career again, would you:									
Still want to come to this institution?									
Definitely yes	53.8%	34.9%	34.4%	52.9%	34.0%	34.0%	54.5%	36.1%	35.0%
Probably yes	30.8%	36.6%	34.5%	35.3%	36.8%	33.6%	27.3%	36.2%	35.9%
Not sure	2.6%	17.4%	20.0%	0.0%	17.7%	20.4%	4.5%	17.0%	19.4%
Probably no	5.1%	7.3%	7.0%	11.8%	7.3%	7.0%	0.0%	7.2%	6.9%
Definitely no	7.7%	3.8%	4.0%	0.0%	4.1%	4.9%	13.6%	3.5%	2.8%
Total(n)	39	1,775	3,245	17	954	1,751	22	821	1,494
Mean	4.18	3.91	3.88	4.29	3.89	3.85	4.09	3.94	3.93
Standard deviation	1.21	1.07	1.08	0.99	1.08	1.12	1.38	1.06	1.03
Significance	-			-			-		
Effect size	-	0.25	0.28	-	0.37	0.39	-	0.14	0.16
Still want to be a college professor?									
Definitely yes	59.5%	58.4%	63.7%	70.6%	61.5%	65.7%	50.0%	54.4%	61.0%
Probably yes	27.0%	29.5%	24.8%	23.5%	27.3%	24.3%	30.0%	32.2%	25.5%
Not sure	5.4%	9.5%	8.4%	5.9%	8.7%	6.9%	5.0%	10.5%	10.4%
Probably no	2.7%	1.8%	2.1%	0.0%	1.9%	1.7%	5.0%	1.7%	2.6%
Definitely no	5.4%	0.8%	1.0%	0.0%	0.6%	1.4%	10.0%	1.1%	0.5%
Total(n)	37	1,772	3,239	17	954	1,749	20	818	1,490
Mean	4.32	4.43	4.48	4.65	4.47	4.51	4.05	4.37	4.44

Standard deviation	1.08	0.80	0.81	0.61	0.78	0.81	1.32	0.83	0.82
Significance	-			-			-		*
Effect size	-	-0.14	-0.20	-	0.23	0.17	-	-0.39	-0.48
Aggregated - Salary based on 9/10 months (full-time employees only) Less than \$20,000	0.0%	0.1%	0.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.9%
\$20,000 - \$29,999	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%
\$30,000 - \$39,999	0.0%	0.6%	0.9%	0.0%	0.6%	1.3%	0.0%	0.5%	0.3%
\$40,000 - \$49,999	4.0%	4.4%	11.2%	9.1%	2.9%	11.3%	0.0%	6.6%	11.0%
\$50,000 - \$59,999	28.0%	23.2%	31.1%	27.3%	20.5%	24.3%	28.6%	26.9%	41.7%
\$60,000 - \$69,999	20.0%	23.3%	23.0%	18.2%	21.4%	25.2%	21.4%	26.0%	19.7%
\$70,000 - \$79,999	16.0%	17.7%	16.9%	18.2%	18.3%	18.2%	14.3%	16.9%	15.0%
\$80,000 - \$89,999	16.0%	13.0%	8.0%	9.1%	14.1%	9.1%	21.4%	11.5%	6.5%
\$90,000 - \$99,999	16.0%	6.7%	3.6%	18.2%	9.2%	4.8%	14.3%	3.3%	1.7%
\$100,000 - \$124,999	0.0%	7.7%	3.0%	0.0%	8.8%	3.4%	0.0%	6.3%	2.4%
\$125,000 - \$149,999	0.0%	1.2%	0.4%	0.0%	1.3%	0.5%	0.0%	1.2%	0.4%
\$150,000 or more	0.0%	1.9%	1.4%	0.0%	2.7%	2.0%	0.0%	0.9%	0.4%
Total(n)	25	1,072	2,009	11	605	1,126	14	467	883
What percentage of your current year's income comes from:Base salary from this institution 100%	61.5%	48.2%	44.0%	47.1%	41.3%	37.0%	72.7%	57.0%	53.7%
75% to 99%	33.3%	46.6%	48.5%	47.1%	51.6%	54.0%	22.7%	40.1%	40.9%
74% to 50%	5.1%	4.1%	6.0%	5.9%	6.0%	7.3%	4.5%	1.8%	4.1%
25% to 49%	0.0%	0.8%	1.3%	0.0%	0.9%	1.4%	0.0%	0.7%	1.1%
1% to 24%	0.0%	0.2%	0.3%	0.0%	0.1%	0.3%	0.0%	0.5%	0.2%
0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Total(n)	39	1,712	3,120	17	924	1,689	22	788	1,431
