



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

2019-20 HERI Faculty Survey

HERI Theme Reports

Full-time Undergraduate Faculty

Illinois Wesleyan University

Comparison group 1: Private Nonsectarian 4yr Colleges - high selectivity
Comparison group 2: Private Nonsectarian 4yr Colleges

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HERI Theme Reports

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CIRP Surveys are comprehensive, covering a wide range of topics that research has shown are important to the college experience. Theme reports combine relevant items together for easy access. By examining these items together, these reports illustrate what contributes to specific areas of interest on campus and can be used to facilitate discussion on your campus. Although we include the survey items because they relate to the theme, the item(s) may not be the most important to your institution, its mission, programs, or goals. We encourage you to review your entire Institutional Profile for additional results of specific interest on your campus. HERI generates theme reports for full-time undergraduate faculty.

Theme Description – Provides a brief definition of the topics covered by the theme.

Summarized Frequencies – Full results for all items are provided in the Institutional Profile report.

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=Strongly Agree, 3=Somewhat Agree, 2=Somewhat Disagree, 1=Strongly Disagree).

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Sample University	Total			Men/trans men			Women/trans women		
	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 agree it is your role to:									
Prepare students for employment after college									
Strongly Agree / Somewhat Agree	21.4%	73.6%	76.7%	28.6%	76.5%	77.8%	14.3%	68.5%	75.3%
Mean	1.21	1.97	2.00	1.29	2.00	2.02	1.14	1.90	1.98
Standard Deviation	0.42	0.70	0.68	0.47	0.69	0.68	0.36	0.72	0.68
Significance	--	***	***	--	***	***	--	***	***
Effect Size	--	-1.09	-1.16	--	-1.03	-1.07	--	-1.06	-1.24

Note: Significance * p<.05, ** p<.01, *** p<.001

Statistical Significance – Uses the 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 practically 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).

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

Comp 2 – The second comparison group is based on your institution's type and control.

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.

* Faculty who identify as genderqueer/gender non-conforming, identity not listed above, or who chose not to answer the gender identity question are included in the total columns. These identities are not broken out separately in the reports due to their small cell size (any column with fewer than five cases would be suppressed) and the possibility of their responses being associated with a particular faculty member in this anonymous survey.

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Professional Practice: Teaching
 HERI Theme

