



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

2013-14 HERI Faculty Survey

Institutional Profile Reports

Montclair State University

Comparison group 1: Public 4yr Colleges - medium
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2013-14 HERI Faculty Survey Instrument

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

How to Read the Institutional Profile Report

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

Sample University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming a community leader										
Essential	11.1%	9.8%	9.2%	15.0%	10.7%	9.4%	8.9%	9.3%	9.1%	Social Agency
Very important	15.3%	13.8%	13.0%	18.3%	16.4%	13.6%	13.6%	12.6%	12.6%	
Somewhat important	31.3%	28.7%	28.7%	28.2%	26.3%	26.6%	33.1%	29.8%	30.0%	
Not important	42.2%	47.8%	49.1%	38.5%	46.6%	50.4%	44.4%	48.3%	48.3%	
Total (n)	1,395	5,458	16,100	514	1,761	6,067	881	3,697	10,033	
Mean	1.95	1.86	1.82	2.10	1.91	1.82	1.87	1.83	1.85	
Standard Deviation	1.01	0.99	0.98	1.08	1.03	0.99	0.96	0.98	0.97	
Significance	-	**	***	-	***	***	-	-	-	
Effect Size	-	0.09	0.13	-	0.18	0.28	-	0.04	0.04	

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

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

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

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

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

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

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

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	48	960	3,215	25	465	1,627	23	495	1,588	
What is your principal activity in your current position at this institution?										
Administration	4.2%	8.4%	7.6%	0.0%	7.9%	7.1%	8.7%	9.0%	8.2%	
Teaching	81.3%	89.1%	90.4%	84.0%	90.8%	91.2%	78.3%	87.2%	89.6%	
Research	14.6%	1.3%	0.8%	16.0%	0.9%	0.8%	13.0%	1.8%	0.8%	
Services to clients and patients	0.0%	0.4%	0.5%	0.0%	0.1%	0.5%	0.0%	0.7%	0.5%	
Other	0.0%	0.7%	0.7%	0.0%	0.3%	0.5%	0.0%	1.2%	0.9%	
Total(n)	48	959	3,210	25	464	1,624	23	495	1,586	
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	959	3,211	25	465	1,626	23	494	1,585	
What is your present academic rank?										
Professor	22.9%	33.9%	31.7%	28.0%	42.1%	39.1%	17.4%	24.6%	23.3%	
Associate professor	43.8%	29.4%	28.6%	28.0%	31.6%	29.4%	60.9%	26.9%	27.7%	
Assistant professor	33.3%	23.4%	25.3%	44.0%	15.1%	19.4%	21.7%	32.9%	32.1%	
Lecturer	0.0%	5.4%	6.5%	0.0%	4.4%	5.9%	0.0%	6.5%	7.2%	
Instructor	0.0%	7.9%	7.8%	0.0%	6.8%	6.2%	0.0%	9.2%	9.7%	
Total(n)	48	717	2,439	25	343	1,217	23	374	1,222	
What is your tenure status at this institution?										
Tenured	66.7%	67.5%	63.3%	60.0%	73.5%	69.6%	73.9%	60.6%	56.2%	
On tenure track, but not tenured	33.3%	17.1%	18.9%	40.0%	14.6%	15.8%	26.1%	19.9%	22.4%	
Not on tenure track, but institution has tenure system	0.0%	15.1%	17.5%	0.0%	11.4%	14.2%	0.0%	19.3%	21.2%	
Institution has no tenure system	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.2%	
Total(n)	48	716	2,439	25	342	1,216	23	374	1,223	
Are you currently serving in an administrative position as:										
Department chair	0.0%	9.4%	9.9%	0.0%	12.0%	12.0%	0.0%	6.5%	7.5%	
Dean (associate or assistant)	0.0%	2.4%	1.5%	0.0%	0.9%	0.8%	0.0%	4.1%	2.4%	
President	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other	14.3%	15.2%	13.8%	16.7%	13.0%	13.4%	11.8%	17.6%	14.3%	
Not applicable	74.3%	57.8%	60.7%	66.7%	58.5%	59.9%	82.4%	57.0%	61.7%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.8%	0.7%	0.0%	1.3%	1.1%	0.0%	0.2%	0.3%	
Master's (M.A., M.S.)	0.0%	11.6%	13.0%	0.0%	6.0%	9.5%	0.0%	17.5%	17.1%	
M.F.A.	2.9%	4.1%	3.9%	0.0%	6.1%	4.0%	5.9%	2.0%	3.7%	
M.B.A.	0.0%	0.8%	1.4%	0.0%	0.2%	1.4%	0.0%	1.5%	1.4%	
LL.B., J.D.	0.0%	0.6%	0.7%	0.0%	0.5%	0.6%	0.0%	0.7%	0.7%	
M.D., D.D.S. (or equivalent)	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.5%	0.4%	0.0%	0.6%	0.6%	0.0%	0.3%	0.2%	
Ed.D.	2.9%	3.4%	3.7%	5.6%	2.0%	2.4%	0.0%	4.8%	5.3%	
Ph.D.	94.3%	75.4%	73.8%	94.4%	80.3%	78.6%	94.1%	70.3%	68.4%	
Other degree	0.0%	2.6%	2.2%	0.0%	2.7%	1.7%	0.0%	2.6%	2.8%	
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	35	768	2,604	18	356	1,309	17	412	1,295	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.3%	0.2%	
Master's (M.A., M.S.)	0.0%	0.8%	0.8%	0.0%	1.0%	0.8%	0.0%	0.5%	0.7%	
M.F.A.	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.5%	0.2%	
M.B.A.	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.9%	1.2%	0.0%	0.9%	0.7%	0.0%	0.8%	1.9%	
Ph.D.	0.0%	2.0%	3.6%	0.0%	0.9%	3.4%	0.0%	3.5%	3.8%	
Other degree	0.0%	0.6%	0.8%	0.0%	0.4%	0.5%	0.0%	0.9%	1.4%	
None	100.0%	95.1%	93.2%	100.0%	96.3%	94.3%	100.0%	93.4%	91.8%	
Total(n)	34	670	2,284	18	314	1,164	16	356	1,120	
Personality, now important to you is:										
Research										
Essential	58.3%	30.9%	30.8%	60.0%	38.1%	33.6%	56.5%	22.6%	27.6%	
Very important	29.2%	38.4%	37.2%	24.0%	35.6%	37.8%	34.8%	41.7%	36.5%	
Somewhat important	12.5%	26.2%	26.0%	16.0%	22.6%	23.5%	8.7%	30.4%	28.8%	
Not important	0.0%	4.5%	6.0%	0.0%	3.7%	5.1%	0.0%	5.3%	7.1%	
Total(n)	48	952	3,194	25	462	1,616	23	490	1,578	
Teaching										
Essential	59.6%	75.3%	79.9%	62.5%	71.1%	78.0%	56.5%	80.1%	81.9%	
Very important	40.4%	23.0%	18.9%	37.5%	27.0%	20.4%	43.5%	18.3%	17.0%	
Somewhat important	0.0%	1.6%	1.2%	0.0%	1.7%	1.4%	0.0%	1.4%	1.0%	
Not important	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	
Total(n)	47	957	3,212	24	462	1,624	23	495	1,588	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Service										
Essential	6.3%	17.5%	19.0%	4.0%	15.2%	17.0%	8.7%	20.1%	21.4%	
Very important	50.0%	47.2%	47.3%	48.0%	40.0%	42.8%	52.2%	55.2%	52.5%	
Somewhat important	37.5%	29.6%	30.0%	40.0%	36.1%	34.8%	34.8%	22.3%	24.4%	
Not important	6.3%	5.7%	3.7%	8.0%	8.6%	5.5%	4.3%	2.4%	1.7%	
Total(n)	48	949	3,179	25	456	1,608	23	493	1,571	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	34.8%	57.4%	57.7%	26.1%	56.6%	56.9%	43.5%	58.3%	58.6%	
Collaborated with the local community in research/teaching	45.7%	52.4%	55.4%	34.8%	50.7%	52.8%	56.5%	54.3%	58.5%	
Conducted research or writing focused on international/global issues	40.9%	29.4%	29.8%	45.5%	30.2%	31.0%	36.4%	28.6%	28.4%	
Conducted research or writing focused on racial or ethnic minorities	26.7%	22.6%	25.2%	26.1%	20.2%	22.0%	27.3%	25.4%	28.9%	
Conducted research or writing focused on women and gender issues	42.2%	25.8%	26.2%	22.7%	16.1%	18.7%	60.9%	36.8%	34.7%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	9.1%	11.1%	11.3%	4.5%	7.6%	9.1%	13.6%	15.1%	13.9%	
Engaged undergraduates on your research project	48.9%	53.4%	50.9%	56.5%	57.9%	54.2%	40.9%	48.2%	47.1%	
Worked with undergraduates on a research project	54.3%	64.5%	65.5%	56.5%	66.6%	67.8%	52.2%	62.2%	62.7%	
Engaged in academic research that spans multiple disciplines	73.9%	66.3%	64.8%	78.3%	70.6%	67.4%	69.6%	61.3%	61.9%	
Supervised an undergraduate thesis	10.9%	34.7%	36.6%	4.3%	37.1%	36.8%	17.4%	32.0%	36.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	46.7%	53.4%	52.1%	52.2%	54.0%	52.5%	40.9%	52.6%	51.7%	
Received funding for your work from foundations	15.6%	14.9%	18.8%	9.1%	15.0%	18.7%	21.7%	14.8%	19.0%	
Received funding for your work from state or federal government	34.8%	24.1%	24.5%	43.5%	24.5%	26.3%	26.1%	23.7%	22.4%	
Received funding for your work from business or industry	9.1%	8.3%	8.4%	9.1%	9.3%	10.1%	9.1%	7.2%	6.4%	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	9.1%	11.8%	15.9%	18.2%	11.8%	17.0%	0.0%	11.8%	14.6%	
Taught an interdisciplinary course	36.4%	26.5%	32.0%	40.9%	24.7%	32.1%	31.8%	28.6%	31.9%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	13.6%	11.9%	13.6%	9.1%	10.1%	11.4%	18.2%	13.9%	16.1%	
Taught a service learning course	6.8%	19.2%	19.2%	4.5%	18.3%	18.3%	9.1%	20.2%	20.2%	
Taught an exclusively web-based course at this institution	39.5%	27.9%	27.2%	36.4%	22.7%	23.8%	42.9%	33.7%	31.0%	
Participated in organized activities around enhancing pedagogy and student learning	56.8%	70.3%	72.0%	50.0%	62.6%	66.5%	63.6%	78.9%	78.3%	
Taught a seminar for first-year students	13.6%	19.8%	18.6%	27.3%	19.8%	17.9%	0.0%	19.7%	19.3%	
Taught a capstone course	45.5%	34.8%	36.9%	50.0%	34.8%	36.6%	40.9%	34.8%	37.2%	
Taught in a learning community (e.g., FIG, linked courses)	20.5%	10.1%	9.9%	22.7%	11.6%	10.0%	18.2%	8.5%	9.8%	
Taught a course that meets general education requirements	54.5%	60.2%	64.6%	63.6%	64.4%	68.5%	45.5%	55.4%	60.0%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a great extent	11.1%	12.9%	11.9%	9.1%	12.2%	12.8%	13.0%	13.8%	10.9%	
To some extent	22.2%	23.1%	25.3%	22.7%	23.7%	24.1%	21.7%	22.4%	26.6%	
Not at all	66.7%	64.0%	62.8%	68.2%	64.1%	63.2%	65.2%	63.8%	62.5%	
Total(n)	45	914	3,010	22	444	1,534	23	470	1,476	
Published with undergraduates										
To a great extent	2.3%	4.8%	4.9%	4.8%	6.0%	6.3%	0.0%	3.4%	3.3%	
To some extent	18.2%	16.7%	14.8%	23.8%	15.8%	15.1%	13.0%	17.6%	14.5%	
Not at all	79.5%	78.6%	80.3%	71.4%	78.2%	78.6%	87.0%	79.0%	82.2%	
Total(n)	44	911	2,992	21	441	1,524	23	470	1,468	
How many courses are you teaching this term (include all institutions at which you teach)?										
Mean	2.77	3.17	3.17	2.96	3.23	3.21	2.57	3.11	3.12	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	4	3	3	3	3	
Total(n)	48	37,038	103,812	25	19,667	55,425	23	17,372	48,387	
How many courses are you teaching this term are:										
General education courses										
Mean	0.43	0.94	0.90	0.36	0.93	0.89	0.50	0.95	0.90	
Median	0	0	0	0	1	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	33,070	92,819	25	18,203	50,366	22	14,867	42,453	
Courses required for an undergraduate major										
Mean	1.79	2.88	2.41	1.92	3.60	2.70	1.64	2.01	2.07	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	1	2	
Total(n)	47	34,546	96,205	25	18,955	51,417	22	15,591	44,788	
Other undergraduate credit courses										
Mean	0.47	0.63	0.61	0.44	0.61	0.62	0.50	0.65	0.60	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	29,561	85,833	25	15,887	46,500	22	13,674	39,333	
Developmental/remedial courses (not for credit)										
Mean	0.00	0.03	0.04	0.00	0.02	0.03	0.00	0.06	0.05	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	27,122	79,752	25	15,067	44,072	22	12,055	35,680	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term are:										
Non-credit courses (other than above)										
Mean	0.00	0.03	0.03	0.00	0.01	0.02	0.00	0.06	0.04	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	27,186	79,916	25	14,897	43,914	22	12,289	36,002	
Graduate courses										
Mean	0.32	0.40	0.31	0.32	0.43	0.31	0.32	0.35	0.32	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	28,583	83,222	25	15,956	45,388	22	12,627	37,834	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.70	3.45	3.36	2.92	3.65	3.50	2.45	3.20	3.21	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	4	3	3	3	3	
Total(n)	47	35,227	99,180	25	19,074	53,004	22	16,152	46,177	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	0.04	0.14	0.14	0.04	0.14	0.13	0.05	0.13	0.14	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	47	27,593	79,303	25	15,628	44,278	22	11,965	35,025	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	99.2%	99.7%	0.0%	98.1%	99.5%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.8%	0.3%	0.0%	1.9%	0.5%	0.0%	0.0%	0.0%	
Total(n)	1	39	123	0	12	59	1	27	64	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	6.4%	5.4%	4.8%	8.3%	3.9%	4.2%	4.3%	7.1%	5.5%	
Writing	14.9%	13.4%	13.0%	12.5%	10.4%	11.5%	17.4%	16.9%	14.7%	
Mathematics	4.3%	4.8%	6.1%	4.2%	5.6%	6.5%	4.3%	3.8%	5.5%	
General academic skills	10.6%	11.2%	9.4%	12.5%	9.9%	9.1%	8.7%	12.7%	9.6%	
Other subject areas	4.3%	5.8%	5.2%	8.3%	6.1%	5.5%	0.0%	5.4%	4.8%	
Total(n)	47	948	3,170	24	457	1,600	23	491	1,570	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	17.8%	23.6%	27.9%	13.6%	17.5%	21.8%	21.7%	30.6%	34.9%	
No	64.4%	54.8%	56.3%	72.7%	66.0%	64.8%	56.5%	42.2%	46.6%	
Not eligible	2.2%	3.9%	3.1%	0.0%	3.5%	2.8%	4.3%	4.4%	3.4%	
Not available	15.6%	17.6%	12.7%	13.6%	13.0%	10.6%	17.4%	22.9%	15.1%	
Total(n)	45	925	3,108	22	446	1,572	23	479	1,536	
Paid sabbatical leave										
Yes	6.8%	9.3%	10.6%	4.8%	11.6%	11.0%	8.7%	6.6%	10.2%	
No	59.1%	58.1%	57.9%	61.9%	60.3%	63.0%	56.5%	55.6%	52.0%	
Not eligible	27.3%	23.2%	24.1%	19.0%	22.2%	20.5%	34.8%	24.4%	28.3%	
Not available	6.8%	9.4%	7.3%	14.3%	5.9%	5.5%	0.0%	13.4%	9.5%	
Total(n)	44	922	3,096	21	446	1,564	23	476	1,532	
Travel funds paid by the institution										
Yes	93.3%	74.2%	77.9%	90.9%	74.2%	76.4%	95.7%	74.3%	79.6%	
No	6.7%	19.7%	17.6%	9.1%	21.2%	19.9%	4.3%	18.1%	14.8%	
Not eligible	0.0%	2.1%	1.8%	0.0%	2.1%	1.7%	0.0%	2.1%	1.9%	
Not available	0.0%	3.9%	2.8%	0.0%	2.5%	1.9%	0.0%	5.5%	3.7%	
Total(n)	45	924	3,107	22	446	1,572	23	478	1,535	
Internal grants for research										
Yes	31.8%	35.8%	36.2%	27.3%	37.7%	36.8%	36.4%	33.6%	35.6%	
No	59.1%	54.2%	55.3%	59.1%	54.7%	57.0%	59.1%	53.5%	53.3%	
Not eligible	2.3%	6.6%	4.7%	0.0%	5.3%	3.5%	4.5%	8.1%	6.2%	
Not available	6.8%	3.5%	3.8%	13.6%	2.3%	2.8%	0.0%	4.8%	4.9%	
Total(n)	44	923	3,098	22	445	1,567	22	478	1,531	
Training for administrative leadership										
Yes	2.2%	15.8%	15.4%	0.0%	17.5%	15.5%	4.3%	13.8%	15.4%	
No	71.1%	62.8%	66.4%	59.1%	66.4%	69.9%	82.6%	58.6%	62.4%	
Not eligible	8.9%	6.0%	5.7%	13.6%	5.8%	4.3%	4.3%	6.3%	7.3%	
Not available	17.8%	15.4%	12.5%	27.3%	10.3%	10.3%	8.7%	21.3%	15.0%	
Total(n)	45	923	3,095	22	447	1,569	23	476	1,526	
Received incentives to develop new courses										
Yes	15.6%	23.6%	25.7%	18.2%	22.5%	23.5%	13.0%	24.8%	28.2%	
No	53.3%	56.2%	56.7%	40.9%	64.9%	64.0%	65.2%	46.3%	48.2%	
Not eligible	2.2%	2.9%	2.7%	0.0%	2.3%	2.0%	4.3%	3.7%	3.5%	
Not available	28.9%	17.3%	14.9%	40.9%	10.3%	10.5%	17.4%	25.2%	20.1%	
Total(n)	45	922	3,102	22	446	1,571	23	476	1,531	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	33.3%	29.2%	30.7%	27.3%	29.0%	28.1%	39.1%	29.4%	33.8%	
No	46.7%	53.2%	55.4%	36.4%	61.2%	62.8%	56.5%	44.2%	46.8%	
Not eligible	0.0%	2.7%	2.1%	0.0%	2.3%	1.6%	0.0%	3.3%	2.8%	
Not available	20.0%	14.8%	11.8%	36.4%	7.5%	7.6%	4.3%	23.1%	16.6%	
Total(n)	45	924	3,101	22	446	1,570	23	478	1,531	
How many of the following have you published?										
Articles in academic or professional journals										
None	13.6%	18.1%	19.2%	22.7%	15.3%	15.7%	4.5%	21.2%	23.2%	
1-2	13.6%	21.2%	22.9%	0.0%	18.1%	20.7%	27.3%	24.6%	25.3%	
3-4	11.4%	15.6%	16.7%	13.6%	15.4%	17.1%	9.1%	15.8%	16.2%	
5-10	25.0%	24.2%	22.6%	22.7%	25.1%	23.2%	27.3%	23.3%	21.9%	
11-20	22.7%	11.4%	11.3%	22.7%	11.7%	12.3%	22.7%	11.1%	10.0%	
21-50	13.6%	7.7%	5.6%	18.2%	11.4%	7.9%	9.1%	3.6%	3.0%	
51+	0.0%	1.7%	1.8%	0.0%	2.9%	3.0%	0.0%	0.4%	0.3%	
Total(n)	44	922	3,076	22	442	1,550	22	480	1,526	
Mean	3.70	3.20	3.08	3.77	3.46	3.32	3.64	2.91	2.80	
Standard deviation	1.62	1.60	1.57	1.80	1.67	1.63	1.47	1.47	1.44	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.31	0.39	-	0.19	0.28	-	0.50	0.58	
Chapters in edited volumes										
None	38.6%	57.3%	54.5%	31.8%	59.7%	54.5%	45.5%	54.8%	54.4%	
1-2	43.2%	25.6%	28.8%	45.5%	21.5%	25.9%	40.9%	30.1%	32.0%	
3-4	6.8%	9.4%	9.2%	4.5%	9.0%	9.4%	9.1%	9.9%	8.9%	
5-10	9.1%	6.0%	5.6%	13.6%	7.4%	7.1%	4.5%	4.4%	3.9%	
11-20	0.0%	1.2%	1.4%	0.0%	1.8%	2.1%	0.0%	0.5%	0.6%	
21-50	2.3%	0.5%	0.6%	4.5%	0.7%	1.0%	0.0%	0.3%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	44	909	3,017	22	434	1,517	22	475	1,500	
Mean	1.95	1.70	1.73	2.18	1.72	1.79	1.73	1.67	1.65	
Standard deviation	1.10	1.00	1.00	1.30	1.08	1.11	0.83	0.90	0.86	
Significance	-			-			-			
Effect size	-	0.25	0.22	-	0.43	0.35	-	0.07	0.09	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	59.1%	67.2%	69.4%	54.5%	61.5%	65.2%	63.6%	73.6%	74.2%	
1-2	34.1%	21.9%	21.8%	36.4%	23.2%	23.2%	31.8%	20.3%	20.2%	
3-4	0.0%	7.3%	5.2%	0.0%	10.0%	6.9%	0.0%	4.1%	3.2%	
5-10	6.8%	2.1%	2.6%	9.1%	3.2%	3.7%	4.5%	0.9%	1.3%	
11-20	0.0%	0.6%	0.6%	0.0%	1.2%	0.7%	0.0%	0.0%	0.5%	
21-50	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	0.0%	0.9%	0.4%	
51+	0.0%	0.6%	0.2%	0.0%	0.9%	0.3%	0.0%	0.2%	0.1%	
Total(n)	44	894	2,993	22	432	1,512	22	462	1,481	
Mean	1.55	1.51	1.45	1.64	1.63	1.53	1.45	1.37	1.35	
Standard deviation	0.82	0.92	0.83	0.90	1.01	0.89	0.74	0.78	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	0.01	0.12	-	0.10	0.14	
Other, such as patents or computer software products										
None	86.4%	87.5%	88.6%	81.8%	85.0%	86.6%	90.9%	90.4%	91.0%	
1-2	11.4%	9.3%	7.3%	18.2%	10.2%	7.6%	4.5%	8.2%	7.1%	
3-4	2.3%	0.9%	2.0%	0.0%	0.9%	2.8%	4.5%	0.9%	1.0%	
5-10	0.0%	1.4%	1.3%	0.0%	2.4%	1.9%	0.0%	0.3%	0.5%	
11-20	0.0%	0.4%	0.5%	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	
21-50	0.0%	0.5%	0.3%	0.0%	0.9%	0.4%	0.0%	0.0%	0.1%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	44	882	2,906	22	425	1,466	22	457	1,440	
Mean	1.16	1.19	1.19	1.18	1.26	1.24	1.14	1.12	1.13	
Standard deviation	0.43	0.63	0.63	0.39	0.77	0.73	0.47	0.41	0.50	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.10	-0.08	-	0.05	0.02	
In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	84.1%	86.4%	86.6%	86.4%	82.8%	85.1%	81.8%	90.5%	88.4%	
1-2	6.8%	3.7%	3.7%	4.5%	4.4%	4.2%	9.1%	3.0%	3.1%	
3-4	0.0%	3.6%	2.9%	0.0%	3.8%	3.4%	0.0%	3.3%	2.4%	
5-10	0.0%	2.4%	3.4%	0.0%	3.6%	3.2%	0.0%	1.1%	3.6%	
11-20	6.8%	2.4%	1.8%	9.1%	2.9%	2.0%	4.5%	1.8%	1.6%	
21+	2.3%	1.4%	1.5%	0.0%	2.5%	2.1%	4.5%	0.3%	0.9%	
Total(n)	44	916	3,058	22	441	1,546	22	475	1,512	
Mean	1.45	1.35	1.35	1.41	1.47	1.39	1.50	1.22	1.30	
Standard deviation	1.25	1.01	1.00	1.18	1.17	1.07	1.34	0.77	0.92	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	-0.05	0.02	-	0.36	0.22	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, how many of your professional writings have been published or accepted for publication?										
None	15.9%	33.0%	34.9%	9.1%	30.9%	33.4%	22.7%	35.4%	36.7%	
1-2	29.5%	36.8%	39.2%	31.8%	34.3%	36.3%	27.3%	39.5%	42.4%	
3-4	34.1%	19.9%	17.3%	36.4%	19.8%	18.8%	31.8%	20.1%	15.5%	
5-10	11.4%	7.0%	6.3%	9.1%	9.8%	8.0%	13.6%	4.0%	4.3%	
11-20	4.5%	1.3%	1.3%	4.5%	1.7%	1.7%	4.5%	0.8%	0.8%	
21+	4.5%	2.0%	1.1%	9.1%	3.5%	1.9%	0.0%	0.2%	0.2%	
Total(n)	44	923	3,080	22	442	1,552	22	481	1,528	
Mean	2.73	2.13	2.03	2.95	2.28	2.14	2.50	1.96	1.91	
Standard deviation	1.26	1.11	1.03	1.36	1.24	1.13	1.14	0.91	0.89	
Significance	-	***	***	-	*	***	-	**	**	
Effect size	-	0.54	0.68	-	0.54	0.72	-	0.59	0.66	
In the past two years, have you taught a graduate course?										
Yes	56.3%	43.5%	36.5%	64.0%	45.5%	36.4%	47.8%	41.3%	36.5%	
No	43.8%	56.5%	63.5%	36.0%	54.5%	63.6%	52.2%	58.7%	63.5%	
Total(n)	48	958	3,211	25	465	1,626	23	493	1,585	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	100.0%	94.6%	95.2%	100.0%	92.0%	94.1%	100.0%	97.5%	96.5%	
Occasionally	0.0%	4.6%	4.0%	0.0%	6.7%	5.4%	0.0%	2.2%	2.5%	
Not at all	0.0%	0.8%	0.7%	0.0%	1.2%	0.4%	0.0%	0.4%	1.1%	
Total(n)	42	893	3,024	22	427	1,528	20	466	1,496	
Mean	3.00	2.94	2.94	3.00	2.91	2.94	3.00	2.97	2.95	
Standard deviation	0.00	0.27	0.26	0.00	0.33	0.26	0.00	0.19	0.26	
Significance	-			-			-			
Effect size	-	0.22	0.23	-	0.27	0.23	-	0.16	0.19	
Support their opinions with a logical argument										
Frequently	88.1%	75.8%	77.2%	95.5%	73.0%	74.4%	80.0%	79.0%	80.5%	
Occasionally	9.5%	20.8%	20.5%	4.5%	22.5%	23.1%	15.0%	18.9%	17.5%	
Not at all	2.4%	3.4%	2.3%	0.0%	4.6%	2.5%	5.0%	2.0%	2.1%	
Total(n)	42	891	3,013	22	426	1,521	20	465	1,492	
Mean	2.86	2.72	2.75	2.95	2.68	2.72	2.75	2.77	2.78	
Standard deviation	0.42	0.52	0.48	0.21	0.55	0.50	0.55	0.47	0.46	
Significance	-			-	*	*	-			
Effect size	-	0.27	0.23	-	0.49	0.46	-	-0.04	-0.07	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	64.3%	67.4%	69.4%	68.2%	61.8%	66.4%	60.0%	73.5%	72.9%	
Occasionally	33.3%	28.6%	27.5%	31.8%	32.7%	30.1%	35.0%	24.1%	24.6%	
Not at all	2.4%	4.0%	3.0%	0.0%	5.5%	3.5%	5.0%	2.4%	2.5%	
Total(n)	42	888	3,012	22	423	1,520	20	465	1,492	
Mean	2.62	2.63	2.66	2.68	2.56	2.63	2.55	2.71	2.70	
Standard deviation	0.54	0.56	0.53	0.48	0.60	0.55	0.60	0.50	0.51	
Significance	-			-			-			
Effect size	-	-0.02	-0.08	-	0.20	0.09	-	-0.32	-0.29	
Revise their papers to improve their writing										
Frequently	57.1%	55.7%	57.1%	59.1%	48.6%	50.5%	55.0%	63.5%	64.7%	
Occasionally	33.3%	33.7%	31.9%	31.8%	37.4%	35.6%	35.0%	29.7%	27.7%	
Not at all	9.5%	10.6%	11.0%	9.1%	14.0%	13.9%	10.0%	6.8%	7.6%	
Total(n)	42	891	3,016	22	425	1,523	20	466	1,493	
Mean	2.48	2.45	2.46	2.50	2.35	2.37	2.45	2.57	2.57	
Standard deviation	0.67	0.68	0.68	0.67	0.71	0.71	0.69	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.21	0.18	-	-0.19	-0.19	
Evaluate the quality or reliability of information they receive										
Frequently	77.5%	61.1%	62.1%	66.7%	52.7%	55.7%	89.5%	70.4%	69.4%	
Occasionally	20.0%	33.9%	33.1%	28.6%	40.1%	38.3%	10.5%	27.1%	27.2%	
Not at all	2.5%	5.0%	4.7%	4.8%	7.1%	6.0%	0.0%	2.6%	3.4%	
Total(n)	40	886	3,005	21	422	1,515	19	464	1,490	
Mean	2.75	2.56	2.57	2.62	2.46	2.50	2.89	2.68	2.66	
Standard deviation	0.49	0.59	0.58	0.59	0.63	0.61	0.32	0.52	0.54	
Significance	-	*		-			-			
Effect size	-	0.32	0.31	-	0.25	0.20	-	0.40	0.43	
Take risks for potential gains										
Frequently	42.9%	33.8%	32.1%	40.9%	30.9%	28.7%	45.0%	37.0%	36.0%	
Occasionally	38.1%	45.3%	46.1%	45.5%	43.4%	45.8%	30.0%	47.4%	46.5%	
Not at all	19.0%	21.0%	21.8%	13.6%	25.8%	25.5%	25.0%	15.7%	17.6%	
Total(n)	42	886	2,999	22	423	1,513	20	463	1,486	
Mean	2.24	2.13	2.10	2.27	2.05	2.03	2.20	2.21	2.18	
Standard deviation	0.76	0.73	0.73	0.70	0.75	0.74	0.83	0.69	0.71	
Significance	-			-			-			
Effect size	-	0.15	0.19	-	0.29	0.32	-	-0.01	0.03	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	64.3%	58.5%	53.4%	63.6%	50.7%	48.6%	65.0%	67.0%	59.0%	
Occasionally	26.2%	37.4%	41.2%	36.4%	44.3%	45.4%	15.0%	30.0%	36.5%	
Not at all	9.5%	4.1%	5.4%	0.0%	5.1%	6.0%	20.0%	3.0%	4.6%	
Total(n)	42	886	3,002	22	422	1,516	20	464	1,486	
Mean	2.55	2.54	2.48	2.64	2.46	2.43	2.45	2.64	2.54	
Standard deviation	0.67	0.57	0.60	0.49	0.59	0.60	0.83	0.54	0.58	
Significance	-			-			-			
Effect size	-	0.02	0.12	-	0.31	0.35	-	-0.35	-0.16	
Look up scientific research articles and resources										
Frequently	45.2%	49.0%	47.8%	45.5%	43.3%	43.4%	45.0%	55.2%	52.8%	
Occasionally	31.0%	34.3%	35.4%	36.4%	39.5%	38.7%	25.0%	28.7%	31.5%	
Not at all	23.8%	16.7%	16.8%	18.2%	17.2%	17.8%	30.0%	16.1%	15.6%	
Total(n)	42	885	3,004	22	422	1,514	20	463	1,490	
Mean	2.21	2.32	2.31	2.27	2.26	2.26	2.15	2.39	2.37	
Standard deviation	0.81	0.74	0.74	0.77	0.73	0.74	0.88	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.15	-0.14	-	0.01	0.01	-	-0.32	-0.30	
Explore topics on their own, even though it was not required for a class										
Frequently	53.7%	43.0%	40.6%	59.1%	38.7%	37.8%	47.4%	47.7%	43.8%	
Occasionally	39.0%	48.4%	51.7%	31.8%	54.5%	55.4%	47.4%	41.7%	47.5%	
Not at all	7.3%	8.6%	7.7%	9.1%	6.8%	6.8%	5.3%	10.6%	8.7%	
Total(n)	41	887	3,006	22	422	1,513	19	465	1,493	
Mean	2.46	2.34	2.33	2.50	2.32	2.31	2.42	2.37	2.35	
Standard deviation	0.64	0.63	0.61	0.67	0.59	0.59	0.61	0.67	0.63	
Significance	-			-			-			
Effect size	-	0.19	0.21	-	0.31	0.32	-	0.07	0.11	
Accept mistakes as part of the learning process										
Frequently	81.0%	67.3%	64.9%	81.8%	59.9%	60.6%	80.0%	75.5%	69.9%	
Occasionally	16.7%	30.7%	32.6%	18.2%	37.3%	36.6%	15.0%	23.5%	28.0%	
Not at all	2.4%	2.0%	2.5%	0.0%	2.8%	2.8%	5.0%	1.0%	2.1%	
Total(n)	42	890	3,012	22	423	1,520	20	467	1,492	
Mean	2.79	2.65	2.62	2.82	2.57	2.58	2.75	2.74	2.68	
Standard deviation	0.47	0.52	0.53	0.39	0.55	0.55	0.55	0.46	0.51	
Significance	-		*	-	*	*	-			
Effect size	-	0.27	0.32	-	0.45	0.44	-	0.02	0.14	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	71.4%	71.1%	68.5%	68.2%	63.0%	62.3%	75.0%	80.0%	75.6%	
Occasionally	26.2%	26.8%	28.3%	31.8%	33.9%	34.2%	20.0%	18.9%	21.7%	
Not at all	2.4%	2.2%	3.1%	0.0%	3.1%	3.5%	5.0%	1.2%	2.7%	
Total(n)	42	888	3,003	22	422	1,516	20	466	1,487	
Mean	2.69	2.69	2.65	2.68	2.60	2.59	2.70	2.79	2.73	
Standard deviation	0.52	0.51	0.54	0.48	0.55	0.56	0.57	0.44	0.50	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	0.15	0.16	-	-0.20	-0.06	
Work with other students on group projects										
Frequently	0.60	0.58	0.58	0.55	0.49	0.52	0.65	0.67	0.66	
Occasionally	0.29	0.33	0.33	0.32	0.37	0.38	0.25	0.28	0.27	
Not at all	0.12	0.10	0.09	0.14	0.14	0.11	0.10	0.05	0.07	
Total(n)	42.00	890.00	3010.00	22.00	425.00	1519.00	20.00	465.00	1491.00	
Mean	2.48	2.48	2.50	2.41	2.35	2.41	2.55	2.62	2.59	
Standard deviation	0.71	0.67	0.65	0.73	0.71	0.67	0.69	0.57	0.61	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.08	0.00	-	-0.12	-0.07	
Integrate skills and knowledge from different sources and experiences										
Frequently	68.3%	67.6%	66.0%	72.7%	56.3%	57.8%	63.2%	80.3%	75.5%	
Occasionally	26.8%	27.1%	30.2%	22.7%	35.1%	37.1%	31.6%	18.3%	22.3%	
Not at all	4.9%	5.2%	3.8%	4.5%	8.6%	5.1%	5.3%	1.5%	2.2%	
Total(n)	41	891	3,015	22	426	1,524	19	465	1,491	
Mean	2.63	2.62	2.62	2.68	2.48	2.53	2.58	2.79	2.73	
Standard deviation	0.58	0.58	0.56	0.57	0.65	0.59	0.61	0.44	0.49	
Significance	-			-			-	*		
Effect size	-	0.02	0.02	-	0.31	0.25	-	-0.48	-0.31	
How often in the past year have you encouraged students to:										
Use different points of view to make an argument										
Frequently	71.4%	52.1%	52.9%	77.3%	48.4%	49.7%	65.0%	56.2%	56.5%	
Occasionally	28.6%	34.0%	37.1%	22.7%	35.5%	39.5%	35.0%	32.3%	34.3%	
Not at all	0.0%	13.9%	10.0%	0.0%	16.1%	10.8%	0.0%	11.5%	9.2%	
Total(n)	42	884	2,991	22	423	1,508	20	461	1,483	
Mean	2.71	2.38	2.43	2.77	2.32	2.39	2.65	2.45	2.47	
Standard deviation	0.46	0.72	0.67	0.43	0.74	0.67	0.49	0.69	0.66	
Significance	-	**	**	-	**	**	-			
Effect size	-	0.46	0.42	-	0.61	0.57	-	0.29	0.27	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How often in the past year have you encouraged students to:										
Make connections between ideas from different courses										
Frequently	66.7%	74.4%	69.5%	72.7%	64.2%	61.7%	60.0%	85.7%	78.4%	
Occasionally	33.3%	22.1%	28.0%	27.3%	31.4%	35.0%	40.0%	11.7%	20.0%	
Not at all	0.0%	3.5%	2.5%	0.0%	4.4%	3.3%	0.0%	2.6%	1.6%	
Total(n)	42	887	2,987	22	425	1,508	20	462	1,479	
Mean	2.67	2.71	2.67	2.73	2.60	2.58	2.60	2.83	2.77	
Standard deviation	0.48	0.53	0.52	0.46	0.57	0.56	0.50	0.44	0.46	
Significance	-			-			-	*		
Effect size	-	-0.08	0.00	-	0.23	0.27	-	-0.52	-0.37	
Critically evaluate their position on an issue										
Frequently	73.8%	63.8%	62.6%	72.7%	53.9%	56.2%	75.0%	74.8%	70.0%	
Occasionally	19.0%	27.3%	29.9%	27.3%	33.7%	33.8%	10.0%	20.1%	25.3%	
Not at all	7.1%	9.0%	7.5%	0.0%	12.4%	10.0%	15.0%	5.1%	4.7%	
Total(n)	42	885	2,990	22	424	1,507	20	461	1,483	
Mean	2.67	2.55	2.55	2.73	2.41	2.46	2.60	2.70	2.65	
Standard deviation	0.61	0.65	0.63	0.46	0.70	0.67	0.75	0.56	0.57	
Significance	-			-	*		-			
Effect size	-	0.18	0.19	-	0.46	0.40	-	-0.18	-0.09	
Recognize the biases that affect their thinking										
Frequently	59.5%	54.8%	55.7%	54.5%	47.7%	50.5%	65.0%	62.7%	61.6%	
Occasionally	31.0%	32.8%	33.9%	40.9%	38.6%	36.7%	20.0%	26.3%	30.7%	
Not at all	9.5%	12.4%	10.4%	4.5%	13.7%	12.7%	15.0%	11.0%	7.7%	
Total(n)	42	881	2,979	22	421	1,504	20	460	1,475	
Mean	2.50	2.42	2.45	2.50	2.34	2.38	2.50	2.52	2.54	
Standard deviation	0.67	0.70	0.68	0.60	0.71	0.70	0.76	0.69	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.07	-	0.23	0.17	-	-0.03	-0.06	
Think more broadly about an issue										
Frequently	71.4%	71.7%	73.2%	68.2%	62.5%	68.8%	75.0%	82.1%	78.4%	
Occasionally	23.8%	23.2%	23.4%	31.8%	30.0%	26.7%	15.0%	15.4%	19.6%	
Not at all	4.8%	5.1%	3.4%	0.0%	7.4%	4.6%	10.0%	2.5%	2.0%	
Total(n)	42	883	2,984	22	424	1,506	20	459	1,478	
Mean	2.67	2.67	2.70	2.68	2.55	2.64	2.65	2.80	2.76	
Standard deviation	0.57	0.57	0.53	0.48	0.63	0.57	0.67	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.00	-0.06	-	0.21	0.07	-	-0.33	-0.23	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	61.5%	48.0%	53.1%	57.1%	40.9%	50.6%	66.7%	55.9%	55.9%	
Occasionally	23.1%	43.5%	39.4%	23.8%	47.8%	40.9%	22.2%	38.7%	37.8%	
Not at all	15.4%	8.5%	7.5%	19.0%	11.3%	8.5%	11.1%	5.5%	6.3%	
Total(n)	39	867	2,920	21	415	1,468	18	452	1,452	
Mean	2.46	2.39	2.46	2.38	2.30	2.42	2.56	2.50	2.50	
Standard deviation	0.76	0.64	0.63	0.80	0.66	0.64	0.70	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.11	0.00	-	0.12	-0.06	-	0.10	0.10	
Write in the specific style or format of your discipline										
Frequently	65.0%	61.9%	61.6%	61.9%	52.9%	55.6%	68.4%	71.9%	68.5%	
Occasionally	30.0%	29.1%	28.8%	33.3%	36.6%	33.4%	26.3%	20.8%	23.7%	
Not at all	5.0%	9.0%	9.5%	4.8%	10.5%	11.0%	5.3%	7.3%	7.9%	
Total(n)	40	869	2,916	21	415	1,465	19	454	1,451	
Mean	2.60	2.53	2.52	2.57	2.42	2.45	2.63	2.65	2.61	
Standard deviation	0.59	0.66	0.66	0.60	0.67	0.68	0.60	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.22	0.18	-	-0.03	0.03	
Use research methods from your discipline in field or applied settings										
Frequently	65.0%	46.0%	48.5%	57.1%	41.8%	44.5%	73.7%	50.7%	53.1%	
Occasionally	25.0%	38.7%	37.0%	33.3%	40.8%	40.0%	15.8%	36.3%	33.6%	
Not at all	10.0%	15.3%	14.4%	9.5%	17.4%	15.4%	10.5%	13.0%	13.2%	
Total(n)	40	866	2,921	21	414	1,469	19	452	1,452	
Mean	2.55	2.31	2.34	2.48	2.24	2.29	2.63	2.38	2.40	
Standard deviation	0.68	0.72	0.72	0.68	0.73	0.72	0.68	0.70	0.71	
Significance	-	*		-			-			
Effect size	-	0.33	0.29	-	0.33	0.26	-	0.36	0.32	
Apply learning from both academic and field settings										
Frequently	55.0%	49.5%	48.8%	42.9%	40.3%	42.2%	68.4%	59.8%	56.2%	
Occasionally	27.5%	33.1%	33.7%	33.3%	35.0%	36.4%	21.1%	31.1%	30.6%	
Not at all	17.5%	17.3%	17.6%	23.8%	24.7%	21.4%	10.5%	9.1%	13.1%	
Total(n)	40	867	2,920	21	414	1,471	19	453	1,449	
Mean	2.38	2.32	2.31	2.19	2.16	2.21	2.58	2.51	2.43	
Standard deviation	0.77	0.75	0.75	0.81	0.79	0.77	0.69	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.08	0.09	-	0.04	-0.03	-	0.11	0.21	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	45.0%	47.0%	46.0%	38.1%	37.3%	40.8%	52.6%	57.9%	51.9%	
Occasionally	37.5%	37.8%	37.3%	52.4%	44.8%	40.3%	21.1%	30.0%	34.0%	
Not at all	17.5%	15.1%	16.7%	9.5%	17.9%	18.9%	26.3%	12.1%	14.2%	
Total(n)	40	863	2,916	21	413	1,467	19	450	1,449	
Mean	2.28	2.32	2.29	2.29	2.19	2.22	2.26	2.46	2.38	
Standard deviation	0.75	0.72	0.74	0.64	0.72	0.74	0.87	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.14	0.09	-	-0.29	-0.17	
Weigh the meaning and significance of evidence										
Frequently	64.1%	59.1%	58.5%	71.4%	55.6%	56.8%	55.6%	63.0%	60.5%	
Occasionally	33.3%	33.6%	32.8%	28.6%	35.3%	34.4%	38.9%	31.6%	30.9%	
Not at all	2.6%	7.3%	8.7%	0.0%	9.1%	8.8%	5.6%	5.3%	8.6%	
Total(n)	39	866	2,914	21	414	1,469	18	452	1,445	
Mean	2.62	2.52	2.50	2.71	2.47	2.48	2.50	2.58	2.52	
Standard deviation	0.54	0.63	0.65	0.46	0.66	0.65	0.62	0.59	0.65	
Significance	-			-			-			
Effect size	-	0.16	0.18	-	0.36	0.35	-	-0.14	-0.03	
Discuss the ethical or moral implications of a course of action										
Frequently	47.5%	48.1%	45.0%	47.6%	41.0%	38.3%	47.4%	56.0%	52.6%	
Occasionally	35.0%	33.6%	38.5%	33.3%	38.3%	42.5%	36.8%	28.4%	34.0%	
Not at all	17.5%	18.3%	16.5%	19.0%	20.7%	19.2%	15.8%	15.6%	13.5%	
Total(n)	40	868	2,925	21	415	1,472	19	453	1,453	
Mean	2.30	2.30	2.29	2.29	2.20	2.19	2.32	2.40	2.39	
Standard deviation	0.76	0.76	0.73	0.78	0.76	0.73	0.75	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.12	0.14	-	-0.11	-0.10	
Work with classmates outside of class										
Frequently	57.5%	50.2%	51.6%	61.9%	42.9%	47.9%	52.6%	58.4%	55.7%	
Occasionally	35.0%	37.1%	37.9%	23.8%	42.9%	40.5%	47.4%	30.7%	34.9%	
Not at all	7.5%	12.6%	10.5%	14.3%	14.2%	11.5%	0.0%	10.9%	9.4%	
Total(n)	40	866	2,920	21	414	1,471	19	452	1,449	
Mean	2.50	2.38	2.41	2.48	2.29	2.36	2.53	2.47	2.46	
Standard deviation	0.64	0.70	0.67	0.75	0.70	0.68	0.51	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.17	0.13	-	0.27	0.18	-	0.09	0.11	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	47.5%	43.2%	43.0%	38.1%	34.8%	38.2%	57.9%	52.3%	48.5%	
Occasionally	35.0%	34.4%	37.3%	42.9%	34.8%	36.9%	26.3%	34.0%	37.7%	
Not at all	17.5%	22.4%	19.7%	19.0%	30.4%	24.9%	15.8%	13.6%	13.8%	
Total(n)	40	867	2,920	21	414	1,472	19	453	1,448	
Mean	2.30	2.21	2.23	2.19	2.04	2.13	2.42	2.39	2.35	
Standard deviation	0.76	0.78	0.76	0.75	0.81	0.78	0.77	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.12	0.09	-	0.19	0.08	-	0.04	0.10	
Provide and/or receive feedback to classmates about a draft or work still in progress										
Frequently	35.0%	36.7%	36.7%	38.1%	31.3%	32.4%	31.6%	42.7%	41.6%	
Occasionally	35.0%	34.8%	37.7%	38.1%	37.1%	39.9%	31.6%	32.3%	35.2%	
Not at all	30.0%	28.5%	25.6%	23.8%	31.6%	27.7%	36.8%	25.1%	23.2%	
Total(n)	40	870	2,927	21	416	1,475	19	454	1,452	
Mean	2.05	2.08	2.11	2.14	2.00	2.05	1.95	2.18	2.18	
Standard deviation	0.81	0.80	0.78	0.79	0.79	0.77	0.85	0.80	0.78	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	0.18	0.12	-	-0.29	-0.29	
Analyze and interpret data										
Frequently	62.5%	61.8%	57.5%	61.9%	61.2%	56.2%	63.2%	62.4%	59.1%	
Occasionally	22.5%	28.5%	31.6%	23.8%	27.4%	33.3%	21.1%	29.7%	29.7%	
Not at all	15.0%	9.8%	10.8%	14.3%	11.4%	10.5%	15.8%	7.9%	11.2%	
Total(n)	40	868	2,924	21	416	1,474	19	452	1,450	
Mean	2.48	2.52	2.47	2.48	2.50	2.46	2.47	2.55	2.48	
Standard deviation	0.75	0.67	0.68	0.75	0.69	0.68	0.77	0.64	0.69	
Significance	-			-			-			
Effect size	-	-0.06	0.01	-	-0.03	0.03	-	-0.12	-0.01	
Apply mathematical concepts and computational thinking										
Frequently	40.0%	37.0%	34.7%	38.1%	37.7%	37.6%	42.1%	36.2%	31.3%	
Occasionally	25.0%	32.6%	31.0%	23.8%	30.1%	30.5%	26.3%	35.3%	31.6%	
Not at all	35.0%	30.4%	34.3%	38.1%	32.2%	31.9%	31.6%	28.4%	37.1%	
Total(n)	40	864	2,920	21	412	1,472	19	452	1,448	
Mean	2.05	2.07	2.00	2.00	2.05	2.06	2.11	2.08	1.94	
Standard deviation	0.88	0.82	0.83	0.89	0.83	0.83	0.88	0.80	0.83	
Significance	-			-			-			
Effect size	-	-0.02	0.06	-	-0.06	-0.07	-	0.04	0.20	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	66.7%	60.9%	62.7%	57.1%	58.1%	59.2%	77.8%	63.9%	66.6%	
Most	17.9%	21.8%	21.0%	23.8%	19.7%	22.2%	11.1%	24.2%	19.7%	
Some	15.4%	13.3%	12.9%	19.0%	16.6%	14.4%	11.1%	9.8%	11.1%	
None	0.0%	4.0%	3.4%	0.0%	5.6%	4.2%	0.0%	2.2%	2.5%	
Total(n)	39	858	2,881	21	410	1,448	18	448	1,433	
Mean	3.51	3.40	3.43	3.38	3.30	3.36	3.67	3.50	3.50	
Standard deviation	0.76	0.86	0.84	0.80	0.94	0.88	0.69	0.76	0.79	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.09	0.02	-	0.22	0.22	
Cooperative learning (small groups)										
All	33.3%	31.9%	35.2%	38.1%	21.2%	26.4%	27.8%	43.5%	45.0%	
Most	30.8%	26.7%	27.8%	23.8%	25.6%	28.6%	38.9%	27.8%	26.9%	
Some	25.6%	31.6%	28.0%	28.6%	41.2%	33.9%	22.2%	21.0%	21.3%	
None	10.3%	9.8%	9.0%	9.5%	11.9%	11.0%	11.1%	7.6%	6.7%	
Total(n)	39	859	2,877	21	410	1,446	18	449	1,431	
Mean	2.87	2.81	2.89	2.90	2.56	2.70	2.83	3.07	3.10	
Standard deviation	1.00	1.00	0.99	1.04	0.95	0.98	0.99	0.97	0.96	
Significance	-			-			-			
Effect size	-	0.06	-0.02	-	0.36	0.20	-	-0.25	-0.28	
Experiential learning/Field studies										
All	10.5%	14.0%	14.6%	4.8%	11.4%	13.1%	17.6%	16.7%	16.4%	
Most	13.2%	17.9%	18.0%	4.8%	15.5%	16.3%	23.5%	20.4%	19.9%	
Some	28.9%	32.3%	33.1%	28.6%	30.4%	31.5%	29.4%	34.5%	34.9%	
None	47.4%	35.8%	34.3%	61.9%	42.7%	39.2%	29.4%	28.4%	28.8%	
Total(n)	38	852	2,868	21	405	1,441	17	447	1,427	
Mean	1.87	2.10	2.13	1.52	1.96	2.03	2.29	2.26	2.24	
Standard deviation	1.02	1.04	1.04	0.81	1.02	1.04	1.10	1.05	1.04	
Significance	-			-		*	-			
Effect size	-	-0.22	-0.25	-	-0.43	-0.49	-	0.03	0.05	
Performances/Demonstrations										
All	25.6%	16.7%	18.5%	19.0%	10.2%	14.6%	33.3%	23.8%	22.9%	
Most	10.3%	20.6%	19.4%	14.3%	18.9%	18.3%	5.6%	22.4%	20.5%	
Some	20.5%	28.2%	30.2%	19.0%	30.7%	31.8%	22.2%	25.6%	28.3%	
None	43.6%	34.5%	32.0%	47.6%	40.2%	35.2%	38.9%	28.3%	28.3%	
Total(n)	39	859	2,879	21	409	1,446	18	450	1,433	
Mean	2.18	2.19	2.24	2.05	1.99	2.12	2.33	2.42	2.38	
Standard deviation	1.25	1.09	1.09	1.20	1.00	1.05	1.33	1.13	1.12	
Significance	-			-			-			
Effect size	-	-0.01	-0.06	-	0.06	-0.07	-	-0.08	-0.04	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	20.5%	24.0%	23.8%	23.8%	14.1%	18.7%	16.7%	34.8%	29.4%	
Most	25.6%	20.6%	23.9%	19.0%	19.8%	23.4%	33.3%	21.6%	24.6%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Some	43.6%	36.5%	36.2%	38.1%	45.1%	39.7%	50.0%	27.1%	32.2%	
None	10.3%	18.9%	16.1%	19.0%	21.1%	18.2%	0.0%	16.5%	13.8%	
Total(n)	39	858	2,882	21	411	1,449	18	447	1,433	
Mean	2.56	2.50	2.55	2.48	2.27	2.43	2.67	2.75	2.70	
Standard deviation	0.94	1.05	1.02	1.08	0.95	0.99	0.77	1.10	1.04	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.22	0.05	-	-0.07	-0.03	
Extensive lecturing										
All	13.2%	22.9%	19.2%	19.0%	26.1%	21.9%	5.9%	19.4%	16.1%	
Most	42.1%	34.4%	32.4%	52.4%	36.3%	37.5%	29.4%	32.4%	26.8%	
Some	21.1%	27.1%	30.9%	9.5%	25.9%	28.5%	35.3%	28.4%	33.6%	
None	23.7%	15.6%	17.5%	19.0%	11.8%	12.1%	29.4%	19.8%	23.5%	
Total(n)	38	857	2,877	21	408	1,441	17	449	1,436	
Mean	2.45	2.65	2.53	2.71	2.77	2.69	2.12	2.51	2.36	
Standard deviation	1.01	1.00	0.99	1.01	0.97	0.95	0.93	1.02	1.01	
Significance	-			-			-			
Effect size	-	-0.20	-0.08	-	-0.06	0.02	-	-0.38	-0.24	
Multiple drafts of written work										
All	25.6%	14.2%	13.8%	23.8%	10.2%	11.2%	27.8%	18.5%	16.8%	
Most	17.9%	22.7%	22.7%	19.0%	18.4%	20.3%	16.7%	27.3%	25.4%	
Some	30.8%	42.8%	42.5%	33.3%	49.7%	46.2%	27.8%	35.5%	38.4%	
None	25.6%	20.3%	21.0%	23.8%	21.7%	22.3%	27.8%	18.7%	19.4%	
Total(n)	39	855	2,877	21	407	1,443	18	448	1,434	
Mean	2.44	2.31	2.29	2.43	2.17	2.20	2.44	2.46	2.40	
Standard deviation	1.14	0.95	0.95	1.12	0.88	0.91	1.20	1.00	0.98	
Significance	-			-			-			
Effect size	-	0.14	0.16	-	0.30	0.25	-	-0.02	0.04	
Student-selected topics for course content										
All	12.8%	12.0%	11.5%	9.5%	9.7%	9.6%	16.7%	14.4%	13.7%	
Most	17.9%	12.8%	15.6%	14.3%	11.0%	13.8%	22.2%	14.7%	17.7%	
Some	41.0%	47.0%	44.9%	47.6%	47.0%	45.8%	33.3%	47.1%	44.0%	
None	28.2%	28.2%	27.9%	28.6%	32.2%	30.8%	27.8%	23.8%	24.6%	
Total(n)	39	859	2,880	21	410	1,444	18	449	1,436	
Mean	2.15	2.09	2.11	2.05	1.98	2.02	2.28	2.20	2.21	
Standard deviation	0.99	0.94	0.94	0.92	0.91	0.91	1.07	0.96	0.96	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.08	0.03	-	0.08	0.07	
In how many of the courses that you teach do you use each of the following?										
Reflective writing/journaling										
All	5.1%	15.2%	13.8%	4.8%	11.4%	11.9%	5.6%	19.3%	16.0%	
Most	30.8%	11.6%	15.5%	23.8%	8.6%	12.5%	38.9%	14.8%	18.9%	
Some	38.5%	31.6%	34.1%	42.9%	34.2%	33.6%	33.3%	28.6%	34.7%	
None	25.6%	41.7%	36.6%	28.6%	45.8%	42.1%	22.2%	37.2%	30.5%	
Total(n)	39	858	2,879	21	409	1,447	18	449	1,432	
Mean	2.15	2.00	2.06	2.05	1.86	1.94	2.28	2.16	2.20	
Standard deviation	0.87	1.07	1.03	0.86	0.99	1.01	0.89	1.13	1.04	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.14	0.09	-	0.19	0.11	-	0.11	0.08	
Community service as part of coursework										
All	0.0%	4.2%	4.5%	0.0%	1.4%	2.9%	0.0%	7.4%	6.2%	
Most	5.1%	7.0%	6.6%	0.0%	2.8%	4.1%	11.1%	11.5%	9.4%	
Some	12.8%	25.0%	27.6%	14.3%	24.4%	25.4%	11.1%	25.6%	30.1%	
None	82.1%	63.8%	61.4%	85.7%	71.5%	67.6%	77.8%	55.5%	54.3%	
Total(n)	39	851	2,864	21	406	1,441	18	445	1,423	
Mean	1.23	1.52	1.54	1.14	1.34	1.42	1.33	1.71	1.67	
Standard deviation	0.54	0.80	0.81	0.36	0.60	0.71	0.69	0.94	0.88	
Significance	-	*	*	-			-			
Effect size	-	-0.36	-0.38	-	-0.33	-0.39	-	-0.40	-0.39	
Electronic quizzes with immediate feedback in class										
All	7.7%	10.9%	10.0%	9.5%	5.5%	6.8%	5.6%	16.8%	13.7%	
Most	5.1%	8.2%	8.8%	4.8%	6.1%	8.5%	5.6%	10.4%	9.0%	
Some	15.4%	16.6%	18.4%	19.0%	17.8%	17.6%	11.1%	15.2%	19.3%	
None	71.8%	64.3%	62.8%	66.7%	70.5%	67.0%	77.8%	57.6%	58.1%	
Total(n)	39	857	2,873	21	408	1,443	18	449	1,430	
Mean	1.49	1.66	1.66	1.57	1.47	1.55	1.39	1.86	1.78	
Standard deviation	0.91	1.02	1.00	0.98	0.84	0.91	0.85	1.16	1.08	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	0.12	0.02	-	-0.41	-0.36	
Using real-life problems										
All	61.5%	51.2%	50.8%	52.4%	43.6%	47.2%	72.2%	59.5%	54.8%	
Most	17.9%	27.6%	26.3%	14.3%	28.3%	26.5%	22.2%	26.9%	26.0%	
Some	17.9%	15.9%	17.0%	28.6%	20.3%	19.0%	5.6%	11.2%	14.9%	
None	2.6%	5.2%	6.0%	4.8%	7.8%	7.4%	0.0%	2.3%	4.3%	
Total(n)	39	860	2,886	21	411	1,450	18	449	1,436	
Mean	3.38	3.25	3.22	3.14	3.08	3.13	3.67	3.44	3.31	
Standard deviation	0.88	0.90	0.93	1.01	0.97	0.97	0.59	0.78	0.88	
Significance	-			-			-			
Effect size	-	0.14	0.17	-	0.06	0.01	-	0.29	0.41	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	46.2%	31.3%	31.2%	38.1%	25.4%	27.9%	55.6%	37.6%	35.0%	
Most	28.2%	23.2%	27.9%	23.8%	23.7%	28.4%	33.3%	22.8%	27.4%	
Some	23.1%	36.1%	33.5%	38.1%	39.1%	34.6%	5.6%	32.9%	32.4%	
None	2.6%	9.3%	7.3%	0.0%	11.8%	9.1%	5.6%	6.7%	5.3%	
Total(n)	39	856	2,877	21	407	1,444	18	449	1,433	
Mean	3.18	2.76	2.83	3.00	2.63	2.75	3.39	2.91	2.92	
Standard deviation	0.88	1.00	0.95	0.89	0.99	0.96	0.85	0.98	0.94	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	0.42	0.37	-	0.37	0.26	-	0.49	0.50	
"Learn before lecture" through multimedia tools (e.g., flipping the classroom)										
All	10.3%	11.3%	9.5%	9.5%	5.8%	6.6%	11.1%	17.2%	12.7%	
Most	12.8%	10.8%	12.4%	14.3%	10.4%	11.3%	11.1%	11.3%	13.6%	
Some	38.5%	33.8%	37.1%	42.9%	34.4%	36.4%	33.3%	33.2%	37.9%	
None	38.5%	44.1%	41.0%	33.3%	49.4%	45.7%	44.4%	38.3%	35.9%	
Total(n)	39	842	2,821	21	395	1,412	18	447	1,409	
Mean	1.95	1.89	1.90	2.00	1.73	1.79	1.89	2.07	2.03	
Standard deviation	0.97	0.99	0.95	0.95	0.87	0.89	1.02	1.09	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.05	-	0.31	0.24	-	-0.17	-0.14	
Readings on racial and ethnic issues										
All	16.2%	15.2%	13.3%	15.8%	9.8%	9.5%	16.7%	21.0%	17.6%	
Most	16.2%	11.1%	15.1%	5.3%	10.0%	13.0%	27.8%	12.3%	17.4%	
Some	16.2%	25.8%	27.4%	26.3%	23.8%	25.8%	5.6%	28.0%	29.2%	
None	51.4%	47.8%	44.3%	52.6%	56.4%	51.8%	50.0%	38.7%	35.9%	
Total(n)	37	843	2,826	19	396	1,416	18	447	1,410	
Mean	1.97	1.94	1.97	1.84	1.73	1.80	2.11	2.16	2.17	
Standard deviation	1.17	1.09	1.06	1.12	0.99	0.99	1.23	1.15	1.10	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.00	-	0.11	0.04	-	-0.04	-0.05	
Readings on women and gender issues										
All	12.8%	13.7%	10.6%	4.8%	8.2%	6.4%	22.2%	19.7%	15.3%	
Most	12.8%	10.5%	13.0%	9.5%	10.0%	12.1%	16.7%	11.1%	14.0%	
Some	25.6%	23.9%	26.5%	33.3%	22.2%	25.0%	16.7%	25.8%	28.3%	
None	48.7%	51.8%	49.8%	52.4%	59.6%	56.5%	44.4%	43.4%	42.4%	
Total(n)	39	843	2,827	21	398	1,418	18	445	1,409	
Mean	1.90	1.86	1.84	1.67	1.67	1.68	2.17	2.07	2.02	
Standard deviation	1.07	1.07	1.01	0.86	0.96	0.92	1.25	1.15	1.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.06	-	0.00	-0.01	-	0.09	0.14	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Starting class with a question that engages students										
All	21.1%	16.0%	17.1%	14.3%	13.4%	16.4%	29.4%	18.8%	18.0%	
Most	44.7%	29.1%	32.4%	47.6%	28.7%	32.1%	41.2%	29.5%	32.8%	
Some	31.6%	44.2%	41.0%	38.1%	48.6%	42.6%	23.5%	39.5%	39.1%	
None	2.6%	10.7%	9.4%	0.0%	9.3%	8.9%	5.9%	12.2%	10.1%	
Total(n)	38	849	2,840	21	400	1,422	17	449	1,418	
Mean	2.84	2.50	2.57	2.76	2.46	2.56	2.94	2.55	2.59	
Standard deviation	0.79	0.89	0.88	0.70	0.84	0.87	0.90	0.93	0.90	
Significance	-	*		-			-			
Effect size	-	0.38	0.31	-	0.36	0.23	-	0.42	0.39	
Techniques to create an inclusive classroom environment for diverse students										
All	46.2%	34.7%	35.9%	28.6%	28.3%	30.2%	66.7%	41.4%	42.2%	
Most	30.8%	25.2%	25.8%	38.1%	23.5%	25.5%	22.2%	27.0%	26.1%	
Some	7.7%	22.3%	23.4%	14.3%	21.3%	23.4%	0.0%	23.5%	23.3%	
