



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

2010-11 HERI Faculty Survey

Institutional Profile Reports

Grand Valley State University

comparison group 1: Public 4yr Colleges
comparison group 2: Public/Private Universities and Public 4yr Colleges

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

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

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

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

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
All Respondents	313	4,962	13,040	148	2,567	7,269	165	2,395	5,771	
What is your principal activity in your current position at this institution?										
Administration	7.3%	5.8%	7.3%	8.1%	5.9%	7.4%	6.7%	5.7%	7.1%	
Teaching	88.8%	91.3%	70.6%	88.5%	92.0%	67.8%	89.1%	90.5%	75.0%	
Research	1.6%	1.3%	20.0%	3.4%	1.1%	23.1%	0.0%	1.5%	15.2%	
Services to clients and patients	0.6%	0.6%	1.1%	0.0%	0.5%	1.1%	1.2%	0.8%	1.1%	
Other	1.6%	1.0%	0.9%	0.0%	0.5%	0.5%	3.0%	1.6%	1.6%	
Total(n)	313	4,962	13,034	148	2,567	7,265	165	2,395	5,769	
Are you considered a full-time employee of your institution for at least nine months of the current academic year?										
Yes	98.4%	100.0%	100.0%	100.0%	100.0%	100.0%	97.0%	100.0%	100.0%	
No	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	
Total(n)	313	4,962	13,039	148	2,567	7,269	165	2,395	5,770	
What is your present academic rank?										
Professor	22.4%	27.9%	33.7%	27.0%	33.3%	40.8%	18.2%	21.4%	22.9%	
Associate professor	35.5%	26.4%	24.3%	35.8%	26.3%	23.2%	35.2%	26.5%	26.2%	
Assistant professor	30.4%	30.2%	26.4%	32.4%	28.1%	23.8%	28.5%	32.8%	30.4%	
Lecturer	3.2%	8.7%	8.9%	3.4%	6.8%	7.4%	3.0%	11.1%	11.2%	
Instructor	8.6%	6.8%	6.6%	1.4%	5.5%	4.8%	15.2%	8.2%	9.3%	
Total(n)	313	4,815	12,228	148	2,496	6,807	165	2,319	5,421	
What is your tenure status at this institution?										
Tenured	58.8%	54.3%	55.6%	64.9%	59.0%	61.6%	53.3%	48.6%	46.4%	
On tenure track, but not tenured	25.6%	27.3%	22.7%	25.0%	26.0%	20.7%	26.1%	28.8%	25.9%	
Not on tenure track, but institution has tenure system	15.7%	17.6%	20.5%	10.1%	14.6%	16.9%	20.6%	21.3%	26.1%	
Institution has no tenure system	0.0%	0.8%	1.2%	0.0%	0.4%	0.9%	0.0%	1.2%	1.7%	
Total(n)	313	4,813	12,241	148	2,496	6,817	165	2,317	5,424	
Are you currently serving in an administrative position as:										
Department chair	7.0%	11.3%	8.4%	10.1%	13.7%	9.6%	4.2%	8.5%	6.5%	
Dean (associate or assistant)	3.2%	1.1%	2.2%	2.7%	1.1%	2.1%	3.6%	1.1%	2.3%	
President	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Vice-president	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	
Provost	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Other	9.9%	13.8%	16.3%	8.8%	12.6%	15.6%	10.9%	15.3%	17.2%	
Not applicable	71.2%	68.6%	65.2%	66.9%	66.4%	63.3%	75.2%	71.1%	68.0%	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Highest Degree Earned										
Bachelor's (B.A., B.S., etc.)	1.6%	0.7%	1.0%	0.0%	0.7%	1.3%	3.0%	0.6%	0.6%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	18.5%	21.1%	14.8%	10.8%	17.6%	11.8%	25.5%	25.2%	19.6%	
LL.B., J.D.	2.2%	1.4%	1.5%	2.7%	1.8%	1.4%	1.8%	0.8%	1.6%	
M.D., D.D.S. (or equivalent)	0.3%	0.1%	1.6%	0.0%	0.1%	1.9%	0.6%	0.1%	1.1%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.6%	0.6%	0.7%	0.7%	0.9%	0.8%	0.6%	0.3%	0.6%	
Ed.D.	1.9%	4.6%	2.7%	2.7%	2.6%	1.6%	1.2%	7.0%	4.3%	
Ph.D.	74.1%	70.0%	76.4%	81.8%	74.6%	80.1%	67.3%	64.3%	70.7%	
Other degree	0.6%	1.6%	1.3%	1.4%	1.6%	1.2%	0.0%	1.7%	1.5%	
None	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	313	4,961	13,035	148	2,567	7,268	165	2,394	5,767	
Degree Currently Working On										
Bachelor's (B.A., B.S., etc.)	0.7%	0.1%	0.1%	0.0%	0.1%	0.0%	1.3%	0.1%	0.1%	
Master's (M.A., M.S., M.F.A., M.B.A., etc.)	1.0%	1.9%	1.1%	0.0%	2.6%	1.3%	2.0%	1.1%	0.9%	
LL.B., J.D.	0.0%	0.2%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	
M.D., D.D.S. (or equivalent)	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	0.0%	0.6%	0.2%	
Ed.D.	0.7%	0.6%	0.5%	0.0%	0.4%	0.2%	1.3%	0.7%	1.0%	
Ph.D.	4.8%	4.4%	2.9%	3.6%	3.8%	2.2%	6.0%	5.3%	4.0%	
Other degree	1.0%	0.8%	0.8%	1.4%	0.3%	0.6%	0.7%	1.3%	1.1%	
None	91.7%	91.7%	94.3%	95.0%	92.5%	95.4%	88.7%	90.6%	92.6%	
Total(n)	290	4,429	11,650	140	2,339	6,612	150	2,090	5,038	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Personally, how important to you is:										
Research										
Essential	31.0%	31.8%	52.0%	31.8%	35.4%	55.8%	30.3%	27.5%	46.1%	
Very important	39.3%	38.3%	29.4%	41.9%	36.3%	27.9%	37.0%	40.6%	31.8%	
Somewhat important	25.2%	26.5%	15.9%	22.3%	24.5%	13.6%	27.9%	28.8%	19.4%	
Not important	4.5%	3.5%	2.8%	4.1%	3.7%	2.8%	4.8%	3.1%	2.7%	
Total(n)	313	4,960	13,035	148	2,566	7,265	165	2,394	5,770	
Teaching										
Essential	70.9%	80.6%	68.8%	66.2%	80.8%	68.3%	75.2%	80.4%	69.6%	
Very important	26.8%	17.7%	27.5%	31.1%	17.6%	27.7%	23.0%	17.9%	27.1%	
Somewhat important	2.2%	1.6%	3.6%	2.7%	1.6%	3.8%	1.8%	1.7%	3.2%	
Not important	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	
Total(n)	313	4,962	13,038	148	2,567	7,268	165	2,395	5,770	
Service										
Essential	17.3%	16.8%	19.2%	10.2%	15.2%	18.0%	23.6%	18.7%	20.9%	
Very important	43.3%	49.7%	43.1%	36.1%	48.3%	42.3%	49.7%	51.4%	44.4%	
Somewhat important	35.9%	30.9%	34.6%	49.0%	33.0%	35.9%	24.2%	28.3%	32.5%	
Not important	3.5%	2.6%	3.2%	4.8%	3.6%	3.8%	2.4%	1.5%	2.2%	
Total(n)	312	4,958	13,032	147	2,565	7,264	165	2,393	5,768	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you engaged in any of the following activities?										
Taught an honors course	11.2%	15.5%	18.7%	12.2%	16.5%	19.8%	10.3%	14.4%	16.9%	
Taught an interdisciplinary course	30.7%	38.3%	46.2%	32.4%	37.4%	47.5%	29.1%	39.3%	44.2%	
Taught an ethnic studies course	9.9%	11.0%	10.3%	6.1%	9.1%	8.6%	13.3%	13.3%	12.8%	
Taught a women's studies course	5.8%	8.0%	6.2%	1.4%	3.2%	2.0%	9.7%	13.7%	12.5%	
Taught a service learning course	18.3%	21.8%	17.6%	10.9%	19.2%	15.1%	24.8%	24.9%	21.5%	
Taught an exclusively web-based course at this institution	7.4%	24.5%	15.7%	7.5%	21.8%	13.1%	7.3%	27.8%	19.5%	
Participated in a teaching enhancement workshop	77.0%	68.8%	55.4%	70.9%	63.9%	49.6%	82.4%	74.7%	64.3%	
Advised student groups involved in service/volunteer work	37.5%	48.5%	42.3%	32.7%	47.3%	39.7%	41.8%	49.8%	46.3%	Civic Minded Practice
Collaborated with the local community in research/teaching	53.2%	51.2%	45.0%	48.3%	48.0%	41.6%	57.6%	55.1%	50.2%	
Conducted research or writing focused on international/global issues	29.4%	27.1%	32.0%	29.7%	30.1%	33.3%	29.1%	23.5%	30.1%	
Conducted research or writing focused on racial or ethnic minorities	14.1%	19.7%	23.9%	10.8%	17.4%	19.7%	17.0%	22.5%	30.2%	
Conducted research or writing focused on women and gender issues	16.0%	19.2%	20.1%	5.4%	13.1%	13.2%	25.5%	26.6%	30.8%	
Engaged undergraduates on <u>your</u> research project	41.9%	43.8%	49.5%	49.3%	48.5%	54.5%	35.2%	38.0%	41.8%	
Worked with undergraduates on a research project	60.9%	61.7%	62.2%	64.2%	66.2%	66.1%	57.9%	56.2%	56.2%	
Engaged in academic research that spans multiple disciplines	61.7%	56.2%	67.8%	63.5%	60.9%	71.5%	60.0%	50.5%	62.0%	
Taught a seminar for first-year students	16.0%	20.6%	22.2%	17.6%	19.8%	21.9%	14.5%	21.5%	22.7%	
Taught a capstone course	33.9%	39.6%	33.3%	37.2%	39.8%	33.3%	30.9%	39.4%	33.3%	
Taught in a learning community (e.g., FIG, linked courses)	5.1%	11.3%	8.3%	4.1%	10.8%	7.8%	6.1%	11.9%	9.1%	
Supervised an undergraduate thesis	27.8%	27.9%	33.1%	28.4%	29.1%	34.6%	27.3%	26.5%	30.9%	
Published op-ed pieces or editorials	12.5%	16.1%	16.6%	19.7%	18.3%	19.0%	6.1%	13.5%	12.9%	
Received funding for your work from foundations	13.5%	19.9%	23.2%	12.2%	20.9%	25.3%	14.5%	18.7%	20.1%	
Received funding for your work from state or federal government	14.4%	26.6%	35.9%	14.3%	28.4%	40.4%	14.5%	24.3%	28.9%	
Received funding for your work from business or industry	4.5%	9.1%	13.1%	6.1%	11.1%	16.6%	3.0%	6.7%	7.7%	
Total(n)	312	4,934	12,950	147	2,552	7,220	165	2,382	5,730	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many courses are you teaching this term?										
Mean	2.58	3.20	2.38	2.59	3.19	2.33	2.58	3.22	2.45	
Median	3	3	2	3	3	2	3	3	2	
Mode	3	3	2	3	3	2	3	3	2	
Total(n)	312	4,962	13,040	147	2,567	7,269	165	2,395	5,771	
Teach at least one course this term at another institution	2.2%	3.5%	2.8%	4.1%	2.9%	2.4%	0.6%	4.1%	3.4%	
Type of course taught this term "at this institution"										
General education course										
Teach at least one course	31.0%	36.1%	20.4%	32.4%	38.0%	20.3%	29.7%	33.7%	20.7%	
Mean student enrollment	34.2	48.5	56.5	33.6	54.0	63.0	34.8	41.1	46.8	
Have teaching/lab assistant or reader/grader assigned	2.1%	10.7%	27.5%	0.0%	10.8%	29.9%	4.1%	10.5%	23.8%	
Course required for an undergraduate major										
Teach at least one course	65.5%	76.7%	57.5%	66.9%	77.7%	57.6%	64.2%	75.6%	57.4%	
Mean student enrollment	32.1	28.5	39.2	35.0	28.0	39.3	29.3	29.1	39.0	
Have teaching/lab assistant or reader/grader assigned	7.1%	10.9%	26.1%	7.9%	11.7%	28.7%	6.4%	9.9%	22.0%	
Other undergraduate course										
Teach at least one course	23.3%	27.7%	25.6%	23.0%	30.2%	26.5%	23.6%	24.6%	24.2%	
Mean student enrollment	23.8	22.3	28.1	22.8	22.6	28.4	24.7	21.9	27.6	
Have teaching/lab assistant or reader/grader assigned	10.3%	6.9%	18.9%	8.8%	7.0%	19.9%	11.5%	6.7%	17.3%	
Developmental/remedial course (not for credit)										
Teach at least one course	0.0%	1.0%	0.5%	0.0%	0.7%	0.3%	0.0%	1.4%	0.7%	
Mean student enrollment	.	32.4	33.4	.	44.0	29.4	.	25.1	36.3	
Have teaching/lab assistant or reader/grader assigned	.	23.0%	17.3%	.	32.6%	19.7%	.	17.0%	15.6%	
Non-credit course (other than above)										
Teach at least one course	0.3%	0.5%	0.8%	0.7%	0.3%	0.8%	0.0%	0.8%	0.9%	
Mean student enrollment	16.0	27.4	28.9	16.0	30.4	33.1	.	25.8	23.0	
Have teaching/lab assistant or reader/grader assigned	0.0%	17.6%	6.4%	0.0%	25.6%	5.7%	.	13.5%	7.5%	
Graduate course										
Teach at least one course	18.2%	21.9%	39.2%	19.6%	20.3%	39.2%	17.0%	23.9%	39.2%	
Mean student enrollment	15.9	16.0	17.7	15.3	15.8	18.1	16.4	16.2	17.0	
Have teaching/lab assistant or reader/grader assigned	6.4%	4.5%	11.4%	12.6%	4.8%	13.7%	0.0%	4.2%	7.7%	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	55.2%	42.9%	38.9%	75.0%	58.2%	40.3%	41.2%	35.4%	36.4%	
Graduate courses	13.8%	26.2%	36.7%	8.3%	29.0%	41.5%	17.6%	24.8%	28.5%	
Non-credit courses	6.9%	21.6%	12.2%	0.0%	11.2%	8.1%	11.8%	26.6%	19.3%	
I do not teach	24.1%	9.4%	12.2%	16.7%	1.6%	10.1%	29.4%	13.2%	15.8%	
Total(n)	29	70	366	12	25	191	17	45	175	
Do you teach remedial/developmental skills in any of the following areas?										
Reading	5.8%	6.0%	5.2%	2.0%	5.4%	5.1%	9.1%	6.8%	5.5%	
Writing	15.3%	14.4%	12.2%	14.2%	14.4%	11.0%	16.4%	14.4%	14.1%	
Mathematics	5.8%	7.1%	4.6%	6.8%	7.5%	4.8%	4.8%	6.5%	4.2%	
ESL	0.3%	1.2%	1.0%	0.0%	0.8%	0.5%	0.6%	1.7%	1.7%	
General academic skills	10.2%	12.4%	10.2%	8.1%	12.0%	9.1%	12.1%	13.0%	11.8%	
Other subject areas	8.0%	6.9%	6.4%	6.8%	6.5%	6.1%	9.1%	7.5%	7.0%	
Total(n)	313	4,962	13,040	148	2,567	7,269	165	2,395	5,771	
Have you engaged in any of the following professional development opportunities at your institution?										
Paid workshops outside the institution focused on teaching										
Yes	28.8%	30.7%	21.2%	27.7%	25.8%	18.4%	29.7%	36.5%	25.5%	
No	62.9%	62.3%	71.6%	66.2%	67.8%	75.7%	60.0%	55.8%	65.3%	
Not eligible	4.5%	1.4%	1.9%	3.4%	1.4%	1.9%	5.5%	1.3%	1.9%	
Not available	3.8%	5.6%	5.4%	2.7%	5.0%	4.1%	4.8%	6.4%	7.3%	
Total(n)	313	4,948	13,007	148	2,558	7,250	165	2,390	5,757	
Paid sabbatical leave										
Yes	44.9%	24.1%	31.8%	49.3%	27.0%	35.6%	40.9%	20.5%	26.0%	
No	30.1%	53.5%	48.2%	31.8%	54.7%	48.7%	28.7%	52.0%	47.3%	
Not eligible	23.1%	19.1%	16.9%	16.9%	14.7%	13.0%	28.7%	24.4%	22.7%	
Not available	1.9%	3.4%	3.2%	2.0%	3.6%	2.7%	1.8%	3.0%	4.0%	
Total(n)	312	4,952	13,018	148	2,560	7,256	164	2,392	5,762	
Travel funds paid by the institution										
Yes	84.3%	80.1%	74.6%	87.2%	79.5%	72.8%	81.8%	80.8%	77.5%	
No	13.1%	16.3%	20.8%	11.5%	17.8%	23.3%	14.5%	14.6%	17.0%	
Not eligible	2.6%	2.0%	2.5%	1.4%	1.3%	2.1%	3.6%	2.8%	3.1%	
Not available	0.0%	1.6%	2.0%	0.0%	1.4%	1.8%	0.0%	1.8%	2.4%	
Total(n)	313	4,958	13,032	148	2,565	7,265	165	2,393	5,767	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Have you engaged in any of the following professional development opportunities at your institution?										
Internal grants for research										
Yes	47.0%	45.9%	50.1%	52.7%	49.0%	52.5%	41.8%	42.3%	46.4%	
No	48.6%	49.2%	44.9%	43.9%	47.1%	43.4%	52.7%	51.8%	47.2%	
Not eligible	4.2%	3.5%	3.6%	3.4%	2.7%	2.8%	4.8%	4.5%	4.8%	
Not available	0.3%	1.3%	1.4%	0.0%	1.2%	1.2%	0.6%	1.5%	1.7%	
Total(n)	313	4,946	13,009	148	2,557	7,249	165	2,389	5,760	
Training for administrative leadership										
Yes	17.3%	15.5%	13.6%	19.6%	16.3%	13.2%	15.2%	14.4%	14.3%	
No	71.6%	72.6%	75.6%	73.6%	73.3%	77.9%	69.7%	71.7%	72.0%	
Not eligible	7.0%	4.1%	5.2%	4.7%	3.5%	4.5%	9.1%	4.9%	6.4%	
Not available	4.2%	7.8%	5.6%	2.0%	6.9%	4.5%	6.1%	9.0%	7.4%	
Total(n)	313	4,947	13,004	148	2,559	7,249	165	2,388	5,755	
Received incentives to develop new courses										
Yes	13.7%	25.3%	21.3%	14.9%	24.8%	21.3%	12.7%	25.9%	21.3%	
No	78.9%	66.5%	70.6%	81.1%	68.5%	72.1%	77.0%	63.9%	68.4%	
Not eligible	3.2%	1.7%	2.3%	3.4%	1.6%	2.4%	3.0%	1.7%	2.0%	
Not available	4.2%	6.6%	5.8%	0.7%	5.1%	4.2%	7.3%	8.5%	8.2%	
Total(n)	313	4,955	13,017	148	2,562	7,255	165	2,393	5,762	
Received incentives to integrate new technology into your classroom										
Yes	14.4%	21.7%	17.9%	14.2%	21.6%	17.3%	14.5%	21.9%	18.8%	
No	78.9%	70.1%	75.2%	82.4%	72.0%	77.0%	75.8%	67.9%	72.3%	
Not eligible	2.6%	1.2%	1.8%	2.7%	1.2%	1.9%	2.4%	1.3%	1.6%	
Not available	4.2%	6.9%	5.2%	0.7%	5.2%	3.8%	7.3%	8.8%	7.3%	
Total(n)	313	4,953	13,016	148	2,561	7,255	165	2,392	5,761	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Articles in academic or professional journals										Scholarly Productivity
None	19.9%	22.1%	15.0%	16.2%	17.9%	12.0%	23.2%	27.1%	19.8%	
1-2	25.0%	22.0%	15.7%	18.9%	20.4%	13.1%	30.5%	23.8%	19.7%	
3-4	13.5%	16.6%	12.0%	10.8%	15.6%	10.1%	15.9%	17.7%	14.8%	
5-10	20.2%	20.1%	17.3%	23.0%	20.5%	16.8%	17.7%	19.6%	18.1%	
11-20	12.8%	11.3%	14.3%	17.6%	14.5%	15.2%	8.5%	7.5%	12.9%	
21-50	7.7%	6.1%	14.3%	11.5%	7.9%	16.4%	4.3%	3.8%	11.0%	
51+	1.0%	1.9%	11.4%	2.0%	3.1%	16.3%	0.0%	0.5%	3.8%	
Total(n)	312	4,957	13,027	148	2,563	7,262	164	2,394	5,765	
Mean	3.08	3.02	3.88	3.49	3.29	4.25	2.71	2.70	3.33	
Standard deviation	1.61	1.61	1.96	1.70	1.68	1.98	1.44	1.47	1.78	
Significance	-		***	-		***	-		***	
Effect size	-	0.04	-0.41	-	0.12	-0.38	-	0.01	-0.35	
Chapters in edited volumes										Scholarly Productivity
None	53.7%	57.5%	40.7%	45.9%	55.3%	37.3%	60.7%	60.2%	45.9%	
1-2	32.2%	27.2%	25.9%	37.2%	27.2%	25.1%	27.6%	27.3%	27.1%	
3-4	9.0%	8.5%	13.0%	8.8%	8.9%	14.2%	9.2%	8.0%	11.1%	
5-10	3.5%	4.9%	12.2%	4.7%	5.8%	13.6%	2.5%	3.9%	10.0%	
11-20	1.3%	1.1%	5.1%	2.7%	1.6%	5.7%	0.0%	0.6%	4.1%	
21-50	0.3%	0.6%	2.5%	0.7%	1.1%	3.1%	0.0%	0.0%	1.5%	
51+	0.0%	0.1%	0.7%	0.0%	0.1%	1.0%	0.0%	0.0%	0.3%	
Total(n)	311	4,924	12,947	148	2,538	7,206	163	2,386	5,741	
Mean	1.68	1.67	2.25	1.83	1.75	2.38	1.53	1.58	2.05	
Standard deviation	0.91	0.99	1.41	1.03	1.08	1.47	0.76	0.85	1.29	
Significance	-		***	-		***	-		***	
Effect size	-	0.01	-0.40	-	0.07	-0.37	-	-0.06	-0.40	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the following have you published?										
Books, manuals, or monographs										
None	72.9%	70.3%	60.4%	66.7%	67.2%	57.2%	78.5%	74.0%	65.4%	
1-2	18.4%	21.8%	23.9%	21.1%	23.2%	24.5%	16.0%	20.1%	23.0%	
3-4	4.8%	4.6%	8.5%	7.5%	5.4%	9.5%	2.5%	3.7%	6.9%	
5-10	2.9%	2.6%	5.3%	2.7%	3.2%	6.3%	3.1%	1.9%	3.9%	
11-20	0.6%	0.5%	1.4%	1.4%	0.7%	2.0%	0.0%	0.2%	0.5%	
21-50	0.0%	0.2%	0.4%	0.0%	0.2%	0.5%	0.0%	0.1%	0.2%	
51+	0.3%	0.1%	0.1%	0.7%	0.1%	0.1%	0.0%	0.0%	0.1%	
Total(n)	310	4,938	12,979	147	2,552	7,233	163	2,386	5,746	
Mean	1.41	1.42	1.65	1.54	1.48	1.73	1.30	1.35	1.52	
Standard deviation	0.83	0.77	0.99	0.97	0.84	1.06	0.67	0.68	0.86	
Significance	-		***	-		*	-		**	
Effect size	-	-0.01	-0.24	-	0.07	-0.18	-	-0.07	-0.26	
Other, such as patents or computer software products										
None	91.0%	90.9%	85.3%	88.4%	88.5%	81.2%	93.3%	93.7%	91.6%	
1-2	5.8%	5.3%	8.0%	6.8%	6.0%	10.0%	4.9%	4.4%	4.9%	
3-4	1.6%	1.5%	3.1%	2.1%	1.9%	3.9%	1.2%	1.0%	1.9%	
5-10	1.0%	1.2%	2.1%	1.4%	1.6%	2.8%	0.6%	0.7%	0.9%	
11-20	0.6%	0.8%	0.7%	1.4%	1.3%	1.1%	0.0%	0.1%	0.2%	
21-50	0.0%	0.2%	0.5%	0.0%	0.4%	0.6%	0.0%	0.0%	0.3%	
51+	0.0%	0.2%	0.3%	0.0%	0.2%	0.4%	0.0%	0.1%	0.1%	
Total(n)	310	4,927	12,941	146	2,546	7,215	164	2,381	5,726	
Mean	1.15	1.17	1.28	1.21	1.23	1.36	1.09	1.10	1.14	
Standard deviation	0.54	0.66	0.81	0.67	0.79	0.93	0.38	0.44	0.58	
Significance	-		**	-			-			
Effect size	-	-0.03	-0.16	-	-0.03	-0.16	-	-0.02	-0.09	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many exhibitions or performances in the fine or applied arts have you presented in the last two years?										
None	84.0%	82.9%	86.1%	85.1%	81.9%	86.6%	82.9%	84.1%	85.4%	
1-2	5.1%	5.6%	4.9%	6.1%	5.5%	4.3%	4.3%	5.6%	5.7%	
3-4	4.5%	4.2%	2.7%	2.7%	4.5%	2.6%	6.1%	3.9%	3.0%	
5-10	3.8%	4.1%	3.5%	4.1%	4.0%	3.2%	3.7%	4.1%	4.0%	
11-20	1.6%	1.6%	1.2%	1.4%	2.0%	1.5%	1.8%	1.2%	0.8%	
21-50	0.6%	1.1%	0.9%	0.0%	1.3%	1.0%	1.2%	0.9%	0.8%	
51+	0.3%	0.6%	0.6%	0.7%	0.8%	0.8%	0.0%	0.3%	0.3%	
Total(n)	312	4,952	13,008	148	2,561	7,251	164	2,391	5,757	
Mean	1.37	1.42	1.34	1.33	1.46	1.35	1.41	1.37	1.33	
Standard deviation	0.99	1.07	1.00	0.94	1.14	1.05	1.03	0.98	0.93	
Significance	-			-			-			
Effect size	-	-0.05	0.03	-	-0.11	-0.02	-	0.04	0.09	
How many of your professional writings have been published or accepted for publication in the last two years?										
None	35.0%	36.2%	24.2%	29.1%	33.1%	21.0%	40.5%	39.9%	29.1%	
1-2	35.0%	36.5%	27.9%	33.8%	35.0%	25.9%	36.2%	38.4%	31.1%	
3-4	18.3%	18.7%	23.5%	20.9%	20.7%	24.3%	16.0%	16.2%	22.2%	
5-10	9.6%	7.1%	17.6%	12.8%	9.1%	20.1%	6.7%	4.7%	13.7%	
11-20	1.6%	1.2%	5.0%	2.7%	1.7%	6.3%	0.6%	0.7%	3.2%	
21-50	0.3%	0.2%	1.3%	0.7%	0.3%	1.7%	0.0%	0.1%	0.7%	
51+	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	
Total(n)	311	4,958	13,022	148	2,564	7,262	163	2,394	5,760	
Mean	2.09	2.01	2.57	2.28	2.12	2.72	1.91	1.88	2.33	
Standard deviation	1.05	0.99	1.27	1.14	1.05	1.32	0.94	0.90	1.16	
Significance	-		***	-		***	-		***	
Effect size	-	0.08	-0.38	-	0.15	-0.33	-	0.03	-0.36	Scholarly Productivity

