



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

2016-17 HERI Faculty Survey

Institutional Profile Reports

Montclair State University

Comparison group 1: PUBLIC 4YR COLLEGES - LOW/MEDIUM SELECTIVITY
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2016-17 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.

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).

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	1.83	
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	

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	150	1,157	3,034	90	578	1,486	60	579	1,548	
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)	150	1,154	3,029	90	577	1,484	60	577	1,545	
What is your present academic rank?										
Professor	36.0%	24.9%	26.3%	38.9%	29.7%	31.2%	31.7%	19.5%	20.5%	
Associate professor	36.0%	26.3%	27.1%	35.6%	27.2%	27.3%	36.7%	25.4%	26.9%	
Assistant professor	28.0%	30.3%	29.4%	25.6%	25.7%	25.0%	31.7%	35.5%	34.6%	
Lecturer	0.0%	3.8%	4.8%	0.0%	3.6%	4.9%	0.0%	3.9%	4.7%	
Instructor	0.0%	14.7%	12.5%	0.0%	13.8%	11.7%	0.0%	15.7%	13.4%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	150	1,157	3,033	90	578	1,485	60	579	1,548	
What is your tenure status at this institution?										
Tenured	72.7%	51.6%	53.8%	74.4%	56.9%	58.8%	70.0%	45.6%	48.0%	
On tenure track, but not tenured	27.3%	25.9%	25.7%	25.6%	23.2%	22.7%	30.0%	29.0%	29.3%	
Not on tenure track, but institution has tenure system	0.0%	21.0%	19.4%	0.0%	17.9%	17.2%	0.0%	24.6%	22.1%	
Institution has no tenure system	0.0%	1.4%	1.0%	0.0%	2.0%	1.4%	0.0%	0.8%	0.6%	
Total(n)	150	1,157	3,034	90	578	1,486	60	579	1,548	
Are you retired from this institution?										
Yes	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
No	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	
Total(n)	149	1,153	3,027	89	575	1,481	60	578	1,546	

Montclair State University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Montclair State University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Montclair State University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

Montclair State University

Total			Men			Women			CIRP
Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Construct

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 is your principal activity in your current position at this institution?										
Administration	6.7%	7.4%	7.0%	6.7%	7.4%	7.3%	6.7%	7.5%	6.7%	
Teaching	76.0%	82.6%	85.6%	80.0%	83.8%	86.3%	70.0%	81.2%	84.8%	
Research	16.0%	8.0%	5.8%	13.3%	7.6%	5.4%	20.0%	8.6%	6.2%	
Services to clients and patients	0.0%	0.6%	0.6%	0.0%	0.6%	0.5%	0.0%	0.7%	0.7%	
Other	1.3%	1.3%	1.0%	0.0%	0.7%	0.6%	3.3%	2.0%	1.6%	
Total(n)	150	1,151	3,025	90	576	1,483	60	575	1,542	
Personally, how important to you is:										
Research										
Essential	56.8%	43.6%	41.3%	58.0%	47.9%	44.9%	54.9%	38.6%	36.9%	
Very important	30.3%	35.0%	35.9%	28.4%	31.5%	33.3%	33.3%	39.0%	39.1%	
Somewhat important	11.4%	17.5%	19.0%	11.1%	16.2%	17.8%	11.8%	19.0%	20.4%	
Not important	1.5%	3.9%	3.8%	2.5%	4.4%	3.9%	0.0%	3.3%	3.6%	
Total(n)	132	1,005	2,670	81	512	1,341	51	493	1,329	
Teaching										
Essential	73.5%	79.5%	80.6%	76.4%	79.4%	80.6%	69.0%	79.5%	80.6%	
Very important	25.2%	19.2%	18.2%	21.3%	19.1%	18.1%	31.0%	19.3%	18.2%	
Somewhat important	1.4%	1.3%	1.2%	2.2%	1.4%	1.3%	0.0%	1.2%	1.2%	
Not important	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	147	1,146	3,016	89	572	1,478	58	574	1,538	
Personally, how important to you is:										
Service										
Essential	15.5%	18.9%	18.7%	19.2%	19.7%	18.9%	9.8%	17.9%	18.3%	
Very important	46.5%	48.7%	48.2%	38.5%	44.6%	44.9%	58.8%	53.3%	52.3%	
Somewhat important	35.7%	30.0%	30.5%	38.5%	32.6%	32.8%	31.4%	26.9%	27.7%	
Not important	2.3%	2.5%	2.6%	3.8%	3.0%	3.4%	0.0%	1.9%	1.8%	
Total(n)	129	1,005	2,673	78	507	1,335	51	498	1,338	
How many courses are you teaching this term?										
Mean	3.48	3.97	4.00	3.58	3.97	4.01	3.33	3.96	3.99	
Median	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	
Mode	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	

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	
Total(n)	149	1,157	3,034	89	578	1,486	60	579	1,548	
How many courses are you teaching this term are:										
General education courses										
Mean	1.49	1.56	1.57	1.49	1.60	1.60	1.47	1.51	1.53	
Median	1	1	1	1	2	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	105	1,157	3,034	67	578	1,486	38	579	1,548	
Courses required for an undergraduate major										
Mean	2.06	2.22	2.26	2.10	2.20	2.25	2.00	2.24	2.27	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	134	1,157	3,034	82	578	1,486	52	579	1,548	
Other undergraduate credit courses										
Mean	1.52	1.52	1.52	1.54	1.54	1.53	1.49	1.50	1.51	
Median	2	1	1	2	1	1	1	1	1	
Mode	1.00(a)	1	1	2	1	1	1	1	1	
Total(n)	85	1,157	3,034	50	578	1,486	35	579	1,548	
Developmental/remedial courses (not for credit)										
Mean	1.03	1.07	1.06	1.02	1.06	1.05	1.03	1.07	1.07	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	72	1,157	3,034	43	578	1,486	29	579	1,548	
Graduate courses										
Mean	1.56	1.51	1.45	1.52	1.51	1.44	1.63	1.51	1.46	
Median	2	1	1	2	1	1	2	1	1	
Mode	2	1	1	2	1	1	2	1	1	
Total(n)	96	1,157	3,034	58	578	1,486	38	579	1,548	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.58	2.77	2.79	2.67	2.78	2.81	2.46	2.76	2.78	
Median	3	3	3	3	3	3	2	3	3	
Mode	3	3	3	3	3	3	2	3	3	
Total(n)	146	1,157	3,034	87	578	1,486	59	579	1,548	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.20	1.17	1.17	1.23	1.19	1.19	1.14	1.15	1.16	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	112	1,157	3,034	70	578	1,486	42	579	1,548	

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 types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	31	100	1	19	50	1	12	50	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	96.7%	96.7%	97.0%	96.7%	96.5%	96.8%	96.7%	96.9%	97.2%	
No	3.3%	3.3%	3.0%	3.3%	3.5%	3.2%	3.3%	3.1%	2.8%	
Total(n)	150	1,154	3,026	90	576	1,483	60	578	1,543	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	72.3%	66.3%	58.7%	70.8%	68.0%	59.6%	74.6%	64.3%	57.7%	
No	27.7%	33.7%	41.3%	29.2%	32.0%	40.4%	25.4%	35.7%	42.3%	
Total(n)	148	1,131	2,982	89	566	1,466	59	565	1,516	
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 very large extent	25.7%	22.2%	21.1%	18.0%	19.9%	19.6%	36.4%	24.8%	22.9%	
To a large extent	26.7%	25.3%	24.2%	31.1%	26.5%	24.8%	20.5%	23.8%	23.4%	
To some extent	27.6%	25.9%	26.5%	32.8%	27.8%	28.2%	20.5%	23.6%	24.4%	
To a small extent	10.5%	14.9%	16.2%	9.8%	14.2%	15.6%	11.4%	15.7%	17.0%	
Not at all	9.5%	11.8%	12.0%	8.2%	11.6%	11.8%	11.4%	12.0%	12.2%	
Total(n)	105	728	1,492	61	381	761	44	347	731	
Mentored graduate students										
To a very large extent	31.8%	27.8%	26.6%	28.6%	25.5%	24.4%	36.4%	30.6%	29.3%	
To a large extent	29.9%	27.8%	26.8%	27.0%	25.5%	25.3%	34.1%	30.5%	28.6%	
To some extent	21.5%	22.3%	23.4%	28.6%	25.7%	25.7%	11.4%	18.2%	20.5%	
To a small extent	7.5%	11.6%	12.4%	9.5%	12.0%	12.8%	4.5%	11.1%	12.0%	
Not at all	9.3%	10.5%	10.8%	6.3%	11.3%	11.8%	13.6%	9.6%	9.7%	
Total(n)	107	722	1,474	63	382	755	44	340	719	
Helped graduate students access professional networks										
To a very large extent	19.0%	14.0%	12.9%	16.4%	12.6%	11.4%	22.7%	15.6%	14.8%	
To a large extent	19.0%	18.8%	18.6%	19.7%	18.2%	18.3%	18.2%	19.5%	18.9%	
To some extent	25.7%	27.7%	28.5%	23.0%	25.8%	27.0%	29.5%	30.0%	30.2%	
To a small extent	20.0%	21.4%	21.0%	29.5%	24.9%	24.0%	6.8%	17.2%	17.4%	
Not at all	16.2%	18.1%	19.1%	11.5%	18.5%	19.3%	22.7%	17.7%	18.8%	
Total(n)	105	720	1,476	61	376	752	44	344	724	

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 very large extent	13.5%	8.7%	7.9%	9.8%	7.6%	7.1%	18.6%	10.1%	8.7%	
To a large extent	12.5%	9.4%	8.7%	16.4%	10.8%	9.7%	7.0%	7.9%	7.6%	
To some extent	8.7%	9.9%	10.1%	9.8%	10.4%	10.3%	7.0%	9.3%	9.9%	
To a small extent	8.7%	8.8%	8.6%	8.2%	7.8%	7.9%	9.3%	9.9%	9.5%	
Not at all	56.7%	63.2%	64.7%	55.7%	63.5%	65.0%	58.1%	62.8%	64.3%	
Total(n)	104	721	1,478	61	378	755	43	343	723	
Published with graduate students										
To a very large extent	13.2%	8.5%	7.2%	9.7%	7.5%	6.6%	18.2%	9.6%	8.0%	

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	
To a large extent	4.7%	6.2%	6.2%	6.5%	6.7%	6.7%	2.3%	5.7%	5.5%	
To some extent	14.2%	10.7%	10.0%	14.5%	12.5%	11.6%	13.6%	8.6%	8.0%	
To a small extent	13.2%	10.1%	9.5%	14.5%	9.4%	8.9%	11.4%	10.9%	10.2%	
Not at all	54.7%	64.5%	67.1%	54.8%	63.9%	66.2%	54.5%	65.2%	68.3%	
Total(n)	106	724	1,484	62	379	757	44	345	727	
Included graduate students in research grant writing										
To a very large extent	6.6%	3.2%	3.1%	3.2%	1.9%	2.1%	11.6%	4.9%	4.3%	
To a large extent	2.8%	4.4%	4.2%	3.2%	5.1%	4.9%	2.3%	3.5%	3.4%	
To some extent	8.5%	7.6%	7.5%	7.9%	7.4%	7.3%	9.3%	7.9%	7.6%	
To a small extent	13.2%	10.4%	9.8%	12.7%	10.2%	10.0%	14.0%	10.6%	9.7%	
Not at all	68.9%	74.4%	75.4%	73.0%	75.5%	75.8%	62.8%	73.1%	75.0%	
Total(n)	106	725	1,483	63	386	763	43	339	720	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.30	2.37	2.31	2.20	2.29	2.25	2.43	2.46	2.38	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	105	1,157	3,034	61	578	1,486	44	579	1,548	
In the past two years, how many times have you served on a master's thesis?										
Mean	3.32	3.41	3.43	3.87	3.58	3.58	2.55	3.21	3.24	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	106	1,157	3,034	62	578	1,486	44	579	1,548	
In the past two years, how many times have you chaired a master's thesis?										
Mean	2.34	2.52	2.51	2.62	2.61	2.56	1.92	2.41	2.44	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1.00(a)	1	1	
Total(n)	61	1,157	3,034	37	578	1,486	24	579	1,548	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.42	1.95	1.86	2.49	1.85	1.79	2.32	2.06	1.95	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	103	1,157	3,034	59	578	1,486	44	579	1,548	
In the past two years year, how many times have you chaired a dissertation?										
Mean	2.07	2.05	2.00	2.09	2.03	1.97	2.05	2.07	2.03	
Median	1	1	1	1	1	1	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	42	1,157	3,034	23	578	1,486	19	579	1,548	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reesearch opportunities										
Strongly agree	20.4%	19.7%	18.8%	22.8%	20.2%	19.3%	17.1%	19.1%	18.3%	

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	
Agree somewhat	36.7%	36.1%	34.5%	33.3%	40.0%	37.9%	41.5%	31.7%	30.6%	
Disagree somewhat	23.5%	23.6%	24.6%	29.8%	22.4%	23.9%	14.6%	24.9%	25.4%	
Strongly disagree	19.4%	20.6%	22.1%	14.0%	17.4%	19.0%	26.8%	24.3%	25.7%	
Total(n)	98	660	1,352	57	341	681	41	319	671	
Mean	2.58	2.55	2.50	2.65	2.63	2.57	2.49	2.46	2.42	
Standard deviation	1.02	1.03	1.03	0.99	0.99	1.00	1.08	1.06	1.06	
Significance	-			-			-			
Effect size	-	0.03	0.08	-	0.02	0.08	-	0.03	0.07	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	40.8%	40.5%	39.0%	38.6%	41.8%	40.5%	43.9%	39.1%	37.3%	
Agree somewhat	38.8%	33.8%	33.4%	40.4%	33.2%	32.7%	36.6%	34.5%	34.3%	
Disagree somewhat	12.2%	14.5%	15.3%	12.3%	15.8%	16.3%	12.2%	13.0%	14.1%	
Strongly disagree	8.2%	11.2%	12.3%	8.8%	9.2%	10.6%	7.3%	13.5%	14.3%	
Total(n)	98	659	1,352	57	347	689	41	312	663	
Mean	3.12	3.04	2.99	3.09	3.07	3.03	3.17	2.99	2.95	
Standard deviation	0.92	1.00	1.02	0.93	0.97	0.99	0.92	1.03	1.04	
Significance	-			-			-			
Effect size	-	0.08	0.13	-	0.02	0.06	-	0.17	0.21	
This graduate program enrolls too many international students										
Strongly agree	13.4%	11.2%	11.9%	15.8%	13.6%	14.2%	10.0%	8.4%	9.2%	
Agree somewhat	29.9%	27.3%	28.2%	35.1%	29.3%	29.3%	22.5%	25.0%	27.0%	
Disagree somewhat	36.1%	38.1%	38.1%	29.8%	34.0%	35.3%	45.0%	42.7%	41.3%	
Strongly disagree	20.6%	23.5%	21.8%	19.3%	23.1%	21.2%	22.5%	23.9%	22.5%	
Total(n)	97	656	1,338	57	340	676	40	316	662	
Mean	2.36	2.26	2.30	2.47	2.33	2.36	2.20	2.18	2.23	
Standard deviation	0.96	0.94	0.94	0.98	0.98	0.97	0.91	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.11	0.06	-	0.14	0.11	-	0.02	-0.03	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	48.3%	43.2%	42.8%	44.2%	41.0%	40.6%	54.1%	45.7%	45.4%	
Agree somewhat	42.7%	49.2%	49.1%	50.0%	52.3%	51.9%	32.4%	45.5%	45.8%	
Disagree somewhat	7.9%	6.0%	6.3%	5.8%	4.6%	5.3%	10.8%	7.5%	7.5%	
Strongly disagree	1.1%	1.6%	1.9%	0.0%	2.0%	2.3%	2.7%	1.3%	1.3%	
Total(n)	89	620	1,261	52	324	633	37	296	628	
Mean	3.38	3.34	3.33	3.38	3.32	3.31	3.38	3.36	3.35	

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	
Standard deviation	0.68	0.67	0.68	0.60	0.66	0.68	0.79	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	0.09	0.10	-	0.03	0.04	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	12.9%	9.7%	9.2%	14.5%	10.8%	9.9%	10.5%	8.5%	8.4%	
Agree somewhat	20.4%	22.8%	22.5%	21.8%	22.4%	22.4%	18.4%	23.3%	22.7%	
Disagree somewhat	18.3%	22.4%	21.2%	9.1%	19.3%	18.7%	31.6%	26.0%	24.0%	
Strongly disagree	48.4%	45.0%	47.1%	54.5%	47.5%	49.0%	39.5%	42.1%	45.0%	
Total(n)	93	642	1,320	55	332	660	38	310	660	
Mean	1.98	1.97	1.94	1.96	1.97	1.93	2.00	1.98	1.94	
Standard deviation	1.10	1.03	1.03	1.17	1.06	1.05	1.01	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.01	0.03	-	0.02	0.06	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	41.4%	45.0%	44.7%	36.2%	40.6%	40.8%	48.8%	50.0%	49.2%	
Agree somewhat	43.4%	42.0%	42.1%	48.3%	44.6%	44.6%	36.6%	39.0%	39.2%	
Disagree somewhat	8.1%	8.6%	8.8%	8.6%	9.7%	9.7%	7.3%	7.3%	7.8%	
Strongly disagree	7.1%	4.5%	4.4%	6.9%	5.1%	4.9%	7.3%	3.8%	3.8%	
Total(n)	99	663	1,335	58	344	676	41	319	659	
Mean	3.19	3.27	3.27	3.14	3.21	3.21	3.27	3.35	3.34	
Standard deviation	0.87	0.80	0.80	0.85	0.81	0.81	0.90	0.77	0.78	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.09	-0.09	-	-0.10	-0.09	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	13.3%	17.5%	17.5%	12.3%	15.8%	15.3%	14.6%	19.4%	20.1%	
Agree somewhat	27.6%	34.4%	34.1%	24.6%	34.4%	34.6%	31.7%	34.4%	33.5%	
Disagree somewhat	37.8%	31.0%	31.0%	43.9%	32.1%	32.3%	29.3%	29.7%	29.5%	
Strongly disagree	21.4%	17.1%	17.4%	19.3%	17.7%	17.8%	24.4%	16.5%	16.8%	
Total(n)	98	652	1,322	57	336	667	41	316	655	
Mean	2.33	2.52	2.52	2.30	2.48	2.47	2.37	2.57	2.57	
Standard deviation	0.96	0.97	0.97	0.93	0.96	0.96	1.02	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.20	-0.20	-	-0.19	-0.18	-	-0.20	-0.20	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	38.8%	42.1%	42.0%	34.5%	40.7%	40.3%	45.0%	43.7%	44.1%	
Agree somewhat	44.9%	46.4%	46.7%	46.6%	48.3%	48.8%	42.5%	44.2%	44.3%	
Disagree somewhat	11.2%	9.3%	9.0%	13.8%	8.7%	8.4%	7.5%	10.0%	9.7%	

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	
Strongly disagree	5.1%	2.2%	2.3%	5.2%	2.3%	2.6%	5.0%	2.0%	1.9%	
Total(n)	98	660	1,332	58	341	672	40	319	660	
Mean	3.17	3.29	3.29	3.10	3.27	3.27	3.28	3.30	3.31	
Standard deviation	0.83	0.72	0.72	0.83	0.71	0.72	0.82	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	-0.24	-0.24	-	-0.03	-0.04	
Most graduate students in this program move on to faculty positions										
Strongly agree	3.2%	3.7%	3.2%	5.5%	3.5%	3.1%	0.0%	3.8%	3.4%	
Agree somewhat	13.7%	19.0%	18.0%	10.9%	17.5%	16.5%	17.5%	20.8%	19.7%	
Disagree somewhat	28.4%	33.7%	33.6%	23.6%	35.6%	34.9%	35.0%	31.7%	32.2%	
Strongly disagree	54.7%	43.6%	45.1%	60.0%	43.4%	45.5%	47.5%	43.8%	44.7%	
Total(n)	95	652	1,320	55	336	665	40	316	655	
Mean	1.65	1.83	1.79	1.62	1.81	1.77	1.70	1.85	1.82	
Standard deviation	0.83	0.86	0.85	0.89	0.85	0.83	0.76	0.88	0.86	
Significance	-			-			-			
Effect size	-	-0.21	-0.16	-	-0.22	-0.18	-	-0.17	-0.14	
Most graduate students in this program move into positions outside of academia										
Strongly agree	48.4%	45.4%	46.2%	48.1%	44.3%	45.8%	48.8%	46.7%	46.7%	
Agree somewhat	42.1%	40.0%	39.8%	40.7%	41.4%	41.3%	43.9%	38.3%	38.1%	
Disagree somewhat	9.5%	12.4%	11.6%	11.1%	12.8%	11.4%	7.3%	12.0%	11.9%	
Strongly disagree	0.0%	2.2%	2.4%	0.0%	1.5%	1.5%	0.0%	2.9%	3.4%	
Total(n)	95	656	1,326	54	340	671	41	316	655	
Mean	3.39	3.29	3.30	3.37	3.29	3.31	3.41	3.29	3.28	
Standard deviation	0.66	0.76	0.76	0.68	0.74	0.73	0.63	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.11	0.08	-	0.15	0.16	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	52.5%	57.2%	58.0%	42.4%	54.9%	56.5%	68.5%	59.8%	59.7%	
Collaborated with the local community in research/teaching	48.5%	53.0%	53.7%	39.8%	48.2%	49.9%	62.3%	58.3%	58.1%	
Conducted research or writing focused on international/global issues	46.5%	34.7%	35.2%	49.4%	36.9%	37.5%	41.8%	32.2%	32.6%	

2016-17 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	
Conducted research or writing focused on racial or ethnic minorities	37.9%	31.8%	31.3%	30.6%	26.2%	26.3%	49.1%	38.1%	37.0%	
Conducted research or writing focused on women and gender issues	30.9%	25.6%	26.3%	24.7%	17.8%	18.9%	40.7%	34.5%	34.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	13.3%	11.4%	11.5%	10.8%	8.4%	8.9%	17.3%	14.7%	14.5%	
Conducted research or writing focused on biomedical science fields	13.6%	14.0%	13.9%	14.8%	14.4%	14.5%	11.8%	13.7%	13.2%	
Engaged in academic research that spans multiple disciplines	76.4%	65.5%	66.6%	79.1%	68.9%	69.7%	72.2%	61.7%	63.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	58.3%	50.0%	50.5%	53.6%	50.1%	51.6%	65.5%	49.8%	49.1%	
Written research grants	53.0%	44.6%	44.3%	46.9%	43.0%	43.4%	62.3%	46.3%	45.4%	
Received funding for your work from foundations	20.1%	19.0%	19.0%	17.1%	18.0%	18.1%	25.0%	20.2%	20.1%	
Received funding for your work from state or federal government	24.8%	23.5%	23.7%	27.2%	26.0%	26.6%	21.2%	20.8%	20.3%	
Received funding for your work from business or industry	9.2%	9.9%	9.7%	9.9%	12.7%	12.4%	8.0%	6.8%	6.5%	
Total(n)	131	1,029	2,722	81	508	1,329	50	521	1,393	

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 engaged in any of the following activities?										
Taught an honors course	8.9%	13.6%	14.9%	11.9%	16.8%	17.3%	3.9%	10.0%	12.1%	
Taught an interdisciplinary course	35.3%	32.1%	35.0%	40.2%	33.2%	36.2%	27.5%	30.8%	33.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	14.2%	13.2%	13.5%	11.0%	9.8%	10.6%	19.2%	16.9%	16.9%	
Taught a service learning course	19.3%	17.5%	19.0%	16.9%	14.8%	15.7%	23.1%	20.6%	22.7%	
Taught a course exclusively online	25.0%	38.2%	38.2%	28.6%	33.8%	34.6%	19.2%	43.2%	42.4%	
Participated in organized activities around enhancing pedagogy and student learning	62.2%	69.2%	71.7%	56.6%	62.8%	66.0%	71.2%	76.4%	78.2%	
Taught a seminar for first-year students	19.3%	20.1%	19.5%	21.7%	22.0%	21.1%	15.4%	18.0%	17.7%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	88.5%	88.8%	89.3%	87.1%	86.6%	87.7%	90.7%	91.3%	91.1%	
Total(n)	139	1,064	2,831	85	525	1,379	54	539	1,452	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	5.1%	4.7%	5.5%	4.7%	4.4%	5.5%	5.9%	5.0%	5.4%	
To a large extent	9.6%	7.0%	7.1%	8.2%	5.9%	6.3%	11.8%	8.3%	8.1%	
To some extent	11.8%	9.5%	10.5%	10.6%	9.7%	10.7%	13.7%	9.3%	10.4%	
To a small extent	5.1%	6.6%	7.3%	5.9%	7.7%	8.0%	3.9%	5.3%	6.5%	
Not at all	68.4%	72.2%	69.6%	70.6%	72.3%	69.5%	64.7%	72.1%	69.7%	
Total(n)	136	1,048	2,791	85	520	1,360	51	528	1,431	
Published with undergraduates										
To a very large extent	3.1%	2.2%	2.5%	2.5%	2.0%	2.6%	4.0%	2.5%	2.4%	
To a large extent	5.4%	3.4%	3.5%	3.8%	3.2%	3.6%	8.0%	3.6%	3.3%	

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	
To some extent	13.2%	7.8%	8.6%	12.7%	7.5%	8.6%	14.0%	8.2%	8.6%	
To a small extent	6.2%	6.4%	6.4%	5.1%	6.1%	6.4%	8.0%	6.8%	6.3%	
Not at all	72.1%	80.1%	79.1%	75.9%	81.2%	78.8%	66.0%	79.0%	79.4%	
Total(n)	129	1,032	2,727	79	513	1,324	50	519	1,403	
Engaged undergraduates on your research projects										
To a very large extent	14.8%	11.7%	12.8%	11.9%	11.2%	12.9%	19.6%	12.2%	12.8%	
To a large extent	12.6%	12.0%	11.5%	16.7%	13.9%	12.9%	5.9%	9.8%	9.9%	
To some extent	20.7%	16.3%	17.3%	22.6%	18.2%	19.3%	17.6%	14.2%	14.9%	
To a small extent	11.9%	11.7%	11.9%	10.7%	11.6%	12.1%	13.7%	11.8%	11.7%	
Not at all	40.0%	48.3%	46.4%	38.1%	45.1%	42.7%	43.1%	52.0%	50.8%	
Total(n)	135	1,047	2,786	84	518	1,357	51	529	1,429	
Worked with undergraduates on their research projects										
To a very large extent	13.9%	14.8%	15.7%	14.1%	15.9%	16.7%	13.5%	13.6%	14.5%	
To a large extent	16.8%	16.9%	16.9%	16.5%	16.2%	16.6%	17.3%	17.7%	17.2%	
To some extent	19.7%	19.6%	20.4%	18.8%	21.2%	22.0%	21.2%	17.7%	18.5%	
To a small extent	12.4%	13.9%	13.7%	14.1%	13.7%	13.7%	9.6%	14.0%	13.8%	
Not at all	37.2%	34.9%	33.4%	36.5%	33.0%	31.1%	38.5%	37.0%	36.1%	
Total(n)	137	1,052	2,808	85	523	1,369	52	529	1,439	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	17.1%	17.2%	19.3%	16.3%	17.3%	19.9%	18.5%	17.1%	18.6%	
Good	45.0%	41.5%	41.0%	48.8%	44.0%	42.5%	38.9%	38.7%	39.2%	
Fair	10.7%	14.4%	14.0%	9.3%	13.9%	14.0%	13.0%	15.0%	14.0%	
Poor	2.9%	1.8%	1.8%	2.3%	2.1%	2.1%	3.7%	1.5%	1.4%	
I have not worked with undergraduates on research projects	24.3%	25.1%	24.0%	23.3%	22.8%	21.5%	25.9%	27.7%	26.9%	
Total(n)	140	1,060	2,825	86	524	1,374	54	536	1,451	
How many undergraduate students do you advise?										
Mean	9.87	7.12	7.74	9.99	6.87	7.63	9.67	7.41	7.87	
Median	12	6	8	13	5	7	12	6	9	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	137	1,157	3,034	85	578	1,486	52	579	1,548	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	50.9%	52.7%	51.9%	52.2%	50.6%	48.8%	48.7%	54.9%	55.6%	
Occasionally	47.2%	41.4%	41.9%	46.3%	42.7%	44.2%	48.7%	40.1%	39.2%	
Not at All	1.9%	5.9%	6.2%	1.5%	6.7%	7.0%	2.6%	5.0%	5.2%	
Total(n)	106	629	1,897	67	314	953	39	315	944	
Mean	2.49	2.47	2.46	2.51	2.44	2.42	2.46	2.50	2.50	
Standard deviation	0.54	0.61	0.61	0.53	0.62	0.62	0.55	0.59	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	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	0.11	0.15	-	-0.07	-0.07	
Helped them plan their course of study										
Frequently	75.2%	65.6%	67.5%	73.8%	66.4%	67.0%	77.5%	64.6%	68.2%	
Occasionally	24.8%	27.5%	26.6%	26.2%	29.4%	29.1%	22.5%	25.4%	23.7%	
Not at All	0.0%	6.9%	5.8%	0.0%	4.2%	3.9%	0.0%	9.9%	8.1%	
Total(n)	105	632	1,907	65	315	956	40	317	951	
Mean	2.75	2.59	2.62	2.74	2.62	2.63	2.78	2.55	2.60	
Standard deviation	0.43	0.62	0.59	0.44	0.56	0.56	0.42	0.67	0.63	
Significance	-	*	*	-			-	*		
Effect size	-	0.26	0.22	-	0.21	0.20	-	0.34	0.29	
Discussed their academic performance										
Frequently	56.2%	59.5%	57.5%	57.6%	57.8%	54.6%	53.8%	61.4%	61.0%	
Occasionally	43.8%	38.2%	39.2%	42.4%	39.3%	41.8%	46.2%	36.9%	36.2%	
Not at All	0.0%	2.3%	3.3%	0.0%	2.9%	3.6%	0.0%	1.7%	2.8%	
Total(n)	105	626	1,891	66	315	952	39	311	939	
Mean	2.56	2.57	2.54	2.58	2.55	2.51	2.54	2.60	2.58	
Standard deviation	0.50	0.54	0.56	0.50	0.55	0.57	0.51	0.52	0.55	
Significance	-			-			-			
Effect size	-	-0.02	0.04	-	0.05	0.12	-	-0.12	-0.07	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	54.4%	53.7%	55.2%	58.5%	53.6%	53.9%	47.4%	53.8%	56.8%	
Occasionally	43.7%	39.7%	38.4%	41.5%	41.7%	40.7%	47.4%	37.5%	35.7%	
Not at All	1.9%	6.6%	6.4%	0.0%	4.6%	5.4%	5.3%	8.7%	7.6%	
Total(n)	103	625	1,888	65	313	948	38	312	940	
Mean	2.52	2.47	2.49	2.58	2.49	2.48	2.42	2.45	2.49	
Standard deviation	0.54	0.62	0.61	0.50	0.58	0.60	0.60	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.16	0.17	-	-0.05	-0.11	
Discussed career and post-graduation goals										
Frequently	72.6%	70.6%	70.8%	71.6%	68.6%	68.2%	74.4%	72.8%	73.9%	
Occasionally	27.4%	28.6%	27.9%	28.4%	30.5%	30.4%	25.6%	26.6%	25.0%	
Not at All	0.0%	0.8%	1.3%	0.0%	1.0%	1.4%	0.0%	0.6%	1.1%	
Total(n)	106	630	1,901	67	314	956	39	316	945	
Mean	2.73	2.70	2.70	2.72	2.68	2.67	2.74	2.72	2.73	
Standard deviation	0.45	0.48	0.49	0.45	0.49	0.50	0.44	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.08	0.10	-	0.04	0.02	

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?										
Funded workshops outside the institution focused on teaching										
Yes	34.8%	54.1%	55.7%	29.6%	44.8%	47.5%	43.1%	64.4%	65.1%	
No	62.1%	42.0%	40.6%	67.9%	51.1%	48.6%	52.9%	32.0%	31.4%	
Not eligible	0.0%	0.3%	0.6%	0.0%	0.1%	0.6%	0.0%	0.6%	0.7%	
Not available	3.0%	3.5%	3.1%	2.5%	4.0%	3.3%	3.9%	3.0%	2.8%	
Total(n)	132	1,020	2,728	81	502	1,317	51	518	1,411	
Funded workshops outside the institution focused on research skills development										
Yes	15.6%	16.7%	16.5%	12.7%	14.9%	15.0%	20.4%	18.7%	18.2%	
No	71.9%	71.2%	72.0%	75.9%	74.1%	74.7%	65.3%	68.0%	68.9%	
Not eligible	0.8%	2.3%	2.2%	1.3%	2.1%	2.0%	0.0%	2.4%	2.4%	
Not available	11.7%	9.9%	9.4%	10.1%	8.9%	8.3%	14.3%	10.9%	10.6%	
Total(n)	128	1,011	2,703	79	495	1,305	49	516	1,398	
Funded workshops outside the institution focused on grant writing										
Yes	6.1%	10.3%	10.0%	4.9%	9.1%	9.1%	7.8%	11.8%	11.1%	
No	87.1%	80.2%	81.2%	88.9%	80.9%	82.2%	84.3%	79.3%	80.0%	
Not eligible	0.8%	2.6%	2.4%	1.2%	2.8%	2.5%	0.0%	2.4%	2.2%	
Not available	6.1%	6.9%	6.4%	4.9%	7.2%	6.2%	7.8%	6.5%	6.7%	
Total(n)	132	1,004	2,690	81	495	1,299	51	509	1,391	
Paid sabbatical leave										
Yes	2.3%	5.5%	7.3%	1.2%	6.0%	8.2%	3.9%	4.9%	6.3%	
No	72.7%	66.3%	65.9%	81.5%	68.9%	68.1%	58.8%	63.4%	63.4%	
Not eligible	19.7%	21.4%	20.9%	14.8%	17.6%	17.8%	27.5%	25.7%	24.6%	
Not available	5.3%	6.8%	5.8%	2.5%	7.4%	5.9%	9.8%	6.0%	5.7%	
Total(n)	132	1,005	2,690	81	494	1,303	51	511	1,387	
Travel funds paid by the institution										
Yes	63.7%	63.8%	66.4%	54.2%	58.6%	62.3%	78.8%	69.5%	71.0%	
No	31.1%	28.7%	27.4%	41.0%	33.8%	31.5%	15.4%	23.1%	22.8%	
Not eligible	1.5%	3.5%	2.9%	1.2%	3.2%	2.8%	1.9%	3.7%	3.1%	
Not available	3.7%	4.0%	3.3%	3.6%	4.3%	3.4%	3.8%	3.7%	3.1%	
Total(n)	135	1,023	2,729	83	504	1,318	52	519	1,411	
Internal grants for research										
Yes	28.8%	28.8%	30.7%	23.2%	25.0%	28.7%	38.0%	33.0%	32.9%	
No	65.2%	62.4%	61.7%	72.0%	66.2%	63.9%	54.0%	58.2%	59.2%	
Not eligible	2.3%	4.7%	4.1%	1.2%	4.5%	3.8%	4.0%	4.9%	4.4%	
Not available	3.8%	4.1%	3.5%	3.7%	4.4%	3.6%	4.0%	3.8%	3.4%	
Total(n)	132	1,011	2,697	82	496	1,305	50	515	1,392	
Training for administrative leadership										
Yes	4.6%	10.3%	11.4%	6.3%	9.9%	11.4%	2.0%	10.7%	11.4%	
No	72.5%	70.8%	71.5%	71.3%	72.4%	72.7%	74.5%	69.1%	70.2%	
Not eligible	4.6%	6.4%	6.3%	3.8%	5.0%	5.4%	5.9%	7.9%	7.4%	

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	
Not available	18.3%	12.5%	10.7%	18.8%	12.6%	10.5%	17.6%	12.3%	11.0%	
Total(n)	131	1,009	2,706	80	496	1,307	51	513	1,399	
Received incentives to develop new courses										
Yes	10.9%	17.5%	17.9%	9.0%	16.8%	17.3%	13.7%	18.3%	18.6%	
No	70.5%	65.1%	66.1%	75.6%	67.8%	68.9%	62.7%	62.0%	62.9%	
Not eligible	0.8%	2.1%	2.1%	0.0%	1.9%	1.9%	2.0%	2.4%	2.4%	
Not available	17.8%	15.3%	13.9%	15.4%	13.6%	12.0%	21.6%	17.3%	16.1%	
Total(n)	129	1,007	2,700	78	495	1,306	51	512	1,394	
Have you engaged in any of the following professional development opportunities at your institution?										
Received incentives to integrate new technology into your classroom										
Yes	22.0%	27.6%	26.8%	17.3%	25.4%	24.9%	29.4%	30.1%	29.1%	
No	62.1%	58.8%	61.2%	66.7%	62.5%	64.8%	54.9%	54.8%	57.1%	
Not eligible	0.8%	1.0%	1.2%	0.0%	0.3%	0.8%	2.0%	1.7%	1.7%	
Not available	15.2%	12.6%	10.8%	16.0%	11.8%	9.6%	13.7%	13.4%	12.1%	
Total(n)	132	1,009	2,705	81	496	1,307	51	513	1,398	
Received resources to integrate culturally-competent practices into your classroom										
Yes	15.3%	19.2%	21.8%	12.5%	14.9%	17.0%	19.6%	23.9%	27.2%	
No	67.2%	67.1%	66.2%	75.0%	74.6%	73.6%	54.9%	58.9%	57.7%	
Not eligible	0.0%	1.0%	1.1%	0.0%	0.8%	1.0%	0.0%	1.3%	1.2%	
Not available	17.6%	12.7%	11.0%	12.5%	9.8%	8.4%	25.5%	15.8%	13.8%	
Total(n)	131	1,009	2,699	80	493	1,300	51	516	1,399	
How many of the following have you published?										
Articles in academic or professional journals										
None	5.3%	20.0%	19.7%	7.3%	19.5%	18.5%	2.0%	20.4%	21.1%	
1-2	15.8%	19.7%	20.3%	15.9%	17.4%	18.0%	15.7%	22.3%	22.9%	
3-4	11.3%	14.5%	14.6%	8.5%	13.6%	13.8%	15.7%	15.5%	15.4%	
5-10	18.8%	18.9%	20.1%	18.3%	18.3%	19.7%	19.6%	19.7%	20.6%	
11-20	28.6%	15.1%	14.7%	29.3%	15.7%	15.9%	27.5%	14.5%	13.4%	
21-50	16.5%	9.2%	8.4%	17.1%	11.6%	10.8%	15.7%	6.4%	5.6%	
51+	3.8%	2.6%	2.3%	3.7%	3.8%	3.4%	3.9%	1.2%	1.0%	
Total(n)	133	1,017	2,712	82	499	1,308	51	518	1,404	
Mean	4.14	3.27	3.24	4.12	3.44	3.42	4.18	3.09	3.03	
Standard deviation	1.58	1.72	1.69	1.64	1.80	1.76	1.49	1.60	1.58	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.51	0.53	-	0.38	0.40	-	0.68	0.73	
Chapters in edited volumes										
None	35.8%	54.6%	54.8%	42.5%	55.0%	54.9%	26.0%	54.2%	54.7%	
1-2	26.8%	24.6%	25.5%	21.9%	23.6%	24.1%	34.0%	25.8%	27.1%	
3-4	17.1%	10.6%	10.3%	16.4%	9.9%	10.2%	18.0%	11.4%	10.4%	
5-10	12.2%	6.5%	6.2%	11.0%	7.5%	7.2%	14.0%	5.5%	5.2%	

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	
11-20	6.5%	2.7%	2.3%	6.8%	3.1%	2.7%	6.0%	2.3%	2.0%	
21-50	0.8%	0.6%	0.6%	0.0%	0.5%	0.6%	2.0%	0.7%	0.6%	
51+	0.8%	0.3%	0.3%	1.4%	0.5%	0.4%	0.0%	0.1%	0.1%	
Total(n)	123	986	2,600	73	479	1,247	50	507	1,353	
Mean	2.33	1.81	1.79	2.23	1.83	1.82	2.46	1.79	1.75	
Standard deviation	1.36	1.14	1.11	1.40	1.18	1.16	1.30	1.09	1.04	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	0.46	0.49	-	0.34	0.35	-	0.61	0.68	
How many of the following have you published?										
Books, manuals, or monographs										
None	50.8%	72.6%	72.6%	51.9%	71.7%	71.0%	49.0%	73.6%	74.4%	
1-2	32.5%	19.2%	19.5%	31.2%	18.6%	19.5%	34.7%	19.9%	19.4%	
3-4	11.1%	5.7%	5.3%	10.4%	6.4%	6.1%	12.2%	4.9%	4.3%	
5-10	0.8%	1.0%	1.4%	0.0%	1.2%	1.6%	2.0%	0.8%	1.0%	
11-20	2.4%	0.8%	0.8%	3.9%	1.5%	1.3%	0.0%	0.1%	0.2%	
21-50	1.6%	0.3%	0.3%	1.3%	0.3%	0.3%	2.0%	0.4%	0.3%	
51+	0.8%	0.3%	0.3%	1.3%	0.3%	0.2%	0.0%	0.3%	0.3%	
Total(n)	126	986	2,635	77	482	1,272	49	504	1,363	
Mean	1.79	1.40	1.40	1.82	1.44	1.44	1.76	1.36	1.35	
Standard deviation	1.13	0.82	0.81	1.22	0.88	0.86	0.99	0.75	0.75	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.48	0.48	-	0.43	0.44	-	0.53	0.55	
Other, such as patents or computer software products										
None	81.9%	81.2%	80.9%	80.6%	78.4%	77.9%	84.1%	84.4%	84.5%	
1-2	10.3%	8.9%	10.0%	9.7%	9.1%	10.8%	11.4%	8.7%	9.1%	
3-4	3.4%	4.8%	4.2%	2.8%	5.7%	4.8%	4.5%	3.8%	3.5%	
5-10	3.4%	2.1%	2.2%	5.6%	3.1%	3.3%	0.0%	1.0%	0.9%	
11-20	0.0%	1.3%	1.2%	0.0%	1.1%	1.1%	0.0%	1.4%	1.3%	
21-50	0.9%	1.1%	0.9%	1.4%	2.0%	1.5%	0.0%	0.2%	0.2%	
51+	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.5%	0.5%	
Total(n)	116	963	2,579	72	472	1,246	44	491	1,333	
Mean	1.32	1.39	1.38	1.39	1.48	1.46	1.20	1.29	1.28	
Standard deviation	0.82	1.00	0.97	0.96	1.13	1.08	0.51	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	-0.08	-0.06	-	-0.11	-0.10	
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	87.3%	84.9%	84.5%	88.0%	83.9%	84.0%	86.3%	86.0%	85.2%	
1-2	3.0%	3.0%	3.2%	3.6%	3.0%	3.0%	2.0%	3.0%	3.4%	
3-4	3.0%	3.7%	3.4%	3.6%	4.4%	3.8%	2.0%	2.8%	3.0%	
5-10	5.2%	3.8%	3.7%	2.4%	2.8%	3.2%	9.8%	4.9%	4.4%	
11-20	1.5%	1.6%	1.9%	2.4%	1.8%	1.7%	0.0%	1.4%	2.2%	

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	
21+	0.0%	3.1%	3.2%	0.0%	4.1%	4.4%	0.0%	1.9%	1.8%	
Total(n)	134	1,023	2,732	83	507	1,324	51	516	1,408	
Mean	1.31	1.44	1.45	1.28	1.48	1.49	1.35	1.38	1.40	
Standard deviation	0.88	1.16	1.19	0.85	1.24	1.26	0.93	1.06	1.09	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.16	-0.17	-	-0.03	-0.05	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	33.3%	19.7%	21.1%	37.5%	21.2%	21.0%	25.0%	17.8%	21.1%	
1-2	25.0%	26.1%	28.4%	25.0%	20.9%	24.9%	25.0%	33.2%	32.9%	
3-4	25.0%	25.3%	23.1%	25.0%	28.5%	25.2%	25.0%	21.0%	20.3%	
5-10	16.7%	19.0%	17.3%	12.5%	16.1%	15.6%	25.0%	22.9%	19.5%	
11-20	0.0%	6.2%	6.8%	0.0%	6.9%	7.7%	0.0%	5.1%	5.7%	
21+	0.0%	3.7%	3.4%	0.0%	6.4%	5.6%	0.0%	0.0%	0.6%	
Total(n)	12	139	366	8	75	181	4	64	185	
Mean	2.25	2.77	2.71	2.13	2.86	2.81	2.50	2.64	2.57	
Standard deviation	1.14	1.33	1.34	1.13	1.43	1.42	1.29	1.16	1.21	
Significance	-			-			-			
Effect size	-	-0.39	-0.34	-	-0.51	-0.48	-	-0.12	-0.06	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	11.8%	13.9%	12.2%	10.0%	14.3%	12.2%	14.3%	13.3%	12.2%	
1-2	17.6%	17.3%	19.8%	20.0%	13.3%	16.2%	14.3%	22.4%	24.3%	
3-4	29.4%	19.4%	18.9%	50.0%	23.7%	20.8%	0.0%	14.0%	16.4%	
5-10	29.4%	27.7%	25.4%	0.0%	22.2%	22.1%	71.4%	34.6%	29.6%	
11-20	11.8%	8.9%	10.7%	20.0%	10.1%	11.9%	0.0%	7.4%	9.0%	
21+	0.0%	12.8%	13.1%	0.0%	16.3%	16.8%	0.0%	8.2%	8.5%	
Total(n)	17	150	410	10	81	201	7	69	209	
Mean	3.12	3.39	3.42	3.00	3.49	3.56	3.29	3.25	3.24	
Standard deviation	1.22	1.54	1.54	1.25	1.60	1.60	1.25	1.44	1.45	
Significance	-			-			-			
Effect size	-	-0.18	-0.19	-	-0.31	-0.35	-	0.03	0.03	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
None	13.5%	28.3%	28.0%	15.9%	27.2%	26.8%	9.8%	29.5%	29.4%	
1	6.8%	11.7%	13.0%	6.1%	11.4%	12.3%	7.8%	12.1%	13.8%	
2	9.8%	12.7%	13.9%	8.5%	11.6%	13.1%	11.8%	13.9%	14.9%	
3	12.8%	12.6%	12.7%	11.0%	12.8%	12.9%	15.7%	12.3%	12.5%	
4	14.3%	10.1%	9.5%	12.2%	9.9%	9.7%	17.6%	10.2%	9.3%	
5	9.0%	6.3%	6.1%	11.0%	7.5%	6.9%	5.9%	5.1%	5.1%	
6	8.3%	4.7%	4.5%	9.8%	5.5%	5.2%	5.9%	3.9%	3.6%	

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	
7-10	16.5%	8.1%	7.5%	18.3%	8.1%	7.7%	13.7%	8.1%	7.2%	
More than 10	9.0%	5.5%	4.8%	7.3%	6.1%	5.4%	11.8%	4.8%	4.1%	
Total(n)	133	1,018	2,718	82	500	1,311	51	518	1,407	
Mean	5.05	3.76	3.65	5.05	3.88	3.79	5.04	3.62	3.49	
Standard deviation	2.59	2.56	2.49	2.63	2.59	2.53	2.54	2.51	2.43	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.50	0.56	-	0.45	0.50	-	0.57	0.64	
How many of these publications in the past three years have been solo-authored?										
None	25.5%	34.0%	34.6%	27.4%	36.3%	36.5%	22.2%	31.2%	32.3%	
1	21.4%	23.8%	24.2%	19.4%	22.7%	22.6%	25.0%	25.0%	26.2%	
2	15.3%	14.4%	14.9%	16.1%	14.8%	14.8%	13.9%	14.0%	14.9%	
3	14.3%	8.9%	8.3%	9.7%	6.0%	6.7%	22.2%	12.4%	10.3%	
4	11.2%	7.4%	6.8%	12.9%	7.8%	7.4%	8.3%	6.9%	6.1%	
5	4.1%	4.6%	4.3%	4.8%	5.4%	4.7%	2.8%	3.7%	3.6%	
6	2.0%	2.1%	2.2%	3.2%	1.7%	1.8%	0.0%	2.7%	2.7%	
7-10	4.1%	2.6%	2.7%	4.8%	3.2%	3.3%	2.8%	1.9%	1.9%	
More than 10	2.0%	2.1%	2.1%	1.6%	2.0%	2.2%	2.8%	2.2%	2.0%	
Total(n)	98	584	1,617	62	308	837	36	276	780	
Mean	3.17	2.80	2.76	3.23	2.77	2.77	3.08	2.83	2.75	
Standard deviation	2.07	2.03	2.02	2.16	2.07	2.08	1.93	1.97	1.94	
Significance	-			-			-			
Effect size	-	0.18	0.20	-	0.22	0.22	-	0.13	0.17	
How many of these publications in the past three years have been co-authored?										
None	17.4%	17.2%	18.6%	19.1%	18.0%	19.2%	14.6%	16.3%	17.9%	
1	15.6%	22.1%	23.0%	13.2%	19.8%	20.3%	19.5%	24.7%	26.3%	
2	12.8%	16.2%	16.6%	13.2%	12.6%	14.1%	12.2%	20.4%	19.6%	
3	11.9%	14.2%	14.2%	14.7%	16.9%	16.3%	7.3%	11.0%	11.6%	
4	8.3%	7.4%	7.6%	5.9%	6.5%	7.5%	12.2%	8.4%	7.9%	
5	8.3%	6.2%	5.2%	11.8%	8.9%	6.9%	2.4%	3.0%	3.1%	
6	5.5%	3.8%	3.6%	5.9%	4.5%	4.4%	4.9%	3.0%	2.7%	
7-10	11.0%	7.5%	6.6%	8.8%	7.1%	6.3%	14.6%	7.9%	7.0%	
More than 10	9.2%	5.5%	4.6%	7.4%	5.7%	5.0%	12.2%	5.2%	4.0%	
Total(n)	109	648	1,771	68	337	908	41	311	863	
Mean	4.35	3.76	3.60	4.22	3.88	3.72	4.56	3.63	3.45	
Standard deviation	2.69	2.40	2.33	2.60	2.43	2.37	2.86	2.36	2.26	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.25	0.32	-	0.14	0.21	-	0.39	0.49	
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	1.6%	2.9%	2.9%	1.3%	3.1%	3.0%	2.0%	2.7%	2.7%	
1-4	18.1%	13.2%	11.9%	15.6%	11.1%	10.3%	22.0%	15.4%	13.7%	

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	
5-8	50.4%	34.5%	31.8%	49.4%	35.9%	32.8%	52.0%	33.0%	30.7%	
9-12	22.8%	30.4%	33.7%	24.7%	30.4%	33.9%	20.0%	30.4%	33.5%	
13-16	3.9%	8.7%	10.1%	5.2%	9.6%	10.7%	2.0%	7.7%	9.4%	
17-20	0.8%	5.3%	5.0%	1.3%	4.8%	4.7%	0.0%	5.7%	5.2%	
21+	2.4%	5.1%	4.6%	2.6%	5.2%	4.5%	2.0%	5.0%	4.8%	
Total(n)	127	958	2,596	77	467	1,253	50	491	1,343	
Mean	3.21	3.65	3.70	3.31	3.68	3.71	3.06	3.62	3.68	
Standard deviation	1.02	1.33	1.30	1.05	1.32	1.28	0.96	1.34	1.32	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	-0.33	-0.38	-	-0.28	-0.31	-	-0.42	-0.47	
Preparing for teaching (including reading student papers and grading)										
None	0.8%	2.3%	2.4%	0.0%	2.4%	2.4%	2.1%	2.3%	2.4%	
1-4	20.3%	13.8%	12.0%	22.7%	15.9%	13.9%	16.7%	11.6%	9.8%	
5-8	34.1%	25.9%	24.5%	33.3%	27.8%	26.0%	35.4%	23.9%	22.8%	
9-12	29.3%	25.7%	25.4%	29.3%	26.6%	25.6%	29.2%	24.7%	25.1%	
13-16	8.1%	13.1%	14.2%	9.3%	12.2%	13.8%	6.3%	14.1%	14.6%	
17-20	4.9%	11.0%	11.9%	2.7%	8.4%	10.4%	8.3%	13.8%	13.7%	
21+	2.4%	8.1%	9.6%	2.7%	6.8%	7.8%	2.1%	9.5%	11.6%	
Total(n)	123	925	2,505	75	450	1,213	48	475	1,292	
Mean	3.48	3.99	4.11	3.44	3.83	3.97	3.54	4.16	4.27	
Standard deviation	1.21	1.52	1.55	1.18	1.47	1.51	1.27	1.56	1.58	
Significance	-	***	***	-	*	**	-	**	**	
Effect size	-	-0.34	-0.41	-	-0.27	-0.35	-	-0.40	-0.46	
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	3.9%	7.1%	7.4%	5.3%	7.6%	8.1%	2.0%	6.5%	6.6%	
1-4	59.8%	59.6%	59.7%	56.6%	62.0%	61.7%	64.7%	57.0%	57.3%	
5-8	27.6%	22.2%	22.4%	28.9%	20.1%	20.6%	25.5%	24.5%	24.5%	
9-12	3.9%	6.0%	5.9%	3.9%	5.2%	5.1%	3.9%	6.8%	6.7%	
13-16	3.1%	3.4%	2.9%	3.9%	3.3%	2.7%	2.0%	3.6%	3.1%	
17-20	0.8%	1.2%	1.1%	1.3%	1.4%	1.2%	0.0%	1.0%	1.1%	
21+	0.8%	0.5%	0.6%	0.0%	0.3%	0.5%	2.0%	0.7%	0.8%	
Total(n)	127	951	2,580	76	463	1,241	51	488	1,339	
Mean	2.48	2.45	2.43	2.49	2.40	2.38	2.47	2.49	2.49	
Standard deviation	0.92	0.98	0.97	0.92	0.96	0.95	0.95	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	0.09	0.12	-	-0.02	-0.02	
Committee work and meetings										
None	0.8%	3.4%	3.8%	1.4%	4.0%	4.4%	0.0%	2.7%	3.2%	
1-4	56.1%	53.2%	52.3%	52.7%	53.9%	53.7%	61.2%	52.4%	50.7%	
5-8	19.5%	25.2%	26.1%	20.3%	23.1%	23.6%	18.4%	27.5%	28.8%	

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	
9-12	14.6%	10.6%	10.2%	14.9%	10.7%	10.0%	14.3%	10.4%	10.4%	
13-16	5.7%	3.6%	3.7%	5.4%	3.6%	3.8%	6.1%	3.7%	3.6%	
17-20	1.6%	2.0%	2.1%	2.7%	2.5%	2.5%	0.0%	1.5%	1.6%	
21+	1.6%	2.0%	1.9%	2.7%	2.1%	2.0%	0.0%	1.8%	1.8%	
Total(n)	123	942	2,559	74	462	1,242	49	480	1,317	
Mean	2.80	2.72	2.71	2.89	2.72	2.71	2.65	2.72	2.72	
Standard deviation	1.16	1.16	1.15	1.28	1.20	1.19	0.95	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.14	0.15	-	-0.06	-0.06	
Research and scholarly writing										
None	7.4%	20.0%	18.5%	11.0%	19.0%	17.0%	2.1%	21.1%	20.1%	
1-4	23.1%	30.9%	34.4%	21.9%	27.7%	31.6%	25.0%	34.4%	37.5%	
5-8	28.9%	21.2%	21.3%	27.4%	22.5%	22.6%	31.3%	19.8%	19.9%	
9-12	14.9%	11.2%	11.1%	16.4%	11.5%	11.9%	12.5%	11.0%	10.2%	
13-16	8.3%	6.4%	5.8%	8.2%	8.0%	7.1%	8.3%	4.6%	4.3%	
17-20	10.7%	5.7%	4.8%	9.6%	5.5%	4.8%	12.5%	5.8%	4.7%	
21+	6.6%	4.6%	4.1%	5.5%	5.8%	4.9%	8.3%	3.3%	3.2%	
Total(n)	121	942	2,560	73	459	1,236	48	483	1,324	
Mean	3.52	2.88	2.82	3.40	3.01	2.95	3.71	2.74	2.68	
Standard deviation	1.67	1.65	1.58	1.66	1.70	1.62	1.68	1.57	1.51	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	0.39	0.44	-	0.23	0.28	-	0.62	0.68	
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	60.8%	58.9%	58.8%	55.4%	52.6%	53.6%	69.6%	65.7%	64.7%	
1-4	22.5%	24.6%	24.8%	24.3%	26.8%	26.6%	19.6%	22.3%	22.8%	
5-8	9.2%	8.6%	8.9%	10.8%	10.6%	10.5%	6.5%	6.5%	7.0%	
9-12	3.3%	3.8%	3.7%	4.1%	4.3%	4.4%	2.2%	3.2%	2.9%	
13-16	4.2%	1.9%	1.7%	5.4%	2.7%	2.2%	2.2%	1.1%	1.2%	
17-20	0.0%	0.7%	0.8%	0.0%	0.8%	0.8%	0.0%	0.7%	0.8%	
21+	0.0%	1.4%	1.3%	0.0%	2.2%	1.8%	0.0%	0.5%	0.7%	
Total(n)	120	912	2,464	74	445	1,179	46	467	1,285	
Mean	1.68	1.73	1.72	1.80	1.89	1.85	1.48	1.56	1.58	
Standard deviation	1.05	1.18	1.17	1.13	1.31	1.26	0.89	0.99	1.04	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.07	-0.04	-	-0.08	-0.10	
Community or public service										
None	42.4%	35.8%	35.4%	45.3%	37.8%	37.9%	38.0%	33.6%	32.6%	
1-4	48.0%	52.0%	52.1%	48.0%	50.0%	50.0%	48.0%	54.2%	54.5%	
5-8	7.2%	9.1%	9.1%	4.0%	8.7%	8.4%	12.0%	9.5%	9.9%	
9-12	1.6%	1.7%	1.9%	1.3%	1.5%	1.8%	2.0%	1.8%	1.9%	

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	
13-16	0.0%	0.3%	0.5%	0.0%	0.3%	0.4%	0.0%	0.4%	0.5%	
17-20	0.8%	0.7%	0.7%	1.3%	1.0%	1.0%	0.0%	0.3%	0.3%	
21+	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.1%	0.2%	
Total(n)	125	946	2,573	75	459	1,241	50	487	1,332	
Mean	1.71	1.82	1.83	1.67	1.82	1.82	1.78	1.83	1.85	
Standard deviation	0.78	0.85	0.86	0.81	0.92	0.91	0.74	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.13	-0.14	-	-0.16	-0.16	-	-0.06	-0.09	
Outside consulting/freelance work										
None	68.3%	72.3%	73.0%	69.0%	69.7%	70.8%	67.3%	75.0%	75.5%	
1-4	21.7%	20.3%	20.1%	19.7%	22.2%	21.6%	24.5%	18.2%	18.4%	
5-8	5.8%	4.8%	4.5%	4.2%	4.4%	4.4%	8.2%	5.3%	4.5%	
9-12	3.3%	2.1%	1.7%	5.6%	2.7%	2.1%	0.0%	1.4%	1.3%	
13-16	0.8%	0.3%	0.3%	1.4%	0.5%	0.4%	0.0%	0.1%	0.2%	
17-20	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	120	932	2,538	71	452	1,222	49	480	1,316	
Mean	1.47	1.39	1.37	1.51	1.44	1.42	1.41	1.33	1.33	
Standard deviation	0.82	0.74	0.74	0.92	0.81	0.80	0.64	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.11	0.14	-	0.09	0.11	-	0.12	0.12	
Household/childcare duties										
None	9.7%	11.5%	11.3%	9.5%	14.2%	14.1%	10.0%	8.6%	8.3%	
1-4	21.8%	17.7%	17.2%	17.6%	18.2%	17.7%	28.0%	17.1%	16.7%	
5-8	13.7%	21.4%	21.7%	17.6%	22.5%	22.6%	8.0%	20.3%	20.7%	
9-12	19.4%	15.1%	15.5%	23.0%	17.3%	17.1%	14.0%	12.7%	13.7%	
13-16	6.5%	8.6%	8.7%	5.4%	8.4%	8.3%	8.0%	8.8%	9.0%	
17-20	11.3%	9.4%	9.2%	13.5%	7.3%	7.3%	8.0%	11.8%	11.3%	
21+	17.7%	16.3%	16.4%	13.5%	12.1%	12.9%	24.0%	20.8%	20.3%	
Total(n)	124	937	2,555	74	455	1,231	50	482	1,324	
Mean	3.96	3.85	3.86	3.92	3.58	3.62	4.02	4.15	4.13	
Standard deviation	2.01	1.97	1.96	1.89	1.87	1.89	2.18	2.02	1.99	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.18	0.16	-	-0.06	-0.06	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	87.2%	85.9%	85.3%	91.3%	90.6%	89.1%	81.3%	81.0%	81.1%	
1-4	9.4%	8.5%	8.5%	4.3%	5.4%	6.0%	16.7%	11.8%	11.3%	
5-8	1.7%	3.2%	3.3%	1.4%	2.1%	2.5%	2.1%	4.3%	4.2%	
9-12	0.0%	0.9%	1.2%	0.0%	0.6%	1.0%	0.0%	1.1%	1.4%	
13-16	0.0%	0.7%	0.6%	0.0%	0.4%	0.5%	0.0%	1.0%	0.8%	

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	
17-20	1.7%	0.5%	0.5%	2.9%	0.6%	0.6%	0.0%	0.3%	0.5%	
21+	0.0%	0.4%	0.5%	0.0%	0.3%	0.3%	0.0%	0.6%	0.7%	
Total(n)	117	911	2,499	69	441	1,201	48	470	1,298	
Mean	1.21	1.25	1.27	1.22	1.18	1.21	1.21	1.32	1.34	
Standard deviation	0.74	0.77	0.82	0.89	0.69	0.74	0.46	0.85	0.89	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	0.06	0.01	-	-0.13	-0.15	
Other employment, outside of academia										
None	92.4%	88.2%	89.4%	88.9%	86.5%	88.2%	97.8%	90.1%	90.7%	
1-4	5.9%	5.5%	5.1%	8.3%	6.2%	5.6%	2.2%	4.8%	4.5%	
5-8	0.0%	3.2%	2.8%	0.0%	4.1%	3.4%	0.0%	2.2%	2.2%	
9-12	0.0%	1.1%	1.0%	0.0%	0.8%	0.8%	0.0%	1.4%	1.3%	
13-16	0.8%	0.9%	0.8%	1.4%	1.0%	0.9%	0.0%	0.8%	0.7%	
17-20	0.8%	0.5%	0.5%	1.4%	0.7%	0.6%	0.0%	0.3%	0.3%	
21+	0.0%	0.5%	0.4%	0.0%	0.7%	0.5%	0.0%	0.3%	0.3%	
Total(n)	118	930	2,526	72	452	1,216	46	478	1,310	
Mean	1.14	1.25	1.22	1.21	1.28	1.24	1.02	1.20	1.19	
Standard deviation	0.63	0.83	0.78	0.79	0.89	0.82	0.15	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.13	-0.10	-	-0.08	-0.04	-	-0.24	-0.24	
Personal time										
None	6.3%	4.3%	3.8%	5.3%	3.6%	3.0%	7.8%	5.1%	4.6%	
1-4	25.4%	29.0%	28.4%	20.0%	25.3%	24.1%	33.3%	32.9%	33.1%	
5-8	25.4%	31.1%	32.0%	25.3%	29.9%	31.1%	25.5%	32.5%	33.0%	
9-12	22.2%	19.7%	19.5%	28.0%	24.1%	22.9%	13.7%	15.1%	15.6%	
13-16	11.9%	7.8%	8.2%	12.0%	7.9%	9.1%	11.8%	7.7%	7.2%	
17-20	4.0%	3.8%	4.0%	5.3%	4.4%	4.7%	2.0%	3.1%	3.3%	
21+	4.8%	4.2%	4.1%	4.0%	4.8%	5.1%	5.9%	3.6%	3.1%	
Total(n)	126	942	2,564	75	456	1,234	51	486	1,330	
Mean	3.39	3.26	3.29	3.53	3.40	3.45	3.18	3.11	3.10	
Standard deviation	1.48	1.39	1.38	1.43	1.40	1.41	1.55	1.35	1.32	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.09	0.06	-	0.05	0.06	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	95.9%	95.4%	95.4%	93.3%	93.4%	93.7%	100.0%	97.5%	97.4%	
Occasionally	4.1%	4.1%	4.2%	6.7%	6.1%	5.9%	0.0%	2.0%	2.2%	
Not at all	0.0%	0.5%	0.4%	0.0%	0.5%	0.4%	0.0%	0.5%	0.4%	
Total(n)	123	938	2,554	75	459	1,232	48	479	1,322	
Mean	2.96	2.95	2.95	2.93	2.93	2.93	3.00	2.97	2.97	
Standard deviation	0.20	0.24	0.24	0.25	0.27	0.27	0.00	0.20	0.19	
Significance	-			-			-			

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	
Effect size	-	0.04	0.04	-	0.00	0.00	-	0.15	0.16	
Support their opinions with a logical argument										
Frequently	85.1%	83.0%	82.3%	86.5%	83.3%	81.7%	83.0%	82.6%	83.1%	
Occasionally	14.0%	14.7%	15.7%	13.5%	14.0%	16.0%	14.9%	15.5%	15.3%	
Not at all	0.8%	2.3%	2.0%	0.0%	2.7%	2.3%	2.1%	1.9%	1.6%	
Total(n)	121	932	2,541	74	455	1,225	47	477	1,316	
Mean	2.84	2.81	2.80	2.86	2.81	2.79	2.81	2.81	2.81	
Standard deviation	0.39	0.45	0.44	0.34	0.46	0.46	0.45	0.44	0.43	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	0.11	0.15	-	0.00	0.00	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	78.7%	78.1%	77.7%	77.3%	77.0%	76.2%	80.9%	79.2%	79.4%	
Occasionally	18.9%	19.7%	20.2%	21.3%	20.2%	21.4%	14.9%	19.1%	18.8%	
Not at all	2.5%	2.3%	2.1%	1.3%	2.7%	2.4%	4.3%	1.8%	1.8%	
Total(n)	122	927	2,528	75	454	1,218	47	473	1,310	
Mean	2.76	2.76	2.76	2.76	2.74	2.74	2.77	2.77	2.78	
Standard deviation	0.48	0.48	0.48	0.46	0.50	0.49	0.52	0.46	0.46	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.04	0.04	-	0.00	-0.02	
Analyze multiple sources of information before coming to a conclusion										
Frequently	68.9%	70.1%	70.2%	74.3%	69.4%	69.1%	60.4%	70.8%	71.4%	
Occasionally	26.2%	26.1%	26.2%	20.3%	26.4%	27.1%	35.4%	25.7%	25.3%	
Not at all	4.9%	3.9%	3.6%	5.4%	4.2%	3.8%	4.2%	3.6%	3.3%	
Total(n)	122	932	2,543	74	454	1,225	48	478	1,318	
Mean	2.64	2.66	2.67	2.69	2.65	2.65	2.56	2.67	2.68	
Standard deviation	0.58	0.55	0.54	0.57	0.56	0.55	0.58	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.04	-0.06	-	0.07	0.07	-	-0.20	-0.23	
Evaluate the quality or reliability of information they receive										
Frequently	75.8%	72.2%	72.0%	78.4%	70.5%	70.3%	71.7%	74.0%	73.9%	
Occasionally	20.0%	24.2%	24.7%	18.9%	25.3%	25.9%	21.7%	23.0%	23.3%	
Not at all	4.2%	3.6%	3.4%	2.7%	4.2%	3.8%	6.5%	3.0%	2.8%	
Total(n)	120	931	2,543	74	453	1,225	46	478	1,318	
Mean	2.72	2.69	2.69	2.76	2.66	2.66	2.65	2.71	2.71	
Standard deviation	0.54	0.54	0.53	0.49	0.56	0.55	0.60	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.18	0.18	-	-0.12	-0.12	
Take risks for potential gains										
Frequently	41.5%	36.2%	37.5%	41.7%	34.1%	35.4%	41.3%	38.4%	39.9%	
Occasionally	45.8%	46.7%	45.9%	47.2%	48.7%	47.6%	43.5%	44.5%	43.9%	
Not at all	12.7%	17.2%	16.6%	11.1%	17.2%	17.0%	15.2%	17.1%	16.2%	
Total(n)	118	918	2,511	72	446	1,211	46	472	1,300	

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	
Mean	2.29	2.19	2.21	2.31	2.17	2.18	2.26	2.21	2.24	
Standard deviation	0.68	0.71	0.71	0.66	0.70	0.70	0.71	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.20	0.19	-	0.07	0.03	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	67.5%	68.1%	68.4%	66.7%	65.6%	66.6%	68.8%	70.7%	70.5%	
Occasionally	30.1%	30.1%	29.6%	30.7%	32.3%	31.2%	29.2%	27.7%	27.8%	
Not at all	2.4%	1.9%	2.0%	2.7%	2.1%	2.2%	2.1%	1.6%	1.7%	
Total(n)	123	934	2,544	75	455	1,227	48	479	1,317	
Mean	2.65	2.66	2.66	2.64	2.64	2.64	2.67	2.69	2.69	
Standard deviation	0.53	0.51	0.51	0.54	0.52	0.52	0.52	0.50	0.50	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.00	0.00	-	-0.04	-0.04	
Look up scientific research articles and resources										
Frequently	51.3%	52.1%	52.8%	53.4%	47.6%	48.9%	47.8%	57.2%	57.2%	
Occasionally	37.8%	36.7%	35.6%	39.7%	42.0%	39.9%	34.8%	31.0%	30.8%	
Not at all	10.9%	11.1%	11.6%	6.8%	10.4%	11.2%	17.4%	11.9%	12.0%	
Total(n)	119	930	2,544	73	454	1,227	46	476	1,317	
Mean	2.40	2.41	2.41	2.47	2.37	2.38	2.30	2.45	2.45	
Standard deviation	0.68	0.68	0.69	0.63	0.66	0.68	0.76	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.15	0.13	-	-0.21	-0.21	
Explore topics on their own, even though it was not required for a class										
Frequently	51.6%	52.2%	52.8%	52.7%	52.4%	52.9%	50.0%	52.0%	52.6%	
Occasionally	41.0%	42.5%	42.5%	40.5%	43.2%	42.9%	41.7%	41.8%	42.0%	
Not at all	7.4%	5.3%	4.7%	6.8%	4.4%	4.2%	8.3%	6.3%	5.4%	
Total(n)	122	933	2,541	74	454	1,224	48	479	1,317	
Mean	2.44	2.47	2.48	2.46	2.48	2.49	2.42	2.46	2.47	
Standard deviation	0.63	0.60	0.59	0.62	0.58	0.58	0.65	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	-0.03	-0.05	-	-0.07	-0.08	
Accept mistakes as part of the learning process										
Frequently	73.6%	75.3%	75.8%	68.5%	71.1%	72.3%	81.3%	79.9%	79.8%	
Occasionally	24.8%	22.4%	22.2%	28.8%	26.1%	25.3%	18.8%	18.3%	18.7%	
Not at all	1.7%	2.3%	2.0%	2.7%	2.8%	2.4%	0.0%	1.8%	1.5%	
Total(n)	121	935	2,552	73	457	1,231	48	478	1,321	
Mean	2.72	2.73	2.74	2.66	2.68	2.70	2.81	2.78	2.78	
Standard deviation	0.49	0.49	0.48	0.53	0.52	0.51	0.39	0.45	0.45	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	-0.04	-0.08	-	0.07	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:										
Recognize biases that affect their thinking										
Frequently	59.3%	58.3%	57.9%	56.0%	55.3%	53.9%	64.6%	61.6%	62.5%	
Occasionally	35.0%	35.6%	35.7%	37.3%	37.8%	38.8%	31.3%	33.1%	32.2%	
Not at all	5.7%	6.1%	6.3%	6.7%	6.9%	7.2%	4.2%	5.2%	5.3%	
Total(n)	123	934	2,549	75	457	1,231	48	477	1,318	
Mean	2.54	2.52	2.52	2.49	2.48	2.47	2.60	2.56	2.57	
Standard deviation	0.60	0.61	0.61	0.62	0.62	0.63	0.57	0.59	0.59	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.02	0.03	-	0.07	0.05	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	62.6%	64.8%	65.0%	55.4%	58.9%	59.6%	73.5%	71.1%	71.1%	
Occasionally	30.9%	27.6%	27.3%	36.5%	31.6%	31.0%	22.4%	23.1%	23.3%	
Not at all	6.5%	7.7%	7.7%	8.1%	9.5%	9.4%	4.1%	5.8%	5.7%	
Total(n)	123	937	2,533	74	458	1,220	49	479	1,313	
Mean	2.56	2.57	2.57	2.47	2.49	2.50	2.69	2.65	2.65	
Standard deviation	0.62	0.63	0.63	0.65	0.66	0.66	0.55	0.58	0.58	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	-0.03	-0.05	-	0.07	0.07	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	46.7%	48.4%	48.7%	45.2%	45.3%	45.5%	49.0%	51.7%	52.4%	
Occasionally	41.8%	38.7%	37.7%	45.2%	40.5%	39.2%	36.7%	36.7%	35.9%	
Not at all	11.5%	13.0%	13.6%	9.6%	14.2%	15.3%	14.3%	11.6%	11.7%	
Total(n)	122	935	2,534	73	458	1,223	49	477	1,311	
Mean	2.35	2.35	2.35	2.36	2.31	2.30	2.35	2.40	2.41	
Standard deviation	0.68	0.70	0.71	0.65	0.71	0.72	0.72	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.07	0.08	-	-0.07	-0.09	
Discuss the ethical or moral implications of a course of action										
Frequently	44.6%	45.5%	45.4%	45.2%	40.4%	40.4%	43.8%	51.1%	51.1%	
Occasionally	38.8%	37.3%	37.4%	39.7%	41.2%	40.5%	37.5%	33.1%	33.8%	
Not at all	16.5%	17.2%	17.2%	15.1%	18.4%	19.1%	18.8%	15.9%	15.1%	
Total(n)	121	927	2,530	73	455	1,222	48	472	1,308	
Mean	2.28	2.28	2.28	2.30	2.22	2.21	2.25	2.35	2.36	
Standard deviation	0.73	0.74	0.74	0.72	0.73	0.74	0.76	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.11	0.12	-	-0.14	-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	
Apply mathematical concepts and computational thinking										
Frequently	28.1%	36.3%	35.8%	29.2%	41.0%	40.8%	26.5%	31.2%	30.1%	
Occasionally	41.3%	31.9%	31.4%	44.4%	31.2%	31.0%	36.7%	32.7%	31.9%	
Not at all	30.6%	31.8%	32.8%	26.4%	27.8%	28.2%	36.7%	36.1%	38.0%	
Total(n)	121	932	2,542	72	457	1,226	49	475	1,316	
Mean	1.98	2.05	2.03	2.03	2.13	2.13	1.90	1.95	1.92	
Standard deviation	0.77	0.82	0.83	0.75	0.82	0.82	0.80	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	-0.12	-0.12	-	-0.06	-0.02	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	75.2%	70.9%	71.1%	72.5%	66.9%	67.0%	79.2%	75.2%	75.6%	
Most	12.8%	14.7%	14.9%	17.4%	16.0%	16.1%	6.3%	13.4%	13.6%	
Some	9.4%	12.0%	11.9%	5.8%	13.4%	13.7%	14.6%	10.6%	9.9%	
None	2.6%	2.4%	2.1%	4.3%	3.8%	3.2%	0.0%	0.9%	0.9%	
Total(n)	117	918	2,511	69	446	1,206	48	472	1,305	
Mean	3.61	3.54	3.55	3.58	3.46	3.47	3.65	3.63	3.64	
Standard deviation	0.77	0.79	0.78	0.79	0.86	0.85	0.73	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.14	0.13	-	0.03	0.01	
Cooperative learning (small groups)										
All	52.6%	46.8%	48.6%	38.8%	38.4%	41.0%	71.4%	55.5%	57.0%	
Most	19.0%	23.8%	23.3%	26.9%	24.8%	24.0%	8.2%	22.8%	22.4%	
Some	18.1%	21.1%	20.6%	25.4%	26.8%	25.7%	8.2%	15.2%	15.0%	
None	10.3%	8.3%	7.5%	9.0%	10.0%	9.2%	12.2%	6.5%	5.5%	
Total(n)	116	911	2,479	67	441	1,189	49	470	1,290	
Mean	3.14	3.09	3.13	2.96	2.92	2.97	3.39	3.27	3.31	
Standard deviation	1.05	1.00	0.99	1.01	1.02	1.02	1.08	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	0.04	-0.01	-	0.13	0.09	
Experiential learning/Field studies										
All	19.0%	20.2%	19.7%	20.9%	19.6%	18.8%	16.3%	20.7%	20.8%	
Most	17.2%	16.6%	17.4%	14.9%	14.4%	15.6%	20.4%	18.8%	19.3%	
Some	30.2%	32.2%	32.0%	28.4%	32.3%	31.7%	32.7%	32.1%	32.3%	
None	33.6%	31.1%	30.9%	35.8%	33.6%	33.9%	30.6%	28.4%	27.7%	
Total(n)	116	910	2,486	67	441	1,191	49	469	1,295	
Mean	2.22	2.26	2.26	2.21	2.20	2.19	2.22	2.32	2.33	
Standard deviation	1.11	1.10	1.10	1.15	1.11	1.10	1.07	1.10	1.09	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	0.01	0.02	-	-0.09	-0.10	
Performances/Demonstrations										
All	17.5%	22.3%	21.7%	22.1%	23.2%	21.8%	10.9%	21.4%	21.6%	

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	
Most	13.2%	15.4%	16.5%	11.8%	13.4%	15.4%	15.2%	17.6%	17.7%	
Some	28.9%	27.8%	28.2%	27.9%	28.1%	28.1%	30.4%	27.4%	28.2%	
None	40.4%	34.5%	33.6%	38.2%	35.3%	34.6%	43.5%	33.6%	32.5%	
Total(n)	114	894	2,460	68	438	1,182	46	456	1,278	
Mean	2.08	2.26	2.26	2.18	2.24	2.24	1.93	2.27	2.28	
Standard deviation	1.11	1.15	1.14	1.17	1.16	1.15	1.02	1.14	1.13	
Significance	-			-			-		*	
Effect size	-	-0.16	-0.16	-	-0.05	-0.05	-	-0.30	-0.31	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	30.2%	26.1%	26.0%	30.4%	25.7%	24.2%	29.8%	26.6%	28.1%	
Most	23.3%	21.2%	22.1%	20.3%	19.0%	20.5%	27.7%	23.5%	23.9%	
Some	25.9%	33.7%	34.3%	26.1%	33.4%	35.0%	25.5%	34.1%	33.5%	
None	20.7%	19.0%	17.6%	23.2%	21.9%	20.3%	17.0%	15.8%	14.5%	
Total(n)	116	911	2,492	69	444	1,198	47	467	1,294	
Mean	2.63	2.54	2.57	2.58	2.49	2.49	2.70	2.61	2.66	
Standard deviation	1.12	1.07	1.06	1.16	1.10	1.07	1.08	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.08	0.08	-	0.09	0.04	
Extensive lecturing										
All	19.8%	20.6%	19.8%	21.4%	25.7%	25.1%	17.4%	15.1%	13.9%	
Most	28.4%	29.9%	29.0%	28.6%	31.7%	31.4%	28.3%	28.1%	26.3%	
Some	32.8%	32.3%	33.6%	37.1%	30.6%	31.0%	26.1%	34.2%	36.5%	
None	19.0%	17.1%	17.6%	12.9%	12.1%	12.5%	28.3%	22.7%	23.3%	
Total(n)	116	916	2,486	70	450	1,201	46	466	1,285	
Mean	2.49	2.54	2.51	2.59	2.71	2.69	2.35	2.36	2.31	
Standard deviation	1.02	1.00	1.00	0.97	0.98	0.98	1.08	0.99	0.98	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.12	-0.10	-	-0.01	0.04	
Multiple drafts of written work										
All	13.8%	12.7%	12.9%	8.6%	9.1%	9.8%	21.7%	16.7%	16.4%	
Most	22.4%	19.6%	19.4%	22.9%	18.3%	18.5%	21.7%	21.0%	20.5%	
Some	42.2%	41.5%	42.6%	45.7%	45.3%	45.1%	37.0%	37.5%	39.9%	
None	21.6%	26.1%	25.1%	22.9%	27.3%	26.7%	19.6%	24.9%	23.2%	
Total(n)	116	909	2,488	70	443	1,200	46	466	1,288	
Mean	2.28	2.19	2.20	2.17	2.09	2.11	2.46	2.30	2.30	
Standard deviation	0.96	0.96	0.96	0.88	0.90	0.91	1.05	1.02	1.00	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.09	0.07	-	0.16	0.16	
Reflective writing/journaling										
All	9.6%	10.3%	10.8%	11.8%	8.5%	8.4%	6.5%	12.2%	13.4%	
Most	17.5%	15.5%	15.8%	16.2%	13.8%	13.8%	19.6%	17.4%	18.1%	

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	24.6%	32.7%	32.7%	19.1%	28.3%	29.2%	32.6%	37.5%	36.6%	
None	48.2%	41.5%	40.7%	52.9%	49.4%	48.5%	41.3%	32.9%	31.9%	
Total(n)	114	907	2,483	68	444	1,193	46	463	1,290	
Mean	1.89	1.95	1.97	1.87	1.81	1.82	1.91	2.09	2.13	
Standard deviation	1.02	0.99	1.00	1.08	0.97	0.96	0.94	0.99	1.01	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	0.06	0.05	-	-0.18	-0.22	
Community service as part of coursework										
All	2.7%	2.7%	2.6%	3.0%	2.1%	1.8%	2.2%	3.3%	3.4%	
Most	4.5%	5.5%	6.1%	4.5%	5.4%	5.6%	4.3%	5.5%	6.7%	
Some	21.4%	23.0%	23.6%	15.2%	18.9%	20.3%	30.4%	27.5%	27.4%	
None	71.4%	68.8%	67.7%	77.3%	73.5%	72.2%	63.0%	63.7%	62.5%	
Total(n)	112	903	2,485	66	443	1,194	46	460	1,291	
Mean	1.38	1.42	1.44	1.33	1.36	1.37	1.46	1.48	1.51	
Standard deviation	0.70	0.72	0.72	0.71	0.68	0.68	0.69	0.75	0.77	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.04	-0.06	-	-0.03	-0.06	
Electronic quizzes with immediate feedback in class										
All	4.3%	10.5%	10.4%	5.7%	10.9%	10.7%	2.2%	10.1%	10.1%	
Most	9.5%	11.4%	11.3%	10.0%	8.9%	9.5%	8.7%	14.1%	13.3%	
Some	25.0%	25.6%	24.3%	24.3%	26.4%	24.4%	26.1%	24.7%	24.2%	
None	61.2%	52.5%	54.0%	60.0%	53.8%	55.4%	63.0%	51.1%	52.3%	
Total(n)	116	912	2,485	70	446	1,199	46	466	1,286	
Mean	1.57	1.80	1.78	1.61	1.77	1.75	1.50	1.83	1.81	
Standard deviation	0.84	1.01	1.01	0.89	1.00	1.01	0.75	1.01	1.01	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.23	-0.21	-	-0.16	-0.14	-	-0.33	-0.31	
Using real-life problems										
All	50.8%	44.8%	44.0%	48.6%	43.3%	41.6%	54.2%	46.3%	46.8%	
Most	21.2%	28.4%	28.6%	22.9%	27.5%	28.9%	18.8%	29.3%	28.3%	
Some	22.0%	21.6%	21.9%	24.3%	24.4%	24.4%	18.8%	18.5%	19.2%	
None	5.9%	5.2%	5.4%	4.3%	4.7%	5.2%	8.3%	5.8%	5.7%	
Total(n)	118	913	2,496	70	446	1,200	48	467	1,296	
Mean	3.17	3.13	3.11	3.16	3.09	3.07	3.19	3.16	3.16	
Standard deviation	0.97	0.93	0.93	0.94	0.93	0.93	1.02	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	0.08	0.10	-	0.03	0.03	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	34.2%	29.6%	29.8%	27.9%	27.1%	26.8%	43.5%	32.4%	33.1%	
Most	33.3%	32.2%	31.2%	35.3%	33.0%	32.3%	30.4%	31.4%	30.0%	
Some	26.3%	31.8%	32.7%	26.5%	31.9%	33.2%	26.1%	31.6%	32.2%	

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	
None	6.1%	6.4%	6.3%	10.3%	8.0%	7.7%	0.0%	4.6%	4.7%	
Total(n)	114	914	2,499	68	449	1,203	46	465	1,296	
Mean	2.96	2.85	2.84	2.81	2.79	2.78	3.17	2.92	2.91	
Standard deviation	0.93	0.92	0.92	0.97	0.93	0.93	0.82	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.12	0.13	-	0.02	0.03	-	0.28	0.29	
Readings on racial and ethnic issues										
All	24.3%	17.0%	17.0%	21.2%	13.7%	13.9%	28.9%	20.5%	20.4%	
Most	13.5%	15.0%	14.8%	12.1%	11.6%	11.6%	15.6%	18.6%	18.4%	
Some	21.6%	26.3%	27.4%	21.2%	25.0%	25.7%	22.2%	27.8%	29.3%	
None	40.5%	41.7%	40.8%	45.5%	49.7%	48.8%	33.3%	33.0%	31.9%	
Total(n)	111	890	2,456	66	435	1,182	45	455	1,274	
Mean	2.22	2.07	2.08	2.09	1.89	1.91	2.40	2.27	2.27	
Standard deviation	1.22	1.11	1.11	1.20	1.07	1.07	1.23	1.13	1.12	
Significance	-			-			-			
Effect size	-	0.14	0.13	-	0.19	0.17	-	0.12	0.12	
Readings on women and gender issues										
All	17.4%	13.8%	13.8%	15.2%	11.5%	11.0%	20.9%	16.4%	17.0%	
Most	16.5%	12.9%	13.1%	16.7%	10.2%	10.8%	16.3%	15.8%	15.8%	
Some	20.2%	25.7%	26.7%	19.7%	24.1%	24.9%	20.9%	27.4%	28.8%	
None	45.9%	47.6%	46.4%	48.5%	54.2%	53.3%	41.9%	40.5%	38.5%	
Total(n)	109	877	2,417	66	432	1,171	43	445	1,246	
Mean	2.06	1.93	1.94	1.98	1.79	1.80	2.16	2.08	2.11	
Standard deviation	1.15	1.07	1.07	1.13	1.03	1.02	1.19	1.10	1.10	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.18	0.18	-	0.07	0.05	
Supplemental instruction that is outside of class and office hours										
All	20.4%	20.9%	20.5%	13.4%	14.8%	15.8%	30.4%	27.4%	25.7%	
Most	18.6%	19.5%	19.8%	19.4%	20.5%	21.1%	17.4%	18.6%	18.3%	
Some	35.4%	34.9%	35.9%	38.8%	37.9%	38.0%	30.4%	31.7%	33.5%	
None	25.7%	24.7%	23.9%	28.4%	26.9%	25.2%	21.7%	22.3%	22.4%	
Total(n)	113	888	2,443	67	433	1,169	46	455	1,274	
Mean	2.34	2.37	2.37	2.18	2.23	2.27	2.57	2.51	2.47	
Standard deviation	1.07	1.07	1.06	1.00	1.01	1.01	1.15	1.12	1.10	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.05	-0.09	-	0.05	0.09	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	29.5%	24.6%	25.1%	25.8%	22.9%	22.5%	34.8%	26.3%	28.0%	
Most	25.0%	25.3%	25.9%	25.8%	22.9%	23.0%	23.9%	28.0%	29.3%	
Some	33.0%	37.9%	37.2%	36.4%	40.6%	41.2%	28.3%	35.1%	32.7%	
None	12.5%	12.1%	11.8%	12.1%	13.6%	13.3%	13.0%	10.6%	10.0%	

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	
Total(n)	112	883	2,438	66	432	1,172	46	451	1,266	
Mean	2.71	2.62	2.64	2.65	2.55	2.55	2.80	2.70	2.75	
Standard deviation	1.03	0.98	0.98	1.00	0.99	0.98	1.07	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.09	0.07	-	0.10	0.10	-	0.10	0.05	
Student evaluations of each others' work										
All	10.7%	13.3%	13.4%	7.5%	12.0%	11.4%	15.6%	14.8%	15.6%	
Most	17.0%	16.4%	17.3%	20.9%	16.3%	16.6%	11.1%	16.5%	18.1%	
Some	39.3%	40.4%	41.6%	35.8%	38.9%	41.1%	44.4%	42.1%	42.1%	
None	33.0%	29.8%	27.7%	35.8%	32.8%	30.9%	28.9%	26.7%	24.2%	
Total(n)	112	889	2,442	67	435	1,172	45	454	1,270	
Mean	2.05	2.13	2.16	2.00	2.08	2.09	2.13	2.19	2.25	
Standard deviation	0.97	0.99	0.98	0.94	0.98	0.96	1.01	0.99	0.99	
Significance	-			-			-			
Effect size	-	-0.08	-0.11	-	-0.08	-0.09	-	-0.06	-0.12	
Grading on a curve										
All	12.4%	6.8%	6.5%	16.4%	9.5%	8.8%	6.5%	3.9%	3.9%	
Most	12.4%	9.5%	8.8%	13.4%	12.3%	11.3%	10.9%	6.6%	6.0%	
Some	24.8%	24.6%	24.0%	20.9%	24.1%	24.8%	30.4%	25.0%	23.0%	
None	50.4%	59.1%	60.8%	49.3%	54.0%	55.1%	52.2%	64.5%	67.1%	
Total(n)	113	886	2,436	67	432	1,171	46	454	1,265	
Mean	1.87	1.64	1.61	1.97	1.77	1.74	1.72	1.50	1.47	
Standard deviation	1.06	0.91	0.90	1.14	1.00	0.97	0.91	0.78	0.78	
Significance	-	*	**	-			-		*	
Effect size	-	0.25	0.29	-	0.20	0.24	-	0.28	0.32	
Rubric-based assessment										
All	33.6%	36.7%	37.2%	23.9%	29.1%	28.9%	48.8%	45.0%	46.7%	
Most	26.4%	27.7%	27.5%	32.8%	28.8%	29.0%	16.3%	26.4%	25.8%	
Some	23.6%	25.8%	25.8%	23.9%	30.3%	30.5%	23.3%	20.8%	20.4%	
None	16.4%	9.9%	9.5%	19.4%	11.8%	11.6%	11.6%	7.7%	7.2%	
Total(n)	110	877	2,430	67	433	1,173	43	444	1,257	
Mean	2.77	2.91	2.92	2.61	2.75	2.75	3.02	3.09	3.12	
Standard deviation	1.09	1.01	1.00	1.06	1.00	1.00	1.10	0.98	0.97	
Significance	-			-			-			
Effect size	-	-0.14	-0.15	-	-0.14	-0.14	-	-0.07	-0.10	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	8.8%	10.0%	10.0%	11.9%	10.7%	9.9%	4.3%	9.3%	10.2%	
Most	8.8%	13.3%	13.5%	7.5%	11.4%	12.0%	10.9%	15.2%	15.2%	
Some	40.7%	38.9%	38.1%	34.3%	35.2%	35.4%	50.0%	42.9%	41.0%	
None	41.6%	37.8%	38.4%	46.3%	42.7%	42.7%	34.8%	32.5%	33.6%	
Total(n)	113	895	2,457	67	438	1,181	46	457	1,276	
Mean	1.85	1.96	1.95	1.85	1.90	1.89	1.85	2.01	2.02	

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	
Standard deviation	0.92	0.95	0.96	1.00	0.98	0.96	0.79	0.92	0.95	
Significance	-			-			-			
Effect size	-	-0.12	-0.10	-	-0.05	-0.04	-	-0.17	-0.18	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	40.5%	42.9%	42.9%	36.2%	37.9%	38.1%	46.8%	48.2%	48.2%	
Occasionally	46.6%	44.8%	45.0%	47.8%	46.2%	46.4%	44.7%	43.3%	43.5%	
Not at all	12.9%	12.3%	12.1%	15.9%	15.8%	15.4%	8.5%	8.5%	8.3%	
Total(n)	116	897	2,466	69	439	1,181	47	458	1,285	
Mean	2.28	2.31	2.31	2.20	2.22	2.23	2.38	2.40	2.40	
Standard deviation	0.68	0.68	0.67	0.70	0.70	0.70	0.64	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.03	-0.04	-	-0.03	-0.03	
Simulations/animations										
Frequently	17.6%	21.2%	20.6%	16.7%	18.9%	18.6%	19.0%	23.8%	22.9%	
Occasionally	37.0%	41.7%	42.2%	39.4%	44.3%	44.9%	33.3%	38.8%	39.3%	
Not at all	45.4%	37.1%	37.1%	43.9%	36.9%	36.6%	47.6%	37.4%	37.8%	
Total(n)	108	876	2,417	66	431	1,161	42	445	1,256	
Mean	1.72	1.84	1.83	1.73	1.82	1.82	1.71	1.86	1.85	
Standard deviation	0.75	0.75	0.74	0.73	0.72	0.72	0.77	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.16	-0.15	-	-0.13	-0.13	-	-0.19	-0.18	
Online homework or virtual labs										
Frequently	28.3%	35.9%	34.4%	26.5%	30.2%	30.3%	31.1%	42.0%	39.0%	
Occasionally	35.4%	35.3%	35.4%	36.8%	37.2%	36.6%	33.3%	33.3%	34.0%	
Not at all	36.3%	28.8%	30.2%	36.8%	32.5%	33.1%	35.6%	24.7%	27.0%	
Total(n)	113	889	2,452	68	436	1,178	45	453	1,274	
Mean	1.92	2.07	2.04	1.90	1.98	1.97	1.96	2.17	2.12	
Standard deviation	0.80	0.80	0.80	0.79	0.79	0.80	0.82	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.19	-0.15	-	-0.10	-0.09	-	-0.26	-0.20	
Online discussion boards										
Frequently	21.4%	22.0%	22.2%	23.9%	17.8%	18.5%	17.8%	26.5%	26.4%	
Occasionally	40.2%	37.6%	37.7%	37.3%	35.9%	36.0%	44.4%	39.4%	39.5%	
Not at all	38.4%	40.4%	40.1%	38.8%	46.3%	45.5%	37.8%	34.1%	34.1%	
Total(n)	112	889	2,442	67	437	1,171	45	452	1,271	
Mean	1.83	1.82	1.82	1.85	1.71	1.73	1.80	1.92	1.92	
Standard deviation	0.76	0.77	0.77	0.78	0.75	0.75	0.73	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.19	0.16	-	-0.16	-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	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	3.5%	6.5%	6.4%	4.4%	5.2%	5.2%	2.1%	7.8%	7.7%	
Occasionally	7.8%	14.4%	15.2%	10.3%	13.4%	14.1%	4.3%	15.4%	16.4%	
Not at all	88.7%	79.2%	78.5%	85.3%	81.3%	80.7%	93.6%	76.8%	75.9%	
Total(n)	115	890	2,456	68	436	1,180	47	454	1,276	
Mean	1.15	1.27	1.28	1.19	1.24	1.24	1.09	1.31	1.32	
Standard deviation	0.44	0.57	0.57	0.50	0.54	0.54	0.35	0.61	0.61	
Significance	-	*	*	-			-	*	*	
Effect size	-	-0.21	-0.23	-	-0.09	-0.09	-	-0.36	-0.38	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	44.7%	40.6%	40.4%	43.3%	36.2%	35.1%	46.8%	45.2%	46.5%	
Very important	45.6%	42.2%	42.0%	46.3%	42.7%	42.7%	44.7%	41.7%	41.2%	
Somewhat important	7.9%	12.4%	12.5%	9.0%	15.0%	15.3%	6.4%	9.6%	9.3%	
Not important	1.8%	4.8%	5.1%	1.5%	6.0%	6.9%	2.1%	3.5%	3.0%	
Total(n)	114	880	2,423	67	432	1,162	47	448	1,261	
Mean	3.33	3.19	3.18	3.31	3.09	3.06	3.36	3.29	3.31	
Standard deviation	0.70	0.83	0.84	0.70	0.86	0.88	0.70	0.78	0.76	
Significance	-			-	*	*	-			
Effect size	-	0.17	0.18	-	0.26	0.28	-	0.09	0.07	
Prepare students for employment after college										
Essential	67.9%	74.0%	72.7%	65.1%	70.2%	69.3%	71.7%	78.0%	76.5%	
Very important	29.4%	23.9%	24.7%	31.7%	27.1%	27.2%	26.1%	20.6%	21.8%	
Somewhat important	2.8%	2.0%	2.4%	3.2%	2.5%	3.1%	2.2%	1.4%	1.7%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.0%	0.1%	
Total(n)	109	876	2,417	63	427	1,155	46	449	1,262	
Mean	3.65	3.72	3.70	3.62	3.67	3.65	3.70	3.77	3.75	
Standard deviation	0.53	0.50	0.52	0.55	0.53	0.56	0.51	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.14	-0.10	-	-0.09	-0.05	-	-0.15	-0.11	
Prepare students for graduate or advanced education										
Essential	60.2%	58.2%	57.4%	53.0%	55.3%	54.9%	70.2%	61.4%	60.1%	
Very important	37.2%	38.0%	38.9%	43.9%	40.7%	41.2%	27.7%	35.1%	36.3%	
Somewhat important	2.7%	3.7%	3.6%	3.0%	4.0%	3.6%	2.1%	3.4%	3.5%	
Not important	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
Total(n)	113	882	2,428	66	434	1,168	47	448	1,260	
Mean	3.58	3.54	3.53	3.50	3.51	3.51	3.68	3.58	3.56	
Standard deviation	0.55	0.57	0.58	0.56	0.57	0.58	0.52	0.56	0.57	
Significance	-			-			-			
Effect size	-	0.07	0.09	-	-0.02	-0.02	-	0.18	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	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop students' moral character										
Essential	35.1%	37.1%	36.2%	32.3%	35.2%	34.1%	39.1%	39.2%	38.5%	
Very important	55.9%	50.2%	49.8%	58.5%	51.3%	50.9%	52.2%	49.1%	48.6%	
Somewhat important	4.5%	9.2%	10.6%	6.2%	10.1%	11.3%	2.2%	8.3%	9.8%	
Not important	4.5%	3.4%	3.4%	3.1%	3.4%	3.7%	6.5%	3.5%	3.1%	
Total(n)	111	880	2,417	65	430	1,159	46	450	1,258	
Mean	3.22	3.21	3.19	3.20	3.18	3.15	3.24	3.24	3.22	
Standard deviation	0.73	0.75	0.75	0.69	0.75	0.76	0.79	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.03	0.07	-	0.00	0.03	
Provide for students' emotional development										
Essential	29.2%	27.3%	26.7%	25.8%	25.6%	24.3%	34.0%	29.1%	29.3%	
Very important	39.8%	49.2%	49.0%	37.9%	46.7%	46.7%	42.6%	52.0%	51.5%	
Somewhat important	24.8%	18.6%	19.0%	33.3%	22.5%	22.4%	12.8%	14.5%	15.2%	
Not important	6.2%	4.9%	5.3%	3.0%	5.2%	6.5%	10.6%	4.4%	4.0%	
Total(n)	113	881	2,421	66	433	1,164	47	448	1,257	
Mean	2.92	2.99	2.97	2.86	2.93	2.89	3.00	3.06	3.06	
Standard deviation	0.89	0.81	0.82	0.84	0.83	0.85	0.96	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	-0.08	-0.04	-	-0.08	-0.08	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	31.5%	32.0%	32.2%	31.3%	30.8%	29.8%	31.9%	33.3%	34.8%	
Very important	48.6%	51.5%	51.3%	46.9%	51.2%	51.9%	51.1%	51.8%	50.5%	
Somewhat important	16.2%	13.6%	13.4%	21.9%	15.9%	15.1%	8.5%	11.1%	11.5%	
Not important	3.6%	2.9%	3.2%	0.0%	2.1%	3.2%	8.5%	3.8%	3.2%	
Total(n)	111	883	2,418	64	433	1,161	47	450	1,257	
Mean	3.08	3.13	3.12	3.09	3.11	3.08	3.06	3.15	3.17	
Standard deviation	0.79	0.75	0.75	0.73	0.73	0.75	0.87	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	-0.03	0.01	-	-0.12	-0.15	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	48.2%	45.1%	45.3%	38.8%	36.1%	36.2%	61.7%	54.8%	55.6%	
Very important	39.5%	41.2%	40.4%	49.3%	46.8%	45.3%	25.5%	35.3%	34.8%	
Somewhat important	7.9%	10.0%	10.5%	9.0%	12.1%	12.9%	6.4%	7.7%	7.8%	
Not important	4.4%	3.7%	3.8%	3.0%	5.0%	5.5%	6.4%	2.2%	1.9%	
Total(n)	114	882	2,424	67	433	1,163	47	449	1,261	
Mean	3.32	3.28	3.27	3.24	3.14	3.12	3.43	3.43	3.44	

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	
Standard deviation	0.80	0.79	0.80	0.74	0.81	0.83	0.88	0.73	0.72	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.12	0.14	-	0.00	-0.01	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	78.6%	72.6%	73.1%	72.3%	66.4%	68.2%	87.2%	79.1%	78.5%	
Very important	18.8%	24.2%	23.6%	24.6%	28.9%	27.2%	10.6%	19.1%	19.6%	
Somewhat important	2.7%	3.1%	3.0%	3.1%	4.3%	4.1%	2.1%	1.8%	1.8%	
Not important	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.1%	
Total(n)	112	882	2,423	65	433	1,161	47	449	1,262	
Mean	3.76	3.69	3.69	3.69	3.61	3.63	3.85	3.77	3.76	
Standard deviation	0.49	0.54	0.54	0.53	0.59	0.59	0.42	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.13	0.13	-	0.14	0.10	-	0.17	0.19	
Teach students tolerance and respect for different beliefs										
Essential	64.6%	57.4%	58.4%	57.6%	48.8%	49.6%	74.5%	66.7%	68.3%	
Very important	29.2%	34.8%	33.6%	37.9%	41.6%	39.9%	17.0%	27.5%	26.5%	
Somewhat important	2.7%	4.7%	5.1%	1.5%	5.1%	6.1%	4.3%	4.2%	4.0%	
Not important	3.5%	3.1%	3.0%	3.0%	4.6%	4.4%	4.3%	1.5%	1.3%	
Total(n)	113	880	2,420	66	433	1,165	47	447	1,255	
Mean	3.55	3.47	3.47	3.50	3.35	3.35	3.62	3.59	3.62	
Standard deviation	0.72	0.73	0.73	0.69	0.78	0.78	0.77	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.19	0.19	-	0.05	0.00	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	17.5%	17.0%	16.1%	17.9%	18.2%	17.3%	17.0%	15.7%	14.6%	
Agree somewhat	45.6%	48.4%	47.6%	47.8%	47.4%	46.2%	42.6%	49.4%	49.1%	
Disagree somewhat	26.3%	24.7%	25.7%	25.4%	23.8%	24.8%	27.7%	25.6%	26.8%	
Strongly disagree	10.5%	9.9%	10.6%	9.0%	10.5%	11.6%	12.8%	9.3%	9.5%	
Total(n)	114	870	2,389	67	428	1,148	47	442	1,241	
Mean	2.70	2.72	2.69	2.75	2.73	2.69	2.64	2.71	2.69	
Standard deviation	0.88	0.86	0.86	0.86	0.88	0.89	0.92	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.02	0.01	-	0.02	0.07	-	-0.08	-0.06	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	81.6%	74.8%	74.3%	77.6%	69.8%	68.4%	87.2%	80.2%	80.8%	