None	15.4%	17.8%	15.0%	19.0%	26.9%	20.8%	11.1%	8.1%	8.4%	
Total(n)	39	844	2,831	21	397	1,416	18	447	1,415	
Mean	3.08	2.77	2.83	2.76	2.53	2.65	3.44	3.02	3.02	
Standard deviation	1.09	1.11	1.08	1.09	1.16	1.12	0.98	0.99	1.00	
Significance	-			-			-			
Effect size	-	0.28	0.23	-	0.20	0.10	-	0.42	0.42	
Supplemental instruction that is outside of class and office hours										
All	21.1%	19.0%	18.2%	14.3%	18.4%	17.4%	29.4%	19.6%	19.1%	
Most	23.7%	19.9%	19.6%	19.0%	18.3%	20.2%	29.4%	21.8%	18.9%	
Some	34.2%	40.2%	39.4%	33.3%	40.1%	39.5%	35.3%	40.3%	39.3%	
None	21.1%	20.9%	22.8%	33.3%	23.3%	22.9%	5.9%	18.3%	22.7%	
Total(n)	38	847	2,838	21	400	1,422	17	447	1,416	
Mean	2.45	2.37	2.33	2.14	2.32	2.32	2.82	2.43	2.34	
Standard deviation	1.06	1.01	1.02	1.06	1.02	1.01	0.95	1.00	1.03	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	-0.18	-0.18	-	0.39	0.47	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	26.3%	22.0%	23.4%	14.3%	14.9%	19.0%	41.2%	29.6%	28.4%	
Most	36.8%	23.0%	25.6%	33.3%	21.1%	24.6%	41.2%	25.0%	26.6%	
Some	34.2%	37.9%	37.9%	47.6%	43.7%	41.1%	17.6%	31.7%	34.2%	
None	2.6%	17.1%	13.1%	4.8%	20.3%	15.2%	0.0%	13.6%	10.7%	
Total(n)	38	847	2,837	21	400	1,423	17	447	1,414	
Mean	2.87	2.50	2.59	2.57	2.31	2.47	3.24	2.71	2.73	
Standard deviation	0.84	1.02	0.99	0.81	0.96	0.97	0.75	1.04	0.99	
Significance	-	*		-			-	*	*	
Effect size	-	0.36	0.28	-	0.27	0.10	-	0.51	0.52	
Student evaluations of each others' work										
All	5.1%	14.0%	13.1%	0.0%	11.2%	11.2%	11.1%	17.0%	15.1%	
Most	23.1%	15.2%	16.3%	28.6%	9.2%	11.8%	16.7%	21.6%	21.4%	
Some	41.0%	35.4%	39.7%	38.1%	39.2%	42.5%	44.4%	31.3%	36.6%	
None	30.8%	35.4%	30.9%	33.3%	40.4%	34.4%	27.8%	30.2%	26.9%	
Total(n)	39	846	2,836	21	398	1,421	18	448	1,415	
Mean	2.03	2.08	2.12	1.95	1.91	2.00	2.11	2.25	2.25	
Standard deviation	0.87	1.03	0.99	0.80	0.97	0.96	0.96	1.06	1.01	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	0.04	-0.05	-	-0.13	-0.14	
Grading on a curve										
All	13.2%	7.7%	6.7%	9.5%	9.5%	8.6%	17.6%	5.8%	4.6%	
Most	13.2%	6.7%	7.4%	19.0%	9.5%	10.2%	5.9%	3.5%	4.2%	
Some	23.7%	20.7%	21.9%	19.0%	21.4%	21.3%	29.4%	19.9%	22.5%	
None	50.0%	64.9%	64.0%	52.4%	59.6%	59.9%	47.1%	70.8%	68.6%	
Total(n)	38	846	2,825	21	398	1,415	17	448	1,410	
Mean	1.89	1.57	1.57	1.86	1.69	1.67	1.94	1.44	1.45	
Standard deviation	1.09	0.92	0.89	1.06	0.99	0.97	1.14	0.82	0.78	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.35	0.36	-	0.17	0.20	-	0.61	0.63	
Rubric-based assessment										
All	23.1%	33.3%	33.7%	9.5%	23.7%	26.6%	38.9%	43.5%	41.7%	
Most	33.3%	32.9%	29.7%	33.3%	30.8%	29.3%	33.3%	35.1%	30.1%	
Some	23.1%	23.7%	25.0%	28.6%	30.9%	29.1%	16.7%	16.1%	20.4%	
None	20.5%	10.1%	11.6%	28.6%	14.6%	15.0%	11.1%	5.3%	7.8%	
Total(n)	39	843	2,830	21	396	1,415	18	447	1,415	
Mean	2.59	2.89	2.86	2.24	2.64	2.67	3.00	3.17	3.06	
Standard deviation	1.07	0.98	1.02	1.00	1.00	1.03	1.03	0.88	0.96	
Significance	-			-			-			
Effect size	-	-0.31	-0.26	-	-0.40	-0.42	-	-0.19	-0.06	
In creating assignments for your courses, how often do you:										
Provide instructions clearly delineating what students are to do to complete the assignment										
Frequently	97.5%	93.6%	93.4%	100.0%	90.0%	91.4%	94.7%	97.4%	95.6%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Occasionally	2.5%	5.6%	5.8%	0.0%	8.9%	7.9%	5.3%	2.1%	3.5%	
Not at all	0.0%	0.8%	0.8%	0.0%	1.1%	0.7%	0.0%	0.5%	0.9%	
Total(n)	40	846	2,856	21	401	1,432	19	445	1,424	
Mean	2.98	2.93	2.93	3.00	2.89	2.91	2.95	2.97	2.95	
Standard deviation	0.16	0.29	0.29	0.00	0.35	0.31	0.23	0.20	0.26	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.31	0.29	-	-0.10	0.00	
Explain what you want students to gain from the assignment										
Frequently	82.5%	81.9%	80.2%	85.7%	78.9%	78.6%	78.9%	85.2%	82.1%	
Occasionally	15.0%	17.1%	18.1%	9.5%	19.8%	19.8%	21.1%	14.2%	16.2%	
Not at all	2.5%	1.0%	1.6%	4.8%	1.3%	1.6%	0.0%	0.6%	1.7%	
Total(n)	40	845	2,850	21	400	1,427	19	445	1,423	
Mean	2.80	2.81	2.79	2.81	2.78	2.77	2.79	2.85	2.80	
Standard deviation	0.46	0.42	0.45	0.51	0.45	0.46	0.42	0.38	0.44	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	0.07	0.09	-	-0.16	-0.02	
Provide feedback on drafts or work still in progress										
Frequently	62.5%	50.0%	52.2%	61.9%	44.8%	47.4%	63.2%	55.6%	57.6%	
Occasionally	30.0%	43.9%	40.3%	33.3%	46.9%	44.0%	26.3%	40.6%	36.3%	
Not at all	7.5%	6.1%	7.5%	4.8%	8.3%	8.7%	10.5%	3.8%	6.1%	
Total(n)	40	844	2,848	21	399	1,427	19	445	1,421	
Mean	2.55	2.44	2.45	2.57	2.37	2.39	2.53	2.52	2.52	
Standard deviation	0.64	0.61	0.63	0.60	0.63	0.64	0.70	0.57	0.61	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.32	0.28	-	0.02	0.02	
Provide in advance the criteria for evaluating the assignment										
Frequently	82.5%	82.3%	79.9%	90.5%	75.7%	74.2%	73.7%	89.3%	86.3%	
Occasionally	17.5%	15.6%	17.6%	9.5%	21.5%	22.8%	26.3%	9.2%	11.7%	
Not at all	0.0%	2.1%	2.5%	0.0%	2.8%	3.0%	0.0%	1.4%	2.1%	
Total(n)	40	846	2,846	21	401	1,426	19	445	1,420	
Mean	2.83	2.80	2.77	2.90	2.73	2.71	2.74	2.88	2.84	
Standard deviation	0.38	0.45	0.48	0.30	0.50	0.51	0.45	0.37	0.42	
Significance	-			-			-			
Effect size	-	0.07	0.13	-	0.34	0.37	-	-0.38	-0.24	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In creating assignments for your courses, how often do you:										
Explicitly link the assignment with course goals or learning objectives										
Frequently	72.5%	64.1%	64.8%	66.7%	58.1%	61.7%	78.9%	70.5%	68.4%	
Occasionally	17.5%	31.6%	30.7%	23.8%	36.2%	33.3%	10.5%	26.7%	27.8%	
Not at all	10.0%	4.3%	4.5%	9.5%	5.7%	5.0%	10.5%	2.7%	3.9%	
Total(n)	40	845	2,850	21	400	1,427	19	445	1,423	
Mean	2.63	2.60	2.60	2.57	2.52	2.57	2.68	2.68	2.64	
Standard deviation	0.67	0.57	0.57	0.68	0.60	0.59	0.67	0.52	0.55	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.08	0.00	-	0.00	0.07	
How frequently do you incorporate the following forms of technology into your courses?										
YouTube or other videos										
Frequently	52.5%	34.2%	38.6%	57.1%	30.4%	34.2%	47.4%	38.3%	43.6%	
Occasionally	35.0%	54.7%	50.5%	28.6%	55.8%	52.0%	42.1%	53.5%	48.8%	
Not at all	12.5%	11.1%	10.9%	14.3%	13.8%	13.9%	10.5%	8.2%	7.6%	
Total(n)	40	842	2,832	21	398	1,417	19	444	1,415	
Mean	2.40	2.23	2.28	2.43	2.17	2.20	2.37	2.30	2.36	
Standard deviation	0.71	0.63	0.65	0.75	0.64	0.66	0.68	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.27	0.18	-	0.41	0.35	-	0.11	0.02	
Classroom enhancement technology (e.g., Elmo, tablet PCs)										
Frequently	15.0%	23.0%	28.4%	19.0%	26.7%	30.1%	10.5%	18.9%	26.5%	
Occasionally	35.0%	35.4%	34.1%	33.3%	33.3%	32.3%	36.8%	37.7%	36.2%	
Not at all	50.0%	41.6%	37.5%	47.6%	40.0%	37.6%	52.6%	43.3%	37.3%	
Total(n)	40	839	2,820	21	396	1,411	19	443	1,409	
Mean	1.65	1.81	1.91	1.71	1.87	1.92	1.58	1.76	1.89	
Standard deviation	0.74	0.78	0.81	0.78	0.81	0.82	0.69	0.75	0.79	
Significance	-		*	-			-			
Effect size	-	-0.21	-0.32	-	-0.20	-0.26	-	-0.24	-0.39	
Simulations/animations										
Frequently	15.4%	18.5%	17.4%	19.0%	17.6%	17.5%	11.1%	19.4%	17.4%	
Occasionally	41.0%	43.0%	40.5%	42.9%	43.3%	41.2%	38.9%	42.7%	39.7%	
Not at all	43.6%	38.5%	42.1%	38.1%	39.1%	41.4%	50.0%	37.9%	42.9%	
Total(n)	39	840	2,825	21	398	1,417	18	442	1,408	
Mean	1.72	1.80	1.75	1.81	1.79	1.76	1.61	1.81	1.74	
Standard deviation	0.72	0.73	0.73	0.75	0.72	0.73	0.70	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.11	-0.04	-	0.03	0.07	-	-0.27	-0.18	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How frequently do you incorporate the following forms of technology into your courses?										
Podcasts										
Frequently	2.5%	2.8%	2.9%	0.0%	2.3%	2.2%	5.3%	3.3%	3.7%	
Occasionally	20.0%	20.4%	19.4%	19.0%	17.1%	16.3%	21.1%	23.9%	22.8%	
Not at all	77.5%	76.8%	77.7%	81.0%	80.6%	81.4%	73.7%	72.8%	73.5%	
Total(n)	40	831	2,794	21	392	1,400	19	439	1,394	
Mean	1.25	1.26	1.25	1.19	1.22	1.21	1.32	1.31	1.30	
Standard deviation	0.49	0.50	0.50	0.40	0.46	0.46	0.58	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.07	-0.04	-	0.02	0.04	
Online homework or virtual labs										
Frequently	45.0%	30.5%	30.3%	38.1%	28.8%	28.8%	52.6%	32.2%	31.8%	
Occasionally	22.5%	31.8%	31.5%	33.3%	27.5%	29.4%	10.5%	36.5%	33.9%	
Not at all	32.5%	37.7%	38.2%	28.6%	43.7%	41.8%	36.8%	31.2%	34.3%	
Total(n)	40	836	2,813	21	396	1,412	19	440	1,401	
Mean	2.13	1.93	1.92	2.10	1.85	1.87	2.16	2.01	1.98	
Standard deviation	0.88	0.82	0.82	0.83	0.84	0.83	0.96	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.24	0.26	-	0.30	0.28	-	0.19	0.22	
Online discussion boards										
Frequently	27.5%	17.6%	20.4%	19.0%	11.9%	16.6%	36.8%	23.8%	24.6%	
Occasionally	42.5%	35.9%	35.5%	52.4%	35.0%	33.8%	31.6%	36.8%	37.4%	
Not at all	30.0%	46.5%	44.1%	28.6%	53.0%	49.6%	31.6%	39.4%	38.0%	
Total(n)	40	840	2,822	21	398	1,413	19	442	1,409	
Mean	1.98	1.71	1.76	1.90	1.59	1.67	2.05	1.84	1.87	
Standard deviation	0.77	0.75	0.77	0.70	0.69	0.74	0.85	0.78	0.78	
Significance	-	*		-	*		-			
Effect size	-	0.36	0.29	-	0.45	0.31	-	0.27	0.23	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	84.2%	88.8%	88.9%	89.5%	88.4%	86.9%	78.9%	89.2%	91.0%	
Very important	13.2%	10.2%	10.1%	5.3%	9.8%	11.7%	21.1%	10.5%	8.4%	
Somewhat important	2.6%	0.8%	0.8%	5.3%	1.2%	1.1%	0.0%	0.3%	0.5%	
Not important	0.0%	0.3%	0.2%	0.0%	0.5%	0.3%	0.0%	0.0%	0.1%	
Total(n)	38	827	2,806	19	388	1,404	19	439	1,402	
Mean	3.82	3.87	3.88	3.84	3.86	3.85	3.79	3.89	3.90	
Standard deviation	0.46	0.38	0.37	0.50	0.42	0.41	0.42	0.33	0.31	
Significance	-			-			-			
Effect size	-	-0.13	-0.16	-	-0.05	-0.02	-	-0.30	-0.35	
Prepare students for employment after college										
Essential	50.0%	53.2%	52.1%	52.6%	45.2%	47.4%	47.4%	61.6%	57.3%	
Very important	36.8%	34.3%	33.6%	21.1%	35.1%	34.0%	52.6%	33.5%	33.2%	
Somewhat important	10.5%	11.1%	13.1%	21.1%	17.9%	17.0%	0.0%	3.9%	8.7%	
Not important	2.6%	1.4%	1.2%	5.3%	1.7%	1.6%	0.0%	1.0%	0.8%	
Total(n)	38	825	2,805	19	385	1,399	19	440	1,406	
Mean	3.34	3.39	3.37	3.21	3.24	3.27	3.47	3.56	3.47	
Standard deviation	0.78	0.74	0.75	0.98	0.80	0.80	0.51	0.62	0.69	
Significance	-			-			-			
Effect size	-	-0.07	-0.04	-	-0.04	-0.08	-	-0.15	0.00	
Prepare students for graduate or advanced education										
Essential	31.6%	28.5%	28.9%	26.3%	27.6%	27.3%	36.8%	29.4%	30.6%	
Very important	47.4%	44.6%	43.7%	42.1%	43.8%	44.6%	52.6%	45.5%	42.8%	
Somewhat important	18.4%	25.7%	26.1%	26.3%	27.2%	26.9%	10.5%	24.0%	25.2%	
Not important	2.6%	1.3%	1.3%	5.3%	1.5%	1.2%	0.0%	1.0%	1.4%	
Total(n)	38	828	2,807	19	388	1,404	19	440	1,403	
Mean	3.08	3.00	3.00	2.89	2.97	2.98	3.26	3.03	3.03	
Standard deviation	0.78	0.77	0.78	0.88	0.78	0.77	0.65	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	-0.10	-0.12	-	0.30	0.29	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										
Essential	34.2%	35.6%	30.4%	31.6%	28.3%	26.2%	36.8%	43.4%	35.0%	
Very important	34.2%	32.1%	34.9%	36.8%	33.6%	33.7%	31.6%	30.5%	36.3%	
Somewhat important	21.1%	27.5%	29.3%	21.1%	32.2%	33.1%	21.1%	22.5%	25.0%	
Not important	10.5%	4.8%	5.5%	10.5%	5.9%	7.0%	10.5%	3.6%	3.8%	
Total(n)	38	823	2,797	19	384	1,395	19	439	1,402	
Mean	2.92	2.99	2.90	2.89	2.84	2.79	2.95	3.14	3.02	
Standard deviation	1.00	0.91	0.90	0.99	0.90	0.91	1.03	0.89	0.87	
Significance	-			-			-			
Effect size	-	-0.08	0.02	-	0.06	0.11	-	-0.21	-0.08	
Provide for students' emotional development										
Essential	23.7%	18.9%	18.8%	10.5%	14.3%	15.7%	36.8%	23.8%	22.3%	
Very important	31.6%	37.5%	35.1%	47.4%	36.9%	32.7%	15.8%	38.1%	37.9%	
Somewhat important	36.8%	30.6%	36.4%	31.6%	35.1%	40.2%	42.1%	25.9%	32.1%	
Not important	7.9%	13.0%	9.7%	10.5%	13.8%	11.3%	5.3%	12.2%	7.8%	
Total(n)	38	827	2,799	19	388	1,399	19	439	1,400	
Mean	2.71	2.62	2.63	2.58	2.52	2.53	2.84	2.74	2.75	
Standard deviation	0.93	0.93	0.90	0.84	0.90	0.89	1.01	0.96	0.89	
Significance	-			-			-			
Effect size	-	0.10	0.09	-	0.07	0.06	-	0.10	0.10	
Teach students the classic works of Western civilization										
Essential	13.2%	10.5%	9.0%	21.1%	14.2%	11.5%	5.3%	6.5%	6.2%	
Very important	36.8%	21.8%	20.6%	47.4%	24.6%	21.2%	26.3%	18.7%	20.0%	
Somewhat important	21.1%	44.1%	45.0%	15.8%	40.4%	43.8%	26.3%	48.2%	46.4%	
Not important	28.9%	23.6%	25.4%	15.8%	20.8%	23.5%	42.1%	26.6%	27.4%	
Total(n)	38	824	2,796	19	388	1,400	19	436	1,396	
Mean	2.34	2.19	2.13	2.74	2.32	2.21	1.95	2.05	2.05	
Standard deviation	1.05	0.92	0.90	0.99	0.96	0.93	0.97	0.84	0.85	
Significance	-			-		*	-			
Effect size	-	0.16	0.23	-	0.44	0.57	-	-0.12	-0.12	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	39.5%	30.2%	29.0%	36.8%	23.6%	24.8%	42.1%	37.1%	33.7%	
Very important	36.8%	35.3%	35.8%	36.8%	35.2%	34.8%	36.8%	35.4%	37.1%	
Somewhat important	18.4%	28.9%	28.4%	15.8%	34.2%	31.5%	21.1%	23.2%	25.0%	
Not important	5.3%	5.7%	6.7%	10.5%	7.0%	8.9%	0.0%	4.4%	4.2%	
Total(n)	38	825	2,800	19	388	1,401	19	437	1,399	
Mean	3.11	2.90	2.87	3.00	2.76	2.76	3.21	3.05	3.00	
Standard deviation	0.89	0.90	0.91	1.00	0.89	0.93	0.79	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.23	0.26	-	0.27	0.26	-	0.18	0.24	
Instill in students a commitment to community service										
Essential	23.7%	18.4%	17.9%	26.3%	12.0%	13.7%	21.1%	25.2%	22.5%	
Very important	31.6%	34.9%	33.4%	21.1%	31.2%	31.2%	42.1%	38.8%	35.9%	
Somewhat important	34.2%	35.4%	36.4%	36.8%	42.3%	39.3%	31.6%	28.1%	33.2%	
Not important	10.5%	11.3%	12.3%	15.8%	14.4%	15.8%	5.3%	7.9%	8.4%	
Total(n)	38	825	2,800	19	387	1,400	19	438	1,400	
Mean	2.68	2.60	2.57	2.58	2.41	2.43	2.79	2.81	2.72	
Standard deviation	0.96	0.91	0.92	1.07	0.88	0.91	0.85	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.09	0.12	-	0.19	0.16	-	-0.02	0.08	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	36.8%	32.0%	34.0%	26.3%	25.3%	27.3%	47.4%	39.1%	41.4%	
Very important	36.8%	34.1%	33.3%	36.8%	30.4%	31.4%	36.8%	38.0%	35.5%	
Somewhat important	23.7%	24.1%	23.3%	36.8%	30.1%	28.8%	10.5%	17.8%	17.1%	
Not important	2.6%	9.8%	9.4%	0.0%	14.2%	12.5%	5.3%	5.1%	6.0%	
Total(n)	38	825	2,799	19	385	1,395	19	440	1,404	
Mean	3.08	2.88	2.92	2.89	2.67	2.74	3.26	3.11	3.12	
Standard deviation	0.85	0.97	0.97	0.81	1.01	1.00	0.87	0.87	0.90	
Significance	-			-			-			
Effect size	-	0.21	0.16	-	0.22	0.15	-	0.17	0.16	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	63.2%	71.4%	69.6%	68.4%	69.8%	66.6%	57.9%	73.1%	72.9%	
Very important	34.2%	22.7%	24.8%	31.6%	21.0%	25.7%	36.8%	24.6%	23.8%	
Somewhat important	2.6%	4.5%	4.6%	0.0%	6.6%	6.0%	5.3%	2.2%	3.0%	
Not important	0.0%	1.4%	1.0%	0.0%	2.6%	1.7%	0.0%	0.1%	0.3%	
Total(n)	38	826	2,807	19	387	1,403	19	439	1,404	
Mean	3.61	3.64	3.63	3.68	3.58	3.57	3.53	3.71	3.69	
Standard deviation	0.55	0.64	0.62	0.48	0.73	0.68	0.61	0.51	0.54	
Significance	-			-			-			
Effect size	-	-0.05	-0.03	-	0.14	0.16	-	-0.35	-0.30	
Help students evaluate the quality and reliability of information										
Essential	34.2%	36.0%	35.1%	26.3%	32.5%	31.3%	42.1%	39.6%	39.3%	
Very important	36.8%	33.0%	34.8%	47.4%	32.2%	33.9%	26.3%	33.8%	35.9%	
Somewhat important	21.1%	23.0%	22.7%	15.8%	25.1%	25.0%	26.3%	20.8%	20.1%	
Not important	7.9%	8.0%	7.4%	10.5%	10.2%	9.7%	5.3%	5.7%	4.8%	
Total(n)	38	823	2,797	19	387	1,400	19	436	1,397	
Mean	2.97	2.97	2.98	2.89	2.87	2.87	3.05	3.07	3.10	
Standard deviation	0.94	0.95	0.93	0.94	0.98	0.97	0.97	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	0.02	0.02	-	-0.02	-0.06	
Teach students tolerance and respect for different beliefs										
Essential	44.7%	50.8%	50.8%	42.1%	37.8%	42.1%	47.4%	64.6%	60.4%	
Very important	44.7%	32.7%	31.8%	57.9%	39.4%	33.6%	31.6%	25.7%	29.8%	
Somewhat important	7.9%	11.6%	12.7%	0.0%	16.0%	17.6%	15.8%	7.0%	7.3%	
Not important	2.6%	4.8%	4.7%	0.0%	6.9%	6.7%	5.3%	2.7%	2.6%	
Total(n)	38	823	2,801	19	384	1,398	19	439	1,403	
Mean	3.32	3.30	3.29	3.42	3.08	3.11	3.21	3.52	3.48	
Standard deviation	0.74	0.85	0.86	0.51	0.90	0.92	0.92	0.74	0.74	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	0.38	0.34	-	-0.42	-0.36	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	39.5%	27.6%	26.3%	42.1%	18.8%	18.8%	36.8%	37.0%	34.7%	
Very important	28.9%	28.3%	30.0%	26.3%	27.5%	28.3%	31.6%	29.1%	32.0%	
Somewhat important	23.7%	28.9%	29.9%	21.1%	36.0%	34.1%	26.3%	21.5%	25.1%	
Not important	7.9%	15.2%	13.8%	10.5%	17.7%	18.8%	5.3%	12.5%	8.2%	
Total(n)	38	825	2,795	19	386	1,398	19	439	1,397	
Mean	3.00	2.68	2.69	3.00	2.47	2.47	3.00	2.91	2.93	
Standard deviation	0.99	1.04	1.01	1.05	0.99	1.00	0.94	1.04	0.96	
Significance	-			-	*	*	-			
Effect size	-	0.31	0.31	-	0.54	0.53	-	0.09	0.07	
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	2.3%	3.6%	3.7%	0.0%	2.5%	4.1%	4.8%	4.7%	3.2%	
1-4	11.6%	9.4%	8.1%	13.6%	9.7%	8.5%	9.5%	9.1%	7.6%	
5-8	39.5%	19.2%	20.6%	36.4%	19.2%	18.5%	42.9%	19.1%	23.1%	
9-12	39.5%	42.3%	44.9%	45.5%	44.5%	45.9%	33.3%	39.8%	43.8%	
13-16	2.3%	16.5%	14.4%	0.0%	16.3%	15.3%	4.8%	16.8%	13.4%	
17-20	2.3%	4.6%	4.9%	4.5%	4.6%	4.8%	0.0%	4.5%	5.0%	
21+	2.3%	4.5%	3.3%	0.0%	3.2%	2.9%	4.8%	6.0%	3.8%	
Total(n)	43	906	3,052	22	432	1,544	21	474	1,508	
Mean	3.44	3.90	3.86	3.45	3.89	3.86	3.43	3.92	3.87	
Standard deviation	1.05	1.28	1.22	0.91	1.20	1.22	1.21	1.36	1.22	
Significance	-	*	*	-			-			
Effect size	-	-0.36	-0.34	-	-0.37	-0.34	-	-0.36	-0.36	
Preparing for teaching (including reading student papers and grading)										
None	2.3%	3.0%	2.9%	0.0%	2.1%	3.1%	4.8%	4.0%	2.7%	
1-4	16.3%	11.8%	9.5%	13.6%	13.6%	11.0%	19.0%	9.9%	7.9%	
5-8	27.9%	20.5%	21.7%	31.8%	22.9%	23.3%	23.8%	17.8%	19.8%	
9-12	34.9%	20.5%	22.1%	40.9%	22.9%	22.9%	28.6%	18.0%	21.1%	
13-16	14.0%	16.7%	16.6%	13.6%	14.3%	15.1%	14.3%	19.3%	18.2%	
17-20	2.3%	17.3%	14.4%	0.0%	14.7%	13.5%	4.8%	20.2%	15.5%	
21+	2.3%	10.1%	12.8%	0.0%	9.5%	11.1%	4.8%	10.8%	14.7%	
Total(n)	43	905	3,049	22	431	1,544	21	474	1,505	
Mean	3.58	4.29	4.34	3.55	4.16	4.21	3.62	4.43	4.50	
Standard deviation	1.20	1.62	1.62	0.91	1.59	1.61	1.47	1.65	1.62	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.44	-0.47	-	-0.38	-0.41	-	-0.49	-0.54	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	2.3%	5.3%	5.8%	0.0%	3.7%	5.9%	4.8%	7.1%	5.6%	
1-4	60.5%	55.1%	54.4%	81.8%	61.8%	57.5%	38.1%	47.6%	50.9%	
5-8	27.9%	24.8%	28.4%	13.6%	23.7%	27.4%	42.9%	25.9%	29.5%	
9-12	2.3%	9.2%	7.4%	0.0%	5.9%	5.5%	4.8%	12.8%	9.6%	
13-16	4.7%	3.2%	2.6%	4.5%	3.1%	2.5%	4.8%	3.4%	2.7%	
17-20	2.3%	1.2%	0.6%	0.0%	0.9%	0.4%	4.8%	1.5%	0.8%	
21+	0.0%	1.2%	0.8%	0.0%	0.8%	0.7%	0.0%	1.7%	0.9%	
Total(n)	43	905	3,051	22	432	1,543	21	473	1,508	
Mean	2.53	2.58	2.52	2.27	2.49	2.45	2.81	2.69	2.59	
Standard deviation	0.96	1.06	0.95	0.70	0.95	0.90	1.12	1.16	1.00	
Significance	-			-			-			
Effect size	-	-0.05	0.01	-	-0.23	-0.20	-	0.10	0.22	
Committee work and meetings										
None	0.0%	5.3%	5.9%	0.0%	6.1%	7.0%	0.0%	4.3%	4.6%	
1-4	59.5%	51.4%	53.0%	71.4%	56.7%	56.4%	47.6%	45.4%	49.1%	
5-8	28.6%	27.8%	27.6%	28.6%	26.1%	26.1%	28.6%	29.7%	29.3%	
9-12	9.5%	9.2%	8.9%	0.0%	7.0%	6.7%	19.0%	11.7%	11.4%	
13-16	2.4%	3.5%	2.6%	0.0%	3.5%	2.4%	4.8%	3.5%	2.8%	
17-20	0.0%	1.6%	1.1%	0.0%	0.4%	0.8%	0.0%	2.9%	1.5%	
21+	0.0%	1.3%	0.9%	0.0%	0.2%	0.5%	0.0%	2.5%	1.3%	
Total(n)	42	904	3,049	21	431	1,541	21	473	1,508	
Mean	2.55	2.64	2.56	2.29	2.47	2.46	2.81	2.83	2.68	
Standard deviation	0.77	1.09	1.00	0.46	0.90	0.93	0.93	1.23	1.07	
Significance	-			-			-			
Effect size	-	-0.08	-0.01	-	-0.20	-0.18	-	-0.02	0.12	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	18.6%	30.4%	31.9%	31.8%	28.4%	32.6%	4.8%	32.5%	31.1%	
1-4	53.5%	40.9%	39.5%	50.0%	44.2%	40.8%	57.1%	37.2%	38.1%	
5-8	16.3%	11.5%	12.4%	13.6%	12.2%	11.6%	19.0%	10.7%	13.3%	
9-12	7.0%	5.7%	6.1%	4.5%	4.6%	5.4%	9.5%	6.9%	6.8%	
13-16	2.3%	3.1%	3.1%	0.0%	3.1%	3.3%	4.8%	3.2%	2.7%	
17-20	0.0%	2.6%	3.1%	0.0%	1.3%	2.8%	0.0%	4.0%	3.4%	
21+	2.3%	5.9%	4.0%	0.0%	6.2%	3.5%	4.8%	5.6%	4.6%	
Total(n)	43	887	2,982	22	422	1,505	21	465	1,477	
Mean	2.30	2.42	2.34	1.91	2.38	2.28	2.71	2.45	2.40	
Standard deviation	1.17	1.63	1.53	0.81	1.57	1.48	1.35	1.68	1.58	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.30	-0.25	-	0.15	0.20	
Research and scholarly writing										
None	2.3%	19.6%	18.7%	4.5%	15.7%	15.2%	0.0%	23.9%	22.6%	
1-4	41.9%	42.6%	44.8%	27.3%	42.6%	44.4%	57.1%	42.6%	45.3%	
5-8	11.6%	22.6%	19.6%	13.6%	25.3%	20.8%	9.5%	19.6%	18.3%	
9-12	20.9%	7.9%	8.8%	22.7%	9.1%	10.3%	19.0%	6.6%	7.0%	
13-16	2.3%	3.7%	3.5%	4.5%	3.7%	4.1%	0.0%	3.6%	2.8%	
17-20	7.0%	1.8%	1.9%	9.1%	1.6%	1.9%	4.8%	2.1%	1.8%	
21+	14.0%	1.8%	2.8%	18.2%	2.0%	3.2%	9.5%	1.6%	2.2%	
Total(n)	43	898	3,024	22	430	1,527	21	468	1,497	
Mean	3.56	2.46	2.50	3.95	2.56	2.62	3.14	2.36	2.36	
Standard deviation	1.86	1.26	1.34	1.96	1.25	1.37	1.68	1.27	1.29	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.87	0.79	-	1.11	0.97	-	0.61	0.60	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	76.7%	75.8%	73.3%	77.3%	70.9%	71.3%	76.2%	81.3%	75.6%	
1-4	16.3%	14.2%	17.2%	18.2%	15.6%	17.4%	14.3%	12.5%	17.1%	
5-8	2.3%	5.9%	5.1%	0.0%	8.2%	6.0%	4.8%	3.4%	3.9%	
9-12	4.7%	1.0%	2.0%	4.5%	1.1%	2.3%	4.8%	0.8%	1.5%	
13-16	0.0%	1.6%	1.0%	0.0%	1.9%	1.2%	0.0%	1.3%	0.8%	
17-20	0.0%	0.9%	0.6%	0.0%	1.5%	0.8%	0.0%	0.2%	0.4%	
21+	0.0%	0.6%	0.8%	0.0%	0.7%	0.9%	0.0%	0.5%	0.7%	
Total(n)	43	890	2,980	22	427	1,509	21	463	1,471	
Mean	1.35	1.44	1.45	1.32	1.55	1.51	1.38	1.31	1.39	
Standard deviation	0.75	0.99	0.98	0.72	1.11	1.05	0.80	0.82	0.89	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.21	-0.18	-	0.09	-0.01	
Community or public service										
None	55.8%	42.1%	35.5%	63.6%	39.9%	34.6%	47.6%	44.6%	36.6%	
1-4	34.9%	45.4%	50.5%	27.3%	50.1%	52.8%	42.9%	40.0%	47.9%	
5-8	9.3%	8.2%	10.2%	9.1%	7.3%	9.5%	9.5%	9.3%	11.0%	
9-12	0.0%	3.7%	2.8%	0.0%	2.0%	2.3%	0.0%	5.7%	3.3%	
13-16	0.0%	0.3%	0.5%	0.0%	0.4%	0.4%	0.0%	0.2%	0.5%	
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.3%	
21+	0.0%	0.1%	0.3%	0.0%	0.0%	0.2%	0.0%	0.1%	0.4%	
Total(n)	43	889	3,006	22	428	1,525	21	461	1,481	
Mean	1.53	1.76	1.84	1.45	1.74	1.83	1.62	1.77	1.85	
Standard deviation	0.67	0.82	0.83	0.67	0.76	0.79	0.67	0.88	0.88	
Significance	-		*	-		*	-			
Effect size	-	-0.28	-0.37	-	-0.38	-0.48	-	-0.17	-0.26	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Outside consulting/freelance work										
None	69.8%	77.3%	76.6%	63.6%	74.4%	74.1%	76.2%	80.6%	79.5%	
1-4	23.3%	15.7%	17.6%	31.8%	18.1%	19.2%	14.3%	13.1%	15.6%	
5-8	7.0%	4.4%	3.7%	4.5%	5.1%	4.2%	9.5%	3.7%	3.2%	
9-12	0.0%	1.2%	1.2%	0.0%	1.3%	1.6%	0.0%	1.2%	0.7%	
13-16	0.0%	0.5%	0.4%	0.0%	0.9%	0.6%	0.0%	0.1%	0.1%	
17-20	0.0%	0.7%	0.3%	0.0%	0.2%	0.1%	0.0%	1.2%	0.6%	
21+	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.2%	
Total(n)	43	892	2,991	22	427	1,521	21	465	1,470	
Mean	1.37	1.34	1.33	1.41	1.37	1.37	1.33	1.31	1.29	
Standard deviation	0.62	0.78	0.74	0.59	0.75	0.76	0.66	0.81	0.71	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.05	0.05	-	0.02	0.06	
Household/childcare duties										
None	9.5%	10.4%	11.5%	4.8%	13.5%	15.5%	14.3%	6.9%	6.8%	
1-4	19.0%	16.3%	16.3%	28.6%	16.0%	16.9%	9.5%	16.7%	15.6%	
5-8	14.3%	19.1%	20.7%	19.0%	24.3%	23.0%	9.5%	13.1%	18.0%	
9-12	16.7%	13.6%	15.0%	19.0%	13.5%	13.8%	14.3%	13.6%	16.3%	
13-16	9.5%	10.2%	10.6%	14.3%	10.5%	9.7%	4.8%	9.9%	11.6%	
17-20	7.1%	11.7%	8.2%	9.5%	9.2%	7.0%	4.8%	14.5%	9.7%	
21+	23.8%	18.7%	17.8%	4.8%	13.0%	14.1%	42.9%	25.3%	22.0%	
Total(n)	42	891	3,017	21	427	1,526	21	464	1,491	
Mean	4.14	4.07	3.93	3.57	3.71	3.63	4.71	4.48	4.27	
Standard deviation	2.09	2.01	1.98	1.63	1.91	1.95	2.37	2.04	1.96	
Significance	-			-			-			
Effect size	-	0.03	0.11	-	-0.07	-0.03	-	0.11	0.22	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	93.0%	90.8%	89.9%	90.9%	91.2%	90.9%	95.2%	90.4%	88.7%	
1-4	4.7%	3.7%	5.2%	9.1%	3.4%	4.1%	0.0%	4.1%	6.4%	
5-8	0.0%	3.0%	2.6%	0.0%	3.9%	3.1%	0.0%	1.9%	1.9%	
9-12	0.0%	0.7%	0.9%	0.0%	0.5%	0.9%	0.0%	0.9%	0.9%	
13-16	2.3%	0.1%	0.2%	0.0%	0.1%	0.2%	4.8%	0.1%	0.2%	
17-20	0.0%	0.7%	0.5%	0.0%	0.2%	0.2%	0.0%	1.3%	0.9%	
21+	0.0%	1.0%	0.7%	0.0%	0.7%	0.5%	0.0%	1.3%	0.9%	
Total(n)	43	883	2,972	22	426	1,516	21	457	1,456	
Mean	1.14	1.22	1.21	1.09	1.18	1.18	1.19	1.26	1.24	
Standard deviation	0.64	0.85	0.77	0.29	0.72	0.69	0.87	0.98	0.86	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.13	-0.13	-	-0.07	-0.06	
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	39.5%	43.2%	41.0%	47.4%	48.6%	45.5%	31.6%	37.2%	35.9%	
Agree somewhat	57.9%	47.3%	47.4%	47.4%	44.0%	44.1%	68.4%	51.0%	51.0%	
Disagree somewhat	2.6%	8.1%	10.3%	5.3%	6.7%	9.2%	0.0%	9.5%	11.6%	
Disagree strongly	0.0%	1.5%	1.4%	0.0%	0.7%	1.2%	0.0%	2.3%	1.5%	
Total(n)	38	810	2,765	19	383	1,384	19	427	1,381	
Mean	3.37	3.32	3.28	3.42	3.40	3.34	3.32	3.23	3.21	
Standard deviation	0.54	0.68	0.70	0.61	0.65	0.69	0.48	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.07	0.13	-	0.03	0.12	-	0.13	0.16	
I try to dispel perceptions of competition										
Agree strongly	37.8%	29.2%	29.9%	44.4%	26.8%	25.8%	31.6%	31.7%	34.5%	
Agree somewhat	29.7%	43.0%	44.0%	27.8%	43.9%	45.1%	31.6%	42.1%	42.7%	
Disagree somewhat	32.4%	21.2%	21.1%	27.8%	24.4%	23.8%	36.8%	17.7%	18.0%	
Disagree strongly	0.0%	6.6%	5.0%	0.0%	4.9%	5.3%	0.0%	8.5%	4.8%	
Total(n)	37	797	2,728	18	376	1,371	19	421	1,357	
Mean	3.05	2.95	2.99	3.17	2.93	2.91	2.95	2.97	3.07	
Standard deviation	0.85	0.87	0.84	0.86	0.84	0.84	0.85	0.91	0.84	
Significance	-			-			-			
Effect size	-	0.11	0.07	-	0.29	0.31	-	-0.02	-0.14	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the extent to which you agree or disagree with each of the following:										
I encourage all students to approach me for help										
Agree strongly	94.6%	94.3%	94.9%	94.4%	93.8%	93.7%	94.7%	94.8%	96.2%	
Agree somewhat	5.4%	5.6%	5.0%	5.6%	6.1%	6.1%	5.3%	5.1%	3.6%	
Disagree somewhat	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	37	809	2,752	18	382	1,378	19	427	1,374	
Mean	3.95	3.94	3.95	3.94	3.94	3.94	3.95	3.95	3.96	
Standard deviation	0.23	0.24	0.23	0.24	0.25	0.25	0.23	0.23	0.20	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	0.00	0.00	-	0.00	-0.05	
Most students are well-prepared for the difficulty of the courses I teach										
Agree strongly	5.4%	6.7%	7.9%	0.0%	7.8%	7.8%	11.1%	5.5%	8.1%	
Agree somewhat	35.1%	33.3%	39.5%	47.4%	30.5%	38.2%	22.2%	36.4%	40.8%	
Disagree somewhat	48.6%	46.2%	41.3%	47.4%	43.3%	40.8%	50.0%	49.3%	41.9%	
Disagree strongly	10.8%	13.8%	11.3%	5.3%	18.5%	13.2%	16.7%	8.8%	9.3%	
Total(n)	37	808	2,760	19	381	1,382	18	427	1,378	
Mean	2.35	2.33	2.44	2.42	2.27	2.41	2.28	2.39	2.48	
Standard deviation	0.75	0.79	0.79	0.61	0.85	0.81	0.89	0.72	0.77	
Significance	-			-			-			
Effect size	-	0.03	-0.11	-	0.18	0.01	-	-0.15	-0.26	
In my classroom, there is no such thing as a question that is too elementary										
Agree strongly	71.1%	61.7%	63.3%	68.4%	64.0%	60.9%	73.7%	59.3%	66.1%	
Agree somewhat	23.7%	27.9%	28.6%	31.6%	27.6%	30.8%	15.8%	28.3%	26.1%	
Disagree somewhat	5.3%	8.8%	7.0%	0.0%	7.7%	7.3%	10.5%	9.9%	6.7%	
Disagree strongly	0.0%	1.6%	1.1%	0.0%	0.7%	1.1%	0.0%	2.5%	1.1%	
Total(n)	38	810	2,763	19	382	1,383	19	428	1,380	
Mean	3.66	3.50	3.54	3.68	3.55	3.52	3.63	3.44	3.57	
Standard deviation	0.58	0.72	0.67	0.48	0.67	0.68	0.68	0.77	0.67	
Significance	-			-			-			
Effect size	-	0.22	0.18	-	0.19	0.24	-	0.25	0.09	
All students have the potential to excel in my courses										
Agree strongly	68.4%	57.3%	58.5%	68.4%	54.6%	56.5%	68.4%	60.1%	60.8%	
Agree somewhat	21.1%	33.3%	31.7%	15.8%	34.6%	31.4%	26.3%	31.8%	32.0%	
Disagree somewhat	7.9%	8.2%	8.8%	10.5%	9.1%	10.6%	5.3%	7.2%	6.8%	
Disagree strongly	2.6%	1.3%	1.0%	5.3%	1.7%	1.5%	0.0%	0.9%	0.4%	
Total(n)	38	807	2,760	19	382	1,384	19	425	1,376	
Mean	3.55	3.46	3.48	3.47	3.42	3.43	3.63	3.51	3.53	
Standard deviation	0.76	0.70	0.70	0.90	0.73	0.74	0.60	0.67	0.64	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.07	0.05	-	0.18	0.16	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the 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	10.5%	22.0%	23.9%	10.5%	22.6%	23.2%	10.5%	21.4%	24.7%	
Agree somewhat	60.5%	47.3%	48.0%	68.4%	47.8%	48.0%	52.6%	46.8%	48.1%	
Disagree somewhat	18.4%	26.2%	24.3%	15.8%	27.2%	24.8%	21.1%	25.2%	23.7%	
Disagree strongly	10.5%	4.4%	3.8%	5.3%	2.4%	4.0%	15.8%	6.6%	3.5%	
Total(n)	38	806	2,758	19	382	1,381	19	424	1,377	
Mean	2.71	2.87	2.92	2.84	2.91	2.90	2.58	2.83	2.94	
Standard deviation	0.80	0.80	0.79	0.69	0.77	0.79	0.90	0.84	0.79	
Significance	-			-			-		*	
Effect size	-	-0.20	-0.27	-	-0.09	-0.08	-	-0.30	-0.46	
Students are often overwhelmed by the pace of my courses										
Agree strongly	2.7%	10.6%	10.1%	0.0%	12.0%	9.5%	5.6%	9.0%	10.8%	
Agree somewhat	32.4%	40.3%	38.0%	36.8%	43.6%	39.2%	27.8%	36.8%	36.6%	
Disagree somewhat	40.5%	40.9%	44.9%	42.1%	36.8%	44.1%	38.9%	45.3%	45.7%	
Disagree strongly	24.3%	8.2%	7.1%	21.1%	7.6%	7.2%	27.8%	8.8%	6.9%	
Total(n)	37	807	2,756	19	382	1,382	18	425	1,374	
Mean	2.14	2.53	2.51	2.16	2.60	2.51	2.11	2.46	2.51	
Standard deviation	0.82	0.79	0.77	0.76	0.80	0.76	0.90	0.78	0.78	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.49	-0.48	-	-0.55	-0.46	-	-0.45	-0.51	
Most students learn best when they do their assignments on their own										
Agree strongly	10.5%	14.7%	14.1%	0.0%	17.3%	16.0%	21.1%	11.9%	12.0%	
Agree somewhat	34.2%	43.6%	40.9%	42.1%	50.4%	46.9%	26.3%	36.3%	34.2%	
Disagree somewhat	39.5%	37.4%	40.5%	47.4%	28.7%	33.4%	31.6%	46.9%	48.4%	
Disagree strongly	15.8%	4.3%	4.5%	10.5%	3.7%	3.7%	21.1%	5.0%	5.4%	
Total(n)	38	805	2,749	19	381	1,378	19	424	1,371	
Mean	2.39	2.69	2.65	2.32	2.81	2.75	2.47	2.55	2.53	
Standard deviation	0.89	0.77	0.78	0.67	0.76	0.76	1.07	0.76	0.77	
Significance	-	*	*	-	**	*	-			
Effect size	-	-0.39	-0.33	-	-0.64	-0.57	-	-0.11	-0.08	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	15.8%	16.6%	14.6%	15.8%	13.8%	13.7%	15.8%	19.5%	15.7%	
Agree somewhat	52.6%	52.3%	59.0%	47.4%	54.6%	59.9%	57.9%	49.7%	58.1%	
Disagree somewhat	23.7%	25.2%	22.1%	26.3%	25.0%	21.7%	21.1%	25.5%	22.5%	
Disagree strongly	7.9%	5.9%	4.3%	10.5%	6.5%	4.8%	5.3%	5.4%	3.7%	
Total(n)	38	793	2,715	19	375	1,357	19	418	1,358	
Mean	2.76	2.79	2.84	2.68	2.76	2.82	2.84	2.83	2.86	
Standard deviation	0.82	0.78	0.72	0.89	0.77	0.72	0.76	0.80	0.71	
Significance	-			-			-			
Effect size	-	-0.04	-0.11	-	-0.10	-0.19	-	0.01	-0.03	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	21.1%	17.3%	16.7%	21.1%	15.4%	14.9%	21.1%	19.2%	18.7%	
Agree somewhat	57.9%	55.3%	51.5%	47.4%	54.6%	51.6%	68.4%	56.0%	51.4%	
Disagree somewhat	21.1%	21.5%	25.9%	31.6%	22.1%	26.5%	10.5%	21.0%	25.2%	
Disagree strongly	0.0%	5.9%	5.9%	0.0%	7.9%	7.0%	0.0%	3.8%	4.7%	
Total(n)	38	783	2,694	19	370	1,348	19	413	1,346	
Mean	3.00	2.84	2.79	2.89	2.78	2.74	3.11	2.91	2.84	
Standard deviation	0.66	0.77	0.79	0.74	0.80	0.79	0.57	0.74	0.78	
Significance	-			-			-			
Effect size	-	0.21	0.27	-	0.14	0.19	-	0.27	0.35	
Most students are well-prepared academically										
Agree strongly	2.6%	3.8%	6.0%	0.0%	2.8%	5.6%	5.0%	4.8%	6.4%	
Agree somewhat	35.9%	31.5%	35.5%	52.6%	32.5%	36.5%	20.0%	30.5%	34.4%	
Disagree somewhat	38.5%	44.0%	42.2%	36.8%	41.2%	41.1%	40.0%	47.1%	43.5%	
Disagree strongly	23.1%	20.7%	16.3%	10.5%	23.5%	16.8%	35.0%	17.6%	15.7%	
Total(n)	39	800	2,731	19	378	1,369	20	422	1,362	
Mean	2.18	2.18	2.31	2.42	2.15	2.31	1.95	2.22	2.32	
Standard deviation	0.82	0.80	0.81	0.69	0.81	0.81	0.89	0.79	0.81	
Significance	-			-			-		*	
Effect size	-	0.00	-0.16	-	0.33	0.14	-	-0.34	-0.46	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Agree strongly	24.3%	19.3%	18.1%	26.3%	15.3%	18.3%	22.2%	23.5%	18.0%	
Agree somewhat	45.9%	47.7%	49.7%	42.1%	49.7%	51.9%	50.0%	45.6%	47.2%	
Disagree somewhat	27.0%	22.4%	22.9%	31.6%	24.3%	21.8%	22.2%	20.4%	24.2%	
Disagree strongly	2.7%	10.6%	9.3%	0.0%	10.6%	8.0%	5.6%	10.5%	10.6%	
Total(n)	37	792	2,705	19	374	1,355	18	418	1,350	
Mean	2.92	2.76	2.77	2.95	2.70	2.80	2.89	2.82	2.73	
Standard deviation	0.80	0.88	0.85	0.78	0.85	0.83	0.83	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.18	0.18	-	0.29	0.18	-	0.08	0.18	
Student Affairs staff have the support and respect of faculty										
Agree strongly	25.0%	22.6%	20.3%	21.1%	19.1%	18.2%	29.4%	26.3%	22.7%	
Agree somewhat	38.9%	46.6%	53.1%	42.1%	50.3%	54.7%	35.3%	42.7%	51.4%	
Disagree somewhat	30.6%	23.2%	21.1%	36.8%	22.1%	20.9%	23.5%	24.3%	21.4%	
Disagree strongly	5.6%	7.6%	5.4%	0.0%	8.5%	6.2%	11.8%	6.6%	4.5%	
Total(n)	36	787	2,694	19	374	1,354	17	413	1,340	
Mean	2.83	2.84	2.88	2.84	2.80	2.85	2.82	2.89	2.92	
Standard deviation	0.88	0.86	0.79	0.76	0.84	0.79	1.01	0.87	0.78	
Significance	-			-			-			
Effect size	-	-0.01	-0.06	-	0.05	-0.01	-	-0.08	-0.13	
Faculty are committed to the welfare of this institution										
Agree strongly	25.6%	44.5%	45.8%	21.1%	36.4%	43.3%	30.0%	53.3%	48.5%	
Agree somewhat	53.8%	44.4%	43.5%	57.9%	52.6%	45.1%	50.0%	35.5%	41.7%	
Disagree somewhat	12.8%	7.9%	8.8%	21.1%	8.3%	9.5%	5.0%	7.4%	7.9%	
Disagree strongly	7.7%	3.2%	2.0%	0.0%	2.7%	2.0%	15.0%	3.8%	1.9%	
Total(n)	39	800	2,733	19	378	1,370	20	422	1,363	
Mean	2.97	3.30	3.33	3.00	3.23	3.30	2.95	3.38	3.37	
Standard deviation	0.84	0.75	0.72	0.67	0.71	0.72	1.00	0.78	0.71	
Significance	-	**	**	-			-	*	**	
Effect size	-	-0.44	-0.50	-	-0.32	-0.42	-	-0.55	-0.59	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	21.1%	43.5%	43.7%	21.1%	43.7%	43.6%	21.1%	43.3%	43.7%	
Agree somewhat	50.0%	45.1%	45.3%	42.1%	44.7%	45.3%	57.9%	45.4%	45.2%	
Disagree somewhat	26.3%	9.4%	9.4%	36.8%	9.0%	8.8%	15.8%	10.0%	10.1%	
Disagree strongly	2.6%	2.0%	1.7%	0.0%	2.5%	2.2%	5.3%	1.4%	1.1%	
Total(n)	38	797	2,726	19	377	1,368	19	420	1,358	
Mean	2.89	3.30	3.31	2.84	3.30	3.30	2.95	3.31	3.32	
Standard deviation	0.76	0.72	0.71	0.76	0.74	0.72	0.78	0.70	0.69	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.57	-0.59	-	-0.62	-0.64	-	-0.51	-0.54	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	3.2%	2.6%	0.0%	2.6%	2.0%	0.0%	3.9%	3.3%	
Agree somewhat	0.0%	9.7%	10.0%	0.0%	7.9%	9.4%	0.0%	11.7%	10.7%	
Disagree somewhat	47.4%	34.7%	37.5%	47.4%	36.4%	34.5%	47.4%	32.9%	40.7%	
Disagree strongly	52.6%	52.4%	49.9%	52.6%	53.1%	54.0%	52.6%	51.6%	45.3%	
Total(n)	38	795	2,719	19	376	1,362	19	419	1,357	
Mean	1.47	1.64	1.65	1.47	1.60	1.60	1.47	1.68	1.72	
Standard deviation	0.51	0.79	0.76	0.51	0.74	0.74	0.51	0.83	0.78	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.18	-0.18	-	-0.25	-0.32	
My research is valued by faculty in my department										
Agree strongly	24.3%	31.3%	30.4%	21.1%	32.4%	31.1%	27.8%	30.1%	29.7%	
Agree somewhat	45.9%	36.5%	42.9%	36.8%	36.7%	43.8%	55.6%	36.3%	41.9%	
Disagree somewhat	18.9%	24.4%	19.7%	31.6%	21.0%	17.6%	5.6%	28.2%	22.1%	
Disagree strongly	10.8%	7.8%	7.0%	10.5%	9.9%	7.5%	11.1%	5.4%	6.3%	
Total(n)	37	778	2,664	19	373	1,347	18	405	1,317	
Mean	2.84	2.91	2.97	2.68	2.92	2.98	3.00	2.91	2.95	
Standard deviation	0.93	0.93	0.88	0.95	0.96	0.89	0.91	0.89	0.88	
Significance	-			-			-			
Effect size	-	-0.08	-0.15	-	-0.25	-0.34	-	0.10	0.06	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Agree strongly	40.5%	57.6%	57.6%	21.1%	57.7%	57.5%	61.1%	57.6%	57.6%	
Agree somewhat	32.4%	31.4%	31.6%	52.6%	29.3%	30.7%	11.1%	33.6%	32.6%	
Disagree somewhat	18.9%	6.8%	7.2%	21.1%	7.5%	7.5%	16.7%	6.2%	6.9%	
Disagree strongly	8.1%	4.1%	3.6%	5.3%	5.4%	4.3%	11.1%	2.7%	2.9%	
Total(n)	37	800	2,729	19	376	1,369	18	424	1,360	
Mean	3.05	3.43	3.43	2.89	3.39	3.41	3.22	3.46	3.45	
Standard deviation	0.97	0.79	0.78	0.81	0.85	0.81	1.11	0.73	0.75	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.48	-0.49	-	-0.59	-0.64	-	-0.33	-0.31	
My service is valued by faculty in my department										
Agree strongly	37.8%	42.8%	44.3%	21.1%	38.1%	42.2%	55.6%	47.9%	46.7%	
Agree somewhat	32.4%	38.2%	37.6%	36.8%	40.0%	39.3%	27.8%	36.1%	35.7%	
Disagree somewhat	13.5%	12.1%	12.0%	21.1%	12.4%	12.0%	5.6%	11.8%	12.0%	
Disagree strongly	16.2%	6.9%	6.1%	21.1%	9.4%	6.5%	11.1%	4.2%	5.7%	
Total(n)	37	798	2,725	19	376	1,366	18	422	1,359	
Mean	2.92	3.17	3.20	2.58	3.07	3.17	3.28	3.28	3.23	
Standard deviation	1.09	0.89	0.88	1.07	0.94	0.88	1.02	0.83	0.87	
Significance	-			-	*	**	-			
Effect size	-	-0.28	-0.32	-	-0.52	-0.67	-	0.00	0.06	
Faculty are sufficiently involved in campus decision making										
Agree strongly	2.7%	13.7%	13.1%	0.0%	12.2%	13.4%	5.6%	15.3%	12.6%	
Agree somewhat	32.4%	33.3%	40.7%	31.6%	30.8%	39.6%	33.3%	36.0%	42.1%	
Disagree somewhat	37.8%	29.7%	27.9%	31.6%	25.4%	25.9%	44.4%	34.4%	30.2%	
Disagree strongly	27.0%	23.3%	18.3%	36.8%	31.6%	21.1%	16.7%	14.4%	15.1%	
Total(n)	37	798	2,718	19	377	1,364	18	421	1,354	
Mean	2.11	2.37	2.49	1.95	2.24	2.45	2.28	2.52	2.52	
Standard deviation	0.84	0.99	0.94	0.85	1.03	0.97	0.83	0.92	0.90	
Significance	-		*	-		*	-			
Effect size	-	-0.26	-0.40	-	-0.28	-0.52	-	-0.26	-0.27	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Agree strongly	11.1%	15.0%	15.5%	10.5%	10.5%	14.5%	11.8%	19.7%	16.7%	
Agree somewhat	36.1%	53.8%	50.7%	42.1%	52.6%	53.0%	29.4%	55.1%	48.1%	
Disagree somewhat	38.9%	23.4%	26.0%	36.8%	27.9%	26.0%	41.2%	18.5%	26.0%	
Disagree strongly	13.9%	7.9%	7.7%	10.5%	9.0%	6.5%	17.6%	6.7%	9.1%	
Total(n)	36	795	2,712	19	375	1,364	17	420	1,348	
Mean	2.44	2.76	2.74	2.53	2.65	2.75	2.35	2.88	2.72	
Standard deviation	0.88	0.80	0.81	0.84	0.79	0.78	0.93	0.80	0.85	
Significance	-	*	*	-			-	**		
Effect size	-	-0.40	-0.37	-	-0.15	-0.28	-	-0.66	-0.44	
The criteria for advancement and promotion decisions are clear										
Agree strongly	28.9%	35.3%	32.4%	31.6%	36.6%	32.6%	26.3%	33.9%	32.3%	
Agree somewhat	18.4%	37.7%	37.5%	10.5%	37.2%	39.1%	26.3%	38.2%	35.6%	
Disagree somewhat	31.6%	17.4%	20.1%	36.8%	14.0%	17.2%	26.3%	21.1%	23.5%	
Disagree strongly	21.1%	9.6%	10.0%	21.1%	12.2%	11.1%	21.1%	6.8%	8.6%	
Total(n)	38	793	2,712	19	374	1,362	19	419	1,350	
Mean	2.55	2.99	2.92	2.53	2.98	2.93	2.58	2.99	2.92	
Standard deviation	1.13	0.95	0.96	1.17	1.00	0.97	1.12	0.91	0.95	
Significance	-	**	*	-			-			
Effect size	-	-0.46	-0.39	-	-0.45	-0.41	-	-0.45	-0.36	
Most of the students I teach lack the basic skills for college level work										
Agree strongly	18.9%	10.1%	9.1%	5.3%	11.4%	9.5%	33.3%	8.7%	8.6%	
Agree somewhat	24.3%	32.7%	29.9%	21.1%	31.0%	29.9%	27.8%	34.4%	29.9%	
Disagree somewhat	45.9%	47.9%	46.8%	63.2%	48.0%	45.5%	27.8%	47.7%	48.2%	
Disagree strongly	10.8%	9.3%	14.2%	10.5%	9.5%	15.1%	11.1%	9.1%	13.2%	
Total(n)	37	802	2,730	19	377	1,369	18	425	1,361	
Mean	2.51	2.44	2.34	2.21	2.44	2.34	2.83	2.43	2.34	
Standard deviation	0.93	0.80	0.83	0.71	0.82	0.85	1.04	0.78	0.81	
Significance	-			-			-	*	*	
Effect size	-	0.09	0.20	-	-0.28	-0.15	-	0.51	0.60	
There is adequate support for faculty development										
Agree strongly	2.6%	13.2%	15.2%	5.3%	12.4%	14.5%	0.0%	14.1%	15.9%	
Agree somewhat	42.1%	41.9%	40.6%	42.1%	36.4%	39.4%	42.1%	47.9%	41.9%	
Disagree somewhat	31.6%	26.7%	26.9%	31.6%	31.3%	29.0%	31.6%	21.8%	24.6%	
Disagree strongly	23.7%	18.1%	17.3%	21.1%	19.9%	17.1%	26.3%	16.1%	17.6%	
Total(n)	38	797	2,727	19	377	1,366	19	420	1,361	
Mean	2.24	2.50	2.54	2.32	2.41	2.51	2.16	2.60	2.56	
Standard deviation	0.85	0.94	0.95	0.89	0.94	0.94	0.83	0.92	0.96	
Significance	-			-			-	*		
Effect size	-	-0.28	-0.32	-	-0.10	-0.20	-	-0.48	-0.42	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution successfully educates students in remedial/developmental education										
Agree strongly	2.8%	8.5%	10.1%	5.3%	9.4%	11.0%	0.0%	7.5%	9.0%	
Agree somewhat	33.3%	51.6%	47.7%	42.1%	47.0%	48.0%	23.5%	56.6%	47.5%	
Disagree somewhat	58.3%	33.9%	34.1%	52.6%	36.6%	34.1%	64.7%	31.1%	34.2%	
Disagree strongly	5.6%	6.0%	8.1%	0.0%	7.0%	7.0%	11.8%	4.8%	9.4%	
Total(n)	36	787	2,681	19	372	1,349	17	415	1,332	
Mean	2.33	2.63	2.60	2.53	2.59	2.63	2.12	2.67	2.56	
Standard deviation	0.63	0.72	0.78	0.61	0.76	0.77	0.60	0.68	0.78	
Significance	-	*	*	-	-	-	-	**	*	
Effect size	-	-0.42	-0.35	-	-0.08	-0.13	-	-0.81	-0.56	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Agree strongly	0.0%	7.8%	6.9%	0.0%	9.7%	6.3%	0.0%	5.7%	7.6%	
Agree somewhat	25.0%	34.6%	35.9%	21.1%	35.3%	35.0%	29.4%	33.8%	36.8%	
Disagree somewhat	55.6%	44.2%	45.8%	63.2%	37.8%	44.6%	47.1%	51.1%	47.1%	
Disagree strongly	19.4%	13.4%	11.4%	15.8%	17.1%	14.0%	23.5%	9.3%	8.5%	
Total(n)	36	789	2,683	19	373	1,349	17	416	1,334	
Mean	2.06	2.37	2.38	2.05	2.38	2.34	2.06	2.36	2.44	
Standard deviation	0.67	0.81	0.78	0.62	0.88	0.79	0.75	0.73	0.75	
Significance	-	*	*	-	-	-	-	-	*	
Effect size	-	-0.38	-0.41	-	-0.38	-0.37	-	-0.41	-0.51	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	13.9%	40.9%	40.3%	5.6%	35.2%	38.3%	22.2%	47.1%	42.5%	
High priority	33.3%	37.0%	38.5%	44.4%	36.5%	37.2%	22.2%	37.5%	39.9%	
Medium priority	41.7%	17.8%	17.3%	38.9%	21.8%	19.0%	44.4%	13.4%	15.4%	
Low priority	11.1%	4.4%	3.9%	11.1%	6.6%	5.4%	11.1%	1.9%	2.2%	
Total(n)	36	789	2,696	18	373	1,353	18	416	1,343	
Mean	2.50	3.14	3.15	2.44	3.00	3.09	2.56	3.30	3.23	
Standard deviation	0.88	0.86	0.84	0.78	0.91	0.88	0.98	0.77	0.78	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	-0.74	-0.77	-	-0.62	-0.74	-	-0.96	-0.86	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate 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	5.6%	14.6%	12.2%	5.6%	9.1%	9.5%	5.6%	20.6%	15.3%	
High priority	47.2%	41.9%	42.0%	50.0%	37.9%	40.4%	44.4%	46.1%	43.9%	
Medium priority	30.6%	32.7%	33.7%	27.8%	40.8%	37.0%	33.3%	24.0%	29.9%	
Low priority	16.7%	10.8%	12.1%	16.7%	12.3%	13.1%	16.7%	9.2%	10.9%	
Total(n)	36	790	2,699	18	371	1,353	18	419	1,346	
Mean	2.42	2.60	2.54	2.44	2.44	2.46	2.39	2.78	2.64	
Standard deviation	0.84	0.86	0.86	0.86	0.82	0.84	0.85	0.88	0.87	
Significance	-			-			-			
Effect size	-	-0.21	-0.14	-	0.00	-0.02	-	-0.44	-0.29	
To facilitate student involvement in community service										
Highest priority	2.9%	14.2%	12.9%	0.0%	9.5%	10.8%	5.9%	19.2%	15.2%	
High priority	22.9%	33.3%	35.3%	22.2%	27.0%	32.8%	23.5%	40.1%	38.1%	
Medium priority	51.4%	40.4%	39.4%	50.0%	46.6%	41.0%	52.9%	33.6%	37.7%	
Low priority	22.9%	12.2%	12.4%	27.8%	16.9%	15.4%	17.6%	7.0%	9.0%	
Total(n)	35	789	2,693	18	372	1,352	17	417	1,341	
Mean	2.06	2.49	2.49	1.94	2.29	2.39	2.18	2.71	2.60	
Standard deviation	0.76	0.88	0.87	0.73	0.86	0.87	0.81	0.85	0.85	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.49	-0.49	-	-0.41	-0.52	-	-0.62	-0.49	
To help students learn how to bring about change in society										
Highest priority	2.8%	12.4%	10.4%	5.6%	6.7%	7.0%	0.0%	18.5%	14.3%	
High priority	25.0%	20.7%	23.2%	27.8%	16.4%	22.3%	22.2%	25.3%	24.1%	
Medium priority	38.9%	44.3%	44.7%	27.8%	48.7%	45.9%	50.0%	39.5%	43.3%	
Low priority	33.3%	22.6%	21.7%	38.9%	28.1%	24.8%	27.8%	16.7%	18.3%	
Total(n)	36	787	2,684	18	369	1,347	18	418	1,337	
Mean	1.97	2.23	2.22	2.00	2.02	2.11	1.94	2.45	2.34	
Standard deviation	0.84	0.94	0.90	0.97	0.85	0.86	0.73	0.98	0.94	
Significance	-			-			-	*		
Effect size	-	-0.28	-0.28	-	-0.02	-0.13	-	-0.52	-0.43	
To increase or maintain institutional prestige										
Highest priority	38.9%	19.0%	18.4%	33.3%	17.7%	17.4%	44.4%	20.6%	19.5%	
High priority	41.7%	41.3%	38.3%	44.4%	36.3%	36.4%	38.9%	46.6%	40.5%	
Medium priority	11.1%	31.3%	33.2%	16.7%	36.2%	35.5%	5.6%	26.1%	30.6%	
Low priority	8.3%	8.3%	10.1%	5.6%	9.8%	10.7%	11.1%	6.7%	9.5%	
Total(n)	36	790	2,697	18	372	1,354	18	418	1,343	
Mean	3.11	2.71	2.65	3.06	2.62	2.61	3.17	2.81	2.70	
Standard deviation	0.92	0.87	0.89	0.87	0.89	0.89	0.99	0.84	0.89	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	0.46	0.52	-	0.49	0.51	-	0.43	0.53	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	5.6%	5.2%	3.5%	5.6%	2.6%	2.4%	5.6%	8.0%	4.8%	
High priority	25.0%	10.4%	10.2%	16.7%	8.8%	9.9%	33.3%	12.1%	10.4%	
Medium priority	38.9%	30.6%	32.0%	38.9%	23.9%	28.2%	38.9%	37.8%	36.2%	
