



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

## 2010-11 HERI Faculty Survey

Institutional Profile Reports

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# Augustana College

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

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**2010-11 HERI Faculty Survey Instrument**

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

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## 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 2010-11 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:										
<b>Becoming a community leader</b>										
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.

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Full-time Undergraduate Faculty</b>	99	5,640	12,387	47	3,192	6,628	52	2,448	5,759	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	5.1%	6.3%	6.0%	6.4%	5.4%	5.5%	3.8%	7.5%	6.7%	
Teaching	93.9%	91.6%	91.3%	93.6%	92.4%	92.1%	94.2%	90.5%	90.2%	
Research	0.0%	0.7%	1.2%	0.0%	0.8%	1.4%	0.0%	0.5%	1.0%	
Services to clients and patients	0.0%	0.7%	0.5%	0.0%	0.6%	0.4%	0.0%	0.7%	0.6%	
Other	1.0%	0.7%	1.0%	0.0%	0.7%	0.7%	1.9%	0.8%	1.4%	
Total(n)	99	5,639	12,382	47	3,192	6,626	52	2,447	5,756	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
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)	99	5,639	12,384	47	3,192	6,626	52	2,447	5,758	
<b>What is your present academic rank?</b>										
Professor	39.4%	29.2%	28.7%	42.6%	35.6%	34.8%	36.5%	20.5%	21.2%	
Associate professor	18.2%	28.3%	29.0%	17.0%	28.9%	29.5%	19.2%	27.4%	28.2%	
Assistant professor	34.3%	32.1%	31.3%	34.0%	26.3%	26.3%	34.6%	39.9%	37.5%	
Lecturer	0.0%	1.5%	2.9%	0.0%	1.6%	3.1%	0.0%	1.4%	2.7%	
Instructor	8.1%	8.9%	8.1%	6.4%	7.5%	6.3%	9.6%	10.8%	10.4%	
Total(n)	99	5,628	12,229	47	3,188	6,554	52	2,440	5,675	
<b>What is your tenure status at this institution?</b>										
Tenured	55.6%	42.9%	46.8%	57.4%	48.2%	52.2%	53.8%	35.7%	40.1%	
On tenure track, but not tenured	32.3%	26.8%	24.1%	31.9%	22.9%	21.2%	32.7%	32.0%	27.8%	
Not on tenure track, but institution has tenure system	12.1%	17.5%	17.0%	10.6%	14.4%	14.7%	13.5%	21.8%	20.0%	
Institution has no tenure system	0.0%	12.7%	12.0%	0.0%	14.4%	11.9%	0.0%	10.5%	12.1%	
Total(n)	99	5,634	12,242	47	3,190	6,559	52	2,444	5,683	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	18.2%	18.8%	17.3%	17.0%	19.1%	18.0%	19.2%	18.4%	16.4%	
Dean (associate or assistant)	0.0%	3.2%	2.5%	0.0%	3.5%	2.5%	0.0%	2.8%	2.4%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%	
Provost	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
Other	15.2%	16.5%	15.9%	21.3%	16.2%	15.3%	9.6%	16.9%	16.7%	
Not applicable	63.6%	57.5%	58.4%	59.6%	57.1%	57.1%	67.3%	58.1%	60.0%	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	2.0%	0.7%	0.9%	4.3%	0.6%	0.8%	0.0%	0.9%	1.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	9.1%	22.3%	19.6%	6.4%	18.2%	16.7%	11.5%	27.9%	23.2%	
LL.B., J.D.	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%	
M.D., D.D.S. (or equivalent)	1.0%	0.2%	0.4%	0.0%	0.3%	0.4%	1.9%	0.1%	0.4%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.7%	0.6%	0.0%	0.8%	0.8%	0.0%	0.4%	0.5%	
Ed.D.	1.0%	4.3%	3.7%	2.1%	3.4%	2.6%	0.0%	5.5%	5.0%	
Ph.D.	80.8%	67.9%	71.6%	78.7%	72.4%	75.2%	82.7%	61.8%	67.2%	
Other degree	6.1%	2.4%	1.9%	8.5%	2.7%	2.2%	3.8%	2.0%	1.5%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	99	5,638	12,382	47	3,191	6,625	52	2,447	5,757	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	1.1%	0.1%	0.1%	2.4%	0.1%	0.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.7%	0.6%	0.0%	0.6%	0.6%	0.0%	0.8%	0.7%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	
Ed.D.	0.0%	1.7%	1.0%	0.0%	1.0%	0.6%	0.0%	2.8%	1.5%	
Ph.D.	5.6%	6.6%	5.6%	4.8%	5.8%	4.8%	6.3%	7.7%	6.6%	
Other degree	2.2%	2.4%	1.3%	0.0%	1.1%	0.8%	4.2%	4.3%	2.0%	
None	91.1%	88.4%	91.3%	92.9%	91.2%	93.0%	89.6%	84.3%	89.0%	
Total(n)	90	5,070	11,119	42	2,916	6,039	48	2,154	5,080	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	20.4%	27.0%	31.7%	25.5%	27.9%	33.1%	15.7%	25.8%	30.0%	
Very important	34.7%	38.8%	38.3%	25.5%	38.3%	37.2%	43.1%	39.5%	39.7%	
Somewhat important	31.6%	29.9%	26.2%	36.2%	29.6%	26.3%	27.5%	30.3%	26.2%	
Not important	13.3%	4.3%	3.7%	12.8%	4.3%	3.4%	13.7%	4.4%	4.1%	
Total(n)	98	5,633	12,367	47	3,189	6,619	51	2,444	5,748	
<b>Teaching</b>										
Essential	82.8%	84.2%	81.6%	83.0%	83.9%	81.0%	82.7%	84.6%	82.4%	
Very important	16.2%	15.0%	17.1%	17.0%	15.2%	17.6%	15.4%	14.7%	16.4%	
Somewhat important	1.0%	0.8%	1.3%	0.0%	0.9%	1.4%	1.9%	0.7%	1.2%	
Not important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	99	5,639	12,383	47	3,192	6,626	52	2,447	5,757	
<b>Service</b>										
Essential	16.3%	23.6%	21.2%	10.6%	22.6%	19.0%	21.6%	25.1%	23.9%	
Very important	49.0%	49.0%	48.2%	46.8%	47.1%	46.7%	51.0%	51.7%	50.1%	
Somewhat important	30.6%	25.0%	27.6%	38.3%	27.5%	30.4%	23.5%	21.7%	24.1%	
Not important	4.1%	2.3%	3.0%	4.3%	2.9%	3.9%	3.9%	1.6%	1.9%	
Total(n)	98	5,632	12,366	47	3,189	6,618	51	2,443	5,748	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	8.1%	17.6%	19.1%	12.8%	19.2%	20.7%	3.8%	15.4%	17.1%	
Taught an interdisciplinary course	59.6%	49.2%	49.1%	59.6%	50.3%	50.3%	59.6%	47.7%	47.7%	
Taught an ethnic studies course	17.2%	11.9%	13.4%	12.8%	10.7%	12.4%	21.2%	13.5%	14.6%	
Taught a women's studies course	13.1%	8.5%	9.9%	4.3%	4.3%	4.4%	21.2%	14.2%	16.4%	
Taught a service learning course	18.2%	23.2%	21.6%	14.9%	20.2%	18.0%	21.2%	27.3%	25.9%	
Taught an exclusively web-based course at this institution	0.0%	14.6%	12.8%	0.0%	13.3%	11.7%	0.0%	16.3%	14.1%	
Participated in a teaching enhancement workshop	77.8%	71.9%	70.3%	78.7%	68.1%	65.7%	76.9%	77.2%	75.9%	
Advised student groups involved in service/volunteer work	47.5%	53.4%	48.5%	51.1%	51.6%	47.1%	44.2%	55.9%	50.2%	Civic Minded Practice
Collaborated with the local community in research/teaching	50.5%	47.0%	43.9%	53.2%	44.1%	40.0%	48.1%	50.9%	48.7%	
Conducted research or writing focused on international/global issues	30.3%	27.0%	29.7%	25.5%	28.6%	31.6%	34.6%	24.9%	27.3%	
Conducted research or writing focused on racial or ethnic minorities	17.2%	21.2%	22.9%	14.9%	18.2%	19.9%	19.2%	25.3%	26.5%	
Conducted research or writing focused on women and gender issues	20.2%	18.8%	21.6%	14.9%	10.9%	14.1%	25.0%	29.6%	30.8%	
Engaged undergraduates on <u>your</u> research project	56.6%	41.0%	44.2%	68.1%	44.6%	47.8%	46.2%	36.1%	39.7%	
Worked with undergraduates on a research project	80.8%	61.6%	63.0%	89.4%	64.5%	66.2%	73.1%	57.7%	59.2%	
Engaged in academic research that spans multiple disciplines	61.6%	55.5%	58.8%	59.6%	57.6%	60.9%	63.5%	52.7%	56.3%	
Taught a seminar for first-year students	39.4%	33.8%	32.8%	48.9%	32.6%	32.5%	30.8%	35.4%	33.2%	
Taught a capstone course	57.6%	40.8%	41.0%	59.6%	43.3%	42.3%	55.8%	37.5%	39.3%	
Taught in a learning community (e.g., FIG, linked courses)	38.8%	9.0%	8.5%	40.4%	7.5%	7.6%	37.3%	11.0%	9.6%	
Supervised an undergraduate thesis	58.6%	34.5%	39.6%	51.1%	33.5%	39.9%	65.4%	35.8%	39.3%	
Published op-ed pieces or editorials	17.2%	15.3%	14.4%	23.4%	17.1%	16.2%	11.5%	12.8%	12.2%	
Received funding for your work from foundations	21.2%	15.2%	16.7%	19.1%	14.8%	17.1%	23.1%	15.8%	16.2%	
Received funding for your work from state or federal government	6.1%	9.0%	12.5%	4.3%	9.7%	13.0%	7.7%	8.0%	11.9%	
Received funding for your work from business or industry	4.0%	5.6%	6.1%	2.1%	7.1%	7.5%	5.8%	3.7%	4.3%	
Total(n)	99	5,618	12,312	47	3,182	6,589	52	2,436	5,723	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term?</b>										
Mean	2.39	3.24	2.98	2.40	3.32	3.03	2.38	3.13	2.92	
Median	3	3	3	2	3	3	3	3	3	
Mode	3	3	3	3	3	3	3	3	3	
Total(n)	99	5,640	12,387	47	3,192	6,628	52	2,448	5,759	
<b>Teach at least one course this term at another institution</b>	4.0%	4.5%	4.6%	4.3%	5.0%	4.6%	3.8%	3.7%	4.5%	
<b>Type of course taught this term "at this institution"</b>										
<b>General education course</b>										
Teach at least one course	32.3%	39.4%	34.0%	31.9%	42.9%	36.4%	32.7%	34.7%	31.0%	
Mean student enrollment	20.2	26.8	24.9	20.8	27.6	25.6	19.8	25.3	23.9	
Have teaching/lab assistant or reader/grader assigned	6.3%	17.3%	13.9%	3.3%	19.7%	15.3%	8.8%	13.4%	11.9%	
<b>Course required for an undergraduate major</b>										
Teach at least one course	72.7%	76.5%	72.6%	76.6%	78.1%	73.5%	69.2%	74.3%	71.5%	
Mean student enrollment	19.6	19.2	20.7	18.2	18.9	20.8	20.9	19.6	20.6	
Have teaching/lab assistant or reader/grader assigned	12.0%	12.3%	13.2%	15.3%	14.2%	14.8%	8.8%	9.4%	11.2%	
<b>Other undergraduate course</b>										
Teach at least one course	22.2%	26.3%	30.2%	19.1%	27.0%	31.2%	25.0%	25.4%	28.9%	
Mean student enrollment	20.1	15.6	16.7	19.6	15.9	16.6	20.4	15.2	16.8	
Have teaching/lab assistant or reader/grader assigned	4.5%	7.3%	7.6%	11.1%	7.9%	8.7%	0.0%	6.4%	6.3%	
<b>Developmental/remedial course (not for credit)</b>										
Teach at least one course	0.0%	0.7%	0.7%	0.0%	0.4%	0.7%	0.0%	1.1%	0.7%	
Mean student enrollment	.	17.6	18.2	.	14.6	17.4	.	19.1	19.1	
Have teaching/lab assistant or reader/grader assigned	.	1.2%	13.2%	.	0.0%	20.3%	.	1.9%	5.1%	
<b>Non-credit course (other than above)</b>										
Teach at least one course	4.0%	1.2%	1.1%	6.4%	1.1%	1.1%	1.9%	1.3%	1.0%	
Mean student enrollment	24.8	22.6	23.4	26.5	28.1	28.3	19.5	16.4	16.6	
Have teaching/lab assistant or reader/grader assigned	25.0%	13.8%	13.5%	33.3%	12.1%	12.9%	0.0%	15.7%	14.3%	
<b>Graduate course</b>										
Teach at least one course	0.0%	15.0%	17.1%	0.0%	13.1%	15.1%	0.0%	17.5%	19.6%	
Mean student enrollment	.	17.3	17.1	.	17.0	17.2	.	17.6	17.0	
Have teaching/lab assistant or reader/grader assigned	.	5.6%	4.8%	.	6.0%	5.1%	.	5.3%	4.6%	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	0.0%	61.6%	72.5%	0.0%	84.7%	81.8%	0.0%	48.7%	67.2%	
Graduate courses	0.0%	5.1%	9.4%	0.0%	10.5%	10.3%	0.0%	2.1%	8.9%	
Non-credit courses	0.0%	8.8%	3.9%	0.0%	0.0%	1.1%	0.0%	13.7%	5.5%	
I do not teach	0.0%	24.4%	14.2%	0.0%	4.8%	6.9%	0.0%	35.5%	18.3%	
Total(n)	0	99	257	0	40	114	0	59	143	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	11.1%	5.7%	6.3%	12.8%	4.9%	5.5%	9.6%	6.8%	7.3%	
Writing	17.2%	13.8%	15.4%	17.0%	12.6%	14.2%	17.3%	15.5%	16.8%	
Mathematics	3.0%	4.2%	4.8%	2.1%	4.5%	5.7%	3.8%	3.7%	3.7%	
ESL	0.0%	1.0%	1.1%	0.0%	0.7%	1.0%	0.0%	1.3%	1.3%	
General academic skills	15.2%	10.8%	11.1%	8.5%	10.3%	10.3%	21.2%	11.5%	12.1%	
Other subject areas	5.1%	6.0%	6.2%	2.1%	5.9%	5.4%	7.7%	6.0%	7.3%	
Total(n)	99	5,640	12,387	47	3,192	6,628	52	2,448	5,759	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Paid workshops outside the institution focused on teaching</b>										
Yes	37.4%	36.8%	32.7%	36.2%	34.3%	30.1%	38.5%	40.2%	35.9%	
No	55.6%	55.7%	59.7%	55.3%	59.5%	64.0%	55.8%	50.7%	54.5%	
Not eligible	2.0%	1.1%	1.4%	4.3%	1.0%	1.2%	0.0%	1.2%	1.5%	
Not available	5.1%	6.4%	6.2%	4.3%	5.2%	4.7%	5.8%	8.0%	8.0%	
Total(n)	99	5,635	12,367	47	3,188	6,618	52	2,447	5,749	
<b>Paid sabbatical leave</b>										
Yes	63.6%	28.8%	34.8%	68.1%	31.6%	38.1%	59.6%	25.0%	30.8%	
No	25.3%	50.8%	45.8%	23.4%	50.4%	45.4%	26.9%	51.2%	46.3%	
Not eligible	10.1%	17.5%	16.0%	6.4%	15.0%	13.6%	13.5%	20.8%	19.0%	
Not available	1.0%	3.0%	3.3%	2.1%	3.0%	2.8%	0.0%	2.9%	4.0%	
Total(n)	99	5,634	12,370	47	3,187	6,618	52	2,447	5,752	
<b>Travel funds paid by the institution</b>										
Yes	92.9%	80.3%	81.1%	93.6%	79.9%	80.6%	92.3%	80.8%	81.7%	
No	6.1%	17.0%	16.3%	4.3%	17.7%	17.1%	7.7%	16.1%	15.3%	
Not eligible	0.0%	1.3%	1.5%	0.0%	1.3%	1.4%	0.0%	1.3%	1.5%	
Not available	1.0%	1.4%	1.2%	2.1%	1.1%	0.9%	0.0%	1.8%	1.5%	
Total(n)	99	5,638	12,380	47	3,191	6,624	52	2,447	5,756	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Internal grants for research</b>										
Yes	57.6%	38.8%	43.5%	63.8%	40.3%	45.0%	51.9%	36.7%	41.7%	
No	38.4%	54.6%	49.8%	29.8%	53.1%	49.1%	46.2%	56.5%	50.6%	
Not eligible	3.0%	2.8%	3.1%	4.3%	2.7%	2.4%	1.9%	2.9%	4.0%	
Not available	1.0%	3.9%	3.6%	2.1%	3.9%	3.5%	0.0%	3.9%	3.7%	
Total(n)	99	5,631	12,365	47	3,185	6,615	52	2,446	5,750	
<b>Training for administrative leadership</b>										
Yes	11.1%	14.7%	14.1%	6.4%	15.3%	15.0%	15.4%	13.9%	13.0%	
No	75.8%	70.7%	71.3%	80.9%	71.6%	73.1%	71.2%	69.5%	69.1%	
Not eligible	4.0%	5.2%	4.6%	2.1%	4.9%	3.9%	5.8%	5.6%	5.6%	
Not available	9.1%	9.3%	9.9%	10.6%	8.1%	8.0%	7.7%	11.0%	12.3%	
Total(n)	99	5,632	12,359	47	3,186	6,614	52	2,446	5,745	
<b>Received incentives to develop new courses</b>										
Yes	27.3%	23.5%	26.1%	34.0%	24.0%	26.2%	21.2%	22.8%	26.0%	
No	59.6%	65.5%	63.3%	57.4%	66.2%	65.0%	61.5%	64.6%	61.2%	
Not eligible	2.0%	1.9%	2.2%	2.1%	1.8%	1.8%	1.9%	2.1%	2.7%	
Not available	11.1%	9.1%	8.4%	6.4%	8.0%	7.1%	15.4%	10.5%	10.1%	
Total(n)	99	5,635	12,365	47	3,189	6,618	52	2,446	5,747	
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	11.1%	18.0%	17.9%	8.5%	19.8%	18.9%	13.5%	15.6%	16.6%	
No	71.7%	70.3%	71.3%	78.7%	69.5%	72.1%	65.4%	71.4%	70.4%	
Not eligible	2.0%	1.1%	1.2%	2.1%	1.1%	1.0%	1.9%	1.2%	1.6%	
Not available	15.2%	10.5%	9.6%	10.6%	9.6%	8.1%	19.2%	11.7%	11.4%	
Total(n)	99	5,634	12,362	47	3,188	6,617	52	2,446	5,745	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	28.3%	31.5%	26.9%	23.4%	29.3%	24.6%	32.7%	34.5%	29.7%	
1-2	26.3%	24.3%	22.5%	21.3%	21.5%	19.8%	30.8%	28.1%	25.9%	
3-4	21.2%	17.2%	15.8%	19.1%	17.1%	15.2%	23.1%	17.4%	16.6%	
5-10	13.1%	14.6%	17.5%	14.9%	15.7%	18.5%	11.5%	13.2%	16.4%	
11-20	5.1%	7.5%	9.4%	8.5%	9.4%	10.9%	1.9%	4.9%	7.5%	
21-50	5.1%	3.7%	6.4%	10.6%	5.3%	8.7%	0.0%	1.6%	3.6%	
51+	1.0%	1.1%	1.5%	2.1%	1.7%	2.3%	0.0%	0.3%	0.4%	
Total(n)	99	5,631	12,361	47	3,189	6,621	52	2,442	5,740	
Mean	2.60	2.58	2.85	3.04	2.77	3.07	2.19	2.32	2.58	
Standard deviation	1.48	1.51	1.62	1.73	1.62	1.72	1.09	1.31	1.46	
Significance	-			-			-			
Effect size	-	0.01	-0.15	-	0.17	-0.02	-	-0.10	-0.27	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	66.7%	64.3%	58.5%	66.0%	61.3%	57.3%	67.3%	68.4%	59.9%	
1-2	18.2%	22.6%	24.5%	12.8%	22.9%	23.0%	23.1%	22.1%	26.3%	
3-4	12.1%	7.7%	9.3%	14.9%	8.7%	10.2%	9.6%	6.3%	8.2%	
5-10	2.0%	3.9%	5.3%	4.3%	5.0%	6.4%	0.0%	2.3%	4.0%	
11-20	0.0%	1.1%	1.9%	0.0%	1.4%	2.3%	0.0%	0.7%	1.4%	
21-50	1.0%	0.3%	0.5%	2.1%	0.5%	0.7%	0.0%	0.1%	0.2%	
51+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	99	5,599	12,289	47	3,165	6,577	52	2,434	5,712	
Mean	1.54	1.56	1.69	1.66	1.64	1.76	1.42	1.45	1.61	
Standard deviation	0.91	0.92	1.03	1.11	1.01	1.11	0.67	0.79	0.92	
Significance	-			-			-			
Effect size	-	-0.02	-0.15	-	0.02	-0.09	-	-0.04	-0.21	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	79.8%	72.8%	69.2%	72.3%	67.5%	64.1%	86.5%	79.9%	75.4%	
1-2	14.1%	19.0%	22.0%	19.1%	21.3%	24.4%	9.6%	15.8%	19.0%	
3-4	3.0%	4.2%	4.8%	4.3%	5.1%	5.7%	1.9%	3.0%	3.7%	
5-10	1.0%	3.2%	3.1%	0.0%	4.9%	4.5%	1.9%	0.8%	1.5%	
11-20	1.0%	0.7%	0.7%	2.1%	0.9%	0.9%	0.0%	0.4%	0.3%	
21-50	1.0%	0.2%	0.1%	2.1%	0.3%	0.2%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	99	5,619	12,330	47	3,185	6,607	52	2,434	5,723	
Mean	1.32	1.41	1.45	1.47	1.51	1.54	1.19	1.26	1.32	
Standard deviation	0.82	0.80	0.80	1.02	0.90	0.89	0.56	0.59	0.66	
Significance	-			-			-			
Effect size	-	-0.11	-0.16	-	-0.04	-0.08	-	-0.12	-0.20	
<b>Other, such as patents or computer software products</b>										
None	94.9%	91.6%	91.3%	91.5%	90.2%	89.6%	98.0%	93.4%	93.3%	
1-2	3.1%	5.0%	5.4%	4.3%	5.7%	6.0%	2.0%	4.0%	4.6%	
3-4	1.0%	1.6%	1.5%	2.1%	1.5%	1.7%	0.0%	1.6%	1.2%	
5-10	1.0%	0.9%	1.0%	2.1%	1.3%	1.5%	0.0%	0.4%	0.4%	
11-20	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.2%	
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%	
Total(n)	98	5,601	12,292	47	3,171	6,577	51	2,430	5,715	
Mean	1.08	1.16	1.15	1.15	1.19	1.19	1.02	1.11	1.10	
Standard deviation	0.40	0.64	0.61	0.55	0.71	0.70	0.14	0.52	0.48	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.06	-0.06	-	-0.17	-0.17	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many exhibitions or performances in the fine or applied arts have you presented in the last two years?</b>										
None	75.8%	80.8%	81.9%	74.5%	81.1%	80.8%	76.9%	80.4%	83.3%	
1-2	7.1%	5.9%	6.1%	2.1%	5.3%	5.7%	11.5%	6.7%	6.5%	
3-4	7.1%	3.9%	4.4%	8.5%	4.0%	4.7%	5.8%	3.7%	3.9%	
5-10	2.0%	5.4%	3.9%	4.3%	4.6%	3.8%	0.0%	6.6%	4.0%	
11-20	4.0%	1.9%	2.0%	6.4%	2.2%	2.6%	1.9%	1.4%	1.3%	
21-50	2.0%	1.3%	1.1%	0.0%	1.5%	1.4%	3.8%	0.9%	0.7%	
51+	2.0%	0.9%	0.7%	4.3%	1.4%	1.1%	0.0%	0.2%	0.2%	
Total(n)	99	5,630	12,356	47	3,187	6,615	52	2,443	5,741	
Mean	1.66	1.49	1.44	1.83	1.52	1.50	1.50	1.45	1.36	
Standard deviation	1.42	1.18	1.11	1.63	1.26	1.22	1.18	1.06	0.95	
Significance	-			-			-			
Effect size	-	0.14	0.20	-	0.25	0.27	-	0.05	0.15	
<b>How many of your professional writings have been published or accepted for publication in the last two years?</b>										
None	46.5%	43.8%	38.6%	42.6%	41.4%	37.1%	50.0%	47.0%	40.5%	
1-2	33.3%	36.1%	36.4%	36.2%	35.6%	34.5%	30.8%	36.9%	38.6%	
3-4	14.1%	13.2%	15.8%	10.6%	14.5%	16.6%	17.3%	11.4%	14.8%	
5-10	6.1%	6.0%	7.8%	10.6%	7.4%	10.0%	1.9%	4.0%	5.1%	
11-20	0.0%	0.7%	1.1%	0.0%	0.8%	1.5%	0.0%	0.5%	0.7%	
21-50	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%	
51+	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	
Total(n)	99	5,632	12,365	47	3,187	6,618	52	2,445	5,747	
Mean	1.80	1.85	1.97	1.89	1.92	2.06	1.71	1.75	1.88	
Standard deviation	0.90	0.95	1.01	0.98	0.99	1.07	0.82	0.87	0.92	
Significance	-			-			-			
Effect size	-	-0.05	-0.17	-	-0.03	-0.16	-	-0.05	-0.18	Scholarly Productivity

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	43.4%	47.0%	45.8%	34.0%	51.8%	49.8%	51.9%	40.6%	40.8%	
To some extent	50.5%	46.6%	47.9%	61.7%	43.5%	45.5%	40.4%	50.9%	50.9%	
Not at all	6.1%	6.4%	6.3%	4.3%	4.7%	4.7%	7.7%	8.5%	8.2%	
Total(n)	99	5,634	12,373	47	3,189	6,621	52	2,445	5,752	
Mean	2.37	2.41	2.39	2.30	2.47	2.45	2.44	2.32	2.33	
Standard deviation	0.60	0.61	0.60	0.55	0.59	0.58	0.64	0.62	0.62	
Significance	-			-	*		-			
Effect size	-	-0.07	-0.03	-	-0.29	-0.26	-	0.19	0.18	
<b>Achieve a healthy balance between your personal life and your professional life</b>										
To a great extent	32.3%	31.5%	32.1%	36.2%	38.6%	38.1%	28.8%	21.9%	24.8%	
To some extent	50.5%	53.0%	51.4%	44.7%	49.2%	48.0%	55.8%	58.2%	55.4%	
Not at all	17.2%	15.5%	16.5%	19.1%	12.2%	13.8%	15.4%	19.9%	19.8%	
Total(n)	99	5,633	12,376	47	3,187	6,621	52	2,446	5,755	
Mean	2.15	2.16	2.16	2.17	2.26	2.24	2.13	2.02	2.05	
Standard deviation	0.69	0.67	0.68	0.73	0.66	0.68	0.66	0.65	0.67	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.14	-0.10	-	0.17	0.12	
<b>Experience close alignment between your work and your personal values</b>										
To a great extent	70.7%	67.5%	64.8%	74.5%	70.1%	65.8%	67.3%	64.0%	63.6%	
To some extent	27.3%	29.5%	31.5%	23.4%	27.1%	30.2%	30.8%	32.8%	33.1%	
Not at all	2.0%	2.9%	3.6%	2.1%	2.8%	3.9%	1.9%	3.2%	3.3%	
Total(n)	99	5,632	12,377	47	3,186	6,621	52	2,446	5,756	
Mean	2.69	2.65	2.61	2.72	2.67	2.62	2.65	2.61	2.60	
Standard deviation	0.51	0.54	0.56	0.50	0.53	0.56	0.52	0.55	0.55	
Significance	-			-			-			
Effect size	-	0.07	0.14	-	0.09	0.18	-	0.07	0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	28.3%	25.3%	24.9%	23.4%	22.7%	21.3%	32.7%	28.8%	29.3%	
To some extent	41.4%	36.9%	36.9%	34.0%	33.8%	34.3%	48.1%	41.2%	40.0%	
Not at all	30.3%	37.8%	38.3%	42.6%	43.5%	44.4%	19.2%	30.0%	30.8%	
Total(n)	99	5,628	12,364	47	3,184	6,618	52	2,444	5,746	
Mean	1.98	1.88	1.87	1.81	1.79	1.77	2.13	1.99	1.98	
Standard deviation	0.77	0.78	0.78	0.80	0.79	0.78	0.71	0.77	0.77	
Significance	-			-			-			
Effect size	-	0.13	0.14	-	0.03	0.05	-	0.18	0.19	
<b>Mentor new faculty</b>										
To a great extent	18.2%	19.7%	21.5%	17.0%	18.4%	19.0%	19.2%	21.4%	24.5%	
To some extent	58.6%	52.9%	52.6%	61.7%	54.8%	55.1%	55.8%	50.4%	49.6%	
Not at all	23.2%	27.4%	25.9%	21.3%	26.8%	25.9%	25.0%	28.2%	25.9%	
Total(n)	99	5,635	12,374	47	3,189	6,624	52	2,446	5,750	
Mean	1.95	1.92	1.96	1.96	1.92	1.93	1.94	1.93	1.99	
Standard deviation	0.64	0.68	0.69	0.62	0.67	0.67	0.67	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.04	-0.01	-	0.06	0.04	-	0.01	-0.07	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	94.9%	94.1%	95.0%	93.6%	92.9%	94.0%	96.2%	95.8%	96.1%	
Occasionally	5.1%	3.9%	3.2%	6.4%	5.1%	4.2%	3.8%	2.4%	1.8%	
Not at all	0.0%	1.9%	1.9%	0.0%	2.0%	1.8%	0.0%	1.9%	2.1%	
Total(n)	99	5,531	12,186	47	3,148	6,553	52	2,383	5,633	
Mean	2.95	2.92	2.93	2.94	2.91	2.92	2.96	2.94	2.94	
Standard deviation	0.22	0.33	0.32	0.25	0.35	0.33	0.19	0.31	0.31	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.09	0.06	-	0.06	0.06	
<b>Support their opinions with a logical argument</b>										
Frequently	81.8%	79.3%	81.7%	74.5%	80.1%	80.8%	88.5%	78.2%	82.8%	
Occasionally	17.2%	18.2%	16.0%	23.4%	17.7%	17.3%	11.5%	18.9%	14.4%	
Not at all	1.0%	2.5%	2.3%	2.1%	2.3%	2.0%	0.0%	2.9%	2.8%	
Total(n)	99	5,526	12,174	47	3,146	6,548	52	2,380	5,626	
Mean	2.81	2.77	2.79	2.72	2.78	2.79	2.88	2.75	2.80	
Standard deviation	0.42	0.48	0.46	0.50	0.47	0.45	0.32	0.49	0.47	
Significance	-			-			-			
Effect size	-	0.08	0.04	-	-0.13	-0.16	-	0.27	0.17	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	67.7%	72.4%	73.1%	74.5%	72.6%	72.4%	61.5%	72.1%	74.0%	
Occasionally	32.3%	24.2%	23.8%	25.5%	24.1%	24.7%	38.5%	24.3%	22.6%	
Not at all	0.0%	3.4%	3.1%	0.0%	3.3%	2.9%	0.0%	3.6%	3.4%	
Total(n)	99	5,525	12,174	47	3,145	6,548	52	2,380	5,626	
Mean	2.68	2.69	2.70	2.74	2.69	2.70	2.62	2.68	2.71	
Standard deviation	0.47	0.53	0.52	0.44	0.53	0.52	0.49	0.54	0.53	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.09	0.08	-	-0.11	-0.17	
<b>Revise their papers to improve their writing</b>										
Frequently	57.6%	59.9%	60.2%	57.4%	53.0%	54.7%	57.7%	69.2%	67.0%	
Occasionally	36.4%	31.3%	30.7%	38.3%	37.0%	35.0%	34.6%	23.5%	25.5%	
Not at all	6.1%	8.8%	9.1%	4.3%	9.9%	10.3%	7.7%	7.3%	7.5%	
Total(n)	99	5,525	12,169	47	3,145	6,546	52	2,380	5,623	
Mean	2.52	2.51	2.51	2.53	2.43	2.44	2.50	2.62	2.59	
Standard deviation	0.61	0.65	0.66	0.58	0.67	0.67	0.64	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.15	0.13	-	-0.19	-0.14	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	67.7%	66.9%	68.8%	61.7%	61.8%	63.8%	73.1%	73.9%	75.0%	
Occasionally	31.3%	29.0%	27.2%	38.3%	33.8%	32.0%	25.0%	22.4%	21.3%	
Not at all	1.0%	4.1%	4.0%	0.0%	4.4%	4.2%	1.9%	3.7%	3.7%	
Total(n)	99	5,526	12,171	47	3,145	6,546	52	2,381	5,625	
Mean	2.67	2.63	2.65	2.62	2.57	2.60	2.71	2.70	2.71	
Standard deviation	0.49	0.56	0.55	0.49	0.58	0.57	0.50	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.07	0.04	-	0.09	0.04	-	0.02	0.00	
<b>Take risks for potential gains</b>										
Frequently	32.7%	39.0%	40.8%	27.7%	38.9%	41.1%	37.3%	39.1%	40.5%	
Occasionally	55.1%	47.3%	45.7%	66.0%	47.4%	45.7%	45.1%	47.1%	45.7%	
Not at all	12.2%	13.8%	13.5%	6.4%	13.8%	13.3%	17.6%	13.8%	13.7%	
Total(n)	98	5,515	12,143	47	3,141	6,533	51	2,374	5,610	
Mean	2.20	2.25	2.27	2.21	2.25	2.28	2.20	2.25	2.27	
Standard deviation	0.64	0.68	0.68	0.55	0.68	0.68	0.72	0.68	0.69	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.06	-0.10	-	-0.07	-0.10	
<b>Seek alternative solutions to a problem</b>										
Frequently	58.6%	60.2%	61.0%	55.3%	57.7%	58.9%	61.5%	63.5%	63.6%	
Occasionally	37.4%	35.5%	35.1%	42.6%	37.8%	37.4%	32.7%	32.3%	32.2%	
Not at all	4.0%	4.4%	3.9%	2.1%	4.5%	3.7%	5.8%	4.3%	4.2%	
Total(n)	99	5,526	12,169	47	3,145	6,543	52	2,381	5,626	
Mean	2.55	2.56	2.57	2.53	2.53	2.55	2.56	2.59	2.59	
Standard deviation	0.58	0.58	0.57	0.55	0.58	0.57	0.61	0.57	0.57	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.00	-0.04	-	-0.05	-0.05	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Look up scientific research articles and resources</b>										
Frequently	48.5%	47.6%	49.1%	46.8%	41.4%	43.5%	50.0%	56.1%	56.0%	
Occasionally	37.4%	38.7%	35.7%	34.0%	44.4%	40.7%	40.4%	30.9%	29.6%	
Not at all	14.1%	13.7%	15.2%	19.1%	14.2%	15.8%	9.6%	13.0%	14.4%	
Total(n)	99	5,524	12,168	47	3,145	6,546	52	2,379	5,622	
Mean	2.34	2.34	2.34	2.28	2.27	2.28	2.40	2.43	2.42	
Standard deviation	0.72	0.71	0.73	0.77	0.69	0.72	0.66	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.01	0.00	-	-0.04	-0.03	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	35.4%	48.4%	49.4%	36.2%	44.9%	46.8%	34.6%	53.2%	52.6%	
Occasionally	62.6%	46.7%	45.8%	59.6%	50.0%	48.2%	65.4%	42.3%	42.8%	
Not at all	2.0%	4.9%	4.8%	4.3%	5.1%	5.0%	0.0%	4.6%	4.7%	
Total(n)	99	5,519	12,173	47	3,142	6,549	52	2,377	5,624	
Mean	2.33	2.44	2.45	2.32	2.40	2.42	2.35	2.49	2.48	
Standard deviation	0.52	0.59	0.59	0.56	0.58	0.59	0.48	0.58	0.59	
Significance	-		*	-			-			
Effect size	-	-0.19	-0.20	-	-0.14	-0.17	-	-0.24	-0.22	
<b>Accept mistakes as part of the learning process</b>										
Frequently	77.8%	74.8%	75.3%	83.0%	72.4%	73.2%	73.1%	78.1%	78.0%	
Occasionally	19.2%	22.5%	21.6%	14.9%	24.7%	23.4%	23.1%	19.5%	19.3%	
Not at all	3.0%	2.7%	3.1%	2.1%	2.9%	3.4%	3.8%	2.4%	2.7%	
Total(n)	99	5,524	12,176	47	3,144	6,550	52	2,380	5,626	
Mean	2.75	2.72	2.72	2.81	2.70	2.70	2.69	2.76	2.75	
Standard deviation	0.50	0.51	0.51	0.45	0.52	0.53	0.54	0.48	0.49	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.21	0.21	-	-0.15	-0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently	66.7%	73.6%	75.2%	68.1%	69.1%	70.3%	65.4%	79.6%	81.2%	
Occasionally	30.3%	22.5%	21.2%	29.8%	26.0%	25.5%	30.8%	17.6%	16.0%	
Not at all	3.0%	4.0%	3.5%	2.1%	4.9%	4.2%	3.8%	2.8%	2.8%	
Total(n)	99	5,522	12,169	47	3,145	6,549	52	2,377	5,620	
Mean	2.64	2.70	2.72	2.66	2.64	2.66	2.62	2.77	2.78	
Standard deviation	0.54	0.54	0.52	0.52	0.57	0.55	0.57	0.48	0.47	
Significance	-			-			-	*	*	
Effect size	-	-0.11	-0.15	-	0.04	0.00	-	-0.31	-0.34	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	78.8%	77.1%	76.4%	76.6%	72.4%	72.4%	80.8%	83.4%	81.3%	
Occasionally	20.2%	20.1%	20.9%	21.3%	24.6%	24.8%	19.2%	14.1%	16.0%	
Not at all	1.0%	2.8%	2.8%	2.1%	3.0%	2.7%	0.0%	2.5%	2.8%	
Total(n)	99	5,523	12,176	47	3,145	6,551	52	2,378	5,625	
Mean	2.78	2.74	2.74	2.74	2.69	2.70	2.81	2.81	2.78	
Standard deviation	0.44	0.50	0.50	0.49	0.52	0.52	0.40	0.45	0.47	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	0.10	0.08	-	0.00	0.06	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Multiple-choice exams</b>										
All	12.1%	16.3%	13.8%	14.9%	15.4%	13.0%	9.6%	17.4%	14.7%	
Most	17.2%	16.9%	14.5%	8.5%	17.0%	14.2%	25.0%	16.8%	14.9%	
Some	27.3%	31.7%	29.4%	31.9%	34.5%	30.5%	23.1%	28.0%	28.1%	
None	43.4%	35.0%	42.3%	44.7%	33.0%	42.3%	42.3%	37.8%	42.4%	
Total(n)	99	5,625	12,359	47	3,187	6,617	52	2,438	5,742	
Mean	1.98	2.14	2.00	1.94	2.15	1.98	2.02	2.14	2.02	
Standard deviation	1.05	1.07	1.06	1.07	1.05	1.04	1.04	1.11	1.08	
Significance	-			-			-			
Effect size	-	-0.15	-0.02	-	-0.20	-0.04	-	-0.11	0.00	
<b>Essay exams</b>										
All	25.3%	23.6%	23.1%	19.1%	24.8%	24.1%	30.8%	22.1%	21.8%	
Most	30.3%	22.6%	21.9%	21.3%	24.3%	22.8%	38.5%	20.4%	20.9%	
Some	29.3%	31.7%	30.9%	34.0%	31.5%	31.4%	25.0%	31.9%	30.3%	
None	15.2%	22.0%	24.1%	25.5%	19.4%	21.7%	5.8%	25.6%	27.0%	
Total(n)	99	5,627	12,359	47	3,187	6,615	52	2,440	5,744	
Mean	2.66	2.48	2.44	2.34	2.55	2.49	2.94	2.39	2.38	
Standard deviation	1.02	1.08	1.09	1.07	1.06	1.08	0.89	1.09	1.10	
Significance	-		*	-			-	***	***	
Effect size	-	0.17	0.20	-	-0.20	-0.14	-	0.50	0.51	
<b>Short-answer exams</b>										
All	21.2%	22.5%	21.0%	23.4%	22.8%	22.5%	19.2%	22.1%	19.3%	
Most	31.3%	26.3%	24.9%	25.5%	28.5%	25.9%	36.5%	23.3%	23.7%	
Some	37.4%	32.4%	33.3%	42.6%	32.8%	32.9%	32.7%	32.0%	33.8%	
None	10.1%	18.8%	20.8%	8.5%	16.0%	18.7%	11.5%	22.5%	23.2%	
Total(n)	99	5,620	12,343	47	3,185	6,609	52	2,435	5,734	
Mean	2.64	2.53	2.46	2.64	2.58	2.52	2.63	2.45	2.39	
Standard deviation	0.93	1.04	1.04	0.94	1.01	1.04	0.93	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.11	0.17	-	0.06	0.12	-	0.17	0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Quizzes</b>										
All	29.3%	20.1%	18.0%	34.0%	19.8%	18.1%	25.0%	20.5%	17.9%	
Most	18.2%	21.0%	19.9%	19.1%	21.5%	20.5%	17.3%	20.2%	19.1%	
Some	38.4%	36.2%	35.8%	36.2%	36.8%	35.8%	40.4%	35.4%	35.7%	
None	14.1%	22.7%	26.3%	10.6%	21.9%	25.5%	17.3%	23.8%	27.3%	
Total(n)	99	5,619	12,341	47	3,183	6,605	52	2,436	5,736	
Mean	2.63	2.38	2.30	2.77	2.39	2.31	2.50	2.37	2.28	
Standard deviation	1.06	1.05	1.05	1.05	1.04	1.04	1.06	1.06	1.05	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	0.24	0.31	-	0.37	0.44	-	0.12	0.21	
<b>Weekly essay assignments</b>										
All	9.2%	10.7%	9.7%	8.5%	8.8%	8.6%	9.8%	13.4%	11.1%	
Most	19.4%	13.3%	13.2%	8.5%	12.6%	12.0%	29.4%	14.2%	14.8%	
Some	31.6%	33.1%	32.3%	34.0%	32.6%	31.0%	29.4%	33.7%	33.9%	
None	39.8%	42.9%	44.8%	48.9%	46.0%	48.5%	31.4%	38.7%	40.2%	
Total(n)	98	5,604	12,313	47	3,172	6,591	51	2,432	5,722	
Mean	1.98	1.92	1.88	1.77	1.84	1.81	2.18	2.02	1.97	
Standard deviation	0.98	0.99	0.98	0.94	0.96	0.95	0.99	1.03	1.00	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.06	0.10	-	-0.07	-0.04	-	0.16	0.21	
<b>Student presentations</b>										
All	30.3%	26.2%	27.0%	21.3%	20.1%	21.3%	38.5%	34.6%	34.1%	Student-Centered Pedagogy
Most	27.3%	27.5%	26.3%	34.0%	26.5%	24.4%	21.2%	28.8%	28.7%	
Some	35.4%	38.9%	38.3%	38.3%	45.4%	43.6%	32.7%	30.2%	31.8%	
None	7.1%	7.4%	8.3%	6.4%	8.0%	10.7%	7.7%	6.4%	5.4%	
Total(n)	99	5,626	12,356	47	3,187	6,618	52	2,439	5,738	
Mean	2.81	2.73	2.72	2.70	2.59	2.56	2.90	2.92	2.91	
Standard deviation	0.95	0.93	0.95	0.88	0.90	0.94	1.01	0.95	0.93	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.09	0.09	-	0.12	0.15	-	-0.02	-0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Term/research papers</b>										
All	25.3%	18.7%	21.1%	27.7%	17.8%	19.4%	23.1%	19.9%	23.1%	
Most	31.3%	26.8%	26.2%	29.8%	25.3%	25.4%	32.7%	28.8%	27.1%	
Some	33.3%	41.5%	39.5%	31.9%	43.8%	41.1%	34.6%	38.5%	37.6%	
None	10.1%	13.0%	13.3%	10.6%	13.2%	14.2%	9.6%	12.8%	12.1%	
Total(n)	99	5,625	12,347	47	3,188	6,612	52	2,437	5,735	
Mean	2.72	2.51	2.55	2.74	2.48	2.50	2.69	2.56	2.61	
Standard deviation	0.96	0.94	0.97	0.99	0.93	0.96	0.94	0.95	0.97	
Significance	-	*		-			-			
Effect size	-	0.22	0.18	-	0.28	0.25	-	0.14	0.08	
<b>Student evaluations of each others' work</b>										
All	11.1%	11.5%	11.2%	6.4%	8.5%	8.9%	15.4%	15.5%	14.1%	Student-Centered Pedagogy
Most	18.2%	15.0%	13.7%	17.0%	12.2%	10.9%	19.2%	18.7%	17.1%	
Some	50.5%	45.1%	42.9%	51.1%	45.9%	42.1%	50.0%	44.1%	43.8%	
None	20.2%	28.4%	32.2%	25.5%	33.3%	38.1%	15.4%	21.7%	24.9%	
Total(n)	99	5,626	12,354	47	3,188	6,614	52	2,438	5,740	
Mean	2.20	2.10	2.04	2.04	1.96	1.91	2.35	2.28	2.20	
Standard deviation	0.89	0.94	0.95	0.83	0.89	0.91	0.93	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.11	0.17	-	0.09	0.14	-	0.07	0.15	
<b>Grading on a curve</b>										
All	8.2%	4.2%	4.8%	10.6%	5.5%	6.3%	6.0%	2.5%	3.0%	
Most	3.1%	6.3%	6.7%	6.4%	8.1%	8.3%	0.0%	3.9%	4.8%	
Some	16.5%	19.4%	20.1%	12.8%	22.7%	22.5%	20.0%	14.8%	17.1%	
None	72.2%	70.1%	68.4%	70.2%	63.6%	62.8%	74.0%	78.7%	75.1%	
Total(n)	97	5,615	12,320	47	3,183	6,599	50	2,432	5,721	
Mean	1.47	1.45	1.48	1.57	1.56	1.58	1.38	1.30	1.36	
Standard deviation	0.90	0.79	0.82	1.02	0.86	0.89	0.78	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.03	-0.01	-	0.01	-0.01	-	0.12	0.03	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Competency-based grading</b>										
All	33.0%	28.2%	29.8%	28.9%	25.2%	27.4%	36.5%	32.2%	32.8%	
Most	16.5%	21.7%	21.1%	20.0%	22.7%	22.1%	13.5%	20.5%	19.9%	
Some	20.6%	22.2%	20.5%	24.4%	22.4%	20.0%	17.3%	21.9%	21.3%	
None	29.9%	27.9%	28.5%	26.7%	29.7%	30.6%	32.7%	25.4%	26.0%	
Total(n)	97	5,577	12,198	45	3,160	6,540	52	2,417	5,658	
Mean	2.53	2.50	2.52	2.51	2.43	2.46	2.54	2.60	2.60	
Standard deviation	1.23	1.17	1.19	1.18	1.16	1.19	1.29	1.18	1.19	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	0.07	0.04	-	-0.05	-0.05	
<u>Instructional Techniques/Methods</u>										
<b>Class discussions</b>										
All	69.7%	69.2%	70.1%	70.2%	65.1%	65.9%	69.2%	74.8%	75.3%	
Most	17.2%	17.3%	16.2%	17.0%	18.4%	17.3%	17.3%	15.9%	14.8%	
Some	12.1%	12.3%	12.3%	10.6%	15.1%	14.9%	13.5%	8.5%	9.1%	Student-Centered Pedagogy
None	1.0%	1.1%	1.4%	2.1%	1.4%	1.9%	0.0%	0.9%	0.8%	
Total(n)	99	5,631	12,366	47	3,189	6,621	52	2,442	5,745	
Mean	3.56	3.55	3.55	3.55	3.47	3.47	3.56	3.65	3.65	
Standard deviation	0.75	0.75	0.76	0.77	0.80	0.81	0.73	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	0.10	0.10	-	-0.13	-0.13	
<b>Cooperative learning (small groups)</b>										
All	54.5%	43.8%	43.3%	46.8%	34.0%	34.0%	61.5%	56.9%	54.5%	
Most	21.2%	24.1%	23.1%	21.3%	25.8%	24.4%	21.2%	21.7%	21.6%	
Some	23.2%	25.3%	25.4%	29.8%	30.7%	29.8%	17.3%	18.1%	20.0%	Student-Centered Pedagogy
None	1.0%	6.8%	8.2%	2.1%	9.5%	11.7%	0.0%	3.3%	3.9%	
Total(n)	99	5,614	12,337	47	3,177	6,600	52	2,437	5,737	
Mean	3.29	3.05	3.01	3.13	2.84	2.81	3.44	3.32	3.27	
Standard deviation	0.86	0.98	1.01	0.92	1.00	1.03	0.78	0.88	0.91	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.24	0.28	-	0.29	0.31	-	0.14	0.19	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Experiential learning/Field studies</b>										Student-Centered Pedagogy
All	11.1%	15.9%	14.3%	12.8%	12.0%	11.0%	9.6%	21.2%	18.5%	
Most	20.2%	17.3%	15.8%	19.1%	14.5%	14.1%	21.2%	20.9%	18.0%	
Some	32.3%	35.4%	34.7%	27.7%	38.0%	34.8%	36.5%	31.9%	34.6%	
None	36.4%	31.4%	35.1%	40.4%	35.5%	40.1%	32.7%	25.9%	29.0%	
Total(n)	99	5,620	12,341	47	3,180	6,605	52	2,440	5,736	
Mean	2.06	2.18	2.09	2.04	2.03	1.96	2.08	2.38	2.26	
Standard deviation	1.01	1.05	1.04	1.06	0.99	0.99	0.97	1.08	1.07	
Significance	-			-			-	*		
Effect size	-	-0.11	-0.03	-	0.01	0.08	-	-0.28	-0.17	
<b>Teaching assistants</b>										
All	1.0%	1.8%	1.8%	2.1%	1.8%	1.8%	0.0%	1.9%	1.9%	
Most	1.0%	4.1%	3.8%	2.1%	4.5%	4.7%	0.0%	3.5%	2.7%	
Some	11.1%	19.0%	18.6%	14.9%	20.9%	19.9%	7.7%	16.6%	17.1%	
None	86.9%	75.0%	75.7%	80.9%	72.8%	73.7%	92.3%	78.0%	78.2%	
Total(n)	99	5,622	12,344	47	3,184	6,608	52	2,438	5,736	
Mean	1.16	1.33	1.32	1.26	1.35	1.35	1.08	1.29	1.28	
Standard deviation	0.47	0.64	0.63	0.61	0.65	0.65	0.27	0.62	0.61	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.27	-0.25	-	-0.14	-0.14	-	-0.34	-0.33	
<b>Recitals/Demonstrations</b>										
All	11.2%	8.7%	8.6%	12.8%	7.7%	7.9%	9.8%	10.1%	9.5%	
Most	7.1%	12.0%	11.5%	8.5%	10.5%	11.0%	5.9%	14.0%	12.1%	
Some	22.4%	27.1%	26.5%	25.5%	29.9%	27.9%	19.6%	23.3%	24.8%	
None	59.2%	52.2%	53.3%	53.2%	51.9%	53.2%	64.7%	52.6%	53.6%	
Total(n)	98	5,617	12,341	47	3,180	6,605	51	2,437	5,736	
Mean	1.70	1.77	1.75	1.81	1.74	1.74	1.61	1.82	1.78	
Standard deviation	1.02	0.97	0.97	1.06	0.93	0.94	0.98	1.02	0.99	
Significance	-			-			-			
Effect size	-	-0.07	-0.05	-	0.08	0.07	-	-0.21	-0.17	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Group projects</b>										Student-Centered Pedagogy
All	18.2%	16.8%	16.0%	17.0%	11.3%	12.5%	19.2%	24.4%	20.4%	
Most	41.4%	21.6%	21.8%	36.2%	20.2%	20.1%	46.2%	23.6%	23.7%	
Some	34.3%	46.1%	44.7%	42.6%	50.7%	46.6%	26.9%	39.8%	42.3%	
None	6.1%	15.5%	17.6%	4.3%	17.9%	20.9%	7.7%	12.2%	13.5%	
Total(n)	99	5,624	12,350	47	3,183	6,607	52	2,441	5,743	
Mean	2.72	2.40	2.36	2.66	2.25	2.24	2.77	2.60	2.51	
Standard deviation	0.83	0.94	0.95	0.81	0.88	0.92	0.85	0.99	0.96	
Significance	-	***	***	-	**	**	-			
Effect size	-	0.34	0.38	-	0.47	0.46	-	0.17	0.27	
<b>Extensive lecturing</b>										
All	11.1%	11.0%	12.3%	17.0%	13.2%	15.5%	5.8%	8.0%	8.4%	
Most	25.3%	26.8%	26.5%	27.7%	33.0%	32.1%	23.1%	18.5%	19.6%	
Some	44.4%	38.2%	37.7%	36.2%	36.7%	34.8%	51.9%	40.2%	41.3%	
None	19.2%	23.9%	23.5%	19.1%	17.0%	17.5%	19.2%	33.3%	30.7%	
Total(n)	99	5,619	12,346	47	3,184	6,614	52	2,435	5,732	
Mean	2.28	2.25	2.28	2.43	2.43	2.46	2.15	2.01	2.06	
Standard deviation	0.90	0.94	0.96	0.99	0.92	0.95	0.80	0.92	0.91	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.00	-0.03	-	0.15	0.10	
<b>Multiple drafts of written work</b>										
All	10.2%	10.3%	10.9%	8.5%	7.8%	8.4%	11.8%	13.8%	14.0%	
Most	27.6%	17.4%	18.1%	27.7%	14.1%	16.3%	27.5%	22.0%	20.3%	
Some	41.8%	49.3%	48.1%	44.7%	53.0%	50.5%	39.2%	44.3%	45.2%	
None	20.4%	22.9%	22.8%	19.1%	25.2%	24.8%	21.6%	19.9%	20.4%	
Total(n)	98	5,616	12,344	47	3,186	6,613	51	2,430	5,731	
Mean	2.28	2.15	2.17	2.26	2.04	2.08	2.29	2.30	2.28	
Standard deviation	0.91	0.89	0.90	0.87	0.84	0.86	0.94	0.94	0.94	
Significance	-			-			-			
Effect size	-	0.15	0.12	-	0.26	0.21	-	-0.01	0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Student-selected topics for course content</b>										Student-Centered Pedagogy
All	7.1%	7.3%	7.5%	6.4%	5.9%	6.0%	7.7%	9.2%	9.3%	
Most	13.1%	15.1%	14.7%	8.5%	12.0%	12.7%	17.3%	19.3%	17.2%	
Some	53.5%	47.6%	47.0%	63.8%	49.5%	46.8%	44.2%	45.0%	47.1%	
None	26.3%	30.1%	30.8%	21.3%	32.7%	34.5%	30.8%	26.5%	26.3%	
Total(n)	99	5,620	12,349	47	3,185	6,615	52	2,435	5,734	
Mean	2.01	2.00	1.99	2.00	1.91	1.90	2.02	2.11	2.09	
Standard deviation	0.83	0.86	0.87	0.75	0.82	0.84	0.90	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	0.11	0.12	-	-0.10	-0.08	
<b>Reflective writing/journaling</b>										Student-Centered Pedagogy
All	10.1%	11.1%	9.8%	6.4%	7.2%	6.4%	13.5%	16.5%	14.0%	
Most	15.2%	15.6%	14.1%	12.8%	11.7%	11.6%	17.3%	20.9%	17.3%	
Some	47.5%	39.4%	38.9%	51.1%	41.3%	37.4%	44.2%	36.7%	40.8%	
None	27.3%	33.9%	37.1%	29.8%	39.8%	44.6%	25.0%	25.9%	27.9%	
Total(n)	99	5,621	12,346	47	3,185	6,613	52	2,436	5,733	
Mean	2.08	2.04	1.97	1.96	1.86	1.80	2.19	2.28	2.17	
Standard deviation	0.91	0.97	0.95	0.83	0.89	0.88	0.97	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.04	0.12	-	0.11	0.18	-	-0.09	0.02	
<b>Community service as part of coursework</b>										Civic Minded Practice
All	2.0%	3.6%	2.9%	2.1%	1.9%	1.7%	1.9%	5.8%	4.4%	
Most	3.0%	7.0%	5.5%	2.1%	4.8%	4.1%	3.8%	9.9%	7.1%	
Some	25.3%	27.4%	25.9%	25.5%	26.3%	23.2%	25.0%	28.9%	29.2%	
None	69.7%	62.0%	65.7%	70.2%	66.9%	71.0%	69.2%	55.4%	59.3%	
Total(n)	99	5,621	12,348	47	3,186	6,616	52	2,435	5,732	
Mean	1.37	1.52	1.46	1.36	1.42	1.37	1.38	1.66	1.57	
Standard deviation	0.65	0.78	0.73	0.64	0.68	0.65	0.66	0.88	0.81	
Significance	-			-			-	*		
Effect size	-	-0.19	-0.12	-	-0.09	-0.02	-	-0.32	-0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Electronic quizzes with immediate feedback in class</b>										
All	1.0%	1.8%	1.7%	0.0%	1.3%	1.1%	1.9%	2.5%	2.5%	
Most	3.0%	5.9%	4.6%	4.3%	5.9%	4.3%	1.9%	5.8%	4.9%	
Some	5.1%	15.4%	13.5%	6.4%	14.8%	12.3%	3.8%	16.2%	15.0%	
None	90.9%	76.9%	80.2%	89.4%	78.0%	82.4%	92.3%	75.5%	77.6%	
Total(n)	99	5,622	12,339	47	3,185	6,611	52	2,437	5,728	
Mean	1.14	1.33	1.28	1.15	1.31	1.24	1.13	1.35	1.32	
Standard deviation	0.50	0.67	0.63	0.47	0.64	0.58	0.53	0.70	0.68	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.28	-0.22	-	-0.25	-0.16	-	-0.31	-0.28	
<b>Using real-life problems</b>										
All	25.3%	30.5%	31.4%	21.3%	27.9%	28.5%	28.8%	34.0%	34.9%	
Most	25.3%	28.9%	28.2%	23.4%	28.2%	28.8%	26.9%	29.8%	27.6%	
Some	41.4%	31.3%	30.4%	46.8%	33.8%	31.5%	36.5%	28.0%	29.1%	
None	8.1%	9.2%	10.0%	8.5%	10.1%	11.2%	7.7%	8.1%	8.5%	
Total(n)	99	5,628	12,354	47	3,186	6,616	52	2,442	5,738	
Mean	2.68	2.81	2.81	2.57	2.74	2.75	2.77	2.90	2.89	
Standard deviation	0.95	0.98	0.99	0.93	0.98	0.99	0.96	0.97	0.98	
Significance	-			-			-			
Effect size	-	-0.13	-0.13	-	-0.17	-0.18	-	-0.13	-0.12	
<b>Using student inquiry to drive learning</b>										
All	16.2%	21.3%	21.2%	14.9%	19.5%	19.9%	17.3%	23.6%	22.9%	
Most	25.3%	26.6%	28.1%	27.7%	24.8%	26.0%	23.1%	29.1%	30.7%	
Some	48.5%	40.5%	40.4%	46.8%	42.4%	42.2%	50.0%	37.9%	38.2%	
None	10.1%	11.6%	10.2%	10.6%	13.2%	11.9%	9.6%	9.3%	8.1%	
Total(n)	99	5,622	12,339	47	3,186	6,613	52	2,436	5,726	
Mean	2.47	2.58	2.60	2.47	2.51	2.54	2.48	2.67	2.68	
Standard deviation	0.88	0.95	0.93	0.88	0.95	0.94	0.90	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	-0.04	-0.07	-	-0.20	-0.22	Student-Centered Pedagogy

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Becoming an authority in my field</b>										
Essential	13.1%	25.5%	25.4%	14.9%	26.6%	26.4%	11.5%	23.9%	24.1%	
Very important	27.3%	35.9%	36.1%	27.7%	34.2%	34.6%	26.9%	38.2%	38.0%	
Somewhat important	36.4%	29.4%	28.9%	38.3%	29.8%	29.0%	34.6%	28.8%	28.9%	
Not important	23.2%	9.2%	9.6%	19.1%	9.3%	10.0%	26.9%	9.0%	9.0%	
Total(n)	99	5,636	12,376	47	3,190	6,622	52	2,446	5,754	
Mean	2.30	2.78	2.77	2.38	2.78	2.77	2.23	2.77	2.77	
Standard deviation	0.97	0.93	0.94	0.97	0.94	0.95	0.98	0.91	0.92	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.52	-0.50	-	-0.43	-0.41	-	-0.59	-0.59	
<b>Influencing the political structure</b>										
Essential	2.0%	4.8%	4.8%	4.3%	4.8%	4.4%	0.0%	4.9%	5.4%	
Very important	12.1%	17.9%	17.9%	8.5%	16.0%	16.2%	15.4%	20.4%	19.9%	
Somewhat important	46.5%	43.1%	43.2%	51.1%	43.4%	42.2%	42.3%	42.7%	44.3%	
Not important	39.4%	34.2%	34.1%	36.2%	35.8%	37.2%	42.3%	31.9%	30.4%	
Total(n)	99	5,627	12,356	47	3,183	6,608	52	2,444	5,748	
Mean	1.77	1.93	1.93	1.81	1.90	1.88	1.73	1.98	2.00	
Standard deviation	0.74	0.84	0.84	0.77	0.84	0.83	0.72	0.85	0.85	
Significance	-			-			-	*	*	
Effect size	-	-0.19	-0.19	-	-0.11	-0.08	-	-0.29	-0.32	
<b>Influencing social values</b>										
Essential	14.1%	17.3%	16.3%	12.8%	15.4%	14.8%	15.4%	20.0%	18.3%	
Very important	35.4%	42.0%	39.0%	34.0%	40.1%	36.2%	36.5%	44.7%	42.5%	Civic
Somewhat important	41.4%	31.6%	33.5%	44.7%	34.1%	35.3%	38.5%	28.3%	31.4%	Minded
Not important	9.1%	9.0%	11.1%	8.5%	10.5%	13.7%	9.6%	7.0%	7.8%	Values
Total(n)	99	5,630	12,358	47	3,186	6,613	52	2,444	5,745	
Mean	2.55	2.68	2.61	2.51	2.60	2.52	2.58	2.78	2.71	Social
Standard deviation	0.85	0.86	0.89	0.83	0.87	0.91	0.87	0.84	0.85	Agency
Significance	-			-			-			
Effect size	-	-0.15	-0.07	-	-0.10	-0.01	-	-0.24	-0.15	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Raising a family</b>										
Essential	49.5%	55.4%	51.0%	55.3%	59.4%	53.4%	44.2%	49.9%	48.1%	
Very important	21.2%	21.8%	22.5%	19.1%	22.8%	23.8%	23.1%	20.5%	20.9%	
Somewhat important	9.1%	8.5%	9.2%	8.5%	7.9%	8.2%	9.6%	9.4%	10.4%	
Not important	20.2%	14.2%	17.2%	17.0%	9.8%	14.5%	23.1%	20.2%	20.6%	
Total(n)	99	5,627	12,349	47	3,186	6,612	52	2,441	5,737	
Mean	3.00	3.18	3.07	3.13	3.32	3.16	2.88	3.00	2.97	
Standard deviation	1.19	1.08	1.13	1.15	0.98	1.08	1.22	1.18	1.19	
Significance	-			-			-			
Effect size	-	-0.17	-0.06	-	-0.19	-0.03	-	-0.10	-0.08	
<b>Becoming very well off financially</b>										
Essential	3.0%	3.3%	3.6%	6.4%	3.3%	3.8%	0.0%	3.3%	3.4%	
Very important	14.1%	17.3%	19.5%	14.9%	16.5%	20.0%	13.5%	18.4%	18.8%	
Somewhat important	50.5%	53.0%	53.7%	46.8%	55.6%	55.0%	53.8%	49.5%	52.1%	
Not important	32.3%	26.4%	23.2%	31.9%	24.6%	21.1%	32.7%	28.8%	25.7%	
Total(n)	99	5,634	12,369	47	3,188	6,619	52	2,446	5,750	
Mean	1.88	1.97	2.04	1.96	1.98	2.07	1.81	1.96	2.00	
Standard deviation	0.76	0.75	0.76	0.86	0.74	0.75	0.66	0.78	0.76	
Significance	-		*	-			-			
Effect size	-	-0.12	-0.21	-	-0.03	-0.15	-	-0.19	-0.25	
<b>Helping others who are in difficulty</b>										
Essential	28.3%	29.9%	29.3%	31.9%	28.0%	27.3%	25.0%	32.4%	31.8%	
Very important	49.5%	49.4%	47.3%	44.7%	48.6%	45.6%	53.8%	50.4%	49.4%	
Somewhat important	22.2%	19.9%	21.8%	23.4%	22.3%	25.0%	21.2%	16.6%	17.8%	
Not important	0.0%	0.9%	1.6%	0.0%	1.1%	2.1%	0.0%	0.6%	0.9%	
Total(n)	99	5,629	12,364	47	3,186	6,617	52	2,443	5,747	
Mean	3.06	3.08	3.04	3.09	3.04	2.98	3.04	3.15	3.12	
Standard deviation	0.71	0.73	0.76	0.75	0.74	0.78	0.68	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.03	0.03	-	0.07	0.14	-	-0.16	-0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Adopting 'green' practices to protect the environment</b>										
Essential	24.2%	16.2%	17.8%	25.5%	13.7%	14.7%	23.1%	19.6%	21.5%	
Very important	44.4%	37.0%	39.1%	40.4%	34.4%	36.7%	48.1%	40.3%	42.1%	
Somewhat important	30.3%	39.6%	37.0%	31.9%	42.0%	40.4%	28.8%	36.3%	32.8%	
Not important	1.0%	7.3%	6.2%	2.1%	9.9%	8.2%	0.0%	3.8%	3.7%	
Total(n)	99	5,635	12,372	47	3,189	6,621	52	2,446	5,751	
Mean	2.92	2.62	2.68	2.89	2.52	2.58	2.94	2.76	2.81	
Standard deviation	0.77	0.84	0.83	0.81	0.85	0.84	0.73	0.81	0.81	
Significance	-	***	**	-	**	*	-			
Effect size	-	0.36	0.29	-	0.44	0.37	-	0.22	0.16	
<b>Developing a meaningful philosophy of life</b>										
Essential	54.5%	59.3%	55.7%	51.1%	58.4%	53.8%	57.7%	60.5%	57.9%	
Very important	33.3%	29.9%	30.7%	31.9%	29.1%	30.7%	34.6%	31.1%	30.8%	
Somewhat important	11.1%	8.7%	11.0%	14.9%	10.0%	12.3%	7.7%	7.1%	9.4%	
Not important	1.0%	2.1%	2.6%	2.1%	2.6%	3.2%	0.0%	1.4%	1.9%	
Total(n)	99	5,630	12,360	47	3,186	6,613	52	2,444	5,747	
Mean	3.41	3.46	3.39	3.32	3.43	3.35	3.50	3.51	3.45	
Standard deviation	0.73	0.74	0.79	0.81	0.77	0.82	0.64	0.69	0.74	
Significance	-			-			-			
Effect size	-	-0.07	0.03	-	-0.14	-0.04	-	-0.01	0.07	
<b>Helping to promote racial understanding</b>										
Essential	32.3%	36.8%	36.8%	27.7%	30.3%	30.3%	36.5%	45.6%	44.8%	
Very important	42.4%	39.4%	38.6%	48.9%	40.9%	39.1%	36.5%	37.4%	38.0%	
Somewhat important	23.2%	20.7%	20.9%	21.3%	24.7%	25.6%	25.0%	15.3%	15.2%	
Not important	2.0%	3.1%	3.6%	2.1%	4.1%	5.0%	1.9%	1.7%	2.0%	
Total(n)	99	5,634	12,370	47	3,187	6,617	52	2,447	5,753	
Mean	3.05	3.10	3.09	3.02	2.97	2.95	3.08	3.27	3.26	
Standard deviation	0.80	0.83	0.85	0.77	0.85	0.87	0.84	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	0.06	0.08	-	-0.24	-0.23	Social Agency