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that the training you received in graduate school prepared you well for your role as a faculty member										
To a great extent	43.5%	46.5%	49.1%	49.3%	48.4%	51.1%	38.2%	44.3%	46.0%	
To some extent	49.8%	47.0%	45.2%	48.0%	46.3%	44.2%	51.5%	48.0%	46.7%	
Not at all	6.7%	6.4%	5.7%	2.7%	5.3%	4.7%	10.3%	7.8%	7.3%	
Total(n)	313	4,956	13,028	148	2,563	7,261	165	2,393	5,767	
Mean	2.37	2.40	2.43	2.47	2.43	2.46	2.28	2.37	2.39	
Standard deviation	0.61	0.61	0.60	0.55	0.59	0.59	0.64	0.62	0.62	
Significance	-			-			-		*	
Effect size	-	-0.05	-0.10	-	0.07	0.02	-	-0.15	-0.18	
Achieve a healthy balance between your personal life and your professional life										
To a great extent	27.2%	32.2%	31.7%	33.1%	37.9%	37.3%	21.8%	25.3%	23.0%	
To some extent	47.3%	50.0%	50.8%	42.6%	49.1%	48.4%	51.5%	51.0%	54.3%	
Not at all	25.6%	17.8%	17.6%	24.3%	13.0%	14.3%	26.7%	23.7%	22.7%	
Total(n)	313	4,959	13,032	148	2,565	7,265	165	2,394	5,767	
Mean	2.02	2.14	2.14	2.09	2.25	2.23	1.95	2.02	2.00	
Standard deviation	0.73	0.69	0.69	0.76	0.67	0.68	0.70	0.70	0.68	
Significance	-	**	**	-	**	*	-			
Effect size	-	-0.17	-0.17	-	-0.24	-0.21	-	-0.10	-0.07	
Experience close alignment between your work and your personal values										
To a great extent	54.6%	62.1%	62.6%	58.1%	62.6%	64.4%	51.5%	61.5%	59.9%	
To some extent	40.3%	33.7%	33.8%	37.8%	33.2%	31.7%	42.4%	34.3%	37.1%	
Not at all	5.1%	4.2%	3.5%	4.1%	4.1%	3.9%	6.1%	4.2%	3.0%	
Total(n)	313	4,960	13,033	148	2,566	7,265	165	2,394	5,768	
Mean	2.50	2.58	2.59	2.54	2.58	2.61	2.45	2.57	2.57	
Standard deviation	0.59	0.57	0.56	0.58	0.57	0.56	0.61	0.57	0.55	
Significance	-	*	**	-			-	**	**	
Effect size	-	-0.14	-0.16	-	-0.07	-0.13	-	-0.21	-0.22	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which you:										
Feel that you have to work harder than your colleagues to be perceived as a legitimate scholar										
To a great extent	28.1%	29.6%	29.0%	25.0%	28.4%	25.7%	30.9%	31.1%	34.0%	
To some extent	35.5%	34.7%	35.7%	31.1%	32.6%	33.9%	39.4%	37.2%	38.4%	
Not at all	36.4%	35.7%	35.3%	43.9%	39.0%	40.4%	29.7%	31.7%	27.6%	
Total(n)	313	4,949	13,011	148	2,560	7,254	165	2,389	5,757	
Mean	1.92	1.94	1.94	1.81	1.89	1.85	2.01	1.99	2.06	
Standard deviation	0.80	0.81	0.80	0.81	0.81	0.80	0.78	0.79	0.78	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	-0.10	-0.05	-	0.03	-0.06	
Mentor new faculty										
To a great extent	22.4%	21.6%	21.2%	20.3%	19.3%	20.8%	24.2%	24.3%	21.8%	
To some extent	55.9%	50.9%	49.7%	61.5%	53.4%	51.2%	50.9%	47.9%	47.4%	
Not at all	21.7%	27.5%	29.1%	18.2%	27.2%	28.0%	24.8%	27.8%	30.8%	
Total(n)	313	4,958	13,026	148	2,564	7,262	165	2,394	5,764	
Mean	2.01	1.94	1.92	2.02	1.92	1.93	1.99	1.97	1.91	
Standard deviation	0.67	0.70	0.70	0.62	0.68	0.69	0.70	0.72	0.72	
Significance	-		*	-			-			
Effect size	-	0.10	0.13	-	0.15	0.13	-	0.03	0.11	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Ask questions in class										
Frequently	93.4%	94.7%	91.7%	91.2%	93.7%	91.0%	95.5%	96.0%	92.9%	
Occasionally	3.9%	4.2%	5.3%	6.1%	5.3%	6.4%	1.9%	2.8%	3.7%	
Not at all	2.6%	1.1%	2.9%	2.7%	1.0%	2.6%	2.5%	1.2%	3.3%	
Total(n)	304	4,905	12,658	147	2,545	7,103	157	2,360	5,555	
Mean	2.91	2.94	2.89	2.88	2.93	2.88	2.93	2.95	2.90	
Standard deviation	0.37	0.29	0.40	0.40	0.30	0.39	0.34	0.27	0.40	
Significance	-			-			-			
Effect size	-	-0.10	0.05	-	-0.17	0.00	-	-0.07	0.08	
Support their opinions with a logical argument										
Frequently	76.6%	83.3%	79.8%	74.1%	82.4%	78.3%	78.8%	84.5%	82.2%	
Occasionally	19.5%	14.7%	16.7%	23.1%	15.7%	18.3%	16.0%	13.6%	14.3%	
Not at all	4.0%	1.9%	3.5%	2.7%	2.0%	3.4%	5.1%	1.9%	3.5%	
Total(n)	303	4,897	12,641	147	2,537	7,090	156	2,360	5,551	
Mean	2.73	2.81	2.76	2.71	2.80	2.75	2.74	2.83	2.79	
Standard deviation	0.53	0.44	0.50	0.51	0.44	0.51	0.55	0.43	0.49	
Significance	-	**		-	*		-	*		
Effect size	-	-0.18	-0.06	-	-0.20	-0.08	-	-0.21	-0.10	
Seek solutions to problems and explain them to others										
Frequently	69.0%	73.2%	68.7%	63.0%	71.3%	66.9%	74.5%	75.4%	71.6%	
Occasionally	27.4%	24.6%	26.6%	33.6%	26.6%	28.3%	21.7%	22.3%	23.9%	
Not at all	3.6%	2.2%	4.7%	3.4%	2.2%	4.8%	3.8%	2.3%	4.6%	
Total(n)	303	4,899	12,645	146	2,541	7,096	157	2,358	5,549	
Mean	2.65	2.71	2.64	2.60	2.69	2.62	2.71	2.73	2.67	
Standard deviation	0.55	0.50	0.57	0.56	0.51	0.58	0.53	0.49	0.56	
Significance	-	*		-	*		-			
Effect size	-	-0.12	0.02	-	-0.18	-0.03	-	-0.04	0.07	
Revise their papers to improve their writing										
Frequently	57.2%	57.2%	52.2%	52.4%	51.8%	47.4%	61.8%	63.8%	59.7%	
Occasionally	29.6%	33.9%	35.0%	34.0%	38.9%	38.4%	25.5%	27.9%	29.6%	
Not at all	13.2%	8.9%	12.8%	13.6%	9.3%	14.2%	12.7%	8.3%	10.7%	
Total(n)	304	4,900	12,630	147	2,541	7,087	157	2,359	5,543	
Mean	2.44	2.48	2.39	2.39	2.42	2.33	2.49	2.55	2.49	
Standard deviation	0.72	0.65	0.70	0.72	0.66	0.71	0.71	0.64	0.68	
Significance	-			-			-			
Effect size	-	-0.06	0.07	-	-0.05	0.08	-	-0.09	0.00	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Evaluate the quality or reliability of information they receive										
Frequently	63.8%	71.6%	66.4%	55.1%	67.5%	62.4%	72.0%	76.4%	72.7%	
Occasionally	30.6%	25.5%	28.2%	38.8%	28.8%	31.7%	22.9%	21.4%	22.8%	
Not at all	5.6%	3.0%	5.4%	6.1%	3.7%	5.9%	5.1%	2.2%	4.4%	
Total(n)	304	4,901	12,635	147	2,541	7,086	157	2,360	5,549	
Mean	2.58	2.69	2.61	2.49	2.64	2.56	2.67	2.74	2.68	
Standard deviation	0.60	0.52	0.59	0.61	0.55	0.60	0.57	0.48	0.55	
Significance	-	***		-	**		-			
Effect size	-	-0.21	-0.05	-	-0.27	-0.12	-	-0.15	-0.02	
Take risks for potential gains										
Frequently	34.8%	36.9%	35.6%	28.3%	36.8%	33.9%	40.8%	37.1%	38.4%	
Occasionally	49.3%	49.0%	46.8%	51.7%	48.6%	47.2%	47.1%	49.6%	46.1%	
Not at all	15.9%	14.0%	17.6%	20.0%	14.6%	18.9%	12.1%	13.3%	15.5%	
Total(n)	302	4,890	12,603	145	2,537	7,074	157	2,353	5,529	
Mean	2.19	2.23	2.18	2.08	2.22	2.15	2.29	2.24	2.23	
Standard deviation	0.69	0.68	0.71	0.69	0.68	0.71	0.67	0.67	0.70	
Significance	-			-	*		-			
Effect size	-	-0.06	0.01	-	-0.21	-0.10	-	0.07	0.09	
Seek alternative solutions to a problem										
Frequently	57.8%	62.4%	57.4%	54.8%	60.0%	54.8%	60.5%	65.4%	61.3%	
Occasionally	36.0%	34.6%	37.1%	38.4%	36.8%	39.6%	33.8%	31.9%	33.1%	
Not at all	6.3%	3.0%	5.6%	6.8%	3.2%	5.6%	5.7%	2.7%	5.6%	
Total(n)	303	4,898	12,629	146	2,540	7,085	157	2,358	5,544	
Mean	2.51	2.59	2.52	2.48	2.57	2.49	2.55	2.63	2.56	
Standard deviation	0.61	0.55	0.60	0.62	0.56	0.60	0.60	0.54	0.60	
Significance	-	*		-			-			
Effect size	-	-0.15	-0.02	-	-0.16	-0.02	-	-0.15	-0.02	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Look up scientific research articles and resources										
Frequently	51.5%	55.3%	56.1%	42.9%	50.5%	53.6%	59.5%	61.1%	60.0%	
Occasionally	36.4%	34.6%	31.9%	42.9%	39.2%	35.1%	30.4%	29.0%	26.7%	
Not at all	12.1%	10.1%	12.1%	14.3%	10.2%	11.3%	10.1%	9.9%	13.3%	
Total(n)	305	4,903	12,643	147	2,543	7,090	158	2,360	5,553	
Mean	2.39	2.45	2.44	2.29	2.40	2.42	2.49	2.51	2.47	
Standard deviation	0.69	0.67	0.70	0.70	0.67	0.69	0.67	0.67	0.72	
Significance	-			-		*	-			
Effect size	-	-0.09	-0.07	-	-0.16	-0.19	-	-0.03	0.03	
Explore topics on their own, even though it was not required for a class										
Frequently	47.5%	53.5%	53.0%	41.5%	51.1%	51.0%	53.2%	56.4%	56.2%	
Occasionally	46.6%	42.5%	41.7%	53.7%	44.7%	43.7%	39.9%	39.9%	38.5%	
Not at all	5.9%	4.0%	5.3%	4.8%	4.2%	5.3%	7.0%	3.8%	5.3%	
Total(n)	305	4,901	12,644	147	2,543	7,096	158	2,358	5,548	
Mean	2.42	2.49	2.48	2.37	2.47	2.46	2.46	2.53	2.51	
Standard deviation	0.60	0.57	0.60	0.57	0.58	0.60	0.62	0.57	0.60	
Significance	-	*		-	*		-			
Effect size	-	-0.12	-0.10	-	-0.17	-0.15	-	-0.12	-0.08	
Accept mistakes as part of the learning process										
Frequently	68.8%	77.7%	71.0%	66.4%	76.1%	68.6%	70.9%	79.5%	74.8%	
Occasionally	27.6%	20.5%	25.1%	29.5%	21.9%	27.3%	25.9%	18.9%	21.6%	
Not at all	3.6%	1.8%	3.9%	4.1%	2.0%	4.2%	3.2%	1.5%	3.6%	
Total(n)	304	4,900	12,641	146	2,540	7,089	158	2,360	5,552	
Mean	2.65	2.76	2.67	2.62	2.74	2.64	2.68	2.78	2.71	
Standard deviation	0.55	0.47	0.55	0.56	0.48	0.56	0.53	0.45	0.53	
Significance	-	***		-	**		-	**		
Effect size	-	-0.23	-0.04	-	-0.25	-0.04	-	-0.22	-0.06	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In your interactions with undergraduates, how often do you encourage them to:										
Seek feedback on their academic work										
Frequently	70.7%	76.1%	70.0%	66.4%	71.4%	65.5%	74.7%	81.7%	77.1%	
Occasionally	24.3%	21.4%	25.5%	27.4%	26.1%	30.0%	21.5%	15.6%	18.3%	
Not at all	4.9%	2.6%	4.5%	6.2%	2.4%	4.5%	3.8%	2.7%	4.6%	
Total(n)	304	4,900	12,639	146	2,542	7,093	158	2,358	5,546	
Mean	2.66	2.73	2.65	2.60	2.69	2.61	2.71	2.79	2.73	
Standard deviation	0.57	0.50	0.56	0.60	0.51	0.57	0.53	0.47	0.54	
Significance	-	*		-	*		-	*		
Effect size	-	-0.14	0.02	-	-0.18	-0.02	-	-0.17	-0.04	
Integrate skills and knowledge from different sources and experiences										
Frequently	75.4%	79.6%	73.8%	67.3%	74.9%	69.9%	82.9%	85.2%	79.9%	
Occasionally	21.0%	18.4%	22.1%	27.9%	23.3%	25.5%	14.6%	12.6%	16.8%	
Not at all	3.6%	2.0%	4.1%	4.8%	1.8%	4.6%	2.5%	2.1%	3.3%	
Total(n)	305	4,902	12,642	147	2,541	7,093	158	2,361	5,549	
Mean	2.72	2.78	2.70	2.63	2.73	2.65	2.80	2.83	2.77	
Standard deviation	0.52	0.46	0.54	0.58	0.48	0.56	0.46	0.43	0.50	
Significance	-	*		-	*		-			
Effect size	-	-0.13	0.04	-	-0.21	-0.04	-	-0.07	0.06	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Multiple-choice exams										
All	15.7%	18.4%	13.4%	14.2%	17.6%	12.5%	17.0%	19.3%	14.7%	
Most	16.9%	18.6%	14.3%	18.2%	20.1%	14.6%	15.8%	16.8%	13.9%	
Some	28.4%	33.3%	30.8%	25.7%	32.9%	31.0%	30.9%	33.7%	30.6%	
None	39.0%	29.8%	41.4%	41.9%	29.4%	41.8%	36.4%	30.2%	40.8%	
Total(n)	313	4,954	13,001	148	2,564	7,257	165	2,390	5,744	
Mean	2.09	2.26	2.00	2.05	2.26	1.98	2.13	2.25	2.03	
Standard deviation	1.09	1.07	1.05	1.08	1.06	1.03	1.09	1.09	1.07	
Significance	-	**		-	*		-			
Effect size	-	-0.16	0.09	-	-0.20	0.07	-	-0.11	0.09	
Essay exams										
All	22.0%	19.2%	19.0%	24.3%	20.6%	19.6%	20.0%	17.5%	18.1%	
Most	17.6%	19.9%	20.2%	16.9%	21.6%	20.3%	18.2%	17.8%	20.2%	
Some	32.3%	31.6%	31.1%	28.4%	31.4%	30.7%	35.8%	31.8%	31.6%	
None	28.1%	29.4%	29.7%	30.4%	26.4%	29.4%	26.1%	32.9%	30.1%	
Total(n)	313	4,954	12,998	148	2,563	7,251	165	2,391	5,747	
Mean	2.34	2.29	2.28	2.35	2.36	2.30	2.32	2.20	2.26	
Standard deviation	1.11	1.08	1.09	1.15	1.08	1.09	1.07	1.08	1.08	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	-0.01	0.05	-	0.11	0.06	
Short-answer exams										
All	23.4%	22.0%	18.2%	21.8%	22.1%	18.6%	24.8%	21.9%	17.7%	
Most	22.8%	24.1%	23.4%	25.9%	24.8%	23.8%	20.0%	23.2%	22.9%	
Some	34.0%	33.1%	35.1%	33.3%	33.0%	35.2%	34.5%	33.2%	34.9%	
None	19.9%	20.8%	23.3%	19.0%	20.1%	22.5%	20.6%	21.8%	24.5%	
Total(n)	312	4,946	12,974	147	2,559	7,237	165	2,387	5,737	
Mean	2.50	2.47	2.37	2.50	2.49	2.38	2.49	2.45	2.34	
Standard deviation	1.06	1.05	1.03	1.04	1.05	1.03	1.08	1.06	1.03	
Significance	-		*	-			-			
Effect size	-	0.03	0.13	-	0.01	0.12	-	0.04	0.15	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Quizzes										
All	22.8%	22.4%	16.9%	21.8%	21.9%	16.9%	23.6%	23.1%	17.0%	
Most	18.6%	21.0%	17.9%	19.0%	23.1%	18.1%	18.2%	18.4%	17.5%	
Some	36.2%	33.5%	33.6%	34.0%	32.5%	33.2%	38.2%	34.6%	34.3%	
None	22.4%	23.1%	31.6%	25.2%	22.5%	31.8%	20.0%	23.8%	31.3%	
Total(n)	312	4,947	12,975	147	2,560	7,238	165	2,387	5,737	
Mean	2.42	2.43	2.20	2.37	2.44	2.20	2.45	2.41	2.20	
Standard deviation	1.07	1.08	1.06	1.09	1.07	1.06	1.06	1.09	1.06	
Significance	-		***	-			-		**	
Effect size	-	-0.01	0.21	-	-0.07	0.16	-	0.04	0.24	
Weekly essay assignments										
All	6.1%	8.5%	8.4%	6.1%	7.7%	6.7%	6.1%	9.5%	11.0%	
Most	10.9%	12.2%	10.5%	8.8%	10.4%	9.5%	12.8%	14.4%	12.2%	
Some	29.3%	29.0%	29.2%	28.6%	29.1%	28.0%	29.9%	29.0%	31.1%	
None	53.7%	50.2%	51.9%	56.5%	52.8%	55.9%	51.2%	47.2%	45.8%	
Total(n)	311	4,939	12,961	147	2,553	7,224	164	2,386	5,737	
Mean	1.69	1.79	1.75	1.65	1.73	1.67	1.74	1.86	1.88	
Standard deviation	0.89	0.96	0.95	0.88	0.93	0.90	0.91	0.99	1.00	
Significance	-			-			-			
Effect size	-	-0.10	-0.06	-	-0.09	-0.02	-	-0.12	-0.14	
Student presentations										
All	24.6%	22.3%	21.9%	24.3%	18.9%	18.5%	24.8%	26.3%	27.1%	
Most	20.8%	24.7%	23.4%	18.9%	23.5%	20.4%	22.4%	26.3%	27.9%	
Some	43.1%	39.9%	41.2%	45.3%	42.6%	44.6%	41.2%	36.8%	36.0%	
None	11.5%	13.0%	13.5%	11.5%	15.0%	16.5%	11.5%	10.7%	9.0%	
Total(n)	313	4,950	13,008	148	2,561	7,255	165	2,389	5,753	
Mean	2.58	2.56	2.54	2.56	2.46	2.41	2.61	2.68	2.73	
Standard deviation	0.98	0.98	0.98	0.98	0.96	0.97	0.99	0.98	0.96	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	0.10	0.15	-	-0.07	-0.13	Student-Centered Pedagogy

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Term/research papers										
All	19.9%	18.7%	19.8%	21.6%	17.5%	17.8%	18.3%	20.3%	22.9%	
Most	23.1%	23.0%	24.1%	20.9%	21.4%	23.4%	25.0%	24.8%	25.3%	
Some	38.8%	40.9%	38.4%	38.5%	43.5%	39.9%	39.0%	37.7%	36.1%	
None	18.3%	17.4%	17.7%	18.9%	17.5%	18.9%	17.7%	17.2%	15.7%	
Total(n)	312	4,948	12,993	148	2,560	7,247	164	2,388	5,746	
Mean	2.45	2.43	2.46	2.45	2.39	2.40	2.44	2.48	2.55	
Standard deviation	1.01	0.98	1.00	1.03	0.97	0.99	0.99	1.00	1.01	
Significance	-			-			-			
Effect size	-	0.02	-0.01	-	0.06	0.05	-	-0.04	-0.11	
Student evaluations of each others' work										
All	14.7%	10.9%	9.7%	10.8%	8.7%	7.5%	18.2%	13.6%	13.2%	Student-Centered Pedagogy
Most	11.8%	13.8%	10.9%	4.7%	12.3%	9.4%	18.2%	15.5%	13.2%	
Some	41.9%	41.0%	37.4%	46.6%	39.9%	36.0%	37.6%	42.4%	39.6%	
None	31.6%	34.3%	42.0%	37.8%	39.1%	47.2%	26.1%	28.5%	34.0%	
Total(n)	313	4,946	12,989	148	2,555	7,241	165	2,391	5,748	
Mean	2.10	2.01	1.88	1.89	1.91	1.77	2.28	2.14	2.06	
Standard deviation	1.01	0.96	0.95	0.92	0.92	0.90	1.05	0.98	1.00	
Significance	-		***	-			-		**	
Effect size	-	0.09	0.23	-	-0.02	0.13	-	0.14	0.22	
Grading on a curve										
All	4.2%	4.5%	8.2%	6.8%	6.5%	10.0%	1.8%	2.2%	5.6%	
Most	7.1%	7.9%	10.7%	10.2%	10.5%	13.2%	4.2%	4.7%	6.8%	
Some	15.4%	21.5%	20.4%	13.6%	22.7%	21.7%	17.0%	20.1%	18.5%	
None	73.4%	66.1%	60.6%	69.4%	60.3%	55.1%	77.0%	73.0%	69.1%	
Total(n)	312	4,937	12,967	147	2,556	7,240	165	2,381	5,727	
Mean	1.42	1.51	1.67	1.54	1.63	1.78	1.31	1.36	1.49	
Standard deviation	0.80	0.82	0.96	0.93	0.91	1.02	0.64	0.67	0.85	
Significance	-		***	-		**	-		**	
Effect size	-	-0.11	-0.26	-	-0.10	-0.24	-	-0.07	-0.21	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Evaluation Methods</u>										
Competency-based grading										
All	30.5%	30.1%	27.9%	25.9%	28.9%	26.2%	34.8%	31.6%	30.5%	
Most	14.1%	20.8%	19.5%	15.0%	21.3%	19.6%	13.4%	20.1%	19.4%	
Some	19.3%	21.7%	19.9%	19.0%	21.5%	19.7%	19.5%	21.9%	20.2%	
None	36.0%	27.4%	32.7%	40.1%	28.3%	34.5%	32.3%	26.3%	29.9%	
Total(n)	311	4,914	12,875	147	2,543	7,190	164	2,371	5,685	
Mean	2.39	2.54	2.43	2.27	2.51	2.38	2.51	2.57	2.51	
Standard deviation	1.25	1.18	1.21	1.23	1.18	1.20	1.27	1.18	1.21	
Significance	-	*		-	*		-			
Effect size	-	-0.13	-0.03	-	-0.20	-0.09	-	-0.05	0.00	
<u>Instructional Techniques/Methods</u>										
Class discussions										
All	70.0%	65.7%	63.4%	66.9%	60.0%	57.9%	72.7%	72.6%	71.7%	
Most	17.9%	16.8%	18.9%	18.9%	19.6%	20.6%	17.0%	13.4%	16.3%	
Some	11.2%	15.3%	14.8%	13.5%	17.7%	17.5%	9.1%	12.5%	10.6%	
None	1.0%	2.2%	2.9%	0.7%	2.7%	3.9%	1.2%	1.6%	1.4%	
Total(n)	313	4,958	13,022	148	2,564	7,262	165	2,394	5,760	
Mean	3.57	3.46	3.43	3.52	3.37	3.33	3.61	3.57	3.58	
Standard deviation	0.73	0.83	0.85	0.75	0.87	0.90	0.70	0.77	0.73	
Significance	-	*	**	-	*	*	-			
Effect size	-	0.13	0.16	-	0.17	0.21	-	0.05	0.04	
Cooperative learning (small groups)										
All	53.4%	40.4%	35.6%	40.5%	32.2%	27.7%	64.8%	50.3%	47.8%	
Most	17.9%	21.2%	20.5%	22.3%	23.1%	20.3%	13.9%	18.8%	20.8%	
Some	23.3%	29.1%	30.3%	29.7%	32.0%	34.0%	17.6%	25.5%	24.4%	
None	5.4%	9.3%	13.6%	7.4%	12.6%	18.0%	3.6%	5.4%	6.9%	
Total(n)	313	4,942	12,957	148	2,555	7,221	165	2,387	5,736	
Mean	3.19	2.93	2.78	2.96	2.75	2.58	3.40	3.14	3.10	
Standard deviation	0.97	1.03	1.07	1.00	1.04	1.08	0.90	0.98	0.99	
Significance	-	***	***	-	*	***	-	***	***	
Effect size	-	0.25	0.38	-	0.20	0.35	-	0.27	0.30	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Experiential learning/Field studies										Student-Centered Pedagogy
All	12.1%	14.3%	12.4%	7.4%	10.4%	9.2%	16.4%	19.0%	17.4%	
Most	12.8%	16.6%	14.2%	9.5%	15.8%	13.1%	15.8%	17.6%	15.8%	
Some	33.5%	37.5%	32.6%	32.4%	39.2%	33.9%	34.5%	35.3%	30.6%	
None	41.5%	31.6%	40.9%	50.7%	34.5%	43.8%	33.3%	28.0%	36.3%	
Total(n)	313	4,941	12,981	148	2,550	7,234	165	2,391	5,747	
Mean	1.96	2.14	1.98	1.74	2.02	1.88	2.15	2.28	2.14	
Standard deviation	1.01	1.02	1.02	0.91	0.96	0.96	1.06	1.07	1.09	
Significance	-	**		-	***		-			
Effect size	-	-0.18	-0.02	-	-0.29	-0.15	-	-0.12	0.01	
Teaching assistants										
All	1.6%	1.7%	5.2%	2.1%	1.6%	5.7%	1.2%	1.8%	4.6%	
Most	1.6%	2.5%	7.6%	1.4%	2.7%	8.4%	1.8%	2.4%	6.4%	
Some	8.7%	16.4%	31.1%	10.3%	17.6%	33.1%	7.3%	15.0%	28.2%	
None	88.1%	79.3%	56.1%	86.3%	78.0%	52.9%	89.6%	80.8%	60.9%	
Total(n)	310	4,947	12,971	146	2,559	7,232	164	2,388	5,739	
Mean	1.17	1.27	1.62	1.19	1.28	1.67	1.15	1.25	1.55	
Standard deviation	0.52	0.59	0.84	0.55	0.59	0.85	0.49	0.59	0.81	
Significance	-	**	***	-		***	-	*	***	
Effect size	-	-0.17	-0.54	-	-0.15	-0.56	-	-0.17	-0.49	
Recitals/Demonstrations										
All	9.0%	11.0%	9.1%	6.1%	9.6%	7.7%	11.6%	12.7%	11.4%	
Most	7.7%	10.3%	10.2%	6.1%	10.5%	11.0%	9.1%	10.2%	9.0%	
Some	22.8%	25.6%	27.2%	24.3%	27.2%	28.6%	21.3%	23.7%	25.0%	
None	60.6%	53.0%	53.4%	63.5%	52.7%	52.7%	57.9%	53.3%	54.6%	
Total(n)	312	4,949	12,981	148	2,559	7,238	164	2,390	5,743	
Mean	1.65	1.79	1.75	1.55	1.77	1.74	1.74	1.82	1.77	
Standard deviation	0.96	1.02	0.97	0.86	0.98	0.94	1.04	1.06	1.02	
Significance	-	*		-	**	*	-			
Effect size	-	-0.14	-0.10	-	-0.22	-0.20	-	-0.08	-0.03	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Group projects										Student-Centered Pedagogy
All	17.6%	15.1%	14.4%	12.8%	13.2%	11.6%	21.8%	17.4%	18.8%	
Most	20.4%	20.7%	17.6%	20.3%	19.8%	16.7%	20.6%	21.8%	19.0%	
Some	45.0%	43.3%	42.9%	46.6%	44.0%	43.0%	43.6%	42.5%	42.7%	
None	16.9%	20.9%	25.1%	20.3%	23.0%	28.7%	13.9%	18.4%	19.6%	
Total(n)	313	4,944	12,975	148	2,554	7,233	165	2,390	5,742	
Mean	2.39	2.30	2.21	2.26	2.23	2.11	2.50	2.38	2.37	
Standard deviation	0.96	0.96	0.98	0.93	0.95	0.95	0.99	0.97	1.00	
Significance	-		**	-			-			
Effect size	-	0.09	0.18	-	0.03	0.16	-	0.12	0.13	
Extensive lecturing										
All	13.8%	16.7%	17.8%	17.0%	21.5%	22.1%	11.0%	10.8%	11.1%	
Most	23.5%	26.7%	26.9%	29.9%	31.5%	29.5%	17.7%	20.9%	23.0%	
Some	37.9%	36.2%	37.5%	29.9%	32.5%	35.4%	45.1%	40.8%	40.6%	
None	24.8%	20.4%	17.8%	23.1%	14.5%	12.9%	26.2%	27.5%	25.3%	
Total(n)	311	4,949	12,987	147	2,562	7,244	164	2,387	5,743	
Mean	2.26	2.40	2.45	2.41	2.60	2.61	2.13	2.15	2.20	
Standard deviation	0.98	0.99	0.98	1.03	0.98	0.97	0.93	0.94	0.94	
Significance	-	*	***	-	*	*	-			
Effect size	-	-0.14	-0.19	-	-0.19	-0.21	-	-0.02	-0.07	
Multiple drafts of written work										
All	13.5%	11.0%	9.6%	11.5%	9.5%	7.0%	15.2%	12.8%	13.5%	
Most	15.1%	14.4%	13.4%	14.9%	12.1%	11.8%	15.2%	17.3%	15.8%	
Some	47.1%	46.2%	45.3%	48.0%	50.1%	46.1%	46.3%	41.5%	43.9%	
None	24.4%	28.4%	31.8%	25.7%	28.3%	35.1%	23.2%	28.5%	26.8%	
Total(n)	312	4,948	12,974	148	2,560	7,236	164	2,388	5,738	
Mean	2.18	2.08	2.01	2.12	2.03	1.91	2.23	2.14	2.16	
Standard deviation	0.95	0.93	0.91	0.93	0.88	0.86	0.97	0.97	0.97	
Significance	-		**	-		**	-			
Effect size	-	0.11	0.19	-	0.10	0.24	-	0.09	0.07	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Student-selected topics for course content										Student-Centered Pedagogy
All	8.3%	9.2%	8.0%	4.7%	7.3%	6.5%	11.6%	11.5%	10.2%	
Most	14.1%	12.7%	12.6%	14.2%	12.3%	10.9%	14.0%	13.1%	15.3%	
Some	42.0%	45.3%	45.5%	46.6%	45.2%	45.7%	37.8%	45.5%	45.3%	
None	35.6%	32.8%	33.9%	34.5%	35.2%	36.9%	36.6%	29.9%	29.2%	
Total(n)	312	4,950	12,988	148	2,559	7,245	164	2,391	5,743	
Mean	1.95	1.98	1.95	1.89	1.92	1.87	2.01	2.06	2.06	
Standard deviation	0.91	0.91	0.88	0.82	0.87	0.85	0.99	0.94	0.92	
Significance	-			-			-			
Effect size	-	-0.03	0.00	-	-0.03	0.02	-	-0.05	-0.05	
Reflective writing/journaling										Student-Centered Pedagogy
All	11.5%	10.2%	7.2%	8.2%	6.4%	4.4%	14.5%	14.9%	11.5%	
Most	11.2%	11.1%	10.0%	10.2%	8.9%	8.0%	12.1%	13.8%	13.0%	
Some	35.3%	33.5%	29.4%	30.6%	31.4%	26.9%	39.4%	36.0%	33.2%	
None	42.0%	45.2%	53.5%	51.0%	53.4%	60.7%	33.9%	35.3%	42.3%	
Total(n)	312	4,952	12,986	147	2,560	7,243	165	2,392	5,743	
Mean	1.92	1.86	1.71	1.76	1.68	1.56	2.07	2.08	1.94	
Standard deviation	1.00	0.98	0.92	0.94	0.88	0.82	1.02	1.04	1.01	
Significance	-		***	-		**	-			
Effect size	-	0.06	0.23	-	0.09	0.24	-	-0.01	0.13	
Community service as part of coursework										Civic Minded Practice
All	1.9%	2.3%	1.6%	1.4%	1.6%	1.0%	2.4%	3.1%	2.6%	
Most	5.8%	4.7%	3.9%	3.4%	4.0%	2.8%	7.9%	5.6%	5.7%	
Some	17.9%	28.1%	19.7%	10.8%	25.1%	16.9%	24.4%	31.6%	23.9%	
None	74.4%	65.0%	74.8%	84.5%	69.3%	79.3%	65.2%	59.7%	67.8%	
Total(n)	312	4,952	12,984	148	2,561	7,247	164	2,391	5,737	
Mean	1.35	1.44	1.32	1.22	1.38	1.26	1.48	1.52	1.43	
Standard deviation	0.68	0.69	0.63	0.57	0.64	0.56	0.75	0.74	0.72	
Significance	-	*		-	**		-			
Effect size	-	-0.13	0.05	-	-0.25	-0.07	-	-0.05	0.07	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
In how many of the courses that you teach do you use each of the following?										
<u>Instructional Techniques/Methods</u>										
Electronic quizzes with immediate feedback in class										
All	3.2%	4.1%	2.6%	2.7%	3.9%	2.0%	3.7%	4.4%	3.5%	
Most	3.8%	5.9%	4.6%	3.4%	5.2%	4.0%	4.3%	6.6%	5.4%	
Some	15.1%	19.3%	14.1%	12.8%	17.4%	13.0%	17.1%	21.6%	15.9%	
None	77.9%	70.7%	78.7%	81.1%	73.4%	80.9%	75.0%	67.4%	75.3%	
Total(n)	312	4,944	12,978	148	2,558	7,242	164	2,386	5,736	
Mean	1.32	1.43	1.31	1.28	1.40	1.27	1.37	1.48	1.37	
Standard deviation	0.70	0.78	0.68	0.66	0.76	0.63	0.73	0.80	0.74	
Significance	-	*		-			-			
Effect size	-	-0.14	0.01	-	-0.16	0.02	-	-0.14	0.00	
Using real-life problems										
All	36.9%	34.5%	30.6%	31.1%	30.3%	27.0%	42.1%	39.6%	36.1%	
Most	31.4%	28.8%	26.6%	31.1%	30.8%	27.7%	31.7%	26.5%	24.9%	
Some	24.0%	29.9%	29.6%	29.7%	30.9%	30.3%	18.9%	28.7%	28.4%	
None	7.7%	6.8%	13.2%	8.1%	8.1%	15.0%	7.3%	5.2%	10.6%	
Total(n)	312	4,950	12,998	148	2,558	7,250	164	2,392	5,748	
Mean	2.97	2.91	2.75	2.85	2.83	2.67	3.09	3.00	2.87	
Standard deviation	0.96	0.95	1.03	0.96	0.95	1.03	0.95	0.94	1.02	
Significance	-		***	-		*	-		**	
Effect size	-	0.06	0.21	-	0.02	0.17	-	0.10	0.22	
Using student inquiry to drive learning										
All	24.7%	23.6%	20.6%	22.3%	20.3%	17.8%	26.8%	27.5%	24.9%	
Most	25.3%	25.2%	24.9%	19.6%	25.9%	23.7%	30.5%	24.4%	26.8%	
Some	39.7%	40.0%	40.7%	44.6%	40.4%	42.5%	35.4%	39.5%	37.8%	
None	10.3%	11.2%	13.8%	13.5%	13.4%	16.0%	7.3%	8.6%	10.4%	
Total(n)	312	4,950	12,992	148	2,563	7,251	164	2,387	5,741	
Mean	2.64	2.61	2.52	2.51	2.53	2.43	2.77	2.71	2.66	
Standard deviation	0.96	0.97	0.97	0.99	0.96	0.96	0.93	0.96	0.96	
Significance	-		*	-			-			
Effect size	-	0.03	0.12	-	-0.02	0.08	-	0.06	0.11	Student-Centered Pedagogy