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Personally, how important to you is:										
Teaching										
Essential/Very important	97.6%	98.9%	99.0%	97.4%	98.6%	98.5%	97.7%	99.3%	99.6%	
During the past three years, have you:										
Taught an honors course	12.5%	19.3%	22.7%	2.8%	19.4%	22.8%	20.5%	19.2%	22.5%	
Taught an interdisciplinary course	53.2%	41.7%	50.6%	44.4%	40.7%	48.7%	60.5%	42.9%	52.6%	
Taught an area studies course (e.g., women's studies, ethnic studies, LGBTQ+ studies)	25.9%	15.1%	22.4%	13.5%	10.3%	16.5%	36.4%	21.3%	28.4%	
Taught a service learning course	21.0%	17.3%	19.1%	18.9%	15.6%	15.9%	22.7%	19.5%	22.4%	
Taught a course exclusively online	1.3%	22.0%	17.8%	2.8%	18.9%	15.6%	0.0%	25.9%	20.0%	
Participated in organized activities around enhancing pedagogy and student learning	74.7%	74.1%	76.7%	60.0%	65.4%	68.9%	86.4%	84.8%	84.6%	
Taught a seminar for first-year students	42.0%	29.8%	31.6%	43.2%	28.4%	30.2%	40.9%	31.6%	33.0%	
Participated in the development of curriculum (enhancing an existing course or creating a new course)	92.6%	88.2%	88.7%	86.5%	86.9%	87.1%	97.7%	89.9%	90.4%	
How many courses are you teaching this term (include all institutions at which you teach)?										
None	4.8%	3.6%	7.1%	7.7%	3.5%	6.7%	2.3%	3.7%	7.4%	
1	10.7%	7.1%	10.6%	7.7%	8.1%	11.3%	13.6%	5.9%	9.9%	
2	25.0%	24.0%	30.9%	12.8%	24.5%	30.5%	34.1%	23.4%	31.4%	
3	47.6%	37.7%	30.2%	56.4%	37.1%	30.2%	40.9%	38.4%	30.2%	
4	7.1%	17.9%	13.6%	7.7%	17.6%	14.2%	6.8%	18.3%	13.0%	
5	4.8%	9.6%	7.6%	7.7%	9.2%	7.0%	2.3%	10.3%	8.1%	
6 or more	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	84	1037	2052	39	579	1039	44	458	1013	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of the courses that you are teaching this term are:										
General education courses										
None	40.8%	50.5%	52.5%	43.8%	54.9%	54.3%	39.5%	45.4%	50.8%	
1-2	51.3%	39.9%	39.4%	46.9%	37.6%	39.1%	53.5%	42.7%	39.8%	
3-4	6.6%	8.7%	7.3%	6.3%	7.2%	6.3%	7.0%	10.5%	8.3%	
5+	1.3%	0.9%	0.7%	3.1%	0.4%	0.4%	0.0%	1.5%	1.1%	
Total(n)	76	884	1658	32	474	831	43	410	827	
Courses required for an undergraduate major										
None	14.7%	8.2%	11.8%	6.5%	7.3%	11.1%	18.6%	9.4%	12.5%	
1-2	57.3%	55.6%	60.9%	61.3%	56.3%	62.0%	55.8%	54.7%	59.8%	
3-4	28.0%	32.4%	24.4%	32.3%	32.8%	24.3%	25.6%	31.9%	24.5%	
5+	0.0%	3.7%	2.9%	0.0%	3.5%	2.7%	0.0%	4.0%	3.2%	
Total(n)	75	962	1802	31	536	923	43	426	879	
Other undergraduate credit courses										
None	47.8%	58.2%	49.6%	48.4%	61.0%	53.4%	45.7%	54.8%	45.9%	
1-2	41.8%	35.9%	45.0%	35.5%	33.3%	42.1%	48.6%	39.0%	47.9%	
3-4	9.0%	5.5%	5.1%	12.9%	5.2%	4.2%	5.7%	5.9%	5.9%	
5+	1.5%	0.4%	0.3%	3.2%	0.5%	0.4%	0.0%	0.3%	0.3%	
Total(n)	67	782	1504	31	426	746	35	356	758	
Developmental/remedial courses (not for credit)										
None	95.1%	95.1%	96.1%	92.6%	93.7%	95.3%	100.0%	96.7%	97.0%	
1-2	3.3%	4.7%	3.6%	3.7%	5.8%	4.4%	0.0%	3.3%	2.8%	
3-4	1.6%	0.3%	0.1%	3.7%	0.5%	0.3%	0.0%	0.0%	0.0%	
5+	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	
Total(n)	61	730	1348	27	395	677	33	335	671	
Graduate courses										
None	100.0%	84.4%	86.7%	100.0%	81.1%	84.6%	100.0%	88.5%	88.9%	
1-2	0.0%	14.3%	12.1%	0.0%	18.6%	14.9%	0.0%	8.9%	9.3%	
3-4	0.0%	1.2%	0.8%	0.0%	0.2%	0.3%	0.0%	2.3%	1.3%	
5+	0.0%	0.1%	0.4%	0.0%	0.0%	0.3%	0.0%	0.3%	0.6%	
Total(n)	62	777	1416	28	429	725	33	348	691	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
How many of these courses that you are teaching this term are being taught at another institution:										
None	69.2%	58.7%	63.1%	67.6%	55.6%	61.2%	69.8%	62.7%	65.1%	
1-2	20.5%	24.6%	23.6%	20.6%	28.8%	25.5%	20.9%	19.2%	21.6%	
3-4	9.0%	14.0%	11.1%	8.8%	13.4%	11.4%	9.3%	14.6%	10.8%	
5+	1.3%	2.7%	2.2%	2.9%	2.2%	1.9%	0.0%	3.4%	2.5%	
Total(n)	78	989	1888	34	552	957	43	437	931	
What types of courses do you primarily teach? (based on faculty who indicated they were not teaching this term)										
Undergraduate credit courses	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Graduate courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Developmental/remedial courses	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
I do not teach	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total(n)	4	37	145	3	20	70	1	17	75	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Recognize biases that affect their thinking										
Frequently / Occasionally	89.6%	92.8%	93.5%	91.6%	92.1%	92.6%	87.8%	93.6%	94.4%	
Mean	2.43	2.47	2.48	2.39	2.43	2.42	2.46	2.52	2.55	
Standard deviation	0.68	0.63	0.62	0.64	0.64	0.63	0.71	0.62	0.60	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.06	-0.05	-	-0.10	-0.15	
How frequently in the courses you taught in the past year have you given at least one assignment that required students to:										
Write in the specific style or format of your discipline										
Frequently / Occasionally	93.5%	91.7%	92.7%	91.7%	90.6%	91.3%	95.1%	93.1%	94.1%	
Mean	2.55	2.58	2.60	2.33	2.52	2.53	2.73	2.66	2.67	
Standard deviation	0.62	0.64	0.62	0.63	0.66	0.65	0.55	0.60	0.58	
Significance	-			-			-			
Effect size	-	-0.05	-0.08	-	-0.29	-0.31	-	0.12	0.10	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Describe how different perspectives would affect the interpretation of a question or issue in your discipline										
Frequently / Occasionally	83.2%	84.0%	84.9%	80.6%	80.9%	81.3%	85.4%	87.8%	88.6%	
Mean	2.23	2.32	2.33	2.11	2.26	2.25	2.34	2.39	2.40	
Standard deviation	0.72	0.73	0.72	0.71	0.76	0.75	0.73	0.70	0.68	
Significance	-			-			-			
Effect size	-	-0.12	-0.14	-	-0.20	-0.19	-	-0.07	-0.09	
Discuss the ethical or moral implications of a course of action										
Frequently / Occasionally	89.5%	83.9%	83.6%	88.6%	82.7%	81.9%	90.2%	85.4%	85.3%	
Mean	2.33	2.30	2.29	2.29	2.26	2.23	2.37	2.35	2.34	
Standard deviation	0.66	0.73	0.73	0.67	0.74	0.74	0.66	0.72	0.72	
Significance	-			-			-			
Effect size	-	0.04	0.05	-	0.04	0.08	-	0.03	0.04	
Apply mathematical concepts and computational thinking										
Frequently / Occasionally	55.9%	67.2%	63.4%	58.4%	72.0%	68.6%	53.6%	61.3%	58.3%	
Mean	1.86	2.09	2.02	2.00	2.19	2.13	1.73	1.95	1.91	
Standard deviation	0.85	0.86	0.87	0.93	0.85	0.86	0.78	0.85	0.86	
Significance	-	*		-			-			
Effect size	-	-0.27	-0.18	-	-0.22	-0.15	-	-0.26	-0.21	
In how many of the courses that you teach do you use each of the following?										
Class discussions										Student-Centered Pedagogy
All / Most	85.3%	87.9%	88.6%	79.4%	86.5%	86.2%	90.2%	89.6%	91.0%	
Mean	3.59	3.60	3.62	3.47	3.56	3.55	3.68	3.64	3.69	
Standard deviation	0.74	0.75	0.74	0.83	0.78	0.79	0.65	0.71	0.67	
Significance	-			-			-			
Effect size	-	-0.01	-0.04	-	-0.12	-0.10	-	0.06	-0.01	
Cooperative learning (small groups)										Student-Centered Pedagogy
All / Most	83.8%	75.6%	78.5%	78.8%	68.3%	70.5%	87.8%	84.6%	86.4%	
Mean	3.45	3.26	3.33	3.24	3.09	3.14	3.61	3.46	3.52	
Standard deviation	0.83	0.94	0.91	0.94	1.00	0.99	0.70	0.81	0.77	
Significance	-			-			-			
Effect size	-	0.20	0.13	-	0.15	0.10	-	0.19	0.12	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Experiential learning/Field studies										Student-Centered Pedagogy
All / Most	36.0%	35.7%	33.7%	26.4%	35.0%	30.9%	43.9%	36.6%	36.5%	
Mean	2.21	2.22	2.17	2.03	2.19	2.10	2.37	2.25	2.24	
Standard deviation	1.00	1.08	1.07	0.94	1.09	1.06	1.04	1.07	1.07	
Significance	-			-			-			
Effect size	-	-0.01	0.04	-	-0.15	-0.07	-	0.11	0.12	
Performances/Demonstrations										
All / Most	44.6%	43.2%	36.7%	38.2%	45.7%	38.0%	50.0%	40.0%	35.4%	
Mean	2.42	2.37	2.22	2.29	2.41	2.22	2.53	2.32	2.22	
Standard deviation	1.13	1.15	1.12	1.17	1.17	1.13	1.11	1.13	1.11	
Significance	-			-			-			
Effect size	-	0.04	0.18	-	-0.10	0.06	-	0.19	0.28	
In how many of the courses that you teach do you use each of the following?										
Group projects										Student-Centered Pedagogy
All / Most	53.3%	55.3%	54.6%	41.2%	52.4%	48.9%	63.4%	58.9%	60.5%	
Mean	2.77	2.73	2.71	2.44	2.66	2.59	3.05	2.82	2.84	
Standard deviation	0.99	1.04	1.02	0.89	1.05	1.04	1.00	1.03	0.99	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	-0.21	-0.14	-	0.22	0.21	
Extensive lecturing										
All / Most	30.7%	47.1%	39.8%	41.2%	58.1%	52.1%	21.9%	33.7%	27.3%	
Mean	2.11	2.48	2.32	2.29	2.71	2.58	1.95	2.19	2.06	
Standard deviation	0.97	1.02	0.99	1.03	1.00	0.99	0.89	0.98	0.91	
Significance	-	**		-	*		-			
Effect size	-	-0.36	-0.21	-	-0.42	-0.29	-	-0.24	-0.12	
Multiple drafts of written work										
All / Most	45.4%	37.5%	40.3%	38.3%	33.6%	34.7%	51.2%	42.2%	45.9%	
Mean	2.47	2.31	2.41	2.35	2.24	2.29	2.56	2.41	2.52	
Standard deviation	0.91	0.99	0.96	0.88	0.99	0.96	0.92	0.98	0.96	
Significance	-			-			-			
Effect size	-	0.16	0.06	-	0.11	0.06	-	0.15	0.04	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Reflective writing/Journaling										
All / Most	40.0%	29.2%	27.9%	32.3%	24.1%	21.7%	46.4%	35.3%	34.2%	Student-Centered Pedagogy
Mean	2.31	2.01	2.04	2.12	1.84	1.85	2.46	2.22	2.22	
Standard deviation	1.03	1.05	1.02	1.07	1.01	0.95	0.98	1.07	1.05	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	0.29	0.26	-	0.28	0.28	-	0.22	0.23	
Community service as part of coursework										
All / Most	4.0%	5.7%	5.3%	2.9%	4.4%	3.8%	4.9%	7.3%	6.9%	Civic Minded Practice
Mean	1.29	1.34	1.34	1.26	1.28	1.25	1.32	1.41	1.42	
Standard deviation	0.54	0.65	0.65	0.51	0.62	0.58	0.57	0.69	0.70	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.08	-0.08	-	-0.03	0.02	-	-0.13	-0.14	
In how many of the courses that you teach do you use each of the following?										
Electronic quizzes with immediate feedback in class										
All / Most	10.6%	21.8%	16.4%	11.8%	23.6%	17.3%	9.8%	19.7%	15.5%	
Mean	1.39	1.76	1.59	1.38	1.77	1.60	1.39	1.75	1.59	
Standard deviation	0.82	1.04	0.96	0.85	1.06	0.96	0.80	1.02	0.95	
Significance	-	**	-	-	*	-	-	*	-	
Effect size	-	-0.36	-0.21	-	-0.37	-0.23	-	-0.35	-0.21	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Real-life problems										
All / Most	49.3%	67.1%	61.9%	41.1%	65.7%	60.4%	56.1%	68.9%	63.5%	
Mean	2.61	2.98	2.86	2.47	2.93	2.81	2.73	3.03	2.91	
Standard deviation	1.01	0.98	1.01	0.93	0.99	1.02	1.07	0.96	1.00	
Significance	-	**	*	-	**		-			
Effect size	-	-0.38	-0.25	-	-0.46	-0.33	-	-0.31	-0.18	
Student inquiry to drive learning										
All / Most	56.0%	60.1%	60.7%	52.9%	60.4%	58.3%	58.5%	59.6%	63.1%	Student-Centered Pedagogy
Mean	2.81	2.83	2.84	2.71	2.82	2.76	2.90	2.85	2.91	
Standard deviation	0.91	0.97	0.96	0.91	0.96	0.95	0.92	0.98	0.96	
Significance	-			-			-			
Effect size	-	-0.02	-0.03	-	-0.11	-0.05	-	0.05	-0.01	
Readings on racial and ethnic issues										
All / Most	33.3%	25.0%	33.3%	11.7%	17.4%	24.0%	51.2%	34.3%	42.8%	
Mean	2.13	1.88	2.12	1.68	1.67	1.87	2.51	2.13	2.37	
Standard deviation	1.15	1.08	1.14	0.77	0.96	1.06	1.29	1.15	1.17	
Significance	-			-			-	*		
Effect size	-	0.23	0.01	-	0.01	-0.18	-	0.33	0.12	
Readings on women or gender issues										
All / Most	28.7%	22.3%	31.1%	9.4%	15.0%	22.2%	43.9%	31.0%	40.0%	Student-Centered Pedagogy
Mean	2.03	1.81	2.07	1.56	1.60	1.82	2.39	2.06	2.31	
Standard deviation	1.11	1.04	1.12	0.76	0.93	1.02	1.20	1.11	1.17	
Significance	-			-			-			
Effect size	-	0.21	-0.04	-	-0.04	-0.25	-	0.30	0.07	
Supplemental instruction outside of class and office hours										
All / Most	35.2%	40.4%	38.4%	29.4%	36.4%	35.3%	40.0%	45.4%	41.7%	Student-Centered Pedagogy
Mean	2.24	2.39	2.37	2.15	2.31	2.29	2.33	2.50	2.45	
Standard deviation	1.00	1.03	1.05	1.02	1.02	1.03	1.00	1.04	1.06	
Significance	-			-			-			
Effect size	-	-0.15	-0.12	-	-0.16	-0.14	-	-0.16	-0.11	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Student presentations										
All / Most	60.0%	59.5%	62.7%	50.0%	55.6%	55.7%	68.3%	64.2%	70.0%	
Mean	2.91	2.82	2.90	2.68	2.71	2.74	3.10	2.95	3.07	
Standard deviation	0.90	0.98	0.95	0.91	0.99	0.95	0.86	0.95	0.92	
Significance	-			-			-			
Effect size	-	0.09	0.01	-	-0.03	-0.06	-	0.16	0.03	
Student evaluations of each others' work										
All / Most	35.1%	35.5%	33.9%	24.3%	31.4%	27.3%	44.0%	40.6%	40.6%	
Mean	2.28	2.27	2.26	2.06	2.16	2.09	2.46	2.42	2.43	
Standard deviation	1.00	1.06	1.00	0.90	1.04	0.97	1.05	1.06	1.01	
Significance	-			-			-			
Effect size	-	0.01	0.02	-	-0.10	-0.03	-	0.04	0.03	
Grading on a curve										
All / Most	13.3%	13.8%	14.4%	23.6%	16.6%	16.8%	4.9%	10.2%	12.1%	Student-Centered Pedagogy
Mean	1.59	1.56	1.58	1.91	1.65	1.65	1.32	1.46	1.51	
Standard deviation	0.92	0.88	0.90	1.03	0.93	0.94	0.72	0.80	0.87	
Significance	-			-			-			
Effect size	-	0.03	0.01	-	0.28	0.28	-	-0.18	-0.22	
In how many of the courses that you teach do you use each of the following?										
Rubric-based assessment										
All / Most	62.7%	70.0%	62.4%	55.9%	66.0%	56.7%	68.3%	75.1%	68.3%	
Mean	2.84	3.05	2.88	2.74	2.95	2.76	2.93	3.16	3.01	
Standard deviation	1.08	0.98	1.04	1.02	1.02	1.07	1.13	0.91	0.99	
Significance	-			-			-			
Effect size	-	-0.21	-0.04	-	-0.21	-0.02	-	-0.25	-0.08	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Flipping the classroom (i.e., students must watch/listen to instructional content before class, while class time is used for projects, assignments, and discussions)										
All / Most	24.0%	27.2%	25.3%	23.5%	25.7%	23.7%	24.4%	29.0%	26.9%	
Mean	2.01	2.03	1.99	2.03	1.96	1.93	2.00	2.12	2.06	
Standard deviation	1.03	1.01	1.00	1.09	1.00	0.97	1.00	1.01	1.02	
Significance	-			-			-			
Effect size	-	-0.02	0.02	-	0.07	0.10	-	-0.12	-0.06	
How frequently do you incorporate the following forms of technology into your courses?										
Videos or podcasts										
Frequently / Occasionally	86.7%	89.3%	89.3%	79.4%	86.7%	87.4%	92.7%	92.5%	91.1%	
Mean	2.19	2.34	2.32	2.06	2.26	2.24	2.29	2.44	2.39	
Standard deviation	0.65	0.66	0.66	0.69	0.68	0.66	0.60	0.63	0.64	
Significance	-			-			-			
Effect size	-	-0.23	-0.20	-	-0.29	-0.27	-	-0.24	-0.16	
Simulations/animations										
Frequently / Occasionally	47.9%	63.7%	59.7%	42.5%	65.5%	61.7%	52.5%	61.4%	57.7%	
Mean	1.64	1.88	1.80	1.48	1.90	1.83	1.78	1.85	1.78	
Standard deviation	0.75	0.77	0.76	0.62	0.76	0.75	0.83	0.78	0.76	
Significance	-	*		-	**	**	-			
Effect size	-	-0.31	-0.21	-	-0.55	-0.47	-	-0.09	0.00	
Online homework or virtual labs										
Frequently / Occasionally	44.0%	66.9%	59.0%	41.1%	63.8%	56.1%	46.3%	70.5%	61.9%	
Mean	1.63	2.01	1.87	1.65	1.96	1.83	1.61	2.06	1.90	
Standard deviation	0.78	0.82	0.82	0.85	0.83	0.82	0.74	0.81	0.81	
Significance	-	***	*	-	*		-	***	*	
Effect size	-	-0.46	-0.29	-	-0.37	-0.22	-	-0.56	-0.36	