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	
Agree somewhat	14.9%	21.7%	22.0%	16.4%	24.3%	25.5%	12.8%	18.9%	18.1%	
Disagree somewhat	3.5%	2.8%	2.9%	6.0%	4.8%	4.8%	0.0%	0.7%	0.8%	
Strongly disagree	0.0%	0.7%	0.8%	0.0%	1.1%	1.3%	0.0%	0.3%	0.3%	
Total(n)	114	873	2,392	67	427	1,148	47	446	1,244	
Mean	3.78	3.71	3.70	3.72	3.63	3.61	3.87	3.79	3.79	
Standard deviation	0.49	0.55	0.56	0.57	0.63	0.64	0.34	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.14	0.17	-	0.18	0.18	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	51.3%	53.4%	54.4%	45.6%	46.6%	47.4%	59.6%	60.7%	62.4%	
Agree somewhat	40.0%	40.9%	39.7%	44.1%	45.0%	44.1%	34.0%	36.4%	34.7%	
Disagree somewhat	6.1%	4.2%	4.5%	8.8%	6.8%	6.9%	2.1%	1.3%	1.7%	
Strongly disagree	2.6%	1.6%	1.4%	1.5%	1.6%	1.5%	4.3%	1.5%	1.2%	
Total(n)	115	872	2,389	68	429	1,151	47	443	1,238	
Mean	3.40	3.46	3.47	3.34	3.37	3.37	3.49	3.56	3.58	
Standard deviation	0.72	0.65	0.65	0.70	0.68	0.68	0.75	0.60	0.59	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.04	-0.04	-	-0.12	-0.15	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	16.2%	15.9%	15.8%	18.5%	19.8%	18.5%	13.0%	11.7%	12.7%	
Agree somewhat	41.4%	43.6%	44.9%	41.5%	43.4%	45.2%	41.3%	43.8%	44.6%	
Disagree somewhat	33.3%	32.5%	31.5%	30.8%	29.1%	28.5%	37.0%	36.2%	34.9%	
Strongly disagree	9.0%	8.0%	7.8%	9.2%	7.8%	7.9%	8.7%	8.3%	7.8%	
Total(n)	111	858	2,358	65	424	1,142	46	434	1,216	
Mean	2.65	2.67	2.69	2.69	2.75	2.74	2.59	2.59	2.62	
Standard deviation	0.86	0.84	0.83	0.88	0.86	0.85	0.83	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	-0.07	-0.06	-	0.00	-0.04	
I try to dispel perceptions of competition										
Strongly agree	10.1%	13.1%	14.2%	10.8%	10.8%	12.2%	9.1%	15.6%	16.4%	
Agree somewhat	47.7%	42.8%	42.9%	41.5%	36.4%	37.4%	56.8%	49.9%	49.3%	
Disagree somewhat	34.9%	34.0%	33.0%	36.9%	36.6%	35.6%	31.8%	31.1%	30.0%	
Strongly disagree	7.3%	10.1%	9.9%	10.8%	16.2%	14.8%	2.3%	3.3%	4.3%	
Total(n)	109	838	2,301	65	416	1,109	44	422	1,192	
Mean	2.61	2.59	2.61	2.52	2.42	2.47	2.73	2.78	2.78	
Standard deviation	0.77	0.84	0.85	0.83	0.88	0.89	0.66	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.11	0.06	-	-0.07	-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	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	25.7%	24.2%	22.9%	33.3%	33.7%	30.4%	14.9%	13.8%	14.4%	
Agree somewhat	46.9%	42.9%	42.5%	43.9%	40.2%	41.3%	51.1%	45.8%	43.8%	
Disagree somewhat	18.6%	24.2%	24.6%	16.7%	19.5%	20.4%	21.3%	29.3%	29.3%	
Strongly disagree	8.8%	8.7%	10.1%	6.1%	6.6%	7.9%	12.8%	11.1%	12.6%	
Total(n)	113	865	2,373	66	426	1,145	47	439	1,228	
Mean	2.89	2.82	2.78	3.05	3.01	2.94	2.68	2.62	2.60	
Standard deviation	0.89	0.90	0.91	0.87	0.89	0.91	0.89	0.86	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	0.04	0.12	-	0.07	0.09	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	20.5%	21.9%	21.1%	19.4%	18.7%	17.4%	22.2%	25.2%	25.3%	
Agree somewhat	25.9%	30.3%	30.8%	23.9%	28.2%	28.5%	28.9%	32.6%	33.3%	
Disagree somewhat	29.5%	29.9%	30.6%	29.9%	31.7%	32.6%	28.9%	28.0%	28.3%	
Strongly disagree	24.1%	17.9%	17.5%	26.9%	21.3%	21.5%	20.0%	14.2%	13.1%	
Total(n)	112	859	2,364	67	420	1,136	45	439	1,228	
Mean	2.43	2.56	2.55	2.36	2.44	2.42	2.53	2.69	2.71	
Standard deviation	1.07	1.02	1.01	1.08	1.02	1.01	1.06	1.00	0.99	
Significance	-			-			-			
Effect size	-	-0.13	-0.12	-	-0.08	-0.06	-	-0.16	-0.18	
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										
Strongly agree	22.1%	24.0%	23.9%	19.7%	23.3%	23.6%	25.5%	24.7%	24.2%	
Agree somewhat	53.1%	50.1%	50.9%	51.5%	51.6%	52.7%	55.3%	48.4%	48.8%	
Disagree somewhat	19.5%	19.3%	18.9%	22.7%	18.4%	17.9%	14.9%	20.3%	20.1%	
Strongly disagree	5.3%	6.6%	6.3%	6.1%	6.6%	5.8%	4.3%	6.5%	6.9%	
Total(n)	113	835	2,291	66	404	1,099	47	431	1,192	
Mean	2.92	2.92	2.92	2.85	2.92	2.94	3.02	2.91	2.90	
Standard deviation	0.79	0.83	0.82	0.81	0.82	0.80	0.77	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.09	-0.11	-	0.13	0.14	
Student Affairs staff have the support and respect of faculty										
Strongly agree	21.7%	24.7%	25.5%	17.5%	21.3%	22.4%	27.9%	28.3%	28.9%	
Agree somewhat	53.8%	56.5%	56.3%	50.8%	57.1%	56.9%	58.1%	55.8%	55.5%	
Disagree somewhat	23.6%	16.1%	15.1%	31.7%	19.5%	17.9%	11.6%	12.5%	12.0%	
Strongly disagree	0.9%	2.8%	3.1%	0.0%	2.2%	2.7%	2.3%	3.4%	3.6%	
Total(n)	106	806	2,220	63	395	1,073	43	411	1,147	
Mean	2.96	3.03	3.04	2.86	2.97	2.99	3.12	3.09	3.10	
Standard deviation	0.70	0.72	0.73	0.69	0.70	0.72	0.70	0.73	0.74	

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	-	-0.10	-0.11	-	-0.16	-0.18	-	0.04	0.03	
There is a lot of campus racial conflict here										
Strongly agree	1.8%	3.0%	3.4%	3.0%	3.8%	3.7%	0.0%	2.2%	3.1%	
Agree somewhat	7.1%	15.1%	16.9%	9.1%	13.4%	14.2%	4.3%	16.9%	19.9%	
Disagree somewhat	41.1%	45.9%	46.3%	39.4%	42.8%	44.2%	43.5%	49.1%	48.6%	
Strongly disagree	50.0%	36.0%	33.4%	48.5%	39.9%	37.9%	52.2%	31.8%	28.4%	
Total(n)	112	824	2,256	66	405	1,090	46	419	1,166	
Mean	1.61	1.85	1.90	1.67	1.81	1.84	1.52	1.89	1.98	
Standard deviation	0.70	0.78	0.79	0.77	0.81	0.80	0.59	0.75	0.78	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.31	-0.37	-	-0.17	-0.21	-	-0.49	-0.59	
My research is valued by faculty in my department										
Strongly agree	29.0%	29.6%	31.2%	29.0%	28.4%	31.1%	28.9%	30.9%	31.2%	
Agree somewhat	54.2%	50.4%	48.4%	51.6%	52.4%	49.2%	57.8%	48.3%	47.4%	
Disagree somewhat	13.1%	14.1%	14.4%	14.5%	13.7%	13.8%	11.1%	14.6%	15.1%	
Strongly disagree	3.7%	5.9%	6.0%	4.8%	5.6%	5.8%	2.2%	6.2%	6.3%	
Total(n)	107	795	2,219	62	397	1,077	45	398	1,142	
Mean	3.08	3.04	3.05	3.05	3.04	3.06	3.13	3.04	3.04	
Standard deviation	0.75	0.82	0.83	0.80	0.80	0.82	0.69	0.84	0.84	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.01	-0.01	-	0.11	0.11	
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										
Strongly agree	53.6%	54.0%	55.5%	51.5%	52.8%	55.1%	56.5%	55.3%	56.0%	
Agree somewhat	41.1%	37.4%	35.7%	43.9%	38.7%	36.6%	37.0%	36.1%	34.7%	
Disagree somewhat	4.5%	5.8%	5.8%	4.5%	6.0%	5.7%	4.3%	5.5%	6.0%	
Strongly disagree	0.9%	2.8%	2.9%	0.0%	2.4%	2.6%	2.2%	3.2%	3.3%	
Total(n)	112	836	2,307	66	409	1,108	46	427	1,199	
Mean	3.47	3.43	3.44	3.47	3.42	3.44	3.48	3.43	3.43	
Standard deviation	0.63	0.73	0.73	0.59	0.71	0.72	0.69	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.07	0.04	-	0.07	0.07	
My service is valued by faculty in my department										
Strongly agree	48.1%	48.3%	48.4%	45.9%	45.8%	46.7%	51.1%	50.9%	50.2%	
Agree somewhat	40.6%	38.8%	38.6%	41.0%	42.0%	41.1%	40.0%	35.4%	35.9%	
Disagree somewhat	10.4%	9.4%	9.1%	13.1%	8.7%	8.3%	6.7%	10.2%	10.0%	
Strongly disagree	0.9%	3.5%	3.9%	0.0%	3.5%	3.9%	2.2%	3.5%	3.9%	
Total(n)	106	821	2,278	61	402	1,098	45	419	1,180	
Mean	3.36	3.32	3.31	3.33	3.30	3.31	3.40	3.34	3.32	
Standard deviation	0.71	0.78	0.80	0.70	0.77	0.78	0.72	0.80	0.81	

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	-	0.05	0.06	-	0.04	0.03	-	0.08	0.10	
Faculty are sufficiently involved in campus decision making										
Strongly agree	5.4%	13.0%	14.8%	7.7%	14.3%	15.2%	2.1%	11.5%	14.3%	
Agree somewhat	18.8%	38.5%	41.1%	9.2%	34.4%	38.5%	31.9%	42.9%	44.0%	
Disagree somewhat	29.5%	27.4%	25.7%	29.2%	26.1%	25.1%	29.8%	28.8%	26.2%	
Strongly disagree	46.4%	21.1%	18.5%	53.8%	25.2%	21.3%	36.2%	16.8%	15.4%	
Total(n)	112	832	2,290	65	407	1,105	47	425	1,185	
Mean	1.83	2.43	2.52	1.71	2.38	2.48	2.00	2.49	2.57	
Standard deviation	0.92	0.96	0.96	0.93	1.01	0.99	0.88	0.90	0.92	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.63	-0.72	-	-0.66	-0.78	-	-0.54	-0.62	
The faculty are typically at odds with campus administration										
Strongly agree	28.6%	12.7%	11.8%	35.4%	16.7%	14.6%	19.1%	8.4%	8.7%	
Agree somewhat	53.6%	42.2%	39.2%	47.7%	39.1%	37.3%	61.7%	45.5%	41.3%	
Disagree somewhat	14.3%	34.8%	37.5%	13.8%	35.7%	37.4%	14.9%	33.7%	37.5%	
Strongly disagree	3.6%	10.3%	11.5%	3.1%	8.5%	10.6%	4.3%	12.3%	12.6%	
Total(n)	112	830	2,274	65	407	1,099	47	423	1,175	
Mean	3.07	2.57	2.51	3.15	2.64	2.56	2.96	2.50	2.46	
Standard deviation	0.76	0.84	0.85	0.78	0.86	0.87	0.72	0.82	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.60	0.66	-	0.59	0.68	-	0.56	0.61	
Faculty here respect each other										
Strongly agree	29.5%	32.8%	33.3%	27.3%	32.5%	32.9%	32.6%	33.1%	33.8%	
Agree somewhat	60.7%	55.4%	54.6%	63.6%	54.9%	54.7%	56.5%	56.0%	54.4%	
Disagree somewhat	8.0%	9.4%	9.4%	9.1%	10.4%	9.9%	6.5%	8.3%	8.8%	
Strongly disagree	1.8%	2.4%	2.7%	0.0%	2.2%	2.5%	4.3%	2.6%	2.9%	
Total(n)	112	831	2,283	66	409	1,100	46	422	1,183	
Mean	3.18	3.19	3.19	3.18	3.18	3.18	3.17	3.20	3.19	
Standard deviation	0.65	0.70	0.71	0.58	0.70	0.70	0.74	0.69	0.71	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	0.00	0.00	-	-0.04	-0.03	
Administrators consider faculty concerns when making policy										
Strongly agree	1.9%	11.6%	12.8%	3.3%	13.5%	14.1%	0.0%	9.5%	11.2%	
Agree somewhat	30.8%	46.7%	48.7%	24.6%	43.3%	46.5%	39.1%	50.4%	51.3%	
Disagree somewhat	34.6%	27.5%	25.8%	34.4%	27.2%	25.4%	34.8%	27.8%	26.1%	
Strongly disagree	32.7%	14.2%	12.8%	37.7%	16.0%	13.9%	26.1%	12.2%	11.4%	
Total(n)	107	822	2,257	61	402	1,089	46	420	1,168	
Mean	2.02	2.56	2.61	1.93	2.54	2.61	2.13	2.57	2.62	
Standard deviation	0.85	0.87	0.86	0.87	0.92	0.89	0.81	0.82	0.83	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.62	-0.69	-	-0.66	-0.76	-	-0.54	-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:										
This institution takes responsibility for educating underprepared students										
Strongly agree	17.4%	23.9%	23.6%	15.9%	22.2%	22.2%	19.6%	25.8%	25.0%	
Agree somewhat	39.4%	48.3%	49.3%	34.9%	49.7%	50.6%	45.7%	46.7%	47.9%	
Disagree somewhat	26.6%	20.2%	20.1%	28.6%	19.6%	19.7%	23.9%	20.8%	20.6%	
Strongly disagree	16.5%	7.6%	7.0%	20.6%	8.5%	7.5%	10.9%	6.7%	6.5%	
Total(n)	109	828	2,277	63	402	1,095	46	426	1,182	
Mean	2.58	2.88	2.89	2.46	2.86	2.88	2.74	2.92	2.91	
Standard deviation	0.97	0.86	0.84	1.00	0.86	0.84	0.91	0.85	0.84	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.35	-0.37	-	-0.47	-0.50	-	-0.21	-0.20	
The criteria for advancement and promotion decisions are clear										
Strongly agree	20.7%	30.2%	32.6%	16.9%	31.3%	34.2%	26.1%	29.1%	30.8%	
Agree somewhat	38.7%	45.9%	44.2%	33.8%	43.8%	42.8%	45.7%	48.3%	45.8%	
Disagree somewhat	22.5%	16.0%	16.2%	26.2%	15.4%	15.0%	17.4%	16.6%	17.6%	
Strongly disagree	18.0%	7.8%	7.0%	23.1%	9.5%	8.0%	10.9%	6.0%	5.8%	
Total(n)	111	826	2,282	65	406	1,100	46	420	1,182	
Mean	2.62	2.99	3.02	2.45	2.97	3.03	2.87	3.00	3.02	
Standard deviation	1.01	0.88	0.88	1.03	0.92	0.90	0.93	0.83	0.85	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.42	-0.45	-	-0.57	-0.64	-	-0.16	-0.18	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	18.6%	12.0%	10.5%	24.2%	14.3%	11.5%	10.6%	9.6%	9.4%	
Agree somewhat	32.7%	35.7%	33.4%	28.8%	34.0%	32.9%	38.3%	37.5%	34.0%	
Disagree somewhat	42.5%	42.3%	43.6%	39.4%	42.1%	43.5%	46.8%	42.5%	43.8%	
Strongly disagree	6.2%	10.0%	12.4%	7.6%	9.7%	12.1%	4.3%	10.4%	12.7%	
Total(n)	113	837	2,300	66	409	1,107	47	428	1,193	
Mean	2.64	2.50	2.42	2.70	2.53	2.44	2.55	2.46	2.40	
Standard deviation	0.86	0.83	0.84	0.93	0.85	0.85	0.75	0.81	0.83	
Significance	-	-	**	-	-	*	-	-	-	
Effect size	-	0.17	0.26	-	0.20	0.31	-	0.11	0.18	
There is adequate support for faculty development										
Strongly agree	14.4%	22.2%	22.9%	13.8%	20.5%	21.3%	15.2%	24.0%	24.8%	
Agree somewhat	41.4%	45.5%	46.4%	38.5%	44.6%	46.6%	45.7%	46.5%	46.3%	
Disagree somewhat	26.1%	21.6%	20.7%	24.6%	21.9%	21.2%	28.3%	21.2%	20.2%	
Strongly disagree	18.0%	10.8%	9.9%	23.1%	13.0%	11.0%	10.9%	8.3%	8.7%	
Total(n)	111	834	2,292	65	410	1,105	46	424	1,187	
Mean	2.52	2.79	2.82	2.43	2.72	2.78	2.65	2.86	2.87	
Standard deviation	0.95	0.91	0.90	1.00	0.93	0.90	0.87	0.87	0.88	
Significance	-	**	***	-	*	**	-	-	-	
Effect size	-	-0.30	-0.33	-	-0.31	-0.39	-	-0.24	-0.25	

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	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	12.5%	7.6%	8.1%	13.8%	7.3%	6.8%	10.6%	7.8%	9.7%	
Agree somewhat	37.5%	40.3%	41.1%	35.4%	37.5%	38.9%	40.4%	43.2%	43.5%	
Disagree somewhat	43.8%	44.5%	42.9%	46.2%	46.1%	45.1%	40.4%	42.7%	40.4%	
Strongly disagree	6.3%	7.7%	7.9%	4.6%	9.0%	9.3%	8.5%	6.2%	6.4%	
Total(n)	112	825	2,268	65	402	1,091	47	423	1,177	
Mean	2.56	2.48	2.49	2.58	2.43	2.43	2.53	2.53	2.56	
Standard deviation	0.79	0.74	0.76	0.79	0.76	0.75	0.80	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.20	0.20	-	0.00	-0.04	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	5.5%	7.6%	7.6%	4.7%	8.1%	7.2%	6.7%	7.0%	8.1%	
Agree somewhat	22.9%	37.3%	38.1%	23.4%	38.3%	40.2%	22.2%	36.1%	35.6%	
Disagree somewhat	45.9%	38.9%	38.1%	46.9%	37.8%	37.1%	44.4%	40.1%	39.3%	
Strongly disagree	25.7%	16.2%	16.2%	25.0%	15.8%	15.4%	26.7%	16.7%	17.0%	
Total(n)	109	804	2,229	64	396	1,078	45	408	1,151	
Mean	2.08	2.36	2.37	2.08	2.39	2.39	2.09	2.33	2.35	
Standard deviation	0.84	0.84	0.84	0.82	0.85	0.83	0.87	0.83	0.85	
Significance	-	**	***	-	**	**	-		*	
Effect size	-	-0.33	-0.35	-	-0.36	-0.37	-	-0.29	-0.31	
Faculty of color are treated fairly here										
Strongly agree	38.9%	38.9%	37.0%	40.6%	44.1%	41.8%	36.4%	33.2%	31.6%	
Agree somewhat	50.0%	46.8%	47.1%	48.4%	44.8%	46.1%	52.3%	48.9%	48.1%	
Disagree somewhat	6.5%	9.8%	11.5%	4.7%	7.3%	8.6%	9.1%	12.5%	14.9%	
Strongly disagree	4.6%	4.5%	4.4%	6.3%	3.8%	3.6%	2.3%	5.4%	5.4%	
Total(n)	108	800	2,221	64	396	1,082	44	404	1,139	
Mean	3.23	3.20	3.17	3.23	3.29	3.26	3.23	3.10	3.06	
Standard deviation	0.77	0.79	0.80	0.81	0.76	0.76	0.71	0.81	0.82	
Significance	-			-			-			
Effect size	-	0.04	0.08	-	-0.08	-0.04	-	0.16	0.21	
Women faculty are treated fairly here										
Strongly agree	47.2%	40.5%	39.1%	49.2%	48.3%	46.4%	44.4%	32.2%	31.0%	
Agree somewhat	42.6%	44.7%	44.5%	41.3%	41.8%	42.9%	44.4%	47.8%	46.1%	
Disagree somewhat	6.5%	10.7%	12.2%	4.8%	7.0%	8.2%	8.9%	14.6%	16.7%	
Strongly disagree	3.7%	4.2%	4.2%	4.8%	3.0%	2.4%	2.2%	5.5%	6.1%	
Total(n)	108	811	2,256	63	398	1,086	45	413	1,170	
Mean	3.33	3.21	3.19	3.35	3.35	3.33	3.31	3.07	3.02	
Standard deviation	0.76	0.80	0.80	0.79	0.74	0.73	0.73	0.83	0.85	
Significance	-			-			-		*	
Effect size	-	0.15	0.18	-	0.00	0.03	-	0.29	0.34	
LGBTQ faculty are treated fairly here										
Strongly agree	48.1%	40.3%	38.6%	45.2%	44.4%	42.8%	52.3%	35.9%	33.8%	

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	
Agree somewhat	44.3%	48.0%	48.6%	48.4%	47.2%	48.2%	38.6%	48.8%	49.0%	
Disagree somewhat	4.7%	8.6%	9.8%	1.6%	5.5%	6.5%	9.1%	11.9%	13.7%	
Strongly disagree	2.8%	3.1%	3.0%	4.8%	2.9%	2.5%	0.0%	3.3%	3.5%	
Total(n)	106	789	2,175	62	392	1,063	44	397	1,112	
Mean	3.38	3.26	3.23	3.34	3.33	3.31	3.43	3.17	3.13	
Standard deviation	0.71	0.74	0.74	0.75	0.71	0.70	0.66	0.76	0.77	
Significance	-		*	-			-	*	*	
Effect size	-	0.16	0.20	-	0.01	0.04	-	0.34	0.39	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	18.2%	28.5%	27.4%	20.0%	31.1%	29.5%	15.6%	25.7%	24.9%	
High priority	47.3%	51.7%	52.6%	49.2%	50.1%	51.0%	44.4%	53.3%	54.5%	
Medium priority	25.5%	16.2%	16.7%	23.1%	15.4%	16.3%	28.9%	17.0%	17.2%	
Low priority	9.1%	3.7%	3.2%	7.7%	3.4%	3.1%	11.1%	4.0%	3.4%	
Total(n)	110	819	2,229	65	405	1,075	45	414	1,154	
Mean	2.75	3.05	3.04	2.82	3.09	3.07	2.64	3.01	3.01	
Standard deviation	0.86	0.77	0.75	0.85	0.77	0.76	0.88	0.77	0.75	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.39	-0.39	-	-0.35	-0.33	-	-0.48	-0.49	
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	15.1%	20.4%	20.2%	15.9%	20.4%	19.9%	14.0%	20.4%	20.6%	
High priority	26.4%	41.8%	42.7%	28.6%	43.0%	43.4%	23.3%	40.4%	41.9%	
Medium priority	36.8%	28.1%	27.8%	31.7%	25.9%	26.5%	44.2%	30.5%	29.2%	
Low priority	21.7%	9.7%	9.3%	23.8%	10.7%	10.1%	18.6%	8.7%	8.3%	
Total(n)	106	808	2,209	63	399	1,063	43	409	1,146	
Mean	2.35	2.73	2.74	2.37	2.73	2.73	2.33	2.72	2.75	
Standard deviation	0.99	0.89	0.88	1.02	0.90	0.89	0.94	0.88	0.87	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.43	-0.44	-	-0.40	-0.40	-	-0.44	-0.48	
To facilitate student involvement in community service										
Highest priority	8.3%	10.2%	10.8%	9.5%	12.2%	11.7%	6.5%	8.1%	9.8%	
High priority	23.9%	36.2%	37.4%	19.0%	33.4%	34.8%	30.4%	39.1%	40.3%	
Medium priority	54.1%	42.3%	41.1%	55.6%	41.6%	41.4%	52.2%	43.0%	40.8%	
Low priority	13.8%	11.3%	10.7%	15.9%	12.8%	12.1%	10.9%	9.8%	9.1%	
Total(n)	109	809	2,207	63	398	1,064	46	411	1,143	
Mean	2.27	2.45	2.48	2.22	2.45	2.46	2.33	2.46	2.51	
Standard deviation	0.80	0.82	0.82	0.83	0.86	0.85	0.76	0.78	0.79	
Significance	-	*	**	-	*	*	-			

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	
Effect size	-	-0.22	-0.26	-	-0.27	-0.28	-	-0.17	-0.23	
To help students learn how to bring about change in society										
Highest priority	9.4%	13.1%	12.4%	9.7%	13.7%	12.2%	9.1%	12.3%	12.6%	
High priority	30.2%	30.9%	32.1%	30.6%	28.3%	30.0%	29.5%	33.6%	34.4%	
Medium priority	45.3%	40.2%	40.3%	48.4%	40.1%	41.0%	40.9%	40.3%	39.6%	
Low priority	15.1%	15.9%	15.2%	11.3%	17.8%	16.8%	20.5%	13.8%	13.4%	
Total(n)	106	798	2,191	62	391	1,057	44	407	1,134	
Mean	2.34	2.41	2.42	2.39	2.38	2.38	2.27	2.44	2.46	
Standard deviation	0.85	0.91	0.89	0.82	0.93	0.90	0.90	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	0.01	0.01	-	-0.19	-0.22	
To increase or maintain institutional prestige										
Highest priority	43.1%	26.3%	23.7%	39.1%	27.8%	24.4%	48.9%	24.7%	22.9%	
High priority	34.9%	38.2%	38.7%	32.8%	36.4%	37.6%	37.8%	40.2%	40.1%	
Medium priority	14.7%	27.3%	28.7%	18.8%	26.9%	28.6%	8.9%	27.6%	28.7%	
Low priority	7.3%	8.2%	8.9%	9.4%	8.9%	9.4%	4.4%	7.5%	8.3%	
Total(n)	109	809	2,202	64	400	1,068	45	409	1,134	
Mean	3.14	2.83	2.77	3.02	2.83	2.77	3.31	2.82	2.78	
Standard deviation	0.93	0.91	0.91	0.98	0.93	0.92	0.82	0.89	0.89	
Significance	-	***	***	-		*	-	***	***	
Effect size	-	0.34	0.41	-	0.20	0.27	-	0.55	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	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	9.3%	7.5%	6.4%	7.9%	9.1%	7.7%	11.4%	5.6%	4.9%	
High priority	41.1%	23.3%	19.7%	41.3%	22.8%	18.8%	40.9%	24.0%	20.8%	
Medium priority	28.0%	32.4%	32.7%	28.6%	30.6%	30.8%	27.3%	34.4%	34.9%	
Low priority	21.5%	36.8%	41.1%	22.2%	37.5%	42.7%	20.5%	36.0%	39.4%	
Total(n)	107	801	2,187	63	397	1,057	44	404	1,130	
Mean	2.38	2.01	1.91	2.35	2.03	1.92	2.43	1.99	1.91	
Standard deviation	0.93	0.95	0.93	0.92	0.98	0.96	0.95	0.91	0.89	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	0.39	0.51	-	0.33	0.45	-	0.48	0.58	
To recruit more minority students										
Highest priority	23.9%	14.9%	15.3%	21.5%	14.9%	14.4%	27.3%	14.9%	16.4%	
High priority	37.6%	40.6%	40.8%	40.0%	40.2%	41.1%	34.1%	41.0%	40.4%	
Medium priority	30.3%	34.3%	34.3%	27.7%	34.4%	34.8%	34.1%	34.2%	33.8%	
Low priority	8.3%	10.1%	9.6%	10.8%	10.4%	9.8%	4.5%	9.8%	9.4%	
Total(n)	109	805	2,205	65	399	1,065	44	406	1,140	
Mean	2.77	2.60	2.62	2.72	2.60	2.60	2.84	2.61	2.64	
Standard deviation	0.91	0.86	0.86	0.93	0.86	0.85	0.89	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.20	0.17	-	0.14	0.14	-	0.27	0.23	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	10.9%	7.7%	7.3%	9.4%	9.3%	8.7%	13.0%	6.0%	5.7%	
High priority	9.1%	17.3%	17.3%	9.4%	18.6%	18.3%	8.7%	15.8%	16.1%	
Medium priority	36.4%	33.8%	34.7%	39.1%	34.3%	35.5%	32.6%	33.3%	33.9%	
Low priority	43.6%	41.2%	40.7%	42.2%	37.8%	37.5%	45.7%	45.0%	44.3%	
Total(n)	110	810	2,204	64	401	1,068	46	409	1,136	
Mean	1.87	1.91	1.91	1.86	2.00	1.98	1.89	1.83	1.83	
Standard deviation	0.98	0.94	0.93	0.94	0.97	0.95	1.04	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.04	-0.04	-	-0.14	-0.13	-	0.07	0.07	
To promote gender diversity in the faculty and administration										
Highest priority	15.0%	14.0%	14.1%	12.7%	15.2%	14.5%	18.2%	12.6%	13.6%	
High priority	36.4%	33.6%	35.6%	38.1%	34.0%	36.6%	34.1%	33.2%	34.4%	
Medium priority	38.3%	37.7%	36.5%	39.7%	37.6%	36.6%	36.4%	38.0%	36.5%	
Low priority	10.3%	14.7%	13.8%	9.5%	13.2%	12.4%	11.4%	16.2%	15.5%	
Total(n)	107	801	2,201	63	395	1,066	44	406	1,135	
Mean	2.56	2.47	2.50	2.54	2.51	2.53	2.59	2.42	2.46	
Standard deviation	0.87	0.91	0.90	0.84	0.90	0.89	0.92	0.91	0.91	
Significance	-			-			-			

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	
Effect size	-	0.10	0.07	-	0.03	0.01	-	0.19	0.14	
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	20.6%	18.1%	17.9%	19.4%	18.6%	17.1%	22.2%	17.6%	18.8%	
High priority	35.5%	34.2%	35.9%	37.1%	33.5%	36.6%	33.3%	34.9%	35.0%	
Medium priority	32.7%	33.0%	32.7%	32.3%	34.0%	33.6%	33.3%	31.9%	31.8%	
Low priority	11.2%	14.7%	13.4%	11.3%	13.9%	12.6%	11.1%	15.6%	14.4%	
Total(n)	107	800	2,190	62	395	1,059	45	405	1,131	
Mean	2.65	2.56	2.58	2.65	2.57	2.58	2.67	2.54	2.58	
Standard deviation	0.93	0.95	0.93	0.93	0.95	0.92	0.95	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.08	0.08	-	0.14	0.09	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	8.3%	11.5%	12.1%	10.8%	12.0%	11.9%	4.7%	10.9%	12.2%	
High priority	15.7%	27.9%	29.1%	10.8%	24.8%	26.9%	23.3%	31.2%	31.7%	
Medium priority	44.4%	39.3%	39.1%	40.0%	38.1%	38.7%	51.2%	40.6%	39.7%	
Low priority	31.5%	21.4%	19.7%	38.5%	25.1%	22.6%	20.9%	17.3%	16.5%	
Total(n)	108	802	2,201	65	396	1,064	43	406	1,137	
Mean	2.01	2.29	2.34	1.94	2.24	2.28	2.12	2.36	2.40	
Standard deviation	0.90	0.93	0.93	0.97	0.96	0.94	0.79	0.89	0.90	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.30	-0.35	-	-0.31	-0.36	-	-0.27	-0.31	
To create and sustain partnerships with surrounding communities										
Highest priority	6.5%	14.7%	15.3%	7.9%	14.5%	14.3%	4.5%	15.0%	16.4%	
High priority	24.3%	38.1%	39.1%	25.4%	38.7%	39.7%	22.7%	37.5%	38.3%	
Medium priority	48.6%	35.1%	34.5%	44.4%	33.5%	33.6%	54.5%	36.9%	35.5%	
Low priority	20.6%	12.0%	11.1%	22.2%	13.3%	12.4%	18.2%	10.6%	9.8%	
Total(n)	107	805	2,202	63	397	1,066	44	408	1,136	
Mean	2.17	2.56	2.59	2.19	2.54	2.56	2.14	2.57	2.61	
Standard deviation	0.83	0.88	0.88	0.88	0.90	0.88	0.77	0.87	0.87	
Significance	-	***	***	-	**	**	-	**	***	
Effect size	-	-0.44	-0.48	-	-0.39	-0.42	-	-0.49	-0.54	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	39.3%	22.6%	18.6%	34.9%	22.4%	18.3%	45.5%	22.8%	18.9%	
High priority	32.7%	37.7%	36.2%	38.1%	38.3%	37.5%	25.0%	37.0%	34.7%	
Medium priority	20.6%	28.5%	32.1%	20.6%	28.7%	31.7%	20.5%	28.3%	32.6%	
Low priority	7.5%	11.2%	13.1%	6.3%	10.6%	12.6%	9.1%	11.9%	13.7%	

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	
Total(n)	107	791	2,168	63	392	1,055	44	399	1,113	
Mean	3.04	2.72	2.60	3.02	2.73	2.61	3.07	2.71	2.59	
Standard deviation	0.95	0.94	0.93	0.91	0.93	0.92	1.02	0.95	0.95	
Significance	-	**	***	-	*	***	-	*	**	
Effect size	-	0.34	0.47	-	0.31	0.45	-	0.38	0.51	
To strengthen links with the for-profit, corporate sector										
Highest priority	25.2%	17.8%	15.2%	21.9%	17.3%	14.9%	30.2%	18.4%	15.5%	
High priority	33.6%	34.6%	32.4%	31.3%	33.3%	31.4%	37.2%	36.0%	33.6%	
Medium priority	27.1%	30.7%	32.8%	28.1%	29.9%	32.4%	25.6%	31.5%	33.3%	
Low priority	14.0%	16.9%	19.5%	18.8%	19.5%	21.3%	7.0%	14.1%	17.6%	
Total(n)	107	797	2,170	64	397	1,055	43	400	1,115	
Mean	2.70	2.53	2.43	2.56	2.48	2.40	2.91	2.59	2.47	
Standard deviation	1.00	0.97	0.97	1.04	0.99	0.98	0.92	0.94	0.95	
Significance	-		**	-			-	*	**	
Effect size	-	0.18	0.28	-	0.08	0.16	-	0.34	0.46	
To develop leadership ability among students										
Highest priority	9.3%	16.7%	17.1%	9.4%	16.6%	16.3%	9.3%	16.8%	18.0%	
High priority	29.0%	41.8%	41.5%	26.6%	39.2%	39.5%	32.6%	44.6%	43.8%	
Medium priority	51.4%	33.8%	34.0%	54.7%	36.2%	36.4%	46.5%	31.3%	31.3%	
Low priority	10.3%	7.7%	7.4%	9.4%	8.0%	7.8%	11.6%	7.4%	6.9%	
Total(n)	107	805	2,200	64	396	1,061	43	409	1,139	
Mean	2.37	2.67	2.68	2.36	2.64	2.64	2.40	2.71	2.73	
Standard deviation	0.80	0.84	0.84	0.78	0.85	0.84	0.82	0.83	0.83	
Significance	-	***	***	-	*	**	-	*	*	
Effect size	-	-0.36	-0.37	-	-0.33	-0.33	-	-0.37	-0.40	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	21.7%	20.2%	20.8%	19.4%	18.1%	18.7%	25.0%	22.4%	23.3%	
High priority	42.5%	43.7%	43.4%	43.5%	43.8%	43.7%	40.9%	43.6%	43.0%	
Medium priority	27.4%	27.2%	27.5%	33.9%	30.6%	30.3%	18.2%	23.6%	24.4%	
Low priority	8.5%	8.9%	8.3%	3.2%	7.5%	7.3%	15.9%	10.4%	9.4%	
Total(n)	106	798	2,190	62	393	1,058	44	405	1,132	
Mean	2.77	2.75	2.77	2.79	2.73	2.74	2.75	2.78	2.80	
Standard deviation	0.89	0.88	0.87	0.79	0.84	0.85	1.01	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.07	0.06	-	-0.03	-0.06	
To prepare students for the workplace										
Highest priority	24.1%	37.2%	36.7%	21.9%	34.8%	34.6%	27.3%	39.8%	39.1%	
High priority	44.4%	44.8%	45.3%	46.9%	46.1%	46.3%	40.9%	43.4%	44.1%	
Medium priority	28.7%	15.8%	15.6%	28.1%	16.8%	16.6%	29.5%	14.7%	14.5%	
Low priority	2.8%	2.2%	2.5%	3.1%	2.3%	2.5%	2.3%	2.1%	2.4%	

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	
Total(n)	108	809	2,213	64	399	1,064	44	410	1,149	
Mean	2.90	3.17	3.16	2.88	3.13	3.13	2.93	3.21	3.20	
Standard deviation	0.80	0.77	0.77	0.79	0.77	0.77	0.82	0.77	0.77	
Significance	-	***	***	-	*	*	-	*	*	
Effect size	-	-0.35	-0.34	-	-0.32	-0.32	-	-0.36	-0.35	
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 very large extent	34.5%	28.8%	28.5%	34.8%	29.0%	29.1%	34.1%	28.6%	27.7%	
To a large extent	40.0%	37.3%	36.7%	36.4%	36.7%	36.0%	45.5%	37.9%	37.5%	
To some extent	18.2%	24.7%	25.3%	19.7%	26.6%	26.6%	15.9%	22.6%	23.8%	
To a small extent	6.4%	7.3%	7.5%	7.6%	5.8%	6.4%	4.5%	9.0%	8.7%	
Not at all	0.9%	1.9%	2.0%	1.5%	1.9%	1.8%	0.0%	1.9%	2.3%	
Total(n)	110	797	2,192	66	397	1,057	44	400	1,135	
Mean	4.01	3.84	3.82	3.95	3.85	3.84	4.09	3.82	3.80	
Standard deviation	0.93	0.99	0.99	1.00	0.97	0.98	0.83	1.01	1.02	
Significance	-	-	*	-	-	-	-	-	-	
Effect size	-	0.17	0.19	-	0.10	0.11	-	0.27	0.28	
Experience close alignment between your work and your personal values										
To a very large extent	36.1%	35.1%	35.3%	34.4%	33.9%	34.4%	38.6%	36.4%	36.4%	
To a large extent	45.4%	43.8%	44.3%	50.0%	45.4%	45.8%	38.6%	41.9%	42.6%	
To some extent	16.7%	17.0%	16.0%	15.6%	15.2%	14.6%	18.2%	18.9%	17.5%	
To a small extent	1.9%	3.3%	3.3%	0.0%	4.2%	3.9%	4.5%	2.4%	2.7%	
Not at all	0.0%	0.9%	1.0%	0.0%	1.3%	1.3%	0.0%	0.4%	0.7%	
Total(n)	108	795	2,191	64	391	1,055	44	404	1,136	
Mean	4.16	4.09	4.10	4.19	4.06	4.08	4.11	4.12	4.11	
Standard deviation	0.76	0.85	0.85	0.69	0.88	0.87	0.87	0.82	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.07	-	0.15	0.13	-	-0.01	0.00	
Mentor faculty										
To a very large extent	12.3%	12.6%	12.5%	12.7%	14.0%	12.9%	11.6%	11.1%	12.0%	
To a large extent	31.1%	22.6%	22.9%	36.5%	23.1%	23.4%	23.3%	22.0%	22.2%	
To some extent	37.7%	33.1%	32.9%	34.9%	31.7%	32.3%	41.9%	34.6%	33.5%	
To a small extent	8.5%	15.8%	16.3%	4.8%	15.0%	16.1%	14.0%	16.7%	16.5%	
Not at all	10.4%	15.9%	15.5%	11.1%	16.2%	15.3%	9.3%	15.6%	15.8%	
Total(n)	106	785	2,156	63	392	1,049	43	393	1,107	
Mean	3.26	3.00	3.00	3.35	3.04	3.03	3.14	2.96	2.98	
Standard deviation	1.12	1.23	1.23	1.12	1.26	1.23	1.10	1.21	1.22	
Significance	-	*	*	-	-	*	-	-	-	
Effect size	-	0.21	0.21	-	0.25	0.26	-	0.15	0.13	
Mentor undergraduate students										
To a very large extent	29.7%	35.0%	36.0%	24.6%	32.7%	33.8%	37.5%	37.5%	38.4%	

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	
To a large extent	43.6%	32.2%	31.9%	45.9%	33.2%	32.8%	40.0%	31.1%	30.8%	
To some extent	15.8%	20.3%	20.2%	19.7%	21.3%	21.3%	10.0%	19.2%	19.0%	
To a small extent	9.9%	9.3%	8.8%	8.2%	10.0%	9.5%	12.5%	8.4%	8.0%	
Not at all	1.0%	3.2%	3.1%	1.6%	2.8%	2.6%	0.0%	3.7%	3.8%	
Total(n)	101	786	2,169	61	390	1,047	40	396	1,122	
Mean	3.91	3.86	3.89	3.84	3.83	3.86	4.03	3.90	3.92	
Standard deviation	0.97	1.09	1.09	0.95	1.08	1.07	1.00	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.01	-0.02	-	0.12	0.10	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	21.2%	19.2%	16.2%	14.3%	17.4%	14.6%	31.7%	21.1%	18.1%	
To a large extent	26.9%	21.5%	18.8%	28.6%	23.8%	20.2%	24.4%	18.9%	17.2%	
To some extent	22.1%	19.0%	18.2%	25.4%	20.8%	19.8%	17.1%	16.9%	16.4%	
To a small extent	12.5%	13.9%	13.9%	11.1%	12.4%	12.7%	14.6%	15.7%	15.3%	
Not at all	17.3%	26.5%	32.8%	20.6%	25.6%	32.7%	12.2%	27.4%	32.9%	
Total(n)	104	790	2,157	63	396	1,046	41	394	1,111	
Mean	3.22	2.93	2.72	3.05	2.95	2.71	3.49	2.91	2.72	
Standard deviation	1.38	1.47	1.49	1.35	1.44	1.46	1.40	1.51	1.51	
Significance	-		***	-			-	*	**	
Effect size	-	0.20	0.34	-	0.07	0.23	-	0.38	0.51	
Been mentored by at least one professional in academia										
To a very large extent	23.9%	23.3%	22.5%	27.3%	23.1%	21.7%	18.6%	23.5%	23.4%	
To a large extent	27.5%	26.7%	26.3%	24.2%	24.6%	24.9%	32.6%	29.0%	27.9%	
To some extent	22.0%	23.2%	24.1%	19.7%	24.5%	25.0%	25.6%	21.7%	23.2%	
To a small extent	11.9%	16.2%	16.7%	12.1%	15.3%	16.9%	11.6%	17.1%	16.5%	
Not at all	14.7%	10.7%	10.4%	16.7%	12.6%	11.5%	11.6%	8.6%	9.1%	
Total(n)	109	798	2,175	66	398	1,052	43	400	1,123	
Mean	3.34	3.36	3.34	3.33	3.30	3.28	3.35	3.42	3.40	
Standard deviation	1.36	1.29	1.28	1.43	1.32	1.29	1.25	1.25	1.26	
Significance	-			-			-			
Effect size	-	-0.02	0.00	-	0.02	0.04	-	-0.06	-0.04	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.6%	6.7%	6.6%	6.2%	8.1%	7.8%	4.7%	5.2%	5.2%	
To a large extent	5.6%	7.6%	7.9%	7.7%	8.0%	8.2%	2.3%	7.2%	7.5%	
To some extent	23.1%	20.5%	20.0%	27.7%	21.9%	20.8%	16.3%	18.9%	19.1%	
To a small extent	19.4%	18.8%	18.8%	20.0%	19.3%	19.0%	18.6%	18.2%	18.7%	
Not at all	46.3%	46.5%	46.7%	38.5%	42.8%	44.3%	58.1%	50.6%	49.5%	
Total(n)	108	797	2,180	65	396	1,056	43	401	1,124	
Mean	2.05	2.09	2.09	2.23	2.19	2.16	1.77	1.98	2.00	
Standard deviation	1.19	1.25	1.25	1.22	1.29	1.29	1.11	1.20	1.21	
Significance	-			-			-			

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	
Effect size	-	-0.03	-0.03	-	0.03	0.05	-	-0.18	-0.19	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	1.9%	1.3%	1.2%	3.1%	2.0%	1.7%	0.0%	0.6%	0.6%	
To a large extent	0.9%	1.6%	1.3%	1.5%	2.1%	1.5%	0.0%	1.1%	1.1%	

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	
To some extent	2.8%	3.4%	3.2%	1.5%	3.8%	3.5%	4.7%	3.0%	2.9%	
To a small extent	0.0%	2.3%	2.7%	0.0%	3.1%	3.1%	0.0%	1.5%	2.1%	
Not at all	94.4%	91.3%	91.6%	93.8%	89.0%	90.1%	95.3%	93.7%	93.3%	
Total(n)	108	797	2,185	65	399	1,059	43	398	1,126	
Mean	1.16	1.19	1.18	1.20	1.25	1.22	1.09	1.13	1.14	
Standard deviation	0.69	0.69	0.66	0.81	0.79	0.73	0.43	0.56	0.56	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.06	-0.03	-	-0.07	-0.09	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	33.7%	29.2%	30.0%	33.3%	28.1%	29.3%	34.3%	30.4%	30.9%	
Good	52.3%	51.4%	51.6%	52.9%	52.4%	52.1%	51.4%	50.4%	51.0%	
Fair	10.5%	14.4%	13.7%	11.8%	14.6%	13.8%	8.6%	14.3%	13.5%	
Poor	3.5%	4.9%	4.7%	2.0%	5.0%	4.8%	5.7%	4.9%	4.6%	
Total(n)	86	630	1,737	51	319	863	35	311	874	
Mean	3.16	3.05	3.07	3.18	3.04	3.06	3.14	3.06	3.08	
Standard deviation	0.75	0.79	0.79	0.71	0.79	0.79	0.81	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.18	0.15	-	0.10	0.08	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	51.5%	43.6%	43.9%	50.0%	42.5%	42.3%	53.8%	44.8%	45.8%	
Good	41.2%	49.1%	48.9%	39.7%	48.9%	49.1%	43.6%	49.2%	48.6%	
Fair	5.2%	6.0%	6.0%	8.6%	7.3%	7.3%	0.0%	4.6%	4.5%	
Poor	2.1%	1.3%	1.2%	1.7%	1.2%	1.2%	2.6%	1.4%	1.2%	
Total(n)	97	726	2,029	58	362	989	39	364	1,040	
Mean	3.42	3.35	3.36	3.38	3.33	3.33	3.49	3.37	3.39	
Standard deviation	0.69	0.65	0.65	0.72	0.66	0.66	0.64	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.08	0.08	-	0.19	0.16	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	45.1%	42.7%	41.6%	38.8%	42.3%	40.9%	54.5%	43.2%	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	
Good	45.1%	47.2%	47.6%	51.0%	47.6%	48.2%	36.4%	46.7%	46.9%	
Fair	7.3%	8.0%	8.8%	8.2%	8.2%	8.9%	6.1%	7.8%	8.6%	
Poor	2.4%	2.0%	2.0%	2.0%	1.8%	2.0%	3.0%	2.3%	2.0%	
Total(n)	82	535	1,234	49	284	619	33	251	615	
Mean	3.33	3.31	3.29	3.27	3.30	3.28	3.42	3.31	3.30	
Standard deviation	0.72	0.70	0.71	0.70	0.70	0.71	0.75	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.03	0.06	-	-0.04	-0.01	-	0.15	0.17	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	12.0%	9.5%	9.4%	9.2%	7.9%	8.7%	16.3%	11.3%	10.2%	
Satisfied	49.1%	36.1%	37.8%	56.9%	39.8%	41.1%	37.2%	32.1%	33.9%	
Marginally satisfied	24.1%	29.7%	30.1%	18.5%	28.4%	27.9%	32.6%	31.1%	32.7%	
Not satisfied	14.8%	24.7%	22.7%	15.4%	23.9%	22.3%	14.0%	25.5%	23.1%	
Total(n)	108	793	2,188	65	391	1,053	43	402	1,135	
Mean	2.58	2.30	2.34	2.60	2.32	2.36	2.56	2.29	2.31	
Standard deviation	0.89	0.95	0.93	0.86	0.92	0.92	0.93	0.97	0.94	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.29	0.26	-	0.30	0.26	-	0.28	0.27	
Health benefits										
Very satisfied	23.8%	18.6%	20.6%	22.6%	16.8%	20.1%	25.6%	20.7%	21.1%	
Satisfied	54.3%	43.3%	45.4%	54.8%	40.8%	43.8%	53.5%	46.1%	47.3%	
Marginally satisfied	16.2%	21.5%	20.7%	14.5%	24.9%	22.2%	18.6%	17.8%	19.0%	
Not satisfied	5.7%	16.5%	13.3%	8.1%	17.5%	13.9%	2.3%	15.5%	12.6%	
Total(n)	105	790	2,170	62	390	1,047	43	400	1,123	
Mean	2.96	2.64	2.73	2.92	2.57	2.70	3.02	2.72	2.77	
Standard deviation	0.80	0.97	0.93	0.84	0.97	0.94	0.74	0.96	0.92	
Significance	-	**	*	-	**		-	*		
Effect size	-	0.33	0.25	-	0.36	0.23	-	0.31	0.27	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	13.9%	16.4%	20.1%	14.1%	15.2%	19.6%	13.6%	17.8%	20.7%	
Satisfied	51.9%	45.1%	46.1%	51.6%	42.5%	44.6%	52.3%	47.8%	47.7%	
Marginally satisfied	29.6%	29.1%	25.8%	26.6%	30.6%	26.0%	34.1%	27.5%	25.5%	
Not satisfied	4.6%	9.4%	8.0%	7.8%	11.7%	9.8%	0.0%	6.9%	6.0%	
Total(n)	108	781	2,160	64	385	1,043	44	396	1,117	
Mean	2.75	2.68	2.78	2.72	2.61	2.74	2.80	2.76	2.83	
Standard deviation	0.75	0.86	0.86	0.81	0.88	0.88	0.67	0.82	0.82	
Significance	-			-			-			
Effect size	-	0.08	-0.03	-	0.13	-0.02	-	0.05	-0.04	

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	
Opportunity for scholarly pursuits										
Very satisfied	10.6%	13.2%	13.7%	11.5%	15.2%	15.5%	9.3%	11.1%	11.6%	
Satisfied	45.2%	40.5%	41.1%	55.7%	42.6%	43.2%	30.2%	38.3%	38.8%	
Marginally satisfied	29.8%	31.3%	30.4%	19.7%	26.5%	26.9%	44.2%	36.6%	34.4%	
Not satisfied	14.4%	14.9%	14.8%	13.1%	15.8%	14.4%	16.3%	14.0%	15.1%	
Total(n)	104	781	2,160	61	386	1,040	43	395	1,120	
Mean	2.52	2.52	2.54	2.66	2.57	2.60	2.33	2.47	2.47	
Standard deviation	0.87	0.90	0.90	0.85	0.93	0.92	0.87	0.87	0.89	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.10	0.07	-	-0.16	-0.16	
Teaching load										
Very satisfied	13.8%	15.1%	13.9%	10.8%	15.2%	14.1%	18.2%	14.9%	13.6%	
Satisfied	45.9%	46.9%	46.5%	56.9%	50.6%	49.5%	29.5%	42.8%	43.1%	
Marginally satisfied	22.0%	22.9%	24.1%	18.5%	20.6%	22.4%	27.3%	25.4%	26.0%	
Not satisfied	18.3%	15.2%	15.6%	13.8%	13.6%	14.0%	25.0%	16.9%	17.4%	
Total(n)	109	795	2,190	65	394	1,057	44	401	1,133	
Mean	2.55	2.62	2.59	2.65	2.67	2.64	2.41	2.56	2.53	
Standard deviation	0.95	0.92	0.91	0.86	0.89	0.89	1.06	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.08	-0.04	-	-0.02	0.01	-	-0.16	-0.13	
Quality of students										
Very satisfied	8.5%	8.5%	9.9%	9.5%	8.2%	9.1%	7.0%	8.8%	10.9%	
Satisfied	37.7%	47.6%	49.6%	36.5%	41.7%	45.2%	39.5%	54.1%	54.6%	
Marginally satisfied	34.9%	32.9%	30.7%	34.9%	38.5%	35.3%	34.9%	26.8%	25.5%	
Not satisfied	18.9%	10.9%	9.8%	19.0%	11.6%	10.4%	18.6%	10.2%	9.0%	
Total(n)	106	794	2,183	63	392	1,052	43	402	1,131	
Mean	2.36	2.54	2.60	2.37	2.47	2.53	2.35	2.62	2.67	
Standard deviation	0.89	0.80	0.80	0.90	0.80	0.80	0.87	0.79	0.79	
Significance	-	*	**	-			-	*	**	
Effect size	-	-0.23	-0.30	-	-0.13	-0.20	-	-0.34	-0.41	
Autonomy and independence										
Very satisfied	26.6%	39.0%	39.7%	18.5%	35.7%	36.9%	38.6%	42.6%	42.8%	
Satisfied	50.5%	43.9%	44.2%	55.4%	47.2%	47.2%	43.2%	40.3%	40.8%	
Marginally satisfied	15.6%	12.4%	11.9%	20.0%	13.5%	12.3%	9.1%	11.2%	11.4%	
Not satisfied	7.3%	4.7%	4.3%	6.2%	3.7%	3.6%	9.1%	5.9%	5.0%	
Total(n)	109	796	2,190	65	393	1,055	44	403	1,135	
Mean	2.96	3.17	3.19	2.86	3.15	3.17	3.11	3.19	3.21	
Standard deviation	0.85	0.82	0.81	0.79	0.78	0.78	0.92	0.86	0.84	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.26	-0.28	-	-0.37	-0.40	-	-0.09	-0.12	
Departmental leadership										
Very satisfied	29.0%	35.3%	35.5%	28.1%	34.2%	35.3%	30.2%	36.5%	35.8%	
Satisfied	36.4%	35.8%	36.7%	40.6%	40.1%	40.5%	30.2%	31.0%	32.4%	

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	19.6%	17.3%	16.3%	17.2%	15.7%	14.6%	23.3%	19.2%	18.3%	
Not satisfied	15.0%	11.6%	11.5%	14.1%	10.1%	9.6%	16.3%	13.3%	13.5%	
Total(n)	107	789	2,178	64	392	1,052	43	397	1,126	
Mean	2.79	2.95	2.96	2.83	2.98	3.01	2.74	2.91	2.90	
Standard deviation	1.03	0.99	0.99	1.00	0.95	0.94	1.07	1.04	1.04	
Significance	-			-			-			
Effect size	-	-0.16	-0.17	-	-0.16	-0.19	-	-0.16	-0.15	
Departmental support for work/life balance										
Very satisfied	27.8%	28.6%	27.5%	25.0%	27.3%	27.5%	31.8%	30.0%	27.5%	
Satisfied	45.4%	40.9%	41.8%	51.6%	44.1%	45.1%	36.4%	37.3%	37.9%	
Marginally satisfied	16.7%	20.4%	20.5%	17.2%	20.1%	19.5%	15.9%	20.7%	21.7%	
Not satisfied	10.2%	10.2%	10.2%	6.3%	8.5%	7.9%	15.9%	12.0%	12.9%	
Total(n)	108	790	2,183	64	391	1,051	44	399	1,132	
Mean	2.91	2.88	2.87	2.95	2.90	2.92	2.84	2.85	2.80	
Standard deviation	0.92	0.94	0.93	0.82	0.90	0.88	1.06	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	0.06	0.03	-	-0.01	0.04	
Institutional support for work/life balance										
Very satisfied	6.7%	14.8%	14.9%	7.9%	15.0%	15.5%	4.9%	14.5%	14.3%	
Satisfied	43.3%	41.8%	41.8%	42.9%	43.1%	44.2%	43.9%	40.3%	39.2%	
Marginally satisfied	29.8%	27.8%	28.3%	31.7%	28.4%	27.6%	26.8%	27.1%	29.1%	
Not satisfied	20.2%	15.7%	15.0%	17.5%	13.5%	12.8%	24.4%	18.2%	17.5%	
Total(n)	104	782	2,161	63	389	1,044	41	393	1,117	
Mean	2.37	2.56	2.57	2.41	2.60	2.62	2.29	2.51	2.50	
Standard deviation	0.88	0.93	0.92	0.87	0.90	0.89	0.90	0.95	0.94	
Significance	-	*	*	-			-			
Effect size	-	-0.20	-0.22	-	-0.21	-0.24	-	-0.23	-0.22	
Prospects for career advancement										
Very satisfied	6.6%	9.6%	10.3%	6.5%	8.8%	9.9%	6.8%	10.6%	10.7%	
Satisfied	40.6%	40.2%	41.8%	37.1%	40.2%	42.2%	45.5%	40.1%	41.3%	
Marginally satisfied	34.0%	30.3%	29.6%	33.9%	31.1%	30.3%	34.1%	29.4%	28.9%	
Not satisfied	18.9%	19.9%	18.3%	22.6%	19.9%	17.5%	13.6%	19.9%	19.1%	
Total(n)	106	778	2,159	62	386	1,042	44	392	1,117	
Mean	2.35	2.40	2.44	2.27	2.38	2.45	2.45	2.41	2.44	
Standard deviation	0.86	0.91	0.90	0.89	0.90	0.89	0.82	0.92	0.92	
Significance	-			-			-			
Effect size	-	-0.05	-0.10	-	-0.12	-0.20	-	0.04	0.01	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	7.5%	7.6%	7.9%	6.3%	8.3%	8.7%	9.5%	6.8%	7.0%	
Satisfied	47.2%	32.9%	33.4%	48.4%	33.0%	34.4%	45.2%	32.8%	32.4%	
Marginally satisfied	27.4%	29.3%	30.4%	28.1%	28.2%	29.4%	26.2%	30.6%	31.6%	

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	
Not satisfied	17.9%	30.2%	28.2%	17.2%	30.5%	27.5%	19.0%	29.8%	29.0%	
Total(n)	106	778	2,153	64	386	1,039	42	392	1,114	
Mean	2.44	2.18	2.21	2.44	2.19	2.24	2.45	2.17	2.17	
Standard deviation	0.87	0.95	0.94	0.85	0.96	0.95	0.92	0.93	0.93	
Significance	-	**	*	-			-			
Effect size	-	0.27	0.24	-	0.26	0.21	-	0.30	0.30	
Flexibility in relation to family matters or emergencies										
Very satisfied	34.9%	40.8%	39.5%	27.7%	37.2%	37.9%	45.5%	44.8%	41.4%	
Satisfied	47.7%	44.1%	45.9%	56.9%	49.8%	49.8%	34.1%	37.8%	41.4%	
Marginally satisfied	15.6%	11.6%	11.4%	13.8%	10.0%	9.7%	18.2%	13.4%	13.2%	
Not satisfied	1.8%	3.5%	3.3%	1.5%	3.0%	2.6%	2.3%	4.0%	4.0%	
Total(n)	109	789	2,179	65	391	1,051	44	398	1,128	
Mean	3.16	3.22	3.22	3.11	3.21	3.23	3.23	3.23	3.20	
Standard deviation	0.75	0.78	0.77	0.69	0.74	0.73	0.83	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.14	-0.16	-	0.00	0.04	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	15.4%	24.5%	23.9%	14.3%	24.2%	24.6%	17.1%	24.8%	23.2%	
Satisfied	46.2%	47.4%	48.8%	54.0%	50.0%	51.3%	34.1%	44.7%	45.9%	
Marginally satisfied	28.8%	20.0%	19.2%	23.8%	18.7%	17.4%	36.6%	21.4%	21.1%	
Not satisfied	9.6%	8.0%	8.1%	7.9%	7.1%	6.7%	12.2%	9.1%	9.8%	
Total(n)	104	773	2,135	63	383	1,033	41	390	1,102	
Mean	2.67	2.88	2.89	2.75	2.91	2.94	2.56	2.85	2.82	
Standard deviation	0.85	0.87	0.86	0.80	0.84	0.83	0.92	0.90	0.90	
Significance	-	*	*	-			-			
Effect size	-	-0.24	-0.26	-	-0.19	-0.23	-	-0.32	-0.29	
Overall job satisfaction										
Very satisfied	15.9%	19.4%	20.7%	12.3%	17.0%	19.9%	21.4%	22.1%	21.7%	
Satisfied	65.4%	58.7%	58.4%	72.3%	61.6%	60.4%	54.8%	55.6%	56.0%	
Marginally satisfied	15.0%	17.7%	16.9%	10.8%	17.3%	15.6%	21.4%	18.2%	18.3%	
Not satisfied	3.7%	4.1%	4.0%	4.6%	4.1%	4.1%	2.4%	4.1%	3.9%	
Total(n)	107	790	2,177	65	392	1,053	42	398	1,124	
Mean	2.93	2.94	2.96	2.92	2.92	2.96	2.95	2.96	2.96	
Standard deviation	0.68	0.73	0.73	0.64	0.71	0.72	0.73	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	0.00	-0.06	-	-0.01	-0.01	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	20.4%	19.4%	19.9%	18.3%	14.9%	15.5%	23.3%	24.3%	24.8%	
Somewhat	57.3%	57.8%	57.8%	53.3%	58.3%	58.2%	62.8%	57.3%	57.4%	

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	
Not at all	22.3%	22.8%	22.3%	28.3%	26.8%	26.3%	14.0%	18.5%	17.8%	
Total(n)	103	760	2,101	60	372	1,008	43	388	1,093	
Mean	1.98	1.97	1.98	1.90	1.88	1.89	2.09	2.06	2.07	
Standard deviation	0.66	0.65	0.65	0.68	0.63	0.64	0.61	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.03	0.02	-	0.05	0.03	
Child care										
Extensive	21.3%	19.4%	20.1%	17.5%	16.1%	16.1%	28.6%	23.9%	25.8%	
Somewhat	45.9%	41.5%	41.2%	42.5%	38.9%	39.9%	52.4%	45.1%	42.9%	
Not at all	32.8%	39.1%	38.7%	40.0%	45.0%	44.1%	19.0%	31.0%	31.2%	
Total(n)	61	457	1,223	40	254	647	21	203	576	
Mean	1.89	1.80	1.81	1.78	1.71	1.72	2.10	1.93	1.95	
Standard deviation	0.73	0.74	0.74	0.73	0.73	0.72	0.70	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	0.10	0.08	-	0.23	0.20	
My physical health										
Extensive	10.0%	9.2%	9.7%	12.3%	8.8%	9.5%	7.0%	9.7%	10.1%	
Somewhat	48.0%	49.1%	49.1%	47.4%	47.4%	47.5%	48.8%	50.8%	50.9%	
Not at all	42.0%	41.7%	41.2%	40.4%	43.8%	43.1%	44.2%	39.5%	39.1%	
Total(n)	100	747	2,065	57	363	991	43	384	1,074	
Mean	1.68	1.68	1.69	1.72	1.65	1.66	1.63	1.70	1.71	
Standard deviation	0.65	0.64	0.64	0.67	0.63	0.64	0.62	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.11	0.09	-	-0.11	-0.13	
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	16.9%	15.6%	16.4%	20.4%	12.7%	13.1%	11.8%	18.8%	20.1%	
Somewhat	43.4%	44.3%	44.2%	34.7%	44.0%	43.6%	55.9%	44.6%	44.9%	
Not at all	39.8%	40.1%	39.4%	44.9%	43.3%	43.3%	32.4%	36.6%	35.0%	
Total(n)	83	631	1,849	49	314	907	34	317	942	
Mean	1.77	1.76	1.77	1.76	1.69	1.70	1.79	1.82	1.85	
Standard deviation	0.72	0.71	0.71	0.78	0.68	0.69	0.64	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.10	0.09	-	-0.04	-0.08	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	2.5%	4.8%	5.1%	4.2%	4.4%	4.3%	0.0%	5.2%	6.0%	
Somewhat	23.5%	22.4%	22.9%	18.8%	20.0%	18.9%	30.3%	25.0%	27.3%	
Not at all	74.1%	72.8%	72.0%	77.1%	75.6%	76.8%	69.7%	69.9%	66.7%	
Total(n)	81	653	1,874	48	317	893	33	336	981	
Mean	1.28	1.32	1.33	1.27	1.29	1.28	1.30	1.35	1.39	

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	
Standard deviation	0.51	0.56	0.57	0.54	0.54	0.53	0.47	0.58	0.60	
Significance	-			-			-			
Effect size	-	-0.07	-0.09	-	-0.04	-0.02	-	-0.09	-0.15	
Committee work										
Extensive	15.1%	14.1%	14.3%	14.3%	12.0%	12.3%	16.3%	16.4%	16.5%	
Somewhat	62.3%	54.5%	55.4%	58.7%	51.3%	52.7%	67.4%	58.1%	58.5%	
Not at all	22.6%	31.4%	30.3%	27.0%	36.7%	35.0%	16.3%	25.4%	25.0%	
Total(n)	106	764	2,103	63	379	1,023	43	385	1,080	
Mean	1.92	1.83	1.84	1.87	1.75	1.77	2.00	1.91	1.92	
Standard deviation	0.61	0.65	0.65	0.63	0.65	0.65	0.58	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.18	0.15	-	0.14	0.13	
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	13.2%	10.7%	11.8%	7.9%	8.0%	9.4%	20.9%	13.7%	14.6%	
Somewhat	47.2%	44.0%	45.8%	57.1%	46.3%	47.0%	32.6%	41.5%	44.5%	
Not at all	39.6%	45.3%	42.4%	34.9%	45.8%	43.6%	46.5%	44.8%	40.9%	
Total(n)	106	769	2,129	63	379	1,029	43	390	1,100	
Mean	1.74	1.65	1.69	1.73	1.62	1.66	1.74	1.69	1.74	
Standard deviation	0.68	0.66	0.67	0.60	0.63	0.64	0.79	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.14	0.07	-	0.17	0.11	-	0.07	0.00	
Students										
Extensive	5.9%	8.4%	8.9%	3.3%	4.7%	5.8%	9.8%	12.4%	12.5%	
Somewhat	59.4%	61.8%	61.1%	61.7%	61.2%	60.6%	56.1%	62.4%	61.7%	
Not at all	34.7%	29.8%	30.0%	35.0%	34.1%	33.6%	34.1%	25.2%	25.9%	
Total(n)	101	771	2,140	60	378	1,027	41	393	1,113	
Mean	1.71	1.79	1.79	1.68	1.71	1.72	1.76	1.87	1.87	
Standard deviation	0.57	0.58	0.59	0.54	0.55	0.56	0.62	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.14	-0.14	-	-0.05	-0.07	-	-0.18	-0.18	
Research or publishing demands										
Extensive	33.0%	20.1%	20.2%	27.0%	16.0%	16.1%	41.9%	24.7%	25.1%	
Somewhat	50.0%	49.4%	50.2%	50.8%	46.1%	48.1%	48.8%	53.1%	52.6%	
Not at all	17.0%	30.5%	29.6%	22.2%	37.9%	35.8%	9.3%	22.2%	22.3%	
Total(n)	106	707	1,992	63	361	992	43	346	1,000	
Mean	2.16	1.90	1.91	2.05	1.78	1.80	2.33	2.02	2.03	
Standard deviation	0.69	0.70	0.70	0.71	0.70	0.69	0.64	0.68	0.69	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	0.37	0.36	-	0.39	0.36	-	0.46	0.43	

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	46.2%	29.4%	27.1%	43.5%	28.2%	26.8%	50.0%	30.6%	27.5%	
Somewhat	38.5%	44.9%	46.3%	45.2%	45.7%	46.8%	28.6%	44.1%	45.8%	
Not at all	15.4%	25.7%	26.5%	11.3%	26.1%	26.3%	21.4%	25.3%	26.8%	
Total(n)	104	759	2,092	62	379	1,020	42	380	1,072	
Mean	2.31	2.04	2.01	2.32	2.02	2.01	2.29	2.05	2.01	
Standard deviation	0.73	0.74	0.73	0.67	0.74	0.73	0.81	0.75	0.74	
Significance	-	***	***	-	**	**	-		*	
Effect size	-	0.36	0.41	-	0.41	0.42	-	0.32	0.38	
Teaching load										
Extensive	17.9%	17.7%	19.4%	11.1%	13.5%	15.9%	27.9%	22.2%	23.5%	
Somewhat	42.5%	46.8%	47.6%	47.6%	49.0%	49.4%	34.9%	44.4%	45.5%	
Not at all	39.6%	35.5%	33.0%	41.3%	37.5%	34.8%	37.2%	33.4%	31.0%	
Total(n)	106	772	2,143	63	380	1,026	43	392	1,117	
Mean	1.78	1.82	1.86	1.70	1.76	1.81	1.91	1.89	1.92	
Standard deviation	0.73	0.71	0.71	0.66	0.67	0.69	0.81	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	-0.09	-0.16	-	0.03	-0.01	
Lack of personal time										
Extensive	21.2%	23.2%	24.6%	16.4%	18.9%	19.2%	27.9%	27.8%	30.9%	
Somewhat	44.2%	47.0%	47.9%	39.3%	43.2%	46.1%	51.2%	51.2%	50.0%	
Not at all	34.6%	29.8%	27.4%	44.3%	37.9%	34.7%	20.9%	21.0%	19.1%	
Total(n)	104	771	2,142	61	380	1,029	43	391	1,113	
Mean	1.87	1.93	1.97	1.72	1.81	1.84	2.07	2.07	2.12	
Standard deviation	0.74	0.73	0.72	0.73	0.73	0.72	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.08	-0.14	-	-0.12	-0.17	-	0.00	-0.07	
Job security										
Extensive	6.1%	11.1%	10.3%	5.1%	10.6%	9.5%	7.5%	11.6%	11.2%	
Somewhat	16.2%	28.0%	26.9%	15.3%	25.6%	25.3%	17.5%	30.6%	28.8%	
Not at all	77.8%	60.9%	62.7%	79.7%	63.8%	65.1%	75.0%	57.7%	60.0%	
Total(n)	99	749	2,073	59	369	999	40	380	1,074	
Mean	1.28	1.50	1.48	1.25	1.47	1.44	1.33	1.54	1.51	
Standard deviation	0.57	0.69	0.68	0.54	0.68	0.66	0.62	0.69	0.69	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.32	-0.29	-	-0.32	-0.29	-	-0.30	-0.26	
Self-imposed high expectations										
Extensive	34.3%	34.6%	34.8%	25.0%	29.0%	30.3%	47.6%	40.6%	40.0%	
Somewhat	57.8%	52.2%	52.5%	65.0%	53.9%	53.9%	47.6%	50.3%	51.0%	
Not at all	7.8%	13.3%	12.6%	10.0%	17.1%	15.8%	4.8%	9.1%	9.1%	

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	
Total(n)	102	771	2,140	60	378	1,028	42	393	1,112	
Mean	2.26	2.21	2.22	2.15	2.12	2.15	2.43	2.32	2.31	
Standard deviation	0.60	0.66	0.65	0.58	0.67	0.66	0.59	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.04	0.00	-	0.17	0.19	
Increased work responsibilities										
Extensive	25.2%	27.7%	26.3%	21.7%	21.9%	21.1%	30.2%	34.0%	32.3%	
Somewhat	49.5%	50.7%	50.9%	51.7%	51.5%	51.2%	46.5%	49.9%	50.6%	
Not at all	25.2%	21.5%	22.8%	26.7%	26.6%	27.8%	23.3%	16.0%	17.1%	
Total(n)	103	766	2,118	60	375	1,018	43	391	1,100	
Mean	2.00	2.06	2.04	1.95	1.95	1.93	2.07	2.18	2.15	
Standard deviation	0.71	0.70	0.70	0.70	0.70	0.70	0.74	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.09	-0.06	-	0.00	0.03	-	-0.16	-0.12	
Institutional budget cuts										
Extensive	33.0%	42.3%	34.9%	35.6%	43.9%	35.9%	29.3%	40.5%	33.8%	
Somewhat	36.0%	40.1%	40.8%	33.9%	38.0%	38.8%	39.0%	42.3%	43.1%	
Not at all	31.0%	17.7%	24.3%	30.5%	18.1%	25.3%	31.7%	17.2%	23.1%	
Total(n)	100	771	2,071	59	377	1,002	41	394	1,069	
Mean	2.02	2.25	2.11	2.05	2.26	2.11	1.98	2.23	2.11	
Standard deviation	0.80	0.73	0.76	0.82	0.74	0.78	0.79	0.72	0.75	
Significance	-	**		-	*		-	*		
Effect size	-	-0.32	-0.12	-	-0.28	-0.08	-	-0.35	-0.17	
Have you been sexually harassed at this institution?										
Yes	7.2%	6.1%	6.2%	1.5%	2.9%	3.1%	15.6%	9.6%	9.7%	
No	92.8%	93.9%	93.8%	98.5%	97.1%	96.9%	84.4%	90.4%	90.3%	
Total(n)	111	805	2,201	66	397	1,059	45	408	1,142	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	26.6%	35.1%	34.9%	29.2%	34.0%	33.7%	22.7%	36.3%	36.2%	
No	73.4%	64.9%	65.1%	70.8%	66.0%	66.3%	77.3%	63.7%	63.8%	
Total(n)	109	790	2,177	65	389	1,048	44	401	1,129	
Considered leaving this institution for another?										
Yes	39.6%	45.4%	45.1%	38.1%	46.4%	46.5%	41.9%	44.3%	43.4%	
No	60.4%	54.6%	54.9%	61.9%	53.6%	53.5%	58.1%	55.7%	56.6%	
Total(n)	106	787	2,163	63	389	1,042	43	398	1,121	

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	
Engaged in public service/professional consulting without pay?										
Yes	51.4%	52.6%	53.7%	53.1%	52.9%	54.3%	48.8%	52.3%	53.0%	
No	48.6%	47.4%	46.3%	46.9%	47.1%	45.7%	51.2%	47.7%	47.0%	
Total(n)	107	789	2,168	64	387	1,042	43	402	1,126	
Received at least one firm job offer elsewhere?										
Yes	13.2%	17.0%	16.2%	12.7%	15.9%	15.8%	14.0%	18.2%	16.6%	
No	86.8%	83.0%	83.8%	87.3%	84.1%	84.2%	86.0%	81.8%	83.4%	
Total(n)	106	790	2,169	63	390	1,047	43	400	1,122	
Sought an early promotion?										
Yes	4.7%	4.7%	5.1%	3.1%	4.6%	5.1%	7.0%	4.8%	5.1%	
No	95.3%	95.3%	94.9%	96.9%	95.4%	94.9%	93.0%	95.2%	94.9%	
Total(n)	107	788	2,163	64	388	1,043	43	400	1,120	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	94.4%	45.6%	38.6%	98.4%	46.9%	39.2%	88.4%	44.1%	37.9%	
No	5.6%	54.4%	61.4%	1.6%	53.1%	60.8%	11.6%	55.9%	62.1%	
Total(n)	107	786	2,157	64	387	1,039	43	399	1,118	
Do you plan to retire within the next three years?										
Yes	21.5%	14.8%	13.1%	20.6%	15.9%	13.5%	22.7%	13.7%	12.7%	
No	78.5%	85.2%	86.9%	79.4%	84.1%	86.5%	77.3%	86.3%	87.3%	
Total(n)	107	786	2,164	63	389	1,043	44	397	1,121	
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	6.5%	7.9%	7.8%	3.2%	4.5%	4.2%	11.4%	11.6%	11.9%	
No	93.5%	92.1%	92.2%	96.8%	95.5%	95.8%	88.6%	88.4%	88.1%	
Total(n)	107	783	2,162	63	385	1,040	44	398	1,122	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	21.5%	27.0%	27.4%	19.0%	27.9%	29.0%	25.0%	25.9%	25.6%	
No	78.5%	73.0%	72.6%	81.0%	72.1%	71.0%	75.0%	74.1%	74.4%	
Total(n)	107	788	2,163	63	388	1,041	44	400	1,122	
Citizenship status:										
U.S. citizen	90.8%	91.6%	92.4%	92.3%	89.5%	91.3%	88.6%	93.9%	93.6%	
Permanent resident (green card)	7.3%	6.0%	5.5%	7.7%	7.5%	6.0%	6.8%	4.3%	4.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.8%	2.3%	2.1%	0.0%	3.0%	2.7%	4.5%	1.6%	1.4%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	109	798	2,189	65	394	1,053	44	404	1,136	
How would you characterize your political views?										
Far right	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
Conservative	4.9%	11.0%	11.5%	4.9%	12.6%	13.1%	4.8%	9.1%	9.6%	
Middle of the road	24.3%	31.4%	30.7%	26.2%	33.2%	33.4%	21.4%	29.4%	27.7%	

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	
Liberal	55.3%	46.2%	46.3%	49.2%	41.8%	41.4%	64.3%	51.1%	51.8%	
Far left	15.5%	11.1%	11.3%	19.7%	12.2%	11.8%	9.5%	10.0%	10.6%	
Total(n)	103	775	2,131	61	383	1,030	42	392	1,101	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	29.4%	36.4%	39.1%	29.2%	32.8%	36.3%	29.5%	40.4%	42.2%	
Probably yes	47.7%	41.0%	39.5%	44.6%	43.4%	41.7%	52.3%	38.5%	37.0%	
Not sure	10.1%	13.4%	12.7%	13.8%	14.5%	13.2%	4.5%	12.2%	12.1%	
Probably no	10.1%	6.4%	6.0%	10.8%	6.7%	6.1%	9.1%	6.1%	5.9%	
Definitely no	2.8%	2.7%	2.7%	1.5%	2.6%	2.6%	4.5%	2.9%	2.8%	
Total(n)	109	796	2,178	65	390	1,048	44	406	1,130	
Mean	3.91	4.02	4.06	3.89	3.97	4.03	3.93	4.07	4.10	
Standard deviation	1.02	1.00	1.00	1.00	0.99	0.99	1.07	1.01	1.01	
Significance	-			-			-			
Effect size	-	-0.11	-0.15	-	-0.08	-0.14	-	-0.14	-0.17	
Still want to be a college professor?										
Definitely yes	70.6%	64.5%	64.8%	67.7%	64.3%	64.7%	75.0%	64.8%	65.0%	
Probably yes	22.0%	25.5%	24.8%	21.5%	25.3%	24.7%	22.7%	25.6%	24.9%	
Not sure	7.3%	7.9%	8.1%	10.8%	9.5%	9.1%	2.3%	6.2%	7.0%	
Probably no	0.0%	1.6%	1.8%	0.0%	0.9%	1.3%	0.0%	2.4%	2.4%	
Definitely no	0.0%	0.4%	0.5%	0.0%	0.0%	0.2%	0.0%	0.9%	0.8%	
Total(n)	109	799	2,184	65	393	1,051	44	406	1,133	
Mean	4.63	4.52	4.52	4.57	4.53	4.52	4.73	4.51	4.51	
Standard deviation	0.62	0.75	0.76	0.68	0.70	0.73	0.50	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.06	0.07	-	0.28	0.28	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 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	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 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	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	1.1%	1.0%	0.0%	0.8%	0.9%	0.0%	1.5%	1.1%	
Master's (M.A., M.S.)	0.0%	12.0%	11.5%	0.0%	9.3%	9.1%	0.0%	14.9%	14.2%	
Terminal Master's (M.F.A., M.B.A.)	3.6%	4.9%	5.2%	4.5%	5.5%	5.3%	2.3%	4.3%	5.1%	
J.D.	0.0%	0.6%	0.5%	0.0%	0.9%	0.8%	0.0%	0.2%	0.3%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.6%	0.5%	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	
Ph.D.	89.1%	72.5%	73.5%	86.4%	74.0%	76.2%	93.2%	70.8%	70.5%	
Professional Doctorate (Ed.D., Psy.D., etc.)	7.3%	6.5%	6.3%	9.1%	6.7%	5.7%	4.5%	6.4%	7.1%	
Other degree	0.0%	1.9%	1.4%	0.0%	2.4%	1.8%	0.0%	1.3%	1.1%	
Total(n)	110	800	2,187	66	395	1,051	44	405	1,136	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	
Master's (M.A., M.S.)	0.0%	1.0%	0.9%	0.0%	0.9%	0.8%	0.0%	1.0%	0.9%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
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., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Ph.D.	0.9%	2.6%	2.8%	1.5%	2.3%	2.5%	0.0%	3.0%	3.1%	

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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.2%	1.1%	0.0%	0.7%	0.5%	0.0%	1.8%	1.8%	
Other degree	0.0%	0.6%	0.6%	0.0%	0.7%	0.6%	0.0%	0.4%	0.7%	
None	99.1%	94.1%	94.2%	98.5%	94.7%	95.0%	100.0%	93.5%	93.3%	
Total(n)	109	787	2,161	65	391	1,043	44	396	1,118	
Are you currently serving in an administrative position as:										
Department chair	7.3%	5.5%	6.1%	8.9%	6.3%	7.2%	5.0%	4.5%	4.8%	
Dean (associate or assistant)	0.0%	0.8%	0.8%	0.0%	1.2%	1.2%	0.0%	0.3%	0.4%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	17.3%	10.3%	10.4%	16.7%	9.8%	9.8%	18.3%	10.9%	11.1%	
Not applicable	47.3%	51.2%	51.1%	46.7%	49.8%	49.2%	48.3%	52.8%	53.4%	
Total(n)	150	1,157	3,034	90	578	1,486	60	579	1,548	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	82.9%	84.9%	85.2%	82.3%	81.6%	82.9%	83.7%	88.4%	87.9%	

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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	
African American/Black	4.8%	3.5%	3.5%	3.2%	3.2%	3.4%	7.0%	3.9%	3.6%	
American Indian/Alaska Native	0.0%	1.3%	1.4%	0.0%	1.5%	1.6%	0.0%	1.0%	1.2%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	4.8%	5.1%	4.6%	4.8%	7.1%	5.9%	4.7%	3.0%	3.1%	
Filipino	1.0%	0.6%	0.5%	1.6%	1.2%	0.8%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	1.0%	1.6%	1.8%	1.6%	2.6%	2.7%	0.0%	0.6%	0.9%	
Other Asian	1.9%	1.4%	1.2%	3.2%	2.0%	1.6%	0.0%	0.8%	0.7%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Mexican American/Chicano	0.0%	0.6%	0.8%	0.0%	0.0%	0.3%	0.0%	1.3%	1.5%	

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	
Puerto Rican	1.0%	0.2%	0.3%	1.6%	0.3%	0.5%	0.0%	0.0%	0.1%	
Other Latino	6.7%	3.0%	2.7%	9.7%	3.1%	2.7%	2.3%	2.8%	2.8%	
Other	5.7%	4.1%	3.8%	6.5%	5.7%	5.1%	4.7%	2.4%	2.5%	
Total(n)	105	783	2,141	62	385	1,027	43	398	1,114	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	
Asian	7.6%	7.9%	7.4%	9.7%	11.8%	10.2%	4.7%	3.7%	4.2%	
Black	4.8%	3.3%	3.2%	3.2%	2.8%	3.0%	7.0%	3.9%	3.4%	
Hispanic	3.8%	1.9%	2.0%	4.8%	1.4%	1.6%	2.3%	2.4%	2.6%	
White	74.3%	79.6%	80.4%	69.4%	74.8%	76.8%	81.4%	84.9%	84.4%	
Other	1.0%	1.8%	1.9%	0.0%	2.0%	2.0%	2.3%	1.6%	1.7%	
Two or more races/ethnicities	8.6%	5.3%	5.1%	12.9%	7.0%	6.2%	2.3%	3.5%	3.8%	
Total (n)	105	783	2,141	62	385	1,027	43	398	1,114	
Is English your native language?										
Yes	80.4%	86.9%	87.8%	74.6%	82.6%	85.2%	88.6%	91.5%	90.7%	
No	19.6%	13.1%	12.2%	25.4%	17.4%	14.8%	11.4%	8.5%	9.3%	
Total(n)	107	793	2,172	63	390	1,041	44	403	1,131	
What is your sexual orientation?										
Heterosexual/straight	90.4%	91.1%	90.9%	91.8%	91.6%	91.6%	88.4%	90.6%	90.0%	
Gay	3.8%	2.2%	2.3%	6.6%	4.2%	4.4%	0.0%	0.0%	0.0%	
Lesbian	2.9%	2.0%	1.9%	0.0%	0.0%	0.0%	7.0%	4.2%	4.0%	
Bisexual	1.0%	2.4%	2.4%	0.0%	2.1%	1.8%	2.3%	2.6%	3.0%	
Queer	0.0%	0.4%	0.7%	0.0%	0.0%	0.3%	0.0%	0.9%	1.2%	
Other	1.9%	1.9%	1.9%	1.6%	2.1%	1.9%	2.3%	1.7%	1.8%	
Total (n)	104	772	2,116	61	380	1,014	43	392	1,102	
Do you identify as transgender?										
No	100.0%	99.8%	99.7%	100.0%	99.8%	99.7%	100.0%	99.8%	99.8%	
Yes, male to female	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	
Yes, female to male	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	106	779	2,128	63	383	1,018	43	396	1,110	
Are you currently: (Mark one)										
Single	13.3%	10.6%	10.8%	9.5%	7.5%	8.4%	19.0%	14.1%	13.7%	
In a civil union	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
In a domestic partnership	1.0%	1.9%	2.3%	1.6%	1.7%	2.1%	0.0%	2.0%	2.5%	
Married	77.1%	77.3%	77.1%	79.4%	83.4%	82.4%	73.8%	70.6%	71.2%	
Unmarried, living with partner	1.9%	2.8%	2.7%	1.6%	1.8%	1.9%	2.4%	3.9%	3.5%	
Separated	0.0%	0.6%	0.7%	0.0%	0.2%	0.4%	0.0%	1.0%	1.0%	
Divorced	5.7%	5.3%	5.0%	6.3%	3.7%	3.4%	4.8%	7.1%	6.9%	
Widowed	1.0%	1.5%	1.3%	1.6%	1.7%	1.3%	0.0%	1.3%	1.3%	
Total(n)	105	782	2,137	63	386	1,033	42	396	1,104	

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 children do you have in the following age ranges?										
Under 18 years old										
0	58.9%	52.0%	52.4%	56.1%	48.6%	49.3%	63.2%	56.0%	55.9%	
1	17.9%	22.5%	21.7%	21.1%	23.8%	22.5%	13.2%	21.1%	20.8%	
2	22.1%	19.9%	19.8%	22.8%	21.0%	20.1%	21.1%	18.7%	19.4%	
3	1.1%	3.7%	4.3%	0.0%	3.2%	4.9%	2.6%	4.3%	3.6%	
4+	0.0%	1.8%	1.8%	0.0%	3.4%	3.2%	0.0%	0.0%	0.3%	
Total(n)	95	670	1,840	57	333	885	38	337	955	
18 years or older										
0	52.7%	54.4%	55.4%	43.6%	51.4%	52.6%	65.8%	57.5%	58.5%	
1	17.2%	15.7%	14.6%	20.0%	16.4%	15.3%	13.2%	15.0%	13.9%	
2	24.7%	19.2%	19.0%	27.3%	20.9%	20.4%	21.1%	17.5%	17.4%	
3	3.2%	6.8%	7.0%	5.5%	7.0%	7.3%	0.0%	6.7%	6.6%	
4+	2.2%	3.8%	4.0%	3.6%	4.3%	4.4%	0.0%	3.3%	3.6%	
Total(n)	93	702	1,920	55	335	909	38	367	1,011	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	15.4%	10.0%	9.1%	16.0%	9.1%	8.4%	14.3%	11.1%	10.1%	
Satisfied	28.2%	18.0%	17.2%	20.0%	15.8%	16.1%	42.9%	20.9%	18.6%	
Marginally satisfied	5.1%	7.9%	8.8%	4.0%	8.7%	9.3%	7.1%	7.0%	8.2%	
Not satisfied	12.8%	16.5%	18.6%	16.0%	14.8%	16.0%	7.1%	18.6%	21.9%	
Not applicable	38.5%	47.6%	46.3%	44.0%	51.6%	50.2%	28.6%	42.4%	41.2%	
Total(n)	39	316	853	25	169	439	14	147	414	
Mean	2.69	2.26	2.24	2.48	2.16	2.16	3.07	2.40	2.34	
Standard deviation	1.59	1.45	1.41	1.61	1.42	1.40	1.54	1.47	1.42	
Significance	-			-			-			
Effect size	-	0.30	0.32	-	0.23	0.23	-	0.46	0.51	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	1.0%	0.2%	0.1%	1.6%	0.4%	0.3%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.3%	0.3%	
\$30,000 - \$39,999	0.0%	4.5%	3.6%	0.0%	3.6%	2.9%	0.0%	5.5%	4.4%	
\$40,000 - \$49,999	0.0%	11.1%	9.9%	0.0%	10.9%	10.0%	0.0%	11.3%	9.8%	
\$50,000 - \$59,999	0.0%	14.5%	16.4%	0.0%	10.9%	12.9%	0.0%	18.6%	20.6%	
\$60,000 - \$69,999	4.9%	15.3%	16.4%	4.9%	15.7%	16.2%	4.8%	14.8%	16.7%	
\$70,000 - \$79,999	15.5%	15.9%	16.8%	11.5%	14.6%	15.2%	21.4%	17.3%	18.6%	
\$80,000 - \$89,999	12.6%	10.6%	10.6%	13.1%	12.6%	12.3%	11.9%	8.3%	8.6%	
\$90,000 - \$99,999	15.5%	8.1%	8.7%	11.5%	7.7%	9.0%	21.4%	8.6%	8.2%	
\$100,000 - \$124,999	35.9%	13.5%	12.3%	42.6%	16.7%	15.4%	26.2%	9.7%	8.6%	
\$125,000 - \$149,999	14.6%	5.3%	4.3%	14.8%	5.3%	4.6%	14.3%	5.3%	4.0%	
\$150,000 - \$199,999	0.0%	0.7%	0.5%	0.0%	1.1%	0.9%	0.0%	0.1%	0.1%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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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	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	103	622	1,753	61	320	870	42	302	883	
Mean	9.98	7.93	7.89	10.07	8.14	8.12	9.86	7.67	7.61	
Standard deviation	1.71	2.30	2.20	1.85	2.35	2.25	1.51	2.22	2.09	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.89	0.95	-	0.82	0.87	-	0.99	1.08	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	1.4%	1.0%	
\$20,000 - \$29,999	0.0%	1.4%	1.0%	0.0%	0.0%	0.0%	0.0%	2.7%	1.9%	
\$30,000 - \$39,999	0.0%	6.9%	5.8%	0.0%	1.6%	2.1%	0.0%	11.6%	9.2%	
\$40,000 - \$49,999	0.0%	20.0%	17.5%	0.0%	25.0%	20.4%	0.0%	15.6%	14.9%	
\$50,000 - \$59,999	0.0%	9.2%	11.4%	0.0%	5.7%	8.7%	0.0%	12.3%	13.9%	
\$60,000 - \$69,999	0.0%	7.4%	10.3%	0.0%	8.7%	10.5%	0.0%	6.4%	10.1%	
\$70,000 - \$79,999	0.0%	10.6%	12.7%	0.0%	10.5%	12.5%	0.0%	10.6%	12.9%	
\$80,000 - \$89,999	0.0%	9.1%	10.6%	0.0%	11.6%	12.1%	0.0%	6.8%	9.3%	
\$90,000 - \$99,999	0.0%	5.9%	5.0%	0.0%	3.7%	3.4%	0.0%	7.8%	6.5%	
\$100,000 - \$124,999	75.0%	15.4%	14.4%	50.0%	12.1%	13.8%	100.0%	18.4%	15.0%	
\$125,000 - \$149,999	25.0%	5.6%	4.7%	50.0%	7.4%	6.3%	0.0%	3.9%	3.2%	
\$150,000 - \$199,999	0.0%	7.8%	6.0%	0.0%	13.7%	10.2%	0.0%	2.5%	2.2%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	136	302	2	59	124	2	77	178	

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	
Mean	11.25	8.04	7.95	11.50	8.52	8.39	11.00	7.60	7.56	
Standard deviation	0.50	2.92	2.71	0.71	2.92	2.74	0.00	2.85	2.62	
Significance	-	*	*	-			-			
Effect size	-	1.10	1.22	-	1.02	1.14	-	1.19	1.31	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
1984 - 1992	2.9%	4.8%	4.8%	3.2%	4.2%	4.2%	2.4%	5.4%	5.6%	
1979 - 1983	9.6%	13.3%	12.7%	6.5%	11.4%	11.5%	14.3%	15.3%	14.1%	
1974 - 1978	13.5%	12.8%	13.1%	14.5%	12.7%	12.7%	11.9%	12.8%	13.7%	
1969 - 1973	9.6%	13.5%	14.0%	8.1%	13.2%	13.7%	11.9%	13.8%	14.4%	
1964 - 1968	13.5%	13.9%	14.0%	11.3%	14.3%	14.6%	16.7%	13.6%	13.2%	
1959 - 1963	6.7%	12.0%	13.1%	9.7%	13.7%	14.3%	2.4%	10.1%	11.7%	
1954 - 1958	11.5%	12.2%	12.6%	14.5%	11.9%	12.6%	7.1%	12.6%	12.6%	
1949 - 1953	12.5%	10.2%	9.7%	12.9%	11.0%	10.2%	11.9%	9.2%	9.1%	
1944 - 1948	13.5%	5.2%	4.2%	12.9%	5.6%	4.5%	14.3%	4.7%	3.8%	
1920 - 1943	6.7%	2.1%	1.7%	6.5%	2.0%	1.6%	7.1%	2.2%	1.7%	
Earlier than 1920	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	104	754	2,068	62	374	1,004	42	380	1,064	
Year of first academic appointment:										
1976 or earlier	11.5%	3.9%	3.2%	13.6%	5.5%	4.4%	8.3%	2.1%	1.8%	
1977 - 1981	4.1%	2.6%	2.6%	4.5%	2.8%	2.9%	3.3%	2.4%	2.3%	
1982 - 1986	8.1%	4.8%	4.7%	5.7%	4.6%	4.8%	11.7%	5.0%	4.6%	
1987 - 1991	4.1%	7.0%	7.5%	4.5%	8.2%	8.9%	3.3%	5.6%	5.8%	
1992 - 1996	10.1%	9.8%	9.8%	10.2%	10.8%	10.7%	10.0%	8.7%	8.9%	
1997 - 2001	15.5%	14.2%	14.1%	15.9%	14.7%	14.4%	15.0%	13.7%	13.6%	
2002 - 2006	10.8%	14.6%	15.7%	10.2%	13.8%	15.1%	11.7%	15.4%	16.3%	
2007 - 2011	15.5%	19.5%	19.5%	15.9%	17.3%	17.6%	15.0%	21.9%	21.6%	
2012 or more	20.3%	23.6%	23.0%	19.3%	22.3%	21.2%	21.7%	25.1%	25.1%	
Total(n)	148	1,148	3,016	88	571	1,476	60	577	1,540	
Year of appointment at present institution										
1976 or earlier	7.6%	2.1%	1.7%	9.4%	3.1%	2.4%	5.1%	1.0%	0.8%	
1977 - 1981	2.1%	1.3%	1.1%	2.4%	1.9%	1.6%	1.7%	0.6%	0.6%	
1982 - 1986	4.2%	2.2%	2.3%	4.7%	2.2%	2.4%	3.4%	2.2%	2.1%	
1987 - 1991	4.9%	5.7%	5.6%	4.7%	6.4%	6.2%	5.1%	5.0%	5.0%	
1992 - 1996	2.8%	6.2%	6.5%	3.5%	6.9%	7.2%	1.7%	5.4%	5.6%	
1997 - 2001	15.3%	13.7%	13.6%	12.9%	15.0%	14.7%	18.6%	12.4%	12.3%	
2002 - 2006	17.4%	16.6%	17.0%	16.5%	16.5%	16.5%	18.6%	16.8%	17.5%	
2007 - 2011	17.4%	19.9%	20.7%	18.8%	18.6%	20.0%	15.3%	21.4%	21.4%	
2012 or more	28.5%	32.2%	31.5%	27.1%	29.4%	28.9%	30.5%	35.2%	34.6%	
Total(n)	144	1,135	2,979	85	564	1,462	59	571	1,517	

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	
If tenured, year tenure was awarded										
1976 or earlier	6.5%	2.2%	1.6%	7.7%	2.5%	1.7%	4.8%	1.8%	1.3%	
1977 - 1981	2.8%	1.5%	1.1%	3.1%	2.0%	1.4%	2.4%	0.7%	0.6%	
1982 - 1986	2.8%	2.7%	2.3%	3.1%	3.7%	3.1%	2.4%	1.2%	1.2%	
1987 - 1991	4.7%	3.1%	3.4%	4.6%	3.2%	3.7%	4.8%	3.1%	2.9%	
1992 - 1996	6.5%	7.0%	7.0%	6.2%	6.5%	6.8%	7.1%	7.7%	7.3%	
1997 - 2001	7.5%	10.8%	10.7%	10.8%	12.4%	12.1%	2.4%	8.6%	8.7%	
2002 - 2006	22.4%	20.4%	19.3%	20.0%	20.7%	19.6%	26.2%	19.9%	18.8%	
2007 - 2011	25.2%	23.8%	25.1%	23.1%	21.7%	23.8%	28.6%	26.8%	27.0%	
2012 or more	21.5%	28.4%	29.6%	21.5%	27.2%	27.8%	21.4%	30.1%	32.1%	
Total(n)	107	570	1,604	65	327	888	42	243	716	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.4%	0.0%	0.2%	0.5%	0.0%	0.0%	0.3%	
Biological Sciences (General Area 5)	7.6%	5.6%	6.3%	6.3%	5.9%	7.0%	9.5%	5.2%	5.5%	
Business (General Area 6)	8.6%	8.6%	7.9%	7.9%	9.7%	9.2%	9.5%	7.5%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	15.2%	12.6%	11.8%	14.3%	10.2%	8.8%	16.7%	15.4%	15.2%	
Engineering (General Area 11)	3.8%	4.1%	3.5%	6.3%	7.1%	5.7%	0.0%	0.7%	1.0%	
English (General Area 12)	5.7%	5.7%	5.7%	4.8%	3.7%	4.3%	7.1%	7.9%	7.4%	
Health-related (General Area 15)	1.9%	7.3%	7.2%	1.6%	2.0%	2.2%	2.4%	13.2%	13.0%	
History or Political Science (Specific Discipline 3007,3009)	1.9%	4.0%	4.4%	3.2%	4.9%	5.5%	0.0%	3.0%	3.2%	
Humanities (General Area 14,24)	12.4%	7.0%	6.6%	11.1%	6.8%	6.4%	14.3%	7.2%	6.8%	
Fine Arts (General Area 2,4,22)	6.7%	7.3%	7.6%	6.3%	8.9%	8.6%	7.1%	5.5%	6.3%	
Mathematics or Statistics (General Area 18)	3.8%	3.1%	3.9%	4.8%	3.6%	4.9%	2.4%	2.6%	2.8%	
Physical Sciences (General Area 25)	6.7%	5.8%	6.0%	7.9%	8.0%	7.8%	4.8%	3.4%	4.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	16.2%	12.6%	13.0%	12.7%	10.1%	10.9%	21.4%	15.4%	15.3%	
Other Technical (General Area 8,19,28)	1.0%	3.7%	3.4%	1.6%	5.5%	5.1%	0.0%	1.6%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.6%	12.5%	12.2%	11.1%	13.4%	13.0%	4.8%	11.4%	11.3%	
Total(n)	105	782	2,135	63	387	1,027	42	395	1,108	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.1%	0.3%	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	5.8%	5.3%	6.0%	4.8%	5.7%	6.8%	7.1%	4.8%	5.1%	

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	
Business (General Area 6)	7.7%	9.0%	8.5%	6.5%	10.9%	10.4%	9.5%	6.9%	6.4%	
Education (General Area 10 and Specific Discipline 2102)	12.5%	7.8%	7.5%	14.5%	6.5%	6.1%	9.5%	9.2%	9.1%	
Engineering (General Area 11)	0.0%	3.3%	2.8%	0.0%	5.0%	4.3%	0.0%	1.3%	1.2%	
English (General Area 12)	5.8%	6.1%	6.0%	4.8%	4.2%	4.5%	7.1%	8.2%	7.6%	
Health-related (General Area 15)	2.9%	9.0%	8.8%	1.6%	2.0%	2.4%	4.8%	16.8%	16.2%	
History or Political Science (Specific Discipline 3007,3009)	2.9%	4.7%	4.8%	4.8%	5.8%	5.9%	0.0%	3.5%	3.6%	
Humanities (General Area 14,24)	12.5%	6.3%	5.9%	11.3%	6.4%	6.0%	14.3%	6.2%	5.9%	
Fine Arts (General Area 2,4,22)	10.6%	8.6%	8.3%	11.3%	11.3%	10.0%	9.5%	5.6%	6.3%	
Mathematics or Statistics (General Area 18)	8.7%	4.7%	5.2%	8.1%	4.6%	5.6%	9.5%	4.9%	4.7%	
Physical Sciences (General Area 25)	5.8%	5.3%	5.8%	6.5%	7.1%	7.3%	4.8%	3.3%	4.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.5%	10.2%	11.0%	9.7%	8.1%	9.3%	16.7%	12.6%	13.0%	
Other Technical (General Area 8,19,28)	1.0%	4.9%	4.3%	1.6%	7.3%	6.4%	0.0%	2.2%	1.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.5%	14.8%	14.8%	14.5%	14.9%	14.6%	7.1%	14.6%	14.9%	
Total(n)	104	775	2,125	62	384	1,026	42	391	1,099	
Faculty works in a STEM department										
Yes	17.3%	20.9%	21.8%	15.6%	19.7%	21.2%	20.0%	22.2%	22.6%	
No	82.7%	79.1%	78.2%	84.4%	80.3%	78.8%	80.0%	77.8%	77.4%	
Total(n)	150	1,157	3,034	90	578	1,486	60	579	1,548	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 2										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 3										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 4										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 5										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 6										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 8										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			

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
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 11										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 12										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 14										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 15										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			

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	
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 18										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 19										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 20										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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	
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			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	
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			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	
All Respondents	173	1,157	3,034	98	578	1,486	75	579	1,548	
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)	173	1,154	3,029	98	577	1,484	75	577	1,545	
What is your present academic rank?										
Professor	38.2%	24.9%	26.3%	38.8%	29.7%	31.2%	37.3%	19.5%	20.5%	
Associate professor	34.7%	26.3%	27.1%	36.7%	27.2%	27.3%	32.0%	25.4%	26.9%	
Assistant professor	27.2%	30.3%	29.4%	24.5%	25.7%	25.0%	30.7%	35.5%	34.6%	
Lecturer	0.0%	3.8%	4.8%	0.0%	3.6%	4.9%	0.0%	3.9%	4.7%	
Instructor	0.0%	14.7%	12.5%	0.0%	13.8%	11.7%	0.0%	15.7%	13.4%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	173	1,157	3,033	98	578	1,485	75	579	1,548	
What is your tenure status at this institution?										
Tenured	72.8%	51.6%	53.8%	74.5%	56.9%	58.8%	70.7%	45.6%	48.0%	
On tenure track, but not tenured	27.2%	25.9%	25.7%	25.5%	23.2%	22.7%	29.3%	29.0%	29.3%	
Not on tenure track, but institution has tenure system	0.0%	21.0%	19.4%	0.0%	17.9%	17.2%	0.0%	24.6%	22.1%	
Institution has no tenure system	0.0%	1.4%	1.0%	0.0%	2.0%	1.4%	0.0%	0.8%	0.6%	
Total(n)	173	1,157	3,034	98	578	1,486	75	579	1,548	
Are you retired from this institution?										
Yes	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
No	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	100.0%	99.6%	99.7%	
Total(n)	172	1,153	3,027	97	575	1,481	75	578	1,546	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Within the last year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1 to 2 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3 to 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
My full-time professional career is outside of academia										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
Total(n)	0	0	0	0	0	0	0	0	0	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	

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	
Effect size	-			-			-			
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.