Please enter the four-digit year that each of the following occurred.Year of birth 1981 or later	5.3%	1.6%	1.4%	5.9%	1.3%	1.3%	4.8%	1.9%	1.5%
1986 - 1980	18.4%	8.1%	8.9%	11.8%	5.5%	8.6%	23.8%	11.5%	9.3%
1971 - 1975	13.2%	13.4%	10.9%	5.9%	12.6%	9.7%	19.0%	14.4%	12.7%
1966 - 1970	5.3%	13.6%	13.6%	11.8%	13.0%	14.0%	0.0%	14.3%	13.0%
1961 - 1965	2.6%	14.7%	15.9%	0.0%	15.0%	16.9%	4.8%	14.2%	14.4%
1956 - 1960	7.9%	15.7%	14.2%	5.9%	14.3%	13.5%	9.5%	17.5%	15.2%
1951 - 1955	13.2%	14.1%	15.1%	23.5%	15.5%	13.5%	4.8%	12.2%	17.3%
1946 - 1950	26.3%	11.6%	12.0%	23.5%	12.6%	13.0%	28.6%	10.2%	10.6%
1941 - 1945	5.3%	5.1%	5.7%	11.8%	6.9%	6.7%	0.0%	2.8%	4.3%
1940 or earlier	2.6%	2.2%	2.3%	0.0%	3.2%	2.8%	4.8%	1.0%	1.7%
Total(n)	38	1,695	3,093	17	921	1,682	21	774	1,411
Year of first academic appointment 1973 or earlier	12.8%	6.1%	6.3%	11.8%	7.8%	7.0%	13.6%	3.8%	5.4%
1974 - 1978	2.6%	6.9%	6.3%	0.0%	8.8%	8.2%	4.5%	4.2%	3.7%
1979 - 1983	15.4%	8.4%	7.4%	29.4%	8.9%	8.7%	4.5%	7.6%	5.6%
1984 - 1988	20.5%	11.4%	9.2%	11.8%	12.4%	10.1%	27.3%	9.9%	7.9%
1989 - 1993	12.8%	13.6%	12.5%	17.6%	13.7%	12.3%	9.1%	13.5%	12.6%
1994 - 1998	7.7%	17.0%	20.4%	5.9%	15.6%	20.7%	9.1%	19.0%	20.1%
1999 - 2003	10.3%	18.1%	18.4%	17.6%	17.1%	15.3%	4.5%	19.6%	22.6%
2004 - 2008	17.9%	18.2%	19.5%	5.9%	15.7%	17.7%	27.3%	21.9%	21.8%
2009 or later	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	0.2%
Total(n)	39	1,901	3,482	17	1,057	1,914	22	844	1,568
Year of appointment at present institution 1973 or earlier	3.2%	2.3%	2.4%	5.9%	2.9%	3.2%	0.0%	1.5%	1.2%
1974 - 1978	6.5%	4.7%	3.6%	0.0%	6.2%	4.0%	14.3%	2.5%	3.0%
1979 - 1983	12.9%	7.0%	5.4%	17.6%	8.7%	5.6%	7.1%	4.5%	5.1%
1984 - 1988	16.1%	10.1%	7.4%	11.8%	10.4%	9.0%	21.4%	9.6%	5.1%
1989 - 1993	12.9%	10.2%	9.3%	5.9%	9.4%	9.2%	21.4%	11.4%	9.4%
1994 - 1998	6.5%	17.9%	16.4%	11.8%	17.1%	16.0%	0.0%	19.2%	17.0%

1999 - 2003	22.6%	20.0%	23.7%	23.5%	19.6%	22.4%	21.4%	20.7%	25.5%
2004 - 2008	19.4%	26.9%	30.4%	23.5%	25.7%	29.5%	14.3%	28.8%	31.7%
2009 or later	0.0%	0.7%	1.5%	0.0%	0.0%	1.1%	0.0%	1.9%	2.1%
Total(n)	31	1,599	2,904	17	910	1,627	14	689	1,277
Aggregated Department Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%
Biological Sciences (General Area 5)	10.3%	7.4%	9.1%	11.8%	7.4%	10.7%	9.1%	7.5%	6.9%
Business (General Area 6)	2.6%	6.8%	7.6%	0.0%	7.1%	8.0%	4.5%	6.5%	7.0%
Education (General Area 10 and Specific Discipline 2102)	0.0%	4.7%	6.1%	0.0%	3.3%	4.0%	0.0%	6.5%	9.1%
Engineering (General Area 11)	0.0%	2.0%	1.0%	0.0%	3.2%	1.4%	0.0%	0.6%	0.3%
English (General Area 12)	2.6%	7.5%	8.1%	0.0%	5.3%	5.1%	4.5%	10.4%	12.3%
Health-related (General Area 15)	0.0%	3.4%	5.2%	0.0%	0.9%	1.3%	0.0%	6.7%	10.7%
History or Political Science (Specific Discipline 3007,3009)	7.7%	6.7%	6.2%	11.8%	8.1%	8.4%	4.5%	4.9%	3.2%