Low priority	30.6%	53.7%	54.3%	38.9%	64.6%	59.4%	22.2%	42.1%	48.5%	
Total(n)	36	788	2,688	18	370	1,350	18	418	1,338	
Mean	2.06	1.67	1.63	1.89	1.50	1.55	2.22	1.86	1.72	
Standard deviation	0.89	0.86	0.81	0.90	0.76	0.77	0.88	0.92	0.84	
Significance	-	**	**	-	*		-		*	
Effect size	-	0.45	0.53	-	0.51	0.44	-	0.39	0.60	
To recruit more minority students										
Highest priority	11.1%	13.2%	11.2%	5.6%	9.5%	8.6%	16.7%	17.2%	14.1%	
High priority	38.9%	36.0%	37.0%	38.9%	34.2%	35.4%	38.9%	37.9%	39.0%	
Medium priority	44.4%	39.0%	40.2%	55.6%	44.8%	43.9%	33.3%	32.8%	36.0%	
Low priority	5.6%	11.8%	11.6%	0.0%	11.6%	12.2%	11.1%	12.1%	10.9%	
Total(n)	36	790	2,689	18	371	1,349	18	419	1,340	
Mean	2.56	2.51	2.48	2.50	2.42	2.40	2.61	2.60	2.56	
Standard deviation	0.77	0.87	0.84	0.62	0.81	0.81	0.92	0.91	0.86	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.10	0.12	-	0.01	0.06	
To enhance the institution's national image										
Highest priority	37.1%	21.4%	17.6%	27.8%	20.9%	16.6%	47.1%	21.8%	18.8%	
High priority	45.7%	35.0%	35.5%	44.4%	33.4%	35.7%	47.1%	36.7%	35.3%	
Medium priority	11.4%	31.5%	32.2%	22.2%	31.7%	32.2%	0.0%	31.2%	32.2%	
Low priority	5.7%	12.2%	14.7%	5.6%	14.0%	15.6%	5.9%	10.3%	13.7%	
Total(n)	35	791	2,681	18	372	1,348	17	419	1,333	
Mean	3.14	2.66	2.56	2.94	2.61	2.53	3.35	2.70	2.59	
Standard deviation	0.85	0.95	0.94	0.87	0.97	0.94	0.79	0.92	0.94	
Significance	-	**	***	-			-	**	***	
Effect size	-	0.51	0.62	-	0.34	0.44	-	0.71	0.81	
To promote gender diversity in the faculty and administration										
Highest priority	18.9%	12.8%	10.6%	26.3%	10.2%	10.3%	11.1%	15.5%	11.0%	
High priority	24.3%	38.6%	34.5%	15.8%	40.6%	38.1%	33.3%	36.4%	30.4%	
Medium priority	43.2%	33.4%	38.9%	42.1%	32.4%	38.0%	44.4%	34.6%	40.0%	
Low priority	13.5%	15.2%	15.9%	15.8%	16.7%	13.6%	11.1%	13.6%	18.6%	
Total(n)	37	779	2,662	19	363	1,336	18	416	1,326	
Mean	2.49	2.49	2.40	2.53	2.44	2.45	2.44	2.54	2.34	
Standard deviation	0.96	0.90	0.88	1.07	0.89	0.85	0.86	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.00	0.10	-	0.10	0.09	-	-0.11	0.11	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate 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	18.9%	20.2%	14.7%	21.1%	13.6%	12.4%	16.7%	27.2%	17.4%	
High priority	32.4%	37.2%	34.2%	21.1%	34.7%	35.8%	44.4%	39.9%	32.5%	
Medium priority	40.5%	28.8%	36.4%	47.4%	33.3%	37.7%	33.3%	24.1%	35.0%	
Low priority	8.1%	13.7%	14.6%	10.5%	18.3%	14.1%	5.6%	8.9%	15.1%	
Total(n)	37	777	2,650	19	362	1,333	18	415	1,317	
Mean	2.62	2.64	2.49	2.53	2.44	2.46	2.72	2.85	2.52	
Standard deviation	0.89	0.95	0.91	0.96	0.94	0.88	0.83	0.92	0.95	
Significance	-			-			-			
Effect size	-	-0.02	0.14	-	0.10	0.08	-	-0.14	0.21	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	5.6%	7.9%	8.2%	5.3%	8.2%	8.3%	5.9%	7.7%	8.1%	
High priority	22.2%	27.6%	25.9%	21.1%	19.9%	22.8%	23.5%	35.9%	29.4%	
Medium priority	50.0%	37.5%	39.3%	47.4%	41.1%	39.9%	52.9%	33.6%	38.5%	
Low priority	22.2%	27.0%	26.6%	26.3%	30.8%	29.0%	17.6%	22.8%	23.9%	
Total(n)	36	775	2,654	19	361	1,334	17	414	1,320	
Mean	2.11	2.17	2.16	2.05	2.05	2.10	2.18	2.28	2.22	
Standard deviation	0.82	0.91	0.91	0.85	0.91	0.92	0.81	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	0.00	-0.05	-	-0.11	-0.04	
To create and sustain partnerships with surrounding communities										
Highest priority	16.2%	15.6%	13.2%	10.5%	8.2%	9.4%	22.2%	23.4%	17.4%	
High priority	37.8%	34.4%	38.3%	31.6%	30.6%	37.9%	44.4%	38.3%	38.6%	
Medium priority	29.7%	40.6%	38.4%	36.8%	50.1%	40.9%	22.2%	30.6%	35.7%	
Low priority	16.2%	9.4%	10.1%	21.1%	11.0%	11.8%	11.1%	7.7%	8.3%	
Total(n)	37	779	2,661	19	363	1,336	18	416	1,325	
Mean	2.54	2.56	2.54	2.32	2.36	2.45	2.78	2.77	2.65	
Standard deviation	0.96	0.86	0.84	0.95	0.78	0.82	0.94	0.89	0.86	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	-0.05	-0.16	-	0.01	0.15	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	44.4%	15.1%	10.8%	47.4%	11.5%	9.9%	41.2%	18.9%	11.9%	
High priority	33.3%	41.2%	34.2%	26.3%	39.7%	34.2%	41.2%	42.9%	34.1%	
Medium priority	8.3%	32.0%	36.9%	10.5%	35.6%	37.8%	5.9%	28.3%	35.8%	
Low priority	13.9%	11.6%	18.1%	15.8%	13.2%	18.1%	11.8%	9.9%	18.1%	
Total(n)	36	769	2,637	19	359	1,330	17	410	1,307	
Mean	3.08	2.60	2.38	3.05	2.49	2.36	3.12	2.71	2.40	
Standard deviation	1.05	0.88	0.90	1.13	0.86	0.89	0.99	0.89	0.92	
Significance	-	**	***	-	**	***	-		**	
Effect size	-	0.55	0.78	-	0.65	0.78	-	0.46	0.78	
To strengthen links with the for-profit, corporate sector										
Highest priority	22.2%	11.1%	9.2%	26.3%	9.9%	8.4%	17.6%	12.4%	10.2%	
High priority	41.7%	40.3%	31.6%	47.4%	41.0%	31.5%	35.3%	39.5%	31.7%	
Medium priority	19.4%	34.9%	37.5%	15.8%	33.5%	37.3%	23.5%	36.6%	37.6%	
Low priority	16.7%	13.6%	21.7%	10.5%	15.6%	22.9%	23.5%	11.5%	20.5%	
Total(n)	36	772	2,649	19	362	1,337	17	410	1,312	
Mean	2.69	2.49	2.28	2.89	2.45	2.25	2.47	2.53	2.32	
Standard deviation	1.01	0.86	0.91	0.94	0.87	0.90	1.07	0.85	0.91	
Significance	-		**	-	*	**	-			
Effect size	-	0.23	0.45	-	0.51	0.71	-	-0.07	0.16	
To develop leadership ability among students										
Highest priority	2.7%	13.4%	13.2%	5.3%	8.6%	10.0%	0.0%	18.5%	16.8%	
High priority	13.5%	42.0%	41.8%	10.5%	37.1%	38.4%	16.7%	47.2%	45.6%	
Medium priority	67.6%	35.5%	36.1%	63.2%	43.7%	42.4%	72.2%	26.7%	29.1%	
Low priority	16.2%	9.2%	8.9%	21.1%	10.7%	9.2%	11.1%	7.6%	8.5%	
Total(n)	37	780	2,665	19	366	1,343	18	414	1,322	
Mean	2.03	2.60	2.59	2.00	2.44	2.49	2.06	2.77	2.71	
Standard deviation	0.64	0.83	0.83	0.75	0.79	0.80	0.54	0.84	0.84	
Significance	-	***	***	-	*	**	-	***	**	
Effect size	-	-0.69	-0.67	-	-0.56	-0.61	-	-0.85	-0.77	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	16.2%	15.6%	14.4%	10.5%	11.1%	12.8%	22.2%	20.3%	16.2%	
High priority	29.7%	38.6%	38.4%	26.3%	32.1%	35.7%	33.3%	45.6%	41.6%	
Medium priority	43.2%	38.1%	36.7%	47.4%	47.4%	39.7%	38.9%	28.0%	33.4%	
Low priority	10.8%	7.7%	10.4%	15.8%	9.4%	11.9%	5.6%	6.0%	8.8%	
Total(n)	37	781	2,664	19	365	1,339	18	416	1,325	
Mean	2.51	2.62	2.57	2.32	2.45	2.49	2.72	2.80	2.65	
Standard deviation	0.90	0.84	0.86	0.89	0.81	0.86	0.89	0.83	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.07	-	-0.16	-0.20	-	-0.10	0.08	
To prepare students for the workplace										
Highest priority	22.2%	37.9%	33.5%	31.6%	34.5%	31.2%	11.8%	41.5%	36.1%	
High priority	50.0%	48.1%	46.7%	36.8%	50.7%	49.1%	64.7%	45.3%	44.0%	
Medium priority	16.7%	12.7%	17.9%	21.1%	14.0%	17.7%	11.8%	11.2%	18.2%	
Low priority	11.1%	1.4%	1.8%	10.5%	0.8%	2.0%	11.8%	2.0%	1.6%	
Total(n)	36	779	2,667	19	363	1,341	17	416	1,326	
Mean	2.83	3.23	3.12	2.89	3.19	3.10	2.76	3.26	3.15	
Standard deviation	0.91	0.71	0.76	0.99	0.69	0.75	0.83	0.73	0.77	
Significance	-	**	*	-	-	-	-	**	*	
Effect size	-	-0.56	-0.38	-	-0.43	-0.28	-	-0.68	-0.51	
It is easy for students to see faculty outside of regular office hours										
Very descriptive	30.6%	51.4%	49.9%	21.1%	56.2%	52.6%	41.2%	46.3%	46.8%	
Somewhat descriptive	36.1%	41.9%	43.9%	36.8%	37.5%	40.9%	35.3%	46.6%	47.3%	
Not descriptive	33.3%	6.6%	6.2%	42.1%	6.3%	6.5%	23.5%	7.0%	5.8%	
Total(n)	36	774	2,653	19	363	1,337	17	411	1,316	
Mean	1.97	2.45	2.44	1.79	2.50	2.46	2.18	2.39	2.41	
Standard deviation	0.81	0.62	0.61	0.79	0.61	0.61	0.81	0.62	0.60	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.77	-0.77	-	-1.16	-1.10	-	-0.34	-0.38	
The faculty are typically at odds with campus administration										
Very descriptive	30.6%	25.5%	22.2%	31.6%	33.5%	24.2%	29.4%	16.9%	19.9%	
Somewhat descriptive	50.0%	45.6%	44.3%	63.2%	43.3%	45.4%	35.3%	48.1%	43.1%	
Not descriptive	19.4%	28.9%	33.5%	5.3%	23.1%	30.4%	35.3%	35.0%	37.1%	
Total(n)	36	768	2,643	19	361	1,330	17	407	1,313	
Mean	2.11	1.97	1.89	2.26	2.10	1.94	1.94	1.82	1.83	
Standard deviation	0.71	0.74	0.74	0.56	0.75	0.74	0.83	0.70	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.30	-	0.21	0.43	-	0.17	0.15	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty here respect each other										
Very descriptive	38.9%	45.8%	44.0%	31.6%	45.7%	44.4%	47.1%	45.9%	43.5%	
Somewhat descriptive	47.2%	47.7%	49.1%	52.6%	44.8%	47.8%	41.2%	50.8%	50.6%	
Not descriptive	13.9%	6.5%	6.9%	15.8%	9.5%	7.8%	11.8%	3.4%	5.9%	
Total(n)	36	775	2,656	19	362	1,335	17	413	1,321	
Mean	2.25	2.39	2.37	2.16	2.36	2.37	2.35	2.42	2.38	
Standard deviation	0.69	0.61	0.61	0.69	0.65	0.62	0.70	0.56	0.59	
Significance	-			-			-			
Effect size	-	-0.23	-0.20	-	-0.31	-0.34	-	-0.13	-0.05	
Faculty are rewarded for being good teachers										
Very descriptive	5.6%	24.8%	24.6%	5.3%	19.9%	23.3%	5.9%	30.1%	26.0%	
Somewhat descriptive	41.7%	50.7%	49.2%	31.6%	52.5%	49.5%	52.9%	48.8%	49.0%	
Not descriptive	52.8%	24.5%	26.2%	63.2%	27.6%	27.2%	41.2%	21.1%	25.0%	
Total(n)	36	768	2,645	19	360	1,331	17	408	1,314	
Mean	1.53	2.00	1.98	1.42	1.92	1.96	1.65	2.09	2.01	
Standard deviation	0.61	0.70	0.71	0.61	0.68	0.71	0.61	0.71	0.71	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.67	-0.63	-	-0.74	-0.76	-	-0.62	-0.51	
There is respect for the expression of diverse values and beliefs										
Very descriptive	27.8%	34.8%	29.6%	42.1%	30.8%	28.9%	11.8%	39.1%	30.5%	
Somewhat descriptive	55.6%	51.5%	56.7%	42.1%	51.1%	55.4%	70.6%	52.0%	58.2%	
Not descriptive	16.7%	13.7%	13.7%	15.8%	18.1%	15.7%	17.6%	9.0%	11.3%	
Total(n)	36	771	2,638	19	363	1,331	17	408	1,307	
Mean	2.11	2.21	2.16	2.26	2.13	2.13	1.94	2.30	2.19	
Standard deviation	0.67	0.66	0.64	0.73	0.69	0.65	0.56	0.62	0.62	
Significance	-			-			-	*		
Effect size	-	-0.15	-0.08	-	0.19	0.20	-	-0.58	-0.40	
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	16.7%	23.9%	23.2%	5.3%	22.5%	21.1%	29.4%	25.5%	25.5%	
Somewhat descriptive	52.8%	48.5%	50.4%	63.2%	52.9%	52.5%	41.2%	43.6%	48.1%	
Not descriptive	30.6%	27.6%	26.4%	31.6%	24.5%	26.4%	29.4%	30.9%	26.4%	
Total(n)	36	767	2,641	19	361	1,329	17	406	1,312	
Mean	1.86	1.96	1.97	1.74	1.98	1.95	2.00	1.95	1.99	
Standard deviation	0.68	0.72	0.70	0.56	0.69	0.69	0.79	0.75	0.72	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	-0.35	-0.30	-	0.07	0.01	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Administrators consider faculty concerns when making policy										
Very descriptive	11.4%	15.2%	15.2%	5.3%	10.6%	14.5%	18.8%	20.2%	16.1%	
Somewhat descriptive	42.9%	46.6%	50.8%	47.4%	43.0%	49.2%	37.5%	50.4%	52.6%	
Not descriptive	45.7%	38.2%	34.0%	47.4%	46.4%	36.4%	43.8%	29.4%	31.3%	
Total(n)	35	774	2,642	19	363	1,332	16	411	1,310	
Mean	1.66	1.77	1.81	1.58	1.64	1.78	1.75	1.91	1.85	
Standard deviation	0.68	0.69	0.68	0.61	0.66	0.68	0.77	0.70	0.67	
Significance	-			-			-			
Effect size	-	-0.16	-0.22	-	-0.09	-0.29	-	-0.23	-0.15	
The administration is open about its policies										
Very descriptive	11.4%	20.7%	18.3%	0.0%	18.6%	17.8%	25.0%	22.9%	18.9%	
Somewhat descriptive	57.1%	35.1%	45.1%	73.7%	34.7%	44.6%	37.5%	35.5%	45.6%	
Not descriptive	31.4%	44.2%	36.6%	26.3%	46.7%	37.6%	37.5%	41.6%	35.5%	
Total(n)	35	772	2,643	19	363	1,334	16	409	1,309	
Mean	1.80	1.76	1.82	1.74	1.72	1.80	1.88	1.81	1.83	
Standard deviation	0.63	0.77	0.72	0.45	0.76	0.72	0.81	0.78	0.72	
Significance	-			-			-			
Effect size	-	0.05	-0.03	-	0.03	-0.08	-	0.09	0.07	
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	66.7%	42.7%	41.7%	68.4%	44.0%	44.7%	64.7%	41.3%	38.4%	
To some extent	30.6%	47.1%	49.5%	31.6%	47.5%	47.2%	29.4%	46.8%	52.2%	
Not at all	2.8%	10.2%	8.8%	0.0%	8.5%	8.2%	5.9%	11.9%	9.4%	
Total(n)	36	775	2,652	19	357	1,329	17	418	1,323	
Mean	2.64	2.33	2.33	2.68	2.35	2.37	2.59	2.29	2.29	
Standard deviation	0.54	0.65	0.63	0.48	0.63	0.63	0.62	0.67	0.63	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.48	0.49	-	0.52	0.49	-	0.45	0.48	
Achieve a healthy balance between your personal life and professional life										
To a great extent	36.1%	36.9%	30.8%	47.4%	42.1%	37.3%	23.5%	31.5%	23.5%	
To some extent	47.2%	43.7%	49.4%	42.1%	39.4%	47.2%	52.9%	48.2%	51.8%	
Not at all	16.7%	19.4%	19.8%	10.5%	18.5%	15.5%	23.5%	20.3%	24.7%	
Total(n)	36	775	2,651	19	358	1,326	17	417	1,325	
Mean	2.19	2.18	2.11	2.37	2.24	2.22	2.00	2.11	1.99	
Standard deviation	0.71	0.73	0.70	0.68	0.74	0.69	0.71	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.01	0.11	-	0.18	0.22	-	-0.15	0.01	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Experience close alignment between your work and your personal values										
To a great extent	63.9%	62.6%	61.9%	52.6%	61.8%	64.1%	76.5%	63.4%	59.4%	
To some extent	27.8%	32.0%	33.7%	36.8%	30.6%	30.5%	17.6%	33.4%	37.3%	
Not at all	8.3%	5.5%	4.5%	10.5%	7.6%	5.4%	5.9%	3.2%	3.3%	
Total(n)	36	773	2,654	19	357	1,330	17	416	1,324	
Mean	2.56	2.57	2.57	2.42	2.54	2.59	2.71	2.60	2.56	
Standard deviation	0.65	0.59	0.58	0.69	0.63	0.59	0.59	0.55	0.56	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.19	-0.29	-	0.20	0.27	
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	47.2%	27.2%	29.4%	42.1%	18.1%	21.8%	52.9%	36.7%	37.9%	
To some extent	19.4%	33.0%	34.1%	21.1%	32.4%	33.9%	17.6%	33.6%	34.3%	
Not at all	33.3%	39.8%	36.5%	36.8%	49.5%	44.3%	29.4%	29.7%	27.8%	
Total(n)	36	775	2,645	19	359	1,326	17	416	1,319	
Mean	2.14	1.87	1.93	2.05	1.69	1.78	2.24	2.07	2.10	
Standard deviation	0.90	0.81	0.81	0.91	0.76	0.78	0.90	0.81	0.80	
Significance	-			-	*		-			
Effect size	-	0.33	0.26	-	0.47	0.35	-	0.21	0.18	
Mentor new faculty										
To a great extent	22.2%	25.4%	27.2%	26.3%	24.1%	25.9%	17.6%	26.7%	28.6%	
To some extent	58.3%	52.7%	51.8%	47.4%	55.5%	53.4%	70.6%	49.8%	50.0%	
Not at all	19.4%	21.9%	21.0%	26.3%	20.4%	20.7%	11.8%	23.5%	21.4%	
Total(n)	36	777	2,649	19	359	1,328	17	418	1,321	
Mean	2.03	2.03	2.06	2.00	2.04	2.05	2.06	2.03	2.07	
Standard deviation	0.65	0.69	0.69	0.75	0.67	0.68	0.56	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.00	-0.04	-	-0.06	-0.07	-	0.04	-0.01	
Mentor undergraduate students										
To a great extent	61.8%	61.3%	61.6%	66.7%	52.3%	56.8%	56.3%	70.8%	67.0%	
To some extent	29.4%	35.9%	34.7%	27.8%	44.3%	39.6%	31.3%	27.0%	29.3%	
Not at all	8.8%	2.8%	3.6%	5.6%	3.3%	3.6%	12.5%	2.3%	3.7%	
Total(n)	34	772	2,644	18	358	1,327	16	414	1,317	
Mean	2.53	2.59	2.58	2.61	2.49	2.53	2.44	2.69	2.63	
Standard deviation	0.66	0.55	0.56	0.61	0.56	0.57	0.73	0.51	0.55	
Significance	-			-			-			
Effect size	-	-0.11	-0.09	-	0.21	0.14	-	-0.49	-0.35	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Structure your courses so that students master a conceptual understanding of course content										
To a great extent	88.9%	80.7%	80.3%	84.2%	76.9%	78.6%	94.1%	84.6%	82.2%	
To some extent	11.1%	19.0%	19.0%	15.8%	22.8%	20.8%	5.9%	15.0%	16.9%	
Not at all	0.0%	0.4%	0.7%	0.0%	0.3%	0.6%	0.0%	0.4%	0.9%	
Total(n)	36	775	2,652	19	358	1,328	17	417	1,324	
Mean	2.89	2.80	2.80	2.84	2.77	2.78	2.94	2.84	2.81	
Standard deviation	0.32	0.41	0.42	0.37	0.43	0.43	0.24	0.37	0.41	
Significance	-			-			-			
Effect size	-	0.22	0.21	-	0.16	0.14	-	0.27	0.32	
Structure your courses so that students develop study skills that prepare them for college-level work										
To a great extent	57.1%	57.3%	54.4%	68.4%	52.2%	52.6%	43.8%	62.5%	56.5%	
To some extent	34.3%	39.2%	41.1%	21.1%	43.7%	42.9%	50.0%	34.7%	39.1%	
Not at all	8.6%	3.5%	4.5%	10.5%	4.1%	4.6%	6.3%	2.8%	4.5%	
Total(n)	35	771	2,650	19	355	1,328	16	416	1,322	
Mean	2.49	2.54	2.50	2.58	2.48	2.48	2.38	2.60	2.52	
Standard deviation	0.66	0.56	0.58	0.69	0.58	0.58	0.62	0.54	0.58	
Significance	-			-			-			
Effect size	-	-0.09	-0.02	-	0.17	0.17	-	-0.41	-0.24	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	10.8%	10.9%	9.7%	15.8%	13.7%	12.6%	5.6%	8.0%	6.4%	
Satisfied	51.4%	39.5%	34.9%	47.4%	44.5%	36.2%	55.6%	34.2%	33.4%	
Marginally satisfied	24.3%	25.0%	28.9%	26.3%	19.6%	25.6%	22.2%	30.8%	32.7%	
Not satisfied	13.5%	24.6%	26.5%	10.5%	22.3%	25.7%	16.7%	27.0%	27.5%	
Total(n)	37	780	2,659	19	363	1,334	18	417	1,325	
Mean	2.59	2.37	2.28	2.68	2.49	2.36	2.50	2.23	2.19	
Standard deviation	0.86	0.97	0.96	0.89	0.98	1.00	0.86	0.94	0.91	
Significance	-			-			-			
Effect size	-	0.23	0.32	-	0.19	0.32	-	0.29	0.34	
Health benefits										
Very satisfied	27.0%	31.9%	27.3%	26.3%	30.7%	26.0%	27.8%	33.2%	28.7%	
Satisfied	56.8%	48.9%	47.2%	57.9%	47.9%	46.3%	55.6%	50.0%	48.2%	
Marginally satisfied	10.8%	14.6%	19.3%	10.5%	15.4%	19.9%	11.1%	13.7%	18.7%	
Not satisfied	5.4%	4.6%	6.2%	5.3%	6.0%	7.8%	5.6%	3.1%	4.4%	
Total(n)	37	761	2,610	19	356	1,317	18	405	1,293	
Mean	3.05	3.08	2.96	3.05	3.03	2.91	3.06	3.13	3.01	
Standard deviation	0.78	0.80	0.84	0.78	0.84	0.87	0.80	0.76	0.81	
Significance	-			-			-			
Effect size	-	-0.04	0.11	-	0.02	0.16	-	-0.09	0.06	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	8.1%	18.8%	20.4%	5.3%	17.4%	21.2%	11.1%	20.4%	19.5%	
Satisfied	64.9%	52.7%	49.4%	68.4%	54.1%	47.7%	61.1%	51.1%	51.4%	
Marginally satisfied	13.5%	19.5%	22.2%	5.3%	19.3%	22.2%	22.2%	19.8%	22.3%	
Not satisfied	13.5%	9.0%	7.9%	21.1%	9.2%	9.0%	5.6%	8.7%	6.7%	
Total(n)	37	765	2,617	19	359	1,316	18	406	1,301	
Mean	2.68	2.81	2.82	2.58	2.80	2.81	2.78	2.83	2.84	
Standard deviation	0.82	0.84	0.84	0.90	0.83	0.87	0.73	0.85	0.81	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.27	-0.26	-	-0.06	-0.07	
Opportunity for scholarly pursuits										
Very satisfied	13.5%	7.0%	8.0%	5.3%	7.3%	8.5%	22.2%	6.8%	7.5%	
Satisfied	32.4%	36.9%	35.9%	31.6%	38.4%	39.6%	33.3%	35.3%	31.7%	
Marginally satisfied	29.7%	29.3%	29.6%	31.6%	29.8%	27.2%	27.8%	28.7%	32.4%	
Not satisfied	24.3%	26.7%	26.4%	31.6%	24.4%	24.7%	16.7%	29.2%	28.4%	
Total(n)	37	763	2,601	19	357	1,313	18	406	1,288	
Mean	2.35	2.24	2.26	2.11	2.29	2.32	2.61	2.20	2.18	
Standard deviation	1.01	0.93	0.94	0.94	0.92	0.94	1.04	0.94	0.93	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	-0.20	-0.22	-	0.44	0.46	
Teaching load										
Very satisfied	8.1%	8.0%	8.7%	0.0%	8.3%	9.2%	16.7%	7.8%	8.1%	
Satisfied	35.1%	31.1%	36.1%	47.4%	27.2%	34.5%	22.2%	35.3%	37.9%	
Marginally satisfied	29.7%	32.0%	28.6%	21.1%	33.7%	29.7%	38.9%	30.2%	27.3%	
Not satisfied	27.0%	28.8%	26.6%	31.6%	30.8%	26.5%	22.2%	26.8%	26.7%	
Total(n)	37	775	2,645	19	362	1,330	18	413	1,315	
Mean	2.24	2.18	2.27	2.16	2.13	2.26	2.33	2.24	2.27	
Standard deviation	0.95	0.94	0.95	0.90	0.95	0.95	1.03	0.93	0.95	
Significance	-			-			-			
Effect size	-	0.06	-0.03	-	0.03	-0.11	-	0.10	0.06	
Quality of students										
Very satisfied	0.0%	6.1%	9.6%	0.0%	5.1%	8.8%	0.0%	7.2%	10.5%	
Satisfied	43.2%	40.4%	42.1%	52.6%	34.6%	38.6%	33.3%	46.5%	46.0%	
Marginally satisfied	24.3%	33.2%	31.2%	26.3%	32.0%	31.3%	22.2%	34.4%	31.2%	
Not satisfied	32.4%	20.4%	17.1%	21.1%	28.3%	21.3%	44.4%	12.0%	12.4%	
Total(n)	37	777	2,653	19	362	1,331	18	415	1,322	
Mean	2.11	2.32	2.44	2.32	2.16	2.35	1.89	2.49	2.55	
Standard deviation	0.88	0.86	0.88	0.82	0.90	0.91	0.90	0.80	0.84	
Significance	-		*	-			-	**	***	
Effect size	-	-0.24	-0.38	-	0.18	-0.03	-	-0.75	-0.79	
How satisfied are you with the following aspects of your job?										
Office/lab space										
Very satisfied	21.6%	22.2%	23.9%	26.3%	21.0%	22.5%	16.7%	23.4%	25.5%	
Satisfied	43.2%	49.0%	43.3%	52.6%	51.2%	44.0%	33.3%	46.6%	42.5%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Marginally satisfied	8.1%	16.4%	18.1%	5.3%	16.4%	19.2%	11.1%	16.3%	16.8%	
Not satisfied	27.0%	12.5%	14.7%	15.8%	11.4%	14.3%	38.9%	13.6%	15.2%	
Total(n)	37	771	2,632	19	361	1,324	18	410	1,308	
Mean	2.59	2.81	2.76	2.89	2.82	2.75	2.28	2.80	2.78	
Standard deviation	1.12	0.92	0.98	0.99	0.89	0.96	1.18	0.95	0.99	
Significance	-			-			-	*	*	
Effect size	-	-0.24	-0.17	-	0.08	0.15	-	-0.55	-0.51	
Autonomy and independence										
Very satisfied	44.4%	36.7%	38.0%	47.4%	38.8%	39.8%	41.2%	34.5%	36.0%	
Satisfied	50.0%	46.9%	44.5%	47.4%	42.0%	42.9%	52.9%	52.2%	46.3%	
Marginally satisfied	2.8%	12.0%	12.4%	0.0%	15.0%	11.5%	5.9%	8.9%	13.5%	
Not satisfied	2.8%	4.3%	5.1%	5.3%	4.1%	5.8%	0.0%	4.5%	4.3%	
Total(n)	36	779	2,651	19	363	1,331	17	416	1,320	
Mean	3.36	3.16	3.15	3.37	3.16	3.17	3.35	3.17	3.14	
Standard deviation	0.68	0.80	0.83	0.76	0.82	0.85	0.61	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.25	0.25	-	0.26	0.24	-	0.24	0.26	
Professional relationships with other faculty										
Very satisfied	36.1%	37.8%	36.6%	36.8%	32.8%	34.6%	35.3%	43.0%	38.9%	
Satisfied	25.0%	36.2%	38.9%	15.8%	39.1%	40.8%	35.3%	33.2%	36.7%	
Marginally satisfied	30.6%	19.6%	18.0%	42.1%	19.6%	16.7%	17.6%	19.7%	19.3%	
Not satisfied	8.3%	6.4%	6.6%	5.3%	8.5%	7.9%	11.8%	4.1%	5.1%	
Total(n)	36	780	2,652	19	362	1,330	17	418	1,322	
Mean	2.89	3.05	3.06	2.84	2.96	3.02	2.94	3.15	3.09	
Standard deviation	1.01	0.91	0.90	1.01	0.93	0.91	1.03	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.18	-0.19	-	-0.13	-0.20	-	-0.24	-0.17	
Competency of colleagues										
Very satisfied	33.3%	32.0%	31.2%	26.3%	24.4%	28.7%	41.2%	40.1%	34.0%	
Satisfied	36.1%	47.8%	46.8%	36.8%	51.9%	47.0%	35.3%	43.5%	46.7%	
Marginally satisfied	16.7%	14.4%	15.6%	21.1%	15.2%	16.8%	11.8%	13.5%	14.3%	
Not satisfied	13.9%	5.8%	6.3%	15.8%	8.5%	7.5%	11.8%	2.9%	5.0%	
Total(n)	36	778	2,646	19	362	1,326	17	416	1,320	
Mean	2.89	3.06	3.03	2.74	2.92	2.97	3.06	3.21	3.10	
Standard deviation	1.04	0.83	0.85	1.05	0.85	0.87	1.03	0.78	0.82	
Significance	-			-			-			
Effect size	-	-0.20	-0.16	-	-0.21	-0.26	-	-0.19	-0.05	
How satisfied are you with the following aspects of your job?										
Job security										
Very satisfied	43.2%	41.3%	41.4%	36.8%	44.9%	45.6%	50.0%	37.5%	36.6%	
Satisfied	48.6%	41.6%	39.6%	57.9%	43.1%	38.8%	38.9%	40.0%	40.6%	
Marginally satisfied	5.4%	11.6%	12.2%	0.0%	8.2%	9.4%	11.1%	15.1%	15.4%	
Not satisfied	2.7%	5.6%	6.8%	5.3%	3.8%	6.2%	0.0%	7.4%	7.5%	
Total(n)	37	769	2,630	19	356	1,318	18	413	1,312	
Mean	3.32	3.19	3.16	3.26	3.29	3.24	3.39	3.08	3.06	
Standard deviation	0.71	0.85	0.88	0.73	0.77	0.86	0.70	0.90	0.90	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.15	0.18	-	-0.04	0.02	-	0.34	0.37	
Departmental leadership										
Very satisfied	27.8%	30.8%	34.6%	31.6%	25.1%	32.3%	23.5%	36.7%	37.1%	
Satisfied	36.1%	39.2%	35.4%	26.3%	44.1%	38.5%	47.1%	34.1%	32.0%	
Marginally satisfied	8.3%	15.6%	16.5%	10.5%	14.9%	15.8%	5.9%	16.4%	17.3%	
Not satisfied	27.8%	14.4%	13.5%	31.6%	15.9%	13.4%	23.5%	12.8%	13.5%	
Total(n)	36	766	2,621	19	353	1,312	17	413	1,309	
Mean	2.64	2.86	2.91	2.58	2.78	2.90	2.71	2.95	2.93	
Standard deviation	1.17	1.01	1.02	1.26	0.99	1.00	1.10	1.02	1.04	
Significance	-			-			-			
Effect size	-	-0.22	-0.26	-	-0.20	-0.32	-	-0.24	-0.21	
Course assignments										
Very satisfied	44.4%	34.6%	36.0%	26.3%	31.7%	35.6%	64.7%	37.7%	36.4%	
Satisfied	38.9%	49.2%	46.5%	52.6%	50.0%	47.9%	23.5%	48.4%	44.8%	
Marginally satisfied	11.1%	10.5%	12.7%	21.1%	12.0%	11.9%	0.0%	8.8%	13.7%	
Not satisfied	5.6%	5.7%	4.8%	0.0%	6.3%	4.5%	11.8%	5.1%	5.1%	
Total(n)	36	767	2,628	19	358	1,319	17	409	1,309	
Mean	3.22	3.13	3.14	3.05	3.07	3.15	3.41	3.19	3.12	
Standard deviation	0.87	0.81	0.81	0.71	0.83	0.80	1.00	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	-0.02	-0.13	-	0.28	0.35	
Freedom to determine course content										
Very satisfied	65.7%	56.5%	59.5%	66.7%	58.2%	62.1%	64.7%	54.6%	56.6%	
Satisfied	28.6%	33.7%	31.1%	33.3%	32.9%	29.6%	23.5%	34.6%	32.7%	
Marginally satisfied	2.9%	6.3%	6.2%	0.0%	4.3%	5.1%	5.9%	8.4%	7.5%	
Not satisfied	2.9%	3.5%	3.2%	0.0%	4.6%	3.1%	5.9%	2.4%	3.3%	
Total(n)	35	767	2,623	18	358	1,316	17	409	1,307	
Mean	3.57	3.43	3.47	3.67	3.45	3.51	3.47	3.41	3.43	
Standard deviation	0.70	0.76	0.75	0.49	0.78	0.73	0.87	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.28	0.22	-	0.08	0.05	
How satisfied are you with the following aspects of your job?										
Availability of child care at this institution										
Very satisfied	40.0%	24.0%	16.8%	42.9%	29.0%	20.3%	33.3%	18.1%	12.8%	
Satisfied	20.0%	22.8%	19.8%	28.6%	21.5%	20.6%	0.0%	24.2%	19.0%	
Marginally satisfied	20.0%	18.4%	17.3%	14.3%	20.0%	18.2%	33.3%	16.6%	16.2%	
Not satisfied	20.0%	34.9%	46.0%	14.3%	29.5%	40.9%	33.3%	41.1%	52.0%	
Total(n)	10	227	813	7	105	400	3	122	413	
Mean	2.80	2.36	2.08	3.00	2.50	2.20	2.33	2.19	1.93	
Standard deviation	1.23	1.19	1.15	1.15	1.19	1.18	1.53	1.16	1.10	
Significance	-		*	-			-			
Effect size	-	0.37	0.63	-	0.42	0.68	-	0.12	0.36	
Prospects for career advancement										
Very satisfied	14.7%	10.5%	12.2%	11.1%	11.6%	14.0%	18.8%	9.4%	10.2%	
Satisfied	41.2%	44.6%	42.4%	33.3%	45.0%	43.5%	50.0%	44.2%	41.2%	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Marginally satisfied	23.5%	25.9%	24.9%	38.9%	23.2%	23.4%	6.3%	28.5%	26.6%	
Not satisfied	20.6%	19.1%	20.5%	16.7%	20.2%	19.2%	25.0%	18.0%	22.0%	
Total(n)	34	725	2,466	18	337	1,239	16	388	1,227	
Mean	2.50	2.46	2.46	2.39	2.48	2.52	2.63	2.45	2.40	
Standard deviation	0.99	0.92	0.95	0.92	0.94	0.96	1.09	0.89	0.94	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	-0.10	-0.14	-	0.20	0.24	
Clerical/administrative support										
Very satisfied	14.3%	17.7%	22.9%	15.8%	17.6%	22.7%	12.5%	17.8%	23.2%	
Satisfied	40.0%	38.4%	38.2%	47.4%	42.9%	40.8%	31.3%	33.8%	35.2%	
Marginally satisfied	8.6%	28.5%	23.7%	0.0%	23.5%	21.2%	18.8%	33.6%	26.5%	
Not satisfied	37.1%	15.4%	15.2%	36.8%	16.0%	15.2%	37.5%	14.8%	15.2%	
Total(n)	35	763	2,609	19	350	1,307	16	413	1,302	
Mean	2.31	2.58	2.69	2.42	2.62	2.71	2.19	2.55	2.66	
Standard deviation	1.13	0.95	0.99	1.17	0.95	0.98	1.11	0.95	0.99	
Significance	-		*	-			-			
Effect size	-	-0.28	-0.38	-	-0.21	-0.30	-	-0.38	-0.47	
Overall job satisfaction										
Very satisfied	19.4%	22.9%	22.4%	15.8%	21.2%	21.7%	23.5%	24.8%	23.3%	
Satisfied	58.3%	47.6%	50.2%	57.9%	47.8%	52.4%	58.8%	47.4%	47.8%	
Marginally satisfied	11.1%	21.9%	20.8%	10.5%	20.5%	18.4%	11.8%	23.4%	23.4%	
Not satisfied	11.1%	7.5%	6.6%	15.8%	10.4%	7.5%	5.9%	4.5%	5.6%	
Total(n)	36	772	2,628	19	358	1,316	17	414	1,312	
Mean	2.86	2.86	2.88	2.74	2.80	2.88	3.00	2.92	2.89	
Standard deviation	0.87	0.85	0.83	0.93	0.89	0.83	0.79	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	-0.07	-0.17	-	0.10	0.13	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	8.8%	13.3%	11.0%	11.1%	18.5%	13.7%	6.3%	7.9%	8.0%	
Satisfied	61.8%	37.4%	35.6%	55.6%	36.8%	35.7%	68.8%	38.2%	35.5%	
Marginally satisfied	14.7%	23.6%	26.3%	16.7%	19.4%	25.2%	12.5%	28.1%	27.7%	
Not satisfied	14.7%	25.6%	27.1%	16.7%	25.4%	25.5%	12.5%	25.9%	28.9%	
Total(n)	34	765	2,607	18	355	1,312	16	410	1,295	
Mean	2.65	2.38	2.31	2.61	2.48	2.38	2.69	2.28	2.23	
Standard deviation	0.85	1.01	0.99	0.92	1.06	1.01	0.79	0.94	0.96	
Significance	-		*	-			-			
Effect size	-	0.27	0.34	-	0.12	0.23	-	0.44	0.48	
Flexibility in relation to family matters or emergencies										
Very satisfied	42.9%	41.1%	39.3%	37.5%	40.0%	41.0%	50.0%	42.3%	37.5%	
Satisfied	50.0%	45.2%	46.5%	56.3%	49.6%	47.2%	41.7%	40.5%	45.7%	
Marginally satisfied	7.1%	8.5%	10.5%	6.3%	7.4%	9.0%	8.3%	9.7%	12.2%	
Not satisfied	0.0%	5.2%	3.6%	0.0%	3.0%	2.7%	0.0%	7.5%	4.7%	
Total(n)	28	738	2,514	16	343	1,260	12	395	1,254	
Mean	3.36	3.22	3.22	3.31	3.27	3.27	3.42	3.18	3.16	
Standard deviation	0.62	0.81	0.77	0.60	0.72	0.73	0.67	0.89	0.81	
Significance	-			-			-			
Effect size	-	0.17	0.18	-	0.06	0.05	-	0.27	0.32	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	15.8%	14.6%	11.4%	10.5%	13.2%	12.2%	21.1%	16.2%	10.5%	
Agree somewhat	44.7%	45.0%	47.6%	42.1%	41.0%	45.5%	47.4%	49.3%	49.9%	
Disagree somewhat	23.7%	27.7%	27.7%	21.1%	27.4%	27.5%	26.3%	28.0%	27.9%	
Disagree strongly	15.8%	12.6%	13.3%	26.3%	18.5%	14.8%	5.3%	6.4%	11.7%	
Total(n)	38	816	2,784	19	383	1,391	19	433	1,393	
Mean	2.61	2.62	2.57	2.37	2.49	2.55	2.84	2.75	2.59	
Standard deviation	0.95	0.88	0.86	1.01	0.94	0.89	0.83	0.80	0.83	
Significance	-			-			-			
Effect size	-	-0.01	0.05	-	-0.13	-0.20	-	0.11	0.30	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Agree strongly	55.3%	64.7%	65.1%	52.6%	59.2%	58.1%	57.9%	70.5%	72.9%	
Agree somewhat	42.1%	27.2%	28.3%	42.1%	27.6%	32.0%	42.1%	26.7%	24.2%	
Disagree somewhat	2.6%	6.5%	5.1%	5.3%	10.2%	7.3%	0.0%	2.6%	2.5%	
Disagree strongly	0.0%	1.6%	1.5%	0.0%	2.9%	2.6%	0.0%	0.2%	0.3%	
Total(n)	38	815	2,780	19	382	1,389	19	433	1,391	
Mean	3.53	3.55	3.57	3.47	3.43	3.46	3.58	3.68	3.70	
Standard deviation	0.56	0.69	0.66	0.61	0.79	0.74	0.51	0.53	0.53	
Significance	-			-			-			
Effect size	-	-0.03	-0.06	-	0.05	0.01	-	-0.19	-0.23	
External pressures often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	21.1%	23.5%	19.9%	21.1%	26.8%	19.4%	21.1%	19.8%	20.6%	
Agree somewhat	39.5%	45.5%	48.5%	36.8%	43.4%	49.1%	42.1%	47.7%	47.9%	
Disagree somewhat	34.2%	25.6%	25.7%	42.1%	25.9%	25.9%	26.3%	25.4%	25.5%	
Disagree strongly	5.3%	5.4%	5.8%	0.0%	3.9%	5.7%	10.5%	7.0%	6.0%	
Total(n)	38	810	2,761	19	383	1,386	19	427	1,375	
Mean	2.76	2.87	2.83	2.79	2.93	2.82	2.74	2.80	2.83	
Standard deviation	0.85	0.83	0.81	0.79	0.82	0.80	0.93	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.17	-0.04	-	-0.07	-0.11	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	47.4%	43.4%	43.3%	42.1%	35.6%	38.2%	52.6%	51.8%	48.9%	
Agree somewhat	39.5%	48.9%	49.9%	36.8%	55.7%	53.6%	42.1%	41.8%	45.7%	
Disagree somewhat	10.5%	5.7%	5.5%	15.8%	6.0%	6.1%	5.3%	5.4%	4.8%	
Disagree strongly	2.6%	1.9%	1.4%	5.3%	2.7%	2.1%	0.0%	1.0%	0.6%	
Total(n)	38	814	2,779	19	382	1,389	19	432	1,390	
Mean	3.32	3.34	3.35	3.16	3.24	3.28	3.47	3.44	3.43	
Standard deviation	0.77	0.67	0.65	0.90	0.68	0.67	0.61	0.64	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.12	-0.18	-	0.05	0.07	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	15.8%	16.1%	15.4%	10.5%	17.2%	14.9%	21.1%	14.8%	16.0%	
Agree somewhat	42.1%	41.2%	45.9%	47.4%	40.4%	45.1%	36.8%	42.1%	46.8%	
Disagree somewhat	34.2%	33.4%	31.7%	36.8%	32.6%	33.1%	31.6%	34.2%	30.0%	
Disagree strongly	7.9%	9.3%	7.0%	5.3%	9.7%	6.8%	10.5%	8.9%	7.2%	
Total(n)	38	805	2,741	19	381	1,378	19	424	1,363	
Mean	2.66	2.64	2.70	2.63	2.65	2.68	2.68	2.63	2.72	
Standard deviation	0.85	0.86	0.81	0.76	0.88	0.81	0.95	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	-0.02	-0.06	-	0.06	-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:										
Managing household responsibilities										
Extensive	14.3%	21.7%	21.0%	10.5%	18.1%	16.0%	18.8%	25.6%	26.7%	
Somewhat	51.4%	53.8%	53.7%	63.2%	48.2%	52.8%	37.5%	59.6%	54.6%	
Not at all	34.3%	24.5%	25.3%	26.3%	33.7%	31.2%	43.8%	14.8%	18.7%	
Total(n)	35	757	2,580	19	348	1,291	16	409	1,289	
Mean	1.80	1.97	1.96	1.84	1.84	1.85	1.75	2.11	2.08	
Standard deviation	0.68	0.68	0.68	0.60	0.70	0.67	0.77	0.63	0.67	
Significance	-			-			-	*		
Effect size	-	-0.25	-0.24	-	0.00	-0.01	-	-0.57	-0.49	
Child care										
Extensive	21.4%	19.0%	17.8%	14.3%	15.6%	13.0%	28.6%	23.7%	24.6%	
Somewhat	42.9%	43.5%	44.3%	42.9%	36.8%	40.6%	42.9%	53.1%	49.3%	
Not at all	35.7%	37.5%	37.9%	42.9%	47.6%	46.3%	28.6%	23.2%	26.1%	
Total(n)	14	355	1,235	7	189	697	7	166	538	
Mean	1.86	1.81	1.80	1.71	1.68	1.67	2.00	2.00	1.98	
Standard deviation	0.77	0.73	0.72	0.76	0.73	0.69	0.82	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.04	0.06	-	0.00	0.03	
My physical health										
Extensive	14.7%	12.6%	12.1%	21.1%	11.6%	10.2%	6.7%	13.8%	14.1%	
Somewhat	41.2%	48.0%	46.9%	47.4%	43.7%	46.5%	33.3%	52.5%	47.3%	
Not at all	44.1%	39.4%	41.1%	31.6%	44.7%	43.3%	60.0%	33.8%	38.6%	
Total(n)	34	748	2,545	19	348	1,278	15	400	1,267	
Mean	1.71	1.73	1.71	1.89	1.67	1.67	1.47	1.80	1.75	
Standard deviation	0.72	0.67	0.67	0.74	0.67	0.65	0.64	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	0.33	0.34	-	-0.50	-0.41	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Review/promotion process										
Extensive	29.0%	24.3%	23.9%	29.4%	19.5%	19.6%	28.6%	29.1%	28.6%	
Somewhat	48.4%	40.9%	39.6%	41.2%	40.6%	38.6%	57.1%	41.2%	40.7%	
Not at all	22.6%	34.9%	36.5%	29.4%	39.9%	41.8%	14.3%	29.7%	30.6%	
Total(n)	31	699	2,403	17	323	1,208	14	376	1,195	
Mean	2.06	1.89	1.87	2.00	1.80	1.78	2.14	1.99	1.98	
Standard deviation	0.73	0.76	0.77	0.79	0.74	0.75	0.66	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.22	0.25	-	0.27	0.29	-	0.19	0.21	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	13.8%	8.5%	9.5%	13.3%	5.8%	6.6%	14.3%	11.4%	12.7%	
Somewhat	27.6%	24.0%	25.2%	13.3%	18.6%	18.3%	42.9%	30.0%	32.9%	
Not at all	58.6%	67.5%	65.4%	73.3%	75.5%	75.2%	42.9%	58.7%	54.4%	
Total(n)	29	691	2,379	15	320	1,176	14	371	1,203	
Mean	1.55	1.41	1.44	1.40	1.30	1.31	1.71	1.53	1.58	
Standard deviation	0.74	0.64	0.66	0.74	0.57	0.59	0.73	0.69	0.71	
Significance	-			-			-			
Effect size	-	0.22	0.17	-	0.18	0.15	-	0.26	0.18	
Personal finances										
Extensive	22.2%	14.8%	17.7%	15.8%	12.9%	16.5%	29.4%	16.8%	19.1%	
Somewhat	38.9%	46.5%	44.7%	42.1%	48.5%	46.8%	35.3%	44.3%	42.4%	
Not at all	38.9%	38.7%	37.6%	42.1%	38.5%	36.8%	35.3%	38.9%	38.5%	
Total(n)	36	755	2,596	19	349	1,301	17	406	1,295	
Mean	1.83	1.76	1.80	1.74	1.74	1.80	1.94	1.78	1.81	
Standard deviation	0.77	0.69	0.72	0.73	0.67	0.70	0.83	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.00	-0.09	-	0.23	0.18	
Committee work										
Extensive	21.6%	22.0%	17.5%	10.5%	18.5%	15.0%	33.3%	25.5%	20.4%	
Somewhat	45.9%	50.0%	50.4%	42.1%	53.3%	52.4%	50.0%	46.6%	48.1%	
Not at all	32.4%	28.0%	32.1%	47.4%	28.2%	32.6%	16.7%	27.9%	31.5%	
Total(n)	37	754	2,574	19	347	1,289	18	407	1,285	
Mean	1.89	1.94	1.85	1.63	1.90	1.82	2.17	1.98	1.89	
Standard deviation	0.74	0.70	0.69	0.68	0.68	0.67	0.71	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.07	0.06	-	-0.40	-0.28	-	0.26	0.39	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	21.6%	14.3%	12.2%	21.1%	17.1%	12.5%	22.2%	11.3%	11.8%	
Somewhat	29.7%	45.4%	47.2%	36.8%	41.1%	45.8%	22.2%	49.9%	48.9%	
Not at all	48.6%	40.4%	40.6%	42.1%	41.8%	41.7%	55.6%	38.9%	39.3%	
Total(n)	37	759	2,584	19	350	1,295	18	409	1,289	
Mean	1.73	1.74	1.72	1.79	1.75	1.71	1.67	1.72	1.72	
Standard deviation	0.80	0.69	0.67	0.79	0.73	0.68	0.84	0.65	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	0.01	-	0.05	0.12	-	-0.08	-0.08	
Colleagues										
Extensive	11.1%	15.2%	14.6%	10.5%	18.4%	14.1%	11.8%	11.8%	15.2%	
Somewhat	47.2%	43.0%	45.7%	42.1%	40.0%	42.8%	52.9%	46.1%	49.0%	
Not at all	41.7%	41.8%	39.6%	47.4%	41.5%	43.0%	35.3%	42.1%	35.8%	
Total(n)	36	761	2,605	19	353	1,311	17	408	1,294	
Mean	1.69	1.73	1.75	1.63	1.77	1.71	1.76	1.70	1.79	
Standard deviation	0.67	0.71	0.69	0.68	0.74	0.70	0.66	0.67	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.06	-0.09	-	-0.19	-0.11	-	0.09	-0.04	
Students										
Extensive	5.6%	8.1%	7.4%	5.3%	7.0%	6.1%	5.9%	9.3%	8.8%	
Somewhat	44.4%	57.5%	58.7%	36.8%	55.0%	55.2%	52.9%	60.0%	62.7%	
Not at all	50.0%	34.4%	33.9%	57.9%	38.0%	38.7%	41.2%	30.7%	28.6%	
Total(n)	36	768	2,618	19	353	1,307	17	415	1,311	
Mean	1.56	1.74	1.73	1.47	1.69	1.67	1.65	1.79	1.80	
Standard deviation	0.61	0.60	0.58	0.61	0.59	0.58	0.61	0.60	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.30	-0.29	-	-0.37	-0.34	-	-0.23	-0.26	
Research or publishing demands										
Extensive	25.0%	20.6%	21.1%	26.3%	15.2%	15.4%	23.5%	26.6%	27.7%	
Somewhat	58.3%	51.0%	49.5%	52.6%	50.5%	50.2%	64.7%	51.6%	48.7%	
Not at all	16.7%	28.4%	29.4%	21.1%	34.3%	34.4%	11.8%	21.8%	23.6%	
Total(n)	36	696	2,426	19	333	1,256	17	363	1,170	
Mean	2.08	1.92	1.92	2.05	1.81	1.81	2.12	2.05	2.04	
Standard deviation	0.65	0.70	0.71	0.71	0.68	0.68	0.60	0.69	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.23	0.23	-	0.35	0.35	-	0.10	0.11	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and "red tape"										
Extensive	42.9%	29.4%	27.5%	36.8%	27.9%	26.7%	50.0%	31.1%	28.4%	
Somewhat	42.9%	53.2%	53.9%	36.8%	54.9%	55.0%	50.0%	51.4%	52.7%	
Not at all	14.3%	17.4%	18.6%	26.3%	17.2%	18.3%	0.0%	17.6%	18.9%	
Total(n)	35	748	2,567	19	347	1,295	16	401	1,272	
Mean	2.29	2.12	2.09	2.11	2.11	2.08	2.50	2.13	2.09	
Standard deviation	0.71	0.67	0.67	0.81	0.66	0.67	0.52	0.68	0.68	
Significance	-			-			-	*	*	
Effect size	-	0.25	0.30	-	0.00	0.04	-	0.54	0.60	
Teaching load										
Extensive	22.9%	27.4%	25.1%	21.1%	29.1%	24.7%	25.0%	25.7%	25.5%	
Somewhat	45.7%	47.6%	48.6%	47.4%	48.5%	47.7%	43.8%	46.6%	49.6%	
Not at all	31.4%	25.0%	26.3%	31.6%	22.4%	27.7%	31.3%	27.8%	24.8%	
Total(n)	35	764	2,613	19	355	1,318	16	409	1,295	
Mean	1.91	2.02	1.99	1.89	2.07	1.97	1.94	1.98	2.01	
Standard deviation	0.74	0.72	0.72	0.74	0.71	0.72	0.77	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.15	-0.11	-	-0.25	-0.11	-	-0.05	-0.10	
Lack of personal time										
Extensive	17.1%	30.9%	30.2%	10.5%	22.4%	23.4%	25.0%	39.8%	37.7%	
Somewhat	51.4%	43.9%	45.3%	57.9%	49.1%	46.5%	43.8%	38.5%	43.9%	
Not at all	31.4%	25.2%	24.5%	31.6%	28.5%	30.0%	31.3%	21.8%	18.3%	
Total(n)	35	766	2,619	19	353	1,316	16	413	1,303	
Mean	1.86	2.06	2.06	1.79	1.94	1.93	1.94	2.18	2.19	
Standard deviation	0.69	0.75	0.74	0.63	0.71	0.73	0.77	0.76	0.72	
Significance	-			-			-			
Effect size	-	-0.27	-0.27	-	-0.21	-0.19	-	-0.32	-0.35	
Job security										
Extensive	2.9%	7.9%	8.3%	5.3%	5.2%	7.2%	0.0%	10.7%	9.6%	
Somewhat	28.6%	27.3%	26.9%	36.8%	28.2%	25.1%	18.8%	26.3%	28.8%	
Not at all	68.6%	64.8%	64.8%	57.9%	66.6%	67.6%	81.3%	63.0%	61.6%	
Total(n)	35	752	2,575	19	347	1,292	16	405	1,283	
Mean	1.34	1.43	1.44	1.47	1.39	1.40	1.19	1.48	1.48	
Standard deviation	0.54	0.64	0.64	0.61	0.58	0.62	0.40	0.68	0.66	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	0.14	0.11	-	-0.43	-0.44	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	20.6%	18.9%	15.6%	10.5%	23.0%	17.7%	33.3%	14.7%	13.2%	
Somewhat	50.0%	53.1%	55.4%	57.9%	52.2%	54.1%	40.0%	54.0%	56.9%	
Not at all	29.4%	28.0%	29.0%	31.6%	24.8%	28.2%	26.7%	31.3%	29.8%	
Total(n)	34	767	2,615	19	353	1,314	15	414	1,301	
Mean	1.91	1.91	1.87	1.79	1.98	1.90	2.07	1.83	1.83	
Standard deviation	0.71	0.68	0.65	0.63	0.69	0.67	0.80	0.66	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.06	-	-0.28	-0.16	-	0.36	0.38	
Self-imposed high expectations										
Extensive	36.1%	30.9%	32.6%	26.3%	28.4%	30.0%	47.1%	33.5%	35.5%	
Somewhat	41.7%	51.6%	52.1%	42.1%	52.7%	52.4%	41.2%	50.4%	51.8%	
Not at all	22.2%	17.5%	15.3%	31.6%	18.9%	17.7%	11.8%	16.1%	12.7%	
Total(n)	36	764	2,616	19	353	1,316	17	411	1,300	
Mean	2.14	2.13	2.17	1.95	2.10	2.12	2.35	2.17	2.23	
Standard deviation	0.76	0.68	0.67	0.78	0.68	0.68	0.70	0.68	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.04	-	-0.22	-0.25	-	0.26	0.18	
Change in work responsibilities										
Extensive	20.0%	24.9%	25.9%	11.1%	20.2%	19.9%	29.4%	29.9%	32.8%	
Somewhat	60.0%	50.8%	50.0%	61.1%	53.7%	52.4%	58.8%	47.8%	47.2%	
Not at all	20.0%	24.2%	24.1%	27.8%	26.1%	27.7%	11.8%	22.3%	20.0%	
Total(n)	35	759	2,600	18	353	1,310	17	406	1,290	
Mean	2.00	2.01	2.02	1.83	1.94	1.92	2.18	2.08	2.13	
Standard deviation	0.64	0.70	0.71	0.62	0.68	0.69	0.64	0.72	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.01	-0.03	-	-0.16	-0.13	-	0.14	0.07	
Institutional budget cuts										
Extensive	8.8%	41.8%	36.1%	5.6%	42.5%	35.9%	12.5%	41.2%	36.4%	
Somewhat	55.9%	41.9%	46.0%	61.1%	39.4%	44.4%	50.0%	44.4%	47.9%	
Not at all	35.3%	16.3%	17.8%	33.3%	18.1%	19.7%	37.5%	14.4%	15.7%	
Total(n)	34	752	2,575	18	347	1,298	16	405	1,277	
Mean	1.74	2.26	2.18	1.72	2.24	2.16	1.75	2.27	2.21	
Standard deviation	0.62	0.72	0.71	0.57	0.74	0.73	0.68	0.70	0.69	
Significance	-	***	***	-	**	*	-	**	**	
Effect size	-	-0.72	-0.62	-	-0.70	-0.60	-	-0.74	-0.67	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	22.9%	43.9%	39.2%	31.6%	43.7%	36.5%	12.5%	44.3%	42.4%	
No	77.1%	56.1%	60.8%	68.4%	56.3%	63.5%	87.5%	55.7%	57.6%	
Total(n)	35	774	2,646	19	358	1,327	16	416	1,319	
Considered leaving this institution for another?										
Yes	42.9%	55.6%	50.6%	47.4%	58.9%	52.7%	37.5%	52.1%	48.2%	
No	57.1%	44.4%	49.4%	52.6%	41.1%	47.3%	62.5%	47.9%	51.8%	
Total(n)	35	772	2,637	19	358	1,324	16	414	1,313	
Engaged in public service/professional consulting without pay?										
Yes	41.7%	56.9%	60.2%	47.4%	60.2%	61.4%	35.3%	53.6%	58.7%	
No	58.3%	43.1%	39.8%	52.6%	39.8%	38.6%	64.7%	46.4%	41.3%	
Total(n)	36	772	2,640	19	356	1,325	17	416	1,315	
Received at least one firm job offer?										
Yes	22.2%	15.7%	14.4%	26.3%	15.2%	14.6%	17.6%	16.2%	14.2%	
No	77.8%	84.3%	85.6%	73.7%	84.8%	85.4%	82.4%	83.8%	85.8%	
Total(n)	36	772	2,638	19	357	1,324	17	415	1,314	
Requested/sought an early promotion?										
Yes	5.7%	4.2%	6.3%	10.5%	5.6%	7.5%	0.0%	2.8%	5.1%	
No	94.3%	95.8%	93.7%	89.5%	94.4%	92.5%	100.0%	97.2%	94.9%	
Total(n)	35	771	2,634	19	358	1,324	16	413	1,310	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	91.7%	47.3%	39.6%	94.7%	47.6%	38.9%	88.2%	47.1%	40.3%	
No	8.3%	52.7%	60.4%	5.3%	52.4%	61.1%	11.8%	52.9%	59.7%	
Total(n)	36	770	2,638	19	355	1,324	17	415	1,314	
Are you a U.S. citizen?										
Yes	94.3%	96.5%	95.7%	89.5%	95.0%	95.1%	100.0%	98.0%	96.4%	
No	5.7%	3.5%	4.3%	10.5%	5.0%	4.9%	0.0%	2.0%	3.6%	
Total(n)	35	771	2,633	19	357	1,321	16	414	1,312	
Do you plan to retire within the next three years?										
Yes	8.3%	12.2%	12.5%	5.3%	12.0%	13.1%	11.8%	12.4%	11.8%	
No	91.7%	87.8%	87.5%	94.7%	88.0%	86.9%	88.2%	87.6%	88.2%	
Total(n)	36	770	2,635	19	359	1,324	17	411	1,311	
Do you use your scholarship to address local community needs?										
Yes	47.2%	34.7%	38.8%	42.1%	30.1%	34.8%	52.9%	39.6%	43.2%	
No	52.8%	65.3%	61.2%	57.9%	69.9%	65.2%	47.1%	60.4%	56.8%	
Total(n)	36	768	2,634	19	355	1,322	17	413	1,312	
Have you been sexually harassed at this institution?										
Yes	2.8%	10.2%	8.0%	0.0%	5.0%	3.6%	5.9%	15.8%	12.9%	
No	97.2%	89.8%	92.0%	100.0%	95.0%	96.4%	94.1%	84.2%	87.1%	
Total(n)	36	769	2,638	19	357	1,323	17	412	1,315	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	13.9%	8.2%	9.0%	10.5%	2.6%	3.5%	17.6%	14.0%	15.3%	
No	86.1%	91.8%	91.0%	89.5%	97.4%	96.5%	82.4%	86.0%	84.7%	
Total(n)	36	768	2,636	19	356	1,322	17	412	1,314	
Have you ever received an award for outstanding teaching?										
Yes	25.0%	39.8%	42.2%	21.1%	39.8%	43.4%	29.4%	39.7%	40.7%	
No	75.0%	60.2%	57.8%	78.9%	60.2%	56.6%	70.6%	60.3%	59.3%	
Total(n)	36	772	2,643	19	357	1,325	17	415	1,318	
How would you characterize your political views?										
Far left	17.1%	7.5%	10.0%	21.1%	8.4%	9.3%	12.5%	6.6%	10.9%	
Liberal	45.7%	45.8%	47.4%	42.1%	41.3%	44.6%	50.0%	50.7%	50.5%	
Middle of the road	31.4%	27.2%	26.4%	31.6%	29.5%	28.9%	31.3%	24.7%	23.5%	
Conservative	5.7%	17.7%	14.8%	5.3%	17.7%	15.0%	6.3%	17.7%	14.6%	
Far right	0.0%	1.8%	1.4%	0.0%	3.1%	2.1%	0.0%	0.4%	0.6%	
Total(n)	35	762	2,609	19	357	1,319	16	405	1,290	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	25.0%	27.6%	27.7%	21.1%	20.5%	24.5%	29.4%	35.1%	31.4%	
Probably yes	36.1%	35.3%	38.6%	42.1%	35.7%	41.1%	29.4%	34.8%	35.7%	
Not sure	16.7%	20.5%	19.2%	10.5%	23.8%	18.7%	23.5%	17.1%	19.9%	
Probably no	11.1%	10.9%	10.0%	10.5%	12.3%	10.6%	11.8%	9.5%	9.2%	
Definitely no	11.1%	5.7%	4.5%	15.8%	7.7%	5.1%	5.9%	3.5%	3.8%	
Total(n)	36	772	2,646	19	359	1,328	17	413	1,318	
Mean	3.53	3.68	3.75	3.42	3.49	3.69	3.65	3.89	3.82	
Standard deviation	1.30	1.15	1.10	1.39	1.17	1.11	1.22	1.10	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.20	-	-0.06	-0.24	-	-0.22	-0.16	
Still want to be a college professor?										
Definitely yes	69.4%	64.0%	59.0%	73.7%	61.1%	59.2%	64.7%	67.1%	58.8%	
Probably yes	22.2%	22.8%	26.9%	15.8%	25.2%	27.7%	29.4%	20.4%	25.9%	
Not sure	5.6%	8.8%	9.3%	5.3%	10.1%	8.6%	5.9%	7.4%	10.1%	
Probably no	0.0%	3.6%	4.2%	0.0%	2.9%	3.9%	0.0%	4.3%	4.6%	
Definitely no	2.8%	0.8%	0.6%	5.3%	0.7%	0.6%	0.0%	0.9%	0.6%	
Total(n)	36	773	2,645	19	359	1,327	17	414	1,318	
Mean	4.56	4.46	4.39	4.53	4.43	4.41	4.59	4.49	4.38	
Standard deviation	0.84	0.86	0.87	1.02	0.84	0.85	0.62	0.87	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.20	-	0.12	0.14	-	0.11	0.24	