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	
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Shared office space	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A personal computer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
An email account	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A phone/voicemail	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional development funds	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Printer access (i.e., free printing)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	173	1,157	3,034	98	578	1,486	75	579	1,548	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Rarely get hired into full-time positions										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are primarily responsible for introductory classes										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			

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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Are respected by full-time faculty										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Are paid fairly										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	

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 included in faculty governance										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Besides this institution, at how many other institutions do you teach?										
Mean	.	.	.	.	.	.	.	.	.
Median	.	.	.	.	.	.	.	.	.
Mode	.	.	.	.	.	.	.	.	.
Total(n)	0	1,157	3,034	0	578	1,486	0	579	1,548	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-3 months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3-4 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-2 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Less than 1 week	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect Size	-	-	-	-	-	-	-	-	-	
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	8.7%	7.4%	7.0%	9.2%	7.4%	7.3%	8.0%	7.5%	6.7%	
Teaching	75.1%	82.6%	85.6%	76.5%	83.8%	86.3%	73.3%	81.2%	84.8%	
Research	15.0%	8.0%	5.8%	14.3%	7.6%	5.4%	16.0%	8.6%	6.2%	
Services to clients and patients	0.0%	0.6%	0.6%	0.0%	0.6%	0.5%	0.0%	0.7%	0.7%	
Other	1.2%	1.3%	1.0%	0.0%	0.7%	0.6%	2.7%	2.0%	1.6%	
Total(n)	173	1,151	3,025	98	576	1,483	75	575	1,542	
Personally, how important to you is:										
Research										
Essential	58.6%	43.6%	41.3%	57.3%	47.9%	44.9%	60.3%	38.6%	36.9%	
Very important	29.6%	35.0%	35.9%	29.2%	31.5%	33.3%	30.2%	39.0%	39.1%	
Somewhat important	10.5%	17.5%	19.0%	11.2%	16.2%	17.8%	9.5%	19.0%	20.4%	
Not important	1.3%	3.9%	3.8%	2.2%	4.4%	3.9%	0.0%	3.3%	3.6%	
Total(n)	152	1,005	2,670	89	512	1,341	63	493	1,329	

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	
Teaching										
Essential	72.4%	79.5%	80.6%	75.3%	79.4%	80.6%	68.5%	79.5%	80.6%	
Very important	26.5%	19.2%	18.2%	22.7%	19.1%	18.1%	31.5%	19.3%	18.2%	
Somewhat important	1.2%	1.3%	1.2%	2.1%	1.4%	1.3%	0.0%	1.2%	1.2%	
Not important	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	170	1,146	3,016	97	572	1,478	73	574	1,538	
Personally, how important to you is:										
Service										
Essential	17.4%	18.9%	18.7%	20.9%	19.7%	18.9%	12.7%	17.9%	18.3%	
Very important	44.3%	48.7%	48.2%	36.0%	44.6%	44.9%	55.6%	53.3%	52.3%	
Somewhat important	36.2%	30.0%	30.5%	39.5%	32.6%	32.8%	31.7%	26.9%	27.7%	
Not important	2.0%	2.5%	2.6%	3.5%	3.0%	3.4%	0.0%	1.9%	1.8%	
Total(n)	149	1,005	2,673	86	507	1,335	63	498	1,338	
How many courses are you teaching this term?										
Mean	3.40	3.97	4.00	3.53	3.97	4.01	3.23	3.96	3.99	
Median	4.00	4.00	4.00	4.00	4.00	4.00	3.00	4.00	4.00	
Mode	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	

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	
Total(n)	172	1,157	3,034	97	578	1,486	75	579	1,548	
How many courses are you teaching this term are:										
General education courses										
Mean	1.44	1.56	1.57	1.48	1.60	1.60	1.38	1.51	1.53	
Median	1	1	1	1	2	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	117	1,157	3,034	69	578	1,486	48	579	1,548	
Courses required for an undergraduate major										
Mean	1.97	2.22	2.26	2.07	2.20	2.25	1.84	2.24	2.27	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	146	1,157	3,034	84	578	1,486	62	579	1,548	
Other undergraduate credit courses										
Mean	1.45	1.52	1.52	1.52	1.54	1.53	1.38	1.50	1.51	
Median	1	1	1	2	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	97	1,157	3,034	52	578	1,486	45	579	1,548	
Developmental/remedial courses (not for credit)										
Mean	1.02	1.07	1.06	1.02	1.06	1.05	1.03	1.07	1.07	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	84	1,157	3,034	45	578	1,486	39	579	1,548	
Graduate courses										
Mean	1.68	1.51	1.45	1.60	1.51	1.44	1.77	1.51	1.46	
Median	2	1	1	2	1	1	2	1	1	
Mode	2	1	1	2	1	1	2	1	1	
Total(n)	117	1,157	3,034	65	578	1,486	52	579	1,548	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.54	2.77	2.79	2.64	2.78	2.81	2.40	2.76	2.78	
Median	3	3	3	3	3	3	2	3	3	
Mode	2	3	3	3	3	3	2	3	3	
Total(n)	168	1,157	3,034	95	578	1,486	73	579	1,548	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.17	1.17	1.17	1.21	1.19	1.19	1.11	1.15	1.16	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	129	1,157	3,034	75	578	1,486	54	579	1,548	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

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	
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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	2	31	100	1	19	50	1	12	50	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	91.9%	96.7%	97.0%	95.9%	96.5%	96.8%	86.5%	96.9%	97.2%	
No	8.1%	3.3%	3.0%	4.1%	3.5%	3.2%	13.5%	3.1%	2.8%	
Total(n)	172	1,154	3,026	98	576	1,483	74	578	1,543	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	75.3%	66.3%	58.7%	73.2%	68.0%	59.6%	78.1%	64.3%	57.7%	
No	24.7%	33.7%	41.3%	26.8%	32.0%	40.4%	21.9%	35.7%	42.3%	
Total(n)	170	1,131	2,982	97	566	1,466	73	565	1,516	
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 very large extent	28.6%	22.2%	21.1%	20.3%	19.9%	19.6%	38.6%	24.8%	22.9%	
To a large extent	26.2%	25.3%	24.2%	30.4%	26.5%	24.8%	21.1%	23.8%	23.4%	
To some extent	27.8%	25.9%	26.5%	31.9%	27.8%	28.2%	22.8%	23.6%	24.4%	
To a small extent	9.5%	14.9%	16.2%	10.1%	14.2%	15.6%	8.8%	15.7%	17.0%	
Not at all	7.9%	11.8%	12.0%	7.2%	11.6%	11.8%	8.8%	12.0%	12.2%	
Total(n)	126	728	1,492	69	381	761	57	347	731	
Mentored graduate students										
To a very large extent	34.4%	27.8%	26.6%	29.6%	25.5%	24.4%	40.4%	30.6%	29.3%	
To a large extent	28.9%	27.8%	26.8%	28.2%	25.5%	25.3%	29.8%	30.5%	28.6%	
To some extent	22.7%	22.3%	23.4%	28.2%	25.7%	25.7%	15.8%	18.2%	20.5%	
To a small extent	6.3%	11.6%	12.4%	8.5%	12.0%	12.8%	3.5%	11.1%	12.0%	
Not at all	7.8%	10.5%	10.8%	5.6%	11.3%	11.8%	10.5%	9.6%	9.7%	
Total(n)	128	722	1,474	71	382	755	57	340	719	
Helped graduate students access professional networks										
To a very large extent	21.4%	14.0%	12.9%	20.3%	12.6%	11.4%	22.8%	15.6%	14.8%	
To a large extent	22.2%	18.8%	18.6%	20.3%	18.2%	18.3%	24.6%	19.5%	18.9%	
To some extent	25.4%	27.7%	28.5%	23.2%	25.8%	27.0%	28.1%	30.0%	30.2%	
To a small extent	17.5%	21.4%	21.0%	26.1%	24.9%	24.0%	7.0%	17.2%	17.4%	
Not at all	13.5%	18.1%	19.1%	10.1%	18.5%	19.3%	17.5%	17.7%	18.8%	
Total(n)	126	720	1,476	69	376	752	57	344	724	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	13.8%	8.7%	7.9%	11.8%	7.6%	7.1%	16.4%	10.1%	8.7%	
To a large extent	13.8%	9.4%	8.7%	16.2%	10.8%	9.7%	10.9%	7.9%	7.6%	
To some extent	8.9%	9.9%	10.1%	8.8%	10.4%	10.3%	9.1%	9.3%	9.9%	

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	
To a small extent	8.1%	8.8%	8.6%	7.4%	7.8%	7.9%	9.1%	9.9%	9.5%	
Not at all	55.3%	63.2%	64.7%	55.9%	63.5%	65.0%	54.5%	62.8%	64.3%	
Total(n)	123	721	1,478	68	378	755	55	343	723	
Published with graduate students										
To a very large extent	13.4%	8.5%	7.2%	11.4%	7.5%	6.6%	15.8%	9.6%	8.0%	

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	
To a large extent	7.9%	6.2%	6.2%	8.6%	6.7%	6.7%	7.0%	5.7%	5.5%	
To some extent	14.2%	10.7%	10.0%	12.9%	12.5%	11.6%	15.8%	8.6%	8.0%	
To a small extent	11.0%	10.1%	9.5%	12.9%	9.4%	8.9%	8.8%	10.9%	10.2%	
Not at all	53.5%	64.5%	67.1%	54.3%	63.9%	66.2%	52.6%	65.2%	68.3%	
Total(n)	127	724	1,484	70	379	757	57	345	727	
Included graduate students in research grant writing										
To a very large extent	7.1%	3.2%	3.1%	4.2%	1.9%	2.1%	10.7%	4.9%	4.3%	
To a large extent	4.7%	4.4%	4.2%	2.8%	5.1%	4.9%	7.1%	3.5%	3.4%	
To some extent	9.4%	7.6%	7.5%	8.5%	7.4%	7.3%	10.7%	7.9%	7.6%	
To a small extent	12.6%	10.4%	9.8%	12.7%	10.2%	10.0%	12.5%	10.6%	9.7%	
Not at all	66.1%	74.4%	75.4%	71.8%	75.5%	75.8%	58.9%	73.1%	75.0%	
Total(n)	127	725	1,483	71	386	763	56	339	720	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.46	2.37	2.31	2.30	2.29	2.25	2.65	2.46	2.38	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	126	1,157	3,034	69	578	1,486	57	579	1,548	
In the past two years, how many times have you served on a master's thesis?										
Mean	3.23	3.41	3.43	3.77	3.58	3.58	2.56	3.21	3.24	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	127	1,157	3,034	70	578	1,486	57	579	1,548	
In the past two years, how many times have you chaired a master's thesis?										
Mean	2.39	2.52	2.51	2.64	2.61	2.56	2.03	2.41	2.44	
Median	2	2	2	2	2	2	2	2	2	
Mode	1	1	1	1	1	1	2	1	1	
Total(n)	71	1,157	3,034	42	578	1,486	29	579	1,548	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.81	1.95	1.86	2.79	1.85	1.79	2.84	2.06	1.95	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	124	1,157	3,034	67	578	1,486	57	579	1,548	
In the past two years year, how many times have you chaired a dissertation?										
Mean	2.47	2.05	2.00	2.41	2.03	1.97	2.54	2.07	2.03	
Median	2	1	1	1	1	1	2	2	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	55	1,157	3,034	27	578	1,486	28	579	1,548	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	23.5%	19.7%	18.8%	24.6%	20.2%	19.3%	22.2%	19.1%	18.3%	

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	
Agree somewhat	33.6%	36.1%	34.5%	32.3%	40.0%	37.9%	35.2%	31.7%	30.6%	
Disagree somewhat	21.0%	23.6%	24.6%	27.7%	22.4%	23.9%	13.0%	24.9%	25.4%	
Strongly disagree	21.8%	20.6%	22.1%	15.4%	17.4%	19.0%	29.6%	24.3%	25.7%	
Total(n)	119	660	1,352	65	341	681	54	319	671	
Mean	2.59	2.55	2.50	2.66	2.63	2.57	2.50	2.46	2.42	
Standard deviation	1.08	1.03	1.03	1.02	0.99	1.00	1.15	1.06	1.06	
Significance	-			-			-			
Effect size	-	0.04	0.09	-	0.03	0.09	-	0.04	0.08	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	44.5%	40.5%	39.0%	40.0%	41.8%	40.5%	50.0%	39.1%	37.3%	
Agree somewhat	35.3%	33.8%	33.4%	40.0%	33.2%	32.7%	29.6%	34.5%	34.3%	
Disagree somewhat	11.8%	14.5%	15.3%	12.3%	15.8%	16.3%	11.1%	13.0%	14.1%	
Strongly disagree	8.4%	11.2%	12.3%	7.7%	9.2%	10.6%	9.3%	13.5%	14.3%	
Total(n)	119	659	1,352	65	347	689	54	312	663	
Mean	3.16	3.04	2.99	3.12	3.07	3.03	3.20	2.99	2.95	
Standard deviation	0.94	1.00	1.02	0.91	0.97	0.99	0.98	1.03	1.04	
Significance	-			-			-			
Effect size	-	0.12	0.17	-	0.05	0.09	-	0.20	0.24	
This graduate program enrolls too many international students										
Strongly agree	15.3%	11.2%	11.9%	18.5%	13.6%	14.2%	11.3%	8.4%	9.2%	
Agree somewhat	27.1%	27.3%	28.2%	32.3%	29.3%	29.3%	20.8%	25.0%	27.0%	
Disagree somewhat	39.0%	38.1%	38.1%	32.3%	34.0%	35.3%	47.2%	42.7%	41.3%	
Strongly disagree	18.6%	23.5%	21.8%	16.9%	23.1%	21.2%	20.8%	23.9%	22.5%	
Total(n)	118	656	1,338	65	340	676	53	316	662	
Mean	2.39	2.26	2.30	2.52	2.33	2.36	2.23	2.18	2.23	
Standard deviation	0.96	0.94	0.94	0.99	0.98	0.97	0.91	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.14	0.10	-	0.19	0.16	-	0.06	0.00	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	48.6%	43.2%	42.8%	44.1%	41.0%	40.6%	54.0%	45.7%	45.4%	
Agree somewhat	44.0%	49.2%	49.1%	50.8%	52.3%	51.9%	36.0%	45.5%	45.8%	
Disagree somewhat	6.4%	6.0%	6.3%	5.1%	4.6%	5.3%	8.0%	7.5%	7.5%	
Strongly disagree	0.9%	1.6%	1.9%	0.0%	2.0%	2.3%	2.0%	1.3%	1.3%	
Total(n)	109	620	1,261	59	324	633	50	296	628	
Mean	3.40	3.34	3.33	3.39	3.32	3.31	3.42	3.36	3.35	

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	
Standard deviation	0.65	0.67	0.68	0.59	0.66	0.68	0.73	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.09	0.10	-	0.11	0.12	-	0.09	0.10	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	11.5%	9.7%	9.2%	12.7%	10.8%	9.9%	10.0%	8.5%	8.4%	
Agree somewhat	24.8%	22.8%	22.5%	27.0%	22.4%	22.4%	22.0%	23.3%	22.7%	
Disagree somewhat	18.6%	22.4%	21.2%	9.5%	19.3%	18.7%	30.0%	26.0%	24.0%	
Strongly disagree	45.1%	45.0%	47.1%	50.8%	47.5%	49.0%	38.0%	42.1%	45.0%	
Total(n)	113	642	1,320	63	332	660	50	310	660	
Mean	2.03	1.97	1.94	2.02	1.97	1.93	2.04	1.98	1.94	
Standard deviation	1.08	1.03	1.03	1.14	1.06	1.05	1.01	1.00	1.00	
Significance	-			-			-			
Effect size	-	0.06	0.09	-	0.05	0.09	-	0.06	0.10	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	43.3%	45.0%	44.7%	39.4%	40.6%	40.8%	48.1%	50.0%	49.2%	
Agree somewhat	40.8%	42.0%	42.1%	43.9%	44.6%	44.6%	37.0%	39.0%	39.2%	
Disagree somewhat	9.2%	8.6%	8.8%	10.6%	9.7%	9.7%	7.4%	7.3%	7.8%	
Strongly disagree	6.7%	4.5%	4.4%	6.1%	5.1%	4.9%	7.4%	3.8%	3.8%	
Total(n)	120	663	1,335	66	344	676	54	319	659	
Mean	3.21	3.27	3.27	3.17	3.21	3.21	3.26	3.35	3.34	
Standard deviation	0.87	0.80	0.80	0.85	0.81	0.81	0.89	0.77	0.78	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.05	-0.05	-	-0.12	-0.10	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	14.3%	17.5%	17.5%	12.3%	15.8%	15.3%	16.7%	19.4%	20.1%	
Agree somewhat	31.9%	34.4%	34.1%	27.7%	34.4%	34.6%	37.0%	34.4%	33.5%	
Disagree somewhat	33.6%	31.0%	31.0%	40.0%	32.1%	32.3%	25.9%	29.7%	29.5%	
Strongly disagree	20.2%	17.1%	17.4%	20.0%	17.7%	17.8%	20.4%	16.5%	16.8%	
Total(n)	119	652	1,322	65	336	667	54	316	655	
Mean	2.40	2.52	2.52	2.32	2.48	2.47	2.50	2.57	2.57	
Standard deviation	0.97	0.97	0.97	0.94	0.96	0.96	1.00	0.98	0.99	
Significance	-			-			-			
Effect size	-	-0.12	-0.12	-	-0.17	-0.16	-	-0.07	-0.07	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	37.8%	42.1%	42.0%	30.3%	40.7%	40.3%	47.2%	43.7%	44.1%	
Agree somewhat	46.2%	46.4%	46.7%	51.5%	48.3%	48.8%	39.6%	44.2%	44.3%	
Disagree somewhat	10.1%	9.3%	9.0%	13.6%	8.7%	8.4%	5.7%	10.0%	9.7%	
Strongly disagree	5.9%	2.2%	2.3%	4.5%	2.3%	2.6%	7.5%	2.0%	1.9%	
Total(n)	119	660	1,332	66	341	672	53	319	660	

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	
Mean	3.16	3.29	3.29	3.08	3.27	3.27	3.26	3.30	3.31	
Standard deviation	0.83	0.72	0.72	0.79	0.71	0.72	0.88	0.73	0.72	
Significance	-			-		*	-			
Effect size	-	-0.18	-0.18	-	-0.27	-0.26	-	-0.05	-0.07	
Most graduate students in this program move on to faculty positions										
Strongly agree	2.6%	3.7%	3.2%	4.8%	3.5%	3.1%	0.0%	3.8%	3.4%	
Agree somewhat	18.1%	19.0%	18.0%	12.7%	17.5%	16.5%	24.5%	20.8%	19.7%	
Disagree somewhat	26.7%	33.7%	33.6%	22.2%	35.6%	34.9%	32.1%	31.7%	32.2%	
Strongly disagree	52.6%	43.6%	45.1%	60.3%	43.4%	45.5%	43.4%	43.8%	44.7%	
Total(n)	116	652	1,320	63	336	665	53	316	655	
Mean	1.71	1.83	1.79	1.62	1.81	1.77	1.81	1.85	1.82	
Standard deviation	0.85	0.86	0.85	0.89	0.85	0.83	0.81	0.88	0.86	
Significance	-			-			-			
Effect size	-	-0.14	-0.09	-	-0.22	-0.18	-	-0.05	-0.01	
Most graduate students in this program move into positions outside of academia										
Strongly agree	46.6%	45.4%	46.2%	46.8%	44.3%	45.8%	46.3%	46.7%	46.7%	
Agree somewhat	42.2%	40.0%	39.8%	41.9%	41.4%	41.3%	42.6%	38.3%	38.1%	
Disagree somewhat	11.2%	12.4%	11.6%	11.3%	12.8%	11.4%	11.1%	12.0%	11.9%	
Strongly disagree	0.0%	2.2%	2.4%	0.0%	1.5%	1.5%	0.0%	2.9%	3.4%	
Total(n)	116	656	1,326	62	340	671	54	316	655	
Mean	3.35	3.29	3.30	3.35	3.29	3.31	3.35	3.29	3.28	
Standard deviation	0.68	0.76	0.76	0.68	0.74	0.73	0.68	0.79	0.80	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.08	0.05	-	0.08	0.09	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	52.2%	57.2%	58.0%	44.1%	54.9%	56.5%	63.2%	59.8%	59.7%	
Collaborated with the local community in research/teaching	49.0%	53.0%	53.7%	42.9%	48.2%	49.9%	57.6%	58.3%	58.1%	
Conducted research or writing focused on international/global issues	45.7%	34.7%	35.2%	49.5%	36.9%	37.5%	40.6%	32.2%	32.6%	

2016-17 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	
Conducted research or writing focused on racial or ethnic minorities	41.6%	31.8%	31.3%	34.4%	26.2%	26.3%	51.5%	38.1%	37.0%	
Conducted research or writing focused on women and gender issues	31.9%	25.6%	26.3%	25.8%	17.8%	18.9%	40.3%	34.5%	34.9%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	14.8%	11.4%	11.5%	13.3%	8.4%	8.9%	16.9%	14.7%	14.5%	
Conducted research or writing focused on biomedical science fields	13.9%	14.0%	13.9%	13.6%	14.4%	14.5%	14.3%	13.7%	13.2%	
Engaged in academic research that spans multiple disciplines	76.5%	65.5%	66.6%	78.7%	68.9%	69.7%	73.5%	61.7%	63.0%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	58.1%	50.0%	50.5%	52.7%	50.1%	51.6%	65.2%	49.8%	49.1%	
Written research grants	56.4%	44.6%	44.3%	48.3%	43.0%	43.4%	67.2%	46.3%	45.4%	
Received funding for your work from foundations	21.2%	19.0%	19.0%	17.8%	18.0%	18.1%	25.8%	20.2%	20.1%	
Received funding for your work from state or federal government	23.9%	23.5%	23.7%	25.8%	26.0%	26.6%	21.2%	20.8%	20.3%	
Received funding for your work from business or industry	9.8%	9.9%	9.7%	11.2%	12.7%	12.4%	7.8%	6.8%	6.5%	
Total(n)	153	1,029	2,722	89	508	1,329	64	521	1,393	

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 engaged in any of the following activities?										
Taught an honors course	8.3%	13.6%	14.9%	10.9%	16.8%	17.3%	4.6%	10.0%	12.1%	
Taught an interdisciplinary course	34.2%	32.1%	35.0%	38.9%	33.2%	36.2%	27.7%	30.8%	33.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	14.1%	13.2%	13.5%	11.1%	9.8%	10.6%	18.2%	16.9%	16.9%	
Taught a service learning course	17.9%	17.5%	19.0%	16.5%	14.8%	15.7%	20.0%	20.6%	22.7%	
Taught a course exclusively online	25.9%	38.2%	38.2%	29.3%	33.8%	34.6%	21.2%	43.2%	42.4%	
Participated in organized activities around enhancing pedagogy and student learning	63.1%	69.2%	71.7%	59.3%	62.8%	66.0%	68.2%	76.4%	78.2%	
Taught a seminar for first-year students	16.7%	20.1%	19.5%	19.8%	22.0%	21.1%	12.3%	18.0%	17.7%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	88.8%	88.8%	89.3%	88.2%	86.6%	87.7%	89.7%	91.3%	91.1%	
Total(n)	161	1,064	2,831	93	525	1,379	68	539	1,452	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	5.7%	4.7%	5.5%	5.4%	4.4%	5.5%	6.2%	5.0%	5.4%	
To a large extent	8.9%	7.0%	7.1%	8.6%	5.9%	6.3%	9.2%	8.3%	8.1%	
To some extent	12.0%	9.5%	10.5%	10.8%	9.7%	10.7%	13.8%	9.3%	10.4%	
To a small extent	5.7%	6.6%	7.3%	6.5%	7.7%	8.0%	4.6%	5.3%	6.5%	
Not at all	67.7%	72.2%	69.6%	68.8%	72.3%	69.5%	66.2%	72.1%	69.7%	
Total(n)	158	1,048	2,791	93	520	1,360	65	528	1,431	
Published with undergraduates										
To a very large extent	3.3%	2.2%	2.5%	2.3%	2.0%	2.6%	4.7%	2.5%	2.4%	
To a large extent	4.6%	3.4%	3.5%	3.4%	3.2%	3.6%	6.3%	3.6%	3.3%	

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	
To some extent	11.9%	7.8%	8.6%	12.6%	7.5%	8.6%	10.9%	8.2%	8.6%	
To a small extent	6.6%	6.4%	6.4%	5.7%	6.1%	6.4%	7.8%	6.8%	6.3%	
Not at all	73.5%	80.1%	79.1%	75.9%	81.2%	78.8%	70.3%	79.0%	79.4%	
Total(n)	151	1,032	2,727	87	513	1,324	64	519	1,403	
Engaged undergraduates on your research projects										
To a very large extent	13.4%	11.7%	12.8%	10.9%	11.2%	12.9%	16.9%	12.2%	12.8%	
To a large extent	12.1%	12.0%	11.5%	16.3%	13.9%	12.9%	6.2%	9.8%	9.9%	
To some extent	19.7%	16.3%	17.3%	22.8%	18.2%	19.3%	15.4%	14.2%	14.9%	
To a small extent	12.7%	11.7%	11.9%	10.9%	11.6%	12.1%	15.4%	11.8%	11.7%	
Not at all	42.0%	48.3%	46.4%	39.1%	45.1%	42.7%	46.2%	52.0%	50.8%	
Total(n)	157	1,047	2,786	92	518	1,357	65	529	1,429	
Worked with undergraduates on their research projects										
To a very large extent	12.6%	14.8%	15.7%	12.9%	15.9%	16.7%	12.1%	13.6%	14.5%	
To a large extent	15.1%	16.9%	16.9%	16.1%	16.2%	16.6%	13.6%	17.7%	17.2%	
To some extent	18.2%	19.6%	20.4%	18.3%	21.2%	22.0%	18.2%	17.7%	18.5%	
To a small extent	12.6%	13.9%	13.7%	12.9%	13.7%	13.7%	12.1%	14.0%	13.8%	
Not at all	41.5%	34.9%	33.4%	39.8%	33.0%	31.1%	43.9%	37.0%	36.1%	
Total(n)	159	1,052	2,808	93	523	1,369	66	529	1,439	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	16.0%	17.2%	19.3%	16.0%	17.3%	19.9%	16.2%	17.1%	18.6%	
Good	42.0%	41.5%	41.0%	46.8%	44.0%	42.5%	35.3%	38.7%	39.2%	
Fair	10.5%	14.4%	14.0%	9.6%	13.9%	14.0%	11.8%	15.0%	14.0%	
Poor	2.5%	1.8%	1.8%	2.1%	2.1%	2.1%	2.9%	1.5%	1.4%	
I have not worked with undergraduates on research projects	29.0%	25.1%	24.0%	25.5%	22.8%	21.5%	33.8%	27.7%	26.9%	
Total(n)	162	1,060	2,825	94	524	1,374	68	536	1,451	
How many undergraduate students do you advise?										
Mean	9.33	7.12	7.74	9.96	6.87	7.63	8.45	7.41	7.87	
Median	12	6	8	13	5	7	11	6	9	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	159	1,157	3,034	93	578	1,486	66	579	1,548	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	53.0%	52.7%	51.9%	52.8%	50.6%	48.8%	53.5%	54.9%	55.6%	
Occasionally	45.2%	41.4%	41.9%	45.8%	42.7%	44.2%	44.2%	40.1%	39.2%	
Not at All	1.7%	5.9%	6.2%	1.4%	6.7%	7.0%	2.3%	5.0%	5.2%	
Total(n)	115	629	1,897	72	314	953	43	315	944	
Mean	2.51	2.47	2.46	2.51	2.44	2.42	2.51	2.50	2.50	
Standard deviation	0.54	0.61	0.61	0.53	0.62	0.62	0.55	0.59	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	
Significance	-			-			-			
Effect size	-	0.07	0.08	-	0.11	0.15	-	0.02	0.02	
Helped them plan their course of study										
Frequently	77.2%	65.6%	67.5%	75.7%	66.4%	67.0%	79.5%	64.6%	68.2%	
Occasionally	22.8%	27.5%	26.6%	24.3%	29.4%	29.1%	20.5%	25.4%	23.7%	
Not at All	0.0%	6.9%	5.8%	0.0%	4.2%	3.9%	0.0%	9.9%	8.1%	
Total(n)	114	632	1,907	70	315	956	44	317	951	
Mean	2.77	2.59	2.62	2.76	2.62	2.63	2.80	2.55	2.60	
Standard deviation	0.42	0.62	0.59	0.43	0.56	0.56	0.41	0.67	0.63	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.29	0.25	-	0.25	0.23	-	0.37	0.32	
Discussed their academic performance										
Frequently	58.8%	59.5%	57.5%	60.6%	57.8%	54.6%	55.8%	61.4%	61.0%	
Occasionally	41.2%	38.2%	39.2%	39.4%	39.3%	41.8%	44.2%	36.9%	36.2%	
Not at All	0.0%	2.3%	3.3%	0.0%	2.9%	3.6%	0.0%	1.7%	2.8%	
Total(n)	114	626	1,891	71	315	952	43	311	939	
Mean	2.59	2.57	2.54	2.61	2.55	2.51	2.56	2.60	2.58	
Standard deviation	0.49	0.54	0.56	0.49	0.55	0.57	0.50	0.52	0.55	
Significance	-			-			-			
Effect size	-	0.04	0.09	-	0.11	0.18	-	-0.08	-0.04	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	55.4%	53.7%	55.2%	58.6%	53.6%	53.9%	50.0%	53.8%	56.8%	
Occasionally	42.9%	39.7%	38.4%	41.4%	41.7%	40.7%	45.2%	37.5%	35.7%	
Not at All	1.8%	6.6%	6.4%	0.0%	4.6%	5.4%	4.8%	8.7%	7.6%	
Total(n)	112	625	1,888	70	313	948	42	312	940	
Mean	2.54	2.47	2.49	2.59	2.49	2.48	2.45	2.45	2.49	
Standard deviation	0.54	0.62	0.61	0.50	0.58	0.60	0.59	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.11	0.08	-	0.17	0.18	-	0.00	-0.06	
Discussed career and post-graduation goals										
Frequently	72.2%	70.6%	70.8%	70.8%	68.6%	68.2%	74.4%	72.8%	73.9%	
Occasionally	27.8%	28.6%	27.9%	29.2%	30.5%	30.4%	25.6%	26.6%	25.0%	
Not at All	0.0%	0.8%	1.3%	0.0%	1.0%	1.4%	0.0%	0.6%	1.1%	
Total(n)	115	630	1,901	72	314	956	43	316	945	
Mean	2.72	2.70	2.70	2.71	2.68	2.67	2.74	2.72	2.73	
Standard deviation	0.45	0.48	0.49	0.46	0.49	0.50	0.44	0.46	0.47	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.06	0.08	-	0.04	0.02	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	36.4%	54.1%	55.7%	31.5%	44.8%	47.5%	43.1%	64.4%	65.1%	
No	59.7%	42.0%	40.6%	66.3%	51.1%	48.6%	50.8%	32.0%	31.4%	

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	
Not eligible	0.0%	0.3%	0.6%	0.0%	0.1%	0.6%	0.0%	0.6%	0.7%	
Not available	3.9%	3.5%	3.1%	2.2%	4.0%	3.3%	6.2%	3.0%	2.8%	
Total(n)	154	1,020	2,728	89	502	1,317	65	518	1,411	
Funded workshops outside the institution focused on research skills development										
Yes	15.3%	16.7%	16.5%	12.6%	14.9%	15.0%	19.0%	18.7%	18.2%	
No	70.7%	71.2%	72.0%	75.9%	74.1%	74.7%	63.5%	68.0%	68.9%	
Not eligible	0.7%	2.3%	2.2%	1.1%	2.1%	2.0%	0.0%	2.4%	2.4%	
Not available	13.3%	9.9%	9.4%	10.3%	8.9%	8.3%	17.5%	10.9%	10.6%	
Total(n)	150	1,011	2,703	87	495	1,305	63	516	1,398	
Funded workshops outside the institution focused on grant writing										
Yes	6.5%	10.3%	10.0%	4.5%	9.1%	9.1%	9.4%	11.8%	11.1%	
No	85.6%	80.2%	81.2%	88.8%	80.9%	82.2%	81.3%	79.3%	80.0%	
Not eligible	0.7%	2.6%	2.4%	1.1%	2.8%	2.5%	0.0%	2.4%	2.2%	
Not available	7.2%	6.9%	6.4%	5.6%	7.2%	6.2%	9.4%	6.5%	6.7%	
Total(n)	153	1,004	2,690	89	495	1,299	64	509	1,391	
Paid sabbatical leave										
Yes	1.9%	5.5%	7.3%	1.1%	6.0%	8.2%	3.1%	4.9%	6.3%	
No	73.4%	66.3%	65.9%	83.1%	68.9%	68.1%	60.0%	63.4%	63.4%	
Not eligible	18.8%	21.4%	20.9%	13.5%	17.6%	17.8%	26.2%	25.7%	24.6%	
Not available	5.8%	6.8%	5.8%	2.2%	7.4%	5.9%	10.8%	6.0%	5.7%	
Total(n)	154	1,005	2,690	89	494	1,303	65	511	1,387	
Travel funds paid by the institution										
Yes	66.9%	63.8%	66.4%	57.1%	58.6%	62.3%	80.3%	69.5%	71.0%	
No	28.7%	28.7%	27.4%	38.5%	33.8%	31.5%	15.2%	23.1%	22.8%	
Not eligible	1.3%	3.5%	2.9%	1.1%	3.2%	2.8%	1.5%	3.7%	3.1%	
Not available	3.2%	4.0%	3.3%	3.3%	4.3%	3.4%	3.0%	3.7%	3.1%	
Total(n)	157	1,023	2,729	91	504	1,318	66	519	1,411	
Internal grants for research										
Yes	29.2%	28.8%	30.7%	23.3%	25.0%	28.7%	37.5%	33.0%	32.9%	
No	64.9%	62.4%	61.7%	72.2%	66.2%	63.9%	54.7%	58.2%	59.2%	
Not eligible	1.9%	4.7%	4.1%	1.1%	4.5%	3.8%	3.1%	4.9%	4.4%	
Not available	3.9%	4.1%	3.5%	3.3%	4.4%	3.6%	4.7%	3.8%	3.4%	
Total(n)	154	1,011	2,697	90	496	1,305	64	515	1,392	
Training for administrative leadership										
Yes	5.2%	10.3%	11.4%	5.7%	9.9%	11.4%	4.6%	10.7%	11.4%	
No	70.6%	70.8%	71.5%	71.6%	72.4%	72.7%	69.2%	69.1%	70.2%	
Not eligible	5.2%	6.4%	6.3%	3.4%	5.0%	5.4%	7.7%	7.9%	7.4%	
Not available	19.0%	12.5%	10.7%	19.3%	12.6%	10.5%	18.5%	12.3%	11.0%	
Total(n)	153	1,009	2,706	88	496	1,307	65	513	1,399	
Received incentives to develop new courses										
Yes	9.9%	17.5%	17.9%	9.3%	16.8%	17.3%	10.8%	18.3%	18.6%	
No	67.5%	65.1%	66.1%	73.3%	67.8%	68.9%	60.0%	62.0%	62.9%	
Not eligible	0.7%	2.1%	2.1%	0.0%	1.9%	1.9%	1.5%	2.4%	2.4%	
Not available	21.9%	15.3%	13.9%	17.4%	13.6%	12.0%	27.7%	17.3%	16.1%	
Total(n)	151	1,007	2,700	86	495	1,306	65	512	1,394	

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	20.1%	27.6%	26.8%	16.9%	25.4%	24.9%	24.6%	30.1%	29.1%	
No	59.7%	58.8%	61.2%	65.2%	62.5%	64.8%	52.3%	54.8%	57.1%	
Not eligible	0.6%	1.0%	1.2%	0.0%	0.3%	0.8%	1.5%	1.7%	1.7%	
Not available	19.5%	12.6%	10.8%	18.0%	11.8%	9.6%	21.5%	13.4%	12.1%	
Total(n)	154	1,009	2,705	89	496	1,307	65	513	1,398	
Received resources to integrate culturally-competent practices into your classroom										
Yes	15.0%	19.2%	21.8%	12.5%	14.9%	17.0%	18.5%	23.9%	27.2%	
No	64.7%	67.1%	66.2%	72.7%	74.6%	73.6%	53.8%	58.9%	57.7%	
Not eligible	0.0%	1.0%	1.1%	0.0%	0.8%	1.0%	0.0%	1.3%	1.2%	
Not available	20.3%	12.7%	11.0%	14.8%	9.8%	8.4%	27.7%	15.8%	13.8%	
Total(n)	153	1,009	2,699	88	493	1,300	65	516	1,399	
How many of the following have you published?										
Articles in academic or professional journals										
None	4.5%	20.0%	19.7%	6.7%	19.5%	18.5%	1.5%	20.4%	21.1%	
1-2	14.2%	19.7%	20.3%	14.4%	17.4%	18.0%	13.8%	22.3%	22.9%	
3-4	9.7%	14.5%	14.6%	7.8%	13.6%	13.8%	12.3%	15.5%	15.4%	
5-10	18.1%	18.9%	20.1%	16.7%	18.3%	19.7%	20.0%	19.7%	20.6%	
11-20	29.7%	15.1%	14.7%	32.2%	15.7%	15.9%	26.2%	14.5%	13.4%	
21-50	19.4%	9.2%	8.4%	18.9%	11.6%	10.8%	20.0%	6.4%	5.6%	
51+	4.5%	2.6%	2.3%	3.3%	3.8%	3.4%	6.2%	1.2%	1.0%	
Total(n)	155	1,017	2,712	90	499	1,308	65	518	1,404	
Mean	4.30	3.27	3.24	4.23	3.44	3.42	4.40	3.09	3.03	
Standard deviation	1.57	1.72	1.69	1.61	1.80	1.76	1.52	1.60	1.58	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.60	0.63	-	0.44	0.46	-	0.82	0.87	
Chapters in edited volumes										
None	34.3%	54.6%	54.8%	42.0%	55.0%	54.9%	24.2%	54.2%	54.7%	
1-2	25.9%	24.6%	25.5%	21.0%	23.6%	24.1%	32.3%	25.8%	27.1%	
3-4	17.5%	10.6%	10.3%	14.8%	9.9%	10.2%	21.0%	11.4%	10.4%	
5-10	13.3%	6.5%	6.2%	13.6%	7.5%	7.2%	12.9%	5.5%	5.2%	
11-20	7.0%	2.7%	2.3%	7.4%	3.1%	2.7%	6.5%	2.3%	2.0%	
21-50	1.4%	0.6%	0.6%	0.0%	0.5%	0.6%	3.2%	0.7%	0.6%	
51+	0.7%	0.3%	0.3%	1.2%	0.5%	0.4%	0.0%	0.1%	0.1%	
Total(n)	143	986	2,600	81	479	1,247	62	507	1,353	
Mean	2.40	1.81	1.79	2.28	1.83	1.82	2.55	1.79	1.75	
Standard deviation	1.39	1.14	1.11	1.43	1.18	1.16	1.34	1.09	1.04	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.52	0.55	-	0.38	0.40	-	0.70	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	
How many of the following have you published?										
Books, manuals, or monographs										
None	50.0%	72.6%	72.6%	51.8%	71.7%	71.0%	47.6%	73.6%	74.4%	
1-2	33.8%	19.2%	19.5%	31.8%	18.6%	19.5%	36.5%	19.9%	19.4%	
3-4	10.8%	5.7%	5.3%	10.6%	6.4%	6.1%	11.1%	4.9%	4.3%	
5-10	0.7%	1.0%	1.4%	0.0%	1.2%	1.6%	1.6%	0.8%	1.0%	
11-20	2.7%	0.8%	0.8%	3.5%	1.5%	1.3%	1.6%	0.1%	0.2%	
21-50	1.4%	0.3%	0.3%	1.2%	0.3%	0.3%	1.6%	0.4%	0.3%	
51+	0.7%	0.3%	0.3%	1.2%	0.3%	0.2%	0.0%	0.3%	0.3%	
Total(n)	148	986	2,635	85	482	1,272	63	504	1,363	
Mean	1.79	1.40	1.40	1.80	1.44	1.44	1.78	1.36	1.35	
Standard deviation	1.11	0.82	0.81	1.18	0.88	0.86	1.01	0.75	0.75	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	0.48	0.48	-	0.41	0.42	-	0.56	0.57	
Other, such as patents or computer software products										
None	80.9%	81.2%	80.9%	78.8%	78.4%	77.9%	83.9%	84.4%	84.5%	
1-2	9.6%	8.9%	10.0%	10.0%	9.1%	10.8%	8.9%	8.7%	9.1%	
3-4	5.1%	4.8%	4.2%	5.0%	5.7%	4.8%	5.4%	3.8%	3.5%	
5-10	2.9%	2.1%	2.2%	5.0%	3.1%	3.3%	0.0%	1.0%	0.9%	
11-20	0.0%	1.3%	1.2%	0.0%	1.1%	1.1%	0.0%	1.4%	1.3%	
21-50	0.7%	1.1%	0.9%	1.3%	2.0%	1.5%	0.0%	0.2%	0.2%	
51+	0.7%	0.6%	0.5%	0.0%	0.7%	0.6%	1.8%	0.5%	0.5%	
Total(n)	136	963	2,579	80	472	1,246	56	491	1,333	
Mean	1.37	1.39	1.38	1.41	1.48	1.46	1.30	1.29	1.28	
Standard deviation	0.94	1.00	0.97	0.95	1.13	1.08	0.93	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.02	-0.01	-	-0.06	-0.05	-	0.01	0.02	
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	88.5%	84.9%	84.5%	89.0%	83.9%	84.0%	87.7%	86.0%	85.2%	
1-2	2.6%	3.0%	3.2%	3.3%	3.0%	3.0%	1.5%	3.0%	3.4%	
3-4	2.6%	3.7%	3.4%	3.3%	4.4%	3.8%	1.5%	2.8%	3.0%	
5-10	4.5%	3.8%	3.7%	2.2%	2.8%	3.2%	7.7%	4.9%	4.4%	
11-20	1.3%	1.6%	1.9%	2.2%	1.8%	1.7%	0.0%	1.4%	2.2%	
21+	0.6%	3.1%	3.2%	0.0%	4.1%	4.4%	1.5%	1.9%	1.8%	
Total(n)	156	1,023	2,732	91	507	1,324	65	516	1,408	
Mean	1.29	1.44	1.45	1.25	1.48	1.49	1.35	1.38	1.40	
Standard deviation	0.90	1.16	1.19	0.81	1.24	1.26	1.02	1.06	1.09	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.19	-0.19	-	-0.03	-0.05	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	30.8%	19.7%	21.1%	37.5%	21.2%	21.0%	20.0%	17.8%	21.1%	

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	
1-2	23.1%	26.1%	28.4%	25.0%	20.9%	24.9%	20.0%	33.2%	32.9%	
3-4	23.1%	25.3%	23.1%	25.0%	28.5%	25.2%	20.0%	21.0%	20.3%	
5-10	15.4%	19.0%	17.3%	12.5%	16.1%	15.6%	20.0%	22.9%	19.5%	
11-20	0.0%	6.2%	6.8%	0.0%	6.9%	7.7%	0.0%	5.1%	5.7%	
21+	7.7%	3.7%	3.4%	0.0%	6.4%	5.6%	20.0%	0.0%	0.6%	
Total(n)	13	139	366	8	75	181	5	64	185	
Mean	2.54	2.77	2.71	2.13	2.86	2.81	3.20	2.64	2.57	
Standard deviation	1.51	1.33	1.34	1.13	1.43	1.42	1.92	1.16	1.21	
Significance	-			-			-			
Effect size	-	-0.17	-0.13	-	-0.51	-0.48	-	0.48	0.52	
How many these exhibitions or performances in the fine or applied arts were:										
Collaborative										
None	11.1%	13.9%	12.2%	10.0%	14.3%	12.2%	12.5%	13.3%	12.2%	
1-2	16.7%	17.3%	19.8%	20.0%	13.3%	16.2%	12.5%	22.4%	24.3%	
3-4	27.8%	19.4%	18.9%	50.0%	23.7%	20.8%	0.0%	14.0%	16.4%	
5-10	27.8%	27.7%	25.4%	0.0%	22.2%	22.1%	62.5%	34.6%	29.6%	
11-20	11.1%	8.9%	10.7%	20.0%	10.1%	11.9%	0.0%	7.4%	9.0%	
21+	5.6%	12.8%	13.1%	0.0%	16.3%	16.8%	12.5%	8.2%	8.5%	
Total(n)	18	150	410	10	81	201	8	69	209	
Mean	3.28	3.39	3.42	3.00	3.49	3.56	3.63	3.25	3.24	
Standard deviation	1.36	1.54	1.54	1.25	1.60	1.60	1.51	1.44	1.45	
Significance	-			-			-			
Effect size	-	-0.07	-0.09	-	-0.31	-0.35	-	0.26	0.27	
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?										
None	12.9%	28.3%	28.0%	14.4%	27.2%	26.8%	10.8%	29.5%	29.4%	
1	6.5%	11.7%	13.0%	6.7%	11.4%	12.3%	6.2%	12.1%	13.8%	
2	9.7%	12.7%	13.9%	7.8%	11.6%	13.1%	12.3%	13.9%	14.9%	
3	11.6%	12.6%	12.7%	11.1%	12.8%	12.9%	12.3%	12.3%	12.5%	
4	13.5%	10.1%	9.5%	12.2%	9.9%	9.7%	15.4%	10.2%	9.3%	
5	10.3%	6.3%	6.1%	11.1%	7.5%	6.9%	9.2%	5.1%	5.1%	
6	8.4%	4.7%	4.5%	10.0%	5.5%	5.2%	6.2%	3.9%	3.6%	
7-10	17.4%	8.1%	7.5%	17.8%	8.1%	7.7%	16.9%	8.1%	7.2%	
More than 10	9.7%	5.5%	4.8%	8.9%	6.1%	5.4%	10.8%	4.8%	4.1%	
Total(n)	155	1,018	2,718	90	500	1,311	65	518	1,407	
Mean	5.16	3.76	3.65	5.16	3.88	3.79	5.17	3.62	3.49	
Standard deviation	2.59	2.56	2.49	2.63	2.59	2.53	2.56	2.51	2.43	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.55	0.61	-	0.49	0.54	-	0.62	0.69	
How many of these publications in the past three years have been solo-authored?										
None	25.9%	34.0%	34.6%	26.5%	36.3%	36.5%	25.0%	31.2%	32.3%	
1	20.7%	23.8%	24.2%	19.1%	22.7%	22.6%	22.9%	25.0%	26.2%	
2	17.2%	14.4%	14.9%	17.6%	14.8%	14.8%	16.7%	14.0%	14.9%	
3	12.9%	8.9%	8.3%	10.3%	6.0%	6.7%	16.7%	12.4%	10.3%	

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	
4	11.2%	7.4%	6.8%	13.2%	7.8%	7.4%	8.3%	6.9%	6.1%	
5	3.4%	4.6%	4.3%	4.4%	5.4%	4.7%	2.1%	3.7%	3.6%	
6	1.7%	2.1%	2.2%	2.9%	1.7%	1.8%	0.0%	2.7%	2.7%	
7-10	4.3%	2.6%	2.7%	4.4%	3.2%	3.3%	4.2%	1.9%	1.9%	
More than 10	2.6%	2.1%	2.1%	1.5%	2.0%	2.2%	4.2%	2.2%	2.0%	
Total(n)	116	584	1,617	68	308	837	48	276	780	
Mean	3.17	2.80	2.76	3.21	2.77	2.77	3.13	2.83	2.75	
Standard deviation	2.10	2.03	2.02	2.10	2.07	2.08	2.13	1.97	1.94	
Significance	-		*	-			-			
Effect size	-	0.18	0.20	-	0.21	0.21	-	0.15	0.20	
How many of these publications in the past three years have been co-authored?										
None	14.7%	17.2%	18.6%	17.1%	18.0%	19.2%	11.3%	16.3%	17.9%	
1	14.7%	22.1%	23.0%	13.2%	19.8%	20.3%	17.0%	24.7%	26.3%	
2	14.0%	16.2%	16.6%	13.2%	12.6%	14.1%	15.1%	20.4%	19.6%	
3	10.9%	14.2%	14.2%	13.2%	16.9%	16.3%	7.5%	11.0%	11.6%	
4	12.4%	7.4%	7.6%	9.2%	6.5%	7.5%	17.0%	8.4%	7.9%	
5	7.8%	6.2%	5.2%	10.5%	8.9%	6.9%	3.8%	3.0%	3.1%	
6	6.2%	3.8%	3.6%	6.6%	4.5%	4.4%	5.7%	3.0%	2.7%	
7-10	10.1%	7.5%	6.6%	7.9%	7.1%	6.3%	13.2%	7.9%	7.0%	
More than 10	9.3%	5.5%	4.6%	9.2%	5.7%	5.0%	9.4%	5.2%	4.0%	
Total(n)	129	648	1,771	76	337	908	53	311	863	
Mean	4.46	3.76	3.60	4.37	3.88	3.72	4.58	3.63	3.45	
Standard deviation	2.61	2.40	2.33	2.61	2.43	2.37	2.63	2.36	2.26	
Significance	-	**	***	-		*	-	**	***	
Effect size	-	0.29	0.37	-	0.20	0.27	-	0.40	0.50	
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	1.3%	2.9%	2.9%	1.2%	3.1%	3.0%	1.6%	2.7%	2.7%	
1-4	22.8%	13.2%	11.9%	18.8%	11.1%	10.3%	28.1%	15.4%	13.7%	
5-8	48.3%	34.5%	31.8%	45.9%	35.9%	32.8%	51.6%	33.0%	30.7%	
9-12	21.5%	30.4%	33.7%	25.9%	30.4%	33.9%	15.6%	30.4%	33.5%	
13-16	3.4%	8.7%	10.1%	4.7%	9.6%	10.7%	1.6%	7.7%	9.4%	
17-20	0.7%	5.3%	5.0%	1.2%	4.8%	4.7%	0.0%	5.7%	5.2%	
21+	2.0%	5.1%	4.6%	2.4%	5.2%	4.5%	1.6%	5.0%	4.8%	
Total(n)	149	958	2,596	85	467	1,253	64	491	1,343	
Mean	3.13	3.65	3.70	3.27	3.68	3.71	2.94	3.62	3.68	
Standard deviation	1.00	1.33	1.30	1.05	1.32	1.28	0.91	1.34	1.32	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.39	-0.44	-	-0.31	-0.34	-	-0.51	-0.56	
Preparing for teaching (including reading student papers and grading)										
None	0.7%	2.3%	2.4%	0.0%	2.4%	2.4%	1.6%	2.3%	2.4%	
1-4	21.4%	13.8%	12.0%	25.3%	15.9%	13.9%	16.1%	11.6%	9.8%	
5-8	35.9%	25.9%	24.5%	32.5%	27.8%	26.0%	40.3%	23.9%	22.8%	

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	
9-12	26.9%	25.7%	25.4%	27.7%	26.6%	25.6%	25.8%	24.7%	25.1%	
13-16	7.6%	13.1%	14.2%	8.4%	12.2%	13.8%	6.5%	14.1%	14.6%	
17-20	4.8%	11.0%	11.9%	3.6%	8.4%	10.4%	6.5%	13.8%	13.7%	
21+	2.8%	8.1%	9.6%	2.4%	6.8%	7.8%	3.2%	9.5%	11.6%	
Total(n)	145	925	2,505	83	450	1,213	62	475	1,292	
Mean	3.45	3.99	4.11	3.40	3.83	3.97	3.52	4.16	4.27	
Standard deviation	1.22	1.52	1.55	1.20	1.47	1.51	1.26	1.56	1.58	
Significance	-	***	***	-	*	***	-	**	***	
Effect size	-	-0.36	-0.43	-	-0.29	-0.38	-	-0.41	-0.47	
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	3.4%	7.1%	7.4%	4.8%	7.6%	8.1%	1.5%	6.5%	6.6%	
1-4	56.4%	59.6%	59.7%	54.8%	62.0%	61.7%	58.5%	57.0%	57.3%	
5-8	27.5%	22.2%	22.4%	26.2%	20.1%	20.6%	29.2%	24.5%	24.5%	
9-12	6.7%	6.0%	5.9%	7.1%	5.2%	5.1%	6.2%	6.8%	6.7%	
13-16	4.0%	3.4%	2.9%	4.8%	3.3%	2.7%	3.1%	3.6%	3.1%	
17-20	1.3%	1.2%	1.1%	2.4%	1.4%	1.2%	0.0%	1.0%	1.1%	
21+	0.7%	0.5%	0.6%	0.0%	0.3%	0.5%	1.5%	0.7%	0.8%	
Total(n)	149	951	2,580	84	463	1,241	65	488	1,339	
Mean	2.58	2.45	2.43	2.60	2.40	2.38	2.57	2.49	2.49	
Standard deviation	0.99	0.98	0.97	1.03	0.96	0.95	0.95	0.99	0.99	
Significance	-			-		*	-			
Effect size	-	0.13	0.15	-	0.21	0.23	-	0.08	0.08	
Committee work and meetings										
None	0.7%	3.4%	3.8%	1.2%	4.0%	4.4%	0.0%	2.7%	3.2%	
1-4	53.1%	53.2%	52.3%	52.4%	53.9%	53.7%	54.0%	52.4%	50.7%	
5-8	19.3%	25.2%	26.1%	18.3%	23.1%	23.6%	20.6%	27.5%	28.8%	
9-12	17.9%	10.6%	10.2%	17.1%	10.7%	10.0%	19.0%	10.4%	10.4%	
13-16	4.8%	3.6%	3.7%	4.9%	3.6%	3.8%	4.8%	3.7%	3.6%	
17-20	2.1%	2.0%	2.1%	2.4%	2.5%	2.5%	1.6%	1.5%	1.6%	
21+	2.1%	2.0%	1.9%	3.7%	2.1%	2.0%	0.0%	1.8%	1.8%	
Total(n)	145	942	2,559	82	462	1,242	63	480	1,317	
Mean	2.88	2.72	2.71	2.94	2.72	2.71	2.79	2.72	2.72	
Standard deviation	1.20	1.16	1.15	1.33	1.20	1.19	1.02	1.11	1.11	
Significance	-			-			-			
Effect size	-	0.14	0.15	-	0.18	0.19	-	0.06	0.06	
Research and scholarly writing										
None	7.0%	20.0%	18.5%	9.9%	19.0%	17.0%	3.2%	21.1%	20.1%	
1-4	25.9%	30.9%	34.4%	23.5%	27.7%	31.6%	29.0%	34.4%	37.5%	
5-8	27.3%	21.2%	21.3%	25.9%	22.5%	22.6%	29.0%	19.8%	19.9%	
9-12	14.0%	11.2%	11.1%	16.0%	11.5%	11.9%	11.3%	11.0%	10.2%	
13-16	9.1%	6.4%	5.8%	9.9%	8.0%	7.1%	8.1%	4.6%	4.3%	
17-20	9.8%	5.7%	4.8%	8.6%	5.5%	4.8%	11.3%	5.8%	4.7%	

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	
21+	7.0%	4.6%	4.1%	6.2%	5.8%	4.9%	8.1%	3.3%	3.2%	
Total(n)	143	942	2,560	81	459	1,236	62	483	1,324	
Mean	3.50	2.88	2.82	3.43	3.01	2.95	3.58	2.74	2.68	
Standard deviation	1.68	1.65	1.58	1.67	1.70	1.62	1.69	1.57	1.51	
Significance	-	***	***	-	*	*	-	***	***	
Effect size	-	0.38	0.43	-	0.25	0.30	-	0.54	0.60	
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	63.8%	58.9%	58.8%	54.9%	52.6%	53.6%	76.3%	65.7%	64.7%	
1-4	20.6%	24.6%	24.8%	24.4%	26.8%	26.6%	15.3%	22.3%	22.8%	
5-8	8.5%	8.6%	8.9%	11.0%	10.6%	10.5%	5.1%	6.5%	7.0%	
9-12	2.8%	3.8%	3.7%	3.7%	4.3%	4.4%	1.7%	3.2%	2.9%	
13-16	4.3%	1.9%	1.7%	6.1%	2.7%	2.2%	1.7%	1.1%	1.2%	
17-20	0.0%	0.7%	0.8%	0.0%	0.8%	0.8%	0.0%	0.7%	0.8%	
21+	0.0%	1.4%	1.3%	0.0%	2.2%	1.8%	0.0%	0.5%	0.7%	
Total(n)	141	912	2,464	82	445	1,179	59	467	1,285	
Mean	1.63	1.73	1.72	1.82	1.89	1.85	1.37	1.56	1.58	
Standard deviation	1.04	1.18	1.17	1.16	1.31	1.26	0.81	0.99	1.04	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.05	-0.02	-	-0.19	-0.20	
Community or public service										
None	38.1%	35.8%	35.4%	42.2%	37.8%	37.9%	32.8%	33.6%	32.6%	
1-4	52.4%	52.0%	52.1%	51.8%	50.0%	50.0%	53.1%	54.2%	54.5%	
5-8	7.5%	9.1%	9.1%	3.6%	8.7%	8.4%	12.5%	9.5%	9.9%	
9-12	1.4%	1.7%	1.9%	1.2%	1.5%	1.8%	1.6%	1.8%	1.9%	
13-16	0.0%	0.3%	0.5%	0.0%	0.3%	0.4%	0.0%	0.4%	0.5%	
17-20	0.7%	0.7%	0.7%	1.2%	1.0%	1.0%	0.0%	0.3%	0.3%	
21+	0.0%	0.4%	0.4%	0.0%	0.6%	0.5%	0.0%	0.1%	0.2%	
Total(n)	147	946	2,573	83	459	1,241	64	487	1,332	
Mean	1.75	1.82	1.83	1.69	1.82	1.82	1.83	1.83	1.85	
Standard deviation	0.75	0.85	0.86	0.78	0.92	0.91	0.70	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.14	-0.14	-	0.00	-0.03	
Outside consulting/freelance work										
None	70.9%	72.3%	73.0%	69.6%	69.7%	70.8%	72.6%	75.0%	75.5%	
1-4	20.6%	20.3%	20.1%	20.3%	22.2%	21.6%	21.0%	18.2%	18.4%	
5-8	5.0%	4.8%	4.5%	3.8%	4.4%	4.4%	6.5%	5.3%	4.5%	
9-12	2.8%	2.1%	1.7%	5.1%	2.7%	2.1%	0.0%	1.4%	1.3%	
13-16	0.7%	0.3%	0.3%	1.3%	0.5%	0.4%	0.0%	0.1%	0.2%	
17-20	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	141	932	2,538	79	452	1,222	62	480	1,316	
Mean	1.42	1.39	1.37	1.48	1.44	1.42	1.34	1.33	1.33	

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	
Standard deviation	0.78	0.74	0.74	0.89	0.81	0.80	0.60	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.04	0.07	-	0.05	0.08	-	0.02	0.02	
Household/childcare duties										
None	10.3%	11.5%	11.3%	8.5%	14.2%	14.1%	12.5%	8.6%	8.3%	
1-4	24.0%	17.7%	17.2%	19.5%	18.2%	17.7%	29.7%	17.1%	16.7%	
5-8	15.1%	21.4%	21.7%	19.5%	22.5%	22.6%	9.4%	20.3%	20.7%	
9-12	17.8%	15.1%	15.5%	23.2%	17.3%	17.1%	10.9%	12.7%	13.7%	
13-16	6.2%	8.6%	8.7%	4.9%	8.4%	8.3%	7.8%	8.8%	9.0%	
17-20	9.6%	9.4%	9.2%	12.2%	7.3%	7.3%	6.3%	11.8%	11.3%	
21+	17.1%	16.3%	16.4%	12.2%	12.1%	12.9%	23.4%	20.8%	20.3%	
Total(n)	146	937	2,555	82	455	1,231	64	482	1,324	
Mean	3.83	3.85	3.86	3.82	3.58	3.62	3.84	4.15	4.13	
Standard deviation	2.00	1.97	1.96	1.84	1.87	1.89	2.21	2.02	1.99	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	0.13	0.11	-	-0.15	-0.15	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	87.7%	85.9%	85.3%	92.2%	90.6%	89.1%	82.0%	81.0%	81.1%	
1-4	8.0%	8.5%	8.5%	3.9%	5.4%	6.0%	13.1%	11.8%	11.3%	
5-8	2.9%	3.2%	3.3%	1.3%	2.1%	2.5%	4.9%	4.3%	4.2%	
9-12	0.0%	0.9%	1.2%	0.0%	0.6%	1.0%	0.0%	1.1%	1.4%	
13-16	0.0%	0.7%	0.6%	0.0%	0.4%	0.5%	0.0%	1.0%	0.8%	
17-20	1.4%	0.5%	0.5%	2.6%	0.6%	0.6%	0.0%	0.3%	0.5%	
21+	0.0%	0.4%	0.5%	0.0%	0.3%	0.3%	0.0%	0.6%	0.7%	
Total(n)	138	911	2,499	77	441	1,201	61	470	1,298	
Mean	1.21	1.25	1.27	1.19	1.18	1.21	1.23	1.32	1.34	
Standard deviation	0.72	0.77	0.82	0.84	0.69	0.74	0.53	0.85	0.89	
Significance	-			-			-			
Effect size	-	-0.05	-0.07	-	0.01	-0.03	-	-0.11	-0.12	
Other employment, outside of academia										
None	92.8%	88.2%	89.4%	90.0%	86.5%	88.2%	96.6%	90.1%	90.7%	
1-4	5.0%	5.5%	5.1%	7.5%	6.2%	5.6%	1.7%	4.8%	4.5%	
5-8	0.7%	3.2%	2.8%	0.0%	4.1%	3.4%	1.7%	2.2%	2.2%	
9-12	0.0%	1.1%	1.0%	0.0%	0.8%	0.8%	0.0%	1.4%	1.3%	
13-16	0.7%	0.9%	0.8%	1.3%	1.0%	0.9%	0.0%	0.8%	0.7%	
17-20	0.7%	0.5%	0.5%	1.3%	0.7%	0.6%	0.0%	0.3%	0.3%	
21+	0.0%	0.5%	0.4%	0.0%	0.7%	0.5%	0.0%	0.3%	0.3%	
Total(n)	139	930	2,526	80	452	1,216	59	478	1,310	
Mean	1.13	1.25	1.22	1.19	1.28	1.24	1.05	1.20	1.19	
Standard deviation	0.60	0.83	0.78	0.75	0.89	0.82	0.29	0.74	0.72	
Significance	-			-			-			
Effect size	-	-0.14	-0.12	-	-0.10	-0.06	-	-0.20	-0.19	

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	
Personal time										
None	7.4%	4.3%	3.8%	4.8%	3.6%	3.0%	10.8%	5.1%	4.6%	
1-4	28.4%	29.0%	28.4%	24.1%	25.3%	24.1%	33.8%	32.9%	33.1%	
5-8	25.7%	31.1%	32.0%	25.3%	29.9%	31.1%	26.2%	32.5%	33.0%	
9-12	20.9%	19.7%	19.5%	26.5%	24.1%	22.9%	13.8%	15.1%	15.6%	
13-16	10.1%	7.8%	8.2%	10.8%	7.9%	9.1%	9.2%	7.7%	7.2%	
17-20	3.4%	3.8%	4.0%	4.8%	4.4%	4.7%	1.5%	3.1%	3.3%	
21+	4.1%	4.2%	4.1%	3.6%	4.8%	5.1%	4.6%	3.6%	3.1%	
Total(n)	148	942	2,564	83	456	1,234	65	486	1,330	
Mean	3.24	3.26	3.29	3.43	3.40	3.45	3.00	3.11	3.10	
Standard deviation	1.45	1.39	1.38	1.41	1.40	1.41	1.48	1.35	1.32	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	0.02	-0.01	-	-0.08	-0.08	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	91.5%	95.4%	95.4%	92.8%	93.4%	93.7%	89.7%	97.5%	97.4%	
Occasionally	4.3%	4.1%	4.2%	6.0%	6.1%	5.9%	1.7%	2.0%	2.2%	
Not at all	4.3%	0.5%	0.4%	1.2%	0.5%	0.4%	8.6%	0.5%	0.4%	
Total(n)	141	938	2,554	83	459	1,232	58	479	1,322	
Mean	2.87	2.95	2.95	2.92	2.93	2.93	2.81	2.97	2.97	
Standard deviation	0.44	0.24	0.24	0.32	0.27	0.27	0.58	0.20	0.19	
Significance	-	**	***	-			-	***	***	
Effect size	-	-0.33	-0.33	-	-0.04	-0.04	-	-0.80	-0.84	
Support their opinions with a logical argument										
Frequently	81.3%	83.0%	82.3%	85.4%	83.3%	81.7%	75.4%	82.6%	83.1%	
Occasionally	13.7%	14.7%	15.7%	13.4%	14.0%	16.0%	14.0%	15.5%	15.3%	
Not at all	5.0%	2.3%	2.0%	1.2%	2.7%	2.3%	10.5%	1.9%	1.6%	
Total(n)	139	932	2,541	82	455	1,225	57	477	1,316	
Mean	2.76	2.81	2.80	2.84	2.81	2.79	2.65	2.81	2.81	
Standard deviation	0.53	0.45	0.44	0.40	0.46	0.46	0.67	0.44	0.43	
Significance	-			-			-	*	**	
Effect size	-	-0.11	-0.09	-	0.07	0.11	-	-0.36	-0.37	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	75.7%	78.1%	77.7%	77.1%	77.0%	76.2%	73.7%	79.2%	79.4%	
Occasionally	17.9%	19.7%	20.2%	20.5%	20.2%	21.4%	14.0%	19.1%	18.8%	
Not at all	6.4%	2.3%	2.1%	2.4%	2.7%	2.4%	12.3%	1.8%	1.8%	
Total(n)	140	927	2,528	83	454	1,218	57	473	1,310	
Mean	2.69	2.76	2.76	2.75	2.74	2.74	2.61	2.77	2.78	
Standard deviation	0.59	0.48	0.48	0.49	0.50	0.49	0.70	0.46	0.46	
Significance	-			-			-	*	**	
Effect size	-	-0.15	-0.15	-	0.02	0.02	-	-0.35	-0.37	
Analyze multiple sources of information before coming to a conclusion										
	67.1%	70.1%	70.2%	74.4%	69.4%	69.1%	56.9%	70.8%	71.4%	

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	24.3%	26.1%	26.2%	19.5%	26.4%	27.1%	31.0%	25.7%	25.3%	
Not at all	8.6%	3.9%	3.6%	6.1%	4.2%	3.8%	12.1%	3.6%	3.3%	
Total(n)	140	932	2,543	82	454	1,225	58	478	1,318	
Mean	2.59	2.66	2.67	2.68	2.65	2.65	2.45	2.67	2.68	
Standard deviation	0.65	0.55	0.54	0.59	0.56	0.55	0.71	0.54	0.53	
Significance	-			-			-	**	**	
Effect size	-	-0.13	-0.15	-	0.05	0.05	-	-0.41	-0.43	
Evaluate the quality or reliability of information they receive										
Frequently	73.2%	72.2%	72.0%	78.0%	70.5%	70.3%	66.1%	74.0%	73.9%	
Occasionally	18.8%	24.2%	24.7%	18.3%	25.3%	25.9%	19.6%	23.0%	23.3%	
Not at all	8.0%	3.6%	3.4%	3.7%	4.2%	3.8%	14.3%	3.0%	2.8%	
Total(n)	138	931	2,543	82	453	1,225	56	478	1,318	
Mean	2.65	2.69	2.69	2.74	2.66	2.66	2.52	2.71	2.71	
Standard deviation	0.62	0.54	0.53	0.52	0.56	0.55	0.74	0.52	0.51	
Significance	-			-			-	*	**	
Effect size	-	-0.07	-0.08	-	0.14	0.15	-	-0.37	-0.37	
Take risks for potential gains										
Frequently	39.6%	36.2%	37.5%	38.8%	34.1%	35.4%	40.7%	38.4%	39.9%	
Occasionally	45.5%	46.7%	45.9%	48.8%	48.7%	47.6%	40.7%	44.5%	43.9%	
Not at all	14.9%	17.2%	16.6%	12.5%	17.2%	17.0%	18.5%	17.1%	16.2%	
Total(n)	134	918	2,511	80	446	1,211	54	472	1,300	
Mean	2.25	2.19	2.21	2.26	2.17	2.18	2.22	2.21	2.24	
Standard deviation	0.70	0.71	0.71	0.67	0.70	0.70	0.74	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.13	0.11	-	0.01	-0.03	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	66.0%	68.1%	68.4%	66.3%	65.6%	66.6%	65.5%	70.7%	70.5%	
Occasionally	27.7%	30.1%	29.6%	30.1%	32.3%	31.2%	24.1%	27.7%	27.8%	
Not at all	6.4%	1.9%	2.0%	3.6%	2.1%	2.2%	10.3%	1.6%	1.7%	
Total(n)	141	934	2,544	83	455	1,227	58	479	1,317	
Mean	2.60	2.66	2.66	2.63	2.64	2.64	2.55	2.69	2.69	
Standard deviation	0.61	0.51	0.51	0.56	0.52	0.52	0.68	0.50	0.50	
Significance	-			-			-		*	
Effect size	-	-0.12	-0.12	-	-0.02	-0.02	-	-0.28	-0.28	
Look up scientific research articles and resources										
Frequently	49.6%	52.1%	52.8%	53.1%	47.6%	48.9%	44.6%	57.2%	57.2%	
Occasionally	35.8%	36.7%	35.6%	39.5%	42.0%	39.9%	30.4%	31.0%	30.8%	
Not at all	14.6%	11.1%	11.6%	7.4%	10.4%	11.2%	25.0%	11.9%	12.0%	
Total(n)	137	930	2,544	81	454	1,227	56	476	1,317	
Mean	2.35	2.41	2.41	2.46	2.37	2.38	2.20	2.45	2.45	
Standard deviation	0.72	0.68	0.69	0.63	0.66	0.68	0.82	0.70	0.70	
Significance	-			-			-	*	**	
Effect size	-	-0.09	-0.09	-	0.14	0.12	-	-0.36	-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	
Explore topics on their own, even though it was not required for a class										
Frequently	52.1%	52.2%	52.8%	54.9%	52.4%	52.9%	48.3%	52.0%	52.6%	
Occasionally	37.1%	42.5%	42.5%	37.8%	43.2%	42.9%	36.2%	41.8%	42.0%	
Not at all	10.7%	5.3%	4.7%	7.3%	4.4%	4.2%	15.5%	6.3%	5.4%	
Total(n)	140	933	2,541	82	454	1,224	58	479	1,317	
Mean	2.41	2.47	2.48	2.48	2.48	2.49	2.33	2.46	2.47	
Standard deviation	0.68	0.60	0.59	0.63	0.58	0.58	0.73	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.10	-0.12	-	0.00	-0.02	-	-0.21	-0.23	
Accept mistakes as part of the learning process										
Frequently	71.9%	75.3%	75.8%	69.1%	71.1%	72.3%	75.9%	79.9%	79.8%	
Occasionally	22.3%	22.4%	22.2%	27.2%	26.1%	25.3%	15.5%	18.3%	18.7%	
Not at all	5.8%	2.3%	2.0%	3.7%	2.8%	2.4%	8.6%	1.8%	1.5%	
Total(n)	139	935	2,552	81	457	1,231	58	478	1,321	
Mean	2.66	2.73	2.74	2.65	2.68	2.70	2.67	2.78	2.78	
Standard deviation	0.58	0.49	0.48	0.55	0.52	0.51	0.63	0.45	0.45	
Significance	-			-			-			
Effect size	-	-0.14	-0.17	-	-0.06	-0.10	-	-0.24	-0.24	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	58.2%	58.3%	57.9%	57.8%	55.3%	53.9%	58.6%	61.6%	62.5%	
Occasionally	32.6%	35.6%	35.7%	34.9%	37.8%	38.8%	29.3%	33.1%	32.2%	
Not at all	9.2%	6.1%	6.3%	7.2%	6.9%	7.2%	12.1%	5.2%	5.3%	
Total(n)	141	934	2,549	83	457	1,231	58	477	1,318	
Mean	2.49	2.52	2.52	2.51	2.48	2.47	2.47	2.56	2.57	
Standard deviation	0.66	0.61	0.61	0.63	0.62	0.63	0.71	0.59	0.59	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	0.05	0.06	-	-0.15	-0.17	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	66.9%	64.8%	65.0%	58.5%	58.9%	59.6%	77.8%	71.1%	71.1%	
Occasionally	26.9%	27.6%	27.3%	34.1%	31.6%	31.0%	17.5%	23.1%	23.3%	
Not at all	6.2%	7.7%	7.7%	7.3%	9.5%	9.4%	4.8%	5.8%	5.7%	
Total(n)	145	937	2,533	82	458	1,220	63	479	1,313	
Mean	2.61	2.57	2.57	2.51	2.49	2.50	2.73	2.65	2.65	
Standard deviation	0.60	0.63	0.63	0.63	0.66	0.66	0.54	0.58	0.58	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.03	0.02	-	0.14	0.14	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	52.8%	48.4%	48.7%	49.4%	45.3%	45.5%	57.1%	51.7%	52.4%	
Occasionally	36.8%	38.7%	37.7%	42.0%	40.5%	39.2%	30.2%	36.7%	35.9%	

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	
Not at all	10.4%	13.0%	13.6%	8.6%	14.2%	15.3%	12.7%	11.6%	11.7%	
Total(n)	144	935	2,534	81	458	1,223	63	477	1,311	
Mean	2.42	2.35	2.35	2.41	2.31	2.30	2.44	2.40	2.41	
Standard deviation	0.68	0.70	0.71	0.65	0.71	0.72	0.71	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.14	0.15	-	0.06	0.04	
Discuss the ethical or moral implications of a course of action										
Frequently	46.9%	45.5%	45.4%	45.7%	40.4%	40.4%	48.4%	51.1%	51.1%	
Occasionally	37.8%	37.3%	37.4%	40.7%	41.2%	40.5%	33.9%	33.1%	33.8%	
Not at all	15.4%	17.2%	17.2%	13.6%	18.4%	19.1%	17.7%	15.9%	15.1%	
Total(n)	143	927	2,530	81	455	1,222	62	472	1,308	
Mean	2.31	2.28	2.28	2.32	2.22	2.21	2.31	2.35	2.36	
Standard deviation	0.73	0.74	0.74	0.70	0.73	0.74	0.76	0.74	0.73	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.14	0.15	-	-0.05	-0.07	
Apply mathematical concepts and computational thinking										
Frequently	28.0%	36.3%	35.8%	31.3%	41.0%	40.8%	23.8%	31.2%	30.1%	
Occasionally	41.3%	31.9%	31.4%	42.5%	31.2%	31.0%	39.7%	32.7%	31.9%	
Not at all	30.8%	31.8%	32.8%	26.3%	27.8%	28.2%	36.5%	36.1%	38.0%	
Total(n)	143	932	2,542	80	457	1,226	63	475	1,316	
Mean	1.97	2.05	2.03	2.05	2.13	2.13	1.87	1.95	1.92	
Standard deviation	0.77	0.82	0.83	0.76	0.82	0.82	0.77	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.10	-0.10	-	-0.10	-0.06	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	78.4%	70.9%	71.1%	75.3%	66.9%	67.0%	82.3%	75.2%	75.6%	
Most	10.8%	14.7%	14.9%	15.6%	16.0%	16.1%	4.8%	13.4%	13.6%	
Some	8.6%	12.0%	11.9%	5.2%	13.4%	13.7%	12.9%	10.6%	9.9%	
None	2.2%	2.4%	2.1%	3.9%	3.8%	3.2%	0.0%	0.9%	0.9%	
Total(n)	139	918	2,511	77	446	1,206	62	472	1,305	
Mean	3.65	3.54	3.55	3.62	3.46	3.47	3.69	3.63	3.64	
Standard deviation	0.73	0.79	0.78	0.76	0.86	0.85	0.69	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.14	0.13	-	0.19	0.18	-	0.08	0.07	
Cooperative learning (small groups)										
All	55.8%	46.8%	48.6%	41.3%	38.4%	41.0%	73.0%	55.5%	57.0%	
Most	15.9%	23.8%	23.3%	24.0%	24.8%	24.0%	6.3%	22.8%	22.4%	
Some	17.4%	21.1%	20.6%	24.0%	26.8%	25.7%	9.5%	15.2%	15.0%	
None	10.9%	8.3%	7.5%	10.7%	10.0%	9.2%	11.1%	6.5%	5.5%	
Total(n)	138	911	2,479	75	441	1,189	63	470	1,290	
Mean	3.17	3.09	3.13	2.96	2.92	2.97	3.41	3.27	3.31	
Standard deviation	1.07	1.00	0.99	1.05	1.02	1.02	1.06	0.94	0.92	
Significance	-			-			-			

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	
Effect size	-	0.08	0.04	-	0.04	-0.01	-	0.15	0.11	
Experiential learning/Field studies										
All	18.2%	20.2%	19.7%	20.0%	19.6%	18.8%	16.1%	20.7%	20.8%	
Most	19.0%	16.6%	17.4%	17.3%	14.4%	15.6%	21.0%	18.8%	19.3%	
Some	29.9%	32.2%	32.0%	26.7%	32.3%	31.7%	33.9%	32.1%	32.3%	
None	32.8%	31.1%	30.9%	36.0%	33.6%	33.9%	29.0%	28.4%	27.7%	
Total(n)	137	910	2,486	75	441	1,191	62	469	1,295	
Mean	2.23	2.26	2.26	2.21	2.20	2.19	2.24	2.32	2.33	
Standard deviation	1.10	1.10	1.10	1.14	1.11	1.10	1.05	1.10	1.09	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.01	0.02	-	-0.07	-0.08	
Performances/Demonstrations										
All	16.3%	22.3%	21.7%	21.1%	23.2%	21.8%	10.2%	21.4%	21.6%	
Most	14.1%	15.4%	16.5%	11.8%	13.4%	15.4%	16.9%	17.6%	17.7%	
Some	29.6%	27.8%	28.2%	30.3%	28.1%	28.1%	28.8%	27.4%	28.2%	
None	40.0%	34.5%	33.6%	36.8%	35.3%	34.6%	44.1%	33.6%	32.5%	
Total(n)	135	894	2,460	76	438	1,182	59	456	1,278	
Mean	2.07	2.26	2.26	2.17	2.24	2.24	1.93	2.27	2.28	
Standard deviation	1.09	1.15	1.14	1.15	1.16	1.15	1.01	1.14	1.13	
Significance	-			-			-	*	*	
Effect size	-	-0.17	-0.17	-	-0.06	-0.06	-	-0.30	-0.31	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	29.9%	26.1%	26.0%	30.3%	25.7%	24.2%	29.5%	26.6%	28.1%	
Most	24.8%	21.2%	22.1%	21.1%	19.0%	20.5%	29.5%	23.5%	23.9%	
Some	25.5%	33.7%	34.3%	26.3%	33.4%	35.0%	24.6%	34.1%	33.5%	
None	19.7%	19.0%	17.6%	22.4%	21.9%	20.3%	16.4%	15.8%	14.5%	
Total(n)	137	911	2,492	76	444	1,198	61	467	1,294	
Mean	2.65	2.54	2.57	2.59	2.49	2.49	2.72	2.61	2.66	
Standard deviation	1.11	1.07	1.06	1.15	1.10	1.07	1.07	1.04	1.04	
Significance	-			-			-			
Effect size	-	0.10	0.08	-	0.09	0.09	-	0.11	0.06	
Extensive lecturing										
All	16.8%	20.6%	19.8%	19.2%	25.7%	25.1%	13.6%	15.1%	13.9%	
Most	27.7%	29.9%	29.0%	28.2%	31.7%	31.4%	27.1%	28.1%	26.3%	
Some	33.6%	32.3%	33.6%	39.7%	30.6%	31.0%	25.4%	34.2%	36.5%	
None	21.9%	17.1%	17.6%	12.8%	12.1%	12.5%	33.9%	22.7%	23.3%	
Total(n)	137	916	2,486	78	450	1,201	59	466	1,285	
Mean	2.39	2.54	2.51	2.54	2.71	2.69	2.20	2.36	2.31	
Standard deviation	1.01	1.00	1.00	0.95	0.98	0.98	1.06	0.99	0.98	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.17	-0.15	-	-0.16	-0.11	
Multiple drafts of written work										
All	13.9%	12.7%	12.9%	7.7%	9.1%	9.8%	22.0%	16.7%	16.4%	

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	
Most	23.4%	19.6%	19.4%	23.1%	18.3%	18.5%	23.7%	21.0%	20.5%	
Some	41.6%	41.5%	42.6%	46.2%	45.3%	45.1%	35.6%	37.5%	39.9%	
None	21.2%	26.1%	25.1%	23.1%	27.3%	26.7%	18.6%	24.9%	23.2%	
Total(n)	137	909	2,488	78	443	1,200	59	466	1,288	
Mean	2.30	2.19	2.20	2.15	2.09	2.11	2.49	2.30	2.30	
Standard deviation	0.96	0.96	0.96	0.87	0.90	0.91	1.04	1.02	1.00	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.07	0.04	-	0.19	0.19	
Reflective writing/journaling										
All	10.3%	10.3%	10.8%	10.5%	8.5%	8.4%	10.0%	12.2%	13.4%	
Most	17.6%	15.5%	15.8%	15.8%	13.8%	13.8%	20.0%	17.4%	18.1%	
Some	26.5%	32.7%	32.7%	23.7%	28.3%	29.2%	30.0%	37.5%	36.6%	
None	45.6%	41.5%	40.7%	50.0%	49.4%	48.5%	40.0%	32.9%	31.9%	
Total(n)	136	907	2,483	76	444	1,193	60	463	1,290	
Mean	1.93	1.95	1.97	1.87	1.81	1.82	2.00	2.09	2.13	
Standard deviation	1.02	0.99	1.00	1.04	0.97	0.96	1.01	0.99	1.01	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.06	0.05	-	-0.09	-0.13	
Community service as part of coursework										
All	2.3%	2.7%	2.6%	2.7%	2.1%	1.8%	1.7%	3.3%	3.4%	
Most	3.8%	5.5%	6.1%	4.1%	5.4%	5.6%	3.4%	5.5%	6.7%	
Some	22.7%	23.0%	23.6%	17.6%	18.9%	20.3%	29.3%	27.5%	27.4%	
None	71.2%	68.8%	67.7%	75.7%	73.5%	72.2%	65.5%	63.7%	62.5%	
Total(n)	132	903	2,485	74	443	1,194	58	460	1,291	
Mean	1.37	1.42	1.44	1.34	1.36	1.37	1.41	1.48	1.51	
Standard deviation	0.67	0.72	0.72	0.69	0.68	0.68	0.65	0.75	0.77	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.03	-0.04	-	-0.09	-0.13	
Electronic quizzes with immediate feedback in class										
All	3.7%	10.5%	10.4%	5.1%	10.9%	10.7%	1.7%	10.1%	10.1%	
Most	9.6%	11.4%	11.3%	9.0%	8.9%	9.5%	10.3%	14.1%	13.3%	
Some	25.0%	25.6%	24.3%	25.6%	26.4%	24.4%	24.1%	24.7%	24.2%	
None	61.8%	52.5%	54.0%	60.3%	53.8%	55.4%	63.8%	51.1%	52.3%	
Total(n)	136	912	2,485	78	446	1,199	58	466	1,286	
Mean	1.55	1.80	1.78	1.59	1.77	1.75	1.50	1.83	1.81	
Standard deviation	0.81	1.01	1.01	0.86	1.00	1.01	0.76	1.01	1.01	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.25	-0.23	-	-0.18	-0.16	-	-0.33	-0.31	
Using real-life problems										
All	53.6%	44.8%	44.0%	51.3%	43.3%	41.6%	56.5%	46.3%	46.8%	
Most	22.1%	28.4%	28.6%	21.8%	27.5%	28.9%	22.6%	29.3%	28.3%	
Some	19.3%	21.6%	21.9%	23.1%	24.4%	24.4%	14.5%	18.5%	19.2%	
None	5.0%	5.2%	5.4%	3.8%	4.7%	5.2%	6.5%	5.8%	5.7%	
Total(n)	140	913	2,496	78	446	1,200	62	467	1,296	
Mean	3.24	3.13	3.11	3.21	3.09	3.07	3.29	3.16	3.16	

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	
Standard deviation	0.94	0.93	0.93	0.93	0.93	0.93	0.95	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.12	0.14	-	0.13	0.15	-	0.14	0.14	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	37.8%	29.6%	29.8%	30.3%	27.1%	26.8%	47.5%	32.4%	33.1%	
Most	32.6%	32.2%	31.2%	35.5%	33.0%	32.3%	28.8%	31.4%	30.0%	
Some	24.4%	31.8%	32.7%	25.0%	31.9%	33.2%	23.7%	31.6%	32.2%	
None	5.2%	6.4%	6.3%	9.2%	8.0%	7.7%	0.0%	4.6%	4.7%	
Total(n)	135	914	2,499	76	449	1,203	59	465	1,296	
Mean	3.03	2.85	2.84	2.87	2.79	2.78	3.24	2.92	2.91	
Standard deviation	0.91	0.92	0.92	0.96	0.93	0.93	0.82	0.90	0.91	
Significance	-	*	*	-			-	**	**	
Effect size	-	0.20	0.21	-	0.09	0.10	-	0.36	0.36	
Readings on racial and ethnic issues										
All	26.5%	17.0%	17.0%	21.9%	13.7%	13.9%	32.2%	20.5%	20.4%	
Most	13.6%	15.0%	14.8%	12.3%	11.6%	11.6%	15.3%	18.6%	18.4%	
Some	20.5%	26.3%	27.4%	21.9%	25.0%	25.7%	18.6%	27.8%	29.3%	
None	39.4%	41.7%	40.8%	43.8%	49.7%	48.8%	33.9%	33.0%	31.9%	
Total(n)	132	890	2,456	73	435	1,182	59	455	1,274	
Mean	2.27	2.07	2.08	2.12	1.89	1.91	2.46	2.27	2.27	
Standard deviation	1.24	1.11	1.11	1.20	1.07	1.07	1.26	1.13	1.12	
Significance	-			-			-			
Effect size	-	0.18	0.17	-	0.21	0.20	-	0.17	0.17	
Readings on women and gender issues										
All	20.2%	13.8%	13.8%	16.4%	11.5%	11.0%	25.0%	16.4%	17.0%	
Most	16.3%	12.9%	13.1%	16.4%	10.2%	10.8%	16.1%	15.8%	15.8%	
Some	20.2%	25.7%	26.7%	20.5%	24.1%	24.9%	19.6%	27.4%	28.8%	
None	43.4%	47.6%	46.4%	46.6%	54.2%	53.3%	39.3%	40.5%	38.5%	
Total(n)	129	877	2,417	73	432	1,171	56	445	1,246	
Mean	2.13	1.93	1.94	2.03	1.79	1.80	2.27	2.08	2.11	
Standard deviation	1.18	1.07	1.07	1.14	1.03	1.02	1.23	1.10	1.10	
Significance	-			-			-			
Effect size	-	0.19	0.18	-	0.23	0.23	-	0.17	0.15	
Supplemental instruction that is outside of class and office hours										
All	19.5%	20.9%	20.5%	13.5%	14.8%	15.8%	27.1%	27.4%	25.7%	
Most	16.5%	19.5%	19.8%	17.6%	20.5%	21.1%	15.3%	18.6%	18.3%	
Some	40.6%	34.9%	35.9%	41.9%	37.9%	38.0%	39.0%	31.7%	33.5%	
None	23.3%	24.7%	23.9%	27.0%	26.9%	25.2%	18.6%	22.3%	22.4%	
Total(n)	133	888	2,443	74	433	1,169	59	455	1,274	
Mean	2.32	2.37	2.37	2.18	2.23	2.27	2.51	2.51	2.47	
Standard deviation	1.04	1.07	1.06	0.98	1.01	1.01	1.09	1.12	1.10	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.05	-0.09	-	0.00	0.04	

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	
In how many of the courses that you teach do you use each of the following?										
Student presentations										
All	30.8%	24.6%	25.1%	26.0%	22.9%	22.5%	36.7%	26.3%	28.0%	
Most	26.3%	25.3%	25.9%	24.7%	22.9%	23.0%	28.3%	28.0%	29.3%	
Some	31.6%	37.9%	37.2%	37.0%	40.6%	41.2%	25.0%	35.1%	32.7%	
None	11.3%	12.1%	11.8%	12.3%	13.6%	13.3%	10.0%	10.6%	10.0%	
Total(n)	133	883	2,438	73	432	1,172	60	451	1,266	
Mean	2.77	2.62	2.64	2.64	2.55	2.55	2.92	2.70	2.75	
Standard deviation	1.01	0.98	0.98	1.01	0.99	0.98	1.01	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.09	0.09	-	0.23	0.18	
Student evaluations of each others' work										
All	12.1%	13.3%	13.4%	8.2%	12.0%	11.4%	16.9%	14.8%	15.6%	
Most	19.7%	16.4%	17.3%	20.5%	16.3%	16.6%	18.6%	16.5%	18.1%	
Some	37.9%	40.4%	41.6%	37.0%	38.9%	41.1%	39.0%	42.1%	42.1%	
None	30.3%	29.8%	27.7%	34.2%	32.8%	30.9%	25.4%	26.7%	24.2%	
Total(n)	132	889	2,442	73	435	1,172	59	454	1,270	
Mean	2.14	2.13	2.16	2.03	2.08	2.09	2.27	2.19	2.25	
Standard deviation	0.99	0.99	0.98	0.94	0.98	0.96	1.03	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.01	-0.02	-	-0.05	-0.06	-	0.08	0.02	
Grading on a curve										
All	12.8%	6.8%	6.5%	16.2%	9.5%	8.8%	8.5%	3.9%	3.9%	
Most	12.0%	9.5%	8.8%	13.5%	12.3%	11.3%	10.2%	6.6%	6.0%	
Some	21.8%	24.6%	24.0%	20.3%	24.1%	24.8%	23.7%	25.0%	23.0%	
None	53.4%	59.1%	60.8%	50.0%	54.0%	55.1%	57.6%	64.5%	67.1%	
Total(n)	133	886	2,436	74	432	1,171	59	454	1,265	
Mean	1.84	1.64	1.61	1.96	1.77	1.74	1.69	1.50	1.47	
Standard deviation	1.07	0.91	0.90	1.14	1.00	0.97	0.97	0.78	0.78	
Significance	-	*	**	-			-		*	
Effect size	-	0.22	0.26	-	0.19	0.23	-	0.24	0.28	
Rubric-based assessment										
All	36.6%	36.7%	37.2%	25.7%	29.1%	28.9%	50.9%	45.0%	46.7%	
Most	26.0%	27.7%	27.5%	31.1%	28.8%	29.0%	19.3%	26.4%	25.8%	
Some	22.1%	25.8%	25.8%	24.3%	30.3%	30.5%	19.3%	20.8%	20.4%	
None	15.3%	9.9%	9.5%	18.9%	11.8%	11.6%	10.5%	7.7%	7.2%	
Total(n)	131	877	2,430	74	433	1,173	57	444	1,257	
Mean	2.84	2.91	2.92	2.64	2.75	2.75	3.11	3.09	3.12	
Standard deviation	1.09	1.01	1.00	1.07	1.00	1.00	1.06	0.98	0.97	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.11	-0.11	-	0.02	-0.01	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	9.0%	10.0%	10.0%	10.8%	10.7%	9.9%	6.7%	9.3%	10.2%	

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	
Most	9.0%	13.3%	13.5%	6.8%	11.4%	12.0%	11.7%	15.2%	15.2%	
Some	42.5%	38.9%	38.1%	36.5%	35.2%	35.4%	50.0%	42.9%	41.0%	
None	39.6%	37.8%	38.4%	45.9%	42.7%	42.7%	31.7%	32.5%	33.6%	
Total(n)	134	895	2,457	74	438	1,181	60	457	1,276	
Mean	1.87	1.96	1.95	1.82	1.90	1.89	1.93	2.01	2.02	
Standard deviation	0.91	0.95	0.96	0.97	0.98	0.96	0.84	0.92	0.95	
Significance	-			-			-			
Effect size	-	-0.09	-0.08	-	-0.08	-0.07	-	-0.09	-0.09	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	40.1%	42.9%	42.9%	38.2%	37.9%	38.1%	42.6%	48.2%	48.2%	
Occasionally	48.9%	44.8%	45.0%	47.4%	46.2%	46.4%	50.8%	43.3%	43.5%	
Not at all	10.9%	12.3%	12.1%	14.5%	15.8%	15.4%	6.6%	8.5%	8.3%	
Total(n)	137	897	2,466	76	439	1,181	61	458	1,285	
Mean	2.29	2.31	2.31	2.24	2.22	2.23	2.36	2.40	2.40	
Standard deviation	0.65	0.68	0.67	0.69	0.70	0.70	0.61	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.03	0.01	-	-0.06	-0.06	
Simulations/animations										
Frequently	15.6%	21.2%	20.6%	16.4%	18.9%	18.6%	14.5%	23.8%	22.9%	
Occasionally	39.8%	41.7%	42.2%	39.7%	44.3%	44.9%	40.0%	38.8%	39.3%	
Not at all	44.5%	37.1%	37.1%	43.8%	36.9%	36.6%	45.5%	37.4%	37.8%	
Total(n)	128	876	2,417	73	431	1,161	55	445	1,256	
Mean	1.71	1.84	1.83	1.73	1.82	1.82	1.69	1.86	1.85	
Standard deviation	0.72	0.75	0.74	0.73	0.72	0.72	0.72	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.17	-0.16	-	-0.13	-0.13	-	-0.22	-0.21	
Online homework or virtual labs										
Frequently	27.6%	35.9%	34.4%	25.3%	30.2%	30.3%	30.5%	42.0%	39.0%	
Occasionally	35.1%	35.3%	35.4%	38.7%	37.2%	36.6%	30.5%	33.3%	34.0%	
Not at all	37.3%	28.8%	30.2%	36.0%	32.5%	33.1%	39.0%	24.7%	27.0%	
Total(n)	134	889	2,452	75	436	1,178	59	453	1,274	
Mean	1.90	2.07	2.04	1.89	1.98	1.97	1.92	2.17	2.12	
Standard deviation	0.80	0.80	0.80	0.78	0.79	0.80	0.84	0.80	0.80	
Significance	-	*	*	-			-	*		
Effect size	-	-0.21	-0.18	-	-0.11	-0.10	-	-0.31	-0.25	
Online discussion boards										
Frequently	21.1%	22.0%	22.2%	21.6%	17.8%	18.5%	20.3%	26.5%	26.4%	
Occasionally	42.1%	37.6%	37.7%	41.9%	35.9%	36.0%	42.4%	39.4%	39.5%	
Not at all	36.8%	40.4%	40.1%	36.5%	46.3%	45.5%	37.3%	34.1%	34.1%	
Total(n)	133	889	2,442	74	437	1,171	59	452	1,271	
Mean	1.84	1.82	1.82	1.85	1.71	1.73	1.83	1.92	1.92	
Standard deviation	0.75	0.77	0.77	0.75	0.75	0.75	0.75	0.77	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	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.19	0.16	-	-0.12	-0.12	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	2.9%	6.5%	6.4%	4.0%	5.2%	5.2%	1.6%	7.8%	7.7%	
Occasionally	8.1%	14.4%	15.2%	10.7%	13.4%	14.1%	4.9%	15.4%	16.4%	
Not at all	89.0%	79.2%	78.5%	85.3%	81.3%	80.7%	93.4%	76.8%	75.9%	
Total(n)	136	890	2,456	75	436	1,180	61	454	1,276	
Mean	1.14	1.27	1.28	1.19	1.24	1.24	1.08	1.31	1.32	
Standard deviation	0.42	0.57	0.57	0.48	0.54	0.54	0.33	0.61	0.61	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.23	-0.25	-	-0.09	-0.09	-	-0.38	-0.39	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	47.0%	40.6%	40.4%	45.9%	36.2%	35.1%	48.3%	45.2%	46.5%	
Very important	43.3%	42.2%	42.0%	44.6%	42.7%	42.7%	41.7%	41.7%	41.2%	
Somewhat important	7.5%	12.4%	12.5%	8.1%	15.0%	15.3%	6.7%	9.6%	9.3%	
Not important	2.2%	4.8%	5.1%	1.4%	6.0%	6.9%	3.3%	3.5%	3.0%	
Total(n)	134	880	2,423	74	432	1,162	60	448	1,261	
Mean	3.35	3.19	3.18	3.35	3.09	3.06	3.35	3.29	3.31	
Standard deviation	0.72	0.83	0.84	0.69	0.86	0.88	0.76	0.78	0.76	
Significance	-	*	*	-	*	**	-			
Effect size	-	0.19	0.20	-	0.30	0.33	-	0.08	0.05	
Prepare students for employment after college										
Essential	72.1%	74.0%	72.7%	68.6%	70.2%	69.3%	76.3%	78.0%	76.5%	
Very important	25.6%	23.9%	24.7%	28.6%	27.1%	27.2%	22.0%	20.6%	21.8%	
Somewhat important	2.3%	2.0%	2.4%	2.9%	2.5%	3.1%	1.7%	1.4%	1.7%	
Not important	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.0%	0.1%	
Total(n)	129	876	2,417	70	427	1,155	59	449	1,262	
Mean	3.70	3.72	3.70	3.66	3.67	3.65	3.75	3.77	3.75	
Standard deviation	0.51	0.50	0.52	0.54	0.53	0.56	0.48	0.46	0.47	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	-0.02	0.02	-	-0.04	0.00	
Prepare students for graduate or advanced education										
Essential	59.1%	58.2%	57.4%	54.8%	55.3%	54.9%	64.4%	61.4%	60.1%	
Very important	38.6%	38.0%	38.9%	42.5%	40.7%	41.2%	33.9%	35.1%	36.3%	
Somewhat important	2.3%	3.7%	3.6%	2.7%	4.0%	3.6%	1.7%	3.4%	3.5%	
Not important	0.0%	0.1%	0.2%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	
Total(n)	132	882	2,428	73	434	1,168	59	448	1,260	
Mean	3.57	3.54	3.53	3.52	3.51	3.51	3.63	3.58	3.56	
Standard deviation	0.54	0.57	0.58	0.56	0.57	0.58	0.52	0.56	0.57	
Significance	-			-			-			
Effect size	-	0.05	0.07	-	0.02	0.02	-	0.09	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:										
Develop students' moral character										
Essential	35.4%	37.1%	36.2%	34.7%	35.2%	34.1%	36.2%	39.2%	38.5%	
Very important	56.2%	50.2%	49.8%	56.9%	51.3%	50.9%	55.2%	49.1%	48.6%	
Somewhat important	4.6%	9.2%	10.6%	5.6%	10.1%	11.3%	3.4%	8.3%	9.8%	
Not important	3.8%	3.4%	3.4%	2.8%	3.4%	3.7%	5.2%	3.5%	3.1%	
Total(n)	130	880	2,417	72	430	1,159	58	450	1,258	
Mean	3.23	3.21	3.19	3.24	3.18	3.15	3.22	3.24	3.22	
Standard deviation	0.71	0.75	0.75	0.68	0.75	0.76	0.75	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.03	0.05	-	0.08	0.12	-	-0.03	0.00	
Provide for students' emotional development										
Essential	30.1%	27.3%	26.7%	28.8%	25.6%	24.3%	31.7%	29.1%	29.3%	
Very important	41.4%	49.2%	49.0%	38.4%	46.7%	46.7%	45.0%	52.0%	51.5%	
Somewhat important	22.6%	18.6%	19.0%	30.1%	22.5%	22.4%	13.3%	14.5%	15.2%	
Not important	6.0%	4.9%	5.3%	2.7%	5.2%	6.5%	10.0%	4.4%	4.0%	
Total(n)	133	881	2,421	73	433	1,164	60	448	1,257	
Mean	2.95	2.99	2.97	2.93	2.93	2.89	2.98	3.06	3.06	
Standard deviation	0.88	0.81	0.82	0.84	0.83	0.85	0.93	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	0.00	0.05	-	-0.10	-0.10	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	33.3%	32.0%	32.2%	34.3%	30.8%	29.8%	32.2%	33.3%	34.8%	
Very important	48.1%	51.5%	51.3%	45.7%	51.2%	51.9%	50.8%	51.8%	50.5%	
Somewhat important	14.7%	13.6%	13.4%	20.0%	15.9%	15.1%	8.5%	11.1%	11.5%	
Not important	3.9%	2.9%	3.2%	0.0%	2.1%	3.2%	8.5%	3.8%	3.2%	
Total(n)	129	883	2,418	70	433	1,161	59	450	1,257	
Mean	3.11	3.13	3.12	3.14	3.11	3.08	3.07	3.15	3.17	
Standard deviation	0.79	0.75	0.75	0.73	0.73	0.75	0.87	0.76	0.75	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	0.04	0.08	-	-0.11	-0.13	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	51.5%	45.1%	45.3%	43.2%	36.1%	36.2%	61.7%	54.8%	55.6%	
Very important	35.8%	41.2%	40.4%	45.9%	46.8%	45.3%	23.3%	35.3%	34.8%	
Somewhat important	9.0%	10.0%	10.5%	8.1%	12.1%	12.9%	10.0%	7.7%	7.8%	
Not important	3.7%	3.7%	3.8%	2.7%	5.0%	5.5%	5.0%	2.2%	1.9%	
Total(n)	134	882	2,424	74	433	1,163	60	449	1,261	
Mean	3.35	3.28	3.27	3.30	3.14	3.12	3.42	3.43	3.44	
Standard deviation	0.80	0.79	0.80	0.74	0.81	0.83	0.87	0.73	0.72	
Significance	-			-			-			

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	
Effect size	-	0.09	0.10	-	0.20	0.22	-	-0.01	-0.03	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	80.9%	72.6%	73.1%	73.6%	66.4%	68.2%	89.8%	79.1%	78.5%	
Very important	16.8%	24.2%	23.6%	23.6%	28.9%	27.2%	8.5%	19.1%	19.6%	
Somewhat important	2.3%	3.1%	3.0%	2.8%	4.3%	4.1%	1.7%	1.8%	1.8%	
Not important	0.0%	0.2%	0.3%	0.0%	0.4%	0.5%	0.0%	0.0%	0.1%	
Total(n)	131	882	2,423	72	433	1,161	59	449	1,262	
Mean	3.79	3.69	3.69	3.71	3.61	3.63	3.88	3.77	3.76	
Standard deviation	0.46	0.54	0.54	0.52	0.59	0.59	0.38	0.46	0.47	
Significance	-	*	*	-			-			
Effect size	-	0.19	0.19	-	0.17	0.14	-	0.24	0.26	
Teach students tolerance and respect for different beliefs										
Essential	66.2%	57.4%	58.4%	60.3%	48.8%	49.6%	73.3%	66.7%	68.3%	
Very important	28.6%	34.8%	33.6%	35.6%	41.6%	39.9%	20.0%	27.5%	26.5%	
Somewhat important	2.3%	4.7%	5.1%	1.4%	5.1%	6.1%	3.3%	4.2%	4.0%	
Not important	3.0%	3.1%	3.0%	2.7%	4.6%	4.4%	3.3%	1.5%	1.3%	
Total(n)	133	880	2,420	73	433	1,165	60	447	1,255	
Mean	3.58	3.47	3.47	3.53	3.35	3.35	3.63	3.59	3.62	
Standard deviation	0.69	0.73	0.73	0.67	0.78	0.78	0.71	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.15	0.15	-	0.23	0.23	-	0.06	0.02	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	16.4%	17.0%	16.1%	16.2%	18.2%	17.3%	16.7%	15.7%	14.6%	
Agree somewhat	45.5%	48.4%	47.6%	50.0%	47.4%	46.2%	40.0%	49.4%	49.1%	
Disagree somewhat	29.1%	24.7%	25.7%	25.7%	23.8%	24.8%	33.3%	25.6%	26.8%	
Strongly disagree	9.0%	9.9%	10.6%	8.1%	10.5%	11.6%	10.0%	9.3%	9.5%	
Total(n)	134	870	2,389	74	428	1,148	60	442	1,241	
Mean	2.69	2.72	2.69	2.74	2.73	2.69	2.63	2.71	2.69	
Standard deviation	0.85	0.86	0.86	0.83	0.88	0.89	0.88	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	0.01	0.06	-	-0.10	-0.07	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	80.6%	74.8%	74.3%	78.4%	69.8%	68.4%	83.3%	80.2%	80.8%	
Agree somewhat	16.4%	21.7%	22.0%	16.2%	24.3%	25.5%	16.7%	18.9%	18.1%	
Disagree somewhat	3.0%	2.8%	2.9%	5.4%	4.8%	4.8%	0.0%	0.7%	0.8%	
Strongly disagree	0.0%	0.7%	0.8%	0.0%	1.1%	1.3%	0.0%	0.3%	0.3%	
Total(n)	134	873	2,392	74	427	1,148	60	446	1,244	

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	
Mean	3.78	3.71	3.70	3.73	3.63	3.61	3.83	3.79	3.79	
Standard deviation	0.48	0.55	0.56	0.56	0.63	0.64	0.38	0.44	0.44	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.16	0.19	-	0.09	0.09	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	52.6%	53.4%	54.4%	49.3%	46.6%	47.4%	56.7%	60.7%	62.4%	
Agree somewhat	40.0%	40.9%	39.7%	41.3%	45.0%	44.1%	38.3%	36.4%	34.7%	
Disagree somewhat	5.2%	4.2%	4.5%	8.0%	6.8%	6.9%	1.7%	1.3%	1.7%	
Strongly disagree	2.2%	1.6%	1.4%	1.3%	1.6%	1.5%	3.3%	1.5%	1.2%	
Total(n)	135	872	2,389	75	429	1,151	60	443	1,238	
Mean	3.43	3.46	3.47	3.39	3.37	3.37	3.48	3.56	3.58	
Standard deviation	0.70	0.65	0.65	0.70	0.68	0.68	0.70	0.60	0.59	
Significance	-			-			-			
Effect size	-	-0.05	-0.06	-	0.03	0.03	-	-0.13	-0.17	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	15.4%	15.9%	15.8%	19.4%	19.8%	18.5%	10.3%	11.7%	12.7%	
Agree somewhat	42.3%	43.6%	44.9%	40.3%	43.4%	45.2%	44.8%	43.8%	44.6%	
Disagree somewhat	33.8%	32.5%	31.5%	31.9%	29.1%	28.5%	36.2%	36.2%	34.9%	
Strongly disagree	8.5%	8.0%	7.8%	8.3%	7.8%	7.9%	8.6%	8.3%	7.8%	
Total(n)	130	858	2,358	72	424	1,142	58	434	1,216	
Mean	2.65	2.67	2.69	2.71	2.75	2.74	2.57	2.59	2.62	
Standard deviation	0.84	0.84	0.83	0.88	0.86	0.85	0.80	0.80	0.80	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	-0.05	-0.04	-	-0.03	-0.06	
I try to dispel perceptions of competition										
Strongly agree	13.3%	13.1%	14.2%	11.3%	10.8%	12.2%	15.8%	15.6%	16.4%	
Agree somewhat	47.7%	42.8%	42.9%	40.8%	36.4%	37.4%	56.1%	49.9%	49.3%	
Disagree somewhat	32.0%	34.0%	33.0%	36.6%	36.6%	35.6%	26.3%	31.1%	30.0%	
Strongly disagree	7.0%	10.1%	9.9%	11.3%	16.2%	14.8%	1.8%	3.3%	4.3%	
Total(n)	128	838	2,301	71	416	1,109	57	422	1,192	
Mean	2.67	2.59	2.61	2.52	2.42	2.47	2.86	2.78	2.78	
Standard deviation	0.79	0.84	0.85	0.84	0.88	0.89	0.69	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.11	0.06	-	0.11	0.10	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	21.8%	24.2%	22.9%	30.1%	33.7%	30.4%	11.7%	13.8%	14.4%	
Agree somewhat	43.6%	42.9%	42.5%	42.5%	40.2%	41.3%	45.0%	45.8%	43.8%	
Disagree somewhat	22.6%	24.2%	24.6%	19.2%	19.5%	20.4%	26.7%	29.3%	29.3%	
Strongly disagree	12.0%	8.7%	10.1%	8.2%	6.6%	7.9%	16.7%	11.1%	12.6%	
Total(n)	133	865	2,373	73	426	1,145	60	439	1,228	
Mean	2.75	2.82	2.78	2.95	3.01	2.94	2.52	2.62	2.60	

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	
Standard deviation	0.93	0.90	0.91	0.91	0.89	0.91	0.91	0.86	0.88	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	-0.07	0.01	-	-0.12	-0.09	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	20.5%	21.9%	21.1%	20.3%	18.7%	17.4%	20.7%	25.2%	25.3%	
Agree somewhat	26.5%	30.3%	30.8%	24.3%	28.2%	28.5%	29.3%	32.6%	33.3%	
Disagree somewhat	31.1%	29.9%	30.6%	31.1%	31.7%	32.6%	31.0%	28.0%	28.3%	
Strongly disagree	22.0%	17.9%	17.5%	24.3%	21.3%	21.5%	19.0%	14.2%	13.1%	
Total(n)	132	859	2,364	74	420	1,136	58	439	1,228	
Mean	2.45	2.56	2.55	2.41	2.44	2.42	2.52	2.69	2.71	
Standard deviation	1.05	1.02	1.01	1.07	1.02	1.01	1.03	1.00	0.99	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.03	-0.01	-	-0.17	-0.19	
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										
Strongly agree	20.3%	24.0%	23.9%	19.2%	23.3%	23.6%	21.7%	24.7%	24.2%	
Agree somewhat	52.6%	50.1%	50.9%	50.7%	51.6%	52.7%	55.0%	48.4%	48.8%	
Disagree somewhat	20.3%	19.3%	18.9%	23.3%	18.4%	17.9%	16.7%	20.3%	20.1%	
Strongly disagree	6.8%	6.6%	6.3%	6.8%	6.6%	5.8%	6.7%	6.5%	6.9%	
Total(n)	133	835	2,291	73	404	1,099	60	431	1,192	
Mean	2.86	2.92	2.92	2.82	2.92	2.94	2.92	2.91	2.90	
Standard deviation	0.81	0.83	0.82	0.82	0.82	0.80	0.81	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.12	-0.15	-	0.01	0.02	
Student Affairs staff have the support and respect of faculty										
Strongly agree	21.6%	24.7%	25.5%	15.7%	21.3%	22.4%	29.1%	28.3%	28.9%	
Agree somewhat	56.0%	56.5%	56.3%	52.9%	57.1%	56.9%	60.0%	55.8%	55.5%	
Disagree somewhat	21.6%	16.1%	15.1%	31.4%	19.5%	17.9%	9.1%	12.5%	12.0%	
Strongly disagree	0.8%	2.8%	3.1%	0.0%	2.2%	2.7%	1.8%	3.4%	3.6%	
Total(n)	125	806	2,220	70	395	1,073	55	411	1,147	
Mean	2.98	3.03	3.04	2.84	2.97	2.99	3.16	3.09	3.10	
Standard deviation	0.68	0.72	0.73	0.67	0.70	0.72	0.66	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	-0.19	-0.21	-	0.10	0.08	
There is a lot of campus racial conflict here										
Strongly agree	1.5%	3.0%	3.4%	2.7%	3.8%	3.7%	0.0%	2.2%	3.1%	
Agree somewhat	9.9%	15.1%	16.9%	11.0%	13.4%	14.2%	8.6%	16.9%	19.9%	
Disagree somewhat	42.7%	45.9%	46.3%	41.1%	42.8%	44.2%	44.8%	49.1%	48.6%	
Strongly disagree	45.8%	36.0%	33.4%	45.2%	39.9%	37.9%	46.6%	31.8%	28.4%	
Total(n)	131	824	2,256	73	405	1,090	58	419	1,166	
Mean	1.67	1.85	1.90	1.71	1.81	1.84	1.62	1.89	1.98	