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Integrating spirituality into my life</b>										
Essential	28.3%	52.5%	39.2%	27.7%	52.2%	37.6%	28.8%	52.8%	41.2%	
Very important	21.2%	19.7%	20.4%	17.0%	19.0%	19.9%	25.0%	20.6%	20.9%	
Somewhat important	29.3%	14.8%	20.6%	27.7%	15.2%	20.2%	30.8%	14.3%	21.2%	
Not important	21.2%	13.0%	19.8%	27.7%	13.6%	22.4%	15.4%	12.2%	16.7%	
Total(n)	99	5,629	12,353	47	3,185	6,609	52	2,444	5,744	
Mean	2.57	3.12	2.79	2.45	3.10	2.73	2.67	3.14	2.87	
Standard deviation	1.12	1.09	1.16	1.18	1.10	1.18	1.06	1.07	1.13	
Significance	-	***		-	***		-	**		
Effect size	-	-0.50	-0.19	-	-0.59	-0.24	-	-0.44	-0.18	
<b>Making a theoretical contribution to science</b>										
Essential	6.1%	5.6%	7.0%	6.4%	5.3%	6.9%	5.8%	6.0%	7.0%	
Very important	9.1%	18.8%	20.4%	6.4%	19.8%	21.0%	11.5%	17.6%	19.5%	
Somewhat important	25.3%	32.5%	31.1%	27.7%	33.3%	31.7%	23.1%	31.4%	30.4%	
Not important	59.6%	43.1%	41.6%	59.6%	41.6%	40.4%	59.6%	45.0%	43.0%	
Total(n)	99	5,627	12,348	47	3,184	6,611	52	2,443	5,737	
Mean	1.62	1.87	1.93	1.60	1.89	1.94	1.63	1.85	1.91	
Standard deviation	0.89	0.91	0.94	0.88	0.90	0.94	0.91	0.92	0.95	
Significance	-	**	**	-	*	*	-		*	
Effect size	-	-0.27	-0.33	-	-0.32	-0.36	-	-0.24	-0.29	
<b>Participating in a community action program</b>										
Essential	8.1%	9.5%	8.5%	4.3%	7.7%	6.4%	11.5%	12.0%	11.0%	Social Agency
Very important	23.2%	25.0%	23.7%	23.4%	22.7%	21.4%	23.1%	28.0%	26.5%	
Somewhat important	47.5%	43.4%	44.3%	48.9%	44.3%	44.5%	46.2%	42.3%	44.1%	
Not important	21.2%	22.1%	23.5%	23.4%	25.4%	27.7%	19.2%	17.7%	18.4%	
Total(n)	99	5,628	12,353	47	3,181	6,609	52	2,447	5,744	
Mean	2.18	2.22	2.17	2.09	2.13	2.07	2.27	2.34	2.30	
Standard deviation	0.86	0.90	0.88	0.80	0.88	0.86	0.91	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.04	0.01	-	-0.05	0.02	-	-0.08	-0.03	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Keeping up to date with political affairs</b>										Social Agency
Essential	17.2%	19.2%	20.5%	25.5%	21.7%	22.4%	9.6%	15.8%	18.1%	
Very important	32.3%	38.6%	39.6%	29.8%	39.1%	39.7%	34.6%	38.0%	39.4%	
Somewhat important	43.4%	35.2%	32.8%	40.4%	32.4%	30.6%	46.2%	39.1%	35.4%	
Not important	7.1%	7.0%	7.2%	4.3%	6.9%	7.2%	9.6%	7.2%	7.1%	
Total(n)	99	5,634	12,370	47	3,188	6,620	52	2,446	5,750	
Mean	2.60	2.70	2.73	2.77	2.76	2.77	2.44	2.62	2.69	
Standard deviation	0.86	0.86	0.87	0.89	0.87	0.88	0.80	0.83	0.85	
Significance	-			-			-		*	
Effect size	-	-0.12	-0.15	-	0.01	0.00	-	-0.22	-0.29	
<b>Becoming a community leader</b>										Social Agency
Essential	4.0%	4.9%	4.9%	4.3%	4.4%	4.3%	3.8%	5.6%	5.7%	
Very important	15.2%	21.1%	18.8%	17.0%	20.0%	18.8%	13.5%	22.5%	18.9%	
Somewhat important	45.5%	41.9%	41.8%	46.8%	43.0%	41.7%	44.2%	40.3%	42.0%	
Not important	35.4%	32.1%	34.4%	31.9%	32.6%	35.3%	38.5%	31.5%	33.3%	
Total(n)	99	5,630	12,353	47	3,184	6,612	52	2,446	5,741	
Mean	1.88	1.99	1.94	1.94	1.96	1.92	1.83	2.02	1.97	
Standard deviation	0.81	0.85	0.85	0.82	0.84	0.84	0.81	0.87	0.87	
Significance	-			-			-			
Effect size	-	-0.13	-0.07	-	-0.02	0.02	-	-0.22	-0.16	
<b>Mentoring the next generation of scholars</b>										
Essential	22.2%	35.8%	35.8%	14.9%	31.8%	31.3%	28.8%	41.1%	41.3%	
Very important	41.4%	41.0%	40.0%	51.1%	42.5%	40.8%	32.7%	39.0%	39.1%	
Somewhat important	28.3%	20.4%	21.0%	31.9%	22.7%	24.3%	25.0%	17.3%	17.0%	
Not important	8.1%	2.8%	3.2%	2.1%	3.0%	3.6%	13.5%	2.6%	2.6%	
Total(n)	99	5,633	12,370	47	3,188	6,621	52	2,445	5,749	
Mean	2.78	3.10	3.08	2.79	3.03	3.00	2.77	3.19	3.19	
Standard deviation	0.89	0.82	0.83	0.72	0.81	0.84	1.02	0.81	0.81	
Significance	-	***	***	-	*		-	***	***	
Effect size	-	-0.39	-0.36	-	-0.30	-0.25	-	-0.52	-0.52	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential	86.9%	89.4%	89.9%	87.2%	86.9%	87.5%	86.5%	92.9%	92.8%	
Very important	12.1%	9.9%	9.5%	10.6%	12.1%	11.6%	13.5%	6.9%	6.9%	
Somewhat important	1.0%	0.5%	0.4%	2.1%	0.8%	0.6%	0.0%	0.1%	0.2%	
Not important	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	
Total(n)	99	5,579	12,267	47	3,170	6,585	52	2,409	5,682	
Mean	3.86	3.88	3.89	3.85	3.86	3.86	3.87	3.92	3.92	
Standard deviation	0.38	0.35	0.35	0.42	0.39	0.39	0.34	0.28	0.28	
Significance	-			-			-			
Effect size	-	-0.06	-0.09	-	-0.03	-0.03	-	-0.18	-0.18	
<b>Prepare students for employment after college</b>										
Essential	24.2%	39.2%	38.6%	17.0%	37.0%	34.8%	30.8%	42.3%	43.3%	
Very important	51.5%	44.4%	42.8%	57.4%	44.9%	44.2%	46.2%	43.6%	41.1%	
Somewhat important	24.2%	15.4%	17.0%	25.5%	16.7%	18.9%	23.1%	13.6%	14.7%	
Not important	0.0%	1.0%	1.5%	0.0%	1.4%	2.1%	0.0%	0.5%	0.9%	
Total(n)	99	5,573	12,254	47	3,167	6,577	52	2,406	5,677	
Mean	3.00	3.22	3.19	2.91	3.17	3.12	3.08	3.28	3.27	
Standard deviation	0.70	0.73	0.76	0.65	0.75	0.78	0.74	0.71	0.74	
Significance	-	**	*	-	*		-	*		
Effect size	-	-0.30	-0.25	-	-0.35	-0.27	-	-0.28	-0.26	
<b>Prepare students for graduate or advanced education</b>										
Essential	26.3%	30.3%	29.9%	17.0%	26.3%	26.4%	34.6%	35.8%	34.1%	
Very important	53.5%	49.5%	49.1%	53.2%	51.6%	51.2%	53.8%	46.5%	46.6%	
Somewhat important	20.2%	19.3%	20.0%	29.8%	21.0%	21.3%	11.5%	16.9%	18.4%	
Not important	0.0%	0.9%	1.0%	0.0%	1.0%	1.1%	0.0%	0.7%	0.8%	
Total(n)	99	5,577	12,264	47	3,170	6,585	52	2,407	5,679	
Mean	3.06	3.09	3.08	2.87	3.03	3.03	3.23	3.17	3.14	
Standard deviation	0.68	0.72	0.73	0.68	0.72	0.72	0.65	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.04	-0.03	-	-0.22	-0.22	-	0.08	0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop moral character</b>										Undergrad Education Goal: Personal Development
Essential	37.4%	50.3%	42.4%	25.5%	48.4%	39.4%	48.1%	52.9%	46.1%	
Very important	48.5%	33.1%	36.9%	55.3%	32.8%	37.5%	42.3%	33.6%	36.2%	
Somewhat important	14.1%	14.9%	17.9%	19.1%	16.5%	19.3%	9.6%	12.6%	16.1%	
Not important	0.0%	1.7%	2.8%	0.0%	2.3%	3.8%	0.0%	0.8%	1.6%	
Total(n)	99	5,575	12,257	47	3,169	6,584	52	2,406	5,673	
Mean	3.23	3.32	3.19	3.06	3.27	3.12	3.38	3.39	3.27	
Standard deviation	0.68	0.78	0.82	0.67	0.82	0.85	0.66	0.73	0.78	
Significance	-			-			-			
Effect size	-	-0.12	0.05	-	-0.26	-0.07	-	-0.01	0.14	
<b>Provide for students' emotional development</b>										Undergrad Education Goal: Personal Development
Essential	19.2%	25.3%	23.2%	12.8%	22.5%	19.0%	25.0%	29.1%	28.2%	
Very important	40.4%	40.1%	38.3%	38.3%	38.9%	37.5%	42.3%	41.7%	39.3%	
Somewhat important	35.4%	30.6%	33.1%	42.6%	33.5%	36.8%	28.8%	26.6%	28.6%	
Not important	5.1%	4.1%	5.4%	6.4%	5.2%	6.6%	3.8%	2.6%	3.8%	
Total(n)	99	5,574	12,252	47	3,166	6,578	52	2,408	5,674	
Mean	2.74	2.87	2.79	2.57	2.79	2.69	2.88	2.97	2.92	
Standard deviation	0.83	0.84	0.86	0.80	0.85	0.85	0.83	0.81	0.85	
Significance	-			-			-			
Effect size	-	-0.15	-0.06	-	-0.26	-0.14	-	-0.11	-0.05	
<b>Teach students the classic works of Western civilization</b>										
Essential	15.2%	10.0%	10.5%	14.9%	10.8%	11.7%	15.4%	8.9%	9.0%	
Very important	14.1%	25.9%	22.5%	10.6%	28.2%	24.1%	17.3%	22.9%	20.5%	
Somewhat important	47.5%	43.6%	43.7%	55.3%	41.3%	41.8%	40.4%	46.7%	45.9%	
Not important	23.2%	20.5%	23.3%	19.1%	19.8%	22.3%	26.9%	21.5%	24.6%	
Total(n)	99	5,572	12,245	47	3,167	6,574	52	2,405	5,671	
Mean	2.21	2.25	2.20	2.21	2.30	2.25	2.21	2.19	2.14	
Standard deviation	0.97	0.89	0.92	0.93	0.91	0.93	1.02	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.04	0.01	-	-0.10	-0.04	-	0.02	0.08	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										Undergrad Education Goal: Personal Development
Essential	36.7%	42.4%	36.3%	32.6%	40.6%	32.7%	40.4%	44.8%	40.6%	
Very important	43.9%	39.0%	40.1%	47.8%	38.9%	40.8%	40.4%	39.1%	39.3%	
Somewhat important	16.3%	16.1%	20.6%	15.2%	17.3%	22.9%	17.3%	14.4%	17.8%	
Not important	3.1%	2.6%	3.0%	4.3%	3.2%	3.6%	1.9%	1.7%	2.3%	
Total(n)	98	5,575	12,257	46	3,167	6,578	52	2,408	5,679	
Mean	3.14	3.21	3.10	3.09	3.17	3.03	3.19	3.27	3.18	
Standard deviation	0.80	0.80	0.83	0.81	0.82	0.84	0.79	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.09	0.05	-	-0.10	0.07	-	-0.10	0.01	
<b>Enhance students' self-understanding</b>										Undergrad Education Goal: Personal Development
Essential	41.4%	43.4%	40.4%	38.3%	39.4%	35.7%	44.2%	48.8%	46.1%	
Very important	35.4%	38.6%	39.9%	36.2%	39.9%	42.2%	34.6%	36.9%	37.1%	
Somewhat important	22.2%	15.9%	17.3%	25.5%	18.1%	19.1%	19.2%	12.9%	15.1%	
Not important	1.0%	2.1%	2.4%	0.0%	2.6%	3.0%	1.9%	1.4%	1.8%	
Total(n)	99	5,573	12,256	47	3,165	6,575	52	2,408	5,681	
Mean	3.17	3.23	3.18	3.13	3.16	3.11	3.21	3.33	3.27	
Standard deviation	0.81	0.79	0.80	0.80	0.81	0.81	0.82	0.75	0.78	
Significance	-			-			-			
Effect size	-	-0.08	-0.01	-	-0.04	0.02	-	-0.16	-0.08	
<b>Instill in students a commitment to community service</b>										Civic Minded Values
Essential	22.2%	23.5%	20.5%	23.4%	20.4%	16.9%	21.2%	27.6%	24.8%	
Very important	33.3%	38.9%	35.6%	25.5%	36.1%	33.0%	40.4%	42.6%	38.8%	
Somewhat important	40.4%	30.9%	34.9%	46.8%	34.8%	38.3%	34.6%	25.6%	30.7%	
Not important	4.0%	6.8%	9.0%	4.3%	8.6%	11.7%	3.8%	4.2%	5.7%	
Total(n)	99	5,578	12,259	47	3,171	6,582	52	2,407	5,677	
Mean	2.74	2.79	2.68	2.68	2.68	2.55	2.79	2.94	2.83	
Standard deviation	0.85	0.88	0.90	0.89	0.89	0.91	0.82	0.83	0.87	
Significance	-			-			-			
Effect size	-	-0.06	0.07	-	0.00	0.14	-	-0.18	-0.05	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	44.4%	42.2%	41.4%	36.2%	34.5%	33.4%	51.9%	52.8%	51.2%	
Very important	36.4%	36.6%	36.0%	42.6%	38.3%	37.2%	30.8%	34.3%	34.5%	
Somewhat important	18.2%	18.3%	19.0%	21.3%	22.8%	24.0%	15.4%	12.2%	12.8%	
Not important	1.0%	2.9%	3.7%	0.0%	4.4%	5.4%	1.9%	0.8%	1.5%	
Total(n)	99	5,573	12,255	47	3,167	6,578	52	2,406	5,677	
Mean	3.24	3.18	3.15	3.15	3.03	2.99	3.33	3.39	3.35	
Standard deviation	0.78	0.83	0.85	0.75	0.87	0.89	0.81	0.73	0.76	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	0.14	0.18	-	-0.08	-0.03	
<b>Help master knowledge in a discipline</b>										
Essential	41.4%	55.5%	55.7%	34.0%	52.6%	51.9%	48.1%	59.5%	60.3%	
Very important	43.4%	39.2%	38.4%	44.7%	41.8%	41.4%	42.3%	35.8%	34.7%	
Somewhat important	15.2%	4.7%	5.5%	21.3%	5.0%	6.2%	9.6%	4.4%	4.7%	
Not important	0.0%	0.5%	0.4%	0.0%	0.7%	0.6%	0.0%	0.3%	0.2%	
Total(n)	99	5,578	12,265	47	3,170	6,584	52	2,408	5,681	
Mean	3.26	3.50	3.49	3.13	3.46	3.45	3.38	3.54	3.55	
Standard deviation	0.71	0.61	0.62	0.74	0.62	0.64	0.66	0.60	0.60	
Significance	-	***	***	-	***	***	-		*	
Effect size	-	-0.39	-0.37	-	-0.53	-0.50	-	-0.27	-0.28	
<b>Develop creative capacities</b>										
Essential	30.6%	36.4%	37.4%	25.5%	35.9%	35.6%	35.3%	37.2%	39.6%	
Very important	41.8%	42.6%	42.4%	46.8%	42.6%	43.4%	37.3%	42.5%	41.1%	
Somewhat important	26.5%	19.0%	18.3%	25.5%	20.1%	19.3%	27.5%	17.6%	17.1%	
Not important	1.0%	1.9%	1.9%	2.1%	1.4%	1.8%	0.0%	2.6%	2.2%	
Total(n)	98	5,571	12,253	47	3,168	6,578	51	2,403	5,675	
Mean	3.02	3.14	3.15	2.96	3.13	3.13	3.08	3.14	3.18	
Standard deviation	0.79	0.78	0.78	0.78	0.77	0.78	0.80	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.22	-0.22	-	-0.08	-0.13	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Instill a basic appreciation of the liberal arts</b>										
Essential	38.4%	35.0%	37.3%	31.9%	33.9%	36.3%	44.2%	36.4%	38.5%	
Very important	44.4%	44.6%	40.9%	51.1%	44.3%	40.6%	38.5%	44.9%	41.2%	
Somewhat important	13.1%	18.1%	19.0%	14.9%	19.0%	19.8%	11.5%	16.9%	17.9%	
Not important	4.0%	2.3%	2.9%	2.1%	2.7%	3.3%	5.8%	1.8%	2.4%	
Total(n)	99	5,577	12,260	47	3,170	6,583	52	2,407	5,677	
Mean	3.17	3.12	3.13	3.13	3.09	3.10	3.21	3.16	3.16	
Standard deviation	0.81	0.78	0.81	0.74	0.79	0.83	0.87	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.06	0.05	-	0.05	0.04	-	0.07	0.06	
<b>Promote ability to write effectively</b>										
Essential	59.6%	61.8%	63.3%	61.7%	54.3%	56.9%	57.7%	72.1%	71.1%	
Very important	33.3%	32.8%	31.2%	31.9%	38.6%	35.7%	34.6%	24.9%	25.7%	
Somewhat important	7.1%	4.9%	5.0%	6.4%	6.4%	6.7%	7.7%	2.8%	2.9%	
Not important	0.0%	0.5%	0.5%	0.0%	0.7%	0.6%	0.0%	0.3%	0.3%	
Total(n)	99	5,571	12,256	47	3,166	6,580	52	2,405	5,676	
Mean	3.53	3.56	3.57	3.55	3.46	3.49	3.50	3.69	3.68	
Standard deviation	0.63	0.61	0.61	0.62	0.65	0.65	0.64	0.53	0.54	
Significance	-			-			-	*	*	
Effect size	-	-0.05	-0.07	-	0.14	0.09	-	-0.36	-0.33	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	60.6%	62.2%	63.1%	61.7%	55.9%	57.0%	59.6%	70.8%	70.5%	
Very important	34.3%	33.6%	32.6%	29.8%	38.8%	37.3%	38.5%	26.7%	26.8%	
Somewhat important	5.1%	3.8%	4.0%	8.5%	4.9%	5.3%	1.9%	2.3%	2.4%	
Not important	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.3%	
Total(n)	99	5,577	12,266	47	3,169	6,584	52	2,408	5,682	
Mean	3.56	3.58	3.58	3.53	3.50	3.51	3.58	3.68	3.68	
Standard deviation	0.59	0.58	0.59	0.65	0.61	0.62	0.54	0.52	0.53	
Significance	-			-			-			
Effect size	-	-0.03	-0.03	-	0.05	0.03	-	-0.19	-0.19	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Engage students in civil discourse around controversial issues</b>										
Essential	32.3%	34.1%	34.3%	29.8%	30.8%	30.4%	34.6%	38.6%	39.1%	
Very important	44.4%	40.2%	39.2%	48.9%	41.5%	39.8%	40.4%	38.5%	38.5%	
Somewhat important	19.2%	21.4%	20.8%	19.1%	23.0%	23.0%	19.2%	19.2%	17.9%	
Not important	4.0%	4.3%	5.7%	2.1%	4.7%	6.7%	5.8%	3.7%	4.5%	
Total(n)	99	5,576	12,255	47	3,168	6,578	52	2,408	5,677	
Mean	3.05	3.04	3.02	3.06	2.98	2.94	3.04	3.12	3.12	
Standard deviation	0.83	0.85	0.88	0.76	0.85	0.89	0.88	0.84	0.86	
Significance	-			-			-			
Effect size	-	0.01	0.03	-	0.09	0.13	-	-0.10	-0.09	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	54.5%	48.5%	50.1%	44.7%	41.0%	41.4%	63.5%	58.6%	60.7%	
Very important	26.3%	38.1%	35.6%	31.9%	41.1%	39.3%	21.2%	34.1%	31.1%	
Somewhat important	18.2%	11.8%	12.3%	23.4%	15.4%	16.2%	13.5%	6.8%	7.5%	
Not important	1.0%	1.6%	2.0%	0.0%	2.5%	3.1%	1.9%	0.5%	0.7%	
Total(n)	99	5,576	12,262	47	3,168	6,581	52	2,408	5,681	
Mean	3.34	3.33	3.34	3.21	3.21	3.19	3.46	3.51	3.52	
Standard deviation	0.81	0.75	0.77	0.81	0.79	0.82	0.80	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.00	0.02	-	-0.08	-0.09	
<b>Encourage students to become agents of social change</b>										
Essential	26.3%	27.1%	27.3%	19.1%	21.2%	20.3%	32.7%	35.1%	36.0%	
Very important	42.4%	36.7%	34.6%	42.6%	34.9%	33.3%	42.3%	39.2%	36.1%	
Somewhat important	27.3%	28.7%	29.1%	34.0%	34.0%	34.3%	21.2%	21.5%	22.7%	
Not important	4.0%	7.5%	9.0%	4.3%	9.9%	12.1%	3.8%	4.2%	5.2%	
Total(n)	99	5,572	12,252	47	3,166	6,576	52	2,406	5,676	
Mean	2.91	2.83	2.80	2.77	2.67	2.62	3.04	3.05	3.03	
Standard deviation	0.83	0.91	0.94	0.81	0.92	0.94	0.84	0.86	0.89	
Significance	-			-			-			
Effect size	-	0.09	0.12	-	0.11	0.16	-	-0.01	0.01	Civic Minded Values

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	1.0%	0.3%	0.3%	0.0%	0.2%	0.3%	1.9%	0.3%	0.2%	
1-4	9.1%	8.8%	10.3%	8.5%	7.5%	9.8%	9.6%	10.7%	10.9%	
5-8	27.3%	23.2%	28.6%	31.9%	22.2%	27.8%	23.1%	24.5%	29.5%	
9-12	41.4%	41.0%	39.0%	40.4%	43.3%	39.7%	42.3%	37.9%	38.0%	
13-16	14.1%	18.4%	14.6%	10.6%	17.4%	14.5%	17.3%	19.6%	14.9%	
17-20	4.0%	6.1%	4.8%	2.1%	6.6%	5.0%	5.8%	5.3%	4.5%	
21-34	3.0%	1.8%	2.0%	6.4%	2.1%	2.2%	0.0%	1.5%	1.8%	
35-44	0.0%	0.2%	0.3%	0.0%	0.3%	0.5%	0.0%	0.1%	0.2%	
45+	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.1%	0.1%	
Total(n)	99	5,630	12,363	47	3,186	6,615	52	2,444	5,748	
Mean	3.83	3.97	3.82	3.85	4.02	3.86	3.81	3.89	3.78	
Standard deviation	1.13	1.14	1.14	1.20	1.14	1.16	1.09	1.13	1.11	
Significance	-			-			-			
Effect size	-	-0.12	0.01	-	-0.15	-0.01	-	-0.07	0.03	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	0.0%	0.1%	0.1%	
1-4	6.1%	8.9%	9.1%	8.5%	9.9%	10.1%	3.8%	7.6%	7.9%	
5-8	17.2%	20.3%	21.9%	25.5%	22.4%	23.3%	9.6%	17.5%	20.1%	
9-12	23.2%	23.2%	22.6%	14.9%	24.9%	24.3%	30.8%	21.0%	20.6%	
13-16	21.2%	16.9%	16.9%	21.3%	16.8%	16.8%	21.2%	17.0%	16.9%	
17-20	21.2%	15.7%	15.1%	21.3%	13.1%	12.8%	21.2%	19.1%	17.9%	
21-34	10.1%	10.7%	10.1%	6.4%	9.6%	9.3%	13.5%	12.3%	11.1%	
35-44	0.0%	3.5%	3.1%	0.0%	2.5%	2.4%	0.0%	4.9%	4.1%	
45+	1.0%	0.6%	0.9%	2.1%	0.7%	0.7%	0.0%	0.5%	1.3%	
Total(n)	99	5,618	12,340	47	3,179	6,602	52	2,439	5,738	
Mean	4.70	4.59	4.54	4.51	4.43	4.39	4.87	4.81	4.72	
Standard deviation	1.47	1.64	1.65	1.60	1.61	1.61	1.34	1.67	1.69	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	0.05	0.07	-	0.04	0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
None	1.0%	2.4%	2.7%	0.0%	2.1%	2.8%	1.9%	2.8%	2.5%	
1-4	59.6%	54.1%	54.5%	70.2%	57.0%	57.5%	50.0%	50.2%	50.7%	
5-8	27.3%	29.8%	30.6%	23.4%	29.2%	29.0%	30.8%	30.5%	32.5%	
9-12	9.1%	8.4%	7.9%	6.4%	8.3%	7.5%	11.5%	8.6%	8.4%	
13-16	2.0%	3.7%	2.7%	0.0%	2.1%	1.6%	3.8%	5.9%	4.1%	
17-20	1.0%	1.0%	0.9%	0.0%	0.7%	0.7%	1.9%	1.4%	1.1%	
21-34	0.0%	0.5%	0.7%	0.0%	0.6%	0.9%	0.0%	0.4%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Total(n)	99	5,625	12,357	47	3,181	6,609	52	2,444	5,748	
Mean	2.55	2.63	2.60	2.36	2.56	2.53	2.71	2.72	2.67	
Standard deviation	0.84	0.97	0.95	0.61	0.91	0.91	0.98	1.05	0.99	
Significance	-			-			-			
Effect size	-	-0.08	-0.05	-	-0.22	-0.19	-	-0.01	0.04	
<b>Committee work and meetings</b>										
None	6.1%	5.0%	5.0%	4.3%	6.2%	6.3%	7.7%	3.5%	3.4%	
1-4	64.6%	64.4%	61.4%	63.8%	67.0%	63.5%	65.4%	60.7%	58.9%	
5-8	22.2%	22.9%	24.1%	25.5%	20.1%	21.5%	19.2%	26.7%	27.2%	
9-12	5.1%	4.6%	5.9%	4.3%	3.8%	5.7%	5.8%	5.8%	6.3%	
13-16	1.0%	1.7%	2.1%	2.1%	1.6%	1.6%	0.0%	1.8%	2.7%	
17-20	1.0%	1.0%	0.9%	0.0%	1.0%	0.8%	1.9%	1.0%	1.0%	
21-34	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	
Total(n)	99	5,625	12,354	47	3,183	6,613	52	2,442	5,741	
Mean	2.33	2.38	2.44	2.36	2.32	2.38	2.31	2.47	2.51	
Standard deviation	0.80	0.87	0.92	0.74	0.85	0.92	0.85	0.89	0.92	
Significance	-			-			-			
Effect size	-	-0.06	-0.12	-	0.05	-0.02	-	-0.18	-0.22	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other administration</b>										
None	35.4%	25.0%	25.9%	36.2%	26.7%	27.1%	34.6%	22.7%	24.4%	
1-4	37.4%	41.6%	42.1%	36.2%	42.8%	42.9%	38.5%	40.1%	41.2%	
5-8	17.2%	15.4%	14.9%	14.9%	14.8%	14.2%	19.2%	16.2%	15.6%	
9-12	4.0%	7.9%	7.5%	4.3%	7.1%	7.0%	3.8%	9.0%	8.1%	
13-16	2.0%	3.4%	3.7%	2.1%	3.0%	3.5%	1.9%	3.9%	4.0%	
17-20	0.0%	3.5%	3.0%	0.0%	2.7%	2.6%	0.0%	4.5%	3.5%	
21-34	3.0%	2.0%	1.8%	6.4%	2.0%	1.6%	0.0%	2.2%	2.1%	
35-44	1.0%	0.8%	0.6%	0.0%	0.7%	0.5%	1.9%	1.0%	0.8%	
45+	0.0%	0.3%	0.4%	0.0%	0.2%	0.6%	0.0%	0.4%	0.3%	
Total(n)	99	5,617	12,335	47	3,177	6,595	52	2,440	5,740	
Mean	2.17	2.48	2.43	2.26	2.38	2.37	2.10	2.61	2.51	
Standard deviation	1.41	1.52	1.49	1.57	1.45	1.46	1.26	1.60	1.53	
Significance	-	*		-			-	*		
Effect size	-	-0.20	-0.17	-	-0.08	-0.08	-	-0.32	-0.27	
<b>Research and scholarly writing</b>										
None	31.6%	20.5%	18.2%	31.9%	19.0%	16.5%	31.4%	22.5%	20.2%	
1-4	43.9%	47.1%	43.5%	46.8%	46.0%	40.8%	41.2%	48.6%	46.8%	
5-8	12.2%	18.7%	20.4%	8.5%	19.1%	21.9%	15.7%	18.1%	18.6%	
9-12	9.2%	7.4%	9.0%	8.5%	7.7%	10.1%	9.8%	6.9%	7.7%	
13-16	1.0%	2.9%	3.7%	0.0%	3.5%	4.0%	2.0%	2.1%	3.4%	
17-20	0.0%	1.9%	2.8%	0.0%	2.5%	3.5%	0.0%	1.1%	1.9%	
21-34	0.0%	0.9%	1.6%	0.0%	1.3%	2.3%	0.0%	0.4%	0.8%	
35-44	1.0%	0.3%	0.4%	2.1%	0.4%	0.5%	0.0%	0.1%	0.2%	
45+	1.0%	0.3%	0.3%	2.1%	0.5%	0.3%	0.0%	0.1%	0.3%	
Total(n)	98	5,615	12,344	47	3,177	6,608	51	2,438	5,736	
Mean	2.15	2.38	2.55	2.21	2.48	2.68	2.10	2.24	2.39	
Standard deviation	1.33	1.26	1.38	1.60	1.37	1.47	1.02	1.09	1.26	
Significance	-		**	-		*	-			
Effect size	-	-0.18	-0.29	-	-0.20	-0.32	-	-0.13	-0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	61.6%	55.8%	57.2%	66.0%	54.7%	55.4%	57.7%	57.3%	59.4%	
1-4	26.3%	30.1%	28.5%	19.1%	29.3%	28.5%	32.7%	31.3%	28.6%	
5-8	3.0%	7.7%	7.7%	6.4%	9.5%	8.8%	0.0%	5.4%	6.4%	
9-12	4.0%	3.5%	3.2%	2.1%	3.5%	3.4%	5.8%	3.5%	3.0%	
13-16	3.0%	1.3%	1.1%	4.3%	1.4%	1.4%	1.9%	1.1%	0.7%	
17-20	1.0%	0.7%	1.3%	2.1%	0.7%	1.4%	0.0%	0.7%	1.1%	
21-34	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%	0.0%	0.4%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
45+	1.0%	0.3%	0.4%	0.0%	0.2%	0.3%	1.9%	0.3%	0.4%	
Total(n)	99	5,603	12,301	47	3,168	6,580	52	2,435	5,721	
Mean	1.70	1.71	1.71	1.66	1.74	1.77	1.73	1.65	1.64	
Standard deviation	1.29	1.10	1.16	1.20	1.13	1.21	1.37	1.06	1.09	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.07	-0.09	-	0.08	0.08	
<b>Consultation with clients/patients</b>										
None	89.9%	80.9%	81.8%	93.6%	82.0%	82.5%	86.5%	79.5%	81.0%	
1-4	6.1%	13.0%	12.1%	6.4%	12.9%	12.1%	5.8%	13.1%	12.0%	
5-8	3.0%	3.6%	3.7%	0.0%	3.5%	3.5%	5.8%	3.8%	4.0%	
9-12	0.0%	1.4%	1.3%	0.0%	0.9%	1.1%	0.0%	2.1%	1.4%	
13-16	1.0%	0.4%	0.5%	0.0%	0.4%	0.3%	1.9%	0.6%	0.7%	
17-20	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	
21-34	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	99	5,620	12,332	47	3,180	6,605	52	2,440	5,727	
Mean	1.16	1.29	1.29	1.06	1.26	1.26	1.25	1.34	1.32	
Standard deviation	0.57	0.74	0.76	0.25	0.67	0.70	0.74	0.84	0.82	
Significance	-			-	*		-			
Effect size	-	-0.18	-0.17	-	-0.30	-0.29	-	-0.11	-0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Community or public service</b>										
None	42.9%	34.1%	40.0%	42.6%	35.0%	42.4%	43.1%	32.7%	37.1%	Civic Minded Practice
1-4	44.9%	53.5%	49.0%	46.8%	52.4%	46.1%	43.1%	54.9%	52.5%	
5-8	11.2%	10.0%	8.5%	8.5%	10.1%	8.9%	13.7%	9.7%	8.0%	
9-12	1.0%	1.8%	1.8%	2.1%	1.6%	1.8%	0.0%	2.1%	1.8%	
13-16	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
17-20	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.0%	0.1%	
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	98	5,620	12,334	47	3,181	6,604	51	2,439	5,730	
Mean	1.70	1.82	1.75	1.70	1.81	1.74	1.71	1.83	1.77	
Standard deviation	0.71	0.76	0.79	0.72	0.77	0.82	0.70	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.16	-0.06	-	-0.14	-0.05	-	-0.16	-0.08	
<b>Outside consulting/freelance work</b>										
None	79.8%	72.5%	74.5%	72.3%	68.8%	71.9%	86.5%	77.5%	77.7%	
1-4	15.2%	21.5%	19.7%	21.3%	24.0%	20.9%	9.6%	18.1%	18.2%	
5-8	4.0%	4.5%	4.0%	4.3%	5.4%	4.9%	3.8%	3.1%	2.8%	
9-12	1.0%	1.1%	1.2%	2.1%	1.2%	1.4%	0.0%	0.9%	0.8%	
13-16	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.0%	0.3%	
17-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	99	5,614	12,317	47	3,176	6,597	52	2,438	5,720	
Mean	1.26	1.36	1.34	1.36	1.42	1.39	1.17	1.29	1.28	
Standard deviation	0.58	0.71	0.72	0.67	0.76	0.78	0.47	0.62	0.63	
Significance	-			-			-			
Effect size	-	-0.14	-0.11	-	-0.08	-0.04	-	-0.19	-0.17	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Household/childcare duties</b>										
None	6.1%	8.3%	7.5%	6.4%	10.9%	9.7%	5.8%	4.7%	4.8%	
1-4	18.2%	18.7%	18.6%	21.3%	19.7%	19.4%	15.4%	17.5%	17.6%	
5-8	19.2%	27.6%	26.4%	25.5%	27.4%	25.9%	13.5%	28.0%	27.1%	
9-12	21.2%	16.3%	16.2%	21.3%	17.3%	17.0%	21.2%	15.0%	15.2%	
13-16	8.1%	8.1%	8.7%	2.1%	9.2%	9.4%	13.5%	6.6%	7.8%	
17-20	6.1%	7.6%	8.3%	10.6%	7.6%	8.9%	1.9%	7.7%	7.5%	
21-34	9.1%	5.7%	6.3%	4.3%	4.3%	5.1%	13.5%	7.6%	7.7%	
35-44	1.0%	3.5%	3.4%	2.1%	2.0%	2.3%	0.0%	5.6%	4.7%	
45+	11.1%	4.0%	4.6%	6.4%	1.6%	2.2%	15.4%	7.3%	7.6%	
Total(n)	99	5,614	12,328	47	3,176	6,600	52	2,438	5,728	
Mean	4.33	3.85	3.95	3.89	3.54	3.69	4.73	4.27	4.26	
Standard deviation	2.34	2.06	2.09	2.13	1.83	1.91	2.47	2.26	2.25	
Significance	-	*		-			-			
Effect size	-	0.23	0.18	-	0.19	0.10	-	0.20	0.21	
<b>Commuting to campus</b>										
None	13.1%	10.0%	10.3%	14.9%	10.6%	11.0%	11.5%	9.1%	9.4%	
1-4	67.7%	58.9%	54.4%	70.2%	62.6%	58.2%	65.4%	54.0%	49.8%	
5-8	17.2%	22.3%	25.4%	12.8%	19.8%	22.5%	21.2%	25.7%	29.0%	
9-12	0.0%	6.6%	7.8%	0.0%	5.5%	6.8%	0.0%	8.0%	9.0%	
13-16	2.0%	1.8%	1.7%	2.1%	1.3%	1.2%	1.9%	2.6%	2.3%	
17-20	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.3%	0.3%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	99	5,619	12,340	47	3,182	6,609	52	2,437	5,731	
Mean	2.10	2.33	2.38	2.04	2.25	2.30	2.15	2.43	2.47	
Standard deviation	0.69	0.86	0.88	0.69	0.81	0.83	0.70	0.91	0.92	
Significance	-	**	**	-		*	-	*	*	
Effect size	-	-0.27	-0.32	-	-0.26	-0.31	-	-0.31	-0.35	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	89.9%	83.9%	86.4%	85.1%	82.8%	86.1%	94.2%	85.4%	86.8%	
1-4	7.1%	8.9%	7.4%	12.8%	10.0%	7.9%	1.9%	7.4%	6.9%	
5-8	2.0%	3.8%	3.0%	2.1%	3.8%	3.0%	1.9%	3.7%	2.9%	
9-12	0.0%	1.5%	1.2%	0.0%	1.2%	1.1%	0.0%	1.8%	1.3%	
13-16	0.0%	0.6%	0.7%	0.0%	0.9%	0.8%	0.0%	0.1%	0.6%	
17-20	0.0%	0.6%	0.5%	0.0%	0.6%	0.6%	0.0%	0.6%	0.4%	
21-34	1.0%	0.4%	0.4%	0.0%	0.3%	0.3%	1.9%	0.5%	0.5%	
35-44	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.3%	0.5%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	
Total(n)	99	5,615	12,321	47	3,176	6,593	52	2,439	5,728	
Mean	1.17	1.31	1.28	1.17	1.32	1.27	1.17	1.30	1.28	
Standard deviation	0.70	0.92	0.91	0.43	0.90	0.86	0.88	0.95	0.96	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.17	-0.12	-	-0.14	-0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	2.0%	4.7%	9.0%	0.0%	4.6%	8.7%	3.8%	4.8%	9.5%	
No	98.0%	95.3%	91.0%	100.0%	95.4%	91.3%	96.2%	95.2%	90.5%	
Total(n)	99	5,635	12,373	47	3,190	6,622	52	2,445	5,751	
<b>Are you a U.S. citizen?</b>										
Yes	93.9%	94.7%	93.5%	97.9%	94.6%	93.2%	90.4%	94.7%	93.9%	
No	6.1%	5.3%	6.5%	2.1%	5.4%	6.8%	9.6%	5.3%	6.1%	
Total(n)	99	5,638	12,372	47	3,192	6,621	52	2,446	5,751	
<b>Do you plan to retire within the next three years?</b>										
Yes	5.1%	8.8%	8.5%	6.4%	9.5%	8.8%	3.8%	8.0%	8.0%	
No	94.9%	91.2%	91.5%	93.6%	90.5%	91.2%	96.2%	92.0%	92.0%	
Total(n)	99	5,634	12,368	47	3,191	6,620	52	2,443	5,748	
<b>Do you use your scholarship to address local community needs?</b>										Civic Minded Practice
Yes	39.4%	43.2%	38.0%	29.8%	41.4%	35.4%	48.1%	45.7%	41.2%	
No	60.6%	56.8%	62.0%	70.2%	58.6%	64.6%	51.9%	54.3%	58.8%	
Total(n)	99	5,633	12,365	47	3,189	6,618	52	2,444	5,747	
<b>Have you been sexually harassed at this institution?</b>										
Yes	7.1%	3.6%	4.3%	0.0%	1.7%	2.0%	13.5%	6.2%	7.0%	
No	92.9%	96.4%	95.7%	100.0%	98.3%	98.0%	86.5%	93.8%	93.0%	
Total(n)	99	5,633	12,366	47	3,191	6,620	52	2,442	5,746	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	4.0%	11.2%	11.7%	2.1%	5.6%	5.6%	5.8%	18.8%	19.1%	
No	96.0%	88.8%	88.3%	97.9%	94.4%	94.4%	94.2%	81.2%	80.9%	
Total(n)	99	5,637	12,374	47	3,191	6,622	52	2,446	5,752	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	24.2%	41.0%	39.7%	36.2%	42.1%	41.8%	13.5%	39.5%	37.2%	
No	75.8%	59.0%	60.3%	63.8%	57.9%	58.2%	86.5%	60.5%	62.8%	
Total(n)	99	5,637	12,374	47	3,191	6,623	52	2,446	5,751	
<b>Is (or was) your spouse/partner an academic?</b>										
Yes	34.7%	31.4%	31.7%	29.8%	34.1%	33.2%	39.2%	27.7%	29.9%	
No	65.3%	68.6%	68.3%	70.2%	65.9%	66.8%	60.8%	72.3%	70.1%	
Total(n)	98	5,610	12,310	47	3,186	6,606	51	2,424	5,704	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered early retirement?</b>										
Yes	17.2%	17.4%	17.9%	21.3%	17.6%	18.1%	13.5%	17.1%	17.7%	
No	82.8%	82.6%	82.1%	78.7%	82.4%	81.9%	86.5%	82.9%	82.3%	
Total(n)	99	5,635	12,376	47	3,190	6,624	52	2,445	5,752	
<b>Considered leaving academe for another job?</b>										
Yes	34.3%	31.5%	32.2%	42.6%	31.2%	29.9%	26.9%	32.0%	35.0%	
No	65.7%	68.5%	67.8%	57.4%	68.8%	70.1%	73.1%	68.0%	65.0%	
Total(n)	99	5,634	12,373	47	3,189	6,621	52	2,445	5,752	
<b>Considered leaving this institution for another?</b>										
Yes	40.4%	42.8%	43.5%	46.8%	42.4%	43.0%	34.6%	43.3%	44.0%	
No	59.6%	57.2%	56.5%	53.2%	57.6%	57.0%	65.4%	56.7%	56.0%	
Total(n)	99	5,633	12,369	47	3,188	6,618	52	2,445	5,751	
<b>Changed academic institutions?</b>										
Yes	10.1%	17.1%	16.8%	10.6%	17.0%	16.5%	9.6%	17.3%	17.2%	
No	89.9%	82.9%	83.2%	89.4%	83.0%	83.5%	90.4%	82.7%	82.8%	
Total(n)	99	5,637	12,373	47	3,190	6,621	52	2,447	5,752	
<b>Engaged in paid consulting outside of your institution?</b>										
Yes	25.3%	30.9%	30.8%	27.7%	34.5%	32.9%	23.1%	26.0%	28.2%	
No	74.7%	69.1%	69.2%	72.3%	65.5%	67.1%	76.9%	74.0%	71.8%	
Total(n)	99	5,634	12,371	47	3,190	6,620	52	2,444	5,751	
<b>Engaged in public service/professional consulting without pay?</b>										Civic Minded Practice
Yes	51.5%	55.6%	53.8%	55.3%	58.0%	54.6%	48.1%	52.3%	52.9%	
No	48.5%	44.4%	46.2%	44.7%	42.0%	45.4%	51.9%	47.7%	47.1%	
Total(n)	99	5,638	12,374	47	3,191	6,621	52	2,447	5,753	
<b>Received at least one firm job offer?</b>										
Yes	15.2%	27.7%	25.6%	14.9%	26.5%	23.9%	15.4%	29.4%	27.7%	
No	84.8%	72.3%	74.4%	85.1%	73.5%	76.1%	84.6%	70.6%	72.3%	
Total(n)	99	5,632	12,366	47	3,188	6,618	52	2,444	5,748	
<b>Requested/sought an early promotion?</b>										
Yes	7.1%	7.4%	6.5%	8.5%	6.5%	6.4%	5.8%	8.6%	6.6%	
No	92.9%	92.6%	93.5%	91.5%	93.5%	93.6%	94.2%	91.4%	93.4%	
Total(n)	99	5,633	12,370	47	3,188	6,619	52	2,445	5,751	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	42.4%	40.9%	39.7%	38.3%	42.3%	40.5%	46.2%	39.0%	38.8%	
Probably yes	34.3%	35.1%	34.1%	38.3%	32.2%	32.5%	30.8%	39.0%	36.0%	
Not sure	9.1%	14.5%	15.3%	6.4%	15.1%	15.5%	11.5%	13.8%	15.1%	
Probably no	10.1%	6.8%	6.9%	8.5%	7.5%	7.3%	11.5%	5.9%	6.3%	
Definitely no	4.0%	2.7%	4.0%	8.5%	3.0%	4.2%	0.0%	2.3%	3.8%	
Total(n)	99	5,623	12,345	47	3,182	6,609	52	2,441	5,736	
Mean	4.01	4.05	3.99	3.89	4.03	3.98	4.12	4.07	4.00	
Standard deviation	1.14	1.03	1.09	1.26	1.07	1.11	1.02	0.98	1.06	
Significance	-			-			-			
Effect size	-	-0.04	0.02	-	-0.13	-0.08	-	0.05	0.11	
<b>Still want to be a college professor?</b>										
Definitely yes	60.6%	64.0%	63.6%	57.4%	66.4%	65.9%	63.5%	60.6%	60.7%	
Probably yes	32.3%	26.9%	26.2%	34.0%	25.3%	24.8%	30.8%	29.1%	28.0%	
Not sure	5.1%	6.6%	7.4%	6.4%	5.6%	6.5%	3.8%	8.0%	8.5%	
Probably no	2.0%	2.2%	2.3%	2.1%	2.2%	2.3%	1.9%	2.0%	2.3%	
Definitely no	0.0%	0.3%	0.5%	0.0%	0.4%	0.5%	0.0%	0.2%	0.5%	
Total(n)	99	5,627	12,353	47	3,182	6,609	52	2,445	5,744	
Mean	4.52	4.52	4.50	4.47	4.55	4.53	4.56	4.48	4.46	
Standard deviation	0.69	0.74	0.77	0.72	0.74	0.76	0.67	0.75	0.78	
Significance	-			-			-			
Effect size	-	0.00	0.03	-	-0.11	-0.08	-	0.11	0.13	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate how well each of the following describes your college or university:										
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	83.8%	77.5%	75.0%	87.2%	78.2%	75.2%	80.8%	76.6%	74.8%	
Somewhat descriptive	16.2%	20.8%	22.7%	12.8%	20.4%	23.1%	19.2%	21.3%	22.3%	
Not descriptive	0.0%	1.7%	2.2%	0.0%	1.5%	1.7%	0.0%	2.1%	2.9%	
Total(n)	99	5,638	12,380	47	3,191	6,626	52	2,447	5,754	
Mean	2.84	2.76	2.73	2.87	2.77	2.73	2.81	2.75	2.72	
Standard deviation	0.37	0.47	0.49	0.34	0.46	0.48	0.40	0.48	0.51	
Significance	-		*	-		*	-			
Effect size	-	0.17	0.22	-	0.22	0.29	-	0.13	0.18	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	15.2%	15.0%	16.6%	19.1%	15.9%	16.6%	11.5%	13.6%	16.6%	
Somewhat descriptive	55.6%	45.8%	50.2%	55.3%	44.9%	49.9%	55.8%	47.1%	50.6%	
Not descriptive	29.3%	39.2%	33.2%	25.5%	39.2%	33.5%	32.7%	39.2%	32.9%	
Total(n)	99	5,626	12,354	47	3,183	6,612	52	2,443	5,742	
Mean	1.86	1.76	1.83	1.94	1.77	1.83	1.79	1.74	1.84	
Standard deviation	0.65	0.69	0.69	0.67	0.71	0.69	0.64	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.14	0.04	-	0.24	0.16	-	0.07	-0.07	
<b>Faculty here respect each other</b>										
Very descriptive	29.3%	56.6%	53.6%	21.3%	59.5%	54.9%	36.5%	52.7%	52.0%	
Somewhat descriptive	50.5%	39.2%	41.7%	57.4%	36.1%	40.4%	44.2%	43.4%	43.4%	
Not descriptive	20.2%	4.2%	4.7%	21.3%	4.3%	4.8%	19.2%	3.9%	4.6%	
Total(n)	99	5,635	12,375	47	3,189	6,623	52	2,446	5,752	
Mean	2.09	2.52	2.49	2.00	2.55	2.50	2.17	2.49	2.47	
Standard deviation	0.70	0.58	0.59	0.66	0.58	0.59	0.73	0.57	0.58	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.74	-0.68	-	-0.95	-0.85	-	-0.56	-0.52	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Most students are treated like "numbers in a book"</b>										
Very descriptive	0.0%	1.5%	2.1%	0.0%	1.6%	2.3%	0.0%	1.4%	1.9%	
Somewhat descriptive	6.1%	6.2%	6.8%	6.4%	7.4%	7.7%	5.8%	4.6%	5.8%	
Not descriptive	93.9%	92.3%	91.1%	93.6%	91.0%	90.0%	94.2%	94.0%	92.4%	
Total(n)	99	5,635	12,376	47	3,190	6,625	52	2,445	5,751	
Mean	1.06	1.09	1.11	1.06	1.11	1.12	1.06	1.07	1.09	
Standard deviation	0.24	0.34	0.38	0.25	0.36	0.39	0.24	0.31	0.35	
Significance	-			-			-			
Effect size	-	-0.09	-0.13	-	-0.14	-0.15	-	-0.03	-0.09	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	18.2%	20.9%	23.0%	23.4%	20.7%	23.6%	13.5%	21.3%	22.4%	
Somewhat descriptive	54.5%	55.2%	54.4%	53.2%	56.8%	55.2%	55.8%	53.2%	53.4%	
Not descriptive	27.3%	23.8%	22.6%	23.4%	22.6%	21.3%	30.8%	25.5%	24.2%	
Total(n)	99	5,626	12,362	47	3,184	6,616	52	2,442	5,746	
Mean	1.91	1.97	2.00	2.00	1.98	2.02	1.83	1.96	1.98	
Standard deviation	0.67	0.67	0.68	0.69	0.66	0.67	0.65	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.09	-0.13	-	0.03	-0.03	-	-0.19	-0.22	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	36.4%	31.6%	37.4%	31.9%	32.4%	38.2%	40.4%	30.6%	36.5%	
Somewhat descriptive	53.5%	56.5%	52.8%	59.6%	56.5%	52.5%	48.1%	56.5%	53.1%	
Not descriptive	10.1%	11.9%	9.8%	8.5%	11.2%	9.3%	11.5%	12.9%	10.4%	
Total(n)	99	5,628	12,360	47	3,185	6,616	52	2,443	5,744	
Mean	2.26	2.20	2.28	2.23	2.21	2.29	2.29	2.18	2.26	
Standard deviation	0.63	0.63	0.63	0.60	0.62	0.63	0.67	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.10	-0.03	-	0.03	-0.10	-	0.17	0.05	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	11.1%	13.7%	13.6%	12.8%	11.6%	12.8%	9.6%	16.5%	14.6%	
Somewhat descriptive	43.4%	45.2%	47.7%	44.7%	48.9%	50.4%	42.3%	40.2%	44.4%	
Not descriptive	45.5%	41.1%	38.7%	42.6%	39.5%	36.8%	48.1%	43.4%	40.9%	
Total(n)	99	5,617	12,330	47	3,177	6,599	52	2,440	5,731	
Mean	1.66	1.73	1.75	1.70	1.72	1.76	1.62	1.73	1.74	
Standard deviation	0.67	0.69	0.68	0.69	0.66	0.66	0.66	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.10	-0.13	-	-0.03	-0.09	-	-0.15	-0.17	
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive	27.6%	20.7%	19.7%	34.8%	21.8%	21.4%	21.2%	19.1%	17.6%	
Somewhat descriptive	57.1%	58.6%	57.5%	52.2%	56.9%	56.2%	61.5%	60.8%	59.0%	
Not descriptive	15.3%	20.8%	22.8%	13.0%	21.3%	22.3%	17.3%	20.1%	23.4%	
Total(n)	98	5,627	12,347	46	3,186	6,617	52	2,441	5,730	
Mean	2.12	2.00	1.97	2.22	2.01	1.99	2.04	1.99	1.94	
Standard deviation	0.65	0.64	0.65	0.66	0.66	0.66	0.63	0.63	0.64	
Significance	-		*	-	*	*	-			
Effect size	-	0.19	0.23	-	0.32	0.35	-	0.08	0.16	
<b>The administration is open about its policies</b>										
Very descriptive	27.3%	25.5%	21.3%	36.2%	26.2%	22.4%	19.2%	24.4%	19.9%	
Somewhat descriptive	54.5%	50.9%	52.6%	48.9%	48.6%	51.8%	59.6%	54.1%	53.5%	
Not descriptive	18.2%	23.6%	26.2%	14.9%	25.2%	25.8%	21.2%	21.5%	26.6%	
Total(n)	99	5,629	12,354	47	3,186	6,617	52	2,443	5,737	
Mean	2.09	2.02	1.95	2.21	2.01	1.97	1.98	2.03	1.93	
Standard deviation	0.67	0.70	0.69	0.69	0.72	0.69	0.64	0.68	0.68	
Significance	-		*	-		*	-			
Effect size	-	0.10	0.20	-	0.28	0.35	-	-0.07	0.07	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Managing household responsibilities</b>										
Extensive	17.5%	18.9%	20.7%	17.4%	16.2%	17.1%	17.6%	22.6%	24.9%	
Somewhat	54.6%	57.6%	56.4%	50.0%	58.3%	57.0%	58.8%	56.6%	55.5%	
Not at all	27.8%	23.5%	23.0%	32.6%	25.5%	25.8%	23.5%	20.9%	19.5%	
Total(n)	97	5,533	12,137	46	3,125	6,471	51	2,408	5,666	
Mean	1.90	1.95	1.98	1.85	1.91	1.91	1.94	2.02	2.05	
Standard deviation	0.67	0.65	0.66	0.70	0.64	0.65	0.65	0.66	0.66	
Significance	-			-			-			
Effect size	-	-0.08	-0.12	-	-0.09	-0.09	-	-0.12	-0.17	
<b>Child care</b>										
Extensive	23.5%	15.8%	19.3%	18.8%	11.6%	15.4%	27.8%	22.6%	24.7%	
Somewhat	33.8%	36.4%	37.9%	31.3%	36.5%	38.5%	36.1%	36.3%	37.1%	
Not at all	42.6%	47.8%	42.8%	50.0%	51.9%	46.1%	36.1%	41.1%	38.3%	
Total(n)	68	3,570	7,671	32	2,219	4,446	36	1,351	3,225	
Mean	1.81	1.68	1.76	1.69	1.60	1.69	1.92	1.82	1.86	
Standard deviation	0.80	0.73	0.75	0.78	0.69	0.72	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.18	0.07	-	0.13	0.00	-	0.13	0.08	
<b>Care of elderly parent</b>										
Extensive	8.7%	13.2%	14.0%	6.3%	11.6%	10.9%	10.8%	15.5%	18.1%	
Somewhat	37.7%	37.1%	36.4%	28.1%	35.6%	35.0%	45.9%	39.4%	38.3%	
Not at all	53.6%	49.7%	49.7%	65.6%	52.7%	54.2%	43.2%	45.1%	43.6%	
Total(n)	69	3,819	8,297	32	2,253	4,601	37	1,566	3,696	
Mean	1.55	1.63	1.64	1.41	1.59	1.57	1.68	1.70	1.75	
Standard deviation	0.65	0.70	0.71	0.61	0.69	0.68	0.67	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.26	-0.24	-	-0.03	-0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>My physical health</b>										
Extensive	6.3%	8.4%	8.4%	8.5%	7.2%	6.6%	4.2%	10.0%	10.7%	
Somewhat	50.5%	43.7%	45.6%	44.7%	43.2%	44.5%	56.3%	44.4%	46.8%	
Not at all	43.2%	47.9%	46.0%	46.8%	49.6%	48.9%	39.6%	45.7%	42.5%	
Total(n)	95	5,429	11,866	47	3,093	6,385	48	2,336	5,481	
Mean	1.63	1.60	1.62	1.62	1.58	1.58	1.65	1.64	1.68	
Standard deviation	0.60	0.64	0.63	0.64	0.62	0.61	0.56	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.06	0.07	-	0.02	-0.05	
<b>Health of spouse/partner</b>										
Extensive	3.4%	7.6%	7.1%	2.2%	7.9%	7.1%	4.8%	7.2%	7.1%	
Somewhat	36.8%	35.0%	34.8%	31.1%	36.0%	35.7%	42.9%	33.5%	33.5%	
Not at all	59.8%	57.4%	58.1%	66.7%	56.2%	57.2%	52.4%	59.3%	59.4%	
Total(n)	87	4,800	10,409	45	2,910	5,915	42	1,890	4,494	
Mean	1.44	1.50	1.49	1.36	1.52	1.50	1.52	1.48	1.48	
Standard deviation	0.56	0.63	0.63	0.53	0.64	0.63	0.59	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.10	-0.08	-	-0.25	-0.22	-	0.06	0.06	
<b>Review/promotion process</b>										
Extensive	23.9%	16.4%	17.3%	20.0%	14.7%	15.3%	27.7%	18.8%	19.9%	
Somewhat	35.9%	37.9%	37.9%	35.6%	33.7%	34.1%	36.2%	43.6%	42.7%	
Not at all	40.2%	45.7%	44.7%	44.4%	51.6%	50.6%	36.2%	37.7%	37.4%	
Total(n)	92	4,965	10,720	45	2,835	5,796	47	2,130	4,924	
Mean	1.84	1.71	1.73	1.76	1.63	1.65	1.91	1.81	1.82	
Standard deviation	0.79	0.73	0.74	0.77	0.73	0.73	0.80	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.18	0.15	-	0.18	0.15	-	0.14	0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	8.7%	5.1%	6.0%	2.2%	4.0%	4.9%	14.9%	6.6%	7.5%	
Somewhat	17.4%	21.1%	21.2%	13.3%	14.5%	14.3%	21.3%	29.9%	29.6%	
Not at all	73.9%	73.9%	72.7%	84.4%	81.5%	80.8%	63.8%	63.6%	62.9%	
Total(n)	92	5,047	11,068	45	2,863	5,908	47	2,184	5,160	
Mean	1.35	1.31	1.33	1.18	1.22	1.24	1.51	1.43	1.45	
Standard deviation	0.64	0.56	0.59	0.44	0.50	0.53	0.75	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.07	0.03	-	-0.08	-0.11	-	0.13	0.10	
<b>Personal finances</b>										
Extensive	14.1%	19.7%	19.0%	17.0%	19.5%	17.5%	11.5%	20.0%	20.8%	
Somewhat	45.5%	50.1%	49.5%	48.9%	51.8%	51.1%	42.3%	47.8%	47.4%	
Not at all	40.4%	30.2%	31.6%	34.0%	28.7%	31.4%	46.2%	32.3%	31.8%	
Total(n)	99	5,514	12,081	47	3,130	6,466	52	2,384	5,615	
Mean	1.74	1.90	1.87	1.83	1.91	1.86	1.65	1.88	1.89	
Standard deviation	0.69	0.70	0.70	0.70	0.69	0.69	0.68	0.71	0.72	
Significance	-	*		-			-	*	*	
Effect size	-	-0.23	-0.19	-	-0.12	-0.04	-	-0.32	-0.33	
<b>Committee work</b>										
Extensive	10.5%	11.5%	12.8%	13.3%	9.6%	11.1%	8.0%	14.2%	14.9%	
Somewhat	47.4%	51.4%	52.0%	48.9%	50.1%	51.2%	46.0%	53.1%	53.1%	
Not at all	42.1%	37.1%	35.2%	37.8%	40.3%	37.8%	46.0%	32.7%	32.0%	
Total(n)	95	5,455	11,928	45	3,100	6,421	50	2,355	5,507	Career Related Stress
Mean	1.68	1.74	1.78	1.76	1.69	1.73	1.62	1.81	1.83	
Standard deviation	0.66	0.65	0.66	0.68	0.64	0.65	0.64	0.66	0.66	
Significance	-			-			-	*	*	
Effect size	-	-0.09	-0.15	-	0.11	0.05	-	-0.29	-0.32	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Faculty meetings</b>										
Extensive	6.2%	8.4%	9.4%	8.9%	8.0%	8.3%	3.8%	8.9%	10.8%	
Somewhat	43.3%	46.7%	45.9%	44.4%	44.2%	44.5%	42.3%	49.9%	47.7%	
Not at all	50.5%	45.0%	44.7%	46.7%	47.8%	47.3%	53.8%	41.1%	41.6%	
Total(n)	97	5,570	12,215	45	3,155	6,546	52	2,415	5,669	
Mean	1.56	1.63	1.65	1.62	1.60	1.61	1.50	1.68	1.69	
Standard deviation	0.61	0.63	0.65	0.65	0.63	0.64	0.58	0.63	0.65	
Significance	-			-			-	*	*	
Effect size	-	-0.11	-0.14	-	0.03	0.02	-	-0.29	-0.29	
<b>Colleagues</b>										
Extensive	17.2%	11.5%	12.7%	14.9%	10.5%	10.8%	19.2%	12.8%	15.0%	
Somewhat	52.5%	49.8%	49.4%	55.3%	46.3%	47.3%	50.0%	54.4%	52.1%	
Not at all	30.3%	38.7%	37.9%	29.8%	43.1%	41.9%	30.8%	32.8%	33.0%	
Total(n)	99	5,612	12,318	47	3,176	6,592	52	2,436	5,726	
Mean	1.87	1.73	1.75	1.85	1.67	1.69	1.88	1.80	1.82	
Standard deviation	0.68	0.65	0.66	0.66	0.66	0.66	0.70	0.64	0.67	
Significance	-	*		-			-			
Effect size	-	0.22	0.18	-	0.27	0.24	-	0.13	0.09	
<b>Students</b>										
Extensive	9.1%	5.9%	5.4%	10.6%	5.4%	4.6%	7.7%	6.5%	6.4%	
Somewhat	54.5%	59.5%	58.6%	51.1%	56.1%	57.0%	57.7%	64.0%	60.6%	
Not at all	36.4%	34.6%	36.0%	38.3%	38.5%	38.4%	34.6%	29.5%	33.0%	
Total(n)	99	5,612	12,315	47	3,174	6,589	52	2,438	5,726	
Mean	1.73	1.71	1.69	1.72	1.67	1.66	1.73	1.77	1.73	
Standard deviation	0.62	0.57	0.57	0.65	0.57	0.56	0.60	0.55	0.57	
Significance	-			-			-			
Effect size	-	0.04	0.07	-	0.09	0.11	-	-0.07	0.00	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Research or publishing demands</b>										
Extensive	15.6%	12.4%	14.7%	10.6%	10.0%	12.0%	20.4%	15.7%	18.0%	Career Related Stress
Somewhat	44.8%	43.3%	47.0%	46.8%	41.3%	45.8%	42.9%	46.0%	48.4%	
Not at all	39.6%	44.4%	38.4%	42.6%	48.8%	42.2%	36.7%	38.3%	33.6%	
Total(n)	96	5,396	11,878	47	3,086	6,426	49	2,310	5,452	
Mean	1.76	1.68	1.76	1.68	1.61	1.70	1.84	1.77	1.84	
Standard deviation	0.71	0.68	0.69	0.66	0.66	0.67	0.75	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.12	0.00	-	0.11	-0.03	-	0.10	0.00	
<b>Institutional procedures and "red tape"</b>										
Extensive	14.3%	14.3%	15.1%	17.0%	14.5%	15.2%	11.8%	13.9%	15.0%	Career Related Stress
Somewhat	40.8%	50.3%	48.8%	36.2%	48.7%	48.7%	45.1%	52.3%	48.9%	
Not at all	44.9%	35.5%	36.0%	46.8%	36.7%	36.1%	43.1%	33.8%	36.0%	
Total(n)	98	5,564	12,214	47	3,165	6,569	51	2,399	5,645	
Mean	1.69	1.79	1.79	1.70	1.78	1.79	1.69	1.80	1.79	
Standard deviation	0.71	0.67	0.68	0.75	0.68	0.68	0.68	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.15	-0.15	-	-0.12	-0.13	-	-0.17	-0.15	
<b>Teaching load</b>										
Extensive	24.2%	20.6%	20.3%	27.7%	19.4%	17.9%	21.2%	22.3%	23.2%	Career Related Stress
Somewhat	57.6%	47.8%	46.4%	48.9%	47.7%	46.3%	65.4%	48.0%	46.5%	
Not at all	18.2%	31.6%	33.4%	23.4%	33.0%	35.9%	13.5%	29.8%	30.3%	
Total(n)	99	5,596	12,274	47	3,174	6,578	52	2,422	5,696	
Mean	2.06	1.89	1.87	2.04	1.86	1.82	2.08	1.92	1.93	
Standard deviation	0.65	0.71	0.72	0.72	0.71	0.71	0.59	0.72	0.73	
Significance	-	*	**	-		*	-			
Effect size	-	0.24	0.26	-	0.25	0.31	-	0.22	0.21	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Children's problems</b>										
Extensive	10.0%	7.7%	8.5%	5.9%	6.7%	7.1%	13.9%	9.3%	10.6%	
Somewhat	37.1%	38.2%	38.9%	38.2%	37.9%	38.1%	36.1%	38.5%	39.9%	
Not at all	52.9%	54.2%	52.6%	55.9%	55.4%	54.8%	50.0%	52.2%	49.5%	
Total(n)	70	4,028	8,559	34	2,503	4,983	36	1,525	3,576	
Mean	1.57	1.53	1.56	1.50	1.51	1.52	1.64	1.57	1.61	
Standard deviation	0.67	0.63	0.65	0.62	0.62	0.63	0.72	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	-0.02	-0.03	-	0.11	0.04	
<b>Friction with spouse/partner</b>										
Extensive	7.0%	5.5%	6.1%	6.7%	4.9%	5.2%	7.3%	6.5%	7.3%	
Somewhat	25.6%	25.8%	26.6%	26.7%	23.7%	25.3%	24.4%	29.0%	28.4%	
Not at all	67.4%	68.7%	67.3%	66.7%	71.4%	69.5%	68.3%	64.5%	64.3%	
Total(n)	86	4,832	10,463	45	2,915	5,938	41	1,917	4,525	
Mean	1.40	1.37	1.39	1.40	1.34	1.36	1.39	1.42	1.43	
Standard deviation	0.62	0.59	0.60	0.62	0.57	0.58	0.63	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	0.11	0.07	-	-0.05	-0.06	
<b>Lack of personal time</b>										
Extensive	35.4%	32.0%	33.2%	36.2%	25.2%	25.8%	34.6%	41.3%	42.2%	
Somewhat	48.5%	51.3%	49.9%	38.3%	53.3%	52.1%	57.7%	48.6%	47.2%	
Not at all	16.2%	16.7%	16.9%	25.5%	21.5%	22.1%	7.7%	10.1%	10.6%	
Total(n)	99	5,619	12,336	47	3,182	6,599	52	2,437	5,737	
Mean	2.19	2.15	2.16	2.11	2.04	2.04	2.27	2.31	2.32	
Standard deviation	0.70	0.68	0.69	0.79	0.68	0.69	0.60	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.10	0.10	-	-0.06	-0.08	Career Related Stress