Humanities (General Area 14,24)	25.6%	12.9%	11.3%	17.6%	13.1%	13.6%	31.8%	12.7%	8.1%
Fine Arts (General Area 2,4,22)	15.4%	10.5%	8.1%	17.6%	11.7%	8.9%	13.6%	8.9%	7.1%
Mathematics or Statistics (General Area 18)	2.6%	5.4%	5.3%	0.0%	7.0%	6.1%	4.5%	3.4%	4.2%
Physical Sciences (General Area 25)	10.3%	9.3%	7.9%	17.6%	11.8%	10.7%	4.5%	6.0%	4.1%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.8%	12.5%	12.7%	17.6%	11.6%	10.1%	9.1%	13.5%	16.4%
Other Technical (General Area 8,19,28)	2.6%	1.8%	1.3%	5.9%	2.3%	1.8%	0.0%	1.2%	0.6%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.7%	8.7%	9.8%	0.0%	6.9%	9.7%	13.6%	11.0%	9.9%
Total(n)	39	1,731	3,157	17	933	1,707	22	798	1,450
Race/Ethnicity - mark all that apply (total may add to more than 100%)									
White/Caucasian	92.3%	90.6%	90.9%	94.1%	91.0%	91.5%	90.9%	90.2%	90.0%
African American/Black	2.6%	1.6%	3.0%	5.9%	1.1%	2.7%	0.0%	2.3%	3.5%
American Indian/Alaska Native	0.0%	1.0%	1.4%	0.0%	1.2%	1.5%	0.0%	0.8%	1.2%
Asian American/Asian	10.3%	4.8%	3.3%	5.9%	4.9%	2.9%	13.6%	4.7%	3.8%
Native Hawaiian/Pacific Islander	2.6%	0.5%	0.3%	5.9%	0.4%	0.4%	0.0%	0.7%	0.3%
Mexican American/Chicano	0.0%	1.1%	0.9%	0.0%	1.0%	1.0%	0.0%	1.1%	0.8%
Puerto Rican	0.0%	0.3%	0.6%	0.0%	0.2%	0.2%	0.0%	0.4%	1.1%
Other Latino	0.0%	2.0%	1.9%	0.0%	1.8%	1.7%	0.0%	2.3%	2.2%
Other	0.0%	1.6%	2.1%	0.0%	1.4%	2.2%	0.0%	1.8%	2.0%
Total(n)	39	1,729	3,161	17	926	1,701	22	803	1,460

Comparison Group 1				
Abilene Christian University	Bethel University	Gustavus Adolphus College	Nebraska Wesleyan University	Trinity University
Agnes Scott College	Calvin College	Hope College	Ohio Northern University	Valparaiso University
Allegheny College	Chapman University	Luther College	St Olaf College	Wagner College
Augustana College	DePauw University	Macalester College	Susquehanna University	Whitworth University
Belmont University	Gordon College	Muhlenberg College	Taylor University	Wittenberg University

Comparison Group 2				
Alaska Pacific University	Central College	Hamline University	Malone University	Rocky Mountain College
Augsburg College	Concordia University-Wisconsin	Huntington University	Northwest Nazarene University	Simpson College
Baldwin Wallace University	Elmhurst College	Illinois College	Northwestern College	Southwest Baptist University
Brigham Young University-Hawaii	Freed-Hardeman University	Lebanon Valley College	Oklahoma Christian University	University of Mary Hardin-Baylor
Buena Vista University	George Fox University	Linfield College	Oral Roberts University	University of Sioux Falls
California Lutheran University	Goshen College	Lycoming College	Roberts Wesleyan College	Wartburg College
Carroll University				