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	
Standard deviation	0.72	0.78	0.79	0.77	0.81	0.80	0.64	0.75	0.78	
Significance	-	*	**	-	-	-	-	**	***	
Effect size	-	-0.23	-0.29	-	-0.12	-0.16	-	-0.36	-0.46	
My research is valued by faculty in my department										
Strongly agree	31.5%	29.6%	31.2%	29.0%	28.4%	31.1%	34.5%	30.9%	31.2%	
Agree somewhat	49.6%	50.4%	48.4%	50.7%	52.4%	49.2%	48.3%	48.3%	47.4%	
Disagree somewhat	12.6%	14.1%	14.4%	13.0%	13.7%	13.8%	12.1%	14.6%	15.1%	
Strongly disagree	6.3%	5.9%	6.0%	7.2%	5.6%	5.8%	5.2%	6.2%	6.3%	
Total(n)	127	795	2,219	69	397	1,077	58	398	1,142	
Mean	3.06	3.04	3.05	3.01	3.04	3.06	3.12	3.04	3.04	
Standard deviation	0.83	0.82	0.83	0.85	0.80	0.82	0.82	0.84	0.84	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	0.01	-	-0.04	-0.06	-	0.10	0.10	
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										
Strongly agree	53.8%	54.0%	55.5%	50.7%	52.8%	55.1%	57.6%	55.3%	56.0%	
Agree somewhat	39.4%	37.4%	35.7%	43.8%	38.7%	36.6%	33.9%	36.1%	34.7%	
Disagree somewhat	3.8%	5.8%	5.8%	4.1%	6.0%	5.7%	3.4%	5.5%	6.0%	
Strongly disagree	3.0%	2.8%	2.9%	1.4%	2.4%	2.6%	5.1%	3.2%	3.3%	
Total(n)	132	836	2,307	73	409	1,108	59	427	1,199	
Mean	3.44	3.43	3.44	3.44	3.42	3.44	3.44	3.43	3.43	
Standard deviation	0.71	0.73	0.73	0.65	0.71	0.72	0.79	0.74	0.75	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	0.00	-	0.03	0.00	-	0.01	0.01	
My service is valued by faculty in my department										
Strongly agree	47.2%	48.3%	48.4%	42.6%	45.8%	46.7%	52.6%	50.9%	50.2%	
Agree somewhat	40.0%	38.8%	38.6%	44.1%	42.0%	41.1%	35.1%	35.4%	35.9%	
Disagree somewhat	10.4%	9.4%	9.1%	11.8%	8.7%	8.3%	8.8%	10.2%	10.0%	
Strongly disagree	2.4%	3.5%	3.9%	1.5%	3.5%	3.9%	3.5%	3.5%	3.9%	
Total(n)	125	821	2,278	68	402	1,098	57	419	1,180	
Mean	3.32	3.32	3.31	3.28	3.30	3.31	3.37	3.34	3.32	
Standard deviation	0.76	0.78	0.80	0.73	0.77	0.78	0.79	0.80	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.00	0.01	-	-0.03	-0.04	-	0.04	0.06	
Faculty are sufficiently involved in campus decision making										
Strongly agree	4.6%	13.0%	14.8%	6.9%	14.3%	15.2%	1.7%	11.5%	14.3%	
Agree somewhat	18.3%	38.5%	41.1%	8.3%	34.4%	38.5%	30.5%	42.9%	44.0%	
Disagree somewhat	30.5%	27.4%	25.7%	31.9%	26.1%	25.1%	28.8%	28.8%	26.2%	
Strongly disagree	46.6%	21.1%	18.5%	52.8%	25.2%	21.3%	39.0%	16.8%	15.4%	
Total(n)	131	832	2,290	72	407	1,105	59	425	1,185	
Mean	1.81	2.43	2.52	1.69	2.38	2.48	1.95	2.49	2.57	
Standard deviation	0.90	0.96	0.96	0.90	1.01	0.99	0.88	0.90	0.92	
Significance	-	***	***	-	***	***	-	***	***	

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	
Effect size	-	-0.65	-0.74	-	-0.68	-0.80	-	-0.60	-0.67	
The faculty are typically at odds with campus administration										
Strongly agree	29.5%	12.7%	11.8%	37.5%	16.7%	14.6%	20.0%	8.4%	8.7%	
Agree somewhat	53.0%	42.2%	39.2%	45.8%	39.1%	37.3%	61.7%	45.5%	41.3%	
Disagree somewhat	14.4%	34.8%	37.5%	13.9%	35.7%	37.4%	15.0%	33.7%	37.5%	
Strongly disagree	3.0%	10.3%	11.5%	2.8%	8.5%	10.6%	3.3%	12.3%	12.6%	
Total(n)	132	830	2,274	72	407	1,099	60	423	1,175	
Mean	3.09	2.57	2.51	3.18	2.64	2.56	2.98	2.50	2.46	
Standard deviation	0.75	0.84	0.85	0.78	0.86	0.87	0.70	0.82	0.82	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.62	0.68	-	0.63	0.71	-	0.59	0.63	
Faculty here respect each other										
Strongly agree	30.5%	32.8%	33.3%	26.0%	32.5%	32.9%	36.2%	33.1%	33.8%	
Agree somewhat	58.0%	55.4%	54.6%	63.0%	54.9%	54.7%	51.7%	56.0%	54.4%	
Disagree somewhat	9.2%	9.4%	9.4%	11.0%	10.4%	9.9%	6.9%	8.3%	8.8%	
Strongly disagree	2.3%	2.4%	2.7%	0.0%	2.2%	2.5%	5.2%	2.6%	2.9%	
Total(n)	131	831	2,283	73	409	1,100	58	422	1,183	
Mean	3.17	3.19	3.19	3.15	3.18	3.18	3.19	3.20	3.19	
Standard deviation	0.68	0.70	0.71	0.59	0.70	0.70	0.78	0.69	0.71	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.04	-0.04	-	-0.01	0.00	
Administrators consider faculty concerns when making policy										
Strongly agree	2.4%	11.6%	12.8%	2.9%	13.5%	14.1%	1.7%	9.5%	11.2%	
Agree somewhat	27.8%	46.7%	48.7%	23.5%	43.3%	46.5%	32.8%	50.4%	51.3%	
Disagree somewhat	36.5%	27.5%	25.8%	36.8%	27.2%	25.4%	36.2%	27.8%	26.1%	
Strongly disagree	33.3%	14.2%	12.8%	36.8%	16.0%	13.9%	29.3%	12.2%	11.4%	
Total(n)	126	822	2,257	68	402	1,089	58	420	1,168	
Mean	1.99	2.56	2.61	1.93	2.54	2.61	2.07	2.57	2.62	
Standard deviation	0.84	0.87	0.86	0.85	0.92	0.89	0.83	0.82	0.83	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.66	-0.72	-	-0.66	-0.76	-	-0.61	-0.66	
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										
Strongly agree	18.8%	23.9%	23.6%	14.3%	22.2%	22.2%	24.1%	25.8%	25.0%	
Agree somewhat	37.5%	48.3%	49.3%	34.3%	49.7%	50.6%	41.4%	46.7%	47.9%	
Disagree somewhat	26.6%	20.2%	20.1%	28.6%	19.6%	19.7%	24.1%	20.8%	20.6%	
Strongly disagree	17.2%	7.6%	7.0%	22.9%	8.5%	7.5%	10.3%	6.7%	6.5%	
Total(n)	128	828	2,277	70	402	1,095	58	426	1,182	
Mean	2.58	2.88	2.89	2.40	2.86	2.88	2.79	2.92	2.91	
Standard deviation	0.99	0.86	0.84	1.00	0.86	0.84	0.93	0.85	0.84	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.35	-0.37	-	-0.53	-0.57	-	-0.15	-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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	19.2%	30.2%	32.6%	15.3%	31.3%	34.2%	24.1%	29.1%	30.8%	
Agree somewhat	36.2%	45.9%	44.2%	30.6%	43.8%	42.8%	43.1%	48.3%	45.8%	
Disagree somewhat	23.8%	16.0%	16.2%	27.8%	15.4%	15.0%	19.0%	16.6%	17.6%	
Strongly disagree	20.8%	7.8%	7.0%	26.4%	9.5%	8.0%	13.8%	6.0%	5.8%	
Total(n)	130	826	2,282	72	406	1,100	58	420	1,182	
Mean	2.54	2.99	3.02	2.35	2.97	3.03	2.78	3.00	3.02	
Standard deviation	1.03	0.88	0.88	1.04	0.92	0.90	0.97	0.83	0.85	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	-0.51	-0.55	-	-0.67	-0.76	-	-0.27	-0.28	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	17.3%	12.0%	10.5%	21.9%	14.3%	11.5%	11.7%	9.6%	9.4%	
Agree somewhat	31.6%	35.7%	33.4%	30.1%	34.0%	32.9%	33.3%	37.5%	34.0%	
Disagree somewhat	42.1%	42.3%	43.6%	41.1%	42.1%	43.5%	43.3%	42.5%	43.8%	
Strongly disagree	9.0%	10.0%	12.4%	6.8%	9.7%	12.1%	11.7%	10.4%	12.7%	
Total(n)	133	837	2,300	73	409	1,107	60	428	1,193	
Mean	2.57	2.50	2.42	2.67	2.53	2.44	2.45	2.46	2.40	
Standard deviation	0.88	0.83	0.84	0.90	0.85	0.85	0.85	0.81	0.83	
Significance	-		*	-		*	-			
Effect size	-	0.08	0.18	-	0.16	0.27	-	-0.01	0.06	
There is adequate support for faculty development										
Strongly agree	13.1%	22.2%	22.9%	12.5%	20.5%	21.3%	13.8%	24.0%	24.8%	
Agree somewhat	40.8%	45.5%	46.4%	38.9%	44.6%	46.6%	43.1%	46.5%	46.3%	
Disagree somewhat	26.2%	21.6%	20.7%	22.2%	21.9%	21.2%	31.0%	21.2%	20.2%	
Strongly disagree	20.0%	10.8%	9.9%	26.4%	13.0%	11.0%	12.1%	8.3%	8.7%	
Total(n)	130	834	2,292	72	410	1,105	58	424	1,187	
Mean	2.47	2.79	2.82	2.38	2.72	2.78	2.59	2.86	2.87	
Standard deviation	0.96	0.91	0.90	1.01	0.93	0.90	0.88	0.87	0.88	
Significance	-	***	***	-	**	***	-	*	*	
Effect size	-	-0.35	-0.39	-	-0.37	-0.44	-	-0.31	-0.32	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	11.5%	7.6%	8.1%	12.5%	7.3%	6.8%	10.2%	7.8%	9.7%	
Agree somewhat	38.9%	40.3%	41.1%	36.1%	37.5%	38.9%	42.4%	43.2%	43.5%	
Disagree somewhat	42.7%	44.5%	42.9%	47.2%	46.1%	45.1%	37.3%	42.7%	40.4%	
Strongly disagree	6.9%	7.7%	7.9%	4.2%	9.0%	9.3%	10.2%	6.2%	6.4%	
Total(n)	131	825	2,268	72	402	1,091	59	423	1,177	
Mean	2.55	2.48	2.49	2.57	2.43	2.43	2.53	2.53	2.56	
Standard deviation	0.79	0.74	0.76	0.77	0.76	0.75	0.82	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.18	0.19	-	0.00	-0.04	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	4.7%	7.6%	7.6%	4.2%	8.1%	7.2%	5.3%	7.0%	8.1%	
Agree somewhat	23.4%	37.3%	38.1%	22.5%	38.3%	40.2%	24.6%	36.1%	35.6%	
Disagree somewhat	44.5%	38.9%	38.1%	45.1%	37.8%	37.1%	43.9%	40.1%	39.3%	

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	
Strongly disagree	27.3%	16.2%	16.2%	28.2%	15.8%	15.4%	26.3%	16.7%	17.0%	
Total(n)	128	804	2,229	71	396	1,078	57	408	1,151	
Mean	2.05	2.36	2.37	2.03	2.39	2.39	2.09	2.33	2.35	
Standard deviation	0.84	0.84	0.84	0.83	0.85	0.83	0.85	0.83	0.85	
Significance	-	***	***	-	**	***	-	*	*	
Effect size	-	-0.37	-0.38	-	-0.42	-0.43	-	-0.29	-0.31	
Faculty of color are treated fairly here										
Strongly agree	37.0%	38.9%	37.0%	39.4%	44.1%	41.8%	33.9%	33.2%	31.6%	
Agree somewhat	48.0%	46.8%	47.1%	46.5%	44.8%	46.1%	50.0%	48.9%	48.1%	
Disagree somewhat	10.2%	9.8%	11.5%	8.5%	7.3%	8.6%	12.5%	12.5%	14.9%	
Strongly disagree	4.7%	4.5%	4.4%	5.6%	3.8%	3.6%	3.6%	5.4%	5.4%	
Total(n)	127	800	2,221	71	396	1,082	56	404	1,139	
Mean	3.17	3.20	3.17	3.20	3.29	3.26	3.14	3.10	3.06	
Standard deviation	0.80	0.79	0.80	0.82	0.76	0.76	0.77	0.81	0.82	
Significance	-			-			-			
Effect size	-	-0.04	0.00	-	-0.12	-0.08	-	0.05	0.10	
Women faculty are treated fairly here										
Strongly agree	44.9%	40.5%	39.1%	50.0%	48.3%	46.4%	38.6%	32.2%	31.0%	
Agree somewhat	41.7%	44.7%	44.5%	40.0%	41.8%	42.9%	43.9%	47.8%	46.1%	
Disagree somewhat	9.4%	10.7%	12.2%	5.7%	7.0%	8.2%	14.0%	14.6%	16.7%	
Strongly disagree	3.9%	4.2%	4.2%	4.3%	3.0%	2.4%	3.5%	5.5%	6.1%	
Total(n)	127	811	2,256	70	398	1,086	57	413	1,170	
Mean	3.28	3.21	3.19	3.36	3.35	3.33	3.18	3.07	3.02	
Standard deviation	0.79	0.80	0.80	0.78	0.74	0.73	0.80	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.09	0.11	-	0.01	0.04	-	0.13	0.19	
LGBTQ faculty are treated fairly here										
Strongly agree	44.4%	40.3%	38.6%	42.6%	44.4%	42.8%	46.4%	35.9%	33.8%	
Agree somewhat	45.2%	48.0%	48.6%	48.5%	47.2%	48.2%	41.1%	48.8%	49.0%	
Disagree somewhat	8.1%	8.6%	9.8%	4.4%	5.5%	6.5%	12.5%	11.9%	13.7%	
Strongly disagree	2.4%	3.1%	3.0%	4.4%	2.9%	2.5%	0.0%	3.3%	3.5%	
Total(n)	124	789	2,175	68	392	1,063	56	397	1,112	
Mean	3.31	3.26	3.23	3.29	3.33	3.31	3.34	3.17	3.13	
Standard deviation	0.73	0.74	0.74	0.75	0.71	0.70	0.69	0.76	0.77	
Significance	-			-			-		*	
Effect size	-	0.07	0.11	-	-0.06	-0.03	-	0.22	0.27	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	17.1%	28.5%	27.4%	19.7%	31.1%	29.5%	13.8%	25.7%	24.9%	
High priority	48.8%	51.7%	52.6%	49.3%	50.1%	51.0%	48.3%	53.3%	54.5%	
Medium priority	24.0%	16.2%	16.7%	22.5%	15.4%	16.3%	25.9%	17.0%	17.2%	
Low priority	10.1%	3.7%	3.2%	8.5%	3.4%	3.1%	12.1%	4.0%	3.4%	
Total(n)	129	819	2,229	71	405	1,075	58	414	1,154	

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	
Mean	2.73	3.05	3.04	2.80	3.09	3.07	2.64	3.01	3.01	
Standard deviation	0.86	0.77	0.75	0.86	0.77	0.76	0.87	0.77	0.75	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.42	-0.41	-	-0.38	-0.36	-	-0.48	-0.49	
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	13.6%	20.4%	20.2%	14.5%	20.4%	19.9%	12.5%	20.4%	20.6%	
High priority	25.6%	41.8%	42.7%	29.0%	43.0%	43.4%	21.4%	40.4%	41.9%	
Medium priority	40.8%	28.1%	27.8%	31.9%	25.9%	26.5%	51.8%	30.5%	29.2%	
Low priority	20.0%	9.7%	9.3%	24.6%	10.7%	10.1%	14.3%	8.7%	8.3%	
Total(n)	125	808	2,209	69	399	1,063	56	409	1,146	
Mean	2.33	2.73	2.74	2.33	2.73	2.73	2.32	2.72	2.75	
Standard deviation	0.95	0.89	0.88	1.01	0.90	0.89	0.88	0.88	0.87	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.45	-0.47	-	-0.44	-0.45	-	-0.45	-0.49	
To facilitate student involvement in community service										
Highest priority	7.9%	10.2%	10.8%	8.7%	12.2%	11.7%	6.9%	8.1%	9.8%	
High priority	24.4%	36.2%	37.4%	18.8%	33.4%	34.8%	31.0%	39.1%	40.3%	
Medium priority	54.3%	42.3%	41.1%	56.5%	41.6%	41.4%	51.7%	43.0%	40.8%	
Low priority	13.4%	11.3%	10.7%	15.9%	12.8%	12.1%	10.3%	9.8%	9.1%	
Total(n)	127	809	2,207	69	398	1,064	58	411	1,143	
Mean	2.27	2.45	2.48	2.20	2.45	2.46	2.34	2.46	2.51	
Standard deviation	0.79	0.82	0.82	0.81	0.86	0.85	0.76	0.78	0.79	
Significance	-	*	**	-	*	*	-	-	-	
Effect size	-	-0.22	-0.26	-	-0.29	-0.31	-	-0.15	-0.22	
To help students learn how to bring about change in society										
Highest priority	8.1%	13.1%	12.4%	8.8%	13.7%	12.2%	7.1%	12.3%	12.6%	
High priority	29.8%	30.9%	32.1%	30.9%	28.3%	30.0%	28.6%	33.6%	34.4%	
Medium priority	46.8%	40.2%	40.3%	47.1%	40.1%	41.0%	46.4%	40.3%	39.6%	
Low priority	15.3%	15.9%	15.2%	13.2%	17.8%	16.8%	17.9%	13.8%	13.4%	
Total(n)	124	798	2,191	68	391	1,057	56	407	1,134	
Mean	2.31	2.41	2.42	2.35	2.38	2.38	2.25	2.44	2.46	
Standard deviation	0.83	0.91	0.89	0.82	0.93	0.90	0.84	0.88	0.88	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.12	-	-0.03	-0.03	-	-0.22	-0.24	
To increase or maintain institutional prestige										
Highest priority	41.4%	26.3%	23.7%	37.1%	27.8%	24.4%	46.6%	24.7%	22.9%	
High priority	36.7%	38.2%	38.7%	32.9%	36.4%	37.6%	41.4%	40.2%	40.1%	
Medium priority	14.1%	27.3%	28.7%	18.6%	26.9%	28.6%	8.6%	27.6%	28.7%	
Low priority	7.8%	8.2%	8.9%	11.4%	8.9%	9.4%	3.4%	7.5%	8.3%	
Total(n)	128	809	2,202	70	400	1,068	58	409	1,134	
Mean	3.12	2.83	2.77	2.96	2.83	2.77	3.31	2.82	2.78	
Standard deviation	0.93	0.91	0.91	1.01	0.93	0.92	0.78	0.89	0.89	

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Montclair State University										
Significance	-	***	***	-			-	***	***	
Effect size	-	0.32	0.38	-	0.14	0.21	-	0.55	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	
Indicate how important you believe each priority listed below is at your college or university:										
To hire faculty 'stars'										
Highest priority	8.0%	7.5%	6.4%	7.2%	9.1%	7.7%	8.9%	5.6%	4.9%	
High priority	39.2%	23.3%	19.7%	37.7%	22.8%	18.8%	41.1%	24.0%	20.8%	
Medium priority	28.8%	32.4%	32.7%	27.5%	30.6%	30.8%	30.4%	34.4%	34.9%	
Low priority	24.0%	36.8%	41.1%	27.5%	37.5%	42.7%	19.6%	36.0%	39.4%	
Total(n)	125	801	2,187	69	397	1,057	56	404	1,130	
Mean	2.31	2.01	1.91	2.25	2.03	1.92	2.39	1.99	1.91	
Standard deviation	0.93	0.95	0.93	0.95	0.98	0.96	0.91	0.91	0.89	
Significance	-	**	***	-		**	-	**	***	
Effect size	-	0.32	0.43	-	0.22	0.34	-	0.44	0.54	
To recruit more minority students										
Highest priority	21.3%	14.9%	15.3%	19.7%	14.9%	14.4%	23.2%	14.9%	16.4%	
High priority	38.6%	40.6%	40.8%	39.4%	40.2%	41.1%	37.5%	41.0%	40.4%	
Medium priority	31.5%	34.3%	34.3%	29.6%	34.4%	34.8%	33.9%	34.2%	33.8%	
Low priority	8.7%	10.1%	9.6%	11.3%	10.4%	9.8%	5.4%	9.8%	9.4%	
Total(n)	127	805	2,205	71	399	1,065	56	406	1,140	
Mean	2.72	2.60	2.62	2.68	2.60	2.60	2.79	2.61	2.64	
Standard deviation	0.90	0.86	0.86	0.92	0.86	0.85	0.87	0.86	0.86	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.09	0.09	-	0.21	0.17	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	9.4%	7.7%	7.3%	8.6%	9.3%	8.7%	10.3%	6.0%	5.7%	
High priority	10.9%	17.3%	17.3%	11.4%	18.6%	18.3%	10.3%	15.8%	16.1%	
Medium priority	35.9%	33.8%	34.7%	37.1%	34.3%	35.5%	34.5%	33.3%	33.9%	
Low priority	43.8%	41.2%	40.7%	42.9%	37.8%	37.5%	44.8%	45.0%	44.3%	
Total(n)	128	810	2,204	70	401	1,068	58	409	1,136	
Mean	1.86	1.91	1.91	1.86	2.00	1.98	1.86	1.83	1.83	
Standard deviation	0.95	0.94	0.93	0.94	0.97	0.95	0.98	0.90	0.90	
Significance	-			-			-			
Effect size	-	-0.05	-0.05	-	-0.14	-0.13	-	0.03	0.03	
To promote gender diversity in the faculty and administration										
Highest priority	15.1%	14.0%	14.1%	13.0%	15.2%	14.5%	17.5%	12.6%	13.6%	
High priority	34.9%	33.6%	35.6%	37.7%	34.0%	36.6%	31.6%	33.2%	34.4%	
Medium priority	38.1%	37.7%	36.5%	39.1%	37.6%	36.6%	36.8%	38.0%	36.5%	
Low priority	11.9%	14.7%	13.8%	10.1%	13.2%	12.4%	14.0%	16.2%	15.5%	
Total(n)	126	801	2,201	69	395	1,066	57	406	1,135	
Mean	2.53	2.47	2.50	2.54	2.51	2.53	2.53	2.42	2.46	
Standard deviation	0.89	0.91	0.90	0.85	0.90	0.89	0.95	0.91	0.91	
Significance	-			-			-			
Effect size	-	0.07	0.03	-	0.03	0.01	-	0.12	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	
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	19.8%	18.1%	17.9%	19.1%	18.6%	17.1%	20.7%	17.6%	18.8%	
High priority	35.7%	34.2%	35.9%	36.8%	33.5%	36.6%	34.5%	34.9%	35.0%	
Medium priority	31.7%	33.0%	32.7%	33.8%	34.0%	33.6%	29.3%	31.9%	31.8%	
Low priority	12.7%	14.7%	13.4%	10.3%	13.9%	12.6%	15.5%	15.6%	14.4%	
Total(n)	126	800	2,190	68	395	1,059	58	405	1,131	
Mean	2.63	2.56	2.58	2.65	2.57	2.58	2.60	2.54	2.58	
Standard deviation	0.94	0.95	0.93	0.91	0.95	0.92	0.99	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.07	0.05	-	0.08	0.08	-	0.06	0.02	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	7.1%	11.5%	12.1%	9.9%	12.0%	11.9%	3.6%	10.9%	12.2%	
High priority	18.3%	27.9%	29.1%	11.3%	24.8%	26.9%	27.3%	31.2%	31.7%	
Medium priority	42.1%	39.3%	39.1%	39.4%	38.1%	38.7%	45.5%	40.6%	39.7%	
Low priority	32.5%	21.4%	19.7%	39.4%	25.1%	22.6%	23.6%	17.3%	16.5%	
Total(n)	126	802	2,201	71	396	1,064	55	406	1,137	
Mean	2.00	2.29	2.34	1.92	2.24	2.28	2.11	2.36	2.40	
Standard deviation	0.89	0.93	0.93	0.95	0.96	0.94	0.81	0.89	0.90	
Significance	-	**	***	-	**	**	-	*	*	
Effect size	-	-0.31	-0.37	-	-0.33	-0.38	-	-0.28	-0.32	
To create and sustain partnerships with surrounding communities										
Highest priority	5.6%	14.7%	15.3%	7.2%	14.5%	14.3%	3.6%	15.0%	16.4%	
High priority	28.8%	38.1%	39.1%	26.1%	38.7%	39.7%	32.1%	37.5%	38.3%	
Medium priority	44.8%	35.1%	34.5%	42.0%	33.5%	33.6%	48.2%	36.9%	35.5%	
Low priority	20.8%	12.0%	11.1%	24.6%	13.3%	12.4%	16.1%	10.6%	9.8%	
Total(n)	125	805	2,202	69	397	1,066	56	408	1,136	
Mean	2.19	2.56	2.59	2.16	2.54	2.56	2.23	2.57	2.61	
Standard deviation	0.83	0.88	0.88	0.88	0.90	0.88	0.76	0.87	0.87	
Significance	-	***	***	-	**	***	-	**	**	
Effect size	-	-0.42	-0.45	-	-0.42	-0.45	-	-0.39	-0.44	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	38.4%	22.6%	18.6%	33.8%	22.4%	18.3%	43.9%	22.8%	18.9%	
High priority	33.6%	37.7%	36.2%	36.8%	38.3%	37.5%	29.8%	37.0%	34.7%	
Medium priority	21.6%	28.5%	32.1%	23.5%	28.7%	31.7%	19.3%	28.3%	32.6%	
Low priority	6.4%	11.2%	13.1%	5.9%	10.6%	12.6%	7.0%	11.9%	13.7%	
Total(n)	125	791	2,168	68	392	1,055	57	399	1,113	
Mean	3.04	2.72	2.60	2.99	2.73	2.61	3.11	2.71	2.59	
Standard deviation	0.93	0.94	0.93	0.91	0.93	0.92	0.96	0.95	0.95	

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	-	0.34	0.47	-	0.28	0.41	-	0.42	0.55	
To strengthen links with the for-profit, corporate sector										
Highest priority	23.4%	17.8%	15.2%	20.0%	17.3%	14.9%	27.8%	18.4%	15.5%	
High priority	35.5%	34.6%	32.4%	32.9%	33.3%	31.4%	38.9%	36.0%	33.6%	
Medium priority	27.4%	30.7%	32.8%	30.0%	29.9%	32.4%	24.1%	31.5%	33.3%	
Low priority	13.7%	16.9%	19.5%	17.1%	19.5%	21.3%	9.3%	14.1%	17.6%	
Total(n)	124	797	2,170	70	397	1,055	54	400	1,115	
Mean	2.69	2.53	2.43	2.56	2.48	2.40	2.85	2.59	2.47	
Standard deviation	0.98	0.97	0.97	1.00	0.99	0.98	0.94	0.94	0.95	
Significance	-		**	-			-		**	
Effect size	-	0.16	0.27	-	0.08	0.16	-	0.28	0.40	
To develop leadership ability among students										
Highest priority	8.0%	16.7%	17.1%	8.6%	16.6%	16.3%	7.3%	16.8%	18.0%	
High priority	28.8%	41.8%	41.5%	25.7%	39.2%	39.5%	32.7%	44.6%	43.8%	
Medium priority	52.0%	33.8%	34.0%	54.3%	36.2%	36.4%	49.1%	31.3%	31.3%	
Low priority	11.2%	7.7%	7.4%	11.4%	8.0%	7.8%	10.9%	7.4%	6.9%	
Total(n)	125	805	2,200	70	396	1,061	55	409	1,139	
Mean	2.34	2.67	2.68	2.31	2.64	2.64	2.36	2.71	2.73	
Standard deviation	0.78	0.84	0.84	0.79	0.85	0.84	0.78	0.83	0.83	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	-0.39	-0.40	-	-0.39	-0.39	-	-0.42	-0.45	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	20.2%	20.2%	20.8%	19.1%	18.1%	18.7%	21.4%	22.4%	23.3%	
High priority	42.7%	43.7%	43.4%	41.2%	43.8%	43.7%	44.6%	43.6%	43.0%	
Medium priority	29.0%	27.2%	27.5%	35.3%	30.6%	30.3%	21.4%	23.6%	24.4%	
Low priority	8.1%	8.9%	8.3%	4.4%	7.5%	7.3%	12.5%	10.4%	9.4%	
Total(n)	124	798	2,190	68	393	1,058	56	405	1,132	
Mean	2.75	2.75	2.77	2.75	2.73	2.74	2.75	2.78	2.80	
Standard deviation	0.87	0.88	0.87	0.82	0.84	0.85	0.94	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.02	0.01	-	-0.03	-0.06	
To prepare students for the workplace										
Highest priority	22.4%	37.2%	36.7%	21.4%	34.8%	34.6%	23.6%	39.8%	39.1%	
High priority	47.2%	44.8%	45.3%	47.1%	46.1%	46.3%	47.3%	43.4%	44.1%	
Medium priority	28.0%	15.8%	15.6%	28.6%	16.8%	16.6%	27.3%	14.7%	14.5%	
Low priority	2.4%	2.2%	2.5%	2.9%	2.3%	2.5%	1.8%	2.1%	2.4%	
Total(n)	125	809	2,213	70	399	1,064	55	410	1,149	
Mean	2.90	3.17	3.16	2.87	3.13	3.13	2.93	3.21	3.20	
Standard deviation	0.77	0.77	0.77	0.78	0.77	0.77	0.77	0.77	0.77	
Significance	-	***	***	-	**	**	-	*	*	
Effect size	-	-0.35	-0.34	-	-0.34	-0.34	-	-0.36	-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:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	35.7%	28.8%	28.5%	36.1%	29.0%	29.1%	35.1%	28.6%	27.7%	
To a large extent	38.8%	37.3%	36.7%	36.1%	36.7%	36.0%	42.1%	37.9%	37.5%	
To some extent	18.6%	24.7%	25.3%	19.4%	26.6%	26.6%	17.5%	22.6%	23.8%	
To a small extent	6.2%	7.3%	7.5%	6.9%	5.8%	6.4%	5.3%	9.0%	8.7%	
Not at all	0.8%	1.9%	2.0%	1.4%	1.9%	1.8%	0.0%	1.9%	2.3%	
Total(n)	129	797	2,192	72	397	1,057	57	400	1,135	
Mean	4.02	3.84	3.82	3.99	3.85	3.84	4.07	3.82	3.80	
Standard deviation	0.93	0.99	0.99	0.99	0.97	0.98	0.86	1.01	1.02	
Significance	-		*	-			-		*	
Effect size	-	0.18	0.20	-	0.14	0.15	-	0.25	0.26	
Experience close alignment between your work and your personal values										
To a very large extent	37.0%	35.1%	35.3%	32.9%	33.9%	34.4%	42.1%	36.4%	36.4%	
To a large extent	44.1%	43.8%	44.3%	52.9%	45.4%	45.8%	33.3%	41.9%	42.6%	
To some extent	17.3%	17.0%	16.0%	14.3%	15.2%	14.6%	21.1%	18.9%	17.5%	
To a small extent	1.6%	3.3%	3.3%	0.0%	4.2%	3.9%	3.5%	2.4%	2.7%	
Not at all	0.0%	0.9%	1.0%	0.0%	1.3%	1.3%	0.0%	0.4%	0.7%	
Total(n)	127	795	2,191	70	391	1,055	57	404	1,136	
Mean	4.17	4.09	4.10	4.19	4.06	4.08	4.14	4.12	4.11	
Standard deviation	0.76	0.85	0.85	0.67	0.88	0.87	0.88	0.82	0.84	
Significance	-			-			-			
Effect size	-	0.09	0.08	-	0.15	0.13	-	0.02	0.04	
Mentor faculty										
To a very large extent	16.8%	12.6%	12.5%	14.5%	14.0%	12.9%	19.6%	11.1%	12.0%	
To a large extent	30.4%	22.6%	22.9%	37.7%	23.1%	23.4%	21.4%	22.0%	22.2%	
To some extent	33.6%	33.1%	32.9%	33.3%	31.7%	32.3%	33.9%	34.6%	33.5%	
To a small extent	8.0%	15.8%	16.3%	4.3%	15.0%	16.1%	12.5%	16.7%	16.5%	
Not at all	11.2%	15.9%	15.5%	10.1%	16.2%	15.3%	12.5%	15.6%	15.8%	
Total(n)	125	785	2,156	69	392	1,049	56	393	1,107	
Mean	3.34	3.00	3.00	3.42	3.04	3.03	3.23	2.96	2.98	
Standard deviation	1.18	1.23	1.23	1.12	1.26	1.23	1.26	1.21	1.22	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.28	0.28	-	0.30	0.32	-	0.22	0.20	
Mentor undergraduate students										
To a very large extent	27.5%	35.0%	36.0%	23.9%	32.7%	33.8%	32.1%	37.5%	38.4%	
To a large extent	39.2%	32.2%	31.9%	43.3%	33.2%	32.8%	34.0%	31.1%	30.8%	
To some extent	16.7%	20.3%	20.2%	22.4%	21.3%	21.3%	9.4%	19.2%	19.0%	
To a small extent	9.2%	9.3%	8.8%	9.0%	10.0%	9.5%	9.4%	8.4%	8.0%	
Not at all	7.5%	3.2%	3.1%	1.5%	2.8%	2.6%	15.1%	3.7%	3.8%	
Total(n)	120	786	2,169	67	390	1,047	53	396	1,122	
Mean	3.70	3.86	3.89	3.79	3.83	3.86	3.58	3.90	3.92	
Standard deviation	1.19	1.09	1.09	0.96	1.08	1.07	1.42	1.11	1.11	

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	
Significance	-			-			-		*	
Effect size	-	-0.15	-0.17	-	-0.04	-0.07	-	-0.29	-0.31	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	26.0%	19.2%	16.2%	17.4%	17.4%	14.6%	37.0%	21.1%	18.1%	
To a large extent	26.0%	21.5%	18.8%	27.5%	23.8%	20.2%	24.1%	18.9%	17.2%	
To some extent	22.8%	19.0%	18.2%	26.1%	20.8%	19.8%	18.5%	16.9%	16.4%	
To a small extent	10.6%	13.9%	13.9%	10.1%	12.4%	12.7%	11.1%	15.7%	15.3%	
Not at all	14.6%	26.5%	32.8%	18.8%	25.6%	32.7%	9.3%	27.4%	32.9%	
Total(n)	123	790	2,157	69	396	1,046	54	394	1,111	
Mean	3.38	2.93	2.72	3.14	2.95	2.71	3.69	2.91	2.72	
Standard deviation	1.36	1.47	1.49	1.35	1.44	1.46	1.33	1.51	1.51	
Significance	-	**	***	-		*	-	***	***	
Effect size	-	0.31	0.44	-	0.13	0.29	-	0.52	0.64	
Been mentored by at least one professional in academia										
To a very large extent	25.2%	23.3%	22.5%	25.0%	23.1%	21.7%	25.5%	23.5%	23.4%	
To a large extent	25.2%	26.7%	26.3%	25.0%	24.6%	24.9%	25.5%	29.0%	27.9%	
To some extent	22.8%	23.2%	24.1%	20.8%	24.5%	25.0%	25.5%	21.7%	23.2%	
To a small extent	12.6%	16.2%	16.7%	12.5%	15.3%	16.9%	12.7%	17.1%	16.5%	
Not at all	14.2%	10.7%	10.4%	16.7%	12.6%	11.5%	10.9%	8.6%	9.1%	
Total(n)	127	798	2,175	72	398	1,052	55	400	1,123	
Mean	3.35	3.36	3.34	3.29	3.30	3.28	3.42	3.42	3.40	
Standard deviation	1.36	1.29	1.28	1.41	1.32	1.29	1.30	1.25	1.26	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.01	0.01	-	0.00	0.02	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.5%	6.7%	6.6%	5.6%	8.1%	7.8%	5.4%	5.2%	5.2%	
To a large extent	5.5%	7.6%	7.9%	8.5%	8.0%	8.2%	1.8%	7.2%	7.5%	
To some extent	25.2%	20.5%	20.0%	28.2%	21.9%	20.8%	21.4%	18.9%	19.1%	
To a small extent	16.5%	18.8%	18.8%	18.3%	19.3%	19.0%	14.3%	18.2%	18.7%	
Not at all	47.2%	46.5%	46.7%	39.4%	42.8%	44.3%	57.1%	50.6%	49.5%	
Total(n)	127	797	2,180	71	396	1,056	56	401	1,124	
Mean	2.06	2.09	2.09	2.23	2.19	2.16	1.84	1.98	2.00	
Standard deviation	1.20	1.25	1.25	1.22	1.29	1.29	1.16	1.20	1.21	
Significance	-			-			-			
Effect size	-	-0.02	-0.02	-	0.03	0.05	-	-0.12	-0.13	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	1.6%	1.3%	1.2%	2.8%	2.0%	1.7%	0.0%	0.6%	0.6%	
To a large extent	0.8%	1.6%	1.3%	1.4%	2.1%	1.5%	0.0%	1.1%	1.1%	

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		
To some extent	2.4%	3.4%	3.2%	1.4%	3.8%	3.5%	3.6%	3.0%	2.9%		
To a small extent	0.0%	2.3%	2.7%	0.0%	3.1%	3.1%	0.0%	1.5%	2.1%		
Not at all	95.3%	91.3%	91.6%	94.4%	89.0%	90.1%	96.4%	93.7%	93.3%		
Total(n)	127	797	2,185	71	399	1,059	56	398	1,126		
Mean	1.13	1.19	1.18	1.18	1.25	1.22	1.07	1.13	1.14		
Standard deviation	0.63	0.69	0.66	0.78	0.79	0.73	0.37	0.56	0.56		
Significance	-			-			-				
Effect size	-	-0.09	-0.08	-	-0.09	-0.05	-	-0.11	-0.13		
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?											
Excellent	36.0%	29.2%	30.0%	35.7%	28.1%	29.3%	36.4%	30.4%	30.9%		
Good	49.0%	51.4%	51.6%	51.8%	52.4%	52.1%	45.5%	50.4%	51.0%		
Fair	12.0%	14.4%	13.7%	10.7%	14.6%	13.8%	13.6%	14.3%	13.5%		
Poor	3.0%	4.9%	4.7%	1.8%	5.0%	4.8%	4.5%	4.9%	4.6%		
Total(n)	100	630	1,737	56	319	863	44	311	874		
Mean	3.18	3.05	3.07	3.21	3.04	3.06	3.14	3.06	3.08		
Standard deviation	0.76	0.79	0.79	0.71	0.79	0.79	0.82	0.80	0.79		
Significance	-			-			-				
Effect size	-	0.16	0.14	-	0.22	0.19	-	0.10	0.08		
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?											
Excellent	51.9%	43.6%	43.9%	50.0%	42.5%	42.3%	54.5%	44.8%	45.8%		
Good	41.7%	49.1%	48.9%	40.6%	48.9%	49.1%	43.2%	49.2%	48.6%		
Fair	4.6%	6.0%	6.0%	7.8%	7.3%	7.3%	0.0%	4.6%	4.5%		
Poor	1.9%	1.3%	1.2%	1.6%	1.2%	1.2%	2.3%	1.4%	1.2%		
Total(n)	108	726	2,029	64	362	989	44	364	1,040		
Mean	3.44	3.35	3.36	3.39	3.33	3.33	3.50	3.37	3.39		
Standard deviation	0.67	0.65	0.65	0.70	0.66	0.66	0.63	0.64	0.63		
Significance	-			-			-				
Effect size	-	0.14	0.12	-	0.09	0.09	-	0.20	0.17		
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?											
Excellent	49.0%	42.7%	41.6%	41.8%	42.3%	40.9%	57.8%	43.2%	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		
Good	40.0%	47.2%	47.6%	47.3%	47.6%	48.2%	31.1%	46.7%	46.9%		
Fair	9.0%	8.0%	8.8%	9.1%	8.2%	8.9%	8.9%	7.8%	8.6%		
Poor	2.0%	2.0%	2.0%	1.8%	1.8%	2.0%	2.2%	2.3%	2.0%		
Total(n)	100	535	1,234	55	284	619	45	251	615		
Mean	3.36	3.31	3.29	3.29	3.30	3.28	3.44	3.31	3.30		
Standard deviation	0.73	0.70	0.71	0.71	0.70	0.71	0.76	0.71	0.71		
Significance	-			-			-				
Effect size	-	0.07	0.10	-	-0.01	0.01	-	0.18	0.20		
How satisfied are you with the following aspects of your job?											
Salary											
Very satisfied	10.3%	9.5%	9.4%	8.5%	7.9%	8.7%	12.7%	11.3%	10.2%		
Satisfied	48.4%	36.1%	37.8%	52.1%	39.8%	41.1%	43.6%	32.1%	33.9%		
Marginally satisfied	24.6%	29.7%	30.1%	21.1%	28.4%	27.9%	29.1%	31.1%	32.7%		
Not satisfied	16.7%	24.7%	22.7%	18.3%	23.9%	22.3%	14.5%	25.5%	23.1%		
Total(n)	126	793	2,188	71	391	1,053	55	402	1,135		
Mean	2.52	2.30	2.34	2.51	2.32	2.36	2.55	2.29	2.31		
Standard deviation	0.89	0.95	0.93	0.89	0.92	0.92	0.90	0.97	0.94		
Significance	-	*	*	-			-				
Effect size	-	0.23	0.19	-	0.21	0.16	-	0.27	0.26		
Health benefits											
Very satisfied	22.0%	18.6%	20.6%	20.6%	16.8%	20.1%	23.6%	20.7%	21.1%		
Satisfied	52.0%	43.3%	45.4%	51.5%	40.8%	43.8%	52.7%	46.1%	47.3%		
Marginally satisfied	19.5%	21.5%	20.7%	17.6%	24.9%	22.2%	21.8%	17.8%	19.0%		
Not satisfied	6.5%	16.5%	13.3%	10.3%	17.5%	13.9%	1.8%	15.5%	12.6%		
Total(n)	123	790	2,170	68	390	1,047	55	400	1,123		
Mean	2.89	2.64	2.73	2.82	2.57	2.70	2.98	2.72	2.77		
Standard deviation	0.82	0.97	0.93	0.88	0.97	0.94	0.73	0.96	0.92		
Significance	-	**		-	*		-				
Effect size	-	0.26	0.17	-	0.26	0.13	-	0.27	0.23		
How satisfied are you with the following aspects of your job?											
Retirement benefits											
Very satisfied	12.8%	16.4%	20.1%	12.9%	15.2%	19.6%	12.7%	17.8%	20.7%		
Satisfied	51.2%	45.1%	46.1%	50.0%	42.5%	44.6%	52.7%	47.8%	47.7%		
Marginally satisfied	30.4%	29.1%	25.8%	28.6%	30.6%	26.0%	32.7%	27.5%	25.5%		
Not satisfied	5.6%	9.4%	8.0%	8.6%	11.7%	9.8%	1.8%	6.9%	6.0%		
Total(n)	125	781	2,160	70	385	1,043	55	396	1,117		
Mean	2.71	2.68	2.78	2.67	2.61	2.74	2.76	2.76	2.83		
Standard deviation	0.76	0.86	0.86	0.81	0.88	0.88	0.69	0.82	0.82		
Significance	-			-			-				
Effect size	-	0.03	-0.08	-	0.07	-0.08	-	0.00	-0.09		
Opportunity for scholarly pursuits											
Very satisfied	10.7%	13.2%	13.7%	10.4%	15.2%	15.5%	10.9%	11.1%	11.6%		
Satisfied	41.0%	40.5%	41.1%	50.7%	42.6%	43.2%	29.1%	38.3%	38.8%		

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	32.8%	31.3%	30.4%	25.4%	26.5%	26.9%	41.8%	36.6%	34.4%	
Not satisfied	15.6%	14.9%	14.8%	13.4%	15.8%	14.4%	18.2%	14.0%	15.1%	
Total(n)	122	781	2,160	67	386	1,040	55	395	1,120	
Mean	2.47	2.52	2.54	2.58	2.57	2.60	2.33	2.47	2.47	
Standard deviation	0.88	0.90	0.90	0.86	0.93	0.92	0.90	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	0.01	-0.02	-	-0.16	-0.16	
Teaching load										
Very satisfied	13.4%	15.1%	13.9%	11.3%	15.2%	14.1%	16.1%	14.9%	13.6%	
Satisfied	46.5%	46.9%	46.5%	53.5%	50.6%	49.5%	37.5%	42.8%	43.1%	
Marginally satisfied	22.8%	22.9%	24.1%	19.7%	20.6%	22.4%	26.8%	25.4%	26.0%	
Not satisfied	17.3%	15.2%	15.6%	15.5%	13.6%	14.0%	19.6%	16.9%	17.4%	
Total(n)	127	795	2,190	71	394	1,057	56	401	1,133	
Mean	2.56	2.62	2.59	2.61	2.67	2.64	2.50	2.56	2.53	
Standard deviation	0.93	0.92	0.91	0.89	0.89	0.89	0.99	0.94	0.93	
Significance	-			-			-			
Effect size	-	-0.07	-0.03	-	-0.07	-0.03	-	-0.06	-0.03	
Quality of students										
Very satisfied	8.2%	8.5%	9.9%	8.8%	8.2%	9.1%	7.4%	8.8%	10.9%	
Satisfied	39.3%	47.6%	49.6%	36.8%	41.7%	45.2%	42.6%	54.1%	54.6%	
Marginally satisfied	35.2%	32.9%	30.7%	36.8%	38.5%	35.3%	33.3%	26.8%	25.5%	
Not satisfied	17.2%	10.9%	9.8%	17.6%	11.6%	10.4%	16.7%	10.2%	9.0%	
Total(n)	122	794	2,183	68	392	1,052	54	402	1,131	
Mean	2.39	2.54	2.60	2.37	2.47	2.53	2.41	2.62	2.67	
Standard deviation	0.87	0.80	0.80	0.88	0.80	0.80	0.86	0.79	0.79	
Significance	-		**	-			-		*	
Effect size	-	-0.19	-0.26	-	-0.13	-0.20	-	-0.27	-0.33	
Autonomy and independence										
Very satisfied	24.6%	39.0%	39.7%	17.1%	35.7%	36.9%	33.9%	42.6%	42.8%	
Satisfied	51.6%	43.9%	44.2%	55.7%	47.2%	47.2%	46.4%	40.3%	40.8%	
Marginally satisfied	15.9%	12.4%	11.9%	20.0%	13.5%	12.3%	10.7%	11.2%	11.4%	
Not satisfied	7.9%	4.7%	4.3%	7.1%	3.7%	3.6%	8.9%	5.9%	5.0%	
Total(n)	126	796	2,190	70	393	1,055	56	403	1,135	
Mean	2.93	3.17	3.19	2.83	3.15	3.17	3.05	3.19	3.21	
Standard deviation	0.85	0.82	0.81	0.80	0.78	0.78	0.90	0.86	0.84	
Significance	-	**	***	-	**	***	-			
Effect size	-	-0.29	-0.32	-	-0.41	-0.44	-	-0.16	-0.19	
Departmental leadership										
Very satisfied	29.0%	35.3%	35.5%	27.5%	34.2%	35.3%	30.9%	36.5%	35.8%	
Satisfied	36.3%	35.8%	36.7%	40.6%	40.1%	40.5%	30.9%	31.0%	32.4%	
Marginally satisfied	18.5%	17.3%	16.3%	17.4%	15.7%	14.6%	20.0%	19.2%	18.3%	
Not satisfied	16.1%	11.6%	11.5%	14.5%	10.1%	9.6%	18.2%	13.3%	13.5%	
Total(n)	124	789	2,178	69	392	1,052	55	397	1,126	
Mean	2.78	2.95	2.96	2.81	2.98	3.01	2.75	2.91	2.90	
Standard deviation	1.04	0.99	0.99	1.00	0.95	0.94	1.09	1.04	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	-	-0.17	-0.18	-	-0.18	-0.21	-	-0.15	-0.14	
Departmental support for work/life balance										
Very satisfied	27.0%	28.6%	27.5%	24.3%	27.3%	27.5%	30.4%	30.0%	27.5%	
Satisfied	43.7%	40.9%	41.8%	50.0%	44.1%	45.1%	35.7%	37.3%	37.9%	
Marginally satisfied	19.8%	20.4%	20.5%	20.0%	20.1%	19.5%	19.6%	20.7%	21.7%	
Not satisfied	9.5%	10.2%	10.2%	5.7%	8.5%	7.9%	14.3%	12.0%	12.9%	
Total(n)	126	790	2,183	70	391	1,051	56	399	1,132	
Mean	2.88	2.88	2.87	2.93	2.90	2.92	2.82	2.85	2.80	
Standard deviation	0.92	0.94	0.93	0.82	0.90	0.88	1.03	0.98	0.98	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.03	0.01	-	-0.03	0.02	
Institutional support for work/life balance										
Very satisfied	5.8%	14.8%	14.9%	7.2%	15.0%	15.5%	3.8%	14.5%	14.3%	
Satisfied	40.5%	41.8%	41.8%	40.6%	43.1%	44.2%	40.4%	40.3%	39.2%	
Marginally satisfied	30.6%	27.8%	28.3%	31.9%	28.4%	27.6%	28.8%	27.1%	29.1%	
Not satisfied	23.1%	15.7%	15.0%	20.3%	13.5%	12.8%	26.9%	18.2%	17.5%	
Total(n)	121	782	2,161	69	389	1,044	52	393	1,117	
Mean	2.29	2.56	2.57	2.35	2.60	2.62	2.21	2.51	2.50	
Standard deviation	0.89	0.93	0.92	0.89	0.90	0.89	0.89	0.95	0.94	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	-0.29	-0.30	-	-0.28	-0.30	-	-0.32	-0.31	
Prospects for career advancement										
Very satisfied	6.5%	9.6%	10.3%	5.9%	8.8%	9.9%	7.1%	10.6%	10.7%	
Satisfied	38.7%	40.2%	41.8%	33.8%	40.2%	42.2%	44.6%	40.1%	41.3%	
Marginally satisfied	34.7%	30.3%	29.6%	36.8%	31.1%	30.3%	32.1%	29.4%	28.9%	
Not satisfied	20.2%	19.9%	18.3%	23.5%	19.9%	17.5%	16.1%	19.9%	19.1%	
Total(n)	124	778	2,159	68	386	1,042	56	392	1,117	
Mean	2.31	2.40	2.44	2.22	2.38	2.45	2.43	2.41	2.44	
Standard deviation	0.87	0.91	0.90	0.88	0.90	0.89	0.85	0.92	0.92	
Significance	-			-		*	-			
Effect size	-	-0.10	-0.14	-	-0.18	-0.26	-	0.02	-0.01	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	6.5%	7.6%	7.9%	5.7%	8.3%	8.7%	7.4%	6.8%	7.0%	
Satisfied	43.5%	32.9%	33.4%	44.3%	33.0%	34.4%	42.6%	32.8%	32.4%	
Marginally satisfied	28.2%	29.3%	30.4%	30.0%	28.2%	29.4%	25.9%	30.6%	31.6%	
Not satisfied	21.8%	30.2%	28.2%	20.0%	30.5%	27.5%	24.1%	29.8%	29.0%	
Total(n)	124	778	2,153	70	386	1,039	54	392	1,114	
Mean	2.35	2.18	2.21	2.36	2.19	2.24	2.33	2.17	2.17	
Standard deviation	0.89	0.95	0.94	0.87	0.96	0.95	0.93	0.93	0.93	
Significance	-			-			-			
Effect size	-	0.18	0.15	-	0.18	0.13	-	0.17	0.17	

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	
Flexibility in relation to family matters or emergencies										
Very satisfied	33.3%	40.8%	39.5%	28.6%	37.2%	37.9%	39.3%	44.8%	41.4%	
Satisfied	48.4%	44.1%	45.9%	55.7%	49.8%	49.8%	39.3%	37.8%	41.4%	
Marginally satisfied	15.1%	11.6%	11.4%	14.3%	10.0%	9.7%	16.1%	13.4%	13.2%	
Not satisfied	3.2%	3.5%	3.3%	1.4%	3.0%	2.6%	5.4%	4.0%	4.0%	
Total(n)	126	789	2,179	70	391	1,051	56	398	1,128	
Mean	3.12	3.22	3.22	3.11	3.21	3.23	3.13	3.23	3.20	
Standard deviation	0.78	0.78	0.77	0.69	0.74	0.73	0.88	0.83	0.82	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.14	-0.16	-	-0.12	-0.09	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	14.8%	24.5%	23.9%	14.5%	24.2%	24.6%	15.1%	24.8%	23.2%	
Satisfied	45.1%	47.4%	48.8%	52.2%	50.0%	51.3%	35.8%	44.7%	45.9%	
Marginally satisfied	27.0%	20.0%	19.2%	23.2%	18.7%	17.4%	32.1%	21.4%	21.1%	
Not satisfied	13.1%	8.0%	8.1%	10.1%	7.1%	6.7%	17.0%	9.1%	9.8%	
Total(n)	122	773	2,135	69	383	1,033	53	390	1,102	
Mean	2.61	2.88	2.89	2.71	2.91	2.94	2.49	2.85	2.82	
Standard deviation	0.89	0.87	0.86	0.84	0.84	0.83	0.95	0.90	0.90	
Significance	-	**	***	-		*	-	**	**	
Effect size	-	-0.31	-0.33	-	-0.24	-0.28	-	-0.40	-0.37	
Overall job satisfaction										
Very satisfied	14.4%	19.4%	20.7%	11.3%	17.0%	19.9%	18.5%	22.1%	21.7%	
Satisfied	62.4%	58.7%	58.4%	69.0%	61.6%	60.4%	53.7%	55.6%	56.0%	
Marginally satisfied	18.4%	17.7%	16.9%	14.1%	17.3%	15.6%	24.1%	18.2%	18.3%	
Not satisfied	4.8%	4.1%	4.0%	5.6%	4.1%	4.1%	3.7%	4.1%	3.9%	
Total(n)	125	790	2,177	71	392	1,053	54	398	1,124	
Mean	2.86	2.94	2.96	2.86	2.92	2.96	2.87	2.96	2.96	
Standard deviation	0.71	0.73	0.73	0.68	0.71	0.72	0.75	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.11	-0.14	-	-0.08	-0.14	-	-0.12	-0.12	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	20.8%	19.4%	19.9%	19.7%	14.9%	15.5%	22.2%	24.3%	24.8%	
Somewhat	56.7%	57.8%	57.8%	51.5%	58.3%	58.2%	63.0%	57.3%	57.4%	
Not at all	22.5%	22.8%	22.3%	28.8%	26.8%	26.3%	14.8%	18.5%	17.8%	
Total(n)	120	760	2,101	66	372	1,008	54	388	1,093	
Mean	1.98	1.97	1.98	1.91	1.88	1.89	2.07	2.06	2.07	
Standard deviation	0.66	0.65	0.65	0.70	0.63	0.64	0.61	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.05	0.03	-	0.02	0.00	
Child care										
Extensive	20.3%	19.4%	20.1%	18.2%	16.1%	16.1%	24.0%	23.9%	25.8%	

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	
Somewhat	44.9%	41.5%	41.2%	40.9%	38.9%	39.9%	52.0%	45.1%	42.9%	
Not at all	34.8%	39.1%	38.7%	40.9%	45.0%	44.1%	24.0%	31.0%	31.2%	
Total(n)	69	457	1,223	44	254	647	25	203	576	
Mean	1.86	1.80	1.81	1.77	1.71	1.72	2.00	1.93	1.95	
Standard deviation	0.73	0.74	0.74	0.74	0.73	0.72	0.71	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	0.08	0.07	-	0.09	0.07	
My physical health										
Extensive	11.1%	9.2%	9.7%	14.3%	8.8%	9.5%	7.4%	9.7%	10.1%	
Somewhat	50.4%	49.1%	49.1%	47.6%	47.4%	47.5%	53.7%	50.8%	50.9%	
Not at all	38.5%	41.7%	41.2%	38.1%	43.8%	43.1%	38.9%	39.5%	39.1%	
Total(n)	117	747	2,065	63	363	991	54	384	1,074	
Mean	1.73	1.68	1.69	1.76	1.65	1.66	1.69	1.70	1.71	
Standard deviation	0.65	0.64	0.64	0.69	0.63	0.64	0.61	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.17	0.16	-	-0.02	-0.03	
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	15.5%	15.6%	16.4%	20.4%	12.7%	13.1%	9.3%	18.8%	20.1%	
Somewhat	44.3%	44.3%	44.2%	35.2%	44.0%	43.6%	55.8%	44.6%	44.9%	
Not at all	40.2%	40.1%	39.4%	44.4%	43.3%	43.3%	34.9%	36.6%	35.0%	
Total(n)	97	631	1,849	54	314	907	43	317	942	
Mean	1.75	1.76	1.77	1.76	1.69	1.70	1.74	1.82	1.85	
Standard deviation	0.71	0.71	0.71	0.78	0.68	0.69	0.62	0.72	0.73	
Significance	-			-			-			
Effect size	-	-0.01	-0.03	-	0.10	0.09	-	-0.11	-0.15	
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	4.2%	4.8%	5.1%	3.7%	4.4%	4.3%	4.8%	5.2%	6.0%	
Somewhat	27.1%	22.4%	22.9%	20.4%	20.0%	18.9%	35.7%	25.0%	27.3%	
Not at all	68.8%	72.8%	72.0%	75.9%	75.6%	76.8%	59.5%	69.9%	66.7%	
Total(n)	96	653	1,874	54	317	893	42	336	981	
Mean	1.35	1.32	1.33	1.28	1.29	1.28	1.45	1.35	1.39	
Standard deviation	0.56	0.56	0.57	0.53	0.54	0.53	0.59	0.58	0.60	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	-0.02	0.00	-	0.17	0.10	
Committee work										
Extensive	17.1%	14.1%	14.3%	15.9%	12.0%	12.3%	18.5%	16.4%	16.5%	
Somewhat	62.6%	54.5%	55.4%	59.4%	51.3%	52.7%	66.7%	58.1%	58.5%	
Not at all	20.3%	31.4%	30.3%	24.6%	36.7%	35.0%	14.8%	25.4%	25.0%	
Total(n)	123	764	2,103	69	379	1,023	54	385	1,080	
Mean	1.97	1.83	1.84	1.91	1.75	1.77	2.04	1.91	1.92	
Standard deviation	0.61	0.65	0.65	0.64	0.65	0.65	0.58	0.64	0.64	

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	-	0.22	0.20	-	0.25	0.22	-	0.20	0.19	
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	16.3%	10.7%	11.8%	8.8%	8.0%	9.4%	25.5%	13.7%	14.6%	
Somewhat	47.2%	44.0%	45.8%	58.8%	46.3%	47.0%	32.7%	41.5%	44.5%	
Not at all	36.6%	45.3%	42.4%	32.4%	45.8%	43.6%	41.8%	44.8%	40.9%	
Total(n)	123	769	2,129	68	379	1,029	55	390	1,100	
Mean	1.80	1.65	1.69	1.76	1.62	1.66	1.84	1.69	1.74	
Standard deviation	0.70	0.66	0.67	0.60	0.63	0.64	0.81	0.70	0.70	
Significance	-	*		-			-			
Effect size	-	0.23	0.16	-	0.22	0.16	-	0.21	0.14	
Students										
Extensive	7.6%	8.4%	8.9%	6.1%	4.7%	5.8%	9.4%	12.4%	12.5%	
Somewhat	59.7%	61.8%	61.1%	60.6%	61.2%	60.6%	58.5%	62.4%	61.7%	
Not at all	32.8%	29.8%	30.0%	33.3%	34.1%	33.6%	32.1%	25.2%	25.9%	
Total(n)	119	771	2,140	66	378	1,027	53	393	1,113	
Mean	1.75	1.79	1.79	1.73	1.71	1.72	1.77	1.87	1.87	
Standard deviation	0.59	0.58	0.59	0.57	0.55	0.56	0.61	0.60	0.60	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	0.04	0.02	-	-0.17	-0.17	
Research or publishing demands										
Extensive	34.1%	20.1%	20.2%	27.5%	16.0%	16.1%	42.6%	24.7%	25.1%	
Somewhat	49.6%	49.4%	50.2%	50.7%	46.1%	48.1%	48.1%	53.1%	52.6%	
Not at all	16.3%	30.5%	29.6%	21.7%	37.9%	35.8%	9.3%	22.2%	22.3%	
Total(n)	123	707	1,992	69	361	992	54	346	1,000	
Mean	2.18	1.90	1.91	2.06	1.78	1.80	2.33	2.02	2.03	
Standard deviation	0.69	0.70	0.70	0.70	0.70	0.69	0.64	0.68	0.69	
Significance	-	***	***	-	**	**	-	**	**	
Effect size	-	0.40	0.39	-	0.40	0.38	-	0.46	0.43	
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	50.0%	29.4%	27.1%	47.1%	28.2%	26.8%	53.7%	30.6%	27.5%	
Somewhat	36.1%	44.9%	46.3%	42.6%	45.7%	46.8%	27.8%	44.1%	45.8%	
Not at all	13.9%	25.7%	26.5%	10.3%	26.1%	26.3%	18.5%	25.3%	26.8%	
Total(n)	122	759	2,092	68	379	1,020	54	380	1,072	
Mean	2.36	2.04	2.01	2.37	2.02	2.01	2.35	2.05	2.01	
Standard deviation	0.72	0.74	0.73	0.67	0.74	0.73	0.78	0.75	0.74	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.43	0.48	-	0.47	0.49	-	0.40	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	
Teaching load										
Extensive	17.7%	17.7%	19.4%	13.0%	13.5%	15.9%	23.6%	22.2%	23.5%	
Somewhat	42.7%	46.8%	47.6%	46.4%	49.0%	49.4%	38.2%	44.4%	45.5%	
Not at all	39.5%	35.5%	33.0%	40.6%	37.5%	34.8%	38.2%	33.4%	31.0%	
Total(n)	124	772	2,143	69	380	1,026	55	392	1,117	
Mean	1.78	1.82	1.86	1.72	1.76	1.81	1.85	1.89	1.92	
Standard deviation	0.73	0.71	0.71	0.68	0.67	0.69	0.78	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	-0.06	-0.13	-	-0.05	-0.10	
Lack of personal time										
Extensive	24.6%	23.2%	24.6%	19.4%	18.9%	19.2%	30.9%	27.8%	30.9%	
Somewhat	45.1%	47.0%	47.9%	40.3%	43.2%	46.1%	50.9%	51.2%	50.0%	
Not at all	30.3%	29.8%	27.4%	40.3%	37.9%	34.7%	18.2%	21.0%	19.1%	
Total(n)	122	771	2,142	67	380	1,029	55	391	1,113	
Mean	1.94	1.93	1.97	1.79	1.81	1.84	2.13	2.07	2.12	
Standard deviation	0.74	0.73	0.72	0.75	0.73	0.72	0.70	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.01	-0.04	-	-0.03	-0.07	-	0.09	0.01	
Job security										
Extensive	5.2%	11.1%	10.3%	4.6%	10.6%	9.5%	6.0%	11.6%	11.2%	
Somewhat	18.3%	28.0%	26.9%	13.8%	25.6%	25.3%	24.0%	30.6%	28.8%	
Not at all	76.5%	60.9%	62.7%	81.5%	63.8%	65.1%	70.0%	57.7%	60.0%	
Total(n)	115	749	2,073	65	369	999	50	380	1,074	
Mean	1.29	1.50	1.48	1.23	1.47	1.44	1.36	1.54	1.51	
Standard deviation	0.56	0.69	0.68	0.52	0.68	0.66	0.60	0.69	0.69	
Significance	-	**	**	-	**	*	-			
Effect size	-	-0.30	-0.28	-	-0.35	-0.32	-	-0.26	-0.22	
Self-imposed high expectations										
Extensive	32.5%	34.6%	34.8%	24.2%	29.0%	30.3%	42.6%	40.6%	40.0%	
Somewhat	60.0%	52.2%	52.5%	65.2%	53.9%	53.9%	53.7%	50.3%	51.0%	
Not at all	7.5%	13.3%	12.6%	10.6%	17.1%	15.8%	3.7%	9.1%	9.1%	
Total(n)	120	771	2,140	66	378	1,028	54	393	1,112	
Mean	2.25	2.21	2.22	2.14	2.12	2.15	2.39	2.32	2.31	
Standard deviation	0.58	0.66	0.65	0.58	0.67	0.66	0.56	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.03	-0.02	-	0.11	0.13	
Increased work responsibilities										
Extensive	28.1%	27.7%	26.3%	24.2%	21.9%	21.1%	32.7%	34.0%	32.3%	
Somewhat	47.9%	50.7%	50.9%	50.0%	51.5%	51.2%	45.5%	49.9%	50.6%	
Not at all	24.0%	21.5%	22.8%	25.8%	26.6%	27.8%	21.8%	16.0%	17.1%	
Total(n)	121	766	2,118	66	375	1,018	55	391	1,100	
Mean	2.04	2.06	2.04	1.98	1.95	1.93	2.11	2.18	2.15	
Standard deviation	0.72	0.70	0.70	0.71	0.70	0.70	0.74	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	0.04	0.07	-	-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	
Institutional budget cuts										
Extensive	34.2%	42.3%	34.9%	35.4%	43.9%	35.9%	32.7%	40.5%	33.8%	
Somewhat	36.8%	40.1%	40.8%	35.4%	38.0%	38.8%	38.5%	42.3%	43.1%	
Not at all	29.1%	17.7%	24.3%	29.2%	18.1%	25.3%	28.8%	17.2%	23.1%	
Total(n)	117	771	2,071	65	377	1,002	52	394	1,069	
Mean	2.05	2.25	2.11	2.06	2.26	2.11	2.04	2.23	2.11	
Standard deviation	0.80	0.73	0.76	0.81	0.74	0.78	0.79	0.72	0.75	
Significance	-	**		-	*		-			
Effect size	-	-0.27	-0.08	-	-0.27	-0.06	-	-0.26	-0.09	
Have you been sexually harassed at this institution?										
Yes	7.8%	6.1%	6.2%	2.8%	2.9%	3.1%	14.0%	9.6%	9.7%	
No	92.2%	93.9%	93.8%	97.2%	97.1%	96.9%	86.0%	90.4%	90.3%	
Total(n)	129	805	2,201	72	397	1,059	57	408	1,142	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	27.6%	35.1%	34.9%	31.0%	34.0%	33.7%	23.2%	36.3%	36.2%	
No	72.4%	64.9%	65.1%	69.0%	66.0%	66.3%	76.8%	63.7%	63.8%	
Total(n)	127	790	2,177	71	389	1,048	56	401	1,129	
Considered leaving this institution for another?										
Yes	43.5%	45.4%	45.1%	42.0%	46.4%	46.5%	45.5%	44.3%	43.4%	
No	56.5%	54.6%	54.9%	58.0%	53.6%	53.5%	54.5%	55.7%	56.6%	
Total(n)	124	787	2,163	69	389	1,042	55	398	1,121	

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	
Engaged in public service/professional consulting without pay?										
Yes	54.4%	52.6%	53.7%	55.7%	52.9%	54.3%	52.7%	52.3%	53.0%	
No	45.6%	47.4%	46.3%	44.3%	47.1%	45.7%	47.3%	47.7%	47.0%	
Total(n)	125	789	2,168	70	387	1,042	55	402	1,126	
Received at least one firm job offer elsewhere?										
Yes	15.4%	17.0%	16.2%	13.2%	15.9%	15.8%	18.2%	18.2%	16.6%	
No	84.6%	83.0%	83.8%	86.8%	84.1%	84.2%	81.8%	81.8%	83.4%	
Total(n)	123	790	2,169	68	390	1,047	55	400	1,122	
Sought an early promotion?										
Yes	4.0%	4.7%	5.1%	2.9%	4.6%	5.1%	5.6%	4.8%	5.1%	
No	96.0%	95.3%	94.9%	97.1%	95.4%	94.9%	94.4%	95.2%	94.9%	
Total(n)	124	788	2,163	70	388	1,043	54	400	1,120	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	94.4%	45.6%	38.6%	98.6%	46.9%	39.2%	88.9%	44.1%	37.9%	
No	5.6%	54.4%	61.4%	1.4%	53.1%	60.8%	11.1%	55.9%	62.1%	
Total(n)	124	786	2,157	70	387	1,039	54	399	1,118	
Do you plan to retire within the next three years?										
Yes	18.7%	14.8%	13.1%	18.8%	15.9%	13.5%	18.5%	13.7%	12.7%	
No	81.3%	85.2%	86.9%	81.2%	84.1%	86.5%	81.5%	86.3%	87.3%	
Total(n)	123	786	2,164	69	389	1,043	54	397	1,121	
For each of the following items, please mark either Yes or No.										
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	7.2%	7.9%	7.8%	4.3%	4.5%	4.2%	10.7%	11.6%	11.9%	
No	92.8%	92.1%	92.2%	95.7%	95.5%	95.8%	89.3%	88.4%	88.1%	
Total(n)	125	783	2,162	69	385	1,040	56	398	1,122	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	18.4%	27.0%	27.4%	17.4%	27.9%	29.0%	19.6%	25.9%	25.6%	
No	81.6%	73.0%	72.6%	82.6%	72.1%	71.0%	80.4%	74.1%	74.4%	
Total(n)	125	788	2,163	69	388	1,041	56	400	1,122	
Citizenship status:										
U.S. citizen	90.6%	91.6%	92.4%	90.1%	89.5%	91.3%	91.1%	93.9%	93.6%	
Permanent resident (green card)	7.9%	6.0%	5.5%	9.9%	7.5%	6.0%	5.4%	4.3%	4.8%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	1.6%	2.3%	2.1%	0.0%	3.0%	2.7%	3.6%	1.6%	1.4%	
None of the above	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	127	798	2,189	71	394	1,053	56	404	1,136	
How would you characterize your political views?										
Far right	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
Conservative	5.0%	11.0%	11.5%	6.0%	12.6%	13.1%	3.8%	9.1%	9.6%	
Middle of the road	25.8%	31.4%	30.7%	26.9%	33.2%	33.4%	24.5%	29.4%	27.7%	
Liberal	51.7%	46.2%	46.3%	46.3%	41.8%	41.4%	58.5%	51.1%	51.8%	
Far left	17.5%	11.1%	11.3%	20.9%	12.2%	11.8%	13.2%	10.0%	10.6%	

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	
Total(n)	120	775	2,131	67	383	1,030	53	392	1,101	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	29.1%	36.4%	39.1%	28.2%	32.8%	36.3%	30.4%	40.4%	42.2%	
Probably yes	42.5%	41.0%	39.5%	40.8%	43.4%	41.7%	44.6%	38.5%	37.0%	
Not sure	11.8%	13.4%	12.7%	16.9%	14.5%	13.2%	5.4%	12.2%	12.1%	
Probably no	12.6%	6.4%	6.0%	11.3%	6.7%	6.1%	14.3%	6.1%	5.9%	
Definitely no	3.9%	2.7%	2.7%	2.8%	2.6%	2.6%	5.4%	2.9%	2.8%	
Total(n)	127	796	2,178	71	390	1,048	56	406	1,130	
Mean	3.80	4.02	4.06	3.80	3.97	4.03	3.80	4.07	4.10	
Standard deviation	1.11	1.00	1.00	1.06	0.99	0.99	1.18	1.01	1.01	
Significance	-	*	**	-			-		*	
Effect size	-	-0.22	-0.26	-	-0.17	-0.23	-	-0.27	-0.30	
Still want to be a college professor?										
Definitely yes	69.3%	64.5%	64.8%	67.6%	64.3%	64.7%	71.4%	64.8%	65.0%	
Probably yes	24.4%	25.5%	24.8%	22.5%	25.3%	24.7%	26.8%	25.6%	24.9%	
Not sure	6.3%	7.9%	8.1%	9.9%	9.5%	9.1%	1.8%	6.2%	7.0%	
Probably no	0.0%	1.6%	1.8%	0.0%	0.9%	1.3%	0.0%	2.4%	2.4%	
Definitely no	0.0%	0.4%	0.5%	0.0%	0.0%	0.2%	0.0%	0.9%	0.8%	
Total(n)	127	799	2,184	71	393	1,051	56	406	1,133	
Mean	4.63	4.52	4.52	4.58	4.53	4.52	4.70	4.51	4.51	
Standard deviation	0.60	0.75	0.76	0.67	0.70	0.73	0.50	0.80	0.79	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.07	0.08	-	0.24	0.24	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 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	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	1.1%	1.0%	0.0%	0.8%	0.9%	0.0%	1.5%	1.1%	
Master's (M.A., M.S.)	0.0%	12.0%	11.5%	0.0%	9.3%	9.1%	0.0%	14.9%	14.2%	
Terminal Master's (M.F.A., M.B.A.)	3.1%	4.9%	5.2%	4.2%	5.5%	5.3%	1.8%	4.3%	5.1%	
J.D.	0.0%	0.6%	0.5%	0.0%	0.9%	0.8%	0.0%	0.2%	0.3%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	0.6%	0.5%	0.0%	0.4%	0.4%	0.0%	0.7%	0.6%	
Ph.D.	90.6%	72.5%	73.5%	87.5%	74.0%	76.2%	94.6%	70.8%	70.5%	
Professional Doctorate (Ed.D., Psy.D., etc.)	6.3%	6.5%	6.3%	8.3%	6.7%	5.7%	3.6%	6.4%	7.1%	
Other degree	0.0%	1.9%	1.4%	0.0%	2.4%	1.8%	0.0%	1.3%	1.1%	
Total(n)	128	800	2,187	72	395	1,051	56	405	1,136	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	
Master's (M.A., M.S.)	0.0%	1.0%	0.9%	0.0%	0.9%	0.8%	0.0%	1.0%	0.9%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	
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., D.V.M., etc. (medical)	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
Ph.D.	1.6%	2.6%	2.8%	1.4%	2.3%	2.5%	1.8%	3.0%	3.1%	

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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	1.2%	1.1%	0.0%	0.7%	0.5%	0.0%	1.8%	1.8%	
Other degree	0.0%	0.6%	0.6%	0.0%	0.7%	0.6%	0.0%	0.4%	0.7%	
None	98.4%	94.1%	94.2%	98.6%	94.7%	95.0%	98.2%	93.5%	93.3%	
Total(n)	126	787	2,161	71	391	1,043	55	396	1,118	
Are you currently serving in an administrative position as:										
Department chair	9.8%	5.5%	6.1%	10.2%	6.3%	7.2%	9.3%	4.5%	4.8%	
Dean (associate or assistant)	0.0%	0.8%	0.8%	0.0%	1.2%	1.2%	0.0%	0.3%	0.4%	
Vice-president	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other	17.3%	10.3%	10.4%	16.3%	9.8%	9.8%	18.7%	10.9%	11.1%	
Not applicable	46.2%	51.2%	51.1%	45.9%	49.8%	49.2%	46.7%	52.8%	53.4%	
Total(n)	173	1,157	3,034	98	578	1,486	75	579	1,548	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	82.0%	84.9%	85.2%	80.6%	81.6%	82.9%	83.6%	88.4%	87.9%	

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	
African American/Black	4.9%	3.5%	3.5%	3.0%	3.2%	3.4%	7.3%	3.9%	3.6%	
American Indian/Alaska Native	0.0%	1.3%	1.4%	0.0%	1.5%	1.6%	0.0%	1.0%	1.2%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	4.1%	5.1%	4.6%	4.5%	7.1%	5.9%	3.6%	3.0%	3.1%	
Filipino	0.8%	0.6%	0.5%	1.5%	1.2%	0.8%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	2.5%	1.6%	1.8%	4.5%	2.6%	2.7%	0.0%	0.6%	0.9%	
Other Asian	1.6%	1.4%	1.2%	3.0%	2.0%	1.6%	0.0%	0.8%	0.7%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Mexican American/Chicano	0.0%	0.6%	0.8%	0.0%	0.0%	0.3%	0.0%	1.3%	1.5%	

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	
Puerto Rican	1.6%	0.2%	0.3%	1.5%	0.3%	0.5%	1.8%	0.0%	0.1%	
Other Latino	5.7%	3.0%	2.7%	9.0%	3.1%	2.7%	1.8%	2.8%	2.8%	
Other	4.9%	4.1%	3.8%	6.0%	5.7%	5.1%	3.6%	2.4%	2.5%	
Total(n)	122	783	2,141	67	385	1,027	55	398	1,114	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.1%	0.1%	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	
Asian	8.2%	7.9%	7.4%	11.9%	11.8%	10.2%	3.6%	3.7%	4.2%	
Black	4.9%	3.3%	3.2%	3.0%	2.8%	3.0%	7.3%	3.9%	3.4%	
Hispanic	4.1%	1.9%	2.0%	4.5%	1.4%	1.6%	3.6%	2.4%	2.6%	
White	74.6%	79.6%	80.4%	68.7%	74.8%	76.8%	81.8%	84.9%	84.4%	
Other	0.8%	1.8%	1.9%	0.0%	2.0%	2.0%	1.8%	1.6%	1.7%	
Two or more races/ethnicities	7.4%	5.3%	5.1%	11.9%	7.0%	6.2%	1.8%	3.5%	3.8%	
Total (n)	122	783	2,141	67	385	1,027	55	398	1,114	
Is English your native language?										
Yes	82.4%	86.9%	87.8%	75.4%	82.6%	85.2%	91.1%	91.5%	90.7%	
No	17.6%	13.1%	12.2%	24.6%	17.4%	14.8%	8.9%	8.5%	9.3%	
Total(n)	125	793	2,172	69	390	1,041	56	403	1,131	
What is your sexual orientation?										
Heterosexual/straight	87.7%	91.1%	90.9%	89.6%	91.6%	91.6%	85.5%	90.6%	90.0%	
Gay	4.9%	2.2%	2.3%	9.0%	4.2%	4.4%	0.0%	0.0%	0.0%	
Lesbian	4.1%	2.0%	1.9%	0.0%	0.0%	0.0%	9.1%	4.2%	4.0%	
Bisexual	0.8%	2.4%	2.4%	0.0%	2.1%	1.8%	1.8%	2.6%	3.0%	
Queer	0.0%	0.4%	0.7%	0.0%	0.0%	0.3%	0.0%	0.9%	1.2%	
Other	2.5%	1.9%	1.9%	1.5%	2.1%	1.9%	3.6%	1.7%	1.8%	
Total (n)	122	772	2,116	67	380	1,014	55	392	1,102	
Do you identify as transgender?										
No	100.0%	99.8%	99.7%	100.0%	99.8%	99.7%	100.0%	99.8%	99.8%	
Yes, male to female	0.0%	0.2%	0.2%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	
Yes, female to male	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	123	779	2,128	69	383	1,018	54	396	1,110	
Are you currently: (Mark one)										
Single	15.7%	10.6%	10.8%	8.8%	7.5%	8.4%	24.5%	14.1%	13.7%	
In a civil union	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
In a domestic partnership	0.8%	1.9%	2.3%	1.5%	1.7%	2.1%	0.0%	2.0%	2.5%	
Married	74.4%	77.3%	77.1%	77.9%	83.4%	82.4%	69.8%	70.6%	71.2%	
Unmarried, living with partner	3.3%	2.8%	2.7%	4.4%	1.8%	1.9%	1.9%	3.9%	3.5%	
Separated	0.0%	0.6%	0.7%	0.0%	0.2%	0.4%	0.0%	1.0%	1.0%	
Divorced	5.0%	5.3%	5.0%	5.9%	3.7%	3.4%	3.8%	7.1%	6.9%	
Widowed	0.8%	1.5%	1.3%	1.5%	1.7%	1.3%	0.0%	1.3%	1.3%	
Total(n)	121	782	2,137	68	386	1,033	53	396	1,104	
How many children do you have in the following age ranges?										
Under 18 years old										
0	60.0%	52.0%	52.4%	55.7%	48.6%	49.3%	65.3%	56.0%	55.9%	
1	18.2%	22.5%	21.7%	21.3%	23.8%	22.5%	14.3%	21.1%	20.8%	

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	
2	20.0%	19.9%	19.8%	23.0%	21.0%	20.1%	16.3%	18.7%	19.4%	
3	1.8%	3.7%	4.3%	0.0%	3.2%	4.9%	4.1%	4.3%	3.6%	
4+	0.0%	1.8%	1.8%	0.0%	3.4%	3.2%	0.0%	0.0%	0.3%	
Total(n)	110	670	1,840	61	333	885	49	337	955	
18 years or older										
0	55.5%	54.4%	55.4%	43.3%	51.4%	52.6%	70.0%	57.5%	58.5%	
1	17.3%	15.7%	14.6%	20.0%	16.4%	15.3%	14.0%	15.0%	13.9%	
2	21.8%	19.2%	19.0%	26.7%	20.9%	20.4%	16.0%	17.5%	17.4%	
3	3.6%	6.8%	7.0%	6.7%	7.0%	7.3%	0.0%	6.7%	6.6%	
4+	1.8%	3.8%	4.0%	3.3%	4.3%	4.4%	0.0%	3.3%	3.6%	
Total(n)	110	702	1,920	60	335	909	50	367	1,011	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	13.6%	10.0%	9.1%	14.8%	9.1%	8.4%	11.8%	11.1%	10.1%	
Satisfied	27.3%	18.0%	17.2%	18.5%	15.8%	16.1%	41.2%	20.9%	18.6%	
Marginally satisfied	4.5%	7.9%	8.8%	3.7%	8.7%	9.3%	5.9%	7.0%	8.2%	
Not satisfied	18.2%	16.5%	18.6%	18.5%	14.8%	16.0%	17.6%	18.6%	21.9%	
Not applicable	36.4%	47.6%	46.3%	44.4%	51.6%	50.2%	23.5%	42.4%	41.2%	
Total(n)	44	316	853	27	169	439	17	147	414	
Mean	2.64	2.26	2.24	2.41	2.16	2.16	3.00	2.40	2.34	
Standard deviation	1.54	1.45	1.41	1.58	1.42	1.40	1.46	1.47	1.42	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.26	0.28	-	0.18	0.18	-	0.41	0.46	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.8%	0.2%	0.1%	1.5%	0.4%	0.3%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.4%	0.3%	0.0%	0.5%	0.3%	0.0%	0.3%	0.3%	
\$30,000 - \$39,999	0.0%	4.5%	3.6%	0.0%	3.6%	2.9%	0.0%	5.5%	4.4%	
\$40,000 - \$49,999	0.0%	11.1%	9.9%	0.0%	10.9%	10.0%	0.0%	11.3%	9.8%	
\$50,000 - \$59,999	0.0%	14.5%	16.4%	0.0%	10.9%	12.9%	0.0%	18.6%	20.6%	
\$60,000 - \$69,999	4.2%	15.3%	16.4%	4.5%	15.7%	16.2%	3.8%	14.8%	16.7%	
\$70,000 - \$79,999	16.1%	15.9%	16.8%	10.6%	14.6%	15.2%	23.1%	17.3%	18.6%	
\$80,000 - \$89,999	11.0%	10.6%	10.6%	12.1%	12.6%	12.3%	9.6%	8.3%	8.6%	
\$90,000 - \$99,999	16.1%	8.1%	8.7%	13.6%	7.7%	9.0%	19.2%	8.6%	8.2%	
\$100,000 - \$124,999	36.4%	13.5%	12.3%	42.4%	16.7%	15.4%	28.8%	9.7%	8.6%	
\$125,000 - \$149,999	15.3%	5.3%	4.3%	15.2%	5.3%	4.6%	15.4%	5.3%	4.0%	
\$150,000 - \$199,999	0.0%	0.7%	0.5%	0.0%	1.1%	0.9%	0.0%	0.1%	0.1%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	118	622	1,753	66	320	870	52	302	883	
Mean	10.03	7.93	7.89	10.12	8.14	8.12	9.92	7.67	7.61	
Standard deviation	1.68	2.30	2.20	1.80	2.35	2.25	1.52	2.22	2.09	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.91	0.97	-	0.84	0.89	-	1.01	1.11	

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	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%	0.0%	1.4%	1.0%	
\$20,000 - \$29,999	0.0%	1.4%	1.0%	0.0%	0.0%	0.0%	0.0%	2.7%	1.9%	
\$30,000 - \$39,999	0.0%	6.9%	5.8%	0.0%	1.6%	2.1%	0.0%	11.6%	9.2%	
\$40,000 - \$49,999	0.0%	20.0%	17.5%	0.0%	25.0%	20.4%	0.0%	15.6%	14.9%	
\$50,000 - \$59,999	0.0%	9.2%	11.4%	0.0%	5.7%	8.7%	0.0%	12.3%	13.9%	
\$60,000 - \$69,999	0.0%	7.4%	10.3%	0.0%	8.7%	10.5%	0.0%	6.4%	10.1%	
\$70,000 - \$79,999	0.0%	10.6%	12.7%	0.0%	10.5%	12.5%	0.0%	10.6%	12.9%	
\$80,000 - \$89,999	0.0%	9.1%	10.6%	0.0%	11.6%	12.1%	0.0%	6.8%	9.3%	
\$90,000 - \$99,999	20.0%	5.9%	5.0%	0.0%	3.7%	3.4%	33.3%	7.8%	6.5%	
\$100,000 - \$124,999	60.0%	15.4%	14.4%	50.0%	12.1%	13.8%	66.7%	18.4%	15.0%	
\$125,000 - \$149,999	20.0%	5.6%	4.7%	50.0%	7.4%	6.3%	0.0%	3.9%	3.2%	
\$150,000 - \$199,999	0.0%	7.8%	6.0%	0.0%	13.7%	10.2%	0.0%	2.5%	2.2%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	5	136	302	2	59	124	3	77	178	

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	
Mean	11.00	8.04	7.95	11.50	8.52	8.39	10.67	7.60	7.56	
Standard deviation	0.71	2.92	2.71	0.71	2.92	2.74	0.58	2.85	2.62	
Significance	-	*	*	-	-	-	-	-	*	
Effect size	-	1.01	1.13	-	1.02	1.14	-	1.08	1.19	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
1984 - 1992	2.5%	4.8%	4.8%	3.0%	4.2%	4.2%	1.9%	5.4%	5.6%	
1979 - 1983	11.7%	13.3%	12.7%	6.1%	11.4%	11.5%	18.5%	15.3%	14.1%	
1974 - 1978	12.5%	12.8%	13.1%	15.2%	12.7%	12.7%	9.3%	12.8%	13.7%	
1969 - 1973	9.2%	13.5%	14.0%	7.6%	13.2%	13.7%	11.1%	13.8%	14.4%	
1964 - 1968	14.2%	13.9%	14.0%	12.1%	14.3%	14.6%	16.7%	13.6%	13.2%	
1959 - 1963	7.5%	12.0%	13.1%	10.6%	13.7%	14.3%	3.7%	10.1%	11.7%	
1954 - 1958	10.8%	12.2%	12.6%	15.2%	11.9%	12.6%	5.6%	12.6%	12.6%	
1949 - 1953	13.3%	10.2%	9.7%	12.1%	11.0%	10.2%	14.8%	9.2%	9.1%	
1944 - 1948	12.5%	5.2%	4.2%	12.1%	5.6%	4.5%	13.0%	4.7%	3.8%	
1920 - 1943	5.8%	2.1%	1.7%	6.1%	2.0%	1.6%	5.6%	2.2%	1.7%	
Earlier than 1920	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
Total(n)	120	754	2,068	66	374	1,004	54	380	1,064	
Year of first academic appointment:										
1976 or earlier	9.9%	3.9%	3.2%	12.5%	5.5%	4.4%	6.7%	2.1%	1.8%	
1977 - 1981	3.5%	2.6%	2.6%	4.2%	2.8%	2.9%	2.7%	2.4%	2.3%	
1982 - 1986	8.2%	4.8%	4.7%	5.2%	4.6%	4.8%	12.0%	5.0%	4.6%	
1987 - 1991	5.3%	7.0%	7.5%	6.3%	8.2%	8.9%	4.0%	5.6%	5.8%	
1992 - 1996	11.1%	9.8%	9.8%	11.5%	10.8%	10.7%	10.7%	8.7%	8.9%	
1997 - 2001	15.8%	14.2%	14.1%	15.6%	14.7%	14.4%	16.0%	13.7%	13.6%	
2002 - 2006	11.1%	14.6%	15.7%	10.4%	13.8%	15.1%	12.0%	15.4%	16.3%	
2007 - 2011	14.6%	19.5%	19.5%	15.6%	17.3%	17.6%	13.3%	21.9%	21.6%	
2012 or more	20.5%	23.6%	23.0%	18.8%	22.3%	21.2%	22.7%	25.1%	25.1%	
Total(n)	171	1,148	3,016	96	571	1,476	75	577	1,540	
Year of appointment at present institution										
1976 or earlier	6.6%	2.1%	1.7%	8.6%	3.1%	2.4%	4.1%	1.0%	0.8%	
1977 - 1981	1.8%	1.3%	1.1%	2.2%	1.9%	1.6%	1.4%	0.6%	0.6%	
1982 - 1986	3.6%	2.2%	2.3%	4.3%	2.2%	2.4%	2.7%	2.2%	2.1%	
1987 - 1991	4.8%	5.7%	5.6%	4.3%	6.4%	6.2%	5.4%	5.0%	5.0%	
1992 - 1996	3.6%	6.2%	6.5%	5.4%	6.9%	7.2%	1.4%	5.4%	5.6%	
1997 - 2001	15.0%	13.7%	13.6%	14.0%	15.0%	14.7%	16.2%	12.4%	12.3%	
2002 - 2006	17.4%	16.6%	17.0%	15.1%	16.5%	16.5%	20.3%	16.8%	17.5%	
2007 - 2011	18.6%	19.9%	20.7%	18.3%	18.6%	20.0%	18.9%	21.4%	21.4%	
2012 or more	28.7%	32.2%	31.5%	28.0%	29.4%	28.9%	29.7%	35.2%	34.6%	
Total(n)	167	1,135	2,979	93	564	1,462	74	571	1,517	
If tenured, year tenure was awarded										
1976 or earlier	5.7%	2.2%	1.6%	7.0%	2.5%	1.7%	3.8%	1.8%	1.3%	
1977 - 1981	2.4%	1.5%	1.1%	2.8%	2.0%	1.4%	1.9%	0.7%	0.6%	

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	
1982 - 1986	2.4%	2.7%	2.3%	2.8%	3.7%	3.1%	1.9%	1.2%	1.2%	
1987 - 1991	4.1%	3.1%	3.4%	4.2%	3.2%	3.7%	3.8%	3.1%	2.9%	
1992 - 1996	6.5%	7.0%	7.0%	5.6%	6.5%	6.8%	7.7%	7.7%	7.3%	
1997 - 2001	8.1%	10.8%	10.7%	12.7%	12.4%	12.1%	1.9%	8.6%	8.7%	
2002 - 2006	22.0%	20.4%	19.3%	21.1%	20.7%	19.6%	23.1%	19.9%	18.8%	
2007 - 2011	26.8%	23.8%	25.1%	21.1%	21.7%	23.8%	34.6%	26.8%	27.0%	
2012 or more	22.0%	28.4%	29.6%	22.5%	27.2%	27.8%	21.2%	30.1%	32.1%	
Total(n)	123	570	1,604	71	327	888	52	243	716	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.8%	0.1%	0.4%	1.5%	0.2%	0.5%	0.0%	0.0%	0.3%	
Biological Sciences (General Area 5)	6.6%	5.6%	6.3%	6.0%	5.9%	7.0%	7.4%	5.2%	5.5%	
Business (General Area 6)	8.3%	8.6%	7.9%	9.0%	9.7%	9.2%	7.4%	7.5%	6.5%	
Education (General Area 10 and Specific Discipline 2102)	15.7%	12.6%	11.8%	14.9%	10.2%	8.8%	16.7%	15.4%	15.2%	
Engineering (General Area 11)	3.3%	4.1%	3.5%	6.0%	7.1%	5.7%	0.0%	0.7%	1.0%	
English (General Area 12)	5.0%	5.7%	5.7%	4.5%	3.7%	4.3%	5.6%	7.9%	7.4%	
Health-related (General Area 15)	2.5%	7.3%	7.2%	1.5%	2.0%	2.2%	3.7%	13.2%	13.0%	
History or Political Science (Specific Discipline 3007,3009)	1.7%	4.0%	4.4%	3.0%	4.9%	5.5%	0.0%	3.0%	3.2%	
Humanities (General Area 14,24)	11.6%	7.0%	6.6%	10.4%	6.8%	6.4%	13.0%	7.2%	6.8%	
Fine Arts (General Area 2,4,22)	5.8%	7.3%	7.6%	6.0%	8.9%	8.6%	5.6%	5.5%	6.3%	
Mathematics or Statistics (General Area 18)	3.3%	3.1%	3.9%	4.5%	3.6%	4.9%	1.9%	2.6%	2.8%	
Physical Sciences (General Area 25)	5.8%	5.8%	6.0%	7.5%	8.0%	7.8%	3.7%	3.4%	4.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	17.4%	12.6%	13.0%	13.4%	10.1%	10.9%	22.2%	15.4%	15.3%	
Other Technical (General Area 8,19,28)	0.8%	3.7%	3.4%	1.5%	5.5%	5.1%	0.0%	1.6%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.6%	12.5%	12.2%	10.4%	13.4%	13.0%	13.0%	11.4%	11.3%	
Total(n)	121	782	2,135	67	387	1,027	54	395	1,108	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.8%	0.1%	0.3%	1.5%	0.2%	0.3%	0.0%	0.0%	0.2%	
Biological Sciences (General Area 5)	5.0%	5.3%	6.0%	4.5%	5.7%	6.8%	5.6%	4.8%	5.1%	
Business (General Area 6)	7.5%	9.0%	8.5%	7.6%	10.9%	10.4%	7.4%	6.9%	6.4%	
Education (General Area 10 and Specific Discipline 2102)	15.0%	7.8%	7.5%	15.2%	6.5%	6.1%	14.8%	9.2%	9.1%	
Engineering (General Area 11)	0.0%	3.3%	2.8%	0.0%	5.0%	4.3%	0.0%	1.3%	1.2%	
English (General Area 12)	5.8%	6.1%	6.0%	4.5%	4.2%	4.5%	7.4%	8.2%	7.6%	
Health-related (General Area 15)	2.5%	9.0%	8.8%	1.5%	2.0%	2.4%	3.7%	16.8%	16.2%	

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	
History or Political Science (Specific Discipline 3007,3009)	2.5%	4.7%	4.8%	4.5%	5.8%	5.9%	0.0%	3.5%	3.6%	
Humanities (General Area 14,24)	11.7%	6.3%	5.9%	10.6%	6.4%	6.0%	13.0%	6.2%	5.9%	
Fine Arts (General Area 2,4,22)	9.2%	8.6%	8.3%	10.6%	11.3%	10.0%	7.4%	5.6%	6.3%	
Mathematics or Statistics (General Area 18)	7.5%	4.7%	5.2%	7.6%	4.6%	5.6%	7.4%	4.9%	4.7%	
Physical Sciences (General Area 25)	5.0%	5.3%	5.8%	6.1%	7.1%	7.3%	3.7%	3.3%	4.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.5%	10.2%	11.0%	10.6%	8.1%	9.3%	14.8%	12.6%	13.0%	
Other Technical (General Area 8,19,28)	0.8%	4.9%	4.3%	1.5%	7.3%	6.4%	0.0%	2.2%	1.9%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	14.2%	14.8%	14.8%	13.6%	14.9%	14.6%	14.8%	14.6%	14.9%	
Total(n)	120	775	2,125	66	384	1,026	54	391	1,099	
Faculty works in a STEM department										
Yes	15.6%	20.9%	21.8%	15.3%	19.7%	21.2%	16.0%	22.2%	22.6%	
No	84.4%	79.1%	78.2%	84.7%	80.3%	78.8%	84.0%	77.8%	77.4%	
Total(n)	173	1,157	3,034	98	578	1,486	75	579	1,548	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 2										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 3										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 4										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 5										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 6										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 8										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 11										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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	
Total (n)	0			0			0			
Optional Question 12										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 14										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 15										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 18										
A	0.0%			0.0%			0.0%			

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	
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 19										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 20										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			

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	
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			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	
Full-time Undergraduate Faculty	46	291	689	26	152	352	20	139	337	
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)	46	291	689	26	152	352	20	139	337	
What is your present academic rank?										
Professor	50.0%	44.1%	45.1%	50.0%	49.0%	49.6%	50.0%	38.8%	40.4%	
Associate professor	43.5%	37.2%	35.2%	50.0%	36.4%	33.6%	35.0%	38.1%	36.8%	
Assistant professor	6.5%	10.0%	11.2%	0.0%	7.9%	9.1%	15.0%	12.2%	13.4%	
Lecturer	0.0%	2.4%	3.3%	0.0%	2.6%	3.1%	0.0%	2.2%	3.6%	
Instructor	0.0%	6.2%	5.2%	0.0%	4.0%	4.6%	0.0%	8.6%	5.9%	
Graduate Teaching Assistant	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	290	688	26	151	351	20	139	337	
What is your tenure status at this institution?										
Tenured	93.5%	77.7%	78.8%	100.0%	81.6%	82.1%	85.0%	73.4%	75.4%	
On tenure track, but not tenured	6.5%	5.2%	8.4%	0.0%	4.6%	6.5%	15.0%	5.8%	10.4%	
Not on tenure track, but institution has tenure system	0.0%	16.8%	12.6%	0.0%	13.2%	11.1%	0.0%	20.9%	14.2%	
Institution has no tenure system	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Total(n)	46	291	689	26	152	352	20	139	337	
Are you retired from this institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Total(n)	45	290	688	25	151	351	20	139	337	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Within the last year	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1 to 2 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3 to 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
My full-time professional career is outside of academia										
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
Total(n)	0	0	0	0	0	0	0	0	0	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	

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	
Effect size	-			-			-			
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.