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Keeping up with information technology</b>										
Extensive	9.3%	8.1%	7.5%	6.5%	7.0%	6.5%	11.8%	9.7%	8.7%	
Somewhat	41.2%	47.2%	45.9%	39.1%	43.8%	43.2%	43.1%	51.8%	49.2%	
Not at all	49.5%	44.7%	46.6%	54.3%	49.1%	50.3%	45.1%	38.6%	42.1%	
Total(n)	97	5,600	12,282	46	3,170	6,579	51	2,430	5,703	
Mean	1.60	1.63	1.61	1.52	1.58	1.56	1.67	1.71	1.67	
Standard deviation	0.66	0.63	0.62	0.62	0.62	0.61	0.68	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.10	-0.07	-	-0.06	0.00	
<b>Job security</b>										
Extensive	12.2%	10.8%	10.6%	6.4%	10.6%	10.0%	17.6%	11.2%	11.5%	
Somewhat	20.4%	28.7%	28.8%	21.3%	26.9%	27.4%	19.6%	31.2%	30.6%	
Not at all	67.3%	60.4%	60.5%	72.3%	62.5%	62.7%	62.7%	57.6%	57.9%	
Total(n)	98	5,566	12,169	47	3,163	6,535	51	2,403	5,634	
Mean	1.45	1.50	1.50	1.34	1.48	1.47	1.55	1.54	1.54	
Standard deviation	0.71	0.68	0.68	0.60	0.68	0.67	0.78	0.69	0.69	
Significance	-			-			-			
Effect size	-	-0.07	-0.07	-	-0.21	-0.19	-	0.01	0.01	
<b>Being part of a dual career couple</b>										
Extensive	15.3%	11.1%	11.4%	9.3%	9.3%	9.2%	21.4%	13.8%	14.3%	
Somewhat	38.8%	38.9%	39.5%	32.6%	36.3%	36.9%	45.2%	42.7%	42.9%	
Not at all	45.9%	50.0%	49.1%	58.1%	54.4%	53.8%	33.3%	43.6%	42.8%	
Total(n)	85	4,639	10,082	43	2,738	5,595	42	1,901	4,487	
Mean	1.69	1.61	1.62	1.51	1.55	1.55	1.88	1.70	1.71	
Standard deviation	0.72	0.68	0.68	0.67	0.66	0.66	0.74	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.12	0.10	-	-0.06	-0.06	-	0.26	0.24	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Working with underprepared students</b>										
Extensive	12.1%	19.4%	18.7%	10.6%	18.8%	16.5%	13.5%	20.2%	21.5%	
Somewhat	60.6%	59.9%	57.8%	51.1%	59.5%	58.0%	69.2%	60.4%	57.6%	
Not at all	27.3%	20.8%	23.5%	38.3%	21.8%	25.6%	17.3%	19.4%	20.9%	
Total(n)	99	5,601	12,266	47	3,176	6,578	52	2,425	5,688	
Mean	1.85	1.99	1.95	1.72	1.97	1.91	1.96	2.01	2.01	
Standard deviation	0.61	0.63	0.65	0.65	0.64	0.64	0.56	0.63	0.65	
Significance	-	*		-	**	*	-			
Effect size	-	-0.22	-0.15	-	-0.39	-0.30	-	-0.08	-0.08	
<b>Self-imposed high expectations</b>										
Extensive	30.3%	27.6%	27.3%	31.9%	23.9%	23.8%	28.8%	32.6%	31.6%	
Somewhat	54.5%	56.7%	56.9%	44.7%	56.4%	56.7%	63.5%	57.2%	57.1%	
Not at all	15.2%	15.7%	15.8%	23.4%	19.7%	19.5%	7.7%	10.2%	11.2%	
Total(n)	99	5,606	12,291	47	3,174	6,579	52	2,432	5,712	
Mean	2.15	2.12	2.12	2.09	2.04	2.04	2.21	2.22	2.20	
Standard deviation	0.66	0.65	0.65	0.75	0.66	0.66	0.57	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.05	0.05	-	0.08	0.08	-	-0.02	0.02	
<b>Change in work responsibilities</b>										
Extensive	15.6%	14.1%	13.3%	14.9%	11.4%	10.3%	16.3%	17.7%	17.0%	
Somewhat	32.3%	37.9%	38.6%	27.7%	33.3%	34.8%	36.7%	44.1%	43.3%	
Not at all	52.1%	48.1%	48.1%	57.4%	55.2%	54.8%	46.9%	38.2%	39.7%	
Total(n)	96	5,360	11,705	47	3,050	6,320	49	2,310	5,385	
Mean	1.64	1.66	1.65	1.57	1.56	1.56	1.69	1.80	1.77	
Standard deviation	0.74	0.71	0.70	0.74	0.69	0.67	0.74	0.72	0.72	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	0.01	0.01	-	-0.15	-0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Institutional budget cuts</b>										
Extensive	12.2%	15.3%	15.7%	10.6%	14.8%	14.4%	13.7%	15.9%	17.4%	
Somewhat	51.0%	44.3%	46.2%	44.7%	42.5%	44.3%	56.9%	46.6%	48.5%	
Not at all	36.7%	40.4%	38.1%	44.7%	42.7%	41.3%	29.4%	37.4%	34.1%	
Total(n)	98	5,467	12,016	47	3,114	6,468	51	2,353	5,548	
Mean	1.76	1.75	1.78	1.66	1.72	1.73	1.84	1.79	1.83	
Standard deviation	0.66	0.70	0.70	0.67	0.71	0.70	0.64	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	-0.08	-0.10	-	0.07	0.01	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	6.1%	6.6%	8.7%	4.3%	7.0%	9.8%	7.7%	6.0%	7.5%	Job Satisfaction: Compensation
Satisfied	40.4%	36.6%	39.2%	44.7%	37.3%	40.3%	36.5%	35.7%	37.8%	
Marginally satisfied	33.3%	36.1%	32.0%	34.0%	34.6%	31.1%	32.7%	38.0%	33.1%	
Not satisfied	20.2%	20.8%	20.0%	17.0%	21.1%	18.8%	23.1%	20.3%	21.6%	
Total(n)	99	5,628	12,359	47	3,182	6,611	52	2,446	5,748	
Mean	2.32	2.29	2.37	2.36	2.30	2.41	2.29	2.27	2.31	
Standard deviation	0.87	0.87	0.90	0.82	0.88	0.90	0.91	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.03	-0.06	-	0.07	-0.06	-	0.02	-0.02	
<b>Health benefits</b>										
Very satisfied	2.1%	12.5%	13.8%	0.0%	12.7%	14.1%	4.0%	12.3%	13.5%	
Satisfied	21.6%	46.6%	49.2%	23.4%	44.9%	48.6%	20.0%	49.1%	50.1%	
Marginally satisfied	40.2%	28.1%	25.0%	36.2%	29.7%	25.4%	44.0%	25.9%	24.4%	
Not satisfied	36.1%	12.7%	12.0%	40.4%	12.7%	11.9%	32.0%	12.7%	12.0%	
Total(n)	97	5,429	11,932	47	3,100	6,456	50	2,329	5,476	
Mean	1.90	2.59	2.65	1.83	2.58	2.65	1.96	2.61	2.65	
Standard deviation	0.81	0.86	0.86	0.79	0.87	0.87	0.83	0.86	0.86	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.80	-0.87	-	-0.86	-0.94	-	-0.76	-0.80	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very satisfied	12.0%	11.7%	13.6%	10.6%	12.6%	14.5%	13.3%	10.4%	12.6%	
Satisfied	47.8%	52.0%	49.2%	59.6%	49.9%	49.1%	35.6%	54.9%	49.4%	
Marginally satisfied	31.5%	24.9%	25.9%	25.5%	26.4%	25.8%	37.8%	22.9%	26.0%	
Not satisfied	8.7%	11.4%	11.2%	4.3%	11.1%	10.6%	13.3%	11.7%	12.0%	
Total(n)	92	5,501	12,029	47	3,144	6,493	45	2,357	5,536	
Mean	2.63	2.64	2.65	2.77	2.64	2.67	2.49	2.64	2.63	
Standard deviation	0.81	0.83	0.85	0.70	0.84	0.85	0.89	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.01	-0.02	-	0.15	0.12	-	-0.18	-0.16	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very satisfied	10.2%	10.7%	10.8%	2.1%	12.0%	12.8%	17.6%	9.1%	8.3%	
Satisfied	46.9%	39.0%	39.5%	59.6%	41.0%	42.5%	35.3%	36.3%	35.7%	
Marginally satisfied	31.6%	30.6%	30.4%	27.7%	28.7%	27.3%	35.3%	33.3%	34.1%	
Not satisfied	11.2%	19.6%	19.4%	10.6%	18.3%	17.4%	11.8%	21.4%	21.9%	
Total(n)	98	5,525	12,144	47	3,136	6,516	51	2,389	5,628	
Mean	2.56	2.41	2.42	2.53	2.47	2.51	2.59	2.33	2.30	
Standard deviation	0.83	0.92	0.92	0.72	0.92	0.92	0.92	0.91	0.90	
Significance	-			-			-	*	*	
Effect size	-	0.16	0.15	-	0.07	0.02	-	0.29	0.32	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very satisfied	5.1%	10.8%	10.6%	2.1%	12.4%	12.2%	7.7%	8.7%	8.6%	
Satisfied	40.4%	45.0%	46.0%	48.9%	43.8%	46.3%	32.7%	46.7%	45.7%	
Marginally satisfied	35.4%	25.7%	25.0%	23.4%	25.3%	24.3%	46.2%	26.2%	25.7%	
Not satisfied	19.2%	18.5%	18.5%	25.5%	18.5%	17.2%	13.5%	18.4%	20.0%	
Total(n)	99	5,601	12,315	47	3,177	6,604	52	2,424	5,711	
Mean	2.31	2.48	2.49	2.28	2.50	2.53	2.35	2.46	2.43	
Standard deviation	0.84	0.91	0.91	0.88	0.93	0.91	0.81	0.89	0.90	
Significance	-		*	-			-			
Effect size	-	-0.19	-0.20	-	-0.24	-0.27	-	-0.12	-0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Quality of students</b>										
Very satisfied	11.1%	11.3%	12.6%	8.5%	11.9%	12.6%	13.5%	10.5%	12.6%	
Satisfied	55.6%	45.9%	46.1%	57.4%	42.3%	44.8%	53.8%	50.8%	47.6%	
Marginally satisfied	26.3%	30.2%	28.3%	23.4%	30.8%	28.4%	28.8%	29.3%	28.1%	
Not satisfied	7.1%	12.6%	13.0%	10.6%	15.0%	14.1%	3.8%	9.4%	11.7%	
Total(n)	99	5,628	12,362	47	3,186	6,617	52	2,442	5,745	
Mean	2.71	2.56	2.58	2.64	2.51	2.56	2.77	2.62	2.61	
Standard deviation	0.76	0.85	0.87	0.79	0.89	0.88	0.73	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.18	0.15	-	0.15	0.09	-	0.19	0.19	
<b>Office/lab space</b>										
Very satisfied	36.4%	28.4%	27.6%	29.8%	27.5%	26.5%	42.3%	29.6%	28.8%	
Satisfied	42.4%	41.9%	43.7%	48.9%	41.8%	43.3%	36.5%	42.2%	44.2%	
Marginally satisfied	11.1%	16.8%	16.6%	12.8%	16.8%	17.9%	9.6%	16.8%	15.0%	
Not satisfied	10.1%	12.9%	12.1%	8.5%	13.9%	12.3%	11.5%	11.5%	12.0%	
Total(n)	99	5,589	12,225	47	3,166	6,547	52	2,423	5,678	
Mean	3.05	2.86	2.87	3.00	2.83	2.84	3.10	2.90	2.90	
Standard deviation	0.94	0.97	0.95	0.88	0.99	0.95	1.00	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.20	0.19	-	0.17	0.17	-	0.21	0.21	
<b>Autonomy and independence</b>										
Very satisfied	38.4%	37.7%	39.1%	31.9%	37.7%	40.6%	44.2%	37.9%	37.4%	
Satisfied	53.5%	47.5%	46.7%	59.6%	47.4%	45.0%	48.1%	47.7%	48.6%	
Marginally satisfied	4.0%	10.9%	10.5%	4.3%	11.0%	10.5%	3.8%	10.7%	10.4%	
Not satisfied	4.0%	3.8%	3.7%	4.3%	4.0%	3.8%	3.8%	3.7%	3.5%	
Total(n)	99	5,632	12,361	47	3,186	6,615	52	2,446	5,746	
Mean	3.26	3.19	3.21	3.19	3.19	3.22	3.33	3.20	3.20	
Standard deviation	0.72	0.78	0.77	0.71	0.78	0.78	0.73	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.00	-0.04	-	0.17	0.17	
										Job Satisfaction: Workplace

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Professional relationships with other faculty</b>										Job Satisfaction: Workplace
Very satisfied	26.3%	34.1%	33.2%	25.5%	34.2%	33.9%	26.9%	34.0%	32.4%	
Satisfied	47.5%	47.5%	47.5%	48.9%	46.2%	45.9%	46.2%	49.3%	49.5%	
Marginally satisfied	16.2%	12.8%	13.9%	10.6%	13.2%	14.4%	21.2%	12.2%	13.3%	
Not satisfied	10.1%	5.6%	5.4%	14.9%	6.4%	5.8%	5.8%	4.4%	4.8%	
Total(n)	99	5,629	12,356	47	3,185	6,612	52	2,444	5,744	
Mean	2.90	3.10	3.09	2.85	3.08	3.08	2.94	3.13	3.09	
Standard deviation	0.91	0.83	0.82	0.98	0.85	0.84	0.85	0.79	0.80	
Significance	-	*	*	-			-			
Effect size	-	-0.24	-0.23	-	-0.27	-0.27	-	-0.24	-0.19	
<b>Social relationships with other faculty</b>										
Very satisfied	21.6%	24.0%	23.8%	19.6%	23.0%	22.6%	23.5%	25.3%	25.1%	
Satisfied	46.4%	47.8%	48.0%	54.3%	47.1%	47.2%	39.2%	48.7%	49.1%	
Marginally satisfied	21.6%	20.9%	21.4%	10.9%	21.6%	22.7%	31.4%	19.9%	19.8%	
Not satisfied	10.3%	7.4%	6.8%	15.2%	8.3%	7.4%	5.9%	6.1%	6.0%	
Total(n)	97	5,481	12,031	46	3,099	6,439	51	2,382	5,592	
Mean	2.79	2.88	2.89	2.78	2.85	2.85	2.80	2.93	2.93	
Standard deviation	0.90	0.85	0.84	0.94	0.87	0.85	0.87	0.83	0.83	
Significance	-			-			-			
Effect size	-	-0.11	-0.12	-	-0.08	-0.08	-	-0.16	-0.16	
<b>Competency of colleagues</b>										
Very satisfied	27.6%	29.7%	29.8%	17.0%	29.2%	29.3%	37.3%	30.4%	30.3%	
Satisfied	46.9%	53.1%	51.7%	48.9%	51.4%	50.6%	45.1%	55.4%	53.0%	
Marginally satisfied	15.3%	12.9%	14.2%	19.1%	14.0%	14.9%	11.8%	11.2%	13.3%	
Not satisfied	10.2%	4.3%	4.4%	14.9%	5.4%	5.2%	5.9%	3.0%	3.4%	
Total(n)	98	5,621	12,349	47	3,182	6,610	51	2,439	5,739	
Mean	2.92	3.08	3.07	2.68	3.04	3.04	3.14	3.13	3.10	
Standard deviation	0.92	0.77	0.78	0.93	0.80	0.80	0.85	0.72	0.75	
Significance	-	*		-	**	**	-			
Effect size	-	-0.21	-0.19	-	-0.45	-0.45	-	0.01	0.05	Job Satisfaction: Workplace

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										Job Satisfaction: Compensation
Very satisfied	34.7%	27.5%	30.2%	40.4%	29.8%	33.3%	29.4%	24.4%	26.3%	
Satisfied	37.8%	47.7%	45.9%	34.0%	45.9%	44.0%	41.2%	50.1%	48.3%	
Marginally satisfied	16.3%	16.6%	15.8%	19.1%	15.9%	14.7%	13.7%	17.4%	17.1%	
Not satisfied	11.2%	8.2%	8.1%	6.4%	8.3%	8.0%	15.7%	8.1%	8.3%	
Total(n)	98	5,606	12,302	47	3,170	6,582	51	2,436	5,720	
Mean	2.96	2.94	2.98	3.09	2.97	3.03	2.84	2.91	2.93	
Standard deviation	0.98	0.88	0.89	0.93	0.89	0.89	1.03	0.86	0.87	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.13	0.07	-	-0.08	-0.10	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very satisfied	19.8%	33.9%	34.0%	19.6%	36.0%	36.6%	20.0%	31.0%	30.8%	
Satisfied	38.5%	39.4%	38.0%	43.5%	39.6%	38.1%	34.0%	39.3%	37.9%	
Marginally satisfied	25.0%	16.0%	16.2%	23.9%	14.3%	14.1%	26.0%	18.3%	18.7%	
Not satisfied	16.7%	10.7%	11.9%	13.0%	10.1%	11.2%	20.0%	11.4%	12.6%	
Total(n)	96	5,512	12,125	46	3,115	6,489	50	2,397	5,636	
Mean	2.61	2.97	2.94	2.70	3.02	3.00	2.54	2.90	2.87	
Standard deviation	0.99	0.96	0.99	0.94	0.95	0.98	1.03	0.97	0.99	
Significance	-	***	**	-	*	*	-	**	*	
Effect size	-	-0.38	-0.33	-	-0.34	-0.31	-	-0.37	-0.33	
<b>Course assignments</b>										Job Satisfaction: Workplace
Very satisfied	28.3%	30.9%	33.0%	27.7%	31.2%	34.7%	28.8%	30.6%	31.0%	
Satisfied	55.6%	54.1%	52.2%	51.1%	53.5%	51.1%	59.6%	54.8%	53.7%	
Marginally satisfied	16.2%	12.2%	11.7%	21.3%	12.5%	11.3%	11.5%	11.7%	12.3%	
Not satisfied	0.0%	2.8%	3.0%	0.0%	2.8%	3.0%	0.0%	2.9%	3.1%	
Total(n)	99	5,568	12,258	47	3,162	6,578	52	2,406	5,680	
Mean	3.12	3.13	3.15	3.06	3.13	3.17	3.17	3.13	3.13	
Standard deviation	0.66	0.73	0.74	0.70	0.73	0.74	0.62	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.10	-0.15	-	0.06	0.05	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Freedom to determine course content</b>										
Very satisfied	59.6%	56.7%	57.5%	57.4%	59.1%	59.8%	61.5%	53.3%	54.7%	
Satisfied	34.3%	36.3%	34.7%	31.9%	33.8%	32.9%	36.5%	39.7%	36.9%	
Marginally satisfied	4.0%	5.3%	5.8%	6.4%	5.3%	5.1%	1.9%	5.3%	6.6%	
Not satisfied	2.0%	1.8%	2.0%	4.3%	1.9%	2.2%	0.0%	1.7%	1.8%	
Total(n)	99	5,577	12,273	47	3,169	6,585	52	2,408	5,688	
Mean	3.52	3.48	3.48	3.43	3.50	3.50	3.60	3.45	3.44	
Standard deviation	0.68	0.68	0.70	0.80	0.68	0.69	0.53	0.67	0.70	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	-0.10	-0.10	-	0.22	0.23	
<b>Availability of child care at this institution</b>										
Very satisfied	0.0%	6.8%	7.7%	0.0%	9.1%	9.1%	0.0%	4.4%	6.2%	
Satisfied	6.9%	13.5%	15.0%	12.5%	17.1%	18.1%	0.0%	9.5%	11.8%	
Marginally satisfied	34.5%	10.1%	11.6%	37.5%	12.8%	15.3%	30.8%	7.2%	7.8%	
Not satisfied	58.6%	69.5%	65.7%	50.0%	61.0%	57.5%	69.2%	79.0%	74.1%	
Total(n)	29	1,333	3,252	16	720	1,639	13	613	1,613	
Mean	1.48	1.58	1.65	1.63	1.74	1.79	1.31	1.39	1.50	
Standard deviation	0.63	0.96	0.99	0.72	1.04	1.04	0.48	0.83	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.17	-	-0.11	-0.15	-	-0.10	-0.20	
<b>Prospects for career advancement</b>										
Very satisfied	6.7%	9.7%	10.1%	4.4%	9.0%	10.0%	9.1%	10.6%	10.2%	
Satisfied	53.9%	45.3%	45.6%	57.8%	46.8%	47.5%	50.0%	43.2%	43.3%	
Marginally satisfied	25.8%	28.4%	26.7%	22.2%	27.2%	26.1%	29.5%	29.9%	27.4%	
Not satisfied	13.5%	16.7%	17.6%	15.6%	17.0%	16.4%	11.4%	16.3%	19.1%	
Total(n)	89	5,091	11,145	45	2,844	5,871	44	2,247	5,274	
Mean	2.54	2.48	2.48	2.51	2.48	2.51	2.57	2.48	2.45	
Standard deviation	0.81	0.88	0.90	0.82	0.88	0.88	0.82	0.89	0.91	
Significance	-			-			-			
Effect size	-	0.07	0.07	-	0.03	0.00	-	0.10	0.13	
										Job Satisfaction: Compensation

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Clerical/administrative support</b>										
Very satisfied	18.6%	20.5%	20.5%	13.0%	18.8%	19.7%	23.5%	22.9%	21.5%	
Satisfied	58.8%	41.1%	40.7%	56.5%	42.9%	42.2%	60.8%	38.6%	38.9%	
Marginally satisfied	15.5%	22.0%	22.7%	23.9%	22.5%	23.0%	7.8%	21.4%	22.3%	
Not satisfied	7.2%	16.4%	16.1%	6.5%	15.9%	15.1%	7.8%	17.2%	17.3%	
Total(n)	97	5,566	12,242	46	3,151	6,552	51	2,415	5,690	
Mean	2.89	2.66	2.66	2.76	2.65	2.67	3.00	2.67	2.65	
Standard deviation	0.79	0.98	0.98	0.77	0.96	0.96	0.80	1.01	1.00	
Significance	-	*	*	-	-	-	-	*	*	
Effect size	-	0.23	0.23	-	0.11	0.09	-	0.33	0.35	
<b>Overall job satisfaction</b>										
Very satisfied	20.2%	24.0%	23.8%	21.3%	24.6%	26.1%	19.2%	23.2%	20.9%	
Satisfied	59.6%	53.6%	53.8%	59.6%	51.7%	51.3%	59.6%	56.2%	56.8%	
Marginally satisfied	14.1%	17.5%	17.1%	8.5%	18.8%	16.9%	19.2%	15.7%	17.4%	
Not satisfied	6.1%	4.9%	5.3%	10.6%	4.9%	5.7%	1.9%	5.0%	4.9%	
Total(n)	99	5,633	12,364	47	3,187	6,618	52	2,446	5,746	
Mean	2.94	2.97	2.96	2.91	2.96	2.98	2.96	2.98	2.94	
Standard deviation	0.77	0.78	0.79	0.86	0.79	0.81	0.68	0.77	0.76	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.04	-0.03	-	-0.06	-0.09	-	-0.03	0.03	
<b>Tuition remission for your children/dependents</b>										
Very satisfied	37.0%	44.4%	44.0%	35.7%	45.2%	44.6%	38.5%	43.3%	43.1%	
Satisfied	50.0%	38.2%	35.9%	60.7%	36.7%	35.1%	38.5%	40.5%	37.1%	
Marginally satisfied	11.1%	9.4%	10.4%	3.6%	9.9%	10.9%	19.2%	8.7%	9.6%	
Not satisfied	1.9%	7.9%	9.8%	0.0%	8.2%	9.4%	3.8%	7.5%	10.3%	
Total(n)	54	3,120	6,727	28	1,913	3,892	26	1,207	2,835	
Mean	3.22	3.19	3.14	3.32	3.19	3.15	3.12	3.20	3.13	
Standard deviation	0.72	0.90	0.96	0.55	0.92	0.95	0.86	0.88	0.96	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.03	0.08	-	0.14	0.18	-	-0.09	-0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly	33.3%	48.9%	40.5%	23.4%	45.5%	37.8%	42.3%	53.4%	43.8%	
Agree somewhat	64.6%	47.3%	53.5%	74.5%	50.8%	56.1%	55.8%	42.6%	50.2%	
Disagree somewhat	2.0%	3.2%	5.5%	2.1%	2.9%	5.4%	1.9%	3.6%	5.7%	
Disagree strongly	0.0%	0.6%	0.5%	0.0%	0.7%	0.7%	0.0%	0.4%	0.3%	
Total(n)	99	5,625	12,344	47	3,182	6,602	52	2,443	5,742	
Mean	3.31	3.44	3.34	3.21	3.41	3.31	3.40	3.49	3.37	
Standard deviation	0.51	0.59	0.60	0.46	0.59	0.60	0.53	0.59	0.61	
Significance	-	*		-	*		-			
Effect size	-	-0.22	-0.05	-	-0.34	-0.17	-	-0.15	0.05	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	25.3%	20.2%	18.9%	19.1%	15.1%	14.0%	30.8%	27.2%	24.8%	
Agree somewhat	52.5%	44.4%	43.4%	55.3%	41.5%	41.5%	50.0%	48.4%	45.7%	
Disagree somewhat	21.2%	29.3%	31.7%	25.5%	35.0%	36.5%	17.3%	21.5%	26.0%	
Disagree strongly	1.0%	6.1%	6.0%	0.0%	8.4%	8.0%	1.9%	2.9%	3.5%	
Total(n)	99	5,610	12,311	47	3,176	6,592	52	2,434	5,719	
Mean	3.02	2.79	2.75	2.94	2.63	2.62	3.10	3.00	2.92	
Standard deviation	0.71	0.83	0.83	0.67	0.84	0.82	0.75	0.78	0.80	
Significance	-	**	**	-	*	**	-			
Effect size	-	0.28	0.33	-	0.37	0.39	-	0.13	0.23	
<b>Faculty feel that most students are well-prepared academically</b>										
Agree strongly	1.0%	6.6%	7.1%	0.0%	6.0%	6.4%	1.9%	7.5%	8.0%	
Agree somewhat	49.5%	37.2%	38.5%	44.7%	36.8%	38.8%	53.8%	37.7%	38.2%	
Disagree somewhat	42.4%	41.7%	40.0%	46.8%	41.1%	40.1%	38.5%	42.5%	39.8%	
Disagree strongly	7.1%	14.5%	14.4%	8.5%	16.0%	14.8%	5.8%	12.3%	13.9%	
Total(n)	99	5,618	12,341	47	3,180	6,604	52	2,438	5,737	
Mean	2.44	2.36	2.38	2.36	2.33	2.37	2.52	2.40	2.40	
Standard deviation	0.64	0.81	0.82	0.64	0.81	0.81	0.64	0.80	0.82	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.04	-0.01	-	0.15	0.15	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution should hire more faculty of color</b>										
Agree strongly	33.7%	28.8%	29.0%	32.6%	23.5%	23.4%	34.6%	35.9%	35.9%	
Agree somewhat	52.0%	45.8%	46.0%	56.5%	48.2%	47.5%	48.1%	42.6%	44.3%	
Disagree somewhat	13.3%	21.2%	20.4%	10.9%	23.5%	23.2%	15.4%	18.2%	17.1%	
Disagree strongly	1.0%	4.2%	4.5%	0.0%	4.9%	5.9%	1.9%	3.4%	2.7%	
Total(n)	98	5,585	12,253	46	3,160	6,551	52	2,425	5,702	
Mean	3.18	2.99	3.00	3.22	2.90	2.88	3.15	3.11	3.13	
Standard deviation	0.69	0.82	0.82	0.63	0.81	0.83	0.75	0.81	0.79	
Significance	-	*	*	-	**	**	-			
Effect size	-	0.23	0.22	-	0.40	0.41	-	0.05	0.03	
<b>This institution should hire more women faculty</b>										
Agree strongly	11.1%	13.0%	12.0%	8.5%	10.3%	8.9%	13.5%	16.6%	15.8%	
Agree somewhat	50.5%	41.1%	40.9%	51.1%	39.8%	40.0%	50.0%	42.8%	42.1%	
Disagree somewhat	36.4%	39.6%	40.1%	38.3%	41.8%	42.1%	34.6%	36.5%	37.6%	
Disagree strongly	2.0%	6.3%	6.9%	2.1%	8.1%	9.0%	1.9%	4.0%	4.4%	
Total(n)	99	5,579	12,237	47	3,160	6,547	52	2,419	5,690	
Mean	2.71	2.61	2.58	2.66	2.52	2.49	2.75	2.72	2.69	
Standard deviation	0.69	0.79	0.79	0.67	0.79	0.78	0.71	0.78	0.79	
Significance	-			-			-			
Effect size	-	0.13	0.16	-	0.18	0.22	-	0.04	0.08	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	19.6%	21.7%	18.7%	22.2%	20.6%	17.1%	17.3%	23.1%	20.7%	
Agree somewhat	67.0%	58.5%	58.7%	64.4%	57.7%	59.2%	69.2%	59.4%	58.1%	
Disagree somewhat	13.4%	16.4%	19.4%	13.3%	17.9%	20.5%	13.5%	14.4%	18.1%	
Disagree strongly	0.0%	3.5%	3.2%	0.0%	3.8%	3.2%	0.0%	3.1%	3.1%	
Total(n)	97	5,571	12,196	45	3,159	6,541	52	2,412	5,655	
Mean	3.06	2.98	2.93	3.09	2.95	2.90	3.04	3.03	2.96	
Standard deviation	0.57	0.72	0.71	0.60	0.73	0.70	0.56	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.18	-	0.19	0.27	-	0.01	0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	43.4%	55.1%	52.4%	36.2%	55.5%	50.9%	50.0%	54.6%	54.1%	
Agree somewhat	50.5%	39.9%	41.7%	57.4%	39.6%	42.7%	44.2%	40.2%	40.4%	
Disagree somewhat	5.1%	4.6%	5.3%	6.4%	4.4%	5.5%	3.8%	4.8%	5.0%	
Disagree strongly	1.0%	0.4%	0.7%	0.0%	0.4%	0.9%	1.9%	0.3%	0.4%	
Total(n)	99	5,621	12,338	47	3,182	6,606	52	2,439	5,732	
Mean	3.36	3.50	3.46	3.30	3.50	3.44	3.42	3.49	3.48	
Standard deviation	0.63	0.60	0.63	0.59	0.60	0.64	0.67	0.60	0.61	
Significance	-	*		-	*		-			
Effect size	-	-0.23	-0.16	-	-0.33	-0.22	-	-0.12	-0.10	
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly	45.5%	61.6%	57.4%	38.3%	60.0%	55.6%	51.9%	63.6%	59.7%	
Agree somewhat	48.5%	34.4%	37.0%	57.4%	36.4%	38.7%	40.4%	31.7%	35.0%	
Disagree somewhat	6.1%	3.5%	5.0%	4.3%	3.2%	5.2%	7.7%	4.0%	4.9%	
Disagree strongly	0.0%	0.6%	0.5%	0.0%	0.5%	0.6%	0.0%	0.7%	0.5%	
Total(n)	99	5,599	12,307	47	3,175	6,598	52	2,424	5,709	
Mean	3.39	3.57	3.51	3.34	3.56	3.49	3.44	3.58	3.54	
Standard deviation	0.60	0.59	0.62	0.56	0.58	0.62	0.64	0.61	0.61	
Significance	-	**		-	**		-			
Effect size	-	-0.31	-0.19	-	-0.38	-0.24	-	-0.23	-0.16	
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	4.0%	2.2%	1.7%	4.3%	1.8%	1.3%	3.8%	2.7%	2.3%	
Agree somewhat	6.1%	9.3%	9.3%	4.3%	7.9%	7.0%	7.7%	11.3%	12.0%	
Disagree somewhat	56.6%	38.8%	37.5%	59.6%	35.4%	35.4%	53.8%	43.3%	40.1%	
Disagree strongly	33.3%	49.7%	51.5%	31.9%	55.0%	56.4%	34.6%	42.6%	45.5%	
Total(n)	99	5,606	12,309	47	3,178	6,596	52	2,428	5,713	
Mean	1.81	1.64	1.61	1.81	1.56	1.53	1.81	1.74	1.71	
Standard deviation	0.72	0.74	0.73	0.71	0.71	0.68	0.74	0.76	0.77	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.23	0.27	-	0.35	0.41	-	0.09	0.13	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My research is valued by faculty in my department</b>										
Agree strongly	26.3%	26.2%	27.1%	34.0%	27.0%	27.6%	19.2%	25.2%	26.4%	
Agree somewhat	51.5%	50.7%	50.4%	46.8%	51.4%	51.7%	55.8%	49.9%	48.7%	
Disagree somewhat	14.1%	16.3%	16.1%	12.8%	15.6%	14.3%	15.4%	17.1%	18.2%	
Disagree strongly	8.1%	6.8%	6.5%	6.4%	6.1%	6.3%	9.6%	7.8%	6.7%	
Total(n)	99	5,569	12,233	47	3,165	6,570	52	2,404	5,663	
Mean	2.96	2.96	2.98	3.09	2.99	3.01	2.85	2.92	2.95	
Standard deviation	0.86	0.83	0.83	0.86	0.82	0.82	0.85	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.00	-0.02	-	0.12	0.10	-	-0.08	-0.12	
<b>My teaching is valued by faculty in my department</b>										
Agree strongly	54.5%	58.8%	58.3%	48.9%	60.1%	59.2%	59.6%	57.1%	57.0%	
Agree somewhat	35.4%	33.9%	34.7%	42.6%	32.0%	33.3%	28.8%	36.3%	36.4%	
Disagree somewhat	6.1%	5.4%	5.1%	2.1%	5.7%	5.5%	9.6%	5.1%	4.8%	
Disagree strongly	4.0%	1.9%	1.9%	6.4%	2.2%	2.0%	1.9%	1.5%	1.8%	
Total(n)	99	5,626	12,345	47	3,185	6,613	52	2,441	5,732	
Mean	3.40	3.50	3.49	3.34	3.50	3.50	3.46	3.49	3.49	
Standard deviation	0.78	0.69	0.68	0.81	0.70	0.69	0.75	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.23	-0.23	-	-0.04	-0.04	
<b>Faculty of color are treated fairly here</b>										
Agree strongly	37.4%	51.7%	50.6%	42.6%	56.4%	55.6%	32.7%	45.4%	44.4%	
Agree somewhat	46.5%	39.4%	40.4%	42.6%	37.1%	37.8%	50.0%	42.6%	43.6%	
Disagree somewhat	14.1%	7.0%	7.1%	12.8%	5.0%	5.0%	15.4%	9.6%	9.7%	
Disagree strongly	2.0%	1.9%	1.9%	2.1%	1.5%	1.6%	1.9%	2.3%	2.3%	
Total(n)	99	5,551	12,188	47	3,155	6,548	52	2,396	5,640	
Mean	3.19	3.41	3.40	3.26	3.48	3.47	3.13	3.31	3.30	
Standard deviation	0.75	0.70	0.71	0.77	0.66	0.67	0.74	0.74	0.74	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.31	-0.30	-	-0.33	-0.31	-	-0.24	-0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Women faculty are treated fairly here</b>										
Agree strongly	43.9%	53.2%	53.0%	54.3%	62.0%	61.6%	34.6%	41.4%	42.5%	
Agree somewhat	44.9%	36.5%	36.9%	43.5%	32.9%	33.0%	46.2%	41.2%	41.6%	
Disagree somewhat	10.2%	8.3%	8.3%	2.2%	4.3%	4.8%	17.3%	13.7%	12.7%	
Disagree strongly	1.0%	2.0%	1.8%	0.0%	0.7%	0.6%	1.9%	3.7%	3.2%	
Total(n)	98	5,589	12,279	46	3,164	6,571	52	2,425	5,708	
Mean	3.32	3.41	3.41	3.52	3.56	3.56	3.13	3.20	3.23	
Standard deviation	0.70	0.73	0.72	0.55	0.61	0.61	0.77	0.81	0.79	
Significance	-			-			-			
Effect size	-	-0.12	-0.13	-	-0.07	-0.07	-	-0.09	-0.13	
<b>Gay and lesbian faculty are treated fairly here</b>										
Agree strongly	50.0%	37.1%	42.3%	56.5%	39.7%	46.3%	44.2%	33.7%	37.4%	
Agree somewhat	42.9%	34.2%	38.2%	39.1%	33.5%	35.3%	46.2%	35.1%	41.8%	
Disagree somewhat	6.1%	14.0%	11.3%	4.3%	13.3%	11.1%	7.7%	15.0%	11.6%	
Disagree strongly	1.0%	14.6%	8.2%	0.0%	13.4%	7.3%	1.9%	16.3%	9.2%	
Total(n)	98	5,335	11,902	46	3,025	6,378	52	2,310	5,524	
Mean	3.42	2.94	3.15	3.52	2.99	3.21	3.33	2.86	3.07	
Standard deviation	0.66	1.05	0.92	0.59	1.03	0.91	0.71	1.06	0.92	
Significance	-	***	**	-	***	*	-	**	*	
Effect size	-	0.46	0.29	-	0.51	0.34	-	0.44	0.28	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	29.3%	19.4%	18.6%	34.0%	20.0%	19.6%	25.0%	18.5%	17.4%	
Agree somewhat	52.5%	46.4%	44.5%	51.1%	45.9%	43.8%	53.8%	47.0%	45.3%	
Disagree somewhat	15.2%	22.1%	23.4%	12.8%	21.3%	22.6%	17.3%	23.1%	24.2%	
Disagree strongly	3.0%	12.2%	13.6%	2.1%	12.8%	14.0%	3.8%	11.4%	13.1%	
Total(n)	99	5,612	12,321	47	3,177	6,601	52	2,435	5,720	
Mean	3.08	2.73	2.68	3.17	2.73	2.69	3.00	2.73	2.67	
Standard deviation	0.75	0.91	0.93	0.73	0.92	0.94	0.77	0.89	0.91	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	0.38	0.43	-	0.48	0.51	-	0.30	0.36	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My values are congruent with the dominant institutional values</b>										
Agree strongly	27.3%	38.0%	33.1%	23.4%	37.7%	33.3%	30.8%	38.2%	32.8%	
Agree somewhat	49.5%	46.6%	48.2%	51.1%	45.6%	46.8%	48.1%	47.9%	49.9%	
Disagree somewhat	18.2%	11.9%	14.0%	21.3%	12.7%	14.4%	15.4%	10.8%	13.6%	
Disagree strongly	5.1%	3.6%	4.7%	4.3%	4.0%	5.5%	5.8%	3.0%	3.7%	
Total(n)	99	5,611	12,315	47	3,177	6,595	52	2,434	5,720	
Mean	2.99	3.19	3.10	2.94	3.17	3.08	3.04	3.21	3.12	
Standard deviation	0.81	0.78	0.81	0.79	0.80	0.83	0.84	0.75	0.77	
Significance	-	*		-			-			
Effect size	-	-0.26	-0.14	-	-0.29	-0.17	-	-0.23	-0.10	
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly	17.2%	25.1%	22.7%	10.6%	25.3%	22.3%	23.1%	24.8%	23.1%	
Agree somewhat	39.4%	50.6%	49.8%	36.2%	51.7%	51.0%	42.3%	49.1%	48.3%	
Disagree somewhat	35.4%	19.7%	22.0%	42.6%	18.9%	21.6%	28.8%	20.9%	22.3%	
Disagree strongly	8.1%	4.6%	5.6%	10.6%	4.2%	5.0%	5.8%	5.3%	6.2%	
Total(n)	99	5,596	12,292	47	3,174	6,591	52	2,422	5,701	
Mean	2.66	2.96	2.90	2.47	2.98	2.91	2.83	2.93	2.88	
Standard deviation	0.86	0.79	0.81	0.83	0.78	0.80	0.86	0.81	0.83	
Significance	-	***	**	-	***	***	-			
Effect size	-	-0.38	-0.30	-	-0.65	-0.55	-	-0.12	-0.06	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	22.4%	28.6%	26.8%	19.6%	27.9%	27.6%	25.0%	29.4%	25.9%	
Agree somewhat	44.9%	44.1%	45.3%	43.5%	45.4%	45.5%	46.2%	42.5%	45.0%	
Disagree somewhat	18.4%	18.0%	19.2%	21.7%	17.2%	18.1%	15.4%	19.2%	20.6%	
Disagree strongly	14.3%	9.3%	8.7%	15.2%	9.5%	8.8%	13.5%	8.9%	8.6%	
Total(n)	98	5,599	12,300	46	3,169	6,589	52	2,430	5,711	
Mean	2.76	2.92	2.90	2.67	2.92	2.92	2.83	2.92	2.88	
Standard deviation	0.96	0.91	0.89	0.97	0.91	0.90	0.96	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.18	-0.16	-	-0.27	-0.28	-	-0.10	-0.06	



Augustana College	Total			Men			Women			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:										
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	5.1%	9.0%	9.5%	6.4%	8.9%	9.5%	3.8%	9.1%	9.4%	
Agree somewhat	20.2%	26.8%	25.2%	25.5%	25.4%	23.9%	15.4%	28.7%	26.8%	
Disagree somewhat	42.4%	43.5%	40.4%	34.0%	44.5%	41.2%	50.0%	42.3%	39.5%	
Disagree strongly	32.3%	20.7%	24.9%	34.0%	21.2%	25.4%	30.8%	20.0%	24.3%	
Total(n)	99	5,604	12,313	47	3,175	6,598	52	2,429	5,715	
Mean	1.98	2.24	2.19	2.04	2.22	2.17	1.92	2.27	2.21	
Standard deviation	0.86	0.88	0.92	0.93	0.88	0.92	0.79	0.88	0.92	
Significance	-	**	*	-			-	**	*	
Effect size	-	-0.30	-0.23	-	-0.20	-0.14	-	-0.40	-0.32	
<b>There is adequate support for faculty development</b>										
Agree strongly	21.2%	18.7%	17.9%	19.1%	17.4%	17.8%	23.1%	20.5%	18.0%	
Agree somewhat	58.6%	50.2%	49.5%	61.7%	52.2%	51.7%	55.8%	47.5%	46.8%	
Disagree somewhat	16.2%	21.9%	22.7%	12.8%	22.1%	21.7%	19.2%	21.8%	23.9%	
Disagree strongly	4.0%	9.2%	9.9%	6.4%	8.4%	8.8%	1.9%	10.3%	11.3%	
Total(n)	99	5,618	12,331	47	3,184	6,606	52	2,434	5,725	
Mean	2.97	2.78	2.75	2.94	2.79	2.79	3.00	2.78	2.71	
Standard deviation	0.73	0.85	0.86	0.76	0.83	0.84	0.71	0.89	0.89	
Significance	-	*	*	-			-		*	
Effect size	-	0.22	0.26	-	0.18	0.18	-	0.25	0.33	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote the intellectual development of students</b>										
Highest priority	52.5%	47.2%	48.5%	42.6%	45.7%	47.2%	61.5%	49.2%	50.1%	
High priority	39.4%	39.1%	37.4%	46.8%	39.4%	37.6%	32.7%	38.7%	37.1%	
Medium priority	7.1%	12.0%	11.9%	10.6%	12.5%	12.7%	3.8%	11.3%	10.9%	
Low priority	1.0%	1.7%	2.2%	0.0%	2.4%	2.5%	1.9%	0.8%	1.9%	
Total(n)	99	5,617	12,341	47	3,178	6,604	52	2,439	5,737	
Mean	3.43	3.32	3.32	3.32	3.28	3.30	3.54	3.36	3.35	
Standard deviation	0.67	0.75	0.77	0.66	0.77	0.78	0.67	0.71	0.75	
Significance	-			-			-			
Effect size	-	0.15	0.14	-	0.05	0.03	-	0.25	0.25	
<b>To develop a sense of community among students and faculty</b>										
Highest priority	13.1%	24.1%	22.4%	12.8%	21.9%	20.3%	13.5%	26.9%	25.0%	
High priority	51.5%	53.3%	50.4%	51.1%	52.8%	50.3%	51.9%	53.9%	50.6%	
Medium priority	29.3%	19.6%	22.7%	34.0%	21.6%	24.2%	25.0%	16.9%	20.8%	
Low priority	6.1%	3.1%	4.5%	2.1%	3.7%	5.2%	9.6%	2.3%	3.6%	
Total(n)	99	5,615	12,329	47	3,176	6,595	52	2,439	5,734	
Mean	2.72	2.98	2.91	2.74	2.93	2.86	2.69	3.05	2.97	
Standard deviation	0.77	0.75	0.79	0.71	0.76	0.80	0.83	0.73	0.78	
Significance	-	***	*	-			-	***	*	
Effect size	-	-0.35	-0.24	-	-0.25	-0.15	-	-0.49	-0.36	
<b>To facilitate student involvement in community service</b>										
Highest priority	10.1%	21.1%	19.4%	6.4%	17.4%	16.5%	13.5%	26.1%	23.0%	Institutional Priority: Civic Engagement
High priority	56.6%	47.5%	42.4%	55.3%	48.9%	42.9%	57.7%	45.7%	41.8%	
Medium priority	27.3%	26.2%	31.0%	34.0%	28.0%	32.7%	21.2%	23.8%	28.9%	
Low priority	6.1%	5.2%	7.2%	4.3%	5.8%	7.9%	7.7%	4.5%	6.3%	
Total(n)	99	5,614	12,328	47	3,177	6,599	52	2,437	5,729	
Mean	2.71	2.84	2.74	2.64	2.78	2.68	2.77	2.93	2.82	
Standard deviation	0.73	0.81	0.85	0.67	0.80	0.84	0.78	0.82	0.86	
Significance	-			-			-			
Effect size	-	-0.16	-0.04	-	-0.18	-0.05	-	-0.20	-0.06	

Augustana College	Total			Men			Women			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:										
<b>To help students learn how to bring about change in society</b>										
Highest priority	5.1%	15.9%	15.0%	0.0%	14.6%	12.7%	9.6%	17.8%	17.9%	
High priority	36.4%	38.9%	36.5%	38.3%	37.2%	35.9%	34.6%	41.3%	37.2%	
Medium priority	44.4%	34.2%	36.3%	44.7%	37.1%	39.4%	44.2%	30.2%	32.5%	
Low priority	14.1%	11.0%	12.2%	17.0%	11.1%	12.0%	11.5%	10.7%	12.4%	
Total(n)	99	5,610	12,314	47	3,175	6,589	52	2,435	5,725	
Mean	2.32	2.60	2.54	2.21	2.55	2.49	2.42	2.66	2.61	
Standard deviation	0.78	0.88	0.89	0.72	0.87	0.86	0.82	0.89	0.92	
Significance	-	**	*	-	**	*	-	-	-	
Effect size	-	-0.32	-0.25	-	-0.39	-0.33	-	-0.27	-0.21	
<b>To increase or maintain institutional prestige</b>										
Highest priority	21.2%	19.2%	21.5%	17.0%	19.1%	20.1%	25.0%	19.2%	23.2%	Institutional Priority: Increase Prestige
High priority	46.5%	41.1%	42.3%	53.2%	38.9%	42.6%	40.4%	44.0%	42.0%	
Medium priority	24.2%	31.1%	28.7%	23.4%	33.1%	29.6%	25.0%	28.4%	27.7%	
Low priority	8.1%	8.7%	7.4%	6.4%	8.9%	7.7%	9.6%	8.5%	7.1%	
Total(n)	99	5,612	12,324	47	3,177	6,600	52	2,435	5,724	
Mean	2.81	2.71	2.78	2.81	2.68	2.75	2.81	2.74	2.81	
Standard deviation	0.87	0.87	0.87	0.80	0.88	0.86	0.93	0.86	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.11	0.03	-	0.15	0.07	-	0.08	0.00	
<b>To hire faculty 'stars'</b>										
Highest priority	9.1%	4.7%	4.1%	10.6%	4.1%	3.3%	7.7%	5.6%	5.2%	Institutional Priority: Increase Prestige
High priority	14.1%	14.7%	13.9%	8.5%	12.6%	13.0%	19.2%	17.6%	15.0%	
Medium priority	36.4%	32.0%	33.7%	27.7%	30.0%	31.5%	44.2%	34.7%	36.4%	
Low priority	40.4%	48.5%	48.2%	53.2%	53.3%	52.2%	28.8%	42.1%	43.3%	
Total(n)	99	5,606	12,309	47	3,174	6,592	52	2,432	5,717	
Mean	1.92	1.76	1.74	1.77	1.68	1.67	2.06	1.87	1.82	
Standard deviation	0.95	0.87	0.85	1.00	0.85	0.82	0.89	0.90	0.87	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	0.18	0.21	-	0.11	0.12	-	0.21	0.28	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To recruit more minority students</b>										Institutional Priority: Commitment to Diversity
Highest priority	9.1%	10.6%	11.4%	10.6%	9.7%	10.4%	7.7%	11.9%	12.6%	
High priority	55.6%	37.0%	36.7%	48.9%	36.5%	37.0%	61.5%	37.8%	36.3%	
Medium priority	33.3%	37.9%	38.9%	38.3%	39.3%	40.1%	28.8%	36.1%	37.5%	
Low priority	2.0%	14.5%	13.0%	2.1%	14.6%	12.4%	1.9%	14.2%	13.6%	
Total(n)	99	5,608	12,307	47	3,176	6,589	52	2,432	5,718	
Mean	2.72	2.44	2.47	2.68	2.41	2.45	2.75	2.47	2.48	
Standard deviation	0.66	0.86	0.86	0.69	0.85	0.84	0.62	0.88	0.88	
Significance	-	**	**	-	*		-	*	*	
Effect size	-	0.33	0.29	-	0.32	0.27	-	0.32	0.31	
<b>To enhance the institution's national image</b>										Institutional Priority: Increase Prestige
Highest priority	22.4%	21.3%	24.3%	14.9%	20.8%	23.2%	29.4%	22.1%	25.7%	
High priority	40.8%	36.3%	38.9%	51.1%	36.6%	40.3%	31.4%	36.0%	37.3%	
Medium priority	31.6%	30.7%	27.5%	29.8%	31.2%	27.6%	33.3%	30.1%	27.3%	
Low priority	5.1%	11.6%	9.2%	4.3%	11.4%	9.0%	5.9%	11.9%	9.6%	
Total(n)	98	5,604	12,303	47	3,172	6,592	51	2,432	5,711	
Mean	2.81	2.67	2.78	2.77	2.67	2.78	2.84	2.68	2.79	
Standard deviation	0.85	0.94	0.92	0.76	0.93	0.90	0.92	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.15	0.03	-	0.11	-0.01	-	0.17	0.05	
<b>To create a diverse multi-cultural campus environment</b>										Institutional Priority: Commitment to Diversity
Highest priority	8.1%	15.0%	16.2%	4.3%	14.0%	15.4%	11.5%	16.4%	17.3%	
High priority	44.4%	36.1%	38.2%	40.4%	35.5%	38.9%	48.1%	36.9%	37.4%	
Medium priority	45.5%	34.9%	33.6%	53.2%	36.7%	34.6%	38.5%	32.5%	32.4%	
Low priority	2.0%	14.0%	11.9%	2.1%	13.9%	11.1%	1.9%	14.1%	12.9%	
Total(n)	99	5,610	12,310	47	3,173	6,588	52	2,437	5,722	
Mean	2.59	2.52	2.59	2.47	2.50	2.59	2.69	2.56	2.59	
Standard deviation	0.67	0.91	0.90	0.62	0.90	0.88	0.70	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	-0.03	-0.14	-	0.14	0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote gender equity among faculty</b>										
Highest priority	10.1%	10.6%	11.4%	10.6%	11.1%	12.4%	9.6%	9.9%	10.3%	
High priority	31.3%	37.4%	36.9%	38.3%	43.5%	43.2%	25.0%	29.3%	29.2%	
Medium priority	49.5%	35.4%	34.3%	42.6%	33.6%	32.8%	55.8%	37.9%	36.1%	
Low priority	9.1%	16.5%	17.4%	8.5%	11.8%	11.6%	9.6%	23.0%	24.5%	
Total(n)	99	5,593	12,271	47	3,164	6,574	52	2,429	5,697	
Mean	2.42	2.42	2.42	2.51	2.54	2.56	2.35	2.26	2.25	
Standard deviation	0.80	0.89	0.91	0.80	0.84	0.85	0.79	0.92	0.94	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	-0.04	-0.06	-	0.10	0.11	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	4.1%	6.9%	6.9%	2.2%	6.1%	5.8%	5.8%	8.1%	8.2%	Institutional Priority: Civic Engage- ment
High priority	37.8%	25.5%	26.3%	37.0%	23.7%	25.4%	38.5%	28.0%	27.5%	
Medium priority	46.9%	41.8%	42.4%	50.0%	43.4%	44.8%	44.2%	39.7%	39.5%	
Low priority	11.2%	25.7%	24.4%	10.9%	26.9%	23.9%	11.5%	24.1%	24.9%	
Total(n)	98	5,591	12,280	46	3,163	6,570	52	2,428	5,710	
Mean	2.35	2.14	2.16	2.30	2.09	2.13	2.38	2.20	2.19	
Standard deviation	0.73	0.88	0.87	0.70	0.86	0.84	0.77	0.90	0.90	
Significance	-	*	*	-			-			
Effect size	-	0.24	0.22	-	0.24	0.20	-	0.20	0.21	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	6.1%	10.5%	9.6%	2.1%	8.8%	7.5%	9.6%	12.8%	12.3%	Institutional Priority: Civic Engage- ment
High priority	42.4%	33.4%	32.4%	40.4%	32.6%	31.2%	44.2%	34.6%	33.9%	
Medium priority	43.4%	40.6%	41.9%	46.8%	42.1%	43.6%	40.4%	38.6%	39.7%	
Low priority	8.1%	15.5%	16.1%	10.6%	16.5%	17.7%	5.8%	14.0%	14.2%	
Total(n)	99	5,603	12,294	47	3,172	6,588	52	2,431	5,706	
Mean	2.46	2.39	2.36	2.34	2.34	2.28	2.58	2.46	2.44	
Standard deviation	0.73	0.87	0.86	0.70	0.85	0.84	0.75	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.12	-	0.00	0.07	-	0.13	0.16	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	3.1%	9.4%	10.0%	0.0%	8.8%	8.6%	5.8%	10.1%	11.8%	
High priority	23.7%	30.0%	32.4%	22.2%	29.9%	32.2%	25.0%	30.0%	32.6%	
Medium priority	50.5%	37.7%	38.5%	57.8%	37.4%	39.9%	44.2%	38.1%	36.7%	
Low priority	22.7%	23.0%	19.1%	20.0%	23.9%	19.3%	25.0%	21.8%	18.9%	
Total(n)	97	5,555	12,190	45	3,158	6,552	52	2,397	5,638	
Mean	2.07	2.26	2.33	2.02	2.24	2.30	2.12	2.28	2.37	
Standard deviation	0.77	0.92	0.90	0.66	0.91	0.88	0.86	0.92	0.92	
Significance	-	*	**	-		*	-			
Effect size	-	-0.21	-0.29	-	-0.24	-0.32	-	-0.17	-0.27	
<b>To increase the representation of minorities in the faculty and administration</b>										
Highest priority	7.1%	8.3%	8.2%	6.4%	7.4%	7.4%	7.7%	9.5%	9.1%	Institutional Priority: Commitment to Diversity
High priority	42.4%	28.4%	30.2%	34.0%	28.6%	31.4%	50.0%	28.1%	28.8%	
Medium priority	45.5%	42.9%	42.6%	53.2%	44.5%	44.0%	38.5%	40.7%	40.9%	
Low priority	5.1%	20.4%	19.0%	6.4%	19.4%	17.1%	3.8%	21.6%	21.2%	
Total(n)	99	5,586	12,260	47	3,165	6,573	52	2,421	5,687	
Mean	2.52	2.25	2.28	2.40	2.24	2.29	2.62	2.25	2.26	
Standard deviation	0.71	0.87	0.86	0.71	0.85	0.84	0.69	0.90	0.89	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.31	0.28	-	0.19	0.13	-	0.41	0.40	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	3.1%	7.8%	8.0%	2.2%	7.7%	7.4%	3.8%	7.9%	8.9%	
High priority	18.6%	21.7%	22.5%	11.1%	20.6%	21.7%	25.0%	23.3%	23.4%	
Medium priority	30.9%	37.5%	36.5%	37.8%	36.6%	36.9%	25.0%	38.8%	36.1%	
Low priority	47.4%	33.0%	33.0%	48.9%	35.2%	34.0%	46.2%	30.0%	31.7%	
Total(n)	97	5,567	12,211	45	3,160	6,557	52	2,407	5,654	
Mean	1.77	2.04	2.06	1.67	2.01	2.02	1.87	2.09	2.09	
Standard deviation	0.86	0.93	0.93	0.77	0.93	0.92	0.93	0.92	0.95	
Significance	-	**	**	-	*	*	-			
Effect size	-	-0.29	-0.31	-	-0.37	-0.38	-	-0.24	-0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop leadership ability among students</b>										
Highest priority	10.1%	20.9%	19.2%	10.6%	20.5%	17.1%	9.6%	21.5%	21.7%	
High priority	47.5%	47.4%	45.9%	44.7%	44.9%	44.8%	50.0%	50.8%	47.3%	
Medium priority	37.4%	26.9%	29.8%	36.2%	29.3%	32.6%	38.5%	23.7%	26.5%	
Low priority	5.1%	4.8%	5.1%	8.5%	5.3%	5.5%	1.9%	4.1%	4.5%	
Total(n)	99	5,595	12,282	47	3,168	6,584	52	2,427	5,698	
Mean	2.63	2.84	2.79	2.57	2.81	2.74	2.67	2.90	2.86	
Standard deviation	0.74	0.80	0.81	0.80	0.82	0.80	0.68	0.78	0.80	
Significance	-	**		-	*		-	*		
Effect size	-	-0.26	-0.20	-	-0.29	-0.21	-	-0.29	-0.24	
<b>To increase the representation of women in the faculty and administration</b>										
Highest priority	4.0%	6.2%	6.4%	4.3%	6.4%	6.7%	3.8%	6.0%	5.9%	Institutional Priority: Commitment to Diversity
High priority	19.2%	23.6%	25.4%	17.0%	26.4%	29.5%	21.2%	19.8%	20.4%	
Medium priority	55.6%	46.7%	44.4%	66.0%	47.1%	44.8%	46.2%	46.1%	44.0%	
Low priority	21.2%	23.5%	23.8%	12.8%	20.1%	19.0%	28.8%	28.1%	29.7%	
Total(n)	99	5,572	12,223	47	3,153	6,548	52	2,419	5,675	
Mean	2.06	2.13	2.14	2.13	2.19	2.24	2.00	2.04	2.02	
Standard deviation	0.75	0.84	0.85	0.68	0.83	0.83	0.82	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.07	-0.13	-	-0.05	-0.02	
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	13.1%	16.7%	18.2%	12.8%	15.0%	17.0%	13.5%	18.9%	19.5%	Institutional Priority: Commitment to Diversity
High priority	47.5%	40.1%	40.4%	38.3%	39.9%	41.2%	55.8%	40.4%	39.6%	
Medium priority	33.3%	31.5%	31.1%	44.7%	32.8%	32.0%	23.1%	29.8%	29.9%	
Low priority	6.1%	11.7%	10.3%	4.3%	12.3%	9.8%	7.7%	10.8%	11.0%	
Total(n)	99	5,600	12,293	47	3,168	6,583	52	2,432	5,710	
Mean	2.68	2.62	2.66	2.60	2.58	2.65	2.75	2.67	2.68	
Standard deviation	0.78	0.90	0.89	0.77	0.89	0.87	0.79	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.07	0.02	-	0.02	-0.06	-	0.09	0.08	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	9.2%	7.7%	8.1%	8.7%	7.1%	7.2%	9.6%	8.4%	9.2%	
Agree somewhat	28.6%	43.8%	44.7%	19.6%	41.1%	43.3%	36.5%	47.5%	46.5%	
Disagree somewhat	37.8%	32.4%	31.7%	39.1%	33.0%	32.8%	36.5%	31.6%	30.4%	
Disagree strongly	24.5%	16.1%	15.5%	32.6%	18.8%	16.7%	17.3%	12.5%	14.0%	
Total(n)	98	5,617	12,336	46	3,177	6,601	52	2,440	5,735	
Mean	2.22	2.43	2.45	2.04	2.37	2.41	2.38	2.52	2.51	
Standard deviation	0.93	0.85	0.85	0.94	0.87	0.85	0.89	0.82	0.84	
Significance	-	*	**	-	*	**	-	-	-	
Effect size	-	-0.25	-0.27	-	-0.38	-0.44	-	-0.17	-0.15	
<b>Promoting diversity leads to the admission of too many underprepared students</b>										
Agree strongly	0.0%	3.6%	3.5%	0.0%	4.2%	4.1%	0.0%	2.7%	2.7%	
Agree somewhat	18.4%	20.4%	19.2%	10.9%	23.7%	22.6%	25.0%	15.8%	15.1%	
Disagree somewhat	43.9%	44.5%	43.3%	50.0%	44.6%	44.1%	38.5%	44.3%	42.4%	
Disagree strongly	37.8%	31.6%	34.0%	39.1%	27.4%	29.3%	36.5%	37.2%	39.8%	
Total(n)	98	5,606	12,305	46	3,170	6,587	52	2,436	5,718	
Mean	1.81	1.96	1.92	1.72	2.05	2.01	1.88	1.84	1.81	
Standard deviation	0.73	0.81	0.82	0.66	0.82	0.83	0.78	0.78	0.79	
Significance	-	-	-	-	**	*	-	-	-	
Effect size	-	-0.19	-0.13	-	-0.40	-0.35	-	0.05	0.09	
<b>Colleges should be actively involved in solving social problems</b>										
Agree strongly	27.6%	19.4%	20.4%	21.7%	17.0%	17.7%	32.7%	22.7%	23.8%	
Agree somewhat	55.1%	55.4%	55.8%	60.9%	56.2%	55.7%	50.0%	54.3%	55.8%	
Disagree somewhat	16.3%	21.9%	20.1%	15.2%	22.6%	21.6%	17.3%	20.9%	18.3%	
Disagree strongly	1.0%	3.3%	3.7%	2.2%	4.2%	5.0%	0.0%	2.1%	2.1%	
Total(n)	98	5,604	12,308	46	3,172	6,594	52	2,432	5,714	
Mean	3.09	2.91	2.93	3.02	2.86	2.86	3.15	2.98	3.01	
Standard deviation	0.69	0.73	0.74	0.68	0.74	0.76	0.70	0.72	0.71	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.25	0.22	-	0.22	0.21	-	0.24	0.20	Civic Minded Values



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should encourage students to be involved in community service activities</b>										Civic Minded Values
Agree strongly	41.8%	39.8%	36.3%	39.1%	34.7%	31.0%	44.2%	46.6%	42.9%	
Agree somewhat	55.1%	53.7%	55.4%	58.7%	57.0%	57.8%	51.9%	49.4%	52.4%	
Disagree somewhat	3.1%	5.4%	6.8%	2.2%	7.2%	9.0%	3.8%	3.0%	4.0%	
Disagree strongly	0.0%	1.1%	1.6%	0.0%	1.0%	2.2%	0.0%	1.1%	0.7%	
Total(n)	98	5,608	12,311	46	3,173	6,588	52	2,435	5,723	
Mean	3.39	3.32	3.26	3.37	3.25	3.17	3.40	3.41	3.37	
Standard deviation	0.55	0.62	0.65	0.53	0.63	0.68	0.57	0.61	0.60	
Significance	-		*	-		*	-			
Effect size	-	0.11	0.20	-	0.19	0.29	-	-0.02	0.05	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Agree strongly	68.4%	60.8%	61.9%	58.7%	53.6%	54.2%	76.9%	70.4%	71.3%	
Agree somewhat	30.6%	34.8%	34.0%	39.1%	40.3%	39.8%	23.1%	27.4%	26.9%	
Disagree somewhat	1.0%	3.7%	3.2%	2.2%	5.0%	4.5%	0.0%	1.9%	1.6%	
Disagree strongly	0.0%	0.8%	1.0%	0.0%	1.1%	1.6%	0.0%	0.3%	0.3%	
Total(n)	98	5,612	12,326	46	3,175	6,598	52	2,437	5,728	
Mean	3.67	3.56	3.57	3.57	3.46	3.47	3.77	3.68	3.69	
Standard deviation	0.49	0.61	0.61	0.54	0.65	0.66	0.43	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.17	0.15	-	0.17	0.16	
<b>Realistically, an individual can do little to bring about changes in society</b>										
Agree strongly	0.0%	1.8%	2.2%	0.0%	2.3%	2.6%	0.0%	1.2%	1.6%	
Agree somewhat	18.4%	12.5%	13.4%	30.4%	15.7%	17.4%	7.7%	8.2%	8.4%	
Disagree somewhat	36.7%	42.9%	41.0%	34.8%	42.9%	42.6%	38.5%	42.9%	39.0%	
Disagree strongly	44.9%	42.7%	43.5%	34.8%	39.0%	37.4%	53.8%	47.7%	50.9%	
Total(n)	98	5,605	12,311	46	3,171	6,589	52	2,434	5,722	
Mean	1.73	1.73	1.74	1.96	1.81	1.85	1.54	1.63	1.61	
Standard deviation	0.75	0.75	0.77	0.82	0.78	0.79	0.64	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.00	-0.01	-	0.19	0.14	-	-0.13	-0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should be concerned with facilitating undergraduate students' spiritual development</b>										
Agree strongly	13.3%	35.3%	20.7%	10.9%	37.5%	22.3%	15.4%	32.2%	18.8%	
Agree somewhat	45.9%	36.1%	36.5%	50.0%	35.4%	36.0%	42.3%	37.2%	37.2%	
Disagree somewhat	28.6%	18.7%	25.5%	21.7%	17.8%	24.3%	34.6%	19.8%	26.9%	
Disagree strongly	12.2%	10.0%	17.3%	17.4%	9.3%	17.4%	7.7%	10.8%	17.1%	
Total(n)	98	5,604	12,307	46	3,173	6,594	52	2,431	5,713	
Mean	2.60	2.97	2.61	2.54	3.01	2.63	2.65	2.91	2.58	
Standard deviation	0.87	0.97	1.00	0.91	0.96	1.01	0.84	0.97	0.98	
Significance	-	***		-	***		-			
Effect size	-	-0.38	-0.01	-	-0.49	-0.09	-	-0.27	0.07	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	33.7%	31.3%	30.3%	28.3%	28.9%	26.1%	38.5%	34.5%	35.3%	
Agree somewhat	60.2%	60.0%	59.3%	67.4%	60.6%	61.6%	53.8%	59.1%	56.4%	
Disagree somewhat	6.1%	7.7%	9.0%	4.3%	9.2%	10.2%	7.7%	5.6%	7.4%	
Disagree strongly	0.0%	1.1%	1.5%	0.0%	1.3%	2.1%	0.0%	0.7%	0.9%	
Total(n)	98	5,605	12,316	46	3,172	6,595	52	2,433	5,721	
Mean	3.28	3.22	3.18	3.24	3.17	3.12	3.31	3.27	3.26	
Standard deviation	0.57	0.62	0.65	0.52	0.64	0.66	0.61	0.60	0.63	
Significance	-			-			-			
Effect size	-	0.10	0.15	-	0.11	0.18	-	0.07	0.08	Civic Minded Values
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	6.2%	9.0%	9.8%	6.5%	8.8%	9.3%	5.9%	9.3%	10.5%	
Agree somewhat	49.5%	40.2%	42.2%	45.7%	40.4%	42.3%	52.9%	40.0%	42.0%	
Disagree somewhat	37.1%	40.0%	37.5%	43.5%	39.2%	37.9%	31.4%	41.0%	37.1%	
Disagree strongly	7.2%	10.8%	10.4%	4.3%	11.5%	10.5%	9.8%	9.8%	10.3%	
Total(n)	97	5,535	12,149	46	3,142	6,521	51	2,393	5,628	
Mean	2.55	2.48	2.51	2.54	2.47	2.50	2.55	2.49	2.53	
Standard deviation	0.72	0.80	0.81	0.69	0.81	0.80	0.76	0.79	0.82	
Significance	-			-			-			
Effect size	-	0.09	0.05	-	0.09	0.05	-	0.08	0.02	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should prohibit racist/sexist speech on campus</b>										
Agree strongly	35.1%	41.9%	38.8%	21.7%	37.6%	33.8%	47.1%	47.6%	44.9%	
Agree somewhat	28.9%	29.3%	29.3%	32.6%	31.3%	29.9%	25.5%	26.6%	28.5%	
Disagree somewhat	26.8%	21.1%	23.2%	30.4%	21.5%	24.9%	23.5%	20.5%	21.0%	
Disagree strongly	9.3%	7.8%	8.7%	15.2%	9.6%	11.3%	3.9%	5.4%	5.5%	
Total(n)	97	5,569	12,222	46	3,151	6,554	51	2,418	5,668	
Mean	2.90	3.05	2.98	2.61	2.97	2.86	3.16	3.16	3.13	
Standard deviation	0.99	0.97	0.98	1.00	0.99	1.01	0.92	0.93	0.93	
Significance	-			-	*		-			
Effect size	-	-0.15	-0.08	-	-0.36	-0.25	-	0.00	0.03	
<b>This institution should not offer remedial/developmental education</b>										
Agree strongly	6.2%	4.7%	4.4%	8.7%	4.2%	4.7%	3.9%	5.4%	4.1%	
Agree somewhat	12.4%	15.4%	15.1%	15.2%	17.9%	18.5%	9.8%	11.9%	11.0%	
Disagree somewhat	53.6%	42.6%	43.3%	52.2%	45.5%	44.6%	54.9%	38.6%	41.6%	
Disagree strongly	27.8%	37.3%	37.2%	23.9%	32.3%	32.1%	31.4%	44.1%	43.4%	
Total(n)	97	5,588	12,267	46	3,169	6,580	51	2,419	5,687	
Mean	1.97	1.87	1.87	2.09	1.94	1.96	1.86	1.79	1.76	
Standard deviation	0.81	0.84	0.83	0.86	0.82	0.83	0.75	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.18	0.16	-	0.08	0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.2%	
\$20,000 - \$29,999	1.4%	0.2%	0.1%	2.9%	0.2%	0.2%	0.0%	0.2%	0.1%	
\$30,000 - \$39,999	4.2%	2.9%	1.7%	2.9%	1.8%	1.1%	5.3%	4.4%	2.5%	
\$40,000 - \$49,999	0.0%	18.4%	14.0%	0.0%	16.2%	12.1%	0.0%	21.3%	16.4%	
\$50,000 - \$59,999	45.8%	34.5%	24.9%	44.1%	32.5%	23.0%	47.4%	37.1%	27.2%	
\$60,000 - \$69,999	13.9%	20.4%	22.4%	11.8%	20.3%	21.7%	15.8%	20.5%	23.3%	
\$70,000 - \$79,999	12.5%	10.6%	12.9%	11.8%	12.4%	13.1%	13.2%	8.1%	12.6%	
\$80,000 - \$89,999	15.3%	6.0%	8.9%	17.6%	7.9%	10.5%	13.2%	3.5%	6.9%	
\$90,000 - \$99,999	4.2%	3.2%	5.4%	5.9%	4.0%	6.7%	2.6%	2.1%	3.8%	
\$100,000 - \$124,999	1.4%	2.5%	7.0%	0.0%	3.3%	8.3%	2.6%	1.5%	5.3%	
\$125,000 - \$149,999	0.0%	0.6%	1.6%	0.0%	0.7%	2.0%	0.0%	0.5%	1.1%	
\$150,000 or more	1.4%	0.5%	0.9%	2.9%	0.6%	1.3%	0.0%	0.4%	0.5%	
Total(n)	72	3,364	7,523	34	1,898	4,079	38	1,466	3,444	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	
\$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	13.0%	2.4%	1.6%	0.0%	2.2%	1.3%	30.0%	2.6%	2.0%	
\$40,000 - \$49,999	4.3%	14.6%	13.8%	7.7%	10.6%	11.4%	0.0%	19.9%	16.7%	
\$50,000 - \$59,999	30.4%	28.0%	23.0%	46.2%	29.6%	22.6%	10.0%	25.9%	23.5%	
\$60,000 - \$69,999	21.7%	17.5%	20.3%	23.1%	18.3%	19.6%	20.0%	16.5%	21.1%	
\$70,000 - \$79,999	17.4%	18.0%	14.7%	0.0%	14.3%	13.1%	40.0%	22.9%	16.6%	
\$80,000 - \$89,999	13.0%	8.3%	9.5%	23.1%	10.5%	11.1%	0.0%	5.5%	7.6%	
\$90,000 - \$99,999	0.0%	4.4%	5.5%	0.0%	4.9%	6.2%	0.0%	3.8%	4.6%	
\$100,000 - \$124,999	0.0%	4.6%	8.4%	0.0%	6.7%	10.5%	0.0%	1.9%	5.8%	
\$125,000 - \$149,999	0.0%	0.8%	1.7%	0.0%	1.2%	2.1%	0.0%	0.2%	1.3%	
\$150,000 or more	0.0%	0.8%	1.0%	0.0%	1.2%	1.7%	0.0%	0.3%	0.3%	
Total(n)	23	1,810	3,905	13	1,023	2,017	10	787	1,888	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	1.0%	6.0%	5.1%	0.0%	6.6%	5.2%	2.0%	5.2%	4.9%	
9/10 months	75.5%	60.8%	62.0%	72.3%	60.5%	62.3%	78.4%	61.1%	61.7%	
11/12 months	23.5%	33.2%	32.9%	27.7%	32.9%	32.5%	19.6%	33.6%	33.4%	
Total(n)	98	5,546	12,166	47	3,134	6,502	51	2,412	5,664	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	49.5%	42.5%	43.9%	34.8%	35.2%	38.7%	62.7%	52.4%	50.4%	
75% to 99%	45.4%	48.3%	46.4%	58.7%	54.0%	50.3%	33.3%	40.6%	41.8%	
74% to 50%	4.1%	7.4%	7.4%	4.3%	8.8%	8.7%	3.9%	5.5%	5.8%	
25% to 49%	1.0%	1.4%	1.8%	2.2%	1.6%	1.9%	0.0%	1.1%	1.6%	
1% to 24%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	
0%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	
Total(n)	97	5,559	12,188	46	3,142	6,515	51	2,417	5,673	
<b>Other income from this institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	
25% to 49%	1.1%	1.9%	2.1%	2.2%	2.3%	2.3%	0.0%	1.5%	1.8%	
1% to 24%	20.0%	34.0%	32.9%	31.1%	37.4%	36.0%	10.0%	29.5%	29.2%	
0%	78.9%	63.8%	64.8%	66.7%	60.1%	61.5%	90.0%	68.9%	68.8%	
Total(n)	95	5,414	11,825	45	3,075	6,336	50	2,339	5,489	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	
74% to 50%	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
25% to 49%	1.1%	0.6%	0.7%	2.3%	0.9%	0.8%	0.0%	0.2%	0.6%	
1% to 24%	7.6%	7.2%	6.2%	4.7%	7.8%	6.3%	10.2%	6.3%	6.1%	
0%	91.3%	91.9%	92.7%	93.0%	91.1%	92.6%	89.8%	93.0%	92.9%	
Total(n)	92	5,365	11,713	43	3,043	6,273	49	2,322	5,440	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	0.0%	0.2%	0.2%	
74% to 50%	0.0%	1.6%	2.2%	0.0%	1.8%	2.2%	0.0%	1.4%	2.3%	
25% to 49%	4.3%	5.0%	4.9%	4.7%	5.7%	6.0%	4.0%	4.0%	3.6%	
1% to 24%	32.3%	27.4%	26.2%	46.5%	33.0%	30.0%	20.0%	19.8%	21.5%	
0%	63.4%	65.7%	66.4%	48.8%	59.1%	61.4%	76.0%	74.6%	72.5%	
Total(n)	93	5,409	11,816	43	3,076	6,343	50	2,333	5,473	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
<b>Year of birth</b>										
1981 or later	0.0%	2.6%	2.5%	0.0%	2.3%	1.7%	0.0%	3.0%	3.5%	
1986 - 1980	14.4%	9.5%	9.5%	12.8%	8.2%	8.5%	16.0%	11.2%	10.7%	
1971 - 1975	22.7%	10.9%	11.7%	23.4%	11.0%	11.8%	22.0%	10.7%	11.5%	
1966 - 1970	10.3%	13.5%	14.7%	14.9%	12.4%	14.3%	6.0%	14.8%	15.2%	
1961 - 1965	10.3%	13.8%	12.8%	12.8%	14.3%	12.4%	8.0%	13.1%	13.3%	
1956 - 1960	14.4%	15.0%	14.2%	12.8%	15.3%	14.7%	16.0%	14.6%	13.7%	
1951 - 1955	15.5%	15.1%	14.8%	10.6%	15.4%	14.8%	20.0%	14.7%	14.7%	
1946 - 1950	7.2%	14.4%	13.3%	6.4%	14.6%	14.1%	8.0%	14.1%	12.4%	
1941 - 1945	4.1%	4.0%	4.6%	6.4%	5.0%	5.5%	2.0%	2.7%	3.5%	
1940 or earlier	1.0%	1.4%	1.9%	0.0%	1.6%	2.2%	2.0%	1.1%	1.5%	
Total(n)	97	5,492	12,054	47	3,124	6,473	50	2,368	5,581	
<b>Year of highest degree now held</b>										
1973 or earlier	3.1%	4.1%	4.1%	4.3%	5.2%	5.5%	2.0%	2.6%	2.4%	
1974 - 1978	2.1%	4.3%	4.8%	2.2%	5.6%	6.4%	2.0%	2.5%	2.9%	
1979 - 1983	9.4%	7.8%	7.9%	10.9%	9.4%	9.7%	8.0%	5.8%	5.6%	
1984 - 1988	9.4%	8.6%	9.9%	6.5%	9.9%	11.2%	12.0%	6.8%	8.3%	
1989 - 1993	10.4%	11.6%	12.3%	13.0%	12.4%	11.9%	8.0%	10.4%	12.7%	
1994 - 1998	16.7%	16.4%	15.8%	15.2%	15.4%	15.2%	18.0%	17.8%	16.5%	
1999 - 2003	14.6%	16.3%	16.5%	19.6%	14.4%	15.1%	10.0%	18.9%	18.2%	
2004 - 2008	28.1%	19.8%	18.8%	26.1%	18.8%	17.2%	30.0%	21.2%	20.6%	
2009 or later	6.3%	11.1%	10.0%	2.2%	8.9%	7.8%	10.0%	14.1%	12.7%	
Total(n)	96	5,518	12,117	46	3,134	6,494	50	2,384	5,623	
<b>Year of appointment at present institution</b>										
1973 or earlier	4.1%	1.6%	1.8%	2.1%	1.9%	2.1%	6.0%	1.1%	1.5%	
1974 - 1978	3.1%	2.2%	2.6%	4.3%	2.9%	3.4%	2.0%	1.3%	1.5%	
1979 - 1983	7.2%	4.5%	4.9%	4.3%	5.8%	6.3%	10.0%	2.9%	3.1%	
1984 - 1988	11.3%	6.9%	7.4%	12.8%	8.4%	9.0%	10.0%	4.9%	5.4%	
1989 - 1993	10.3%	8.7%	9.1%	8.5%	9.7%	10.1%	12.0%	7.3%	7.9%	
1994 - 1998	12.4%	11.5%	11.8%	14.9%	11.2%	11.5%	10.0%	11.8%	12.3%	
1999 - 2003	9.3%	15.6%	15.8%	10.6%	15.0%	15.1%	8.0%	16.5%	16.7%	
2004 - 2008	30.9%	25.0%	24.0%	29.8%	22.8%	21.8%	32.0%	27.9%	26.7%	
2009 or later	11.3%	24.0%	22.7%	12.8%	22.3%	20.8%	10.0%	26.2%	25.1%	
Total(n)	97	5,525	12,122	47	3,137	6,500	50	2,388	5,622	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	14.3%	22.5%	19.8%	12.9%	19.6%	15.8%	15.6%	27.1%	25.4%	
1974 - 1978	3.2%	0.9%	0.9%	3.2%	1.2%	1.2%	3.1%	0.2%	0.4%	
1979 - 1983	6.3%	2.4%	2.8%	9.7%	3.1%	3.6%	3.1%	1.2%	1.6%	
1984 - 1988	6.3%	5.8%	6.4%	3.2%	7.3%	8.4%	9.4%	3.2%	3.7%	
1989 - 1993	20.6%	7.9%	9.2%	19.4%	10.2%	11.3%	21.9%	4.2%	6.4%	
1994 - 1998	7.9%	11.5%	12.8%	3.2%	11.9%	13.9%	12.5%	10.9%	11.2%	
1999 - 2003	17.5%	14.0%	13.9%	25.8%	13.0%	13.2%	9.4%	15.7%	14.8%	
2004 - 2008	17.5%	19.3%	19.6%	19.4%	18.6%	18.5%	15.6%	20.4%	21.1%	
2009 or later	6.3%	15.8%	14.7%	3.2%	14.9%	14.2%	9.4%	17.2%	15.3%	
Total(n)	63	3,691	8,261	31	2,222	4,695	32	1,469	3,566	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	1.0%	0.3%	0.3%	0.0%	0.5%	0.4%	2.0%	0.2%	0.2%	
Biological Sciences (General Area 5)	8.2%	7.6%	6.6%	8.5%	7.6%	6.5%	8.0%	7.5%	6.8%	
Business (General Area 6)	6.2%	5.8%	5.7%	2.1%	6.9%	6.6%	10.0%	4.4%	4.6%	
Education (General Area 10 and Specific Discipline 2102)	9.3%	13.0%	10.9%	6.4%	10.3%	7.9%	12.0%	16.7%	14.6%	
Engineering (General Area 11)	0.0%	0.7%	1.4%	0.0%	1.1%	2.0%	0.0%	0.2%	0.6%	
English (General Area 12)	6.2%	6.6%	7.6%	4.3%	6.1%	6.8%	8.0%	7.3%	8.5%	
Health-related (General Area 15)	1.0%	6.8%	6.3%	0.0%	2.1%	2.6%	2.0%	13.1%	10.9%	
History or Political Science (Specific Discipline 3007,3009)	8.2%	5.8%	6.4%	12.8%	7.5%	7.5%	4.0%	3.5%	5.0%	
Humanities (General Area 14,24)	14.4%	12.1%	11.4%	12.8%	13.2%	12.3%	16.0%	10.6%	10.3%	
Fine Arts (General Area 2,4,22)	11.3%	8.4%	7.9%	17.0%	9.6%	8.9%	6.0%	6.7%	6.7%	
Mathematics or Statistics (General Area 18)	5.2%	3.9%	4.4%	8.5%	5.4%	5.9%	2.0%	2.0%	2.5%	
Physical Sciences (General Area 25)	5.2%	5.0%	5.7%	8.5%	6.5%	7.5%	2.0%	2.9%	3.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.5%	11.9%	14.1%	10.6%	11.7%	13.8%	20.0%	12.2%	14.6%	
Other Technical (General Area 8,19,28)	3.1%	1.8%	2.0%	4.3%	2.2%	2.6%	2.0%	1.2%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	5.2%	10.3%	9.3%	4.3%	9.3%	8.7%	6.0%	11.7%	9.9%	
Total(n)	97	5,580	12,272	47	3,165	6,576	50	2,415	5,696	