Professional Practice: Teaching - These Items relate to use of pedagogical practices and evaluation methods as well as the prevalence of specific types of teaching assignments.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Online discussion boards										
Frequently / Occasionally	41.9%	50.7%	51.0%	44.1%	46.3%	46.2%	40.0%	56.1%	55.7%	
Mean	1.50	1.69	1.69	1.47	1.62	1.62	1.53	1.76	1.75	
Standard deviation	0.65	0.76	0.75	0.56	0.75	0.74	0.72	0.76	0.76	
Significance	-	*	*	-	-	-	-	-	-	
Effect size	-	-0.25	-0.25	-	-0.20	-0.20	-	-0.30	-0.29	
Audience response systems to gauge students' understanding (e.g., clickers)										
Frequently / Occasionally	17.3%	28.6%	26.3%	20.6%	27.5%	23.9%	14.6%	30.0%	28.7%	
Mean	1.17	1.37	1.34	1.21	1.35	1.31	1.15	1.39	1.38	
Standard deviation	0.38	0.63	0.62	0.41	0.62	0.60	0.36	0.64	0.64	
Significance	-	**	*	-	-	-	-	*	*	
Effect size	-	-0.32	-0.27	-	-0.23	-0.17	-	-0.38	-0.36	
During the present term, how many hours per week on average do you spend on each of the following?										
Scheduled teaching (give actual, not credit hours)										
9 or more hours	48.1%	63.1%	52.6%	48.6%	63.6%	53.5%	47.6%	62.4%	51.8%	
Mean	3.52	3.88	3.60	3.49	3.90	3.63	3.55	3.85	3.57	
Standard deviation	1.36	1.32	1.31	1.31	1.31	1.33	1.42	1.35	1.30	
Significance	-	*	-	-	-	-	-	-	-	
Effect size	-	-0.27	-0.06	-	-0.31	-0.11	-	-0.22	-0.02	
Preparing for teaching (including reading student papers and grading)										
9 or more hours	53.3%	65.3%	65.7%	44.4%	60.7%	61.0%	61.0%	71.0%	70.6%	
Mean	3.92	4.28	4.24	3.72	4.12	4.08	4.10	4.48	4.41	
Standard deviation	1.77	1.61	1.64	1.78	1.59	1.62	1.76	1.62	1.64	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	-0.22	-0.20	-	-0.25	-0.22	-	-0.23	-0.19	

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Professional Practice: Scholarship
 HERI Theme

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Personally, how important to you is:										
Research										
Essential / Very important	70.4%	70.3%	74.2%	66.7%	69.7%	73.6%	75.0%	70.9%	74.8%	
During the past three years, have you:										
Collaborated with the local community on research/teaching to address their needs	46.9%	47.2%	43.8%	38.9%	46.0%	42.0%	54.5%	48.6%	45.6%	Civic Minded Practice
Conducted research or writing focused on - International/global issues	34.2%	40.2%	41.6%	30.6%	40.0%	40.5%	38.1%	40.4%	42.8%	
Conducted research or writing focused on - Racial or ethnic minorities	33.8%	24.1%	31.2%	16.7%	18.4%	25.2%	48.8%	31.3%	37.4%	
Conducted research or writing focused on - Women or gender issues	26.6%	26.5%	31.4%	11.4%	17.0%	20.4%	39.5%	38.1%	42.5%	
Conducted research or writing focused on - Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) issues	12.7%	9.5%	11.6%	5.7%	6.8%	8.5%	18.6%	13.0%	14.9%	
Engaged in academic research that spans multiple disciplines	61.3%	69.3%	72.8%	63.9%	69.5%	72.5%	60.5%	69.1%	73.2%	
Received funding for your work from - Foundations	19.2%	15.9%	19.2%	20.0%	14.5%	16.2%	19.0%	17.7%	22.1%	
Received funding for your work from - State or federal government	14.8%	16.8%	16.5%	16.7%	20.1%	18.3%	13.6%	12.6%	14.6%	
Received funding for your work from - Business or industry	5.0%	10.3%	8.0%	2.9%	11.9%	9.8%	6.8%	8.3%	6.1%	
In the past year, to what extent have you:										
Presented with undergraduate students at conferences										
To a very large extent / To a large extent	8.8%	12.6%	12.7%	5.6%	12.5%	13.0%	11.4%	12.9%	12.5%	
Published with undergraduates										
To a very large extent / To a large extent	2.5%	8.1%	8.5%	0.0%	8.9%	10.3%	4.5%	6.9%	6.7%	
How many of the following have you published?										
Articles in academic or professional journals										
5 or more	50.7%	44.4%	47.8%	62.1%	48.0%	51.5%	40.9%	40.1%	43.9%	Scholarly Productivity
Mean	3.37	3.22	3.33	3.84	3.37	3.50	2.98	3.03	3.15	
Standard deviation	1.68	1.72	1.69	1.85	1.81	1.77	1.44	1.57	1.59	
Significance	-			-			-			
Effect size	-	0.09	0.02	-	0.26	0.19	-	-0.03	-0.11	

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Professional Practice: Scholarship
 HERI Theme

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Chapters in edited volumes										
1 or more	46.9%	43.2%	50.1%	45.7%	43.4%	49.5%	47.6%	43.1%	50.5%	Scholarly Productivity
Mean	1.87	1.70	1.87	1.97	1.72	1.89	1.80	1.67	1.85	
Standard deviation	1.22	1.01	1.13	1.38	1.05	1.17	1.09	0.95	1.08	
Significance	-			-			-			
Effect size	-	0.17	0.00	-	0.24	0.07	-	0.14	-0.05	
Books, manuals, monographs, or research reports										
1 or more	40.2%	38.0%	41.2%	44.5%	41.9%	45.4%	36.4%	33.5%	36.8%	
Mean	1.68	1.62	1.66	1.72	1.70	1.76	1.64	1.51	1.56	
Standard deviation	1.06	0.98	0.99	1.00	1.03	1.07	1.12	0.90	0.89	
Significance	-			-			-			
Effect size	-	0.06	0.02	-	0.02	-0.04	-	0.14	0.09	
Other, such as patents or computer software products										
1 or more	7.8%	12.7%	13.8%	11.2%	17.0%	17.6%	4.9%	7.6%	10.0%	
Mean	1.13	1.23	1.25	1.22	1.30	1.33	1.05	1.13	1.17	
Standard deviation	0.50	0.73	0.78	0.68	0.82	0.88	0.22	0.59	0.65	
Significance	-			-			-			
Effect size	-	-0.14	-0.15	-	-0.10	-0.13	-	-0.14	-0.18	
In the past three years, how many exhibitions, recordings, or performances in the fine or applied arts have you presented?										
1 or more	21.0%	18.7%	18.6%	18.9%	19.8%	19.3%	22.6%	17.3%	18.1%	
Mean	1.63	1.50	1.48	1.68	1.54	1.53	1.59	1.44	1.43	
Standard deviation	1.38	1.20	1.17	1.51	1.27	1.25	1.28	1.11	1.08	
Significance	-			-			-			
Effect size	-	0.11	0.13	-	0.11	0.12	-	0.14	0.15	
In the past three years, how many of your professional writings have been published or accepted for publication?										
3 or more	45.6%	41.8%	43.4%	44.4%	42.5%	46.0%	46.7%	40.6%	40.9%	Scholarly Productivity
Mean	3.68	3.56	3.61	3.75	3.65	3.77	3.63	3.44	3.46	
Standard deviation	2.51	2.51	2.46	2.71	2.61	2.57	2.36	2.38	2.34	
Significance	-			-			-			
Effect size	-	0.05	0.03	-	0.04	-0.01	-	0.08	0.07	

Professional Practice: Scholarship - These items relate to faculty's involvement and opinions about activities associated with the scholarship component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 spend on each of the following?										
Other creative products/performances										
1 or more hours	33.3%	31.4%	29.3%	38.9%	33.7%	31.2%	28.6%	28.8%	27.6%	
Mean	1.54	1.53	1.49	1.72	1.56	1.53	1.38	1.49	1.45	
Standard deviation	1.00	1.02	0.99	1.26	1.02	1.02	0.70	1.02	0.95	
Significance	-			-			-			
Effect size	-	0.01	0.05	-	0.16	0.19	-	-0.11	-0.07	
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										
Strongly agree/Somewhat agree	84.0%	81.2%	81.3%	74.2%	82.1%	82.5%	92.1%	80.3%	80.0%	
Mean	3.22	3.15	3.15	3.00	3.16	3.17	3.39	3.14	3.13	
Standard deviation	0.74	0.87	0.86	0.73	0.83	0.84	0.72	0.92	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	-0.19	-0.20	-	0.27	0.30	

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Personally, how important to you is:										
Service										
Essential / Very important	66.3%	69.9%	67.2%	65.7%	68.3%	66.1%	65.9%	71.9%	68.3%	
During the past three years, have you:										
Advised student groups involved in service/volunteer work	56.1%	59.2%	54.4%	56.8%	58.4%	53.3%	56.8%	60.1%	55.4%	Civic Minded Practice
Engaged in public discourse about your research or field of study (e.g., blog, media interviews, op-eds)	46.3%	54.1%	54.7%	36.1%	54.1%	55.2%	55.8%	54.1%	54.1%	
Please indicate the extent to which you:										
Mentor faculty										
To a very large extent / To a large extent	34.8%	41.5%	40.5%	35.7%	46.5%	42.0%	34.2%	35.8%	39.0%	
Mean	3.11	3.15	3.12	3.21	3.30	3.19	3.03	2.98	3.05	
Standard deviation	1.17	1.25	1.25	0.99	1.21	1.21	1.28	1.27	1.29	
Significance	-			-			-			
Effect size	-	-0.03	-0.01	-	-0.07	0.02	-	0.04	-0.02	
Please indicate the extent to which you:										
Mentor undergraduate students										
To a very large extent / To a large extent	88.2%	75.2%	78.9%	93.1%	75.6%	78.8%	84.6%	74.7%	78.9%	
Mean	4.32	4.11	4.19	4.24	4.10	4.17	4.38	4.12	4.20	
Standard deviation	0.82	1.01	0.97	0.83	1.01	0.96	0.81	1.02	0.99	
Significance	-			-			-			
Effect size	-	0.21	0.13	-	0.14	0.07	-	0.25	0.18	
During the present term, how many hours per week on average do you spend on each of the following?										
Advising or counseling students										
5+ hours	37.2%	36.4%	36.1%	27.8%	34.1%	33.0%	45.3%	39.0%	39.4%	
Mean	2.40	2.46	2.45	2.31	2.44	2.42	2.48	2.48	2.48	
Standard deviation	0.76	1.00	0.95	0.79	0.99	0.94	0.74	1.01	0.95	
Significance	-			-			-			
Effect size	-	-0.06	-0.05	-	-0.13	-0.12	-	0.00	0.00	