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	
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Shared office space	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A personal computer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
An email account	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
A phone/voicemail	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional development funds	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Printer access (i.e., free printing)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	291	689	26	152	352	20	139	337	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Rarely get hired into full-time positions										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are primarily responsible for introductory classes										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-			-			-			
Effect size	-			-			-			

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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Are respected by full-time faculty										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Are paid fairly										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	

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 included in faculty governance										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-	-	-	-	-	-	-	-	
Besides this institution, at how many other institutions do you teach?										
Mean	.	.	.	.	.	.	.	.	.
Median	.	.	.	.	.	.	.	.	.
Mode	.	.	.	.	.	.	.	.	.
Total(n)	0	0	0	0	0	0	0	0	0	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-3 months	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3-4 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1-2 weeks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Less than 1 week	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Mean	.	.	.	.	.	.	.	.	.
Standard deviation	.	.	.	.	.	.	.	.	.
Significance	-	-	-	-	-	-	-	-	-	
Effect Size	-	-	-	-	-	-	-	-	-	
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	26.1%	36.8%	31.9%	30.8%	34.2%	31.8%	20.0%	39.6%	32.0%	
Teaching	69.6%	54.3%	62.6%	69.2%	54.6%	61.9%	70.0%	54.0%	63.2%	
Research	2.2%	6.9%	3.2%	0.0%	9.2%	4.5%	5.0%	4.3%	1.8%	
Services to clients and patients	0.0%	1.4%	0.9%	0.0%	1.3%	0.6%	0.0%	1.4%	1.2%	
Other	2.2%	0.7%	1.5%	0.0%	0.7%	1.1%	5.0%	0.7%	1.8%	
Total(n)	46	291	689	26	152	352	20	139	337	
Personally, how important to you is:										
Research										
Essential	50.0%	44.8%	36.8%	44.0%	48.6%	40.3%	58.8%	40.3%	33.0%	
Very important	28.6%	34.0%	36.3%	24.0%	29.2%	33.9%	35.3%	39.5%	39.0%	
Somewhat important	19.0%	19.4%	24.0%	28.0%	20.8%	23.3%	5.9%	17.7%	24.7%	
Not important	2.4%	1.9%	2.9%	4.0%	1.4%	2.4%	0.0%	2.4%	3.3%	
Total(n)	42	268	630	25	144	330	17	124	300	

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	
Teaching										
Essential	84.8%	76.9%	80.1%	80.8%	74.8%	79.8%	90.0%	79.1%	80.4%	
Very important	15.2%	22.4%	18.5%	19.2%	25.2%	19.4%	10.0%	19.4%	17.5%	
Somewhat important	0.0%	0.7%	1.5%	0.0%	0.0%	0.9%	0.0%	1.4%	2.1%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	290	688	26	151	351	20	139	337	
Personally, how important to you is:										
Service										
Essential	19.0%	26.8%	25.0%	12.0%	25.0%	23.3%	29.4%	28.8%	26.9%	
Very important	45.2%	51.3%	54.8%	44.0%	47.2%	52.4%	47.1%	56.0%	57.4%	
Somewhat important	35.7%	20.1%	19.2%	44.0%	25.0%	22.7%	23.5%	14.4%	15.4%	
Not important	0.0%	1.9%	0.9%	0.0%	2.8%	1.5%	0.0%	0.8%	0.3%	
Total(n)	42	269	635	25	144	330	17	125	305	
How many courses are you teaching this term?										
Mean	2.91	2.94	3.18	2.92	2.88	3.14	2.90	3.01	3.22	
Median	3	3	3	3	3	3	3	3	3	
Mode	2	3	3	2.00(a)	3	3	2	2.00(a)	3	

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	
Total(n)	46	291	689	26	152	352	20	139	337	
How many courses are you teaching this term are:										
General education courses										
Mean	1.29	1.28	1.34	1.36	1.33	1.36	1.20	1.22	1.32	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	24	189	486	14	97	248	10	92	238	
Courses required for an undergraduate major										
Mean	1.92	1.81	1.99	2.05	1.91	2.06	1.76	1.70	1.91	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	38	216	547	21	110	282	17	106	265	
Other undergraduate credit courses										
Mean	1.43	1.35	1.35	1.31	1.36	1.34	1.60	1.33	1.36	
Median	1	1	1	1	1	1	2	1	1	
Mode	1	1	1	1	1	1	2	1	1	
Total(n)	23	176	442	13	92	228	10	84	214	
Developmental/remedial courses (not for credit)										
Mean	1.00	1.06	1.04	1.00	1.05	1.03	1.00	1.07	1.06	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	19	157	401	11	81	206	8	76	195	
Graduate courses										
Mean	1.62	1.71	1.54	1.47	1.59	1.45	1.83	1.83	1.62	
Median	2	2	1	1	2	1	2	2	2	
Mode	2	2	1	1	1	1	2	2	1	
Total(n)	29	203	483	17	101	240	12	102	243	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.37	2.42	2.48	2.50	2.43	2.47	2.20	2.41	2.49	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	46	250	604	26	130	309	20	120	295	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.28	1.13	1.10	1.42	1.11	1.12	1.08	1.15	1.08	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	32	207	502	19	107	259	13	100	243	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	32.4%	41.1%	0.0%	27.3%	41.0%	0.0%	40.0%	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	
Graduate courses	0.0%	35.1%	27.4%	0.0%	40.9%	28.2%	0.0%	26.7%	26.5%	
Non-credit courses	0.0%	2.7%	2.7%	0.0%	4.5%	5.1%	0.0%	0.0%	0.0%	
I do not teach	0.0%	29.7%	28.8%	0.0%	27.3%	25.6%	0.0%	33.3%	32.4%	
Total(n)	0	37	73	0	22	39	0	15	34	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	93.5%	83.2%	88.5%	100.0%	82.9%	89.8%	85.0%	83.5%	87.2%	
No	6.5%	16.8%	11.5%	0.0%	17.1%	10.2%	15.0%	16.5%	12.8%	
Total(n)	46	291	689	26	152	352	20	139	337	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	75.6%	74.0%	60.9%	72.0%	74.7%	62.5%	80.0%	73.2%	59.2%	
No	24.4%	26.0%	39.1%	28.0%	25.3%	37.5%	20.0%	26.8%	40.8%	
Total(n)	45	288	680	25	150	347	20	138	333	
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 very large extent	29.4%	34.8%	28.5%	22.2%	35.1%	27.9%	37.5%	34.3%	29.2%	
To a large extent	29.4%	21.4%	20.5%	27.8%	18.9%	18.1%	31.3%	24.2%	23.1%	
To some extent	32.4%	24.8%	26.3%	44.4%	27.9%	29.8%	18.8%	21.2%	22.6%	
To a small extent	8.8%	13.8%	17.1%	5.6%	11.7%	15.8%	12.5%	16.2%	18.5%	
Not at all	0.0%	5.2%	7.6%	0.0%	6.3%	8.4%	0.0%	4.0%	6.7%	
Total(n)	34	210	410	18	111	215	16	99	195	
Mentored graduate students										
To a very large extent	35.3%	43.8%	36.7%	27.8%	41.4%	32.5%	43.8%	46.5%	41.2%	
To a large extent	32.4%	22.9%	24.1%	33.3%	23.4%	25.0%	31.3%	22.2%	23.2%	
To some extent	20.6%	20.5%	23.6%	27.8%	22.5%	24.5%	12.5%	18.2%	22.7%	
To a small extent	5.9%	7.6%	10.6%	11.1%	7.2%	11.8%	0.0%	8.1%	9.3%	
Not at all	5.9%	5.2%	4.9%	0.0%	5.4%	6.1%	12.5%	5.1%	3.6%	
Total(n)	34	210	406	18	111	212	16	99	194	
Helped graduate students access professional networks										
To a very large extent	20.6%	19.6%	15.6%	22.2%	18.0%	13.0%	18.8%	21.4%	18.6%	
To a large extent	29.4%	27.3%	25.9%	16.7%	28.8%	27.4%	43.8%	25.5%	24.2%	
To some extent	26.5%	26.3%	29.1%	27.8%	23.4%	28.4%	25.0%	29.6%	29.9%	
To a small extent	17.6%	16.3%	16.9%	27.8%	17.1%	17.2%	6.3%	15.3%	16.5%	
Not at all	5.9%	10.5%	12.5%	5.6%	12.6%	14.0%	6.3%	8.2%	10.8%	
Total(n)	34	209	409	18	111	215	16	98	194	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	12.5%	9.2%	7.2%	11.8%	12.0%	9.4%	13.3%	6.1%	4.7%	
To a large extent	6.3%	9.2%	7.7%	11.8%	11.1%	8.5%	0.0%	7.1%	6.7%	
To some extent	9.4%	14.6%	13.1%	5.9%	17.6%	13.7%	13.3%	11.2%	12.4%	

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	
To a small extent	12.5%	10.7%	12.3%	11.8%	8.3%	11.3%	13.3%	13.3%	13.5%	
Not at all	59.4%	56.3%	59.8%	58.8%	50.9%	57.1%	60.0%	62.2%	62.7%	
Total(n)	32	206	405	17	108	212	15	98	193	
Published with graduate students										
To a very large extent	11.8%	9.6%	6.9%	11.1%	12.6%	8.8%	12.5%	6.2%	4.7%	

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	
To a large extent	8.8%	14.4%	9.6%	16.7%	18.0%	11.2%	0.0%	10.3%	7.8%	
To some extent	11.8%	9.6%	10.6%	0.0%	9.9%	11.2%	25.0%	9.3%	9.9%	
To a small extent	8.8%	8.7%	9.6%	16.7%	7.2%	10.7%	0.0%	10.3%	8.3%	
Not at all	58.8%	57.7%	63.4%	55.6%	52.3%	58.1%	62.5%	63.9%	69.3%	
Total(n)	34	208	407	18	111	215	16	97	192	
Included graduate students in research grant writing										
To a very large extent	5.9%	4.3%	3.2%	0.0%	5.5%	3.7%	12.5%	3.0%	2.6%	
To a large extent	2.9%	4.8%	4.2%	0.0%	5.5%	4.2%	6.3%	4.0%	4.1%	
To some extent	14.7%	11.5%	9.8%	11.1%	12.7%	11.7%	18.8%	10.1%	7.7%	
To a small extent	8.8%	7.7%	7.8%	11.1%	5.5%	7.9%	6.3%	10.1%	7.7%	
Not at all	67.6%	71.8%	75.1%	77.8%	70.9%	72.4%	56.3%	72.7%	77.9%	
Total(n)	34	209	409	18	110	214	16	99	195	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	2.76	2.86	2.62	2.89	2.84	2.59	2.63	2.89	2.65	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	34	213	414	18	112	217	16	101	197	
In the past two years, how many times have you served on a master's thesis?										
Mean	3.68	4.12	3.90	4.61	4.15	4.16	2.63	4.08	3.61	
Median	3	3	2	3	3	3	3	3	2	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	34	211	412	18	111	216	16	100	196	
In the past two years, how many times have you chaired a master's thesis?										
Mean	2.53	3.01	2.89	2.50	2.51	2.54	2.56	3.56	3.32	
Median	2	2	2	2	2	2	2	3	2	
Mode	2	1	1	1	1	1	2	1.00(a)	1	
Total(n)	19	135	244	10	71	136	9	64	108	
In the past two years year, how many times have you served on a dissertation?										
Mean	2.85	3.09	2.46	3.29	3.21	2.52	2.38	2.95	2.39	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	33	209	406	17	109	210	16	100	196	
In the past two years year, how many times have you chaired a dissertation?										
Mean	2.07	2.79	2.60	2.00	2.63	2.28	2.14	2.97	2.95	
Median	1	2	2	1	2	2	2	1	1	
Mode	1	1	1	1	1	1	1.00(a)	1	1	
Total(n)	15	84	135	8	46	71	7	38	64	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	33.3%	24.5%	18.4%	27.8%	22.7%	19.0%	40.0%	26.6%	17.8%	

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	
Agree somewhat	30.3%	31.9%	32.1%	38.9%	37.3%	37.0%	20.0%	25.5%	26.5%	
Disagree somewhat	9.1%	21.1%	25.0%	11.1%	20.9%	22.3%	6.7%	21.3%	28.1%	
Strongly disagree	27.3%	22.5%	24.5%	22.2%	19.1%	21.8%	33.3%	26.6%	27.6%	
Total(n)	33	204	396	18	110	211	15	94	185	
Mean	2.70	2.58	2.44	2.72	2.64	2.53	2.67	2.52	2.35	
Standard deviation	1.21	1.09	1.05	1.13	1.04	1.03	1.35	1.15	1.07	
Significance	-			-			-			
Effect size	-	0.11	0.25	-	0.08	0.18	-	0.13	0.30	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	48.5%	42.0%	33.8%	33.3%	39.1%	34.7%	66.7%	45.3%	32.8%	
Agree somewhat	36.4%	30.2%	29.3%	44.4%	32.7%	31.0%	26.7%	27.4%	27.4%	
Disagree somewhat	9.1%	14.6%	16.5%	11.1%	12.7%	16.0%	6.7%	16.8%	17.2%	
Strongly disagree	6.1%	13.2%	20.3%	11.1%	15.5%	18.3%	0.0%	10.5%	22.6%	
Total(n)	33	205	399	18	110	213	15	95	186	
Mean	3.27	3.01	2.77	3.00	2.95	2.82	3.60	3.07	2.70	
Standard deviation	0.88	1.05	1.12	0.97	1.07	1.10	0.63	1.02	1.15	
Significance	-		*	-			-		**	
Effect size	-	0.25	0.45	-	0.05	0.16	-	0.52	0.78	
This graduate program enrolls too many international students										
Strongly agree	15.6%	9.4%	11.5%	11.1%	5.5%	10.9%	21.4%	14.1%	12.1%	
Agree somewhat	31.3%	24.3%	31.3%	38.9%	24.5%	28.0%	21.4%	23.9%	35.2%	
Disagree somewhat	37.5%	45.0%	39.4%	33.3%	45.5%	42.7%	42.9%	44.6%	35.7%	
Strongly disagree	15.6%	21.3%	17.8%	16.7%	24.5%	18.5%	14.3%	17.4%	17.0%	
Total(n)	32	202	393	18	110	211	14	92	182	
Mean	2.47	2.22	2.36	2.44	2.11	2.31	2.50	2.35	2.42	
Standard deviation	0.95	0.89	0.90	0.92	0.84	0.90	1.02	0.93	0.91	
Significance	-			-			-			
Effect size	-	0.28	0.12	-	0.39	0.14	-	0.16	0.09	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	48.1%	50.3%	49.6%	38.5%	49.0%	45.2%	57.1%	51.6%	54.4%	
Agree somewhat	48.1%	44.0%	44.6%	61.5%	44.1%	47.2%	35.7%	44.0%	41.7%	
Disagree somewhat	3.7%	4.1%	4.0%	0.0%	3.9%	4.1%	7.1%	4.4%	3.9%	
Strongly disagree	0.0%	1.6%	1.9%	0.0%	2.9%	3.6%	0.0%	0.0%	0.0%	
Total(n)	27	193	377	13	102	197	14	91	180	
Mean	3.44	3.43	3.42	3.38	3.39	3.34	3.50	3.47	3.51	

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	
Standard deviation	0.58	0.65	0.66	0.51	0.71	0.72	0.65	0.58	0.57	
Significance	-			-			-			
Effect size	-	0.02	0.03	-	-0.01	0.06	-	0.05	-0.02	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	16.1%	8.6%	6.9%	17.6%	8.4%	7.2%	14.3%	8.9%	6.6%	
Agree somewhat	29.0%	30.5%	28.3%	29.4%	29.0%	25.4%	28.6%	32.2%	31.7%	
Disagree somewhat	12.9%	23.4%	19.6%	5.9%	19.6%	19.1%	21.4%	27.8%	20.2%	
Strongly disagree	41.9%	37.6%	45.2%	47.1%	43.0%	48.3%	35.7%	31.1%	41.5%	
Total(n)	31	197	392	17	107	209	14	90	183	
Mean	2.19	2.10	1.97	2.18	2.03	1.91	2.21	2.19	2.03	
Standard deviation	1.17	1.01	1.01	1.24	1.03	1.01	1.12	0.98	1.00	
Significance	-			-			-			
Effect size	-	0.09	0.22	-	0.15	0.27	-	0.02	0.18	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	45.5%	54.9%	54.6%	38.9%	53.6%	50.9%	53.3%	56.3%	58.8%	
Agree somewhat	45.5%	37.9%	37.3%	50.0%	37.3%	39.2%	40.0%	38.5%	35.3%	
Disagree somewhat	3.0%	4.4%	4.8%	5.6%	4.5%	5.2%	0.0%	4.2%	4.3%	
Strongly disagree	6.1%	2.9%	3.3%	5.6%	4.5%	4.7%	6.7%	1.0%	1.6%	
Total(n)	33	206	399	18	110	212	15	96	187	
Mean	3.30	3.45	3.43	3.22	3.40	3.36	3.40	3.50	3.51	
Standard deviation	0.81	0.72	0.73	0.81	0.78	0.79	0.83	0.63	0.66	
Significance	-			-			-			
Effect size	-	-0.21	-0.18	-	-0.23	-0.18	-	-0.16	-0.17	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	9.1%	19.1%	20.0%	5.6%	13.8%	15.3%	13.3%	25.3%	25.3%	
Agree somewhat	36.4%	33.8%	32.4%	38.9%	34.9%	34.9%	33.3%	32.6%	29.6%	
Disagree somewhat	24.2%	27.5%	27.8%	27.8%	28.4%	29.2%	20.0%	26.3%	26.3%	
Strongly disagree	30.3%	19.6%	19.7%	27.8%	22.9%	20.6%	33.3%	15.8%	18.8%	
Total(n)	33	204	395	18	109	209	15	95	186	
Mean	2.24	2.52	2.53	2.22	2.39	2.45	2.27	2.67	2.61	
Standard deviation	1.00	1.01	1.02	0.94	0.99	0.98	1.10	1.03	1.06	
Significance	-			-			-			
Effect size	-	-0.28	-0.28	-	-0.17	-0.23	-	-0.39	-0.32	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	36.4%	41.7%	41.0%	22.2%	40.7%	38.0%	53.3%	42.7%	44.4%	
Agree somewhat	42.4%	48.5%	50.6%	50.0%	49.1%	53.8%	33.3%	47.9%	47.1%	
Disagree somewhat	15.2%	8.3%	6.6%	22.2%	8.3%	5.8%	6.7%	8.3%	7.5%	
Strongly disagree	6.1%	1.5%	1.8%	5.6%	1.9%	2.4%	6.7%	1.0%	1.1%	
Total(n)	33	204	395	18	108	208	15	96	187	

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	
Mean	3.09	3.30	3.31	2.89	3.29	3.27	3.33	3.32	3.35	
Standard deviation	0.88	0.68	0.67	0.83	0.70	0.68	0.90	0.67	0.67	
Significance	-			-	*	*	-			
Effect size	-	-0.31	-0.33	-	-0.57	-0.56	-	0.01	-0.03	
Most graduate students in this program move on to faculty positions										
Strongly agree	3.0%	3.4%	2.5%	5.6%	4.5%	2.4%	0.0%	2.1%	2.7%	
Agree somewhat	18.2%	21.0%	17.7%	16.7%	19.1%	18.5%	20.0%	23.2%	16.8%	
Disagree somewhat	36.4%	37.1%	35.1%	38.9%	38.2%	33.6%	33.3%	35.8%	36.8%	
Strongly disagree	42.4%	38.5%	44.7%	38.9%	38.2%	45.5%	46.7%	38.9%	43.8%	
Total(n)	33	205	396	18	110	211	15	95	185	
Mean	1.82	1.89	1.78	1.89	1.90	1.78	1.73	1.88	1.78	
Standard deviation	0.85	0.85	0.82	0.90	0.87	0.83	0.80	0.84	0.82	
Significance	-			-			-			
Effect size	-	-0.08	0.05	-	-0.01	0.13	-	-0.18	-0.06	
Most graduate students in this program move into positions outside of academia										
Strongly agree	43.8%	43.4%	48.2%	35.3%	38.5%	44.5%	53.3%	49.0%	52.4%	
Agree somewhat	46.9%	39.0%	36.4%	58.8%	45.0%	40.8%	33.3%	32.3%	31.6%	
Disagree somewhat	9.4%	14.6%	11.3%	5.9%	12.8%	10.9%	13.3%	16.7%	11.8%	
Strongly disagree	0.0%	2.9%	4.0%	0.0%	3.7%	3.8%	0.0%	2.1%	4.3%	
Total(n)	32	205	398	17	109	211	15	96	187	
Mean	3.34	3.23	3.29	3.29	3.18	3.26	3.40	3.28	3.32	
Standard deviation	0.65	0.81	0.82	0.59	0.80	0.80	0.74	0.82	0.84	
Significance	-			-			-			
Effect size	-	0.14	0.06	-	0.14	0.04	-	0.15	0.10	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	56.5%	60.8%	63.6%	46.2%	61.6%	61.7%	70.0%	59.9%	65.7%	
Collaborated with the local community in research/teaching	50.0%	55.1%	60.6%	52.0%	52.3%	59.6%	47.4%	58.2%	61.7%	
Conducted research or writing focused on international/global issues	53.3%	32.2%	34.6%	61.5%	36.4%	36.3%	42.1%	27.5%	32.8%	

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	
Conducted research or writing focused on racial or ethnic minorities	39.1%	32.3%	31.6%	30.8%	28.5%	26.0%	50.0%	36.5%	37.5%	
Conducted research or writing focused on women and gender issues	41.9%	28.0%	29.1%	32.0%	20.9%	21.6%	55.6%	35.8%	37.0%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	20.5%	13.3%	13.4%	16.0%	8.7%	9.5%	26.3%	18.5%	17.5%	
Conducted research or writing focused on biomedical science fields	14.3%	20.6%	16.5%	20.0%	26.0%	20.2%	5.9%	14.5%	12.5%	
Engaged in academic research that spans multiple disciplines	80.0%	68.9%	70.6%	84.6%	73.5%	73.6%	73.7%	63.7%	67.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	54.5%	50.9%	55.4%	36.0%	50.7%	57.9%	78.9%	51.1%	52.7%	
Written research grants	55.8%	47.2%	43.2%	44.0%	47.7%	43.5%	72.2%	46.6%	42.9%	
Received funding for your work from foundations	20.9%	21.9%	22.6%	16.0%	23.3%	24.8%	27.8%	20.3%	20.2%	
Received funding for your work from state or federal government	25.0%	28.3%	27.4%	24.0%	27.5%	31.6%	26.3%	29.2%	23.0%	
Received funding for your work from business or industry	11.4%	12.0%	11.4%	15.4%	16.4%	15.0%	5.6%	6.8%	7.5%	
Total(n)	44	284	667	26	152	347	18	132	320	

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 engaged in any of the following activities?										
Taught an honors course	17.4%	15.4%	15.8%	19.2%	20.1%	16.0%	15.0%	10.3%	15.6%	
Taught an interdisciplinary course	39.5%	35.0%	39.9%	41.7%	35.6%	36.9%	36.8%	34.3%	43.0%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	13.6%	15.8%	15.3%	12.5%	10.8%	10.8%	15.0%	21.2%	19.9%	
Taught a service learning course	22.7%	17.7%	23.4%	24.0%	13.6%	17.8%	21.1%	22.2%	29.1%	
Taught a course exclusively online	33.3%	35.1%	41.9%	40.0%	29.3%	35.6%	25.0%	41.5%	48.5%	
Participated in organized activities around enhancing pedagogy and student learning	65.9%	73.5%	79.6%	52.0%	65.1%	72.6%	84.2%	82.6%	86.8%	
Taught a seminar for first-year students	21.7%	20.3%	19.2%	30.8%	20.7%	19.3%	10.0%	19.9%	19.1%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	95.7%	92.4%	93.4%	92.3%	89.3%	91.4%	100.0%	95.7%	95.5%	
Total(n)	46	289	685	26	150	348	20	139	337	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	8.9%	4.9%	6.0%	7.7%	5.3%	7.2%	10.5%	4.4%	4.8%	
To a large extent	6.7%	4.9%	5.1%	7.7%	4.7%	5.2%	5.3%	5.1%	5.1%	
To some extent	11.1%	9.4%	10.3%	11.5%	9.3%	11.5%	10.5%	9.6%	9.0%	
To a small extent	6.7%	6.6%	8.4%	7.7%	8.0%	9.5%	5.3%	5.1%	7.2%	
Not at all	66.7%	74.1%	70.1%	65.4%	72.7%	66.6%	68.4%	75.7%	73.9%	
Total(n)	45	286	680	26	150	347	19	136	333	
Published with undergraduates										
To a very large extent	2.3%	2.1%	2.0%	0.0%	1.4%	2.1%	5.3%	3.0%	1.8%	
To a large extent	7.0%	3.2%	3.5%	4.2%	2.0%	4.2%	10.5%	4.5%	2.8%	

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	
To some extent	9.3%	8.2%	8.7%	8.3%	9.5%	10.1%	10.5%	6.7%	7.3%	
To a small extent	7.0%	6.7%	6.6%	8.3%	8.1%	8.9%	5.3%	5.2%	4.3%	
Not at all	74.4%	79.8%	79.2%	79.2%	79.1%	74.7%	68.4%	80.6%	83.8%	
Total(n)	43	282	663	24	148	336	19	134	327	
Engaged undergraduates on your research projects										
To a very large extent	9.1%	7.7%	9.7%	8.0%	8.6%	11.5%	10.5%	6.6%	7.9%	
To a large extent	9.1%	11.8%	10.1%	16.0%	15.2%	12.6%	0.0%	8.1%	7.6%	
To some extent	22.7%	18.1%	20.1%	28.0%	19.2%	23.8%	15.8%	16.9%	16.3%	
To a small extent	18.2%	11.8%	11.8%	12.0%	11.3%	11.2%	26.3%	12.5%	12.4%	
Not at all	40.9%	50.5%	48.2%	36.0%	45.7%	41.0%	47.4%	55.9%	55.9%	
Total(n)	44	287	680	25	151	349	19	136	331	
Worked with undergraduates on their research projects										
To a very large extent	13.6%	11.1%	13.0%	4.0%	8.6%	12.3%	26.3%	13.9%	13.8%	
To a large extent	18.2%	16.3%	15.4%	20.0%	17.2%	15.8%	15.8%	15.3%	15.0%	
To some extent	13.6%	18.4%	20.9%	16.0%	23.8%	23.5%	10.5%	12.4%	18.3%	
To a small extent	15.9%	12.2%	13.5%	12.0%	13.2%	14.3%	21.1%	10.9%	12.6%	
Not at all	38.6%	42.0%	37.2%	48.0%	37.1%	34.1%	26.3%	47.4%	40.4%	
Total(n)	44	288	683	25	151	349	19	137	334	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	19.6%	16.2%	20.6%	19.2%	15.1%	19.9%	20.0%	17.3%	21.4%	
Good	50.0%	39.9%	38.9%	57.7%	46.1%	41.8%	40.0%	33.1%	35.9%	
Fair	4.3%	14.4%	13.4%	0.0%	14.5%	13.9%	10.0%	14.4%	12.8%	
Poor	0.0%	0.3%	1.2%	0.0%	0.0%	1.1%	0.0%	0.7%	1.2%	
I have not worked with undergraduates on research projects	26.1%	29.2%	26.0%	23.1%	24.3%	23.3%	30.0%	34.5%	28.8%	
Total(n)	46	291	689	26	152	352	20	139	337	
How many undergraduate students do you advise?										
Mean	11.59	6.95	8.67	12.23	7.02	9.01	10.75	6.87	8.32	
Median	13	4	11	13	4	12	13	4	11	
Mode	1.00(a)	1	1	21	1	1	1.00(a)	1	1	
Total(n)	46	291	686	26	152	350	20	139	336	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	60.5%	56.3%	57.4%	50.0%	46.9%	46.9%	75.0%	67.9%	70.3%	
Occasionally	36.8%	35.6%	36.8%	45.5%	39.6%	43.4%	25.0%	30.8%	28.8%	
Not at All	2.6%	8.0%	5.7%	4.5%	13.5%	9.7%	0.0%	1.3%	0.9%	
Total(n)	38	174	470	22	96	258	16	78	212	
Mean	2.58	2.48	2.52	2.45	2.33	2.37	2.75	2.67	2.69	
Standard deviation	0.55	0.64	0.60	0.60	0.71	0.66	0.45	0.50	0.48	

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	-	0.16	0.10	-	0.17	0.12	-	0.16	0.13	
Helped them plan their course of study										
Frequently	89.2%	70.1%	76.0%	90.5%	63.5%	72.1%	87.5%	78.2%	80.8%	
Occasionally	10.8%	23.6%	19.7%	9.5%	28.1%	22.5%	12.5%	17.9%	16.4%	
Not at All	0.0%	6.3%	4.2%	0.0%	8.3%	5.4%	0.0%	3.8%	2.8%	
Total(n)	37	174	471	21	96	258	16	78	213	
Mean	2.89	2.64	2.72	2.90	2.55	2.67	2.88	2.74	2.78	
Standard deviation	0.31	0.60	0.54	0.30	0.65	0.58	0.34	0.52	0.48	
Significance	-	*		-	*		-			
Effect size	-	0.42	0.31	-	0.54	0.40	-	0.27	0.21	
Discussed their academic performance										
Frequently	65.8%	62.9%	60.0%	63.6%	52.6%	52.7%	68.8%	75.6%	68.9%	
Occasionally	34.2%	34.3%	37.7%	36.4%	42.3%	43.4%	31.3%	24.4%	30.7%	
Not at All	0.0%	2.9%	2.3%	0.0%	5.2%	3.9%	0.0%	0.0%	0.5%	
Total(n)	38	175	470	22	97	258	16	78	212	
Mean	2.66	2.60	2.58	2.64	2.47	2.49	2.69	2.76	2.68	
Standard deviation	0.48	0.55	0.54	0.49	0.60	0.57	0.48	0.43	0.48	
Significance	-			-			-			
Effect size	-	0.11	0.15	-	0.28	0.26	-	-0.16	0.02	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	62.2%	58.7%	63.0%	66.7%	55.2%	57.3%	56.3%	63.2%	70.0%	
Occasionally	35.1%	37.2%	34.0%	33.3%	40.6%	38.4%	37.5%	32.9%	28.6%	
Not at All	2.7%	4.1%	3.0%	0.0%	4.2%	4.3%	6.3%	3.9%	1.4%	
Total(n)	37	172	465	21	96	255	16	76	210	
Mean	2.59	2.55	2.60	2.67	2.51	2.53	2.50	2.59	2.69	
Standard deviation	0.55	0.58	0.55	0.48	0.58	0.58	0.63	0.57	0.50	
Significance	-			-			-			
Effect size	-	0.07	-0.02	-	0.28	0.24	-	-0.16	-0.38	
Discussed career and post-graduation goals										
Frequently	76.3%	76.6%	77.8%	72.7%	71.1%	73.1%	81.3%	83.3%	83.5%	
Occasionally	23.7%	22.3%	21.6%	27.3%	27.8%	26.2%	18.8%	15.4%	16.0%	
Not at All	0.0%	1.1%	0.6%	0.0%	1.0%	0.8%	0.0%	1.3%	0.5%	
Total(n)	38	175	472	22	97	260	16	78	212	
Mean	2.76	2.75	2.77	2.73	2.70	2.72	2.81	2.82	2.83	
Standard deviation	0.43	0.46	0.44	0.46	0.48	0.47	0.40	0.42	0.39	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.06	0.02	-	-0.02	-0.05	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	38.6%	56.6%	62.1%	28.0%	45.3%	53.9%	52.6%	69.1%	70.8%	
No	56.8%	40.6%	35.2%	72.0%	52.0%	43.3%	36.8%	27.9%	26.8%	

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	
Not eligible	0.0%	0.7%	0.7%	0.0%	0.7%	1.1%	0.0%	0.7%	0.3%	
Not available	4.5%	2.1%	1.9%	0.0%	2.0%	1.7%	10.5%	2.2%	2.1%	
Total(n)	44	286	681	25	150	349	19	136	332	
Funded workshops outside the institution focused on research skills development										
Yes	9.3%	13.7%	17.0%	4.0%	9.4%	13.8%	16.7%	18.5%	20.4%	
No	69.8%	75.0%	73.4%	80.0%	79.9%	76.4%	55.6%	69.6%	70.3%	
Not eligible	2.3%	1.8%	1.5%	4.0%	1.3%	0.9%	0.0%	2.2%	2.1%	
Not available	18.6%	9.5%	8.1%	12.0%	9.4%	8.9%	27.8%	9.6%	7.2%	
Total(n)	43	284	681	25	149	348	18	135	333	
Funded workshops outside the institution focused on grant writing										
Yes	4.4%	9.4%	10.0%	0.0%	6.6%	7.7%	10.5%	12.5%	12.3%	
No	88.9%	84.0%	83.7%	96.2%	88.1%	86.6%	78.9%	79.4%	80.8%	
Not eligible	0.0%	1.4%	1.0%	0.0%	0.7%	0.6%	0.0%	2.2%	1.5%	
Not available	6.7%	5.2%	5.3%	3.8%	4.6%	5.1%	10.5%	5.9%	5.4%	
Total(n)	45	287	683	26	151	350	19	136	333	
Paid sabbatical leave										
Yes	0.0%	6.3%	8.0%	0.0%	8.7%	9.3%	0.0%	3.7%	6.6%	
No	84.4%	75.5%	74.5%	96.0%	78.7%	78.5%	70.0%	72.1%	70.4%	
Not eligible	6.7%	10.1%	11.8%	4.0%	5.3%	6.4%	10.0%	15.4%	17.4%	
Not available	8.9%	8.0%	5.8%	0.0%	7.3%	5.8%	20.0%	8.8%	5.7%	
Total(n)	45	286	678	25	150	344	20	136	334	
Travel funds paid by the institution										
Yes	64.4%	68.8%	75.7%	52.0%	62.9%	72.1%	80.0%	75.2%	79.4%	
No	31.1%	26.7%	21.4%	44.0%	33.8%	25.3%	15.0%	19.0%	17.3%	
Not eligible	0.0%	2.1%	1.3%	0.0%	0.7%	0.9%	0.0%	3.6%	1.8%	
Not available	4.4%	2.4%	1.6%	4.0%	2.6%	1.7%	5.0%	2.2%	1.5%	
Total(n)	45	288	683	25	151	348	20	137	335	
Internal grants for research										
Yes	26.7%	25.8%	31.3%	11.5%	22.4%	30.2%	47.4%	29.6%	32.4%	
No	64.4%	67.9%	64.8%	80.8%	73.7%	66.7%	42.1%	61.5%	62.8%	
Not eligible	2.2%	3.1%	2.3%	3.8%	2.6%	2.0%	0.0%	3.7%	2.7%	
Not available	6.7%	3.1%	1.6%	3.8%	1.3%	1.1%	10.5%	5.2%	2.1%	
Total(n)	45	287	684	26	152	351	19	135	333	
Training for administrative leadership										
Yes	11.4%	32.8%	37.9%	12.5%	31.3%	37.0%	10.0%	34.3%	38.8%	
No	59.1%	53.3%	52.6%	66.7%	58.0%	53.6%	50.0%	48.2%	51.6%	
Not eligible	2.3%	2.4%	1.9%	0.0%	1.3%	2.0%	5.0%	3.6%	1.8%	
Not available	27.3%	11.5%	7.6%	20.8%	9.3%	7.4%	35.0%	13.9%	7.8%	
Total(n)	44	287	684	24	150	349	20	137	335	
Received incentives to develop new courses										
Yes	13.6%	18.3%	20.1%	12.5%	18.1%	19.0%	15.0%	18.5%	21.3%	
No	59.1%	66.2%	66.8%	70.8%	69.8%	70.0%	45.0%	62.2%	63.4%	
Not eligible	0.0%	1.8%	1.3%	0.0%	2.0%	1.4%	0.0%	1.5%	1.2%	
Not available	27.3%	13.7%	11.8%	16.7%	10.1%	9.5%	40.0%	17.8%	14.1%	
Total(n)	44	284	680	24	149	347	20	135	333	

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	17.8%	22.0%	25.2%	16.0%	18.0%	21.3%	20.0%	26.5%	29.2%	
No	57.8%	65.7%	65.4%	68.0%	72.7%	70.6%	45.0%	58.1%	59.9%	
Not eligible	0.0%	1.0%	1.3%	0.0%	0.7%	1.2%	0.0%	1.5%	1.5%	
Not available	24.4%	11.2%	8.1%	16.0%	8.7%	6.9%	35.0%	14.0%	9.3%	
Total(n)	45	286	679	25	150	347	20	136	332	
Received resources to integrate culturally-competent practices into your classroom										
Yes	20.0%	20.6%	30.5%	12.0%	14.2%	20.6%	30.0%	27.5%	40.6%	
No	55.6%	66.4%	59.9%	68.0%	77.0%	72.4%	40.0%	55.1%	47.2%	
Not eligible	0.0%	1.4%	0.7%	0.0%	0.7%	0.6%	0.0%	2.2%	0.9%	
Not available	24.4%	11.5%	8.8%	20.0%	8.1%	6.4%	30.0%	15.2%	11.3%	
Total(n)	45	286	679	25	148	344	20	138	335	
How many of the following have you published?										
Articles in academic or professional journals										
None	4.3%	13.5%	13.5%	7.7%	9.9%	10.6%	0.0%	17.4%	16.5%	
1-2	10.9%	15.2%	17.3%	7.7%	9.3%	14.3%	15.0%	21.7%	20.4%	
3-4	10.9%	12.1%	15.4%	7.7%	13.9%	13.8%	15.0%	10.1%	17.1%	
5-10	17.4%	21.1%	21.8%	23.1%	25.2%	21.8%	10.0%	16.7%	21.9%	
11-20	28.3%	16.3%	16.8%	23.1%	12.6%	17.2%	35.0%	20.3%	16.5%	
21-50	23.9%	13.5%	10.2%	26.9%	16.6%	14.6%	20.0%	10.1%	5.7%	
51+	4.3%	8.3%	5.0%	3.8%	12.6%	7.7%	5.0%	3.6%	2.1%	
Total(n)	46	289	683	26	151	349	20	138	334	
Mean	4.43	3.85	3.62	4.42	4.21	3.95	4.45	3.46	3.27	
Standard deviation	1.56	1.84	1.72	1.63	1.82	1.77	1.50	1.79	1.59	
Significance	-	*	**	-	-	-	-	*	**	
Effect size	-	0.32	0.47	-	0.12	0.27	-	0.55	0.74	
Chapters in edited volumes										
None	25.0%	40.7%	43.0%	40.9%	40.6%	43.8%	5.6%	40.8%	42.2%	
1-2	30.0%	28.2%	30.5%	22.7%	21.7%	23.8%	38.9%	35.4%	37.5%	
3-4	22.5%	16.8%	14.0%	13.6%	20.3%	16.7%	33.3%	13.1%	11.3%	
5-10	5.0%	7.3%	7.8%	9.1%	9.8%	9.8%	0.0%	4.6%	5.6%	
11-20	15.0%	5.5%	3.7%	13.6%	6.3%	4.5%	16.7%	4.6%	2.8%	
21-50	2.5%	1.5%	0.9%	0.0%	1.4%	1.2%	5.6%	1.5%	0.6%	
51+	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
Total(n)	40	273	656	22	143	336	18	130	320	
Mean	2.63	2.13	2.02	2.32	2.24	2.12	3.00	2.02	1.91	
Standard deviation	1.44	1.26	1.18	1.46	1.32	1.29	1.37	1.18	1.05	
Significance	-	*	**	-	-	-	-	**	***	
Effect size	-	0.40	0.52	-	0.06	0.16	-	0.83	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	
How many of the following have you published?										
Books, manuals, or monographs										
None	39.1%	60.2%	64.3%	46.2%	57.2%	62.2%	30.0%	63.4%	66.6%	
1-2	39.1%	27.6%	25.8%	30.8%	27.6%	24.9%	50.0%	27.6%	26.7%	
3-4	15.2%	8.6%	6.6%	15.4%	11.0%	8.2%	15.0%	6.0%	4.9%	
5-10	0.0%	2.2%	2.1%	0.0%	2.8%	2.9%	0.0%	1.5%	1.2%	
11-20	4.3%	0.7%	0.7%	3.8%	0.7%	1.2%	5.0%	0.7%	0.3%	
21-50	2.2%	0.4%	0.3%	3.8%	0.7%	0.6%	0.0%	0.0%	0.0%	
51+	0.0%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	0.3%	
Total(n)	46	279	667	26	145	341	20	134	326	
Mean	1.98	1.58	1.51	1.96	1.64	1.58	2.00	1.51	1.43	
Standard deviation	1.14	0.90	0.84	1.28	0.92	0.92	0.97	0.88	0.74	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	0.44	0.56	-	0.35	0.41	-	0.56	0.77	
Other, such as patents or computer software products										
None	79.5%	76.9%	77.8%	80.0%	71.1%	72.7%	78.6%	83.3%	83.3%	
1-2	7.7%	10.1%	11.6%	8.0%	13.4%	13.2%	7.1%	6.3%	9.9%	
3-4	7.7%	5.6%	4.3%	8.0%	7.0%	6.0%	7.1%	4.0%	2.6%	
5-10	0.0%	3.4%	3.1%	0.0%	3.5%	4.5%	0.0%	3.2%	1.6%	
11-20	0.0%	1.5%	1.4%	0.0%	1.4%	1.2%	0.0%	1.6%	1.6%	
21-50	2.6%	1.5%	0.9%	4.0%	2.8%	1.5%	0.0%	0.0%	0.3%	
51+	2.6%	1.1%	0.8%	0.0%	0.7%	0.9%	7.1%	1.6%	0.6%	
Total(n)	39	268	645	25	142	333	14	126	312	
Mean	1.51	1.51	1.44	1.44	1.62	1.56	1.64	1.40	1.32	
Standard deviation	1.32	1.18	1.05	1.12	1.24	1.16	1.65	1.09	0.90	
Significance	-			-			-			
Effect size	-	0.00	0.07	-	-0.15	-0.10	-	0.22	0.36	
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	80.4%	86.3%	85.5%	80.8%	84.9%	86.3%	80.0%	87.8%	84.6%	
1-2	4.3%	2.1%	3.1%	7.7%	2.6%	2.6%	0.0%	1.4%	3.6%	
3-4	4.3%	4.5%	3.6%	7.7%	5.9%	3.7%	0.0%	2.9%	3.6%	
5-10	6.5%	3.4%	3.6%	0.0%	2.6%	2.8%	15.0%	4.3%	4.5%	
11-20	2.2%	1.4%	2.0%	3.8%	2.0%	1.7%	0.0%	0.7%	2.4%	
21+	2.2%	2.4%	2.2%	0.0%	2.0%	2.8%	5.0%	2.9%	1.5%	
Total(n)	46	291	688	26	152	351	20	139	337	
Mean	1.52	1.39	1.40	1.38	1.40	1.40	1.70	1.37	1.41	
Standard deviation	1.21	1.09	1.10	0.94	1.08	1.12	1.49	1.11	1.08	
Significance	-			-			-			
Effect size	-	0.12	0.11	-	-0.02	-0.02	-	0.30	0.27	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	25.0%	31.3%	32.1%	33.3%	36.8%	28.2%	0.0%	23.1%	35.7%	

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		
1-2	25.0%	25.0%	29.6%	33.3%	31.6%	30.8%	0.0%	15.4%	28.6%		
3-4	0.0%	21.9%	19.8%	0.0%	21.1%	20.5%	0.0%	23.1%	19.0%		
5-10	25.0%	15.6%	13.6%	33.3%	5.3%	12.8%	0.0%	30.8%	14.3%		
11-20	0.0%	3.1%	3.7%	0.0%	5.3%	7.7%	0.0%	0.0%	0.0%		
21+	25.0%	3.1%	1.2%	0.0%	0.0%	0.0%	100.0%	7.7%	2.4%		
Total(n)	4	32	81	3	19	39	1	13	42		
Mean	3.25	2.44	2.31	2.33	2.11	2.41	6.00	2.92	2.21		
Standard deviation	2.22	1.34	1.23	1.53	1.15	1.25	.	1.50	1.22		
Significance	-			-			-				
Effect size	-	0.60	0.76	-	0.19	-0.06	-	2.05	3.11		
How many these exhibitions or performances in the fine or applied arts were:											
Collaborative											
None	11.1%	15.4%	7.3%	20.0%	22.7%	10.9%	0.0%	5.9%	4.0%		
1-2	11.1%	20.5%	31.3%	20.0%	18.2%	28.3%	0.0%	23.5%	34.0%		
3-4	22.2%	20.5%	15.6%	40.0%	22.7%	15.2%	0.0%	17.6%	16.0%		
5-10	33.3%	20.5%	19.8%	0.0%	13.6%	15.2%	75.0%	29.4%	24.0%		
11-20	11.1%	10.3%	14.6%	20.0%	13.6%	15.2%	0.0%	5.9%	14.0%		
21+	11.1%	12.8%	11.5%	0.0%	9.1%	15.2%	25.0%	17.6%	8.0%		
Total(n)	9	39	96	5	22	46	4	17	50		
Mean	3.56	3.28	3.38	2.80	3.05	3.41	4.50	3.59	3.34		
Standard deviation	1.51	1.61	1.52	1.48	1.65	1.65	1.00	1.54	1.39		
Significance	-			-			-				
Effect size	-	0.17	0.12	-	-0.15	-0.37	-	0.59	0.83		
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?											
None	17.8%	21.0%	22.4%	26.9%	17.8%	18.5%	5.3%	24.6%	26.5%		
1	8.9%	14.8%	14.6%	11.5%	15.1%	15.1%	5.3%	14.5%	14.0%		
2	8.9%	11.4%	16.7%	7.7%	10.5%	16.8%	10.5%	12.3%	16.7%		
3	13.3%	11.7%	12.8%	7.7%	13.2%	13.1%	21.1%	10.1%	12.5%		
4	11.1%	8.3%	9.6%	11.5%	7.9%	7.7%	10.5%	8.7%	11.6%		
5	13.3%	9.3%	6.6%	11.5%	11.8%	7.4%	15.8%	6.5%	5.7%		
6	2.2%	5.2%	4.5%	3.8%	5.3%	6.6%	0.0%	5.1%	2.4%		
7-10	15.6%	9.7%	7.3%	11.5%	7.2%	7.1%	21.1%	12.3%	7.4%		
More than 10	8.9%	8.6%	5.5%	7.7%	11.2%	7.7%	10.5%	5.8%	3.3%		
Total(n)	45	290	687	26	152	351	19	138	336		
Mean	4.71	4.20	3.80	4.19	4.38	4.07	5.42	4.00	3.52		
Standard deviation	2.69	2.68	2.46	2.81	2.68	2.55	2.41	2.68	2.34		
Significance	-		*	-			-	*	***		
Effect size	-	0.19	0.37	-	-0.07	0.05	-	0.53	0.81		
How many of these publications in the past three years have been solo-authored?											
None	24.2%	40.8%	36.8%	29.4%	43.0%	39.6%	18.8%	38.1%	33.3%		
1	27.3%	27.2%	26.2%	35.3%	29.0%	23.6%	18.8%	25.0%	29.4%		
2	9.1%	8.9%	13.2%	5.9%	9.3%	13.2%	12.5%	8.3%	13.2%		
3	18.2%	7.3%	9.9%	11.8%	5.6%	9.6%	25.0%	9.5%	10.3%		

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	
4	3.0%	4.2%	4.4%	5.9%	3.7%	4.4%	0.0%	4.8%	4.4%	
5	3.0%	4.2%	2.6%	0.0%	3.7%	2.0%	6.3%	4.8%	3.4%	
6	3.0%	1.0%	0.9%	5.9%	0.9%	1.2%	0.0%	1.2%	0.5%	
7-10	3.0%	3.1%	4.2%	0.0%	1.9%	4.4%	6.3%	4.8%	3.9%	
More than 10	9.1%	3.1%	1.8%	5.9%	2.8%	2.0%	12.5%	3.6%	1.5%	
Total(n)	33	191	454	17	107	250	16	84	204	
Mean	3.39	2.58	2.62	2.88	2.39	2.60	3.94	2.82	2.64	
Standard deviation	2.52	2.11	1.98	2.29	1.96	2.04	2.72	2.28	1.92	
Significance	-	*	*	-	-	-	-	-	*	
Effect size	-	0.38	0.39	-	0.25	0.14	-	0.49	0.68	
How many of these publications in the past three years have been co-authored?										
None	8.8%	12.5%	16.1%	10.5%	14.9%	17.1%	6.7%	9.5%	14.9%	
1	23.5%	21.3%	23.7%	21.1%	18.2%	21.5%	26.7%	25.3%	26.3%	
2	17.6%	15.7%	18.1%	10.5%	10.7%	14.9%	26.7%	22.1%	21.9%	
3	14.7%	12.0%	14.1%	15.8%	14.9%	16.0%	13.3%	8.4%	11.8%	
4	11.8%	7.9%	8.0%	10.5%	5.0%	6.2%	13.3%	11.6%	10.1%	
5	11.8%	10.2%	6.2%	21.1%	14.0%	8.0%	0.0%	5.3%	3.9%	
6	0.0%	3.7%	2.6%	0.0%	3.3%	2.9%	0.0%	4.2%	2.2%	
7-10	8.8%	8.8%	6.0%	5.3%	8.3%	5.1%	13.3%	9.5%	7.0%	
More than 10	2.9%	7.9%	5.4%	5.3%	10.7%	8.4%	0.0%	4.2%	1.8%	
Total(n)	34	216	503	19	121	275	15	95	228	
Mean	3.94	4.18	3.65	4.16	4.38	3.84	3.67	3.93	3.42	
Standard deviation	2.19	2.52	2.31	2.29	2.65	2.47	2.09	2.33	2.08	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.10	0.13	-	-0.08	0.13	-	-0.11	0.12	
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	0.0%	12.2%	10.1%	0.0%	13.8%	10.8%	0.0%	10.3%	9.3%	
1-4	45.7%	29.9%	25.9%	38.5%	28.9%	25.6%	55.0%	30.9%	26.2%	
5-8	34.8%	33.0%	32.6%	38.5%	34.2%	33.5%	30.0%	31.6%	31.6%	
9-12	10.9%	13.9%	21.6%	15.4%	12.5%	19.6%	5.0%	15.4%	23.8%	
13-16	4.3%	6.3%	5.3%	3.8%	5.9%	6.3%	5.0%	6.6%	4.2%	
17-20	0.0%	2.1%	1.9%	0.0%	1.3%	1.4%	0.0%	2.9%	2.4%	
21+	4.3%	2.8%	2.6%	3.8%	3.3%	2.8%	5.0%	2.2%	2.4%	
Total(n)	46	288	684	26	152	352	20	136	332	
Mean	2.91	2.90	3.02	3.00	2.85	3.01	2.80	2.95	3.04	
Standard deviation	1.21	1.34	1.30	1.17	1.36	1.31	1.28	1.33	1.28	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.01	-0.08	-	0.11	-0.01	-	-0.11	-0.19	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	11.0%	9.0%	0.0%	12.2%	9.4%	0.0%	9.6%	8.6%	
1-4	28.9%	23.3%	17.7%	40.0%	29.9%	20.8%	15.0%	16.2%	14.4%	
5-8	35.6%	25.1%	26.6%	36.0%	25.2%	26.4%	35.0%	25.0%	26.9%	

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	
9-12	20.0%	21.6%	22.9%	12.0%	21.1%	24.0%	30.0%	22.1%	21.7%	
13-16	8.9%	9.9%	11.2%	8.0%	7.5%	9.7%	10.0%	12.5%	12.8%	
17-20	2.2%	4.6%	6.6%	0.0%	0.7%	4.7%	5.0%	8.8%	8.6%	
21+	4.4%	4.6%	6.0%	4.0%	3.4%	5.0%	5.0%	5.9%	7.0%	
Total(n)	45	283	668	25	147	341	20	136	327	
Mean	3.33	3.28	3.53	3.04	2.97	3.38	3.70	3.62	3.70	
Standard deviation	1.30	1.54	1.58	1.24	1.38	1.51	1.30	1.62	1.62	
Significance	-			-			-			
Effect size	-	0.03	-0.13	-	0.05	-0.23	-	0.05	0.00	
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	0.0%	4.2%	6.2%	0.0%	3.3%	6.0%	0.0%	5.3%	6.4%	
1-4	41.3%	50.2%	49.7%	38.5%	55.0%	51.4%	45.0%	44.7%	47.9%	
5-8	37.0%	27.6%	29.4%	34.6%	25.2%	28.9%	40.0%	30.3%	30.0%	
9-12	10.9%	11.0%	9.6%	11.5%	11.9%	8.6%	10.0%	9.8%	10.6%	
13-16	6.5%	4.2%	3.2%	7.7%	2.6%	3.4%	5.0%	6.1%	3.0%	
17-20	4.3%	1.8%	1.0%	7.7%	2.0%	1.4%	0.0%	1.5%	0.6%	
21+	0.0%	1.1%	0.9%	0.0%	0.0%	0.3%	0.0%	2.3%	1.5%	
Total(n)	46	283	680	26	151	350	20	132	330	
Mean	2.96	2.70	2.61	3.12	2.62	2.57	2.75	2.80	2.64	
Standard deviation	1.09	1.09	1.02	1.24	0.97	0.99	0.85	1.21	1.06	
Significance	-		*	-	*	**	-			
Effect size	-	0.24	0.34	-	0.52	0.56	-	-0.04	0.10	
Committee work and meetings										
None	0.0%	1.4%	1.6%	0.0%	1.3%	2.0%	0.0%	1.5%	1.2%	
1-4	38.1%	29.8%	28.2%	45.8%	34.2%	32.6%	27.8%	24.8%	23.6%	
5-8	19.0%	28.4%	30.9%	12.5%	28.2%	28.5%	27.8%	28.6%	33.4%	
9-12	23.8%	18.1%	16.9%	16.7%	15.4%	15.0%	33.3%	21.1%	19.0%	
13-16	9.5%	9.2%	10.7%	12.5%	8.7%	11.0%	5.6%	9.8%	10.4%	
17-20	4.8%	8.2%	7.0%	4.2%	8.7%	7.2%	5.6%	7.5%	6.7%	
21+	4.8%	5.0%	4.6%	8.3%	3.4%	3.7%	0.0%	6.8%	5.5%	
Total(n)	42	282	673	24	149	347	18	133	326	
Mean	3.38	3.48	3.46	3.42	3.36	3.37	3.33	3.62	3.56	
Standard deviation	1.45	1.49	1.45	1.67	1.45	1.45	1.14	1.52	1.44	
Significance	-			-			-			
Effect size	-	-0.07	-0.06	-	0.04	0.03	-	-0.19	-0.16	
Research and scholarly writing										
None	10.9%	17.5%	16.3%	15.4%	17.2%	16.7%	5.0%	17.9%	15.8%	
1-4	39.1%	40.7%	46.4%	42.3%	33.8%	40.9%	35.0%	48.5%	52.3%	
5-8	23.9%	17.5%	18.8%	15.4%	18.5%	20.2%	35.0%	16.4%	17.3%	
9-12	6.5%	9.8%	8.9%	3.8%	9.3%	9.2%	10.0%	10.4%	8.5%	
13-16	8.7%	4.2%	3.4%	11.5%	6.6%	4.3%	5.0%	1.5%	2.4%	
17-20	2.2%	4.2%	2.5%	3.8%	5.3%	3.2%	0.0%	3.0%	1.8%	

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	
21+	8.7%	6.0%	3.7%	7.7%	9.3%	5.5%	10.0%	2.2%	1.8%	
Total(n)	46	285	676	26	151	347	20	134	329	
Mean	3.04	2.79	2.59	2.96	3.07	2.75	3.15	2.47	2.42	
Standard deviation	1.70	1.64	1.41	1.80	1.83	1.56	1.60	1.31	1.21	
Significance	-		*	-			-	*	*	
Effect size	-	0.15	0.32	-	-0.06	0.13	-	0.52	0.60	
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	57.1%	63.8%	62.6%	48.0%	59.3%	58.7%	70.6%	68.8%	66.7%	
1-4	23.8%	21.6%	22.3%	28.0%	25.0%	25.1%	17.6%	18.0%	19.5%	
5-8	7.1%	7.8%	7.8%	8.0%	7.9%	7.6%	5.9%	7.8%	7.9%	
9-12	4.8%	2.6%	2.8%	8.0%	2.9%	4.0%	0.0%	2.3%	1.6%	
13-16	7.1%	2.2%	2.5%	8.0%	2.1%	2.1%	5.9%	2.3%	2.8%	
17-20	0.0%	1.1%	1.4%	0.0%	1.4%	1.5%	0.0%	0.8%	1.3%	
21+	0.0%	0.7%	0.6%	0.0%	1.4%	0.9%	0.0%	0.0%	0.3%	
Total(n)	42	268	645	25	140	327	17	128	318	
Mean	1.81	1.64	1.67	2.00	1.74	1.74	1.53	1.54	1.59	
Standard deviation	1.21	1.12	1.14	1.29	1.23	1.19	1.07	1.00	1.09	
Significance	-			-			-			
Effect size	-	0.15	0.12	-	0.21	0.22	-	-0.01	-0.06	
Community or public service										
None	33.3%	30.8%	27.9%	50.0%	34.4%	32.3%	10.5%	26.7%	23.2%	
1-4	55.6%	51.4%	53.4%	46.2%	49.0%	49.1%	68.4%	54.1%	57.8%	
5-8	6.7%	12.2%	13.2%	0.0%	11.3%	13.4%	15.8%	13.3%	13.0%	
9-12	2.2%	3.8%	3.7%	0.0%	4.0%	3.7%	5.3%	3.7%	3.6%	
13-16	0.0%	0.7%	1.2%	0.0%	0.7%	0.9%	0.0%	0.7%	1.5%	
17-20	2.2%	1.0%	0.4%	3.8%	0.7%	0.3%	0.0%	1.5%	0.6%	
21+	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	45	286	682	26	151	350	19	135	332	
Mean	1.87	1.95	1.99	1.65	1.89	1.94	2.16	2.02	2.05	
Standard deviation	0.92	0.90	0.90	1.02	0.88	0.89	0.69	0.93	0.90	
Significance	-			-			-			
Effect size	-	-0.09	-0.13	-	-0.27	-0.33	-	0.15	0.12	
Outside consulting/freelance work										
None	65.9%	73.6%	71.0%	56.5%	70.5%	68.3%	77.8%	77.1%	73.8%	
1-4	24.4%	18.4%	22.7%	34.8%	21.2%	24.1%	11.1%	15.3%	21.2%	
5-8	7.3%	5.1%	4.6%	4.3%	4.1%	5.2%	11.1%	6.1%	4.0%	
9-12	2.4%	2.2%	0.9%	4.3%	2.7%	1.2%	0.0%	1.5%	0.6%	
13-16	0.0%	0.7%	0.7%	0.0%	1.4%	1.2%	0.0%	0.0%	0.3%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	41	277	669	23	146	344	18	131	325	
Mean	1.46	1.38	1.38	1.57	1.43	1.43	1.33	1.32	1.32	

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	
Standard deviation	0.74	0.75	0.69	0.79	0.81	0.75	0.69	0.66	0.61	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.17	0.19	-	0.02	0.02	
Household/childcare duties										
None	6.5%	13.5%	11.8%	7.7%	17.2%	14.9%	5.0%	9.5%	8.7%	
1-4	21.7%	15.3%	17.0%	19.2%	17.2%	18.6%	25.0%	13.1%	15.2%	
5-8	26.1%	27.1%	24.3%	34.6%	26.5%	23.5%	15.0%	27.7%	25.1%	
9-12	19.6%	13.9%	16.1%	19.2%	13.2%	16.6%	20.0%	14.6%	15.5%	
13-16	0.0%	7.6%	7.2%	0.0%	7.3%	7.2%	0.0%	8.0%	7.2%	
17-20	6.5%	6.3%	7.2%	7.7%	5.3%	5.2%	5.0%	7.3%	9.3%	
21+	19.6%	16.3%	16.5%	11.5%	13.2%	14.0%	30.0%	19.7%	19.1%	
Total(n)	46	288	684	26	151	349	20	137	335	
Mean	3.83	3.71	3.77	3.54	3.45	3.54	4.20	3.99	4.01	
Standard deviation	1.95	1.96	1.95	1.75	1.92	1.91	2.17	1.96	1.95	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.05	0.00	-	0.11	0.10	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	84.4%	82.7%	81.8%	80.8%	85.5%	86.2%	89.5%	79.7%	77.2%	
1-4	6.7%	9.0%	9.8%	11.5%	9.7%	7.9%	0.0%	8.3%	11.7%	
5-8	6.7%	4.3%	3.9%	3.8%	2.8%	2.4%	10.5%	6.0%	5.6%	
9-12	0.0%	1.4%	1.4%	0.0%	0.0%	0.9%	0.0%	3.0%	1.9%	
13-16	0.0%	1.1%	0.8%	0.0%	1.4%	0.9%	0.0%	0.8%	0.6%	
17-20	2.2%	1.1%	1.5%	3.8%	0.7%	1.2%	0.0%	1.5%	1.9%	
21+	0.0%	0.4%	0.9%	0.0%	0.0%	0.6%	0.0%	0.8%	1.2%	
Total(n)	45	278	664	26	145	340	19	133	324	
Mean	1.31	1.34	1.38	1.38	1.24	1.28	1.21	1.44	1.48	
Standard deviation	0.90	0.92	1.03	1.06	0.74	0.91	0.63	1.08	1.14	
Significance	-			-			-			
Effect size	-	-0.03	-0.07	-	0.19	0.11	-	-0.21	-0.24	
Other employment, outside of academia										
None	85.0%	91.0%	92.5%	79.2%	87.8%	91.0%	93.8%	94.6%	94.1%	
1-4	10.0%	4.7%	3.4%	16.7%	6.8%	4.3%	0.0%	2.3%	2.5%	
5-8	2.5%	2.5%	2.1%	0.0%	2.7%	2.6%	6.3%	2.3%	1.5%	
9-12	0.0%	1.1%	1.0%	0.0%	1.4%	0.9%	0.0%	0.8%	1.2%	
13-16	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
17-20	2.5%	0.4%	0.3%	4.2%	0.7%	0.3%	0.0%	0.0%	0.3%	
21+	0.0%	0.4%	0.3%	0.0%	0.7%	0.3%	0.0%	0.0%	0.3%	
Total(n)	40	278	668	24	148	345	16	130	323	
Mean	1.28	1.17	1.15	1.38	1.24	1.18	1.13	1.09	1.13	
Standard deviation	0.88	0.66	0.65	1.06	0.81	0.68	0.50	0.42	0.61	
Significance	-			-			-			
Effect size	-	0.17	0.20	-	0.17	0.29	-	0.10	0.00	

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	
Personal time										
None	8.7%	2.1%	1.9%	3.8%	1.3%	1.7%	15.0%	2.9%	2.1%	
1-4	30.4%	29.3%	28.2%	26.9%	24.8%	24.5%	35.0%	34.1%	32.0%	
5-8	21.7%	34.1%	32.7%	15.4%	29.5%	30.8%	30.0%	39.1%	34.7%	
9-12	26.1%	18.8%	20.4%	38.5%	25.5%	24.2%	10.0%	11.6%	16.5%	
13-16	6.5%	7.7%	8.4%	7.7%	8.7%	8.9%	5.0%	6.5%	7.8%	
17-20	2.2%	5.6%	5.1%	3.8%	6.7%	5.5%	0.0%	4.3%	4.8%	
21+	4.3%	2.4%	3.2%	3.8%	3.4%	4.3%	5.0%	1.4%	2.1%	
Total(n)	46	287	681	26	149	347	20	138	334	
Mean	3.15	3.27	3.33	3.46	3.49	3.48	2.75	3.04	3.19	
Standard deviation	1.44	1.30	1.33	1.39	1.35	1.37	1.45	1.21	1.27	
Significance	-			-			-			
Effect size	-	-0.09	-0.14	-	-0.02	-0.01	-	-0.24	-0.35	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	91.1%	78.8%	86.3%	92.3%	76.9%	86.3%	89.5%	80.9%	86.4%	
Occasionally	6.7%	6.5%	5.0%	7.7%	8.2%	6.1%	5.3%	4.6%	3.7%	
Not at all	2.2%	14.7%	8.7%	0.0%	15.0%	7.6%	5.3%	14.5%	9.9%	
Total(n)	45	278	666	26	147	342	19	131	324	
Mean	2.89	2.64	2.78	2.92	2.62	2.79	2.84	2.66	2.77	
Standard deviation	0.38	0.73	0.59	0.27	0.73	0.57	0.50	0.72	0.62	
Significance	-	*		-	*		-			
Effect size	-	0.34	0.19	-	0.41	0.23	-	0.25	0.11	
Support their opinions with a logical argument										
Frequently	82.2%	69.2%	74.4%	84.6%	64.4%	71.0%	78.9%	74.6%	78.0%	
Occasionally	15.6%	15.9%	16.5%	15.4%	19.9%	20.7%	15.8%	11.5%	12.1%	
Not at all	2.2%	14.9%	9.1%	0.0%	15.8%	8.3%	5.3%	13.8%	9.9%	
Total(n)	45	276	660	26	146	338	19	130	322	
Mean	2.80	2.54	2.65	2.85	2.49	2.63	2.74	2.61	2.68	
Standard deviation	0.46	0.74	0.64	0.37	0.75	0.63	0.56	0.72	0.65	
Significance	-	*		-	*		-			
Effect size	-	0.35	0.23	-	0.48	0.35	-	0.18	0.09	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	72.7%	62.2%	70.6%	69.2%	56.1%	67.4%	77.8%	69.3%	74.1%	
Occasionally	22.7%	24.0%	20.9%	26.9%	29.1%	25.0%	16.7%	18.1%	16.6%	
Not at all	4.5%	13.8%	8.5%	3.8%	14.9%	7.6%	5.6%	12.6%	9.4%	
Total(n)	44	275	660	26	148	340	18	127	320	
Mean	2.68	2.48	2.62	2.65	2.41	2.60	2.72	2.57	2.65	
Standard deviation	0.56	0.73	0.64	0.56	0.74	0.63	0.57	0.71	0.65	
Significance	-			-			-			
Effect size	-	0.27	0.09	-	0.32	0.08	-	0.21	0.11	
Analyze multiple sources of information before coming to a conclusion										
	68.9%	61.9%	66.0%	76.9%	55.4%	62.9%	57.9%	69.2%	69.3%	

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	22.2%	22.7%	24.2%	11.5%	27.0%	27.5%	36.8%	17.7%	20.8%	
Not at all	8.9%	15.5%	9.8%	11.5%	17.6%	9.6%	5.3%	13.1%	9.9%	
Total(n)	45	278	664	26	148	342	19	130	322	
Mean	2.60	2.46	2.56	2.65	2.38	2.53	2.53	2.56	2.59	
Standard deviation	0.65	0.75	0.67	0.69	0.77	0.67	0.61	0.72	0.66	
Significance	-			-			-			
Effect size	-	0.19	0.06	-	0.35	0.18	-	-0.04	-0.09	
Evaluate the quality or reliability of information they receive										
Frequently	81.8%	64.7%	68.9%	84.6%	59.6%	66.2%	77.8%	70.5%	71.8%	
Occasionally	15.9%	20.7%	22.2%	15.4%	24.7%	25.9%	16.7%	16.3%	18.3%	
Not at all	2.3%	14.5%	8.9%	0.0%	15.8%	7.9%	5.6%	13.2%	9.9%	
Total(n)	44	275	663	26	146	340	18	129	323	
Mean	2.80	2.50	2.60	2.85	2.44	2.58	2.72	2.57	2.62	
Standard deviation	0.46	0.74	0.65	0.37	0.75	0.64	0.57	0.72	0.66	
Significance	-	**	*	-	**	*	-			
Effect size	-	0.41	0.31	-	0.55	0.42	-	0.21	0.15	
Take risks for potential gains										
Frequently	37.2%	31.0%	39.7%	36.0%	26.4%	34.2%	38.9%	35.9%	45.3%	
Occasionally	48.8%	44.8%	41.8%	48.0%	47.1%	46.8%	50.0%	42.2%	36.6%	
Not at all	14.0%	24.3%	18.5%	16.0%	26.4%	18.9%	11.1%	21.9%	18.0%	
Total(n)	43	268	655	25	140	333	18	128	322	
Mean	2.23	2.07	2.21	2.20	2.00	2.15	2.28	2.14	2.27	
Standard deviation	0.68	0.74	0.73	0.71	0.73	0.71	0.67	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.22	0.03	-	0.27	0.07	-	0.19	0.01	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	66.7%	57.7%	64.5%	65.4%	51.0%	60.9%	68.4%	65.4%	68.2%	
Occasionally	26.7%	29.0%	26.7%	26.9%	34.9%	30.9%	26.3%	22.3%	22.2%	
Not at all	6.7%	13.3%	8.8%	7.7%	14.1%	8.2%	5.3%	12.3%	9.6%	
Total(n)	45	279	667	26	149	343	19	130	324	
Mean	2.60	2.44	2.56	2.58	2.37	2.53	2.63	2.53	2.59	
Standard deviation	0.62	0.72	0.65	0.64	0.72	0.64	0.60	0.71	0.66	
Significance	-			-			-			
Effect size	-	0.22	0.06	-	0.29	0.08	-	0.14	0.06	
Look up scientific research articles and resources										
Frequently	44.2%	51.3%	54.1%	54.2%	49.0%	52.3%	31.6%	53.9%	56.1%	
Occasionally	34.9%	27.3%	28.2%	41.7%	30.6%	32.2%	26.3%	23.4%	24.0%	
Not at all	20.9%	21.5%	17.6%	4.2%	20.4%	15.5%	42.1%	22.7%	19.9%	
Total(n)	43	275	663	24	147	342	19	128	321	
Mean	2.23	2.30	2.37	2.50	2.29	2.37	1.89	2.31	2.36	
Standard deviation	0.78	0.80	0.77	0.59	0.79	0.74	0.88	0.82	0.79	
Significance	-			-			-	*	*	
Effect size	-	-0.09	-0.18	-	0.27	0.18	-	-0.51	-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	
Explore topics on their own, even though it was not required for a class										
Frequently	62.2%	49.8%	52.3%	57.7%	49.0%	49.7%	68.4%	50.8%	55.0%	
Occasionally	26.7%	34.8%	37.0%	26.9%	34.7%	40.3%	26.3%	34.9%	33.4%	
Not at all	11.1%	15.4%	10.8%	15.4%	16.3%	10.0%	5.3%	14.3%	11.6%	
Total(n)	45	273	660	26	147	340	19	126	320	
Mean	2.51	2.34	2.42	2.42	2.33	2.40	2.63	2.37	2.43	
Standard deviation	0.69	0.73	0.68	0.76	0.74	0.66	0.60	0.72	0.69	
Significance	-			-			-			
Effect size	-	0.23	0.13	-	0.12	0.03	-	0.36	0.29	
Accept mistakes as part of the learning process										
Frequently	75.0%	65.1%	71.2%	72.0%	57.4%	67.1%	78.9%	73.8%	75.6%	
Occasionally	18.2%	21.2%	20.5%	20.0%	25.7%	24.2%	15.8%	16.2%	16.6%	
Not at all	6.8%	13.7%	8.3%	8.0%	16.9%	8.7%	5.3%	10.0%	7.8%	
Total(n)	44	278	663	25	148	343	19	130	320	
Mean	2.68	2.51	2.63	2.64	2.41	2.58	2.74	2.64	2.68	
Standard deviation	0.60	0.72	0.63	0.64	0.76	0.65	0.56	0.66	0.61	
Significance	-			-			-			
Effect size	-	0.24	0.08	-	0.30	0.09	-	0.15	0.10	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	64.4%	48.9%	55.8%	61.5%	41.5%	47.8%	68.4%	57.5%	64.4%	
Occasionally	28.9%	33.2%	31.8%	30.8%	37.4%	39.3%	26.3%	28.3%	23.8%	
Not at all	6.7%	17.9%	12.4%	7.7%	21.1%	12.9%	5.3%	14.2%	11.9%	
Total(n)	45	274	661	26	147	341	19	127	320	
Mean	2.58	2.31	2.43	2.54	2.20	2.35	2.63	2.43	2.53	
Standard deviation	0.62	0.76	0.70	0.65	0.77	0.70	0.60	0.73	0.70	
Significance	-	*		-	*		-			
Effect size	-	0.36	0.21	-	0.44	0.27	-	0.27	0.14	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	67.4%	61.8%	64.0%	53.8%	51.7%	56.2%	85.0%	73.1%	72.1%	
Occasionally	26.1%	24.7%	26.7%	34.6%	32.2%	31.9%	15.0%	16.4%	21.2%	
Not at all	6.5%	13.4%	9.3%	11.5%	16.1%	11.9%	0.0%	10.4%	6.7%	
Total(n)	46	283	675	26	149	345	20	134	330	
Mean	2.61	2.48	2.55	2.42	2.36	2.44	2.85	2.63	2.65	
Standard deviation	0.61	0.72	0.66	0.70	0.75	0.70	0.37	0.67	0.60	
Significance	-			-			-			
Effect size	-	0.18	0.09	-	0.08	-0.03	-	0.33	0.33	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	58.7%	46.5%	52.3%	46.2%	37.3%	45.4%	75.0%	56.7%	59.6%	
Occasionally	34.8%	38.0%	34.2%	42.3%	40.7%	36.4%	25.0%	35.1%	31.8%	

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	
Not at all	6.5%	15.5%	13.5%	11.5%	22.0%	18.2%	0.0%	8.2%	8.6%	
Total(n)	46	284	673	26	150	346	20	134	327	
Mean	2.52	2.31	2.39	2.35	2.15	2.27	2.75	2.49	2.51	
Standard deviation	0.62	0.72	0.71	0.69	0.76	0.75	0.44	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.29	0.18	-	0.26	0.11	-	0.40	0.37	
Discuss the ethical or moral implications of a course of action										
Frequently	48.9%	44.7%	47.7%	34.6%	33.3%	38.5%	68.4%	57.6%	57.5%	
Occasionally	37.8%	36.9%	37.3%	50.0%	43.3%	43.1%	21.1%	29.5%	31.2%	
Not at all	13.3%	18.4%	15.0%	15.4%	23.3%	18.4%	10.5%	12.9%	11.3%	
Total(n)	45	282	675	26	150	348	19	132	327	
Mean	2.36	2.26	2.33	2.19	2.10	2.20	2.58	2.45	2.46	
Standard deviation	0.71	0.75	0.72	0.69	0.75	0.73	0.69	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.13	0.04	-	0.12	-0.01	-	0.18	0.17	
Apply mathematical concepts and computational thinking										
Frequently	17.4%	26.9%	27.5%	23.1%	31.1%	35.0%	10.0%	22.2%	19.6%	
Occasionally	41.3%	35.7%	35.5%	46.2%	32.4%	33.8%	35.0%	39.3%	37.2%	
Not at all	41.3%	37.5%	37.1%	30.8%	36.5%	31.2%	55.0%	38.5%	43.2%	
Total(n)	46	283	677	26	148	346	20	135	331	
Mean	1.76	1.89	1.90	1.92	1.95	2.04	1.55	1.84	1.76	
Standard deviation	0.74	0.80	0.80	0.74	0.82	0.81	0.69	0.76	0.76	
Significance	-			-			-			
Effect size	-	-0.16	-0.18	-	-0.04	-0.15	-	-0.38	-0.28	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	75.0%	72.8%	74.5%	60.0%	65.1%	69.2%	94.7%	81.3%	80.1%	
Most	11.4%	12.7%	13.2%	20.0%	16.1%	15.6%	0.0%	9.0%	10.7%	
Some	9.1%	9.5%	9.3%	12.0%	12.1%	11.5%	5.3%	6.7%	7.0%	
None	4.5%	4.9%	3.0%	8.0%	6.7%	3.7%	0.0%	3.0%	2.1%	
Total(n)	44	283	674	25	149	347	19	134	327	
Mean	3.57	3.53	3.59	3.32	3.40	3.50	3.89	3.69	3.69	
Standard deviation	0.85	0.86	0.78	0.99	0.94	0.84	0.46	0.73	0.70	
Significance	-			-			-			
Effect size	-	0.05	-0.03	-	-0.09	-0.21	-	0.27	0.29	
Cooperative learning (small groups)										
All	60.5%	46.5%	50.8%	47.8%	38.8%	45.7%	75.0%	54.8%	56.2%	
Most	14.0%	22.3%	21.8%	17.4%	19.7%	19.6%	10.0%	25.2%	24.1%	
Some	18.6%	20.9%	20.2%	30.4%	28.6%	26.1%	5.0%	12.6%	13.9%	
None	7.0%	10.3%	7.2%	4.3%	12.9%	8.5%	10.0%	7.4%	5.9%	
Total(n)	43	282	665	23	147	341	20	135	324	
Mean	3.28	3.05	3.16	3.09	2.84	3.03	3.50	3.27	3.31	
Standard deviation	1.01	1.04	0.99	1.00	1.08	1.03	1.00	0.95	0.92	
Significance	-			-			-			

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	
Effect size	-	0.22	0.12	-	0.23	0.06	-	0.24	0.21	
Experiential learning/Field studies										
All	15.6%	22.4%	23.4%	12.0%	19.0%	21.8%	20.0%	26.1%	25.0%	
Most	13.3%	12.8%	17.3%	12.0%	10.2%	14.8%	15.0%	15.7%	19.8%	
Some	35.6%	29.9%	32.1%	36.0%	29.3%	30.8%	35.0%	30.6%	33.5%	
None	35.6%	34.9%	27.2%	40.0%	41.5%	32.6%	30.0%	27.6%	21.6%	
Total(n)	45	281	672	25	147	344	20	134	328	
Mean	2.09	2.23	2.37	1.96	2.07	2.26	2.25	2.40	2.48	
Standard deviation	1.06	1.15	1.12	1.02	1.13	1.13	1.12	1.15	1.09	
Significance	-			-			-			
Effect size	-	-0.12	-0.25	-	-0.10	-0.27	-	-0.13	-0.21	
Performances/Demonstrations										
All	18.2%	23.0%	21.0%	15.4%	19.5%	18.6%	22.2%	27.1%	23.7%	
Most	15.9%	13.5%	17.4%	19.2%	12.8%	18.3%	11.1%	14.3%	16.5%	
Some	29.5%	27.7%	27.3%	26.9%	28.2%	27.0%	33.3%	27.1%	27.7%	
None	36.4%	35.8%	34.2%	38.5%	39.6%	36.2%	33.3%	31.6%	32.1%	
Total(n)	44	282	666	26	149	345	18	133	321	
Mean	2.16	2.24	2.25	2.12	2.12	2.19	2.22	2.37	2.32	
Standard deviation	1.12	1.17	1.14	1.11	1.14	1.12	1.17	1.19	1.16	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	0.00	-0.06	-	-0.13	-0.09	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	22.2%	23.0%	26.0%	24.0%	22.1%	23.7%	20.0%	24.1%	28.4%	
Most	28.9%	20.9%	22.6%	16.0%	17.4%	18.8%	45.0%	24.8%	26.6%	
Some	31.1%	35.1%	34.2%	40.0%	35.6%	37.0%	20.0%	34.6%	31.2%	
None	17.8%	20.9%	17.2%	20.0%	24.8%	20.5%	15.0%	16.5%	13.8%	
Total(n)	45	282	673	25	149	346	20	133	327	
Mean	2.56	2.46	2.57	2.44	2.37	2.46	2.70	2.56	2.70	
Standard deviation	1.03	1.06	1.05	1.08	1.09	1.07	0.98	1.03	1.03	
Significance	-			-			-			
Effect size	-	0.09	-0.01	-	0.06	-0.02	-	0.14	0.00	
Extensive lecturing										
All	15.6%	17.0%	15.1%	23.1%	24.0%	22.0%	5.3%	9.1%	7.7%	
Most	33.3%	26.2%	23.0%	38.5%	32.7%	28.3%	26.3%	18.9%	17.2%	
Some	31.1%	31.9%	37.9%	30.8%	30.7%	34.4%	31.6%	33.3%	41.5%	
None	20.0%	24.8%	24.1%	7.7%	12.7%	15.3%	36.8%	38.6%	33.5%	
Total(n)	45	282	671	26	150	346	19	132	325	
Mean	2.44	2.35	2.29	2.77	2.68	2.57	2.00	1.98	1.99	
Standard deviation	0.99	1.03	1.00	0.91	0.98	1.00	0.94	0.97	0.90	
Significance	-			-			-			
Effect size	-	0.09	0.15	-	0.09	0.20	-	0.02	0.01	
Multiple drafts of written work										
All	15.6%	11.7%	14.0%	15.4%	8.1%	12.1%	15.8%	15.8%	16.0%	

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	
Most	26.7%	23.8%	20.1%	19.2%	21.5%	17.3%	36.8%	26.3%	23.1%	
Some	37.8%	40.4%	42.9%	46.2%	43.6%	46.4%	26.3%	36.8%	39.1%	
None	20.0%	24.1%	23.1%	19.2%	26.8%	24.2%	21.1%	21.1%	21.8%	
Total(n)	45	282	672	26	149	347	19	133	325	
Mean	2.38	2.23	2.25	2.31	2.11	2.17	2.47	2.37	2.33	
Standard deviation	0.98	0.95	0.96	0.97	0.89	0.93	1.02	0.99	0.99	
Significance	-			-			-			
Effect size	-	0.16	0.14	-	0.22	0.15	-	0.10	0.14	
Reflective writing/journaling										
All	11.6%	13.8%	14.3%	8.0%	9.4%	8.1%	16.7%	18.8%	20.9%	
Most	16.3%	12.4%	14.8%	12.0%	9.4%	11.9%	22.2%	15.8%	17.8%	
Some	25.6%	27.0%	30.9%	24.0%	22.1%	29.7%	27.8%	32.3%	32.3%	
None	46.5%	46.8%	39.9%	56.0%	59.1%	50.3%	33.3%	33.1%	28.9%	
Total(n)	43	282	669	25	149	344	18	133	325	
Mean	1.93	1.93	2.04	1.72	1.69	1.78	2.22	2.20	2.31	
Standard deviation	1.06	1.07	1.06	0.98	0.99	0.95	1.11	1.10	1.10	
Significance	-			-			-			
Effect size	-	0.00	-0.10	-	0.03	-0.06	-	0.02	-0.08	
Community service as part of coursework										
All	2.4%	3.6%	3.6%	0.0%	2.0%	2.0%	5.6%	5.3%	5.2%	
Most	2.4%	4.7%	7.2%	4.2%	6.1%	7.0%	0.0%	3.1%	7.4%	
Some	21.4%	24.0%	27.0%	16.7%	15.5%	21.1%	27.8%	33.6%	33.3%	
None	73.8%	67.7%	62.2%	79.2%	76.4%	69.9%	66.7%	58.0%	54.0%	
Total(n)	42	279	666	24	148	342	18	131	324	
Mean	1.33	1.44	1.52	1.25	1.34	1.41	1.44	1.56	1.64	
Standard deviation	0.65	0.75	0.78	0.53	0.69	0.71	0.78	0.80	0.83	
Significance	-			-			-			
Effect size	-	-0.15	-0.24	-	-0.13	-0.23	-	-0.15	-0.24	
Electronic quizzes with immediate feedback in class										
All	2.3%	8.5%	9.1%	3.8%	8.7%	8.4%	0.0%	8.2%	9.9%	
Most	11.4%	10.2%	10.6%	11.5%	8.0%	8.9%	11.1%	12.7%	12.4%	
Some	15.9%	20.1%	20.3%	15.4%	20.0%	19.9%	16.7%	20.1%	20.7%	
None	70.5%	61.3%	60.0%	69.2%	63.3%	62.8%	72.2%	59.0%	57.0%	
Total(n)	44	284	670	26	150	347	18	134	323	
Mean	1.45	1.66	1.69	1.50	1.62	1.63	1.39	1.70	1.75	
Standard deviation	0.79	0.97	0.99	0.86	0.96	0.96	0.70	0.98	1.02	
Significance	-			-			-			
Effect size	-	-0.22	-0.24	-	-0.13	-0.14	-	-0.32	-0.35	
Using real-life problems										
All	52.2%	48.6%	47.5%	46.2%	41.9%	41.9%	60.0%	56.0%	53.4%	
Most	21.7%	24.1%	27.4%	19.2%	23.6%	28.3%	25.0%	24.6%	26.5%	
Some	26.1%	22.0%	19.3%	34.6%	28.4%	23.1%	15.0%	14.9%	15.2%	
None	0.0%	5.3%	5.8%	0.0%	6.1%	6.6%	0.0%	4.5%	4.9%	
Total(n)	46	282	674	26	148	346	20	134	328	
Mean	3.26	3.16	3.17	3.12	3.01	3.05	3.45	3.32	3.28	

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	
Standard deviation	0.85	0.95	0.93	0.91	0.98	0.96	0.76	0.89	0.90	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.11	0.07	-	0.15	0.19	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	29.5%	29.6%	31.1%	16.7%	23.0%	24.1%	45.0%	36.8%	38.3%	
Most	43.2%	31.0%	30.8%	50.0%	31.8%	33.4%	35.0%	30.1%	28.0%	
Some	20.5%	31.3%	31.8%	20.8%	36.5%	35.8%	20.0%	25.7%	27.7%	
None	6.8%	8.1%	6.4%	12.5%	8.8%	6.7%	0.0%	7.4%	6.1%	
Total(n)	44	284	673	24	148	344	20	136	329	
Mean	2.95	2.82	2.86	2.71	2.69	2.75	3.25	2.96	2.98	
Standard deviation	0.89	0.95	0.93	0.91	0.92	0.90	0.79	0.96	0.95	
Significance	-			-			-			
Effect size	-	0.14	0.10	-	0.02	-0.04	-	0.30	0.28	
Readings on racial and ethnic issues										
All	30.2%	17.1%	17.9%	16.7%	8.9%	10.2%	47.4%	26.1%	25.9%	
Most	18.6%	15.4%	15.4%	16.7%	10.3%	11.7%	21.1%	20.9%	19.2%	
Some	23.3%	27.9%	28.8%	25.0%	30.8%	30.6%	21.1%	24.6%	26.8%	
None	27.9%	39.6%	38.0%	41.7%	50.0%	47.5%	10.5%	28.4%	28.0%	
Total(n)	43	280	671	24	146	343	19	134	328	
Mean	2.51	2.10	2.13	2.08	1.78	1.85	3.05	2.45	2.43	
Standard deviation	1.20	1.11	1.11	1.14	0.96	0.99	1.08	1.16	1.15	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.37	0.34	-	0.31	0.23	-	0.52	0.54	
Readings on women and gender issues										
All	31.0%	15.9%	15.1%	17.4%	8.3%	7.7%	47.4%	24.2%	22.8%	
Most	21.4%	12.3%	13.6%	21.7%	9.0%	10.7%	21.1%	15.9%	16.7%	
Some	16.7%	27.2%	29.3%	21.7%	26.4%	30.2%	10.5%	28.0%	28.4%	
None	31.0%	44.6%	42.0%	39.1%	56.3%	51.5%	21.1%	31.8%	32.1%	
Total(n)	42	276	662	23	144	338	19	132	324	
Mean	2.52	2.00	2.02	2.17	1.69	1.75	2.95	2.33	2.30	
Standard deviation	1.23	1.10	1.08	1.15	0.95	0.93	1.22	1.16	1.15	
Significance	-	**	**	-	*	*	-	*	*	
Effect size	-	0.47	0.46	-	0.51	0.45	-	0.53	0.57	
Supplemental instruction that is outside of class and office hours										
All	22.2%	21.1%	19.2%	20.0%	15.8%	15.0%	25.0%	26.9%	23.5%	
Most	20.0%	19.3%	22.8%	12.0%	16.4%	22.9%	30.0%	22.4%	22.6%	
Some	42.2%	33.6%	33.9%	48.0%	37.0%	33.8%	35.0%	29.9%	33.9%	
None	15.6%	26.1%	24.1%	20.0%	30.8%	28.2%	10.0%	20.9%	19.9%	
Total(n)	45	280	667	25	146	340	20	134	327	
Mean	2.49	2.35	2.37	2.32	2.17	2.25	2.70	2.55	2.50	
Standard deviation	1.01	1.08	1.05	1.03	1.04	1.03	0.98	1.10	1.06	
Significance	-			-			-			
Effect size	-	0.13	0.11	-	0.14	0.07	-	0.14	0.19	

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	29.5%	24.0%	28.3%	20.8%	21.4%	22.7%	40.0%	26.9%	34.0%	
Most	27.3%	28.0%	30.4%	20.8%	23.4%	26.3%	35.0%	32.8%	34.7%	
Some	27.3%	36.9%	31.3%	33.3%	41.4%	38.1%	20.0%	32.1%	24.2%	
None	15.9%	11.1%	10.1%	25.0%	13.8%	13.0%	5.0%	8.2%	7.1%	
Total(n)	44	279	665	24	145	339	20	134	326	
Mean	2.70	2.65	2.77	2.38	2.52	2.59	3.10	2.78	2.96	
Standard deviation	1.07	0.97	0.97	1.10	0.98	0.98	0.91	0.94	0.93	
Significance	-			-			-			
Effect size	-	0.05	-0.07	-	-0.14	-0.21	-	0.34	0.15	
Student evaluations of each others' work										
All	11.4%	12.5%	14.5%	4.2%	9.6%	9.7%	20.0%	15.8%	19.6%	
Most	18.2%	15.4%	18.4%	20.8%	16.4%	18.2%	15.0%	14.3%	18.7%	
Some	34.1%	39.4%	40.8%	25.0%	34.9%	41.1%	45.0%	44.4%	40.5%	
None	36.4%	32.6%	26.2%	50.0%	39.0%	31.1%	20.0%	25.6%	21.2%	
Total(n)	44	279	667	24	146	341	20	133	326	
Mean	2.05	2.08	2.21	1.79	1.97	2.06	2.35	2.20	2.37	
Standard deviation	1.01	0.99	0.99	0.93	0.97	0.94	1.04	1.00	1.03	
Significance	-			-			-			
Effect size	-	-0.03	-0.16	-	-0.19	-0.29	-	0.15	-0.02	
Grading on a curve										
All	13.6%	12.1%	8.2%	20.8%	14.5%	9.6%	5.0%	9.6%	6.7%	
Most	9.1%	11.0%	8.2%	8.3%	13.8%	10.5%	10.0%	8.1%	5.8%	
Some	27.3%	21.0%	19.7%	25.0%	22.1%	22.5%	30.0%	19.9%	16.8%	
None	50.0%	55.9%	63.8%	45.8%	49.7%	57.3%	55.0%	62.5%	70.6%	
Total(n)	44	281	669	24	145	342	20	136	327	
Mean	1.86	1.79	1.61	2.04	1.93	1.73	1.65	1.65	1.49	
Standard deviation	1.07	1.06	0.95	1.20	1.10	1.00	0.88	0.99	0.88	
Significance	-			-			-			
Effect size	-	0.07	0.26	-	0.10	0.31	-	0.00	0.18	
Rubric-based assessment										
All	34.9%	37.7%	41.2%	20.8%	24.1%	28.1%	52.6%	52.7%	55.3%	
Most	23.3%	22.5%	23.9%	25.0%	23.4%	26.3%	21.1%	21.4%	21.3%	
Some	30.2%	25.4%	24.5%	37.5%	33.1%	32.7%	21.1%	16.8%	15.6%	
None	11.6%	14.5%	10.4%	16.7%	19.3%	12.9%	5.3%	9.2%	7.8%	
Total(n)	43	276	662	24	145	342	19	131	320	
Mean	2.81	2.83	2.96	2.50	2.52	2.70	3.21	3.18	3.24	
Standard deviation	1.05	1.09	1.04	1.02	1.06	1.02	0.98	1.02	0.98	
Significance	-			-			-			
Effect size	-	-0.02	-0.14	-	-0.02	-0.20	-	0.03	-0.03	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	9.1%	10.7%	10.8%	8.3%	8.2%	8.5%	10.0%	13.3%	13.3%	

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	
Most	11.4%	12.8%	15.2%	4.2%	6.8%	12.0%	20.0%	19.3%	18.5%	
Some	43.2%	39.5%	38.0%	33.3%	39.7%	37.6%	55.0%	39.3%	38.5%	
None	36.4%	37.0%	36.0%	54.2%	45.2%	42.0%	15.0%	28.1%	29.7%	
Total(n)	44	281	673	24	146	343	20	135	330	
Mean	1.93	1.97	2.01	1.67	1.78	1.87	2.25	2.18	2.15	
Standard deviation	0.93	0.96	0.97	0.92	0.90	0.93	0.85	0.99	1.00	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.12	-0.22	-	0.07	0.10	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	28.3%	36.2%	43.2%	23.1%	29.3%	37.5%	35.0%	43.7%	49.2%	
Occasionally	58.7%	48.6%	43.1%	53.8%	50.3%	45.6%	65.0%	46.7%	40.4%	
Not at all	13.0%	15.2%	13.7%	23.1%	20.4%	16.9%	0.0%	9.6%	10.3%	
Total(n)	46	282	673	26	147	344	20	135	329	
Mean	2.15	2.21	2.30	2.00	2.09	2.21	2.35	2.34	2.39	
Standard deviation	0.63	0.69	0.69	0.69	0.70	0.71	0.49	0.65	0.67	
Significance	-			-			-			
Effect size	-	-0.09	-0.22	-	-0.13	-0.30	-	0.02	-0.06	
Simulations/animations										
Frequently	9.1%	15.9%	18.9%	12.0%	14.4%	17.0%	5.3%	17.6%	21.0%	
Occasionally	34.1%	38.6%	39.8%	32.0%	42.5%	43.4%	36.8%	34.4%	36.1%	
Not at all	56.8%	45.5%	41.2%	56.0%	43.2%	39.6%	57.9%	48.1%	42.9%	
Total(n)	44	277	665	25	146	341	19	131	324	
Mean	1.52	1.70	1.78	1.56	1.71	1.77	1.47	1.69	1.78	
Standard deviation	0.66	0.73	0.74	0.71	0.70	0.72	0.61	0.75	0.77	
Significance	-		*	-			-			
Effect size	-	-0.25	-0.35	-	-0.21	-0.29	-	-0.29	-0.40	
Online homework or virtual labs										
Frequently	24.4%	25.4%	29.3%	26.9%	21.8%	27.4%	21.1%	29.3%	31.2%	
Occasionally	40.0%	31.1%	32.5%	34.6%	29.9%	30.9%	47.4%	32.3%	34.3%	
Not at all	35.6%	43.6%	38.2%	38.5%	48.3%	41.7%	31.6%	38.3%	34.6%	
Total(n)	45	280	670	26	147	343	19	133	327	
Mean	1.89	1.82	1.91	1.88	1.73	1.86	1.89	1.91	1.97	
Standard deviation	0.78	0.81	0.82	0.82	0.80	0.82	0.74	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.09	-0.02	-	0.19	0.02	-	-0.02	-0.10	
Online discussion boards										
Frequently	22.7%	20.2%	24.7%	16.0%	13.7%	19.6%	31.6%	27.5%	30.1%	
Occasionally	43.2%	32.9%	36.9%	40.0%	30.1%	32.7%	47.4%	35.9%	41.3%	
Not at all	34.1%	46.9%	38.4%	44.0%	56.2%	47.7%	21.1%	36.6%	28.6%	
Total(n)	44	277	664	25	146	342	19	131	322	
Mean	1.89	1.73	1.86	1.72	1.58	1.72	2.11	1.91	2.02	
Standard deviation	0.75	0.78	0.78	0.74	0.72	0.77	0.74	0.80	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	
Significance	-			-			-			
Effect size	-	0.21	0.04	-	0.19	0.00	-	0.25	0.12	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	0.0%	4.9%	4.9%	0.0%	4.8%	4.7%	0.0%	5.1%	5.2%	
Occasionally	4.4%	15.2%	15.9%	8.0%	14.3%	15.1%	0.0%	16.2%	16.7%	
Not at all	95.6%	79.9%	79.2%	92.0%	81.0%	80.2%	100.0%	78.7%	78.1%	
Total(n)	45	283	673	25	147	344	20	136	329	
Mean	1.04	1.25	1.26	1.08	1.24	1.24	1.00	1.26	1.27	
Standard deviation	0.21	0.54	0.54	0.28	0.53	0.53	0.00	0.55	0.55	
Significance	-	*	**	-			-	*	*	
Effect size	-	-0.39	-0.41	-	-0.30	-0.30	-	-0.47	-0.49	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	47.8%	38.7%	43.4%	38.5%	28.0%	33.0%	60.0%	50.4%	54.3%	
Very important	39.1%	39.7%	38.3%	46.2%	45.3%	41.8%	30.0%	33.6%	34.6%	
Somewhat important	10.9%	15.7%	12.3%	11.5%	18.0%	16.0%	10.0%	13.1%	8.4%	
Not important	2.2%	5.9%	6.0%	3.8%	8.7%	9.2%	0.0%	2.9%	2.7%	
Total(n)	46	287	684	26	150	349	20	137	335	
Mean	3.33	3.11	3.19	3.19	2.93	2.99	3.50	3.31	3.41	
Standard deviation	0.76	0.88	0.87	0.80	0.90	0.93	0.69	0.81	0.76	
Significance	-			-			-			
Effect size	-	0.25	0.16	-	0.29	0.22	-	0.23	0.12	
Prepare students for employment after college										
Essential	62.8%	70.4%	71.3%	62.5%	66.2%	69.9%	63.2%	75.0%	72.8%	
Very important	32.6%	27.8%	26.8%	29.2%	31.1%	27.5%	36.8%	24.3%	26.0%	
Somewhat important	4.7%	1.4%	1.6%	8.3%	2.0%	2.0%	0.0%	0.7%	1.2%	
Not important	0.0%	0.4%	0.3%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
Total(n)	43	284	679	24	148	345	19	136	334	
Mean	3.58	3.68	3.69	3.54	3.63	3.67	3.63	3.74	3.72	
Standard deviation	0.59	0.52	0.51	0.66	0.56	0.55	0.50	0.46	0.48	
Significance	-			-			-			
Effect size	-	-0.19	-0.22	-	-0.16	-0.24	-	-0.24	-0.19	
Prepare students for graduate or advanced education										
Essential	54.5%	54.5%	55.5%	48.0%	54.0%	54.0%	63.2%	55.1%	57.1%	
Very important	43.2%	42.0%	41.1%	48.0%	43.3%	43.7%	36.8%	40.4%	38.4%	
Somewhat important	2.3%	3.1%	3.2%	4.0%	2.7%	2.3%	0.0%	3.7%	4.2%	
Not important	0.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.7%	0.3%	
Total(n)	44	286	683	25	150	350	19	136	333	
Mean	3.52	3.51	3.52	3.44	3.51	3.52	3.63	3.50	3.52	
Standard deviation	0.55	0.58	0.57	0.58	0.55	0.54	0.50	0.61	0.59	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	-0.13	-0.15	-	0.21	0.19	

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 students' moral character										
Essential	31.8%	31.7%	33.4%	20.0%	29.9%	30.1%	47.4%	33.6%	36.8%	
Very important	59.1%	52.8%	50.7%	72.0%	53.1%	52.6%	42.1%	52.6%	48.8%	
Somewhat important	9.1%	12.3%	12.9%	8.0%	13.6%	14.2%	10.5%	10.9%	11.7%	
Not important	0.0%	3.2%	2.9%	0.0%	3.4%	3.2%	0.0%	2.9%	2.7%	
Total(n)	44	284	680	25	147	346	19	137	334	
Mean	3.23	3.13	3.15	3.12	3.10	3.10	3.37	3.17	3.20	
Standard deviation	0.60	0.74	0.75	0.53	0.75	0.75	0.68	0.73	0.75	
Significance	-			-			-			
Effect size	-	0.14	0.11	-	0.03	0.03	-	0.27	0.23	
Provide for students' emotional development										
Essential	22.2%	24.8%	25.8%	12.0%	19.3%	20.0%	35.0%	30.9%	31.8%	
Very important	40.0%	49.3%	48.9%	40.0%	48.0%	48.9%	40.0%	50.7%	48.9%	
Somewhat important	31.1%	20.3%	20.8%	44.0%	26.7%	24.6%	15.0%	13.2%	16.8%	
Not important	6.7%	5.6%	4.5%	4.0%	6.0%	6.6%	10.0%	5.1%	2.4%	
Total(n)	45	286	683	25	150	350	20	136	333	
Mean	2.78	2.93	2.96	2.60	2.81	2.82	3.00	3.07	3.10	
Standard deviation	0.88	0.82	0.80	0.76	0.82	0.82	0.97	0.80	0.76	
Significance	-			-			-			
Effect size	-	-0.18	-0.23	-	-0.26	-0.27	-	-0.09	-0.13	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	33.3%	29.2%	32.7%	20.0%	22.0%	26.0%	50.0%	37.0%	39.8%	
Very important	44.4%	54.2%	51.3%	48.0%	55.3%	54.0%	40.0%	52.9%	48.5%	
Somewhat important	20.0%	12.8%	13.3%	32.0%	19.3%	16.5%	5.0%	5.8%	9.9%	
Not important	2.2%	3.8%	2.7%	0.0%	3.3%	3.5%	5.0%	4.3%	1.8%	
Total(n)	45	288	678	25	150	346	20	138	332	
Mean	3.09	3.09	3.14	2.88	2.96	3.03	3.35	3.22	3.26	
Standard deviation	0.79	0.75	0.74	0.73	0.74	0.75	0.81	0.74	0.71	
Significance	-			-			-			
Effect size	-	0.00	-0.07	-	-0.11	-0.20	-	0.18	0.13	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	56.5%	44.2%	46.0%	38.5%	28.4%	30.9%	80.0%	61.3%	61.7%	
Very important	34.8%	43.2%	41.5%	50.0%	53.4%	50.9%	15.0%	32.1%	31.7%	
Somewhat important	6.5%	8.8%	9.1%	7.7%	12.2%	13.0%	5.0%	5.1%	5.1%	
Not important	2.2%	3.9%	3.4%	3.8%	6.1%	5.2%	0.0%	1.5%	1.5%	
Total(n)	46	285	680	26	148	346	20	137	334	
Mean	3.46	3.28	3.30	3.23	3.04	3.08	3.75	3.53	3.54	
Standard deviation	0.72	0.78	0.77	0.76	0.81	0.80	0.55	0.66	0.66	
Significance	-			-			-			

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	
Effect size	-	0.23	0.21	-	0.23	0.19	-	0.33	0.32	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	81.8%	70.4%	73.9%	70.8%	62.8%	69.5%	95.0%	78.7%	78.6%	
Very important	15.9%	26.4%	23.1%	25.0%	32.4%	25.9%	5.0%	19.9%	20.2%	
Somewhat important	2.3%	2.8%	2.4%	4.2%	4.1%	3.7%	0.0%	1.5%	0.9%	
Not important	0.0%	0.4%	0.6%	0.0%	0.7%	0.9%	0.0%	0.0%	0.3%	
Total(n)	44	284	679	24	148	347	20	136	332	
Mean	3.80	3.67	3.70	3.67	3.57	3.64	3.95	3.77	3.77	
Standard deviation	0.46	0.55	0.54	0.56	0.61	0.60	0.22	0.45	0.46	
Significance	-			-			-			
Effect size	-	0.24	0.19	-	0.16	0.05	-	0.40	0.39	
Teach students tolerance and respect for different beliefs										
Essential	68.9%	56.6%	58.7%	52.0%	41.6%	45.0%	90.0%	73.0%	73.0%	
Very important	28.9%	37.4%	35.2%	44.0%	49.0%	45.3%	10.0%	24.8%	24.6%	
Somewhat important	0.0%	2.8%	3.7%	0.0%	4.0%	5.4%	0.0%	1.5%	1.8%	
Not important	2.2%	3.1%	2.5%	4.0%	5.4%	4.3%	0.0%	0.7%	0.6%	
Total(n)	45	286	682	25	149	349	20	137	333	
Mean	3.64	3.48	3.50	3.44	3.27	3.31	3.90	3.70	3.70	
Standard deviation	0.61	0.70	0.69	0.71	0.78	0.76	0.31	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.23	0.20	-	0.22	0.17	-	0.38	0.38	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	8.7%	14.3%	15.5%	7.7%	15.8%	17.1%	10.0%	12.6%	13.8%	
Agree somewhat	54.3%	49.5%	46.8%	53.8%	45.4%	44.4%	55.0%	54.1%	49.2%	
Disagree somewhat	28.3%	25.8%	27.8%	34.6%	28.9%	28.5%	20.0%	22.2%	27.0%	
Strongly disagree	8.7%	10.5%	9.9%	3.8%	9.9%	10.0%	15.0%	11.1%	9.9%	
Total(n)	46	287	684	26	152	351	20	135	333	
Mean	2.63	2.68	2.68	2.65	2.67	2.69	2.60	2.68	2.67	
Standard deviation	0.77	0.85	0.85	0.69	0.86	0.87	0.88	0.83	0.84	
Significance	-			-			-			
Effect size	-	-0.06	-0.06	-	-0.02	-0.05	-	-0.10	-0.08	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	86.7%	72.1%	75.4%	80.0%	64.4%	67.5%	95.0%	80.4%	83.6%	
Agree somewhat	11.1%	24.4%	21.2%	16.0%	29.5%	27.3%	5.0%	18.8%	14.9%	
Disagree somewhat	2.2%	2.8%	2.8%	4.0%	5.4%	4.3%	0.0%	0.0%	1.2%	
Strongly disagree	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	0.0%	0.7%	0.3%	
Total(n)	45	287	683	25	149	348	20	138	335	

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	
Mean	3.84	3.68	3.71	3.76	3.58	3.61	3.95	3.79	3.82	
Standard deviation	0.42	0.56	0.54	0.52	0.63	0.61	0.22	0.46	0.44	
Significance	-			-			-			
Effect size	-	0.29	0.24	-	0.29	0.25	-	0.35	0.30	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	56.5%	53.6%	57.8%	42.3%	44.1%	46.7%	75.0%	64.2%	69.5%	
Agree somewhat	32.6%	39.8%	37.1%	42.3%	46.7%	45.9%	20.0%	32.1%	27.8%	
Disagree somewhat	6.5%	4.5%	3.9%	11.5%	7.2%	6.0%	0.0%	1.5%	1.8%	
Strongly disagree	4.3%	2.1%	1.2%	3.8%	2.0%	1.4%	5.0%	2.2%	0.9%	
Total(n)	46	289	685	26	152	351	20	137	334	
Mean	3.41	3.45	3.52	3.23	3.33	3.38	3.65	3.58	3.66	
Standard deviation	0.80	0.68	0.63	0.82	0.70	0.66	0.75	0.64	0.56	
Significance	-			-			-			
Effect size	-	-0.06	-0.17	-	-0.14	-0.23	-	0.11	-0.02	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	14.6%	14.2%	12.2%	17.4%	16.2%	12.1%	11.1%	12.0%	12.3%	
Agree somewhat	48.8%	44.1%	48.7%	39.1%	35.8%	46.1%	61.1%	53.4%	51.5%	
Disagree somewhat	26.8%	32.7%	30.8%	30.4%	36.5%	32.0%	22.2%	28.6%	29.4%	
Strongly disagree	9.8%	8.9%	8.3%	13.0%	11.5%	9.8%	5.6%	6.0%	6.7%	
Total(n)	41	281	673	23	148	347	18	133	326	
Mean	2.68	2.64	2.65	2.61	2.57	2.61	2.78	2.71	2.69	
Standard deviation	0.85	0.83	0.80	0.94	0.90	0.82	0.73	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.04	0.00	-	0.09	0.12	
I try to dispel perceptions of competition										
Strongly agree	16.7%	15.8%	13.5%	16.7%	7.5%	7.9%	16.7%	25.2%	19.6%	
Agree somewhat	50.0%	41.4%	42.2%	41.7%	37.0%	35.8%	61.1%	46.5%	49.1%	
Disagree somewhat	23.8%	30.4%	32.6%	29.2%	37.0%	39.3%	16.7%	22.8%	25.3%	
Strongly disagree	9.5%	12.5%	11.7%	12.5%	18.5%	17.0%	5.6%	5.5%	6.0%	
Total(n)	42	273	657	24	146	341	18	127	316	
Mean	2.74	2.60	2.58	2.63	2.34	2.35	2.89	2.91	2.82	
Standard deviation	0.86	0.90	0.87	0.92	0.87	0.85	0.76	0.84	0.81	
Significance	-			-			-			
Effect size	-	0.16	0.18	-	0.33	0.33	-	-0.02	0.09	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	18.2%	22.5%	22.6%	25.0%	28.9%	26.9%	10.0%	15.4%	18.1%	
Agree somewhat	34.1%	37.2%	38.6%	37.5%	34.2%	38.7%	30.0%	40.4%	38.4%	
Disagree somewhat	29.5%	31.2%	29.1%	20.8%	30.2%	26.9%	40.0%	32.4%	31.4%	
Strongly disagree	18.2%	9.1%	9.7%	16.7%	6.7%	7.5%	20.0%	11.8%	12.1%	
Total(n)	44	285	677	24	149	346	20	136	331	
Mean	2.52	2.73	2.74	2.71	2.85	2.85	2.30	2.60	2.63	

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	
Standard deviation	1.00	0.91	0.92	1.04	0.92	0.90	0.92	0.89	0.92	
Significance	-			-			-			
Effect size	-	-0.23	-0.24	-	-0.15	-0.16	-	-0.34	-0.36	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	25.0%	19.6%	20.0%	24.0%	16.8%	16.7%	26.3%	22.8%	23.4%	
Agree somewhat	27.3%	27.7%	29.6%	32.0%	22.8%	27.4%	21.1%	33.1%	31.8%	
Disagree somewhat	27.3%	34.7%	34.4%	24.0%	39.6%	35.7%	31.6%	29.4%	33.0%	
Strongly disagree	20.5%	17.9%	16.0%	20.0%	20.8%	20.2%	21.1%	14.7%	11.7%	
Total(n)	44	285	680	25	149	347	19	136	333	
Mean	2.57	2.49	2.54	2.60	2.36	2.41	2.53	2.64	2.67	
Standard deviation	1.09	1.00	0.99	1.08	0.99	0.99	1.12	0.99	0.96	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.24	0.19	-	-0.11	-0.15	
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										
Strongly agree	17.4%	21.4%	20.6%	15.4%	23.0%	20.5%	20.0%	19.7%	20.7%	
Agree somewhat	63.0%	53.0%	55.0%	65.4%	56.1%	57.9%	60.0%	49.6%	52.0%	
Disagree somewhat	10.9%	18.2%	18.2%	15.4%	13.5%	16.4%	5.0%	23.4%	20.1%	
Strongly disagree	8.7%	7.4%	6.2%	3.8%	7.4%	5.2%	15.0%	7.3%	7.2%	
Total(n)	46	285	680	26	148	347	20	137	333	
Mean	2.89	2.88	2.90	2.92	2.95	2.94	2.85	2.82	2.86	
Standard deviation	0.80	0.82	0.79	0.69	0.81	0.76	0.93	0.83	0.82	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	-0.04	-0.03	-	0.04	-0.01	
Student Affairs staff have the support and respect of faculty										
Strongly agree	16.3%	18.3%	22.0%	4.2%	17.1%	18.8%	31.6%	19.7%	25.4%	
Agree somewhat	58.1%	59.0%	58.8%	58.3%	58.9%	61.2%	57.9%	59.1%	56.3%	
Disagree somewhat	23.3%	19.8%	16.0%	37.5%	19.9%	16.2%	5.3%	19.7%	15.8%	
Strongly disagree	2.3%	2.9%	3.2%	0.0%	4.1%	3.8%	5.3%	1.5%	2.5%	
Total(n)	43	278	663	24	146	340	19	132	323	
Mean	2.88	2.93	3.00	2.67	2.89	2.95	3.16	2.97	3.05	
Standard deviation	0.70	0.70	0.71	0.56	0.73	0.71	0.76	0.68	0.71	
Significance	-			-			-			
Effect size	-	-0.07	-0.17	-	-0.30	-0.39	-	0.28	0.15	
There is a lot of campus racial conflict here										
Strongly agree	0.0%	1.8%	3.3%	0.0%	2.0%	2.3%	0.0%	1.5%	4.2%	
Agree somewhat	10.9%	12.3%	19.5%	7.7%	9.5%	12.4%	15.0%	15.4%	27.0%	
Disagree somewhat	41.3%	46.8%	46.4%	38.5%	40.5%	45.7%	45.0%	53.7%	47.3%	
Strongly disagree	47.8%	39.1%	30.8%	53.8%	48.0%	39.6%	40.0%	29.4%	21.5%	
Total(n)	46	284	676	26	148	346	20	136	330	
Mean	1.63	1.77	1.95	1.54	1.66	1.77	1.75	1.89	2.14	

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	
Standard deviation	0.68	0.73	0.79	0.65	0.74	0.75	0.72	0.71	0.80	
Significance	-		**	-			-		*	
Effect size	-	-0.19	-0.41	-	-0.16	-0.31	-	-0.20	-0.49	
My research is valued by faculty in my department										
Strongly agree	26.7%	31.0%	33.9%	19.2%	31.3%	35.5%	36.8%	30.5%	32.3%	
Agree somewhat	53.3%	49.8%	47.1%	53.8%	48.7%	45.1%	52.6%	51.1%	49.2%	
Disagree somewhat	11.1%	14.9%	15.4%	15.4%	14.7%	16.0%	5.3%	15.3%	14.7%	
Strongly disagree	8.9%	4.3%	3.6%	11.5%	5.3%	3.5%	5.3%	3.1%	3.8%	
Total(n)	45	281	663	26	150	344	19	131	319	
Mean	2.98	3.07	3.11	2.81	3.06	3.13	3.21	3.09	3.10	
Standard deviation	0.87	0.79	0.79	0.90	0.82	0.80	0.79	0.76	0.78	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.30	-0.40	-	0.16	0.14	
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										
Strongly agree	48.9%	51.4%	58.2%	38.5%	50.0%	58.8%	63.2%	53.0%	57.4%	
Agree somewhat	46.7%	41.8%	35.3%	57.7%	42.6%	35.4%	31.6%	41.0%	35.3%	
Disagree somewhat	2.2%	5.0%	5.0%	3.8%	5.4%	4.3%	0.0%	4.5%	5.8%	
Strongly disagree	2.2%	1.8%	1.5%	0.0%	2.0%	1.4%	5.3%	1.5%	1.5%	
Total(n)	45	282	674	26	148	345	19	134	329	
Mean	3.42	3.43	3.50	3.35	3.41	3.52	3.53	3.46	3.49	
Standard deviation	0.66	0.67	0.66	0.56	0.69	0.65	0.77	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.01	-0.12	-	-0.09	-0.26	-	0.11	0.06	
My service is valued by faculty in my department										
Strongly agree	59.5%	53.7%	57.7%	47.8%	50.0%	57.3%	73.7%	57.8%	58.1%	
Agree somewhat	31.0%	37.7%	33.8%	39.1%	39.7%	34.6%	21.1%	35.6%	33.0%	
Disagree somewhat	9.5%	6.8%	6.6%	13.0%	6.8%	5.5%	5.3%	6.7%	7.6%	
Strongly disagree	0.0%	1.8%	1.9%	0.0%	3.4%	2.6%	0.0%	0.0%	1.2%	
Total(n)	42	281	671	23	146	344	19	135	327	
Mean	3.50	3.43	3.47	3.35	3.36	3.47	3.68	3.51	3.48	
Standard deviation	0.67	0.70	0.71	0.71	0.76	0.72	0.58	0.62	0.69	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	-0.01	-0.17	-	0.27	0.29	
Faculty are sufficiently involved in campus decision making										
Strongly agree	2.2%	14.0%	19.0%	4.0%	14.8%	17.8%	0.0%	13.1%	20.2%	
Agree somewhat	4.4%	40.9%	45.6%	0.0%	35.6%	44.4%	10.0%	46.7%	46.8%	
Disagree somewhat	37.8%	27.3%	22.4%	44.0%	28.9%	22.6%	30.0%	25.5%	22.1%	
Strongly disagree	55.6%	17.8%	13.1%	52.0%	20.8%	15.2%	60.0%	14.6%	10.9%	
Total(n)	45	286	680	25	149	349	20	137	331	
Mean	1.53	2.51	2.70	1.56	2.44	2.65	1.50	2.58	2.76	
Standard deviation	0.69	0.94	0.92	0.71	0.98	0.94	0.69	0.90	0.90	
Significance	-	***	***	-	***	***	-	***	***	