2010-11 HERI Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	
Biological Sciences (General Area 5)	10.3%	7.4%	6.4%	8.5%	7.5%	6.2%	12.0%	7.3%	6.7%	
Business (General Area 6)	7.2%	8.0%	7.3%	0.0%	9.6%	8.5%	14.0%	5.8%	5.9%	
Education (General Area 10 and Specific Discipline 2102)	5.2%	9.0%	7.4%	6.4%	6.3%	4.6%	4.0%	12.6%	10.8%	
Engineering (General Area 11)	0.0%	0.5%	1.4%	0.0%	0.8%	2.1%	0.0%	0.1%	0.5%	
English (General Area 12)	6.2%	8.3%	8.2%	4.3%	7.4%	7.5%	8.0%	9.5%	8.9%	
Health-related (General Area 15)	2.1%	7.2%	7.3%	0.0%	2.4%	2.9%	4.0%	13.7%	12.8%	
History or Political Science (Specific Discipline 3007,3009)	9.3%	5.9%	6.5%	12.8%	7.5%	7.7%	6.0%	3.7%	5.0%	
Humanities (General Area 14,24)	15.5%	11.9%	11.2%	12.8%	13.0%	12.3%	18.0%	10.3%	9.9%	
Fine Arts (General Area 2,4,22)	11.3%	8.5%	7.8%	14.9%	9.5%	8.7%	8.0%	7.1%	6.8%	
Mathematics or Statistics (General Area 18)	5.2%	4.1%	4.6%	8.5%	5.5%	6.0%	2.0%	2.3%	2.9%	
Physical Sciences (General Area 25)	5.2%	5.0%	6.1%	8.5%	6.6%	8.1%	2.0%	2.9%	3.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.4%	10.3%	12.9%	10.6%	10.2%	12.6%	16.0%	10.5%	13.3%	
Other Technical (General Area 8,19,28)	2.1%	2.0%	2.1%	4.3%	2.5%	2.7%	0.0%	1.2%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.2%	11.7%	10.5%	8.5%	11.0%	9.7%	6.0%	12.8%	11.5%	
<b>Total(n)</b>	<b>97</b>	<b>5,566</b>	<b>12,239</b>	<b>47</b>	<b>3,158</b>	<b>6,560</b>	<b>50</b>	<b>2,408</b>	<b>5,679</b>	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	57.6%	60.5%	61.7%	57.4%	56.7%	58.8%	57.7%	65.6%	65.3%	
1	14.1%	14.9%	15.9%	10.6%	14.9%	16.6%	17.3%	15.0%	15.1%	
2	21.2%	17.6%	16.6%	21.3%	19.7%	17.7%	21.2%	14.8%	15.2%	
3	6.1%	4.7%	4.3%	10.6%	5.9%	5.0%	1.9%	3.2%	3.5%	
4+	1.0%	2.3%	1.5%	0.0%	2.9%	1.9%	1.9%	1.4%	1.0%	
Total(n)	99	5,565	12,218	47	3,155	6,541	52	2,410	5,677	
<b>18 years or older</b>										
0	68.4%	55.6%	61.5%	72.3%	50.9%	59.0%	64.7%	61.9%	64.6%	
1	6.1%	11.4%	11.3%	6.4%	12.5%	11.4%	5.9%	10.0%	11.3%	
2	17.3%	20.1%	16.6%	14.9%	21.4%	17.5%	19.6%	18.4%	15.5%	
3	5.1%	8.5%	6.9%	2.1%	9.9%	8.0%	7.8%	6.6%	5.5%	
4+	3.1%	4.4%	3.6%	4.3%	5.3%	4.2%	2.0%	3.2%	3.0%	
Total(n)	98	5,581	12,263	47	3,160	6,563	51	2,421	5,700	
<b>How would you characterize your political views?</b>										
Far left	20.2%	7.0%	10.0%	19.1%	6.6%	9.6%	21.2%	7.5%	10.5%	
Liberal	50.5%	40.7%	47.9%	55.3%	35.5%	43.9%	46.2%	47.7%	52.9%	
Middle of the road	21.2%	29.4%	27.0%	17.0%	31.2%	29.0%	25.0%	26.9%	24.6%	
Conservative	8.1%	22.4%	14.6%	8.5%	26.0%	17.0%	7.7%	17.6%	11.8%	
Far right	0.0%	0.6%	0.4%	0.0%	0.8%	0.5%	0.0%	0.3%	0.2%	
Total(n)	99	5,570	12,221	47	3,149	6,535	52	2,421	5,686	
<b>Are you currently: (Mark one)</b>										
Single	12.1%	10.3%	12.3%	8.5%	6.4%	9.9%	15.4%	15.6%	15.3%	
Married	77.8%	80.5%	75.2%	83.0%	87.5%	81.8%	73.1%	71.1%	67.2%	
Unmarried, living with partner	5.1%	3.3%	5.4%	6.4%	2.4%	4.3%	3.8%	4.4%	6.9%	
Divorced	5.1%	4.5%	5.1%	2.1%	2.7%	3.0%	7.7%	7.0%	7.7%	
Widowed	0.0%	0.7%	1.0%	0.0%	0.3%	0.4%	0.0%	1.2%	1.8%	
Separated	0.0%	0.6%	0.9%	0.0%	0.6%	0.6%	0.0%	0.7%	1.2%	
Total(n)	99	5,620	12,349	47	3,188	6,619	52	2,432	5,730	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Is English your native language?</b>										
Yes	91.9%	93.0%	90.4%	100.0%	94.2%	90.9%	84.6%	91.4%	89.8%	
No	8.1%	7.0%	9.6%	0.0%	5.8%	9.1%	15.4%	8.6%	10.2%	
Total(n)	99	5,633	12,372	47	3,190	6,621	52	2,443	5,751	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
American Indian/Alaska Native	1.0%	1.6%	1.4%	2.2%	2.0%	1.5%	0.0%	1.2%	1.4%	
Asian American/Asian	3.1%	3.7%	4.5%	0.0%	3.7%	4.6%	5.9%	3.7%	4.5%	
Native Hawaiian/Pacific Islander	1.0%	0.3%	0.3%	2.2%	0.4%	0.3%	0.0%	0.1%	0.2%	
African American/Black	1.0%	4.9%	4.3%	2.2%	4.9%	3.9%	0.0%	4.9%	4.8%	
Mexican American/Chicano	0.0%	0.6%	0.8%	0.0%	0.7%	0.7%	0.0%	0.4%	1.0%	
Puerto Rican	0.0%	0.4%	0.5%	0.0%	0.2%	0.4%	0.0%	0.7%	0.7%	
Other Latino	5.2%	2.2%	2.4%	4.3%	1.7%	2.1%	5.9%	2.8%	2.7%	
White/Caucasian	89.7%	87.7%	87.4%	93.5%	88.0%	88.1%	86.3%	87.3%	86.5%	
Other	3.1%	3.4%	3.0%	2.2%	3.3%	2.9%	3.9%	3.4%	3.2%	
Total(n)	97	5,574	12,235	46	3,156	6,536	51	2,418	5,699	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Asian	4.1%	3.6%	4.3%	2.2%	3.8%	4.3%	5.9%	3.4%	4.2%	
Black	1.0%	4.1%	3.8%	2.2%	4.0%	3.3%	0.0%	4.4%	4.4%	
Hispanic	3.1%	1.6%	2.0%	0.0%	1.4%	1.7%	5.9%	1.9%	2.2%	
White	86.6%	84.6%	84.0%	89.1%	84.6%	85.0%	84.3%	84.7%	82.7%	
Other	1.0%	1.8%	1.9%	0.0%	2.1%	1.9%	2.0%	1.4%	1.8%	
Two or more races/ethnicities	4.1%	3.9%	3.9%	6.5%	3.8%	3.5%	2.0%	4.1%	4.4%	
Total (n)	97	5,574	12,235	46	3,156	6,536	51	2,418	5,699	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 1</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 2</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 3</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 4</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 5</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 6</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 7</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 8</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 9</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 10</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 11</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 12</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 13</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 14</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 15</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 16</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 17</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 18</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 19</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 20</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>All Respondents</b>	110	5,640	12,387	50	3,192	6,628	60	2,448	5,759	
<b>What is your principal activity in your current position at this institution?</b>										
Administration	4.5%	6.3%	6.0%	6.0%	5.4%	5.5%	3.3%	7.5%	6.7%	
Teaching	94.5%	91.6%	91.3%	94.0%	92.4%	92.1%	95.0%	90.5%	90.2%	
Research	0.0%	0.7%	1.2%	0.0%	0.8%	1.4%	0.0%	0.5%	1.0%	
Services to clients and patients	0.0%	0.7%	0.5%	0.0%	0.6%	0.4%	0.0%	0.7%	0.6%	
Other	0.9%	0.7%	1.0%	0.0%	0.7%	0.7%	1.7%	0.8%	1.4%	
Total(n)	110	5,639	12,382	50	3,192	6,626	60	2,447	5,756	
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>										
Yes	90.9%	100.0%	100.0%	94.0%	100.0%	100.0%	88.3%	100.0%	100.0%	
No	9.1%	0.0%	0.0%	6.0%	0.0%	0.0%	11.7%	0.0%	0.0%	
Total(n)	110	5,639	12,384	50	3,192	6,626	60	2,447	5,758	
<b>What is your present academic rank?</b>										
Professor	37.3%	29.2%	28.7%	44.0%	35.6%	34.8%	31.7%	20.5%	21.2%	
Associate professor	16.4%	28.3%	29.0%	16.0%	28.9%	29.5%	16.7%	27.4%	28.2%	
Assistant professor	32.7%	32.1%	31.3%	32.0%	26.3%	26.3%	33.3%	39.9%	37.5%	
Lecturer	0.0%	1.5%	2.9%	0.0%	1.6%	3.1%	0.0%	1.4%	2.7%	
Instructor	13.6%	8.9%	8.1%	8.0%	7.5%	6.3%	18.3%	10.8%	10.4%	
Total(n)	110	5,628	12,229	50	3,188	6,554	60	2,440	5,675	
<b>What is your tenure status at this institution?</b>										
Tenured	50.0%	42.9%	46.8%	54.0%	48.2%	52.2%	46.7%	35.7%	40.1%	
On tenure track, but not tenured	30.0%	26.8%	24.1%	30.0%	22.9%	21.2%	30.0%	32.0%	27.8%	
Not on tenure track, but institution has tenure system	20.0%	17.5%	17.0%	16.0%	14.4%	14.7%	23.3%	21.8%	20.0%	
Institution has no tenure system	0.0%	12.7%	12.0%	0.0%	14.4%	11.9%	0.0%	10.5%	12.1%	
Total(n)	110	5,634	12,242	50	3,190	6,559	60	2,444	5,683	
<b>Are you currently serving in an administrative position as:</b>										
Department chair	16.4%	18.8%	17.3%	16.0%	19.1%	18.0%	16.7%	18.4%	16.4%	
Dean (associate or assistant)	0.0%	3.2%	2.5%	0.0%	3.5%	2.5%	0.0%	2.8%	2.4%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%	
Provost	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
Other	13.6%	16.5%	15.9%	20.0%	16.2%	15.3%	8.3%	16.9%	16.7%	
Not applicable	67.3%	57.5%	58.4%	62.0%	57.1%	57.1%	71.7%	58.1%	60.0%	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Highest Degree Earned</b>										
Bachelor's (B.A., B.S., etc.)	2.7%	0.7%	0.9%	4.0%	0.6%	0.8%	1.7%	0.9%	1.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	11.8%	22.3%	19.6%	8.0%	18.2%	16.7%	15.0%	27.9%	23.2%	
LL.B., J.D.	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%	
M.D., D.D.S. (or equivalent)	0.9%	0.2%	0.4%	0.0%	0.3%	0.4%	1.7%	0.1%	0.4%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.7%	0.6%	0.0%	0.8%	0.8%	0.0%	0.4%	0.5%	
Ed.D.	0.9%	4.3%	3.7%	2.0%	3.4%	2.6%	0.0%	5.5%	5.0%	
Ph.D.	78.2%	67.9%	71.6%	78.0%	72.4%	75.2%	78.3%	61.8%	67.2%	
Other degree	5.5%	2.4%	1.9%	8.0%	2.7%	2.2%	3.3%	2.0%	1.5%	
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	110	5,638	12,382	50	3,191	6,625	60	2,447	5,757	
<b>Degree Currently Working On</b>										
Bachelor's (B.A., B.S., etc.)	1.0%	0.1%	0.1%	2.2%	0.1%	0.1%	0.0%	0.0%	0.0%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.7%	0.6%	0.0%	0.6%	0.6%	0.0%	0.8%	0.7%	
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	
Ed.D.	0.0%	1.7%	1.0%	0.0%	1.0%	0.6%	0.0%	2.8%	1.5%	
Ph.D.	6.0%	6.6%	5.6%	6.7%	5.8%	4.8%	5.5%	7.7%	6.6%	
Other degree	2.0%	2.4%	1.3%	0.0%	1.1%	0.8%	3.6%	4.3%	2.0%	
None	91.0%	88.4%	91.3%	91.1%	91.2%	93.0%	90.9%	84.3%	89.0%	
Total(n)	100	5,070	11,119	45	2,916	6,039	55	2,154	5,080	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Personally, how important to you is:</b>										
<b>Research</b>										
Essential	18.3%	27.0%	31.7%	24.0%	27.9%	33.1%	13.6%	25.8%	30.0%	
Very important	36.7%	38.8%	38.3%	26.0%	38.3%	37.2%	45.8%	39.5%	39.7%	
Somewhat important	32.1%	29.9%	26.2%	36.0%	29.6%	26.3%	28.8%	30.3%	26.2%	
Not important	12.8%	4.3%	3.7%	14.0%	4.3%	3.4%	11.9%	4.4%	4.1%	
Total(n)	109	5,633	12,367	50	3,189	6,619	59	2,444	5,748	
<b>Teaching</b>										
Essential	82.7%	84.2%	81.6%	82.0%	83.9%	81.0%	83.3%	84.6%	82.4%	
Very important	16.4%	15.0%	17.1%	18.0%	15.2%	17.6%	15.0%	14.7%	16.4%	
Somewhat important	0.9%	0.8%	1.3%	0.0%	0.9%	1.4%	1.7%	0.7%	1.2%	
Not important	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	
Total(n)	110	5,639	12,383	50	3,192	6,626	60	2,447	5,757	
<b>Service</b>										
Essential	16.5%	23.6%	21.2%	10.0%	22.6%	19.0%	22.0%	25.1%	23.9%	
Very important	45.9%	49.0%	48.2%	46.0%	47.1%	46.7%	45.8%	51.7%	50.1%	
Somewhat important	33.9%	25.0%	27.6%	40.0%	27.5%	30.4%	28.8%	21.7%	24.1%	
Not important	3.7%	2.3%	3.0%	4.0%	2.9%	3.9%	3.4%	1.6%	1.9%	
Total(n)	109	5,632	12,366	50	3,189	6,618	59	2,443	5,748	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you engaged in any of the following activities?</b>										
Taught an honors course	7.3%	17.6%	19.1%	12.0%	19.2%	20.7%	3.3%	15.4%	17.1%	
Taught an interdisciplinary course	56.4%	49.2%	49.1%	58.0%	50.3%	50.3%	55.0%	47.7%	47.7%	
Taught an ethnic studies course	17.3%	11.9%	13.4%	12.0%	10.7%	12.4%	21.7%	13.5%	14.6%	
Taught a women's studies course	12.7%	8.5%	9.9%	4.0%	4.3%	4.4%	20.0%	14.2%	16.4%	
Taught a service learning course	18.2%	23.2%	21.6%	16.0%	20.2%	18.0%	20.0%	27.3%	25.9%	
Taught an exclusively web-based course at this institution	0.0%	14.6%	12.8%	0.0%	13.3%	11.7%	0.0%	16.3%	14.1%	
Participated in a teaching enhancement workshop	75.5%	71.9%	70.3%	76.0%	68.1%	65.7%	75.0%	77.2%	75.9%	
Advised student groups involved in service/volunteer work	45.5%	53.4%	48.5%	50.0%	51.6%	47.1%	41.7%	55.9%	50.2%	Civic Minded Practice
Collaborated with the local community in research/teaching	50.9%	47.0%	43.9%	52.0%	44.1%	40.0%	50.0%	50.9%	48.7%	
Conducted research or writing focused on international/global issues	29.1%	27.0%	29.7%	26.0%	28.6%	31.6%	31.7%	24.9%	27.3%	
Conducted research or writing focused on racial or ethnic minorities	17.3%	21.2%	22.9%	16.0%	18.2%	19.9%	18.3%	25.3%	26.5%	
Conducted research or writing focused on women and gender issues	20.9%	18.8%	21.6%	16.0%	10.9%	14.1%	25.0%	29.6%	30.8%	
Engaged undergraduates on <u>your</u> research project	54.5%	41.0%	44.2%	66.0%	44.6%	47.8%	45.0%	36.1%	39.7%	
Worked with undergraduates on a research project	76.4%	61.6%	63.0%	88.0%	64.5%	66.2%	66.7%	57.7%	59.2%	
Engaged in academic research that spans multiple disciplines	60.0%	55.5%	58.8%	60.0%	57.6%	60.9%	60.0%	52.7%	56.3%	
Taught a seminar for first-year students	38.2%	33.8%	32.8%	48.0%	32.6%	32.5%	30.0%	35.4%	33.2%	
Taught a capstone course	52.7%	40.8%	41.0%	56.0%	43.3%	42.3%	50.0%	37.5%	39.3%	
Taught in a learning community (e.g., FIG, linked courses)	36.7%	9.0%	8.5%	38.0%	7.5%	7.6%	35.6%	11.0%	9.6%	
Supervised an undergraduate thesis	54.5%	34.5%	39.6%	48.0%	33.5%	39.9%	60.0%	35.8%	39.3%	
Published op-ed pieces or editorials	19.1%	15.3%	14.4%	24.0%	17.1%	16.2%	15.0%	12.8%	12.2%	
Received funding for your work from foundations	20.0%	15.2%	16.7%	20.0%	14.8%	17.1%	20.0%	15.8%	16.2%	
Received funding for your work from state or federal government	5.5%	9.0%	12.5%	4.0%	9.7%	13.0%	6.7%	8.0%	11.9%	
Received funding for your work from business or industry	3.6%	5.6%	6.1%	2.0%	7.1%	7.5%	5.0%	3.7%	4.3%	
<b>Total(n)</b>	110	5,618	12,312	50	3,182	6,589	60	2,436	5,723	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many courses are you teaching this term?</b>										
Mean	2.33	3.24	2.98	2.32	3.32	3.03	2.33	3.13	2.92	
Median	2	3	3	2	3	3	3	3	3	
Mode	3	3	3	3	3	3	3	3	3	
Total(n)	110	5,640	12,387	50	3,192	6,628	60	2,448	5,759	
<b>Teach at least one course this term at another institution</b>	3.6%	4.5%	4.6%	4.0%	5.0%	4.6%	3.3%	3.7%	4.5%	
<b>Type of course taught this term "at this institution"</b>										
<b>General education course</b>										
Teach at least one course	31.8%	39.4%	34.0%	32.0%	42.9%	36.4%	31.7%	34.7%	31.0%	
Mean student enrollment	20.1	26.8	24.9	20.7	27.6	25.6	19.7	25.3	23.9	
Have teaching/lab assistant or reader/grader assigned	5.7%	17.3%	13.9%	3.1%	19.7%	15.3%	7.9%	13.4%	11.9%	
<b>Course required for an undergraduate major</b>										
Teach at least one course	70.9%	76.5%	72.6%	76.0%	78.1%	73.5%	66.7%	74.3%	71.5%	
Mean student enrollment	19.2	19.2	20.7	18.2	18.9	20.8	20.2	19.6	20.6	
Have teaching/lab assistant or reader/grader assigned	11.1%	12.3%	13.2%	14.5%	14.2%	14.8%	7.9%	9.4%	11.2%	
<b>Other undergraduate course</b>										
Teach at least one course	21.8%	26.3%	30.2%	18.0%	27.0%	31.2%	25.0%	25.4%	28.9%	
Mean student enrollment	20.0	15.6	16.7	19.6	15.9	16.6	20.3	15.2	16.8	
Have teaching/lab assistant or reader/grader assigned	4.2%	7.3%	7.6%	11.1%	7.9%	8.7%	0.0%	6.4%	6.3%	
<b>Developmental/remedial course (not for credit)</b>										
Teach at least one course	0.0%	0.7%	0.7%	0.0%	0.4%	0.7%	0.0%	1.1%	0.7%	
Mean student enrollment	.	17.6	18.2	.	14.6	17.4	.	19.1	19.1	
Have teaching/lab assistant or reader/grader assigned	.	1.2%	13.2%	.	0.0%	20.3%	.	1.9%	5.1%	
<b>Non-credit course (other than above)</b>										
Teach at least one course	3.6%	1.2%	1.1%	6.0%	1.1%	1.1%	1.7%	1.3%	1.0%	
Mean student enrollment	24.8	22.6	23.4	26.5	28.1	28.3	19.5	16.4	16.6	
Have teaching/lab assistant or reader/grader assigned	25.0%	13.8%	13.5%	33.3%	12.1%	12.9%	0.0%	15.7%	14.3%	
<b>Graduate course</b>										
Teach at least one course	0.0%	15.0%	17.1%	0.0%	13.1%	15.1%	0.0%	17.5%	19.6%	
Mean student enrollment	.	17.3	17.1	.	17.0	17.2	.	17.6	17.0	
Have teaching/lab assistant or reader/grader assigned	.	5.6%	4.8%	.	6.0%	5.1%	.	5.3%	4.6%	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	61.6%	72.5%	100.0%	84.7%	81.8%	100.0%	48.7%	67.2%	
Graduate courses	0.0%	5.1%	9.4%	0.0%	10.5%	10.3%	0.0%	2.1%	8.9%	
Non-credit courses	0.0%	8.8%	3.9%	0.0%	0.0%	1.1%	0.0%	13.7%	5.5%	
I do not teach	0.0%	24.4%	14.2%	0.0%	4.8%	6.9%	0.0%	35.5%	18.3%	
Total(n)	2	99	257	1	40	114	1	59	143	
<b>Do you teach remedial/developmental skills in any of the following areas?</b>										
Reading	12.7%	5.7%	6.3%	12.0%	4.9%	5.5%	13.3%	6.8%	7.3%	
Writing	17.3%	13.8%	15.4%	16.0%	12.6%	14.2%	18.3%	15.5%	16.8%	
Mathematics	2.7%	4.2%	4.8%	2.0%	4.5%	5.7%	3.3%	3.7%	3.7%	
ESL	0.0%	1.0%	1.1%	0.0%	0.7%	1.0%	0.0%	1.3%	1.3%	
General academic skills	17.3%	10.8%	11.1%	8.0%	10.3%	10.3%	25.0%	11.5%	12.1%	
Other subject areas	5.5%	6.0%	6.2%	2.0%	5.9%	5.4%	8.3%	6.0%	7.3%	
Total(n)	110	5,640	12,387	50	3,192	6,628	60	2,448	5,759	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Paid workshops outside the institution focused on teaching</b>										
Yes	36.4%	36.8%	32.7%	36.0%	34.3%	30.1%	36.7%	40.2%	35.9%	
No	52.7%	55.7%	59.7%	56.0%	59.5%	64.0%	50.0%	50.7%	54.5%	
Not eligible	6.4%	1.1%	1.4%	4.0%	1.0%	1.2%	8.3%	1.2%	1.5%	
Not available	4.5%	6.4%	6.2%	4.0%	5.2%	4.7%	5.0%	8.0%	8.0%	
Total(n)	110	5,635	12,367	50	3,188	6,618	60	2,447	5,749	
<b>Paid sabbatical leave</b>										
Yes	60.0%	28.8%	34.8%	68.0%	31.6%	38.1%	53.3%	25.0%	30.8%	
No	23.6%	50.8%	45.8%	22.0%	50.4%	45.4%	25.0%	51.2%	46.3%	
Not eligible	15.5%	17.5%	16.0%	8.0%	15.0%	13.6%	21.7%	20.8%	19.0%	
Not available	0.9%	3.0%	3.3%	2.0%	3.0%	2.8%	0.0%	2.9%	4.0%	
Total(n)	110	5,634	12,370	50	3,187	6,618	60	2,447	5,752	
<b>Travel funds paid by the institution</b>										
Yes	87.3%	80.3%	81.1%	92.0%	79.9%	80.6%	83.3%	80.8%	81.7%	
No	6.4%	17.0%	16.3%	4.0%	17.7%	17.1%	8.3%	16.1%	15.3%	
Not eligible	5.5%	1.3%	1.5%	2.0%	1.3%	1.4%	8.3%	1.3%	1.5%	
Not available	0.9%	1.4%	1.2%	2.0%	1.1%	0.9%	0.0%	1.8%	1.5%	
Total(n)	110	5,638	12,380	50	3,191	6,624	60	2,447	5,756	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>										
<b>Internal grants for research</b>										
Yes	54.5%	38.8%	43.5%	64.0%	40.3%	45.0%	46.7%	36.7%	41.7%	
No	37.3%	54.6%	49.8%	30.0%	53.1%	49.1%	43.3%	56.5%	50.6%	
Not eligible	7.3%	2.8%	3.1%	4.0%	2.7%	2.4%	10.0%	2.9%	4.0%	
Not available	0.9%	3.9%	3.6%	2.0%	3.9%	3.5%	0.0%	3.9%	3.7%	
Total(n)	110	5,631	12,365	50	3,185	6,615	60	2,446	5,750	
<b>Training for administrative leadership</b>										
Yes	10.0%	14.7%	14.1%	6.0%	15.3%	15.0%	13.3%	13.9%	13.0%	
No	74.5%	70.7%	71.3%	82.0%	71.6%	73.1%	68.3%	69.5%	69.1%	
Not eligible	7.3%	5.2%	4.6%	2.0%	4.9%	3.9%	11.7%	5.6%	5.6%	
Not available	8.2%	9.3%	9.9%	10.0%	8.1%	8.0%	6.7%	11.0%	12.3%	
Total(n)	110	5,632	12,359	50	3,186	6,614	60	2,446	5,745	
<b>Received incentives to develop new courses</b>										
Yes	26.4%	23.5%	26.1%	34.0%	24.0%	26.2%	20.0%	22.8%	26.0%	
No	59.1%	65.5%	63.3%	58.0%	66.2%	65.0%	60.0%	64.6%	61.2%	
Not eligible	4.5%	1.9%	2.2%	2.0%	1.8%	1.8%	6.7%	2.1%	2.7%	
Not available	10.0%	9.1%	8.4%	6.0%	8.0%	7.1%	13.3%	10.5%	10.1%	
Total(n)	110	5,635	12,365	50	3,189	6,618	60	2,446	5,747	
<b>Received incentives to integrate new technology into your classroom</b>										
Yes	10.0%	18.0%	17.9%	8.0%	19.8%	18.9%	11.7%	15.6%	16.6%	
No	71.8%	70.3%	71.3%	80.0%	69.5%	72.1%	65.0%	71.4%	70.4%	
Not eligible	4.5%	1.1%	1.2%	2.0%	1.1%	1.0%	6.7%	1.2%	1.6%	
Not available	13.6%	10.5%	9.6%	10.0%	9.6%	8.1%	16.7%	11.7%	11.4%	
Total(n)	110	5,634	12,362	50	3,188	6,617	60	2,446	5,745	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Articles in academic or professional journals</b>										Scholarly Productivity
None	30.0%	31.5%	26.9%	24.0%	29.3%	24.6%	35.0%	34.5%	29.7%	
1-2	28.2%	24.3%	22.5%	22.0%	21.5%	19.8%	33.3%	28.1%	25.9%	
3-4	19.1%	17.2%	15.8%	18.0%	17.1%	15.2%	20.0%	17.4%	16.6%	
5-10	12.7%	14.6%	17.5%	16.0%	15.7%	18.5%	10.0%	13.2%	16.4%	
11-20	4.5%	7.5%	9.4%	8.0%	9.4%	10.9%	1.7%	4.9%	7.5%	
21-50	4.5%	3.7%	6.4%	10.0%	5.3%	8.7%	0.0%	1.6%	3.6%	
51+	0.9%	1.1%	1.5%	2.0%	1.7%	2.3%	0.0%	0.3%	0.4%	
Total(n)	110	5,631	12,361	50	3,189	6,621	60	2,442	5,740	
Mean	2.51	2.58	2.85	3.00	2.77	3.07	2.10	2.32	2.58	
Standard deviation	1.46	1.51	1.62	1.71	1.62	1.72	1.05	1.31	1.46	
Significance	-		*	-			-		*	
Effect size	-	-0.05	-0.21	-	0.14	-0.04	-	-0.17	-0.33	
<b>Chapters in edited volumes</b>										Scholarly Productivity
None	70.0%	64.3%	58.5%	68.0%	61.3%	57.3%	71.7%	68.4%	59.9%	
1-2	16.4%	22.6%	24.5%	12.0%	22.9%	23.0%	20.0%	22.1%	26.3%	
3-4	10.9%	7.7%	9.3%	14.0%	8.7%	10.2%	8.3%	6.3%	8.2%	
5-10	1.8%	3.9%	5.3%	4.0%	5.0%	6.4%	0.0%	2.3%	4.0%	
11-20	0.0%	1.1%	1.9%	0.0%	1.4%	2.3%	0.0%	0.7%	1.4%	
21-50	0.9%	0.3%	0.5%	2.0%	0.5%	0.7%	0.0%	0.1%	0.2%	
51+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Total(n)	110	5,599	12,289	50	3,165	6,577	60	2,434	5,712	
Mean	1.48	1.56	1.69	1.62	1.64	1.76	1.37	1.45	1.61	
Standard deviation	0.88	0.92	1.03	1.09	1.01	1.11	0.64	0.79	0.92	
Significance	-		*	-			-		*	
Effect size	-	-0.09	-0.20	-	-0.02	-0.13	-	-0.10	-0.26	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many of the following have you published?</b>										
<b>Books, manuals, or monographs</b>										
None	81.8%	72.8%	69.2%	74.0%	67.5%	64.1%	88.3%	79.9%	75.4%	
1-2	12.7%	19.0%	22.0%	18.0%	21.3%	24.4%	8.3%	15.8%	19.0%	
3-4	2.7%	4.2%	4.8%	4.0%	5.1%	5.7%	1.7%	3.0%	3.7%	
5-10	0.9%	3.2%	3.1%	0.0%	4.9%	4.5%	1.7%	0.8%	1.5%	
11-20	0.9%	0.7%	0.7%	2.0%	0.9%	0.9%	0.0%	0.4%	0.3%	
21-50	0.9%	0.2%	0.1%	2.0%	0.3%	0.2%	0.0%	0.0%	0.0%	
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	110	5,619	12,330	50	3,185	6,607	60	2,434	5,723	
Mean	1.29	1.41	1.45	1.44	1.51	1.54	1.17	1.26	1.32	
Standard deviation	0.78	0.80	0.80	0.99	0.90	0.89	0.53	0.59	0.66	
Significance	-		*	-			-			
Effect size	-	-0.15	-0.20	-	-0.08	-0.11	-	-0.15	-0.23	
<b>Other, such as patents or computer software products</b>										
None	93.6%	91.6%	91.3%	92.0%	90.2%	89.6%	94.9%	93.4%	93.3%	
1-2	4.6%	5.0%	5.4%	4.0%	5.7%	6.0%	5.1%	4.0%	4.6%	
3-4	0.9%	1.6%	1.5%	2.0%	1.5%	1.7%	0.0%	1.6%	1.2%	
5-10	0.9%	0.9%	1.0%	2.0%	1.3%	1.5%	0.0%	0.4%	0.4%	
11-20	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.2%	
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%	
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%	
Total(n)	109	5,601	12,292	50	3,171	6,577	59	2,430	5,715	
Mean	1.09	1.16	1.15	1.14	1.19	1.19	1.05	1.11	1.10	
Standard deviation	0.40	0.64	0.61	0.53	0.71	0.70	0.22	0.52	0.48	
Significance	-			-			-			
Effect size	-	-0.11	-0.10	-	-0.07	-0.07	-	-0.12	-0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many exhibitions or performances in the fine or applied arts have you presented in the last two years?</b>										
None	73.6%	80.8%	81.9%	76.0%	81.1%	80.8%	71.7%	80.4%	83.3%	
1-2	7.3%	5.9%	6.1%	2.0%	5.3%	5.7%	11.7%	6.7%	6.5%	
3-4	7.3%	3.9%	4.4%	8.0%	4.0%	4.7%	6.7%	3.7%	3.9%	
5-10	2.7%	5.4%	3.9%	4.0%	4.6%	3.8%	1.7%	6.6%	4.0%	
11-20	4.5%	1.9%	2.0%	6.0%	2.2%	2.6%	3.3%	1.4%	1.3%	
21-50	1.8%	1.3%	1.1%	0.0%	1.5%	1.4%	3.3%	0.9%	0.7%	
51+	2.7%	0.9%	0.7%	4.0%	1.4%	1.1%	1.7%	0.2%	0.2%	
Total(n)	110	5,630	12,356	50	3,187	6,615	60	2,443	5,741	
Mean	1.74	1.49	1.44	1.78	1.52	1.50	1.70	1.45	1.36	
Standard deviation	1.50	1.18	1.11	1.59	1.26	1.22	1.43	1.06	0.95	
Significance	-	*	**	-			-		**	
Effect size	-	0.21	0.27	-	0.21	0.23	-	0.24	0.36	
<b>How many of your professional writings have been published or accepted for publication in the last two years?</b>										
None	50.0%	43.8%	38.6%	46.0%	41.4%	37.1%	53.3%	47.0%	40.5%	
1-2	31.8%	36.1%	36.4%	34.0%	35.6%	34.5%	30.0%	36.9%	38.6%	
3-4	12.7%	13.2%	15.8%	10.0%	14.5%	16.6%	15.0%	11.4%	14.8%	
5-10	5.5%	6.0%	7.8%	10.0%	7.4%	10.0%	1.7%	4.0%	5.1%	
11-20	0.0%	0.7%	1.1%	0.0%	0.8%	1.5%	0.0%	0.5%	0.7%	
21-50	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%	
51+	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	
Total(n)	110	5,632	12,365	50	3,187	6,618	60	2,445	5,747	
Mean	1.74	1.85	1.97	1.84	1.92	2.06	1.65	1.75	1.88	
Standard deviation	0.88	0.95	1.01	0.98	0.99	1.07	0.80	0.87	0.92	
Significance	-		*	-			-			
Effect size	-	-0.12	-0.23	-	-0.08	-0.21	-	-0.11	-0.25	Scholarly Productivity



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Feel that the training you received in graduate school prepared you well for your role as a faculty member</b>										
To a great extent	40.9%	47.0%	45.8%	32.0%	51.8%	49.8%	48.3%	40.6%	40.8%	
To some extent	51.8%	46.6%	47.9%	64.0%	43.5%	45.5%	41.7%	50.9%	50.9%	
Not at all	7.3%	6.4%	6.3%	4.0%	4.7%	4.7%	10.0%	8.5%	8.2%	
Total(n)	110	5,634	12,373	50	3,189	6,621	60	2,445	5,752	
Mean	2.34	2.41	2.39	2.28	2.47	2.45	2.38	2.32	2.33	
Standard deviation	0.61	0.61	0.60	0.54	0.59	0.58	0.67	0.62	0.62	
Significance	-			-	*	*	-			
Effect size	-	-0.11	-0.08	-	-0.32	-0.29	-	0.10	0.08	
<b>Achieve a healthy balance between your personal life and your professional life</b>										
To a great extent	31.8%	31.5%	32.1%	36.0%	38.6%	38.1%	28.3%	21.9%	24.8%	
To some extent	51.8%	53.0%	51.4%	44.0%	49.2%	48.0%	58.3%	58.2%	55.4%	
Not at all	16.4%	15.5%	16.5%	20.0%	12.2%	13.8%	13.3%	19.9%	19.8%	
Total(n)	110	5,633	12,376	50	3,187	6,621	60	2,446	5,755	
Mean	2.15	2.16	2.16	2.16	2.26	2.24	2.15	2.02	2.05	
Standard deviation	0.68	0.67	0.68	0.74	0.66	0.68	0.63	0.65	0.67	
Significance	-			-			-			
Effect size	-	-0.01	-0.01	-	-0.15	-0.12	-	0.20	0.15	
<b>Experience close alignment between your work and your personal values</b>										
To a great extent	69.1%	67.5%	64.8%	72.0%	70.1%	65.8%	66.7%	64.0%	63.6%	
To some extent	28.2%	29.5%	31.5%	24.0%	27.1%	30.2%	31.7%	32.8%	33.1%	
Not at all	2.7%	2.9%	3.6%	4.0%	2.8%	3.9%	1.7%	3.2%	3.3%	
Total(n)	110	5,632	12,377	50	3,186	6,621	60	2,446	5,756	
Mean	2.66	2.65	2.61	2.68	2.67	2.62	2.65	2.61	2.60	
Standard deviation	0.53	0.54	0.56	0.55	0.53	0.56	0.52	0.55	0.55	
Significance	-			-			-			
Effect size	-	0.02	0.09	-	0.02	0.11	-	0.07	0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which you:</b>										
<b>Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar</b>										
To a great extent	30.0%	25.3%	24.9%	22.0%	22.7%	21.3%	36.7%	28.8%	29.3%	
To some extent	39.1%	36.9%	36.9%	32.0%	33.8%	34.3%	45.0%	41.2%	40.0%	
Not at all	30.9%	37.8%	38.3%	46.0%	43.5%	44.4%	18.3%	30.0%	30.8%	
Total(n)	110	5,628	12,364	50	3,184	6,618	60	2,444	5,746	
Mean	1.99	1.88	1.87	1.76	1.79	1.77	2.18	1.99	1.98	
Standard deviation	0.78	0.78	0.78	0.80	0.79	0.78	0.72	0.77	0.77	
Significance	-			-			-		*	
Effect size	-	0.14	0.15	-	-0.04	-0.01	-	0.25	0.26	
<b>Mentor new faculty</b>										
To a great extent	18.2%	19.7%	21.5%	16.0%	18.4%	19.0%	20.0%	21.4%	24.5%	
To some extent	59.1%	52.9%	52.6%	64.0%	54.8%	55.1%	55.0%	50.4%	49.6%	
Not at all	22.7%	27.4%	25.9%	20.0%	26.8%	25.9%	25.0%	28.2%	25.9%	
Total(n)	110	5,635	12,374	50	3,189	6,624	60	2,446	5,750	
Mean	1.95	1.92	1.96	1.96	1.92	1.93	1.95	1.93	1.99	
Standard deviation	0.64	0.68	0.69	0.60	0.67	0.67	0.67	0.70	0.71	
Significance	-			-			-			
Effect size	-	0.04	-0.01	-	0.06	0.04	-	0.03	-0.06	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Ask questions in class</b>										
Frequently	95.5%	94.1%	95.0%	94.0%	92.9%	94.0%	96.7%	95.8%	96.1%	
Occasionally	4.5%	3.9%	3.2%	6.0%	5.1%	4.2%	3.3%	2.4%	1.8%	
Not at all	0.0%	1.9%	1.9%	0.0%	2.0%	1.8%	0.0%	1.9%	2.1%	
Total(n)	110	5,531	12,186	50	3,148	6,553	60	2,383	5,633	
Mean	2.95	2.92	2.93	2.94	2.91	2.92	2.97	2.94	2.94	
Standard deviation	0.21	0.33	0.32	0.24	0.35	0.33	0.18	0.31	0.31	
Significance	-			-			-			
Effect size	-	0.09	0.06	-	0.09	0.06	-	0.10	0.10	
<b>Support their opinions with a logical argument</b>										
Frequently	83.6%	79.3%	81.7%	76.0%	80.1%	80.8%	90.0%	78.2%	82.8%	
Occasionally	15.5%	18.2%	16.0%	22.0%	17.7%	17.3%	10.0%	18.9%	14.4%	
Not at all	0.9%	2.5%	2.3%	2.0%	2.3%	2.0%	0.0%	2.9%	2.8%	
Total(n)	110	5,526	12,174	50	3,146	6,548	60	2,380	5,626	
Mean	2.83	2.77	2.79	2.74	2.78	2.79	2.90	2.75	2.80	
Standard deviation	0.40	0.48	0.46	0.49	0.47	0.45	0.30	0.49	0.47	
Significance	-			-			-	*		
Effect size	-	0.13	0.09	-	-0.09	-0.11	-	0.31	0.21	
<b>Seek solutions to problems and explain them to others</b>										
Frequently	70.0%	72.4%	73.1%	74.0%	72.6%	72.4%	66.7%	72.1%	74.0%	
Occasionally	30.0%	24.2%	23.8%	26.0%	24.1%	24.7%	33.3%	24.3%	22.6%	
Not at all	0.0%	3.4%	3.1%	0.0%	3.3%	2.9%	0.0%	3.6%	3.4%	
Total(n)	110	5,525	12,174	50	3,145	6,548	60	2,380	5,626	
Mean	2.70	2.69	2.70	2.74	2.69	2.70	2.67	2.68	2.71	
Standard deviation	0.46	0.53	0.52	0.44	0.53	0.52	0.48	0.54	0.53	
Significance	-			-			-			
Effect size	-	0.02	0.00	-	0.09	0.08	-	-0.02	-0.08	
<b>Revise their papers to improve their writing</b>										
Frequently	58.2%	59.9%	60.2%	60.0%	53.0%	54.7%	56.7%	69.2%	67.0%	
Occasionally	35.5%	31.3%	30.7%	36.0%	37.0%	35.0%	35.0%	23.5%	25.5%	
Not at all	6.4%	8.8%	9.1%	4.0%	9.9%	10.3%	8.3%	7.3%	7.5%	
Total(n)	110	5,525	12,169	50	3,145	6,546	60	2,380	5,623	
Mean	2.52	2.51	2.51	2.56	2.43	2.44	2.48	2.62	2.59	
Standard deviation	0.62	0.65	0.66	0.58	0.67	0.67	0.65	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.02	0.02	-	0.19	0.18	-	-0.23	-0.17	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Evaluate the quality or reliability of information they receive</b>										
Frequently	70.0%	66.9%	68.8%	64.0%	61.8%	63.8%	75.0%	73.9%	75.0%	
Occasionally	29.1%	29.0%	27.2%	36.0%	33.8%	32.0%	23.3%	22.4%	21.3%	
Not at all	0.9%	4.1%	4.0%	0.0%	4.4%	4.2%	1.7%	3.7%	3.7%	
Total(n)	110	5,526	12,171	50	3,145	6,546	60	2,381	5,625	
Mean	2.69	2.63	2.65	2.64	2.57	2.60	2.73	2.70	2.71	
Standard deviation	0.48	0.56	0.55	0.48	0.58	0.57	0.48	0.53	0.53	
Significance	-			-			-			
Effect size	-	0.11	0.07	-	0.12	0.07	-	0.06	0.04	
<b>Take risks for potential gains</b>										
Frequently	35.8%	39.0%	40.8%	28.0%	38.9%	41.1%	42.4%	39.1%	40.5%	
Occasionally	53.2%	47.3%	45.7%	66.0%	47.4%	45.7%	42.4%	47.1%	45.7%	
Not at all	11.0%	13.8%	13.5%	6.0%	13.8%	13.3%	15.3%	13.8%	13.7%	
Total(n)	109	5,515	12,143	50	3,141	6,533	59	2,374	5,610	
Mean	2.25	2.25	2.27	2.22	2.25	2.28	2.27	2.25	2.27	
Standard deviation	0.64	0.68	0.68	0.55	0.68	0.68	0.72	0.68	0.69	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.04	-0.09	-	0.03	0.00	
<b>Seek alternative solutions to a problem</b>										
Frequently	62.7%	60.2%	61.0%	58.0%	57.7%	58.9%	66.7%	63.5%	63.6%	
Occasionally	33.6%	35.5%	35.1%	40.0%	37.8%	37.4%	28.3%	32.3%	32.2%	
Not at all	3.6%	4.4%	3.9%	2.0%	4.5%	3.7%	5.0%	4.3%	4.2%	
Total(n)	110	5,526	12,169	50	3,145	6,543	60	2,381	5,626	
Mean	2.59	2.56	2.57	2.56	2.53	2.55	2.62	2.59	2.59	
Standard deviation	0.56	0.58	0.57	0.54	0.58	0.57	0.58	0.57	0.57	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.05	0.02	-	0.05	0.05	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Look up scientific research articles and resources</b>										
Frequently	50.0%	47.6%	49.1%	48.0%	41.4%	43.5%	51.7%	56.1%	56.0%	
Occasionally	36.4%	38.7%	35.7%	34.0%	44.4%	40.7%	38.3%	30.9%	29.6%	
Not at all	13.6%	13.7%	15.2%	18.0%	14.2%	15.8%	10.0%	13.0%	14.4%	
Total(n)	110	5,524	12,168	50	3,145	6,546	60	2,379	5,622	
Mean	2.36	2.34	2.34	2.30	2.27	2.28	2.42	2.43	2.42	
Standard deviation	0.71	0.71	0.73	0.76	0.69	0.72	0.67	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	0.04	0.03	-	-0.01	0.00	
<b>Explore topics on their own, even though it was not required for a class</b>										
Frequently	37.3%	48.4%	49.4%	34.0%	44.9%	46.8%	40.0%	53.2%	52.6%	
Occasionally	60.9%	46.7%	45.8%	62.0%	50.0%	48.2%	60.0%	42.3%	42.8%	
Not at all	1.8%	4.9%	4.8%	4.0%	5.1%	5.0%	0.0%	4.6%	4.7%	
Total(n)	110	5,519	12,173	50	3,142	6,549	60	2,377	5,624	
Mean	2.35	2.44	2.45	2.30	2.40	2.42	2.40	2.49	2.48	
Standard deviation	0.52	0.59	0.59	0.54	0.58	0.59	0.49	0.58	0.59	
Significance	-			-			-			
Effect size	-	-0.15	-0.17	-	-0.17	-0.20	-	-0.16	-0.14	
<b>Accept mistakes as part of the learning process</b>										
Frequently	80.0%	74.8%	75.3%	84.0%	72.4%	73.2%	76.7%	78.1%	78.0%	
Occasionally	17.3%	22.5%	21.6%	14.0%	24.7%	23.4%	20.0%	19.5%	19.3%	
Not at all	2.7%	2.7%	3.1%	2.0%	2.9%	3.4%	3.3%	2.4%	2.7%	
Total(n)	110	5,524	12,176	50	3,144	6,550	60	2,380	5,626	
Mean	2.77	2.72	2.72	2.82	2.70	2.70	2.73	2.76	2.75	
Standard deviation	0.48	0.51	0.51	0.44	0.52	0.53	0.52	0.48	0.49	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.23	0.23	-	-0.06	-0.04	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In your interactions with undergraduates, how often do you encourage them to:</b>										
<b>Seek feedback on their academic work</b>										
Frequently	69.1%	73.6%	75.2%	70.0%	69.1%	70.3%	68.3%	79.6%	81.2%	
Occasionally	28.2%	22.5%	21.2%	28.0%	26.0%	25.5%	28.3%	17.6%	16.0%	
Not at all	2.7%	4.0%	3.5%	2.0%	4.9%	4.2%	3.3%	2.8%	2.8%	
Total(n)	110	5,522	12,169	50	3,145	6,549	60	2,377	5,620	
Mean	2.66	2.70	2.72	2.68	2.64	2.66	2.65	2.77	2.78	
Standard deviation	0.53	0.54	0.52	0.51	0.57	0.55	0.55	0.48	0.47	
Significance	-			-			-		*	
Effect size	-	-0.07	-0.12	-	0.07	0.04	-	-0.25	-0.28	
<b>Integrate skills and knowledge from different sources and experiences</b>										
Frequently	80.0%	77.1%	76.4%	78.0%	72.4%	72.4%	81.7%	83.4%	81.3%	
Occasionally	19.1%	20.1%	20.9%	20.0%	24.6%	24.8%	18.3%	14.1%	16.0%	
Not at all	0.9%	2.8%	2.8%	2.0%	3.0%	2.7%	0.0%	2.5%	2.8%	
Total(n)	110	5,523	12,176	50	3,145	6,551	60	2,378	5,625	
Mean	2.79	2.74	2.74	2.76	2.69	2.70	2.82	2.81	2.78	
Standard deviation	0.43	0.50	0.50	0.48	0.52	0.52	0.39	0.45	0.47	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.13	0.12	-	0.02	0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Multiple-choice exams</b>										
All	11.8%	16.3%	13.8%	16.0%	15.4%	13.0%	8.3%	17.4%	14.7%	
Most	16.4%	16.9%	14.5%	8.0%	17.0%	14.2%	23.3%	16.8%	14.9%	
Some	25.5%	31.7%	29.4%	32.0%	34.5%	30.5%	20.0%	28.0%	28.1%	
None	46.4%	35.0%	42.3%	44.0%	33.0%	42.3%	48.3%	37.8%	42.4%	
Total(n)	110	5,625	12,359	50	3,187	6,617	60	2,438	5,742	
Mean	1.94	2.14	2.00	1.96	2.15	1.98	1.92	2.14	2.02	
Standard deviation	1.05	1.07	1.06	1.09	1.05	1.04	1.03	1.11	1.08	
Significance	-			-			-			
Effect size	-	-0.19	-0.06	-	-0.18	-0.02	-	-0.20	-0.09	
<b>Essay exams</b>										
All	23.6%	23.6%	23.1%	20.0%	24.8%	24.1%	26.7%	22.1%	21.8%	
Most	30.0%	22.6%	21.9%	20.0%	24.3%	22.8%	38.3%	20.4%	20.9%	
Some	30.9%	31.7%	30.9%	36.0%	31.5%	31.4%	26.7%	31.9%	30.3%	
None	15.5%	22.0%	24.1%	24.0%	19.4%	21.7%	8.3%	25.6%	27.0%	
Total(n)	110	5,627	12,359	50	3,187	6,615	60	2,440	5,744	
Mean	2.62	2.48	2.44	2.36	2.55	2.49	2.83	2.39	2.38	
Standard deviation	1.01	1.08	1.09	1.06	1.06	1.08	0.92	1.09	1.10	
Significance	-			-			-	**	**	
Effect size	-	0.13	0.17	-	-0.18	-0.12	-	0.40	0.41	
<b>Short-answer exams</b>										
All	20.9%	22.5%	21.0%	24.0%	22.8%	22.5%	18.3%	22.1%	19.3%	
Most	30.0%	26.3%	24.9%	24.0%	28.5%	25.9%	35.0%	23.3%	23.7%	
Some	36.4%	32.4%	33.3%	42.0%	32.8%	32.9%	31.7%	32.0%	33.8%	
None	12.7%	18.8%	20.8%	10.0%	16.0%	18.7%	15.0%	22.5%	23.2%	
Total(n)	110	5,620	12,343	50	3,185	6,609	60	2,435	5,734	
Mean	2.59	2.53	2.46	2.62	2.58	2.52	2.57	2.45	2.39	
Standard deviation	0.96	1.04	1.04	0.97	1.01	1.04	0.96	1.07	1.04	
Significance	-			-			-			
Effect size	-	0.06	0.13	-	0.04	0.10	-	0.11	0.17	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Quizzes</b>										
All	27.3%	20.1%	18.0%	32.0%	19.8%	18.1%	23.3%	20.5%	17.9%	
Most	17.3%	21.0%	19.9%	18.0%	21.5%	20.5%	16.7%	20.2%	19.1%	
Some	37.3%	36.2%	35.8%	34.0%	36.8%	35.8%	40.0%	35.4%	35.7%	
None	18.2%	22.7%	26.3%	16.0%	21.9%	25.5%	20.0%	23.8%	27.3%	
Total(n)	110	5,619	12,341	50	3,183	6,605	60	2,436	5,736	
Mean	2.54	2.38	2.30	2.66	2.39	2.31	2.43	2.37	2.28	
Standard deviation	1.08	1.05	1.05	1.10	1.04	1.04	1.06	1.06	1.05	
Significance	-		*	-		*	-			
Effect size	-	0.15	0.23	-	0.26	0.34	-	0.06	0.14	
<b>Weekly essay assignments</b>										
All	10.1%	10.7%	9.7%	8.0%	8.8%	8.6%	11.9%	13.4%	11.1%	
Most	18.3%	13.3%	13.2%	10.0%	12.6%	12.0%	25.4%	14.2%	14.8%	
Some	32.1%	33.1%	32.3%	32.0%	32.6%	31.0%	32.2%	33.7%	33.9%	
None	39.4%	42.9%	44.8%	50.0%	46.0%	48.5%	30.5%	38.7%	40.2%	
Total(n)	109	5,604	12,313	50	3,172	6,591	59	2,432	5,722	
Mean	1.99	1.92	1.88	1.76	1.84	1.81	2.19	2.02	1.97	
Standard deviation	1.00	0.99	0.98	0.94	0.96	0.95	1.01	1.03	1.00	
Significance	-			-			-			
Effect size	-	0.07	0.11	-	-0.08	-0.05	-	0.17	0.22	
<b>Student presentations</b>										
All	32.1%	26.2%	27.0%	22.0%	20.1%	21.3%	40.7%	34.6%	34.1%	
Most	25.7%	27.5%	26.3%	32.0%	26.5%	24.4%	20.3%	28.8%	28.7%	
Some	35.8%	38.9%	38.3%	40.0%	45.4%	43.6%	32.2%	30.2%	31.8%	
None	6.4%	7.4%	8.3%	6.0%	8.0%	10.7%	6.8%	6.4%	5.4%	
Total(n)	109	5,626	12,356	50	3,187	6,618	59	2,439	5,738	
Mean	2.83	2.73	2.72	2.70	2.59	2.56	2.95	2.92	2.91	
Standard deviation	0.96	0.93	0.95	0.89	0.90	0.94	1.01	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.12	0.15	-	0.03	0.04	Student-Centered Pedagogy



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Term/research papers</b>										
All	26.4%	18.7%	21.1%	28.0%	17.8%	19.4%	25.0%	19.9%	23.1%	
Most	30.0%	26.8%	26.2%	28.0%	25.3%	25.4%	31.7%	28.8%	27.1%	
Some	30.9%	41.5%	39.5%	30.0%	43.8%	41.1%	31.7%	38.5%	37.6%	
None	12.7%	13.0%	13.3%	14.0%	13.2%	14.2%	11.7%	12.8%	12.1%	
Total(n)	110	5,625	12,347	50	3,188	6,612	60	2,437	5,735	
Mean	2.70	2.51	2.55	2.70	2.48	2.50	2.70	2.56	2.61	
Standard deviation	1.00	0.94	0.97	1.04	0.93	0.96	0.98	0.95	0.97	
Significance	-	*		-			-			
Effect size	-	0.20	0.15	-	0.24	0.21	-	0.15	0.09	
<b>Student evaluations of each others' work</b>										
All	13.6%	11.5%	11.2%	8.0%	8.5%	8.9%	18.3%	15.5%	14.1%	Student-Centered Pedagogy
Most	19.1%	15.0%	13.7%	16.0%	12.2%	10.9%	21.7%	18.7%	17.1%	
Some	47.3%	45.1%	42.9%	48.0%	45.9%	42.1%	46.7%	44.1%	43.8%	
None	20.0%	28.4%	32.2%	28.0%	33.3%	38.1%	13.3%	21.7%	24.9%	
Total(n)	110	5,626	12,354	50	3,188	6,614	60	2,438	5,740	
Mean	2.26	2.10	2.04	2.04	1.96	1.91	2.45	2.28	2.20	
Standard deviation	0.94	0.94	0.95	0.88	0.89	0.91	0.95	0.97	0.97	
Significance	-		*	-			-		*	
Effect size	-	0.17	0.23	-	0.09	0.14	-	0.18	0.26	
<b>Grading on a curve</b>										
All	8.3%	4.2%	4.8%	12.0%	5.5%	6.3%	5.2%	2.5%	3.0%	
Most	3.7%	6.3%	6.7%	6.0%	8.1%	8.3%	1.7%	3.9%	4.8%	
Some	16.7%	19.4%	20.1%	14.0%	22.7%	22.5%	19.0%	14.8%	17.1%	
None	71.3%	70.1%	68.4%	68.0%	63.6%	62.8%	74.1%	78.7%	75.1%	
Total(n)	108	5,615	12,320	50	3,183	6,599	58	2,432	5,721	
Mean	1.49	1.45	1.48	1.62	1.56	1.58	1.38	1.30	1.36	
Standard deviation	0.91	0.79	0.82	1.05	0.86	0.89	0.77	0.66	0.71	
Significance	-			-			-			
Effect size	-	0.05	0.01	-	0.07	0.04	-	0.12	0.03	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Evaluation Methods</u>										
<b>Competency-based grading</b>										
All	34.6%	28.2%	29.8%	29.8%	25.2%	27.4%	38.3%	32.2%	32.8%	
Most	16.8%	21.7%	21.1%	19.1%	22.7%	22.1%	15.0%	20.5%	19.9%	
Some	19.6%	22.2%	20.5%	25.5%	22.4%	20.0%	15.0%	21.9%	21.3%	
None	29.0%	27.9%	28.5%	25.5%	29.7%	30.6%	31.7%	25.4%	26.0%	
Total(n)	107	5,577	12,198	47	3,160	6,540	60	2,417	5,658	
Mean	2.57	2.50	2.52	2.53	2.43	2.46	2.60	2.60	2.60	
Standard deviation	1.24	1.17	1.19	1.18	1.16	1.19	1.29	1.18	1.19	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.09	0.06	-	0.00	0.00	
<u>Instructional Techniques/Methods</u>										
<b>Class discussions</b>										
All	71.8%	69.2%	70.1%	72.0%	65.1%	65.9%	71.7%	74.8%	75.3%	
Most	15.5%	17.3%	16.2%	16.0%	18.4%	17.3%	15.0%	15.9%	14.8%	
Some	11.8%	12.3%	12.3%	10.0%	15.1%	14.9%	13.3%	8.5%	9.1%	Student-Centered Pedagogy
None	0.9%	1.1%	1.4%	2.0%	1.4%	1.9%	0.0%	0.9%	0.8%	
Total(n)	110	5,631	12,366	50	3,189	6,621	60	2,442	5,745	
Mean	3.58	3.55	3.55	3.58	3.47	3.47	3.58	3.65	3.65	
Standard deviation	0.73	0.75	0.76	0.76	0.80	0.81	0.72	0.67	0.68	
Significance	-			-			-			
Effect size	-	0.04	0.04	-	0.14	0.14	-	-0.10	-0.10	
<b>Cooperative learning (small groups)</b>										
All	56.4%	43.8%	43.3%	48.0%	34.0%	34.0%	63.3%	56.9%	54.5%	
Most	19.1%	24.1%	23.1%	20.0%	25.8%	24.4%	18.3%	21.7%	21.6%	
Some	23.6%	25.3%	25.4%	30.0%	30.7%	29.8%	18.3%	18.1%	20.0%	Student-Centered Pedagogy
None	0.9%	6.8%	8.2%	2.0%	9.5%	11.7%	0.0%	3.3%	3.9%	
Total(n)	110	5,614	12,337	50	3,177	6,600	60	2,437	5,737	
Mean	3.31	3.05	3.01	3.14	2.84	2.81	3.45	3.32	3.27	
Standard deviation	0.86	0.98	1.01	0.93	1.00	1.03	0.79	0.88	0.91	
Significance	-	**	**	-	*	*	-			
Effect size	-	0.27	0.30	-	0.30	0.32	-	0.15	0.20	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Experiential learning/Field studies</b>										Student-Centered Pedagogy
All	14.5%	15.9%	14.3%	12.0%	12.0%	11.0%	16.7%	21.2%	18.5%	
Most	20.0%	17.3%	15.8%	20.0%	14.5%	14.1%	20.0%	20.9%	18.0%	
Some	30.0%	35.4%	34.7%	28.0%	38.0%	34.8%	31.7%	31.9%	34.6%	
None	35.5%	31.4%	35.1%	40.0%	35.5%	40.1%	31.7%	25.9%	29.0%	
Total(n)	110	5,620	12,341	50	3,180	6,605	60	2,440	5,736	
Mean	2.14	2.18	2.09	2.04	2.03	1.96	2.22	2.38	2.26	
Standard deviation	1.06	1.05	1.04	1.05	0.99	0.99	1.08	1.08	1.07	
Significance	-			-			-			
Effect size	-	-0.04	0.05	-	0.01	0.08	-	-0.15	-0.04	
<b>Teaching assistants</b>										
All	0.9%	1.8%	1.8%	2.0%	1.8%	1.8%	0.0%	1.9%	1.9%	
Most	0.9%	4.1%	3.8%	2.0%	4.5%	4.7%	0.0%	3.5%	2.7%	
Some	10.9%	19.0%	18.6%	14.0%	20.9%	19.9%	8.3%	16.6%	17.1%	
None	87.3%	75.0%	75.7%	82.0%	72.8%	73.7%	91.7%	78.0%	78.2%	
Total(n)	110	5,622	12,344	50	3,184	6,608	60	2,438	5,736	
Mean	1.15	1.33	1.32	1.24	1.35	1.35	1.08	1.29	1.28	
Standard deviation	0.45	0.64	0.63	0.59	0.65	0.65	0.28	0.62	0.61	
Significance	-	**	**	-			-	**	*	
Effect size	-	-0.28	-0.27	-	-0.17	-0.17	-	-0.34	-0.33	
<b>Recitals/Demonstrations</b>										
All	13.8%	8.7%	8.6%	12.0%	7.7%	7.9%	15.3%	10.1%	9.5%	
Most	7.3%	12.0%	11.5%	8.0%	10.5%	11.0%	6.8%	14.0%	12.1%	
Some	22.9%	27.1%	26.5%	24.0%	29.9%	27.9%	22.0%	23.3%	24.8%	
None	56.0%	52.2%	53.3%	56.0%	51.9%	53.2%	55.9%	52.6%	53.6%	
Total(n)	109	5,617	12,341	50	3,180	6,605	59	2,437	5,736	
Mean	1.79	1.77	1.75	1.76	1.74	1.74	1.81	1.82	1.78	
Standard deviation	1.07	0.97	0.97	1.04	0.93	0.94	1.11	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.02	0.02	-	-0.01	0.03	