2013-14 HERI Faculty Survey
Institutional Profile Report
 Full-time Undergraduate Faculty

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	3.3%	0.1%	0.1%	0.0%	0.0%	0.1%	7.1%	0.2%	0.1%	
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	0.0%	0.5%	0.4%	
\$30,000 - \$39,999	0.0%	3.9%	3.9%	0.0%	3.1%	2.6%	0.0%	4.9%	5.4%	
\$40,000 - \$49,999	0.0%	11.7%	11.4%	0.0%	7.0%	9.1%	0.0%	17.3%	14.3%	
\$50,000 - \$59,999	0.0%	18.7%	21.3%	0.0%	14.6%	17.6%	0.0%	23.8%	25.8%	
\$60,000 - \$69,999	23.3%	18.0%	20.0%	25.0%	19.6%	18.6%	21.4%	16.1%	21.6%	
\$70,000 - \$79,999	23.3%	19.4%	17.8%	25.0%	18.8%	19.4%	21.4%	20.0%	15.9%	
\$80,000 - \$89,999	20.0%	9.5%	9.5%	12.5%	11.6%	11.7%	28.6%	6.9%	6.9%	
\$90,000 - \$99,999	6.7%	10.4%	9.3%	6.3%	14.1%	11.9%	7.1%	6.0%	6.2%	
\$100,000 - \$124,999	10.0%	6.9%	5.9%	18.8%	10.2%	8.6%	0.0%	2.8%	2.7%	
\$125,000 - \$149,999	13.3%	1.2%	0.6%	12.5%	0.9%	0.4%	14.3%	1.7%	0.8%	
\$150,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	30	546	1,974	16	263	1,020	14	283	954	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.0%	0.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.3%	
\$20,000 - \$29,999	0.0%	2.7%	1.1%	0.0%	5.8%	2.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	6.5%	5.7%	0.0%	1.5%	2.6%	0.0%	11.0%	9.2%	
\$40,000 - \$49,999	0.0%	10.6%	9.8%	0.0%	6.6%	7.5%	0.0%	14.1%	12.3%	
\$50,000 - \$59,999	0.0%	11.2%	17.7%	0.0%	10.4%	18.4%	0.0%	11.9%	16.9%	
\$60,000 - \$69,999	0.0%	28.1%	20.0%	0.0%	36.5%	20.2%	0.0%	20.6%	19.7%	
\$70,000 - \$79,999	0.0%	11.0%	18.1%	0.0%	11.5%	20.7%	0.0%	10.5%	15.3%	
\$80,000 - \$89,999	50.0%	3.1%	6.0%	0.0%	2.9%	5.9%	50.0%	3.2%	6.2%	
\$90,000 - \$99,999	0.0%	10.9%	7.8%	0.0%	4.9%	4.6%	0.0%	16.1%	11.3%	
\$100,000 - \$124,999	50.0%	12.8%	9.9%	0.0%	15.6%	12.6%	50.0%	10.4%	7.0%	
\$125,000 - \$149,999	0.0%	3.0%	2.8%	0.0%	3.7%	3.9%	0.0%	2.3%	1.6%	
\$150,000 or more	0.0%	0.3%	0.3%	0.0%	0.5%	0.2%	0.0%	0.0%	0.3%	
Total(n)	2	159	451	0	71	212	2	88	239	
Your base institutional salary reported above is based on:										
Less than 9 months	2.9%	4.6%	4.3%	5.6%	4.6%	4.4%	0.0%	4.6%	4.3%	
9/10 months	91.2%	74.0%	77.6%	94.4%	76.3%	78.0%	87.5%	71.7%	77.1%	
11/12 months	5.9%	21.4%	18.1%	0.0%	19.1%	17.6%	12.5%	23.8%	18.7%	
Total(n)	34	755	2,589	18	354	1,310	16	401	1,279	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	30.3%	47.4%	45.4%	23.5%	42.0%	41.4%	37.5%	53.1%	49.9%	
75% to 99%	63.6%	44.4%	45.3%	76.5%	49.5%	47.1%	50.0%	39.0%	43.3%	
74% to 50%	6.1%	6.9%	7.4%	0.0%	7.2%	8.9%	12.5%	6.7%	5.8%	
25% to 49%	0.0%	1.1%	1.6%	0.0%	1.3%	2.3%	0.0%	0.9%	0.9%	
1% to 24%	0.0%	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.2%	
0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	33	759	2,575	17	352	1,294	16	407	1,281	
Other income from this institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.2%	
25% to 49%	4.2%	5.7%	5.5%	0.0%	3.7%	4.6%	10.0%	8.1%	6.7%	
1% to 24%	66.7%	70.0%	68.2%	64.3%	72.4%	70.7%	70.0%	67.1%	65.2%	
0%	29.2%	24.1%	26.0%	35.7%	23.8%	24.5%	20.0%	24.5%	28.0%	
Total(n)	24	444	1,556	14	213	821	10	231	735	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.3%	
74% to 50%	0.0%	0.2%	0.5%	0.0%	0.0%	0.5%	0.0%	0.4%	0.4%	
25% to 49%	0.0%	2.5%	2.3%	0.0%	1.8%	2.9%	0.0%	3.1%	1.7%	
1% to 24%	20.0%	13.6%	16.4%	27.3%	10.9%	14.0%	11.1%	16.2%	19.2%	
0%	80.0%	83.2%	80.7%	72.7%	87.3%	82.6%	88.9%	79.5%	78.4%	
Total(n)	20	315	1,132	11	136	577	9	179	555	
Non-academic income										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.2%	0.7%	0.0%	0.0%	0.4%	0.0%	0.6%	1.2%	
74% to 50%	0.0%	2.8%	3.6%	0.0%	2.7%	4.7%	0.0%	2.8%	2.1%	
25% to 49%	4.3%	6.4%	6.8%	0.0%	8.0%	8.6%	9.1%	4.3%	4.3%	
1% to 24%	34.8%	49.7%	45.8%	33.3%	54.9%	46.2%	36.4%	42.4%	45.2%	
0%	60.9%	40.9%	43.1%	66.7%	34.4%	40.1%	54.5%	49.9%	47.2%	
Total(n)	23	391	1,383	12	187	733	11	204	650	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	0.0%	1.4%	1.3%	0.0%	1.2%	1.1%	0.0%	1.5%	1.5%	
1986 - 1980	6.5%	5.2%	5.6%	0.0%	3.8%	4.8%	14.3%	6.8%	6.7%	
1971 - 1975	25.8%	9.5%	10.5%	47.1%	8.6%	9.2%	0.0%	10.5%	12.1%	
1966 - 1970	19.4%	13.8%	14.7%	11.8%	14.1%	15.2%	28.6%	13.5%	14.1%	
1961 - 1965	16.1%	11.7%	12.0%	0.0%	14.3%	13.1%	35.7%	8.8%	10.7%	
1956 - 1960	3.2%	19.0%	16.9%	5.9%	19.0%	16.1%	0.0%	19.1%	17.7%	
1951 - 1955	12.9%	17.5%	16.8%	23.5%	16.3%	16.5%	0.0%	19.0%	17.2%	
1946 - 1950	9.7%	15.2%	14.6%	5.9%	15.0%	15.7%	14.3%	15.4%	13.3%	
1941 - 1945	6.5%	5.8%	6.1%	5.9%	7.1%	6.6%	7.1%	4.3%	5.6%	
1940 or earlier	0.0%	0.9%	1.4%	0.0%	0.6%	1.6%	0.0%	1.2%	1.2%	
Total(n)	31	735	2,501	17	346	1,276	14	389	1,225	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a great extent	57.1%	46.3%	41.3%	47.1%	48.2%	41.7%	72.7%	44.1%	40.9%	
To some extent	28.6%	40.7%	45.1%	35.3%	39.0%	43.3%	18.2%	42.9%	47.1%	
Not at all	14.3%	13.0%	13.6%	17.6%	12.9%	15.0%	9.1%	13.1%	12.0%	
Total(n)	28	421	1,159	17	223	604	11	198	555	
Written research grants										
To a great extent	35.7%	12.4%	13.0%	29.4%	10.3%	11.4%	45.5%	14.9%	14.7%	
To some extent	32.1%	37.0%	39.3%	35.3%	41.6%	40.2%	27.3%	31.2%	38.2%	
Not at all	32.1%	50.6%	47.8%	35.3%	48.1%	48.3%	27.3%	53.9%	47.1%	
Total(n)	28	422	1,155	17	225	604	11	197	551	
Mentored graduate students										
To a great extent	64.3%	52.3%	47.7%	47.1%	52.3%	45.8%	90.9%	52.4%	49.9%	
To some extent	32.1%	39.4%	40.5%	47.1%	39.9%	40.9%	9.1%	38.9%	40.1%	
Not at all	3.6%	8.2%	11.7%	5.9%	7.8%	13.3%	0.0%	8.7%	10.0%	
Total(n)	28	421	1,157	17	223	603	11	198	554	
Helped graduate students access professional networks										
To a great extent	28.6%	32.4%	28.1%	11.8%	30.7%	25.4%	54.5%	34.6%	31.2%	
To some extent	57.1%	50.8%	53.1%	70.6%	54.9%	54.3%	36.4%	45.7%	51.6%	
Not at all	14.3%	16.8%	18.8%	17.6%	14.3%	20.2%	9.1%	19.8%	17.2%	
Total(n)	28	423	1,155	17	225	603	11	198	552	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a great extent	21.4%	18.7%	13.5%	5.9%	13.8%	11.5%	45.5%	24.7%	15.8%	
To some extent	17.9%	22.9%	19.4%	23.5%	29.8%	21.6%	9.1%	14.4%	16.8%	
Not at all	60.7%	58.4%	67.2%	70.6%	56.4%	67.0%	45.5%	60.9%	67.4%	
Total(n)	28	422	1,156	17	224	604	11	198	552	
Published with graduate students										
To a great extent	14.8%	14.3%	9.5%	5.9%	11.0%	8.5%	30.0%	18.4%	10.7%	
To some extent	29.6%	17.4%	16.7%	29.4%	21.4%	20.1%	30.0%	12.3%	12.8%	
Not at all	55.6%	68.3%	73.8%	64.7%	67.6%	71.3%	40.0%	69.3%	76.5%	
Total(n)	27	421	1,154	17	224	603	10	197	551	
Included graduate students in research grant writing										
To a great extent	3.7%	3.5%	4.1%	0.0%	2.7%	3.6%	9.1%	4.4%	4.7%	
To some extent	11.1%	14.9%	14.1%	6.3%	16.5%	15.9%	18.2%	12.9%	12.0%	
Not at all	85.2%	81.6%	81.8%	93.8%	80.7%	80.6%	72.7%	82.7%	83.3%	
Total(n)	27	420	1,153	16	224	603	11	196	550	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	7.19	8.02	7.67	4.88	8.02	7.21	10.55	8.01	8.21	
Median	4	5	5	4	5	4	4	5	5	
Mode	4	0	0	4	2	0	2	6	0	
Total(n)	27	16,249	38,444	16	9,032	20,592	11	7,217	17,852	
In the past two years, how many times have you chaired a master's thesis?										
Mean	1.11	2.09	1.71	0.88	2.34	1.73	1.45	1.78	1.70	
Median	0	1	0	0	1	1	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	15,995	37,480	16	8,795	20,046	11	7,201	17,434	
In the past two years year, how many times have you chaired a dissertation?										
Mean	0.26	0.13	0.11	0.19	0.16	0.13	0.36	0.08	0.08	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	27	15,073	35,654	16	8,542	19,554	11	6,531	16,100	

Montclair State University Rate your agreement with the following statements:	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Graduate students in this program must compete for reeseach opportunities										
Agree strongly	19.2%	13.4%	13.4%	13.3%	14.1%	13.6%	27.3%	12.7%	13.2%	
Agree somewhat	30.8%	30.5%	28.6%	33.3%	35.8%	33.8%	27.3%	24.1%	22.8%	
Disagree somewhat	23.1%	21.8%	25.8%	26.7%	21.1%	23.2%	18.2%	22.7%	28.6%	
Disagree strongly	26.9%	34.2%	32.2%	26.7%	29.0%	29.3%	27.3%	40.5%	35.3%	
Total(n)	26	400	1,067	15	211	554	11	189	513	
Mean	2.42	2.23	2.23	2.33	2.35	2.32	2.55	2.09	2.14	
Standard deviation	1.10	1.06	1.04	1.05	1.04	1.04	1.21	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.18	0.18	-	-0.02	0.01	-	0.43	0.39	
It is important for graduate students in this program to spend at least one term as a teaching assistant										
Agree strongly	7.7%	18.7%	17.0%	6.7%	20.2%	17.9%	9.1%	16.9%	15.9%	
Agree somewhat	30.8%	25.0%	21.8%	26.7%	28.2%	24.8%	36.4%	21.1%	18.4%	
Disagree somewhat	26.9%	24.9%	23.5%	26.7%	19.9%	19.3%	27.3%	30.9%	28.2%	
Disagree strongly	34.6%	31.4%	37.7%	40.0%	31.7%	38.0%	27.3%	31.1%	37.4%	
Total(n)	26	400	1,064	15	211	556	11	189	508	
Mean	2.12	2.31	2.18	2.00	2.37	2.23	2.27	2.24	2.13	
Standard deviation	0.99	1.10	1.11	1.00	1.13	1.14	1.01	1.07	1.09	
Significance	-			-			-			
Effect size	-	-0.17	-0.05	-	-0.33	-0.20	-	0.03	0.13	
This graduate program enrolls too many international students										
Agree strongly	0.0%	4.5%	5.4%	0.0%	4.8%	4.2%	0.0%	4.2%	6.7%	
Agree somewhat	3.8%	8.1%	5.9%	0.0%	10.1%	8.5%	9.1%	5.6%	3.0%	
Disagree somewhat	46.2%	21.4%	18.7%	46.7%	25.1%	21.8%	45.5%	16.9%	15.2%	
Disagree strongly	50.0%	66.0%	70.0%	53.3%	60.1%	65.5%	45.5%	73.3%	75.1%	
Total(n)	26	398	1,057	15	211	552	11	187	505	
Mean	1.54	1.51	1.47	1.47	1.60	1.51	1.64	1.41	1.41	
Standard deviation	0.58	0.83	0.83	0.52	0.85	0.82	0.67	0.78	0.84	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.15	-0.05	-	0.29	0.27	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate faculty in my department prefer to hire international students to work on their research										
Agree strongly	4.0%	0.2%	0.6%	7.1%	0.3%	1.2%	0.0%	0.0%	0.0%	
Agree somewhat	8.0%	5.1%	3.4%	7.1%	5.2%	4.1%	9.1%	4.9%	2.7%	
Disagree somewhat	36.0%	20.1%	16.7%	28.6%	22.9%	20.3%	45.5%	16.8%	12.8%	
Disagree strongly	52.0%	74.6%	79.2%	57.1%	71.6%	74.4%	45.5%	78.3%	84.6%	
Total(n)	25	393	1,044	14	206	541	11	187	503	
Mean	1.64	1.31	1.25	1.64	1.34	1.32	1.64	1.27	1.18	
Standard deviation	0.81	0.57	0.54	0.93	0.59	0.61	0.67	0.54	0.45	
Significance	-	**	***	-	-	-	-	*	***	
Effect size	-	0.58	0.72	-	0.51	0.52	-	0.69	1.02	
International and domestic graduate students work well together in this program										
Agree strongly	19.2%	39.8%	31.9%	13.3%	37.4%	31.5%	27.3%	42.8%	32.5%	
Agree somewhat	76.9%	45.7%	48.9%	86.7%	47.1%	48.7%	63.6%	43.9%	49.2%	
Disagree somewhat	0.0%	8.9%	10.5%	0.0%	9.8%	11.2%	0.0%	7.8%	9.6%	
Disagree strongly	3.8%	5.6%	8.7%	0.0%	5.7%	8.6%	9.1%	5.4%	8.7%	
Total(n)	26	381	996	15	202	523	11	179	473	
Mean	3.12	3.20	3.04	3.13	3.16	3.03	3.09	3.24	3.05	
Standard deviation	0.59	0.82	0.88	0.35	0.82	0.88	0.83	0.81	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.09	-	-0.04	0.11	-	-0.19	0.05	
I have encountered instances of academic dishonesty among graduate students										
Agree strongly	11.5%	8.7%	10.4%	0.0%	11.4%	9.2%	27.3%	5.3%	11.9%	
Agree somewhat	38.5%	31.1%	30.8%	40.0%	35.5%	32.1%	36.4%	25.8%	29.3%	
Disagree somewhat	23.1%	26.0%	23.1%	26.7%	20.2%	20.0%	18.2%	33.1%	26.7%	
Disagree strongly	26.9%	34.2%	35.6%	33.3%	32.9%	38.8%	18.2%	35.8%	32.1%	
Total(n)	26	400	1,052	15	212	551	11	188	501	
Mean	2.35	2.14	2.16	2.07	2.25	2.12	2.73	2.00	2.21	
Standard deviation	1.02	0.99	1.03	0.88	1.04	1.03	1.10	0.91	1.02	
Significance	-	-	-	-	-	-	-	*	-	
Effect size	-	0.21	0.18	-	-0.17	-0.05	-	0.80	0.51	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Agree strongly	26.9%	42.9%	38.9%	20.0%	40.9%	37.3%	36.4%	45.2%	40.7%	
Agree somewhat	50.0%	44.2%	44.9%	53.3%	46.2%	45.1%	45.5%	41.9%	44.7%	
Disagree somewhat	15.4%	7.6%	9.6%	26.7%	6.7%	9.2%	0.0%	8.6%	10.1%	
Disagree strongly	7.7%	5.4%	6.6%	0.0%	6.2%	8.4%	18.2%	4.4%	4.5%	
Total(n)	26	391	1,041	15	205	544	11	186	497	
Mean	2.96	3.25	3.16	2.93	3.22	3.11	3.00	3.28	3.22	
Standard deviation	0.87	0.81	0.85	0.70	0.82	0.89	1.10	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.36	-0.24	-	-0.35	-0.20	-	-0.35	-0.28	
Graduate students in this program receive adequate instruction on becoming good teachers										
Agree strongly	11.5%	13.7%	18.4%	6.7%	10.6%	14.1%	18.2%	17.5%	23.1%	
Agree somewhat	19.2%	34.8%	29.5%	20.0%	36.0%	30.7%	18.2%	33.4%	28.0%	
Disagree somewhat	46.2%	30.5%	30.2%	53.3%	31.6%	31.7%	36.4%	29.1%	28.5%	
Disagree strongly	23.1%	21.0%	22.0%	20.0%	21.9%	23.4%	27.3%	20.0%	20.3%	
Total(n)	26	389	1,040	15	207	545	11	182	495	
Mean	2.19	2.41	2.44	2.13	2.35	2.36	2.27	2.48	2.54	
Standard deviation	0.94	0.97	1.03	0.83	0.94	0.99	1.10	1.00	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.23	-0.24	-	-0.23	-0.23	-	-0.21	-0.25	
Graduate faculty in my department are good teachers										
Agree strongly	34.6%	44.0%	44.8%	13.3%	38.1%	40.0%	63.6%	51.2%	50.4%	
Agree somewhat	34.6%	42.9%	41.1%	46.7%	45.9%	42.4%	18.2%	39.2%	39.6%	
Disagree somewhat	26.9%	7.9%	8.9%	40.0%	10.3%	11.2%	9.1%	5.0%	6.3%	
Disagree strongly	3.8%	5.2%	5.2%	0.0%	5.7%	6.4%	9.1%	4.6%	3.7%	
Total(n)	26	392	1,043	15	208	545	11	184	498	
Mean	3.00	3.26	3.26	2.73	3.16	3.16	3.36	3.37	3.37	
Standard deviation	0.89	0.81	0.82	0.70	0.83	0.86	1.03	0.78	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.32	-0.32	-	-0.52	-0.50	-	-0.01	-0.01	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Agree strongly	23.1%	31.4%	34.2%	13.3%	31.5%	34.6%	36.4%	31.3%	33.7%	
Agree somewhat	34.6%	54.2%	50.1%	26.7%	51.7%	46.5%	45.5%	57.3%	54.2%	
Disagree somewhat	26.9%	11.9%	12.1%	40.0%	14.0%	14.7%	9.1%	9.3%	9.0%	
Disagree strongly	15.4%	2.5%	3.7%	20.0%	2.8%	4.2%	9.1%	2.1%	3.1%	
Total(n)	26	395	1,041	15	210	548	11	185	493	
Mean	2.65	3.15	3.15	2.33	3.12	3.12	3.09	3.18	3.19	
Standard deviation	1.02	0.72	0.77	0.98	0.74	0.80	0.94	0.68	0.72	
Significance	-	***	**	-	***	***	-	-	-	
Effect size	-	-0.69	-0.65	-	-1.07	-0.99	-	-0.13	-0.14	
Most graduate students in this program move on to faculty positions										
Agree strongly	0.0%	1.1%	2.1%	0.0%	0.6%	1.9%	0.0%	1.8%	2.4%	
Agree somewhat	7.7%	13.1%	13.1%	0.0%	12.2%	15.1%	18.2%	14.2%	10.9%	
Disagree somewhat	23.1%	35.1%	32.1%	13.3%	38.5%	33.8%	36.4%	31.0%	30.2%	
Disagree strongly	69.2%	50.6%	52.7%	86.7%	48.7%	49.2%	45.5%	53.0%	56.5%	
Total(n)	26	390	1,038	15	207	541	11	183	497	
Mean	1.38	1.65	1.65	1.13	1.65	1.70	1.73	1.65	1.59	
Standard deviation	0.64	0.75	0.79	0.35	0.71	0.79	0.79	0.79	0.78	
Significance	-	-	-	-	**	**	-	-	-	
Effect size	-	-0.36	-0.34	-	-0.73	-0.72	-	0.10	0.18	
Most graduate students in this program move into positions within industry										
Agree strongly	19.2%	31.1%	30.9%	20.0%	26.9%	27.7%	18.2%	36.0%	34.5%	
Agree somewhat	65.4%	43.1%	38.2%	66.7%	50.3%	42.6%	63.6%	34.6%	33.3%	
Disagree somewhat	3.8%	15.1%	18.1%	6.7%	16.6%	20.0%	0.0%	13.4%	16.0%	
Disagree strongly	11.5%	10.7%	12.8%	6.7%	6.2%	9.7%	18.2%	16.0%	16.3%	
Total(n)	26	392	1,031	15	207	537	11	185	494	
Mean	2.92	2.95	2.87	3.00	2.98	2.88	2.82	2.91	2.86	
Standard deviation	0.84	0.94	0.99	0.76	0.83	0.92	0.98	1.06	1.07	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.05	-	0.02	0.13	-	-0.08	-0.04	
Year of first academic appointment										
1973 or earlier	4.8%	4.3%	4.3%	9.5%	5.2%	5.3%	0.0%	3.3%	3.2%	
1974 - 1978	2.4%	6.5%	6.4%	0.0%	9.7%	9.5%	4.8%	2.8%	2.8%	
1979 - 1983	7.1%	6.3%	6.9%	4.8%	7.0%	8.1%	9.5%	5.4%	5.4%	
1984 - 1988	11.9%	12.7%	12.1%	19.0%	12.9%	11.4%	4.8%	12.5%	12.9%	
1989 - 1993	9.5%	10.8%	12.9%	9.5%	12.7%	13.2%	9.5%	8.6%	12.6%	
1994 - 1998	19.0%	19.6%	18.7%	9.5%	18.5%	16.9%	28.6%	20.8%	20.8%	
1999 - 2003	16.7%	18.2%	19.2%	19.0%	18.0%	19.7%	14.3%	18.5%	18.5%	
2004 - 2008	28.6%	21.6%	19.2%	28.6%	16.1%	15.8%	28.6%	28.0%	23.2%	
2009 or later	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	
Total(n)	42	866	2,935	21	427	1,514	21	439	1,421	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Year of appointment at present institution										
1973 or earlier	5.7%	1.7%	1.6%	11.1%	2.5%	2.1%	0.0%	0.8%	1.0%	
1974 - 1978	2.9%	1.5%	1.6%	0.0%	1.5%	1.9%	5.9%	1.5%	1.3%	
1979 - 1983	2.9%	2.6%	3.7%	5.6%	3.3%	4.7%	0.0%	1.9%	2.6%	
1984 - 1988	0.0%	11.3%	10.4%	0.0%	13.5%	11.9%	0.0%	8.8%	8.7%	
1989 - 1993	2.9%	9.2%	10.8%	5.6%	10.5%	11.3%	0.0%	7.7%	10.1%	
1994 - 1998	20.0%	19.4%	18.9%	22.2%	21.5%	19.0%	17.6%	16.9%	18.8%	
1999 - 2003	20.0%	22.3%	23.2%	11.1%	21.5%	20.8%	29.4%	23.1%	26.0%	
2004 - 2008	45.7%	28.1%	26.3%	44.4%	21.7%	25.2%	47.1%	35.5%	27.7%	
2009 or later	0.0%	4.0%	3.5%	0.0%	4.1%	3.1%	0.0%	3.8%	3.9%	
Total(n)	35	711	2,397	18	346	1,241	17	365	1,156	
If tenured, year tenure was awarded										
1973 or earlier	4.3%	1.2%	0.9%	9.1%	1.8%	1.4%	0.0%	0.5%	0.2%	
1974 - 1978	0.0%	1.1%	1.2%	0.0%	0.8%	1.4%	0.0%	1.4%	0.9%	
1979 - 1983	4.3%	1.9%	2.3%	0.0%	2.4%	2.9%	8.3%	1.3%	1.5%	
1984 - 1988	0.0%	5.7%	5.1%	0.0%	5.1%	5.5%	0.0%	6.5%	4.5%	
1989 - 1993	4.3%	14.2%	12.3%	9.1%	19.3%	15.9%	0.0%	7.6%	7.5%	
1994 - 1998	17.4%	13.2%	13.1%	36.4%	14.7%	13.9%	0.0%	11.2%	11.9%	
1999 - 2003	30.4%	22.3%	21.4%	27.3%	22.0%	19.9%	33.3%	22.8%	23.5%	
2004 - 2008	39.1%	25.1%	28.0%	18.2%	23.1%	26.0%	58.3%	27.6%	30.9%	
2009 or later	0.0%	15.3%	15.6%	0.0%	10.7%	13.1%	0.0%	21.3%	19.0%	
Total(n)	23	346	980	11	179	526	12	167	454	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.6%	0.0%	0.2%	0.5%	0.0%	0.5%	0.6%	
Biological Sciences (General Area 5)	12.1%	11.1%	8.3%	11.8%	8.4%	7.7%	12.5%	13.9%	9.0%	
Business (General Area 6)	3.0%	7.3%	6.2%	5.9%	5.7%	5.9%	0.0%	9.0%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	6.1%	9.8%	10.8%	5.9%	6.8%	7.1%	6.3%	12.9%	15.1%	
Engineering (General Area 11)	0.0%	2.9%	1.8%	0.0%	4.4%	2.7%	0.0%	1.3%	0.8%	
English (General Area 12)	3.0%	6.8%	8.2%	5.9%	7.3%	7.3%	0.0%	6.3%	9.2%	
Health-related (General Area 15)	0.0%	7.9%	5.9%	0.0%	2.7%	2.2%	0.0%	13.4%	10.1%	
History or Political Science (Specific Discipline 3007,3009)	6.1%	8.1%	7.8%	11.8%	9.6%	9.3%	0.0%	6.6%	6.0%	
Humanities (General Area 14,24)	12.1%	4.6%	5.9%	5.9%	6.7%	7.1%	18.8%	2.3%	4.6%	
Fine Arts (General Area 2,4,22)	12.1%	5.0%	5.6%	11.8%	6.9%	6.4%	12.5%	3.0%	4.7%	
Mathematics or Statistics (General Area 18)	3.0%	2.9%	4.9%	5.9%	3.6%	5.9%	0.0%	2.0%	3.8%	
Physical Sciences (General Area 25)	6.1%	9.7%	8.0%	0.0%	15.1%	10.6%	12.5%	4.1%	5.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	21.2%	13.7%	14.9%	17.6%	13.5%	15.7%	25.0%	13.9%	13.9%	
Other Technical (General Area 8,19,28)	3.0%	1.6%	2.8%	5.9%	2.2%	3.8%	0.0%	0.9%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	12.1%	8.3%	8.2%	11.8%	6.9%	7.6%	12.5%	9.8%	8.9%	
Total(n)	33	762	2,605	17	352	1,311	16	410	1,294	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	0.0%	0.5%	0.4%	
Biological Sciences (General Area 5)	12.1%	10.3%	7.9%	11.8%	8.3%	7.5%	12.5%	12.3%	8.3%	
Business (General Area 6)	9.1%	8.1%	7.3%	11.8%	6.7%	6.8%	6.3%	9.5%	7.8%	
Education (General Area 10 and Specific Discipline 2102)	3.0%	5.8%	6.5%	5.9%	3.5%	3.9%	0.0%	8.2%	9.4%	
Engineering (General Area 11)	0.0%	2.5%	1.7%	0.0%	3.8%	2.8%	0.0%	1.3%	0.6%	
English (General Area 12)	3.0%	7.5%	8.8%	5.9%	8.2%	7.7%	0.0%	6.8%	9.9%	
Health-related (General Area 15)	3.0%	8.9%	7.2%	5.9%	3.3%	2.6%	0.0%	14.8%	12.4%	
History or Political Science (Specific Discipline 3007,3009)	6.1%	7.9%	7.7%	11.8%	8.2%	9.4%	0.0%	7.5%	5.8%	
Humanities (General Area 14,24)	12.1%	4.1%	5.5%	5.9%	5.9%	5.8%	18.8%	2.3%	5.1%	
Fine Arts (General Area 2,4,22)	12.1%	5.6%	5.6%	11.8%	7.3%	6.5%	12.5%	3.8%	4.5%	
Mathematics or Statistics (General Area 18)	6.1%	2.9%	5.7%	5.9%	3.8%	6.3%	6.3%	1.9%	5.0%	
Physical Sciences (General Area 25)	6.1%	9.7%	8.0%	0.0%	15.2%	10.7%	12.5%	4.0%	4.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.2%	12.6%	13.7%	11.8%	13.2%	14.3%	18.8%	12.1%	12.9%	
Other Technical (General Area 8,19,28)	3.0%	2.6%	3.6%	5.9%	4.1%	5.1%	0.0%	1.1%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	9.1%	11.1%	10.6%	5.9%	8.5%	10.0%	12.5%	13.9%	11.3%	
Total(n)	33	759	2,586	17	351	1,303	16	408	1,283	
How many children do you have in the following age ranges?										
Under 18 years old										
0	64.7%	56.9%	58.0%	64.7%	54.8%	55.2%	64.7%	59.1%	61.1%	
1	17.6%	18.5%	17.1%	23.5%	13.2%	13.6%	11.8%	24.2%	21.1%	
2	11.8%	17.2%	18.0%	0.0%	20.3%	21.7%	23.5%	13.8%	13.8%	
3	5.9%	6.4%	5.4%	11.8%	9.9%	6.9%	0.0%	2.6%	3.7%	
4+	0.0%	1.1%	1.6%	0.0%	1.9%	2.6%	0.0%	0.2%	0.4%	
Total(n)	34	716	2,442	17	332	1,229	17	384	1,213	
18 years or older										
0	76.5%	55.1%	54.7%	70.6%	58.2%	54.0%	82.4%	51.7%	55.6%	
1	8.8%	12.2%	12.8%	11.8%	13.3%	12.4%	5.9%	11.0%	13.3%	
2	8.8%	22.4%	20.4%	11.8%	18.1%	20.5%	5.9%	27.3%	20.3%	
3	5.9%	8.0%	7.1%	5.9%	8.3%	7.5%	5.9%	7.7%	6.6%	
4+	0.0%	2.2%	5.0%	0.0%	2.2%	5.6%	0.0%	2.3%	4.3%	
Total(n)	34	737	2,487	17	345	1,266	17	392	1,221	