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	
Effect size	-	-1.04	-1.27	-	-0.90	-1.16	-	-1.20	-1.40	
The faculty are typically at odds with campus administration										
Strongly agree	37.8%	11.1%	10.5%	48.0%	15.4%	12.6%	25.0%	6.5%	8.4%	
Agree somewhat	44.4%	43.9%	37.6%	40.0%	43.6%	37.2%	50.0%	44.2%	38.0%	
Disagree somewhat	15.6%	34.8%	39.4%	8.0%	32.9%	38.7%	25.0%	37.0%	40.1%	
Strongly disagree	2.2%	10.1%	12.4%	4.0%	8.1%	11.5%	0.0%	12.3%	13.5%	
Total(n)	45	287	683	25	149	349	20	138	334	
Mean	3.18	2.56	2.46	3.32	2.66	2.51	3.00	2.45	2.41	
Standard deviation	0.78	0.82	0.84	0.80	0.84	0.86	0.73	0.79	0.83	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.76	0.86	-	0.79	0.94	-	0.70	0.71	
Faculty here respect each other										
Strongly agree	33.3%	28.7%	31.4%	26.9%	25.8%	28.9%	42.1%	31.9%	34.1%	
Agree somewhat	57.8%	61.5%	57.3%	65.4%	62.9%	59.7%	47.4%	60.0%	54.7%	
Disagree somewhat	6.7%	8.0%	9.8%	7.7%	9.3%	10.0%	5.3%	6.7%	9.7%	
Strongly disagree	2.2%	1.7%	1.5%	0.0%	2.0%	1.4%	5.3%	1.5%	1.5%	
Total(n)	45	286	681	26	151	350	19	135	331	
Mean	3.22	3.17	3.19	3.19	3.13	3.16	3.26	3.22	3.21	
Standard deviation	0.67	0.64	0.66	0.57	0.65	0.65	0.81	0.63	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.05	-	0.09	0.05	-	0.06	0.07	
Administrators consider faculty concerns when making policy										
Strongly agree	2.2%	15.0%	17.0%	4.0%	14.1%	15.9%	0.0%	15.9%	18.1%	
Agree somewhat	22.2%	46.3%	50.0%	20.0%	43.6%	49.3%	25.0%	49.3%	50.8%	
Disagree somewhat	31.1%	25.4%	22.9%	28.0%	26.8%	23.8%	35.0%	23.9%	22.1%	
Strongly disagree	44.4%	13.2%	10.1%	48.0%	15.4%	11.0%	40.0%	10.9%	9.1%	
Total(n)	45	287	676	25	149	345	20	138	331	
Mean	1.82	2.63	2.74	1.80	2.56	2.70	1.85	2.70	2.78	
Standard deviation	0.86	0.89	0.86	0.91	0.92	0.87	0.81	0.87	0.85	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.91	-1.07	-	-0.83	-1.03	-	-0.98	-1.09	
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										
Strongly agree	11.1%	24.8%	24.4%	8.0%	25.7%	25.7%	15.0%	23.9%	23.1%	
Agree somewhat	35.6%	53.5%	51.8%	28.0%	53.4%	51.0%	45.0%	53.6%	52.6%	
Disagree somewhat	33.3%	15.7%	18.0%	36.0%	14.2%	18.7%	30.0%	17.4%	17.4%	
Strongly disagree	20.0%	5.9%	5.8%	28.0%	6.8%	4.7%	10.0%	5.1%	6.9%	
Total(n)	45	286	676	25	148	343	20	138	333	
Mean	2.38	2.97	2.95	2.16	2.98	2.98	2.65	2.96	2.92	
Standard deviation	0.94	0.80	0.81	0.94	0.82	0.79	0.88	0.79	0.82	
Significance	-	***	***	-	***	***	-			
Effect size	-	-0.74	-0.70	-	-1.00	-1.04	-	-0.39	-0.33	

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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	19.6%	33.3%	35.5%	7.7%	31.3%	38.3%	35.0%	35.5%	32.6%	
Agree somewhat	28.3%	48.3%	44.5%	23.1%	49.3%	41.8%	35.0%	47.1%	47.3%	
Disagree somewhat	26.1%	13.2%	14.4%	34.6%	11.3%	13.0%	15.0%	15.2%	15.9%	
Strongly disagree	26.1%	5.2%	5.6%	34.6%	8.0%	6.9%	15.0%	2.2%	4.2%	
Total(n)	46	288	681	26	150	347	20	138	334	
Mean	2.41	3.10	3.10	2.04	3.04	3.12	2.90	3.16	3.08	
Standard deviation	1.09	0.82	0.84	0.96	0.87	0.88	1.07	0.76	0.80	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.84	-0.82	-	-1.15	-1.23	-	-0.34	-0.23	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	8.7%	8.2%	7.0%	15.4%	11.6%	8.1%	0.0%	4.4%	5.7%	
Agree somewhat	34.8%	30.9%	28.0%	26.9%	29.9%	29.3%	45.0%	31.9%	26.6%	
Disagree somewhat	45.7%	43.3%	45.9%	50.0%	39.5%	43.8%	40.0%	47.4%	48.0%	
Strongly disagree	10.9%	17.7%	19.2%	7.7%	19.0%	18.8%	15.0%	16.3%	19.6%	
Total(n)	46	282	676	26	147	345	20	135	331	
Mean	2.41	2.29	2.23	2.50	2.34	2.27	2.30	2.24	2.18	
Standard deviation	0.80	0.85	0.84	0.86	0.92	0.86	0.73	0.78	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.21	-	0.17	0.27	-	0.08	0.15	
There is adequate support for faculty development										
Strongly agree	6.8%	19.4%	23.2%	4.0%	15.2%	20.6%	10.5%	24.1%	25.9%	
Agree somewhat	27.3%	47.2%	47.7%	32.0%	53.6%	51.7%	21.1%	40.1%	43.4%	
Disagree somewhat	36.4%	23.3%	20.2%	24.0%	16.6%	17.7%	52.6%	30.7%	22.9%	
Strongly disagree	29.5%	10.1%	8.9%	40.0%	14.6%	10.0%	15.8%	5.1%	7.8%	
Total(n)	44	288	682	25	151	350	19	137	332	
Mean	2.11	2.76	2.85	2.00	2.70	2.83	2.26	2.83	2.87	
Standard deviation	0.92	0.88	0.88	0.96	0.90	0.87	0.87	0.85	0.89	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	-0.74	-0.84	-	-0.78	-0.95	-	-0.67	-0.69	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	13.0%	9.4%	9.7%	7.7%	7.4%	7.5%	20.0%	11.7%	12.0%	
Agree somewhat	41.3%	42.3%	42.6%	30.8%	37.6%	38.2%	55.0%	47.4%	47.1%	
Disagree somewhat	34.8%	40.6%	41.1%	50.0%	46.3%	47.1%	15.0%	34.3%	34.8%	
Strongly disagree	10.9%	7.7%	6.6%	11.5%	8.7%	7.2%	10.0%	6.6%	6.0%	
Total(n)	46	286	679	26	149	346	20	137	333	
Mean	2.57	2.53	2.55	2.35	2.44	2.46	2.85	2.64	2.65	
Standard deviation	0.86	0.77	0.76	0.80	0.76	0.74	0.88	0.77	0.77	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.05	0.03	-	-0.12	-0.15	-	0.27	0.26	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	4.7%	8.2%	8.2%	4.2%	8.8%	7.2%	5.3%	7.5%	9.2%	
Agree somewhat	16.3%	35.9%	35.7%	12.5%	36.7%	38.4%	21.1%	35.1%	32.7%	
Disagree somewhat	34.9%	40.2%	39.5%	33.3%	38.1%	37.9%	36.8%	42.5%	41.3%	

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	
Strongly disagree	44.2%	15.7%	16.6%	50.0%	16.3%	16.5%	36.8%	14.9%	16.8%	
Total(n)	43	281	673	24	147	346	19	134	327	
Mean	1.81	2.37	2.35	1.71	2.38	2.36	1.95	2.35	2.34	
Standard deviation	0.88	0.84	0.85	0.86	0.86	0.84	0.91	0.82	0.86	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.67	-0.64	-	-0.78	-0.77	-	-0.49	-0.45	
Faculty of color are treated fairly here										
Strongly agree	31.8%	37.9%	34.8%	34.6%	44.3%	40.7%	27.8%	30.5%	28.4%	
Agree somewhat	54.5%	46.6%	46.0%	61.5%	46.3%	49.1%	44.4%	46.9%	42.6%	
Disagree somewhat	9.1%	11.2%	14.5%	0.0%	4.7%	7.0%	22.2%	18.8%	22.7%	
Strongly disagree	4.5%	4.3%	4.7%	3.8%	4.7%	3.2%	5.6%	3.9%	6.3%	
Total(n)	44	277	661	26	149	344	18	128	317	
Mean	3.14	3.18	3.11	3.27	3.30	3.27	2.94	3.04	2.93	
Standard deviation	0.77	0.80	0.82	0.67	0.77	0.73	0.87	0.81	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.05	0.04	-	-0.04	0.00	-	-0.12	0.01	
Women faculty are treated fairly here										
Strongly agree	44.4%	39.8%	37.8%	53.8%	51.7%	48.7%	31.6%	26.7%	26.3%	
Agree somewhat	44.4%	44.7%	43.3%	46.2%	42.3%	42.6%	42.1%	47.4%	44.0%	
Disagree somewhat	8.9%	13.0%	15.5%	0.0%	4.0%	7.8%	21.1%	23.0%	23.5%	
Strongly disagree	2.2%	2.5%	3.4%	0.0%	2.0%	0.9%	5.3%	3.0%	6.1%	
Total(n)	45	284	672	26	149	345	19	135	327	
Mean	3.31	3.22	3.15	3.54	3.44	3.39	3.00	2.98	2.91	
Standard deviation	0.73	0.76	0.80	0.51	0.67	0.67	0.88	0.79	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.12	0.20	-	0.15	0.22	-	0.03	0.10	
LGBTQ faculty are treated fairly here										
Strongly agree	47.6%	40.9%	37.4%	48.0%	49.3%	45.0%	47.1%	31.2%	29.1%	
Agree somewhat	40.5%	46.8%	47.4%	48.0%	45.1%	47.6%	29.4%	48.8%	47.2%	
Disagree somewhat	11.9%	10.4%	13.3%	4.0%	3.5%	6.2%	23.5%	18.4%	21.0%	
Strongly disagree	0.0%	1.9%	1.9%	0.0%	2.1%	1.2%	0.0%	1.6%	2.6%	
Total(n)	42	269	647	25	144	338	17	125	309	
Mean	3.36	3.27	3.20	3.44	3.42	3.36	3.24	3.10	3.03	
Standard deviation	0.69	0.72	0.74	0.58	0.66	0.65	0.83	0.75	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.22	-	0.03	0.12	-	0.19	0.27	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	13.3%	26.6%	25.7%	15.4%	28.9%	27.3%	10.5%	24.1%	24.1%	
High priority	46.7%	50.9%	55.0%	42.3%	46.7%	52.3%	52.6%	55.5%	57.8%	
Medium priority	31.1%	19.4%	16.9%	34.6%	21.7%	18.1%	26.3%	16.8%	15.7%	
Low priority	8.9%	3.1%	2.4%	7.7%	2.6%	2.3%	10.5%	3.6%	2.4%	
Total(n)	45	289	680	26	152	348	19	137	332	

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	
Mean	2.64	3.01	3.04	2.65	3.02	3.05	2.63	3.00	3.04	
Standard deviation	0.83	0.77	0.72	0.85	0.78	0.74	0.83	0.75	0.70	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	-0.48	-0.56	-	-0.47	-0.54	-	-0.49	-0.59	
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	11.4%	19.3%	19.5%	12.0%	22.1%	20.6%	10.5%	16.2%	18.3%	
High priority	20.5%	39.3%	41.9%	32.0%	38.9%	42.0%	5.3%	39.7%	41.7%	
Medium priority	47.7%	33.3%	31.3%	28.0%	30.2%	29.3%	73.7%	36.8%	33.3%	
Low priority	20.5%	8.1%	7.4%	28.0%	8.7%	8.1%	10.5%	7.4%	6.6%	
Total(n)	44	285	678	25	149	345	19	136	333	
Mean	2.23	2.70	2.73	2.28	2.74	2.75	2.16	2.65	2.72	
Standard deviation	0.91	0.87	0.86	1.02	0.90	0.87	0.76	0.84	0.84	
Significance	-	**	***	-	*	*	-	*	**	
Effect size	-	-0.54	-0.58	-	-0.51	-0.54	-	-0.58	-0.67	
To facilitate student involvement in community service										
Highest priority	8.9%	10.9%	14.1%	8.0%	9.5%	11.8%	10.0%	12.4%	16.5%	
High priority	26.7%	34.4%	40.8%	16.0%	31.1%	37.0%	40.0%	38.0%	44.7%	
Medium priority	46.7%	43.9%	36.2%	52.0%	48.0%	40.8%	40.0%	39.4%	31.5%	
Low priority	17.8%	10.9%	8.8%	24.0%	11.5%	10.4%	10.0%	10.2%	7.2%	
Total(n)	45	285	679	25	148	346	20	137	333	
Mean	2.27	2.45	2.60	2.08	2.39	2.50	2.50	2.53	2.71	
Standard deviation	0.86	0.83	0.84	0.86	0.81	0.83	0.83	0.84	0.83	
Significance	-		*	-		*	-			
Effect size	-	-0.22	-0.39	-	-0.38	-0.51	-	-0.04	-0.25	
To help students learn how to bring about change in society										
Highest priority	2.2%	12.1%	12.0%	3.8%	9.5%	9.9%	0.0%	14.9%	14.3%	
High priority	26.1%	26.3%	31.9%	26.9%	24.5%	29.9%	25.0%	28.4%	34.1%	
Medium priority	60.9%	47.3%	43.4%	57.7%	51.0%	46.1%	65.0%	43.3%	40.5%	
Low priority	10.9%	14.2%	12.6%	11.5%	15.0%	14.2%	10.0%	13.4%	11.0%	
Total(n)	46	281	673	26	147	345	20	134	328	
Mean	2.20	2.36	2.43	2.23	2.29	2.35	2.15	2.45	2.52	
Standard deviation	0.65	0.87	0.86	0.71	0.84	0.84	0.59	0.91	0.87	
Significance	-			-			-			
Effect size	-	-0.18	-0.27	-	-0.07	-0.14	-	-0.33	-0.43	
To increase or maintain institutional prestige										
Highest priority	46.7%	23.3%	19.9%	40.0%	27.3%	19.2%	55.0%	19.0%	20.7%	
High priority	35.6%	41.8%	41.3%	28.0%	40.7%	40.1%	45.0%	43.1%	42.5%	
Medium priority	15.6%	27.5%	30.9%	28.0%	24.7%	31.2%	0.0%	30.7%	30.5%	
Low priority	2.2%	7.3%	7.9%	4.0%	7.3%	9.5%	0.0%	7.3%	6.3%	
Total(n)	45	287	683	25	150	349	20	137	334	
Mean	3.27	2.81	2.73	3.04	2.88	2.69	3.55	2.74	2.78	
Standard deviation	0.81	0.88	0.87	0.93	0.90	0.89	0.51	0.85	0.85	

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Montclair State University										
Significance	-	**	***	-			-	***	***	
Effect size	-	0.52	0.62	-	0.18	0.39	-	0.95	0.91	

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	4.4%	6.3%	4.0%	8.0%	8.6%	5.5%	0.0%	3.7%	2.4%	
High priority	48.9%	22.3%	16.6%	44.0%	23.8%	16.5%	55.0%	20.6%	16.6%	
Medium priority	22.2%	35.5%	35.7%	20.0%	36.4%	34.2%	25.0%	34.6%	37.2%	
Low priority	24.4%	35.9%	43.8%	28.0%	31.1%	43.8%	20.0%	41.2%	43.8%	
Total(n)	45	287	676	25	151	345	20	136	331	
Mean	2.33	1.99	1.81	2.32	2.10	1.84	2.35	1.87	1.78	
Standard deviation	0.90	0.91	0.85	0.99	0.94	0.89	0.81	0.87	0.81	
Significance	-	*	***	-		*	-	*	**	
Effect size	-	0.37	0.61	-	0.23	0.54	-	0.55	0.70	
To recruit more minority students										
Highest priority	15.9%	14.1%	14.3%	23.1%	16.0%	13.2%	5.6%	12.0%	15.5%	
High priority	43.2%	41.0%	41.8%	42.3%	39.3%	42.2%	44.4%	42.9%	41.3%	
Medium priority	29.5%	34.3%	35.7%	23.1%	33.3%	36.5%	38.9%	35.3%	35.0%	
Low priority	11.4%	10.6%	8.1%	11.5%	11.3%	8.0%	11.1%	9.8%	8.2%	
Total(n)	44	283	677	26	150	348	18	133	329	
Mean	2.64	2.59	2.62	2.77	2.60	2.61	2.44	2.57	2.64	
Standard deviation	0.89	0.86	0.83	0.95	0.89	0.82	0.78	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.19	0.20	-	-0.16	-0.24	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	2.2%	5.6%	5.3%	0.0%	6.6%	5.7%	5.0%	4.4%	4.8%	
High priority	8.7%	21.2%	17.9%	3.8%	23.2%	19.8%	15.0%	19.0%	15.9%	
Medium priority	50.0%	32.6%	33.4%	57.7%	33.1%	33.3%	40.0%	32.1%	33.5%	
Low priority	39.1%	40.6%	43.4%	38.5%	37.1%	41.1%	40.0%	44.5%	45.8%	
Total(n)	46	288	682	26	151	348	20	137	334	
Mean	1.74	1.92	1.85	1.65	1.99	1.90	1.85	1.83	1.80	
Standard deviation	0.71	0.91	0.90	0.56	0.93	0.91	0.88	0.89	0.88	
Significance	-			-			-			
Effect size	-	-0.20	-0.12	-	-0.37	-0.27	-	0.02	0.06	
To promote gender diversity in the faculty and administration										
Highest priority	8.9%	12.0%	13.2%	16.0%	14.1%	13.5%	0.0%	9.6%	12.8%	
High priority	35.6%	31.3%	33.1%	32.0%	32.2%	35.7%	40.0%	30.4%	30.4%	
Medium priority	40.0%	39.1%	39.5%	40.0%	40.9%	40.6%	40.0%	37.0%	38.3%	
Low priority	15.6%	17.6%	14.2%	12.0%	12.8%	10.1%	20.0%	23.0%	18.5%	
Total(n)	45	284	676	25	149	347	20	135	329	
Mean	2.38	2.38	2.45	2.52	2.48	2.53	2.20	2.27	2.37	
Standard deviation	0.86	0.91	0.89	0.92	0.89	0.85	0.77	0.92	0.93	
Significance	-			-			-			
Effect size	-	0.00	-0.08	-	0.04	-0.01	-	-0.08	-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	
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	13.3%	16.0%	17.0%	20.0%	18.8%	15.3%	5.0%	13.0%	18.9%	
High priority	46.7%	38.7%	37.3%	48.0%	40.3%	40.1%	45.0%	37.0%	34.4%	
Medium priority	24.4%	28.6%	32.7%	24.0%	30.2%	35.2%	25.0%	26.8%	30.2%	
Low priority	15.6%	16.7%	12.9%	8.0%	10.7%	9.5%	25.0%	23.2%	16.5%	
Total(n)	45	287	681	25	149	347	20	138	334	
Mean	2.58	2.54	2.58	2.80	2.67	2.61	2.30	2.40	2.56	
Standard deviation	0.92	0.95	0.92	0.87	0.90	0.86	0.92	0.99	0.98	
Significance	-			-			-			
Effect size	-	0.04	0.00	-	0.14	0.22	-	-0.10	-0.27	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	2.2%	8.7%	13.1%	3.8%	7.3%	10.6%	0.0%	10.3%	15.6%	
High priority	13.3%	26.8%	31.3%	7.7%	25.8%	28.4%	21.1%	27.9%	34.2%	
Medium priority	40.0%	39.4%	36.3%	38.5%	40.4%	38.2%	42.1%	38.2%	34.2%	
Low priority	44.4%	25.1%	19.4%	50.0%	26.5%	22.7%	36.8%	23.5%	15.9%	
Total(n)	45	287	681	26	151	348	19	136	333	
Mean	1.73	2.19	2.38	1.65	2.14	2.27	1.84	2.25	2.50	
Standard deviation	0.78	0.91	0.94	0.80	0.89	0.93	0.76	0.93	0.94	
Significance	-	**	***	-	**	**	-		**	
Effect size	-	-0.51	-0.69	-	-0.55	-0.67	-	-0.44	-0.70	
To create and sustain partnerships with surrounding communities										
Highest priority	0.0%	15.4%	17.8%	0.0%	10.7%	13.5%	0.0%	20.6%	22.5%	
High priority	20.5%	38.8%	41.9%	20.0%	42.7%	42.4%	21.1%	34.6%	41.3%	
Medium priority	50.0%	33.9%	30.1%	44.0%	33.3%	31.5%	57.9%	34.6%	28.6%	
Low priority	29.5%	11.9%	10.2%	36.0%	13.3%	12.6%	21.1%	10.3%	7.6%	
Total(n)	44	286	678	25	150	349	19	136	329	
Mean	1.91	2.58	2.67	1.84	2.51	2.57	2.00	2.65	2.79	
Standard deviation	0.71	0.89	0.88	0.75	0.86	0.88	0.67	0.92	0.88	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	-0.75	-0.86	-	-0.78	-0.83	-	-0.71	-0.90	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	40.9%	26.8%	17.5%	32.0%	28.0%	17.5%	52.6%	25.4%	17.6%	
High priority	25.0%	32.7%	31.1%	28.0%	34.0%	32.7%	21.1%	31.3%	29.4%	
Medium priority	27.3%	28.5%	36.1%	36.0%	27.3%	35.2%	15.8%	29.9%	37.0%	
Low priority	6.8%	12.0%	15.3%	4.0%	10.7%	14.6%	10.5%	13.4%	16.1%	
Total(n)	44	284	679	25	150	349	19	134	330	
Mean	3.00	2.74	2.51	2.88	2.79	2.53	3.16	2.69	2.48	
Standard deviation	0.99	0.98	0.95	0.93	0.97	0.95	1.07	1.00	0.96	

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	-	0.27	0.52	-	0.09	0.37	-	0.47	0.71	
To strengthen links with the for-profit, corporate sector										
Highest priority	22.7%	16.5%	12.0%	20.0%	14.8%	11.0%	26.3%	18.4%	13.1%	
High priority	34.1%	34.7%	31.2%	36.0%	36.9%	31.4%	31.6%	32.4%	31.0%	
Medium priority	25.0%	31.9%	36.8%	16.0%	30.2%	37.2%	36.8%	33.8%	36.5%	
Low priority	18.2%	16.8%	20.0%	28.0%	18.1%	20.5%	5.3%	15.4%	19.5%	
Total(n)	44	285	676	25	149	347	19	136	329	
Mean	2.61	2.51	2.35	2.48	2.48	2.33	2.79	2.54	2.38	
Standard deviation	1.04	0.96	0.93	1.12	0.96	0.92	0.92	0.97	0.94	
Significance	-			-			-			
Effect size	-	0.10	0.28	-	0.00	0.16	-	0.26	0.44	
To develop leadership ability among students										
Highest priority	2.2%	13.3%	15.8%	0.0%	8.7%	12.7%	5.0%	18.4%	19.0%	
High priority	37.0%	39.9%	38.5%	34.6%	43.3%	37.5%	40.0%	36.0%	39.6%	
Medium priority	47.8%	38.8%	37.9%	46.2%	39.3%	40.6%	50.0%	38.2%	35.0%	
Low priority	13.0%	8.0%	7.8%	19.2%	8.7%	9.2%	5.0%	7.4%	6.3%	
Total(n)	46	286	678	26	150	347	20	136	331	
Mean	2.28	2.58	2.62	2.15	2.52	2.54	2.45	2.65	2.71	
Standard deviation	0.72	0.82	0.84	0.73	0.77	0.83	0.69	0.86	0.85	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.37	-0.40	-	-0.48	-0.47	-	-0.23	-0.31	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	18.2%	17.8%	19.2%	20.8%	16.1%	15.9%	15.0%	19.7%	22.7%	
High priority	47.7%	44.1%	43.1%	45.8%	43.0%	43.8%	50.0%	45.3%	42.3%	
Medium priority	31.8%	31.5%	30.5%	29.2%	34.9%	34.0%	35.0%	27.7%	26.9%	
Low priority	2.3%	6.6%	7.2%	4.2%	6.0%	6.3%	0.0%	7.3%	8.2%	
Total(n)	44	286	678	24	149	347	20	137	331	
Mean	2.82	2.73	2.74	2.83	2.69	2.69	2.80	2.77	2.79	
Standard deviation	0.76	0.83	0.85	0.82	0.81	0.81	0.70	0.85	0.88	
Significance	-			-			-			
Effect size	-	0.11	0.09	-	0.17	0.17	-	0.04	0.01	
To prepare students for the workplace										
Highest priority	13.3%	30.3%	33.6%	8.0%	27.5%	30.6%	20.0%	33.3%	36.7%	
High priority	51.1%	49.5%	48.6%	52.0%	49.7%	51.7%	50.0%	49.3%	45.4%	
Medium priority	35.6%	19.2%	16.2%	40.0%	20.8%	15.6%	30.0%	17.4%	16.7%	
Low priority	0.0%	1.0%	1.6%	0.0%	2.0%	2.0%	0.0%	0.0%	1.2%	
Total(n)	45	287	681	25	149	346	20	138	335	
Mean	2.78	3.09	3.14	2.68	3.03	3.11	2.90	3.16	3.18	
Standard deviation	0.67	0.73	0.74	0.63	0.75	0.73	0.72	0.70	0.74	
Significance	-	**	**	-	*	**	-			
Effect size	-	-0.42	-0.49	-	-0.47	-0.59	-	-0.37	-0.38	

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:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a very large extent	34.8%	25.6%	27.6%	30.8%	24.3%	26.5%	40.0%	27.0%	28.8%	
To a large extent	34.8%	36.0%	34.8%	30.8%	36.8%	35.3%	40.0%	35.0%	34.2%	
To some extent	21.7%	28.0%	26.3%	26.9%	27.6%	27.1%	15.0%	28.5%	25.5%	
To a small extent	8.7%	8.3%	8.8%	11.5%	9.2%	8.8%	5.0%	7.3%	8.7%	
Not at all	0.0%	2.1%	2.5%	0.0%	2.0%	2.3%	0.0%	2.2%	2.7%	
Total(n)	46	289	684	26	152	351	20	137	333	
Mean	3.96	3.75	3.76	3.81	3.72	3.75	4.15	3.77	3.78	
Standard deviation	0.97	1.00	1.03	1.02	1.00	1.02	0.88	1.00	1.04	
Significance	-			-			-			
Effect size	-	0.21	0.19	-	0.09	0.06	-	0.38	0.36	
Experience close alignment between your work and your personal values										
To a very large extent	44.4%	32.5%	36.1%	32.0%	30.2%	33.2%	60.0%	35.0%	39.1%	
To a large extent	37.8%	47.9%	47.1%	44.0%	50.3%	50.4%	30.0%	45.3%	43.6%	
To some extent	17.8%	15.4%	13.0%	24.0%	12.8%	11.2%	10.0%	18.2%	14.8%	
To a small extent	0.0%	2.8%	2.5%	0.0%	4.0%	3.2%	0.0%	1.5%	1.8%	
Not at all	0.0%	1.4%	1.3%	0.0%	2.7%	2.0%	0.0%	0.0%	0.6%	
Total(n)	45	286	679	25	149	349	20	137	330	
Mean	4.27	4.07	4.14	4.08	4.01	4.10	4.50	4.14	4.19	
Standard deviation	0.75	0.84	0.83	0.76	0.92	0.86	0.69	0.76	0.80	
Significance	-			-			-	*		
Effect size	-	0.24	0.16	-	0.08	-0.02	-	0.47	0.39	
Mentor faculty										
To a very large extent	26.7%	24.9%	23.2%	16.0%	23.5%	20.5%	40.0%	26.5%	26.0%	
To a large extent	35.6%	34.2%	35.0%	40.0%	34.2%	35.8%	30.0%	34.1%	34.1%	
To some extent	26.7%	27.8%	29.1%	32.0%	26.8%	28.6%	20.0%	28.8%	29.7%	
To a small extent	4.4%	6.4%	6.9%	4.0%	9.4%	9.0%	5.0%	3.0%	4.6%	
Not at all	6.7%	6.8%	5.8%	8.0%	6.0%	6.1%	5.0%	7.6%	5.6%	
Total(n)	45	281	669	25	149	346	20	132	323	
Mean	3.71	3.64	3.63	3.52	3.60	3.56	3.95	3.69	3.70	
Standard deviation	1.12	1.13	1.09	1.08	1.13	1.10	1.15	1.13	1.08	
Significance	-			-			-			
Effect size	-	0.06	0.07	-	-0.07	-0.04	-	0.23	0.23	
Mentor undergraduate students										
To a very large extent	40.5%	29.5%	32.6%	33.3%	26.2%	30.4%	50.0%	33.3%	35.1%	
To a large extent	35.7%	25.5%	30.4%	37.5%	26.8%	32.1%	33.3%	24.0%	28.6%	
To some extent	16.7%	24.1%	20.9%	25.0%	28.2%	23.2%	5.6%	19.4%	18.3%	
To a small extent	2.4%	11.9%	8.5%	4.2%	9.4%	8.0%	0.0%	14.7%	9.0%	
Not at all	4.8%	9.0%	7.6%	0.0%	9.4%	6.3%	11.1%	8.5%	9.0%	
Total(n)	42	278	671	24	149	349	18	129	322	
Mean	4.05	3.55	3.72	4.00	3.51	3.72	4.11	3.59	3.72	
Standard deviation	1.06	1.27	1.22	0.88	1.24	1.16	1.28	1.31	1.28	

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	-	0.39	0.27	-	0.40	0.24	-	0.40	0.30	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	33.3%	31.9%	21.1%	20.0%	28.7%	18.3%	50.0%	35.6%	24.1%	
To a large extent	26.7%	22.5%	22.2%	32.0%	24.7%	23.0%	20.0%	20.0%	21.3%	
To some extent	15.6%	17.9%	15.5%	20.0%	16.7%	15.1%	10.0%	19.3%	15.9%	
To a small extent	8.9%	13.0%	13.7%	4.0%	14.0%	13.4%	15.0%	11.9%	14.0%	
Not at all	15.6%	14.7%	27.5%	24.0%	16.0%	30.2%	5.0%	13.3%	24.7%	
Total(n)	45	285	672	25	150	344	20	135	328	
Mean	3.53	3.44	2.96	3.20	3.36	2.86	3.95	3.53	3.06	
Standard deviation	1.44	1.43	1.52	1.47	1.43	1.51	1.32	1.42	1.52	
Significance	-		*	-			-		*	
Effect size	-	0.06	0.38	-	-0.11	0.23	-	0.30	0.59	
Been mentored by at least one professional in academia										
To a very large extent	19.6%	23.9%	24.4%	11.5%	19.9%	20.1%	30.0%	28.4%	28.9%	
To a large extent	19.6%	30.4%	28.3%	19.2%	30.8%	27.1%	20.0%	29.9%	29.5%	
To some extent	26.1%	23.9%	26.9%	23.1%	24.7%	28.3%	30.0%	23.1%	25.5%	
To a small extent	15.2%	12.1%	13.0%	26.9%	13.7%	17.2%	0.0%	10.4%	8.6%	
Not at all	19.6%	9.6%	7.3%	19.2%	11.0%	7.3%	20.0%	8.2%	7.4%	
Total(n)	46	280	668	26	146	343	20	134	325	
Mean	3.04	3.47	3.49	2.77	3.35	3.36	3.40	3.60	3.64	
Standard deviation	1.40	1.25	1.20	1.31	1.25	1.19	1.47	1.23	1.20	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.34	-0.38	-	-0.46	-0.50	-	-0.16	-0.20	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	4.3%	6.3%	7.1%	0.0%	4.0%	5.7%	10.0%	9.0%	8.5%	
To a large extent	4.3%	10.5%	10.6%	3.8%	11.9%	10.3%	5.0%	9.0%	11.0%	
To some extent	23.9%	24.2%	23.3%	26.9%	22.5%	22.0%	20.0%	26.1%	24.7%	
To a small extent	8.7%	16.5%	20.1%	11.5%	19.9%	22.0%	5.0%	12.7%	18.0%	
Not at all	58.7%	42.5%	38.9%	57.7%	41.7%	40.0%	60.0%	43.3%	37.8%	
Total(n)	46	285	678	26	151	350	20	134	328	
Mean	1.87	2.22	2.27	1.77	2.17	2.20	2.00	2.28	2.34	
Standard deviation	1.19	1.27	1.27	0.99	1.21	1.23	1.41	1.34	1.31	
Significance	-		*	-			-			
Effect size	-	-0.28	-0.31	-	-0.33	-0.35	-	-0.21	-0.26	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	2.2%	0.7%	0.6%	4.0%	1.3%	0.9%	0.0%	0.0%	0.3%	
To a large extent	0.0%	1.7%	1.2%	0.0%	2.7%	1.1%	0.0%	0.7%	1.2%	

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		
To some extent	2.2%	2.8%	2.9%	0.0%	2.0%	2.6%	5.0%	3.6%	3.3%		
To a small extent	0.0%	3.5%	3.5%	0.0%	2.7%	2.9%	0.0%	4.4%	4.2%		
Not at all	95.6%	91.3%	91.8%	96.0%	91.3%	92.6%	95.0%	91.2%	90.9%		
Total(n)	45	287	681	25	150	350	20	137	331		
Mean	1.13	1.17	1.15	1.16	1.20	1.15	1.10	1.14	1.16		
Standard deviation	0.66	0.62	0.57	0.80	0.72	0.59	0.45	0.49	0.56		
Significance	-			-			-				
Effect size	-	-0.06	-0.04	-	-0.06	0.02	-	-0.08	-0.11		
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?											
Excellent	40.0%	34.4%	33.0%	45.5%	37.0%	32.5%	33.3%	31.4%	33.4%		
Good	47.5%	52.5%	52.6%	50.0%	51.4%	52.5%	44.4%	53.7%	52.6%		
Fair	12.5%	11.2%	12.1%	4.5%	8.7%	11.9%	22.2%	14.0%	12.3%		
Poor	0.0%	1.9%	2.4%	0.0%	2.9%	3.1%	0.0%	0.8%	1.7%		
Total(n)	40	259	622	22	138	320	18	121	302		
Mean	3.28	3.19	3.16	3.41	3.22	3.14	3.11	3.16	3.18		
Standard deviation	0.68	0.71	0.72	0.59	0.73	0.74	0.76	0.68	0.70		
Significance	-			-			-				
Effect size	-	0.13	0.17	-	0.26	0.36	-	-0.07	-0.10		
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?											
Excellent	65.0%	42.2%	45.2%	66.7%	41.7%	41.1%	62.5%	42.9%	49.8%		
Good	32.5%	49.6%	48.2%	29.2%	50.0%	51.4%	37.5%	49.1%	44.5%		
Fair	2.5%	7.4%	5.6%	4.2%	6.8%	6.5%	0.0%	8.0%	4.6%		
Poor	0.0%	0.8%	1.0%	0.0%	1.5%	0.9%	0.0%	0.0%	1.1%		
Total(n)	40	244	604	24	132	321	16	112	283		
Mean	3.63	3.33	3.38	3.63	3.32	3.33	3.63	3.35	3.43		
Standard deviation	0.54	0.65	0.64	0.58	0.67	0.64	0.50	0.63	0.63		
Significance	-	**	*	-	*	*	-				
Effect size	-	0.46	0.39	-	0.46	0.47	-	0.44	0.32		
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?											
Excellent	65.7%	47.8%	45.6%	63.2%	46.0%	44.0%	68.8%	50.0%	47.2%		

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		
Good	25.7%	44.0%	44.5%	31.6%	43.5%	44.0%	18.8%	44.4%	45.1%		
Fair	8.6%	6.9%	8.4%	5.3%	8.9%	10.3%	12.5%	4.6%	6.4%		
Poor	0.0%	1.3%	1.5%	0.0%	1.6%	1.7%	0.0%	0.9%	1.3%		
Total(n)	35	232	467	19	124	234	16	108	233		
Mean	3.57	3.38	3.34	3.58	3.34	3.30	3.56	3.44	3.38		
Standard deviation	0.65	0.67	0.70	0.61	0.71	0.72	0.73	0.63	0.67		
Significance	-			-			-				
Effect size	-	0.28	0.33	-	0.34	0.39	-	0.19	0.27		
How satisfied are you with the following aspects of your job?											
Salary											
Very satisfied	8.9%	17.5%	14.2%	11.5%	16.0%	14.0%	5.3%	19.1%	14.5%		
Satisfied	46.7%	37.8%	41.0%	46.2%	38.0%	41.8%	47.4%	37.5%	40.1%		
Marginally satisfied	26.7%	24.1%	25.8%	23.1%	26.7%	25.8%	31.6%	21.3%	25.9%		
Not satisfied	17.8%	20.6%	18.9%	19.2%	19.3%	18.3%	15.8%	22.1%	19.6%		
Total(n)	45	286	681	26	150	349	19	136	332		
Mean	2.47	2.52	2.51	2.50	2.51	2.52	2.42	2.54	2.49		
Standard deviation	0.89	1.01	0.96	0.95	0.98	0.95	0.84	1.04	0.97		
Significance	-			-			-				
Effect size	-	-0.05	-0.04	-	-0.01	-0.02	-	-0.12	-0.07		
Health benefits											
Very satisfied	20.5%	25.0%	26.1%	25.0%	26.7%	27.1%	15.0%	23.2%	25.1%		
Satisfied	47.7%	44.4%	48.1%	41.7%	41.3%	48.4%	55.0%	47.8%	47.7%		
Marginally satisfied	18.2%	19.8%	18.1%	12.5%	20.7%	16.4%	25.0%	18.8%	19.9%		
Not satisfied	13.6%	10.8%	7.7%	20.8%	11.3%	8.1%	5.0%	10.1%	7.3%		
Total(n)	44	288	678	24	150	347	20	138	331		
Mean	2.75	2.84	2.93	2.71	2.83	2.95	2.80	2.84	2.91		
Standard deviation	0.94	0.92	0.86	1.08	0.95	0.87	0.77	0.90	0.86		
Significance	-			-			-				
Effect size	-	-0.10	-0.21	-	-0.13	-0.28	-	-0.04	-0.13		
How satisfied are you with the following aspects of your job?											
Retirement benefits											
Very satisfied	15.2%	21.5%	26.5%	19.2%	22.1%	27.6%	10.0%	20.7%	25.4%		
Satisfied	43.5%	46.8%	47.4%	42.3%	43.0%	48.0%	45.0%	51.1%	46.8%		
Marginally satisfied	34.8%	22.5%	20.3%	30.8%	22.8%	17.8%	40.0%	22.2%	22.9%		
Not satisfied	6.5%	9.2%	5.8%	7.7%	12.1%	6.6%	5.0%	5.9%	4.9%		
Total(n)	46	284	675	26	149	348	20	135	327		
Mean	2.67	2.81	2.95	2.73	2.75	2.97	2.60	2.87	2.93		
Standard deviation	0.82	0.88	0.84	0.87	0.94	0.85	0.75	0.81	0.82		
Significance	-		*	-			-				
Effect size	-	-0.16	-0.33	-	-0.02	-0.28	-	-0.33	-0.40		
Opportunity for scholarly pursuits											
Very satisfied	9.3%	15.8%	16.5%	4.3%	14.3%	16.0%	15.0%	17.4%	17.1%		
Satisfied	32.6%	41.1%	42.4%	34.8%	46.9%	44.8%	30.0%	34.8%	39.9%		

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	39.5%	29.8%	29.2%	39.1%	25.9%	29.1%	40.0%	34.1%	29.4%	
Not satisfied	18.6%	13.3%	11.8%	21.7%	12.9%	10.2%	15.0%	13.8%	13.5%	
Total(n)	43	285	677	23	147	344	20	138	333	
Mean	2.33	2.59	2.64	2.22	2.63	2.67	2.45	2.56	2.61	
Standard deviation	0.89	0.91	0.89	0.85	0.89	0.86	0.94	0.94	0.92	
Significance	-		*	-	*	*	-			
Effect size	-	-0.29	-0.35	-	-0.46	-0.52	-	-0.12	-0.17	
Teaching load										
Very satisfied	17.4%	21.5%	16.6%	19.2%	23.3%	17.8%	15.0%	19.6%	15.3%	
Satisfied	45.7%	45.8%	47.6%	42.3%	44.7%	48.3%	50.0%	47.1%	46.8%	
Marginally satisfied	23.9%	22.2%	24.1%	23.1%	23.3%	24.7%	25.0%	21.0%	23.4%	
Not satisfied	13.0%	10.4%	11.7%	15.4%	8.7%	9.2%	10.0%	12.3%	14.4%	
Total(n)	46	288	681	26	150	348	20	138	333	
Mean	2.67	2.78	2.69	2.65	2.83	2.75	2.70	2.74	2.63	
Standard deviation	0.92	0.90	0.88	0.98	0.89	0.86	0.86	0.91	0.91	
Significance	-			-			-			
Effect size	-	-0.12	-0.02	-	-0.20	-0.12	-	-0.04	0.08	
Quality of students										
Very satisfied	9.1%	10.1%	14.2%	4.2%	8.1%	11.5%	15.0%	12.2%	17.1%	
Satisfied	47.7%	51.2%	54.2%	45.8%	43.9%	49.9%	50.0%	59.0%	58.7%	
Marginally satisfied	20.5%	29.6%	24.8%	20.8%	35.8%	29.7%	20.0%	23.0%	19.8%	
Not satisfied	22.7%	9.1%	6.8%	29.2%	12.2%	8.9%	15.0%	5.8%	4.5%	
Total(n)	44	287	681	24	148	347	20	139	334	
Mean	2.43	2.62	2.76	2.25	2.48	2.64	2.65	2.78	2.88	
Standard deviation	0.95	0.79	0.78	0.94	0.81	0.80	0.93	0.73	0.73	
Significance	-		**	-		*	-			
Effect size	-	-0.24	-0.42	-	-0.28	-0.49	-	-0.18	-0.32	
Autonomy and independence										
Very satisfied	20.0%	38.2%	40.9%	12.0%	37.7%	40.9%	30.0%	38.7%	41.0%	
Satisfied	51.1%	47.9%	46.3%	60.0%	47.0%	46.6%	40.0%	48.9%	46.1%	
Marginally satisfied	20.0%	11.5%	10.4%	20.0%	13.2%	10.6%	20.0%	9.5%	10.2%	
Not satisfied	8.9%	2.4%	2.3%	8.0%	2.0%	2.0%	10.0%	2.9%	2.7%	
Total(n)	45	288	682	25	151	350	20	137	332	
Mean	2.82	3.22	3.26	2.76	3.21	3.26	2.90	3.23	3.25	
Standard deviation	0.86	0.74	0.74	0.78	0.74	0.73	0.97	0.74	0.75	
Significance	-	**	***	-	**	**	-		*	
Effect size	-	-0.54	-0.59	-	-0.61	-0.68	-	-0.45	-0.47	
Departmental leadership										
Very satisfied	37.8%	35.4%	36.8%	40.0%	33.8%	37.4%	35.0%	37.2%	36.2%	
Satisfied	40.0%	40.3%	41.7%	44.0%	40.4%	44.3%	35.0%	40.1%	38.9%	
Marginally satisfied	17.8%	17.7%	14.6%	12.0%	17.9%	12.6%	25.0%	17.5%	16.7%	
Not satisfied	4.4%	6.6%	6.9%	4.0%	7.9%	5.7%	5.0%	5.1%	8.2%	
Total(n)	45	288	679	25	151	350	20	137	329	
Mean	3.11	3.05	3.08	3.20	3.00	3.13	3.00	3.09	3.03	
Standard deviation	0.86	0.89	0.89	0.82	0.92	0.84	0.92	0.87	0.93	

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	-	0.07	0.03	-	0.22	0.08	-	-0.10	-0.03	
Departmental support for work/life balance										
Very satisfied	34.8%	25.0%	26.5%	34.6%	25.3%	29.1%	35.0%	24.6%	23.7%	
Satisfied	41.3%	45.5%	44.8%	53.8%	49.3%	48.9%	25.0%	41.3%	40.5%	
Marginally satisfied	19.6%	22.6%	21.1%	11.5%	18.7%	16.0%	30.0%	26.8%	26.4%	
Not satisfied	4.3%	6.9%	7.6%	0.0%	6.7%	6.0%	10.0%	7.2%	9.3%	
Total(n)	46	288	683	26	150	350	20	138	333	
Mean	3.07	2.89	2.90	3.23	2.93	3.01	2.85	2.83	2.79	
Standard deviation	0.85	0.86	0.88	0.65	0.84	0.83	1.04	0.88	0.91	
Significance	-			-			-			
Effect size	-	0.21	0.19	-	0.36	0.27	-	0.02	0.07	
Institutional support for work/life balance										
Very satisfied	6.8%	14.4%	15.2%	8.0%	14.1%	15.3%	5.3%	14.8%	15.0%	
Satisfied	31.8%	40.1%	43.4%	36.0%	48.3%	49.6%	26.3%	31.1%	36.8%	
Marginally satisfied	22.7%	28.2%	27.0%	24.0%	20.8%	21.9%	21.1%	36.3%	32.5%	
Not satisfied	38.6%	17.3%	14.4%	32.0%	16.8%	13.3%	47.4%	17.8%	15.6%	
Total(n)	44	284	673	25	149	347	19	135	326	
Mean	2.07	2.52	2.59	2.20	2.60	2.67	1.89	2.43	2.51	
Standard deviation	1.00	0.94	0.91	1.00	0.93	0.89	0.99	0.95	0.93	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	-0.48	-0.57	-	-0.43	-0.53	-	-0.57	-0.67	
Prospects for career advancement										
Very satisfied	6.8%	13.1%	13.3%	0.0%	10.8%	12.7%	15.0%	15.7%	14.0%	
Satisfied	27.3%	40.1%	44.0%	20.8%	41.9%	45.1%	35.0%	38.1%	42.9%	
Marginally satisfied	36.4%	29.8%	29.6%	41.7%	29.7%	29.8%	30.0%	29.9%	29.5%	
Not satisfied	29.5%	17.0%	13.0%	37.5%	17.6%	12.4%	20.0%	16.4%	13.7%	
Total(n)	44	282	675	24	148	346	20	134	329	
Mean	2.11	2.49	2.58	1.83	2.46	2.58	2.45	2.53	2.57	
Standard deviation	0.92	0.93	0.88	0.76	0.91	0.87	1.00	0.95	0.89	
Significance	-	*	***	-	**	***	-			
Effect size	-	-0.41	-0.53	-	-0.69	-0.86	-	-0.08	-0.13	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	4.4%	12.9%	10.5%	3.8%	15.1%	12.0%	5.3%	10.4%	8.8%	
Satisfied	40.0%	33.4%	32.8%	42.3%	32.2%	34.4%	36.8%	34.8%	31.2%	
Marginally satisfied	26.7%	28.2%	33.0%	26.9%	27.0%	31.8%	26.3%	29.6%	34.2%	
Not satisfied	28.9%	25.4%	23.7%	26.9%	25.7%	21.8%	31.6%	25.2%	25.8%	
Total(n)	45	287	679	26	152	349	19	135	330	
Mean	2.20	2.34	2.30	2.23	2.37	2.37	2.16	2.30	2.23	
Standard deviation	0.92	1.00	0.95	0.91	1.03	0.95	0.96	0.96	0.93	
Significance	-			-			-			
Effect size	-	-0.14	-0.11	-	-0.14	-0.15	-	-0.15	-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	
Flexibility in relation to family matters or emergencies										
Very satisfied	33.3%	41.7%	41.6%	40.0%	39.1%	41.4%	25.0%	44.5%	41.9%	
Satisfied	46.7%	47.9%	47.5%	48.0%	51.0%	50.0%	45.0%	44.5%	44.9%	
Marginally satisfied	13.3%	8.3%	8.8%	8.0%	7.9%	7.1%	20.0%	8.8%	10.5%	
Not satisfied	6.7%	2.1%	2.1%	4.0%	2.0%	1.4%	10.0%	2.2%	2.7%	
Total(n)	45	288	682	25	151	350	20	137	332	
Mean	3.07	3.29	3.29	3.24	3.27	3.31	2.85	3.31	3.26	
Standard deviation	0.86	0.71	0.71	0.78	0.69	0.67	0.93	0.73	0.75	
Significance	-		*	-			-	*	*	
Effect size	-	-0.31	-0.31	-	-0.04	-0.10	-	-0.63	-0.55	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	14.0%	28.9%	27.7%	16.0%	28.9%	29.0%	11.1%	28.9%	26.4%	
Satisfied	46.5%	51.1%	51.0%	48.0%	55.7%	56.2%	44.4%	45.9%	45.6%	
Marginally satisfied	23.3%	15.1%	15.6%	20.0%	11.4%	11.6%	27.8%	19.3%	19.8%	
Not satisfied	16.3%	4.9%	5.6%	16.0%	4.0%	3.2%	16.7%	5.9%	8.2%	
Total(n)	43	284	674	25	149	345	18	135	329	
Mean	2.58	3.04	3.01	2.64	3.09	3.11	2.50	2.98	2.90	
Standard deviation	0.93	0.80	0.81	0.95	0.75	0.72	0.92	0.85	0.88	
Significance	-	***	***	-	**	**	-	*		
Effect size	-	-0.58	-0.53	-	-0.60	-0.65	-	-0.56	-0.45	
Overall job satisfaction										
Very satisfied	13.3%	24.2%	26.0%	7.7%	21.1%	24.5%	21.1%	27.7%	27.5%	
Satisfied	62.2%	57.1%	57.2%	73.1%	61.2%	61.0%	47.4%	52.6%	53.2%	
Marginally satisfied	22.2%	16.6%	14.4%	15.4%	14.5%	12.0%	31.6%	19.0%	16.9%	
Not satisfied	2.2%	2.1%	2.5%	3.8%	3.3%	2.6%	0.0%	0.7%	2.4%	
Total(n)	45	289	682	26	152	351	19	137	331	
Mean	2.87	3.03	3.07	2.85	3.00	3.07	2.89	3.07	3.06	
Standard deviation	0.66	0.70	0.71	0.61	0.70	0.68	0.74	0.70	0.73	
Significance	-			-			-			
Effect size	-	-0.23	-0.28	-	-0.21	-0.32	-	-0.26	-0.23	
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	31.8%	19.1%	18.9%	28.0%	12.1%	13.5%	36.8%	27.1%	24.7%	
Somewhat	40.9%	51.4%	55.0%	36.0%	51.7%	55.6%	47.4%	51.1%	54.3%	
Not at all	27.3%	29.4%	26.1%	36.0%	36.2%	31.0%	15.8%	21.8%	21.0%	
Total(n)	44	282	666	25	149	342	19	133	324	
Mean	2.05	1.90	1.93	1.92	1.76	1.82	2.21	2.05	2.04	
Standard deviation	0.78	0.69	0.67	0.81	0.65	0.64	0.71	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.22	0.18	-	0.25	0.16	-	0.23	0.25	
Child care										
Extensive	28.6%	13.3%	16.1%	25.0%	8.2%	10.6%	33.3%	20.3%	23.4%	

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		
Somewhat	38.1%	44.6%	39.5%	25.0%	41.2%	39.4%	55.6%	49.3%	39.8%		
Not at all	33.3%	42.2%	44.3%	50.0%	50.5%	50.0%	11.1%	30.4%	36.8%		
Total(n)	21	166	397	12	97	226	9	69	171		
Mean	1.95	1.71	1.72	1.75	1.58	1.61	2.22	1.90	1.87		
Standard deviation	0.80	0.69	0.73	0.87	0.64	0.67	0.67	0.71	0.77		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.35	0.32	-	0.27	0.21	-	0.45	0.45		
My physical health											
Extensive	16.3%	10.3%	10.6%	17.4%	9.7%	8.9%	15.0%	10.9%	12.5%		
Somewhat	53.5%	49.5%	47.0%	56.5%	53.5%	48.7%	50.0%	45.0%	45.2%		
Not at all	30.2%	40.3%	42.4%	26.1%	36.8%	42.4%	35.0%	44.2%	42.3%		
Total(n)	43	273	649	23	144	337	20	129	312		
Mean	1.86	1.70	1.68	1.91	1.73	1.66	1.80	1.67	1.70		
Standard deviation	0.68	0.65	0.66	0.67	0.63	0.63	0.70	0.67	0.68		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.25	0.27	-	0.29	0.40	-	0.19	0.15		
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	18.2%	8.1%	10.5%	27.8%	9.8%	8.5%	6.7%	6.3%	12.7%		
Somewhat	39.4%	42.7%	43.5%	27.8%	45.1%	44.3%	53.3%	40.2%	42.8%		
Not at all	42.4%	49.1%	46.0%	44.4%	45.1%	47.2%	40.0%	53.6%	44.6%		
Total(n)	33	234	581	18	122	305	15	112	276		
Mean	1.76	1.59	1.65	1.83	1.65	1.61	1.67	1.53	1.68		
Standard deviation	0.75	0.64	0.66	0.86	0.65	0.64	0.62	0.61	0.69		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.27	0.17	-	0.28	0.34	-	0.23	-0.01		
Subtle discrimination (e.g., prejudice, racism, sexism)											
Extensive	5.9%	4.1%	5.1%	5.3%	3.1%	2.9%	6.7%	5.3%	7.4%		
Somewhat	29.4%	19.0%	21.7%	21.1%	12.4%	13.9%	40.0%	26.5%	30.2%		
Not at all	64.7%	76.9%	73.2%	73.7%	84.5%	83.2%	53.3%	68.1%	62.5%		
Total(n)	34	242	594	19	129	309	15	113	285		
Mean	1.41	1.27	1.32	1.32	1.19	1.20	1.53	1.37	1.45		
Standard deviation	0.61	0.53	0.56	0.58	0.46	0.47	0.64	0.59	0.63		
Significance	-	-	-	-	-	-	-	-	-		
Effect size	-	0.26	0.16	-	0.28	0.26	-	0.27	0.13		
Committee work											
Extensive	30.4%	20.4%	20.9%	26.9%	17.3%	18.6%	35.0%	23.9%	23.2%		
Somewhat	52.2%	56.3%	58.0%	46.2%	58.0%	57.9%	60.0%	54.5%	58.1%		
Not at all	17.4%	23.2%	21.2%	26.9%	24.7%	23.5%	5.0%	21.6%	18.7%		
Total(n)	46	284	676	26	150	349	20	134	327		
Mean	2.13	1.97	2.00	2.00	1.93	1.95	2.30	2.02	2.05		
Standard deviation	0.69	0.66	0.65	0.75	0.65	0.65	0.57	0.68	0.65		

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	-	0.24	0.20	-	0.11	0.08	-	0.41	0.38	
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	22.2%	13.5%	16.3%	16.0%	13.6%	13.3%	30.0%	13.3%	19.3%	
Somewhat	42.2%	49.3%	50.9%	48.0%	50.3%	52.2%	35.0%	48.1%	49.5%	
Not at all	35.6%	37.2%	32.8%	36.0%	36.1%	34.5%	35.0%	38.5%	31.1%	
Total(n)	45	282	676	25	147	345	20	135	331	
Mean	1.87	1.76	1.83	1.80	1.78	1.79	1.95	1.75	1.88	
Standard deviation	0.76	0.67	0.68	0.71	0.67	0.66	0.83	0.68	0.70	
Significance	-			-			-			
Effect size	-	0.16	0.06	-	0.03	0.02	-	0.29	0.10	
Students										
Extensive	9.5%	6.4%	6.6%	8.7%	4.8%	4.4%	10.5%	8.2%	8.9%	
Somewhat	59.5%	60.0%	59.7%	52.2%	54.8%	57.4%	68.4%	65.7%	62.1%	
Not at all	31.0%	33.6%	33.7%	39.1%	40.4%	38.2%	21.1%	26.1%	29.1%	
Total(n)	42	280	667	23	146	340	19	134	327	
Mean	1.79	1.73	1.73	1.70	1.64	1.66	1.89	1.82	1.80	
Standard deviation	0.61	0.57	0.57	0.63	0.57	0.56	0.57	0.56	0.58	
Significance	-			-			-			
Effect size	-	0.11	0.11	-	0.11	0.07	-	0.13	0.16	
Research or publishing demands										
Extensive	29.5%	15.3%	15.5%	16.0%	12.7%	13.2%	47.4%	18.3%	18.0%	
Somewhat	59.1%	54.5%	54.3%	68.0%	53.5%	52.4%	47.4%	55.6%	56.3%	
Not at all	11.4%	30.2%	30.2%	16.0%	33.8%	34.4%	5.3%	26.2%	25.7%	
Total(n)	44	268	645	25	142	334	19	126	311	
Mean	2.18	1.85	1.85	2.00	1.79	1.79	2.42	1.92	1.92	
Standard deviation	0.62	0.66	0.66	0.58	0.65	0.66	0.61	0.66	0.66	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.50	0.50	-	0.32	0.32	-	0.76	0.76	
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	56.8%	36.8%	32.3%	52.0%	40.5%	34.2%	63.2%	32.6%	30.3%	
Somewhat	31.8%	49.3%	49.9%	40.0%	45.9%	48.1%	21.1%	53.0%	51.7%	
Not at all	11.4%	13.9%	17.8%	8.0%	13.5%	17.7%	15.8%	14.4%	18.0%	
Total(n)	44	280	668	25	148	345	19	132	323	
Mean	2.45	2.23	2.15	2.44	2.27	2.17	2.47	2.18	2.12	
Standard deviation	0.70	0.68	0.69	0.65	0.69	0.70	0.77	0.66	0.68	
Significance	-	*	**	-			-		*	
Effect size	-	0.32	0.43	-	0.25	0.39	-	0.44	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	
Teaching load										
Extensive	8.7%	10.9%	14.9%	7.7%	8.4%	11.9%	10.0%	13.7%	18.0%	
Somewhat	47.8%	45.3%	47.1%	46.2%	46.2%	48.2%	50.0%	44.3%	46.0%	
Not at all	43.5%	43.8%	38.0%	46.2%	45.5%	39.9%	40.0%	42.0%	36.0%	
Total(n)	46	274	658	26	143	336	20	131	322	
Mean	1.65	1.67	1.77	1.62	1.63	1.72	1.70	1.72	1.82	
Standard deviation	0.64	0.66	0.69	0.64	0.64	0.66	0.66	0.69	0.71	
Significance	-			-			-			
Effect size	-	-0.03	-0.17	-	-0.02	-0.15	-	-0.03	-0.17	
Lack of personal time										
Extensive	34.1%	25.4%	25.3%	25.0%	19.3%	19.0%	45.0%	31.9%	31.7%	
Somewhat	38.6%	47.7%	49.9%	33.3%	45.5%	48.2%	45.0%	50.0%	51.5%	
Not at all	27.3%	26.9%	24.9%	41.7%	35.2%	32.7%	10.0%	18.1%	16.8%	
Total(n)	44	283	676	24	145	342	20	138	334	
Mean	2.07	1.99	2.00	1.83	1.84	1.86	2.35	2.14	2.15	
Standard deviation	0.79	0.72	0.71	0.82	0.72	0.71	0.67	0.70	0.68	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	-0.01	-0.04	-	0.30	0.29	
Job security										
Extensive	5.1%	7.9%	4.7%	4.2%	9.2%	4.2%	6.7%	6.5%	5.1%	
Somewhat	15.4%	27.9%	24.2%	8.3%	24.8%	22.8%	26.7%	31.5%	25.6%	
Not at all	79.5%	64.2%	71.2%	87.5%	66.0%	73.0%	66.7%	62.1%	69.2%	
Total(n)	39	265	645	24	141	333	15	124	312	
Mean	1.26	1.44	1.33	1.17	1.43	1.31	1.40	1.44	1.36	
Standard deviation	0.55	0.64	0.56	0.48	0.66	0.55	0.63	0.62	0.58	
Significance	-			-			-			
Effect size	-	-0.28	-0.13	-	-0.39	-0.25	-	-0.06	0.07	
Self-imposed high expectations										
Extensive	27.3%	35.0%	33.7%	16.0%	33.3%	31.8%	42.1%	36.8%	35.8%	
Somewhat	63.6%	53.4%	54.4%	72.0%	53.7%	55.5%	52.6%	52.9%	53.3%	
Not at all	9.1%	11.7%	11.8%	12.0%	12.9%	12.7%	5.3%	10.3%	10.9%	
Total(n)	44	283	676	25	147	346	19	136	330	
Mean	2.18	2.23	2.22	2.04	2.20	2.19	2.37	2.26	2.25	
Standard deviation	0.58	0.64	0.64	0.54	0.65	0.64	0.60	0.64	0.64	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.25	-0.23	-	0.17	0.19	
Increased work responsibilities										
Extensive	48.9%	40.1%	38.6%	44.0%	29.7%	32.3%	55.0%	51.1%	45.2%	
Somewhat	40.0%	49.3%	48.8%	40.0%	57.2%	51.2%	40.0%	40.9%	46.4%	
Not at all	11.1%	10.6%	12.6%	16.0%	13.1%	16.6%	5.0%	8.0%	8.4%	
Total(n)	45	282	676	25	145	344	20	137	332	
Mean	2.38	2.29	2.26	2.28	2.17	2.16	2.50	2.43	2.37	
Standard deviation	0.68	0.65	0.67	0.74	0.63	0.68	0.61	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.14	0.18	-	0.17	0.18	-	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	
Institutional budget cuts										
Extensive	40.5%	49.1%	33.6%	45.8%	46.2%	31.3%	33.3%	52.2%	36.1%	
Somewhat	40.5%	40.2%	43.4%	33.3%	42.8%	44.5%	50.0%	37.5%	42.3%	
Not at all	19.0%	10.7%	22.9%	20.8%	11.0%	24.2%	16.7%	10.3%	21.6%	
Total(n)	42	281	663	24	145	339	18	136	324	
Mean	2.21	2.38	2.11	2.25	2.35	2.07	2.17	2.42	2.15	
Standard deviation	0.75	0.67	0.74	0.79	0.67	0.74	0.71	0.67	0.75	
Significance	-			-			-			
Effect size	-	-0.25	0.14	-	-0.15	0.24	-	-0.37	0.03	
Have you been sexually harassed at this institution?										
Yes	10.9%	7.6%	7.4%	3.8%	2.6%	2.8%	20.0%	12.9%	12.2%	
No	89.1%	92.4%	92.6%	96.2%	97.4%	97.2%	80.0%	87.1%	87.8%	
Total(n)	46	291	689	26	152	352	20	139	337	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	28.3%	32.8%	33.7%	38.5%	33.6%	34.9%	15.0%	31.9%	32.4%	
No	71.7%	67.2%	66.3%	61.5%	66.4%	65.1%	85.0%	68.1%	67.6%	
Total(n)	46	290	688	26	152	352	20	138	336	
Considered leaving this institution for another?										
Yes	42.2%	52.1%	49.2%	48.0%	53.6%	53.4%	35.0%	50.4%	44.8%	
No	57.8%	47.9%	50.8%	52.0%	46.4%	46.6%	65.0%	49.6%	55.2%	
Total(n)	45	290	685	25	151	350	20	139	335	

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	
Engaged in public service/professional consulting without pay?										
Yes	54.3%	55.2%	58.6%	50.0%	55.0%	59.0%	60.0%	55.5%	58.3%	
No	45.7%	44.8%	41.4%	50.0%	45.0%	41.0%	40.0%	44.5%	41.7%	
Total(n)	46	288	684	26	151	351	20	137	333	
Received at least one firm job offer elsewhere?										
Yes	11.4%	18.0%	18.7%	12.0%	19.2%	19.4%	10.5%	16.7%	17.9%	
No	88.6%	82.0%	81.3%	88.0%	80.8%	80.6%	89.5%	83.3%	82.1%	
Total(n)	44	289	686	25	151	351	19	138	335	
Sought an early promotion?										
Yes	0.0%	3.5%	6.1%	0.0%	3.3%	6.5%	0.0%	3.7%	5.7%	
No	100.0%	96.5%	93.9%	100.0%	96.7%	93.5%	100.0%	96.3%	94.3%	
Total(n)	45	288	684	26	152	352	19	136	332	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	93.5%	38.1%	28.1%	100.0%	37.5%	27.9%	85.0%	38.7%	28.2%	
No	6.5%	61.9%	71.9%	0.0%	62.5%	72.1%	15.0%	61.3%	71.8%	
Total(n)	46	289	684	26	152	351	20	137	333	
Do you plan to retire within the next three years?										
Yes	20.9%	20.0%	15.4%	24.0%	20.7%	15.2%	16.7%	19.3%	15.7%	
No	79.1%	80.0%	84.6%	76.0%	79.3%	84.8%	83.3%	80.7%	84.3%	
Total(n)	43	285	681	25	150	349	18	135	332	
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	13.3%	9.4%	8.6%	4.0%	5.3%	4.3%	25.0%	14.0%	13.2%	
No	86.7%	90.6%	91.4%	96.0%	94.7%	95.7%	75.0%	86.0%	86.8%	
Total(n)	45	287	684	25	151	351	20	136	333	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	17.4%	40.1%	38.5%	19.2%	41.7%	38.7%	15.0%	38.4%	38.2%	
No	82.6%	59.9%	61.5%	80.8%	58.3%	61.3%	85.0%	61.6%	61.8%	
Total(n)	46	289	686	26	151	351	20	138	335	
Citizenship status:										
U.S. citizen	93.5%	96.2%	96.1%	88.5%	94.1%	95.7%	100.0%	98.6%	96.4%	
Permanent resident (green card)	6.5%	3.8%	3.5%	11.5%	5.9%	4.0%	0.0%	1.4%	3.0%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.0%	0.4%	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	46	291	689	26	152	352	20	139	337	
How would you characterize your political views?										
Far right	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Conservative	2.2%	14.9%	14.6%	3.8%	17.2%	17.5%	0.0%	12.4%	11.6%	
Middle of the road	20.0%	28.1%	27.5%	15.4%	28.5%	29.3%	26.3%	27.7%	25.6%	
Liberal	60.0%	44.1%	45.6%	57.7%	43.7%	42.2%	63.2%	44.5%	49.1%	
Far left	17.8%	12.5%	12.1%	23.1%	9.9%	10.6%	10.5%	15.3%	13.7%	

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	
Total(n)	45	288	676	26	151	348	19	137	328	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	26.1%	34.9%	42.4%	15.4%	24.5%	38.5%	40.0%	46.4%	46.6%	
Probably yes	41.3%	44.3%	41.0%	46.2%	51.0%	43.0%	35.0%	37.0%	38.8%	
Not sure	15.2%	12.5%	10.3%	23.1%	15.2%	12.5%	5.0%	9.4%	8.1%	
Probably no	10.9%	5.9%	5.0%	11.5%	7.3%	5.1%	10.0%	4.3%	4.8%	
Definitely no	6.5%	2.4%	1.3%	3.8%	2.0%	0.9%	10.0%	2.9%	1.8%	
Total(n)	46	289	686	26	151	351	20	138	335	
Mean	3.70	4.03	4.18	3.58	3.89	4.13	3.85	4.20	4.24	
Standard deviation	1.17	0.96	0.90	1.03	0.93	0.88	1.35	0.98	0.92	
Significance	-	*	***	-		**	-			
Effect size	-	-0.34	-0.53	-	-0.33	-0.63	-	-0.36	-0.42	
Still want to be a college professor?										
Definitely yes	65.2%	64.6%	64.4%	57.7%	60.9%	64.1%	75.0%	68.6%	64.7%	
Probably yes	26.1%	24.7%	25.4%	26.9%	27.8%	26.5%	25.0%	21.2%	24.3%	
Not sure	8.7%	8.3%	8.2%	15.4%	9.3%	8.0%	0.0%	7.3%	8.4%	
Probably no	0.0%	1.7%	1.8%	0.0%	1.3%	1.1%	0.0%	2.2%	2.4%	
Definitely no	0.0%	0.7%	0.3%	0.0%	0.7%	0.3%	0.0%	0.7%	0.3%	
Total(n)	46	288	685	26	151	351	20	137	334	
Mean	4.57	4.51	4.52	4.42	4.47	4.53	4.75	4.55	4.51	
Standard deviation	0.65	0.78	0.74	0.76	0.77	0.72	0.44	0.79	0.77	
Significance	-			-			-			
Effect size	-	0.08	0.07	-	-0.06	-0.15	-	0.25	0.31	
Salary for part-time faculty										
Less than \$5,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,000-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

2016-17 HERI Faculty Survey
Institutional Profile Report
 Full-Time Academic Administrators

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	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000-44,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,000-2,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$2,500-2,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,000-3,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$3,500-3,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,000-4,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	8.6%	9.0%	0.0%	5.3%	8.5%	0.0%	12.2%	9.5%	
Terminal Master's (M.F.A., M.B.A.)	2.2%	4.1%	4.9%	0.0%	3.9%	3.7%	5.0%	4.3%	6.3%	
J.D.	0.0%	1.7%	0.9%	0.0%	2.0%	1.1%	0.0%	1.4%	0.6%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	3.8%	1.6%	0.0%	5.3%	2.3%	0.0%	2.2%	0.9%	
Ph.D.	91.3%	73.2%	74.7%	88.5%	73.7%	77.3%	95.0%	72.7%	72.0%	
Professional Doctorate (Ed.D., Psy.D., etc.)	6.5%	7.6%	8.0%	11.5%	9.2%	6.5%	0.0%	5.8%	9.5%	
Other degree	0.0%	0.7%	0.7%	0.0%	0.0%	0.3%	0.0%	1.4%	1.2%	
Total(n)	46	291	688	26	152	352	20	139	336	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
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., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	4.3%	2.4%	2.8%	3.8%	2.0%	3.4%	5.0%	2.9%	2.1%	

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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	0.3%	0.4%	0.0%	0.7%	0.3%	0.0%	0.0%	0.6%	
Other degree	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.6%	
None	95.7%	96.9%	96.4%	96.2%	97.4%	96.3%	95.0%	96.4%	96.4%	
Total(n)	46	291	685	26	152	352	20	139	333	
Are you currently serving in an administrative position as:										
Department chair	37.0%	28.5%	34.8%	38.5%	31.6%	40.9%	35.0%	25.2%	28.5%	
Dean (associate or assistant)	0.0%	11.7%	8.4%	0.0%	11.8%	8.2%	0.0%	11.5%	8.6%	
Vice-president	0.0%	0.3%	0.3%	0.0%	0.7%	0.6%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.3%	0.1%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	
Other	65.2%	60.8%	58.3%	61.5%	57.2%	52.0%	70.0%	64.7%	65.0%	
Not applicable	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.3%	
Total(n)	46	291	689	26	152	352	20	139	337	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	88.9%	90.6%	89.7%	84.6%	88.1%	89.1%	94.7%	93.4%	90.4%	

2016-17 HERI Faculty Survey
Institutional Profile Report
 Full-Time Academic Administrators

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	
African American/Black	6.7%	3.5%	3.2%	7.7%	5.3%	3.7%	5.3%	1.5%	2.7%	
American Indian/Alaska Native	0.0%	1.4%	1.3%	0.0%	1.3%	1.1%	0.0%	1.5%	1.5%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	2.2%	1.4%	2.5%	3.8%	1.3%	2.9%	0.0%	1.5%	2.1%	
Filipino	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	0.0%	2.8%	2.2%	0.0%	2.6%	2.6%	0.0%	2.9%	1.8%	
Other Asian	2.2%	1.4%	1.0%	3.8%	2.6%	1.4%	0.0%	0.0%	0.6%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	
Mexican American/Chicano	0.0%	0.3%	0.9%	0.0%	0.0%	0.0%	0.0%	0.7%	1.8%	

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	
Puerto Rican	0.0%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.7%	0.3%	
Other Latino	4.4%	1.7%	1.3%	7.7%	2.6%	1.4%	0.0%	0.7%	1.2%	
Other	0.0%	2.4%	2.3%	0.0%	3.3%	3.4%	0.0%	1.5%	1.2%	
Total(n)	45	288	681	26	151	348	19	137	333	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Asian	4.4%	4.2%	4.7%	7.7%	5.3%	5.7%	0.0%	2.9%	3.6%	
Black	6.7%	2.8%	2.5%	7.7%	4.0%	2.9%	5.3%	1.5%	2.1%	
Hispanic	0.0%	1.0%	1.3%	0.0%	0.7%	0.9%	0.0%	1.5%	1.8%	
White	84.4%	86.1%	86.3%	76.9%	83.4%	84.8%	94.7%	89.1%	88.0%	
Other	0.0%	1.0%	0.9%	0.0%	1.3%	1.1%	0.0%	0.7%	0.6%	
Two or more races/ethnicities	4.4%	4.9%	4.0%	7.7%	5.3%	4.6%	0.0%	4.4%	3.3%	
Total (n)	45	288	681	26	151	348	19	137	333	
Is English your native language?										
Yes	86.7%	91.7%	92.8%	80.0%	89.4%	92.9%	95.0%	94.2%	92.8%	
No	13.3%	8.3%	7.2%	20.0%	10.6%	7.1%	5.0%	5.8%	7.2%	
Total(n)	45	288	685	25	151	350	20	137	335	
What is your sexual orientation?										
Heterosexual/straight	87.0%	91.5%	90.8%	88.5%	92.5%	92.7%	85.0%	90.4%	88.8%	
Gay	6.5%	2.1%	2.1%	11.5%	4.1%	4.1%	0.0%	0.0%	0.0%	
Lesbian	4.3%	2.5%	2.4%	0.0%	0.0%	0.0%	10.0%	5.1%	4.8%	
Bisexual	0.0%	2.1%	1.8%	0.0%	1.4%	0.9%	0.0%	2.9%	2.7%	
Queer	0.0%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	0.0%	1.2%	
Other	2.2%	1.8%	2.2%	0.0%	2.0%	2.0%	5.0%	1.5%	2.4%	
Total (n)	46	283	672	26	147	342	20	136	330	
Do you identify as transgender?										
No	100.0%	100.0%	99.7%	100.0%	100.0%	100.0%	100.0%	100.0%	99.4%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Total(n)	45	285	675	26	149	345	19	136	330	
Are you currently: (Mark one)										
Single	15.2%	7.6%	8.7%	7.7%	3.3%	5.4%	25.0%	12.4%	12.1%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	1.4%	1.6%	0.0%	0.7%	1.1%	0.0%	2.2%	2.1%	
Married	76.1%	81.3%	80.0%	76.9%	88.7%	86.5%	75.0%	73.0%	73.0%	
Unmarried, living with partner	4.3%	3.1%	2.7%	7.7%	2.6%	2.3%	0.0%	3.6%	3.0%	
Separated	0.0%	0.3%	0.4%	0.0%	0.7%	0.3%	0.0%	0.0%	0.6%	
Divorced	4.3%	4.5%	5.0%	7.7%	2.0%	2.9%	0.0%	7.3%	7.3%	
Widowed	0.0%	1.7%	1.6%	0.0%	2.0%	1.4%	0.0%	1.5%	1.8%	
Total(n)	46	288	679	26	151	349	20	137	330	
How many children do you have in the following age ranges?										
Under 18 years old										
0	69.0%	59.5%	55.5%	73.9%	59.7%	55.0%	63.2%	59.3%	55.9%	
1	16.7%	15.8%	18.5%	17.4%	15.5%	15.8%	15.8%	16.1%	21.5%	

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	
2	11.9%	17.0%	18.7%	8.7%	14.7%	18.5%	15.8%	19.5%	19.0%	
3	2.4%	5.3%	4.9%	0.0%	6.2%	7.4%	5.3%	4.2%	2.2%	
4+	0.0%	2.4%	2.4%	0.0%	3.9%	3.4%	0.0%	0.8%	1.4%	
Total(n)	42	247	577	23	129	298	19	118	279	
18 years or older										
0	51.2%	46.9%	47.2%	40.0%	42.0%	43.8%	66.7%	52.4%	50.8%	
1	18.6%	15.3%	15.6%	24.0%	17.4%	16.8%	11.1%	12.9%	14.4%	
2	27.9%	25.6%	23.6%	32.0%	26.8%	24.4%	22.2%	24.2%	22.7%	
3	2.3%	6.5%	7.2%	4.0%	7.2%	7.6%	0.0%	5.6%	6.7%	
4+	0.0%	5.7%	6.4%	0.0%	6.5%	7.3%	0.0%	4.8%	5.4%	
Total(n)	43	262	614	25	138	315	18	124	299	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	38.5%	8.0%	7.4%	50.0%	7.7%	6.7%	28.6%	8.3%	8.1%	
Satisfied	7.7%	9.0%	12.5%	0.0%	3.8%	12.7%	14.3%	14.6%	12.2%	
Marginally satisfied	0.0%	8.0%	9.3%	0.0%	7.7%	8.2%	0.0%	8.3%	10.6%	
Not satisfied	23.1%	20.0%	23.3%	33.3%	15.4%	17.2%	14.3%	25.0%	30.1%	
Not applicable	30.8%	55.0%	47.5%	16.7%	65.4%	55.2%	42.9%	43.8%	39.0%	
Total(n)	13	100	257	6	52	134	7	48	123	
Mean	3.00	1.95	2.09	3.33	1.73	1.99	2.71	2.19	2.20	
Standard deviation	1.83	1.31	1.32	1.86	1.24	1.33	1.89	1.36	1.30	
Significance	-	***	***	-	***	**	-			
Effect size	-	0.80	0.69	-	1.29	1.01	-	0.38	0.39	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	2.3%	0.6%	0.2%	4.2%	1.1%	0.4%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	1.1%	1.5%	0.0%	0.0%	0.8%	0.0%	2.4%	2.2%	
\$40,000 - \$49,999	0.0%	5.1%	2.7%	0.0%	3.2%	1.6%	0.0%	7.1%	4.0%	
\$50,000 - \$59,999	0.0%	9.6%	11.4%	0.0%	8.5%	10.9%	0.0%	10.7%	11.9%	
\$60,000 - \$69,999	4.7%	17.4%	19.8%	0.0%	14.9%	16.1%	10.5%	20.2%	23.8%	
\$70,000 - \$79,999	2.3%	11.2%	19.6%	0.0%	7.4%	16.5%	5.3%	15.5%	22.9%	
\$80,000 - \$89,999	14.0%	16.3%	13.5%	16.7%	18.1%	15.7%	10.5%	14.3%	11.0%	
\$90,000 - \$99,999	16.3%	8.4%	10.9%	16.7%	9.6%	12.1%	15.8%	7.1%	9.7%	
\$100,000 - \$124,999	46.5%	21.3%	14.1%	45.8%	25.5%	17.3%	47.4%	16.7%	10.6%	
\$125,000 - \$149,999	14.0%	6.7%	5.1%	16.7%	8.5%	6.5%	10.5%	4.8%	3.5%	
\$150,000 - \$199,999	0.0%	2.2%	1.3%	0.0%	3.2%	2.0%	0.0%	1.2%	0.4%	
\$200,000 - \$249,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	43	178	475	24	94	248	19	84	227	
Mean	10.21	8.75	8.46	10.25	9.15	8.79	10.16	8.31	8.10	
Standard deviation	1.90	2.23	2.00	2.19	2.25	2.05	1.50	2.15	1.88	
Significance	-	***	***	-	*	**	-	***	***	
Effect size	-	0.65	0.88	-	0.49	0.71	-	0.86	1.10	

2016-17 HERI Faculty Survey
Institutional Profile Report
 Full-Time Academic Administrators

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 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%	2.0%	2.0%	
\$40,000 - \$49,999	0.0%	1.0%	2.6%	0.0%	0.0%	2.2%	0.0%	2.0%	2.9%	
\$50,000 - \$59,999	0.0%	4.8%	4.7%	0.0%	1.8%	3.3%	0.0%	8.0%	5.9%	
\$60,000 - \$69,999	0.0%	3.8%	9.4%	0.0%	3.6%	5.6%	0.0%	4.0%	12.7%	
\$70,000 - \$79,999	0.0%	6.7%	9.9%	0.0%	9.1%	10.0%	0.0%	4.0%	9.8%	
\$80,000 - \$89,999	0.0%	13.3%	14.1%	0.0%	10.9%	11.1%	0.0%	16.0%	16.7%	
\$90,000 - \$99,999	0.0%	8.6%	7.3%	0.0%	3.6%	4.4%	0.0%	14.0%	9.8%	
\$100,000 - \$124,999	50.0%	19.0%	21.4%	50.0%	18.2%	23.3%	0.0%	20.0%	19.6%	
\$125,000 - \$149,999	50.0%	16.2%	13.5%	50.0%	16.4%	15.6%	0.0%	16.0%	11.8%	
\$150,000 - \$199,999	0.0%	20.0%	13.0%	0.0%	25.5%	17.8%	0.0%	14.0%	8.8%	
\$200,000 - \$249,999	0.0%	3.8%	2.1%	0.0%	7.3%	4.4%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	1.0%	0.5%	0.0%	1.8%	1.1%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	1.0%	0.5%	0.0%	1.8%	1.1%	0.0%	0.0%	0.0%	
Total(n)	2	105	192	2	55	90	0	50	102	

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	
Mean	11.50	10.70	10.02	11.50	11.29	10.66	.	10.04	9.45	
Standard deviation	0.71	2.34	2.40	0.71	2.22	2.36	.	2.32	2.30	
Significance	-			-			-			
Effect size	-	0.34	0.62	-	0.09	0.36	-			
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	
1984 - 1992	0.0%	1.1%	1.2%	0.0%	0.0%	0.6%	0.0%	2.3%	1.9%	
1979 - 1983	0.0%	4.0%	4.7%	0.0%	6.2%	5.7%	0.0%	1.5%	3.7%	
1974 - 1978	11.1%	11.2%	10.5%	8.0%	9.0%	9.8%	15.0%	13.5%	11.2%	
1969 - 1973	4.4%	10.8%	15.5%	4.0%	9.7%	13.4%	5.0%	12.0%	17.8%	
1964 - 1968	22.2%	19.1%	18.0%	24.0%	18.6%	19.0%	20.0%	19.5%	16.8%	
1959 - 1963	11.1%	12.9%	16.0%	12.0%	15.2%	16.4%	10.0%	10.5%	15.6%	
1954 - 1958	8.9%	19.8%	17.4%	16.0%	17.2%	17.0%	0.0%	22.6%	17.8%	
1949 - 1953	20.0%	14.4%	12.3%	16.0%	15.9%	12.8%	25.0%	12.8%	11.8%	
1944 - 1948	22.2%	6.1%	3.5%	20.0%	7.6%	3.9%	25.0%	4.5%	3.1%	
1920 - 1943	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	0.0%	0.8%	0.3%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	45	278	657	25	145	336	20	133	321	
Year of first academic appointment:										
1976 or earlier	13.0%	3.8%	2.6%	19.2%	5.9%	4.0%	5.0%	1.5%	1.2%	
1977 - 1981	8.7%	3.8%	4.1%	7.7%	4.6%	4.5%	10.0%	2.9%	3.6%	
1982 - 1986	10.9%	9.7%	7.0%	0.0%	10.5%	7.7%	25.0%	8.8%	6.3%	
1987 - 1991	8.7%	12.5%	12.8%	11.5%	11.2%	13.9%	5.0%	13.9%	11.7%	
1992 - 1996	17.4%	16.3%	14.9%	19.2%	16.4%	14.2%	15.0%	16.1%	15.6%	
1997 - 2001	17.4%	21.1%	19.0%	19.2%	19.7%	17.6%	15.0%	22.6%	20.4%	
2002 - 2006	10.9%	12.8%	16.0%	11.5%	12.5%	15.6%	10.0%	13.1%	16.5%	
2007 - 2011	8.7%	13.1%	16.2%	11.5%	13.8%	16.8%	5.0%	12.4%	15.6%	
2012 or more	4.3%	6.9%	7.4%	0.0%	5.3%	5.7%	10.0%	8.8%	9.3%	
Total(n)	46	289	686	26	152	352	20	137	334	
Year of appointment at present institution										
1976 or earlier	6.8%	2.1%	1.3%	12.0%	4.0%	2.3%	0.0%	0.0%	0.3%	
1977 - 1981	6.8%	3.1%	2.2%	8.0%	4.6%	2.9%	5.3%	1.5%	1.5%	
1982 - 1986	6.8%	5.2%	4.2%	8.0%	5.3%	5.4%	5.3%	5.1%	3.0%	
1987 - 1991	11.4%	11.1%	9.2%	8.0%	11.9%	9.1%	15.8%	10.2%	9.3%	
1992 - 1996	4.5%	10.8%	10.2%	4.0%	11.3%	10.0%	5.3%	10.2%	10.5%	
1997 - 2001	18.2%	19.1%	18.4%	20.0%	21.2%	19.7%	15.8%	16.8%	17.1%	
2002 - 2006	15.9%	19.4%	19.3%	12.0%	16.6%	15.7%	21.1%	22.6%	23.1%	
2007 - 2011	22.7%	18.8%	21.8%	24.0%	15.9%	22.9%	21.1%	21.9%	20.7%	
2012 or more	6.8%	10.4%	13.3%	4.0%	9.3%	12.0%	10.5%	11.7%	14.7%	
Total(n)	44	288	684	25	151	350	19	137	334	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
1977 - 1981	4.8%	0.9%	0.6%	8.0%	1.6%	1.0%	0.0%	0.0%	0.0%	

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	
1982 - 1986	7.1%	3.1%	1.7%	8.0%	4.9%	2.4%	5.9%	1.0%	0.8%	
1987 - 1991	4.8%	6.3%	5.6%	4.0%	5.7%	7.3%	5.9%	6.9%	3.5%	
1992 - 1996	11.9%	7.6%	6.9%	8.0%	8.2%	7.7%	17.6%	6.9%	5.9%	
1997 - 2001	11.9%	12.1%	11.5%	16.0%	15.6%	12.6%	5.9%	7.8%	10.2%	
2002 - 2006	16.7%	21.4%	20.7%	16.0%	23.0%	19.2%	17.6%	19.6%	22.4%	
2007 - 2011	23.8%	25.9%	25.4%	20.0%	19.7%	21.7%	29.4%	33.3%	29.5%	
2012 or more	19.0%	22.8%	27.6%	20.0%	21.3%	27.6%	17.6%	24.5%	27.6%	
Total(n)	42	224	540	25	122	286	17	102	254	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	0.0%	0.7%	1.2%	0.0%	1.3%	1.7%	0.0%	0.0%	0.6%	
Biological Sciences (General Area 5)	4.5%	6.7%	5.5%	4.2%	10.7%	8.6%	5.0%	2.2%	2.1%	
Business (General Area 6)	2.3%	4.6%	6.6%	0.0%	5.4%	8.9%	5.0%	3.7%	4.2%	
Education (General Area 10 and Specific Discipline 2102)	11.4%	13.7%	14.2%	20.8%	12.1%	11.5%	0.0%	15.4%	16.9%	
Engineering (General Area 11)	2.3%	2.8%	2.9%	4.2%	4.7%	4.6%	0.0%	0.7%	1.2%	
English (General Area 12)	6.8%	3.9%	6.2%	8.3%	3.4%	5.2%	5.0%	4.4%	7.3%	
Health-related (General Area 15)	4.5%	11.2%	9.4%	0.0%	7.4%	5.2%	10.0%	15.4%	13.9%	
History or Political Science (Specific Discipline 3007,3009)	2.3%	6.0%	5.2%	4.2%	8.1%	6.3%	0.0%	3.7%	3.9%	
Humanities (General Area 14,24)	13.6%	5.3%	4.6%	8.3%	3.4%	3.5%	20.0%	7.4%	5.7%	
Fine Arts (General Area 2,4,22)	11.4%	6.3%	6.8%	8.3%	6.7%	6.1%	15.0%	5.9%	7.6%	
Mathematics or Statistics (General Area 18)	2.3%	1.1%	2.4%	4.2%	0.7%	2.6%	0.0%	1.5%	2.1%	
Physical Sciences (General Area 25)	6.8%	4.6%	4.1%	12.5%	6.7%	6.1%	0.0%	2.2%	2.1%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.6%	15.1%	13.9%	12.5%	10.1%	10.7%	15.0%	20.6%	17.2%	
Other Technical (General Area 8,19,28)	2.3%	2.5%	2.5%	4.2%	4.0%	4.3%	0.0%	0.7%	0.6%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	15.9%	15.8%	14.6%	8.3%	15.4%	14.7%	25.0%	16.2%	14.5%	
Total(n)	44	285	678	24	149	347	20	136	331	
Aggregated Department										
Agriculture or Forestry (General Area 1)	0.0%	0.4%	0.7%	0.0%	0.7%	0.9%	0.0%	0.0%	0.6%	
Biological Sciences (General Area 5)	2.3%	6.3%	5.3%	4.2%	10.8%	9.2%	0.0%	1.5%	1.2%	
Business (General Area 6)	2.3%	6.3%	7.4%	0.0%	8.8%	10.4%	5.0%	3.7%	4.3%	
Education (General Area 10 and Specific Discipline 2102)	11.4%	7.4%	8.2%	16.7%	6.1%	7.8%	5.0%	8.8%	8.5%	
Engineering (General Area 11)	0.0%	2.8%	2.8%	0.0%	4.7%	4.6%	0.0%	0.7%	0.9%	
English (General Area 12)	9.1%	4.2%	5.6%	8.3%	3.4%	4.6%	10.0%	5.1%	6.7%	
Health-related (General Area 15)	4.5%	15.8%	13.4%	0.0%	9.5%	6.6%	10.0%	22.8%	20.4%	

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	
History or Political Science (Specific Discipline 3007,3009)	4.5%	5.6%	4.6%	8.3%	7.4%	5.8%	0.0%	3.7%	3.4%	
Humanities (General Area 14,24)	13.6%	4.6%	4.0%	8.3%	3.4%	3.5%	20.0%	5.9%	4.6%	
Fine Arts (General Area 2,4,22)	13.6%	7.4%	7.3%	12.5%	8.1%	6.6%	15.0%	6.6%	7.9%	
Mathematics or Statistics (General Area 18)	2.3%	1.1%	2.4%	4.2%	0.7%	2.3%	0.0%	1.5%	2.4%	
Physical Sciences (General Area 25)	6.8%	3.9%	3.7%	12.5%	6.1%	5.5%	0.0%	1.5%	1.8%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	9.1%	10.6%	11.9%	12.5%	8.1%	10.1%	5.0%	13.2%	13.7%	
Other Technical (General Area 8,19,28)	2.3%	2.8%	3.4%	4.2%	4.7%	5.2%	0.0%	0.7%	1.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	18.2%	20.8%	19.3%	8.3%	17.6%	16.8%	30.0%	24.3%	22.0%	
Total(n)	44	284	674	24	148	346	20	136	328	
Faculty works in a STEM department										
Yes	19.6%	33.0%	29.3%	23.1%	35.5%	32.4%	15.0%	30.2%	26.1%	
No	80.4%	67.0%	70.7%	76.9%	64.5%	67.6%	85.0%	69.8%	73.9%	
Total(n)	46	291	689	26	152	352	20	139	337	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 2										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 3										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 4										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 5										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 6										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 8										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 11										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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	
Total (n)	0			0			0			
Optional Question 12										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 14										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 15										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 18										
A	0.0%			0.0%			0.0%			

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	
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 19										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 20										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			

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	
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			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	
Full-time Undergraduate Faculty	21	380	530	7	194	239	14	186	291	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	100.0%	98.4%	96.4%	100.0%	97.4%	95.4%	100.0%	99.5%	97.3%	
No	0.0%	1.6%	3.6%	0.0%	2.6%	4.6%	0.0%	0.5%	2.7%	
Total(n)	21	380	530	7	194	239	14	186	291	
What is your present academic rank?										
Professor	57.1%	34.5%	32.5%	42.9%	43.8%	41.4%	64.3%	24.7%	25.1%	
Associate professor	19.0%	31.8%	29.6%	42.9%	28.9%	27.6%	7.1%	34.9%	31.3%	
Assistant professor	23.8%	27.4%	29.4%	14.3%	21.6%	23.8%	28.6%	33.3%	34.0%	
Lecturer	0.0%	2.4%	3.4%	0.0%	1.5%	2.9%	0.0%	3.2%	3.8%	
Instructor	0.0%	3.7%	4.9%	0.0%	3.6%	3.8%	0.0%	3.8%	5.8%	
Graduate Teaching Assistant	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Total(n)	21	380	530	7	194	239	14	186	291	
What is your tenure status at this institution?										
Tenured	71.4%	54.5%	53.6%	71.4%	61.9%	61.1%	71.4%	46.8%	47.4%	
On tenure track, but not tenured	28.6%	13.2%	16.4%	28.6%	12.4%	14.6%	28.6%	14.0%	17.9%	
Not on tenure track, but institution has tenure system	0.0%	32.4%	30.0%	0.0%	25.8%	24.3%	0.0%	39.2%	34.7%	
Institution has no tenure system	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	21	380	530	7	194	239	14	186	291	
Are you retired from this institution?										
Yes	0.0%	1.1%	0.9%	0.0%	1.0%	0.8%	0.0%	1.1%	1.0%	
No	100.0%	98.9%	99.1%	100.0%	99.0%	99.2%	100.0%	98.9%	99.0%	
Total(n)	21	379	529	7	193	238	14	186	291	
<u>PART-TIME ONLY</u>										
If given the choice, I would prefer to work full-time at this institution										
Yes	0.0%	40.0%	38.9%	0.0%	50.0%	50.0%	0.0%	0.0%	25.0%	
No	0.0%	60.0%	61.1%	0.0%	50.0%	50.0%	0.0%	100.0%	75.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Have you ever sought a full-time teaching position at this or another institution?										
Yes	0.0%	20.0%	27.8%	0.0%	25.0%	20.0%	0.0%	0.0%	37.5%	
No	0.0%	80.0%	72.2%	0.0%	75.0%	80.0%	0.0%	100.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
If yes above, how long ago did you pursue a full-time position at this or another institution?										
Currently seeking a position	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	
Within the last year	0.0%	100.0%	20.0%	0.0%	100.0%	50.0%	0.0%	0.0%	0.0%	
1 to 2 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
3 to 5 years ago	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
More than 5 years ago	0.0%	0.0%	60.0%	0.0%	0.0%	50.0%	0.0%	0.0%	66.7%	
Total(n)	0	1	5	0	1	2	0	0	3	
My full-time professional career is outside of academia										
Yes	0.0%	80.0%	44.4%	0.0%	75.0%	50.0%	0.0%	100.0%	37.5%	
No	0.0%	20.0%	55.6%	0.0%	25.0%	50.0%	0.0%	0.0%	62.5%	

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	
Total(n)	0	5	18	0	4	10	0	1	8	
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
My part-time position is an important source of income for me										
Strongly agree	0.0%	0.0%	27.8%	0.0%	0.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	40.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	10.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	40.0%	11.1%	0.0%	25.0%	10.0%	0.0%	100.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.00	2.94	.	2.25	3.00	.	1.00	2.88	
Standard deviation	.	1.00	0.94	.	0.96	0.94	.	.	0.99	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Compensation is not a major consideration in my decision to teach part-time										
Agree strongly	0.0%	20.0%	17.6%	0.0%	25.0%	11.1%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	80.0%	47.1%	0.0%	75.0%	55.6%	0.0%	100.0%	37.5%	
Disagree somewhat	0.0%	0.0%	17.6%	0.0%	0.0%	11.1%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	0.0%	17.6%	0.0%	0.0%	22.2%	0.0%	0.0%	12.5%	
Total(n)	0	5	17	0	4	9	0	1	8	
Mean	.	3.20	2.65	.	3.25	2.56	.	3.00	2.75	
Standard deviation	.	0.45	1.00	.	0.50	1.01	.	.	1.04	
Significance	-			-			-			

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	
Effect size	-			-			-			
Part-time teaching is a stepping-stone to a full-time position										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	33.3%	0.0%	50.0%	40.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	40.0%	44.4%	0.0%	25.0%	40.0%	0.0%	100.0%	50.0%	
Strongly disagree	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.28	.	2.25	2.20	.	2.00	2.38	
Standard deviation	.	0.84	0.83	.	0.96	0.79	.	.	0.92	
Significance	-			-			-			
Effect size	-			-			-			
My part-time position provides benefits (e.g. health insurance, retirement, etc.) that I need										
Strongly agree	0.0%	0.0%	33.3%	0.0%	0.0%	20.0%	0.0%	0.0%	50.0%	
Agree somewhat	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	100.0%	61.1%	0.0%	100.0%	80.0%	0.0%	100.0%	37.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.00	2.11	.	1.00	1.60	.	1.00	2.75	
Standard deviation	.	0.00	1.45	.	0.00	1.26	.	.	1.49	
Significance	-			-			-			
Effect size	-			-			-			
In considering your reasons for teaching part-time at this institution, please indicate your agreement with the following statements:										
Teaching part-time fits my current lifestyle										
Strongly agree	0.0%	40.0%	55.6%	0.0%	50.0%	40.0%	0.0%	0.0%	75.0%	
Agree somewhat	0.0%	60.0%	33.3%	0.0%	50.0%	40.0%	0.0%	100.0%	25.0%	
Disagree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.40	3.44	.	3.50	3.20	.	3.00	3.75	
Standard deviation	.	0.55	0.70	.	0.58	0.79	.	.	0.46	
Significance	-			-			-			
Effect size	-			-			-			
Full-time positions were not available										
Strongly agree	0.0%	20.0%	11.1%	0.0%	25.0%	10.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	20.0%	22.2%	0.0%	25.0%	20.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	20.0%	22.2%	0.0%	0.0%	30.0%	0.0%	100.0%	12.5%	
Strongly disagree	0.0%	40.0%	44.4%	0.0%	50.0%	40.0%	0.0%	0.0%	50.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.00	.	2.25	2.00	.	2.00	2.00	

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	
Standard deviation	.	1.30	1.08	.	1.50	1.05	.	.	1.20	
Significance	-			-			-			
Effect size	-			-			-			
My expertise in my chosen profession is relevant to the course(s) I teach										
Strongly agree	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	
Agree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	4.00	4.00	.	4.00	4.00	.	4.00	4.00	
Standard deviation	.	0.00	0.00	.	0.00	0.00	.	.	0.00	
Significance	-			-			-			
Effect size	-			-			-			
Mark all institutional resources available to you in your last term as part-time faculty										
Use of private office	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Shared office space	0.0%	0.0%	1.7%	0.0%	0.0%	1.3%	0.0%	0.0%	2.1%	
A personal computer	0.0%	0.5%	1.3%	0.0%	1.0%	1.3%	0.0%	0.0%	1.4%	
An email account	0.0%	1.6%	3.4%	0.0%	2.6%	4.2%	0.0%	0.5%	2.7%	
A phone/voicemail	0.0%	0.3%	1.3%	0.0%	0.5%	1.3%	0.0%	0.0%	1.4%	
Professional development funds	0.0%	0.5%	1.5%	0.0%	1.0%	1.7%	0.0%	0.0%	1.4%	
Printer access (i.e., free printing)	0.0%	0.8%	2.5%	0.0%	1.5%	2.9%	0.0%	0.0%	2.1%	
Total(n)	21	380	530	7	194	239	14	186	291	
Please indicate your agreement with the following statements:										
Are given specific training before teaching										
Strongly agree	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	22.2%	0.0%	0.0%	30.0%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	80.0%	50.0%	0.0%	75.0%	40.0%	0.0%	100.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.20	1.72	.	1.25	1.90	.	1.00	1.50	
Standard deviation	.	0.45	0.83	.	0.50	0.88	.	.	0.76	
Significance	-			-			-			
Effect size	-			-			-			
Rarely get hired into full-time positions										
Strongly agree	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	22.2%	0.0%	50.0%	40.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	20.0%	16.7%	0.0%	0.0%	10.0%	0.0%	100.0%	25.0%	
Strongly disagree	0.0%	20.0%	44.4%	0.0%	25.0%	30.0%	0.0%	0.0%	62.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.60	2.11	.	2.75	2.50	.	2.00	1.63	
Standard deviation	.	1.14	1.18	.	1.26	1.18	.	.	1.06	
Significance	-			-			-			

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Receive respect from students										
Strongly agree	0.0%	80.0%	61.1%	0.0%	75.0%	70.0%	0.0%	100.0%	50.0%	
Agree somewhat	0.0%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Disagree somewhat	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.80	3.44	.	3.75	3.70	.	4.00	3.13	
Standard deviation	.	0.45	0.86	.	0.50	0.48	.	.	1.13	
Significance	-			-			-			
Effect size	-			-			-			
Are primarily responsible for introductory classes										
Strongly agree	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	0.0%	17.6%	0.0%	0.0%	22.2%	0.0%	0.0%	12.5%	
Disagree somewhat	0.0%	60.0%	47.1%	0.0%	50.0%	44.4%	0.0%	100.0%	50.0%	
Strongly disagree	0.0%	40.0%	29.4%	0.0%	50.0%	33.3%	0.0%	0.0%	25.0%	
Total(n)	0	5	17	0	4	9	0	1	8	
Mean	.	1.60	2.00	.	1.50	1.89	.	2.00	2.13	
Standard deviation	.	0.55	0.87	.	0.58	0.78	.	.	0.99	
Significance	-			-			-			
Effect size	-			-			-			
Have no guarantee of employment security										
Strongly agree	0.0%	40.0%	27.8%	0.0%	50.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	60.0%	61.1%	0.0%	50.0%	70.0%	0.0%	100.0%	50.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.40	3.06	.	3.50	3.30	.	3.00	2.75	
Standard deviation	.	0.55	0.87	.	0.58	0.48	.	.	1.16	
Significance	-			-			-			

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	
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have access to support services										
Strongly agree	0.0%	20.0%	38.9%	0.0%	25.0%	20.0%	0.0%	0.0%	62.5%	
Agree somewhat	0.0%	40.0%	38.9%	0.0%	25.0%	50.0%	0.0%	100.0%	25.0%	
Disagree somewhat	0.0%	20.0%	16.7%	0.0%	25.0%	20.0%	0.0%	0.0%	12.5%	
Strongly disagree	0.0%	20.0%	5.6%	0.0%	25.0%	10.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.60	3.11	.	2.50	2.80	.	3.00	3.50	
Standard deviation	.	1.14	0.90	.	1.29	0.92	.	.	0.76	
Significance	-			-			-			
Effect size	-			-			-			
Are compensated for advising/counseling students										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	
Agree somewhat	0.0%	0.0%	11.1%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	
Disagree somewhat	0.0%	40.0%	22.2%	0.0%	25.0%	20.0%	0.0%	100.0%	25.0%	
Strongly disagree	0.0%	60.0%	61.1%	0.0%	75.0%	50.0%	0.0%	0.0%	75.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	1.40	1.61	.	1.25	1.90	.	2.00	1.25	
Standard deviation	.	0.55	0.92	.	0.50	1.10	.	.	0.46	
Significance	-			-			-			
Effect size	-			-			-			
Are required to attend meetings										
Strongly agree	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
Agree somewhat	0.0%	0.0%	35.3%	0.0%	0.0%	20.0%	0.0%	0.0%	57.1%	
Disagree somewhat	0.0%	20.0%	23.5%	0.0%	0.0%	30.0%	0.0%	100.0%	14.3%	
Strongly disagree	0.0%	80.0%	35.3%	0.0%	100.0%	50.0%	0.0%	0.0%	14.3%	
Total(n)	0	5	17	0	4	10	0	1	7	
Mean	.	1.20	2.12	.	1.00	1.70	.	2.00	2.71	
Standard deviation	.	0.45	0.99	.	0.00	0.82	.	.	0.95	
Significance	-			-			-			
Effect size	-			-			-			

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 your agreement with the following statements:										
Have good working relationships with the administration										
Strongly agree	0.0%	20.0%	27.8%	0.0%	25.0%	30.0%	0.0%	0.0%	25.0%	
Agree somewhat	0.0%	60.0%	55.6%	0.0%	50.0%	50.0%	0.0%	100.0%	62.5%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	3.00	3.06	.	3.00	3.10	.	3.00	3.00	
Standard deviation	.	0.71	0.80	.	0.82	0.74	.	.	0.93	
Significance	-			-			-			
Effect size	-			-			-			
Are respected by full-time faculty										
Strongly agree	0.0%	40.0%	52.9%	0.0%	50.0%	40.0%	0.0%	0.0%	71.4%	
Agree somewhat	0.0%	20.0%	23.5%	0.0%	0.0%	20.0%	0.0%	100.0%	28.6%	
Disagree somewhat	0.0%	20.0%	11.8%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	20.0%	11.8%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	17	0	4	10	0	1	7	
Mean	.	2.80	3.18	.	2.75	2.80	.	3.00	3.71	
Standard deviation	.	1.30	1.07	.	1.50	1.23	.	.	0.49	
Significance	-			-			-			
Effect size	-			-			-			
Are paid fairly										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	60.0%	55.6%	0.0%	50.0%	60.0%	0.0%	100.0%	50.0%	
Disagree somewhat	0.0%	0.0%	16.7%	0.0%	0.0%	10.0%	0.0%	0.0%	25.0%	
Strongly disagree	0.0%	40.0%	22.2%	0.0%	50.0%	30.0%	0.0%	0.0%	12.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.20	2.44	.	2.00	2.30	.	3.00	2.63	
Standard deviation	.	1.10	0.92	.	1.15	0.95	.	.	0.92	
Significance	-			-			-			
Effect size	-			-			-			
Please indicate your agreement with the following statements:										
Have input in course designs										
Strongly agree	0.0%	60.0%	38.9%	0.0%	50.0%	30.0%	0.0%	100.0%	50.0%	
Agree somewhat	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	
Disagree somewhat	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	40.0%	11.1%	0.0%	50.0%	20.0%	0.0%	0.0%	0.0%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.80	3.17	.	2.50	2.90	.	4.00	3.50	
Standard deviation	.	1.64	0.92	.	1.73	1.10	.	.	0.53	
Significance	-			-			-			
Effect size	-			-			-			