Augustana College	Total			Men			Women			Construct	
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2		
<b>In how many of the courses that you teach do you use each of the following?</b>											
<u>Instructional Techniques/Methods</u>											
<b>Group projects</b>										Student-Centered Pedagogy	
All	17.3%	16.8%	16.0%	18.0%	11.3%	12.5%	16.7%	24.4%	20.4%		
Most	40.0%	21.6%	21.8%	36.0%	20.2%	20.1%	43.3%	23.6%	23.7%		
Some	35.5%	46.1%	44.7%	42.0%	50.7%	46.6%	30.0%	39.8%	42.3%		
None	7.3%	15.5%	17.6%	4.0%	17.9%	20.9%	10.0%	12.2%	13.5%		
Total(n)	110	5,624	12,350	50	3,183	6,607	60	2,441	5,743		
Mean	2.67	2.40	2.36	2.68	2.25	2.24	2.67	2.60	2.51		
Standard deviation	0.85	0.94	0.95	0.82	0.88	0.92	0.88	0.99	0.96		
Significance	-	**	***	-	***	***	-				
Effect size	-	0.29	0.33	-	0.49	0.48	-	0.07	0.17		
<b>Extensive lecturing</b>											
All	10.9%	11.0%	12.3%	18.0%	13.2%	15.5%	5.0%	8.0%	8.4%		
Most	27.3%	26.8%	26.5%	28.0%	33.0%	32.1%	26.7%	18.5%	19.6%		
Some	40.9%	38.2%	37.7%	34.0%	36.7%	34.8%	46.7%	40.2%	41.3%		
None	20.9%	23.9%	23.5%	20.0%	17.0%	17.5%	21.7%	33.3%	30.7%		
Total(n)	110	5,619	12,346	50	3,184	6,614	60	2,435	5,732		
Mean	2.28	2.25	2.28	2.44	2.43	2.46	2.15	2.01	2.06		
Standard deviation	0.92	0.94	0.96	1.01	0.92	0.95	0.82	0.92	0.91		
Significance	-			-			-				
Effect size	-	0.03	0.00	-	0.01	-0.02	-	0.15	0.10		
<b>Multiple drafts of written work</b>											
All	11.9%	10.3%	10.9%	10.0%	7.8%	8.4%	13.6%	13.8%	14.0%		
Most	27.5%	17.4%	18.1%	28.0%	14.1%	16.3%	27.1%	22.0%	20.3%		
Some	40.4%	49.3%	48.1%	44.0%	53.0%	50.5%	37.3%	44.3%	45.2%		
None	20.2%	22.9%	22.8%	18.0%	25.2%	24.8%	22.0%	19.9%	20.4%		
Total(n)	109	5,616	12,344	50	3,186	6,613	59	2,430	5,731		
Mean	2.31	2.15	2.17	2.30	2.04	2.08	2.32	2.30	2.28		
Standard deviation	0.93	0.89	0.90	0.89	0.84	0.86	0.97	0.94	0.94		
Significance	-			-	*		-				
Effect size	-	0.18	0.16	-	0.31	0.26	-	0.02	0.04		

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Student-selected topics for course content</b>										Student-Centered Pedagogy
All	6.4%	7.3%	7.5%	6.0%	5.9%	6.0%	6.7%	9.2%	9.3%	
Most	12.7%	15.1%	14.7%	8.0%	12.0%	12.7%	16.7%	19.3%	17.2%	
Some	55.5%	47.6%	47.0%	64.0%	49.5%	46.8%	48.3%	45.0%	47.1%	
None	25.5%	30.1%	30.8%	22.0%	32.7%	34.5%	28.3%	26.5%	26.3%	
Total(n)	110	5,620	12,349	50	3,185	6,615	60	2,435	5,734	
Mean	2.00	2.00	1.99	1.98	1.91	1.90	2.02	2.11	2.09	
Standard deviation	0.80	0.86	0.87	0.74	0.82	0.84	0.85	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.00	0.01	-	0.09	0.10	-	-0.10	-0.08	
<b>Reflective writing/journaling</b>										Student-Centered Pedagogy
All	11.8%	11.1%	9.8%	8.0%	7.2%	6.4%	15.0%	16.5%	14.0%	
Most	15.5%	15.6%	14.1%	12.0%	11.7%	11.6%	18.3%	20.9%	17.3%	
Some	45.5%	39.4%	38.9%	48.0%	41.3%	37.4%	43.3%	36.7%	40.8%	
None	27.3%	33.9%	37.1%	32.0%	39.8%	44.6%	23.3%	25.9%	27.9%	
Total(n)	110	5,621	12,346	50	3,185	6,613	60	2,436	5,733	
Mean	2.12	2.04	1.97	1.96	1.86	1.80	2.25	2.28	2.17	
Standard deviation	0.95	0.97	0.95	0.88	0.89	0.88	0.99	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.08	0.16	-	0.11	0.18	-	-0.03	0.08	
<b>Community service as part of coursework</b>										Civic Minded Practice
All	1.8%	3.6%	2.9%	2.0%	1.9%	1.7%	1.7%	5.8%	4.4%	
Most	5.5%	7.0%	5.5%	4.0%	4.8%	4.1%	6.7%	9.9%	7.1%	
Some	26.4%	27.4%	25.9%	24.0%	26.3%	23.2%	28.3%	28.9%	29.2%	
None	66.4%	62.0%	65.7%	70.0%	66.9%	71.0%	63.3%	55.4%	59.3%	
Total(n)	110	5,621	12,348	50	3,186	6,616	60	2,435	5,732	
Mean	1.43	1.52	1.46	1.38	1.42	1.37	1.47	1.66	1.57	
Standard deviation	0.68	0.78	0.73	0.67	0.68	0.65	0.70	0.88	0.81	
Significance	-			-			-			
Effect size	-	-0.12	-0.04	-	-0.06	0.02	-	-0.22	-0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>In how many of the courses that you teach do you use each of the following?</b>										
<u>Instructional Techniques/Methods</u>										
<b>Electronic quizzes with immediate feedback in class</b>										
All	0.9%	1.8%	1.7%	0.0%	1.3%	1.1%	1.7%	2.5%	2.5%	
Most	2.7%	5.9%	4.6%	4.0%	5.9%	4.3%	1.7%	5.8%	4.9%	
Some	5.5%	15.4%	13.5%	8.0%	14.8%	12.3%	3.3%	16.2%	15.0%	
None	90.9%	76.9%	80.2%	88.0%	78.0%	82.4%	93.3%	75.5%	77.6%	
Total(n)	110	5,622	12,339	50	3,185	6,611	60	2,437	5,728	
Mean	1.14	1.33	1.28	1.16	1.31	1.24	1.12	1.35	1.32	
Standard deviation	0.48	0.67	0.63	0.47	0.64	0.58	0.49	0.70	0.68	
Significance	-	**	*	-			-	*	*	
Effect size	-	-0.28	-0.22	-	-0.23	-0.14	-	-0.33	-0.29	
<b>Using real-life problems</b>										
All	27.3%	30.5%	31.4%	22.0%	27.9%	28.5%	31.7%	34.0%	34.9%	
Most	23.6%	28.9%	28.2%	24.0%	28.2%	28.8%	23.3%	29.8%	27.6%	
Some	41.8%	31.3%	30.4%	46.0%	33.8%	31.5%	38.3%	28.0%	29.1%	
None	7.3%	9.2%	10.0%	8.0%	10.1%	11.2%	6.7%	8.1%	8.5%	
Total(n)	110	5,628	12,354	50	3,186	6,616	60	2,442	5,738	
Mean	2.71	2.81	2.81	2.60	2.74	2.75	2.80	2.90	2.89	
Standard deviation	0.95	0.98	0.99	0.93	0.98	0.99	0.97	0.97	0.98	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.14	-0.15	-	-0.10	-0.09	
<b>Using student inquiry to drive learning</b>										
All	18.2%	21.3%	21.2%	14.0%	19.5%	19.9%	21.7%	23.6%	22.9%	
Most	24.5%	26.6%	28.1%	28.0%	24.8%	26.0%	21.7%	29.1%	30.7%	
Some	47.3%	40.5%	40.4%	48.0%	42.4%	42.2%	46.7%	37.9%	38.2%	
None	10.0%	11.6%	10.2%	10.0%	13.2%	11.9%	10.0%	9.3%	8.1%	
Total(n)	110	5,622	12,339	50	3,186	6,613	60	2,436	5,726	
Mean	2.51	2.58	2.60	2.46	2.51	2.54	2.55	2.67	2.68	
Standard deviation	0.91	0.95	0.93	0.86	0.95	0.94	0.95	0.94	0.91	
Significance	-			-			-			
Effect size	-	-0.07	-0.10	-	-0.05	-0.09	-	-0.13	-0.14	Student-Centered Pedagogy

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Becoming an authority in my field</b>										
Essential	13.6%	25.5%	25.4%	14.0%	26.6%	26.4%	13.3%	23.9%	24.1%	
Very important	28.2%	35.9%	36.1%	26.0%	34.2%	34.6%	30.0%	38.2%	38.0%	
Somewhat important	35.5%	29.4%	28.9%	40.0%	29.8%	29.0%	31.7%	28.8%	28.9%	
Not important	22.7%	9.2%	9.6%	20.0%	9.3%	10.0%	25.0%	9.0%	9.0%	
Total(n)	110	5,636	12,376	50	3,190	6,622	60	2,446	5,754	
Mean	2.33	2.78	2.77	2.34	2.78	2.77	2.32	2.77	2.77	
Standard deviation	0.98	0.93	0.94	0.96	0.94	0.95	1.00	0.91	0.92	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	-0.48	-0.47	-	-0.47	-0.45	-	-0.49	-0.49	
<b>Influencing the political structure</b>										
Essential	1.8%	4.8%	4.8%	4.0%	4.8%	4.4%	0.0%	4.9%	5.4%	
Very important	10.9%	17.9%	17.9%	8.0%	16.0%	16.2%	13.3%	20.4%	19.9%	
Somewhat important	48.2%	43.1%	43.2%	54.0%	43.4%	42.2%	43.3%	42.7%	44.3%	
Not important	39.1%	34.2%	34.1%	34.0%	35.8%	37.2%	43.3%	31.9%	30.4%	
Total(n)	110	5,627	12,356	50	3,183	6,608	60	2,444	5,748	
Mean	1.75	1.93	1.93	1.82	1.90	1.88	1.70	1.98	2.00	
Standard deviation	0.72	0.84	0.84	0.75	0.84	0.83	0.70	0.85	0.85	
Significance	-	*	*	-	-	-	-	*	**	
Effect size	-	-0.21	-0.21	-	-0.10	-0.07	-	-0.33	-0.35	
<b>Influencing social values</b>										
Essential	14.5%	17.3%	16.3%	12.0%	15.4%	14.8%	16.7%	20.0%	18.3%	
Very important	36.4%	42.0%	39.0%	36.0%	40.1%	36.2%	36.7%	44.7%	42.5%	Civic
Somewhat important	40.9%	31.6%	33.5%	44.0%	34.1%	35.3%	38.3%	28.3%	31.4%	Minded
Not important	8.2%	9.0%	11.1%	8.0%	10.5%	13.7%	8.3%	7.0%	7.8%	Values
Total(n)	110	5,630	12,358	50	3,186	6,613	60	2,444	5,745	
Mean	2.57	2.68	2.61	2.52	2.60	2.52	2.62	2.78	2.71	Social
Standard deviation	0.84	0.86	0.89	0.81	0.87	0.91	0.87	0.84	0.85	Agency
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.13	-0.04	-	-0.09	0.00	-	-0.19	-0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Raising a family</b>										
Essential	50.9%	55.4%	51.0%	54.0%	59.4%	53.4%	48.3%	49.9%	48.1%	
Very important	21.8%	21.8%	22.5%	20.0%	22.8%	23.8%	23.3%	20.5%	20.9%	
Somewhat important	9.1%	8.5%	9.2%	10.0%	7.9%	8.2%	8.3%	9.4%	10.4%	
Not important	18.2%	14.2%	17.2%	16.0%	9.8%	14.5%	20.0%	20.2%	20.6%	
Total(n)	110	5,627	12,349	50	3,186	6,612	60	2,441	5,737	
Mean	3.05	3.18	3.07	3.12	3.32	3.16	3.00	3.00	2.97	
Standard deviation	1.16	1.08	1.13	1.14	0.98	1.08	1.18	1.18	1.19	
Significance	-			-			-			
Effect size	-	-0.12	-0.02	-	-0.20	-0.04	-	0.00	0.03	
<b>Becoming very well off financially</b>										
Essential	2.7%	3.3%	3.6%	6.0%	3.3%	3.8%	0.0%	3.3%	3.4%	
Very important	15.5%	17.3%	19.5%	16.0%	16.5%	20.0%	15.0%	18.4%	18.8%	
Somewhat important	49.1%	53.0%	53.7%	46.0%	55.6%	55.0%	51.7%	49.5%	52.1%	
Not important	32.7%	26.4%	23.2%	32.0%	24.6%	21.1%	33.3%	28.8%	25.7%	
Total(n)	110	5,634	12,369	50	3,188	6,619	60	2,446	5,750	
Mean	1.88	1.97	2.04	1.96	1.98	2.07	1.82	1.96	2.00	
Standard deviation	0.76	0.75	0.76	0.86	0.74	0.75	0.68	0.78	0.76	
Significance	-		*	-			-			
Effect size	-	-0.12	-0.21	-	-0.03	-0.15	-	-0.18	-0.24	
<b>Helping others who are in difficulty</b>										
Essential	29.1%	29.9%	29.3%	30.0%	28.0%	27.3%	28.3%	32.4%	31.8%	
Very important	49.1%	49.4%	47.3%	46.0%	48.6%	45.6%	51.7%	50.4%	49.4%	
Somewhat important	21.8%	19.9%	21.8%	24.0%	22.3%	25.0%	20.0%	16.6%	17.8%	
Not important	0.0%	0.9%	1.6%	0.0%	1.1%	2.1%	0.0%	0.6%	0.9%	
Total(n)	110	5,629	12,364	50	3,186	6,617	60	2,443	5,747	
Mean	3.07	3.08	3.04	3.06	3.04	2.98	3.08	3.15	3.12	
Standard deviation	0.71	0.73	0.76	0.74	0.74	0.78	0.70	0.70	0.72	
Significance	-			-			-			
Effect size	-	-0.01	0.04	-	0.03	0.10	-	-0.10	-0.06	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Adopting 'green' practices to protect the environment</b>										
Essential	23.6%	16.2%	17.8%	24.0%	13.7%	14.7%	23.3%	19.6%	21.5%	
Very important	46.4%	37.0%	39.1%	40.0%	34.4%	36.7%	51.7%	40.3%	42.1%	
Somewhat important	29.1%	39.6%	37.0%	34.0%	42.0%	40.4%	25.0%	36.3%	32.8%	
Not important	0.9%	7.3%	6.2%	2.0%	9.9%	8.2%	0.0%	3.8%	3.7%	
Total(n)	110	5,635	12,372	50	3,189	6,621	60	2,446	5,751	
Mean	2.93	2.62	2.68	2.86	2.52	2.58	2.98	2.76	2.81	
Standard deviation	0.75	0.84	0.83	0.81	0.85	0.84	0.70	0.81	0.81	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	0.37	0.30	-	0.40	0.33	-	0.27	0.21	
<b>Developing a meaningful philosophy of life</b>										
Essential	55.5%	59.3%	55.7%	50.0%	58.4%	53.8%	60.0%	60.5%	57.9%	
Very important	33.6%	29.9%	30.7%	34.0%	29.1%	30.7%	33.3%	31.1%	30.8%	
Somewhat important	10.0%	8.7%	11.0%	14.0%	10.0%	12.3%	6.7%	7.1%	9.4%	
Not important	0.9%	2.1%	2.6%	2.0%	2.6%	3.2%	0.0%	1.4%	1.9%	
Total(n)	110	5,630	12,360	50	3,186	6,613	60	2,444	5,747	
Mean	3.44	3.46	3.39	3.32	3.43	3.35	3.53	3.51	3.45	
Standard deviation	0.71	0.74	0.79	0.79	0.77	0.82	0.62	0.69	0.74	
Significance	-			-			-			
Effect size	-	-0.03	0.06	-	-0.14	-0.04	-	0.03	0.11	
<b>Helping to promote racial understanding</b>										
Essential	33.6%	36.8%	36.8%	28.0%	30.3%	30.3%	38.3%	45.6%	44.8%	
Very important	43.6%	39.4%	38.6%	50.0%	40.9%	39.1%	38.3%	37.4%	38.0%	
Somewhat important	20.9%	20.7%	20.9%	20.0%	24.7%	25.6%	21.7%	15.3%	15.2%	
Not important	1.8%	3.1%	3.6%	2.0%	4.1%	5.0%	1.7%	1.7%	2.0%	
Total(n)	110	5,634	12,370	50	3,187	6,617	60	2,447	5,753	
Mean	3.09	3.10	3.09	3.04	2.97	2.95	3.13	3.27	3.26	
Standard deviation	0.78	0.83	0.85	0.75	0.85	0.87	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	0.08	0.10	-	-0.18	-0.17	Social Agency

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Integrating spirituality into my life</b>										
Essential	29.1%	52.5%	39.2%	26.0%	52.2%	37.6%	31.7%	52.8%	41.2%	
Very important	22.7%	19.7%	20.4%	18.0%	19.0%	19.9%	26.7%	20.6%	20.9%	
Somewhat important	29.1%	14.8%	20.6%	30.0%	15.2%	20.2%	28.3%	14.3%	21.2%	
Not important	19.1%	13.0%	19.8%	26.0%	13.6%	22.4%	13.3%	12.2%	16.7%	
Total(n)	110	5,629	12,353	50	3,185	6,609	60	2,444	5,744	
Mean	2.62	3.12	2.79	2.44	3.10	2.73	2.77	3.14	2.87	
Standard deviation	1.10	1.09	1.16	1.15	1.10	1.18	1.05	1.07	1.13	
Significance	-	***		-	***		-	**		
Effect size	-	-0.46	-0.15	-	-0.60	-0.25	-	-0.35	-0.09	
<b>Making a theoretical contribution to science</b>										
Essential	6.4%	5.6%	7.0%	6.0%	5.3%	6.9%	6.7%	6.0%	7.0%	
Very important	8.2%	18.8%	20.4%	6.0%	19.8%	21.0%	10.0%	17.6%	19.5%	
Somewhat important	23.6%	32.5%	31.1%	26.0%	33.3%	31.7%	21.7%	31.4%	30.4%	
Not important	61.8%	43.1%	41.6%	62.0%	41.6%	40.4%	61.7%	45.0%	43.0%	
Total(n)	110	5,627	12,348	50	3,184	6,611	60	2,443	5,737	
Mean	1.59	1.87	1.93	1.56	1.89	1.94	1.62	1.85	1.91	
Standard deviation	0.89	0.91	0.94	0.86	0.90	0.94	0.92	0.92	0.95	
Significance	-	**	***	-	*	**	-		*	
Effect size	-	-0.31	-0.36	-	-0.37	-0.40	-	-0.25	-0.31	
<b>Participating in a community action program</b>										
Essential	10.0%	9.5%	8.5%	4.0%	7.7%	6.4%	15.0%	12.0%	11.0%	Social Agency
Very important	20.9%	25.0%	23.7%	22.0%	22.7%	21.4%	20.0%	28.0%	26.5%	
Somewhat important	48.2%	43.4%	44.3%	48.0%	44.3%	44.5%	48.3%	42.3%	44.1%	
Not important	20.9%	22.1%	23.5%	26.0%	25.4%	27.7%	16.7%	17.7%	18.4%	
Total(n)	110	5,628	12,353	50	3,181	6,609	60	2,447	5,744	
Mean	2.20	2.22	2.17	2.04	2.13	2.07	2.33	2.34	2.30	
Standard deviation	0.89	0.90	0.88	0.81	0.88	0.86	0.93	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.02	0.03	-	-0.10	-0.03	-	-0.01	0.03	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you personally of each of the following:</b>										
<b>Keeping up to date with political affairs</b>										Social Agency
Essential	16.4%	19.2%	20.5%	24.0%	21.7%	22.4%	10.0%	15.8%	18.1%	
Very important	34.5%	38.6%	39.6%	34.0%	39.1%	39.7%	35.0%	38.0%	39.4%	
Somewhat important	41.8%	35.2%	32.8%	38.0%	32.4%	30.6%	45.0%	39.1%	35.4%	
Not important	7.3%	7.0%	7.2%	4.0%	6.9%	7.2%	10.0%	7.2%	7.1%	
Total(n)	110	5,634	12,370	50	3,188	6,620	60	2,446	5,750	
Mean	2.60	2.70	2.73	2.78	2.76	2.77	2.45	2.62	2.69	
Standard deviation	0.85	0.86	0.87	0.86	0.87	0.88	0.81	0.83	0.85	
Significance	-			-			-		*	
Effect size	-	-0.12	-0.15	-	0.02	0.01	-	-0.20	-0.28	
<b>Becoming a community leader</b>										Social Agency
Essential	5.5%	4.9%	4.9%	4.0%	4.4%	4.3%	6.7%	5.6%	5.7%	
Very important	15.5%	21.1%	18.8%	18.0%	20.0%	18.8%	13.3%	22.5%	18.9%	
Somewhat important	44.5%	41.9%	41.8%	48.0%	43.0%	41.7%	41.7%	40.3%	42.0%	
Not important	34.5%	32.1%	34.4%	30.0%	32.6%	35.3%	38.3%	31.5%	33.3%	
Total(n)	110	5,630	12,353	50	3,184	6,612	60	2,446	5,741	
Mean	1.92	1.99	1.94	1.96	1.96	1.92	1.88	2.02	1.97	
Standard deviation	0.85	0.85	0.85	0.81	0.84	0.84	0.88	0.87	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.02	-	0.00	0.05	-	-0.16	-0.10	
<b>Mentoring the next generation of scholars</b>										
Essential	24.5%	35.8%	35.8%	14.0%	31.8%	31.3%	33.3%	41.1%	41.3%	
Very important	40.9%	41.0%	40.0%	50.0%	42.5%	40.8%	33.3%	39.0%	39.1%	
Somewhat important	26.4%	20.4%	21.0%	32.0%	22.7%	24.3%	21.7%	17.3%	17.0%	
Not important	8.2%	2.8%	3.2%	4.0%	3.0%	3.6%	11.7%	2.6%	2.6%	
Total(n)	110	5,633	12,370	50	3,188	6,621	60	2,445	5,749	
Mean	2.82	3.10	3.08	2.74	3.03	3.00	2.88	3.19	3.19	
Standard deviation	0.90	0.82	0.83	0.75	0.81	0.84	1.01	0.81	0.81	
Significance	-	***	**	-	*	*	-	**	**	
Effect size	-	-0.34	-0.31	-	-0.36	-0.31	-	-0.38	-0.38	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop ability to think critically</b>										
Essential	88.2%	89.4%	89.9%	88.0%	86.9%	87.5%	88.3%	92.9%	92.8%	
Very important	10.9%	9.9%	9.5%	10.0%	12.1%	11.6%	11.7%	6.9%	6.9%	
Somewhat important	0.9%	0.5%	0.4%	2.0%	0.8%	0.6%	0.0%	0.1%	0.2%	
Not important	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.1%	0.1%	
Total(n)	110	5,579	12,267	50	3,170	6,585	60	2,409	5,682	
Mean	3.87	3.88	3.89	3.86	3.86	3.86	3.88	3.92	3.92	
Standard deviation	0.36	0.35	0.35	0.40	0.39	0.39	0.32	0.28	0.28	
Significance	-			-			-			
Effect size	-	-0.03	-0.06	-	0.00	0.00	-	-0.14	-0.14	
<b>Prepare students for employment after college</b>										
Essential	26.4%	39.2%	38.6%	18.0%	37.0%	34.8%	33.3%	42.3%	43.3%	
Very important	49.1%	44.4%	42.8%	56.0%	44.9%	44.2%	43.3%	43.6%	41.1%	
Somewhat important	24.5%	15.4%	17.0%	26.0%	16.7%	18.9%	23.3%	13.6%	14.7%	
Not important	0.0%	1.0%	1.5%	0.0%	1.4%	2.1%	0.0%	0.5%	0.9%	
Total(n)	110	5,573	12,254	50	3,167	6,577	60	2,406	5,677	
Mean	3.02	3.22	3.19	2.92	3.17	3.12	3.10	3.28	3.27	
Standard deviation	0.72	0.73	0.76	0.67	0.75	0.78	0.75	0.71	0.74	
Significance	-	**	*	-	*		-			
Effect size	-	-0.27	-0.22	-	-0.33	-0.26	-	-0.25	-0.23	
<b>Prepare students for graduate or advanced education</b>										
Essential	27.3%	30.3%	29.9%	16.0%	26.3%	26.4%	36.7%	35.8%	34.1%	
Very important	53.6%	49.5%	49.1%	56.0%	51.6%	51.2%	51.7%	46.5%	46.6%	
Somewhat important	19.1%	19.3%	20.0%	28.0%	21.0%	21.3%	11.7%	16.9%	18.4%	
Not important	0.0%	0.9%	1.0%	0.0%	1.0%	1.1%	0.0%	0.7%	0.8%	
Total(n)	110	5,577	12,264	50	3,170	6,585	60	2,407	5,679	
Mean	3.08	3.09	3.08	2.88	3.03	3.03	3.25	3.17	3.14	
Standard deviation	0.68	0.72	0.73	0.66	0.72	0.72	0.65	0.73	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.00	-	-0.21	-0.21	-	0.11	0.15	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Develop moral character</b>										Undergrad Education Goal: Personal Development
Essential	39.1%	50.3%	42.4%	26.0%	48.4%	39.4%	50.0%	52.9%	46.1%	
Very important	47.3%	33.1%	36.9%	56.0%	32.8%	37.5%	40.0%	33.6%	36.2%	
Somewhat important	13.6%	14.9%	17.9%	18.0%	16.5%	19.3%	10.0%	12.6%	16.1%	
Not important	0.0%	1.7%	2.8%	0.0%	2.3%	3.8%	0.0%	0.8%	1.6%	
Total(n)	110	5,575	12,257	50	3,169	6,584	60	2,406	5,673	
Mean	3.25	3.32	3.19	3.08	3.27	3.12	3.40	3.39	3.27	
Standard deviation	0.68	0.78	0.82	0.67	0.82	0.85	0.67	0.73	0.78	
Significance	-			-			-			
Effect size	-	-0.09	0.07	-	-0.23	-0.05	-	0.01	0.17	
<b>Provide for students' emotional development</b>										Undergrad Education Goal: Personal Development
Essential	22.7%	25.3%	23.2%	14.0%	22.5%	19.0%	30.0%	29.1%	28.2%	
Very important	37.3%	40.1%	38.3%	38.0%	38.9%	37.5%	36.7%	41.7%	39.3%	
Somewhat important	34.5%	30.6%	33.1%	42.0%	33.5%	36.8%	28.3%	26.6%	28.6%	
Not important	5.5%	4.1%	5.4%	6.0%	5.2%	6.6%	5.0%	2.6%	3.8%	
Total(n)	110	5,574	12,252	50	3,166	6,578	60	2,408	5,674	
Mean	2.77	2.87	2.79	2.60	2.79	2.69	2.92	2.97	2.92	
Standard deviation	0.86	0.84	0.86	0.81	0.85	0.85	0.89	0.81	0.85	
Significance	-			-			-			
Effect size	-	-0.12	-0.02	-	-0.22	-0.11	-	-0.06	0.00	
<b>Teach students the classic works of Western civilization</b>										
Essential	16.4%	10.0%	10.5%	14.0%	10.8%	11.7%	18.3%	8.9%	9.0%	
Very important	18.2%	25.9%	22.5%	14.0%	28.2%	24.1%	21.7%	22.9%	20.5%	
Somewhat important	44.5%	43.6%	43.7%	54.0%	41.3%	41.8%	36.7%	46.7%	45.9%	
Not important	20.9%	20.5%	23.3%	18.0%	19.8%	22.3%	23.3%	21.5%	24.6%	
Total(n)	110	5,572	12,245	50	3,167	6,574	60	2,405	5,671	
Mean	2.30	2.25	2.20	2.24	2.30	2.25	2.35	2.19	2.14	
Standard deviation	0.98	0.89	0.92	0.92	0.91	0.93	1.04	0.87	0.89	
Significance	-			-			-			
Effect size	-	0.06	0.11	-	-0.07	-0.01	-	0.18	0.24	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Help students develop personal values</b>										Undergrad Education Goal: Personal Development
Essential	37.6%	42.4%	36.3%	30.6%	40.6%	32.7%	43.3%	44.8%	40.6%	
Very important	44.0%	39.0%	40.1%	51.0%	38.9%	40.8%	38.3%	39.1%	39.3%	
Somewhat important	15.6%	16.1%	20.6%	14.3%	17.3%	22.9%	16.7%	14.4%	17.8%	
Not important	2.8%	2.6%	3.0%	4.1%	3.2%	3.6%	1.7%	1.7%	2.3%	
Total(n)	109	5,575	12,257	49	3,167	6,578	60	2,408	5,679	
Mean	3.17	3.21	3.10	3.08	3.17	3.03	3.23	3.27	3.18	
Standard deviation	0.79	0.80	0.83	0.79	0.82	0.84	0.79	0.77	0.80	
Significance	-			-			-			
Effect size	-	-0.05	0.08	-	-0.11	0.06	-	-0.05	0.06	
<b>Enhance students' self-understanding</b>										Undergrad Education Goal: Personal Development
Essential	40.9%	43.4%	40.4%	36.0%	39.4%	35.7%	45.0%	48.8%	46.1%	
Very important	37.3%	38.6%	39.9%	40.0%	39.9%	42.2%	35.0%	36.9%	37.1%	
Somewhat important	20.9%	15.9%	17.3%	24.0%	18.1%	19.1%	18.3%	12.9%	15.1%	
Not important	0.9%	2.1%	2.4%	0.0%	2.6%	3.0%	1.7%	1.4%	1.8%	
Total(n)	110	5,573	12,256	50	3,165	6,575	60	2,408	5,681	
Mean	3.18	3.23	3.18	3.12	3.16	3.11	3.23	3.33	3.27	
Standard deviation	0.79	0.79	0.80	0.77	0.81	0.81	0.81	0.75	0.78	
Significance	-			-			-			
Effect size	-	-0.06	0.00	-	-0.05	0.01	-	-0.13	-0.05	
<b>Instill in students a commitment to community service</b>										Civic Minded Values
Essential	22.7%	23.5%	20.5%	22.0%	20.4%	16.9%	23.3%	27.6%	24.8%	
Very important	32.7%	38.9%	35.6%	26.0%	36.1%	33.0%	38.3%	42.6%	38.8%	
Somewhat important	40.9%	30.9%	34.9%	48.0%	34.8%	38.3%	35.0%	25.6%	30.7%	
Not important	3.6%	6.8%	9.0%	4.0%	8.6%	11.7%	3.3%	4.2%	5.7%	
Total(n)	110	5,578	12,259	50	3,171	6,582	60	2,407	5,677	
Mean	2.75	2.79	2.68	2.66	2.68	2.55	2.82	2.94	2.83	
Standard deviation	0.85	0.88	0.90	0.87	0.89	0.91	0.83	0.83	0.87	
Significance	-			-			-			
Effect size	-	-0.05	0.08	-	-0.02	0.12	-	-0.14	-0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Enhance students' knowledge of and appreciation for other racial/ethnic groups</b>										
Essential	45.5%	42.2%	41.4%	36.0%	34.5%	33.4%	53.3%	52.8%	51.2%	
Very important	37.3%	36.6%	36.0%	44.0%	38.3%	37.2%	31.7%	34.3%	34.5%	
Somewhat important	16.4%	18.3%	19.0%	20.0%	22.8%	24.0%	13.3%	12.2%	12.8%	
Not important	0.9%	2.9%	3.7%	0.0%	4.4%	5.4%	1.7%	0.8%	1.5%	
Total(n)	110	5,573	12,255	50	3,167	6,578	60	2,406	5,677	
Mean	3.27	3.18	3.15	3.16	3.03	2.99	3.37	3.39	3.35	
Standard deviation	0.77	0.83	0.85	0.74	0.87	0.89	0.78	0.73	0.76	
Significance	-			-			-			
Effect size	-	0.11	0.14	-	0.15	0.19	-	-0.03	0.03	
<b>Help master knowledge in a discipline</b>										
Essential	43.6%	55.5%	55.7%	34.0%	52.6%	51.9%	51.7%	59.5%	60.3%	
Very important	42.7%	39.2%	38.4%	46.0%	41.8%	41.4%	40.0%	35.8%	34.7%	
Somewhat important	13.6%	4.7%	5.5%	20.0%	5.0%	6.2%	8.3%	4.4%	4.7%	
Not important	0.0%	0.5%	0.4%	0.0%	0.7%	0.6%	0.0%	0.3%	0.2%	
Total(n)	110	5,578	12,265	50	3,170	6,584	60	2,408	5,681	
Mean	3.30	3.50	3.49	3.14	3.46	3.45	3.43	3.54	3.55	
Standard deviation	0.70	0.61	0.62	0.73	0.62	0.64	0.65	0.60	0.60	
Significance	-	***	**	-	***	***	-			
Effect size	-	-0.33	-0.31	-	-0.52	-0.48	-	-0.18	-0.20	
<b>Develop creative capacities</b>										
Essential	33.9%	36.4%	37.4%	26.0%	35.9%	35.6%	40.7%	37.2%	39.6%	
Very important	40.4%	42.6%	42.4%	46.0%	42.6%	43.4%	35.6%	42.5%	41.1%	
Somewhat important	24.8%	19.0%	18.3%	26.0%	20.1%	19.3%	23.7%	17.6%	17.1%	
Not important	0.9%	1.9%	1.9%	2.0%	1.4%	1.8%	0.0%	2.6%	2.2%	
Total(n)	109	5,571	12,253	50	3,168	6,578	59	2,403	5,675	
Mean	3.07	3.14	3.15	2.96	3.13	3.13	3.17	3.14	3.18	
Standard deviation	0.79	0.78	0.78	0.78	0.77	0.78	0.79	0.80	0.79	
Significance	-			-			-			
Effect size	-	-0.09	-0.10	-	-0.22	-0.22	-	0.04	-0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Instill a basic appreciation of the liberal arts</b>										
Essential	41.8%	35.0%	37.3%	34.0%	33.9%	36.3%	48.3%	36.4%	38.5%	
Very important	42.7%	44.6%	40.9%	50.0%	44.3%	40.6%	36.7%	44.9%	41.2%	
Somewhat important	11.8%	18.1%	19.0%	14.0%	19.0%	19.8%	10.0%	16.9%	17.9%	
Not important	3.6%	2.3%	2.9%	2.0%	2.7%	3.3%	5.0%	1.8%	2.4%	
Total(n)	110	5,577	12,260	50	3,170	6,583	60	2,407	5,677	
Mean	3.23	3.12	3.13	3.16	3.09	3.10	3.28	3.16	3.16	
Standard deviation	0.80	0.78	0.81	0.74	0.79	0.83	0.85	0.76	0.80	
Significance	-			-			-			
Effect size	-	0.14	0.12	-	0.09	0.07	-	0.16	0.15	
<b>Promote ability to write effectively</b>										
Essential	60.0%	61.8%	63.3%	60.0%	54.3%	56.9%	60.0%	72.1%	71.1%	
Very important	33.6%	32.8%	31.2%	34.0%	38.6%	35.7%	33.3%	24.9%	25.7%	
Somewhat important	6.4%	4.9%	5.0%	6.0%	6.4%	6.7%	6.7%	2.8%	2.9%	
Not important	0.0%	0.5%	0.5%	0.0%	0.7%	0.6%	0.0%	0.3%	0.3%	
Total(n)	110	5,571	12,256	50	3,166	6,580	60	2,405	5,676	
Mean	3.54	3.56	3.57	3.54	3.46	3.49	3.53	3.69	3.68	
Standard deviation	0.62	0.61	0.61	0.61	0.65	0.65	0.62	0.53	0.54	
Significance	-			-			-	*	*	
Effect size	-	-0.03	-0.05	-	0.12	0.08	-	-0.30	-0.28	
<b>Help students evaluate the quality and reliability of information</b>										
Essential	62.7%	62.2%	63.1%	62.0%	55.9%	57.0%	63.3%	70.8%	70.5%	
Very important	32.7%	33.6%	32.6%	30.0%	38.8%	37.3%	35.0%	26.7%	26.8%	
Somewhat important	4.5%	3.8%	4.0%	8.0%	4.9%	5.3%	1.7%	2.3%	2.4%	
Not important	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.3%	
Total(n)	110	5,577	12,266	50	3,169	6,584	60	2,408	5,682	
Mean	3.58	3.58	3.58	3.54	3.50	3.51	3.62	3.68	3.68	
Standard deviation	0.58	0.58	0.59	0.65	0.61	0.62	0.52	0.52	0.53	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.07	0.05	-	-0.12	-0.11	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate the importance to you of each of the following education goals for undergraduate students:</b>										
<b>Engage students in civil discourse around controversial issues</b>										
Essential	35.5%	34.1%	34.3%	32.0%	30.8%	30.4%	38.3%	38.6%	39.1%	
Very important	41.8%	40.2%	39.2%	48.0%	41.5%	39.8%	36.7%	38.5%	38.5%	
Somewhat important	19.1%	21.4%	20.8%	18.0%	23.0%	23.0%	20.0%	19.2%	17.9%	
Not important	3.6%	4.3%	5.7%	2.0%	4.7%	6.7%	5.0%	3.7%	4.5%	
Total(n)	110	5,576	12,255	50	3,168	6,578	60	2,408	5,677	
Mean	3.09	3.04	3.02	3.10	2.98	2.94	3.08	3.12	3.12	
Standard deviation	0.83	0.85	0.88	0.76	0.85	0.89	0.89	0.84	0.86	
Significance	-			-			-			
Effect size	-	0.06	0.08	-	0.14	0.18	-	-0.05	-0.05	
<b>Teach students tolerance and respect for different beliefs</b>										
Essential	55.5%	48.5%	50.1%	44.0%	41.0%	41.4%	65.0%	58.6%	60.7%	
Very important	27.3%	38.1%	35.6%	34.0%	41.1%	39.3%	21.7%	34.1%	31.1%	
Somewhat important	16.4%	11.8%	12.3%	22.0%	15.4%	16.2%	11.7%	6.8%	7.5%	
Not important	0.9%	1.6%	2.0%	0.0%	2.5%	3.1%	1.7%	0.5%	0.7%	
Total(n)	110	5,576	12,262	50	3,168	6,581	60	2,408	5,681	
Mean	3.37	3.33	3.34	3.22	3.21	3.19	3.50	3.51	3.52	
Standard deviation	0.79	0.75	0.77	0.79	0.79	0.82	0.77	0.64	0.66	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.01	0.04	-	-0.02	-0.03	
<b>Encourage students to become agents of social change</b>										
Essential	28.2%	27.1%	27.3%	20.0%	21.2%	20.3%	35.0%	35.1%	36.0%	
Very important	40.9%	36.7%	34.6%	42.0%	34.9%	33.3%	40.0%	39.2%	36.1%	
Somewhat important	26.4%	28.7%	29.1%	34.0%	34.0%	34.3%	20.0%	21.5%	22.7%	
Not important	4.5%	7.5%	9.0%	4.0%	9.9%	12.1%	5.0%	4.2%	5.2%	
Total(n)	110	5,572	12,252	50	3,166	6,576	60	2,406	5,676	
Mean	2.93	2.83	2.80	2.78	2.67	2.62	3.05	3.05	3.03	
Standard deviation	0.85	0.91	0.94	0.82	0.92	0.94	0.87	0.86	0.89	
Significance	-			-			-			
Effect size	-	0.11	0.14	-	0.12	0.17	-	0.00	0.02	Civic Minded Values

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Scheduled teaching (give actual, not credit hours)</b>										
None	2.7%	0.3%	0.3%	2.0%	0.2%	0.3%	3.3%	0.3%	0.2%	
1-4	10.0%	8.8%	10.3%	8.0%	7.5%	9.8%	11.7%	10.7%	10.9%	
5-8	26.4%	23.2%	28.6%	30.0%	22.2%	27.8%	23.3%	24.5%	29.5%	
9-12	40.0%	41.0%	39.0%	42.0%	43.3%	39.7%	38.3%	37.9%	38.0%	
13-16	13.6%	18.4%	14.6%	10.0%	17.4%	14.5%	16.7%	19.6%	14.9%	
17-20	3.6%	6.1%	4.8%	2.0%	6.6%	5.0%	5.0%	5.3%	4.5%	
21-34	3.6%	1.8%	2.0%	6.0%	2.1%	2.2%	1.7%	1.5%	1.8%	
35-44	0.0%	0.2%	0.3%	0.0%	0.3%	0.5%	0.0%	0.1%	0.2%	
45+	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.1%	0.1%	
Total(n)	110	5,630	12,363	50	3,186	6,615	60	2,444	5,748	
Mean	3.77	3.97	3.82	3.80	4.02	3.86	3.75	3.89	3.78	
Standard deviation	1.22	1.14	1.14	1.23	1.14	1.16	1.22	1.13	1.11	
Significance	-			-			-			
Effect size	-	-0.18	-0.04	-	-0.19	-0.05	-	-0.12	-0.03	
<b>Preparing for teaching (including reading student papers and grading)</b>										
None	1.8%	0.1%	0.2%	2.0%	0.1%	0.3%	1.7%	0.1%	0.1%	
1-4	6.4%	8.9%	9.1%	8.0%	9.9%	10.1%	5.0%	7.6%	7.9%	
5-8	18.2%	20.3%	21.9%	24.0%	22.4%	23.3%	13.3%	17.5%	20.1%	
9-12	23.6%	23.2%	22.6%	16.0%	24.9%	24.3%	30.0%	21.0%	20.6%	
13-16	20.0%	16.9%	16.9%	20.0%	16.8%	16.8%	20.0%	17.0%	16.9%	
17-20	19.1%	15.7%	15.1%	20.0%	13.1%	12.8%	18.3%	19.1%	17.9%	
21-34	10.0%	10.7%	10.1%	8.0%	9.6%	9.3%	11.7%	12.3%	11.1%	
35-44	0.0%	3.5%	3.1%	0.0%	2.5%	2.4%	0.0%	4.9%	4.1%	
45+	0.9%	0.6%	0.9%	2.0%	0.7%	0.7%	0.0%	0.5%	1.3%	
Total(n)	110	5,618	12,340	50	3,179	6,602	60	2,439	5,738	
Mean	4.56	4.59	4.54	4.48	4.43	4.39	4.63	4.81	4.72	
Standard deviation	1.55	1.64	1.65	1.67	1.61	1.61	1.45	1.67	1.69	
Significance	-			-			-			
Effect size	-	-0.02	0.01	-	0.03	0.06	-	-0.11	-0.05	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Advising and counseling of students</b>										
None	1.8%	2.4%	2.7%	0.0%	2.1%	2.8%	3.3%	2.8%	2.5%	
1-4	61.8%	54.1%	54.5%	72.0%	57.0%	57.5%	53.3%	50.2%	50.7%	
5-8	24.5%	29.8%	30.6%	22.0%	29.2%	29.0%	26.7%	30.5%	32.5%	
9-12	9.1%	8.4%	7.9%	6.0%	8.3%	7.5%	11.7%	8.6%	8.4%	
13-16	1.8%	3.7%	2.7%	0.0%	2.1%	1.6%	3.3%	5.9%	4.1%	
17-20	0.9%	1.0%	0.9%	0.0%	0.7%	0.7%	1.7%	1.4%	1.1%	
21-34	0.0%	0.5%	0.7%	0.0%	0.6%	0.9%	0.0%	0.4%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
Total(n)	110	5,625	12,357	50	3,181	6,609	60	2,444	5,748	
Mean	2.50	2.63	2.60	2.34	2.56	2.53	2.63	2.72	2.67	
Standard deviation	0.83	0.97	0.95	0.59	0.91	0.91	0.97	1.05	0.99	
Significance	-			-			-			
Effect size	-	-0.13	-0.11	-	-0.24	-0.21	-	-0.09	-0.04	
<b>Committee work and meetings</b>										
None	10.0%	5.0%	5.0%	8.0%	6.2%	6.3%	11.7%	3.5%	3.4%	
1-4	62.7%	64.4%	61.4%	62.0%	67.0%	63.5%	63.3%	60.7%	58.9%	
5-8	20.9%	22.9%	24.1%	24.0%	20.1%	21.5%	18.3%	26.7%	27.2%	
9-12	4.5%	4.6%	5.9%	4.0%	3.8%	5.7%	5.0%	5.8%	6.3%	
13-16	0.9%	1.7%	2.1%	2.0%	1.6%	1.6%	0.0%	1.8%	2.7%	
17-20	0.9%	1.0%	0.9%	0.0%	1.0%	0.8%	1.7%	1.0%	1.0%	
21-34	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%	
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%	
Total(n)	110	5,625	12,354	50	3,183	6,613	60	2,442	5,741	
Mean	2.26	2.38	2.44	2.30	2.32	2.38	2.23	2.47	2.51	
Standard deviation	0.81	0.87	0.92	0.76	0.85	0.92	0.85	0.89	0.92	
Significance	-		*	-			-	*	*	
Effect size	-	-0.14	-0.20	-	-0.02	-0.09	-	-0.27	-0.30	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other administration</b>										
None	40.9%	25.0%	25.9%	40.0%	26.7%	27.1%	41.7%	22.7%	24.4%	
1-4	34.5%	41.6%	42.1%	34.0%	42.8%	42.9%	35.0%	40.1%	41.2%	
5-8	15.5%	15.4%	14.9%	14.0%	14.8%	14.2%	16.7%	16.2%	15.6%	
9-12	3.6%	7.9%	7.5%	4.0%	7.1%	7.0%	3.3%	9.0%	8.1%	
13-16	1.8%	3.4%	3.7%	2.0%	3.0%	3.5%	1.7%	3.9%	4.0%	
17-20	0.0%	3.5%	3.0%	0.0%	2.7%	2.6%	0.0%	4.5%	3.5%	
21-34	2.7%	2.0%	1.8%	6.0%	2.0%	1.6%	0.0%	2.2%	2.1%	
35-44	0.9%	0.8%	0.6%	0.0%	0.7%	0.5%	1.7%	1.0%	0.8%	
45+	0.0%	0.3%	0.4%	0.0%	0.2%	0.6%	0.0%	0.4%	0.3%	
Total(n)	110	5,617	12,335	50	3,177	6,595	60	2,440	5,740	
Mean	2.06	2.48	2.43	2.18	2.38	2.37	1.97	2.61	2.51	
Standard deviation	1.38	1.52	1.49	1.55	1.45	1.46	1.22	1.60	1.53	
Significance	-	**	**	-			-	**	**	
Effect size	-	-0.28	-0.25	-	-0.14	-0.13	-	-0.40	-0.35	
<b>Research and scholarly writing</b>										
None	33.0%	20.5%	18.2%	34.0%	19.0%	16.5%	32.2%	22.5%	20.2%	
1-4	41.3%	47.1%	43.5%	44.0%	46.0%	40.8%	39.0%	48.6%	46.8%	
5-8	12.8%	18.7%	20.4%	8.0%	19.1%	21.9%	16.9%	18.1%	18.6%	
9-12	9.2%	7.4%	9.0%	10.0%	7.7%	10.1%	8.5%	6.9%	7.7%	
13-16	0.9%	2.9%	3.7%	0.0%	3.5%	4.0%	1.7%	2.1%	3.4%	
17-20	0.0%	1.9%	2.8%	0.0%	2.5%	3.5%	0.0%	1.1%	1.9%	
21-34	0.0%	0.9%	1.6%	0.0%	1.3%	2.3%	0.0%	0.4%	0.8%	
35-44	1.8%	0.3%	0.4%	2.0%	0.4%	0.5%	1.7%	0.1%	0.2%	
45+	0.9%	0.3%	0.3%	2.0%	0.5%	0.3%	0.0%	0.1%	0.3%	
Total(n)	109	5,615	12,344	50	3,177	6,608	59	2,438	5,736	
Mean	2.18	2.38	2.55	2.20	2.48	2.68	2.17	2.24	2.39	
Standard deviation	1.42	1.26	1.38	1.59	1.37	1.47	1.26	1.09	1.26	
Significance	-		**	-		*	-			
Effect size	-	-0.16	-0.27	-	-0.20	-0.33	-	-0.06	-0.17	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Other creative products/performances</b>										
None	60.9%	55.8%	57.2%	66.0%	54.7%	55.4%	56.7%	57.3%	59.4%	
1-4	25.5%	30.1%	28.5%	20.0%	29.3%	28.5%	30.0%	31.3%	28.6%	
5-8	3.6%	7.7%	7.7%	6.0%	9.5%	8.8%	1.7%	5.4%	6.4%	
9-12	3.6%	3.5%	3.2%	2.0%	3.5%	3.4%	5.0%	3.5%	3.0%	
13-16	2.7%	1.3%	1.1%	4.0%	1.4%	1.4%	1.7%	1.1%	0.7%	
17-20	1.8%	0.7%	1.3%	2.0%	0.7%	1.4%	1.7%	0.7%	1.1%	
21-34	0.9%	0.5%	0.5%	0.0%	0.6%	0.6%	1.7%	0.4%	0.3%	
35-44	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%	
45+	0.9%	0.3%	0.4%	0.0%	0.2%	0.3%	1.7%	0.3%	0.4%	
Total(n)	110	5,603	12,301	50	3,168	6,580	60	2,435	5,721	
Mean	1.76	1.71	1.71	1.64	1.74	1.77	1.87	1.65	1.64	
Standard deviation	1.40	1.10	1.16	1.17	1.13	1.21	1.57	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	-0.09	-0.11	-	0.21	0.21	
<b>Consultation with clients/patients</b>										
None	89.1%	80.9%	81.8%	94.0%	82.0%	82.5%	85.0%	79.5%	81.0%	
1-4	7.3%	13.0%	12.1%	6.0%	12.9%	12.1%	8.3%	13.1%	12.0%	
5-8	2.7%	3.6%	3.7%	0.0%	3.5%	3.5%	5.0%	3.8%	4.0%	
9-12	0.0%	1.4%	1.3%	0.0%	0.9%	1.1%	0.0%	2.1%	1.4%	
13-16	0.9%	0.4%	0.5%	0.0%	0.4%	0.3%	1.7%	0.6%	0.7%	
17-20	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%	
21-34	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	110	5,620	12,332	50	3,180	6,605	60	2,440	5,727	
Mean	1.16	1.29	1.29	1.06	1.26	1.26	1.25	1.34	1.32	
Standard deviation	0.55	0.74	0.76	0.24	0.67	0.70	0.70	0.84	0.82	
Significance	-			-	*	*	-			
Effect size	-	-0.18	-0.17	-	-0.30	-0.29	-	-0.11	-0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Community or public service</b>										Civic Minded Practice
None	41.3%	34.1%	40.0%	42.0%	35.0%	42.4%	40.7%	32.7%	37.1%	
1-4	45.0%	53.5%	49.0%	48.0%	52.4%	46.1%	42.4%	54.9%	52.5%	
5-8	11.9%	10.0%	8.5%	8.0%	10.1%	8.9%	15.3%	9.7%	8.0%	
9-12	1.8%	1.8%	1.8%	2.0%	1.6%	1.8%	1.7%	2.1%	1.8%	
13-16	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
17-20	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.0%	0.1%	
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	109	5,620	12,334	50	3,181	6,604	59	2,439	5,730	
Mean	1.74	1.82	1.75	1.70	1.81	1.74	1.78	1.83	1.77	
Standard deviation	0.74	0.76	0.79	0.71	0.77	0.82	0.77	0.75	0.75	
Significance	-			-			-			
Effect size	-	-0.11	-0.01	-	-0.14	-0.05	-	-0.07	0.01	
<b>Outside consulting/freelance work</b>										
None	77.3%	72.5%	74.5%	72.0%	68.8%	71.9%	81.7%	77.5%	77.7%	
1-4	14.5%	21.5%	19.7%	20.0%	24.0%	20.9%	10.0%	18.1%	18.2%	
5-8	6.4%	4.5%	4.0%	6.0%	5.4%	4.9%	6.7%	3.1%	2.8%	
9-12	1.8%	1.1%	1.2%	2.0%	1.2%	1.4%	1.7%	0.9%	0.8%	
13-16	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.0%	0.3%	
17-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%	0.1%	
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	110	5,614	12,317	50	3,176	6,597	60	2,438	5,720	
Mean	1.33	1.36	1.34	1.38	1.42	1.39	1.28	1.29	1.28	
Standard deviation	0.68	0.71	0.72	0.70	0.76	0.78	0.67	0.62	0.63	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.05	-0.01	-	-0.02	0.00	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the present term, how many hours per week on average do you actually spend on each of the following activities?</b>										
<b>Household/childcare duties</b>										
None	5.5%	8.3%	7.5%	6.0%	10.9%	9.7%	5.0%	4.7%	4.8%	
1-4	20.0%	18.7%	18.6%	20.0%	19.7%	19.4%	20.0%	17.5%	17.6%	
5-8	18.2%	27.6%	26.4%	26.0%	27.4%	25.9%	11.7%	28.0%	27.1%	
9-12	20.0%	16.3%	16.2%	20.0%	17.3%	17.0%	20.0%	15.0%	15.2%	
13-16	8.2%	8.1%	8.7%	4.0%	9.2%	9.4%	11.7%	6.6%	7.8%	
17-20	6.4%	7.6%	8.3%	12.0%	7.6%	8.9%	1.7%	7.7%	7.5%	
21-34	10.9%	5.7%	6.3%	4.0%	4.3%	5.1%	16.7%	7.6%	7.7%	
35-44	0.9%	3.5%	3.4%	2.0%	2.0%	2.3%	0.0%	5.6%	4.7%	
45+	10.0%	4.0%	4.6%	6.0%	1.6%	2.2%	13.3%	7.3%	7.6%	
Total(n)	110	5,614	12,328	50	3,176	6,600	60	2,438	5,728	
Mean	4.33	3.85	3.95	3.94	3.54	3.69	4.65	4.27	4.26	
Standard deviation	2.32	2.06	2.09	2.09	1.83	1.91	2.46	2.26	2.25	
Significance	-	*		-			-			
Effect size	-	0.23	0.18	-	0.22	0.13	-	0.17	0.17	
<b>Commuting to campus</b>										
None	12.7%	10.0%	10.3%	14.0%	10.6%	11.0%	11.7%	9.1%	9.4%	
1-4	68.2%	58.9%	54.4%	72.0%	62.6%	58.2%	65.0%	54.0%	49.8%	
5-8	17.3%	22.3%	25.4%	12.0%	19.8%	22.5%	21.7%	25.7%	29.0%	
9-12	0.0%	6.6%	7.8%	0.0%	5.5%	6.8%	0.0%	8.0%	9.0%	
13-16	1.8%	1.8%	1.7%	2.0%	1.3%	1.2%	1.7%	2.6%	2.3%	
17-20	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.3%	0.3%	
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
45+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	
Total(n)	110	5,619	12,340	50	3,182	6,609	60	2,437	5,731	
Mean	2.10	2.33	2.38	2.04	2.25	2.30	2.15	2.43	2.47	
Standard deviation	0.68	0.86	0.88	0.67	0.81	0.83	0.68	0.91	0.92	
Significance	-	**	***	-		*	-	*	**	
Effect size	-	-0.27	-0.32	-	-0.26	-0.31	-	-0.31	-0.35	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other employment, outside of academia										
None	85.5%	83.9%	86.4%	84.0%	82.8%	86.1%	86.7%	85.4%	86.8%	
1-4	7.3%	8.9%	7.4%	12.0%	10.0%	7.9%	3.3%	7.4%	6.9%	
5-8	2.7%	3.8%	3.0%	2.0%	3.8%	3.0%	3.3%	3.7%	2.9%	
9-12	2.7%	1.5%	1.2%	2.0%	1.2%	1.1%	3.3%	1.8%	1.3%	
13-16	0.0%	0.6%	0.7%	0.0%	0.9%	0.8%	0.0%	0.1%	0.6%	
17-20	0.0%	0.6%	0.5%	0.0%	0.6%	0.6%	0.0%	0.6%	0.4%	
21-34	1.8%	0.4%	0.4%	0.0%	0.3%	0.3%	3.3%	0.5%	0.5%	
35-44	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.3%	0.5%	
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	
Total(n)	110	5,615	12,321	50	3,176	6,593	60	2,439	5,728	
Mean	1.32	1.31	1.28	1.22	1.32	1.27	1.40	1.30	1.28	
Standard deviation	0.99	0.92	0.91	0.58	0.90	0.86	1.24	0.95	0.96	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	-0.11	-0.06	-	0.11	0.13	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>For each of the following items, please mark either Yes or No.</b>										
<b>Are you a member of a faculty union?</b>										
Yes	1.8%	4.7%	9.0%	0.0%	4.6%	8.7%	3.3%	4.8%	9.5%	
No	98.2%	95.3%	91.0%	100.0%	95.4%	91.3%	96.7%	95.2%	90.5%	
Total(n)	110	5,635	12,373	50	3,190	6,622	60	2,445	5,751	
<b>Are you a U.S. citizen?</b>										
Yes	94.5%	94.7%	93.5%	98.0%	94.6%	93.2%	91.7%	94.7%	93.9%	
No	5.5%	5.3%	6.5%	2.0%	5.4%	6.8%	8.3%	5.3%	6.1%	
Total(n)	110	5,638	12,372	50	3,192	6,621	60	2,446	5,751	
<b>Do you plan to retire within the next three years?</b>										
Yes	6.4%	8.8%	8.5%	10.0%	9.5%	8.8%	3.3%	8.0%	8.0%	
No	93.6%	91.2%	91.5%	90.0%	90.5%	91.2%	96.7%	92.0%	92.0%	
Total(n)	110	5,634	12,368	50	3,191	6,620	60	2,443	5,748	
<b>Do you use your scholarship to address local community needs?</b>										Civic Minded Practice
Yes	40.0%	43.2%	38.0%	30.0%	41.4%	35.4%	48.3%	45.7%	41.2%	
No	60.0%	56.8%	62.0%	70.0%	58.6%	64.6%	51.7%	54.3%	58.8%	
Total(n)	110	5,633	12,365	50	3,189	6,618	60	2,444	5,747	
<b>Have you been sexually harassed at this institution?</b>										
Yes	6.4%	3.6%	4.3%	0.0%	1.7%	2.0%	11.7%	6.2%	7.0%	
No	93.6%	96.4%	95.7%	100.0%	98.3%	98.0%	88.3%	93.8%	93.0%	
Total(n)	110	5,633	12,366	50	3,191	6,620	60	2,442	5,746	
<b>Have you ever interrupted your professional career for more than one year for family reasons?</b>										
Yes	5.5%	11.2%	11.7%	2.0%	5.6%	5.6%	8.3%	18.8%	19.1%	
No	94.5%	88.8%	88.3%	98.0%	94.4%	94.4%	91.7%	81.2%	80.9%	
Total(n)	110	5,637	12,374	50	3,191	6,622	60	2,446	5,752	
<b>Have you ever received an award for outstanding teaching?</b>										
Yes	26.4%	41.0%	39.7%	36.0%	42.1%	41.8%	18.3%	39.5%	37.2%	
No	73.6%	59.0%	60.3%	64.0%	57.9%	58.2%	81.7%	60.5%	62.8%	
Total(n)	110	5,637	12,374	50	3,191	6,623	60	2,446	5,751	
<b>Is (or was) your spouse/partner an academic?</b>										
Yes	37.6%	31.4%	31.7%	28.0%	34.1%	33.2%	45.8%	27.7%	29.9%	
No	62.4%	68.6%	68.3%	72.0%	65.9%	66.8%	54.2%	72.3%	70.1%	
Total(n)	109	5,610	12,310	50	3,186	6,606	59	2,424	5,704	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>During the past two years, have you:</b>										
<b>Considered early retirement?</b>										
Yes	17.3%	17.4%	17.9%	24.0%	17.6%	18.1%	11.7%	17.1%	17.7%	
No	82.7%	82.6%	82.1%	76.0%	82.4%	81.9%	88.3%	82.9%	82.3%	
Total(n)	110	5,635	12,376	50	3,190	6,624	60	2,445	5,752	
<b>Considered leaving academe for another job?</b>										
Yes	35.5%	31.5%	32.2%	42.0%	31.2%	29.9%	30.0%	32.0%	35.0%	
No	64.5%	68.5%	67.8%	58.0%	68.8%	70.1%	70.0%	68.0%	65.0%	
Total(n)	110	5,634	12,373	50	3,189	6,621	60	2,445	5,752	
<b>Considered leaving this institution for another?</b>										
Yes	40.0%	42.8%	43.5%	46.0%	42.4%	43.0%	35.0%	43.3%	44.0%	
No	60.0%	57.2%	56.5%	54.0%	57.6%	57.0%	65.0%	56.7%	56.0%	
Total(n)	110	5,633	12,369	50	3,188	6,618	60	2,445	5,751	
<b>Changed academic institutions?</b>										
Yes	11.8%	17.1%	16.8%	10.0%	17.0%	16.5%	13.3%	17.3%	17.2%	
No	88.2%	82.9%	83.2%	90.0%	83.0%	83.5%	86.7%	82.7%	82.8%	
Total(n)	110	5,637	12,373	50	3,190	6,621	60	2,447	5,752	
<b>Engaged in paid consulting outside of your institution?</b>										
Yes	27.3%	30.9%	30.8%	28.0%	34.5%	32.9%	26.7%	26.0%	28.2%	
No	72.7%	69.1%	69.2%	72.0%	65.5%	67.1%	73.3%	74.0%	71.8%	
Total(n)	110	5,634	12,371	50	3,190	6,620	60	2,444	5,751	
<b>Engaged in public service/professional consulting without pay?</b>										Civic Minded Practice
Yes	51.8%	55.6%	53.8%	54.0%	58.0%	54.6%	50.0%	52.3%	52.9%	
No	48.2%	44.4%	46.2%	46.0%	42.0%	45.4%	50.0%	47.7%	47.1%	
Total(n)	110	5,638	12,374	50	3,191	6,621	60	2,447	5,753	
<b>Received at least one firm job offer?</b>										
Yes	14.5%	27.7%	25.6%	14.0%	26.5%	23.9%	15.0%	29.4%	27.7%	
No	85.5%	72.3%	74.4%	86.0%	73.5%	76.1%	85.0%	70.6%	72.3%	
Total(n)	110	5,632	12,366	50	3,188	6,618	60	2,444	5,748	
<b>Requested/sought an early promotion?</b>										
Yes	6.4%	7.4%	6.5%	8.0%	6.5%	6.4%	5.0%	8.6%	6.6%	
No	93.6%	92.6%	93.5%	92.0%	93.5%	93.6%	95.0%	91.4%	93.4%	
Total(n)	110	5,633	12,370	50	3,188	6,619	60	2,445	5,751	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>If you were to begin your career again, would you:</b>										
<b>Still want to come to this institution?</b>										
Definitely yes	40.9%	40.9%	39.7%	36.0%	42.3%	40.5%	45.0%	39.0%	38.8%	
Probably yes	35.5%	35.1%	34.1%	42.0%	32.2%	32.5%	30.0%	39.0%	36.0%	
Not sure	10.9%	14.5%	15.3%	6.0%	15.1%	15.5%	15.0%	13.8%	15.1%	
Probably no	9.1%	6.8%	6.9%	8.0%	7.5%	7.3%	10.0%	5.9%	6.3%	
Definitely no	3.6%	2.7%	4.0%	8.0%	3.0%	4.2%	0.0%	2.3%	3.8%	
Total(n)	110	5,623	12,345	50	3,182	6,609	60	2,441	5,736	
Mean	4.01	4.05	3.99	3.90	4.03	3.98	4.10	4.07	4.00	
Standard deviation	1.10	1.03	1.09	1.22	1.07	1.11	1.00	0.98	1.06	
Significance	-			-			-			
Effect size	-	-0.04	0.02	-	-0.12	-0.07	-	0.03	0.09	
<b>Still want to be a college professor?</b>										
Definitely yes	60.0%	64.0%	63.6%	60.0%	66.4%	65.9%	60.0%	60.6%	60.7%	
Probably yes	31.8%	26.9%	26.2%	32.0%	25.3%	24.8%	31.7%	29.1%	28.0%	
Not sure	5.5%	6.6%	7.4%	6.0%	5.6%	6.5%	5.0%	8.0%	8.5%	
Probably no	2.7%	2.2%	2.3%	2.0%	2.2%	2.3%	3.3%	2.0%	2.3%	
Definitely no	0.0%	0.3%	0.5%	0.0%	0.4%	0.5%	0.0%	0.2%	0.5%	
Total(n)	110	5,627	12,353	50	3,182	6,609	60	2,445	5,744	
Mean	4.49	4.52	4.50	4.50	4.55	4.53	4.48	4.48	4.46	
Standard deviation	0.73	0.74	0.77	0.71	0.74	0.76	0.75	0.75	0.78	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.07	-0.04	-	0.00	0.03	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>It is easy for students to see faculty outside of regular office hours</b>										
Very descriptive	82.7%	77.5%	75.0%	88.0%	78.2%	75.2%	78.3%	76.6%	74.8%	
Somewhat descriptive	17.3%	20.8%	22.7%	12.0%	20.4%	23.1%	21.7%	21.3%	22.3%	
Not descriptive	0.0%	1.7%	2.2%	0.0%	1.5%	1.7%	0.0%	2.1%	2.9%	
Total(n)	110	5,638	12,380	50	3,191	6,626	60	2,447	5,754	
Mean	2.83	2.76	2.73	2.88	2.77	2.73	2.78	2.75	2.72	
Standard deviation	0.38	0.47	0.49	0.33	0.46	0.48	0.42	0.48	0.51	
Significance	-		*	-		*	-			
Effect size	-	0.15	0.20	-	0.24	0.31	-	0.06	0.12	
<b>The faculty are typically at odds with campus administration</b>										
Very descriptive	14.5%	15.0%	16.6%	18.0%	15.9%	16.6%	11.7%	13.6%	16.6%	
Somewhat descriptive	54.5%	45.8%	50.2%	56.0%	44.9%	49.9%	53.3%	47.1%	50.6%	
Not descriptive	30.9%	39.2%	33.2%	26.0%	39.2%	33.5%	35.0%	39.2%	32.9%	
Total(n)	110	5,626	12,354	50	3,183	6,612	60	2,443	5,742	
Mean	1.84	1.76	1.83	1.92	1.77	1.83	1.77	1.74	1.84	
Standard deviation	0.66	0.69	0.69	0.67	0.71	0.69	0.65	0.68	0.68	
Significance	-			-			-			
Effect size	-	0.12	0.01	-	0.21	0.13	-	0.04	-0.10	
<b>Faculty here respect each other</b>										
Very descriptive	28.2%	56.6%	53.6%	22.0%	59.5%	54.9%	33.3%	52.7%	52.0%	
Somewhat descriptive	52.7%	39.2%	41.7%	56.0%	36.1%	40.4%	50.0%	43.4%	43.4%	
Not descriptive	19.1%	4.2%	4.7%	22.0%	4.3%	4.8%	16.7%	3.9%	4.6%	
Total(n)	110	5,635	12,375	50	3,189	6,623	60	2,446	5,752	
Mean	2.09	2.52	2.49	2.00	2.55	2.50	2.17	2.49	2.47	
Standard deviation	0.68	0.58	0.59	0.67	0.58	0.59	0.69	0.57	0.58	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.74	-0.68	-	-0.95	-0.85	-	-0.56	-0.52	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Most students are treated like "numbers in a book"</b>										
Very descriptive	0.9%	1.5%	2.1%	0.0%	1.6%	2.3%	1.7%	1.4%	1.9%	
Somewhat descriptive	5.5%	6.2%	6.8%	6.0%	7.4%	7.7%	5.0%	4.6%	5.8%	
Not descriptive	93.6%	92.3%	91.1%	94.0%	91.0%	90.0%	93.3%	94.0%	92.4%	
Total(n)	110	5,635	12,376	50	3,190	6,625	60	2,445	5,751	
Mean	1.07	1.09	1.11	1.06	1.11	1.12	1.08	1.07	1.09	
Standard deviation	0.29	0.34	0.38	0.24	0.36	0.39	0.33	0.31	0.35	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	-0.14	-0.15	-	0.03	-0.03	
<b>Faculty are rewarded for being good teachers</b>										
Very descriptive	20.0%	20.9%	23.0%	24.0%	20.7%	23.6%	16.7%	21.3%	22.4%	
Somewhat descriptive	53.6%	55.2%	54.4%	54.0%	56.8%	55.2%	53.3%	53.2%	53.4%	
Not descriptive	26.4%	23.8%	22.6%	22.0%	22.6%	21.3%	30.0%	25.5%	24.2%	
Total(n)	110	5,626	12,362	50	3,184	6,616	60	2,442	5,746	
Mean	1.94	1.97	2.00	2.02	1.98	2.02	1.87	1.96	1.98	
Standard deviation	0.68	0.67	0.68	0.68	0.66	0.67	0.68	0.68	0.68	
Significance	-			-			-			
Effect size	-	-0.04	-0.09	-	0.06	0.00	-	-0.13	-0.16	
<b>There is respect for the expression of diverse values and beliefs</b>										
Very descriptive	38.2%	31.6%	37.4%	34.0%	32.4%	38.2%	41.7%	30.6%	36.5%	
Somewhat descriptive	52.7%	56.5%	52.8%	58.0%	56.5%	52.5%	48.3%	56.5%	53.1%	
Not descriptive	9.1%	11.9%	9.8%	8.0%	11.2%	9.3%	10.0%	12.9%	10.4%	
Total(n)	110	5,628	12,360	50	3,185	6,616	60	2,443	5,744	
Mean	2.29	2.20	2.28	2.26	2.21	2.29	2.32	2.18	2.26	
Standard deviation	0.63	0.63	0.63	0.60	0.62	0.63	0.65	0.63	0.63	
Significance	-			-			-			
Effect size	-	0.14	0.02	-	0.08	-0.05	-	0.22	0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how well each of the following describes your college or university:</b>										
<b>Faculty are rewarded for their efforts to use instructional technology</b>										
Very descriptive	10.0%	13.7%	13.6%	12.0%	11.6%	12.8%	8.3%	16.5%	14.6%	
Somewhat descriptive	47.3%	45.2%	47.7%	48.0%	48.9%	50.4%	46.7%	40.2%	44.4%	
Not descriptive	42.7%	41.1%	38.7%	40.0%	39.5%	36.8%	45.0%	43.4%	40.9%	
Total(n)	110	5,617	12,330	50	3,177	6,599	60	2,440	5,731	
Mean	1.67	1.73	1.75	1.72	1.72	1.76	1.63	1.73	1.74	
Standard deviation	0.65	0.69	0.68	0.67	0.66	0.66	0.64	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.09	-0.12	-	0.00	-0.06	-	-0.14	-0.16	
<b>Administrators consider faculty concerns when making policy</b>										
Very descriptive	25.7%	20.7%	19.7%	32.7%	21.8%	21.4%	20.0%	19.1%	17.6%	
Somewhat descriptive	59.6%	58.6%	57.5%	55.1%	56.9%	56.2%	63.3%	60.8%	59.0%	
Not descriptive	14.7%	20.8%	22.8%	12.2%	21.3%	22.3%	16.7%	20.1%	23.4%	
Total(n)	109	5,627	12,347	49	3,186	6,617	60	2,441	5,730	
Mean	2.11	2.00	1.97	2.20	2.01	1.99	2.03	1.99	1.94	
Standard deviation	0.63	0.64	0.65	0.64	0.66	0.66	0.61	0.63	0.64	
Significance	-		*	-	*	*	-			
Effect size	-	0.17	0.22	-	0.29	0.32	-	0.06	0.14	
<b>The administration is open about its policies</b>										
Very descriptive	25.5%	25.5%	21.3%	34.0%	26.2%	22.4%	18.3%	24.4%	19.9%	
Somewhat descriptive	57.3%	50.9%	52.6%	52.0%	48.6%	51.8%	61.7%	54.1%	53.5%	
Not descriptive	17.3%	23.6%	26.2%	14.0%	25.2%	25.8%	20.0%	21.5%	26.6%	
Total(n)	110	5,629	12,354	50	3,186	6,617	60	2,443	5,737	
Mean	2.08	2.02	1.95	2.20	2.01	1.97	1.98	2.03	1.93	
Standard deviation	0.65	0.70	0.69	0.67	0.72	0.69	0.62	0.68	0.68	
Significance	-		*	-		*	-			
Effect size	-	0.09	0.19	-	0.26	0.33	-	-0.07	0.07	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Managing household responsibilities</b>										
Extensive	17.6%	18.9%	20.7%	16.3%	16.2%	17.1%	18.6%	22.6%	24.9%	
Somewhat	55.6%	57.6%	56.4%	51.0%	58.3%	57.0%	59.3%	56.6%	55.5%	
Not at all	26.9%	23.5%	23.0%	32.7%	25.5%	25.8%	22.0%	20.9%	19.5%	
Total(n)	108	5,533	12,137	49	3,125	6,471	59	2,408	5,666	
Mean	1.91	1.95	1.98	1.84	1.91	1.91	1.97	2.02	2.05	
Standard deviation	0.66	0.65	0.66	0.69	0.64	0.65	0.64	0.66	0.66	
Significance	-			-			-			
Effect size	-	-0.06	-0.11	-	-0.11	-0.11	-	-0.08	-0.12	
<b>Child care</b>										
Extensive	22.7%	15.8%	19.3%	17.1%	11.6%	15.4%	27.5%	22.6%	24.7%	
Somewhat	33.3%	36.4%	37.9%	31.4%	36.5%	38.5%	35.0%	36.3%	37.1%	
Not at all	44.0%	47.8%	42.8%	51.4%	51.9%	46.1%	37.5%	41.1%	38.3%	
Total(n)	75	3,570	7,671	35	2,219	4,446	40	1,351	3,225	
Mean	1.79	1.68	1.76	1.66	1.60	1.69	1.90	1.82	1.86	
Standard deviation	0.79	0.73	0.75	0.76	0.69	0.72	0.81	0.78	0.78	
Significance	-			-			-			
Effect size	-	0.15	0.04	-	0.09	-0.04	-	0.10	0.05	
<b>Care of elderly parent</b>										
Extensive	9.2%	13.2%	14.0%	5.7%	11.6%	10.9%	12.2%	15.5%	18.1%	
Somewhat	36.8%	37.1%	36.4%	28.6%	35.6%	35.0%	43.9%	39.4%	38.3%	
Not at all	53.9%	49.7%	49.7%	65.7%	52.7%	54.2%	43.9%	45.1%	43.6%	
Total(n)	76	3,819	8,297	35	2,253	4,601	41	1,566	3,696	
Mean	1.55	1.63	1.64	1.40	1.59	1.57	1.68	1.70	1.75	
Standard deviation	0.66	0.70	0.71	0.60	0.69	0.68	0.69	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.28	-0.25	-	-0.03	-0.09	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>My physical health</b>										
Extensive	6.6%	8.4%	8.4%	8.0%	7.2%	6.6%	5.4%	10.0%	10.7%	
Somewhat	50.9%	43.7%	45.6%	46.0%	43.2%	44.5%	55.4%	44.4%	46.8%	
Not at all	42.5%	47.9%	46.0%	46.0%	49.6%	48.9%	39.3%	45.7%	42.5%	
Total(n)	106	5,429	11,866	50	3,093	6,385	56	2,336	5,481	
Mean	1.64	1.60	1.62	1.62	1.58	1.58	1.66	1.64	1.68	
Standard deviation	0.60	0.64	0.63	0.64	0.62	0.61	0.58	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.06	0.03	-	0.06	0.07	-	0.03	-0.03	
<b>Health of spouse/partner</b>										
Extensive	5.1%	7.6%	7.1%	2.1%	7.9%	7.1%	8.0%	7.2%	7.1%	
Somewhat	34.7%	35.0%	34.8%	31.3%	36.0%	35.7%	38.0%	33.5%	33.5%	
Not at all	60.2%	57.4%	58.1%	66.7%	56.2%	57.2%	54.0%	59.3%	59.4%	
Total(n)	98	4,800	10,409	48	2,910	5,915	50	1,890	4,494	
Mean	1.45	1.50	1.49	1.35	1.52	1.50	1.54	1.48	1.48	
Standard deviation	0.59	0.63	0.63	0.53	0.64	0.63	0.65	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.08	-0.06	-	-0.27	-0.24	-	0.10	0.10	
<b>Review/promotion process</b>										
Extensive	23.8%	16.4%	17.3%	18.8%	14.7%	15.3%	28.3%	18.8%	19.9%	
Somewhat	35.6%	37.9%	37.9%	33.3%	33.7%	34.1%	37.7%	43.6%	42.7%	
Not at all	40.6%	45.7%	44.7%	47.9%	51.6%	50.6%	34.0%	37.7%	37.4%	
Total(n)	101	4,965	10,720	48	2,835	5,796	53	2,130	4,924	
Mean	1.83	1.71	1.73	1.71	1.63	1.65	1.94	1.81	1.82	
Standard deviation	0.79	0.73	0.74	0.77	0.73	0.73	0.79	0.73	0.74	
Significance	-			-			-			
Effect size	-	0.16	0.14	-	0.11	0.08	-	0.18	0.16	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Subtle discrimination (e.g., prejudice, racism, sexism)</b>										
Extensive	8.0%	5.1%	6.0%	2.1%	4.0%	4.9%	13.5%	6.6%	7.5%	
Somewhat	18.0%	21.1%	21.2%	12.5%	14.5%	14.3%	23.1%	29.9%	29.6%	
Not at all	74.0%	73.9%	72.7%	85.4%	81.5%	80.8%	63.5%	63.6%	62.9%	
Total(n)	100	5,047	11,068	48	2,863	5,908	52	2,184	5,160	
Mean	1.34	1.31	1.33	1.17	1.22	1.24	1.50	1.43	1.45	
Standard deviation	0.62	0.56	0.59	0.43	0.50	0.53	0.73	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.05	0.02	-	-0.10	-0.13	-	0.11	0.08	
<b>Personal finances</b>										
Extensive	16.4%	19.7%	19.0%	18.0%	19.5%	17.5%	15.0%	20.0%	20.8%	
Somewhat	46.4%	50.1%	49.5%	48.0%	51.8%	51.1%	45.0%	47.8%	47.4%	
Not at all	37.3%	30.2%	31.6%	34.0%	28.7%	31.4%	40.0%	32.3%	31.8%	
Total(n)	110	5,514	12,081	50	3,130	6,466	60	2,384	5,615	
Mean	1.79	1.90	1.87	1.84	1.91	1.86	1.75	1.88	1.89	
Standard deviation	0.71	0.70	0.70	0.71	0.69	0.69	0.70	0.71	0.72	
Significance	-			-			-			
Effect size	-	-0.16	-0.11	-	-0.10	-0.03	-	-0.18	-0.19	
<b>Committee work</b>										
Extensive	10.5%	11.5%	12.8%	12.5%	9.6%	11.1%	8.8%	14.2%	14.9%	
Somewhat	44.8%	51.4%	52.0%	45.8%	50.1%	51.2%	43.9%	53.1%	53.1%	
Not at all	44.8%	37.1%	35.2%	41.7%	40.3%	37.8%	47.4%	32.7%	32.0%	
Total(n)	105	5,455	11,928	48	3,100	6,421	57	2,355	5,507	Career Related Stress
Mean	1.66	1.74	1.78	1.71	1.69	1.73	1.61	1.81	1.83	
Standard deviation	0.66	0.65	0.66	0.68	0.64	0.65	0.65	0.66	0.66	
Significance	-			-			-	*	*	
Effect size	-	-0.12	-0.18	-	0.03	-0.03	-	-0.30	-0.33	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Faculty meetings</b>										
Extensive	5.6%	8.4%	9.4%	8.3%	8.0%	8.3%	3.4%	8.9%	10.8%	
Somewhat	43.0%	46.7%	45.9%	41.7%	44.2%	44.5%	44.1%	49.9%	47.7%	
Not at all	51.4%	45.0%	44.7%	50.0%	47.8%	47.3%	52.5%	41.1%	41.6%	
Total(n)	107	5,570	12,215	48	3,155	6,546	59	2,415	5,669	
Mean	1.54	1.63	1.65	1.58	1.60	1.61	1.51	1.68	1.69	
Standard deviation	0.60	0.63	0.65	0.65	0.63	0.64	0.57	0.63	0.65	
Significance	-			-			-	*	*	
Effect size	-	-0.14	-0.17	-	-0.03	-0.05	-	-0.27	-0.28	
<b>Colleagues</b>										
Extensive	16.4%	11.5%	12.7%	14.0%	10.5%	10.8%	18.3%	12.8%	15.0%	
Somewhat	50.9%	49.8%	49.4%	54.0%	46.3%	47.3%	48.3%	54.4%	52.1%	
Not at all	32.7%	38.7%	37.9%	32.0%	43.1%	41.9%	33.3%	32.8%	33.0%	
Total(n)	110	5,612	12,318	50	3,176	6,592	60	2,436	5,726	
Mean	1.84	1.73	1.75	1.82	1.67	1.69	1.85	1.80	1.82	
Standard deviation	0.68	0.65	0.66	0.66	0.66	0.66	0.71	0.64	0.67	
Significance	-			-			-			
Effect size	-	0.17	0.14	-	0.23	0.20	-	0.08	0.04	
<b>Students</b>										
Extensive	10.0%	5.9%	5.4%	10.0%	5.4%	4.6%	10.0%	6.5%	6.4%	
Somewhat	53.6%	59.5%	58.6%	52.0%	56.1%	57.0%	55.0%	64.0%	60.6%	
Not at all	36.4%	34.6%	36.0%	38.0%	38.5%	38.4%	35.0%	29.5%	33.0%	
Total(n)	110	5,612	12,315	50	3,174	6,589	60	2,438	5,726	
Mean	1.74	1.71	1.69	1.72	1.67	1.66	1.75	1.77	1.73	
Standard deviation	0.63	0.57	0.57	0.64	0.57	0.56	0.63	0.55	0.57	
Significance	-			-			-			
Effect size	-	0.05	0.09	-	0.09	0.11	-	-0.04	0.04	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Research or publishing demands</b>										
Extensive	15.4%	12.4%	14.7%	10.0%	10.0%	12.0%	20.4%	15.7%	18.0%	Career Related Stress
Somewhat	44.2%	43.3%	47.0%	46.0%	41.3%	45.8%	42.6%	46.0%	48.4%	
Not at all	40.4%	44.4%	38.4%	44.0%	48.8%	42.2%	37.0%	38.3%	33.6%	
Total(n)	104	5,396	11,878	50	3,086	6,426	54	2,310	5,452	
Mean	1.75	1.68	1.76	1.66	1.61	1.70	1.83	1.77	1.84	
Standard deviation	0.71	0.68	0.69	0.66	0.66	0.67	0.75	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.10	-0.01	-	0.08	-0.06	-	0.09	-0.01	
<b>Institutional procedures and "red tape"</b>										
Extensive	15.9%	14.3%	15.1%	16.0%	14.5%	15.2%	15.8%	13.9%	15.0%	Career Related Stress
Somewhat	40.2%	50.3%	48.8%	36.0%	48.7%	48.7%	43.9%	52.3%	48.9%	
Not at all	43.9%	35.5%	36.0%	48.0%	36.7%	36.1%	40.4%	33.8%	36.0%	
Total(n)	107	5,564	12,214	50	3,165	6,569	57	2,399	5,645	
Mean	1.72	1.79	1.79	1.68	1.78	1.79	1.75	1.80	1.79	
Standard deviation	0.72	0.67	0.68	0.74	0.68	0.68	0.71	0.66	0.68	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.15	-0.16	-	-0.08	-0.06	
<b>Teaching load</b>										
Extensive	25.7%	20.6%	20.3%	28.0%	19.4%	17.9%	23.7%	22.3%	23.2%	Career Related Stress
Somewhat	55.0%	47.8%	46.4%	46.0%	47.7%	46.3%	62.7%	48.0%	46.5%	
Not at all	19.3%	31.6%	33.4%	26.0%	33.0%	35.9%	13.6%	29.8%	30.3%	
Total(n)	109	5,596	12,274	50	3,174	6,578	59	2,422	5,696	
Mean	2.06	1.89	1.87	2.02	1.86	1.82	2.10	1.92	1.93	
Standard deviation	0.67	0.71	0.72	0.74	0.71	0.71	0.61	0.72	0.73	
Significance	-	*	**	-		*	-			
Effect size	-	0.24	0.26	-	0.23	0.28	-	0.25	0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Children's problems</b>										
Extensive	9.0%	7.7%	8.5%	5.4%	6.7%	7.1%	12.2%	9.3%	10.6%	
Somewhat	37.2%	38.2%	38.9%	37.8%	37.9%	38.1%	36.6%	38.5%	39.9%	
Not at all	53.8%	54.2%	52.6%	56.8%	55.4%	54.8%	51.2%	52.2%	49.5%	
Total(n)	78	4,028	8,559	37	2,503	4,983	41	1,525	3,576	
Mean	1.55	1.53	1.56	1.49	1.51	1.52	1.61	1.57	1.61	
Standard deviation	0.66	0.63	0.65	0.61	0.62	0.63	0.70	0.66	0.67	
Significance	-			-			-			
Effect size	-	0.03	-0.02	-	-0.03	-0.05	-	0.06	0.00	
<b>Friction with spouse/partner</b>										
Extensive	7.4%	5.5%	6.1%	6.3%	4.9%	5.2%	8.5%	6.5%	7.3%	
Somewhat	24.2%	25.8%	26.6%	25.0%	23.7%	25.3%	23.4%	29.0%	28.4%	
Not at all	68.4%	68.7%	67.3%	68.8%	71.4%	69.5%	68.1%	64.5%	64.3%	
Total(n)	95	4,832	10,463	48	2,915	5,938	47	1,917	4,525	
Mean	1.39	1.37	1.39	1.38	1.34	1.36	1.40	1.42	1.43	
Standard deviation	0.62	0.59	0.60	0.61	0.57	0.58	0.65	0.61	0.62	
Significance	-			-			-			
Effect size	-	0.03	0.00	-	0.07	0.03	-	-0.03	-0.05	
<b>Lack of personal time</b>										
Extensive	33.6%	32.0%	33.2%	34.0%	25.2%	25.8%	33.3%	41.3%	42.2%	
Somewhat	50.9%	51.3%	49.9%	40.0%	53.3%	52.1%	60.0%	48.6%	47.2%	
Not at all	15.5%	16.7%	16.9%	26.0%	21.5%	22.1%	6.7%	10.1%	10.6%	
Total(n)	110	5,619	12,336	50	3,182	6,599	60	2,437	5,737	
Mean	2.18	2.15	2.16	2.08	2.04	2.04	2.27	2.31	2.32	
Standard deviation	0.68	0.68	0.69	0.78	0.68	0.69	0.58	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.04	0.03	-	0.06	0.06	-	-0.06	-0.08	Career Related Stress