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 spend on each of the following?										
Committee work and meetings										
5+ hours	43.7%	35.9%	35.4%	39.0%	35.9%	35.6%	47.7%	35.9%	35.2%	
Mean	2.56	2.52	2.50	2.42	2.50	2.49	2.69	2.55	2.52	
Standard deviation	0.95	1.03	1.06	0.84	1.02	1.03	1.02	1.06	1.09	
Significance	-			-			-			
Effect size	-	0.04	0.06	-	-0.08	-0.07	-	0.13	0.16	
Community or public service										
5+ hours	7.7%	13.5%	11.3%	11.1%	13.7%	12.8%	4.8%	13.2%	9.9%	
Mean	1.58	1.78	1.69	1.61	1.76	1.71	1.55	1.81	1.68	
Standard deviation	0.76	0.92	0.86	0.77	0.87	0.84	0.77	0.98	0.88	
Significance	-			-			-			
Effect size	-	-0.22	-0.13	-	-0.17	-0.12	-	-0.27	-0.15	Civic Minded Practice

Professional Practice: Service - These items relate to faculty's involvement and opinions about activities associated with the service component of faculty work.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 service is valued by faculty in my department										
Strongly agree/Somewhat agree	91.3%	88.2%	87.9%	87.1%	90.1%	88.9%	94.7%	85.8%	86.7%	
Mean	3.41	3.39	3.38	3.26	3.42	3.39	3.53	3.36	3.37	
Standard deviation	0.69	0.78	0.79	0.68	0.73	0.77	0.69	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.22	-0.17	-	0.20	0.20	

Institutional Support and Resources - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
During the past three years, have you:										
Participated in organized activities around enhancing pedagogy and student learning	74.7%	74.1%	76.7%	60.0%	65.4%	68.9%	86.4%	84.8%	84.6%	
During the past year, have you taken advantage of any of the following professional development opportunities provided by this institution?										
Funded workshops focused on teaching										
Yes	41.3%	55.6%	56.9%	30.6%	49.1%	50.0%	50.0%	63.7%	63.8%	
Paid sabbatical leave										
Yes	15.0%	9.7%	16.8%	13.9%	9.5%	16.0%	15.9%	9.9%	17.7%	
Travel funds paid by the institution										
Yes	80.0%	71.7%	73.1%	75.0%	65.9%	68.7%	84.1%	79.1%	77.7%	
Internal grants for research										
Yes	41.0%	32.3%	40.2%	44.1%	29.6%	37.3%	38.6%	35.5%	43.2%	
Training for administrative leadership										
Yes	6.3%	9.0%	8.9%	5.7%	9.2%	10.0%	6.8%	8.7%	7.8%	
Incentives to develop new courses										
Yes	43.8%	22.2%	23.7%	41.7%	19.9%	20.7%	45.5%	25.1%	26.8%	
Have you ever interrupted your professional career for more than one year for family reasons?										
Yes	16.1%	9.0%	7.1%	10.7%	5.8%	3.9%	20.6%	12.8%	10.4%	
Have you ever been formally recognized for outstanding teaching at this institution?										
Yes	30.6%	23.9%	20.9%	32.1%	25.8%	23.0%	29.4%	21.5%	18.7%	

Institutional Support and Resources - These items gauge faculty involvement and opinions regarding professional development and support for faculty available on campus.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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										
Strongly agree / Somewhat agree	84.0%	81.2%	81.3%	74.2%	82.1%	82.5%	92.1%	80.3%	80.0%	
Mean	3.22	3.15	3.15	3.00	3.16	3.17	3.39	3.14	3.13	
Standard deviation	0.74	0.87	0.86	0.73	0.83	0.84	0.72	0.92	0.88	
Significance	-			-			-			
Effect size	-	0.08	0.08	-	-0.19	-0.20	-	0.27	0.30	
My teaching is valued by faculty in my department										
Strongly agree / Somewhat agree	95.7%	92.0%	91.9%	90.3%	93.2%	92.4%	100.0%	90.5%	91.3%	
Mean	3.56	3.51	3.52	3.45	3.55	3.54	3.64	3.47	3.50	
Standard deviation	0.58	0.71	0.71	0.68	0.68	0.70	0.49	0.76	0.72	
Significance	-			-			-			
Effect size	-	0.07	0.06	-	-0.15	-0.13	-	0.22	0.19	
My service is valued by faculty in my department										
Strongly agree / Somewhat agree	91.3%	88.2%	87.9%	87.1%	90.1%	88.9%	94.7%	85.8%	86.7%	
Mean	3.41	3.39	3.38	3.26	3.42	3.39	3.53	3.36	3.37	
Standard deviation	0.69	0.78	0.79	0.68	0.73	0.77	0.69	0.83	0.81	
Significance	-			-			-			
Effect size	-	0.03	0.04	-	-0.22	-0.17	-	0.20	0.20	
There is adequate support for faculty development										
Strongly agree / Somewhat agree	55.9%	69.5%	72.8%	56.7%	71.8%	75.6%	55.3%	66.7%	70.0%	
Mean	2.65	2.82	2.91	2.63	2.84	2.95	2.66	2.81	2.87	
Standard deviation	0.84	0.92	0.92	0.72	0.90	0.90	0.94	0.95	0.93	
Significance	-		*	-			-			
Effect size	-	-0.18	-0.28	-	-0.23	-0.36	-	-0.16	-0.23	

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Goals for Undergraduate Education
 HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Please indicate the extent to which you agree it is your role to:										
Prepare students for employment after college										
Strongly Agree / Somewhat Agree	98.6%	97.1%	96.2%	100.0%	96.2%	95.3%	97.4%	98.3%	97.0%	
Mean	3.71	3.72	3.62	3.64	3.69	3.60	3.77	3.76	3.65	
Standard deviation	0.49	0.52	0.58	0.49	0.55	0.59	0.48	0.48	0.56	
Significance	-			-			-			
Effect size	-	-0.02	0.16	-	-0.09	0.07	-	0.02	0.21	
Prepare students for graduate or advanced education										
Strongly Agree / Somewhat Agree	91.7%	95.8%	95.7%	90.9%	95.6%	95.7%	92.3%	96.1%	95.6%	
Mean	3.47	3.58	3.53	3.39	3.54	3.51	3.54	3.62	3.55	
Standard deviation	0.65	0.60	0.59	0.66	0.61	0.60	0.64	0.57	0.59	
Significance	-			-			-			
Effect size	-	-0.18	-0.10	-	-0.25	-0.20	-	-0.14	-0.02	
Develop students' moral character										UG Ed Goal: Personal Develop- ment
Strongly Agree / Somewhat Agree	86.0%	88.6%	86.5%	84.8%	88.2%	86.0%	86.8%	88.9%	86.9%	
Mean	3.27	3.30	3.23	3.12	3.29	3.22	3.39	3.31	3.25	
Standard deviation	0.74	0.73	0.73	0.74	0.76	0.75	0.72	0.70	0.71	
Significance	-			-			-			
Effect size	-	-0.04	0.05	-	-0.22	-0.13	-	0.11	0.20	
Provide for students' emotional development										UG Ed Goal: Personal Develop- ment
Strongly Agree / Somewhat Agree	84.5%	81.0%	80.1%	81.8%	76.4%	77.6%	86.8%	86.7%	82.7%	
Mean	3.15	3.09	3.07	3.03	3.00	3.01	3.26	3.20	3.14	
Standard deviation	0.79	0.79	0.77	0.81	0.84	0.81	0.76	0.71	0.73	
Significance	-			-			-			
Effect size	-	0.08	0.10	-	0.04	0.02	-	0.08	0.16	
Help students develop personal values										UG Ed Goal: Personal Develop- ment
Strongly Agree / Somewhat Agree	85.9%	86.3%	85.8%	90.9%	84.0%	83.8%	81.6%	89.1%	87.7%	
Mean	3.32	3.24	3.23	3.42	3.20	3.19	3.24	3.29	3.27	
Standard deviation	0.79	0.76	0.74	0.66	0.79	0.77	0.88	0.71	0.71	
Significance	-			-			-			
Effect size	-	0.11	0.12	-	0.28	0.30	-	-0.07	-0.04	

2019-20 HERI Faculty Survey
 Full-time Undergraduate Faculty
Goals for Undergraduate Education
 HERI Theme

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly Agree / Somewhat Agree	87.3%	84.4%	86.6%	84.9%	80.0%	81.6%	89.5%	89.9%	91.8%	
Mean	3.41	3.24	3.29	3.27	3.12	3.15	3.53	3.39	3.44	
Standard deviation	0.75	0.85	0.80	0.80	0.91	0.87	0.69	0.73	0.70	
Significance	-			-			-			
Effect size	-	0.20	0.15	-	0.16	0.14	-	0.19	0.13	
Promote students' ability to write effectively										
Strongly Agree / Somewhat Agree	100.0%	96.6%	97.1%	100.0%	96.4%	96.6%	100.0%	96.8%	97.8%	
Mean	3.81	3.69	3.74	3.82	3.66	3.70	3.79	3.73	3.78	
Standard deviation	0.40	0.57	0.52	0.39	0.60	0.56	0.41	0.53	0.48	
Significance	-			-			-			
Effect size	-	0.21	0.13	-	0.27	0.21	-	0.11	0.02	
Encourage respect for different beliefs										
Strongly Agree / Somewhat Agree	97.2%	93.0%	94.3%	97.0%	90.7%	91.9%	97.4%	95.8%	96.8%	
Mean	3.69	3.57	3.61	3.67	3.51	3.52	3.71	3.66	3.71	
Standard deviation	0.52	0.68	0.64	0.54	0.73	0.71	0.52	0.60	0.55	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.22	0.21	-	0.08	0.00	
Encourage students to become agents of social change										
Strongly Agree / Somewhat Agree	84.6%	80.8%	82.3%	75.7%	75.0%	76.0%	92.1%	87.9%	88.6%	
Mean	3.24	3.11	3.15	3.06	2.97	2.98	3.39	3.29	3.32	
Standard deviation	0.78	0.85	0.83	0.83	0.90	0.89	0.72	0.75	0.73	
Significance	-			-			-			
Effect size	-	0.15	0.11	-	0.10	0.09	-	0.13	0.10	

Goals for Undergraduate Education - These items gauge faculty opinion regarding common goals for undergraduate education .