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Are you currently: (Mark one)										
Single	17.6%	9.3%	11.4%	17.6%	7.8%	9.1%	17.6%	10.8%	14.2%	
In a civil union	0.0%	0.9%	0.4%	0.0%	0.3%	0.1%	0.0%	1.6%	0.8%	
In a domestic partnership	2.9%	1.1%	1.7%	5.9%	1.4%	1.8%	0.0%	0.8%	1.6%	
Married	73.5%	77.0%	74.8%	76.5%	82.4%	81.5%	70.6%	71.2%	67.0%	
Unmarried, living with partner	2.9%	1.3%	2.5%	0.0%	0.9%	1.3%	5.9%	1.7%	3.9%	
Divorced	0.0%	1.6%	1.2%	0.0%	1.1%	1.2%	0.0%	2.1%	1.2%	
Widowed	2.9%	7.3%	6.3%	0.0%	5.9%	4.1%	5.9%	8.7%	8.8%	
Separated	0.0%	1.6%	1.6%	0.0%	0.2%	0.8%	0.0%	3.0%	2.5%	
Total(n)	34	758	2,583	17	352	1,305	17	406	1,278	
Is English your native language?										
Yes	80.0%	92.5%	91.4%	77.8%	90.8%	90.2%	82.4%	94.4%	92.8%	
No	20.0%	7.5%	8.6%	22.2%	9.2%	9.8%	17.6%	5.6%	7.2%	
Total(n)	35	763	2,601	18	353	1,312	17	410	1,289	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	80.0%	88.5%	87.3%	77.8%	89.2%	86.1%	82.4%	87.8%	88.7%	
African American/Black	8.6%	3.2%	3.9%	11.1%	3.2%	4.2%	5.9%	3.1%	3.6%	
American Indian/Alaska Native	0.0%	1.9%	1.3%	0.0%	3.0%	1.6%	0.0%	0.6%	0.8%	
Asian American/Asian	11.4%	3.8%	4.1%	22.2%	3.8%	4.8%	0.0%	3.9%	3.2%	
Native Hawaiian/Pacific Islander	0.0%	0.6%	0.3%	0.0%	1.0%	0.6%	0.0%	0.1%	0.0%	
Mexican American/Chicano	0.0%	1.1%	1.1%	0.0%	0.9%	0.8%	0.0%	1.4%	1.5%	
Puerto Rican	2.9%	0.3%	0.8%	0.0%	0.5%	1.1%	5.9%	0.1%	0.5%	
Other Latino	8.6%	1.8%	2.1%	11.1%	1.4%	2.4%	5.9%	2.2%	1.7%	
Other	2.9%	4.6%	3.3%	0.0%	5.7%	4.1%	5.9%	3.4%	2.4%	
Total(n)	35	755	2,582	18	349	1,299	17	406	1,283	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Asian	5.7%	3.2%	3.7%	11.1%	3.1%	4.5%	0.0%	3.3%	2.8%	
Black	8.6%	3.2%	3.7%	11.1%	3.2%	3.9%	5.9%	3.1%	3.5%	
Hispanic	5.7%	2.4%	3.0%	0.0%	2.0%	3.0%	11.8%	2.9%	2.9%	
White	65.7%	84.4%	84.1%	55.6%	83.7%	82.2%	76.5%	85.1%	86.3%	
Other	0.0%	2.4%	2.0%	0.0%	1.9%	2.0%	0.0%	2.9%	1.9%	
Two or more races/ethnicities	14.3%	4.4%	3.4%	22.2%	6.0%	4.2%	5.9%	2.7%	2.5%	
Total (n)	35	755	2,582	18	349	1,299	17	406	1,283	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	58	960	3,215	29	465	1,627	29	495	1,588	
What is your principal activity in your current position at this institution?										
Administration	5.3%	8.4%	7.6%	0.0%	7.9%	7.1%	10.7%	9.0%	8.2%	
Teaching	80.7%	89.1%	90.4%	86.2%	90.8%	91.2%	75.0%	87.2%	89.6%	
Research	14.0%	1.3%	0.8%	13.8%	0.9%	0.8%	14.3%	1.8%	0.8%	
Services to clients and patients	0.0%	0.4%	0.5%	0.0%	0.1%	0.5%	0.0%	0.7%	0.5%	
Other	0.0%	0.7%	0.7%	0.0%	0.3%	0.5%	0.0%	1.2%	0.9%	
Total(n)	57	959	3,210	29	464	1,624	28	495	1,586	
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)	58	959	3,211	29	465	1,626	29	494	1,585	
What is your present academic rank?										
Professor	25.9%	33.9%	31.7%	31.0%	42.1%	39.1%	20.7%	24.6%	23.3%	
Associate professor	43.1%	29.4%	28.6%	27.6%	31.6%	29.4%	58.6%	26.9%	27.7%	
Assistant professor	31.0%	23.4%	25.3%	41.4%	15.1%	19.4%	20.7%	32.9%	32.1%	
Lecturer	0.0%	5.4%	6.5%	0.0%	4.4%	5.9%	0.0%	6.5%	7.2%	
Instructor	0.0%	7.9%	7.8%	0.0%	6.8%	6.2%	0.0%	9.2%	9.7%	
Total(n)	58	717	2,439	29	343	1,217	29	374	1,222	
What is your tenure status at this institution?										
Tenured	69.0%	67.5%	63.3%	62.1%	73.5%	69.6%	75.9%	60.6%	56.2%	
On tenure track, but not tenured	31.0%	17.1%	18.9%	37.9%	14.6%	15.8%	24.1%	19.9%	22.4%	
Not on tenure track, but institution has tenure system	0.0%	15.1%	17.5%	0.0%	11.4%	14.2%	0.0%	19.3%	21.2%	
Institution has no tenure system	0.0%	0.3%	0.3%	0.0%	0.5%	0.4%	0.0%	0.1%	0.2%	
Total(n)	58	716	2,439	29	342	1,216	29	374	1,223	
Are you currently serving in an administrative position as:										
Department chair	0.0%	9.4%	9.9%	0.0%	12.0%	12.0%	0.0%	6.5%	7.5%	
Dean (associate or assistant)	0.0%	2.4%	1.5%	0.0%	0.9%	0.8%	0.0%	4.1%	2.4%	
President	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Other	18.2%	15.2%	13.8%	22.7%	13.0%	13.4%	13.6%	17.6%	14.3%	
Not applicable	70.5%	57.8%	60.7%	63.6%	58.5%	59.9%	77.3%	57.0%	61.7%	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.8%	0.7%	0.0%	1.3%	1.1%	0.0%	0.2%	0.3%	
Master's (M.A., M.S.)	0.0%	11.6%	13.0%	0.0%	6.0%	9.5%	0.0%	17.5%	17.1%	
M.F.A.	2.3%	4.1%	3.9%	0.0%	6.1%	4.0%	4.5%	2.0%	3.7%	
M.B.A.	0.0%	0.8%	1.4%	0.0%	0.2%	1.4%	0.0%	1.5%	1.4%	
LL.B., J.D.	0.0%	0.6%	0.7%	0.0%	0.5%	0.6%	0.0%	0.7%	0.7%	
M.D., D.D.S. (or equivalent)	0.0%	0.2%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.5%	0.4%	0.0%	0.6%	0.6%	0.0%	0.3%	0.2%	
Ed.D.	2.3%	3.4%	3.7%	4.5%	2.0%	2.4%	0.0%	4.8%	5.3%	
Ph.D.	95.5%	75.4%	73.8%	95.5%	80.3%	78.6%	95.5%	70.3%	68.4%	
Other degree	0.0%	2.6%	2.2%	0.0%	2.7%	1.7%	0.0%	2.6%	2.8%	
None	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	44	768	2,604	22	356	1,309	22	412	1,295	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.3%	0.2%	
Master's (M.A., M.S.)	0.0%	0.8%	0.8%	0.0%	1.0%	0.8%	0.0%	0.5%	0.7%	
M.F.A.	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.5%	0.2%	
M.B.A.	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A.(e.g., D.D., D.V.M.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ed.D.	0.0%	0.9%	1.2%	0.0%	0.9%	0.7%	0.0%	0.8%	1.9%	
Ph.D.	0.0%	2.0%	3.6%	0.0%	0.9%	3.4%	0.0%	3.5%	3.8%	
Other degree	0.0%	0.6%	0.8%	0.0%	0.4%	0.5%	0.0%	0.9%	1.4%	
None	100.0%	95.1%	93.2%	100.0%	96.3%	94.3%	100.0%	93.4%	91.8%	
Total(n)	42	670	2,284	22	314	1,164	20	356	1,120	
Personality, now important to you is:										
Research										
Essential	59.6%	30.9%	30.8%	62.1%	38.1%	33.6%	57.1%	22.6%	27.6%	
Very important	29.8%	38.4%	37.2%	24.1%	35.6%	37.8%	35.7%	41.7%	36.5%	
Somewhat important	10.5%	26.2%	26.0%	13.8%	22.6%	23.5%	7.1%	30.4%	28.8%	
Not important	0.0%	4.5%	6.0%	0.0%	3.7%	5.1%	0.0%	5.3%	7.1%	
Total(n)	57	952	3,194	29	462	1,616	28	490	1,578	
Teaching										
Essential	62.5%	75.3%	79.9%	67.9%	71.1%	78.0%	57.1%	80.1%	81.9%	
Very important	37.5%	23.0%	18.9%	32.1%	27.0%	20.4%	42.9%	18.3%	17.0%	
Somewhat important	0.0%	1.6%	1.2%	0.0%	1.7%	1.4%	0.0%	1.4%	1.0%	
Not important	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.1%	
Total(n)	56	957	3,212	28	462	1,624	28	495	1,588	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Service										
Essential	7.3%	17.5%	19.0%	7.4%	15.2%	17.0%	7.1%	20.1%	21.4%	
Very important	50.9%	47.2%	47.3%	44.4%	40.0%	42.8%	57.1%	55.2%	52.5%	
Somewhat important	36.4%	29.6%	30.0%	40.7%	36.1%	34.8%	32.1%	22.3%	24.4%	
Not important	5.5%	5.7%	3.7%	7.4%	8.6%	5.5%	3.6%	2.4%	1.7%	
Total(n)	55	949	3,179	27	456	1,608	28	493	1,571	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	32.7%	57.4%	57.7%	25.9%	56.6%	56.9%	39.3%	58.3%	58.6%	
Collaborated with the local community in research/teaching	48.1%	52.4%	55.4%	38.5%	50.7%	52.8%	57.1%	54.3%	58.5%	
Conducted research or writing focused on international/global issues	41.5%	29.4%	29.8%	46.2%	30.2%	31.0%	37.0%	28.6%	28.4%	
Conducted research or writing focused on racial or ethnic minorities	31.5%	22.6%	25.2%	29.6%	20.2%	22.0%	33.3%	25.4%	28.9%	
Conducted research or writing focused on women and gender issues	39.6%	25.8%	26.2%	24.0%	16.1%	18.7%	53.6%	36.8%	34.7%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	7.5%	11.1%	11.3%	3.8%	7.6%	9.1%	11.1%	15.1%	13.9%	
Engaged undergraduates on your research project	42.6%	53.4%	50.9%	51.9%	57.9%	54.2%	33.3%	48.2%	47.1%	
Worked with undergraduates on a research project	47.3%	64.5%	65.5%	51.9%	66.6%	67.8%	42.9%	62.2%	62.7%	
Engaged in academic research that spans multiple disciplines	72.7%	66.3%	64.8%	77.8%	70.6%	67.4%	67.9%	61.3%	61.9%	
Supervised an undergraduate thesis	9.1%	34.7%	36.6%	3.7%	37.1%	36.8%	14.3%	32.0%	36.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	48.1%	53.4%	52.1%	51.9%	54.0%	52.5%	44.4%	52.6%	51.7%	
Received funding for your work from foundations	13.0%	14.9%	18.8%	7.7%	15.0%	18.7%	17.9%	14.8%	19.0%	
Received funding for your work from state or federal government	32.7%	24.1%	24.5%	44.4%	24.5%	26.3%	21.4%	23.7%	22.4%	
Received funding for your work from business or industry	9.4%	8.3%	8.4%	11.5%	9.3%	10.1%	7.4%	7.2%	6.4%	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	7.5%	11.8%	15.9%	15.4%	11.8%	17.0%	0.0%	11.8%	14.6%	
Taught an interdisciplinary course	34.0%	26.5%	32.0%	42.3%	24.7%	32.1%	25.9%	28.6%	31.9%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	15.1%	11.9%	13.6%	7.7%	10.1%	11.4%	22.2%	13.9%	16.1%	
Taught a service learning course	11.3%	19.2%	19.2%	11.5%	18.3%	18.3%	11.1%	20.2%	20.2%	
Taught an exclusively web-based course at this institution	34.6%	27.9%	27.2%	30.8%	22.7%	23.8%	38.5%	33.7%	31.0%	
Participated in organized activities around enhancing pedagogy and student learning	62.3%	70.3%	72.0%	57.7%	62.6%	66.5%	66.7%	78.9%	78.3%	
Taught a seminar for first-year students	11.5%	19.8%	18.6%	23.1%	19.8%	17.9%	0.0%	19.7%	19.3%	
Taught a capstone course	41.5%	34.8%	36.9%	42.3%	34.8%	36.6%	40.7%	34.8%	37.2%	
Taught in a learning community (e.g., FIG, linked courses)	18.9%	10.1%	9.9%	23.1%	11.6%	10.0%	14.8%	8.5%	9.8%	
Taught a course that meets general education requirements	47.2%	60.2%	64.6%	57.7%	64.4%	68.5%	37.0%	55.4%	60.0%	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a great extent	9.3%	12.9%	11.9%	7.7%	12.2%	12.8%	10.7%	13.8%	10.9%	
To some extent	18.5%	23.1%	25.3%	19.2%	23.7%	24.1%	17.9%	22.4%	26.6%	
Not at all	72.2%	64.0%	62.8%	73.1%	64.1%	63.2%	71.4%	63.8%	62.5%	
Total(n)	54	914	3,010	26	444	1,534	28	470	1,476	
Published with undergraduates										
To a great extent	1.9%	4.8%	4.9%	4.2%	6.0%	6.3%	0.0%	3.4%	3.3%	
To some extent	15.4%	16.7%	14.8%	20.8%	15.8%	15.1%	10.7%	17.6%	14.5%	
Not at all	82.7%	78.6%	80.3%	75.0%	78.2%	78.6%	89.3%	79.0%	82.2%	
Total(n)	52	911	2,992	24	441	1,524	28	470	1,468	
How many courses are you teaching this term (include all institutions at which you teach)?										
Mean	2.63	3.17	3.17	2.76	3.23	3.21	2.50	3.11	3.12	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	4	3	3	3	3	
Total(n)	57	37,038	103,812	29	19,667	55,425	28	17,372	48,387	
How many courses are you teaching this term are:										
General education courses										
Mean	0.36	0.94	0.90	0.31	0.93	0.89	0.41	0.95	0.90	
Median	0	0	0	0	1	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	33,070	92,819	29	18,203	50,366	27	14,867	42,453	
Courses required for an undergraduate major										
Mean	1.50	2.88	2.41	1.66	3.60	2.70	1.33	2.01	2.07	
Median	2	2	2	2	2	2	1	2	2	
Mode	2	2	2	2	2	2	2	1	2	
Total(n)	56	34,546	96,205	29	18,955	51,417	27	15,591	44,788	
Other undergraduate credit courses										
Mean	0.39	0.63	0.61	0.38	0.61	0.62	0.41	0.65	0.60	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	29,561	85,833	29	15,887	46,500	27	13,674	39,333	
Developmental/remedial courses (not for credit)										
Mean	0.00	0.03	0.04	0.00	0.02	0.03	0.00	0.06	0.05	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	27,122	79,752	29	15,067	44,072	27	12,055	35,680	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term are:										
Non-credit courses (other than above)										
Mean	0.00	0.03	0.03	0.00	0.01	0.02	0.00	0.06	0.04	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	27,186	79,916	29	14,897	43,914	27	12,289	36,002	
Graduate courses										
Mean	0.54	0.40	0.31	0.41	0.43	0.31	0.67	0.35	0.32	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	28,583	83,222	29	15,956	45,388	27	12,627	37,834	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.52	3.45	3.36	2.62	3.65	3.50	2.41	3.20	3.21	
Median	3	3	3	3	3	3	3	3	3	
Mode	3	3	3	3	4	3	3	3	3	
Total(n)	56	35,227	99,180	29	19,074	53,004	27	16,152	46,177	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	0.04	0.14	0.14	0.03	0.14	0.13	0.04	0.13	0.14	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	56	27,593	79,303	29	15,628	44,278	27	11,965	35,025	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	99.2%	99.7%	0.0%	98.1%	99.5%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Non-credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.8%	0.3%	0.0%	1.9%	0.5%	0.0%	0.0%	0.0%	
Total(n)	1	39	123	0	12	59	1	27	64	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	5.4%	5.4%	4.8%	7.1%	3.9%	4.2%	3.6%	7.1%	5.5%	
Writing	14.3%	13.4%	13.0%	14.3%	10.4%	11.5%	14.3%	16.9%	14.7%	
Mathematics	5.4%	4.8%	6.1%	7.1%	5.6%	6.5%	3.6%	3.8%	5.5%	
General academic skills	10.7%	11.2%	9.4%	14.3%	9.9%	9.1%	7.1%	12.7%	9.6%	
Other subject areas	5.4%	5.8%	5.2%	7.1%	6.1%	5.5%	3.6%	5.4%	4.8%	
Total(n)	56	948	3,170	28	457	1,600	28	491	1,570	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	16.7%	23.6%	27.9%	11.5%	17.5%	21.8%	21.4%	30.6%	34.9%	
No	61.1%	54.8%	56.3%	73.1%	66.0%	64.8%	50.0%	42.2%	46.6%	
Not eligible	1.9%	3.9%	3.1%	0.0%	3.5%	2.8%	3.6%	4.4%	3.4%	
Not available	20.4%	17.6%	12.7%	15.4%	13.0%	10.6%	25.0%	22.9%	15.1%	
Total(n)	54	925	3,108	26	446	1,572	28	479	1,536	
Paid sabbatical leave										
Yes	5.7%	9.3%	10.6%	4.0%	11.6%	11.0%	7.1%	6.6%	10.2%	
No	60.4%	58.1%	57.9%	60.0%	60.3%	63.0%	60.7%	55.6%	52.0%	
Not eligible	28.3%	23.2%	24.1%	24.0%	22.2%	20.5%	32.1%	24.4%	28.3%	
Not available	5.7%	9.4%	7.3%	12.0%	5.9%	5.5%	0.0%	13.4%	9.5%	
Total(n)	53	922	3,096	25	446	1,564	28	476	1,532	
Travel funds paid by the institution										
Yes	92.6%	74.2%	77.9%	92.3%	74.2%	76.4%	92.9%	74.3%	79.6%	
No	7.4%	19.7%	17.6%	7.7%	21.2%	19.9%	7.1%	18.1%	14.8%	
Not eligible	0.0%	2.1%	1.8%	0.0%	2.1%	1.7%	0.0%	2.1%	1.9%	
Not available	0.0%	3.9%	2.8%	0.0%	2.5%	1.9%	0.0%	5.5%	3.7%	
Total(n)	54	924	3,107	26	446	1,572	28	478	1,535	
Internal grants for research										
Yes	32.1%	35.8%	36.2%	30.8%	37.7%	36.8%	33.3%	33.6%	35.6%	
No	60.4%	54.2%	55.3%	57.7%	54.7%	57.0%	63.0%	53.5%	53.3%	
Not eligible	1.9%	6.6%	4.7%	0.0%	5.3%	3.5%	3.7%	8.1%	6.2%	
Not available	5.7%	3.5%	3.8%	11.5%	2.3%	2.8%	0.0%	4.8%	4.9%	
Total(n)	53	923	3,098	26	445	1,567	27	478	1,531	
Training for administrative leadership										
Yes	1.9%	15.8%	15.4%	0.0%	17.5%	15.5%	3.6%	13.8%	15.4%	
No	72.2%	62.8%	66.4%	65.4%	66.4%	69.9%	78.6%	58.6%	62.4%	
Not eligible	7.4%	6.0%	5.7%	11.5%	5.8%	4.3%	3.6%	6.3%	7.3%	
Not available	18.5%	15.4%	12.5%	23.1%	10.3%	10.3%	14.3%	21.3%	15.0%	
Total(n)	54	923	3,095	26	447	1,569	28	476	1,526	
Received incentives to develop new courses										
Yes	15.1%	23.6%	25.7%	16.0%	22.5%	23.5%	14.3%	24.8%	28.2%	
No	52.8%	56.2%	56.7%	40.0%	64.9%	64.0%	64.3%	46.3%	48.2%	
Not eligible	1.9%	2.9%	2.7%	0.0%	2.3%	2.0%	3.6%	3.7%	3.5%	
Not available	30.2%	17.3%	14.9%	44.0%	10.3%	10.5%	17.9%	25.2%	20.1%	
Total(n)	53	922	3,102	25	446	1,571	28	476	1,531	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	31.5%	29.2%	30.7%	26.9%	29.0%	28.1%	35.7%	29.4%	33.8%	
No	48.1%	53.2%	55.4%	34.6%	61.2%	62.8%	60.7%	44.2%	46.8%	
Not eligible	0.0%	2.7%	2.1%	0.0%	2.3%	1.6%	0.0%	3.3%	2.8%	
Not available	20.4%	14.8%	11.8%	38.5%	7.5%	7.6%	3.6%	23.1%	16.6%	
Total(n)	54	924	3,101	26	446	1,570	28	478	1,531	
How many of the following have you published?										
Articles in academic or professional journals										
None	11.3%	18.1%	19.2%	19.2%	15.3%	15.7%	3.7%	21.2%	23.2%	
1-2	13.2%	21.2%	22.9%	3.8%	18.1%	20.7%	22.2%	24.6%	25.3%	
3-4	9.4%	15.6%	16.7%	11.5%	15.4%	17.1%	7.4%	15.8%	16.2%	
5-10	24.5%	24.2%	22.6%	23.1%	25.1%	23.2%	25.9%	23.3%	21.9%	
11-20	24.5%	11.4%	11.3%	23.1%	11.7%	12.3%	25.9%	11.1%	10.0%	
21-50	15.1%	7.7%	5.6%	15.4%	11.4%	7.9%	14.8%	3.6%	3.0%	
51+	1.9%	1.7%	1.8%	3.8%	2.9%	3.0%	0.0%	0.4%	0.3%	
Total(n)	53	922	3,076	26	442	1,550	27	480	1,526	
Mean	3.91	3.20	3.08	3.88	3.46	3.32	3.93	2.91	2.80	
Standard deviation	1.64	1.60	1.57	1.82	1.67	1.63	1.49	1.47	1.44	
Significance	-	**	***	-			-	***	***	
Effect size	-	0.44	0.53	-	0.25	0.34	-	0.69	0.78	
Chapters in edited volumes										
None	37.7%	57.3%	54.5%	34.6%	59.7%	54.5%	40.7%	54.8%	54.4%	
1-2	37.7%	25.6%	28.8%	42.3%	21.5%	25.9%	33.3%	30.1%	32.0%	
3-4	7.5%	9.4%	9.2%	3.8%	9.0%	9.4%	11.1%	9.9%	8.9%	
5-10	9.4%	6.0%	5.6%	11.5%	7.4%	7.1%	7.4%	4.4%	3.9%	
11-20	1.9%	1.2%	1.4%	3.8%	1.8%	2.1%	0.0%	0.5%	0.6%	
21-50	5.7%	0.5%	0.6%	3.8%	0.7%	1.0%	7.4%	0.3%	0.1%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	53	909	3,017	26	434	1,517	27	475	1,500	
Mean	2.17	1.70	1.73	2.19	1.72	1.79	2.15	1.67	1.65	
Standard deviation	1.38	1.00	1.00	1.36	1.08	1.11	1.43	0.90	0.86	
Significance	-	**	**	-	*		-	**	**	
Effect size	-	0.47	0.44	-	0.44	0.36	-	0.53	0.58	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	54.7%	67.2%	69.4%	50.0%	61.5%	65.2%	59.3%	73.6%	74.2%	
1-2	34.0%	21.9%	21.8%	38.5%	23.2%	23.2%	29.6%	20.3%	20.2%	
3-4	3.8%	7.3%	5.2%	3.8%	10.0%	6.9%	3.7%	4.1%	3.2%	
5-10	5.7%	2.1%	2.6%	7.7%	3.2%	3.7%	3.7%	0.9%	1.3%	
11-20	1.9%	0.6%	0.6%	0.0%	1.2%	0.7%	3.7%	0.0%	0.5%	
21-50	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	0.0%	0.9%	0.4%	
51+	0.0%	0.6%	0.2%	0.0%	0.9%	0.3%	0.0%	0.2%	0.1%	
Total(n)	53	894	2,993	26	432	1,512	27	462	1,481	
Mean	1.66	1.51	1.45	1.69	1.63	1.53	1.63	1.37	1.35	
Standard deviation	0.94	0.92	0.83	0.88	1.01	0.89	1.01	0.78	0.73	
Significance	-			-			-			
Effect size	-	0.16	0.25	-	0.06	0.18	-	0.33	0.38	
Other, such as patents or computer software products										
None	86.8%	87.5%	88.6%	80.8%	85.0%	86.6%	92.6%	90.4%	91.0%	
1-2	11.3%	9.3%	7.3%	19.2%	10.2%	7.6%	3.7%	8.2%	7.1%	
3-4	1.9%	0.9%	2.0%	0.0%	0.9%	2.8%	3.7%	0.9%	1.0%	
5-10	0.0%	1.4%	1.3%	0.0%	2.4%	1.9%	0.0%	0.3%	0.5%	
11-20	0.0%	0.4%	0.5%	0.0%	0.5%	0.6%	0.0%	0.3%	0.3%	
21-50	0.0%	0.5%	0.3%	0.0%	0.9%	0.4%	0.0%	0.0%	0.1%	
51+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	53	882	2,906	26	425	1,466	27	457	1,440	
Mean	1.15	1.19	1.19	1.19	1.26	1.24	1.11	1.12	1.13	
Standard deviation	0.41	0.63	0.63	0.40	0.77	0.73	0.42	0.41	0.50	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.09	-0.07	-	-0.02	-0.04	
In the past two years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	84.9%	86.4%	86.6%	88.5%	82.8%	85.1%	81.5%	90.5%	88.4%	
1-2	5.7%	3.7%	3.7%	3.8%	4.4%	4.2%	7.4%	3.0%	3.1%	
3-4	0.0%	3.6%	2.9%	0.0%	3.8%	3.4%	0.0%	3.3%	2.4%	
5-10	1.9%	2.4%	3.4%	0.0%	3.6%	3.2%	3.7%	1.1%	3.6%	
11-20	5.7%	2.4%	1.8%	7.7%	2.9%	2.0%	3.7%	1.8%	1.6%	
21+	1.9%	1.4%	1.5%	0.0%	2.5%	2.1%	3.7%	0.3%	0.9%	
Total(n)	53	916	3,058	26	441	1,546	27	475	1,512	
Mean	1.43	1.35	1.35	1.35	1.47	1.39	1.52	1.22	1.30	
Standard deviation	1.20	1.01	1.00	1.09	1.17	1.07	1.31	0.77	0.92	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	-0.10	-0.04	-	0.39	0.24	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, how many of your professional writings have been published or accepted for publication?										
None	13.2%	33.0%	34.9%	7.7%	30.9%	33.4%	18.5%	35.4%	36.7%	
1-2	28.3%	36.8%	39.2%	30.8%	34.3%	36.3%	25.9%	39.5%	42.4%	
3-4	34.0%	19.9%	17.3%	38.5%	19.8%	18.8%	29.6%	20.1%	15.5%	
5-10	15.1%	7.0%	6.3%	7.7%	9.8%	8.0%	22.2%	4.0%	4.3%	
11-20	5.7%	1.3%	1.3%	7.7%	1.7%	1.7%	3.7%	0.8%	0.8%	
21+	3.8%	2.0%	1.1%	7.7%	3.5%	1.9%	0.0%	0.2%	0.2%	
Total(n)	53	923	3,080	26	442	1,552	27	481	1,528	
Mean	2.83	2.13	2.03	3.00	2.28	2.14	2.67	1.96	1.91	
Standard deviation	1.24	1.11	1.03	1.33	1.24	1.13	1.14	0.91	0.89	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.63	0.78	-	0.58	0.76	-	0.78	0.85	
In the past two years, have you taught a graduate course?										
Yes	63.2%	43.5%	36.5%	69.0%	45.5%	36.4%	57.1%	41.3%	36.5%	
No	36.8%	56.5%	63.5%	31.0%	54.5%	63.6%	42.9%	58.7%	63.5%	
Total(n)	57	958	3,211	29	465	1,626	28	493	1,585	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	95.8%	94.6%	95.2%	100.0%	92.0%	94.1%	91.7%	97.5%	96.5%	
Occasionally	0.0%	4.6%	4.0%	0.0%	6.7%	5.4%	0.0%	2.2%	2.5%	
Not at all	4.2%	0.8%	0.7%	0.0%	1.2%	0.4%	8.3%	0.4%	1.1%	
Total(n)	48	893	3,024	24	427	1,528	24	466	1,496	
Mean	2.92	2.94	2.94	3.00	2.91	2.94	2.83	2.97	2.95	
Standard deviation	0.40	0.27	0.26	0.00	0.33	0.26	0.56	0.19	0.26	
Significance	-	-	-	-	-	-	-	**	*	
Effect size	-	-0.07	-0.08	-	0.27	0.23	-	-0.74	-0.46	
Support their opinions with a logical argument										
Frequently	81.3%	75.8%	77.2%	91.7%	73.0%	74.4%	70.8%	79.0%	80.5%	
Occasionally	12.5%	20.8%	20.5%	8.3%	22.5%	23.1%	16.7%	18.9%	17.5%	
Not at all	6.3%	3.4%	2.3%	0.0%	4.6%	2.5%	12.5%	2.0%	2.1%	
Total(n)	48	891	3,013	24	426	1,521	24	465	1,492	
Mean	2.75	2.72	2.75	2.92	2.68	2.72	2.58	2.77	2.78	
Standard deviation	0.56	0.52	0.48	0.28	0.55	0.50	0.72	0.47	0.46	
Significance	-	-	-	-	*	-	-	-	*	
Effect size	-	0.06	0.00	-	0.44	0.40	-	-0.40	-0.43	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	60.4%	67.4%	69.4%	66.7%	61.8%	66.4%	54.2%	73.5%	72.9%	
Occasionally	33.3%	28.6%	27.5%	33.3%	32.7%	30.1%	33.3%	24.1%	24.6%	
Not at all	6.3%	4.0%	3.0%	0.0%	5.5%	3.5%	12.5%	2.4%	2.5%	
Total(n)	48	888	3,012	24	423	1,520	24	465	1,492	
Mean	2.54	2.63	2.66	2.67	2.56	2.63	2.42	2.71	2.70	
Standard deviation	0.62	0.56	0.53	0.48	0.60	0.55	0.72	0.50	0.51	
Significance	-	-	-	-	-	-	-	**	**	
Effect size	-	-0.16	-0.23	-	0.18	0.07	-	-0.58	-0.55	
Revise their papers to improve their writing										
Frequently	54.2%	55.7%	57.1%	58.3%	48.6%	50.5%	50.0%	63.5%	64.7%	
Occasionally	31.3%	33.7%	31.9%	29.2%	37.4%	35.6%	33.3%	29.7%	27.7%	
Not at all	14.6%	10.6%	11.0%	12.5%	14.0%	13.9%	16.7%	6.8%	7.6%	
Total(n)	48	891	3,016	24	425	1,523	24	466	1,493	
Mean	2.40	2.45	2.46	2.46	2.35	2.37	2.33	2.57	2.57	
Standard deviation	0.74	0.68	0.68	0.72	0.71	0.71	0.76	0.62	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.07	-0.09	-	0.15	0.13	-	-0.39	-0.38	
Evaluate the quality or reliability of information they receive										
Frequently	73.9%	61.1%	62.1%	65.2%	52.7%	55.7%	82.6%	70.4%	69.4%	
Occasionally	19.6%	33.9%	33.1%	30.4%	40.1%	38.3%	8.7%	27.1%	27.2%	
Not at all	6.5%	5.0%	4.7%	4.3%	7.1%	6.0%	8.7%	2.6%	3.4%	
Total(n)	46	886	3,005	23	422	1,515	23	464	1,490	
Mean	2.67	2.56	2.57	2.61	2.46	2.50	2.74	2.68	2.66	
Standard deviation	0.60	0.59	0.58	0.58	0.63	0.61	0.62	0.52	0.54	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.19	0.17	-	0.24	0.18	-	0.12	0.15	
Take risks for potential gains										
Frequently	42.6%	33.8%	32.1%	43.5%	30.9%	28.7%	41.7%	37.0%	36.0%	
Occasionally	36.2%	45.3%	46.1%	43.5%	43.4%	45.8%	29.2%	47.4%	46.5%	
Not at all	21.3%	21.0%	21.8%	13.0%	25.8%	25.5%	29.2%	15.7%	17.6%	
Total(n)	47	886	2,999	23	423	1,513	24	463	1,486	
Mean	2.21	2.13	2.10	2.30	2.05	2.03	2.13	2.21	2.18	
Standard deviation	0.78	0.73	0.73	0.70	0.75	0.74	0.85	0.69	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.15	-	0.33	0.36	-	-0.12	-0.07	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	60.4%	58.5%	53.4%	62.5%	50.7%	48.6%	58.3%	67.0%	59.0%	
Occasionally	27.1%	37.4%	41.2%	37.5%	44.3%	45.4%	16.7%	30.0%	36.5%	
Not at all	12.5%	4.1%	5.4%	0.0%	5.1%	6.0%	25.0%	3.0%	4.6%	
Total(n)	48	886	3,002	24	422	1,516	24	464	1,486	
Mean	2.48	2.54	2.48	2.63	2.46	2.43	2.33	2.64	2.54	
Standard deviation	0.71	0.57	0.60	0.49	0.59	0.60	0.87	0.54	0.58	
Significance	-	-	-	-	-	-	-	**	-	
Effect size	-	-0.11	0.00	-	0.29	0.33	-	-0.57	-0.36	
Look up scientific research articles and resources										
Frequently	45.8%	49.0%	47.8%	45.8%	43.3%	43.4%	45.8%	55.2%	52.8%	
Occasionally	29.2%	34.3%	35.4%	37.5%	39.5%	38.7%	20.8%	28.7%	31.5%	
Not at all	25.0%	16.7%	16.8%	16.7%	17.2%	17.8%	33.3%	16.1%	15.6%	
Total(n)	48	885	3,004	24	422	1,514	24	463	1,490	
Mean	2.21	2.32	2.31	2.29	2.26	2.26	2.13	2.39	2.37	
Standard deviation	0.82	0.74	0.74	0.75	0.73	0.74	0.90	0.75	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.14	-	0.04	0.04	-	-0.35	-0.32	
Explore topics on their own, even though it was not required for a class										
Frequently	48.9%	43.0%	40.6%	54.2%	38.7%	37.8%	43.5%	47.7%	43.8%	
Occasionally	40.4%	48.4%	51.7%	37.5%	54.5%	55.4%	43.5%	41.7%	47.5%	
Not at all	10.6%	8.6%	7.7%	8.3%	6.8%	6.8%	13.0%	10.6%	8.7%	
Total(n)	47	887	3,006	24	422	1,513	23	465	1,493	
Mean	2.38	2.34	2.33	2.46	2.32	2.31	2.30	2.37	2.35	
Standard deviation	0.68	0.63	0.61	0.66	0.59	0.59	0.70	0.67	0.63	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.08	-	0.24	0.25	-	-0.10	-0.08	
Accept mistakes as part of the learning process										
Frequently	77.1%	67.3%	64.9%	79.2%	59.9%	60.6%	75.0%	75.5%	69.9%	
Occasionally	16.7%	30.7%	32.6%	20.8%	37.3%	36.6%	12.5%	23.5%	28.0%	
Not at all	6.3%	2.0%	2.5%	0.0%	2.8%	2.8%	12.5%	1.0%	2.1%	
Total(n)	48	890	3,012	24	423	1,520	24	467	1,492	
Mean	2.71	2.65	2.62	2.79	2.57	2.58	2.63	2.74	2.68	
Standard deviation	0.58	0.52	0.53	0.41	0.55	0.55	0.71	0.46	0.51	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.17	-	0.40	0.38	-	-0.24	-0.10	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	68.8%	71.1%	68.5%	66.7%	63.0%	62.3%	70.8%	80.0%	75.6%	
Occasionally	22.9%	26.8%	28.3%	29.2%	33.9%	34.2%	16.7%	18.9%	21.7%	
Not at all	8.3%	2.2%	3.1%	4.2%	3.1%	3.5%	12.5%	1.2%	2.7%	
Total(n)	48	888	3,003	24	422	1,516	24	466	1,487	
Mean	2.60	2.69	2.65	2.63	2.60	2.59	2.58	2.79	2.73	
Standard deviation	0.64	0.51	0.54	0.58	0.55	0.56	0.72	0.44	0.50	
Significance	-			-			-	*		
Effect size	-	-0.18	-0.09	-	0.05	0.07	-	-0.48	-0.30	
Work with other students on group projects										
Frequently	0.58	0.58	0.58	0.54	0.49	0.52	0.63	0.67	0.66	
Occasionally	0.27	0.33	0.33	0.33	0.37	0.38	0.21	0.28	0.27	
Not at all	0.15	0.10	0.09	0.13	0.14	0.11	0.17	0.05	0.07	
Total(n)	48.00	890.00	3010.00	24.00	425.00	1519.00	24.00	465.00	1491.00	
Mean	2.44	2.48	2.50	2.42	2.35	2.41	2.46	2.62	2.59	
Standard deviation	0.74	0.67	0.65	0.72	0.71	0.67	0.78	0.57	0.61	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	0.10	0.01	-	-0.28	-0.21	
Integrate skills and knowledge from different sources and experiences										
Frequently	63.8%	67.6%	66.0%	70.8%	56.3%	57.8%	56.5%	80.3%	75.5%	
Occasionally	27.7%	27.1%	30.2%	25.0%	35.1%	37.1%	30.4%	18.3%	22.3%	
Not at all	8.5%	5.2%	3.8%	4.2%	8.6%	5.1%	13.0%	1.5%	2.2%	
Total(n)	47	891	3,015	24	426	1,524	23	465	1,491	
Mean	2.55	2.62	2.62	2.67	2.48	2.53	2.43	2.79	2.73	
Standard deviation	0.65	0.58	0.56	0.56	0.65	0.59	0.73	0.44	0.49	
Significance	-			-			-	***	**	
Effect size	-	-0.12	-0.13	-	0.29	0.24	-	-0.82	-0.61	
How often in the past year have you encouraged students to:										
Use different points of view to make an argument										
Frequently	72.5%	52.1%	52.9%	76.9%	48.4%	49.7%	68.0%	56.2%	56.5%	
Occasionally	25.5%	34.0%	37.1%	19.2%	35.5%	39.5%	32.0%	32.3%	34.3%	
Not at all	2.0%	13.9%	10.0%	3.8%	16.1%	10.8%	0.0%	11.5%	9.2%	
Total(n)	51	884	2,991	26	423	1,508	25	461	1,483	
Mean	2.71	2.38	2.43	2.73	2.32	2.39	2.68	2.45	2.47	
Standard deviation	0.50	0.72	0.67	0.53	0.74	0.67	0.48	0.69	0.66	
Significance	-	**	**	-	**	*	-			
Effect size	-	0.46	0.42	-	0.55	0.51	-	0.33	0.32	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How often in the past year have you encouraged students to:										
Make connections between ideas from different courses										
Frequently	70.6%	74.4%	69.5%	73.1%	64.2%	61.7%	68.0%	85.7%	78.4%	
Occasionally	29.4%	22.1%	28.0%	26.9%	31.4%	35.0%	32.0%	11.7%	20.0%	
Not at all	0.0%	3.5%	2.5%	0.0%	4.4%	3.3%	0.0%	2.6%	1.6%	
Total(n)	51	887	2,987	26	425	1,508	25	462	1,479	
Mean	2.71	2.71	2.67	2.73	2.60	2.58	2.68	2.83	2.77	
Standard deviation	0.46	0.53	0.52	0.45	0.57	0.56	0.48	0.44	0.46	
Significance	-			-			-			
Effect size	-	0.00	0.08	-	0.23	0.27	-	-0.34	-0.20	
Critically evaluate their position on an issue										
Frequently	74.5%	63.8%	62.6%	73.1%	53.9%	56.2%	76.0%	74.8%	70.0%	
Occasionally	19.6%	27.3%	29.9%	26.9%	33.7%	33.8%	12.0%	20.1%	25.3%	
Not at all	5.9%	9.0%	7.5%	0.0%	12.4%	10.0%	12.0%	5.1%	4.7%	
Total(n)	51	885	2,990	26	424	1,507	25	461	1,483	
Mean	2.69	2.55	2.55	2.73	2.41	2.46	2.64	2.70	2.65	
Standard deviation	0.58	0.65	0.63	0.45	0.70	0.67	0.70	0.56	0.57	
Significance	-			-	*	*	-			
Effect size	-	0.22	0.22	-	0.46	0.40	-	-0.11	-0.02	
Recognize the biases that affect their thinking										
Frequently	64.7%	54.8%	55.7%	57.7%	47.7%	50.5%	72.0%	62.7%	61.6%	
Occasionally	25.5%	32.8%	33.9%	34.6%	38.6%	36.7%	16.0%	26.3%	30.7%	
Not at all	9.8%	12.4%	10.4%	7.7%	13.7%	12.7%	12.0%	11.0%	7.7%	
Total(n)	51	881	2,979	26	421	1,504	25	460	1,475	
Mean	2.55	2.42	2.45	2.50	2.34	2.38	2.60	2.52	2.54	
Standard deviation	0.67	0.70	0.68	0.65	0.71	0.70	0.71	0.69	0.63	
Significance	-			-			-			
Effect size	-	0.19	0.15	-	0.23	0.17	-	0.12	0.10	
Think more broadly about an issue										
Frequently	74.5%	71.7%	73.2%	69.2%	62.5%	68.8%	80.0%	82.1%	78.4%	
Occasionally	21.6%	23.2%	23.4%	30.8%	30.0%	26.7%	12.0%	15.4%	19.6%	
Not at all	3.9%	5.1%	3.4%	0.0%	7.4%	4.6%	8.0%	2.5%	2.0%	
Total(n)	51	883	2,984	26	424	1,506	25	459	1,478	
Mean	2.71	2.67	2.70	2.69	2.55	2.64	2.72	2.80	2.76	
Standard deviation	0.54	0.57	0.53	0.47	0.63	0.57	0.61	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.07	0.02	-	0.22	0.09	-	-0.17	-0.09	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	66.7%	48.0%	53.1%	60.0%	40.9%	50.6%	73.9%	55.9%	55.9%	
Occasionally	20.8%	43.5%	39.4%	24.0%	47.8%	40.9%	17.4%	38.7%	37.8%	
Not at all	12.5%	8.5%	7.5%	16.0%	11.3%	8.5%	8.7%	5.5%	6.3%	
Total(n)	48	867	2,920	25	415	1,468	23	452	1,452	
Mean	2.54	2.39	2.46	2.44	2.30	2.42	2.65	2.50	2.50	
Standard deviation	0.71	0.64	0.63	0.77	0.66	0.64	0.65	0.60	0.61	
Significance	-			-			-			
Effect size	-	0.23	0.13	-	0.21	0.03	-	0.25	0.25	
Write in the specific style or format of your discipline										
Frequently	69.4%	61.9%	61.6%	64.0%	52.9%	55.6%	75.0%	71.9%	68.5%	
Occasionally	26.5%	29.1%	28.8%	32.0%	36.6%	33.4%	20.8%	20.8%	23.7%	
Not at all	4.1%	9.0%	9.5%	4.0%	10.5%	11.0%	4.2%	7.3%	7.9%	
Total(n)	49	869	2,916	25	415	1,465	24	454	1,451	
Mean	2.65	2.53	2.52	2.60	2.42	2.45	2.71	2.65	2.61	
Standard deviation	0.56	0.66	0.66	0.58	0.67	0.68	0.55	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.27	0.22	-	0.10	0.16	
Use research methods from your discipline in field or applied settings										
Frequently	65.3%	46.0%	48.5%	60.0%	41.8%	44.5%	70.8%	50.7%	53.1%	
Occasionally	24.5%	38.7%	37.0%	28.0%	40.8%	40.0%	20.8%	36.3%	33.6%	
Not at all	10.2%	15.3%	14.4%	12.0%	17.4%	15.4%	8.3%	13.0%	13.2%	
Total(n)	49	866	2,921	25	414	1,469	24	452	1,452	
Mean	2.55	2.31	2.34	2.48	2.24	2.29	2.63	2.38	2.40	
Standard deviation	0.68	0.72	0.72	0.71	0.73	0.72	0.65	0.70	0.71	
Significance	-	*	*	-			-			
Effect size	-	0.33	0.29	-	0.33	0.26	-	0.36	0.32	
Apply learning from both academic and field settings										
Frequently	57.1%	49.5%	48.8%	44.0%	40.3%	42.2%	70.8%	59.8%	56.2%	
Occasionally	28.6%	33.1%	33.7%	36.0%	35.0%	36.4%	20.8%	31.1%	30.6%	
Not at all	14.3%	17.3%	17.6%	20.0%	24.7%	21.4%	8.3%	9.1%	13.1%	
Total(n)	49	867	2,920	25	414	1,471	24	453	1,449	
Mean	2.43	2.32	2.31	2.24	2.16	2.21	2.63	2.51	2.43	
Standard deviation	0.74	0.75	0.75	0.78	0.79	0.77	0.65	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.15	0.16	-	0.10	0.04	-	0.18	0.28	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	46.9%	47.0%	46.0%	40.0%	37.3%	40.8%	54.2%	57.9%	51.9%	
Occasionally	34.7%	37.8%	37.3%	48.0%	44.8%	40.3%	20.8%	30.0%	34.0%	
Not at all	18.4%	15.1%	16.7%	12.0%	17.9%	18.9%	25.0%	12.1%	14.2%	
Total(n)	49	863	2,916	25	413	1,467	24	450	1,449	
Mean	2.29	2.32	2.29	2.28	2.19	2.22	2.29	2.46	2.38	
Standard deviation	0.76	0.72	0.74	0.68	0.72	0.74	0.86	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	0.13	0.08	-	-0.24	-0.13	
Weigh the meaning and significance of evidence										
Frequently	66.7%	59.1%	58.5%	72.0%	55.6%	56.8%	60.9%	63.0%	60.5%	
Occasionally	29.2%	33.6%	32.8%	24.0%	35.3%	34.4%	34.8%	31.6%	30.9%	
Not at all	4.2%	7.3%	8.7%	4.0%	9.1%	8.8%	4.3%	5.3%	8.6%	
Total(n)	48	866	2,914	25	414	1,469	23	452	1,445	
Mean	2.63	2.52	2.50	2.68	2.47	2.48	2.57	2.58	2.52	
Standard deviation	0.57	0.63	0.65	0.56	0.66	0.65	0.59	0.59	0.65	
Significance	-			-			-			
Effect size	-	0.17	0.20	-	0.32	0.31	-	-0.02	0.08	
Discuss the ethical or moral implications of a course of action										
Frequently	49.0%	48.1%	45.0%	48.0%	41.0%	38.3%	50.0%	56.0%	52.6%	
Occasionally	34.7%	33.6%	38.5%	32.0%	38.3%	42.5%	37.5%	28.4%	34.0%	
Not at all	16.3%	18.3%	16.5%	20.0%	20.7%	19.2%	12.5%	15.6%	13.5%	
Total(n)	49	868	2,925	25	415	1,472	24	453	1,453	
Mean	2.33	2.30	2.29	2.28	2.20	2.19	2.38	2.40	2.39	
Standard deviation	0.75	0.76	0.73	0.79	0.76	0.73	0.71	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.11	0.12	-	-0.03	-0.01	
Work with classmates outside of class										
Frequently	54.2%	50.2%	51.6%	58.3%	42.9%	47.9%	50.0%	58.4%	55.7%	
Occasionally	33.3%	37.1%	37.9%	25.0%	42.9%	40.5%	41.7%	30.7%	34.9%	
Not at all	12.5%	12.6%	10.5%	16.7%	14.2%	11.5%	8.3%	10.9%	9.4%	
Total(n)	48	866	2,920	24	414	1,471	24	452	1,449	
Mean	2.42	2.38	2.41	2.42	2.29	2.36	2.42	2.47	2.46	
Standard deviation	0.71	0.70	0.67	0.78	0.70	0.68	0.65	0.68	0.66	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	0.19	0.09	-	-0.07	-0.06	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
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	51.0%	43.2%	43.0%	40.0%	34.8%	38.2%	62.5%	52.3%	48.5%	
Occasionally	34.7%	34.4%	37.3%	44.0%	34.8%	36.9%	25.0%	34.0%	37.7%	
Not at all	14.3%	22.4%	19.7%	16.0%	30.4%	24.9%	12.5%	13.6%	13.8%	
Total(n)	49	867	2,920	25	414	1,472	24	453	1,448	
Mean	2.37	2.21	2.23	2.24	2.04	2.13	2.50	2.39	2.35	
Standard deviation	0.73	0.78	0.76	0.72	0.81	0.78	0.72	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.21	0.18	-	0.25	0.14	-	0.15	0.21	
Provide and/or receive feedback to classmates about a draft or work still in progress										
Frequently	34.7%	36.7%	36.7%	36.0%	31.3%	32.4%	33.3%	42.7%	41.6%	
Occasionally	34.7%	34.8%	37.7%	40.0%	37.1%	39.9%	29.2%	32.3%	35.2%	
Not at all	30.6%	28.5%	25.6%	24.0%	31.6%	27.7%	37.5%	25.1%	23.2%	
Total(n)	49	870	2,927	25	416	1,475	24	454	1,452	
Mean	2.04	2.08	2.11	2.12	2.00	2.05	1.96	2.18	2.18	
Standard deviation	0.82	0.80	0.78	0.78	0.79	0.77	0.86	0.80	0.78	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	0.15	0.09	-	-0.28	-0.28	
Analyze and interpret data										
Frequently	59.2%	61.8%	57.5%	60.0%	61.2%	56.2%	58.3%	62.4%	59.1%	
Occasionally	28.6%	28.5%	31.6%	28.0%	27.4%	33.3%	29.2%	29.7%	29.7%	
Not at all	12.2%	9.8%	10.8%	12.0%	11.4%	10.5%	12.5%	7.9%	11.2%	
Total(n)	49	868	2,924	25	416	1,474	24	452	1,450	
Mean	2.47	2.52	2.47	2.48	2.50	2.46	2.46	2.55	2.48	
Standard deviation	0.71	0.67	0.68	0.71	0.69	0.68	0.72	0.64	0.69	
Significance	-			-			-			
Effect size	-	-0.07	0.00	-	-0.03	0.03	-	-0.14	-0.03	
Apply mathematical concepts and computational thinking										
Frequently	38.8%	37.0%	34.7%	44.0%	37.7%	37.6%	33.3%	36.2%	31.3%	
Occasionally	26.5%	32.6%	31.0%	24.0%	30.1%	30.5%	29.2%	35.3%	31.6%	
Not at all	34.7%	30.4%	34.3%	32.0%	32.2%	31.9%	37.5%	28.4%	37.1%	
Total(n)	49	864	2,920	25	412	1,472	24	452	1,448	
Mean	2.04	2.07	2.00	2.12	2.05	2.06	1.96	2.08	1.94	
Standard deviation	0.87	0.82	0.83	0.88	0.83	0.83	0.86	0.80	0.83	
Significance	-			-			-			
Effect size	-	-0.04	0.05	-	0.08	0.07	-	-0.15	0.02	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	64.6%	60.9%	62.7%	52.0%	58.1%	59.2%	78.3%	63.9%	66.6%	
Most	20.8%	21.8%	21.0%	28.0%	19.7%	22.2%	13.0%	24.2%	19.7%	
Some	14.6%	13.3%	12.9%	20.0%	16.6%	14.4%	8.7%	9.8%	11.1%	
None	0.0%	4.0%	3.4%	0.0%	5.6%	4.2%	0.0%	2.2%	2.5%	
Total(n)	48	858	2,881	25	410	1,448	23	448	1,433	
Mean	3.50	3.40	3.43	3.32	3.30	3.36	3.70	3.50	3.50	
Standard deviation	0.74	0.86	0.84	0.80	0.94	0.88	0.63	0.76	0.79	
Significance	-			-			-			
Effect size	-	0.12	0.08	-	0.02	-0.05	-	0.26	0.25	
Cooperative learning (small groups)										
All	31.3%	31.9%	35.2%	32.0%	21.2%	26.4%	30.4%	43.5%	45.0%	
Most	35.4%	26.7%	27.8%	32.0%	25.6%	28.6%	39.1%	27.8%	26.9%	
Some	22.9%	31.6%	28.0%	28.0%	41.2%	33.9%	17.4%	21.0%	21.3%	
None	10.4%	9.8%	9.0%	8.0%	11.9%	11.0%	13.0%	7.6%	6.7%	
Total(n)	48	859	2,877	25	410	1,446	23	449	1,431	
Mean	2.88	2.81	2.89	2.88	2.56	2.70	2.87	3.07	3.10	
Standard deviation	0.98	1.00	0.99	0.97	0.95	0.98	1.01	0.97	0.96	
Significance	-			-			-			
Effect size	-	0.07	-0.01	-	0.34	0.18	-	-0.21	-0.24	
Experiential learning/Field studies										
All	10.6%	14.0%	14.6%	4.0%	11.4%	13.1%	18.2%	16.7%	16.4%	
Most	17.0%	17.9%	18.0%	12.0%	15.5%	16.3%	22.7%	20.4%	19.9%	
Some	29.8%	32.3%	33.1%	24.0%	30.4%	31.5%	36.4%	34.5%	34.9%	
None	42.6%	35.8%	34.3%	60.0%	42.7%	39.2%	22.7%	28.4%	28.8%	
Total(n)	47	852	2,868	25	405	1,441	22	447	1,427	
Mean	1.96	2.10	2.13	1.60	1.96	2.03	2.36	2.26	2.24	
Standard deviation	1.02	1.04	1.04	0.87	1.02	1.04	1.05	1.05	1.04	
Significance	-			-		*	-			
Effect size	-	-0.13	-0.16	-	-0.35	-0.41	-	0.10	0.12	
Performances/Demonstrations										
All	20.8%	16.7%	18.5%	16.0%	10.2%	14.6%	26.1%	23.8%	22.9%	
Most	12.5%	20.6%	19.4%	12.0%	18.9%	18.3%	13.0%	22.4%	20.5%	
Some	25.0%	28.2%	30.2%	24.0%	30.7%	31.8%	26.1%	25.6%	28.3%	
None	41.7%	34.5%	32.0%	48.0%	40.2%	35.2%	34.8%	28.3%	28.3%	
Total(n)	48	859	2,879	25	409	1,446	23	450	1,433	
Mean	2.13	2.19	2.24	1.96	1.99	2.12	2.30	2.42	2.38	
Standard deviation	1.18	1.09	1.09	1.14	1.00	1.05	1.22	1.13	1.12	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	-0.03	-0.15	-	-0.11	-0.07	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	22.9%	24.0%	23.8%	24.0%	14.1%	18.7%	21.7%	34.8%	29.4%	
Most	27.1%	20.6%	23.9%	20.0%	19.8%	23.4%	34.8%	21.6%	24.6%	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Some	39.6%	36.5%	36.2%	40.0%	45.1%	39.7%	39.1%	27.1%	32.2%	
None	10.4%	18.9%	16.1%	16.0%	21.1%	18.2%	4.3%	16.5%	13.8%	
Total(n)	48	858	2,882	25	411	1,449	23	447	1,433	
Mean	2.63	2.50	2.55	2.52	2.27	2.43	2.74	2.75	2.70	
Standard deviation	0.96	1.05	1.02	1.05	0.95	0.99	0.86	1.10	1.04	
Significance	-			-			-			
Effect size	-	0.12	0.08	-	0.26	0.09	-	-0.01	0.04	
Extensive lecturing										
All	10.9%	22.9%	19.2%	16.0%	26.1%	21.9%	4.8%	19.4%	16.1%	
Most	41.3%	34.4%	32.4%	48.0%	36.3%	37.5%	33.3%	32.4%	26.8%	
Some	23.9%	27.1%	30.9%	16.0%	25.9%	28.5%	33.3%	28.4%	33.6%	
None	23.9%	15.6%	17.5%	20.0%	11.8%	12.1%	28.6%	19.8%	23.5%	
Total(n)	46	857	2,877	25	408	1,441	21	449	1,436	
Mean	2.39	2.65	2.53	2.60	2.77	2.69	2.14	2.51	2.36	
Standard deviation	0.98	1.00	0.99	1.00	0.97	0.95	0.91	1.02	1.01	
Significance	-			-			-			
Effect size	-	-0.26	-0.14	-	-0.18	-0.09	-	-0.36	-0.22	
Multiple drafts of written work										
All	25.0%	14.2%	13.8%	24.0%	10.2%	11.2%	26.1%	18.5%	16.8%	
Most	20.8%	22.7%	22.7%	24.0%	18.4%	20.3%	17.4%	27.3%	25.4%	
Some	31.3%	42.8%	42.5%	28.0%	49.7%	46.2%	34.8%	35.5%	38.4%	
None	22.9%	20.3%	21.0%	24.0%	21.7%	22.3%	21.7%	18.7%	19.4%	
Total(n)	48	855	2,877	25	407	1,443	23	448	1,434	
Mean	2.48	2.31	2.29	2.48	2.17	2.20	2.48	2.46	2.40	
Standard deviation	1.11	0.95	0.95	1.12	0.88	0.91	1.12	1.00	0.98	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.35	0.31	-	0.02	0.08	
Student-selected topics for course content										
All	10.4%	12.0%	11.5%	8.0%	9.7%	9.6%	13.0%	14.4%	13.7%	
Most	22.9%	12.8%	15.6%	20.0%	11.0%	13.8%	26.1%	14.7%	17.7%	
Some	37.5%	47.0%	44.9%	44.0%	47.0%	45.8%	30.4%	47.1%	44.0%	
None	29.2%	28.2%	27.9%	28.0%	32.2%	30.8%	30.4%	23.8%	24.6%	
Total(n)	48	859	2,880	25	410	1,444	23	449	1,436	
Mean	2.15	2.09	2.11	2.08	1.98	2.02	2.22	2.20	2.21	
Standard deviation	0.97	0.94	0.94	0.91	0.91	0.91	1.04	0.96	0.96	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.11	0.07	-	0.02	0.01	
In how many of the courses that you teach do you use each of the following?										
Reflective writing/journaling										
All	6.3%	15.2%	13.8%	4.0%	11.4%	11.9%	8.7%	19.3%	16.0%	
Most	33.3%	11.6%	15.5%	28.0%	8.6%	12.5%	39.1%	14.8%	18.9%	
Some	33.3%	31.6%	34.1%	40.0%	34.2%	33.6%	26.1%	28.6%	34.7%	
None	27.1%	41.7%	36.6%	28.0%	45.8%	42.1%	26.1%	37.2%	30.5%	
Total(n)	48	858	2,879	25	409	1,447	23	449	1,432	
Mean	2.19	2.00	2.06	2.08	1.86	1.94	2.30	2.16	2.20	
Standard deviation	0.91	1.07	1.03	0.86	0.99	1.01	0.97	1.13	1.04	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.22	0.14	-	0.12	0.10	
Community service as part of coursework										
All	0.0%	4.2%	4.5%	0.0%	1.4%	2.9%	0.0%	7.4%	6.2%	
Most	4.2%	7.0%	6.6%	0.0%	2.8%	4.1%	8.7%	11.5%	9.4%	
Some	20.8%	25.0%	27.6%	20.0%	24.4%	25.4%	21.7%	25.6%	30.1%	
None	75.0%	63.8%	61.4%	80.0%	71.5%	67.6%	69.6%	55.5%	54.3%	
Total(n)	48	851	2,864	25	406	1,441	23	445	1,423	
Mean	1.29	1.52	1.54	1.20	1.34	1.42	1.39	1.71	1.67	
Standard deviation	0.54	0.80	0.81	0.41	0.60	0.71	0.66	0.94	0.88	
Significance	-	*	*	-			-			
Effect size	-	-0.29	-0.31	-	-0.23	-0.31	-	-0.34	-0.32	
Electronic quizzes with immediate feedback in class										
All	6.3%	10.9%	10.0%	8.0%	5.5%	6.8%	4.3%	16.8%	13.7%	
Most	4.2%	8.2%	8.8%	4.0%	6.1%	8.5%	4.3%	10.4%	9.0%	
Some	14.6%	16.6%	18.4%	16.0%	17.8%	17.6%	13.0%	15.2%	19.3%	
None	75.0%	64.3%	62.8%	72.0%	70.5%	67.0%	78.3%	57.6%	58.1%	
Total(n)	48	857	2,873	25	408	1,443	23	449	1,430	
Mean	1.42	1.66	1.66	1.48	1.47	1.55	1.35	1.86	1.78	
Standard deviation	0.85	1.02	1.00	0.92	0.84	0.91	0.78	1.16	1.08	
Significance	-			-			-	*		
Effect size	-	-0.24	-0.24	-	0.01	-0.08	-	-0.44	-0.40	
Using real-life problems										
All	62.5%	51.2%	50.8%	52.0%	43.6%	47.2%	73.9%	59.5%	54.8%	
Most	18.8%	27.6%	26.3%	16.0%	28.3%	26.5%	21.7%	26.9%	26.0%	
Some	16.7%	15.9%	17.0%	28.0%	20.3%	19.0%	4.3%	11.2%	14.9%	
None	2.1%	5.2%	6.0%	4.0%	7.8%	7.4%	0.0%	2.3%	4.3%	
Total(n)	48	860	2,886	25	411	1,450	23	449	1,436	
Mean	3.42	3.25	3.22	3.16	3.08	3.13	3.70	3.44	3.31	
Standard deviation	0.85	0.90	0.93	0.99	0.97	0.97	0.56	0.78	0.88	
Significance	-			-			-		*	
Effect size	-	0.19	0.22	-	0.08	0.03	-	0.33	0.44	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	43.8%	31.3%	31.2%	40.0%	25.4%	27.9%	47.8%	37.6%	35.0%	
Most	33.3%	23.2%	27.9%	28.0%	23.7%	28.4%	39.1%	22.8%	27.4%	
Some	20.8%	36.1%	33.5%	32.0%	39.1%	34.6%	8.7%	32.9%	32.4%	
None	2.1%	9.3%	7.3%	0.0%	11.8%	9.1%	4.3%	6.7%	5.3%	
Total(n)	48	856	2,877	25	407	1,444	23	449	1,433	
Mean	3.19	2.76	2.83	3.08	2.63	2.75	3.30	2.91	2.92	
Standard deviation	0.84	1.00	0.95	0.86	0.99	0.96	0.82	0.98	0.94	
Significance	-	**	**	-	*		-			
Effect size	-	0.43	0.38	-	0.45	0.34	-	0.40	0.40	
"Learn before lecture" through multimedia tools (e.g., flipping the classroom)										
All	8.7%	11.3%	9.5%	8.3%	5.8%	6.6%	9.1%	17.2%	12.7%	
Most	17.4%	10.8%	12.4%	16.7%	10.4%	11.3%	18.2%	11.3%	13.6%	
Some	34.8%	33.8%	37.1%	37.5%	34.4%	36.4%	31.8%	33.2%	37.9%	
None	39.1%	44.1%	41.0%	37.5%	49.4%	45.7%	40.9%	38.3%	35.9%	
Total(n)	46	842	2,821	24	395	1,412	22	447	1,409	
Mean	1.96	1.89	1.90	1.96	1.73	1.79	1.95	2.07	2.03	
Standard deviation	0.97	0.99	0.95	0.95	0.87	0.89	1.00	1.09	1.00	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	0.26	0.19	-	-0.11	-0.08	
Readings on racial and ethnic issues										
All	17.4%	15.2%	13.3%	13.0%	9.8%	9.5%	21.7%	21.0%	17.6%	
Most	17.4%	11.1%	15.1%	8.7%	10.0%	13.0%	26.1%	12.3%	17.4%	
Some	17.4%	25.8%	27.4%	21.7%	23.8%	25.8%	13.0%	28.0%	29.2%	
None	47.8%	47.8%	44.3%	56.5%	56.4%	51.8%	39.1%	38.7%	35.9%	
Total(n)	46	843	2,826	23	396	1,416	23	447	1,410	
Mean	2.04	1.94	1.97	1.78	1.73	1.80	2.30	2.16	2.17	
Standard deviation	1.17	1.09	1.06	1.09	0.99	0.99	1.22	1.15	1.10	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.05	-0.02	-	0.12	0.12	
Readings on women and gender issues										
All	10.4%	13.7%	10.6%	4.0%	8.2%	6.4%	17.4%	19.7%	15.3%	
Most	14.6%	10.5%	13.0%	8.0%	10.0%	12.1%	21.7%	11.1%	14.0%	
Some	22.9%	23.9%	26.5%	32.0%	22.2%	25.0%	13.0%	25.8%	28.3%	
None	52.1%	51.8%	49.8%	56.0%	59.6%	56.5%	47.8%	43.4%	42.4%	
Total(n)	48	843	2,827	25	398	1,418	23	445	1,409	
Mean	1.83	1.86	1.84	1.60	1.67	1.68	2.09	2.07	2.02	
Standard deviation	1.04	1.07	1.01	0.82	0.96	0.92	1.20	1.15	1.08	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	-0.07	-0.09	-	0.02	0.06	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Starting class with a question that engages students										
All	19.1%	16.0%	17.1%	12.0%	13.4%	16.4%	27.3%	18.8%	18.0%	
Most	44.7%	29.1%	32.4%	48.0%	28.7%	32.1%	40.9%	29.5%	32.8%	
Some	34.0%	44.2%	41.0%	40.0%	48.6%	42.6%	27.3%	39.5%	39.1%	
None	2.1%	10.7%	9.4%	0.0%	9.3%	8.9%	4.5%	12.2%	10.1%	
Total(n)	47	849	2,840	25	400	1,422	22	449	1,418	
Mean	2.81	2.50	2.57	2.72	2.46	2.56	2.91	2.55	2.59	
Standard deviation	0.77	0.89	0.88	0.68	0.84	0.87	0.87	0.93	0.90	
Significance	-	*		-			-			
Effect size	-	0.35	0.27	-	0.31	0.18	-	0.39	0.36	
Techniques to create an inclusive classroom environment for diverse students										
All	42.6%	34.7%	35.9%	29.2%	28.3%	30.2%	56.5%	41.4%	42.2%	
Most	31.9%	25.2%	25.8%	33.3%	23.5%	25.5%	30.4%	27.0%	26.1%	
Some	12.8%	22.3%	23.4%	20.8%	21.3%	23.4%	4.3%	23.5%	23.3%	
None	12.8%	17.8%	15.0%	16.7%	26.9%	20.8%	8.7%	8.1%	8.4%	
Total(n)	47	844	2,831	24	397	1,416	23	447	1,415	
Mean	3.04	2.77	2.83	2.75	2.53	2.65	3.35	3.02	3.02	
Standard deviation	1.04	1.11	1.08	1.07	1.16	1.12	0.93	0.99	1.00	
Significance	-			-			-			
Effect size	-	0.24	0.19	-	0.19	0.09	-	0.33	0.33	
Supplemental instruction that is outside of class and office hours										
All	21.3%	19.0%	18.2%	20.0%	18.4%	17.4%	22.7%	19.6%	19.1%	
Most	23.4%	19.9%	19.6%	20.0%	18.3%	20.2%	27.3%	21.8%	18.9%	
Some	36.2%	40.2%	39.4%	32.0%	40.1%	39.5%	40.9%	40.3%	39.3%	
None	19.1%	20.9%	22.8%	28.0%	23.3%	22.9%	9.1%	18.3%	22.7%	
Total(n)	47	847	2,838	25	400	1,422	22	447	1,416	
Mean	2.47	2.37	2.33	2.32	2.32	2.32	2.64	2.43	2.34	
Standard deviation	1.04	1.01	1.02	1.11	1.02	1.01	0.95	1.00	1.03	
Significance	-			-			-			
Effect size	-	0.10	0.14	-	0.00	0.00	-	0.21	0.29	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	29.8%	22.0%	23.4%	20.0%	14.9%	19.0%	40.9%	29.6%	28.4%	
Most	34.0%	23.0%	25.6%	32.0%	21.1%	24.6%	36.4%	25.0%	26.6%	
Some	31.9%	37.9%	37.9%	40.0%	43.7%	41.1%	22.7%	31.7%	34.2%	
None	4.3%	17.1%	13.1%	8.0%	20.3%	15.2%	0.0%	13.6%	10.7%	
Total(n)	47	847	2,837	25	400	1,423	22	447	1,414	
Mean	2.89	2.50	2.59	2.64	2.31	2.47	3.18	2.71	2.73	
Standard deviation	0.89	1.02	0.99	0.91	0.96	0.97	0.80	1.04	0.99	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	0.38	0.30	-	0.34	0.18	-	0.45	0.45	
Student evaluations of each others' work										
All	4.2%	14.0%	13.1%	0.0%	11.2%	11.2%	8.7%	17.0%	15.1%	
Most	22.9%	15.2%	16.3%	28.0%	9.2%	11.8%	17.4%	21.6%	21.4%	
Some	41.7%	35.4%	39.7%	40.0%	39.2%	42.5%	43.5%	31.3%	36.6%	
None	31.3%	35.4%	30.9%	32.0%	40.4%	34.4%	30.4%	30.2%	26.9%	
Total(n)	48	846	2,836	25	398	1,421	23	448	1,415	
Mean	2.00	2.08	2.12	1.96	1.91	2.00	2.04	2.25	2.25	