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate the extent to which each of the following has been a source of stress for you during the last two years:</b>										
<b>Keeping up with information technology</b>										
Extensive	8.3%	8.1%	7.5%	6.1%	7.0%	6.5%	10.2%	9.7%	8.7%	
Somewhat	43.5%	47.2%	45.9%	36.7%	43.8%	43.2%	49.2%	51.8%	49.2%	
Not at all	48.1%	44.7%	46.6%	57.1%	49.1%	50.3%	40.7%	38.6%	42.1%	
Total(n)	108	5,600	12,282	49	3,170	6,579	59	2,430	5,703	
Mean	1.60	1.63	1.61	1.49	1.58	1.56	1.69	1.71	1.67	
Standard deviation	0.64	0.63	0.62	0.62	0.62	0.61	0.65	0.63	0.63	
Significance	-			-			-			
Effect size	-	-0.05	-0.02	-	-0.15	-0.11	-	-0.03	0.03	
<b>Job security</b>										
Extensive	13.9%	10.8%	10.6%	8.0%	10.6%	10.0%	19.0%	11.2%	11.5%	
Somewhat	23.1%	28.7%	28.8%	20.0%	26.9%	27.4%	25.9%	31.2%	30.6%	
Not at all	63.0%	60.4%	60.5%	72.0%	62.5%	62.7%	55.2%	57.6%	57.9%	
Total(n)	108	5,566	12,169	50	3,163	6,535	58	2,403	5,634	
Mean	1.51	1.50	1.50	1.36	1.48	1.47	1.64	1.54	1.54	
Standard deviation	0.73	0.68	0.68	0.63	0.68	0.67	0.79	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.01	0.01	-	-0.18	-0.16	-	0.14	0.14	
<b>Being part of a dual career couple</b>										
Extensive	17.0%	11.1%	11.4%	8.7%	9.3%	9.2%	25.0%	13.8%	14.3%	
Somewhat	39.4%	38.9%	39.5%	32.6%	36.3%	36.9%	45.8%	42.7%	42.9%	
Not at all	43.6%	50.0%	49.1%	58.7%	54.4%	53.8%	29.2%	43.6%	42.8%	
Total(n)	94	4,639	10,082	46	2,738	5,595	48	1,901	4,487	
Mean	1.73	1.61	1.62	1.50	1.55	1.55	1.96	1.70	1.71	
Standard deviation	0.74	0.68	0.68	0.66	0.66	0.66	0.74	0.70	0.70	
Significance	-			-			-	*	*	
Effect size	-	0.18	0.16	-	-0.08	-0.08	-	0.37	0.36	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Working with underprepared students</b>										
Extensive	11.8%	19.4%	18.7%	10.0%	18.8%	16.5%	13.3%	20.2%	21.5%	
Somewhat	60.9%	59.9%	57.8%	52.0%	59.5%	58.0%	68.3%	60.4%	57.6%	
Not at all	27.3%	20.8%	23.5%	38.0%	21.8%	25.6%	18.3%	19.4%	20.9%	
Total(n)	110	5,601	12,266	50	3,176	6,578	60	2,425	5,688	
Mean	1.85	1.99	1.95	1.72	1.97	1.91	1.95	2.01	2.01	
Standard deviation	0.61	0.63	0.65	0.64	0.64	0.64	0.57	0.63	0.65	
Significance	-	*		-	**	*	-			
Effect size	-	-0.22	-0.15	-	-0.39	-0.30	-	-0.10	-0.09	
<b>Self-imposed high expectations</b>										
Extensive	30.9%	27.6%	27.3%	32.0%	23.9%	23.8%	30.0%	32.6%	31.6%	
Somewhat	54.5%	56.7%	56.9%	44.0%	56.4%	56.7%	63.3%	57.2%	57.1%	
Not at all	14.5%	15.7%	15.8%	24.0%	19.7%	19.5%	6.7%	10.2%	11.2%	
Total(n)	110	5,606	12,291	50	3,174	6,579	60	2,432	5,712	
Mean	2.16	2.12	2.12	2.08	2.04	2.04	2.23	2.22	2.20	
Standard deviation	0.66	0.65	0.65	0.75	0.66	0.66	0.56	0.62	0.62	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	0.06	0.06	-	0.02	0.05	Career Related Stress
<b>Change in work responsibilities</b>										
Extensive	15.1%	14.1%	13.3%	14.0%	11.4%	10.3%	16.1%	17.7%	17.0%	
Somewhat	34.0%	37.9%	38.6%	28.0%	33.3%	34.8%	39.3%	44.1%	43.3%	
Not at all	50.9%	48.1%	48.1%	58.0%	55.2%	54.8%	44.6%	38.2%	39.7%	
Total(n)	106	5,360	11,705	50	3,050	6,320	56	2,310	5,385	
Mean	1.64	1.66	1.65	1.56	1.56	1.56	1.71	1.80	1.77	
Standard deviation	0.73	0.71	0.70	0.73	0.69	0.67	0.73	0.72	0.72	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	0.00	0.00	-	-0.13	-0.08	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
<b>Institutional budget cuts</b>										
Extensive	12.0%	15.3%	15.7%	10.0%	14.8%	14.4%	13.8%	15.9%	17.4%	
Somewhat	51.9%	44.3%	46.2%	44.0%	42.5%	44.3%	58.6%	46.6%	48.5%	
Not at all	36.1%	40.4%	38.1%	46.0%	42.7%	41.3%	27.6%	37.4%	34.1%	
Total(n)	108	5,467	12,016	50	3,114	6,468	58	2,353	5,548	
Mean	1.76	1.75	1.78	1.64	1.72	1.73	1.86	1.79	1.83	
Standard deviation	0.65	0.70	0.70	0.66	0.71	0.70	0.63	0.70	0.70	
Significance	-			-			-			
Effect size	-	0.01	-0.03	-	-0.11	-0.13	-	0.10	0.04	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Salary</b>										
Very satisfied	5.5%	6.6%	8.7%	4.0%	7.0%	9.8%	6.7%	6.0%	7.5%	Job Satisfaction: Compensation
Satisfied	41.8%	36.6%	39.2%	46.0%	37.3%	40.3%	38.3%	35.7%	37.8%	
Marginally satisfied	30.9%	36.1%	32.0%	34.0%	34.6%	31.1%	28.3%	38.0%	33.1%	
Not satisfied	21.8%	20.8%	20.0%	16.0%	21.1%	18.8%	26.7%	20.3%	21.6%	
Total(n)	110	5,628	12,359	50	3,182	6,611	60	2,446	5,748	
Mean	2.31	2.29	2.37	2.38	2.30	2.41	2.25	2.27	2.31	
Standard deviation	0.88	0.87	0.90	0.81	0.88	0.90	0.93	0.85	0.89	
Significance	-			-			-			
Effect size	-	0.02	-0.07	-	0.09	-0.03	-	-0.02	-0.07	
<b>Health benefits</b>										
Very satisfied	1.9%	12.5%	13.8%	0.0%	12.7%	14.1%	3.7%	12.3%	13.5%	
Satisfied	22.1%	46.6%	49.2%	24.0%	44.9%	48.6%	20.4%	49.1%	50.1%	
Marginally satisfied	39.4%	28.1%	25.0%	36.0%	29.7%	25.4%	42.6%	25.9%	24.4%	
Not satisfied	36.5%	12.7%	12.0%	40.0%	12.7%	11.9%	33.3%	12.7%	12.0%	
Total(n)	104	5,429	11,932	50	3,100	6,456	54	2,329	5,476	
Mean	1.89	2.59	2.65	1.84	2.58	2.65	1.94	2.61	2.65	
Standard deviation	0.81	0.86	0.86	0.79	0.87	0.87	0.83	0.86	0.86	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.81	-0.88	-	-0.85	-0.93	-	-0.78	-0.83	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Retirement benefits</b>										Job Satisfaction: Compensation
Very satisfied	10.9%	11.7%	13.6%	10.0%	12.6%	14.5%	11.8%	10.4%	12.6%	
Satisfied	47.5%	52.0%	49.2%	60.0%	49.9%	49.1%	35.3%	54.9%	49.4%	
Marginally satisfied	30.7%	24.9%	25.9%	24.0%	26.4%	25.8%	37.3%	22.9%	26.0%	
Not satisfied	10.9%	11.4%	11.2%	6.0%	11.1%	10.6%	15.7%	11.7%	12.0%	
Total(n)	101	5,501	12,029	50	3,144	6,493	51	2,357	5,536	
Mean	2.58	2.64	2.65	2.74	2.64	2.67	2.43	2.64	2.63	
Standard deviation	0.83	0.83	0.85	0.72	0.84	0.85	0.90	0.82	0.85	
Significance	-			-			-			
Effect size	-	-0.07	-0.08	-	0.12	0.08	-	-0.26	-0.24	
<b>Opportunity for scholarly pursuits</b>										Job Satisfaction: Compensation
Very satisfied	9.3%	10.7%	10.8%	2.0%	12.0%	12.8%	15.8%	9.1%	8.3%	
Satisfied	45.8%	39.0%	39.5%	58.0%	41.0%	42.5%	35.1%	36.3%	35.7%	
Marginally satisfied	31.8%	30.6%	30.4%	30.0%	28.7%	27.3%	33.3%	33.3%	34.1%	
Not satisfied	13.1%	19.6%	19.4%	10.0%	18.3%	17.4%	15.8%	21.4%	21.9%	
Total(n)	107	5,525	12,144	50	3,136	6,516	57	2,389	5,628	
Mean	2.51	2.41	2.42	2.52	2.47	2.51	2.51	2.33	2.30	
Standard deviation	0.84	0.92	0.92	0.71	0.92	0.92	0.95	0.91	0.90	
Significance	-			-			-			
Effect size	-	0.11	0.10	-	0.05	0.01	-	0.20	0.23	
<b>Teaching load</b>										Job Satisfaction: Compensation
Very satisfied	4.6%	10.8%	10.6%	2.0%	12.4%	12.2%	6.8%	8.7%	8.6%	
Satisfied	40.4%	45.0%	46.0%	50.0%	43.8%	46.3%	32.2%	46.7%	45.7%	
Marginally satisfied	34.9%	25.7%	25.0%	24.0%	25.3%	24.3%	44.1%	26.2%	25.7%	
Not satisfied	20.2%	18.5%	18.5%	24.0%	18.5%	17.2%	16.9%	18.4%	20.0%	
Total(n)	109	5,601	12,315	50	3,177	6,604	59	2,424	5,711	
Mean	2.29	2.48	2.49	2.30	2.50	2.53	2.29	2.46	2.43	
Standard deviation	0.84	0.91	0.91	0.86	0.93	0.91	0.83	0.89	0.90	
Significance	-	*	*	-			-			
Effect size	-	-0.21	-0.22	-	-0.22	-0.25	-	-0.19	-0.16	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Quality of students</b>										
Very satisfied	11.9%	11.3%	12.6%	10.0%	11.9%	12.6%	13.6%	10.5%	12.6%	
Satisfied	54.1%	45.9%	46.1%	58.0%	42.3%	44.8%	50.8%	50.8%	47.6%	
Marginally satisfied	27.5%	30.2%	28.3%	22.0%	30.8%	28.4%	32.2%	29.3%	28.1%	
Not satisfied	6.4%	12.6%	13.0%	10.0%	15.0%	14.1%	3.4%	9.4%	11.7%	
Total(n)	109	5,628	12,362	50	3,186	6,617	59	2,442	5,745	
Mean	2.72	2.56	2.58	2.68	2.51	2.56	2.75	2.62	2.61	
Standard deviation	0.76	0.85	0.87	0.79	0.89	0.88	0.73	0.80	0.85	
Significance	-			-			-			
Effect size	-	0.19	0.16	-	0.19	0.14	-	0.16	0.16	
<b>Office/lab space</b>										
Very satisfied	36.4%	28.4%	27.6%	30.0%	27.5%	26.5%	41.7%	29.6%	28.8%	
Satisfied	42.7%	41.9%	43.7%	48.0%	41.8%	43.3%	38.3%	42.2%	44.2%	
Marginally satisfied	11.8%	16.8%	16.6%	14.0%	16.8%	17.9%	10.0%	16.8%	15.0%	
Not satisfied	9.1%	12.9%	12.1%	8.0%	13.9%	12.3%	10.0%	11.5%	12.0%	
Total(n)	110	5,589	12,225	50	3,166	6,547	60	2,423	5,678	
Mean	3.06	2.86	2.87	3.00	2.83	2.84	3.12	2.90	2.90	
Standard deviation	0.92	0.97	0.95	0.88	0.99	0.95	0.96	0.95	0.95	
Significance	-	*	*	-			-			
Effect size	-	0.21	0.20	-	0.17	0.17	-	0.23	0.23	
<b>Autonomy and independence</b>										
Very satisfied	36.4%	37.7%	39.1%	32.0%	37.7%	40.6%	40.0%	37.9%	37.4%	
Satisfied	54.5%	47.5%	46.7%	60.0%	47.4%	45.0%	50.0%	47.7%	48.6%	
Marginally satisfied	5.5%	10.9%	10.5%	4.0%	11.0%	10.5%	6.7%	10.7%	10.4%	
Not satisfied	3.6%	3.8%	3.7%	4.0%	4.0%	3.8%	3.3%	3.7%	3.5%	
Total(n)	110	5,632	12,361	50	3,186	6,615	60	2,446	5,746	
Mean	3.24	3.19	3.21	3.20	3.19	3.22	3.27	3.20	3.20	
Standard deviation	0.72	0.78	0.77	0.70	0.78	0.78	0.73	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.01	-0.03	-	0.09	0.09	Job Satisfaction: Workplace

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Professional relationships with other faculty</b>										Job Satisfaction: Workplace
Very satisfied	25.5%	34.1%	33.2%	24.0%	34.2%	33.9%	26.7%	34.0%	32.4%	
Satisfied	48.2%	47.5%	47.5%	50.0%	46.2%	45.9%	46.7%	49.3%	49.5%	
Marginally satisfied	16.4%	12.8%	13.9%	12.0%	13.2%	14.4%	20.0%	12.2%	13.3%	
Not satisfied	10.0%	5.6%	5.4%	14.0%	6.4%	5.8%	6.7%	4.4%	4.8%	
Total(n)	110	5,629	12,356	50	3,185	6,612	60	2,444	5,744	
Mean	2.89	3.10	3.09	2.84	3.08	3.08	2.93	3.13	3.09	
Standard deviation	0.90	0.83	0.82	0.96	0.85	0.84	0.86	0.79	0.80	
Significance	-	**	*	-	*	*	-	-	-	
Effect size	-	-0.25	-0.24	-	-0.28	-0.29	-	-0.25	-0.20	
<b>Social relationships with other faculty</b>										
Very satisfied	21.7%	24.0%	23.8%	18.4%	23.0%	22.6%	24.6%	25.3%	25.1%	
Satisfied	46.2%	47.8%	48.0%	55.1%	47.1%	47.2%	38.6%	48.7%	49.1%	
Marginally satisfied	21.7%	20.9%	21.4%	10.2%	21.6%	22.7%	31.6%	19.9%	19.8%	
Not satisfied	10.4%	7.4%	6.8%	16.3%	8.3%	7.4%	5.3%	6.1%	6.0%	
Total(n)	106	5,481	12,031	49	3,099	6,439	57	2,382	5,592	
Mean	2.79	2.88	2.89	2.76	2.85	2.85	2.82	2.93	2.93	
Standard deviation	0.90	0.85	0.84	0.95	0.87	0.85	0.87	0.83	0.83	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.11	-0.12	-	-0.10	-0.11	-	-0.13	-0.13	
<b>Competency of colleagues</b>										
Very satisfied	29.4%	29.7%	29.8%	18.0%	29.2%	29.3%	39.0%	30.4%	30.3%	
Satisfied	46.8%	53.1%	51.7%	48.0%	51.4%	50.6%	45.8%	55.4%	53.0%	
Marginally satisfied	14.7%	12.9%	14.2%	20.0%	14.0%	14.9%	10.2%	11.2%	13.3%	
Not satisfied	9.2%	4.3%	4.4%	14.0%	5.4%	5.2%	5.1%	3.0%	3.4%	
Total(n)	109	5,621	12,349	50	3,182	6,610	59	2,439	5,739	
Mean	2.96	3.08	3.07	2.70	3.04	3.04	3.19	3.13	3.10	
Standard deviation	0.90	0.77	0.78	0.93	0.80	0.80	0.82	0.72	0.75	
Significance	-	-	-	-	**	**	-	-	-	
Effect size	-	-0.16	-0.14	-	-0.43	-0.43	-	0.08	0.12	Job Satisfaction: Workplace

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Job security</b>										Job Satisfaction: Compensation
Very satisfied	32.4%	27.5%	30.2%	40.0%	29.8%	33.3%	25.9%	24.4%	26.3%	
Satisfied	38.0%	47.7%	45.9%	34.0%	45.9%	44.0%	41.4%	50.1%	48.3%	
Marginally satisfied	15.7%	16.6%	15.8%	18.0%	15.9%	14.7%	13.8%	17.4%	17.1%	
Not satisfied	13.9%	8.2%	8.1%	8.0%	8.3%	8.0%	19.0%	8.1%	8.3%	
Total(n)	108	5,606	12,302	50	3,170	6,582	58	2,436	5,720	
Mean	2.89	2.94	2.98	3.06	2.97	3.03	2.74	2.91	2.93	
Standard deviation	1.02	0.88	0.89	0.96	0.89	0.89	1.05	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.06	-0.10	-	0.10	0.03	-	-0.20	-0.22	
<b>Departmental leadership</b>										Job Satisfaction: Workplace
Very satisfied	21.7%	33.9%	34.0%	22.4%	36.0%	36.6%	21.1%	31.0%	30.8%	
Satisfied	37.7%	39.4%	38.0%	42.9%	39.6%	38.1%	33.3%	39.3%	37.9%	
Marginally satisfied	25.5%	16.0%	16.2%	22.4%	14.3%	14.1%	28.1%	18.3%	18.7%	
Not satisfied	15.1%	10.7%	11.9%	12.2%	10.1%	11.2%	17.5%	11.4%	12.6%	
Total(n)	106	5,512	12,125	49	3,115	6,489	57	2,397	5,636	
Mean	2.66	2.97	2.94	2.76	3.02	3.00	2.58	2.90	2.87	
Standard deviation	0.98	0.96	0.99	0.95	0.95	0.98	1.02	0.97	0.99	
Significance	-	**	**	-			-	*	*	
Effect size	-	-0.32	-0.28	-	-0.27	-0.24	-	-0.33	-0.29	
<b>Course assignments</b>										Job Satisfaction: Workplace
Very satisfied	26.4%	30.9%	33.0%	28.0%	31.2%	34.7%	25.0%	30.6%	31.0%	
Satisfied	57.3%	54.1%	52.2%	52.0%	53.5%	51.1%	61.7%	54.8%	53.7%	
Marginally satisfied	15.5%	12.2%	11.7%	20.0%	12.5%	11.3%	11.7%	11.7%	12.3%	
Not satisfied	0.9%	2.8%	3.0%	0.0%	2.8%	3.0%	1.7%	2.9%	3.1%	
Total(n)	110	5,568	12,258	50	3,162	6,578	60	2,406	5,680	
Mean	3.09	3.13	3.15	3.08	3.13	3.17	3.10	3.13	3.13	
Standard deviation	0.67	0.73	0.74	0.70	0.73	0.74	0.66	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.07	-0.12	-	-0.04	-0.04	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Freedom to determine course content</b>										
Very satisfied	58.7%	56.7%	57.5%	60.0%	59.1%	59.8%	57.6%	53.3%	54.7%	
Satisfied	33.9%	36.3%	34.7%	30.0%	33.8%	32.9%	37.3%	39.7%	36.9%	
Marginally satisfied	5.5%	5.3%	5.8%	6.0%	5.3%	5.1%	5.1%	5.3%	6.6%	
Not satisfied	1.8%	1.8%	2.0%	4.0%	1.9%	2.2%	0.0%	1.7%	1.8%	
Total(n)	109	5,577	12,273	50	3,169	6,585	59	2,408	5,688	
Mean	3.50	3.48	3.48	3.46	3.50	3.50	3.53	3.45	3.44	
Standard deviation	0.69	0.68	0.70	0.79	0.68	0.69	0.60	0.67	0.70	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.06	-0.06	-	0.12	0.13	
<b>Availability of child care at this institution</b>										
Very satisfied	0.0%	6.8%	7.7%	0.0%	9.1%	9.1%	0.0%	4.4%	6.2%	
Satisfied	6.5%	13.5%	15.0%	12.5%	17.1%	18.1%	0.0%	9.5%	11.8%	
Marginally satisfied	35.5%	10.1%	11.6%	37.5%	12.8%	15.3%	33.3%	7.2%	7.8%	
Not satisfied	58.1%	69.5%	65.7%	50.0%	61.0%	57.5%	66.7%	79.0%	74.1%	
Total(n)	31	1,333	3,252	16	720	1,639	15	613	1,613	
Mean	1.48	1.58	1.65	1.63	1.74	1.79	1.33	1.39	1.50	
Standard deviation	0.63	0.96	0.99	0.72	1.04	1.04	0.49	0.83	0.93	
Significance	-			-			-			
Effect size	-	-0.10	-0.17	-	-0.11	-0.15	-	-0.07	-0.18	
<b>Prospects for career advancement</b>										
Very satisfied	6.3%	9.7%	10.1%	4.3%	9.0%	10.0%	8.0%	10.6%	10.2%	
Satisfied	51.0%	45.3%	45.6%	56.5%	46.8%	47.5%	46.0%	43.2%	43.3%	
Marginally satisfied	27.1%	28.4%	26.7%	23.9%	27.2%	26.1%	30.0%	29.9%	27.4%	
Not satisfied	15.6%	16.7%	17.6%	15.2%	17.0%	16.4%	16.0%	16.3%	19.1%	
Total(n)	96	5,091	11,145	46	2,844	5,871	50	2,247	5,274	
Mean	2.48	2.48	2.48	2.50	2.48	2.51	2.46	2.48	2.45	
Standard deviation	0.83	0.88	0.90	0.81	0.88	0.88	0.86	0.89	0.91	
Significance	-			-			-			
Effect size	-	0.00	0.00	-	0.02	-0.01	-	-0.02	0.01	
										Job Satisfaction: Compensation

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How satisfied are you with the following aspects of your job?</b>										
<b>Clerical/administrative support</b>										
Very satisfied	17.8%	20.5%	20.5%	12.2%	18.8%	19.7%	22.4%	22.9%	21.5%	
Satisfied	61.7%	41.1%	40.7%	59.2%	42.9%	42.2%	63.8%	38.6%	38.9%	
Marginally satisfied	14.0%	22.0%	22.7%	22.4%	22.5%	23.0%	6.9%	21.4%	22.3%	
Not satisfied	6.5%	16.4%	16.1%	6.1%	15.9%	15.1%	6.9%	17.2%	17.3%	
Total(n)	107	5,566	12,242	49	3,151	6,552	58	2,415	5,690	
Mean	2.91	2.66	2.66	2.78	2.65	2.67	3.02	2.67	2.65	
Standard deviation	0.76	0.98	0.98	0.74	0.96	0.96	0.76	1.01	1.00	
Significance	-	**	**	-			-	**	**	
Effect size	-	0.26	0.26	-	0.14	0.11	-	0.35	0.37	
<b>Overall job satisfaction</b>										
Very satisfied	20.0%	24.0%	23.8%	20.0%	24.6%	26.1%	20.0%	23.2%	20.9%	
Satisfied	57.3%	53.6%	53.8%	60.0%	51.7%	51.3%	55.0%	56.2%	56.8%	
Marginally satisfied	17.3%	17.5%	17.1%	10.0%	18.8%	16.9%	23.3%	15.7%	17.4%	
Not satisfied	5.5%	4.9%	5.3%	10.0%	4.9%	5.7%	1.7%	5.0%	4.9%	
Total(n)	110	5,633	12,364	50	3,187	6,618	60	2,446	5,746	
Mean	2.92	2.97	2.96	2.90	2.96	2.98	2.93	2.98	2.94	
Standard deviation	0.77	0.78	0.79	0.84	0.79	0.81	0.71	0.77	0.76	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.08	-0.10	-	-0.06	-0.01	
<b>Tuition remission for your children/dependents</b>										
Very satisfied	36.8%	44.4%	44.0%	37.9%	45.2%	44.6%	35.7%	43.3%	43.1%	
Satisfied	49.1%	38.2%	35.9%	58.6%	36.7%	35.1%	39.3%	40.5%	37.1%	
Marginally satisfied	12.3%	9.4%	10.4%	3.4%	9.9%	10.9%	21.4%	8.7%	9.6%	
Not satisfied	1.8%	7.9%	9.8%	0.0%	8.2%	9.4%	3.6%	7.5%	10.3%	
Total(n)	57	3,120	6,727	29	1,913	3,892	28	1,207	2,835	
Mean	3.21	3.19	3.14	3.34	3.19	3.15	3.07	3.20	3.13	
Standard deviation	0.73	0.90	0.96	0.55	0.92	0.95	0.86	0.88	0.96	
Significance	-			-			-			
Effect size	-	0.02	0.07	-	0.16	0.20	-	-0.15	-0.06	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are interested in students' personal problems</b>										
Agree strongly	32.7%	48.9%	40.5%	24.0%	45.5%	37.8%	40.0%	53.4%	43.8%	
Agree somewhat	65.5%	47.3%	53.5%	74.0%	50.8%	56.1%	58.3%	42.6%	50.2%	
Disagree somewhat	1.8%	3.2%	5.5%	2.0%	2.9%	5.4%	1.7%	3.6%	5.7%	
Disagree strongly	0.0%	0.6%	0.5%	0.0%	0.7%	0.7%	0.0%	0.4%	0.3%	
Total(n)	110	5,625	12,344	50	3,182	6,602	60	2,443	5,742	
Mean	3.31	3.44	3.34	3.22	3.41	3.31	3.38	3.49	3.37	
Standard deviation	0.50	0.59	0.60	0.46	0.59	0.60	0.52	0.59	0.61	
Significance	-	*		-	*		-			
Effect size	-	-0.22	-0.05	-	-0.32	-0.15	-	-0.19	0.02	
<b>Racial and ethnic diversity should be more strongly reflected in the curriculum</b>										
Agree strongly	23.6%	20.2%	18.9%	18.0%	15.1%	14.0%	28.3%	27.2%	24.8%	
Agree somewhat	52.7%	44.4%	43.4%	56.0%	41.5%	41.5%	50.0%	48.4%	45.7%	
Disagree somewhat	22.7%	29.3%	31.7%	26.0%	35.0%	36.5%	20.0%	21.5%	26.0%	
Disagree strongly	0.9%	6.1%	6.0%	0.0%	8.4%	8.0%	1.7%	2.9%	3.5%	
Total(n)	110	5,610	12,311	50	3,176	6,592	60	2,434	5,719	
Mean	2.99	2.79	2.75	2.92	2.63	2.62	3.05	3.00	2.92	
Standard deviation	0.71	0.83	0.83	0.67	0.84	0.82	0.75	0.78	0.80	
Significance	-	*	**	-	*	**	-			
Effect size	-	0.24	0.29	-	0.35	0.37	-	0.06	0.16	
<b>Faculty feel that most students are well-prepared academically</b>										
Agree strongly	0.9%	6.6%	7.1%	0.0%	6.0%	6.4%	1.7%	7.5%	8.0%	
Agree somewhat	48.2%	37.2%	38.5%	46.0%	36.8%	38.8%	50.0%	37.7%	38.2%	
Disagree somewhat	44.5%	41.7%	40.0%	46.0%	41.1%	40.1%	43.3%	42.5%	39.8%	
Disagree strongly	6.4%	14.5%	14.4%	8.0%	16.0%	14.8%	5.0%	12.3%	13.9%	
Total(n)	110	5,618	12,341	50	3,180	6,604	60	2,438	5,737	
Mean	2.44	2.36	2.38	2.38	2.33	2.37	2.48	2.40	2.40	
Standard deviation	0.63	0.81	0.82	0.64	0.81	0.81	0.62	0.80	0.82	
Significance	-			-			-			
Effect size	-	0.10	0.07	-	0.06	0.01	-	0.10	0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>This institution should hire more faculty of color</b>										
Agree strongly	32.1%	28.8%	29.0%	30.6%	23.5%	23.4%	33.3%	35.9%	35.9%	
Agree somewhat	52.3%	45.8%	46.0%	59.2%	48.2%	47.5%	46.7%	42.6%	44.3%	
Disagree somewhat	14.7%	21.2%	20.4%	10.2%	23.5%	23.2%	18.3%	18.2%	17.1%	
Disagree strongly	0.9%	4.2%	4.5%	0.0%	4.9%	5.9%	1.7%	3.4%	2.7%	
Total(n)	109	5,585	12,253	49	3,160	6,551	60	2,425	5,702	
Mean	3.16	2.99	3.00	3.20	2.90	2.88	3.12	3.11	3.13	
Standard deviation	0.70	0.82	0.82	0.61	0.81	0.83	0.76	0.81	0.79	
Significance	-	*	*	-	**	**	-	-	-	
Effect size	-	0.21	0.20	-	0.37	0.39	-	0.01	-0.01	
<b>This institution should hire more women faculty</b>										
Agree strongly	10.0%	13.0%	12.0%	8.0%	10.3%	8.9%	11.7%	16.6%	15.8%	
Agree somewhat	49.1%	41.1%	40.9%	52.0%	39.8%	40.0%	46.7%	42.8%	42.1%	
Disagree somewhat	39.1%	39.6%	40.1%	38.0%	41.8%	42.1%	40.0%	36.5%	37.6%	
Disagree strongly	1.8%	6.3%	6.9%	2.0%	8.1%	9.0%	1.7%	4.0%	4.4%	
Total(n)	110	5,579	12,237	50	3,160	6,547	60	2,419	5,690	
Mean	2.67	2.61	2.58	2.66	2.52	2.49	2.68	2.72	2.69	
Standard deviation	0.68	0.79	0.79	0.66	0.79	0.78	0.70	0.78	0.79	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.08	0.11	-	0.18	0.22	-	-0.05	-0.01	
<b>Student Affairs staff have the support and respect of faculty</b>										
Agree strongly	20.4%	21.7%	18.7%	22.9%	20.6%	17.1%	18.3%	23.1%	20.7%	
Agree somewhat	65.7%	58.5%	58.7%	64.6%	57.7%	59.2%	66.7%	59.4%	58.1%	
Disagree somewhat	13.9%	16.4%	19.4%	12.5%	17.9%	20.5%	15.0%	14.4%	18.1%	
Disagree strongly	0.0%	3.5%	3.2%	0.0%	3.8%	3.2%	0.0%	3.1%	3.1%	
Total(n)	108	5,571	12,196	48	3,159	6,541	60	2,412	5,655	
Mean	3.06	2.98	2.93	3.10	2.95	2.90	3.03	3.03	2.96	
Standard deviation	0.58	0.72	0.71	0.59	0.73	0.70	0.58	0.71	0.71	
Significance	-	-	-	-	-	*	-	-	-	
Effect size	-	0.11	0.18	-	0.21	0.29	-	0.00	0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Faculty are committed to the welfare of this institution</b>										
Agree strongly	45.5%	55.1%	52.4%	36.0%	55.5%	50.9%	53.3%	54.6%	54.1%	
Agree somewhat	49.1%	39.9%	41.7%	58.0%	39.6%	42.7%	41.7%	40.2%	40.4%	
Disagree somewhat	4.5%	4.6%	5.3%	6.0%	4.4%	5.5%	3.3%	4.8%	5.0%	
Disagree strongly	0.9%	0.4%	0.7%	0.0%	0.4%	0.9%	1.7%	0.3%	0.4%	
Total(n)	110	5,621	12,338	50	3,182	6,606	60	2,439	5,732	
Mean	3.39	3.50	3.46	3.30	3.50	3.44	3.47	3.49	3.48	
Standard deviation	0.62	0.60	0.63	0.58	0.60	0.64	0.65	0.60	0.61	
Significance	-			-	*		-			
Effect size	-	-0.18	-0.11	-	-0.33	-0.22	-	-0.03	-0.02	
<b>Faculty here are strongly interested in the academic problems of undergraduates</b>										
Agree strongly	46.4%	61.6%	57.4%	38.0%	60.0%	55.6%	53.3%	63.6%	59.7%	
Agree somewhat	48.2%	34.4%	37.0%	58.0%	36.4%	38.7%	40.0%	31.7%	35.0%	
Disagree somewhat	5.5%	3.5%	5.0%	4.0%	3.2%	5.2%	6.7%	4.0%	4.9%	
Disagree strongly	0.0%	0.6%	0.5%	0.0%	0.5%	0.6%	0.0%	0.7%	0.5%	
Total(n)	110	5,599	12,307	50	3,175	6,598	60	2,424	5,709	
Mean	3.41	3.57	3.51	3.34	3.56	3.49	3.47	3.58	3.54	
Standard deviation	0.60	0.59	0.62	0.56	0.58	0.62	0.62	0.61	0.61	
Significance	-	**		-	**		-			
Effect size	-	-0.27	-0.16	-	-0.38	-0.24	-	-0.18	-0.11	
<b>There is a lot of campus racial conflict here</b>										
Agree strongly	3.6%	2.2%	1.7%	4.0%	1.8%	1.3%	3.3%	2.7%	2.3%	
Agree somewhat	5.5%	9.3%	9.3%	4.0%	7.9%	7.0%	6.7%	11.3%	12.0%	
Disagree somewhat	55.5%	38.8%	37.5%	58.0%	35.4%	35.4%	53.3%	43.3%	40.1%	
Disagree strongly	35.5%	49.7%	51.5%	34.0%	55.0%	56.4%	36.7%	42.6%	45.5%	
Total(n)	110	5,606	12,309	50	3,178	6,596	60	2,428	5,713	
Mean	1.77	1.64	1.61	1.78	1.56	1.53	1.77	1.74	1.71	
Standard deviation	0.71	0.74	0.73	0.71	0.71	0.68	0.72	0.76	0.77	
Significance	-		*	-	*	**	-			
Effect size	-	0.18	0.22	-	0.31	0.37	-	0.04	0.08	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My research is valued by faculty in my department</b>										
Agree strongly	25.7%	26.2%	27.1%	34.7%	27.0%	27.6%	18.3%	25.2%	26.4%	
Agree somewhat	51.4%	50.7%	50.4%	46.9%	51.4%	51.7%	55.0%	49.9%	48.7%	
Disagree somewhat	14.7%	16.3%	16.1%	12.2%	15.6%	14.3%	16.7%	17.1%	18.2%	
Disagree strongly	8.3%	6.8%	6.5%	6.1%	6.1%	6.3%	10.0%	7.8%	6.7%	
Total(n)	109	5,569	12,233	49	3,165	6,570	60	2,404	5,663	
Mean	2.94	2.96	2.98	3.10	2.99	3.01	2.82	2.92	2.95	
Standard deviation	0.86	0.83	0.83	0.85	0.82	0.82	0.85	0.85	0.84	
Significance	-			-			-			
Effect size	-	-0.02	-0.05	-	0.13	0.11	-	-0.12	-0.15	
<b>My teaching is valued by faculty in my department</b>										
Agree strongly	53.6%	58.8%	58.3%	48.0%	60.1%	59.2%	58.3%	57.1%	57.0%	
Agree somewhat	36.4%	33.9%	34.7%	44.0%	32.0%	33.3%	30.0%	36.3%	36.4%	
Disagree somewhat	6.4%	5.4%	5.1%	2.0%	5.7%	5.5%	10.0%	5.1%	4.8%	
Disagree strongly	3.6%	1.9%	1.9%	6.0%	2.2%	2.0%	1.7%	1.5%	1.8%	
Total(n)	110	5,626	12,345	50	3,185	6,613	60	2,441	5,732	
Mean	3.40	3.50	3.49	3.34	3.50	3.50	3.45	3.49	3.49	
Standard deviation	0.77	0.69	0.68	0.80	0.70	0.69	0.75	0.67	0.67	
Significance	-			-			-			
Effect size	-	-0.14	-0.13	-	-0.23	-0.23	-	-0.06	-0.06	
<b>Faculty of color are treated fairly here</b>										
Agree strongly	39.1%	51.7%	50.6%	46.0%	56.4%	55.6%	33.3%	45.4%	44.4%	
Agree somewhat	45.5%	39.4%	40.4%	40.0%	37.1%	37.8%	50.0%	42.6%	43.6%	
Disagree somewhat	13.6%	7.0%	7.1%	12.0%	5.0%	5.0%	15.0%	9.6%	9.7%	
Disagree strongly	1.8%	1.9%	1.9%	2.0%	1.5%	1.6%	1.7%	2.3%	2.3%	
Total(n)	110	5,551	12,188	50	3,155	6,548	60	2,396	5,640	
Mean	3.22	3.41	3.40	3.30	3.48	3.47	3.15	3.31	3.30	
Standard deviation	0.75	0.70	0.71	0.76	0.66	0.67	0.73	0.74	0.74	
Significance	-	**	**	-			-			
Effect size	-	-0.27	-0.25	-	-0.27	-0.25	-	-0.22	-0.20	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Women faculty are treated fairly here</b>										
Agree strongly	45.9%	53.2%	53.0%	57.1%	62.0%	61.6%	36.7%	41.4%	42.5%	
Agree somewhat	43.1%	36.5%	36.9%	40.8%	32.9%	33.0%	45.0%	41.2%	41.6%	
Disagree somewhat	10.1%	8.3%	8.3%	2.0%	4.3%	4.8%	16.7%	13.7%	12.7%	
Disagree strongly	0.9%	2.0%	1.8%	0.0%	0.7%	0.6%	1.7%	3.7%	3.2%	
Total(n)	109	5,589	12,279	49	3,164	6,571	60	2,425	5,708	
Mean	3.34	3.41	3.41	3.55	3.56	3.56	3.17	3.20	3.23	
Standard deviation	0.70	0.73	0.72	0.54	0.61	0.61	0.76	0.81	0.79	
Significance	-			-			-			
Effect size	-	-0.10	-0.10	-	-0.02	-0.02	-	-0.04	-0.08	
<b>Gay and lesbian faculty are treated fairly here</b>										
Agree strongly	50.5%	37.1%	42.3%	57.1%	39.7%	46.3%	45.0%	33.7%	37.4%	
Agree somewhat	43.1%	34.2%	38.2%	38.8%	33.5%	35.3%	46.7%	35.1%	41.8%	
Disagree somewhat	5.5%	14.0%	11.3%	4.1%	13.3%	11.1%	6.7%	15.0%	11.6%	
Disagree strongly	0.9%	14.6%	8.2%	0.0%	13.4%	7.3%	1.7%	16.3%	9.2%	
Total(n)	109	5,335	11,902	49	3,025	6,378	60	2,310	5,524	
Mean	3.43	2.94	3.15	3.53	2.99	3.21	3.35	2.86	3.07	
Standard deviation	0.64	1.05	0.92	0.58	1.03	0.91	0.68	1.06	0.92	
Significance	-	***	**	-	***	*	-	***	*	
Effect size	-	0.47	0.30	-	0.52	0.35	-	0.46	0.30	
<b>Faculty are sufficiently involved in campus decision making</b>										
Agree strongly	29.1%	19.4%	18.6%	32.0%	20.0%	19.6%	26.7%	18.5%	17.4%	
Agree somewhat	52.7%	46.4%	44.5%	52.0%	45.9%	43.8%	53.3%	47.0%	45.3%	
Disagree somewhat	14.5%	22.1%	23.4%	14.0%	21.3%	22.6%	15.0%	23.1%	24.2%	
Disagree strongly	3.6%	12.2%	13.6%	2.0%	12.8%	14.0%	5.0%	11.4%	13.1%	
Total(n)	110	5,612	12,321	50	3,177	6,601	60	2,435	5,720	
Mean	3.07	2.73	2.68	3.14	2.73	2.69	3.02	2.73	2.67	
Standard deviation	0.76	0.91	0.93	0.73	0.92	0.94	0.79	0.89	0.91	
Significance	-	***	***	-	**	***	-	*	**	
Effect size	-	0.37	0.42	-	0.45	0.48	-	0.33	0.38	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>My values are congruent with the dominant institutional values</b>										
Agree strongly	28.2%	38.0%	33.1%	24.0%	37.7%	33.3%	31.7%	38.2%	32.8%	
Agree somewhat	49.1%	46.6%	48.2%	48.0%	45.6%	46.8%	50.0%	47.9%	49.9%	
Disagree somewhat	18.2%	11.9%	14.0%	24.0%	12.7%	14.4%	13.3%	10.8%	13.6%	
Disagree strongly	4.5%	3.6%	4.7%	4.0%	4.0%	5.5%	5.0%	3.0%	3.7%	
Total(n)	110	5,611	12,315	50	3,177	6,595	60	2,434	5,720	
Mean	3.01	3.19	3.10	2.92	3.17	3.08	3.08	3.21	3.12	
Standard deviation	0.81	0.78	0.81	0.80	0.80	0.83	0.81	0.75	0.77	
Significance	-	*		-	*		-			
Effect size	-	-0.23	-0.11	-	-0.31	-0.19	-	-0.17	-0.05	
<b>This institution takes responsibility for educating underprepared students</b>										
Agree strongly	18.2%	25.1%	22.7%	12.0%	25.3%	22.3%	23.3%	24.8%	23.1%	
Agree somewhat	40.9%	50.6%	49.8%	36.0%	51.7%	51.0%	45.0%	49.1%	48.3%	
Disagree somewhat	33.6%	19.7%	22.0%	42.0%	18.9%	21.6%	26.7%	20.9%	22.3%	
Disagree strongly	7.3%	4.6%	5.6%	10.0%	4.2%	5.0%	5.0%	5.3%	6.2%	
Total(n)	110	5,596	12,292	50	3,174	6,591	60	2,422	5,701	
Mean	2.70	2.96	2.90	2.50	2.98	2.91	2.87	2.93	2.88	
Standard deviation	0.85	0.79	0.81	0.84	0.78	0.80	0.83	0.81	0.83	
Significance	-	***	**	-	***	***	-			
Effect size	-	-0.33	-0.25	-	-0.62	-0.51	-	-0.07	-0.01	
<b>The criteria for advancement and promotion decisions are clear</b>										
Agree strongly	21.1%	28.6%	26.8%	20.4%	27.9%	27.6%	21.7%	29.4%	25.9%	
Agree somewhat	45.9%	44.1%	45.3%	44.9%	45.4%	45.5%	46.7%	42.5%	45.0%	
Disagree somewhat	20.2%	18.0%	19.2%	20.4%	17.2%	18.1%	20.0%	19.2%	20.6%	
Disagree strongly	12.8%	9.3%	8.7%	14.3%	9.5%	8.8%	11.7%	8.9%	8.6%	
Total(n)	109	5,599	12,300	49	3,169	6,589	60	2,430	5,711	
Mean	2.75	2.92	2.90	2.71	2.92	2.92	2.78	2.92	2.88	
Standard deviation	0.93	0.91	0.89	0.96	0.91	0.90	0.92	0.91	0.89	
Significance	-			-			-			
Effect size	-	-0.19	-0.17	-	-0.23	-0.23	-	-0.15	-0.11	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:</b>										
<b>Most of the students I teach lack the basic skills for college level work</b>										
Agree strongly	6.4%	9.0%	9.5%	6.0%	8.9%	9.5%	6.7%	9.1%	9.4%	
Agree somewhat	20.0%	26.8%	25.2%	26.0%	25.4%	23.9%	15.0%	28.7%	26.8%	
Disagree somewhat	41.8%	43.5%	40.4%	32.0%	44.5%	41.2%	50.0%	42.3%	39.5%	
Disagree strongly	31.8%	20.7%	24.9%	36.0%	21.2%	25.4%	28.3%	20.0%	24.3%	
Total(n)	110	5,604	12,313	50	3,175	6,598	60	2,429	5,715	
Mean	2.01	2.24	2.19	2.02	2.22	2.17	2.00	2.27	2.21	
Standard deviation	0.88	0.88	0.92	0.94	0.88	0.92	0.84	0.88	0.92	
Significance	-	**	*	-			-	*		
Effect size	-	-0.26	-0.20	-	-0.23	-0.16	-	-0.31	-0.23	
<b>There is adequate support for faculty development</b>										
Agree strongly	20.0%	18.7%	17.9%	18.0%	17.4%	17.8%	21.7%	20.5%	18.0%	
Agree somewhat	60.9%	50.2%	49.5%	64.0%	52.2%	51.7%	58.3%	47.5%	46.8%	
Disagree somewhat	15.5%	21.9%	22.7%	12.0%	22.1%	21.7%	18.3%	21.8%	23.9%	
Disagree strongly	3.6%	9.2%	9.9%	6.0%	8.4%	8.8%	1.7%	10.3%	11.3%	
Total(n)	110	5,618	12,331	50	3,184	6,606	60	2,434	5,725	
Mean	2.97	2.78	2.75	2.94	2.79	2.79	3.00	2.78	2.71	
Standard deviation	0.71	0.85	0.86	0.74	0.83	0.84	0.69	0.89	0.89	
Significance	-	*	**	-			-		*	
Effect size	-	0.22	0.26	-	0.18	0.18	-	0.25	0.33	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote the intellectual development of students</b>										
Highest priority	52.7%	47.2%	48.5%	42.0%	45.7%	47.2%	61.7%	49.2%	50.1%	
High priority	39.1%	39.1%	37.4%	48.0%	39.4%	37.6%	31.7%	38.7%	37.1%	
Medium priority	7.3%	12.0%	11.9%	10.0%	12.5%	12.7%	5.0%	11.3%	10.9%	
Low priority	0.9%	1.7%	2.2%	0.0%	2.4%	2.5%	1.7%	0.8%	1.9%	
Total(n)	110	5,617	12,341	50	3,178	6,604	60	2,439	5,737	
Mean	3.44	3.32	3.32	3.32	3.28	3.30	3.53	3.36	3.35	
Standard deviation	0.67	0.75	0.77	0.65	0.77	0.78	0.68	0.71	0.75	
Significance	-			-			-			
Effect size	-	0.16	0.16	-	0.05	0.03	-	0.24	0.24	
<b>To develop a sense of community among students and faculty</b>										
Highest priority	15.5%	24.1%	22.4%	12.0%	21.9%	20.3%	18.3%	26.9%	25.0%	
High priority	51.8%	53.3%	50.4%	52.0%	52.8%	50.3%	51.7%	53.9%	50.6%	
Medium priority	27.3%	19.6%	22.7%	34.0%	21.6%	24.2%	21.7%	16.9%	20.8%	
Low priority	5.5%	3.1%	4.5%	2.0%	3.7%	5.2%	8.3%	2.3%	3.6%	
Total(n)	110	5,615	12,329	50	3,176	6,595	60	2,439	5,734	
Mean	2.77	2.98	2.91	2.74	2.93	2.86	2.80	3.05	2.97	
Standard deviation	0.77	0.75	0.79	0.69	0.76	0.80	0.84	0.73	0.78	
Significance	-	**		-			-	**		
Effect size	-	-0.28	-0.18	-	-0.25	-0.15	-	-0.34	-0.22	
<b>To facilitate student involvement in community service</b>										
Highest priority	11.8%	21.1%	19.4%	6.0%	17.4%	16.5%	16.7%	26.1%	23.0%	
High priority	56.4%	47.5%	42.4%	58.0%	48.9%	42.9%	55.0%	45.7%	41.8%	
Medium priority	26.4%	26.2%	31.0%	32.0%	28.0%	32.7%	21.7%	23.8%	28.9%	
Low priority	5.5%	5.2%	7.2%	4.0%	5.8%	7.9%	6.7%	4.5%	6.3%	
Total(n)	110	5,614	12,328	50	3,177	6,599	60	2,437	5,729	
Mean	2.75	2.84	2.74	2.66	2.78	2.68	2.82	2.93	2.82	
Standard deviation	0.73	0.81	0.85	0.66	0.80	0.84	0.79	0.82	0.86	
Significance	-			-			-			
Effect size	-	-0.11	0.01	-	-0.15	-0.02	-	-0.13	0.00	Institutional Priority: Civic Engagement