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you personally of each of the following:										
Becoming an authority in my field										
Essential	24.0%	28.3%	37.4%	30.4%	32.0%	41.2%	18.2%	23.8%	31.5%	
Very important	38.0%	34.4%	34.1%	34.5%	35.2%	33.1%	41.2%	33.5%	35.7%	
Somewhat important	26.5%	27.4%	22.5%	27.7%	23.4%	20.7%	25.5%	32.3%	25.3%	
Not important	11.5%	9.9%	6.0%	7.4%	9.4%	5.0%	15.2%	10.4%	7.6%	
Total(n)	313	4,957	13,032	148	2,565	7,266	165	2,392	5,766	
Mean	2.74	2.81	3.03	2.88	2.90	3.10	2.62	2.71	2.91	
Standard deviation	0.95	0.96	0.92	0.93	0.96	0.90	0.95	0.94	0.93	
Significance	-		***	-		**	-		***	
Effect size	-	-0.07	-0.32	-	-0.02	-0.24	-	-0.10	-0.31	
Influencing the political structure										
Essential	3.2%	6.0%	5.4%	4.1%	5.3%	4.8%	2.4%	6.8%	6.2%	
Very important	19.2%	21.3%	19.5%	14.9%	21.1%	17.7%	23.0%	21.4%	22.1%	
Somewhat important	43.5%	42.0%	42.1%	47.3%	42.0%	41.9%	40.0%	42.1%	42.4%	
Not important	34.2%	30.7%	33.0%	33.8%	31.6%	35.5%	34.5%	29.7%	29.2%	
Total(n)	313	4,947	13,014	148	2,559	7,256	165	2,388	5,758	
Mean	1.91	2.02	1.97	1.89	2.00	1.92	1.93	2.05	2.05	
Standard deviation	0.81	0.87	0.86	0.80	0.86	0.85	0.82	0.88	0.87	
Significance	-	*		-			-			
Effect size	-	-0.13	-0.07	-	-0.13	-0.04	-	-0.14	-0.14	
Influencing social values										
Essential	12.5%	16.6%	14.7%	8.1%	14.7%	12.1%	16.4%	19.0%	18.8%	
Very important	35.1%	35.2%	32.9%	29.1%	32.4%	29.6%	40.6%	38.6%	38.0%	Civic
Somewhat important	37.1%	36.5%	37.9%	43.2%	38.1%	40.4%	31.5%	34.6%	34.1%	Minded
Not important	15.3%	11.6%	14.5%	19.6%	14.9%	18.0%	11.5%	7.7%	9.1%	Values
Total(n)	313	4,951	13,017	148	2,561	7,260	165	2,390	5,757	
Mean	2.45	2.57	2.48	2.26	2.47	2.36	2.62	2.69	2.67	Social
Standard deviation	0.90	0.90	0.91	0.87	0.92	0.91	0.89	0.87	0.88	Agency
Significance	-	*		-	**		-			
Effect size	-	-0.13	-0.03	-	-0.23	-0.11	-	-0.08	-0.06	

Grand Valley State University	Total			Men			Women			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:										
Raising a family										
Essential	50.3%	49.3%	50.0%	54.1%	52.3%	51.8%	47.0%	45.6%	47.3%	
Very important	21.8%	23.0%	23.7%	25.0%	24.9%	25.4%	18.9%	20.8%	21.1%	
Somewhat important	11.5%	10.3%	10.0%	9.5%	9.6%	9.6%	13.4%	11.2%	10.6%	
Not important	16.3%	17.3%	16.3%	11.5%	13.2%	13.2%	20.7%	22.4%	21.0%	
Total(n)	312	4,943	12,995	148	2,561	7,253	164	2,382	5,742	
Mean	3.06	3.04	3.08	3.22	3.16	3.16	2.92	2.90	2.95	
Standard deviation	1.13	1.13	1.12	1.03	1.06	1.06	1.20	1.21	1.19	
Significance	-			-			-			
Effect size	-	0.02	-0.02	-	0.06	0.06	-	0.02	-0.03	
Becoming very well off financially										
Essential	5.4%	5.5%	5.0%	7.4%	5.9%	5.5%	3.6%	5.0%	4.2%	
Very important	20.8%	20.4%	22.1%	16.9%	23.6%	24.7%	24.2%	16.5%	18.1%	
Somewhat important	54.0%	54.8%	54.4%	57.4%	54.1%	54.2%	50.9%	55.7%	54.8%	
Not important	19.8%	19.3%	18.5%	18.2%	16.4%	15.6%	21.2%	22.8%	22.9%	
Total(n)	313	4,954	13,020	148	2,565	7,264	165	2,389	5,756	
Mean	2.12	2.12	2.14	2.14	2.19	2.20	2.10	2.04	2.04	
Standard deviation	0.78	0.78	0.77	0.80	0.77	0.76	0.77	0.77	0.76	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.06	-0.08	-	0.08	0.08	
Helping others who are in difficulty										
Essential	26.5%	26.9%	25.8%	16.2%	23.7%	22.9%	35.8%	30.7%	30.3%	
Very important	46.0%	48.5%	46.8%	48.6%	49.8%	45.9%	43.6%	47.0%	48.2%	
Somewhat important	26.2%	23.8%	26.2%	33.1%	25.5%	29.7%	20.0%	21.7%	20.9%	
Not important	1.3%	0.8%	1.2%	2.0%	1.0%	1.5%	0.6%	0.6%	0.7%	
Total(n)	313	4,954	13,020	148	2,564	7,261	165	2,390	5,759	
Mean	2.98	3.01	2.97	2.79	2.96	2.90	3.15	3.08	3.08	
Standard deviation	0.76	0.73	0.75	0.73	0.73	0.76	0.75	0.74	0.73	
Significance	-			-	**		-			
Effect size	-	-0.04	0.01	-	-0.23	-0.14	-	0.09	0.10	

Grand Valley State University	Total			Men			Women			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:										
Adopting 'green' practices to protect the environment										
Essential	18.8%	19.9%	17.8%	15.5%	17.9%	15.3%	21.8%	22.3%	21.6%	
Very important	41.2%	40.8%	38.8%	39.2%	39.3%	36.4%	43.0%	42.7%	42.5%	
Somewhat important	35.5%	33.0%	36.5%	40.5%	34.5%	39.2%	30.9%	31.1%	32.4%	
Not important	4.5%	6.3%	6.9%	4.7%	8.3%	9.1%	4.2%	3.9%	3.5%	
Total(n)	313	4,953	13,016	148	2,563	7,261	165	2,390	5,755	
Mean	2.74	2.74	2.67	2.66	2.67	2.58	2.82	2.83	2.82	
Standard deviation	0.81	0.85	0.84	0.80	0.86	0.86	0.82	0.81	0.81	
Significance	-			-			-			
Effect size	-	0.00	0.08	-	-0.01	0.09	-	-0.01	0.00	
Developing a meaningful philosophy of life										
Essential	57.4%	50.9%	49.3%	54.4%	47.8%	46.3%	60.0%	54.6%	53.9%	
Very important	27.9%	33.4%	32.1%	27.2%	33.9%	33.0%	28.5%	32.7%	30.7%	
Somewhat important	10.6%	12.8%	14.6%	12.2%	14.8%	16.0%	9.1%	10.3%	12.5%	
Not important	4.2%	3.0%	4.0%	6.1%	3.5%	4.8%	2.4%	2.4%	2.9%	
Total(n)	312	4,950	13,013	147	2,560	7,254	165	2,390	5,759	
Mean	3.38	3.32	3.27	3.30	3.26	3.21	3.46	3.40	3.36	
Standard deviation	0.84	0.81	0.85	0.91	0.84	0.88	0.76	0.77	0.81	
Significance	-		*	-			-			
Effect size	-	0.07	0.13	-	0.05	0.10	-	0.08	0.12	
Helping to promote racial understanding										
Essential	34.8%	37.0%	33.8%	23.0%	30.4%	27.1%	45.5%	45.0%	44.2%	
Very important	32.6%	36.6%	38.0%	31.8%	37.9%	38.4%	33.3%	35.1%	37.3%	
Somewhat important	26.5%	21.3%	23.1%	39.9%	24.2%	27.3%	14.5%	17.8%	16.5%	
Not important	6.1%	5.1%	5.1%	5.4%	7.5%	7.1%	6.7%	2.1%	2.0%	
Total(n)	313	4,956	13,014	148	2,564	7,255	165	2,392	5,759	
Mean	2.96	3.06	3.01	2.72	2.91	2.85	3.18	3.23	3.24	
Standard deviation	0.93	0.88	0.88	0.88	0.92	0.90	0.92	0.81	0.79	
Significance	-			-	*		-			
Effect size	-	-0.11	-0.06	-	-0.21	-0.14	-	-0.06	-0.08	Social Agency

Grand Valley State University	Total			Men			Women			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:										
Integrating spirituality into my life										
Essential	28.8%	28.8%	23.5%	24.5%	25.5%	20.7%	32.7%	32.8%	27.9%	
Very important	20.2%	22.7%	20.0%	20.4%	22.0%	19.7%	20.0%	23.5%	20.4%	
Somewhat important	25.6%	26.4%	25.6%	26.5%	27.5%	25.1%	24.8%	25.1%	26.4%	
Not important	25.3%	22.1%	30.9%	28.6%	25.1%	34.5%	22.4%	18.5%	25.3%	
Total(n)	312	4,944	12,994	147	2,558	7,245	165	2,386	5,749	
Mean	2.53	2.58	2.36	2.41	2.48	2.27	2.63	2.71	2.51	
Standard deviation	1.16	1.12	1.15	1.15	1.12	1.14	1.16	1.11	1.15	
Significance	-		**	-			-			
Effect size	-	-0.04	0.15	-	-0.06	0.12	-	-0.07	0.10	
Making a theoretical contribution to science										
Essential	7.7%	8.7%	15.8%	10.8%	10.3%	18.4%	4.8%	6.7%	11.8%	
Very important	17.3%	22.8%	27.0%	21.6%	23.9%	28.8%	13.3%	21.6%	24.3%	
Somewhat important	31.9%	34.8%	27.7%	31.1%	35.0%	27.1%	32.7%	34.6%	28.6%	
Not important	43.1%	33.6%	29.5%	36.5%	30.7%	25.8%	49.1%	37.2%	35.3%	
Total(n)	313	4,948	13,001	148	2,562	7,253	165	2,386	5,748	
Mean	1.89	2.07	2.29	2.07	2.14	2.40	1.74	1.98	2.13	
Standard deviation	0.95	0.95	1.05	1.01	0.97	1.06	0.87	0.92	1.03	
Significance	-	**	***	-		***	-	**	***	
Effect size	-	-0.19	-0.38	-	-0.07	-0.31	-	-0.26	-0.38	
Participating in a community action program										
Essential	7.0%	9.7%	7.5%	6.1%	8.8%	5.6%	7.9%	10.7%	10.4%	
Very important	23.3%	23.7%	21.1%	15.5%	22.0%	19.1%	30.3%	25.7%	24.3%	
Somewhat important	49.2%	44.2%	45.3%	51.4%	43.8%	45.7%	47.3%	44.7%	44.6%	
Not important	20.4%	22.4%	26.1%	27.0%	25.4%	29.6%	14.5%	18.9%	20.8%	
Total(n)	313	4,946	12,993	148	2,558	7,245	165	2,388	5,748	
Mean	2.17	2.21	2.10	2.01	2.14	2.01	2.32	2.28	2.24	
Standard deviation	0.83	0.90	0.87	0.82	0.90	0.84	0.82	0.89	0.90	
Significance	-			-			-			
Effect size	-	-0.04	0.08	-	-0.14	0.00	-	0.04	0.09	Social Agency

Grand Valley State University	Total			Men			Women			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:										
Keeping up to date with political affairs										Social Agency
Essential	17.6%	22.7%	21.5%	19.6%	24.1%	21.4%	15.8%	21.1%	21.5%	
Very important	38.7%	39.2%	39.2%	37.8%	39.5%	39.4%	39.4%	38.8%	38.8%	
Somewhat important	36.7%	31.3%	32.3%	36.5%	29.8%	32.2%	37.0%	33.2%	32.4%	
Not important	7.0%	6.7%	7.1%	6.1%	6.6%	6.9%	7.9%	6.9%	7.3%	
Total(n)	313	4,954	13,017	148	2,563	7,259	165	2,391	5,758	
Mean	2.67	2.78	2.75	2.71	2.81	2.75	2.63	2.74	2.75	
Standard deviation	0.85	0.87	0.87	0.85	0.88	0.87	0.84	0.87	0.87	
Significance	-	*		-			-			
Effect size	-	-0.13	-0.09	-	-0.11	-0.05	-	-0.13	-0.14	
Becoming a community leader										Social Agency
Essential	2.9%	6.2%	5.3%	2.7%	6.5%	4.7%	3.0%	5.8%	6.1%	
Very important	17.3%	17.5%	13.6%	10.1%	17.4%	12.8%	23.6%	17.6%	14.9%	
Somewhat important	44.4%	42.6%	41.9%	53.4%	42.6%	42.7%	36.4%	42.7%	40.6%	
Not important	35.5%	33.7%	39.2%	33.8%	33.5%	39.8%	37.0%	33.9%	38.4%	
Total(n)	313	4,952	13,008	148	2,563	7,257	165	2,389	5,751	
Mean	1.88	1.96	1.85	1.82	1.97	1.82	1.93	1.95	1.89	
Standard deviation	0.79	0.87	0.85	0.72	0.88	0.83	0.85	0.86	0.87	
Significance	-			-	*		-			
Effect size	-	-0.09	0.04	-	-0.17	0.00	-	-0.02	0.05	
Mentoring the next generation of scholars										
Essential	31.0%	36.6%	40.4%	25.7%	33.1%	38.1%	35.8%	40.9%	43.9%	
Very important	39.9%	38.7%	38.6%	41.9%	38.6%	38.8%	38.2%	38.9%	38.4%	
Somewhat important	25.2%	21.9%	18.6%	28.4%	24.7%	20.3%	22.4%	18.5%	16.1%	
Not important	3.8%	2.8%	2.4%	4.1%	3.7%	2.9%	3.6%	1.8%	1.6%	
Total(n)	313	4,956	13,022	148	2,564	7,261	165	2,392	5,761	
Mean	2.98	3.09	3.17	2.89	3.01	3.12	3.06	3.19	3.25	
Standard deviation	0.85	0.83	0.81	0.83	0.85	0.83	0.85	0.79	0.78	
Significance	-	*	***	-		***	-	*	**	
Effect size	-	-0.13	-0.23	-	-0.14	-0.28	-	-0.16	-0.24	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop ability to think critically										
Essential	88.0%	89.7%	89.1%	86.3%	88.1%	87.0%	89.5%	91.7%	92.3%	
Very important	11.0%	9.7%	10.2%	13.0%	11.3%	12.3%	9.3%	7.8%	7.0%	
Somewhat important	0.6%	0.5%	0.4%	0.7%	0.5%	0.5%	0.6%	0.4%	0.2%	
Not important	0.3%	0.1%	0.3%	0.0%	0.1%	0.2%	0.6%	0.1%	0.5%	
Total(n)	308	4,935	12,835	146	2,553	7,167	162	2,382	5,668	
Mean	3.87	3.89	3.88	3.86	3.87	3.86	3.88	3.91	3.91	
Standard deviation	0.39	0.33	0.36	0.37	0.36	0.37	0.40	0.30	0.33	
Significance	-			-			-			
Effect size	-	-0.06	-0.03	-	-0.03	0.00	-	-0.10	-0.09	
Prepare students for employment after college										
Essential	39.7%	45.9%	38.0%	42.5%	42.3%	36.1%	37.3%	50.4%	41.0%	
Very important	41.4%	40.1%	40.6%	37.0%	41.4%	40.6%	45.3%	38.5%	40.5%	
Somewhat important	17.3%	13.1%	18.9%	19.2%	15.1%	20.4%	15.5%	10.7%	16.5%	
Not important	1.6%	0.9%	2.5%	1.4%	1.3%	2.8%	1.9%	0.4%	2.0%	
Total(n)	307	4,932	12,822	146	2,552	7,160	161	2,380	5,662	
Mean	3.19	3.31	3.14	3.21	3.25	3.10	3.18	3.39	3.20	
Standard deviation	0.77	0.73	0.81	0.80	0.75	0.82	0.76	0.69	0.78	
Significance	-	**		-			-	***		
Effect size	-	-0.16	0.06	-	-0.05	0.13	-	-0.30	-0.03	
Prepare students for graduate or advanced education										
Essential	24.1%	27.6%	25.4%	21.9%	25.0%	23.7%	26.1%	30.8%	28.1%	
Very important	49.2%	49.6%	49.6%	46.6%	49.9%	49.8%	51.6%	49.3%	49.3%	
Somewhat important	25.4%	21.9%	23.8%	29.5%	24.2%	25.4%	21.7%	19.2%	21.4%	
Not important	1.3%	0.8%	1.2%	2.1%	0.8%	1.1%	0.6%	0.8%	1.2%	
Total(n)	307	4,932	12,821	146	2,552	7,161	161	2,380	5,660	
Mean	2.96	3.04	2.99	2.88	2.99	2.96	3.03	3.10	3.04	
Standard deviation	0.74	0.73	0.73	0.77	0.72	0.73	0.71	0.72	0.74	
Significance	-			-			-			
Effect size	-	-0.11	-0.04	-	-0.15	-0.11	-	-0.10	-0.01	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Develop moral character										Undergrad Education Goal: Personal Development
Essential	27.0%	33.2%	29.8%	20.5%	28.1%	25.6%	32.9%	39.3%	36.5%	
Very important	36.5%	39.0%	37.6%	33.6%	41.6%	39.1%	39.1%	35.9%	35.4%	
Somewhat important	31.3%	24.8%	27.1%	37.7%	26.7%	29.3%	25.5%	22.6%	23.6%	
Not important	5.2%	3.0%	5.5%	8.2%	3.6%	6.1%	2.5%	2.2%	4.5%	
Total(n)	307	4,926	12,811	146	2,552	7,161	161	2,374	5,650	
Mean	2.85	3.02	2.92	2.66	2.94	2.84	3.02	3.12	3.04	
Standard deviation	0.88	0.84	0.88	0.90	0.83	0.88	0.83	0.83	0.88	
Significance	-	***		-	***	*	-			
Effect size	-	-0.20	-0.08	-	-0.34	-0.20	-	-0.12	-0.02	
Provide for students' emotional development										Undergrad Education Goal: Personal Development
Essential	16.9%	19.1%	16.0%	13.0%	14.9%	12.7%	20.5%	24.2%	21.2%	
Very important	31.9%	34.3%	32.9%	26.0%	33.0%	30.4%	37.3%	35.9%	36.8%	
Somewhat important	39.4%	38.7%	40.7%	45.2%	42.4%	44.6%	34.2%	34.2%	34.6%	
Not important	11.7%	7.9%	10.4%	15.8%	9.8%	12.3%	8.1%	5.7%	7.4%	
Total(n)	307	4,928	12,816	146	2,552	7,162	161	2,376	5,654	
Mean	2.54	2.65	2.55	2.36	2.53	2.43	2.70	2.79	2.72	
Standard deviation	0.91	0.88	0.88	0.90	0.86	0.86	0.89	0.88	0.88	
Significance	-	*		-	*		-			
Effect size	-	-0.13	-0.01	-	-0.20	-0.08	-	-0.10	-0.02	
Teach students the classic works of Western civilization										
Essential	7.2%	9.4%	8.7%	8.2%	10.7%	9.5%	6.2%	7.7%	7.5%	
Very important	17.3%	17.3%	18.0%	21.2%	18.7%	18.8%	13.7%	15.7%	16.7%	
Somewhat important	41.7%	43.7%	41.1%	39.0%	41.7%	39.6%	44.1%	46.2%	43.4%	
Not important	33.9%	29.6%	32.2%	31.5%	28.9%	32.0%	36.0%	30.4%	32.4%	
Total(n)	307	4,923	12,797	146	2,551	7,150	161	2,372	5,647	
Mean	1.98	2.06	2.03	2.06	2.11	2.06	1.90	2.01	1.99	
Standard deviation	0.89	0.92	0.92	0.93	0.94	0.94	0.86	0.88	0.89	
Significance	-			-			-			
Effect size	-	-0.09	-0.05	-	-0.05	0.00	-	-0.13	-0.10	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Help students develop personal values										Undergrad Education Goal: Personal Development
Essential	23.1%	30.0%	25.5%	16.4%	28.2%	22.6%	29.2%	32.1%	30.2%	
Very important	40.7%	38.1%	36.8%	35.6%	37.1%	35.6%	45.3%	39.4%	38.7%	
Somewhat important	27.4%	27.7%	31.4%	38.4%	29.8%	34.8%	17.4%	25.3%	26.2%	
Not important	8.8%	4.2%	6.3%	9.6%	5.0%	7.1%	8.1%	3.2%	5.0%	
Total(n)	307	4,929	12,815	146	2,553	7,160	161	2,376	5,655	
Mean	2.78	2.94	2.82	2.59	2.88	2.74	2.96	3.00	2.94	
Standard deviation	0.90	0.86	0.89	0.88	0.88	0.89	0.89	0.84	0.87	
Significance	-	**		-	***	*	-			
Effect size	-	-0.19	-0.04	-	-0.33	-0.17	-	-0.05	0.02	
Enhance students' self-understanding										Undergrad Education Goal: Personal Development
Essential	32.0%	36.8%	30.8%	24.8%	34.1%	26.4%	38.5%	40.0%	37.6%	
Very important	40.2%	38.3%	38.0%	39.3%	38.2%	38.2%	41.0%	38.4%	37.8%	
Somewhat important	21.2%	21.5%	25.6%	29.0%	23.3%	28.9%	14.3%	19.2%	20.6%	
Not important	6.5%	3.5%	5.6%	6.9%	4.4%	6.6%	6.2%	2.3%	4.1%	
Total(n)	306	4,932	12,812	145	2,553	7,155	161	2,379	5,657	
Mean	2.98	3.08	2.94	2.82	3.02	2.84	3.12	3.16	3.09	
Standard deviation	0.89	0.84	0.89	0.89	0.87	0.89	0.88	0.81	0.86	
Significance	-	*		-	**		-			
Effect size	-	-0.12	0.04	-	-0.23	-0.02	-	-0.05	0.03	
Instill in students a commitment to community service										Civic Minded Values
Essential	15.0%	17.0%	14.0%	7.5%	14.0%	10.9%	21.7%	20.6%	18.9%	
Very important	31.9%	35.9%	30.3%	24.0%	31.6%	27.4%	39.1%	41.1%	35.0%	
Somewhat important	38.8%	36.4%	40.8%	46.6%	40.1%	43.6%	31.7%	31.9%	36.6%	
Not important	14.3%	10.7%	14.8%	21.9%	14.2%	18.2%	7.5%	6.4%	9.5%	
Total(n)	307	4,928	12,808	146	2,552	7,154	161	2,376	5,654	
Mean	2.48	2.59	2.44	2.17	2.45	2.31	2.75	2.76	2.63	
Standard deviation	0.92	0.89	0.91	0.86	0.90	0.89	0.88	0.85	0.89	
Significance	-	*		-	***		-			
Effect size	-	-0.12	0.04	-	-0.31	-0.16	-	-0.01	0.13	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Essential	33.3%	39.4%	35.1%	21.4%	30.8%	25.6%	44.1%	49.8%	49.7%	
Very important	36.6%	34.7%	34.4%	33.8%	35.3%	35.1%	39.1%	33.9%	33.4%	
Somewhat important	25.5%	20.6%	23.9%	36.6%	25.8%	29.9%	15.5%	14.4%	14.6%	
Not important	4.6%	5.3%	6.6%	8.3%	8.1%	9.4%	1.2%	2.0%	2.3%	
Total(n)	306	4,929	12,810	145	2,551	7,157	161	2,378	5,653	
Mean	2.99	3.08	2.98	2.68	2.89	2.77	3.26	3.32	3.31	
Standard deviation	0.88	0.90	0.92	0.90	0.94	0.94	0.76	0.79	0.80	
Significance	-			-	**		-			
Effect size	-	-0.10	0.01	-	-0.22	-0.10	-	-0.08	-0.06	
Help master knowledge in a discipline										
Essential	52.6%	58.9%	58.4%	48.3%	55.8%	56.8%	56.5%	62.7%	60.8%	
Very important	38.9%	35.2%	35.2%	41.4%	37.8%	36.4%	36.6%	32.1%	33.4%	
Somewhat important	7.5%	5.7%	5.9%	9.7%	6.2%	6.4%	5.6%	5.0%	5.3%	
Not important	1.0%	0.2%	0.5%	0.7%	0.2%	0.4%	1.2%	0.2%	0.5%	
Total(n)	306	4,933	12,816	145	2,553	7,160	161	2,380	5,656	
Mean	3.43	3.53	3.52	3.37	3.49	3.50	3.48	3.57	3.54	
Standard deviation	0.68	0.61	0.63	0.69	0.62	0.63	0.66	0.60	0.62	
Significance	-	**	*	-	*	*	-			
Effect size	-	-0.16	-0.14	-	-0.19	-0.21	-	-0.15	-0.10	
Develop creative capacities										
Essential	32.1%	37.8%	38.2%	27.1%	38.9%	38.6%	36.6%	36.6%	37.6%	
Very important	43.0%	41.4%	41.9%	43.8%	40.8%	41.4%	42.2%	42.0%	42.8%	
Somewhat important	22.0%	18.4%	17.8%	27.1%	17.7%	18.2%	17.4%	19.2%	17.1%	
Not important	3.0%	2.4%	2.1%	2.1%	2.6%	1.8%	3.7%	2.1%	2.5%	
Total(n)	305	4,928	12,804	144	2,551	7,154	161	2,377	5,650	
Mean	3.04	3.15	3.16	2.96	3.16	3.17	3.12	3.13	3.16	
Standard deviation	0.81	0.80	0.79	0.79	0.80	0.78	0.82	0.79	0.79	
Significance	-	*	**	-	**	**	-			
Effect size	-	-0.14	-0.15	-	-0.25	-0.27	-	-0.01	-0.05	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Instill a basic appreciation of the liberal arts										
Essential	32.4%	30.9%	26.6%	29.0%	30.9%	24.5%	35.4%	30.9%	29.9%	
Very important	37.6%	37.5%	36.1%	37.2%	35.8%	35.4%	37.9%	39.6%	37.3%	
Somewhat important	25.8%	25.5%	29.2%	28.3%	26.7%	31.3%	23.6%	24.0%	25.9%	
Not important	4.2%	6.1%	8.1%	5.5%	6.5%	8.8%	3.1%	5.5%	6.9%	
Total(n)	306	4,930	12,800	145	2,554	7,156	161	2,376	5,644	
Mean	2.98	2.93	2.81	2.90	2.91	2.76	3.06	2.96	2.90	
Standard deviation	0.87	0.90	0.92	0.89	0.91	0.92	0.85	0.88	0.91	
Significance	-		**	-			-		*	
Effect size	-	0.06	0.18	-	-0.01	0.15	-	0.11	0.18	
Promote ability to write effectively										
Essential	57.8%	59.9%	56.8%	49.0%	54.6%	52.0%	65.8%	66.3%	64.3%	
Very important	35.6%	33.6%	34.2%	44.1%	37.1%	36.8%	28.0%	29.3%	30.1%	
Somewhat important	5.6%	5.8%	7.7%	6.2%	7.3%	9.6%	5.0%	4.1%	4.8%	
Not important	1.0%	0.7%	1.3%	0.7%	1.0%	1.5%	1.2%	0.3%	0.9%	
Total(n)	306	4,932	12,816	145	2,553	7,160	161	2,379	5,656	
Mean	3.50	3.53	3.47	3.41	3.45	3.39	3.58	3.62	3.58	
Standard deviation	0.65	0.64	0.69	0.64	0.67	0.72	0.65	0.58	0.63	
Significance	-			-			-			
Effect size	-	-0.05	0.04	-	-0.06	0.03	-	-0.07	0.00	
Help students evaluate the quality and reliability of information										
Essential	56.2%	64.4%	62.5%	49.0%	59.8%	57.3%	62.7%	69.9%	70.6%	
Very important	38.9%	31.8%	33.2%	44.1%	34.8%	37.7%	34.2%	28.3%	26.1%	
Somewhat important	4.9%	3.4%	3.7%	6.9%	4.9%	4.3%	3.1%	1.7%	2.8%	
Not important	0.0%	0.3%	0.6%	0.0%	0.5%	0.7%	0.0%	0.1%	0.5%	
Total(n)	306	4,933	12,814	145	2,554	7,160	161	2,379	5,654	
Mean	3.51	3.60	3.58	3.42	3.54	3.52	3.60	3.68	3.67	
Standard deviation	0.59	0.57	0.60	0.62	0.62	0.61	0.55	0.51	0.56	
Significance	-	**	*	-	*		-			
Effect size	-	-0.16	-0.12	-	-0.19	-0.16	-	-0.16	-0.13	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Indicate the importance to you of each of the following education goals for undergraduate students:										
Engage students in civil discourse around controversial issues										
Essential	32.7%	33.9%	30.4%	26.2%	31.5%	25.8%	38.5%	36.9%	37.5%	
Very important	35.0%	34.7%	35.8%	34.5%	33.4%	34.8%	35.4%	36.3%	37.4%	
Somewhat important	23.2%	25.1%	25.3%	30.3%	27.1%	29.3%	16.8%	22.7%	19.2%	
Not important	9.2%	6.2%	8.5%	9.0%	8.0%	10.1%	9.3%	4.1%	6.0%	
Total(n)	306	4,931	12,806	145	2,552	7,157	161	2,379	5,649	
Mean	2.91	2.96	2.88	2.78	2.88	2.76	3.03	3.06	3.06	
Standard deviation	0.96	0.92	0.94	0.94	0.94	0.95	0.96	0.87	0.89	
Significance	-			-			-			
Effect size	-	-0.05	0.03	-	-0.11	0.02	-	-0.03	-0.03	
Teach students tolerance and respect for different beliefs										
Essential	46.7%	51.8%	45.5%	36.6%	43.0%	35.6%	55.9%	62.5%	60.9%	
Very important	32.7%	31.6%	32.9%	31.7%	35.2%	36.4%	33.5%	27.2%	27.5%	
Somewhat important	18.3%	13.4%	17.3%	29.0%	16.7%	22.3%	8.7%	9.4%	9.6%	
Not important	2.3%	3.2%	4.3%	2.8%	5.0%	5.7%	1.9%	0.9%	2.1%	
Total(n)	306	4,930	12,807	145	2,552	7,154	161	2,378	5,653	
Mean	3.24	3.32	3.20	3.02	3.16	3.02	3.43	3.51	3.47	
Standard deviation	0.83	0.82	0.87	0.88	0.88	0.90	0.73	0.70	0.75	
Significance	-			-			-			
Effect size	-	-0.10	0.05	-	-0.16	0.00	-	-0.11	-0.05	
Encourage students to become agents of social change										
Essential	23.9%	25.7%	21.7%	11.0%	19.1%	15.5%	35.4%	33.6%	31.4%	
Very important	28.8%	31.0%	29.3%	25.5%	27.2%	25.8%	31.7%	35.5%	34.8%	
Somewhat important	34.6%	31.0%	32.5%	45.5%	37.0%	37.5%	24.8%	23.9%	24.8%	
Not important	12.7%	12.3%	16.4%	17.9%	16.7%	21.2%	8.1%	7.0%	9.0%	
Total(n)	306	4,928	12,801	145	2,551	7,152	161	2,377	5,649	
Mean	2.64	2.70	2.56	2.30	2.49	2.36	2.94	2.96	2.89	
Standard deviation	0.98	0.98	1.00	0.89	0.98	0.98	0.96	0.92	0.95	
Significance	-			-	*		-			
Effect size	-	-0.06	0.08	-	-0.19	-0.06	-	-0.02	0.05	Civic Minded Values