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 takes responsibility for educating underprepared students										
Strongly Agree / Somewhat Agree	48.5%	62.6%	67.3%	51.7%	67.1%	70.4%	46.2%	57.2%	64.1%	
Mean	2.53	2.73	2.79	2.48	2.78	2.84	2.56	2.67	2.75	
Standard deviation	0.79	0.87	0.84	0.77	0.86	0.84	0.82	0.88	0.84	
Significance	-		*	-		*	-			
Effect size	-	-0.23	-0.31	-	-0.35	-0.43	-	-0.13	-0.23	
Indicate how important you believe each priority listed below is at your college or university:										
Develop leadership ability among students										
Highest priority / High priority	63.2%	62.7%	63.7%	63.3%	62.1%	61.9%	63.1%	63.4%	65.5%	
Mean	2.76	2.78	2.79	2.77	2.76	2.74	2.76	2.81	2.84	
Standard deviation	0.83	0.86	0.84	0.86	0.85	0.83	0.82	0.86	0.85	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.01	0.04	-	-0.06	-0.09	

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Please indicate the extent to which you agree it is your role to:										
Enhance students' knowledge of and appreciation for other racial/ethnic groups										
Strongly agree / Somewhat agree	87.3%	84.4%	86.6%	84.9%	80.0%	81.6%	89.5%	89.9%	91.8%	
Mean	3.41	3.24	3.29	3.27	3.12	3.15	3.53	3.39	3.44	
Standard deviation	0.75	0.85	0.80	0.80	0.91	0.87	0.69	0.73	0.70	
Significance	-			-			-			
Effect size	-	0.20	0.15	-	0.16	0.14	-	0.19	0.13	
Encourage respect for different beliefs										
Strongly agree / Somewhat agree	97.2%	93.0%	94.3%	97.0%	90.7%	91.9%	97.4%	95.8%	96.8%	
Mean	3.69	3.57	3.61	3.67	3.51	3.52	3.71	3.66	3.71	
Standard deviation	0.52	0.68	0.64	0.54	0.73	0.71	0.52	0.60	0.55	
Significance	-			-			-			
Effect size	-	0.18	0.13	-	0.22	0.21	-	0.08	0.00	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
There is a lot of campus racial conflict here										
Strongly agree / Somewhat agree	37.1%	24.7%	28.5%	22.6%	16.9%	19.6%	48.8%	34.1%	37.5%	
Mean	2.20	1.92	2.05	2.00	1.75	1.86	2.36	2.12	2.24	
Standard deviation	0.75	0.86	0.83	0.68	0.81	0.79	0.78	0.87	0.83	
Significance	-	**		-			-			
Effect size	-	0.33	0.18	-	0.31	0.18	-	0.28	0.14	
This institution takes responsibility for educating underprepared students										
Strongly agree / Somewhat agree	48.5%	62.6%	67.3%	51.7%	67.1%	70.4%	46.2%	57.2%	64.1%	
Mean	2.53	2.73	2.79	2.48	2.78	2.84	2.56	2.67	2.75	
Standard deviation	0.79	0.87	0.84	0.77	0.86	0.84	0.82	0.88	0.84	
Significance	-		*	-		*	-			
Effect size	-	-0.23	-0.31	-	-0.35	-0.43	-	-0.13	-0.23	

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Illinois Wesleyan University

	Total			Men/Trans men			Women/Trans 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:										
Develop a sense of community among students and faculty										
Highest priority / High priority	68.7%	64.5%	67.3%	64.3%	64.8%	67.1%	71.8%	64.2%	67.5%	
Mean	2.88	2.79	2.84	2.82	2.81	2.83	2.92	2.78	2.84	
Standard deviation	0.86	0.92	0.89	0.90	0.89	0.87	0.84	0.96	0.91	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.01	-0.01	-	0.15	0.09	
Recruit more traditionally underrepresented students										
Highest priority / High priority	75.0%	46.8%	60.0%	80.0%	47.0%	59.4%	71.0%	46.6%	60.4%	Institutional Priority: Commitment to Diversity
Mean	2.91	2.44	2.68	2.93	2.45	2.68	2.89	2.44	2.69	
Standard deviation	0.69	0.91	0.90	0.69	0.88	0.87	0.69	0.94	0.92	
Significance	-	***	*	-	**		-	**		
Effect size	-	0.52	0.26	-	0.55	0.29	-	0.48	0.22	
Promote gender diversity among in the faculty and administration										
Highest priority / High priority	53.6%	49.2%	53.5%	56.7%	55.0%	59.2%	51.3%	42.0%	47.7%	
Mean	2.55	2.49	2.57	2.63	2.60	2.66	2.49	2.37	2.47	
Standard deviation	0.87	0.95	0.94	0.89	0.92	0.91	0.85	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.06	-0.02	-	0.03	-0.03	-	0.12	0.02	

Diversity - These items relate to social attitudes and experiences with diversity on campus.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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:										
Promote racial and ethnic diversity in the faculty and administration										
Highest priority / High priority	76.8%	53.8%	61.1%	70.0%	56.4%	63.5%	82.0%	50.3%	58.7%	Institutional Priority: Commitment to Diversity
Mean	2.99	2.59	2.73	2.87	2.65	2.77	3.08	2.53	2.69	
Standard deviation	0.80	0.99	0.97	0.86	0.96	0.94	0.74	1.03	1.00	
Significance	-	**	*	-	-	-	-	**	*	
Effect size	-	0.40	0.27	-	0.23	0.11	-	0.53	0.39	
Develop an appreciation for multiculturalism										
Highest priority / High priority	81.2%	57.2%	66.1%	76.6%	56.7%	65.1%	84.6%	57.6%	67.1%	Institutional Priority: Commitment to Diversity
Mean	3.07	2.66	2.84	3.00	2.65	2.80	3.13	2.68	2.88	
Standard deviation	0.67	0.95	0.92	0.69	0.92	0.89	0.66	0.98	0.94	
Significance	-	***	*	-	*	-	-	**	-	
Effect size	-	0.43	0.25	-	0.38	0.22	-	0.46	0.27	
Please indicate your agreement with each of the following statements:										
A racially/ethnically diverse student body enhances the educational experience of all students										
Strongly agree / Somewhat agree	95.8%	96.6%	96.9%	90.6%	94.4%	94.8%	100.0%	99.3%	99.0%	
Mean	3.72	3.71	3.75	3.53	3.60	3.65	3.87	3.85	3.86	
Standard deviation	0.54	0.54	0.52	0.67	0.62	0.61	0.34	0.38	0.38	
Significance	-	-	-	-	-	-	-	-	-	
Effect size	-	0.02	-0.06	-	-0.11	-0.20	-	0.05	0.03	

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
During the past year, have you:										
Considered leaving academe for another job?										
Yes	55.4%	38.2%	35.5%	62.1%	33.8%	31.1%	50.0%	43.7%	39.9%	
Considered leaving this institution for another?										
Yes	46.9%	42.8%	41.2%	51.7%	41.9%	40.1%	42.9%	43.8%	42.3%	
If given the choice, would you:										
Still come to this institution?										
Definitely yes / Probably yes	74.2%	77.1%	79.9%	63.3%	78.6%	81.8%	83.4%	75.1%	78.1%	
Mean	4.03	4.10	4.18	3.80	4.14	4.21	4.22	4.05	4.15	
Standard deviation	1.05	1.03	0.99	1.27	1.03	0.99	0.80	1.04	0.99	
Significance	-			-		*	-			
Effect size	-	-0.07	-0.15	-	-0.33	-0.41	-	0.16	0.07	
Still be a college professor?										
Definitely yes / Probably yes	77.3%	89.6%	89.8%	66.7%	90.6%	91.0%	86.1%	88.4%	88.7%	
Mean	4.30	4.51	4.51	4.07	4.53	4.54	4.50	4.49	4.48	
Standard deviation	0.96	0.78	0.76	1.08	0.77	0.76	0.81	0.80	0.77	
Significance	-	*	*	-	**	**	-			
Effect size	-	-0.27	-0.28	-	-0.60	-0.62	-	0.01	0.03	
How satisfied are you with the following aspects of your job?										
Salary										Job Satisfaction: Compensation
Very satisfied / Satisfied	28.8%	54.7%	61.7%	32.2%	56.3%	63.2%	26.3%	52.9%	60.2%	
Mean	1.89	2.49	2.65	2.07	2.55	2.69	1.76	2.41	2.62	
Standard deviation	0.86	0.89	0.93	0.86	0.89	0.92	0.85	0.89	0.94	
Significance	-	***	***	-	**	***	-	***	***	
Effect size	-	-0.67	-0.82	-	-0.54	-0.67	-	-0.73	-0.91	

Satisfaction

HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Health benefits										
Very satisfied / Satisfied	63.6%	72.8%	72.8%	53.6%	72.2%	73.8%	71.0%	73.4%	71.8%	
Mean	2.62	2.88	2.91	2.54	2.89	2.94	2.68	2.86	2.87	
Standard deviation	0.84	0.83	0.84	0.84	0.82	0.84	0.84	0.83	0.85	
Significance	-	*	**	-	*	*	-			
Effect size	-	-0.31	-0.35	-	-0.43	-0.48	-	-0.22	-0.22	
Retirement benefits										
Very satisfied / Satisfied	39.4%	74.2%	74.0%	37.9%	74.4%	74.4%	40.5%	74.0%	73.6%	Job Satisfaction:
Mean	2.24	2.92	2.93	2.21	2.92	2.94	2.27	2.92	2.92	Compen-
Standard deviation	0.90	0.83	0.84	0.90	0.84	0.86	0.90	0.82	0.82	sation
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	-0.82	-0.82	-	-0.85	-0.85	-	-0.79	-0.79	
Opportunity for scholarly pursuits										
Very satisfied / Satisfied	53.8%	59.3%	63.3%	48.2%	62.4%	66.8%	57.9%	55.6%	59.7%	Job Satisfaction:
Mean	2.45	2.62	2.73	2.38	2.68	2.79	2.50	2.55	2.66	Compen-
Standard deviation	0.89	0.94	0.93	0.78	0.92	0.92	0.98	0.95	0.93	sation
Significance	-		*	-		*	-			
Effect size	-	-0.18	-0.30	-	-0.33	-0.45	-	-0.05	-0.17	
Teaching load										
Very satisfied / Satisfied	70.2%	62.7%	68.8%	68.9%	64.0%	70.4%	71.0%	61.1%	67.1%	Job Satisfaction:
Mean	2.67	2.61	2.75	2.66	2.67	2.79	2.68	2.55	2.72	Compen-
Standard deviation	0.77	0.90	0.90	0.67	0.89	0.89	0.84	0.90	0.90	sation
Significance	-			-			-			
Effect size	-	0.07	-0.09	-	-0.01	-0.15	-	0.14	-0.04	
Quality of students										
Very satisfied / Satisfied	79.1%	66.0%	73.7%	69.0%	62.7%	71.8%	86.9%	70.0%	75.8%	
Mean	3.00	2.78	2.97	2.79	2.74	2.94	3.16	2.82	3.00	
Standard deviation	0.82	0.81	0.86	0.90	0.81	0.86	0.72	0.81	0.86	
Significance	-	*		-			-	*		
Effect size	-	0.27	0.03	-	0.06	-0.17	-	0.42	0.19	