Standard deviation	0.85	1.03	0.99	0.79	0.97	0.96	0.93	1.06	1.01	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.12	-	0.05	-0.04	-	-0.20	-0.21	
Grading on a curve										
All	12.8%	7.7%	6.7%	12.0%	9.5%	8.6%	13.6%	5.8%	4.6%	
Most	14.9%	6.7%	7.4%	24.0%	9.5%	10.2%	4.5%	3.5%	4.2%	
Some	21.3%	20.7%	21.9%	16.0%	21.4%	21.3%	27.3%	19.9%	22.5%	
None	51.1%	64.9%	64.0%	48.0%	59.6%	59.9%	54.5%	70.8%	68.6%	
Total(n)	47	846	2,825	25	398	1,415	22	448	1,410	
Mean	1.89	1.57	1.57	2.00	1.69	1.67	1.77	1.44	1.45	
Standard deviation	1.09	0.92	0.89	1.12	0.99	0.97	1.07	0.82	0.78	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.35	0.36	-	0.31	0.34	-	0.40	0.41	
Rubric-based assessment										
All	23.4%	33.3%	33.7%	12.5%	23.7%	26.6%	34.8%	43.5%	41.7%	
Most	38.3%	32.9%	29.7%	37.5%	30.8%	29.3%	39.1%	35.1%	30.1%	
Some	21.3%	23.7%	25.0%	25.0%	30.9%	29.1%	17.4%	16.1%	20.4%	
None	17.0%	10.1%	11.6%	25.0%	14.6%	15.0%	8.7%	5.3%	7.8%	
Total(n)	47	843	2,830	24	396	1,415	23	447	1,415	
Mean	2.68	2.89	2.86	2.38	2.64	2.67	3.00	3.17	3.06	
Standard deviation	1.02	0.98	1.02	1.01	1.00	1.03	0.95	0.88	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.18	-	-0.26	-0.28	-	-0.19	-0.06	
In creating assignments for your courses, how often do you:										
Provide instructions clearly delineating what students are to do to complete the assignment										
Frequently	98.0%	93.6%	93.4%	100.0%	90.0%	91.4%	95.8%	97.4%	95.6%	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Occasionally	2.0%	5.6%	5.8%	0.0%	8.9%	7.9%	4.2%	2.1%	3.5%	
Not at all	0.0%	0.8%	0.8%	0.0%	1.1%	0.7%	0.0%	0.5%	0.9%	
Total(n)	49	846	2,856	25	401	1,432	24	445	1,424	
Mean	2.98	2.93	2.93	3.00	2.89	2.91	2.96	2.97	2.95	
Standard deviation	0.14	0.29	0.29	0.00	0.35	0.31	0.20	0.20	0.26	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.31	0.29	-	-0.05	0.04	
Explain what you want students to gain from the assignment										
Frequently	81.6%	81.9%	80.2%	80.0%	78.9%	78.6%	83.3%	85.2%	82.1%	
Occasionally	16.3%	17.1%	18.1%	16.0%	19.8%	19.8%	16.7%	14.2%	16.2%	
Not at all	2.0%	1.0%	1.6%	4.0%	1.3%	1.6%	0.0%	0.6%	1.7%	
Total(n)	49	845	2,850	25	400	1,427	24	445	1,423	
Mean	2.80	2.81	2.79	2.76	2.78	2.77	2.83	2.85	2.80	
Standard deviation	0.46	0.42	0.45	0.52	0.45	0.46	0.38	0.38	0.44	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	-0.04	-0.02	-	-0.05	0.07	
Provide feedback on drafts or work still in progress										
Frequently	58.3%	50.0%	52.2%	58.3%	44.8%	47.4%	58.3%	55.6%	57.6%	
Occasionally	35.4%	43.9%	40.3%	37.5%	46.9%	44.0%	33.3%	40.6%	36.3%	
Not at all	6.3%	6.1%	7.5%	4.2%	8.3%	8.7%	8.3%	3.8%	6.1%	
Total(n)	48	844	2,848	24	399	1,427	24	445	1,421	
Mean	2.52	2.44	2.45	2.54	2.37	2.39	2.50	2.52	2.52	
Standard deviation	0.62	0.61	0.63	0.59	0.63	0.64	0.66	0.57	0.61	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.27	0.23	-	-0.04	-0.03	
Provide in advance the criteria for evaluating the assignment										
Frequently	83.7%	82.3%	79.9%	88.0%	75.7%	74.2%	79.2%	89.3%	86.3%	
Occasionally	16.3%	15.6%	17.6%	12.0%	21.5%	22.8%	20.8%	9.2%	11.7%	
Not at all	0.0%	2.1%	2.5%	0.0%	2.8%	3.0%	0.0%	1.4%	2.1%	
Total(n)	49	846	2,846	25	401	1,426	24	445	1,420	
Mean	2.84	2.80	2.77	2.88	2.73	2.71	2.79	2.88	2.84	
Standard deviation	0.37	0.45	0.48	0.33	0.50	0.51	0.41	0.37	0.42	
Significance	-			-			-			
Effect size	-	0.09	0.15	-	0.30	0.33	-	-0.24	-0.12	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In creating assignments for your courses, how often do you:										
Explicitly link the assignment with course goals or learning objectives										
Frequently	75.5%	64.1%	64.8%	68.0%	58.1%	61.7%	83.3%	70.5%	68.4%	
Occasionally	16.3%	31.6%	30.7%	24.0%	36.2%	33.3%	8.3%	26.7%	27.8%	
Not at all	8.2%	4.3%	4.5%	8.0%	5.7%	5.0%	8.3%	2.7%	3.9%	
Total(n)	49	845	2,850	25	400	1,427	24	445	1,423	
Mean	2.67	2.60	2.60	2.60	2.52	2.57	2.75	2.68	2.64	
Standard deviation	0.63	0.57	0.57	0.65	0.60	0.59	0.61	0.52	0.55	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.13	0.05	-	0.13	0.20	
How frequently do you incorporate the following forms of technology into your courses?										
YouTube or other videos										
Frequently	53.1%	34.2%	38.6%	52.0%	30.4%	34.2%	54.2%	38.3%	43.6%	
Occasionally	34.7%	54.7%	50.5%	32.0%	55.8%	52.0%	37.5%	53.5%	48.8%	
Not at all	12.2%	11.1%	10.9%	16.0%	13.8%	13.9%	8.3%	8.2%	7.6%	
Total(n)	49	842	2,832	25	398	1,417	24	444	1,415	
Mean	2.41	2.23	2.28	2.36	2.17	2.20	2.46	2.30	2.36	
Standard deviation	0.70	0.63	0.65	0.76	0.64	0.66	0.66	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.29	0.20	-	0.30	0.24	-	0.26	0.16	
Classroom enhancement technology (e.g., Elmo, tablet PCs)										
Frequently	16.3%	23.0%	28.4%	20.0%	26.7%	30.1%	12.5%	18.9%	26.5%	
Occasionally	36.7%	35.4%	34.1%	40.0%	33.3%	32.3%	33.3%	37.7%	36.2%	
Not at all	46.9%	41.6%	37.5%	40.0%	40.0%	37.6%	54.2%	43.3%	37.3%	
Total(n)	49	839	2,820	25	396	1,411	24	443	1,409	
Mean	1.69	1.81	1.91	1.80	1.87	1.92	1.58	1.76	1.89	
Standard deviation	0.74	0.78	0.81	0.76	0.81	0.82	0.72	0.75	0.79	
Significance	-			-			-			
Effect size	-	-0.15	-0.27	-	-0.09	-0.15	-	-0.24	-0.39	
Simulations/animations										
Frequently	12.8%	18.5%	17.4%	16.0%	17.6%	17.5%	9.1%	19.4%	17.4%	
Occasionally	42.6%	43.0%	40.5%	40.0%	43.3%	41.2%	45.5%	42.7%	39.7%	
Not at all	44.7%	38.5%	42.1%	44.0%	39.1%	41.4%	45.5%	37.9%	42.9%	
Total(n)	47	840	2,825	25	398	1,417	22	442	1,408	
Mean	1.68	1.80	1.75	1.72	1.79	1.76	1.64	1.81	1.74	
Standard deviation	0.69	0.73	0.73	0.74	0.72	0.73	0.66	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.16	-0.10	-	-0.10	-0.05	-	-0.23	-0.14	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How frequently do you incorporate the following forms of technology into your courses?										
Podcasts										
Frequently	4.2%	2.8%	2.9%	0.0%	2.3%	2.2%	8.3%	3.3%	3.7%	
Occasionally	20.8%	20.4%	19.4%	16.7%	17.1%	16.3%	25.0%	23.9%	22.8%	
Not at all	75.0%	76.8%	77.7%	83.3%	80.6%	81.4%	66.7%	72.8%	73.5%	
Total(n)	48	831	2,794	24	392	1,400	24	439	1,394	
Mean	1.29	1.26	1.25	1.17	1.22	1.21	1.42	1.31	1.30	
Standard deviation	0.54	0.50	0.50	0.38	0.46	0.46	0.65	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	-0.11	-0.09	-	0.21	0.23	
Online homework or virtual labs										
Frequently	38.8%	30.5%	30.3%	36.0%	28.8%	28.8%	41.7%	32.2%	31.8%	
Occasionally	28.6%	31.8%	31.5%	32.0%	27.5%	29.4%	25.0%	36.5%	33.9%	
Not at all	32.7%	37.7%	38.2%	32.0%	43.7%	41.8%	33.3%	31.2%	34.3%	
Total(n)	49	836	2,813	25	396	1,412	24	440	1,401	
Mean	2.06	1.93	1.92	2.04	1.85	1.87	2.08	2.01	1.98	
Standard deviation	0.85	0.82	0.82	0.84	0.84	0.83	0.88	0.80	0.81	
Significance	-			-			-			
Effect size	-	0.16	0.17	-	0.23	0.20	-	0.09	0.12	
Online discussion boards										
Frequently	30.6%	17.6%	20.4%	24.0%	11.9%	16.6%	37.5%	23.8%	24.6%	
Occasionally	42.9%	35.9%	35.5%	52.0%	35.0%	33.8%	33.3%	36.8%	37.4%	
Not at all	26.5%	46.5%	44.1%	24.0%	53.0%	49.6%	29.2%	39.4%	38.0%	
Total(n)	49	840	2,822	25	398	1,413	24	442	1,409	
Mean	2.04	1.71	1.76	2.00	1.59	1.67	2.08	1.84	1.87	
Standard deviation	0.76	0.75	0.77	0.71	0.69	0.74	0.83	0.78	0.78	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.44	0.36	-	0.59	0.45	-	0.31	0.27	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	84.4%	88.8%	88.9%	87.0%	88.4%	86.9%	81.8%	89.2%	91.0%	
Very important	13.3%	10.2%	10.1%	8.7%	9.8%	11.7%	18.2%	10.5%	8.4%	
Somewhat important	2.2%	0.8%	0.8%	4.3%	1.2%	1.1%	0.0%	0.3%	0.5%	
Not important	0.0%	0.3%	0.2%	0.0%	0.5%	0.3%	0.0%	0.0%	0.1%	
Total(n)	45	827	2,806	23	388	1,404	22	439	1,402	
Mean	3.82	3.87	3.88	3.83	3.86	3.85	3.82	3.89	3.90	
Standard deviation	0.44	0.38	0.37	0.49	0.42	0.41	0.39	0.33	0.31	
Significance	-			-			-			
Effect size	-	-0.13	-0.16	-	-0.07	-0.05	-	-0.21	-0.26	
Prepare students for employment after college										
Essential	48.9%	53.2%	52.1%	52.2%	45.2%	47.4%	45.5%	61.6%	57.3%	
Very important	40.0%	34.3%	33.6%	26.1%	35.1%	34.0%	54.5%	33.5%	33.2%	
Somewhat important	8.9%	11.1%	13.1%	17.4%	17.9%	17.0%	0.0%	3.9%	8.7%	
Not important	2.2%	1.4%	1.2%	4.3%	1.7%	1.6%	0.0%	1.0%	0.8%	
Total(n)	45	825	2,805	23	385	1,399	22	440	1,406	
Mean	3.36	3.39	3.37	3.26	3.24	3.27	3.45	3.56	3.47	
Standard deviation	0.74	0.74	0.75	0.92	0.80	0.80	0.51	0.62	0.69	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	0.02	-0.01	-	-0.18	-0.03	
Prepare students for graduate or advanced education										
Essential	33.3%	28.5%	28.9%	30.4%	27.6%	27.3%	36.4%	29.4%	30.6%	
Very important	42.2%	44.6%	43.7%	34.8%	43.8%	44.6%	50.0%	45.5%	42.8%	
Somewhat important	22.2%	25.7%	26.1%	30.4%	27.2%	26.9%	13.6%	24.0%	25.2%	
Not important	2.2%	1.3%	1.3%	4.3%	1.5%	1.2%	0.0%	1.0%	1.4%	
Total(n)	45	828	2,807	23	388	1,404	22	440	1,403	
Mean	3.07	3.00	3.00	2.91	2.97	2.98	3.23	3.03	3.03	
Standard deviation	0.81	0.77	0.78	0.90	0.78	0.77	0.69	0.76	0.78	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	-0.08	-0.09	-	0.26	0.26	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										
Essential	31.1%	35.6%	30.4%	26.1%	28.3%	26.2%	36.4%	43.4%	35.0%	
Very important	35.6%	32.1%	34.9%	39.1%	33.6%	33.7%	31.8%	30.5%	36.3%	
Somewhat important	24.4%	27.5%	29.3%	26.1%	32.2%	33.1%	22.7%	22.5%	25.0%	
Not important	8.9%	4.8%	5.5%	8.7%	5.9%	7.0%	9.1%	3.6%	3.8%	
Total(n)	45	823	2,797	23	384	1,395	22	439	1,402	
Mean	2.89	2.99	2.90	2.83	2.84	2.79	2.95	3.14	3.02	
Standard deviation	0.96	0.91	0.90	0.94	0.90	0.91	1.00	0.89	0.87	
Significance	-			-			-			
Effect size	-	-0.11	-0.01	-	-0.01	0.04	-	-0.21	-0.08	
Provide for students' emotional development										
Essential	22.2%	18.9%	18.8%	8.7%	14.3%	15.7%	36.4%	23.8%	22.3%	
Very important	33.3%	37.5%	35.1%	47.8%	36.9%	32.7%	18.2%	38.1%	37.9%	
Somewhat important	35.6%	30.6%	36.4%	30.4%	35.1%	40.2%	40.9%	25.9%	32.1%	
Not important	8.9%	13.0%	9.7%	13.0%	13.8%	11.3%	4.5%	12.2%	7.8%	
Total(n)	45	827	2,799	23	388	1,399	22	439	1,400	
Mean	2.69	2.62	2.63	2.52	2.52	2.53	2.86	2.74	2.75	
Standard deviation	0.92	0.93	0.90	0.85	0.90	0.89	0.99	0.96	0.89	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.00	-0.01	-	0.13	0.12	
Teach students the classic works of Western civilization										
Essential	11.1%	10.5%	9.0%	17.4%	14.2%	11.5%	4.5%	6.5%	6.2%	
Very important	31.1%	21.8%	20.6%	39.1%	24.6%	21.2%	22.7%	18.7%	20.0%	
Somewhat important	22.2%	44.1%	45.0%	13.0%	40.4%	43.8%	31.8%	48.2%	46.4%	
Not important	35.6%	23.6%	25.4%	30.4%	20.8%	23.5%	40.9%	26.6%	27.4%	
Total(n)	45	824	2,796	23	388	1,400	22	436	1,396	
Mean	2.18	2.19	2.13	2.43	2.32	2.21	1.91	2.05	2.05	
Standard deviation	1.05	0.92	0.90	1.12	0.96	0.93	0.92	0.84	0.85	
Significance	-			-			-			
Effect size	-	-0.01	0.06	-	0.11	0.24	-	-0.17	-0.16	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	37.8%	30.2%	29.0%	30.4%	23.6%	24.8%	45.5%	37.1%	33.7%	
Very important	35.6%	35.3%	35.8%	34.8%	35.2%	34.8%	36.4%	35.4%	37.1%	
Somewhat important	22.2%	28.9%	28.4%	26.1%	34.2%	31.5%	18.2%	23.2%	25.0%	
Not important	4.4%	5.7%	6.7%	8.7%	7.0%	8.9%	0.0%	4.4%	4.2%	
Total(n)	45	825	2,800	23	388	1,401	22	437	1,399	
Mean	3.07	2.90	2.87	2.87	2.76	2.76	3.27	3.05	3.00	
Standard deviation	0.89	0.90	0.91	0.97	0.89	0.93	0.77	0.88	0.87	
Significance	-			-			-			
Effect size	-	0.19	0.22	-	0.12	0.12	-	0.25	0.31	
Instill in students a commitment to community service										
Essential	24.4%	18.4%	17.9%	21.7%	12.0%	13.7%	27.3%	25.2%	22.5%	
Very important	33.3%	34.9%	33.4%	26.1%	31.2%	31.2%	40.9%	38.8%	35.9%	
Somewhat important	31.1%	35.4%	36.4%	34.8%	42.3%	39.3%	27.3%	28.1%	33.2%	
Not important	11.1%	11.3%	12.3%	17.4%	14.4%	15.8%	4.5%	7.9%	8.4%	
Total(n)	45	825	2,800	23	387	1,400	22	438	1,400	
Mean	2.71	2.60	2.57	2.52	2.41	2.43	2.91	2.81	2.72	
Standard deviation	0.97	0.91	0.92	1.04	0.88	0.91	0.87	0.90	0.90	
Significance	-			-			-			
Effect size	-	0.12	0.15	-	0.13	0.10	-	0.11	0.21	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	35.6%	32.0%	34.0%	21.7%	25.3%	27.3%	50.0%	39.1%	41.4%	
Very important	35.6%	34.1%	33.3%	34.8%	30.4%	31.4%	36.4%	38.0%	35.5%	
Somewhat important	24.4%	24.1%	23.3%	39.1%	30.1%	28.8%	9.1%	17.8%	17.1%	
Not important	4.4%	9.8%	9.4%	4.3%	14.2%	12.5%	4.5%	5.1%	6.0%	
Total(n)	45	825	2,799	23	385	1,395	22	440	1,404	
Mean	3.02	2.88	2.92	2.74	2.67	2.74	3.32	3.11	3.12	
Standard deviation	0.89	0.97	0.97	0.86	1.01	1.00	0.84	0.87	0.90	
Significance	-			-			-			
Effect size	-	0.14	0.10	-	0.07	0.00	-	0.24	0.22	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	62.2%	71.4%	69.6%	65.2%	69.8%	66.6%	59.1%	73.1%	72.9%	
Very important	33.3%	22.7%	24.8%	30.4%	21.0%	25.7%	36.4%	24.6%	23.8%	
Somewhat important	4.4%	4.5%	4.6%	4.3%	6.6%	6.0%	4.5%	2.2%	3.0%	
Not important	0.0%	1.4%	1.0%	0.0%	2.6%	1.7%	0.0%	0.1%	0.3%	
Total(n)	45	826	2,807	23	387	1,403	22	439	1,404	
Mean	3.58	3.64	3.63	3.61	3.58	3.57	3.55	3.71	3.69	
Standard deviation	0.58	0.64	0.62	0.58	0.73	0.68	0.60	0.51	0.54	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	0.04	0.06	-	-0.31	-0.26	
Help students evaluate the quality and reliability of information										
Essential	40.0%	36.0%	35.1%	30.4%	32.5%	31.3%	50.0%	39.6%	39.3%	
Very important	33.3%	33.0%	34.8%	43.5%	32.2%	33.9%	22.7%	33.8%	35.9%	
Somewhat important	20.0%	23.0%	22.7%	17.4%	25.1%	25.0%	22.7%	20.8%	20.1%	
Not important	6.7%	8.0%	7.4%	8.7%	10.2%	9.7%	4.5%	5.7%	4.8%	
Total(n)	45	823	2,797	23	387	1,400	22	436	1,397	
Mean	3.07	2.97	2.98	2.96	2.87	2.87	3.18	3.07	3.10	
Standard deviation	0.94	0.95	0.93	0.93	0.98	0.97	0.96	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.09	0.09	-	0.12	0.09	
Teach students tolerance and respect for different beliefs										
Essential	46.7%	50.8%	50.8%	39.1%	37.8%	42.1%	54.5%	64.6%	60.4%	
Very important	42.2%	32.7%	31.8%	56.5%	39.4%	33.6%	27.3%	25.7%	29.8%	
Somewhat important	6.7%	11.6%	12.7%	0.0%	16.0%	17.6%	13.6%	7.0%	7.3%	
Not important	4.4%	4.8%	4.7%	4.3%	6.9%	6.7%	4.5%	2.7%	2.6%	
Total(n)	45	823	2,801	23	384	1,398	22	439	1,403	
Mean	3.31	3.30	3.29	3.30	3.08	3.11	3.32	3.52	3.48	
Standard deviation	0.79	0.85	0.86	0.70	0.90	0.92	0.89	0.74	0.74	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.24	0.21	-	-0.27	-0.22	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	37.8%	27.6%	26.3%	39.1%	18.8%	18.8%	36.4%	37.0%	34.7%	
Very important	28.9%	28.3%	30.0%	21.7%	27.5%	28.3%	36.4%	29.1%	32.0%	
Somewhat important	26.7%	28.9%	29.9%	30.4%	36.0%	34.1%	22.7%	21.5%	25.1%	
Not important	6.7%	15.2%	13.8%	8.7%	17.7%	18.8%	4.5%	12.5%	8.2%	
Total(n)	45	825	2,795	23	386	1,398	22	439	1,397	
Mean	2.98	2.68	2.69	2.91	2.47	2.47	3.05	2.91	2.93	
Standard deviation	0.97	1.04	1.01	1.04	0.99	1.00	0.90	1.04	0.96	
Significance	-			-	*	*	-			
Effect size	-	0.29	0.29	-	0.44	0.44	-	0.13	0.13	
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	1.9%	3.6%	3.7%	0.0%	2.5%	4.1%	3.8%	4.7%	3.2%	
1-4	13.5%	9.4%	8.1%	15.4%	9.7%	8.5%	11.5%	9.1%	7.6%	
5-8	46.2%	19.2%	20.6%	42.3%	19.2%	18.5%	50.0%	19.1%	23.1%	
9-12	32.7%	42.3%	44.9%	38.5%	44.5%	45.9%	26.9%	39.8%	43.8%	
13-16	1.9%	16.5%	14.4%	0.0%	16.3%	15.3%	3.8%	16.8%	13.4%	
17-20	1.9%	4.6%	4.9%	3.8%	4.6%	4.8%	0.0%	4.5%	5.0%	
21+	1.9%	4.5%	3.3%	0.0%	3.2%	2.9%	3.8%	6.0%	3.8%	
Total(n)	52	906	3,052	26	432	1,544	26	474	1,508	
Mean	3.33	3.90	3.86	3.35	3.89	3.86	3.31	3.92	3.87	
Standard deviation	1.00	1.28	1.22	0.89	1.20	1.22	1.12	1.36	1.22	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.45	-0.43	-	-0.45	-0.42	-	-0.45	-0.46	
Preparing for teaching (including reading student papers and grading)										
None	1.9%	3.0%	2.9%	0.0%	2.1%	3.1%	3.8%	4.0%	2.7%	
1-4	21.2%	11.8%	9.5%	23.1%	13.6%	11.0%	19.2%	9.9%	7.9%	
5-8	28.8%	20.5%	21.7%	30.8%	22.9%	23.3%	26.9%	17.8%	19.8%	
9-12	30.8%	20.5%	22.1%	34.6%	22.9%	22.9%	26.9%	18.0%	21.1%	
13-16	13.5%	16.7%	16.6%	11.5%	14.3%	15.1%	15.4%	19.3%	18.2%	
17-20	1.9%	17.3%	14.4%	0.0%	14.7%	13.5%	3.8%	20.2%	15.5%	
21+	1.9%	10.1%	12.8%	0.0%	9.5%	11.1%	3.8%	10.8%	14.7%	
Total(n)	52	905	3,049	26	431	1,544	26	474	1,505	
Mean	3.46	4.29	4.34	3.35	4.16	4.21	3.58	4.43	4.50	
Standard deviation	1.20	1.62	1.62	0.98	1.59	1.61	1.39	1.65	1.62	
Significance	-	***	***	-	*	**	-	*	**	
Effect size	-	-0.51	-0.54	-	-0.51	-0.53	-	-0.52	-0.57	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	2.0%	5.3%	5.8%	0.0%	3.7%	5.9%	3.8%	7.1%	5.6%	
1-4	58.8%	55.1%	54.4%	76.0%	61.8%	57.5%	42.3%	47.6%	50.9%	
5-8	29.4%	24.8%	28.4%	16.0%	23.7%	27.4%	42.3%	25.9%	29.5%	
9-12	3.9%	9.2%	7.4%	4.0%	5.9%	5.5%	3.8%	12.8%	9.6%	
13-16	3.9%	3.2%	2.6%	4.0%	3.1%	2.5%	3.8%	3.4%	2.7%	
17-20	2.0%	1.2%	0.6%	0.0%	0.9%	0.4%	3.8%	1.5%	0.8%	
21+	0.0%	1.2%	0.8%	0.0%	0.8%	0.7%	0.0%	1.7%	0.9%	
Total(n)	51	905	3,051	25	432	1,543	26	473	1,508	
Mean	2.55	2.58	2.52	2.36	2.49	2.45	2.73	2.69	2.59	
Standard deviation	0.92	1.06	0.95	0.76	0.95	0.90	1.04	1.16	1.00	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	-0.14	-0.10	-	0.03	0.14	
Committee work and meetings										
None	0.0%	5.3%	5.9%	0.0%	6.1%	7.0%	0.0%	4.3%	4.6%	
1-4	64.7%	51.4%	53.0%	76.0%	56.7%	56.4%	53.8%	45.4%	49.1%	
5-8	25.5%	27.8%	27.6%	24.0%	26.1%	26.1%	26.9%	29.7%	29.3%	
9-12	7.8%	9.2%	8.9%	0.0%	7.0%	6.7%	15.4%	11.7%	11.4%	
13-16	2.0%	3.5%	2.6%	0.0%	3.5%	2.4%	3.8%	3.5%	2.8%	
17-20	0.0%	1.6%	1.1%	0.0%	0.4%	0.8%	0.0%	2.9%	1.5%	
21+	0.0%	1.3%	0.9%	0.0%	0.2%	0.5%	0.0%	2.5%	1.3%	
Total(n)	51	904	3,049	25	431	1,541	26	473	1,508	
Mean	2.47	2.64	2.56	2.24	2.47	2.46	2.69	2.83	2.68	
Standard deviation	0.73	1.09	1.00	0.44	0.90	0.93	0.88	1.23	1.07	
Significance	-			-			-			
Effect size	-	-0.16	-0.09	-	-0.26	-0.24	-	-0.11	0.01	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	15.4%	30.4%	31.9%	26.9%	28.4%	32.6%	3.8%	32.5%	31.1%	
1-4	59.6%	40.9%	39.5%	57.7%	44.2%	40.8%	61.5%	37.2%	38.1%	
5-8	13.5%	11.5%	12.4%	11.5%	12.2%	11.6%	15.4%	10.7%	13.3%	
9-12	5.8%	5.7%	6.1%	3.8%	4.6%	5.4%	7.7%	6.9%	6.8%	
13-16	3.8%	3.1%	3.1%	0.0%	3.1%	3.3%	7.7%	3.2%	2.7%	
17-20	0.0%	2.6%	3.1%	0.0%	1.3%	2.8%	0.0%	4.0%	3.4%	
21+	1.9%	5.9%	4.0%	0.0%	6.2%	3.5%	3.8%	5.6%	4.6%	
Total(n)	52	887	2,982	26	422	1,505	26	465	1,477	
Mean	2.31	2.42	2.34	1.92	2.38	2.28	2.69	2.45	2.40	
Standard deviation	1.13	1.63	1.53	0.74	1.57	1.48	1.32	1.68	1.58	
Significance	-			-			-			
Effect size	-	-0.07	-0.02	-	-0.29	-0.24	-	0.14	0.18	
Research and scholarly writing										
None	1.9%	19.6%	18.7%	3.8%	15.7%	15.2%	0.0%	23.9%	22.6%	
1-4	34.6%	42.6%	44.8%	23.1%	42.6%	44.4%	46.2%	42.6%	45.3%	
5-8	13.5%	22.6%	19.6%	11.5%	25.3%	20.8%	15.4%	19.6%	18.3%	
9-12	19.2%	7.9%	8.8%	23.1%	9.1%	10.3%	15.4%	6.6%	7.0%	
13-16	9.6%	3.7%	3.5%	11.5%	3.7%	4.1%	7.7%	3.6%	2.8%	
17-20	9.6%	1.8%	1.9%	11.5%	1.6%	1.9%	7.7%	2.1%	1.8%	
21+	11.5%	1.8%	2.8%	15.4%	2.0%	3.2%	7.7%	1.6%	2.2%	
Total(n)	52	898	3,024	26	430	1,527	26	468	1,497	
Mean	3.75	2.46	2.50	4.12	2.56	2.62	3.38	2.36	2.36	
Standard deviation	1.79	1.26	1.34	1.86	1.25	1.37	1.68	1.27	1.29	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	1.02	0.93	-	1.25	1.09	-	0.80	0.79	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	76.9%	75.8%	73.3%	80.8%	70.9%	71.3%	73.1%	81.3%	75.6%	
1-4	17.3%	14.2%	17.2%	15.4%	15.6%	17.4%	19.2%	12.5%	17.1%	
5-8	1.9%	5.9%	5.1%	0.0%	8.2%	6.0%	3.8%	3.4%	3.9%	
9-12	3.8%	1.0%	2.0%	3.8%	1.1%	2.3%	3.8%	0.8%	1.5%	
13-16	0.0%	1.6%	1.0%	0.0%	1.9%	1.2%	0.0%	1.3%	0.8%	
17-20	0.0%	0.9%	0.6%	0.0%	1.5%	0.8%	0.0%	0.2%	0.4%	
21+	0.0%	0.6%	0.8%	0.0%	0.7%	0.9%	0.0%	0.5%	0.7%	
Total(n)	52	890	2,980	26	427	1,509	26	463	1,471	
Mean	1.33	1.44	1.45	1.27	1.55	1.51	1.38	1.31	1.39	
Standard deviation	0.71	0.99	0.98	0.67	1.11	1.05	0.75	0.82	0.89	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.25	-0.23	-	0.09	-0.01	
Community or public service										
None	50.0%	42.1%	35.5%	57.7%	39.9%	34.6%	42.3%	44.6%	36.6%	
1-4	42.3%	45.4%	50.5%	34.6%	50.1%	52.8%	50.0%	40.0%	47.9%	
5-8	7.7%	8.2%	10.2%	7.7%	7.3%	9.5%	7.7%	9.3%	11.0%	
9-12	0.0%	3.7%	2.8%	0.0%	2.0%	2.3%	0.0%	5.7%	3.3%	
13-16	0.0%	0.3%	0.5%	0.0%	0.4%	0.4%	0.0%	0.2%	0.5%	
17-20	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.0%	0.3%	
21+	0.0%	0.1%	0.3%	0.0%	0.0%	0.2%	0.0%	0.1%	0.4%	
Total(n)	52	889	3,006	26	428	1,525	26	461	1,481	
Mean	1.58	1.76	1.84	1.50	1.74	1.83	1.65	1.77	1.85	
Standard deviation	0.64	0.82	0.83	0.65	0.76	0.79	0.63	0.88	0.88	
Significance	-		*	-		*	-			
Effect size	-	-0.22	-0.31	-	-0.32	-0.42	-	-0.14	-0.23	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Outside consulting/freelance work										
None	71.2%	77.3%	76.6%	65.4%	74.4%	74.1%	76.9%	80.6%	79.5%	
1-4	23.1%	15.7%	17.6%	30.8%	18.1%	19.2%	15.4%	13.1%	15.6%	
5-8	5.8%	4.4%	3.7%	3.8%	5.1%	4.2%	7.7%	3.7%	3.2%	
9-12	0.0%	1.2%	1.2%	0.0%	1.3%	1.6%	0.0%	1.2%	0.7%	
13-16	0.0%	0.5%	0.4%	0.0%	0.9%	0.6%	0.0%	0.1%	0.1%	
17-20	0.0%	0.7%	0.3%	0.0%	0.2%	0.1%	0.0%	1.2%	0.6%	
21+	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.2%	
Total(n)	52	892	2,991	26	427	1,521	26	465	1,470	
Mean	1.35	1.34	1.33	1.38	1.37	1.37	1.31	1.31	1.29	
Standard deviation	0.59	0.78	0.74	0.57	0.75	0.76	0.62	0.81	0.71	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.01	0.01	-	0.00	0.03	
Household/childcare duties										
None	8.0%	10.4%	11.5%	4.2%	13.5%	15.5%	11.5%	6.9%	6.8%	
1-4	20.0%	16.3%	16.3%	29.2%	16.0%	16.9%	11.5%	16.7%	15.6%	
5-8	16.0%	19.1%	20.7%	16.7%	24.3%	23.0%	15.4%	13.1%	18.0%	
9-12	16.0%	13.6%	15.0%	20.8%	13.5%	13.8%	11.5%	13.6%	16.3%	
13-16	8.0%	10.2%	10.6%	12.5%	10.5%	9.7%	3.8%	9.9%	11.6%	
17-20	8.0%	11.7%	8.2%	8.3%	9.2%	7.0%	7.7%	14.5%	9.7%	
21+	24.0%	18.7%	17.8%	8.3%	13.0%	14.1%	38.5%	25.3%	22.0%	
Total(n)	50	891	3,017	24	427	1,526	26	464	1,491	
Mean	4.16	4.07	3.93	3.67	3.71	3.63	4.62	4.48	4.27	
Standard deviation	2.07	2.01	1.98	1.71	1.91	1.95	2.30	2.04	1.96	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	-0.02	0.02	-	0.07	0.18	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	92.3%	90.8%	89.9%	92.3%	91.2%	90.9%	92.3%	90.4%	88.7%	
1-4	5.8%	3.7%	5.2%	7.7%	3.4%	4.1%	3.8%	4.1%	6.4%	
5-8	0.0%	3.0%	2.6%	0.0%	3.9%	3.1%	0.0%	1.9%	1.9%	
9-12	0.0%	0.7%	0.9%	0.0%	0.5%	0.9%	0.0%	0.9%	0.9%	
13-16	1.9%	0.1%	0.2%	0.0%	0.1%	0.2%	3.8%	0.1%	0.2%	
17-20	0.0%	0.7%	0.5%	0.0%	0.2%	0.2%	0.0%	1.3%	0.9%	
21+	0.0%	1.0%	0.7%	0.0%	0.7%	0.5%	0.0%	1.3%	0.9%	
Total(n)	52	883	2,972	26	426	1,516	26	457	1,456	
Mean	1.13	1.22	1.21	1.08	1.18	1.18	1.19	1.26	1.24	
Standard deviation	0.60	0.85	0.77	0.27	0.72	0.69	0.80	0.98	0.86	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.14	-0.14	-	-0.07	-0.06	
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	31.9%	43.2%	41.0%	39.1%	48.6%	45.5%	25.0%	37.2%	35.9%	
Agree somewhat	61.7%	47.3%	47.4%	56.5%	44.0%	44.1%	66.7%	51.0%	51.0%	
Disagree somewhat	6.4%	8.1%	10.3%	4.3%	6.7%	9.2%	8.3%	9.5%	11.6%	
Disagree strongly	0.0%	1.5%	1.4%	0.0%	0.7%	1.2%	0.0%	2.3%	1.5%	
Total(n)	47	810	2,765	23	383	1,384	24	427	1,381	
Mean	3.26	3.32	3.28	3.35	3.40	3.34	3.17	3.23	3.21	
Standard deviation	0.57	0.68	0.70	0.57	0.65	0.69	0.56	0.71	0.70	
Significance	-			-			-			
Effect size	-	-0.09	-0.03	-	-0.08	0.01	-	-0.08	-0.06	
I try to dispel perceptions of competition										
Agree strongly	37.0%	29.2%	29.9%	36.4%	26.8%	25.8%	37.5%	31.7%	34.5%	
Agree somewhat	34.8%	43.0%	44.0%	36.4%	43.9%	45.1%	33.3%	42.1%	42.7%	
Disagree somewhat	28.3%	21.2%	21.1%	27.3%	24.4%	23.8%	29.2%	17.7%	18.0%	
Disagree strongly	0.0%	6.6%	5.0%	0.0%	4.9%	5.3%	0.0%	8.5%	4.8%	
Total(n)	46	797	2,728	22	376	1,371	24	421	1,357	
Mean	3.09	2.95	2.99	3.09	2.93	2.91	3.08	2.97	3.07	
Standard deviation	0.81	0.87	0.84	0.81	0.84	0.84	0.83	0.91	0.84	
Significance	-			-			-			
Effect size	-	0.16	0.12	-	0.19	0.21	-	0.12	0.01	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the extent to which you agree or disagree with each of the following:										
I encourage all students to approach me for help										
Agree strongly	93.5%	94.3%	94.9%	90.9%	93.8%	93.7%	95.8%	94.8%	96.2%	
Agree somewhat	6.5%	5.6%	5.0%	9.1%	6.1%	6.1%	4.2%	5.1%	3.6%	
Disagree somewhat	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	
Disagree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	809	2,752	22	382	1,378	24	427	1,374	
Mean	3.93	3.94	3.95	3.91	3.94	3.94	3.96	3.95	3.96	
Standard deviation	0.25	0.24	0.23	0.29	0.25	0.25	0.20	0.23	0.20	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	-0.12	-0.12	-	0.04	0.00	
Most students are well-prepared for the difficulty of the courses I teach										
Agree strongly	10.9%	6.7%	7.9%	4.3%	7.8%	7.8%	17.4%	5.5%	8.1%	
Agree somewhat	32.6%	33.3%	39.5%	43.5%	30.5%	38.2%	21.7%	36.4%	40.8%	
Disagree somewhat	47.8%	46.2%	41.3%	47.8%	43.3%	40.8%	47.8%	49.3%	41.9%	
Disagree strongly	8.7%	13.8%	11.3%	4.3%	18.5%	13.2%	13.0%	8.8%	9.3%	
Total(n)	46	808	2,760	23	381	1,382	23	427	1,378	
Mean	2.46	2.33	2.44	2.48	2.27	2.41	2.43	2.39	2.48	
Standard deviation	0.81	0.79	0.79	0.67	0.85	0.81	0.95	0.72	0.77	
Significance	-			-			-			
Effect size	-	0.16	0.03	-	0.25	0.09	-	0.06	-0.06	
In my classroom, there is no such thing as a question that is too elementary										
Agree strongly	66.0%	61.7%	63.3%	69.6%	64.0%	60.9%	62.5%	59.3%	66.1%	
Agree somewhat	29.8%	27.9%	28.6%	30.4%	27.6%	30.8%	29.2%	28.3%	26.1%	
Disagree somewhat	4.3%	8.8%	7.0%	0.0%	7.7%	7.3%	8.3%	9.9%	6.7%	
Disagree strongly	0.0%	1.6%	1.1%	0.0%	0.7%	1.1%	0.0%	2.5%	1.1%	
Total(n)	47	810	2,763	23	382	1,383	24	428	1,380	
Mean	3.62	3.50	3.54	3.70	3.55	3.52	3.54	3.44	3.57	
Standard deviation	0.57	0.72	0.67	0.47	0.67	0.68	0.66	0.77	0.67	
Significance	-			-			-			
Effect size	-	0.17	0.12	-	0.22	0.26	-	0.13	-0.04	
All students have the potential to excel in my courses										
Agree strongly	66.0%	57.3%	58.5%	65.2%	54.6%	56.5%	66.7%	60.1%	60.8%	
Agree somewhat	25.5%	33.3%	31.7%	21.7%	34.6%	31.4%	29.2%	31.8%	32.0%	
Disagree somewhat	6.4%	8.2%	8.8%	8.7%	9.1%	10.6%	4.2%	7.2%	6.8%	
Disagree strongly	2.1%	1.3%	1.0%	4.3%	1.7%	1.5%	0.0%	0.9%	0.4%	
Total(n)	47	807	2,760	23	382	1,384	24	425	1,376	
Mean	3.55	3.46	3.48	3.48	3.42	3.43	3.63	3.51	3.53	
Standard deviation	0.72	0.70	0.70	0.85	0.73	0.74	0.58	0.67	0.64	
Significance	-			-			-			
Effect size	-	0.13	0.10	-	0.08	0.07	-	0.18	0.16	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the 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	10.6%	22.0%	23.9%	13.0%	22.6%	23.2%	8.3%	21.4%	24.7%	
Agree somewhat	57.4%	47.3%	48.0%	60.9%	47.8%	48.0%	54.2%	46.8%	48.1%	
Disagree somewhat	23.4%	26.2%	24.3%	21.7%	27.2%	24.8%	25.0%	25.2%	23.7%	
Disagree strongly	8.5%	4.4%	3.8%	4.3%	2.4%	4.0%	12.5%	6.6%	3.5%	
Total(n)	47	806	2,758	23	382	1,381	24	424	1,377	
Mean	2.70	2.87	2.92	2.83	2.91	2.90	2.58	2.83	2.94	
Standard deviation	0.78	0.80	0.79	0.72	0.77	0.79	0.83	0.84	0.79	
Significance	-			-			-		*	
Effect size	-	-0.21	-0.28	-	-0.10	-0.09	-	-0.30	-0.46	
Students are often overwhelmed by the pace of my courses										
Agree strongly	4.3%	10.6%	10.1%	4.3%	12.0%	9.5%	4.3%	9.0%	10.8%	
Agree somewhat	28.3%	40.3%	38.0%	34.8%	43.6%	39.2%	21.7%	36.8%	36.6%	
Disagree somewhat	45.7%	40.9%	44.9%	43.5%	36.8%	44.1%	47.8%	45.3%	45.7%	
Disagree strongly	21.7%	8.2%	7.1%	17.4%	7.6%	7.2%	26.1%	8.8%	6.9%	
Total(n)	46	807	2,756	23	382	1,382	23	425	1,374	
Mean	2.15	2.53	2.51	2.26	2.60	2.51	2.04	2.46	2.51	
Standard deviation	0.82	0.79	0.77	0.81	0.80	0.76	0.82	0.78	0.78	
Significance	-	**	**	-	*		-	*	**	
Effect size	-	-0.48	-0.47	-	-0.43	-0.33	-	-0.54	-0.60	
Most students learn best when they do their assignments on their own										
Agree strongly	8.7%	14.7%	14.1%	0.0%	17.3%	16.0%	17.4%	11.9%	12.0%	
Agree somewhat	37.0%	43.6%	40.9%	47.8%	50.4%	46.9%	26.1%	36.3%	34.2%	
Disagree somewhat	39.1%	37.4%	40.5%	43.5%	28.7%	33.4%	34.8%	46.9%	48.4%	
Disagree strongly	15.2%	4.3%	4.5%	8.7%	3.7%	3.7%	21.7%	5.0%	5.4%	
Total(n)	46	805	2,749	23	381	1,378	23	424	1,371	
Mean	2.39	2.69	2.65	2.39	2.81	2.75	2.39	2.55	2.53	
Standard deviation	0.86	0.77	0.78	0.66	0.76	0.76	1.03	0.76	0.77	
Significance	-	*	*	-	**	*	-			
Effect size	-	-0.39	-0.33	-	-0.55	-0.47	-	-0.21	-0.18	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty are interested in students' personal problems										
Agree strongly	13.6%	16.6%	14.6%	13.6%	13.8%	13.7%	13.6%	19.5%	15.7%	
Agree somewhat	54.5%	52.3%	59.0%	50.0%	54.6%	59.9%	59.1%	49.7%	58.1%	
Disagree somewhat	25.0%	25.2%	22.1%	27.3%	25.0%	21.7%	22.7%	25.5%	22.5%	
Disagree strongly	6.8%	5.9%	4.3%	9.1%	6.5%	4.8%	4.5%	5.4%	3.7%	
Total(n)	44	793	2,715	22	375	1,357	22	418	1,358	
Mean	2.75	2.79	2.84	2.68	2.76	2.82	2.82	2.83	2.86	
Standard deviation	0.78	0.78	0.72	0.84	0.77	0.72	0.73	0.80	0.71	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	-0.13	-	-0.10	-0.19	-	-0.01	-0.06	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	17.8%	17.3%	16.7%	17.4%	15.4%	14.9%	18.2%	19.2%	18.7%	
Agree somewhat	60.0%	55.3%	51.5%	52.2%	54.6%	51.6%	68.2%	56.0%	51.4%	
Disagree somewhat	22.2%	21.5%	25.9%	30.4%	22.1%	26.5%	13.6%	21.0%	25.2%	
Disagree strongly	0.0%	5.9%	5.9%	0.0%	7.9%	7.0%	0.0%	3.8%	4.7%	
Total(n)	45	783	2,694	23	370	1,348	22	413	1,346	
Mean	2.96	2.84	2.79	2.87	2.78	2.74	3.05	2.91	2.84	
Standard deviation	0.64	0.77	0.79	0.69	0.80	0.79	0.58	0.74	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.16	0.22	-	0.11	0.16	-	0.19	0.27	
Most students are well-prepared academically										
Agree strongly	4.3%	3.8%	6.0%	0.0%	2.8%	5.6%	8.3%	4.8%	6.4%	
Agree somewhat	36.2%	31.5%	35.5%	52.2%	32.5%	36.5%	20.8%	30.5%	34.4%	
Disagree somewhat	40.4%	44.0%	42.2%	39.1%	41.2%	41.1%	41.7%	47.1%	43.5%	
Disagree strongly	19.1%	20.7%	16.3%	8.7%	23.5%	16.8%	29.2%	17.6%	15.7%	
Total(n)	47	800	2,731	23	378	1,369	24	422	1,362	
Mean	2.26	2.18	2.31	2.43	2.15	2.31	2.08	2.22	2.32	
Standard deviation	0.82	0.80	0.81	0.66	0.81	0.81	0.93	0.79	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	-0.06	-	0.35	0.15	-	-0.18	-0.30	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution has effective hiring practices and policies that increase faculty diversity										
Agree strongly	22.2%	19.3%	18.1%	26.1%	15.3%	18.3%	18.2%	23.5%	18.0%	
Agree somewhat	44.4%	47.7%	49.7%	43.5%	49.7%	51.9%	45.5%	45.6%	47.2%	
Disagree somewhat	28.9%	22.4%	22.9%	30.4%	24.3%	21.8%	27.3%	20.4%	24.2%	
Disagree strongly	4.4%	10.6%	9.3%	0.0%	10.6%	8.0%	9.1%	10.5%	10.6%	
Total(n)	45	792	2,705	23	374	1,355	22	418	1,350	
Mean	2.84	2.76	2.77	2.96	2.70	2.80	2.73	2.82	2.73	
Standard deviation	0.82	0.88	0.85	0.77	0.85	0.83	0.88	0.91	0.88	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.31	0.19	-	-0.10	0.00	
Student Affairs staff have the support and respect of faculty										
Agree strongly	27.9%	22.6%	20.3%	21.7%	19.1%	18.2%	35.0%	26.3%	22.7%	
Agree somewhat	39.5%	46.6%	53.1%	43.5%	50.3%	54.7%	35.0%	42.7%	51.4%	
Disagree somewhat	27.9%	23.2%	21.1%	34.8%	22.1%	20.9%	20.0%	24.3%	21.4%	
Disagree strongly	4.7%	7.6%	5.4%	0.0%	8.5%	6.2%	10.0%	6.6%	4.5%	
Total(n)	43	787	2,694	23	374	1,354	20	413	1,340	
Mean	2.91	2.84	2.88	2.87	2.80	2.85	2.95	2.89	2.92	
Standard deviation	0.87	0.86	0.79	0.76	0.84	0.79	1.00	0.87	0.78	
Significance	-			-			-			
Effect size	-	0.08	0.04	-	0.08	0.03	-	0.07	0.04	
Faculty are committed to the welfare of this institution										
Agree strongly	25.5%	44.5%	45.8%	21.7%	36.4%	43.3%	29.2%	53.3%	48.5%	
Agree somewhat	55.3%	44.4%	43.5%	56.5%	52.6%	45.1%	54.2%	35.5%	41.7%	
Disagree somewhat	12.8%	7.9%	8.8%	21.7%	8.3%	9.5%	4.2%	7.4%	7.9%	
Disagree strongly	6.4%	3.2%	2.0%	0.0%	2.7%	2.0%	12.5%	3.8%	1.9%	
Total(n)	47	800	2,733	23	378	1,370	24	422	1,363	
Mean	3.00	3.30	3.33	3.00	3.23	3.30	3.00	3.38	3.37	
Standard deviation	0.81	0.75	0.72	0.67	0.71	0.72	0.93	0.78	0.71	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.40	-0.46	-	-0.32	-0.42	-	-0.49	-0.52	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	23.9%	43.5%	43.7%	21.7%	43.7%	43.6%	26.1%	43.3%	43.7%	
Agree somewhat	47.8%	45.1%	45.3%	47.8%	44.7%	45.3%	47.8%	45.4%	45.2%	
Disagree somewhat	26.1%	9.4%	9.4%	30.4%	9.0%	8.8%	21.7%	10.0%	10.1%	
Disagree strongly	2.2%	2.0%	1.7%	0.0%	2.5%	2.2%	4.3%	1.4%	1.1%	
Total(n)	46	797	2,726	23	377	1,368	23	420	1,358	
Mean	2.93	3.30	3.31	2.91	3.30	3.30	2.96	3.31	3.32	
Standard deviation	0.77	0.72	0.71	0.73	0.74	0.72	0.82	0.70	0.69	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	-0.51	-0.54	-	-0.53	-0.54	-	-0.50	-0.52	
There is a lot of campus racial conflict here										
Agree strongly	0.0%	3.2%	2.6%	0.0%	2.6%	2.0%	0.0%	3.9%	3.3%	
Agree somewhat	2.2%	9.7%	10.0%	0.0%	7.9%	9.4%	4.5%	11.7%	10.7%	
Disagree somewhat	48.9%	34.7%	37.5%	52.2%	36.4%	34.5%	45.5%	32.9%	40.7%	
Disagree strongly	48.9%	52.4%	49.9%	47.8%	53.1%	54.0%	50.0%	51.6%	45.3%	
Total(n)	45	795	2,719	23	376	1,362	22	419	1,357	
Mean	1.53	1.64	1.65	1.52	1.60	1.60	1.55	1.68	1.72	
Standard deviation	0.55	0.79	0.76	0.51	0.74	0.74	0.60	0.83	0.78	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	-0.11	-0.11	-	-0.16	-0.22	
My research is valued by faculty in my department										
Agree strongly	26.1%	31.3%	30.4%	21.7%	32.4%	31.1%	30.4%	30.1%	29.7%	
Agree somewhat	50.0%	36.5%	42.9%	43.5%	36.7%	43.8%	56.5%	36.3%	41.9%	
Disagree somewhat	15.2%	24.4%	19.7%	26.1%	21.0%	17.6%	4.3%	28.2%	22.1%	
Disagree strongly	8.7%	7.8%	7.0%	8.7%	9.9%	7.5%	8.7%	5.4%	6.3%	
Total(n)	46	778	2,664	23	373	1,347	23	405	1,317	
Mean	2.93	2.91	2.97	2.78	2.92	2.98	3.09	2.91	2.95	
Standard deviation	0.88	0.93	0.88	0.90	0.96	0.89	0.85	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.02	-0.05	-	-0.15	-0.22	-	0.20	0.16	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Agree strongly	39.1%	57.6%	57.6%	17.4%	57.7%	57.5%	60.9%	57.6%	57.6%	
Agree somewhat	39.1%	31.4%	31.6%	60.9%	29.3%	30.7%	17.4%	33.6%	32.6%	
Disagree somewhat	15.2%	6.8%	7.2%	17.4%	7.5%	7.5%	13.0%	6.2%	6.9%	
Disagree strongly	6.5%	4.1%	3.6%	4.3%	5.4%	4.3%	8.7%	2.7%	2.9%	
Total(n)	46	800	2,729	23	376	1,369	23	424	1,360	
Mean	3.11	3.43	3.43	2.91	3.39	3.41	3.30	3.46	3.45	
Standard deviation	0.90	0.79	0.78	0.73	0.85	0.81	1.02	0.73	0.75	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.41	-0.41	-	-0.56	-0.62	-	-0.22	-0.20	
My service is valued by faculty in my department										
Agree strongly	37.0%	42.8%	44.3%	17.4%	38.1%	42.2%	56.5%	47.9%	46.7%	
Agree somewhat	37.0%	38.2%	37.6%	47.8%	40.0%	39.3%	26.1%	36.1%	35.7%	
Disagree somewhat	13.0%	12.1%	12.0%	17.4%	12.4%	12.0%	8.7%	11.8%	12.0%	
Disagree strongly	13.0%	6.9%	6.1%	17.4%	9.4%	6.5%	8.7%	4.2%	5.7%	
Total(n)	46	798	2,725	23	376	1,366	23	422	1,359	
Mean	2.98	3.17	3.20	2.65	3.07	3.17	3.30	3.28	3.23	
Standard deviation	1.02	0.89	0.88	0.98	0.94	0.88	0.97	0.83	0.87	
Significance	-			-	*	**	-			
Effect size	-	-0.21	-0.25	-	-0.45	-0.59	-	0.02	0.08	
Faculty are sufficiently involved in campus decision making										
Agree strongly	2.2%	13.7%	13.1%	0.0%	12.2%	13.4%	4.3%	15.3%	12.6%	
Agree somewhat	30.4%	33.3%	40.7%	30.4%	30.8%	39.6%	30.4%	36.0%	42.1%	
Disagree somewhat	39.1%	29.7%	27.9%	30.4%	25.4%	25.9%	47.8%	34.4%	30.2%	
Disagree strongly	28.3%	23.3%	18.3%	39.1%	31.6%	21.1%	17.4%	14.4%	15.1%	
Total(n)	46	798	2,718	23	377	1,364	23	421	1,354	
Mean	2.07	2.37	2.49	1.91	2.24	2.45	2.22	2.52	2.52	
Standard deviation	0.83	0.99	0.94	0.85	1.03	0.97	0.80	0.92	0.90	
Significance	-	*	**	-		**	-			
Effect size	-	-0.30	-0.45	-	-0.32	-0.56	-	-0.33	-0.33	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution takes responsibility for educating underprepared students										
Agree strongly	13.6%	15.0%	15.5%	13.0%	10.5%	14.5%	14.3%	19.7%	16.7%	
Agree somewhat	36.4%	53.8%	50.7%	47.8%	52.6%	53.0%	23.8%	55.1%	48.1%	
Disagree somewhat	34.1%	23.4%	26.0%	30.4%	27.9%	26.0%	38.1%	18.5%	26.0%	
Disagree strongly	15.9%	7.9%	7.7%	8.7%	9.0%	6.5%	23.8%	6.7%	9.1%	
Total(n)	44	795	2,712	23	375	1,364	21	420	1,348	
Mean	2.48	2.76	2.74	2.65	2.65	2.75	2.29	2.88	2.72	
Standard deviation	0.93	0.80	0.81	0.83	0.79	0.78	1.01	0.80	0.85	
Significance	-	*	*	-			-	**	*	
Effect size	-	-0.35	-0.32	-	0.00	-0.13	-	-0.74	-0.51	
The criteria for advancement and promotion decisions are clear										
Agree strongly	27.7%	35.3%	32.4%	30.4%	36.6%	32.6%	25.0%	33.9%	32.3%	
Agree somewhat	21.3%	37.7%	37.5%	13.0%	37.2%	39.1%	29.2%	38.2%	35.6%	
Disagree somewhat	31.9%	17.4%	20.1%	39.1%	14.0%	17.2%	25.0%	21.1%	23.5%	
Disagree strongly	19.1%	9.6%	10.0%	17.4%	12.2%	11.1%	20.8%	6.8%	8.6%	
Total(n)	47	793	2,712	23	374	1,362	24	419	1,350	
Mean	2.57	2.99	2.92	2.57	2.98	2.93	2.58	2.99	2.92	
Standard deviation	1.10	0.95	0.96	1.12	1.00	0.97	1.10	0.91	0.95	
Significance	-	**	*	-			-	*		
Effect size	-	-0.44	-0.36	-	-0.41	-0.37	-	-0.45	-0.36	
Most of the students I teach lack the basic skills for college level work										
Agree strongly	15.6%	10.1%	9.1%	4.3%	11.4%	9.5%	27.3%	8.7%	8.6%	
Agree somewhat	22.2%	32.7%	29.9%	21.7%	31.0%	29.9%	22.7%	34.4%	29.9%	
Disagree somewhat	48.9%	47.9%	46.8%	65.2%	48.0%	45.5%	31.8%	47.7%	48.2%	
Disagree strongly	13.3%	9.3%	14.2%	8.7%	9.5%	15.1%	18.2%	9.1%	13.2%	
Total(n)	45	802	2,730	23	377	1,369	22	425	1,361	
Mean	2.40	2.44	2.34	2.22	2.44	2.34	2.59	2.43	2.34	
Standard deviation	0.91	0.80	0.83	0.67	0.82	0.85	1.10	0.78	0.81	
Significance	-			-			-			
Effect size	-	-0.05	0.07	-	-0.27	-0.14	-	0.21	0.31	
There is adequate support for faculty development										
Agree strongly	6.4%	13.2%	15.2%	8.7%	12.4%	14.5%	4.2%	14.1%	15.9%	
Agree somewhat	40.4%	41.9%	40.6%	43.5%	36.4%	39.4%	37.5%	47.9%	41.9%	
Disagree somewhat	34.0%	26.7%	26.9%	30.4%	31.3%	29.0%	37.5%	21.8%	24.6%	
Disagree strongly	19.1%	18.1%	17.3%	17.4%	19.9%	17.1%	20.8%	16.1%	17.6%	
Total(n)	47	797	2,727	23	377	1,366	24	420	1,361	
Mean	2.34	2.50	2.54	2.43	2.41	2.51	2.25	2.60	2.56	
Standard deviation	0.87	0.94	0.95	0.90	0.94	0.94	0.85	0.92	0.96	
Significance	-			-			-			
Effect size	-	-0.17	-0.21	-	0.02	-0.09	-	-0.38	-0.32	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
This institution successfully educates students in remedial/developmental education										
Agree strongly	6.8%	8.5%	10.1%	8.7%	9.4%	11.0%	4.8%	7.5%	9.0%	
Agree somewhat	36.4%	51.6%	47.7%	47.8%	47.0%	48.0%	23.8%	56.6%	47.5%	
Disagree somewhat	50.0%	33.9%	34.1%	43.5%	36.6%	34.1%	57.1%	31.1%	34.2%	
Disagree strongly	6.8%	6.0%	8.1%	0.0%	7.0%	7.0%	14.3%	4.8%	9.4%	
Total(n)	44	787	2,681	23	372	1,349	21	415	1,332	
Mean	2.43	2.63	2.60	2.65	2.59	2.63	2.19	2.67	2.56	
Standard deviation	0.73	0.72	0.78	0.65	0.76	0.77	0.75	0.68	0.78	
Significance	-			-			-	**	*	
Effect size	-	-0.28	-0.22	-	0.08	0.03	-	-0.71	-0.47	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Agree strongly	0.0%	7.8%	6.9%	0.0%	9.7%	6.3%	0.0%	5.7%	7.6%	
Agree somewhat	28.9%	34.6%	35.9%	26.1%	35.3%	35.0%	31.8%	33.8%	36.8%	
Disagree somewhat	53.3%	44.2%	45.8%	56.5%	37.8%	44.6%	50.0%	51.1%	47.1%	
Disagree strongly	17.8%	13.4%	11.4%	17.4%	17.1%	14.0%	18.2%	9.3%	8.5%	
Total(n)	45	789	2,683	23	373	1,349	22	416	1,334	
Mean	2.11	2.37	2.38	2.09	2.38	2.34	2.14	2.36	2.44	
Standard deviation	0.68	0.81	0.78	0.67	0.88	0.79	0.71	0.73	0.75	
Significance	-	*	*	-			-			
Effect size	-	-0.32	-0.35	-	-0.33	-0.32	-	-0.30	-0.40	
Indicate how important you believe each priority listed below is at your college or university:										
To promote the intellectual development of students										
Highest priority	15.6%	40.9%	40.3%	4.5%	35.2%	38.3%	26.1%	47.1%	42.5%	
High priority	37.8%	37.0%	38.5%	50.0%	36.5%	37.2%	26.1%	37.5%	39.9%	
Medium priority	37.8%	17.8%	17.3%	36.4%	21.8%	19.0%	39.1%	13.4%	15.4%	
Low priority	8.9%	4.4%	3.9%	9.1%	6.6%	5.4%	8.7%	1.9%	2.2%	
Total(n)	45	789	2,696	22	373	1,353	23	416	1,343	
Mean	2.60	3.14	3.15	2.50	3.00	3.09	2.70	3.30	3.23	
Standard deviation	0.86	0.86	0.84	0.74	0.91	0.88	0.97	0.77	0.78	
Significance	-	***	***	-	*	**	-	***	**	
Effect size	-	-0.63	-0.65	-	-0.55	-0.67	-	-0.78	-0.68	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate 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	4.4%	14.6%	12.2%	4.5%	9.1%	9.5%	4.3%	20.6%	15.3%	
High priority	44.4%	41.9%	42.0%	45.5%	37.9%	40.4%	43.5%	46.1%	43.9%	
Medium priority	33.3%	32.7%	33.7%	31.8%	40.8%	37.0%	34.8%	24.0%	29.9%	
Low priority	17.8%	10.8%	12.1%	18.2%	12.3%	13.1%	17.4%	9.2%	10.9%	
Total(n)	45	790	2,699	22	371	1,353	23	419	1,346	
Mean	2.36	2.60	2.54	2.36	2.44	2.46	2.35	2.78	2.64	
Standard deviation	0.83	0.86	0.86	0.85	0.82	0.84	0.83	0.88	0.87	
Significance	-			-			-	*		
Effect size	-	-0.28	-0.21	-	-0.10	-0.12	-	-0.49	-0.33	
To facilitate student involvement in community service										
Highest priority	2.3%	14.2%	12.9%	0.0%	9.5%	10.8%	4.5%	19.2%	15.2%	
High priority	27.3%	33.3%	35.3%	27.3%	27.0%	32.8%	27.3%	40.1%	38.1%	
Medium priority	52.3%	40.4%	39.4%	50.0%	46.6%	41.0%	54.5%	33.6%	37.7%	
Low priority	18.2%	12.2%	12.4%	22.7%	16.9%	15.4%	13.6%	7.0%	9.0%	
Total(n)	44	789	2,693	22	372	1,352	22	417	1,341	
Mean	2.14	2.49	2.49	2.05	2.29	2.39	2.23	2.71	2.60	
Standard deviation	0.73	0.88	0.87	0.72	0.86	0.87	0.75	0.85	0.85	
Significance	-	**	**	-			-	**	*	
Effect size	-	-0.40	-0.40	-	-0.28	-0.39	-	-0.56	-0.44	
To help students learn how to bring about change in society										
Highest priority	4.4%	12.4%	10.4%	4.5%	6.7%	7.0%	4.3%	18.5%	14.3%	
High priority	26.7%	20.7%	23.2%	27.3%	16.4%	22.3%	26.1%	25.3%	24.1%	
Medium priority	40.0%	44.3%	44.7%	31.8%	48.7%	45.9%	47.8%	39.5%	43.3%	
Low priority	28.9%	22.6%	21.7%	36.4%	28.1%	24.8%	21.7%	16.7%	18.3%	
Total(n)	45	787	2,684	22	369	1,347	23	418	1,337	
Mean	2.07	2.23	2.22	2.00	2.02	2.11	2.13	2.45	2.34	
Standard deviation	0.86	0.94	0.90	0.93	0.85	0.86	0.81	0.98	0.94	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	-0.02	-0.13	-	-0.33	-0.22	
To increase or maintain institutional prestige										
Highest priority	40.0%	19.0%	18.4%	40.9%	17.7%	17.4%	39.1%	20.6%	19.5%	
High priority	44.4%	41.3%	38.3%	40.9%	36.3%	36.4%	47.8%	46.6%	40.5%	
Medium priority	8.9%	31.3%	33.2%	13.6%	36.2%	35.5%	4.3%	26.1%	30.6%	
Low priority	6.7%	8.3%	10.1%	4.5%	9.8%	10.7%	8.7%	6.7%	9.5%	
Total(n)	45	790	2,697	22	372	1,354	23	418	1,343	
Mean	3.18	2.71	2.65	3.18	2.62	2.61	3.17	2.81	2.70	
Standard deviation	0.86	0.87	0.89	0.85	0.89	0.89	0.89	0.84	0.89	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	0.54	0.60	-	0.63	0.64	-	0.43	0.53	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	6.7%	5.2%	3.5%	9.1%	2.6%	2.4%	4.3%	8.0%	4.8%	
High priority	24.4%	10.4%	10.2%	13.6%	8.8%	9.9%	34.8%	12.1%	10.4%	
Medium priority	42.2%	30.6%	32.0%	40.9%	23.9%	28.2%	43.5%	37.8%	36.2%	
Low priority	26.7%	53.7%	54.3%	36.4%	64.6%	59.4%	17.4%	42.1%	48.5%	
Total(n)	45	788	2,688	22	370	1,350	23	418	1,338	
Mean	2.11	1.67	1.63	1.95	1.50	1.55	2.26	1.86	1.72	
Standard deviation	0.88	0.86	0.81	0.95	0.76	0.77	0.81	0.92	0.84	
Significance	-	***	***	-	**	*	-	*	**	
Effect size	-	0.51	0.59	-	0.59	0.52	-	0.43	0.64	
To recruit more minority students										
Highest priority	11.4%	13.2%	11.2%	4.5%	9.5%	8.6%	18.2%	17.2%	14.1%	
High priority	36.4%	36.0%	37.0%	36.4%	34.2%	35.4%	36.4%	37.9%	39.0%	
Medium priority	45.5%	39.0%	40.2%	59.1%	44.8%	43.9%	31.8%	32.8%	36.0%	
Low priority	6.8%	11.8%	11.6%	0.0%	11.6%	12.2%	13.6%	12.1%	10.9%	
Total(n)	44	790	2,689	22	371	1,349	22	419	1,340	
Mean	2.52	2.51	2.48	2.45	2.42	2.40	2.59	2.60	2.56	
Standard deviation	0.79	0.87	0.84	0.60	0.81	0.81	0.96	0.91	0.86	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	0.04	0.06	-	-0.01	0.03	
To enhance the institution's national image										
Highest priority	40.9%	21.4%	17.6%	36.4%	20.9%	16.6%	45.5%	21.8%	18.8%	
High priority	43.2%	35.0%	35.5%	40.9%	33.4%	35.7%	45.5%	36.7%	35.3%	
Medium priority	11.4%	31.5%	32.2%	18.2%	31.7%	32.2%	4.5%	31.2%	32.2%	
Low priority	4.5%	12.2%	14.7%	4.5%	14.0%	15.6%	4.5%	10.3%	13.7%	
Total(n)	44	791	2,681	22	372	1,348	22	419	1,333	
Mean	3.20	2.66	2.56	3.09	2.61	2.53	3.32	2.70	2.59	
Standard deviation	0.82	0.95	0.94	0.87	0.97	0.94	0.78	0.92	0.94	
Significance	-	***	***	-	*	**	-	**	***	
Effect size	-	0.57	0.68	-	0.49	0.60	-	0.67	0.78	
To promote gender diversity in the faculty and administration										
Highest priority	19.6%	12.8%	10.6%	26.1%	10.2%	10.3%	13.0%	15.5%	11.0%	
High priority	26.1%	38.6%	34.5%	17.4%	40.6%	38.1%	34.8%	36.4%	30.4%	
Medium priority	43.5%	33.4%	38.9%	43.5%	32.4%	38.0%	43.5%	34.6%	40.0%	
Low priority	10.9%	15.2%	15.9%	13.0%	16.7%	13.6%	8.7%	13.6%	18.6%	
Total(n)	46	779	2,662	23	363	1,336	23	416	1,326	
Mean	2.54	2.49	2.40	2.57	2.44	2.45	2.52	2.54	2.34	
Standard deviation	0.94	0.90	0.88	1.04	0.89	0.85	0.85	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.06	0.16	-	0.15	0.14	-	-0.02	0.20	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate 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	17.4%	20.2%	14.7%	17.4%	13.6%	12.4%	17.4%	27.2%	17.4%	
High priority	34.8%	37.2%	34.2%	26.1%	34.7%	35.8%	43.5%	39.9%	32.5%	
Medium priority	39.1%	28.8%	36.4%	43.5%	33.3%	37.7%	34.8%	24.1%	35.0%	
Low priority	8.7%	13.7%	14.6%	13.0%	18.3%	14.1%	4.3%	8.9%	15.1%	
Total(n)	46	777	2,650	23	362	1,333	23	415	1,317	
Mean	2.61	2.64	2.49	2.48	2.44	2.46	2.74	2.85	2.52	
Standard deviation	0.88	0.95	0.91	0.95	0.94	0.88	0.81	0.92	0.95	
Significance	-			-			-			
Effect size	-	-0.03	0.13	-	0.04	0.02	-	-0.12	0.23	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	6.8%	7.9%	8.2%	4.3%	8.2%	8.3%	9.5%	7.7%	8.1%	
High priority	20.5%	27.6%	25.9%	17.4%	19.9%	22.8%	23.8%	35.9%	29.4%	
Medium priority	50.0%	37.5%	39.3%	52.2%	41.1%	39.9%	47.6%	33.6%	38.5%	
Low priority	22.7%	27.0%	26.6%	26.1%	30.8%	29.0%	19.0%	22.8%	23.9%	
Total(n)	44	775	2,654	23	361	1,334	21	414	1,320	
Mean	2.11	2.17	2.16	2.00	2.05	2.10	2.24	2.28	2.22	
Standard deviation	0.84	0.91	0.91	0.80	0.91	0.92	0.89	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.05	-0.11	-	-0.04	0.02	
To create and sustain partnerships with surrounding communities										
Highest priority	15.6%	15.6%	13.2%	8.7%	8.2%	9.4%	22.7%	23.4%	17.4%	
High priority	35.6%	34.4%	38.3%	30.4%	30.6%	37.9%	40.9%	38.3%	38.6%	
Medium priority	31.1%	40.6%	38.4%	34.8%	50.1%	40.9%	27.3%	30.6%	35.7%	
Low priority	17.8%	9.4%	10.1%	26.1%	11.0%	11.8%	9.1%	7.7%	8.3%	
Total(n)	45	779	2,661	23	363	1,336	22	416	1,325	
Mean	2.49	2.56	2.54	2.22	2.36	2.45	2.77	2.77	2.65	
Standard deviation	0.97	0.86	0.84	0.95	0.78	0.82	0.92	0.89	0.86	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.18	-0.28	-	0.00	0.14	