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Scheduled teaching (give actual, not credit hours)										
None	6.4%	0.2%	0.5%	6.8%	0.2%	0.4%	6.1%	0.2%	0.5%	
1-4	12.2%	8.9%	24.9%	11.6%	8.0%	26.1%	12.7%	10.0%	23.1%	
5-8	17.6%	22.0%	36.9%	17.7%	21.3%	37.4%	17.6%	22.8%	36.2%	
9-12	49.0%	43.7%	24.9%	52.4%	46.8%	24.6%	46.1%	39.9%	25.4%	
13-16	8.7%	16.7%	7.6%	5.4%	15.4%	6.5%	11.5%	18.2%	9.2%	
17-20	3.2%	4.6%	3.1%	3.4%	4.5%	2.9%	3.0%	4.6%	3.4%	
21-34	2.6%	3.0%	1.7%	2.0%	3.0%	1.6%	3.0%	3.0%	1.8%	
35-44	0.3%	0.4%	0.2%	0.7%	0.3%	0.1%	0.0%	0.6%	0.2%	
45+	0.0%	0.5%	0.2%	0.0%	0.3%	0.2%	0.0%	0.7%	0.3%	
Total(n)	312	4,955	13,019	147	2,561	7,253	165	2,394	5,766	
Mean	3.63	3.99	3.33	3.60	3.99	3.28	3.65	3.99	3.40	
Standard deviation	1.27	1.19	1.18	1.26	1.14	1.16	1.28	1.24	1.21	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	-0.30	0.25	-	-0.34	0.28	-	-0.27	0.21	
Preparing for teaching (including reading student papers and grading)										
None	6.4%	0.1%	0.4%	6.8%	0.2%	0.5%	6.1%	0.1%	0.3%	
1-4	9.0%	8.0%	15.5%	8.2%	8.8%	17.6%	9.7%	7.1%	12.2%	
5-8	18.3%	21.2%	26.9%	20.5%	24.0%	29.0%	16.4%	17.9%	23.6%	
9-12	22.2%	24.8%	23.7%	19.2%	26.5%	24.3%	24.8%	22.8%	22.6%	
13-16	14.5%	16.3%	13.3%	16.4%	15.5%	12.0%	12.7%	17.3%	15.2%	
17-20	14.8%	14.9%	11.0%	15.1%	13.5%	9.1%	14.5%	16.7%	13.9%	
21-34	11.9%	11.1%	7.2%	11.0%	9.5%	6.2%	12.7%	13.1%	8.7%	
35-44	2.3%	2.2%	1.4%	2.1%	1.5%	0.7%	2.4%	3.0%	2.3%	
45+	0.6%	1.3%	0.8%	0.7%	0.6%	0.5%	0.6%	2.1%	1.2%	
Total(n)	311	4,946	12,992	146	2,556	7,236	165	2,390	5,756	
Mean	4.36	4.57	4.07	4.34	4.38	3.88	4.39	4.80	4.36	
Standard deviation	1.82	1.63	1.60	1.82	1.55	1.52	1.83	1.69	1.67	
Significance	-	*	**	-		***	-	**		
Effect size	-	-0.13	0.18	-	-0.03	0.30	-	-0.24	0.02	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Advising and counseling of students										
None	9.3%	3.0%	3.8%	7.5%	2.8%	3.9%	10.9%	3.3%	3.8%	
1-4	58.7%	52.1%	55.8%	66.0%	55.4%	57.0%	52.1%	48.3%	53.8%	
5-8	24.7%	30.7%	27.8%	20.4%	28.2%	27.4%	28.5%	33.6%	28.4%	
9-12	6.1%	9.4%	8.1%	6.1%	9.3%	7.5%	6.1%	9.5%	9.0%	
13-16	0.6%	2.7%	2.8%	0.0%	2.4%	2.7%	1.2%	3.1%	2.8%	
17-20	0.3%	1.4%	1.2%	0.0%	1.3%	1.1%	0.6%	1.5%	1.4%	
21-34	0.3%	0.4%	0.4%	0.0%	0.4%	0.3%	0.6%	0.4%	0.5%	
35-44	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.0%	0.3%	0.2%	
45+	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	
Total(n)	312	4,952	13,016	147	2,559	7,252	165	2,393	5,764	
Mean	2.32	2.64	2.56	2.25	2.59	2.53	2.39	2.69	2.61	
Standard deviation	0.82	0.98	0.96	0.68	0.95	0.93	0.92	1.00	1.00	
Significance	-	***	***	-	***	***	-	***	**	
Effect size	-	-0.33	-0.25	-	-0.36	-0.30	-	-0.30	-0.22	
Committee work and meetings										
None	9.9%	3.5%	6.1%	10.9%	4.6%	6.7%	9.1%	2.2%	5.1%	
1-4	46.5%	57.4%	56.2%	45.6%	58.4%	56.9%	47.3%	56.2%	55.3%	
5-8	31.4%	26.5%	25.3%	34.7%	24.8%	25.0%	28.5%	28.6%	25.8%	
9-12	7.7%	8.1%	8.1%	5.4%	8.3%	7.9%	9.7%	7.9%	8.5%	
13-16	2.6%	2.9%	2.6%	3.4%	2.7%	2.1%	1.8%	3.2%	3.2%	
17-20	1.0%	1.5%	1.3%	0.0%	1.2%	1.0%	1.8%	1.8%	1.7%	
21-34	0.6%	0.1%	0.3%	0.0%	0.1%	0.3%	1.2%	0.2%	0.3%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	
Total(n)	312	4,952	13,007	147	2,558	7,245	165	2,394	5,762	
Mean	2.54	2.55	2.50	2.45	2.50	2.47	2.62	2.60	2.56	
Standard deviation	1.07	0.93	0.96	0.89	0.91	0.94	1.20	0.95	0.99	
Significance	-			-			-			
Effect size	-	-0.01	0.04	-	-0.05	-0.02	-	0.02	0.06	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other administration										
None	32.4%	29.6%	28.9%	31.3%	29.8%	29.9%	33.3%	29.4%	27.4%	
1-4	42.9%	41.8%	39.2%	44.2%	42.1%	39.1%	41.8%	41.3%	39.4%	
5-8	10.6%	13.0%	14.8%	10.9%	13.0%	15.4%	10.3%	13.0%	14.0%	
9-12	5.4%	6.7%	7.4%	5.4%	6.6%	6.4%	5.5%	6.8%	9.0%	
13-16	2.9%	3.1%	3.9%	2.7%	2.9%	3.6%	3.0%	3.3%	4.2%	
17-20	2.2%	3.3%	2.9%	2.0%	3.0%	2.7%	2.4%	3.8%	3.1%	
21-34	2.2%	1.6%	2.2%	2.7%	1.5%	2.1%	1.8%	1.7%	2.2%	
35-44	1.0%	0.7%	0.5%	0.7%	0.9%	0.5%	1.2%	0.4%	0.4%	
45+	0.3%	0.2%	0.3%	0.0%	0.2%	0.2%	0.6%	0.2%	0.4%	
Total(n)	312	4,943	12,986	147	2,555	7,238	165	2,388	5,748	
Mean	2.26	2.33	2.39	2.24	2.31	2.35	2.27	2.34	2.46	
Standard deviation	1.51	1.46	1.50	1.45	1.46	1.47	1.56	1.46	1.53	
Significance	-			-			-			
Effect size	-	-0.05	-0.09	-	-0.05	-0.07	-	-0.05	-0.12	
Research and scholarly writing										
None	10.9%	14.7%	10.9%	10.2%	12.5%	8.6%	11.6%	17.3%	14.5%	
1-4	35.0%	43.2%	27.4%	24.5%	40.7%	24.8%	44.5%	46.1%	31.5%	
5-8	25.4%	20.4%	19.2%	28.6%	21.8%	18.8%	22.6%	18.7%	19.9%	
9-12	15.4%	11.8%	14.4%	19.0%	13.2%	15.1%	12.2%	10.1%	13.3%	
13-16	4.8%	4.6%	8.0%	7.5%	5.0%	8.1%	2.4%	4.1%	7.8%	
17-20	3.2%	2.8%	7.5%	4.8%	3.6%	8.7%	1.8%	1.8%	5.6%	
21-34	2.3%	2.0%	7.3%	3.4%	2.3%	9.1%	1.2%	1.6%	4.6%	
35-44	1.3%	0.3%	3.4%	2.0%	0.5%	4.4%	0.6%	0.1%	1.8%	
45+	1.6%	0.3%	1.8%	0.0%	0.4%	2.4%	3.0%	0.2%	1.0%	
Total(n)	311	4,945	12,987	147	2,558	7,245	164	2,387	5,742	
Mean	3.03	2.68	3.61	3.27	2.82	3.88	2.81	2.51	3.19	
Standard deviation	1.64	1.40	2.04	1.60	1.47	2.12	1.65	1.29	1.83	
Significance	-	***	***	-	***	***	-	**	**	
Effect size	-	0.25	-0.28	-	0.31	-0.29	-	0.23	-0.21	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Other creative products/performances										
None	63.0%	55.1%	59.0%	63.9%	52.2%	57.5%	62.2%	58.5%	61.2%	
1-4	26.4%	28.5%	24.9%	26.5%	29.0%	25.5%	26.2%	27.9%	24.0%	
5-8	4.5%	9.0%	9.1%	4.1%	9.8%	9.5%	4.9%	8.1%	8.5%	
9-12	2.9%	3.6%	3.8%	2.7%	4.2%	4.2%	3.0%	2.9%	3.3%	
13-16	0.6%	1.2%	1.3%	0.7%	1.7%	1.2%	0.6%	0.7%	1.4%	
17-20	0.3%	1.7%	1.1%	0.0%	2.0%	1.1%	0.6%	1.2%	1.1%	
21-34	0.0%	0.6%	0.5%	0.0%	0.7%	0.6%	0.0%	0.6%	0.4%	
35-44	1.3%	0.1%	0.1%	2.0%	0.1%	0.1%	0.6%	0.0%	0.0%	
45+	1.0%	0.2%	0.2%	0.0%	0.3%	0.3%	1.8%	0.1%	0.2%	
Total(n)	311	4,934	12,950	147	2,552	7,216	164	2,382	5,734	
Mean	1.65	1.77	1.70	1.60	1.85	1.74	1.70	1.67	1.66	
Standard deviation	1.31	1.18	1.14	1.20	1.26	1.17	1.41	1.07	1.09	
Significance	-			-	*		-			
Effect size	-	-0.10	-0.04	-	-0.20	-0.12	-	0.03	0.04	
Consultation with clients/patients										
None	85.6%	80.2%	81.4%	87.2%	80.7%	81.7%	84.2%	79.7%	81.1%	
1-4	8.6%	13.5%	11.9%	9.5%	13.7%	11.9%	7.9%	13.2%	12.0%	
5-8	3.2%	3.6%	3.4%	2.7%	3.1%	3.3%	3.6%	4.1%	3.5%	
9-12	0.6%	1.3%	1.4%	0.7%	1.1%	1.2%	0.6%	1.5%	1.8%	
13-16	0.6%	0.6%	0.5%	0.0%	0.5%	0.5%	1.2%	0.8%	0.4%	
17-20	0.6%	0.4%	0.5%	0.0%	0.6%	0.5%	1.2%	0.2%	0.5%	
21-34	0.3%	0.3%	0.4%	0.0%	0.2%	0.4%	0.6%	0.3%	0.4%	
35-44	0.0%	0.0%	0.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	
45+	0.3%	0.0%	0.2%	0.0%	0.0%	0.2%	0.6%	0.1%	0.2%	
Total(n)	313	4,947	12,992	148	2,556	7,237	165	2,391	5,755	
Mean	1.27	1.31	1.33	1.17	1.30	1.33	1.36	1.33	1.33	
Standard deviation	0.88	0.80	0.92	0.49	0.77	0.94	1.12	0.82	0.90	
Significance	-			-	*	*	-			
Effect size	-	-0.05	-0.07	-	-0.17	-0.17	-	0.04	0.03	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Community or public service										
None	35.6%	36.8%	45.4%	41.5%	39.0%	47.8%	30.3%	34.1%	41.6%	Civic Minded Practice
1-4	53.8%	51.4%	44.3%	51.0%	48.2%	41.8%	56.4%	55.3%	48.2%	
5-8	6.4%	8.8%	7.6%	4.8%	9.4%	7.7%	7.9%	8.1%	7.4%	
9-12	1.9%	2.0%	1.8%	1.4%	2.3%	1.7%	2.4%	1.5%	1.9%	
13-16	1.3%	0.6%	0.5%	0.7%	0.8%	0.5%	1.8%	0.4%	0.5%	
17-20	0.0%	0.3%	0.3%	0.0%	0.2%	0.3%	0.0%	0.5%	0.4%	
21-34	0.6%	0.1%	0.1%	0.7%	0.1%	0.1%	0.6%	0.1%	0.1%	
35-44	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	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)	312	4,947	12,999	147	2,555	7,240	165	2,392	5,759	
Mean	1.84	1.80	1.69	1.71	1.79	1.67	1.95	1.81	1.73	
Standard deviation	0.93	0.80	0.81	0.82	0.81	0.82	1.01	0.77	0.79	
Significance	-		**	-			-	*	***	
Effect size	-	0.05	0.19	-	-0.10	0.05	-	0.18	0.28	
Outside consulting/freelance work										
None	74.7%	70.8%	70.0%	70.7%	67.1%	67.4%	78.2%	75.3%	73.9%	
1-4	21.5%	22.0%	23.0%	24.5%	24.5%	24.6%	18.8%	19.1%	20.5%	
5-8	2.2%	4.9%	4.9%	2.0%	6.1%	5.7%	2.4%	3.5%	3.7%	
9-12	1.0%	1.3%	1.4%	2.0%	1.8%	1.6%	0.0%	0.6%	1.0%	
13-16	0.0%	0.4%	0.3%	0.0%	0.2%	0.3%	0.0%	0.6%	0.4%	
17-20	0.0%	0.3%	0.2%	0.0%	0.2%	0.2%	0.0%	0.3%	0.2%	
21-34	0.3%	0.2%	0.1%	0.7%	0.0%	0.0%	0.0%	0.5%	0.2%	
35-44	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.1%	0.0%	
45+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	312	4,940	12,988	147	2,552	7,236	165	2,388	5,752	
Mean	1.33	1.40	1.41	1.39	1.45	1.44	1.28	1.35	1.35	
Standard deviation	0.75	0.79	0.76	0.78	0.77	0.77	0.71	0.81	0.73	
Significance	-			-			-			
Effect size	-	-0.09	-0.11	-	-0.08	-0.06	-	-0.09	-0.10	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the present term, how many hours per week on average do you actually spend on each of the following activities?										
Household/childcare duties										
None	7.1%	8.1%	9.1%	8.2%	9.8%	11.7%	6.1%	6.0%	5.2%	
1-4	17.6%	19.2%	18.0%	20.4%	20.7%	18.7%	15.2%	17.3%	16.9%	
5-8	24.0%	25.4%	25.2%	23.8%	23.6%	25.6%	24.2%	27.6%	24.6%	
9-12	16.3%	15.8%	16.1%	17.7%	18.0%	17.7%	15.2%	13.2%	13.6%	
13-16	9.0%	8.1%	9.1%	8.2%	8.3%	9.0%	9.7%	7.8%	9.4%	
17-20	8.7%	9.3%	8.2%	7.5%	8.9%	7.3%	9.7%	9.8%	9.5%	
21-34	7.7%	6.3%	5.9%	8.8%	5.4%	4.9%	6.7%	7.3%	7.5%	
35-44	3.5%	4.0%	4.2%	1.4%	3.3%	2.6%	5.5%	4.9%	6.6%	
45+	6.1%	3.9%	4.1%	4.1%	1.9%	2.4%	7.9%	6.2%	6.8%	
Total(n)	312	4,935	12,974	147	2,549	7,230	165	2,386	5,744	
Mean	4.13	3.93	3.92	3.86	3.70	3.62	4.38	4.20	4.37	
Standard deviation	2.19	2.09	2.11	2.05	1.95	1.94	2.28	2.22	2.27	
Significance	-			-			-			
Effect size	-	0.10	0.10	-	0.08	0.12	-	0.08	0.00	
Commuting to campus										
None	3.2%	5.8%	5.8%	4.1%	6.3%	6.1%	2.4%	5.2%	5.3%	
1-4	53.2%	61.1%	58.7%	53.7%	63.3%	60.6%	52.7%	58.5%	55.8%	
5-8	32.1%	22.7%	24.7%	32.0%	21.2%	23.7%	32.1%	24.6%	26.2%	
9-12	9.3%	8.2%	8.6%	8.8%	7.6%	7.6%	9.7%	8.9%	10.0%	
13-16	1.0%	1.6%	1.7%	0.0%	1.5%	1.5%	1.8%	1.8%	2.1%	
17-20	0.6%	0.2%	0.3%	0.7%	0.1%	0.2%	0.6%	0.3%	0.4%	
21-34	0.3%	0.2%	0.1%	0.7%	0.0%	0.0%	0.0%	0.3%	0.1%	
35-44	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
45+	0.3%	0.1%	0.1%	0.0%	0.0%	0.1%	0.6%	0.3%	0.1%	
Total(n)	312	4,939	12,986	147	2,553	7,236	165	2,386	5,750	
Mean	2.57	2.41	2.43	2.52	2.36	2.39	2.61	2.48	2.50	
Standard deviation	0.91	0.86	0.86	0.85	0.79	0.82	0.96	0.94	0.90	
Significance	-	**	**	-	*		-			
Effect size	-	0.19	0.16	-	0.20	0.16	-	0.14	0.12	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the 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	87.2%	87.4%	89.7%	87.1%	87.7%	89.6%	87.3%	87.1%	89.7%	
1-4	7.7%	7.0%	6.0%	8.2%	7.2%	6.2%	7.3%	6.8%	5.8%	
5-8	1.6%	2.5%	2.1%	2.0%	2.0%	2.1%	1.2%	3.0%	2.3%	
9-12	1.3%	1.5%	1.0%	2.0%	1.6%	0.9%	0.6%	1.5%	1.2%	
13-16	0.3%	0.5%	0.4%	0.0%	0.6%	0.4%	0.6%	0.4%	0.3%	
17-20	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	0.0%	0.4%	0.3%	
21-34	1.0%	0.3%	0.2%	0.0%	0.2%	0.2%	1.8%	0.4%	0.2%	
35-44	0.6%	0.2%	0.1%	0.7%	0.2%	0.1%	0.6%	0.3%	0.1%	
45+	0.3%	0.2%	0.1%	0.0%	0.1%	0.1%	0.6%	0.3%	0.1%	
Total(n)	312	4,936	12,976	147	2,554	7,233	165	2,382	5,743	
Mean	1.29	1.25	1.20	1.23	1.24	1.20	1.34	1.27	1.20	
Standard deviation	1.05	0.87	0.74	0.79	0.81	0.75	1.23	0.92	0.74	
Significance	-		*	-			-		*	
Effect size	-	0.05	0.12	-	-0.01	0.04	-	0.08	0.19	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
For each of the following items, please mark either Yes or No.										
Are you a member of a faculty union?										
Yes	2.2%	45.7%	31.3%	1.4%	45.8%	29.7%	3.0%	45.5%	33.8%	
No	97.8%	54.3%	68.7%	98.6%	54.2%	70.3%	97.0%	54.5%	66.2%	
Total(n)	313	4,956	13,031	148	2,563	7,263	165	2,393	5,768	
Are you a U.S. citizen?										
Yes	93.3%	93.5%	92.1%	93.9%	93.2%	91.4%	92.7%	93.9%	93.3%	
No	6.7%	6.5%	7.9%	6.1%	6.8%	8.6%	7.3%	6.1%	6.7%	
Total(n)	313	4,953	13,028	148	2,560	7,262	165	2,393	5,766	
Do you plan to retire within the next three years?										
Yes	9.3%	12.2%	10.1%	10.1%	12.0%	10.2%	8.5%	12.4%	10.0%	
No	90.7%	87.8%	89.9%	89.9%	88.0%	89.8%	91.5%	87.6%	90.0%	
Total(n)	313	4,954	13,020	148	2,560	7,253	165	2,394	5,767	
Do you use your scholarship to address local community needs?										Civic Minded Practice
Yes	43.5%	47.3%	41.0%	37.8%	45.8%	37.4%	48.5%	49.2%	46.5%	
No	56.5%	52.7%	59.0%	62.2%	54.2%	62.6%	51.5%	50.8%	53.5%	
Total(n)	313	4,953	13,020	148	2,561	7,257	165	2,392	5,763	
Have you been sexually harassed at this institution?										
Yes	7.3%	4.9%	4.4%	2.0%	2.2%	2.0%	12.1%	8.2%	8.0%	
No	92.7%	95.1%	95.6%	98.0%	97.8%	98.0%	87.9%	91.8%	92.0%	
Total(n)	313	4,951	13,018	148	2,559	7,258	165	2,392	5,760	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	10.5%	13.7%	11.0%	4.7%	8.2%	6.0%	15.8%	20.3%	18.8%	
No	89.5%	86.3%	89.0%	95.3%	91.8%	94.0%	84.2%	79.7%	81.2%	
Total(n)	313	4,955	13,029	148	2,562	7,262	165	2,393	5,767	
Have you ever received an award for outstanding teaching?										
Yes	41.2%	43.1%	43.0%	37.2%	45.2%	45.8%	44.8%	40.7%	38.8%	
No	58.8%	56.9%	57.0%	62.8%	54.8%	54.2%	55.2%	59.3%	61.2%	
Total(n)	313	4,954	13,029	148	2,562	7,263	165	2,392	5,766	
Is (or was) your spouse/partner an academic?										
Yes	34.2%	31.6%	32.4%	34.5%	33.4%	31.4%	33.9%	29.3%	34.0%	
No	65.8%	68.4%	67.6%	65.5%	66.6%	68.6%	66.1%	70.7%	66.0%	
Total(n)	313	4,926	12,968	148	2,555	7,239	165	2,371	5,729	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
During the past two years, have you:										
Considered early retirement?										
Yes	19.2%	23.3%	20.1%	18.9%	23.5%	20.5%	19.4%	23.0%	19.5%	
No	80.8%	76.7%	79.9%	81.1%	76.5%	79.5%	80.6%	77.0%	80.5%	
Total(n)	313	4,958	13,033	148	2,565	7,265	165	2,393	5,768	
Considered leaving academe for another job?										
Yes	31.9%	35.3%	32.3%	31.1%	33.2%	30.0%	32.7%	37.9%	35.9%	
No	68.1%	64.7%	67.7%	68.9%	66.8%	70.0%	67.3%	62.1%	64.1%	
Total(n)	313	4,958	13,032	148	2,564	7,265	165	2,394	5,767	
Considered leaving this institution for another?										
Yes	43.8%	47.1%	48.5%	43.2%	47.9%	48.8%	44.2%	46.1%	47.9%	
No	56.2%	52.9%	51.5%	56.8%	52.1%	51.2%	55.8%	53.9%	52.1%	
Total(n)	313	4,957	13,030	148	2,565	7,265	165	2,392	5,765	
Changed academic institutions?										
Yes	11.5%	17.1%	16.1%	12.8%	15.7%	14.5%	10.3%	18.6%	18.5%	
No	88.5%	82.9%	83.9%	87.2%	84.3%	85.5%	89.7%	81.4%	81.5%	
Total(n)	313	4,959	13,029	148	2,565	7,263	165	2,394	5,766	
Engaged in paid consulting outside of your institution?										
Yes	33.9%	35.4%	40.6%	34.5%	37.5%	43.4%	33.3%	32.9%	36.3%	
No	66.1%	64.6%	59.4%	65.5%	62.5%	56.6%	66.7%	67.1%	63.7%	
Total(n)	313	4,955	13,026	148	2,563	7,263	165	2,392	5,763	
Engaged in public service/professional consulting without pay?										Civic Minded Practice
Yes	61.3%	61.5%	59.6%	62.8%	62.3%	60.2%	60.0%	60.6%	58.6%	
No	38.7%	38.5%	40.4%	37.2%	37.7%	39.8%	40.0%	39.4%	41.4%	
Total(n)	313	4,958	13,028	148	2,564	7,263	165	2,394	5,765	
Received at least one firm job offer?										
Yes	21.4%	27.2%	26.1%	20.9%	27.1%	25.0%	21.8%	27.3%	27.9%	
No	78.6%	72.8%	73.9%	79.1%	72.9%	75.0%	78.2%	72.7%	72.1%	
Total(n)	313	4,956	13,026	148	2,562	7,261	165	2,394	5,765	
Requested/sought an early promotion?										
Yes	8.3%	8.8%	8.2%	6.8%	9.2%	8.9%	9.7%	8.4%	7.0%	
No	91.7%	91.2%	91.8%	93.2%	90.8%	91.1%	90.3%	91.6%	93.0%	
Total(n)	313	4,958	13,028	148	2,564	7,262	165	2,394	5,766	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If you were to begin your career again, would you:										
Still want to come to this institution?										
Definitely yes	42.2%	33.6%	36.1%	40.5%	31.8%	35.9%	43.6%	35.8%	36.4%	
Probably yes	30.4%	32.2%	34.4%	27.0%	33.9%	34.7%	33.3%	30.2%	33.9%	
Not sure	16.3%	19.4%	16.5%	20.9%	19.1%	16.3%	12.1%	19.9%	16.9%	
Probably no	8.0%	9.2%	8.0%	8.8%	10.0%	8.1%	7.3%	8.3%	7.7%	
Definitely no	3.2%	5.5%	5.0%	2.7%	5.3%	4.9%	3.6%	5.9%	5.2%	
Total(n)	313	4,953	13,009	148	2,562	7,251	165	2,391	5,758	
Mean	4.00	3.79	3.89	3.94	3.77	3.89	4.06	3.82	3.89	
Standard deviation	1.09	1.16	1.13	1.10	1.15	1.13	1.09	1.18	1.14	
Significance	-	**		-			-	*		
Effect size	-	0.18	0.10	-	0.15	0.04	-	0.20	0.15	
Still want to be a college professor?										
Definitely yes	60.7%	63.0%	61.2%	60.1%	63.5%	63.8%	61.2%	62.5%	57.3%	
Probably yes	27.2%	25.0%	26.5%	29.1%	25.8%	25.0%	25.5%	24.2%	28.8%	
Not sure	8.6%	8.4%	9.2%	8.8%	7.3%	8.3%	8.5%	9.6%	10.4%	
Probably no	2.6%	2.9%	2.5%	2.0%	2.9%	2.1%	3.0%	2.9%	3.0%	
Definitely no	1.0%	0.7%	0.6%	0.0%	0.6%	0.7%	1.8%	0.7%	0.5%	
Total(n)	313	4,952	13,014	148	2,559	7,251	165	2,393	5,763	
Mean	4.44	4.47	4.45	4.47	4.49	4.49	4.41	4.45	4.39	
Standard deviation	0.83	0.82	0.81	0.74	0.80	0.79	0.90	0.84	0.83	
Significance	-			-			-			
Effect size	-	-0.04	-0.01	-	-0.03	-0.03	-	-0.05	0.02	