Satisfaction

HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Autonomy and independence										
Very satisfied / Satisfied	94.0%	86.9%	89.7%	93.1%	88.1%	89.9%	94.7%	85.5%	89.7%	Job Satisfaction: Workplace
Mean	3.48	3.27	3.38	3.31	3.28	3.39	3.61	3.26	3.38	
Standard deviation	0.61	0.78	0.75	0.60	0.77	0.75	0.59	0.81	0.76	
Significance	-	*		-			-	**		
Effect size	-	0.27	0.13	-	0.04	-0.11	-	0.43	0.30	
Departmental leadership										
Very satisfied / Satisfied	82.1%	76.3%	76.3%	79.3%	78.5%	77.5%	84.2%	73.6%	74.9%	Job Satisfaction: Workplace
Mean	3.21	3.07	3.04	3.07	3.15	3.08	3.32	2.96	3.01	
Standard deviation	0.88	0.99	0.98	1.03	0.96	0.98	0.74	1.01	0.98	
Significance	-			-			-	*		
Effect size	-	0.14	0.17	-	-0.08	-0.01	-	0.36	0.32	
Departmental support for work/life balance										
Very satisfied / Satisfied	70.1%	72.4%	73.3%	62.0%	76.2%	76.3%	76.3%	67.9%	70.3%	Job Satisfaction: Workplace
Mean	2.99	2.97	2.95	2.79	3.05	3.01	3.13	2.87	2.88	
Standard deviation	1.01	0.98	0.96	1.05	0.94	0.93	0.96	1.01	0.98	
Significance	-			-			-			
Effect size	-	0.02	0.04	-	-0.28	-0.24	-	0.26	0.26	
Institutional support for work/life balance										
Very satisfied / Satisfied	56.1%	52.1%	54.3%	60.7%	57.8%	59.8%	52.6%	45.2%	48.7%	
Mean	2.50	2.50	2.53	2.50	2.61	2.63	2.50	2.37	2.42	
Standard deviation	1.03	1.00	0.96	1.04	1.01	0.98	1.03	0.96	0.93	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	-0.11	-0.13	-	0.14	0.09	

Satisfaction

HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Prospects for career advancement										Job Satisfaction: Compensation
Very satisfied / Satisfied	50.0%	56.5%	60.8%	50.0%	62.0%	65.3%	50.0%	49.8%	56.5%	
Mean	2.39	2.54	2.61	2.36	2.65	2.71	2.42	2.41	2.52	
Standard deviation	1.01	0.94	0.94	0.91	0.93	0.92	1.08	0.94	0.95	
Significance	-			-		*	-			
Effect size	-	-0.16	-0.23	-	-0.31	-0.38	-	0.01	-0.11	
Overall job										
Very satisfied / Satisfied	67.2%	76.2%	80.4%	62.1%	79.1%	82.0%	71.0%	72.5%	78.6%	
Mean	2.82	2.99	3.09	2.62	3.05	3.15	2.97	2.92	3.04	
Standard deviation	0.87	0.78	0.77	0.90	0.79	0.78	0.82	0.77	0.76	
Significance	-		**	-	**	***	-			
Effect size	-	-0.22	-0.35	-	-0.54	-0.68	-	0.06	-0.09	
Relative equity of salary and job benefits										
Very satisfied / Satisfied	28.4%	48.4%	53.2%	37.9%	54.3%	58.9%	21.1%	41.5%	47.5%	
Mean	1.87	2.35	2.45	2.00	2.47	2.57	1.76	2.20	2.33	
Standard deviation	0.94	0.96	0.98	0.96	0.97	0.97	0.91	0.94	0.98	
Significance	-	***	***	-	*	**	-	**	***	
Effect size	-	-0.50	-0.59	-	-0.48	-0.59	-	-0.47	-0.58	

Satisfaction

HERI Theme

Satisfaction - These items gauge satisfaction with various aspects of the faculty experience.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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?										
Flexibility in relation to family matters or emergencies										
Very satisfied / Satisfied	89.6%	83.8%	84.3%	93.1%	87.1%	87.8%	86.8%	79.8%	80.7%	
Mean	3.30	3.16	3.19	3.28	3.24	3.28	3.32	3.06	3.09	
Standard deviation	0.74	0.79	0.79	0.59	0.75	0.75	0.84	0.84	0.82	
Significance	-			-			-			
Effect size	-	0.18	0.14	-	0.05	0.00	-	0.31	0.28	
How satisfied are you with the following aspects of your job?										
Leave policies (e.g., paternity/maternity leave, caring for a family member, stopping the tenure clock)										
Very satisfied / Satisfied	76.9%	67.5%	74.9%	86.2%	74.1%	79.0%	69.4%	59.4%	70.7%	
Mean	3.03	2.77	2.94	3.07	2.88	3.02	3.00	2.63	2.85	
Standard deviation	0.79	0.92	0.89	0.70	0.88	0.87	0.86	0.94	0.89	
Significance	-	*		-			-	*		
Effect size	-	0.28	0.10	-	0.22	0.06	-	0.39	0.17	

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Indicate how important you believe each priority listed below is at your college or university:										
Develop a sense of community among students and faculty										
Highest priority / High priority	68.7%	64.5%	67.3%	64.3%	64.8%	67.1%	71.8%	64.2%	67.5%	
Mean	2.88	2.79	2.84	2.82	2.81	2.83	2.92	2.78	2.84	
Standard deviation	0.86	0.92	0.89	0.90	0.89	0.87	0.84	0.96	0.91	
Significance	-			-			-			
Effect size	-	0.10	0.04	-	0.01	-0.01	-	0.15	0.09	
Facilitate student involvement in community service										
Highest priority / High priority	44.1%	41.3%	42.0%	44.8%	41.9%	43.0%	43.6%	40.7%	40.9%	Institutional Priority: Civic Engagement
Mean	2.40	2.33	2.35	2.45	2.35	2.36	2.36	2.31	2.33	
Standard deviation	0.72	0.86	0.82	0.63	0.85	0.82	0.78	0.88	0.82	
Significance	-			-			-			
Effect size	-	0.08	0.06	-	0.12	0.11	-	0.06	0.04	
Indicate how important you believe each priority listed below is at your college or university:										
Help students learn how to bring about change in society										
Highest priority / High priority	50.7%	42.9%	49.7%	50.0%	44.4%	49.5%	51.3%	41.2%	49.8%	
Mean	2.49	2.34	2.47	2.50	2.35	2.46	2.49	2.32	2.49	
Standard deviation	0.72	0.92	0.88	0.63	0.92	0.88	0.79	0.92	0.88	
Significance	-			-			-			
Effect size	-	0.16	0.02	-	0.16	0.05	-	0.18	0.00	
Increase or maintain institutional prestige										
Highest priority / High priority	72.5%	74.0%	73.1%	73.3%	73.2%	72.4%	71.8%	74.8%	74.0%	Institutional Priority: Increase Prestige
Mean	2.93	3.02	2.99	2.93	2.98	2.95	2.92	3.07	3.03	
Standard deviation	0.77	0.87	0.87	0.78	0.85	0.86	0.77	0.88	0.88	
Significance	-			-			-			
Effect size	-	-0.10	-0.07	-	-0.06	-0.02	-	-0.17	-0.13	

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Hire faculty "stars"										
Highest priority / High priority	10.5%	26.1%	20.6%	17.2%	26.9%	20.5%	5.2%	25.2%	20.8%	Institutional Priority: Increase Prestige
Mean	1.58	1.93	1.79	1.55	1.92	1.76	1.61	1.95	1.82	
Standard deviation	0.76	0.94	0.88	0.87	0.96	0.89	0.68	0.92	0.87	
Significance	-	**		-	*		-	*		
Effect size	-	-0.37	-0.24	-	-0.39	-0.24	-	-0.37	-0.24	
Recruit more traditionally underrepresented students										
Highest priority / High priority	75.0%	46.8%	60.0%	80.0%	47.0%	59.4%	71.0%	46.6%	60.4%	Institutional Priority: Commitment to Diversity
Mean	2.91	2.44	2.68	2.93	2.45	2.68	2.89	2.44	2.69	
Standard deviation	0.69	0.91	0.90	0.69	0.88	0.87	0.69	0.94	0.92	
Significance	-	***	*	-	**		-	**		
Effect size	-	0.52	0.26	-	0.55	0.29	-	0.48	0.22	
Promote gender diversity in the faculty and administration										
Highest priority / High priority	53.6%	49.2%	53.5%	56.7%	55.0%	59.2%	51.3%	42.0%	47.7%	
Mean	2.55	2.49	2.57	2.63	2.60	2.66	2.49	2.37	2.47	
Standard deviation	0.87	0.95	0.94	0.89	0.92	0.91	0.85	0.97	0.97	
Significance	-			-			-			
Effect size	-	0.06	-0.02	-	0.03	-0.03	-	0.12	0.02	
Promote racial and ethnic diversity in the faculty and administration										
Highest priority / High priority	76.8%	53.8%	61.1%	70.0%	56.4%	63.5%	82.0%	50.3%	58.7%	
Mean	2.99	2.59	2.73	2.87	2.65	2.77	3.08	2.53	2.69	
Standard deviation	0.80	0.99	0.97	0.86	0.96	0.94	0.74	1.03	1.00	
Significance	-	**	*	-			-	**	*	
Effect size	-	0.40	0.27	-	0.23	0.11	-	0.53	0.39	
Provide resources for faculty to engage in community-based teaching or research										
Highest priority / High priority	34.8%	37.7%	41.0%	36.6%	38.5%	40.3%	33.3%	36.9%	41.8%	Institutional Priority: Civic Engagement
Mean	2.22	2.21	2.29	2.27	2.23	2.28	2.18	2.20	2.30	
Standard deviation	0.82	0.94	0.93	0.74	0.94	0.90	0.88	0.95	0.95	
Significance	-			-			-			
Effect size	-	0.01	-0.08	-	0.04	-0.01	-	-0.02	-0.13	

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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:										
Create and sustain partnerships with surrounding communities										Institutional Priority: Civic Engagement
Highest priority / High priority	39.7%	43.6%	43.2%	36.6%	44.5%	42.6%	42.1%	42.4%	43.9%	
Mean	2.28	2.35	2.36	2.20	2.39	2.37	2.34	2.31	2.35	
Standard deviation	0.83	0.93	0.90	0.81	0.90	0.87	0.85	0.97	0.93	
Significance	-			-			-			
Effect size	-	-0.08	-0.09	-	-0.21	-0.20	-	0.03	-0.01	
Pursue extramural funding										
Highest priority / High priority	44.1%	40.8%	43.5%	46.7%	42.7%	44.1%	42.1%	38.6%	43.0%	
Mean	2.35	2.35	2.38	2.47	2.39	2.40	2.26	2.29	2.36	
Standard deviation	1.06	0.99	0.93	1.17	0.98	0.92	0.98	1.00	0.93	
Significance	-			-			-			
Effect size	-	0.00	-0.03	-	0.08	0.08	-	-0.03	-0.11	
Strengthen links with the for-profit, corporate sector										
Highest priority / High priority	30.8%	48.5%	35.0%	27.5%	51.1%	36.9%	33.3%	45.3%	33.1%	
Mean	2.12	2.43	2.11	1.97	2.48	2.14	2.25	2.37	2.07	
Standard deviation	0.99	1.06	1.04	1.02	1.06	1.05	0.97	1.07	1.03	
Significance	-	*		-	*		-			
Effect size	-	-0.29	0.01	-	-0.48	-0.16	-	-0.11	0.17	
Develop leadership ability among students										
Highest priority / High priority	63.2%	62.7%	63.7%	63.3%	62.1%	61.9%	63.1%	63.4%	65.5%	
Mean	2.76	2.78	2.79	2.77	2.76	2.74	2.76	2.81	2.84	
Standard deviation	0.83	0.86	0.84	0.86	0.85	0.83	0.82	0.86	0.85	
Significance	-			-			-			
Effect size	-	-0.02	-0.04	-	0.01	0.04	-	-0.06	-0.09	