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To help students learn how to bring about change in society</b>										
Highest priority	6.4%	15.9%	15.0%	0.0%	14.6%	12.7%	11.7%	17.8%	17.9%	
High priority	37.3%	38.9%	36.5%	40.0%	37.2%	35.9%	35.0%	41.3%	37.2%	
Medium priority	43.6%	34.2%	36.3%	44.0%	37.1%	39.4%	43.3%	30.2%	32.5%	
Low priority	12.7%	11.0%	12.2%	16.0%	11.1%	12.0%	10.0%	10.7%	12.4%	
Total(n)	110	5,610	12,314	50	3,175	6,589	60	2,435	5,725	
Mean	2.37	2.60	2.54	2.24	2.55	2.49	2.48	2.66	2.61	
Standard deviation	0.79	0.88	0.89	0.72	0.87	0.86	0.83	0.89	0.92	
Significance	-	**	*	-	*	*	-	-	-	
Effect size	-	-0.26	-0.19	-	-0.36	-0.29	-	-0.20	-0.14	
<b>To increase or maintain institutional prestige</b>										
Highest priority	22.7%	19.2%	21.5%	16.0%	19.1%	20.1%	28.3%	19.2%	23.2%	Institutional Priority: Increase Prestige
High priority	44.5%	41.1%	42.3%	52.0%	38.9%	42.6%	38.3%	44.0%	42.0%	
Medium priority	25.5%	31.1%	28.7%	26.0%	33.1%	29.6%	25.0%	28.4%	27.7%	
Low priority	7.3%	8.7%	7.4%	6.0%	8.9%	7.7%	8.3%	8.5%	7.1%	
Total(n)	110	5,612	12,324	50	3,177	6,600	60	2,435	5,724	
Mean	2.83	2.71	2.78	2.78	2.68	2.75	2.87	2.74	2.81	
Standard deviation	0.87	0.87	0.87	0.79	0.88	0.86	0.93	0.86	0.87	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.14	0.06	-	0.11	0.03	-	0.15	0.07	
<b>To hire faculty 'stars'</b>										
Highest priority	9.1%	4.7%	4.1%	10.0%	4.1%	3.3%	8.3%	5.6%	5.2%	Institutional Priority: Increase Prestige
High priority	13.6%	14.7%	13.9%	8.0%	12.6%	13.0%	18.3%	17.6%	15.0%	
Medium priority	36.4%	32.0%	33.7%	26.0%	30.0%	31.5%	45.0%	34.7%	36.4%	
Low priority	40.9%	48.5%	48.2%	56.0%	53.3%	52.2%	28.3%	42.1%	43.3%	
Total(n)	110	5,606	12,309	50	3,174	6,592	60	2,432	5,717	
Mean	1.91	1.76	1.74	1.72	1.68	1.67	2.07	1.87	1.82	
Standard deviation	0.95	0.87	0.85	0.99	0.85	0.82	0.90	0.90	0.87	
Significance	-	-	*	-	-	-	-	-	*	
Effect size	-	0.17	0.20	-	0.05	0.06	-	0.22	0.29	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To recruit more minority students</b>										Institutional Priority: Commitment to Diversity
Highest priority	9.1%	10.6%	11.4%	10.0%	9.7%	10.4%	8.3%	11.9%	12.6%	
High priority	56.4%	37.0%	36.7%	52.0%	36.5%	37.0%	60.0%	37.8%	36.3%	
Medium priority	32.7%	37.9%	38.9%	36.0%	39.3%	40.1%	30.0%	36.1%	37.5%	
Low priority	1.8%	14.5%	13.0%	2.0%	14.6%	12.4%	1.7%	14.2%	13.6%	
Total(n)	110	5,608	12,307	50	3,176	6,589	60	2,432	5,718	
Mean	2.73	2.44	2.47	2.70	2.41	2.45	2.75	2.47	2.48	
Standard deviation	0.65	0.86	0.86	0.68	0.85	0.84	0.63	0.88	0.88	
Significance	-	***	**	-	*	*	-	*	*	
Effect size	-	0.34	0.30	-	0.34	0.30	-	0.32	0.31	
<b>To enhance the institution's national image</b>										Institutional Priority: Increase Prestige
Highest priority	22.9%	21.3%	24.3%	14.0%	20.8%	23.2%	30.5%	22.1%	25.7%	
High priority	38.5%	36.3%	38.9%	50.0%	36.6%	40.3%	28.8%	36.0%	37.3%	
Medium priority	32.1%	30.7%	27.5%	32.0%	31.2%	27.6%	32.2%	30.1%	27.3%	
Low priority	6.4%	11.6%	9.2%	4.0%	11.4%	9.0%	8.5%	11.9%	9.6%	
Total(n)	109	5,604	12,303	50	3,172	6,592	59	2,432	5,711	
Mean	2.78	2.67	2.78	2.74	2.67	2.78	2.81	2.68	2.79	
Standard deviation	0.88	0.94	0.92	0.75	0.93	0.90	0.97	0.95	0.93	
Significance	-			-			-			
Effect size	-	0.12	0.00	-	0.08	-0.04	-	0.14	0.02	
<b>To create a diverse multi-cultural campus environment</b>										Institutional Priority: Commitment to Diversity
Highest priority	8.2%	15.0%	16.2%	4.0%	14.0%	15.4%	11.7%	16.4%	17.3%	
High priority	45.5%	36.1%	38.2%	40.0%	35.5%	38.9%	50.0%	36.9%	37.4%	
Medium priority	43.6%	34.9%	33.6%	54.0%	36.7%	34.6%	35.0%	32.5%	32.4%	
Low priority	2.7%	14.0%	11.9%	2.0%	13.9%	11.1%	3.3%	14.1%	12.9%	
Total(n)	110	5,610	12,310	50	3,173	6,588	60	2,437	5,722	
Mean	2.59	2.52	2.59	2.46	2.50	2.59	2.70	2.56	2.59	
Standard deviation	0.68	0.91	0.90	0.61	0.90	0.88	0.72	0.93	0.92	
Significance	-			-			-			
Effect size	-	0.08	0.00	-	-0.04	-0.15	-	0.15	0.12	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To promote gender equity among faculty</b>										
Highest priority	10.9%	10.6%	11.4%	10.0%	11.1%	12.4%	11.7%	9.9%	10.3%	
High priority	31.8%	37.4%	36.9%	40.0%	43.5%	43.2%	25.0%	29.3%	29.2%	
Medium priority	49.1%	35.4%	34.3%	42.0%	33.6%	32.8%	55.0%	37.9%	36.1%	
Low priority	8.2%	16.5%	17.4%	8.0%	11.8%	11.6%	8.3%	23.0%	24.5%	
Total(n)	110	5,593	12,271	50	3,164	6,574	60	2,429	5,697	
Mean	2.45	2.42	2.42	2.52	2.54	2.56	2.40	2.26	2.25	
Standard deviation	0.80	0.89	0.91	0.79	0.84	0.85	0.81	0.92	0.94	
Significance	-			-			-			
Effect size	-	0.03	0.03	-	-0.02	-0.05	-	0.15	0.16	
<b>To provide resources for faculty to engage in community-based teaching or research</b>										
Highest priority	6.4%	6.9%	6.9%	2.0%	6.1%	5.8%	10.0%	8.1%	8.2%	Institutional Priority: Civic Engage- ment
High priority	39.4%	25.5%	26.3%	40.8%	23.7%	25.4%	38.3%	28.0%	27.5%	
Medium priority	44.0%	41.8%	42.4%	46.9%	43.4%	44.8%	41.7%	39.7%	39.5%	
Low priority	10.1%	25.7%	24.4%	10.2%	26.9%	23.9%	10.0%	24.1%	24.9%	
Total(n)	109	5,591	12,280	49	3,163	6,570	60	2,428	5,710	
Mean	2.42	2.14	2.16	2.35	2.09	2.13	2.48	2.20	2.19	
Standard deviation	0.76	0.88	0.87	0.69	0.86	0.84	0.81	0.90	0.90	
Significance	-	***	**	-	*		-	*	*	
Effect size	-	0.32	0.30	-	0.30	0.26	-	0.31	0.32	
<b>To create and sustain partnerships with surrounding communities</b>										
Highest priority	8.2%	10.5%	9.6%	2.0%	8.8%	7.5%	13.3%	12.8%	12.3%	Institutional Priority: Civic Engage- ment
High priority	42.7%	33.4%	32.4%	44.0%	32.6%	31.2%	41.7%	34.6%	33.9%	
Medium priority	41.8%	40.6%	41.9%	44.0%	42.1%	43.6%	40.0%	38.6%	39.7%	
Low priority	7.3%	15.5%	16.1%	10.0%	16.5%	17.7%	5.0%	14.0%	14.2%	
Total(n)	110	5,603	12,294	50	3,172	6,588	60	2,431	5,706	
Mean	2.52	2.39	2.36	2.38	2.34	2.28	2.63	2.46	2.44	
Standard deviation	0.75	0.87	0.86	0.70	0.85	0.84	0.78	0.89	0.88	
Significance	-			-			-			
Effect size	-	0.15	0.19	-	0.05	0.12	-	0.19	0.22	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To pursue extramural funding</b>										
Highest priority	3.7%	9.4%	10.0%	0.0%	8.8%	8.6%	6.7%	10.1%	11.8%	
High priority	23.1%	30.0%	32.4%	20.8%	29.9%	32.2%	25.0%	30.0%	32.6%	
Medium priority	52.8%	37.7%	38.5%	60.4%	37.4%	39.9%	46.7%	38.1%	36.7%	
Low priority	20.4%	23.0%	19.1%	18.8%	23.9%	19.3%	21.7%	21.8%	18.9%	
Total(n)	108	5,555	12,190	48	3,158	6,552	60	2,397	5,638	
Mean	2.10	2.26	2.33	2.02	2.24	2.30	2.17	2.28	2.37	
Standard deviation	0.76	0.92	0.90	0.64	0.91	0.88	0.85	0.92	0.92	
Significance	-		**	-		*	-			
Effect size	-	-0.17	-0.26	-	-0.24	-0.32	-	-0.12	-0.22	
<b>To increase the representation of minorities in the faculty and administration</b>										
Highest priority	8.2%	8.3%	8.2%	6.0%	7.4%	7.4%	10.0%	9.5%	9.1%	Institutional Priority: Commit- ment to Diversity
High priority	41.8%	28.4%	30.2%	36.0%	28.6%	31.4%	46.7%	28.1%	28.8%	
Medium priority	45.5%	42.9%	42.6%	52.0%	44.5%	44.0%	40.0%	40.7%	40.9%	
Low priority	4.5%	20.4%	19.0%	6.0%	19.4%	17.1%	3.3%	21.6%	21.2%	
Total(n)	110	5,586	12,260	50	3,165	6,573	60	2,421	5,687	
Mean	2.54	2.25	2.28	2.42	2.24	2.29	2.63	2.25	2.26	
Standard deviation	0.71	0.87	0.86	0.70	0.85	0.84	0.71	0.90	0.89	
Significance	-	***	**	-			-	**	**	
Effect size	-	0.33	0.30	-	0.21	0.15	-	0.42	0.42	
<b>To strengthen links with the for-profit, corporate sector</b>										
Highest priority	2.8%	7.8%	8.0%	2.1%	7.7%	7.4%	3.3%	7.9%	8.9%	
High priority	17.6%	21.7%	22.5%	10.4%	20.6%	21.7%	23.3%	23.3%	23.4%	
Medium priority	33.3%	37.5%	36.5%	37.5%	36.6%	36.9%	30.0%	38.8%	36.1%	
Low priority	46.3%	33.0%	33.0%	50.0%	35.2%	34.0%	43.3%	30.0%	31.7%	
Total(n)	108	5,567	12,211	48	3,160	6,557	60	2,407	5,654	
Mean	1.77	2.04	2.06	1.65	2.01	2.02	1.87	2.09	2.09	
Standard deviation	0.84	0.93	0.93	0.76	0.93	0.92	0.89	0.92	0.95	
Significance	-	**	**	-	**	**	-			
Effect size	-	-0.29	-0.31	-	-0.39	-0.40	-	-0.24	-0.23	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Indicate how important you believe each priority listed below is at your college or university:</b>										
<b>To develop leadership ability among students</b>										
Highest priority	12.7%	20.9%	19.2%	12.0%	20.5%	17.1%	13.3%	21.5%	21.7%	
High priority	47.3%	47.4%	45.9%	46.0%	44.9%	44.8%	48.3%	50.8%	47.3%	
Medium priority	35.5%	26.9%	29.8%	34.0%	29.3%	32.6%	36.7%	23.7%	26.5%	
Low priority	4.5%	4.8%	5.1%	8.0%	5.3%	5.5%	1.7%	4.1%	4.5%	
Total(n)	110	5,595	12,282	50	3,168	6,584	60	2,427	5,698	
Mean	2.68	2.84	2.79	2.62	2.81	2.74	2.73	2.90	2.86	
Standard deviation	0.75	0.80	0.81	0.81	0.82	0.80	0.71	0.78	0.80	
Significance	-	*		-			-			
Effect size	-	-0.20	-0.14	-	-0.23	-0.15	-	-0.22	-0.16	
<b>To increase the representation of women in the faculty and administration</b>										
Highest priority	3.6%	6.2%	6.4%	4.0%	6.4%	6.7%	3.3%	6.0%	5.9%	
High priority	20.0%	23.6%	25.4%	16.0%	26.4%	29.5%	23.3%	19.8%	20.4%	
Medium priority	55.5%	46.7%	44.4%	68.0%	47.1%	44.8%	45.0%	46.1%	44.0%	
Low priority	20.9%	23.5%	23.8%	12.0%	20.1%	19.0%	28.3%	28.1%	29.7%	
Total(n)	110	5,572	12,223	50	3,153	6,548	60	2,419	5,675	
Mean	2.06	2.13	2.14	2.12	2.19	2.24	2.02	2.04	2.02	
Standard deviation	0.75	0.84	0.85	0.66	0.83	0.83	0.81	0.85	0.86	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.08	-0.14	-	-0.02	0.00	
<b>To develop an appreciation for multiculturalism</b>										
Highest priority	13.6%	16.7%	18.2%	12.0%	15.0%	17.0%	15.0%	18.9%	19.5%	
High priority	47.3%	40.1%	40.4%	40.0%	39.9%	41.2%	53.3%	40.4%	39.6%	
Medium priority	33.6%	31.5%	31.1%	44.0%	32.8%	32.0%	25.0%	29.8%	29.9%	
Low priority	5.5%	11.7%	10.3%	4.0%	12.3%	9.8%	6.7%	10.8%	11.0%	
Total(n)	110	5,600	12,293	50	3,168	6,583	60	2,432	5,710	
Mean	2.69	2.62	2.66	2.60	2.58	2.65	2.77	2.67	2.68	
Standard deviation	0.78	0.90	0.89	0.76	0.89	0.87	0.79	0.90	0.91	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.02	-0.06	-	0.11	0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>The chief benefit of a college education is that it increases one's earning power</b>										
Agree strongly	10.1%	7.7%	8.1%	10.2%	7.1%	7.2%	10.0%	8.4%	9.2%	
Agree somewhat	28.4%	43.8%	44.7%	22.4%	41.1%	43.3%	33.3%	47.5%	46.5%	
Disagree somewhat	37.6%	32.4%	31.7%	36.7%	33.0%	32.8%	38.3%	31.6%	30.4%	
Disagree strongly	23.9%	16.1%	15.5%	30.6%	18.8%	16.7%	18.3%	12.5%	14.0%	
Total(n)	109	5,617	12,336	49	3,177	6,601	60	2,440	5,735	
Mean	2.25	2.43	2.45	2.12	2.37	2.41	2.35	2.52	2.51	
Standard deviation	0.93	0.85	0.85	0.97	0.87	0.85	0.90	0.82	0.84	
Significance	-	*	*	-	*	*	-			
Effect size	-	-0.21	-0.24	-	-0.29	-0.34	-	-0.21	-0.19	
<b>Promoting diversity leads to the admission of too many underprepared students</b>										
Agree strongly	0.0%	3.6%	3.5%	0.0%	4.2%	4.1%	0.0%	2.7%	2.7%	
Agree somewhat	19.3%	20.4%	19.2%	12.2%	23.7%	22.6%	25.0%	15.8%	15.1%	
Disagree somewhat	41.3%	44.5%	43.3%	49.0%	44.6%	44.1%	35.0%	44.3%	42.4%	
Disagree strongly	39.4%	31.6%	34.0%	38.8%	27.4%	29.3%	40.0%	37.2%	39.8%	
Total(n)	109	5,606	12,305	49	3,170	6,587	60	2,436	5,718	
Mean	1.80	1.96	1.92	1.73	2.05	2.01	1.85	1.84	1.81	
Standard deviation	0.74	0.81	0.82	0.67	0.82	0.83	0.80	0.78	0.79	
Significance	-	*		-	**	*	-			
Effect size	-	-0.20	-0.15	-	-0.39	-0.34	-	0.01	0.05	
<b>Colleges should be actively involved in solving social problems</b>										
Agree strongly	28.4%	19.4%	20.4%	20.4%	17.0%	17.7%	35.0%	22.7%	23.8%	
Agree somewhat	55.0%	55.4%	55.8%	63.3%	56.2%	55.7%	48.3%	54.3%	55.8%	
Disagree somewhat	15.6%	21.9%	20.1%	14.3%	22.6%	21.6%	16.7%	20.9%	18.3%	
Disagree strongly	0.9%	3.3%	3.7%	2.0%	4.2%	5.0%	0.0%	2.1%	2.1%	
Total(n)	109	5,604	12,308	49	3,172	6,594	60	2,432	5,714	
Mean	3.11	2.91	2.93	3.02	2.86	2.86	3.18	2.98	3.01	
Standard deviation	0.69	0.73	0.74	0.66	0.74	0.76	0.70	0.72	0.71	
Significance	-	**	*	-			-	*		
Effect size	-	0.27	0.24	-	0.22	0.21	-	0.28	0.24	Civic Minded Values

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should encourage students to be involved in community service activities</b>										Civic Minded Values
Agree strongly	42.2%	39.8%	36.3%	38.8%	34.7%	31.0%	45.0%	46.6%	42.9%	
Agree somewhat	55.0%	53.7%	55.4%	59.2%	57.0%	57.8%	51.7%	49.4%	52.4%	
Disagree somewhat	2.8%	5.4%	6.8%	2.0%	7.2%	9.0%	3.3%	3.0%	4.0%	
Disagree strongly	0.0%	1.1%	1.6%	0.0%	1.0%	2.2%	0.0%	1.1%	0.7%	
Total(n)	109	5,608	12,311	49	3,173	6,588	60	2,435	5,723	
Mean	3.39	3.32	3.26	3.37	3.25	3.17	3.42	3.41	3.37	
Standard deviation	0.54	0.62	0.65	0.53	0.63	0.68	0.56	0.61	0.60	
Significance	-		*	-		*	-			
Effect size	-	0.11	0.20	-	0.19	0.29	-	0.02	0.08	
<b>A racially/ethnically diverse student body enhances the educational experience of all students</b>										
Agree strongly	67.9%	60.8%	61.9%	57.1%	53.6%	54.2%	76.7%	70.4%	71.3%	
Agree somewhat	31.2%	34.8%	34.0%	40.8%	40.3%	39.8%	23.3%	27.4%	26.9%	
Disagree somewhat	0.9%	3.7%	3.2%	2.0%	5.0%	4.5%	0.0%	1.9%	1.6%	
Disagree strongly	0.0%	0.8%	1.0%	0.0%	1.1%	1.6%	0.0%	0.3%	0.3%	
Total(n)	109	5,612	12,326	49	3,175	6,598	60	2,437	5,728	
Mean	3.67	3.56	3.57	3.55	3.46	3.47	3.77	3.68	3.69	
Standard deviation	0.49	0.61	0.61	0.54	0.65	0.66	0.43	0.52	0.51	
Significance	-			-			-			
Effect size	-	0.18	0.16	-	0.14	0.12	-	0.17	0.16	
<b>Realistically, an individual can do little to bring about changes in society</b>										
Agree strongly	0.9%	1.8%	2.2%	0.0%	2.3%	2.6%	1.7%	1.2%	1.6%	
Agree somewhat	18.3%	12.5%	13.4%	30.6%	15.7%	17.4%	8.3%	8.2%	8.4%	
Disagree somewhat	35.8%	42.9%	41.0%	32.7%	42.9%	42.6%	38.3%	42.9%	39.0%	
Disagree strongly	45.0%	42.7%	43.5%	36.7%	39.0%	37.4%	51.7%	47.7%	50.9%	
Total(n)	109	5,605	12,311	49	3,171	6,589	60	2,434	5,722	
Mean	1.75	1.73	1.74	1.94	1.81	1.85	1.60	1.63	1.61	
Standard deviation	0.78	0.75	0.77	0.83	0.78	0.79	0.72	0.68	0.71	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	0.17	0.11	-	-0.04	-0.01	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should be concerned with facilitating undergraduate students' spiritual development</b>										
Agree strongly	12.8%	35.3%	20.7%	10.2%	37.5%	22.3%	15.0%	32.2%	18.8%	
Agree somewhat	45.9%	36.1%	36.5%	53.1%	35.4%	36.0%	40.0%	37.2%	37.2%	
Disagree somewhat	29.4%	18.7%	25.5%	20.4%	17.8%	24.3%	36.7%	19.8%	26.9%	
Disagree strongly	11.9%	10.0%	17.3%	16.3%	9.3%	17.4%	8.3%	10.8%	17.1%	
Total(n)	109	5,604	12,307	49	3,173	6,594	60	2,431	5,713	
Mean	2.60	2.97	2.61	2.57	3.01	2.63	2.62	2.91	2.58	
Standard deviation	0.86	0.97	1.00	0.89	0.96	1.01	0.85	0.97	0.98	
Significance	-	***		-	**		-	*		
Effect size	-	-0.38	-0.01	-	-0.46	-0.06	-	-0.30	0.04	
<b>Colleges have a responsibility to work with their surrounding communities to address local issues</b>										
Agree strongly	35.8%	31.3%	30.3%	28.6%	28.9%	26.1%	41.7%	34.5%	35.3%	
Agree somewhat	58.7%	60.0%	59.3%	67.3%	60.6%	61.6%	51.7%	59.1%	56.4%	
Disagree somewhat	5.5%	7.7%	9.0%	4.1%	9.2%	10.2%	6.7%	5.6%	7.4%	
Disagree strongly	0.0%	1.1%	1.5%	0.0%	1.3%	2.1%	0.0%	0.7%	0.9%	
Total(n)	109	5,605	12,316	49	3,172	6,595	60	2,433	5,721	
Mean	3.30	3.22	3.18	3.24	3.17	3.12	3.35	3.27	3.26	
Standard deviation	0.57	0.62	0.65	0.52	0.64	0.66	0.61	0.60	0.63	
Significance	-			-			-			
Effect size	-	0.13	0.18	-	0.11	0.18	-	0.13	0.14	Civic Minded Values
<b>Private funding sources often prevent researchers from being completely objective in the conduct of their work</b>										
Agree strongly	7.4%	9.0%	9.8%	6.1%	8.8%	9.3%	8.5%	9.3%	10.5%	
Agree somewhat	50.9%	40.2%	42.2%	49.0%	40.4%	42.3%	52.5%	40.0%	42.0%	
Disagree somewhat	35.2%	40.0%	37.5%	40.8%	39.2%	37.9%	30.5%	41.0%	37.1%	
Disagree strongly	6.5%	10.8%	10.4%	4.1%	11.5%	10.5%	8.5%	9.8%	10.3%	
Total(n)	108	5,535	12,149	49	3,142	6,521	59	2,393	5,628	
Mean	2.59	2.48	2.51	2.57	2.47	2.50	2.61	2.49	2.53	
Standard deviation	0.72	0.80	0.81	0.68	0.81	0.80	0.77	0.79	0.82	
Significance	-			-			-			
Effect size	-	0.14	0.10	-	0.12	0.09	-	0.15	0.10	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Please indicate your agreement with each of the following statements:</b>										
<b>Colleges should prohibit racist/sexist speech on campus</b>										
Agree strongly	32.4%	41.9%	38.8%	20.4%	37.6%	33.8%	42.4%	47.6%	44.9%	
Agree somewhat	31.5%	29.3%	29.3%	32.7%	31.3%	29.9%	30.5%	26.6%	28.5%	
Disagree somewhat	27.8%	21.1%	23.2%	32.7%	21.5%	24.9%	23.7%	20.5%	21.0%	
Disagree strongly	8.3%	7.8%	8.7%	14.3%	9.6%	11.3%	3.4%	5.4%	5.5%	
Total(n)	108	5,569	12,222	49	3,151	6,554	59	2,418	5,668	
Mean	2.88	3.05	2.98	2.59	2.97	2.86	3.12	3.16	3.13	
Standard deviation	0.96	0.97	0.98	0.98	0.99	1.01	0.89	0.93	0.93	
Significance	-			-	**		-			
Effect size	-	-0.18	-0.10	-	-0.38	-0.27	-	-0.04	-0.01	
<b>This institution should not offer remedial/developmental education</b>										
Agree strongly	5.6%	4.7%	4.4%	8.2%	4.2%	4.7%	3.4%	5.4%	4.1%	
Agree somewhat	14.8%	15.4%	15.1%	16.3%	17.9%	18.5%	13.6%	11.9%	11.0%	
Disagree somewhat	50.9%	42.6%	43.3%	51.0%	45.5%	44.6%	50.8%	38.6%	41.6%	
Disagree strongly	28.7%	37.3%	37.2%	24.5%	32.3%	32.1%	32.2%	44.1%	43.4%	
Total(n)	108	5,588	12,267	49	3,169	6,580	59	2,419	5,687	
Mean	1.97	1.87	1.87	2.08	1.94	1.96	1.88	1.79	1.76	
Standard deviation	0.81	0.84	0.83	0.86	0.82	0.83	0.77	0.85	0.81	
Significance	-			-			-			
Effect size	-	0.12	0.12	-	0.17	0.14	-	0.11	0.15	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated - Salary based on 9/10 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.2%	
\$20,000 - \$29,999	1.4%	0.2%	0.1%	2.9%	0.2%	0.2%	0.0%	0.2%	0.1%	
\$30,000 - \$39,999	4.1%	2.9%	1.7%	2.9%	1.8%	1.1%	5.1%	4.4%	2.5%	
\$40,000 - \$49,999	0.0%	18.4%	14.0%	0.0%	16.2%	12.1%	0.0%	21.3%	16.4%	
\$50,000 - \$59,999	46.6%	34.5%	24.9%	44.1%	32.5%	23.0%	48.7%	37.1%	27.2%	
\$60,000 - \$69,999	13.7%	20.4%	22.4%	11.8%	20.3%	21.7%	15.4%	20.5%	23.3%	
\$70,000 - \$79,999	12.3%	10.6%	12.9%	11.8%	12.4%	13.1%	12.8%	8.1%	12.6%	
\$80,000 - \$89,999	15.1%	6.0%	8.9%	17.6%	7.9%	10.5%	12.8%	3.5%	6.9%	
\$90,000 - \$99,999	4.1%	3.2%	5.4%	5.9%	4.0%	6.7%	2.6%	2.1%	3.8%	
\$100,000 - \$124,999	1.4%	2.5%	7.0%	0.0%	3.3%	8.3%	2.6%	1.5%	5.3%	
\$125,000 - \$149,999	0.0%	0.6%	1.6%	0.0%	0.7%	2.0%	0.0%	0.5%	1.1%	
\$150,000 or more	1.4%	0.5%	0.9%	2.9%	0.6%	1.3%	0.0%	0.4%	0.5%	
Total(n)	73	3,364	7,523	34	1,898	4,079	39	1,466	3,444	
<b>Aggregated - Salary based on 11/12 months (full-time employees only)</b>										
Less than \$20,000	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%	
\$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	13.0%	2.4%	1.6%	0.0%	2.2%	1.3%	30.0%	2.6%	2.0%	
\$40,000 - \$49,999	4.3%	14.6%	13.8%	7.7%	10.6%	11.4%	0.0%	19.9%	16.7%	
\$50,000 - \$59,999	30.4%	28.0%	23.0%	46.2%	29.6%	22.6%	10.0%	25.9%	23.5%	
\$60,000 - \$69,999	21.7%	17.5%	20.3%	23.1%	18.3%	19.6%	20.0%	16.5%	21.1%	
\$70,000 - \$79,999	17.4%	18.0%	14.7%	0.0%	14.3%	13.1%	40.0%	22.9%	16.6%	
\$80,000 - \$89,999	13.0%	8.3%	9.5%	23.1%	10.5%	11.1%	0.0%	5.5%	7.6%	
\$90,000 - \$99,999	0.0%	4.4%	5.5%	0.0%	4.9%	6.2%	0.0%	3.8%	4.6%	
\$100,000 - \$124,999	0.0%	4.6%	8.4%	0.0%	6.7%	10.5%	0.0%	1.9%	5.8%	
\$125,000 - \$149,999	0.0%	0.8%	1.7%	0.0%	1.2%	2.1%	0.0%	0.2%	1.3%	
\$150,000 or more	0.0%	0.8%	1.0%	0.0%	1.2%	1.7%	0.0%	0.3%	0.3%	
Total(n)	23	1,810	3,905	13	1,023	2,017	10	787	1,888	
<b>Your base institutional salary reported above is based on:</b>										
Less than 9 months	1.0%	6.0%	5.1%	0.0%	6.6%	5.2%	1.9%	5.2%	4.9%	
9/10 months	75.8%	60.8%	62.0%	72.3%	60.5%	62.3%	78.8%	61.1%	61.7%	
11/12 months	23.2%	33.2%	32.9%	27.7%	32.9%	32.5%	19.2%	33.6%	33.4%	
Total(n)	99	5,546	12,166	47	3,134	6,502	52	2,412	5,664	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>What percentage of your current year's income comes from:</b>										
<b>Base salary from this institution</b>										
100%	48.1%	42.5%	43.9%	34.7%	35.2%	38.7%	59.3%	52.4%	50.4%	
75% to 99%	43.5%	48.3%	46.4%	55.1%	54.0%	50.3%	33.9%	40.6%	41.8%	
74% to 50%	5.6%	7.4%	7.4%	8.2%	8.8%	8.7%	3.4%	5.5%	5.8%	
25% to 49%	0.9%	1.4%	1.8%	2.0%	1.6%	1.9%	0.0%	1.1%	1.6%	
1% to 24%	1.9%	0.2%	0.3%	0.0%	0.2%	0.3%	3.4%	0.2%	0.3%	
0%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	
Total(n)	108	5,559	12,188	49	3,142	6,515	59	2,417	5,673	
<b>Other income from this institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%	
25% to 49%	0.9%	1.9%	2.1%	2.1%	2.3%	2.3%	0.0%	1.5%	1.8%	
1% to 24%	18.9%	34.0%	32.9%	29.2%	37.4%	36.0%	10.3%	29.5%	29.2%	
0%	80.2%	63.8%	64.8%	68.8%	60.1%	61.5%	89.7%	68.9%	68.8%	
Total(n)	106	5,414	11,825	48	3,075	6,336	58	2,339	5,489	
<b>Income from another academic institution</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	3.5%	0.1%	0.1%	
74% to 50%	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%	
25% to 49%	1.0%	0.6%	0.7%	2.2%	0.9%	0.8%	0.0%	0.2%	0.6%	
1% to 24%	6.8%	7.2%	6.2%	4.3%	7.8%	6.3%	8.8%	6.3%	6.1%	
0%	90.3%	91.9%	92.7%	93.5%	91.1%	92.6%	87.7%	93.0%	92.9%	
Total(n)	103	5,365	11,713	46	3,043	6,273	57	2,322	5,440	
<b>Non-academic income</b>										
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	0.0%	0.2%	0.2%	
74% to 50%	0.0%	1.6%	2.2%	0.0%	1.8%	2.2%	0.0%	1.4%	2.3%	
25% to 49%	5.8%	5.0%	4.9%	8.7%	5.7%	6.0%	3.4%	4.0%	3.6%	
1% to 24%	32.7%	27.4%	26.2%	43.5%	33.0%	30.0%	24.1%	19.8%	21.5%	
0%	61.5%	65.7%	66.4%	47.8%	59.1%	61.4%	72.4%	74.6%	72.5%	
Total(n)	104	5,409	11,816	46	3,076	6,343	58	2,333	5,473	



Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please enter the four-digit year that each of the following occurred.										
<b>Year of birth</b>										
1981 or later	0.9%	2.6%	2.5%	2.0%	2.3%	1.7%	0.0%	3.0%	3.5%	
1986 - 1980	13.0%	9.5%	9.5%	12.0%	8.2%	8.5%	13.8%	11.2%	10.7%	
1971 - 1975	23.1%	10.9%	11.7%	22.0%	11.0%	11.8%	24.1%	10.7%	11.5%	
1966 - 1970	10.2%	13.5%	14.7%	14.0%	12.4%	14.3%	6.9%	14.8%	15.2%	
1961 - 1965	9.3%	13.8%	12.8%	12.0%	14.3%	12.4%	6.9%	13.1%	13.3%	
1956 - 1960	14.8%	15.0%	14.2%	12.0%	15.3%	14.7%	17.2%	14.6%	13.7%	
1951 - 1955	15.7%	15.1%	14.8%	10.0%	15.4%	14.8%	20.7%	14.7%	14.7%	
1946 - 1950	7.4%	14.4%	13.3%	8.0%	14.6%	14.1%	6.9%	14.1%	12.4%	
1941 - 1945	4.6%	4.0%	4.6%	8.0%	5.0%	5.5%	1.7%	2.7%	3.5%	
1940 or earlier	0.9%	1.4%	1.9%	0.0%	1.6%	2.2%	1.7%	1.1%	1.5%	
Total(n)	108	5,492	12,054	50	3,124	6,473	58	2,368	5,581	
<b>Year of highest degree now held</b>										
1973 or earlier	2.8%	4.1%	4.1%	4.1%	5.2%	5.5%	1.7%	2.6%	2.4%	
1974 - 1978	4.7%	4.3%	4.8%	6.1%	5.6%	6.4%	3.4%	2.5%	2.9%	
1979 - 1983	8.4%	7.8%	7.9%	10.2%	9.4%	9.7%	6.9%	5.8%	5.6%	
1984 - 1988	9.3%	8.6%	9.9%	6.1%	9.9%	11.2%	12.1%	6.8%	8.3%	
1989 - 1993	10.3%	11.6%	12.3%	12.2%	12.4%	11.9%	8.6%	10.4%	12.7%	
1994 - 1998	15.9%	16.4%	15.8%	14.3%	15.4%	15.2%	17.2%	17.8%	16.5%	
1999 - 2003	14.0%	16.3%	16.5%	18.4%	14.4%	15.1%	10.3%	18.9%	18.2%	
2004 - 2008	28.0%	19.8%	18.8%	26.5%	18.8%	17.2%	29.3%	21.2%	20.6%	
2009 or later	6.5%	11.1%	10.0%	2.0%	8.9%	7.8%	10.3%	14.1%	12.7%	
Total(n)	107	5,518	12,117	49	3,134	6,494	58	2,384	5,623	
<b>Year of appointment at present institution</b>										
1973 or earlier	5.6%	1.6%	1.8%	6.0%	1.9%	2.1%	5.2%	1.1%	1.5%	
1974 - 1978	2.8%	2.2%	2.6%	4.0%	2.9%	3.4%	1.7%	1.3%	1.5%	
1979 - 1983	6.5%	4.5%	4.9%	4.0%	5.8%	6.3%	8.6%	2.9%	3.1%	
1984 - 1988	10.2%	6.9%	7.4%	12.0%	8.4%	9.0%	8.6%	4.9%	5.4%	
1989 - 1993	11.1%	8.7%	9.1%	8.0%	9.7%	10.1%	13.8%	7.3%	7.9%	
1994 - 1998	12.0%	11.5%	11.8%	14.0%	11.2%	11.5%	10.3%	11.8%	12.3%	
1999 - 2003	9.3%	15.6%	15.8%	10.0%	15.0%	15.1%	8.6%	16.5%	16.7%	
2004 - 2008	29.6%	25.0%	24.0%	30.0%	22.8%	21.8%	29.3%	27.9%	26.7%	
2009 or later	13.0%	24.0%	22.7%	12.0%	22.3%	20.8%	13.8%	26.2%	25.1%	
Total(n)	108	5,525	12,122	50	3,137	6,500	58	2,388	5,622	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>If tenured, year tenure was awarded</b>										
1973 or earlier	20.0%	22.5%	19.8%	14.7%	19.6%	15.8%	25.0%	27.1%	25.4%	
1974 - 1978	5.7%	0.9%	0.9%	8.8%	1.2%	1.2%	2.8%	0.2%	0.4%	
1979 - 1983	5.7%	2.4%	2.8%	8.8%	3.1%	3.6%	2.8%	1.2%	1.6%	
1984 - 1988	5.7%	5.8%	6.4%	2.9%	7.3%	8.4%	8.3%	3.2%	3.7%	
1989 - 1993	18.6%	7.9%	9.2%	17.6%	10.2%	11.3%	19.4%	4.2%	6.4%	
1994 - 1998	7.1%	11.5%	12.8%	2.9%	11.9%	13.9%	11.1%	10.9%	11.2%	
1999 - 2003	15.7%	14.0%	13.9%	23.5%	13.0%	13.2%	8.3%	15.7%	14.8%	
2004 - 2008	15.7%	19.3%	19.6%	17.6%	18.6%	18.5%	13.9%	20.4%	21.1%	
2009 or later	5.7%	15.8%	14.7%	2.9%	14.9%	14.2%	8.3%	17.2%	15.3%	
Total(n)	70	3,691	8,261	34	2,222	4,695	36	1,469	3,566	
<b>Aggregated Major</b>										
Agriculture or Forestry (General Area 1)	0.9%	0.3%	0.3%	0.0%	0.5%	0.4%	1.7%	0.2%	0.2%	
Biological Sciences (General Area 5)	7.4%	7.6%	6.6%	8.0%	7.6%	6.5%	6.9%	7.5%	6.8%	
Business (General Area 6)	5.6%	5.8%	5.7%	2.0%	6.9%	6.6%	8.6%	4.4%	4.6%	
Education (General Area 10 and Specific Discipline 2102)	10.2%	13.0%	10.9%	6.0%	10.3%	7.9%	13.8%	16.7%	14.6%	
Engineering (General Area 11)	0.0%	0.7%	1.4%	0.0%	1.1%	2.0%	0.0%	0.2%	0.6%	
English (General Area 12)	7.4%	6.6%	7.6%	4.0%	6.1%	6.8%	10.3%	7.3%	8.5%	
Health-related (General Area 15)	0.9%	6.8%	6.3%	0.0%	2.1%	2.6%	1.7%	13.1%	10.9%	
History or Political Science (Specific Discipline 3007,3009)	8.3%	5.8%	6.4%	14.0%	7.5%	7.5%	3.4%	3.5%	5.0%	
Humanities (General Area 14,24)	13.0%	12.1%	11.4%	12.0%	13.2%	12.3%	13.8%	10.6%	10.3%	
Fine Arts (General Area 2,4,22)	13.0%	8.4%	7.9%	16.0%	9.6%	8.9%	10.3%	6.7%	6.7%	
Mathematics or Statistics (General Area 18)	4.6%	3.9%	4.4%	8.0%	5.4%	5.9%	1.7%	2.0%	2.5%	
Physical Sciences (General Area 25)	4.6%	5.0%	5.7%	8.0%	6.5%	7.5%	1.7%	2.9%	3.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.7%	11.9%	14.1%	14.0%	11.7%	13.8%	17.2%	12.2%	14.6%	
Other Technical (General Area 8,19,28)	2.8%	1.8%	2.0%	4.0%	2.2%	2.6%	1.7%	1.2%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	5.6%	10.3%	9.3%	4.0%	9.3%	8.7%	6.9%	11.7%	9.9%	
Total(n)	108	5,580	12,272	50	3,165	6,576	58	2,415	5,696	

2010-11 HERI Faculty Survey  
**Institutional Profile Report**  
 All Respondents

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Aggregated Department</b>										
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%	
Biological Sciences (General Area 5)	9.3%	7.4%	6.4%	8.0%	7.5%	6.2%	10.3%	7.3%	6.7%	
Business (General Area 6)	6.5%	8.0%	7.3%	0.0%	9.6%	8.5%	12.1%	5.8%	5.9%	
Education (General Area 10 and Specific Discipline 2102)	6.5%	9.0%	7.4%	6.0%	6.3%	4.6%	6.9%	12.6%	10.8%	
Engineering (General Area 11)	0.0%	0.5%	1.4%	0.0%	0.8%	2.1%	0.0%	0.1%	0.5%	
English (General Area 12)	7.4%	8.3%	8.2%	4.0%	7.4%	7.5%	10.3%	9.5%	8.9%	
Health-related (General Area 15)	1.9%	7.2%	7.3%	0.0%	2.4%	2.9%	3.4%	13.7%	12.8%	
History or Political Science (Specific Discipline 3007,3009)	9.3%	5.9%	6.5%	14.0%	7.5%	7.7%	5.2%	3.7%	5.0%	
Humanities (General Area 14,24)	13.9%	11.9%	11.2%	12.0%	13.0%	12.3%	15.5%	10.3%	9.9%	
Fine Arts (General Area 2,4,22)	12.0%	8.5%	7.8%	14.0%	9.5%	8.7%	10.3%	7.1%	6.8%	
Mathematics or Statistics (General Area 18)	4.6%	4.1%	4.6%	8.0%	5.5%	6.0%	1.7%	2.3%	2.9%	
Physical Sciences (General Area 25)	4.6%	5.0%	6.1%	8.0%	6.6%	8.1%	1.7%	2.9%	3.6%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.9%	10.3%	12.9%	14.0%	10.2%	12.6%	13.8%	10.5%	13.3%	
Other Technical (General Area 8,19,28)	1.9%	2.0%	2.1%	4.0%	2.5%	2.7%	0.0%	1.2%	1.4%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	8.3%	11.7%	10.5%	8.0%	11.0%	9.7%	8.6%	12.8%	11.5%	
<b>Total(n)</b>	<b>108</b>	<b>5,566</b>	<b>12,239</b>	<b>50</b>	<b>3,158</b>	<b>6,560</b>	<b>58</b>	<b>2,408</b>	<b>5,679</b>	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>How many children do you have in the following age ranges?</b>										
<b>Under 18 years old</b>										
0	59.1%	60.5%	61.7%	60.0%	56.7%	58.8%	58.3%	65.6%	65.3%	
1	15.5%	14.9%	15.9%	10.0%	14.9%	16.6%	20.0%	15.0%	15.1%	
2	19.1%	17.6%	16.6%	20.0%	19.7%	17.7%	18.3%	14.8%	15.2%	
3	5.5%	4.7%	4.3%	10.0%	5.9%	5.0%	1.7%	3.2%	3.5%	
4+	0.9%	2.3%	1.5%	0.0%	2.9%	1.9%	1.7%	1.4%	1.0%	
Total(n)	110	5,565	12,218	50	3,155	6,541	60	2,410	5,677	
<b>18 years or older</b>										
0	66.1%	55.6%	61.5%	70.0%	50.9%	59.0%	62.7%	61.9%	64.6%	
1	5.5%	11.4%	11.3%	6.0%	12.5%	11.4%	5.1%	10.0%	11.3%	
2	20.2%	20.1%	16.6%	18.0%	21.4%	17.5%	22.0%	18.4%	15.5%	
3	4.6%	8.5%	6.9%	2.0%	9.9%	8.0%	6.8%	6.6%	5.5%	
4+	3.7%	4.4%	3.6%	4.0%	5.3%	4.2%	3.4%	3.2%	3.0%	
Total(n)	109	5,581	12,263	50	3,160	6,563	59	2,421	5,700	
<b>How would you characterize your political views?</b>										
Far left	18.2%	7.0%	10.0%	18.0%	6.6%	9.6%	18.3%	7.5%	10.5%	
Liberal	49.1%	40.7%	47.9%	54.0%	35.5%	43.9%	45.0%	47.7%	52.9%	
Middle of the road	23.6%	29.4%	27.0%	18.0%	31.2%	29.0%	28.3%	26.9%	24.6%	
Conservative	9.1%	22.4%	14.6%	10.0%	26.0%	17.0%	8.3%	17.6%	11.8%	
Far right	0.0%	0.6%	0.4%	0.0%	0.8%	0.5%	0.0%	0.3%	0.2%	
Total(n)	110	5,570	12,221	50	3,149	6,535	60	2,421	5,686	
<b>Are you currently: (Mark one)</b>										
Single	11.8%	10.3%	12.3%	8.0%	6.4%	9.9%	15.0%	15.6%	15.3%	
Married	79.1%	80.5%	75.2%	84.0%	87.5%	81.8%	75.0%	71.1%	67.2%	
Unmarried, living with partner	4.5%	3.3%	5.4%	6.0%	2.4%	4.3%	3.3%	4.4%	6.9%	
Divorced	4.5%	4.5%	5.1%	2.0%	2.7%	3.0%	6.7%	7.0%	7.7%	
Widowed	0.0%	0.7%	1.0%	0.0%	0.3%	0.4%	0.0%	1.2%	1.8%	
Separated	0.0%	0.6%	0.9%	0.0%	0.6%	0.6%	0.0%	0.7%	1.2%	
Total(n)	110	5,620	12,349	50	3,188	6,619	60	2,432	5,730	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Is English your native language?</b>										
Yes	92.7%	93.0%	90.4%	100.0%	94.2%	90.9%	86.7%	91.4%	89.8%	
No	7.3%	7.0%	9.6%	0.0%	5.8%	9.1%	13.3%	8.6%	10.2%	
Total(n)	110	5,633	12,372	50	3,190	6,621	60	2,443	5,751	
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>										
American Indian/Alaska Native	0.9%	1.6%	1.4%	2.0%	2.0%	1.5%	0.0%	1.2%	1.4%	
Asian American/Asian	2.8%	3.7%	4.5%	0.0%	3.7%	4.6%	5.1%	3.7%	4.5%	
Native Hawaiian/Pacific Islander	0.9%	0.3%	0.3%	2.0%	0.4%	0.3%	0.0%	0.1%	0.2%	
African American/Black	0.9%	4.9%	4.3%	2.0%	4.9%	3.9%	0.0%	4.9%	4.8%	
Mexican American/Chicano	0.0%	0.6%	0.8%	0.0%	0.7%	0.7%	0.0%	0.4%	1.0%	
Puerto Rican	0.0%	0.4%	0.5%	0.0%	0.2%	0.4%	0.0%	0.7%	0.7%	
Other Latino	4.6%	2.2%	2.4%	4.1%	1.7%	2.1%	5.1%	2.8%	2.7%	
White/Caucasian	90.7%	87.7%	87.4%	93.9%	88.0%	88.1%	88.1%	87.3%	86.5%	
Other	2.8%	3.4%	3.0%	2.0%	3.3%	2.9%	3.4%	3.4%	3.2%	
Total(n)	108	5,574	12,235	49	3,156	6,536	59	2,418	5,699	
<b>Race/Ethnicity Group (with multiple race category)</b>										
American Indian	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%	
Asian	3.7%	3.6%	4.3%	2.0%	3.8%	4.3%	5.1%	3.4%	4.2%	
Black	0.9%	4.1%	3.8%	2.0%	4.0%	3.3%	0.0%	4.4%	4.4%	
Hispanic	2.8%	1.6%	2.0%	0.0%	1.4%	1.7%	5.1%	1.9%	2.2%	
White	88.0%	84.6%	84.0%	89.8%	84.6%	85.0%	86.4%	84.7%	82.7%	
Other	0.9%	1.8%	1.9%	0.0%	2.1%	1.9%	1.7%	1.4%	1.8%	
Two or more races/ethnicities	3.7%	3.9%	3.9%	6.1%	3.8%	3.5%	1.7%	4.1%	4.4%	
Total (n)	108	5,574	12,235	49	3,156	6,536	59	2,418	5,699	

2010-11 HERI Faculty Survey  
**Institutional Profile Report**  
 All Respondents

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 1</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 2</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 3</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 4</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 5</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 6</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 7</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 8</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 9</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 10</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 11</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 12</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 13</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 14</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 15</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	



2010-11 HERI Faculty Survey  
**Institutional Profile Report**  
 All Respondents

Augustana College	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
<b>Optional Question 16</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 17</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 18</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 19</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	
<b>Optional Question 20</b>										
A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
B	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
C	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
D	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
E	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	

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Full-time Undergraduate Faculty</b>	99	5,640	12,387	47	3,192	6,628	52	2,448	5,759
<b>What is your principal activity in your current position at this institution?</b>									
Administration	5.1%	6.3%	6.0%	6.4%	5.4%	5.5%	3.8%	7.5%	6.7%
Teaching	93.9%	91.6%	91.3%	93.6%	92.4%	92.1%	94.2%	90.5%	90.2%
Research	0.0%	0.7%	1.2%	0.0%	0.8%	1.4%	0.0%	0.5%	1.0%
Services to clients and patients	0.0%	0.7%	0.5%	0.0%	0.6%	0.4%	0.0%	0.7%	0.6%
Other	1.0%	0.7%	1.0%	0.0%	0.7%	0.7%	1.9%	0.8%	1.4%
<b>Are you considered a full-time employee of your institution for at least nine months of the current academic year?</b>									
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%
<b>What is your present academic rank?</b>									
Professor	39.4%	29.2%	28.7%	42.6%	35.6%	34.8%	36.5%	20.5%	21.2%
Associate professor	18.2%	28.3%	29.0%	17.0%	28.9%	29.5%	19.2%	27.4%	28.2%
Assistant professor	34.3%	32.1%	31.3%	34.0%	26.3%	26.3%	34.6%	39.9%	37.5%
Lecturer	0.0%	1.5%	2.9%	0.0%	1.6%	3.1%	0.0%	1.4%	2.7%
Instructor	8.1%	8.9%	8.1%	6.4%	7.5%	6.3%	9.6%	10.8%	10.4%
<b>What is your tenure status at this institution?</b>									
Tenured	55.6%	42.9%	46.8%	57.4%	48.2%	52.2%	53.8%	35.7%	40.1%
On tenure track, but not tenured	32.3%	26.8%	24.1%	31.9%	22.9%	21.2%	32.7%	32.0%	27.8%
Not on tenure track, but institution has tenure system	12.1%	17.5%	17.0%	10.6%	14.4%	14.7%	13.5%	21.8%	20.0%
Institution has no tenure system	0.0%	12.7%	12.0%	0.0%	14.4%	11.9%	0.0%	10.5%	12.1%
<b>Are you currently serving in an administrative position as:</b>									
Department chair	18.2%	18.8%	17.3%	17.0%	19.1%	18.0%	19.2%	18.4%	16.4%
Dean (associate or assistant)	0.0%	3.2%	2.5%	0.0%	3.5%	2.5%	0.0%	2.8%	2.4%
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Vice-president	0.0%	0.3%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%
Provost	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%
Other	15.2%	16.5%	15.9%	21.3%	16.2%	15.3%	9.6%	16.9%	16.7%
Not applicable	63.6%	57.5%	58.4%	59.6%	57.1%	57.1%	67.3%	58.1%	60.0%

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Highest Degree Earned</b>									
Bachelor's (B.A., B.S., etc.)	2.0%	0.7%	0.9%	4.3%	0.6%	0.8%	0.0%	0.9%	1.0%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	9.1%	22.3%	19.6%	6.4%	18.2%	16.7%	11.5%	27.9%	23.2%
LL.B., J.D.	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%	0.0%	1.4%	1.1%
M.D., D.D.S. (or equivalent)	1.0%	0.2%	0.4%	0.0%	0.3%	0.4%	1.9%	0.1%	0.4%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.7%	0.6%	0.0%	0.8%	0.8%	0.0%	0.4%	0.5%
Ed.D.	1.0%	4.3%	3.7%	2.1%	3.4%	2.6%	0.0%	5.5%	5.0%
Ph.D.	80.8%	67.9%	71.6%	78.7%	72.4%	75.2%	82.7%	61.8%	67.2%
Other degree	6.1%	2.4%	1.9%	8.5%	2.7%	2.2%	3.8%	2.0%	1.5%
None	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
<b>Degree Currently Working On</b>									
Bachelor's (B.A., B.S., etc.)	1.1%	0.1%	0.1%	2.4%	0.1%	0.1%	0.0%	0.0%	0.0%
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	0.0%	0.7%	0.6%	0.0%	0.6%	0.6%	0.0%	0.8%	0.7%
LL.B., J.D.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
M.D., D.D.S. (or equivalent)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%
Ed.D.	0.0%	1.7%	1.0%	0.0%	1.0%	0.6%	0.0%	2.8%	1.5%
Ph.D.	5.6%	6.6%	5.6%	4.8%	5.8%	4.8%	6.3%	7.7%	6.6%
Other degree	2.2%	2.4%	1.3%	0.0%	1.1%	0.8%	4.2%	4.3%	2.0%
None	91.1%	88.4%	91.3%	92.9%	91.2%	93.0%	89.6%	84.3%	89.0%
<b>Noted as being personally "essential" or "very important":</b>									
Research	55.1%	65.8%	70.1%	51.1%	66.1%	70.3%	58.8%	65.3%	69.7%
Teaching	99.0%	99.1%	98.7%	100.0%	99.1%	98.6%	98.1%	99.2%	98.7%
Service	65.3%	72.7%	69.5%	57.4%	69.7%	65.7%	72.5%	76.7%	74.0%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the past two years, have you engaged in any of the following activities?</b>									
Taught an honors course	8.1%	17.6%	19.1%	12.8%	19.2%	20.7%	3.8%	15.4%	17.1%
Taught an interdisciplinary course	59.6%	49.2%	49.1%	59.6%	50.3%	50.3%	59.6%	47.7%	47.7%
Taught an ethnic studies course	17.2%	11.9%	13.4%	12.8%	10.7%	12.4%	21.2%	13.5%	14.6%
Taught a women's studies course	13.1%	8.5%	9.9%	4.3%	4.3%	4.4%	21.2%	14.2%	16.4%
Taught a service learning course	18.2%	23.2%	21.6%	14.9%	20.2%	18.0%	21.2%	27.3%	25.9%
Taught an exclusively web-based course at this	0.0%	14.6%	12.8%	0.0%	13.3%	11.7%	0.0%	16.3%	14.1%
Participated in a teaching enhancement workshop	77.8%	71.9%	70.3%	78.7%	68.1%	65.7%	76.9%	77.2%	75.9%
Advised student groups involved in service/volunteer work	47.5%	53.4%	48.5%	51.1%	51.6%	47.1%	44.2%	55.9%	50.2%
Collaborated with the local community in research/teaching	50.5%	47.0%	43.9%	53.2%	44.1%	40.0%	48.1%	50.9%	48.7%
Conducted research or writing focused on international/global issues	30.3%	27.0%	29.7%	25.5%	28.6%	31.6%	34.6%	24.9%	27.3%
Conducted research or writing focused on racial or ethnic minorities	17.2%	21.2%	22.9%	14.9%	18.2%	19.9%	19.2%	25.3%	26.5%
Conducted research or writing focused on women and gender issues	20.2%	18.8%	21.6%	14.9%	10.9%	14.1%	25.0%	29.6%	30.8%
Engaged undergraduates on <u>your</u> research project	56.6%	41.0%	44.2%	68.1%	44.6%	47.8%	46.2%	36.1%	39.7%
Worked with undergraduates on a research project	80.8%	61.6%	63.0%	89.4%	64.5%	66.2%	73.1%	57.7%	59.2%
Engaged in academic research that spans multiple disciplines	61.6%	55.5%	58.8%	59.6%	57.6%	60.9%	63.5%	52.7%	56.3%
Taught a seminar for first-year students	39.4%	33.8%	32.8%	48.9%	32.6%	32.5%	30.8%	35.4%	33.2%
Taught a capstone course	57.6%	40.8%	41.0%	59.6%	43.3%	42.3%	55.8%	37.5%	39.3%
Taught in a learning community (e.g., FIG, linked courses)	38.8%	9.0%	8.5%	40.4%	7.5%	7.6%	37.3%	11.0%	9.6%
Supervised an undergraduate thesis	58.6%	34.5%	39.6%	51.1%	33.5%	39.9%	65.4%	35.8%	39.3%
Published op-ed pieces or editorials	17.2%	15.3%	14.4%	23.4%	17.1%	16.2%	11.5%	12.8%	12.2%
Received funding for your work from foundations	21.2%	15.2%	16.7%	19.1%	14.8%	17.1%	23.1%	15.8%	16.2%
Received funding for your work from state or federal government	6.1%	9.0%	12.5%	4.3%	9.7%	13.0%	7.7%	8.0%	11.9%
Received funding for your work from business or industry	4.0%	5.6%	6.1%	2.1%	7.1%	7.5%	5.8%	3.7%	4.3%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How many courses are you teaching this term?</b>									
Mean	2.39	3.24	2.98	2.40	3.32	3.03	2.38	3.13	2.92
Median	3	3	3	2	3	3	3	3	3
Mode	3	3	3	3	3	3	3	3	3
<b>Teach at least one course this term at another institution</b>	4.0%	4.5%	4.6%	4.3%	5.0%	4.6%	3.8%	3.7%	4.5%
<b>Type of course taught this term "at this institution"</b>									
<b>General education course</b>									
Teach at least one course	32.3%	39.4%	34.0%	31.9%	42.9%	36.4%	32.7%	34.7%	31.0%
Mean student enrollment	20.2	26.8	24.9	20.8	27.6	25.6	19.8	25.3	23.9
Have teaching/lab assistant or reader/grader assigned	6.3%	17.3%	13.9%	3.3%	19.7%	15.3%	8.8%	13.4%	11.9%
<b>Course required for an undergraduate major</b>									
Teach at least one course	72.7%	76.5%	72.6%	76.6%	78.1%	73.5%	69.2%	74.3%	71.5%
Mean student enrollment	19.6	19.2	20.7	18.2	18.9	20.8	20.9	19.6	20.6
Have teaching/lab assistant or reader/grader assigned	12.0%	12.3%	13.2%	15.3%	14.2%	14.8%	8.8%	9.4%	11.2%
<b>Other undergraduate course</b>									
Teach at least one course	22.2%	26.3%	30.2%	19.1%	27.0%	31.2%	25.0%	25.4%	28.9%
Mean student enrollment	20.1	15.6	16.7	19.6	15.9	16.6	20.4	15.2	16.8
Have teaching/lab assistant or reader/grader assigned	4.5%	7.3%	7.6%	11.1%	7.9%	8.7%	0.0%	6.4%	6.3%
<b>Developmental/remedial course (not for credit)</b>									
Teach at least one course	0.0%	0.7%	0.7%	0.0%	0.4%	0.7%	0.0%	1.1%	0.7%
Mean student enrollment	.	17.6	18.2	.	14.6	17.4	.	19.1	19.1
Have teaching/lab assistant or reader/grader assigned	.	1.2%	13.2%	.	0.0%	20.3%	.	1.9%	5.1%
<b>Non-credit course (other than above)</b>									
Teach at least one course	4.0%	1.2%	1.1%	6.4%	1.1%	1.1%	1.9%	1.3%	1.0%
Mean student enrollment	24.8	22.6	23.4	26.5	28.1	28.3	19.5	16.4	16.6
Have teaching/lab assistant or reader/grader assigned	25.0%	13.8%	13.5%	33.3%	12.1%	12.9%	0.0%	15.7%	14.3%
<b>Graduate course</b>									
Teach at least one course	0.0%	15.0%	17.1%	0.0%	13.1%	15.1%	0.0%	17.5%	19.6%
Mean student enrollment	.	17.3	17.1	.	17.0	17.2	.	17.6	17.0
Have teaching/lab assistant or reader/grader assigned	.	5.6%	4.8%	.	6.0%	5.1%	.	5.3%	4.6%
<b>What types of courses do you primarily teach?</b> (based on faculty who indicated they were not teaching this term)									
Undergraduate credit courses	0.0%	61.6%	72.5%	0.0%	84.7%	81.8%	0.0%	48.7%	67.2%
Graduate courses	0.0%	5.1%	9.4%	0.0%	10.5%	10.3%	0.0%	2.1%	8.9%
Non-credit courses	0.0%	8.8%	3.9%	0.0%	0.0%	1.1%	0.0%	13.7%	5.5%
I do not teach	0.0%	24.4%	14.2%	0.0%	4.8%	6.9%	0.0%	35.5%	18.3%

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Do you teach remedial/developmental skills in any of the following areas?</b>									
Reading	11.1%	5.7%	6.3%	12.8%	4.9%	5.5%	9.6%	6.8%	7.3%
Writing	17.2%	13.8%	15.4%	17.0%	12.6%	14.2%	17.3%	15.5%	16.8%
Mathematics	3.0%	4.2%	4.8%	2.1%	4.5%	5.7%	3.8%	3.7%	3.7%
ESL	0.0%	1.0%	1.1%	0.0%	0.7%	1.0%	0.0%	1.3%	1.3%
General academic skills	15.2%	10.8%	11.1%	8.5%	10.3%	10.3%	21.2%	11.5%	12.1%
Other subject areas	5.1%	6.0%	6.2%	2.1%	5.9%	5.4%	7.7%	6.0%	7.3%
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>									
<b>Paid workshops outside the institution focused on teaching</b>									
Yes	37.4%	36.8%	32.7%	36.2%	34.3%	30.1%	38.5%	40.2%	35.9%
No	55.6%	55.7%	59.7%	55.3%	59.5%	64.0%	55.8%	50.7%	54.5%
Not eligible	2.0%	1.1%	1.4%	4.3%	1.0%	1.2%	0.0%	1.2%	1.5%
Not available	5.1%	6.4%	6.2%	4.3%	5.2%	4.7%	5.8%	8.0%	8.0%
<b>Paid sabbatical leave</b>									
Yes	63.6%	28.8%	34.8%	68.1%	31.6%	38.1%	59.6%	25.0%	30.8%
No	25.3%	50.8%	45.8%	23.4%	50.4%	45.4%	26.9%	51.2%	46.3%
Not eligible	10.1%	17.5%	16.0%	6.4%	15.0%	13.6%	13.5%	20.8%	19.0%
Not available	1.0%	3.0%	3.3%	2.1%	3.0%	2.8%	0.0%	2.9%	4.0%
<b>Travel funds paid by the institution</b>									
Yes	92.9%	80.3%	81.1%	93.6%	79.9%	80.6%	92.3%	80.8%	81.7%
No	6.1%	17.0%	16.3%	4.3%	17.7%	17.1%	7.7%	16.1%	15.3%
Not eligible	0.0%	1.3%	1.5%	0.0%	1.3%	1.4%	0.0%	1.3%	1.5%
Not available	1.0%	1.4%	1.2%	2.1%	1.1%	0.9%	0.0%	1.8%	1.5%
<b>Internal grants for research</b>									
Yes	57.6%	38.8%	43.5%	63.8%	40.3%	45.0%	51.9%	36.7%	41.7%
No	38.4%	54.6%	49.8%	29.8%	53.1%	49.1%	46.2%	56.5%	50.6%
Not eligible	3.0%	2.8%	3.1%	4.3%	2.7%	2.4%	1.9%	2.9%	4.0%
Not available	1.0%	3.9%	3.6%	2.1%	3.9%	3.5%	0.0%	3.9%	3.7%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Have you engaged in any of the following professional development opportunities at your institution?</b>									
<b>Training for administrative leadership</b>									
Yes	11.1%	14.7%	14.1%	6.4%	15.3%	15.0%	15.4%	13.9%	13.0%
No	75.8%	70.7%	71.3%	80.9%	71.6%	73.1%	71.2%	69.5%	69.1%
Not eligible	4.0%	5.2%	4.6%	2.1%	4.9%	3.9%	5.8%	5.6%	5.6%
Not available	9.1%	9.3%	9.9%	10.6%	8.1%	8.0%	7.7%	11.0%	12.3%
<b>Received incentives to develop new courses</b>									
Yes	27.3%	23.5%	26.1%	34.0%	24.0%	26.2%	21.2%	22.8%	26.0%
No	59.6%	65.5%	63.3%	57.4%	66.2%	65.0%	61.5%	64.6%	61.2%
Not eligible	2.0%	1.9%	2.2%	2.1%	1.8%	1.8%	1.9%	2.1%	2.7%
Not available	11.1%	9.1%	8.4%	6.4%	8.0%	7.1%	15.4%	10.5%	10.1%
<b>Received incentives to integrate new technology into your classroom</b>									
Yes	11.1%	18.0%	17.9%	8.5%	19.8%	18.9%	13.5%	15.6%	16.6%
No	71.7%	70.3%	71.3%	78.7%	69.5%	72.1%	65.4%	71.4%	70.4%
Not eligible	2.0%	1.1%	1.2%	2.1%	1.1%	1.0%	1.9%	1.2%	1.6%
Not available	15.2%	10.5%	9.6%	10.6%	9.6%	8.1%	19.2%	11.7%	11.4%
<b>How many of the following have you published?</b>									
<b>Articles in academic or professional journals</b>									
None	28.3%	31.5%	26.9%	23.4%	29.3%	24.6%	32.7%	34.5%	29.7%
1-2	26.3%	24.3%	22.5%	21.3%	21.5%	19.8%	30.8%	28.1%	25.9%
3-4	21.2%	17.2%	15.8%	19.1%	17.1%	15.2%	23.1%	17.4%	16.6%
5-10	13.1%	14.6%	17.5%	14.9%	15.7%	18.5%	11.5%	13.2%	16.4%
11-20	5.1%	7.5%	9.4%	8.5%	9.4%	10.9%	1.9%	4.9%	7.5%
21-50	5.1%	3.7%	6.4%	10.6%	5.3%	8.7%	0.0%	1.6%	3.6%
51+	1.0%	1.1%	1.5%	2.1%	1.7%	2.3%	0.0%	0.3%	0.4%
<b>Chapters in edited volumes</b>									
None	66.7%	64.3%	58.5%	66.0%	61.3%	57.3%	67.3%	68.4%	59.9%
1-2	18.2%	22.6%	24.5%	12.8%	22.9%	23.0%	23.1%	22.1%	26.3%
3-4	12.1%	7.7%	9.3%	14.9%	8.7%	10.2%	9.6%	6.3%	8.2%
5-10	2.0%	3.9%	5.3%	4.3%	5.0%	6.4%	0.0%	2.3%	4.0%
11-20	0.0%	1.1%	1.9%	0.0%	1.4%	2.3%	0.0%	0.7%	1.4%
21-50	1.0%	0.3%	0.5%	2.1%	0.5%	0.7%	0.0%	0.1%	0.2%
51+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How many of the following have you published?</b>									
<b>Books, manuals, or monographs</b>									
None	79.8%	72.8%	69.2%	72.3%	67.5%	64.1%	86.5%	79.9%	75.4%
1-2	14.1%	19.0%	22.0%	19.1%	21.3%	24.4%	9.6%	15.8%	19.0%
3-4	3.0%	4.2%	4.8%	4.3%	5.1%	5.7%	1.9%	3.0%	3.7%
5-10	1.0%	3.2%	3.1%	0.0%	4.9%	4.5%	1.9%	0.8%	1.5%
11-20	1.0%	0.7%	0.7%	2.1%	0.9%	0.9%	0.0%	0.4%	0.3%
21-50	1.0%	0.2%	0.1%	2.1%	0.3%	0.2%	0.0%	0.0%	0.0%
51+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Other, such as patents or computer software products</b>									
None	94.9%	91.6%	91.3%	91.5%	90.2%	89.6%	98.0%	93.4%	93.3%
1-2	3.1%	5.0%	5.4%	4.3%	5.7%	6.0%	2.0%	4.0%	4.6%
3-4	1.0%	1.6%	1.5%	2.1%	1.5%	1.7%	0.0%	1.6%	1.2%
5-10	1.0%	0.9%	1.0%	2.1%	1.3%	1.5%	0.0%	0.4%	0.4%
11-20	0.0%	0.3%	0.3%	0.0%	0.4%	0.4%	0.0%	0.2%	0.2%
21-50	0.0%	0.4%	0.3%	0.0%	0.5%	0.4%	0.0%	0.3%	0.2%
51+	0.0%	0.2%	0.2%	0.0%	0.3%	0.3%	0.0%	0.1%	0.1%
<b>How many exhibitions or performances in the fine or applied arts have you presented in the last two years?</b>									
None	75.8%	80.8%	81.9%	74.5%	81.1%	80.8%	76.9%	80.4%	83.3%
1-2	7.1%	5.9%	6.1%	2.1%	5.3%	5.7%	11.5%	6.7%	6.5%
3-4	7.1%	3.9%	4.4%	8.5%	4.0%	4.7%	5.8%	3.7%	3.9%
5-10	2.0%	5.4%	3.9%	4.3%	4.6%	3.8%	0.0%	6.6%	4.0%
11-20	4.0%	1.9%	2.0%	6.4%	2.2%	2.6%	1.9%	1.4%	1.3%
21-50	2.0%	1.3%	1.1%	0.0%	1.5%	1.4%	3.8%	0.9%	0.7%
51+	2.0%	0.9%	0.7%	4.3%	1.4%	1.1%	0.0%	0.2%	0.2%



Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How many of your professional writings have been published or accepted for publication in the last two years?</b>									
None	46.5%	43.8%	38.6%	42.6%	41.4%	37.1%	50.0%	47.0%	40.5%
1-2	33.3%	36.1%	36.4%	36.2%	35.6%	34.5%	30.8%	36.9%	38.6%
3-4	14.1%	13.2%	15.8%	10.6%	14.5%	16.6%	17.3%	11.4%	14.8%
5-10	6.1%	6.0%	7.8%	10.6%	7.4%	10.0%	1.9%	4.0%	5.1%
11-20	0.0%	0.7%	1.1%	0.0%	0.8%	1.5%	0.0%	0.5%	0.7%
21-50	0.0%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%
51+	0.0%	0.0%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%
<b>Do you, "to a great extent":</b>									
Feel that the training you received in graduate school prepared you well for your role as a faculty member	43.4%	47.0%	45.8%	34.0%	51.8%	49.8%	51.9%	40.6%	40.8%
Achieve a healthy balance between your personal life and your professional life	32.3%	31.5%	32.1%	36.2%	38.6%	38.1%	28.8%	21.9%	24.8%
Experience close alignment between your work and your personal values	70.7%	67.5%	64.8%	74.5%	70.1%	65.8%	67.3%	64.0%	63.6%
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar	28.3%	25.3%	24.9%	23.4%	22.7%	21.3%	32.7%	28.8%	29.3%
Mentor new faculty	18.2%	19.7%	21.5%	17.0%	18.4%	19.0%	19.2%	21.4%	24.5%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>In your interactions with undergraduates, how "frequently" do you encourage them to:</b>									
Ask questions in class	94.9%	94.1%	95.0%	93.6%	92.9%	94.0%	96.2%	95.8%	96.1%
Support their opinions with a logical argument	81.8%	79.3%	81.7%	74.5%	80.1%	80.8%	88.5%	78.2%	82.8%
Seek solutions to problems and explain them to others	67.7%	72.4%	73.1%	74.5%	72.6%	72.4%	61.5%	72.1%	74.0%
Revise their papers to improve their writing	57.6%	59.9%	60.2%	57.4%	53.0%	54.7%	57.7%	69.2%	67.0%
Evaluate the quality or reliability of information they receive	67.7%	66.9%	68.8%	61.7%	61.8%	63.8%	73.1%	73.9%	75.0%
Take risks for potential gains	32.7%	39.0%	40.8%	27.7%	38.9%	41.1%	37.3%	39.1%	40.5%
Seek alternative solutions to a problem	58.6%	60.2%	61.0%	55.3%	57.7%	58.9%	61.5%	63.5%	63.6%
Look up scientific research articles and resources	48.5%	47.6%	49.1%	46.8%	41.4%	43.5%	50.0%	56.1%	56.0%
Explore topics on their own, even though it was not required for a class	35.4%	48.4%	49.4%	36.2%	44.9%	46.8%	34.6%	53.2%	52.6%
Accept mistakes as part of the learning process	77.8%	74.8%	75.3%	83.0%	72.4%	73.2%	73.1%	78.1%	78.0%
Seek feedback on their academic work	66.7%	73.6%	75.2%	68.1%	69.1%	70.3%	65.4%	79.6%	81.2%
Integrate skills and knowledge from different sources and experiences	78.8%	77.1%	76.4%	76.6%	72.4%	72.4%	80.8%	83.4%	81.3%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Methods you use in "all" or "most" of the courses you teach:									
Multiple-choice exams	29.3%	33.2%	28.3%	23.4%	32.5%	27.2%	34.6%	34.2%	29.6%
Essay exams	55.6%	46.3%	45.0%	40.4%	49.1%	46.8%	69.2%	42.5%	42.8%
Short-answer exams	52.5%	48.8%	46.0%	48.9%	51.2%	48.4%	55.8%	45.5%	43.0%
Quizzes	47.5%	41.0%	37.9%	53.2%	41.3%	38.7%	42.3%	40.7%	37.0%
Weekly essay assignments	28.6%	24.0%	23.0%	17.0%	21.4%	20.6%	39.2%	27.6%	25.9%
Student presentations	57.6%	53.8%	53.4%	55.3%	46.6%	45.7%	59.6%	63.4%	62.8%
Term/research papers	56.6%	45.5%	47.2%	57.4%	43.0%	44.7%	55.8%	48.7%	50.3%
Student evaluations of each others' work	29.3%	26.5%	24.9%	23.4%	20.7%	19.8%	34.6%	34.2%	31.2%
Grading on a curve	11.3%	10.6%	11.6%	17.0%	13.6%	14.6%	6.0%	6.4%	7.8%
Competency-based grading	49.5%	49.9%	50.9%	48.9%	47.9%	49.5%	50.0%	52.7%	52.7%
Class discussions	86.9%	86.5%	86.3%	87.2%	83.5%	83.2%	86.5%	90.6%	90.1%
Cooperative learning (small groups)	75.8%	67.9%	66.4%	68.1%	59.8%	58.4%	82.7%	78.7%	76.1%
Experiential learning/Field studies	31.3%	33.2%	30.2%	31.9%	26.5%	25.1%	30.8%	42.2%	36.4%
Teaching assistants	2.0%	5.9%	5.6%	4.3%	6.3%	6.5%	0.0%	5.4%	4.6%
Recitals/Demonstrations	18.4%	20.7%	20.2%	21.3%	18.3%	19.0%	15.7%	24.1%	21.6%
Group projects	59.6%	38.5%	37.8%	53.2%	31.4%	32.6%	65.4%	48.0%	44.1%
Extensive lecturing	36.4%	37.9%	38.8%	44.7%	46.3%	47.6%	28.8%	26.5%	28.0%
Multiple drafts of written work	37.8%	27.8%	29.0%	36.2%	21.8%	24.7%	39.2%	35.8%	34.4%
Student-selected topics for course content	20.2%	22.4%	22.2%	14.9%	17.8%	18.7%	25.0%	28.5%	26.5%
Reflective writing/journaling	25.3%	26.7%	24.0%	19.1%	18.9%	18.0%	30.8%	37.3%	31.3%
Community service as part of coursework	5.1%	10.6%	8.4%	4.3%	6.8%	5.8%	5.8%	15.7%	11.5%
Electronic quizzes with immediate feedback in class	4.0%	7.7%	6.3%	4.3%	7.2%	5.3%	3.8%	8.2%	7.4%
Using real-life problems	50.5%	59.4%	59.6%	44.7%	56.1%	57.3%	55.8%	63.9%	62.5%
Using student inquiry to drive learning	41.4%	47.9%	49.4%	42.6%	44.4%	45.9%	40.4%	52.7%	53.6%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Personal goals noted as "essential" or "very important":									
Becoming an authority in my field	40.4%	61.4%	61.5%	42.6%	60.8%	61.0%	38.5%	62.1%	62.1%
Influencing the political structure	14.1%	22.7%	22.7%	12.8%	20.7%	20.6%	15.4%	25.4%	25.3%
Influencing social values	49.5%	59.4%	55.4%	46.8%	55.4%	51.0%	51.9%	64.6%	60.8%
Raising a family	70.7%	77.2%	73.6%	74.5%	82.2%	77.3%	67.3%	70.4%	69.0%
Becoming very well off financially	17.2%	20.6%	23.1%	21.3%	19.7%	23.8%	13.5%	21.7%	22.2%
Helping others who are in difficulty	77.8%	79.2%	76.7%	76.6%	76.6%	73.0%	78.8%	82.8%	81.2%
Adopting 'green' practices to protect the environment	68.7%	53.1%	56.9%	66.0%	48.1%	51.4%	71.2%	59.9%	63.6%
Developing a meaningful philosophy of life	87.9%	89.2%	86.4%	83.0%	87.4%	84.5%	92.3%	91.5%	88.7%
Helping to promote racial understanding	74.7%	76.2%	75.4%	76.6%	71.1%	69.4%	73.1%	83.0%	82.8%
Integrating spirituality into my life	49.5%	72.2%	59.6%	44.7%	71.2%	57.5%	53.8%	73.5%	62.1%
Making a theoretical contribution to science	15.2%	24.5%	27.3%	12.8%	25.1%	27.9%	17.3%	23.6%	26.6%
Participating in a community action program	31.3%	34.5%	32.2%	27.7%	30.3%	27.8%	34.6%	40.1%	37.5%
Keeping up to date with political affairs	49.5%	57.8%	60.1%	55.3%	60.7%	62.1%	44.2%	53.7%	57.6%
Becoming a community leader	19.2%	26.0%	23.8%	21.3%	24.4%	23.0%	17.3%	28.2%	24.7%
Mentoring the next generation of scholars	63.6%	76.8%	75.8%	66.0%	74.3%	72.1%	61.5%	80.1%	80.4%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Goals for undergraduates noted as "essential" or "very important"</b>									
Develop ability to think critically	99.0%	99.3%	99.3%	97.9%	98.9%	99.0%	100.0%	99.7%	99.7%
Prepare students for employment after college	75.8%	83.6%	81.5%	74.5%	81.9%	79.0%	76.9%	85.9%	84.4%
Prepare students for graduate or advanced education	79.8%	79.8%	79.0%	70.2%	77.9%	77.5%	88.5%	82.3%	80.8%
Develop moral character	85.9%	83.4%	79.3%	80.9%	81.2%	76.9%	90.4%	86.5%	82.3%
Provide for students' emotional development	59.6%	65.4%	61.5%	51.1%	61.4%	56.6%	67.3%	70.8%	67.6%
Teach students the classic works of Western civilization	29.3%	35.9%	33.0%	25.5%	38.9%	35.9%	32.7%	31.8%	29.5%
Help students develop personal values	80.6%	81.3%	76.4%	80.4%	79.5%	73.5%	80.8%	83.9%	79.9%
Enhance students' self-understanding	76.8%	82.0%	80.3%	74.5%	79.3%	77.9%	78.8%	85.7%	83.1%
Instill in students a commitment to community service	55.6%	62.4%	56.1%	48.9%	56.6%	50.0%	61.5%	70.3%	63.6%
Enhance students' knowledge of and appreciation for other racial/ethnic groups	80.8%	78.8%	77.4%	78.7%	72.7%	70.6%	82.7%	87.0%	85.7%
Help master knowledge in a discipline	84.8%	94.7%	94.1%	78.7%	94.3%	93.3%	90.4%	95.3%	95.0%
Develop creative capacities	72.4%	79.0%	79.7%	72.3%	78.5%	78.9%	72.5%	79.8%	80.7%
Instill a basic appreciation of the liberal arts	82.8%	79.5%	78.1%	83.0%	78.3%	76.9%	82.7%	81.3%	79.7%
Promote ability to write effectively	92.9%	94.6%	94.5%	93.6%	92.9%	92.7%	92.3%	97.0%	96.8%
Help students evaluate the quality and reliability of information	94.9%	95.8%	95.6%	91.5%	94.7%	94.3%	98.1%	97.5%	97.3%
Engage students in civil discourse around controversial issues	76.8%	74.3%	73.5%	78.7%	72.3%	70.2%	75.0%	77.0%	77.6%
Teach students tolerance and respect for different beliefs	80.8%	86.6%	85.7%	76.6%	82.1%	80.7%	84.6%	92.7%	91.9%
Encourage students to become agents of social change	68.7%	63.8%	61.9%	61.7%	56.0%	53.6%	75.0%	74.3%	72.1%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on:</b>									
<b>Scheduled teaching (give actual, not credit hours)</b>									
None	1.0%	0.3%	0.3%	0.0%	0.2%	0.3%	1.9%	0.3%	0.2%
1-4	9.1%	8.8%	10.3%	8.5%	7.5%	9.8%	9.6%	10.7%	10.9%
5-8	27.3%	23.2%	28.6%	31.9%	22.2%	27.8%	23.1%	24.5%	29.5%
9-12	41.4%	41.0%	39.0%	40.4%	43.3%	39.7%	42.3%	37.9%	38.0%
13-16	14.1%	18.4%	14.6%	10.6%	17.4%	14.5%	17.3%	19.6%	14.9%
17-20	4.0%	6.1%	4.8%	2.1%	6.6%	5.0%	5.8%	5.3%	4.5%
21-34	3.0%	1.8%	2.0%	6.4%	2.1%	2.2%	0.0%	1.5%	1.8%
35-44	0.0%	0.2%	0.3%	0.0%	0.3%	0.5%	0.0%	0.1%	0.2%
45+	0.0%	0.2%	0.2%	0.0%	0.4%	0.2%	0.0%	0.1%	0.1%
<b>Preparing for teaching (including reading student papers and grading)</b>									
None	0.0%	0.1%	0.2%	0.0%	0.1%	0.3%	0.0%	0.1%	0.1%
1-4	6.1%	8.9%	9.1%	8.5%	9.9%	10.1%	3.8%	7.6%	7.9%
5-8	17.2%	20.3%	21.9%	25.5%	22.4%	23.3%	9.6%	17.5%	20.1%
9-12	23.2%	23.2%	22.6%	14.9%	24.9%	24.3%	30.8%	21.0%	20.6%
13-16	21.2%	16.9%	16.9%	21.3%	16.8%	16.8%	21.2%	17.0%	16.9%
17-20	21.2%	15.7%	15.1%	21.3%	13.1%	12.8%	21.2%	19.1%	17.9%
21-34	10.1%	10.7%	10.1%	6.4%	9.6%	9.3%	13.5%	12.3%	11.1%
35-44	0.0%	3.5%	3.1%	0.0%	2.5%	2.4%	0.0%	4.9%	4.1%
45+	1.0%	0.6%	0.9%	2.1%	0.7%	0.7%	0.0%	0.5%	1.3%
<b>Advising and counseling of students</b>									
None	1.0%	2.4%	2.7%	0.0%	2.1%	2.8%	1.9%	2.8%	2.5%
1-4	59.6%	54.1%	54.5%	70.2%	57.0%	57.5%	50.0%	50.2%	50.7%
5-8	27.3%	29.8%	30.6%	23.4%	29.2%	29.0%	30.8%	30.5%	32.5%
9-12	9.1%	8.4%	7.9%	6.4%	8.3%	7.5%	11.5%	8.6%	8.4%
13-16	2.0%	3.7%	2.7%	0.0%	2.1%	1.6%	3.8%	5.9%	4.1%
17-20	1.0%	1.0%	0.9%	0.0%	0.7%	0.7%	1.9%	1.4%	1.1%
21-34	0.0%	0.5%	0.7%	0.0%	0.6%	0.9%	0.0%	0.4%	0.3%
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on:</b>									
<b>Committee work and meetings</b>									
None	6.1%	5.0%	5.0%	4.3%	6.2%	6.3%	7.7%	3.5%	3.4%
1-4	64.6%	64.4%	61.4%	63.8%	67.0%	63.5%	65.4%	60.7%	58.9%
5-8	22.2%	22.9%	24.1%	25.5%	20.1%	21.5%	19.2%	26.7%	27.2%
9-12	5.1%	4.6%	5.9%	4.3%	3.8%	5.7%	5.8%	5.8%	6.3%
13-16	1.0%	1.7%	2.1%	2.1%	1.6%	1.6%	0.0%	1.8%	2.7%
17-20	1.0%	1.0%	0.9%	0.0%	1.0%	0.8%	1.9%	1.0%	1.0%
21-34	0.0%	0.3%	0.3%	0.0%	0.3%	0.3%	0.0%	0.3%	0.4%
35-44	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.1%
<b>Other administration</b>									
None	35.4%	25.0%	25.9%	36.2%	26.7%	27.1%	34.6%	22.7%	24.4%
1-4	37.4%	41.6%	42.1%	36.2%	42.8%	42.9%	38.5%	40.1%	41.2%
5-8	17.2%	15.4%	14.9%	14.9%	14.8%	14.2%	19.2%	16.2%	15.6%
9-12	4.0%	7.9%	7.5%	4.3%	7.1%	7.0%	3.8%	9.0%	8.1%
13-16	2.0%	3.4%	3.7%	2.1%	3.0%	3.5%	1.9%	3.9%	4.0%
17-20	0.0%	3.5%	3.0%	0.0%	2.7%	2.6%	0.0%	4.5%	3.5%
21-34	3.0%	2.0%	1.8%	6.4%	2.0%	1.6%	0.0%	2.2%	2.1%
35-44	1.0%	0.8%	0.6%	0.0%	0.7%	0.5%	1.9%	1.0%	0.8%
45+	0.0%	0.3%	0.4%	0.0%	0.2%	0.6%	0.0%	0.4%	0.3%
<b>Research and scholarly writing</b>									
None	31.6%	20.5%	18.2%	31.9%	19.0%	16.5%	31.4%	22.5%	20.2%
1-4	43.9%	47.1%	43.5%	46.8%	46.0%	40.8%	41.2%	48.6%	46.8%
5-8	12.2%	18.7%	20.4%	8.5%	19.1%	21.9%	15.7%	18.1%	18.6%
9-12	9.2%	7.4%	9.0%	8.5%	7.7%	10.1%	9.8%	6.9%	7.7%
13-16	1.0%	2.9%	3.7%	0.0%	3.5%	4.0%	2.0%	2.1%	3.4%
17-20	0.0%	1.9%	2.8%	0.0%	2.5%	3.5%	0.0%	1.1%	1.9%
21-34	0.0%	0.9%	1.6%	0.0%	1.3%	2.3%	0.0%	0.4%	0.8%
35-44	1.0%	0.3%	0.4%	2.1%	0.4%	0.5%	0.0%	0.1%	0.2%
45+	1.0%	0.3%	0.3%	2.1%	0.5%	0.3%	0.0%	0.1%	0.3%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on:</b>									
<b>Other creative products/performances</b>									
None	61.6%	55.8%	57.2%	66.0%	54.7%	55.4%	57.7%	57.3%	59.4%
1-4	26.3%	30.1%	28.5%	19.1%	29.3%	28.5%	32.7%	31.3%	28.6%
5-8	3.0%	7.7%	7.7%	6.4%	9.5%	8.8%	0.0%	5.4%	6.4%
9-12	4.0%	3.5%	3.2%	2.1%	3.5%	3.4%	5.8%	3.5%	3.0%
13-16	3.0%	1.3%	1.1%	4.3%	1.4%	1.4%	1.9%	1.1%	0.7%
17-20	1.0%	0.7%	1.3%	2.1%	0.7%	1.4%	0.0%	0.7%	1.1%
21-34	0.0%	0.5%	0.5%	0.0%	0.6%	0.6%	0.0%	0.4%	0.3%
35-44	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%	0.0%
45+	1.0%	0.3%	0.4%	0.0%	0.2%	0.3%	1.9%	0.3%	0.4%
<b>Consultation with clients/patients</b>									
None	89.9%	80.9%	81.8%	93.6%	82.0%	82.5%	86.5%	79.5%	81.0%
1-4	6.1%	13.0%	12.1%	6.4%	12.9%	12.1%	5.8%	13.1%	12.0%
5-8	3.0%	3.6%	3.7%	0.0%	3.5%	3.5%	5.8%	3.8%	4.0%
9-12	0.0%	1.4%	1.3%	0.0%	0.9%	1.1%	0.0%	2.1%	1.4%
13-16	1.0%	0.4%	0.5%	0.0%	0.4%	0.3%	1.9%	0.6%	0.7%
17-20	0.0%	0.4%	0.4%	0.0%	0.3%	0.3%	0.0%	0.6%	0.5%
21-34	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.2%	0.2%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Community or public service</b>									
None	42.9%	34.1%	40.0%	42.6%	35.0%	42.4%	43.1%	32.7%	37.1%
1-4	44.9%	53.5%	49.0%	46.8%	52.4%	46.1%	43.1%	54.9%	52.5%
5-8	11.2%	10.0%	8.5%	8.5%	10.1%	8.9%	13.7%	9.7%	8.0%
9-12	1.0%	1.8%	1.8%	2.1%	1.6%	1.8%	0.0%	2.1%	1.8%
13-16	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%
17-20	0.0%	0.2%	0.2%	0.0%	0.4%	0.4%	0.0%	0.0%	0.1%
21-34	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%



Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on:</b>									
<b>Outside consulting/freelance work</b>									
None	79.8%	72.5%	74.5%	72.3%	68.8%	71.9%	86.5%	77.5%	77.7%
1-4	15.2%	21.5%	19.7%	21.3%	24.0%	20.9%	9.6%	18.1%	18.2%
5-8	4.0%	4.5%	4.0%	4.3%	5.4%	4.9%	3.8%	3.1%	2.8%
9-12	1.0%	1.1%	1.2%	2.1%	1.2%	1.4%	0.0%	0.9%	0.8%
13-16	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	0.0%	0.0%	0.3%
17-20	0.0%	0.2%	0.2%	0.0%	0.2%	0.3%	0.0%	0.2%	0.1%
21-34	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%
35-44	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
<b>Household/childcare duties</b>									
None	6.1%	8.3%	7.5%	6.4%	10.9%	9.7%	5.8%	4.7%	4.8%
1-4	18.2%	18.7%	18.6%	21.3%	19.7%	19.4%	15.4%	17.5%	17.6%
5-8	19.2%	27.6%	26.4%	25.5%	27.4%	25.9%	13.5%	28.0%	27.1%
9-12	21.2%	16.3%	16.2%	21.3%	17.3%	17.0%	21.2%	15.0%	15.2%
13-16	8.1%	8.1%	8.7%	2.1%	9.2%	9.4%	13.5%	6.6%	7.8%
17-20	6.1%	7.6%	8.3%	10.6%	7.6%	8.9%	1.9%	7.7%	7.5%
21-34	9.1%	5.7%	6.3%	4.3%	4.3%	5.1%	13.5%	7.6%	7.7%
35-44	1.0%	3.5%	3.4%	2.1%	2.0%	2.3%	0.0%	5.6%	4.7%
45+	11.1%	4.0%	4.6%	6.4%	1.6%	2.2%	15.4%	7.3%	7.6%
<b>Commuting to campus</b>									
None	13.1%	10.0%	10.3%	14.9%	10.6%	11.0%	11.5%	9.1%	9.4%
1-4	67.7%	58.9%	54.4%	70.2%	62.6%	58.2%	65.4%	54.0%	49.8%
5-8	17.2%	22.3%	25.4%	12.8%	19.8%	22.5%	21.2%	25.7%	29.0%
9-12	0.0%	6.6%	7.8%	0.0%	5.5%	6.8%	0.0%	8.0%	9.0%
13-16	2.0%	1.8%	1.7%	2.1%	1.3%	1.2%	1.9%	2.6%	2.3%
17-20	0.0%	0.2%	0.3%	0.0%	0.0%	0.2%	0.0%	0.3%	0.3%
21-34	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
45+	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>During the present term, how many hours per week on average do you actually spend on:</b>									
<b>Other employment, outside of academia</b>									
None	89.9%	83.9%	86.4%	85.1%	82.8%	86.1%	94.2%	85.4%	86.8%
1-4	7.1%	8.9%	7.4%	12.8%	10.0%	7.9%	1.9%	7.4%	6.9%
5-8	2.0%	3.8%	3.0%	2.1%	3.8%	3.0%	1.9%	3.7%	2.9%
9-12	0.0%	1.5%	1.2%	0.0%	1.2%	1.1%	0.0%	1.8%	1.3%
13-16	0.0%	0.6%	0.7%	0.0%	0.9%	0.8%	0.0%	0.1%	0.6%
17-20	0.0%	0.6%	0.5%	0.0%	0.6%	0.6%	0.0%	0.6%	0.4%
21-34	1.0%	0.4%	0.4%	0.0%	0.3%	0.3%	1.9%	0.5%	0.5%
35-44	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.3%	0.5%
45+	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%
<b>General activities</b>									
Are you a member of a faculty union?	2.0%	4.7%	9.0%	0.0%	4.6%	8.7%	3.8%	4.8%	9.5%
Are you a U.S. citizen?	93.9%	94.7%	93.5%	97.9%	94.6%	93.2%	90.4%	94.7%	93.9%
Do you plan to retire within the next three years?	5.1%	8.8%	8.5%	6.4%	9.5%	8.8%	3.8%	8.0%	8.0%
Do you use your scholarship to address local community needs?	39.4%	43.2%	38.0%	29.8%	41.4%	35.4%	48.1%	45.7%	41.2%
Have you been sexually harassed at this institution?	7.1%	3.6%	4.3%	0.0%	1.7%	2.0%	13.5%	6.2%	7.0%
Have you ever interrupted your professional career for more than one year for family reasons?	4.0%	11.2%	11.7%	2.1%	5.6%	5.6%	5.8%	18.8%	19.1%
Have you ever received an award for outstanding teaching?	24.2%	41.0%	39.7%	36.2%	42.1%	41.8%	13.5%	39.5%	37.2%
Is (or was) your spouse/partner an academic?	34.7%	31.4%	31.7%	29.8%	34.1%	33.2%	39.2%	27.7%	29.9%
<b>During the past two years, have you:</b>									
Considered early retirement?	17.2%	17.4%	17.9%	21.3%	17.6%	18.1%	13.5%	17.1%	17.7%
Considered leaving academe for another job?	34.3%	31.5%	32.2%	42.6%	31.2%	29.9%	26.9%	32.0%	35.0%
Considered leaving this institution for another?	40.4%	42.8%	43.5%	46.8%	42.4%	43.0%	34.6%	43.3%	44.0%
Changed academic institutions?	10.1%	17.1%	16.8%	10.6%	17.0%	16.5%	9.6%	17.3%	17.2%
Engaged in paid consulting outside of your institution?	25.3%	30.9%	30.8%	27.7%	34.5%	32.9%	23.1%	26.0%	28.2%
Engaged in public service/professional consulting without pay?	51.5%	55.6%	53.8%	55.3%	58.0%	54.6%	48.1%	52.3%	52.9%
Received at least one firm job offer?	15.2%	27.7%	25.6%	14.9%	26.5%	23.9%	15.4%	29.4%	27.7%
Requested/sought an early promotion?	7.1%	7.4%	6.5%	8.5%	6.5%	6.4%	5.8%	8.6%	6.6%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>If you were to begin your career again, would you:</b>									
<b>Still want to come to this institution?</b>									
Definitely yes	42.4%	40.9%	39.7%	38.3%	42.3%	40.5%	46.2%	39.0%	38.8%
Probably yes	34.3%	35.1%	34.1%	38.3%	32.2%	32.5%	30.8%	39.0%	36.0%
Not sure	9.1%	14.5%	15.3%	6.4%	15.1%	15.5%	11.5%	13.8%	15.1%
Probably no	10.1%	6.8%	6.9%	8.5%	7.5%	7.3%	11.5%	5.9%	6.3%
Definitely no	4.0%	2.7%	4.0%	8.5%	3.0%	4.2%	0.0%	2.3%	3.8%
<b>Still want to be a college professor?</b>									
Definitely yes	60.6%	64.0%	63.6%	57.4%	66.4%	65.9%	63.5%	60.6%	60.7%
Probably yes	32.3%	26.9%	26.2%	34.0%	25.3%	24.8%	30.8%	29.1%	28.0%
Not sure	5.1%	6.6%	7.4%	6.4%	5.6%	6.5%	3.8%	8.0%	8.5%
Probably no	2.0%	2.2%	2.3%	2.1%	2.2%	2.3%	1.9%	2.0%	2.3%
Definitely no	0.0%	0.3%	0.5%	0.0%	0.4%	0.5%	0.0%	0.2%	0.5%
<b>Attributes noted as being "very descriptive" of your institution</b>									
It is easy for students to see faculty outside of regular office hours	83.8%	77.5%	75.0%	87.2%	78.2%	75.2%	80.8%	76.6%	74.8%
The faculty are typically at odds with campus administration	15.2%	15.0%	16.6%	19.1%	15.9%	16.6%	11.5%	13.6%	16.6%
Faculty here respect each other	29.3%	56.6%	53.6%	21.3%	59.5%	54.9%	36.5%	52.7%	52.0%
Most students are treated like "numbers in a book"	0.0%	1.5%	2.1%	0.0%	1.6%	2.3%	0.0%	1.4%	1.9%
Faculty are rewarded for being good teachers	18.2%	20.9%	23.0%	23.4%	20.7%	23.6%	13.5%	21.3%	22.4%
There is respect for the expression of diverse values and beliefs	36.4%	31.6%	37.4%	31.9%	32.4%	38.2%	40.4%	30.6%	36.5%
Faculty are rewarded for their efforts to use instructional technology	11.1%	13.7%	13.6%	12.8%	11.6%	12.8%	9.6%	16.5%	14.6%
Administrators consider faculty concerns when making policy	27.6%	20.7%	19.7%	34.8%	21.8%	21.4%	21.2%	19.1%	17.6%
The administration is open about its policies	27.3%	25.5%	21.3%	36.2%	26.2%	22.4%	19.2%	24.4%	19.9%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Factors noted as a source of stress for you during the last two years</b>									
Managing household responsibilities	72.2%	76.5%	77.0%	67.4%	74.5%	74.2%	76.5%	79.1%	80.5%
Child care	57.4%	52.2%	57.2%	50.0%	48.1%	53.9%	63.9%	58.9%	61.7%
Care of elderly parent	46.4%	50.3%	50.3%	34.4%	47.3%	45.8%	56.8%	54.9%	56.4%
My physical health	56.8%	52.1%	54.0%	53.2%	50.4%	51.1%	60.4%	54.3%	57.5%
Health of spouse/partner	40.2%	42.6%	41.9%	33.3%	43.8%	42.8%	47.6%	40.7%	40.6%
Review/promotion process	59.8%	54.3%	55.3%	55.6%	48.4%	49.4%	63.8%	62.3%	62.6%
Subtle discrimination (e.g., prejudice, racism, sexism)	26.1%	26.1%	27.3%	15.6%	18.5%	19.2%	36.2%	36.4%	37.1%
Personal finances	59.6%	69.8%	68.4%	66.0%	71.3%	68.6%	53.8%	67.7%	68.2%
Committee work	57.9%	62.9%	64.8%	62.2%	59.7%	62.2%	54.0%	67.3%	68.0%
Faculty meetings	49.5%	55.0%	55.3%	53.3%	52.2%	52.7%	46.2%	58.9%	58.4%
Colleagues	69.7%	61.3%	62.1%	70.2%	56.9%	58.1%	69.2%	67.2%	67.0%
Students	63.6%	65.4%	64.0%	61.7%	61.5%	61.6%	65.4%	70.5%	67.0%
Research or publishing demands	60.4%	55.6%	61.6%	57.4%	51.2%	57.8%	63.3%	61.7%	66.4%
Institutional procedures and "red tape"	55.1%	64.5%	64.0%	53.2%	63.3%	63.9%	56.9%	66.2%	64.0%
Teaching load	81.8%	68.4%	66.6%	76.6%	67.0%	64.1%	86.5%	70.2%	69.7%
Children's problems	47.1%	45.8%	47.4%	44.1%	44.6%	45.2%	50.0%	47.8%	50.5%
Friction with spouse/partner	32.6%	31.3%	32.7%	33.3%	28.6%	30.5%	31.7%	35.5%	35.7%
Lack of personal time	83.8%	83.3%	83.1%	74.5%	78.5%	77.9%	92.3%	89.9%	89.4%
Keeping up with information technology	50.5%	55.3%	53.4%	45.7%	50.9%	49.7%	54.9%	61.4%	57.9%
Job security	32.7%	39.6%	39.5%	27.7%	37.5%	37.3%	37.3%	42.4%	42.1%
Being part of a dual career couple	54.1%	50.0%	50.9%	41.9%	45.6%	46.2%	66.7%	56.4%	57.2%
Working with underprepared students	72.7%	79.2%	76.5%	61.7%	78.2%	74.4%	82.7%	80.6%	79.1%
Self-imposed high expectations	84.8%	84.3%	84.2%	76.6%	80.3%	80.5%	92.3%	89.8%	88.8%
Change in work responsibilities	47.9%	51.9%	51.9%	42.6%	44.8%	45.2%	53.1%	61.8%	60.3%
Institutional budget cuts	63.3%	59.6%	61.9%	55.3%	57.3%	58.7%	70.6%	62.6%	65.9%

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Aspects of your job with which you are "very satisfied" or "satisfied":									
Salary	46.5%	43.2%	47.9%	48.9%	44.4%	50.1%	44.2%	41.6%	45.3%
Health benefits	23.7%	59.2%	63.1%	23.4%	57.6%	62.7%	24.0%	61.4%	63.6%
Retirement benefits	59.8%	63.7%	62.9%	70.2%	62.5%	63.6%	48.9%	65.4%	62.0%
Opportunity for scholarly pursuits	57.1%	49.8%	50.3%	61.7%	53.0%	55.3%	52.9%	45.4%	44.0%
Teaching load	45.5%	55.8%	56.6%	51.1%	56.1%	58.5%	40.4%	55.4%	54.3%
Quality of students	66.7%	57.2%	58.7%	66.0%	54.2%	57.4%	67.3%	61.3%	60.2%
Office/lab space	78.8%	70.3%	71.3%	78.7%	69.3%	69.8%	78.8%	71.8%	73.0%
Autonomy and independence	91.9%	85.3%	85.8%	91.5%	85.1%	85.6%	92.3%	85.6%	86.0%
Professional relationships with other faculty	73.7%	81.7%	80.7%	74.5%	80.4%	79.8%	73.1%	83.3%	81.8%
Social relationships with other faculty	68.0%	71.8%	71.8%	73.9%	70.1%	69.8%	62.7%	74.0%	74.2%
Competency of colleagues	74.5%	82.8%	81.4%	66.0%	80.6%	79.9%	82.4%	85.8%	83.3%
Job security	72.4%	75.2%	76.1%	74.5%	75.7%	77.3%	70.6%	74.5%	74.6%
Departmental leadership	58.3%	73.4%	72.0%	63.0%	75.6%	74.7%	54.0%	70.3%	68.7%
Course assignments	83.8%	85.0%	85.3%	78.7%	84.7%	85.7%	88.5%	85.4%	84.6%
Freedom to determine course content	93.9%	92.9%	92.2%	89.4%	92.9%	92.7%	98.1%	93.0%	91.6%
Availability of child care at this institution	6.9%	20.3%	22.7%	12.5%	26.2%	27.2%	0.0%	13.9%	18.1%
Prospects for career advancement	60.7%	55.0%	55.7%	62.2%	55.8%	57.5%	59.1%	53.8%	53.5%
Clerical/administrative support	77.3%	61.6%	61.2%	69.6%	61.7%	61.9%	84.3%	61.5%	60.4%
Overall job satisfaction	79.8%	77.6%	77.5%	80.9%	76.3%	77.4%	78.8%	79.3%	77.7%
Tuition remission for your children/dependents	87.0%	82.7%	79.9%	96.4%	81.9%	79.7%	76.9%	83.8%	80.1%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Do you agree "strongly" or "somewhat"?</b>									
Faculty are interested in students' personal problems	98.0%	96.2%	94.0%	97.9%	96.4%	94.0%	98.1%	96.0%	94.0%
Racial and ethnic diversity should be more strongly reflected in the curriculum	77.8%	64.6%	62.3%	74.5%	56.5%	55.5%	80.8%	75.6%	70.5%
Faculty feel that most students are well-prepared academically	50.5%	43.8%	45.6%	44.7%	42.8%	45.1%	55.8%	45.2%	46.2%
This institution should hire more faculty of color	85.7%	74.5%	75.1%	89.1%	71.6%	70.9%	82.7%	78.4%	80.2%
This institution should hire more women faculty	61.6%	54.1%	53.0%	59.6%	50.1%	48.9%	63.5%	59.4%	57.9%
Student Affairs staff have the support and respect of faculty	86.6%	80.1%	77.4%	86.7%	78.3%	76.3%	86.5%	82.5%	78.8%
Faculty are committed to the welfare of this institution	93.9%	95.0%	94.1%	93.6%	95.2%	93.7%	94.2%	94.9%	94.6%
Faculty here are strongly interested in the academic problems of undergraduates	93.9%	95.9%	94.4%	95.7%	96.4%	94.2%	92.3%	95.3%	94.6%
There is a lot of campus racial conflict here	10.1%	11.5%	11.0%	8.5%	9.6%	8.3%	11.5%	14.0%	14.4%
My research is valued by faculty in my department	77.8%	76.9%	77.4%	80.9%	78.3%	79.4%	75.0%	75.1%	75.1%
My teaching is valued by faculty in my department	89.9%	92.7%	93.0%	91.5%	92.2%	92.6%	88.5%	93.4%	93.4%
Faculty of color are treated fairly here	83.8%	91.2%	91.0%	85.1%	93.5%	93.3%	82.7%	88.0%	88.0%
Women faculty are treated fairly here	88.8%	89.7%	89.9%	97.8%	95.0%	94.6%	80.8%	82.6%	84.1%
Gay and lesbian faculty are treated fairly here	92.9%	71.3%	80.5%	95.7%	73.2%	81.6%	90.4%	68.7%	79.2%
Faculty are sufficiently involved in campus decision making	81.8%	65.7%	63.1%	85.1%	65.9%	63.4%	78.8%	65.5%	62.7%
My values are congruent with the dominant institutional values	76.8%	84.6%	81.3%	74.5%	83.4%	80.1%	78.8%	86.2%	82.7%
This institution takes responsibility for educating underprepared students	56.6%	75.6%	72.5%	46.8%	76.9%	73.3%	65.4%	73.8%	71.5%
The criteria for advancement and promotion decisions are clear	67.3%	72.7%	72.1%	63.0%	73.3%	73.1%	71.2%	71.9%	70.9%
Most of the students I teach lack the basic skills for college level work	25.3%	35.8%	34.7%	31.9%	34.3%	33.4%	19.2%	37.8%	36.2%
There is adequate support for faculty development	79.8%	68.9%	67.4%	80.9%	69.6%	69.5%	78.8%	68.0%	64.8%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Issues you believe to be of "highest" or "high" priority at your institution:</b>									
To promote the intellectual development of students	91.9%	86.3%	85.9%	89.4%	85.1%	84.8%	94.2%	87.9%	87.2%
To develop a sense of community among students and faculty	64.6%	77.3%	72.8%	63.8%	74.8%	70.6%	65.4%	80.8%	75.6%
To facilitate student involvement in community service	66.7%	68.6%	61.8%	61.7%	66.2%	59.4%	71.2%	71.8%	64.8%
To help students learn how to bring about change in society	41.4%	54.9%	51.5%	38.3%	51.8%	48.6%	44.2%	59.1%	55.1%
To increase or maintain institutional prestige	67.7%	60.2%	63.8%	70.2%	58.1%	62.7%	65.4%	63.2%	65.2%
To hire faculty 'stars'	23.2%	19.5%	18.1%	19.1%	16.7%	16.3%	26.9%	23.2%	20.2%
To recruit more minority students	64.6%	47.6%	48.1%	59.6%	46.1%	47.4%	69.2%	49.7%	48.9%
To enhance the institution's national image	63.3%	57.7%	63.3%	66.0%	57.4%	63.5%	60.8%	58.1%	63.1%
To create a diverse multi-cultural campus environment	52.5%	51.1%	54.5%	44.7%	49.5%	54.3%	59.6%	53.3%	54.7%
To promote gender equity among faculty	41.4%	48.0%	48.3%	48.9%	54.6%	55.6%	34.6%	39.1%	39.4%
To provide resources for faculty to engage in community-based teaching or research	41.8%	32.5%	33.2%	39.1%	29.8%	31.3%	44.2%	36.1%	35.6%
To create and sustain partnerships with surrounding communities	48.5%	43.9%	42.0%	42.6%	41.3%	38.7%	53.8%	47.4%	46.2%
To pursue extramural funding	26.8%	39.3%	42.4%	22.2%	38.8%	40.8%	30.8%	40.1%	44.3%
To increase the representation of minorities in the faculty and administration	49.5%	36.7%	38.4%	40.4%	36.0%	38.9%	57.7%	37.6%	37.9%
To strengthen links with the for-profit, corporate sector	21.6%	29.5%	30.5%	13.3%	28.3%	29.1%	28.8%	31.2%	32.3%
To develop leadership ability among students	57.6%	68.3%	65.1%	55.3%	65.4%	61.9%	59.6%	72.2%	69.0%
To increase the representation of women in the faculty and administration	23.2%	29.9%	31.8%	21.3%	32.8%	36.2%	25.0%	25.8%	26.3%
To develop an appreciation for multiculturalism	60.6%	56.8%	58.6%	51.1%	54.9%	58.2%	69.2%	59.3%	59.1%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Do you agree "strongly" or "somewhat"?</b>									
The chief benefit of a college education is that it increases one's earning power	37.8%	51.5%	52.8%	28.3%	48.3%	50.5%	46.2%	55.9%	55.7%
Promoting diversity leads to the admission of too many underprepared students	18.4%	23.9%	22.6%	10.9%	27.9%	26.7%	25.0%	18.6%	17.8%
Colleges should be actively involved in solving social problems	82.7%	74.9%	76.2%	82.6%	73.2%	73.4%	82.7%	77.0%	79.6%
Colleges should encourage students to be involved in community service activities	96.9%	93.5%	91.7%	97.8%	91.7%	88.8%	96.2%	95.9%	95.3%
A racially/ethnically diverse student body enhances the educational experience of all students	99.0%	95.6%	95.8%	97.8%	93.9%	94.0%	100.0%	97.8%	98.1%
Realistically, an individual can do little to bring about changes in society	18.4%	14.4%	15.5%	30.4%	18.1%	20.0%	7.7%	9.4%	10.1%
Colleges should be concerned with facilitating undergraduate students' spiritual development	59.2%	71.4%	57.2%	60.9%	72.9%	58.3%	57.7%	69.4%	56.0%
Colleges have a responsibility to work with their surrounding communities to address local issues	93.9%	91.3%	89.5%	95.7%	89.5%	87.7%	92.3%	93.7%	91.7%
Private funding sources often prevent researchers from being completely objective in the conduct of their work	55.7%	49.3%	52.0%	52.2%	49.3%	51.6%	58.8%	49.3%	52.5%
Colleges should prohibit racist/sexist speech on campus	63.9%	71.2%	68.1%	54.3%	68.9%	63.7%	72.5%	74.2%	73.5%
This institution should not offer remedial/developmental education	18.6%	20.1%	19.6%	23.9%	22.1%	23.3%	13.7%	17.3%	15.1%



2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Your base institutional salary</b>									
<b>9/10 month contract</b>									
Less than \$20,000	0.0%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.3%	0.2%
\$20,000 - \$29,999	1.4%	0.2%	0.1%	2.9%	0.2%	0.2%	0.0%	0.2%	0.1%
\$30,000 - \$39,999	4.2%	2.9%	1.7%	2.9%	1.8%	1.1%	5.3%	4.4%	2.5%
\$40,000 - \$49,999	0.0%	18.4%	14.0%	0.0%	16.2%	12.1%	0.0%	21.3%	16.4%
\$50,000 - \$59,999	45.8%	34.5%	24.9%	44.1%	32.5%	23.0%	47.4%	37.1%	27.2%
\$60,000 - \$69,999	13.9%	20.4%	22.4%	11.8%	20.3%	21.7%	15.8%	20.5%	23.3%
\$70,000 - \$79,999	12.5%	10.6%	12.9%	11.8%	12.4%	13.1%	13.2%	8.1%	12.6%
\$80,000 - \$89,999	15.3%	6.0%	8.9%	17.6%	7.9%	10.5%	13.2%	3.5%	6.9%
\$90,000 - \$99,999	4.2%	3.2%	5.4%	5.9%	4.0%	6.7%	2.6%	2.1%	3.8%
\$100,000 - \$124,999	1.4%	2.5%	7.0%	0.0%	3.3%	8.3%	2.6%	1.5%	5.3%
\$125,000 - \$149,999	0.0%	0.6%	1.6%	0.0%	0.7%	2.0%	0.0%	0.5%	1.1%
\$150,000 or more	1.4%	0.5%	0.9%	2.9%	0.6%	1.3%	0.0%	0.4%	0.5%
<b>11/12 month contract</b>									
Less than \$20,000	0.0%	0.2%	0.2%	0.0%	0.1%	0.2%	0.0%	0.3%	0.2%
\$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	13.0%	2.4%	1.6%	0.0%	2.2%	1.3%	30.0%	2.6%	2.0%
\$40,000 - \$49,999	4.3%	14.6%	13.8%	7.7%	10.6%	11.4%	0.0%	19.9%	16.7%
\$50,000 - \$59,999	30.4%	28.0%	23.0%	46.2%	29.6%	22.6%	10.0%	25.9%	23.5%
\$60,000 - \$69,999	21.7%	17.5%	20.3%	23.1%	18.3%	19.6%	20.0%	16.5%	21.1%
\$70,000 - \$79,999	17.4%	18.0%	14.7%	0.0%	14.3%	13.1%	40.0%	22.9%	16.6%
\$80,000 - \$89,999	13.0%	8.3%	9.5%	23.1%	10.5%	11.1%	0.0%	5.5%	7.6%
\$90,000 - \$99,999	0.0%	4.4%	5.5%	0.0%	4.9%	6.2%	0.0%	3.8%	4.6%
\$100,000 - \$124,999	0.0%	4.6%	8.4%	0.0%	6.7%	10.5%	0.0%	1.9%	5.8%
\$125,000 - \$149,999	0.0%	0.8%	1.7%	0.0%	1.2%	2.1%	0.0%	0.2%	1.3%
\$150,000 or more	0.0%	0.8%	1.0%	0.0%	1.2%	1.7%	0.0%	0.3%	0.3%
<b>Your base institutional salary reported above is based on:</b>									
Less than 9 months	1.0%	6.0%	5.1%	0.0%	6.6%	5.2%	2.0%	5.2%	4.9%
9/10 months	75.5%	60.8%	62.0%	72.3%	60.5%	62.3%	78.4%	61.1%	61.7%
11/12 months	23.5%	33.2%	32.9%	27.7%	32.9%	32.5%	19.6%	33.6%	33.4%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>What percentage of your current year's income comes from:</b>									
<b>Base salary from this institution</b>									
100%	49.5%	42.5%	43.9%	34.8%	35.2%	38.7%	62.7%	52.4%	50.4%
75% to 99%	45.4%	48.3%	46.4%	58.7%	54.0%	50.3%	33.3%	40.6%	41.8%
74% to 50%	4.1%	7.4%	7.4%	4.3%	8.8%	8.7%	3.9%	5.5%	5.8%
25% to 49%	1.0%	1.4%	1.8%	2.2%	1.6%	1.9%	0.0%	1.1%	1.6%
1% to 24%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%	0.0%	0.2%	0.3%
0%	0.0%	0.2%	0.2%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%
<b>Other income from this institution</b>									
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
74% to 50%	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.2%	0.2%
25% to 49%	1.1%	1.9%	2.1%	2.2%	2.3%	2.3%	0.0%	1.5%	1.8%
1% to 24%	20.0%	34.0%	32.9%	31.1%	37.4%	36.0%	10.0%	29.5%	29.2%
0%	78.9%	63.8%	64.8%	66.7%	60.1%	61.5%	90.0%	68.9%	68.8%
<b>Income from another academic institution</b>									
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
74% to 50%	0.0%	0.3%	0.3%	0.0%	0.2%	0.2%	0.0%	0.4%	0.3%
25% to 49%	1.1%	0.6%	0.7%	2.3%	0.9%	0.8%	0.0%	0.2%	0.6%
1% to 24%	7.6%	7.2%	6.2%	4.7%	7.8%	6.3%	10.2%	6.3%	6.1%
0%	91.3%	91.9%	92.7%	93.0%	91.1%	92.6%	89.8%	93.0%	92.9%
<b>Non-academic income</b>									
100%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
75% to 99%	0.0%	0.2%	0.3%	0.0%	0.3%	0.4%	0.0%	0.2%	0.2%
74% to 50%	0.0%	1.6%	2.2%	0.0%	1.8%	2.2%	0.0%	1.4%	2.3%
25% to 49%	4.3%	5.0%	4.9%	4.7%	5.7%	6.0%	4.0%	4.0%	3.6%
1% to 24%	32.3%	27.4%	26.2%	46.5%	33.0%	30.0%	20.0%	19.8%	21.5%
0%	63.4%	65.7%	66.4%	48.8%	59.1%	61.4%	76.0%	74.6%	72.5%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
Please enter the four-digit year that each of the following occurred.									
<b>Year of birth</b>									
1981 or later	0.0%	2.6%	2.5%	0.0%	2.3%	1.7%	0.0%	3.0%	3.5%
1986 - 1980	14.4%	9.5%	9.5%	12.8%	8.2%	8.5%	16.0%	11.2%	10.7%
1971 - 1975	22.7%	10.9%	11.7%	23.4%	11.0%	11.8%	22.0%	10.7%	11.5%
1966 - 1970	10.3%	13.5%	14.7%	14.9%	12.4%	14.3%	6.0%	14.8%	15.2%
1961 - 1965	10.3%	13.8%	12.8%	12.8%	14.3%	12.4%	8.0%	13.1%	13.3%
1956 - 1960	14.4%	15.0%	14.2%	12.8%	15.3%	14.7%	16.0%	14.6%	13.7%
1951 - 1955	15.5%	15.1%	14.8%	10.6%	15.4%	14.8%	20.0%	14.7%	14.7%
1946 - 1950	7.2%	14.4%	13.3%	6.4%	14.6%	14.1%	8.0%	14.1%	12.4%
1941 - 1945	4.1%	4.0%	4.6%	6.4%	5.0%	5.5%	2.0%	2.7%	3.5%
1940 or earlier	1.0%	1.4%	1.9%	0.0%	1.6%	2.2%	2.0%	1.1%	1.5%
<b>Year of highest degree now held</b>									
1973 or earlier	3.1%	4.1%	4.1%	4.3%	5.2%	5.5%	2.0%	2.6%	2.4%
1974 - 1978	2.1%	4.3%	4.8%	2.2%	5.6%	6.4%	2.0%	2.5%	2.9%
1979 - 1983	9.4%	7.8%	7.9%	10.9%	9.4%	9.7%	8.0%	5.8%	5.6%
1984 - 1988	9.4%	8.6%	9.9%	6.5%	9.9%	11.2%	12.0%	6.8%	8.3%
1989 - 1993	10.4%	11.6%	12.3%	13.0%	12.4%	11.9%	8.0%	10.4%	12.7%
1994 - 1998	16.7%	16.4%	15.8%	15.2%	15.4%	15.2%	18.0%	17.8%	16.5%
1999 - 2003	14.6%	16.3%	16.5%	19.6%	14.4%	15.1%	10.0%	18.9%	18.2%
2004 - 2008	28.1%	19.8%	18.8%	26.1%	18.8%	17.2%	30.0%	21.2%	20.6%
2009 or later	6.3%	11.1%	10.0%	2.2%	8.9%	7.8%	10.0%	14.1%	12.7%
<b>Year of appointment at present institution</b>									
1973 or earlier	4.1%	1.6%	1.8%	2.1%	1.9%	2.1%	6.0%	1.1%	1.5%
1974 - 1978	3.1%	2.2%	2.6%	4.3%	2.9%	3.4%	2.0%	1.3%	1.5%
1979 - 1983	7.2%	4.5%	4.9%	4.3%	5.8%	6.3%	10.0%	2.9%	3.1%
1984 - 1988	11.3%	6.9%	7.4%	12.8%	8.4%	9.0%	10.0%	4.9%	5.4%
1989 - 1993	10.3%	8.7%	9.1%	8.5%	9.7%	10.1%	12.0%	7.3%	7.9%
1994 - 1998	12.4%	11.5%	11.8%	14.9%	11.2%	11.5%	10.0%	11.8%	12.3%
1999 - 2003	9.3%	15.6%	15.8%	10.6%	15.0%	15.1%	8.0%	16.5%	16.7%
2004 - 2008	30.9%	25.0%	24.0%	29.8%	22.8%	21.8%	32.0%	27.9%	26.7%
2009 or later	11.3%	24.0%	22.7%	12.8%	22.3%	20.8%	10.0%	26.2%	25.1%

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>If tenured, year tenure was awarded</b>									
1973 or earlier	14.3%	22.5%	19.8%	12.9%	19.6%	15.8%	15.6%	27.1%	25.4%
1974 - 1978	3.2%	0.9%	0.9%	3.2%	1.2%	1.2%	3.1%	0.2%	0.4%
1979 - 1983	6.3%	2.4%	2.8%	9.7%	3.1%	3.6%	3.1%	1.2%	1.6%
1984 - 1988	6.3%	5.8%	6.4%	3.2%	7.3%	8.4%	9.4%	3.2%	3.7%
1989 - 1993	20.6%	7.9%	9.2%	19.4%	10.2%	11.3%	21.9%	4.2%	6.4%
1994 - 1998	7.9%	11.5%	12.8%	3.2%	11.9%	13.9%	12.5%	10.9%	11.2%
1999 - 2003	17.5%	14.0%	13.9%	25.8%	13.0%	13.2%	9.4%	15.7%	14.8%
2004 - 2008	17.5%	19.3%	19.6%	19.4%	18.6%	18.5%	15.6%	20.4%	21.1%
2009 or later	6.3%	15.8%	14.7%	3.2%	14.9%	14.2%	9.4%	17.2%	15.3%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Aggregated Major</b>									
Agriculture or Forestry (General Area 1)	1.0%	0.3%	0.3%	0.0%	0.5%	0.4%	2.0%	0.2%	0.2%
Biological Sciences (General Area 5)	8.2%	7.6%	6.6%	8.5%	7.6%	6.5%	8.0%	7.5%	6.8%
Business (General Area 6)	6.2%	5.8%	5.7%	2.1%	6.9%	6.6%	10.0%	4.4%	4.6%
Education (General Area 10 and Specific Discipline 2102)	9.3%	13.0%	10.9%	6.4%	10.3%	7.9%	12.0%	16.7%	14.6%
Engineering (General Area 11)	0.0%	0.7%	1.4%	0.0%	1.1%	2.0%	0.0%	0.2%	0.6%
English (General Area 12)	6.2%	6.6%	7.6%	4.3%	6.1%	6.8%	8.0%	7.3%	8.5%
Health-related (General Area 15)	1.0%	6.8%	6.3%	0.0%	2.1%	2.6%	2.0%	13.1%	10.9%
History or Political Science (Specific Discipline 3007,3009)	8.2%	5.8%	6.4%	12.8%	7.5%	7.5%	4.0%	3.5%	5.0%
Humanities (General Area 14,24)	14.4%	12.1%	11.4%	12.8%	13.2%	12.3%	16.0%	10.6%	10.3%
Fine Arts (General Area 2,4,22)	11.3%	8.4%	7.9%	17.0%	9.6%	8.9%	6.0%	6.7%	6.7%
Mathematics or Statistics (General Area 18)	5.2%	3.9%	4.4%	8.5%	5.4%	5.9%	2.0%	2.0%	2.5%
Physical Sciences (General Area 25)	5.2%	5.0%	5.7%	8.5%	6.5%	7.5%	2.0%	2.9%	3.6%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	15.5%	11.9%	14.1%	10.6%	11.7%	13.8%	20.0%	12.2%	14.6%
Other Technical (General Area 8,19,28)	3.1%	1.8%	2.0%	4.3%	2.2%	2.6%	2.0%	1.2%	1.3%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	5.2%	10.3%	9.3%	4.3%	9.3%	8.7%	6.0%	11.7%	9.9%
<b>Aggregated Department</b>									
Agriculture or Forestry (General Area 1)	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	0.0%	0.1%	0.1%
Biological Sciences (General Area 5)	10.3%	7.4%	6.4%	8.5%	7.5%	6.2%	12.0%	7.3%	6.7%
Business (General Area 6)	7.2%	8.0%	7.3%	0.0%	9.6%	8.5%	14.0%	5.8%	5.9%
Education (General Area 10 and Specific Discipline 2102)	5.2%	9.0%	7.4%	6.4%	6.3%	4.6%	4.0%	12.6%	10.8%
Engineering (General Area 11)	0.0%	0.5%	1.4%	0.0%	0.8%	2.1%	0.0%	0.1%	0.5%
English (General Area 12)	6.2%	8.3%	8.2%	4.3%	7.4%	7.5%	8.0%	9.5%	8.9%
Health-related (General Area 15)	2.1%	7.2%	7.3%	0.0%	2.4%	2.9%	4.0%	13.7%	12.8%
History or Political Science (Specific Discipline 3007,3009)	9.3%	5.9%	6.5%	12.8%	7.5%	7.7%	6.0%	3.7%	5.0%
Humanities (General Area 14,24)	15.5%	11.9%	11.2%	12.8%	13.0%	12.3%	18.0%	10.3%	9.9%
Fine Arts (General Area 2,4,22)	11.3%	8.5%	7.8%	14.9%	9.5%	8.7%	8.0%	7.1%	6.8%
Mathematics or Statistics (General Area 18)	5.2%	4.1%	4.6%	8.5%	5.5%	6.0%	2.0%	2.3%	2.9%
Physical Sciences (General Area 25)	5.2%	5.0%	6.1%	8.5%	6.6%	8.1%	2.0%	2.9%	3.6%
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.4%	10.3%	12.9%	10.6%	10.2%	12.6%	16.0%	10.5%	13.3%
Other Technical (General Area 8,19,28)	2.1%	2.0%	2.1%	4.3%	2.5%	2.7%	0.0%	1.2%	1.4%
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	7.2%	11.7%	10.5%	8.5%	11.0%	9.7%	6.0%	12.8%	11.5%

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>How many children do you have in the following age ranges?</b>									
<b>Under 18 years old</b>									
0	57.6%	60.5%	61.7%	57.4%	56.7%	58.8%	57.7%	65.6%	65.3%
1	14.1%	14.9%	15.9%	10.6%	14.9%	16.6%	17.3%	15.0%	15.1%
2	21.2%	17.6%	16.6%	21.3%	19.7%	17.7%	21.2%	14.8%	15.2%
3	6.1%	4.7%	4.3%	10.6%	5.9%	5.0%	1.9%	3.2%	3.5%
4+	1.0%	2.3%	1.5%	0.0%	2.9%	1.9%	1.9%	1.4%	1.0%
<b>18 years or older</b>									
0	68.4%	55.6%	61.5%	72.3%	50.9%	59.0%	64.7%	61.9%	64.6%
1	6.1%	11.4%	11.3%	6.4%	12.5%	11.4%	5.9%	10.0%	11.3%
2	17.3%	20.1%	16.6%	14.9%	21.4%	17.5%	19.6%	18.4%	15.5%
3	5.1%	8.5%	6.9%	2.1%	9.9%	8.0%	7.8%	6.6%	5.5%
4+	3.1%	4.4%	3.6%	4.3%	5.3%	4.2%	2.0%	3.2%	3.0%
<b>How would you characterize your political views?</b>									
Far left	20.2%	7.0%	10.0%	19.1%	6.6%	9.6%	21.2%	7.5%	10.5%
Liberal	50.5%	40.7%	47.9%	55.3%	35.5%	43.9%	46.2%	47.7%	52.9%
Middle of the road	21.2%	29.4%	27.0%	17.0%	31.2%	29.0%	25.0%	26.9%	24.6%
Conservative	8.1%	22.4%	14.6%	8.5%	26.0%	17.0%	7.7%	17.6%	11.8%
Far right	0.0%	0.6%	0.4%	0.0%	0.8%	0.5%	0.0%	0.3%	0.2%
<b>Are you currently: (Mark one)</b>									
Single	12.1%	10.3%	12.3%	8.5%	6.4%	9.9%	15.4%	15.6%	15.3%
Married	77.8%	80.5%	75.2%	83.0%	87.5%	81.8%	73.1%	71.1%	67.2%
Unmarried, living with partner	5.1%	3.3%	5.4%	6.4%	2.4%	4.3%	3.8%	4.4%	6.9%
Divorced	5.1%	4.5%	5.1%	2.1%	2.7%	3.0%	7.7%	7.0%	7.7%
Widowed	0.0%	0.7%	1.0%	0.0%	0.3%	0.4%	0.0%	1.2%	1.8%
Separated	0.0%	0.6%	0.9%	0.0%	0.6%	0.6%	0.0%	0.7%	1.2%
<b>Is English your native language?</b>									
Yes	91.9%	93.0%	90.4%	100.0%	94.2%	90.9%	84.6%	91.4%	89.8%
No	8.1%	7.0%	9.6%	0.0%	5.8%	9.1%	15.4%	8.6%	10.2%

2010-11 Faculty Survey  
**Institutional Profile Report**  
 Full-time Undergraduate Faculty

Augustana College	Total			Men			Women		
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2
<b>Race/Ethnicity - mark all that apply (total may add to more than 100%)</b>									
American Indian/Alaska Native	1.0%	1.6%	1.4%	2.2%	2.0%	1.5%	0.0%	1.2%	1.4%
Asian American/Asian	3.1%	3.7%	4.5%	0.0%	3.7%	4.6%	5.9%	3.7%	4.5%
Native Hawaiian/Pacific Islander	1.0%	0.3%	0.3%	2.2%	0.4%	0.3%	0.0%	0.1%	0.2%
African American/Black	1.0%	4.9%	4.3%	2.2%	4.9%	3.9%	0.0%	4.9%	4.8%
Mexican American/Chicano	0.0%	0.6%	0.8%	0.0%	0.7%	0.7%	0.0%	0.4%	1.0%
Puerto Rican	0.0%	0.4%	0.5%	0.0%	0.2%	0.4%	0.0%	0.7%	0.7%
Other Latino	5.2%	2.2%	2.4%	4.3%	1.7%	2.1%	5.9%	2.8%	2.7%
White/Caucasian	89.7%	87.7%	87.4%	93.5%	88.0%	88.1%	86.3%	87.3%	86.5%
Other	3.1%	3.4%	3.0%	2.2%	3.3%	2.9%	3.9%	3.4%	3.2%

**2010-11 HERI Faculty Survey**  
**List of Participating and Sampled Institutions**

**Public Universities**

2066 Cleveland State University **	OH
1946 East Carolina University	NC
8206 Florida International University *	FL
463 Florida State University **	FL
2079 Miami University-Oxford *	OH
2022 North Dakota State University-Main Campus **	ND
55 Northern Arizona University **	AZ
1286 Oakland University **	MI
2088 Ohio State University-Main Campus **	OH
774 Purdue University-Main Campus **	IN
2494 South Dakota State University *	SD
699 Southern Illinois University Carbondale **	IL
4849 Texas A & M University-Corpus Christi	TX
2679 Texas Southern University	TX
28 The University of Alabama **	AL
1556 The University of Montana *	MT
7306 The University of Texas at San Antonio **	TX
109 University of Arkansas at Little Rock **	AR
257 University of California-Los Angeles **	CA
5794 University of California-Santa Cruz **	CA
2101 University of Cincinnati-Main Campus *	OH
337 University of Colorado at Boulder	CO
6066 University of Colorado Denver **	CO
383 University of Connecticut-Storrs **	CT
584 University of Idaho *	ID
1023 University of Louisiana at Lafayette **	LA
1209 University of Massachusetts-Boston **	MA
1506 University of Missouri-Kansas City **	MO
1584 University of Nebraska at Omaha *	NE
1939 University of North Carolina at Charlotte **	NC
2031 University of North Dakota	ND
322 University of Northern Colorado *	CO
2173 University of Oklahoma Norman Campus *	OK
2212 University of Oregon **	OR
2415 University of Rhode Island *	RI
2764 University of Vermont **	VT
2732 Utah State University **	UT
1295 Wayne State University **	MI

**Private Universities**

1729 Adelphi University *	NY
414 American University *	DC
747 Anderson University **	IN
692 Benedictine University *	IL
5753 Biola University **	CA
1142 Boston College **	MA
2726 Brigham Young University *	UT
2238 Carnegie Mellon University **	PA
416 Catholic University of America *	DC
1151 Clark University **	MA
2251 Drexel University *	PA
2253 Duquesne University *	PA
2942 Edgewood College **	WI
424 Howard University **	DC
2269 Immaculata University *	PA
1085 Johns Hopkins University **	MD
657 Loyola University Chicago **	IL
2954 Marquette University **	WI
1173 Massachusetts Institute of Technology **	MA
1184 Northeastern University *	MA
1823 Pace University-New York *	NY
172 Pepperdine University *	CA
1826 Polytechnic Institute of New York University	NY
4899 Regent University *	VA
1831 Rensselaer Polytechnic Institute **	NY
2645 Rice University **	TX
1841 Saint John Fisher College **	NY
1354 Saint Mary's University of Minnesota **	MN
1676 Seton Hall University **	NJ
2657 Southern Methodist University **	TX
1842 St John's University-New York *	NY
1882 Syracuse University	NY
1205 Tufts University *	MA
703 University of Chicago **	IL
2341 University of Pennsylvania **	PA
266 University of San Francisco **	CA
268 University of Southern California **	CA
1333 University of St Thomas-St Paul **	MN
157 University of the Pacific	CA
1987 Wake Forest University	NC
2297 Widener University-Main Campus *	PA

\* Participating Institution in National Norms

\*\* Supplemental Sample in National Norms



**2010-11 HERI Faculty Survey**  
**List of Participating and Sampled Institutions**

**Public 4yr Colleges**

2319 Bloomsburg University of Pennsylvania **	PA
7056 California State University-Bakersfield **	CA
168 California State University-Fresno *	CA
211 California State University-Fullerton *	CA
194 California State University-Los Angeles **	CA
230 California State University-Northridge **	CA
2321 California University of Pennsylvania **	PA
2841 Central Washington University **	WA
6332 Christopher Newport University *	VA
2323 Clarion University of Pennsylvania **	PA
6617 Clayton State University **	GA
2439 College of Charleston **	SC
333 Colorado State University-Pueblo **	CO
1077 Coppin State University	MD
2026 Dickinson State University *	ND
2324 East Stroudsburg University of Pennsylvania **	PA
385 Eastern Connecticut State University **	CT
959 Eastern Kentucky University *	KY
1281 Eastern Michigan University **	MI
1705 Eastern New Mexico University-Main Campus **	NM
4867 Florida Gulf Coast University **	FL
895 Fort Hays State University *	KS
325 Fort Lewis College **	CO
1089 Frostburg State University **	MD
518 Georgia College & State University	GA
5330 Grand Valley State University	MI
178 Humboldt State University **	CA
6076 Indiana University-Kokomo **	IN
6077 Indiana University-Purdue University-Fort Wayne *	IN
6079 Indiana University-Southeast *	IN
2327 Kutztown University of Pennsylvania **	PA
2447 Lander University *	SC
2279 Lincoln University of Pennsylvania **	PA
2328 Lock Haven University **	PA
2796 Longwood University **	VA
2329 Mansfield University of Pennsylvania **	PA
2027 Mayville State University *	ND
4841 Metropolitan State University *	MN
2331 Millersville University of Pennsylvania **	PA
1362 Minnesota State University-Moorhead **	MN

**Public 4yr Colleges**

2028 Minot State University	ND
1491 Missouri Western State University *	MO
1662 Montclair State University	NJ
471 New College of Florida **	FL
6679 Norfolk State University **	VA
620 Northeastern Illinois University	IL
2157 Northeastern State University **	OK
7275 Northern Kentucky University **	KY
6213 Pennsylvania State University-Penn State Erie-Behrend College *	PA
776 Purdue University-North Central Campus **	IN
2825 Radford University **	VA
7241 Ramapo College of New Jersey	NJ
2410 Rhode Island College *	RI
5850 Saginaw Valley State University **	MI
1363 Saint Cloud State University **	MN
236 San Francisco State University	CA
238 San Jose State University	CA
2332 Shippensburg University of Pennsylvania **	PA
2333 Slippery Rock University of Pennsylvania **	PA
170 Sonoma State University **	CA
1499 Southeast Missouri State University	MO
371 Southern Connecticut State University **	CT
700 Southern Illinois University Edwardsville	IL
2211 Southern Oregon University *	OR
2734 Southern Utah University *	UT
1873 SUNY at Geneseo *	NY
7028 SUNY at Purchase College **	NY
6532 SUNY College at Old Westbury *	NY
7307 SUNY Empire State College *	NY
2659 Texas State University-San Marcos **	TX
7026 The Richard Stockton College of New Jersey **	NJ
2563 The University of Tennessee at Chattanooga **	TN
1486 Truman State University **	MO
1456 University of Central Missouri *	MO
2147 University of Central Oklahoma **	OK
6067 University of Colorado at Colorado Springs **	CO
5773 University of Massachusetts-Dartmouth **	MA
1298 University of Michigan-Dearborn **	MI
6400 University of Michigan-Flint **	MI
5365 University of Minnesota-Morris **	MN

\* Participating Institution in National Norms

\*\* Supplemental Sample in National Norms

2010-11 HERI Faculty Survey  
 List of Participating and Sampled Institutions

Public 4yr Colleges

1586 University of Nebraska at Kearney **	NE
1929 University of North Carolina at Asheville *	NC
1991 University of North Carolina-Wilmington **	NC
6232 University of Pittsburgh-Bradford **	PA
6138 University of South Carolina-Aiken *	SC
6139 University of South Carolina-Upstate **	SC
7051 University of Southern Indiana **	IN
546 University of West Georgia **	GA
6157 University of Wisconsin-Green Bay *	WI
2993 University of Wisconsin-Stevens Point *	WI
2978 University of Wisconsin-Stout **	WI
6677 Utah Valley University	UT
2029 Valley City State University *	ND
929 Washburn University **	KS
2735 Weber State University *	UT
2696 West Texas A & M University *	TX
706 Western Illinois University **	IL
2866 Western Washington University *	WA
1201 Worcester State College **	MA

Private Nonsectarian 4yr Colleges

46 Alaska Pacific University *	AK
1731 Alfred University **	NY
944 Asbury University **	KY
599 Aurora University *	IL
1735 Bard College **	NY
1042 Bates College **	ME
2931 Beloit College **	WI
5277 Bentley University **	MA
948 Berea College **	KY
503 Berry College **	GA
2236 Bryn Mawr College *	PA
2237 Bucknell University *	PA
1327 Carleton College *	MN
1745 Cazenovia College *	NY
2241 Cedar Crest College *	PA
1749 Colgate University **	NY
319 Colorado College *	CO
2065 Denison University **	OH
2247 Dickinson College *	PA
825 Drake University **	IA
1465 Drury University **	MO
5414 Franklin Pierce University *	NH
2446 Furman University **	SC
1082 Goucher College *	MD
834 Grinnell College **	IA
1776 Hamilton College **	NY
2792 Hampden-Sydney College	VA
9107 Harrisburg University of Science and Technology *	PA
1777 Hartwick College *	NY
2267 Haverford College *	PA
6378 Hawaii Pacific University *	HI
2072 Hiram College **	OH
1084 Hood College *	MD
646 Illinois Wesleyan University *	IL
91 John Brown University *	AR
2272 Juniata College *	PA
1272 Kalamazoo College **	MI
2075 Kenyon College *	OH
2947 Lawrence University **	WI
2194 Lewis & Clark College **	OR

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 \*\* Supplemental Sample in National Norms

2010-11 HERI Faculty Survey  
 List of Participating and Sampled Institutions

Private Nonsectarian 4yr Colleges

6345	Long Island University-Brooklyn Campus **	NY
6098	Long Island University-C W Post Campus **	NY
1804	Marymount Manhattan College **	NY
5297	Massachusetts College of Pharmacy and Health Sciences **	MA
1111	McDaniel College *	MD
1808	Medaille College *	NY
7408	Metropolitan College of New York **	NY
199	Mills College *	CA
1360	Minneapolis College of Art and Design **	MN
1809	Nazareth College *	NY
2084	Oberlin College **	OH
207	Occidental College *	CA
2201	Pacific Northwest College of Art **	OR
1488	Park University *	MO
2306	Philadelphia University	PA
1185	Pine Manor College **	MA
219	Pomona College **	CA
683	Principia College *	IL
1667	Rider University **	NJ
2969	Ripon College **	WI
685	Rockford College *	IL
468	Rollins College **	FL
686	Roosevelt University **	IL
1848	Sarah Lawrence College **	NY
246	Scripps College **	CA
1189	Smith College *	MA
1846	St Lawrence University *	NY
473	Stetson University **	FL
1204	Suffolk University **	MA
2336	Swarthmore College *	PA
2063	The College of Wooster *	OH
476	The University of Tampa *	FL
7256	Touro College	NY
379	Trinity College *	CT
27	Tuskegee University **	AL
1884	Union College-Schenectady **	NY
2844	University of Puget Sound *	WA
2302	University of the Sciences in Philadelphia *	PA
2344	Ursinus College	PA
1891	Vassar College *	NY

Private Nonsectarian 4yr Colleges

2829	Washington and Lee University **	VA
1109	Washington College **	MD
1497	Webster University **	MO
5035	Western New England College **	MA
274	Westmont College *	CA
1211	Wheaton College-Norton *	MA
1212	Wheelock College **	MA
2867	Whitman College *	WA
2215	Willamette University *	OR
1513	William Jewell College **	MO
1213	Williams College *	MA

\* Participating Institution in National Norms  
 \*\* Supplemental Sample in National Norms

2010-11 HERI Faculty Survey  
 List of Participating and Sampled Institutions

**Catholic 4yr Colleges**

5585 Alvernia College **	PA
1933 Belmont Abbey College **	NC
7072 Benedictine College **	KS
5589 Cabrini College *	PA
1744 Canisius College *	NY
2523 Christian Brothers University **	TN
1078 College of Notre Dame of Maryland **	MD
1328 College of Saint Benedict **	MN
1152 College of the Holy Cross *	MA
1573 Creighton University **	NE
5834 Divine Word College **	IA
362 Fairfield University *	CT
1495 Fontbonne University **	MO
1648 Georgian Court University **	NJ
2265 Gwynedd Mercy College **	PA
2274 King's College *	PA
655 Lewis University *	IL
1086 Loyola College in Maryland *	MD
7560 Loyola Marymount University *	CA
1013 Loyola University New Orleans **	LA
1274 Madonna University *	MI
2799 Marymount University **	VA
2285 Marywood University *	PA
2291 Mount Aloysius College **	PA
1096 Mount St Mary's University *	MD
5888 Neumann University **	PA
1818 Niagara University *	NY
2061 Ohio Dominican University **	OH
1187 Regis College **	MA
1622 Saint Anselm College *	NH
2314 Saint Joseph's University **	PA
5121 Saint Leo University **	FL
779 Saint Mary-of-the-Woods College **	IN
781 Saint Mary's College *	IN
227 Saint Marys College of California *	CA
2974 Saint Norbert College *	WI
1675 Saint Peters College *	NJ
5814 Saint Thomas University *	FL
2315 Saint Vincent College **	PA
689 Saint Xavier University **	IL

**Catholic 4yr Colleges**

267 Santa Clara University *	CA
19 Spring Hill College **	AL
2648 St Marys University	TX
1331 The College of Saint Scholastica **	MN
1276 University of Detroit Mercy	MI
5536 University of Mary *	ND
2213 University of Portland **	OR
2343 University of Scranton	PA
624 University of St Francis **	IL
2106 Ursuline College **	OH
2347 Villanova University *	PA
2983 Viterbo University **	WI
5562 Walsh University *	OH

**Other Religious 4yr Colleges**

2591 Abilene Christian University *	TX
494 Agnes Scott College *	GA
1244 Albion College **	MI
2232 Albright College *	PA
2233 Allegheny College **	PA
1245 Alma College *	MI
2432 Anderson University **	SC
1322 Augsburg College **	MN
597 Augustana College *	IL
2483 Augustana College **	SD
2594 Austin College *	TX
5569 Azusa Pacific University *	CA
1931 Barton College **	NC
2433 Benedict College **	SC
5194 Bethel College **	IN
1325 Bethel University *	MN
455 Bethune-Cookman University **	FL
6 Birmingham Southern College **	AL
2784 Bridgewater College *	VA
562 Brigham Young University-Hawaii *	HI
5649 Bryan College **	TN
812 Buena Vista University **	IA
131 California Baptist University **	CA
5795 Calvin College *	MI

\* Participating Institution in National Norms  
 \*\* Supplemental Sample in National Norms

2010-11 HERI Faculty Survey  
 List of Participating and Sampled Institutions

Other Religious 4yr Colleges

2934 Carroll University *	WI
815 Central College *	IA
956 Centre College **	KY
141 Chapman University *	CA
821 Coe College *	IA
1335 Concordia University-Saint Paul **	MN
5700 Concordia University-Wisconsin *	WI
2485 Dakota Wesleyan University **	SD
2064 Defiance College **	OH
752 DePauw University	IN
5212 Dordt College *	IA
753 Earlham College *	IN
2608 East Texas Baptist University **	TX
2786 Eastern Mennonite University **	VA
464 Eckerd College *	FL
1947 Elon University *	NC
461 Florida Memorial University *	FL
462 Florida Southern College **	FL
1951 Gardner-Webb University **	NC
2262 Geneva College **	PA
2193 George Fox University *	OR
2263 Gettysburg College *	PA
758 Goshen College **	IN
833 Grand View University *	IA
1952 Greensboro College *	NC
641 Greenville College **	IL
1338 Gustavus Adolphus College *	MN
1339 Hamline University *	MN
89 Hendrix College *	AR
1269 Hope College *	MI
762 Huntington University **	IN
642 Illinois College *	IL
837 Iowa Wesleyan College *	IA
5167 Judson University *	IL
4831 La Sierra University **	CA
2945 Lakeland College *	WI
2277 Lebanon Valley College *	PA
2537 Lee University **	TN
965 Lindsey Wilson College **	KY
2195 Linfield College *	OR

Other Religious 4yr Colleges

841 Luther College *	IA
2283 Lycoming College *	PA
79 Lyon College **	AR
1344 Macalester College *	MN
2080 Malone University *	OH
769 Manchester College **	IN
5353 Martin Luther College *	MN
2543 Maryville College **	TN
913 McPherson College **	KS
525 Mercer University-Macon **	GA
6575 MidAmerica Nazarene University **	KS
2289 Moravian College and Moravian Theological Seminary **	PA
844 Morningside College **	IA
6542 Mount Vernon Nazarene University	OH
1589 Nebraska Wesleyan University *	NE
2454 North Greenville University **	SC
675 North Park University **	IL
5689 Northwest University **	WA
5361 Northwestern College **	MN
1820 Nyack College *	NY
2087 Ohio Northern University **	OH
2163 Oklahoma City University	OK
6615 Palm Beach Atlantic University-West Palm Beach **	FL
1967 Peace College **	NC
218 Point Loma Nazarene University *	CA
2455 Presbyterian College **	SC
1973 Queens University of Charlotte **	NC
2554 Rhodes College **	TN
2806 Roanoke College **	VA
5759 Roberts Wesleyan College *	NY
2857 Seattle Pacific University *	WA
2564 Sewanee: The University of the South *	TN
2808 Shenandoah University **	VA
853 Simpson College *	IA
5052 Simpson University *	CA
2144 Southern Nazarene University *	OK
2664 Southwestern University **	TX
1949 St Andrews Presbyterian College **	NC
1355 St Olaf College *	MN
2335 Susquehanna University *	PA

\* Participating Institution in National Norms

\*\* Supplemental Sample in National Norms