Grand Valley State University	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:										
It is easy for students to see faculty outside of regular office hours										
Very descriptive	63.6%	60.6%	50.1%	68.2%	61.1%	51.0%	59.4%	59.9%	48.7%	
Somewhat descriptive	34.8%	35.2%	44.0%	29.7%	34.6%	43.8%	39.4%	36.0%	44.4%	
Not descriptive	1.6%	4.2%	5.9%	2.0%	4.3%	5.2%	1.2%	4.1%	7.0%	
Total(n)	313	4,955	13,016	148	2,564	7,259	165	2,391	5,757	
Mean	2.62	2.56	2.44	2.66	2.57	2.46	2.58	2.56	2.42	
Standard deviation	0.52	0.57	0.60	0.52	0.58	0.59	0.52	0.57	0.62	
Significance	-		***	-		***	-		**	
Effect size	-	0.11	0.30	-	0.16	0.34	-	0.04	0.26	
The faculty are typically at odds with campus administration										
Very descriptive	5.4%	22.5%	20.0%	3.4%	23.0%	19.7%	7.3%	22.0%	20.4%	
Somewhat descriptive	39.9%	46.7%	46.6%	38.5%	47.1%	46.6%	41.2%	46.1%	46.6%	
Not descriptive	54.6%	30.8%	33.4%	58.1%	29.9%	33.7%	51.5%	31.9%	32.9%	
Total(n)	313	4,948	12,994	148	2,562	7,251	165	2,386	5,743	
Mean	1.51	1.92	1.87	1.45	1.93	1.86	1.56	1.90	1.87	
Standard deviation	0.60	0.73	0.72	0.56	0.72	0.72	0.63	0.73	0.72	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.56	-0.50	-	-0.67	-0.57	-	-0.47	-0.43	
Faculty here respect each other										
Very descriptive	47.3%	43.9%	47.0%	51.4%	45.2%	47.9%	43.6%	42.3%	45.5%	
Somewhat descriptive	47.0%	49.5%	46.0%	42.6%	49.0%	46.0%	50.9%	50.2%	46.1%	
Not descriptive	5.8%	6.6%	7.0%	6.1%	5.9%	6.1%	5.5%	7.5%	8.4%	
Total(n)	313	4,954	13,017	148	2,564	7,260	165	2,390	5,757	
Mean	2.42	2.37	2.40	2.45	2.39	2.42	2.38	2.35	2.37	
Standard deviation	0.60	0.61	0.62	0.61	0.60	0.60	0.59	0.61	0.63	
Significance	-			-			-			
Effect size	-	0.08	0.03	-	0.10	0.05	-	0.05	0.02	

Grand Valley State University	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:										
Most students are treated like "numbers in a book"										
Very descriptive	3.2%	3.8%	4.9%	4.1%	3.9%	4.9%	2.4%	3.6%	5.0%	
Somewhat descriptive	16.0%	18.6%	23.2%	19.6%	19.0%	24.0%	12.7%	18.2%	21.8%	
Not descriptive	80.8%	77.6%	71.9%	76.4%	77.1%	71.1%	84.8%	78.2%	73.2%	
Total(n)	313	4,954	13,005	148	2,565	7,254	165	2,389	5,751	
Mean	1.22	1.26	1.33	1.28	1.27	1.34	1.18	1.25	1.32	
Standard deviation	0.49	0.52	0.57	0.53	0.52	0.57	0.44	0.51	0.56	
Significance	-		***	-			-		**	
Effect size	-	-0.08	-0.19	-	0.02	-0.11	-	-0.14	-0.25	
Faculty are rewarded for being good teachers										
Very descriptive	33.5%	18.5%	15.6%	35.1%	18.2%	15.5%	32.1%	18.9%	15.6%	
Somewhat descriptive	51.4%	54.5%	55.2%	50.7%	54.1%	54.9%	52.1%	55.1%	55.6%	
Not descriptive	15.0%	26.9%	29.3%	14.2%	27.7%	29.6%	15.8%	25.9%	28.8%	
Total(n)	313	4,952	13,004	148	2,564	7,255	165	2,388	5,749	
Mean	2.19	1.92	1.86	2.21	1.90	1.86	2.16	1.93	1.87	
Standard deviation	0.67	0.67	0.66	0.67	0.67	0.66	0.67	0.67	0.65	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.40	0.50	-	0.46	0.53	-	0.34	0.45	
There is respect for the expression of diverse values and beliefs										
Very descriptive	34.9%	32.6%	36.1%	40.1%	31.7%	35.1%	30.3%	33.6%	37.6%	
Somewhat descriptive	57.1%	57.6%	54.5%	51.0%	58.8%	55.7%	62.4%	56.0%	52.6%	
Not descriptive	8.0%	9.9%	9.5%	8.8%	9.4%	9.2%	7.3%	10.4%	9.8%	
Total(n)	312	4,949	12,995	147	2,561	7,247	165	2,388	5,748	
Mean	2.27	2.23	2.27	2.31	2.22	2.26	2.23	2.23	2.28	
Standard deviation	0.60	0.61	0.62	0.63	0.60	0.61	0.57	0.62	0.63	
Significance	-			-			-			
Effect size	-	0.07	0.00	-	0.15	0.08	-	0.00	-0.08	

Grand Valley State University	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:										
Faculty are rewarded for their efforts to use instructional technology										
Very descriptive	28.9%	18.2%	15.3%	29.9%	16.4%	13.3%	28.0%	20.4%	18.3%	
Somewhat descriptive	50.8%	52.7%	52.3%	49.0%	54.0%	54.7%	52.4%	51.3%	48.8%	
Not descriptive	20.3%	29.0%	32.4%	21.1%	29.6%	32.0%	19.5%	28.3%	32.9%	
Total(n)	311	4,945	12,978	147	2,560	7,239	164	2,385	5,739	
Mean	2.09	1.89	1.83	2.09	1.87	1.81	2.09	1.92	1.85	
Standard deviation	0.70	0.68	0.67	0.71	0.67	0.65	0.69	0.69	0.70	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.29	0.39	-	0.33	0.43	-	0.25	0.34	
Administrators consider faculty concerns when making policy										
Very descriptive	22.3%	15.8%	14.8%	25.2%	15.6%	15.3%	19.6%	16.1%	14.0%	
Somewhat descriptive	62.3%	54.6%	57.3%	61.2%	56.1%	57.4%	63.2%	52.7%	57.1%	
Not descriptive	15.5%	29.6%	27.9%	13.6%	28.4%	27.3%	17.2%	31.2%	28.8%	
Total(n)	310	4,943	12,988	147	2,560	7,251	163	2,383	5,737	
Mean	2.07	1.86	1.87	2.12	1.87	1.88	2.02	1.85	1.85	
Standard deviation	0.61	0.66	0.64	0.61	0.65	0.64	0.61	0.67	0.64	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.32	0.31	-	0.38	0.38	-	0.25	0.27	
The administration is open about its policies										
Very descriptive	26.0%	20.4%	17.2%	27.2%	20.2%	16.9%	25.0%	20.6%	17.6%	
Somewhat descriptive	58.5%	51.0%	53.3%	58.5%	50.6%	52.8%	58.5%	51.5%	54.2%	
Not descriptive	15.4%	28.6%	29.5%	14.3%	29.2%	30.3%	16.5%	27.9%	28.2%	
Total(n)	311	4,944	12,992	147	2,561	7,253	164	2,383	5,739	
Mean	2.11	1.92	1.88	2.13	1.91	1.87	2.09	1.93	1.89	
Standard deviation	0.64	0.70	0.67	0.63	0.70	0.67	0.64	0.69	0.67	
Significance	-	***	***	-	***	***	-	**	***	
Effect size	-	0.27	0.34	-	0.31	0.39	-	0.23	0.30	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Managing household responsibilities										
Extensive	21.8%	18.9%	19.1%	14.5%	15.7%	15.7%	28.2%	22.6%	24.4%	
Somewhat	54.5%	56.6%	55.9%	56.6%	58.0%	55.9%	52.8%	54.9%	56.0%	
Not at all	23.7%	24.6%	25.0%	29.0%	26.3%	28.5%	19.0%	22.5%	19.6%	
Total(n)	308	4,878	12,764	145	2,522	7,092	163	2,356	5,672	
Mean	1.98	1.94	1.94	1.86	1.89	1.87	2.09	2.00	2.05	
Standard deviation	0.68	0.66	0.66	0.65	0.64	0.65	0.68	0.67	0.66	
Significance	-			-			-			
Effect size	-	0.06	0.06	-	-0.05	-0.02	-	0.13	0.06	
Child care										
Extensive	18.3%	17.5%	18.4%	19.4%	13.7%	13.5%	17.0%	23.3%	26.8%	
Somewhat	43.5%	36.0%	37.5%	41.8%	35.2%	37.0%	45.5%	37.1%	38.4%	
Not at all	38.2%	46.5%	44.1%	38.8%	51.1%	49.5%	37.5%	39.6%	34.8%	
Total(n)	186	2,960	8,090	98	1,702	4,863	88	1,258	3,227	
Mean	1.80	1.71	1.74	1.81	1.63	1.64	1.80	1.84	1.92	
Standard deviation	0.73	0.75	0.75	0.74	0.71	0.71	0.71	0.78	0.78	
Significance	-			-	*	*	-			
Effect size	-	0.12	0.08	-	0.25	0.24	-	-0.05	-0.15	
Care of elderly parent										
Extensive	15.5%	11.6%	13.3%	13.1%	9.3%	9.6%	17.5%	14.4%	19.2%	
Somewhat	37.1%	36.2%	36.7%	41.4%	32.7%	35.6%	33.3%	40.6%	38.3%	
Not at all	47.4%	52.2%	50.1%	45.5%	58.0%	54.7%	49.1%	45.0%	42.5%	
Total(n)	213	3,264	8,773	99	1,728	5,032	114	1,536	3,741	
Mean	1.68	1.59	1.63	1.68	1.51	1.55	1.68	1.69	1.77	
Standard deviation	0.73	0.69	0.71	0.70	0.66	0.66	0.76	0.71	0.75	
Significance	-			-	*		-			
Effect size	-	0.13	0.07	-	0.26	0.20	-	-0.01	-0.12	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
My physical health										
Extensive	11.3%	8.2%	7.9%	10.3%	6.8%	6.1%	12.1%	9.8%	10.7%	
Somewhat	46.0%	45.5%	45.8%	46.9%	45.5%	44.9%	45.2%	45.5%	47.2%	
Not at all	42.7%	46.3%	46.3%	42.8%	47.6%	49.0%	42.7%	44.7%	42.1%	
Total(n)	302	4,759	12,484	145	2,483	7,005	157	2,276	5,479	
Mean	1.69	1.62	1.62	1.68	1.59	1.57	1.69	1.65	1.69	
Standard deviation	0.67	0.63	0.63	0.65	0.61	0.61	0.68	0.65	0.66	
Significance	-			-		*	-			
Effect size	-	0.11	0.11	-	0.15	0.18	-	0.06	0.00	
Health of spouse/partner										
Extensive	10.8%	8.2%	7.4%	9.6%	7.8%	6.9%	12.0%	8.8%	8.4%	
Somewhat	34.3%	36.5%	37.0%	43.0%	39.8%	40.2%	25.6%	31.8%	31.4%	
Not at all	54.9%	55.2%	55.5%	47.4%	52.4%	52.9%	62.4%	59.4%	60.2%	
Total(n)	268	4,120	10,989	135	2,290	6,530	133	1,830	4,459	
Mean	1.56	1.53	1.52	1.62	1.55	1.54	1.50	1.49	1.48	
Standard deviation	0.68	0.64	0.63	0.66	0.64	0.62	0.70	0.65	0.65	
Significance	-			-			-			
Effect size	-	0.05	0.06	-	0.11	0.13	-	0.02	0.03	
Review/promotion process										
Extensive	21.1%	20.4%	20.5%	12.5%	17.7%	17.3%	29.0%	23.8%	25.5%	
Somewhat	39.5%	39.0%	37.6%	41.4%	36.0%	35.6%	37.7%	42.7%	40.8%	
Not at all	39.5%	40.6%	41.9%	46.1%	46.3%	47.2%	33.3%	33.5%	33.7%	
Total(n)	266	4,328	11,365	128	2,279	6,383	138	2,049	4,982	
Mean	1.82	1.80	1.79	1.66	1.71	1.70	1.96	1.90	1.92	
Standard deviation	0.76	0.75	0.76	0.69	0.75	0.74	0.79	0.75	0.77	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.07	-0.05	-	0.08	0.05	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Subtle discrimination (e.g., prejudice, racism, sexism)										
Extensive	10.3%	6.6%	6.5%	3.7%	4.1%	4.3%	16.4%	9.5%	9.8%	
Somewhat	19.1%	22.7%	22.3%	11.0%	18.4%	16.3%	26.7%	27.8%	31.3%	
Not at all	70.6%	70.7%	71.2%	85.3%	77.5%	79.4%	56.8%	62.6%	58.9%	
Total(n)	282	4,396	11,640	136	2,287	6,477	146	2,109	5,163	
Mean	1.40	1.36	1.35	1.18	1.27	1.25	1.60	1.47	1.51	
Standard deviation	0.67	0.60	0.60	0.47	0.53	0.52	0.76	0.66	0.67	
Significance	-			-			-	*		
Effect size	-	0.07	0.08	-	-0.17	-0.13	-	0.20	0.13	
Personal finances										
Extensive	15.7%	20.9%	18.1%	13.1%	21.2%	15.9%	18.1%	20.5%	21.4%	
Somewhat	49.2%	49.2%	46.4%	42.1%	50.0%	46.8%	55.6%	48.4%	45.7%	
Not at all	35.1%	29.9%	35.6%	44.8%	28.9%	37.4%	26.3%	31.2%	32.9%	
Total(n)	305	4,838	12,711	145	2,516	7,110	160	2,322	5,601	
Mean	1.81	1.91	1.82	1.68	1.92	1.79	1.92	1.89	1.89	
Standard deviation	0.69	0.71	0.71	0.69	0.70	0.70	0.66	0.71	0.73	
Significance	-	*		-	***		-			
Effect size	-	-0.14	-0.01	-	-0.34	-0.16	-	0.04	0.04	
Committee work										
Extensive	11.8%	13.1%	11.2%	8.5%	11.4%	9.6%	14.8%	15.1%	13.7%	
Somewhat	57.4%	54.5%	51.3%	59.6%	53.9%	50.3%	55.5%	55.2%	52.9%	
Not at all	30.7%	32.4%	37.5%	31.9%	34.6%	40.1%	29.7%	29.7%	33.4%	
Total(n)	296	4,828	12,620	141	2,501	7,055	155	2,327	5,565	
Mean	1.81	1.81	1.74	1.77	1.77	1.70	1.85	1.85	1.80	
Standard deviation	0.63	0.65	0.65	0.59	0.64	0.64	0.65	0.65	0.66	
Significance	-			-			-			
Effect size	-	0.00	0.11	-	0.00	0.11	-	0.00	0.08	Career Related Stress

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Faculty meetings										
Extensive	17.7%	11.8%	10.4%	12.4%	10.0%	9.3%	22.5%	13.9%	12.0%	
Somewhat	47.2%	45.1%	43.3%	45.5%	44.7%	42.5%	48.8%	45.6%	44.5%	
Not at all	35.1%	43.1%	46.3%	42.1%	45.3%	48.2%	28.8%	40.4%	43.5%	
Total(n)	305	4,910	12,877	145	2,538	7,187	160	2,372	5,690	
Mean	1.83	1.69	1.64	1.70	1.65	1.61	1.94	1.73	1.69	
Standard deviation	0.71	0.67	0.66	0.68	0.65	0.65	0.72	0.69	0.68	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.21	0.29	-	0.08	0.14	-	0.30	0.37	
Colleagues										
Extensive	14.6%	15.6%	13.4%	10.3%	12.8%	11.2%	18.4%	18.8%	16.7%	
Somewhat	53.7%	48.0%	49.1%	54.8%	49.4%	48.5%	52.8%	46.4%	49.9%	
Not at all	31.7%	36.4%	37.6%	34.9%	37.8%	40.3%	28.8%	34.8%	33.5%	
Total(n)	309	4,937	12,965	146	2,551	7,225	163	2,386	5,740	
Mean	1.83	1.79	1.76	1.75	1.75	1.71	1.90	1.84	1.83	
Standard deviation	0.66	0.69	0.67	0.63	0.67	0.66	0.68	0.71	0.69	
Significance	-			-			-			
Effect size	-	0.06	0.10	-	0.00	0.06	-	0.08	0.10	
Students										
Extensive	6.5%	7.4%	6.3%	4.8%	5.8%	5.1%	8.0%	9.3%	8.2%	
Somewhat	56.8%	57.1%	53.9%	55.1%	56.6%	51.5%	58.3%	57.6%	57.5%	
Not at all	36.8%	35.5%	39.8%	40.1%	37.6%	43.4%	33.7%	33.1%	34.2%	
Total(n)	310	4,933	12,949	147	2,552	7,216	163	2,381	5,733	
Mean	1.70	1.72	1.67	1.65	1.68	1.62	1.74	1.76	1.74	
Standard deviation	0.58	0.59	0.59	0.57	0.58	0.58	0.59	0.61	0.60	
Significance	-			-			-			
Effect size	-	-0.03	0.05	-	-0.05	0.05	-	-0.03	0.00	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Research or publishing demands										
Extensive	16.4%	17.5%	24.1%	12.5%	15.1%	21.6%	20.1%	20.5%	28.2%	Career Related Stress
Somewhat	57.0%	46.7%	48.9%	53.5%	46.1%	49.7%	60.4%	47.6%	47.6%	
Not at all	26.5%	35.8%	27.0%	34.0%	38.8%	28.8%	19.5%	32.0%	24.3%	
Total(n)	298	4,727	12,466	144	2,488	7,045	154	2,239	5,421	
Mean	1.90	1.82	1.97	1.78	1.76	1.93	2.01	1.88	2.04	
Standard deviation	0.65	0.71	0.71	0.65	0.70	0.71	0.63	0.71	0.72	
Significance	-			-		*	-	*		
Effect size	-	0.11	-0.10	-	0.03	-0.21	-	0.18	-0.04	
Institutional procedures and "red tape"										
Extensive	16.1%	19.4%	19.9%	11.8%	18.9%	19.4%	19.9%	20.1%	20.8%	Career Related Stress
Somewhat	51.8%	54.1%	53.7%	52.8%	55.1%	54.6%	50.9%	52.9%	52.4%	
Not at all	32.1%	26.5%	26.3%	35.4%	26.0%	26.0%	29.2%	27.1%	26.9%	
Total(n)	305	4,895	12,846	144	2,539	7,186	161	2,356	5,660	
Mean	1.84	1.93	1.94	1.76	1.93	1.93	1.91	1.93	1.94	
Standard deviation	0.68	0.67	0.68	0.65	0.67	0.67	0.70	0.68	0.69	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.13	-0.15	-	-0.25	-0.25	-	-0.03	-0.04	
Teaching load										
Extensive	17.9%	25.7%	16.9%	16.4%	23.5%	13.8%	19.3%	28.5%	21.7%	Career Related Stress
Somewhat	45.0%	45.7%	42.7%	43.2%	46.9%	44.0%	46.6%	44.3%	40.8%	
Not at all	37.1%	28.5%	40.4%	40.4%	29.6%	42.2%	34.2%	27.2%	37.5%	
Total(n)	307	4,923	12,922	146	2,548	7,210	161	2,375	5,712	
Mean	1.81	1.97	1.77	1.76	1.94	1.72	1.85	2.01	1.84	
Standard deviation	0.72	0.74	0.72	0.72	0.73	0.69	0.72	0.75	0.75	
Significance	-	***		-	**		-	**		
Effect size	-	-0.22	0.06	-	-0.25	0.06	-	-0.21	0.01	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Children's problems										
Extensive	11.4%	8.4%	9.7%	9.1%	7.5%	7.7%	13.9%	9.7%	13.2%	
Somewhat	40.3%	36.2%	37.4%	39.1%	33.3%	35.0%	41.6%	40.3%	41.8%	
Not at all	48.3%	55.4%	52.8%	51.8%	59.2%	57.3%	44.6%	50.0%	45.0%	
Total(n)	211	3,335	9,057	110	1,878	5,426	101	1,457	3,631	
Mean	1.63	1.53	1.57	1.57	1.48	1.50	1.69	1.60	1.68	
Standard deviation	0.68	0.65	0.66	0.66	0.63	0.64	0.70	0.66	0.69	
Significance	-	*		-			-			
Effect size	-	0.15	0.09	-	0.14	0.11	-	0.14	0.01	
Friction with spouse/partner										
Extensive	8.7%	6.7%	5.9%	6.0%	5.2%	5.1%	11.5%	8.9%	7.4%	
Somewhat	25.8%	29.1%	28.4%	30.8%	31.7%	28.6%	20.6%	25.3%	27.9%	
Not at all	65.5%	64.2%	65.7%	63.2%	63.1%	66.3%	67.9%	65.8%	64.7%	
Total(n)	264	4,103	10,959	133	2,276	6,507	131	1,827	4,452	
Mean	1.43	1.43	1.40	1.43	1.42	1.39	1.44	1.43	1.43	
Standard deviation	0.65	0.62	0.60	0.61	0.59	0.58	0.69	0.65	0.63	
Significance	-			-			-			
Effect size	-	0.00	0.05	-	0.02	0.07	-	0.02	0.02	
Lack of personal time										
Extensive	38.7%	34.0%	32.3%	28.1%	28.6%	27.0%	48.2%	40.5%	40.5%	
Somewhat	44.8%	49.7%	50.3%	48.6%	52.7%	52.0%	41.5%	46.1%	47.8%	
Not at all	16.5%	16.3%	17.3%	23.3%	18.8%	21.0%	10.4%	13.3%	11.7%	
Total(n)	310	4,942	12,983	146	2,554	7,231	164	2,388	5,752	
Mean	2.22	2.18	2.15	2.05	2.10	2.06	2.38	2.27	2.29	
Standard deviation	0.71	0.69	0.69	0.72	0.68	0.69	0.67	0.68	0.66	
Significance	-			-			-	*		
Effect size	-	0.06	0.10	-	-0.07	-0.01	-	0.16	0.14	Career Related Stress

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Keeping up with information technology										
Extensive	8.1%	8.7%	7.3%	6.8%	7.7%	6.2%	9.3%	9.9%	9.0%	
Somewhat	52.1%	48.8%	45.9%	53.1%	47.0%	44.1%	51.2%	51.0%	48.6%	
Not at all	39.8%	42.5%	46.9%	40.1%	45.3%	49.8%	39.5%	39.1%	42.4%	
Total(n)	309	4,937	12,948	147	2,550	7,209	162	2,387	5,739	
Mean	1.68	1.66	1.60	1.67	1.62	1.56	1.70	1.71	1.67	
Standard deviation	0.62	0.63	0.62	0.60	0.62	0.61	0.63	0.64	0.63	
Significance	-		*	-		*	-			
Effect size	-	0.03	0.13	-	0.08	0.18	-	-0.02	0.05	
Job security										
Extensive	8.2%	13.5%	12.0%	4.8%	13.1%	10.3%	11.2%	13.9%	14.7%	
Somewhat	24.2%	30.6%	26.5%	20.0%	29.5%	24.2%	28.0%	31.9%	30.0%	
Not at all	67.6%	55.9%	61.5%	75.2%	57.4%	65.5%	60.9%	54.2%	55.3%	
Total(n)	306	4,882	12,819	145	2,529	7,162	161	2,353	5,657	
Mean	1.41	1.58	1.51	1.30	1.56	1.45	1.50	1.60	1.59	
Standard deviation	0.64	0.72	0.70	0.55	0.71	0.67	0.69	0.72	0.73	
Significance	-	***	*	-	***	**	-			
Effect size	-	-0.24	-0.14	-	-0.37	-0.22	-	-0.14	-0.12	
Being part of a dual career couple										
Extensive	12.0%	9.7%	12.9%	6.0%	6.5%	9.5%	17.6%	14.0%	18.5%	
Somewhat	44.4%	37.9%	37.4%	46.6%	35.9%	35.1%	42.4%	40.7%	41.2%	
Not at all	43.6%	52.4%	49.7%	47.4%	57.6%	55.4%	40.0%	45.4%	40.3%	
Total(n)	241	3,913	10,361	116	2,093	5,947	125	1,820	4,414	
Mean	1.68	1.57	1.63	1.59	1.49	1.54	1.78	1.69	1.78	
Standard deviation	0.68	0.66	0.70	0.61	0.62	0.66	0.73	0.70	0.74	
Significance	-	*		-			-			
Effect size	-	0.17	0.07	-	0.16	0.08	-	0.13	0.00	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Working with underprepared students										
Extensive	13.4%	28.7%	19.9%	13.1%	28.9%	18.4%	13.8%	28.4%	22.1%	
Somewhat	58.7%	54.2%	54.2%	57.9%	52.5%	54.2%	59.4%	56.3%	54.1%	
Not at all	27.9%	17.1%	26.0%	29.0%	18.5%	27.4%	26.9%	15.3%	23.8%	
Total(n)	305	4,934	12,895	145	2,548	7,186	160	2,386	5,709	
Mean	1.86	2.12	1.94	1.84	2.10	1.91	1.87	2.13	1.98	
Standard deviation	0.63	0.67	0.67	0.63	0.68	0.67	0.63	0.65	0.68	
Significance	-	***	*	-	***		-	***	*	
Effect size	-	-0.39	-0.12	-	-0.38	-0.10	-	-0.40	-0.16	
Self-imposed high expectations										
Extensive	32.8%	28.9%	31.9%	30.6%	27.1%	29.1%	34.8%	31.1%	36.2%	
Somewhat	52.6%	55.3%	53.3%	48.6%	54.7%	53.7%	56.1%	56.0%	52.7%	
Not at all	14.6%	15.9%	14.8%	20.8%	18.3%	17.3%	9.1%	12.9%	11.1%	
Total(n)	308	4,928	12,951	144	2,546	7,216	164	2,382	5,735	
Mean	2.18	2.13	2.17	2.10	2.09	2.12	2.26	2.18	2.25	
Standard deviation	0.67	0.66	0.66	0.71	0.67	0.67	0.61	0.64	0.64	
Significance	-			-			-			
Effect size	-	0.08	0.02	-	0.01	-0.03	-	0.12	0.02	
Change in work responsibilities										
Extensive	12.6%	12.8%	12.1%	9.2%	10.2%	8.5%	15.8%	15.9%	17.6%	
Somewhat	37.5%	38.8%	38.3%	28.4%	35.4%	36.0%	46.1%	42.8%	42.0%	
Not at all	49.8%	48.4%	49.6%	62.4%	54.4%	55.5%	38.2%	41.2%	40.5%	
Total(n)	293	4,677	12,331	141	2,435	6,912	152	2,242	5,419	
Mean	1.63	1.64	1.62	1.47	1.56	1.53	1.78	1.75	1.77	
Standard deviation	0.70	0.70	0.69	0.66	0.67	0.65	0.70	0.71	0.73	
Significance	-			-			-			
Effect size	-	-0.01	0.01	-	-0.13	-0.09	-	0.04	0.01	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate the extent to which each of the following has been a source of stress for you during the last two years:										
Institutional budget cuts										
Extensive	8.6%	38.1%	29.3%	5.6%	38.9%	27.8%	11.3%	37.0%	31.7%	
Somewhat	50.3%	46.7%	48.1%	52.8%	45.3%	47.3%	48.1%	48.5%	49.2%	
Not at all	41.1%	15.2%	22.6%	41.7%	15.8%	24.9%	40.6%	14.4%	19.1%	
Total(n)	304	4,914	12,802	144	2,543	7,149	160	2,371	5,653	
Mean	1.67	2.23	2.07	1.64	2.23	2.03	1.71	2.23	2.13	
Standard deviation	0.63	0.69	0.72	0.59	0.70	0.73	0.66	0.68	0.70	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.81	-0.56	-	-0.84	-0.53	-	-0.76	-0.60	
How satisfied are you with the following aspects of your job?										
Salary										
Very satisfied	9.6%	8.8%	10.8%	14.9%	9.0%	11.6%	4.8%	8.6%	9.5%	Job Satisfaction: Compensation
Satisfied	44.7%	34.9%	39.3%	41.9%	34.6%	39.6%	47.3%	35.4%	38.9%	
Marginally satisfied	30.7%	33.5%	30.3%	28.4%	33.5%	30.1%	32.7%	33.5%	30.5%	
Not satisfied	15.0%	22.8%	19.6%	14.9%	23.0%	18.7%	15.2%	22.5%	21.1%	
Total(n)	313	4,960	13,019	148	2,565	7,262	165	2,395	5,757	
Mean	2.49	2.30	2.41	2.57	2.30	2.44	2.42	2.30	2.37	
Standard deviation	0.86	0.92	0.92	0.92	0.92	0.92	0.80	0.91	0.92	
Significance	-	***		-	***		-			
Effect size	-	0.21	0.09	-	0.29	0.14	-	0.13	0.05	
Health benefits										
Very satisfied	17.0%	23.2%	23.1%	24.5%	23.2%	22.6%	10.3%	23.2%	23.9%	
Satisfied	50.6%	51.9%	51.9%	43.5%	49.9%	51.0%	57.0%	54.3%	53.4%	
Marginally satisfied	25.3%	19.1%	19.1%	22.4%	20.3%	20.0%	27.9%	17.5%	17.8%	
Not satisfied	7.1%	5.8%	5.9%	9.5%	6.5%	6.5%	4.8%	5.0%	5.0%	
Total(n)	312	4,896	12,803	147	2,542	7,185	165	2,354	5,618	
Mean	2.78	2.92	2.92	2.83	2.90	2.90	2.73	2.96	2.96	
Standard deviation	0.81	0.81	0.81	0.91	0.83	0.82	0.71	0.78	0.78	
Significance	-	**	**	-			-	***	***	
Effect size	-	-0.17	-0.17	-	-0.08	-0.09	-	-0.29	-0.29	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Retirement benefits										Job Satisfaction: Compensation
Very satisfied	20.9%	17.2%	17.6%	25.2%	17.0%	17.7%	17.0%	17.4%	17.4%	
Satisfied	52.0%	53.2%	53.2%	45.6%	52.6%	53.6%	57.9%	53.8%	52.7%	
Marginally satisfied	18.0%	23.4%	22.6%	19.7%	23.9%	22.3%	16.4%	22.7%	23.2%	
Not satisfied	9.2%	6.3%	6.6%	9.5%	6.4%	6.4%	8.8%	6.1%	6.8%	
Total(n)	306	4,866	12,753	147	2,534	7,149	159	2,332	5,604	
Mean	2.85	2.81	2.82	2.86	2.80	2.83	2.83	2.83	2.81	
Standard deviation	0.86	0.79	0.79	0.90	0.79	0.79	0.81	0.78	0.80	
Significance	-			-			-			
Effect size	-	0.05	0.04	-	0.08	0.04	-	0.00	0.03	
Opportunity for scholarly pursuits										Job Satisfaction: Compensation
Very satisfied	12.7%	8.6%	16.9%	18.5%	9.9%	19.2%	7.5%	7.1%	13.2%	
Satisfied	46.9%	39.8%	44.6%	39.0%	42.1%	46.5%	54.0%	37.0%	41.5%	
Marginally satisfied	23.8%	31.1%	25.4%	23.3%	30.5%	23.6%	24.2%	31.7%	28.1%	
Not satisfied	16.6%	20.5%	13.2%	19.2%	17.5%	10.6%	14.3%	24.2%	17.2%	
Total(n)	307	4,871	12,774	146	2,527	7,145	161	2,344	5,629	
Mean	2.56	2.37	2.65	2.57	2.44	2.74	2.55	2.27	2.51	
Standard deviation	0.91	0.90	0.91	1.00	0.89	0.89	0.83	0.91	0.93	
Significance	-	***		-		*	-	***		
Effect size	-	0.21	-0.10	-	0.15	-0.19	-	0.31	0.04	
Teaching load										Job Satisfaction: Compensation
Very satisfied	10.0%	7.9%	13.5%	12.2%	8.1%	14.4%	8.0%	7.6%	12.0%	
Satisfied	51.3%	38.1%	47.4%	50.0%	39.9%	48.3%	52.5%	35.9%	45.9%	
Marginally satisfied	23.2%	28.2%	24.1%	21.6%	27.1%	23.9%	24.7%	29.5%	24.4%	
Not satisfied	15.5%	25.8%	15.1%	16.2%	24.9%	13.5%	14.8%	27.0%	17.7%	
Total(n)	310	4,943	12,973	148	2,561	7,245	162	2,382	5,728	
Mean	2.56	2.28	2.59	2.58	2.31	2.64	2.54	2.24	2.52	
Standard deviation	0.87	0.94	0.90	0.90	0.94	0.89	0.84	0.94	0.92	
Significance	-	***		-	***		-	***		
Effect size	-	0.30	-0.03	-	0.29	-0.07	-	0.32	0.02	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Quality of students										
Very satisfied	10.5%	5.9%	10.9%	12.2%	6.1%	10.9%	9.1%	5.7%	11.1%	
Satisfied	56.2%	37.2%	43.3%	46.6%	34.5%	40.5%	64.8%	40.5%	47.5%	
Marginally satisfied	24.3%	36.3%	31.9%	28.4%	36.8%	33.4%	20.6%	35.6%	29.6%	
Not satisfied	8.9%	20.6%	13.9%	12.8%	22.5%	15.2%	5.5%	18.3%	11.8%	
Total(n)	313	4,956	13,009	148	2,563	7,254	165	2,393	5,755	
Mean	2.68	2.28	2.51	2.58	2.24	2.47	2.78	2.34	2.58	
Standard deviation	0.78	0.86	0.86	0.87	0.87	0.88	0.68	0.84	0.84	
Significance	-	***	***	-	***		-	***	**	
Effect size	-	0.47	0.20	-	0.39	0.13	-	0.52	0.24	
Office/lab space										
Very satisfied	27.5%	20.5%	23.5%	30.6%	19.1%	21.8%	24.8%	22.1%	26.0%	
Satisfied	40.5%	49.2%	47.3%	39.6%	50.3%	48.7%	41.2%	47.9%	45.2%	
Marginally satisfied	15.5%	17.2%	18.0%	17.4%	17.9%	18.4%	13.9%	16.2%	17.3%	
Not satisfied	16.5%	13.2%	11.2%	12.5%	12.6%	11.1%	20.0%	13.8%	11.4%	
Total(n)	309	4,903	12,856	144	2,537	7,172	165	2,366	5,684	
Mean	2.79	2.77	2.83	2.88	2.76	2.81	2.71	2.78	2.86	
Standard deviation	1.02	0.92	0.91	0.99	0.90	0.90	1.05	0.94	0.93	
Significance	-			-			-		*	
Effect size	-	0.02	-0.04	-	0.13	0.08	-	-0.07	-0.16	
Autonomy and independence										
Very satisfied	38.3%	34.1%	41.7%	45.3%	35.8%	42.7%	32.1%	32.0%	40.2%	
Satisfied	48.2%	49.0%	44.5%	43.2%	47.4%	44.3%	52.7%	51.1%	44.7%	
Marginally satisfied	8.9%	13.4%	10.8%	6.8%	12.8%	10.2%	10.9%	14.1%	11.8%	
Not satisfied	4.5%	3.5%	3.0%	4.7%	4.0%	2.8%	4.2%	2.8%	3.4%	
Total(n)	313	4,952	13,008	148	2,560	7,248	165	2,392	5,760	
Mean	3.20	3.14	3.25	3.29	3.15	3.27	3.13	3.12	3.22	
Standard deviation	0.78	0.77	0.76	0.79	0.79	0.75	0.77	0.75	0.78	
Significance	-			-	*		-			
Effect size	-	0.08	-0.07	-	0.18	0.03	-	0.01	-0.12	