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 included in faculty governance										
Strongly agree	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
Agree somewhat	0.0%	40.0%	38.9%	0.0%	25.0%	30.0%	0.0%	100.0%	50.0%	
Disagree somewhat	0.0%	20.0%	11.1%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	
Strongly disagree	0.0%	40.0%	44.4%	0.0%	50.0%	50.0%	0.0%	0.0%	37.5%	
Total(n)	0	5	18	0	4	10	0	1	8	
Mean	.	2.00	2.06	.	1.75	1.80	.	3.00	2.38	
Standard deviation	.	1.00	1.06	.	0.96	0.92	.	.	1.19	
Significance	-			-			-			
Effect size	-			-			-			
Besides this institution, at how many other institutions do you teach?										
Mean	.	1.0	1.1	.	1.0	1.1	.	1.0	1.0	
Median	.	1	1	.	1	1	.	1	1	
Mode	.	1	1	.	1	1	.	1	1	
Total(n)	0	6	19	0	5	11	0	1	8	
For the current term, how far in advance of the beginning of the term did you receive your course assignments?										
More than three months	0.0%	16.7%	21.1%	0.0%	20.0%	27.3%	0.0%	0.0%	12.5%	
1-3 months	0.0%	33.3%	42.1%	0.0%	40.0%	36.4%	0.0%	0.0%	50.0%	
3-4 weeks	0.0%	50.0%	31.6%	0.0%	40.0%	27.3%	0.0%	100.0%	37.5%	
1-2 weeks	0.0%	0.0%	5.3%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	
Less than 1 week	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	6	19	0	5	11	0	1	8	
Mean	.	3.67	3.79	.	3.80	3.82	.	3.00	3.75	
Standard deviation	.	0.82	0.85	.	0.84	0.98	.	.	0.71	
Significance	-			-			-			
Effect Size	-			-			-			
END OF PART-TIME ONLY										
What is your principal activity in your current position at this institution?										
Administration	23.8%	13.9%	16.1%	42.9%	13.7%	13.6%	14.3%	14.1%	18.1%	
Teaching	71.4%	51.3%	57.7%	42.9%	46.8%	53.6%	85.7%	56.0%	61.1%	
Research	4.8%	25.9%	18.5%	14.3%	31.6%	25.5%	0.0%	20.1%	12.8%	
Services to clients and patients	0.0%	8.0%	6.3%	0.0%	6.8%	6.0%	0.0%	9.2%	6.6%	
Other	0.0%	0.8%	1.3%	0.0%	1.1%	1.3%	0.0%	0.5%	1.4%	
Total(n)	21	374	523	7	190	235	14	184	288	
Personally, how important to you is:										
Research										
Essential	72.2%	53.5%	47.2%	42.9%	57.9%	51.6%	90.9%	48.8%	43.5%	
Very important	22.2%	29.7%	34.3%	42.9%	31.5%	37.3%	9.1%	27.8%	31.8%	
Somewhat important	5.6%	15.0%	16.9%	14.3%	9.0%	9.7%	0.0%	21.6%	23.1%	
Not important	0.0%	1.8%	1.5%	0.0%	1.7%	1.4%	0.0%	1.9%	1.6%	
Total(n)	18	340	472	7	178	217	11	162	255	

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	
Teaching										
Essential	61.9%	68.4%	71.3%	57.1%	65.8%	67.7%	64.3%	71.2%	74.2%	
Very important	38.1%	27.3%	24.9%	42.9%	28.9%	27.2%	35.7%	25.5%	23.0%	
Somewhat important	0.0%	4.3%	3.8%	0.0%	5.3%	5.1%	0.0%	3.3%	2.8%	
Not important	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	21	374	522	7	190	235	14	184	287	
Personally, how important to you is:										
Service										
Essential	33.3%	30.5%	27.5%	42.9%	28.5%	25.7%	27.3%	32.7%	29.0%	
Very important	33.3%	44.0%	48.2%	14.3%	40.8%	42.7%	45.5%	47.5%	52.9%	
Somewhat important	33.3%	23.2%	22.2%	42.9%	26.3%	27.1%	27.3%	19.8%	18.0%	
Not important	0.0%	2.3%	2.1%	0.0%	4.5%	4.6%	0.0%	0.0%	0.0%	
Total(n)	18	341	473	7	179	218	11	162	255	
How many courses are you teaching this term?										
Mean	2.71	2.78	2.96	2.71	2.77	2.87	2.71	2.78	3.03	
Median	3	3	3	2	3	3	3	3	3	
Mode	2	2	3	2	2	3	2.00(a)	2	2.00(a)	

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	
Total(n)	21	378	528	7	193	238	14	185	290	
How many courses are you teaching this term are:										
General education courses										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	12	204	294	2	90	116	10	114	178	
Courses required for an undergraduate major										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	12	205	295	2	90	116	10	115	179	
Other undergraduate credit courses										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	12	203	293	2	90	116	10	113	177	
Developmental/remedial courses (not for credit)										
Mean	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	12	204	294	2	90	116	10	114	178	
Graduate courses										
Mean	2.19	2.34	2.42	2.29	2.32	2.36	2.14	2.37	2.47	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	21	319	457	7	163	205	14	156	252	
How many of these courses that you are teaching this term are being taught:										
At this institution										
Mean	2.19	2.30	2.38	2.29	2.27	2.32	2.14	2.34	2.43	
Median	2	2	2	2	2	2	2	2	2	
Mode	2	2	2	2	2	2	2	2	2	
Total(n)	21	309	444	7	160	200	14	149	244	
How many of these courses that you are teaching this term are being taught:										
At another institution										
Mean	1.00	1.13	1.13	1.00	1.12	1.14	1.00	1.13	1.12	
Median	1	1	1	1	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	16	252	363	4	123	156	12	129	207	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
Graduate courses	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	100.0%	100.0%	
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%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	61	73	0	31	34	0	30	39	
In the past year, have you worked with or taught undergraduate students at this institution?										
Yes	57.1%	40.4%	40.8%	85.7%	39.1%	40.7%	42.9%	41.8%	41.0%	
No	42.9%	59.6%	59.2%	14.3%	60.9%	59.3%	57.1%	58.2%	59.0%	
Total(n)	21	376	524	7	192	236	14	184	288	
In the past year, have you worked with or taught graduate students at this institution?										
Yes	95.2%	94.9%	95.4%	100.0%	96.9%	96.2%	92.9%	92.9%	94.8%	
No	4.8%	5.1%	4.6%	0.0%	3.1%	3.8%	7.1%	7.1%	5.2%	
Total(n)	21	374	520	7	191	234	14	183	286	
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 very large extent	45.0%	35.3%	33.9%	42.9%	36.5%	35.0%	46.2%	33.9%	33.0%	
To a large extent	25.0%	23.6%	22.9%	28.6%	25.3%	24.4%	23.1%	21.8%	21.6%	
To some extent	25.0%	24.2%	25.2%	14.3%	22.5%	24.9%	30.8%	26.1%	25.4%	
To a small extent	5.0%	10.5%	11.0%	14.3%	7.9%	8.8%	0.0%	13.3%	12.9%	
Not at all	0.0%	6.4%	7.1%	0.0%	7.9%	6.9%	0.0%	4.8%	7.2%	
Total(n)	20	343	481	7	178	217	13	165	264	
Mentored graduate students										
To a very large extent	50.0%	49.9%	51.4%	42.9%	50.6%	49.5%	53.8%	49.1%	52.9%	
To a large extent	25.0%	26.1%	25.8%	42.9%	25.6%	26.1%	15.4%	26.7%	25.5%	
To some extent	25.0%	16.2%	15.6%	14.3%	16.1%	16.5%	30.8%	16.4%	14.8%	
To a small extent	0.0%	4.6%	4.4%	0.0%	3.9%	3.7%	0.0%	5.5%	4.9%	
Not at all	0.0%	3.2%	2.9%	0.0%	3.9%	4.1%	0.0%	2.4%	1.9%	
Total(n)	20	345	481	7	180	218	13	165	263	
Helped graduate students access professional networks										
To a very large extent	35.0%	26.5%	26.6%	57.1%	25.0%	23.7%	23.1%	28.2%	28.9%	
To a large extent	40.0%	32.4%	31.4%	28.6%	32.4%	33.5%	46.2%	32.5%	29.7%	
To some extent	20.0%	24.8%	26.4%	14.3%	23.9%	24.7%	23.1%	25.8%	27.8%	
To a small extent	5.0%	9.1%	9.2%	0.0%	8.5%	9.3%	7.7%	9.8%	9.1%	
Not at all	0.0%	7.1%	6.5%	0.0%	10.2%	8.8%	0.0%	3.7%	4.6%	
Total(n)	20	339	478	7	176	215	13	163	263	
In the past two years, to what extent have you:										
Presented with graduate students at conferences										
To a very large extent	16.7%	15.5%	13.6%	33.3%	15.5%	14.6%	8.3%	15.5%	12.7%	
To a large extent	22.2%	11.6%	11.4%	16.7%	14.4%	14.6%	25.0%	8.7%	8.8%	
To some extent	11.1%	15.8%	16.9%	0.0%	17.2%	17.0%	16.7%	14.3%	16.9%	

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	
To a small extent	5.6%	11.6%	10.8%	0.0%	13.2%	12.3%	8.3%	9.9%	9.6%	
Not at all	44.4%	45.4%	47.2%	50.0%	39.7%	41.5%	41.7%	51.6%	51.9%	
Total(n)	18	335	472	6	174	212	12	161	260	
Published with graduate students										
To a very large extent	15.0%	15.9%	14.2%	28.6%	18.5%	16.6%	7.7%	13.0%	12.3%	

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	
To a large extent	25.0%	14.1%	11.9%	28.6%	15.2%	14.3%	23.1%	13.0%	10.0%	
To some extent	15.0%	17.1%	16.1%	0.0%	16.9%	16.1%	23.1%	17.3%	16.1%	
To a small extent	0.0%	9.7%	9.8%	0.0%	9.6%	9.7%	0.0%	9.9%	10.0%	
Not at all	45.0%	43.2%	47.9%	42.9%	39.9%	43.3%	46.2%	46.9%	51.7%	
Total(n)	20	340	478	7	178	217	13	162	261	
Included graduate students in research grant writing										
To a very large extent	10.0%	8.7%	7.0%	14.3%	10.0%	8.7%	7.7%	7.3%	5.7%	
To a large extent	15.0%	7.3%	5.8%	0.0%	6.7%	5.9%	23.1%	7.9%	5.7%	
To some extent	15.0%	14.2%	14.1%	14.3%	16.7%	16.9%	15.4%	11.6%	11.7%	
To a small extent	10.0%	10.2%	11.2%	14.3%	10.0%	10.5%	7.7%	10.4%	11.7%	
Not at all	50.0%	59.6%	61.9%	57.1%	56.7%	58.0%	46.2%	62.8%	65.2%	
Total(n)	20	344	483	7	180	219	13	164	264	
In the past two years, how many letters of recommendation have you written for graduate students?										
Mean	3.35	2.92	2.87	3.29	2.81	2.85	3.38	3.04	2.88	
Median	3	2	2	2	2	2	3	3	2	
Mode	2	2	2	2	2	2	3	2	2	
Total(n)	20	339	477	7	177	215	13	162	262	
In the past two years, how many times have you served on a master's thesis?										
Mean	2.75	3.07	3.13	3.00	3.06	3.11	2.62	3.08	3.15	
Median	1	1	1	3	1	1	1	1	1	
Mode	1	1	1	1.00(a)	1	1	1	1	1	
Total(n)	20	334	469	7	175	212	13	159	257	
In the past two years, how many times have you chaired a master's thesis?										
Mean	2.89	3.14	3.44	3.25	2.59	2.52	2.60	3.77	4.27	
Median	3	2	2	4	1	1	2	3	3	
Mode	4	1	1	1.00(a)	1	1	2.00(a)	1	1	
Total(n)	9	142	205	4	76	97	5	66	108	
In the past two years year, how many times have you served on a dissertation?										
Mean	4.95	3.49	3.27	5.57	3.66	3.45	4.62	3.31	3.12	
Median	2	1	1	5	2	2	2	1	1	
Mode	1	1	1	1	1	1	1.00(a)	1	1	
Total(n)	20	337	474	7	175	213	13	162	261	
In the past two years year, how many times have you chaired a dissertation?										
Mean	3.77	2.80	2.84	4.25	2.45	2.44	3.56	3.25	3.22	
Median	4	2	2	4	2	2	2	2	2	
Mode	1	1	1	4	1	1	1	1	1	
Total(n)	13	165	225	4	92	109	9	73	116	
Rate your agreement with the following statements:										
Graduate students in this program must compete for reeseach opportunities										
Strongly agree	35.0%	26.2%	23.0%	28.6%	31.1%	28.4%	38.5%	20.8%	18.5%	

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	
Agree somewhat	20.0%	28.9%	29.0%	28.6%	31.7%	31.5%	15.4%	25.7%	26.9%	
Disagree somewhat	10.0%	23.9%	24.6%	14.3%	22.4%	21.3%	7.7%	25.7%	27.3%	
Strongly disagree	35.0%	21.0%	23.4%	28.6%	14.9%	18.8%	38.5%	27.8%	27.3%	
Total(n)	20	305	435	7	161	197	13	144	238	
Mean	2.55	2.60	2.51	2.57	2.79	2.70	2.54	2.40	2.37	
Standard deviation	1.32	1.09	1.09	1.27	1.05	1.08	1.39	1.10	1.07	
Significance	-			-			-			
Effect size	-	-0.05	0.04	-	-0.21	-0.12	-	0.13	0.16	
It is important for graduate students in this program to spend at least one term as a teaching assistant to develop teaching skills										
Strongly agree	60.0%	30.5%	24.4%	42.9%	30.8%	27.2%	69.2%	30.1%	22.0%	
Agree somewhat	20.0%	35.8%	31.1%	42.9%	40.3%	38.5%	7.7%	30.8%	25.0%	
Disagree somewhat	10.0%	19.2%	23.2%	14.3%	17.0%	19.5%	7.7%	21.7%	26.3%	
Strongly disagree	10.0%	14.6%	21.3%	0.0%	11.9%	14.9%	15.4%	17.5%	26.7%	
Total(n)	20	302	431	7	159	195	13	143	236	
Mean	3.30	2.82	2.58	3.29	2.90	2.78	3.31	2.73	2.42	
Standard deviation	1.03	1.03	1.08	0.76	0.98	1.01	1.18	1.07	1.11	
Significance	-	*	**	-			-		**	
Effect size	-	0.47	0.67	-	0.40	0.50	-	0.54	0.80	
This graduate program enrolls too many international students										
Strongly agree	20.0%	8.0%	8.7%	28.6%	8.2%	8.3%	15.4%	7.7%	9.0%	
Agree somewhat	15.0%	19.6%	23.4%	14.3%	20.1%	21.2%	15.4%	19.0%	25.2%	
Disagree somewhat	55.0%	45.5%	43.6%	57.1%	45.3%	46.6%	53.8%	45.8%	41.0%	
Strongly disagree	10.0%	26.9%	24.4%	0.0%	26.4%	23.8%	15.4%	27.5%	24.8%	
Total(n)	20	301	427	7	159	193	13	142	234	
Mean	2.45	2.09	2.16	2.71	2.10	2.14	2.31	2.07	2.18	
Standard deviation	0.94	0.88	0.89	0.95	0.89	0.88	0.95	0.88	0.91	
Significance	-			-			-			
Effect size	-	0.41	0.33	-	0.69	0.65	-	0.27	0.14	
Rate your agreement with the following statements:										
Graduate students work well together in this program										
Strongly agree	47.4%	50.0%	52.1%	33.3%	47.0%	47.0%	53.8%	53.2%	56.1%	
Agree somewhat	52.6%	46.2%	43.5%	66.7%	48.3%	48.1%	46.2%	43.9%	39.9%	
Disagree somewhat	0.0%	2.4%	2.7%	0.0%	3.4%	3.9%	0.0%	1.4%	1.8%	
Strongly disagree	0.0%	1.4%	1.7%	0.0%	1.3%	1.1%	0.0%	1.4%	2.2%	
Total(n)	19	288	409	6	149	181	13	139	228	
Mean	3.47	3.45	3.46	3.33	3.41	3.41	3.54	3.49	3.50	

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	
Standard deviation	0.51	0.62	0.64	0.52	0.63	0.62	0.52	0.61	0.65	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	-0.13	-0.13	-	0.08	0.06	
I have encountered instances of academic dishonesty among graduate students										
Strongly agree	5.3%	7.4%	8.2%	0.0%	7.1%	7.3%	8.3%	7.8%	8.9%	
Agree somewhat	42.1%	27.9%	30.9%	57.1%	24.4%	24.6%	33.3%	31.9%	36.0%	
Disagree somewhat	21.1%	24.6%	23.4%	14.3%	25.6%	25.7%	25.0%	23.4%	21.6%	
Strongly disagree	31.6%	40.1%	37.5%	28.6%	42.9%	42.4%	33.3%	36.9%	33.5%	
Total(n)	19	297	427	7	156	191	12	141	236	
Mean	2.21	2.03	2.10	2.29	1.96	1.97	2.17	2.11	2.20	
Standard deviation	0.98	0.99	1.00	0.95	0.98	0.98	1.03	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.18	0.11	-	0.34	0.33	-	0.06	-0.03	
Rate your agreement with the following statements:										
Graduate students in this program are trained to conduct research responsibly and ethically										
Strongly agree	55.0%	58.1%	59.5%	71.4%	61.9%	60.0%	46.2%	54.1%	59.1%	
Agree somewhat	30.0%	32.5%	31.8%	14.3%	26.9%	27.7%	38.5%	38.5%	35.1%	
Disagree somewhat	10.0%	8.1%	7.3%	14.3%	10.6%	11.8%	7.7%	5.4%	3.7%	
Strongly disagree	5.0%	1.3%	1.4%	0.0%	0.6%	0.5%	7.7%	2.0%	2.1%	
Total(n)	20	308	437	7	160	195	13	148	242	
Mean	3.35	3.47	3.49	3.57	3.50	3.47	3.23	3.45	3.51	
Standard deviation	0.88	0.70	0.69	0.79	0.71	0.72	0.93	0.69	0.67	
Significance	-			-			-			
Effect size	-	-0.17	-0.20	-	0.10	0.14	-	-0.32	-0.42	
Graduate students in this program receive adequate instruction on becoming good teachers										
Strongly agree	20.0%	18.2%	18.1%	14.3%	19.1%	17.7%	23.1%	17.1%	18.3%	
Agree somewhat	55.0%	39.9%	36.8%	57.1%	42.0%	39.6%	53.8%	37.7%	34.6%	
Disagree somewhat	10.0%	29.7%	29.9%	0.0%	26.1%	29.2%	15.4%	33.6%	30.4%	
Strongly disagree	15.0%	12.2%	15.3%	28.6%	12.7%	13.5%	7.7%	11.6%	16.7%	
Total(n)	20	303	432	7	157	192	13	146	240	
Mean	2.80	2.64	2.58	2.57	2.68	2.61	2.92	2.60	2.55	
Standard deviation	0.95	0.92	0.96	1.13	0.93	0.93	0.86	0.91	0.98	
Significance	-			-			-			
Effect size	-	0.17	0.23	-	-0.12	-0.04	-	0.35	0.38	
Rate your agreement with the following statements:										
Graduate faculty in my department are good mentors										
Strongly agree	35.0%	45.2%	47.6%	0.0%	41.8%	41.2%	53.8%	49.0%	52.7%	
Agree somewhat	55.0%	46.9%	44.8%	100.0%	51.3%	51.5%	30.8%	42.2%	39.3%	
Disagree somewhat	0.0%	5.6%	5.8%	0.0%	4.4%	5.2%	0.0%	6.8%	6.3%	
Strongly disagree	10.0%	2.3%	1.8%	0.0%	2.5%	2.1%	15.4%	2.0%	1.7%	
Total(n)	20	305	433	7	158	194	13	147	239	

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	
Mean	3.15	3.35	3.38	3.00	3.32	3.32	3.23	3.38	3.43	
Standard deviation	0.88	0.69	0.68	0.00	0.68	0.67	1.09	0.71	0.69	
Significance	-			-			-			
Effect size	-	-0.29	-0.34	-	-0.47	-0.48	-	-0.21	-0.29	
Most graduate students in this program move on to faculty positions										
Strongly agree	0.0%	6.0%	4.4%	0.0%	5.7%	4.6%	0.0%	6.4%	4.3%	
Agree somewhat	40.0%	23.1%	18.9%	28.6%	24.1%	21.6%	46.2%	22.0%	16.7%	
Disagree somewhat	20.0%	34.4%	32.0%	14.3%	34.2%	33.0%	23.1%	34.8%	31.2%	
Strongly disagree	40.0%	36.5%	44.6%	57.1%	36.1%	40.7%	30.8%	36.9%	47.9%	
Total(n)	20	299	428	7	158	194	13	141	234	
Mean	2.00	1.99	1.83	1.71	1.99	1.90	2.15	1.98	1.77	
Standard deviation	0.92	0.92	0.89	0.95	0.91	0.90	0.90	0.92	0.88	
Significance	-			-			-			
Effect size	-	0.01	0.19	-	-0.31	-0.21	-	0.18	0.43	
Most graduate students in this program move into positions outside of academia										
Strongly agree	35.0%	41.8%	49.9%	28.6%	37.9%	41.6%	38.5%	46.2%	56.7%	
Agree somewhat	45.0%	39.9%	33.9%	57.1%	43.5%	40.6%	38.5%	35.9%	28.3%	
Disagree somewhat	20.0%	13.1%	11.2%	14.3%	12.4%	11.7%	23.1%	13.8%	10.8%	
Strongly disagree	0.0%	5.2%	5.0%	0.0%	6.2%	6.1%	0.0%	4.1%	4.2%	
Total(n)	20	306	437	7	161	197	13	145	240	
Mean	3.15	3.18	3.29	3.14	3.13	3.18	3.15	3.24	3.38	
Standard deviation	0.75	0.85	0.86	0.69	0.86	0.87	0.80	0.84	0.84	
Significance	-			-			-			
Effect size	-	-0.04	-0.16	-	0.01	-0.05	-	-0.11	-0.27	
During the past two years, have you engaged in any of the following activities?										
Advised student groups involved in service/volunteer work	47.6%	55.7%	57.3%	57.1%	51.6%	52.8%	42.9%	59.9%	60.8%	
Collaborated with the local community in research/teaching	50.0%	54.1%	58.4%	71.4%	48.4%	50.5%	38.5%	60.1%	64.7%	
Conducted research or writing focused on international/global issues	38.1%	31.0%	29.4%	42.9%	34.8%	33.5%	35.7%	27.1%	26.2%	

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	
Conducted research or writing focused on racial or ethnic minorities	65.0%	40.5%	36.5%	71.4%	40.1%	37.4%	61.5%	40.9%	35.7%	
Conducted research or writing focused on women and gender issues	35.0%	28.2%	26.1%	28.6%	24.5%	23.2%	38.5%	32.0%	28.4%	
Conducted research or writing focused on Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) issues	21.1%	12.8%	11.6%	33.3%	11.1%	9.4%	15.4%	14.5%	13.3%	
Conducted research or writing focused on biomedical science fields	16.7%	39.5%	34.9%	0.0%	44.2%	40.0%	25.0%	34.7%	30.7%	
Engaged in academic research that spans multiple disciplines	76.2%	74.7%	69.2%	71.4%	74.4%	70.4%	78.6%	75.0%	68.4%	
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	55.0%	49.8%	47.9%	33.3%	49.7%	50.8%	64.3%	50.0%	45.6%	
Written research grants	81.0%	58.6%	52.5%	71.4%	59.7%	55.1%	85.7%	57.4%	50.4%	
Received funding for your work from foundations	28.6%	31.9%	28.7%	28.6%	31.2%	30.6%	28.6%	32.7%	27.2%	
Received funding for your work from state or federal government	19.0%	34.0%	29.0%	14.3%	35.2%	30.8%	21.4%	32.7%	27.7%	
Received funding for your work from business or industry	14.3%	17.0%	14.3%	28.6%	23.5%	21.9%	7.1%	10.5%	8.4%	
Total(n)	21	305	441	7	153	192	14	152	249	

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 engaged in any of the following activities?										
Taught an honors course	4.8%	9.4%	9.0%	0.0%	10.3%	10.8%	7.1%	8.4%	7.6%	
Taught an interdisciplinary course	23.8%	33.8%	30.6%	14.3%	37.3%	35.0%	28.6%	30.1%	27.2%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ studies)	14.3%	6.1%	7.2%	14.3%	1.9%	2.1%	14.3%	10.3%	11.2%	
Taught a service learning course	10.0%	13.5%	18.8%	14.3%	12.7%	14.8%	7.7%	14.4%	21.9%	
Taught a course exclusively online	33.3%	22.6%	30.4%	42.9%	19.7%	22.1%	28.6%	25.5%	37.0%	
Participated in organized activities around enhancing pedagogy and student learning	66.7%	56.1%	61.6%	85.7%	49.0%	52.8%	57.1%	63.2%	68.3%	
Taught a seminar for first-year students	0.0%	12.9%	12.4%	0.0%	14.1%	13.4%	0.0%	11.8%	11.6%	
Participated in the development of curriculum (enhancing an existing course or creating a new one)	90.5%	82.3%	86.1%	100.0%	75.0%	77.8%	85.7%	89.8%	92.5%	
Total(n)	21	317	453	7	160	198	14	157	255	
In the past two years, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent	9.5%	3.6%	2.7%	14.3%	3.2%	2.6%	7.1%	3.9%	2.8%	
To a large extent	4.8%	2.9%	2.7%	14.3%	2.6%	2.6%	0.0%	3.2%	2.8%	
To some extent	9.5%	9.7%	8.6%	0.0%	9.7%	8.8%	14.3%	9.7%	8.4%	
To a small extent	9.5%	7.1%	6.3%	14.3%	7.7%	7.8%	7.1%	6.5%	5.2%	
Not at all	66.7%	76.7%	79.7%	57.1%	76.8%	78.2%	71.4%	76.6%	80.8%	
Total(n)	21	309	443	7	155	193	14	154	250	
Published with undergraduates										
To a very large extent	4.8%	2.3%	1.6%	0.0%	3.2%	2.6%	7.1%	1.3%	0.8%	
To a large extent	0.0%	3.9%	3.0%	0.0%	1.3%	1.6%	0.0%	6.5%	4.0%	

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	
To some extent	4.8%	8.1%	6.8%	14.3%	10.4%	9.4%	0.0%	5.9%	4.9%	
To a small extent	9.5%	6.2%	4.8%	14.3%	8.4%	7.3%	7.1%	3.9%	2.8%	
Not at all	81.0%	79.5%	83.8%	71.4%	76.6%	79.2%	85.7%	82.4%	87.4%	
Total(n)	21	307	439	7	154	192	14	153	247	
Engaged undergraduates on your research projects										
To a very large extent	4.8%	7.1%	5.9%	0.0%	7.1%	6.8%	7.1%	7.1%	5.2%	
To a large extent	9.5%	12.0%	9.5%	14.3%	13.0%	10.9%	7.1%	11.0%	8.4%	
To some extent	9.5%	11.7%	11.3%	14.3%	11.0%	11.5%	7.1%	12.3%	11.2%	
To a small extent	19.0%	9.4%	7.4%	14.3%	11.7%	9.4%	21.4%	7.1%	6.0%	
Not at all	57.1%	59.9%	65.9%	57.1%	57.1%	61.5%	57.1%	62.6%	69.3%	
Total(n)	21	309	443	7	154	192	14	155	251	
Worked with undergraduates on their research projects										
To a very large extent	4.8%	6.5%	5.2%	0.0%	5.8%	5.7%	7.1%	7.1%	4.8%	
To a large extent	4.8%	6.8%	6.3%	14.3%	9.0%	8.3%	0.0%	4.5%	4.8%	
To some extent	4.8%	11.6%	10.6%	0.0%	13.5%	13.0%	7.1%	9.7%	8.8%	
To a small extent	14.3%	8.7%	8.4%	0.0%	7.7%	7.3%	21.4%	9.7%	9.2%	
Not at all	71.4%	66.5%	69.5%	85.7%	63.9%	65.8%	64.3%	69.0%	72.4%	
Total(n)	21	310	443	7	155	193	14	155	250	
How would you rate the overall experience of working with undergraduates on research projects?										
Excellent	9.5%	8.3%	8.0%	14.3%	6.3%	6.6%	7.1%	10.3%	9.1%	
Good	23.8%	25.2%	22.9%	28.6%	27.8%	26.0%	21.4%	22.4%	20.6%	
Fair	4.8%	11.1%	9.8%	0.0%	12.7%	11.2%	7.1%	9.6%	8.7%	
Poor	0.0%	1.0%	0.9%	0.0%	1.3%	1.0%	0.0%	0.6%	0.8%	
I have not worked with undergraduates on research projects	61.9%	54.5%	58.4%	57.1%	51.9%	55.1%	64.3%	57.1%	60.9%	
Total(n)	21	314	449	7	158	196	14	156	253	
How many undergraduate students do you advise?										
Mean	5.62	2.44	2.57	9.00	2.41	2.61	3.93	2.48	2.55	
Median	1	1	1	12	1	1	1	1	1	
Mode	1	1	1	1	1	1	1	1	1	
Total(n)	21	313	448	7	158	196	14	155	252	
With respect to your undergraduate advisees, how often have you:										
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)										
Frequently	75.0%	39.4%	40.5%	50.0%	33.3%	33.3%	100.0%	47.5%	49.1%	
Occasionally	25.0%	35.1%	37.9%	50.0%	33.3%	36.5%	0.0%	37.5%	39.6%	
Not at All	0.0%	25.5%	21.6%	0.0%	33.3%	30.2%	0.0%	15.0%	11.3%	
Total(n)	8	94	116	4	54	63	4	40	53	
Mean	2.75	2.14	2.19	2.50	2.00	2.03	3.00	2.33	2.38	
Standard deviation	0.46	0.80	0.77	0.58	0.82	0.80	0.00	0.73	0.69	

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	-	0.76	0.73	-	0.61	0.59	-	0.92	0.90	
Helped them plan their course of study										
Frequently	100.0%	38.0%	43.0%	100.0%	32.1%	37.1%	100.0%	46.2%	50.0%	
Occasionally	0.0%	31.5%	30.7%	0.0%	32.1%	29.0%	0.0%	30.8%	32.7%	
Not at All	0.0%	30.4%	26.3%	0.0%	35.8%	33.9%	0.0%	23.1%	17.3%	
Total(n)	8	92	114	4	53	62	4	39	52	
Mean	3.00	2.08	2.17	3.00	1.96	2.03	3.00	2.23	2.33	
Standard deviation	0.00	0.83	0.82	0.00	0.83	0.85	0.00	0.81	0.76	
Significance	-	**	**	-	*	*	-			
Effect size	-	1.11	1.01	-	1.25	1.14	-	0.95	0.88	
Discussed their academic performance										
Frequently	87.5%	41.9%	42.1%	100.0%	35.2%	34.9%	75.0%	51.3%	51.0%	
Occasionally	12.5%	46.2%	48.2%	0.0%	48.1%	50.8%	25.0%	43.6%	45.1%	
Not at All	0.0%	11.8%	9.6%	0.0%	16.7%	14.3%	0.0%	5.1%	3.9%	
Total(n)	8	93	114	4	54	63	4	39	51	
Mean	2.88	2.30	2.32	3.00	2.19	2.21	2.75	2.46	2.47	
Standard deviation	0.35	0.67	0.64	0.00	0.70	0.68	0.50	0.60	0.58	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.87	0.88	-	1.16	1.16	-	0.48	0.48	
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)										
Frequently	62.5%	50.5%	49.6%	50.0%	42.6%	42.9%	75.0%	61.5%	57.7%	
Occasionally	37.5%	36.6%	38.3%	50.0%	40.7%	42.9%	25.0%	30.8%	32.7%	
Not at All	0.0%	12.9%	12.2%	0.0%	16.7%	14.3%	0.0%	7.7%	9.6%	
Total(n)	8	93	115	4	54	63	4	39	52	
Mean	2.63	2.38	2.37	2.50	2.26	2.29	2.75	2.54	2.48	
Standard deviation	0.52	0.71	0.69	0.58	0.73	0.71	0.50	0.64	0.67	
Significance	-			-			-			
Effect size	-	0.35	0.38	-	0.33	0.30	-	0.33	0.40	
Discussed career and post-graduation goals										
Frequently	62.5%	61.3%	61.7%	50.0%	51.9%	50.8%	75.0%	74.4%	75.0%	
Occasionally	37.5%	35.5%	34.8%	50.0%	42.6%	44.4%	25.0%	25.6%	23.1%	
Not at All	0.0%	3.2%	3.5%	0.0%	5.6%	4.8%	0.0%	0.0%	1.9%	
Total(n)	8	93	115	4	54	63	4	39	52	
Mean	2.63	2.58	2.58	2.50	2.46	2.46	2.75	2.74	2.73	
Standard deviation	0.52	0.56	0.56	0.58	0.61	0.59	0.50	0.44	0.49	
Significance	-			-			-			
Effect size	-	0.09	0.09	-	0.07	0.07	-	0.02	0.04	
Have you engaged in any of the following professional development opportunities at your institution?										
Funded workshops outside the institution focused on teaching										
Yes	42.9%	48.0%	56.6%	42.9%	36.4%	41.8%	42.9%	59.7%	67.9%	
No	47.6%	47.3%	39.3%	57.1%	57.6%	53.4%	42.9%	36.9%	28.5%	

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	
Not eligible	0.0%	2.0%	1.6%	0.0%	3.3%	2.6%	0.0%	0.7%	0.8%	
Not available	9.5%	2.7%	2.5%	0.0%	2.6%	2.1%	14.3%	2.7%	2.8%	
Total(n)	21	300	435	7	151	189	14	149	246	
Funded workshops outside the institution focused on research skills development										
Yes	14.3%	20.3%	22.1%	14.3%	14.2%	15.1%	14.3%	26.4%	27.5%	
No	61.9%	72.0%	69.3%	71.4%	78.4%	78.0%	57.1%	65.5%	62.7%	
Not eligible	0.0%	2.4%	2.1%	0.0%	3.4%	2.7%	0.0%	1.4%	1.6%	
Not available	23.8%	5.4%	6.5%	14.3%	4.1%	4.3%	28.6%	6.8%	8.2%	
Total(n)	21	296	430	7	148	186	14	148	244	
Funded workshops outside the institution focused on grant writing										
Yes	10.0%	17.2%	15.0%	0.0%	12.0%	11.3%	15.4%	22.4%	17.8%	
No	75.0%	77.1%	78.0%	85.7%	82.0%	82.8%	69.2%	72.1%	74.3%	
Not eligible	0.0%	2.0%	1.6%	0.0%	2.0%	1.6%	0.0%	2.0%	1.7%	
Not available	15.0%	3.7%	5.4%	14.3%	4.0%	4.3%	15.4%	3.4%	6.2%	
Total(n)	20	297	427	7	150	186	13	147	241	
Paid sabbatical leave										
Yes	0.0%	9.7%	10.2%	0.0%	12.7%	13.9%	0.0%	6.8%	7.4%	
No	76.2%	68.5%	66.8%	100.0%	74.0%	71.1%	64.3%	62.8%	63.5%	
Not eligible	14.3%	15.4%	17.2%	0.0%	8.7%	11.2%	21.4%	22.3%	21.7%	
Not available	9.5%	6.4%	5.8%	0.0%	4.7%	3.7%	14.3%	8.1%	7.4%	
Total(n)	21	298	431	7	150	187	14	148	244	
Travel funds paid by the institution										
Yes	90.5%	56.4%	62.0%	100.0%	45.1%	50.8%	85.7%	68.0%	70.7%	
No	9.5%	36.3%	30.4%	0.0%	48.4%	42.9%	14.3%	24.0%	20.7%	
Not eligible	0.0%	3.3%	3.2%	0.0%	2.0%	2.6%	0.0%	4.7%	3.7%	
Not available	0.0%	4.0%	4.3%	0.0%	4.6%	3.7%	0.0%	3.3%	4.9%	
Total(n)	21	303	437	7	153	191	14	150	246	
Internal grants for research										
Yes	33.3%	29.9%	30.6%	28.6%	28.9%	30.0%	35.7%	30.9%	31.0%	
No	61.9%	64.5%	63.2%	71.4%	67.8%	67.4%	57.1%	61.1%	60.0%	
Not eligible	0.0%	3.3%	2.8%	0.0%	1.3%	1.1%	0.0%	5.4%	4.1%	
Not available	4.8%	2.3%	3.4%	0.0%	2.0%	1.6%	7.1%	2.7%	4.9%	
Total(n)	21	301	435	7	152	190	14	149	245	
Training for administrative leadership										
Yes	9.5%	13.4%	18.8%	0.0%	11.8%	15.3%	14.3%	15.0%	21.5%	
No	61.9%	72.6%	66.4%	85.7%	78.3%	74.2%	50.0%	66.7%	60.3%	
Not eligible	9.5%	3.7%	4.9%	0.0%	2.0%	3.2%	14.3%	5.4%	6.2%	
Not available	19.0%	10.4%	10.0%	14.3%	7.9%	7.4%	21.4%	12.9%	12.0%	
Total(n)	21	299	432	7	152	190	14	147	242	
Received incentives to develop new courses										
Yes	4.8%	8.9%	12.6%	14.3%	9.5%	11.4%	0.0%	8.2%	13.6%	
No	52.4%	74.4%	70.5%	57.1%	78.2%	75.7%	50.0%	70.5%	66.5%	
Not eligible	0.0%	2.0%	2.3%	0.0%	2.0%	2.2%	0.0%	2.1%	2.5%	
Not available	42.9%	14.7%	14.5%	28.6%	10.2%	10.8%	50.0%	19.2%	17.4%	
Total(n)	21	293	427	7	147	185	14	146	242	

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	9.5%	17.4%	21.8%	14.3%	14.7%	19.1%	7.1%	20.3%	23.8%	
No	47.6%	69.8%	64.8%	57.1%	78.0%	72.3%	42.9%	61.5%	59.0%	
Not eligible	0.0%	1.0%	1.6%	0.0%	0.0%	0.5%	0.0%	2.0%	2.5%	
Not available	42.9%	11.7%	11.8%	28.6%	7.3%	8.0%	50.0%	16.2%	14.8%	
Total(n)	21	298	432	7	150	188	14	148	244	
Received resources to integrate culturally-competent practices into your classroom										
Yes	14.3%	17.3%	25.6%	14.3%	10.1%	13.5%	14.3%	24.5%	34.8%	
No	52.4%	69.8%	62.7%	57.1%	77.7%	76.8%	50.0%	61.9%	52.0%	
Not eligible	0.0%	1.0%	0.9%	0.0%	0.7%	0.5%	0.0%	1.4%	1.2%	
Not available	33.3%	11.9%	10.7%	28.6%	11.5%	9.2%	35.7%	12.2%	11.9%	
Total(n)	21	295	429	7	148	185	14	147	244	
How many of the following have you published?										
Articles in academic or professional journals										
None	0.0%	7.5%	11.3%	0.0%	6.5%	7.8%	0.0%	8.6%	14.1%	
1-2	4.8%	15.4%	17.7%	0.0%	12.3%	15.6%	7.1%	18.5%	19.3%	
3-4	0.0%	9.5%	10.7%	0.0%	5.8%	4.7%	0.0%	13.2%	15.3%	
5-10	14.3%	16.1%	16.6%	0.0%	16.2%	16.1%	21.4%	15.9%	16.9%	
11-20	33.3%	15.1%	15.4%	57.1%	14.3%	15.6%	21.4%	15.9%	15.3%	
21-50	38.1%	21.3%	17.5%	42.9%	25.3%	23.4%	35.7%	17.2%	12.9%	
51+	9.5%	15.1%	10.9%	0.0%	19.5%	16.7%	14.3%	10.6%	6.4%	
Total(n)	21	305	441	7	154	192	14	151	249	
Mean	5.29	4.40	4.03	5.43	4.73	4.53	5.21	4.06	3.64	
Standard deviation	1.15	1.90	1.92	0.53	1.88	1.93	1.37	1.86	1.82	
Significance	-	*	**	-	-	-	-	*	**	
Effect size	-	0.47	0.66	-	0.37	0.47	-	0.62	0.86	
Chapters in edited volumes										
None	26.3%	34.9%	41.5%	42.9%	32.9%	37.9%	16.7%	37.0%	44.2%	
1-2	21.1%	27.4%	26.4%	14.3%	24.0%	23.6%	25.0%	30.8%	28.5%	
3-4	21.1%	15.8%	14.6%	0.0%	17.8%	15.9%	33.3%	13.7%	13.6%	
5-10	15.8%	12.7%	10.4%	28.6%	14.4%	13.2%	8.3%	11.0%	8.3%	
11-20	10.5%	6.2%	5.0%	14.3%	6.8%	6.0%	8.3%	5.5%	4.1%	
21-50	5.3%	3.1%	2.1%	0.0%	4.1%	3.3%	8.3%	2.1%	1.2%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	19	292	424	7	146	182	12	146	242	
Mean	2.79	2.37	2.17	2.57	2.51	2.36	2.92	2.23	2.03	
Standard deviation	1.55	1.39	1.32	1.72	1.45	1.42	1.51	1.31	1.22	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	0.30	0.47	-	0.04	0.15	-	0.53	0.73	

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	47.6%	62.0%	66.1%	57.1%	55.2%	58.8%	42.9%	68.7%	71.5%	
1-2	38.1%	24.7%	22.2%	28.6%	27.6%	24.2%	42.9%	22.0%	20.7%	
3-4	9.5%	8.8%	7.2%	14.3%	12.4%	11.0%	7.1%	5.3%	4.5%	
5-10	0.0%	2.7%	3.0%	0.0%	4.1%	4.9%	0.0%	1.3%	1.6%	
11-20	4.8%	1.4%	0.9%	0.0%	0.7%	0.5%	7.1%	2.0%	1.2%	
21-50	0.0%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	
51+	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.4%	
Total(n)	21	295	428	7	145	182	14	150	246	
Mean	1.76	1.58	1.52	1.57	1.68	1.66	1.86	1.49	1.42	
Standard deviation	1.00	0.92	0.90	0.79	0.90	0.96	1.10	0.94	0.84	
Significance	-			-			-			
Effect size	-	0.20	0.27	-	-0.12	-0.09	-	0.39	0.52	
Other, such as patents or computer software products										
None	73.7%	75.9%	79.8%	57.1%	66.4%	70.7%	83.3%	85.6%	86.9%	
1-2	5.3%	13.6%	11.6%	14.3%	19.5%	16.8%	0.0%	7.5%	7.6%	
3-4	15.8%	5.8%	5.0%	28.6%	6.7%	6.0%	8.3%	4.8%	4.2%	
5-10	0.0%	1.7%	1.4%	0.0%	2.7%	2.7%	0.0%	0.7%	0.4%	
11-20	0.0%	1.4%	1.0%	0.0%	2.0%	1.6%	0.0%	0.7%	0.4%	
21-50	0.0%	1.0%	0.7%	0.0%	2.0%	1.6%	0.0%	0.0%	0.0%	
51+	5.3%	0.7%	0.5%	0.0%	0.7%	0.5%	8.3%	0.7%	0.4%	
Total(n)	19	295	421	7	149	184	12	146	237	
Mean	1.68	1.45	1.36	1.71	1.63	1.55	1.67	1.26	1.22	
Standard deviation	1.49	1.02	0.90	0.95	1.18	1.11	1.78	0.79	0.68	
Significance	-			-			-		*	
Effect size	-	0.23	0.36	-	0.07	0.14	-	0.52	0.66	
In the past <u>three</u> years, how many exhibitions or performances in the fine or applied arts have you presented?										
None	95.2%	93.8%	93.6%	100.0%	94.1%	93.2%	92.9%	93.4%	94.0%	
1-2	0.0%	2.6%	3.0%	0.0%	2.6%	3.1%	0.0%	2.6%	2.8%	
3-4	0.0%	1.3%	1.6%	0.0%	2.0%	2.6%	0.0%	0.7%	0.8%	
5-10	0.0%	1.3%	0.9%	0.0%	1.3%	1.0%	0.0%	1.3%	0.8%	
11-20	0.0%	0.3%	0.5%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	
21+	4.8%	0.7%	0.5%	0.0%	0.0%	0.0%	7.1%	1.3%	0.8%	
Total(n)	21	304	440	7	153	191	14	151	249	
Mean	1.24	1.14	1.13	1.00	1.10	1.12	1.36	1.17	1.14	
Standard deviation	1.09	0.63	0.59	0.00	0.46	0.47	1.34	0.76	0.67	
Significance	-			-			-			
Effect size	-	0.16	0.19	-	-0.22	-0.26	-	0.25	0.33	
How many these exhibitions or performances in the fine or applied arts were:										
Solo/Individual										
None	0.0%	56.3%	52.2%	0.0%	62.5%	66.7%	0.0%	50.0%	36.4%	

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		
1-2	0.0%	12.5%	21.7%	0.0%	12.5%	16.7%	0.0%	12.5%	27.3%		
3-4	0.0%	12.5%	13.0%	0.0%	12.5%	8.3%	0.0%	12.5%	18.2%		
5-10	0.0%	12.5%	8.7%	0.0%	12.5%	8.3%	0.0%	12.5%	9.1%		
11-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
21+	100.0%	6.3%	4.3%	0.0%	0.0%	0.0%	100.0%	12.5%	9.1%		
Total(n)	1	16	23	0	8	12	1	8	11		
Mean	6.00	2.06	1.96	.	1.75	1.58	6.00	2.38	2.36		
Standard deviation	.	1.53	1.33	.	1.16	1.00	.	1.85	1.57		
Significance	-			-			-				
Effect size	-	2.58	3.04	-			-	1.96	2.32		
How many these exhibitions or performances in the fine or applied arts were:											
Collaborative											
None	0.0%	22.2%	23.1%	0.0%	37.5%	25.0%	0.0%	10.0%	21.4%		
1-2	0.0%	38.9%	38.5%	0.0%	37.5%	41.7%	0.0%	40.0%	35.7%		
3-4	0.0%	16.7%	19.2%	0.0%	25.0%	33.3%	0.0%	10.0%	7.1%		
5-10	0.0%	5.6%	3.8%	0.0%	0.0%	0.0%	0.0%	10.0%	7.1%		
11-20	0.0%	5.6%	7.7%	0.0%	0.0%	0.0%	0.0%	10.0%	14.3%		
21+	100.0%	11.1%	7.7%	0.0%	0.0%	0.0%	100.0%	20.0%	14.3%		
Total(n)	1	18	26	0	8	12	1	10	14		
Mean	6.00	2.67	2.58	.	1.88	2.08	6.00	3.30	3.00		
Standard deviation	.	1.61	1.50	.	0.83	0.79	.	1.83	1.84		
Significance	-			-			-				
Effect size	-	2.07	2.28	-			-	1.48	1.63		
In the past <u>three</u> years, how many of your professional writings have been published or accepted for publication?											
None	9.5%	12.4%	16.6%	0.0%	10.5%	12.1%	14.3%	14.4%	19.9%		
1	4.8%	9.5%	10.9%	14.3%	9.8%	10.5%	0.0%	9.2%	11.2%		
2	9.5%	14.1%	14.1%	0.0%	15.0%	14.7%	14.3%	13.1%	13.5%		
3	4.8%	9.5%	10.9%	14.3%	9.2%	11.6%	0.0%	9.8%	10.4%		
4	9.5%	7.8%	8.4%	14.3%	5.2%	5.3%	7.1%	10.5%	10.8%		
5	14.3%	9.5%	9.1%	0.0%	10.5%	9.5%	21.4%	8.5%	8.8%		
6	9.5%	6.5%	5.7%	14.3%	5.9%	5.8%	7.1%	7.2%	5.6%		
7-10	23.8%	15.0%	12.0%	14.3%	17.0%	15.3%	28.6%	13.1%	9.6%		
More than 10	14.3%	15.7%	12.5%	28.6%	17.0%	15.3%	7.1%	14.4%	10.4%		
Total(n)	21	306	441	7	153	190	14	153	251		
Mean	5.86	5.15	4.68	6.29	5.31	5.07	5.64	4.99	4.39		
Standard deviation	2.63	2.78	2.76	2.69	2.79	2.79	2.68	2.76	2.71		
Significance	-			-			-				
Effect size	-	0.26	0.43	-	0.35	0.44	-	0.24	0.46		
How many of these publications in the past three years have been solo-authored?											
None	29.4%	48.8%	47.5%	20.0%	51.4%	49.2%	33.3%	46.3%	46.1%		
1	17.6%	20.0%	21.9%	20.0%	20.6%	22.7%	16.7%	19.4%	21.2%		
2	23.5%	9.3%	10.8%	20.0%	5.6%	5.3%	25.0%	13.0%	15.2%		
3	5.9%	8.4%	8.1%	20.0%	8.4%	9.8%	0.0%	8.3%	6.7%		

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	
4	11.8%	2.3%	2.0%	20.0%	1.9%	1.5%	8.3%	2.8%	2.4%	
5	0.0%	2.3%	2.0%	0.0%	1.9%	1.5%	0.0%	2.8%	2.4%	
6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
7-10	5.9%	6.0%	5.4%	0.0%	6.5%	6.8%	8.3%	5.6%	4.2%	
More than 10	5.9%	2.8%	2.4%	0.0%	3.7%	3.0%	8.3%	1.9%	1.8%	
Total(n)	17	215	297	5	107	132	12	108	165	
Mean	3.18	2.49	2.42	3.00	2.50	2.48	3.25	2.49	2.38	
Standard deviation	2.40	2.20	2.08	1.58	2.32	2.25	2.73	2.08	1.95	
Significance	-			-			-			
Effect size	-	0.31	0.37	-	0.22	0.23	-	0.37	0.45	
How many of these publications in the past three years have been co-authored?										
None	0.0%	5.4%	5.6%	0.0%	5.3%	5.6%	0.0%	5.6%	5.7%	
1	10.5%	14.8%	18.1%	14.3%	15.9%	16.8%	8.3%	13.6%	19.2%	
2	21.1%	19.1%	19.5%	14.3%	18.9%	19.9%	25.0%	19.2%	19.2%	
3	5.3%	10.1%	11.3%	0.0%	6.8%	8.7%	8.3%	13.6%	13.5%	
4	31.6%	6.6%	7.3%	28.6%	3.8%	3.7%	33.3%	9.6%	10.4%	
5	5.3%	11.3%	10.7%	0.0%	12.9%	12.4%	8.3%	9.6%	9.3%	
6	10.5%	5.1%	4.2%	14.3%	6.1%	5.6%	8.3%	4.0%	3.1%	
7-10	5.3%	12.8%	10.7%	0.0%	13.6%	11.8%	8.3%	12.0%	9.8%	
More than 10	10.5%	14.8%	12.4%	28.6%	16.7%	15.5%	0.0%	12.8%	9.8%	
Total(n)	19	257	354	7	132	161	12	125	193	
Mean	5.05	5.05	4.74	5.71	5.19	5.00	4.67	4.90	4.52	
Standard deviation	2.17	2.63	2.57	2.75	2.72	2.69	1.78	2.54	2.45	
Significance	-			-			-			
Effect size	-	0.00	0.12	-	0.19	0.26	-	-0.09	0.06	
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	0.0%	12.5%	11.6%	0.0%	15.9%	14.3%	0.0%	9.2%	9.5%	
1-4	52.4%	37.3%	33.5%	57.1%	38.4%	35.4%	50.0%	36.2%	32.0%	
5-8	38.1%	30.1%	28.8%	14.3%	26.1%	26.9%	50.0%	34.0%	30.3%	
9-12	9.5%	11.5%	16.5%	28.6%	13.0%	17.7%	0.0%	9.9%	15.6%	
13-16	0.0%	4.3%	4.7%	0.0%	3.6%	2.9%	0.0%	5.0%	6.1%	
17-20	0.0%	1.4%	1.5%	0.0%	1.4%	1.7%	0.0%	1.4%	1.3%	
21+	0.0%	2.9%	3.4%	0.0%	1.4%	1.1%	0.0%	4.3%	5.2%	
Total(n)	21	279	406	7	138	175	14	141	231	
Mean	2.57	2.73	2.87	2.71	2.60	2.69	2.50	2.87	3.01	
Standard deviation	0.68	1.30	1.35	0.95	1.23	1.21	0.52	1.35	1.43	
Significance	-			-			-			
Effect size	-	-0.12	-0.22	-	0.09	0.02	-	-0.27	-0.36	
Preparing for teaching (including reading student papers and grading)										
None	0.0%	9.0%	9.0%	0.0%	10.8%	10.2%	0.0%	7.2%	8.0%	
1-4	23.8%	30.6%	24.9%	42.9%	38.8%	34.1%	14.3%	22.3%	17.8%	
5-8	47.6%	28.4%	28.4%	28.6%	20.9%	23.3%	57.1%	36.0%	32.4%	

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	
9-12	14.3%	12.6%	14.0%	14.3%	12.2%	11.9%	14.3%	12.9%	15.6%	
13-16	4.8%	8.3%	9.0%	0.0%	7.9%	8.0%	7.1%	8.6%	9.8%	
17-20	4.8%	5.8%	7.5%	14.3%	4.3%	5.7%	0.0%	7.2%	8.9%	
21+	4.8%	5.4%	7.2%	0.0%	5.0%	6.8%	7.1%	5.8%	7.6%	
Total(n)	21	278	401	7	139	176	14	139	225	
Mean	3.33	3.19	3.40	3.14	3.01	3.18	3.43	3.38	3.58	
Standard deviation	1.32	1.57	1.67	1.46	1.57	1.67	1.28	1.56	1.65	
Significance	-			-			-			
Effect size	-	0.09	-0.04	-	0.08	-0.02	-	0.03	-0.09	
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	0.0%	10.0%	9.8%	0.0%	11.6%	12.0%	0.0%	8.5%	8.2%	
1-4	33.3%	47.7%	50.9%	28.6%	47.1%	50.3%	35.7%	48.2%	51.3%	
5-8	28.6%	24.4%	22.9%	0.0%	23.9%	22.3%	42.9%	24.8%	23.3%	
9-12	23.8%	11.5%	10.6%	42.9%	13.8%	11.4%	14.3%	9.2%	9.9%	
13-16	9.5%	3.2%	3.2%	14.3%	2.2%	2.3%	7.1%	4.3%	3.9%	
17-20	4.8%	1.8%	1.5%	14.3%	1.4%	1.1%	0.0%	2.1%	1.7%	
21+	0.0%	1.4%	1.2%	0.0%	0.0%	0.6%	0.0%	2.8%	1.7%	
Total(n)	21	279	407	7	138	175	14	141	232	
Mean	3.24	2.61	2.56	3.86	2.52	2.47	2.93	2.70	2.62	
Standard deviation	1.18	1.17	1.13	1.46	1.03	1.05	0.92	1.29	1.18	
Significance	-	*	**	-	**	***	-			
Effect size	-	0.54	0.60	-	1.30	1.32	-	0.18	0.26	
Committee work and meetings										
None	0.0%	4.7%	5.7%	0.0%	6.5%	8.6%	0.0%	2.9%	3.5%	
1-4	33.3%	41.7%	39.4%	42.9%	48.9%	45.1%	28.6%	34.5%	34.9%	
5-8	19.0%	30.6%	29.7%	0.0%	24.5%	26.3%	28.6%	36.7%	32.3%	
9-12	38.1%	13.3%	13.6%	42.9%	12.2%	10.9%	35.7%	14.4%	15.7%	
13-16	0.0%	4.3%	5.2%	0.0%	2.2%	3.4%	0.0%	6.5%	6.6%	
17-20	4.8%	4.0%	4.2%	0.0%	5.0%	4.0%	7.1%	2.9%	4.4%	
21+	4.8%	1.4%	2.2%	14.3%	0.7%	1.7%	0.0%	2.2%	2.6%	
Total(n)	21	278	404	7	139	175	14	139	229	
Mean	3.38	2.88	2.95	3.57	2.73	2.74	3.29	3.04	3.10	
Standard deviation	1.36	1.22	1.30	1.81	1.21	1.27	1.14	1.22	1.31	
Significance	-			-			-			
Effect size	-	0.41	0.33	-	0.69	0.65	-	0.20	0.15	
Research and scholarly writing										
None	4.8%	9.7%	11.4%	0.0%	8.6%	9.1%	7.1%	10.7%	13.0%	
1-4	42.9%	31.9%	36.3%	42.9%	25.9%	28.6%	42.9%	37.9%	42.2%	
5-8	19.0%	14.3%	15.6%	14.3%	14.4%	14.9%	21.4%	14.3%	16.1%	
9-12	9.5%	12.5%	12.1%	14.3%	13.7%	15.4%	7.1%	11.4%	9.6%	
13-16	14.3%	7.9%	7.2%	28.6%	7.9%	7.4%	7.1%	7.9%	7.0%	
17-20	4.8%	7.5%	5.4%	0.0%	10.1%	8.0%	7.1%	5.0%	3.5%	

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	
21+	4.8%	16.1%	12.1%	0.0%	19.4%	16.6%	7.1%	12.9%	8.7%	
Total(n)	21	279	405	7	139	175	14	140	230	
Mean	3.19	3.64	3.32	3.29	3.94	3.74	3.14	3.34	3.00	
Standard deviation	1.60	2.00	1.89	1.38	2.05	1.99	1.75	1.91	1.74	
Significance	-			-			-			
Effect size	-	-0.23	-0.07	-	-0.32	-0.23	-	-0.10	0.08	
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	85.0%	68.3%	69.0%	57.1%	67.2%	67.1%	100.0%	69.4%	70.5%	
1-4	5.0%	20.6%	20.3%	14.3%	21.1%	23.2%	0.0%	20.1%	18.2%	
5-8	5.0%	5.7%	5.5%	14.3%	3.9%	3.0%	0.0%	7.5%	7.3%	
9-12	0.0%	2.3%	2.3%	0.0%	3.1%	3.0%	0.0%	1.5%	1.8%	
13-16	5.0%	1.5%	1.6%	14.3%	1.6%	1.2%	0.0%	1.5%	1.8%	
17-20	0.0%	0.4%	0.3%	0.0%	0.8%	0.6%	0.0%	0.0%	0.0%	
21+	0.0%	1.1%	1.0%	0.0%	2.3%	1.8%	0.0%	0.0%	0.5%	
Total(n)	20	262	384	7	128	164	13	134	220	
Mean	1.35	1.54	1.52	2.00	1.63	1.57	1.00	1.46	1.48	
Standard deviation	0.99	1.05	1.03	1.53	1.25	1.15	0.00	0.82	0.93	
Significance	-			-			-	*		
Effect size	-	-0.18	-0.17	-	0.30	0.37	-	-0.56	-0.52	
Community or public service										
None	14.3%	30.9%	28.5%	14.3%	36.2%	34.1%	14.3%	25.7%	24.2%	
1-4	76.2%	50.7%	52.2%	85.7%	44.2%	46.2%	71.4%	57.1%	56.7%	
5-8	9.5%	10.1%	12.9%	0.0%	9.4%	11.0%	14.3%	10.7%	14.3%	
9-12	0.0%	5.0%	4.0%	0.0%	8.0%	6.9%	0.0%	2.1%	1.7%	
13-16	0.0%	0.7%	0.7%	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	
17-20	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	0.0%	2.1%	1.3%	
21+	0.0%	1.4%	1.0%	0.0%	1.4%	1.2%	0.0%	1.4%	0.9%	
Total(n)	21	278	404	7	138	173	14	140	231	
Mean	1.95	2.03	2.02	1.86	1.99	1.98	2.00	2.07	2.06	
Standard deviation	0.50	1.10	1.00	0.38	1.10	1.04	0.55	1.10	0.98	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.12	-0.12	-	-0.06	-0.06	
Outside consulting/freelance work										
None	90.0%	70.3%	68.0%	85.7%	67.9%	67.4%	92.3%	72.7%	68.4%	
1-4	10.0%	21.0%	22.3%	14.3%	21.9%	21.5%	7.7%	20.1%	22.8%	
5-8	0.0%	7.2%	7.5%	0.0%	8.0%	8.7%	0.0%	6.5%	6.6%	
9-12	0.0%	1.1%	1.5%	0.0%	1.5%	1.7%	0.0%	0.7%	1.3%	
13-16	0.0%	0.4%	0.8%	0.0%	0.7%	0.6%	0.0%	0.0%	0.9%	
17-20	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
21+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	20	276	400	7	137	172	13	139	228	
Mean	1.10	1.40	1.45	1.14	1.45	1.47	1.08	1.35	1.43	

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	
Standard deviation	0.31	0.70	0.76	0.38	0.77	0.78	0.28	0.64	0.75	
Significance	-		*	-			-			
Effect size	-	-0.43	-0.46	-	-0.40	-0.42	-	-0.42	-0.47	
Household/childcare duties										
None	14.3%	18.7%	16.9%	0.0%	23.9%	22.0%	21.4%	13.6%	13.1%	
1-4	33.3%	17.3%	18.7%	28.6%	16.7%	19.7%	35.7%	17.9%	17.9%	
5-8	23.8%	24.5%	23.6%	42.9%	24.6%	24.9%	14.3%	24.3%	22.7%	
9-12	9.5%	12.2%	12.2%	28.6%	11.6%	11.6%	0.0%	12.9%	12.7%	
13-16	4.8%	7.2%	8.2%	0.0%	8.0%	6.4%	7.1%	6.4%	9.6%	
17-20	0.0%	4.7%	5.2%	0.0%	5.1%	4.6%	0.0%	4.3%	5.7%	
21+	14.3%	15.5%	15.2%	0.0%	10.1%	11.0%	21.4%	20.7%	18.3%	
Total(n)	21	278	402	7	138	173	14	140	229	
Mean	3.14	3.48	3.52	3.00	3.19	3.18	3.21	3.76	3.78	
Standard deviation	1.90	2.00	1.99	0.82	1.90	1.90	2.29	2.06	2.02	
Significance	-			-			-			
Effect size	-	-0.17	-0.19	-	-0.10	-0.09	-	-0.27	-0.28	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Serving as a caregiver for another adult										
None	90.0%	84.4%	83.5%	100.0%	89.6%	91.8%	84.6%	79.3%	77.2%	
1-4	0.0%	7.4%	8.7%	0.0%	5.9%	4.7%	0.0%	8.9%	11.9%	
5-8	10.0%	5.6%	4.1%	0.0%	3.0%	2.4%	15.4%	8.1%	5.5%	
9-12	0.0%	1.1%	1.3%	0.0%	0.7%	0.6%	0.0%	1.5%	1.8%	
13-16	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.4%	
17-20	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.4%	
21+	0.0%	0.7%	0.8%	0.0%	0.7%	0.6%	0.0%	0.7%	0.9%	
Total(n)	20	270	389	7	135	170	13	135	219	
Mean	1.20	1.30	1.32	1.00	1.19	1.15	1.31	1.41	1.46	
Standard deviation	0.62	0.85	0.93	0.00	0.69	0.62	0.75	0.98	1.09	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.28	-0.24	-	-0.10	-0.14	
Other employment, outside of academia										
None	95.0%	84.6%	79.4%	100.0%	86.6%	83.9%	92.3%	82.7%	76.1%	
1-4	0.0%	3.7%	6.6%	0.0%	6.0%	6.5%	0.0%	1.4%	6.6%	
5-8	5.0%	6.6%	5.8%	0.0%	3.7%	3.6%	7.7%	9.4%	7.5%	
9-12	0.0%	2.9%	3.8%	0.0%	2.2%	3.0%	0.0%	3.6%	4.4%	
13-16	0.0%	0.4%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	1.3%	
17-20	0.0%	0.4%	0.8%	0.0%	0.7%	0.6%	0.0%	0.0%	0.9%	
21+	0.0%	1.5%	2.8%	0.0%	0.7%	2.4%	0.0%	2.2%	3.1%	
Total(n)	20	273	394	7	134	168	13	139	226	
Mean	1.10	1.38	1.53	1.00	1.28	1.40	1.15	1.47	1.63	
Standard deviation	0.45	1.05	1.30	0.00	0.89	1.15	0.55	1.18	1.39	
Significance	-			-			-			
Effect size	-	-0.27	-0.33	-	-0.31	-0.35	-	-0.27	-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	
Personal time										
None	14.3%	5.7%	4.5%	0.0%	5.1%	4.7%	21.4%	6.4%	4.4%	
1-4	47.6%	33.3%	31.3%	71.4%	28.3%	24.6%	35.7%	38.3%	36.4%	
5-8	23.8%	31.2%	31.6%	14.3%	29.7%	29.2%	28.6%	32.6%	33.3%	
9-12	14.3%	17.9%	19.3%	14.3%	21.7%	24.0%	14.3%	14.2%	15.8%	
13-16	0.0%	6.5%	7.0%	0.0%	10.1%	10.5%	0.0%	2.8%	4.4%	
17-20	0.0%	3.2%	4.0%	0.0%	3.6%	4.1%	0.0%	2.8%	3.9%	
21+	0.0%	2.2%	2.3%	0.0%	1.4%	2.9%	0.0%	2.8%	1.8%	
Total(n)	21	279	399	7	138	171	14	141	228	
Mean	2.38	3.04	3.14	2.43	3.20	3.35	2.36	2.89	2.98	
Standard deviation	0.92	1.28	1.29	0.79	1.28	1.35	1.01	1.27	1.23	
Significance	-	*	**	-	-	-	-	-	-	
Effect size	-	-0.52	-0.59	-	-0.60	-0.68	-	-0.42	-0.50	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	58.8%	45.2%	44.4%	85.7%	42.7%	44.2%	40.0%	47.8%	44.6%	
Occasionally	5.9%	5.9%	4.9%	0.0%	5.6%	4.5%	10.0%	6.1%	5.2%	
Not at all	35.3%	49.0%	50.7%	14.3%	51.6%	51.3%	50.0%	46.1%	50.3%	
Total(n)	17	239	347	7	124	154	10	115	193	
Mean	2.24	1.96	1.94	2.71	1.91	1.93	1.90	2.02	1.94	
Standard deviation	0.97	0.97	0.97	0.76	0.97	0.98	0.99	0.97	0.97	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	0.29	0.31	-	0.82	0.80	-	-0.12	-0.04	
Support their opinions with a logical argument										
Frequently	52.9%	42.0%	40.0%	71.4%	37.8%	38.5%	40.0%	46.6%	41.2%	
Occasionally	11.8%	11.9%	11.4%	14.3%	14.2%	12.8%	10.0%	9.5%	10.3%	
Not at all	35.3%	46.1%	48.6%	14.3%	48.0%	48.7%	50.0%	44.0%	48.5%	
Total(n)	17	243	350	7	127	156	10	116	194	
Mean	2.18	1.96	1.91	2.57	1.90	1.90	1.90	2.03	1.93	
Standard deviation	0.95	0.94	0.94	0.79	0.92	0.93	0.99	0.96	0.95	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.23	0.29	-	0.73	0.72	-	-0.14	-0.03	
In your interactions with undergraduates, how often do you encourage them to:										
Seek solutions to problems and explain them to others										
Frequently	52.9%	41.0%	39.5%	71.4%	38.2%	38.6%	40.0%	44.0%	40.2%	
Occasionally	11.8%	15.1%	13.0%	14.3%	15.4%	13.7%	10.0%	14.7%	12.4%	
Not at all	35.3%	43.9%	47.6%	14.3%	46.3%	47.7%	50.0%	41.4%	47.4%	
Total(n)	17	239	347	7	123	153	10	116	194	
Mean	2.18	1.97	1.92	2.57	1.92	1.91	1.90	2.03	1.93	
Standard deviation	0.95	0.92	0.93	0.79	0.92	0.93	0.99	0.93	0.94	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.23	0.28	-	0.71	0.71	-	-0.14	-0.03	
Analyze multiple sources of information before coming to a conclusion										
	52.9%	38.8%	36.7%	71.4%	31.0%	32.1%	40.0%	47.4%	40.4%	

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	11.8%	16.1%	15.5%	14.3%	21.4%	18.6%	10.0%	10.3%	13.0%	
Not at all	35.3%	45.0%	47.9%	14.3%	47.6%	49.4%	50.0%	42.2%	46.6%	
Total(n)	17	242	349	7	126	156	10	116	193	
Mean	2.18	1.94	1.89	2.57	1.83	1.83	1.90	2.05	1.94	
Standard deviation	0.95	0.92	0.91	0.79	0.87	0.89	0.99	0.95	0.93	
Significance	-			-	*	*	-			
Effect size	-	0.26	0.32	-	0.85	0.83	-	-0.16	-0.04	
Evaluate the quality or reliability of information they receive										
Frequently	52.9%	40.6%	37.9%	71.4%	36.0%	36.8%	40.0%	45.6%	38.7%	
Occasionally	11.8%	13.4%	13.6%	14.3%	14.4%	12.9%	10.0%	12.3%	14.1%	
Not at all	35.3%	46.0%	48.6%	14.3%	49.6%	50.3%	50.0%	42.1%	47.1%	
Total(n)	17	239	346	7	125	155	10	114	191	
Mean	2.18	1.95	1.89	2.57	1.86	1.86	1.90	2.04	1.92	
Standard deviation	0.95	0.93	0.92	0.79	0.92	0.93	0.99	0.94	0.93	
Significance	-			-	*	*	-			
Effect size	-	0.25	0.32	-	0.77	0.76	-	-0.15	-0.02	
Take risks for potential gains										
Frequently	26.7%	21.4%	20.8%	14.3%	15.3%	15.5%	37.5%	27.9%	25.0%	
Occasionally	40.0%	29.3%	26.5%	57.1%	33.1%	31.8%	25.0%	25.2%	22.3%	
Not at all	33.3%	49.3%	52.7%	28.6%	51.7%	52.7%	37.5%	46.8%	52.7%	
Total(n)	15	229	336	7	118	148	8	111	188	
Mean	1.93	1.72	1.68	1.86	1.64	1.63	2.00	1.81	1.72	
Standard deviation	0.80	0.80	0.80	0.69	0.74	0.74	0.93	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.26	0.31	-	0.30	0.31	-	0.22	0.33	
In your interactions with undergraduates, how often do you encourage them to:										
Seek alternative solutions to a problem										
Frequently	52.9%	37.8%	36.1%	57.1%	37.6%	37.4%	50.0%	37.9%	35.1%	
Occasionally	11.8%	20.3%	18.9%	28.6%	18.4%	17.4%	0.0%	22.4%	20.1%	
Not at all	35.3%	41.9%	45.0%	14.3%	44.0%	45.2%	50.0%	39.7%	44.8%	
Total(n)	17	241	349	7	125	155	10	116	194	
Mean	2.18	1.96	1.91	2.43	1.94	1.92	2.00	1.98	1.90	
Standard deviation	0.95	0.89	0.90	0.79	0.90	0.91	1.05	0.88	0.89	
Significance	-			-			-			
Effect size	-	0.25	0.30	-	0.54	0.56	-	0.02	0.11	
Look up scientific research articles and resources										
Frequently	35.3%	43.4%	41.4%	42.9%	40.2%	38.9%	30.0%	47.0%	43.5%	
Occasionally	23.5%	13.1%	12.0%	42.9%	15.0%	15.3%	10.0%	11.1%	9.3%	
Not at all	41.2%	43.4%	46.6%	14.3%	44.9%	45.9%	60.0%	41.9%	47.2%	
Total(n)	17	244	350	7	127	157	10	117	193	
Mean	1.94	2.00	1.95	2.29	1.95	1.93	1.70	2.05	1.96	
Standard deviation	0.90	0.93	0.94	0.76	0.92	0.92	0.95	0.95	0.95	
Significance	-			-			-			
Effect size	-	-0.06	-0.01	-	0.37	0.39	-	-0.37	-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	
Explore topics on their own, even though it was not required for a class										
Frequently	52.9%	34.6%	31.4%	71.4%	33.1%	29.9%	40.0%	36.3%	32.6%	
Occasionally	11.8%	20.7%	20.6%	14.3%	19.4%	22.1%	10.0%	22.1%	19.5%	
Not at all	35.3%	44.7%	48.0%	14.3%	47.6%	48.1%	50.0%	41.6%	47.9%	
Total(n)	17	237	344	7	124	154	10	113	190	
Mean	2.18	1.90	1.83	2.57	1.85	1.82	1.90	1.95	1.85	
Standard deviation	0.95	0.89	0.88	0.79	0.89	0.87	0.99	0.88	0.89	
Significance	-			-	*	*	-			
Effect size	-	0.31	0.40	-	0.81	0.86	-	-0.06	0.06	
Accept mistakes as part of the learning process										
Frequently	58.8%	39.9%	37.6%	71.4%	34.6%	35.0%	50.0%	45.7%	39.8%	
Occasionally	5.9%	17.7%	17.0%	14.3%	19.7%	18.5%	0.0%	15.5%	15.7%	
Not at all	35.3%	42.4%	45.4%	14.3%	45.7%	46.5%	50.0%	38.8%	44.5%	
Total(n)	17	243	348	7	127	157	10	116	191	
Mean	2.24	1.98	1.92	2.57	1.89	1.89	2.00	2.07	1.95	
Standard deviation	0.97	0.91	0.91	0.79	0.89	0.90	1.05	0.92	0.92	
Significance	-			-			-			
Effect size	-	0.29	0.35	-	0.76	0.76	-	-0.08	0.05	
In your interactions with undergraduates, how often do you encourage them to:										
Recognize biases that affect their thinking										
Frequently	47.1%	31.5%	31.1%	71.4%	28.9%	28.5%	30.0%	34.2%	33.2%	
Occasionally	17.6%	22.6%	20.5%	14.3%	20.7%	21.2%	20.0%	24.6%	20.0%	
Not at all	35.3%	46.0%	48.4%	14.3%	50.4%	50.3%	50.0%	41.2%	46.8%	
Total(n)	17	235	341	7	121	151	10	114	190	
Mean	2.12	1.86	1.83	2.57	1.79	1.78	1.80	1.93	1.86	
Standard deviation	0.93	0.87	0.88	0.79	0.87	0.86	0.92	0.87	0.89	
Significance	-			-	*	*	-			
Effect size	-	0.30	0.33	-	0.90	0.92	-	-0.15	-0.07	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently	90.5%	62.4%	67.4%	85.7%	51.1%	56.2%	92.9%	73.7%	75.9%	
Occasionally	4.8%	22.2%	20.3%	14.3%	29.3%	26.0%	0.0%	15.0%	15.9%	
Not at all	4.8%	15.4%	12.3%	0.0%	19.5%	17.8%	7.1%	11.3%	8.2%	
Total(n)	21	266	389	7	133	169	14	133	220	
Mean	2.86	2.47	2.55	2.86	2.32	2.38	2.86	2.62	2.68	
Standard deviation	0.48	0.75	0.70	0.38	0.78	0.77	0.53	0.68	0.62	
Significance	-	*	*	-			-			
Effect size	-	0.52	0.44	-	0.69	0.62	-	0.35	0.29	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently	85.7%	52.8%	57.0%	85.7%	46.7%	50.3%	85.7%	59.0%	62.3%	
Occasionally	9.5%	27.9%	26.9%	14.3%	31.1%	29.8%	7.1%	24.6%	24.5%	

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	
Not at all	4.8%	19.3%	16.1%	0.0%	22.2%	19.9%	7.1%	16.4%	13.2%	
Total(n)	21	269	391	7	135	171	14	134	220	
Mean	2.81	2.33	2.41	2.86	2.24	2.30	2.79	2.43	2.49	
Standard deviation	0.51	0.78	0.75	0.38	0.80	0.78	0.58	0.76	0.72	
Significance	-	**	*	-	*	-	-	-	-	
Effect size	-	0.62	0.53	-	0.78	0.72	-	0.47	0.42	
Discuss the ethical or moral implications of a course of action										
Frequently	57.1%	50.0%	55.3%	42.9%	40.6%	44.4%	64.3%	59.4%	63.6%	
Occasionally	33.3%	32.0%	30.6%	57.1%	39.1%	37.9%	21.4%	24.8%	25.0%	
Not at all	9.5%	18.0%	14.1%	0.0%	20.3%	17.8%	14.3%	15.8%	11.4%	
Total(n)	21	266	389	7	133	169	14	133	220	
Mean	2.48	2.32	2.41	2.43	2.20	2.27	2.50	2.44	2.52	
Standard deviation	0.68	0.76	0.73	0.53	0.76	0.74	0.76	0.75	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.21	0.10	-	0.30	0.22	-	0.08	-0.03	
Apply mathematical concepts and computational thinking										
Frequently	28.6%	23.9%	23.5%	57.1%	29.1%	31.2%	14.3%	18.7%	17.6%	
Occasionally	38.1%	38.8%	37.1%	14.3%	37.3%	34.7%	50.0%	40.3%	38.9%	
Not at all	33.3%	37.3%	39.4%	28.6%	33.6%	34.1%	35.7%	41.0%	43.4%	
Total(n)	21	268	391	7	134	170	14	134	221	
Mean	1.95	1.87	1.84	2.29	1.96	1.97	1.79	1.78	1.74	
Standard deviation	0.80	0.77	0.78	0.95	0.79	0.81	0.70	0.74	0.74	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.10	0.14	-	0.42	0.40	-	0.01	0.07	
In how many of the courses that you teach do you use each of the following?										
Class discussions										
All	95.2%	66.4%	71.3%	100.0%	61.2%	64.7%	92.9%	71.8%	76.5%	
Most	0.0%	13.6%	12.7%	0.0%	12.7%	12.9%	0.0%	14.5%	12.4%	
Some	4.8%	15.1%	12.4%	0.0%	19.4%	17.1%	7.1%	10.7%	8.8%	
None	0.0%	4.9%	3.6%	0.0%	6.7%	5.3%	0.0%	3.1%	2.3%	
Total(n)	21	265	387	7	134	170	14	131	217	
Mean	3.90	3.42	3.52	4.00	3.28	3.37	3.86	3.55	3.63	
Standard deviation	0.44	0.92	0.85	0.00	1.00	0.95	0.53	0.81	0.74	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.52	0.45	-	0.72	0.66	-	0.38	0.31	
Cooperative learning (small groups)										
All	76.2%	40.1%	46.5%	71.4%	32.8%	37.3%	78.6%	47.7%	53.7%	
Most	0.0%	18.7%	17.5%	0.0%	17.9%	17.2%	0.0%	19.5%	17.8%	
Some	9.5%	26.3%	24.5%	0.0%	28.4%	28.4%	14.3%	24.2%	21.5%	
None	14.3%	14.9%	11.5%	28.6%	20.9%	17.2%	7.1%	8.6%	7.0%	
Total(n)	21	262	383	7	134	169	14	128	214	
Mean	3.38	2.84	2.99	3.14	2.63	2.75	3.50	3.06	3.18	
Standard deviation	1.16	1.11	1.08	1.46	1.15	1.13	1.02	1.03	1.00	
Significance	-	*	-	-	-	-	-	-	-	

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	
Effect size	-	0.49	0.36	-	0.44	0.35	-	0.43	0.32	
Experiential learning/Field studies										
All	15.0%	19.6%	23.6%	14.3%	13.6%	14.9%	15.4%	25.8%	30.5%	
Most	30.0%	13.8%	17.1%	42.9%	11.4%	13.1%	23.1%	16.4%	20.2%	
Some	25.0%	29.6%	29.7%	0.0%	29.5%	30.4%	38.5%	29.7%	29.1%	
None	30.0%	36.9%	29.7%	42.9%	45.5%	41.7%	23.1%	28.1%	20.2%	
Total(n)	20	260	381	7	132	168	13	128	213	
Mean	2.30	2.16	2.35	2.29	1.93	2.01	2.31	2.40	2.61	
Standard deviation	1.08	1.13	1.14	1.25	1.06	1.07	1.03	1.15	1.12	
Significance	-			-			-			
Effect size	-	0.12	-0.04	-	0.34	0.26	-	-0.08	-0.27	
Performances/Demonstrations										
All	10.0%	19.2%	22.0%	14.3%	17.3%	17.8%	7.7%	21.3%	25.5%	
Most	20.0%	13.5%	14.9%	14.3%	12.8%	14.2%	23.1%	14.2%	15.4%	
Some	30.0%	25.4%	25.7%	42.9%	24.8%	24.9%	23.1%	26.0%	26.4%	
None	40.0%	41.9%	37.4%	28.6%	45.1%	43.2%	46.2%	38.6%	32.7%	
Total(n)	20	260	377	7	133	169	13	127	208	
Mean	2.00	2.10	2.21	2.14	2.02	2.07	1.92	2.18	2.34	
Standard deviation	1.03	1.15	1.17	1.07	1.13	1.13	1.04	1.16	1.18	
Significance	-			-			-			
Effect size	-	-0.09	-0.18	-	0.11	0.06	-	-0.22	-0.36	
In how many of the courses that you teach do you use each of the following?										
Group projects										
All	30.0%	22.8%	26.6%	33.3%	19.2%	21.8%	28.6%	26.4%	30.2%	
Most	35.0%	17.0%	19.7%	33.3%	17.7%	18.8%	35.7%	16.3%	20.5%	
Some	20.0%	34.4%	32.6%	16.7%	30.8%	30.3%	21.4%	38.0%	34.4%	
None	15.0%	25.9%	21.1%	16.7%	32.3%	29.1%	14.3%	19.4%	14.9%	
Total(n)	20	259	380	6	130	165	14	129	215	
Mean	2.80	2.37	2.52	2.83	2.24	2.33	2.79	2.50	2.66	
Standard deviation	1.06	1.10	1.10	1.17	1.11	1.12	1.05	1.08	1.06	
Significance	-			-			-			
Effect size	-	0.39	0.25	-	0.53	0.45	-	0.27	0.12	
Extensive lecturing										
All	0.0%	18.8%	16.1%	0.0%	25.2%	21.9%	0.0%	11.9%	11.4%	
Most	20.0%	30.3%	25.8%	14.3%	35.6%	33.1%	23.1%	24.6%	19.9%	
Some	40.0%	26.8%	32.1%	71.4%	25.2%	31.4%	23.1%	28.6%	32.7%	
None	40.0%	24.1%	26.1%	14.3%	14.1%	13.6%	53.8%	34.9%	36.0%	
Total(n)	20	261	380	7	135	169	13	126	211	
Mean	1.80	2.44	2.32	2.00	2.72	2.63	1.69	2.13	2.07	
Standard deviation	0.77	1.05	1.03	0.58	1.00	0.97	0.85	1.03	1.01	
Significance	-	**	*	-			-			
Effect size	-	-0.61	-0.50	-	-0.72	-0.65	-	-0.43	-0.38	
Multiple drafts of written work										
All	15.0%	11.1%	12.0%	0.0%	8.3%	9.5%	23.1%	14.0%	14.0%	

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	
Most	25.0%	19.5%	18.8%	14.3%	18.8%	18.9%	30.8%	20.2%	18.6%	
Some	40.0%	37.8%	40.1%	57.1%	36.1%	36.7%	30.8%	39.5%	42.8%	
None	20.0%	31.7%	29.2%	28.6%	36.8%	34.9%	15.4%	26.4%	24.7%	
Total(n)	20	262	384	7	133	169	13	129	215	
Mean	2.35	2.10	2.14	1.86	1.98	2.03	2.62	2.22	2.22	
Standard deviation	0.99	0.97	0.97	0.69	0.95	0.96	1.04	0.99	0.97	
Significance	-			-			-			
Effect size	-	0.26	0.22	-	-0.13	-0.18	-	0.40	0.41	
Reflective writing/journaling										
All	14.3%	13.3%	16.0%	0.0%	9.8%	10.8%	21.4%	16.8%	20.0%	
Most	14.3%	11.4%	16.0%	0.0%	4.5%	6.6%	21.4%	18.3%	23.3%	
Some	38.1%	27.7%	28.0%	71.4%	25.6%	28.1%	21.4%	29.8%	27.9%	
None	33.3%	47.7%	40.1%	28.6%	60.2%	54.5%	35.7%	35.1%	28.8%	
Total(n)	21	264	382	7	133	167	14	131	215	
Mean	2.10	1.90	2.08	1.71	1.64	1.74	2.29	2.17	2.34	
Standard deviation	1.04	1.06	1.09	0.49	0.96	0.99	1.20	1.09	1.10	
Significance	-			-			-			
Effect size	-	0.19	0.02	-	0.07	-0.03	-	0.11	-0.05	
Community service as part of coursework										
All	0.0%	4.3%	4.0%	0.0%	3.8%	3.0%	0.0%	4.8%	4.7%	
Most	0.0%	3.5%	6.9%	0.0%	1.5%	4.2%	0.0%	5.6%	9.0%	
Some	31.6%	16.7%	20.4%	42.9%	16.0%	17.4%	25.0%	17.5%	22.7%	
None	68.4%	75.5%	68.8%	57.1%	78.6%	75.4%	75.0%	72.2%	63.5%	
Total(n)	19	257	378	7	131	167	12	126	211	
Mean	1.32	1.37	1.46	1.43	1.31	1.35	1.25	1.43	1.55	
Standard deviation	0.48	0.75	0.79	0.53	0.69	0.70	0.45	0.80	0.85	
Significance	-			-			-			
Effect size	-	-0.07	-0.18	-	0.17	0.11	-	-0.23	-0.35	
Electronic quizzes with immediate feedback in class										
All	0.0%	8.2%	8.8%	0.0%	7.6%	7.8%	0.0%	8.7%	9.5%	
Most	10.5%	8.2%	9.3%	0.0%	4.6%	5.4%	16.7%	11.9%	12.4%	
Some	21.1%	18.7%	20.2%	28.6%	16.8%	19.2%	16.7%	20.6%	21.0%	
None	68.4%	65.0%	61.8%	71.4%	71.0%	67.7%	66.7%	58.7%	57.1%	
Total(n)	19	257	377	7	131	167	12	126	210	
Mean	1.42	1.60	1.65	1.29	1.49	1.53	1.50	1.71	1.74	
Standard deviation	0.69	0.95	0.97	0.49	0.90	0.91	0.80	0.99	1.01	
Significance	-			-			-			
Effect size	-	-0.19	-0.24	-	-0.22	-0.26	-	-0.21	-0.24	
Using real-life problems										
All	66.7%	53.8%	57.8%	71.4%	44.7%	46.4%	64.3%	63.1%	66.7%	
Most	28.6%	22.5%	21.9%	14.3%	23.5%	24.4%	35.7%	21.5%	19.9%	
Some	4.8%	17.2%	15.1%	14.3%	21.2%	20.8%	0.0%	13.1%	10.6%	
None	0.0%	6.5%	5.2%	0.0%	10.6%	8.3%	0.0%	2.3%	2.8%	
Total(n)	21	262	384	7	132	168	14	130	216	
Mean	3.62	3.24	3.32	3.57	3.02	3.09	3.64	3.45	3.50	

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	
Standard deviation	0.59	0.96	0.91	0.79	1.04	1.00	0.50	0.81	0.80	
Significance	-			-			-			
Effect size	-	0.40	0.33	-	0.53	0.48	-	0.23	0.18	
In how many of the courses that you teach do you use each of the following?										
Using student inquiry to drive learning										
All	55.0%	33.1%	37.4%	42.9%	24.6%	27.6%	61.5%	41.9%	45.1%	
Most	30.0%	22.1%	23.4%	42.9%	21.6%	21.8%	23.1%	22.5%	24.7%	
Some	15.0%	35.7%	31.7%	14.3%	40.3%	39.4%	15.4%	31.0%	25.6%	
None	0.0%	9.1%	7.5%	0.0%	13.4%	11.2%	0.0%	4.7%	4.7%	
Total(n)	20	263	385	7	134	170	13	129	215	
Mean	3.40	2.79	2.91	3.29	2.57	2.66	3.46	3.02	3.10	
Standard deviation	0.75	1.01	0.99	0.76	1.01	1.00	0.78	0.96	0.94	
Significance	-	**	*	-			-			
Effect size	-	0.60	0.49	-	0.71	0.63	-	0.46	0.38	
Readings on racial and ethnic issues										
All	40.0%	15.7%	17.0%	33.3%	8.6%	8.6%	42.9%	22.8%	23.5%	
Most	15.0%	15.7%	15.4%	16.7%	11.7%	12.3%	14.3%	19.7%	17.8%	
Some	10.0%	25.9%	30.6%	16.7%	23.4%	27.0%	7.1%	28.3%	33.3%	
None	35.0%	42.7%	37.0%	33.3%	56.3%	52.1%	35.7%	29.1%	25.4%	
Total(n)	20	255	376	6	128	163	14	127	213	
Mean	2.60	2.04	2.13	2.50	1.73	1.77	2.64	2.36	2.39	
Standard deviation	1.35	1.10	1.09	1.38	0.98	0.97	1.39	1.13	1.11	
Significance	-	*		-			-			
Effect size	-	0.51	0.43	-	0.79	0.75	-	0.25	0.23	
Readings on women and gender issues										
All	36.8%	13.5%	12.1%	33.3%	7.9%	6.2%	38.5%	19.2%	16.7%	
Most	15.8%	13.1%	13.7%	16.7%	9.4%	9.3%	15.4%	16.8%	17.1%	
Some	15.8%	26.2%	29.3%	16.7%	21.3%	25.9%	15.4%	31.2%	31.9%	
None	31.6%	47.2%	44.9%	33.3%	61.4%	58.6%	30.8%	32.8%	34.3%	
Total(n)	19	252	372	6	127	162	13	125	210	
Mean	2.58	1.93	1.93	2.50	1.64	1.63	2.62	2.22	2.16	
Standard deviation	1.30	1.07	1.03	1.38	0.95	0.89	1.33	1.11	1.08	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.61	0.63	-	0.91	0.98	-	0.36	0.43	
Supplemental instruction that is outside of class and office hours										
All	15.8%	17.5%	18.5%	16.7%	10.4%	9.5%	15.4%	24.8%	25.5%	
Most	5.3%	17.1%	18.0%	0.0%	15.2%	15.8%	7.7%	19.0%	19.6%	
Some	68.4%	36.6%	38.4%	66.7%	36.8%	38.0%	69.2%	36.4%	38.7%	
None	10.5%	28.9%	25.1%	16.7%	37.6%	36.7%	7.7%	19.8%	16.2%	
Total(n)	19	246	362	6	125	158	13	121	204	
Mean	2.26	2.23	2.30	2.17	1.98	1.98	2.31	2.49	2.54	
Standard deviation	0.87	1.05	1.04	0.98	0.98	0.95	0.85	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.03	-0.04	-	0.19	0.20	-	-0.17	-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 how many of the courses that you teach do you use each of the following?										
Student presentations										
All	40.0%	25.9%	29.7%	33.3%	18.4%	22.2%	42.9%	33.3%	35.4%	
Most	35.0%	28.7%	29.7%	16.7%	24.8%	25.3%	42.9%	32.5%	33.0%	
Some	20.0%	31.9%	30.0%	33.3%	36.0%	33.5%	14.3%	27.8%	27.3%	
None	5.0%	13.5%	10.6%	16.7%	20.8%	19.0%	0.0%	6.3%	4.3%	
Total(n)	20	251	367	6	125	158	14	126	209	
Mean	3.10	2.67	2.78	2.67	2.41	2.51	3.29	2.93	3.00	
Standard deviation	0.91	1.01	0.99	1.21	1.02	1.04	0.73	0.93	0.90	
Significance	-			-			-			
Effect size	-	0.43	0.32	-	0.25	0.15	-	0.39	0.32	
Student evaluations of each others' work										
All	21.1%	11.6%	13.6%	20.0%	7.2%	9.4%	21.4%	16.0%	16.7%	
Most	36.8%	16.0%	18.2%	20.0%	15.2%	15.0%	42.9%	16.8%	20.6%	
Some	26.3%	37.2%	40.1%	40.0%	32.8%	36.3%	21.4%	41.6%	43.1%	
None	15.8%	35.2%	28.2%	20.0%	44.8%	39.4%	14.3%	25.6%	19.6%	
Total(n)	19	250	369	5	125	160	14	125	209	
Mean	2.63	2.04	2.17	2.40	1.85	1.94	2.71	2.23	2.34	
Standard deviation	1.01	0.99	0.99	1.14	0.93	0.96	0.99	1.01	0.98	
Significance	-	*	*	-			-			
Effect size	-	0.60	0.46	-	0.59	0.48	-	0.48	0.38	
Grading on a curve										
All	15.8%	13.4%	10.5%	16.7%	16.2%	13.5%	15.4%	10.5%	8.2%	
Most	10.5%	10.2%	7.8%	16.7%	14.6%	12.3%	7.7%	5.6%	4.3%	
Some	5.3%	22.0%	18.9%	16.7%	23.1%	22.1%	0.0%	21.0%	16.4%	
None	68.4%	54.3%	62.7%	50.0%	46.2%	52.1%	76.9%	62.9%	71.0%	
Total(n)	19	254	370	6	130	163	13	124	207	
Mean	1.74	1.83	1.66	2.00	2.01	1.87	1.62	1.64	1.50	
Standard deviation	1.19	1.08	1.01	1.26	1.12	1.08	1.19	0.99	0.91	
Significance	-			-			-			
Effect size	-	-0.08	0.08	-	-0.01	0.12	-	-0.02	0.13	
Rubric-based assessment										
All	55.0%	37.5%	44.0%	50.0%	22.2%	26.1%	57.1%	53.3%	58.0%	
Most	25.0%	22.2%	22.7%	16.7%	23.8%	24.8%	28.6%	20.5%	21.0%	
Some	10.0%	18.1%	17.2%	16.7%	23.0%	23.0%	7.1%	13.1%	12.7%	
None	10.0%	22.2%	16.1%	16.7%	31.0%	26.1%	7.1%	13.1%	8.3%	
Total(n)	20	248	366	6	126	161	14	122	205	
Mean	3.25	2.75	2.95	3.00	2.37	2.51	3.36	3.14	3.29	
Standard deviation	1.02	1.18	1.12	1.26	1.14	1.14	0.93	1.09	0.98	
Significance	-			-			-			
Effect size	-	0.42	0.27	-	0.55	0.43	-	0.20	0.07	
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All	10.0%	11.3%	12.8%	0.0%	5.4%	6.1%	14.3%	17.5%	18.1%	

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	
Most	10.0%	9.4%	12.3%	0.0%	4.6%	7.3%	14.3%	14.3%	16.2%	
Some	50.0%	33.6%	34.1%	50.0%	33.1%	31.5%	50.0%	34.1%	36.2%	
None	30.0%	45.7%	40.8%	50.0%	56.9%	55.2%	21.4%	34.1%	29.5%	
Total(n)	20	256	375	6	130	165	14	126	210	
Mean	2.00	1.86	1.97	1.50	1.58	1.64	2.21	2.15	2.23	
Standard deviation	0.92	0.99	1.02	0.55	0.81	0.86	0.97	1.08	1.06	
Significance	-			-			-			
Effect size	-	0.14	0.03	-	-0.10	-0.16	-	0.06	-0.02	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently	35.0%	31.0%	35.8%	50.0%	26.6%	30.4%	28.6%	35.4%	39.8%	
Occasionally	65.0%	51.8%	50.0%	50.0%	46.9%	47.2%	71.4%	56.7%	52.1%	
Not at all	0.0%	17.3%	14.2%	0.0%	26.6%	22.4%	0.0%	7.9%	8.1%	
Total(n)	20	255	372	6	128	161	14	127	211	
Mean	2.35	2.14	2.22	2.50	2.00	2.08	2.29	2.28	2.32	
Standard deviation	0.49	0.68	0.67	0.55	0.73	0.72	0.47	0.60	0.62	
Significance	-			-			-			
Effect size	-	0.31	0.19	-	0.68	0.58	-	0.02	-0.05	
Simulations/animations										
Frequently	5.3%	19.3%	20.3%	16.7%	18.9%	16.1%	0.0%	19.7%	23.4%	
Occasionally	57.9%	45.3%	45.1%	50.0%	46.5%	48.4%	61.5%	44.1%	42.6%	
Not at all	36.8%	35.4%	34.6%	33.3%	34.6%	35.4%	38.5%	36.2%	34.0%	
Total(n)	19	254	370	6	127	161	13	127	209	
Mean	1.68	1.84	1.86	1.83	1.84	1.81	1.62	1.83	1.89	
Standard deviation	0.58	0.72	0.73	0.75	0.72	0.69	0.51	0.73	0.75	
Significance	-			-			-			
Effect size	-	-0.22	-0.25	-	-0.01	0.03	-	-0.29	-0.36	
Online homework or virtual labs										
Frequently	25.0%	21.4%	27.0%	16.7%	16.7%	19.4%	28.6%	26.2%	32.9%	
Occasionally	35.0%	29.0%	30.5%	66.7%	28.6%	29.4%	21.4%	29.4%	31.4%	
Not at all	40.0%	49.6%	42.4%	16.7%	54.8%	51.3%	50.0%	44.4%	35.7%	
Total(n)	20	252	370	6	126	160	14	126	210	
Mean	1.85	1.72	1.85	2.00	1.62	1.68	1.79	1.82	1.97	
Standard deviation	0.81	0.80	0.82	0.63	0.76	0.78	0.89	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.16	0.00	-	0.50	0.41	-	-0.04	-0.22	
Online discussion boards										
Frequently	20.0%	22.7%	32.0%	0.0%	17.8%	23.3%	28.6%	27.9%	38.9%	
Occasionally	55.0%	31.1%	32.2%	100.0%	30.2%	31.3%	35.7%	32.0%	33.0%	
Not at all	25.0%	46.2%	35.8%	0.0%	51.9%	45.4%	35.7%	40.2%	28.1%	
Total(n)	20	251	366	6	129	163	14	122	203	
Mean	1.95	1.76	1.96	2.00	1.66	1.78	1.93	1.88	2.11	
Standard deviation	0.69	0.80	0.82	0.00	0.77	0.80	0.83	0.82	0.81	

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	-	0.24	-0.01	-	0.44	0.28	-	0.06	-0.22	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently	0.0%	5.9%	5.1%	0.0%	5.5%	4.3%	0.0%	6.3%	5.7%	
Occasionally	10.0%	18.9%	17.6%	16.7%	18.8%	18.6%	7.1%	19.0%	16.7%	
Not at all	90.0%	75.2%	77.3%	83.3%	75.8%	77.0%	92.9%	74.6%	77.5%	
Total(n)	20	254	370	6	128	161	14	126	209	
Mean	1.10	1.31	1.28	1.17	1.30	1.27	1.07	1.32	1.28	
Standard deviation	0.31	0.58	0.55	0.41	0.57	0.54	0.27	0.59	0.56	
Significance	-			-			-			
Effect size	-	-0.36	-0.33	-	-0.23	-0.19	-	-0.42	-0.38	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Encourage students to become agents of social change										
Essential	63.2%	41.1%	46.0%	83.3%	30.2%	34.8%	53.8%	52.0%	54.5%	
Very important	26.3%	43.1%	40.9%	16.7%	46.8%	44.9%	30.8%	39.4%	37.8%	
Somewhat important	5.3%	10.3%	7.9%	0.0%	13.5%	11.4%	7.7%	7.1%	5.3%	
Not important	5.3%	5.5%	5.2%	0.0%	9.5%	8.9%	7.7%	1.6%	2.4%	
Total(n)	19	253	367	6	126	158	13	127	209	
Mean	3.47	3.20	3.28	3.83	2.98	3.06	3.31	3.42	3.44	
Standard deviation	0.84	0.84	0.82	0.41	0.91	0.90	0.95	0.70	0.71	
Significance	-			-	*	*	-			
Effect size	-	0.32	0.23	-	0.93	0.86	-	-0.16	-0.18	
Prepare students for employment after college										
Essential	94.7%	74.6%	77.2%	100.0%	71.1%	71.9%	92.3%	78.1%	81.3%	
Very important	5.3%	23.4%	20.6%	0.0%	26.6%	25.0%	7.7%	20.3%	17.2%	
Somewhat important	0.0%	0.8%	0.8%	0.0%	0.8%	1.3%	0.0%	0.8%	0.5%	
Not important	0.0%	1.2%	1.4%	0.0%	1.6%	1.9%	0.0%	0.8%	1.0%	
Total(n)	19	256	369	6	128	160	13	128	209	
Mean	3.95	3.71	3.74	4.00	3.67	3.67	3.92	3.76	3.79	
Standard deviation	0.23	0.54	0.54	0.00	0.58	0.60	0.28	0.50	0.48	
Significance	-			-			-			
Effect size	-	0.44	0.39	-	0.57	0.55	-	0.32	0.27	
Prepare students for graduate or advanced education										
Essential	50.0%	60.0%	60.4%	66.7%	64.3%	61.8%	41.7%	55.6%	59.4%	
Very important	50.0%	36.0%	34.6%	33.3%	32.5%	33.1%	58.3%	39.5%	35.7%	
Somewhat important	0.0%	3.6%	4.1%	0.0%	3.2%	4.5%	0.0%	4.0%	3.9%	
Not important	0.0%	0.4%	0.8%	0.0%	0.0%	0.6%	0.0%	0.8%	1.0%	
Total(n)	18	250	364	6	126	157	12	124	207	
Mean	3.50	3.56	3.55	3.67	3.61	3.56	3.42	3.50	3.54	
Standard deviation	0.51	0.59	0.62	0.52	0.55	0.61	0.51	0.62	0.62	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	0.11	0.18	-	-0.13	-0.19	

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 students' moral character										
Essential	33.3%	39.1%	40.4%	50.0%	40.6%	39.0%	25.0%	37.6%	41.5%	
Very important	61.1%	47.0%	45.6%	50.0%	45.3%	45.9%	66.7%	48.8%	45.4%	
Somewhat important	5.6%	11.9%	12.3%	0.0%	11.7%	12.6%	8.3%	12.0%	12.1%	
Not important	0.0%	2.0%	1.6%	0.0%	2.3%	2.5%	0.0%	1.6%	1.0%	
Total(n)	18	253	366	6	128	159	12	125	207	
Mean	3.28	3.23	3.25	3.50	3.24	3.21	3.17	3.22	3.28	
Standard deviation	0.57	0.73	0.73	0.55	0.75	0.76	0.58	0.72	0.71	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	0.35	0.38	-	-0.07	-0.15	
Provide for students' emotional development										
Essential	31.6%	28.6%	31.9%	50.0%	26.2%	24.1%	23.1%	31.0%	37.8%	
Very important	52.6%	48.4%	46.9%	50.0%	46.8%	49.4%	53.8%	50.0%	45.0%	
Somewhat important	10.5%	17.9%	16.6%	0.0%	18.3%	17.7%	15.4%	17.5%	15.8%	
Not important	5.3%	5.2%	4.6%	0.0%	8.7%	8.9%	7.7%	1.6%	1.4%	
Total(n)	19	252	367	6	126	158	13	126	209	
Mean	3.11	3.00	3.06	3.50	2.90	2.89	2.92	3.10	3.19	
Standard deviation	0.81	0.82	0.82	0.55	0.89	0.87	0.86	0.74	0.75	
Significance	-			-			-			
Effect size	-	0.13	0.06	-	0.67	0.70	-	-0.24	-0.36	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										
Essential	41.2%	37.8%	40.7%	60.0%	36.8%	36.3%	33.3%	38.9%	44.0%	
Very important	47.1%	46.2%	44.3%	40.0%	46.4%	46.5%	50.0%	46.0%	42.6%	
Somewhat important	5.9%	12.0%	11.7%	0.0%	12.0%	12.7%	8.3%	11.9%	11.0%	
Not important	5.9%	4.0%	3.3%	0.0%	4.8%	4.5%	8.3%	3.2%	2.4%	
Total(n)	17	251	366	5	125	157	12	126	209	
Mean	3.24	3.18	3.22	3.60	3.15	3.15	3.08	3.21	3.28	
Standard deviation	0.83	0.79	0.78	0.55	0.81	0.81	0.90	0.77	0.75	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.56	0.56	-	-0.17	-0.27	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	68.4%	47.4%	50.5%	83.3%	39.2%	39.5%	61.5%	55.6%	58.9%	
Very important	15.8%	37.8%	37.4%	16.7%	40.8%	42.0%	15.4%	34.9%	34.0%	
Somewhat important	15.8%	10.4%	8.5%	0.0%	12.8%	11.5%	23.1%	7.9%	6.2%	
Not important	0.0%	4.4%	3.6%	0.0%	7.2%	7.0%	0.0%	1.6%	1.0%	
Total(n)	19	251	366	6	125	157	13	126	209	
Mean	3.53	3.28	3.35	3.83	3.12	3.14	3.38	3.44	3.51	
Standard deviation	0.77	0.82	0.78	0.41	0.89	0.88	0.87	0.71	0.66	
Significance	-			-			-			

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	
Effect size	-	0.30	0.23	-	0.80	0.78	-	-0.08	-0.20	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Promote ability to write effectively										
Essential	94.4%	68.1%	71.0%	83.3%	62.8%	64.6%	100.0%	73.6%	76.0%	
Very important	5.6%	28.3%	25.5%	16.7%	31.8%	29.8%	0.0%	24.8%	22.1%	
Somewhat important	0.0%	2.4%	2.7%	0.0%	3.9%	4.3%	0.0%	0.8%	1.4%	
Not important	0.0%	1.2%	0.8%	0.0%	1.6%	1.2%	0.0%	0.8%	0.5%	
Total(n)	18	254	369	6	129	161	12	125	208	
Mean	3.94	3.63	3.67	3.83	3.56	3.58	4.00	3.71	3.74	
Standard deviation	0.24	0.59	0.57	0.41	0.65	0.64	0.00	0.52	0.50	
Significance	-	*	*	-			-			
Effect size	-	0.53	0.47	-	0.42	0.39	-	0.56	0.52	
Teach students tolerance and respect for different beliefs										
Essential	73.7%	56.7%	61.0%	83.3%	46.0%	48.1%	69.2%	67.5%	70.8%	
Very important	26.3%	35.7%	33.0%	16.7%	42.9%	41.8%	30.8%	28.6%	26.3%	
Somewhat important	0.0%	5.6%	4.6%	0.0%	7.1%	7.0%	0.0%	4.0%	2.9%	
Not important	0.0%	2.0%	1.4%	0.0%	4.0%	3.2%	0.0%	0.0%	0.0%	
Total(n)	19	252	367	6	126	158	13	126	209	
Mean	3.74	3.47	3.54	3.83	3.31	3.35	3.69	3.63	3.68	
Standard deviation	0.45	0.69	0.65	0.41	0.77	0.75	0.48	0.56	0.53	
Significance	-			-			-			
Effect size	-	0.39	0.31	-	0.68	0.64	-	0.11	0.02	
Rate your agreement with the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Strongly agree	10.5%	15.6%	14.9%	0.0%	16.5%	17.1%	15.4%	14.6%	13.2%	
Agree somewhat	47.4%	51.2%	54.1%	83.3%	52.8%	54.4%	30.8%	49.6%	53.9%	
Disagree somewhat	42.1%	28.0%	26.2%	16.7%	22.8%	22.2%	53.8%	33.3%	29.4%	
Strongly disagree	0.0%	5.2%	4.7%	0.0%	7.9%	6.3%	0.0%	2.4%	3.4%	
Total(n)	19	250	362	6	127	158	13	123	204	
Mean	2.68	2.77	2.79	2.83	2.78	2.82	2.62	2.76	2.77	
Standard deviation	0.67	0.77	0.75	0.41	0.82	0.79	0.77	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.12	-0.15	-	0.06	0.01	-	-0.19	-0.21	
Rate your agreement with the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all										
Strongly agree	73.7%	70.0%	72.3%	83.3%	62.0%	63.1%	69.2%	78.2%	79.4%	
Agree somewhat	26.3%	26.5%	24.7%	16.7%	31.0%	30.6%	30.8%	21.8%	20.1%	
Disagree somewhat	0.0%	2.0%	1.9%	0.0%	3.9%	3.8%	0.0%	0.0%	0.5%	
Strongly disagree	0.0%	1.6%	1.1%	0.0%	3.1%	2.5%	0.0%	0.0%	0.0%	
Total(n)	19	253	364	6	129	160	13	124	204	