Institutional Priorities - These items gauge faculty opinion on various types of institutional priorities.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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:										
Develop an appreciation for multiculturalism										
Highest priority / High priority	81.2%	57.2%	66.1%	76.6%	56.7%	65.1%	84.6%	57.6%	67.1%	Institutional Priority: Commitment to Diversity
Mean	3.07	2.66	2.84	3.00	2.65	2.80	3.13	2.68	2.88	
Standard deviation	0.67	0.95	0.92	0.69	0.92	0.89	0.66	0.98	0.94	
Significance	-	***	*	-	*		-	**		
Effect size	-	0.43	0.25	-	0.38	0.22	-	0.46	0.27	
Please indicate your agreement with each of the following statements:										
Colleges have a responsibility to work with their surrounding communities to address local issues										
Strongly agree / Somewhat agree	87.3%	92.8%	93.1%	84.4%	90.1%	90.2%	89.7%	96.1%	96.1%	Civic Minded Values
Mean	3.34	3.41	3.44	3.31	3.32	3.33	3.36	3.53	3.55	
Standard deviation	0.74	0.64	0.64	0.74	0.67	0.68	0.74	0.58	0.58	
Significance	-			-			-		*	
Effect size	-	-0.11	-0.16	-	-0.01	-0.03	-	-0.29	-0.33	

Interaction with Students - These items relate to the amount and types of interactions faculty have with students on campus.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
During the past three years, have you:										Civic Minded Practice
Advised student groups involved in service/volunteer work	56.1%	59.2%	54.4%	56.8%	58.4%	53.3%	56.8%	60.1%	55.4%	
In the past year, to what extent have you:										
Engaged undergraduates on your research project(s) *	55.1%	57.1%	63.0%	41.7%	56.4%	63.0%	66.0%	57.9%	63.0%	
Worked with undergraduates on their research project *	81.4%	74.0%	77.8%	80.5%	73.9%	79.0%	81.8%	74.2%	76.6%	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Students										Career Related Stress
Extensive / Somewhat	86.3%	70.4%	74.3%	86.2%	67.5%	71.8%	86.5%	74.0%	76.9%	
Mean	1.98	1.84	1.88	1.93	1.79	1.84	2.03	1.90	1.92	
Standard deviation	0.51	0.64	0.61	0.46	0.63	0.61	0.55	0.64	0.61	
Significance	-			-			-			
Effect size	-	0.22	0.16	-	0.22	0.15	-	0.20	0.18	
Please indicate the extent to which you agree or disagree with each of the following:										
I try to dispel perceptions of competition in my classroom										
Strongly agree/Somewhat agree	73.9%	68.5%	75.3%	64.5%	63.9%	69.5%	81.6%	74.1%	81.2%	
Mean	3.10	2.91	3.08	2.94	2.81	2.94	3.24	3.04	3.22	
Standard deviation	0.86	0.90	0.86	0.96	0.92	0.90	0.75	0.85	0.80	
Significance	-			-			-			
Effect size	-	0.21	0.02	-	0.14	0.00	-	0.24	0.03	

* Includes all response options except 'Not at all'.

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
In your interactions with undergraduates, how often in the past year did you encourage them to:										
Ask questions in class										
Frequently / Occasionally	100.0%	99.5%	99.4%	100.0%	99.2%	99.2%	100.0%	99.8%	99.6%	
Mean	2.93	2.95	2.95	2.91	2.95	2.94	2.95	2.95	2.96	
Standard deviation	0.25	0.24	0.25	0.28	0.25	0.26	0.22	0.22	0.23	
Significance	-			-			-			
Effect size	-	-0.08	-0.08	-	-0.16	-0.12	-	0.00	-0.04	
Support their opinions with a logical argument										
Frequently / Occasionally	98.7%	98.0%	98.2%	97.1%	97.8%	98.2%	100.0%	98.1%	98.2%	
Mean	2.74	2.77	2.79	2.69	2.76	2.77	2.78	2.79	2.81	
Standard deviation	0.47	0.46	0.45	0.53	0.47	0.46	0.42	0.45	0.44	
Significance	-			-			-			
Effect size	-	-0.07	-0.11	-	-0.15	-0.17	-	-0.02	-0.07	
Seek solutions to problems and explain them to others										
Frequently / Occasionally	97.4%	98.0%	97.9%	97.2%	97.5%	97.5%	97.5%	98.6%	98.3%	
Mean	2.71	2.73	2.75	2.67	2.72	2.73	2.75	2.75	2.77	
Standard deviation	0.51	0.49	0.48	0.53	0.50	0.50	0.49	0.46	0.46	
Significance	-			-			-			
Effect size	-	-0.04	-0.08	-	-0.10	-0.12	-	0.00	-0.04	
Analyze multiple sources of information before coming to a conclusion										
Frequently / Occasionally	93.5%	97.4%	96.8%	88.9%	96.9%	96.7%	97.5%	98.1%	97.0%	
Mean	2.58	2.68	2.67	2.47	2.65	2.62	2.68	2.71	2.71	
Standard deviation	0.61	0.52	0.53	0.70	0.54	0.55	0.52	0.49	0.52	
Significance	-			-			-			
Effect size	-	-0.19	-0.17	-	-0.33	-0.27	-	-0.06	-0.06	
Evaluate the quality or reliability of information they receive										
Frequently / Occasionally	97.4%	96.5%	96.6%	94.4%	95.9%	95.9%	100.0%	97.1%	97.3%	
Mean	2.61	2.68	2.66	2.53	2.66	2.64	2.68	2.71	2.69	
Standard deviation	0.54	0.54	0.54	0.61	0.55	0.56	0.47	0.51	0.52	
Significance	-			-			-			
Effect size	-	-0.13	-0.09	-	-0.24	-0.20	-	-0.06	-0.02	

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 in the past year did you encourage them to:										
Take risks for potential gains										
Frequently / Occasionally	89.5%	83.1%	84.7%	86.1%	82.9%	84.0%	92.5%	83.5%	85.4%	
Mean	2.33	2.20	2.25	2.22	2.18	2.21	2.43	2.21	2.28	
Standard deviation	0.66	0.70	0.70	0.68	0.70	0.70	0.64	0.71	0.70	
Significance	-			-			-			
Effect size	-	0.19	0.11	-	0.06	0.01	-	0.31	0.21	
Seek alternative solutions to a problem										
Frequently / Occasionally	97.4%	98.1%	97.3%	94.5%	97.5%	97.0%	100.0%	98.8%	97.7%	
Mean	2.60	2.65	2.63	2.50	2.65	2.61	2.68	2.65	2.65	
Standard deviation	0.54	0.52	0.54	0.61	0.53	0.55	0.47	0.50	0.52	
Significance	-			-			-			
Effect size	-	-0.10	-0.06	-	-0.28	-0.20	-	0.06	0.06	
Look up scientific research articles and resources										
Frequently / Occasionally	81.6%	87.4%	86.1%	74.3%	87.2%	86.4%	87.8%	87.8%	85.8%	
Mean	2.22	2.42	2.40	1.97	2.39	2.37	2.44	2.46	2.44	
Standard deviation	0.74	0.70	0.72	0.71	0.70	0.71	0.71	0.70	0.73	
Significance	-	*	*	-	***	**	-			
Effect size	-	-0.29	-0.25	-	-0.60	-0.56	-	-0.03	0.00	
Explore topics on their own, even though it was not required for a class										
Frequently / Occasionally	92.2%	95.6%	96.0%	91.7%	95.6%	96.4%	92.7%	95.5%	95.5%	
Mean	2.32	2.47	2.46	2.28	2.48	2.46	2.37	2.46	2.45	
Standard deviation	0.62	0.58	0.57	0.61	0.58	0.57	0.62	0.58	0.58	
Significance	-	*	*	-	*		-			
Effect size	-	-0.26	-0.25	-	-0.34	-0.32	-	-0.16	-0.14	
Accept mistakes as part of the learning process										
Frequently / Occasionally	97.4%	98.5%	98.6%	97.2%	98.2%	98.4%	97.5%	98.8%	98.8%	
Mean	2.70	2.75	2.76	2.58	2.72	2.72	2.80	2.78	2.80	
Standard deviation	0.51	0.47	0.46	0.55	0.49	0.48	0.46	0.44	0.43	
Significance	-			-			-			
Effect size	-	-0.11	-0.13	-	-0.29	-0.29	-	0.05	0.00	

Habits of Mind - These items illustrate the extent to which faculty ask students to engage in the behaviors and traits associated with academic success.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Recognize biases that affect their thinking										
Frequently / Occasionally	89.6%	92.8%	93.5%	91.6%	92.1%	92.6%	87.8%	93.6%	94.4%	
Mean	2.43	2.47	2.48	2.39	2.43	2.42	2.46	2.52	2.55	
Standard deviation	0.68	0.63	0.62	0.64	0.64	0.63	0.71	0.62	0.60	
Significance	-			-			-			
Effect size	-	-0.06	-0.08	-	-0.06	-0.05	-	-0.10	-0.15	

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Please indicate your agreement with each of the following statements:										
I achieve a healthy balance between my personal life and my professional life										
Strongly agree / Somewhat agree	56.3%	60.5%	59.2%	62.5%	68.0%	65.9%	51.3%	51.5%	52.4%	
Mean	2.63	2.71	2.67	2.84	2.90	2.83	2.46	2.48	2.51	
Standard deviation	1.03	0.98	0.95	1.05	0.94	0.94	1.00	0.99	0.94	
Significance	-			-			-			
Effect size	-	-0.08	-0.04	-	-0.06	0.01	-	-0.02	-0.05	
I feel that I have to work harder than my colleagues to be perceived as a legitimate scholar										
Strongly agree / Somewhat agree	47.9%	53.3%	53.1%	43.7%	44.5%	42.8%	51.3%	64.0%	63.4%	
Mean	2.41	2.59	2.57	2.28	2.40	2.35	2.51	2.82	2.80	
Standard deviation	0.95	1.00	1.01	1.08	1.02	1.03	0.82	0.92	0.94	
Significance	-			-			-	*		
Effect size	-	-0.18	-0.16	-	-0.12	-0.07	-	-0.34	-0.31	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Managing household responsibilities										
Extensive / Somewhat	78.8%	73.9%	76.3%	65.5%	69.4%	73.2%	89.2%	79.2%	79.4%	
Mean	1.91	1.93	1.98	1.66	1.84	1.90	2.11	2.03	2.05	
Standard deviation	0.57	0.67	0.67	0.48	0.66	0.66	0.57	0.67	0.68	
Significance	-			-			-			
Effect size	-	-0.03	-0.10	-	-0.27	-0.36	-	0.12	0.09	
Child care										
Extensive / Somewhat	63.7%	56.7%	62.9%	45.5%	53.4%	59.2%	72.8%	60.9%	67.1%	
Mean	2.00	1.80	1.87	1.64	1.72	1.78	2.18	1.89	1.97	
Standard deviation	0.87	0.79	0.77	0.81	0.76	0.74	0.85	0.82	0.79	
Significance	-			-			-			
Effect size	-	0.25	0.17	-	-0.11	-0.19	-	0.35	0.27	