Job Satisfaction: Workplace

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Professional relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	25.9%	27.1%	29.0%	29.7%	26.0%	28.4%	22.4%	28.3%	29.8%	
Satisfied	46.6%	49.5%	47.4%	45.3%	50.4%	48.4%	47.9%	48.4%	45.9%	
Marginally satisfied	20.8%	16.9%	16.4%	18.2%	17.3%	15.9%	23.0%	16.5%	17.0%	
Not satisfied	6.7%	6.5%	7.3%	6.8%	6.3%	7.3%	6.7%	6.8%	7.2%	
Total(n)	313	4,952	13,014	148	2,560	7,255	165	2,392	5,759	
Mean	2.92	2.97	2.98	2.98	2.96	2.98	2.86	2.98	2.98	
Standard deviation	0.85	0.84	0.86	0.87	0.83	0.86	0.84	0.85	0.87	
Significance	-			-			-			
Effect size	-	-0.06	-0.07	-	0.02	0.00	-	-0.14	-0.14	
Social relationships with other faculty										Job Satisfaction: Workplace
Very satisfied	16.6%	19.8%	17.7%	19.3%	17.7%	15.7%	14.2%	22.3%	20.8%	
Satisfied	52.2%	48.8%	47.2%	51.4%	49.9%	48.1%	52.9%	47.3%	45.9%	
Marginally satisfied	19.3%	22.4%	24.8%	17.9%	22.7%	25.8%	20.6%	22.0%	23.2%	
Not satisfied	11.9%	9.1%	10.3%	11.4%	9.7%	10.4%	12.3%	8.4%	10.2%	
Total(n)	295	4,760	12,518	140	2,467	7,012	155	2,293	5,506	
Mean	2.74	2.79	2.72	2.79	2.76	2.69	2.69	2.84	2.77	
Standard deviation	0.88	0.86	0.87	0.89	0.86	0.86	0.86	0.87	0.89	
Significance	-			-			-	*		
Effect size	-	-0.06	0.02	-	0.03	0.12	-	-0.17	-0.09	
Competency of colleagues										Job Satisfaction: Workplace
Very satisfied	24.6%	22.8%	28.4%	25.0%	21.5%	27.1%	24.2%	24.3%	30.4%	
Satisfied	55.0%	53.4%	50.6%	50.7%	54.4%	51.6%	58.8%	52.1%	49.2%	
Marginally satisfied	13.7%	17.2%	15.7%	16.2%	17.4%	16.0%	11.5%	17.0%	15.3%	
Not satisfied	6.7%	6.6%	5.3%	8.1%	6.7%	5.3%	5.5%	6.6%	5.2%	
Total(n)	313	4,949	12,998	148	2,557	7,242	165	2,392	5,756	
Mean	2.97	2.92	3.02	2.93	2.91	3.00	3.02	2.94	3.05	
Standard deviation	0.81	0.81	0.81	0.86	0.80	0.80	0.76	0.82	0.81	
Significance	-			-			-			
Effect size	-	0.06	-0.06	-	0.03	-0.09	-	0.10	-0.04	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Job security										Job Satisfaction: Compensation
Very satisfied	33.3%	25.1%	30.7%	43.2%	27.1%	33.3%	24.4%	22.8%	26.8%	
Satisfied	49.4%	44.4%	42.6%	43.2%	44.7%	43.5%	54.9%	44.1%	41.2%	
Marginally satisfied	11.5%	19.3%	16.0%	8.8%	17.9%	13.6%	14.0%	21.0%	19.7%	
Not satisfied	5.8%	11.1%	10.6%	4.7%	10.3%	9.5%	6.7%	12.1%	12.3%	
Total(n)	312	4,923	12,947	148	2,543	7,220	164	2,380	5,727	
Mean	3.10	2.84	2.93	3.25	2.89	3.01	2.97	2.78	2.82	
Standard deviation	0.82	0.93	0.94	0.81	0.92	0.92	0.81	0.93	0.96	
Significance	-	***	**	-	***	**	-	*	*	
Effect size	-	0.28	0.18	-	0.39	0.26	-	0.20	0.16	
Departmental leadership										Job Satisfaction: Workplace
Very satisfied	29.1%	29.2%	29.0%	36.1%	31.2%	29.5%	22.8%	26.7%	28.4%	
Satisfied	38.2%	40.8%	38.5%	39.5%	41.8%	39.2%	37.0%	39.6%	37.4%	
Marginally satisfied	18.1%	16.1%	16.6%	13.6%	15.2%	15.9%	22.2%	17.2%	17.6%	
Not satisfied	14.6%	13.9%	15.9%	10.9%	11.8%	15.4%	17.9%	16.5%	16.6%	
Total(n)	309	4,885	12,838	147	2,512	7,133	162	2,373	5,705	
Mean	2.82	2.85	2.81	3.01	2.92	2.83	2.65	2.77	2.78	
Standard deviation	1.01	0.99	1.03	0.97	0.96	1.02	1.02	1.02	1.04	
Significance	-			-		*	-			
Effect size	-	-0.03	0.01	-	0.09	0.18	-	-0.12	-0.13	
Course assignments										Job Satisfaction: Workplace
Very satisfied	28.2%	27.2%	27.1%	30.6%	27.9%	26.0%	25.9%	26.4%	28.8%	
Satisfied	53.1%	55.0%	55.4%	48.3%	53.9%	56.4%	57.6%	56.5%	53.8%	
Marginally satisfied	15.1%	13.5%	13.9%	18.4%	14.0%	14.3%	12.0%	12.9%	13.3%	
Not satisfied	3.6%	4.3%	3.6%	2.7%	4.3%	3.3%	4.4%	4.3%	4.0%	
Total(n)	305	4,924	12,873	147	2,549	7,184	158	2,375	5,689	
Mean	3.06	3.05	3.06	3.07	3.05	3.05	3.05	3.05	3.07	
Standard deviation	0.76	0.76	0.74	0.77	0.77	0.73	0.75	0.75	0.76	
Significance	-			-			-			
Effect size	-	0.01	0.00	-	0.03	0.03	-	0.00	-0.03	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Freedom to determine course content										
Very satisfied	47.7%	50.4%	52.4%	52.1%	53.3%	53.4%	43.6%	46.8%	51.0%	
Satisfied	41.7%	40.6%	39.6%	39.7%	38.9%	39.4%	43.6%	42.5%	39.8%	
Marginally satisfied	8.6%	7.7%	6.1%	8.2%	6.4%	5.5%	9.0%	9.2%	7.0%	
Not satisfied	2.0%	1.3%	1.9%	0.0%	1.3%	1.7%	3.8%	1.4%	2.2%	
Total(n)	302	4,921	12,886	146	2,550	7,198	156	2,371	5,688	
Mean	3.35	3.40	3.43	3.44	3.44	3.45	3.27	3.35	3.40	
Standard deviation	0.72	0.69	0.69	0.64	0.67	0.68	0.78	0.70	0.71	
Significance	-		*	-			-		*	
Effect size	-	-0.07	-0.12	-	0.00	-0.01	-	-0.11	-0.18	
Availability of child care at this institution										
Very satisfied	10.9%	11.4%	8.6%	12.9%	12.6%	8.7%	9.1%	10.3%	8.4%	
Satisfied	35.9%	24.3%	21.6%	38.7%	24.3%	24.7%	33.3%	24.3%	17.8%	
Marginally satisfied	15.6%	14.7%	17.0%	19.4%	14.6%	18.8%	12.1%	14.9%	14.8%	
Not satisfied	37.5%	49.5%	52.8%	29.0%	48.5%	47.8%	45.5%	50.5%	59.0%	
Total(n)	64	1,143	2,932	31	568	1,519	33	575	1,413	
Mean	2.20	1.98	1.86	2.35	2.01	1.94	2.06	1.94	1.75	
Standard deviation	1.07	1.09	1.03	1.05	1.11	1.03	1.09	1.08	1.02	
Significance	-		**	-		*	-		-	
Effect size	-	0.20	0.33	-	0.31	0.40	-	0.11	0.30	
Prospects for career advancement										
Very satisfied	10.0%	7.4%	10.5%	12.6%	7.6%	10.8%	7.7%	7.2%	10.1%	
Satisfied	47.9%	43.4%	44.0%	48.1%	43.2%	45.1%	47.7%	43.5%	42.3%	
Marginally satisfied	23.1%	29.2%	26.6%	20.0%	29.1%	26.0%	25.8%	29.2%	27.5%	
Not satisfied	19.0%	20.1%	18.9%	19.3%	20.1%	18.1%	18.7%	20.0%	20.1%	
Total(n)	290	4,497	11,823	135	2,326	6,529	155	2,171	5,294	
Mean	2.49	2.38	2.46	2.54	2.38	2.48	2.45	2.38	2.42	
Standard deviation	0.91	0.89	0.91	0.94	0.89	0.91	0.88	0.88	0.92	
Significance	-	*		-	*		-		-	
Effect size	-	0.12	0.03	-	0.18	0.07	-	0.08	0.03	
										Job Satisfaction: Compensation

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How satisfied are you with the following aspects of your job?										
Clerical/administrative support										
Very satisfied	28.4%	19.5%	17.0%	29.1%	20.3%	17.1%	27.8%	18.6%	16.8%	
Satisfied	38.4%	43.7%	39.4%	37.8%	45.6%	40.6%	38.9%	41.4%	37.5%	
Marginally satisfied	19.7%	22.4%	25.4%	18.9%	21.5%	26.0%	20.4%	23.4%	24.5%	
Not satisfied	13.5%	14.5%	18.2%	14.2%	12.7%	16.2%	13.0%	16.7%	21.2%	
Total(n)	310	4,924	12,907	148	2,551	7,205	162	2,373	5,702	
Mean	2.82	2.68	2.55	2.82	2.73	2.59	2.81	2.62	2.50	
Standard deviation	1.00	0.95	0.98	1.01	0.92	0.95	0.99	0.97	1.01	
Significance	-	*	***	-		**	-	*	***	
Effect size	-	0.15	0.28	-	0.10	0.24	-	0.20	0.31	
Overall job satisfaction										
Very satisfied	18.9%	16.7%	19.5%	23.8%	18.3%	21.1%	14.5%	14.7%	17.0%	
Satisfied	57.4%	56.5%	55.2%	54.4%	55.9%	54.6%	60.0%	57.3%	56.2%	
Marginally satisfied	16.3%	20.6%	20.2%	15.6%	19.5%	18.9%	17.0%	22.0%	22.2%	
Not satisfied	7.4%	6.1%	5.1%	6.1%	6.3%	5.4%	8.5%	5.9%	4.6%	
Total(n)	312	4,952	13,011	147	2,560	7,253	165	2,392	5,758	
Mean	2.88	2.84	2.89	2.96	2.86	2.91	2.81	2.81	2.86	
Standard deviation	0.80	0.77	0.77	0.80	0.78	0.78	0.79	0.75	0.75	
Significance	-			-			-			
Effect size	-	0.05	-0.01	-	0.13	0.06	-	0.00	-0.07	
Tuition remission for your children/dependents										
Very satisfied	25.2%	18.7%	30.5%	16.5%	16.6%	30.7%	33.3%	21.7%	30.2%	
Satisfied	42.9%	33.3%	32.4%	44.3%	32.0%	31.5%	41.7%	35.1%	34.0%	
Marginally satisfied	23.9%	13.1%	11.5%	25.3%	13.0%	11.9%	22.6%	13.3%	10.7%	
Not satisfied	8.0%	34.9%	25.6%	13.9%	38.3%	26.0%	2.4%	30.0%	25.0%	
Total(n)	163	2,229	6,388	79	1,264	3,892	84	965	2,496	
Mean	2.85	2.36	2.68	2.63	2.27	2.67	3.06	2.48	2.69	
Standard deviation	0.89	1.14	1.16	0.92	1.14	1.16	0.81	1.13	1.15	
Significance	-	***		-	**		-	***	**	
Effect size	-	0.43	0.15	-	0.32	-0.03	-	0.51	0.32	

Grand Valley State University	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:										
Faculty are interested in students' personal problems										
Agree strongly	18.2%	23.0%	16.6%	20.3%	20.8%	14.7%	16.4%	25.7%	19.5%	
Agree somewhat	66.1%	64.0%	63.5%	60.8%	64.8%	63.9%	70.9%	63.0%	62.9%	
Disagree somewhat	12.8%	10.8%	17.2%	16.9%	11.9%	18.6%	9.1%	9.4%	15.2%	
Disagree strongly	2.9%	2.2%	2.7%	2.0%	2.5%	2.9%	3.6%	1.9%	2.4%	
Total(n)	313	4,946	12,981	148	2,559	7,238	165	2,387	5,743	
Mean	3.00	3.08	2.94	2.99	3.04	2.90	3.00	3.13	2.99	
Standard deviation	0.65	0.65	0.67	0.68	0.65	0.66	0.63	0.64	0.67	
Significance	-	*		-			-	*		
Effect size	-	-0.12	0.09	-	-0.08	0.14	-	-0.20	0.01	
Racial and ethnic diversity should be more strongly reflected in the curriculum										
Agree strongly	12.9%	15.6%	14.4%	6.8%	11.9%	10.4%	18.4%	20.0%	20.5%	
Agree somewhat	41.8%	41.1%	36.7%	37.2%	37.5%	33.8%	46.0%	45.4%	41.3%	
Disagree somewhat	38.9%	35.1%	39.6%	48.0%	39.1%	43.4%	30.7%	30.3%	33.6%	
Disagree strongly	6.4%	8.2%	9.4%	8.1%	11.5%	12.4%	4.9%	4.3%	4.6%	
Total(n)	311	4,930	12,933	148	2,552	7,214	163	2,378	5,719	
Mean	2.61	2.64	2.56	2.43	2.50	2.42	2.78	2.81	2.78	
Standard deviation	0.79	0.84	0.85	0.74	0.85	0.84	0.80	0.80	0.82	
Significance	-			-			-			
Effect size	-	-0.04	0.06	-	-0.08	0.01	-	-0.04	0.00	
Faculty feel that most students are well-prepared academically										
Agree strongly	3.5%	3.1%	6.6%	2.7%	3.0%	6.4%	4.2%	3.3%	6.9%	
Agree somewhat	50.5%	24.6%	34.1%	45.3%	22.4%	33.8%	55.2%	27.3%	34.6%	
Disagree somewhat	36.7%	48.6%	43.8%	43.9%	50.6%	44.1%	30.3%	46.3%	43.3%	
Disagree strongly	9.3%	23.7%	15.6%	8.1%	24.1%	15.7%	10.3%	23.2%	15.3%	
Total(n)	313	4,947	12,978	148	2,561	7,237	165	2,386	5,741	
Mean	2.48	2.07	2.32	2.43	2.04	2.31	2.53	2.11	2.33	
Standard deviation	0.71	0.78	0.81	0.68	0.76	0.81	0.74	0.79	0.82	
Significance	-	***	***	-	***		-	***	**	
Effect size	-	0.53	0.20	-	0.51	0.15	-	0.53	0.24	

Grand Valley State University	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:										
This institution should hire more faculty of color										
Agree strongly	22.4%	18.6%	24.0%	14.4%	14.0%	18.9%	29.6%	24.0%	31.8%	
Agree somewhat	49.4%	48.3%	47.0%	52.1%	49.1%	47.9%	46.9%	47.2%	45.6%	
Disagree somewhat	23.7%	26.2%	22.8%	26.7%	27.4%	24.6%	21.0%	24.9%	20.0%	
Disagree strongly	4.5%	6.9%	6.2%	6.8%	9.4%	8.6%	2.5%	3.9%	2.6%	
Total(n)	308	4,907	12,869	146	2,537	7,172	162	2,370	5,697	
Mean	2.90	2.78	2.89	2.74	2.68	2.77	3.04	2.91	3.07	
Standard deviation	0.80	0.82	0.84	0.79	0.83	0.85	0.78	0.80	0.79	
Significance	-	*		-			-	*		
Effect size	-	0.15	0.01	-	0.07	-0.04	-	0.16	-0.04	
This institution should hire more women faculty										
Agree strongly	12.6%	11.0%	17.7%	6.2%	7.7%	14.5%	18.4%	15.1%	22.7%	
Agree somewhat	46.6%	41.7%	43.9%	45.2%	39.5%	42.4%	47.9%	44.4%	46.2%	
Disagree somewhat	34.6%	38.5%	31.2%	37.7%	40.8%	33.6%	31.9%	35.9%	27.5%	
Disagree strongly	6.1%	8.7%	7.2%	11.0%	12.1%	9.5%	1.8%	4.7%	3.6%	
Total(n)	309	4,901	12,845	146	2,533	7,157	163	2,368	5,688	
Mean	2.66	2.55	2.72	2.47	2.43	2.62	2.83	2.70	2.88	
Standard deviation	0.78	0.80	0.84	0.77	0.80	0.85	0.74	0.78	0.79	
Significance	-	*		-		*	-	*		
Effect size	-	0.14	-0.07	-	0.05	-0.18	-	0.17	-0.06	
Student Affairs staff have the support and respect of faculty										
Agree strongly	17.0%	13.3%	14.4%	15.2%	10.4%	12.4%	18.8%	16.9%	17.6%	
Agree somewhat	66.6%	62.3%	62.2%	68.3%	63.5%	62.2%	65.0%	60.9%	62.3%	
Disagree somewhat	15.4%	20.2%	20.0%	15.2%	22.0%	21.6%	15.6%	17.9%	17.4%	
Disagree strongly	1.0%	4.2%	3.4%	1.4%	4.1%	3.8%	0.6%	4.3%	2.7%	
Total(n)	305	4,869	12,733	145	2,524	7,119	160	2,345	5,614	
Mean	3.00	2.85	2.88	2.97	2.80	2.83	3.02	2.90	2.95	
Standard deviation	0.60	0.69	0.68	0.60	0.67	0.68	0.61	0.72	0.67	
Significance	-	***	**	-	**	*	-	*		
Effect size	-	0.22	0.18	-	0.25	0.21	-	0.17	0.10	

Grand Valley State University	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:										
Faculty are committed to the welfare of this institution										
Agree strongly	42.1%	38.6%	35.8%	38.1%	36.9%	34.9%	45.7%	40.6%	37.0%	
Agree somewhat	52.4%	50.2%	53.8%	54.4%	51.6%	54.6%	50.6%	48.6%	52.5%	
Disagree somewhat	4.5%	9.9%	9.2%	6.1%	10.3%	9.1%	3.0%	9.5%	9.3%	
Disagree strongly	1.0%	1.3%	1.3%	1.4%	1.3%	1.3%	0.6%	1.3%	1.1%	
Total(n)	311	4,942	12,964	147	2,557	7,230	164	2,385	5,734	
Mean	3.36	3.26	3.24	3.29	3.24	3.23	3.41	3.28	3.25	
Standard deviation	0.62	0.68	0.66	0.64	0.68	0.66	0.59	0.69	0.67	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.15	0.18	-	0.07	0.09	-	0.19	0.24	
Faculty here are strongly interested in the academic problems of undergraduates										
Agree strongly	38.6%	40.6%	31.5%	38.8%	38.7%	30.2%	38.4%	42.8%	33.4%	
Agree somewhat	52.4%	50.3%	52.7%	49.7%	52.9%	54.3%	54.9%	47.3%	50.3%	
Disagree somewhat	8.7%	7.3%	13.7%	10.9%	6.4%	13.4%	6.7%	8.3%	14.2%	
Disagree strongly	0.3%	1.8%	2.1%	0.7%	2.1%	2.1%	0.0%	1.6%	2.2%	
Total(n)	311	4,938	12,904	147	2,557	7,204	164	2,381	5,700	
Mean	3.29	3.30	3.14	3.27	3.28	3.13	3.32	3.31	3.15	
Standard deviation	0.63	0.68	0.72	0.68	0.67	0.71	0.59	0.69	0.73	
Significance	-		***	-		*	-		**	
Effect size	-	-0.01	0.21	-	-0.01	0.20	-	0.01	0.23	
There is a lot of campus racial conflict here										
Agree strongly	0.6%	1.2%	1.3%	0.0%	1.1%	1.0%	1.2%	1.3%	1.7%	
Agree somewhat	9.0%	6.9%	7.6%	7.5%	6.2%	6.0%	10.4%	7.8%	9.9%	
Disagree somewhat	42.9%	37.5%	37.6%	39.5%	34.8%	34.8%	46.0%	40.7%	41.9%	
Disagree strongly	47.4%	54.4%	53.6%	53.1%	57.9%	58.3%	42.3%	50.1%	46.5%	
Total(n)	310	4,926	12,915	147	2,546	7,201	163	2,380	5,714	
Mean	1.63	1.55	1.56	1.54	1.50	1.50	1.71	1.60	1.67	
Standard deviation	0.67	0.68	0.69	0.63	0.66	0.65	0.70	0.69	0.72	
Significance	-	*		-			-	*		
Effect size	-	0.12	0.10	-	0.06	0.06	-	0.16	0.06	

Grand Valley State University	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:										
My research is valued by faculty in my department										
Agree strongly	19.3%	21.4%	25.4%	22.8%	22.9%	26.1%	16.1%	19.7%	24.2%	
Agree somewhat	52.0%	51.2%	50.3%	53.1%	51.9%	51.9%	50.9%	50.3%	47.9%	
Disagree somewhat	20.6%	19.0%	16.9%	14.5%	17.5%	15.4%	26.1%	20.7%	19.1%	
Disagree strongly	8.2%	8.4%	7.4%	9.7%	7.7%	6.6%	6.8%	9.3%	8.7%	
Total(n)	306	4,899	12,876	145	2,539	7,197	161	2,360	5,679	
Mean	2.82	2.86	2.94	2.89	2.90	2.98	2.76	2.80	2.88	
Standard deviation	0.83	0.85	0.85	0.87	0.84	0.82	0.80	0.86	0.88	
Significance	-		*	-			-			
Effect size	-	-0.05	-0.14	-	-0.01	-0.11	-	-0.05	-0.14	
My teaching is valued by faculty in my department										
Agree strongly	42.3%	50.1%	43.6%	43.5%	51.0%	43.5%	41.2%	49.0%	43.9%	
Agree somewhat	47.8%	40.2%	44.0%	45.6%	39.9%	44.1%	49.7%	40.6%	43.8%	
Disagree somewhat	7.4%	7.3%	9.3%	8.8%	7.2%	9.4%	6.1%	7.5%	9.1%	
Disagree strongly	2.6%	2.4%	3.1%	2.0%	1.9%	3.1%	3.0%	2.9%	3.2%	
Total(n)	312	4,942	12,977	147	2,557	7,237	165	2,385	5,740	
Mean	3.30	3.38	3.28	3.31	3.40	3.28	3.29	3.36	3.28	
Standard deviation	0.72	0.72	0.76	0.72	0.71	0.76	0.72	0.74	0.76	
Significance	-			-			-			
Effect size	-	-0.11	0.03	-	-0.13	0.04	-	-0.09	0.01	
Faculty of color are treated fairly here										
Agree strongly	36.5%	48.8%	44.9%	44.2%	52.1%	49.3%	29.4%	44.8%	38.1%	
Agree somewhat	53.9%	42.3%	45.8%	49.0%	40.4%	43.0%	58.3%	44.7%	50.1%	
Disagree somewhat	8.1%	6.8%	7.6%	6.8%	6.0%	6.4%	9.2%	7.9%	9.5%	
Disagree strongly	1.6%	2.1%	1.6%	0.0%	1.6%	1.3%	3.1%	2.7%	2.2%	
Total(n)	310	4,900	12,832	147	2,546	7,181	163	2,354	5,651	
Mean	3.25	3.38	3.34	3.37	3.43	3.40	3.14	3.32	3.24	
Standard deviation	0.67	0.70	0.69	0.61	0.68	0.67	0.70	0.73	0.71	
Significance	-	**	*	-			-	**		
Effect size	-	-0.19	-0.13	-	-0.09	-0.04	-	-0.25	-0.14	