All Respondents

Montclair State University Indicate how important you believe each priority listed below is at your college or university:	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
To pursue extramural funding										
Highest priority	46.5%	15.1%	10.8%	47.8%	11.5%	9.9%	45.0%	18.9%	11.9%	
High priority	34.9%	41.2%	34.2%	30.4%	39.7%	34.2%	40.0%	42.9%	34.1%	
Medium priority	7.0%	32.0%	36.9%	8.7%	35.6%	37.8%	5.0%	28.3%	35.8%	
Low priority	11.6%	11.6%	18.1%	13.0%	13.2%	18.1%	10.0%	9.9%	18.1%	
Total(n)	43	769	2,637	23	359	1,330	20	410	1,307	
Mean	3.16	2.60	2.38	3.13	2.49	2.36	3.20	2.71	2.40	
Standard deviation	1.00	0.88	0.90	1.06	0.86	0.89	0.95	0.89	0.92	
Significance	-	***	***	-	***	***	-	*	***	
Effect size	-	0.64	0.87	-	0.74	0.87	-	0.55	0.87	
To strengthen links with the for-profit, corporate sector										
Highest priority	20.9%	11.1%	9.2%	21.7%	9.9%	8.4%	20.0%	12.4%	10.2%	
High priority	41.9%	40.3%	31.6%	47.8%	41.0%	31.5%	35.0%	39.5%	31.7%	
Medium priority	23.3%	34.9%	37.5%	21.7%	33.5%	37.3%	25.0%	36.6%	37.6%	
Low priority	14.0%	13.6%	21.7%	8.7%	15.6%	22.9%	20.0%	11.5%	20.5%	
Total(n)	43	772	2,649	23	362	1,337	20	410	1,312	
Mean	2.70	2.49	2.28	2.83	2.45	2.25	2.55	2.53	2.32	
Standard deviation	0.96	0.86	0.91	0.89	0.87	0.90	1.05	0.85	0.91	
Significance	-		**	-	*	**	-			
Effect size	-	0.24	0.46	-	0.44	0.64	-	0.02	0.25	
To develop leadership ability among students										
Highest priority	2.2%	13.4%	13.2%	4.3%	8.6%	10.0%	0.0%	18.5%	16.8%	
High priority	15.6%	42.0%	41.8%	13.0%	37.1%	38.4%	18.2%	47.2%	45.6%	
Medium priority	66.7%	35.5%	36.1%	60.9%	43.7%	42.4%	72.7%	26.7%	29.1%	
Low priority	15.6%	9.2%	8.9%	21.7%	10.7%	9.2%	9.1%	7.6%	8.5%	
Total(n)	45	780	2,665	23	366	1,343	22	414	1,322	
Mean	2.04	2.60	2.59	2.00	2.44	2.49	2.09	2.77	2.71	
Standard deviation	0.64	0.83	0.83	0.74	0.79	0.80	0.53	0.84	0.84	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.67	-0.66	-	-0.56	-0.61	-	-0.81	-0.74	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	15.2%	15.6%	14.4%	8.7%	11.1%	12.8%	21.7%	20.3%	16.2%	
High priority	32.6%	38.6%	38.4%	30.4%	32.1%	35.7%	34.8%	45.6%	41.6%	
Medium priority	43.5%	38.1%	36.7%	47.8%	47.4%	39.7%	39.1%	28.0%	33.4%	
Low priority	8.7%	7.7%	10.4%	13.0%	9.4%	11.9%	4.3%	6.0%	8.8%	
Total(n)	46	781	2,664	23	365	1,339	23	416	1,325	
Mean	2.54	2.62	2.57	2.35	2.45	2.49	2.74	2.80	2.65	
Standard deviation	0.86	0.84	0.86	0.83	0.81	0.86	0.86	0.83	0.85	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.03	-	-0.12	-0.16	-	-0.07	0.11	
To prepare students for the workplace										
Highest priority	22.7%	37.9%	33.5%	34.8%	34.5%	31.2%	9.5%	41.5%	36.1%	
High priority	47.7%	48.1%	46.7%	30.4%	50.7%	49.1%	66.7%	45.3%	44.0%	
Medium priority	20.5%	12.7%	17.9%	26.1%	14.0%	17.7%	14.3%	11.2%	18.2%	
Low priority	9.1%	1.4%	1.8%	8.7%	0.8%	2.0%	9.5%	2.0%	1.6%	
Total(n)	44	779	2,667	23	363	1,341	21	416	1,326	
Mean	2.84	3.23	3.12	2.91	3.19	3.10	2.76	3.26	3.15	
Standard deviation	0.89	0.71	0.76	1.00	0.69	0.75	0.77	0.73	0.77	
Significance	-	***	*	-	-	-	-	**	*	
Effect size	-	-0.55	-0.37	-	-0.41	-0.25	-	-0.68	-0.51	
It is easy for students to see faculty outside of regular office hours										
Very descriptive	28.9%	51.4%	49.9%	21.7%	56.2%	52.6%	36.4%	46.3%	46.8%	
Somewhat descriptive	37.8%	41.9%	43.9%	34.8%	37.5%	40.9%	40.9%	46.6%	47.3%	
Not descriptive	33.3%	6.6%	6.2%	43.5%	6.3%	6.5%	22.7%	7.0%	5.8%	
Total(n)	45	774	2,653	23	363	1,337	22	411	1,316	
Mean	1.96	2.45	2.44	1.78	2.50	2.46	2.14	2.39	2.41	
Standard deviation	0.80	0.62	0.61	0.80	0.61	0.61	0.77	0.62	0.60	
Significance	-	***	***	-	***	***	-	-	*	
Effect size	-	-0.79	-0.79	-	-1.18	-1.11	-	-0.40	-0.45	
The faculty are typically at odds with campus administration										
Very descriptive	26.7%	25.5%	22.2%	26.1%	33.5%	24.2%	27.3%	16.9%	19.9%	
Somewhat descriptive	51.1%	45.6%	44.3%	65.2%	43.3%	45.4%	36.4%	48.1%	43.1%	
Not descriptive	22.2%	28.9%	33.5%	8.7%	23.1%	30.4%	36.4%	35.0%	37.1%	
Total(n)	45	768	2,643	23	361	1,330	22	407	1,313	
Mean	2.04	1.97	1.89	2.17	2.10	1.94	1.91	1.82	1.83	
Standard deviation	0.71	0.74	0.74	0.58	0.75	0.74	0.81	0.70	0.73	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.20	-	0.09	0.31	-	0.13	0.11	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Faculty here respect each other										
Very descriptive	44.4%	45.8%	44.0%	39.1%	45.7%	44.4%	50.0%	45.9%	43.5%	
Somewhat descriptive	42.2%	47.7%	49.1%	43.5%	44.8%	47.8%	40.9%	50.8%	50.6%	
Not descriptive	13.3%	6.5%	6.9%	17.4%	9.5%	7.8%	9.1%	3.4%	5.9%	
Total(n)	45	775	2,656	23	362	1,335	22	413	1,321	
Mean	2.31	2.39	2.37	2.22	2.36	2.37	2.41	2.42	2.38	
Standard deviation	0.70	0.61	0.61	0.74	0.65	0.62	0.67	0.56	0.59	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.22	-0.24	-	-0.02	0.05	
Faculty are rewarded for being good teachers										
Very descriptive	8.9%	24.8%	24.6%	8.7%	19.9%	23.3%	9.1%	30.1%	26.0%	
Somewhat descriptive	42.2%	50.7%	49.2%	34.8%	52.5%	49.5%	50.0%	48.8%	49.0%	
Not descriptive	48.9%	24.5%	26.2%	56.5%	27.6%	27.2%	40.9%	21.1%	25.0%	
Total(n)	45	768	2,645	23	360	1,331	22	408	1,314	
Mean	1.60	2.00	1.98	1.52	1.92	1.96	1.68	2.09	2.01	
Standard deviation	0.65	0.70	0.71	0.67	0.68	0.71	0.65	0.71	0.71	
Significance	-	***	***	-	**	**	-	**	*	
Effect size	-	-0.57	-0.54	-	-0.59	-0.62	-	-0.58	-0.46	
There is respect for the expression of diverse values and beliefs										
Very descriptive	28.9%	34.8%	29.6%	43.5%	30.8%	28.9%	13.6%	39.1%	30.5%	
Somewhat descriptive	55.6%	51.5%	56.7%	39.1%	51.1%	55.4%	72.7%	52.0%	58.2%	
Not descriptive	15.6%	13.7%	13.7%	17.4%	18.1%	15.7%	13.6%	9.0%	11.3%	
Total(n)	45	771	2,638	23	363	1,331	22	408	1,307	
Mean	2.13	2.21	2.16	2.26	2.13	2.13	2.00	2.30	2.19	
Standard deviation	0.66	0.66	0.64	0.75	0.69	0.65	0.53	0.62	0.62	
Significance	-			-			-	*		
Effect size	-	-0.12	-0.05	-	0.19	0.20	-	-0.48	-0.31	
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	20.0%	23.9%	23.2%	4.3%	22.5%	21.1%	36.4%	25.5%	25.5%	
Somewhat descriptive	48.9%	48.5%	50.4%	56.5%	52.9%	52.5%	40.9%	43.6%	48.1%	
Not descriptive	31.1%	27.6%	26.4%	39.1%	24.5%	26.4%	22.7%	30.9%	26.4%	
Total(n)	45	767	2,641	23	361	1,329	22	406	1,312	
Mean	1.89	1.96	1.97	1.65	1.98	1.95	2.14	1.95	1.99	
Standard deviation	0.71	0.72	0.70	0.57	0.69	0.69	0.77	0.75	0.72	
Significance	-			-	*	*	-			
Effect size	-	-0.10	-0.11	-	-0.48	-0.43	-	0.25	0.21	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
Administrators consider faculty concerns when making policy										
Very descriptive	9.1%	15.2%	15.2%	4.3%	10.6%	14.5%	14.3%	20.2%	16.1%	
Somewhat descriptive	43.2%	46.6%	50.8%	47.8%	43.0%	49.2%	38.1%	50.4%	52.6%	
Not descriptive	47.7%	38.2%	34.0%	47.8%	46.4%	36.4%	47.6%	29.4%	31.3%	
Total(n)	44	774	2,642	23	363	1,332	21	411	1,310	
Mean	1.61	1.77	1.81	1.57	1.64	1.78	1.67	1.91	1.85	
Standard deviation	0.65	0.69	0.68	0.59	0.66	0.68	0.73	0.70	0.67	
Significance	-			-			-			
Effect size	-	-0.23	-0.29	-	-0.11	-0.31	-	-0.34	-0.27	
The administration is open about its policies										
Very descriptive	11.4%	20.7%	18.3%	0.0%	18.6%	17.8%	23.8%	22.9%	18.9%	
Somewhat descriptive	52.3%	35.1%	45.1%	69.6%	34.7%	44.6%	33.3%	35.5%	45.6%	
Not descriptive	36.4%	44.2%	36.6%	30.4%	46.7%	37.6%	42.9%	41.6%	35.5%	
Total(n)	44	772	2,643	23	363	1,334	21	409	1,309	
Mean	1.75	1.76	1.82	1.70	1.72	1.80	1.81	1.81	1.83	
Standard deviation	0.65	0.77	0.72	0.47	0.76	0.72	0.81	0.78	0.72	
Significance	-			-			-			
Effect size	-	-0.01	-0.10	-	-0.03	-0.14	-	0.00	-0.03	
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	68.9%	42.7%	41.7%	69.6%	44.0%	44.7%	68.2%	41.3%	38.4%	
To some extent	28.9%	47.1%	49.5%	30.4%	47.5%	47.2%	27.3%	46.8%	52.2%	
Not at all	2.2%	10.2%	8.8%	0.0%	8.5%	8.2%	4.5%	11.9%	9.4%	
Total(n)	45	775	2,652	23	357	1,329	22	418	1,323	
Mean	2.67	2.33	2.33	2.70	2.35	2.37	2.64	2.29	2.29	
Standard deviation	0.52	0.65	0.63	0.47	0.63	0.63	0.58	0.67	0.63	
Significance	-	***	***	-	**	*	-	*	**	
Effect size	-	0.52	0.54	-	0.56	0.52	-	0.52	0.56	
Achieve a healthy balance between your personal life and professional life										
To a great extent	35.6%	36.9%	30.8%	52.2%	42.1%	37.3%	18.2%	31.5%	23.5%	
To some extent	48.9%	43.7%	49.4%	39.1%	39.4%	47.2%	59.1%	48.2%	51.8%	
Not at all	15.6%	19.4%	19.8%	8.7%	18.5%	15.5%	22.7%	20.3%	24.7%	
Total(n)	45	775	2,651	23	358	1,326	22	417	1,325	
Mean	2.20	2.18	2.11	2.43	2.24	2.22	1.95	2.11	1.99	
Standard deviation	0.69	0.73	0.70	0.66	0.74	0.69	0.65	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.03	0.13	-	0.26	0.30	-	-0.23	-0.06	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Experience close alignment between your work and your personal values										
To a great extent	64.4%	62.6%	61.9%	52.2%	61.8%	64.1%	77.3%	63.4%	59.4%	
To some extent	28.9%	32.0%	33.7%	39.1%	30.6%	30.5%	18.2%	33.4%	37.3%	
Not at all	6.7%	5.5%	4.5%	8.7%	7.6%	5.4%	4.5%	3.2%	3.3%	
Total(n)	45	773	2,654	23	357	1,330	22	416	1,324	
Mean	2.58	2.57	2.57	2.43	2.54	2.59	2.73	2.60	2.56	
Standard deviation	0.62	0.59	0.58	0.66	0.63	0.59	0.55	0.55	0.56	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	-0.17	-0.27	-	0.24	0.30	
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	44.4%	27.2%	29.4%	39.1%	18.1%	21.8%	50.0%	36.7%	37.9%	
To some extent	22.2%	33.0%	34.1%	21.7%	32.4%	33.9%	22.7%	33.6%	34.3%	
Not at all	33.3%	39.8%	36.5%	39.1%	49.5%	44.3%	27.3%	29.7%	27.8%	
Total(n)	45	775	2,645	23	359	1,326	22	416	1,319	
Mean	2.11	1.87	1.93	2.00	1.69	1.78	2.23	2.07	2.10	
Standard deviation	0.88	0.81	0.81	0.90	0.76	0.78	0.87	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.30	0.22	-	0.41	0.28	-	0.20	0.16	
Mentor new faculty										
To a great extent	24.4%	25.4%	27.2%	26.1%	24.1%	25.9%	22.7%	26.7%	28.6%	
To some extent	57.8%	52.7%	51.8%	47.8%	55.5%	53.4%	68.2%	49.8%	50.0%	
Not at all	17.8%	21.9%	21.0%	26.1%	20.4%	20.7%	9.1%	23.5%	21.4%	
Total(n)	45	777	2,649	23	359	1,328	22	418	1,321	
Mean	2.07	2.03	2.06	2.00	2.04	2.05	2.14	2.03	2.07	
Standard deviation	0.65	0.69	0.69	0.74	0.67	0.68	0.56	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.06	0.01	-	-0.06	-0.07	-	0.15	0.10	
Mentor undergraduate students										
To a great extent	53.7%	61.3%	61.6%	57.1%	52.3%	56.8%	50.0%	70.8%	67.0%	
To some extent	24.4%	35.9%	34.7%	23.8%	44.3%	39.6%	25.0%	27.0%	29.3%	
Not at all	22.0%	2.8%	3.6%	19.0%	3.3%	3.6%	25.0%	2.3%	3.7%	
Total(n)	41	772	2,644	21	358	1,327	20	414	1,317	
Mean	2.32	2.59	2.58	2.38	2.49	2.53	2.25	2.69	2.63	
Standard deviation	0.82	0.55	0.56	0.80	0.56	0.57	0.85	0.51	0.55	
Significance	-	**	**	-			-	***	**	
Effect size	-	-0.49	-0.46	-	-0.20	-0.26	-	-0.86	-0.69	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Structure your courses so that students master a conceptual understanding of course content										
To a great extent	84.4%	80.7%	80.3%	78.3%	76.9%	78.6%	90.9%	84.6%	82.2%	
To some extent	15.6%	19.0%	19.0%	21.7%	22.8%	20.8%	9.1%	15.0%	16.9%	
Not at all	0.0%	0.4%	0.7%	0.0%	0.3%	0.6%	0.0%	0.4%	0.9%	
Total(n)	45	775	2,652	23	358	1,328	22	417	1,324	
Mean	2.84	2.80	2.80	2.78	2.77	2.78	2.91	2.84	2.81	
Standard deviation	0.37	0.41	0.42	0.42	0.43	0.43	0.29	0.37	0.41	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.02	0.00	-	0.19	0.24	
Structure your courses so that students develop study skills that prepare them for college-level work										
To a great extent	53.5%	57.3%	54.4%	65.2%	52.2%	52.6%	40.0%	62.5%	56.5%	
To some extent	37.2%	39.2%	41.1%	26.1%	43.7%	42.9%	50.0%	34.7%	39.1%	
Not at all	9.3%	3.5%	4.5%	8.7%	4.1%	4.6%	10.0%	2.8%	4.5%	
Total(n)	43	771	2,650	23	355	1,328	20	416	1,322	
Mean	2.44	2.54	2.50	2.57	2.48	2.48	2.30	2.60	2.52	
Standard deviation	0.67	0.56	0.58	0.66	0.58	0.58	0.66	0.54	0.58	
Significance	-			-			-	*		
Effect size	-	-0.18	-0.10	-	0.16	0.16	-	-0.56	-0.38	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	10.9%	10.9%	9.7%	13.0%	13.7%	12.6%	8.7%	8.0%	6.4%	
Satisfied	56.5%	39.5%	34.9%	56.5%	44.5%	36.2%	56.5%	34.2%	33.4%	
Marginally satisfied	21.7%	25.0%	28.9%	21.7%	19.6%	25.6%	21.7%	30.8%	32.7%	
Not satisfied	10.9%	24.6%	26.5%	8.7%	22.3%	25.7%	13.0%	27.0%	27.5%	
Total(n)	46	780	2,659	23	363	1,334	23	417	1,325	
Mean	2.67	2.37	2.28	2.74	2.49	2.36	2.61	2.23	2.19	
Standard deviation	0.82	0.97	0.96	0.81	0.98	1.00	0.84	0.94	0.91	
Significance	-	*	**	-			-		*	
Effect size	-	0.31	0.41	-	0.26	0.38	-	0.40	0.46	
Health benefits										
Very satisfied	26.1%	31.9%	27.3%	21.7%	30.7%	26.0%	30.4%	33.2%	28.7%	
Satisfied	58.7%	48.9%	47.2%	65.2%	47.9%	46.3%	52.2%	50.0%	48.2%	
Marginally satisfied	10.9%	14.6%	19.3%	8.7%	15.4%	19.9%	13.0%	13.7%	18.7%	
Not satisfied	4.3%	4.6%	6.2%	4.3%	6.0%	7.8%	4.3%	3.1%	4.4%	
Total(n)	46	761	2,610	23	356	1,317	23	405	1,293	
Mean	3.07	3.08	2.96	3.04	3.03	2.91	3.09	3.13	3.01	
Standard deviation	0.74	0.80	0.84	0.71	0.84	0.87	0.79	0.76	0.81	
Significance	-			-			-			
Effect size	-	-0.01	0.13	-	0.01	0.15	-	-0.05	0.10	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	10.9%	18.8%	20.4%	4.3%	17.4%	21.2%	17.4%	20.4%	19.5%	
Satisfied	65.2%	52.7%	49.4%	73.9%	54.1%	47.7%	56.5%	51.1%	51.4%	
Marginally satisfied	10.9%	19.5%	22.2%	4.3%	19.3%	22.2%	17.4%	19.8%	22.3%	
Not satisfied	13.0%	9.0%	7.9%	17.4%	9.2%	9.0%	8.7%	8.7%	6.7%	
Total(n)	46	765	2,617	23	359	1,316	23	406	1,301	
Mean	2.74	2.81	2.82	2.65	2.80	2.81	2.83	2.83	2.84	
Standard deviation	0.83	0.84	0.84	0.83	0.83	0.87	0.83	0.85	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.10	-	-0.18	-0.18	-	0.00	-0.01	
Opportunity for scholarly pursuits										
Very satisfied	15.6%	7.0%	8.0%	4.5%	7.3%	8.5%	26.1%	6.8%	7.5%	
Satisfied	33.3%	36.9%	35.9%	36.4%	38.4%	39.6%	30.4%	35.3%	31.7%	
Marginally satisfied	31.1%	29.3%	29.6%	31.8%	29.8%	27.2%	30.4%	28.7%	32.4%	
Not satisfied	20.0%	26.7%	26.4%	27.3%	24.4%	24.7%	13.0%	29.2%	28.4%	
Total(n)	45	763	2,601	22	357	1,313	23	406	1,288	
Mean	2.44	2.24	2.26	2.18	2.29	2.32	2.70	2.20	2.18	
Standard deviation	0.99	0.93	0.94	0.91	0.92	0.94	1.02	0.94	0.93	
Significance	-	-	-	-	-	-	-	*	**	
Effect size	-	0.22	0.19	-	-0.12	-0.15	-	0.53	0.56	
Teaching load										
Very satisfied	10.9%	8.0%	8.7%	0.0%	8.3%	9.2%	21.7%	7.8%	8.1%	
Satisfied	37.0%	31.1%	36.1%	47.8%	27.2%	34.5%	26.1%	35.3%	37.9%	
Marginally satisfied	28.3%	32.0%	28.6%	26.1%	33.7%	29.7%	30.4%	30.2%	27.3%	
Not satisfied	23.9%	28.8%	26.6%	26.1%	30.8%	26.5%	21.7%	26.8%	26.7%	
Total(n)	46	775	2,645	23	362	1,330	23	413	1,315	
Mean	2.35	2.18	2.27	2.22	2.13	2.26	2.48	2.24	2.27	
Standard deviation	0.97	0.94	0.95	0.85	0.95	0.95	1.08	0.93	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.18	0.08	-	0.09	-0.04	-	0.26	0.22	
Quality of students										
Very satisfied	2.2%	6.1%	9.6%	0.0%	5.1%	8.8%	4.3%	7.2%	10.5%	
Satisfied	47.8%	40.4%	42.1%	56.5%	34.6%	38.6%	39.1%	46.5%	46.0%	
Marginally satisfied	23.9%	33.2%	31.2%	26.1%	32.0%	31.3%	21.7%	34.4%	31.2%	
Not satisfied	26.1%	20.4%	17.1%	17.4%	28.3%	21.3%	34.8%	12.0%	12.4%	
Total(n)	46	777	2,653	23	362	1,331	23	415	1,322	
Mean	2.26	2.32	2.44	2.39	2.16	2.35	2.13	2.49	2.55	
Standard deviation	0.88	0.86	0.88	0.78	0.90	0.91	0.97	0.80	0.84	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.07	-0.20	-	0.26	0.04	-	-0.45	-0.50	
How satisfied are you with the following aspects of your job?										
Office/lab space										
Very satisfied	22.2%	22.2%	23.9%	26.1%	21.0%	22.5%	18.2%	23.4%	25.5%	
Satisfied	42.2%	49.0%	43.3%	56.5%	51.2%	44.0%	27.3%	46.6%	42.5%	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Marginally satisfied	8.9%	16.4%	18.1%	4.3%	16.4%	19.2%	13.6%	16.3%	16.8%	
Not satisfied	26.7%	12.5%	14.7%	13.0%	11.4%	14.3%	40.9%	13.6%	15.2%	
Total(n)	45	771	2,632	23	361	1,324	22	410	1,308	
Mean	2.60	2.81	2.76	2.96	2.82	2.75	2.23	2.80	2.78	
Standard deviation	1.12	0.92	0.98	0.93	0.89	0.96	1.19	0.95	0.99	
Significance	-	-	-	-	-	-	-	**	*	
Effect size	-	-0.23	-0.16	-	0.16	0.22	-	-0.60	-0.56	
Autonomy and independence										
Very satisfied	44.4%	36.7%	38.0%	47.8%	38.8%	39.8%	40.9%	34.5%	36.0%	
Satisfied	42.2%	46.9%	44.5%	43.5%	42.0%	42.9%	40.9%	52.2%	46.3%	
Marginally satisfied	8.9%	12.0%	12.4%	4.3%	15.0%	11.5%	13.6%	8.9%	13.5%	
Not satisfied	4.4%	4.3%	5.1%	4.3%	4.1%	5.8%	4.5%	4.5%	4.3%	
Total(n)	45	779	2,651	23	363	1,331	22	416	1,320	
Mean	3.27	3.16	3.15	3.35	3.16	3.17	3.18	3.17	3.14	
Standard deviation	0.81	0.80	0.83	0.78	0.82	0.85	0.85	0.76	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.14	-	0.23	0.21	-	0.01	0.05	
Professional relationships with other faculty										
Very satisfied	37.8%	37.8%	36.6%	39.1%	32.8%	34.6%	36.4%	43.0%	38.9%	
Satisfied	26.7%	36.2%	38.9%	17.4%	39.1%	40.8%	36.4%	33.2%	36.7%	
Marginally satisfied	28.9%	19.6%	18.0%	39.1%	19.6%	16.7%	18.2%	19.7%	19.3%	
Not satisfied	6.7%	6.4%	6.6%	4.3%	8.5%	7.9%	9.1%	4.1%	5.1%	
Total(n)	45	780	2,652	23	362	1,330	22	418	1,322	
Mean	2.96	3.05	3.06	2.91	2.96	3.02	3.00	3.15	3.09	
Standard deviation	0.98	0.91	0.90	1.00	0.93	0.91	0.98	0.88	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	-0.11	-	-0.05	-0.12	-	-0.17	-0.10	
Competency of colleagues										
Very satisfied	31.1%	32.0%	31.2%	26.1%	24.4%	28.7%	36.4%	40.1%	34.0%	
Satisfied	40.0%	47.8%	46.8%	39.1%	51.9%	47.0%	40.9%	43.5%	46.7%	
Marginally satisfied	15.6%	14.4%	15.6%	17.4%	15.2%	16.8%	13.6%	13.5%	14.3%	
Not satisfied	13.3%	5.8%	6.3%	17.4%	8.5%	7.5%	9.1%	2.9%	5.0%	
Total(n)	45	778	2,646	23	362	1,326	22	416	1,320	
Mean	2.89	3.06	3.03	2.74	2.92	2.97	3.05	3.21	3.10	
Standard deviation	1.01	0.83	0.85	1.05	0.85	0.87	0.95	0.78	0.82	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.20	-0.16	-	-0.21	-0.26	-	-0.21	-0.06	
How satisfied are you with the following aspects of your job?										
Job security										
Very satisfied	44.4%	41.3%	41.4%	43.5%	44.9%	45.6%	45.5%	37.5%	36.6%	
Satisfied	44.4%	41.6%	39.6%	47.8%	43.1%	38.8%	40.9%	40.0%	40.6%	
Marginally satisfied	8.9%	11.6%	12.2%	4.3%	8.2%	9.4%	13.6%	15.1%	15.4%	
Not satisfied	2.2%	5.6%	6.8%	4.3%	3.8%	6.2%	0.0%	7.4%	7.5%	
Total(n)	45	769	2,630	23	356	1,318	22	413	1,312	
Mean	3.31	3.19	3.16	3.30	3.29	3.24	3.32	3.08	3.06	
Standard deviation	0.73	0.85	0.88	0.76	0.77	0.86	0.72	0.90	0.90	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Significance	-			-			-			
Effect size	-	0.14	0.17	-	0.01	0.07	-	0.27	0.29	
Departmental leadership										
Very satisfied	28.9%	30.8%	34.6%	30.4%	25.1%	32.3%	27.3%	36.7%	37.1%	
Satisfied	40.0%	39.2%	35.4%	30.4%	44.1%	38.5%	50.0%	34.1%	32.0%	
Marginally satisfied	8.9%	15.6%	16.5%	13.0%	14.9%	15.8%	4.5%	16.4%	17.3%	
Not satisfied	22.2%	14.4%	13.5%	26.1%	15.9%	13.4%	18.2%	12.8%	13.5%	
Total(n)	45	766	2,621	23	353	1,312	22	413	1,309	
Mean	2.76	2.86	2.91	2.65	2.78	2.90	2.86	2.95	2.93	
Standard deviation	1.11	1.01	1.02	1.19	0.99	1.00	1.04	1.02	1.04	
Significance	-			-			-			
Effect size	-	-0.10	-0.15	-	-0.13	-0.25	-	-0.09	-0.07	
Course assignments										
Very satisfied	42.2%	34.6%	36.0%	30.4%	31.7%	35.6%	54.5%	37.7%	36.4%	
Satisfied	40.0%	49.2%	46.5%	52.2%	50.0%	47.9%	27.3%	48.4%	44.8%	
Marginally satisfied	13.3%	10.5%	12.7%	17.4%	12.0%	11.9%	9.1%	8.8%	13.7%	
Not satisfied	4.4%	5.7%	4.8%	0.0%	6.3%	4.5%	9.1%	5.1%	5.1%	
Total(n)	45	767	2,628	23	358	1,319	22	409	1,309	
Mean	3.20	3.13	3.14	3.13	3.07	3.15	3.27	3.19	3.12	
Standard deviation	0.84	0.81	0.81	0.69	0.83	0.80	0.98	0.80	0.83	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.07	-0.03	-	0.10	0.18	
Freedom to determine course content										
Very satisfied	61.4%	56.5%	59.5%	63.6%	58.2%	62.1%	59.1%	54.6%	56.6%	
Satisfied	34.1%	33.7%	31.1%	36.4%	32.9%	29.6%	31.8%	34.6%	32.7%	
Marginally satisfied	2.3%	6.3%	6.2%	0.0%	4.3%	5.1%	4.5%	8.4%	7.5%	
Not satisfied	2.3%	3.5%	3.2%	0.0%	4.6%	3.1%	4.5%	2.4%	3.3%	
Total(n)	44	767	2,623	22	358	1,316	22	409	1,307	
Mean	3.55	3.43	3.47	3.64	3.45	3.51	3.45	3.41	3.43	
Standard deviation	0.66	0.76	0.75	0.49	0.78	0.73	0.80	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.16	0.11	-	0.24	0.18	-	0.05	0.03	
How satisfied are you with the following aspects of your job?										
Availability of child care at this institution										
Very satisfied	36.4%	24.0%	16.8%	42.9%	29.0%	20.3%	25.0%	18.1%	12.8%	
Satisfied	18.2%	22.8%	19.8%	28.6%	21.5%	20.6%	0.0%	24.2%	19.0%	
Marginally satisfied	18.2%	18.4%	17.3%	14.3%	20.0%	18.2%	25.0%	16.6%	16.2%	
Not satisfied	27.3%	34.9%	46.0%	14.3%	29.5%	40.9%	50.0%	41.1%	52.0%	
Total(n)	11	227	813	7	105	400	4	122	413	
Mean	2.64	2.36	2.08	3.00	2.50	2.20	2.00	2.19	1.93	
Standard deviation	1.29	1.19	1.15	1.15	1.19	1.18	1.41	1.16	1.10	
Significance	-			-			-			
Effect size	-	0.24	0.49	-	0.42	0.68	-	-0.16	0.06	
Prospects for career advancement										
Very satisfied	18.6%	10.5%	12.2%	13.6%	11.6%	14.0%	23.8%	9.4%	10.2%	
Satisfied	39.5%	44.6%	42.4%	31.8%	45.0%	43.5%	47.6%	44.2%	41.2%	