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
My physical health										
Extensive / Somewhat	69.3%	59.7%	61.5%	67.8%	57.8%	60.0%	70.6%	62.0%	63.0%	
Mean	1.84	1.72	1.73	1.89	1.69	1.70	1.79	1.77	1.76	
Standard deviation	0.66	0.67	0.65	0.74	0.66	0.64	0.59	0.69	0.66	
Significance	-			-			-			
Effect size	-	0.18	0.17	-	0.30	0.30	-	0.03	0.05	
My emotional well-being										
Extensive / Somewhat	78.1%	67.7%	69.4%	68.9%	59.6%	63.0%	85.7%	77.2%	75.7%	
Mean	1.98	1.87	1.89	1.93	1.75	1.78	2.03	2.02	1.99	
Standard deviation	0.65	0.71	0.70	0.75	0.70	0.69	0.57	0.69	0.69	
Significance	-			-			-			
Effect size	-	0.15	0.13	-	0.26	0.22	-	0.01	0.06	
Review/promotion process										
Extensive / Somewhat	55.6%	59.1%	59.3%	45.8%	54.8%	54.7%	63.3%	64.4%	64.1%	
Mean	1.72	1.80	1.80	1.54	1.71	1.72	1.87	1.90	1.89	
Standard deviation	0.74	0.76	0.76	0.66	0.73	0.74	0.78	0.78	0.77	
Significance	-			-			-			
Effect size	-	-0.11	-0.11	-	-0.23	-0.24	-	-0.04	-0.03	
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)										
Extensive / Somewhat	38.9%	32.1%	32.5%	30.4%	22.1%	22.7%	45.2%	43.3%	41.5%	
Mean	1.46	1.38	1.39	1.30	1.26	1.27	1.58	1.51	1.49	
Standard deviation	0.64	0.60	0.60	0.47	0.53	0.54	0.72	0.64	0.63	
Significance	-			-			-			
Effect size	-	0.13	0.12	-	0.08	0.06	-	0.11	0.14	
Committee work										
Extensive / Somewhat	67.7%	62.4%	63.6%	65.5%	59.2%	61.0%	69.4%	66.3%	66.3%	Career Related Stress
Mean	1.88	1.77	1.79	1.69	1.72	1.73	2.03	1.83	1.84	
Standard deviation	0.72	0.69	0.68	0.54	0.67	0.66	0.81	0.69	0.70	
Significance	-			-			-			
Effect size	-	0.16	0.13	-	-0.04	-0.06	-	0.29	0.27	

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Faculty meetings										
Extensive / Somewhat	71.2%	55.4%	54.4%	65.5%	50.6%	51.3%	75.6%	61.2%	57.4%	
Mean	1.92	1.69	1.66	1.69	1.63	1.62	2.11	1.76	1.71	
Standard deviation	0.71	0.69	0.68	0.54	0.69	0.67	0.77	0.69	0.69	
Significance	-	**	**	-			-	**	***	
Effect size	-	0.33	0.38	-	0.09	0.10	-	0.51	0.58	
Students										
Extensive / Somewhat	86.3%	70.4%	74.3%	86.2%	67.5%	71.8%	86.5%	74.0%	76.9%	
Mean	1.98	1.84	1.88	1.93	1.79	1.84	2.03	1.90	1.92	
Standard deviation	0.51	0.64	0.61	0.46	0.63	0.61	0.55	0.64	0.61	
Significance	-			-			-			
Effect size	-	0.22	0.16	-	0.22	0.15	-	0.20	0.18	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Research or publishing demands										
Extensive / Somewhat	63.3%	66.4%	68.2%	57.1%	62.5%	64.8%	68.8%	71.3%	71.9%	Career Related Stress
Mean	1.77	1.87	1.89	1.64	1.80	1.83	1.88	1.96	1.95	
Standard deviation	0.67	0.73	0.71	0.62	0.71	0.71	0.71	0.73	0.71	
Significance	-			-			-			
Effect size	-	-0.14	-0.17	-	-0.23	-0.27	-	-0.11	-0.10	
Institutional procedures and "red tape"										
Extensive / Somewhat	65.7%	67.2%	63.0%	71.4%	69.3%	65.1%	61.1%	64.4%	60.9%	Career Related Stress
Mean	1.80	1.88	1.81	1.79	1.90	1.81	1.81	1.87	1.81	
Standard deviation	0.67	0.73	0.72	0.57	0.71	0.69	0.75	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.11	-0.01	-	-0.15	-0.03	-	-0.08	0.00	
Teaching load										
Extensive / Somewhat	68.2%	66.9%	65.8%	62.1%	63.2%	60.8%	73.0%	71.3%	70.9%	Career Related Stress
Mean	1.83	1.89	1.84	1.76	1.83	1.77	1.89	1.96	1.91	
Standard deviation	0.67	0.73	0.71	0.69	0.73	0.71	0.66	0.73	0.70	
Significance	-			-			-			
Effect size	-	-0.08	-0.01	-	-0.10	-0.01	-	-0.10	-0.03	

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans 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 past year:										
Lack of personal time										Career Related Stress
Extensive / Somewhat	69.7%	69.4%	72.7%	62.0%	62.2%	65.1%	75.6%	78.3%	80.4%	
Mean	1.97	1.96	2.00	1.79	1.81	1.85	2.11	2.13	2.15	
Standard deviation	0.76	0.75	0.74	0.73	0.73	0.73	0.77	0.74	0.72	
Significance	-			-			-			
Effect size	-	0.01	-0.04	-	-0.03	-0.08	-	-0.03	-0.06	
Job security										
Extensive / Somewhat	52.3%	43.3%	39.2%	46.5%	38.4%	35.5%	56.7%	49.2%	43.0%	
Mean	1.75	1.58	1.52	1.64	1.50	1.45	1.84	1.68	1.59	
Standard deviation	0.81	0.74	0.71	0.78	0.69	0.66	0.83	0.78	0.75	
Significance	-		*	-			-		*	
Effect size	-	0.23	0.32	-	0.20	0.29	-	0.21	0.33	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Self-imposed high expectations										Career Related Stress
Extensive / Somewhat	90.9%	84.1%	86.9%	89.6%	81.1%	83.5%	91.9%	87.7%	90.2%	
Mean	2.30	2.19	2.24	2.28	2.12	2.17	2.32	2.27	2.31	
Standard deviation	0.63	0.69	0.67	0.65	0.70	0.68	0.63	0.67	0.64	
Significance	-			-			-			
Effect size	-	0.16	0.09	-	0.23	0.16	-	0.07	0.02	
Increased work responsibilities										
Extensive / Somewhat	80.0%	75.3%	74.9%	75.8%	71.6%	71.3%	83.3%	79.7%	78.7%	
Mean	2.15	2.05	2.03	2.00	1.97	1.95	2.28	2.13	2.12	
Standard deviation	0.73	0.73	0.73	0.71	0.73	0.72	0.74	0.72	0.73	
Significance	-			-			-			
Effect size	-	0.14	0.16	-	0.04	0.07	-	0.21	0.22	

Health and Wellness - These items gauge faculty behaviors, attitudes, and experiences related to health and wellness issues, including stress.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Institutional budget cuts										
Extensive / Somewhat	93.9%	59.6%	54.0%	93.1%	56.5%	50.1%	94.5%	63.4%	58.0%	
Mean	2.62	1.86	1.74	2.66	1.81	1.69	2.58	1.93	1.80	
Standard deviation	0.60	0.81	0.77	0.61	0.80	0.77	0.60	0.81	0.78	
Significance	-	***	***	-	***	***	-	***	***	
Effect size	-	0.94	1.14	-	1.06	1.26	-	0.80	1.00	

Relationship with Administration - These items relate to faculty perception and experience with the campus administration.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Full-time Undergraduate Faculty	84	1,037	2,052	39	579	1,039	44	458	1,013	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
The faculty are typically at odds with campus administration										
Strongly agree / Somewhat agree	72.5%	59.0%	53.8%	77.4%	55.9%	51.4%	68.5%	62.8%	56.3%	
Mean	2.81	2.68	2.58	2.84	2.62	2.54	2.79	2.75	2.61	
Standard deviation	0.67	0.84	0.82	0.64	0.84	0.83	0.70	0.83	0.81	
Significance	-		*	-		*	-			
Effect size	-	0.15	0.28	-	0.26	0.36	-	0.05	0.22	
Administrators consider faculty concerns when making policy										
Strongly agree / Somewhat agree	74.3%	58.8%	65.9%	64.5%	60.1%	67.1%	82.1%	57.1%	64.6%	
Mean	2.89	2.61	2.74	2.68	2.63	2.77	3.05	2.60	2.72	
Standard deviation	0.79	0.94	0.88	0.91	0.96	0.91	0.65	0.92	0.85	
Significance	-	*		-			-	**	*	
Effect size	-	0.30	0.17	-	0.05	-0.10	-	0.49	0.39	
Please indicate the extent to which each of the following has been a source of stress for you during the past year:										
Institutional procedures and "red tape"										
Extensive / Somewhat	65.7%	67.2%	63.0%	71.4%	69.3%	65.1%	61.1%	64.4%	60.9%	Career Related Stress
Mean	1.80	1.88	1.81	1.79	1.90	1.81	1.81	1.87	1.81	
Standard deviation	0.67	0.73	0.72	0.57	0.71	0.69	0.75	0.75	0.74	
Significance	-			-			-			
Effect size	-	-0.11	-0.01	-	-0.15	-0.03	-	-0.08	0.00	
Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:										
Student Affairs staff have the support and respect of faculty										
Strongly agree / Somewhat agree	75.0%	73.7%	74.3%	77.4%	75.7%	75.0%	73.0%	71.2%	73.4%	
Mean	2.97	2.92	2.94	3.03	2.97	2.96	2.92	2.86	2.91	
Standard deviation	0.73	0.84	0.82	0.71	0.83	0.82	0.76	0.85	0.82	
Significance	-			-			-			
Effect size	-	0.06	0.04	-	0.07	0.09	-	0.07	0.01	

Relationship with Administration - These items relate to faculty perception and experience with the campus administration.

Illinois Wesleyan University	Total			Men/Trans men			Women/Trans women			Construct
	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	Your Inst	Comp 1	Comp 2	
Faculty are sufficiently involved in campus decision-making										
Strongly agree / Somewhat agree	82.1%	59.2%	66.5%	75.9%	58.2%	67.1%	86.8%	60.5%	66.0%	
Mean	3.13	2.61	2.77	3.03	2.58	2.76	3.21	2.65	2.78	
Standard deviation	0.81	0.99	0.94	0.91	0.98	0.95	0.74	1.00	0.94	
Significance	-	***	**	-	*		-	***	**	
Effect size	-	0.53	0.38	-	0.46	0.28	-	0.56	0.46	
The criteria for advancement and promotion decisions are clear										
Strongly agree / Somewhat agree	87.1%	67.8%	72.9%	80.7%	68.7%	73.4%	92.3%	66.9%	72.5%	
Mean	3.30	2.84	2.94	3.10	2.85	2.95	3.46	2.83	2.93	
Standard deviation	0.77	0.93	0.90	0.79	0.93	0.91	0.72	0.94	0.89	
Significance	-	***	***	-			-	***	***	
Effect size	-	0.49	0.40	-	0.27	0.16	-	0.67	0.60	