Grand Valley State University	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:										
Women faculty are treated fairly here										
Agree strongly	41.2%	48.2%	46.1%	54.4%	56.6%	53.5%	29.3%	38.2%	34.5%	
Agree somewhat	46.0%	40.2%	42.3%	40.1%	36.7%	39.4%	51.2%	44.3%	46.8%	
Disagree somewhat	11.6%	9.5%	8.9%	5.4%	5.7%	5.7%	17.1%	14.0%	14.0%	
Disagree strongly	1.3%	2.1%	2.7%	0.0%	1.0%	1.4%	2.4%	3.5%	4.7%	
Total(n)	311	4,928	12,918	147	2,550	7,206	164	2,378	5,712	
Mean	3.27	3.35	3.32	3.49	3.49	3.45	3.07	3.17	3.11	
Standard deviation	0.71	0.74	0.75	0.60	0.65	0.67	0.75	0.80	0.81	
Significance	-			-			-			
Effect size	-	-0.11	-0.07	-	0.00	0.06	-	-0.13	-0.05	
Gay and lesbian faculty are treated fairly here										
Agree strongly	32.6%	43.6%	41.8%	41.5%	48.5%	46.6%	24.5%	37.7%	34.4%	
Agree somewhat	55.2%	46.5%	47.2%	49.0%	43.5%	44.0%	60.7%	50.1%	52.1%	
Disagree somewhat	10.0%	7.1%	8.2%	8.8%	5.8%	7.0%	11.0%	8.7%	10.0%	
Disagree strongly	2.3%	2.8%	2.8%	0.7%	2.2%	2.5%	3.7%	3.5%	3.4%	
Total(n)	310	4,850	12,583	147	2,510	7,013	163	2,340	5,570	
Mean	3.18	3.31	3.28	3.31	3.38	3.35	3.06	3.22	3.18	
Standard deviation	0.70	0.72	0.73	0.66	0.70	0.72	0.71	0.75	0.74	
Significance	-	**	*	-			-	**	*	
Effect size	-	-0.18	-0.14	-	-0.10	-0.06	-	-0.21	-0.16	
Faculty are sufficiently involved in campus decision making										
Agree strongly	18.7%	14.2%	11.5%	25.9%	13.4%	11.6%	12.3%	15.3%	11.4%	
Agree somewhat	50.6%	46.1%	44.4%	45.6%	47.5%	45.1%	55.2%	44.3%	43.3%	
Disagree somewhat	21.3%	24.9%	28.8%	19.0%	23.7%	27.5%	23.3%	26.3%	30.9%	
Disagree strongly	9.4%	14.8%	15.3%	9.5%	15.4%	15.9%	9.2%	14.1%	14.4%	
Total(n)	310	4,932	12,939	147	2,553	7,224	163	2,379	5,715	
Mean	2.79	2.60	2.52	2.88	2.59	2.52	2.71	2.61	2.52	
Standard deviation	0.86	0.91	0.89	0.91	0.90	0.89	0.80	0.91	0.88	
Significance	-	***	***	-	***	***	-		**	
Effect size	-	0.21	0.30	-	0.32	0.40	-	0.11	0.22	

Grand Valley State University	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:										
My values are congruent with the dominant institutional values										
Agree strongly	20.6%	18.3%	17.4%	19.7%	17.2%	16.5%	21.3%	19.8%	18.7%	
Agree somewhat	57.6%	55.8%	53.9%	56.5%	56.1%	54.8%	58.5%	55.5%	52.5%	
Disagree somewhat	17.7%	19.5%	21.9%	19.0%	20.1%	22.5%	16.5%	18.8%	20.9%	
Disagree strongly	4.2%	6.3%	6.9%	4.8%	6.7%	6.2%	3.7%	5.9%	8.0%	
Total(n)	311	4,937	12,932	147	2,558	7,219	164	2,379	5,713	
Mean	2.95	2.86	2.82	2.91	2.84	2.82	2.98	2.89	2.82	
Standard deviation	0.74	0.78	0.80	0.76	0.78	0.78	0.73	0.78	0.83	
Significance	-	*	**	-			-		*	
Effect size	-	0.12	0.16	-	0.09	0.12	-	0.12	0.19	
This institution takes responsibility for educating underprepared students										
Agree strongly	12.2%	19.2%	13.0%	14.3%	18.8%	12.9%	10.4%	19.6%	13.1%	
Agree somewhat	62.7%	51.0%	50.6%	59.9%	51.9%	51.6%	65.2%	50.0%	49.0%	
Disagree somewhat	21.5%	23.0%	28.6%	23.1%	23.3%	28.8%	20.1%	22.8%	28.3%	
Disagree strongly	3.5%	6.7%	7.8%	2.7%	6.0%	6.7%	4.3%	7.6%	9.6%	
Total(n)	311	4,929	12,890	147	2,553	7,199	164	2,376	5,691	
Mean	2.84	2.83	2.69	2.86	2.84	2.71	2.82	2.82	2.66	
Standard deviation	0.67	0.81	0.79	0.68	0.80	0.77	0.67	0.83	0.82	
Significance	-		***	-		*	-		*	
Effect size	-	0.01	0.19	-	0.03	0.19	-	0.00	0.20	
The criteria for advancement and promotion decisions are clear										
Agree strongly	27.7%	26.8%	25.2%	32.0%	27.7%	26.7%	23.8%	25.6%	22.8%	
Agree somewhat	46.3%	45.9%	45.6%	49.0%	47.3%	46.3%	43.9%	44.2%	44.4%	
Disagree somewhat	19.6%	19.2%	20.9%	12.9%	17.8%	19.1%	25.6%	20.8%	23.6%	
Disagree strongly	6.4%	8.2%	8.4%	6.1%	7.1%	7.8%	6.7%	9.4%	9.2%	
Total(n)	311	4,935	12,959	147	2,556	7,230	164	2,379	5,729	
Mean	2.95	2.91	2.88	3.07	2.96	2.92	2.85	2.86	2.81	
Standard deviation	0.85	0.88	0.88	0.83	0.86	0.88	0.86	0.91	0.89	
Significance	-			-		*	-			
Effect size	-	0.05	0.08	-	0.13	0.17	-	-0.01	0.04	

Grand Valley State University	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:										
Most of the students I teach lack the basic skills for college level work										
Agree strongly	7.1%	16.4%	8.7%	8.2%	17.2%	8.4%	6.1%	15.5%	9.2%	
Agree somewhat	20.6%	34.8%	26.4%	22.4%	34.3%	26.1%	18.9%	35.5%	26.9%	
Disagree somewhat	46.9%	37.2%	40.6%	43.5%	36.5%	40.1%	50.0%	38.0%	41.4%	
Disagree strongly	25.4%	11.6%	24.2%	25.9%	12.0%	25.4%	25.0%	11.0%	22.4%	
Total(n)	311	4,944	12,944	147	2,559	7,217	164	2,385	5,727	
Mean	2.09	2.56	2.20	2.13	2.57	2.18	2.06	2.56	2.23	
Standard deviation	0.86	0.90	0.90	0.89	0.91	0.91	0.83	0.88	0.90	
Significance	-	***	*	-	***		-	***	*	
Effect size	-	-0.52	-0.12	-	-0.48	-0.05	-	-0.57	-0.19	
There is adequate support for faculty development										
Agree strongly	20.6%	13.1%	13.7%	21.1%	12.2%	13.9%	20.2%	14.3%	13.3%	
Agree somewhat	56.1%	48.1%	49.9%	56.5%	50.3%	51.5%	55.8%	45.5%	47.4%	
Disagree somewhat	19.4%	28.2%	26.7%	18.4%	27.7%	25.3%	20.2%	28.8%	28.9%	
Disagree strongly	3.9%	10.5%	9.7%	4.1%	9.8%	9.3%	3.7%	11.4%	10.4%	
Total(n)	310	4,940	12,963	147	2,559	7,235	163	2,381	5,728	
Mean	2.94	2.64	2.68	2.95	2.65	2.70	2.93	2.63	2.64	
Standard deviation	0.74	0.84	0.83	0.75	0.82	0.82	0.74	0.87	0.84	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.36	0.31	-	0.37	0.30	-	0.34	0.35	

Grand Valley State University	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:										
To promote the intellectual development of students										
Highest priority	45.3%	38.0%	35.9%	48.3%	37.8%	35.7%	42.7%	38.3%	36.3%	
High priority	41.8%	40.2%	43.6%	38.1%	40.4%	44.2%	45.1%	40.0%	42.6%	
Medium priority	10.9%	17.9%	17.2%	11.6%	17.3%	16.6%	10.4%	18.6%	18.0%	
Low priority	1.9%	3.9%	3.3%	2.0%	4.5%	3.4%	1.8%	3.1%	3.1%	
Total(n)	311	4,941	12,957	147	2,556	7,223	164	2,385	5,734	
Mean	3.31	3.12	3.12	3.33	3.11	3.12	3.29	3.13	3.12	
Standard deviation	0.74	0.84	0.81	0.76	0.85	0.80	0.72	0.82	0.81	
Significance	-	***	***	-	**	**	-	*	**	
Effect size	-	0.23	0.23	-	0.26	0.26	-	0.20	0.21	
To develop a sense of community among students and faculty										
Highest priority	11.0%	10.5%	10.2%	9.5%	10.1%	9.6%	12.3%	10.9%	11.2%	
High priority	46.1%	44.1%	39.8%	49.0%	42.4%	39.8%	43.6%	46.2%	39.9%	
Medium priority	33.2%	34.8%	37.7%	29.9%	36.9%	39.0%	36.2%	32.2%	35.6%	
Low priority	9.7%	10.7%	12.3%	11.6%	10.6%	11.6%	8.0%	10.7%	13.3%	
Total(n)	310	4,936	12,942	147	2,556	7,218	163	2,380	5,724	
Mean	2.58	2.54	2.48	2.56	2.52	2.47	2.60	2.57	2.49	
Standard deviation	0.81	0.82	0.84	0.82	0.81	0.82	0.81	0.82	0.86	
Significance	-		*	-			-			
Effect size	-	0.05	0.12	-	0.05	0.11	-	0.04	0.13	
To facilitate student involvement in community service										
Highest priority	7.7%	8.6%	7.7%	7.5%	7.4%	6.6%	7.9%	10.0%	9.4%	Institutional Priority: Civic Engagement
High priority	37.6%	35.9%	31.5%	32.7%	33.8%	30.5%	42.1%	38.4%	32.9%	
Medium priority	46.0%	43.5%	44.6%	50.3%	45.5%	45.5%	42.1%	41.0%	43.2%	
Low priority	8.7%	12.1%	16.2%	9.5%	13.3%	17.3%	7.9%	10.6%	14.5%	
Total(n)	311	4,929	12,924	147	2,551	7,207	164	2,378	5,717	
Mean	2.44	2.41	2.31	2.38	2.35	2.26	2.50	2.48	2.37	
Standard deviation	0.76	0.81	0.83	0.76	0.80	0.82	0.76	0.81	0.84	
Significance	-		**	-			-			
Effect size	-	0.04	0.16	-	0.04	0.15	-	0.02	0.15	

Grand Valley State University	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:										
To help students learn how to bring about change in society										
Highest priority	8.4%	6.5%	6.6%	7.5%	5.1%	5.8%	9.1%	8.1%	7.9%	
High priority	27.0%	25.4%	24.9%	19.7%	23.7%	24.8%	33.5%	27.3%	25.1%	
Medium priority	48.2%	44.9%	44.3%	54.4%	45.4%	44.0%	42.7%	44.3%	44.8%	
Low priority	16.4%	23.3%	24.1%	18.4%	25.8%	25.4%	14.6%	20.3%	22.2%	
Total(n)	311	4,923	12,908	147	2,547	7,197	164	2,376	5,711	
Mean	2.27	2.15	2.14	2.16	2.08	2.11	2.37	2.23	2.19	
Standard deviation	0.83	0.85	0.86	0.81	0.83	0.85	0.84	0.86	0.87	
Significance	-	*	**	-			-	*	**	
Effect size	-	0.14	0.15	-	0.10	0.06	-	0.16	0.21	
To increase or maintain institutional prestige										
Highest priority	16.1%	16.5%	34.6%	12.9%	15.5%	33.4%	19.0%	17.7%	36.4%	Institutional Priority: Increase Prestige
High priority	45.2%	40.3%	38.5%	46.9%	40.5%	39.1%	43.6%	40.0%	37.5%	
Medium priority	31.3%	32.8%	21.2%	31.3%	34.4%	21.7%	31.3%	30.9%	20.6%	
Low priority	7.4%	10.5%	5.7%	8.8%	9.7%	5.8%	6.1%	11.4%	5.5%	
Total(n)	310	4,931	12,943	147	2,552	7,219	163	2,379	5,724	
Mean	2.70	2.63	3.02	2.64	2.62	3.00	2.75	2.64	3.05	
Standard deviation	0.83	0.88	0.89	0.82	0.86	0.89	0.83	0.90	0.89	
Significance	-		***	-		***	-		***	
Effect size	-	0.08	-0.36	-	0.02	-0.40	-	0.12	-0.34	
To hire faculty 'stars'										
Highest priority	3.2%	3.3%	16.2%	2.0%	3.0%	15.7%	4.3%	3.7%	17.0%	Institutional Priority: Increase Prestige
High priority	13.2%	12.7%	25.6%	13.6%	10.9%	25.6%	12.8%	14.9%	25.7%	
Medium priority	32.8%	33.8%	32.4%	29.9%	31.9%	32.7%	35.4%	36.0%	32.0%	
Low priority	50.8%	50.2%	25.7%	54.4%	54.2%	26.0%	47.6%	45.3%	25.3%	
Total(n)	311	4,927	12,921	147	2,552	7,210	164	2,375	5,711	
Mean	1.69	1.69	2.32	1.63	1.63	2.31	1.74	1.77	2.34	
Standard deviation	0.82	0.82	1.03	0.79	0.79	1.02	0.84	0.84	1.04	
Significance	-		***	-		***	-		***	
Effect size	-	0.00	-0.61	-	0.00	-0.67	-	-0.04	-0.58	

Grand Valley State University	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:										
To recruit more minority students										Institutional Priority: Commitment to Diversity
Highest priority	6.8%	10.1%	8.6%	6.1%	9.2%	7.8%	7.4%	11.1%	9.7%	
High priority	41.9%	37.6%	38.3%	44.9%	38.7%	38.9%	39.3%	36.3%	37.4%	
Medium priority	41.6%	39.5%	40.8%	42.2%	39.1%	41.7%	41.1%	40.0%	39.4%	
Low priority	9.7%	12.7%	12.3%	6.8%	12.9%	11.5%	12.3%	12.5%	13.5%	
Total(n)	310	4,924	12,911	147	2,548	7,205	163	2,376	5,706	
Mean	2.46	2.45	2.43	2.50	2.44	2.43	2.42	2.46	2.43	
Standard deviation	0.76	0.84	0.81	0.72	0.83	0.80	0.80	0.85	0.84	
Significance	-			-			-			
Effect size	-	0.01	0.04	-	0.07	0.09	-	-0.05	-0.01	
To enhance the institution's national image										Institutional Priority: Increase Prestige
Highest priority	18.8%	18.2%	39.6%	13.0%	17.6%	38.9%	23.9%	18.9%	40.6%	
High priority	42.1%	36.3%	37.2%	44.5%	35.1%	37.4%	39.9%	37.7%	37.0%	
Medium priority	28.8%	28.9%	17.2%	30.1%	28.9%	17.6%	27.6%	29.0%	16.5%	
Low priority	10.4%	16.6%	6.1%	12.3%	18.4%	6.1%	8.6%	14.4%	6.0%	
Total(n)	309	4,929	12,938	146	2,552	7,219	163	2,377	5,719	
Mean	2.69	2.56	3.10	2.58	2.52	3.09	2.79	2.61	3.12	
Standard deviation	0.89	0.97	0.89	0.87	0.98	0.89	0.91	0.95	0.89	
Significance	-	*	***	-		***	-	*	***	
Effect size	-	0.13	-0.46	-	0.06	-0.57	-	0.19	-0.37	
To create a diverse multi-cultural campus environment										Institutional Priority: Commitment to Diversity
Highest priority	14.8%	12.8%	12.7%	12.9%	11.5%	11.9%	16.5%	14.4%	14.0%	
High priority	39.5%	37.3%	37.0%	38.1%	38.7%	38.2%	40.9%	35.6%	35.2%	
Medium priority	38.3%	36.3%	37.9%	41.5%	36.3%	38.2%	35.4%	36.2%	37.3%	
Low priority	7.4%	13.6%	12.4%	7.5%	13.4%	11.7%	7.3%	13.9%	13.4%	
Total(n)	311	4,930	12,918	147	2,552	7,205	164	2,378	5,713	
Mean	2.62	2.49	2.50	2.56	2.48	2.50	2.66	2.50	2.50	
Standard deviation	0.83	0.88	0.87	0.81	0.86	0.85	0.84	0.90	0.89	
Significance	-	*	*	-			-	*	*	
Effect size	-	0.15	0.14	-	0.09	0.07	-	0.18	0.18	

Grand Valley State University	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:										
To promote gender equity among faculty										
Highest priority	11.0%	9.2%	9.7%	12.9%	10.5%	10.7%	9.2%	7.7%	8.3%	
High priority	44.2%	35.9%	37.6%	53.1%	42.5%	44.1%	36.2%	27.9%	27.5%	
Medium priority	34.5%	37.3%	36.4%	28.6%	35.6%	34.9%	39.9%	39.4%	38.8%	
Low priority	10.3%	17.5%	16.3%	5.4%	11.4%	10.4%	14.7%	24.9%	25.4%	
Total(n)	310	4,911	12,872	147	2,539	7,179	163	2,372	5,693	
Mean	2.56	2.37	2.41	2.73	2.52	2.55	2.40	2.18	2.19	
Standard deviation	0.82	0.88	0.87	0.75	0.83	0.82	0.85	0.90	0.91	
Significance	-	***	**	-	**	**	-	**	**	
Effect size	-	0.22	0.17	-	0.25	0.22	-	0.24	0.23	
To provide resources for faculty to engage in community-based teaching or research										
Highest priority	4.6%	6.5%	5.4%	4.8%	4.9%	4.4%	4.3%	8.4%	7.0%	Institutional Priority: Civic Engage- ment
High priority	29.7%	27.5%	24.1%	28.3%	26.5%	23.6%	31.1%	28.7%	24.9%	
Medium priority	52.6%	42.4%	43.4%	55.2%	43.8%	44.5%	50.3%	40.7%	41.6%	
Low priority	13.1%	23.7%	27.1%	11.7%	24.8%	27.6%	14.3%	22.3%	26.4%	
Total(n)	306	4,918	12,878	145	2,544	7,183	161	2,374	5,695	
Mean	2.26	2.17	2.08	2.26	2.11	2.05	2.25	2.23	2.13	
Standard deviation	0.74	0.86	0.85	0.73	0.83	0.83	0.75	0.89	0.88	
Significance	-		***	-	*	**	-			
Effect size	-	0.10	0.21	-	0.18	0.25	-	0.02	0.14	
To create and sustain partnerships with surrounding communities										
Highest priority	13.9%	10.8%	9.2%	10.9%	8.5%	7.2%	16.6%	13.4%	12.2%	Institutional Priority: Civic Engage- ment
High priority	44.8%	38.6%	33.3%	46.3%	37.5%	33.0%	43.6%	40.0%	33.8%	
Medium priority	34.5%	37.5%	40.4%	37.4%	40.2%	41.8%	31.9%	34.3%	38.3%	
Low priority	6.8%	13.1%	17.1%	5.4%	13.7%	18.0%	8.0%	12.3%	15.8%	
Total(n)	310	4,914	12,890	147	2,542	7,187	163	2,372	5,703	
Mean	2.66	2.47	2.35	2.63	2.41	2.30	2.69	2.55	2.42	
Standard deviation	0.80	0.85	0.87	0.75	0.83	0.84	0.84	0.87	0.90	
Significance	-	***	***	-	**	***	-	*	***	
Effect size	-	0.22	0.36	-	0.27	0.39	-	0.16	0.30	

Grand Valley State University	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:										
To pursue extramural funding										
Highest priority	9.1%	13.6%	37.2%	8.2%	13.2%	36.8%	9.9%	14.1%	37.8%	
High priority	28.9%	34.7%	35.3%	29.3%	35.4%	36.2%	28.6%	34.0%	33.9%	
Medium priority	46.8%	37.3%	20.3%	46.3%	37.8%	20.3%	47.2%	36.8%	20.4%	
Low priority	15.3%	14.3%	7.2%	16.3%	13.6%	6.8%	14.3%	15.1%	7.9%	
Total(n)	308	4,897	12,857	147	2,534	7,181	161	2,363	5,676	
Mean	2.32	2.48	3.02	2.29	2.48	3.03	2.34	2.47	3.02	
Standard deviation	0.84	0.90	0.93	0.84	0.89	0.92	0.84	0.91	0.95	
Significance	-	**	***	-	*	***	-		***	
Effect size	-	-0.18	-0.75	-	-0.21	-0.80	-	-0.14	-0.72	
To increase the representation of minorities in the faculty and administration										
Highest priority	7.7%	7.8%	7.7%	8.8%	7.3%	6.9%	6.7%	8.4%	9.0%	Institutional Priority: Commit- ment to Diversity
High priority	39.0%	30.4%	32.5%	42.9%	31.1%	34.2%	35.6%	29.6%	29.9%	
Medium priority	44.2%	43.8%	43.8%	41.5%	44.6%	44.6%	46.6%	42.7%	42.5%	
Low priority	9.0%	18.0%	16.0%	6.8%	17.0%	14.3%	11.0%	19.2%	18.6%	
Total(n)	310	4,901	12,852	147	2,536	7,171	163	2,365	5,681	
Mean	2.45	2.28	2.32	2.54	2.29	2.34	2.38	2.27	2.29	
Standard deviation	0.77	0.85	0.83	0.75	0.83	0.80	0.77	0.87	0.87	
Significance	-	***	**	-	***	**	-			
Effect size	-	0.20	0.16	-	0.30	0.25	-	0.13	0.10	
To strengthen links with the for-profit, corporate sector										
Highest priority	13.5%	12.4%	17.6%	11.6%	11.6%	15.9%	15.3%	13.4%	20.3%	
High priority	37.4%	31.3%	34.9%	36.7%	32.1%	36.5%	38.0%	30.4%	32.4%	
Medium priority	36.8%	36.9%	33.6%	37.4%	36.9%	34.0%	36.2%	36.8%	33.0%	
Low priority	12.3%	19.4%	13.9%	14.3%	19.3%	13.6%	10.4%	19.5%	14.3%	
Total(n)	310	4,895	12,823	147	2,537	7,170	163	2,358	5,653	
Mean	2.52	2.37	2.56	2.46	2.36	2.55	2.58	2.38	2.59	
Standard deviation	0.88	0.93	0.94	0.88	0.92	0.92	0.87	0.94	0.97	
Significance	-	**		-			-	**		
Effect size	-	0.16	-0.04	-	0.11	-0.10	-	0.21	-0.01	

Grand Valley State University	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:										
To develop leadership ability among students										
Highest priority	10.9%	10.8%	10.9%	8.8%	9.4%	9.7%	12.8%	12.4%	12.8%	
High priority	40.8%	38.6%	37.6%	38.8%	38.8%	38.0%	42.7%	38.3%	37.1%	
Medium priority	41.5%	40.6%	39.5%	46.3%	41.3%	40.0%	37.2%	39.7%	38.9%	
Low priority	6.8%	10.1%	11.9%	6.1%	10.5%	12.4%	7.3%	9.6%	11.3%	
Total(n)	311	4,915	12,880	147	2,546	7,184	164	2,369	5,696	
Mean	2.56	2.50	2.48	2.50	2.47	2.45	2.61	2.54	2.51	
Standard deviation	0.78	0.82	0.84	0.74	0.80	0.83	0.80	0.83	0.85	
Significance	-			-			-			
Effect size	-	0.07	0.10	-	0.04	0.06	-	0.08	0.12	
To increase the representation of women in the faculty and administration										
Highest priority	8.1%	5.7%	7.1%	13.6%	5.7%	7.5%	3.1%	5.7%	6.5%	Institutional Priority: Commit- ment to Diversity
High priority	35.2%	24.5%	29.0%	41.5%	29.6%	34.1%	29.4%	18.3%	21.0%	
Medium priority	46.8%	47.7%	46.1%	40.1%	48.4%	46.3%	52.8%	47.0%	45.8%	
Low priority	10.0%	22.1%	17.8%	4.8%	16.3%	12.1%	14.7%	29.0%	26.6%	
Total(n)	310	4,895	12,828	147	2,533	7,155	163	2,362	5,673	
Mean	2.41	2.14	2.25	2.64	2.25	2.37	2.21	2.01	2.07	
Standard deviation	0.78	0.82	0.83	0.78	0.79	0.79	0.72	0.84	0.86	
Significance	-	***	***	-	***	***	-	**	*	
Effect size	-	0.33	0.19	-	0.49	0.34	-	0.24	0.16	
To develop an appreciation for multiculturalism										
Highest priority	16.7%	12.7%	11.5%	12.2%	11.1%	10.3%	20.7%	14.7%	13.5%	Institutional Priority: Commit- ment to Diversity
High priority	48.2%	36.8%	36.1%	49.0%	38.6%	37.8%	47.6%	34.7%	33.4%	
Medium priority	29.6%	38.1%	39.9%	33.3%	37.9%	40.4%	26.2%	38.3%	39.3%	
Low priority	5.5%	12.4%	12.4%	5.4%	12.4%	11.5%	5.5%	12.4%	13.9%	
Total(n)	311	4,912	12,867	147	2,539	7,172	164	2,373	5,695	
Mean	2.76	2.50	2.47	2.68	2.48	2.47	2.84	2.52	2.46	
Standard deviation	0.79	0.87	0.85	0.76	0.85	0.83	0.82	0.89	0.89	
Significance	-	***	***	-	**	**	-	***	***	
Effect size	-	0.30	0.34	-	0.24	0.25	-	0.36	0.43	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
The chief benefit of a college education is that it increases one's earning power										
Agree strongly	10.3%	12.1%	10.8%	11.6%	11.8%	10.3%	9.1%	12.3%	11.6%	
Agree somewhat	44.2%	49.2%	46.3%	44.2%	48.3%	44.9%	44.2%	50.4%	48.3%	
Disagree somewhat	27.9%	27.4%	30.0%	27.9%	27.9%	31.0%	27.9%	26.9%	28.5%	
Disagree strongly	17.6%	11.3%	12.9%	16.3%	12.0%	13.7%	18.8%	10.4%	11.6%	
Total(n)	312	4,940	12,963	147	2,554	7,223	165	2,386	5,740	
Mean	2.47	2.62	2.55	2.51	2.60	2.52	2.44	2.65	2.60	
Standard deviation	0.90	0.84	0.85	0.90	0.85	0.85	0.90	0.83	0.84	
Significance	-	**		-			-	**	*	
Effect size	-	-0.18	-0.09	-	-0.11	-0.01	-	-0.25	-0.19	
Promoting diversity leads to the admission of too many underprepared students										
Agree strongly	3.9%	5.2%	4.2%	5.4%	7.0%	5.3%	2.5%	3.0%	2.5%	
Agree somewhat	18.7%	22.3%	20.9%	23.1%	24.5%	24.0%	14.7%	19.6%	16.3%	
Disagree somewhat	46.5%	42.7%	42.5%	53.7%	43.7%	44.6%	39.9%	41.6%	39.3%	
Disagree strongly	31.0%	29.8%	32.3%	17.7%	24.8%	26.1%	42.9%	35.8%	41.9%	
Total(n)	310	4,927	12,919	147	2,545	7,199	163	2,382	5,720	
Mean	1.95	2.03	1.97	2.16	2.14	2.09	1.77	1.90	1.79	
Standard deviation	0.81	0.85	0.84	0.78	0.87	0.84	0.79	0.82	0.80	
Significance	-			-			-	*		
Effect size	-	-0.09	-0.02	-	0.02	0.08	-	-0.16	-0.03	
Colleges should be actively involved in solving social problems										
Agree strongly	19.7%	21.2%	22.3%	11.6%	20.4%	19.7%	27.0%	22.1%	26.2%	
Agree somewhat	56.8%	54.4%	54.2%	55.8%	52.2%	53.9%	57.7%	57.1%	54.6%	
Disagree somewhat	20.3%	20.0%	19.0%	29.3%	21.7%	20.4%	12.3%	17.9%	16.8%	
Disagree strongly	3.2%	4.5%	4.6%	3.4%	5.8%	6.0%	3.1%	2.9%	2.4%	
Total(n)	310	4,928	12,929	147	2,548	7,201	163	2,380	5,728	
Mean	2.93	2.92	2.94	2.76	2.87	2.87	3.09	2.98	3.05	
Standard deviation	0.73	0.76	0.77	0.70	0.80	0.79	0.71	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.01	-0.01	-	-0.14	-0.14	-	0.15	0.06	Civic Minded Values