2013-14 HERI Faculty Survey
Institutional Profile Report

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Marginally satisfied	20.9%	25.9%	24.9%	36.4%	23.2%	23.4%	4.8%	28.5%	26.6%	
Not satisfied	20.9%	19.1%	20.5%	18.2%	20.2%	19.2%	23.8%	18.0%	22.0%	
Total(n)	43	725	2,466	22	337	1,239	21	388	1,227	
Mean	2.56	2.46	2.46	2.41	2.48	2.52	2.71	2.45	2.40	
Standard deviation	1.03	0.92	0.95	0.96	0.94	0.96	1.10	0.89	0.94	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	-0.07	-0.11	-	0.29	0.33	
Clerical/administrative support										
Very satisfied	18.2%	17.7%	22.9%	21.7%	17.6%	22.7%	14.3%	17.8%	23.2%	
Satisfied	36.4%	38.4%	38.2%	43.5%	42.9%	40.8%	28.6%	33.8%	35.2%	
Marginally satisfied	11.4%	28.5%	23.7%	0.0%	23.5%	21.2%	23.8%	33.6%	26.5%	
Not satisfied	34.1%	15.4%	15.2%	34.8%	16.0%	15.2%	33.3%	14.8%	15.2%	
Total(n)	44	763	2,609	23	350	1,307	21	413	1,302	
Mean	2.39	2.58	2.69	2.52	2.62	2.71	2.24	2.55	2.66	
Standard deviation	1.15	0.95	0.99	1.20	0.95	0.98	1.09	0.95	0.99	
Significance	-		*	-			-			
Effect size	-	-0.20	-0.30	-	-0.11	-0.19	-	-0.33	-0.42	
Overall job satisfaction										
Very satisfied	22.2%	22.9%	22.4%	17.4%	21.2%	21.7%	27.3%	24.8%	23.3%	
Satisfied	55.6%	47.6%	50.2%	56.5%	47.8%	52.4%	54.5%	47.4%	47.8%	
Marginally satisfied	13.3%	21.9%	20.8%	13.0%	20.5%	18.4%	13.6%	23.4%	23.4%	
Not satisfied	8.9%	7.5%	6.6%	13.0%	10.4%	7.5%	4.5%	4.5%	5.6%	
Total(n)	45	772	2,628	23	358	1,316	22	414	1,312	
Mean	2.91	2.86	2.88	2.78	2.80	2.88	3.05	2.92	2.89	
Standard deviation	0.85	0.85	0.83	0.90	0.89	0.83	0.79	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	-0.02	-0.12	-	0.16	0.20	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	14.0%	13.3%	11.0%	13.6%	18.5%	13.7%	14.3%	7.9%	8.0%	
Satisfied	55.8%	37.4%	35.6%	59.1%	36.8%	35.7%	52.4%	38.2%	35.5%	
Marginally satisfied	18.6%	23.6%	26.3%	13.6%	19.4%	25.2%	23.8%	28.1%	27.7%	
Not satisfied	11.6%	25.6%	27.1%	13.6%	25.4%	25.5%	9.5%	25.9%	28.9%	
Total(n)	43	765	2,607	22	355	1,312	21	410	1,295	
Mean	2.72	2.38	2.31	2.73	2.48	2.38	2.71	2.28	2.23	
Standard deviation	0.85	1.01	0.99	0.88	1.06	1.01	0.85	0.94	0.96	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	0.34	0.41	-	0.24	0.35	-	0.46	0.50	
Flexibility in relation to family matters or emergencies										
Very satisfied	45.9%	41.1%	39.3%	45.0%	40.0%	41.0%	47.1%	42.3%	37.5%	
Satisfied	40.5%	45.2%	46.5%	45.0%	49.6%	47.2%	35.3%	40.5%	45.7%	
Marginally satisfied	10.8%	8.5%	10.5%	10.0%	7.4%	9.0%	11.8%	9.7%	12.2%	
Not satisfied	2.7%	5.2%	3.6%	0.0%	3.0%	2.7%	5.9%	7.5%	4.7%	
Total(n)	37	738	2,514	20	343	1,260	17	395	1,254	
Mean	3.30	3.22	3.22	3.35	3.27	3.27	3.24	3.18	3.16	
Standard deviation	0.78	0.81	0.77	0.67	0.72	0.73	0.90	0.89	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.10	-	0.11	0.11	-	0.07	0.10	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	12.8%	14.6%	11.4%	8.7%	13.2%	12.2%	16.7%	16.2%	10.5%	
Agree somewhat	42.6%	45.0%	47.6%	43.5%	41.0%	45.5%	41.7%	49.3%	49.9%	
Disagree somewhat	31.9%	27.7%	27.7%	26.1%	27.4%	27.5%	37.5%	28.0%	27.9%	
Disagree strongly	12.8%	12.6%	13.3%	21.7%	18.5%	14.8%	4.2%	6.4%	11.7%	
Total(n)	47	816	2,784	23	383	1,391	24	433	1,393	
Mean	2.55	2.62	2.57	2.39	2.49	2.55	2.71	2.75	2.59	
Standard deviation	0.88	0.88	0.86	0.94	0.94	0.89	0.81	0.80	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.02	-	-0.11	-0.18	-	-0.05	0.14	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Agree strongly	59.6%	64.7%	65.1%	52.2%	59.2%	58.1%	66.7%	70.5%	72.9%	
Agree somewhat	38.3%	27.2%	28.3%	43.5%	27.6%	32.0%	33.3%	26.7%	24.2%	
Disagree somewhat	2.1%	6.5%	5.1%	4.3%	10.2%	7.3%	0.0%	2.6%	2.5%	
Disagree strongly	0.0%	1.6%	1.5%	0.0%	2.9%	2.6%	0.0%	0.2%	0.3%	
Total(n)	47	815	2,780	23	382	1,389	24	433	1,391	
Mean	3.57	3.55	3.57	3.48	3.43	3.46	3.67	3.68	3.70	
Standard deviation	0.54	0.69	0.66	0.59	0.79	0.74	0.48	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.06	0.03	-	-0.02	-0.06	
External pressures often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	21.7%	23.5%	19.9%	21.7%	26.8%	19.4%	21.7%	19.8%	20.6%	
Agree somewhat	37.0%	45.5%	48.5%	34.8%	43.4%	49.1%	39.1%	47.7%	47.9%	
Disagree somewhat	34.8%	25.6%	25.7%	39.1%	25.9%	25.9%	30.4%	25.4%	25.5%	
Disagree strongly	6.5%	5.4%	5.8%	4.3%	3.9%	5.7%	8.7%	7.0%	6.0%	
Total(n)	46	810	2,761	23	383	1,386	23	427	1,375	
Mean	2.74	2.87	2.83	2.74	2.93	2.82	2.74	2.80	2.83	
Standard deviation	0.88	0.83	0.81	0.86	0.82	0.80	0.92	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.16	-0.11	-	-0.23	-0.10	-	-0.07	-0.11	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	46.8%	43.4%	43.3%	39.1%	35.6%	38.2%	54.2%	51.8%	48.9%	
Agree somewhat	40.4%	48.9%	49.9%	39.1%	55.7%	53.6%	41.7%	41.8%	45.7%	
Disagree somewhat	10.6%	5.7%	5.5%	17.4%	6.0%	6.1%	4.2%	5.4%	4.8%	
Disagree strongly	2.1%	1.9%	1.4%	4.3%	2.7%	2.1%	0.0%	1.0%	0.6%	
Total(n)	47	814	2,779	23	382	1,389	24	432	1,390	
Mean	3.32	3.34	3.35	3.13	3.24	3.28	3.50	3.44	3.43	
Standard deviation	0.75	0.67	0.65	0.87	0.68	0.67	0.59	0.64	0.61	
Significance	-			-			-			
Effect size	-	-0.03	-0.05	-	-0.16	-0.22	-	0.09	0.11	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	17.4%	16.1%	15.4%	13.0%	17.2%	14.9%	21.7%	14.8%	16.0%	
Agree somewhat	41.3%	41.2%	45.9%	43.5%	40.4%	45.1%	39.1%	42.1%	46.8%	
Disagree somewhat	32.6%	33.4%	31.7%	34.8%	32.6%	33.1%	30.4%	34.2%	30.0%	
Disagree strongly	8.7%	9.3%	7.0%	8.7%	9.7%	6.8%	8.7%	8.9%	7.2%	
Total(n)	46	805	2,741	23	381	1,378	23	424	1,363	
Mean	2.67	2.64	2.70	2.61	2.65	2.68	2.74	2.63	2.72	
Standard deviation	0.87	0.86	0.81	0.84	0.88	0.81	0.92	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.03	-0.04	-	-0.05	-0.09	-	0.13	0.02	
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	18.2%	21.7%	21.0%	17.4%	18.1%	16.0%	19.0%	25.6%	26.7%	
Somewhat	47.7%	53.8%	53.7%	56.5%	48.2%	52.8%	38.1%	59.6%	54.6%	
Not at all	34.1%	24.5%	25.3%	26.1%	33.7%	31.2%	42.9%	14.8%	18.7%	
Total(n)	44	757	2,580	23	348	1,291	21	409	1,289	
Mean	1.84	1.97	1.96	1.91	1.84	1.85	1.76	2.11	2.08	
Standard deviation	0.71	0.68	0.68	0.67	0.70	0.67	0.77	0.63	0.67	
Significance	-			-			-	*	*	
Effect size	-	-0.19	-0.18	-	0.10	0.09	-	-0.56	-0.48	
Child care										
Extensive	25.0%	19.0%	17.8%	20.0%	15.6%	13.0%	30.0%	23.7%	24.6%	
Somewhat	35.0%	43.5%	44.3%	40.0%	36.8%	40.6%	30.0%	53.1%	49.3%	
Not at all	40.0%	37.5%	37.9%	40.0%	47.6%	46.3%	40.0%	23.2%	26.1%	
Total(n)	20	355	1,235	10	189	697	10	166	538	
Mean	1.85	1.81	1.80	1.80	1.68	1.67	1.90	2.00	1.98	
Standard deviation	0.81	0.73	0.72	0.79	0.73	0.69	0.88	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.16	0.19	-	-0.15	-0.11	
My physical health										
Extensive	14.3%	12.6%	12.1%	18.2%	11.6%	10.2%	10.0%	13.8%	14.1%	
Somewhat	38.1%	48.0%	46.9%	45.5%	43.7%	46.5%	30.0%	52.5%	47.3%	
Not at all	47.6%	39.4%	41.1%	36.4%	44.7%	43.3%	60.0%	33.8%	38.6%	
Total(n)	42	748	2,545	22	348	1,278	20	400	1,267	
Mean	1.67	1.73	1.71	1.82	1.67	1.67	1.50	1.80	1.75	
Standard deviation	0.72	0.67	0.67	0.73	0.67	0.65	0.69	0.66	0.68	
Significance	-			-			-	*		
Effect size	-	-0.09	-0.06	-	0.22	0.23	-	-0.45	-0.37	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Review/promotion process										
Extensive	28.2%	24.3%	23.9%	25.0%	19.5%	19.6%	31.6%	29.1%	28.6%	
Somewhat	46.2%	40.9%	39.6%	45.0%	40.6%	38.6%	47.4%	41.2%	40.7%	
Not at all	25.6%	34.9%	36.5%	30.0%	39.9%	41.8%	21.1%	29.7%	30.6%	
Total(n)	39	699	2,403	20	323	1,208	19	376	1,195	
Mean	2.03	1.89	1.87	1.95	1.80	1.78	2.11	1.99	1.98	
Standard deviation	0.74	0.76	0.77	0.76	0.74	0.75	0.74	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.18	0.21	-	0.20	0.23	-	0.16	0.17	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	13.5%	8.5%	9.5%	16.7%	5.8%	6.6%	10.5%	11.4%	12.7%	
Somewhat	27.0%	24.0%	25.2%	11.1%	18.6%	18.3%	42.1%	30.0%	32.9%	
Not at all	59.5%	67.5%	65.4%	72.2%	75.5%	75.2%	47.4%	58.7%	54.4%	
Total(n)	37	691	2,379	18	320	1,176	19	371	1,203	
Mean	1.54	1.41	1.44	1.44	1.30	1.31	1.63	1.53	1.58	
Standard deviation	0.73	0.64	0.66	0.78	0.57	0.59	0.68	0.69	0.71	
Significance	-			-			-			
Effect size	-	0.20	0.15	-	0.25	0.22	-	0.14	0.07	
Personal finances										
Extensive	17.8%	14.8%	17.7%	13.0%	12.9%	16.5%	22.7%	16.8%	19.1%	
Somewhat	40.0%	46.5%	44.7%	43.5%	48.5%	46.8%	36.4%	44.3%	42.4%	
Not at all	42.2%	38.7%	37.6%	43.5%	38.5%	36.8%	40.9%	38.9%	38.5%	
Total(n)	45	755	2,596	23	349	1,301	22	406	1,295	
Mean	1.76	1.76	1.80	1.70	1.74	1.80	1.82	1.78	1.81	
Standard deviation	0.74	0.69	0.72	0.70	0.67	0.70	0.80	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.00	-0.06	-	-0.06	-0.14	-	0.06	0.01	
Committee work										
Extensive	17.4%	22.0%	17.5%	8.7%	18.5%	15.0%	26.1%	25.5%	20.4%	
Somewhat	50.0%	50.0%	50.4%	47.8%	53.3%	52.4%	52.2%	46.6%	48.1%	
Not at all	32.6%	28.0%	32.1%	43.5%	28.2%	32.6%	21.7%	27.9%	31.5%	
Total(n)	46	754	2,574	23	347	1,289	23	407	1,285	
Mean	1.85	1.94	1.85	1.65	1.90	1.82	2.04	1.98	1.89	
Standard deviation	0.70	0.70	0.69	0.65	0.68	0.67	0.71	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.13	0.00	-	-0.37	-0.25	-	0.08	0.21	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	19.6%	14.3%	12.2%	17.4%	17.1%	12.5%	21.7%	11.3%	11.8%	
Somewhat	32.6%	45.4%	47.2%	39.1%	41.1%	45.8%	26.1%	49.9%	48.9%	
Not at all	47.8%	40.4%	40.6%	43.5%	41.8%	41.7%	52.2%	38.9%	39.3%	
Total(n)	46	759	2,584	23	350	1,295	23	409	1,289	
Mean	1.72	1.74	1.72	1.74	1.75	1.71	1.70	1.72	1.72	
Standard deviation	0.78	0.69	0.67	0.75	0.73	0.68	0.82	0.65	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.03	0.00	-	-0.01	0.04	-	-0.03	-0.03	
Colleagues										
Extensive	15.6%	15.2%	14.6%	13.0%	18.4%	14.1%	18.2%	11.8%	15.2%	
Somewhat	44.4%	43.0%	45.7%	39.1%	40.0%	42.8%	50.0%	46.1%	49.0%	
Not at all	40.0%	41.8%	39.6%	47.8%	41.5%	43.0%	31.8%	42.1%	35.8%	
Total(n)	45	761	2,605	23	353	1,311	22	408	1,294	
Mean	1.76	1.73	1.75	1.65	1.77	1.71	1.86	1.70	1.79	
Standard deviation	0.71	0.71	0.69	0.71	0.74	0.70	0.71	0.67	0.68	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.04	0.01	-	-0.16	-0.09	-	0.24	0.10	
Students										
Extensive	4.4%	8.1%	7.4%	4.3%	7.0%	6.1%	4.5%	9.3%	8.8%	
Somewhat	46.7%	57.5%	58.7%	39.1%	55.0%	55.2%	54.5%	60.0%	62.7%	
Not at all	48.9%	34.4%	33.9%	56.5%	38.0%	38.7%	40.9%	30.7%	28.6%	
Total(n)	45	768	2,618	23	353	1,307	22	415	1,311	
Mean	1.56	1.74	1.73	1.48	1.69	1.67	1.64	1.79	1.80	
Standard deviation	0.59	0.60	0.58	0.59	0.59	0.58	0.58	0.60	0.58	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.30	-0.29	-	-0.36	-0.33	-	-0.25	-0.28	
Research or publishing demands										
Extensive	28.9%	20.6%	21.1%	30.4%	15.2%	15.4%	27.3%	26.6%	27.7%	
Somewhat	53.3%	51.0%	49.5%	47.8%	50.5%	50.2%	59.1%	51.6%	48.7%	
Not at all	17.8%	28.4%	29.4%	21.7%	34.3%	34.4%	13.6%	21.8%	23.6%	
Total(n)	45	696	2,426	23	333	1,256	22	363	1,170	
Mean	2.11	1.92	1.92	2.09	1.81	1.81	2.14	2.05	2.04	
Standard deviation	0.68	0.70	0.71	0.73	0.68	0.68	0.64	0.69	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.27	0.27	-	0.41	0.41	-	0.13	0.14	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional procedures and "red tape"										
Extensive	45.5%	29.4%	27.5%	39.1%	27.9%	26.7%	52.4%	31.1%	28.4%	
Somewhat	40.9%	53.2%	53.9%	39.1%	54.9%	55.0%	42.9%	51.4%	52.7%	
Not at all	13.6%	17.4%	18.6%	21.7%	17.2%	18.3%	4.8%	17.6%	18.9%	
Total(n)	44	748	2,567	23	347	1,295	21	401	1,272	
Mean	2.32	2.12	2.09	2.17	2.11	2.08	2.48	2.13	2.09	
Standard deviation	0.71	0.67	0.67	0.78	0.66	0.67	0.60	0.68	0.68	
Significance	-		*	-			-	*	**	
Effect size	-	0.30	0.34	-	0.09	0.13	-	0.51	0.57	
Teaching load										
Extensive	20.5%	27.4%	25.1%	17.4%	29.1%	24.7%	23.8%	25.7%	25.5%	
Somewhat	40.9%	47.6%	48.6%	43.5%	48.5%	47.7%	38.1%	46.6%	49.6%	
Not at all	38.6%	25.0%	26.3%	39.1%	22.4%	27.7%	38.1%	27.8%	24.8%	
Total(n)	44	764	2,613	23	355	1,318	21	409	1,295	
Mean	1.82	2.02	1.99	1.78	2.07	1.97	1.86	1.98	2.01	
Standard deviation	0.76	0.72	0.72	0.74	0.71	0.72	0.79	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.28	-0.24	-	-0.41	-0.26	-	-0.16	-0.21	
Lack of personal time										
Extensive	18.2%	30.9%	30.2%	8.7%	22.4%	23.4%	28.6%	39.8%	37.7%	
Somewhat	54.5%	43.9%	45.3%	60.9%	49.1%	46.5%	47.6%	38.5%	43.9%	
Not at all	27.3%	25.2%	24.5%	30.4%	28.5%	30.0%	23.8%	21.8%	18.3%	
Total(n)	44	766	2,619	23	353	1,316	21	413	1,303	
Mean	1.91	2.06	2.06	1.78	1.94	1.93	2.05	2.18	2.19	
Standard deviation	0.68	0.75	0.74	0.60	0.71	0.73	0.74	0.76	0.72	
Significance	-			-			-			
Effect size	-	-0.20	-0.20	-	-0.23	-0.21	-	-0.17	-0.19	
Job security										
Extensive	2.3%	7.9%	8.3%	4.3%	5.2%	7.2%	0.0%	10.7%	9.6%	
Somewhat	29.5%	27.3%	26.9%	34.8%	28.2%	25.1%	23.8%	26.3%	28.8%	
Not at all	68.2%	64.8%	64.8%	60.9%	66.6%	67.6%	76.2%	63.0%	61.6%	
Total(n)	44	752	2,575	23	347	1,292	21	405	1,283	
Mean	1.34	1.43	1.44	1.43	1.39	1.40	1.24	1.48	1.48	
Standard deviation	0.53	0.64	0.64	0.59	0.58	0.62	0.44	0.68	0.66	
Significance	-			-			-			
Effect size	-	-0.14	-0.16	-	0.07	0.05	-	-0.35	-0.36	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	16.3%	18.9%	15.6%	8.7%	23.0%	17.7%	25.0%	14.7%	13.2%	
Somewhat	44.2%	53.1%	55.4%	47.8%	52.2%	54.1%	40.0%	54.0%	56.9%	
Not at all	39.5%	28.0%	29.0%	43.5%	24.8%	28.2%	35.0%	31.3%	29.8%	
Total(n)	43	767	2,615	23	353	1,314	20	414	1,301	
Mean	1.77	1.91	1.87	1.65	1.98	1.90	1.90	1.83	1.83	
Standard deviation	0.72	0.68	0.65	0.65	0.69	0.67	0.79	0.66	0.63	
Significance	-	-	-	-	*	-	-	-	-	
Effect size	-	-0.21	-0.15	-	-0.48	-0.37	-	0.11	0.11	
Self-imposed high expectations										
Extensive	33.3%	30.9%	32.6%	21.7%	28.4%	30.0%	45.5%	33.5%	35.5%	
Somewhat	46.7%	51.6%	52.1%	47.8%	52.7%	52.4%	45.5%	50.4%	51.8%	
Not at all	20.0%	17.5%	15.3%	30.4%	18.9%	17.7%	9.1%	16.1%	12.7%	
Total(n)	45	764	2,616	23	353	1,316	22	411	1,300	
Mean	2.13	2.13	2.17	1.91	2.10	2.12	2.36	2.17	2.23	
Standard deviation	0.73	0.68	0.67	0.73	0.68	0.68	0.66	0.68	0.66	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	-0.06	-	-0.28	-0.31	-	0.28	0.20	
Change in work responsibilities										
Extensive	20.5%	24.9%	25.9%	18.2%	20.2%	19.9%	22.7%	29.9%	32.8%	
Somewhat	56.8%	50.8%	50.0%	59.1%	53.7%	52.4%	54.5%	47.8%	47.2%	
Not at all	22.7%	24.2%	24.1%	22.7%	26.1%	27.7%	22.7%	22.3%	20.0%	
Total(n)	44	759	2,600	22	353	1,310	22	406	1,290	
Mean	1.98	2.01	2.02	1.95	1.94	1.92	2.00	2.08	2.13	
Standard deviation	0.66	0.70	0.71	0.65	0.68	0.69	0.69	0.72	0.72	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.06	-	0.01	0.04	-	-0.11	-0.18	
Institutional budget cuts										
Extensive	9.3%	41.8%	36.1%	9.1%	42.5%	35.9%	9.5%	41.2%	36.4%	
Somewhat	58.1%	41.9%	46.0%	59.1%	39.4%	44.4%	57.1%	44.4%	47.9%	
Not at all	32.6%	16.3%	17.8%	31.8%	18.1%	19.7%	33.3%	14.4%	15.7%	
Total(n)	43	752	2,575	22	347	1,298	21	405	1,277	
Mean	1.77	2.26	2.18	1.77	2.24	2.16	1.76	2.27	2.21	
Standard deviation	0.61	0.72	0.71	0.61	0.74	0.73	0.62	0.70	0.69	
Significance	-	***	***	-	**	*	-	**	**	
Effect size	-	-0.68	-0.58	-	-0.64	-0.53	-	-0.73	-0.65	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	27.3%	43.9%	39.2%	30.4%	43.7%	36.5%	23.8%	44.3%	42.4%	
No	72.7%	56.1%	60.8%	69.6%	56.3%	63.5%	76.2%	55.7%	57.6%	
Total(n)	44	774	2,646	23	358	1,327	21	416	1,319	
Considered leaving this institution for another?										
Yes	47.7%	55.6%	50.6%	47.8%	58.9%	52.7%	47.6%	52.1%	48.2%	
No	52.3%	44.4%	49.4%	52.2%	41.1%	47.3%	52.4%	47.9%	51.8%	
Total(n)	44	772	2,637	23	358	1,324	21	414	1,313	
Engaged in public service/professional consulting without pay?										
Yes	46.7%	56.9%	60.2%	47.8%	60.2%	61.4%	45.5%	53.6%	58.7%	
No	53.3%	43.1%	39.8%	52.2%	39.8%	38.6%	54.5%	46.4%	41.3%	
Total(n)	45	772	2,640	23	356	1,325	22	416	1,315	
Received at least one firm job offer?										
Yes	20.0%	15.7%	14.4%	26.1%	15.2%	14.6%	13.6%	16.2%	14.2%	
No	80.0%	84.3%	85.6%	73.9%	84.8%	85.4%	86.4%	83.8%	85.8%	
Total(n)	45	772	2,638	23	357	1,324	22	415	1,314	
Requested/sought an early promotion?										
Yes	4.5%	4.2%	6.3%	8.7%	5.6%	7.5%	0.0%	2.8%	5.1%	
No	95.5%	95.8%	93.7%	91.3%	94.4%	92.5%	100.0%	97.2%	94.9%	
Total(n)	44	771	2,634	23	358	1,324	21	413	1,310	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	88.9%	47.3%	39.6%	91.3%	47.6%	38.9%	86.4%	47.1%	40.3%	
No	11.1%	52.7%	60.4%	8.7%	52.4%	61.1%	13.6%	52.9%	59.7%	
Total(n)	45	770	2,638	23	355	1,324	22	415	1,314	
Are you a U.S. citizen?										
Yes	93.2%	96.5%	95.7%	91.3%	95.0%	95.1%	95.2%	98.0%	96.4%	
No	6.8%	3.5%	4.3%	8.7%	5.0%	4.9%	4.8%	2.0%	3.6%	
Total(n)	44	771	2,633	23	357	1,321	21	414	1,312	
Do you plan to retire within the next three years?										
Yes	8.9%	12.2%	12.5%	8.7%	12.0%	13.1%	9.1%	12.4%	11.8%	
No	91.1%	87.8%	87.5%	91.3%	88.0%	86.9%	90.9%	87.6%	88.2%	
Total(n)	45	770	2,635	23	359	1,324	22	411	1,311	
Do you use your scholarship to address local community needs?										
Yes	48.9%	34.7%	38.8%	43.5%	30.1%	34.8%	54.5%	39.6%	43.2%	
No	51.1%	65.3%	61.2%	56.5%	69.9%	65.2%	45.5%	60.4%	56.8%	
Total(n)	45	768	2,634	23	355	1,322	22	413	1,312	
Have you been sexually harassed at this institution?										
Yes	2.2%	10.2%	8.0%	0.0%	5.0%	3.6%	4.5%	15.8%	12.9%	
No	97.8%	89.8%	92.0%	100.0%	95.0%	96.4%	95.5%	84.2%	87.1%	
Total(n)	45	769	2,638	23	357	1,323	22	412	1,315	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	11.1%	8.2%	9.0%	8.7%	2.6%	3.5%	13.6%	14.0%	15.3%	
No	88.9%	91.8%	91.0%	91.3%	97.4%	96.5%	86.4%	86.0%	84.7%	
Total(n)	45	768	2,636	23	356	1,322	22	412	1,314	
Have you ever received an award for outstanding teaching?										
Yes	24.4%	39.8%	42.2%	21.7%	39.8%	43.4%	27.3%	39.7%	40.7%	
No	75.6%	60.2%	57.8%	78.3%	60.2%	56.6%	72.7%	60.3%	59.3%	
Total(n)	45	772	2,643	23	357	1,325	22	415	1,318	
How would you characterize your political views?										
Far left	18.2%	7.5%	10.0%	17.4%	8.4%	9.3%	19.0%	6.6%	10.9%	
Liberal	47.7%	45.8%	47.4%	47.8%	41.3%	44.6%	47.6%	50.7%	50.5%	
Middle of the road	29.5%	27.2%	26.4%	30.4%	29.5%	28.9%	28.6%	24.7%	23.5%	
Conservative	4.5%	17.7%	14.8%	4.3%	17.7%	15.0%	4.8%	17.7%	14.6%	
Far right	0.0%	1.8%	1.4%	0.0%	3.1%	2.1%	0.0%	0.4%	0.6%	
Total(n)	44	762	2,609	23	357	1,319	21	405	1,290	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	24.4%	27.6%	27.7%	21.7%	20.5%	24.5%	27.3%	35.1%	31.4%	
Probably yes	33.3%	35.3%	38.6%	43.5%	35.7%	41.1%	22.7%	34.8%	35.7%	
Not sure	22.2%	20.5%	19.2%	8.7%	23.8%	18.7%	36.4%	17.1%	19.9%	
Probably no	11.1%	10.9%	10.0%	13.0%	12.3%	10.6%	9.1%	9.5%	9.2%	
Definitely no	8.9%	5.7%	4.5%	13.0%	7.7%	5.1%	4.5%	3.5%	3.8%	
Total(n)	45	772	2,646	23	359	1,328	22	413	1,318	
Mean	3.53	3.68	3.75	3.48	3.49	3.69	3.59	3.89	3.82	
Standard deviation	1.24	1.15	1.10	1.34	1.17	1.11	1.14	1.10	1.09	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.20	-	-0.01	-0.19	-	-0.27	-0.21	
Still want to be a college professor?										
Definitely yes	66.7%	64.0%	59.0%	73.9%	61.1%	59.2%	59.1%	67.1%	58.8%	
Probably yes	20.0%	22.8%	26.9%	13.0%	25.2%	27.7%	27.3%	20.4%	25.9%	
Not sure	11.1%	8.8%	9.3%	8.7%	10.1%	8.6%	13.6%	7.4%	10.1%	
Probably no	0.0%	3.6%	4.2%	0.0%	2.9%	3.9%	0.0%	4.3%	4.6%	
Definitely no	2.2%	0.8%	0.6%	4.3%	0.7%	0.6%	0.0%	0.9%	0.6%	
Total(n)	45	773	2,645	23	359	1,327	22	414	1,318	
Mean	4.49	4.46	4.39	4.52	4.43	4.41	4.45	4.49	4.38	
Standard deviation	0.87	0.86	0.87	0.99	0.84	0.85	0.74	0.87	0.89	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.11	-	0.11	0.13	-	-0.05	0.08	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	2.7%	0.1%	0.1%	0.0%	0.0%	0.1%	5.6%	0.2%	0.1%	
\$20,000 - \$29,999	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	0.0%	0.5%	0.4%	
\$30,000 - \$39,999	0.0%	3.9%	3.9%	0.0%	3.1%	2.6%	0.0%	4.9%	5.4%	
\$40,000 - \$49,999	0.0%	11.7%	11.4%	0.0%	7.0%	9.1%	0.0%	17.3%	14.3%	
\$50,000 - \$59,999	0.0%	18.7%	21.3%	0.0%	14.6%	17.6%	0.0%	23.8%	25.8%	
\$60,000 - \$69,999	18.9%	18.0%	20.0%	21.1%	19.6%	18.6%	16.7%	16.1%	21.6%	
\$70,000 - \$79,999	21.6%	19.4%	17.8%	26.3%	18.8%	19.4%	16.7%	20.0%	15.9%	
\$80,000 - \$89,999	16.2%	9.5%	9.5%	10.5%	11.6%	11.7%	22.2%	6.9%	6.9%	
\$90,000 - \$99,999	8.1%	10.4%	9.3%	10.5%	14.1%	11.9%	5.6%	6.0%	6.2%	
\$100,000 - \$124,999	18.9%	6.9%	5.9%	21.1%	10.2%	8.6%	16.7%	2.8%	2.7%	
\$125,000 - \$149,999	13.5%	1.2%	0.6%	10.5%	0.9%	0.4%	16.7%	1.7%	0.8%	
\$150,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	37	546	1,974	19	263	1,020	18	283	954	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.0%	0.9%	0.0%	0.0%	1.5%	0.0%	0.0%	0.3%	
\$20,000 - \$29,999	0.0%	2.7%	1.1%	0.0%	5.8%	2.1%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	6.5%	5.7%	0.0%	1.5%	2.6%	0.0%	11.0%	9.2%	
\$40,000 - \$49,999	0.0%	10.6%	9.8%	0.0%	6.6%	7.5%	0.0%	14.1%	12.3%	
\$50,000 - \$59,999	0.0%	11.2%	17.7%	0.0%	10.4%	18.4%	0.0%	11.9%	16.9%	
\$60,000 - \$69,999	0.0%	28.1%	20.0%	0.0%	36.5%	20.2%	0.0%	20.6%	19.7%	
\$70,000 - \$79,999	25.0%	11.0%	18.1%	0.0%	11.5%	20.7%	33.3%	10.5%	15.3%	
\$80,000 - \$89,999	25.0%	3.1%	6.0%	0.0%	2.9%	5.9%	33.3%	3.2%	6.2%	
\$90,000 - \$99,999	0.0%	10.9%	7.8%	0.0%	4.9%	4.6%	0.0%	16.1%	11.3%	
\$100,000 - \$124,999	25.0%	12.8%	9.9%	0.0%	15.6%	12.6%	33.3%	10.4%	7.0%	
\$125,000 - \$149,999	0.0%	3.0%	2.8%	0.0%	3.7%	3.9%	0.0%	2.3%	1.6%	
\$150,000 or more	25.0%	0.3%	0.3%	100.0%	0.5%	0.2%	0.0%	0.0%	0.3%	
Total(n)	4	159	451	1	71	212	3	88	239	
Your base institutional salary reported above is based on:										
Less than 9 months	2.3%	4.6%	4.3%	4.5%	4.6%	4.4%	0.0%	4.6%	4.3%	
9/10 months	88.4%	74.0%	77.6%	90.9%	76.3%	78.0%	85.7%	71.7%	77.1%	
11/12 months	9.3%	21.4%	18.1%	4.5%	19.1%	17.6%	14.3%	23.8%	18.7%	
Total(n)	43	755	2,589	22	354	1,310	21	401	1,279	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	33.3%	47.4%	45.4%	23.8%	42.0%	41.4%	42.9%	53.1%	49.9%	
75% to 99%	61.9%	44.4%	45.3%	76.2%	49.5%	47.1%	47.6%	39.0%	43.3%	
74% to 50%	4.8%	6.9%	7.4%	0.0%	7.2%	8.9%	9.5%	6.7%	5.8%	
25% to 49%	0.0%	1.1%	1.6%	0.0%	1.3%	2.3%	0.0%	0.9%	0.9%	
1% to 24%	0.0%	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%	0.3%	0.2%	
0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	42	759	2,575	21	352	1,294	21	407	1,281	
Other income from this institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.2%	
25% to 49%	3.3%	5.7%	5.5%	0.0%	3.7%	4.6%	7.1%	8.1%	6.7%	
1% to 24%	63.3%	70.0%	68.2%	68.8%	72.4%	70.7%	57.1%	67.1%	65.2%	
0%	33.3%	24.1%	26.0%	31.3%	23.8%	24.5%	35.7%	24.5%	28.0%	
Total(n)	30	444	1,556	16	213	821	14	231	735	
Income from another academic institution										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.8%	0.3%	
74% to 50%	0.0%	0.2%	0.5%	0.0%	0.0%	0.5%	0.0%	0.4%	0.4%	
25% to 49%	0.0%	2.5%	2.3%	0.0%	1.8%	2.9%	0.0%	3.1%	1.7%	
1% to 24%	15.4%	13.6%	16.4%	23.1%	10.9%	14.0%	7.7%	16.2%	19.2%	
0%	84.6%	83.2%	80.7%	76.9%	87.3%	82.6%	92.3%	79.5%	78.4%	
Total(n)	26	315	1,132	13	136	577	13	179	555	
Non-academic income										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.2%	0.7%	0.0%	0.0%	0.4%	0.0%	0.6%	1.2%	
74% to 50%	0.0%	2.8%	3.6%	0.0%	2.7%	4.7%	0.0%	2.8%	2.1%	
25% to 49%	3.3%	6.4%	6.8%	0.0%	8.0%	8.6%	6.7%	4.3%	4.3%	
1% to 24%	33.3%	49.7%	45.8%	33.3%	54.9%	46.2%	33.3%	42.4%	45.2%	
0%	63.3%	40.9%	43.1%	66.7%	34.4%	40.1%	60.0%	49.9%	47.2%	
Total(n)	30	391	1,383	15	187	733	15	204	650	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1981 or later	0.0%	1.4%	1.3%	0.0%	1.2%	1.1%	0.0%	1.5%	1.5%	
1986 - 1980	5.1%	5.2%	5.6%	0.0%	3.8%	4.8%	11.1%	6.8%	6.7%	
1971 - 1975	20.5%	9.5%	10.5%	38.1%	8.6%	9.2%	0.0%	10.5%	12.1%	
1966 - 1970	20.5%	13.8%	14.7%	19.0%	14.1%	15.2%	22.2%	13.5%	14.1%	
1961 - 1965	23.1%	11.7%	12.0%	4.8%	14.3%	13.1%	44.4%	8.8%	10.7%	
1956 - 1960	2.6%	19.0%	16.9%	4.8%	19.0%	16.1%	0.0%	19.1%	17.7%	
1951 - 1955	10.3%	17.5%	16.8%	19.0%	16.3%	16.5%	0.0%	19.0%	17.2%	
1946 - 1950	10.3%	15.2%	14.6%	4.8%	15.0%	15.7%	16.7%	15.4%	13.3%	
1941 - 1945	5.1%	5.8%	6.1%	4.8%	7.1%	6.6%	5.6%	4.3%	5.6%	
1940 or earlier	2.6%	0.9%	1.4%	4.8%	0.6%	1.6%	0.0%	1.2%	1.2%	
Total(n)	39	735	2,501	21	346	1,276	18	389	1,225	
FACULTY WHO TAUGHT GRADUATE COURSES ONLY										
In the past two years, to what extent have you:										
Met with graduate students to discuss their research interests										
To a great extent	59.5%	46.3%	41.3%	52.4%	48.2%	41.7%	68.8%	44.1%	40.9%	
To some extent	27.0%	40.7%	45.1%	28.6%	39.0%	43.3%	25.0%	42.9%	47.1%	
Not at all	13.5%	13.0%	13.6%	19.0%	12.9%	15.0%	6.3%	13.1%	12.0%	
Total(n)	37	421	1,159	21	223	604	16	198	555	
Written research grants										
To a great extent	35.1%	12.4%	13.0%	38.1%	10.3%	11.4%	31.3%	14.9%	14.7%	
To some extent	29.7%	37.0%	39.3%	28.6%	41.6%	40.2%	31.3%	31.2%	38.2%	
Not at all	35.1%	50.6%	47.8%	33.3%	48.1%	48.3%	37.5%	53.9%	47.1%	
Total(n)	37	422	1,155	21	225	604	16	197	551	
Mentored graduate students										
To a great extent	66.7%	52.3%	47.7%	50.0%	52.3%	45.8%	87.5%	52.4%	49.9%	
To some extent	30.6%	39.4%	40.5%	45.0%	39.9%	40.9%	12.5%	38.9%	40.1%	
Not at all	2.8%	8.2%	11.7%	5.0%	7.8%	13.3%	0.0%	8.7%	10.0%	
Total(n)	36	421	1,157	20	223	603	16	198	554	
Helped graduate students access professional networks										
To a great extent	37.8%	32.4%	28.1%	23.8%	30.7%	25.4%	56.3%	34.6%	31.2%	
To some extent	51.4%	50.8%	53.1%	61.9%	54.9%	54.3%	37.5%	45.7%	51.6%	
Not at all	10.8%	16.8%	18.8%	14.3%	14.3%	20.2%	6.3%	19.8%	17.2%	
Total(n)	37	423	1,155	21	225	603	16	198	552	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a great extent	29.7%	18.7%	13.5%	19.0%	13.8%	11.5%	43.8%	24.7%	15.8%	
To some extent	16.2%	22.9%	19.4%	19.0%	29.8%	21.6%	12.5%	14.4%	16.8%	
Not at all	54.1%	58.4%	67.2%	61.9%	56.4%	67.0%	43.8%	60.9%	67.4%	
Total(n)	37	422	1,156	21	224	604	16	198	552	
Published with graduate students										
To a great extent	16.7%	14.3%	9.5%	9.5%	11.0%	8.5%	26.7%	18.4%	10.7%	
To some extent	33.3%	17.4%	16.7%	33.3%	21.4%	20.1%	33.3%	12.3%	12.8%	
Not at all	50.0%	68.3%	73.8%	57.1%	67.6%	71.3%	40.0%	69.3%	76.5%	
Total(n)	36	421	1,154	21	224	603	15	197	551	
Included graduate students in research grant writing										
To a great extent	5.6%	3.5%	4.1%	5.0%	2.7%	3.6%	6.3%	4.4%	4.7%	
To some extent	13.9%	14.9%	14.1%	5.0%	16.5%	15.9%	25.0%	12.9%	12.0%	
Not at all	80.6%	81.6%	81.8%	90.0%	80.7%	80.6%	68.8%	82.7%	83.3%	
Total(n)	36	420	1,153	20	224	603	16	196	550	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	7.47	8.02	7.67	5.00	8.02	7.21	10.56	8.01	8.21	
Median	4	5	5	4	5	4	5	5	5	
Mode	3	0	0	3	2	0	1	6	0	
Total(n)	36	16,249	38,444	20	9,032	20,592	16	7,217	17,852	
In the past two years, how many times have you chaired a master's thesis?										
Mean	0.89	2.09	1.71	0.74	2.34	1.73	1.06	1.78	1.70	
Median	0	1	0	0	1	1	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	35	15,995	37,480	19	8,795	20,046	16	7,201	17,434	
In the past two years year, how many times have you chaired a dissertation?										
Mean	0.36	0.13	0.11	0.35	0.16	0.13	0.38	0.08	0.08	
Median	0	0	0	0	0	0	0	0	0	
Mode	0	0	0	0	0	0	0	0	0	
Total(n)	36	15,073	35,654	20	8,542	19,554	16	6,531	16,100	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Agree strongly	20.0%	13.4%	13.4%	15.8%	14.1%	13.6%	25.0%	12.7%	13.2%	
Agree somewhat	31.4%	30.5%	28.6%	36.8%	35.8%	33.8%	25.0%	24.1%	22.8%	
Disagree somewhat	28.6%	21.8%	25.8%	26.3%	21.1%	23.2%	31.3%	22.7%	28.6%	
Disagree strongly	20.0%	34.2%	32.2%	21.1%	29.0%	29.3%	18.8%	40.5%	35.3%	
Total(n)	35	400	1,067	19	211	554	16	189	513	
Mean	2.51	2.23	2.23	2.47	2.35	2.32	2.56	2.09	2.14	
Standard deviation	1.04	1.06	1.04	1.02	1.04	1.04	1.09	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.26	0.27	-	0.12	0.14	-	0.44	0.40	
It is important for graduate students in this program to spend at least one term as a teaching assistant										
Agree strongly	11.4%	18.7%	17.0%	10.5%	20.2%	17.9%	12.5%	16.9%	15.9%	
Agree somewhat	34.3%	25.0%	21.8%	31.6%	28.2%	24.8%	37.5%	21.1%	18.4%	
Disagree somewhat	28.6%	24.9%	23.5%	26.3%	19.9%	19.3%	31.3%	30.9%	28.2%	
Disagree strongly	25.7%	31.4%	37.7%	31.6%	31.7%	38.0%	18.8%	31.1%	37.4%	
Total(n)	35	400	1,064	19	211	556	16	189	508	
Mean	2.31	2.31	2.18	2.21	2.37	2.23	2.44	2.24	2.13	
Standard deviation	0.99	1.10	1.11	1.03	1.13	1.14	0.96	1.07	1.09	
Significance	-			-			-			
Effect size	-	0.00	0.12	-	-0.14	-0.02	-	0.19	0.28	
This graduate program enrolls too many international students										
Agree strongly	0.0%	4.5%	5.4%	0.0%	4.8%	4.2%	0.0%	4.2%	6.7%	
Agree somewhat	5.7%	8.1%	5.9%	5.3%	10.1%	8.5%	6.3%	5.6%	3.0%	
Disagree somewhat	37.1%	21.4%	18.7%	42.1%	25.1%	21.8%	31.3%	16.9%	15.2%	
Disagree strongly	57.1%	66.0%	70.0%	52.6%	60.1%	65.5%	62.5%	73.3%	75.1%	
Total(n)	35	398	1,057	19	211	552	16	187	505	
Mean	1.49	1.51	1.47	1.53	1.60	1.51	1.44	1.41	1.41	
Standard deviation	0.61	0.83	0.83	0.61	0.85	0.82	0.63	0.78	0.84	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	-0.08	0.02	-	0.04	0.04	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate faculty in my department prefer to hire international students to work on their research										
Agree strongly	3.0%	0.2%	0.6%	5.9%	0.3%	1.2%	0.0%	0.0%	0.0%	
Agree somewhat	6.1%	5.1%	3.4%	5.9%	5.2%	4.1%	6.3%	4.9%	2.7%	
Disagree somewhat	33.3%	20.1%	16.7%	35.3%	22.9%	20.3%	31.3%	16.8%	12.8%	
Disagree strongly	57.6%	74.6%	79.2%	52.9%	71.6%	74.4%	62.5%	78.3%	84.6%	
Total(n)	33	393	1,044	17	206	541	16	187	503	
Mean	1.55	1.31	1.25	1.65	1.34	1.32	1.44	1.27	1.18	
Standard deviation	0.75	0.57	0.54	0.86	0.59	0.61	0.63	0.54	0.45	
Significance	-	*	**	-	*	*	-		*	
Effect size	-	0.42	0.56	-	0.53	0.54	-	0.31	0.58	
International and domestic graduate students work well together in this program										
Agree strongly	21.2%	39.8%	31.9%	22.2%	37.4%	31.5%	20.0%	42.8%	32.5%	
Agree somewhat	75.8%	45.7%	48.9%	77.8%	47.1%	48.7%	73.3%	43.9%	49.2%	
Disagree somewhat	0.0%	8.9%	10.5%	0.0%	9.8%	11.2%	0.0%	7.8%	9.6%	
Disagree strongly	3.0%	5.6%	8.7%	0.0%	5.7%	8.6%	6.7%	5.4%	8.7%	
Total(n)	33	381	996	18	202	523	15	179	473	
Mean	3.15	3.20	3.04	3.22	3.16	3.03	3.07	3.24	3.05	
Standard deviation	0.57	0.82	0.88	0.43	0.82	0.88	0.70	0.81	0.88	
Significance	-			-			-			
Effect size	-	-0.06	0.13	-	0.07	0.22	-	-0.21	0.02	
I have encountered instances of academic dishonesty among graduate students										
Agree strongly	14.3%	8.7%	10.4%	10.5%	11.4%	9.2%	18.8%	5.3%	11.9%	
Agree somewhat	37.1%	31.1%	30.8%	31.6%	35.5%	32.1%	43.8%	25.8%	29.3%	
Disagree somewhat	22.9%	26.0%	23.1%	21.1%	20.2%	20.0%	25.0%	33.1%	26.7%	
Disagree strongly	25.7%	34.2%	35.6%	36.8%	32.9%	38.8%	12.5%	35.8%	32.1%	
Total(n)	35	400	1,052	19	212	551	16	188	501	
Mean	2.40	2.14	2.16	2.16	2.25	2.12	2.69	2.00	2.21	
Standard deviation	1.03	0.99	1.03	1.07	1.04	1.03	0.95	0.91	1.02	
Significance	-			-			-	**		
Effect size	-	0.26	0.23	-	-0.09	0.04	-	0.76	0.47	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Agree strongly	28.6%	42.9%	38.9%	21.1%	40.9%	37.3%	37.5%	45.2%	40.7%	
Agree somewhat	51.4%	44.2%	44.9%	57.9%	46.2%	45.1%	43.8%	41.9%	44.7%	
Disagree somewhat	14.3%	7.6%	9.6%	21.1%	6.7%	9.2%	6.3%	8.6%	10.1%	
Disagree strongly	5.7%	5.4%	6.6%	0.0%	6.2%	8.4%	12.5%	4.4%	4.5%	
Total(n)	35	391	1,041	19	205	544	16	186	497	
Mean	3.03	3.25	3.16	3.00	3.22	3.11	3.06	3.28	3.22	
Standard deviation	0.82	0.81	0.85	0.67	0.82	0.89	1.00	0.80	0.80	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.27	-0.15	-	-0.27	-0.12	-	-0.28	-0.20	
Graduate students in this program receive adequate instruction on becoming good teachers										
Agree strongly	20.0%	13.7%	18.4%	10.5%	10.6%	14.1%	31.3%	17.5%	23.1%	
Agree somewhat	25.7%	34.8%	29.5%	31.6%	36.0%	30.7%	18.8%	33.4%	28.0%	
Disagree somewhat	34.3%	30.5%	30.2%	42.1%	31.6%	31.7%	25.0%	29.1%	28.5%	
Disagree strongly	20.0%	21.0%	22.0%	15.8%	21.9%	23.4%	25.0%	20.0%	20.3%	
Total(n)	35	389	1,040	19	207	545	16	182	495	
Mean	2.46	2.41	2.44	2.37	2.35	2.36	2.56	2.48	2.54	
Standard deviation	1.04	0.97	1.03	0.90	0.94	0.99	1.21	1.00	1.06	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.02	-	0.02	0.01	-	0.08	0.02	
Graduate faculty in my department are good teachers										
Agree strongly	34.3%	44.0%	44.8%	15.8%	38.1%	40.0%	56.3%	51.2%	50.4%	
Agree somewhat	42.9%	42.9%	41.1%	52.6%	45.9%	42.4%	31.3%	39.2%	39.6%	
Disagree somewhat	20.0%	7.9%	8.9%	31.6%	10.3%	11.2%	6.3%	5.0%	6.3%	
Disagree strongly	2.9%	5.2%	5.2%	0.0%	5.7%	6.4%	6.3%	4.6%	3.7%	
Total(n)	35	392	1,043	19	208	545	16	184	498	
Mean	3.09	3.26	3.26	2.84	3.16	3.16	3.38	3.37	3.37	
Standard deviation	0.82	0.81	0.82	0.69	0.83	0.86	0.89	0.78	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.21	-0.21	-	-0.39	-0.37	-	0.01	0.01	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Agree strongly	20.0%	31.4%	34.2%	15.8%	31.5%	34.6%	25.0%	31.3%	33.7%	
Agree somewhat	45.7%	54.2%	50.1%	31.6%	51.7%	46.5%	62.5%	57.3%	54.2%	
Disagree somewhat	22.9%	11.9%	12.1%	36.8%	14.0%	14.7%	6.3%	9.3%	9.0%	
Disagree strongly	11.4%	2.5%	3.7%	15.8%	2.8%	4.2%	6.3%	2.1%	3.1%	
Total(n)	35	395	1,041	19	210	548	16	185	493	
Mean	2.74	3.15	3.15	2.47	3.12	3.12	3.06	3.18	3.19	
Standard deviation	0.92	0.72	0.77	0.96	0.74	0.80	0.77	0.68	0.72	
Significance	-	**	**	-	***	***	-	-	-	
Effect size	-	-0.57	-0.53	-	-0.88	-0.81	-	-0.18	-0.18	
Most graduate students in this program move on to faculty positions										
Agree strongly	0.0%	1.1%	2.1%	0.0%	0.6%	1.9%	0.0%	1.8%	2.4%	
Agree somewhat	14.3%	13.1%	13.1%	10.5%	12.2%	15.1%	18.8%	14.2%	10.9%	
Disagree somewhat	25.7%	35.1%	32.1%	21.1%	38.5%	33.8%	31.3%	31.0%	30.2%	
Disagree strongly	60.0%	50.6%	52.7%	68.4%	48.7%	49.2%	50.0%	53.0%	56.5%	
Total(n)	35	390	1,038	19	207	541	16	183	497	
Mean	1.54	1.65	1.65	1.42	1.65	1.70	1.69	1.65	1.59	
Standard deviation	0.74	0.75	0.79	0.69	0.71	0.79	0.79	0.79	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.15	-0.14	-	-0.32	-0.35	-	0.05	0.13	
Most graduate students in this program move into positions within industry										
Agree strongly	17.1%	31.1%	30.9%	15.8%	26.9%	27.7%	18.8%	36.0%	34.5%	
Agree somewhat	60.0%	43.1%	38.2%	68.4%	50.3%	42.6%	50.0%	34.6%	33.3%	
Disagree somewhat	5.7%	15.1%	18.1%	10.5%	16.6%	20.0%	0.0%	13.4%	16.0%	
Disagree strongly	17.1%	10.7%	12.8%	5.3%	6.2%	9.7%	31.3%	16.0%	16.3%	
Total(n)	35	392	1,031	19	207	537	16	185	494	
Mean	2.77	2.95	2.87	2.95	2.98	2.88	2.56	2.91	2.86	
Standard deviation	0.94	0.94	0.99	0.71	0.83	0.92	1.15	1.06	1.07	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.19	-0.10	-	-0.04	0.08	-	-0.33	-0.28	
Year of first academic appointment										
1973 or earlier	5.8%	4.3%	4.3%	12.0%	5.2%	5.3%	0.0%	3.3%	3.2%	
1974 - 1978	1.9%	6.5%	6.4%	0.0%	9.7%	9.5%	3.7%	2.8%	2.8%	
1979 - 1983	7.7%	6.3%	6.9%	4.0%	7.0%	8.1%	11.1%	5.4%	5.4%	
1984 - 1988	9.6%	12.7%	12.1%	16.0%	12.9%	11.4%	3.7%	12.5%	12.9%	
1989 - 1993	11.5%	10.8%	12.9%	8.0%	12.7%	13.2%	14.8%	8.6%	12.6%	
1994 - 1998	19.2%	19.6%	18.7%	12.0%	18.5%	16.9%	25.9%	20.8%	20.8%	
1999 - 2003	15.4%	18.2%	19.2%	20.0%	18.0%	19.7%	11.1%	18.5%	18.5%	
2004 - 2008	28.8%	21.6%	19.2%	28.0%	16.1%	15.8%	29.6%	28.0%	23.2%	
2009 or later	0.0%	0.0%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.5%	
Total(n)	52	866	2,935	25	427	1,514	27	439	1,421	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Year of appointment at present institution										
1973 or earlier	4.5%	1.7%	1.6%	9.1%	2.5%	2.1%	0.0%	0.8%	1.0%	
1974 - 1978	2.3%	1.5%	1.6%	0.0%	1.5%	1.9%	4.5%	1.5%	1.3%	
1979 - 1983	2.3%	2.6%	3.7%	4.5%	3.3%	4.7%	0.0%	1.9%	2.6%	
1984 - 1988	2.3%	11.3%	10.4%	4.5%	13.5%	11.9%	0.0%	8.8%	8.7%	
1989 - 1993	2.3%	9.2%	10.8%	4.5%	10.5%	11.3%	0.0%	7.7%	10.1%	
1994 - 1998	18.2%	19.4%	18.9%	18.2%	21.5%	19.0%	18.2%	16.9%	18.8%	
1999 - 2003	20.5%	22.3%	23.2%	9.1%	21.5%	20.8%	31.8%	23.1%	26.0%	
2004 - 2008	47.7%	28.1%	26.3%	50.0%	21.7%	25.2%	45.5%	35.5%	27.7%	
2009 or later	0.0%	4.0%	3.5%	0.0%	4.1%	3.1%	0.0%	3.8%	3.9%	
Total(n)	44	711	2,397	22	346	1,241	22	365	1,156	
If tenured, year tenure was awarded										
1973 or earlier	3.4%	1.2%	0.9%	7.7%	1.8%	1.4%	0.0%	0.5%	0.2%	
1974 - 1978	0.0%	1.1%	1.2%	0.0%	0.8%	1.4%	0.0%	1.4%	0.9%	
1979 - 1983	3.4%	1.9%	2.3%	0.0%	2.4%	2.9%	6.3%	1.3%	1.5%	
1984 - 1988	0.0%	5.7%	5.1%	0.0%	5.1%	5.5%	0.0%	6.5%	4.5%	
1989 - 1993	6.9%	14.2%	12.3%	15.4%	19.3%	15.9%	0.0%	7.6%	7.5%	
1994 - 1998	17.2%	13.2%	13.1%	30.8%	14.7%	13.9%	6.3%	11.2%	11.9%	
1999 - 2003	27.6%	22.3%	21.4%	23.1%	22.0%	19.9%	31.3%	22.8%	23.5%	
2004 - 2008	41.4%	25.1%	28.0%	23.1%	23.1%	26.0%	56.3%	27.6%	30.9%	
2009 or later	0.0%	15.3%	15.6%	0.0%	10.7%	13.1%	0.0%	21.3%	19.0%	
Total(n)	29	346	980	13	179	526	16	167	454	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.6%	0.0%	0.2%	0.5%	0.0%	0.5%	0.6%	
Biological Sciences (General Area 5)	9.5%	11.1%	8.3%	9.5%	8.4%	7.7%	9.5%	13.9%	9.0%	
Business (General Area 6)	2.4%	7.3%	6.2%	4.8%	5.7%	5.9%	0.0%	9.0%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	9.5%	9.8%	10.8%	9.5%	6.8%	7.1%	9.5%	12.9%	15.1%	
Engineering (General Area 11)	0.0%	2.9%	1.8%	0.0%	4.4%	2.7%	0.0%	1.3%	0.8%	
English (General Area 12)	2.4%	6.8%	8.2%	4.8%	7.3%	7.3%	0.0%	6.3%	9.2%	
Health-related (General Area 15)	2.4%	7.9%	5.9%	0.0%	2.7%	2.2%	4.8%	13.4%	10.1%	
History or Political Science (Specific Discipline 3007,3009)	4.8%	8.1%	7.8%	9.5%	9.6%	9.3%	0.0%	6.6%	6.0%	
Humanities (General Area 14,24)	9.5%	4.6%	5.9%	4.8%	6.7%	7.1%	14.3%	2.3%	4.6%	
Fine Arts (General Area 2,4,22)	9.5%	5.0%	5.6%	9.5%	6.9%	6.4%	9.5%	3.0%	4.7%	
Mathematics or Statistics (General Area 18)	4.8%	2.9%	4.9%	9.5%	3.6%	5.9%	0.0%	2.0%	3.8%	
Physical Sciences (General Area 25)	7.1%	9.7%	8.0%	4.8%	15.1%	10.6%	9.5%	4.1%	5.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	23.8%	13.7%	14.9%	19.0%	13.5%	15.7%	28.6%	13.9%	13.9%	
Other Technical (General Area 8,19,28)	2.4%	1.6%	2.8%	4.8%	2.2%	3.8%	0.0%	0.9%	1.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.9%	8.3%	8.2%	9.5%	6.9%	7.6%	14.3%	9.8%	8.9%	
Total(n)	42	762	2,605	21	352	1,311	21	410	1,294	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.4%	0.0%	0.2%	0.4%	0.0%	0.5%	0.4%	
Biological Sciences (General Area 5)	9.5%	10.3%	7.9%	9.5%	8.3%	7.5%	9.5%	12.3%	8.3%	
Business (General Area 6)	7.1%	8.1%	7.3%	9.5%	6.7%	6.8%	4.8%	9.5%	7.8%	
Education (General Area 10 and Specific Discipline 2102)	14.3%	5.8%	6.5%	14.3%	3.5%	3.9%	14.3%	8.2%	9.4%	
Engineering (General Area 11)	0.0%	2.5%	1.7%	0.0%	3.8%	2.8%	0.0%	1.3%	0.6%	
English (General Area 12)	2.4%	7.5%	8.8%	4.8%	8.2%	7.7%	0.0%	6.8%	9.9%	
Health-related (General Area 15)	4.8%	8.9%	7.2%	4.8%	3.3%	2.6%	4.8%	14.8%	12.4%	
History or Political Science (Specific Discipline 3007,3009)	4.8%	7.9%	7.7%	9.5%	8.2%	9.4%	0.0%	7.5%	5.8%	
Humanities (General Area 14,24)	9.5%	4.1%	5.5%	4.8%	5.9%	5.8%	14.3%	2.3%	5.1%	
Fine Arts (General Area 2,4,22)	9.5%	5.6%	5.6%	9.5%	7.3%	6.5%	9.5%	3.8%	4.5%	
Mathematics or Statistics (General Area 18)	4.8%	2.9%	5.7%	4.8%	3.8%	6.3%	4.8%	1.9%	5.0%	
Physical Sciences (General Area 25)	7.1%	9.7%	8.0%	4.8%	15.2%	10.7%	9.5%	4.0%	4.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	14.3%	12.6%	13.7%	9.5%	13.2%	14.3%	19.0%	12.1%	12.9%	
Other Technical (General Area 8,19,28)	4.8%	2.6%	3.6%	9.5%	4.1%	5.1%	0.0%	1.1%	1.8%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.1%	11.1%	10.6%	4.8%	8.5%	10.0%	9.5%	13.9%	11.3%	
Total(n)	42	759	2,586	21	351	1,303	21	408	1,283	
How many children do you have in the following age ranges?										
Under 18 years old										
0	60.5%	56.9%	58.0%	57.1%	54.8%	55.2%	63.6%	59.1%	61.1%	
1	18.6%	18.5%	17.1%	23.8%	13.2%	13.6%	13.6%	24.2%	21.1%	
2	16.3%	17.2%	18.0%	9.5%	20.3%	21.7%	22.7%	13.8%	13.8%	
3	4.7%	6.4%	5.4%	9.5%	9.9%	6.9%	0.0%	2.6%	3.7%	
4+	0.0%	1.1%	1.6%	0.0%	1.9%	2.6%	0.0%	0.2%	0.4%	
Total(n)	43	716	2,442	21	332	1,229	22	384	1,213	
18 years or older										
0	79.1%	55.1%	54.7%	71.4%	58.2%	54.0%	86.4%	51.7%	55.6%	
1	7.0%	12.2%	12.8%	9.5%	13.3%	12.4%	4.5%	11.0%	13.3%	
2	9.3%	22.4%	20.4%	14.3%	18.1%	20.5%	4.5%	27.3%	20.3%	
3	4.7%	8.0%	7.1%	4.8%	8.3%	7.5%	4.5%	7.7%	6.6%	
4+	0.0%	2.2%	5.0%	0.0%	2.2%	5.6%	0.0%	2.3%	4.3%	
Total(n)	43	737	2,487	21	345	1,266	22	392	1,221	

All Respondents

Montclair State University	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Are you currently: (Mark one)										
Single	18.6%	9.3%	11.4%	14.3%	7.8%	9.1%	22.7%	10.8%	14.2%	
In a civil union	0.0%	0.9%	0.4%	0.0%	0.3%	0.1%	0.0%	1.6%	0.8%	
In a domestic partnership	2.3%	1.1%	1.7%	4.8%	1.4%	1.8%	0.0%	0.8%	1.6%	
Married	74.4%	77.0%	74.8%	81.0%	82.4%	81.5%	68.2%	71.2%	67.0%	
Unmarried, living with partner	2.3%	1.3%	2.5%	0.0%	0.9%	1.3%	4.5%	1.7%	3.9%	
Divorced	0.0%	1.6%	1.2%	0.0%	1.1%	1.2%	0.0%	2.1%	1.2%	
Widowed	2.3%	7.3%	6.3%	0.0%	5.9%	4.1%	4.5%	8.7%	8.8%	
Separated	0.0%	1.6%	1.6%	0.0%	0.2%	0.8%	0.0%	3.0%	2.5%	
Total(n)	43	758	2,583	21	352	1,305	22	406	1,278	
Is English your native language?										
Yes	79.5%	92.5%	91.4%	72.7%	90.8%	90.2%	86.4%	94.4%	92.8%	
No	20.5%	7.5%	8.6%	27.3%	9.2%	9.8%	13.6%	5.6%	7.2%	
Total(n)	44	763	2,601	22	353	1,312	22	410	1,289	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	77.3%	88.5%	87.3%	77.3%	89.2%	86.1%	77.3%	87.8%	88.7%	
African American/Black	6.8%	3.2%	3.9%	9.1%	3.2%	4.2%	4.5%	3.1%	3.6%	
American Indian/Alaska Native	0.0%	1.9%	1.3%	0.0%	3.0%	1.6%	0.0%	0.6%	0.8%	
Asian American/Asian	15.9%	3.8%	4.1%	22.7%	3.8%	4.8%	9.1%	3.9%	3.2%	
Native Hawaiian/Pacific Islander	0.0%	0.6%	0.3%	0.0%	1.0%	0.6%	0.0%	0.1%	0.0%	
Mexican American/Chicano	0.0%	1.1%	1.1%	0.0%	0.9%	0.8%	0.0%	1.4%	1.5%	
Puerto Rican	2.3%	0.3%	0.8%	0.0%	0.5%	1.1%	4.5%	0.1%	0.5%	
Other Latino	9.1%	1.8%	2.1%	13.6%	1.4%	2.4%	4.5%	2.2%	1.7%	
Other	2.3%	4.6%	3.3%	0.0%	5.7%	4.1%	4.5%	3.4%	2.4%	
Total(n)	44	755	2,582	22	349	1,299	22	406	1,283	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Asian	11.4%	3.2%	3.7%	13.6%	3.1%	4.5%	9.1%	3.3%	2.8%	
Black	6.8%	3.2%	3.7%	9.1%	3.2%	3.9%	4.5%	3.1%	3.5%	
Hispanic	4.5%	2.4%	3.0%	0.0%	2.0%	3.0%	9.1%	2.9%	2.9%	
White	63.6%	84.4%	84.1%	54.5%	83.7%	82.2%	72.7%	85.1%	86.3%	
Other	0.0%	2.4%	2.0%	0.0%	1.9%	2.0%	0.0%	2.9%	1.9%	
Two or more races/ethnicities	13.6%	4.4%	3.4%	22.7%	6.0%	4.2%	4.5%	2.7%	2.5%	
Total (n)	44	755	2,582	22	349	1,299	22	406	1,283	

<u>Nonsectarian 4yr Colleges - low selectivity</u>			
5275	Bay Path College	MA	
701	Benedictine University at Springfield	IL	
1938	Catawba College	NC	
2438	Coker College	SC	
9107	Harrisburg University of Science and Technology	PA	
6378	Hawaii Pacific University	HI	
5254	Husson University	ME	
2273	Keystone College	PA	
5606	Manor College	PA	
1808	Medaille College	NY	
7256	Touro College	NY	
27	Tuskegee University	AL	
6654	Utica College	NY	
9103	Western University of the Health Sciences	CA	
1212	Wheelock College	MA	
<u>Nonsectarian 4yr Colleges - medium selectivity</u>			
599	Aurora University	IL	
1834	Daemen College	NY	
2072	Hiram College	OH	
1084	Hood College	MD	
1804	Marymount Manhattan College	NY	
1963	Meredith College	NC	
2756	Norwich University	VT	
2306	Philadelphia University	PA	
5588	Point Park University	PA	
2308	Robert Morris University	PA	
686	Roosevelt University	IL	
502	Spelman College	GA	
1204	Suffolk University	MA	
476	The University of Tampa	FL	
2354	Wilkes University	PA	

2735	Weber State University	UT	
2866	Western Washington University	WA	
<u>Nonsectarian 4yr Colleges - high selectivity</u>			
948	Berea College	KY	
1947	Elon University	NC	
1082	Goucher College	MD	
7022	Hampshire College	MA	
1777	Hartwick College	NY	
1111	McDaniel College	MD	
199	Mills College	CA	
1809	Nazareth College	NY	
683	Principia College	IL	
1846	St Lawrence University	NY	
2063	The College of Wooster	OH	
2844	University of Puget Sound	WA	
2302	University of the Sciences	PA	
2344	Ursinus College	PA	
1211	Wheaton College	MA	
<u>Private/Nonsectarian 4yr Colleges - very high selectivity</u>			
2237	Bucknell University	PA	
1327	Carleton College	MN	
319	Colorado College	CO	
2247	Dickinson College	PA	
2446	Furman University	SC	
2263	Gettysburg College	PA	
834	Grinnell College	IA	
646	Illinois Wesleyan University	IL	
2075	Kenyon College	OH	
207	Occidental College	CA	
1189	Smith College	MA	
2336	Swarthmore College	PA	
1891	Vassar College	NY	
2867	Whitman College	WA	
1213	Williams College	MA	