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	
Mean	3.74	3.65	3.68	3.83	3.52	3.54	3.69	3.78	3.79	
Standard deviation	0.45	0.60	0.57	0.41	0.72	0.69	0.48	0.41	0.42	
Significance	-			-			-			
Effect size	-	0.15	0.11	-	0.43	0.42	-	-0.22	-0.24	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree	57.9%	55.0%	60.4%	83.3%	48.8%	51.3%	46.2%	61.5%	67.5%	
Agree somewhat	42.1%	37.3%	34.1%	16.7%	38.6%	38.0%	53.8%	36.1%	31.0%	
Disagree somewhat	0.0%	6.4%	4.7%	0.0%	10.2%	8.9%	0.0%	2.5%	1.5%	
Strongly disagree	0.0%	1.2%	0.8%	0.0%	2.4%	1.9%	0.0%	0.0%	0.0%	
Total(n)	19	249	361	6	127	158	13	122	203	
Mean	3.58	3.46	3.54	3.83	3.34	3.39	3.46	3.59	3.66	
Standard deviation	0.51	0.67	0.63	0.41	0.76	0.73	0.52	0.54	0.51	
Significance	-			-			-			
Effect size	-	0.18	0.06	-	0.64	0.60	-	-0.24	-0.39	
Rate your agreement with the following statements:										
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Strongly agree	5.6%	13.8%	14.1%	16.7%	17.5%	18.5%	0.0%	10.0%	10.7%	
Agree somewhat	50.0%	37.8%	37.9%	33.3%	30.2%	29.9%	58.3%	45.8%	44.2%	
Disagree somewhat	38.9%	36.2%	35.9%	50.0%	39.7%	39.5%	33.3%	32.5%	33.0%	
Strongly disagree	5.6%	12.2%	12.1%	0.0%	12.7%	12.1%	8.3%	11.7%	12.2%	
Total(n)	18	246	354	6	126	157	12	120	197	
Mean	2.56	2.53	2.54	2.67	2.52	2.55	2.50	2.54	2.53	
Standard deviation	0.70	0.88	0.88	0.82	0.93	0.93	0.67	0.83	0.84	
Significance	-			-			-			
Effect size	-	0.03	0.02	-	0.16	0.13	-	-0.05	-0.04	
I try to dispel perceptions of competition										
Strongly agree	31.6%	16.3%	17.6%	16.7%	10.7%	11.8%	38.5%	21.8%	22.1%	
Agree somewhat	47.4%	45.8%	45.8%	33.3%	42.1%	41.4%	53.8%	49.6%	49.2%	
Disagree somewhat	15.8%	30.0%	29.1%	33.3%	33.1%	33.6%	7.7%	26.9%	25.6%	
Strongly disagree	5.3%	7.9%	7.5%	16.7%	14.0%	13.2%	0.0%	1.7%	3.1%	
Total(n)	19	240	347	6	121	152	13	119	195	
Mean	3.05	2.70	2.73	2.50	2.50	2.52	3.31	2.92	2.90	
Standard deviation	0.85	0.83	0.84	1.05	0.87	0.87	0.63	0.74	0.77	
Significance	-			-			-			
Effect size	-	0.42	0.38	-	0.00	-0.02	-	0.53	0.53	
I achieve a healthy balance between my personal life and my professional life										
Strongly agree	0.0%	22.3%	21.9%	0.0%	26.4%	28.1%	0.0%	18.0%	16.9%	
Agree somewhat	26.3%	35.9%	35.2%	33.3%	34.1%	31.9%	23.1%	37.7%	37.8%	
Disagree somewhat	42.1%	26.7%	29.4%	33.3%	26.4%	28.1%	46.2%	27.0%	30.3%	
Strongly disagree	31.6%	15.1%	13.6%	33.3%	13.2%	11.9%	30.8%	17.2%	14.9%	
Total(n)	19	251	361	6	129	160	13	122	201	
Mean	1.95	2.65	2.65	2.00	2.74	2.76	1.92	2.57	2.57	

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	
Standard deviation	0.78	0.99	0.97	0.89	1.00	0.99	0.76	0.98	0.94	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.71	-0.72	-	-0.74	-0.77	-	-0.66	-0.69	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree	15.8%	18.1%	17.9%	16.7%	16.0%	16.7%	15.4%	20.3%	18.9%	
Agree somewhat	31.6%	28.6%	29.1%	33.3%	25.6%	26.3%	30.8%	31.7%	31.3%	
Disagree somewhat	42.1%	36.3%	36.4%	50.0%	37.6%	35.9%	38.5%	35.0%	36.8%	
Strongly disagree	10.5%	16.9%	16.5%	0.0%	20.8%	21.2%	15.4%	13.0%	12.9%	
Total(n)	19	248	357	6	125	156	13	123	201	
Mean	2.53	2.48	2.48	2.67	2.37	2.38	2.46	2.59	2.56	
Standard deviation	0.90	0.98	0.97	0.82	0.99	1.00	0.97	0.96	0.94	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.30	0.29	-	-0.14	-0.11	
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										
Strongly agree	10.5%	24.8%	24.4%	16.7%	30.6%	27.3%	7.7%	18.9%	22.1%	
Agree somewhat	52.6%	50.0%	51.3%	50.0%	44.4%	47.4%	53.8%	55.7%	54.3%	
Disagree somewhat	26.3%	16.7%	17.0%	33.3%	16.1%	17.5%	23.1%	17.2%	16.6%	
Strongly disagree	10.5%	8.5%	7.4%	0.0%	8.9%	7.8%	15.4%	8.2%	7.0%	
Total(n)	19	246	353	6	124	154	13	122	199	
Mean	2.63	2.91	2.93	2.83	2.97	2.94	2.54	2.85	2.91	
Standard deviation	0.83	0.87	0.84	0.75	0.91	0.87	0.88	0.82	0.82	
Significance	-			-			-			
Effect size	-	-0.32	-0.36	-	-0.15	-0.13	-	-0.38	-0.45	
Student Affairs staff have the support and respect of faculty										
Strongly agree	22.2%	29.4%	34.0%	0.0%	30.2%	29.0%	33.3%	28.7%	38.0%	
Agree somewhat	72.2%	51.9%	49.4%	83.3%	47.4%	51.7%	66.7%	56.5%	47.6%	
Disagree somewhat	5.6%	16.5%	14.5%	16.7%	18.1%	15.9%	0.0%	14.8%	13.4%	
Strongly disagree	0.0%	2.2%	2.1%	0.0%	4.3%	3.4%	0.0%	0.0%	1.1%	
Total(n)	18	231	332	6	116	145	12	115	187	
Mean	3.17	3.09	3.15	2.83	3.03	3.06	3.33	3.14	3.22	
Standard deviation	0.51	0.74	0.74	0.41	0.81	0.77	0.49	0.65	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.03	-	-0.25	-0.30	-	0.29	0.15	
There is a lot of campus racial conflict here										
Strongly agree	0.0%	1.6%	1.4%	0.0%	1.7%	1.3%	0.0%	1.6%	1.5%	
Agree somewhat	27.8%	13.6%	16.3%	33.3%	13.2%	14.1%	25.0%	13.9%	18.0%	
Disagree somewhat	50.0%	48.6%	50.7%	50.0%	43.0%	47.0%	50.0%	54.1%	53.5%	
Strongly disagree	22.2%	36.2%	31.5%	16.7%	42.1%	37.6%	25.0%	30.3%	27.0%	
Total(n)	18	243	349	6	121	149	12	122	200	
Mean	2.06	1.81	1.88	2.17	1.74	1.79	2.00	1.87	1.94	

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	
Standard deviation	0.73	0.73	0.72	0.75	0.75	0.73	0.74	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.34	0.25	-	0.57	0.52	-	0.19	0.08	
My research is valued by faculty in my department										
Strongly agree	47.4%	38.3%	38.1%	33.3%	42.1%	41.9%	53.8%	34.4%	35.1%	
Agree somewhat	26.3%	46.8%	44.7%	50.0%	47.6%	44.5%	15.4%	45.9%	44.8%	
Disagree somewhat	10.5%	11.3%	13.8%	0.0%	7.1%	10.3%	15.4%	15.6%	16.5%	
Strongly disagree	15.8%	3.6%	3.4%	16.7%	3.2%	3.2%	15.4%	4.1%	3.6%	
Total(n)	19	248	349	6	126	155	13	122	194	
Mean	3.05	3.20	3.17	3.00	3.29	3.25	3.08	3.11	3.11	
Standard deviation	1.13	0.78	0.79	1.10	0.74	0.77	1.19	0.81	0.81	
Significance	-			-			-			
Effect size	-	-0.19	-0.15	-	-0.39	-0.32	-	-0.04	-0.04	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
My teaching is valued by faculty in my department										
Strongly agree	57.9%	52.0%	55.2%	50.0%	54.0%	55.1%	61.5%	50.0%	55.3%	
Agree somewhat	31.6%	39.2%	36.1%	50.0%	38.1%	37.2%	23.1%	40.3%	35.2%	
Disagree somewhat	0.0%	6.4%	7.0%	0.0%	6.3%	6.4%	0.0%	6.5%	7.5%	
Strongly disagree	10.5%	2.4%	1.7%	0.0%	1.6%	1.3%	15.4%	3.2%	2.0%	
Total(n)	19	250	355	6	126	156	13	124	199	
Mean	3.37	3.41	3.45	3.50	3.44	3.46	3.31	3.37	3.44	
Standard deviation	0.96	0.72	0.70	0.55	0.69	0.68	1.11	0.75	0.72	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	0.09	0.06	-	-0.08	-0.18	
My service is valued by faculty in my department										
Strongly agree	44.4%	46.8%	47.7%	16.7%	49.6%	47.7%	58.3%	43.9%	47.7%	
Agree somewhat	38.9%	39.1%	37.9%	83.3%	40.8%	40.6%	16.7%	37.4%	35.7%	
Disagree somewhat	11.1%	10.9%	10.7%	0.0%	7.2%	7.7%	16.7%	14.6%	13.1%	
Strongly disagree	5.6%	3.2%	3.7%	0.0%	2.4%	3.9%	8.3%	4.1%	3.5%	
Total(n)	18	248	354	6	125	155	12	123	199	
Mean	3.22	3.29	3.30	3.17	3.38	3.32	3.25	3.21	3.28	
Standard deviation	0.88	0.79	0.80	0.41	0.73	0.78	1.06	0.84	0.82	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.29	-0.19	-	0.05	-0.04	
Faculty are sufficiently involved in campus decision making										
Strongly agree	0.0%	12.2%	14.8%	0.0%	13.0%	15.7%	0.0%	11.5%	14.1%	
Agree somewhat	16.7%	40.4%	43.0%	0.0%	39.8%	40.5%	25.0%	41.0%	44.9%	
Disagree somewhat	38.9%	33.9%	31.3%	66.7%	31.7%	30.1%	25.0%	36.1%	32.3%	
Strongly disagree	44.4%	13.5%	10.8%	33.3%	15.4%	13.7%	50.0%	11.5%	8.6%	
Total(n)	18	245	351	6	123	153	12	122	198	
Mean	1.72	2.51	2.62	1.67	2.50	2.58	1.75	2.52	2.65	
Standard deviation	0.75	0.88	0.87	0.52	0.91	0.91	0.87	0.85	0.83	
Significance	-	***	***	-	*	*	-	**	***	

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	
Effect size	-	-0.90	-1.03	-	-0.91	-1.00	-	-0.91	-1.08	
The faculty are typically at odds with campus administration										
Strongly agree	31.6%	9.7%	8.5%	50.0%	14.3%	13.5%	23.1%	4.9%	4.6%	
Agree somewhat	52.6%	38.3%	35.4%	33.3%	36.5%	32.7%	61.5%	40.2%	37.6%	
Disagree somewhat	15.8%	44.0%	45.3%	16.7%	42.9%	45.5%	15.4%	45.1%	45.2%	
Strongly disagree	0.0%	8.1%	10.8%	0.0%	6.3%	8.3%	0.0%	9.8%	12.7%	
Total(n)	19	248	353	6	126	156	13	122	197	
Mean	3.16	2.50	2.42	3.33	2.59	2.51	3.08	2.40	2.34	
Standard deviation	0.69	0.78	0.79	0.82	0.81	0.83	0.64	0.73	0.76	
Significance	-	***	***	-	*	*	-	**	***	
Effect size	-	0.85	0.94	-	0.91	0.99	-	0.93	0.97	
Faculty here respect each other										
Strongly agree	38.9%	30.4%	32.1%	16.7%	29.8%	30.7%	50.0%	30.9%	33.2%	
Agree somewhat	44.4%	57.5%	55.7%	66.7%	59.7%	57.5%	33.3%	55.3%	54.3%	
Disagree somewhat	11.1%	9.7%	9.7%	16.7%	8.1%	9.8%	8.3%	11.4%	9.5%	
Strongly disagree	5.6%	2.4%	2.6%	0.0%	2.4%	2.0%	8.3%	2.4%	3.0%	
Total(n)	18	247	352	6	124	153	12	123	199	
Mean	3.17	3.16	3.17	3.00	3.17	3.17	3.25	3.15	3.18	
Standard deviation	0.86	0.69	0.70	0.63	0.67	0.68	0.97	0.71	0.72	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	-0.25	-0.25	-	0.14	0.10	
Administrators consider faculty concerns when making policy										
Strongly agree	5.6%	14.2%	15.1%	0.0%	11.3%	13.0%	8.3%	17.1%	16.7%	
Agree somewhat	11.1%	45.7%	50.3%	16.7%	50.8%	52.6%	8.3%	40.7%	48.5%	
Disagree somewhat	50.0%	26.3%	23.9%	66.7%	24.2%	23.4%	41.7%	28.5%	24.2%	
Strongly disagree	33.3%	13.8%	10.8%	16.7%	13.7%	11.0%	41.7%	13.8%	10.6%	
Total(n)	18	247	352	6	124	154	12	123	198	
Mean	1.89	2.60	2.70	2.00	2.60	2.68	1.83	2.61	2.71	
Standard deviation	0.83	0.90	0.85	0.63	0.86	0.84	0.94	0.93	0.87	
Significance	-	**	***	-			-	**	***	
Effect size	-	-0.79	-0.95	-	-0.70	-0.81	-	-0.84	-1.01	
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										
Strongly agree	27.8%	29.2%	25.9%	0.0%	30.6%	26.8%	41.7%	27.9%	25.3%	
Agree somewhat	27.8%	49.0%	54.5%	33.3%	50.4%	55.0%	25.0%	47.5%	54.0%	
Disagree somewhat	27.8%	16.0%	14.7%	33.3%	10.7%	11.4%	25.0%	21.3%	17.2%	
Strongly disagree	16.7%	5.8%	4.9%	33.3%	8.3%	6.7%	8.3%	3.3%	3.5%	
Total(n)	18	243	347	6	121	149	12	122	198	
Mean	2.67	3.02	3.01	2.00	3.03	3.02	3.00	3.00	3.01	
Standard deviation	1.08	0.83	0.78	0.89	0.87	0.81	1.04	0.79	0.75	
Significance	-			-	**	**	-			
Effect size	-	-0.42	-0.44	-	-1.18	-1.26	-	0.00	-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	
The criteria for advancement and promotion decisions are clear										
Strongly agree	11.1%	32.2%	29.7%	0.0%	38.7%	36.4%	16.7%	25.6%	24.5%	
Agree somewhat	22.2%	41.6%	43.1%	0.0%	37.9%	37.0%	33.3%	45.5%	48.0%	
Disagree somewhat	33.3%	18.4%	19.1%	50.0%	17.7%	19.5%	25.0%	19.0%	18.9%	
Strongly disagree	33.3%	7.8%	8.0%	50.0%	5.6%	7.1%	25.0%	9.9%	8.7%	
Total(n)	18	245	350	6	124	154	12	121	196	
Mean	2.11	2.98	2.95	1.50	3.10	3.03	2.42	2.87	2.88	
Standard deviation	1.02	0.91	0.90	0.55	0.89	0.92	1.08	0.91	0.88	
Significance	-	***	***	-	***	***	-	-	-	
Effect size	-	-0.96	-0.93	-	-1.80	-1.66	-	-0.49	-0.52	
Most of the students I teach lack the basic skills for college-level work										
Strongly agree	10.5%	8.1%	6.1%	0.0%	12.0%	9.5%	15.4%	4.2%	3.6%	
Agree somewhat	26.3%	22.5%	20.1%	50.0%	22.2%	20.4%	15.4%	22.7%	19.8%	
Disagree somewhat	36.8%	40.3%	44.5%	50.0%	39.3%	44.2%	30.8%	41.2%	44.7%	
Strongly disagree	26.3%	29.2%	29.4%	0.0%	26.5%	25.9%	38.5%	31.9%	32.0%	
Total(n)	19	236	344	6	117	147	13	119	197	
Mean	2.21	2.09	2.03	2.50	2.20	2.14	2.08	1.99	1.95	
Standard deviation	0.98	0.91	0.86	0.55	0.97	0.91	1.12	0.85	0.81	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.13	0.21	-	0.31	0.40	-	0.11	0.16	
There is adequate support for faculty development										
Strongly agree	5.6%	23.2%	25.8%	0.0%	19.8%	21.8%	8.3%	26.6%	28.9%	
Agree somewhat	38.9%	42.4%	43.7%	50.0%	47.6%	49.4%	33.3%	37.1%	39.3%	
Disagree somewhat	27.8%	25.2%	21.8%	0.0%	23.0%	20.5%	41.7%	27.4%	22.9%	
Strongly disagree	27.8%	9.2%	8.7%	50.0%	9.5%	8.3%	16.7%	8.9%	9.0%	
Total(n)	18	250	357	6	126	156	12	124	201	
Mean	2.22	2.80	2.87	2.00	2.78	2.85	2.33	2.81	2.88	
Standard deviation	0.94	0.90	0.90	1.10	0.88	0.86	0.89	0.93	0.93	
Significance	-	**	**	-	*	*	-	-	*	
Effect size	-	-0.64	-0.72	-	-0.89	-0.99	-	-0.52	-0.59	
Faculty are not prepared to deal with conflict over diversity issues in the classroom										
Strongly agree	5.6%	5.4%	6.4%	0.0%	6.7%	6.0%	8.3%	4.2%	6.6%	
Agree somewhat	50.0%	43.3%	42.0%	50.0%	46.7%	47.7%	50.0%	40.0%	37.8%	
Disagree somewhat	33.3%	40.0%	40.0%	50.0%	35.8%	36.2%	25.0%	44.2%	42.9%	
Strongly disagree	11.1%	11.3%	11.6%	0.0%	10.8%	10.1%	16.7%	11.7%	12.8%	
Total(n)	18	240	345	6	120	149	12	120	196	
Mean	2.50	2.43	2.43	2.50	2.49	2.50	2.50	2.37	2.38	
Standard deviation	0.79	0.76	0.78	0.55	0.78	0.76	0.90	0.74	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.09	-	0.01	0.00	-	0.18	0.15	
This institution takes mentoring into consideration in the promotion process										
Strongly agree	0.0%	11.5%	11.2%	0.0%	13.0%	11.1%	0.0%	9.9%	11.2%	
Agree somewhat	27.8%	36.9%	36.1%	16.7%	35.8%	35.3%	33.3%	38.0%	36.7%	
Disagree somewhat	38.9%	37.3%	38.4%	33.3%	37.4%	39.9%	41.7%	37.2%	37.2%	

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	
Strongly disagree	33.3%	14.3%	14.3%	50.0%	13.8%	13.7%	25.0%	14.9%	14.8%	
Total(n)	18	244	349	6	123	153	12	121	196	
Mean	1.94	2.45	2.44	1.67	2.48	2.44	2.08	2.43	2.44	
Standard deviation	0.80	0.88	0.87	0.82	0.89	0.86	0.79	0.86	0.88	
Significance	-	*	*	-	*	*	-	-	-	
Effect size	-	-0.58	-0.57	-	-0.91	-0.90	-	-0.41	-0.41	
Faculty of color are treated fairly here										
Strongly agree	22.2%	40.2%	39.0%	16.7%	49.2%	43.4%	25.0%	31.1%	35.6%	
Agree somewhat	38.9%	40.7%	41.9%	33.3%	34.4%	38.8%	41.7%	47.1%	44.3%	
Disagree somewhat	33.3%	16.2%	15.9%	50.0%	13.1%	13.8%	25.0%	19.3%	17.5%	
Strongly disagree	5.6%	2.9%	3.2%	0.0%	3.3%	3.9%	8.3%	2.5%	2.6%	
Total(n)	18	241	346	6	122	152	12	119	194	
Mean	2.78	3.18	3.17	2.67	3.30	3.22	2.83	3.07	3.13	
Standard deviation	0.88	0.81	0.81	0.82	0.82	0.83	0.94	0.78	0.79	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.49	-0.48	-	-0.77	-0.66	-	-0.31	-0.38	
Women faculty are treated fairly here										
Strongly agree	27.8%	40.4%	39.3%	50.0%	53.7%	49.0%	16.7%	27.0%	31.8%	
Agree somewhat	38.9%	38.4%	40.2%	33.3%	33.3%	37.3%	41.7%	43.4%	42.4%	
Disagree somewhat	27.8%	16.3%	16.5%	16.7%	11.4%	12.4%	33.3%	21.3%	19.7%	
Strongly disagree	5.6%	4.9%	4.0%	0.0%	1.6%	1.3%	8.3%	8.2%	6.1%	
Total(n)	18	245	351	6	123	153	12	122	198	
Mean	2.89	3.14	3.15	3.33	3.39	3.34	2.67	2.89	3.00	
Standard deviation	0.90	0.86	0.84	0.82	0.75	0.74	0.89	0.90	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.29	-0.31	-	-0.08	-0.01	-	-0.24	-0.38	
LGBTQ faculty are treated fairly here										
Strongly agree	22.2%	39.1%	38.9%	16.7%	50.9%	46.6%	25.0%	27.4%	33.0%	
Agree somewhat	50.0%	46.8%	47.5%	50.0%	37.9%	41.1%	50.0%	55.6%	52.4%	
Disagree somewhat	27.8%	12.9%	12.5%	33.3%	9.5%	11.0%	25.0%	16.2%	13.6%	
Strongly disagree	0.0%	1.3%	1.2%	0.0%	1.7%	1.4%	0.0%	0.9%	1.0%	
Total(n)	18	233	337	6	116	146	12	117	191	
Mean	2.94	3.24	3.24	2.83	3.38	3.33	3.00	3.09	3.17	
Standard deviation	0.73	0.72	0.71	0.75	0.73	0.73	0.74	0.68	0.69	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.42	-0.42	-	-0.75	-0.68	-	-0.13	-0.25	
Indicate how important you believe each priority listed below is at your college or university:										
Increase or maintain institutional affordability										
Highest priority	11.1%	25.1%	25.2%	20.0%	28.0%	26.2%	7.7%	22.2%	24.5%	
High priority	61.1%	57.0%	57.6%	60.0%	55.1%	57.2%	61.5%	59.0%	57.8%	
Medium priority	16.7%	16.2%	15.4%	20.0%	15.3%	13.8%	15.4%	17.1%	16.7%	
Low priority	11.1%	1.7%	1.8%	0.0%	1.7%	2.8%	15.4%	1.7%	1.0%	
Total(n)	18	235	337	5	118	145	13	117	192	

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	
Mean	2.72	3.06	3.06	3.00	3.09	3.07	2.62	3.02	3.06	
Standard deviation	0.83	0.69	0.69	0.71	0.70	0.71	0.87	0.68	0.67	
Significance	-	*	*	-	-	-	-	-	*	
Effect size	-	-0.49	-0.49	-	-0.13	-0.10	-	-0.59	-0.66	
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%	19.4%	20.6%	0.0%	21.7%	21.7%	7.7%	17.1%	19.8%	
High priority	22.2%	44.0%	44.2%	40.0%	46.1%	46.2%	15.4%	41.9%	42.7%	
Medium priority	66.7%	30.2%	30.7%	40.0%	25.2%	26.6%	76.9%	35.0%	33.9%	
Low priority	5.6%	6.5%	4.5%	20.0%	7.0%	5.6%	0.0%	6.0%	3.6%	
Total(n)	18	232	335	5	115	143	13	117	192	
Mean	2.28	2.76	2.81	2.20	2.83	2.84	2.31	2.70	2.79	
Standard deviation	0.67	0.84	0.81	0.84	0.85	0.83	0.63	0.82	0.80	
Significance	-	*	**	-	-	-	-	-	*	
Effect size	-	-0.57	-0.65	-	-0.74	-0.77	-	-0.48	-0.60	
To facilitate student involvement in community service										
Highest priority	5.9%	14.5%	15.7%	0.0%	12.5%	12.1%	8.3%	16.4%	18.2%	
High priority	29.4%	36.4%	41.0%	20.0%	36.6%	40.7%	33.3%	36.2%	41.1%	
Medium priority	58.8%	43.4%	37.3%	80.0%	49.1%	44.3%	50.0%	37.9%	32.3%	
Low priority	5.9%	5.7%	6.0%	0.0%	1.8%	2.9%	8.3%	9.5%	8.3%	
Total(n)	17	228	332	5	112	140	12	116	192	
Mean	2.35	2.60	2.66	2.20	2.60	2.62	2.42	2.59	2.69	
Standard deviation	0.70	0.80	0.81	0.45	0.73	0.73	0.79	0.87	0.86	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.31	-0.38	-	-0.55	-0.58	-	-0.20	-0.31	
To help students learn how to bring about change in society										
Highest priority	0.0%	16.4%	15.0%	0.0%	16.1%	14.4%	0.0%	16.7%	15.4%	
High priority	29.4%	35.0%	37.0%	40.0%	34.8%	37.4%	25.0%	35.1%	36.7%	
Medium priority	58.8%	41.6%	39.8%	40.0%	42.9%	41.0%	66.7%	40.4%	38.8%	
Low priority	11.8%	7.1%	8.3%	20.0%	6.3%	7.2%	8.3%	7.9%	9.0%	
Total(n)	17	226	327	5	112	139	12	114	188	
Mean	2.18	2.61	2.59	2.20	2.61	2.59	2.17	2.61	2.59	
Standard deviation	0.64	0.84	0.84	0.84	0.83	0.82	0.58	0.86	0.86	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.51	-0.49	-	-0.49	-0.48	-	-0.51	-0.49	
To increase or maintain institutional prestige										
Highest priority	33.3%	25.2%	22.2%	20.0%	27.6%	24.3%	38.5%	22.9%	20.6%	
High priority	50.0%	47.0%	47.9%	40.0%	44.0%	46.5%	53.8%	50.0%	49.0%	
Medium priority	11.1%	23.5%	24.6%	20.0%	24.1%	24.3%	7.7%	22.9%	24.7%	
Low priority	5.6%	4.3%	5.3%	20.0%	4.3%	4.9%	0.0%	4.2%	5.7%	
Total(n)	18	234	338	5	116	144	13	118	194	
Mean	3.11	2.93	2.87	2.60	2.95	2.90	3.31	2.92	2.85	
Standard deviation	0.83	0.81	0.82	1.14	0.83	0.82	0.63	0.79	0.81	

	Total			Men			Women			CIRP Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Montclair State University										
Significance	-			-			-		*	
Effect size	-	0.22	0.29	-	-0.42	-0.37	-	0.49	0.57	

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	0.0%	6.0%	4.8%	0.0%	8.5%	6.8%	0.0%	3.5%	3.2%	
High priority	29.4%	27.0%	25.0%	0.0%	23.7%	21.9%	41.7%	30.4%	27.4%	
Medium priority	29.4%	44.2%	42.3%	0.0%	44.9%	43.2%	41.7%	43.5%	41.6%	
Low priority	41.2%	22.7%	28.0%	100.0%	22.9%	28.1%	16.7%	22.6%	27.9%	
Total(n)	17	233	336	5	118	146	12	115	190	
Mean	1.88	2.16	2.07	1.00	2.18	2.08	2.25	2.15	2.06	
Standard deviation	0.86	0.85	0.85	0.00	0.88	0.88	0.75	0.81	0.82	
Significance	-			-	**	**	-			
Effect size	-	-0.33	-0.22	-	-1.34	-1.23	-	0.12	0.23	
To recruit more minority students										
Highest priority	5.9%	17.0%	16.0%	0.0%	13.2%	12.0%	8.3%	20.7%	19.0%	
High priority	47.1%	45.2%	44.1%	40.0%	48.2%	45.8%	50.0%	42.2%	42.9%	
Medium priority	41.2%	29.6%	32.6%	60.0%	29.8%	34.5%	33.3%	29.3%	31.2%	
Low priority	5.9%	8.3%	7.3%	0.0%	8.8%	7.7%	8.3%	7.8%	6.9%	
Total(n)	17	230	331	5	114	142	12	116	189	
Mean	2.53	2.71	2.69	2.40	2.66	2.62	2.58	2.76	2.74	
Standard deviation	0.72	0.84	0.83	0.55	0.82	0.80	0.79	0.87	0.85	
Significance	-			-			-			
Effect size	-	-0.21	-0.19	-	-0.32	-0.28	-	-0.21	-0.19	
Increase the selectivity of the student body through more competitive admissions criteria										
Highest priority	0.0%	7.5%	6.6%	0.0%	11.5%	9.9%	0.0%	3.5%	4.2%	
High priority	23.5%	31.1%	27.5%	40.0%	31.9%	28.4%	16.7%	30.4%	26.8%	
Medium priority	35.3%	35.1%	37.5%	20.0%	31.9%	36.2%	41.7%	38.3%	38.4%	
Low priority	41.2%	26.3%	28.4%	40.0%	24.8%	25.5%	41.7%	27.8%	30.5%	
Total(n)	17	228	331	5	113	141	12	115	190	
Mean	1.82	2.20	2.12	2.00	2.30	2.23	1.75	2.10	2.05	
Standard deviation	0.81	0.92	0.90	1.00	0.97	0.94	0.75	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.41	-0.33	-	-0.31	-0.24	-	-0.41	-0.35	
To promote gender diversity in the faculty and administration										
Highest priority	16.7%	17.0%	15.1%	20.0%	19.5%	17.0%	15.4%	14.7%	13.6%	
High priority	27.8%	38.9%	36.4%	40.0%	45.1%	43.3%	23.1%	32.8%	31.4%	
Medium priority	33.3%	30.6%	35.2%	20.0%	24.8%	29.8%	38.5%	36.2%	39.3%	
Low priority	22.2%	13.5%	13.3%	20.0%	10.6%	9.9%	23.1%	16.4%	15.7%	
Total(n)	18	229	332	5	113	141	13	116	191	
Mean	2.39	2.59	2.53	2.60	2.73	2.67	2.31	2.46	2.43	
Standard deviation	1.04	0.93	0.90	1.14	0.90	0.87	1.03	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.22	-0.16	-	-0.14	-0.08	-	-0.16	-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	
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	16.7%	21.3%	18.9%	20.0%	21.2%	17.9%	15.4%	21.4%	19.7%	
High priority	38.9%	42.6%	42.0%	40.0%	50.4%	50.0%	38.5%	35.0%	36.3%	
Medium priority	22.2%	24.3%	27.3%	40.0%	19.5%	22.1%	15.4%	29.1%	31.1%	
Low priority	22.2%	11.7%	11.7%	0.0%	8.8%	10.0%	30.8%	14.5%	13.0%	
Total(n)	18	230	333	5	113	140	13	117	193	
Mean	2.50	2.73	2.68	2.80	2.84	2.76	2.38	2.63	2.63	
Standard deviation	1.04	0.93	0.91	0.84	0.86	0.86	1.12	0.98	0.94	
Significance	-			-			-			
Effect size	-	-0.25	-0.20	-	-0.05	0.05	-	-0.26	-0.27	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	0.0%	14.3%	13.2%	0.0%	13.9%	11.9%	0.0%	14.8%	14.2%	
High priority	35.3%	30.0%	34.8%	20.0%	28.7%	30.8%	41.7%	31.3%	37.9%	
Medium priority	29.4%	36.1%	33.9%	40.0%	37.4%	36.4%	25.0%	34.8%	32.1%	
Low priority	35.3%	19.6%	18.0%	40.0%	20.0%	21.0%	33.3%	19.1%	15.8%	
Total(n)	17	230	333	5	115	143	12	115	190	
Mean	2.00	2.39	2.43	1.80	2.37	2.34	2.08	2.42	2.51	
Standard deviation	0.87	0.96	0.93	0.84	0.96	0.94	0.90	0.96	0.92	
Significance	-			-			-			
Effect size	-	-0.41	-0.46	-	-0.59	-0.57	-	-0.35	-0.47	
To create and sustain partnerships with surrounding communities										
Highest priority	0.0%	20.7%	20.9%	0.0%	20.7%	19.4%	0.0%	20.7%	22.0%	
High priority	58.8%	43.5%	46.6%	40.0%	43.1%	45.1%	66.7%	44.0%	47.6%	
Medium priority	23.5%	27.2%	23.9%	20.0%	27.6%	26.4%	25.0%	26.7%	22.0%	
Low priority	17.6%	8.6%	8.7%	40.0%	8.6%	9.0%	8.3%	8.6%	8.4%	
Total(n)	17	232	335	5	116	144	12	116	191	
Mean	2.41	2.76	2.80	2.00	2.76	2.75	2.58	2.77	2.83	
Standard deviation	0.80	0.88	0.87	1.00	0.88	0.87	0.67	0.88	0.87	
Significance	-			-			-			
Effect size	-	-0.40	-0.45	-	-0.86	-0.86	-	-0.22	-0.29	
Indicate how important you believe each priority listed below is at your college or university:										
To pursue extramural funding										
Highest priority	35.3%	39.0%	29.8%	25.0%	43.0%	34.5%	38.5%	35.0%	26.3%	
High priority	41.2%	34.2%	31.3%	25.0%	31.6%	28.9%	46.2%	36.8%	33.2%	
Medium priority	23.5%	21.6%	26.2%	50.0%	21.1%	26.8%	15.4%	22.2%	25.8%	
Low priority	0.0%	5.2%	12.7%	0.0%	4.4%	9.9%	0.0%	6.0%	14.7%	
Total(n)	17	231	332	4	114	142	13	117	190	
Mean	3.12	3.07	2.78	2.75	3.13	2.88	3.23	3.01	2.71	
Standard deviation	0.78	0.90	1.01	0.96	0.90	1.00	0.73	0.90	1.02	

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	-	0.06	0.34	-	-0.42	-0.13	-	0.24	0.51	
To strengthen links with the for-profit, corporate sector										
Highest priority	12.5%	11.4%	9.7%	0.0%	13.2%	12.1%	18.2%	9.6%	7.9%	
High priority	50.0%	40.2%	37.9%	60.0%	42.1%	43.3%	45.5%	38.3%	33.9%	
Medium priority	25.0%	35.8%	36.1%	40.0%	35.1%	31.9%	18.2%	36.5%	39.2%	
Low priority	12.5%	12.7%	16.4%	0.0%	9.6%	12.8%	18.2%	15.7%	19.0%	
Total(n)	16	229	330	5	114	141	11	115	189	
Mean	2.63	2.50	2.41	2.60	2.59	2.55	2.64	2.42	2.31	
Standard deviation	0.89	0.86	0.87	0.55	0.84	0.87	1.03	0.87	0.87	
Significance	-			-			-			
Effect size	-	0.15	0.25	-	0.01	0.06	-	0.25	0.38	
To develop leadership ability among students										
Highest priority	0.0%	18.1%	19.1%	0.0%	20.7%	20.3%	0.0%	15.5%	18.2%	
High priority	29.4%	37.0%	38.5%	20.0%	35.1%	37.0%	33.3%	38.8%	39.6%	
Medium priority	58.8%	37.0%	34.5%	60.0%	34.2%	34.8%	58.3%	39.7%	34.4%	
Low priority	11.8%	7.9%	7.9%	20.0%	9.9%	8.0%	8.3%	6.0%	7.8%	
Total(n)	17	227	330	5	111	138	12	116	192	
Mean	2.18	2.65	2.69	2.00	2.67	2.70	2.25	2.64	2.68	
Standard deviation	0.64	0.87	0.87	0.71	0.92	0.88	0.62	0.82	0.86	
Significance	-	*	*	-			-			
Effect size	-	-0.54	-0.59	-	-0.73	-0.80	-	-0.48	-0.50	
Indicate how important you believe each priority listed below is at your college or university:										
To develop an appreciation for multiculturalism										
Highest priority	11.8%	24.2%	24.0%	20.0%	27.2%	24.1%	8.3%	21.4%	23.8%	
High priority	47.1%	44.6%	45.2%	20.0%	40.4%	41.8%	58.3%	48.7%	47.7%	
Medium priority	41.2%	24.2%	23.7%	60.0%	24.6%	27.7%	33.3%	23.9%	20.7%	
Low priority	0.0%	6.9%	7.2%	0.0%	7.9%	6.4%	0.0%	6.0%	7.8%	
Total(n)	17	231	334	5	114	141	12	117	193	
Mean	2.71	2.86	2.86	2.60	2.87	2.84	2.75	2.85	2.88	
Standard deviation	0.69	0.86	0.86	0.89	0.91	0.87	0.62	0.82	0.86	
Significance	-			-			-			
Effect size	-	-0.17	-0.17	-	-0.30	-0.28	-	-0.12	-0.15	
To prepare students for the workplace										
Highest priority	12.5%	36.8%	39.2%	20.0%	38.1%	36.9%	9.1%	35.7%	40.8%	
High priority	68.8%	46.9%	47.0%	60.0%	46.0%	48.9%	72.7%	47.8%	45.5%	
Medium priority	18.8%	14.9%	12.7%	20.0%	13.3%	12.1%	18.2%	16.5%	13.1%	
Low priority	0.0%	1.3%	1.2%	0.0%	2.7%	2.1%	0.0%	0.0%	0.5%	
Total(n)	16	228	332	5	113	141	11	115	191	
Mean	2.94	3.19	3.24	3.00	3.19	3.21	2.91	3.19	3.27	
Standard deviation	0.57	0.73	0.71	0.71	0.77	0.73	0.54	0.70	0.70	
Significance	-			-			-			
Effect size	-	-0.34	-0.42	-	-0.25	-0.29	-	-0.40	-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	
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 very large extent	44.4%	35.6%	33.7%	60.0%	38.9%	36.2%	38.5%	32.1%	31.9%	
To a large extent	27.8%	25.3%	28.5%	20.0%	24.8%	27.7%	30.8%	25.9%	29.2%	
To some extent	22.2%	29.3%	27.0%	20.0%	24.8%	24.1%	23.1%	33.9%	29.2%	
To a small extent	5.6%	7.6%	8.6%	0.0%	9.7%	10.6%	7.7%	5.4%	7.0%	
Not at all	0.0%	2.2%	2.1%	0.0%	1.8%	1.4%	0.0%	2.7%	2.7%	
Total(n)	18	225	326	5	113	141	13	112	185	
Mean	4.11	3.84	3.83	4.40	3.89	3.87	4.00	3.79	3.81	
Standard deviation	0.96	1.06	1.06	0.89	1.09	1.07	1.00	1.04	1.05	
Significance	-			-			-			
Effect size	-	0.25	0.26	-	0.47	0.50	-	0.20	0.18	
Experience close alignment between your work and your personal values										
To a very large extent	38.9%	41.9%	41.8%	0.0%	41.2%	41.5%	53.8%	42.5%	41.9%	
To a large extent	38.9%	41.9%	41.8%	100.0%	43.0%	40.1%	15.4%	40.7%	43.0%	
To some extent	22.2%	15.0%	15.2%	0.0%	13.2%	16.2%	30.8%	16.8%	14.5%	
To a small extent	0.0%	0.9%	0.9%	0.0%	1.8%	1.4%	0.0%	0.0%	0.5%	
Not at all	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Total(n)	18	227	328	5	114	142	13	113	186	
Mean	4.17	4.24	4.24	4.00	4.22	4.20	4.23	4.26	4.26	
Standard deviation	0.79	0.77	0.76	0.00	0.81	0.81	0.93	0.73	0.72	
Significance	-			-			-			
Effect size	-	-0.09	-0.09	-	-0.27	-0.25	-	-0.04	-0.04	
Mentor faculty										
To a very large extent	44.4%	24.2%	22.5%	40.0%	25.5%	22.6%	46.2%	22.9%	22.3%	
To a large extent	22.2%	26.0%	28.5%	40.0%	26.4%	27.7%	15.4%	25.7%	29.1%	
To some extent	11.1%	31.1%	29.7%	20.0%	32.7%	33.6%	7.7%	29.4%	26.8%	
To a small extent	5.6%	8.7%	8.9%	0.0%	8.2%	8.8%	7.7%	9.2%	8.9%	
Not at all	16.7%	10.0%	10.4%	0.0%	7.3%	7.3%	23.1%	12.8%	12.8%	
Total(n)	18	219	316	5	110	137	13	109	179	
Mean	3.72	3.46	3.44	4.20	3.55	3.50	3.54	3.37	3.39	
Standard deviation	1.53	1.23	1.23	0.84	1.17	1.15	1.71	1.29	1.28	
Significance	-			-			-			
Effect size	-	0.21	0.23	-	0.56	0.61	-	0.13	0.12	
Mentor undergraduate students										
To a very large extent	16.7%	12.3%	9.7%	20.0%	14.2%	12.8%	15.4%	10.3%	7.3%	
To a large extent	16.7%	15.0%	15.6%	20.0%	13.3%	14.2%	15.4%	16.8%	16.8%	
To some extent	16.7%	21.8%	20.6%	40.0%	23.9%	23.4%	7.7%	19.6%	18.4%	
To a small extent	5.6%	14.1%	14.4%	20.0%	10.6%	10.6%	0.0%	17.8%	17.3%	
Not at all	44.4%	36.8%	39.7%	0.0%	38.1%	39.0%	61.5%	35.5%	40.2%	
Total(n)	18	220	320	5	113	141	13	107	179	
Mean	2.56	2.52	2.41	3.40	2.55	2.51	2.23	2.49	2.34	
Standard deviation	1.62	1.43	1.39	1.14	1.46	1.45	1.69	1.39	1.34	

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	-	0.03	0.11	-	0.58	0.61	-	-0.19	-0.08	
Please indicate the extent to which you:										
Mentor graduate students										
To a very large extent	55.6%	48.6%	48.8%	60.0%	45.5%	46.4%	53.8%	51.8%	50.5%	
To a large extent	22.2%	32.9%	33.2%	20.0%	37.3%	36.2%	23.1%	28.6%	31.0%	
To some extent	22.2%	13.1%	13.0%	20.0%	12.7%	13.0%	23.1%	13.4%	13.0%	
To a small extent	0.0%	3.6%	3.4%	0.0%	1.8%	2.2%	0.0%	5.4%	4.3%	
Not at all	0.0%	1.8%	1.6%	0.0%	2.7%	2.2%	0.0%	0.9%	1.1%	
Total(n)	18	222	322	5	110	138	13	112	184	
Mean	4.33	4.23	4.24	4.40	4.21	4.22	4.31	4.25	4.26	
Standard deviation	0.84	0.94	0.92	0.89	0.93	0.91	0.85	0.94	0.92	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.20	0.20	-	0.06	0.05	
Been mentored by at least one professional in academia										
To a very large extent	35.3%	30.9%	30.0%	0.0%	27.0%	24.5%	50.0%	34.9%	34.3%	
To a large extent	11.8%	32.3%	30.9%	40.0%	36.9%	33.8%	0.0%	27.5%	28.7%	
To some extent	23.5%	20.5%	24.3%	20.0%	18.9%	24.5%	25.0%	22.0%	24.2%	
To a small extent	17.6%	10.5%	8.8%	20.0%	9.0%	10.1%	16.7%	11.9%	7.9%	
Not at all	11.8%	5.9%	6.0%	20.0%	8.1%	7.2%	8.3%	3.7%	5.1%	
Total(n)	17	220	317	5	111	139	12	109	178	
Mean	3.41	3.72	3.70	2.80	3.66	3.58	3.67	3.78	3.79	
Standard deviation	1.46	1.18	1.16	1.30	1.20	1.17	1.50	1.16	1.15	
Significance	-			-			-			
Effect size	-	-0.26	-0.25	-	-0.72	-0.67	-	-0.09	-0.10	
Participated in training in preparation to be a mentor (e.g., workshops, programs)										
To a very large extent	5.6%	8.6%	8.5%	0.0%	6.3%	5.0%	7.7%	10.9%	11.1%	
To a large extent	5.6%	12.2%	11.9%	20.0%	17.9%	15.8%	0.0%	6.4%	8.9%	
To some extent	33.3%	21.2%	21.3%	20.0%	17.9%	19.4%	38.5%	24.5%	22.8%	
To a small extent	0.0%	18.0%	18.8%	0.0%	18.8%	20.9%	0.0%	17.3%	17.2%	
Not at all	55.6%	40.1%	39.5%	60.0%	39.3%	38.8%	53.8%	40.9%	40.0%	
Total(n)	18	222	319	5	112	139	13	110	180	
Mean	2.06	2.31	2.31	2.00	2.33	2.27	2.08	2.29	2.34	
Standard deviation	1.30	1.33	1.32	1.41	1.32	1.27	1.32	1.35	1.37	
Significance	-			-			-			
Effect size	-	-0.19	-0.19	-	-0.25	-0.21	-	-0.16	-0.19	
Accessed the National Research Mentoring Network (NRMN) resource										
To a very large extent	0.0%	1.3%	0.9%	0.0%	0.0%	0.0%	0.0%	2.7%	1.6%	
To a large extent	0.0%	3.1%	2.5%	0.0%	4.4%	3.5%	0.0%	1.8%	1.6%	

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	
To some extent	0.0%	4.0%	4.3%	0.0%	6.2%	5.7%	0.0%	1.8%	3.3%	
To a small extent	0.0%	4.9%	5.0%	0.0%	6.2%	6.4%	0.0%	3.6%	3.8%	
Not at all	100.0%	86.7%	87.3%	100.0%	83.2%	84.4%	100.0%	90.2%	89.6%	
Total(n)	18	225	323	5	113	141	13	112	182	
Mean	1.00	1.28	1.25	1.00	1.32	1.28	1.00	1.23	1.22	
Standard deviation	0.00	0.79	0.73	0.00	0.78	0.73	0.00	0.81	0.73	
Significance	-			-			-			
Effect size	-	-0.35	-0.34	-	-0.41	-0.38	-	-0.28	-0.30	
How would you rate the overall quality of your mentoring relationship with your faculty mentee(s)?										
Excellent	53.8%	36.8%	34.9%	75.0%	41.6%	37.3%	44.4%	31.5%	32.9%	
Good	23.1%	47.7%	50.9%	25.0%	44.6%	47.6%	22.2%	51.1%	53.7%	
Fair	23.1%	12.4%	12.0%	0.0%	8.9%	11.1%	33.3%	16.3%	12.8%	
Poor	0.0%	3.1%	2.2%	0.0%	5.0%	4.0%	0.0%	1.1%	0.7%	
Total(n)	13	193	275	4	101	126	9	92	149	
Mean	3.31	3.18	3.19	3.75	3.23	3.18	3.11	3.13	3.19	
Standard deviation	0.85	0.77	0.72	0.50	0.81	0.78	0.93	0.71	0.67	
Significance	-			-			-			
Effect size	-	0.17	0.17	-	0.64	0.73	-	-0.03	-0.12	
How would you rate the overall quality of your mentoring relationship with your undergraduate mentee(s)?										
Excellent	60.0%	32.8%	32.4%	60.0%	31.8%	33.3%	60.0%	33.9%	31.6%	
Good	40.0%	53.9%	53.4%	40.0%	51.5%	49.4%	40.0%	56.5%	56.8%	
Fair	0.0%	10.2%	11.4%	0.0%	12.1%	12.3%	0.0%	8.1%	10.5%	
Poor	0.0%	3.1%	2.8%	0.0%	4.5%	4.9%	0.0%	1.6%	1.1%	
Total(n)	10	128	176	5	66	81	5	62	95	
Mean	3.60	3.16	3.15	3.60	3.11	3.11	3.60	3.23	3.19	
Standard deviation	0.52	0.73	0.73	0.55	0.79	0.81	0.55	0.66	0.66	
Significance	-			-			-			
Effect size	-	0.60	0.62	-	0.62	0.60	-	0.56	0.62	
How would you rate the overall quality of your mentoring relationship with your graduate mentee(s)?										
Excellent	70.6%	55.6%	55.2%	80.0%	53.8%	52.6%	66.7%	57.4%	57.1%	

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	
Good	11.8%	37.4%	39.3%	0.0%	41.5%	42.9%	16.7%	33.3%	36.6%	
Fair	17.6%	6.1%	4.5%	20.0%	4.7%	4.5%	16.7%	7.4%	4.6%	
Poor	0.0%	0.9%	1.0%	0.0%	0.0%	0.0%	0.0%	1.9%	1.7%	
Total(n)	17	214	308	5	106	133	12	108	175	
Mean	3.53	3.48	3.49	3.60	3.49	3.48	3.50	3.46	3.49	
Standard deviation	0.80	0.66	0.63	0.89	0.59	0.59	0.80	0.72	0.67	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.19	0.20	-	0.06	0.01	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	0.0%	19.6%	18.6%	0.0%	24.1%	21.6%	0.0%	15.2%	16.3%	
Satisfied	47.1%	43.3%	43.7%	0.0%	40.2%	42.4%	66.7%	46.4%	44.6%	
Marginally satisfied	29.4%	22.8%	23.8%	60.0%	23.2%	24.5%	16.7%	22.3%	23.4%	
Not satisfied	23.5%	14.3%	13.9%	40.0%	12.5%	11.5%	16.7%	16.1%	15.8%	
Total(n)	17	224	323	5	112	139	12	112	184	
Mean	2.24	2.68	2.67	1.60	2.76	2.74	2.50	2.61	2.61	
Standard deviation	0.83	0.95	0.94	0.55	0.96	0.93	0.80	0.93	0.94	
Significance	-			-	**	**	-			
Effect size	-	-0.46	-0.46	-	-1.21	-1.23	-	-0.12	-0.12	
Health benefits										
Very satisfied	11.8%	29.0%	29.7%	0.0%	29.5%	28.6%	16.7%	28.6%	30.6%	
Satisfied	41.2%	47.3%	47.7%	20.0%	42.0%	44.3%	50.0%	52.7%	50.3%	
Marginally satisfied	41.2%	17.0%	15.2%	60.0%	21.4%	20.0%	33.3%	12.5%	11.5%	
Not satisfied	5.9%	6.7%	7.4%	20.0%	7.1%	7.1%	0.0%	6.3%	7.7%	
Total(n)	17	224	323	5	112	140	12	112	183	
Mean	2.59	2.99	3.00	2.00	2.94	2.94	2.83	3.04	3.04	
Standard deviation	0.80	0.85	0.87	0.71	0.89	0.88	0.72	0.82	0.85	
Significance	-			-	*	*	-			
Effect size	-	-0.47	-0.47	-	-1.06	-1.07	-	-0.26	-0.25	
How satisfied are you with the following aspects of your job?										
Retirement benefits										
Very satisfied	6.3%	27.4%	28.2%	0.0%	24.8%	25.5%	9.1%	30.0%	30.2%	
Satisfied	50.0%	45.2%	46.1%	40.0%	45.0%	47.4%	54.5%	45.5%	45.1%	
Marginally satisfied	31.3%	19.2%	17.6%	40.0%	19.3%	16.8%	27.3%	19.1%	18.1%	
Not satisfied	12.5%	8.2%	8.2%	20.0%	11.0%	10.2%	9.1%	5.5%	6.6%	
Total(n)	16	219	319	5	109	137	11	110	182	
Mean	2.50	2.92	2.94	2.20	2.83	2.88	2.64	3.00	2.99	
Standard deviation	0.82	0.89	0.88	0.84	0.93	0.91	0.81	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.47	-0.50	-	-0.68	-0.75	-	-0.42	-0.40	
Opportunity for scholarly pursuits										
Very satisfied	11.8%	22.9%	22.4%	0.0%	23.6%	24.6%	16.7%	22.1%	20.8%	
Satisfied	17.6%	45.3%	43.6%	0.0%	47.3%	45.7%	25.0%	43.4%	42.1%	

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	47.1%	22.9%	23.1%	80.0%	19.1%	18.8%	33.3%	26.5%	26.2%	
Not satisfied	23.5%	9.0%	10.9%	20.0%	10.0%	10.9%	25.0%	8.0%	10.9%	
Total(n)	17	223	321	5	110	138	12	113	183	
Mean	2.18	2.82	2.78	1.80	2.85	2.84	2.33	2.80	2.73	
Standard deviation	0.95	0.89	0.92	0.45	0.90	0.92	1.07	0.88	0.91	
Significance	-	**	**	-	*	*	-	-	-	
Effect size	-	-0.72	-0.65	-	-1.17	-1.13	-	-0.53	-0.44	
Teaching load										
Very satisfied	11.8%	23.7%	22.0%	20.0%	27.9%	26.8%	8.3%	19.5%	18.5%	
Satisfied	52.9%	52.7%	51.6%	20.0%	52.3%	52.9%	66.7%	53.1%	50.5%	
Marginally satisfied	23.5%	16.5%	17.1%	20.0%	15.3%	14.5%	25.0%	17.7%	19.0%	
Not satisfied	11.8%	7.1%	9.3%	40.0%	4.5%	5.8%	0.0%	9.7%	12.0%	
Total(n)	17	224	322	5	111	138	12	113	184	
Mean	2.65	2.93	2.86	2.20	3.04	3.01	2.83	2.82	2.76	
Standard deviation	0.86	0.83	0.86	1.30	0.79	0.81	0.58	0.86	0.89	
Significance	-	-	-	-	*	*	-	-	-	
Effect size	-	-0.34	-0.24	-	-1.06	-1.00	-	0.01	0.08	
Quality of students										
Very satisfied	6.7%	17.0%	20.4%	0.0%	11.7%	13.0%	9.1%	22.1%	25.8%	
Satisfied	46.7%	49.1%	52.2%	25.0%	52.3%	54.3%	54.5%	46.0%	50.5%	
Marginally satisfied	40.0%	25.9%	21.3%	75.0%	26.1%	23.2%	27.3%	25.7%	19.9%	
Not satisfied	6.7%	8.0%	6.2%	0.0%	9.9%	9.4%	9.1%	6.2%	3.8%	
Total(n)	15	224	324	4	111	138	11	113	186	
Mean	2.53	2.75	2.87	2.25	2.66	2.71	2.64	2.84	2.98	
Standard deviation	0.74	0.83	0.80	0.50	0.81	0.81	0.81	0.84	0.78	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.27	-0.43	-	-0.51	-0.57	-	-0.24	-0.44	
Autonomy and independence										
Very satisfied	12.5%	40.2%	41.2%	0.0%	43.2%	43.2%	16.7%	37.2%	39.8%	
Satisfied	62.5%	47.8%	46.5%	75.0%	41.4%	42.4%	58.3%	54.0%	49.5%	
Marginally satisfied	12.5%	9.4%	9.5%	0.0%	11.7%	10.8%	16.7%	7.1%	8.6%	
Not satisfied	12.5%	2.7%	2.8%	25.0%	3.6%	3.6%	8.3%	1.8%	2.2%	
Total(n)	16	224	325	4	111	139	12	113	186	
Mean	2.75	3.25	3.26	2.50	3.24	3.25	2.83	3.27	3.27	
Standard deviation	0.86	0.74	0.74	1.00	0.80	0.79	0.83	0.67	0.71	
Significance	-	*	**	-	-	-	-	*	*	
Effect size	-	-0.68	-0.69	-	-0.93	-0.95	-	-0.66	-0.62	
Departmental leadership										
Very satisfied	31.3%	30.5%	32.1%	25.0%	30.4%	30.7%	33.3%	30.6%	33.2%	
Satisfied	37.5%	37.7%	38.3%	50.0%	39.3%	40.7%	33.3%	36.0%	36.4%	
Marginally satisfied	12.5%	18.8%	19.1%	25.0%	18.8%	19.3%	8.3%	18.9%	19.0%	
Not satisfied	18.8%	13.0%	10.5%	0.0%	11.6%	9.3%	25.0%	14.4%	11.4%	
Total(n)	16	223	324	4	112	140	12	111	184	
Mean	2.81	2.86	2.92	3.00	2.88	2.93	2.75	2.83	2.91	
Standard deviation	1.11	1.00	0.96	0.82	0.97	0.93	1.22	1.03	0.99	

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	-	-0.05	-0.11	-	0.12	0.08	-	-0.08	-0.16	
Departmental support for work/life balance										
Very satisfied	23.5%	21.7%	23.4%	20.0%	23.4%	25.2%	25.0%	20.0%	22.1%	
Satisfied	35.3%	43.9%	44.7%	40.0%	45.9%	48.2%	33.3%	41.8%	42.0%	
Marginally satisfied	35.3%	23.5%	21.6%	40.0%	21.6%	19.4%	33.3%	25.5%	23.2%	
Not satisfied	5.9%	10.9%	10.3%	0.0%	9.0%	7.2%	8.3%	12.7%	12.7%	
Total(n)	17	221	320	5	111	139	12	110	181	
Mean	2.76	2.76	2.81	2.80	2.84	2.91	2.75	2.69	2.73	
Standard deviation	0.90	0.91	0.91	0.84	0.89	0.86	0.97	0.94	0.95	
Significance	-			-			-			
Effect size	-	0.00	-0.05	-	-0.04	-0.13	-	0.06	0.02	
Institutional support for work/life balance										
Very satisfied	0.0%	15.5%	16.1%	0.0%	17.0%	17.1%	0.0%	13.9%	15.3%	
Satisfied	25.0%	41.8%	43.5%	20.0%	45.5%	48.6%	27.3%	38.0%	39.5%	
Marginally satisfied	31.3%	25.9%	25.9%	20.0%	21.4%	20.7%	36.4%	30.6%	29.9%	
Not satisfied	43.8%	16.8%	14.5%	60.0%	16.1%	13.6%	36.4%	17.6%	15.3%	
Total(n)	16	220	317	5	112	140	11	108	177	
Mean	1.81	2.56	2.61	1.60	2.63	2.69	1.91	2.48	2.55	
Standard deviation	0.83	0.95	0.92	0.89	0.95	0.91	0.83	0.94	0.93	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.79	-0.87	-	-1.08	-1.20	-	-0.61	-0.69	
Prospects for career advancement										
Very satisfied	5.9%	16.0%	15.7%	0.0%	18.2%	16.7%	8.3%	13.8%	14.9%	
Satisfied	29.4%	46.1%	48.6%	0.0%	47.3%	50.0%	41.7%	45.0%	47.5%	
Marginally satisfied	41.2%	26.5%	24.5%	80.0%	24.5%	22.5%	25.0%	28.4%	26.0%	
Not satisfied	23.5%	11.4%	11.3%	20.0%	10.0%	10.9%	25.0%	12.8%	11.6%	
Total(n)	17	219	319	5	110	138	12	109	181	
Mean	2.18	2.67	2.69	1.80	2.74	2.72	2.33	2.60	2.66	
Standard deviation	0.88	0.88	0.87	0.45	0.87	0.87	0.98	0.88	0.87	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.56	-0.59	-	-1.08	-1.06	-	-0.31	-0.38	
How satisfied are you with the following aspects of your job?										
Relative equity of salary and job benefits										
Very satisfied	0.0%	17.1%	15.3%	0.0%	21.6%	19.4%	0.0%	12.6%	12.2%	
Satisfied	23.5%	40.1%	40.6%	0.0%	40.5%	43.9%	33.3%	39.6%	38.1%	
Marginally satisfied	35.3%	24.8%	26.6%	60.0%	26.1%	25.2%	25.0%	23.4%	27.6%	
Not satisfied	41.2%	18.0%	17.5%	40.0%	11.7%	11.5%	41.7%	24.3%	22.1%	
Total(n)	17	222	320	5	111	139	12	111	181	
Mean	1.82	2.56	2.54	1.60	2.72	2.71	1.92	2.41	2.40	
Standard deviation	0.81	0.98	0.95	0.55	0.94	0.91	0.90	0.99	0.96	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.76	-0.76	-	-1.19	-1.22	-	-0.49	-0.50	

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	
Flexibility in relation to family matters or emergencies										
Very satisfied	25.0%	42.6%	42.7%	50.0%	47.7%	46.4%	16.7%	37.5%	39.9%	
Satisfied	56.3%	48.0%	46.7%	50.0%	44.1%	46.4%	58.3%	51.8%	47.0%	
Marginally satisfied	6.3%	7.2%	8.4%	0.0%	7.2%	6.5%	8.3%	7.1%	9.8%	
Not satisfied	12.5%	2.2%	2.2%	0.0%	0.9%	0.7%	16.7%	3.6%	3.3%	
Total(n)	16	223	321	4	111	138	12	112	183	
Mean	2.94	3.31	3.30	3.50	3.39	3.38	2.75	3.23	3.23	
Standard deviation	0.93	0.70	0.71	0.58	0.66	0.64	0.97	0.73	0.76	
Significance	-	*		-			-	*	*	
Effect size	-	-0.53	-0.51	-	0.17	0.19	-	-0.66	-0.63	
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied	11.8%	33.3%	33.1%	20.0%	39.1%	37.7%	8.3%	27.7%	29.7%	
Satisfied	41.2%	47.3%	48.1%	40.0%	47.3%	48.6%	41.7%	47.3%	47.8%	
Marginally satisfied	11.8%	14.0%	14.4%	0.0%	10.0%	10.1%	16.7%	17.9%	17.6%	
Not satisfied	35.3%	5.4%	4.4%	40.0%	3.6%	3.6%	33.3%	7.1%	4.9%	
Total(n)	17	222	320	5	110	138	12	112	182	
Mean	2.29	3.09	3.10	2.40	3.22	3.20	2.25	2.96	3.02	
Standard deviation	1.10	0.83	0.80	1.34	0.77	0.77	1.06	0.86	0.82	
Significance	-	***	***	-	*	*	-	**	**	
Effect size	-	-0.96	-1.01	-	-1.06	-1.04	-	-0.83	-0.94	
Overall job satisfaction										
Very satisfied	5.9%	26.4%	27.8%	0.0%	27.9%	28.8%	8.3%	24.8%	27.1%	
Satisfied	47.1%	56.4%	56.3%	40.0%	53.2%	56.1%	50.0%	59.6%	56.4%	
Marginally satisfied	35.3%	14.5%	13.4%	40.0%	15.3%	12.2%	33.3%	13.8%	14.4%	
Not satisfied	11.8%	2.7%	2.5%	20.0%	3.6%	2.9%	8.3%	1.8%	2.2%	
Total(n)	17	220	320	5	111	139	12	109	181	
Mean	2.47	3.06	3.09	2.20	3.05	3.11	2.58	3.07	3.08	
Standard deviation	0.80	0.72	0.71	0.84	0.76	0.72	0.79	0.68	0.71	
Significance	-	**	***	-	*	**	-	*	*	
Effect size	-	-0.82	-0.87	-	-1.12	-1.26	-	-0.72	-0.70	
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	25.0%	15.9%	16.2%	40.0%	14.4%	13.7%	18.2%	17.3%	18.0%	
Somewhat	56.3%	46.6%	49.2%	40.0%	41.3%	45.0%	63.6%	51.9%	52.3%	
Not at all	18.8%	37.5%	34.7%	20.0%	44.2%	41.2%	18.2%	30.8%	29.7%	
Total(n)	16	208	303	5	104	131	11	104	172	
Mean	2.06	1.78	1.82	2.20	1.70	1.73	2.00	1.87	1.88	
Standard deviation	0.68	0.70	0.69	0.84	0.71	0.69	0.63	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.40	0.35	-	0.70	0.68	-	0.19	0.18	
Child care										
Extensive	14.3%	13.6%	14.4%	33.3%	11.1%	9.8%	0.0%	16.7%	19.1%	

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		
Somewhat	42.9%	31.8%	31.5%	33.3%	30.6%	29.3%	50.0%	33.3%	33.7%		
Not at all	42.9%	54.5%	54.1%	33.3%	58.3%	60.9%	50.0%	50.0%	47.2%		
Total(n)	7	132	181	3	72	92	4	60	89		
Mean	1.71	1.59	1.60	2.00	1.53	1.49	1.50	1.67	1.72		
Standard deviation	0.76	0.72	0.73	1.00	0.69	0.67	0.58	0.75	0.77		
Significance	-			-			-				
Effect size	-	0.17	0.15	-	0.68	0.76	-	-0.23	-0.29		
My physical health											
Extensive	12.5%	9.3%	11.5%	20.0%	8.7%	8.5%	9.1%	10.0%	13.9%		
Somewhat	68.8%	44.6%	42.7%	60.0%	42.3%	42.3%	72.7%	47.0%	43.0%		
Not at all	18.8%	46.1%	45.8%	20.0%	49.0%	49.2%	18.2%	43.0%	43.0%		
Total(n)	16	204	295	5	104	130	11	100	165		
Mean	1.94	1.63	1.66	2.00	1.60	1.59	1.91	1.67	1.71		
Standard deviation	0.57	0.65	0.68	0.71	0.65	0.64	0.54	0.65	0.70		
Significance	-			-			-				
Effect size	-	0.48	0.41	-	0.62	0.64	-	0.37	0.29		
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	7.7%	10.9%	13.0%	25.0%	10.5%	12.7%	0.0%	11.2%	13.2%		
Somewhat	46.2%	43.5%	45.8%	25.0%	34.7%	33.9%	55.6%	52.8%	55.6%		
Not at all	46.2%	45.7%	41.2%	50.0%	54.7%	53.4%	44.4%	36.0%	31.3%		
Total(n)	13	184	262	4	95	118	9	89	144		
Mean	1.62	1.65	1.72	1.75	1.56	1.59	1.56	1.75	1.82		
Standard deviation	0.65	0.67	0.68	0.96	0.68	0.71	0.53	0.64	0.64		
Significance	-			-			-				
Effect size	-	-0.04	-0.15	-	0.28	0.23	-	-0.30	-0.41		
Subtle discrimination (e.g., prejudice, racism, sexism)											
Extensive	14.3%	4.9%	4.9%	0.0%	2.1%	2.6%	22.2%	7.7%	6.8%		
Somewhat	42.9%	21.6%	22.0%	20.0%	14.9%	15.5%	55.6%	28.6%	27.0%		
Not at all	42.9%	73.5%	73.1%	80.0%	83.0%	81.9%	22.2%	63.7%	66.2%		
Total(n)	14	185	264	5	94	116	9	91	148		
Mean	1.71	1.31	1.32	1.20	1.19	1.21	2.00	1.44	1.41		
Standard deviation	0.73	0.56	0.56	0.45	0.45	0.47	0.71	0.64	0.62		
Significance	-	*	*	-			-	*	**		
Effect size	-	0.71	0.70	-	0.02	-0.02	-	0.88	0.95		
Committee work											
Extensive	31.3%	18.4%	18.4%	40.0%	17.6%	15.7%	27.3%	19.2%	20.5%		
Somewhat	62.5%	49.5%	48.5%	60.0%	46.3%	48.5%	63.6%	52.9%	48.5%		
Not at all	6.3%	32.1%	33.1%	0.0%	36.1%	35.8%	9.1%	27.9%	31.0%		
Total(n)	16	212	305	5	108	134	11	104	171		
Mean	2.25	1.86	1.85	2.40	1.81	1.80	2.18	1.91	1.89		
Standard deviation	0.58	0.70	0.70	0.55	0.71	0.69	0.60	0.68	0.71		

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	-	0.56	0.57	-	0.83	0.87	-	0.40	0.41	
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	37.5%	11.7%	14.0%	25.0%	10.3%	11.2%	41.7%	13.1%	16.1%	
Somewhat	43.8%	50.0%	46.4%	75.0%	48.6%	47.8%	33.3%	51.4%	45.4%	
Not at all	18.8%	38.3%	39.6%	0.0%	41.1%	41.0%	25.0%	35.5%	38.5%	
Total(n)	16	214	308	4	107	134	12	107	174	
Mean	2.19	1.73	1.74	2.25	1.69	1.70	2.17	1.78	1.78	
Standard deviation	0.75	0.66	0.69	0.50	0.65	0.66	0.83	0.66	0.71	
Significance	-	**	*	-			-			
Effect size	-	0.70	0.65	-	0.86	0.83	-	0.59	0.55	
Students										
Extensive	17.6%	8.3%	8.3%	40.0%	8.2%	8.0%	8.3%	8.4%	8.5%	
Somewhat	58.8%	53.9%	54.8%	40.0%	43.6%	45.7%	66.7%	64.5%	61.9%	
Not at all	23.5%	37.8%	36.9%	20.0%	48.2%	46.4%	25.0%	27.1%	29.5%	
Total(n)	17	217	314	5	110	138	12	107	176	
Mean	1.94	1.71	1.71	2.20	1.60	1.62	1.83	1.81	1.79	
Standard deviation	0.66	0.61	0.61	0.84	0.64	0.63	0.58	0.57	0.58	
Significance	-			-	*	*	-			
Effect size	-	0.38	0.38	-	0.94	0.92	-	0.04	0.07	
Research or publishing demands										
Extensive	43.8%	28.2%	26.1%	40.0%	22.9%	22.3%	45.5%	33.7%	29.0%	
Somewhat	43.8%	48.3%	47.8%	40.0%	46.7%	47.7%	45.5%	50.0%	47.9%	
Not at all	12.5%	23.4%	26.1%	20.0%	30.5%	30.0%	9.1%	16.3%	23.1%	
Total(n)	16	209	299	5	105	130	11	104	169	
Mean	2.31	2.05	2.00	2.20	1.92	1.92	2.36	2.17	2.06	
Standard deviation	0.70	0.72	0.72	0.84	0.73	0.72	0.67	0.69	0.72	
Significance	-			-			-			
Effect size	-	0.36	0.43	-	0.38	0.39	-	0.28	0.42	
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	70.6%	30.4%	27.6%	80.0%	29.0%	25.2%	66.7%	31.8%	29.5%	
Somewhat	23.5%	49.5%	49.4%	20.0%	50.5%	52.6%	25.0%	48.6%	46.8%	
Not at all	5.9%	20.1%	23.1%	0.0%	20.6%	22.2%	8.3%	19.6%	23.7%	
Total(n)	17	214	308	5	107	135	12	107	173	
Mean	2.65	2.10	2.05	2.80	2.08	2.03	2.58	2.12	2.06	
Standard deviation	0.61	0.70	0.71	0.45	0.70	0.69	0.67	0.71	0.73	
Significance	-	**	***	-	*	*	-	*	*	
Effect size	-	0.79	0.85	-	1.03	1.12	-	0.65	0.71	

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	
Teaching load										
Extensive	17.6%	10.8%	13.9%	40.0%	6.5%	7.4%	8.3%	15.2%	18.9%	
Somewhat	41.2%	42.5%	41.9%	20.0%	36.4%	38.5%	50.0%	48.6%	44.6%	
Not at all	41.2%	46.7%	44.2%	40.0%	57.0%	54.1%	41.7%	36.2%	36.6%	
Total(n)	17	212	310	5	107	135	12	105	175	
Mean	1.76	1.64	1.70	2.00	1.50	1.53	1.67	1.79	1.82	
Standard deviation	0.75	0.67	0.70	1.00	0.62	0.63	0.65	0.69	0.73	
Significance	-			-			-			
Effect size	-	0.18	0.09	-	0.81	0.75	-	-0.17	-0.21	
Lack of personal time										
Extensive	47.1%	24.7%	24.1%	60.0%	19.8%	19.4%	41.7%	29.4%	27.7%	
Somewhat	47.1%	47.0%	46.9%	40.0%	45.3%	44.8%	50.0%	48.6%	48.6%	
Not at all	5.9%	28.4%	28.9%	0.0%	34.9%	35.8%	8.3%	22.0%	23.7%	
Total(n)	17	215	311	5	106	134	12	109	177	
Mean	2.41	1.96	1.95	2.60	1.85	1.84	2.33	2.07	2.04	
Standard deviation	0.62	0.73	0.73	0.55	0.73	0.73	0.65	0.72	0.72	
Significance	-	*	*	-	*	*	-			
Effect size	-	0.62	0.63	-	1.03	1.04	-	0.36	0.40	
Job security										
Extensive	0.0%	9.9%	8.4%	0.0%	11.8%	10.1%	0.0%	7.9%	7.1%	
Somewhat	33.3%	32.0%	29.8%	0.0%	25.5%	24.8%	50.0%	38.6%	33.5%	
Not at all	66.7%	58.1%	61.9%	100.0%	62.7%	65.1%	50.0%	53.5%	59.4%	
Total(n)	15	203	299	5	102	129	10	101	170	
Mean	1.33	1.52	1.46	1.00	1.49	1.45	1.50	1.54	1.48	
Standard deviation	0.49	0.67	0.65	0.00	0.70	0.67	0.53	0.64	0.63	
Significance	-			-			-			
Effect size	-	-0.28	-0.20	-	-0.70	-0.67	-	-0.06	0.03	
Self-imposed high expectations										
Extensive	23.5%	33.8%	33.4%	20.0%	35.5%	33.3%	25.0%	32.1%	33.5%	
Somewhat	70.6%	52.3%	53.2%	60.0%	49.5%	51.9%	75.0%	55.0%	54.2%	
Not at all	5.9%	13.9%	13.4%	20.0%	15.0%	14.8%	0.0%	12.8%	12.3%	
Total(n)	17	216	314	5	107	135	12	109	179	
Mean	2.18	2.20	2.20	2.00	2.21	2.19	2.25	2.19	2.21	
Standard deviation	0.53	0.66	0.66	0.71	0.68	0.67	0.45	0.65	0.64	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	-0.31	-0.28	-	0.09	0.06	
Increased work responsibilities										
Extensive	47.1%	28.3%	29.7%	60.0%	20.0%	20.3%	41.7%	36.4%	36.7%	
Somewhat	35.3%	48.6%	47.7%	20.0%	51.4%	51.1%	41.7%	45.8%	45.2%	
Not at all	17.6%	23.1%	22.6%	20.0%	28.6%	28.6%	16.7%	17.8%	18.1%	
Total(n)	17	212	310	5	105	133	12	107	177	
Mean	2.29	2.05	2.07	2.40	1.91	1.92	2.25	2.19	2.19	
Standard deviation	0.77	0.72	0.72	0.89	0.69	0.70	0.75	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.33	0.31	-	0.71	0.69	-	0.08	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	
Institutional budget cuts										
Extensive	43.8%	41.8%	32.8%	40.0%	36.4%	31.6%	45.5%	47.3%	33.7%	
Somewhat	37.5%	43.6%	45.5%	40.0%	50.0%	47.8%	36.4%	37.3%	43.6%	
Not at all	18.8%	14.5%	21.8%	20.0%	13.6%	20.6%	18.2%	15.5%	22.7%	
Total(n)	16	220	308	5	110	136	11	110	172	
Mean	2.25	2.27	2.11	2.20	2.23	2.11	2.27	2.32	2.11	
Standard deviation	0.77	0.70	0.73	0.84	0.67	0.72	0.79	0.73	0.74	
Significance	-			-			-			
Effect size	-	-0.03	0.19	-	-0.04	0.13	-	-0.07	0.22	
Have you been sexually harassed at this institution?										
Yes	11.8%	6.5%	5.1%	20.0%	2.6%	2.1%	8.3%	10.3%	7.4%	
No	88.2%	93.5%	94.9%	80.0%	97.4%	97.9%	91.7%	89.7%	92.6%	
Total(n)	17	230	332	5	114	142	12	116	190	
During the past two years, have you:										
Considered leaving academe for another job?										
Yes	29.4%	30.0%	30.5%	40.0%	28.7%	28.7%	25.0%	31.3%	31.9%	
No	70.6%	70.0%	69.5%	60.0%	71.3%	71.3%	75.0%	68.8%	68.1%	
Total(n)	17	220	321	5	108	136	12	112	185	
Considered leaving this institution for another?										
Yes	64.7%	47.7%	43.3%	80.0%	43.1%	40.9%	58.3%	52.2%	45.2%	
No	35.3%	52.3%	56.7%	20.0%	56.9%	59.1%	41.7%	47.8%	54.8%	
Total(n)	17	222	323	5	109	137	12	113	186	

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	
Engaged in public service/professional consulting without pay?										
Yes	70.6%	60.3%	63.1%	80.0%	61.1%	61.8%	66.7%	59.5%	64.1%	
No	29.4%	39.7%	36.9%	20.0%	38.9%	38.2%	33.3%	40.5%	35.9%	
Total(n)	17	219	320	5	108	136	12	111	184	
Received at least one firm job offer elsewhere?										
Yes	31.3%	24.9%	26.7%	25.0%	26.9%	25.7%	33.3%	23.0%	27.4%	
No	68.8%	75.1%	73.3%	75.0%	73.1%	74.3%	66.7%	77.0%	72.6%	
Total(n)	16	221	322	4	108	136	12	113	186	
Sought an early promotion?										
Yes	0.0%	3.7%	5.0%	0.0%	4.7%	5.2%	0.0%	2.7%	4.9%	
No	100.0%	96.3%	95.0%	100.0%	95.3%	94.8%	100.0%	97.3%	95.1%	
Total(n)	16	217	318	5	106	134	11	111	184	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	93.8%	57.3%	43.3%	100.0%	52.3%	46.0%	90.9%	62.2%	41.2%	
No	6.3%	42.7%	56.7%	0.0%	47.7%	54.0%	9.1%	37.8%	58.8%	
Total(n)	16	220	319	5	109	137	11	111	182	
Do you plan to retire within the next three years?										
Yes	0.0%	18.2%	18.4%	0.0%	19.3%	19.0%	0.0%	17.1%	18.0%	
No	100.0%	81.8%	81.6%	100.0%	80.7%	81.0%	100.0%	82.9%	82.0%	
Total(n)	15	220	320	5	109	137	10	111	183	
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	5.9%	7.2%	6.5%	0.0%	2.8%	2.9%	8.3%	11.6%	9.2%	
No	94.1%	92.8%	93.5%	100.0%	97.2%	97.1%	91.7%	88.4%	90.8%	
Total(n)	17	221	321	5	109	137	12	112	184	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	0.0%	36.9%	36.5%	0.0%	40.0%	39.9%	0.0%	33.9%	34.1%	
No	100.0%	63.1%	63.5%	100.0%	60.0%	60.1%	100.0%	66.1%	65.9%	
Total(n)	17	222	323	5	110	138	12	112	185	
Citizenship status:										
U.S. citizen	88.2%	93.0%	94.8%	60.0%	89.3%	90.7%	100.0%	96.6%	97.9%	
Permanent resident (green card)	11.8%	6.6%	4.8%	40.0%	9.8%	8.6%	0.0%	3.4%	2.1%	
Temporary, non-immigrant visa holder (i.e., J-1, H-1B, TN, T-3, O1)	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
None of the above	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	17	228	330	5	112	140	12	116	190	
How would you characterize your political views?										
Far right	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Conservative	0.0%	12.0%	12.9%	0.0%	10.7%	11.4%	0.0%	13.3%	14.1%	
Middle of the road	37.5%	32.4%	34.5%	40.0%	36.6%	38.6%	36.4%	28.3%	31.4%	
Liberal	31.3%	44.9%	43.1%	20.0%	43.8%	41.4%	36.4%	46.0%	44.3%	
Far left	31.3%	10.2%	9.2%	40.0%	8.0%	7.9%	27.3%	12.4%	10.3%	

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	
Total(n)	16	225	325	5	112	140	11	113	185	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	29.4%	40.4%	46.3%	20.0%	32.4%	40.3%	33.3%	48.2%	50.8%	
Probably yes	11.8%	36.0%	33.7%	0.0%	40.5%	36.7%	16.7%	31.6%	31.6%	
Not sure	23.5%	14.2%	12.0%	60.0%	18.9%	16.5%	8.3%	9.6%	8.6%	
Probably no	23.5%	6.7%	5.5%	0.0%	5.4%	4.3%	33.3%	7.9%	6.4%	
Definitely no	11.8%	2.7%	2.5%	20.0%	2.7%	2.2%	8.3%	2.6%	2.7%	
Total(n)	17	225	326	5	111	139	12	114	187	
Mean	3.24	4.05	4.16	3.00	3.95	4.09	3.33	4.15	4.21	
Standard deviation	1.44	1.03	1.00	1.41	0.99	0.97	1.50	1.06	1.03	
Significance	-	**	***	-	*	*	-	*	**	
Effect size	-	-0.79	-0.92	-	-0.96	-1.12	-	-0.77	-0.85	
Still want to be a college professor?										
Definitely yes	64.7%	71.8%	70.7%	80.0%	72.3%	71.4%	58.3%	71.3%	70.2%	
Probably yes	35.3%	23.3%	24.4%	20.0%	22.3%	22.9%	41.7%	24.3%	25.5%	
Not sure	0.0%	3.5%	4.0%	0.0%	3.6%	4.3%	0.0%	3.5%	3.7%	
Probably no	0.0%	0.9%	0.6%	0.0%	0.9%	0.7%	0.0%	0.9%	0.5%	
Definitely no	0.0%	0.4%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Total(n)	17	227	328	5	112	140	12	115	188	
Mean	4.65	4.65	4.65	4.80	4.64	4.64	4.58	4.66	4.65	
Standard deviation	0.49	0.64	0.62	0.45	0.68	0.67	0.51	0.59	0.58	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.24	0.24	-	-0.14	-0.12	
Salary for part-time faculty										
Less than \$5,000	0.0%	100.0%	27.3%	0.0%	100.0%	33.3%	0.0%	100.0%	25.0%	
\$5,000-9,999	0.0%	0.0%	9.1%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
\$10,000-14,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	

2016-17 HERI Faculty Survey
Institutional Profile Report
 Graduate 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	
\$15,000-19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000-24,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$25,000-29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000-34,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$35,000-39,999	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
\$40,000-44,999	0.0%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	
\$45,000-49,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$50,000-59,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$60,000-69,999	0.0%	0.0%	9.1%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
\$70,000-79,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
\$80,000-89,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$90,000-99,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$100,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	2	11	0	1	3	0	1	8	
Per-Course earnings for part-time faculty.										
Less than \$500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500-999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,000-1,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$1,500-1,999	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$2,000-2,499	0.0%	33.3%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	
\$2,500-2,999	0.0%	33.3%	36.4%	0.0%	50.0%	50.0%	0.0%	0.0%	28.6%	
\$3,000-3,499	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$3,500-3,999	0.0%	33.3%	18.2%	0.0%	50.0%	25.0%	0.0%	0.0%	14.3%	
\$4,000-4,499	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	
\$4,500-4,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

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	
\$5,000-5,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$5,500-5,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,000-6,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$6,500-6,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,000-7,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$7,500-7,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,000-8,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$8,500-8,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,000-9,499	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$9,500-9,999	0.0%	0.0%	9.1%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	
\$10,000 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	3	11	0	2	4	0	1	7	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	5.7%	7.3%	0.0%	4.5%	5.0%	0.0%	6.9%	9.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	1.3%	1.2%	0.0%	0.9%	0.7%	0.0%	1.7%	1.6%	
J.D.	0.0%	6.1%	4.6%	0.0%	7.1%	6.4%	0.0%	5.2%	3.2%	
M.D., D.D.S., D.V.M., etc. (medical)	0.0%	7.9%	5.5%	0.0%	10.7%	8.6%	0.0%	5.2%	3.2%	
Ph.D.	100.0%	65.8%	63.4%	100.0%	67.0%	67.1%	100.0%	64.7%	60.6%	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	10.1%	15.9%	0.0%	8.9%	11.4%	0.0%	11.2%	19.1%	
Other degree	0.0%	3.1%	2.1%	0.0%	0.9%	0.7%	0.0%	5.2%	3.2%	
Total(n)	17	228	328	5	112	140	12	116	188	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Master's (M.A., M.S.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Terminal Master's (M.F.A., M.B.A.)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
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., D.V.M., etc. (medical)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Ph.D.	6.3%	3.6%	3.5%	0.0%	3.6%	4.4%	9.1%	3.6%	2.8%	

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	
Professional Doctorate (Ed.D., Psy.D., etc.)	0.0%	2.3%	2.5%	0.0%	0.9%	0.7%	0.0%	3.6%	3.9%	
Other degree	0.0%	0.5%	0.6%	0.0%	0.9%	0.7%	0.0%	0.0%	0.6%	
None	93.8%	93.7%	93.4%	100.0%	94.5%	94.2%	90.9%	92.8%	92.8%	
Total(n)	16	221	318	5	110	137	11	111	181	
Are you currently serving in an administrative position as:										
Department chair	28.6%	4.5%	6.0%	28.6%	4.6%	6.3%	28.6%	4.3%	5.8%	
Dean (associate or assistant)	0.0%	3.7%	3.6%	0.0%	2.6%	2.5%	0.0%	4.8%	4.5%	
Vice-president	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Provost	0.0%	0.3%	0.2%	0.0%	0.5%	0.4%	0.0%	0.0%	0.0%	
Other	19.0%	15.8%	15.8%	14.3%	15.5%	14.2%	21.4%	16.1%	17.2%	
Not applicable	38.1%	34.5%	35.3%	28.6%	32.5%	33.1%	42.9%	36.6%	37.1%	
Total(n)	21	380	530	7	194	239	14	186	291	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
White/Caucasian	76.5%	79.7%	83.1%	60.0%	68.5%	71.7%	83.3%	91.0%	91.7%	

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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	
African American/Black	5.9%	5.9%	6.0%	0.0%	8.1%	8.7%	8.3%	3.6%	3.9%	
American Indian/Alaska Native	0.0%	1.4%	1.6%	0.0%	1.8%	1.4%	0.0%	0.9%	1.7%	
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	0.0%	3.6%	2.8%	0.0%	6.3%	5.1%	0.0%	0.9%	1.1%	
Filipino	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	11.8%	7.2%	5.3%	40.0%	11.7%	10.1%	0.0%	2.7%	1.7%	
Other Asian	0.0%	0.9%	0.6%	0.0%	1.8%	1.4%	0.0%	0.0%	0.0%	
Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Mexican American/Chicano	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	

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	
Puerto Rican	5.9%	0.5%	0.6%	0.0%	0.0%	0.0%	8.3%	0.9%	1.1%	
Other Latino	0.0%	2.3%	1.6%	0.0%	2.7%	2.2%	0.0%	1.8%	1.1%	
Other	0.0%	3.2%	2.5%	0.0%	3.6%	2.9%	0.0%	2.7%	2.2%	
Total(n)	17	222	319	5	111	138	12	111	181	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	
Asian	11.8%	10.8%	8.2%	40.0%	18.9%	15.9%	0.0%	2.7%	2.2%	
Black	5.9%	5.4%	5.3%	0.0%	7.2%	8.0%	8.3%	3.6%	3.3%	
Hispanic	5.9%	2.7%	1.9%	0.0%	2.7%	2.2%	8.3%	2.7%	1.7%	
White	76.5%	75.7%	79.6%	60.0%	64.9%	68.8%	83.3%	86.5%	87.8%	
Other	0.0%	1.4%	0.9%	0.0%	2.7%	2.2%	0.0%	0.0%	0.0%	
Two or more races/ethnicities	0.0%	4.1%	3.8%	0.0%	3.6%	2.9%	0.0%	4.5%	4.4%	
Total (n)	17	222	319	5	111	138	12	111	181	
Is English your native language?										
Yes	94.1%	87.7%	91.5%	80.0%	80.4%	84.3%	100.0%	94.8%	96.8%	
No	5.9%	12.3%	8.5%	20.0%	19.6%	15.7%	0.0%	5.2%	3.2%	
Total(n)	17	227	328	5	112	140	12	115	188	
What is your sexual orientation?										
Heterosexual/straight	70.6%	92.3%	92.8%	60.0%	96.3%	97.0%	75.0%	88.6%	89.7%	
Gay	11.8%	0.9%	0.6%	40.0%	1.9%	1.5%	0.0%	0.0%	0.0%	
Lesbian	11.8%	3.2%	3.1%	0.0%	0.0%	0.0%	16.7%	6.1%	5.4%	
Bisexual	0.0%	0.9%	1.3%	0.0%	0.0%	0.0%	0.0%	1.8%	2.2%	
Queer	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Other	5.9%	2.3%	1.9%	0.0%	0.9%	0.7%	8.3%	3.5%	2.7%	
Total (n)	17	222	319	5	108	135	12	114	184	
Do you identify as transgender?										
No	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Yes, male to female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Yes, female to male	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	16	223	321	5	110	137	11	113	184	
Are you currently: (Mark one)										
Single	31.3%	9.0%	9.3%	0.0%	2.7%	2.9%	45.5%	15.2%	14.2%	
In a civil union	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
In a domestic partnership	0.0%	1.3%	1.6%	0.0%	0.0%	0.7%	0.0%	2.7%	2.2%	
Married	56.3%	80.3%	78.6%	60.0%	91.9%	89.9%	54.5%	68.8%	69.9%	
Unmarried, living with partner	12.5%	2.2%	2.8%	40.0%	1.8%	2.2%	0.0%	2.7%	3.3%	
Separated	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	
Divorced	0.0%	5.8%	5.6%	0.0%	2.7%	3.6%	0.0%	8.9%	7.1%	
Widowed	0.0%	1.3%	1.6%	0.0%	0.9%	0.7%	0.0%	1.8%	2.2%	
Total(n)	16	223	322	5	111	139	11	112	183	
How many children do you have in the following age ranges?										
Under 18 years old										
0	66.7%	55.4%	57.8%	50.0%	54.5%	54.4%	72.7%	56.2%	60.4%	
1	20.0%	19.8%	19.0%	25.0%	19.3%	18.4%	18.2%	20.2%	19.4%	

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	
2	6.7%	18.6%	17.4%	25.0%	19.3%	20.2%	0.0%	18.0%	15.3%	
3	6.7%	4.5%	3.9%	0.0%	5.7%	6.1%	9.1%	3.4%	2.1%	
4+	0.0%	1.7%	1.9%	0.0%	1.1%	0.9%	0.0%	2.2%	2.8%	
Total(n)	15	177	258	4	88	114	11	89	144	
18 years or older										
0	75.0%	41.2%	40.7%	50.0%	35.0%	35.7%	83.3%	47.5%	44.4%	
1	12.5%	15.1%	13.6%	0.0%	17.0%	15.1%	16.7%	13.1%	12.4%	
2	6.3%	31.2%	32.2%	25.0%	31.0%	32.5%	0.0%	31.3%	32.0%	
3	6.3%	7.5%	8.5%	25.0%	9.0%	9.5%	0.0%	6.1%	7.7%	
4+	0.0%	5.0%	5.1%	0.0%	8.0%	7.1%	0.0%	2.0%	3.6%	
Total(n)	16	199	295	4	100	126	12	99	169	
How satisfied are you with the availability of child care at this institution?										
Very satisfied	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.5%	
Satisfied	20.0%	10.1%	9.2%	0.0%	5.0%	7.7%	33.3%	15.4%	10.5%	
Marginally satisfied	0.0%	6.3%	10.1%	0.0%	10.0%	11.5%	0.0%	2.6%	8.8%	
Not satisfied	60.0%	29.1%	22.0%	50.0%	22.5%	17.3%	66.7%	35.9%	26.3%	
Not applicable	20.0%	54.4%	56.9%	50.0%	62.5%	63.5%	0.0%	46.2%	50.9%	
Total(n)	5	79	109	2	40	52	3	39	57	
Mean	2.20	1.72	1.77	1.50	1.58	1.63	2.67	1.87	1.89	
Standard deviation	1.10	0.97	1.08	0.71	0.87	0.97	1.15	1.06	1.16	
Significance	-	**	**	-			-	*	*	
Effect size	-	0.49	0.40	-	-0.09	-0.13	-	0.75	0.67	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	
\$20,000 - \$29,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$30,000 - \$39,999	0.0%	0.9%	0.6%	0.0%	0.0%	0.0%	0.0%	1.6%	1.0%	
\$40,000 - \$49,999	0.0%	4.3%	4.1%	0.0%	1.9%	1.4%	0.0%	6.5%	6.1%	
\$50,000 - \$59,999	0.0%	3.4%	8.9%	0.0%	3.7%	7.0%	0.0%	3.2%	10.2%	
\$60,000 - \$69,999	0.0%	10.3%	13.0%	0.0%	7.4%	9.9%	0.0%	12.9%	15.3%	
\$70,000 - \$79,999	20.0%	16.4%	18.3%	0.0%	14.8%	16.9%	30.0%	17.7%	19.4%	
\$80,000 - \$89,999	0.0%	16.4%	15.4%	0.0%	14.8%	12.7%	0.0%	17.7%	17.3%	
\$90,000 - \$99,999	20.0%	7.8%	7.1%	40.0%	3.7%	7.0%	10.0%	11.3%	7.1%	
\$100,000 - \$124,999	40.0%	21.6%	17.2%	40.0%	27.8%	22.5%	40.0%	16.1%	13.3%	
\$125,000 - \$149,999	20.0%	12.1%	10.1%	20.0%	13.0%	12.7%	20.0%	11.3%	8.2%	
\$150,000 - \$199,999	0.0%	6.0%	4.1%	0.0%	11.1%	8.5%	0.0%	1.6%	1.0%	
\$200,000 - \$249,999	0.0%	0.9%	0.6%	0.0%	1.9%	1.4%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	15	116	169	5	54	71	10	62	98	
Mean	10.40	9.47	8.96	10.80	10.04	9.68	10.20	8.97	8.45	
Standard deviation	1.40	2.20	2.26	0.84	2.15	2.20	1.62	2.13	2.17	
Significance	-		*	-			-		*	
Effect size	-	0.42	0.64	-	0.35	0.51	-	0.58	0.81	

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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 11/12 months (full-time employees only)										
Less than \$10,000	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$10,000 - \$19,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$20,000 - \$29,999	0.0%	1.0%	0.7%	0.0%	0.0%	0.0%	0.0%	2.2%	1.4%	
\$30,000 - \$39,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$40,000 - \$49,999	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%	
\$50,000 - \$59,999	0.0%	3.1%	3.0%	0.0%	1.9%	3.3%	0.0%	4.4%	2.7%	
\$60,000 - \$69,999	0.0%	3.1%	2.2%	0.0%	3.8%	3.3%	0.0%	2.2%	1.4%	
\$70,000 - \$79,999	0.0%	2.1%	4.5%	0.0%	1.9%	1.7%	0.0%	2.2%	6.8%	
\$80,000 - \$89,999	0.0%	9.3%	14.2%	0.0%	5.8%	10.0%	0.0%	13.3%	17.6%	
\$90,000 - \$99,999	100.0%	8.2%	7.5%	0.0%	3.8%	3.3%	100.0%	13.3%	10.8%	
\$100,000 - \$124,999	0.0%	29.9%	30.6%	0.0%	25.0%	25.0%	0.0%	35.6%	35.1%	
\$125,000 - \$149,999	0.0%	16.5%	14.2%	0.0%	19.2%	18.3%	0.0%	13.3%	10.8%	
\$150,000 - \$199,999	0.0%	20.6%	16.4%	0.0%	26.9%	25.0%	0.0%	13.3%	9.5%	
\$200,000 - \$249,999	0.0%	6.2%	4.5%	0.0%	11.5%	10.0%	0.0%	0.0%	0.0%	
\$250,000 - \$499,999	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
\$500,000 or higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	1	97	134	0	52	60	1	45	74	

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	
Mean	10.00	11.07	10.68	.	11.62	11.40	10.00	10.44	10.09	
Standard deviation	.	2.04	2.14	.	1.88	1.98	.	2.05	2.09	
Significance	-			-			-			
Effect size	-	-0.52	-0.32	-			-	-0.21	-0.04	
Please enter the four-digit year that each of the following occurred.										
Year of birth										
1993 or later	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1984 - 1992	0.0%	2.3%	3.2%	0.0%	3.7%	3.7%	0.0%	0.9%	2.8%	
1979 - 1983	25.0%	7.9%	8.0%	0.0%	2.8%	4.4%	33.3%	13.0%	10.7%	
1974 - 1978	6.3%	10.2%	8.3%	25.0%	12.0%	11.0%	0.0%	8.3%	6.2%	
1969 - 1973	6.3%	8.3%	9.9%	0.0%	9.3%	9.6%	8.3%	7.4%	10.2%	
1964 - 1968	18.8%	18.5%	16.6%	25.0%	16.7%	16.2%	16.7%	20.4%	16.9%	
1959 - 1963	12.5%	9.7%	10.2%	25.0%	13.0%	11.0%	8.3%	6.5%	9.6%	
1954 - 1958	6.3%	17.1%	20.8%	25.0%	13.0%	16.9%	0.0%	21.3%	23.7%	
1949 - 1953	18.8%	15.3%	13.1%	0.0%	13.9%	13.2%	25.0%	16.7%	13.0%	
1944 - 1948	6.3%	7.4%	7.7%	0.0%	10.2%	9.6%	8.3%	4.6%	6.2%	
1920 - 1943	0.0%	3.2%	2.2%	0.0%	5.6%	4.4%	0.0%	0.9%	0.6%	
Earlier than 1920	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	16	216	313	4	108	136	12	108	177	
Year of first academic appointment:										
1976 or earlier	0.0%	5.3%	4.4%	0.0%	8.8%	7.1%	0.0%	1.6%	2.1%	
1977 - 1981	0.0%	5.3%	4.0%	0.0%	8.8%	7.1%	0.0%	1.6%	1.4%	
1982 - 1986	9.5%	6.9%	6.5%	0.0%	8.8%	9.2%	14.3%	4.9%	4.2%	
1987 - 1991	9.5%	9.3%	8.9%	14.3%	8.8%	8.0%	7.1%	9.7%	9.7%	
1992 - 1996	19.0%	10.3%	9.1%	28.6%	10.9%	10.5%	14.3%	9.7%	8.0%	
1997 - 2001	19.0%	14.3%	14.6%	14.3%	11.9%	12.2%	21.4%	16.8%	16.7%	
2002 - 2006	14.3%	13.8%	14.1%	14.3%	12.4%	14.3%	14.3%	15.1%	13.9%	
2007 - 2011	4.8%	15.6%	17.1%	14.3%	12.4%	14.3%	0.0%	18.9%	19.4%	
2012 or more	23.8%	19.3%	21.3%	14.3%	17.1%	17.2%	28.6%	21.6%	24.7%	
Total(n)	21	378	526	7	193	238	14	185	288	
Year of appointment at present institution										
1976 or earlier	0.0%	3.2%	2.5%	0.0%	5.2%	4.2%	0.0%	1.1%	1.0%	
1977 - 1981	0.0%	2.9%	2.3%	0.0%	5.7%	4.6%	0.0%	0.0%	0.3%	
1982 - 1986	0.0%	3.7%	3.4%	0.0%	5.7%	5.5%	0.0%	1.6%	1.7%	
1987 - 1991	4.8%	6.1%	5.5%	0.0%	8.3%	8.0%	7.1%	3.8%	3.4%	
1992 - 1996	4.8%	9.2%	8.1%	14.3%	10.9%	10.5%	0.0%	7.5%	6.2%	
1997 - 2001	14.3%	12.7%	12.1%	28.6%	12.4%	12.2%	7.1%	12.9%	12.1%	
2002 - 2006	19.0%	16.6%	16.3%	0.0%	15.5%	15.1%	28.6%	17.7%	17.2%	
2007 - 2011	23.8%	21.9%	23.1%	14.3%	15.0%	17.2%	28.6%	29.0%	27.9%	
2012 or more	33.3%	23.7%	26.7%	42.9%	21.2%	22.7%	28.6%	26.3%	30.0%	
Total(n)	21	379	528	7	193	238	14	186	290	
If tenured, year tenure was awarded										
1976 or earlier	0.0%	1.5%	1.1%	0.0%	2.6%	2.1%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	3.5%	2.5%	0.0%	5.2%	4.2%	0.0%	1.2%	0.8%	

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	
1982 - 1986	0.0%	4.0%	2.9%	0.0%	6.9%	5.6%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	4.5%	4.0%	0.0%	6.9%	6.3%	0.0%	1.2%	1.5%	
1992 - 1996	7.1%	9.0%	7.6%	0.0%	12.1%	11.3%	11.1%	4.8%	3.8%	
1997 - 2001	7.1%	9.0%	9.8%	20.0%	11.2%	11.3%	0.0%	6.0%	8.3%	
2002 - 2006	21.4%	16.6%	17.1%	40.0%	16.4%	17.6%	11.1%	16.9%	16.5%	
2007 - 2011	42.9%	25.1%	25.5%	0.0%	18.1%	18.3%	66.7%	34.9%	33.1%	
2012 or more	21.4%	26.6%	29.5%	40.0%	20.7%	23.2%	11.1%	34.9%	36.1%	
Total(n)	14	199	275	5	116	142	9	83	133	
If tenured, year tenure was awarded (CC)										
1976 or earlier	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1977 - 1981	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1982 - 1986	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1987 - 1991	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1992 - 1996	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
1997 - 2001	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2002 - 2006	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2007 - 2011	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
2012 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	0	0	0	0	0	0	0	0	0	
Aggregated Major										
Agriculture or Forestry (General Area 1)	6.3%	0.5%	0.6%	25.0%	0.9%	1.5%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	13.7%	10.3%	0.0%	20.2%	17.5%	0.0%	7.3%	4.9%	
Business (General Area 6)	6.3%	2.3%	3.8%	25.0%	3.7%	5.8%	0.0%	0.9%	2.2%	
Education (General Area 10 and Specific Discipline 2102)	18.8%	15.5%	21.3%	25.0%	11.0%	16.8%	16.7%	20.0%	24.7%	
Engineering (General Area 11)	0.0%	2.3%	1.9%	0.0%	4.6%	4.4%	0.0%	0.0%	0.0%	
English (General Area 12)	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	1.8%	1.6%	
Health-related (General Area 15)	6.3%	23.3%	26.6%	0.0%	17.4%	16.1%	8.3%	29.1%	34.6%	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.5%	0.6%	0.0%	0.9%	1.5%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	6.3%	1.4%	0.9%	0.0%	0.0%	0.0%	8.3%	2.7%	1.6%	
Fine Arts (General Area 2,4,22)	0.0%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.9%	0.5%	
Mathematics or Statistics (General Area 18)	0.0%	0.5%	0.3%	0.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	3.7%	2.5%	0.0%	7.3%	5.8%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	25.0%	15.1%	12.5%	25.0%	11.0%	10.9%	25.0%	19.1%	13.7%	
Other Technical (General Area 8,19,28)	0.0%	3.2%	2.5%	0.0%	5.5%	5.1%	0.0%	0.9%	0.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	31.3%	16.9%	14.7%	0.0%	16.5%	13.9%	41.7%	17.3%	15.4%	
Total(n)	16	219	319	4	109	137	12	110	182	
Aggregated Department										
Agriculture or Forestry (General Area 1)	6.3%	0.5%	0.3%	25.0%	0.9%	0.7%	0.0%	0.0%	0.0%	
Biological Sciences (General Area 5)	0.0%	12.7%	9.7%	0.0%	18.2%	16.7%	0.0%	7.2%	4.4%	
Business (General Area 6)	6.3%	2.3%	3.8%	25.0%	3.6%	5.8%	0.0%	0.9%	2.2%	
Education (General Area 10 and Specific Discipline 2102)	31.3%	16.3%	20.6%	25.0%	12.7%	17.4%	33.3%	19.8%	23.1%	
Engineering (General Area 11)	0.0%	0.9%	0.6%	0.0%	1.8%	1.4%	0.0%	0.0%	0.0%	
English (General Area 12)	6.3%	1.4%	1.3%	0.0%	0.0%	0.0%	8.3%	2.7%	2.2%	
Health-related (General Area 15)	0.0%	32.6%	34.7%	0.0%	24.5%	23.2%	0.0%	40.5%	43.4%	

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	
History or Political Science (Specific Discipline 3007,3009)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Humanities (General Area 14,24)	6.3%	0.9%	0.6%	0.0%	0.0%	0.0%	8.3%	1.8%	1.1%	
Fine Arts (General Area 2,4,22)	0.0%	1.4%	0.9%	0.0%	0.0%	0.0%	0.0%	2.7%	1.6%	
Mathematics or Statistics (General Area 18)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Physical Sciences (General Area 25)	0.0%	1.8%	1.3%	0.0%	3.6%	2.9%	0.0%	0.0%	0.0%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	12.5%	9.0%	9.4%	25.0%	9.1%	9.4%	8.3%	9.0%	9.3%	
Other Technical (General Area 8,19,28)	0.0%	4.1%	3.1%	0.0%	7.3%	6.5%	0.0%	0.9%	0.5%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	31.3%	16.3%	13.8%	0.0%	18.2%	15.9%	41.7%	14.4%	12.1%	
Total(n)	16	221	320	4	110	138	12	111	182	
Faculty works in a STEM department										
Yes	4.8%	29.7%	26.8%	14.3%	30.9%	28.5%	0.0%	28.5%	25.4%	
No	95.2%	70.3%	73.2%	85.7%	69.1%	71.5%	100.0%	71.5%	74.6%	
Total(n)	21	380	530	7	194	239	14	186	291	
Optional Question 1										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 2										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 3										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 4										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 5										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			

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	
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 6										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 7										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 8										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 9										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 10										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 11										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			

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	
Total (n)	0			0			0			
Optional Question 12										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 13										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 14										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 15										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 16										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 17										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 18										
A	0.0%			0.0%			0.0%			

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	
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 19										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 20										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 21										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 22										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 23										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 24										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			

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	
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 25										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 26										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 27										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 28										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 29										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			
Optional Question 30										
A	0.0%			0.0%			0.0%			
B	0.0%			0.0%			0.0%			
C	0.0%			0.0%			0.0%			
D	0.0%			0.0%			0.0%			
E	0.0%			0.0%			0.0%			
Total (n)	0			0			0			