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should encourage students to be involved in community service activities										Civic Minded Values
Agree strongly	31.1%	31.8%	28.5%	17.0%	27.4%	23.8%	43.6%	37.0%	35.7%	
Agree somewhat	59.6%	58.3%	58.3%	68.0%	60.1%	59.7%	52.1%	56.2%	56.1%	
Disagree somewhat	8.0%	8.5%	11.1%	12.9%	10.6%	13.7%	3.6%	5.9%	7.1%	
Disagree strongly	1.3%	1.4%	2.1%	2.0%	1.9%	2.8%	0.6%	0.9%	1.1%	
Total(n)	312	4,933	12,934	147	2,551	7,205	165	2,382	5,729	
Mean	3.21	3.20	3.13	3.00	3.13	3.05	3.39	3.29	3.26	
Standard deviation	0.63	0.65	0.68	0.62	0.66	0.70	0.59	0.62	0.63	
Significance	-		*	-	*		-	*	**	
Effect size	-	0.02	0.12	-	-0.20	-0.07	-	0.16	0.21	
A racially/ethnically diverse student body enhances the educational experience of all students										
Agree strongly	62.2%	56.2%	56.7%	53.7%	50.8%	49.1%	69.7%	62.6%	68.6%	
Agree somewhat	33.7%	38.0%	37.6%	39.5%	40.8%	43.0%	28.5%	34.5%	29.3%	
Disagree somewhat	3.5%	4.5%	4.5%	5.4%	6.1%	6.1%	1.8%	2.6%	1.9%	
Disagree strongly	0.6%	1.4%	1.2%	1.4%	2.3%	1.8%	0.0%	0.3%	0.2%	
Total(n)	312	4,937	12,934	147	2,551	7,204	165	2,386	5,730	
Mean	3.57	3.49	3.50	3.46	3.40	3.39	3.68	3.60	3.66	
Standard deviation	0.60	0.65	0.64	0.66	0.71	0.68	0.51	0.55	0.53	
Significance	-	*		-			-			
Effect size	-	0.12	0.11	-	0.08	0.10	-	0.15	0.04	
Realistically, an individual can do little to bring about changes in society										
Agree strongly	2.2%	2.6%	2.9%	3.4%	3.4%	3.8%	1.2%	1.7%	1.4%	
Agree somewhat	15.1%	14.1%	15.9%	19.7%	16.7%	19.0%	10.9%	10.9%	11.1%	
Disagree somewhat	38.5%	42.1%	42.6%	44.2%	44.0%	43.9%	33.3%	39.9%	40.7%	
Disagree strongly	44.2%	41.1%	38.6%	32.7%	35.9%	33.3%	54.5%	47.5%	46.8%	
Total(n)	312	4,930	12,935	147	2,548	7,208	165	2,382	5,727	
Mean	1.75	1.78	1.83	1.94	1.88	1.93	1.59	1.67	1.67	
Standard deviation	0.79	0.78	0.79	0.81	0.80	0.82	0.73	0.74	0.73	
Significance	-			-			-			
Effect size	-	-0.04	-0.10	-	0.08	0.01	-	-0.11	-0.11	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should be concerned with facilitating undergraduate students' spiritual development										
Agree strongly	3.5%	4.0%	5.1%	2.7%	4.1%	5.6%	4.2%	3.9%	4.2%	
Agree somewhat	20.6%	24.2%	20.6%	24.0%	25.4%	20.9%	17.6%	22.8%	20.2%	
Disagree somewhat	36.7%	34.9%	34.6%	36.3%	33.1%	33.4%	37.0%	37.0%	36.5%	
Disagree strongly	39.2%	36.9%	39.7%	37.0%	37.4%	40.1%	41.2%	36.4%	39.1%	
Total(n)	311	4,927	12,925	146	2,543	7,197	165	2,384	5,728	
Mean	1.88	1.95	1.91	1.92	1.96	1.92	1.85	1.94	1.89	
Standard deviation	0.85	0.88	0.89	0.85	0.89	0.91	0.86	0.86	0.87	
Significance	-			-			-			
Effect size	-	-0.08	-0.03	-	-0.04	0.00	-	-0.10	-0.05	
Colleges have a responsibility to work with their surrounding communities to address local issues										
Agree strongly	29.5%	28.7%	27.6%	21.8%	24.7%	23.1%	36.4%	33.6%	34.6%	
Agree somewhat	61.5%	60.4%	60.0%	66.0%	63.4%	62.5%	57.6%	56.7%	56.2%	
Disagree somewhat	6.7%	9.3%	9.9%	8.2%	9.9%	11.0%	5.5%	8.5%	8.2%	
Disagree strongly	2.2%	1.6%	2.4%	4.1%	2.0%	3.3%	0.6%	1.2%	1.0%	
Total(n)	312	4,932	12,938	147	2,551	7,206	165	2,381	5,732	
Mean	3.18	3.16	3.13	3.05	3.11	3.05	3.30	3.23	3.24	
Standard deviation	0.65	0.65	0.67	0.68	0.64	0.69	0.60	0.65	0.64	
Significance	-			-			-			
Effect size	-	0.03	0.07	-	-0.09	0.00	-	0.11	0.09	
Private funding sources often prevent researchers from being completely objective in the conduct of their work										
Agree strongly	11.7%	11.8%	13.6%	9.6%	11.3%	13.9%	13.5%	12.4%	13.1%	
Agree somewhat	48.2%	47.2%	44.4%	50.7%	48.4%	43.4%	46.0%	45.7%	46.0%	
Disagree somewhat	32.7%	32.2%	31.7%	30.8%	32.0%	31.8%	34.4%	32.3%	31.4%	
Disagree strongly	7.4%	8.8%	10.3%	8.9%	8.2%	10.9%	6.1%	9.5%	9.5%	
Total(n)	309	4,884	12,832	146	2,528	7,159	163	2,356	5,673	
Mean	2.64	2.62	2.61	2.61	2.63	2.60	2.67	2.61	2.63	
Standard deviation	0.78	0.81	0.85	0.78	0.79	0.86	0.79	0.82	0.83	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	-0.03	0.01	-	0.07	0.05	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Please indicate your agreement with each of the following statements:										
Colleges should prohibit racist/sexist speech on campus										
Agree strongly	30.4%	33.9%	32.5%	23.1%	27.9%	27.5%	37.0%	41.1%	40.2%	
Agree somewhat	27.2%	28.1%	28.7%	22.4%	27.2%	28.5%	31.5%	29.3%	29.0%	
Disagree somewhat	28.8%	25.3%	26.0%	37.4%	28.4%	28.4%	21.0%	21.6%	22.3%	
Disagree strongly	13.6%	12.6%	12.8%	17.0%	16.5%	15.6%	10.5%	7.9%	8.5%	
Total(n)	309	4,902	12,866	147	2,539	7,182	162	2,363	5,684	
Mean	2.74	2.83	2.81	2.52	2.66	2.68	2.95	3.04	3.01	
Standard deviation	1.04	1.03	1.03	1.03	1.05	1.04	1.00	0.97	0.98	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.09	-0.07	-	-0.13	-0.15	-	-0.09	-0.06	
This institution should not offer remedial/developmental education										
Agree strongly	4.2%	6.3%	5.6%	8.2%	7.5%	6.7%	0.6%	4.9%	4.0%	
Agree somewhat	12.5%	17.4%	17.1%	17.0%	19.0%	19.5%	8.5%	15.4%	13.4%	
Disagree somewhat	51.6%	39.8%	44.6%	53.7%	40.7%	45.9%	49.7%	38.7%	42.5%	
Disagree strongly	31.7%	36.5%	32.7%	21.1%	32.8%	27.9%	41.2%	41.1%	40.0%	
Total(n)	312	4,917	12,890	147	2,544	7,186	165	2,373	5,704	
Mean	1.89	1.93	1.96	2.12	2.01	2.05	1.68	1.84	1.81	
Standard deviation	0.77	0.89	0.85	0.84	0.90	0.86	0.65	0.86	0.81	
Significance	-	-	-	-	-	-	-	*	*	
Effect size	-	-0.04	-0.08	-	0.12	0.08	-	-0.19	-0.16	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated - Salary based on 9/10 months (full-time employees only)										
Less than \$20,000	0.0%	0.1%	0.3%	0.0%	0.0%	0.3%	0.0%	0.2%	0.4%	
\$20,000 - \$29,999	0.0%	0.1%	0.5%	0.0%	0.1%	0.4%	0.0%	0.2%	0.6%	
\$30,000 - \$39,999	8.2%	4.3%	3.3%	5.5%	3.0%	2.2%	10.9%	5.9%	5.1%	
\$40,000 - \$49,999	7.3%	13.4%	9.4%	6.4%	10.4%	7.2%	8.2%	17.3%	13.0%	
\$50,000 - \$59,999	28.2%	24.5%	17.3%	24.5%	22.8%	14.8%	31.8%	26.7%	21.3%	
\$60,000 - \$69,999	26.8%	21.0%	16.1%	28.2%	20.2%	14.5%	25.5%	21.9%	18.7%	
\$70,000 - \$79,999	11.8%	15.1%	14.1%	10.9%	16.8%	13.9%	12.7%	13.0%	14.4%	
\$80,000 - \$89,999	8.6%	8.8%	10.9%	10.9%	10.9%	12.3%	6.4%	6.1%	8.7%	
\$90,000 - \$99,999	4.1%	6.1%	7.4%	6.4%	7.7%	8.1%	1.8%	4.1%	6.4%	
\$100,000 - \$124,999	5.0%	6.0%	11.4%	7.3%	7.6%	14.0%	2.7%	4.0%	7.2%	
\$125,000 - \$149,999	0.0%	0.4%	4.3%	0.0%	0.4%	5.6%	0.0%	0.4%	2.2%	
\$150,000 or more	0.0%	0.2%	4.9%	0.0%	0.2%	6.7%	0.0%	0.2%	2.0%	
Total(n)	220	3,709	8,778	110	1,958	4,937	110	1,751	3,841	
Aggregated - Salary based on 11/12 months (full-time employees only)										
Less than \$20,000	0.0%	0.5%	0.5%	0.0%	0.0%	0.3%	0.0%	1.0%	0.7%	
\$20,000 - \$29,999	0.0%	0.7%	0.8%	0.0%	0.6%	0.5%	0.0%	0.8%	1.3%	
\$30,000 - \$39,999	7.0%	2.8%	2.1%	4.2%	2.4%	1.5%	9.1%	3.3%	2.9%	
\$40,000 - \$49,999	10.5%	13.6%	7.9%	0.0%	18.0%	7.7%	18.2%	8.6%	8.1%	
\$50,000 - \$59,999	26.3%	15.4%	12.5%	29.2%	10.9%	11.2%	24.2%	20.5%	14.4%	
\$60,000 - \$69,999	14.0%	22.3%	15.1%	8.3%	20.0%	12.2%	18.2%	24.9%	19.4%	
\$70,000 - \$79,999	12.3%	14.9%	10.7%	16.7%	12.0%	10.1%	9.1%	18.3%	11.6%	
\$80,000 - \$89,999	3.5%	9.1%	9.5%	0.0%	9.6%	8.9%	6.1%	8.6%	10.4%	
\$90,000 - \$99,999	8.8%	7.4%	8.5%	20.8%	8.1%	9.5%	0.0%	6.5%	7.0%	
\$100,000 - \$124,999	15.8%	9.9%	13.4%	16.7%	12.0%	12.9%	15.2%	7.4%	14.1%	
\$125,000 - \$149,999	1.8%	2.8%	8.2%	4.2%	5.2%	10.6%	0.0%	0.1%	4.6%	
\$150,000 or more	0.0%	0.6%	10.8%	0.0%	1.1%	14.4%	0.0%	0.0%	5.5%	
Total(n)	57	904	3,203	24	434	1,717	33	470	1,486	
Your base institutional salary reported above is based on:										
Less than 9 months	7.0%	5.9%	4.1%	6.2%	4.8%	4.1%	7.7%	7.2%	4.1%	
9/10 months	73.5%	75.2%	70.7%	76.7%	76.7%	71.0%	70.5%	73.3%	70.2%	
11/12 months	19.5%	19.0%	25.2%	17.1%	18.5%	24.9%	21.8%	19.5%	25.7%	
Total(n)	302	4,911	12,826	146	2,539	7,143	156	2,372	5,683	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
What percentage of your current year's income comes from:										
Base salary from this institution										
100%	44.3%	43.3%	43.8%	39.6%	39.4%	39.3%	48.5%	47.9%	50.7%	
75% to 99%	48.2%	46.9%	44.4%	53.5%	48.9%	46.3%	43.6%	44.5%	41.5%	
74% to 50%	5.2%	7.8%	9.0%	4.2%	9.8%	11.1%	6.1%	5.5%	5.7%	
25% to 49%	2.0%	1.5%	2.0%	2.8%	1.4%	2.4%	1.2%	1.6%	1.5%	
1% to 24%	0.0%	0.3%	0.6%	0.0%	0.4%	0.7%	0.0%	0.3%	0.4%	
0%	0.3%	0.1%	0.2%	0.0%	0.0%	0.2%	0.6%	0.3%	0.2%	
Total(n)	307	4,898	12,840	144	2,531	7,160	163	2,367	5,680	
Other income from this institution										
100%	0.3%	0.0%	0.1%	0.7%	0.1%	0.1%	0.0%	0.0%	0.0%	
75% to 99%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	
74% to 50%	0.0%	0.1%	0.4%	0.0%	0.0%	0.4%	0.0%	0.1%	0.3%	
25% to 49%	1.3%	3.5%	5.3%	0.7%	4.2%	6.3%	1.9%	2.8%	3.7%	
1% to 24%	37.7%	34.8%	29.4%	42.9%	37.4%	31.7%	33.1%	31.6%	25.8%	
0%	60.7%	61.5%	64.8%	55.7%	58.2%	61.3%	65.0%	65.4%	70.2%	
Total(n)	300	4,779	12,470	140	2,475	6,972	160	2,304	5,498	
Income from another academic institution										
100%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	
75% to 99%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
74% to 50%	0.0%	0.3%	0.2%	0.0%	0.4%	0.3%	0.0%	0.1%	0.1%	
25% to 49%	0.0%	0.8%	0.7%	0.0%	0.7%	0.7%	0.0%	0.8%	0.6%	
1% to 24%	5.1%	5.4%	5.6%	7.2%	5.7%	5.7%	3.1%	5.1%	5.3%	
0%	94.9%	93.5%	93.4%	92.8%	93.2%	93.1%	96.9%	93.9%	93.9%	
Total(n)	297	4,751	12,344	138	2,456	6,895	159	2,295	5,449	
Non-academic income										
100%	0.3%	0.1%	0.1%	0.0%	0.0%	0.1%	0.6%	0.2%	0.2%	
75% to 99%	0.0%	0.4%	0.7%	0.0%	0.4%	0.7%	0.0%	0.4%	0.6%	
74% to 50%	3.4%	1.3%	2.0%	4.3%	1.2%	2.1%	2.5%	1.4%	1.7%	
25% to 49%	3.0%	5.6%	5.3%	2.2%	6.2%	6.1%	3.8%	4.9%	4.0%	
1% to 24%	21.9%	23.7%	26.1%	25.4%	26.4%	29.2%	18.9%	20.6%	21.4%	
0%	71.4%	68.9%	65.8%	68.1%	65.8%	61.8%	74.2%	72.6%	72.1%	
Total(n)	297	4,774	12,465	138	2,468	6,977	159	2,306	5,488	

Grand Valley State University	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.										
Year of birth										
1981 or later	2.3%	2.6%	2.7%	0.7%	2.1%	2.2%	3.7%	3.2%	3.4%	
1986 - 1980	8.5%	9.4%	9.8%	6.2%	9.2%	9.8%	10.6%	9.7%	9.7%	
1971 - 1975	13.4%	9.9%	10.0%	11.0%	9.2%	9.2%	15.5%	10.8%	11.3%	
1966 - 1970	16.0%	11.6%	13.3%	20.7%	11.7%	12.2%	11.8%	11.6%	15.1%	
1961 - 1965	14.1%	13.0%	11.9%	13.8%	12.1%	10.9%	14.3%	14.1%	13.3%	
1956 - 1960	16.0%	15.4%	14.1%	16.6%	14.1%	13.2%	15.5%	17.1%	15.5%	
1951 - 1955	12.4%	17.2%	16.6%	10.3%	19.6%	17.9%	14.3%	14.2%	14.6%	
1946 - 1950	10.8%	14.9%	14.2%	11.0%	15.6%	15.3%	10.6%	14.1%	12.5%	
1941 - 1945	5.2%	4.5%	5.5%	6.9%	5.0%	6.9%	3.7%	3.9%	3.4%	
1940 or earlier	1.3%	1.4%	2.0%	2.8%	1.6%	2.5%	0.0%	1.2%	1.2%	
Total(n)	306	4,857	12,760	145	2,517	7,135	161	2,340	5,625	
Year of highest degree now held										
1973 or earlier	4.5%	3.5%	6.0%	6.1%	4.7%	8.1%	3.1%	2.2%	2.6%	
1974 - 1978	3.6%	5.2%	7.5%	4.1%	7.1%	10.0%	3.1%	3.1%	3.6%	
1979 - 1983	5.2%	9.0%	10.2%	7.5%	11.8%	12.0%	3.1%	5.6%	7.4%	
1984 - 1988	10.0%	10.6%	11.1%	10.9%	11.9%	12.3%	9.3%	8.9%	9.4%	
1989 - 1993	11.0%	13.1%	12.2%	9.5%	12.0%	11.8%	12.3%	14.4%	12.9%	
1994 - 1998	15.2%	15.4%	13.8%	15.0%	15.0%	11.8%	15.4%	15.8%	16.9%	
1999 - 2003	24.9%	15.5%	14.1%	21.8%	13.0%	12.3%	27.8%	18.5%	17.0%	
2004 - 2008	19.1%	18.2%	16.4%	19.7%	15.6%	14.3%	18.5%	21.4%	19.6%	
2009 or later	6.5%	9.4%	8.6%	5.4%	8.9%	7.4%	7.4%	10.1%	10.6%	
Total(n)	309	4,886	12,836	147	2,529	7,165	162	2,357	5,671	
Year of appointment at present institution										
1973 or earlier	3.2%	1.4%	1.8%	4.8%	1.6%	2.2%	1.9%	1.0%	1.1%	
1974 - 1978	1.3%	1.7%	2.6%	2.0%	2.3%	3.7%	0.6%	0.9%	1.0%	
1979 - 1983	1.0%	5.4%	6.2%	0.7%	6.9%	8.1%	1.2%	3.4%	3.2%	
1984 - 1988	3.6%	8.8%	9.2%	4.1%	10.9%	11.2%	3.1%	6.2%	6.1%	
1989 - 1993	8.4%	10.4%	10.6%	8.8%	11.6%	11.5%	8.0%	9.0%	9.2%	
1994 - 1998	13.6%	10.9%	11.4%	12.9%	10.4%	11.0%	14.2%	11.4%	11.9%	
1999 - 2003	28.8%	14.2%	13.8%	31.3%	12.7%	12.3%	26.5%	16.1%	16.1%	
2004 - 2008	26.9%	23.3%	22.8%	23.8%	20.9%	20.3%	29.6%	26.3%	26.6%	
2009 or later	13.3%	23.9%	21.7%	11.6%	22.7%	19.6%	14.8%	25.4%	24.8%	
Total(n)	309	4,889	12,847	147	2,532	7,173	162	2,357	5,674	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
If tenured, year tenure was awarded										
1973 or earlier	11.7%	17.3%	15.6%	6.9%	12.6%	12.2%	16.5%	23.3%	21.9%	
1974 - 1978	2.0%	0.7%	1.9%	3.9%	0.9%	2.4%	0.0%	0.3%	1.0%	
1979 - 1983	3.4%	2.3%	4.4%	4.9%	3.4%	5.8%	1.9%	0.9%	1.9%	
1984 - 1988	1.5%	6.5%	8.7%	1.0%	8.1%	10.6%	1.9%	4.6%	5.1%	
1989 - 1993	3.4%	11.1%	12.4%	2.9%	13.0%	14.8%	3.9%	8.6%	8.1%	
1994 - 1998	11.7%	14.6%	14.9%	13.7%	17.4%	15.6%	9.7%	11.1%	13.6%	
1999 - 2003	12.7%	13.6%	13.8%	12.7%	13.6%	13.3%	12.6%	13.5%	14.6%	
2004 - 2008	38.0%	18.6%	16.7%	37.3%	17.5%	14.6%	38.8%	20.0%	20.3%	
2009 or later	15.6%	15.4%	11.6%	16.7%	13.6%	10.6%	14.6%	17.7%	13.5%	
Total(n)	205	3,584	9,338	102	1,927	5,504	103	1,657	3,834	
Aggregated Major										
Agriculture or Forestry (General Area 1)	1.9%	1.5%	2.0%	2.7%	1.8%	2.4%	1.2%	1.2%	1.4%	
Biological Sciences (General Area 5)	8.0%	6.2%	7.1%	9.6%	7.2%	7.6%	6.7%	4.9%	6.4%	
Business (General Area 6)	7.1%	6.3%	4.4%	6.2%	8.4%	5.1%	7.9%	3.9%	3.3%	
Education (General Area 10 and Specific Discipline 2102)	9.6%	14.3%	9.1%	6.2%	9.4%	5.7%	12.7%	20.2%	14.3%	
Engineering (General Area 11)	1.3%	2.4%	5.0%	2.1%	3.5%	6.8%	0.6%	1.1%	2.3%	
English (General Area 12)	6.1%	7.9%	5.7%	5.5%	7.4%	4.5%	6.7%	8.5%	7.4%	
Health-related (General Area 15)	7.4%	5.6%	6.1%	1.4%	1.6%	3.9%	12.7%	10.5%	9.5%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	4.6%	6.5%	6.2%	5.4%	7.2%	3.0%	3.7%	5.5%	
Humanities (General Area 14,24)	7.4%	4.5%	7.7%	8.9%	4.9%	8.1%	6.1%	4.1%	7.0%	
Fine Arts (General Area 2,4,22)	5.1%	6.7%	6.5%	4.8%	7.4%	6.6%	5.5%	5.9%	6.3%	
Mathematics or Statistics (General Area 18)	8.0%	4.1%	4.2%	9.6%	5.5%	5.3%	6.7%	2.4%	2.4%	
Physical Sciences (General Area 25)	5.5%	8.0%	7.6%	7.5%	9.8%	10.1%	3.6%	5.8%	3.7%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	13.8%	14.0%	15.4%	14.4%	13.3%	14.3%	13.3%	14.8%	17.2%	
Other Technical (General Area 8,19,28)	2.9%	2.2%	2.4%	4.8%	3.1%	3.1%	1.2%	1.1%	1.3%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	11.3%	11.5%	10.4%	10.3%	11.2%	9.4%	12.1%	11.9%	12.1%	
Total(n)	311	4,930	12,964	146	2,554	7,234	165	2,376	5,730	

2010-11 HERI Faculty Survey
Institutional Profile Report
 All Respondents

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Aggregated Department										
Agriculture or Forestry (General Area 1)	1.0%	1.2%	1.9%	1.4%	1.6%	2.3%	0.6%	0.7%	1.4%	
Biological Sciences (General Area 5)	8.4%	5.8%	6.5%	10.3%	6.6%	7.2%	6.7%	4.8%	5.5%	
Business (General Area 6)	7.7%	7.4%	5.2%	7.5%	9.8%	6.2%	7.9%	4.6%	3.7%	
Education (General Area 10 and Specific Discipline 2102)	7.4%	9.9%	7.2%	4.8%	6.9%	4.9%	9.7%	13.6%	10.8%	
Engineering (General Area 11)	1.6%	2.3%	5.8%	2.7%	3.6%	8.0%	0.6%	0.7%	2.5%	
English (General Area 12)	4.2%	8.6%	5.8%	3.4%	8.3%	4.7%	4.8%	8.9%	7.5%	
Health-related (General Area 15)	8.4%	7.7%	7.2%	2.7%	2.3%	4.4%	13.3%	14.2%	11.6%	
History or Political Science (Specific Discipline 3007,3009)	4.5%	4.3%	6.1%	6.2%	5.0%	6.6%	3.0%	3.5%	5.4%	
Humanities (General Area 14,24)	6.8%	4.2%	7.5%	7.5%	4.4%	7.7%	6.1%	3.9%	7.3%	
Fine Arts (General Area 2,4,22)	3.5%	6.9%	6.8%	4.1%	7.4%	7.0%	3.0%	6.3%	6.7%	
Mathematics or Statistics (General Area 18)	8.4%	4.7%	4.1%	9.6%	5.9%	5.1%	7.3%	3.1%	2.5%	
Physical Sciences (General Area 25)	5.8%	7.9%	6.7%	8.2%	9.4%	8.8%	3.6%	6.0%	3.4%	
Social Sciences (General Area 3,26,27 and Specific Discipline 3001,3002,3003,3004,3005,3006,3008,3010,3011,3012)	11.9%	12.3%	13.3%	11.6%	11.6%	12.2%	12.1%	13.1%	14.9%	
Other Technical (General Area 8,19,28)	2.9%	3.2%	2.5%	4.8%	4.3%	3.3%	1.2%	2.0%	1.2%	
Other Non-technical (General Area 7,9,13,16,17,20,23,29,31,32 and Specific Discipline 2101,2103)	17.7%	13.7%	13.3%	15.1%	13.1%	11.6%	20.0%	14.4%	15.7%	
Total(n)	311	4,927	12,949	146	2,550	7,225	165	2,377	5,724	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many children do you have in the following age ranges?										
Under 18 years old										
0	60.5%	62.8%	61.9%	53.7%	59.7%	61.1%	66.5%	66.6%	63.2%	
1	16.4%	17.2%	17.8%	15.0%	18.2%	17.7%	17.7%	16.1%	18.0%	
2	15.8%	15.2%	15.3%	20.4%	15.4%	15.0%	11.6%	14.9%	15.8%	
3	5.5%	3.4%	3.5%	8.8%	4.8%	4.2%	2.4%	1.7%	2.3%	
4+	1.9%	1.4%	1.4%	2.0%	1.9%	1.9%	1.8%	0.8%	0.7%	
Total(n)	311	4,888	12,874	147	2,533	7,181	164	2,355	5,693	
18 years or older										
0	63.7%	58.6%	59.7%	60.8%	56.0%	56.1%	66.3%	61.8%	65.1%	
1	11.6%	12.5%	12.4%	14.2%	13.5%	12.3%	9.2%	11.2%	12.5%	
2	16.1%	18.4%	17.6%	17.6%	19.4%	19.6%	14.7%	17.2%	14.5%	
3	6.1%	6.9%	6.5%	6.1%	6.9%	7.3%	6.1%	6.8%	5.4%	
4+	2.6%	3.6%	3.8%	1.4%	4.1%	4.7%	3.7%	3.0%	2.5%	
Total(n)	311	4,901	12,902	148	2,537	7,191	163	2,364	5,711	
How would you characterize your political views?										
Far left	6.5%	9.3%	11.8%	4.7%	9.5%	11.3%	8.1%	9.0%	12.6%	
Liberal	51.1%	47.6%	51.5%	43.9%	42.3%	47.7%	57.8%	54.1%	57.2%	
Middle of the road	33.3%	28.5%	25.7%	43.2%	31.7%	28.3%	24.2%	24.6%	21.6%	
Conservative	8.7%	13.9%	10.7%	8.1%	15.7%	12.2%	9.3%	11.7%	8.3%	
Far right	0.3%	0.7%	0.4%	0.0%	0.8%	0.5%	0.6%	0.6%	0.3%	
Total(n)	309	4,885	12,862	148	2,530	7,176	161	2,355	5,686	
Are you currently: (Mark one)										
Single	10.9%	11.6%	10.7%	9.5%	7.8%	8.0%	12.3%	16.1%	14.8%	
Married	74.0%	73.7%	76.5%	83.8%	80.8%	82.7%	65.0%	65.3%	67.0%	
Unmarried, living with partner	7.7%	5.1%	5.5%	4.7%	4.4%	4.6%	10.4%	5.8%	6.9%	
Divorced	5.1%	6.4%	5.1%	1.4%	4.2%	3.1%	8.6%	8.9%	8.1%	
Widowed	0.6%	1.6%	1.2%	0.7%	0.9%	0.7%	0.6%	2.4%	2.0%	
Separated	1.6%	1.7%	1.1%	0.0%	1.9%	1.0%	3.1%	1.5%	1.2%	
Total(n)	311	4,952	13,016	148	2,565	7,257	163	2,387	5,759	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Is English your native language?										
Yes	91.4%	90.3%	87.2%	89.9%	89.7%	86.1%	92.7%	91.0%	88.9%	
No	8.6%	9.7%	12.8%	10.1%	10.3%	13.9%	7.3%	9.0%	11.1%	
Total(n)	313	4,957	13,028	148	2,564	7,262	165	2,393	5,766	
Race/Ethnicity - mark all that apply (total may add to more than 100%)										
American Indian/Alaska Native	1.3%	2.0%	2.0%	0.7%	2.0%	2.0%	1.8%	2.1%	2.1%	
Asian American/Asian	4.5%	5.8%	5.7%	6.1%	6.5%	6.8%	3.0%	5.0%	3.9%	
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.3%	0.0%	0.1%	0.4%	0.0%	0.2%	0.2%	
African American/Black	3.2%	2.9%	3.5%	2.0%	2.8%	3.3%	4.2%	2.9%	3.8%	
Mexican American/Chicano	0.6%	1.3%	1.4%	1.4%	1.6%	1.5%	0.0%	1.0%	1.2%	
Puerto Rican	0.6%	0.2%	0.4%	1.4%	0.2%	0.3%	0.0%	0.1%	0.6%	
Other Latino	1.0%	1.3%	2.6%	0.7%	1.3%	2.6%	1.2%	1.2%	2.7%	
White/Caucasian	88.8%	89.0%	86.5%	87.8%	88.3%	85.3%	89.7%	89.9%	88.2%	
Other	3.2%	2.4%	3.2%	2.7%	2.5%	3.2%	3.6%	2.4%	3.1%	
Total(n)	312	4,905	12,902	147	2,533	7,182	165	2,372	5,720	
Race/Ethnicity Group (with multiple race category)										
American Indian	0.0%	0.3%	0.5%	0.0%	0.5%	0.5%	0.0%	0.2%	0.4%	
Asian	4.2%	4.8%	5.3%	5.4%	4.9%	6.5%	3.0%	4.5%	3.5%	
Black	2.9%	2.5%	2.8%	1.4%	2.6%	2.6%	4.2%	2.5%	3.2%	
Hispanic	1.6%	1.5%	2.6%	2.7%	1.8%	2.6%	0.6%	1.1%	2.6%	
White	86.2%	84.7%	82.1%	86.4%	83.6%	81.1%	86.1%	86.0%	83.6%	
Other	2.6%	1.7%	2.0%	2.7%	1.7%	2.2%	2.4%	1.6%	1.7%	
Two or more races/ethnicities	2.6%	4.5%	4.7%	1.4%	4.9%	4.6%	3.6%	4.1%	5.0%	
Total (n)	312	4,905	12,902	147	2,533	7,182	165	2,372	5,720	

Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 1										
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	
Optional Question 2										
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	
Optional Question 3										
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	
Optional Question 4										
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	
Optional Question 5										
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	

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Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 6										
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	
Optional Question 7										
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	
Optional Question 8										
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	
Optional Question 9										
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	
Optional Question 10										
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	

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Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 11										
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	
Optional Question 12										
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	
Optional Question 13										
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	
Optional Question 14										
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	
Optional Question 15										
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	

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Grand Valley State University	Total			Men			Women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Optional Question 16										
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	
Optional Question 17										
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	
Optional Question 18										
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	
Optional Question 19										
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	
Optional Question 20										
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	